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1030 WIEN, ARSENAL, OBJEKT 20
TEL. 798 26 01 • FAX 798 93 86

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Labour Market Monitor 2018

A Europe-wide Labour Market Monitoring System Updated Annually

Executive Summary: EU in a Nutshell

Ulrike Huemer, Helmut Mahringer

Research assistance: Anna Albert

March 2019

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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 European Union is often carried out by Eurostat on the basis of a few regularly updated key indicators. In particular much emphasis is placed on the unemployment rate. However, focusing on a single indicator captures only a certain aspect of the labour market. Employment opportunities and national labour markets are diverse. 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 10 representing the best and 1 the worst possible outcome.

The labour market monitor should represent a monitoring system that condenses significant aspects of labour market development from a multitude of indicators. Indicators that are comparable and regularly available throughout Europe are used. This facilitates regular updates of these indices and allows for monitoring over time. The present edition represents the eighth 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,
- comparability 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.

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 simplicity 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: It provides a (carto-)graphic overview and presents the main characteristics of the top countries in the five key labour market dimensions. 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 index).

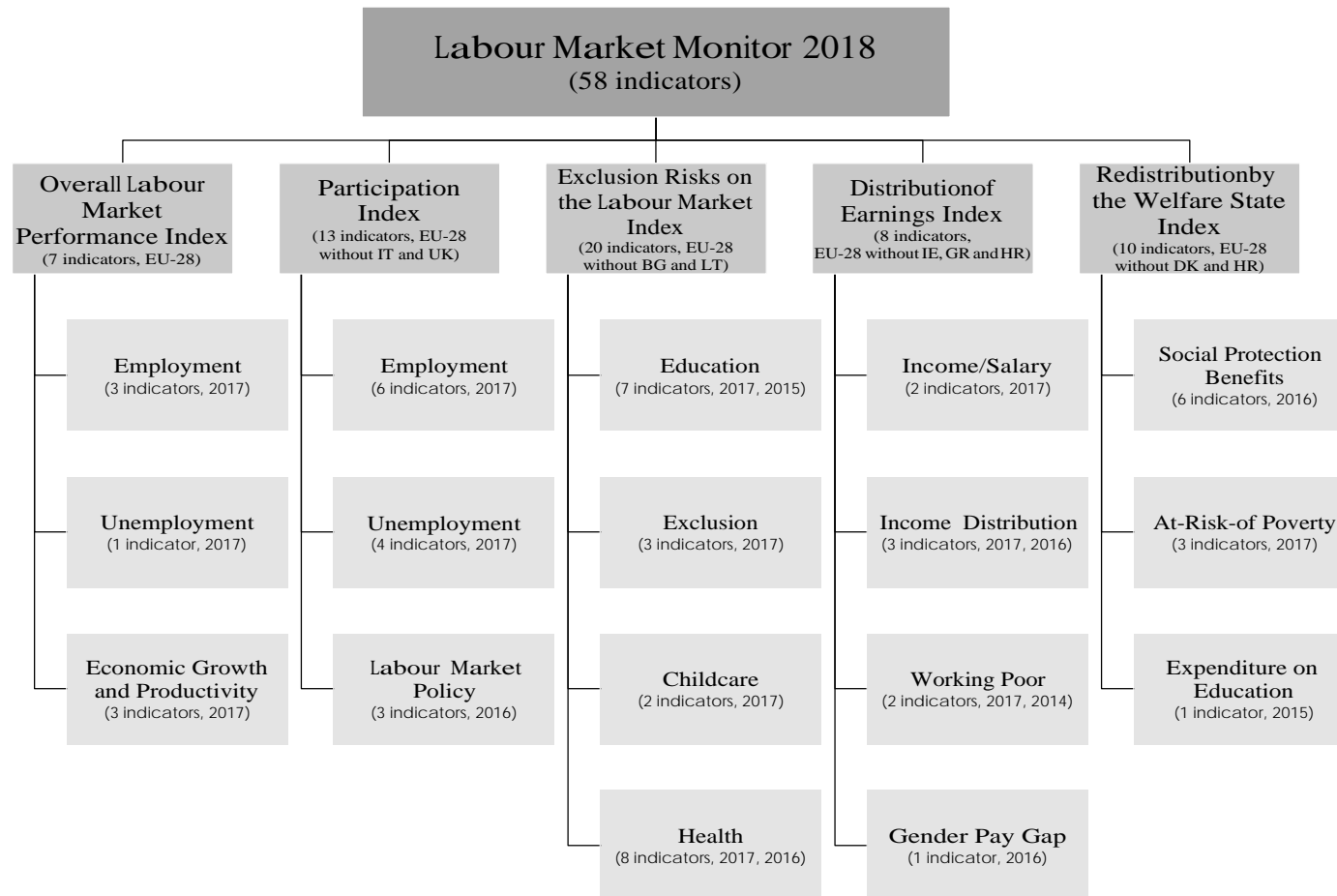## 2. Labour market monitoring with the labour market monitor

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 2018 labour market monitor these were primarily data from the years 2016 and 2017. 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

The first two dimensions reflect general aspects of the labour market and are measured based on seven respectively 13 indicators. 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 key indicators). 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. The third 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. The fourth (4) and fifth (5) dimensions mainly reflect differences in earnings and Welfare State activities within the European Union: 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 2018 – Update des jährlichen, EU-weiten Arbeitsmarktbeobachtungssystems, WIFO-Monographie, 2019, forthcoming.

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Figure 1: Structure of the Labour Market Monitor 2018 – dimensions and sub-dimensions

Labour Market Monitor 2018
(58 indicators)

Overall Labour Market Performance Index
(7 indicators, EU-28)

- Employment
  (3 indicators, 2017)
- Unemployment
  (1 indicator, 2017)
- Economic Growth and Productivity
  (3 indicators, 2017)

Participation Index
(13 indicators, EU-28 without IT and UK)

- Employment
  (6 indicators, 2017)
- Unemployment
  (4 indicators, 2017)
- Labour Market Policy
  (3 indicators, 2016)

Exclusion Risks on the Labour Market Index
(20 indicators, EU-28 without BG and LT)

- Education
  (7 indicators, 2017, 2015)
- Exclusion
  (3 indicators, 2017)
- Childcare
  (2 indicators, 2017)
- Health
  (8 indicators, 2017, 2016)

Distribution of Earnings Index
(8 indicators, EU-28 without IE, GR and HR)

- Income/Salary
  (2 indicators, 2017)
- Income Distribution
  (3 indicators, 2017, 2016)
- Working Poor
  (2 indicators, 2017, 2014)
- Gender Pay Gap
  (1 indicator, 2016)

Redistribution by the Welfare State Index
(10 indicators, EU-28 without DK and HR)

- Social Protection Benefits
  (6 indicators, 2016)
- At-Risk-of Poverty
  (3 indicators, 2017)
- Expenditure on Education
  (1 indicator, 2015)

Source: WIFO.

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3. 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 five-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 (on the basis of 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. In this way, the different country and dimension indicators of the Labour Market Monitor are condensed into one index figure.

Figure 2: Multi-step calculation process for the five indices

Normalization		Re-Scaling		Weighting		Aggregation		Sensitivity Analysis

Source: WIFO.

Finally, a sensitivity analysis is applied to test the robustness of our results and compares 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.

3.1 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).

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. Thus, the results are to be understood as an approximation of a labour market country pattern.

Dimension 1 – Overall Labour Market Performance Index

The first dimension "Performance of the labour market " 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 unemployment (unemployment rate) and the economic performance of a country (economic growth and productivity: real GDP per capita – absolute value in Euros and development over time, as well as labour productivity per person employed).
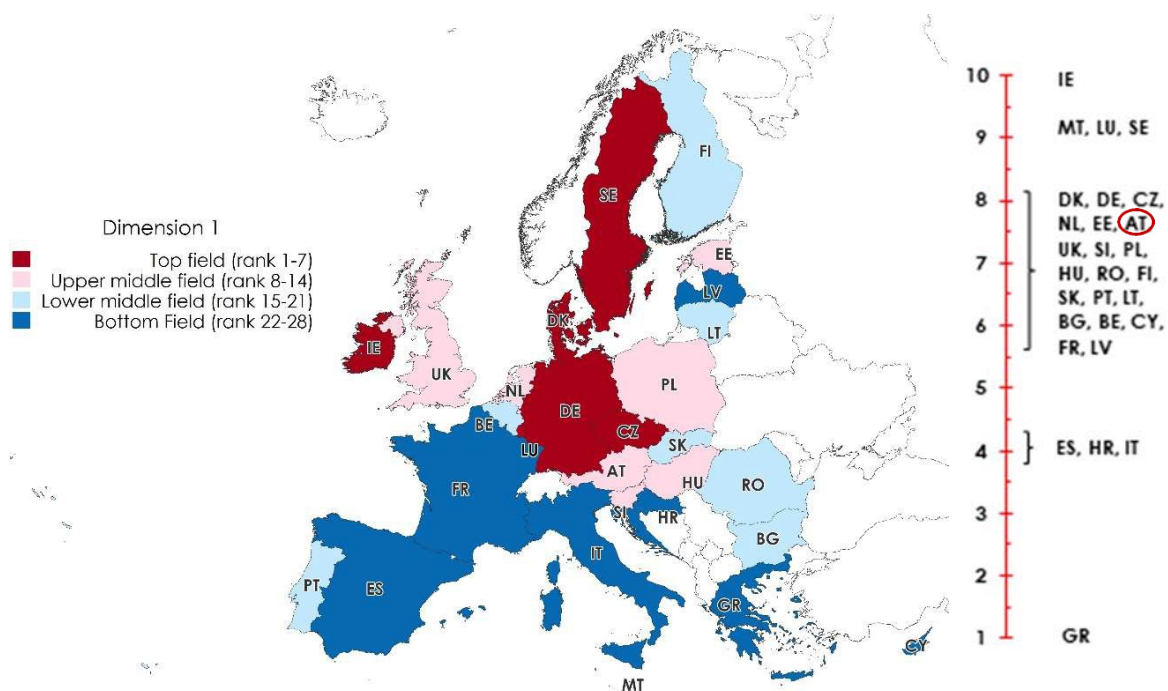
What characterizes the countries of the top field?

- High economic performance: Most of the top countries have a very high real GDP per capita (LU 80,300 €, IE 56,400 €, DK 47,100 €, SE 42,800 €), with above-average labour productivity per employee. Those countries in the top field with a below-average real GDP per capita show an above-average economic growth rate (10-year perspective).
- The top countries are characterised by either a very high employment rate (SE 76.9%, DE 75.2%, DK 74.2% and CZ 73.6%) or an average employment rate combined with very high employment growth (MT 5.3%, LU 3.4%, IE 2.9%).
- Unemployment in the countries of the top field is below average.

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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) there is still a massive discrepancy in the labour market performance of the EU member states; it is considerably stronger than before 2009.
- The differences in labour market performance between the euro countries are considerably greater than among the non-euro countries; Greece is the driver of this finding.
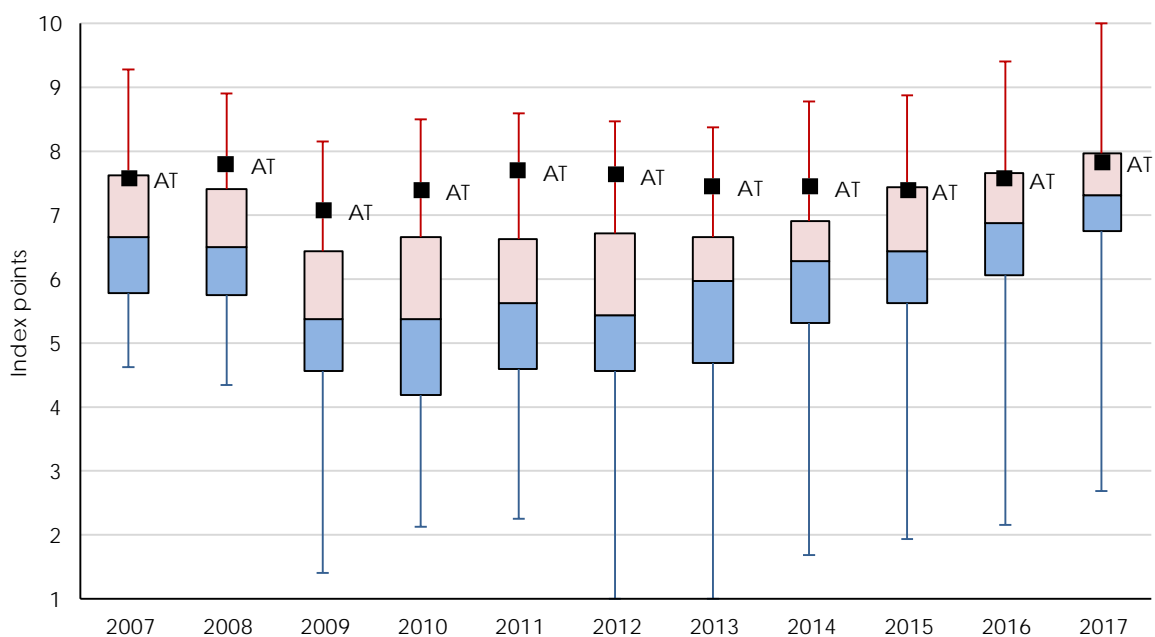
S.: Labour Market Monitor 2018. – Range of index points. Legend: The box plot diagram visualizes the scatter and location of the countries' scores per year. In the box (blue plus pink area) are the middle 50% of the countries, i.e. the upper and lower middle field. They are limited by the upper and lower quartile; the transition from the blue to the pink 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.

Dimension 2 – Participation Index

Area index 2 "Participation Index" 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 structure (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 on the level of activity 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).
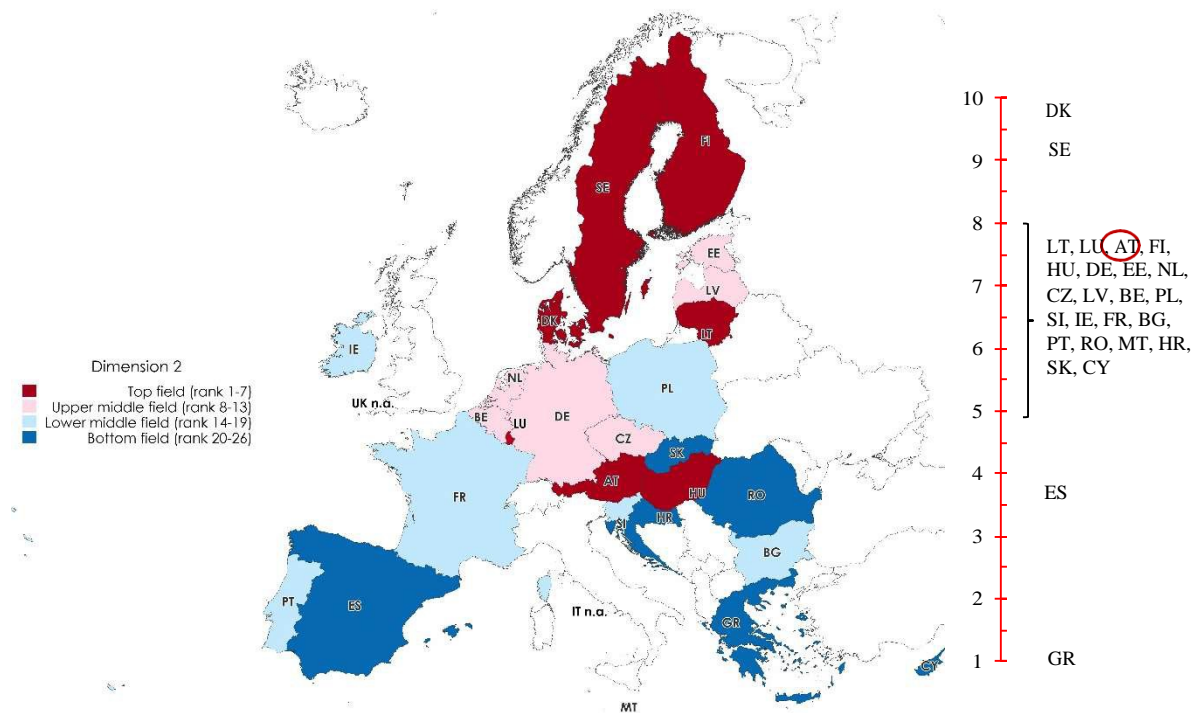
S.: Labour Market Monitor 2018. – Index calculation without United Kingdom and Italy.

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 45.1%).
- ☐ 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 years)** is **above average** (EU-28 79.3%) and the **employment gender gap is below average** (EU-28 10.5 percentage points and 12.5 at the age of 25-44).

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Dimension 3 – Exclusion Risks on the Labour Market Index

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 care infrastructure. The health dimension contains eight indicators that show the general health status of the (working age) population.

S.: Labour Market Monitor 2018. – Index calculation without Bulgaria and Lithuania.

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 people of working age with no more than compulsory education (EU-28 22.5%) are below average, the proportion with tertiary education (EU-28 31.5%) above average.

☐ In most of the top field countries, the inactivity rate (EU-28 26.7%) and the part-time rate due to care responsibilities are below average (EU-28 4.3%).

☐ 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   Index

The area index 4 "Distribution of Earnings Index" 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".
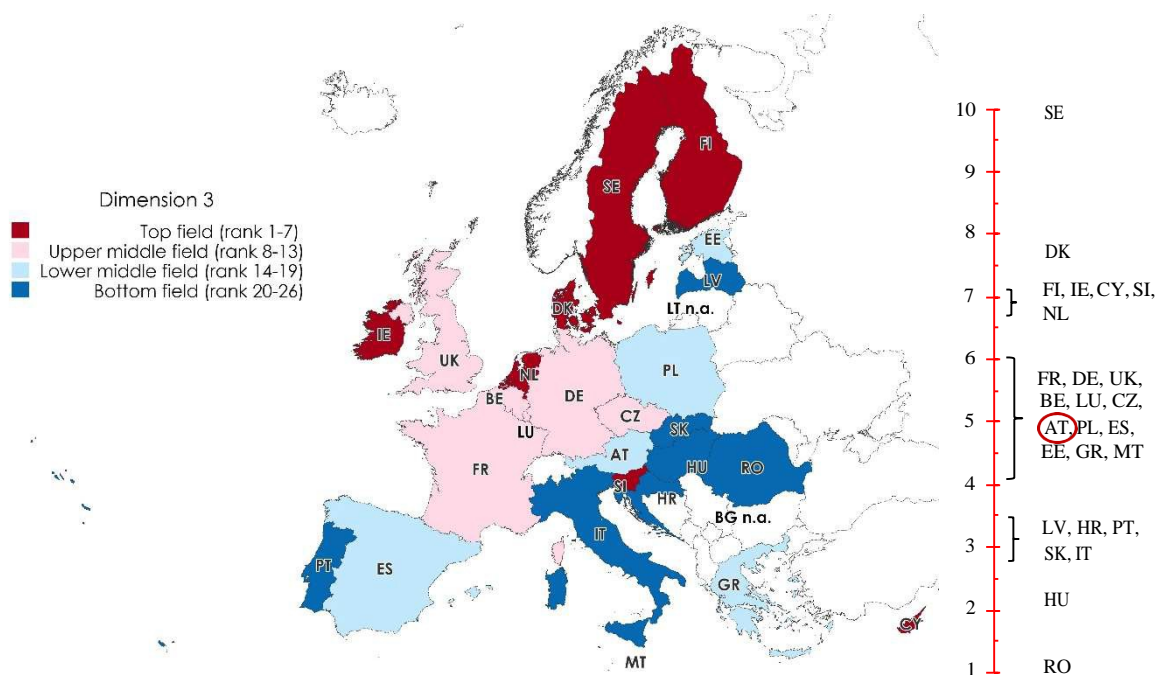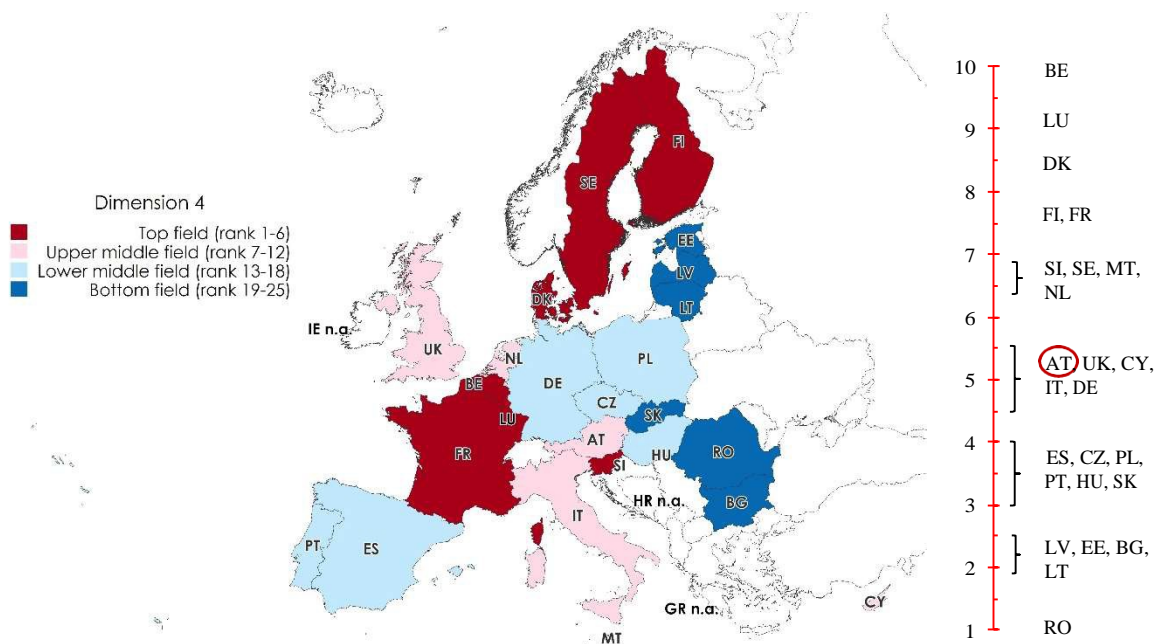

S.: Labour Market Monitor 2018. – Index calculation without Greece, Ireland and Croatia.

What characterizes the countries of the top field?

- **Income inequality** in the countries of the top field is below average. In 2017, the income of the 20% of the population in the European Union (EU-28) with the highest income was 5.1 times higher than that of the 20% with the lowest income.

- The smaller the extent of **income inequality**, the smaller the **proportion of the "working poor"**.

- The **gender pay gap** (EU-28 16.2%) and the **proportion of low-paid workers** (EU-28 17.2%) are below average in most of the top field countries.

- In most of the top countries, an **above-average share of tax revenue comes from labour** (EU-28 49.8%). The relative importance of labour in the tax system is therefore high; however, this indicator does not allow any conclusions on the absolute tax burden on labour and the tax ratio.

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Dimension 5 – Redistribution by the Welfare State Index

The "Redistribution by the Welfare State Index" 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.
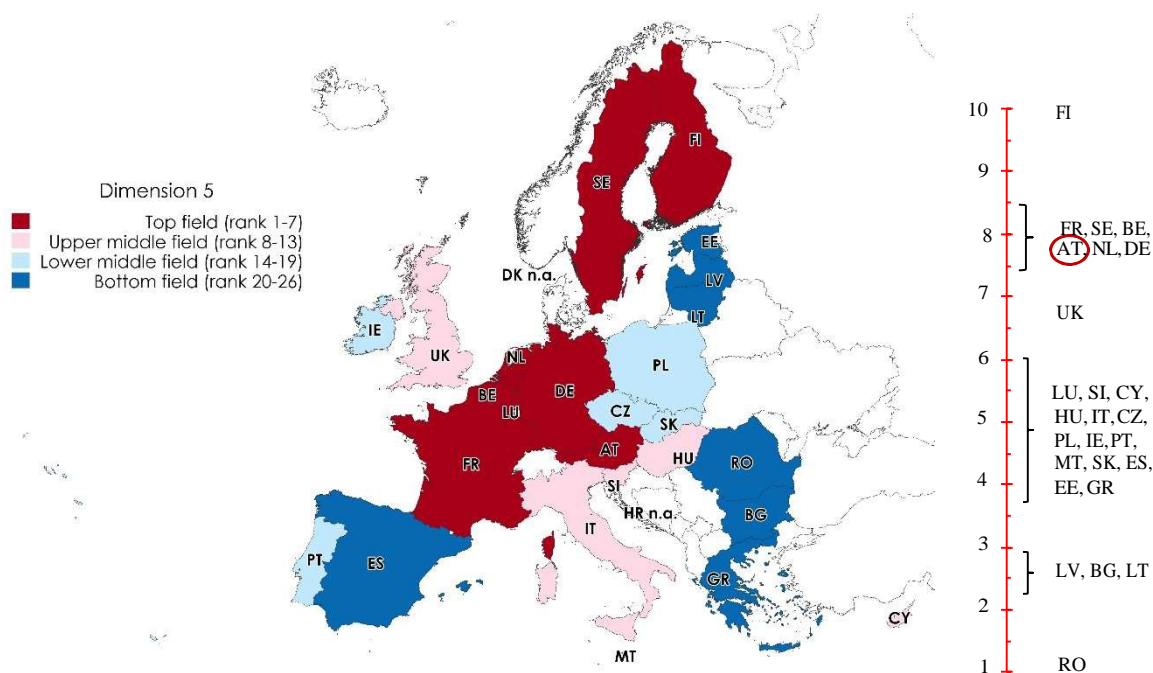
S.: Labour Market Monitor 2018. – Index calculation without Croatia and Denmark.

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.
- The countries of the top field have an at-risk-of-poverty rate below EU average (EU-28 16.9%).
- Countries with a low at-risk-of-poverty rate also tend to have a low at-risk-of-poverty gap.

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Table appendix

In the following, both the raw data and the results of the main version of the Labour Market Monitor 2018 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 2017 and 2016; a footnote indicates whether a year other than 2017 or 2016 is included in the calculation of the respective sector indices. Some countries have the same ranking because they have the same scores. Equal rankings are also indicated by footnotes.

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

Abbreviations

The 28 member countries of the European Union (including UK)

BE	Belgium		NL	Netherlands
BG	Bulgaria		AT	Austria
CZ	Czech Republic		PL	Poland
DK	Denmark		PT	Portugal
DE	Germany		RO	Rumania
EE	Estonia		SI	Slovenia
IE	Ireland		SK	Slovakia
GR	Greece		FI	Finland
ES	Spain		SE	Sweden
FR	France		UK	United Kingdom
HR	Croatia			
IT	Italy			
CY	Cyprus			
LV	Latvia		LMM	Labour Market Monitor
LT	Lithuania		LMP	Labour Market Policy
LU	Luxemburg		GDP	Gross Domestic Product
HU	Hungary		PPS	Purchasing Power Standard
MT	Malta		SNA	System of National Accounts

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, 2016 - Generaldirektion Steuern und Zollunion
	Taxation Trends in the European Union, 2016 - The Directorate-General for Taxation and Customs Union
ESAW	Europäische Statistik über Arbeitsunfälle
	European Statistics on Accidents at Work
ESSOSS (ESSPROS)	Europäisches System der Integrierter Sozialschutzstatistiken
	European System of integrated Social Protection Statistics
EU-AKE (EU-LFS)	Arbeitskräfteerhebung
	EU Labour Force Survey
EU-SILC	Gemeinschaftsstatistiken über Einkommen und Lebensbedingungen
	European Statistics of Income and Living Condition
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 Index, EU-28

	Employment						Employ-ment growth[2]	Unemployment			Economic growth and productivity		
	Employment rate (15-64 years)[1]			Employment rate (15-64 years) in full time equivalents				Unemployment rate (15-64 years)			Real GDP per capita		Labour producti-vity[3]
	2017	2017	2017	2017	2017	2017	2017	2017	2017	2017	2017	2017	2017
	In %	In %	In %	In %	In %	In %	In %	In %	In %	In %	€ per inha-bitant	Index 2007=100	Index EU28=100
	Total	Male	Female	Total	Male	Female		Total	Male	Female			
Belgium	63.1	67.5	58.7	57.2	65.3	49.8	1.4	7.1	7.2	7.1	35,000	103.2	128.8
Bulgaria	66.9	70.6	63.1	66.3	70.0	62.5	1.8	6.2	6.4	6.0	6,300	131.3	45.5
Czech Republic	73.6	80.9	66.2	72.4	80.9	63.9	1.6	2.9	2.4	3.6	17,200	113.2	81.6
Denmark	74.2	76.9	71.5	65.3	70.5	60.8	1.7	5.9	5.7	6.0	47,100	101.9	116.3
Germany	75.2	78.9	71.5	65.2	75.1	55.8	1.4	3.8	4.2	3.4	35,500	110.6	106.3
Estonia	74.1	77.4	70.9	71.8	76.1	67.7	2.7	5.9	6.4	5.5	14,600	109.8	74.4
Ireland	67.7	73.0	62.4	61.0	69.5	53.4	2.9	6.9	7.3	6.4	56,400	136.9	187.2
Greece	53.5	62.7	44.4	51.2	61.1	41.5	1.5	21.7	17.9	26.3	17,400	76.7	80.3
Spain	61.1	66.5	55.7	56.9	64.6	49.6	2.6	17.3	15.8	19.1	24,500	100.0	101.0
France	64.7	68.4	61.2	59.9	66.3	54.4	1.1	9.5	9.5	9.4	32,300	102.9	114.8
Croatia	58.9	63.8	54.0	57.7	62.9	52.6	2.2	11.3	10.7	12.0	11,500	102.7	71.9
Italy	58.0	67.1	48.9	53.2	64.8	42.3	1.2	11.4	10.6	12.5	26,400	92.0	106.9
Cyprus	65.6	70.0	61.4	61.6	66.7	56.9	3.9	11.3	11.2	11.4	22,700	93.0	83.9
Latvia	70.1	71.9	68.4	69.2	71.4	67.2	0.0	8.9	9.9	7.9	11,600	113.7	67.3
Lithuania	70.4	70.6	70.2	69.1	69.9	68.5	-0.5	7.3	8.8	5.9	12,700	129.6	75.2
Luxemburg	66.3	69.9	62.5	61.2	68.3	54.6	3.4	5.5	5.6	5.5	80,300	95.1	160.7
Hungary	68.2	75.2	61.3	67.4	74.9	60.1	2.0	4.2	3.8	4.6	11,800	113.5	67.3
Malta	69.2	80.1	57.6	65.7	79.0	51.9	5.3	4.1	3.9	4.3	20,800	134.2	97.8
Netherlands	75.8	80.4	71.3	58.6	71.2	47.2	2.2	4.9	4.5	5.3	40,700	104.1	111.0
Austria	72.2	76.2	68.2	63.0	73.1	54.1	1.7	5.6	6.0	5.1	37,200	103.6	116.3
Poland	66.1	72.8	59.5	65.3	73.2	57.7	1.4	5.0	5.0	5.0	11,800	138.8	75.6
Portugal	67.8	71.1	64.8	65.5	69.8	61.6	3.3	9.2	8.8	9.6	17,500	101.7	75.6
Rumania	63.9	71.8	55.8	62.6	70.5	54.4	2.8	5.1	5.8	4.2	8,300	136.1	65.1
Slovenia	69.3	72.5	65.8	66.5	71.2	61.8	2.9	6.7	5.9	7.6	19,400	104.3	81.9
Slovakia	66.2	72.0	60.3	64.5	70.8	58.2	2.2	8.2	8.0	8.5	15,000	126.1	80.4
Finland	70.0	71.4	68.5	65.0	68.0	62.2	1.2	8.8	9.1	8.5	35,700	96.0	108.6
Sweden	76.9	78.3	75.4	71.2	75.4	67.6	2.3	6.9	7.2	6.5	42,800	105.9	111.8
United Kingdom	74.1	78.6	69.7	64.9	74.5	56.4	1.0	4.4	4.6	4.3	32,200	103.5	100.2
EU-28	67.7	72.9	62.4	61.7	70.3	53.7	1.6	7.8	7.6	8.0	27,700	105.7	100.0
EU-27[4]	67.7	73.0	62.5	:	:	:	:	7.7	7.5	8.0	:	:	:

S: Eurostat. - Indicators by gender are only included as "total" in the calculation of the respective dimension. - [1] Employment rate (20-64 years) (Europe 2020 indicator): see Table A 11. - [2] Annual percentage change of total employment. - [3] GDP in PPS per employed person. - [4] Prior to the entry of Croatia, including UK. - (:) ... No values available.

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Table A 2: Rankings in dimension 1 - Overall Labour Market Performance Index, EU-28

Rankings of the indicators, the sub dimensions and the total dimension

Rank	Employment				Unemployment	Economic growth and productivity				Total dimension
	Employment rate (15-64 years)	Employment rate in full time equivalents	Employment growth	Sub dimension	Unemployment rate (15-64 Jahre)	Real GDP per capita € per inhabitant)	Real GDP per capita (Index 2007=100)	Labour producitvity	Sub dimension	
	2017	2017	2017		2017	2017	2017	2017		
1	SE	CZ	MT	MT	CZ	LU	PL	IE	IE	IE
2	NL	EE	CY	SE	DE	IE	IE	LU	LU	MT
3	DE	SE	LU	EE	MT	DK	RO	BE	DK	LU
4	DK	LV	PT	CZ	HU	SE	MT	AT	MT	SE
5	EE[1]	LT	SI[1]	SI	UK	NL	BG	DK	SE	DK
6	UK[1]	HU	IE[1]	PT	NL	AT	LT	FR	BE	DE
7	CZ	SI	RO	DK	PL	FI	SK	SE	NL	CZ
8	AT	BG	EE	DE	RO	DE	LV	NL	DE	NL
9	LT	MT	ES	CY	LU	BE	HU	FI	AT	EE
10	LV	PT	SE	HU	AT	FR	CZ	IT	FR	AT
11	FI	PL	SK[2]	NL	EE[1]	UK	DE	DE	PL	UK
12	SI	DK	NL[2]	UK	DK[1]	IT	EE	ES	FI	SI
13	MT	DE	HR[2]	LU	BG	ES	SE	UK	UK	PL
14	HU	FI	HU	AT	SI	CY	SI	MT	SK	HU
15	PT	UK	BG	IE	SE[1]	MT	NL	CY	LT	RO
16	IE	SK	DK[1]	BG	IE[1]	SI	AT	SI	RO	FI
17	BG	AT	AT[1]	SK	BE	PT	UK	CZ	ES	SK
18	LU	RO	CZ	FI	LT	GR	BE	SK	IT	PT
19	SK	CY	GR	RO	SK	CZ	FR	GR	CZ	LT
20	PL	LU	PL[2]	LV	FI	SK	HR	PT	SI	BG
21	CY	IE	DE[2]	PL	LV	EE	DK	PL	EE	BE
22	FR	FR	BE[2]	LT	PT	LT	PT	LT	BG	CY
23	RO	NL	FI[1]	ES	FR	HU[1]	ES	EE	LV	FR
24	BE	HR	IT[1]	FR	CY[1]	PL[1]	FI	HR	HU	LV
25	ES	BE	FR	HR	HR[1]	LV	LU	LV	CY	ES
26	HR	ES	UK	BE	IT	HR	CY	HU	PT	HR
27	IT	IT	LV	IT	ES	RO	IT	RO	HR	IT
28	GR	GR	LT	GR	GR	BG	GR	BG	GR	GR

S: Eurostat, WIFO-calculations. - [1] Two countries have the same rank (e.g. EE and UK) due to equal . - [2] Three countries have the same rank (e.g. SK, NL and HR) due to equal index points.

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Table A 3: Raw data of indicators in dimension 2 - Participation Index, EU-28

	Employment rate (25-44 years)	Gender employment gap (25-44 years)[1]	Employment							Gender employment gap (15-64 years)[1]
			Employment rate (55-64 years)			Involuntary part-time employment[2]	Unvoluntary temporary Employment[3] (15-64 years)			
	2017	2017	2017	2017	2017	2017	2017	2017	2017	2017
	In %	In percentage points	In %			In %	In % of employees			In percentage points
			Total	Male	Female		Total	Male	Female	
Belgium	79.9	9.1	48.3	53.8	42.8	1.9	7.3	6.9	7.8	8.8
Bulgaria	78.4	9.6	58.2	62.5	54.3	1.3	3.5	4.1	2.8	7.5
Czech Republic	84.6	19.6	62.1	71.7	53.0	0.6	7.3	5.8	9.0	14.7
Denmark	80.0	8.3	68.9	72.8	65.2	3.5	5.2	4.4	6.1	5.4
Germany	82.7	9.4	70.1	75.0	65.4	3.0	1.9	1.8	2.1	7.4
Estonia	83.1	15.3	68.1	66.6	69.3	0.7	0.4	0.4	:	6.5
Ireland	79.2	11.1	58.4	66.6	50.3	4.7	3.5	3.5	3.5	10.6
Greece	67.5	19.3	38.3	49.6	28.0	6.8	8.3	7.0	9.9	18.3
Spain	74.2	10.5	50.5	57.8	43.5	9.1	22.7	22.8	22.7	10.8
France	79.3	10.9	51.3	52.7	49.9	7.9	9.7	8.7	10.6	7.2
Croatia	77.2	7.3	40.3	49.0	32.3	1.7	17.7	17.8	17.6	9.8
Italy	67.9	19.6	52.2	62.8	42.3	11.6	11.2	10.6	12.0	18.2
Cyprus	78.7	8.1	55.3	64.9	46.2	8.3	14.1	10.9	17.3	8.6
Latvia	81.7	8.2	62.3	62.4	62.1	2.7	1.1	1.4	0.8	3.5
Lithuania	84.4	1.4	66.1	67.2	65.2	2.3	1.0	1.3	:	0.4
Luxemburg	84.7	6.5	39.8	45.4	33.9	2.6	5.1	5.0	5.2	7.4
Hungary	82.5	17.2	51.7	62.6	42.4	1.2	6.8	6.3	7.4	13.9
Malta	84.3	19.2	47.2	64.5	29.9	1.5	2.8	2.5	3.2	22.5
Netherlands	84.0	9.5	65.7	74.8	56.6	4.1	6.8	6.7	6.9	9.1
Austria	83.7	6.3	51.3	60.1	42.8	3.5	0.8	0.6	1.1	8.0
Poland	82.2	14.8	48.3	58.3	39.3	1.4	15.4	15.2	15.6	13.3
Portugal	83.7	4.2	56.2	63.0	50.2	4.2	18.1	18.2	18.0	6.3
Rumania	80.1	16.2	44.5	55.3	34.9	3.8	1.0	1.2	0.7	16.0
Slovenia	86.2	6.5	42.7	48.0	37.5	1.1	9.4	8.8	10.1	6.7
Slovakia	78.8	17.3	53.0	56.6	49.6	1.8	7.3	7.0	7.5	11.7
Finland	78.7	8.2	62.5	61.7	63.4	4.8	11.2	8.4	13.8	2.9
Sweden	85.2	4.9	76.4	78.4	74.4	6.3	8.3	7.0	9.5	2.9
United Kingdom	83.7	13.0	64.1	69.3	59.1	3.6	1.5	1.4	1.5	8.9
EU-28	79.3	12.5	57.1	63.7	50.8	5.1	7.8	7.4	8.1	10.5
EU-27[4]	79.3	12.5	57.2	63.8	51.0	5.1	7.7	7.3	8.0	10.5

S: Eurostat. - Indicators by gender are only included as "total" in the calculation of the respective dimension. - [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. - [4]) Prior to the entry of Croatia, incl. UK.

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Continued: Raw data of indicators in dimension 2 - Participation Index, EU-28

	Unemployment rate (15-24 years)	Unemployment rate (55-64 years)	Unemployment						Labour market policy (LMP)		
			Longtime unemployment rate (15-64 years)			Longtime unemployment rate (55-64 years)			(Active) Labour market policy expenditure[1]	(Active) Labour market policy expenditure[1]	Participants in labour market policy measures[1]
	2017	2017	2017	2017	2017	2017	2017	2017	2016[2]	2016[2]	2016
	In %	In %	In %			In %			In % of GDP	In % of GDP per % of unemployment rate	In % of labour force
			Total	Male	Female	Total	Male	Female			
Belgium	19.3	5.9	48.8	50.9	46.3	71.2	76.0	66.1	0.525	0.066	8.7
Bulgaria	12.9	5.9	54.9	56.6	52.8	65.5	66.2	64.6	0.119	0.015	0.8
Czech Republic	7.9	2.4	35.0	35.2	34.8	42.7	43.0	42.5	0.246	0.062	1.5
Denmark	11.0	3.7	22.5	23.6	21.5	43.4	41.7	45.5	1.451	0.230	7.3
Germany	6.8	3.4	41.9	43.7	39.1	58.9	60.5	56.8	0.263	0.063	1.9
Estonia	12.1	5.7	33.2	35.1	31.0	47.2	53.4	38.3	0.182	0.026	2.2
Ireland	14.4	5.8	46.4	50.8	40.7	65.3	71.2	57.6	0.401	0.047	3.4
Greece	43.6	18.1	72.6	70.5	74.3	83.7	82.4	85.5	0.176	0.007	0.87
Spain	38.6	15.3	44.4	42.4	46.3	65.9	64.0	68.1	0.441	0.022	7.7
France	22.3	6.5	45.3	46.7	43.8	65.8	68.5	62.4	0.704	0.070	6.7
Croatia	27.4	7.5	41.0	43.7	38.1	46.7	55.2	35.8	0.337	0.025	1.7
Italy	34.7	5.8	58.7	59.6	57.8	63.3	65.0	60.5	0.415	0.034	:
Cyprus	24.7	7.8	40.7	45.7	35.5	62.2	71.1	41.0	0.106	0.008	1.4
Latvia	17.0	8.3	37.4	39.8	34.5	43.1	42.0	44.3	0.142	0.014	1.0
Lithuania	13.3	7.3	37.7	37.8	37.5	49.2	49.3	49.1	0.241	0.030	1.5
Luxemburg	15.4	3.3	38.1	41.3	34.5	62.3	:	:	0.655	0.104	9.5
Hungary	10.7	3.6	40.4	40.6	40.1	57.4	56.4	58.2	0.869	0.170	5.8
Malta	10.6	2.5	40.1	42.5	36.8	75.7	76.7	:	0.135	0.029	1.1
Netherlands	8.9	5.5	40.0	39.7	40.3	69.6	69.4	70.0	0.483	0.079	3.9
Austria	9.8	4.2	33.3	33.5	33.1	55.4	54.9	56.2	0.583	0.096	3.6
Poland	14.8	3.7	31.0	31.9	30.0	42.7	42.6	42.8	0.365	0.059	3.8
Portugal	23.9	8.5	49.6	49.9	49.2	70.4	69.7	71.4	0.416	0.036	4.4
Rumania	18.3	3.2	41.5	43.6	37.5	45.8	44.1	:	0.024	0.004	0.6
Slovenia	11.2	6.4	47.5	52.7	42.8	60.9	70.0	44.6	0.162	0.020	0.8
Slovakia	18.9	6.0	62.4	65.7	58.6	70.3	68.4	72.0	0.205	0.021	2.6
Finland	20.1	7.8	24.4	27.2	21.0	44.1	42.7	45.8	0.838	0.093	4.9
Sweden	17.9	5.1	19.6	21.6	17.2	36.9	39.3	33.5	0.896	0.126	4.9
United Kingdom	12.1	3.5	25.9	28.9	22.4	41.2	42.3	39.6	:	:	:
EU-28	16.8	5.8	45.1	45.5	44.7	60.8	61.0	60.4	:	:	:
EU-27[3]	16.7	5.8	45.2	45.5	44.8	60.9	61.1	60.7	:	:	:

S: Eurostat. - Indicators by gender are only included as "total" in the calculation of the respective dimension. - [1] Interventions 2-7. - [2] IT: 2015. - [3] Prior to the entry of Croatia, incl. UK. - (:) ... no values available.

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Table A 4: Rankings in dimension 2 - Participation index, EU-28 (without IT and UK)

Rankings of the indicators, the sub dimensions and the total dimension

Rank	Employment						Sub dimension
	Employment rate (25-44 years) in %	Gender employment gap (25-44 years)[1] in percentage points	Employment rate (55-64 years) in %	Involuntary part-time employment in %	Unvoluntary temporary Employment (15-64 years) in % of employees	Gender employment gap (15-64 years) in percentage points	
	2017	2017	2017	2017	2017	2017	2017
1	SI	LT	SE	CZ	EE	LT	LT
2	SE	PT	DE	EE	AT	SE	SE
3	LU	SE	DK	SI	LT[1]	FI	LV
4	CZ	AT	EE	HU	RO[1]	LV	EE
5	LT	SI	LT	BG	LV	DK	DE
6	MT	LU	NL	PL	DE	PT	DK
7	NL	HR	FI	MT	MT	EE	AT
8	PT	CY	LV	HR	BG[1]	SI	SI
9	AT	FI	CZ	SK	IE[1]	FR	NL
10	EE	LV	IE	BE	LU	DE[1]	BG
11	DE	DK	BG	LT	DK	LU[1]	LU
12	HU	BE	PT	LU	NL[1]	BG	FI
13	PL	DE	CY	LV	HU[1]	AT	PT
14	LV	NL	SK	DE	BE[2]	CY	BE
15	RO	BG	HU	AT	SK[2]	BE	CZ
16	DK	ES	AT[1]	DK	CZ[2]	NL	IE
17	BE	FR	FR[1]	RO	SE[1]	HR	HU
18	FR	IE	ES	NL	GR[1]	IE	SK
19	IE	PL	PL[1]	PT	SI	ES	PL
20	SK	EE	BE[1]	IE	FR	SK	FR
21	FI	RO	MT	FI	FI	PL	MT
22	CY	HU	RO	SE	CY	HU	RO
23	BG	SK	SI	GR	PL	CZ	HR
24	HR	MT	HR	FR	HR	RO	CY
25	ES	GR	LU	CY	PT	GR	ES
26	GR	CZ	GR	ES	ES	MT	GR

S: Eurostat, WIFO-calculations. - [1]) Two countries have the same rank (e.g. AT and FR) due to equal index points. - [2]) Three countries have the same rank (e.g. BE, SK and CZ) due to equal index points.

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Continued: Rankings in dimension 2 - Participation index, EU-28 (without IT and UK)

Rankings of the indicators, the sub dimensions and the total dimension

Rank	Unemployment					Labour Market Policy (LMP)				Total dimension
	Unemployment rate (15-24 years) in %	Arbeits-losenquote (55-64 Jahre) in %	Longtime unemployment rate (15-64 years) in %	Longtime unemployment rate (55-64 years) in %	Sub dimension	(Active) Labour market policy expenditure in % of GDP	(Active) Labour market policy expenditure in % of GDP per % of unemployment rate	Participants in labour market policy measures in % of labour force	Sub dimension	
	2017	2017	2017	2017		2016	2016	2016		
1	DE	CZ	SE	SE	DK	DK	DK	LU	DK	DK
2	CZ	MT	DK	CZ	CZ	SE	HU	BE	HU	SE
3	NL	RO	FI	PL	SE	HU	SE	ES	LU	LT
4	AT	LU	PL	LV	PL	FI	LU	DK	SE	LU
5	MT	DE	EE	DK	AT	FR	AT	FR	FI	AT
6	HU	HU	AT	FI	EE	LU	FI	HU	BE	FI
7	DK	DK	CZ	RO	DE	AT	NL	SE	FR	HU
8	SI	PL	LV	HR	FI	BE	FR	FI	AT	DE
9	EE	AT	LT	EE	RO	NL	BE	PT	ES	EE
10	BG	SE	LU	LT	HU	ES	DE	NL	NL	NL
11	LT	NL	NL	AT	LT	PT	CZ	PL	PL	CZ
12	IE	EE	MT	HU	LV	IE	PL	AT	PT	LV
13	PL	IE	HU	DE	LU	PL	IE	IE	IE	BE
14	LU	BE	CY	SI	MT	HR	PT	SK	DE	PL
15	LV	BG	HR	CY	NL	DE	LT	EE	CZ	SI
16	SE	SK	RO	LU	SI	CZ	MT	DE	HR	IE
17	RO	SI	DE	IE	HR	LT	EE	HR	SK	FR
18	SK	FR	ES	BG	IE	SK	HR	CZ	EE	BG
19	BE	LT	FR	FR	BG	EE	ES	LT	LT	PT
20	FI	HR	IE	ES	CY	GR	SK	CY	MT	RO
21	FR	FI	SI	NL	FR	SI	SI	MT	SI	MT
22	PT	CY	BE	SK	BE	LV	BG	LV	LV	HR
23	CY	LV	PT	PT	SK	MT	LV	GR	GR	SK
24	HR	PT	BG	BE	PT	BG	CY	BG	CY	CY
25	ES	ES	SK	MT	ES	CY	GR	SI	BG	ES
26	GR	GR	GR	GR	GR	RO	RO	RO	RO	GR

S: Eurostat, WIFO-calculations. - [1]) Two countries have the same rank (e.g. DK and PL) 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 Index, EU-28

			Education				
	Early leavers form education and training	Population (25-64 years) max. secundary level I	Population (25-34 years) max. secundary level I	Population (25-64 years) tertiary education	Population (25-34 years) tertiary education	Participation rate (adults) in education and training (Life long learning)	Participation rate in CVT courses[1])
	2017	2017	2017	2017	2017	2017	2015
	In %	In %	In %	In %	In %	In %	In %
Belgium	8.9	23.2	16.6	40.3	45.7	8.5	53.9
Bulgaria	12.7	17.2	17.1	27.8	33.4	2.3	26.5
Czech Republic	6.7	6.2	6.0	23.9	33.8	9.8	83.7
Denmark	8.8	18.7	16.8	39.1	46.2	26.8	34.6
Germany	10.1	13.5	13.2	28.6	31.3	8.4	38.1
Estonia	10.8	11.2	12.6	39.7	43.1	17.2	31.9
Ireland	5.0	17.5	7.7	46.5	54.7	9.0	49.7
Greece	6.0	27.1	13.7	31.0	42.5	4.5	18.5
Spain	18.3	40.9	33.8	36.4	42.6	9.9	55.4
France	8.9	21.6	13.8	35.2	44.3	18.7	48.3
Croatia	3.1	16.2	5.8	23.7	32.7	2.3	28.7
Italy	14.0	39.1	25.2	18.7	26.9	7.9	45.9
Cyprus	8.5	18.9	11.3	42.5	57.0	6.9	33.2
Latvia	8.6	9.6	12.4	33.9	41.6	7.5	27.2
Lithuania	5.4	5.2	5.7	40.3	55.6	5.9	25.6
Luxemburg	7.3	23.6	12.6	39.9	51.3	17.2	61.8
Hungary	12.5	16.0	14.0	24.1	30.2	6.2	19.4
Malta	17.7	48.9	31.1	23.9	34.9	10.6	35.8
Netherlands	7.1	21.6	13.3	37.2	46.6	19.1	41.4
Austria	7.4	15.0	11.5	32.4	40.3	15.8	45.4
Poland	5.0	7.9	5.5	29.9	43.6	4.0	37.1
Portugal	12.6	52.0	30.4	24.0	34.0	9.8	46.3
Rumania	18.1	22.1	23.5	17.6	25.6	1.1	21.3
Slovenia	4.3	12.1	5.6	32.5	44.5	12.0	58.3
Slovakia	9.3	8.6	8.7	23.1	35.1	3.4	56.8
Finland	8.2	11.7	9.4	43.7	40.3	27.4	43.8
Sweden	7.7	14.7	11.9	41.9	47.4	30.4	52.2
United Kingdom	10.6	19.9	14.5	42.8	47.3	14.3	30.4
EU-28	10.6	22.5	16.2	31.5	39.0	10.9	40.8
EU-27[2])	10.6	22.5	16.3	31.5	39.0	11.0	:

S: Eurostat. - [1]) Continuing Vocational Training Survey are carried out every five yeas. - [2]) Prior to the entry of Croatia, incl. UK. - (:) … no values available.

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Continued: Raw data of indicators in dimension 3 - Exclusion Risks on the Labour Market Index, EU-28

	Exclusion									Child care	
	Inactiv population due to care duties			Part time employment due to care duties in % of total employment			Inactive population (Out of Labour Force)			Formal childcare[1], 1-29 h	Formal childcare [1], 30+ h
	2017	2017	2017	2017	2017	2017	2017	2017	2017	2017	2017
	In %	In %	In %	In %	In %	In %	In %	In %	In %	In %	In %
	Total	Male	Female	Total	Male	Female	Total	Male	Female		
Belgium	1.6	0.1	3.1	5.0	0.6	10.1	32.0	27.2	36.8	22.5	30.4
Bulgaria	2.9	0.4	5.5	:	:	:	28.7	24.6	32.9	1.2	8.2
Czech Republic	4.4	0.1	8.8	1.1	0.0	2.5	24.1	17.1	31.3	3.9	2.6
Denmark	0.4	:	0.8	0.6	:	1.2	21.2	18.5	23.9	5.7	66.0
Germany	2.1	0.2	4.2	6.8	0.5	14.0	21.8	17.6	26.0	8.3	22.0
Estonia	3.6	0.3	6.8	1.0	:	2.0	21.2	17.3	24.9	6.3	20.8
Ireland	4.1	0.8	7.4	4.1	0.5	8.2	27.3	21.2	33.4	23.8	10.6
Greece	1.5	0.0	2.9	0.3	:	0.8	31.7	23.6	39.7	11.7	8.8
Spain	1.8	0.2	3.3	1.4	0.1	3.1	26.1	21.1	31.2	28.0	17.8
France	2.4	0.2	4.5	3.9	0.4	7.5	28.5	24.4	32.4	19.8	30.7
Croatia	1.2	:	2.4	0.5	0.1	0.9	33.6	28.5	38.6	1.4	14.5
Italy	3.6	0.2	6.9	3.0	0.1	6.9	34.6	25.0	44.1	12.1	16.5
Cyprus	2.3	:	4.3	0.7	:	1.5	26.1	21.2	30.7	10.6	17.5
Latvia	1.3	:	2.5	0.2	:	0.4	23.0	20.2	25.7	1.9	26.5
Lithuania	1.1	:	1.9	:	:	:	24.1	22.6	25.4	1.7	18.6
Luxemburg	1.6	:	3.1	5.8	0.6	11.7	29.8	26.0	33.8	23.8	37.0
Hungary	4.4	0.3	8.3	0.5	:	1.0	28.8	21.8	35.8	0.0	0.0
Malta	2.0	:	4.0	2.2	0.4	5.0	27.8	16.6	39.8	22.5	17.1
Netherlands	1.5	0.1	2.8	14.2	2.5	26.9	20.3	15.8	24.8	56.1	5.5
Austria	1.9	0.2	3.6	8.7	0.6	17.8	23.6	19.0	28.2	13.9	4.3
Poland	3.4	0.3	6.5	0.6	0.1	1.1	30.4	23.4	37.4	1.8	9.8
Portugal	1.2	0.2	2.1	0.4	:	0.7	25.3	22.1	28.4	1.8	45.7
Rumania	0.8	:	1.6	0.1	:	0.3	32.7	23.8	41.8	14.0	1.7
Slovenia	0.7	0.1	1.4	1.1	0.3	2.0	25.8	22.9	28.8	3.9	40.9
Slovakia	5.0	0.4	9.7	0.4	:	0.8	27.9	21.8	34.1	0.0	0.6
Finland	1.9	0.1	3.8	1.2	:	2.4	23.3	21.5	25.1	10.1	23.2
Sweden	0.7	0.1	1.4	3.6	1.1	6.4	17.5	15.7	19.3	15.6	37.1
United Kingdom	4.1	1.0	7.2	8.0	1.0	15.7	22.4	17.7	27.1	28.0	5.2
EU-28	2.6	0.3	4.9	4.3	0.4	8.7	26.7	21.1	32.2	17.0	17.0
EU-27[2])	2.6	0.3	4.9	4.3	0.4	8.8	26.6	21.1	32.1	17.0	17.0

S: Eurostat. - Indicators by gender are only included as "total" in the calculation of the respective dimension. - [1]) Children up to the age of three years. - [2]) Prior to the entry of Croatia, including UK. - (:) ... No values available.

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Continued: Raw data of indicators in dimension 3 - Exclusion Risks on the Labour Market Index, EU-28

	Health									
	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 - woman	Healthy life years at the age of 65 years - man	Employed persons with disabilities			Self-perceived long-standing limitations of employed persons[1]	Self-perceived health of employed persons[2]
	2016	2016	2016	2016	2016	2017	2017	2017	2017	2017
	Per 100,000 employed persons	Years	Years	Years	Years	In %	In %	In %	In %	In %
						Total	Male	Female		
Belgium	1.8	63.8	63.7	11.4	10.3	14.2	13.7	14.9	12.3	87.4
Bulgaria	3.0	67.5	64.0	10.1	9.2	12.3	11.4	13.4	6.2	85.5
Czech Republic	2.1	64.0	62.7	8.9	8.4	20.0	18.0	21.9	13.5	81.1
Denmark	1.2	60.3	60.3	11.9	11.5	21.9	20.7	23.3	22.5	79.1
Germany	0.9	67.3	65.3	12.4	11.5	35.0	33.8	36.3	12.8	77.1
Estonia	4.5	59.0	54.4	7.0	5.5	33.0	32.4	33.6	20.7	68.8
Ireland	2.1	69.8	67.3	13.2	12.0	15.6	17.2	13.6	6.7	92.7
Greece	1.3	64.7	63.8	7.8	8.0	9.1	8.6	9.6	8.9	92.2
Spain	1.9	66.5	65.9	10.4	10.4	17.2	16.0	18.7	8.2	87.4
France	2.7	64.1	62.6	10.6	9.5	29.7	28.3	31.2	15.4	76.8
Croatia	2.4	58.7	57.1	4.9	5.2	18.6	16.7	20.8	13.5	82.3
Italy	2.8	67.2	67.6	10.1	10.4	5.4	4.8	6.1	11.6	91.2
Cyprus	1.4	68.8	67.5	10.3	11.2	24.5	26.5	22.2	9.9	89.3
Latvia	4.2	54.9	52.3	4.5	4.4	29.1	24.9	33.3	27.6	56.2
Lithuania	3.7	59.4	56.2	5.6	5.6	18.4	16.7	20.1	13.7	60.7
Luxemburg	6.3	58.9	61.4	8.0	9.5	18.8	18.0	19.8	19.9	79.7
Hungary	2.1	60.2	59.5	6.4	6.7	24.8	22.3	27.6	12.2	74.6
Malta	3.7	72.4	71.1	12.9	12.8	19.0	21.7	14.9	4.2	90.1
Netherlands	0.5	57.8	62.8	9.9	10.3	23.8	21.5	26.5	20.2	85.6
Austria	2.9	57.1	57.0	7.4	8.2	28.1	27.1	29.2	22.7	81.9
Poland	1.5	64.6	61.3	8.9	8.2	24.5	22.9	26.3	11.0	76.0
Portugal	3.0	57.4	59.9	6.4	7.7	29.4	27.0	31.8	20.1	63.7
Rumania	4.5	59.0	59.8	5.6	6.2	4.8	3.9	6.0	11.6	90.3
Slovenia	1.7	57.9	58.7	8.2	8.4	27.7	26.1	29.7	25.3	77.9
Slovakia	2.1	57.0	56.4	4.2	4.5	17.6	16.1	19.4	18.1	81.9
Finland	1.4	57.0	59.1	8.9	9.4	36.1	31.8	40.9	22.7	83.4
Sweden	0.8	73.3	73.0	16.6	15.1	29.1	25.9	32.9	7.2	84.2
United Kingdom	0.8	63.1	63.0	11.1	10.4	28.9	26.6	31.4	14.5	83.7
EU-28	1.7	64.2	63.5	10.1	9.8	27.8	26.1	29.6	13.5	82.1
EU-27[3]	1.7	:	:	:	:	27.8	26.2	29.7	13.5	82.1

S: Eurostat. - Indicators by gender are only included as "total" in the calculation of the respective dimension. - [1] The characteristics "severe" and "some" have been added up. - [2] The characteristics "very good" and "good" have been added up. - [3] Prior to the entry of Croatia, including UK. - (:) ... No values available.

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Table A 6: Rankings in dimension 3 - Exclusion Risks on the Labour Market Index, EU-28 (without BG and LT)

Rankings of the indicators, the sub dimensions and the total dimension

Rank	Education								Exclusion			
	Early leavers form education and training in %	Population (25-64 years) max. secundary level I in %	Population (25-34 years) max. secundary level I in %	Population (25-64 years) tertiary education in %	Population (25-34 years) tertiary education in %	Participation rate (adults) in education and training (Life long learning) in %	Participation rate in CVT courses in %	Sub dimension	Inactiv population due to care duties in %	Part time employment due to care duties in % of total employment	Inactive population (Out of Labour Force) in %	Sub dimension
	2017	2017	2017	2017	2017	2017	2015		2017	2017	2017	
1	HR	CZ	PL	IE	CY	SE	CZ	SE	DK	RO	SE	DK
2	SI	PL	SI	FI	IE	FI	LU	IE	SE¹)	LV	NL	SE
3	IE¹)	SK	HR	UK	LU	DK	SI	FI	SI¹)	GR	DK¹)	LV
4	PL¹)	LV	CZ	CY	SE	NL	SK	LU	RO	SK	EE¹)	SI
5	GR	EE	IE	SE	UK	FR	ES	SI	HR¹)	PT	DE	PT
6	CZ	FI	SK	BE	NL	LU¹)	BE	CZ	PT¹)	HR	UK	FI
7	NL	SI	FI	LU	DK	EE¹)	SE	DK	LV	HU	LV	ES
8	LU	DE	CY	EE	BE	AT	IE	NL	NL¹)	PL	FI	EE
9	AT	SE	AT	DK	SI	UK	FR	CY	GR¹)	DK	AT	CY
10	SE	AT	SE	NL	FR	SI	PT	FR	LU¹a)	CY	CZ	RO
11	FI	HU	LV	ES	PL	MT	IT	AT	BE¹a)	EE	PT	GR
12	CY	HR	EE¹)	FR	EE	ES	AT	PL	ES	CZ	SI	MT
13	LV	IE	LU¹)	LV	ES	PT¹)	FI	EE	FI¹)	SI	CY¹)	DE
14	DK	DK	DE	SI	GR	CZ¹)	NL	BE	AT¹)	FI	ES¹)	HR
15	BE¹)	CY	NL	AT	LV	IE	DE	UK	MT¹a)	ES	IE	CZ
16	FR¹)	UK	GR	GR	FI¹)	BE	PL	LV	DE¹a)	MT	MT	AT
17	SK	NL¹)	FR	PL	AT¹)	DE	MT	SK	CY	IT	SK	FR
18	DE	FR¹)	HU	DE	SK	IT	DK	HR	FR	SE	FR	PL
19	UK	RO	UK	HU	MT	LV	CY	DE	PL	FR	HU	LU
20	EE	BE	BE	PT	PT	CY	EE	GR	EE¹)	IE	LU	NL
21	HU	LU	DK	CZ¹)	CZ	HU	UK	HU	IT¹)	BE	PL	BE
22	PT	GR	RO	MT¹)	HR	GR	HR	ES	IE¹a)	LU	GR	HU
23	IT	IT	IT	HR	DE	PL	LV	PT	UK¹a)	DE	BE	SK
24	MT	ES	PT	SK	HU	SK	RO	IT	CZ	UK	RO	IE
25	RO	MT	MT	IT	IT	HR	HU	MT	HU	AT	HR	UK
26	ES	PT	ES	RO	RO	RO	GR	RO	SK	NL	IT	IT

S: Eurostat, WIFO-calculations. - ¹) and ¹a) Two countries have the same rank (e.g. NL and GR or LU and BE) due to equal index points.

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Continued: Rankings in dimension 3 - Exclusion Risks on the Labour Market Index, EU-28 (without BG and LT)
Rankings of the indicators, the sub dimensions and the total dimension

Rank	Child care			Health									Total dimension
	Formal childcare (Children up to 3 years), 1-29 h in %	Formal childcare (Children up to 3 years), 30+ h in %	Sub dimension	Fatal accidents at work per 100,000 employed persons	Healthy life years at birth - women	Healthy life years at birth - men	Healthy life years at the age of 65 years - woman	Healthy life years at the age of 65 years - man	Employed persons with disabilities in %	Self-perceived long-standing limitations of employed persons in %	Self-perceived health of employed persons in %	Sub dimension	
	2017	2017		2016	2016	2016	2016	2016	2017	2017	2017		
1	NL	DK	NL	NL	SE	SE	SE	SE	FI	LV	IE	SE	SE
2	ES[1]	PT	DK	SE	MT	MT	IE	MT	DE	SI	GR	DE	DK
3	UK[1]	SI	LU	UK	IE	IT	MT	IE	EE	FI[1]	IT	CY	FI
4	LU[1a]	SE	BE	DE	CY	CY	DE	DE[1]	FR	AT[1]	RO	MT	IE
5	IE[1a]	LU	SE	DK	DE	IE	DK	DK[1]	PT	DK	MT	IE	CY
6	MT[1b]	FR	FR	GR	IT	ES	BE	CY	SE[1]	EE	CY	UK	SI
7	BE[1b]	BE	ES	CY	ES	DE	UK	IT[2]	LV[1]	NL	BE	NL	NL
8	FR	LV	PT	FI	GR	GR	FR	ES[2]	UK	PT	ES	DK	FR
9	SE	FI	MT	PL	PL	BE	ES	UK[2]	AT	LU	NL	FI	DE
10	RO	DE	SI	SI	FR	UK	CY	BE[1]	SI	SK	SE	ES	UK
11	AT	EE	UK	BE	CZ	NL	IT	NL[1]	HU	FR	UK	BE	BE
12	IT	ES	IE	ES	BE	CZ	NL	FR[1a]	CY[1]	UK	FI	FR	LU
13	GR	CY	FI	CZ	UK	FR	CZ[2]	LU[1a]	PL[1]	CZ[1]	HR	IT	CZ
14	CY	MT	DE	SK	DK	LU	PL[2]	FI	NL	HR[1]	AT	SI	AT
15	FI	IT	IT	IE[1]	HU	PL	FI[2]	CZ[1]	DK	DE	SK	CZ	PL
16	DE	HR	CY	HU[1]	EE[1]	DK	SI	SI[1]	CZ	BE	CZ	PL	ES
17	EE	IE	LV	HR	RO[1]	PT	LU	PL[1a]	MT	HU	LU	GR	EE
18	DK	PL	EE	FR	LU	RO	GR	AT[1a]	LU	IT[1]	DK	AT	GR
19	SI[1]	GR	GR	IT	HR	HU	AT	GR	HR	RO[1]	SI	HU	MT
20	CZ[1]	NL	AT	AT	SI	FI	EE	PT	SK	PL	DE	PT	LV
21	LV	UK	RO	PT	NL	SI	PT[1]	HU	ES	CY	FR	LU	HR
22	PT[1]	AT	HR	MT	PT	HR	HU[1]	RO	IE	GR	PL	EE	PT
23	PL[1]	CZ	PL	LV	AT	AT	RO	EE	BE	ES	HU	HR	SK
24	HR	RO	CZ	EE	FI	SK	HR	HR	GR	SE	EE	SK	IT
25	HU[1]	SK	SK	RO	SK	EE	LV	SK	IT	IE	PT	RO	HU
26	SK[1]	HU	HU	LU	LV	LV	SK	LV	RO	MT	LV	LV	RO

S: Eurostat, WIFO-calculations. - [1]), [1a]) and [1b]) Two countries have the same rank (e.g. ES and UK or LU and IE or MT and BE) due to equal index points. - [2]) Three countries have the same rank (e.g. CZ, PL and FI) due to equal index points.

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Table A 7: Raw data of indicators in dimension 4 - Distribution of Earnings Index, 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
	2017	2017	2017	2017	2017	2017	2016	2014	2014	2014	2017	2017	2017	2016
	Per employee in PPS		In % of GDP	S80/S20 quintile share ratio			In % of total taxation	In %	In %	In %	In %	In %	In %	In %
				Total	Male	Female		Total	Male	Female	Total	Male	Female	
Belgium	36,493	49,858	49.4	3.8	3.9	3.8	51.9	3.8	3.4	4.3	5.0	5.3	4.7	6.1
Bulgaria	14,935	17,500	43.2	8.2	8.4	8.0	34.0	18.2	19.2	17.2	9.9	11.3	8.3	14.4
Czech Republic	19,492	25,697	41.4	3.4	3.4	3.4	50.1	18.7	13.7	24.7	3.5	3.4	3.7	21.8
Denmark	38,328	41,567	51.5	4.1	4.3	3.9	50.7	8.6	6.6	10.4	5.3	6.2	4.3	15.0
Germany	31,967	39,056	50.9	4.5	4.5	4.4	56.5	22.5	16.9	28.7	9.1	8.1	10.1	21.5
Estonia	19,333	26,032	48.2	5.4	5.6	5.2	49.9	22.8	13.9	29.4	9.3	9.7	9.0	25.3
Ireland	36,263	42,557	29.4	4.6	4.7	4.6	42.1	21.6	16.8	25.6	5.1	5.6	4.4	:
Greece	19,445	25,822	33.1	6.1	6.3	6.0	39.5	21.7	20.2	23.5	12.9	15.0	9.9	:
Spain	28,500	35,497	46.9	6.6	6.5	6.7	48.1	14.6	9.8	19.8	13.1	13.3	12.8	14.2
France	31,817	43,496	52.2	4.4	4.4	4.4	52.0	8.8	6.2	11.7	7.4	7.5	7.3	15.2
Croatia	21,796	24,716	46.0	5.0	5.0	5.0	38.1	23.1	20.4	26.0	5.8	6.9	4.6	:
Italy	26,738	36,386	39.7	5.9	6.0	5.8	49.1	9.4	7.9	11.3	12.2	13.3	10.6	5.3
Cyprus	22,188	27,037	43.6	4.6	4.5	4.6	34.7	19.3	16.1	22.5	7.9	8.2	7.5	13.9
Latvia	19,455	23,438	46.6	6.3	6.4	6.1	45.6	25.5	23.3	27.1	8.8	8.2	9.4	17.0
Lithuania	19,123	24,399	43.8	7.3	7.9	6.8	48.0	24.0	21.7	26.0	8.5	9.3	7.7	14.4
Luxemburg	48,411	56,201	50.4	5.0	4.9	5.1	45.3	11.9	8.4	17.5	13.7	14.3	13.0	5.5
Hungary	17,236	20,703	43.0	4.3	4.3	4.2	46.1	17.8	17.0	18.6	10.2	9.9	10.6	14.0
Malta	26,997	29,584	41.0	4.2	4.3	4.2	34.4	15.1	13.2	17.7	5.9	7.5	3.4	11.0
Netherlands	32,689	41,496	47.9	4.0	4.1	3.9	52.8	18.5	17.0	20.1	6.1	5.5	6.7	15.6
Austria	33,965	41,185	47.5	4.3	4.2	4.3	55.7	14.8	8.7	23.1	7.7	7.9	7.4	20.1
Poland	19,954	23,874	38.6	4.6	4.7	4.4	39.9	23.6	21.5	25.8	9.9	10.6	9.1	7.2
Portugal	19,899	25,495	44.3	5.7	5.8	5.7	42.2	12.0	6.6	17.0	10.8	11.2	10.4	17.5
Rumania	17,180	20,682	36.5	6.5	6.5	6.4	38.8	24.4	26.5	22.0	17.4	20.1	13.6	5.2
Slovenia	27,986	32,598	49.3	3.4	3.4	3.4	49.9	18.5	15.8	21.5	6.6	7.7	5.2	7.8
Slovakia	18,693	24,560	40.5	3.5	3.6	3.4	53.4	19.2	15.3	23.4	6.3	6.8	5.8	19.0
Finland	30,785	37,509	46.9	3.5	3.6	3.5	51.3	5.3	3.5	6.8	2.7	2.6	2.8	17.4
Sweden	29,926	35,785	47.1	4.3	4.2	4.3	58.3	2.6	2.0	3.2	6.9	8.1	5.6	13.3
United Kingdom	31,214	37,785	49.0	5.4	5.4	5.3	38.4	21.3	15.6	26.9	8.9	8.8	9.0	21.0
EU-28	28,743	36,210	47.2	5.1	5.1	5.1	49.8	17.2	13.5	21.2	9.4	9.8	9.1	16.2
EU-27[1])	:	:	:	5.1	5.1	5.1	:	17.2	13.5	21.1	9.5	9.8	9.1	16.3

S: Eurostat. - Indicators by gender are only included as "total" in the calculation of the respective dimension. - [1]) Prior to the entry of Croatia, including UK. - (:) ... No values available.

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Table A 8: Rankings in dimension 4 - Distribution of Earnings Index, EU-28 (without IE, GR und HR)

Rankings of the indicators, the sub dimensions and the total dimension

Rank	Income			Income distribution				Working Poor			Gender Pay Gap	
	Nominal compensation per employee in PPS	Compensation of employees per employee in PPS	Sub dimension	Compensation of employees in % of GDP	Inequality of income distribution - S80/S20 quintil share ratio	Taxes on labour in % of total taxation	Sub dimension	Low-wage earners as a percentage of all employees in %	Woorking Poor in %	Sub dimension	Gender Pay Gap in %	Total dimension
	2017	2017		2017	2017	2016		2014	2017		2016	
1	LU	LU	LU	FR	SI¹)	BG	UK	SE	FI	FI	RO	BE
2	DK	BE	BE	DK	CZ¹)	MT	SI	BE	CZ	BE	IT	LU
3	BE	FR	DK	DE	FI¹ᵃ)	CY	CY	FI	BE	SE	LU	DK
4	AT	DK	AT	LU	SK¹ᵃ)	UK	DK	DK	DK	DK	BE	FI
5	NL	NL	FR	BE	BE	RO	LU	FR	MT	FR	PL	FR
6	DE	AT	NL	SI	NL	PL	MT	IT	NL	CZ	SI	SI
7	FR	DE	DE	UK	DK	PT	FR	LU	SK	MT	MT	SE
8	UK	UK	UK	EE	MT	LU	BE	PT	SI	AT	SE	MT
9	FI	FI	FI	NL	AT²)	LV	FI	ES	SE	NL	CY	NL
10	SE	IT	SE	AT	SE²)	HU	NL	AT	FR	SI	HU	AT
11	ES	SE	ES	SE	HU²)	LT	DE	MT	AT	SK	ES	UK
12	SI	ES	IT	FI¹)	FR	ES	HU	HU	CY	PT	BG¹)	CY
13	MT	SI	SI	ES¹)	DE	IT	EE	BG	LT	IT	LT¹)	IT
14	IT	MT	MT	LV	CY¹)	EE	CZ	SI	LV	CY	DK	DE
15	CY	CY	CY	PT	PL¹)	SI	PT	NL	UK	BG	FR	ES
16	PL	EE	PT	LT	LU	CZ	AT	CZ	DE	HU	NL	CZ
17	PT	CZ	EE	CY	UK¹)	DK	PL	SK	EE	UK	LV	PL
18	CZ	PT	CZ	BG	EE¹)	FI	LV	CY	BG¹)	LU	FI	PT
19	LV	SK	PL	HU	PT	BE	SE	UK	PL¹)	DE	PT	HU
20	EE	LT	LT	CZ	IT	FR	SK	DE	HU	ES	SK	SK
21	LT	PL	SK	MT	LV	NL	ES	EE	PT	LT	AT	LV
22	SK	LV	LV	SK	RO	SK	BG	PL	IT	EE	UK	EE
23	HU	HU	HU	IT	ES	AT	RO	LT	ES	LV	DE	BG
24	RO	RO	RO	PL	LT	DE	LT	RO	LU	PL	CZ	LT
25	BG	BG	BG	RO	BG	SE	IT	LV	RO	RO	EE	RO

S: Eurostat, WIFO-calculations. - ¹) and ¹ᵃ) Two countries have the same rank (e.g. SI and CZ or FI and SK) due to equal index points. - ²) Three countries have the same rank (e.g. AT, SE and HU) due to equal index points.

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Table A 9: Raw data of indicators in dimension 5 - Redistribution by the Welfare State Index, EU-28

	Social expenditure by function						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	Improvement of at-risk-of-poverty rate due to social transfers	Relative at risk of poverty gap	Public expenditures for education
	2016	2016	2016	2016	2016	2016	2017	2017	2017	2015[3]
	In % of GDP	In % of GDP	In % of GDP	In % of GDP	In % of GDP	In % of GDP	In %	In percentage points	In %	In % of GDP
Belgium	7.5	2.4	10.8	2.1	0.33	2.8	15.9	10.4	17.7	6.43
Bulgaria	4.7	1.3	7.6	1.8	0.06	1.2	23.4	5.8	30.5	3.93
Czech Republic	5.9	1.2	8.0	1.6	0.13	1.2	9.1	6.7	16.6	3.79
Denmark	6.3	4.0	11.3	3.5	0.22	3.9	12.4	12.9	21.7	:
Germany	9.8	2.3	9.1	3.2	0.24	2.7	16.1	8.0	20.9	4.52
Estonia	4.9	1.9	6.8	2.1	0.07	0.3	21.0	7.9	20.7	4.85
Ireland	5.8	0.8	4.8	1.3	0.17	1.0	15.6	17.3	18.3	3.77
Greece	5.4	1.5	14.4	1.0	0.04	2.9	20.2	3.8	30.3	3.68
Spain	6.6	1.7	9.7	1.3	0.10	2.6	21.6	6.8	32.4	4.16
France	9.2	2.1	12.9	2.4	0.20	3.5	13.3	10.8	16.9	5.47
Croatia	7.0	2.3	7.1	1.8	0.04	2.2	20.0	6.6	26.0	:
Italy	6.6	1.7	13.9	1.8	0.14	2.9	20.3	4.9	28.1	4.10
Cyprus	3.5	0.8	9.1	1.3	0.08	2.9	15.7	8.8	15.1	6.40
Latvia	3.7	1.4	7.2	1.7	0.07	0.4	22.1	6.2	25.3	5.33
Lithuania	4.6	1.4	6.3	1.1	0.06	0.8	22.9	6.9	28.0	4.12
Luxemburg	5.3	2.3	6.9	3.3	0.21	2.6	18.7	10.3	21.8	3.90
Hungary	5.2	1.2	8.4	2.3	0.06	1.5	13.4	11.6	16.7	4.26
Malta	5.4	0.6	7.3	1.0	0.09	1.8	16.8	6.9	16.7	5.42
Netherlands	9.2	2.6	10.8	1.1	0.21	2.9	13.2	8.7	17.8	5.40
Austria	7.5	1.9	12.9	2.8	0.28	2.6	14.4	10.5	22.4	5.43
Poland	4.6	1.3	9.2	2.5	0.03	1.9	15.0	9.0	23.6	4.81
Portugal	6.1	1.7	12.1	1.2	0.08	2.0	18.3	5.3	27.0	4.79
Rumania	3.9	1.0	7.2	1.4	0.02	0.8	23.6	4.7	34.5	2.72
Slovenia	7.6	1.2	9.6	1.7	0.07	2.1	13.3	10.7	19.6	4.64
Slovakia	5.8	1.6	7.2	1.6	0.05	1.2	12.4	5.1	26.0	4.59
Finland	7.1	3.1	12.7	3.1	0.29	2.7	11.5	15.2	13.7	6.75
Sweden	7.5	3.2	12.2	3.0	0.14	2.1	15.8	13.5	21.2	7.05
United Kingdom	8.5	1.7	10.9	2.6	0.08	2.0	17.0	12.2	20.1	5.7
EU-28	8.0	2.0	10.9	2.4	0.15	2.6	16.9	8.7	24.1	5.0
EU-27[4]	8.0	2.0	10.9	2.4	0.18	2.6	16.9	8.7	24.1	:

S: Eurostat. - [1] Unemployment expenses in % of GDP divided through unemployment rate - [2] Other functions contain expenditures for survivers, housing and social exclusion. - [3] EE: 2014, S: World Bank - [4] Prior to the entry of Croatia, including UK. - (:) ... No values available.

Table A 10: Rankings in dimension 5 - Redistribution by the Welfare State Index, EU-28 (without DK und HR)

Rankings of the indicators, the sub dimensions and the total dimension

Rank	Social expenditure by function							At-risk-of poverty				Educational expenses	Total dimension
	Sickness/ Health	Disability	Age	Family/ Children	Un-employment	Other functions	Sub dimension	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 %	Sub dimension	Public expenditures for education in % of GDP	
	2016	2016	2016	2016	2016	2016		2017	2017	2017		2015	
1	DE	SE	GR	LU	BE	FR	FI	CZ	IE	FI	FI	SE	FI
2	NL[1]	FI	IT	DE	FI	NL[3]	FR	FI	FI	CY	IE	FI	FR
3	FR[1]	NL	AT[1]	FI	AT	IT[3]	DE	SK	SE	CZ	HU	BE	SE
4	UK	BE	FR[1]	SE	DE	GR[3]	AT	NL	UK	HU[1]	FR	CY	BE
5	SI	DE[1]	FI	AT	NL	CY[3]	SE	FR[1]	HU	MT[1]	CZ	UK	AT
6	SE[2]	LU[1]	SE	UK	LU	BE	BE	SI[1]	FR	FR	SI	FR	NL
7	BE[2]	FR	PT	PL	FR	FI	NL	HU	SI	BE	SE	AT	DE
8	AT[2]	AT[1]	UK	FR	IE	DE	IT	AT	AT	NL	NL	MT	UK
9	FI	EE[1]	BE[1]	HU	IT	AT[2]	LU	PL	BE	IE	CY	NL	LU
10	IT[1]	IT[3]	NL[1]	BE[1]	SE	LU[2]	UK	IE	LU	SI	BE	LV	SI
11	ES[1]	PT[3]	ES	EE[1]	CZ	ES[2]	GR	CY	PL	UK	UK	EE	CY
12	PT	UK[3]	SI	IT[1a]	ES	SE[1]	ES	SE	CY	EE	AT	PL	HU
13	CZ	ES[3]	PL	BG[1a]	MT	SI[1]	PT	BE	NL	DE	MT	PT	IT
14	SK[1]	SK	DE[1]	SI[1b]	UK	UK[1a]	SI	DE	DE	SE	PL	SI	CZ
15	IE[1]	GR	CY[1]	LV[1b]	PT	PT[1a]	PL	MT	EE	LU	DE	SK	PL
16	GR[1a]	LV[1]	HU	CZ[1c]	CY	PL	HU	UK	LT	AT	LU	DE	IE
17	MT[1a]	LT[1]	CZ	SK[1c]	SI	MT	CZ	PT	MT	PL	SK	HU	PT
18	LU	PL[1a]	BG	RO	EE	HU	SK	LU	ES	LV	EE	ES	MT
19	HU	BG[1a]	MT	IE[2]	LV	CZ[2]	CY	GR	CZ	SK	PT	LT	SK
20	EE	SI[2]	LV	ES[2]	BG	SK[2]	EE	IT	LV	PT	LV	IT	ES
21	BG	HU[2]	SK	CY[2]	LT	BG[2]	BG	EE	BG	LT	IT	BG	EE
22	LT[1]	CZ[2]	RO	PT	HU	IE	IE	ES	PT	IT	LT	LU	GR
23	PL[1]	RO	LU	NL[1]	SK	LT[1]	MT	LV	SK	GR	ES	CZ	LV
24	RO	CY[1]	EE	LT[1]	GR	RO[1]	LV	LT	IT	BG	GR	IE	BG
25	LV	IE[1]	LT	MT[1a]	PL	LV	LT	BG	RO	ES	BG	GR	LT
26	CY	MT	IE	GR[1a]	RO	EE	RO	RO	GR	RO	RO	RO	RO

S: Eurostat, WIFO-calculations. - [1]), [1a]), [1b]) and [1c]) Two countries have the same rank (e.g. BE and EE, IT and BG, SI and LV or CZ and SK) due to equal index points. - [2]) Three countries have the same rank (e.g. SE, BE and AT) due to equal index points. - [3]) Four countries have the same rank (e.g. IT, PT, UK and ES) due to equal index points.

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Table A 11: Additional Indicators

	Europa 2020 Indicator: Employment rate (20-64 years)[1]			Europa 2020 Indicator: Tertiary education (30-34 years)[2]		
	2017	2017	2017	2017	2017	2017
	In %	In %	In %	In %	In %	In %
	Total	Male	Female	Total	Male	Female
Belgium	68.5	73.4	63.6	45.9	40.8	50.9
Bulgaria	71.3	75.3	67.3	32.8	25.5	40.5
Czech Republic	78.5	86.3	70.5	34.2	27.7	41.0
Denmark	76.9	80.2	73.7	48.8	41.1	56.7
Germany	79.2	83.1	75.2	34.0	33.8	34.2
Estonia	78.7	82.4	75.1	48.4	41.6	55.6
Ireland	73.0	79.1	67.0	54.5	48.2	60.3
Greece	57.8	67.7	48.0	43.7	37.0	50.5
Spain	65.5	71.5	59.6	41.2	34.8	47.5
France	70.6	74.6	66.7	44.3	38.7	49.6
Croatia	63.6	68.9	58.3	28.7	22.1	35.4
Italy	62.3	72.3	52.5	26.9	19.8	34.1
Cyprus	70.8	75.7	66.2	55.9	47.3	63.6
Latvia	74.8	77.0	72.7	43.8	32.1	56.0
Lithuania	76.0	76.5	75.5	58.0	47.6	68.1
Luxemburg	71.5	75.4	67.5	52.7	49.8	55.6
Hungary	73.3	81.0	65.7	32.1	27.0	37.5
Malta	73.0	84.7	60.6	33.5	32.2	35.0
Netherlands	78.0	83.3	72.8	47.9	44.0	51.8
Austria	75.4	79.4	71.4	40.8	37.7	44.0
Poland	70.9	78.2	63.6	45.7	36.3	55.5
Portugal	73.4	77.3	69.8	33.5	26.2	40.4
Rumania	68.8	77.3	60.2	26.3	23.9	28.9
Slovenia	73.4	76.9	69.7	46.4	34.7	58.8
Slovakia	71.1	77.5	64.7	34.3	26.7	42.4
Finland	74.2	75.9	72.4	44.6	37.3	52.0
Sweden	81.8	83.8	79.8	51.3	44.6	58.4
United Kingdom	78.2	83.4	73.1	48.3	45.8	50.8
EU-28	72.1	77.9	66.4	39.9	34.9	44.9
EU-27[3]	72.2	78.0	66.5	40.0	35.0	45.0

S: Eurostat. - [1]) EU-2020 target for Austria: 77%, for the EU 75%. - [2]) EU-2020 target for Austria: 38%, for the EU 40%. - [3]) Prior to the entry of Croatia, incl. UK.

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Table A 12: Index points in 2007-2017 in dimension 1 - Overall Labour Market Performance Index, EU-28

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Span 2007-2017
Belgium	6.57	6.64	6.05	6.28	6.47	6.29	6.09	6.26	6.34	6.55	6.80	0.8
Bulgaria	5.35	5.88	4.91	4.04	4.18	4.13	4.54	5.05	5.67	6.10	7.10	3.1
Czech Republic	6.57	6.79	5.66	5.72	6.08	6.20	6.34	6.74	7.32	7.74	8.25	2.6
Denmark	8.77	8.69	7.27	7.11	7.43	7.28	7.45	7.67	7.91	8.15	8.27	1.7
Germany	6.79	7.00	6.56	6.99	7.57	7.60	7.59	7.79	7.89	8.16	8.35	1.8
Estonia	6.61	6.33	2.82	3.11	5.98	5.86	6.18	6.52	7.21	6.98	7.89	5.1
Ireland	8.68	7.12	4.58	4.68	5.02	5.22	6.10	6.78	8.88	9.41	10.00	5.4
Greece	5.95	6.06	5.34	4.24	2.28	1.03	1.00	1.69	1.95	2.16	2.70	5.1
Spain	6.82	5.93	3.70	4.02	3.57	2.70	2.60	3.49	4.31	4.82	5.33	4.2
France	6.71	6.67	6.04	6.26	6.41	6.28	6.25	6.22	6.20	6.37	6.61	0.7
Croatia	5.21	5.41	4.53	3.54	3.10	2.73	2.67	3.69	3.87	4.25	5.10	2.7
Italy	5.97	5.71	4.94	4.98	5.11	4.63	4.02	4.25	4.50	4.79	4.96	1.9
Cyprus	8.06	7.98	6.88	6.72	6.23	4.84	3.47	4.04	4.76	5.66	6.10	4.6
Latvia	6.69	5.79	1.42	2.12	4.20	4.78	5.55	5.42	6.28	6.22	6.80	5.4
Lithuania	6.19	5.67	2.88	2.80	4.54	5.35	5.85	6.49	6.80	7.43	7.55	4.8
Luxemburg	9.27	8.92	8.16	8.52	8.61	8.48	8.37	8.78	8.79	8.75	8.86	1.1
Hungary	4.68	4.34	3.68	3.81	4.13	4.28	4.77	6.11	6.24	6.88	7.22	3.5
Malta	5.18	5.44	4.85	5.32	5.74	6.01	6.58	7.28	7.73	8.28	8.97	4.1
Netherlands	8.04	8.14	7.45	7.11	7.29	6.99	6.65	6.76	7.15	7.38	7.88	1.5
Austria	7.60	7.80	7.09	7.40	7.70	7.64	7.47	7.46	7.41	7.57	7.83	0.7
Poland	5.02	5.60	5.16	4.73	5.51	5.53	5.60	6.33	6.76	7.13	7.79	3.1
Portugal	6.21	6.36	5.41	5.45	4.84	3.81	3.85	5.02	5.38	5.80	6.68	2.9
Rumania	4.63	5.10	4.49	4.78	4.63	4.37	5.09	5.61	5.54	5.99	7.34	3.0
Slovenia	7.12	7.28	5.93	5.61	5.42	5.35	5.03	5.48	5.91	6.28	7.19	2.2
Slovakia	5.34	6.11	4.63	4.54	5.27	5.12	5.03	5.70	6.30	6.91	7.28	2.7
Finland	7.78	7.97	6.41	6.64	7.19	7.04	6.65	6.58	6.52	6.81	7.12	1.6
Sweden	8.33	8.06	6.85	7.53	8.03	7.81	7.93	8.13	8.44	8.66	8.86	2.0
United Kingdom	7.23	7.18	6.20	6.42	6.42	6.63	6.82	7.38	7.53	7.63	7.75	1.6
1. Quartil	5.80	5.77	4.56	4.19	4.61	4.57	4.71	5.33	5.64	6.07	6.77	
2. Quartil	6.65	6.50	5.37	5.38	5.63	5.44	5.97	6.29	6.43	6.89	7.31	
3. Quartil	7.64	7.41	6.44	6.66	6.65	6.72	6.65	6.90	7.44	7.66	7.98	
Span 2007-2017	4.64	4.58	6.74	6.40	6.33	7.46	7.37	7.09	6.93	7.25	7.30	

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 2007-2017. - Values highlighted in blue (red) indicate the lowest (highest) point value of a country within the period 2007 to 2017.

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Table A 13: Rankings in 2007-2017 in dimension 1 - Overall Labour Market Performance Index, EU-28

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Belgium	16	14	10	10	8	9	14	15	15	17	21
Bulgaria	22	20	18	22	24	24	22	22	21	21	19
Czech Republic	17	12	13	12	12	11	10	10	9	7	7
Denmark	2	2	3	5	5	5	5	4	4	6	6
Germany	12	11	7	6	4	4	3	3	5	5	5
Estonia	15	16	27	26	13	13	12	12	10	13	8
Ireland	3	10	21	19	19	17	13	8	1	1	1
Greece	21	18	15	21	28	28	28	28	28	28	28
Spain	11	19	24	23	26	27	27	27	26	25	25
France	13	13	11	11	10	10	11	16	19	18	23
Croatia	24	26	22	25	27	26	26	26	27	27	26
Italy	20	22	17	16	18	21	23	24	25	26	27
Cyprus	5	5	5	7	11	19	25	25	24	24	24
Latvia	14	21	28	28	23	20	17	21	17	20	20
Lithuania	19	23	26	27	22	16	15	13	12	10	13
Luxemburg	1	1	1	1	1	1	1	1	2	2	4
Hungary	27	28	25	24	25	23	21	17	18	15	16
Malta	25	25	19	15	14	12	9	7	6	4	2
Netherlands	6	3	2	4	6	7	8	9	11	11	9
Austria	8	7	4	3	3	3	4	5	8	9	10
Poland	26	24	16	18	15	14	16	14	13	12	11
Portugal	18	15	14	14	20	25	24	23	23	23	22
Rumania	28	27	23	17	21	22	18	19	22	22	14
Slovenia	10	8	12	13	16	15	19	20	20	19	17
Slovakia	23	17	20	20	17	18	20	18	16	14	15
Finland	7	6	8	8	7	6	7	11	14	16	18
Sweden	4	4	6	2	2	2	2	2	3	3	3
United Kingdom	9	9	9	9	9	8	6	6	7	8	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 2007-2017.

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Table A 14: Index points at two points in time in dimension 3 - Exclusion Risks on the Labour Market Index, EU-28

Sub dimension	Education		Exclusion		Child care		Health	
	2008[1])	2017[2])	2008	2017	2008	2017	2008	2016
Belgium	6.9	8.3	4.9	4.1	6.6	7.8	5.3	6.0
Bulgaria	4.8	6.1	n.v.	n.v.	2.3	2.1	3.6	4.7
Czech Republic	7.1	9.0	3.1	4.8	1.1	1.9	3.7	5.0
Denmark	7.6	8.8	10.0	9.7	9.6	9.3	6.5	6.6
Germany	6.2	7.1	5.5	5.4	3.5	4.7	4.3	7.8
Estonia	6.9	8.4	5.1	6.3	3.0	4.3	2.0	3.3
Ireland	7.6	9.5	7.8	3.1	4.3	5.8	5.6	7.1
Greece	4.3	6.7	5.6	6.1	2.5	3.7	5.1	5.0
Spain	4.3	6.4	5.6	6.7	6.1	7.2	5.2	6.4
France	6.7	8.5	6.0	4.6	6.1	7.4	6.1	6.1
Croatia	n.v.	n.v.	5.7	5.9	n.v.	n.v.	n.v.	n.v.
Italy	3.5	5.3	1.0	2.3	4.6	4.7	3.8	5.7
Cyprus	7.2	8.5	6.0	6.5	4.8	4.6	4.7	7.2
Latvia	5.5	7.6	7.1	8.5	2.5	4.3	1.0	1.8
Lithuania	7.0	8.9	n.v.	n.v.	2.1	3.4	1.0	1.8
Luxemburg	6.6	9.4	4.0	4.3	4.4	8.7	6.2	3.8
Hungary	5.2	5.9	1.6	3.9	1.9	1.0	2.5	3.8
Malta	1.6	4.9	1.9	5.8	3.1	6.3	6.5	7.3
Netherlands	7.3	8.7	2.1	3.5	7.8	10.0	6.3	6.6
Austria	6.1	8.4	3.3	4.4	1.8	3.6	4.1	5.1
Poland	6.6	8.1	3.5	4.4	1.3	2.4	3.2	4.9
Portugal	1.0	5.4	8.0	8.0	4.8	6.4	2.2	3.8
Rumania	4.0	4.4	5.4	6.7	2.1	3.3	2.0	2.3
Slovenia	7.8	9.2	7.9	8.0	4.7	6.2	5.0	5.1
Slovakia	6.3	7.6	3.8	3.5	n.v.	n.v.	1.0	2.8
Finland	8.5	9.6	7.3	7.4	4.1	5.1	3.7	4.5
Sweden	8.6	10.0	7.9	9.1	7.2	7.5	8.8	10.0
United Kingdom	7.0	8.2	n.v.	n.v.	6.1	5.8	7.4	6.5
1. Quartil	5.0	6.6	3.5	4.3	2.4	3.6	2.8	3.8
2. Quartil	6.6	8.3	5.5	5.8	4.2	4.9	4.3	5.1
3. Quartil	7.2	8.8	7.1	6.7	5.7	7.0	5.9	6.6

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. - n.a. ... calculation not feasible due to missing values of single indicators. - [1]) Indicator 7: CVTS3 2005. - [2]) Indicator 7: CVTS5 2015.

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Table A 15: Rankings at two points in time in dimension 3 - Exclusion Risks on the Labour Market Index, EU-28

Sub dimension	Education		Exclusion		Child care		Health	
	2008[1])	2017[2])	2008	2017	2008	2017	2008	2016
Belgium	11	14	16	20	4	4	9	11
Bulgaria	21	22	n.v.	n.v.	20	24	19	18
Czech Republic	8	6	21	15	26	25	18	15
Denmark	4	8	1	1	1	2	3	7
Germany	17	19	13	14	15	14	14	2
Estonia	12	13	15	10	17	17	24	23
Ireland	5	3	5	24	13	12	8	5
Greece	22	20	12	11	19	19	11	16
Spain	23	21	11	7	7	7	10	9
France	13	10	8	16	5	6	7	10
Croatia	n.v.	n.v.	10	12	n.v.	n.v.	n.v.	n.v.
Italy	25	25	25	25	11	15	16	12
Cyprus	7	11	9	9	9	16	13	4
Latvia	19	17	7	3	18	18	26	27
Lithuania	10	7	n.v.	n.v.	22	21	25	26
Luxemburg	14	4	17	19	12	3	6	21
Hungary	20	23	24	21	23	26	21	20
Malta	26	26	23	13	16	9	4	3
Netherlands	6	9	22	23	2	1	5	6
Austria	18	12	20	18	24	20	15	14
Poland	15	16	19	17	25	23	20	17
Portugal	27	24	2	5	8	8	22	22
Rumania	24	27	14	8	21	22	23	25
Slovenia	3	5	3	4	10	10	12	13
Slovakia	16	18	18	22	n.v.	n.v.	27	24
Finland	2	2	6	6	14	13	17	19
Sweden	1	1	4	2	3	5	1	1
United Kingdom	9	15	n.v.	n.v.	6	11	2	8

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. - 2) Indicator 7: CVTS5 2015.

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