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Employment and Social Developments in Europe 2017

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Foreword

The Employment and Social Developments in Europe review has become over the years the key reference document for policy-makers and stakeholders active in social and labour market policies. It provides comprehensive coverage and thorough economic analysis of major trends affecting the social and employment situation of EU citizens.

This year the Review focuses entirely on intergenerational fairness and solidarity. Improving the lives of the citizens across generations in a sustainable way must be at the centre of our concerns. Survey evidence indicates that citizens are increasingly worried that their children may end up worse off than their parents. This is certainly one of the biggest challenges policy-makers face today, and one that should guide our action.

However, the latest employment and social trends are encouraging. Labour markets have continued to grow strongly. A record high number of people are in employment, now exceeding 234 million. About ten million jobs have been created since 2013. Labour market participation has been steadily increasing, reaching 73 % in 2016. Clear signs of a general improvement in the social situation are starting to emerge: disposable household income is back to the level it was in 2008 and there are now five million fewer Europeans at risk of poverty or social exclusion than at the post-crisis peak in 2012.

Efforts need to be pursued to stay this course and to make everyone benefit from the recovery. This is all the more important in view of the long-term demographic trends and of technological change, which are deeply affecting the world of work and our societies. The number of elderly people is rising fast due to increasing longevity and demographic dependency is expected almost to double by 2060. At the same time, the working age population will continue to decline over the coming decades. This is likely to limit the EU's potential growth and thus the resources available for distribution across generations. The challenge for policy-makers will increasingly be to ensure not only that the growth potential is maximised and that every citizen is given the chance to make full use of their productive potential, but also that the distribution of resources across generations is fair.

Policy responses will be needed to ensure intergenerational fairness and solidarity while respecting the social rights of the citizens. This is also the aim of the European Pillar of Social Rights, recently presented by the European Commission. It sets out principles and rights to support fair and well-functioning labour markets and welfare systems.

This edition of Employment and Social Developments in Europe brings fresh evidence and thorough economic analysis on intergenerational fairness and solidarity. I hope that it will prove to be a valuable tool for policy-makers, social partners, civil society, researchers and citizens and will enhance the quality of the public debate on these issues.

Marianne Thyssen
Commissioner for Employment,
Social Affairs, Skills and Labour Mobility

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Executive Summary

This seventh edition of the annual Employment and Social Developments in Europe (ESDE) Review presents a detailed analysis of key employment and social issues and concerns for the European Union and its Member States as they pursue the EU 2020 employment and social goals.

It feeds into the European Semester and the 2017 flagship initiative of the European Pillar of Social Rights ([1]). The main findings of ESDE 2017 corroborate the rationale and the objectives of follow-up initiatives of the Pillar, such as the proposal for a 'New Start Initiative to support work-life balance for parents and carers' and the social partner consultations on Access to Social Protection and the revision of the 'Written Statement Directive'. As in previous years, the opening section of the ESDE review provides an overview of the most recent developments, trends and challenges in the employment and social fields. This year's edition focuses on the topic of "**Intergenerational fairness and solidarity in Europe**".

The choice of topic reflects a growing perception that the impact of the crisis, as well as structural changes in the labour market including technological progress, are changing the world of work and may be putting younger generations in the EU today and in the future at a disadvantage relative to older people who are less exposed to these developments. If not addressed, these changes may undermine social cohesion, support for reforms and trust in the economic system and institutions.

At the same time, intensifying demographic change will result in a growing number of older people and a shrinking working age population. This raises important questions about the implications for future economic growth and its sustainability, the fair distribution of the resources it produces between generations and the potential need for corresponding changes in the welfare state which facilitates intergenerational solidarity.

Against this background, while the first chapter provides an overview of recent employment and social trends, dedicated chapters analyse:

Chapter 2 - Intergenerational fairness and solidarity today and challenges ahead

Chapter 3 - Working lives: the foundation of prosperity for all generations;

Chapter 4 - Securing good living standards in retirement also in the future;

Chapter 5 - Fostering intergenerational fairness through social dialogue.

([1]) http://ec.europa.eu/european-pillar-social-rights

1. MAIN EMPLOYMENT AND SOCIAL DEVELOPMENTS

Moderate economic growth has been accompanied by relatively strong employment growth

In 2016 and early 2017, the EU economy continued to perform well despite internal and external challenges. It recorded continued, albeit slightly slower, real GDP growth (1.9 % in the EU and 1.8 % in the euro area in 2016), which was accompanied by further job creation and a continued decrease in unemployment. During the four years of recovery following the recent crisis, economic growth has been moderate but steady. It has mostly been driven by consumption, while investment has so far failed to recover significantly.

234.2 million

people were in employment in the EU in Q1 2017, the highest number on record

This economic growth has brought about solid net job creation since mid-2013. Employment growth has been strong relative to the pace of GDP growth over the last two years. In the first quarter of 2017, 234.2 million people were in employment in the EU. This relatively strong employment growth is accompanied by a lower expansion of hours worked per person employed.

The relatively strong employment expansion in conjunction with the modest GDP growth has resulted in only subdued productivity growth, with productivity per person having risen by 0.6 % in 2016. Together with the slightly higher but still slow growth in nominal compensation per employee, this led to a modest increase in nominal labour cost.

Labour market participation continues to increase...

Labour market participation in the EU continued to increase in 2016, in line with the observed longer-term trend. In 2015 the EU reached a higher rate of participation in the labour market than the US. This was the result principally of older workers delaying their retirement and women's increased labour force participation. Employment demand in the EU also became more dynamic in 2016.

...and, in the light of recent progress, the Europe 2020 employment target is within reach

Consequently, the employment rate in the EU reached its highest value on record in 2016, although the dynamics differed strongly across Member States. As a result of the latest increases, the 75 % employment rate set as the "Europe 2020" target is still achievable, assuming that the recent trend continues. At the same time the crisis and the recovery have changed the structure of employment in the EU, particularly through a shift of employment towards service activities and an increase in part-time jobs, including a rise in involuntary part-time work.

46%

of the unemployed have been so for more than a year

Despite the recent decline, unemployment remains a key challenge...

Despite recent improvements in the labour market, unemployment and very long-term unemployment remain among the most important challenges in the EU. In 2016 the unemployment rate fell by 0.9 percentage point (pp), the biggest reduction since the beginning of the recovery, and decreased further to 7.8 % of the labour force or around 19.1 million people in May 2017. However, despite the steady decline since 2014, long-term unemployment still stood at 4 % of the labour force in 2016, almost half of total unemployment. Disparities across Member States remain significant, with unemployment rates and supplementary indicators pointing to substantial remaining slack in some labour markets while tightening is evident in others.

...as do gender gaps in the labour market.

The employment rate of women reached another record high in 2016. Despite this, and although half of the Member States have succeeded in further closing the gap with employment rates for men, the gender

employment gap at the EU level remained unchanged, at close to 12 pps. Alongside that, strong gender differences in pay persist across EU Member States.

The labour market situation of youth keeps improving

The labour market situation of young people aged 15 - 24 has continued to improve in 2016; the unemployment rate and the numbers of those who are not in education, employment or training (NEETs) are decreasing and the proportion of young people in employment continues to increase. Developments in education have been encouraging, as higher rates of enrolment stabilise and the 2020 educational attainment goals for reducing early school leaving and more widespread third level education appear within reach. Similarly, older workers' (aged 55 - 64) participation in the labour market continued to increase in 2016.

The social situation is improving with stronger income growth and decreasing albeit still high poverty while inequality is stabilising after recent increases

Clearer signs of a general improvement in the social situation have emerged. Economic growth overall has benefited EU households over the last three years. Disposable household income reached the level of 2008 by 2015 in the EU and in 2016 in the euro area and its growth continued to strengthen in 2016. Higher income from work (wages and profits of the self-employed), supported by the improved labour market conditions, continued to play a key role in strengthening household incomes. Social protection also continued to support income growth, mainly due to increases in old-age pensions and in health-related expenditure.

4.8 million

fewer people at risk of poverty and social exclusion in 2015 than in 2012

The job-rich recovery has helped to reduce significantly the number of people at risk of poverty and social exclusion in the EU, by 4.8 million between 2012 and 2015. Improvements have mainly been reflected in the decline in severe material deprivation and fewer jobless households. Still the number of people at risk of poverty, at almost 119 million in 2015, remained well above the Europe2020 target. Income inequality stopped rising only in 2015 and around ten Member States registered a notable increase in inequality between 2012 and 2015.

Table 1

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Real GDP (annual growth)	3,1	0,4	-4,4	2,1	1,7	-0,5	0,2	1,7	2,2	1,9
Employment										
annual growth	1,9	1,0	-1,7	-0,7	0,1	-0,4	-0,3	1,0	1,1	1,2
number of employed (000)	228891	231217	227227	225679	225990	225127	224542	226770	229239	232092
Employment rate (total, 20-64)	69,8	70,3	69,0	68,6	68,6	68,4	68,4	69,2	70,1	71,1
rate (men, 20-64)	77,6	77,8	75,7	75,1	75,0	74,6	74,3	75,0	75,9	76,9
rate (women, 20-64)	62,1	62,8	62,3	62,1	62,2	62,4	62,6	63,5	64,3	65,3
Labour productivity (annual growth)										
per person employed	1,2	-0,6	-2,7	2,8	1,5	-0,1	0,5	0,7	1,1	0,6
per hour worked	1,0	-0,4	-1,4	3,1	1,4	0,9	1,0	0,6	1,2	0,8
Unemployment										
rate (total, 15-74)	7,2	7,0	9,0	9,6	9,7	10,5	10,9	10,2	9,4	8,5
rate (men, 15-74)	6,6	6,6	9,0	9,7	9,6	10,4	10,8	10,1	9,3	8,4
rate (women, 15-74)	7,9	7,5	8,9	9,6	9,8	10,5	10,9	10,3	9,5	8,7
rate youth (15-24)	15,9	15,9	20,3	21,4	21,7	23,3	23,7	22,2	20,3	18,7
long-term unemployment rate	3,0	2,6	3,0	3,8	4,1	4,6	5,1	5,0	4,5	4,0
very long-term unemployment rate	1,8	1,5	1,5	1,8	2,2	2,5	2,9	3,0	2,8	2,5
number of unemployed (000)	16987	16751	21360	22989	23124	25266	26301	24807	22879	20908
Real Gross Household Disposable income per capita growth	0,0	-0,5	-0,3	-1,0	0,7	0,0	0,3	1,3	1,9	
At-risk-of-poverty or exclusion rate	24,5	23,7	23,3	23,7	24,3	24,7	24,6	24,4	23,7	
Inequality: GINI coefficient of disposable income	30,6	30,9	30,5	30,5	30,8	30,5	30,5	30,9	31,0	

Source: Eurostat

Click here to download table.

2. INTERGENERATIONAL FAIRNESS AND SOLIDARITY TODAY AND CHALLENGES AHEAD

Steady improvements in living standards underpinned the acceptance of the intergenerational social contract…

Considerations of intergenerational fairness underlie a long-standing implicit societal contract under which every generation during its prime age has a responsibility to provide for both the elderly and the young. In addition, there is a certain expectation that every generation will provide its successors with an improved starting position.

…but structural changes and the legacy of the crisis are giving rise to concerns

Decades of economic growth have indeed brought steady improvements in living standards in the EU. However, there are increasing concerns that today's young people and their children may end up worse off than their parents. These concerns are linked to long-term demographic as well as economic trends and technological change, which have been compounded by more acute crisis-related challenges. This underlines the importance of policy efforts to improve the collective prospects of society.

The income situation of older people has improved relative to the total population…

Over the past decade, the income position of older people has improved when compared with the total population in the EU. Data from several Member States suggest that this is in line with a longer-term trend. However, the more recent improvement in the income position of older people was to a large extent relative: working age adults (and indirectly their children) experienced a stagnation of incomes during the crisis years. In contrast, old age pensions were relatively well protected during the recession. The economic recovery may thus bring renewed opportunities for greater income growth among the younger age groups while potentially also benefiting older people in Member States where old age poverty remains a challenge.

…and there has been a shift in social protection spending benefiting the old

There has been a gradual shift in the patterns of age-related social protection spending since the 2000s, which is not fully explained by the effect of changes in the size of age groups. Old age pensions and healthcare constitute a growing proportion of social expenditure, while the proportion devoted to family and unemployment benefits, which benefit younger age groups more, has tended to decrease. Even if young adults and children in multigenerational households have been (indirect) co-beneficiaries of old age pensions, particularly in certain Southern European countries, this raises questions about intergenerational fairness. Improving the fairness and efficiency of tax systems can also play a role in supporting intergenerational fairness.

13 %

expected decline in the EU working age population by 2060

A shrinking work force due to population ageing is set to dampen economic growth…

Looking forward, population ageing has the potential to change the relative situation of generations significantly and poses major challenges to intergenerational fairness, unless policy measures are taken to counterbalance some of these effects. Updated demographic projections for the EU until 2060 show that the working-age population (aged 20 - 64) is expected to decline by an average annual rate of 0.3 %, while the number of people aged 65 and older is projected to increase by 1 % annually. These EU level figures hide considerable differences among Member States. Some will be under more pressure than others. With a broadly unchanged total population but more older people and fewer younger people in all Member States, it will be more difficult to distribute societal income fairly, given that society's income (GDP) depends on the size of the population producing it and its productivity.

… which brings major challenges for intergenerational fairness

Given projected demographic trends, productivity growth will become the EU's main source of economic expansion in the long run. If productivity growth failed to compensate for the lower employment growth which results from the shrinking working age population over the long run, GDP

growth would be lower in the future. Lower GDP growth would make redistribution from one group in society to another more controversial and would inevitably complicate the task of achieving intergenerational fairness. Achieving higher productivity growth requires more investment in both physical and human capital, which may be more difficult to generate in an ageing society because older age groups may be less willing to invest in innovation.

An ageing Europe may thus face new challenges to all generations' welfare, unless (1) the impact of a shrinking working-age population is cushioned by helping a higher percentage of potential workers into employment and the length of working lives is extended, (2) increased net immigration and higher fertility help sustain population growth and (3) sustained investment is made, notably in people to increase productivity.

Upholding growth requires better utilising the existing labour reserves…

Simulations show that efforts to increase labour market participation further, especially that of older workers and women, together with continued educational progress which has a positive impact on activity rates, can postpone the dampening effect of shrinking employment on economic growth. If the EU makes effective use of all its human resources also by better incorporating underrepresented groups, positive employment growth could continue for another decade. Measures such as proper incentives for second earners through tax and benefit systems, minimum wage policies as well as comprehensive integration strategies could improve the employment rate.

… which includes longer working lives…

Raising effective retirement ages by 2030 would not reverse the trend towards a declining workforce in the long run. However, in addition to being crucial for ensuring the sustainability of pension systems it would help safeguard higher potential employment growth through the next decade. Policies ensuring that people can effectively work longer are an important complement to raising retirement ages. This includes ensuring adequate working conditions in terms of health and safety at work.

…while higher immigration and fertility can also help

Moreover, increased fertility and efficient immigration management can make a difference to the size of the working-age population in the medium to long run. This highlights the importance of corresponding policy action (including the reconciliation of family and work responsibilities, childcare, etc.).

But higher productivity will be the main driver of growth in the future

At the same time, fostering productivity growth is vital for improving the collective prospects of society and productivity-enhancing reforms are thus imperative. This means supporting innovation and major efficient spending on investment in young and old people's skills, in line with the EU's social investment strategy and Principle 1 of the proposed European Pillar of Social Rights. In addition to fostering social mobility and supporting living conditions, these policies improve people's employment prospects across generations, thus contributing to better utilising the existing workforce, a*nd* to generating higher productivity growth. This complementarity would thus underpin productivity as a main driver of economic growth also in the long run and help sustain income growth as well as welfare systems embodying inter-generational solidarity.

3. WORKING LIVES: THE FOUNDATION OF PROSPERITY FOR ALL GENERATIONS

All generations benefit from working age people being active in the labour market

Enabling all people to be active in the labour market while fully using their skills and realising their potential is not only in the interest of working age people but of the whole society across generations: the income produced by people of working age sustains social protection, healthcare and educational systems - benefiting also older people and children - and thereby facilitates social mobility and intergenerational solidarity.

Still, younger people are more likely to be unemployed...

However, the labour market today seems to be increasingly characterised by a generational divide. Today's younger generations face significant challenges in the labour market which reflect both structural changes, including those related to the increasing importance of atypical forms of employment, and the legacy of the crisis. The unemployment gap between younger workers aged 25-39 and prime-age and older workers (aged 40-64), after reducing in the 1990s, increased again in the context of the crisis when the unemployment of younger workers increased substantially. Employment of younger workers has stagnated over the last decade, while prime-age and older workers have experienced a rapid rise in their employment rates. Finding a job after graduation has become more difficult. More generally, younger generations have been hit harder than older ones by unemployment over the last decade. The crisis has contributed to these findings and problems may therefore be partly mitigated by the ongoing recovery, but structural factors discussed below also play a role and may make some of these effects persist.

Overqualification, the state of being skilled or educated beyond what is necessary for the job in which one is employed, implies an inefficient use of available human resources, and has increased moderately in the EU over the last two decades. Younger workers are comparatively more often overqualified than other age groups, although there has been some convergence in this respect between the different age groups over time.

...or in non-standard work

Job security has been declining for the past two decades with the increased use of non-standard contracts (i.e. contracts which are not both permanent and full-time) in the EU's labour markets. While the share of non-standard work among employees has increased for all age groups, this shift has affected the newer generation of younger workers more than the prime-age and older ones. Similarly, working for the same firm for a long period is gradually becoming less common, especially for younger workers.

The expansion of non-standard work among younger employees over the last decade has been spread equally among the three types of non-standard work examined here (permanent part-time, temporary full-time and temporary part-time), while for prime-age and older employees the expansion centred mostly on permanent part-time work. Other new forms of work such as those related to platforms and the collaborative economy, which tend to be associated with lower rights and social security coverage and where younger people are likely to be disproportionately represented, are not considered here due to data limitations. While the overall employment rate of young workers has remained stable over time, the increasing amount of part-time employment means that total hours worked by the young have not yet regained their pre-crisis level. Much of this increase in part-time work is involuntary as more than one in three of today's younger part-time workers have taken that work because they could not find full-time work.

16 % vs. 8 %

of younger vs. older workers have temporary contracts

Younger workers are more frequently affected by temporary contracts...

Temporary contracts are increasingly common. Younger workers are twice as likely to be in temporary work as older age groups and this gap has widened since the early 2000s. While increasing use of non-standard work may be a response to the rising need for flexibility on the part of both the employer and the worker, the increasingly widespread use of temporary work and reduction of job security in the labour market could be a cause for concern, in terms of both its impact on individuals and indications that it may harm productivity growth.

... and precarious employment, and they may also face less social protection coverage

Social protection coverage may be negatively affected by frequent unemployment spells and certain forms of non-standard work may also be associated with no or insufficient access to social protection and related employment (and activation) services. If difficulties in initial integration into the labour market lead to persistently lower work intensity, the resulting poorer pension contribution records, as well as lower labour market income, may negatively affect the eligibility of younger people for benefits as well as the amount and duration of those benefits. Statistics for all age groups show that young people are the most likely to be in precarious employment - here defined as the combination of non-standard contracts and low wages earned. Women, immigrants, low skilled and blue-collar workers are also relatively likely to end up in precarious jobs.

The income share from work of younger people has decreased over time

The challenges for the younger generation are also reflected in the distribution of income from work between age groups. Most countries have seen a decline in the corresponding income share of younger workers since the onset of the crisis. While this is partly due to demographic changes, in a large number of Member States it also reflects a relative decrease in income per younger worker, possibly partly explained by education lasting longer and resulting in later labour market entry. Conversely, the observed rise in the income share of older workers has been driven not only by demographic changes but also by increases in income per older worker and in their relative employment rate.

Younger people's labour market situation is affecting their household decisions, including as regards parenthood and house ownership

Younger generations appear to be less exposed to the risk of poverty than older ones when they are unemployed or in precarious jobs. However, this is partly a reflection of the impact of the above-mentioned changes in the EU labour market on household decisions across generations. In particular, poorer employment prospects for younger people after the economic crisis appear to have had a negative impact on their economic independence and capacity to establish independent households. For instance, young people face greater credit constraints and job insecurity than older age groups and have increasingly postponed household formation and home ownership. High shares of non-standard work as well as the particularly strong effects of the crisis on some Member States' labour markets appear to be related to delaying parenthood. Postponing household formation, home ownership and parenthood may in turn have intergenerationally adverse consequences on fertility rates and, consequently, also on the sustainability of pension systems and growth as well as on perspectives in general.

Educational attainment has improved over time and parental background has become slightly less important for it

Qualifications and skills are becoming ever more important for employment. Yet, this does not seem to fully explain the generational divide in the labour market as, partly in response to rising demand for skills in the labour market, younger generations are becoming progressively better endowed with human capital. Efficient education and training spending is crucial to equip workers from the start and throughout their careers with the set of skills that will help them thrive in continuously changing societies and labour markets. In some Member States, however, the share of young low-qualified adults remains very

high. While educational attainment has expanded significantly over the last 15 years, the corresponding increase in basic numeracy skills seems rather limited in view of the strong rise in jobs' skills requirements. There are also significant gaps in digital skills, which are also crucial for labour market and social inclusion.

An issue of key concern for social mobility across generations, particularly from an equality of opportunities perspective, is the impact of parental background on education and skills outcomes.. While dynamics differ substantially across Member States, on average in the EU, the impact of parental background on mathematics skills remains significant although it has slightly declined over the last decade. Likewise, tertiary attainment also depends marginally less on parental background for younger generations in the EU than for older ones.

The European Pillar of Social Rights provides a framework for adapting labour markets to new challenges while promoting intergenerational fairness

The generational labour market divide implies that overall older generations are less likely to be unemployed compared to younger ones, and in general enjoy greater stability and protection in the labour market. On the policy side, this finding suggests that, in line with the key priorities of the European Pillar of Social Rights ([2]) proposed in April 2017, it is important to ensure that an appropriate framework is in place that allows the labour market to function properly and adapt to new challenges, while providing employees with the necessary safety nets and support to face these new challenges, also taking into account the intergenerational fairness dimension.

4. SECURING GOOD LIVING STANDARDS IN RETIREMENT ALSO IN THE FUTURE

Overall, older people fare relatively well in the EU today...

Pensions are the main income source for those aged 65 and over. Increases in real median pensions have contributed to the improvement in older people's relative income over the last decade. Overall, the welfare of people aged 65 and over in the EU compares favourably with that of people of working age in terms of income, wealth and access to services. There has also been a shift in public social expenditure towards pensions and other categories benefiting primarily older people. Nevertheless, the risk of poverty for older people, particularly older women, remains substantial in some Member States, and living standards in the EU-28 are somewhat lower for those aged 75 and older, again mainly reflecting the less favourable situation of women.

7 %

of GDP by 2060 – expected impact of ageing on annual public pension expenditure in the absence of reforms

Despite the overall favourable situation of the older generations, significant challenges lie ahead. First, demographic change will bring about increasing dependency ratios in all EU countries. This means that a smaller number of contributors will pay into pension systems while more pensioners will depend on them, raising important questions of sustainability and intergenerational fairness. Second, while younger generations will reap the benefits of further technological progress, if initial difficulties in integration in the labour market lead to persistently low work intensity, precariousness and fragmented working careers, the generational divide analysed in other parts of the report may have a detrimental impact on the pension entitlements of today's younger generations and thus on their welfare in old age.

([2]) COM(2017)250 final.

...but demographic change results in a double burden on younger cohorts that challenges the social contract between generations

The social contract foreseeing transfers from the working population to the inactive generation of pensioners, which has had intergenerational fairness as its main principle for decades, may be seriously challenged by these changes. Today's young workers and future generations seem to face a double burden stemming from demographic change. On the one hand, they are likely to be confronted with rising rates of contribution to social security. These will reduce their take-home pay while the resulting increase in labour costs may reduce their employment possibilities. On the other hand, today's young workers and future generations are likely to have lower pensions, relative to wages, than today's pensioners as cost-containing measures in the pension systems seem inevitable in response to population ageing. Indeed, much cost-containing reform seems to affect future cohorts rather than today's pensioners. The double burden (higher contribution rates while active and lower pensions once retired) will persist as long as population ageing continues. The effects of increasingly fragmented working careers (also as a legacy of the crisis) will eat further into future pension entitlements, adding to the burden.

There has been progress in reforming pension systems in the EU...

The last 20 years have seen substantial reform activity in the EU that is expected to keep pension expenditure levels relative to GDP in 2060 from rising above today's, despite steeply increasing demographic dependency. These reforms will not only reduce pension entitlements, but also limit coverage beyond the age of 65, especially by raising retirement ages. To a large extent, the very gradual planned increases in statutory retirement ages will affect future pensioners (today's young and future workers). However, much of the reform activity has successfully been targeting better labour market prospects for older workers, combined with higher statutory retirement ages. This has resulted in a significant increase in the employment rate of older workers over the last two decades.

... but more efforts may be needed to balance burdens between generations in a fair way

While progress has thus been made, further reform efforts are likely to be needed to cope with the consequences of demographic change in an intergenerationally fair way. Model simulations presented below show the long-term impact of three major reform options on older people and on the economy at large, with different implications for intergenerational fairness and burden sharing. The three broad types of reforms exemplified are (1) linking indexation and pensionable ages to life expectancy, (2) investment in older people to support their labour market integration and (3) to the same end, targeted tax cuts for older workers and firms employing them.

Linking retirement age and pension indexation to higher life expectancy reduces pressure on the pension system

Model simulations of the Finnish system provide an example of the effects of linking both the retirement age and the annual pension indexation to expected increases in life expectancy. Higher retirement ages typically relieve the pension system of costs, as people either postpone retirement or accept actuarial deductions in their pension entitlement if they do not postpone. As a result, the contribution rate can be lowered, which both benefits workers' net wages and reduces firms' labour costs. The resulting increase in labour demand and supply across all ages supports economic growth to the benefit of all generations.

On the other hand, linking indexation to longevity will lower pension dynamics and hence pension levels in the long run, so that pensioners contribute directly to solidarity with younger generations. Here too, as a result of the financial relief to the pension system, contribution rates can be lowered and net wages increase while labour costs decline. Both labour supply and demand are supported and all this again helps to sustain growth.

Fostering older workers' employment would benefit them while contributing to burden sharing

Intense individualised training and counselling, as exemplified by a German programme, will improve the labour market integration of older unemployed workers by increasing their chances of finding a match among the vacancies that firms post. In the corresponding model simulations, employment of older workers increases significantly, contributing to the

sustainability of the pension system. Costs are shared between the generations.

In Sweden, comprehensive tax incentives are granted to both older workers (wage tax credits) and firms employing them (payroll tax credits). The first measure focuses on incentives to participate in the labour market while the second focuses on incentives for firms to hire older workers. Model simulations illustrate how both measures increase the employment of older workers, which also allows them to contribute to the burden sharing.

Reform options improving labour market prospects and sustaining growth facilitate intergenerational solidarity

In the long run, all reform options examined lead to higher overall employment levels (largely driven by lower labour costs), higher investment by firms and an expansion of GDP. All this will create better labour market opportunities for workers as labour demand strengthens. Their improved labour market situation will in turn put future workers in a better position to bear the double burden imposed by demographic change. And higher growth will make more resources be available to be shared across generations, facilitating intergenerational solidarity.

5. FOSTERING INTERGENERATIONAL FAIRNESS THROUGH SOCIAL DIALOGUE

Social partners have an important role in promoting intergenerational fairness...

Workers' and employers' representatives can make a major contribution to intergenerational fairness and solidarity by finding a balance between the interests of employers and workers of all ages. The proposal for establishing a European Pillar of Social Rights highlights the central role of social partners and social dialogue in contributing to better governance and more effective social and economic reforms. To do this, strong and representative trade unions and employers' organisations need to engage in a consensus-oriented dialogue. Sometimes, the dialogue can benefit from active support by public authorities.

...although age-related differences including in social partners' membership and collective bargaining coverage are a challenge

In many Member States, there are clear age-related differences in the membership of trade unions, the coverage of collective agreements and - to a different degree - self-employment and the membership of employers' organisations, which imply challenges to social partners' ability to contribute to the intergenerational balance of interests.

In several countries, pensioners make up a substantial proportion of trade union members, while union membership among younger workers is low. Moreover, younger workers are less likely to have their working conditions set by collective bargaining. This partly reflects a composition effect regarding differences in coverage in the sectors and types of firms where younger vs. older people tend to work. Younger generations may thus be less likely to benefit from solutions promoted jointly by workers' and employers' representatives.

Despite the existence of controversial issues ...

Another challenge is that on some age-related issues, there are crucial disagreements between the two sides of industry. Employers may favour specific (minimum) wages or working conditions for younger workers to facilitate their labour market integration while trade unions tend to oppose such differentiation, including on grounds of equality.

...social partners have used key approaches to tackling intergenerational concerns

Notwithstanding these challenges, intergenerational issues have been tackled through social dialogue, where social partners have used three key approaches. In the *replacement approach* commonly followed in the 1970s, older workers were encouraged to retire early to 'make space' for younger workers. In practice, these schemes tended to generate large welfare costs, while the expected job opportunities for youth failed to materialise. More recently, social partners have paid more attention to the *synergies* between younger and older workers. Where their skills are complementary, both groups of workers - as well as their employers -

benefit from mutual learning via apprenticeships, mentoring or tutorship programmes. Finally, social partners may approach bargaining from a *life course perspective*; with the aim of enabling workers of all ages to extend their working lives in good health.

Social partners have been jointly addressing a broad range of issues ...

There are many examples of social partners jointly making a positive contribution to intergenerational fairness. These include joint actions or agreements to promote lifelong learning. Social partners are active in the provision of social protection benefits, such as old age pensions and unemployment benefits. They may also play a role in the design and implementation of employment protection legislation and active labour market policies. Workers' and employers' representatives have reached agreements on working conditions, to promote occupational health and safety, or a better work-life balance.

...at European and national, cross-industry as well as sectoral and firm level

Examples of social partners contributing to intergenerational fairness can be found at the European cross-industry level, where social partners recently signed the autonomous framework agreement on 'active ageing and the inter-generational approach'. In addition, European sectoral social partners, for example in the domains of insurance, cleaning, commerce, post, hospitals, gas, electricity, textiles and clothing, were active, notably by issuing joint statements, guidelines and recommendations for practical toolkits. Social partners have also played an important role in fostering intergenerational fairness within the Member States, contributing to numerous concrete initiatives at the national, sectoral and firm level.

Overall, the evidence presented shows that social partners can make a major contribution to bridging the gap between younger and older workers and to promoting a fairer labour market for both. Further strengthening social dialogue in certain Member States would help to fulfil this potential.

CONCLUSIONS

The analysis presented in this report provides insights into intergenerational fairness from a number of different angles. While the economic situation of older people relative to the working age population has overall improved over time, recent developments may partly reflect the impact of the crisis and could thus be reversed as the recovery continues. At the same time, challenges faced by younger generations in the labour market, which may also have implications for parenthood, access to housing, wealth accumulation and the acquisition of pension entitlements, are likely to persist given that they result not only from cyclical effects but also from structural changes such as technological change and new skills requirements. The emergence of an apparent generational divide in the labour market implies an increasingly pressing intergenerational fairness dimension to providing an adequate framework for the changing labour market realities and for ensuring that social protection systems are still fit for purpose in the face of new challenges. Moreover, the rising scarcities resulting from population ageing put even stronger emphasis on the need to invest in younger generations' employability and productivity to uphold economic growth while allowing younger workers to reap fully the benefits of technological change. Faced with population ageing, many Member States have already made progress in ensuring the sustainability of pension systems, which supports intergenerational solidarity. However, further efforts are needed to improve adequacy and intergenerational fairness and secure a positive perspective for younger generations. Addressing the multiple burdens on today's younger generations resulting from the labour market challenges facing them today in conjunction with the need to sustain a growing number of pensioners may thus be key to ensuring the fairness and hence continued acceptance of the societal contract between generations. This also underlines the importance of continuing to move towards a social welfare model that supports citizens throughout their life course.

CHAPTER 1

Main Employment and Social Developments

1. Introduction ([3])

Economic and employment growth in the EU continued in 2016 and early 2017, along the recovery path which started in mid-2013. Labour market conditions continued to improve and employment rose to 234.2 million in the first quarter of 2017. By 2016 the employment rate reached the highest level ever recorded, while the activity rate followed a steady structural upward trend. In May 2017 the unemployment rate, at 7.8 % of the labour force, was at its lowest since January 2009. This recovery has also shown positive social effects such as a visible reduction in poverty and social exclusion, with the rate returning to the 2008 level of 23.7 %.

While the outlook is positive, important challenges remain at economic, labour market and social levels. The recovery from the global economic and financial crisis that started in 2008 ([4]) is incomplete in many areas. For instance, the rebound in investment lacks force, wage growth is relatively slow and the volume of work remains below previous levels. Almost 119 million people are at risk of poverty or social exclusion, with some groups continuing to display less favourable outcomes. Disparities between Member States are still high. Unemployment ranges from 5 % or less in the Czech Republic, Germany, Hungary, Malta and the UK to around 20 % in Greece and Spain. The outlook is favourable, with moderate growth and improvements in the labour market expected. Continued job-rich economic growth is needed to support sustained improvements in socio-economic outcomes.

This chapter reviews the latest socio-economic developments at EU level and in Member States. The analysis covers economic developments, their implications for the labour market and their influence on the social situation. In view of this edition's overarching topic of intergenerational solidarity, dedicated sections analyse some relevant demographic groups (young people, older workers and women).

2. Improving macroeconomic environment

The EU economy and labour market continued to perform well in 2016, with sustained growth, solid net job creation and a decrease in unemployment, despite a number of external and internal challenges ([5]). While the outlook is positive overall ([6]), several factors may hold back the sustainability of the recovery including persistently weak investment, constrained wage growth, subdued labour productivity growth and lower hours worked.

([3]) This chapter was written by David Arranz, Magdalena Grzegorzewska and Sonia Jemotte.

([4]) Henceforth and throughout this report referred to as 'the crisis'.

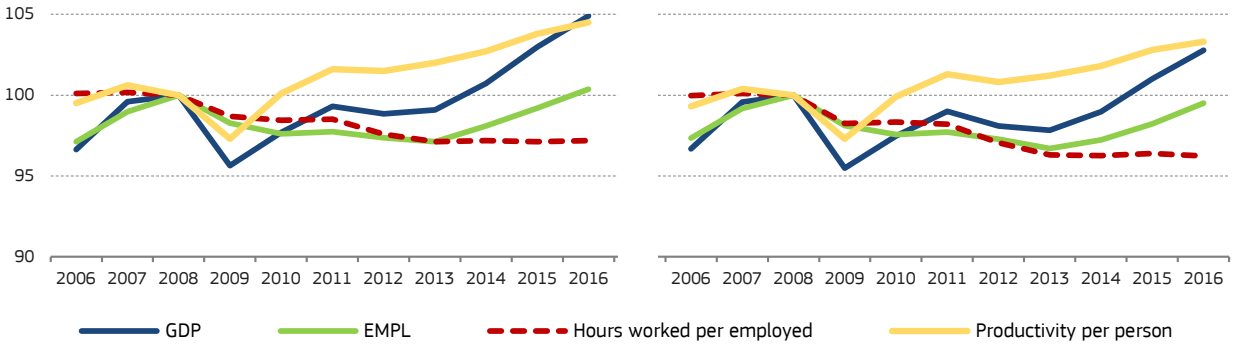
([5]) These reflected economic, social, security and political concerns, including concerns about growth in emerging markets, exceptionally weak world trade, terrorist attacks in some Member States and neighbouring countries, the UK's vote to leave the EU.

([6]) As global growth is firming and policy uncertainty in the EU has gradually decreased, and economic sentiment improves.

Chart 1.1

Strong employment growth given modest economic expansion, subdued productivity growth since 2012 and stagnation in hours worked per person employed

Growth in real GDP, real productivity, employment and hours worked per person employed (cumulative change – index 2008=100), EU and euro area



Note: Average annual hours worked per person employed

Source: Eurostat, National Accounts [nama_10_gdp, nama_10_a10_e, nama_10_lp_ulc]; DG EMPL calculations

Click here to download chart.

2.1. Moderate growth is driven by private consumption, but with weak investment

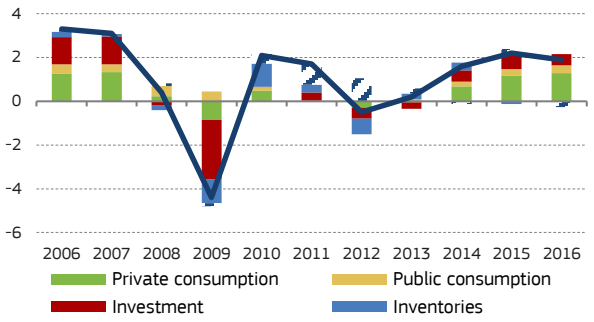
The EU economy continued to grow steadily throughout 2016. Following the double-dip recession, the EU and euro area economies regained their GDP pre-crisis peaks in 2013 and 2014 respectively (*Chart 1.1*), and have continued growing at a steady pace ([7]) (*Chart 1.3*). In 2016, real GDP grew by 1.9 % in the EU and by 1.8 % in the euro area. Private consumption was the key driver of economic expansion, benefiting from an improvement in the employment situation, rising disposable incomes and low inflation. Government consumption also contributed significantly to the expansion in economic output. Export growth eased markedly amid the global and trade slowdown since 2009, with net trade exports making a slight negative contribution to growth overall (*Chart 1.2*).

Despite favourable conditions, investment remained weak. Investment growth decreased to 2.6 % in the EU, and rose to 3.7 % in the euro area in 2016 ([8]). Overall, investment remained subdued despite favourable financing conditions and policy efforts, including the Investment Plan for Europe and tax incentives in several Member States. Factors potentially holding back investment include policy uncertainty, high public and private debt and continuing needs for balance sheet adjustments in some Member States, as well as moderate medium-term prospects for aggregate demand.

Chart 1.2

GDP growth driven by domestic consumption, with weakening contributions from investment and trade

Real GDP growth (% change on previous year) and contribution of its components, EU



Source: Eurostat, National Accounts [nama_10_gdp]

Click here to download chart.

Sustained economic growth is expected over the next two years in all Member States. According to the European Commission Spring 2017 Forecast ([9]) released on 11 May, GDP growth in the EU is projected to remain stable at 1.9 % in 2017 and 2018. In the euro area, GDP growth is expected to be fairly steady at 1.7 % in 2017 and at 1.8 % in 2018. Economic activity is set to increase in all Member States over the forecast period.

2.2. Employment growth appears surprisingly strong but with subdued growth in hours worked

Employment in the EU continued to expand throughout 2016. After being on a downward trend until 2013, employment has grown at a robust pace. It had surpassed its pre-crisis high, in the EU by mid-2016 and in the euro area by the end of 2016 (*Chart 1.3*). In 2016, employment growth strengthened to 1.2 % in the EU and to 1.3 % in the euro area. In the first quarter of 2017, the number of employed people reached 234.2 million, including 154.8 million in the euro area. At the same time, several Member States,

([7]) Eurostat estimates that real GDP grew by 0.4 % in the EU and by 0.5 % in the euro area in the first quarter of 2017.

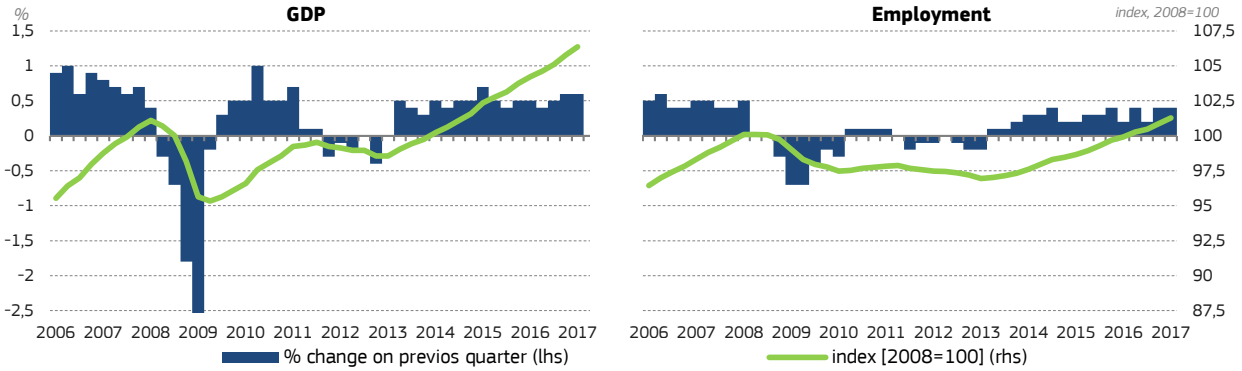
([8]) Without Ireland, which recorded exceptional rates in 2015-16, investment growth would have stood at 1.8 % for the EU and 2.6 % for the euro area in 2016.

([9]) See European Commission (2017b), p. 1.

Chart 1.3

Recovery in GDP - four years of modest growth, with 2008 peak surpassed in 2014
Uninterrupted employment expansion since 2013, stronger than expected from GDP growth, and reaching highest level in 2016

Real GDP growth and employment growth (% change quarter-on-quarter and cumulative change – index 2008=100), EU



Source: Eurostat, National Accounts [namq_10_gdp, namq_10_pe]; Data seasonally adjusted

Click here to download chart.

namely Greece, Spain, Latvia, Bulgaria, Croatia and Romania, still record employment levels around 10 % lower than their respective pre-crisis peaks.

The recovery in employment and the decline in unemployment have been surprisingly strong given the steady but moderate GDP growth. This trend was especially clear during the last two years, both in the EU and the euro area. As analyses by the European Commission and the ECB show ([10]), the high responsiveness of employment to economic growth could be due, among other factors, to weak dynamics in hours worked and increased part-time work, reduced uncertainty when hiring and the rising importance of service sectors which are traditionally more labour-intensive. Structural reforms in several Member States ([11]) have also helped to underpin the recovery.

A further expansion of employment is expected over the next two years in all Member States. According to the European Commission Spring 2017 Forecast, employment growth is set to moderate to 0.9 % in the EU in 2017 and 2018, and to remain at a solid 1.2 % in 2017 and 1.1 % in 2018 in the euro area. An expansion of employment is expected for all Member States. It will benefit from domestic demand-led growth, moderate wage growth and, in some Member States, from structural reforms and other policies ([12]).

Subdued growth in hours worked per employed person points to some remaining slack in the labour market. While headcount employment has increased, the recovery in hours worked (per employed person) has been slow. Hours worked decreased in the EU and in the euro area until 2013 to absorb output contraction. Despite the general recovery, they stagnated afterwards, remaining far below previous levels ([13]). This stagnation is linked to the increased use of part-time work (partially involuntary) and the slower recovery in employment in full-time equivalents (FTE). Consequently, the total volume of work remains below previous levels (*Chart 1.2*). Only in the Netherlands, Slovenia and the UK have the average annual hours worked per person employed increased above the 2008 level. A pick-up in hours worked could further support private consumption in its role as a key growth driver.

2.3. Productivity growth remains subdued, and varies across Member States

Labour productivity in the EU continued to increase throughout 2016, but at a subdued pace. Following an initial drop in 2009 and a strong rebound in 2010, growth in labour productivity ([14]) had stagnated in 2012. Since 2013 it has increased at a modest pace of 1 % or less (*Chart 1.1*) ([15]). In 2016, growth in productivity per person moderated to 0.7 % in the EU and 0.5 % in the euro area, and growth in productivity per hour worked decelerated even more, to 0.6 % in both regions. The slow increase in productivity since 2013 compares with growth of around 1.5-2 % between 1995 and 2007. The subdued trend in productivity per person employed is

([10]) See European Commission (2016k), p. 16 and European Central Bank (2016a), p. 53-71.

([11]) See European Commission (2016k), p. 5, p. 55.

([12]) See European Commission (2017b). p. 3.

([13]) See discussion on involuntary part-time work in Section 3.3.

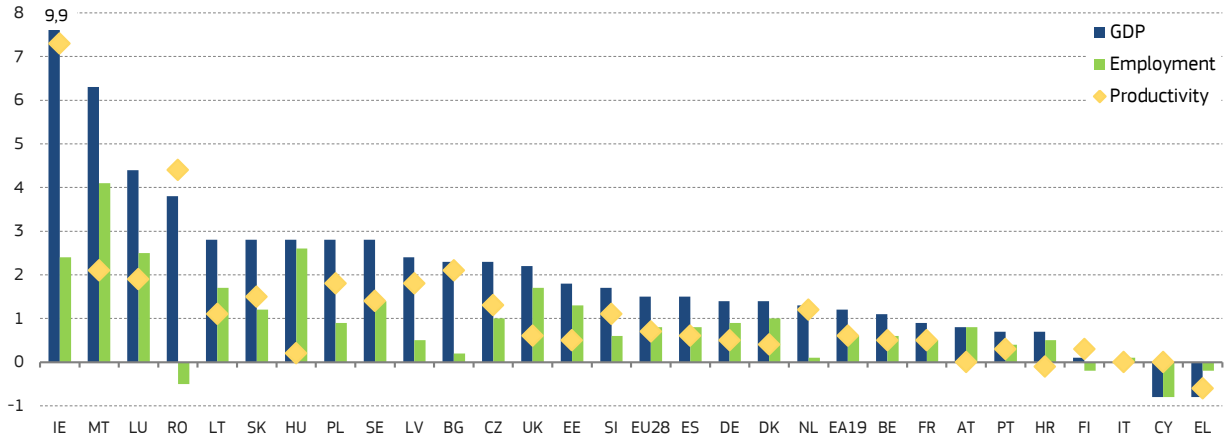
([14]) Labour productivity per person employed is GDP in chain-linked volumes divided by employment; labour productivity per hour worked is GDP in chain-linked volumes divided by average annual hours worked (average annual hours worked per person employed multiplied by employment).

([15]) The productivity developments described above capture short- to medium-term changes in which labour productivity is the outcome of fluctuations in output and employment. Its decline in 2009 was determined by labour-hoarding, while the recent subdued pace reflected unexpectedly strong employment growth. In the long run, however, the labour force becomes more productive in a sustainable way if it has more productive capital at its disposal (including tangible capital such as machines and intangible capital such as software), if it becomes more skilled and motivated, if production processes become smarter thanks to technological progress and if economic activity is at its full potential. In the long run it is productivity and employment growth that drive output growth.

Chart 1.4

Productivity growth rates vary but remain modest in most Member States, as employment expansion is strong relative to modest economic growth

Growth in real labour productivity, real GDP and employment (%,compound annual growth 2013-2016), EU, EA and Member States



Note: Compound annual growth is a geometric average providing constant rate over 3 years
How to interpret the chart: in Greece, the decline in productivity was linked to a decline in output stronger than the decline in employment. Labour productivity stagnated in Austria, Croatia as employment and output expanded at a similar pace, and in Italy with no growth in output and employment. On the contrary, Romania recorded by far the highest increase in labour productivity, driven by a strong expansion of output accompanied by a small contraction in employment

Source: Eurostat, National Accounts [nama_10_gdp, nama_10_pe, nama_10_lp_ulc]; DG EMPL calculations

Click here to download chart.

linked to factors such as a greater use of part-time jobs and lower hours worked per employee.

Growth in labour productivity differed across Member States, but generally remained modest ([16]). Between 2013 and 2016, most Member States registered an increase in labour productivity. The average annual growth in that period ranged from around -0.5 % to 4.5 % ([17]). The variations reflected the fact that output expansion was generally faster than the increase in employment, but to different degrees across Member States (*Chart 1.4*).

2.4. Growth in nominal unit labour costs is moderate

Nominal unit labour costs in the euro area ([18]) have increased modestly for the last three years. In 2016 growth in nominal unit labour costs slowed down to 0.8 %, as productivity growth weakened and growth in compensation per employee remained unchanged at 1.3 %. The overall modest growth of nominal unit labour costs in 2013-2016 mainly reflected the subdued dynamics of nominal wages (compensation per employee), adjusted by modest increases in labour productivity ([19]).

In a few Member States nominal unit labour costs decreased from 2013 to 2016, primarily because nominal wages fell. This was the case in Greece, Cyprus and Croatia ([20]). By contrast, the Baltic Member States and Bulgaria recorded strong increases in nominal unit labour costs from 2013 to 2016, as nominal wages increased more strongly than productivity (*Chart 1.5*).

Wage growth remained modest in most Member States, despite receding unemployment. Wage growth in 2016 was particularly subdued in the euro area countries, with the exception of the Baltic States It was also stronger in Eastern European Countries. Factors that can explain wage moderation include the remaining labour market slack, low inflation, weak productivity growth and the lagged response of negotiated wages to major labour demand shocks ([21]).

Inflation has been very low, but started to rise in 2016. Consumer price inflation had been declining since 2012, and has been below 1 % in the EU since 2014. It has picked up since the second half of 2016, mostly reflecting the recovery in oil prices. Low inflation supported real wage growth despite modest increases in nominal wages, thereby underpinning

([16]) Measuring labour productivity as GDP divided by the number of employed persons is an accounting rule, not a behavioural relationship that would indicate causality.
Labour productivity growth (measured as the percentage change in output per person employed) is the difference between the growth rate of output and the growth rate of employment.

([17]) In Ireland the strong output increase in 2015 and 2016 was to a large extent driven by a surge in gross capital formation, mainly reflecting the doubling (in constant prices) of intellectual property products.

([18]) Developments at EU level (in euros) showed a different dynamic, largely reflecting the depreciation of the British Pound.

([19]) Nominal unit labour cost (ULC) measures compensation per employee adjusted for labour productivity. Employee compensation covers the total remuneration - including gross wages and salaries (before deduction of taxes and employees' social security contributions), employers' social security contributions, bonuses and overtime payments - that is payable, in cash or in kind, by employers to employees in return for work done by the latter during the accounting period.

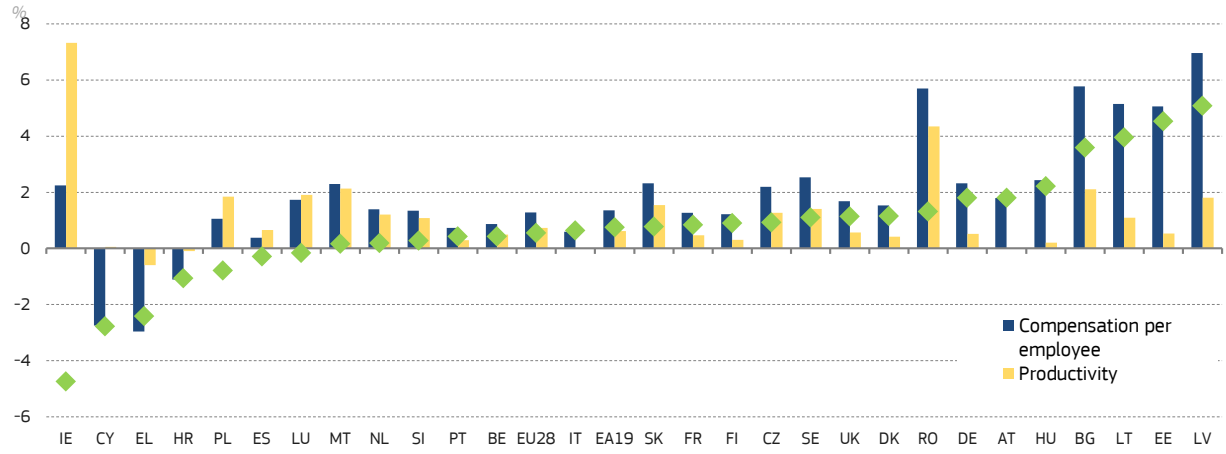
([20]) In Ireland the sharp decrease in ULC mainly reflected a sharp increase in labour productivity linked to the strong output increase in 2015 (as explained in the footnote above).

([21]) See European Commission (2016k), p. 46-47.

Chart 1.5

Unit labour costs increase in most Member States

Growth in nominal unit labour costs, nominal compensation per employee and real labour productivity (%, compound growth 2013-2016), EU, EA and Member States



Note: Compound annual growth is a geometric average providing a constant rate over 3 years
Nominal unit labour cost (ULC) measures compensation per employee adjusted for labour productivity. Employee compensation covers the total remuneration - including gross wages and salaries (before deduction of taxes and employees' social security contributions), employers' social security contributions, bonuses and overtime payments - that is payable, in cash or in kind, by employers to employees in return for work done by the latter during the accounting period.

Source: Eurostat, National Accounts [nama_10_gdp, nama_10_pe, nama_10_lp_ulc]; DG EMPL calculations

Click here to download chart.

households' purchasing power. This effect is set to fade in 2017.

3. LABOUR MARKET DYNAMICS

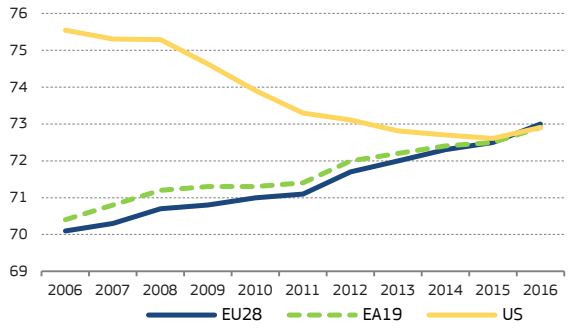
3.1. Labour market participation is on a long-term upward trend

Labour market participation increased steadily in the EU and euro area over the last decade. As shown in *Chart 1.6*, labour market participation follows a structural upward trend, not interrupted by the crisis. In 2016, the active population (aged 15 to 64), reached almost 240 million people in the EU and 159 million in the euro area. The activity rate in both cases was around 73 % in 2016. This contrasts with the picture in the US, where labour participation declined strongly between 2008 and 2015. In 2016, activity rates in the EU and in the US were almost identical.

Chart 1.6

Steady activity rate growth in the EU since 2006

Activity rate, % of population 15-64



Source: Eurostat, LFS [lfsi_emp_a, lfsi_emp_q]

Click here to download chart.

Older workers and women are the main groups driving the increase in the activity rate. In the case of older workers (aged 55 to 64), pension reforms, including higher statutory retirement ages, and higher qualifications have contributed to longer working lives (see Chapter 4). For women, increased flexibility and policies supporting the reconciliation of working life with family duties (part-time work, childcare, etc) ([22]) as well as a higher need for second earners to help sustain standards of living have been important drivers of the observed rise in their participation. A growth in participation has been observed across society, including for example in lower quartiles of the income distribution ([23]). This increase in participation rates of some specific demographic groups (mainly older workers and women) has outweighed the flow of people leaving the labour market because of the crisis, such as those discouraged from job-seeking ([24]).

Labour market participation among migrants ([25]) **remains low.** Contrary to the overall upward trend, the activity rate of migrants declined to just 70 % in 2016, down from 71.5 % in 2008. In comparison, the activity rate of people born in the same country rose to 73 %. But the highest rate was seen for those born in other EU Member States at 78 %. These disparities reflect challenges linked to the integration of the heterogeneous group of migrants, including refugees, family members, students or job-seekers ([26]).

Activity rates increased in most Member States. The long-term trends and patterns seen in the EU as a whole reflect a widespread positive change in Member States, as shown by *Chart 1.7*. This has produced some

([22]) See European Commission (2016e) p 84.

([23]) See European Commission (2016k) p 10.

([24]) These are persons who, while willing and able to engage in a job, are not seeking work or have ceased to seek work because they believe there are no suitable available jobs.

([25]) Migrants are defined based on the country of birth criterion, as people born outside of the EU.

([26]) See European Commission (2016i) p. 119-123.

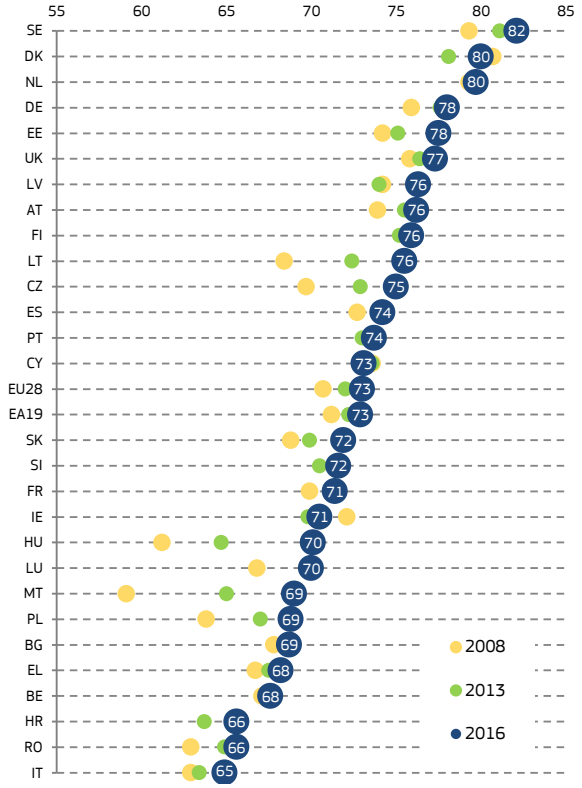
upward convergence in activity rates ([27]) in the EU. Only seven Member States currently have lower activity rates than in 2008, and of these the only significant decline was in Ireland (-1.6 pps).

Rising labour market participation - together with sustainable increases in productivity - is key to supporting future growth and intergenerational solidarity (see Chapter 2).

Chart 1.7

Most Member States have increased their activity rates since 2008

Activity rate, % of population 15-64



Note: FR data for metropolitan area

Source: Eurostat, LFS [lfsi_emp_a]

Click here to download chart.

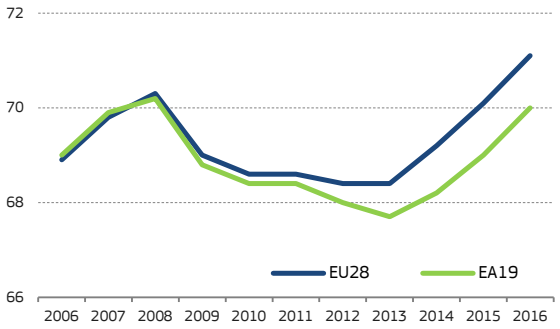
3.2. Employment reached an all-time high in 2016

In 2016, employment in the EU surpassed its pre-crisis rate and level ([28]). 214 million people aged 20 to 64 (71.1 % of the EU population) were in employment in 2016, the highest number ever. The employment rate in FTEs has also grown during the recovery, but at a slightly slower pace. Increases in female and older workers' employment contributed to the rise (see Section 4 for details). In the euro area, however, the employment rate was still slightly lower than before the crisis (70.0 % in 2016, down from 70.2 % in 2008). In the years following the sovereign debt crisis of 2012 and 2013, a gap emerged between the employment rates of the euro and non-euro area countries which has not yet narrowed (*Chart 1.8*).

Chart 1.8

EU employment rate in 2016 exceeds its 2008 rate

Employment rate, % of population 20-64



Source: Eurostat, LFS [lfsi_emp_a]

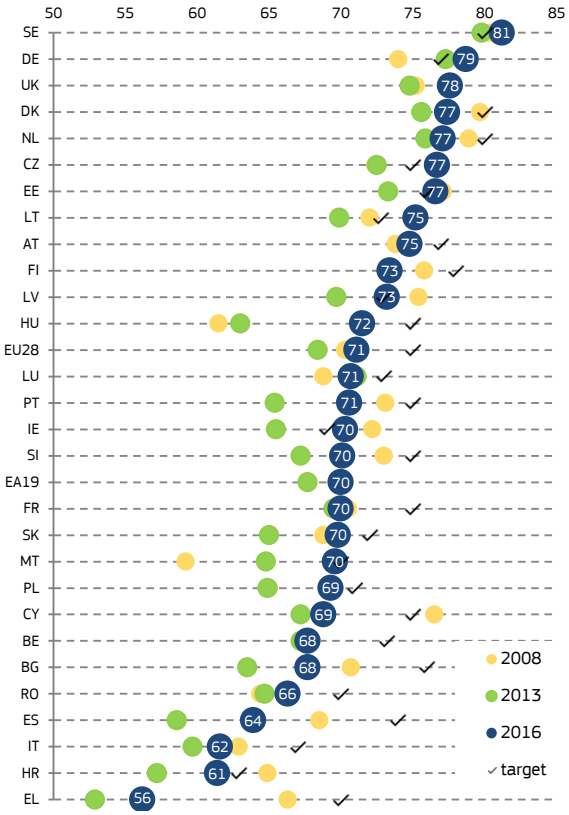
Click here to download chart.

The employment rate has increased in almost all Member States since the beginning of the recovery. Between 2013, the start of the recovery, and 2016, only Luxembourg recorded a decrease in its employment rate, as shown in *Chart 1.9*. Over the same period, Hungary (up by 8.5 pps) and Lithuania (up by 5.3 pps) recorded strong increases. However, in 2016 more than half of the Member States, 17 countries, remained below the rates recorded in 2008, notably Greece (-10.1 pps) and Cyprus (-7.7 pps).

Chart 1.9

Most Member States lag behind their Europe 2020 targets

Employment rate, % of population 20-64



Note: FR data is for metropolitan

Source: Eurostat, LFS [lfsi_emp_a]

Click here to download chart.

([27]) The upward convergence is due to an increase in the average activity rate (it has grown in nearly all most Member States), combined with a reduction in the dispersion among Member States (coefficients of variation).

([28]) For the age group 20-64, the one that is used to define the Europe 2020 target for the employment rate in the EU.

Achieving the Europe 2020 employment targets remains challenging for many Member States. After initial setbacks, and with wide differences among them, EU countries are approaching their national Europe 2020 targets, but often slowly. By 2016, seven Member States had already reached their respective targets; but still today 10 Member States lag behind their targets by more than 4 pps, particularly Greece and Spain (14 pps and 10 pps below respectively).

Gains in employment have not been evenly distributed between different demographic groups. The employment rate of migrants in the EU has been recovering more slowly than for other groups (especially for migrant women) and has not yet returned to pre-crisis levels (61.2 % in 2016 vs. 66.1 % in 2008). Migrants' employment rate has always been lower than the employment rate of people born in the same country (71.8 %) or in other EU Member States (72.6 % in 2016). People with a disability ([29]) are still less likely to be employed (below 50 % in 2013), than those without any disability (more than 70 %), although their situation has improved.

At EU level, reaching the 75 % employment target by 2020 will require increases of around 1 pp per year in the employment rate. If recent trends continue, the target is achievable, especially if vulnerable groups can be better integrated ([30]).

3.3. The employment structure of the EU is changing

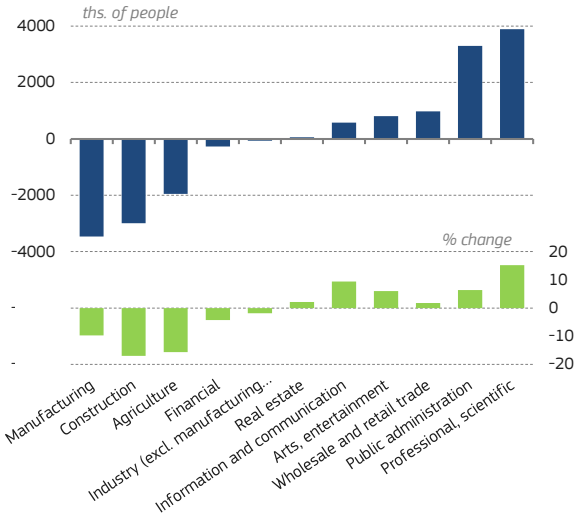
The employment structure of the EU has evolved since the crisis and over the course of the subsequent recovery. In 2016, employment reached a level comparable to the 2008 pre-crisis situation. However, the underlying structure has changed, substantially in some cases, in its composition, characteristics and in the quality of jobs.

Employment by sectors

Employment in the EU has shifted across sectors. Three sectors, manufacturing, construction and agriculture, accounted for 96 % of the jobs lost during the crisis and the subsequent recovery (from 2008 to 2016).

Employment growth was concentrated in service-oriented and knowledge intensive sectors. *Chart 1.10* shows that new jobs were created, notably in the "Professional, scientific" and "Information and communication" sectors. The sector with the biggest share of employment is "Wholesale, trade, transport, accommodation and food", but employment growth there has been modest. In absolute terms, the gain in jobs was concentrated mainly in the "Professional, scientific" and the "Public administration" sectors. The shift towards services, which are more labour intensive, is one of the reasons why employment growth was stronger recently than the moderate rate of GDP growth would suggest.

Chart 1.10
Shift in employment toward service-oriented activities
Changes in employment by sector in the EU (2008-2016)



Note: Exact NACE activities: (A) Agriculture, forestry and fishing, (B-E) Industry (except construction), (C) Manufacturing, (F) Construction, (G-I) Wholesale and retail trade, transport, accommodation and food service activities, (J) Information and communication, (K) Financial and insurance activities, (L) Real estate activities, (M-N) Professional, scientific and technical activities; administrative and support service activities, (O-Q) Public administration, defence, education, human health and social work activities, (R-U) Arts, entertainment and recreation; other service activities; activities of household and extra-territorial organisations and bodies

Source: Eurostat, National Accounts [nama_10_a10_e]

Click here to download chart.

Construction suffered the largest proportional drops at Member State level. This partly reflects unsustainable construction booms before the crisis. Although the Spanish construction sector has recently started a gradual recovery, in 2016 it employed only around 40 % of the people who were employed in 2008 (1.4 million less). Ireland and Greece lost around 50 % of employment in this sector.

Self-employment

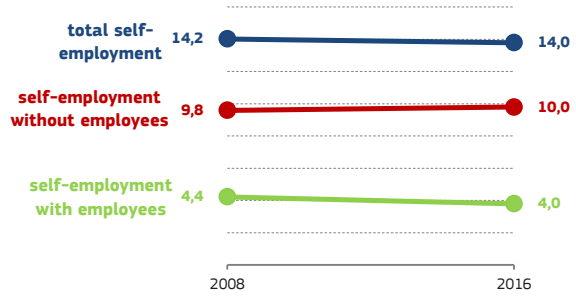
The incidence of self-employment, 14 % in 2016 ([31]), **has remained stable during the crisis and subsequent recovery in the EU**. Yet different trends have been observed since 2008 between the self-employed with or without employees. The number of self-employed people without employees has remained stable in absolute terms (around 21.5 million) while their share of total employment increased slightly. By contrast, the number of self-employed workers with employees has decreased by almost a million since the start of the crisis, without any sign of improvement during the recovery.

([29]) See http://www.disability-europe.net/theme/statistical-indicators People with disabilities are defined here as people with some, or a severe, limitation in activities. people usually do, owing to health problems that have lasted for at least six months.

([30]) See European Commission (2016b), p. 2.

([31]) Across Member States, self-employment ranged from less than 8 % of total employment in Denmark to more than 20 % in Italy and Greece in 2016.

Chart 1.11
The incidence of self-employment remained stable
Self-employment, % of total employment of 15-64s in the EU



Source: Eurostat, LFS [lfsa_egaps]
Click here to download chart.

Part-time and temporary work

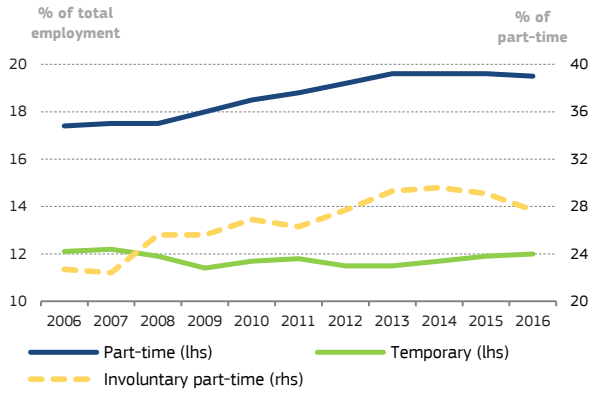
Part-time work in the EU continued to rise during the crisis. Between the start of the crisis in 2008 and 2016 (*Chart 1.12*), around 4 million extra people became part-time workers, reaching almost 20 % of total employment. In some cases, part-time work was used as a tool to raise labour market flexibility during the crisis. Yet since 2013, the percentage of part-time workers has remained stable. The increase in part-time work is part of the reason why employment has grown faster than GDP. Changes in part-time work are therefore likely to have affected productivity per person.

The rise in part-time work can partly be explained by the sectoral shift. The sectors with the biggest employment growth since 2008 ('Professional services', 'Public Administration') also had a higher incidence of part-time work. Part-time work increased in almost all sectors except agriculture, where the incidence of part-time work is now smaller than a decade ago.

Involuntary part-time work has expanded significantly in some Member States during the crisis. On a voluntary basis, part-time work can facilitate life-work balance responding to different needs over the life cycle. However, since the onset of the crisis, the percentage of involuntary part-time workers — those who would prefer a full-time job — has increased slightly in the EU as a whole. In some countries that were particularly hard hit by the crisis, such as Cyprus or Spain, the percentage of involuntary part-time workers doubled during the recession and has remained very high, above 60 % of all part-time workers.

The proportion of temporary work has remained broadly unchanged at EU level since the onset of the crisis. At Member State level, changes in the percentage of temporary workers have been small in the majority of the countries, though Croatia recorded an increase of more than 9 pps. Nevertheless, the incidence of temporary work varies widely, from over 20 % of total employment in Poland and Spain to less than 2 % in Lithuania or Romania.

Chart 1.12
Part-time work increased during the crisis, while temporary work remained stable
Part-time work, % of total employment of 15-64s in the EU

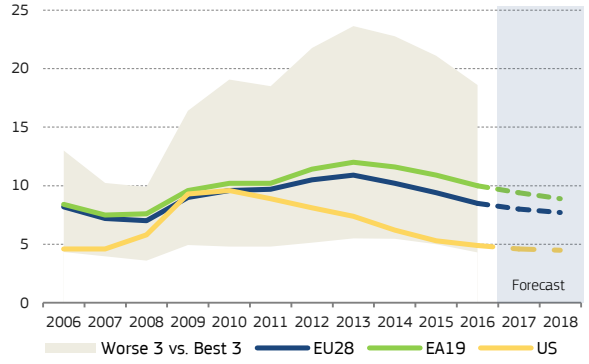


Source: Eurostat, LFS [lfsi_pt_a]
Click here to download chart.

3.4. Unemployment remains a challenge despite downward trends

In 2016, unemployment continued to fall in the EU, yet remained above pre-crisis levels. The number of unemployed people (aged 15 to 74) reached 20.9 million, of whom 16.2 million were in the euro area. In the EU, this was 5.4 million fewer than at the 2013 peak but still 4.1 million more than in 2008. The drop in unemployment rate in 2016 was the biggest since the beginning of the recovery (0.9 pps) (*Chart 1.13*). The unemployment rate reached 8.5 % (10.0 % in the euro area). The unemployment rate continued to decrease during the beginning of 2017, to 7.8 % in May. Further reductions, albeit more moderate, are expected for 2017 and 2018 (by 0.5 pp and 0.3 pp respectively) according to the European Commission Spring 2017 Forecast ([32]). The decrease in 2017 could even be stronger, as the average rate projected for 2017 (8.0 %) was reached in the first quarter.

Chart 1.13
Unemployment rate half-way towards pre-crisis rates
Unemployment rate, % of labour force



Source: Eurostat, series on unemployment [une_rt_a] and ECFIN Spring 2017 forecast
Click here to download chart.

Unemployment in the EU and the euro area is decreasing more slowly than in the US after the crisis. The US unemployment rate increased much

([32]) See European Commission (2017b), p. 1.

faster, doubling from 4.6 % in 2007 to 9.3 % two years later (*Chart 1.13*), but the US did not experience a double-dip recession as the EU did. After 2009, the US unemployment rate fell steadily and in 2016, at 4.9 %, approached its pre-crisis rate, while the labour force decreased. In contrast, in the EU the protracted effects of the crisis increased unemployment for five years, especially in the euro area Member States, and in this respect the recovery remains incomplete. The steady long-term increase in the labour force (with older workers and women as the main contributors) explains why unemployment in the EU has not yet reached its pre-crisis rate, while employment is the highest ever.

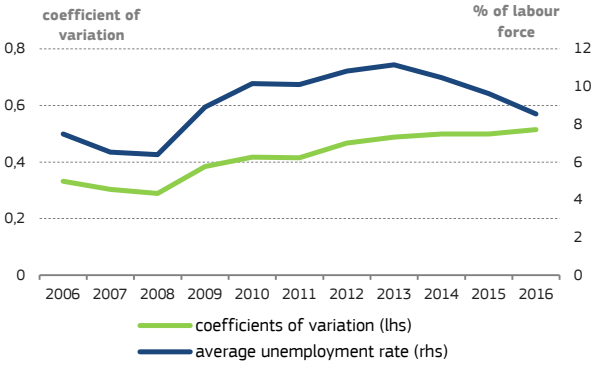
Unemployment rates decreased in most Member States in 2016. There were important reductions in Croatia (3.5 pps, mostly due to a significant decrease in long-term unemployment), and in Spain (2.5 pps, thanks to significant economic growth in 2016). Only in Estonia and Austria did unemployment rates increase in 2016, by around half a percentage point. The data for the first quarter of 2017 confirm this general downward trend.

Significant differences between Member States' unemployment rates persist. In 2016, the rates ranged from around 4.0 % in the Czech Republic and Germany to 23.6 % in Greece (*Chart 1.15*). The gap between the highest and the lowest unemployment rates narrowed, as did the non-weighted average rate for the EU. Nevertheless, if assessed by their dispersion, unemployment rates in the EU were not yet converging (*Chart 1.14*). In some of the countries with the lowest unemployment rates, signs of labour market tightness have started to appear, for example real wage growth is above productivity growth in Germany ([33]).

Chart 1.14

Reduction in average unemployment but lack of convergence

Coefficient of variation and average of unemployment rate in the EU



Note: Coefficient of variation is the ratio between the standard deviation and the average

Source: Eurostat, LFS series on unemployment [une_rt_a]

Click here to download chart.

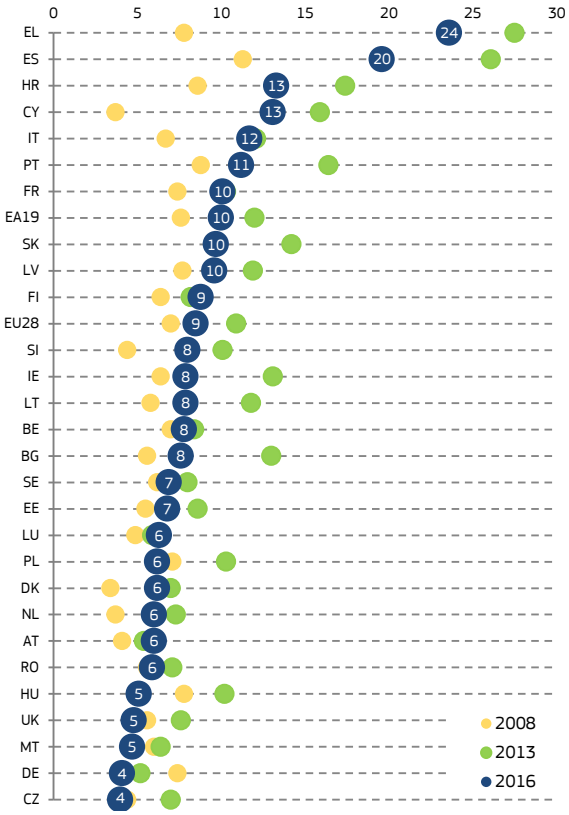
Five Member States had a lower unemployment rate in 2016 than in 2008, but several are far above the pre-crisis level. Germany achieved the biggest reduction, more than 3 pps, over this period. Despite improvements in their labour markets over the last three years, several Member States, notably Greece, Cyprus and Spain, remained far from their pre-crisis rates. However, the pre-crisis employment levels in these countries were reached on the back of unsustainable policies. At the same time, several Member States that also had big increases in unemployment during the crisis have recorded strong reductions in recent years, namely the Baltic States and Ireland.

The high youth unemployment rate remains a key challenge for the EU. Although it decreased by 5 pps to 18.7 % in 2016 compared to its peak in 2013, it has remained above the pre-crisis level of 15.9 % in 2008 (see Section 4.2 in this chapter for more details).

Chart 1.15

Unemployment rate, % of labour force

Unemployment rate, % of labour force



Source: Eurostat, series on unemployment [une_rt_a]

Click here to download chart.

Long-term unemployment

Long-term unemployment continued to decline in 2016, by 0.5 pp, but remains an important challenge for the EU. Long-term unemployment usually follows strong changes in unemployment, but with some delay ([34]). Therefore, slight decreases in long-term unemployment only started to be observed in 2014, after the start of the recovery in 2013. In 2016, about 9.6 million people (corresponding to 4.0 % of the labour force and almost half of the total unemployed) had been unemployed for more than a

([33]) See European Commission (2016k) p. 44.

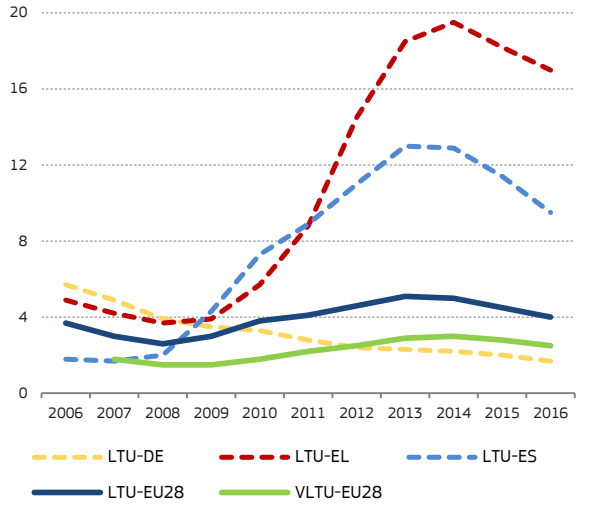
([34]) See European Commission (2012), p.68.

year and the majority of these (around 6.1 million) had been unemployed for over two years. During the crisis, the long-term unemployment rate doubled, peaking in 2014 at 5.1 % of the labour force. In 2016 the rate was still 1.4 pps above the 2008 rate (*Chart 1.16*).

Chart 1.16

Long-term unemployment decreasing in the EU but differences among Member States remain large

Long-term and very long-term unemployment rate for the EU and selected countries, % of labour force



Note: LTU: Long-term unemployment
VLTU: Very long-term unemployment

Source: Eurostat, series on unemployment [une_ltu_a]

Click here to download chart.

Long-term unemployment is decreasing in most Member States but important differences remain. Only two countries, Luxembourg and Austria, registered minor increases in long-term unemployment in 2016. The greatest declines were observed in the countries with the highest rates. In 2016 the highest rates were seen in Greece, at almost 17 % of the labour force, and Spain, at around 9.5 %. By contrast, the lowest rates were found in Sweden, UK and Denmark (below 1.5 % of the labour force). Compared with 2008, only seven countries had lower long-term unemployment rates in 2016. Germany saw the strongest decrease over this period (by 2.2 pps).

Underemployment and the potential labour force

There are additional signs of decreasing but persistent slack in the labour market. Underemployment ([35]) and the number of people 'available for work but not seeking employment' ([36]) in the EU fell in 2016, accompanying the reduction in unemployment. Despite three consecutive years of small decreases, rates for both groups remained above their 2008 values. In 2016, 4 % of the labour force was underemployed (around 9.5 million people) and a similar proportion was 'available to work but not seeking'. The 'seeking but not available' ([37]) group is of limited importance and has remained stable over the last decade.

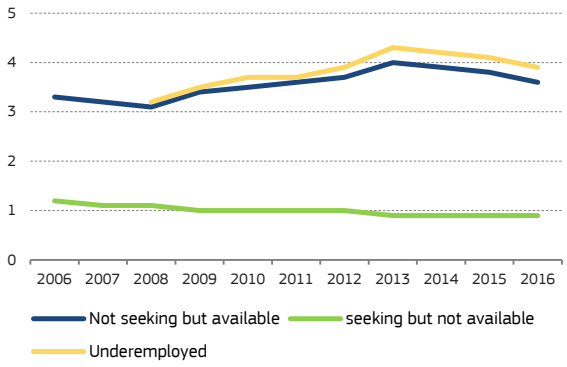
The modest reductions at EU level hide diverging developments at Member State level. Changes are more significant in individual Member States than in the EU overall (*Chart 1.17*). The variations between Member States reflect the differences in their labour markets. For instance, Italy has a low activity rate while it has the highest rate of 'Available but not seeking', which includes people discouraged from job-seeking ([38]). This group accounts for almost 13 % of the current active population.

Cyprus, Spain and Greece show a high incidence of underemployment. In these countries most impacted by the crisis, the rate has increased significantly over the last few years as part-time work has been used extensively to minimise layoffs. The Netherlands also has a high rate of underemployment but here, this reflects unfulfilled needs for extra hours of work within the sizeable group of part-time workers.

Chart 1.17

Underemployment and 'available but not seeking' decreasing slowly in the EU

% of labour force 15-74



Source: Eurostat, LFS [lfsi_sup_a]

Click here to download chart.

([35]) Persons who work part-time, but who want to work more, and are available to do so.

([36]) 'Available for work but not seeking employment' contains, amongst others, 'discouraged' job seekers, that is, people who have given up looking for a job, even if they would like to have one.

([37]) For example, students in their last year of studies, who send job applications but who have to complete their studies before accepting a job.

([38]) Discouraged job-seekers are people who have given up looking for a job because they think there is no work available.

Box 1.1: The labour market by the degree of urbanisation

This box explores the extent of labour market disparities between sparsely and densely populated areas, i.e. the degree of urbanisation.

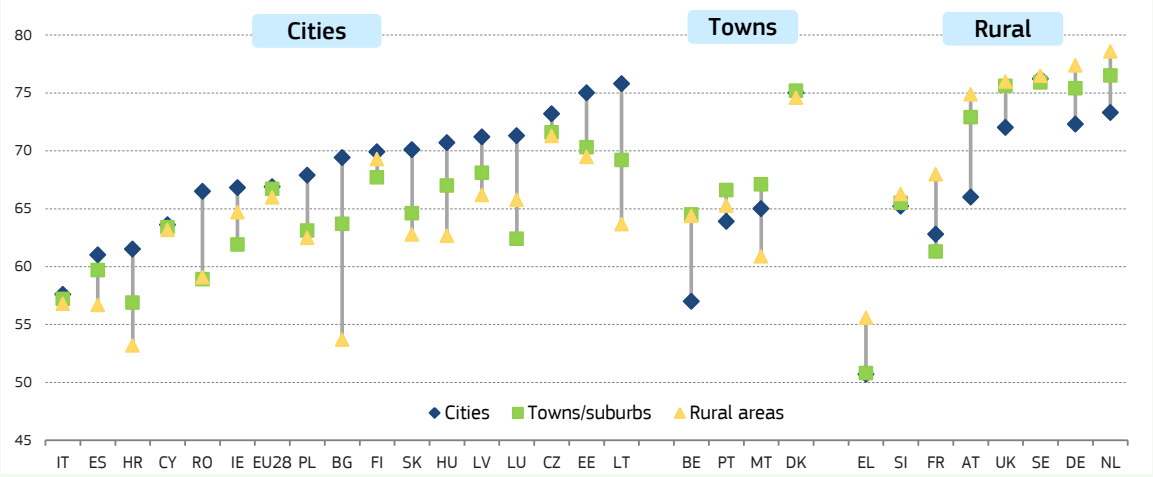
The disparities in employment rates by degree of urbanisation ([1]) are small in most Member States, but there are countries with significant gaps. In Bulgaria, for instance, the employment rate in rural areas is almost 16 pps lower than in the cities. By contrast, in Belgium the employment rate in cities, the second lowest in the EU, is 7.5 pps below the employment rate in rural areas. At EU level the employment rates of different types of urbanisation are almost the same (*Chart 1*).

In general, cities have the highest employment rates within each country. Good examples are the Baltic countries or the Czech Republic. However, the highest employment rates in the EU were located in the rural areas of some of the richest countries such as the Netherlands, Germany and Sweden.

Chart 1

Cities have the highest employment rates in most countries

Employment rate by degree of urbanisation, % of population 15-64 (2016), grouped by type of urbanisation with the highest employment rate



Note: The degree of urbanisation is a classification that indicates the character of an area based on its population density. From the highest density to the lowest: cities, towns/suburbs and rural areas are distinguished.

Source: Eurostat, LFS [lfst_r_ergau]

Usually the unemployment rate is higher in cities. The unemployment rate by degree of urbanisation shows a broadly similar pattern to the employment rate. The EU as a whole has a slightly higher unemployment rate in its cities than in its rural areas. The gap in unemployment rates between urban and rural areas is usually small. However, in Bulgaria the unemployment rate is 6.8 pps higher in rural areas than in cities. Conversely, in Austria the unemployment rate in cities is 6.8 pps higher than in the rural areas.

The crisis and the recovery did not change substantially the structure of the labour market by type of urbanisation. In general, the evolution of both employment and unemployment was similar for all the degrees of urbanisation at country level.

([1]) The degree of urbanisation is a classification that indicates the character of an area based on its population density in three different levels. From the highest density to the lowest: cities, towns/suburbs and rural areas http://ec.europa.eu/eurostat/web/degree-of-urbanisation/overview

3.5. Labour demand in the EU is becoming more dynamic

The job vacancy rate increased further in 2016 in the EU, but with strong differences across Member States. The vacancy rate ([39]) rose steadily over the last few years. The improvement in the general macroeconomic situation, with higher

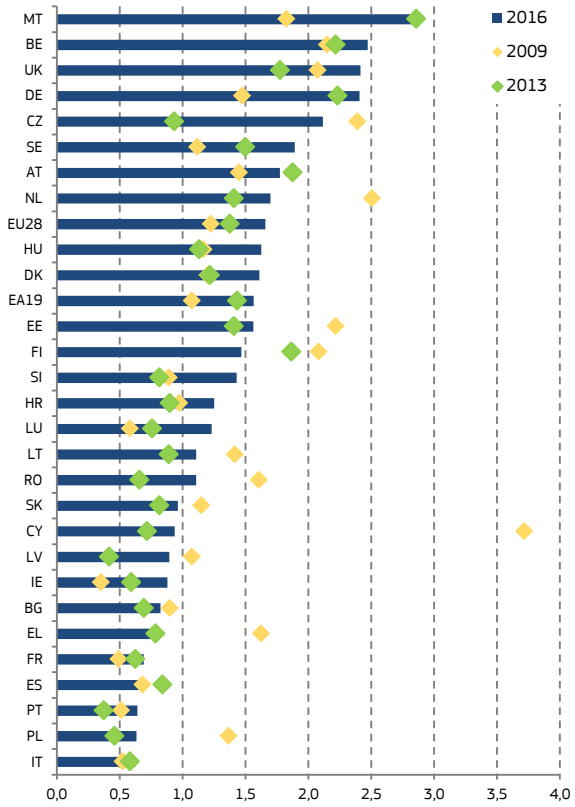
([39]) A job vacancy is a paid post that is newly created, unoccupied, or about to become vacant for which the employer is taking active steps and is prepared to take further steps to find a suitable candidate from outside the enterprise concerned; and which the employer intends to fill either immediately or within a specific period of time. Vacancies may be created because of an increase in the size of the workforce, the need to replace workers (retirement or new skills demanded) or because workers are changing jobs. Job vacancies provide information on the level and structure of labour demand. They may reflect unmet labour demand, i.e. the number of job vacancies increases when unemployment is also increasing.

employment expectations ([40]), supported this rise in 2016 to the highest level observed since 2008. In most countries, the vacancy rate increased, but the trend has been irregular, especially in some of the countries with the lowest rates such as Spain, Poland or Italy. Only Finland had a significantly lower vacancy rate in 2016 than in 2013, when vacancy rates started to recover. *Chart 1.18* shows the disparities among Member States.

Chart 1.18

Job vacancies increasing in the EU and in most Member States

Job vacancy rates: job vacancies as % of vacancies plus occupied posts



Note: 1. Data for EU28 and DK from 2010 and HR form 2012
2. Annual data based on quarterly data
3. Any company size except for IT, FR and MT only companies with at least 10 employees
4. Based on sector "Industry, construction and services (except activities of households as employers and extra-territorial organisations and bodies)" (B-S) except for IT and DK "Business economy" (B-N)

Source: Eurostat, Job Vacancies Statistics [jvs_q_nace2]

Click here to download chart.

Developments in the job vacancy rate are driven by structural as well as cyclical factors. During a downturn, there are generally fewer job vacancies as employers have fewer incentives to post them (until there is a recovery in sight), while the unemployed tend to be more inclined to accept a job offer. Structural reforms may also affect the job vacancy rate by improving workers' geographical or occupational mobility, by increasing the flow of information and by improving the quality and efficiency of public employment services. At the same time, while such structural reforms may increase the efficiency of matching people to jobs and thereby reduce the vacancy rates, better matching efficiency may also provide an incentive for employers to post more vacancies.

Labour shortages started to appear in some countries like Germany and the United Kingdom. They may occur in situations where hard-to-fill vacancies are high, or increasing strongly, reflecting low unemployment and/or skills mismatches. Evidence from Public Employment Services (PES) ([41]) shows shortages of software developers, welders and doctors in several Member States.

Additional indicators confirm the more dynamic EU labour market. For example, the job finding rate ([42]) is rising in the EU but remains below the pre-crisis rate. In addition, transition rates ([43]) from unemployment to employment have risen in most of the EU countries since 2013 and particularly in Estonia and Croatia. The chances of ending an unemployment spell are especially strong in Denmark but very weak in Greece.

4. Labour Market Situation by Gender and Age Group

4.1. Women's participation in the labour market is increasing but gender differences persist

The employment rate of women reached another record high in 2016. It stood at 65.3 %, (corresponding to 98.8 million) in 2016 for the age group 20-64. With a 1 pp increase (1.4 million women), dynamics remained similar to the previous year. The strongest increase was for women aged 55-64 (*Chart 1.21*). Compared to the EU 2020 target of an overall employment rate of at least 75 % by 2020, there remains some way to go.

However differences across Member States remain significant. While Sweden (79.2 %) and several other countries (particularly the Northern and Baltic Member States) recorded employment rates for women above 70 %, Greece (46.8 %) and several other Southern European Member States had female employment rates below 60 %. Nevertheless, between 2013 and 2016, all Member States, except Romania (where it remained unchanged) showed increases in the employment rate of women; the highest was recorded for Malta (5.5 pps). Over the year to 2016, the employment rate of women increased in 21 Member States, with Malta in the lead, increasing by 2 pps. In the remaining Member States that saw a decline, the largest was in Croatia by 1.4 pps. The overall improvement seen in the employment rate of women in the EU may be partly due to the effect of the crisis in some Member States which encouraged

([40]) See European Commission (2017a), p. 15.

([41]) European Commission (2016a), p. 6.

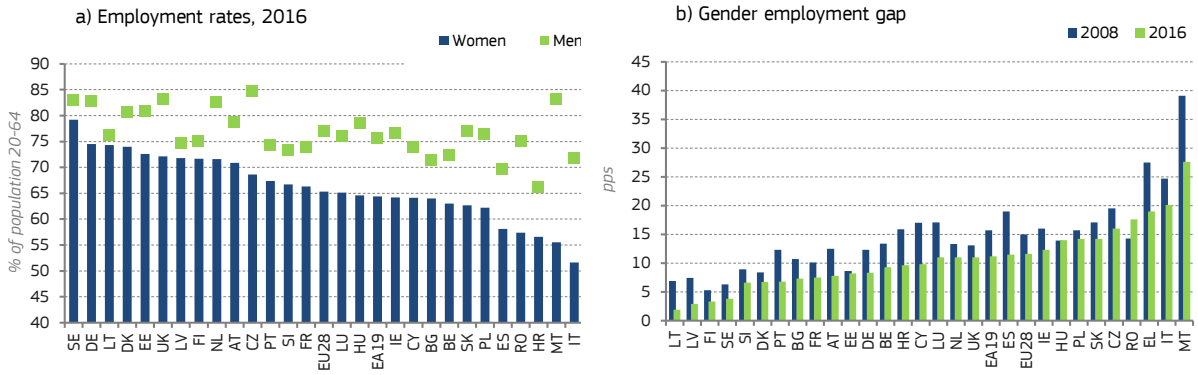
([42]) The rate of unemployed people who find a job in a given period.

([43]) The rate of people who change their working status (employment, unemployment, inactive) in two consecutive periods of time.

Chart 1.19

The gender employment gap persists

Employment rates and gap between men and women – EU Member States



Note: The gender employment gap is the difference between men's and women's employment rates

Source: Eurostat, LFS [lfsi_emp_a]

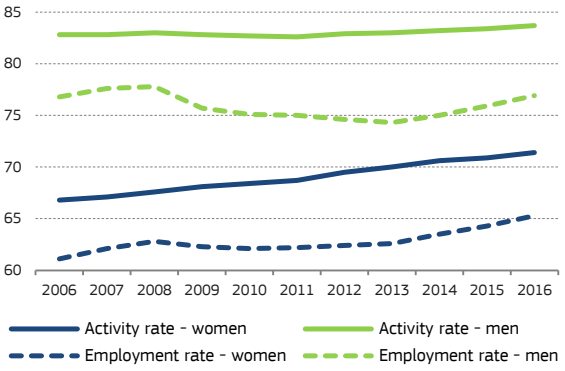
Click here to download chart.

increased engagement by women in the labour market. Additionally, older workers but particularly older women are extending their working lives.

Chart 1.20

Women's activity and employment rates in the EU below men's activity and employment rates

Activity and employment rate in the EU, % of population 20-64



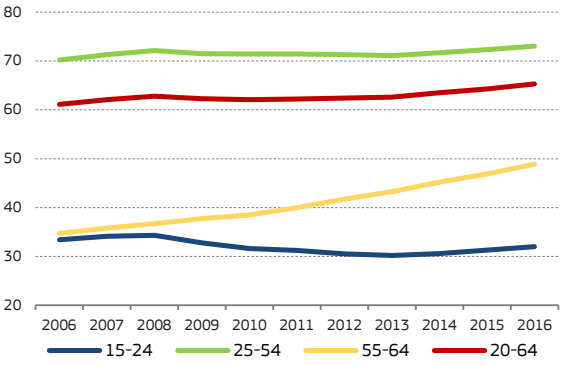
Source: Eurostat, LFS [lfsi_emp_a]

Click here to download chart.

Chart 1.21

Women 55 – 64 years old show the strongest employment rate increases

Employment rates women in the EU, % of population



Source: Eurostat, LFS [lfsi_emp_a]

Click here to download chart.

The gender employment gap remained the same at the EU level in 2016. Despite an increase in the employment rate of women 20-64 years old, the same increase in the male employment rate (1 pp) to 76.9 % has led to no change in the gap (11.6 pps) between 2015 and 2016 (*Chart 1.20*). The gender gap in the share of part-time work also remained broadly the same, with 31.4 % of women involved in part-time work versus 8.2 % of men ([44]).

The gender employment gap narrowed in half of the Member States and widened in the others between 2015 and 2016. The strongest increase in the gender employment gap was in Cyprus (1.5 pps) followed by Finland. The largest decrease was in Slovenia (2 pps) followed by Latvia. Malta, despite narrowing its gap steadily (by 19.3 pps since 2004), remains the Member State with the highest gap, with a female employment rate 27.6 pps lower than the male employment rate in 2016. The next highest gender employment gaps are observed in Italy (20.1 pps lower) and Greece (19 pps lower) (*Chart 1.19*). The smallest gaps are to be found in the Northern and Baltic Member States (2 - 4 pps). Geographical differences reflect different policy mixes to reconcile work and family responsibilities. For example, suitable child care facilities are more affordable and easier to access in some Member States.

The increase in female employment is mainly linked to rising employment rates of older women, probably linked to educational profiles. Many studies ([45]) show that higher level education correlates with higher labour market participation and later retirement. The evidence shows that women in the EU in general, especially those aged 55-64 (see section on older workers below) are becoming increasingly qualified thanks to higher educated young female cohorts.

([44]) See employment rates in FTE (Full-time equivalent) in the Statistical Annex.

([45]) See OECD (2011).

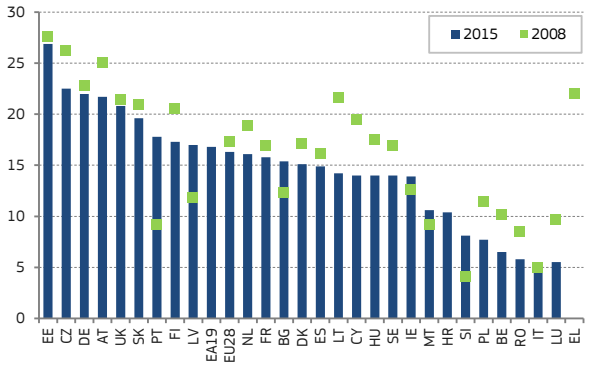
The pay gap persists

A strong albeit narrowing gender gap in pay persists in the EU ([46]). The average gross hourly earnings of male employees were about 16 % higher than those of female employees in 2015. This represents a declining gap since 2012 (*Chart 1.22*). This gender pay gap is due to a number of factors. In particular, management and supervisory positions are more likely to be held by men, while women are more likely to take time off work to take care of dependent family members or relatives. Also, women are more likely to have temporary work (12.2 % of women versus 10.4 % of men in 2016) and to be in less well paid professions and sectors ([47]).

Chart 1.22

Men are still earning more than women

Gender pay gap between men and women – EU Member States, % difference



Source: Eurostat, earnings survey [earn_gr_gpgr2]
Note: Data for IE, MT and HR from 2014

Click here to download chart.

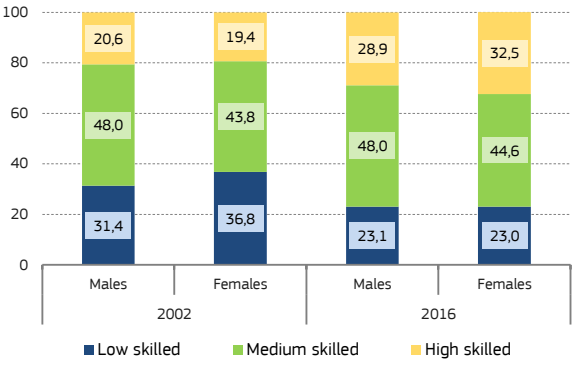
The gender pay gap narrowed in most Member States, however wide differences remain. In most Member States for which data are available the gender pay gap decreased in 2015, with the strongest decreases to be found in Lithuania, Poland, and Cyprus (with over 6 pps). Portugal showed by far the strongest increase (up by 6 pps). In 2015, Estonia recorded the widest gender pay gap ([48]) at 28 %, though this gap is smaller than in 2007. Slovenia recorded the smallest gender pay gap (just below 3 %).

The overall gender earnings gap stood at 41 % in the EU in 2010 (the most recent observation). The overall gender earnings gap measures the impact of three combined factors on the average earnings of all women of working age - whether employed or not employed - compared with men. The three factors are: average hourly earnings, the monthly average number of hours paid (before any adjustment for part-time work) and the employment rate.

Chart 1.23

Women have become more highly qualified than men

Education attainment in the EU, % of population 25-64



Source: Eurostat, LFS [edat_lfsa_03]

Click here to download chart.

Gaps persist although women are more qualified than men. For the first time in 2016, a higher proportion of men have only lower level, middle or upper secondary level education (*Chart 1.23*). 2016 was the first year in which a greater proportion of men than women were considered low skilled (23.1 % vs 23 %). Despite this, both gender employment and pay gaps continue to favour men. Because of their better educational profiles, women's increasing labour market participation can significantly boost GDP and productivity in the EU. It has been estimated that the employment gender gap has cost the EU up to 10 % of GDP ([49]).

4.2. Developments by age groups: older workers and youth

Older workers are staying longer in the labour market

The employment rates of older men and women have been steadily increasing. For older workers (55 – 64 years old), employment rates by 2016 stood at 55.3 % in the EU and the euro area (62 % for men and 48.9 % for women). This represents a solid increase of 2 pps since 2015. Despite this rise, the employment rate of older workers is still 23.5 pps below that of workers aged 25-54 years old. However, the steady increase is projected to continue against the background of demographic change. Older workers (34.5 million people) accounted for 16.9 % of total employment among those aged 20-64 in 2016. This proportion is projected to rise to 19.5 % in 2060 ([50]) as the workforce ages. This reflects the rising participation of younger generations of women as well as the effects of pension reforms in many countries.

([46]) Unadjusted, not taking into account individual or sectoral characteristics. See also European Commission (2016h) for an analysis that highlights that women are most likely to be over-represented at the bottom of the wage distribution compared to men.

([47]) Correcting for such characteristics may lead to significantly lower estimates for the gender pay gap. For instance, a recent analysis for Germany with data for 2014 finds that the uncorrected gender pay gap of 22.3 % narrows to a (still substantial) 5.8% when taking into account differences between men and women in a series of characteristics, including the type of profession and sector, volume of employment (part-time etc) as well as educational attainment, see Finke et al (2017).

([48]) Among the Member States for which data are available.

([49]) See Cuberes and Teignier (2014).

([50]) See European Commission (2015c).

Box 1.2: The gender employment gap by degree of urbanisation

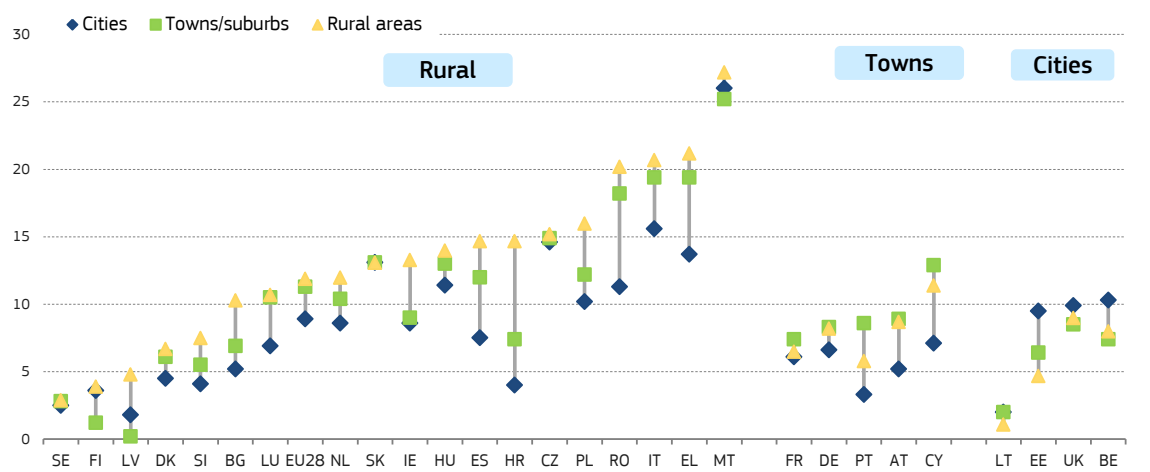
This box explores the extent of the gender employment gap disparities between sparsely and densely populated areas, i.e. the degree of urbanisation.

At the EU level the gender employment gap is lower in cities where employment rates are also generally higher (see Box 1.1). Data breaking down the gender employment gap by level of population density show the difference in the gap by the degree of urbanisation, see chart below. It is higher but similar in both towns/suburbs and rural areas compared to cities. There are important differences when looking at this by Member State. In 19 Member States, the employment gap is the highest in the least populated rural areas. In Croatia, Romania, Spain and Greece the gender employment gap is much lower in the cities compared to rural areas (up to 10.7 pps difference for Croatia). For a number of Member States including Sweden, France and Lithuania there appears to be no significant difference in the employment rate by the degree of urbanisation.

Chart 1

The gender employment gap is generally smaller in cities compared to rural areas and towns/suburbs

The gender employment gap by degree of urbanisation, % of population 15-64, grouped by type of urbanisation with the highest gender employment gap



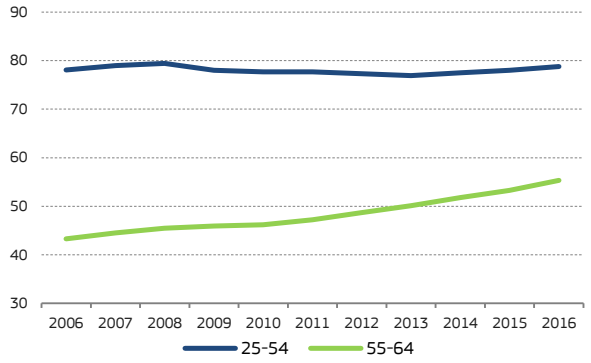
Note: The degree of urbanisation is a classification that indicates the character of an area based on its population density. From the highest density to the lowest: cities, towns/suburbs and rural areas are distinguished.

Source: Eurostat, LFS [lfst_r_ergau]

Chart 1.24

Employment rate of older workers 55-64 years old significantly behind that of workers aged 25 - 54

Employment rate in the EU, % of population



Source: Eurostat, LFS [lfsi_emp_a]

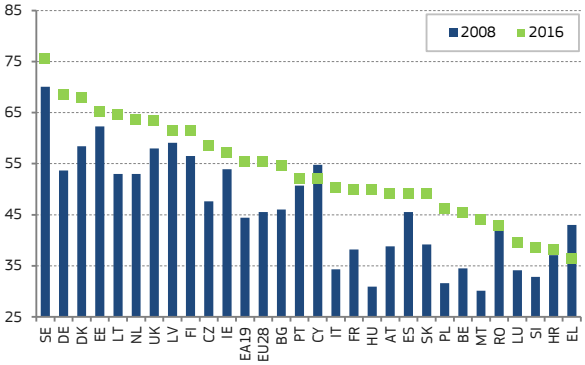
Click here to download chart.

Member States vary widely in the employment rate of their older workers. Differences in rates and dynamics partly reflect differences in the overall labour market situation, for example different retirement ages and their evolution. Sweden has by far the highest employment rate: 75.5 % of older workers aged 55-64 were employed in 2016. By contrast, in Greece the rate was only 36.3 %.

Chart 1.25

The employment rate of older workers is increasing in most Member States

Employment rate in the EU, % of population 55-64



Source: Eurostat, LFS [lfsi_emp_a]

Click here to download chart.

Inactivity among older people in the EU has declined in 2016. Since 2015, it has declined by 1.8 pps. In 2016, 40.9 % of people aged 55-64 were inactive. Inactivity rates ranged from just over one fifth in Sweden to 60 % in Slovenia, and they declined

in all Member States except for Luxembourg and Romania. Reasons for not working have been changing over the years. Retirement is now the explanation for less than half of those concerned at EU level: the steady decrease may reflect the impact of pension reforms, changed needs and lifestyle choices. However, at Member State level, proportions giving this reason range from around 90 % in the Czech Republic to only around one fifth in Spain (21.4 %). Retirement and disability keep men from looking for work more often than women, while the reverse is true for family and caring responsibilities.

Older workers are more likely to have part-time contracts than workers aged 25-54, but they are less likely to work part-time than younger workers. Just over 17 % of workers aged 25-54 had part-time contracts compared with 22.1 % of older workers (aged 55-64) and 32.4 % of young people (aged 15-24) ([51]).

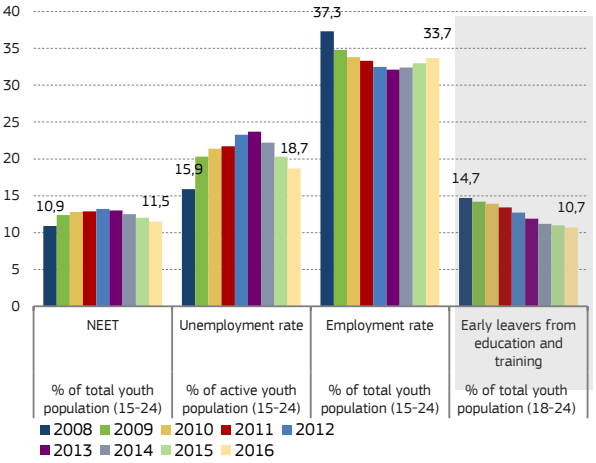
Temporary contracts are not common among older workers. Only 5.3 % of older workers aged 55-64 had such contracts ([52]) in 2016. They are 5 pps less likely to have temporary employment than prime-aged workers (aged 25-54) and 35.5 pps less likely than younger workers (aged 15-24). For younger workers temporary employment as a proportion of those working is 40.8 %, an increase of 0.5 pps compared to the previous year, and this rate has been steadily rising since 2008.

Young people in the labour market

The last three years have seen improvements in the labour market situation of young people. Young people aged 15-24 were particularly affected by the crisis as their unemployment rates skyrocketed, especially in Greece and Spain, and their employment rates decreased. Their labour market performance has traditionally been very sensitive to the economic cycle and, as they are more likely to hold temporary contracts and have less employment experience ([53]), they were the first to be affected by the economic slump. The situation of young people was at its worst in 2012 and 2013 but then started to improve (*Chart 1.26*).

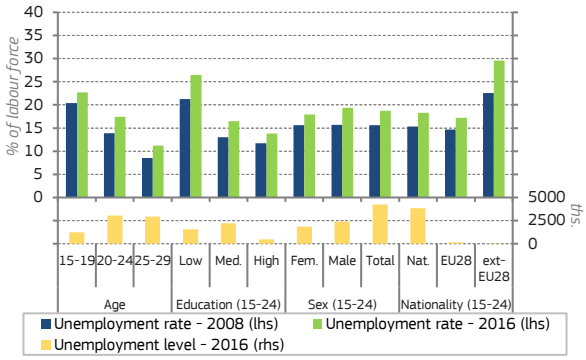
In 2016, the youth unemployment rate in the EU fell by 1.6 pps, to 18.7 %. The corresponding reduction of 405 thousand young people aged 15-24 is due to decreases in youth unemployment in most Member States, despite increases in five Member States. In line with these developments, the youth employment ratio increased at EU level by 0.7 pps to 33.8 % of the youth population. Most of the Member States showed higher youth employment rates in 2016 than in previous years.

Chart 1.26
The labour market situation of young people is improving further
Main indicators for young people 15 - 24 - EU



Source: Eurostat, LFS [edat_lfse_20, une_rt_a, lfsi_emp_a, edat_lfse_14]
Click here to download chart.

Chart 1.27
Unemployment rate for 15 – 24 year olds still significantly above 2008 levels for all groups
Unemployment rates (young) – age, skills, gender and nationality



Source: Eurostat, LFS [lfsa_urgan, lfsa_urgaed, lfsa_pganws]
Click here to download chart.

In 2016, the share of young people aged 15-24 in the EU who were not in employment, education or training (NEET) continued to decline to 11.5 %. This reduction in the NEET rate was due mainly to unemployed NEETs moving into work: the share engaged in education and training increased to 69.4 %. The slight increase in the proportion in education and training and fall in discouragement in 2015 provide further confirmation that young people leaving unemployment are moving into work. For young people aged 15-24 the employment rate continued to increase in 2016, reaching 33.8 % and the share of unemployed (unemployment ratio) declined further to 7.7 %. Inactivity for those aged 15 - 24 decreased by 0.1 pp to 41.6 %. However, an overall strong increase in inactivity over the decade reflects a reduction in early school leaving for those aged 18-24; the proportion in this age group leaving school early fell to 10.7 %. It thus nearly reached the Europe 2020 target to reduce early school leaving to less than 10 %. See more on NEETs in *Box 1.3* below.

([51]) This corresponds with findings in Chapter 3 , figures vary due to the difference in age-groups used.

([52]) This corresponds with findings in Chapter 3 Section 2 although figures vary due to the difference in age-groups used.

([53]) This is covered in more detail in Chapter 3.

Box 1.3: A look at young people by age sub-groups

A look at young people's labour market-related and education-related performance in the EU under three age sub-groupings (15-19s, 20-24s and 25-29s) reveals distinctly different trajectories. The focus is on developments affecting young people who are "not in employment, education or training" (NEET) ([1]). Having only low-level education has been identified as the main risk factor for being NEET ([2]); young people with lower education levels face a three times greater risk than those with tertiary education ([3]).

NEET rate at its lowest recorded rate for 15-19 olds in the EU

Participation in education and training increased further to 90 % ([4]) for the youngest subgroup in 2016. The proportion of young people aged 15 - 19 who are NEET continued to decline in 2016 by 0.2 pps and stood at 6.1 %, the lowest ever recorded rate. The unemployment rate of young people (those not working as a proportion of the active population) declined strongly by 1.9 pps (now 22.7 %) while, the employment rate increased by 0.5 pps to 15.6 %.

Continued improvements for young people aged 20-24

For the 20-24 year old age group, the NEET rate continued to decline in 2016 from its crisis-related 2012 peak but remains high. The NEET rate was 16.7 % in 2016 in the EU and is particularly high in Italy, Romania, and Greece (23 % - 29 %). Having improved over the course of the recovery, this age group's unemployment rate fell to 17.4 % in 2016, the lowest rate since 2009 when it was 18.2 %. Youth employment is increasing: it was 50.7 % in 2016 compared with 47.7 % in 2013. The UK, the Netherlands, Austria and Malta have the highest employment rates, ranging from 66-70 %, while Greece and Italy have the lowest employment rates (below 30 %). Those combining work and study have steadily increased since 2011 to a rate of 17.2 % in 2016, the highest level ever recorded for the EU. This improvement has been driven in particular by developments in a few larger Member States. For example Spain, France ([5]), Germany and Austria saw increases of around 4 pps or more whereas in almost half of the Member States, the number of young people combining work and study has declined. For 20-24 year olds, having the skills needed for work or for effectively bridging the transition from study to work is particularly important ([6]). By combining work and study younger people are both increasing their educational attainment and boosting their work experience, both of which will make their transition into full-time work easier. As for the younger age group, there was a steady rise in participation in education and training. There was a particularly strong increase (1.7 pps) between 2012 and 2013. Participation in education and training accounted for half of the young people in this age group in 2016. This is an important development and it could be linked to the increase in tertiary level education discussed in Section 4.3.

Young people 25 -29 have higher NEET rates but also higher employment rates

Almost one in five 25-29 year-olds was classified as NEET in the EU in 2016. After a steady increase in the NEET rate over the decade, this rate started to come down in 2013 with the economic recovery but remains higher than for younger age groups. At the same time, the older subgroup appears to have better labour market performance: their unemployment rate (11.2 %) in 2016 was much lower than the rate for those aged 20-24 (by 5.5 pps) ([7]) while their employment rate at 73.2 % was around 23 pps higher than it is for those in the 20-24 age group (ranging from around 54 % in Italy to almost 88 % in Malta). This puts the NEET performance of this age sub-group into perspective.

Around a fifth of this age group were in education and training in 2016 ([8]). There is wide variation between Member States in this respect. The proportion ranges from just under 5 % in Romania to nearly half the corresponding population in Denmark. Despite the lower importance of education and training for this age sub-group, combining work and study received a particular boost from 2012 to 2013 and is higher than before (13.6 % in 2016, compared to 11.8 % in 2012).

([1]) The NEET rate is used as the main labour market indicator to measure the performance of the young people covered by the Youth Guarantee (YG). The aim of the YG is to improve both education and work outcomes of those aged 15 – 24 in the EU; it extends to 29 year olds in about half of the Member States.

([2]) Eurofound (2012)

([3]) Eurofound (2016)

([4]) Source EUROSTAT [edat_lfse_18]

([5]) France has a break in time series accounting in part for this sharp increase.

([6]) European Commission (2016i)

([7]) It ranges from around 37 % in Greece to less than 6 % in Malta.

([8]) Challenges young people including in this age group are facing in the labour market are covered in chapter 3.

4.3. Increased participation in education and training is leading to higher education attainment levels ([54])

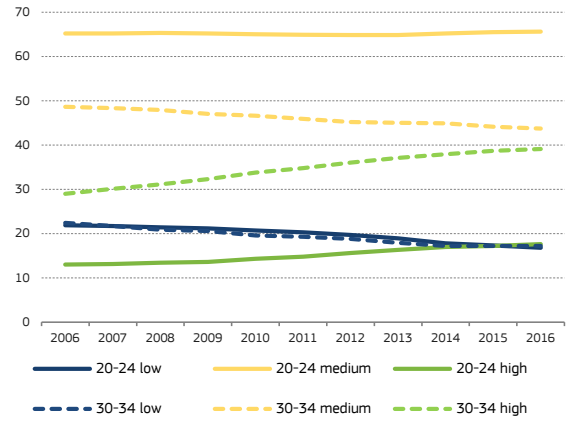
Overall participation in education has stabilised in the last year. For young people aged 15-29 participation in both formal and non-formal education has been levelling off. It may be that participation in education has reached a threshold, where those facing barriers such as caring responsibilities or disabilities will need more targeted efforts to engage them in education or training. The increased participation in education and training for all age groups and the increased proportion of young people aged 20-29 combining work and study appears to have coincided with the roll-out of the youth guarantee in the EU ([55]).

There are now more young people with tertiary education than those with no more than lower secondary education (*Chart 1.28*)**.** This partly reflects the trend of increased participation in education and training highlighted above. *Chart 1.28* shows the steadily declining proportion of young people finishing their education at lower secondary level (less than 20 % in 2016). Similarly, of those aged 30-34 the proportion finishing their education at upper secondary level is decreasing. For all age sub-groups there are increasing proportions of young people who have completed tertiary education. The EU 2020 target for 40 % of 30-34 year-olds to achieve a tertiary qualification has very nearly been met (39.1 % in 2016).

Chart 1.28

Educational attainment levels are improving

Educational attainment, % of population



Source: Eurostat, LFS [edat_lfse_03]

Click here to download chart.

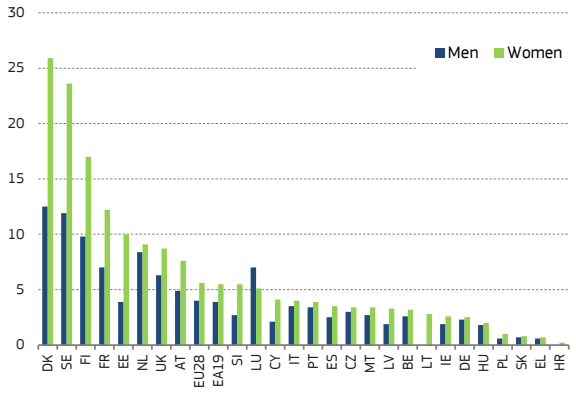
Participation of older people in education and training is low but increasing. In 2016, in the EU, 6.1 % of people aged 55-64 were engaged in education and training, a slight (0.1 pp) increase compared to the previous year. Before that, a strong increase in adult participation in learning (education and training) had been observed, especially for women, following a dip in 2011. Older women are now 1.8 pps more likely to be in lifelong learning than older men.

Participation in adult learning is particularly prevalent in the Nordic Countries. In Denmark, Sweden and Finland 20 % or more of people over the age of 55 take part in adult learning, whereas the comparable figure for around half of the Member States is less than 5 % (*Chart 1.29*).

Chart 1.29

Large disparities in older people's participation in adult learning among EU Member States

Participation in education and training, % of population 55-64



Source: a

Click here to download chart.

5. IMPROVING BUT CHALLENGING SOCIAL SITUATION IN THE EU

Clear signs of a general improvement in the social situation are emerging in the EU. In 2015 ([56]), 118.8 million people lived at risk of poverty or social exclusion. This was 4.8 million fewer people than at the peak of 2012. Moreover, disposable income inequality stabilised in 2015. Continued favourable developments in the labour market and household incomes in 2016 are likely to have led to improvements in the social situation. Still, divergences across the EU remain marked, and the risk of poverty or social exclusion increased in several Member States, and by 2015 disposable income inequality intensified in around ten of them.

The economic situation seems to indicate that improvements which started in 2013 continue. The latest available data reflect improvements in the social situation in 2015 as regards disposable income

([54]) Trends in educational attainment and skills will also be discussed in Chapter 3.

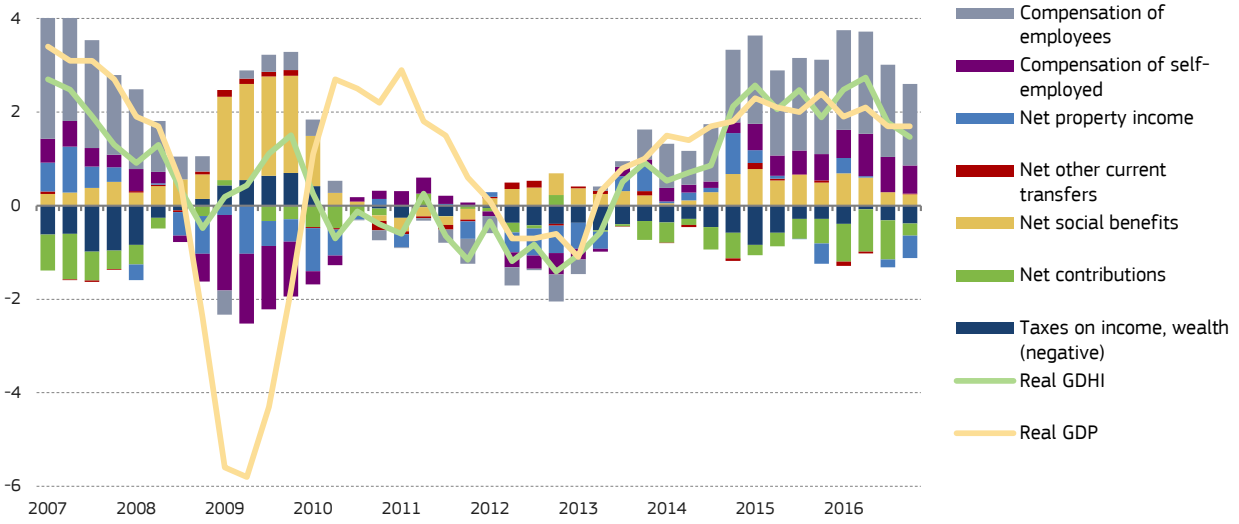
([55]) European Commission (2016d).

([56]) Note on the **reference year**: EU-SILC data, used in poverty and inequality indicators, reflect incomes of the previous year (except for the UK and Ireland where incomes refer to the interview period). EU-SILC data also reflect activity status of the previous year. However, the survey year is chosen as a reference year (not the income year). This choice is for consistency with indicators commonly used: Eurostat indicators and most of EMPL monitoring tools and reports use the survey year. Moreover AROPE combines AROP, VLWI (previous year) and SMD (survey year).
The 2015 reference year is based on EU-SILC 2015, which reflects the 2014 income year and activity status in 2014.

Chart 1.30

Disposable household income supported by income from work and social transfers

GDP and GDHI growth (% change on previous year), and contribution of GDHI components (pps), EU



Note: Real GDHI growth for the EU is DG EMPL estimation, and it includes Member States for which quarterly data are available (19 Member States: AT, BE, CZ, DE, DK, EL, ES, FI, FR, HR, IE, IT, NL, PL, PT, RO, SE, SI, UK, which account for at least 90 % of EU GDHI).
The nominal GDHI is converted into real GDHI by deflating with the deflator (price index) of household final consumption expenditure. The real GDHI growth is a weighted average of real GDHI growth in Member States.

Source: Eurostat, National Accounts [nasq_10_nf_tr, namq_10_gdp, namq_10_pe]; Data non-seasonally adjusted; DG EMPL calculations

Click here to download chart.

inequality, monetary poverty and work intensity. Improvements may be expected to have continued since then, given the positive economic and employment developments and improved household income situation through 2016. However concerns about the sustainability of recent progress remain, at least for the most vulnerable groups.

The most recent available data on key social developments have already been covered in the 2016 edition of the ESDE ([57]). Therefore this section briefly summarises previous findings; adds additional perspectives on earnings, poverty and disposable income inequality (from the EU-SILC and Earnings Statistics); includes new results for 2014 from ESSPROS and for 2016 from National Accounts; and gives early estimates of material deprivation from EU-SILC (2016). The next complete update for 2016 data is scheduled for autumn 2017 ([58]).

5.1. Household income is rising in line with labour market improvements

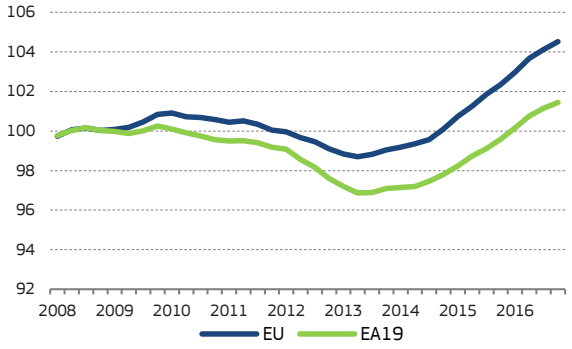
Disposable household income benefits from income from work

The disposable income of households in the EU increased further in 2016. Having dropped to a low point in 2012-2013, gross disposable household income (GDHI) ([59]) has since then been increasing again in real terms. Household income benefited from the expansion in economic activity and improved labour market conditions ([60]), and by 2015 it had returned to its previous peak of 2008-2009. In the euro area, gross disposable household income, which had dropped much more strongly than in the EU in 2013, returned to its previous peak only in 2016 (*Chart 1.31*). In the EU as a whole, GDHI annual growth remained above 2 % in real terms in 2016 (*Chart 1.30*). Nearly all Member States saw growth in household incomes.

Chart 1.31

Household income returns to its previous peak in 2015 in the EU and in 2016 in the euro area

GDHI growth (cumulative change – index 2008=100), EU and EA



Note: EU is DG EMPL estimation, and it includes Member States for which quarterly data are available (19 Member States: AT, BE, CZ, DE, DK, EL, ES, FI, FR, HR, IE, IT, NL, PL, PT, RO, SE, SI, UK, which account for at least 90 % of EU GDHI). The nominal GDHI is converted into real GDHI by deflating with the deflator (price index) of household final consumption expenditure.

Source: Eurostat, National Accounts [nasq_10_nf_tr, namq_10_gdp, namq_10_pe]; Data non-seasonally adjusted; DG EMPL calculations

Click here to download chart.

Households continued to benefit from higher income from work, while increases in social benefits moderated. Both components contributed to the continued improvement in the financial situation

([57]) See previous report European Commission (2016f), p. 38-43.

([58]) Eurostat is working on improving timeliness of the EU SILC data and on providing flash estimates for income 2017.

([59]) Gross disposable household income (GDHI) measures market income adjusted for taxes and social transfers.

([60]) See European Commission (2017a), p. 33.

of EU households in 2016. Labour income had resumed its growth in 2014, mainly due to the recovery in the labour market. Increases in social benefits, while moderating in the second half of 2016, still raised the disposable income of households. Higher social contributions (together with taxes which have been increasing consistently except in the 2009 downturn) weighed down on it in times when incomes grew. The contributions of property income and other transfers have been mixed in recent years (*Chart 1.30*) ([61]) ([62]) ([63]).

Moderate increase in earnings

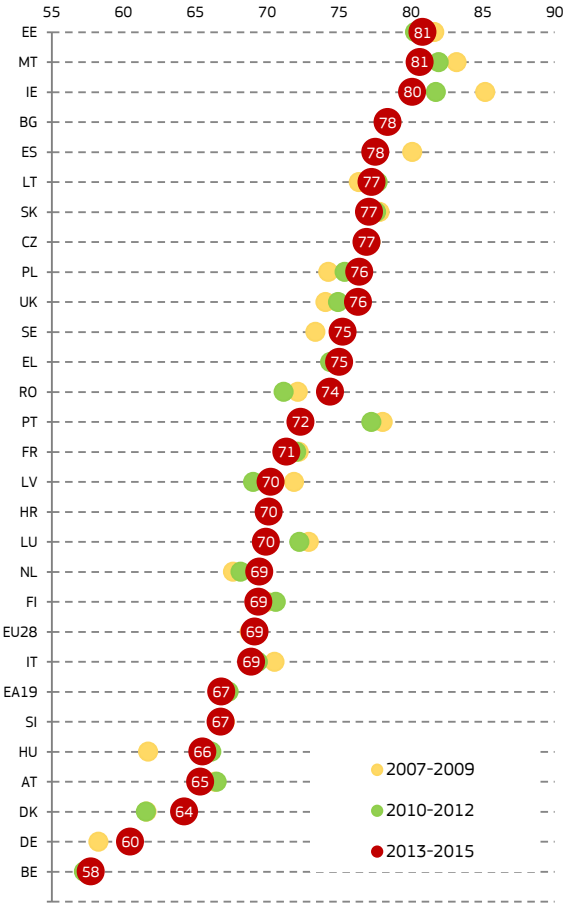
Earnings have been increasing at a moderate pace in the EU, but their dynamics and level have varied widely among Member States. The annual net earnings of a single person without children earning an average wage rose moderately in most Member States between 2012 and 2015 ([64]). Despite significant growth, the average net annual earnings of a single worker (adjusted for price differences) in Bulgaria, Latvia, Lithuania, Malta and Romania remain on average 30 % lower than those of a single worker in the Netherlands or Luxembourg.

The gap between gross and net earnings is wider in some Member States than in the others. Annual net earnings of a single person without children (after deduction of social contribution and taxes) ranged from around 60 % of gross earnings in Belgium and Germany, to around 80 % in Estonia, Ireland and Malta. A broadly constant gap since 2007 between gross and net earnings at EU level masked differences in dynamics across Member States. For instance the gap increased most in Ireland and Portugal, and decreased in Hungary (*Chart 1.32*).

Chart 1.32

Wide gap between gross and net earnings in some Member States

Net annual earnings as % of gross annual earnings, single person without children with average wage (average of three years), EU, EA and Member States



Note: No data for UK

Source: Eurostat, Earning Statistics [earn_nt_net]; DG EMPL calculations

Click here to download chart.

More social expenditure going towards old-age pensions and health needs

Social protection continued to play an important role in supporting household incomes in the EU. Social protection played a major role in stabilising incomes between 2007 and 2009. The subsequent reduction in social expenditure in 2011-2012, for all categories of people benefiting from social protection, was pro-cyclical. Social expenditure started to accelerate again in real terms from 2013 ([65]). Its rise

([61]) Eurostat publishes among other things the real adjusted GDHI per capita in Purchasing Power Standards (PPS) and in % change on previous period. It is adjusted by covering transfers in kind (including education and health), and is divided by the purchasing power parities of the actual individual consumption of households and by the total resident population.
Yearly
http://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&plugin=1&pcode=tec00113&language=en and
http://ec.europa.eu/eurostat/documents/499359/499434/Annual+key+indicators+by+Member+States/4fcfd4c5-368b-4f0d-b487-6539332c797e.
Quarterly seasonally adjusted in % change on previous period
http://ec.europa.eu/eurostat/documents/499359/499434/t%2B120+NR+Data+no+links+new+template+EN.xls/97e6f0bd-02f0-4bae-862d-a11192a45a40.

([62]) For a detailed discussion of disposable household income from work and wealth across different household compositions, based on the Household Finance and Consumption Survey (HFCS), see European Central Bank (2016b).

([63]) The following paragraphs will look briefly at trends in two main components of income, based on different sources, namely earnings from Earning Statistics and social protection from ESSPROS.

([64]) The annual net earnings included remuneration in cash paid by the employer (with income taxes and employees' social security contributions deducted from the gross earnings) plus family allowances.
The amount of taxes, social security contributions and family allowances, and therefore the ratio of net to gross earnings, depends on the personal situation of the worker. That is why Earning Statistics consider different family situations.
For clarity of interpretation, the average single worker is selected.

([65]) To reflect trends in real social expenditure, the harmonised index of consumer prices (HICP) is used as a deflator. It allows estimation of the trend in the overall real value or purchasing power of social expenditure. The HICP is a price index that reflects changes in a basket of goods and services, which appears closer to the actual expenditure on consumption of households than the deflator of household consumption from the National Accounts (which also includes imputed rents, for instance).

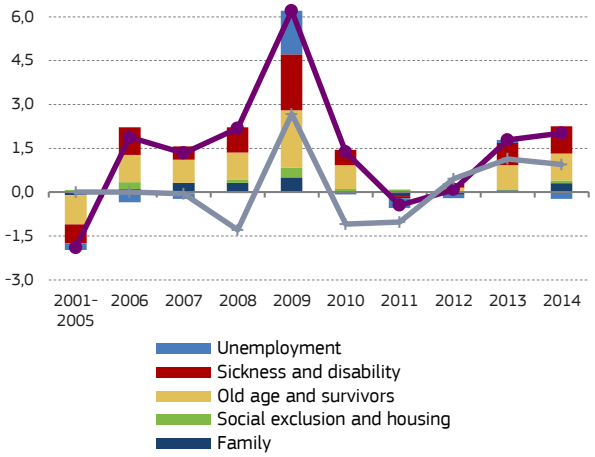
exceeded 2 % in 2015, driven by in-kind expenditure ([66]).

Social protection shifted from cyclically-driven (unemployment) to structural expenses (old-age pensions and health-related protection). The increases in social expenditure in 2013 and 2014 (*Chart 1.33*) were mainly due to a further increase in spending on old-age pensions (see Chapter 4) driven partly by demographic factors, and partly by an increase in spending on health. By contrast, expenditure on unemployment stabilised in 2013 and declined in 2014, as the economic environment improved (see Chapter 3). Expenditure on families, housing, and combating social exclusion remained stable.

Chart 1.33

Social protection spending increased, mainly due to old-age pensions and health-related expenditure

Growth in social protection expenditure (% change on previous year, in real terms) and contribution by functions (pps), EU



Note: The nominal expenditure is converted into real expenditure by deflating with the Harmonised Index of Consumer Prices (HICP). Inflation reflects the differential in HICP growth from one year to the other. When inflation is constant it has no impact, when inflation is declining it contributes positively, when inflation increases it contributes negatively.

Source: Eurostat, ESSPROS [spr_exp_sum] and Price Statistics [prc_hicp_aind]; DG EMPL calculations

Click here to download chart.

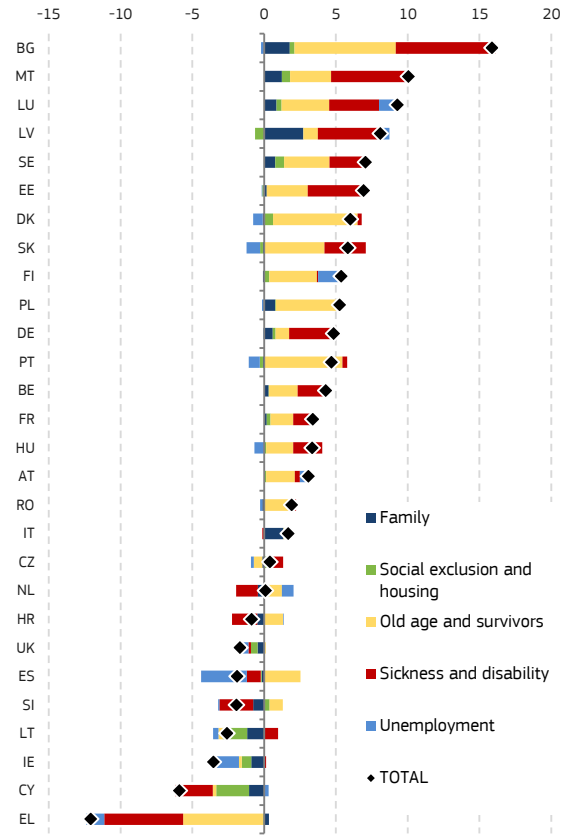
Social protection expenditure continued to increase in the majority of Member States in 2014. While sickness and disability expenses contributed significantly to the growth in several Member States, countries with large crisis-related fiscal consolidation needs, namely Greece and Cyprus, saw large cuts. Expenditure on old-age pensions and survivors' pensions increased in most Member States, partly reflecting demographic change, except in Greece where expenditure on pensions declined (*Chart 1.34*).

([66]) The available National Accounts data disaggregate expenditure by in-cash and in-kind, but do not disaggregate it by function. The National Accounts data on government expenditure are available till 2015, as covered by the previous report. For more details, see previous report European Commission (2016f), p. 37.

Chart 1.34

Social protection expenditure increasing in most Member States

Growth in social protection expenditure 2012-2014 (% change, in real terms) and contribution (pps) by functions, EU Member States



Note: The nominal expenditure is converted into real expenditure by deflating with the Harmonised Index of Consumer Prices (HICP).

Source: Eurostat, ESSPROS [spr_exp_sum] and Price Statistics [prc_hicp_aind]; DG EMPL calculations

Click here to download chart.

5.2. Income inequality has stabilised in the EU, and social transfers have important redistributive effects

Disposable income inequality in the EU remained stable in 2015, but is slightly higher than in 2012 ([67]). Both the disposable income inequality indicators, namely the quartile share ratio S80/S20 and the GINI coefficient ([68]), remained broadly stable at EU level in 2015 ([69]). The S80/S20 indicates that the

([67]) The reporting year in this chapter refers to the EU-SILC survey year, which measures income of the previous year. The latest survey 2015 data refer to income distribution in 2014.

([68]) The S80/S20 income quintile share ratio refers to the ratio of total equivalised disposable income received by the 20 % of the country's population with the highest equivalised disposable income (top quintile) to that received by the 20 % of the country's population with the lowest equivalised disposable income (lowest quintile).

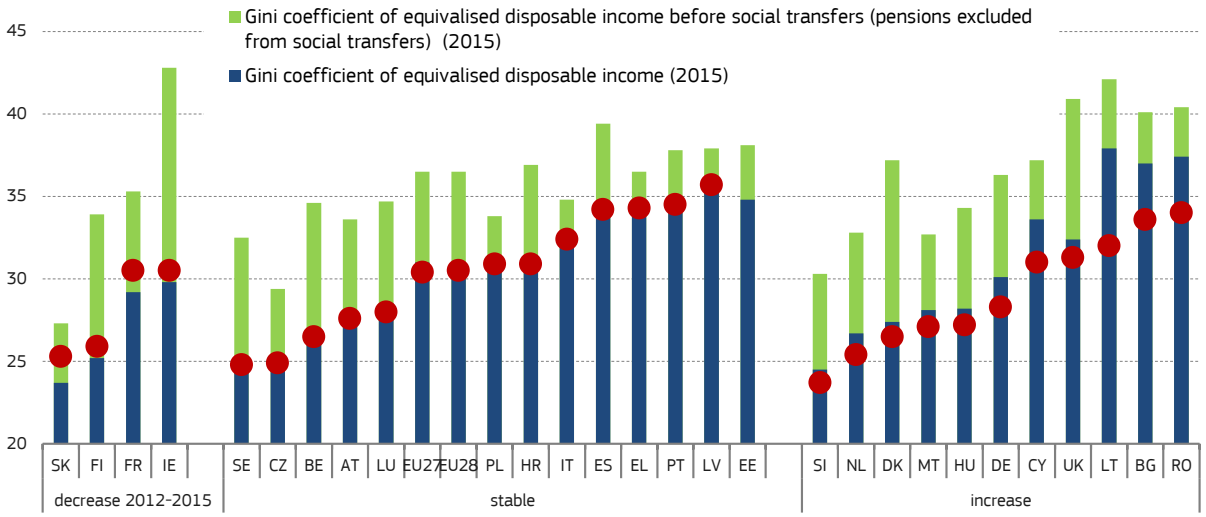
The Gini coefficient of equivalised disposable income measures the extent to which the distribution of equivalised disposable income after social transfers deviates from a perfectly equal distribution. It is a summary measure of the cumulative share of equivalised income accounted for by the cumulative percentages of the number of individuals. Its value ranges from 0 (complete equality) to 100 (complete inequality).

([69]) This was already indicated in the ESDE 2016 published in December 2016 (European Commission (2016f), p. 42-43. No

Chart 1.35

Income inequality increased in around ten Member States, while the impact of tax-benefit system varied

Gini coefficient before social transfers and of disposable income, Member States



Note: The Gini-coefficient is an indicator with value between 0 and 1. Lower values indicate higher equality. In other words a value equal to 0 indicates everybody has the same income, a value equal to 1 indicates that one person has all the income. Gini is based on total equivalised disposable household income.
The year refers to the EU-SILC survey year, income measured is from the previous year.
Green bars reflect redistributive effects of taxes and transfers, measured by differences between market income inequalities (the top of green bars) and disposable income inequalities (the top of dark-blue bars).

Source: Eurostat, EU-SILC [ilc_di12, ilc_di12bdi12c]

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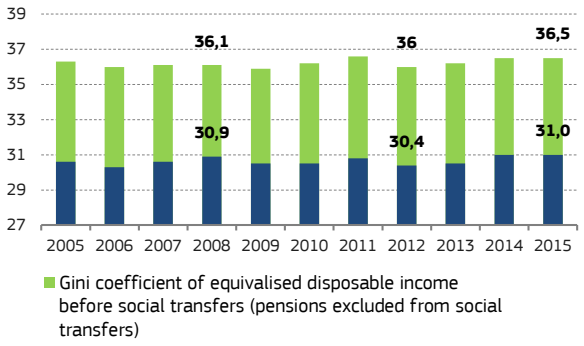
richest 20 % of people (top quintile) had an equivalised disposable income that was around five times higher than that of the poorest 20 % of people (lowest quintile) in 2015 (5.2 compared to 5.0 in 2012). While the overall income distribution in the EU may thus remain more equal than in other major advanced economies, some increase in disposable income inequality has been observed over recent years. There are concerns that high inequality may have a detrimental impact on economic growth and its sustainability ([70]). High inequality raises concerns about fairness as it usually reflects a high risk of poverty and social exclusion ([71])([72]). The remainder of this section focuses on the income inequality of the whole income distribution, represented by the GINI coefficient ([73]).

Income inequality would have been much higher without the redistributive effects of taxes and transfers. These effects are measured by the difference between market income inequality and disposable income inequality ([74]). Market income inequality (before transfers) grew slightly between 2012 and 2014, and stabilised in 2015. The redistributive effects of taxes and transfers strengthened between 2008 and 2012 but weakened thereafter, as market inequality increased (*Chart 1.36*) ([75]).

Chart 1.36

Income inequality before and after social transfers

Gini coefficient before social transfers and of disposable income, EU27



Note: The Gini coefficient is an indicator with value between 0 and 1. Lower values indicate higher equality. In other words a value of 0 indicates everybody has the same income, a value of 1 indicates that one person has all the income. Gini is based on total equivalised disposable household income.
The year refers to the EU-SILC survey year; income measured is from the previous year.

Source: Eurostat, EU-SILC [ilc_di12, ilc_di12b]

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Income inequality widened in some Member States between 2012 and 2015, and the extent of the redistribution effect differed. Around ten Member States saw increases in disposable income inequality between 2012 and 2015 (most notably Bulgaria, Lithuania and Romania). At the same time,

new data has become available since then. The next complete update for 2016 data is scheduled for autumn 2017.

([70]) See Halter et al. (2013), Cingano (2014), Ostry et al. (2014), Dabla-Norris et al. (2015), OECD (2015).

([71]) See European Commission (2016b), p. 3, and European Commission (2016c), p. 3.

([72]) However income is only a part of the multidimensional context of fairness, which includes inequality of opportunities, including health and health care, housing, education and mobility, see European Commission (2015a) and European Commission (2016l).

([73]) S80/S20 would show inequality between the top and the bottom of the income distribution.

([74]) Market incomes are the gross incomes earned by individuals or households before any redistribution via taxes and transfers, while disposable incomes are final incomes taking into consideration the effects of redistributive policies (which may involve the provision of in-kind benefits and services).

([75]) See European Commission (2016f), p 42.

Chart 1.37

Risk of poverty or social exclusion mostly declining

At risk of poverty or social exclusion rate, at-risk-of-poverty rate, severe material deprivation rate (% of population), very low work intensity households (% of population aged 0-59), EU, EA and Member States, 2012-2015

Note: Green bars indicate decrease between 2012 (where light green bars end) and 2015 (where dark green bars end)
Red bars indicate increase between 2012 (where light red bars end) and 2015 (where dark red bars end), and grey bars indicate little or no change.
AROPE combines AROP, SMD and VLWI. The length of bars of components should not add to the length of AROPE bar, because components overlap in AROPE and in components.
The year refers to the EU-SILC survey year, income measured is from the previous year. AROPE, AROP: income from the previous year, SMD: current year, VLWI: status in the past year.
BG and EE break in series in 2014 (BG AROPE SMD, EE AROPE AROP VLWI).

Source: Eurostat, EU SILC [ilc_peps01, ilc_li02, ilc_mddd11, ilc_lvhl11]

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the size of the impact of social transfers on income inequality (*Chart 1.35*, measured by green parts of the bar) differed across Member States. Social transfers reduced income inequality by less than 7 % in Bulgaria, Cyprus, Estonia Greece, Italy, Latvia, Poland and Romania but by more than 25 % in Belgium, Denmark, Finland and Ireland.

Financial distress faced by the poorest people continued to ease in 2016, but it remained historically high. Financial distress, measured as the percentage of people that need to draw on savings or to run into debt in order to cover current expenditure, has eased over recent years following a strong increase between 2011 and 2013. The gap between income groups has widened as financial distress increased most for people in the lowest quartile of household income. At EU level in 2016, 10 % of adults in low-income households were in debt and a further 15 % drew on savings to cover current expenditure (this compares with 5 % and 10 % respectively for the total population).

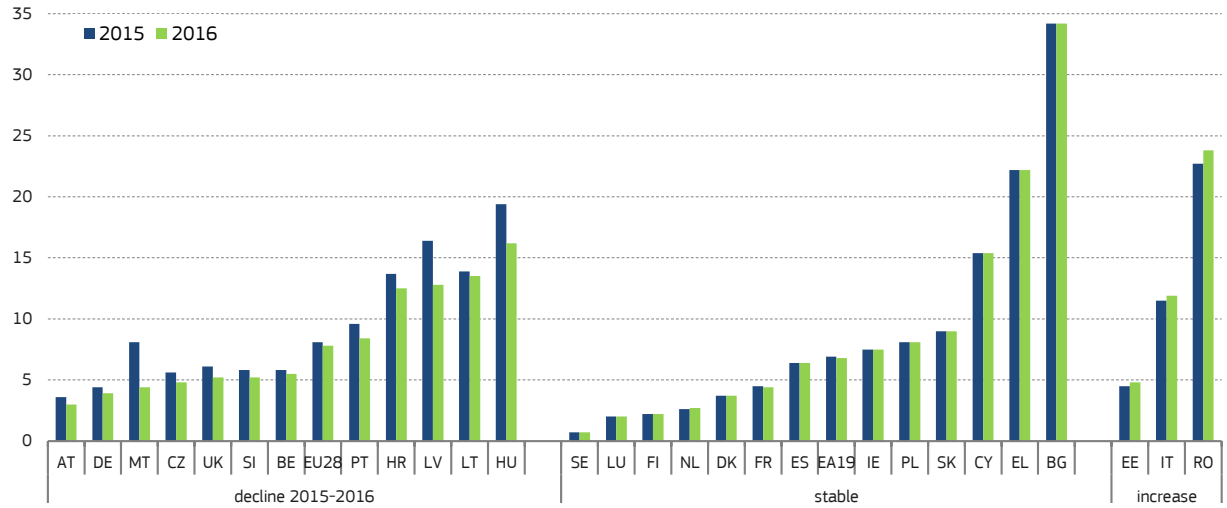
Median income increased in most Member States. Different distributional patterns emerge, looking at disposable income in different quintiles of the distribution ([76]). Median income has increased in all Member States in real terms. However, in Bulgaria, Estonia Lithuania and Poland, the income of the richest people has increased faster than both median incomes and the income of the poorest people, while in Croatia, Greece and Portugal the opposite is the case (see *Chart 1.40* in Annex to this chapter). Overall, the income of the richest people has been 1.6 to 2.7 times higher than median income in most Member States. This confirms developments in disposable income inequality, measured by S80/S20 and GINI, as

([76]) To be precise, at the median income in each income quintile. The median incomes in each income quintile are the cut-off points of deciles D1, D3, D5, D7 and D9.

Chart 1.38

Severe material deprivation continued to decline in most Member States in 2016

Severe material deprivation rate (% of population), 2015 and 2016, EU



Source: Eurostat, EU SILC [ilc_mddd11]

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well as in relative monetary poverty (AROP) in some Member States.

5.3. Risk of poverty or social exclusion is declining due to lower joblessness and lower material deprivation

The number of people at risk of poverty or social exclusion (AROPE) in the EU continued to decrease in 2015 ([77]). In 2015 ([78]), 4.8 million fewer people in the EU (including 705,000 in the euro area) were at risk of poverty or social exclusion compared with the peak in 2012. The AROPE decrease followed strong increases in incomes stemming from the recovery in economic activity and improvements in labour markets, including declines in long-term unemployment and youth exclusion and continued increased participation of older workers and women.

The number of people at risk of poverty or social exclusion has been slowly falling to the pre-crisis level. By 2015, the number of people at risk of poverty or social exclusion in the EU27 had gone down to close to the 2008 level, remaining 1.7 million ([79]) above that level. Notable annual declines would still be needed to reach the Europe 2020 target of reducing AROPE in the EU27 to 20 million below the 2008 figure.

The reduction in AROPE at EU level was underpinned by different trends in AROPE's three components: relative monetary poverty, severe material deprivation and living in very low work intensity households ([80]). In summary:

– The number of people at risk of (relative) poverty (AROP) stabilised according to 2015 EU-SILC data (reflecting incomes in 2014), after increasing in the previous year. This increase in 2014 reflected the weak economic and labour market situation until mid-2013, and the subsequent upward shift in the poverty threshold ([81]) as household incomes started to recover in mid-2013.

([77]) The year in this chapter refers to the EU-SILC survey year, which measures income in the previous year. The latest survey 2015 data refer to income distribution in 2014.

([78]) This was already indicated in ESDE 2016 published in December 2016 (European Commission (2016f), p 38-42). No new data has become available since then. The next complete update for 2016 data is scheduled for autumn 2017.

([79]) 1.6 million in the EU.

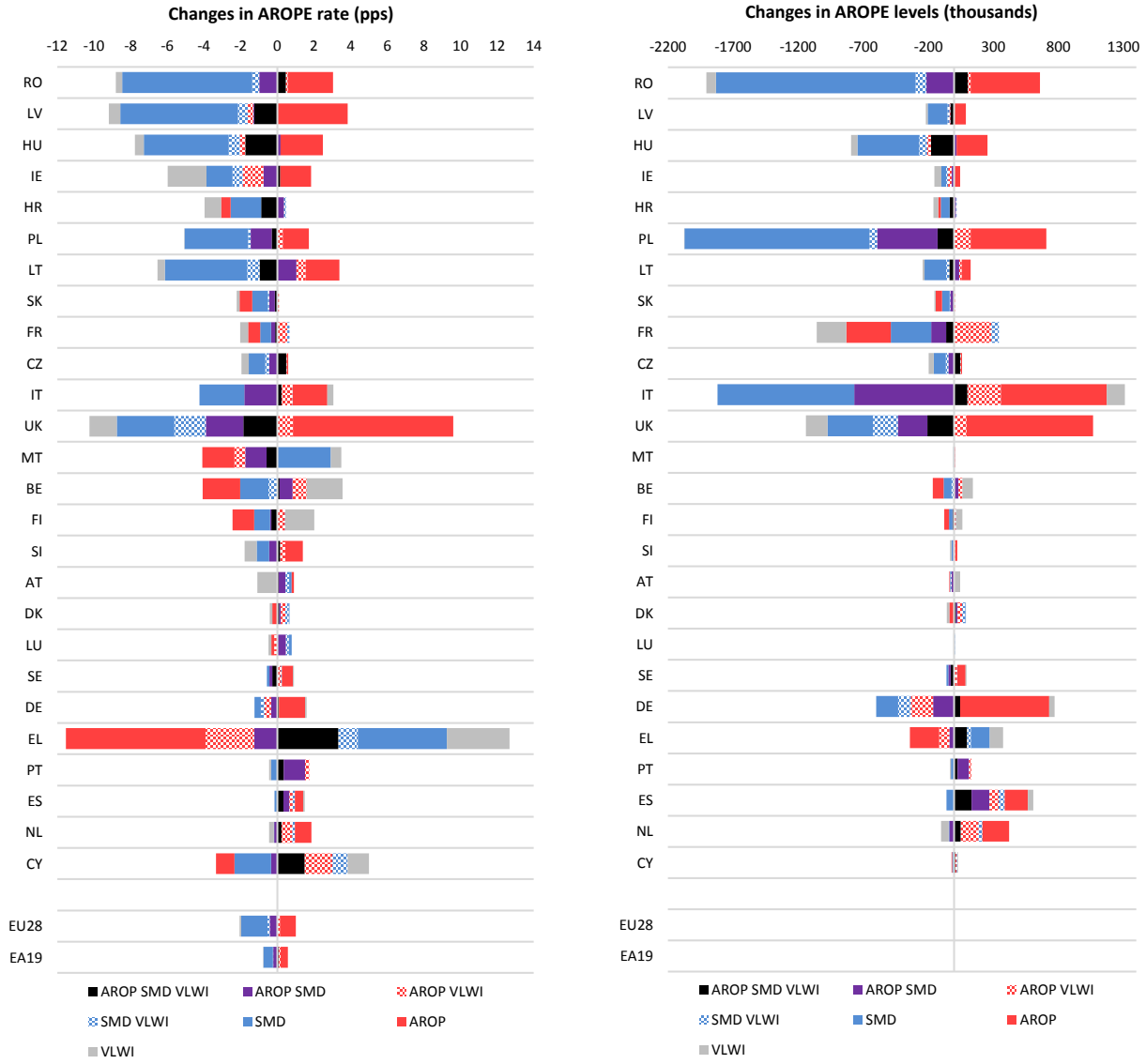
([80]) The **at-risk of poverty or social exclusion (AROPE)** indicator corresponds to the number of people who are in at least one of the following situations: at risk of poverty or severely materially deprived or living in households with very low work intensity.
People at risk of poverty (AROP) have an equivalised disposable income below the risk-of-poverty threshold, which is set at 60% of the national median equivalised disposable income (after social transfers).
Severely materially deprived (SMD) people have living conditions severely constrained by a lack of resources, i.e. they experience at least 4 out of the following 9 deprivations: they cannot afford i) to pay rent or utility bills, ii) to keep their home warm enough, iii) to face unexpected expenses, iv) to eat meat, fish or a protein equivalent every second day, v) a week's holiday away from home, vi) a car, vii) a washing machine, viii) a colour TV or ix) a telephone.
People living in households with very low work intensity (VLWI) are those aged 0-59 living in households where the adults (aged 18-59, excluding students aged 18-24) worked not more than 20% of their total work potential during the past year.

([81]) **The risk-of-poverty threshold** is set at 60% of the national median equivalised disposable income (after tax and other deductions and after social transfers).
The total **equivalised disposable** household income, used in poverty and inequality indicators, takes into account the impact of differences in household size and composition,. The equivalised income attributed to each member of the household is calculated by dividing the total disposable income of the household by the equalisation factor. This indicator gives a weight of 1.0 to the first person aged 14 or more, a weight of 0.5 each to other people aged 14 or more and a weight of 0.3 each to people aged 0-13.

Chart 1.39

Risk of poverty or social exclusion mostly on decline, but with different impact of components

Change in at risk of poverty or social exclusion rate – contribution of components to change in AROPE rate (pps), and levels (thousands), EU, EA and Member States, 2012-2015e



Note: Bars indicate changes in intersections of AROPE. The left chart show the change in the AEROPE rate in percentage points. The right chart shows the change in number of people. The year refer to the EU-SILC survey year, income measured is from the previous year. AROPE, AROP: income from the previous year, SMD: current year, VLWI: status in the past year.
BG and EE break in series in 2014: change not available HU and IE 2012-2014..

Source: Eurostat, EU SILC [ilc_pees01, ilc_peps01]

Click here to download chart.

– Severe material deprivation (SMD) has been declining since 2013, mainly driven by strong decreases in a few Member States, i.e. Bulgaria, Estonia, Hungary, Italy, Latvia, Lithuania, Poland and Romania.

– A recovery in the labour market produced a decrease in the number of people living in very low work intensity (VLWI) households in 2015 ([82]).

In 2015, 118.8 million Europeans, including 76.7 million in the euro area, were at risk of poverty or social exclusion. The levels and changes over 2014-2015 and 2012-2015 are summarised here:

– 9.2 million people (aged under 60) were at risk of poverty *and* severely materially deprived, *and* living in very low work intensity households (reductions of 680 000 compared with 2014 and 120 000 compared with 2012);

– 12.2 million people were at risk of poverty *and* severely materially deprived (630 000 fewer than in 2014 and 1.8 million fewer than in 2012);

– 14.1 million people (aged under 60) at risk of poverty *and* living in very low work intensity households (430 000 fewer than in 2014 but 660 000 more than in 2012);

– 2.9 million people (aged under 60) were severely materially deprived *and* living in very low work intensity households (decrease of 540 000

([82]) Further, the population in jobless households decreased in 2015 to 10.7 %, according to the Eurostat, LFS data [lfsi_jhh_a].

compared with 2014 and 560 000 compared with 2012);

– 16 million people were severely materially deprived (2.4 million fewer than in 2014 and 6.6 million fewer than in 2012);

– 51.2 million people were at risk of poverty (increase of 2.2 million relative to 2014 and 4.1 million relative to 2012);

– 13.1 million people were living in very low work intensity households (decrease of 1 million compared with 2014 and 440 000 relative to 2012).

Underpinning the change in AROPE between 2012 and 2015 are the increase in the number of people at risk of poverty and the decrease in severe material deprivation (*Chart 1.39*).

– The number of people at risk of poverty (but not in severe material deprivation or in very low work intensity households) and the number of people at risk of poverty who also live in very low work intensity households increased.

– The number of people in severe material deprivation, the number of people in severe material deprivation and also at risk of poverty, and the number of people in severe material deprivation who also live in very low work intensity households declined.

– **The risk of poverty or social exclusion is higher among vulnerable groups including children, people with disabilities, migrants** ([83]) **and Roma.** Children have a higher rate of AROPE (26.9 %) than people aged 18-64 (24.7 % in 2015), and a much higher rate than the older population (17.4 %). People with disabilities ([84]) are more likely to be at risk (38.4 %) than those without any disability (21.9 %). Migrants ([85]) are more affected by the risk of poverty or social exclusion (42.0%) than people born in other EU Member States (27.8 %) or the same Member State (23.2 %). Around 80 % of Roma are at risk of poverty or social exclusion ([86]). There is also a slight gap between women and men (25.2 % vs. 24.1 %).

The risk of poverty or social exclusion has decreased or stabilised since 2012 in most Member States. Several Member States recorded notable declines between 2012 and 2015, namely Croatia, Hungary, Ireland, Latvia, Poland and Romania (*Chart 1.39*).

([83]) See European Commission (2017c), p 14.

([84]) People with some or severe limitations, aged 16-64.

([85]) Migrants are defined here as those people born outside the EU (aged 18-64).

([86]) See FRA (2016).

Most of the Member States saw further improvements in living standards in 2016. The number of people living in severely materially deprived conditions who were greatly constrained by a lack of resources continued to decline in 2016, according to Eurostat early estimates. Severe material deprivation decreased to 7.8 % in the EU and remained stable at 6.8 % in the euro area. Only Estonia, Italy and Romania saw a deterioration between 2015 and 2016 (*Chart 1.38*).

Despite positive signs, the risk of poverty or social exclusion remains a key challenge especially in the Baltics and southern Member States. The risk remains high in Bulgaria, Croatia, Latvia, Lithuania and Romania despite recent improvements, and high in Greece where it has recently escalated. It has also been rising in other southern Member States (Cyprus, Portugal and Spain) where it now approaches the level of those just mentioned (*Chart 1.37*). Together with an increase in inequality in many Member States, this is one of the main challenges to social cohesion.

6. Conclusions

Economic and employment growth continued during 2016 and early 2017, along the recovery path started in 2013. So far, the economic recovery has led to the net creation of almost 8 million jobs, allowing the EU to reach 234.2 million people in employment in the first quarter of 2017. A steady moderate economic growth is expected to continue in the near future**.** However, the considerable number of jobs created in relation to economic growth hides challenges, such as the incomplete recovery in hours worked and modest productivity growth. If lasting, these factors may put additional pressure on long-run economic growth prospects and social cohesion in the EU.

Macroeconomic developments have had positive effects on the labour market since 2013. Both economic growth and the long-term steady increase in labour market participation have been positive for the labour market. In some respects, such as the level of employment, the labour market has fully recovered from the crisis. However, labour market recovery remains incomplete: unemployment and long-term unemployment are still high in many Member States, while the labour market is tightening in other Member States. The structure of the EU labour market has changed since 2008, with a shift in jobs towards service-oriented sectors.

Different demographic groups have been affected in different ways during the crisis and recovery. While young people and migrants were severely impacted by the crisis, women and older workers have experienced more positive labour market trends with increasing participation and employment rates. These positive developments for women and

older workers appear to be linked mainly to structural changes, supported by higher education attainment. For women, these developments can also help to address the large pay gaps that remain. Young people have been lagging behind in the recovery, but their participation in education and training has been increasing and more young people are combining work and training. The recovery for migrants has also been slow and their employment rate has not yet returned to pre-crisis levels.

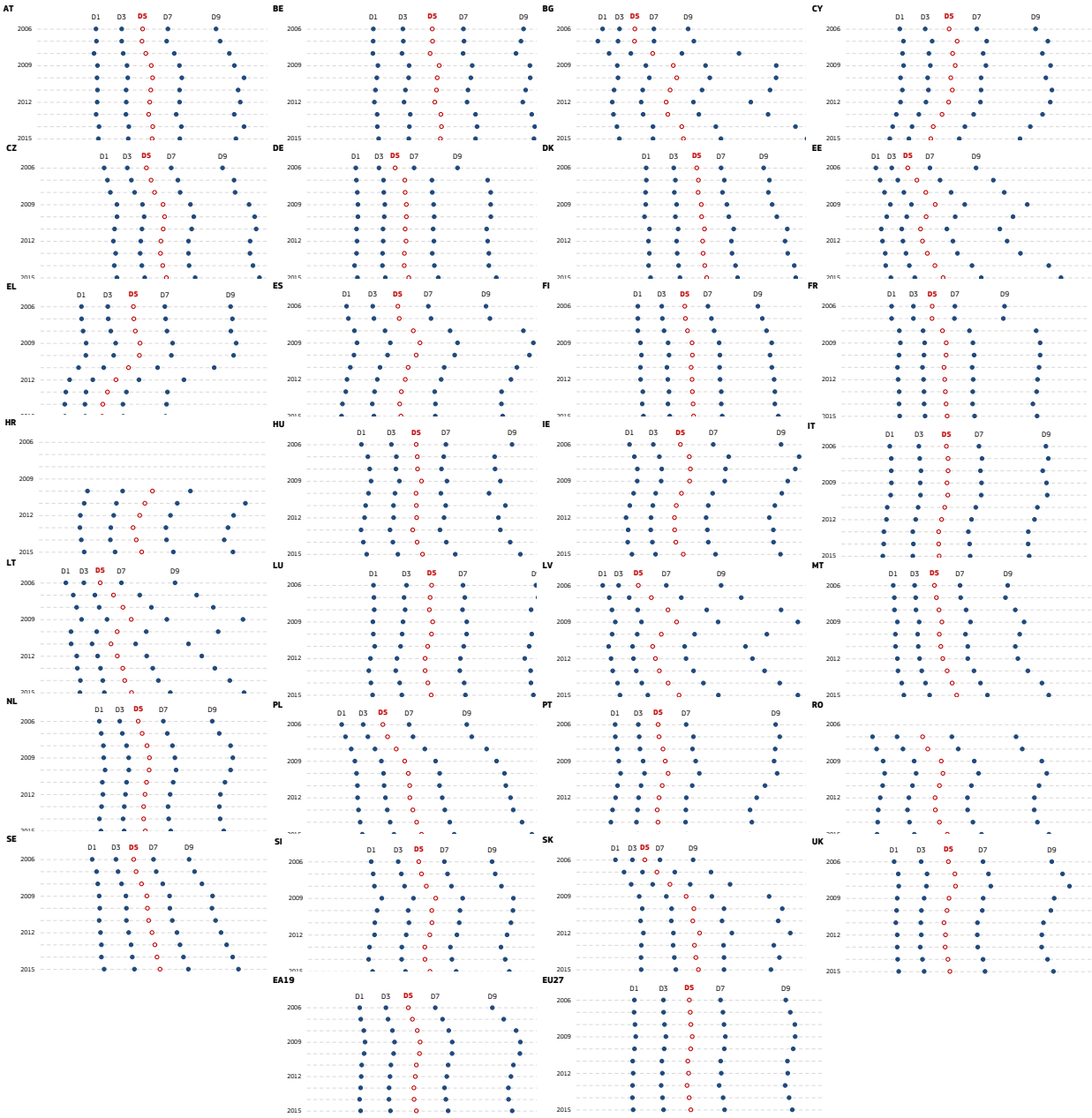
Clearer signs of a general improvement in the social situation are emerging, but challenges remain. Over the last three years, incomes from work wages have continued to increase, and together with social transfers have led to an increase in the disposable incomes of households. The risk of poverty or social exclusion has been falling in the EU from its high of 2012, while inequality stabilised in 2015. The risk of poverty and inequality in the EU would have been much higher without the redistributive effects of tax-benefit systems. Meanwhile, the labour market recovery remains incomplete; unemployment and long-term unemployment are still high. These carry the risk of exacerbating social exclusion, particularly for people in households with low incomes and belonging to certain vulnerable groups where social protection transfers are insufficient. Divergences among Member States remain significant. The risk of poverty or social exclusion has increased in several Member States: inequality has intensified in around ten Member States and is one of the main socio-economic challenges in the EU. Nevertheless, favourable developments in the economic and labour market situation seem to indicate that the improvements in the social situation which started in 2013 can be expected to continue.

Annex 1: Disposable income by deciles in Member States

Chart A1.1

Different distributional patterns emerge, looking at developments in incomes of different quintiles

Median equivalised disposable income by quintiles (cut-off points of deciles D1, D3, D5, D7 and D9) (national currencies, in real terms), EU Member States



Note: The nominal income is converted into real income by deflating with the Harmonised Index of Consumer Prices (HICP).
Year refer to the EU-SILC survey year, income measured is from the previous year.
Years are in vertical axes. Median income in real terms [2015=100] per quintile is on horizontal axes.
Red dots indicate evolution of median income (median of the third quintile) in real terms, blue dots indicate evolution of median income of the first, second, fourth and fifth quintile.
How to interpret the chart: The poorest are on the left and the richest are on the right. The further the ninth quintile (the richest) from the first quintile (the poorest), the higher inequality. It is visible that the income of the richest lies further apart from the income of the other quintiles in most Member States, and that it has increased recently in many countries.

Source: Eurostat, EU-SILC [ilc_di01] and Price Statistics [prc_hicp_aind]; DG EMPL calculations

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CHAPTER 2

Intergenerational fairness and solidarity today and challenges ahead

1. Introduction ([87])

Reflections on inequalities in post-crisis Europe increasingly include intergenerational fairness. Several years into the recovery, it has become clearer that the crisis and its legacy had a particularly pronounced effect on younger people. High unemployment hit the young particularly hard and – together with increasing employment through temporary contracts - may scar their developing careers. By contrast, older people appear to have been generally less affected by the crisis, whether due to established positions in the labour market or to welfare systems, notably pensions, that protected them relatively well. Besides current labour market conditions and the situation of current and future welfare benefits, the large increase in public debt adds to the burden of the crisis that is to be shouldered predominantly by younger and future generations.

The impact of the crisis is likely to have reinforced generational inequalities implied by longer-term structural changes in European economies and societies. Technological change and intensifying globalisation have transformed labour markets in Europe, contributed to increasing inequality in incomes and posed new challenges to traditional welfare systems. With increased needs for flexibility, various atypical forms of work have emerged and working careers are now characterised by less stability. While more flexibility may respond to the needs of both firms and workers to a certain extent, it also entails social risks. Demand for some types of labour and skills has strengthened to the detriment of other types and inequality in the income distribution has risen; some workers are in an increasingly precarious position. Given the changing realities of the world of work, welfare systems tailored to traditional labour markets may not cover all those who need protection. All these developments may affect young people more than those at a more advanced stage of their career or those in retirement and may have implications for the realisation of their life projects. If so, this adds to the questions about intergenerational fairness, now and in the future.

The European Commission's recent White Paper on the future of Europe reflects these concerns by stressing that "Addressing the legacy of the crisis [...] remains an urgent priority" and that "the challenge is particularly acute for the younger generation. For the first time since the Second World War, there is a real risk that the generation of today's young adults ends up less well-off than their parents. Europe cannot afford to lose the most educated age group it has ever had and let generational inequality condemn its future" ([88]).

Looking forward, the constraints of population ageing now emerging will add to intergenerational fairness challenges. Reflecting both the trend decline in fertility rates in the EU and the key achievement of rising longevity, population ageing is already visible and is expected to intensify over the decades to come. Even under very optimistic labour market scenarios, a growing number of pensioners will have to be sustained with the income generated by a shrinking working-age population. This raises important concerns about the implications for economic growth as a source of welfare for all generations and the risk of a divide between old and

([87]) This chapter was written by Tim Van Rie, Jörg Peschner and Bettina Kromen.

([88]) European Commission (2017a).

young in terms of decision-making and living conditions ([89]).

The intergenerational contract underlying European societies and economies is being challenged. Societies in Europe and beyond have been characterised by an underlying intergenerational social contract which is based on the – at least implicit - understanding that each generation at its prime age carries a responsibility both for the generation that preceded it (the old who are no longer able to provide for themselves) and for the next generation (who in turn will provide for their parents once they become older). Over time, the welfare state has become key to facilitating such intergenerational solidarity via transfers to the old (mainly pensions) and to the young (e.g. for education), traditionally financed mainly by taxing the working age population. Intergenerational fairness may in the context of this contract imply a notion of sharing benefits (as in the case of economic growth) as well as burdens (e.g. imposed by the recent crisis) associated with changing economic circumstances across cohorts.

An expectation of increasing welfare over generations has underpinned welfare states but doubts have started to emerge. The above-mentioned system of fiscal transfers over the life cycle expanded and enjoyed wide support in a context of sustained economic growth which bolstered the widespread expectation that each generation would see its living standards improve relative to the previous one. Long-lasting adjustment needs, high unemployment and public debt in the post-crisis European economies may reduce the credibility of this promise of higher future living standards. Most Europeans expect that life for young children in the EU today will prove more difficult than that of their own generation ([90]).

The current challenges to the generational social contract thus need to be explored. If the above-mentioned labour market developments contribute to reducing the younger generations' long-run chances of productive employment, they will undermine their capacity to fulfil the obligations of the generational social contract. Likewise, demographic change and the resulting need to sustain a growing number of pensioners with the income generated by a shrinking working age population may put a strain on the generational contract if the growth in labour productivity remains subdued. With unchanged pension systems, the burden on the working age population would have become unsustainable, and many Member States have already undertaken reforms to improve sustainability. Were such reforms to put the entire burden on older generations, this would break the promise of the social contract given to them. Population ageing thus intensifies the need to consider trade-offs between investing in older and in younger generations, and is likely to have increased the pressure on the latter in particular. Sustained outflows of people, as observed in a number of Member States ([91]), may exacerbate unfavourable shifts in the demographic pyramid and thus intensify challenges to the sustainability of intergenerational transfers and the welfare system at large.

This report explores key issues regarding intergenerational fairness and solidarity and offers conclusions that aim to help strengthen and renew the intergenerational contract. In particular, the remainder of this chapter takes stock of the relative welfare of the generations today and sets out the demographic challenge to economic growth, which generates the resources available for (re)distribution and is thus relevant for the preservation of the intergenerational social contract. Given that productive employment of the working age generation aligns the interests of all generations, Chapter 3 then explores the labour market challenges facing especially younger generations today, and their consequences. Against the backdrop of population ageing, Chapter 4 discusses likely changes in the relative welfare of older people in the future and, in particular, explores the intergenerational implications of different reforms designed to address the challenges of an ageing population. Acknowledging that the State is not the only actor in furthering intergenerational fairness and solidarity, Chapter 5 explores the role social partners can play in this respect.

As reflected above, intergenerational fairness is understood to refer to generations' opportunities to develop their life projects as well as to the distribution of outcomes. Fairness ([92]) in life opportunities depends to a large extent on the relative starting position of generations, including access to education and career opportunities. Fairness in outcomes brings in factors such as labour market performance, income, wealth or the consumption possibilities of different generations This report

([89]) European Commission (2017b).

([90]) In the EU, 56 % of the population aged over 15 think that life for those who are children today will become more difficult than for those of their own generation, 20 % think it will become easier, a further 20 % think it will remain the same and the remaining 4% do not know. In 23 Member States, the most common opinion is that life will become harder (exceptions are Portugal, Lithuania, Ireland, Latvia and Poland). See European Commission (2016a).

According to data from the Pew Research Centre (2016), focusing on financial prospects, a majority expect that today's children will experience a deterioration vis-a-vis their parents. This is the case in all EU Member States for which data are available between 2013 and 2015 (Czech Republic, France, Germany, Greece, Italy, Poland, Spain, UK).

([91]) For example, Romania, Portugal, Lithuania, Latvia, Croatia and Bulgaria are particularly strongly affected by outward mobility. At least 8 % of these countries' working-age population (aged 15-64 years) live in another EU Member State. European Commission (2016b), p. 190.

([92]) Fairness is not only an issue between generations. European Commission (2017c) presents insights and evidence on what makes a society fair from different perspectives. European Commission (2015b, box 1.1) presents fairness approaches to pension adequacy (intergenerational, social, actuarial).

combines both perspectives. It discusses key outcomes, such as income, poverty and a wide range of areas in people's daily lives that determine their well-being, across generations and analyses corresponding drivers and opportunities.

2. Overview: Current situation of the generations and demographic change

How can intergenerational fairness best be achieved in the context of demographic change? According to Eurostat's 2015 demographic projections, the EU working-age population will decline by 0.35 % over the next 25 years, while the number of over-64s will increase by 1.6 %. In some Member States these effects are even stronger. This combination presents a challenge to inter-generational fairness even if one assumes that GDP is a given: as the elderly, dependent part of the population grows, it may absorb a larger share of GDP and leave prime-age and younger workers with a smaller share. The reduction in the number of potential workers and the increase in the dependency ratio places a stronger emphasis on the need to generate higher labour productivity growth, as it will become more difficult to rely on the labour input as a potential source of growth.

It is necessary to make better use of existing human resources and enhance productivity. Even though partly shaped by past developments, the projected future demographic reality cannot be considered exogenous. Both migration and fertility are factors that can to some extent be influenced by policy and which may ease the decline of the working-age population in the medium to long run. While changes in these demographic parameters will be part of the solution, ageing Europe may face new challenges to every generation's welfare, unless (1) the impact of a shrinking working-age population is cushioned by helping a higher percentage of potential workers into employment, and/or (2) those in employment become more productive.

Reaching higher employment growth requires an increase in the rate of utilisation of human resources on EU labour markets. Today almost 30 % of people aged 20 to 64 are not in employment. The chapter will therefore consider the potential of (much) higher activity rates to safeguard employment growth for as long as possible. A closing gender activity gap and longer working lives (including after the age of 65) play a significant role. To achieve higher productivity, the policy focus needs to shift towards innovation and developing the EU knowledge base through skills training and higher education, as well as technological progress and other means such as investment in R&D.

In Section 3, considering intergenerational fairness today, this chapter documents long-term trends in growth and income, as well as the distribution of income across different age groups and cohorts. It then considers the role of social expenditure and taxation, as well as the household dimension. Section 4 looks at the challenges ahead resulting from demographic change and its potential impact on employment and economic growth in the EU and in Member States. It then draws conclusions about the productivity gains necessary to sustain welfare-maintaining levels of economic growth in the future.

3. A first look at inter-generational fairness today

3.1. Long-term trends in income growth

When looking at the welfare of the different generations alive today it is important to distinguish two complementary perspectives.

A static perspective compares the situation of different age groups, say the young and the old, at a given point in time. While interesting in itself, this does not give a full picture of intergenerational fairness. Ideally, this is complemented by a dynamic view, which considers what happens to a given age cohort (all people born in a given year) over its entire life course and comparing this with other cohorts' lifetime experience.

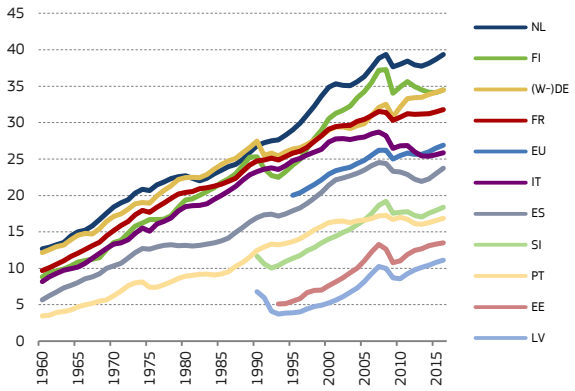
Given the limitations in the availability of corresponding long data series at the EU level, the current report mainly looks back at the past decade to analyse changes in the relative experience of different cohorts. Where available, longer-term trends are documented for selected countries.

Average living standards have steadily improved over recent decades, as shown by large increases in economic output per capita. However, the economic crisis of the late 2000s has had a critical impact in many Member States (see *Chart 2.1*). Since 2013, the EU has been on an economic recovery path.

Chart 2.1

The recent crisis interrupted a long-term trend of growth in Europe

Gross domestic product at 2010 reference levels per head of population (1960-2016)



Source: European Commission, AMECO

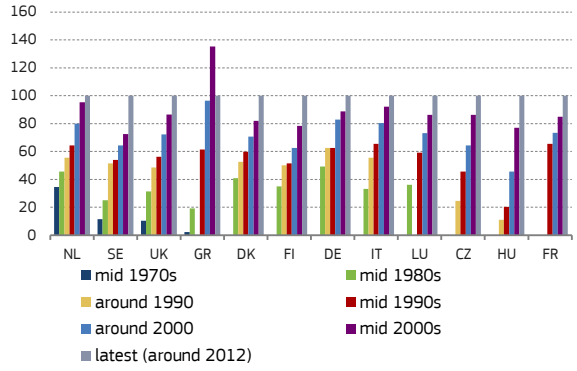
Click here to download chart.

The disposable income of households has increased over the past four decades (see *Chart 2.2*). For Member States where long-term data are available, average incomes more than doubled in nominal terms between the mid-1980s and late 2010s. The Central and Eastern European countries that joined the EU after 2003 have experienced strong income growth since the 1990s. For a number of countries, specific episodes of limited growth or recession can be identified. Examples include the Finnish and Swedish financial and economic crises of the early 1990s, or the particularly severe economic crisis in Greece since 2008.

Chart 2.2

Household income generally increased over the past four decades

Mean disposable income of total population (current prices), latest data year = 100



Source: OECD Stat

Click here to download chart.

3.2. The distribution of income across age groups and cohorts

Children and older people tend to have lower incomes than active age adults. If one disaggregates the distribution of income across different age groups, the disposable income of children (aged 0-17) ([93]) and older people (aged 65+) tends to be below the average of the population at any point in time. Relative income is highest among 'mature' adults. Over the past thirty years the relative income of young adults (aged 18-25) has fallen below the population average. Concurrently, older people have seen their incomes increase vis-à-vis the population average (*Chart 2.3*).

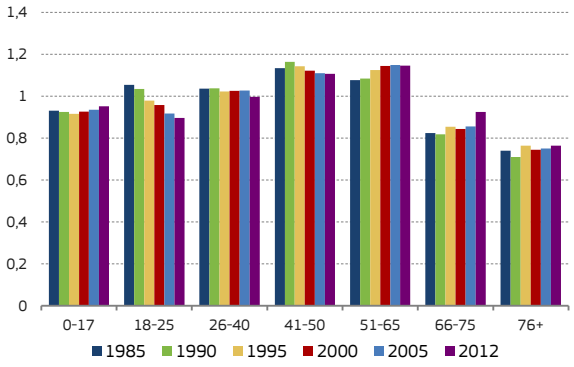
The 'baby boomers' have performed significantly above the long-term income trend in most countries. Between 1985 and 2005 people born shortly after the Second World War experienced more favourable income developments than older cohorts (born in 1935) or younger cohorts (including those born in 1975). While this pattern holds across different countries, the gaps between cohorts are particularly large in France, Spain and Italy. Generational differences have been more limited in the UK, Austria, Poland and Finland. ([94])

The income of the youngest generations may be (temporarily) underestimated due to their postponed entry into the labour market. A crucial question in this regard is whether younger generations will be able to catch up and experience a faster increase in incomes ([95]), capitalising on unprecedented investment in (tertiary) education. Moreover, if postponed entry into the labour market is combined with postponed exit (i.e. higher retirement ages) one could also expect a positive impact on the lifetime income of younger generations.

Chart 2.3

Relative income declined among 18-25 year olds, but increased among 51-65 and 66-75

Relative mean income by age group (population average = 100)



Note: Unweighted average of DK, FI, (W-)DE, IT, NL, SE, UK

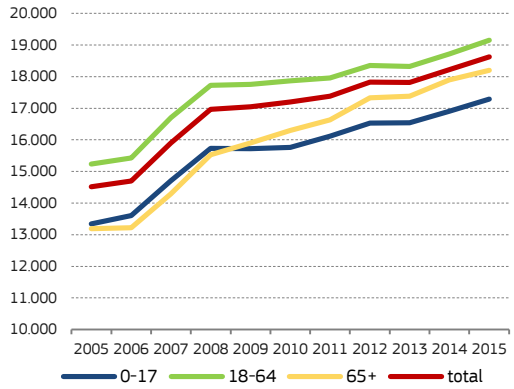
Source: OECD Stat

Click here to download chart.

Chart 2.4

During the crisis, mean income increased steadily for older people only

Mean income (EUR) by age category, EU27, (current prices)



Note: Equivalised disposable household income. Not including Croatia.

Source: Eurostat, based on EU-SILC

Click here to download chart.

The average incomes of children and working age adults were more affected by the crisis than those of older people. For working age adults and under-18s, mean incomes increased strongly from 2005 to 2008, but much more slowly between 2008 and 2012 (*Chart 2.4*). For older people, incomes

([93]) Children's income should be understood as disposable household income that is attributed to them, under the assumption of income pooling and equal sharing, see household dimension below.

([94]) Chauvel and Schroeder (2014).

([95]) Freedman (2017).

continued to rise at a steady rate, implying convergence towards the population-wide average. In particular, the mean income of older people increased steadily from 91 % of the population average in 2005 to 98 % in 2015. This pattern was observed in many Member States, and particularly those where incomes were most affected by the crisis.

These trends can be partly explained by differences in the cyclical sensitivity of the main income sources across the life cycle. Working age adults and their dependent children rely to a large extent on income from work. Income from self-employment is strongly influenced by the broader state of the economy. During economic downturns some employees may experience redundancies or a reduction in working hours. Recipients of working age social benefits (such as unemployment) may also see their entitlements diminish or expire after a certain period in a prolonged downturn. These benefits may in some cases be discontinued for failing to meet behavioural conditions (such as job search). In contrast, eligibility for old age pensions is typically based on criteria which are less sensitive to current economic conditions (such as age, work history or prior contributions) ([96]). Furthermore, old age pensions during the crisis years have increased in real terms in some Member States, due to the lagged effects of indexation mechanisms and inflation slowing down ([97]). This adds to the long term increase in real pensions, which reflects the higher wages (and pension rights) of better-educated newer cohorts ([98]).

3.3. Social expenditure and taxation

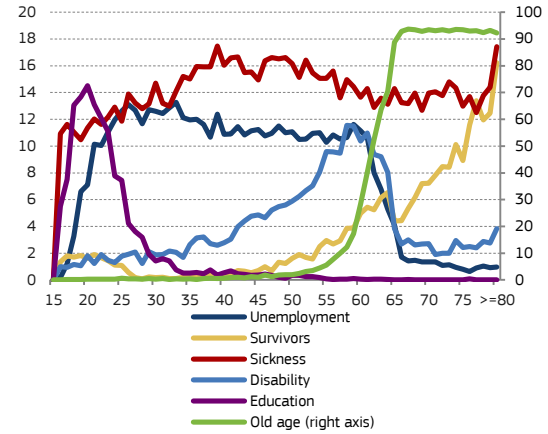
Cash social benefits have clear age-related profiles, corresponding to the social risks they cover (*Chart 2.5*). Unsurprisingly, education-related allowances are mainly granted to Europeans aged 18 to 30. Unemployment-related transfers mainly benefit those of working age, with a peak around age 25. Recipients of disability-related income replacement benefits increase gradually from age 30 to peak around age 60, when old age pensions become the main income replacement benefit. Survivor benefits are granted to both widow(er)s, and young adults. Sickness-related income benefits have the least clear age profile.

From the 1990s onwards, several attempts have been made to analyse the relative fiscal burden on different cohorts Such 'generational accounts' express in present value the net amount that current and future generations are expected to pay given the current fiscal policy ([99]). As such, their aim is to complement information on the existing stock of public debt (which for the EU28 in 2016 was, at 85 % of GDP, 27 percentage points higher than in 2007) ([100]) with a more forward-looking perspective. This method, which may have gained relevance since the onset of the financial crisis, has, however, been criticised on several grounds, including the assumptions of unchanged policies and the sensitivity of the estimates to the discount and growth rates used in the inter-temporal calculations ([101]). Nevertheless, the impact of the overall tax mix on intergenerational inequality is a relevant consideration.

Chart 2.5

Social transfers have different age profiles

Share of individuals receiving cash benefits, by broad benefit function, EU28, 2014



Source: Authors' calculation based on EU-SILC user database

Click here to download chart.

Overall, from 2001 onwards, there has been a gradual shift in expenditure from unemployment and family benefits towards old age pensions and health expenditure ([102]).

In more recent years, the notion of 'social investment' has gained prominence. In a context of constrained welfare budgets, its aim is to allocate public funds to social programmes that have the highest 'return on investment' ([103]). Using a life-cycle approach, the emphasis is on prevention of social risks, particularly through the provision of enabling services. These are seen as generally more effective and efficient compared with compensation ex-post via cash transfers. While this approach almost by definition entails a focus on young ages (including provision of high quality childcare and education), it also advocates services that allow older workers to extend their working lives. Recently, analytical work has been done to quantify the so-called 'return on investment' of such enabling policies on different socio-economic outcomes, and their interactions with cash transfers. Overall, findings suggest that there is considerable potential for social investment policies in

([96]) One might expect that during the recovery, the incomes of children and working age adults have once again increased faster than those of older people. See Gasior and Rastrigina (2017).

([97]) European Commission (2016b) p.50.

([98]) See Chapter 4. In addition, for Germany, Kochskämper and Niehues (2017) point to changes in the household composition : in contrast to the population as a whole, the proportion of the elderly living alone has decreased markedly since the mid-1980s.

([99]) Auerbach et al (1994); Raffelhüschen, B. (1999).

([100]) Eurostat [gov_10dd_edpt1].

([101]) Decoster et al. (2014).

([102]) European Commission (2015a) and Chapter 1 of this report.

([103]) European Commission (2016c) and COM(2013) 83 final.

promoting employment and productivity growth and reducing poverty ([104]). They also point to the importance of consistent policy packages, where different measures complement and reinforce each other (e.g. quality childcare for children and ALMP for their parents) and reach those most in need of support ([105]).

3.4. The household dimension

Households are a key factor in the distribution of income and wealth across generations. In addition to public transfers via the welfare system, private transfers between (grand)parents and (grand)children can have a substantial distributional impact across generations. The direction and the magnitude of such transfers depend on the specific needs of parents and children, as well as on the older generations' ability to provide such support ([106]).

Intergenerational support between family members takes different forms across Europe. In Nordic countries, children tend to leave the household at a relatively early age but financial transfers between households are relatively frequent and common. By contrast, in Southern Europe the dominant pattern is co-residence and income sharing between generations within such households. In Continental Europe both forms are found ([107]).

Age groups that benefit the most from public transfers redistribute at least part of this income at household level ([108]). Through cohabitation in multi-generational households a substantial proportion of working age Europeans are (indirect) beneficiaries of pensions. In Spain, for example, retirement pensions have been used as a means of diversifying income at household level to absorb shocks such as unemployment ([109]). Even if pensions are not targeted at children, a non-negligible share of (poor) children benefit from pensions paid to members of their household ([110]).

From a policy perspective, there may be drawbacks to such coping strategies. First, there is an element of arbitrariness in whether one has surviving (grand)parents that receive old age pensions. Secondly, such pensions have a less pronounced automatic stabilisation function than active age benefits such as unemployment insurance, which can help to smooth economic fluctuations economy-wide. Thirdly, when (young) unemployed adults depend on their parents' old age pensions, the synergies of income replacement benefits with enabling services, such as active labour market policies, remain unused. Such untapped potential is problematic, given the scale of demographic challenges that Europe is facing.

Today's older generations fare well, but challenges lie ahead. In the EU, household incomes have been increasing for decades now, and in most countries older people have been performing above the average long-term income trend. However, today's young Europeans and future generations face important challenges. Intensifying global competition and fast technological change will coincide with demographic change, to which the following section is dedicated.

4. THE DEMOGRAPHIC CHALLENGE AHEAD

4.1. The EU – a particular case

Up to the end of the last decade demography supported employment growth. Europe has just come through a protracted period of fast-growing working-age population as the baby-boom generation ([111]) gradually entered the labour market, a situation often referred to as a 'demographic dividend' ([112]).

Unprecedented changes lie ahead, however. As *Chart 2.6* shows, whereas previously demographic developments supported growth, they now make it much more challenging for the EU to achieve economic growth in the future. Apart from continuously increasing longevity, fertility declined from the end of the 1960s until the beginning of the 2000s, and recovering only very slightly afterwards ([113]). As a result, the EU's working-age population ([114]) peaked at 305 million in 2009 ([115]) and has been declining since then. Until 2040, Eurostat projects an average annual decline of 0.35 %. At the same time, total population will continue to increase by an annual average of 0.15 %.

([104]) Work, Welfare and Inequalities in Europe – The Research Perspective (October 10, 2016) http://ec.europa.eu/research/social-sciences/index.cfm?pg=newspage&item=160901.

([105]) Hemerijck et al (2016).

([106]) Mudrazija (2016).

([107]) Albertini and Kohli (2013).

([108]) Mudrazija (2016).

([109]) Gradin (2016).

([110]) Diris, Vandenbroucke and Verbist (2017).

([111]) This is the usual reference for those cohorts born between the end of World War II and the early 1970s.

([112]) See also Coomans (2012), p. 199-200, Peschner and Fotakis (2013), p. 7.

([113]) In countries where long time series are available (Germany, Belgium), average life expectancy at birth has increased from below 70 years in 1960 to above 80 in 2015. Total fertility was equal or above two in all Member States. Today all of them stay well below that threshold (average EU-28: 1.6 children per woman aged 15-49 years) (Source: Eurostat).

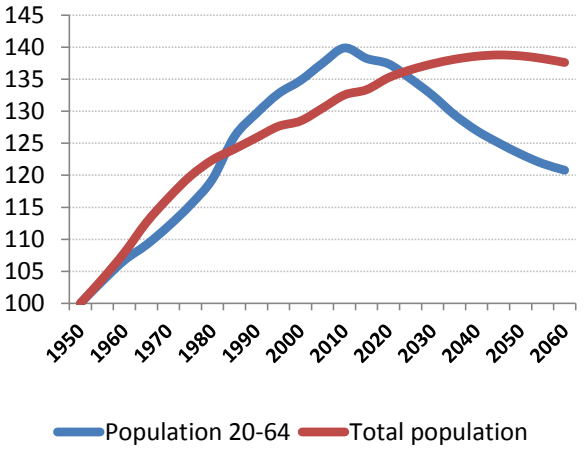
([114]) The working-age population is defined here as people aged 20-64.

([115]) Source: Eurostat EU Labour Force Survey.

Chart 2.6

Demographic reality to change fundamentally

Total population and working age population, EU-28



Source: Eurostat 2015 population projections and UN 2015 World Population Prospects

Click here to download chart.

Increasing demographic dependency will be a widespread phenomenon in the industrialised world. The proportion of working age people in the total population, a simple indicator for demographic dependency, is expected to fall from 2010 by ten percentage points, to just 51 % by 2060 (left hand side of *Chart 2.7*). The same is expected in many other industrialised regions, including the US.

Demographic trends will not support growth in the EU, in contrast with the US. The EU is particularly affected by ageing because its working age population is also falling in absolute terms, whereas the US working age population is expected to continue climbing, albeit more slowly than in the past (*Chart 2.7*, right hand side). In other words, economic growth in the US will be further supported by demographics whereas Europe will have to compensate for a shrinking working-age population. As regards the EU's overall relative future growth prospects, the EU's labour productivity gains have been lower than those of the US for decades ([116]) – a situation that adds to the demographic headwinds and that may be reinforced by ageing, to the extent that an ageing workforce may find it more difficult to generate higher productivity growth by investing in innovation ([117]).

4.2. Implications for growth ([118])

The impact of the EU's declining working age population on its labour supply (and hence on potential growth) will depend on whether the EU can succeed in making people active who have so far been inactive in the labour market. This section deals with the potential contribution to growth of policies that seek better utilisation of existing labour reserves. From there it goes on to consider what could be the necessary productivity growth to sustain growth in the long run.

([116]) See for example: van Ark et al (2013), Rincon-Aznar et al (2014).

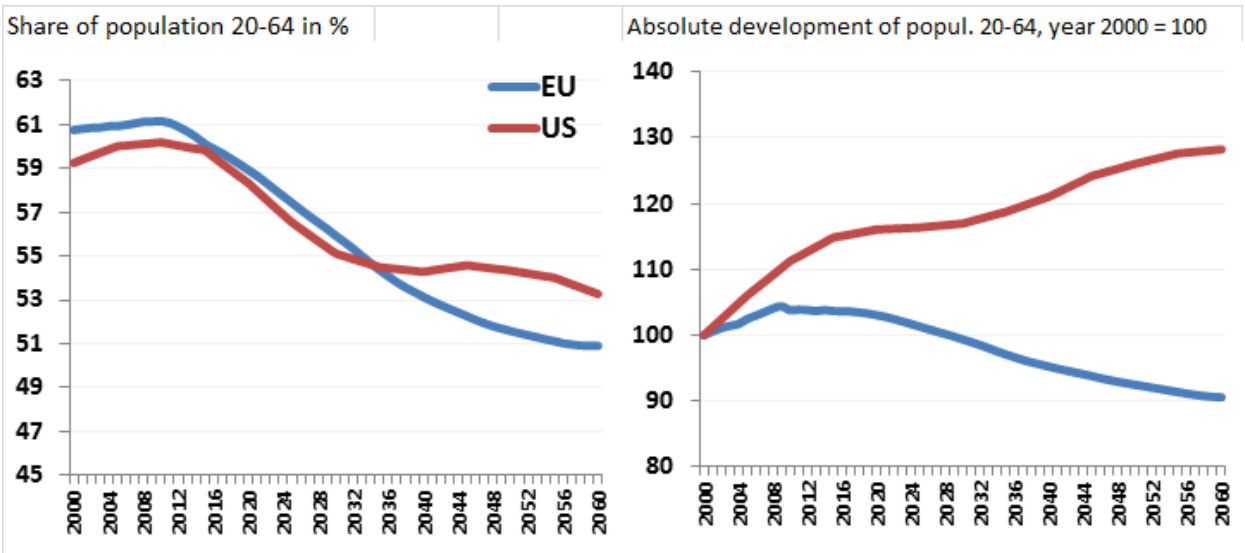
([117]) Aiyar et al (2016).

([118]) The following illustration is based on Peschner and Fotakis (2013), Fotakis and Peschner (2015). See also European Commission (2015c), pp. 43-52.

Chart 2.7

No demographic dividend in the EU, contrary to the US

Dependency ratio (left) and working-age population in the EU and the US



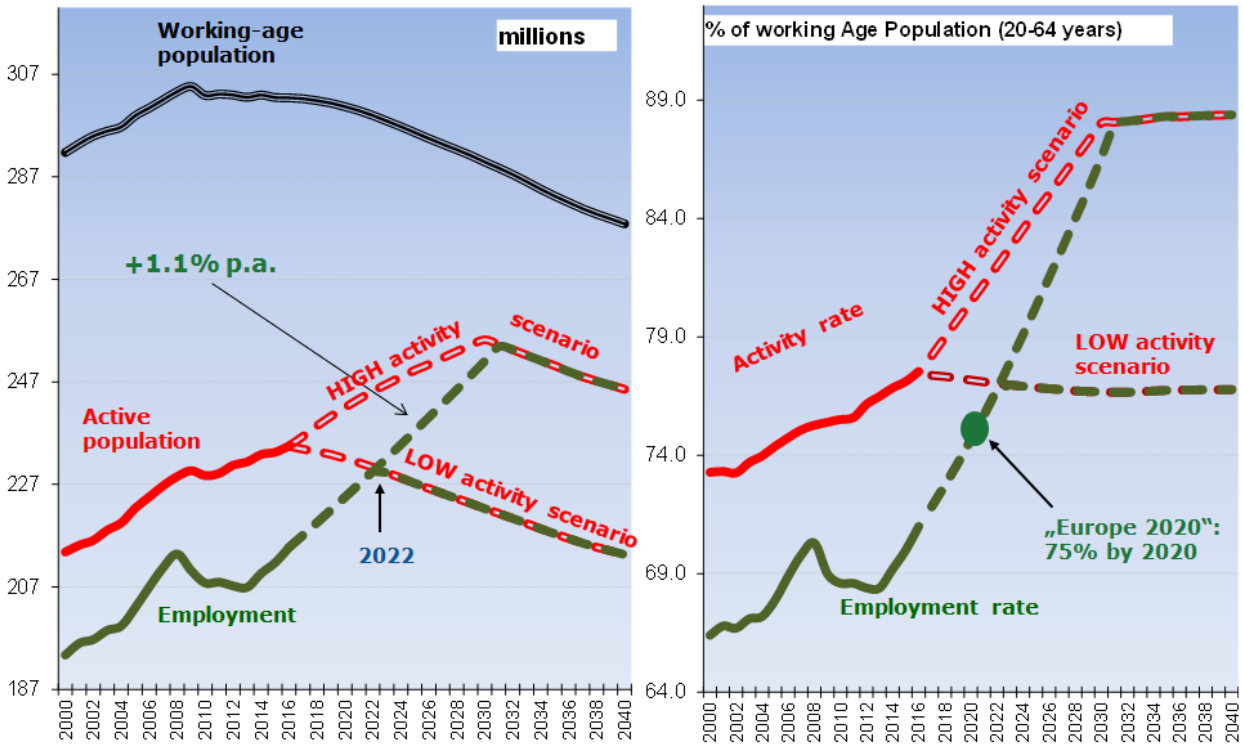
Source: Eurostat 2015 population projections (baseline) and UN 2015 World Population Prospects

Click here to download chart.

Chart 2.8

Potential employment growth soon to touch the limits

Working age population, active population, employment (age: 20 to 64 years), EU-28



Source: Eurostat EU LFS, Eurostat 2015 population projections (baseline), DG EMPL calculations; see Peschner and Fotakis (2013).

Click here to download chart.

The majority of people aged 20 to 64 without a job are inactive rather than unemployed. As reflected in *Chart 2.8*, which depicts the EU's working age population (aged 20 to 64) in activity and employment, some 90 million people in this age group were not in employment in 2015 ([119]). Only a minority of these non-working people were unemployed ([120]). The rest - some 70 million people - did not participate in the labour market. They were not active, i.e. they were not actively seeking a job.

The right hand side of *Chart 2.8* also shows employment and participation (activity) for 20 to 64 year-olds, but this time in percentages of the working age population (i.e., employment and activity *rates*). Following the recession that started in 2008, the employment rate was at its lowest in 2013 (68 %), but has been on the rise since then as labour markets have been gradually recovering (see Chapter 1 for details). It can be expected that if employment continues rising at the pace observed since 2013, i.e. by 1.1 % per year, the EU will reach its 75 % 'Europe 2020' employment rate target by the year 2020. This rate of employment growth would also correspond to the long-term pre-crisis average for the EU ([121]).

Taking this as a starting point, for the years after 2020, two simple scenarios are presented below for how people of working age can be successfully made active in the labour market – with a view to maintaining the historically observed 1.1 % employment growth in the future ([122]).

A 'low-activity' scenario. In a low-activity scenario it is assumed that age-specific activity rates remain constant from 2020 ([123]).

([119]) This report's focus is on inactive people not in education or training. As working age is considered to start from the age of 20, potential biases resulting from young people in education should be minimised (for example: rising activity rates among young people could be due to the reduction in early school leaving).

([120]) The difference between the active population and employment are the unemployed.

([121]) Yet it is optimistic relative to the Ageing Report 2015 (European Commission and Economic Policy Committee (2015)) that projected average annual employment growth between 2013-2023 of 0.2 %. The macroeconomic assumptions underlying the Ageing Report 2018 that take into account Eurostat's 2015 population projections will be published in autumn 2017, but they are not substantially different from those of the Ageing Report 2015 with regard to employment growth and participation rates.

([122]) The applied assumption on the prolongation of the Europe 2020 employment growth path after 2020 is neither a projection nor a forecast. The assumption is made for illustrative purposes so as to facilitate understanding of the link between labour market participation and potential employment growth. In reality, apart from demographics, long term employment growth depends on factors such as technological change, trade development and the speed of structural change in the economy. To incorporate those here would be beyond the scope of the chapter.

([123]) This means that there will be no further increases in the age-specific activity rates from 2020 on. In the US activity rates have been declining in recent years, see Chapter 1. A constant activity rate after 2020 (and a lower rate than in 2015) is more pessimistic than the Ageing Report 2015 that projected an

Box 2.1: Assumptions made in the high-activity scenario

The high-activity scenario combines three very optimistic assumptions about the future development of activity rates ([1]):

- The activity rate of older workers (aged from 55 to 64 years) has increased by 18 percentage points over the past 15 years. It is assumed that the increase will continue until 2030, that is an increase by a further 18 percentage points, up to 75%.
- A gender effect assumes that female labour market participation rates will catch up with those for males by 2030.
- An education effect: it is assumed that the educational progress observed in the past will continue in the coming decades. As activity rates are higher for more educated parts of the population, this structural effect will impact positively on the average activity rate ([2]).

([1]) A detailed description can be found in Peschner/Fotakis (2013), pp. 10-12. See also European Commission (2015:2), pp. 44, 45.

([2]) The proportion of high-educated and low-educated people aged 25-34 will be projected up to the year 2040. A simple log-linear progression prolongs the trend as seen between 2000 and 2015 into the future. The proportion of medium-educated people will be the residual. It is hence implied that educational progress will continue, but slow down somewhat. No further progress is assumed for age groups beyond 34 years.

A 'high-activity' (labour market on full steam) scenario. A high-activity scenario makes very optimistic assumptions about the labour market participation rates older workers and women will achieve by 2030. It also assumes that continuous educational progress will impact positively on activity rates. Thus, the high-activity scenario assumes the highest possible labour market participation, achievable only if all the EU's existing human resources are fully engaged and everyone who could possibly participate in the labour market does so. For a detailed description of the high-activity scenario see *Box 2.1*.

When considering these two scenarios, and how EU policies should develop so as to maximise the chances of approaching the high-activity scenario, a number of points should be noted.

Irrespective of the business cycle, employment in the EU could stop growing very soon. *Chart 2.8* shows that in the low-activity scenario further employment growth will no longer be possible shortly after 2020. With age-specific activity rates constant, the declining working age population will pull down the active population in parallel. The current annual employment growth of around 1 % per year could only be maintained until shortly after 2020. From then on, employment would cease to make any positive contribution to economic growth.

In reality, with the low-activity scenario, employment is unlikely to grow by around 1 % per year even until 2020. As employment expands, it will be necessary to recruit not only the unemployed but also, increasingly, people from the harder-to-reach inactive part of the working age population. The low-activity scenario was presented here to demonstrate that reaching out for those furthest away from the labour market may very soon be the only way of achieving employment growth in Europe. A more realistic scenario on the development of active population and employment is presented in Section 4.5.

If the EU taps into all its human resources (high-activity scenario), employment could continue growing for another decade. If, after gradual improvements, by 2030 there are much higher labour market participation rates for female and older workers, such a 1 % employment growth path will be feasible for around ten more years, until shortly after 2030. Then, with employment and activity rates at a theoretical 88 % for the whole of the EU, the labour market would run at full steam, with almost no-one idle. Importantly, even under those circumstances, after 2030 labour supply would reach its limits and employment growth would cease.

In the long run, economic growth will inevitably have to come from labour productivity gains ([124]) as employment falls. For economic growth to continue, there will have to be labour productivity gains to compensate for declining employment. Given projected demographic trends, productivity growth is likely to become the EU's only source of economic expansion in the long run. *Box 2.2* explains that in the long run in both scenarios productivity may have to double, compared with its long term average growth rate of 0.8 % per year between 2013 and 2016, in order to maintain the 1.4 % potential GDP growth path. Such a growth path has been projected in the baseline scenario of the 2015 Ageing Report by the

increase in the participation rate from 76.5 % in 2013 to 78.7 % in 2023 and 80.1 % in 2060.

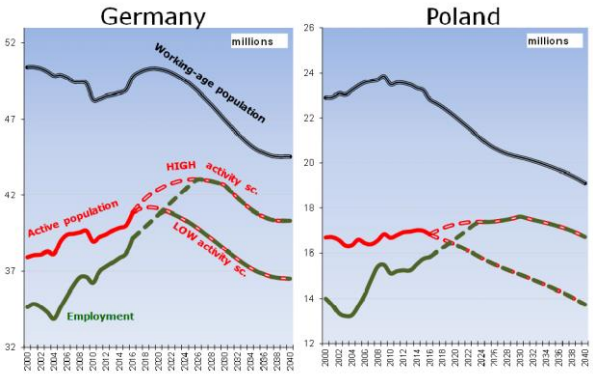
([124]) Labour productivity is here defined as real GDP per employed person. Increasing the number of working hours per employed person will, other things being equal, increase labour productivity on this definition. The potential contribution of hours worked is dealt with in section 4.7 below.

European Commission that was endorsed by the Economic Policy Committee.

The EU's total population is projected to expand further until the end of the 2040s. According to Eurostat's population projections, the EU's total population will increase, on average, by around 0.15 % per year between 2015 and 2040. Only from 2046 onwards will the EU's total population begin to shrink. In 2080 it will still be bigger than today. Hence, the EU as a whole cannot rely on a declining population to alleviate the pressure on higher productivity. In other words, the situation described here does not change significantly for decades if one considers growth of GDP per capita instead of GDP.

The EU-28 aggregate hides considerable differences - some Member States will be under strong pressure. For example, Germany and Poland will both see their working age population shrink fast (-0.5 % and -0.8 % per year until 2040 respectively). Employment in Germany has expanded by 1 % per year since 2013. Given already low unemployment, the country could not sustain such a pace of expansion beyond 2021 in the low-activity, or 2027 in the high-activity scenario ([125]). Germany's recent 0.7 % average productivity growth rate would have to double before 2030 to maintain the modest 1.0 % per year economic growth assumed for the country in the 2015 Ageing Report for the period until 2060.

Chart 2.9
Countries strongly affected by declining working-age population



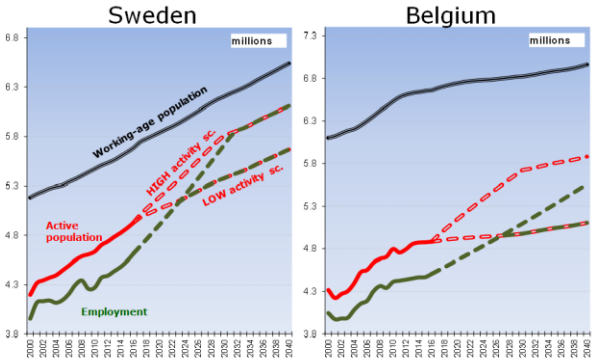
Note: Scenario: Starting from 2016, employment growth held constant at the pace observed since 2013, the start-year of the labour market recovery.

Source: Eurostat EU LFS, Eurostat 2015 population projections (baseline), DG EMPL calculations

Click here to download chart.

The Polish labour market has come out of the crisis relatively quickly. Since 2013, average employment growth has been very strong: 1.3 % per year. Such strong employment growth would come to an end before 2020 in the low-activity, and in 2022 in the high-activity scenario. Since 2013 Poland has seen its GDP grow by an annual average of 3.2 %. For the future Polish growth expectations are much more modest. The 2015 Ageing Report assumes potential growth at 1.6 % per year until 2060. To achieve this, the country would need to return to productivity growth rates of around 3 % per year after 2040, as seen in the first decade due to the catching-up process after accession to the EU.

Chart 2.10
In other countries working-age population is projected to increase further



Note: Scenario: Starting from 2016, employment growth held constant at the pace observed since 2013, the start-year of the labour market recovery.

Source: Eurostat EU LFS, Eurostat 2015 population projections (baseline), DG EMPL calculations

Click here to download chart.

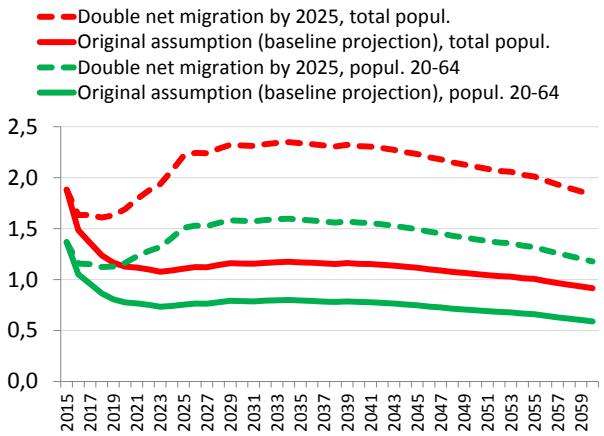
Other Member States are affected to a lesser extent. In particular, countries such as Sweden or Belgium will continue to see their working age population grow. Sweden has seen strong recent employment growth and low unemployment. Supply constraints will slow employment growth in the low-activity scenario only from 2024, but further expansion, albeit at a moderate pace, remains possible, supporting economic growth from the labour supply side. In Belgium, the moderate employment expansion of around 0.9 % every year seen since 2013 can in theory continue at least until 2030 even in the low-activity scenario without touching any limits, given the projected steady increase in the country's working-age population.

For the majority of EU countries and the EU as a whole the upcoming shortages have major policy implications. The illustration above has shown that the declining working-age population will start limiting potential GDP growth from the supply side of the labour market. To demonstrate the extent of the challenge, the entire pressure to keep GDP growth in the EU at around 1.4 % per year is laid on productivity growth only. While the implicit assumption of 1.4 % being necessary to maintain all generations' welfare remains disputable, it is clear that growth will no longer benefit from a demographic dividend so that the pressure on productivity growth will undoubtedly increase. Potential channels to alleviate the pressure are, most importantly, higher migration influxes and higher fertility rates.

([125]) Eurostat's 2015 population projection has incorporated Germany's recent strong inflow of refugees. The 2015 revision foresees a much more favourable outlook for Germany than was the case with the 2013 projections.

4.3. Higher migration may cushion supply-side growth constraints

Chart 2.11
Assuming a doubling of net migration into the EU by 2025



Source: Eurostat 2015 population projections (baseline), DG EMPL calculations (alternative assumption on net migration)

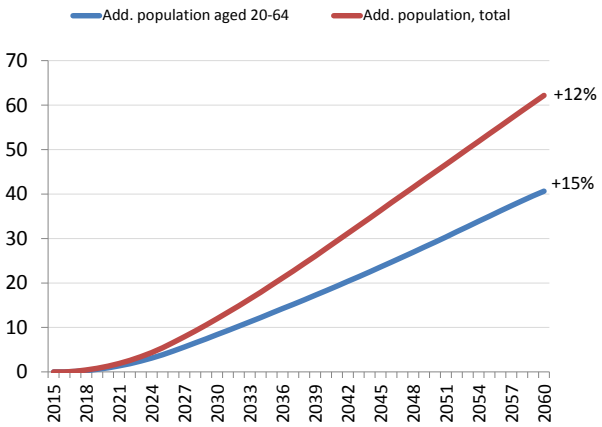
Click here to download chart.

Available population projections include further modest net immigration. The illustrations above use Eurostat's 2015 population baseline projection. Those assume that annual net migration into the EU will decline from its all-time high of 1.9 million people in 2015, down to some 1.1 million by 2020. In the long run, it is assumed to hover around 0.9 to 1.1 million per year until the year 2060, see *Chart 2.11* (solid curves).

No further migration would exacerbate the demographic challenge. Without any further net migration into the EU from now on, the decline of the working-age population would be much stronger than illustrated in *Chart 2.8*above. The working-age population would decline by almost 40 million people over the next 20 years (-13 %) and by more than 80 million people by 2060 (-28 %). That is, the decline would be around twice as fast as assumed in Eurostat's 2015 baseline projections ([126]).

By contrast, higher net immigration would allow growth in the working age population to resume in the medium term. In the EU the increase in the labour force observed in the decade starting in 2000 was to a large extent due to immigration ([127]). This points to the question of what role increasing (net) migration could play in the future to alleviate the projected workforce decline. To demonstrate the impact of higher net migration on potential employment and economic growth within the analytical frame used above, one could assume that the EU's net migration will double in the long run rather than using the original baseline assumption just mentioned, with a 10-year transition period until 2025 ([128]). This alternative assumption implies that by 2060 some 40 million more people of working age would live in the EU, or +15 % more than in Eurostat's original population projection without additional migration: see *Chart 2.12*.

Chart 2.12
Doubling net migration into the EU by 2025
Impact on total and working-age population, million people



Source: Eurostat 2015 population projections (baseline); DG EMPL calculations (alternative assumption on net migration)

Click here to download chart.

On this assumption, the working-age population would start climbing again from the middle of the 2030s. *Chart 2.13* plots the working-age population and potential employment in the higher-migration scenario (right) against the original (baseline) situation shown earlier (left).

Employment growth could thus continue. In the high-activity scenario with higher immigration, employment growth would slow down after reaching the ceiling in 2035 - some five years later than would be the case without additional migration. It would then resume its growth path in parallel with the increasing working-age population. In the low-activity scenario the increase in net migration would happen too slowly to make a sizeable difference in the next 10 years. But in the long run employment growth would be positive.

This would ease the pressure to raise productivity growth. *Box 2.2* demonstrates that such a higher-migration scenario would significantly ease the constraints for upholding economic growth in the future. This is because it would increase annual employment growth by 0.4 percentage points, thereby pulling employment back to positive growth rates by the end of the 2030s (even in the low-activity scenario).

([126]) Such a scenario has not been published yet in the official Eurostat population estimates. It was created by DG EMPL on the basis of Eurostat's age-specific assumptions on migration, fertility and mortality.

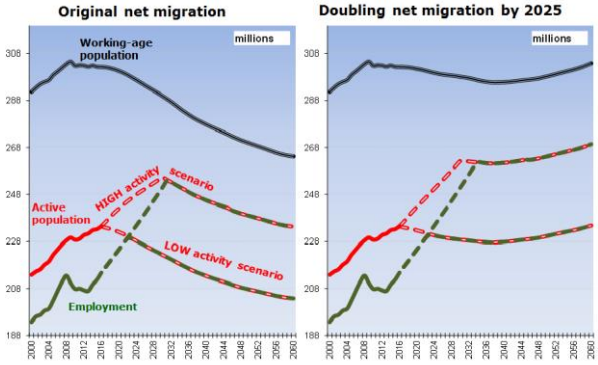
([127]) Lemaître (2014), p. 113, finds that immigrants represented 70 % of the increase in Europe's labour force between 2000 and 2010.

([128]) No such scenario exists in Eurostat's estimates. See previous footnote.

Chart 2.13

Higher net migration may keep employment from declining in the long run.

Doubling net migration into the EU by 2025: Impact on working-age population and employment, EU-28



Source: DG EMPL calculations based on Eurostat 2015 population projections (baseline)

Click here to download chart.

4.4. The benefits of higher fertility

Fertility rates in the EU remain low. Until the turn of the century, the EU's average total fertility rate ([129]) (TFR) for women aged 15 to 49 had been on a declining trend for decades. A variety of reasons have contributed to this trend, including a shift in cultural values towards an increasing emphasis on self-realisation (personal freedom) ([130]). In the western part of the current EU the strongest fertility decline happened during the 1970s, when such cultural change was complemented by newly available means of family planning ([131]). Eastern European countries saw their fertility rates fall most strongly during the 1990s, following high political uncertainty linked to the collapse of socialist regimes ([132]).

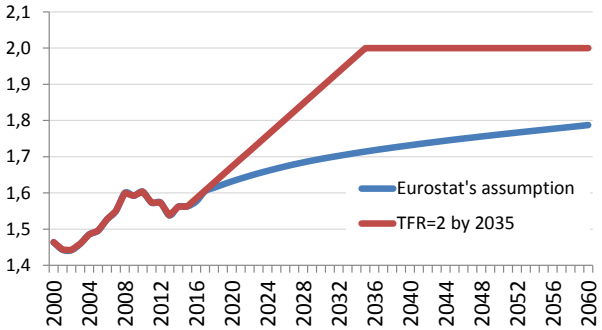
Research on current trends in fertility hints that the overall macro-economic situation could be a driving factor ([133]) for fertility. However, there is evidence from advanced economies that family policies also have an impact. In countries where fertility is higher this may be due to better "[organisation] to provide social support to those who have children" ([134]). Indeed, studies find a positive correlation between the availability of childcare services and flexible working-time arrangements on the one hand and total fertility on the other hand ([135]).

In the light of such findings and in order better to reconcile family life and work (and with the aim of stimulating female labour participation), many Member States have during the last decade stepped up the provision of formal childcare ([136]). While female labour market participation has continued to increase as a result of such policies ([137]), the average total fertility rate has been shifting slightly, from 1.5 to 1.6 children born per woman over the period since the year 2000. Eurostat's baseline demographic projection foresees a further slight increase up to 1.8 by the year 2060, see *Chart 2.14* (blue curve). This assumption is incorporated in the above illustrations for the EU in Section 4.2.

Chart 2.14

Assuming two children per woman by 2035

Assumption applied on the Total Fertility Rate (children per woman)



Source: Source: DG EMPL calculation based on Eurostat 2015 population projections (baseline)

Click here to download chart.

This section explores the implications of higher fertility. The secular decrease in fertility partly reflects lifestyle choices. However, to the extent that it also reflects obstacles to the realisation of people's life projects (see Chapter 3), future policy may have a significant impact on fertility. To illustrate the impact higher fertility could have on labour supply constraints, the (admittedly over-ambitious) assumption is made here that the EU manages, by 2035, to shift the total fertility rate back to 2 children per women, as shown in *Chart 2.14*.

Higher fertility can halt the employment decline, but with a significant time-lag. With fertility only gradually starting to increase above the baseline in 2017, these changes would impact on the working-age population only after 2036. By 2060, the working-age population would be higher by some 11 million people, or +4.2 %, but it would climb further thereafter.

([129]) The total fertility rate is the average number of live births a woman would deliver in her fertile ages (between the age of 15 and 49 years.

([130]) Davies (2013), p. 5.

([131]) All EU-15 countries for which data is available show TFR beyond 2 in 1968. In 1985 all but Ireland were below 2.

([132]) For example, Poland saw its total fertility rate fall from above 2 in 1991 to just 1.3 ten years later.

([133]) Lanzieri (2013), Eurostat 'Statistics in focus' 13/2013.

([134]) Those countries include EU countries France, Belgium, the Netherlands, Ireland, the UK and the Nordic Member States. See McDonald (2007), p. 25.

([135]) See, for example, Sleebos (2003), esp. p. 39, Davies (2013), p. 5.

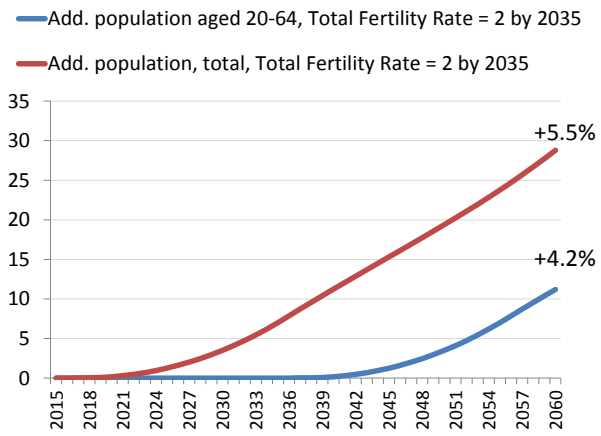
([136]) Platenga and Remery (2015), p. 22.

([137]) Female activity rates in the age group 15-64 has climbed by 8 percentage points since 2000, to 68 % in 2015 (Eurostat series [lfsa_argan]).

Chart 2.15

Total Fertility up to 2 children per woman by 2035: 11 million more people of working-age by 2060

Impact of higher fertility on working-age and total population, EU-28



Source: DG EMPL calculations based on Eurostat 2015 population projections (baseline)

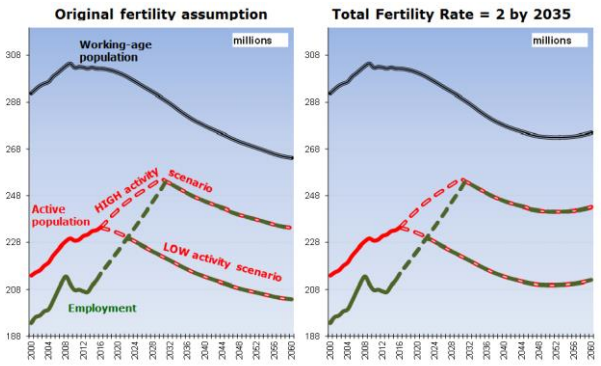
Click here to download chart.

As a result, *Chart 2.16* reveals that higher fertility would only change the outlook for the EU's employment potential after 2036. However, the working-age population would start to rise significantly after 2050, pulling up employment in parallel in both the high and the low-activity scenario (as the employment rate is also assumed to be constant in the high-activity scenario after reaching its maximum).

Chart 2.16

Higher fertility may stop the employment decline in the long run

Achieving a Total Fertility Rate (age 15-49) of 2 children per woman by 2035: Impact on working-age population and employment, EU-28



Source: Eurostat 2015 population projections (baseline) and Eurostat EU LFS, DG EMPL calculations (alternative assumption on fertility)

Click here to download chart.

Higher fertility thus eases the pressure to raise productivity growth in the long run. Higher fertility will strongly impact on employment growth, thereby reducing the pressure to achieve higher productivity growth, as demonstrated in *Box 2.2*. However, it will take two decades for the shift in fertility to start to have an impact on the working-age population. Once it has started, the impact will intensify in the following decades.

4.5. A realistic labour market scenario

To illustrate the range of possible developments and their implications, the analysis has so far relied on two extreme scenarios, based on rather mechanical assumptions about future employment and activity rates. The current section complements that with a more realistic scenario.

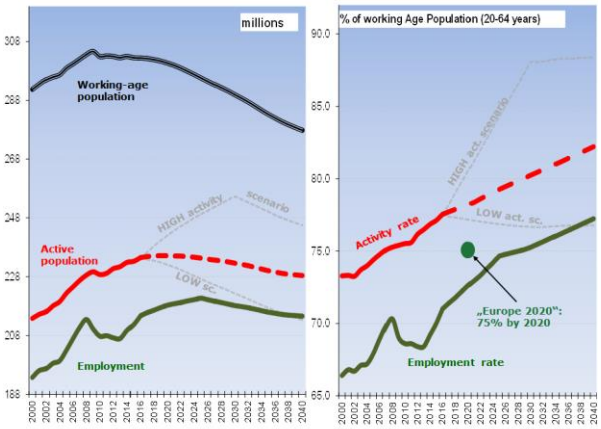
Realistically, the development of the EU's active population is likely to lie between the low and the high-activity scenarios developed above, while employment growth may be lower. Most current projections for medium-term employment growth fall short of the rate of around 1 % per year underlying the scenarios above ([138]). Therefore, the following scenario is based on the current skills demand and supply forecast to 2025 of the European Centre for the Development of Vocational Training (Cedefop). In Cedefop's projection the active population climbs until 2019 and then starts to decrease, pulled down by the declining working-age population - despite continuing increases in activity rates. Employment is projected to rise steadily by some 0.3 % on average per year between 2015 and 2025 ([139]).

In addition to these projections, it is assumed that after 2025 the EU's activity rate will continue to increase at the same pace as between 2015 and 2025. In line with Cedefop, it is assumed that the proportion of unemployed in the working-age population will fall back to its 2008 level (some 5 %) by 2030 ([140]) and then remain at this low level.

Chart 2.17

Intermediate assumptions on activity

Employment and activity, following CEDEFOP



Source: DG EMPL calculations based on Eurostat 2015 population projections (baseline) and Eurostat EU LFS; CEDEFOP

Click here to download chart.

([138]) This was the reference point in the scenarios above as such a pace would allow for reaching the Europe 2020 target of a 75 % employment rate by 2020.

([139]) See http://www.cedefop.europa.eu/en/events-and-projects/projects/forecasting-skill-demand-and-supply/data-visualisations.

([140]) CEDEFOP (2016), p. 7. This would correspond to an unemployment rate (unemployed as percentage of active population) of 6.6 %.

Box 2.2: Productivity growth may have to double, but higher fertility and migration may help.

In the past, roughly half of the EU's GDP growth came from productivity growth. To demonstrate how the shrinking working-age population could impact on economic growth, *Chart 1* shows annual average GDP growth (blue) and its two underlying components: employment growth (green) and productivity growth (orange). In the past, before the crisis struck, the EU's real GDP grew by a long-term average of almost 2 % per year. During the crisis, GDP growth collapsed, mainly due to falling employment ([1]). Since 2013, however, annual GDP growth has come back to almost 2 % GDP growth per year, roughly half of which comes from each of the two sources: employment and productivity growth ([2]).

EU productivity growth would have to accelerate to sustain economic growth. The blue curve in *Chart 1* depicts GDP growth. It is assumed that, starting from today, the annual average GDP growth until 2040 will be lower than the recent performance of 1.4 % per year. This growth performance corresponds to the assumption made in the 2015 Ageing Report by the Commission and the Economic Policy Committee for the period until 2060 (baseline scenario). The green graph shows the annual rate of change of employment.

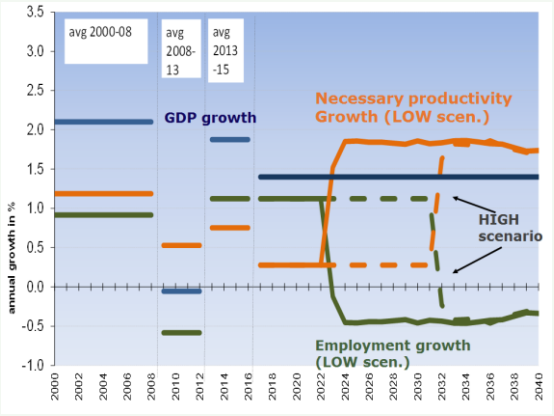
Employment would decline sooner or later. For the future, *Chart 1* assumes the two employment growth scenarios developed in section 4..2. Given the labour supply restrictions, employment would start declining from 2022 in the 'low scenario'. That is, employment growth would turn negative in the low-activity scenario. In the 'high scenario' (dotted line) this would happen 10 years later. GDP growth is the sum of employment and productivity growth. Hence, if GDP growth were to be sustained at 1.4 % per year, the EU's productivity growth (orange curve) would have to compensate for the decline in employment growth.

Productivity growth would then be the engine of GDP growth. Maintaining an average GDP growth path of 1.4 % for the EU in the future would in fact require roughly doubling the contribution from productivity growth ([3]) relative to what was observed in the recent past. This situation would become a reality sooner (after 2022 in the low activity scenario) or later (after 2032 in the high activity scenario). ([4])

Chart 1

EU to double productivity growth sooner or later

GDP growth, employment growth, necessary productivity growth, EU-28



Source: Peschner/Fotakis (2013). Data source: Eurostat EU-LFS, Eurostat 2015 population projections (baseline), DG EMPL calculation

The requirements in terms of future productivity growth needs are in line with Commission analysis of long-term growth trends. The 2015 Ageing Report assumes that growth will come entirely from productivity (+1.4% per year), the contribution of labour input (which includes the number of hours worked) being negative. Such scenario is very close to the low activity scenario if one looks at the period until 2040([5]) (+1.4% p. a. necessary productivity growth). In the high scenario, average productivity requirements are much lower (+0.8%). The finding of significant progress to be made on future productivity growth is also in line with the latest Commission projections that see potential GDP grow by 1.2 % per year in the EU until 2026, but all of this coming from productivity growth.

Higher migration would ease the pressure to raise productivity growth. The scenario of doubling net migration (gradually until 2025) as developed in Section 4.3 would have a positive impact on employment growth. The pressure on higher productivity growth would remain substantial at least in the medium term. In the long run the impact of higher net migration would shift employment growth up by 0.4 percentage points

([1]) The employment decline was a result of labour shedding at the extensive margin, i.e., due to job losses following the demand slump.

([2]) (Labour) productivity is being measured here as GDP per employed person. In this definition it is the sum over the contributions from total factor productivity, capital accumulation, and hours worked per worker.

([3]) Productivity growth here is the sum of the contributions from total factor productivity and capital accumulation.

([4]) This thought experiment may suggest that policies first try to keep employment growing for as long as possible and then accelerate productivity growth. In reality these two policy strands would coincide as they are complementary to each other. Investing in people's qualifications will generate higher employment and improve their productivity.

([5]) Growth rates do not differ in the two scenarios as from the middle of the 2030s, see Chart 1. Hence, extending the horizon up to 2060 would make little sense.

(Continued on the next page)

Box (continued)

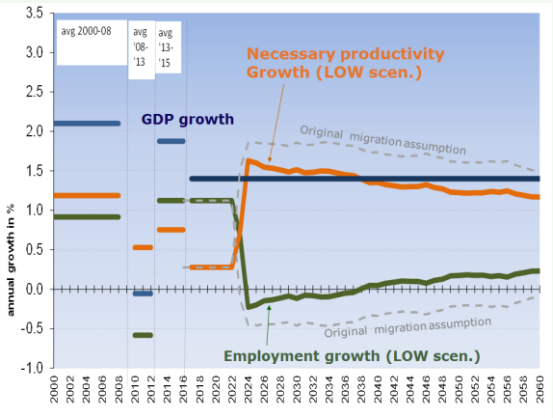
every year (see *Chart 2* for the low-activity scenario). The necessary productivity growth would decline correspondingly.

Higher fertility would ease the pressure – in the long run. Section 4.4 has developed a scenario that assumes a gradual shift in the total fertility rate (TFR) to 2 children per woman aged 15 to 49 years, by the year 2035, up from today's 1.6. That is, it is assumed that fertility increases much faster than assumed in Eurostat's baseline assumption that is incorporated in the growth scenario of *Chart 1* ([6]). Such a high-fertility scenario would start making a difference in 20 years. In the very long run it would reduce the required productivity growth significantly. The productivity growth rate necessary in 2060 to achieve a 1.4 % GDP growth path would decline from 1.5 % to 1.2 % in both ([7]) activity scenarios (*Chart 3*). It would continue to decline after 2060.

Chart 2

Higher net migration may ease the pressure on productivity growth by keeping employment from falling in the long term.

Employment growth, necessary productivity growth to achieve 1.4 % GDP growth per year, EU-28



Note: Scenario: Doubling net migration by 2025 Source: Source: DG EMPL calculations based on Eurostat 2015 population projections and EU LFS

Source: DG EMPL calculations based on Eurostat 2015 population projections (baseline) and Eurostat EU LFS

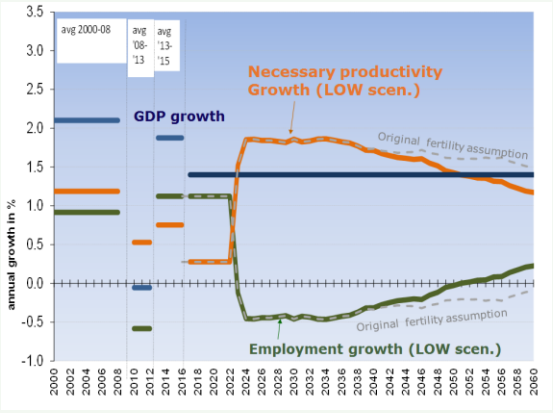
([6]) Eurostat's assumption incorporates a shift of TFR to only 1.8 by 2060.

([7]) The rate of employment decline is the same in both scenarios after 2032 after employment in the high scenario will have reached its maximum. From then on, employment will decline in parallel to working-age population in both scenarios.

Chart 3

Accelerating growth in fertility will make a difference - in 20 years

Employment growth, necessary productivity growth to achieve 1.4 % GDP growth per year, EU-28



Note: Shifting total fertility to 2 children per women by 2035 - compared to 1.8 by 2060 (starting from 1.6 today).

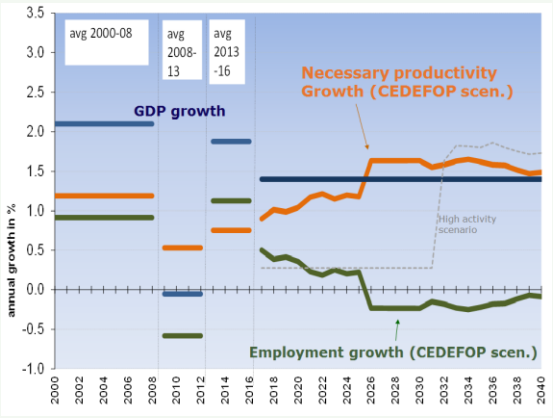
Source: DG EMPL calculations based on Eurostat 2015 population projections (baseline) and Eurostat EU LFS

Lower employment growth today will increase the pressure on productivity already now. Obviously, the less ambitious the EU will be in terms of employment growth in the near future, the longer it will take until employment growth will reach its limits. This would lower the pressure on productivity growth in the further future but aggravates it today. Following Cedefop one could assumes employment to grow much more slowly from now on, by only 0.3 % per year until 2025 – as in the scenario developed in section 2.3.5. With employment growth much lower now the pressure on higher productivity growth would start already now (see *Chart 4*).

Chart 4

A realistic labour market scenario (Cedefop)

Employment growth, necessary productivity growth to achieve 1.4 % GDP growth per year, EU-28

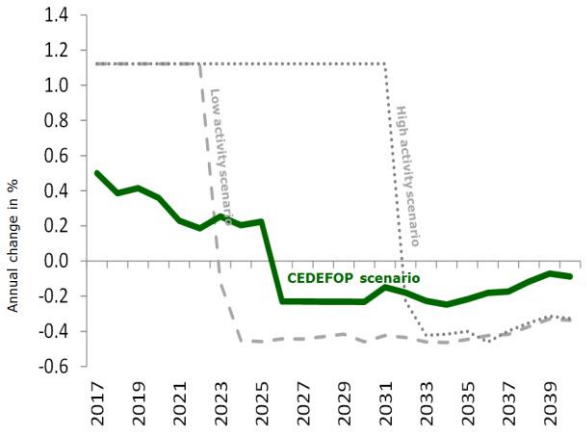


Source: Source: DG EMPL calculations based on Eurostat 2015 population projections (baseline) and Eurostat EU LFS; CEDEFOP

Chart 2.17 reflects this scenario. It shows that the EU's employment rate would increase continuously up to 77 % by 2040. This implicitly (and realistically) assumes that unemployment decreases gradually until 2030. After 2030, the unemployment *ratio* ([141]) is assumed not to fall any further, implying that an increasing percentage of people are recruited from the inactive population. Employment would increase, in absolute terms, at a moderate pace until 2030 and then be pulled down in parallel to the decline in the active population, with the proportion of unemployed people remaining stable in the long run.

Pressure on productivity growth would be somewhat less pronounced in the long run in this scenario. *Chart 2.18* shows the imputed annual employment growth. In the near future Cedefop assumes employment grows much more slowly than was the case in both scenarios developed above. In contrast, employment growth in the long run will be higher (i.e. employment will decrease more slowly) because the scenario still allows for further increasing employment rates ([142]). Thus, the pressure to generate higher productivity growth would obviously be lower in the long run compared with the scenarios discussed above.

Chart 2.18
Annual employment growth in %, compared to the high and the low- activity scenario



Source: DG EMPL calculations based on Eurostat 2015 population projections (baseline) and Eurostat EU LFS; CEDEFOP

Click here to download chart.

The pressure to generate higher productivity growth would not disappear but be distributed differently across time. Today's lower employment growth would already require significantly higher productivity growth before 2020. *Box 2.2* demonstrates that sustaining the reference 1.4 % GDP growth path from now on would require much higher productivity growth before 2020 than was the case in the high-activity scenario above. This further underlines the importance of supporting labour market performance in the face of population ageing to buy time for the necessary investments supporting productivity growth, with a view to sustaining economic growth benefiting all generations.

4.6. Increasing the effective retirement age will make an important contribution in the medium term

The age group 65+ has increasingly gained policy attention. The above analysis considered as working-age population those aged 20 - 64. This definition has been chosen by reference to the 'Europe 2020' employment target, which is to achieve an employment rate of 75 % in the EU by 2020 for that particular age group. However, those just over the age of 65 have been increasingly at the centre of policy attention; some Member States have undertaken labour market reforms and shifted the statutory retirement age beyond 65 to increase activity in this part of the workforce, even if many of these reforms affect future pensioners only ([143]). Today, the employment rate of those aged 65 to 69 years is still only 12 %, up from 9 % in 2000.

The current labour market recovery has started reaching 65-69 year-olds. While starting from a low base, recent growth in employment in the age group from 65 to 69 has been pronounced: 6 % p.a. on average since the labour market recovery started in 2013, compared with only 1.1 % for the overall working age population (aged 20-64).

But there is significant scope for making the 65-69 age group even more active in the workforce. To show the effect of longer working lives on employment growth, this section revisits one of the core assumptions included in the high-activity scenario developed in section 4.2 above, namely: gradually increasing activity rates for older workers by 18 pps during a transition period between now and 2030 ([144]). It extends this assumption to the age group 65-69. This implies more than a doubling of this age group's activity rate, to 30 % by 2030. 'Older workers' for the purposes of this section are therefore those aged 55 to 69 . Correspondingly, the definition of working-age population is extended to include people aged from 20 to 69.

([141]) The unemployment ratio is here defined as the number of unemployed aged between 20 and 64 years, relative to the population of the same age.

([142]) In both the high and the low activity scenario above, employment will reach the limit of active population sooner (low scenario) or later (high scenario). From then on, further increases in the activity and employment rates will no longer be possible.

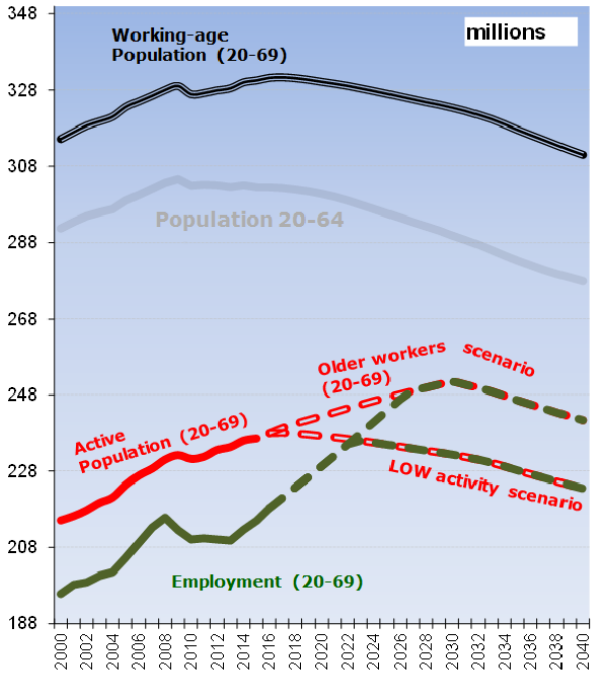
([143]) See Chapter 4.

([144]) Section 4.2 assumed a strong increase in the activity rate of older workers, there defined as aged 55 to 64 , by another 18 pps until 2030 (to 75 %) – repeating during the next 15 years the same increase as the EU has seen during the past 15 years.

Chart 2.19

By working longer, the EU will gain more time for implementing productivity-enhancing reforms.

Working-age population (aged 20-69) , active population and employment after increasing the activity rate (55-69) by 18 pps by 2030 (older workers scenario), EU-28



Source: DG EMPL calcuations based on Eurostat 2015 population projections (baseline) and Eurostat EU LFS

Click here to download chart.

Working longer will increase the workforce significantly. *Chart 2.19* shows that, in the older workers scenario, after 2030 the working-age population would have increased by some 18 million people (or 6 %), compared with the low-activity scenario, which assumes no increase in age-specific activity rates. This increase is hence significantly higher (by 6 million people) than was the case in *Chart 2.8* above which did not include 65 to 69 year-olds in the working-age population.

Working longer will allow for higher employment growth during the transition period. Employment growth could continue at the rate recently observed, 1.3 % per year ([145]), until 2026 (i.e. for four more years than in the low-activity scenario) and remain positive until 2030. The pressure to generate higher productivity growth would not disappear in the long run, but it would be significantly reduced in the medium run. The EU would gain more time to implement productivity-enhancing reforms for the period after 2030.

4.7. The potential contribution of extending hours worked

Increasing employment rates have supported growth while the decline in hours worked has dampened it. The demographic dividend that contributed to employment growth in recent decades, up to 2010, came from higher headcount employment associated with the increasing working-age population. However, in order to measure the total labour contribution to economic growth it is important also to look at hours worked per worker. The trend here has clearly been downwards in countries where data is available ([146]). The positive contribution of the rate of employment growth to economic growth (the demographic dividend) was dampened by the negative growth contribution of average hours worked per employee.

Therefore, reversing the trend of declining hours may help sustain growth in the future in the face of the demographic challenge. It would help to underpin productivity as the main engine of growth (in the above analysis, productivity was simply defined as GDP per person employed and would thus be raised by longer hours worked per employed person ([147])). There may be scope for raising hours worked. For instance, today more than one in four people working part-time in the EU do so involuntarily. One option to slow down the trend towards declining hours would thus be to reduce that proportion.

However, the corresponding boost to growth is likely to be limited. It is questionable whether the overall trend towards declining number of hours worked per employed person could or should be reversed. First, it is the result of "gradual but fundamental changes in the world of work which have been taking place in recent decades. These include higher proportions of women and older workers in the workforce, new types of labour contracts, technical innovations and the increasing significance of part-time work. Many of these changes have been beneficial for the quality of work, flexibility and higher [hourly] productivity" ([148]). Secondly, a reversal of these trends would be counter-productive to the extent that it could impact negatively on the number of people in employment, thereby dampening the growth of total labour input. Indeed, higher part-time employment has contributed to the strong increase in older workers' and female employment.

5. CONCLUSIONS

After decades of improving living standards, there are concerns that today's young Europeans may end up less well off than their parents. During the downturn, the incomes of older people were relatively well protected, whereas (young) adults

([145]) This compares with the annual average 1.1 % observed for 20 to 64 year-olds that was used in the scenarios above.

([146]) See the annual hours worked per person employed in the Commission's AMECO database. For the EU-15 there was a decline of yearly working hours by almost 110 (more than -6 %) over the last 20 years. http://ec.europa.eu/economy_finance/ameco/user/serie/ResultSerie.cfm.

([147]) To that extent measuring labour productivity per hour worked provides a better picture of productivity developments in the economy than labour productivity per person employed, as it eliminates differences in the full time/part time composition of the workforce across countries and years (Eurostat 2017).

([148]) Peschner and Fotakis (2013), p. 24.

appear to have been particularly exposed to the impact of the crisis. In a context of constrained public budgets, pensions and healthcare represent a growing share of public expenditure.

It is not yet clear what role the crisis plays in explaining the recent change, particularly as the relative decline of the income of young adults had already started before the crisis. It remains to be seen how the crisis and structural changes in the economy will ultimately affect young people. This will depend to a large extent on their labour market and educational performance in the years to come and on the impact of policies that have been refocused from income redistribution towards investment in enabling services.

Demographics may bring increasing scarcities, limiting economic growth and complicating the distribution of its fruits between generations. Intergenerational fairness is not only a question of how fairly a given level of GDP is distributed among young and old. Lower GDP growth means that fewer resources are available for distribution across all generations, both young and old. It will hence make distribution from one group in society to another more controversial. In other words: growth limits will affect the resources available to all future generations and will thus further complicate the task of achieving inter-generational fairness.

Pressure for productivity growth will intensify. Before the crisis, the EU had seen its GDP grow by around 2 % per year as a long-term average. Without more immigration and/or higher fertility than assumed in Eurostat's 2015 population projection, productivity growth would have to double after 2030, compared with its long-term average, for the EU to keep an annual growth of close to 1½ % per year in the future – the rate assumed in the Commission's 2015 Ageing Report. This would have to happen even under very optimistic assumptions on labour market participation, especially of women and older workers. The decline of the EU's total population will start only after 2046. Only after that year will the situation slowly start to become less pressing as a given level of GDP will be distributed to fewer people.

Engaging more people actively in the labour market will make an important difference in the medium term. Today almost 30 % of people aged 20 to 64 are not in employment: 7% are searching for employment but 23 % - the inactive - are not. The EU can no longer afford so many inactive people. Engaging those people actively in the labour market - by reducing the gender employment gap, by further educational progress and by extending working lives (including beyond the age of 65) - would gain the EU more time in the medium term to implement the productivity-enhancing reforms that will be needed to maintain growth in the long term. This is all the more true as the potential boost from increasing working hours is likely to be limited.

Realistically, inducing efficient immigration management and higher fertility are one way to alleviate the strains. Increasing fertility would make a contribution towards easing the pressure sustainably. However, even assuming a strong increase in fertility starting now, its positive effect would not materialise before the mid-2030s. Higher migration would have an immediate effect on potential labour supply. Even if it is unlikely to keep employment growth from slowing down, it will enable it to remain positive if combined with successful integration policies.

But productivity-enhancing reforms will inevitably gain more policy attention. The declining workforce and the unavoidable pressure to generate higher productivity growth will increasingly call for the development of skills and better education, combined with measures to improve the business environment. Extensive analysis by the European Commission has shown the effectiveness of such investment in human capital in achieving both higher employment *and* higher productivity ([149]). These policies trigger capital accumulation and increase the complementarity between labour and other production factors via upskilling and reskilling. At the same time they speed up technological progress by increasing the workforce's innovative capacity. Instead of trying to achieve higher productivity growth only through capital deepening and through rationalisation, human capital investment policies put the quality of labour at the forefront of policy action. Such re-thinking of productivity-enhancing policy will be even more important as an ageing workforce may find it more difficult to generate higher productivity growth ([150]).

The expectation of higher living standards over the life cycle and across generations is increasingly challenged. While the welfare position of today's older people is still favourable, this could be challenged in future decades because of the new scarcities and younger people are already experiencing situations that are less favourable than those experienced some decades ago. It is therefore important to identify evolving inequalities and underlying structural factors with a view to deciding where policy change is needed. Chapter 4 will explicitly consider the distribution of resources across generations, focusing on how today's young cohorts and those not yet born will be affected by the demographic change and by policies that address this challenge.

([149]) For example: Peschner and Fotakis (2013), Sec. 4.2, European Commission (2013), Chapter 1.6, European Commission (2014), Chapter 2.4.

([150]) Aiyar et al (2016).

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CHAPTER 3

Working lives: the foundation of prosperity for all generations

1. INTRODUCTION ([151])

The labour market in the EU has been undergoing considerable change. Some of these changing realities have been due to the crisis and are likely to fade as the economic recovery continues, while other changes are more of a structural nature and are hence more long-term in impact. Indeed, whether the EU can tackle poverty and increase prosperity for all will depend strongly on how well the EU manages to ensure that the working-age population has good quality and well-paid jobs and its productivity is fully used and developed. This in particular concerns the younger working age population who have not only inherited a more precarious labour market with more non-standard and low paid work, but who have also felt this change more than prime-age and older people in terms of implications for their lives. The European Commission White Paper on the Future of Europe (March 2017) stressed that the younger generation are particularly at risk of having worse outcomes and fewer opportunities than their parents due to generational inequality. These elements are at the core of the European Pillar of Social Rights (April 2017) ([152]).

Enabling people to be active in the labour market fully using their skills and realising their potential aligns interests across the generations. It is of key importance for working age people. At the same time, the income they produce sustains social protection systems and thus facilitates intergenerational solidarity which benefits older people and children. This chapter therefore examines the challenges to enabling the working-age population to be productively employed, with a particular focus on intergenerational fairness among the different working age groups. Notably, it takes stock of the labour market-related problems younger generations are facing today. These include access to and outcomes in the labour market, the implications of fragmented working careers and atypical or precarious employment (including low wages and the role of new forms of work).

The analysis focuses on three working age groups: younger, prime-age and older people. Younger people are here defined as those aged 25 to 39 years; those aged 40 to 54 years old are referred to as prime-age people; and older people are defined as those aged 55 to 64. Young people below 25 are not included because this is an unstable group from a labour market perspective: they may be in full-time education and training or may combine studying and working and their labour market condition may be transitory. In addition, the young frequently rely on (or complement their income with) educational allowances and/or household transfers.

([151]) This chapter was written by Alessia Fulvimari, Giuseppe Piroli, Filip Tanay and Anneleen Vandeplas, with contributions from Katarina Jaksic, Eric Meyermans and Tim Van Rie.

([152]) The European Pillar of Social Rights was launched by President Junker on 26 April 2017. The package of the European Pillar of Social Rights includes different elements: a 'chapeau' communication; a Commission recommendation with 20 principles; an identical draft for a Joint Proclamation of Parliament, Council and Commission; short fiches on each principle; a scoreboard showing progress on employment and social indicators; and a consultation report. The European Pillar of Social Rights is accompanied by ongoing initiatives on Work-life Balance, Access to Social Protection, the Written Statement Directive and Working Time Directive. Other elements include the "Investing in Children Recommendation" and the "Active Inclusion Recommendation".

The generational comparisons across the chapter consider three dimensions: comparisons of age groups at a given point in time (e.g. 25-39 vs. 40-64 in a given year); comparison of cohorts (e.g. the 25-39 age group in 2015 vs. 2005/2007); and intergenerational mobility (the impact of parental background on educational and skills attainment).

These comparisons are used to analyse whether today's working-age population, in particular younger workers, are worse off than younger workers who came before them. To understand better whether this implies issues of intergenerational fairness, the chapter also analyses whether the prime-age and older workers are equally worse off as their peers one or two decades ago. In this context, it also looks at whether these socioeconomic changes are structural or temporary/cyclical.

Focusing first on labour market developments, the chapter analyses the challenges that have arisen over the last two decades and how they have been borne by the different age groups. Secondly, the analysis turns to the observed social implications of the labour market's age divide. Finally, it turns to education and examines the developments in educational and skills attainment over time, the link between education and employment outcomes and the impact of parental background on education and skills outcomes.

2. THE GENERATIONAL DIVIDE IN THE LABOUR MARKET

2.1. Developments in employment and unemployment

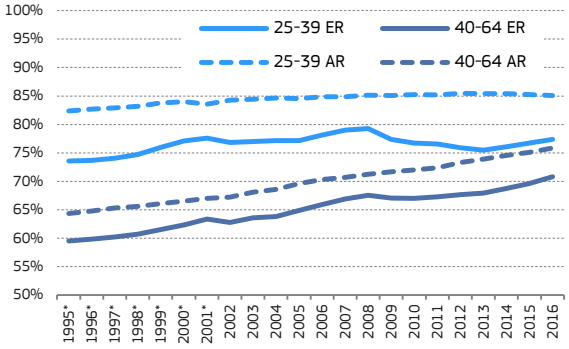
Younger workers today have employment and labour market participation rates broadly similar to those of previous cohorts. Comparing at EU level the performance of cohorts of younger workers aged 25-39 over time, their employment rate in 2016 was only slightly higher than that of the same cohort in 1995 (77 % vs. 74 %) and no different from that observed in 2005 (*Chart 3.1*). While the crisis has thus reversed some of the earlier progress, it did not have an impact on younger workers' activity rate for the EU as a whole.

On the other hand, prime-age and older workers (40-64) have seen their labour market outcomes improve considerably over time. Both their employment and activity rates have been steadily increasing in the last two decades (*Chart 3.1*). The recession of the early 2000s and crisis of 2008 did have a slight negative impact on their employment rates but they were nonetheless quite resilient, with falls of at most half a percentage point in the first year, respectively. This positive development has been attributed in great part to their increased labour market participation stemming from reduced pathways to early retirement ([153]). Disaggregating the 40-64 age group confirms this conclusion: the 40-54 age group have outcomes almost identical to the 25-39 age group, whereas the strong employment and labour market participation increase is mainly attributable to the 55-64 age group.

Chart 3.1

Employment: slight improvement and stagnation for younger workers, but major improvement for older ones

Employment and activity rates across age groups, 1995-2001 (EU-15) and 2002-2016 (EU-28)



Note: ER stands for employment rate and AR for activity rate. *Data for 1995-2001 period is for EU-15 and EU-28 for the 2002-2015 period.

Source: Own calculations based on EU-LFS.

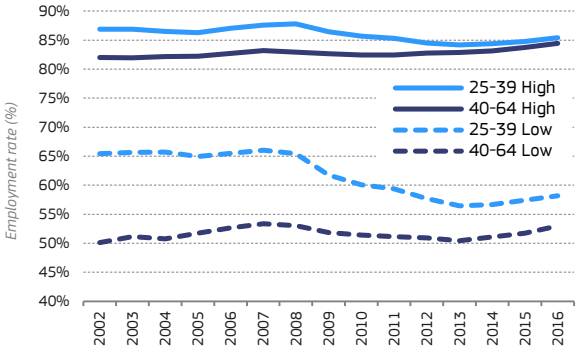
Click here to download chart.

The crisis hit younger workers more than older ones, particularly the younger low-skilled. Education levels allow further analysis of intergenerational developments in employment. Looking at the highly educated (university level) and the low-educated (below upper secondary school), shows that the employment chances of younger workers, unlike those of the older ones, were worse in 2015 than they were ten or more years ago (*Chart 3.2*). The employment rate of low-educated younger workers, after a period of relative stability before 2008, fell the most during the crisis (from 66.0 % in 2007 to 56.4 % in 2013).

Chart 3.2

Low-educated younger workers much more impacted by the crisis than older workers

Employment rate by age and education level, EU-28, 2002-2016



Note: Highly educated people are defined as those having the highest level of qualification equal to or above tertiary education level (ISCED 5–8); medium educated are defined as those who have finished upper secondary and post-secondary non-tertiary education (ISCED 3 to 4) and low educated are defined as those who have finished up to lower secondary school level (ISCED 0-2).

Source: Own calculations based on EU-LFS.

Click here to download chart.

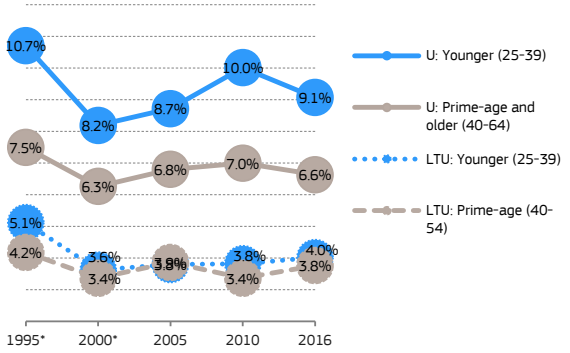
([153]) European Commission (2015a)

After a reduction in the 1990s, the unemployment gap between the younger and prime-age and older workers increased again in the context of the crisis. In 2005 the unemployment rate for younger workers stood at 8.7 % (*Chart 3.3*), 1.9 percentage points (pps) higher than that for prime-age and older workers (6.8 %). This gap increased to 2.4 pps in 2016 (which was lower, however, than the 3.5 pps peak in the gap observed in 2013). This increase was in large part due to the crisis, which is when the gap between the two age groups widened. This unemployment gap persists across all levels of education and is particularly pronounced for the low-educated (6.4 pps gap; 20 % vs. 13 % in 2016).

Chart 3.3

After some convergence, the unemployment gap between younger and older people increased during the crisis

Unemployment and long-term unemployment (12+ months) rates across age groups, 1995-2000 (EU-15) and 2005-2016 (EU-28)



Note: U stands for unemployment rate and LTU stands for long-term unemployment rate (those unemployed for 12 months or longer). *Data for 1995 and 2000 is for EU-15 and EU-28 for the 2005-2015 period.

Source: Own calculations based on EU-LFS.

Click here to download chart.

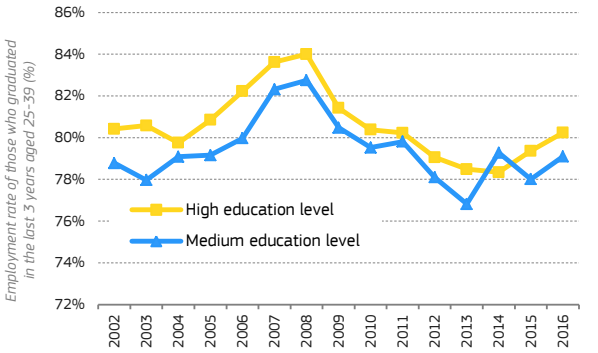
Once in unemployment, it takes younger workers somewhat longer to find a job: i.e. they are slightly more likely to be long-term unemployed than prime-age and older workers (4.0 % vs. 3.8 % in 2016). This is partly because they are more likely to be employed on temporary contracts ([154]): workers on temporary contracts are five times more likely than those on permanent contracts to transition to unemployment (9.9 % vs. 1.8 % in 2015 ([155])). However, this gap is not as substantial as the overall unemployment gap, although it has widened during the crisis. This finding of overall larger unemployment age gaps compared with the beginning of the century is particularly worrying, as these poor employment prospects for younger people after the crisis are likely to have had a negative impact on their economic independence and capacity for household formation ([156]).

Finding a job after graduation has become harder. School-to-work transitions in the first three years after graduation fell substantially during the crisis. In particular, 83.7 % of those who graduated within the preceding 1-3 years had found employment in 2008 in the EU-28, compared with 78.1 % of those in the same situation in 2013 (*Chart 3.4*). The employment rate of these recent graduates has risen with the economic recovery, reaching 80.0 % in 2016 at EU-28 level. Upper secondary school graduates continue to have employment success below that of university graduates, but not by much. Data from 2014 and 2015 also indicate that upper secondary school graduates with vocational education fare more than 10 pps better than their peers with general education ([157]).

Chart 3.4

Employment chances of recent graduates improving but still lower than for previous generations

Employment rate of younger workers (25-39) who graduated within the last 1-3 years



Note: Highly educated people are defined as those having the highest level of qualification equal to or above tertiary education level (ISCED 5–8) and medium educated are defined as those who have finished upper secondary and post-secondary non-tertiary education (ISCED 3 to 4). Non-responses to education level question are not included. *Data missing for the Czech Republic in 2004 and 2005, for France and the Netherlands in 2002 and for Croatia in 2002 and 2003.

Source: Own calculations based on EU-LFS.

Click here to download chart.

Recent young graduates today face more difficulties in finding a job than a decade ago in more than half of the Member States. This is true in 17 Member States (*Chart 3.5*). In Bulgaria, Slovenia, and Cyprus the employment rate of recent graduates was over 10 pps lower in 2016 than in 2005. Conversely, recent young graduates in Lithuania, Sweden, Poland and Germany now have considerably better employment outcomes than the 2005 cohort of graduates.

([154]) See Section 2.3 below for further details.

([155]) Based on EU-SILC data for EU-28 [ilc_lvhl32].

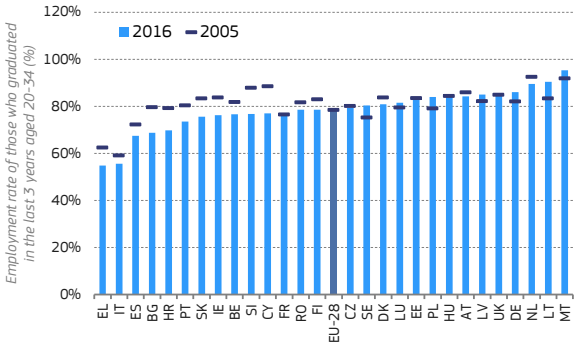
([156]) For further information on this see Section 4.

([157]) See for example Eurostat data [edat_lfse_24] on 20-34-year olds who graduated between 1 and 3 years before the reference year.

Chart 3.5

Finding employment is still more difficult for recent graduates than before in many Member States

Employment rate of younger workers (25-39) with medium and high education levels who graduated within the last 1-3 years



Note: Highly educated people are defined as those having the highest level of qualification equal to or above tertiary education level (ISCED 5–8) and medium educated are defined as those who have finished upper secondary and post-secondary non-tertiary education (ISCED 3 to 4). Non-responses to education level question are not included. *2006 value used for Czech Republic due to no data in 2005.

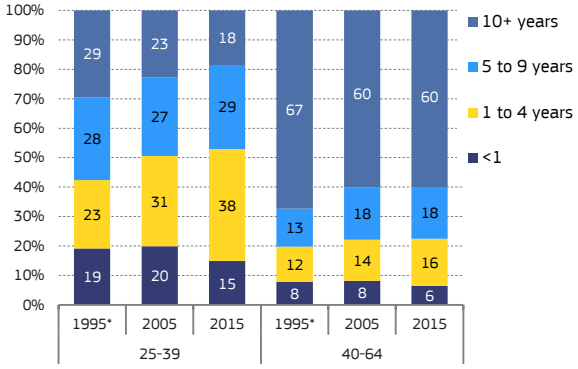
Source: Own calculations based on EU-LFS.

Click here to download chart.

Chart 3.6

Workers stay less long in the same company

Length of time people have been employed in a company by age and duration, 1995* (EU-15), 2005 (EU-28) and 2015 (EU-28)



Note: EU-28 weighted average used for 2005 and 2015 and EU-15 used for 1995. The trends observed hold even if only looking at the EU-15 across time. Based on answer provided to question 17 of the European Working Conditions Survey: "How many years have you been in your company or organisation?".

Source: European Working Conditions Survey

Click here to download chart.

Being employed by the same firm for longer than 10 years has become less frequent, especially for younger workers, signalling greater dynamism and insecurity. The proportion of younger workers (25-39) working for the same company for longer than 10 years fell by 11 pps between 1995 (29.5 %) and 2015 (18.5 %); among prime-age and older workers (40-64) the fall was only 7 pps (from 67 % to 60 %, *Chart 3.6*) ([158]). The falling proportion of workers staying in a company for 10 years or longer across all age groups over the last two decades signals a structural change in the functioning of the labour market that sees workers changing employment more often. This is consistent with previous findings showing falling job tenures between 2002 and 2012 when controlling for demographic factors ([159]). (The proportion of workers staying in a company for 1-4 years has grown across all age groups over time.) Although the length of time spent working with the same company is very much linked with a worker's age, the strong trend towards shorter employment spells, in particular for the younger workers, may mean that working for a company for 5 years or longer may become a rarity in the labour market to come. The New Skills Agenda for Europe ([160]) and Council Recommendation on "Upskilling Pathways" ([161]) recognise this change in the labour market and hence propose actions to, among other things, upskill the low-skilled and equip people with the new skills that are needed to ensure that they can find quality jobs when they need them.

([158]) Interestingly, the newer generation of younger workers is also less likely to be employed in the same company for less than a year (23.6% vs. 31.7%).

([159]) Eurofound (2015b).

([160]) A New Skills Agenda for Europe – COM(2016) 381 final.

([161]) Council Recommendation of 19 December 2016 on Upskilling Pathways: New Opportunities for Adults (2016/C 484/01).

2.2. Overqualification

Overqualification implies the inefficient utilisation of qualifications, skills and knowledge in a given workforce. It commonly refers to people with a tertiary level of education who are working in occupations for which tertiary education is not considered necessary. It estimates the amount of qualifications, skills and knowledge in a given workforce that are being underutilised and could be put to better use, especially if there are employers who are struggling to find highly skilled workers. On an individual level, overqualified workers tend to earn more than others in the same job ([162]), which may indicate that their productivity is higher than that of workers whose skills match those required by the job. However, on a macro level, analysing the extent of overqualification among the workforce is important to make sure that their skills and knowledge are being used to their full potential and where they are needed. This issue also has intergenerational implications, given the need to make full use of the available human resources in the face of an ageing population to secure the sustainability of social security systems embodying intergenerational fairness and solidarity in society ([163]).

Measuring overqualification is not a straightforward exercise. The mismatch between the skills of the worker and those required by the job can be vertical (e.g. an economics graduate working as a cashier in a supermarket) and/or horizontal (e.g. an economics graduate working as a biology teacher). Moreover, there are many ways of measuring overqualification of which two are applied in this chapter: the subjective approach (by asking a person whether they feel they are overqualified for the job they do) or the simplified taxonomy approach comparing the workers' qualification level with their

([162]) Buechel (2000); Kampelmann (2012).

([163]) See Chapter 1 for details.

occupation ([164]). The measurement in this chapter denotes overqualification primarily as a vertical skills mismatch that compares the education level of a person with their occupation.

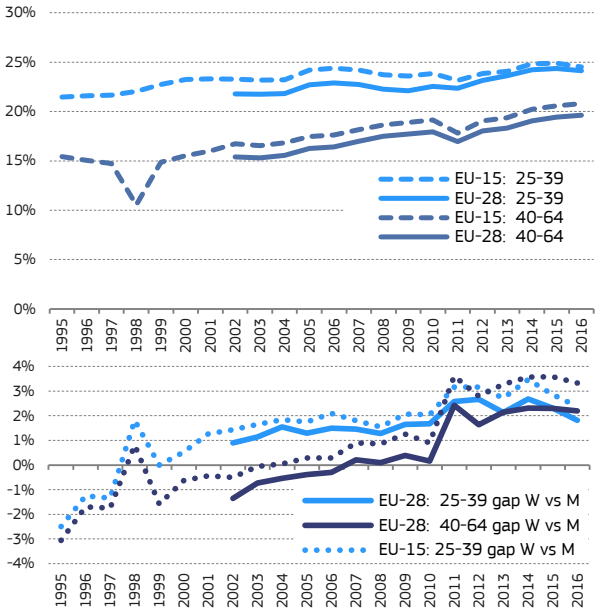
Overqualification has moderately increased in the EU over the last two decades. In the EU-15 in 1995 there were 2.8 million younger workers and 1.9 million prime-age and older workers who were highly qualified but working in occupations for which tertiary education is considered not to be required ([165]). In 2016 this number had grown to 6.1 million and 6.8 million respectively. In the EU-28, it increased by 2.1 million for younger workers between 2005 and 2016 and by 3.5 million for prime-age and older workers.

Younger workers are still comparatively more often overqualified than other age groups, but there has been some convergence. Newer cohorts of the younger workforce are more overqualified than those a decade before (EU-28: +1.4 pps 2005-16) and more often remain overqualified for the job they do than prime-age and older workers (24.1 % vs. 19.6 % of tertiary-educated workers in 2016, see *Chart 3.7*). The difference between recent and earlier cohorts of prime-age and older workers is even more pronounced: for them overqualification increased by +3.4 pps in the last decade in the EU-28 (double the increase for younger workers) and by +5.3 pps in the last two decades (1995-2016) in the EU-15. It is however important to note that a greater proportion of younger workers are highly educated than prime-age and older ones ([166]) and as a result the overall share of the workforce affected by overqualification may be greater. Indeed, the overqualified made up 10.0 % of employed younger workers of all education levels and 6.2 % of prime-age and older ones in 2016. The overqualification gap between younger and prime-age and older workers in 2016 was most pronounced in Poland (13.9 pps), Slovenia (13.6) and Greece (12.2), while in some cases it was inverted (e.g. in Estonia, Finland and Germany).

Chart 3.7

Overqualification increasing over time and more prevalent among women and younger workers

Proportion of high skilled workers in elementary occupations (overqualified) by age and gap between women and men, 1995-2016



Note: Over-qualified workers are defined here as those with tertiary education (ISCED11 categories 5 to 8) working in occupations in categories 4 to 9 of the ISCO08 classification, i.e. occupations for which tertiary education is not required. No answer and armed forces not included. Hence only tertiary-educated workers included.

Source: Own calculations based on EU-LFS.

Click here to download chart.

Women have been more overqualified than men, with gender gaps growing steadily. Two decades ago, women were less likely to be overqualified than men (-2.5 pps (25-39) and -3.1 pps (40-64) in 1995 in the EU-15) but the gap was reversed in 1999 for younger women and in 2004 for prime-age and older ones. Since then, the gender overqualification gap has steadily grown and amounted in 2016 to +2.4 pps and +3.3 pps respectively in the EU-15, +1.8 and +2.2 pps respectively in the EU-28. Studies ([167]) explain that the overqualification of women has multiple causes, principally associated with women taking on family and childcare responsibilities (and hence being more willing to accept jobs below their education level that fit with their work-care balance) and with 'glass ceiling' effects as women continue to be less likely to be promoted but are more and more likely to be highly educated.

Overqualification represents an underuse of valuable expertise and a loss of productivity. Due to the crisis and their comparatively lower level of experience it is perhaps not surprising that younger workers are more often willing than older ones to work in a job for which they are overqualified. However, given that there remain certain bottlenecks and skills shortages in the EU, this represents an underuse of resources that could be more productively used in the labour force. For example, in 2015 as many as 59 % of Greek and 46 % of German employers said that they had difficulties in finding employees with the

([164]) For further information on the measurement of overqualification and skills mismatches in general, see European Commission (2016c), p. 245.

([165]) These occupations include ISCO1d categories 4-9: clerks, service workers and shop and market sales workers, skilled agricultural and fishery workers, craft and related trades workers, plant and machine operators and assemblers and elementary occupations such as cleaners and helpers.

([166]) See Subsection 5.1.

([167]) See Luksyte and Spitzmueller (2011) for an overview of studies.

required skills ([168]). Such shortages are likely to increase with population ageing, which underlines the importance of addressing overqualification in a forward-looking perspective.

However, taking into account horizontal skills mismatches, overqualification has actually fallen over time. The European Working Conditions Survey asks workers whether they feel that their skills match their job tasks (see data in *Chart 3.8*). In contrast to the simplified taxonomy approach above, this self-assessed method shows that overqualification has been falling in the EU for workers of all education levels. This is most likely due to horizontal skills mismatches where many people end up working in jobs different from their field of study or expertise. Estimates of its extent have ranged from 10 % ([169]) to around 23 % ([170]). This would also be consistent with the crisis as the likelihood of horizontal mismatches increases with high unemployment rates ([171]).

Underqualification increased somewhat and is more prevalent among younger workers. Empirical evidence suggests that under-qualification is highly likely to reduce productivity ([172]). Over the last decade, the proportion of workers of all education levels stating that they need further training to cope well with their duties increased from 12.7 % to 14.4 % (*Chart 3.8*). Younger workers are more likely than prime-age and older ones to state that they need further training to cope well with their duties (15 % vs. 13 %). High levels of under-skilling at the time of entry into a new job are more common among graduates who make their first transition to the labour market or individuals returning to (high-skill) jobs after spells of unemployment or inactivity. Data on under-skilling at hiring by level of education in the EU in 2014 ([173]) show the highest percentage for higher education graduates. This points to deficiencies in higher education curricula and a possible lack of career guidance and could explain persisting skills shortages.

([168]) This is based on the 2015 Manpower survey data.

([169]) Verhaest et al. (2015).

([170]) Randstad (2012).

([171]) Wolbers (2003).

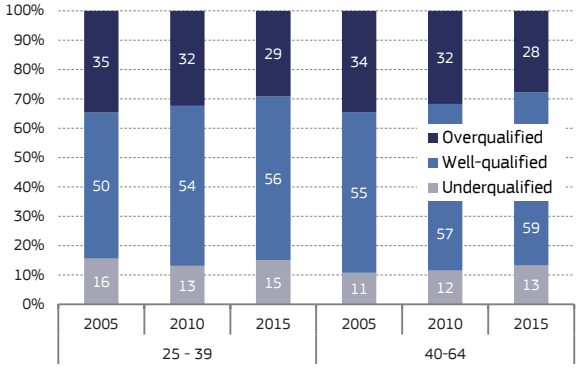
([172]) Zira (2016); McGowan and Andrews (2015).

([173]) Data from Cedefop, see http://skillspanorama.cedefop.europa.eu/en/indicators/under-skilling-hiring.

Chart 3.8

Self-assessed overqualification reduced while under-qualification increased somewhat and is more prevalent among younger workers

Self-assessed skills at work by age, EU-28, 2005, 2010 and 2015



Note: Based on answer to question 64 "Which of the following statements would best describe your skills in your own work?", the 'underqualified' category answered "I need further training to cope well with my duties", the 'well-qualified' answered "My present skills correspond well with my duties" and the 'overqualified' answered "I have the skills to cope with more demanding duties".

Source: European Working Conditions Survey

Click here to download chart.

2.3. Developments in non-standard work

This subsection examines developments in non-standard work across age groups in order to see whether, how and for whom the labour market has changed over the last decade in this respect. Non-standard work is a term used to denote forms of dependent employment that are not full-time employment with a permanent contract, which still remains the most common form of employment (73 % of all employment of those aged 25-64 in 2016). The three types of non-standard employment are permanent part-time, temporary full-time and temporary employment with a part-time regime. Self-employment can also be considered a form of non-standard employment, especially in cases where the self-employed person has no employees. In this section self-employment is treated separately from employment as an employee. Nevertheless, as it is possible that self-employment can include so-called 'dependent' or 'bogus' self-employment, these cases are also discussed and analysed in this subsection.

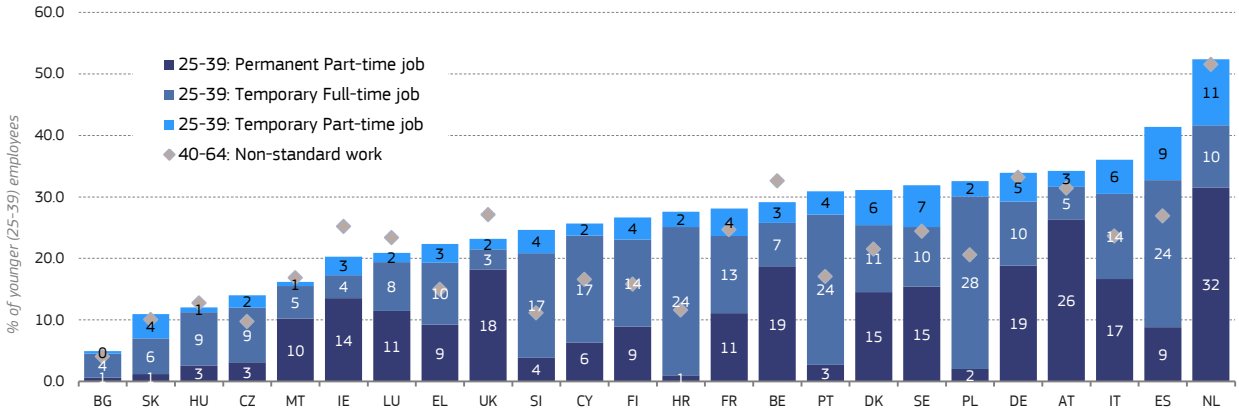
Non-standard work is a crucial part of a dynamic labour market but can be linked to some adverse social outcomes. Part-time work provides valuable flexibility for the variety of work-care preferences that workers may have. It also provides valuable options for individuals who wish to be active in the labour market but cannot for health or disability reasons work full-time. The flexibility provided by temporary contracts is an important tool employers can use for work of specific and non-permanent duration, for hiring in times of high economic uncertainty or for workers whose skills need to be evaluated on the job before an employer feels comfortable offering them a more permanent contract. Nevertheless, as shown below ([174]), there is sometimes a link between non-

([174]) See Subsection 2.4.

Chart 3.9

Prevalence and type of non-standard work varies considerably between Member States

Younger employees (25-39) by type of non-standard work and prime-age and older employees (40-64) by total incidence of non-standard work across EU Member States, 2016



Note: Non-standard work includes permanent part-time and temporary full-time and part-time work. Data for Lithuania, Latvia, Estonia and Romania were below the reliability limit and hence are not presented.

Source: Own calculations based on EU-LFS.

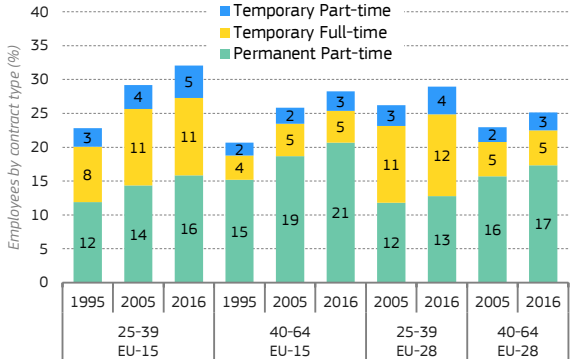
Click here to download chart.

standard work and low pay, with younger workers being more affected.

Chart 3.10

Recent cohorts of younger workers are more exposed to non-standard work contracts

Employees by type of contract and age, 1995, 2005 and 2016



Source: Own calculations based on EU-LFS.

Click here to download chart.

Non-standard work has increased for all age groups, in particular for the more recent cohorts of younger workers. In 1995, 23 % of younger employees in the EU-15 had non-standard contracts. This proportion had increased to 32 % for the same age group by 2016 (*Chart 3.10*). Prime-age and older workers in the EU-15 also saw an increase in non-standard work over the last two decades (from 21 % to 28 %) but to a lesser extent than younger workers. In absolute terms, there were 5.3 million fewer younger workers in standard employment (permanent full-time) in the EU-15 in 2016 compared with two decades before, but 4.7 million more employed on non-standard contracts. At the same time, prime-age and older workers in the EU-15 experienced an increase in both standard (+9.1 million employees) and non-standard employment (+12.5 million). Broadening the picture across Member States, development in the EU-28 over the last decade has been similar, with non-standard work increasing for younger workers from 26 % to 29 %, with 3.5 million fewer employees on permanent full-time contracts and 1.2 million more on non-standard contracts.

Non-standard work among younger employees increased for all types of contracts while it centred mostly on permanent part-time work for prime-age and older employees. The largest difference between the two age groups remained the proportion of employees working full-time but on temporary contracts (*Chart 3.10)*. Younger workers in 2016 were still more than twice as likely to be working full-time on temporary contracts than prime-age and older workers (12 % vs. 5 %), a difference that has somewhat increased in the last decade. This is likely to be due to a mixture of younger workers being more willing to use non-standard work as a stepping- stone after education is finished and to the reduction in the strictness of employment protection legislation over time ([175]).

Non-standard work is also more prevalent among the non-EU born, where generational differences also exist. Non-EU born younger employees had a higher share of non-standard work (39 % in 2016) than their peers born in the country or other EU-born (30 % and 28 % respectively). Interestingly, the differences in this respect between the age groups by country of birth were strongest between the non-EU born young vs. the prime-age and older workers (+6.3 pps higher for the younger), followed by the those born in the country (+3.6 pps), while the difference among the EU-mobile age groups was negligible (+0.5 pps).

The type of non-standard work and its extent varies considerably across Member States and in most cases it affects younger workers more. The share of non-standard work among younger employees ranges from 5.0 % in Bulgaria to 52.3 % in the Netherlands (*Chart 3.9*). Member States differ noticeably with regard to the type of non-standard work that is most prevalent among their younger workers. For instance, permanent part-time work is most common among younger employees in Austria

([175]) European Commission (2015).

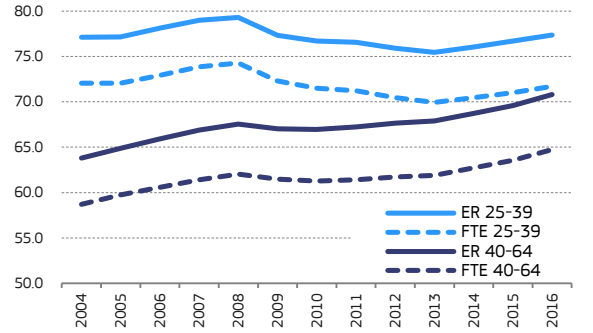
and Germany, while temporary full-time contracts are most used in Poland, Portugal and Spain. Temporary part-time contracts are most prevalent in the Netherlands, Spain and Sweden.

Large disparities also exist in the type of non-standard contract most used within each Member State. Permanent part-time contracts make up more than half of all non-standard contracts in eight Member States, while temporary full-time contracts do so in 11 Member States (*Chart 3.9*). Moreover, two thirds or more of non-standard contracts among younger employees in Ireland, Austria and the United Kingdom are permanent part-time contracts. In contrast, Croatia, Poland and Portugal have few or no younger workers on permanent part-time contracts, with temporary full-time work being almost the only form of non-standard work utilised.

Chart 3.11

Employment rate of younger workers has remained broadly stable partly due to fewer hours

Employment rate and full-time equivalent employment rate by age, EU-28, 2004-2016



Note: For the FTE employment rate, EU-27 figure instead of EU-28 used for 2005 and 2006 due to lack of data.

Source: Own calculations based on EU-LFS.

Click here to download chart.

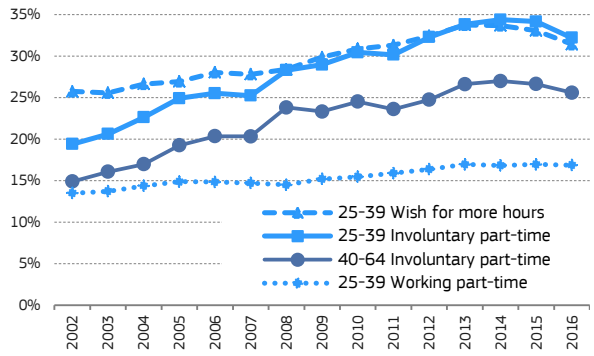
The employment rate of younger workers has remained stable partly due to fewer working hours. The increase in part-time work indicates that younger workers' employment rate has remained stable partly at the expense of their working hours. Focusing in particular on the division of employment between full-time and part-time work provides insight into what is happening behind the employment rate figures. The increased divergence between the standard employment rate and the full-time equivalent employment rate (5.1 pps in 2004 vs. 5.7 pps in 2016, *Chart 3.11*) indicates that adjustment to the crisis in terms of the employment of younger workers has in part been through their working hours. Part-time employment has become much more prevalent in the labour market in the last 20 years (*Chart 3.10*). The proportion of people working part-time has increased at a similar pace since 2005 for the recent cohorts of prime-age and older generations as for younger workers (+1.7 and +2.0 pps respectively).

.**An increasing share of part-time work is not voluntary.** More than one in three younger workers and one in four prime-age and older workers working part-time today do so only because they could not find full-time work. The higher proportion of people working part-time has thus increasingly been a matter of need and not of choice, particularly for the recent cohorts of younger workers. In 2002 19.4 % of younger workers were working part-time involuntarily, i.e. because they could not find full-time work, and 25.7 % of them wished to work more than the current amount of hours (*Chart 3.12*). By 2016 these proportions had risen to 32.2 % (+12.8 pps) and 31.4 % (+5.7 pps), respectively. Much of this under-employment was no doubt influenced and enlarged by the crisis and provided an alternative adjustment mechanism to unemployment. However, it also continues a trend that preceded the crisis, which suggests that it is likely to be a structural change in the labour market. Recent cohorts of prime-age and older workers experienced qualitatively similar but less pronounced trends toward more involuntary part-time work (25.6 % by 2016, +10.7 pps), suggesting that, while this is a structural change in the overall EU labour market, it has been felt more by the younger part of the labour force.

Chart 3.12

More part-time work but less of it voluntary

Part-time workers, involuntary part-time workers and part-time workers wishing to work more hours, by age, EU-28, 2002-2016



Note: People classified as working part-time involuntarily are those who said that they work part-time because they could not find full-time employment. People classified as wishing for more hours are people working part-time who said that they would prefer to work more hours if possible.

Source: Own calculations based on EU-LFS.

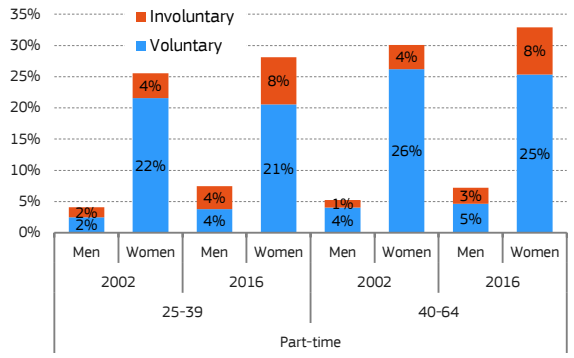
Click here to download chart.

Women of all ages continue to work part-time more often than men and somewhat more than past cohorts. On average 28.1 % of younger women were working part-time in 2016, compared with 7.5 % of men (*Chart 3.13*). This gender gap narrowed somewhat between 2002 and 2016 for younger workers (-0.8 pp), but increased for the prime-age and older age group (+0.9 pp). Working part-time was less of a choice for men than for women, with around half of younger men doing so involuntarily (49 % in 2016) compared with 27 % of young women.

Chart 3.13

Gender gaps: part-time and involuntary part-time

Part-time employment by age, gender and reason, EU-28, 2002 and 2016



Note: 'No answer' category not included in calculation. All employed persons included.

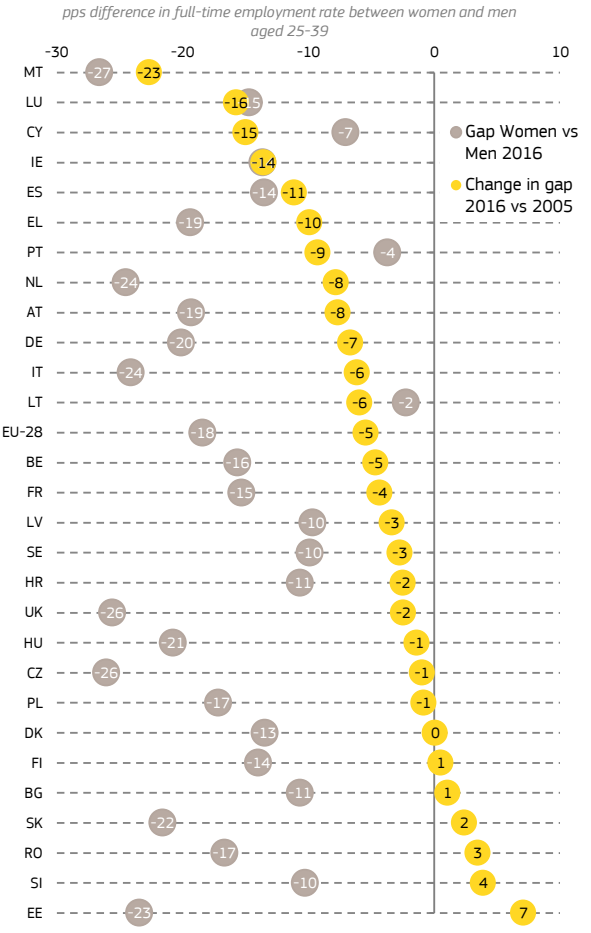
Source: Own calculations based on EU-LFS.

Click here to download chart.

Chart 3.14

FTE gender gap reducing but still present

Full-time equivalent employment rate of younger women compared to their male peers (25-39), 2016



Note: * Due to missing values, data for EU-28 uses data for EU-27 for 2005 and 2006.

Source: Own calculations based on EU-LFS.

Click here to download chart.

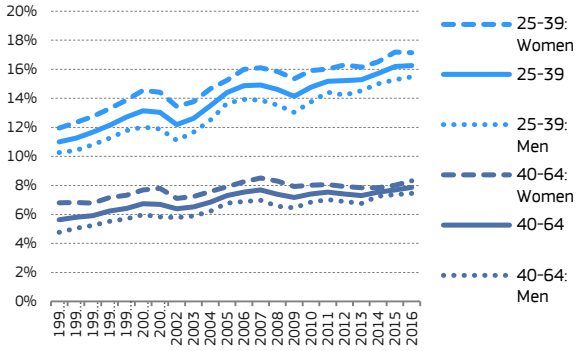
The gap between younger men and women in terms of full-time equivalent employment has been declining, but remains a challenge. There is not a single EU Member State where men on average are employed for fewer overall hours than women (*Chart 3.14*). When translating the hours worked into full-time equivalent employment (FTE) the gender gap ranges from -26 pps in Malta and the Czech Republic to only -2 pps in Lithuania. Nevertheless, young women today have a considerably lower FTE gender gap than their peers a decade ago (in 2005, see *Chart 3.15*). Furthermore, this gap has fallen in all but seven Member States over the same period. In seven countries the gap fell by double digit pps; in many countries it fell by 50 to 75 %.

Temporary work has increased primarily among the younger workers, widening the gap between the age groups. While the proportion of people working on temporary contracts has increased for all workers, the increase has centred considerably more on the recent cohorts of younger workers (11.0 % in 1995 to 16.3 % in 2016), rather than on the prime-age and older workers (5.6 % in 1995 to 7.9 % in 2016, *Chart 3.15*). This development over the last two decades widened the pre-existing gap between the two age groups (5.4 pps in 1995, 7.1 pps in 2005 and 8.4 pps in 2016).

Chart 3.15

More temporary jobs, especially for the younger workers

Share of employees employed on a temporary contract by age and gender, 1995-2001 (EU-15) and 2002-2016 (EU-28)



Note: *Data for 1995-2001 period is for EU-15 and EU-28 for the 2002-2015 period.

Source: Own calculations based on EU-LFS.

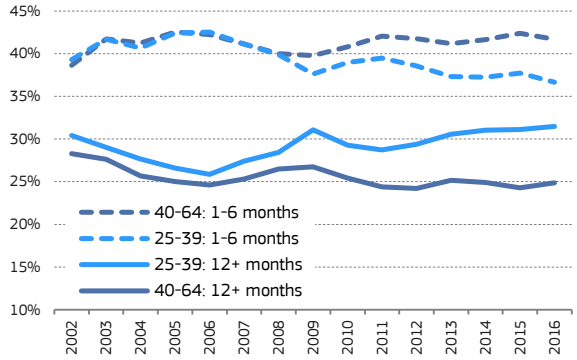
Click here to download chart.

Women continue to be more likely to work on temporary contracts than men, but the gap between them has been shrinking. The gender gap in terms of temporary employment shrank between 2002 and 2016 (*Chart 3.16*), but somewhat more for younger workers (from 2.3 pps in 2002 to 1.7 pp in 2016) than for prime-age and older workers (from 1.3 pps to 0.9 pps).

Chart 3.16

Increasing length of temporary contracts for younger workers

Temporary employment by duration of contracts and age, EU-28, 2002-2016



Note: 'No answer' category was not included.

Source: Own calculations based on EU-LFS.

Click here to download chart.

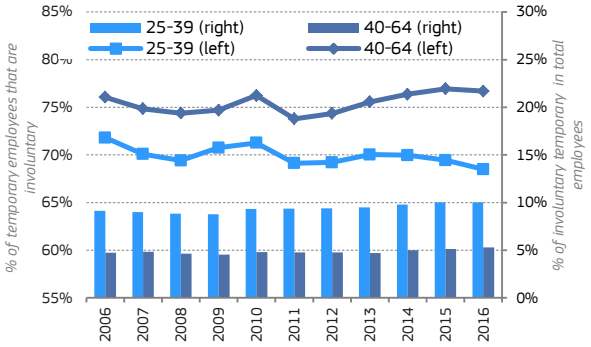
Temporary contracts are increasingly longer term for young employees, while the opposite is true of prime-age and older workers (*Chart 3.16*)**.** Nonetheless, for younger workers this change is likely to be of a temporary rather than of a structural nature, a consequence of the recent crisis indicating that employers may still be cautious about hiring younger workers on permanent contracts, even for work of a longer duration. The proportion of temporary young employees in the EU-28 with contracts for longer than a year has fluctuated a lot over time but in 2002 it was not very different from in 2016 (30.4 % vs. 31.5 %). In the EU-15 it also fluctuated a lot, but the difference between 2016 and 1995 was only +1.9 pps. Conversely, more recent cohorts of prime-age and older workers work on temporary contracts increasingly only for shorter durations. Between 2002 and 2016 fewer prime-age and older temporary employees in the EU-28 were hired on contracts longer than a year (-3.4 pps) and more on contracts shorter than six months (+3.0 pps). This suggests that recent cohorts of younger workers are now more likely to be employed on temporary contracts for longer-term work, whereas previous cohorts might have been more likely to be offered a permanent contract.

Over two thirds of employees who work on temporary contracts do so involuntarily, especially prime-age and older workers. In 2016, 76.7 % of prime-age and older temporary employees and 68.5 % of younger temporary employees were working on a temporary contract because they could not find a permanent one (*Chart 3.17*). The relatively lower level of involuntary temporary employment among younger workers is likely to be linked to their higher likelihood of undertaking apprenticeships, combining full-time education with work and of being asked to start a contract with a probationary period. It is also likely to be linked to the fact that younger workers are more than twice as likely to be employed on temporary rather than permanent contracts (16.3 % vs. 7.9 % in 2016). This translates into 10 % of all younger employees being involuntary temporary workers compared to 5.3 % of the prime-age and older employees.

Chart 3.17

Prime-age and older workers are less likely to work on temporary contracts out of choice

Temporary employees who could not find a permanent job as a percentage of all employees (permanent and temporary, bars)) and of temporary employees only (line), by age, 2006-2016



Note: Major break in series in 2005 so not possible to compare with earlier years. 'No answer' category was not included.

Source: Own calculations based on EU-LFS.

Click here to download chart.

The increasingly widespread use of temporary work may harm productivity growth. There is evidence that a high proportion of temporary work, even when controlling for sectoral differences and for firm size ([176]), harms total factor productivity growth in various ways, with the impact being more damaging in skilled sectors ([177]). These include limited incentives for workers to acquire firm-specific knowledge, fewer on-the-job training opportunities ([178]) and workers making less effort ([179]). Temporary jobs are also more likely to be associated with poor job quality and low utilisation of skills and discretion ([180]), and research has shown a concentration of temporary jobs in production opportunities with short expected durations ([181]). This may bias the production structure of the economy towards less productive activities. Moreover, if not followed by another job, short employment spells have negative fiscal implications due to lower contributions and higher expenditure on benefits.

The 'stepping-stone' function of temporary contracts has improved since the peak of the crisis, but remains low in many Member States. The proportion of younger workers who managed the transition from temporary to permanent contracts increased or remained stable in the majority of Member States for which data is available (*Chart 3.18*). Nonetheless, in most Member States fewer than one in five actually manages to make this transition. In Poland or Greece temporary jobs have almost no stepping-stone function.

([176]) Diaz and Sanchez (2008).

([177]) Lisi and Malo (2017).

([178]) Cabrales et al (2014); T. Boeri-J.F. Jimeno (2016); Eurofound (2016).

([179]) Dolado et al (2016).

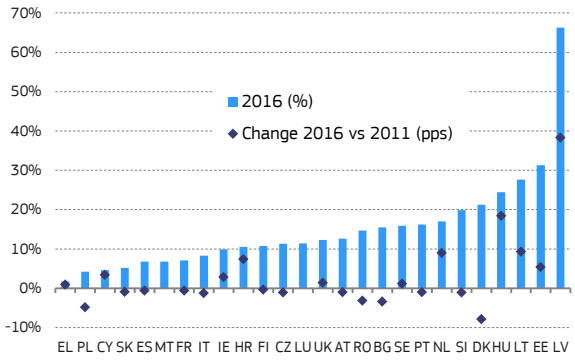
([180]) Eurofound, (2016).

([181]) Cahuc et al, (2016).

Chart 3.18

More younger workers find temporary work a "stepping-stone' function from temporary to permanent work, but numbers remain low in many Member States

Younger (25-39) employees that transitioned from temporary to permanent contracts across the EU, 2011, 2016



Note: Measures the share percentage of younger workers who in the previous year were employed on a temporary contract and in the reference year were employed on a permanent contract. No 2011 data available for Luxembourg and Malta. No transition data available for Germany and Belgium.

Source: EU-LFS longitudinal data

Click here to download chart.

Self-employment without employees or its subcategory of self-employment that is dependent (bogus) self-employment can also be considered as non-standard work ([182]). Self-employment without employees made up 10.2 % of all employment in the EU in 2015. It was somewhat more prevalent among prime-age and older workers than among younger ones (12.0 % vs. 8.6 % in 2015). The extent of self-employment without employees in total employment has remained more or less unchanged over the last decade. Data from the European Working Conditions Survey provide EU-28 estimates on the dependent self-employed ([183]). Based on this definition, in 2015 dependent self-employment among the working age population (15-64) amounted to 0.5 % of all employment in the EU-28, to 4.4 % of all self-employed people and to 6.7 % of all the self-employed people without employees.

2.4. Labour market precariousness: low wage jobs with non-standard contracts

Non-standard jobs ([184]) can entail lower job security, and potentially lower work intensity ([185]) over the years ([186]). Non-standard employment can be seen as positive when people voluntarily choose jobs that allow them to balance work and other pursuits in a context of adequate income security ([187]). Conversely, non-standard jobs can be problematic when the number of hours worked over the year is low (due to part-time arrangements and career interruptions for temporary workers) and they are coupled with low hourly wages. In particular, non-standard jobs on low wages are a serious concern when they are the only, or the main, income source in the household. This subsection presents evidence on non-standard jobs accompanied by low wages based on EU-SILC cross-sectional data from 2007 and 2014 ([188]).

Labour market precariousness encompasses both job insecurity and income insecurity. The concept of "precarious employment" does not have a universally accepted definition. It was first used in the early 1960s, referring not only to employment characteristics, but more generally to insecure housing and risk of poverty ([189]). More recently, both in the political and in the research debate, the idea of precariousness has been associated with "non-standard" or "atypical" employment relations.

Precarious employment is here defined as low-wage jobs with non-standard contracts. This two-dimensional definition is in line with existing literature ([190]) and helps to identify the most vulnerable workers, which is crucial for targeting active and passive labour market policies. Low wages are identified in this chapter as wages below two-thirds of the median hourly wage ([191]) ([192]). The discussion of

([182]) Self-employment can be generally defined by the absence of subordination between employer and employees (Gineste et al. 2008) and the term 'bogus' is associated with self-employment status that aims at reducing costs and circumventing payment obligations and regulations. 'Dependent self-employment' additionally refers to the managerial control function of the self-employed person and 'false self-employment' to the illicit intent to circumvent labour law or social security standards. Dependent self-employment thus captures a population of the self-employed who are without employees and have varying degrees of economic dependency.

([183]) Using these data this group can be defined as those workers that are (1) self-employed without employees, (2) have just one client and (3) obtain more than 75 % of their income from that client.

([184]) Non-standard jobs are forms of dependent employment that are not full-time employment with a permanent contract (Subsection 2.3).

([185]) Annual work intensity depends both on months in employment over the year and on weekly hours worked. It can be defined at the individual level, but also at household level (European Commission (2016b)).

([186]) As mentioned in Subsection 2.3.

([187]) European Commission (2016b).

([188]) EU-SILC (European Union Statistics on Income and Living Conditions) is an EU-wide survey which collects detailed data on individuals' and households' labour market status and income components in addition to various socio-demographic characteristics. Some of the empirical questions posed in this subsection and in Section 3 and Section 4 are answered by descriptive and econometric analysis based on EU-SILC time-series data from 2007 to 2014 at the country level. EU-SILC data of a given year reflect incomes in the previous year (except for the UK and Ireland where incomes refer to the last 12 months before the interview period), i.e. in EU-SILC 2014 income components refer to 2013. Analytical weights calculated by Eurostat are used. At the time of drafting this chapter 2015 EU-SILC micro-data were only available for a few countries and for this reason have not been used.

([189]) Pierre Bourdieu (1963) used the term precariousness ("précarité" in French) pointing to the social divide that separated permanent workers from contingent or casual workers.

([190]) Olsthoorn (2014); Kalleberg (2011), Vosko (2006), Rodgers and Rodgers (1989).

([191]) The wage information in EU-SILC is available at annual level. Hourly wages are calculated as annual wages divided by annual hours worked. Annual gross wages are available in the survey (variable PY010G), while annual hours worked are derived as total weeks worked per year (variables PL073 and PL074) multiplied by total hours worked per week (variable

non-standard work above ([193]) focused on the "contractual type". Here the idea is additionally to look at the "wage" in order to identify the group of workers exposed to both job insecurity and income insecurity. Therefore, this subsection builds on the previous one and looks at how many non-standard workers earn low wages, who they are, and what are the differences across age groups and Member States.

There are strong generational differences in the incidence of low-waged and precarious jobs, with younger workers most exposed. The proportion of low-wage earners in 2014 was 14.2 % among younger workers, around 4 pps higher than for prime-age and older workers (*Chart 3.19*, sum of green and blue bars).

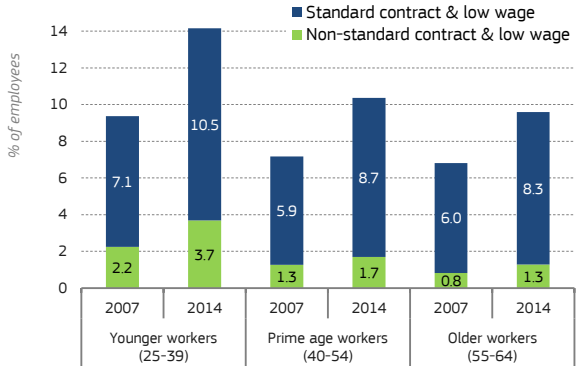
The proportion of precarious workers has increased as the proportion of low-waged employees rose. In particular, between 2007 and 2014 the proportion of low-waged workers rose considerably more among younger people than among prime-age and older workers.

Nevertheless, a relatively low proportion of employees face the double disadvantage of low wages and non-standard contracts. Overall, in the EU in 2014 the phenomenon of precarious jobs affected less than 2 % of employees among prime-age and older workers and 3.7 % of younger workers (*Chart 3.19*, green bar).

Chart 3.19

Incidence of low wage and precarious jobs is higher among younger workers than prime-age and older ones

Low-wage workers by contract type (employees), 2007-2014, EU



Note: Green (blue) bars show the proportion of low wage earners among non-standard (standard) employees. All EU countries are shown together (weighted average). For 2007 data for Croatia and Malta are not available. Low wages are defined as two-thirds of the median hourly wage and are calculated by country and year. The wage information refers to the previous year (2006 for 2007 survey and 2013 for 2014 survey).

Source: DG EMPL calculations based on EU-SILC cross-sectional data 2007 and 2014 (UDB).

Click here to download chart.

Overall, in the majority of Member States, younger non-standard workers are considerably more at risk of being precarious workers. Among the group of countries where younger workers are the most exposed to labour market precariousness, in 2014 the risk of getting a low wage varied from below 5 % of younger non-standard workers in the UK, the Netherlands, Latvia and Estonia, to over 15 % in Sweden, Greece, Italy, Spain, Portugal and Croatia and over 30 % among younger non-standard workers in Hungary and Cyprus (*Chart 3.20*).

The generational gap in the risk of employment precariousness is particularly high in some countries. For example it is high in Germany, where non-standard younger workers have a much higher risk than prime-age and older non-standard workers. This is possibly linked to the high incidence of so-called mini-jobs in Germany. While mini-jobs represent an alternative to unemployment, and are therefore preferable to not having a job at all, they are a form of marginal work common among young people. In Sweden younger non-standard workers are considerably more exposed than prime-age workers to employment precariousness, possibly because many students work in part-time jobs.

In other countries exposure to the risk of precariousness is similar among younger and prime-age non-standard workers, while it is lower among older ones. For example this is the case in Cyprus, Greece, Croatia and Spain where it seems that the 'precarisation' of the labour market does not affect only the youngest. Finally, in Slovenia older non-standard workers are at much higher risk of labour market precariousness than younger people, while in Romania and Finland prime-age non-standard employees are the most exposed to precarious jobs.

PL060). Given the discrepancy in EU-SILC between the income reference year (e.g. 2013 in EU-SILC 2014) and hours worked and employment status (2014 in EU-SILC 2014), hourly wages are calculated only for those employees who maintained their labour market status for seven or more months during the income reference year.

([192]) Low-wage jobs can be defined in many different ways. The definition used through this subsection is widely used. For a review on the topic see Lucifora and Salverda (2009).

([193]) See Subsection 2.3.

Chart 3.20

Risk of labour market precariousness affects non-standard workers across the EU differently

Percentage of low-wage earners among non-standard jobs (employees), 2014

Note: Low wages are defined as two-thirds of the median hourly wage and are calculated by country. The wage information refers to the previous year (2013 for 2014 survey).

Source: DG EMPL calculations based on EU-SILC cross-sectional data 2014 (UDB).

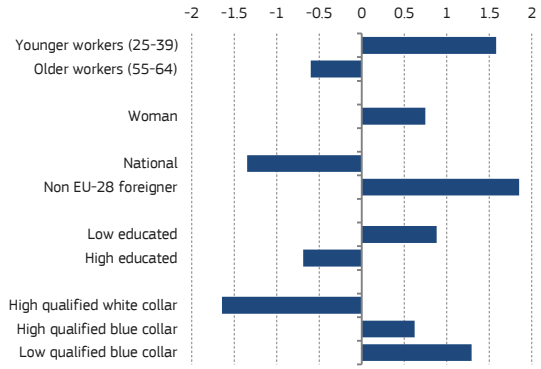
Click here to download chart.

Younger workers, women, immigrants, low-qualified and blue-collar workers are more likely to end up in precarious jobs. This is what emerges from a logistic regression model analysing individual characteristics connected with the risk of being a precarious worker (*Chart 3.21*). The individual characteristics associated with the risk of labour market precariousness are linked both to labour supply and labour demand side mechanisms. From the labour demand side, employers may offer non-standard low-paid jobs to people whom they consider relatively under-qualified for the job. This would explain why low-skilled individuals are more at risk of employment precariousness ([194]). From the labour supply side, some people may be readier than others to accept precarious jobs, both because individuals vary (e.g. they have different degrees of risk aversion) and because preferences can change over time. In times of economic downturn when jobs are hard to find, even non-risk-averse people may be more inclined to accept lower quality employment, such as precarious jobs ([195]). The design of tax and benefits systems may also affect decisions (for example where higher earnings make little difference to take-home pay or cause the loss of in-work benefits).

Chart 3.21

Younger workers, women, immigrants, low-qualified and blue-collar workers are more likely to end up in precarious jobs

Characteristics connected with precarious jobs (employees aged 25-64): results from logistic regression model for the EU



Note: Average marginal effects multiplied by 100 are shown in the Chart. All variables reported are significant at the 5% level. The model also includes country fixed effects. The full model is available upon request. The wage information refers to the previous year (2013 for 2014 survey). Reference categories are: prime-age workers (40-54), men, EU-28 foreigner, mid-level educated, low-qualified white collar.

Source: DG EMPL calculations based on EU-SILC cross-sectional data 2014 (UDB).

Click here to download chart.

2.5. Job satisfaction and quality

While employment is an important factor for ensuring decent living standards ([196]) it does not always do so successfully. What is more, job quality can have positive or negative impacts on a person's health ([197]). Given the increased prevalence of non-standard work over time and its intergenerational aspects identified above, it is important also to examine how job satisfaction and some of the main aspects of job quality differ between age groups and how they have developed over time.

Job quality is a multifaceted concept and complex to measure. The term itself encompasses many dimensions. Eurofound recently developed seven job quality indices to provide a more comprehensive picture: skills and discretion, social environment, physical environment, work intensity, prospects (of career advancement or losing one's job), working time quality and earnings ([198]). Based on these, it developed five distinct profiles of job quality, one of which was 'poor quality jobs'.

([194]) From the labour demand perspective, there may also be elements of discrimination, for example because of the gender or immigrant background of the person.

([195]) The model presented in *Chart 3.22* is a static model which does not include macroeconomic variables in order to account for labour demand side effects related to the business cycle and to the design of taxes and benefits.

([196]) European Commission (2016b).

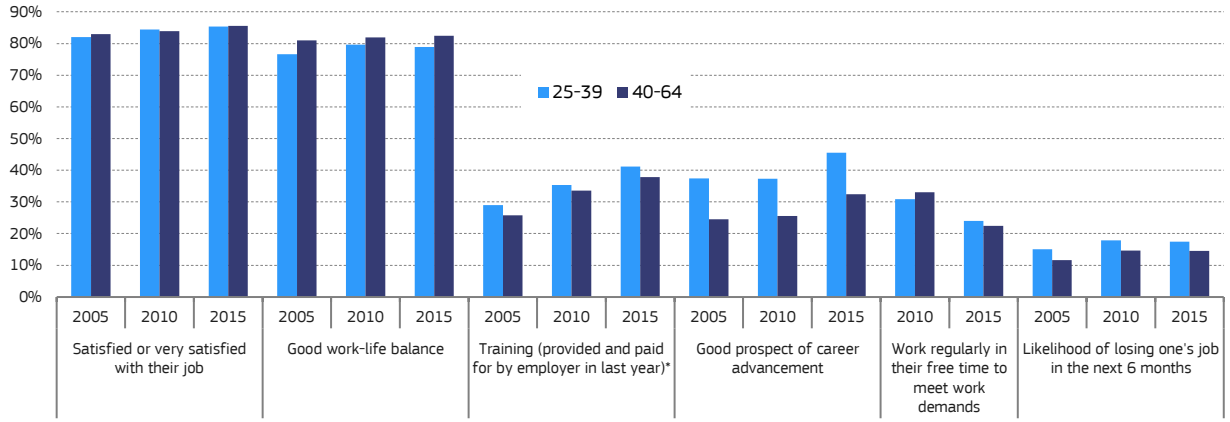
([197]) Eurofound (2016).

([198]) Eurofound (2016).

Chart 3.22

Job quality has improved over the last decade

Various job quality indices by age, EU-28, 2005, 2010 and 2015



Note: Includes employees and self-employed. *In the case of the self-employed, the paid training that the person participated in was paid by themselves.

Source: Own calculations based on European Working Conditions Survey from Eurofound.

Click here to download chart.

Poor quality jobs were held by as many as one in five workers in 2015. Such jobs are characterised by the lowest levels of skills and discretion as well as of earnings and prospects. Half of the workers in poor quality jobs were on a fixed-term or temporary-agency contract, or on no contract at all. Many younger workers (15-35) held these kind of jobs (24%), while at the same time they were considerably less likely to hold 'high flying' (well-paid with good prospects and skills and discretion) jobs (17%). Conversely, prime age and older workers (35-49) were most likely to hold 'high flying' jobs (24%) and least likely to hold poor quality (17%) or 'under pressure' jobs (11%) ([199]).

Job quality has improved over the last decade. Despite the increase in non-standard work and in the risk of precarious work identified in the previous sections, the quality of jobs as a whole seems to have somewhat improved, both for younger and for prime-age and older workers (*Chart 3.22*). Compared with a decade ago, younger and prime-age and older workers are now on average more satisfied with the jobs they do. This is partially because both age groups consider that they now have a better work-life balance, better prospects of career advancement and less likelihood of losing their job in the next 6 months than their peers had a decade ago. A greater proportion of them has also profited from paid training opportunities since 2005 and fewer of them work regularly in their free time to meet work demands compared with 2010.

Job quality is slightly higher among the prime-age and older workers than among younger workers. The difference between the two age groups in terms of job quality indices is relatively small (*Chart 3.22*). Younger workers have benefited more only in terms of paid training opportunities and career advancement. The changes on almost all of these indicators of job quality have been more or less uniform over time. How much work spills over into a person's free time, however, is the only indicator of job quality where older workers overtook younger ones.

([199]) Ibidem.

3. THE LABOUR MARKET INCOME DISTRIBUTION AMONG COHORTS

This section shifts the focus from forms of employment to the distribution of labour market income ([200]) between age groups and its change over time. It starts from the hypothesis that several drivers, including labour market institutions and cyclical factors, affect the labour market performance of different cohorts asymmetrically. The impact of the crisis has not been indiscriminate with respect to workers' age ([201]) and younger generations are often affected more than older ones. Indeed, younger people are less well represented and more vulnerable in the labour market. As a consequence they tend to be less able to preserve the value of their compensation ([202]) and to be more at risk of losing their jobs than prime-age workers ([203]). These characteristics of younger workers reflect a lower level of "socio-economic empowerment", which affects their performance in the labour market. From this perspective, there is a certain competition between the different working generations for the primary distribution of income that is generated by the economy.

3.1. The income allocation among cohorts and age groups

According to the above assumptions, the allocation of different proportions of income by cohort may not be due only to the demographic trends. In what follows, age-specific proportions of labour market income are

([200]) Labour market income corresponds to the income directly related to participation of workers, including employers, in the production process.

([201]) Sobotka at al. (2010).

([202]) For example Emmerson et al. (2015) argue that for UK, between 2008 and 2014, there is a clear pattern across the age spectrum, with larger falls in earnings at younger ages.

([203]) Verick (2009).

compared, using EU-SILC micro-data ([204]), from 2007 to 2014 waves.

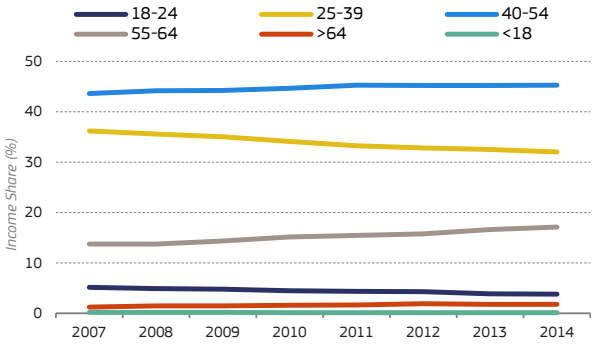
Prime age workers take up a bigger and increasing proportion of total income. EU-28 aggregated data show that, in 2014, the age group 40-54 earned by far the highest proportion of total income (45.3 %), though they accounted for just over one-fifth of the population. The youngest (younger than 25) and oldest workers had the smallest income proportion. At the same time, workers aged 25-39, who represent about 20 % of the population, gained only 32 % of total income.

Data suggest different patterns during the period 2007-2014 (*Chart 3.23*). Younger workers, here defined as aged 25-39, lost 4.2 pps of income share while older workers (55-64) saw their share significantly increase by 3.4 pps. Less pronounced variations characterised the age group 18-24 (-1.4 pps), the prime-age cohort (40-54) (+1.7 pps) and the workers over 64 (+0.5 pps).

Chart 3.23

The income share of younger workers is declining while that of prime age and older workers is rising.

EU-28 shares of income by age group, 2007-2014



Note: 2007 does not include Greece, Croatia and Malta, 2008 and 2009 do not include Croatia: the closest data have been used. The income information refers to the previous year.

Source: DG EMPL calculations based on EU-SILC cross-sectional data from 2007 to 2014 (UDB).

Click here to download chart.

A first general conclusion is that the total labour market income of younger workers is decreasing compared with that of older ones. To assess whether this gives rise to questions of intergenerational fairness, it is necessary to understand whether these patterns are driven by demographic trends or are also the result of different socio-economic empowerments. Similar patterns can be observed across Member States, although each country presents different issues.

The changes in income shares over time can be decomposed into three different components. The shares reflect the relative changes of each group compared with the others ([205]):

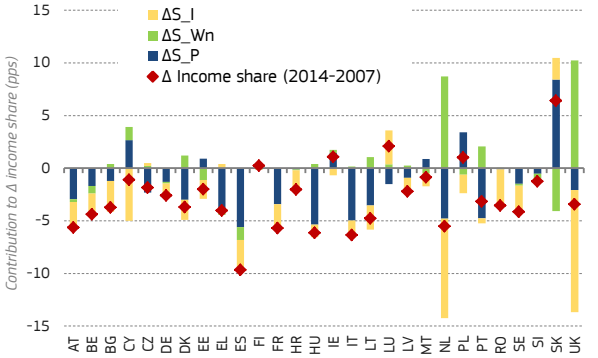
1. the relative income per worker in each age group;
2. each age group's proportion of the total population (a demographic effect, which is also affected by migration flows); and
3. the number of workers in each age group relative to the total number of workers.

Chart 3.24 shows the contribution to change in the income share between 2007 and 2014 ([206]) by country for the younger workers' group (25-39).

Chart 3.24

Falling income share of young workers is often driven by decreasing income per worker (ΔS_I).

Contribution to change in income share (2014-2007) by country - age group 25-39



Note: 2007 does not include Greece, Croatia and Malta, 2008 and 2009 do not include HR: the closest data have been used. The income information refers to the previous year. ΔS_P is the change in income share (Δ Income share (2014-2007)) due to the change in population. ΔS_Wn is the change in income share due to the change in the net number of workers. ΔS_I is the change in income share due to the change in income per worker.

Source: DG EMPL calculations based on EU-SILC cross-sectional data from 2007 to 2014 (UDB).

Click here to download chart.

In many countries the falling income share of younger workers is driven by lower relative income per worker. In the UK, the Netherlands and Cyprus in particular, the negative effect stemming from the relative fall in income per worker is strong enough to counterbalance the relative growth in the number of workers. Luxembourg and Slovakia are the only countries where the change in income share is positive and the income per worker significantly contributed to such changes. The patterns of changes for the age group of older workers (55-64) are very different (*Chart 3.25*).

Demographics are not the sole driver of the rise in older workers' income share. In most countries the growing income share of older workers reflects their rising employment and the demographic trends, but also higher relative income per worker. The contribution of income per worker has been very large in the Netherlands, France, Greece and (negatively) in Luxembourg.

([204]) Labour market income by age groups is calculated as the total of the personal gross market incomes of the workers in each age group, which includes the value of "employee cash or near cash income", "non-cash employee income", "company car" and "cash benefits or losses from self-employment". For this analysis, six age groups are identified - <18, 18-24, 25-39, 40-54, 55-64 and >64 - although the main focus will be on the specific groups introduced at the beginning of the chapter.

([205]) Technical details regarding the calculations are provided in the annex to this chapter.

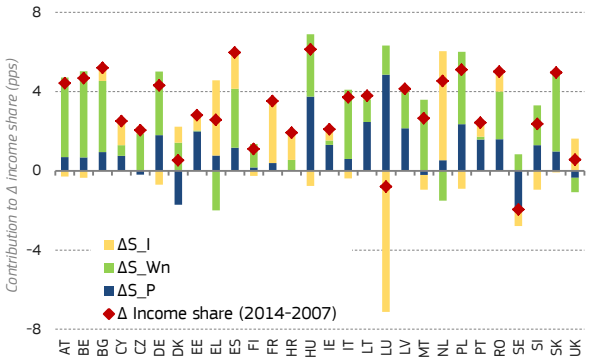
([206]) For a longer term perspective, see Chart 1.3 in Chapter 2 on the relative mean income by age group based on OECD statistics.

Changes in educational patterns may play a role. Beside the demographic trend, these dynamics could be partially explained by younger workers' later access to the income distribution compared with previous generations, mostly as a result of a longer period of education ([207]). The recent tendency of workers to enter the labour market later, but with higher levels of education and with relatively higher remuneration, contributes to compressing the income share of the younger age group ([208]).

Chart 3.25

Rising income share of old workers is often driven by the increasing number of workers (ΔS_Wn) and, in some cases, by higher income per worker (ΔS_I).

Contribution to change in income share (2014-2007) by country - age group 55-64



Note: 2007 does not include Greece, Croatia and Malta, 2008 and 2009 do not include HR: the closest data has been used. The income information refers to the previous year. ΔS_P is the change in income share (Δ Income share (2014-2007)) due to the change in population. ΔS_Wn is the change in income share due to the change in the net number of workers. ΔS_I is the change in income share due to the change in income per worker.

Source: DG EMPL calculations based on EU-SILC cross-sectional data from 2007 to 2014 (UDB).

Click here to download chart.

Longer-term developments in individual Member States are in line with the findings just described. The period covered by the analysis presented in this subsection is constrained by the availability of corresponding data at EU level ([209]). Existing analyses based on longer data series available for individual Member States help put the findings into perspective. For example, UK data ([210]) indicate that the generation born between 1981 and 2000 (the so called **millennials**) "... could be the first generation to earn less than their predecessors over the course of their working lives" ([211]).

3.2. Relative wages across generations: the driving factors

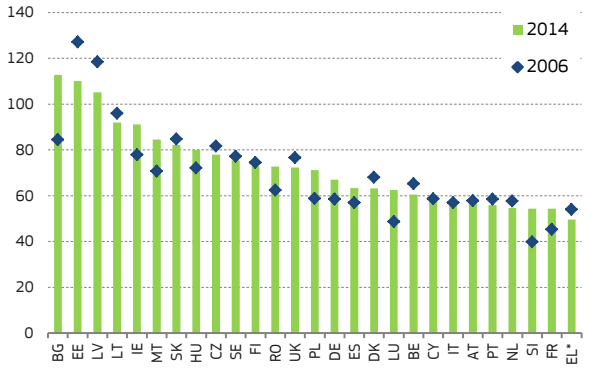
Intergenerational fairness also means that the different generations of workers receive their fair share of earnings from the production of goods and services. The previous subsection showed how, during the period 2007-2014, the different age groups shared the labour income produced by the economy, where wage income represents a major component. Although a deep analysis of wage differentials across generations is beyond the scope of this chapter, this subsection points to some possible drivers.

Older employees earn, on average, much higher wages than younger employees in all Member States except for Bulgaria, Estonia and Latvia. The strongest differences are to be found in Greece, France, Slovenia, the Netherlands, Portugal, Austria, Italy and Cyprus where employees younger than 30 earn on average less than 60 % of the average wage of workers older than 60 (*Chart 3.26*).

Chart 3.26

Older employees earn, on average, much higher wages than younger employees in all Member States except for Bulgaria, Estonia and Latvia.

Average hourly wage of workers younger than 30 (relative to workers 60+)



Note: Greece: 2010 observation instead of 2014.

Source: DG EMPL calculations bases on Structure of Earnings Survey (Eurostat).

Click here to download chart.

Such wage differentials may reflect differences in productivity (driven by experience and acquired expertise) and bargaining power. In labour markets characterised by asymmetric information and imperfect competition, employer strategies to deal with a lack of information regarding workers' productivity and composition effects are particularly relevant. Various factors may affect, in opposite directions, the bargaining power of different age groups.

First, the cost of replacing older workers will be higher than the cost of replacing younger workers. This holds to the extent that older workers accumulated firm-specific human capital during their career. In turn, their higher replacement cost may strengthen their bargaining position. On the other hand, employers may hesitate to hire older workers because of a perception that they may be reluctant to accept new types of work ([212]).

Secondly, labour market institutions may also affect relative wage bargaining power across generations. For example, to the extent that young workers are more likely to receive the minimum wage, changes in the minimum wage may have a direct

([207]) Chauvel and Schröder (2014).

([208]) Schwander and Hausermann (2013).

([209]) Notably relevant EU-SILC data are only available as from 2007, due to break in time series for previous years (2005 and 2006).

([210]) See also House of Commons, 2016.

([211]) Gardiner (2016).

([212]) Taylor and Walker (2003).

impact on their (relative) bargaining position ([213]). Older workers' bargaining power may strengthen to the extent that existing legislation provides stronger employment protection or generous pension schemes.

Wages increasing with seniority and age may to some extent reflect difficulties in observing productivity. If productivity can only be observed at a (high) cost ([214]), employees and employers may engage in long-term (implicit) commitments whereby workers have the prospect of wage increases if they remain with their employer and do not underperform. In such cases the wage may start at a lower level, but rise above productivity when a worker gets older, inducing young workers to perform at the optimal level of effort ([215]). Nevertheless, in an ever-changing world that requires stronger geographical and occupational mobility (see Subsection 2.1 above for the decreasing length of employment with one company), implicit contracts motivated by loyalty are becoming less tenable.

Finally, there may be a composition effect. To the extent that older workers with less favourable working conditions (especially those with a low wage) have fewer incentives to stay in employment and may thus retire early, the average wage of older workers may be higher for statistical reasons (i.e. so-called composition effects). At the same time, while older workers may enjoy a wage premium there is strong evidence that their probability of their receiving a wage raise is much lower than for younger workers ([216]).

Despite the potential conflicts described above, bargaining for a fair overall wage level is a strong common interest across generations. Indeed, empirical evidence suggests that past developments such as increased globalisation and financial market integration that have weakened the bargaining power of workers ([217]) had a downward impact on the overall wage share – although with a different intensity for different groups of workers according to their skill level ([218]).

([213]) Even if the level of minimum wage depends on the age of the recipient with the minimum wage for the young lower than that of the older.

([214]) So that employees may have an incentive to reduce their effort.

([215]) See, for example, Lazear (1981).

([216]) See for instance European Commission (2016). Using EU-SILC data, it shows that across the EU older workers aged 55 and above have the lowest chances of improving their wage position from one year to the next and a relatively higher risk than prime-age workers of moving downwards.

([217]) Globalisation weakens the bargaining power of labour which will face stronger competitive pressures from low-wage countries and is more likely to see its work being outsourced or off-shored. Furthermore, to the extent that further financial market integration increases capital mobility it may also lower the bargaining power of labour.

([218]) See for example OECD (2012) and European Commission (2007), with the medium- and high-skilled being complements to capital, and the low-skilled being substitutes to capital.

4. Social implications of the generational labour market divide

This section presents evidence on the impact of the observed generational labour market divide on social outcomes based on EU-SILC cross-sectional data from 2007 to 2014. It analyses the impact of wages on household income, the coverage of individual social benefits, the impact of different types of employment activity statuses on poverty and how these impacts differ across generations. It also sheds light on how recent labour market developments are affecting younger people, causing them to postpone crucial decisions, like household formation, parenthood and housing.

4.1. Impact of work on household income and poverty across generations

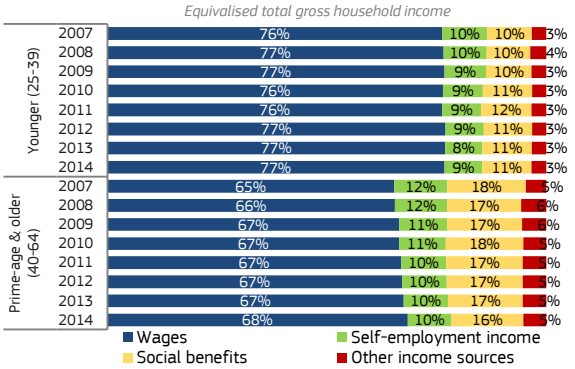
The average composition of household income illustrates the crucial importance of labour income and social benefits for the household ([219]). Wages represent the biggest proportion of household income for both younger, prime-age and older people (*Chart 3.27)*. The pattern of income composition during the period 2007-2014 appears to have changed to some extent for prime-age and older people, while it remained fairly stable for younger people in the EU. For example, the income share of prime-age and older people increased by around 3 pps, while it remained mostly unchanged for younger people. In addition, prime-age and older individuals registered an observable decrease in the proportion of income from self-employment and from social benefits. Overall, the dynamics of income composition appear to be slow and not very reactive to the cycle.

([219]) European Commission (2016b).

Chart 3.27

The wage proportion in income is higher for younger people

Income composition by age groups, 2007-2014, EU



Note: All EU countries are shown together (weighted average). For 2007 data for Croatia and Malta are not available. Only people aged 25-64 are considered, but the income of everyone in the household is taken into account (including old-age pensions received by retired members of the household). "Other income sources" includes: (1) interests, dividends and profit from capital investments; (2) private pension plans; (3) income from rental of a property or land; (4) intra-household transfers; (5) alimony; (6) income received by people less than 16 years old. "Gross incomes" means no taxes or social security contributions are taken into account. The income information refers to the previous year (e.g. 2006 for 2007 survey and 2013 for 2014 survey).

Source: DG EMPL calculations based on EU-SILC cross-sectional data from 2007 to 2014 (UDB).

Click here to download chart.

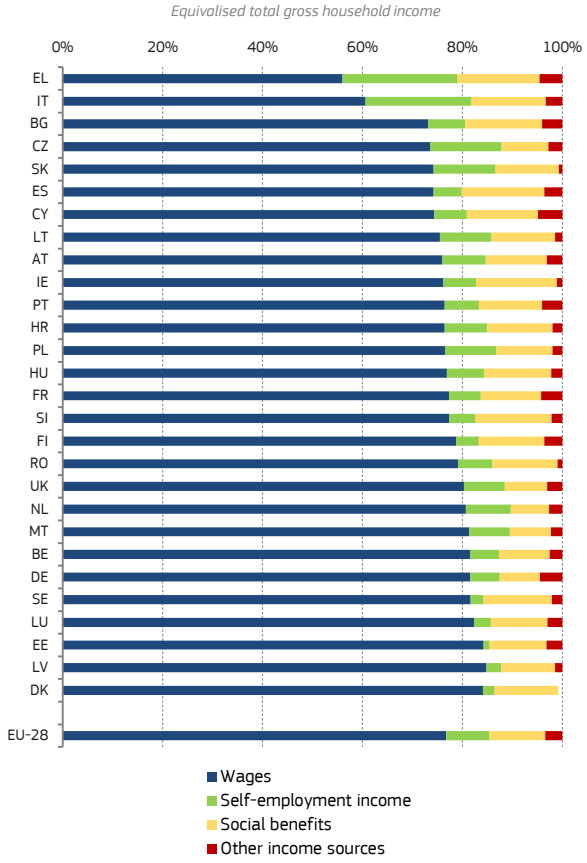
The proportion of wages within total income is higher among younger people, while social benefits are lower for them. This is true despite the fact that younger people are more exposed to unemployment, non-standard work and low wages than prime-age and older people. The widespread increase in non-standard employment among younger people in the EU gives added importance to the question of the extent to which younger generations are entitled to social benefits if they are unable to work or if their work intensity is low.

The shorter and lower contribution records of younger relative to older workers negatively affect their eligibility for benefits, as well as the amount and duration of those benefits. For example, the eligibility for and level of unemployment benefits normally depend on employees' contribution records, and often also on the wage level ([220]). The shorter contribution records of young people result, first of all, from their shorter working histories compared with older individuals, but also from frequent unemployment spells associated with temporary jobs. In addition, fewer hours worked in part-time arrangements (which are more likely to affect younger people) lead to lower contribution records. The lower labour income of younger people in the EU (Section 3), which may lead to a lower level of benefits from unemployment insurance, is linked to the fact that wages tend to increase with years of experience. Moreover, younger workers more often have non-standard jobs than older people and non-standard workers generally experience a negative hourly wage differential in comparison with standard workers ([221]).

Chart 3.28

The wage proportion of total income among young people varies between 60 % and 80 % across the EU

Income composition of younger people (25-39 years old), 2014



Note: Only people aged 25-64 are considered, but the income of everyone in the household is taken into account (including old-age pensions received by retired members of the household). "Other income sources" includes: (1) interests, dividends and profit from capital investments; (2) private pension plans; (3) income from rental of a property or land; (4) intra-household transfers; (5) alimony; (6) income received by people less than 16 years old. "Gross incomes" means no taxes or social security contributions are taken into account. The income information refers to the previous year (2013 for 2014 survey).

Source: DG EMPL calculations based on EU-SILC cross-sectional data 2014 (UDB).

Click here to download chart.

The proportion of younger people's total income coming from wages varies from above 80 % to below 60 % across Member States. As *Chart 3.28* shows, in 2014 younger people registered the lowest wages as a proportion of total income in Greece (56.0 %) and in Italy (60.6 %); in these countries, however, younger people had the highest income from self-employment as a proportion of total income in the EU (23.1 % in Greece and 21.2 % in Italy). The proportion of social benefits in the total income of younger workers is particularly low in the Netherlands, Germany, Malta, UK, the Czech Republic, Belgium and Latvia. Of these countries, qualifying conditions for unemployment insurance are likely to put at a disadvantage those on temporary contracts in the Netherlands (26 weeks of contributions in the previous

([220]) Matsaganis et al. (2016).

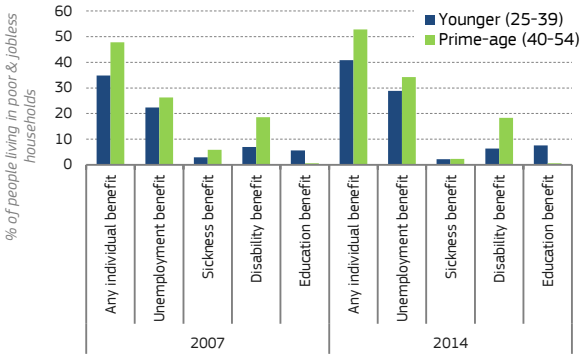
([221]) European Commission (2016b).

36), in Latvia (9 months in the previous 12) and in Malta (50 weeks in the previous 24 months) ([222]).

Chart 3.29

Younger people living in poor and jobless households receive less individual benefits than prime-age people

Coverage of individual social benefits among people living in poor and jobless households, 2007-2014, EU



Note: All EU countries are shown together (weighted average). For 2007 data for Croatia and Malta are not available. The target population here is all individuals living in households which are poor and jobless at the same time. Poor households are defined as those with equivalised disposable household income below the poverty threshold of the country. Jobless households are those with work intensity below 0.2 (less than 20 % of potential time at work); in practice this means that a single person would be working a maximum of 2.4 months a year or that in a household of two working-age adults, the first adult would be working, for example, a maximum of 4.8 months, while the other one would not work at all.

Source: DG EMPL calculations based on EU-SILC cross-sectional data 2007 and 2014 (UDB).

Click here to download chart.

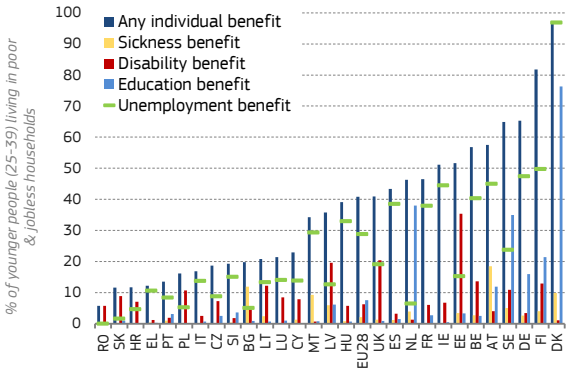
More than half of poor and jobless prime-age people receive at least one individual benefit, while this proportion is much lower among their younger counterparts. The coverage of social benefits is an important element in the effectiveness of social protection systems. It affects the capacity of the system to reach everyone in need of support. Individuals living in poor and jobless households can be considered as in need of social benefits. *Chart 3.29* shows the proportion of them, by age group, receiving some individual benefits ([223]). Both among younger and prime-age poor and jobless people, the coverage of individual social benefits has increased over time and it has remained higher among prime-age people. Unemployment benefits are the most common individual benefit among poor and jobless individuals, followed (to a much lower extent) by disability, sickness and education benefits. Unsurprisingly, the latter are the only type of individual benefits whose coverage is higher among younger poor and jobless people than among prime-age adults.

The coverage of individual social benefits among poor and jobless young people varies considerably across the EU, both in terms of its level and its composition. For instance, the coverage is very high among Nordic countries (i.e. Denmark, Finland and Sweden) and in Germany, where more than 60 % of poor and jobless young people receive at least one individual benefit (*Chart 3.30*), while it is below 20 % in some Mediterranean countries (i.e. Greece, Portugal, Italy) and Eastern European countries (i.e. Romania, Slovakia, Croatia, Poland, Czech Republic, Slovenia and Bulgaria). In addition, there is great variation in terms of types of benefits. Unemployment benefits are the most common individual benefit across most Member States, but there are exceptions. For example, in Sweden and in the Netherlands educational allowances are the main benefit among poor and jobless young people. This type of benefit is also very common in Denmark, which is the country where its coverage is highest (almost 80 %). Education benefits are also widespread in Finland, Germany and Austria.

Chart 3.30

Coverage of individual social benefits varies widely among younger poor and jobless individuals in the EU

Coverage of individual social benefits among young people (25-39) living in poor and jobless households, 2014, EU



Note: The target population here is all individuals living in households which are poor and jobless at the same time. Poor households are defined as those with equivalised disposable household income below the poverty threshold of the country. Jobless households are those with work intensity below 0.2 (less than 20 % of potential time at work); in practice this means that a single person would be working a maximum of 2.4 months a year or that in a household of two working-age adults, the first adult, would be working, for example, a maximum of 4.8 months, while the other one would not work at all.

Source: DG EMPL calculations based on EU-SILC cross-sectional data 2014 (UDB).

Click here to download chart.

Younger generations are less at risk of poverty than older ones when they are unemployed or in precarious jobs ([224]). On average the at-risk-of poverty (AROP) rate ([225]) for younger people does not differ from that for prime-age and older people (*Chart 3.32*, grey line). At EU level the AROP rate increased from around 14.0 % to 16.0 % between 2007 and 2014, for both younger people and prime-

([222]) MISOC, Mutual Information System on Social Protection, 2015.

([223]) Some benefits are paid to individuals while others are paid to households. EU-SILC maintains this structure and divides benefits into these two broad groups: individual and household benefits. Individual benefits in EU-SILC are: unemployment benefits, sickness benefits, disability benefits, educational related allowances, old age benefits and survivor's benefits. The latter two (old age benefits and survivor's benefits) are not considered in the analysis as here the interest is in benefits which are linked to working-age individuals and may possibly encourage them into the labour market. Old age benefits and survivor's benefits are examined in Chapter 4. Also, household benefits are not taken into account in this analysis (due to the focus on individuals' age groups). Household benefits are: family and child benefits, social exclusion benefits and housing allowances.

([224]) Precarious jobs are defined as low-wage jobs with non-standard contracts (see Subsection 2.4).

([225]) In order to define the at-risk-of poverty rate (AROP) the household income adjusted for household size and composition is compared with the median income of the country in which the household is located. If it is below 60 % of the median income, then the members of the household are considered as being 'at risk of poverty'.

age and older individuals. Nevertheless, generational differences exist when looking at AROP by activity status. For example, unemployment poses a serious poverty risk in the EU (*Chart 3.32*, yellow lines) and this risk is considerably higher among the prime-age and older unemployed, of whom more than half (51.2 %) were at risk of poverty in 2014 (as against 42.5 % of younger unemployed people). Over the time span analysed, the risk of poverty increased considerably for prime-age and older unemployed people, but much less for younger unemployed people, leading to an increasing generational gap.

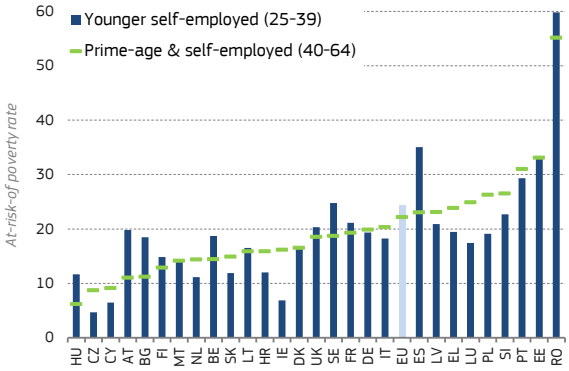
Unsurprisingly, precarious jobs pose the highest poverty risk among those in employment (*Chart 3.32*, red lines). For precarious workers there is a generational gap in terms of their risk of poverty (AROP) which reflects the more favourable situation for younger workers. This gap has become increasingly wider (by 4 pps in 2014). Overall, younger generations are at a lower risk of poverty than prime-age and older individuals when they have non-standard jobs and earn low wages. As will be explained in Subsection 4.2, this is linked both to their lower economic responsibilities at household level and the existence, in some Member States, of strong family networks and intergenerational households (see Chapter 2).

Among the self-employed, younger entrepreneurs are at a slightly higher risk of poverty than older ones, but generational gaps differ considerably across Member States. High poverty risks (above 20 %) also exist among the self-employed (*Chart 3.32*, green lines). In addition, at the EU level, between 2007 and 2014, younger self-employed people became more exposed to poverty risks than prime-age and older entrepreneurs. A possible explanation for this phenomenon may be connected to the phenomenon of dependent ('bogus') self-employment (as a replacement for standard employees), which gained some attention during the crisis (Section 2). In Spain, Austria, Bulgaria, Sweden, Hungary, Romania and Belgium younger self-employed people are at higher risk of poverty than older ones (*Chart 3.31*). By contrast, in Ireland, Luxembourg, Poland, Greece, the Czech Republic, Cyprus and the Netherlands prime-age and older self-employed are more at risk of poverty than their younger counterparts.

Chart 3.31

Younger self-employed are slightly more exposed to poverty, but there is great variation across Member States

At-risk-of poverty rate among self-employed, 2014



Note: The self-employment status refers to the status of seven or more months during the income reference period. The income information refers to the previous year (2013 for 2014 survey).

Source: DG EMPL calculations based on EU-SILC cross-sectional data 2014 (UDB).

Click here to download chart.

4.2. Impact of work on household decisions across generations

The lack of jobs and income security is affecting young people's economic independence and capacity for household formation. Younger generations are increasingly vulnerable in the labour market and less protected by welfare systems (i.e. lower benefit coverage) but not at a higher risk of poverty than older generations (Subsection 4.1, *Chart 3.32*). However, younger people have increasingly fewer economic responsibilities at household level, resulting from the postponement of independent living and household formation. Good employment prospects and job and income security are crucial prerequisites for being economically independent and for forming a household. Since the growing precariousness of the labour market for younger generations started to cause discontinuity and variation in income levels, it has become more common for parents to make financial transfers to assist them with rent expenses or mortgage costs/deposits ([226]). Decisions like parenthood and home ownership are being postponed in favour of prolonged intergenerational co-residence with parents (especially in Southern and Eastern European countries) or cohabitation and rental housing ([227]) ([228]).

Household formation, parenthood and fertility

Young people leave the parental home at a very different stage in life across the EU, and while it has been further delayed in some countries since 2000s, it has been brought forward in others. Overall, the average age for leaving the parental household varied from above 31 to below 20 years in 2015 (*Chart 3.33*). In Southern European countries (Malta, Italy, Greece, Spain, Portugal and Cyprus) and

([226]) Isengard and Szydlik (2012).

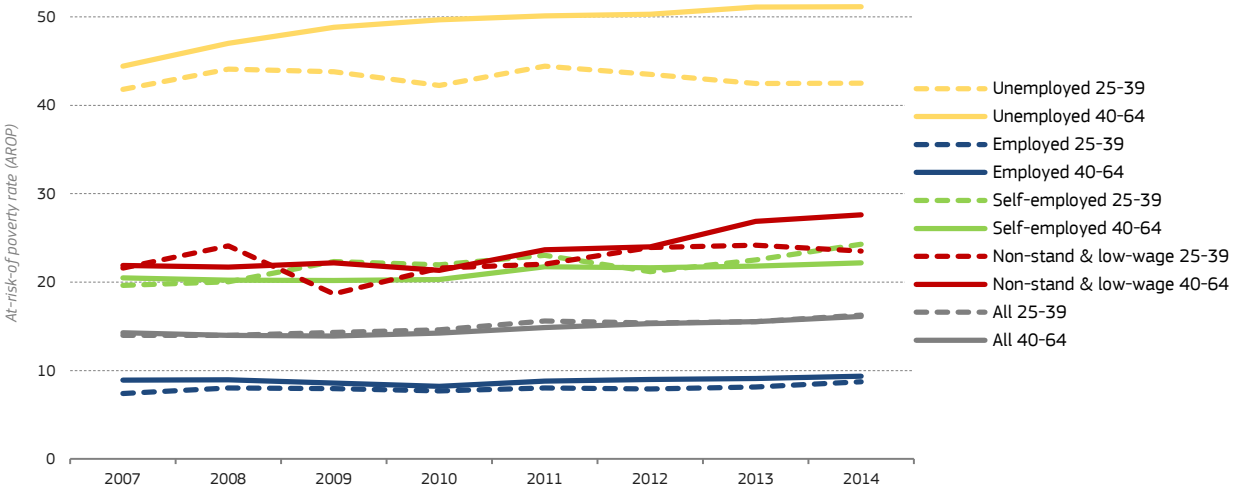
([227]) Filandri et al. (2016), Gökşen et al. (2016).

([228]) Iacovou (2010).

Chart 3.32

Generational differences in risk of poverty are high among unemployed and precarious workers

Working poor by activity status, 2007-2014, EU, %



Note: All EU countries are shown together (weighted average). For 2007 data for Croatia and Malta are not available. The income information refers to the previous year (2006 for 2007 survey and 2013 for 2014 survey). Labour market status refers to the status of seven or more months during the income reference period.

Source: DG EMPL calculations based on EU-SILC cross-sectional data from 2007 to 2014 (UDB).

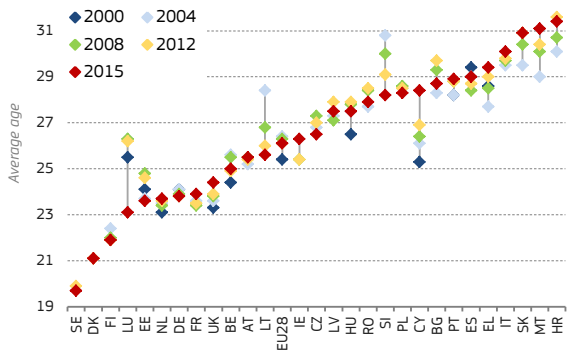
Click here to download chart.

in various Eastern European countries (Croatia, Slovakia and Bulgaria) young people typically leave the parental home at a relatively mature age. In some of these countries (particularly in Cyprus, but also in Greece, Slovakia, Malta, Italy and Portugal) the age when young people leave the parental home also increased since 2000-2004. Nordic countries (Sweden, Denmark and Finland) represent the opposite case, being systems which support an early residential independence, through for instance high educational allowances for students (Subsection 4.1). Interesting cases are Luxembourg, Lithuania and Slovenia, where contrary to the general trend in population ageing, younger people are increasingly leaving the parental household earlier.

Chart 3.33

The age for leaving the parental household varies widely across the EU

Estimated average age of young people leaving the parental household, 2000-2015



Source: DG EMPL elaboration based on Eurostat (variable "yth_demo_030").

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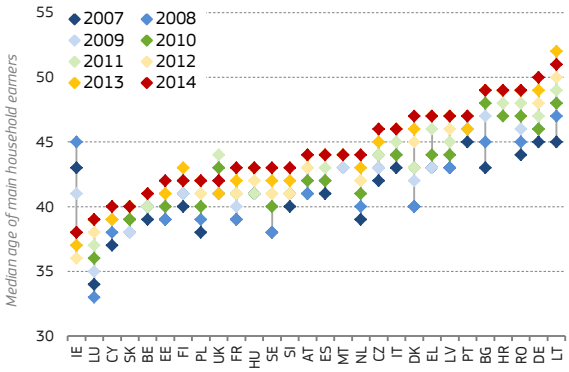
Between 2007 and 2014 main household earners have become older and their median age has increased faster than that of society as a whole. In 2014 the median age of first household earners (*Chart 3.34*, red dot) ranged from almost 40 in Ireland and Luxembourg (38-39) to around 50 in Germany and Lithuania (50-51). In 2007, the oldest main household earners in the EU were aged around 45 on average (*Chart 3.34*, dark blue dot). Eurostat demographic projections indicate that across all 28 Member States but four (Ireland, Slovakia, Hungary and Portugal) the median age of the whole population increased less than the median age of main household earners between 2007 and 2014.

Chart 3.34

Main household earners are becoming older

Median age of main household earners, 2007-2014



Note: Main household earners are the individuals with the highest wage income in the household. If multiple adults have the same wages, the oldest one is defined as the main household earner.

Source: DG EMPL calculations based on EU-SILC cross-sectional data from 2007 to 2014 (UDB).

Click here to download chart.

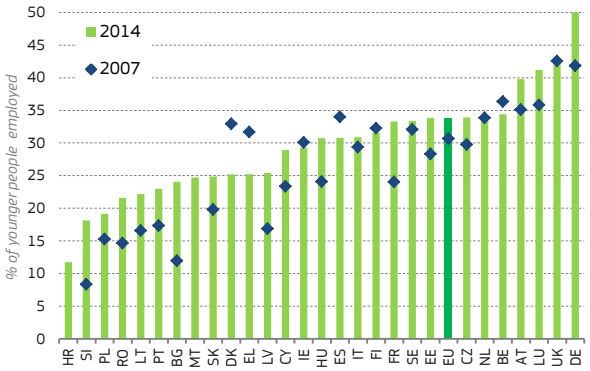
In addition, having no dependants has become more common among younger workers in the EU. The proportion of younger people at work (either as employees or self-employed) who have no children or unemployed or inactive people in the household to provide for increased from 30.7 % to 33.8 % between 2007 and 2014 (*Chart 3.35*). The proportion is particularly high in Germany (50 % in 2014) and also in the UK and Luxembourg (above 40 %), but is considerably lower in Croatia, Slovenia and Poland (below 20 %). Across the majority of Member States

the proportion of younger workers without dependants increased between 2007 and 2014, with the highest increases (above 8 pps) being registered in Bulgaria, Slovenia, France, Latvia and Germany.

Chart 3.35

Younger workers increasingly have fewer dependants

Younger individuals in work (employees and self-employed) who have no dependants, 2007-2014



Note: Dependants are defined as children (people aged below 18 years old), and inactive and unemployed individuals (aged between 18 and 64 years old). For 2007 data for Croatia and Malta are not available.

Source: DG EMPL calculations based on EU-SILC cross-sectional data 2007 and 2014 (UDB).

Click here to download chart.

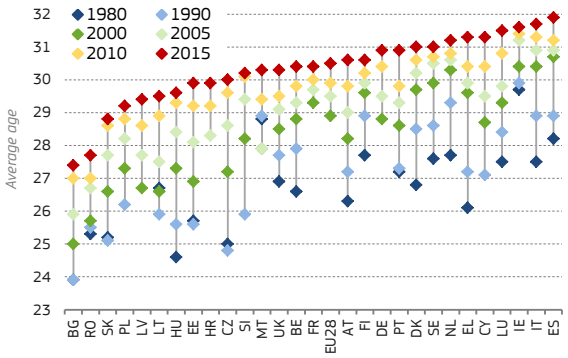
The ageing of main household earners and the lower proportion of younger workers with dependants is linked to the increase in the mean age of women at childbirth. Since 2000, the mean age of mothers at childbirth has been increasing in Europe, reaching 30.5 years in 2015. There is great variation among EU Member States, with a gap of four years and five months between the youngest and the oldest mean ages (*Chart 3.36*). The youngest average ages of mothers at childbirth were recorded in Bulgaria and Romania (27-28 years). Conversely, the highest average ages (31-32 years) were recorded in Spain, Italy, Ireland, Luxembourg, Cyprus, Greece and the Netherlands. Across most Member States, the increase in mothers' age was more pronounced between 2000 and 2010 than between 2005 and 2015. Notable exceptions are Greece, Spain, Malta and Portugal, four countries where the labour market was strongly impacted by the crisis, and where the increase in mothers' age was considerably higher in the second period (2005-2015 compared with 2000-2010).

Recent labour market developments are likely to be affecting fertility rates and the time when young people choose to start families. These trends may have adverse consequences for the sustainability of the pension system (Chapter 4). Most literature on the topic shows that the more highly educated and career-oriented women are, the more likely they will be to have their first child later ([229]). There is evidence that two-earner couples are more likely to have their first child when they both have full-year and full-time employment during the year before conception ([230]). In addition, women with stable employment are more likely than inactive and unemployed women to have a second child ([231]).

Chart 3.36

The mean age to become a mother has increased in all MS since 2000

Mean age of women at childbirth, 1980-2015



Source: DG EMPL elaboration based on Eurostat ("demo_find" indicators)

Click here to download chart.

The labour market participation of mothers of small children also depends on their access to childcare services. For instance, more extensive use of childcare for young children aged below 3 is highly connected to mothers' employment ([232]). Factors that can make access to childcare difficult include high costs; reduced availability (due to waiting lists and lack of services); complex physical access (for instance due to distance or limited opening hours); and poor quality of services. The most recent wave of the European Quality of Life Survey (2012) provides information on difficulties in accessing childcare ([233]) (*Chart 3.37*). At EU level 59 % of the respondents who had used childcare services over the past 12 months reported that costs made its use difficult. Childcare costs are perceived as particularly high in the UK, Malta, Greece, Ireland, Romania, Slovenia, Slovakia and Estonia, where more than 70 % of users reported difficulties in terms of costs. The second highest barrier to accessing childcare is its availability, which is reported as a problem by 58 % of users in the EU. Problems in terms of availability of childcare services are perceived as most frequent in Greece, France and Slovenia (more than 70 % of respondents).

([229]) d'Albis et al. (2015).

([230]) Rendall et al. (2014).

([231]) Greulich et al. (2016).

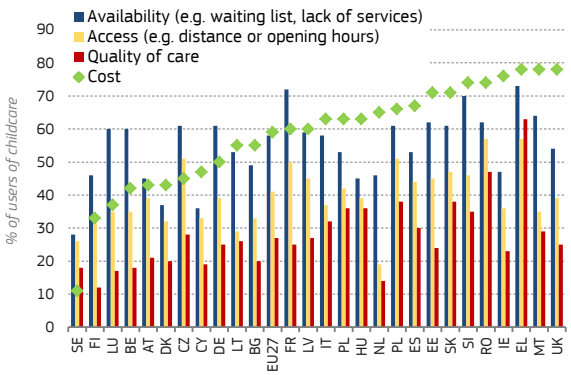
([232]) European Commission (2015b).

([233]) Data on barriers to childcare from the European Quality of Life Survey are subjective self-declared assessments which could differ from other type of objective measurement of childcare, such as childcare coverage indicators based on EU-SILC.

Chart 3.37

Access to childcare is made particularly difficult by its high costs and reduced availability

Percentage of users of childcare reporting difficulties with childcare use, 2012, EU



Note: Member States are sorted according to cost of childcare.

Source: DG EMPL elaboration based on European Quality of Life Survey (EQLS), 2012.

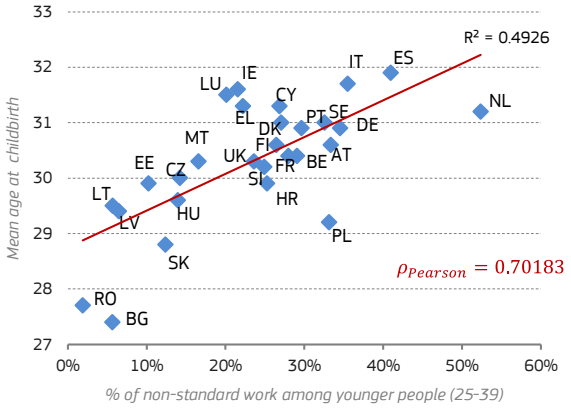
Click here to download chart.

The widespread increase in non-standard work is likely to be one of the causes of delayed parenthood. The mean age at which women become mothers is highly correlated to the proportion of non-standard workers among younger people in the country (*Chart 3.38*). For example, in 2015, countries like Spain and Italy registered some of the highest proportions of non-standard workers among younger people, and at the same time they had the oldest mothers in the EU. At the opposite end of the spectrum Romania and Bulgaria had the lowest proportions of non-standard young workers and the youngest mothers. The Netherlands is an exception, being a country with the highest proportion of non-standard younger workers, but relatively young mothers. This may be related to the fact that most non-standard workers in the Netherlands are on voluntary part-time contracts and therefore their job does not represent an obstacle to parenthood.

Chart 3.38

The higher the proportion of non-standard work the higher the age at which women become mothers

Scatter plot between mean age at childbirth and % of non-standard work among younger people, 2015



Note: Non-standard work includes permanent part-time and temporary full-time and part-time work. Data for Lithuania, Latvia, Estonia and Romania were below the reliability limit and hence are not presented.

Source: DG EMPL calculations based on Eurostat (variable "tps00017") and EU-LFS

Click here to download chart.

Over the past few decades, a two-child ideal has become generalised in Europe but fertility rates in all Member States remain well below this level ([234]). Today fertility rates in the EU are at around 1.6 children per woman. However, increases in fertility rates have recently been registered in many EU Member States. Between 2013 and 2015 fertility increased in 18 Member States in the EU28. Eurostat expects fertility to increase moderately, to 1.8 by 2060. National differences depend on how many women have a second (rather than one) child ([235]). In addition, the different rate of increase in the age at which women become mothers across the EU is likely to impact fertility differently. Policies to promote an increase in fertility beyond the level expected by Eurostat would have an important impact on the EU's declining workforce and its growth potential in the long run (Chapter 2). These include family policies (such as childcare and family allowances) and employment policies aiming at ensuring secure jobs for women ([236]).

Housing and access to credit

Housing is another household decision likely to be affected by labour market developments. Different types of housing tenure and timing are the result of a complex decision-making process which depends on many factors ([237]), such as the availability of individual resources (i.e. household income, savings, labour income, housing benefits, etc.), the accessibility and affordability of mortgage credit, the structure of the rental market and the structure of parental support. These factors differ considerably among EU Member States and the choice of buying a home depends on both individual ([238]) and country specific features ([239]). *Table 3.1* presents five groups of European Member States according to their main housing characteristics and outcomes (assessed through EU-SILC data 2010) ([240]) and the different level of taxation on immovable properties (elaborated, on Eurostat data for 2014, by the European Commission) ([241]). *Table 3.1* highlights significant differences between Member States in their housing system features and the perception of the housing costs. For example, recurrent taxation on immovable properties is high in Greece, France and the UK. Other taxes on property, such as transfer taxes, are high in Belgium. In some countries (Denmark, the Netherlands and Sweden) there is generous mortgage tax relief which could create an incentive for debt-financed home ownership. The table also highlights that the social expenditure on housing in the UK and Germany is rather substantial.

([234]) Sobotka and Beaujouan (2014).
([235]) Wood et al. (2015).
([236]) Greulich et al. (2016).
([237]) Lennartz et al. (2016).
([238]) Lersch and Dewilde (2015).
([239]) Maestri (2015).
([240]) Table 4 reported at page 693 of Maestri (2015).
([241]) DG Taxation and Customs Union (2016).

Table 3.1

Significant differences exist between Member States regarding housing system features and perceived housing costs

Housing systems' characteristics and outcomes

Member States group	Housing structure	Housing policies	Redistributive effect of housing and expenses*	Recurrent taxes on immovable property**	Other taxes on property***	Housing costs perception
BG, ES, IT, LT, MT, PL, SI	High outright; homeownership and mostly very low with mortgage (ES high)	Very low to low social expenditure on housing	Very good to good	Very low in BG, LT and MT; low in SI, ES and PL; medium in IT	Low in BG, LT, PL , MT, SI and IT; medium in ES	Heavy burden
AT, BE, FI, EL, PT, SK, HU, LV, RO	Medium/high outright; homeownership and medium/high with mortgage (RO & SK very low)	Low to medium social expenditure on housing	Good to fair	Very low in AT, FI, SK and RO; low in BE, PT, HU and LV; high in EL	Low in AT, FI, EL, SK, HU, LV and RO; medium in PT; high in BE	Mixed: mosly dispersed; low in AT and FI; heavy in HU, LV and RO
CZ, DK, FR, NL, SE	Very low to low outright homeownership (high CZ) and very high with mortgage (FR medium & CZ low)	Often generous mortgage tax relief	Poor	Low in CZ and SE; low in NL; medium in DK; very high in FR	Low in CZ, DK, NL and SE, medium in FR	Mostly low burden; dispersed in FR and CZ
Special cases:						
DE	Low outright; medium with mortgage	High	Poor for inequality, fair/good for poverty	Very low	Low	Low burden
EE	High outright; low with mortgage	Very low	Good, poor for expense on poverty	Very low	Low	Dispersed
LU	Low outright; high with mortgage	Medium	Good imputed rent, poor expenses	Very low	Medium	Mostly high burden
UK	Low outright, high with mortgage	Very high social expenditure on housing	Very good imputed rent, poor expenses	Very High	Medium	Dispersed

* Very good: strong income equalizing effect to imputed rent and a relatively low income disequalizing effect of housing expenses. Poor: very week income equalizing effect to imputed rent (or even disequalizing) and a relatively strong income disequalizing effect of housing expenses.

** Very low: <0.5 % of GDP; low: 0.51 %-1.5 % of GDP; medium: 1.51 %-2.5 % of GDP; high: 2.51 %-3 %; very high: >3 % of GDP.

*** Low: <1 % of GDP; medium: 1.1 %-2 % of GDP; high: >2 % of GDP.

Source: DG EMPL elaboration on Maestri (2015), based on EU-SILC (2010) and DG Taxation and Customs Union, based on Eurostat data (2014)

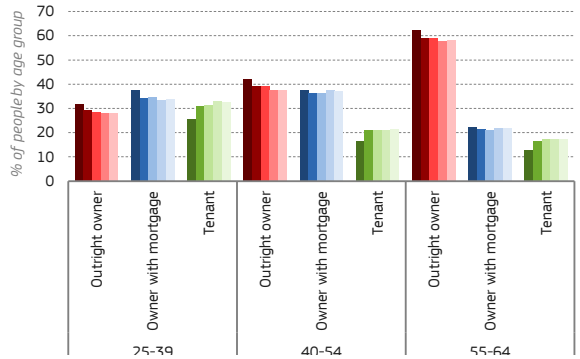
Click here to download table.

Rental housing is becoming more and more common among younger people. Between 2010 and 2014 rental housing increased by 7.3 pps among younger people and by 4.6 pps among prime-age individuals (*Chart 3.39*, green bars) ([242]). The availability of family resources, and parents' willingness or otherwise to assist the early steps of their offspring's independent lives through financial support, may have a strong influence on home-leaving and tenure choice.

Chart 3.39

Between 2010 and 2014 home ownership decreased and rental housing increased, particularly among younger people

Tenure types by age of the main household earner, 2010-2014, EU



Note: All EU countries are shown together (weighted average). For each variable, the darkest bar represents 2010 values and the lighter 2014 values. Main household earners are the individuals with the highest wage income in the household. If multiple adults have the same wages, the oldest one is defined as the main household earner.

Source: DG EMPL calculations based on EU-SILC cross-sectional data from 2010 to 2014 (UDB).

Click here to download chart.

Younger people face higher relative housing costs than prime-age and older people, and their housing expenses have increased between 2007 and 2014 while those expenses have decreased for older people. At EU level in 2014 (*Chart 3.40*), younger people spent a quarter of disposable household income (25.1 %) on housing costs; for prime-age and older working-age adults the comparable figures were 21.8 % and 19.6 % respectively. Unsurprisingly, in 2014 fewer younger people owned their homes (61.8 % against 74.9 % for prime-age individuals in 2014, *Chart 3.39*). For younger people the level of outright home ownership had decreased by almost 4 pps since 2007, while for prime-age individuals it remained fairly stable. The proportion of owners paying mortgages is also slightly lower (3.5 pps less) among younger people than among prime-age individuals. There is evidence that precarious employment has a negative effect on home ownership. This effect is larger in countries with less subsidised housing systems, smaller in countries where family support networks are relatively strong and homeownership rates are higher ([243]). The higher housing expenses younger people pay are often rental expenses.

In a longer-term perspective it is possible to identify some evidence at country level. The house price-to-income ratio (HPIR) ([244]), a common indicator for measuring real house price change and the affordability of owning a dwelling, is shown in *Chart 3.41* for the period since 1980 for twenty-three Member States ([245]).

([242]) The variable on housing tenure used in *Chart 3.38* is available in EU-SILC since 2010. In previous waves of EU-SILC the homeownership status was not differentiated by "outright owner" and "owner with mortgage".

([243]) Lersch and Dewilde (2013).

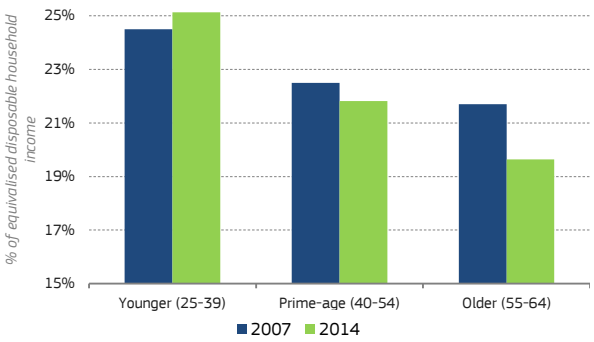
([244]) The price to income ratio is the nominal house price divided by the nominal disposable income per head.

([245]) Data do not cover all EU countries because are provided by OECD.

Chart 3.40

Housing costs are higher for younger people and slightly increased during the crisis

Housing costs as a proportion of disposable household income, 2007-2014, EU



Note: All EU countries are shown together (weighted average). For 2007 data for Croatia and Malta are not available. Housing costs are annualised and equivalised. Income variables refer to the year before (2006 for 2007 survey and 2013 for 2014 survey).

Source: DG EMPL calculations based on EU-SILC cross-sectional data 2007 and 2014 (UDB).

Click here to download chart.

Many countries entered the crisis with overvalued house prices ([246]) and affordability has improved in all but four Member States since then. Only Germany, Austria, Luxembourg and Sweden had a higher HPIR in 2016 than in 2007. It is possible to cluster countries in five groups according to changes in this indicator since 2010 ([247]). The first group of countries includes Belgium, Czech Republic, Estonia, Denmark, Finland, France, Latvia, Lithuania, Portugal and Slovakia. In this first cluster the HPIR has remained broadly stable. The second group is constituted by Poland, Italy and Greece, and has experienced a more or less steady decrease in the HPIR. In Netherlands and Spain (the third group), after an initial deep fall, the HPIR has almost stabilised at a much lower value than the pre-crisis one. In Austria, Germany, Luxembourg (fourth group), the HPIR has steadily increased, mainly due to the rise in the nominal house price. Finally, the HPIR in the UK ([248]) and Sweden had already recovered its 2010 value in 2013/2014 and has continued to grow since then.

([246]) Pittini (2012).

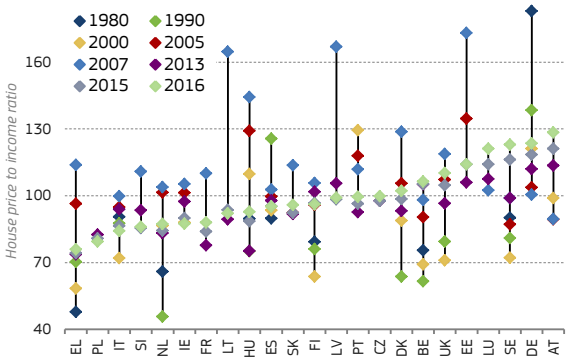
([247]) OECD (2016).

([248]) The increasing difficulties for younger generations to access the housing market and in particular to become house owners are especially pronounced and well documented in the UK, where there has been a steep increase in house prices. For an extensive analysis of intergenerational fairness in the UK, see the report by House of Commons (2016).

Chart 3.41

The house price-to-income ratio peaked in 2007 and has recovered only in a few Member States

House price-to-income ratio (2010=100) by country, 1980-2016



Note: OECD calculates the price to income ratio as the nominal house price divided by the nominal disposable income per head.

Source: DG EMPL elaboration based on OECD Affordable Housing Database

Click here to download chart.

Declining house price-to-income ratios facilitate house purchases ([249]), but despite this, younger workers' chances of acquiring a house may be strongly conditioned by other major issues. These are, for example, incomes lower than the average ([250]) and credit constraints, as will be further discussed below. The affordability of rental housing has decreased in all but two Member States for which data is available (see *Chart 3.42*) ([251]). Using OECD data, it is possible to calculate a similar index to the HPIR in order to track the evolution of rents in relation to income. The house rent-to-income ratio (HRIR) ([252]) shows that the average increase in rents since 1990 has been larger than the increase in income, particularly in the first part of the period. This suggests that rent represents an increasing burden for individuals. This burden is likely to be heavier for younger generations given their relatively lower income and higher propensity to be tenants.

([249]) At the same time, falling house prices also imply some loss of capital value of the property owned or inherited in the future. Further analysis would be needed to understand the net result of these two opposite drivers.

([250]) Note that as measured by the HPIR, affordability improved relative to the average income across age groups while Subsection 3.1 above provided some evidence of relatively less favourable income developments for younger age groups.

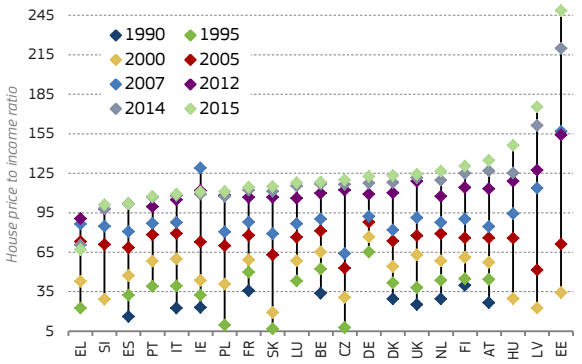
([251]) Ireland and Greece are the exceptions to the trend

([252]) The rent to income ratio is calculated as the nominal house rent divided by the average annual wages per full-time equivalent dependent employee. Average annual wages provide the best proxy for income per head available in time series.

Chart 3.42

The house rent-to-income ratio has increased for all countries except Ireland and Greece

House rent-to-income ratio (2010=100) by country, 1990-2015



Note: The price to income ratio is calculated as the nominal house rent divided by the average annual wages per full-time equivalent dependent employee.

Source: DG EMPL elaboration based on OECD Affordable Housing Database.

Click here to download chart.

The increasing rental burden may contribute to younger people's growing difficulties in accessing credit. Younger people are using a larger share of their income on housing expenses, but are delaying homeownership in favour of renting. High rental cost (especially in big cities) may often leave young people trapped in a prolonged rental cycle, unable to save enough money for a down payment on a home. In addition, since the crisis and in response to the housing market bubbles observed in some Member States in the pre-crisis years, the criteria which have to be met to qualify for mortgage loans have become stricter. As young workers are particularly likely to be holding insecure non-standard jobs, they may be particularly affected by this.

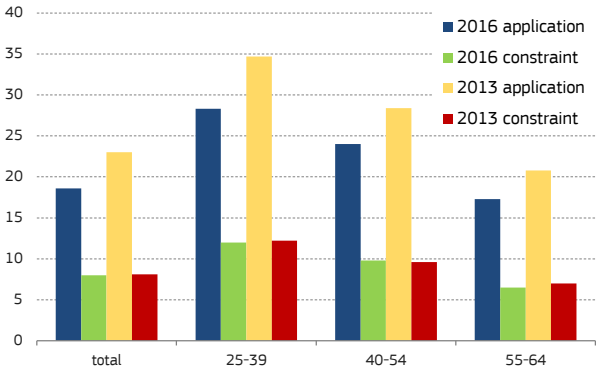
Young people apply for loans more often than prime-age individuals, but their demand for loans has decreased more over the last three years than for older age groups. According to the Household Finance and Consumption Survey (HFC) of the European Central Bank (ECB) ([253]), which started to be collected in 2013, the proportion of young people (aged 25-39) who applied for a loan within the last three years reached 28.3 % in 2016 (*Chart 3.43*), which is substantially higher than the comparable figures for prime age adults (24 % of those aged 40-54 and 17.3 % of those 55-64). In 2016 fewer people applied for loans in the euro area compared to 2013, with the highest fall in demand among young people (-6.4 pps). An increase in the demand for loans for both the total population and young people was recorded only in Belgium and Germany, while the Netherlands was the only country in which young people applied for a loan more often than older people.

([253]) The ECB's Household Finance and Consumption Survey (HFC) has two waves: wave 1 which was run in 2013, and wave 2 run in 2016. Countries covered are: Belgium, Germany, Estonia (only wave 2), Ireland (only wave 2), Greece, Spain, France, Italy, Cyprus, Latvia (only wave 2), Luxembourg, Hungary (only wave 2), Malta, the Netherland, Austria, Poland (only wave 2), Portugal, Slovenia, Slovakia and Finland.

Chart 3.43

Young people apply for loans more often than prime-age individuals, but they also face tighter credit constraints

Households applying for credit and households facing constraints by age group in EU, 2016 and 2013



Source: European Central Bank, EHFC survey, I and II wave (2013 and 2016 respectively), special extraction.

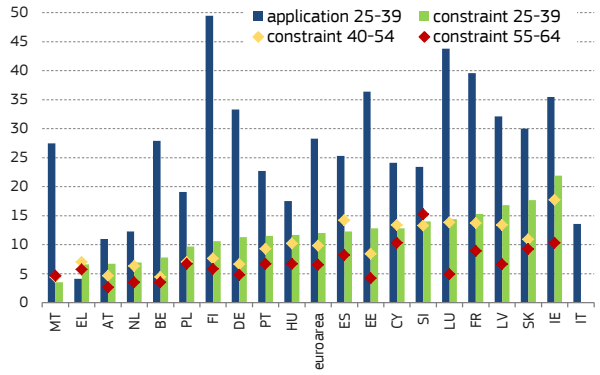
Click here to download chart.

Young people face greater credit constraints when applying for loans, with few changes over the last few years ([254]). In 2016, the proportion of households applying which were headed by a credit-constrained young individual reached 12 % in the EU, compared with 9.8 % of households headed by a credit-constrained person aged 40-54 and 6.5 % of households headed by a credit-constrained person aged 55-64 (*Chart 3.43*).

Chart 3.44

Younger people have greater credit constrains than others in most Member States.

Younger people (25-39) applying for credit and share of households facing credit constraints by country and age group, 2016



Source: European Central Bank, EHFC survey, II wave (2016), special extraction.

Click here to download chart.

Demand for loans and credit constraints differ considerably among younger people in the EU. The averages reported above hide significant differences across Member States. In 2016, the highest proportions of households headed by a young person applying for credit (*Chart 3.44*) were in Finland (49.5 %) and Luxembourg (43 %), while the lowest was in Greece (4 %). The highest percentage of credit constraints among younger people was registered in

([254]) Credit constrained households are those that applied for credit within the last 3 years and i) were turned down, and did not report successful later reapplication; ii) applied for credit but were not given as much as they applied for; iii) did not applied for credit due to the perceived credit constraint.

Ireland (21.9 %) and the lowest in Malta (3.5 %). In most Member States, younger people had greater credit constrains than other age groups.

Existing constraints in applying for loans may influence young people's family formation decisions. While the figures reported above relate to total loans across categories, mortgage debt represents 85.8 % of households' total debt. Consequently, despite the historically low level of interest rates in the capital market, existing credit constraints may impact on the realisation of younger generations' life projects, particularly as regards housing, and also on their future economic situation in old age to the extent that wealth accumulation connected to house ownership is reduced.

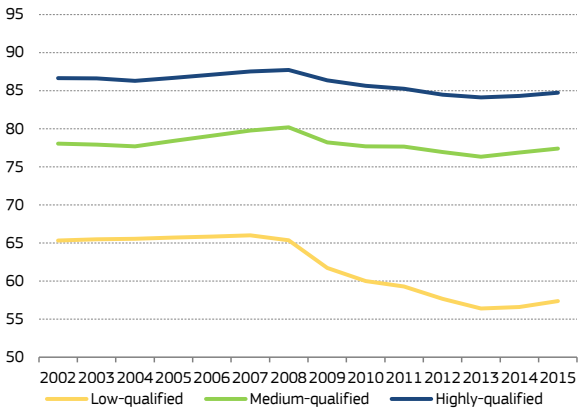
5. YOUNG PEOPLE'S EDUCATION AND SKILLS ACROSS TIME AND GENERATIONS

Qualifications and skills are becoming ever more important for employment. While employment rates have always been higher for those with higher educational attainment, since the crisis gaps have widened between low-qualified young people ([255]) and their better-qualified contemporaries. In 2008 low-qualified young people had an employment rate 15 pps below that of medium-qualified young people and 23 pps below that of highly qualified young people. By 2015 the low-qualified young people were 20 pps below the medium-qualified and 28 pps below the highly qualified (*Chart 3.45*) ([256]). Looking forward, skills and education are expected to gain even more importance in the labour market as a result of globalisation and technological change, and to become an ever stronger determinant of access to good-quality jobs. Education and skills are not only crucial for employment but also important drivers of productivity as a source of GDP growth (Chapter 2). Against this background, this section considers how younger cohorts are faring in terms of education and skills compared with their predecessors (Subsection 5.1 and Subsection 5.2), and the extent to which young people in the EU have "equal opportunities" to gain relevant skills and qualifications (Subsection 5.3). Subsection 5.4 compares participation in adult learning across cohorts, and investigates how individuals are updating and strengthening their skills over the course of their careers.

Chart 3.45

Finding stable employment has become substantially more difficult for low-qualified youth since the crisis

Employment rate of age group 25-39, by educational attainment



Source: EUROSTAT (LFS special extraction)

Click here to download chart.

5.1. Educational attainment

Younger people are increasingly well equipped in terms of human capital. This is reflected in growing educational attainment across all EU Member States (*Chart 3.46,* see also Chapter 1). In 2005 nearly one in four young people aged 25-39 had not completed upper secondary education and just over one in four held a tertiary degree. By 2015 almost four in ten young people in that age group held a tertiary degree and less than one in five had left school without an upper secondary qualification ([257]). Substantial progress in educational attainment was observed in the countries which were hit strongly by the crisis (Greece, Cyprus, Portugal, Italy and Spain). This suggests that the deterioration of the labour market may have reduced incentives to drop out of school. It is also possible that the greater resilience of high-skilled employment to the crisis has strengthened incentives to attain a tertiary qualification. Today's younger people are educated to a significantly higher level than their parents. In 2015 28.1 % of those aged 40-54 and 21.8 % of those aged 55-64 had tertiary attainment; 23.9 % and 32.0 % respectively had below upper secondary attainment.

In some Member States, however, the proportion of low-qualified young adults remains extremely high. The proportion of low-qualified people in the age group 25-39 ranges from as high as 41 % in Malta to only 6 % in the Czech Republic. In general, the smaller the proportion of low-qualified people in a Member State, the more difficult their employment situation is vis-à-vis people with higher attainment. For instance,

([255]) This chapter refers to low-qualified individuals as those who left school without completing upper secondary education. Medium-qualified individuals are those who hold an upper secondary and/or a post-secondary non-tertiary degree. Highly qualified individuals are individuals with a tertiary degree.

([256]) In this context, the European Commission launched the new Skills Agenda for Europe in June 2016, consisting of 10 actions to ensure that the right training, the right skills, and the right support is available to people in the European Union. Education, training and life-long learning is also priority of the Social Pillar, which was proposed by the European Commission on 26 April 2017. One of the 20 principles of the Pillar is that "*Everyone should have the right to quality and inclusive education, training and life-long learning in order to maintain and acquire skills that enable them to participate fully in society and manage successfully transitions in the labour market.*"

([257]) As a matter of fact, the EU2020 targets for education seem to be within reach: in 2016, 39% of individuals in the age group 30-34 held a tertiary degree (compared with the target of 40%) and 10.8% of individuals in the age group 18-24 had left school before obtaining an upper secondary qualification (compared with the target of 10%).

in countries such as the Czech Republic and Slovakia, where the low-qualified account for less than 10 % of the population aged 25-39, their employment rates are almost 40 pps below those of medium- and highly-qualified individuals of the same age. Conversely, in Portugal, where the proportion of low-qualified younger people is close to 36 %, their employment rate differs less from that of medium- and highly-qualified individuals (5-8 pps). Still, these patterns are far from universal. Slovenia is an exception: very strong educational attainment coincides with average employment rate gaps between groups with different education levels. At the other extreme, the highest employment rate gaps for the low-qualified are found in Bulgaria, although it has a fairly high percentage of low-qualified people (almost 20 % in the age group 25-39). It is worth noting that Bulgaria is the country where the risk of poverty and social exclusion (AROPE) is highest for low-qualified adults (up to 75 % for those aged 18-64) and where the poverty risk increases most steeply for those with low qualifications as compared with those with higher educational attainment.

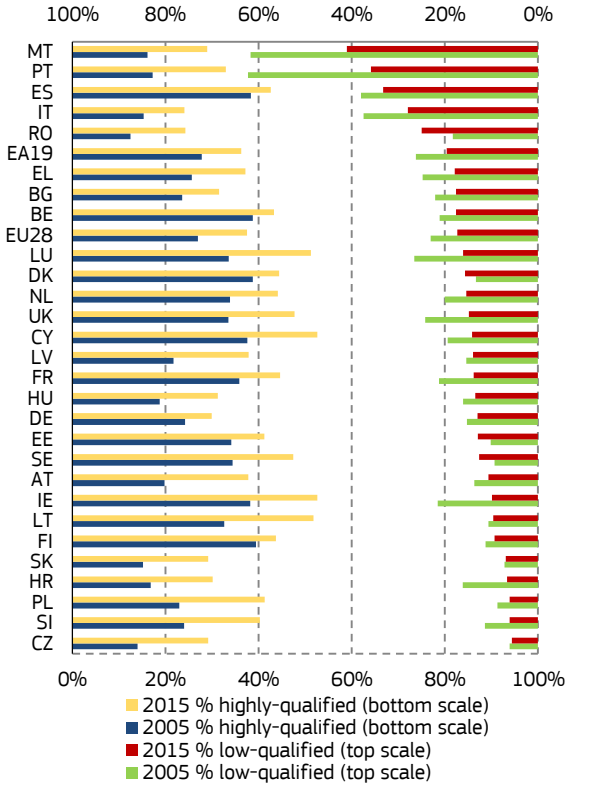
Cross-country trends in educational attainment show a pattern of (mostly upward) convergence. The largest decline (in pps) in low-qualified people is in four of the five countries which started off with the largest proportion of low-qualified youth in 2005 (Malta, Portugal, Italy and Luxembourg; Spain, the fifth country, has made less progress) (*Chart 3.46*). In Sweden and Denmark, which are historically good performers, the proportion of low-qualified people increased by 2-3 pps between 2005 and 2015, moving those countries closer to the EU average ([258]). However, it is a matter of concern that the percentage of low-qualified young people increased substantially in Romania, putting it among the five countries with the highest proportions of youth with low qualifications. The expansion of tertiary education was least pronounced in those countries (Belgium, Denmark, Spain and Finland) which already had high proportions of highly-qualified youth in 2005.

([258]) This may however to a large extent be attributable to breaks in the data collection methodology and a growing share of immigrants who are more likely to be low-qualified than the population born in the country.

Chart 3.46

Educational attainment is rising across the EU

Changes in distribution of educational attainment among age group 25-39, 2005-2015



Note: "Low" stands for the share of low-qualified individuals; "high" reflects the share of highly-qualified individuals.

Source: EUROSTAT variable lfsa_pgaed, based on LFS

Click here to download chart.

5.2. Skills attainment

Educational attainment relates strongly to, but is not a perfect measure of, skills attainment. While skills are more difficult to assess than educational attainment, resulting in poor data availability, some relevant lessons can be drawn from OECD surveys such as the Programme for International Student Assessment (PISA) and the Programme for the International Assessment of Adult Competences (PIAAC). These measure key information-processing competencies (or 'skills') that are considered essential for accessing, understanding, analysing and using information. Such skills are highly transferable across many social contexts and work situations, learnable, and necessary for successful participation in the labour market and in society (OECD, 2016). PISA assesses the mathematics, reading and science skills of 15-year-olds and has been carried out every three years since 2000. PIAAC was set up more recently. Its first round of data collection took place over the period 2008-13 and assessed the numeracy, literacy and problem-solving skills of the adult population (age group 16-64). These surveys reveal considerable variations in skills proficiency among individuals of similar ages (and, where applicable, similar educational attainment) in different countries ([259]).

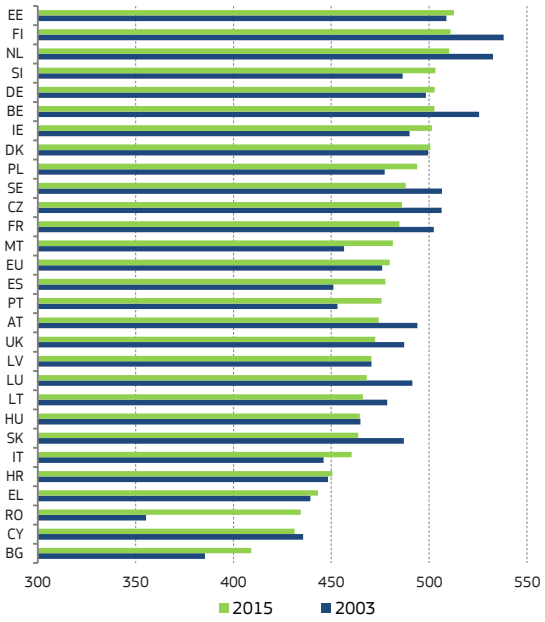
([259]) For example, PIAAC shows that while young adults (25-39) in Ireland and Poland have high educational attainment compared

On average, the mathematics skills of 15-year-olds have improved slightly over time. Results of successive rounds of the PISA survey show that the mathematics skills of 15-year-olds strengthened in around half of EU Member States over the period 2003-15, but worsened in the other half (*Chart 3.47*). Some countries that were traditionally among the worst performers made major progress (for instance Bulgaria, Romania, Portugal, Malta and Spain). However, a set of countries which showed relatively weak skills performance in 2003 saw further deterioration in mathematics proficiency by 2015: examples are Cyprus, Slovakia and Lithuania.

Chart 3.47

On average, only modest progress was made in the mathematics skills of 15-year-olds

Median mathematics scores among 15-year-olds



Note: No 2003 data available for Slovenia, Estonia, Lithuania, Romania, Croatia, Bulgaria, UK, Malta and Cyprus. 2006 data are used instead where available (Slovenia, Estonia, Lithuania, Romania, Croatia, Bulgaria and UK). For Malta and Cyprus, 2009 and 2012 data are shown respectively.

Source: OECD PISA survey

Click here to download chart.

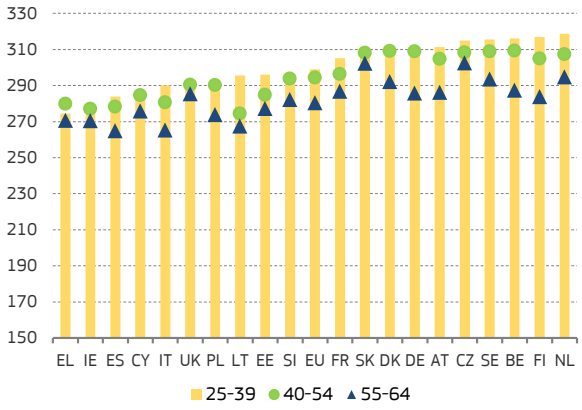
Across Member States, a gradual pattern of convergence in the mathematics skills of 15-year-olds can be observed. With progress concentrated mainly among those Member States which had been performing weakly in 2003 and a deterioration mainly among those with a solid performance in 2003, overall the 2015 outcomes show substantially less cross-country variation than in 2003.

PIAAC data show that the basic numeracy skills of young tertiary graduates are generally higher than those of older graduates ([260]). This generational difference is particularly pronounced for tertiary graduates in Finland, Lithuania, Italy and Belgium. On the other hand, hardly any difference is observed between generations in Greece, UK and Slovakia. The presence of a generational difference may reflect improvements in the quality of education, but it may also be the result of skills dynamics over the lifecycle, as a result of atrophy (the degeneration of skills due to insufficient use) and depreciation (De Grip, 2006). Intuitively, even if the quality of education (in the sense of its effectiveness in promoting mathematics skills acquisition) remains constant over time, older generations will typically still have lower skills levels than younger generations because of these dynamics.

Chart 3.48

In most countries, younger tertiary graduates have higher mathematics proficiency than older graduates

Median numeracy score among tertiary graduates, different age groups



Source: OECD PIAAC Survey (Round 1: 2008-2013). Data for Greece, Lithuania and Slovenia are based on PIAAC Round 2 (2012-2016) Click here to download chart.

Click here to download chart.

There is substantial variation across countries in skills attainment for graduates. These patterns do not necessarily correlate with the size of the tertiary education sector ([261]). On the one hand, the skills attainment of tertiary graduates is relatively low for those countries with the highest rates of tertiary attainment (Cyprus, Lithuania and Ireland), and above the EU average for those countries with the lowest proportion of tertiary graduates (Czech Republic, Slovakia and Germany). On the other hand, Italy combines the lowest tertiary attainment rate with relatively weak proficiency scores for tertiary graduates. Moreover, the Netherlands, Finland, Belgium and Sweden combine relatively high tertiary attainment rates with high average mathematics proficiency among tertiary graduates. This seems to result from a solid foundation in mathematics skills built up in secondary school, because these countries also score among the best on the mathematics skills of 15-year-olds (as does Germany).

to other Member States, their numeracy proficiency is among the lowest when individuals of all educational attainment levels are considered together.

([260]) Caution is due in drawing overly strong conclusions from these analyses, as the figures based on PIAAC are in some cases based on relatively small samples, which increases the risk of sampling error.

([261]) Some scholars have suggested that an increase in tertiary attainment lowers the quality of graduates; see e.g. Juhn et al. (2005) and Carneiro and Lee (2011) on the US.

The increase in key information processing skills seems limited as compared with the strong rise in job skills requirements. However, one must keep in mind that only information-processing skills are considered and these cover only a relatively narrow range of the skills required in the labour market (advanced information processing skills, digital skills, manual skills, technical skills, non-cognitive skills). Especially at the level of digital and technical skills, stronger improvements might have been expected over recent decades. Unfortunately, key weaknesses remain. In 2016, only 56 % of EU28 citizens were estimated to have basic or above basic digital skills, ranging from 26 % in Bulgaria to 86 % in Luxembourg ([262]). The corresponding figures for individuals in the age group 55-74 and for people aged 25-64 with low qualifications were just 32 % and 23 % respectively.

5.3. Intergenerational mobility: the impact of parental background on educational and skills attainment

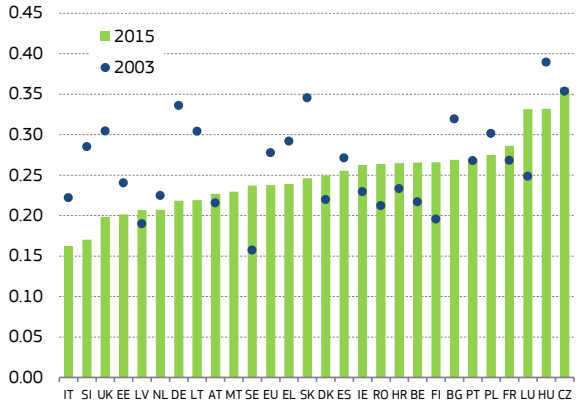
From an equality of opportunities perspective, an issue of key concern is the impact of parental background on education and skills outcomes. Educational attainment and skills are crucial determinants of access to quality jobs, in terms of stable employment and attractive working conditions, including wages, and hence of socio-economic outcomes. Some variation in these outcomes across individuals can be expected. However, if these outcomes are strongly linked to individuals' parental background, there is likely to be a problem of inequality of opportunities, which may result in a lack of social mobility ([263]). If individuals are not able to realise their full potential because of restrictions imposed by social structures, this will not only have deleterious impacts on social inclusion and poverty reduction but also hold back productivity and economic growth. As discussed in Chapter 2, the underutilisation of the available supply of human resources and skills can put a strain on intergenerational fairness and solidarity, especially in the context of demographic change. This subsection explores the impact of parental background on the skills of 15-year-olds (and how this has changed across subsequent PISA rounds) and on educational attainment (and how this has evolved across different cohorts).

Parental background has a significant impact on the mathematics skills of 15-year-olds. Only about 13% of pupils from a weak parental background perform in the top skills quartile in their country, compared with almost 40% of pupils from a strong parental background ([264]). At the EU level, these percentages have hardly changed over the past 12 years. However, substantial changes (in both directions) can be observed at the individual Member State level (*Chart 3.49*).

Chart 3.49

Some convergence in the impact of parental background on mathematics skills

Gap in probability of being a top performer in mathematics between pupils from strong and weak parental backgrounds



Note: 2003 PISA data are used as this is the first round available with solid data on mathematics skills. The 2000 PISA survey focused mostly on literacy. No 2003 data are available for Slovenia, Estonia, Lithuania, Romania, Croatia, Bulgaria, Malta. 2006 data are used instead where available (Slovenia, Estonia, Lithuania, Romania, Croatia, Bulgaria). EU is calculated as the population-weighted average of the individual countries included in the chart.

Source: OECD PISA survey

Click here to download chart.

On average in the EU, the impact of parental background on mathematics skills has declined only marginally. However, there has been considerable cross-country variation. With the exception of the Czech Republic, Member States where parental background had a very strong impact on mathematics skills in 2003 (Hungary, Slovakia, Germany, Bulgaria, UK, Poland and Greece) showed a substantial reduction in this impact by 2015. On the other hand, the influence of parental background became stronger in 13 Member States, with a notable increase in Sweden, Luxembourg, Finland, Romania and Belgium. As a result, there was some convergence in the impact of parental background on 15-year-olds' mathematics skills.

At the Member State level, lower tertiary attainment rates seem to coincide with a stronger impact of parental background on educational attainment ([265]). For example, parental

([262]) See Eurostat variable "isco_sk_dskl_i", based on the Eurostat ICT surveys.

([263]) There are different ways to measure social mobility. Instead of looking at the correlation between an individual's and his/her parents' education level, other studies have looked at the correlation in occupational status between individuals and their parents (see e.g. Eurofound (2017) for a recent study of EU28 Member States).

([264]) The impact of parental background on mathematics performance is measured as the percentage point difference between the incidence of top-performing pupils among those with a strong parental background and the incidence among those coming from a weak parental background. "Top-performing" pupils are defined as those scoring in the top quartile in their own country. Strong and weak parental background are defined by the top and bottom quartile of a ranking of pupils based on their parents' education levels (6 ISCED-based categories) and occupational status (according to the PISA International socio-economic index of occupational Status, following Ganzeboom et al. (1992)'s methodology).

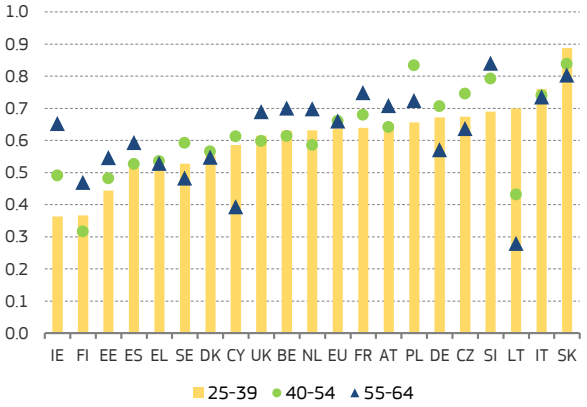
([265]) The impact of parental background on educational attainment is measured as the relative gap (in %) in tertiary attainment

attainment matters a lot for children's tertiary attainment in Italy, Czech Republic, Slovakia and Germany, where tertiary attainment is relatively low among 25-39 year olds as compared with other Member States. The lowest impact of parental background is observed in Ireland and Finland, where educational attainment is relatively high. Again, there are many exceptions to this broad pattern. Lithuania combines one of the strongest impacts of parental background on attainment with one of the highest tertiary attainment rates in the EU. The strong impact of parental background on educational attainment in Italy, Germany and Lithuania is notable, given that the impact of parental background on skills attainment of 15-year-olds in these countries is relatively weak.

Chart 3.50

The impact of parental background on tertiary attainment weakens slightly across generations

Relative gap in tertiary attainment rates between children of parents with stronger and weaker educational attainment, different generations



Source: OECD PIAAC Survey (Round 1: 2008-2013). Data for Greece, Lithuania and Slovenia are based on PIAAC Round 2 (2012-2016). EU is calculated as the population-weighted average of the individual countries included in the graph.

Click here to download chart.

For younger people in the EU, tertiary attainment is less dependent on parental background than it was for their parents. The 2012 PIAAC survey data allows the impact of parental educational attainment on their children's educational attainment to be tracked across generations. The data show that on average, this impact is slightly weaker for younger than for older generations, especially in countries where tertiary attainment has expanded strongly. Typically, children from weaker parental backgrounds seem to have benefited more from the expansion of tertiary attainment (in relative terms) than those from stronger parental backgrounds (who already had high rates of tertiary attainment). An exception is Lithuania, where tertiary attainment expanded on average, but declined strongly for students from weaker parental backgrounds. And in Slovakia and Italy, where the impact of parental background was already relatively high among older people, this impact is slightly stronger for the younger generation. However, a consistently weakening impact of parental attainment was observed in Ireland, Spain, Estonia, France and Slovenia.

between children from a strong and those from a weak parental background. A strong (weak) parental background is defined as being in the top (bottom) quartile of a ranking of students based on their parents' educational attainment.

5.4. Adult learning

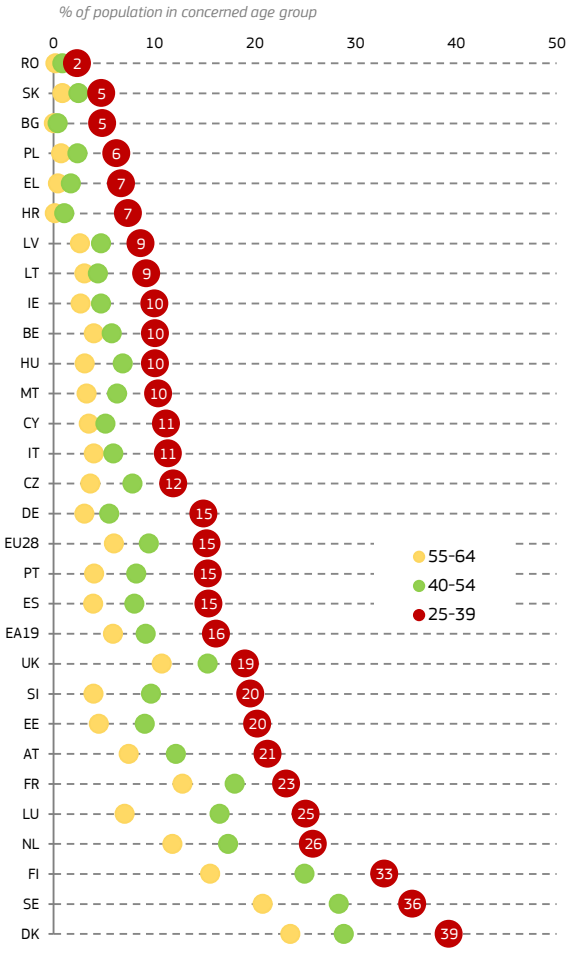
Participation in education and training has an important lifecycle dimension. Most education is undertaken by individuals before entering employment. However, as labour markets are changing at an ever-increasing pace and jobs are becoming more skills-intensive, it becomes progressively more important to reskill and upskill throughout one's lifetime.

Young people may have more incentives to invest in training and education, as they can reap the benefit of this investment over the long career ahead of them. On the other hand, it can be argued that older people have a greater need to invest in reskilling because the skills and knowledge they built up during the initial stages of their life may have become out-dated. Younger people have been observed to participate significantly more in adult learning than older age groups (*Chart 3.51*).

Chart 3.51

Young adults are participating in learning more often than older individuals

Participation in lifelong learning by age group (2015)



Source: LFS

Click here to download chart.

Box 3.1: Intergenerational mobility: a literature review

Intergenerational mobility reflects the extent to which the socio-economic characteristics (most prominently education, occupation or income) of children are related to those of their parents ([1]). The literature in this field distinguishes between *absolute* and *relative* mobility. Absolute mobility considers whether children are on average better off than their parents and so refers to intergenerational changes in outcome levels. To a large extent, these are determined by the nature of structural changes in an economy and by societal progress. The transition of economies from agricultural to industrial and service-based economies typically goes together with an increase in labour productivity and an expansion in highly-skilled occupations. If societies make fast progress over a generation, children generally will be better off than their parents and the degree of absolute mobility will be high. As income growth slows down or if the benefits from income growth are spread unequally across the income distribution, absolute mobility is likely to taper off. A recent study finds a decrease in absolute income mobility (expressed as the proportion of individuals who earn more than their parents) from around 90% for cohorts born in 1940 to around 50% for those born in the 1980s, and attributes this to increased inequality in the distribution of the benefits from growth ([2]). Recent work on the EU finds that absolute occupational mobility varies strongly across the EU, mostly reflecting country variation in structural change over time but that, on average, absolute occupational mobility has been steady across three generations born in the 20th century, with only a minor decline for the youngest generation, particularly for men ([3]).

Relative mobility, on the other hand, looks at the association between children's relative position and their parents' relative position, each within their own generation, and so refers to changes in ranking order. Relative mobility is low if children's education, occupation and/or income levels depend strongly on their parents' characteristics. This is an issue of major policy concern, as a strong association is likely to reflect a lack of equal opportunities in a society.

Parental background can influence offspring's outcomes through different channels. A major one is education ([4]). However, there are other direct channels of parental influence on their offspring's employability, occupation and earnings, including genetic endowments, soft skills, aspirations, inherited wealth, capital constraints, peer/neighbourhood effects and parental assistance (possibly through networks) to secure jobs for their children ([5]).

A related topic of interest is the impact of parental migrant background on descendants' labour market outcomes. Preliminary empirical results of a new project carried out by OECD ([6]) find that outcomes in the labour market are lower for EU-born individuals with non-EU-born parents than for individuals with EU-born parents who have otherwise similar education and parental characteristics. The former seem to encounter particular difficulties in obtaining good jobs requiring high levels of skills. This could be related to the (relative) lack of networks and of knowledge about labour market functioning, but also to discrimination.

Research has found a negative correlation between relative mobility and income inequality, as depicted by the so-called "Great Gatsby" curve, and a positive correlation with spending on education, particularly at early stages ([7]). The evidence on trends over time in relative mobility is inconclusive, to a large extent due to data limitations, large sampling errors and strong dependence on whichever measure of relative mobility and whichever time period is considered. While some recent studies in the US suggest that relative income mobility has remained stable over time, others find that relative income and educational mobility have declined ([8]).

Results for the EU are also mixed. Influential work in the early 2000s signalled a decline in relative income mobility in the UK and attributed this to the expansion of higher education which would benefit the children of well-off parents more ([9]). However, other studies find that relative mobility in the UK has remained relatively stable ([10]). Moreover, there seems to be a consensus in the literature that higher and more equal levels of educational attainment are

([1]) *Inter*generational mobility is one type of social mobility. Another type of social mobility is *intra*generational mobility, which considers the extent to which socio-economic characteristics (most prominently income and labour market status) change (rather than persist) over an individual's own career or lifetime. This box only considers the former type of social mobility.

([2]) Chetty et al. (2017).

([3]) See Eurofound (2017) and Bukodi et al. (2017) for studies on the EU. Note that income and occupational mobility do not necessarily move in the same direction (Breen et al. 2016; Torche 2015: 49).

([4]) Torche (2015); Mazzonna (2016); Björklund and Jäntti (2009).

([5]) See e.g. Knoll et al. (2017); Berloffa et al. (2015); Torche (2015); Marcenaro-Gutierrez et al. (2015); Franzini et al. (2013); Björklund et al. 2012; Franzini and Raitano (2009); d'Addio (2007); Bowles and Gintis (2002). Peer effects refer to the influence of friends, family and acquaintances on outcomes. This relates to parents' choice of where to live and where to send their children to school.

([6]) This forthcoming study on "Intergenerational mobility of the children of immigrants" is carried out by the OECD with the financial assistance of the European Union Programme for Employment and Social Innovation "EaSI" (2014-2020).

([7]) Corak (2013); Chauvel and Hartung (2016); Ichino et al. (2011); Mayer and Lopoo (2008); Corak (2006).

([8]) Lee and Solon (2009) find that relative income mobility has been stable between cohorts born in the 1950s and those born in the 1970s. Chetty et al. (2014) conclude the same between those born in the 1970s and in the 1990s. On the other hand, Davis and Mazumder (2017) find that relative mobility is lower for cohorts born in the 1960s than for those born in the 1940s, in line with Hilger (2015)'s findings that relative educational mobility declined over that period.

([9]) See e.g. Blanden et al. (2004).

(Continued on the next page)

Box (continued)

generally associated with higher relative mobility ([11]). Results for Finland and Sweden suggest an increase in relative income mobility over time, possibly related to educational changes ([12]). A recent study finds find that relative occupational mobility trends across the EU follow a complex pattern, with some convergence between Member States over time; another study identifies a small increase in inequality of opportunity between 2004 and 2010 on average in the EU ([13]).

([11]) See e.g. Blanden and Machin (2007); Palomino et al. (2016); and the findings of Subsection 5.3.

([12]) See Björklund et al. (2009); Pekkala and Lucas (2007).

([13]) Eurofound (2017) Palomino et al. (2016).

A large share of young people's participation in adult learning reflects their continued participation in initial education. Once one excludes those who are enrolled in formal secondary or university education programmes, the gap in adult learning participation between age groups 25-39 and 40-54 declines markedly, or even reverses. Finland, Denmark and Sweden are the countries with the largest proportion of 25-39 year-olds enrolled in secondary or university education programmes (21 %, 17 % and 15 % respectively). This is consistent with data on school expectancy, which measures the number of years of education an individual is expected to undertake over a lifetime and shows that of all EU Member States, people in Finland, Sweden and Denmark are expected to stay in education longest.

6. Conclusions

The world of work has been changing over the last two decades with important social, economic and demographic implications. The evidence presented in this chapter confirms that many of the changes, whether structural or cyclical, have affected the younger people (25-39) more than prime-age and older people (40-64).

Younger people have been hit hardest by increases in unemployment and non-standard work. Employment of younger workers has been stagnating since 2002, while prime-age and older workers have witnessed a rapid rise in their employment rates. In addition, during the crisis, younger generations have been the most exposed to unemployment. For example, finding a job after graduation has become harder. Job security has declined over time with the increased use of non-standard contracts and this shift too has affected younger cohorts more than prime-age and older ones. Beyond the decline in job security, younger workers are also more exposed than older ones to low-wage jobs and precarious working conditions.

The increasingly widespread use of temporary work and reduction of job and income security on the labour market may harm productivity growth in the long run. There is evidence that a high proportion of temporary work can harm total factor productivity growth through various channels. These include limited incentives for workers to acquire firm-specific knowledge and lower on-the-job training opportunities.

The labour income allocation among age groups has changed, resulting in a lower share for younger workers. Most countries have seen a progressive decline in younger workers' (25-39) income share between 2007 and 2014. The changes in the income share by age group during this period have been driven by the change in the relative number of workers and in the relative income per worker, as well as by demographic trends.

Younger generations are increasingly vulnerable in the labour market and less protected by welfare systems (i.e. have lower benefit coverage)**, but they are not at greater risk of poverty than older generations.** Overall, the analysis in this chapter suggests that the deterioration in job and income security has had an impact on household decisions across generations. Younger people have increasingly fewer economic responsibilities at household level, resulting from the postponement of independent living and household formation and greater likelihood of prolonged co-residence with parents (particularly in Southern and Eastern European countries).

The postponement of household formation and parenthood is a cause for concern because of the adverse consequences for fertility rates and the sustainability of the pension system. The chapter has highlighted the likelihood that the widespread increase in non-standard work is one of the causes of delayed parenthood. The increase in the average age at which women become mothers across the EU is in turn likely to have a negative effect on fertility. This sheds light on the important role of family policies (such as childcare) and employment policies for women aiming at increasing fertility.

The higher housing expenses younger people face and their increasing difficulties in accessing credit are also causes for concern because they may impact on the realisation of life projects. Younger people are increasingly spending their income on housing and delaying homeownership in favour of renting. In addition, since the crisis younger people have had higher credit constraints. These factors are likely to have a negative effect on their capacity for wealth accumulation.

Qualifications and skills are becoming increasingly important for employment. In response to rising demands for skills in the labour market, younger generations are increasingly well equipped in terms of human capital. Some Member States, however, still have very high proportions of young adults who are low-qualified, highlighting the need for increased efficiency and effectiveness in education spending. Across the EU, upskilling trends show a pattern of mostly upward convergence.

From an equality of opportunities perspective, an issue of key concern is the impact of parental background on education and skills outcomes. Only small proportions of the 15-year-olds from a weak parental background perform in the top skills quartile in their respective countries. However, in the EU as a whole, tertiary attainment is less dependent on parental background for younger generations than it was for older generations.

Overall, these findings raise major questions about intergenerational fairness. Compared with cohorts one and two decades ago, younger workers today, despite being better educated, are living and working in a more precarious labour market, with more non-standard contracts, less job security and more low-paid employment. As well as having consequences for intergenerational fairness, these differences have had and will continue to have social, economic and demographic implications which need to be considered and addressed by policy-makers.

The European Pillar of Social Rights covers three broad areas: equal opportunities and access to the labour market, fair working conditions and adequate and sustainable social protection. Its 20 principles range from the right to a fair wage to the right to health care; from the principles of work-life balance and equal opportunities to the right to social protection.

Several components of the **European Pillar of Social Rights** provide potential policy avenues to address these challenges: ensuring access to quality education and training for all (Pillar 1); tackling abuse of precarious and non-permanent contracts and low wages (Pillar 5d, 6ab); ensuring transitions to open-ended contracts (Pillar 5a); and providing adequate and sustainable social protection against poverty by replacing or supplementing the income of individuals who have insufficient or no access to employment (Pillar 12, 13, 14). They show that the European Union is taking active steps to try and shape a fairer labour market that manages to combine social inclusion with competitiveness and high quality and well-paid jobs ([266]).

([266]) See European Commission (2017).

Annex 1: Labour market income shares' changes

The changes in the labour marker income share of each age group over time are driven by different factors: demographic trends, the number of workers in each age group and individual remuneration. Specifically, for a given income share (S) for the age group α in year t, the variation at time $t+1$ of the income share is approximately ([267]) equal to the relative change in population (P), plus the net composition effect of the workers (Wn), ([268]) affecting the relative size of each cohort, plus the relative change of income per worker (I):

$$\Delta S_{\alpha,t+1} = \Delta \frac{P_{\alpha,t+1}}{P_{total,t+1}} + \Delta \frac{Wn_{\alpha,t+1}}{Wn_{total,t+1}} + \Delta \frac{I_{\alpha,t+1}}{I_{total,t+1}}$$

Assuming that demographic changes are exogenous ([269]), the socio-economic empowerment could determine both the net composition effect and the variation of the personal incomes. Each component of the change in the income share by cohort is calculated proportionally to its relative change under the hypothesis that the other variables remain constant. For example, the income share in $t+1$ which an age group would have if the change only depended on the variation of the population in that age group compared to the total variation in the population is given by:

$$S^{P}_{\alpha,t+1} = S_{\alpha,t} \times \left(\frac{P_{\alpha,t+1} / P_{total,t+1}}{P_{\alpha,t} / P_{total,t}} \right)$$

Then $S^{P}_{\alpha,t+1}$ is used to calculate the part of the change in income share explained by the relative variation of the population in the period ($\Delta S^{P}_{\alpha,t+1}$). ([270])

The charts in Subsection 3.1 on the contribution to change in the income share by age group between 2007 and 2014 present the results of such calculations.

([267]) A simple additive model is adopted neglecting Interactions among different components.

([268]) Implicitly, the overall gross composition effect in the number of workers by age group ($Wg_{\alpha,t}$) already accounts for the population change. In this analysis it is not possible to perfectly separate the two effects: $Wg_{\alpha,t} = \Delta P_{\alpha,t} + \Delta Wn_{\alpha,t}$.

([269]) Past labour market performances and socio-economic empowerment could theoretically affect the current birth and mortality rates for example.

([270]) In the case of the number of workers, the net composition effect is obtained cleaning the gross composition effect by $\Delta S^{P}_{\alpha,t+1}$.

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CHAPTER 4

Securing good living standards in retirement also in the future

1. INTRODUCTION ([271])

At present the welfare situation of people aged over 65 in the EU is relatively favourable but it is likely to worsen in the coming decades. Their income has been steadily increasing over the last decade while poverty rates have declined. The majority of older people in the EU are homeowners and they have relatively good access to essential services. However there are important differences between Member States and even in those Member States where older people's overall situation is generally favourable, significant variations can be found at subnational level or for different groups of older people. And due to demographic change, those who are currently young are likely to see their welfare affected by far-reaching changes to social protection systems by the time they reach old age. In particular, they can expect a higher retirement age, a less adequate pension and higher contribution rates to support the increased number of retirees.

Demographic dependency is expected almost to double by 2060. Increasing longevity will bring fast-increasing numbers of elderly people. The size of the working age population, here defined as those aged 20-64, has been declining since 2010 and will continue to decline over the coming decades. Chapter 2 has shown that this future decline in the labour supply is likely to limit the EU's potential growth and thus the resources available for distribution across the generations, which is highly relevant to the issue of intergenerational fairness. This chapter addresses a different question: how to make sure that the distribution of (limited) resources across the generations will be fair or, in other words, how to ensure the socio-economic basis for a better deal for all generations. Clearly, fair distribution will become an increasingly urgent question as the number of people aged 65+ per 100 people aged 20-64 rises from today's 32 to 57 by 2060, according to the latest Eurostat projections.

Higher demographic dependency will render distribution of resources more difficult. Social security schemes are central to the question of fairness in the resource distribution from one generation to another. Higher demographic dependency constitutes a challenge to the implicit generational contract in social security systems which distribute resources from younger to older generations. Projections in the 2015 Ageing Report show that, without the reforms already adopted, demographic change would have increased social security expenditure considerably by the year 2060 – a rise of 7 % of GDP for pensions only. Without effective reforms, sustaining pension systems would require significantly higher contribution rates and/or higher government transfers to the pension system and, therefore, higher taxes. Both would have to be borne by the current working-age population. As a result, take-home pay would be reduced and/or progress in terms of productivity and employment growth would be undermined by increased labour costs. This is why measures to achieve a generationally fair distribution of resources affect not only the current incomes of younger workers but also their labour market prospects. Undermining these prospects could put the solidarity of young contributors with older dependents (which is at the heart of the generational contract) at serious risk in the future.

([271]) This chapter was written by Jörg Peschner and Katarina Jaksic with contributions from Alessia Fulvimari, and Fritz Von Nordheim.

Future generations will face a double burden. It is likely that reforms will reduce pension levels in the future so as to keep contribution rates from climbing too strongly. As a result, future workers may face a double burden. On the one hand, they may have to pay higher contribution rates than today's workers. This may raise labour costs and thus crowd them out of the labour market or reduce their net income. On the other hand, if their labour market prospects worsen and the general pension level declines, they may also receive a lower pension after retirement.

Member States have engaged in various reforms that are projected to limit pension expenditure significantly. Most importantly, pensionable ages have been raised almost everywhere and will be increased further in the future. The general trend has been to introduce penalties in cases of early retirement and to pay supplements if someone postpones taking up their pension after they have reached official retirement age. At the same time, annual indexation of pensions has been cut significantly and will be cut further, so as to curb expenditure increases that come as a result of wage growth and inflation. However, the full impact of many of these reforms will only be felt in the future, affecting today's young people as they age rather than today's pensioners.

While ageing affects all social security schemes, this chapter focuses on reforms that promote intergenerational fairness by curbing future pension expenditure and/or encouraging older people to remain or become active in the labour market ([272]). It starts with a look at the current level of pensions as the most important source of older people's income and briefly addresses other elements that play a role in the welfare of older people. It reviews current projections of pension expenditure and the impact of reforms. And it simulates exemplary reforms from selected countries to show how these could impact on all generations' income and the labour market situation of both young and older workers.

2. THE CURRENT SITUATION OF OLDER PEOPLE

The welfare of older people is primarily determined by their income, accumulated wealth and access to essential services. The main source of income in old age is pensions, which are the focus of this chapter (*Chart 4.1*). The level of pension benefit a person receives after retirement is affected both by their working history and by the features of the pension system. Working histories are mostly determined by the length of the working career, career interruptions and the level of income from work. In terms of pension system characteristics, the key elements that affect pension benefits relate to the generosity of the system in terms of the calculation of benefits, official retirement ages, bonuses and penalties, pension credits and derived pension rights. However, to get a comprehensive picture of the current situation of older people, it is important also to look at income other than pensions, such as that generated from employment after reaching retirement age and accumulated wealth (housing). Provision of services, primarily healthcare, which differs considerably across Member States, also contributes to the overall welfare of this age group compared with younger groups.

2.1. Pensions protect those aged over 65 rather well against poverty

Income developments for the population aged 65 and over are to a very large extent driven by pensions. The income from pensions constituted over 80 % of the disposable household income ([273]) of those aged 65+ ([274]) in 2014 (*Chart 4.1*). There are great variations between Member States: the proportion of pensions in disposable household income ranges from 67 % in Bulgaria to over 100 % in Sweden and Germany ([275]). Pensioners relied more on income from pensions in 2014 than they did in 2007, except in a few Member States such as France, Poland, Slovakia, the Netherlands and Spain.

Other sources of income represent a small proportion of the total income of those aged over 65. In addition to pensions, the most important sources of income are income from renting out property, labour and self-employment. The share of income from labour represented 1.8 % of total disposable income in the EU in 2014 for this age group (up to 7.1 % in Latvia) and income from self-employment 1.5 % (up to 3.3 % in Ireland). Income from renting out property represented 2.1 % of income (up to 5.1 % in Luxembourg).

([272]) Other social security systems, e.g. the health care system, also represent an important challenge in terms of sustainability and intergenerational fairness but are beyond the scope of this chapter. For further reading on projected developments in those, see European Commission (2015b).

([273]) Incomes are equivalised. Equivalised income is a measure of household income that takes account of the differences in a household's size and composition, and thus is equivalised or made equivalent for all household sizes and compositions. It is calculated by dividing the household's total income from all sources by its equivalent size, which is calculated using the modified OECD equivalence scale. This scale attributes a weight to all members of the household: 1.0 to the first adult; 0.5 to the second and each subsequent person aged 14 and over; 0.3 to each child aged under 14. The equivalent size is the sum of the weights of all the members of a given household. Income from pensions is also equivalised as total household income and refers to net pensions (old-age benefits and survival's benefit).

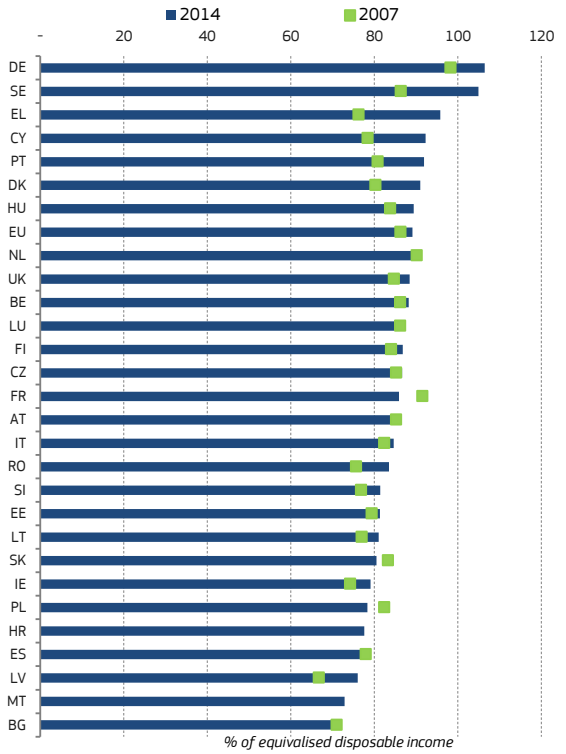
([274]) Due to major differences in the proportions of older people not living in private households across Member States, the results for older people's relative situation in different Member States should be interpreted with caution, see Box 4.1.

([275]) Negative income is being taken into account (such as losses), which is why the pension share can exceed 100 %.

Chart 4.1

Pensioners rely on pensions as the main source of income

Equivalised income from pensions as a proportion of equivalised disposable household income for those aged over 65, 2007 and 2014



Source: DG EMPL calculations based on EU-SILC cross-sectional data 2007 and 2014 (UDB).

Click here to download chart.

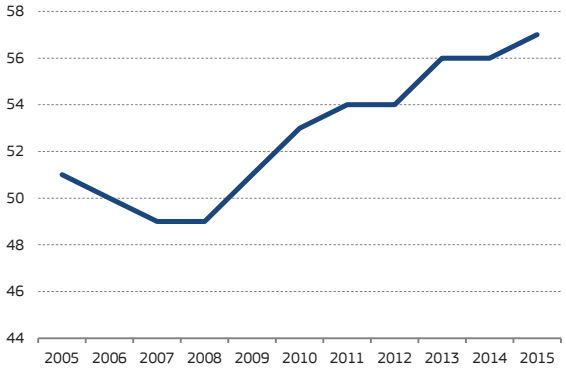
Increases in real median pensions have contributed to the improvement in older people's relative income in the EU over the last decade. Between 2007 and 2014, the real median net pension increased by 6.5 % at the EU level, contributing to the improvement in the situation of older people relative to other age groups. Pensions grew the most in some Member States that joined the EU in the 2000s, Sweden, Denmark, Spain and Ireland, while they decreased in Hungary and the UK. The increase observed at EU level is in line with favourable changes since the beginning of the crisis in the aggregate replacement ratio ([276]), which relates the gross pensions of those recently retired (aged 65-74) to the gross earnings of those approaching the end of their working lives (aged 50-59) (*Chart 4.2*).

([276]) The aggregate replacement ratio covers old age benefits, survivor benefits and individual private pension plans. It is limited in the age ranges that it covers to 65-74 and 50-59. It is calculated on individual gross incomes; therefore it does not take into account the household composition and taxes/social benefits, which can have a considerable impact on the income situation. Lastly, it is limited in the sense that it compares the income situation of two different cohorts.

Chart 4.2

Gross pensions of young pensioners have increased compared with gross earnings of older workers

Aggregate replacement ratio EU28, in %, 2005-2015



Note: EU27 instead of EU28 in 2005-2009.

Source: Eurostat [tsdde310]

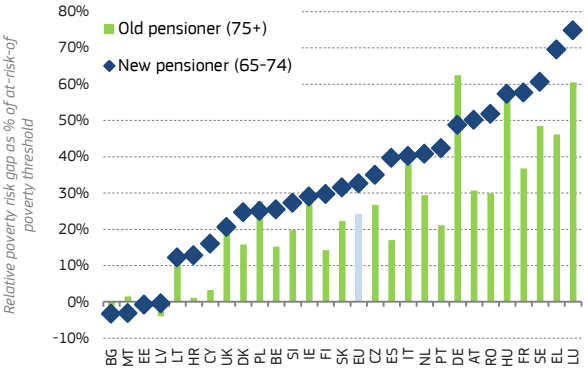
Click here to download chart.

Higher educational attainment translates into higher pensions. Not surprisingly, pensions increase with the educational level of pensioners. At EU28 level, the median income from the pensions of those with higher education is almost double that for those with a low level of educational attainment. The difference is even greater in several Member States which joined the EU in the 2000s and in the Southern Member States. The current wage premium from higher education - both during and after working age - strengthens the case for investing in education, not only to boost labour market prospects and earnings from work but also to secure good living standards after retirement. This is particularly important as the wage premium from higher education has been increasing, despite the increasing proportion of those with higher educational attainment ([277]).

Chart 4.3

Pensions protect well against poverty in the EU

Relative poverty gap of income from pensions, 2014



Note: The relative poverty risk gap of income from pensions represents the difference between the median equivalised income from (net) pensions and the at-risk-of-poverty threshold, expressed as a percentage of the latter. Negative values indicate that the median pension is below the poverty threshold. EU unweighted average.

Source: DG EMPL calculations based on EU-SILC cross-sectional data 2014 (UDB)

Click here to download chart.

Pensions provide considerable protection against poverty in the EU. While pensions make up a high proportion of pensioners' disposable income, testifying to the importance of social protection systems for

([277]) See OECD (2011).

older people's living standards, adequate pension levels protect older people from poverty ([278]). In the majority of Member States, the median income from pensions is above the national at-risk-of-poverty threshold, both for younger pensioners (65-74) and those aged 75 and older (*Chart 4.3*). While pensions provide especially strong protection against poverty in Luxembourg for all pensioners and in Sweden and Greece for younger pensioners, this protection is considerably lower in other Member States (e.g. Bulgaria, Malta, Estonia and Latvia). Income from pensions is generally higher for younger pensioners except in Germany and Malta ([279]).

The income poverty risk for people over 65 is lower than for the rest of the population in the EU. In 2015, this was the case in almost two thirds of the Member States. Nevertheless, cross-country variation in levels was substantial, with more than 20 % of older people being at risk of poverty in the Baltics, Croatia, Bulgaria and Malta. In all these Member States the proportion of older people at risk of poverty is higher than that of the rest of the population and the proportion of older women at risk is substantially higher than that of older men.

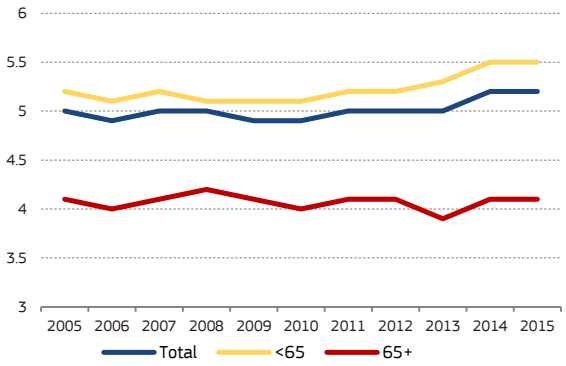
The reduction in old age poverty partly reflects the fact that the crisis had a stronger impact on income from work than on pension income. Over the past decade, the income poverty risk has decreased substantially for the population aged over 65, while it has increased for younger people. The underlying measure of poverty is a relative one and main income sources vary with age. As shown above, pensions are older people's main source of income, whereas income from work represents the highest share of total income for the younger, active population (see Chapter 3). While income from work was adversely affected by the crisis, median pensions increased in both nominal and real terms in 2007-2014, mainly due to the indexation mechanism in place to protect the living standards of pensioners ([280]).

Pensions have been relatively well protected despite crisis-related fiscal adjustment needs. In response to the need for budgetary adjustments, some Member States tried to lower pension expenditure through various measures: direct pension cuts, temporary or permanent freezes/reductions in pension indexation or higher taxes/contributions for pensioners. These measures were generally adopted in the Member States hardest hit by the crisis, i.e. in Southern Europe, the Baltics, some Central and Eastern European countries and Ireland, in order to spread the burden of the crisis more equally across the different age groups. However, to the extent that these measures reduced the acquired rights of current pensioners, they were often challenged in national courts and subsequently reversed ([281]). Overall, income from pensions was relatively well protected during the crisis.

Chart 4.4

Income inequality remained stable at a low level for those aged over 65 while it increased for younger people

Income quintile share ratio (S20/S80), EU28



Note: EU27 instead of EU28 in 2005-2009

Source: Eurostat [tessi180]

Click here to download chart.

Moreover, income inequality among the elderly is lower than at younger ages, which may have contributed to the drop in the poverty rate for older people. Since 2010 the incomes of the elderly remained less dispersed than incomes among younger age groups, for whom inequality increased (*Chart 4.4*). This means that the relative improvement for the elderly was widely shared among this relatively homogeneous group, allowing many to 'step over' the stagnant national poverty thresholds. Income inequality among those aged over 65 is highest in some Southern and Member States that joined the EU in 2010s.

2.2. Accumulated wealth contributes to the favourable relative situation of older people

Material welfare does not depend only on income but also on wealth. Wealth accumulation is important because on the one hand it affects current income flows and on the other hand, accumulated assets affect households' ability to adjust consumption in the face of income shocks. Consumers who aim to preserve their living standards accumulate assets during their working lives and use up the wealth they have accumulated during their retirement years ([282]). They also accumulate wealth because health in old age is particularly uncertain or in order to pass it on to their children. Such private transfers can play a significant role in smoothing intergenerational inequalities within families, but can reduce social mobility and increase inequalities within generations if wealthier individuals are also more likely to receive

([278]) See note under Chart 4.3

([279]) One reason in Germany could be that Eastern German pensions tend to decline as long spells of unemployment after the reunification reduce new pensions.

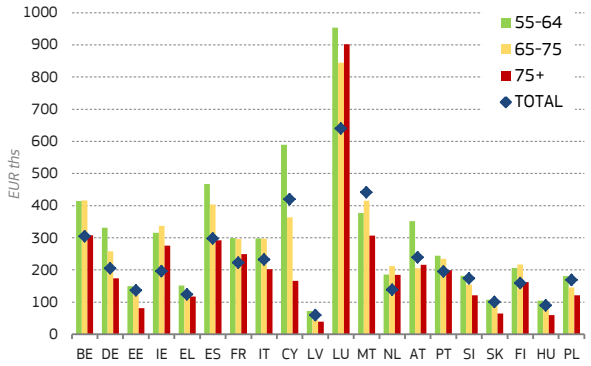
([280]) See European Commission (2017),

([281]) See European Commission (2015a), page 175-8.

([282]) Modigliani's life-cycle hypothesis (see Deaton (2005)).

(higher) private transfers from their parents or grandparents.

Chart 4.5
Wealth decreases slowly after retirement
Net wealth by age, EUR thousands (PPP), 2016



Note: Net wealth is the difference between total household assets and total household liabilities. Data collected during different periods between October 2011 and June 2015.

Source: European Central Bank, The household finance and consumption survey, Wave II.

Click here to download chart.

Wealth decreases slowly after retirement. After the age of 65, younger pensioners in EU countries ([283]) tend to hold at least as much wealth as the total population, except in Austria, Cyprus and Malta (*Chart 4.5*). Overall, net wealth decreases somewhat from the age of 75, except in Luxembourg where the oldest age group owns the most wealth. While available data do not allow longer-term trends in asset holdings across age groups to be measured, in 2013 - 2016 ([284]) the net wealth of the two oldest groups decreased less than that of the working age population.

Ownership of a home, the most common form of household asset, is widespread among older Europeans. In the EU, where 61.2 % of the total population are homeowners, 71.9 % of those aged 65-74 and 68.0 % of those aged 75+ own their own homes. The differences across Member States are substantial: home ownership by those aged 65+ is particularly low in Germany and Austria ([285]), and high in some Eastern and Southern Member States ([286]). This reflects the overall home ownership pattern in the Member States.

([283]) Data only available for Member States presented in the graph.

([284]) Data published but collected at different points in time prior to 2013.

([285]) This also reflects the levels of total wealth of older people in these countries as property ownership stimulates accumulation of wealth.

([286]) The comparison between age groups in relation to housing has to be interpreted with caution as the cohort effect might bias the results to some degree. The observed age groups differ not only in mortality rates, resources and institutional arrangements but also in preferences regarding renting or owning. Nevertheless, previous studies, taking the cohort effect into account, have reached similar conclusions on declining homeownership after 75. See Chiuri et al (2010).

Older people's homes are also in better condition than those of the rest of the adult population. The proportion of older people living in households subject to severe housing deprivation, which measures poor amenities ([287]), is lower than the proportion of the population aged 18-64 subject to the same deprivation. This is true throughout the EU, but the levels of deprivation across Member States vary considerably for this age group – from 0.3 % in Cyprus to 8.9 % in Romania. In almost all Member States, the proportion of men over 65 living in severely deprived households is equal to or lower than the proportion of women ([288]). Severe housing deprivation decreased slightly more after 2005 for the population aged 18-64 than for those aged 65+ (3.5 pps compared with 2.4 pps in the EU overall) but the proportion of the population aged 65+ experiencing severe housing deprivation is still smaller. This trend was particularly evident in the Member States that joined the EU in 2000s, where housing deprivation overall (including for the population aged 65+) is higher than in most other Member States.

Many older people are 'overburdened' with housing costs but the proportion affected is slightly lower than for the working age population. 'Overburdened' here means that more than 40 % of their disposable household income ([289]) is spent on housing. However, there are significant variations between Member States; older people are the least overburdened with housing costs in Malta and Cyprus, where the overall levels of housing cost overburden are low. In all Member States women are more likely to be overburdened than men. Older people are more overburdened with housing costs than the rest of the population in some Member States that joined the EU in 2000s and also in Germany, Denmark, Sweden and Belgium.

Taking housing costs into account further improves the relative position of older people. When housing costs are reflected in the calculation of old age poverty and severe material deprivation, the situation of older people improves further compared with the rest of the population. This is partly due to older people's high level of home ownership. Taking into account imputed rents ([290]) lifts a significant proportion of those aged 50 and over out of poverty, while increasing the poverty rates of those under 50.

2.3. The length of working lives has been increasing

Longer careers can make an important contribution to older people's welfare and to intergenerational fairness. While the incidence of

([287]) Households are said to suffer housing deprivation if their dwelling is overcrowded, has a leaking roof, has no bath/shower or indoor toilet, or is too dark.

([288]) This may be linked to the fact that on the whole women tend to have accumulated lower pension rights and to live longer.

([289]) The income is equivalised (see Footnote 3).

([290]) See European Commission (2013).

fragmented careers and atypical employment has been increasing, especially for young people (see Chapter 3), longer and complete work histories as well as full time employment contribute to the sustainability of the pension systems while ensuring the adequacy of the individual's pension (see Section 3.4 in this chapter). Employment after pensionable age can assist social inclusion while also creating opportunities to diversify incomes beyond pensions.

The average number of years spent in retirement stopped increasing only recently. Today women spend 22 years in retirement on average. For men the period is slightly shorter (18 years). The average length of retirement has increased by seven years since 1970 across all OECD countries ([291]). This increase is the result of a long-term decrease in the effective exit age from the labour force on the one hand and increased longevity on the other. However, in the last decade the average length of working lives in the EU-28 has increased by about two years, which is close to the increase in life expectancy at birth over the same period, thus stabilising the time retirees are entitled to pension benefits. The duration of working lives has increased, notably for women. However, women in the EU still have considerably shorter careers than men (32.8 years compared with 37.9 years), which has a negative impact on their pension benefits ([292]).

In a context of increasing longevity and demographic change, the prolongation of working lives is a crucial factor from an intergenerational fairness perspective as it generates higher income and expands the base from which contributions to the pension systems are paid. Thereby it not only finances a higher pension bill for the increasing number of people in retirement in the coming years but will also help to maintain a certain level of pension adequacy for today's younger people when they retire.

As workers age, their attachment to the labour market gradually weakens. The proportion of workers in the age group 55-64 who are employed remains substantially lower than for the working population overall (55.3 % vs. 71 % in 2016). Employment rates in the EU are much lower for the age group 65-74 (9.3 % in 2016) and lower still for those older than 75 (1.4 %). The differences across Member States are considerable for younger pensioners aged 65-69 (from 31.8 % in Estonia to 3.2 % in Luxembourg).

Yet older workers tend to be more satisfied with their job than prime-agers. *Box 4.1* reveals that people's overall job satisfaction in the EU tends to be very high when they start their job at a young age, but then declines. However, it starts increasing strongly as people pass their mid-40s and especially after the age of 55. At the same time, job quality ([293]) seems to have improved over the last decade, as shown in Chapter 3. Both findings together are strong arguments for keeping workers older than 55 years in the labour market.

([291]) See OECD (2015), pp 164-165.

([292]) Additional factors that contribute to women's lower pension benefits include more career breaks, gender wage gaps and pension system design.

([293]) Eurofound measures job quality on the basis of a composite indicator as explained in Chapter 3.

Box 4.1: Workers seem to re-gain job satisfaction when getting older: a regression analysis on Eurofound's 6th European Working Conditions Survey

Micro data on the 6th Working Conditions Survey (2015) by Eurofound allow an analysis of the factors driving job satisfaction. Answers to the survey's question on overall job satisfaction, ranging from 'not at all satisfied' to 'very satisfied', were regressed against major individual determinants of job satisfaction. In addition to age, the following variables were taken into consideration as control variables: gender, education, work sector, occupation, being self-employed or not, country. This means that in order to analyse the impact age has on job satisfaction, the analysis assumes no difference in those control variables between people.

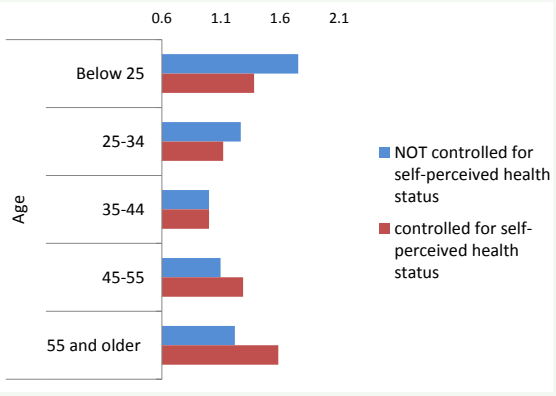
As regards the age variable, a U-shaped curve of job satisfaction (blue bars) can be identified. People tend to be most satisfied when starting their job at a young age. As age increases, job satisfaction tends to decline until the mid-40s and then increase again. The odds of being more satisfied with one's job are significantly higher for workers beyond the age of 55, compared with workers between 35 and 54 years of age.

The difference becomes even more significant if the health effect is neutralised, i.e. the fact that older workers tend to feel less healthy than their younger peers is taken into account (red bars).

Chart 1

Older workers tend to be satisfied with their job.

Statistical odds of having a higher job satisfaction, taking into account important individual control variables (see note)



Note: Controlled for gender, education, occupation, economic sector, employment status (self-employed, employee), country.

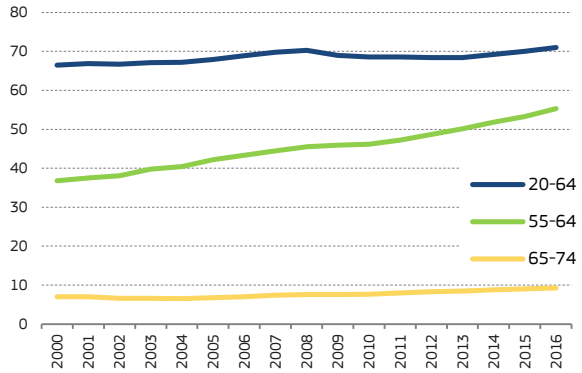
Source: DG EMPL calculations based on Eurofound's 6th European Working Conditions Survey (micro data)

The employment rate of older workers has increased considerably, but not yet for those aged 65 and over. Higher job-satisfaction at older ages may have contributed to a strong increase in the employment rate of people aged between 55 and 64 years since 2000 (see Chapters 1 and 3). However, only moderate increases have been recorded for those aged 65-74 (*Chart 4.6*). Almost half of those who stay in the labour market after the age of 65 are self-employed.

Chart 4.6

The employment rate of older workers (aged 55-64) has been increasing the fastest

Employment rate by age, 2000-2016



Note: EU27 instead of EU28 in 2000-2001

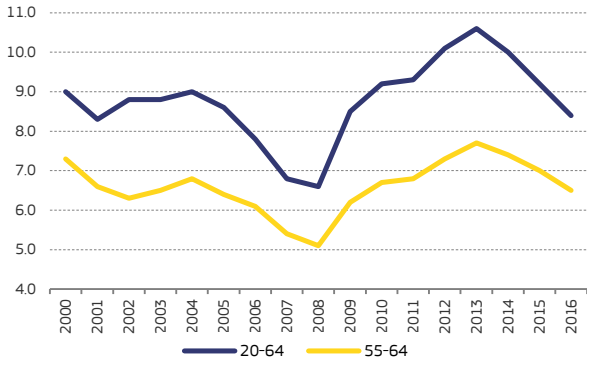
Source: Eurostat, LFS (lfsa_ergan)

Click here to download chart.

Chart 4.7

Unemployment of older workers is lower than that of the total working age population

Unemployment rate by age, 2000-2016



Note: EU27 instead of EU28 in 2000-2001

Source: Eurostat, LFS (lfsa_urgan)

Click here to download chart.

The proportion of unemployed older workers is lower than the proportion of unemployed in the total working population. This is the case in all Member States except the Netherlands and Estonia. Since 2000 the unemployment rate of older workers has been following the same trend as that for the total working age population but at a lower level (*Chart 4.7*). The relatively low unemployment rate of older people, combined with the increasing employment rate and longer working lives, reinforces the intergenerational contract.

2.4. Access to healthcare decreases only slowly with age

Access to services such as healthcare matters for older people's living standards. The living standard of the elderly is not determined only by their income, wealth and employment opportunities but also by their access to services. The most relevant services for this age group are healthcare and long-term care. Therefore it is important to consider the extent to which older people have access to these services.

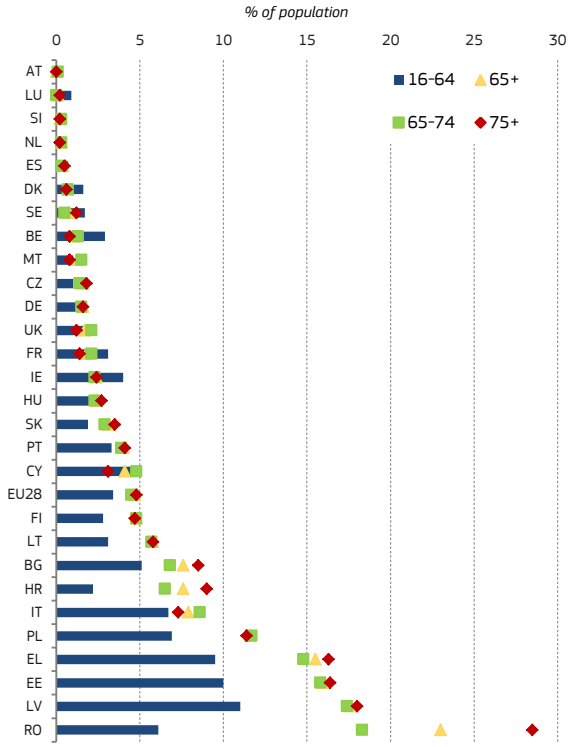
Despite potentially higher needs, older people report only slightly worse access to healthcare than the rest of the population. At the EU level the proportion of older people who find access difficult is somewhat higher than for the rest of the adult population, but it remains at a relatively low level (*Chart 4.8*). The age-related difference may be partly because the needs of older people are higher as health deteriorates with age. The difference between the two age groups of older people is relatively small, except in Romania, where older people's access to medical care is substantially lower than elsewhere. From an intergenerational perspective it has been argued that in Europe the cost structure of healthcare insurance systems has been tilted towards the increasingly expensive care for older people ([294]). However, in the Baltics and some Southern and Eastern Member States older people face more significant challenges in accessing these services because they are too expensive, too difficult to reach or there are delays as a result of long waiting lists. Older people's access to healthcare services has worsened slightly since the crisis, albeit less so than access for those aged 16-64. The situation has deteriorated most for older people in Greece, Estonia and Finland, while improving considerably in Bulgaria.

([294]) See European Economic Advisory Group (EEAG) at Cesifo (2016), p. 57.

Chart 4.8

Unmet need for medical care increases slowly after 65 with differences between Member States

Self-reported unmet needs for medical examination as it is too expensive, too difficult to reach or delayed due to waiting lists: by age and MS, 2015



Source: Eurostat, (hlth_silc_21)

Click here to download chart.

Access to long-term care services is important **to the wellbeing of the elderly.** The extent to which needs for long-term care are met is more **crucial** to wellbeing for older people than for other age groups, as the old are the primary users of such services. Long-term care services cover a wide range of support measures provided for those who depend on the help of others in their daily living. These support measures can entail healthcare services and/or social services such as preparation of meals, dressing or housekeeping. Given the demographic trends (see Chapter 1), the need for integrated long-term care services is expected to rise. However, data on access to long-term care services are rather limited. Focussing on the age group 65+, one study concludes that one third of those in need do not receive adequate care in the 12 EU Member States examined ([295]). For those with high levels of need, the unmet need declines considerably, but is still significant.

3. GENERATIONAL FAIRNESS TODAY AND TOMORROW

As shown in the previous section, from a micro perspective, today's pensioners are, on the whole, relatively well protected and their public pensions are and will remain their main source of income in old age. From a macro perspective, public pension systems will

([295]) See Laferrère and Van den Bosch SHARE (2015), p. 338. Countries covered: SE, DK, DE, NL, BE, FR, CH, AT, ES, IT, SI, SE.

thus continue to play a major role when it comes to distributing resources fairly across generations. This section looks at the share of social spending devoted to pensioners today; it outlines the potential impact of future pension and labour market reforms inspired by demographic developments; and it identifies risks for future generations from the cost pension systems will impose on them and the less adequate income they will provide.

3.1. The EU's public pension systems redistribute from today's workers to today's pensioners

Pay-As-You-Go pension schemes are dominant in the EU, and are likely to remain so. In contrast with pre-funded pension schemes where contributors' money is being invested with a view to paying the contributors pensions in the future, pay-as-you-go systems collect from the contributors and pay out to pensioners immediately. By contributing to a pay-as-you-go pension scheme today, people acquire an entitlement to pension payments in the future - payments which typically depend on today's level of compensation. Pay-as-you-go systems thus promise future pension payments to today's contributors. Despite pre-funded pension schemes becoming more important, all EU Member States rely on pay-as-you-go public pension systems as the main providers of pensions. This situation is projected to continue at least until the 2050s – even if by then in 15 rather than the current 6 Member States the proportion of pre-funded pensions in the total pension income of an average income earner will be 20 % or more ([296]).

In recent decades, implementation of this 'generational contract' has been facilitated by supportive demographics and steady growth. In 1960 there were 17 people aged 65 and over per 100 people of working age (20-64) in today's EU-28 countries. Since then, this demographic dependency rate has almost doubled. As indicated in Chapter 2, in absolute terms, the working-age population steadily increased until 2009 (by one third in total) and the EU's economies grew relatively fast. The average annual real GDP growth for the EU-15 has been almost 3 % over the entire period 1960 to 2015. These conditions made it possible to redistribute higher shares of national income to pensioners and to grant workers generous conditions for retirement. From 1970 until the late 1990s (the peak time for early retirement) the average effective age of retirement decreased by more than six years, down to 62 years for men, 60 years for women ([297]). It has increased by two years since, thanks to action taken by the Member States to end costly early retirement practices. In 2009 in 13 Member States the official pensionable age was still no higher than 60 years (for women). Today there is only one such case ([298]).

3.2. Much of today's social spending is on pensions

Higher longevity and relatively generous retirement conditions, including early retirement options, have contributed to today's high level of spending on pensions. *Chart 4.9* reveals that today, on average, the EU's public social expenditure amounts to 29 % of GDP and that almost 13 % of GDP is spent on old age and survivor pensions. The proportion of total social expenditure which is pension expenditure differs across Member States, as do the living standards of older people (see Section 2). 'Other expenditure' includes those functions which can be classified (at least to some extent) as 'spending on present and future workforce'. This includes healthcare, disability, family and child-related spending, unemployment benefits and spending on housing.

Social spending is often criticised for being skewed towards old age. Pension systems, by generating the generous pensions being paid today, could be said to be protecting current pensioners at the expense of investment in the present and future workforce and this under-investment comes at the cost of lower future productivity. It has thus been argued that "the socialisation of old age provision [was] backward-looking and [ran] counter to investing in young people" ([299]). At the same time, there was "a risk of substantial under-spending on the forward-looking aspect of the socialised contract [that could] be seen as investment in future generations". Similarly, the view that EU Member States are spending "a lot for old age, yet little for education" ([300]) has gained traction in recent years.

In nine EU countries, expenditure on pensions accounts for more than half of social expenditure. In Greece the proportion is almost two thirds. The striking dominance of pension expenditure in Greece "leaves very little room for other expenditure, particularly those that protect the poorest" ([301]). Recent reforms implemented under the Economic Adjustment Programme for Greece have started to address this imbalance: a major pension reform adopted in 2016 is expected effectively to curb pension expenditure, while the system of social benefits is being restructured and enhanced. In particular, a universal means-tested social assistance benefit has been introduced for the first time in Greece. Eight other countries (Cyprus, Hungary, Italy,

([296]) See European Commission / Social Protection Committee (2015), pp. 17, 28. The share will be 40 % or more in DK, IE, NL, RO, UK.

([297]) OECD estimates based on the results of national labour force surveys, the European Union Labour Force Survey and, for earlier years in some countries, national censuses. See http://www.oecd.org/els/emp/average-effective-age-of-retirement.htm.

([298]) See European Commission / Social Protection Committee (2015), p. 184.

([299]) See European Economic Advisory Group (2016), p. 54.

([300]) See Frankfurter Allgemeine Zeitung, March 6, 2017.

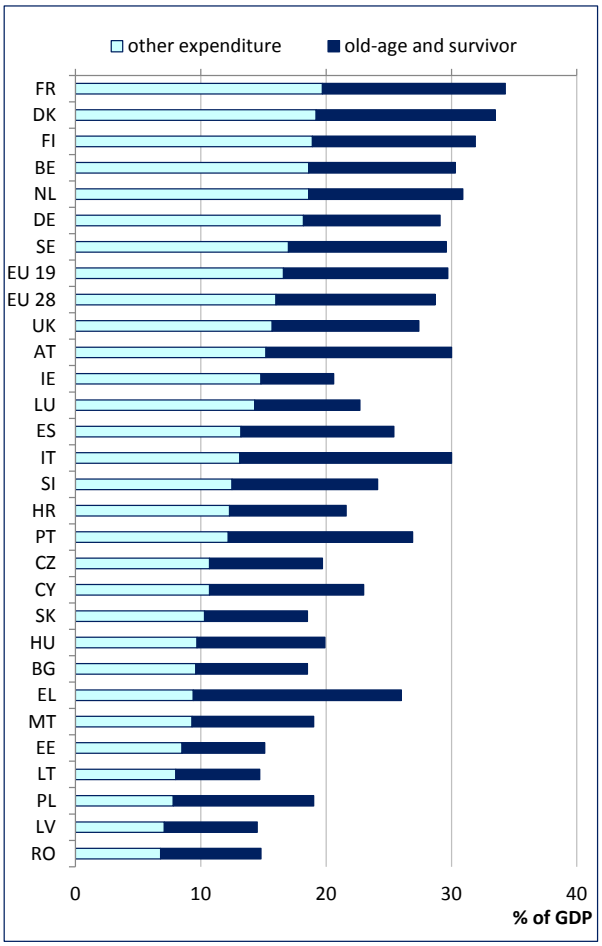
([301]) See World Bank, Greece Social Welfare Review (2016).

Latvia, Malta, Poland, Portugal, Romania) allocate well over 50 % of their social expenditure to public pensions. Several of these countries also tend to have rather meagre unemployment schemes with very low spending on active labour market policies (ALMP). In contrast, ALMP spending is many times greater in the four countries where the proportion of spending on pensions is the lowest (Belgium, Germany, Luxembourg, the Netherlands), even after controlling for differences in purchasing power ([302]). The same correlation holds for the Southern Member States in relation to their (very low) spending on education. In the future such under-investment in the present and future workforce may prevent future working cohorts from being able to contribute to social security and become productive workers – though they are needed to cope with the future workforce decline, as demonstrated in Chapter 2.

Chart 4.9

Much of social expenditure is on pensions

Social expenditure in % of GDP, 2014



Source: Eurostat ESSPROS

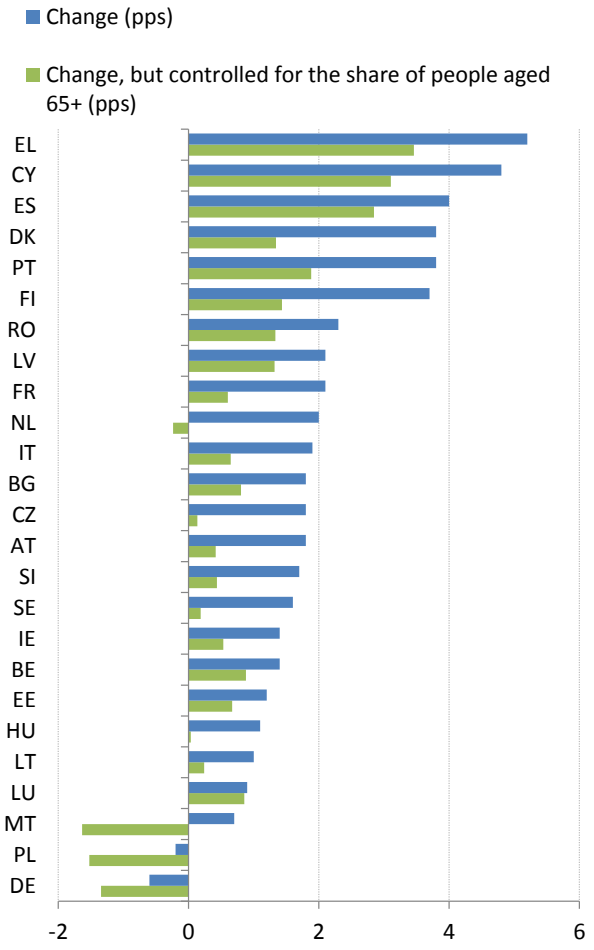
Click here to download chart.

The share of social expenditure dedicated to pensions has been increasing recently. Since 2006 public pension expenditure as a proportion of GDP has risen in all Member States except Germany and Poland. In most Member States the share of resources going to pensioners grew by more than would have been justified by the change in the proportion of people aged 65+ (*Chart 4.10*).

Chart 4.10

An increasing share of the pie goes to pensioners

Change from 2006 to 2014 in the proportion of expenditure on old age and survivor pensions in GDP



Note: No data for Croatia

Source: DG EMPL calculations based on Eurostat ESSPROS

Click here to download chart.

The crisis has thus led to a considerable further redistribution of social expenditure towards pensions, confirming the finding above that the safety mechanisms in place protected pensions from negative changes ([303]) while wage growth decelerated ([304]) due to fast-deteriorating labour market conditions. Moreover, as the crisis dragged on, entitlements to unemployment benefit and social assistance schemes expired and/or benefit levels were reduced ([305]).

In addition, the crisis resulted in a substantial rise in public debt (from 58 % to 85 % of GDP in the EU and 65 % to 90 % in the euro area), because of crisis-related higher fiscal deficits and the need to

([302]) Source: European Commission, Labour Market Policy database (http://ec.europa.eu/eurostat/web/labour-market/labour-market-policy/database).

([303]) See Section 2.1 above for details.

([304]) During the period 2009 - 2011, nominal compensation actually declined year-on-year in Ireland, Romania, the Czech Republic, Greece and, in particular, the Baltics (Eurostat National Accounts).

([305]) See European Commission (2016), Chapter 1.

support the financial sector. The increase in the debt level restrains the fiscal space for current and future spending, while investment remains low. It has thus added to the burden on younger and future generations.

High expenditure on pensions is leading increasingly to questions about the adequacy of future pensions and the generational contract. By 2060, demographic dependency is projected to have almost doubled, from today's 32 people aged 65+ per 100 aged 20-64 to 57 people, raising the number of pensioners per contributor as discussed in Chapter 2. At the same time, the working-age population will decline in absolute terms.

The EU's pension systems would, in the absence of cost-containing reforms, have to raise contribution rates considerably in the next few decades to cover additional expenses. *Box 4.2* presents a simple illustration of this trade-off between pension system sustainability and adequate pensions. Assuming a freeze of today's pension benefit ratio ([306]), in this simplistic model ([307]) pension contributions would rise to 25 % of gross wages to accommodate expenditure increases resulting from demographic change in the absence of subsidies from the general government budget. Assuming on the other hand a freeze of contribution rates, the pension benefit ratio would drop from 47 % today to 25 % due to ageing. This shows the trade-offs policy-makers today would face if the pension age were not increased in parallel. The middle scenario similar to the one shown in *Box 4.2* is likely to become reality: Governments limiting the increase in the contribution rate to a certain extent through the implementation of reforms that reduce pension levels. In practice, keeping in mind that contribution rates reduce net income and lower incentives to work and hire, cost-containing measures tend also to include an increase in retirement age (which happens only very gradually) as well as a lowering of future pension levels which can in turn cause adequacy problems in the longer run.

Today's young workers and future cohorts are likely to face a double burden. According to the middle scenario in *Box 4.2* they would have to pay higher contributions than today's workers throughout their working lives. Yet their pension level would be lower than for today's pensioners as a result of reforms that will reduce pension levels in the future. This situation will extend through the entire transition period of demographic change. It will thus affect all future cohorts, who will be part of a declining workforce. Bearing in mind that the working-age population is expected to decline after 2080, this implies that the transition period for future cohorts facing the double burden will reach far into the next century.

([306]) The pension benefit ratio relates average pension benefits to average wages.

([307]) The model looks at demographic change as the only driver of pension expenditure and contributions to the EU's pension systems. To the extent that increases in the contribution rate are curbed, the model implicitly takes on board pension reforms that cut expenditure.

Box 4.2: Double burden for today's young and future generations

The following simplified illustration demonstrates that the current workforce and future cohorts will be exposed to a double burden resulting from demographic change, consisting of higher pension contributions and lower pensions.

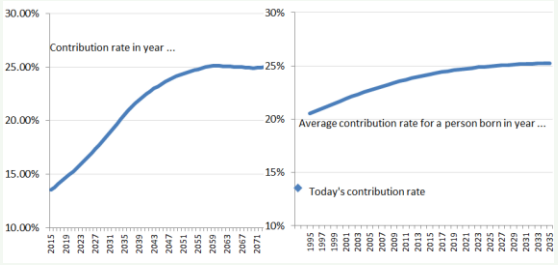
For the EU as a whole, it is assumed that people aged 20 to 65 years contribute to a single pension system. At the same time, people older than 65 years receive a pension. The model is calibrated so that the income from which the pension contribution is taken is equal to the EU's annual average gross wage and salary (some 33.000 euro). The EU's actual pension systems pay a pension equal to 47 % of that income (today's average benefit ratio). A balanced budget of the EU's pension systems then implies an (average) contribution rate of some 14 % in 2015.

In this simplified illustration, the only driver of the pension system's expenses and revenues is demographics; pension reforms are not *explicitly* taken into account. One can look into the future by taking on board Eurostat's demographic projections by age up to the year 2080. The increase in the number of people aged 65 and over will push pension systems' expenses up, while the decline in the number of people aged up to 65 will depress revenues. If governments decide to freeze pension benefit ratios at today's 47 %, the entire pressure stemming from demographic ageing will rest on the contribution rate.

Chart 1

Freezing today's pension level would let contribution rates soar.

Average contribution rate by year and by birth cohort over the life course, assuming a freezing of pension level at 47% of gross wages, EU-28 average



Note: For the cohort-specific average contribution rate it is assumed that the person will survive until age 65 and contribute all the time.

Source: DG EMPL calculations based on Eurostat 2015 population projection

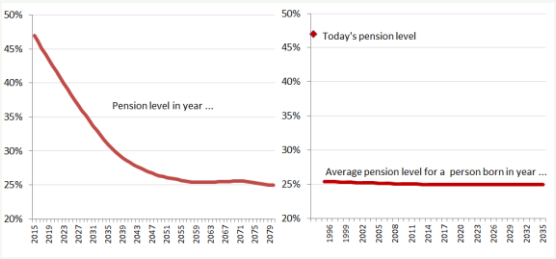
In the absence of further subsidies paid to the pension systems from state budgets, the contribution rate would have to rise to around 25 % by 2060, i.e. more than 10 percentage points above today's levels. The right-hand side of the chart shows how differently age cohorts would be affected by this shift. A young person turning 20 today (born in 1995) would already see their average lifetime contribution rate increase beyond 20 % if they contribute fully until they are 65.

Likewise, if the pressure from demographic change rested on the pension level in the case of unchanged contribution rates, today's pension level of 47 % of gross wages would fall to some 25 % by 2035, pulling down the average lifetime pension of a person turning 20 today to close to what the level would be if it is assumed that he or she worked until age 65 and then received a pension for 20 years.

Chart 2

Freezing today's contribution rate will let pension levels fall sharply.

Average pension benefit level as % of gross wages by year and birth cohorts, assuming a freezing of the contribution rate at 13.6% of gross wages, EU-28 average



Note: For the cohort-specific average pension level it is assumed that the pensioner considered will retire aged 66 and will receive a pension for 20 years.

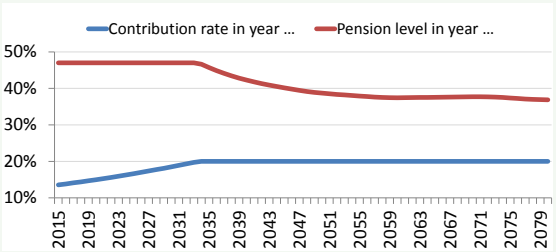
Source: DG EMPL calculation based on Eurostat 2015 population projection

To avoid such extreme outcomes, governments may decide to accept a limited increase in the contribution rate but cap it at, say, 20 % so as to avoid the detrimental impact of further increases on both net wages and labour costs. In that case, the average pension level would come down to just below 40 % in the late 2040s. Chart 3 illustrates the situation.

Chart 3

Limiting the increase in the contribution rate means dampening the decline of future pension levels.

Pension systems' average pension benefit level and contribution rates (capped at 20 %), EU-28



Source: DG EMPL calculations based on Eurostat 2015 population projection

As a result, the current workforce and future cohorts bear a double burden as they will have to accept both much higher contribution rates throughout their working lives *and* pension levels significantly below today's when they retire.

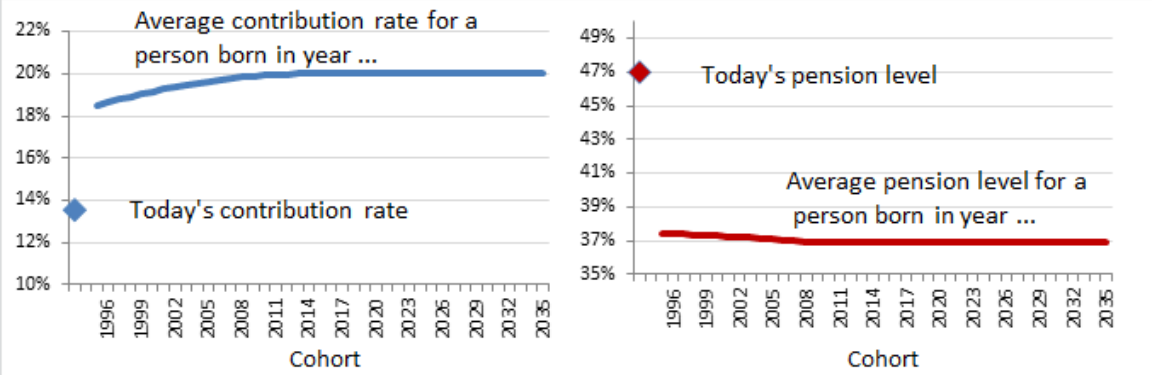
(Continued on the next page)

Box (continued)

Chart 4

Future cohorts are likely to bear a double burden.

Average lifetime contribution rates and average lifetime pension levels by cohort if contribution rates were not to increase beyond 20%, EU-28



Source: DG EMPL calculations based on Eurostat 2015 population projections (baseline)

From the point of view of intergenerational fairness, Chart 3 reveals that in any given future year working-age contributors and pensioners share the burden of ageing. The first group has to pay higher contributions, while the latter has to accept lower pensions.

For example, the situation in Chart 3 may be brought about by sustainability factors in the pension formula that lower annual increases of pensions as demographic conditions tighten.

Such sustainability factors are already legislated for today in a number of Member States, explicitly aimed at achieving generational fairness in the long run.

However, Chart 4 demonstrates that the argument of burden sharing only holds between future pensioners and future contributors: It does not include current pensioners. From future cohorts' perspective, measures legislated today that will have an impact on pensions only in decades will not ease the double burden but rather add to it as future cohorts will be the ones feeling the impact while today's pensioners are spared from contributing to the cost of ageing.

3.3. Reforms will contain spending in times of demographic change

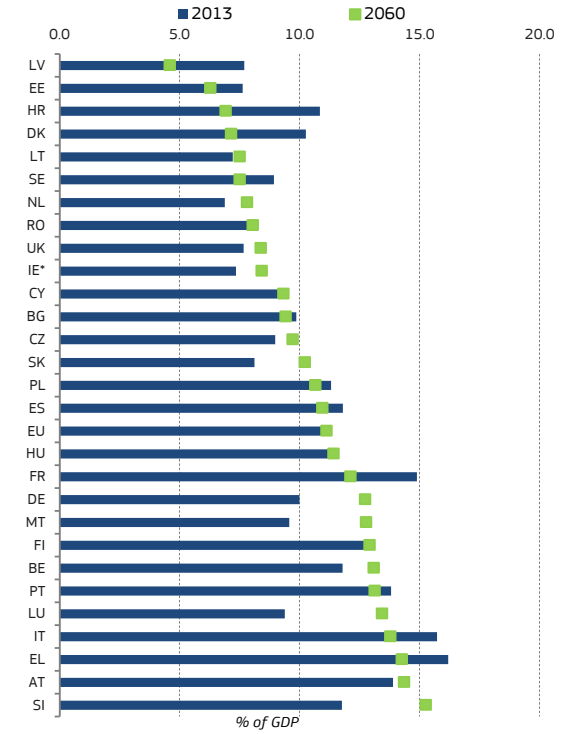
Continued reform efforts are thus necessary to reduce the double burden for today's young workers and future cohorts. In view of the challenge posed not only by the sustainability of the pension systems but also by the implications of the changes in demographics and the world of work, the need for reforms is pressing. Against this background, a majority of Member States have substantially reformed their public pension schemes and labour markets alike. The extent of reform efforts is illustrated by the fact that despite increasing demographic dependency, today's proportion of 11.3 % of GDP devoted to public pensions in the EU is projected by the 2015 Ageing Report ([308]) to decrease slightly to 11.2 % by 2060, with some variation across Member States (*Chart 4.11*). At the same time, the proportion of GDP devoted to other types of expenditure (notably health-care and long-term care) is set to increase. In this context, the need for investment in support to the disabled is likely to increase with the ageing of the population as older people are more often affected by disability than the young.

([308]) See European Commission / Economic Policy Committee (2015).

Chart 4.11

EU pension expenditure will not increase overall, relative to GDP

Public pension expenditure 2013 and (projected) 2060



Source: 2015 Ageing report (European Commission / Economic Policy Committee)

Click here to download chart.

Box 4.3: Pension reforms in the Member States

Over the last two decades, pension systems in the EU have undergone considerable reforms ([1]).

Increasing pensionable age. Almost all Member States have increased their pensionable ages. The only countries that have not legislated further increases since 2008 were Luxembourg and Sweden, while the pensionable age in Poland decreased. In the period between 2008 and 2060, the pensionable age will increase the most in Denmark, the Czech Republic, Greece, Italy and Slovakia. Nevertheless, in 2060 pensionable ages will vary considerably across Member States, from 72.5 in Denmark (for both men and women) to 63 for women in Bulgaria.

Additional incentives to postpone retirement. As most people retire before reaching the pensionable age, most Member States also adopted additional incentives to postpone retirement. Some Member States restricted or completely abolished access to early retirement (e.g. Spain, France, Austria, Finland, Hungary). Most countries introduced or increased bonuses and penalties for retiring after and before the pensionable age. Such systems now exist in 18 Member States. Conditions for combining work and pensions have also been eased in some Member States (e.g Spain).

More representative contribution period taken into account. A number of reforms introduced measures that curtail the generosity of pension systems. These changes concern the calculation of the first pension and how pensions develop over time (indexation of pensions). Member States have increased the length of the contribution period taken into account when calculating a full pension (e.g. the Czech Republic, Ireland, Spain and France). As this period is lengthened, pension benefit levels decrease. This is because the basis of the calculation refers to more years of contribution, and not only those when the highest wages were earned.

Lower indexation. Indexation rules determine the annual adjustment of pension benefit. As a result of recent reforms, the majority of Member States apply an indexation rule that does not entirely reflect developments in nominal wages (e.g. Portugal, Spain, Poland, Croatia, Cyprus, Greece). Therefore, wage growth is not entirely translated into growth in pension benefits (see section 2).

Less favourable valorisation rules for past earnings. Valorisation of past earnings determines how pension contributions paid during working life are indexed before retirement. Member States curbed benefits by lowering the valuation of past earnings. They either moved to a pure valorisation based on prices (e.g. France, Belgium, Portugal) or a mix based on prices and wages (e.g. Greece, Croatia, Romania and Finland).

Systemic reforms. Over the last two decades, several Member States adopted systemic pension reforms for their public pension systems to link pension benefits more closely to contributions paid. The most prominent examples for such 'notional defined contribution schemes' are those introduced in Sweden, Latvia, Poland and Italy. In the same period, half of the EU Member States adopted automatic mechanisms that adjust the key parameters of the pension systems to the expected increase in life expectancy. These range from balancing mechanisms (adjusting indexation of benefits and contributions) introduced for example in Spain, Germany and Sweden, to sustainability factors introduced for example in Italy and Portugal (direct link between pension benefits and life expectancy) and automatic links between retirement age and life expectancy introduced for example in the Netherlands and Slovakia, or Finland.

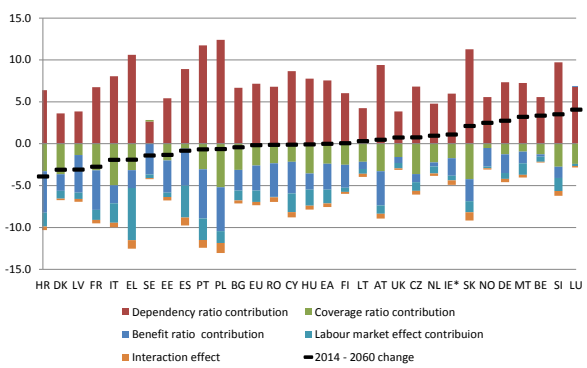
([1]) Sources of the following information: 2015 Ageing Report; 2015 Pension Adequacy Report, Carone et al (2016).

In order to understand better the reasons behind these projected changes in pension expenditure per Member State, the Ageing Report attempted to break down future expected growth of pension expenditure and to cluster the different reform activities into broad groups. The black dashes in *Chart 4.12* show how pension expenditure is expected to develop between 2014 and 2060. The bars show what contributes to the change.

Chart 4.12

Pension expenditure growth strongly curbed by reforms

Projected changes in public pension expenditure between 2014 and 2060 (pps of GDP)



Source: 2015 Ageing Report (European Commission / EPC), p. 87.

Click here to download chart.

The rise in pension expenditure due to demographic change (the dependency ratio contribution) is expected to be counter-balanced by reforms. According to the Report, the isolated effect of rising old-age dependency will bring strong expenditure increases: some seven percentage points, showing great variation across Member States. Yet reform activity in the Member States (covering both pension systems and labour market action) is expected to be a counter-weight that keeps pension expenditure as a proportion of GDP from rising despite this significant demographic change.

Reforms will reduce the generosity of the pension systems for today's young and future generations of workers (the benefit ratio contribution). *Box 4.3* gives an overview of the types of reforms that have been introduced in Member States during the last two decades. The annexed *Box 4.6* on Pension Reforms provides an overview of the major pension reforms carried out in Member States since 2008. These reforms include measures that curb the benefit ratio, i.e. the average pension relative to the average wage. In other words, the pension systems' generosity will be reduced. Further, almost all Member States' pension indexation rules by now foresee annual pension indexation below the level of wage increases ([309]). In addition, Member States are reducing the assessment of earnings periods for pensions ([310]). The EU average impact of the benefit ratio effect is a decrease of expenditure by three percentage points.

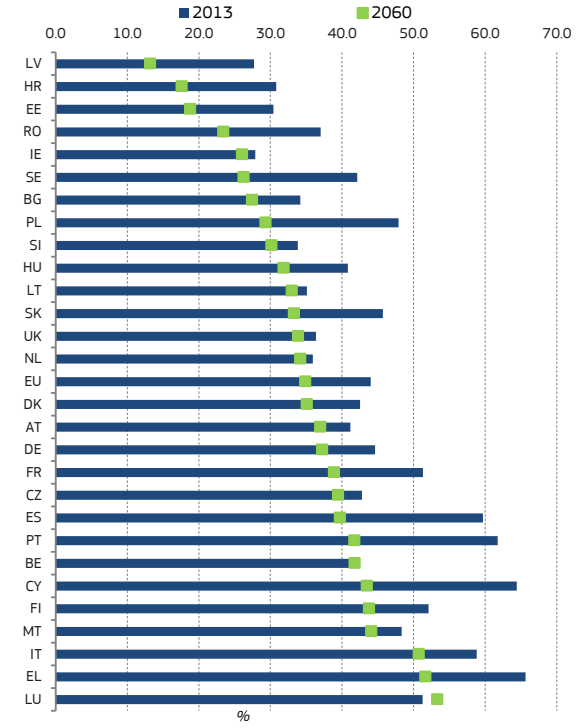
([309]) 16 Member States have recently reformed their pension system in that direction (since the onset of the crisis), see European Commission / Social Protection Committee (2015), p. 174.

([310]) Ibidem.

Chart 4.13

Public pension benefit levels will decrease

Benefit ratio, relative to wages, 2013 and 2060



Source: European 2015 Ageing Report (EC/EPC)

Click here to download chart.

The projected decline in the benefit ratio implies deteriorating adequacy of public pensions for future pensioners. By 2060, the public pension benefit ratio in the EU is projected to decline on average by some 10 pps (*Chart 4.13*)**.** This decline tends to be more pronounced in Member States where public pensions are indexed not only to wage increases but also, or only, to (typically lower) price inflation (see Portugal, Spain, Poland, Croatia, Cyprus, Greece, Finland). Decreases in the benefit ratio could also result from the parallel introduction of private pension schemes (Romania and Latvia) ([311]). The benefit ratio is projected to be below the EU average in all Member States that joined the EU in the 2000s except Malta, Cyprus and the Czech Republic.

Examining replacement rates confirms a future decline in public pension adequacy. The trend towards lower public pension levels is confirmed when comparing the pension income of a hypothetical individual shortly after retirement with their earnings just before retirement. For an individual with average earnings retiring after a full career the gross public pension theoretical replacement rate ([312]) is projected to decrease by more than 5 pps in 16 Member States and by more than 15 pps in six Member States between 2013 and 2053. This decrease is expected to

([311]) See Carone et al (2016).

([312]) See European Commission / Social Protection Committee (2015). Theoretical replacement rates are case-study-based calculations of the level of pension income of a hypothetical worker in the first year after retirement, measured as a percentage of individual earnings at the moment of retirement.

be partially compensated for by increasing entitlements from other pension schemes ([313]).

Reforms are expected to limit the proportion of those over the age of 65 who are eligible for public pensions (the coverage ratio contribution). Since the turn of the century all Member States have raised their statutory retirement age. For the period after 2020 half of the Member States now foresee increasing pensionable ages beyond 65. Incentives within the pension system usually consist of actuarial deductions (penalties) in case of retirement below a certain age or surpluses (bonuses) if retirement is delayed until after that age. Supported by active labour market measures which provide strong incentives for older workers to stay active for longer, this reduces the coverage ratio.

Action is being taken to improve the situation in the labour market. Bringing people back into jobs reduces public pension expenditure. For example, active labour market policies, in place today in all EU Member States, have already resulted in a rapid increase in the employment rate of older workers during the last 20 years (see Section 2.3) and are expected to be stepped up further in future. This should result in future older workers postponing their retirement, following the increased statutory retirement ages and reforms to incentivise staying longer in the labour market. More stringent general eligibility rules and further restrictions within the remaining early retirement provisions also play a role.

3.4. Some reforms will affect future pensioners only

The full effect of reforms will materialise mainly after 2030. The proportion of pension expenditure in GDP is not projected to be stable over time. The Ageing Report expects it first to rise from 11.3 % today to some 11.7 % by the end of the 2030s, before decreasing again to 11.2 % by 2060. Almost all Member States have legislated for increases in pensionable ages. However, most of these reforms will not affect those currently approaching pension age, nor current pensioners, but only those who are expected to accrue a pension after 2020 and far beyond that year ([314]). For example, the Belgian law foresees the gradual stepping up of the statutory retirement age for regular pensions from 65 to 67 years. However, the final step will be reached only in 2030. Assuming that some of those affected by the increase will accept actuarial deductions and claim their pension before they reach 67, the full financial relief to the pension system will not materialise before the beginning of the 2050s ([315]). Another example is the sustainability factors in the pension formula as they exist in Germany or Finland. Those tend to lower the growth of pension expenditure. The cuts tend to be more pronounced, the more the demographic constraints tighten ([316]). Therefore, the cuts will affect future pensioners more than current pensioners.

Current pensions are often protected from being cut. Almost all Member States' main statutory pension systems are insurance-based ([317]), implying that people become entitled to future pension payments by paying contributions to the system. The notion of simply reallocating pension expenditure to other purposes such as health or education is therefore problematic as there are "legal boundaries to how much reforms could infringe on the [constitutionally granted] 'acquired rights' of pensioners" ([318]). Cutting pension expenditure may thus take a long time.

Therefore, reforms may not remove the double burden on future workers. Today's older workers and pensioners will not feel the impact of such reforms, or will feel them only partially where the transition towards a higher pension age and lower replacement rate has started. On the other hand, the younger labour force today and those entering the labour market in the coming decades will face the double burden of high contributions when young and reduced pension levels when retired.

Tax subsidies to the pension system broaden the revenue base but may add to the burden for future generations. In many Member States the statutory pension system is being subsidised by the government ([319]). The rationale of government subsidies is generally to get the entire (tax-paying) public to contribute to the cost of ageing, not only those who are actually insured by the pension system. Other things being equal, higher tax subsidies keep the contribution rate lower than would otherwise be the case and could thus be used to limit future increases due to demographic change. From the point of view of intergenerational fairness, tax subsidies may be problematic to the extent that governments incur deficits when current tax revenues are insufficient to cover current expenses. In that case, part of the financial burden of ageing is shifted from the current workforce to future generations.

In addition to demographics, fragmented working careers may aggravate future adequacy problems. Recent analysis by the OECD shows that for every year out of employment due to late entry or

([313]) See European Commission / Social Protection Committee (2015), pp 222-225.

([314]) See European Commission / Social Protection Committee (2015), Table 4.5 (update as of end 2016).

([315]) The average life expectancy of a 65 year-old in Belgium is around 20 and 23 years for men and women respectively. See Eurostat 2015, main scenario, life expectancy by age and sex (Eurostat series proj_15nalexp).

([316]) For example, see section 4.2.2 below for Finland where the development of life expectancy is part of the pension formula.

([317]) Mutual Information System on Social Protection (MISSOC), http://www.missoc.org/MISSOC/INFORMATIONBASE/informationBase.jsp.

([318]) European Commission / Social Protection Committee (2015), p. 177.

([319]) Mutual Information System on Social Protection (MISSOC).

career interruptions related to childcare or unemployment, the level of an old age pension drops by slightly over 1 % for a person who entered the labour market in 2014. This finding underlines the fact that the crisis which left the EU with persistently high unemployment, especially amongst young people, will also leave its scars on the pension rights of future pensioners. A short career of 30 years is projected to result in relatively low pension entitlements, with the net theoretical replacement rate decreasing by more than 10 pps between 2013 and 2053 in 23 Member States ([320]). Poverty and insufficient old-age income may thus become more widespread amongst future pensioners than they are today. In this regard, the OECD also stresses the pivotal role of pension systems in alleviating these long-term social impacts: without redistributive elements in place, pension rights could fall by between 2 % and 2.5 % ([321]).

As for career breaks, the projections of future pensions in Eastern Germany illustrate the problem. The potential effect of fragmented careers on pension levels can be demonstrated on the basis of projections made for Germany, especially for old age and invalidity pensions in the New *Länder*. Before German reunification in 1991, careers in East Germany tended to be 'complete' in the sense that people worked full time, parenthood implied only short career breaks, and unemployment was officially non-existent. In 1991, pension rights based on those complete careers were transferred to the German Pension Insurance ([322]). As a result, today's statutory pensions in the New *Länder* are considerably higher than those in the Old *Länder*, especially for women ([323]).

However, unemployment soared in the New *Länder* after reunification and is still considerably higher than in Western Germany (8.6 % vs. 5.7 % in February 2017) ([324]). These unemployment-related career breaks for today's workers will reduce their future pensions. A 2005 sample of pension-insured people and their partners allows a comparison of the projected pension entitlements of people turning 65 between 2007 and 2026 ([325]). During these two decades Western German net pensions from the statutory pension insurance are projected to remain stable (men) or even slightly increase (women) in real terms. By contrast, reflecting the developments discussed above, those turning 65 in Eastern Germany in 2022-2026 would see their real net pension decline by 15 % (men) and 12 % (women), compared with those turning 65 in 2007-2011.

A recent study projecting the development of old-age poverty in Germany for the next 20 years confirms these findings. ([326]) It finds that households in Eastern Germany may be among the groups particularly exposed to the risk of old-age poverty in the future ([327]). For those retiring between 2031 and 2036 the risk in Eastern Germany is projected to rise particularly strongly, to 36 % of GDP compared to 17 % in the West, from currently 22 % and 15 %, respectively. According to the study, this is mainly linked to the changes on the Eastern German labour market that happened in the 1990s after re-unification. ([328])

Unemployment fragments people's careers across the EU. A number of Member States are still affected by persistently high structural unemployment and their future pensioners may be affected in a similar manner. In addition, most Member States have seen unemployment soar in the aftermath of the crisis. Today the unemployment rate still exceeds 10 % in six Member States. Almost one in five young people (aged 15 to 24 years) are still unemployed and may be affected by the hysteresis phenomenon, whereby longer unemployment spells at a young age leave long-lasting scars on people's work biographies later on ([329]). Unemployment spells will inevitably reduce pension rights, making it ever more urgent to invest in people's employability.

In addition, the increased incidence of non-standard work in the younger population may have repercussions on its ability to acquire pension rights. Non-standard work is associated not only with more fragmented careers but also with lower earnings from work ([330]). In most Member States, a low-wage earner ([331]) is expected to receive a net pension below 50 % of the net average wage in

([320]) See European Commission / Social Protection Committee (2015), p 221.

([321]) See OECD (2015), pp 73-100.

([322]) This was done by the Pension Transfer Law (Rentenüberleitungsgesetz).

([323]) Net statutory pensions in the New Länder are 43 % (6 %) higher than in the Old Länder for women (men). See Bundesministerium für Arbeit (2016), Übersicht 13.

([324]) According to the official statistics by Bundesagentur für Arbeit. In addition, the incidence of self-employment not subject to social insurance has increased (Heien et al (2008), p. 41).

([325]) See Heien et al (2008), p. 40, based on the AViD 2005 sample (Altersvorsorge in Deutschland).

([326]) Deutsches Institut für Wirtschaftsforschung and Zentrum für Europäische Wirtschaftsforschung (2017), study for the Bertelsmann Stiftung.

([327]) Other groups found to have a higher risk of old-age poverty are low-educated people, single women, those with a migrant background and those with low entitlement to a statutory pension (ibidem, p. 71). People are considered at risk of poverty if their equivalized disposable income is less than 60 % of the median income (p. 10).

([328]) See https://www.bertelsmann-stiftung.de/de/themen/aktuelle-meldungen/2017/juni/wandel-der-arbeitswelt-laesst-altersarmut-steigen. Correspondingly, the share of new pensioners that have to rely on basic assistance at old-age (a tax-financed minimum support for elderly people) will more than double between now and 2036 in Eastern Germany, from 5 % to 11 %. In the West there will be only a slight increase from 5.5 % to 6 %. (Deutsches Institut für Wirtschaftsforschung and Zentrum für Europäische Wirtschaftsforschung (2017), p. 73)

([329]) For example, see Nilsen and Holm Reiso (2011).

([330]) See European Commission (2017), p 86.

([331]) The low-wage earner is defined as a person with a gross wage below two thirds of the average gross wage.

2053 ([332]). This may be compounded by lower wealth and housing stock at old age as rental housing is becoming more and more common among young people and they also face constraints in accessing credit (see Chapter 3).

4. MODEL-BASED EVIDENCE: IMPACT OF COMMON REFORM OPTIONS

In order to understand the full extent to which different age groups are affected by reforms it is necessary to take into account the broad range of the macro-economic side effects these reforms may have, especially on the labour market. In addition, a comprehensive picture requires a look into the long run, i.e. the time when reforms have made their full impact.

4.1. Introduction: reforms to reduce economic dependency

In times when demographic constraints tighten, a main focus of policies is to reduce 'economic dependency'. The aim is to prevent the number of economically dependent people per economically active person from increasing too strongly. *Chart 4.14* indicates the challenge. Eurostat's 2015 population projection (baseline scenario) sees the dependency ratio rise from today's 66 % to 88 % by 2040 and higher thereafter. However, this indicator, which measures the dependent part of the population (aged under 20 and over 64) in relation to the working-age population, does not take into account the fact that only a proportion of the working-age population actually contributes to producing the EU's GDP i.e. is actually in employment. Today around 30 % of EU residents in the age group 20-64 are not in employment, corresponding to some 90 million people who are either unemployed or inactive. A more meaningful indicator is therefore the economic dependency ratio, where the number of unemployed and inactive people is compared with the number of employed people ([333]).

In fact, dependency measured this way is significantly higher than suggested by pure demographics (*Chart 4.14*). At present, in the EU, 1.38 people non-employed people are consuming the wealth produced (GDP) for each employed person who contributes to its production.

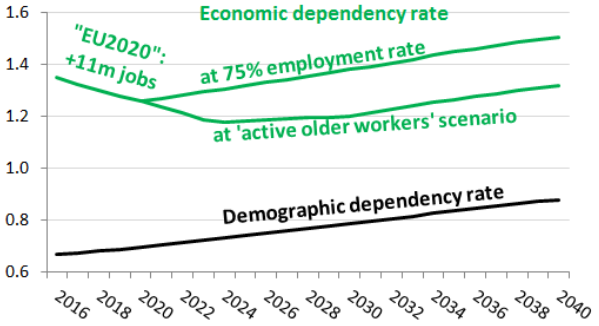
([332]) See European Commission / Social Protection Committee (2015), p 224.

([333]) Staying within the same age brackets and assuming no-one outside working-age would be employed, the dependent part would then be the young (age < 20), the old (age > 64), and the non-employed aged 20 to 64 years. Those would be related to the employed (20-64). See European Commission (2016), pp. 164/5.

Chart 4.14

Economic dependency higher than purely demographic dependency - but policies may help contain it

Demographic dependency rate, economic dependency rate assuming different employment paths, EU-28



Note: Demographic dependency: (total popul.) / (popul. aged 20-64)-1.
Economic dependency: total population / (employed population aged 20-64)-1.

Source: DG EMPL calculations based on Eurostat EU LFS and 2015 population projection

Click here to download chart.

The Economic Dependency Rate (EDR) is thus sensitive to what happens in the labour market. Over the next few years, the EDR has the potential to level down as the EU makes further progress towards its Europe 2020 target of 75 % of people aged 20-64 in employment. If another 11 million people were to be brought into employment between now and 2020, the EDR would decrease to around 1.3. In other words, even during times where demographic dependency is already increasing, economic dependency can be lowered by policy action.

However, if there is no further increase in the employment rate, the EDR will rise in parallel with demographic dependency in the longer term, reaching a level of 1.5 dependents per employed person by 2040 (and climbing further thereafter). This development will be a challenge to social security schemes, pensions in particular, which incorporate the implicit generational contract - unquestioned for more than a century - by which the working part of the population generates the dependent population's incomes. With the EDR climbing, acceptance of the generational contract by declining numbers of contributors may be at stake.

Policies designed to increase the participation rate of older workers may well succeed. Between 2000 and 2015, the EU managed to increase the labour market participation rate ([334]) for people aged 55-64 years from below 40 % to more than 57 %. If the EU could repeat this progress, an increase of a further 18 percentage points would be generated over the years until 2030. After such a sharp rise in older workers' activity, their participation rate by 2030 would be 75 %, i.e. close to today's participation rate for the whole population aged 20-64. Such an 'active older workers scenario' would alleviate the pressure on the EDR, limiting its increase by 2040 to around 1.3 per employed person (today's level) instead of 1.50,

([334]) The participation rate relates the active population to total population in a given age group. The active population includes the unemployed.

thereby contributing to a policy outcome that would ensure full use of available human resources and maintain older people's living standards even in times of higher demographic dependency, because they would generate income for longer.

The remainder of this section presents the results of a model simulating concrete policy measures designed for older people with a view to achieving this target. The model illustrates the potential long-term impact of such policies on the labour market for all age groups, on gross and net wages, on GDP and on the level of pensions. The Labour Market Model (LMM) of the Directorate General for Employment, Social Affairs and Inclusion (DG EMPL) is used: it is a general equilibrium model with a particular focus on labour-market institutions ([335]).

Section 4.2 focuses on the Finnish strategy to link longevity with both the pensionable age and the level of pensions. Section 4.3 discusses Germany's 'Perspektive 50 plus', which exemplifies active labour market policies tailored to older workers. Section 4.4 looks at tax cuts for both older workers and their employers, with Sweden as a prominent example.

These examples represent three broad types of reform targeted at older people. Further simulations show that the same reforms lead to similar results when applied in other countries. Therefore, the scope of the analysis should not be seen as restricted to only the three countries chosen as platforms for the simulations.

4.2. Tying pensions to longevity: evidence from Finland

Finland's three-tier public pension system consists of (1) earnings-related pensions (ERP), (2) a residence-based national pension (NP) and (3) a guaranteed pension to provide a minimum safety net ([336]). This country is a paradigm for reforms that have been carried out, particularly within the ERP system, to incentivise longer working lives.

The official retirement age of the ERP will increase. The 2017 pension reform introduces a 0.4 % supplement to an individual's pension for every month they postpone the take-up of their pension after the age of earliest eligibility, currently 63. Also, the reform gradually increases the lower (minimum) pension age from 63 to 65, starting with workers turning 63 in 2018. Later, for those turning 65 in 2030, the retirement age will be shifted further in line with increases in life expectancy, so as to freeze the time spent working relative to the time spent in retirement at the 2025 level.

Pension expenditure increases will be limited. Life expectancy also determines the amount of pension to be expected from a given number of earned credit points. A coefficient in the pension formula seeks to tie increases in life expectancy to the amount paid as a pension. In other words, pension entitlements decline as longevity increases.

Based on the Finnish example, this section seeks to explore the long-term labour market and economic impact of incentivising people to work longer through reforms to the pension system that explicitly link retirement ages and the level of pensions to increasing life expectancy. The Labour Market Model is used to simulate the long-term ('steady state') effect of (1) shifting the statutory retirement age of the ERP in line with (projected) life expectancy and (2) introducing a life-expectancy coefficient into the pension formula that provides the amount of a pension.

4.2.1. Linking life expectancy to the statutory retirement age

The LMM captures a detailed picture of the institutional settings in 14 EU Member States, including Finland. However, in the Finnish case, as the pensionable age shifts, the eligibility conditions for the take-up of a standard old age pension tighten correspondingly. In the LMM retirement is an endogenous decision of households ([337]), so it is assumed that the actuarial supplement of 0.4 % per month (4.8 % per year) for postponement of retirement beyond the pensionable age will also be applied in the case of retirement at an earlier age. A 4.8 % actuarial penalty for each year of retirement before the official age constitutes a strong incentive to defer retirement. As postponement is nevertheless not compulsory in the LMM, the model tends to underestimate the true effect on older workers' labour market participation compared with a situation where earlier retirement is excluded. This is because only if people are obliged to postpone retirement is it possible, in theory, to be sure that everyone postpones retirement to the new official age. In reality a significant number of people in Finland will still continue to draw their pension before the official pensionable age ([338]).

The following illustration is a long-term projection. It shows what could be the long-term impact on the pension system, the labour market and the economy of shifting the pensionable age in Finland by a total of five years: two years (up to age 65) as already decided, plus another three years based on what Eurostat projects will be the further increase in life expectancy in Finland of a person turning 65 from

([335]) For a model description see Berger et al (2009), Part II.

([336]) The Finnish pension scheme and recent reforms are described in European Commission / Social Protection Committee (2015), Volume II, pp. 327-338.

([337]) This implies that in principle no one is forced to postpone retirement.

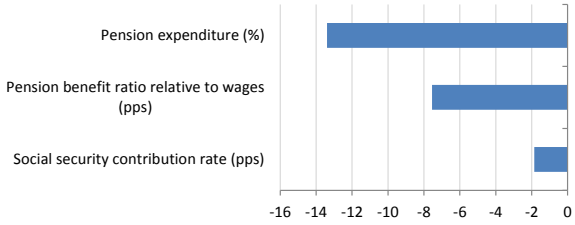
([338]) This happens where workers 'escape' into invalidity pensions, take up partial old-age pensions (where 0.4 % deductions per month of earlier retirement become the reality), or in the case of arduous jobs for long-insured workers.

2025 to 2060 (see details in the annexed *Box 4.4* on the Finnish reform) ([339]).

According to the model results, the reform will induce workers to retire later than would otherwise have been the case. Those who decide not to postpone their retirement will have to accept actuarial deductions. Those who defer their retirement will continue to pay contributions to the pension system and will start receiving their pension payments later.

As a result of delayed retirement and deductions applied if retirement is not postponed, a lower contribution rate would be possible. The pension system will make a saving. Expenditure on pensions will decline (as compared with a no-reform-scenario), and so will the average pension benefit, relative to average gross wages (the pension benefit ratio, which today is at 52 %) ([340]). It is assumed that the ERP contribution rate (currently 25.1 % of gross wages ([341])) is flexible. In other words, it can move so as to balance out the pension system's expenditure and its revenue. The financial relief resulting from the reform will thus allow the contribution rate to be lowered substantially, by more than 2 percentage points (*Chart 4.15*).

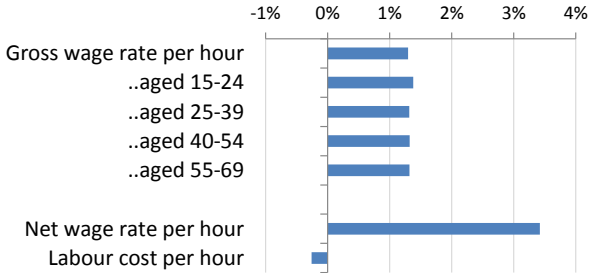
Chart 4.15
Relief to the pension system
Long-term impact on pension expenditure, benefit ratio and pension contribution rate, Finland



Source: DG EMPL calculations based on LMM
Click here to download chart.

Wages (net and gross) will be higher and labour costs lower. This outcome is extremely important for the long-term impact on both the labour market and the economy. Due to the lower social security contribution rate, workers will see their take-home pay (net wage) increase for any given gross wage. At the same time, firms will see their labour costs decline as they participate in workers' social security via the employers' contribution. This gives an incentive for workers to participate in the labour market *at any age* and for firms to recruit workers. The stronger labour demand will put workers in a better bargaining position and pull up the wage level (gross wages) so that net wages will be raised further (*Chart 4.16*).

Chart 4.16
Wages go up, labour costs decline
Long-term impact on gross wages, net wages, and labour costs, Finland



Source: DG EMPL calculations based on LMM
Click here to download chart.

The reform will have a strong impact on younger workers' employment. Both labour demand and supply increase. As a result, total employment rises by almost 0.8 %, the increase varying across age groups. This impact should be strongest for the youngest workers because, with their low wages, they are more reactive to changes in wage levels. In addition, younger workers are further away from their pensions. Therefore in the model it is assumed that the disincentive resulting from lower future pension payments is less important to them. Later on, as workers come closer to pensionable age, it becomes more important, so that the positive impact of lower labour costs and higher take-home pay is weaker.

Older workers will stay longer in the labour market than they would without the reform. However, the oldest group of workers (aged 55 to 69) who are eligible to claim a pension are in a different situation. Some of them will postpone retirement. As a result, the labour market effect on workers older than 55 years will be stronger than for their 40-54 year-old peers.

Higher investment will lead to higher GDP. Higher employment induces firms to endow the additional workers with additional physical capital, so that the capital stock also increases thanks to stronger investment. As a result, real GDP will in the long run be around 1 % higher than it would have been without the reform (*Chart 4.17*), which helps meet the material needs of all generations.

([339]) Hence, by 2060 the retirement age is assumed to be 68 years. This corresponds quite well to the estimates of the Finnish Centre for Pensions (67 years, 3 months by the year 2050). See http://www.etk.fi/en/the-pension-system-2/the-pension-system/international-comparison/retirement-ages/.

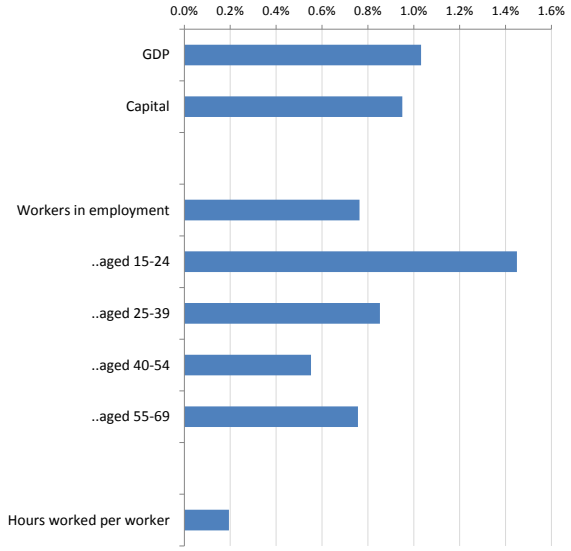
([340]) See European Commission and Social Protection Committee (2015), p. 336. Note that the effect on the pension benefit ratio is likely to be stronger in the model than it would have been in Finnish reality. Unlike the Finnish system, LMM incentivises people not to retire early, but would not force people to defer retirement. The number of older workers postponing their pension take-up is therefore likely to be underestimated in the simulation. On the other hand, the reduction in the pension is overestimated as it stems from applying actuarial deductions penalising retirement before reaching pensionable age.

([341]) For employees and employers; see Finnish Centre for Pensions (2017), Supplement 2017, p. 5.

Chart 4.17

Positive economic and labour market impact

Long-term impact on GDP, capital, and employment, Finland



Note: Assumes that the pension system is financially balanced through its flexible contribution rate.

Source: DG EMPL calculations based on LMM

Click here to download chart.

Declining labour costs will drive the positive effect. Lower social security contributions will make the most powerful contribution to the overall positive employment and economic impact ([342]). Indeed, the most important positive trigger here is the reduction of the tax wedge as the pension system gets financial relief, enabling contribution rates to decline.

The reform helps future workers. These findings are obviously relevant to the intergenerational distribution of resources. Higher employment, higher wages and lower labour costs favour the working part of the population and their employers. What is more, given that these simulations describe long-term effects, one can see that it is future generations of workers that are favoured by these reforms, thanks to later retirement of workers and lower labour costs.

([342]) This can be demonstrated if one assumes that – contrary to Finland's plans - the pension budget will not be balanced through the (flexible) contribution rate, but through variations in the lump sum taxes imposed on all households in order to shift resources to the general government budget (Berger et al (2009), Part III, p. 9). Lump sum taxes (or transfers) are simply levied on (or given to) all households. There is no link to work nor to consumption (as would be the case with VAT), so that lump sum levies are assumed to leave the allocation of resources undisturbed, especially on the labour market. In that case no positive employment effects will show.

As a result, the impact of an ERP retirement age shift on gross wages, net wages, and labour costs stays negligible. What remains is the expected lower pension level, relative to wages. In other words: being employed will increase pension entitlements but not to the extent that it had done before the reform. This is in itself a negative employment incentive. The negative impact on employment is pronounced for those below the age of 55 but stays moderate in the case of older workers (55 to 69 years) as some of them postpone retirement due to the increased official retirement age.

4.2.2. A life expectancy coefficient in the pension formula

As in many other EU countries, the Finnish formula implies that pension indexation is generally below the level of wage increases. After retirement, the level of pension is adjusted over time, taking into account wage increase levels (20 %) and price inflation (80 %). Hence, pensioners get some benefit from the higher wages that come with economic growth. But because pensioners' share of the gains from higher wage growth is lower than workers' share, there is an element of rebalancing the intergenerational contract to take account of the challenges the younger generations face.

Pension payments will be adjusted by a life expectancy coefficient. In addition, the Finnish pension formula applies a cohort-specific coefficient to one's pension level that takes account of the increasing life expectancy. The coefficient lowers pensions more the higher is the expected increase in life expectancy. *Box 4.4* shows the details ([343]). The labour market model allows for an analysis of the impact of such coefficient on pension level and expenditure, the labour market and the economy in the long run. According to the calculations illustrated in *Box 4.4*, it is assumed that pensions will be lowered by a total of 5 % in the long run. The reduction is much lower than would result from pure increase in life expectancy. This is because from 2027 onwards Finland's pension formula will take into account the further increase in the general retirement age ([344]) discussed in the previous section.

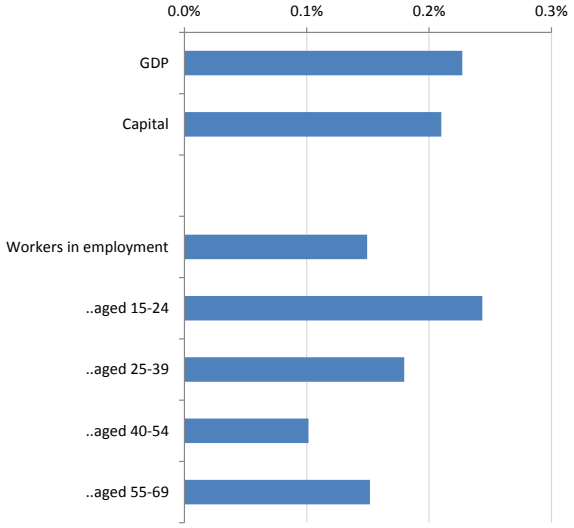
([343]) See also Finnish Centre for Pensions (2017), pp. 17, 18.

([344]) Otherwise the rise in life-expectancy would be taken into account twice. See explanation in Box 4.4 and European Commission / Social Protection Committee (2015), Vol. II, p. 329.

Chart 4.18

Positive employment effects, but more for younger workers

Long-term impact on GDP, capital and the labour market, Finland



Note: Long-term impact of lowering pensions in Finland

Source: DG EMPL calculation based on LMM

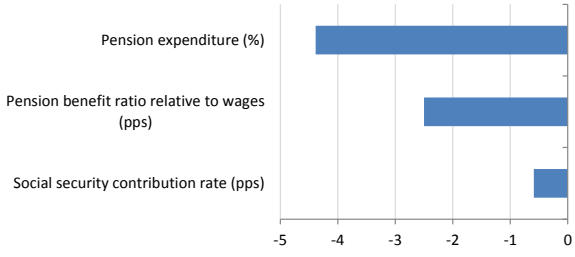
Click here to download chart.

Employment will be boosted (*Chart 4.18*). Again, the main reason for the expansion of employment is that the pension scheme will be able to lower its contribution rate by more than half a percentage point as one pension point becomes cheaper as a result of the cut in pensions (*Chart 4.19*). As a result, take-home pay shifts up and labour costs decline at any given level of gross wages (*Chart 4.20*). Higher net wages will motivate workers to join the labour market, whereas lower labour costs will trigger demand for workers across all age groups. Employment thus expands as a result of both higher labour supply and higher labour demand.

Chart 4.19

Lower pension benefits, lower contribution rate

Long-term impact on pension expenditure, pension benefit ratio, social security contribution rate, Finland



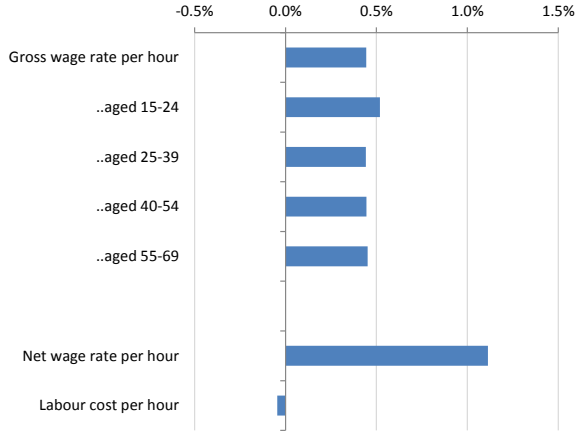
Source: DG EMPL calculation based on LMM

Click here to download chart.

Chart 4.20

Higher take-home pay, lower labour costs

Long-term impact on gross wages, net wages, labour costs, Finland



Note: Long-term impact of lowering pensions in Finland

Source: DG EMPL calculation based on LMM

Click here to download chart.

The impact on employment is relatively strong for young workers. The lowering of pensions will result in the average pension benefit ratio declining markedly in the long run, by more than two percentage points (*Chart 4.19*). The lowering of the contribution rate triggers employment, especially for young workers with their lower wages. Older workers (age group 55-69 years) see their employment shift mainly due to the direct effect of lower pensions, which motivates some of them to continue working for some time instead of applying for a pension.

In the long run the reform shifts resources from pensioners to the working generation. Linking pension levels to higher life expectancy may therefore reduce pension benefits relative to wages but may also allow room for lower social security contribution rates and thus make up for higher net wages and lower labour costs. Labour demand and supply will increase.

4.3. Labour market policies tailored to older people: the German example

In 2005 Germany inaugurated its federal-level ten-year programme 'Perspektive 50plus'. This initiative was an 'employment pact for older people' and its purpose was to reintegrate as many long-term-unemployed older workers into the labour market as possible. The main concept was to provide intensive, individualised and targeted support as well as counselling to long-term-unemployed workers aged 50 years and above, via 93 (voluntarily) participating regional support centres. The budget for the ten-year period from 2005 to 2015 was EUR 2.5 bn. The programme offered a wide variety of support measures for older people ([345]), all of them focused on labour market integration: from supporting mobility, through individual counselling when applying for a job,

([345]) See Bundesministerium für Arbeit und Soziales (2015), p. 18.

coaching and (language) training, to direct financial integration support ([346]).

Compared with the standard instruments offered to older workers through the job centres, the initiative was assessed as successful. Evaluations concluded that the cost per 'activated' and integrated person was significantly lower than in the case of standard support. The cost advantage was mainly due to a high proportion of successful integrations per participant ([347]), a result of the tailored services offered to the unemployed.

The programme 'activated' a total of 1.3 m people aged 50+ over the 10 years of its implementation. Activation meant that a person participated in one of the supported programmes for at least 25 hours. Of those activated, an estimated 420 000 people were integrated into the labour market ([348]). The cost per activation was around EUR 2 200. Full integration required considerable extra effort. The cost per 'sustainably integrated' older worker (still in their job six months after the end of the programme) was estimated at EUR 9 300 ([349]).

For the simulation of such a programme with the LMM a number of assumptions have to be made.

The programme mainly focused on making the older unemployed workers' job search more efficient and facilitating job matching by providing individualised services and training. This can be reflected in the LMM as a training measure provided for older unemployed people with a view to improving the matching of demand and supply in the labour market (see details in the annexed *Box 4.5* on Germany).

In the model, which focuses on long-term change, a policy measure implemented for only a limited period of time will necessarily lead to a zero long run impact. It is therefore assumed that the match-enhancing training subsidy will be implemented for an unlimited period. This approach is also useful to see what long-term impact such resource-intensive integration support for older workers will have, taking into account the possibility of workers, once recruited, losing their jobs again at some point. ('Perspektive 50 plus' did not measure whether 'sustainably integrated' older workers remained in their new jobs beyond six months after the end of their support period.)

Significant employment gains in the age group 55-69 can be achieved. For the simulation it is assumed that the cost of the measure was an equivalent of 0.11 % of annual GDP (for the reasons see *Box 4.5*). *Chart 4.21* shows significant employment gains in the age group 55-69: +2.9 % or 230 000 older workers more than in the reference scenario. The implicit assumption here is that the additional employees come only from among the unemployed, not from inactive older people. This is because in LMM only the unemployed are assumed to search for a job and hence to be relevant to matching labour supply (vacancies) with labour demand (search units). Under this assumption, the unemployment rate in the age group 55-69 will decline significantly, by 2.5 percentage points. Over all age groups this implies a decline by 0.5 percentage points. Given the nature of the policy initiative (being tailored to older workers), the other age groups' employment profiles remain broadly unchanged. Due to the strong increase in older workers' employment, overall employment rises by 0.6 %. With employment up, firms will equip the new labour force with capital, stepping up investment. As a result of higher investment and higher employment, real GDP will be some 0.6 % higher than in the reference scenario without the initiative.

Overall (gross) wages will increase while labour costs will be reduced. As for wages, *Chart 4.22* shows that older workers see a marginal decline compared with the reference situation, due to the increased effective labour supply that results from better matching. However, *overall* wages increase by +0.1 %. This is mainly due to a composition effect: more older workers (with their higher wages) will be in employment. Other age groups' wages also shift. They are pulled up by higher GDP triggering more labour demand, and by better employment prospects improving the financial position of social security schemes.

Net wages rise while labour costs decline. The contribution rate declines by some 0.1 percentage point, making it possible that net wages shift more than gross wages and that labour costs can go down at any given gross wage (hence, overall labour costs remain unchanged despite the average gross wage increase). The reduced labour cost will add to labour demand that further pulls up employment.

([346]) See Knuth et al (2014), p. 8.

([347]) See Büttner et al (2008), p. 14, Büttner et al (2012), p. 262/3, Knuth et al (2014), p. 11.

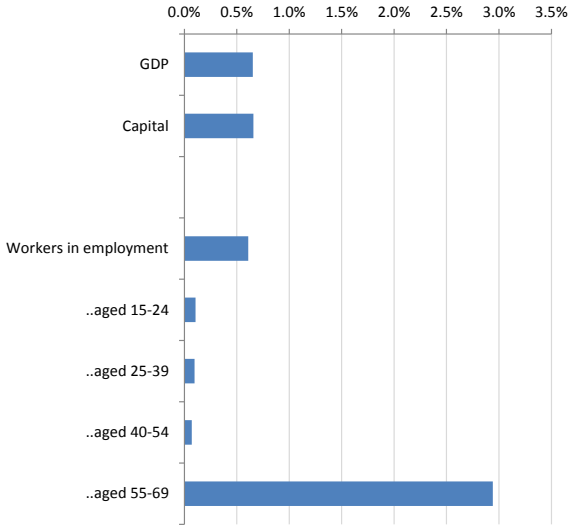
([348]) See Bundesministerium für Arbeit und Soziales (2015), p. 18. An integrated person either took a job subject to social contributions or became self-employed.

([349]) See Knuth et al (2014), p. 13.

Chart 4.21

Strong employment gains through targeted policies designed to activate older workers

Long-term impact of a training offered to older unemployed with a view to improving labour market matching, Germany



Note: Training measure financed by lump -sum taxes levied on all households

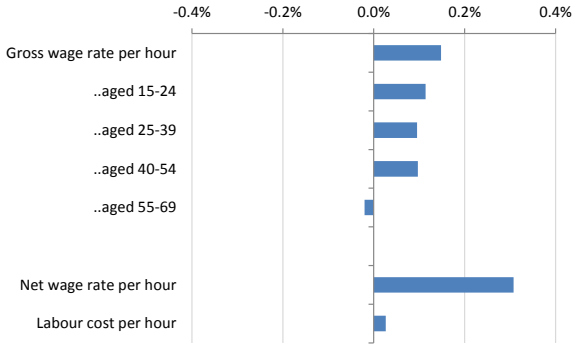
Source: DG EMPL calculations based on LMM

Click here to download chart.

Chart 4.22

Slight wage decline for the older workers, overall wages increase, especially net wages

Long-term impact on gross wages, net wages, labour costs, Germany



Note: Training measure financed by lump -sum taxes levied on all households

Source: DG EMPL calculation based on LMM

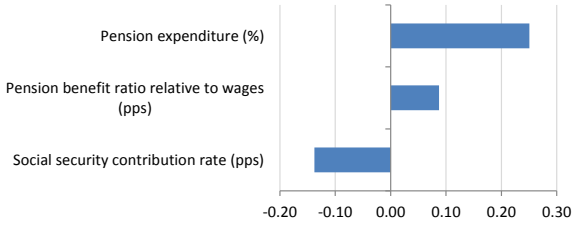
Click here to download chart.

Total pension expenditure increases and pension levels improve. This is because more workers eligible to claim a pension will postpone pension take-up. Higher employment leads to higher pension entitlements, so that the overall pension ratio, relative to (increased) gross wages, will edge up slightly, by 0.1 pp.

Chart 4.23

Pension benefits improve slightly, contribution rate can be lowered

Long-term impact on pension expenditure, pension benefit ratio and social security contribution rate, Germany



Note: Training measure financed by lump-sum taxes levied on all households

Source: DG EMPL calculation based on LMM

Click here to download chart.

A substantial financial effort is generally required to reintegrate long-term unemployed older workers into the labour market. However, activation policies specifically targeted to the needs of workers beyond the age of 50 will yield strong employment gains to the extent that they achieve a better match between the labour supply older workers provide and the needs of firms posting vacancies. A medium-sized but tailored programme such as the one modelled here has the potential to increase significantly the employment rate of older people and to have positive repercussions for overall labour costs and take-home pay. It can help older workers back into gainful employment subject to social security. Workers will thus be able to contribute longer to the social security systems and help to share the demographic burden while also benefiting in terms of higher pension benefits, rather than being caught in long-term unemployment until retirement.

The German example shows the success such active labour market policies have had in the recent past. Those policies have been supported by reforms in the pension system. The regular retirement age has already been raised to 65 years and will continue to rise to 67 in a stepwise increase which will end with those who apply for an old-age pension in 2029 ([350]). Furthermore, the "Flexi-Rente" that is expected to be introduced in July 2017 is expected to provide a further incentive for older workers to stay in the labour market for longer (while receiving a pension) ([351]).

4.4. Tax credits for workers aged over 65: the Swedish way

In 2007, Sweden introduced a comprehensive tax reform with a view to supporting older workers' labour market performance ([352]).

First, to strengthen firms' demand for workers aged 65 years and older, a payroll tax cut was granted that

([350]) Altersgrenzenanpassungsgesetz 2007.

([351]) However, it remains to be seen how effective this instrument can be in counteracting the incentives for early retirement introduced in 2014 (people with a full insurance record being allowed to apply for a pension aged 63).

([352]) See OECD (2012), p. 3, Eurofound (2012), p. 8.

substantially lowered employers' corresponding social security contributions by 16 pps, down to some 10 % ([353]). Secondly, on the labour supply side, to raise incentives for people aged 65 and older to take a job, an earned-income tax credit (a reduction of wage taxes) was introduced that was significantly larger for workers aged 65 and over than for other groups. For older workers at the 25th percentile of the earnings distribution the wage tax cut amounted to around 9 % of net earnings ([354]).

This section models the Swedish example of tax-related demand and supply-side policies. To estimate their impact on the labour market, the following approach is taken.

For the payroll tax cut, it is assumed that the government lowers the employers' social security contribution rate by 16 percentage points for workers aged 65-69 years. Modelling the earned income tax credit is complicated by the fact that the extent of the tax cut for any individual depends strongly on their earned income. Therefore, the volume of the earned income tax cut is set so as to resemble the overall budgetary ex-post effect of the payroll tax cut. This approach facilitates comparison of labour- market-related and wider economic impacts.

For the budgetary effect, it is assumed that the government finances the cost of the policy measures through levying additional lump-sum taxes on all households. As a result, the policies exemplified in this section can also be seen as tools to divert part of the overall tax burden away from (older workers') labour.

The supply and the demand-side policy measures each lead to significant employment gains among older workers with few repercussions for other age groups (*Chart 4.24*). As employment increases, so does investment, since firms endow their new staff with capital. The favourable educational mix among older workers and their above-average productivity particularly encourages investment: the model realistically incorporates a complementarity between workers' qualifications and investment ([355]). As a result, the relative change in investment (and hence capital endowment) is slightly higher than the employment gains. The combined effect of increased employment and higher capital intensity boosts real GDP.

([353]) See Laun (2012), p. 9.

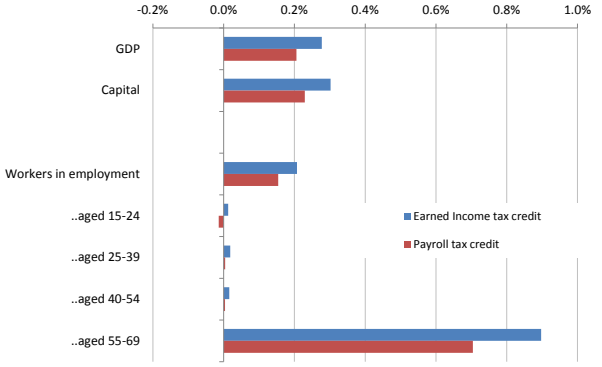
([354]) Ibidem, p. 8.

([355]) The better workers are qualified, the higher the capital endowment. This feature holds for all 14 countries supported by the model, based on empirical evidence. For example, the policy scenario has been tested for Italy as a country where the labour market features lower employment and less high-skilled workers than is the case in Sweden. The finding that high gains in older workers' employment would not be at the expense of younger workers remains stable.

Chart 4.24

De-taxing older labour: Significant employment gains amongst older workers

Long-term impact on GDP, capital, and employment of an earned income tax credit and a payroll tax credit, Sweden



Note: Same ex-post budgetary impact of the two measures

Source: DG EMPL calculation based on LMM

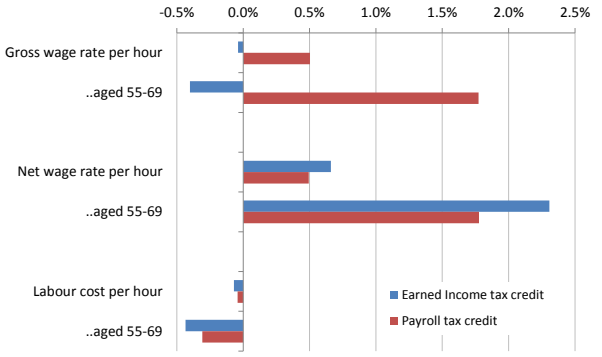
Click here to download chart.

The difference between the supply- and demand-side measures lies in what happens to wages and labour costs (*Chart 4.25*). The payroll tax credit, by lowering employers' social contributions, reduces labour costs for older workers at any given gross wage level. This is an incentive for firms to step up the hiring of older workers. Given the additional demand, older workers' bargaining position improves, relative to their employers. As a result, they will be more successful than before when bargaining for higher wages. Their (gross) wage levels increase, pulling up net wages to the same extent. The earned income tax credit, in contrast, cuts direct taxes on older workers' wages. Their net wage rate goes up considerably. As workers can now take home more of their pay, the pressure to push hard for higher (gross) wages in the wage bargaining process will abate to some extent. As a result, their gross wage level declines, pulling down labour costs to the same extent.

Chart 4.25

Income tax credit favours net wages, payroll tax favours labour cost

Long-term impact on gross wages, net wages, labour cost, Sweden



Note: Same ex-post budgetary impact of the two measures

Source: DG EMPL calculations based on LMM

Click here to download chart.

As a result of better employment prospects, the pension benefit ratio (54 % today relative to gross wages) will slightly increase (by 0.1 -

0.2 pps) in both scenarios. These findings correspond to Laun (2012) who finds that both policies combined have increased older workers' employment, but are not cost-neutral for the government's budget, despite significant employment gains. In the long run, each of the two policy measures will lead to the government having to levy lump-sum taxes on households to the extent of some 0.12 % of GDP.

Both a payroll tax credit and an earned income (wage) tax credit lead to significant employment gains. Those gains, however, come from different sources. The payroll tax credit reduces labour costs, strengthening demand for older workers. The income tax credit is an incentive for older workers to join the labour market and take up (or keep) a job. The demand-enhancing payroll tax credit will therefore tend to push up (gross) wage levels, whereas the supply-side wage tax credit tends to lower wages.

4.5. Summary

Since the peak of early retirement in the middle of the 1990s, EU countries have engaged in an array of reforms both in the pension system and in active labour market policies. Employment rates of older workers (aged 55-64) in the EU-15 ([356]) have risen from 36 % in 1995 to 55 % today. The main policy stimulus was the perceived need to halt the waste of older workers as human resources, especially against the backdrop of the forthcoming demographic shift.

This section has considered three broad types of reform, exemplified in three countries. These three types of action share the objective of strengthening solidarity between generations, and especially between workers and pensioners. All of them seek to bring older people back to work. Some focus on the level of pensions and tighten the conditions for retiring in order to improve the financial sustainability of the pension system and discourage early retirement. All seek to improve conditions for the working-age population so as to strengthen intergenerational fairness.

Reforms in the pension system

Higher pensionable ages, coupled with higher life expectancy, will lower future pension expenditure. Unless other pathways to early retirement exist, people will either postpone applying for a regular old-age pension until reaching the new pensionable age or have to accept actuarial deductions from their pension. Both options will provide financial relief to the pension system and allow contribution rates to decrease, benefiting the working age population.

Therefore, workers will see their take-home pay increase. This is good news for all workers, but especially for the young. As their level of skills is (still) low, so are their wages: higher net wages will strongly motivate them to take up employment. And as pensionable age is still far away, they will be less worried than older workers by the prospect of a reduced future pension. For older workers nearing retirement, the shift in retirement age and higher take-home pay will lead to more people deferring pension take-up, so older workers aged 55+ should see their employment increase more than prime-agers (those aged 40-54).

Coupling higher life expectancy to the level of pensions will lead to lower pension levels relative to wages. Again, this allows the contribution rate to be lowered to support growth, which benefits all generations. Higher net wages and lower labour costs will trigger labour supply and demand, as just mentioned.

Targeted Labour Market Policy: better matching

Reforms to integrate older workers better into the labour market are not limited to pension reforms. Germany's 'Perspektive 50plus' is an example of active support provided to long-term unemployed older workers through individualised services, training and counselling. Though expensive, this strategy can yield a high return, with strong employment gains in the age group 55-69. This is because individualised support increases the probability of older workers' finding a match among the vacancies in the labour market posted by firms. As a result, more workers searching for a job will find one and more vacancies can be filled. Employment goes up, also pulling up investment and GDP.

Tax incentives

Tax cuts incentivise employment but can have different effects on gross wages. Since 2007 Sweden has been supporting both older workers and their employers through tax cuts with a view to improving older workers' employment record. A payroll tax cut (i.e. a reduction in employers' social contribution) gives firms suitable incentives; an earned income (wage) tax cut does the same for workers. In both cases employment goes up. However, the two approaches differ in what happens to (gross) wages. They will increase for older workers in the case of a payroll tax cut, pulled up by stronger demand from firms improving workers' bargaining position; but tend to decline in the case of an earned income tax cut.

5. Conclusions

In the EU, older people's current situation tends to be favourable. Compared with the working age population, people aged 65 and over generally do reasonably well in terms of income, wealth and access to services. Not only do those aged 65+ own their houses more frequently than the rest of the population, but also their housing conditions remain

([356]) The EU-15 are those countries that formed the EU before the 2004 eastward enlargement.

better than those of the population below the age of 65. However, there are important differences between Member States. Furthermore, living standards slowly deteriorate after the age of 75, particularly for women.

The relative situation of older people improved further over the last ten years. The main source of income for those aged 65+ is pensions, which have been increasing in real terms. The proportion of older people at risk of poverty has decreased, particularly for those aged 75+. Their total wealth has fallen less than that of the working age population since 2013. Since the onset of the crisis, their access to medical services has decreased slightly but not as much as for those of working age.

Bigger challenges lie ahead. Demographic shifts will bring higher economic dependency of the older on the younger generations in almost all EU countries, a challenge recognised already in the 2012 European Commission's White Paper on Pensions ([357]). In addition, since the 1970s, the number of years spent in retirement has increased considerably and stabilised only recently. The intergenerational contract and its central principle of intergenerational fairness is therefore being challenged by higher demographic dependency: declining numbers of workers have to feed and care for growing numbers of inactive pensioners.

Today's young workers and future cohorts are likely to face a double burden: in general, they will pay higher contributions than today's workers *and* receive a lower pension than today's pensioners when they retire. The adequacy of future pensions is likely to be negatively affected by both the impact of more fragmented work careers and the general lowering of pension generosity following increased demographic dependency. The double burden will persist at least as long as demographic change continues. It will affect all cohorts that will be part of a declining workforce and will thus reach into the next century. Policy-makers therefore face the challenge of reducing the double burden for future cohorts. Further reforms that would affect not only tomorrow's but also today's pensioners are needed, so as to distribute the burden more fairly across generations. These include not only reforms of pension systems but also labour market measures that will bring more people into more productive jobs, enabling them to bear the higher cost of demographic change.

Pension reforms can cut future pensions and pension expenditure significantly. This chapter focused on the redistributive systems into which fewer contributors will pay and on which more pensioners will depend. For pension systems the last 20 years have seen substantial reform activity in the EU that should prevent expenditure levels relative to GDP in 2060 from rising above today's, despite steeply increasing demographic dependency. These reforms will decrease pension entitlements, thus reducing the adequacy of pensions for future pensioners. They will also limit coverage, especially by raising effective retirement ages. In parallel, much of the reform activity targets better labour market prospects for older workers, combined with higher statutory retirement ages. These reforms have already had some success: the employment rate of older workers (55-64s) today is 55 %, 20 percentage points higher than 20 years ago.

But the effect of many reforms, and thus a large part of the planned savings to pension systems, will only materialise fully after 2040. This is true, for example, for further shifts in the retirement age beyond the age of 65. To that extent they will not affect today's older workers and pensioners, but they will affect today's young workers and future cohorts and will hence add to the double burden these cohorts are facing.

Reforms that improve employment prospects for all will help to improve intergenerational fairness. The model simulations of the long-term impact of three major reform options, exemplifying three broader types of reforms, have provided some insights into possible ways for policy-makers to contribute to improving intergenerational fairness. They include a lowering of pension contribution rates through linking both the retirement age and the level of pensions to changes in longevity, intense individualised training and counselling to help older unemployed workers back to the labour market, and using wage tax credits and payroll tax cuts to increase incentives for both older workers and employers and thus contribute to higher employment rates for older workers.

These reforms can lead to higher employment levels, and not just for older workers; they should inspire firms to invest and increase GDP. To the extent that they integrate workers into the labour market they can also contribute to social cohesion by creating better opportunities for all. As workers find their way back to work, the reforms also facilitate the sharing of costs incurred by demographic change. Such labour market measures are only a part of a more comprehensive reform strategy that would also support investment in skills and capital, promote innovation and improve the business environment. At the same time they ensure the sustainability of public finances, which is conducive to enhancing the opportunities of the younger generation and society as a whole. An array of measures could help improve the overall employment rate. Those include proper incentives for second earners through tax and benefit systems, minimum wage policies as well as comprehensive integration strategies.

([357]) See European Commission (2012).

The recently proposed European Pillar of Social Rights ([358]) provides a particularly relevant framework for guiding future action by the participating Member States. For pensioners, it establishes the principle of a right for women and men to receive a pension commensurate with the contributions paid and to have an adequate income in retirement, thus ensuring a decent life. For working age people, it puts forward a number of principles relating to equal opportunities, access to the labour market and fair working conditions that support the full realisation of their potential in active life. The Pillar calls for an adequate pension for both workers and the self-employed and for equal opportunities for both women and men to acquire old-age pension rights. It refers to adequate income in old age regardless of the type of pension system. Thus, it covers all three pillars of the pension system. The implementation of these principles would contribute to reducing the burden of demographic change and improving employment prospects for all, and would help to secure good living standards in retirement, now and for future generations.

([358]) http://ec.europa.eu/european-pillar-social-rights

Box 4.4: Annex Finland - The Finnish life expectancy coefficient: higher life expectancy lowers pensions

In Finland, the level of pensions is linked to life expectancy through a life-expectancy coefficient. The current pension formula foresees a lowering of pensions in a given year, say 2017, if a 62 year-old person has a higher statistical life expectancy than a 62 year-old in the reference year 2009 ([1]). Pensions will thus be reduced more, the higher the respective age group's life expectancy is compared with the reference year. Using Eurostat's projected mortality tables for 2017 and 2060, it can be shown that based on the formula currently in place the starting pension in 2060 would be some 13 % lower than would be the case without the reform. The 2017 reform further modified the formula as from 2027, by also taking into account the fact that the pensionable age will be raised according to increasing life expectancy. This change would reduce the cut in pensions to just 5 % by 2060. This box explains how these cuts are calculated, based on the Finnish pension formula.

The rationale of the Finnish pension formula is best explained by the example of a 62 year-old person who calculated the value of their future pension payments back in 2009. That value depended on a hypothesised fixed discount rate ([2]) on future pension payments and on how long that person expected to live, starting from the age of 62 years in 2009. A fixed discount rate of 2 % per year, as assumed in the Finnish pension formula, implies that a euro in pension paid in, say, 10 years' time (when aged 72 in 2019) would have a present value of 81 cents in 2009. In addition, of 100 people aged 62 in 2009, only 86 will have survived 10 years later ([3]), Hence, from the perspective of a 62 year-old in 2009, the value of one euro paid in 2019 will be 0.70 euro (0.86 * 0.81) .

Assuming one euro paid at every age from 62 to 100, the present value in 2009 of these payments is 16.78 Euro. The 'longevity indicator' for 2009 takes into account an annual 2 % discount and the fact that a number of people who reach age x will not reach age x+1. Applying the same method for the longevity indicator in 2017 will deliver 17.41 Euro because life expectancy between those two years will have increased. The life expectancy coefficient for 2017, relative to 2009, is the ratio of the corresponding longevity indicators: 0.96344 (16.78 / 17.41) ([4]). In other words, today's value of one pension point for a 62 year-old in 2009 is almost 3.7 % lower ([5]).

Using Eurostat's mortality tables for the age groups 62 to 100 years for Finland, as they result from Eurostat's population projections ([6]), the life expectancy coefficient in 2060, relative to the current year 2017, will be an estimated 0.87. That means that, according to the currently valid method of calculating the life expectancy coefficient, the coefficient would lower the value of one pension point by 13 % in total between now and 2060.

The 2017 reform introduced another modification to estimating how the life expectancy coefficient will impact on the level of pensions as from 2027. A supplementary coefficient in the pension formula will take into account the fact that the pensionable age (65 years for people taking up their pension at that time) will be further increased to take account of rising life expectancy. The new coefficient will smoothen the reduction of pensions by 2060. This modification was introduced to keep higher life expectancy from eating into people's pension rights both through higher retirement ages *and* the life expectancy coefficient in the pension formula. The method applied when calculating the life-expectancy coefficient is detailed in the following paragraph.

In the Finnish pension formula, this coefficient reduces the amount of pension as life-expectancy increases over time. *Table 1* shows, from the perspective of a 62 year-old person in 2017, 2026 and 2060, what is the present value of one euro paid at every age, up to 100 years. It takes into account mortality rates (qx) at age x. Out of 1 000 people aged 62 in 2017, 7.64 will not survive the next year. Correspondingly, lx reflects survival rates: only 99.24 % of those aged 62 in 2017 (2026) will turn 63 a year later. As people aged, say, 62 are 62.5 years on average, Lx is [lx(62) + lx(63)]/2.

The formula $1.02^{-(x+0.5+62)} \cdot L_x / l_{62}$ in *Table 1* calculates the present value in a given year (2017, 2026 and 2060) of one euro paid at any age x. It takes into account an implicit interest rate (2 %) and mortality between the age x and the base age of 62. For example, take the year 2017. Looking at the last column for 2017 in *Table 1,* in order to calculate the longevity indicator for a 62 year-old in 2017 (E2017/62) one has to sum up over all ages from 62 to 100 years.

As $E(2017/62)/E(2060/62) = 0.8713$, a pensioner aged 62 in 2060 will have a starting pension which is around 13 % lower than a same-aged new pensioner in 2017.

([1]) Calculated from the average age-specific mortality rates of the years 2003 to 2007.

([2]) The discount rate reflects time preference. People prefer one Euro paid today to one Euro paid tomorrow. The discount rate reflects how much stronger this preference is for today compared with tomorrow.

([3]) According to official Statistics Finland mortality table. Appelqvist (2016), p. 3.

([4]) The coefficient is published by the Finnish Centre for Pensions on http://www.etk.fi/en/the-pension-system-2/the-pension-system/pension-benefits/life-expectancy-coefficient/

([5]) The methodology of calculating the coefficient is outlined in Appelqvist (2016) and Annex 1 below.

([6]) See table [proj_15naasmr] on Eurostat's website http://ec.europa.eu/eurostat/data/database.

(Continued on the next page)

Box (continued)

However, following the 2017 reform, from 2027 another factor will alleviate the reduction of pensions as it takes into account the fact that the pensionable age (65 years by 2027) will be further raised according to increased life expectancy. Life expectancy is expected to increase on average by some three more years, hence to age 68. That is, assuming 2017 as the base year, from 2027 on, the reduction factor in 2060 will be:

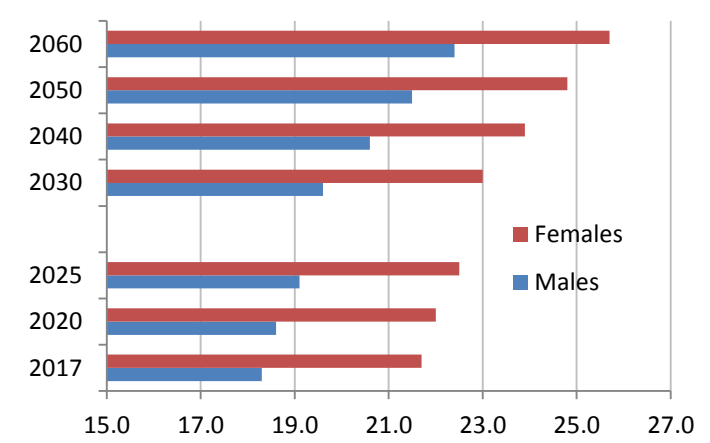
$$\frac{E(2017/62)}{E(2026/62)} \cdot \frac{E(2026/65)}{E(2060/68)} = 0.9675 \cdot 0.9801 = 0.9483.$$

That is, the second (new) multiplier covers the period between 2026 to 2060, taking into account age specific mortality rates (as before), but also the fact that in 2060 the retirement age would be 68 years while it will still have been 65 years in 2026 – as shown in the last column for 2026 and 2060, respectively, in *Table 1*. This is because the life expectancy of a 65 year-old is expected to increase by around 3 years from 2026 to 2060, see *Chart 1*. Thus, the lowering of pensions would be cushioned a lot. **Compared with 2017, starting pensions in 2060 would be** (only) **some 5 % lower than in 2017**.

Chart 1

Life expectancy will further increase

Life-expectancy of a 65 year-old in a given year, Finland



Source: Eurostat [proj_15nalexp]

The increase in life-expectancy is cohort-specific and it is expected to continue after 2060. However, for the porpose of better illustration the simulation with the Labour Market Model shown in section 4.2.2. assumes that in the long run the level of pensions will be lowered by 5 % through the application of a life expectancy coefficient..

(Continued on the next page)

Box (continued)

Table 1
Longevity indicator for Finland

	For the year 2017				For the year 2026					For the year 2060				
x	qx	lx	Lx	$1.02^{-(x+0.5-62)} * Lx / l_{62}$	qx	lx	Lx	$1.02^{-(x+0.5-62)} * Lx / l_{62}$	$1.02^{-(x+0.5-65)} * Lx / l_{65}$	qx	lx	Lx	$1.02^{-(x+0.5-62)} * Lx / l_{62}$	$1.02^{-(x+0.5-68)} * Lx / l_{68}$
62	7.49	1.0000	0.9963	0.9864	6.40	1.0000	0.9968	0.9870		3.47	1.0000	0.9983	0.9884	
63	8.18	0.9925	0.9885	0.9595	6.98	0.9936	0.9901	0.9612		3.79	0.9965	0.9946	0.9655	
64	8.91	0.9844	0.9800	0.9327	7.57	0.9867	0.9829	0.9355		4.14	0.9928	0.9907	0.9429	
65	9.69	0.9756	0.9709	0.9059	8.24	0.9792	0.9752	0.9099	0.9861	4.52	0.9887	0.9864	0.9204	
66	10.52	0.9662	0.9611	0.8791	8.97	0.9711	0.9668	0.8843	0.9584	4.95	0.9842	0.9817	0.8980	
67	11.43	0.9560	0.9505	0.8525	9.75	0.9624	0.9577	0.8589	0.9308	5.42	0.9793	0.9767	0.8759	
68	12.40	0.9451	0.9392	0.8258	10.61	0.9530	0.9480	0.8335	0.9033	5.91	0.9740	0.9711	0.8538	0.9872
69	13.47	0.9334	0.9271	0.7991	11.54	0.9429	0.9375	0.8081	0.8758	6.46	0.9682	0.9651	0.8319	0.9619
70	14.67	0.9208	0.9140	0.7724	12.57	0.9320	0.9262	0.7827	0.8483	7.05	0.9620	0.9586	0.8101	0.9366
71	16.05	0.9073	0.9000	0.7457	13.68	0.9203	0.9140	0.7573	0.8207	7.73	0.9552	0.9515	0.7883	0.9115
72	17.52	0.8927	0.8849	0.7188	15.06	0.9077	0.9009	0.7318	0.7931	8.51	0.9478	0.9438	0.7666	0.8864
73	19.31	0.8771	0.8686	0.6917	16.61	0.8941	0.8866	0.7061	0.7652	9.41	0.9398	0.9353	0.7448	0.8612
74	21.30	0.8601	0.8510	0.6644	18.39	0.8792	0.8711	0.6801	0.7371	10.45	0.9309	0.9261	0.7230	0.8359
75	23.63	0.8418	0.8319	0.6367	20.42	0.8631	0.8542	0.6538	0.7086	11.67	0.9212	0.9158	0.7010	0.8105
76	26.19	0.8219	0.8112	0.6087	22.78	0.8454	0.8358	0.6272	0.6797	13.10	0.9104	0.9045	0.6787	0.7848
77	29.14	0.8004	0.7887	0.5803	25.45	0.8262	0.8157	0.6001	0.6503	14.79	0.8985	0.8919	0.6561	0.7586
78	32.77	0.7771	0.7644	0.5513	28.55	0.8051	0.7936	0.5724	0.6204	16.70	0.8852	0.8778	0.6332	0.7321
79	36.67	0.7516	0.7378	0.5217	32.12	0.7822	0.7696	0.5442	0.5898	19.02	0.8704	0.8622	0.6097	0.7049
80	41.31	0.7241	0.7091	0.4916	36.36	0.7570	0.7433	0.5153	0.5584	21.71	0.8539	0.8446	0.5855	0.6770
81	46.69	0.6941	0.6779	0.4608	41.10	0.7295	0.7145	0.4856	0.5263	25.06	0.8353	0.8249	0.5606	0.6482
82	52.80	0.6617	0.6443	0.4293	46.86	0.6995	0.6831	0.4552	0.4933	28.97	0.8144	0.8026	0.5348	0.6184
83	60.13	0.6268	0.6079	0.3972	53.50	0.6667	0.6489	0.4239	0.4594	33.78	0.7908	0.7775	0.5079	0.5872
84	68.37	0.5891	0.5690	0.3644	61.40	0.6311	0.6117	0.3918	0.4246	39.57	0.7641	0.7490	0.4797	0.5546
85	78.46	0.5488	0.5273	0.3311	70.41	0.5923	0.5715	0.3588	0.3889	46.32	0.7339	0.7169	0.4501	0.5205
86	89.28	0.5058	0.4832	0.2974	80.89	0.5506	0.5283	0.3252	0.3525	54.52	0.6999	0.6808	0.4191	0.4846
87	101.97	0.4606	0.4371	0.2638	93.32	0.5061	0.4825	0.2912	0.3156	63.90	0.6617	0.6406	0.3866	0.4470
88	116.81	0.4136	0.3895	0.2305	106.91	0.4588	0.4343	0.2570	0.2785	74.43	0.6194	0.5964	0.3529	0.4080
89	132.89	0.3653	0.3411	0.1978	122.14	0.4098	0.3848	0.2232	0.2419	86.07	0.5733	0.5487	0.3183	0.3680
90	150.91	0.3168	0.2929	0.1666	139.38	0.3597	0.3347	0.1903	0.2063	100.04	0.5240	0.4978	0.2831	0.3273
91	170.44	0.2690	0.2460	0.1372	158.17	0.3096	0.2851	0.1590	0.1723	115.64	0.4716	0.4443	0.2477	0.2864
92	192.44	0.2231	0.2017	0.1102	179.15	0.2606	0.2373	0.1297	0.1406	133.38	0.4170	0.3892	0.2128	0.2460
93	215.17	0.1802	0.1608	0.0862	201.70	0.2139	0.1924	0.1031	0.1117	153.27	0.3614	0.3337	0.1788	0.2068
94	240.78	0.1414	0.1244	0.0654	227.18	0.1708	0.1514	0.0795	0.0862	175.59	0.3060	0.2792	0.1467	0.1696
95	269.33	0.1074	0.0929	0.0479	254.10	0.1320	0.1152	0.0593	0.0643	200.68	0.2523	0.2270	0.1169	0.1352
96	300.29	0.0785	0.0667	0.0337	284.24	0.0984	0.0845	0.0427	0.0462	228.71	0.2017	0.1786	0.0902	0.1043
97	335.68	0.0549	0.0457	0.0226	318.12	0.0705	0.0593	0.0293	0.0318	260.18	0.1555	0.1353	0.0670	0.0775
98	373.08	0.0365	0.0297	0.0144	355.21	0.0480	0.0395	0.0192	0.0208	295.18	0.1151	0.0981	0.0476	0.0550
99	414.18	0.0229	0.0181	0.0086	396.51	0.0310	0.0248	0.0118	0.0128	334.33	0.0811	0.0675	0.0321	0.0372
100	1000.00	0.0134	0.0067	0.0031	1000.00	0.0187	0.0093	0.0044	0.0047	376.93	0.0540	0.0270	0.0126	0.0146
E2017/62	Sum			17.792446	E2062/62			18.3895		E2060/62			20.4195	
					E2062/65				16.8046	E2060/68				17.1449

Source: DG EMPL calculations based on Eurostat 2015 population projections (baseline) and Appleqvist (2016)

Box 4.5: Annex Germany - Modelling improved matching in the Labour Market Model

The Initiative 'Perspektive 50plus" aims at improving the prospects of unemployed older workers for finding a match on the labour market. The Labour Market Model incorporates such matching function. The effort workers make to find a job (search intensity) is a determinant of labour supply, whereas the number of vacancies posted by firms reflects the demand side. Frictions in the market imply that only a certain proportion of the vacancies posted and of the search units supplied will actually lead to a match. The proportion obviously depends on the tightness of the labour market: the smaller the number of vacancies per job-searching older worker, the more difficult it will be for job searchers to find a match. The modelled reform hence seeks to improve the efficiency of job matching, especially for older people ([1]).

The improved matching efficiency is technically built into the model as follows.

It is assumed that the cost of EUR 9 300, as spent per 'sustainable integration' of older workers through the initiative, will be spent on all unemployed workers aged 55 to 69 years ([2]). In 2015 there were some 370 000 unemployed workers in that age group, hence the total cost will be an annual EUR 3.44 billion, or 0.11% of GDP.

The question how can much the number of matches be improved through spending EUR 3.44 bn on training older workers, at a given level of labour supply and labour demand? Following Berger et al ([3]), the elasticities found by Bassassini and Duval ([4]) are applied to the Labour Market Model's matching efficiency: If the government spends an amount equalling 4% of GDP per capita on every unemployed person, the result will be that unemployment declines by 0.4 percentage points. Applying the same elasticity to older unemployed workers, EUR 3.44 bn spent on their training will reduce their unemployment by 2.5 percentage points. The matching efficiency parameter in the model is set so as to match this benchmark.

([1]) See Berger et al (2009:2), pp. 11-13, providing a similar simulation.
([2]) The real policy measure is focussed on those aged 50 and above..
([3]) Berger et al (2009:2), p. 12.
([4]) Ibidem.

Box 4.6: Annex Pension Reforms

Major pension reforms carried out by the Member States since 2008

MS	Year	Access to early retirement (incl. disability) restricted	Age for early retirement raised	Pensionable age increased	Women's pensionable age brought up to men's	Length of contribution period increased	Automatic indexation to life expectancy	Limit to combine work and pension eased
BE	2012/2015	✓	✓	✓				✓
BG					✓			
CZ	2011			✓	✓	✓		
DK	2011	✓	✓	✓			✓	✓
DE	2014			✓				
EE	2010			✓	✓			
IE	2012-2014			✓		✓		✓
EL	2010/2012	✓	✓	✓	✓	✓	✓	
ES	2013	✓	✓	✓		✓		✓
FR	2010-2012	✓		✓		✓	[✓]	
HR	2013		✓	✓	✓			✓
IT	2011	✓	✓	✓	✓	✓	✓	
CY	2012	✓		✓		✓	✓	
LV	2011			✓		✓		
LT	2011			✓	✓			
LU	2012	✓						
HU	2010/2012	✓		✓				
MT	2008-2013	✓		✓	✓	✓		
NL	2012	✓		✓			✓	
AT	2013	✓	✓		✓			
PL	2008-2010	✓		✓	✓	✓		
PT	2012-2014	✓		✓			✓	
RO	2011			✓				
SI	2012	✓		✓	✓	✓		
SK	2011-2012			✓	✓		✓	
FI	2010-2014	✓	✓					✓
SE								
UK	2011-2014			✓	✓			

Source: Update of the 2015 Pensions Adequacy Report - Information provided by the Member States (for details see Volume II of the Pension Adequacy Report)

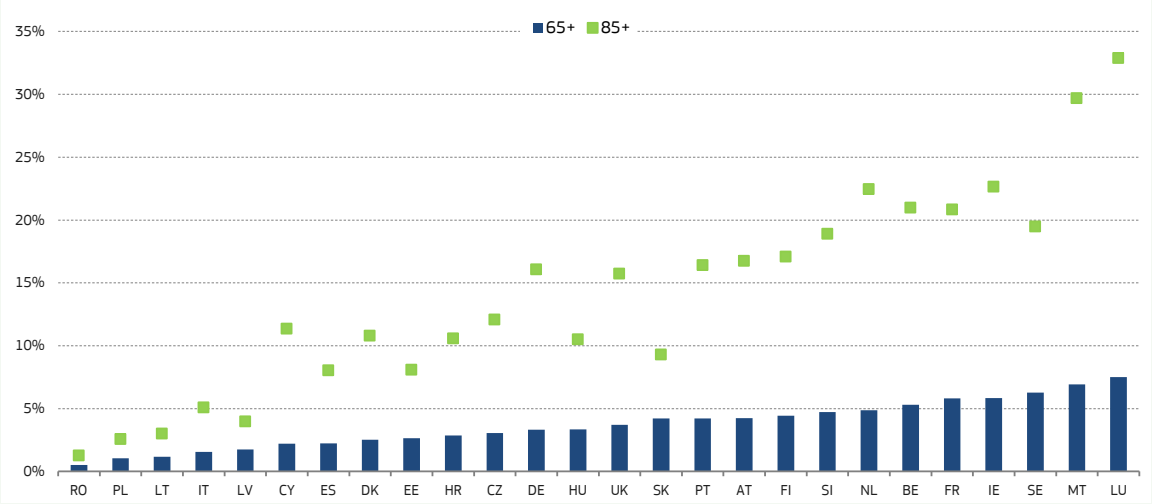
Box 4.7: Older people not living in private households

People living in collective households and in institutions are generally excluded from the target population of EU-SILC, which includes all private households and their current members residing in the territory of the countries at the time of data collection. Approximately 1 % of the resident population of the EU does not live in a private household (with missing data for Bulgaria and Greece). This proportion is highest among older people (3 % of the population aged 65+), with substantial differences between Member States (Chart 1). In Luxembourg, more than 7 % of older people do not live in private households, while this is less than 1 % in Romania (where older people are more likely to live in multi-generational private households). Among the eldest (aged 85+) the overall proportion not living in private households is higher (13% across the EU), and the differences between countries are even more pronounced (from one third in Luxembourg to less than one in twenty in Romania, Poland, Latvia and Lithuania). These differences have to be taken into account when interpreting results about older people's relative situation across Member States.

Chart 1

Major national differences in the household situation of older people

Older people not living in private households, by age and Member State, 2011



Note: Missing data for BG and EL

Source: Eurostat, Census Hub, HC48

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CHAPTER 5

Fostering intergenerational fairness through social dialogue

1. INTRODUCTION ([359])

Social dialogue has the potential to identify and promote win-win solutions for workers and employers of all ages. Social partners play a key role in shaping intergenerational solidarity and fairness. An effective social dialogue relies on a number of framework conditions ([360]). As the main actors in this dialogue, trade unions and employers' organisations need an encompassing membership, covering all relevant categories of workers and employers. By reaching out to younger workers or recently established employers, social partners can remain alert to the newest developments in the labour market and identify emerging needs. Through collective bargaining and joint actions, social partners can promote innovative solutions to the challenges of population ageing or structural change in the labour market discussed in previous chapters. Social partners are also more likely to have an influence on policy-making if they can form joint positions which they can use when negotiating with governments.

This chapter first reviews the key conditions for effective social dialogue from an age-specific perspective. Section 2 presents evidence on age differences in the membership of trade unions and employers' organisations, self-employment and the coverage of collective bargaining.

Next, the chapter considers the role of social partners in bridging gaps between younger and older workers and their employers, to promote fairer labour markets, more balanced social protection systems and better adapted working conditions for all. Section 3 first presents the main perspectives from which the social partners have addressed intergenerational solidarity. Section 4 provides relevant recent examples of social partners' joint activities to promote intergenerational solidarity at European, national or regional level, across sectors, in a given industry or specific company. Section 5 considers the main linkages between the previous sections, and presents the outlook for capacity-building further to improve social partners' contribution to intergenerational solidarity.

2. CONDITIONS FOR EFFECTIVE SOCIAL DIALOGUE

While there is significant diversity in national practices across the EU, certain key dimensions for an effective social dialogue can nonetheless be identified. These include social partner organisations (employers' representatives and trade unions) with an encompassing membership, as well as dynamic collective bargaining ([361]). This section provides evidence on these dimensions, covering differences between age groups – and where possible - generations.

2.1. Membership of workers' organisations

Young employees are less likely than older workers to be members of trade unions. This

([359]) This chapter was written by Evi Roelen, Melissa Thomas and Tim Van Rie, with contributions from David-Pascal Dion, Raymond Maes and Sigried Caspar (European Commission). Contributions from Eurofound (David Foden, Donald Storrie and Gijs van Houten) are gratefully acknowledged.

([360]) European Commission (2015a and 2016a).

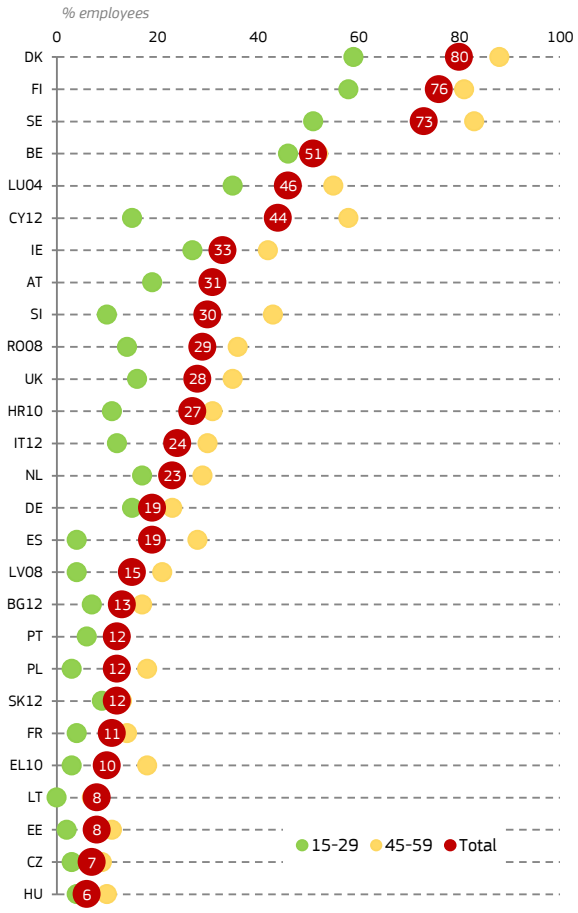
([361]) European Commission (2015a). Additional key conditions include trust and cooperation, which are not covered in this overview.

broad pattern can be observed in most Member States, although to varying degrees (*Chart 5.1*). In many cases, the differences in overall unionisation rates between Member States are larger than those between different age groups within countries. Moreover, younger workers in countries with high overall membership rates (such as Denmark, Finland and Sweden) are more likely to be union members than older employees in countries with lower membership rates (such as Hungary, the Czech Republic or Estonia). Full-time students typically have low rates of union membership ([362]).

Chart 5.1

Union membership is lower among younger employees

Union membership among employees by age category, 2014 or latest data year



Note: Fewer than 100 observations for 15-29 in CY, SI, IT, PT. 2012 data for BG, CY, IT, SK; 2010 for HR and EL; 2008 for LV and RO; 2004 for LU. No data for MT.

Source: European Social Survey, authors' calculations

Click here to download chart.

In a number of Member States pensioners make up a sizeable share of union membership. In Austria, Germany, Finland or the Netherlands, the share of retirees among union members is estimated at over 15 % ([363]). For Germany, it has been noted that "*Quite unintentionally, the unions - with 1.7 million retired members - have become one of the largest old-age organisations*" ([364]). For Italy, a similar dynamic had been observed, with growing membership among pensioners and a decrease among workers ([365]). However, the nature of membership among retirees is specific: it typically involves few direct interactions with trade unions, and may be mainly motivated by the provision of certain (non-employment related) services ([366]), such as assistance with the procedures for receiving welfare benefits.

Younger workers are often employed in sectors or companies where unions are less present. Many young people work in the private services sector, where trade union density is typically lower compared with manufacturing or the public sector. They also tend to be overrepresented in smaller enterprises with fewer than 50 employees ([367]). In smaller establishments, trade union presence is often more limited, which may be due to more informal interactions there, as well as to size-related thresholds for workplace representation.

Younger workers are also more likely to be non-standard workers ([368]), which is associated with lower union membership. Several studies indicate that atypical workers (including those on fixed-term contracts) are less likely to become union members ([369]). It may be for lack of a longer-time perspective that such workers may be less interested in becoming union members. Moreover, trade unions themselves may commit fewer resources to recruiting members who may only have a temporary presence.

In addition to recruitment, labour market attachment also plays a role in the retention of existing members. Workers tend to change employers more frequently than they did in the past ([370]). This also implies that for trade unions a life-cycle approach can be more helpful in retaining members ([371]), compared with job-centred approaches in specific workplaces.

Young people are not always aware of the existence or role of trade unions, or they may hold negative views of these organisations. Trade unions are sometimes seen as representing only older workers in a patriarchal or pyramidal structure. To the extent that such views are common among young people, this would clearly be an obstacle to their recruitment as members ([372]). Some studies, however, found no evidence for such a basic negative opinion among the young, instead emphasising an overall lack of awareness ([373]). Even if they are interested in trade

([362]) Visser (2006).

([363]) Calculations based on European Social Survey 2014. Visser (2006).

([364]) Kohli et al. (1997); Dribbusch and Birke (2014) estimate that pensioners represent 20 % of DGB affiliated unions' membership.

([365]) Chiarini (1999).

([366]) Frangi and Barisione (2015).

([367]) Structure of Earnings Survey 2014.

([368]) See Chapter 3.

([369]) Schnabel (2013).

([370]) See Chapter 3.

([371]) Leschke and Vandaele, (2015) found major gender differences in union leaving rates in Germany.

([372]) EFBWW (2016).

([373]) Keune (2015).

unions and interest representation, young workers may fear that joining a trade union will give them a bad reputation with employers ([374]).

Given the more general decline in unionisation ([375]), a key question is whether low membership among younger workers is age-specific (part of a life phase for individual workers), or rather a cohort effect (where each generation has a lower rate than the previous one). For (West) Germany, both effects were seen to have had a similar weight in the decrease in union density since the 1980s ([376]). In Finland, a particularly strong decrease in membership has been observed for workers born after the 1960s ([377]). Such cohort effects could partly be explained by changes in institutions supporting union membership, such as reforms to the 'Ghent system' in Denmark, Finland and Sweden (where voluntary unemployment insurance provides incentives to join unions) ([378]).

Targeted trade union strategies and recruitment efforts play an important role in attracting young members. Between February 2015 and October 2016, NSZZ "Solidarność" from Poland and Unión Sindical Obrera (USO) from Spain organised three training courses in the context of the education programme "The European Social Dialogue". 15 young leaders from both associations were each trained in these capacity building measures. The main objective of the training courses was to improve negotiation and communication skills as well as skills in motivating existing trade union members and attracting new ones. Since 2008 EZA, (Europäisches Zentrum für Arbeitnehmerfragen/European Centre for Workers' Questions) in cooperation with its member organisations, has been organising courses for young trade unionists. A first cycle was addressed to organisations from Spain, Portugal, Italy and Poland and a second to union representatives from Romania, Poland and Lithuania.

In 2016, sectoral trade unions at European level completed a project aimed at 'Empowering the integration of younger workers in the European Metal, Transport, Food, Services, Construction and Wood Industries' ([379]). The project took stock of obstacles to a better integration of younger workers. It noted that in some cases, trade unions have been slow in engaging with specific challenges linked to youth employment, or have committed few resources ([380]).

In certain cases (for example Belgium and Germany), a specific approach of diversifying towards younger workers seems to have been more successful, using substantial resources to establish direct personal contact with young workers ([381]). Communication via social media ([382]) and new mobilisation techniques (for example 'flash mobs' rather than traditional protests) have gained much attention in recruiting and reaching out to younger workers.

Trade unions have established specific youth structures to give young workers a stronger voice within the labour movement. In several Member States, these structures have had a significant influence on union agendas concerning youth unemployment. Moreover, such youth structures have established coalitions with student organisations, for example on the promotion of school-to-work transitions ([383]).

2.2. *Membership of employers' organisations*

The intergenerational aspects of employers' representation are less straightforward than for trade unions. Unlike members of workers' organisations, who are individuals, the members of employers' associations are themselves organisational entities (companies or establishments).

Overall, companies that employ relatively few older workers are less likely to be members of an employers' organisation. In establishments where workers aged 50+ make up less than 20 % of staff, membership of employers' organisations engaged in collective bargaining tends to be lower (*Chart 5.2*). While the differences at national level are not always very large, the broad pattern is fairly consistent across countries. Companies with low shares of older workers are particularly present in certain sectors, such as commerce and hospitality, as well as the construction sector ([384]).

More recently established companies are less likely to be members of employers' organisations, compared to 'older' companies. In France, companies established less than 10 years ago are underrepresented among members of employers' organisations ([385]). Data from the European Company Survey suggest a similar pattern across most EU Member States. In the EU28, approximately one out of four establishments with 10 or more employees is affiliated to an employers' organisation engaged in collective bargaining. Among companies that were founded less than 10 years ago, this share is lower (some 19 %) than among companies that are at least 10 years old (some 28 %) ([386]). This broad pattern holds for the majority Member States. As is the case

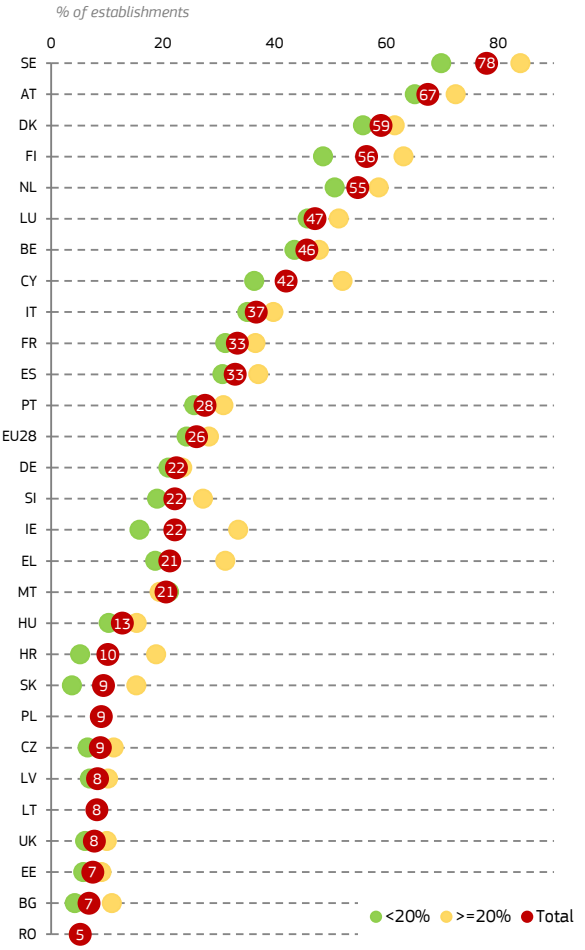
([374]) EFBWW (2016).
([375]) European Commission (2016a).
([376]) Schnabel and Wagner (2008).
([377]) Böckerman and Uusitalo (2006).
([378]) Høgedahl and Kongshøj (2017).
([379]) The project was coordinated by the EFBWW, in cooperation with EFFAT, EPSU, ETF, IndustriAll Europe and UNI Europa. It received financial support from the European Commission.
([380]) Vandaele (2012).
([381]) Keune (2015).
([382]) Fazio (2014).
([383]) Vandaele (2013).
([384]) Eurofound (2015a).
([385]) Eurofound (2015b).
([386]) One limitation of the survey is that it only covers establishments with 10 or more employees. This implies that the most recently established companies may not be covered in the target population.

for trade unions, differences in membership rates between countries are in many cases larger than between categories of companies within a country ([387]).

Chart 5.2

Companies with more older workers are more likely to be members of an employers' organisation

Membership rate of employers' organisations engaged in collective bargaining by share of workers aged 50+ employed, 2013



Note: Establishments with 10 or more employees

Source: Eurofound calculations based on European Company Survey 2013

Click here to download chart.

2.3. Self-employment

The collective representation of the self-employed differs by professions and by countries. In social dialogue, the self-employed represent a specific category, who cannot easily be classified as either workers or employers. Certain liberal professions (e.g. lawyers or physicians) tend to organise in independent associations, whereas others (journalism, for example) have a tradition of unionisation. Craftspeople and small entrepreneurs are typically organised in specific trade and employer organisations. Moreover, similar categories of the self-employed may organise differently from one Member State to the next ([388]).

([387]) See European Commission (2015a) on the comparison of national levels; European Commission (2016a) on capacity building for social dialogue.

([388]) Eurofound (2010); European Commission (2016a), Box 5.3.

In most cases, the terms and conditions of collective agreements apply to employees, but not to the self-employed. Collective bargaining typically establishes minimum working conditions. Outside the remit of an employer-employee relationship, there may be tensions with the principle of fair competition. For this reason, in some (but not all) Member States, the self-employed may be excluded from the application of (certain) collective agreements. Indicators such as union density or collective bargaining coverage are typically calculated with reference to employees (i.e. excluding the self-employed workers, as well as the unemployed and economically inactive).

Given the implications for working conditions, 'new forms of (self-) employment' have garnered growing attention. This applies particularly to 'bogus' self-employment where 'a person is declared as self-employed while fulfilling the conditions characteristic of an employment relationship, in order to avoid certain legal or fiscal obligations' ([389]), including those stemming from collective agreements.

Most self-employed are 'own account workers' who do not employ others. The proportion of self-employed among all workers (employees and self-employed) in the EU28 was 15 % in 2015. Among these, a minority (4 % of all workers) are self-employed with employees. The majority of the self-employed are 'own account workers' who do not employ others (11 % of all workers) ([390]). Among the self-employed without employees, a majority (56 %) can be considered 'genuine' independent workers, who have more than one client, possess the authority to hire and dismiss employees and have decision making authority. Whereas a small minority (13 %) fulfil none or only one of these criteria, there remains a substantial grey zone (30 %) meeting two out of three of these conditions ([391]).

The proportion of self-employed people among workers increases with age. Whereas less than 10 % of workers aged under 30 are self-employed, this increases to more than 40 % among those aged over 65. Young workers may be facing specific obstacles to becoming self-employed, including access to finance and lack of professional networks from which to find financiers, customers or suppliers ([392]). In recent years, there have been numerous initiatives to promote entrepreneurship among the young ([393]).

For older employees, a transition to self-employment may be a way to extend their working lives. Across countries, older employees'

([389]) Decision (EU) 2016/344 of the European Parliament and of the Council of 9 March 2016 on establishing a European Platform to enhance cooperation in tackling undeclared work.

([390]) Eurostat, Labour Force Survey.

([391]) Eurofound (2016a).

([392]) European Commission (2015b).

([393]) Eurofound (2015c); Eurofound (2016b).

transitions into self-employment are influenced by different institutional settings: employees are more likely to shift towards self-employment once they have reached the legal retirement age. A lower degree of employment protection legislation (hence overall lower cost of dismissal) is also associated with more frequent transitions into self-employment ([394]). Where the self-employed are excluded from the payment of unemployment insurance premiums, but also from coverage, there is a higher likelihood of older employees making a transition towards self-employment. Employees who are more satisfied with their jobs are more likely to become self-employed. Certain age-specific hurdles apply to entrepreneurship at an older age, however, such as limited access to finance (particularly for the older unemployed), a lack of specific skills, health issues or care responsibilities ([395]).

2.4. Collective bargaining

Collective bargaining is a key aspect of social dialogue. Through collective bargaining, workers' and employers' representatives negotiate on pay and employment or working conditions. Such collective agreements can be concluded at national level, for a given sector, a region, a company or specific establishment.

A collective agreement ([396]) typically applies to the employer or employers that are signatory to the agreement, either directly, or via an employers' organisation that is mandated to enter into commitments on behalf of its members. Under certain conditions, public authorities can extend the terms of a collective agreement to non-signatory employers. Employees tend to be covered by an agreement via their employers, regardless of whether they themselves are members of the union(s) or workers' organisation(s) that concluded the agreement.

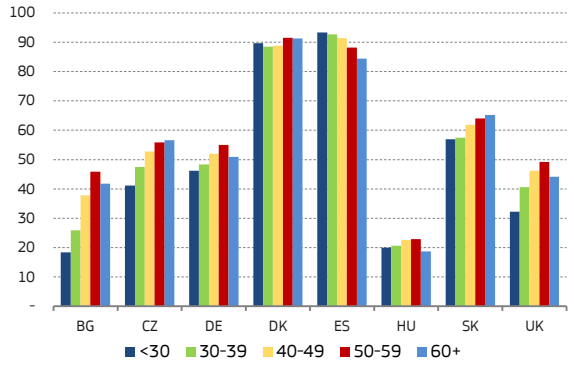
The coverage rate of collective agreements measures the proportion of employees who are covered by such collective agreements. It can be considered an indication of the 'reach' of collective bargaining. Since the crisis, there has been a general decrease in coverage ([397]), which is particularly pronounced in Romania, Greece and Slovenia ([398]).

(Self-reported) collective bargaining coverage is lower among younger workers. A lower coverage rate for younger workers could imply that they are concentrated in sectors or companies in which no collective agreements apply. *Chart 5.3* shows large differences in coverage between countries, as well as a fairly consistent pattern across different age categories (with lower coverage at younger ages for Member States with sectoral and company level agreements).

Chart 5.3

Younger workers are less likely to be covered by collective wage agreements at company, regional or industry level

Collective bargaining coverage (% employees) by age category, 2014



Note: Does not include MS with collective agreements at national or inter-confederal level (AT, BE, EE, FI, FR, GR, IT, LU, LV, MT, NL PL, PT, RO, SI) or MS with confidential (CY, LT) or unknown data (HR, SE)

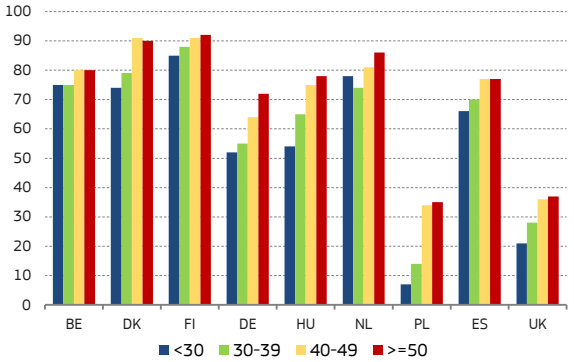
Source: Eurostat, based on Structure of Earnings Survey 2014

Click here to download chart.

Chart 5.4

Younger workers report lower coverage by collective agreements

(Self-reported) collective bargaining coverage by age category, 2004-2006



Source: Tijdens and van Klaveren (2007)

Click here to download chart.

Self-reported data (Chart 5.4) yield a similar picture of lower coverage for younger workers. It should be noted that employees may be covered by a collective agreement without necessarily being aware of this. This could be linked to younger workers being less aware of collective agreements (particularly given their lower rates of trade union membership).

A preliminary conclusion from the above evidence is that there are clear age-related differences in the membership of trade unions, the coverage of collective agreements and - to a different degree - the membership of employers' organisations and self-employment.

If not addressed, low union membership among younger workers may come to challenge the mere survival of trade unions in the long term ([399]). In the

([394]) Mastrogiacomo and Belloni (2015).

([395]) Kibler et al, (2011).

([396]) The European Pillar of Social Rights mentions in this regard that social partners should be 'encouraged to negotiate and conclude collective agreements in matters relevant to them, while respecting their autonomy and the right to collective action' (COM(2017) 250 final).

([397]) European Central Bank (2016).

([398]) Visser (2016).

([399]) EFBWW (2016).

short to medium term, it may cast doubts on the ability of trade unions to represent the interests of all workers across generations (rather than those of a relatively well-protected group of 'insiders'). There is evidence that wage inequality is lower in those Member States where trade unions have a less segmented membership ([400]) and that workers with relatively higher incomes are better represented in trade unions ([401]).

Increasing membership among young workers may create a self-sustaining positive dynamic, given that recruitment by peers tends to be particularly effective. A stronger representation of younger workers or recently established employers also provides social partners with a good perspective on the latest labour market developments.

Age-related differences in the coverage of collective agreements may signal a decreasing capacity of social dialogue to regulate the working conditions of new and emerging business activities. Moreover, if younger workers are less likely to be covered by collective agreements, they are less likely to benefit from measures that are jointly promoted by workers' and employers' representatives (see next section).

3. SOCIAL PARTNERS' APPROACHES TO INTERGENERATIONAL ISSUES

Social partners have applied different perspectives to reconciling the interests of younger and older workers. In attempts to promote such solutions, three broad categories can be identified: (1) the replacement approach; (2) promoting synergies between generations; and (3) a lifecycle approach ([402]). Before discussing each in turn, it is important to note that there may exist different priorities or opposing views between employers and workers regarding key age-related issues.

Some age-specific issues are controversial between employers and workers. Contentious matters include age-specific working conditions, particularly wages. In certain Member States, collective agreements ([403]) or minimum wages ([404]) may provide for specific reduced pay rates for younger workers ([405]). Trade unions tend to oppose such specific rates, which they consider as conflicting with the goals of equal pay for equal work. Employers tend to be critical of seniority-based wage structures, which they consider as obstacles to retaining or recruiting older workers ([406]).

There may also be different views between employers and workers on traineeships. Employers tend to emphasise their role as an entry into the labour market. Trade unions tend to be more concerned about a displacement of regular employment, or about downward pressure on overall working conditions.

Views differ also on non-standard types of employment. Trade unions may fear that the non-standard contracts currently mostly affecting young people ([407]) will become the new 'norm'. Employers may prioritise short-term considerations, such as flexibility of staff and immediate return on investment in terms of training expenditure, over long-term considerations, such as career planning and long-term skills management. To achieve mutually beneficial outcomes social partners must work together in a relationship of mutual trust.

3.1. The 'replacement' approach

The 'replacement' approach considers older and younger workers as substitutes. This implies that both groups compete for a fixed number of jobs (or working hours). From this perspective, older workers are encouraged to reduce working time or exit the labour market early ([408]). The assumption is that this will facilitate the labour market integration of younger workers, and ease the transition of older workers into retirement.

Social partners have in the past promoted early exit policies. In response to increases in unemployment following the oil crises of the 1970s, many older workers were given the opportunity to exit early from the labour market, via specific pathways in social security systems. Along with governments, trade unions and employers' organisations helped to institutionalise these pathways in many Member States. Social partners supported these policies in their capacity of co-managers of the social security institutions or by concluding specific collective agreements ([409]).

Initially, the early exit policies were presented as beneficial for employers, younger and older workers. For employers, early exit often provided an option to reduce headcounts and labour costs, increasing productivity, while avoiding conflict or costs associated with employment protection legislation. Trade unions supported these systems because they allowed older workers to reduce their working time

([400]) Hassel (2015) based on an insider/outsider ratio that summarizes differences in union density rates by sex, by age (<25 versus 25-65); by contract type; by income category (below or above the median); by past unemployment experience; by working hours, by sector.

([401]) Becher and Pontusson, (2011).

([402]) The framework is based on Tros and Keune (2015).

([403]) Tros and Keune (2015).

([404]) Eurofound (2017).

([405]) European Commission (2016b) finds that minimum wages at conventional levels do not have large negative impacts on total employment rates. However, there may be some negative effects on employment of low wage groups, including youth. These may have to be weighed against social costs.

([406]) See Chapter 3 for the determinants of wage premium.

([407]) See Chapter 3.

([408]) See Chapter 4.

([409]) Ebbinghaus (2001).

under attractive financial conditions and with income security. The departure of older workers was also seen as benefiting younger workers: the early exit of older workers would free 'scarce' jobs for labour market entrants.

Eventually, these policies came to be seen as contributing to insider-outsider problems. Early exit was often used in the context of restructuring. This meant that the older workers' jobs disappeared, instead of being taken up by younger workers. In other cases, younger workers may have lacked the specific skills (or training) to replace retirees. While the employment rates of (mostly male) older workers declined, benefits for young generations often failed to materialise ([410]).

The costs of early exit were often (partly) externalised by specific firms or sectors, **leading to increases in social expenditure**. This put upward pressure on non-wage labour costs, which in turn contributed to making labour market entry – including for younger generations - more difficult. More generally, the costs of early retirement weighed heavily on the sustainability of public finances and the future outlook for pension adequacy. Demand for early exit was particularly strong in manufacturing sectors exposed to international competition ([411]).

3.2. Promoting synergies

Synergies between older and younger workers build on their relative strengths and complementarities. Whereas the replacement approach considers older and younger workers as readily interchangeable, this perspective emphasises their different profiles. The idea is that younger and older workers can learn from each other. Young workers are often aware of the newest knowledge and technologies, but lack organisational and work experience. Older workers, on the contrary, obtained the necessary experience, which enabled them to develop specific knowledge and skills, but are often less up to date on relevant theoretical and technological novelties. By promoting age diversity and the transfer of knowledge and skills between generations, all parties will be better off.

This difference in profiles creates opportunities for mutual learning and support at the workplace. This can take place in an organised and formal manner, for example, via an exchange of instructions from the older to the younger workers, but it happens also in a more informal way, for instance, while resolving unforeseen problems in day-to-day work. It is important to emphasise that the process goes in two directions, from the old to the young and the other way around. Social partners play an active role in promoting such synergies. This will be further discussed in Section 4.

([410]) Eichhorst et al. (2014).

([411]) Schmitt and Starke (2016).

3.3. Lifecycle perspectives

The lifecycle approach focuses on people's individual needs throughout their careers. Those needs, for instance regarding work-life balance, change over time, depending on important events such as birth of a child, sickness of a parent, loss of a job or a changing personal health situation.

This perspective implies targeted policies for different age categories. It acknowledges the changing needs of workers at different phases of their (working) lives. For example, policies that stimulate vocational training could focus on labour market entrants, whereas the promotion of working hours flexibility could be targeted on workers with young children or with other relatives in need of care. Moreover, the lifecycle perspective is clearly associated with sustainable employment over the life course, since its aim is to create living and working conditions that 'support people in engaging and remaining in work throughout an extended working life' ([412]). The role of social partners in promoting life cycle perspectives is discussed in Section 4.

Actions by social partners can take many different forms. Bipartite collective agreements between workers and employers' representatives can be concluded for a given company, a sector or a region, or across sectors, as appropriate. In some cases, the social partners jointly manage funds to support these actions (for instance to organise training or fund working time arrangements). While these bottom-up approaches tend to be well tailored to the needs of the employers and workers covered, they require a level of organisation which – despite similar needs - may be lacking in other sectors or companies.

Public authorities may support collective agreements or even incentivise social partners to take up certain issues. Under specific conditions, the state can opt to extend the conditions of an agreement to other employers and workers. By doing so, it overcomes the uneven coverage of sectors or companies. The state may also provide financial support to social partners' joint actions. In such cases, there is a delicate balance to be maintained with the autonomy of the social partners.

4. Social Partners' contribution to intergenerational fairness and solidarity

In recent years, social partners' common actions have increasingly promoted synergies between generations. They frequently raise awareness, start discussions, are involved in policy and law-making, campaign and provide support on many issues related to intergenerational fairness. By doing so, social partners promote synergies between generations and

([412]) Eurofound (2016c).

take into account individual needs and aspirations of workers, as described in the previous subsections (3.2. and 3.3.). This section examines how social dialogue and social partners have been contributing to promoting intergenerational fairness and solidarity. It does so by presenting some practices developed by social partners in tackling inequalities between generations.

Over the past 15 years the number of topics covered by collective bargaining has increased in many Member States ([413]). Many of these topics are relevant to intergenerational fairness and solidarity. Social partners have addressed the challenges and contributed to policy-making in the field of, for example, promotion of active ageing, employability and training, and work organisation. Many of these topics have been addressed at the company level, in particular in Finland, Germany and Sweden ([414]). The Collective Agreement n°104 on employment for older workers in Belgium is another example in that respect. It requires companies with more than 20 employees to report annually on the measures taken to keep older workers employed and to attract new employees aged 45 and above ([415]).

Active ageing is an important aspect of the social partners' contribution to intergenerational fairness and solidarity. It encourages older workers, in particular, to work longer and promotes mutual learning between generations. European cross-industry social partners define active ageing as "optimising opportunities for workers of all ages to work in good quality, productive and healthy conditions until legal retirement age, based on mutual commitment and motivation of employers and workers" ([416]). The aim of the European social partners' autonomous framework agreement on active ageing and an intergenerational approach, signed on 8 March 2017, is to build on the strengths and the specific situation of each worker, regardless of age, in order to foster solidarity between generations at the workplace.

Linking active ageing to an intergenerational approach clearly takes into account the aspect of fostering solidarity between generations. The framework agreement of the cross-industry European social partners is built on a shared commitment of employers, workers and their representatives, taking into account the needs of all generations. It has the following aims: (1) increasing the awareness of the challenges that arise as a result of demographic change; (2) providing practical tools required to manage active ageing; (3) helping to maintain a healthy and safe working environment; (4) fostering life-cycle approaches to keep workers in the labour market until the legal retirement age; and (5) encouraging and assisting intergenerational cooperation at the workplace.

European sectoral social dialogue also addressed active ageing, often together with intergenerational issues. Sectoral social partners in the domains of insurance, commerce, postal services, hospitals and healthcare, gas, electricity, textiles and clothing issued common documents on active ageing (see *Table 5.1*). More joint results could be found when taking into account actions to promote lifelong learning with a substantial age-related component, for example the Joint Declaration on continuing professional development and lifelong learning for all health workers in the EU ([417]) and the Joint Declaration on future skills needs in the ICT industry ([418]).

The European sectoral social partners in the hospital and healthcare sector (EPSU and HOSPEEM) adopted in 2013 guidelines and examples of good practice to address the challenges of an ageing healthcare workforce. The aim was to provide guidance for social partners, policy-makers, managers, workers and other stakeholders at the local or sectoral level in key areas such as talent management and training, flexible work and health and safety at work. By fostering an integrated approach, taking into account the whole workforce in the hospital and healthcare sector, social partners clearly encourage solutions that are beneficial to different generations in the workforce ([419]).

([413]) However, there is still a small group of countries where the range of topics on the collective bargaining agenda has been reduced since the crisis, for example in Bulgaria, Cyprus and Hungary.

([414]) Eurofound (2015d).

([415]) Federal Public Service Employment, Labour and Social Dialogue (2017).

([416]) BusinessEurope, CEEP, UEAPME and ETUC (2017).

([417]) HOSPEEM and EPSU (2016).

([418]) UNI Europa and ETNO (2014).

([419]) EPSU and HOSPEEM (2013).

Table 5.1
European sectoral social partners and active ageing

Sector	Subject	Date
Insurance	The demographic challenge revisited: innovative measures in the European insurance sector	12/05/2016
Commerce	Voluntary guidelines supporting age diversity in Commerce	11/02/2016
Post	Joint Declaration on Demographic change in the European Postal Sector	17/07/2015
Hospitals	Guidelines and examples of good practice to address the challenges of an ageing workforce	4/12/2013
Insurance	Combatting the demographic challenge in the insurance sector. A selection of initiatives in Europe	30/11/2012
Insurance	Joint statement on demographical challenges of the insurance sector	26/01/2010
Gas	Toolkit. Demographic change, age management and competencies in the gas sector in Europe	15/10/2009
Electricity	Demographic Change in the Electricity Industry in Europe. Toolkit on promoting age diversity and age management strategies	15/12/2008
Textile and clothing	Restructuring recommendations: how to secure better anticipation and management of industrial change and sectoral restructuring	1/05/2008
Commerce	Voluntary guidelines supporting age diversity in Commerce	11/03/2002

Source: Social dialogue texts database

A Joint Declaration on demographic change was signed by the European social partners in the postal sector in July 2015. While recognising the importance of efforts already made in the postal sector, they encourage the adoption of more strategic approaches to generation management ([420]).

The European social partners in the European food and drink industry developed a toolbox comprising good practices, lessons learned and recommendations for the benefit of employers, workers and trade unions that are active in the sector. Guidance is given on attracting new talent, managing the ageing workforce and improving the sector's image. Lifelong learning, work-life balance and occupational health and safety are important areas in which recommendations are made ([421]).

Box 5.1 shows how social partners at the European sectoral level addressed questions on active ageing, healthier and longer working lives, health and safety at work and reconciling work and family life in the field of insurance. It also mentions some initiatives at the company level.

Social dialogue can make a significant contribution in different ways to fostering intergenerational fairness. The next sections of this chapter deal with the following key areas in which social partners have contributed to enhancing solidarity across the generations:

- skills development and lifelong learning;
- social protection;
- active labour market policies and employment protection legislation;
- work-life balance; and
- health and safety at work.

Examples will be given at different levels: European, national, local or company level. Good practices of the social partners in these areas fit in with the lifecycle approach and take into account the different needs of distinct generations ([422]). They also contribute to the promotion of synergies between generations.

4.1. Skills development and lifelong learning

Social partners have contributed to increasing labour market participation by fostering skills development and lifelong learning. This spans the entire life cycle and helps to improve opportunities for the young and old alike. By building on the strengths and complementarities of different generations, social partners strive for better use of available human resources and the realisation of their full potential, which is important in the face of population ageing and a shrinking workforce ([423]). Initiatives in this area have facilitated the transition from education to employment for the young as well as easing

([420]) PostEurop and UNI Europa (2015).
([421]) EFFAT and FOODDRINK Europe (2016).
([422]) For example: CER and ETF (2016).
([423]) See Chapter 2.

Box 5.1: Working longer as addressed by the insurance social partners

The topic of ''working longer'' has been identified for action by the social partners in the insurance sectoral social dialogue. In a Joint Statement on the demographic challenge in the insurance sector signed in January 2010, the social partners addressed questions of active ageing; healthier and longer working lives; health and safety at work; and reconciling work and family life. The European insurance sector social partners call upon their members, as well as all interested parties in the insurance sector, to consider and review their own practices in light of this joint statement.

Further, in the framework of a joint project funded by the European Commission, the social partners involved in the Insurance Sectoral Social Dialogue Committee (ISSDC) implemented a joint project on "Addressing the Demographic Challenge in the Insurance Sector: A Collection and Dissemination of Good Practices". The project, which was financially supported by the European Union, aimed to help the insurance sector address efficiently the demographic changes it is currently facing, with the average age of employees in the insurance sector increasing and many workers approaching retirement age. The project was the very first initiative that contributed to tackling the demographic challenge in the insurance sector with a pan-European perspective.

As a result, two booklets were published in 2012 and 2016 showcasing a selection of initiatives that European insurance companies have introduced to attract and retain talent.

The publication of 2016 covers the area of longer working lives and includes two examples from Italy and Belgium. In Italy, the programme "Long Life Opportunity Initiative" from Groupama Assicurazioni focused on age management, targeting in particular employees over 55 years old. In the framework of the project, a training needs exercise was carried out, and measures such as tutoring aimed at teaching older employees how to mentor younger employees were implemented.

In Belgium, the Minerva programme for workers aged 55+, or "how to enjoy working longer" at KBC, aimed at counterbalancing demographic trends faced with the reality that 1/5 of employees would be older than 60 within 5 years. Since then, the Minerva programme is the end-of-career policy within KBC in Belgium. It is subject to a continual circle of HR processes, so that Minerva can adapt its strategy to the changing internal and external context.

transitions between jobs and adapting to new technologies for older workers ([424]).

Apprenticeships ease the transition from education to work, thereby improving the labour market access of the young. In this respect, it is worth noting that the European Alliance for Apprenticeships (EAfA) aims to improve the quality, supply and image of apprenticeships in Europe. It is a unique platform which brings together governments, social partners and other stakeholders. The alliance was launched in July 2013 by a joint declaration of the European Social Partners, the European Commission and the Presidency of the Council of the EU ([425]).

The European cross-industry social partners agreed in 2016 on a joint statement on a shared vision of apprenticeships ([426]). Moreover, governments, trade unions and employers' organisations from EU Member States and partner countries recently adopted an opinion on apprenticeships as part of the tripartite Advisory Committee on Vocational Training. One of the aims is to make apprenticeships attractive to both employers and young people by ensuring that there is good quality training which leads to subsequent integration in the labour market. In 2015 several pledges were signed by education Ministers, the European social partners and the Commission to offer more and better training opportunities to young people.

Also tutorship is seen as a way for older and more experienced workers to share experience and know-how with younger workers. Tutorship is considered as beneficial to both sides. Young workers learn from older workers, the latter experiencing more variety in work content, while transmitting their know-how. In general experienced workers perceive this as a welcome change in their day-to-day work. Moreover, in physically demanding sectors, it allows older workers to reduce heavy work activities.

European social partners actively contributed to promoting tutorship. In the construction sector, they actively promote tutorship as a means to increase the attractiveness of the sector particularly for younger workers. They advise on how to set up tutorship within companies and highlight a best practice in Italy where social partners together with the national training organisation in construction launched a joint project to stimulate tutorship in construction companies (see below). European social partners in the construction sector particularly underline the importance of social dialogue to stimulate the dissemination of good examples and strive for the exchange of experience and know-how between Member States' organisations ([427]).

European social partners in the woodworking industry are equally concerned with demographic changes. They promote several national good practices in order

([424]) Eurofound (2016d).

([425]) ETUC, BusinessEurope, CEEP, UEAPME European Commission and the Lithuanian Presidency of the Council of the European Union (2013).

([426]) BusinessEurope, CEEP, UAEPME and ETUC (2016).

([427]) FIEC and EFBWW (2003 and 2015).

to attract young workers and to keep older workers in the workforce. For example in the Belgian woodworking sector, social partners train older employees on how to transfer knowledge and experience to newcomers ([428]).

The European social partners representing the chemical industry have recently started a joint project aiming to increase the mobility of young jobseekers across Europe. This could substantially increase chances of finding employment. The focus of the project lies on offering qualified support through a dedicated mentoring network, to support them in improving their working life ([429]).

In several Member States social partners facilitate the training of young workers. In Denmark, the government and a number of social partners agreed on a plan aiming to maintain a sufficient level of skilled labour in the future. Employers committed themselves to supplying, by 2025, 8 000 to 10 000 additional apprenticeship places. This should encourage young people to enter vocational education in order to meet the required skills composition of workers.

The Italian Government reformed its apprenticeship system, introducing a national regulation on the role of the tutor. To implement this reform, Italian social partners and the national training organisation for construction launched a joint project on the promotion of tutorship in the Italian construction sector ([430]).

In France, the ENGIE Group and its trade union representatives signed the 'Older Employees Agreement' in 2009 within the context of the national action plan for older workers 2006-2010 ('plan national d'action concerté pour l'emploi des seniors 2006-2010') that was supported by the social partners. The Agreement was implemented between January 2010 and December 2012 at the company level and aimed for better integration of older workers in the workforce with a particular focus on the provision of training opportunities and on the promotion of older workers' know-how by tutoring and mentoring programmes ([431]). In the period 2010-2012 more than 7 000 interviews with older workers were carried out in order to learn what they expect from the second part of their career and to rethink their role within the company concerning the transmission of knowledge and skills ([432]).

In some Member States social partners link training and skills transfers with secure future employment for the young. In Germany, for instance, the Metalworkers' Union and the Baden-Wuerttemberg Employer Association for the Metal and Electrical Industry agreed that trainees will be offered a job after completion of their training ([433]).

The "Contrat de Génération" introduced by the French Government in 2012 explicitly aims at promoting skills transfers between young and older workers and at keeping both groups in the labour market. The 'contrat' combines mandatory bargaining at the firm level with subsidies to firms on the condition that the firm employs young workers on open-ended employment contracts and keeps or recruits experienced workers. In the years between 2013 and 2015, 'generation contracts' were signed by 49 000 young workers. Whereas 21 % of the 2013 and 2014 contracts were terminated in the course of the first year and 20 % of the 2013 contracts the year after, often at the request of the employee, these levels were below the ones for workers between 15 and 24 years with 'normal' open-ended employment contracts ([434]).

4.2. Social protection

Social dialogue and social partners also contribute to the functioning of social protection systems. This is particularly the case for those occupational welfare systems where social partners (bilaterally or through employers' unilateral action) have introduced supplementary social protection, especially through occupational pensions. While labour market reforms carried out in the course of the recovery from the crisis may have encouraged job creation, social protection was often weakened during the crisis years. In addition, flexible work became more prevalent ([435]) and new forms of work diminished the right to social protection. Occupational welfare can offer additional protection in these cases. This is particularly the case for the risk of unemployment and the provision of both passive and active labour market policies ([436]). For instance, Swedish trade unions and employers jointly regulate funds providing both passive and active labour market policies in the form of Employment Transitional Agreements ([437]). It should be noted, however, that occupational welfare provision does not play a significant role in all Member States and strongly depends on the structure of a country's industrial relations system; its effectiveness relies on its interplay with the statutory welfare provision.

Social partners often play a key role in overall pension reforms ([438]). Further reforming pension systems remains a key challenge for many Member States. The European Semester Country-Specific

([428]) CEI-Bois and EFBWW (2014).
([429]) ECEG, FECIA and industriAll European Trade Union (2017).
([430]) EBC (2012).
([431]) GDF SUEZ (2009).
([432]) ENGIE (2012).
([433]) Eurofound (2013).
([434]) DARES (2016).
([435]) See Chapter 3.
([436]) However, the access to passive labour market policies only for specific groups of workers covered by occupational welfare could contribute to segmentation within the labour market as well.
([437]) Jansson et al. (2016).
([438]) For a discussion on the advantages and disadvantages of the involvement of social partners in pension reforms, see European Commission (2013).

Recommendations issued in 2015 identify the pension system as a longer term challenge for a number of Member States (Belgium, Bulgaria, Croatia, Lithuania, Luxembourg, Malta, Austria, Poland, Portugal, Romania and Slovenia) ([439]) and call on these countries to consult with social partners on reforms aimed at ensuring the sustainability and adequacy of the systems. In response to a Country Specific Recommendation in Finland, a major pension reform was negotiated by the social partners and subsequently introduced by the government. The aim is to lengthen working careers, linking the pension age to life expectancy, with a gradual increase of the lowest pension age from 63 to 65 years ([440]). Such an approach can be seen as a positive contribution to addressing the issue of intergenerational fairness.

4.3. Active labour market policies and employment protection legislation

Social partners have been involved in active labour market policies (ALMP) and in modernising employment protection legislation. ALMP refers to measures that bring jobseekers and other disadvantaged groups into the labour force and into jobs. Employment protection legislation deals with rules and procedures for the hiring and dismissal of workers, such as rules for dismissals in case of collective redundancies, as well as conditions for using temporary and fixed-term contracts. To the extent that these policies mainly concern younger workers (who are for instance more likely to have temporary contracts, see Chapter 3) or older workers, they can play an important role in overcoming the generational labour market divide.

Certain groups of workers are more vulnerable with respect to employment security. In particular for young, older and low-skilled workers it is difficult to find a new position after a job loss. Moreover, young workers are often made redundant first in the aftermath of a recession. This is partly due to their specific job conditions, for example temporary contracts, which often offer lower employment security compared with older workers on permanent contracts.

National social partners actively contributed to labour market reforms, fostering intergenerational solidarity. In 2013, a labour market reform was adopted in Slovenia with active involvement of the social partners. The reform aims at reducing segmentation and introducing greater flexibility in the labour market by reducing protection of permanent contracts, simplifying dismissal procedures, reducing dismissal costs and tightening regulation of fixed-term contracts to reduce misuse. These measures aim to encourage the transition from a temporary to a permanent contract, which is particularly important for younger workers as they are more likely to be employed on temporary contracts ([441]).

A similar reform, named the Work Security Act (Wet Werk en Zekerheid), was adopted by the Dutch government as a follow-up of the tripartite Social Agreement of 11 April 2013. With respect to workers with permanent contracts, the Act introduced simplified dismissal rules and procedures as well as decreased severance payments. On the other hand, the rights of workers with flexible contracts were enhanced. This was done by a limitation of up to three in the number of temporary contracts and with a maximum total duration of two years. Moreover, an increase in waiting time for the renewal of a temporary contract from three to six months after the limit of three contracts or two years was introduced. These measures aim to encourage the transition from a temporary to a permanent contract ([442]).

In Italy, the 2014 renewed collective agreement on temporary workers settled a minimum pay rate for fixed-term temporary agency workers. Similarly, in Belgium the law on temporary agency work was adapted in 2012 based on an agreement between the social partners. The use of successive daily contracts was limited. Moreover, it created a legal framework for cases where employers use temporary agency work as a means of selecting candidates to be offered a longer term or even permanent contract after the temporary period ([443]).

Social partners have contributed to cost reduction related to job transitions across the life course. In Sweden, for example, agreements on job security and job transitions were established by the social partners with the aim of supporting employees and employers affected by restructuring, thereby supplementing the role of local public employment agencies. These agreements played an important role in combating unemployment and easing restructuring in Sweden after the deep economic downturn of 2008. For example, in 2015, nine out of ten dismissed jobseekers found a new job or created their own enterprise within seven months after the first contact with the Job Security Foundations ([444]).

In a number of cases social partners have contributed to the regularisation of non-standard contracts. Proportionally more young workers than older ones are employed with this type of contract ([445]); therefore in this respect social partners' involvement contributes to intergenerational fairness.

In June 2006, a tripartite working group was appointed to examine the use of fixed-term employment in order

([439]) COM(2016) 95 final, p.17.

([440]) See Chapter 4 for a detailed description of the reform and a simulation of its long-run impact.

([441]) European Commission (2015) SWD(2015)43.

([442]) European Commission (2017) SWD(2017)84.

([443]) Eurofound (2016c).

([444]) Anxo (2016).

([445]) See Chapter 3.

to avoid its misuse in Finland. This resulted in the amendment of the 2011 Employment Contracts Act which stipulates that the use of consecutive employment contracts is not allowable when the employer's need for a workforce is long-term and this can be shown by the number of fixed-term contracts or their duration. The employer became obliged to inform the employee of the grounds for concluding a fixed-term contract.

4.4. Work-life balance

Family-related leave and flexible working time arrangements contribute to reconciling work and private life. The specific need for these arrangements depends on the (private) situation of each worker at a certain moment in his or her life. In particular, workers such as parents with children or those with older relatives who need care might ask for appropriate arrangements balancing work and family life. Employers providing solutions for reconciling work and family life will be seen as more attractive by workers.

Initiatives to improve the work-life balance not only stimulate more intergenerational fairness: they also encourage gender equality. The European Commission has recently published its proposal for a directive on work-life balance for parents and carers ([446]), after consultation with the social partners. Besides striving for better balancing of caring and professional responsibilities, the objectives of the Commission proposal are to stimulate a more equitable use of work-life balance policies between women and men and to strengthen gender equality in the labour market.

The European social partners in the cleaning sector adopted the Joint Declaration on daytime cleaning in 2007. While the usual working hours of an employee in the cleaning sector are in the early morning or in the late afternoon and evening, social partners argued that an increase in daytime cleaning would be beneficial to clients (e.g. reduced costs), contractors (e.g. better staff availability) and employees (e.g. better reconciliation with family life) ([447]).

The Estonian Ministry of Social Affairs envisages changes to its parental leave system, involving social partners and other relevant stakeholders. With 18 months of leave at full wage replacement rates, it is a fairly generous system in comparison with other countries, contributing to an improved work-life balance of young parents. However, since these long spells of parental leave are currently almost always taken up by women, it causes gender inequality at the same time. Therefore, the Estonian Ministry of Social Affairs plans to divide at least a part of the parental leave entitlement between the parents on a non-transferable basis ([448]).

A recent collective agreement in the German rail sector introduces a menu of options on working time arrangements. Employees can choose individually whether they prefer a higher salary on the one hand or more holidays or shorter working hours for a slightly lower salary on the other ([449]). A similar system exists in Sweden called "Life working time" (Livstidsarbetstidspremie): 0.5 % of labour income per year can be saved in a working time account. This can be used to take leave and to reduce working time. It can also be taken out in cash (except in the engineering sector) ([450]).

4.5. Health and safety at work

Measures addressing health and safety at work often target older workers. However, there is a growing tendency to take a life-course perspective to healthy ageing, acknowledging that each age group faces different challenges at work, making them vulnerable to other health problems ([451]). As the retirement age increases and working lives tend to become longer, efforts must be made to ensure safe and healthy working conditions for all age categories in order to make longer careers possible ([452]). Since European citizens will have to work longer to ensure the sustainability of pension systems in the face of population ageing, prevention of workplace accidents, work-related symptoms and diseases in all-age groups will become an even more important priority. Good occupational health and safety provisions should enable workers of all ages to extend their working lives, thereby contributing to the fair intergenerational sharing of the burdens associated with demographic change.

Social partners have been involved in measures to promote occupational health and safety. In the framework of the European sectoral social dialogue, the European Construction Industry Federation (FIEC) and the European Federation of Building and Woodworkers (EFBWW) developed the Guide for Developing a Health and Safety Management System. With this initiative European social partners want to encourage construction companies of all sizes to introduce and develop a health and safety management policy. By stimulating the creation of a better working environment and the reduction of accidents, the guide contributes to the health of construction workers, also enabling them to work longer. The guide should serve as a complementary tool to the EU/national legislation and ILO OSH guidelines ([453]).

([446]) COM(2017) 253 final.

([447]) EFCI and UNI-Europa (2007).

([448]) European Commission (2017), SWD(2017) 72.

([449]) Elektrische Bahnen (2016).

([450]) Anxo (2017).

([451]) EU-OSHA (2016), p.4.

([452]) EU-OSHA (2017).

([453]) EFBWW and FIEC (2010).

The European social partners in the construction sector also cooperate on the topic of psycho-social risks at the workplace, which is the second most frequently reported work-related health problem in Europe, after musculoskeletal disorders. In 2004, the social partners contributed to the study: "Stress in the European construction sector up-to-the-minute?" ([454]). In 2017, the social partners launched a new project "Mental Health in Construction Work" aimed at assessing the main factors of psycho-social risks in the workplace in the construction sector and at collecting and sharing examples of national best practice and developing a common methodology to address such risks tailored to the needs and circumstances of the construction sector ([455]).

In the Austrian rail sector, the *Betriebliche Gesundheitsförderung* (BGF) Charter was signed by the *Österreichische Bundesbahnen* (ÖBB) ([456]) management in 2006 on the initiative of the social partners. The BGF promotes health and wellbeing in the workplace. The prolonged employment of workers by the company as a result of changes in demography and retirement policy increased the need for this charter. Since the railway sector has a reputation for potential health issues due to physical work, the charter is an important sign of commitment by the ÖBB to continuously improving working conditions in the Austrian rail sector. Alongside classic prevention and health promotion approaches, personalised support and care is offered to employees ([457]) ([458]).

5. Conclusions

Social dialogue can make an important contribution to intergenerational fairness and solidarity. The European Commission proposal for a European Pillar of Social Rights ([459]) highlights the central role of social partners and social dialogue in contributing to better governance and more effective social and economic reforms. Through their dialogue, agreements and joint actions, social partners can identify and promote measures that are mutually beneficial for workers and employers, while balancing the interests of different generations. This chapter has provided many examples of social partners contributing to intergenerational fairness at different interlinked levels – from very precise initiatives at the company level to more encompassing approaches at the national or European level, both within and across sectors.

Social partners can approach intergenerational issues from different angles. After the economic crisis of the 1970s, social partners were strongly involved in the promotion of early exit from the labour market. Such measures applied replacement notions, by which older and younger workers were considered as substitutes. As the costs and drawbacks of such early retirement became apparent, they have been gradually replaced by approaches promoting synergies between younger and older workers. Such measures build on the different profiles and the complementarities of younger and older workers, particularly with regard to skills. Social partners are also developing lifecycle approaches, with due attention to the changing needs and aspirations of individual workers throughout their careers. The actions of social partners cover a wide range of policy areas, including skills development and lifelong learning; social protection; active labour market policies and employment protection legislation; promoting a better work-life balance; and health and safety at work.

There is room for capacity building so as to ensure strong added value of social dialogue, including for the youngest generations. A strong and effective social dialogue depends on certain key conditions. Social dialogue requires social partner organisations with an encompassing membership. The evidence presented in this chapter points to key challenges. In a context of overall declining union density, the youngest workers tend to have lower membership rates compared with their older colleagues. While employer organisations' density rates are more stable overall, their membership tends to be skewed towards larger and relatively older companies. Moreover, new forms of employment are increasingly blurring the distinctions between workers and employers, rendering their interest representation more difficult. Self-employed workers are typically not covered by collective agreements, which are a key outcome of social dialogue by which social partners set minimum working conditions. More generally, declining coverage rates overall as well as lower coverage among younger workers point to a need for constant renewal and adaptation.

These trends also call for a continued support by public authorities, with respect for social partners' autonomy. If social partners in turn renew their membership, they will be uniquely well placed to identify emerging trends and needs in the labour market. By anticipating these trends with balanced and innovative measures, they can make an important contribution to intergenerational fairness and solidarity.

([454]) Cremers (2004).

([455]) EFBWW and FIEC (2017).

([456]) Austrian Federal Railways (2006).

([457]) Study on a Pilot project: Making the EU transport sector attractive to future generations – draft interim report.

([458]) http://karriere.oebb.at/en/top-employer/health-management.

([459]) COM(2017) 250 final.

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Statistical annex

1. COUNTRY PROFILES ([460])

([460]) Data extracted 27th June 2017

European Union 28

European Union 28		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	3.3	3.1	0.4	-4.4	2.1	1.7	-0.5	0.2	1.7	2.2	1.9
	Total employment	1.7	1.9	1.0	-1.7	-0.7	0.1	-0.4	-0.3	1.0	1.1	1.2
	Labour productivity	1.6	1.2	-0.6	-2.7	2.8	1.5	-0.1	0.5	0.7	1.1	0.6
	Annual average hours worked per person employed	-0.1	0.1	-0.2	-1.3	-0.2	0.1	-1.0	-0.5	0.1	-0.1	-0.2
	Real productivity per hour worked	1.6	1.0	-0.4	-1.4	3.1	1.4	0.9	1.0	0.6	1.2	0.8
	Harmonized CPI	2.3	2.4	3.7	1.0	2.1	3.1	2.6	1.5	0.5	0.0	0.3
	Price deflator GDP	2.4	2.8	0.1	-1.5	2.0	1.2	2.4	0.6	1.6	2.9	-1.2
	Nominal compensation per employee	3.1	3.4	0.5	-1.0	3.7	1.9	2.9	0.8	1.9	3.1	-0.6
	Real compensation per employee (GDP deflator)	0.7	0.5	0.3	0.5	1.7	0.6	0.4	0.2	0.3	0.2	0.6
	Real compensation per employee (private consumption deflator)	0.7	1.0	-3.1	-2.0	1.6	-1.2	0.2	-0.7	1.3	3.1	-0.9
	Nominal unit labour costs	1.5	2.2	1.1	1.7	0.9	0.4	2.9	0.3	1.2	1.9	-1.2
	Real unit labour costs	-0.8	-0.7	1.0	3.2	-1.1	-0.8	0.5	-0.3	-0.4	-0.9	0.0
Labour Market Indicators - Total	Total population (000)	496437	498301	500297	502090	503171 b	502965 b	504060 b	505167	506974 bep	508504 bep	510284 bep
	Population aged 15-64 (000)	333371	334546	335847	336478	336350	335459 b	334949	334142	333802 bep	333161 bep	333038 bep
	Total employment (000)	216156	220363	222876	218952	216121	216219	215811	215415	218334	220841	224289
	Employment aged 15-64 (000)	212568	216564	218924	214981	212089	212033	211351	210777	213422	215722	218950
	Employment rate (% population aged 20-64)	68.9	69.8	70.3	69.0	68.6	68.6	68.4	68.4	69.2	70.1	71.1
	Employment rate (% population aged 15-64)	64.3	65.2	65.7	64.5	64.1	64.2	64.1	64.1	64.8	65.6	66.6
	Employment rate (% population aged 15-24)	36.4	37.2	37.3	34.8	33.8	33.3	32.5	32.1	32.5	33.1	33.8
	Employment rate (% population aged 25-54)	78.1	79.0	79.4	78.0	77.7	77.7	77.3	76.9	77.5	78.0	78.8
	Employment rate (% population aged 55-64)	43.3	44.5	45.5	45.9	46.2	47.2	48.7	50.1	51.8	53.3	55.3
	FTE employment rate (% population aged 20-64)		64.5	65.0	63.6	63.0	62.9	62.7	62.5	63.2	64.0	65.0
	Self-employed (% total employment)	15.2	15.1	14.9	15.0	15.3	15.1	15.2	15.2	15.1	14.9	14.8
	Part-time employment (% total employment)	17.4	17.5	17.5	18.0	18.5	18.8	19.2	19.6	19.6	19.6	19.5
	Fixed term contracts (% total employees)	14.5	14.6	14.2	13.6	13.9	14.1	13.7	13.7	14.0	14.1	14.2
	Employment in Services (% total employment)	69.5	69.8	70.1	71.1	71.8	72.1	72.5	72.9	73.1		
	Employment in Industry (% total employment)	24.7	24.7	24.5	23.6	22.8	22.7	22.4	22.1	21.9		
	Employment in Agriculture (% total employment)	5.7	5.5	5.4	5.4	5.4	5.2	5.1	5.0	5.0		
	Activity rate (% population aged 15-64)	70.1	70.3	70.7	70.8	71.0	71.1	71.7	72.0	72.3	72.5	73.0
	Activity rate (% population aged 15-24)	44.1	44.0	44.2	43.5	42.8	42.5	42.3	42.0	41.7	41.5	41.6
	Activity rate (% population aged 25-54)	84.1	84.3	84.6	84.7	85.0	85.0	85.4	85.4	85.5	85.5	85.5
	Activity rate (% population aged 55-64)	46.1	47.0	47.9	48.9	49.6	50.6	52.5	54.3	55.9	57.3	59.1
	Total unemployment (000)	19316	16987	16751	21360	22989	23124	25266	26301	24807	22879	20908
	Unemployment rate (% labour force)	8.2	7.2	7.0	9.0	9.6	9.7	10.5	10.9	10.2	9.4	8.5
	Youth unemployment rate (% labour force 15-24)	17.7	15.9	15.9	20.3	21.4	21.7	23.3	23.7	22.2	20.3	18.7
	Long term unemployment rate (% labour force)	3.7	3.0	2.6	3.0	3.8	4.1	4.6	5.1	5.0	4.5	4.0
	Share of long term unemployment (% of total unemployment)	45.1	42.6	36.9	33.2	39.7	42.8	44.3	47.1	49.3	48.1	46.4
	Youth unemployment ratio (% population aged 15-24)	7.7	6.8	6.9	8.7	9.0	9.2	9.8	9.9	9.3	8.4	7.8
	Employment rate for low skilled 25-64 (ISCED 0-2)	56.4	57.1	56.5	54.6	53.8	53.4	52.7	52.0	52.6 b	53.2	54.3
	Employment rate for medium skilled 25-64 (ISCED 3-4)	73.5	74.4	74.7	73.5	73.0	73.1	72.9	72.7	73.4 b	73.9	74.8
	Employment rate for high skilled 25-64 (ISCED 5-8)	84.7	85.2	85.1	84.3	83.9	83.7	83.5	83.4	83.7 b	84.1	84.8
	Employment rate (Nationals aged 15-64)	64.5	65.5	65.9	64.8	64.4	64.5	64.5	64.5	65.2	66.0	67.1
	Employment rate (Other EU28 aged 15-64)	68.6	69.6	69.6	67.8	67.6	68.0	67.8	68.2	69.2	70.5	71.7
	Employment rate (Other than EU28 aged 15-64)	57.3	58.1	59.0	55.2	55.0	54.7	53.4	52.6	53.2	53.6	53.7
	Employment rate (Born in the same country aged 15-64)	64.6	65.4	65.9	64.8	64.4	64.4	64.4	64.4	65.2	66.0	67.0
	Employment rate (Born in other EU28 aged 15-64)	67.9	69.1	68.7	66.9	66.6	66.6	66.1	66.5	67.5	68.7	69.8
	Employment rate (Born outside EU28 aged 15-64)	62.1	62.9	63.2	59.5	58.8	58.0	57.0	56.1	57.0	57.6	58.6
	Underemployment (% of labour force aged 15-74)			3.2	3.5	3.7	3.7	3.9	4.3	4.2	4.1	3.9
	Seeking but not available (% of labour force aged 15-74)	1.2	1.1	1.1	1.0	1.0	1.0	1.0	0.9	0.9	0.9	0.9
	Discouraged, available but not seeking (% of labour force aged 15-74)	3.3	3.2	3.1	3.4	3.5	3.6	3.7	4.0	3.9	3.8	3.6

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European Union 28		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	241952	242934	243991	244912	245500 b	245185 b	245760 b	246385	247382 bep	248224 bep	249369 bep
	Population aged 15-64(000)	166743	167334	168007	168307	168234	167556 b	167298	166912	166803 bep	166544 bep	166690 bep
	Total employment (000)	120061	122125	123039	119748	117964	117753	117190	116669	118111	119428	121290
	Employment aged 15-64 (000)	117822	119757	120575	117307	115496	115177	114425	113787	115051	116235	117953
	Employment rate (% population aged 20-64)	76.8	77.6	77.8	75.7	75.1	75.0	74.6	74.3	75.0	75.9	76.9
	Employment rate (% population aged 15-64)	71.5	72.4	72.6	70.6	70.1	70.0	69.6	69.4	70.1	70.9	71.9
	Employment rate (% population aged 15-24)	39.3	40.2	40.1	36.8	35.9	35.3	34.4	33.9	34.3	34.9	35.5
	Employment rate (% population aged 25-54)	85.9	86.7	86.8	84.6	84.0	83.9	83.3	82.6	83.2	83.8	84.6
	Employment rate (% population aged 55-64)	52.5	53.7	54.8	54.6	54.5	54.9	56.2	57.4	58.8	60.2	62.0
	FTE employment rate (% population aged 20-64)		76.1	76.2	74.0	73.2	72.9	72.4	72.0	72.6	73.4	74.4
	Self-employed (% total employment)	19.2	19.0	18.8	19.1	19.4	19.2	19.3	19.2	19.1	18.8	18.5
	Part-time employment (% total employment)	6.9	6.9	7.0	7.4	7.8	8.0	8.4	8.7	8.8	8.9	8.8
	Fixed term contracts (% total employees)	11.2	11.2	10.8	10.3	10.7	10.9	10.6	10.6	10.9	11.2	11.2
	Employment in Services (% total employment)	58.9	59.1	59.3	60.1	60.9	61.3	61.8	62.3	62.5		
	Employment in Industry (% total employment)	34.5	34.6	34.7	33.8	32.9	32.6	32.2	31.7	31.4		
	Employment in Agriculture (% total employment)	6.5	6.3	6.0	6.1	6.2	6.1	6.1	6.0	6.0		
	Activity rate (% population aged 15-64)	77.5	77.6	77.8	77.6	77.6	77.5	77.8	77.9	78.1	78.3	78.6
	Activity rate (% population aged 15-24)	47.4	47.4	47.6	46.6	45.9	45.4	45.2	44.8	44.4	44.1	44.0
	Activity rate (% population aged 25-54)	91.9	91.9	91.9	91.7	91.8	91.6	91.8	91.5	91.5	91.5	91.4
	Activity rate (% population aged 55-64)	55.9	56.8	57.7	58.4	58.7	59.3	61.0	62.6	63.9	65.0	66.6
	Total unemployment (000)	9859	8629	8678	11748	12584	12467	13637	14177	13280	12246	11048
	Unemployment rate (% labour force)	7.6	6.6	6.6	9.0	9.7	9.6	10.4	10.8	10.1	9.3	8.4
	Youth unemployment rate (% labour force 15-24)	17.4	15.6	16.0	21.4	22.1	22.3	23.9	24.4	22.8	21.0	19.4
	Long term unemployment rate (% labour force)	3.4	2.8	2.4	2.8	3.9	4.1	4.6	5.1	5.0	4.5	3.9
	Share of long term unemployment (% of total unemployment)	45.2	42.7	36.6	31.7	40.2	43.4	44.6	47.4	49.8	48.6	46.7
	Youth unemployment ratio (% population aged 15-24)	8.1	7.2	7.5	9.8	10.0	10.1	10.8	10.9	10.1	9.3	8.5
	Employment rate for low skilled 25-64 (ISCED 0-2)	69.8	70.2	69.7	66.6	65.2	64.3	63.0	62.0	62.5 b	63.5	64.9
	Employment rate for medium skilled 25-64 (ISCED 3-4)	80.1	81.0	81.4	79.6	79.1	79.2	79.0	78.7	79.3 b	79.8	80.7
	Employment rate for high skilled 25-64 (ISCED 5-8)	88.0	88.7	88.9	87.9	87.4	87.3	87.3	87.1	87.3 b	87.9	88.6
	Employment rate (Nationals aged 15-64)	71.5	72.4	72.6	70.8	70.2	70.1	69.8	69.6	70.2	71.0	72.0
	Employment rate (Other EU28 aged 15-64)	77.1	78.1	78.2	74.9	74.7	74.8	74.5	74.9	76.1	77.3	78.6
	Employment rate (Other than EU28 aged 15-64)	69.0	69.8	69.8	63.9	64.5	64.5	62.8	61.9	62.6	63.3	63.8
	Employment rate (Born in the same country aged 15-64)	71.5	72.3	72.5	70.7	70.1	69.9	69.6	69.4	70.1	70.9	71.8
	Employment rate (Born in other EU28 aged 15-64)	77.1	78.4	77.7	74.2	73.6	73.4	72.7	73.0	73.9	75.1	76.5
	Employment rate (Born outside EU28 aged 15-64)	73.1	73.9	73.2	67.7	67.2	66.5	65.3	64.2	65.3	66.2	68.1
	Underemployment (% of labour force aged 15-74)			1.7	1.9	2.1	2.2	2.4	2.6	2.6	2.6	2.5
	Seeking but not available (% of labour force aged 15-74)	0.9	0.9	0.8	0.8	0.8	0.8	0.8	0.7	0.7	0.7	0.8
	Discouraged, available but not seeking (% of labour force aged 15-74)	2.3	2.2	2.1	2.5	2.7	2.9	2.9	3.1	3.1	3.0	2.9
Labour Market Indicators - Female	Total population (000)	254485	255366	256306	257178	257671 b	257780 b	258300 b	258782	259591 bep	260280 bep	260915 bep
	Population aged 15-64(000)	166629	167211	167841	168171	168116	167903 b	167651	167229	166999 bep	166618 bep	166348 bep
	Total employment (000)	96094	98238	99837	99205	98157	98466	98621	98746	100223	101413	102998
	Employment aged 15-64 (000)	94746	96807	98349	97674	96593	96857	96926	96990	98371	99487	100997
	Employment rate (% population aged 20-64)	61.1	62.1	62.8	62.3	62.1	62.2	62.4	62.6	63.5	64.3	65.3
	Employment rate (% population aged 15-64)	57.2	58.1	58.9	58.4	58.2	58.4	58.6	58.8	59.6	60.4	61.4
	Employment rate (% population aged 15-24)	33.4	34.1	34.3	32.8	31.6	31.2	30.5	30.2	30.6	31.3	32.0
	Employment rate (% population aged 25-54)	70.2	71.3	72.1	71.5	71.4	71.4	71.3	71.1	71.7	72.3	73.0
	Employment rate (% population aged 55-64)	34.7	35.8	36.7	37.7	38.5	40.0	41.7	43.3	45.2	46.9	48.9
	FTE employment rate (% population aged 20-64)		53.7	54.4	53.8	53.5	53.5	53.6	53.7	54.5	55.3	56.3
	Self-employed (% total employment)	10.2	10.2	10.1	10.1	10.3	10.2	10.4	10.3	10.4	10.4	10.3
	Part-time employment (% total employment)	30.5	30.5	30.4	30.8	31.3	31.5	31.9	32.4	32.2	32.1	31.9
	Fixed term contracts (% total employees)	13.2	13.4	13.2	12.8	12.8	12.8	12.5	12.4	12.6	12.8	13.0
	Employment in Services (% total employment)	82.3	82.6	83.0	83.9	84.5	84.6	84.9	85.1	85.3		
	Employment in Industry (% total employment)	12.9	12.8	12.4	11.6	11.1	11.2	11.1	11.0	10.9		
	Employment in Agriculture (% total employment)	4.8	4.6	4.6	4.5	4.4	4.2	4.1	3.9	3.8		
	Activity rate (% population aged 15-64)	62.8	63.1	63.6	64.1	64.4	64.8	65.5	66.0	66.5	66.8	67.4
	Activity rate (% population aged 15-24)	40.6	40.5	40.6	40.2	39.6	39.4	39.3	39.2	38.9	38.8	39.0
	Activity rate (% population aged 25-54)	76.3	76.7	77.3	77.7	78.2	78.4	79.0	79.2	79.5	79.4	79.6
	Activity rate (% population aged 55-64)	36.9	37.9	38.6	40.0	41.0	42.6	44.6	46.5	48.4	50.0	52.0
	Total unemployment (000)	9457	8358	8073	9611	10405	10657	11629	12124	11527	10633	9860
	Unemployment rate (% labour force)	9.0	7.9	7.5	8.9	9.6	9.8	10.5	10.9	10.3	9.5	8.7
	Youth unemployment rate (% labour force 15-24)	18.1	16.2	15.9	19.0	20.4	21.0	22.4	23.0	21.4	19.5	17.9
	Long term unemployment rate (% labour force)	4.0	3.3	2.8	3.1	3.7	4.1	4.6	5.1	5.0	4.5	4.0
	Share of long term unemployment (% of total unemployment)	44.9	42.5	37.3	34.9	39.1	42.0	44.0	46.8	48.7	47.6	46.2
	Youth unemployment ratio (% population aged 15-24)	7.2	6.4	6.3	7.5	8.0	8.3	8.8	9.0	8.3	7.6	7.0
	Employment rate for low skilled 25-64 (ISCED 0-2)	44.6	45.3	44.7	43.8	43.3	43.2	43.1	42.6	43.0 b	43.2	43.8
	Employment rate for medium skilled 25-64 (ISCED 3-4)	66.5	67.4	67.6	66.9	66.6	66.6	66.5	66.4	67.1 b	67.7	68.5
	Employment rate for high skilled 25-64 (ISCED 5-8)	81.3	81.8	81.6	81.1	80.6	80.3	80.1	80.1	80.4 b	80.8	81.5
	Employment rate (Nationals aged 15-64)	57.6	58.6	59.3	58.8	58.7	58.9	59.2	59.4	60.2	61.0	62.1
	Employment rate (Other EU28 aged 15-64)	60.2	61.3	61.3	60.9	60.9	61.8	61.6	61.8	62.7	64.0	65.1
	Employment rate (Other than EU28 aged 15-64)	45.5	46.4	48.1	46.7	46.0	45.3	44.5	43.9	44.5	44.5	44.0
	Employment rate (Born in the same country aged 15-64)	57.7	58.6	59.3	58.9	58.7	58.9	59.2	59.4	60.2	61.1	62.2
	Employment rate (Born in other EU28 aged 15-64)	59.9	61.0	60.8	60.6	60.6	60.8	60.5	61.0	62.1	63.2	64.1
	Employment rate (Born outside EU28 aged 15-64)	51.4	52.4	53.7	51.7	51.0	50.1	49.2	48.6	49.4	49.8	50.1
	Underemployment (% of labour force aged 15-74)			5.1	5.3	5.5	5.4	5.7	6.2	6.1	5.9	5.5
	Seeking but not available (% of labour force aged 15-74)	1.5	1.5	1.4	1.2	1.2	1.2	1.2	1.1	1.1	1.1	1.1
	Discouraged, available but not seeking (% of labour force aged 15-74)	4.6	4.5	4.3	4.5	4.5	4.6	4.7	4.9	4.9	4.7	4.4

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European Union 28			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)					23.7	24.3	24.7	24.6	24.4	23.7	
		At-risk-of-poverty (% of total population)					16.5	16.8	16.8	16.7	17.2	17.3	
		At-risk-of-poverty threshold (PPS single person)											
		Poverty gap (%)					22.9	23.0	23.4	23.9	24.5	24.8	
		Persistent at-risk-of-poverty (% of total population)					10.0 e	9.8 e	10.3 e	10.0	10.3	10.9	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)					26.0	26.4	25.8	26.0	26.1	26.0	
		Impact of social transfers (excl. pensions) in reducing poverty (%)					36.5	36.4	34.9	35.8	34.1	33.5	
		Severe Material Deprivation (% of total population)					8.4	8.8	9.9	9.6	8.9	8.1	7.8 ep
		Share of people living in low work intensity households (% of people aged 0-59)					10.3	10.5	10.5	10.9	11.2	10.6	
		Real Gross Household Disposable income (growth %)	2.0	2.1	0.6	0.7	-0.3	-0.5	-1.0	0.0	1.1	2.2	
		Income quintile share ratio S80/S20					4.9	5.0	5.0	5.0	5.2	5.2	
		GINI coefficient					30.5	30.8	30.5	30.5	30.9	31.0	
		Early leavers from education and training (% of population aged 18-24)	15.3 b	14.9	14.7	14.2	13.9	13.4	12.7	11.9	11.2 b	11.0	10.7
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	11.7 b	11.0	10.9	12.4	12.8	12.9	13.2	13.0	12.5	12.0	11.5
	Male	At-risk-of-poverty or exclusion (% of male population)					22.6	23.1	23.7	23.7	23.6	23.0	
		At-risk-of-poverty (% of male population)					15.8	16.1	16.2	16.2	16.7	16.9	
		Poverty gap (%)					23.6	24.0	24.2	24.6	25.6	25.8	
		Persistent at-risk-of-poverty (% of male population)					9.3 e	9.3 e	9.7 e	9.6	9.9	10.4	
		Severe Material Deprivation (% of male population)					8.2	8.5	9.6	9.4	8.8	8.0	7.6 ep
		Share of people living in low work intensity households (% of males aged 0-59)					9.6	9.8	9.9	10.5	10.8	10.2	
		Life expectancy at birth (years)					76.9 e	77.4	77.4	77.8 e	78.1	77.9 b	
		Healthy life years at birth (years) - men					61.8 e	61.7	61.5	61.4 e	61.4	62.6 b	
		Early leavers from education and training (% of males aged 18-24)	17.4 b	16.9	16.6	16.1	15.8	15.3	14.5	13.6	12.8 b	12.4	12.2
		NEET: Young people not in employment, education or training (% of males aged 15-24)	10.6 b	9.8	9.7	12.0	12.3	12.6	12.9	12.8	12.3	11.7	11.2
	Female	At-risk-of-poverty or exclusion (% of female population)					24.8	25.3	25.7	25.5	25.2	24.4	
		At-risk-of-poverty (% of female population)					17.2	17.6	17.4	17.2	17.7	17.7	
		Poverty gap (%)					22.1	22.1	22.5	23.2	23.8	23.9	
		Persistent at-risk-of-poverty (% of female population)					10.7 e	10.3 e	11.0 e	10.5	10.7	11.3	
		Severe Material Deprivation (% of female population)					8.6	9.1	10.1	9.8	9.0	8.1	7.9 ep
		Share of people living in low work intensity households (% of females aged 0-59)					11.0	11.1	11.1	11.4	11.6	11.1	
		Life expectancy at birth (years)					82.8 e	83.2	83.1	83.3 e	83.6	83.3 b	
		Healthy life years at birth (years) - women					62.6 e	62.1	62.1	61.5 e	61.8	63.3 b	
		Early leavers from education and training (% of females aged 18-24)	13.2 b	12.8	12.7	12.3	11.9	11.5	10.9	10.2	9.6 b	9.5	9.2
		NEET: Young people not in employment, education or training (% of females aged 15-24)	12.9 b	12.2	12.1	12.9	13.2	13.3	13.4	13.2	12.7	12.3	11.9
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)					27.5	27.2	28.0	27.8	27.7	26.9	
		At-risk-of-poverty (% of Children population)					20.9	20.6	20.5	20.4	21.1	21.1	
		Severe Material Deprivation (% of Children population)					9.8	10.0	11.8	11.1	10.4	9.5	8.9 ep
		Share of children living in low work intensity households (% of Children population)					9.3	9.2	9.1	9.6	9.8	9.3	
		Risk of poverty of children in households at work (Working Intensity > 0.2)					15.8	15.6	15.6	15.6	16.0	16.0	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)					40.8	41.1	39.9	41.4	39.2	39.0	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)					23.6	24.4	25.3	25.4	25.4	24.7	
		At-risk-of-poverty (% of Working age population)					15.3	16.0	16.4	16.4	17.1	17.1	
		Severe Material Deprivation (% of Working age population)					8.4	8.9	10.0	10.0	9.2	8.4	8.0 ep
		Very low work intensity (18-59)					10.6	10.9	11.0	11.4	11.7	11.1	
		In-work at-risk-of poverty rate (% of persons employed 18-64)					8.3	8.8	8.9	8.9	9.5	9.5	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)					38.6	37.7	35.4	36.7	34.7	34.5	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)					20.1	20.5	19.2	18.3	17.8	17.4	
		At-risk-of-poverty (% of Elderly population)					16.0	15.9	14.5	13.8	13.8	14.1	
		Severe Material Deprivation (% of Elderly population)					6.7	7.3	7.4	7.0	6.3	5.5	5.9 ep
		Relative median income of elderly (ratio with median income of people younger than 65)					0.88	0.90	0.92	0.93	0.94	0.93	
		Aggregate replacement ratio (ratio)					0.52	0.53	0.54	0.56	0.56	0.57	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care			7.3 p	8.0 p	8.0 p	7.9 p	8.0 p	8.0 p	8.1 p		
		Disability			1.9 p	2.1 p	2.1 p	2.0 p	2.0 p	2.0 p	2.0 p		
		Old age and survivors			11.3 p	12.3 p	12.3 p	12.3 p	12.6 p	12.7 p	12.7 p		
		Family/Children			2.1 p	2.4 p	2.4 p	2.3 p	2.3 p	2.3 p	2.4 p		
		Unemployment			1.3 p	1.7 p	1.7 p	1.6 p	1.5 p	1.5 p	1.4 p		
		Housing and Social exclusion n.e.c.			1.0 p	1.1 p	1.1 p	1.1 p	1.1 p	1.1 p	1.1 p		
		Total (including Admin and Other expenditures)			25.9 p	28.7 p	28.6 p	28.3 p	28.7 p	28.9 p	28.7 p		
		of which: Means tested benefits			2.7 p	3.1 p	3.1 p	3.1 p	3.1 p	3.1 p	3.1 p		

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Euro Area 19

Euro Area 19		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	3.2	3.0	0.4	-4.5	2.1	1.5	-0.9	-0.3	1.2	2.0	1.8
	Total employment	1.8	1.9	0.8	-1.9	-0.6	0.1	-0.4	-0.6	0.5	1.0	1.4
	Labour productivity	1.4	1.1	-0.4	-2.7	2.7	1.4	-0.5	0.3	0.7	1.0	0.4
	Annual average hours worked per person employed	-0.1	0.2	-0.1	-1.7	0.1	-0.1	-1.2	-0.7	0.0	0.1	-0.5
	Real productivity per hour worked	1.5	0.9	-0.3	-1.0	2.5	1.5	0.7	1.1	0.7	0.9	0.9
	Harmonized CPI	2.2	2.2	3.3	0.3	1.6	2.7	2.5	1.3	0.4	0.0	0.2
	Price deflator GDP	2.0	2.5	2.0	1.0	0.7	1.1	1.3	1.2	0.9	1.2	0.8
	Nominal compensation per employee	2.4	2.6	3.4	1.6	2.0	2.0	1.5	1.5	1.4	1.2	1.2
	Real compensation per employee (GDP deflator)	0.4	0.1	1.3	0.7	1.3	0.9	0.2	0.3	0.5	0.0	0.4
	Real compensation per employee (private consumption deflator)	0.1	0.5	0.0	1.3	0.3	-0.7	-1.0	0.2	1.0	1.2	1.0
	Nominal unit labour costs	0.9	1.5	3.8	4.4	-0.7	0.6	2.0	1.2	0.7	0.2	0.8
	Real unit labour costs	-1.1	-0.9	1.7	3.5	-1.4	-0.5	0.7	-0.1	-0.1	-1.0	0.0
Labour Market Indicators - Total	Total population (000)	329685	331205	333097	334470	335266	334573 b	335301 b	336049	337503 bp	338524 bep	339887 bp
	Population aged 15-64 (000)	219986	220686	221860	222290	222222	221221 b	220963	220561	220627 bp	220322 bep	220576 bp
	Total employment (000)	142543	145354	146759	143820	142198	142296	141457	140663	142078	143559	146156
	Employment aged 15-64 (000)	140590	143260	144574	141626	140006	140004	138982	138103	139357	140667	143116
	Employment rate (% population aged 20-64)	69.0	69.9	70.2	68.8	68.4	68.4	68.0	67.7	68.2	69.0	70.0
	Employment rate (% population aged 15-64)	64.5	65.5	65.8	64.4	64.0	64.1	63.7	63.4	63.9	64.5	65.5
	Employment rate (% population aged 15-24)	36.6	37.5	37.3	34.7	33.3	32.9	31.6	30.9	30.7	30.8	31.3
	Employment rate (% population aged 25-54)	78.3	79.1	79.4	77.7	77.3	77.3	76.5	75.9	76.1	76.7	77.5
	Employment rate (% population aged 55-64)	41.7	43.3	44.4	45.1	45.7	47.0	48.6	50.0	51.7	53.3	55.4
	FTE employment rate (% population aged 20-64)	63.2	64.0	64.4	62.9	62.3	62.2	61.6	61.2	61.6	62.3	63.3
	Self-employed (% total employment)	15.2	15.1	14.8	14.9	15.1	15.0	15.0	15.0	14.9	14.8	14.6
	Part-time employment (% total employment)	18.5	18.6	18.7	19.3	19.7	20.1	20.7	21.5	21.5	21.6	21.6
	Fixed term contracts (% total employees)	16.5	16.4	16.0	15.2	15.4	15.6	15.0	14.9	15.1	15.4	15.6
	Employment in Services (% total employment)	71.7	72.0	72.5	73.4	74.1	74.5	74.8	75.1	75.4		
	Employment in Industry (% total employment)	24.4	24.3	24.0	23.0	22.4	22.1	21.8	21.5	21.2		
	Employment in Agriculture (% total employment)	3.9	3.7	3.6	3.6	3.5	3.5	3.4	3.4	3.4		
	Activity rate (% population aged 15-64)	70.4	70.8	71.2	71.3	71.3	71.4	72.0	72.2	72.4	72.5	72.9
	Activity rate (% population aged 15-24)	43.9	44.1	44.2	43.3	42.1	41.7	41.3	40.8	40.1	39.6	39.6
	Activity rate (% population aged 25-54)	84.5	84.7	85.1	85.1	85.2	85.2	85.6	85.5	85.5	85.4	85.5
	Activity rate (% population aged 55-64)	44.9	46.2	47.1	48.4	49.4	50.7	52.8	54.6	56.4	58.0	59.9
	Total unemployment (000)	12985	11722	11951	15233	16156	16185	18192	19241	18638	17451	16227
	Unemployment rate (% labour force)	8.4	7.5	7.6	9.6	10.2	10.2	11.4	12.0	11.6	10.9	10.0
	Youth unemployment rate (% labour force 15-24)	17.2	15.6	16.1	20.7	21.4	21.3	23.6	24.4	23.8	22.4	20.9
	Long term unemployment rate (% labour force)	3.8	3.2	2.9	3.3	4.3	4.6	5.2	5.9	6.0	5.5	5.0
	Share of long term unemployment (% of total unemployment)	45.5	43.5	38.5	35.0	42.0	45.1	46.2	49.5	52.3	51.2	49.7
	Youth unemployment ratio (% population aged 15-24)	7.3	6.6	6.9	8.7	8.8	8.8	9.7	9.9	9.5	8.8	8.3
	Employment rate for low skilled 25-64 (ISCED 0-2)	57.0	57.5	57.2	55.1	54.3	54.0	53.0	52.1	52.2 b	53.0	53.9
	Employment rate for medium skilled 25-64 (ISCED 3-4)	74.2	75.1	75.5	74.4	74.1	74.0	73.7	73.3	73.7 b	74.1	74.9
	Employment rate for high skilled 25-64 (ISCED 5-8)	83.9	84.5	84.8	83.9	83.5	83.5	83.1	82.7	82.7 b	83.2	84.0
	Employment rate (Nationals aged 15-64)	64.9	65.8	66.2	65.0	64.6	64.7	64.3	64.1	64.4	65.1	66.1
	Employment rate (Other EU28 aged 15-64)	67.4	68.2	67.9	65.8	65.6	65.9	65.7	65.8	66.5	67.6	69.2
	Employment rate (Other than EU28 aged 15-64)	56.5	57.8	58.6	54.5	54.3	54.0	52.5	51.5	52.1	52.5	52.5
	Employment rate (Born in the same country aged 15-64)	64.9	65.8	66.2	64.9	64.5	64.6	64.2	64.0	64.4	65.1	66.1
	Employment rate (Born in other EU28 aged 15-64)	66.4	67.4	66.5	64.4	64.1	63.5	62.9	62.9	63.3	64.2	65.2
	Employment rate (Born outside EU28 aged 15-64)	62.6	63.5	63.4	58.9	58.1	56.8	55.4	53.8	54.4	55.0	55.9
	Underemployment (% of labour force aged 15-74)			3.5	3.7	3.8	3.8	4.0	4.6	4.6	4.5	4.3
	Seeking but not available (% of labour force aged 15-74)	1.4	1.3	1.2	1.1	1.1	1.1	1.1	1.0	1.0	1.0	1.0
	Discouraged, available but not seeking (% of labour force aged 15-74)	3.2	3.2	3.3	3.5	3.6	3.7	3.9	4.2	4.4	4.3	4.1

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Euro Area 19		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	160760	161550	162517	163200	163564	162976 b	163344 b	163747	164522 bp	165076 bep	165974 bp
	Population aged 15-64(000)	110271	110616	111180	111344	111235	110489 b	110344	110123	110170 bp	110041 bep	110337 bp
	Total employment (000)	80064	81297	81597	79087	77832	77634	76851	76141	76766	77519	78930
	Employment aged 15-64 (000)	78776	79931	80172	77672	76433	76154	75242	74473	74985	75658	76981
	Employment rate (% population aged 20-64)	77.4	78.2	78.1	75.7	75.0	74.9	74.1	73.4	73.8	74.6	75.6
	Employment rate (% population aged 15-64)	72.4	73.2	73.1	70.8	70.2	70.0	69.3	68.7	69.0	69.7	70.6
	Employment rate (% population aged 15-24)	40.1	40.8	40.3	36.7	35.4	34.9	33.5	32.7	32.4	32.4	32.9
	Employment rate (% population aged 25-54)	87.0	87.6	87.4	84.7	84.0	83.8	82.7	81.7	81.9	82.4	83.3
	Employment rate (% population aged 55-64)	50.8	52.3	53.3	53.4	53.7	54.3	55.6	56.7	58.1	59.6	61.6
	FTE employment rate (% population aged 20-64)	75.7	76.4	76.3	73.8	73.0	72.6	71.7	70.9	71.1	71.9	72.9
	Self-employed (% total employment)	19.0	18.8	18.5	18.8	19.1	19.0	19.1	19.0	18.8	18.6	18.2
	Part-time employment (% total employment)	6.7	6.8	6.8	7.3	7.6	8.0	8.4	8.9	9.1	9.3	9.3
	Fixed term contracts (% total employees)	12.7	12.7	12.3	11.5	11.8	12.1	11.7	11.6	11.9	12.3	12.5
	Employment in Services (% total employment)	60.8	61.0	61.3	62.2	63.0	63.5	63.9	64.4	64.6		
	Employment in Industry (% total employment)	34.5	34.5	34.4	33.4	32.6	32.2	31.7	31.2	30.9		
	Employment in Agriculture (% total employment)	4.7	4.5	4.3	4.4	4.4	4.3	4.4	4.4	4.4		
	Activity rate (% population aged 15-64)	78.3	78.4	78.5	78.3	78.0	77.9	78.1	78.1	78.1	78.1	78.3
	Activity rate (% population aged 15-24)	47.5	47.6	47.6	46.4	45.0	44.4	44.0	43.3	42.6	42.0	41.8
	Activity rate (% population aged 25-54)	93.0	92.9	92.9	92.5	92.4	92.2	92.2	91.8	91.6	91.4	91.4
	Activity rate (% population aged 55-64)	54.5	55.6	56.4	57.4	58.1	58.8	60.7	62.4	63.8	65.3	67.0
	Total unemployment (000)	6453	5782	6048	8248	8725	8630	9750	10312	9930	9272	8470
	Unemployment rate (% labour force)	7.5	6.7	6.9	9.5	10.1	10.0	11.2	11.9	11.5	10.7	9.7
	Youth unemployment rate (% labour force 15-24)	16.3	14.8	15.9	21.5	22.0	21.6	24.0	24.8	24.2	23.0	21.4
	Long term unemployment rate (% labour force)	3.4	2.9	2.6	3.1	4.2	4.5	5.2	5.9	6.0	5.5	4.8
	Share of long term unemployment (% of total unemployment)	45.5	43.3	37.7	33.2	42.0	45.3	46.2	49.5	52.3	51.3	49.7
	Youth unemployment ratio (% population aged 15-24)	7.5	6.8	7.3	9.7	9.7	9.5	10.5	10.7	10.3	9.6	8.9
	Employment rate for low skilled 25-64 (ISCED 0-2)	71.7	71.8	70.9	67.4	66.0	65.2	63.3	61.9	62.1 b	63.1	64.3
	Employment rate for medium skilled 25-64 (ISCED 3-4)	81.0	82.0	82.1	80.2	79.8	79.8	79.4	78.8	79.0 b	79.4	80.3
	Employment rate for high skilled 25-64 (ISCED 5-8)	87.7	88.5	88.7	87.5	87.1	87.1	86.8	86.3	86.3 b	86.9	87.7
	Employment rate (Nationals aged 15-64)	72.5	73.3	73.2	71.2	70.5	70.3	69.6	69.0	69.2	69.8	70.8
	Employment rate (Other EU28 aged 15-64)	76.3	76.8	76.6	72.8	72.8	72.8	72.1	72.4	73.4	74.7	75.9
	Employment rate (Other than EU28 aged 15-64)	68.5	69.7	69.5	63.1	63.7	63.7	61.5	60.7	61.1	62.1	62.5
	Employment rate (Born in the same country aged 15-64)	72.5	73.2	73.1	71.1	70.3	70.2	69.4	68.8	69.1	69.7	70.7
	Employment rate (Born in other EU28 aged 15-64)	76.6	77.1	75.9	71.8	71.5	70.7	69.1	69.1	69.4	70.8	71.7
	Employment rate (Born outside EU28 aged 15-64)	73.8	74.4	73.2	66.7	66.1	64.9	63.1	61.6	62.0	63.3	65.3
	Underemployment (% of labour force aged 15-74)			1.6	1.8	1.9	2.0	2.2	2.6	2.7	2.7	2.6
	Seeking but not available (% of labour force aged 15-74)	1.1	1.0	1.0	0.9	0.9	0.9	0.9	0.8	0.8	0.8	0.9
	Discouraged, available but not seeking (% of labour force aged 15-74)	2.0	2.1	2.1	2.4	2.6	2.8	2.8	3.2	3.3	3.3	3.2
Labour Market Indicators - Female	Total population (000)	168925	169655	170580	171270	171702	171597 b	171957 b	172302	172981 bp	173449 bep	173913 bp
	Population aged 15-64(000)	109715	110070	110681	110946	110987	110732 b	110619	110438	110456 bp	110282 bep	110239 bp
	Total employment (000)	62478	64057	65161	64733	64366	64662	64606	64522	65312	66040	67226
	Employment aged 15-64 (000)	61814	63329	64402	63953	63574	63850	63740	63630	64372	65009	66135
	Employment rate (% population aged 20-64)	60.5	61.6	62.4	61.9	61.8	62.0	62.0	62.0	62.6	63.4	64.4
	Employment rate (% population aged 15-64)	56.7	57.8	58.6	58.1	58.0	58.2	58.2	58.2	58.8	59.5	60.4
	Employment rate (% population aged 15-24)	33.1	34.2	34.3	32.6	31.2	30.8	29.6	29.1	28.9	29.1	29.7
	Employment rate (% population aged 25-54)	69.5	70.6	71.4	70.7	70.6	70.7	70.4	70.1	70.4	70.9	71.7
	Employment rate (% population aged 55-64)	33.1	34.8	35.9	37.2	38.2	40.0	41.9	43.6	45.7	47.4	49.4
	FTE employment rate (% population aged 20-64)	51.5	52.4	53.2	52.7	52.4	52.5	52.3	52.2	52.8	53.5	54.5
	Self-employed (% total employment)	10.4	10.3	10.2	10.1	10.2	10.1	10.3	10.3	10.3	10.3	10.3
	Part-time employment (% total employment)	33.5	33.6	33.5	33.9	34.3	34.6	35.3	36.1	36.0	36.0	35.9
	Fixed term contracts (% total employees)	15.3	15.3	15.2	14.6	14.5	14.5	14.0	13.8	13.8	14.1	14.2
	Employment in Services (% total employment)	85.1	85.4	85.9	86.5	86.9	87.1	87.3	87.4	87.6		
	Employment in Industry (% total employment)	12.1	11.9	11.4	10.9	10.5	10.5	10.4	10.3	10.2		
	Employment in Agriculture (% total employment)	2.9	2.7	2.7	2.6	2.5	2.4	2.3	2.2	2.2		
	Activity rate (% population aged 15-64)	62.6	63.2	63.9	64.3	64.6	65.0	65.8	66.3	66.7	66.9	67.4
	Activity rate (% population aged 15-24)	40.2	40.6	40.7	40.2	39.1	39.0	38.5	38.2	37.5	37.2	37.2
	Activity rate (% population aged 25-54)	76.0	76.4	77.2	77.6	78.1	78.3	79.0	79.2	79.4	79.3	79.6
	Activity rate (% population aged 55-64)	35.8	37.2	38.3	40.0	41.1	43.0	45.3	47.3	49.5	51.2	53.1
	Total unemployment (000)	6532	5940	5903	6985	7431	7556	8442	8929	8708	8179	7757
	Unemployment rate (% labour force)	9.5	8.5	8.3	9.8	10.3	10.4	11.5	12.1	11.8	11.0	10.4
	Youth unemployment rate (% labour force 15-24)	18.2	16.5	16.4	19.6	20.7	21.0	23.1	23.9	23.2	21.7	20.4
	Long term unemployment rate (% labour force)	4.2	3.7	3.2	3.6	4.3	4.6	5.3	6.0	6.1	5.6	5.1
	Share of long term unemployment (% of total unemployment)	45.4	43.7	39.4	37.1	42.0	44.8	46.3	49.4	52.2	51.0	49.8
	Youth unemployment ratio (% population aged 15-24)	7.1	6.4	6.4	7.6	7.9	8.1	8.8	9.1	8.7	8.0	7.6
	Employment rate for low skilled 25-64 (ISCED 0-2)	43.4	44.1	44.2	43.3	43.1	43.2	42.9	42.4	42.4 b	42.9	43.3
	Employment rate for medium skilled 25-64 (ISCED 3-4)	67.2	68.1	68.8	68.4	68.2	68.0	67.9	67.7	68.3 b	68.6	69.5
	Employment rate for high skilled 25-64 (ISCED 5-8)	79.9	80.5	80.9	80.4	80.0	80.1	79.7	79.3	79.4 b	79.8	80.7
	Employment rate (Nationals aged 15-64)	57.3	58.5	59.2	58.8	58.7	59.0	59.1	59.1	59.6	60.4	61.4
	Employment rate (Other EU28 aged 15-64)	58.7	59.7	59.5	59.0	58.8	59.5	59.6	59.6	60.0	60.8	62.7
	Employment rate (Other than EU28 aged 15-64)	44.4	45.9	47.6	45.9	45.4	44.8	44.0	42.8	43.7	43.4	42.7
	Employment rate (Born in the same country aged 15-64)	57.3	58.4	59.2	58.8	58.6	59.0	59.0	59.1	59.6	60.4	61.5
	Employment rate (Born in other EU28 aged 15-64)	57.7	59.0	58.5	57.9	57.7	57.5	57.7	57.7	58.2	58.7	59.9
	Employment rate (Born outside EU28 aged 15-64)	51.7	52.9	54.0	51.5	50.5	49.4	48.3	46.8	47.6	47.6	47.5
	Underemployment (% of labour force aged 15-74)			5.9	5.9	6.1	5.8	6.1	6.9	6.8	6.7	6.3
	Seeking but not available (% of labour force aged 15-74)	1.8	1.7	1.6	1.3	1.4	1.4	1.4	1.2	1.1	1.1	1.1
	Discouraged, available but not seeking (% of labour force aged 15-74)	4.8	4.7	4.7	4.7	4.7	4.9	5.1	5.5	5.6	5.5	5.1

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Euro Area 19			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	22.1	21.9	21.7	21.6	22.0	22.9	23.3	23.1	23.5	23.1	
		At-risk-of-poverty (% of total population)	15.6	16.1	16.1	16.2	16.3	16.8	16.9	16.7	17.1	17.2	
		At-risk-of-poverty threshold (PPS single person)											
		Poverty gap (%)	22.1	22.2	21.4	21.9	22.5	22.8	23.2	24.0	24.8	24.9	
		Persistent at-risk-of-poverty (% of total population)			9.0	9.7	10.3	10.0	10.4	10.4	10.6	11.5	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	24.8	24.6	24.2	24.4	25.2	25.7	25.2	25.5	25.8	25.7	
		Impact of social transfers (excl. pensions) in reducing poverty (%)	37.1	34.6	33.5	33.6	35.3	34.6	32.9	34.5	33.7	33.1	
		Severe Material Deprivation (% of total population)	6.0	5.6	5.9	6.0	6.1	6.9	7.8	7.5	7.4	6.9	6.8 ep
		Share of people living in low work intensity households (% of people aged 0-59)	10.3	9.7	9.3	9.1	10.4	11.0	10.7	11.2	11.8	11.2	
		Real Gross Household Disposable income (growth %)	1.8	1.6	0.5	0.2	-0.7	-0.4	-1.6	-0.5	0.7	1.7	1.9
		Income quintile share ratio S80/S20	4.7	4.8	4.9	4.9	4.9	5.0	5.0	5.1	5.2	5.2	
		GINI coefficient	29.4	30.0	30.5	30.3	30.3	30.6	30.5	30.7	31.0	30.8	
		Early leavers from education and training (% of population aged 18-24)	17.2 b	16.7	16.3	15.7	15.4	14.6	13.8	12.8	11.9 b	11.6	11.1
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	11.3 b	10.8	11.0	12.6	12.8	12.7	13.1	12.9	12.6	12.2	11.7
	Male	At-risk-of-poverty or exclusion (% of male population)	20.6	20.2	20.2	20.3	20.9	21.8	22.2	22.2	22.6	22.3	
		At-risk-of-poverty (% of male population)	14.6	15.1	15.0	15.2	15.5	16.0	16.1	16.1	16.5	16.8	
		Poverty gap (%)	22.9	22.8	22.2	22.4	23.0	23.8	23.9	24.7	25.7	25.8	
		Persistent at-risk-of-poverty (% of male population)			8.2	8.8	9.5	9.4	9.7	10.0	10.2	11.1	
		Severe Material Deprivation (% of male population)	5.7	5.2	5.7	5.8	5.9	6.6	7.5	7.3	7.2	6.9	6.6 ep
		Share of people living in low work intensity households (% of males aged 0-59)	9.2	8.7	8.4	8.3	9.7	10.3	10.1	10.7	11.4	10.8	
		Life expectancy at birth (years)											
		Healthy life years at birth (years) - men											
		Early leavers from education and training (% of males aged 18-24)	20.0 b	19.4	18.9	18.2	17.9	16.9	15.9	14.7	13.6 b	13.2	12.8
		NEET: Young people not in employment, education or training (% of males aged 15-24)	10.2 b	9.8	10.2	12.6	12.7	12.6	13.2	13.0	12.7	12.3	11.7
	Female	At-risk-of-poverty or exclusion (% of female population)	23.6	23.5	23.2	22.9	23.1	24.0	24.4	24.0	24.3	23.8	
		At-risk-of-poverty (% of female population)	16.5	17.1	17.1	17.1	17.1	17.6	17.6	17.3	17.7	17.7	
		Poverty gap (%)	21.4	21.6	20.9	21.5	22.1	22.1	22.6	23.5	24.2	24.1	
		Persistent at-risk-of-poverty (% of female population)			9.7	10.6	11.0	10.6	11.2	10.9	11.0	11.9	
		Severe Material Deprivation (% of female population)	6.2	6.0	6.2	6.2	6.2	7.2	8.0	7.7	7.5	7.0	7.0 ep
		Share of people living in low work intensity households (% of females aged 0-59)	11.4	10.7	10.2	9.9	11.1	11.6	11.4	11.6	12.3	11.6	
		Life expectancy at birth (years)											
		Healthy life years at birth (years) - women											
		Early leavers from education and training (% of females aged 18-24)	14.4 b	13.9	13.6	13.2	12.8	12.3	11.6	10.9	10.0 b	9.9	9.3
		NEET: Young people not in employment, education or training (% of females aged 15-24)	12.4 b	11.8	11.8	12.6	12.8	12.9	13.0	12.8	12.5	12.1	11.7
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	23.2	23.0	23.7	24.3	25.4	25.5	25.6	25.2	25.7	25.4	
		At-risk-of-poverty (% of Children population)	17.8	18.4	19.0	19.6	20.7	20.5	20.4	19.9	20.4	20.7	
		Severe Material Deprivation (% of Children population)	6.8	6.2	7.1	7.2	7.2	7.8	9.0	8.4	8.4	8.0	7.5 ep
		Share of children living in low work intensity households (% of Children population)	7.9	7.4	7.0	7.1	8.6	9.0	8.3	8.7	9.4	8.7	
		Risk of poverty of children in households at work (Working Intensity > 0.2)	13.7	14.3	15.1	15.6	15.7	15.2	15.3	14.9	15.0	15.4	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	43.5	41.8	39.9	39.1	38.9	39.2	37.8	40.1	38.6	38.0	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	22.0	21.7	21.5	21.5	22.3	23.5	24.3	24.5	25.1	24.6	
		At-risk-of-poverty (% of Working age population)	14.0	14.6	14.6	14.8	15.3	16.2	16.6	16.8	17.4	17.4	
		Severe Material Deprivation (% of Working age population)	6.0	5.7	6.0	6.1	6.2	7.1	8.0	7.9	7.8	7.5	7.1 ep
		Very low work intensity (18-59)	11.1	10.4	10.0	9.7	11.0	11.6	11.5	12.0	12.7	12.0	
		In-work at-risk-of poverty rate (% of persons employed 18-64)	7.3	7.9	8.1	8.2	8.0	8.5	8.6	8.7	9.4	9.4	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	40.4	37.1	36.5	36.5	38.1	36.7	34.7	35.4	34.3	34.3	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	21.3	21.5	20.4	19.5	17.6	18.2	17.6	16.5	16.2	15.9	
		At-risk-of-poverty (% of Elderly population)	18.8	19.1	18.2	17.4	15.2	15.1	14.1	13.3	13.3	13.5	
		Severe Material Deprivation (% of Elderly population)	4.9	4.9	4.5	4.3	4.2	5.4	5.7	5.2	4.9	4.3	5.1 ep
		Relative median income of elderly (ratio with median income of people younger than 65)	0.86	0.85	0.86	0.88	0.90	0.91	0.93	0.95	0.95	0.95	
		Aggregate replacement ratio (ratio)	0.51	0.49	0.49	0.51	0.52	0.54	0.54	0.56	0.56	0.58	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	7.3 p	7.2 p	7.5 p	8.3 p	8.2 p	8.1 p	8.2 p	8.3 p	8.3 p		
		Disability	1.8 p	1.8 p	1.8 p	2.0 p	2.0 p	2.0 p	2.0 p	2.1 p	2.1 p		
		Old age and survivors	11.6 p	11.4 p	11.6 p	12.5 p	12.6 p	12.6 p	12.9 p	13.1 p	13.1 p		
		Family/Children	2.0 p	2.0 p	2.0 p	2.2 p	2.2 p	2.2 p	2.2 p	2.2 p	2.3 p		
		Unemployment	1.5 p	1.5 p	1.5 p	2.0 p	1.9 p	1.8 p	1.8 p	1.8 p	1.7 p		
		Housing and Social exclusion n.e.c.	0.8 p	0.8 p	0.8 p	0.9 p	0.9 p	0.9 p	0.9 p	0.9 p	0.9 p		
		Total (including Admin and Other expenditures)	26.2 p	25.8 p	26.5 p	29.3 p	29.2 p	28.9 p	29.3 p	29.7 p	29.7 p		
		of which: Means tested benefits	2.6 p	2.6 p	2.6 p	3.0 p	3.0 p	2.9 p	3.0 p	3.0 p	3.1 p		

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Belgium

Belgium		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	2.5	3.4	0.7	-2.3	2.7	1.8	0.1	-0.1	1.6	1.5	1.2
	Total employment	1.1	1.7	1.8	-0.2	0.6	1.4	0.4	-0.3	0.4	0.9	1.3
	Labour productivity	1.4	1.7	-1.0	-2.1	2.0	0.4	-0.3	0.3	1.2	0.5	-0.1
	Annual average hours worked per person employed	0.4	0.3	-0.4	-1.4	-0.2	0.9	0.0	-0.1	-0.2	-0.3	
	Real productivity per hour worked	0.9	1.4	-0.6	-0.7	2.2	-0.5	-0.3	0.4	1.4	0.9	
	Harmonized CPI	2.3	1.8	4.5	0.0	2.3	3.4	2.6	1.2	0.5	0.6	1.8
	Price deflator GDP	2.3	2.1	2.0	0.8	1.9	2.0	2.1	1.2	0.7	0.9	1.6
	Nominal compensation per employee	3.6	3.6	3.7	1.1	1.4	3.1	3.2	2.5	1.0	0.0	-0.1
	Real compensation per employee (GDP deflator)	1.2	1.5	1.7	0.3	-0.6	1.1	1.1	1.3	0.4	-0.8	-1.6
	Real compensation per employee (private consumption deflator)	1.2	1.7	-0.8	1.1	-0.9	-0.2	0.5	1.2	0.5	-0.6	-1.8
	Nominal unit labour costs	2.2	1.8	4.7	3.3	-0.7	2.7	3.5	2.2	-0.2	-0.5	0.0
	Real unit labour costs	-0.2	-0.2	2.7	2.5	-2.6	0.7	1.3	1.1	-0.8	-1.4	-1.4
Labour Market Indicators - Total	Total population (000)	10511	10585	10667	10753	10840	11001 b	11095	11162	11181 b	11237	11311
	Population aged 15-64 (000)	6906	6977	7047	7101	7148	7250	7284	7304	7286 b	7296	7327
	Total employment (000)	4264	4380	4446	4421	4489	4509 b	4524	4530	4544	4552	4587
	Employment aged 15-64 (000)	4233	4348	4414	4389	4451	4471 b	4479	4485	4497	4499	4541
	Employment rate (% population aged 20-64)	66.5	67.7	68.0	67.1	67.6	67.3	67.2	67.2	67.3	67.2	67.7
	Employment rate (% population aged 15-64)	61.0	62.0	62.4	61.6	62.0	61.9	61.8	61.8	61.9	61.8	62.3
	Employment rate (% population aged 15-24)	27.6	27.5	27.4	25.3	25.2	26.0	25.3	23.6	23.2	23.4	22.7
	Employment rate (% population aged 25-54)	78.4	79.7	80.5	79.8	80.0	79.3	79.3	79.0	79.1	78.5	79.1
	Employment rate (% population aged 55-64)	32.0	34.4	34.5	35.3	37.3	38.7	39.5	41.7	42.7	44.0	45.4
	FTE employment rate (% population aged 20-64)	60.5	61.8	62.0	61.0	61.4	60.6 b	60.7	60.7	61.2	60.8	61.3
	Self-employed (% total employment)	13.5	13.5	13.0	13.5	13.4	13.2 b	13.5	14.2	13.7	14.3	14.0
	Part-time employment (% total employment)	22.0	21.9	22.4	23.2	23.7	24.7	24.7	24.3	23.7	24.3	24.7
	Fixed term contracts (% total employees)	8.7	8.6	8.3	8.2	8.1	9.0	8.1	8.2	8.7	9.0	9.2
	Employment in Services (% total employment)	77.6	77.9	78.1	78.7	79.3	79.4	79.7	80.0	80.4		
	Employment in Industry (% total employment)	20.7	20.5	20.3	19.8	19.3	19.2	19.0	18.7	18.3		
	Employment in Agriculture (% total employment)	1.7	1.6	1.6	1.5	1.4	1.4	1.3	1.3	1.3		
	Activity rate (% population aged 15-64)	66.5	67.1	67.1	66.9	67.7	66.7	66.9	67.5	67.7	67.6	67.6
	Activity rate (% population aged 15-24)	34.7	33.9	33.4	32.4	32.5	32.0	31.5	31.0	30.2	30.0	28.5
	Activity rate (% population aged 25-54)	84.5	85.3	85.7	85.6	86.3	84.7	85.0	85.3	85.6	85.1	85.1
	Activity rate (% population aged 55-64)	33.6	35.9	36.1	37.2	39.2	40.3	41.4	44.1	45.1	46.6	48.1
	Total unemployment (000)	383	353	333	380	406	347	369	417	423	422	390
	Unemployment rate (% labour force)	8.3	7.5	7.0	7.9	8.3	7.2	7.6	8.4	8.5	8.5	7.8
	Youth unemployment rate (% labour force 15-24)	20.5	18.8	18.0	21.9	22.4	18.7	19.8	23.7	23.2	22.1	20.1
	Long term unemployment rate (% labour force)	4.2	3.8	3.3	3.5	4.0	3.5	3.4	3.9	4.3	4.4	4.0
	Share of long term unemployment (% of total unemployment)	51.1	50.2	47.4	44.2	48.7	48.3	44.6	46.0	49.9	51.7	51.6
	Youth unemployment ratio (% population aged 15-24)	7.1	6.4	6.0	7.1	7.3	6.0 b	6.2	7.3	7.0	6.6	5.7
	Employment rate for low skilled 25-64 (ISCED 0-2)	49.0	49.8	49.4 b	48.0	48.9	47.7 b	47.6	47.8	47.5 b	46.6	46.4
	Employment rate for medium skilled 25-64 (ISCED 3-4)	73.2	74.2	74.7 b	74.0	74.5	74.0 b	73.5	73.6	72.8 b	72.2	73.0
	Employment rate for high skilled 25-64 (ISCED 5-8)	83.6	84.9	84.7 b	84.2	84.0	84.2 b	84.6	84.1	84.7 b	84.6	85.2
	Employment rate (Nationals aged 15-64)	62.0	62.9	63.1	62.5	62.8	63.0 b	63.0	62.9	62.9	62.8	63.3
	Employment rate (Other EU28 aged 15-64)	58.6	61.2	62.3	59.6	62.4	62.2 b	62.0	60.6	62.5	63.1	64.4
	Employment rate (Other than EU28 aged 15-64)	33.6	38.1	39.9	38.8	38.0	37.4 b	36.2	37.6	38.0	39.9	39.3
	Employment rate (Born in the same country aged 15-64)	62.7	63.5	63.8	63.2	63.6	63.7 b	63.8	63.6	63.8	63.6	64.1
	Employment rate (Born in other EU28 aged 15-64)	56.2	57.8	60.8	58.7	61.2	62.1 b	61.5	62.1	62.6	63.2	65.2
	Employment rate (Born outside EU28 aged 15-64)	44.9	45.2	48.1	47.1	46.5	45.8 b	45.4	46.0	45.7	46.2	46.8
	Underemployment (% of labour force aged 15-74)			0.8	0.8	0.8	0.8	3.2 b	3.3	3.1	3.4	3.3
	Seeking but not available (% of labour force aged 15-74)	1.9	1.8	1.5	1.6	1.7	1.4 b	1.2	1.2	1.0	1.1	1.1
	Discouraged, available but not seeking (% of labour force aged 15-74)	0.8	0.8	0.7	0.7	0.7	2.2 b	2.0	2.1	2.0	1.7	1.6

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Belgium		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	5144	5181	5224	5269	5312	5402 b	5452	5487	5494 b	5524	5569
	Population aged 15-64(000)	3473	3508	3543	3570	3592	3650	3668	3678	3665 b	3669	3690
	Total employment (000)	2392	2444	2461	2429	2458	2462 b	2466	2451	2435	2434	2466
	Employment aged 15-64 (000)	2371	2421	2439	2406	2433	2435 b	2433	2420	2403	2397	2433
	Employment rate (% population aged 20-64)	74.0	75.0	74.7	73.2	73.5	73.0	72.7	72.3	71.6	71.3	72.3
	Employment rate (% population aged 15-64)	67.9	68.7	68.6	67.2	67.4	67.1	66.9	66.4	65.8	65.5	66.5
	Employment rate (% population aged 15-24)	30.4	29.9	29.7	27.4	27.3	27.7	27.8	25.3	24.5	25.0	24.0
	Employment rate (% population aged 25-54)	85.9	87.0	87.0	85.7	85.5	84.9	84.5	84.0	83.2	82.5	83.8
	Employment rate (% population aged 55-64)	40.9	42.9	42.8	42.9	45.6	46.0	46.0	47.7	48.4	48.9	50.7
	FTE employment rate (% population aged 20-64)	72.6	73.6	73.2	71.5	71.8	70.9 b	70.9	70.2	70.0	69.2	70.1
	Self-employed (% total employment)	17.2	17.1	16.6	17.2	17.0	17.0 b	17.2	18.4	17.5	18.3	18.0
	Part-time employment (% total employment)	7.0	7.1	7.5	8.2	8.4	9.2	9.0	8.7	8.4	9.3	9.5
	Fixed term contracts (% total employees)	5.7	5.7	5.5	5.4	5.6	6.4	5.9	5.9	6.3	6.8	6.9
	Employment in Services (% total employment)	67.2	67.8	67.3	68.1	69.0	69.0	69.1	69.3	69.8		
	Employment in Industry (% total employment)	30.6	30.1	30.7	30.0	29.1	29.3	29.1	28.9	28.6		
	Employment in Agriculture (% total employment)	2.2	2.0	2.0	2.0	1.9	1.8	1.8	1.8	1.7		
	Activity rate (% population aged 15-64)	73.4	73.6	73.3	72.8	73.4	72.3	72.5	72.7	72.4	72.2	72.3
	Activity rate (% population aged 15-24)	37.4	36.1	36.0	34.9	35.2	34.1	35.0	33.7	32.3	32.8	30.7
	Activity rate (% population aged 25-54)	91.9	92.5	92.3	91.8	92.2	90.7	90.7	90.9	90.7	89.9	90.4
	Activity rate (% population aged 55-64)	42.7	44.4	44.4	45.2	47.6	47.8	47.9	50.5	51.3	52.2	53.6
	Total unemployment (000)	191	174	170	204	217	188	204	232	241	243	216
	Unemployment rate (% labour force)	7.4	6.7	6.5	7.8	8.1	7.1	7.7	8.7	9.0	9.1	8.1
	Youth unemployment rate (% labour force 15-24)	18.8	17.1	17.3	21.5	22.4	18.7	20.4	24.7	24.0	23.8	21.7
	Long term unemployment rate (% labour force)	3.7	3.3	3.0	3.4	4.0	3.4	3.5	4.0	4.7	4.8	4.2
	Share of long term unemployment (% of total unemployment)	49.8	49.3	47.0	43.5	49.5	47.1	46.0	46.5	51.8	52.5	52.2
	Youth unemployment ratio (% population aged 15-24)	7.0	6.2	6.2	7.5	7.9	6.4 b	7.1	8.3	7.7	7.8	6.7
	Employment rate for low skilled 25-64 (ISCED 0-2)	61.2	61.9	60.6 b	58.7	59.2	57.9 b	57.5	56.9	56.1 b	54.4	54.6
	Employment rate for medium skilled 25-64 (ISCED 3-4)	81.2	82.0	81.9 b	80.5	81.6	80.7 b	79.8	79.4	78.1 b	77.6	79.5
	Employment rate for high skilled 25-64 (ISCED 5-8)	87.2	88.2	88.2 b	87.2	86.7	86.9 b	87.2	87.2	87.2 b	86.8	87.5
	Employment rate (Nationals aged 15-64)	68.7	69.2	68.9	67.7	68.0	67.8 b	67.8	67.3	66.5	66.0	67.1
	Employment rate (Other EU28 aged 15-64)	67.0	69.4	70.4	67.3	68.5	68.3 b	67.1	65.5	67.3	69.0	68.4
	Employment rate (Other than EU28 aged 15-64)	45.7	52.4	54.1	51.3	50.0	49.3 b	45.3	47.1	48.4	49.0	49.9
	Employment rate (Born in the same country aged 15-64)	69.0	69.7	69.2	68.1	68.5	68.2 b	68.2	67.5	66.9	66.5	67.4
	Employment rate (Born in other EU28 aged 15-64)	65.8	65.5	69.5	66.8	67.6	68.1 b	67.4	67.5	67.6	68.8	70.3
	Employment rate (Born outside EU28 aged 15-64)	56.5	57.2	60.1	57.1	56.5	56.7 b	55.2	55.5	55.0	54.8	56.6
	Underemployment (% of labour force aged 15-74)			0.4	0.5	0.5	0.6	1.6 b	1.6	1.6	1.8	1.7
	Seeking but not available (% of labour force aged 15-74)	1.4	1.4	1.1	1.2	1.4	0.9 b	0.9	0.9	0.8	0.9	0.9
	Discouraged, available but not seeking (% of labour force aged 15-74)	0.6	0.6	0.5	0.7	0.6	2.0 b	1.9	2.0	1.8	1.6	1.6
Labour Market Indicators - Female	Total population (000)	5368	5403	5443	5484	5528	5599 b	5643	5674	5687 b	5713	5742
	Population aged 15-64(000)	3433	3468	3503	3532	3556	3600	3616	3626	3622 b	3627	3637
	Total employment (000)	1872	1937	1985	1991	2031	2047 b	2058	2080	2108	2118	2121
	Employment aged 15-64 (000)	1862	1927	1975	1984	2018	2036 b	2046	2065	2095	2102	2108
	Employment rate (% population aged 20-64)	58.8	60.3	61.3	61.0	61.6	61.5	61.7	62.1	62.9	63.0	63.0
	Employment rate (% population aged 15-64)	54.0	55.3	56.2	56.0	56.5	56.7	56.8	57.2	57.9	58.0	58.1
	Employment rate (% population aged 15-24)	24.7	25.0	25.0	23.2	23.1	24.2	22.6	21.9	21.8	21.7	21.4
	Employment rate (% population aged 25-54)	70.7	72.3	73.8	73.8	74.4	73.8	73.9	74.0	74.9	74.5	74.3
	Employment rate (% population aged 55-64)	23.2	26.0	26.3	27.7	29.2	31.6	33.1	35.8	37.0	39.3	40.2
	FTE employment rate (% population aged 20-64)	49.2	50.6	51.5	51.1	51.7	51.2 b	51.5	52.1	53.3	53.4	53.3
	Self-employed (% total employment)	8.9	9.1	8.6	9.1	9.0	8.6 b	9.1	9.2	9.4	9.7	9.4
	Part-time employment (% total employment)	41.0	40.5	40.8	41.4	42.1	43.3	43.5	42.5	41.2	41.4	42.1
	Fixed term contracts (% total employees)	9.6	9.6	9.2	9.0	8.6	9.2	8.3	8.2	8.7	8.6	9.0
	Employment in Services (% total employment)	90.2	89.9	90.8	91.0	91.0	91.3	91.8	92.0	92.2		
	Employment in Industry (% total employment)	8.7	9.0	8.2	8.0	8.1	7.8	7.4	7.2	7.0		
	Employment in Agriculture (% total employment)	1.1	1.1	1.0	1.0	0.9	0.9	0.8	0.8	0.9		
	Activity rate (% population aged 15-64)	59.5	60.4	60.8	60.9	61.8	61.1	61.3	62.3	63.0	63.0	62.9
	Activity rate (% population aged 15-24)	31.9	31.6	30.8	29.9	29.8	29.8	27.9	28.2	28.1	27.1	26.2
	Activity rate (% population aged 25-54)	77.0	78.0	79.0	79.2	80.4	78.7	79.1	79.7	80.6	80.2	79.8
	Activity rate (% population aged 55-64)	24.6	27.5	27.9	29.3	30.9	33.0	34.9	37.8	39.0	41.2	42.8
	Total unemployment (000)	192	179	163	176	189	158	165	185	182	178	173
	Unemployment rate (% labour force)	9.3	8.5	7.6	8.1	8.5	7.2	7.4	8.2	7.9	7.8	7.6
	Youth unemployment rate (% labour force 15-24)	22.6	20.9	18.7	22.5	22.4	18.7	18.9	22.5	22.3	20.0	18.2
	Long term unemployment rate (% labour force)	4.9	4.3	3.6	3.6	4.1	3.6	3.2	3.7	3.8	3.9	3.8
	Share of long term unemployment (% of total unemployment)	52.4	51.2	47.9	44.9	47.6	49.7	42.9	45.4	47.3	50.6	50.8
	Youth unemployment ratio (% population aged 15-24)	7.2	6.6	5.8	6.7	6.7	5.6 b	5.3	6.3	6.3	5.4	4.7
	Employment rate for low skilled 25-64 (ISCED 0-2)	36.6	37.7	38.1 b	37.0	38.2	37.0 b	36.9	37.9	38.1 b	38.1	37.5
	Employment rate for medium skilled 25-64 (ISCED 3-4)	64.5	65.4	66.8 b	66.8	66.7	66.7 b	66.5	67.1	66.9 b	66.0	65.5
	Employment rate for high skilled 25-64 (ISCED 5-8)	80.2	81.9	81.5 b	81.6	81.6	81.8 b	82.3	81.5	82.6 b	82.7	83.2
	Employment rate (Nationals aged 15-64)	55.3	56.6	57.3	57.3	57.7	58.1 b	58.1	58.6	59.4	59.5	59.4
	Employment rate (Other EU28 aged 15-64)	49.5	52.0	53.5	51.2	55.8	55.9 b	56.8	55.3	57.5	57.1	60.0
	Employment rate (Other than EU28 aged 15-64)	22.0	24.8	26.0	26.4	26.7	25.6 b	27.1	27.8	28.1	31.4	29.5
	Employment rate (Born in the same country aged 15-64)	56.2	57.2	58.2	58.2	58.7	59.1 b	59.4	59.7	60.5	60.7	60.7
	Employment rate (Born in other EU28 aged 15-64)	47.3	50.7	52.8	50.9	55.2	56.8 b	56.5	56.9	57.9	58.2	60.4
	Employment rate (Born outside EU28 aged 15-64)	33.7	34.2	36.6	37.4	36.9	35.2 b	35.9	37.0	36.8	38.0	37.5
	Underemployment (% of labour force aged 15-74)			1.2	1.1	1.1	1.0	5.2 b	5.3	4.8	5.2	5.1
	Seeking but not available (% of labour force aged 15-74)	2.6	2.4	2.0	2.2	2.1	2.0 b	1.6	1.4	1.3	1.3	1.3
	Discouraged, available but not seeking (% of labour force aged 15-74)	1.1	1.0	1.0	0.9	0.9	2.5 b	2.2	2.3	2.3	1.9	1.6

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Belgium			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	21.5	21.6	20.8	20.2	20.8	21.0	21.6	20.8	21.2	21.1	20.7
		At-risk-of-poverty (% of total population)	14.7	15.2	14.7	14.6	14.6	15.3	15.3	15.1	15.5	14.9	15.5
		At-risk-of-poverty threshold (PPS single person)	9707	9787	10046	10501	10399	10895	11038	11738	11755	11953	12492
		Poverty gap (%)	19.4	17.8	17.2	18.1	18.0	18.6	18.7	19.2	18.8	17.4	19.4
		Persistent at-risk-of-poverty (% of total population)		7.8	9.0	9.2	9.3	8.0	9.9	8.7	9.5	9.8	10.0
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	26.8	27.5	27.0	26.7	26.7	27.8	27.7	26.3	27.5	26.7	26.3
		Impact of social transfers (excl. pensions) in reducing poverty (%)	45.2	44.7	45.6	45.3	45.3	45.0	44.8	42.6	43.6	44.2	41.1
		Severe Material Deprivation (% of total population)	6.4	5.7	5.6	5.2	5.9	5.7	6.3	5.1	5.9	5.8	5.5
		Share of people living in low work intensity households (% of people aged 0-59)	14.3	13.8	11.7	12.3	12.7	13.8	13.9	14.0	14.6	14.9	14.6
		Real Gross Household Disposable income (growth %)	2.3	2.1	2.4	2.1	-1.0	-1.0	-0.1	0.0	0.3	0.7	
		Income quintile share ratio S80/S20	4.2	3.9	4.1	3.9	3.9	3.9	4.0	3.8	3.8	3.8	3.8
		GINI coefficient	27.8	26.3	27.5	26.4	26.6	26.3	26.5	25.9	25.9	26.2	26.3
		Early leavers from education and training (% of population aged 18-24)	12.6 b	12.1	12.0 b	11.1	11.9	12.3	12.0	11.0	9.8 b	10.1	8.8
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	11.2 b	11.2	10.1	11.1	10.9	11.8 b	12.3	12.7	12.0	12.2	9.9
	Male	At-risk-of-poverty or exclusion (% of male population)	20.0	19.9	19.1	18.5	20.0	20.4	20.9	20.4	20.9	20.0	19.4
		At-risk-of-poverty (% of male population)	13.7	14.4	13.6	13.4	13.9	14.6	14.7	14.6	15.0	14.1	14.4
		Poverty gap (%)	20.7	19.2	18.2	18.9	18.0	19.9	18.9	20.1	19.6	17.8	19.5
		Persistent at-risk-of-poverty (% of male population)		7.3	8.3	7.8	8.5	8.2	9.5	9.1	9.6	9.9	9.0
		Severe Material Deprivation (% of male population)	6.2	5.2	5.2	4.9	5.7	5.9	6.3	5.5	6.2	5.5	5.3
		Share of people living in low work intensity households (% of males aged 0-59)	12.8	12.6	10.3	11.1	11.9	13.2	13.4	14.0	14.2	14.1	13.1
		Life expectancy at birth (years)	76.6	77.1	76.9	77.3	77.5	78.0	77.8	78.1	78.8	78.7	
		Healthy life years at birth (years) - men	63.0	63.5	63.4	63.9	64.0	63.4	64.2	64.0	64.5	64.4	
		Early leavers from education and training (% of males aged 18-24)	15.1 b	13.9	13.4 b	12.8	13.8	14.9	14.4	13.2	11.8 b	11.6	10.2
		NEET: Young people not in employment, education or training (% of males aged 15-24)	10.2 b	10.2	9.2	10.5	10.8	11.6 b	12.5	13.2	12.6	12.5	10.1
	Female	At-risk-of-poverty or exclusion (% of female population)	23.1	23.1	22.4	21.8	21.7	21.5	22.3	21.2	21.5	22.2	22.0
		At-risk-of-poverty (% of female population)	15.6	15.9	15.9	15.7	15.2	16.0	15.9	15.5	15.9	15.6	16.5
		Poverty gap (%)	18.5	16.9	16.6	17.7	18.0	17.4	18.5	18.5	18.1	17.2	19.4
		Persistent at-risk-of-poverty (% of female population)		8.3	9.7	10.4	10.0	7.8	10.3	8.4	9.4	9.7	11.0
		Severe Material Deprivation (% of female population)	6.7	6.2	6.0	5.5	6.0	5.4	6.3	4.7	5.6	6.1	5.7
		Share of people living in low work intensity households (% of females aged 0-59)	15.9	15.0	13.2	13.6	13.5	14.4	14.3	14.0	14.9	15.8	16.2
		Life expectancy at birth (years)	82.3	82.6	82.6	82.8	83.0	83.3	83.1	83.2	83.9	83.4	
		Healthy life years at birth (years) - women	63.2	63.9	64.1	63.7	62.6	63.6	65.0	63.7	63.7	64.0	
		Early leavers from education and training (% of females aged 18-24)	10.0 b	10.3	10.6 b	9.3	10.0	9.7	9.5	8.7	7.7 b	8.6	7.4
		NEET: Young people not in employment, education or training (% of females aged 15-24)	12.3 b	12.2	11.1	11.7	10.9	12.0 b	12.2	12.1	11.5	11.8	9.7
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	21.4	21.6	21.3	20.5	23.2	23.3	22.8	21.9	23.2	23.3	21.6
		At-risk-of-poverty (% of Children population)	15.3	16.9	17.2	16.6	18.3	18.7	17.3	17.2	18.8	18.0	17.8
		Severe Material Deprivation (% of Children population)	9.4	7.0	7.3	6.5	7.7	8.2	8.3	5.5	6.8	7.9	6.9
		Share of children living in low work intensity households (% of Children population)	13.1	12.2	8.9	11.0	12.0	14.0	13.0	12.2	13.0	13.8	13.0
		Risk of poverty of children in households at work (Working Intensity > 0.2)	6.7	9.2	11.1	8.8	10.3	8.5	8.6	9.2	10.1	9.1	8.2
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	47.2	46.2	45.6	48.6	42.5	44.7	46.6	46.6	43.9	45.1	44.2
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	20.7	20.7	20.1	19.3	20.0	20.0	21.3	20.8	21.6	21.7	21.7
		At-risk-of-poverty (% of Working age population)	12.2	12.6	12.2	12.1	12.1	12.9	13.5	13.4	14.2	13.7	14.7
		Severe Material Deprivation (% of Working age population)	6.2	5.9	5.7	5.3	6.0	5.6	6.6	5.8	6.5	6.1	6.1
		Very low work intensity (18-59)	14.8	14.4	12.8	12.8	12.9	13.7	14.2	14.7	15.1	15.3	15.2
		In-work at-risk-of poverty rate (% of persons employed 18-64)	4.0	4.3	4.7	4.5	4.4	4.1	4.5	4.4	4.8	4.5	4.7
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	53.1	52.3	53.1	51.8	52.9	51.1	50.6	47.7	48.0	49.1	45.2
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	25.2	25.0	22.9	23.1	21.0	21.6	21.2	19.5	17.3	16.2	16.4
		At-risk-of-poverty (% of Elderly population)	23.2	23.0	21.2	21.6	19.4	20.2	19.4	18.4	16.1	15.2	15.4
		Severe Material Deprivation (% of Elderly population)	3.3	3.6	3.2	3.1	2.8	2.6	2.8	2.0	2.4	2.1	2.1
		Relative median income of elderly (ratio with median income of people younger than 65)	0.71	0.74	0.74	0.74	0.75	0.74	0.74	0.76	0.77	0.79	0.76
		Aggregate replacement ratio (ratio)	0.42	0.44	0.45	0.45	0.46	0.44	0.46	0.47	0.47	0.47	0.48
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	7.0	7.1	7.5	8.1	8.0	8.1	8.2	8.3	8.4		
		Disability	1.8	1.8	1.9	2.1	2.1	2.1	2.2	2.4	2.4		
		Old age and survivors	10.3	10.0	10.6	11.4	11.0	11.3	11.3	11.7	11.7		
		Family/Children	2.0	2.1	2.1	2.3	2.2	2.2	2.1	2.2	2.2		
		Unemployment	3.3	3.1	3.2	3.7	3.7	3.6	3.4	3.4	3.4		
		Housing and Social exclusion n.e.c.	0.9	0.9	0.9	1.0	1.0	1.0	1.0	1.0	1.0		
		Total (including Admin and Other expenditures)	26.6	26.2	27.7	30.0	29.4	29.7	29.6	30.1	30.3		
		of which: Means tested benefits	1.2	1.2	1.3	1.5	1.4	1.4	1.5	1.5	1.5		

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Bulgaria		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	6.9	7.3	6.0	-3.6	1.3	1.9	0.0	0.9	1.3	3.6	3.4 p
	Total employment	3.3	3.2	2.4	-1.7	-3.9	-2.2	-2.5 p	-0.4 p	0.4 p	0.4 p	0.5 p
	Labour productivity	3.4	4.0	3.6	-1.9	5.4	4.2	2.6 p	1.3 p	1.0 p	3.3 p	2.9 p
	Annual average hours worked per person employed	-0.3	0.0	2.4	-2.8	-0.1	-0.1	0.1 p	0.0 p	-0.1 p	0.0 p	-0.1 p
	Real productivity per hour worked	3.7	4.0	1.2	0.9	5.5	4.3	2.5 p	1.3 p	1.0 p	3.2 p	3.0 p
	Harmonized CPI	7.4	7.6	12.0	2.5	3.0	3.4	2.4	0.4	-1.6	-1.1	-1.3
	Price deflator GDP	6.7	11.1	8.1	4.0	1.1	6.0	1.6	-0.7	0.5	2.2	1.1 p
	Nominal compensation per employee	6.3	12.7	16.8	8.1	9.9	6.8	7.7 p	8.8 p	5.6 p	5.6 p	3.1 p
	Real compensation per employee (GDP deflator)	-0.4	1.5	8.0	3.9	8.7	0.8	6.1 p	9.6 p	5.1 p	3.4 p	2.0 p
	Real compensation per employee (private consumption deflator)	-1.0	4.8	4.3	5.5	6.7	3.3	5.2 p	8.4 p	7.3 p	6.8 p	4.5 p
	Nominal unit labour costs	2.8	8.3	12.8	10.2	4.3	2.5	5.0 p	7.4 p	4.6 p	2.3 p	0.2 p
	Real unit labour costs	-3.6	-2.5	4.2	5.9	3.1	-3.3	3.4 p	8.2 p	4.1 p	0.1 p	-0.9 p
Labour Market Indicators - Total	Total population (000)	7629	7573	7518	7467	7422	7369	7327	7285	7246	7202	7154
	Population aged 15-64 (000)	5270	5235	5194	5147	5097	5034	4966	4899	4832	4764	4694
	Total employment (000)	3110	3253	3361 b	3254	3075 b	2965 b	2934	2935	2981	3032	3017
	Employment aged 15-64 (000)	3072	3209	3306 b	3205	3037 b	2928 b	2895	2889	2927	2974	2954
	Employment rate (% population aged 20-64)	65.1	68.4	70.7	68.8	64.7 b	62.9 b	63.0	63.5	65.1	67.1	67.7
	Employment rate (% population aged 15-64)	58.6	61.7	64.0	62.6	59.8 b	58.4 b	58.8	59.5	61.0	62.9	63.4
	Employment rate (% population aged 15-24)	23.2	24.5	26.3	24.8	24.3 b	22.1 b	21.9	21.2	20.7	20.3	19.8
	Employment rate (% population aged 25-54)	75.7	79.4	81.3	79.2	75.1 b	73.3 b	73.1	73.3	74.5	76.1	76.2
	Employment rate (% population aged 55-64)	39.6	42.6	46.0	46.1	44.9 b	44.6 b	45.7	47.4	50.0	53.0	54.5
	FTE employment rate (% population aged 20-64)	64.7	68.1	70.3 b	68.4	64.1 b	62.4 b	62.4	62.9	64.4	66.5	67.1
	Self-employed (% total employment)	11.9	11.3	11.4 b	11.5	11.5 b	11.1 b	10.8	11.5	11.8	11.4	11.1
	Part-time employment (% total employment)	1.7	1.4	2.0	2.1	2.2 b	2.2 b	2.2	2.5	2.5	2.2	2.0
	Fixed term contracts (% total employees)	6.2	5.2	5.0	4.7	4.5 b	4.1 b	4.5	5.7	5.3	4.5	4.2
	Employment in Services (% total employment)	51.4	51.4	50.6	52.5	54.1	54.6	55.3 p	55.7 p	55.6 p		
	Employment in Industry (% total employment)	28.3	29.2	30.1	27.9	26.2	25.9	25.8 p	25.1 p	25.0 p		
	Employment in Agriculture (% total employment)	20.3	19.4	19.3	19.7	19.7	19.6	18.9 p	19.2 p	19.4 p		
	Activity rate (% population aged 15-64)	64.5	66.3	67.8	67.2	66.7 b	65.9 b	67.1	68.4	69.0	69.3	68.7
	Activity rate (% population aged 15-24)	28.9	28.9	30.1	29.5	31.2 b	29.5 b	30.4	29.6	27.2	26.0	23.9
	Activity rate (% population aged 25-54)	82.3	84.5	85.5	84.3	82.9 b	81.9 b	82.3	83.1	83.3	83.2	82.0
	Activity rate (% population aged 55-64)	43.0	45.7	48.7	49.2	49.3 b	48.9 b	51.1	54.1	56.6	58.0	58.8
	Total unemployment (000)	309	242	202	240	352 i	376	410	436	385	305	247
	Unemployment rate (% labour force)	9.0	6.9	5.6	6.8	10.3 i	11.3	12.3	13.0	11.4	9.2	7.6
	Youth unemployment rate (% labour force 15-24)	18.3	14.1	11.9	15.1	21.9 i	25.0	28.1	28.4	23.8	21.6	17.2
	Long term unemployment rate (% labour force)	5.0	4.0	2.9	2.9	4.7	6.3	6.8	7.4	6.9	5.6	4.5
	Share of long term unemployment (% of total unemployment)	55.2	58.3	51.2	42.9	46.1	55.7	55.2	57.3	60.4	61.2	59.1
	Youth unemployment ratio (% population aged 15-24)	5.6	4.4	3.8 b	4.8	6.8 b	7.4 b	8.5	8.4	6.5	5.6	4.1
	Employment rate for low skilled 25-64 (ISCED 0-2)	41.4 b	44.5	47.6 b	46.4	41.0 b	38.0 b	37.4	38.1	40.0 b	40.3	40.3
	Employment rate for medium skilled 25-64 (ISCED 3-4)	73.0 b	75.7	77.8 b	75.4	70.7 b	69.3 b	69.1	69.3	71.1 b	73.0	73.5
	Employment rate for high skilled 25-64 (ISCED 5-8)	82.7 b	85.1	86.4 b	85.8	83.2 b	81.8 b	81.8	81.4	82.7 b	84.9	85.1
	Employment rate (Nationals aged 15-64)	58.7	61.7	64.0 b	62.6	59.8 b	58.5 b	58.8	59.5	61.1	62.9	63.4
	Employment rate (Other EU28 aged 15-64)											
	Employment rate (Other than EU28 aged 15-64)	54.2 u	60.6 u		42.7 u	42.5 bu			47.5 u	55.4 u		50.8 u
	Employment rate (Born in the same country aged 15-64)	58.6	61.7	64.0 b	62.6	59.8 b	58.5 b	58.8	59.5	61.1	62.9	63.4
	Employment rate (Born in other EU28 aged 15-64)											
	Employment rate (Born outside EU28 aged 15-64)	61.4	61.0 u	55.2 bu	51.7 u	46.6 bu	49.7 bu	54.7 u	57.9	60.3	56.7 u	61.9
	Underemployment (% of labour force aged 15-74)			0.6 b	0.6	0.8 b	0.8 b	0.8	1.0	1.0	0.8	0.7
	Seeking but not available (% of labour force aged 15-74)	0.6	0.5	0.7 b	0.6	0.7 b	0.8 b	0.8	0.9	0.7	0.7	0.6
	Discouraged, available but not seeking (% of labour force aged 15-74)	10.4	8.0	5.8 b	6.8	8.2 b	8.5 b	8.1	7.5	6.9	6.4	6.3

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Bulgaria		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	3715	3687	3660	3636	3614	3589	3567	3545	3525	3502	3477
	Population aged 15-64(000)	2636	2622	2604	2584	2562	2534	2501	2470	2439	2406	2373
	Total employment (000)	1653	1732	1793 b	1732	1640 b	1567 b	1542	1547	1577	1608	1608
	Employment aged 15-64 (000)	1626	1701	1756 b	1699	1614 b	1541 b	1517	1518	1543	1572	1569
	Employment rate (% population aged 20-64)	69.9	73.4	76.1	73.8	68.6 b	66.0 b	65.8	66.4	68.1	70.4	71.3
	Employment rate (% population aged 15-64)	62.8	66.0	68.5	66.9	63.3 b	61.2 b	61.3	62.1	63.9	65.9	66.7
	Employment rate (% population aged 15-24)	25.4	27.1	29.3	28.0	27.3 b	25.1 b	24.9	24.0	24.0	24.0	23.1
	Employment rate (% population aged 25-54)	78.6	82.5	84.7	82.7	77.6 b	74.7 b	74.3	75.0	76.4	78.5	79.2
	Employment rate (% population aged 55-64)	49.5	51.8	55.8	54.1	51.3 b	50.5 b	50.8	51.9	54.5	56.8	58.3
	FTE employment rate (% population aged 20-64)	69.7	73.2	75.9 b	73.4	68.1 b	65.5 b	65.2	65.9	67.5	69.9	70.7
	Self-employed (% total employment)	15.1	14.3	14.1 b	14.2	14.1 b	13.7 b	13.5	14.5	14.9	14.5	13.8
	Part-time employment (% total employment)	1.2	1.1	1.6	1.8	2.0 b	2.0 b	2.0	2.0	2.2	1.9	1.8
	Fixed term contracts (% total employees)	4.9	4.0	4.7	4.4	4.2 b	3.8 b	4.2	5.2	4.8	4.0	3.9
	Employment in Services (% total employment)	43.7	43.4	42.3	43.6	44.9 b	45.7	46.9	47.2	46.5		
	Employment in Industry (% total employment)	32.2	33.4	35.1	33.0	31.8 b	30.4	29.4	28.8	29.0		
	Employment in Agriculture (% total employment)	24.1	23.1	22.6	23.4	23.3 b	23.9	23.7	24.0	24.5		
	Activity rate (% population aged 15-64)	68.8	70.6	72.5	72.0	71.1 b	69.9 b	71.0	72.2	72.9	73.2	72.7
	Activity rate (% population aged 15-24)	31.3	31.7	34.0	34.0	35.5 b	33.9 b	35.3	34.3	31.5	30.5	28.0
	Activity rate (% population aged 25-54)	85.1	87.5	88.8	88.0	86.1 b	84.5 b	84.8	85.7	86.2	86.4	85.7
	Activity rate (% population aged 55-64)	53.6	55.3	58.7	57.4	56.6 b	55.8 b	57.3	59.9	62.5	62.7	63.4
	Total unemployment (000)	159	123	105	132	200 i	219	241	250	221	174	142
	Unemployment rate (% labour force)	8.6	6.5	5.5	6.9	10.9 i	12.3	13.5	13.9	12.3	9.8	8.1
	Youth unemployment rate (% labour force 15-24)	17.7	13.5	12.8	16.7	23.2 i	26.0	29.5	30.2	23.8	21.2	17.4
	Long term unemployment rate (% labour force)	4.7	3.6	2.7	2.8	5.0	7.0	7.7	8.1	7.7	6.1	4.8
	Share of long term unemployment (% of total unemployment)	54.2	55.8	49.3	40.2	46.0	56.9	56.7	58.3	62.4	62.4	59.2
	Youth unemployment ratio (% population aged 15-24)	5.9	4.6	4.7 b	6.0	8.2 b	8.8 b	10.4	10.4	7.5	6.5	4.9
	Employment rate for low skilled 25-64 (ISCED 0-2)	49.2 b	52.2	56.9 b	54.9	47.5 b	43.7 b	42.7	43.4	45.4 b	46.6	47.7
	Employment rate for medium skilled 25-64 (ISCED 3-4)	77.8 b	80.9	82.7 b	80.1	75.3 b	72.7 b	72.1	72.5	74.7 b	76.8	77.6
	Employment rate for high skilled 25-64 (ISCED 5-8)	86.5 b	88.6	90.2 b	89.9	85.7 b	83.7 b	83.6	84.1	85.6 b	87.6	87.5
	Employment rate (Nationals aged 15-64)	62.8	66.0	68.5 b	66.9	63.4 b	61.2 b	61.3	62.1	63.9	65.9	66.7
	Employment rate (Other EU28 aged 15-64)											
	Employment rate (Other than EU28 aged 15-64)											
	Employment rate (Born in the same country aged 15-64)	62.8	66.0	68.5 b	66.9	63.4 b	61.2 b	61.3	62.1	63.8	65.9	66.7
	Employment rate (Born in other EU28 aged 15-64)											
	Employment rate (Born outside EU28 aged 15-64)	67.7 u	58.8 u						62.4 u	71.0 u		74.3 u
	Underemployment (% of labour force aged 15-74)			0.5 b	0.6	0.8 b	0.7 b	0.7	0.7	0.9	0.7	0.7
	Seeking but not available (% of labour force aged 15-74)	0.6	0.5	0.6 b	0.6	0.7 b	0.8 b	0.7	0.8	0.6	0.7	0.5
	Discouraged, available but not seeking (% of labour force aged 15-74)	10.0	7.6	5.4 b	6.5	8.3 b	8.8 b	8.1	7.8	7.2	6.6	6.4
Labour Market Indicators - Female	Total population (000)	3915	3886	3858	3831	3808	3781	3760	3739	3721	3700	3677
	Population aged 15-64(000)	2634	2614	2589	2563	2535	2500	2465	2429	2393	2358	2321
	Total employment (000)	1457	1521	1568 b	1521	1435 b	1398 b	1392	1388	1404	1424	1409
	Employment aged 15-64 (000)	1446	1508	1551 b	1506	1423 b	1386 b	1378	1372	1384	1402	1385
	Employment rate (% population aged 20-64)	60.4	63.5	65.4	64.0	60.8 b	59.8 b	60.2	60.7	62.0	63.8	64.0
	Employment rate (% population aged 15-64)	54.6	57.6	59.5	58.3	56.2 b	55.6 b	56.3	56.8	58.2	59.8	60.0
	Employment rate (% population aged 15-24)	21.0	21.8	23.1	21.4	21.2 b	19.0 b	18.7	18.4	17.3	16.5	16.3
	Employment rate (% population aged 25-54)	72.8	76.2	77.9	75.8	72.5 b	71.9 b	71.8	71.5	72.5	73.6	73.0
	Employment rate (% population aged 55-64)	31.1	34.5	37.7	39.2	39.2 b	39.4 b	41.3	43.4	46.0	49.5	51.0
	FTE employment rate (% population aged 20-64)	59.9	63.1	64.9 b	63.5	60.2 b	59.2 b	59.5	59.9	61.3	63.1	63.4
	Self-employed (% total employment)	8.2	7.8	8.3 b	8.3	8.6 b	8.1 b	7.7	8.1	8.3	7.9	8.1
	Part-time employment (% total employment)	2.2	1.9	2.4	2.5	2.5 b	2.4 b	2.5	3.0	2.8	2.5	2.2
	Fixed term contracts (% total employees)	5.2	4.8	3.9	3.7	3.5 b	3.3 b	3.6	4.6	4.4	3.7	3.3
	Employment in Services (% total employment)	60.5	61.0	60.4	63.0	65.0 b	65.3	65.4	66.0	66.7		
	Employment in Industry (% total employment)	23.7	24.0	24.3	21.7	19.6 b	20.4	21.5	20.7	20.2		
	Employment in Agriculture (% total employment)	15.8	15.0	15.4	15.2	15.4 b	14.4	13.1	13.3	13.2		
	Activity rate (% population aged 15-64)	60.2	62.1	63.1	62.5	62.2 b	61.9 b	63.2	64.5	65.0	65.4	64.6
	Activity rate (% population aged 15-24)	26.4	26.0	26.1	24.8	26.6 b	24.8 b	25.3	24.7	22.7	21.2	19.6
	Activity rate (% population aged 25-54)	79.4	81.4	82.1	80.6	79.6 b	79.3 b	79.8	80.3	80.2	79.8	78.2
	Activity rate (% population aged 55-64)	33.9	37.2	40.2	42.1	42.9 b	42.8 b	45.5	49.0	51.4	53.8	54.6
	Total unemployment (000)	150	120	96	108	153 i	157	169	187	163	131	106
	Unemployment rate (% labour force)	9.4	7.4	5.8	6.7	9.6 i	10.1	10.8	11.8	10.4	8.4	7.0
	Youth unemployment rate (% labour force 15-24)	18.9	14.8	10.5	12.8	20.1 i	23.6	26.0	25.7	23.7	22.3	16.9
	Long term unemployment rate (% labour force)	5.3	4.5	3.1	3.1	4.4	5.5	5.8	6.6	6.0	5.0	4.1
	Share of long term unemployment (% of total unemployment)	56.3	60.9	53.3	46.3	46.2	54.1	53.0	55.9	57.6	59.6	58.9
	Youth unemployment ratio (% population aged 15-24)	5.3	4.1	3.0 b	3.4	5.3 b	5.9 b	6.6	6.3	5.4	4.7	3.3
	Employment rate for low skilled 25-64 (ISCED 0-2)	33.8 b	37.0	38.6 b	38.0	34.5 b	32.2 b	32.0	32.6	34.1 b	33.5	32.2
	Employment rate for medium skilled 25-64 (ISCED 3-4)	67.5 b	69.9	72.2 b	70.0	65.3 b	65.1 b	65.5	65.4	66.8 b	68.4	68.4
	Employment rate for high skilled 25-64 (ISCED 5-8)	80.3 b	82.9	84.0 b	83.2	81.6 b	80.7 b	80.6	79.7	80.8 b	83.2	83.5
	Employment rate (Nationals aged 15-64)	54.6	57.5	59.5 b	58.4	56.3 b	55.6 b	56.3	56.8	58.2	59.9	60.1
	Employment rate (Other EU28 aged 15-64)											
	Employment rate (Other than EU28 aged 15-64)											
	Employment rate (Born in the same country aged 15-64)	54.6	57.5	59.5 b	58.4	56.3 b	55.6 b	56.3	56.8	58.2	59.9	60.1
	Employment rate (Born in other EU28 aged 15-64)											
	Employment rate (Born outside EU28 aged 15-64)	56.9 u	63.0 u	55.7 bu	53.3 u	46.7 bu	47.9 bu	51.1 u	54.9 u	53.8 u	52.7 u	52.4 u
	Underemployment (% of labour force aged 15-74)			0.7 b	0.7	0.8 b	0.9 b	0.9	1.2	1.1	0.9	0.8
	Seeking but not available (% of labour force aged 15-74)	0.7	0.5 u	0.8 b	0.6	0.7 b	0.9 b	0.8	1.0	0.9	0.7	0.7
	Discouraged, available but not seeking (% of labour force aged 15-74)	10.9	8.4	6.3 b	7.1	8.1 b	8.2 b	8.0	7.2	6.6	6.3	6.1

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Bulgaria			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	61.3	60.7	44.8 b	46.2	49.2	49.1	49.3	48.0	40.1 b	41.3	40.4 b
		At-risk-of-poverty (% of total population)	18.4	22.0	21.4	21.8	20.7	22.2	21.2	21.0	21.8	22.0	22.9 b
		At-risk-of-poverty threshold (PPS single person)	1920 b	1979	2859	3436	3531	3499	3418	3540	4052	4129	4046 b
		Poverty gap (%)	28.1	33.5	27.0	27.4	29.6	29.4	31.4	30.9	33.2	30.3	30.4 b
		Persistent at-risk-of-poverty (% of total population)				10.7	16.4	16.9	12.9	13.4	16.5	16.2	15.3 b
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	24.7	25.5	27.1	26.4	27.1	27.4	25.9	26.7	27.3	28.4	27.9 b
		Impact of social transfers (excl. pensions) in reducing poverty (%)	25.5	13.7	21.0	17.4	23.6	19.0	18.2	21.4	20.2	22.5	17.9 b
		Severe Material Deprivation (% of total population)	57.7	57.6	41.2	41.9	45.7	43.6	44.1	43.0	33.1	34.2	31.9 b
		Share of people living in low work intensity households (% of people aged 0-59)	14.7	16.0	8.1 b	6.9	8.0	11.0	12.5	13.0	12.1	11.6	11.9 b
		Real Gross Household Disposable income (growth %)	11.4	4.3	14.7	1.5	-0.7	2.9	-3.0	4.8	-0.6	2.5	
		Income quintile share ratio S80/S20	5.1	7.0	6.5	5.9	5.9	6.5	6.1	6.6	6.8	7.1	7.9 b
		GINI coefficient	31.2 b	35.3	35.9	33.4	33.2	35.0	33.6	35.4	35.4	37.0	38.3 b
		Early leavers from education and training (% of population aged 18-24)	17.3 b	14.9	14.8	14.7	12.6 b	11.8	12.5	12.5	12.9 b	13.4	13.8
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	22.2 b	19.1	17.4 b	19.5	21.0 b	21.8	21.5	21.6	20.2	19.3	18.2
	Male	At-risk-of-poverty or exclusion (% of male population)	60.5	59.4	43.0 b	44.1	47.3	47.7	47.6	46.5	38.8 b	39.5	38.5 b
		At-risk-of-poverty (% of male population)	17.3	20.9	19.8	19.8	19.0	20.8	19.5	19.7	20.9	20.0	21.7 b
		Poverty gap (%)	30.8	37.1	26.8	27.3	29.0	31.0	32.6	31.8	34.8	32.9	33.6 b
		Persistent at-risk-of-poverty (% of male population)				9.8	13.7	15.9	11.0	11.8	15.7	13.7	13.3 b
		Severe Material Deprivation (% of male population)	57.1	56.6	39.6	40.1	44.2	42.5	42.9	41.6	31.7	33.0	30.4 b
		Share of people living in low work intensity households (% of males aged 0-59)	14.5	15.6	7.8 b	7.0	7.8	11.1	12.5	12.9	12.1	11.7	11.7 b
		Life expectancy at birth (years)	69.2	69.5	69.8 b	70.1	70.3	70.7	70.9	71.3	71.1	71.2	
		Healthy life years at birth (years) - men	66.2 d	67.1	62.1 b	62.1	63.0	62.1	62.1	62.4	62.0	61.5	
		Early leavers from education and training (% of males aged 18-24)	17.7 b	15.2	14.1	13.7	12.4 b	11.2	12.1	12.3	12.8 b	13.3	13.7
		NEET: Young people not in employment, education or training (% of males aged 15-24)	19.9 b	17.7	15.6 b	18.1	20.3 b	21.8	21.6	22.1	19.2	18.6	17.1
	Female	At-risk-of-poverty or exclusion (% of female population)	62.1	61.9	46.4 b	48.1	50.9	50.5	50.9	49.4	41.3 b	43.0	42.1 b
		At-risk-of-poverty (% of female population)	19.3	23.0	22.9	23.7	22.3	23.6	22.8	22.2	22.6	23.8	24.1 b
		Poverty gap (%)	26.6	31.6	27.0	27.5	30.2	29.0	30.5	30.4	31.9	28.5	28.0 b
		Persistent at-risk-of-poverty (% of female population)				11.5	18.9	17.8	14.6	15.0	17.3	18.4	17.1 b
		Severe Material Deprivation (% of female population)	58.2	58.6	42.8	43.5	47.2	44.6	45.3	44.4	34.3	35.3	33.4 b
		Share of people living in low work intensity households (% of females aged 0-59)	15.0	16.4	8.3 b	6.8	8.2	11.0	12.4	13.2	12.1	11.4	12.2 b
		Life expectancy at birth (years)	76.3	76.6	77.0 b	77.4	77.4	77.8	77.9	78.6	78.0	78.2	
		Healthy life years at birth (years) - women	71.9 d	73.9	65.7 b	65.9	67.1	65.9	65.7	66.6	66.1	65.0	
		Early leavers from education and training (% of females aged 18-24)	17.0 b	14.7	15.5	15.8	12.9 b	12.6	13.0	12.7	12.9 b	13.4	13.9
		NEET: Young people not in employment, education or training (% of females aged 15-24)	24.7 b	20.6	19.3 b	20.9	21.8 b	21.9	21.5	21.1	21.4	20.0	19.4
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	61.0	60.8	44.2 b	47.3	49.8	51.8	52.3	51.5	45.2 b	43.7	45.6 b
		At-risk-of-poverty (% of Children population)	25.0	29.9	25.5	24.9	26.7	28.4	28.2	28.4	31.7	25.4	31.9 b
		Severe Material Deprivation (% of Children population)	57.6	58.3	40.8	43.6	46.5	45.6	46.6	46.3	38.4	37.3	36.1 b
		Share of children living in low work intensity households (% of Children population)	16.8	18.9	9.5 b	7.6	10.4	14.1	16.8	18.2	15.2	13.9	15.1 b
		Risk of poverty of children in households at work (Working Intensity > 0.2)	13.4	16.6	18.2	19.3	19.3	19.0	17.0	16.6	22.5	15.3	22.1 b
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	23.1	11.8	18.0	17.3	21.7	19.3	21.5	25.5	18.5	32.1	17.8 b
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	58.1	57.9	39.5 b	40.6	45.0	45.2	45.6	44.3	36.4 b	37.4	37.2 b
		At-risk-of-poverty (% of Working age population)	16.2	19.4	17.0	16.4	16.0	18.2	17.4	17.1	18.9	18.0	20.0 b
		Severe Material Deprivation (% of Working age population)	54.2	54.9	36.2	37.1	42.2	40.3	40.8	39.9	29.5	31.3	29.0 b
		Very low work intensity (18-59)	14.1	15.1	7.7 b	6.7	7.3	10.2	11.2	11.6	11.2	10.9	11.0 b
		In-work at-risk-of poverty rate (% of persons employed 18-64)	5.5	5.9	7.6	7.5	7.7	8.2	7.4	7.2	9.3	7.8	11.6 b
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	24.3	14.5	24.1	21.2	28.9	21.9	21.3	24.7	22.2	26.2	21.6 b
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	73.7	71.1	65.5 b	66.0	63.9	61.1	59.1	57.6	47.8 b	51.8	45.9 b
		At-risk-of-poverty (% of Elderly population)	19.9	23.9	33.8	39.3	32.2	31.2	28.2	27.9	22.6	31.7	24.3 b
		Severe Material Deprivation (% of Elderly population)	70.7	67.2	61.0	58.4	58.1	53.7	53.2	50.7	40.3	40.9	37.5 b
		Relative median income of elderly (ratio with median income of people younger than 65)	0.79 b	0.78	0.66	0.63	0.74	0.72	0.74	0.76	0.82	0.71	0.80 b
		Aggregate replacement ratio (ratio)	0.37	0.37	0.34	0.34	0.43	0.41	0.42	0.39	0.44	0.41	0.45 b
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	3.5	3.5	4.2	3.7	4.0	4.2	4.2	4.4	4.9		
		Disability	1.2	1.1	1.1	1.3	1.3	1.2	1.2	1.4	1.4		
		Old age and survivors	7.1	6.7	7.1	8.1	8.5	8.0	8.0	8.6	8.9		
		Family/Children	1.0	1.1	1.2	1.9	1.9	1.7	1.7	1.8	1.9		
		Unemployment	0.3	0.3	0.3	0.5	0.6	0.6	0.6	0.5	0.5		
		Housing and Social exclusion n.e.c.	0.3	0.3	0.3	0.2	0.3	0.2	0.3	0.3	0.3		
		Total (including Admin and Other expenditures)	13.8	13.4	14.7	16.1	17.0	16.5	16.6	17.6	18.5		
		of which: Means tested benefits	0.8	0.6	0.7	0.7	0.7	0.7	0.7	0.7	0.8		

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Czech Republic

Czech Republic		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	6.9	5.5	2.7	-4.8	2.3	2.0	-0.8	-0.5	2.7	4.5	2.4
	Total employment	1.3	2.1	2.2	-1.8	-1.0	-0.3	0.4	0.3	0.6	1.4	1.8
	Labour productivity	5.5	3.4	0.5	-3.1	3.4	2.3	-1.2	-0.8	2.2	3.1	0.6
	Annual average hours worked per person employed	-1.0	-0.8	0.3	-0.6	1.2	0.3	-1.6	-0.7	0.8	-1.2	0.8
	Real productivity per hour worked	6.5	4.2	0.2	-2.5	2.2	1.9	0.4	-0.1	1.4	4.3	-0.2
	Harmonized CPI	2.1	2.9	6.3	0.6	1.2	2.2	3.5	1.4	0.4	0.3	0.6
	Price deflator GDP	0.7	3.5	2.0	2.6	-1.5	0.0	1.5	1.4	2.5	1.0	1.1
	Nominal compensation per employee	5.9	6.2	4.1	-0.6	3.3	2.9	1.8	-0.3	2.6	2.6	3.9
	Real compensation per employee (GDP deflator)	5.2	2.5	2.0	-3.1	4.9	2.8	0.3	-1.7	0.1	1.6	2.8
	Real compensation per employee (private consumption deflator)	3.8	3.2	-2.1	-1.1	2.1	0.7	-1.8	-1.6	2.1	2.4	3.2
	Nominal unit labour costs	0.5	2.7	3.5	2.6	0.0	0.6	3.0	0.5	0.4	-0.5	3.3
	Real unit labour costs	-0.3	-0.8	1.5	-0.1	1.5	0.6	1.5	-0.8	-2.1	-1.5	2.2
Labour Market Indicators - Total	Total population (000)	10224	10254	10343	10426	10462	10487	10505	10516	10512	10538	10554
	Population aged 15-64 (000)	7271	7297	7358	7392	7369	7328	7263	7188	7109	7057	6998
	Total employment (000)	4828	4922	5003	4934	4885	4873 b	4890	4937	4974	5042	5139
	Employment aged 15-64 (000)	4769	4856	4934	4857	4810	4796 b	4810	4846	4884	4934	5016
	Employment rate (% population aged 20-64)	71.2	72.0	72.4	70.9	70.4	70.9	71.5	72.5	73.5	74.8	76.7
	Employment rate (% population aged 15-64)	65.3	66.1	66.6	65.4	65.0	65.7	66.5	67.7	69.0	70.2	72.0
	Employment rate (% population aged 15-24)	27.7	28.5	28.1	26.5	25.2	24.5	25.2	25.6	27.1	28.4	28.6
	Employment rate (% population aged 25-54)	82.5	83.5	83.8	82.5	82.2	82.8	82.9	83.5	83.8	84.5	85.7
	Employment rate (% population aged 55-64)	45.2	46.0	47.6	46.8	46.5	47.7	49.3	51.6	54.0	55.5	58.5
	FTE employment rate (% population aged 20-64)	70.2	70.9	71.3	69.8	69.1	69.8 b	70.3	71.0	72.2	73.5	75.3
	Self-employed (% total employment)	15.5	15.6	15.5	16.2	17.1	17.5 b	17.8	16.9	17.4	16.7	16.6
	Part-time employment (% total employment)	4.4	4.4	4.3	4.8	5.1	4.7	5.0	5.8	5.5	5.3	5.7
	Fixed term contracts (% total employees)	8.7	8.6	8.0	8.5	8.9	8.5 b	8.8	9.6	10.2	10.5	10.2
	Employment in Services (% total employment)	57.9	58.2	58.7	59.8	60.3	59.7	59.7	60.0	59.9		
	Employment in Industry (% total employment)	38.6	38.4	38.0	36.9	36.6	37.1	37.1	36.7	36.8		
	Employment in Agriculture (% total employment)	3.5	3.3	3.2	3.3	3.1	3.2	3.3	3.3	3.3		
	Activity rate (% population aged 15-64)	70.3	69.9	69.7	70.1	70.2	70.5	71.6	72.9	73.5	74.0	75.0
	Activity rate (% population aged 15-24)	33.5	31.9	31.1	31.8	30.9	29.9	31.3	31.5	32.2	32.5	32.0
	Activity rate (% population aged 25-54)	88.2	87.8	87.3	87.7	87.8	88.0	88.4	89.1	88.8	88.6	88.9
	Activity rate (% population aged 55-64)	47.7	48.2	49.5	49.6	49.7	50.6	52.4	54.8	56.8	58.0	60.8
	Total unemployment (000)	371	276	230	352	384	351	367	370	324	268	212
	Unemployment rate (% labour force)	7.1	5.3	4.4	6.7	7.3	6.7	7.0	7.0	6.1	5.1	4.0
	Youth unemployment rate (% labour force 15-24)	17.5	10.7	9.9	16.6	18.3	18.1	19.5	18.9	15.9	12.6	10.5
	Long term unemployment rate (% labour force)	3.9	2.8	2.2	2.0	3.0	2.7	3.0	3.0	2.7	2.4	1.7
	Share of long term unemployment (% of total unemployment)	54.2	52.2	49.2	30.0	40.9	40.6	43.4	43.4	43.5	47.3	42.1
	Youth unemployment ratio (% population aged 15-24)	5.9	3.4	3.1	5.3	5.7	5.4 b	6.1	6.0	5.1	4.1	3.4
	Employment rate for low skilled 25-64 (ISCED 0-2)	43.9	45.7	46.5	43.9	43.2	42.2 b	40.4	41.8	43.0 b	41.9	45.1
	Employment rate for medium skilled 25-64 (ISCED 3-4)	75.6	76.1	76.6	75.1	74.5	75.2 b	75.9	76.6	77.6 b	78.9	80.7
	Employment rate for high skilled 25-64 (ISCED 5-8)	85.1	85.2	85.1	84.3	83.3	83.1 b	83.6	84.9	84.5 b	84.8	85.6
	Employment rate (Nationals aged 15-64)	65.2	66.0	66.5	65.3	64.9	65.6 b	66.4	67.6	68.9	70.1	71.8
	Employment rate (Other EU28 aged 15-64)	74.9	81.7	76.1	77.3	78.4	75.6 b	74.0	74.4	72.7	75.9	82.8
	Employment rate (Other than EU28 aged 15-64)	70.7	71.6	72.1	68.2	70.9	70.0 b	72.9	76.0	75.4	73.3	75.6
	Employment rate (Born in the same country aged 15-64)	65.4	66.1	66.6	65.4	64.9	65.7 b	66.5	67.7	68.9	70.2	71.9
	Employment rate (Born in other EU28 aged 15-64)	57.5	65.5	64.3	64.2	67.3	65.4 b	63.0	66.0	69.2	68.5	72.6
	Employment rate (Born outside EU28 aged 15-64)	67.9	71.3	71.3	69.4	69.3	71.9 b	73.8	75.2	75.9	74.7	75.9
	Underemployment (% of labour force aged 15-74)			0.3	0.4	0.6	0.5	0.5	0.7	0.7	0.6	0.5
	Seeking but not available (% of labour force aged 15-74)	0.6	0.4	0.4	0.3	0.4	0.3	0.3	0.3	0.3	0.3	0.3
	Discouraged, available but not seeking (% of labour force aged 15-74)	1.2	0.8	0.7	1.0	1.1	1.1	1.2	1.3	1.1	0.9	0.8

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Czech Republic		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	4990	5011	5065	5117	5136	5147	5158	5164	5162	5177	5186
	Population aged 15-64(000)	3651	3670	3710	3737	3727	3706	3676	3640	3601	3577	3550
	Total employment (000)	2742	2806	2863	2824	2798	2778 b	2779	2794	2817	2837	2877
	Employment aged 15-64 (000)	2704	2764	2820	2777	2753	2733 b	2732	2742	2764	2775	2806
	Employment rate (% population aged 20-64)	80.4	81.5	82.0	80.2	79.6	79.9	80.2	81.0	82.2	83.0	84.6
	Employment rate (% population aged 15-64)	73.7	74.8	75.4	73.8	73.5	74.0	74.6	75.7	77.0	77.9	79.3
	Employment rate (% population aged 15-24)	31.5	32.8	32.4	31.1	29.6	29.0	29.2	29.9	32.3	33.1	33.8
	Employment rate (% population aged 25-54)	90.4	91.7	92.1	90.5	90.5	90.9	90.9	91.2	91.5	91.9	92.7
	Employment rate (% population aged 55-64)	59.5	59.6	61.9	59.6	58.4	58.9	60.3	62.5	64.8	65.5	68.2
	FTE employment rate (% population aged 20-64)	80.4	81.4	81.9	79.9	79.4	79.7 b	79.9	80.6	81.7	82.7	84.3
	Self-employed (% total employment)	19.9	20.2	19.9	20.5	21.6	21.8 b	21.9	20.7	21.7	20.6	20.0
	Part-time employment (% total employment)	1.7	1.7	1.6	2.0	2.2	1.8	2.2	2.5	2.5	2.2	2.3
	Fixed term contracts (% total employees)	5.4	5.2	4.5	4.8	5.3	5.2	5.4	6.0	6.6	6.7	6.5
	Employment in Services (% total employment)	47.4	47.3	47.8	48.3	48.4	47.9 b	47.6	48.1	48.0		
	Employment in Industry (% total employment)	48.4	48.6	48.3	47.6	47.5	48.0 b	48.2	47.8	47.6		
	Employment in Agriculture (% total employment)	4.2	4.1	3.9	4.0	4.1	4.2 b	4.2	4.1	4.3		
	Activity rate (% population aged 15-64)	78.3	78.1	78.1	78.5	78.6	78.7	79.5	80.5	81.2	81.4	82.2
	Activity rate (% population aged 15-24)	37.7	36.7	35.9	37.3	36.2	35.5	36.4	36.8	38.1	37.4	37.5
	Activity rate (% population aged 25-54)	94.8	95.0	94.8	95.1	95.5	95.3	95.5	95.8	95.6	95.4	95.4
	Activity rate (% population aged 55-64)	62.7	62.5	64.2	63.2	62.5	62.6	64.0	66.1	67.9	68.3	70.9
	Total unemployment (000)	169	124	103	175	191	171	178	176	151	125	101
	Unemployment rate (% labour force)	5.8	4.2	3.5	5.9	6.4	5.8	6.0	5.9	5.1	4.2	3.4
	Youth unemployment rate (% labour force 15-24)	16.6	10.6	9.8	16.6	18.2	18.2	19.9	18.7	15.0	11.3	10.0
	Long term unemployment rate (% labour force)	3.1	2.1	1.7	1.6	2.6	2.4	2.6	2.5	2.2	2.0	1.4
	Share of long term unemployment (% of total unemployment)	53.1	50.6	49.5	27.8	40.0	40.6	43.3	41.8	43.8	47.8	41.5
	Youth unemployment ratio (% population aged 15-24)	6.3	3.9	3.5	6.2	6.6	6.4 b	7.2	6.9	5.7	4.2	3.7
	Employment rate for low skilled 25-64 (ISCED 0-2)	52.6	56.3	57.4	53.6	53.1	50.7 b	48.6	52.5	53.5 b	52.6	56.6
	Employment rate for medium skilled 25-64 (ISCED 3-4)	84.5	85.2	85.9	84.0	83.3	83.5 b	84.3	84.5	85.6 b	86.3	87.6
	Employment rate for high skilled 25-64 (ISCED 5-8)	91.1	91.4	92.2	91.0	91.0	91.5 b	91.2	92.7	92.3 b	92.7	93.4
	Employment rate (Nationals aged 15-64)	73.6	74.7	75.3	73.7	73.3	73.9 b	74.4	75.5	76.8	77.7	79.1
	Employment rate (Other EU28 aged 15-64)	81.7	90.6	85.5	85.9	90.8	88.7 b	89.0	85.7	84.2	86.4	92.3
	Employment rate (Other than EU28 aged 15-64)	82.1	80.6	82.7	77.7	83.5	80.8 b	86.6	86.6	88.4	86.9	85.9
	Employment rate (Born in the same country aged 15-64)	73.7	74.8	75.4	73.8	73.4	73.9 b	74.5	75.5	76.8	77.7	79.1
	Employment rate (Born in other EU28 aged 15-64)	66.3	73.8	75.5	73.7	78.2	78.9 b	75.2	76.3	80.4	79.7	84.2
	Employment rate (Born outside EU28 aged 15-64)	80.6	83.0	82.5	76.7	80.9	82.6 b	86.7	86.5	89.4	87.2	85.9
	Underemployment (% of labour force aged 15-74)			0.1 u	0.2	0.2	0.2	0.2	0.3	0.3	0.3	0.2
	Seeking but not available (% of labour force aged 15-74)	0.3	0.3	0.3	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
	Discouraged, available but not seeking (% of labour force aged 15-74)	0.9	0.6	0.5	0.8	0.8	0.9	0.9	0.9	0.8	0.7	0.7
Labour Market Indicators - Female	Total population (000)	5234	5244	5278	5309	5326	5340	5347	5352	5350	5361	5368
	Population aged 15-64(000)	3620	3628	3648	3655	3641	3622	3587	3548	3508	3479	3447
	Total employment (000)	2086	2116	2139	2111	2087	2095 b	2112	2143	2157	2205	2262
	Employment aged 15-64 (000)	2065	2092	2114	2081	2057	2064 b	2079	2104	2120	2159	2210
	Employment rate (% population aged 20-64)	61.8	62.4	62.5	61.4	60.9	61.7	62.5	63.8	64.7	66.4	68.6
	Employment rate (% population aged 15-64)	56.8	57.3	57.6	56.7	56.3	57.2	58.2	59.6	60.7	62.4	64.4
	Employment rate (% population aged 15-24)	23.7	23.9	23.5	21.7	20.6	19.8	21.0	21.0	21.6	23.4	23.2
	Employment rate (% population aged 25-54)	74.5	74.9	75.2	74.1	73.4	74.3	74.6	75.5	75.7	76.7	78.4
	Employment rate (% population aged 55-64)	32.1	33.5	34.4	35.0	35.5	37.2	39.0	41.4	43.8	45.9	49.3
	FTE employment rate (% population aged 20-64)	60.2	60.5	60.7	59.6	58.8	59.8 b	60.5	61.3	62.5	64.2	66.1
	Self-employed (% total employment)	9.6	9.5	9.6	10.4	11.1	11.9 b	12.4	11.9	11.8	11.7	12.3
	Part-time employment (% total employment)	8.0	7.9	7.8	8.5	9.1	8.5	8.6	10.0	9.5	9.3	10.0
	Fixed term contracts (% total employees)	8.4	8.4	8.1	8.3	8.6	8.3	8.6	9.5	9.8	10.4	10.1
	Employment in Services (% total employment)	71.6	72.3	73.0	74.9	75.9	75.1 b	75.4	75.4	75.3		
	Employment in Industry (% total employment)	25.8	25.3	24.7	22.8	22.1	22.9 b	22.6	22.3	22.7		
	Employment in Agriculture (% total employment)	2.6	2.3	2.3	2.3	1.9	2.0 b	2.1	2.2	1.9		
	Activity rate (% population aged 15-64)	62.3	61.5	61.0	61.5	61.5	62.2	63.5	65.1	65.6	66.5	67.6
	Activity rate (% population aged 15-24)	29.2	26.9	26.1	26.1	25.3	24.1	25.9	26.1	26.1	27.4	26.2
	Activity rate (% population aged 25-54)	81.3	80.3	79.6	79.9	79.8	80.4	80.9	81.9	81.6	81.4	82.1
	Activity rate (% population aged 55-64)	34.0	35.2	36.1	37.2	38.0	39.4	41.5	44.2	46.3	48.3	51.2
	Total unemployment (000)	202	153	127	177	193	180	189	194	172	143	111
	Unemployment rate (% labour force)	8.8	6.7	5.6	7.7	8.5	7.9	8.2	8.3	7.4	6.1	4.7
	Youth unemployment rate (% labour force 15-24)	18.7	11.0	9.9	16.7	18.5	18.0	19.0	19.3	17.1	14.4	11.4
	Long term unemployment rate (% labour force)	4.9	3.6	2.8	2.5	3.5	3.2	3.6	3.7	3.2	2.9	2.0
	Share of long term unemployment (% of total unemployment)	55.2	53.6	49.1	32.2	41.9	40.5	43.4	44.8	43.2	46.8	42.6
	Youth unemployment ratio (% population aged 15-24)	5.4	2.9	2.6	4.4	4.7	4.3 b	4.9	5.1	4.5	3.9	3.0
	Employment rate for low skilled 25-64 (ISCED 0-2)	39.8	40.6	41.3	39.1	38.3	38.0 b	36.1	35.7	37.1 b	35.6	37.9
	Employment rate for medium skilled 25-64 (ISCED 3-4)	66.1	66.4	66.6	65.5	65.0	66.2 b	66.8	67.9	68.7 b	70.7	73.1
	Employment rate for high skilled 25-64 (ISCED 5-8)	77.9	77.9	77.2	76.9	75.0	74.4 b	76.0	77.3	77.2 b	77.6	78.3
	Employment rate (Nationals aged 15-64)	56.7	57.2	57.5	56.6	56.2	57.2 b	58.3	59.6	60.7	62.4	64.4
	Employment rate (Other EU28 aged 15-64)	66.0	71.2	63.2	66.6	62.9	58.7 b	53.0	61.7	61.2	64.6	70.4
	Employment rate (Other than EU28 aged 15-64)	59.2	61.5	62.3	58.9	58.7	59.1 b	60.3	63.1	60.5	59.0	64.9
	Employment rate (Born in the same country aged 15-64)	56.9	57.3	57.6	56.7	56.3	57.3 b	58.3	59.6	60.7	62.5	64.5
	Employment rate (Born in other EU28 aged 15-64)	49.1	56.7	52.7	54.2	55.1	49.5 b	49.6	55.4	58.3	57.5	61.4
	Employment rate (Born outside EU28 aged 15-64)	55.5	59.7	61.1	62.4	58.0	61.5 b	61.7	62.8	61.4	61.9	65.9
	Underemployment (% of labour force aged 15-74)			0.6	0.8	1.0	0.9	0.9	1.2	1.1	0.9	0.9
	Seeking but not available (% of labour force aged 15-74)	0.9	0.6	0.6	0.5	0.6	0.5	0.5	0.5	0.5	0.4	0.4
	Discouraged, available but not seeking (% of labour force aged 15-74)	1.6	1.1	1.0	1.3	1.4	1.3	1.5	1.7	1.4	1.2	1.0

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Czech Republic			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	18.0	15.8	15.3	14.0	14.4	15.3	15.4	14.6	14.8	14.0	
		At-risk-of-poverty (% of total population)	9.9	9.6	9.0	8.6	9.0	9.8	9.6	8.6	9.7	9.7	
		At-risk-of-poverty threshold (PPS single person)	4956	5305	5835	5666	5796	5993	6188	6481	6654	6991	
		Poverty gap (%)	16.8	18.1	18.5	18.8	21.1	17.2	19.1	16.6	18.0	19.2	
		Persistent at-risk-of-poverty (% of total population)			3.9	3.7	5.5	4.2	4.3	4.1	3.4	4.5	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	21.6	20.1	20.0	17.9	18.1	18.0	17.6	16.6	17.2	16.8	
		Impact of social transfers (excl. pensions) in reducing poverty (%)	54.2	52.2	55.0	52.0	50.3	45.6	45.5	48.2	43.6	42.3	
		Severe Material Deprivation (% of total population)	9.6	7.4	6.8	6.1	6.2	6.1	6.6	6.6	6.7	5.6	4.8 p
		Share of people living in low work intensity households (% of people aged 0-59)	8.9	8.6	7.2	6.0	6.4	6.6	6.8	6.9	7.6	6.8	
		Real Gross Household Disposable income (growth %)	5.5	3.3	2.4	2.0	0.2	-1.3	-1.2	-0.7	2.9	3.2	
		Income quintile share ratio S80/S20	3.5	3.5	3.4	3.5	3.5	3.5	3.5	3.4	3.5	3.5	
		GINI coefficient	25.3	25.3	24.7	25.1	24.9	25.2	24.9	24.6	25.1	25.0	
		Early leavers from education and training (% of population aged 18-24)	5.1 b	5.2	5.6	5.4	4.9	4.9 b	5.5	5.4 b	5.5 b	6.2	6.6
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	9.2 b	6.9	6.7	8.5	8.8	8.3 b	8.9	9.1 b	8.1	7.5	7.0
	Male	At-risk-of-poverty or exclusion (% of male population)	16.6	14.2	13.3	12.3	12.7	13.7	13.7	13.1	13.3	12.3	
		At-risk-of-poverty (% of male population)	8.9	8.7	8.0	7.5	8.0	8.9	8.7	7.7	8.9	8.5	
		Poverty gap (%)	18.6	19.0	21.4	22.0	23.6	19.1	20.2	17.8	18.7	20.9	
		Persistent at-risk-of-poverty (% of male population)			3.5	3.1	5.1	3.8	3.4	3.3	3.4	3.9	
		Severe Material Deprivation (% of male population)	9.4	7.0	6.3	5.8	5.8	5.6	6.0	5.9	6.2	5.0	4.6 p
		Share of people living in low work intensity households (% of males aged 0-59)	8.2	7.4	6.2	4.8	5.2	5.8	6.1	6.2	6.8	6.0	
		Life expectancy at birth (years)	73.5	73.8 b	74.1	74.2	74.5	74.8	75.1	75.2	75.8	75.7	
		Healthy life years at birth (years) - men	57.9	61.4 b	61.3	61.1	62.2	62.2	62.3	62.5	63.4	62.4	
		Early leavers from education and training (% of males aged 18-24)	5.4 b	5.7	5.8	5.5	4.9	5.4 b	6.1	5.4 b	5.8 b	6.4	6.6
		NEET: Young people not in employment, education or training (% of males aged 15-24)	7.3 b	4.9	4.8	7.2	7.5	7.1 b	8.1	7.5 b	6.5	5.5	5.5
	Female	At-risk-of-poverty or exclusion (% of female population)	19.4	17.4	17.2	15.7	16.0	16.9	16.9	16.1	16.3	15.6	
		At-risk-of-poverty (% of female population)	10.8	10.5	10.1	9.5	10.0	10.6	10.5	9.4	10.5	11.0	
		Poverty gap (%)	15.6	17.2	15.1	16.3	18.9	16.5	17.7	16.1	17.4	16.7	
		Persistent at-risk-of-poverty (% of female population)			4.3	4.2	5.9	4.5	5.2	4.9	3.4	5.1	
		Severe Material Deprivation (% of female population)	9.9	7.7	7.3	6.5	6.5	6.7	7.2	7.2	7.2	6.2	5.0 p
		Share of people living in low work intensity households (% of females aged 0-59)	9.6	9.9	8.2	7.1	7.6	7.4	7.5	7.7	8.4	7.8	
		Life expectancy at birth (years)	79.9	80.2 b	80.5	80.5	80.9	81.1	81.2	81.3	82.0	81.6	
		Healthy life years at birth (years) - women	59.9	63.3 b	63.4	62.7	64.5	63.6	64.1	64.2	65.0	63.7	
		Early leavers from education and training (% of females aged 18-24)	4.9 b	4.7	5.4	5.2	4.8	4.4 b	4.9	5.5 b	5.2 b	6.0	6.6
		NEET: Young people not in employment, education or training (% of females aged 15-24)	11.1 b	9.1	8.7	9.9	10.3	9.5 b	9.8	10.8 b	9.9	9.5	8.6
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	22.7	21.5	18.6	17.2	18.9	20.0	18.8	16.4	19.5	18.5	
		At-risk-of-poverty (% of Children population)	16.5	16.6	13.2	13.3	14.3	15.2	13.9	11.3	14.7	14.7	
		Severe Material Deprivation (% of Children population)	12.2	10.0	8.3	7.4	8.6	8.0	8.5	7.3	9.7	7.2	6.3 p
		Share of children living in low work intensity households (% of Children population)	8.6	10.0	7.6	6.2	7.0	6.9	6.7	6.2	9.4	8.2	
		Risk of poverty of children in households at work (Working Intensity > 0.2)	10.3	9.0	8.1	8.6	9.2	10.5	9.6	7.3	7.7	9.0	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	48.4	46.1	55.6	47.4	45.0	43.7	46.5	49.6	42.8	38.5	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	17.8	15.3	15.0	13.7	14.1	15.1	15.5	15.2	14.6	13.6	
		At-risk-of-poverty (% of Working age population)	8.8	8.6	8.3	7.6	8.1	9.1	9.3	8.6	9.1	9.0	
		Severe Material Deprivation (% of Working age population)	9.3	6.8	6.5	5.9	6.0	5.8	6.3	6.7	6.3	5.4	4.9 p
		Very low work intensity (18-59)	8.9	8.2	7.1	5.9	6.2	6.5	6.9	7.1	7.0	6.4	
		In-work at-risk-of poverty rate (% of persons employed 18-64)	3.5	3.3	3.6	3.2	3.7	4.1	4.6	4.1	3.6	4.0	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	56.9	54.3	55.4	54.5	52.6	47.7	47.2	49.7	45.8	45.5	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	12.7	10.9	12.5	11.7	10.1	10.7	10.8	10.4	10.7	10.9	
		At-risk-of-poverty (% of Elderly population)	5.9	5.5	7.4	7.2	6.8	6.6	6.0	5.8	7.0	7.4	
		Severe Material Deprivation (% of Elderly population)	8.0	6.5	6.4	5.7	4.3	5.4	6.0	5.3	5.1	4.5	2.9 p
		Relative median income of elderly (ratio with median income of people younger than 65)	0.82	0.81	0.79	0.78	0.82	0.82	0.84	0.85	0.84	0.81	
		Aggregate replacement ratio (ratio)	0.52	0.51	0.51	0.51	0.54	0.53	0.55	0.56	0.55	0.51	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	5.7	5.6	5.5	6.1	6.0	6.0	6.0	6.0	6.0		
		Disability	1.4	1.4	1.4	1.5	1.5	1.4	1.4	1.3	1.3		
		Old age and survivors	7.2	7.3	7.7	8.6	8.8	9.2	9.5	9.3	9.0		
		Family/Children	1.7	2.0	2.0	2.0	2.0	1.8	1.8	1.8	1.7		
		Unemployment	0.5	0.6	0.6	1.0	0.8	0.7	0.6	0.7	0.6		
		Housing and Social exclusion n.e.c.	0.5	0.2	0.2	0.3	0.3	0.4	0.5	0.6	0.6		
		Total (including Admin and Other expenditures)	17.6	17.7	17.9	20.1	20.1	20.1	20.4	20.2	19.7		
		of which: Means tested benefits	0.9	0.5	0.4	0.3	0.4	0.4	0.4	0.5	0.5		

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Denmark

Denmark		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	3.9	0.9	-0.5	-4.9	1.9	1.3	0.2	0.9	1.7	1.6	1.3
	Total employment	2.3	2.3	1.2	-3.2	-2.3	0.0	-0.7	0.0	1.0	1.3	1.7
	Labour productivity	1.6	-1.4	-1.7	-1.8	4.3	1.4	1.0	1.0	0.7	0.3	-0.4
	Annual average hours worked per person employed	0.3	-1.6	-0.2	-0.9	0.4	1.0	-0.9	0.2	-0.8	-0.1	-0.1
	Real productivity per hour worked	1.3	0.2	-1.5	-0.9	3.9	0.3	1.9	0.8	1.5	0.5	-0.3
	Harmonized CPI	1.8	1.7	3.6	1.0	2.2	2.7	2.4	0.5	0.4	0.2	0.0
	Price deflator GDP	2.1	2.4	4.1	0.5	3.2	0.6	2.4	0.9	0.8	0.9	0.4
	Nominal compensation per employee	3.5	3.7	3.9	2.8	3.3	1.4	1.9	1.6	1.5	1.5	1.6
	Real compensation per employee (GDP deflator)	1.4	1.3	-0.2	2.2	0.0	0.7	-0.5	0.7	0.7	0.6	1.2
	Real compensation per employee (private consumption deflator)	1.7	2.0	0.2	1.8	1.1	-1.2	-0.5	1.1	1.1	1.3	1.6
	Nominal unit labour costs	1.9	5.2	5.7	4.7	-1.0	0.0	0.9	0.6	0.8	1.1	2.0
	Real unit labour costs	-0.2	2.7	1.5	4.1	-4.1	-0.6	-1.4	-0.3	0.1	0.2	1.7
Labour Market Indicators - Total	Total population (000)	5427	5447	5476	5511	5535	5561	5581	5603	5627	5660	5707
	Population aged 15-64 (000)	3589	3598	3613	3628	3631	3632	3626	3625	3632	3646	3673
	Total employment (000)	2805	2804	2853	2771	2706	2703	2689	2688	2714	2752	2840 b
	Employment aged 15-64 (000)	2762	2759	2807	2724	2654	2643	2621	2622	2640	2678	2748 b
	Employment rate (% population aged 20-64)	79.4	79.0	79.7	77.5	75.8	75.7	75.4	75.6	75.9	76.5	77.4 b
	Employment rate (% population aged 15-64)	77.4	77.0	77.9	75.3	73.3	73.1	72.6	72.5	72.8	73.5	74.9 b
	Employment rate (% population aged 15-24)	64.6	65.3	66.4	62.5	58.1	57.5	55.0	53.7	53.7	55.4	58.2 b
	Employment rate (% population aged 25-54)	86.1	86.1	87.5	84.7	82.8	82.3	81.9	82.0	82.0	82.1	82.5 b
	Employment rate (% population aged 55-64)	60.7	58.9	58.4	58.2	58.4	59.5	60.8	61.7	63.2	64.7	67.8 b
	FTE employment rate (% population aged 20-64)	73.9	73.7 b	74.3	71.8	69.7	69.4	69.3	69.4	69.2	69.5	70.4 b
	Self-employed (% total employment)	8.4	8.4	8.4	9.0	8.8	8.9	8.9	8.8	8.7	8.4	8.3 b
	Part-time employment (% total employment)	22.9	23.0	23.8	25.2	25.6	25.1	24.8	24.7	24.6	24.7	26.4 b
	Fixed term contracts (% total employees)	8.9	9.1	8.5	8.7	8.4	8.8	8.5	8.8	8.5	8.6	13.6 b
	Employment in Services (% total employment)	77.0	77.0	77.1	78.7	79.8	79.9	79.9	80.2	80.2		
	Employment in Industry (% total employment)	20.3	20.4	20.3	18.7	17.6	17.5	17.5	17.2	17.2		
	Employment in Agriculture (% total employment)	2.7	2.6	2.6	2.6	2.6	2.5	2.6	2.6	2.6		
	Activity rate (% population aged 15-64)	80.6	80.1	80.7	80.2	79.4	79.3	78.6	78.1	78.1	78.5	80.0 b
	Activity rate (% population aged 15-24)	69.9	70.6	72.2	70.9	67.5	67.1	64.1	61.7	61.5	62.1	66.2 b
	Activity rate (% population aged 25-54)	88.9	88.9	89.9	89.4	88.7	88.2	87.8	87.5	87.1	87.1	87.4 b
	Activity rate (% population aged 55-64)	63.2	61.0	59.9	60.8	61.8	63.2	64.4	65.0	66.4	67.6	70.6 b
	Total unemployment (000)	114 i	111	101	177	218	221	219	202	191	181	187
	Unemployment rate (% labour force)	3.9 i	3.8	3.4	6.0	7.5	7.6	7.5	7.0	6.6	6.2	6.2
	Youth unemployment rate (% labour force 15-24)	7.7 i	7.5	8.0	11.8	13.9	14.2	14.1	13.0	12.6	10.8	12.0
	Long term unemployment rate (% labour force)	0.8	0.6	0.5	0.6	1.5	1.8	2.1	1.8	1.7	1.7	1.4
	Share of long term unemployment (% of total unemployment)	20.8	16.1	13.5	9.5	20.2	24.4	28.0	25.5	25.2	26.9	22.3
	Youth unemployment ratio (% population aged 15-24)	5.4	5.3	5.8	8.4	9.4	9.6	9.1	8.1	7.8	6.7	7.9 b
	Employment rate for low skilled 25-64 (ISCED 0-2)	62.8	67.5 b	68.4	65.2	62.8	62.6	61.4	60.9	61.4 b	60.5	63.5 b
	Employment rate for medium skilled 25-64 (ISCED 3-4)	81.3	82.3 b	82.7	80.0	79.1	79.0	78.7	79.3	79.1 b	80.3	81.1 b
	Employment rate for high skilled 25-64 (ISCED 5-8)	87.4	87.2 b	88.5	86.8	85.7	85.8	86.4	86.5	86.0 b	85.9	86.0 b
	Employment rate (Nationals aged 15-64)	77.9	78.1	78.7	76.0	74.1	74.1	73.7	73.5	73.8	74.7	75.8 b
	Employment rate (Other EU28 aged 15-64)	76.6	75.0	80.8	80.2	75.4	72.4	71.7	72.3	75.7	75.9	76.4 b
	Employment rate (Other than EU28 aged 15-64)	59.2	54.0	57.4	58.5	54.2	53.7	52.5	56.0	54.6	54.9	59.8 b
	Employment rate (Born in the same country aged 15-64)	78.4	78.5	79.0	76.2	74.6	74.7	74.2	73.9	74.2	75.1	76.3 b
	Employment rate (Born in other EU28 aged 15-64)	70.9	75.7	78.8	77.6	73.5	71.0	71.8	73.3	76.1	75.4	76.0 b
	Employment rate (Born outside EU28 aged 15-64)	61.2	60.5	64.1	64.3	59.6	57.9	56.5	58.3	58.3	58.2	62.1 b
	Underemployment (% of labour force aged 15-74)			2.3	3.2	3.0	3.1	3.0	2.7	2.5	2.3	4.6 b
	Seeking but not available (% of labour force aged 15-74)	0.8	0.9	0.7	0.7	0.7	0.9	0.8	0.9	0.8	0.7	1.7 b
	Discouraged, available but not seeking (% of labour force aged 15-74)	1.2	1.8	1.6	1.9	2.0	2.6	2.4	2.3	1.9	1.5	3.2 b

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Denmark		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	2686	2697	2713	2732	2743	2757	2767	2779	2792	2811	2838
	Population aged 15-64(000)	1812	1816	1823	1831	1830	1830	1826	1826	1830	1839	1855
	Total employment (000)	1496	1492	1517	1454	1415	1421	1413	1410	1433	1461	1503 b
	Employment aged 15-64 (000)	1464	1460	1484	1421	1378	1381	1368	1365	1384	1408	1440 b
	Employment rate (% population aged 20-64)	83.8	83.2	83.9	80.5	78.6	79.0	78.6	78.7	79.5	80.2	80.7 b
	Employment rate (% population aged 15-64)	81.2	80.8	81.6	78.0	75.6	75.9	75.2	75.0	75.8	76.6	77.7 b
	Employment rate (% population aged 15-24)	65.0	66.5	67.4	62.2	56.7	56.6	54.6	52.3	52.7	54.6	56.5 b
	Employment rate (% population aged 25-54)	90.1	89.8	90.9	86.9	85.3	85.7	84.6	85.0	85.5	85.9	86.4 b
	Employment rate (% population aged 55-64)	67.1	64.9	65.2	64.9	63.3	63.8	65.9	66.5	68.9	69.8	71.9 b
	FTE employment rate (% population aged 20-64)	81.5	80.9 b	81.2	77.6	75.7	75.8	75.0	75.1	75.6	75.9	76.4 b
	Self-employed (% total employment)	11.7	11.9	11.9	12.6	12.2	12.3	12.2	12.0	11.7	11.3	11.1 b
	Part-time employment (% total employment)	12.3	12.4	13.3	14.3	14.0	14.2	14.8	14.8	15.2	15.6	16.8 b
	Fixed term contracts (% total employees)	7.0	6.8	6.7	6.9	7.2	7.4	7.0	7.2	7.3	7.1	10.7 b
	Employment in Services (% total employment)	66.2	66.9	66.9	68.5	69.5	69.7	70.0	70.1	70.4		
	Employment in Industry (% total employment)	29.8	29.3	29.2	27.5	26.3	26.3	26.0	25.8	25.5		
	Employment in Agriculture (% total employment)	4.1	3.8	4.0	4.0	4.2	4.0	4.0	4.1	4.1		
	Activity rate (% population aged 15-64)	84.1	83.7	84.3	83.6	82.6	82.3	81.4	80.6	81.1	81.6	82.6 b
	Activity rate (% population aged 15-24)	70.5	72.0	72.8	71.7	67.6	67.1	64.1	61.1	61.0	61.7	65.0 b
	Activity rate (% population aged 25-54)	92.3	92.3	93.3	92.2	92.0	91.5	90.6	90.2	90.3	90.8	90.8 b
	Activity rate (% population aged 55-64)	69.6	66.9	66.9	68.1	67.8	68.3	69.9	70.2	72.6	72.7	74.9 b
	Total unemployment (000)	52 i	53	50	103	129	118	115	102	98	92	92
	Unemployment rate (% labour force)	3.3 i	3.4	3.2	6.6	8.4	7.7	7.5	6.7	6.4	5.9	5.8
	Youth unemployment rate (% labour force 15-24)		7.6	7.3	13.2	16.0	15.6	14.7	14.2	13.7	11.6	13.1
	Long term unemployment rate (% labour force)	0.7	0.5 u	0.5 u	0.6 u	1.8	2.0	2.1	1.6	1.7	1.6	1.3
	Share of long term unemployment (% of total unemployment)	20.7	15.6 u	14.2 u	9.3 u	21.9	26.2	28.5	23.5	25.9	27.5	23.0
	Youth unemployment ratio (% population aged 15-24)	5.6	5.5	5.4	9.5	10.9	10.5	9.5	8.7	8.4	7.2	8.5 b
	Employment rate for low skilled 25-64 (ISCED 0-2)	70.9	75.8 b	76.2	71.7	69.6	70.0	67.1	67.6	69.2 b	68.9	71.7 b
	Employment rate for medium skilled 25-64 (ISCED 3-4)	85.6	85.1 b	85.7	82.4	80.8	81.5	81.5	82.6	83.0 b	83.9	84.8 b
	Employment rate for high skilled 25-64 (ISCED 5-8)	90.0	89.6 b	90.6	88.7	87.5	88.2	89.2	88.4	89.2 b	89.4	88.7 b
	Employment rate (Nationals aged 15-64)	81.5	81.6	82.1	78.3	76.0	76.5	75.9	75.6	76.3	77.2	78.2 b
	Employment rate (Other EU28 aged 15-64)	77.8	81.5	87.6	84.8	77.5	76.9	77.0	77.8	81.5	82.4	82.1 b
	Employment rate (Other than EU28 aged 15-64)	71.4	61.6	64.7	63.0	61.4	59.7	57.6	61.0	61.2	62.4	64.8 b
	Employment rate (Born in the same country aged 15-64)	81.9	81.9	82.2	78.5	76.5	77.1	76.3	76.0	76.5	77.5	78.5 b
	Employment rate (Born in other EU28 aged 15-64)	75.8	83.4	84.5	82.2	72.9	73.5	77.5	78.3	82.2	82.5	80.4 b
	Employment rate (Born outside EU28 aged 15-64)	68.8	66.7	72.6	69.6	64.6	63.2	61.2	62.3	65.2	64.4	68.3 b
	Underemployment (% of labour force aged 15-74)			1.6	2.4	2.2	2.3	2.1	2.0	1.8	1.5	3.6 b
	Seeking but not available (% of labour force aged 15-74)	0.7	0.7	0.6	0.6	0.6	0.8	0.7	0.8	0.7	0.6	1.4 b
	Discouraged, available but not seeking (% of labour force aged 15-74)	1.1	1.7	1.6	2.0	1.9	2.5	2.4	2.4	1.9	1.6	3.3 b
Labour Market Indicators - Female	Total population (000)	2742	2750	2763	2779	2791	2804	2814	2824	2835	2849	2869
	Population aged 15-64(000)	1777	1782	1790	1797	1800	1802	1800	1799	1802	1807	1818
	Total employment (000)	1309	1312	1336	1316	1292	1282	1276	1278	1282	1291	1337 b
	Employment aged 15-64 (000)	1297	1299	1323	1303	1276	1262	1254	1257	1256	1270	1307 b
	Employment rate (% population aged 20-64)	74.8	74.7	75.5	74.5	73.0	72.4	72.2	72.4	72.2	72.6	74.0 b
	Employment rate (% population aged 15-64)	73.4	73.2	74.1	72.7	71.1	70.4	70.0	70.0	69.8	70.4	72.0 b
	Employment rate (% population aged 15-24)	64.1	64.0	65.3	62.8	59.5	58.5	55.4	55.0	54.9	56.2	60.0 b
	Employment rate (% population aged 25-54)	82.0	82.3	84.0	82.5	80.3	78.9	79.1	79.0	78.4	78.3	78.5 b
	Employment rate (% population aged 55-64)	54.3	52.9	51.5	51.7	53.6	55.3	55.8	56.8	57.6	59.6	63.6 b
	FTE employment rate (% population aged 20-64)	67.3	67.5 b	68.4	67.0	64.8	64.0	64.3	64.5	63.5	63.6	65.1 b
	Self-employed (% total employment)	4.6	4.5	4.5	4.9	5.1	5.1	5.2	5.3	5.3	5.0	5.1 b
	Part-time employment (% total employment)	34.9	35.1	35.6	37.2	38.1	37.0	35.8	35.3	35.0	34.7	36.9 b
	Fixed term contracts (% total employees)	9.3	9.7	8.9	9.1	8.3	8.9	8.8	9.0	8.5	8.9	14.3 b
	Employment in Services (% total employment)	88.9	87.9	88.3	89.7	90.9	91.0	90.6	91.0	90.9		
	Employment in Industry (% total employment)	9.9	10.8	10.6	9.2	8.2	8.1	8.3	8.0	8.2		
	Employment in Agriculture (% total employment)	1.3	1.4	1.1	1.1	0.9	0.9	1.1	1.0	0.9		
	Activity rate (% population aged 15-64)	77.0	76.4	77.0	76.8	76.0	76.1	75.8	75.6	75.0	75.3	77.2 b
	Activity rate (% population aged 15-24)	69.3	69.1	71.5	70.0	67.4	67.1	64.0	62.4	62.0	62.5	67.3 b
	Activity rate (% population aged 25-54)	85.4	85.3	86.4	86.5	85.3	84.7	84.9	84.8	83.8	83.4	83.8 b
	Activity rate (% population aged 55-64)	56.7	55.1	53.0	53.5	55.9	58.0	58.9	59.9	60.3	62.6	66.4 b
	Total unemployment (000)	62 i	57	52	74	89	103	104	100	94	89	95
	Unemployment rate (% labour force)	4.5 i	4.2	3.7	5.3	6.5	7.5	7.5	7.3	6.8	6.4	6.6
	Youth unemployment rate (% labour force 15-24)		7.4	8.7	10.3	11.8	12.7	13.5	11.8	11.5	10.0	10.9
	Long term unemployment rate (% labour force)	0.9	0.7	0.5 u	0.5 u	1.1	1.7	2.1	2.0	1.7	1.7	1.4
	Share of long term unemployment (% of total unemployment)	20.8	16.6	12.7 u	9.8 u	17.8	22.3	27.5	27.5	24.4	26.2	21.6
	Youth unemployment ratio (% population aged 15-24)	5.2	5.1	6.2	7.2	7.9	8.5	8.6	7.4	7.1	6.3	7.3 b
	Employment rate for low skilled 25-64 (ISCED 0-2)	55.9	59.8 b	61.2	59.3	56.3	55.3	55.5	53.9	52.4 b	50.9	53.8 b
	Employment rate for medium skilled 25-64 (ISCED 3-4)	76.0	78.9 b	79.1	76.9	76.9	75.9	75.0	75.1	74.5 b	75.8	76.8 b
	Employment rate for high skilled 25-64 (ISCED 5-8)	85.2	85.1 b	86.6	85.3	84.3	83.9	84.3	85.0	83.4 b	83.3	83.8 b
	Employment rate (Nationals aged 15-64)	74.1	74.5	75.2	73.5	72.2	71.7	71.4	71.4	71.2	72.1	73.2 b
	Employment rate (Other EU28 aged 15-64)	75.4	69.9	75.1	75.2	73.4	68.3	66.7	67.2	69.1	68.3	70.4 b
	Employment rate (Other than EU28 aged 15-64)	49.8	47.5	51.6	55.3	49.4	49.3	48.6	52.2	49.3	49.2	55.7 b
	Employment rate (Born in the same country aged 15-64)	74.8	75.0	75.7	73.9	72.6	72.3	72.0	71.7	71.8	72.6	73.9 b
	Employment rate (Born in other EU28 aged 15-64)	66.0	69.8	73.7	73.1	74.2	68.7	66.8	69.0	69.6	68.0	71.5 b
	Employment rate (Born outside EU28 aged 15-64)	55.2	54.7	56.6	59.8	55.6	53.7	52.3	54.8	52.2	53.0	56.8 b
	Underemployment (% of labour force aged 15-74)			3.1	4.0	3.8	4.1	4.1	3.5	3.4	3.1	5.7 b
	Seeking but not available (% of labour force aged 15-74)	0.9	1.1	0.8	0.9	0.8	1.0	1.0	0.9	0.9	0.8	2.0 b
	Discouraged, available but not seeking (% of labour force aged 15-74)	1.3	1.9	1.6	1.8	2.0	2.6	2.4	2.3	2.0	1.4	3.2 b

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Denmark			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	16.7	16.8	16.3	17.6	18.3	17.6 b	17.5	18.3	17.9	17.7	
		At-risk-of-poverty (% of total population)	11.7	11.7	11.8	13.1	13.3	12.1	12.0	11.9	12.1	12.2	
		At-risk-of-poverty threshold (PPS single person)	9688	10121	10561	10751	10770	11510 b	11537	11846	11992	12231	
		Poverty gap (%)	16.5	17.0	18.0	18.4	21.6	20.5 b	19.5	23.5	18.5	22.0	
		Persistent at-risk-of-poverty (% of total population)		4.7	4.9	2.7	6.3	6.4	5.7	5.1	5.3	4.3	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	28.0	27.1	27.8	31.2	29.1	27.9 b	27.4	27.8	26.9	25.8	
		Impact of social transfers (excl. pensions) in reducing poverty (%)	58.2	56.8	57.6	58.0	54.3	56.6 b	56.2	57.2	55.0	52.7	
		Severe Material Deprivation (% of total population)	3.1	3.3	2.0	2.3	2.7	2.3	2.7	3.6	3.2	3.7	3.7 e
		Share of people living in low work intensity households (% of people aged 0-59)	9.6	10.1	8.5	8.8	10.6	10.5	10.2	11.9	12.2	11.6	
		Real Gross Household Disposable income (growth %)	2.5	-0.3	-0.5	0.9	3.3	1.1	-0.2	1.1	1.4	3.0	2.1
		Income quintile share ratio S80/S20	3.4	3.7	3.6	4.6	4.4 b	4.0 b	3.9	4.0	4.1	4.1	
		GINI coefficient	23.7	25.2	25.1	26.9	26.9 b	26.6 b	26.5	26.8	27.7	27.4	
		Early leavers from education and training (% of population aged 18-24)	9.1	12.9 b	12.5	11.3	11.0	9.6	9.1	8.0	7.8 b	7.8	7.2 b
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	3.6	4.3 b	4.3	5.4	6.0	6.3	6.6	6.0	5.8	6.2	5.8 b
	Male	At-risk-of-poverty or exclusion (% of male population)	15.5	15.9	15.7	17.0	17.7	17.2 b	17.4	18.1	17.6	17.5	
		At-risk-of-poverty (% of male population)	11.4	11.3	11.7	12.8	13.1	12.1	12.0	12.0	12.4	12.5	
		Poverty gap (%)	18.8	18.8	19.3	21.9	23.3	24.1 b	21.8	25.5	24.2	23.6	
		Persistent at-risk-of-poverty (% of male population)		4.5	5.2	4.0	5.5	6.7	6.0	4.0	5.4	3.8	
		Severe Material Deprivation (% of male population)	2.8	2.9	1.5	2.2	2.8	1.7	2.7	3.5	3.2	3.5	3.5 e
		Share of people living in low work intensity households (% of males aged 0-59)	8.3	9.1	8.4	8.2	9.7	10.3	10.5	12.2	11.8	11.1	
		Life expectancy at birth (years)	76.1	76.2	76.5 b	76.9	77.2	77.8	78.1	78.3	78.7	78.8	
		Healthy life years at birth (years) - men	67.7	67.4	62.4 b	61.8	62.3	63.6	60.6	60.4	60.3	60.4	
		Early leavers from education and training (% of males aged 18-24)	10.5	16.2 b	15.0	14.3	14.1	12.1	10.8	9.9	9.5 b	9.7	8.5 b
		NEET: Young people not in employment, education or training (% of males aged 15-24)	3.4	4.7 b	4.4	5.9	6.7	6.4	6.6	6.3	6.2	6.3	6.5 b
	Female	At-risk-of-poverty or exclusion (% of female population)	17.9	17.7	17.0	18.2	19.0	18.0 b	17.5	18.6	18.2	18.0	
		At-risk-of-poverty (% of female population)	12.0	12.0	12.0	13.4	13.4	12.0	11.9	11.8	11.8	11.9	
		Poverty gap (%)	15.2	16.4	17.2	17.1	20.9	16.1 b	16.4	17.9	17.2	19.8	
		Persistent at-risk-of-poverty (% of female population)		4.9	4.6	1.5	7.0	6.1	5.3	6.2	5.2	4.8	
		Severe Material Deprivation (% of female population)	3.5	3.6	2.4	2.4	2.5	2.9	2.7	3.7	3.2	3.8	3.8 e
		Share of people living in low work intensity households (% of females aged 0-59)	11.0	11.1	8.6	9.4	11.4	10.8	9.9	11.5	12.6	12.0	
		Life expectancy at birth (years)	80.7	80.6	81.0 b	81.1	81.4	81.9	82.1	82.4	82.8	82.7	
		Healthy life years at birth (years) - women	67.2	67.4	60.8 b	60.4	61.4	59.4	61.4	59.1	61.4	57.6	
		Early leavers from education and training (% of females aged 18-24)	7.7	9.5 b	10.0	8.1	7.7	7.0	7.4	6.2	6.1 b	5.7	5.9 b
		NEET: Young people not in employment, education or training (% of females aged 15-24)	3.8	3.8 b	4.2	4.9	5.4	6.1	6.7	5.8	5.4	6.1	5.1 b
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	14.5	14.2	12.7	14.0	15.1	15.7 b	14.9	15.4	14.5	15.7	
		At-risk-of-poverty (% of Children population)	9.9	9.6	9.1	10.6	10.9	10.3	10.4	9.1	9.2	10.4	
		Severe Material Deprivation (% of Children population)	4.3	4.8	2.5	2.1	3.1	2.9	4.0	3.8	3.1	4.3	4.3 e
		Share of children living in low work intensity households (% of Children population)	7.1	6.9	4.3	5.5	7.4	7.9	5.3	7.8	7.5	7.3	
		Risk of poverty of children in households at work (Working Intensity > 0.2)	6.7	6.2	7.6	7.9	6.8	7.7 b	7.4	6.6	6.6	8.0	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	59.3	59.8	58.8	56.4	54.6	61.1 b	57.7	64.0	61.3	55.0	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	17.1	17.4	17.1	18.1	19.5	19.0 b	19.6	21.6	21.3	20.9	
		At-risk-of-poverty (% of Working age population)	11.0	10.9	11.3	12.2	12.9	12.2	12.3	13.4	13.8	13.8	
		Severe Material Deprivation (% of Working age population)	3.2	3.3	2.0	2.7	2.9	2.5	2.9	4.3	4.0	4.3	4.3 e
		Very low work intensity (18-59)	10.7	11.5	10.2	10.1	11.9	11.6	12.2	13.5	14.0	13.3	
		In-work at-risk-of poverty rate (% of persons employed 18-64)	4.5	4.2	5.0	5.9	6.3	6.3 b	5.3	5.4	4.8	5.1	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	60.2	58.9	59.4	58.9	56.1	58.5 b	58.6	57.3	55.5	53.5	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	18.3	18.3	18.6	20.6	18.4	14.6 b	13.2	10.8	10.8	9.9	
		At-risk-of-poverty (% of Elderly population)	17.4	17.7	18.1	20.1	17.7	13.9	12.8	10.1	9.8	9.1	
		Severe Material Deprivation (% of Elderly population)	1.1	0.8	0.9	0.9	0.9	1.1	0.6	1.1	0.9	0.9	0.9 e
		Relative median income of elderly (ratio with median income of people younger than 65)	0.71	0.70	0.70	0.71	0.71	0.74 b	0.75	0.76	0.78	0.77	
		Aggregate replacement ratio (ratio)	0.37	0.39	0.41	0.42	0.44	0.43 b	0.42	0.44	0.45	0.45	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	6.0	6.0 b	6.2	6.9	6.7	6.6	6.5	6.4	6.3		
		Disability	4.1	3.8 b	3.8	4.2	4.2	4.1	4.1	4.1	4.1		
		Old age and survivors	10.5	11.9 b	11.8	13.2	12.6	12.7	12.7	13.3	14.0		
		Family/Children	3.6	3.7 b	3.8	4.2	4.0	3.8	3.7	3.6	3.5		
		Unemployment	2.0	1.2 b	1.0	1.6	1.9	1.9	1.9	1.8	1.6		
		Housing and Social exclusion n.e.c.	1.5	1.3 b	1.3	1.5	1.8	1.9	1.9	2.0	2.0		
		Total (including Admin and Other expenditures)	28.4	29.1 b	28.9	32.7	32.4	32.1	32.0	32.5	32.9		
		of which: Means tested benefits	0.8	9.4 b	9.5	10.3	10.7	10.9	11.0	11.2	11.3		

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Germany

Germany		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	3.7	3.3	1.1	-5.6	4.1	3.7	0.5	0.5	1.6	1.7	1.9
	Total employment	0.8	1.7	1.3	0.1	0.3	1.4	1.2	0.6	0.8	0.9	1.2
	Labour productivity	2.9	1.5	-0.2	-5.7	3.8	2.3	-0.7	-0.1	0.8	0.8	0.6
	Annual average hours worked per person employed	1.0	0.0	-0.4	-3.2	1.3	0.2	-1.3	-0.9	0.4	0.0	-0.3
	Real productivity per hour worked	1.9	1.5	0.2	-2.6	2.5	2.1	0.6	0.8	0.4	0.8	0.9
	Harmonized CPI	1.8	2.3	2.8	0.2	1.1	2.5	2.1	1.6	0.8	0.1	0.4
	Price deflator GDP	0.3	1.7	0.8	1.8	0.8	1.1	1.5	2.0	1.8	2.0	1.4
	Nominal compensation per employee	1.0	0.9	2.1	0.2	2.6	3.0	2.5	1.8	2.8	2.4	2.3
	Real compensation per employee (GDP deflator)	0.7	-0.8	1.3	-1.5	1.8	1.9	1.0	-0.2	1.0	0.4	0.8
	Real compensation per employee (private consumption deflator)	-0.8	-1.4	-0.6	0.0	1.4	0.5	0.4	0.1	2.0	2.3	1.9
	Nominal unit labour costs	-1.8	-0.6	2.3	6.3	-1.2	0.7	3.2	1.9	2.0	1.6	1.7
	Real unit labour costs	-2.1	-2.3	1.5	4.5	-1.9	-0.4	1.6	0.0	0.2	-0.3	0.2
Labour Market Indicators - Total	Total population (000)	82438	82315	82218	82002	81802	80222 b	80328	80524	80767 b	81198	82176
	Population aged 15-64 (000)	54918	54574	54417	54134	53878	52762 b	52951	53126	53272 b	53422	53994
	Total employment (000)	37172	37989	38542	38471	37993 b	38787 b	39127	39531	39871	40211	41367
	Employment aged 15-64 (000)	36633	37397	37902	37808	37337 b	38045 b	38321	38640	38908	39176	40256
	Employment rate (% population aged 20-64)	71.1	72.9	74.0	74.2	75.0 b	76.5 b	76.9	77.3	77.7	78.0	78.7
	Employment rate (% population aged 15-64)	67.2	69.0	70.1	70.3	71.3 b	72.7 b	73.0	73.5	73.8	74.0	74.7
	Employment rate (% population aged 15-24)	43.5	45.4	46.6	46.0	46.2 b	47.9 b	46.6	46.9	46.1	45.3	45.8
	Employment rate (% population aged 25-54)	78.8	80.3	80.9	80.8	81.6 b	83.0 b	83.3	83.4	83.5	83.7	84.0
	Employment rate (% population aged 55-64)	48.1	51.3	53.7	56.1	57.8 b	60.0 b	61.6	63.6	65.6	66.2	68.6
	FTE employment rate (% population aged 20-64)	61.4	62.9	64.1	64.4	65.0 b	66.0 b	66.5	66.8	67.3	67.5	68.3
	Self-employed (% total employment)	11.1	11.0	10.8	11.0	11.0 b	11.1 b	11.0	10.7	10.5	10.4	10.1
	Part-time employment (% total employment)	25.2	25.4	25.1	25.3	25.6 b	25.9 b	25.8	26.6	26.5	26.8	26.7
	Fixed term contracts (% total employees)	14.5	14.6	14.7	14.5	14.5 b	14.5	13.7	13.3	13.0	13.1	13.1
	Employment in Services (% total employment)	73.1	73.2	73.1	73.5	73.9	73.8	73.7	73.8	73.9		
	Employment in Industry (% total employment)	25.2	25.2	25.3	24.8	24.5	24.6	24.7	24.7	24.6		
	Employment in Agriculture (% total employment)	1.6	1.7	1.6	1.6	1.6	1.6	1.6	1.5	1.5		
	Activity rate (% population aged 15-64)	74.9	75.6	75.9	76.3	76.7 b	77.3 b	77.2	77.6	77.7	77.6	78.0
	Activity rate (% population aged 15-24)	50.4	51.5	52.2	51.8	51.3 b	52.4 b	50.7	50.8	49.9	48.8	49.3
	Activity rate (% population aged 25-54)	87.1	87.2	87.0	87.1	87.3 b	87.7 b	87.7	87.7	87.6	87.6	87.4
	Activity rate (% population aged 55-64)	54.9	57.2	58.7	61.0	62.6 b	64.1 b	65.4	67.5	69.1	69.4	71.3
	Total unemployment (000)	4104	3473	3018	3098	2821	2399	2224	2182	2090	1950	1771
	Unemployment rate (% labour force)	10.1	8.5	7.4	7.6	7.0	5.8	5.4	5.2	5.0	4.6	4.1
	Youth unemployment rate (% labour force 15-24)	13.6	11.8	10.4	11.1	9.8	8.5	8.0	7.8	7.7	7.2	7.0
	Long term unemployment rate (% labour force)	5.7	4.9	3.9	3.5	3.3	2.8	2.4	2.3	2.2	2.0	1.7
	Share of long term unemployment (% of total unemployment)	55.7	56.0	51.8	44.9	46.8	47.6	45.1	44.4	44.0	43.6	40.8
	Youth unemployment ratio (% population aged 15-24)	6.9	6.1	5.5	5.8	5.0 b	4.5 b	4.1	4.0	3.9	3.5	3.5
	Employment rate for low skilled 25-64 (ISCED 0-2)	53.8	54.6	55.3	54.9	55.4 b	56.7 b	57.6	58.1	58.0 b	58.7	59.5
	Employment rate for medium skilled 25-64 (ISCED 3-4)	72.5	74.4	75.3	75.5	76.3 b	77.6 b	78.2	78.9	79.7 b	79.9	81.0
	Employment rate for high skilled 25-64 (ISCED 5-8)	84.3	85.5	85.8	86.4	87.0 b	88.0 b	88.0	87.9	88.1 b	88.1	88.4
	Employment rate (Nationals aged 15-64)	68.7	70.5	71.7	71.9	72.7 b	74.0 b	74.2	74.8	75.1	75.4	76.5
	Employment rate (Other EU28 aged 15-64)	65.5	67.2	68.1	67.8	68.4 b	71.0 b	71.9	72.4	73.4	73.9	75.8
	Employment rate (Other than EU28 aged 15-64)	46.3	48.4	50.0	50.6	51.6 b	53.8 b	55.0	54.9	54.7	54.2	51.7
	Employment rate (Born in the same country aged 15-64)	69.0	70.7	71.7	71.9	72.5 b	73.8 b	74.0	74.5	74.9	75.2	76.2
	Employment rate (Born in other EU28 aged 15-64)											
	Employment rate (Born outside EU28 aged 15-64)											
	Underemployment (% of labour force aged 15-74)			5.9	5.4	5.4 b	4.6 b	4.3	4.2	3.9	3.7	3.4
	Seeking but not available (% of labour force aged 15-74)	2.3	2.2	2.0	1.4	1.3 b	1.2 b	1.2	1.2	1.1	1.1	1.1
	Discouraged, available but not seeking (% of labour force aged 15-74)	1.4	1.4	1.4	1.6	1.3 b	1.4 b	1.3	1.3	1.2	1.3	1.2

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Germany		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	40340	40301	40274	40184	40104	39125 b	39230	39381	39557 b	39835	40514
	Population aged 15-64(000)	27808	27629	27541	27386	27249	26509 b	26631	26745	26847 b	26968	27415
	Total employment (000)	20336	20745	21033	20816	20423 b	20802 b	21019	21143	21301	21454	22096
	Employment aged 15-64 (000)	20000	20378	20631	20401	20019 b	20338 b	20512	20584	20698	20808	21401
	Employment rate (% population aged 20-64)	77.2	79.1	80.1	79.6	80.4 b	81.7 b	82.1	82.1	82.2	82.3	82.8
	Employment rate (% population aged 15-64)	72.8	74.7	75.8	75.4	76.3 b	77.6 b	77.9	78.0	78.1	78.0	78.5
	Employment rate (% population aged 15-24)	45.3	47.2	48.7	47.5	47.9 b	49.7 b	48.6	48.4	47.7	46.5	47.0
	Employment rate (% population aged 25-54)	84.8	86.4	87.1	86.1	86.8 b	88.0 b	88.4	88.2	88.0	88.1	88.1
	Employment rate (% population aged 55-64)	56.1	59.4	61.7	63.8	65.2 b	67.1 b	68.6	69.9	71.4	71.3	73.7
	FTE employment rate (% population aged 20-64)	74.1	75.9	77.1	76.5	77.3 b	78.3 b	78.6	78.6	78.7	78.7	79.2
	Self-employed (% total employment)	14.1	13.9	13.6	14.0	14.0 b	14.1 b	14.0	13.6	13.3	13.1	12.6
	Part-time employment (% total employment)	8.5	8.5	8.3	8.6	8.5 b	8.9 b	8.9	9.1	9.2	9.3	9.3
	Fixed term contracts (% total employees)	12.7	12.7	12.8	12.5	12.4 b	12.5 b	11.9	11.6	11.4	11.5	11.6
	Employment in Services (% total employment)	62.1	62.0	61.6	61.9	62.4	62.0 b	61.9	62.1	62.1		
	Employment in Industry (% total employment)	35.8	35.9	36.4	36.1	35.6	35.9 b	36.1	36.0	35.9		
	Employment in Agriculture (% total employment)	2.1	2.1	2.0	2.0	2.0	2.0 b	2.0	1.9	2.0		
	Activity rate (% population aged 15-64)	81.3	81.7	82.0	82.2	82.4 b	82.7 b	82.6	82.6	82.5	82.1	82.2
	Activity rate (% population aged 15-24)	53.1	54.0	54.7	54.3	53.7 b	54.8 b	53.2	52.9	52.0	50.5	51.0
	Activity rate (% population aged 25-54)	93.8	93.8	93.5	93.2	93.2 b	93.2 b	93.1	92.9	92.6	92.5	92.0
	Activity rate (% population aged 55-64)	63.7	65.8	67.2	69.3	70.8 b	71.8 b	73.1	74.5	75.5	75.3	76.9
	Total unemployment (000)	2245	1855	1609	1747	1611	1336	1236	1231	1188	1123	1023
	Unemployment rate (% labour force)	10.2	8.4	7.3	8.0	7.4	6.1	5.6	5.5	5.3	5.0	4.4
	Youth unemployment rate (% labour force 15-24)	14.6	12.4	10.8	12.2	10.6	9.2	8.7	8.5	8.3	7.9	7.8
	Long term unemployment rate (% labour force)	5.7	4.8	3.9	3.6	3.5	3.0	2.6	2.5	2.4	2.3	1.9
	Share of long term unemployment (% of total unemployment)	55.6	56.1	52.5	43.9	47.5	49.0	46.5	45.0	45.8	45.3	42.7
	Youth unemployment ratio (% population aged 15-24)	7.9	6.8	6.0	6.8	5.8 b	5.0 b	4.6	4.5	4.3	4.0	4.0
	Employment rate for low skilled 25-64 (ISCED 0-2)	64.6	65.5	66.3	64.9	65.7 b	67.0 b	67.8	67.8	67.4 b	68.0	68.5
	Employment rate for medium skilled 25-64 (ISCED 3-4)	77.8	80.0	81.0	80.3	81.0 b	82.3 b	82.9	83.1	83.5 b	83.5	84.4
	Employment rate for high skilled 25-64 (ISCED 5-8)	87.6	89.1	89.4	89.7	90.3 b	91.1 b	91.4	91.3	91.3 b	91.3	91.3
	Employment rate (Nationals aged 15-64)	73.9	75.8	76.8	76.5	77.1 b	78.3 b	78.5	78.6	78.7	78.7	79.7
	Employment rate (Other EU28 aged 15-64)	73.2	74.6	76.0	74.5	75.8 b	78.5 b	79.6	80.4	81.5	81.5	83.1
	Employment rate (Other than EU28 aged 15-64)	57.1	59.2	61.6	61.1	63.1 b	66.0 b	66.3	66.5	65.4	64.8	59.8
	Employment rate (Born in the same country aged 15-64)	74.0	75.7	76.7	76.3	76.8 b	77.9 b	78.1	78.1	78.3	78.2	79.2
	Employment rate (Born in other EU28 aged 15-64)											
	Employment rate (Born outside EU28 aged 15-64)											
	Underemployment (% of labour force aged 15-74)			2.8	2.7	2.7 b	2.4 b	2.2	2.1	2.0	1.9	1.7
	Seeking but not available (% of labour force aged 15-74)	1.8	1.9	1.7	1.2	1.2 b	1.1 b	1.1	1.1	1.1	1.1	1.1
	Discouraged, available but not seeking (% of labour force aged 15-74)	0.9	1.0	1.0	1.2	1.0 b	1.1 b	1.0	1.0	1.0	1.1	1.1
Labour Market Indicators - Female	Total population (000)	42098	42014	41944	41818	41699	41097 b	41098	41143	41211 b	41362	41662
	Population aged 15-64(000)	27110	26945	26877	26748	26629	26253 b	26321	26381	26425 b	26454	26579
	Total employment (000)	16837	17244	17509	17655	17571 b	17986 b	18108	18389	18570	18757	19271
	Employment aged 15-64 (000)	16633	17019	17271	17407	17318 b	17708 b	17809	18056	18210	18368	18855
	Employment rate (% population aged 20-64)	65.0	66.7	67.8	68.7	69.7 b	71.3 b	71.6	72.5	73.1	73.6	74.5
	Employment rate (% population aged 15-64)	61.5	63.2	64.3	65.2	66.2 b	67.8 b	68.1	69.0	69.5	69.9	70.8
	Employment rate (% population aged 15-24)	41.6	43.5	44.5	44.4	44.5 b	46.1 b	44.5	45.2	44.3	44.0	44.5
	Employment rate (% population aged 25-54)	72.7	74.0	74.7	75.4	76.4 b	77.9 b	78.2	78.6	78.8	79.2	79.8
	Employment rate (% population aged 55-64)	40.3	43.4	46.0	48.6	50.7 b	53.2 b	54.9	57.6	60.0	61.2	63.6
	FTE employment rate (% population aged 20-64)	49.4	50.6	51.8	52.8	53.5 b	54.7 b	55.2	55.8	56.7	57.1	58.1
	Self-employed (% total employment)	7.5	7.5	7.3	7.4	7.6 b	7.6 b	7.6	7.4	7.3	7.2	7.1
	Part-time employment (% total employment)	45.4	45.6	45.2	44.9	45.3 b	45.4 b	45.3	46.7	46.3	46.6	46.4
	Fixed term contracts (% total employees)	13.1	13.4	13.5	13.6	13.6 b	13.6 b	12.7	12.4	12.2	12.2	12.2
	Employment in Services (% total employment)	85.6	85.9	86.2	86.6	86.8	86.8 b	86.7	86.7	86.8		
	Employment in Industry (% total employment)	13.2	13.0	12.6	12.2	12.1	12.1 b	12.2	12.2	12.2		
	Employment in Agriculture (% total employment)	1.1	1.1	1.2	1.2	1.1	1.1 b	1.1	1.0	1.1		
	Activity rate (% population aged 15-64)	68.5	69.4	69.7	70.4	70.9 b	71.9 b	71.9	72.6	72.9	73.1	73.6
	Activity rate (% population aged 15-24)	47.6	49.0	49.5	49.2	48.8 b	50.0 b	48.0	48.7	47.7	47.1	47.4
	Activity rate (% population aged 25-54)	80.3	80.6	80.5	81.0	81.3 b	82.1 b	82.3	82.4	82.5	82.5	82.7
	Activity rate (% population aged 55-64)	46.3	48.9	50.5	52.9	54.6 b	56.8 b	58.2	60.8	62.9	63.8	65.9
	Total unemployment (000)	1859	1618	1409	1350	1210	1063	989	951	902	827	747
	Unemployment rate (% labour force)	10.1	8.7	7.6	7.2	6.5	5.6	5.2	4.9	4.6	4.2	3.7
	Youth unemployment rate (% labour force 15-24)	12.5	11.0	9.9	9.7	8.8	7.8	7.3	7.1	7.1	6.5	6.1
	Long term unemployment rate (% labour force)	5.7	4.9	3.9	3.4	3.0	2.6	2.2	2.1	1.9	1.7	1.4
	Share of long term unemployment (% of total unemployment)	55.9	55.8	51.1	46.3	46.0	45.8	43.4	43.5	41.6	41.3	38.2
	Youth unemployment ratio (% population aged 15-24)	6.0	5.4	4.9	4.8	4.3 b	3.9 b	3.5	3.5	3.4	3.0	2.9
	Employment rate for low skilled 25-64 (ISCED 0-2)	46.4	47.3	47.7	48.0	48.3 b	49.5 b	50.4	51.1	50.9 b	51.5	52.1
	Employment rate for medium skilled 25-64 (ISCED 3-4)	67.3	68.9	69.8	70.7	71.8 b	73.0 b	73.6	74.6	76.0 b	76.5	77.7
	Employment rate for high skilled 25-64 (ISCED 5-8)	79.8	80.6	81.1	82.2	82.9 b	84.2 b	83.9	84.0	84.0 b	84.1	84.6
	Employment rate (Nationals aged 15-64)	63.5	65.2	66.4	67.2	68.2 b	69.7 b	69.9	70.9	71.5	72.1	73.3
	Employment rate (Other EU28 aged 15-64)	57.5	59.4	59.8	60.7	61.0 b	63.5 b	63.9	63.9	64.4	65.3	67.3
	Employment rate (Other than EU28 aged 15-64)	35.1	37.4	38.4	40.2	40.7 b	42.5 b	44.2	44.0	44.5	43.7	43.1
	Employment rate (Born in the same country aged 15-64)	63.9	65.6	66.7	67.4	68.2 b	69.7 b	69.8	70.8	71.4	72.1	73.2
	Employment rate (Born in other EU28 aged 15-64)											
	Employment rate (Born outside EU28 aged 15-64)											
	Underemployment (% of labour force aged 15-74)			9.6	8.5	8.5 b	7.3 b	6.7	6.6	6.1	5.7	5.2
	Seeking but not available (% of labour force aged 15-74)	2.8	2.6	2.4	1.5	1.5 b	1.4 b	1.3	1.3	1.2	1.2	1.2
	Discouraged, available but not seeking (% of labour force aged 15-74)	2.0	1.9	2.0	2.2	1.6 b	1.8 b	1.7	1.6	1.5	1.5	1.4

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Germany			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	20.2	20.6	20.1	20.0	19.7	19.9	19.6	20.3	20.6	20.0	
		At-risk-of-poverty (% of total population)	12.5	15.2	15.2	15.5	15.6	15.8	16.1	16.1	16.7	16.7	
		At-risk-of-poverty threshold (PPS single person)	9100	10395	10804	10770	10544	11037	11525	11687	11530	12219	
		Poverty gap (%)	20.4	23.2	22.2	21.5	20.7	21.4	21.1	20.4	23.2	22.0	
		Persistent at-risk-of-poverty (% of total population)			7.2	8.1	9.1	10.4	10.4	10.6	9.5	11.3	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	25.7	24.8	24.2	24.1	24.2	25.1	24.3	24.4	25.0	25.1	
		Impact of social transfers (excl. pensions) in reducing poverty (%)	51.4	38.7	37.2	35.7	35.5	37.1	33.7	34.0	33.2	33.5	
		Severe Material Deprivation (% of total population)	5.1	4.8	5.5	5.4	4.5	5.3	4.9	5.4	5.0	4.4	3.9 p
		Share of people living in low work intensity households (% of people aged 0-59)	13.6	11.5	11.7	10.9	11.2	11.2	9.9	9.9	10.0	9.8	
		Real Gross Household Disposable income (growth %)	1.1	0.4	0.8	-0.4	0.4	1.0	1.1	0.7	1.4	2.5	
		Income quintile share ratio S80/S20	4.1	4.9	4.8	4.5	4.5	4.5	4.3	4.6	5.1	4.8	
		GINI coefficient	26.8	30.4	30.2	29.1	29.3	29.0	28.3	29.7	30.7	30.1	
		Early leavers from education and training (% of population aged 18-24)	13.7	12.5	11.8 b	11.1	11.8 b	11.6	10.5	9.8	9.5 b	10.1	10.2
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	9.6	8.9	8.4 b	8.8	8.3 b	7.5 b	7.1	6.3	6.4	6.2	6.6
	Male	At-risk-of-poverty or exclusion (% of male population)	18.9	18.8	18.5	18.8	18.6	18.5	18.1	18.8	19.5	18.8	
		At-risk-of-poverty (% of male population)	12.1	14.1	14.2	14.7	14.9	14.9	14.9	15.0	15.9	15.9	
		Poverty gap (%)	21.4	24.4	23.7	22.3	21.5	22.6	21.8	20.9	24.0	22.8	
		Persistent at-risk-of-poverty (% of male population)			6.6	7.0	9.0	10.0	9.9	10.0	9.5	11.3	
		Severe Material Deprivation (% of male population)	5.0	4.3	5.3	5.3	4.4	5.0	4.5	5.2	4.8	4.2	3.6 p
		Share of people living in low work intensity households (% of males aged 0-59)	12.3	10.5	10.9	10.5	10.7	10.5	9.2	9.4	9.8	9.5	
		Life expectancy at birth (years)	77.2	77.4	77.6 b	77.8	78.0	78.4	78.6	78.6	78.7	78.3 b	
		Healthy life years at birth (years) - men	58.7 bd	59.0	56.4 b	57.1	57.9	57.9	57.4	57.8	56.4	65.3 b	
		Early leavers from education and training (% of males aged 18-24)	14.0	13.1	12.4 b	11.5	12.5 b	12.5	11.1	10.2	10.0 b	10.4	10.9
		NEET: Young people not in employment, education or training (% of males aged 15-24)	8.9	8.0	7.5 b	8.2	7.6 b	6.7 b	6.3	5.6	5.5	5.4	6.0
	Female	At-risk-of-poverty or exclusion (% of female population)	21.3	22.3	21.6	21.2	20.9	21.3	21.1	21.9	21.8	21.1	
		At-risk-of-poverty (% of female population)	13.0	16.3	16.2	16.3	16.4	16.8	17.2	17.2	17.4	17.4	
		Poverty gap (%)	19.2	22.4	21.1	20.8	19.6	20.6	20.6	20.1	22.6	21.5	
		Persistent at-risk-of-poverty (% of female population)			7.7	9.0	9.2	10.8	10.9	11.1	9.5	11.3	
		Severe Material Deprivation (% of female population)	5.1	5.3	5.6	5.4	4.7	5.7	5.2	5.6	5.1	4.6	4.3 p
		Share of people living in low work intensity households (% of females aged 0-59)	14.8	12.6	12.4	11.3	11.7	11.9	10.7	10.5	10.2	10.1	
		Life expectancy at birth (years)	82.4	82.7	82.7 b	82.8	83.0	83.2	83.3	83.2	83.6	83.1 b	
		Healthy life years at birth (years) - women	58.3 bd	58.6	57.7 b	58.1	58.7	58.7	57.9	57.0	56.5	67.5 b	
		Early leavers from education and training (% of females aged 18-24)	13.4	11.9	11.2 b	10.7	11.0 b	10.7	9.9	9.3	8.9 b	9.8	9.4
		NEET: Young people not in employment, education or training (% of females aged 15-24)	10.4	9.8	9.5 b	9.4	9.0 b	8.3 b	7.9	7.0	7.2	7.0	7.3
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	20.9	19.7	20.1	20.4	21.7	19.9	18.4	19.4	19.6	18.5	
		At-risk-of-poverty (% of Children population)	12.4	14.1	15.2	15.0	17.5	15.6	15.2	14.7	15.1	14.6	
		Severe Material Deprivation (% of Children population)	5.9	5.4	6.9	7.1	5.2	5.4	4.8	5.6	5.0	4.7	3.8 p
		Share of children living in low work intensity households (% of Children population)	11.0	9.2	9.1	9.0	8.9	8.6	6.8	6.9	7.0	7.1	
		Risk of poverty of children in households at work (Working Intensity > 0.2)	8.2	9.2	9.6	9.7	11.7	10.5	10.8	11.3	11.8	10.6	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	63.3	53.6	50.3	50.8	46.7	52.7	50.7	51.7	50.0	53.4	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	21.9	21.9	21.5	21.1	20.8	21.3	21.2	22.0	22.0	21.3	
		At-risk-of-poverty (% of Working age population)	12.6	15.2	15.4	15.8	15.6	16.4	16.6	16.9	17.2	17.3	
		Severe Material Deprivation (% of Working age population)	5.7	5.5	6.1	5.8	5.2	6.0	5.5	6.0	5.6	5.0	4.3 p
		Very low work intensity (18-59)	14.4	12.3	12.4	11.4	11.9	12.0	10.8	10.8	10.9	10.6	
		In-work at-risk-of poverty rate (% of persons employed 18-64)	5.5	7.4	7.1	6.8	7.1	7.7	7.7	8.6	9.9	9.6	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	53.0	40.4	38.2	36.3	37.4	37.2	34.1	33.7	33.9	33.5	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	13.5	16.8	15.5	16.0	14.8	15.3	15.8	16.0	17.4	17.2	
		At-risk-of-poverty (% of Elderly population)	12.5	16.2	14.9	15.0	14.1	14.2	15.0	14.9	16.3	16.5	
		Severe Material Deprivation (% of Elderly population)	2.1	2.2	2.1	2.5	2.1	3.2	2.8	3.2	3.2	2.4	2.8 p
		Relative median income of elderly (ratio with median income of people younger than 65)	0.93	0.87	0.87	0.88	0.89	0.90	0.88	0.89	0.90	0.87	
		Aggregate replacement ratio (ratio)	0.46	0.46	0.44	0.47	0.49	0.51	0.47	0.47	0.45	0.46	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	7.7	7.7	8.0	9.4	9.2	9.1	9.3	9.5	9.7 p		
		Disability	2.1	2.0	2.1	2.2	2.2	2.1	2.2	2.2	2.2 p		
		Old age and survivors	11.5	11.1	11.1	11.8	11.4	11.0	11.0	10.9	10.9 p		
		Family/Children	2.8	2.7	2.8	3.1	3.1	3.1	3.1	3.1	3.1 p		
		Unemployment	1.8	1.5	1.4	1.8	1.6	1.3	1.1	1.1	1.1 p		
		Housing and Social exclusion n.e.c.	0.8	0.8	0.7	0.8	0.8	0.8	0.7	0.8	0.8 p		
		Total (including Admin and Other expenditures)	27.8	26.8	27.1	30.5	29.8	28.6	28.7	29.0	29.1 p		
		of which: Means tested benefits	3.4	3.2	3.1	3.5	3.4	3.3	3.3	3.4	3.4 p		

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Estonia

Estonia		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	10.3	7.7	-5.4	-14.7	2.3	7.6	4.3	1.4	2.8	1.4	1.6
	Total employment	4.9	0.2	-0.2	-10.2	-4.9	6.5	1.6	1.2	0.8	2.9	0.3
	Labour productivity	5.1	7.5	-5.2	-5.0	7.6	1.0	2.6	0.2	2.0	-1.4	1.3
	Annual average hours worked per person employed	-0.4	-0.1	-1.5	-6.9	2.3	2.4	-1.7	-1.1	-0.3	-0.4	0.2
	Real productivity per hour worked	5.5	7.7	-3.7	2.0	5.1	-1.3	4.4	1.2	2.4	-1.0	1.1
	Harmonized CPI	4.4	6.7	10.6	0.2	2.7	5.1	4.2	3.2	0.5	0.1	0.8
	Price deflator GDP	8.9	11.5	7.5	0.4	1.7	5.3	3.2	3.9	1.7	1.0	1.7
	Nominal compensation per employee	14.8	25.6	10.6	-3.0	2.7	0.8	6.6	4.6	4.3	5.7	5.7
	Real compensation per employee (GDP deflator)	5.5	12.6	2.9	-3.4	0.9	-4.3	3.3	0.7	2.5	4.6	3.9
	Real compensation per employee (private consumption deflator)	9.9	17.6	0.0	-3.1	-0.1	-4.1	2.2	1.3	3.8	5.6	4.8
	Nominal unit labour costs	9.2	16.8	16.7	2.2	-4.6	-0.2	3.8	4.5	2.2	7.2	4.3
	Real unit labour costs	0.4	4.7	8.5	1.8	-6.2	-5.2	0.6	0.6	0.5	6.0	2.7
Labour Market Indicators - Total	Total population (000)	1351	1343	1338	1336	1333	1330	1325	1320	1316	1315 b	1316
	Population aged 15-64 (000)	920	911	906	903	899	894	885	875	866	859 b	854
	Total employment (000)	652	658	656	594	568	603	615	621	625	641	645
	Employment aged 15-64 (000)	626	632	632	574	548	582	591	597	600	613	612
	Employment rate (% population aged 20-64)	75.9	76.9	77.1	70.0	66.8	70.6	72.2	73.3	74.3	76.5	76.6
	Employment rate (% population aged 15-64)	68.4	69.8	70.1	63.8	61.2	65.3	67.1	68.5	69.6	71.9	72.1
	Employment rate (% population aged 15-24)	31.4	34.1	35.9	28.3	25.3	31.1	32.3	32.4	33.3	36.3	37.5
	Employment rate (% population aged 25-54)	84.1	84.8	83.9	76.5	74.9	78.2	79.5	80.4	80.9	83.0	82.6
	Employment rate (% population aged 55-64)	58.4	59.9	62.3	60.3	53.8	57.5	60.5	62.6	64.0	64.5	65.2
	FTE employment rate (% population aged 20-64)	74.4	75.1	75.5	68.0	64.8	68.6	70.1	71.4	72.5	74.3	74.5
	Self-employed (% total employment)	8.0	8.9	7.7	8.2	8.3	8.5	8.6	8.9	8.9	9.2	9.4
	Part-time employment (% total employment)	6.8	7.1	6.4	9.4	9.8	9.3	9.2	8.9	8.3	9.5	9.9
	Fixed term contracts (% total employees)	2.7	2.1	2.4	2.5	3.7	4.5	3.7	3.5	3.2	3.5	3.7
	Employment in Services (% total employment)	62.4	61.0	61.7	65.5	66.9	64.6	65.7	66.6	67.4		
	Employment in Industry (% total employment)	32.8	34.4	34.4	30.6	28.9	31.0	29.8	29.2	28.8		
	Employment in Agriculture (% total employment)	4.8	4.6	3.9	3.9	4.2	4.4	4.5	4.2	3.7		
	Activity rate (% population aged 15-64)	72.8	73.2	74.2	74.0	73.9	74.7	74.8	75.1	75.2	76.7	77.5
	Activity rate (% population aged 15-24)	35.7	37.9	40.8	39.0	37.8	40.0	40.8	39.8	39.2	41.8	43.3
	Activity rate (% population aged 25-54)	89.0	88.5	88.2	87.8	88.3	88.4	87.8	87.6	87.1	87.9	87.8
	Activity rate (% population aged 55-64)	61.0	62.2	65.0	66.5	64.3	65.1	65.1	66.6	67.7	68.7	71.0
	Total unemployment (000)	41	32	38 i	93	114	85	68	59	50	42	47
	Unemployment rate (% labour force)	5.9	4.6	5.5 i	13.5	16.7	12.3	10.0	8.6	7.4	6.2	6.8
	Youth unemployment rate (% labour force 15-24)	12.1	10.1	12.0 i	27.4	32.9	22.4	20.9	18.7	15.0	13.1	13.4
	Long term unemployment rate (% labour force)	2.9	2.3	1.7 u	3.7	7.6	7.1	5.5	3.8	3.3	2.4	2.1
	Share of long term unemployment (% of total unemployment)	48.6	49.8	31.1 u	27.3	45.3	57.3	54.7	44.5	45.3	38.3	31.6
	Youth unemployment ratio (% population aged 15-24)	4.3	3.8	4.9	10.7	12.4	9.0	8.5	7.4	5.9	5.5	5.8
	Employment rate for low skilled 25-64 (ISCED 0-2)	56.1	56.8	58.1	47.5	45.2	48.5	50.3	58.2	60.6 b	58.6	62.7
	Employment rate for medium skilled 25-64 (ISCED 3-4)	77.9	79.4	79.6	71.6	68.8	74.0	74.4	74.5	75.3 b	77.7	76.9
	Employment rate for high skilled 25-64 (ISCED 5-8)	87.6	87.3	85.8	82.7	79.7	79.9	82.3	83.0	84.0 b	85.7	84.9
	Employment rate (Nationals aged 15-64)	68.6	69.7	69.8	64.3	62.2	65.8	67.9	69.0	70.3	72.5	72.9
	Employment rate (Other EU28 aged 15-64)	65.9 u	64.0 u	80.4 u	69.2 u	62.6 u	58.8 u	59.3 u	63.2 u	77.5	57.8	70.4
	Employment rate (Other than EU28 aged 15-64)	67.6	70.3	71.1	61.3	56.1	62.6	63.4	65.4	64.8	68.4	67.2
	Employment rate (Born in the same country aged 15-64)	67.8	69.0	69.3	63.2	61.5	65.5	67.1	68.5	69.8	72.1	72.3
	Employment rate (Born in other EU28 aged 15-64)	65.5	76.2	77.2	74.0	61.4	61.9	59.2	62.6	71.7	66.8	71.8
	Employment rate (Born outside EU28 aged 15-64)	72.6	74.3	74.9	67.6	59.3	64.3	67.6	68.8	67.6	70.5	70.3
	Underemployment (% of labour force aged 15-74)			0.7	1.8	1.8	1.8	1.5	1.2	1.0	1.2	1.2
	Seeking but not available (% of labour force aged 15-74)					0.3 u	0.2 u	0.4 u	0.3 u	0.4 u	0.4	0.6
	Discouraged, available but not seeking (% of labour force aged 15-74)	4.6	4.2	3.4	5.4	6.0	6.4	6.0	5.1	4.8	4.1	4.7

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Estonia		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	628	624	622	621	621	620	618	616	615	615 b	617
	Population aged 15-64(000)	448	444	442	441	440	438	434	430	427	424 b	423
	Total employment (000)	330	335	334	291	278	303	309	315	320	328	329
	Employment aged 15-64 (000)	317	324	323	282	269	295	300	305	309	317	317
	Employment rate (% population aged 20-64)	79.5	81.4	81.5	71.0	67.8	73.5	75.1	76.7	78.3	80.5	80.8
	Employment rate (% population aged 15-64)	71.4	73.5	73.7	64.3	61.7	67.8	69.7	71.4	73.0	75.3	75.7
	Employment rate (% population aged 15-24)	36.8	38.2	38.9	30.0	26.5	33.1	34.2	34.0	33.4	39.4	38.8
	Employment rate (% population aged 25-54)	87.3	89.6	88.2	77.4	75.8	81.6	83.1	84.7	85.6	87.7	87.9
	Employment rate (% population aged 55-64)	57.3	59.0	64.7	59.3	51.9	57.2	59.2	61.4	65.1	63.1	63.7
	FTE employment rate (% population aged 20-64)	79.0	80.6	80.9	69.8	66.6	72.9	74.3	75.7	77.1	79.4	79.7
	Self-employed (% total employment)	11.3	12.5	10.6	11.4	11.5	11.9	12.3	12.1	12.2	11.9	12.1
	Part-time employment (% total employment)	3.8	3.9	3.6	6.2	6.1	5.0	5.1	5.5	5.7	6.0	6.8
	Fixed term contracts (% total employees)	2.8	2.4	3.1	2.7	4.4	5.0	4.1	3.6	2.9	3.4	3.4
	Employment in Services (% total employment)	49.0	46.5	47.7	51.6	52.7	49.6	50.7	52.0	54.1		
	Employment in Industry (% total employment)	44.5	47.2	47.0	43.0	41.6	44.0	42.9	41.9	40.7		
	Employment in Agriculture (% total employment)	6.6	6.3	5.4	5.4	5.7	6.4	6.5	6.1	5.3		
	Activity rate (% population aged 15-64)	76.2	77.8	78.4	77.7	76.8	78.2	78.4	78.6	79.3	80.4	81.9
	Activity rate (% population aged 15-24)	40.9	43.5	44.5	43.8	41.2	43.4	44.3	41.4	41.4	45.7	46.1
	Activity rate (% population aged 25-54)	92.6	93.5	92.8	91.9	91.8	92.1	92.1	92.3	92.2	92.6	93.7
	Activity rate (% population aged 55-64)	61.5	63.4	68.3	67.3	64.3	67.0	65.3	66.9	69.1	67.7	70.4
	Total unemployment (000)	22	19	20 i	58	66	45	38	31	27	22	26
	Unemployment rate (% labour force)	6.2	5.4	5.8 i	16.7	19.3	13.1	10.9	9.1	7.9	6.2	7.4
	Youth unemployment rate (% labour force 15-24)	10.0	12.2	12.6 i	31.6	35.6	23.8	22.8	17.7	19.3	13.8	15.8
	Long term unemployment rate (% labour force)	3.2 u	2.9 u	2.0 u	4.4 u	9.3	7.9	6.1	4.2	3.9	2.5 u	2.4 u
	Share of long term unemployment (% of total unemployment)	51.2 u	53.3 u	35.5 u	26.6 u	48.3	60.5	55.5	46.6	50.2	40.8 u	32.8 u
	Youth unemployment ratio (% population aged 15-24)	4.1	5.3	5.6	13.8	14.7	10.3	10.1	7.3	8.0	6.3	7.3
	Employment rate for low skilled 25-64 (ISCED 0-2)	62.0	63.9	65.6	51.7	46.5	53.2	54.1	62.5	66.1 b	63.4	68.1
	Employment rate for medium skilled 25-64 (ISCED 3-4)	82.1	84.7	83.8	72.8	71.9	78.1	79.1	79.4	81.3 b	82.9	81.8
	Employment rate for high skilled 25-64 (ISCED 5-8)	90.8	91.5	92.4	87.3	81.1	84.3	86.2	87.6	89.5 b	91.0	91.3
	Employment rate (Nationals aged 15-64)	70.8	72.6	73.2	65.1	62.5	67.9	69.6	71.5	72.9	75.4	75.8
	Employment rate (Other EU28 aged 15-64)	91.4 u		93.1 u	66.1 u	59.8 u	54.9 u	68.6 u		83.2 u	76.5 u	89.0
	Employment rate (Other than EU28 aged 15-64)	73.6	77.3	75.8	61.2	58.1	67.7	69.8	70.6	72.7	74.9	74.5
	Employment rate (Born in the same country aged 15-64)	70.8	72.9	72.8	63.8	61.9	67.5	69.5	71.3	72.8	75.3	75.5
	Employment rate (Born in other EU28 aged 15-64)	70.6 u	88.2 u	94.2 u	75.5 u	58.8 u	51.6 u	58.2 u	52.9 u	73.6	73.9	79.3
	Employment rate (Born outside EU28 aged 15-64)	75.5	77.1	79.6	68.1	60.7	71.0	71.8	73.1	74.7	75.8	76.5
	Underemployment (% of labour force aged 15-74)			0.6 u	1.7	1.3	1.0	1.1	1.0	0.9	0.8	1.0
	Seeking but not available (% of labour force aged 15-74)										0.4 u	0.6 u
	Discouraged, available but not seeking (% of labour force aged 15-74)	4.3	4.3	3.5	5.5	5.7	6.1	6.0	4.7	4.3	3.5	4.5
Labour Market Indicators - Female	Total population (000)	723	719	716	714	712	710	707	704	701	700 b	699
	Population aged 15-64(000)	472	467	464	462	459	456	451	445	439	435 b	431
	Total employment (000)	322	323	322	303	290	301	306	307	305	313	315
	Employment aged 15-64 (000)	309	309	309	292	279	287	291	292	291	296	295
	Employment rate (% population aged 20-64)	72.5	72.6	72.9	69.0	65.9	67.8	69.4	70.1	70.6	72.6	72.6
	Employment rate (% population aged 15-64)	65.6	66.2	66.6	63.2	60.8	63.0	64.7	65.7	66.3	68.5	68.6
	Employment rate (% population aged 15-24)	25.8	29.8	32.9	26.7	24.1	29.0	30.3	30.7	33.3	33.1	36.1
	Employment rate (% population aged 25-54)	80.9	80.1	79.7	75.7	74.0	75.0	75.8	76.1	76.1	78.2	77.2
	Employment rate (% population aged 55-64)	59.3	60.7	60.5	61.1	55.3	57.8	61.5	63.6	63.1	65.7	66.5
	FTE employment rate (% population aged 20-64)	70.1	70.1	70.6	66.3	63.3	64.7	66.3	67.3	68.1	69.5	69.6
	Self-employed (% total employment)	4.6	5.2	4.7	5.1	5.2	5.0	4.8	5.6	5.5	6.4	6.6
	Part-time employment (% total employment)	9.8	10.6	9.4	12.6	13.4	13.8	13.3	12.4	11.2	13.4	13.3
	Fixed term contracts (% total employees)	2.0	1.5	1.4	1.8	2.5	3.3	2.3	2.7	2.8	2.8	3.3
	Employment in Services (% total employment)	75.9	75.8	76.1	78.7	80.2	79.5	80.7	81.3	81.2		
	Employment in Industry (% total employment)	21.1	21.2	21.5	18.8	17.0	18.0	16.8	16.5	16.6		
	Employment in Agriculture (% total employment)	3.0	3.0	2.4	2.5	2.8	2.4	2.5	2.2	2.2		
	Activity rate (% population aged 15-64)	69.6	68.9	70.3	70.6	71.1	71.5	71.4	71.8	71.3	73.0	73.2
	Activity rate (% population aged 15-24)	30.4	32.1	37.1	34.1	34.3	36.5	37.2	38.2	37.0	37.7	40.4
	Activity rate (% population aged 25-54)	85.5	83.6	83.7	83.8	84.8	84.7	83.5	82.9	82.0	83.0	81.8
	Activity rate (% population aged 55-64)	60.6	61.2	62.4	66.0	64.3	63.5	65.0	66.5	66.5	69.4	71.4
	Total unemployment (000)	19	13	17 i	35	48	39	31	27	22	20	20
	Unemployment rate (% labour force)	5.6	3.8	5.1 i	10.3	14.1	11.6	9.1	8.2	6.8	6.1	6.1
	Youth unemployment rate (% labour force 15-24)	15.1	7.2	11.3 i	21.8	29.5	20.7	18.5	19.8	10.0	12.2	10.6
	Long term unemployment rate (% labour force)	2.6 u	1.7 u	1.3 u	2.9 u	5.8	6.2	4.9	3.4 u	2.7 u	2.2 u	1.8 u
	Share of long term unemployment (% of total unemployment)	45.7 u	44.4 u	26.1 u	28.6 u	41.1	53.7	53.6	42.1 u	39.4 u	35.7 u	30.1 u
	Youth unemployment ratio (% population aged 15-24)	4.6	2.3	4.2	7.4	10.1	7.5	6.9	7.5	3.7	4.6	4.3
	Employment rate for low skilled 25-64 (ISCED 0-2)	47.7	47.3	48.9	41.4	43.3	41.3	44.3	50.7	50.0 b	50.7	52.6
	Employment rate for medium skilled 25-64 (ISCED 3-4)	73.6	73.5	74.8	70.2	65.1	69.3	68.8	68.7	68.4 b	71.3	70.8
	Employment rate for high skilled 25-64 (ISCED 5-8)	85.6	84.7	82.0	80.2	78.9	77.3	80.0	80.3	80.8 b	82.7	81.1
	Employment rate (Nationals aged 15-64)	66.6	67.0	66.9	63.5	62.0	63.9	66.2	66.8	67.9	69.8	70.2
	Employment rate (Other EU28 aged 15-64)								59.3 u	70.6 u		
	Employment rate (Other than EU28 aged 15-64)	60.7	62.5	65.5	61.4	53.9	56.7	55.8	59.2	55.7	60.3	58.7
	Employment rate (Born in the same country aged 15-64)	64.9	65.2	66.1	62.6	61.2	63.5	64.8	65.7	66.8	68.9	69.1
	Employment rate (Born in other EU28 aged 15-64)	61.6 u	67.9 u			65.6 u	75.5 u	60.3 u	69.7 u	69.8	60.4 u	61.1 u
	Employment rate (Born outside EU28 aged 15-64)	70.1	72.1	70.8	67.1	58.2	58.9	64.6	65.7	61.9	65.8	65.4
	Underemployment (% of labour force aged 15-74)			0.8 u	1.9	2.3	2.6	1.9	1.4	1.1	1.7	1.5
	Seeking but not available (% of labour force aged 15-74)					0.5 u	0.3 u	0.6 u	0.4 u	0.5 u	0.5 u	0.7 u
	Discouraged, available but not seeking (% of labour force aged 15-74)	4.9	4.0	3.2	5.3	6.2	6.7	6.0	5.5	5.2	4.6	5.1

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Estonia			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	22.0	22.0	21.8	23.4	21.7	23.1	23.4	23.5	26.0 b	24.2	
		At-risk-of-poverty (% of total population)	18.3	19.4	19.5	19.7	15.8	17.5	17.5	18.6	21.8	21.6	
		At-risk-of-poverty threshold (PPS single person)	3376	3895	4538	4861	4448	4491	4734	5164	5545 b	6259	
		Poverty gap (%)	22.0	20.2	20.3	17.0	23.2	26.0	23.8	21.5	22.0 b	21.0	
		Persistent at-risk-of-poverty (% of total population)		11.1	13.6	12.9	9.9	10.5	12.0	9.3	11.2 b	13.1	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	24.6	25.2	24.7	25.9	24.9	24.9	24.8	25.4	28.4 b	27.8	
		Impact of social transfers (excl. pensions) in reducing poverty (%)	25.6	23.0	21.1	23.9	36.6	29.7	29.4	26.8	23.2 b	22.3	
		Severe Material Deprivation (% of total population)	7.0	5.6	4.9	6.2	9.0	8.7	9.4	7.6	6.2	4.5	4.8 p
		Share of people living in low work intensity households (% of people aged 0-59)	7.1	6.2	5.3	5.6	9.0	10.0	9.1	8.4	7.6 b	6.6	
		Real Gross Household Disposable income (growth %)	10.2	11.1	4.6	-8.9	-4.0	3.0	2.1	0.6	6.6	4.3	
		Income quintile share ratio S80/S20	5.5	5.5	5.0	5.0	5.0	5.3	5.4	5.5	6.5 b	6.2	
		GINI coefficient	33.1	33.4	30.9	31.4	31.3	31.9	32.5	32.9	35.6 b	34.8	
		Early leavers from education and training (% of population aged 18-24)	13.4	14.4	14.0	13.5 b	11.0	10.6	10.3	9.7	12.0 b	12.2	10.9
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	8.8	8.9	8.7	14.5 b	14.0	11.6	12.2	11.3	11.7	10.8	9.1
	Male	At-risk-of-poverty or exclusion (% of male population)	20.0	19.4	18.9	21.1	21.5	23.2	22.3	22.5	24.5 b	22.2	
		At-risk-of-poverty (% of male population)	16.3	16.7	16.5	17.5	15.4	17.6	16.8	17.2	20.1	19.6	
		Poverty gap (%)	26.5	24.2	23.8	20.7	25.9	27.9	27.6	27.4	29.4 b	28.3	
		Persistent at-risk-of-poverty (% of male population)		9.5	10.1	11.5	7.8	9.9	11.6	8.6	11.0 b	11.5	
		Severe Material Deprivation (% of male population)	6.8	5.4	4.8	6.2	9.3	8.8	9.5	8.1	6.2	4.3	4.7 p
		Share of people living in low work intensity households (% of males aged 0-59)	7.7	6.6	6.0	6.5	9.7	10.9	9.6	9.5	8.6 b	7.3	
		Life expectancy at birth (years)	67.4	67.5	68.9 b	69.8	70.9	71.4	71.4	72.8	72.4	73.2	
		Healthy life years at birth (years) - men	49.6	49.8	53.1 b	55.0	54.2	54.3	53.1	53.9	53.2	53.8	
		Early leavers from education and training (% of males aged 18-24)	19.5	21.4	19.8	17.9 b	14.4	12.8	13.3	13.6	16.0 b	14.2	14.3
		NEET: Young people not in employment, education or training (% of males aged 15-24)	6.6	8.5	8.0	14.4 b	14.6	11.8	11.2	10.8	11.8	9.0	6.8
	Female	At-risk-of-poverty or exclusion (% of female population)	23.7	24.2	24.3	25.5	22.0	22.9	24.4	24.4	27.3 b	26.0	
		At-risk-of-poverty (% of female population)	19.9	21.7	22.0	21.6	16.2	17.4	18.1	19.9	23.3	23.3	
		Poverty gap (%)	19.9	18.4	19.3	15.5	20.0	24.0	21.8	16.9	17.5 b	16.9	
		Persistent at-risk-of-poverty (% of female population)		12.5	16.5	13.9	11.7	11.0	12.3	9.9	11.4 b	14.4	
		Severe Material Deprivation (% of female population)	7.2	5.8	4.9	6.3	8.7	8.6	9.3	7.1	6.2	4.7	4.8 p
		Share of people living in low work intensity households (% of females aged 0-59)	6.5	5.8	4.7	4.8	8.3	9.2	8.6	7.3	6.5 b	5.9	
		Life expectancy at birth (years)	78.6	78.9	79.5 b	80.2	80.8	81.3	81.5	81.7	81.9	82.2	
		Healthy life years at birth (years) - women	53.9	54.9	57.5 b	59.2	58.2	57.9	57.2	57.1	57.1	56.2	
		Early leavers from education and training (% of females aged 18-24)	6.9	7.2	8.3	9.1 b	7.6	8.4	7.3	5.8	7.9 b	10.0	7.4
		NEET: Young people not in employment, education or training (% of females aged 15-24)	11.0	9.2	9.4	14.5 b	13.5	11.4	13.2	11.8	11.6	12.8	11.6
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	24.1	20.1	19.4	24.5	24.0	24.8	22.4	22.3	23.8 b	22.5	
		At-risk-of-poverty (% of Children population)	20.1	18.2	17.1	20.6	17.3	19.5	17.0	18.1	19.7	20.0	
		Severe Material Deprivation (% of Children population)	7.6	4.1	5.3	7.0	10.7	9.1	9.2	7.0	5.7	3.9	4.0 p
		Share of children living in low work intensity households (% of Children population)	6.5	4.6	3.8	4.5	8.4	9.2	6.9	6.6	6.5 b	5.2	
		Risk of poverty of children in households at work (Working Intensity > 0.2)	15.3	14.4	14.3	17.8	12.1	13.7	12.8	13.4	16.1 b	16.6	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	34.3	35.5	35.0	30.6	44.4	35.9	40.6	34.2	30.9 b	31.0	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	19.8	19.1	17.5	19.9	21.8	24.2	24.2	22.7	24.0 b	21.0	
		At-risk-of-poverty (% of Working age population)	15.9	16.1	15.0	15.8	15.6	18.0	17.7	17.3	19.4	17.9	
		Severe Material Deprivation (% of Working age population)	6.8	5.5	4.5	6.1	9.1	9.3	10.0	8.0	6.3	4.4	4.8 p
		Very low work intensity (18-59)	7.3	6.8	5.8	5.9	9.1	10.3	9.8	9.0	7.9 b	7.0	
		In-work at-risk-of poverty rate (% of persons employed 18-64)	7.8	7.9	7.4	8.3	6.7	8.2	8.5	7.7	11.8 b	10.3	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	27.4	25.1	24.6	28.2	37.6	30.2	28.9	28.8	25.7 b	26.3	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	27.8	35.4	40.9	35.6	19.0	17.0	21.8	28.0	35.0 b	37.0	
		At-risk-of-poverty (% of Elderly population)	25.1	33.2	39.0	33.9	15.1	13.1	17.2	24.4	32.6	35.8	
		Severe Material Deprivation (% of Elderly population)	7.4	7.9	5.8	5.6	6.6	5.8	7.1	6.3	6.4	5.2	5.4 p
		Relative median income of elderly (ratio with median income of people younger than 65)	0.69	0.65	0.62	0.66	0.73	0.75	0.72	0.69	0.63 b	0.62	
		Aggregate replacement ratio (ratio)	0.49	0.47	0.45	0.52	0.55	0.54	0.50	0.50	0.47 b	0.43	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	3.7	4.0	4.7	5.3	4.7	4.3	4.2	4.1	4.4		
		Disability	1.1	1.1	1.4	1.8	1.9	1.8	1.7	1.8	1.8		
		Old age and survivors	5.4	5.2	6.2	7.9	7.7	6.8	6.6	6.6	6.6		
		Family/Children	1.4	1.4	1.7	2.2	2.2	1.9	1.7	1.6	1.6		
		Unemployment	0.1	0.1	0.3	1.2	0.7	0.5	0.5	0.5	0.4		
		Housing and Social exclusion n.e.c.	0.1	0.1	0.1	0.1	0.2	0.2	0.2	0.1	0.1		
		Total (including Admin and Other expenditures)	12.0	12.0	14.7	18.8	17.6	15.6	15.0	14.9	15.1		
		of which: Means tested benefits	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.1		

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Ireland

Ireland		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	5.9	3.8	-4.4	-4.6	2.0	0.0	-1.1	1.1	8.5	26.3	5.2
	Total employment	4.6	4.4	-0.6	-7.8	-4.1	-0.5 b	-0.6	2.5	1.7	2.5	2.7
	Labour productivity	1.2	-0.6	-3.8	3.6	6.3	0.5 b	-0.5	-1.4	6.7	23.2	2.4
	Annual average hours worked per person employed	-0.2	-0.7	-1.1	-1.7	-0.6	-5.5 b	0.3 b	0.7	0.7	0.6	0.1
	Real productivity per hour worked	1.4	0.2	-2.7	5.4	7.0	6.4 b	-0.8	-2.1	6.0	22.5	2.3
	Harmonized CPI	2.7	2.9	3.1	-1.7	-1.6	1.2	1.9	0.5	0.3	0.0	-0.2
	Price deflator GDP	2.7	2.7	-0.5	-5.3	-3.5	3.6	2.7	1.4	-1.2	4.9	-1.2
	Nominal compensation per employee	4.4	5.8	3.9	-1.1	-3.6	0.4 b	0.8 b	1.4	1.9	2.8	2.9
	Real compensation per employee (GDP deflator)	1.7	3.0	4.5	4.4	-0.1	-3.1 b	-1.8 b	0.0	3.1	-2.0	4.2
	Real compensation per employee (private consumption deflator)	1.7	2.8	0.7	0.6	-2.0	-0.9 b	-1.0 b	0.9	1.5	2.8	3.2
	Nominal unit labour costs	3.2	6.3	8.0	-4.5	-9.3	-0.1 b	1.3	2.8	-4.5	-16.5	0.5
	Real unit labour costs	0.5	3.6	8.5	0.8	-6.1	-3.6 b	-1.3 b	1.3	-3.4	-20.4	1.7
Labour Market Indicators - Total	Total population (000)	4208	4340	4458	4521	4549	4571	4583	4591	4606 p	4629 p	4725 b
	Population aged 15-64 (000)	2884	2992	3070	3094	3086	3072	3049	3024	3011 p	3003 p	3063 b
	Total employment (000)	2044	2143 b	2128	1961 b	1882	1849	1838	1881	1914	1964	2020
	Employment aged 15-64 (000)	2005	2099 b	2081	1917 b	1838	1804	1790	1828	1856	1900	1953
	Employment rate (% population aged 20-64)	73.4	73.8 b	72.2	66.9 b	64.6	63.8	63.7	65.5	67.0	68.7	70.3
	Employment rate (% population aged 15-64)	68.7	69.2 b	67.4	61.9 b	59.6	58.9	58.8	60.5	61.7	63.3	64.8
	Employment rate (% population aged 15-24)	50.3	51.0 b	46.2	36.9 b	31.5	29.5	28.2	29.0	28.4	28.7	32.1
	Employment rate (% population aged 25-54)	78.3	78.6 b	77.3	72.3 b	70.3	69.3	69.5	71.0	72.6	74.1	75.3
	Employment rate (% population aged 55-64)	53.1	53.9 b	53.9	51.3 b	50.2	50.0	49.3	51.3	53.0	55.6	57.2
	FTE employment rate (% population aged 20-64)	68.0	68.2 b	66.5	60.6 b	57.9	56.8	56.7	58.5	60.0	61.9	63.5
	Self-employed (% total employment)	15.7	16.2 b	16.7	16.8 b	16.2	15.8	15.7	16.5	16.6	16.4	16.1
	Part-time employment (% total employment)	16.6	17.4 b	18.2	21.0 b	22.2	23.1	23.5	23.5	23.0	22.2	21.9
	Fixed term contracts (% total employees)	6.0	8.5 b	8.6	8.8 b	9.6	10.2	10.2	10.0	9.3	8.7	8.2
	Employment in Services (% total employment)	67.3	68.1	69.6	73.6	75.8	76.5	76.9	76.0	76.0		
	Employment in Industry (% total employment)	27.3	26.7	25.0	21.5	19.6	19.0	18.4	18.3	18.3		
	Employment in Agriculture (% total employment)	5.4	5.2	5.4	4.9	4.5	4.5	4.7	5.7	5.7		
	Activity rate (% population aged 15-64)	71.9	72.6 b	72.1	70.6 b	69.4	69.2	69.2	69.8	69.8	70.0	70.5
	Activity rate (% population aged 15-24)	55.0	56.1 b	53.3	48.5 b	43.6	41.5	40.5	39.7	37.3	36.3	38.8
	Activity rate (% population aged 25-54)	81.4	82.0 b	81.9	81.1 b	80.5	80.2	80.4	80.8	81.0	81.2	81.2
	Activity rate (% population aged 55-64)	54.4	55.3 b	55.8	54.9 b	55.0	55.4	55.1	57.4	58.4	60.1	61.0
	Total unemployment (000)	97	105	146	268	303	317	316	282	243	204	173
	Unemployment rate (% labour force)	4.5	4.7	6.4	12.0	13.9	14.7	14.7	13.1	11.3	9.4	7.9
	Youth unemployment rate (% labour force 15-24)	8.7	9.1	13.3	24.0	27.6	29.1	30.4	26.8	23.9	20.9	17.2
	Long term unemployment rate (% labour force)	1.4	1.4	1.7	3.5	6.8	8.6	9.0	7.8	6.6	5.3	4.2
	Share of long term unemployment (% of total unemployment)	31.4	29.7	26.1	28.8	48.7	58.6	61.2	59.9	58.2	56.2	53.2
	Youth unemployment ratio (% population aged 15-24)	4.7	5.1 b	7.1	11.7 b	12.0	12.1	12.3	10.6	8.9	7.6	6.7
	Employment rate for low skilled 25-64 (ISCED 0-2)	58.8	58.8 b	57.1	50.7 b	47.6	45.8	44.1	46.9	46.6 b	48.8	49.5
	Employment rate for medium skilled 25-64 (ISCED 3-4)	77.2	77.1 b	75.5	69.6 b	66.5	64.9	65.4	66.0	67.9 b	68.9	71.0
	Employment rate for high skilled 25-64 (ISCED 5-8)	86.1	86.4 b	85.1	82.1 b	81.0	80.5	80.0	80.1	81.1 b	82.1	82.6
	Employment rate (Nationals aged 15-64)	68.1	68.3 b	66.7	61.7 b	59.6	58.7	58.7	60.4	61.8	63.4	64.7
	Employment rate (Other EU28 aged 15-64)	76.7	77.6 b	73.7	65.7 b	62.6	62.5	63.0	65.4	66.1	67.4	70.2
	Employment rate (Other than EU28 aged 15-64)	62.3	64.2 b	63.7	56.6 b	52.7	53.8	50.9	51.4	52.2	53.3	57.5
	Employment rate (Born in the same country aged 15-64)	68.1	68.3 b	66.7	61.9 b	59.7	58.8	58.9	60.5	61.9	63.4	64.8
	Employment rate (Born in other EU28 aged 15-64)	74.5	75.6 b	71.9	64.1 b	61.3	60.8	61.2	63.7	64.5	66.4	69.1
	Employment rate (Born outside EU28 aged 15-64)	63.0	64.6 b	64.5	57.0 b	53.8	54.3	53.4	54.1	55.0	56.4	58.8
	Underemployment (% of labour force aged 15-74)				4.9 b	5.2	6.4	6.9	6.8	5.9	5.2	4.6
	Seeking but not available (% of labour force aged 15-74)	0.3	0.4 b	0.4	0.4 b	0.6	0.6	0.6	0.8	0.7	0.6	0.6
	Discouraged, available but not seeking (% of labour force aged 15-74)		0.6 b	0.7	1.5 b	1.9	2.0	2.0	1.8	1.4	1.1	1.0

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Ireland		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	2103	2173	2227	2253	2261	2269	2270	2273	2278 p	2287 p	2336 b
	Population aged 15-64(000)	1457	1514	1548	1553	1542	1532	1515	1502	1493 p	1486 p	1516 b
	Total employment (000)	1179	1222 b	1194	1064 b	1010	989	981	1016	1039	1067	1095
	Employment aged 15-64 (000)	1149	1188 b	1158	1031 b	977	956	946	978	997	1021	1048
	Employment rate (% population aged 20-64)	83.4	82.9 b	80.2	72.1 b	69.1	68.2	68.1	70.9	73.0	75.1	76.5
	Employment rate (% population aged 15-64)	77.9	77.5 b	74.5	66.5 b	63.5	62.6	62.7	65.1	66.9	68.7	70.2
	Employment rate (% population aged 15-24)	53.9	53.7 b	47.0	34.6 b	29.6	27.8	26.3	28.5	28.5	29.3	32.4
	Employment rate (% population aged 25-54)	88.4	87.7 b	85.5	77.8 b	75.1	74.0	74.5	76.7	78.8	80.5	81.8
	Employment rate (% population aged 55-64)	66.9	67.9 b	66.4	61.2 b	58.2	57.1	55.8	59.3	61.4	64.9	65.7
	FTE employment rate (% population aged 20-64)	82.4	81.9 b	78.9	69.6 b	66.1	64.8	64.5	67.2	69.4	71.7	73.2
	Self-employed (% total employment)	22.8	23.7 b	24.6	25.4 b	24.2	23.7	23.6	24.4	24.5	24.1	23.4
	Part-time employment (% total employment)	6.0	6.5 b	7.3	10.2 b	11.4	12.5	13.3	13.5	13.1	12.2	12.2
	Fixed term contracts (% total employees)	4.0	5.4 b	5.5	5.8 b	6.8	7.5	7.6	7.7	7.0	6.7	6.2
	Employment in Services (% total employment)	52.1	52.5 b	54.7	60.2	63.5	64.7	65.6	64.3	64.2		
	Employment in Industry (% total employment)	39.4	39.3 b	36.7	31.6	28.9	27.8	26.7	26.4	26.5		
	Employment in Agriculture (% total employment)	8.5	8.2 b	8.6	8.2	7.6	7.5	7.7	9.3	9.2		
	Activity rate (% population aged 15-64)	81.7	81.7 b	80.8	78.5 b	77.0	76.6	76.6	77.0	77.1	77.4	77.5
	Activity rate (% population aged 15-24)	59.3	59.6 b	55.9	49.9 b	44.6	42.7	41.3	40.6	38.8	38.3	40.2
	Activity rate (% population aged 25-54)	92.1	91.8 b	91.6	90.3 b	89.5	89.0	89.3	89.2	89.6	89.6	89.3
	Activity rate (% population aged 55-64)	68.6	69.7 b	69.1	66.6 b	65.3	65.0	64.6	67.8	69.0	71.5	71.1
	Total unemployment (000)	58	64	97	187	207	213	210	179	153	129	109
	Unemployment rate (% labour force)	4.7	5.0	7.6	15.0	17.1	17.8	17.7	15.0	12.9	10.9	9.1
	Youth unemployment rate (% labour force 15-24)	9.0	9.9	16.0	30.7	33.7	35.0	36.4	29.8	26.6	23.6	19.5
	Long term unemployment rate (% labour force)	1.7	1.7	2.2	4.8	9.2	11.5	12.0	10.0	8.2	6.7	5.4
	Share of long term unemployment (% of total unemployment)	38.0	35.0	29.7	31.8	53.6	64.5	67.6	66.4	64.0	61.7	58.8
	Youth unemployment ratio (% population aged 15-24)	5.3	5.9 b	9.0	15.3 b	15.0	14.9	15.1	12.1	10.3	9.1	7.8
	Employment rate for low skilled 25-64 (ISCED 0-2)	74.4	73.3 b	69.8	60.9 b	56.8	54.2	52.5	57.1	58.1 b	61.1	61.2
	Employment rate for medium skilled 25-64 (ISCED 3-4)	89.4	89.0 b	86.6	77.2 b	73.2	71.7	72.3	73.6	76.4 b	77.8	80.2
	Employment rate for high skilled 25-64 (ISCED 5-8)	91.6	91.3 b	90.3	86.2 b	84.5	84.5	84.4	84.8	85.6 b	86.8	87.4
	Employment rate (Nationals aged 15-64)	77.2	76.6 b	73.7	66.0 b	63.2	62.1	62.3	64.6	66.5	68.3	69.4
	Employment rate (Other EU28 aged 15-64)	86.1	85.7 b	81.2	71.1 b	68.0	67.5	67.9	71.7	73.2	76.0	78.8
	Employment rate (Other than EU28 aged 15-64)	72.7	73.7 b	72.7	63.9 b	59.3	61.3	58.3	59.6	60.9	61.4	67.4
	Employment rate (Born in the same country aged 15-64)	77.1	76.6 b	73.7	66.1 b	63.3	62.3	62.3	64.6	66.5	68.4	69.4
	Employment rate (Born in other EU28 aged 15-64)	84.6	84.1 b	79.9	69.4 b	66.3	65.0	65.5	70.1	71.0	73.6	76.6
	Employment rate (Born outside EU28 aged 15-64)	73.2	73.7 b	72.7	64.0 b	60.4	61.4	61.0	61.7	63.6	63.6	68.0
	Underemployment (% of labour force aged 15-74)				3.7 b	4.1	5.0	5.5	5.4	4.9	4.3	3.9
	Seeking but not available (% of labour force aged 15-74)	0.3	0.3 b	0.3	0.5 b	0.6	0.6	0.6	0.7	0.7	0.6	0.5
	Discouraged, available but not seeking (% of labour force aged 15-74)		0.6 b	0.7	1.9 b	2.3	2.4	2.2	2.0	1.5	1.1	1.1
Labour Market Indicators - Female	Total population (000)	2105	2167	2231	2269	2288	2301	2313	2318	2327 p	2342 p	2389 b
	Population aged 15-64(000)	1427	1478	1522	1541	1544	1540	1534	1523	1519 p	1518 p	1547 b
	Total employment (000)	865	922 b	935	898 b	872	860	857	865	875	897	925
	Employment aged 15-64 (000)	855	911 b	923	886 b	860	847	844	851	859	879	905
	Employment rate (% population aged 20-64)	63.3	64.5 b	64.2	61.8 b	60.2	59.4	59.4	60.3	61.2	62.6	64.2
	Employment rate (% population aged 15-64)	59.3	60.6 b	60.1	57.4 b	55.8	55.1	55.1	55.9	56.7	57.9	59.5
	Employment rate (% population aged 15-24)	46.5	48.3 b	45.4	39.1 b	33.5	31.2	30.2	29.6	28.4	28.2	31.8
	Employment rate (% population aged 25-54)	68.0	69.4 b	69.1	66.8 b	65.5	64.6	64.6	65.6	66.6	68.1	69.0
	Employment rate (% population aged 55-64)	39.0	39.8 b	41.2	41.1 b	42.1	42.9	42.7	43.4	44.7	46.4	48.9
	FTE employment rate (% population aged 20-64)	54.4	55.4 b	55.0	52.5 b	50.7	50.0	50.0	50.8	51.8	53.4	54.9
	Self-employed (% total employment)	5.9	6.3 b	6.7	6.6 b	6.9	6.8	6.7	7.3	7.3	7.3	7.5
	Part-time employment (% total employment)	30.8	31.7 b	32.0	33.6 b	34.4	35.2	34.9	35.0	34.4	33.8	33.2
	Fixed term contracts (% total employees)	6.5	9.1 b	9.2	9.1 b	9.4	9.8	9.5	9.0	8.6	7.9	7.7
	Employment in Services (% total employment)	87.7	88.4 b	88.6	89.5	90.1	90.2	90.0	89.7	90.0		
	Employment in Industry (% total employment)	11.1	10.3 b	10.0	9.5	8.8	8.8	8.8	8.8	8.5		
	Employment in Agriculture (% total employment)	1.2	1.3 b	1.4	1.1	1.1	1.0	1.2	1.5	1.5		
	Activity rate (% population aged 15-64)	61.9	63.4 b	63.3	62.6 b	61.9	61.9	62.0	62.7	62.6	62.8	63.7
	Activity rate (% population aged 15-24)	50.6	52.5 b	50.6	47.1 b	42.5	40.3	39.7	38.7	35.8	34.2	37.3
	Activity rate (% population aged 25-54)	70.5	72.0 b	72.0	71.8 b	71.6	71.5	71.7	72.5	72.7	73.2	73.4
	Activity rate (% population aged 55-64)	40.0	40.6 b	42.3	42.9 b	44.6	45.7	45.6	47.1	48.0	49.0	51.1
	Total unemployment (000)	39	41	49	80	95	104	106	104	90	74	64
	Unemployment rate (% labour force)	4.3	4.3	4.9	8.2	9.9	10.8	11.0	10.7	9.4	7.7	6.5
	Youth unemployment rate (% labour force 15-24)	8.3	8.0	10.3	17.0	21.2	22.7	24.0	23.5	20.9	17.6	14.6
	Long term unemployment rate (% labour force)	0.9	0.9	0.9	1.8	3.8	5.0	5.3	5.2	4.5	3.6	2.9
	Share of long term unemployment (% of total unemployment)	21.5	21.5	19.0	22.0	38.1	46.7	48.3	48.8	48.4	46.6	43.7
	Youth unemployment ratio (% population aged 15-24)	4.1	4.2 b	5.2	8.0 b	9.0	9.1	9.5	9.1	7.5	6.0	5.5
	Employment rate for low skilled 25-64 (ISCED 0-2)	39.6	41.1 b	41.2	38.1 b	36.3	35.6	33.8	34.4	31.9 b	33.2	34.1
	Employment rate for medium skilled 25-64 (ISCED 3-4)	65.4	65.4 b	64.6	62.2 b	59.7	58.0	58.3	58.2	59.4 b	59.9	61.8
	Employment rate for high skilled 25-64 (ISCED 5-8)	81.3	82.2 b	80.7	78.5 b	78.0	77.2	76.5	76.3	77.4 b	78.4	78.8
	Employment rate (Nationals aged 15-64)	59.1	60.0 b	59.7	57.4 b	56.0	55.3	55.3	56.2	57.1	58.6	60.0
	Employment rate (Other EU28 aged 15-64)	64.7	68.2 b	65.5	60.1 b	57.3	57.4	58.4	59.1	58.9	59.0	61.6
	Employment rate (Other than EU28 aged 15-64)	51.7	54.6 b	54.5	49.1 b	46.2	46.5	44.2	44.1	44.6	46.4	48.6
	Employment rate (Born in the same country aged 15-64)	59.1	60.0 b	59.7	57.6 b	56.2	55.4	55.4	56.4	57.3	58.5	60.1
	Employment rate (Born in other EU28 aged 15-64)	63.1	66.3 b	63.8	58.8 b	56.5	56.8	57.1	57.6	58.1	59.5	61.9
	Employment rate (Born outside EU28 aged 15-64)	52.8	55.4 b	55.8	50.0 b	47.3	47.2	46.6	47.3	47.3	50.1	50.5
	Underemployment (% of labour force aged 15-74)				6.3 b	6.6	8.0	8.5	8.5	7.2	6.2	5.6
	Seeking but not available (% of labour force aged 15-74)	0.3 u	0.5 b	0.5	0.4 b	0.5	0.6	0.6	0.8	0.7	0.6	0.6
	Discouraged, available but not seeking (% of labour force aged 15-74)		0.6 b	0.6	1.1 b	1.3	1.6	1.8	1.6	1.4	1.0	1.0

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Ireland			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	23.3	23.1	23.7	25.7	27.3	29.4	30.3	29.9	27.7	26.0	
		At-risk-of-poverty (% of total population)	18.5	17.2	15.5	15.0	15.2	15.2	16.6	15.7	16.4	16.3	
		At-risk-of-poverty threshold (PPS single person)	9563	10633	10901	10386	10102	9999	9962	10039	9939	10622	
		Poverty gap (%)	16.6	17.6	17.7	16.2	15.5	17.5	20.0	17.5	18.9	18.5	
		Persistent at-risk-of-poverty (% of total population)		11.6				8.8	13.2	9.1	10.7	9.4	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	32.8	33.1	34.0	37.5	39.9	39.6	39.5	38.3	37.1	36.2	
		Impact of social transfers (excl. pensions) in reducing poverty (%)	43.6	48.0	54.4	60.0	61.9	61.6	58.0	59.0	55.8	55.0	
		Severe Material Deprivation (% of total population)	4.8	4.5	5.5	6.1	5.7	7.8	9.8	9.9	8.4	7.5	7.5 e
		Share of people living in low work intensity households (% of people aged 0-59)	12.9	14.3	13.7	20.0	22.9	24.2	23.4	23.9	21.0	19.2	
		Real Gross Household Disposable income (growth %)	5.1	5.2	4.3	-1.1	-2.0	-3.7	1.5	-2.0	2.2	4.7	
		Income quintile share ratio S80/S20	4.9	4.8	4.4	4.2	4.7	4.6	4.8	4.7	4.9	4.5	
		GINI coefficient	31.9	31.3	29.9	28.8	30.7	29.8	30.5	30.7	31.1	29.8	
		Early leavers from education and training (% of population aged 18-24)	12.2 b	11.8 b	11.4	11.7 b	11.5	10.8	9.7	8.4	6.9 b	6.9	6.3
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	10.1 b	10.8 b	15.0	18.6 b	19.2	18.8	18.7	16.1	15.2	14.3	13.0
	Male	At-risk-of-poverty or exclusion (% of male population)	22.0	21.6	22.7	25.0	26.5	29.0	30.0	29.4	27.4	25.4	
		At-risk-of-poverty (% of male population)	17.5	16.0	14.5	14.9	14.6	15.4	16.4	15.7	16.2	16.1	
		Poverty gap (%)	17.6	17.7	18.9	17.1	15.5	18.7	21.7	17.9	18.4	19.0	
		Persistent at-risk-of-poverty (% of male population)		11.6				10.1	11.7	8.8	9.9	9.9	
		Severe Material Deprivation (% of male population)	4.6	4.0	5.3	5.5	5.5	7.4	9.7	9.2	8.1	7.2	7.2 e
		Share of people living in low work intensity households (% of males aged 0-59)	12.2	13.7	13.1	18.8	21.4	23.4	23.2	23.6	21.4	18.6	
		Life expectancy at birth (years)	77.3	77.3	77.9	77.7	78.5	78.6	78.7	79.0	79.3	79.6	
		Healthy life years at birth (years) - men	63.2	62.9	63.5	63.9	65.9	66.1	65.9	65.8	66.3	66.6	
		Early leavers from education and training (% of males aged 18-24)	15.2 b	14.9 b	14.7	14.7 b	13.4	12.8	11.2	9.8	8.0 b	8.4	7.8
		NEET: Young people not in employment, education or training (% of males aged 15-24)	9.0 b	10.2 b	15.5	20.4 b	20.4	20.0	20.1	16.5	14.9	14.9	13.3
	Female	At-risk-of-poverty or exclusion (% of female population)	24.6	24.6	24.7	26.4	28.1	29.8	30.7	30.5	28.1	26.6	
		At-risk-of-poverty (% of female population)	19.5	18.5	16.4	15.1	15.8	14.9	16.9	15.7	16.7	16.4	
		Poverty gap (%)	15.0	17.1	17.4	14.9	15.5	16.6	18.7	16.8	19.1	18.2	
		Persistent at-risk-of-poverty (% of female population)		11.7				7.4	14.5	9.3	11.6	8.9	
		Severe Material Deprivation (% of female population)	5.0	4.9	5.8	6.8	5.9	8.3	10.0	10.6	8.6	7.8	7.8 e
		Share of people living in low work intensity households (% of females aged 0-59)	13.7	15.0	14.3	21.2	24.5	25.1	23.5	24.1	20.6	19.7	
		Life expectancy at birth (years)	82.1	82.1	82.4	82.7	83.1	83.0	83.2	83.1	83.5	83.4	
		Healthy life years at birth (years) - women	64.9	65.6	65.1	65.2	66.9	68.3	68.5	68.0	67.5	67.9	
		Early leavers from education and training (% of females aged 18-24)	9.1 b	8.6 b	8.1	8.6 b	9.6	8.8	8.2	6.9	5.7 b	5.4	4.6
		NEET: Young people not in employment, education or training (% of females aged 15-24)	11.3 b	11.5 b	14.4	16.9 b	18.0	17.5	17.3	15.8	15.5	13.7	12.7
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	28.0	26.2	26.6	31.4	34.1	34.1	33.5	34.4	30.4	28.8	
		At-risk-of-poverty (% of Children population)	22.5	19.2	18.0	18.8	18.9	17.1	19.3	18.2	18.3	17.9	
		Severe Material Deprivation (% of Children population)	7.4	7.6	6.8	8.4	8.2	10.0	12.4	13.4	10.1	8.9	8.9 e
		Share of children living in low work intensity households (% of Children population)	15.4	15.8	15.1	23.4	25.6	26.0	22.8	24.2	21.4	19.8	
		Risk of poverty of children in households at work (Working Intensity > 0.2)	13.4	10.1	11.0	7.5	9.3	6.3	7.3	7.3	7.1	7.7	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	44.9	50.6	55.2	59.7	62.9	65.2	58.0	59.5	58.1	57.7	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	20.5	20.7	22.6	24.8	27.2	30.5	32.0	31.3	29.5	26.8	
		At-risk-of-poverty (% of Working age population)	15.3	14.4	13.4	13.2	14.6	15.1	16.2	15.7	16.7	16.0	
		Severe Material Deprivation (% of Working age population)	4.3	3.7	5.6	5.8	5.4	7.9	10.1	9.6	8.7	7.8	7.8 e
		Very low work intensity (18-59)	11.8	13.7	13.1	18.4	21.7	23.4	23.6	23.7	20.8	18.9	
		In-work at-risk-of poverty rate (% of persons employed 18-64)	6.2	5.5	6.3	4.9	5.5	5.3	5.6	5.0	5.4	4.8	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	45.9	50.3	56.6	61.4	61.8	61.4	59.2	59.6	55.6	54.4	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	27.7	28.7	22.5	17.9	11.3	13.8	15.2	13.7	13.9	16.5	
		At-risk-of-poverty (% of Elderly population)	26.9	28.3	21.1	16.2	9.9	11.0	12.8	10.6	11.4	14.2	
		Severe Material Deprivation (% of Elderly population)	1.7	1.2	2.2	2.6	1.5	3.0	2.8	3.6	2.9	3.1	3.1 e
		Relative median income of elderly (ratio with median income of people younger than 65)	0.70	0.69	0.74	0.78	0.85	0.86	0.86	0.91	0.89	0.87	
		Aggregate replacement ratio (ratio)	0.38	0.49	0.49	0.48	0.47	0.43	0.42	0.37	0.38	0.38	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	6.1	6.3	7.1	7.9	7.6	7.5 p	7.4 p	7.1 p	6.7 p		
		Disability	0.9	0.9	1.1	1.2	1.3	1.2	1.2	1.2	1.2		
		Old age and survivors	4.4	4.5	5.2	6.0	6.2	6.2	6.3	6.1	5.8		
		Family/Children	2.4	2.5	2.9	3.4	3.2	3.0	3.0	2.8	2.5		
		Unemployment	1.3	1.4	1.8	3.0	3.7	3.5	3.3	3.1	2.7		
		Housing and Social exclusion n.e.c.	0.5	0.5	0.6	0.8	0.9	0.8	0.7	0.6	0.5		
		Total (including Admin and Other expenditures)	16.7	17.2	19.9	23.5	24.0	23.5	23.2	22.3	20.6		
		of which: Means tested benefits	3.7	4.0	4.7	6.0	6.8	6.9	6.8	6.6	6.0		

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Greece

Greece		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	5.7	3.3	-0.3	-4.3	-5.5	-9.1 p	-7.3 p	-3.2 p	0.4 p	-0.2 p	0.0 p
	Total employment	1.8	1.3	1.3	-0.6	-2.6	-6.9 p	-6.3 p	-2.6 p	0.0 p	0.5 p	1.3 p
	Labour productivity	3.8	1.9	-1.6	-3.8	-3.0	-2.4 p	-1.1 p	-0.6 p	0.3 p	-0.7 p	-1.3 p
	Annual average hours worked per person employed	-0.5	-0.7	-0.2	-1.2	-3.0	0.9 p	0.9 p	0.2 p	-1.8 p	0.6 p	0.1 p
	Real productivity per hour worked	4.3	2.6	-1.4	-2.6	0.0	-3.3 p	-1.9 p	-0.8 p	2.2 p	-1.3 p	-1.4 p
	Harmonized CPI	3.3	3.0	4.2	1.3	4.7	3.1	1.0	-0.9	-1.4	-1.1	0.0
	Price deflator GDP	3.5	3.4	4.3	2.6	0.7	0.8 p	-0.4 p	-2.4 p	-1.8 p	-1.0 p	0.1 p
	Nominal compensation per employee	3.1	4.6	3.7	3.1	-2.0	-3.8 p	-3.0 p	-7.5 p	-2.1 p	-2.9 p	0.8 p
	Real compensation per employee (GDP deflator)	-0.4	1.1	-0.7	0.5	-2.6	-4.5 p	-2.7 p	-5.3 p	-0.3 p	-1.9 p	0.7 p
	Real compensation per employee (private consumption deflator)	-0.2	1.5	-0.6	1.7	-6.4	-6.7 p	-4.0 p	-6.7 p	-0.7 p	-1.8 p	0.8 p
	Nominal unit labour costs	-0.7	2.6	5.3	7.1	1.0	-1.4 p	-2.0 p	-6.9 p	-2.4 p	-2.2 p	2.1 p
	Real unit labour costs	-3.9	-0.8	1.0	4.5	0.3	-2.2 p	-1.6 p	-4.7 p	-0.6 p	-1.1 p	2.0 p
Labour Market Indicators - Total	Total population (000)	11005	11036	11061	11095	11119	11123	11086	11004	10927	10858	10784
	Population aged 15-64 (000)	7334	7357	7378	7388	7382	7349	7280	7180	7088	7011	6934
	Total employment (000)	4528	4564	4611	4556 b	4390	4054	3695	3513	3536	3611	3674
	Employment aged 15-64 (000)	4440	4476	4523	4469 b	4306	3979	3636	3459	3480	3548	3610
	Employment rate (% population aged 20-64)	65.6	65.8	66.3	65.6 b	63.8	59.6	55.0	52.9	53.3	54.9	56.2
	Employment rate (% population aged 15-64)	60.6	60.9	61.4	60.8 b	59.1	55.1	50.8	48.8	49.4	50.8	52.0
	Employment rate (% population aged 15-24)	24.2	24.0	23.5	22.8 b	20.1	16.1	13.0	11.8	13.3	13.0	13.0
	Employment rate (% population aged 25-54)	75.2	75.4	76.0	75.3 b	73.2	68.8	63.9	61.3	62.4	64.5	66.0
	Employment rate (% population aged 55-64)	42.5	42.7	43.0	42.4 b	42.4	39.5	36.5	35.6	34.0	34.3	36.3
	FTE employment rate (% population aged 20-64)	64.4	64.7	65.3	64.5 b	62.4	58.0	53.1	50.8	51.1	52.6	53.7
	Self-employed (% total employment)	29.5	29.0	29.1	29.4 b	29.9	30.7	31.6	32.1	31.3	30.6	30.2
	Part-time employment (% total employment)	5.5	5.4	5.4	5.9 b	6.3	6.7	7.7	8.4	9.3	9.4	9.8
	Fixed term contracts (% total employees)	10.8	11.0	11.6	12.3 b	12.6	11.8	10.2	10.1	11.7	11.9	11.2
	Employment in Services (% total employment)	69.3	69.5	69.7	70.0	71.5	72.8 p	72.9 p	73.4 p	73.9 p		
	Employment in Industry (% total employment)	19.2	19.4	19.4	18.8	17.2	15.8 p	15.1 p	14.3 p	13.8 p		
	Employment in Agriculture (% total employment)	11.5	11.1	10.9	11.2	11.4	11.4 p	12.0 p	12.4 p	12.3 p		
	Activity rate (% population aged 15-64)	66.7	66.5	66.7	67.4 b	67.8	67.3	67.5	67.5	67.4	67.8	68.2
	Activity rate (% population aged 15-24)	32.2	31.0	30.1	30.7 b	30.0	29.1	29.1	28.4	28.0	26.0	24.6
	Activity rate (% population aged 25-54)	82.0	81.8	81.9	82.8 b	83.2	83.1	83.7	83.9	84.3	85.4	85.5
	Activity rate (% population aged 55-64)	44.2	44.2	44.4	44.4 b	45.2	43.1	42.1	42.4	41.1	41.6	44.9
	Total unemployment (000)	448	418	388	485	639	882	1195	1330	1274	1197	1131
	Unemployment rate (% labour force)	9.0	8.4	7.8	9.6	12.7	17.9	24.5	27.5	26.5	24.9	23.6
	Youth unemployment rate (% labour force 15-24)	25.0	22.7	21.9	25.7	33.0	44.7	55.3	58.3	52.4	49.8	47.3
	Long term unemployment rate (% labour force)	4.9	4.2	3.7	3.9	5.7	8.8	14.5	18.5	19.5	18.2	17.0
	Share of long term unemployment (% of total unemployment)	54.1	49.7	47.1	40.4	44.6	49.3	59.1	67.1	73.5	73.1	72.0
	Youth unemployment ratio (% population aged 15-24)	8.0	7.0	6.6	7.9 b	9.9	13.0	16.1	16.5	14.7	12.9	11.7
	Employment rate for low skilled 25-64 (ISCED 0-2)	59.5	59.9	60.2	59.8 b	58.1	53.9	48.4	46.3	46.9 b	48.5	48.4
	Employment rate for medium skilled 25-64 (ISCED 3-4)	69.8	69.5	69.9	68.5 b	66.5	62.0	57.2	54.1	54.5 b	56.4	58.1
	Employment rate for high skilled 25-64 (ISCED 5-8)	83.4	83.0	83.0	82.5 b	80.0	75.1	71.4	69.1	68.5 b	68.7	70.4
	Employment rate (Nationals aged 15-64)	60.1	60.4	60.8	60.3 b	58.6	54.7	51.0	49.0	49.3	50.8	52.0
	Employment rate (Other EU28 aged 15-64)	64.0	62.2	61.6	63.0 b	64.3	61.7	53.7	49.7	51.9	54.0	50.9
	Employment rate (Other than EU28 aged 15-64)	68.8	68.4	69.9	67.2 b	63.9	58.0	47.9	45.4	50.0	50.4	52.3
	Employment rate (Born in the same country aged 15-64)	60.1	60.4	60.8	60.3 b	58.5	54.8	50.9	48.9	49.3	50.6	51.9
	Employment rate (Born in other EU28 aged 15-64)	63.7	62.7	62.4	62.6 b	64.3	60.6	53.3	50.6	53.3	56.2	54.6
	Employment rate (Born outside EU28 aged 15-64)	67.4	67.0	68.4	66.2 b	63.4	57.5	48.7	46.6	49.5	51.5	53.5
	Underemployment (% of labour force aged 15-74)			2.0	2.4 b	2.7	3.2	3.9	4.4	5.0	5.1	5.6
	Seeking but not available (% of labour force aged 15-74)	0.5	0.5	0.4	0.4 b	0.3	0.5	0.7	0.9	0.9	0.9	0.8
	Discouraged, available but not seeking (% of labour force aged 15-74)	0.9	0.8	0.9	1.1 b	1.1	1.3	1.9	2.0	1.9	2.1	2.3

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Greece		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	5433	5442	5448	5456	5461	5453	5424	5366	5313	5268	5224
	Population aged 15-64(000)	3698	3704	3709	3707	3697	3673	3629	3564	3504	3456	3410
	Total employment (000)	2762	2777	2787	2722 b	2601	2390	2168	2065	2056	2086	2129
	Employment aged 15-64 (000)	2697	2713	2722	2660 b	2542	2338	2126	2027	2017	2048	2092
	Employment rate (% population aged 20-64)	79.9	80.1	80.1	78.5 b	76.0	70.8	65.0	62.7	62.6	64.0	65.8
	Employment rate (% population aged 15-64)	73.9	74.2	74.4	73.0 b	70.3	65.4	60.1	57.9	58.0	59.3	61.0
	Employment rate (% population aged 15-24)	29.5	29.1	28.3	27.3 b	24.2	19.4	16.1	14.6	15.8	15.2	14.7
	Employment rate (% population aged 25-54)	90.0	90.1	90.1	88.3 b	85.3	79.9	73.9	71.4	71.8	73.7	76.0
	Employment rate (% population aged 55-64)	59.2	59.1	59.2	57.8 b	56.5	52.3	47.7	46.0	44.0	44.9	46.2
	FTE employment rate (% population aged 20-64)	80.0	80.2	80.4	78.6 b	75.7	70.0	63.9	61.3	60.9	62.2	63.9
	Self-employed (% total employment)	35.1	34.6	34.5	35.1 b	35.5	36.2	37.3	37.7	37.0	35.9	34.9
	Part-time employment (% total employment)	2.7	2.5	2.6	2.9 b	3.5	4.3	4.7	5.4	6.5	6.7	6.9
	Fixed term contracts (% total employees)	5.7	5.8	6.3	6.7 b	6.9	6.6	5.4	5.6	6.7	7.0	6.5
	Employment in Services (% total employment)	62.8	62.5	62.1	62.1	64.0	66.3	66.7	67.8	68.3		
	Employment in Industry (% total employment)	26.3	26.8	27.2	26.6	24.6	22.4	21.2	19.6	18.9		
	Employment in Agriculture (% total employment)	10.9	10.7	10.7	11.3	11.4	11.3	12.1	12.6	12.8		
	Activity rate (% population aged 15-64)	78.5	78.4	78.4	78.5 b	78.3	77.2	76.9	76.9	76.0	75.9	76.2
	Activity rate (% population aged 15-24)	35.8	34.4	34.0	33.9 b	33.0	31.7	31.2	31.6	30.0	27.7	26.4
	Activity rate (% population aged 25-54)	94.7	94.6	94.4	94.4 b	94.2	93.5	93.6	93.6	93.1	93.1	93.2
	Activity rate (% population aged 55-64)	61.1	60.9	61.0	60.2 b	60.2	57.3	55.2	55.0	53.4	54.9	57.3
	Total unemployment (000)	167	154	151	204	290	426	595	669	635	579	528
	Unemployment rate (% labour force)	5.7	5.3	5.1	7.0	10.1	15.2	21.6	24.5	23.7	21.8	19.9
	Youth unemployment rate (% labour force 15-24)	17.6	15.5	16.9	19.5	26.8	38.8	48.5	53.8	47.4	45.2	44.3
	Long term unemployment rate (% labour force)	2.6	2.2	2.1	2.4	3.9	6.8	12.2	16.2	17.2	15.8	14.1
	Share of long term unemployment (% of total unemployment)	46.2	41.6	40.0	33.9	38.3	44.7	56.4	66.0	72.8	72.7	71.1
	Youth unemployment ratio (% population aged 15-24)	6.3	5.3	5.7	6.6 b	8.9	12.3	15.1	17.0	14.2	12.5	11.7
	Employment rate for low skilled 25-64 (ISCED 0-2)	79.7	79.9	80.0	78.1 b	74.7	68.5	61.5	58.2	58.6 b	60.2	60.7
	Employment rate for medium skilled 25-64 (ISCED 3-4)	85.7	85.6	85.5	83.0 b	80.6	75.6	69.5	66.8	67.0 b	68.9	70.7
	Employment rate for high skilled 25-64 (ISCED 5-8)	88.3	87.9	87.7	87.3 b	84.8	80.1	76.4	74.5	72.5 b	73.1	76.4
	Employment rate (Nationals aged 15-64)	73.2	73.4	73.3	72.1 b	69.7	64.9	60.3	58.1	57.8	59.2	60.8
	Employment rate (Other EU28 aged 15-64)	79.4	77.2	77.5	74.8 b	77.6	71.2	61.1	57.3	59.5	64.0	63.9
	Employment rate (Other than EU28 aged 15-64)	86.4	86.8	88.3	82.7 b	76.7	70.3	56.8	55.1	59.3	59.6	64.1
	Employment rate (Born in the same country aged 15-64)	73.2	73.3	73.3	72.1 b	69.6	64.9	60.3	58.0	57.9	59.1	60.6
	Employment rate (Born in other EU28 aged 15-64)	80.2	78.8	77.1	74.5 b	78.0	71.2	61.6	56.7	61.8	68.8	69.9
	Employment rate (Born outside EU28 aged 15-64)	83.9	85.2	86.4	81.2 b	76.0	69.5	57.4	55.9	58.2	59.7	63.9
	Underemployment (% of labour force aged 15-74)			1.2	1.4 b	1.9	2.6	2.8	3.3	4.0	4.2	4.6
	Seeking but not available (% of labour force aged 15-74)	0.3	0.3	0.3	0.3 b	0.3	0.3	0.5	0.6	0.6	0.7	0.6
	Discouraged, available but not seeking (% of labour force aged 15-74)	0.4	0.4	0.3	0.4 b	0.5	0.6	1.0	1.1	0.9	1.1	1.3
Labour Market Indicators - Female	Total population (000)	5571	5594	5613	5639	5658	5670	5663	5637	5614	5590	5560
	Population aged 15-64(000)	3637	3653	3669	3682	3684	3676	3651	3617	3584	3555	3524
	Total employment (000)	1765	1787	1824	1834 b	1789	1664	1527	1448	1480	1524	1544
	Employment aged 15-64 (000)	1743	1763	1801	1809 b	1765	1641	1510	1432	1463	1500	1519
	Employment rate (% population aged 20-64)	51.3	51.7	52.6	52.9 b	51.8	48.7	45.2	43.3	44.3	46.0	46.8
	Employment rate (% population aged 15-64)	47.3	47.7	48.6	48.9 b	48.0	45.0	41.7	39.9	41.1	42.5	43.3
	Employment rate (% population aged 15-24)	18.8	18.8	18.7	18.3 b	16.1	12.9	10.0	9.1	10.9	10.9	11.3
	Employment rate (% population aged 25-54)	60.6	60.9	62.0	62.3 b	61.1	57.8	53.9	51.4	53.1	55.4	55.9
	Employment rate (% population aged 55-64)	26.6	27.0	27.5	27.8 b	29.1	27.5	26.1	26.0	25.0	24.7	27.2
	FTE employment rate (% population aged 20-64)	49.1	49.4	50.4	50.5 b	49.5	46.4	42.7	40.7	41.6	43.2	43.8
	Self-employed (% total employment)	20.8	20.2	21.0	21.0 b	21.9	22.9	23.6	24.2	23.4	23.3	23.7
	Part-time employment (% total employment)	10.0	9.9	9.8	10.2 b	10.3	10.1	11.8	12.6	13.0	13.1	13.7
	Fixed term contracts (% total employees)	9.1	9.3	9.7	10.1 b	10.2	9.1	8.1	7.7	8.7	9.0	8.8
	Employment in Services (% total employment)	79.2	80.1	80.8	81.3	81.9	81.9	81.5	81.1	81.4		
	Employment in Industry (% total employment)	8.4	8.3	8.0	7.6	6.7	6.6	6.7	6.8	6.9		
	Employment in Agriculture (% total employment)	12.3	11.6	11.1	11.2	11.3	11.5	11.8	12.0	11.7		
	Activity rate (% population aged 15-64)	55.0	54.8	55.0	56.5 b	57.5	57.5	58.3	58.3	59.0	59.9	60.4
	Activity rate (% population aged 15-24)	28.6	27.5	26.1	27.4 b	27.1	26.6	27.0	25.3	26.1	24.3	22.9
	Activity rate (% population aged 25-54)	69.2	69.2	69.5	71.1 b	72.4	72.8	74.0	74.3	75.6	77.7	77.7
	Activity rate (% population aged 55-64)	28.0	28.2	28.7	29.5 b	31.1	29.9	30.0	31.0	29.9	29.5	33.6
	Total unemployment (000)	282	265	237	281	349	456	600	661	639	618	603
	Unemployment rate (% labour force)	13.8	12.9	11.5	13.3	16.4	21.5	28.2	31.4	30.2	28.9	28.1
	Youth unemployment rate (% labour force 15-24)	34.2	31.7	28.3	33.3	40.3	51.6	63.1	63.8	58.1	55.0	50.7
	Long term unemployment rate (% labour force)	8.1	7.0	5.9	6.0	8.1	11.6	17.4	21.4	22.4	21.2	20.5
	Share of long term unemployment (% of total unemployment)	58.8	54.4	51.6	45.1	49.8	53.7	61.7	68.2	74.2	73.5	72.7
	Youth unemployment ratio (% population aged 15-24)	9.8	8.7	7.4	9.1 b	10.9	13.7	17.0	16.1	15.2	13.4	11.6
	Employment rate for low skilled 25-64 (ISCED 0-2)	38.7	39.2	39.5	40.3 b	40.1	38.0	34.4	33.6	34.4 b	35.6	35.0
	Employment rate for medium skilled 25-64 (ISCED 3-4)	55.4	55.1	55.7	55.2 b	53.7	49.8	46.0	42.5	42.9 b	44.6	45.7
	Employment rate for high skilled 25-64 (ISCED 5-8)	78.2	77.9	78.2	77.9 b	75.4	70.3	66.7	63.9	64.8 b	64.7	65.2
	Employment rate (Nationals aged 15-64)	47.1	47.6	48.6	48.8 b	47.8	44.8	41.8	40.1	41.0	42.5	43.5
	Employment rate (Other EU28 aged 15-64)	54.8	52.7	51.4	55.5 b	56.8	56.1	48.9	44.3	46.8	48.1	42.9
	Employment rate (Other than EU28 aged 15-64)	48.8	46.8	47.3	48.7 b	48.6	44.0	38.1	35.2	40.0	40.9	39.5
	Employment rate (Born in the same country aged 15-64)	47.0	47.6	48.5	48.7 b	47.7	44.8	41.8	40.0	40.9	42.3	43.3
	Employment rate (Born in other EU28 aged 15-64)	54.8	52.8	53.0	55.0 b	56.4	54.3	48.3	46.9	48.1	48.2	45.8
	Employment rate (Born outside EU28 aged 15-64)	49.5	47.3	47.4	49.1 b	49.2	44.4	39.5	37.0	40.8	43.6	43.1
	Underemployment (% of labour force aged 15-74)			3.2	3.7 b	3.8	4.1	5.3	5.8	6.2	6.2	6.8
	Seeking but not available (% of labour force aged 15-74)	0.7	0.7	0.6	0.6 b	0.5	0.6	1.0	1.3	1.2	1.1	1.0
	Discouraged, available but not seeking (% of labour force aged 15-74)	1.6	1.5	1.7	2.0 b	2.0	2.3	2.9	3.3	3.2	3.3	3.5

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Greece			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	29.3	28.3	28.1	27.6	27.7	31.0	34.6	35.7	36.0	35.7	
		At-risk-of-poverty (% of total population)	20.5	20.3	20.1	19.7	20.1	21.4	23.1	23.1	22.1	21.4	
		At-risk-of-poverty threshold (PPS single person)	6697	6873	7219	7521	7559	6976	6038	5427	5166	5281	5396
		Poverty gap (%)	25.8	26.0	24.7	24.1	23.4	26.1	29.9	32.7	31.3	30.6	31.9
		Persistent at-risk-of-poverty (% of total population)		13.1	13.0	16.1	17.6	10.5	13.8	12.4	14.5	13.3	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	23.4	23.7	23.3	22.7	23.8	24.8	26.8	28.0	26.0	25.5	25.2
		Impact of social transfers (excl. pensions) in reducing poverty (%)	12.4	14.4	13.7	13.2	15.6	13.7	13.8	17.5	15.0	16.1	
		Severe Material Deprivation (% of total population)	11.5	11.5	11.2	11.0	11.6	15.2	19.5	20.3	21.5	22.2	22.2 e
		Share of people living in low work intensity households (% of people aged 0-59)	8.1	8.1	7.5	6.6	7.6	12.0	14.2	18.2	17.2	16.8	17.2
		Real Gross Household Disposable income (growth %)	5.7	2.9	1.1	0.9	-11.1	-10.6	-8.9	-6.6	0.8	-3.0	
		Income quintile share ratio S80/S20	6.1	6.0	5.9	5.8	5.6	6.0	6.6	6.6	6.5	6.5	6.6
		GINI coefficient	34.3	34.3	33.4	33.1	32.9	33.5	34.3	34.4	34.5	34.2	34.3
		Early leavers from education and training (% of population aged 18-24)	15.1 b	14.3	14.4 b	14.2 b	13.5	12.9	11.3	10.1	9.0 b	7.9	6.2
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	12.0 b	11.3	11.4 b	12.4 b	14.8	17.4	20.2	20.4	19.1	17.2	15.8
	Male	At-risk-of-poverty or exclusion (% of male population)	27.5	26.8	26.3	26.1	26.0	29.6	33.9	34.6	35.3	34.8	
		At-risk-of-poverty (% of male population)	19.5	19.6	19.6	19.1	19.3	20.9	22.5	22.4	22.2	21.5	
		Poverty gap (%)	25.8	25.6	24.4	24.4	23.4	27.2	29.9	32.9	32.1	32.9	33.6
		Persistent at-risk-of-poverty (% of male population)		12.4	11.3	15.6	16.3	10.4	14.0	11.7	13.5	13.2	
		Severe Material Deprivation (% of male population)	11.0	10.6	10.1	10.2	10.9	14.9	19.9	20.3	21.2	22.1	22.1 e
		Share of people living in low work intensity households (% of males aged 0-59)	6.6	6.5	6.0	5.3	6.5	11.0	12.9	17.5	16.0	15.5	15.8
		Life expectancy at birth (years)	77.2	76.9	77.5 b	77.8	78.0	78.0	78.0	78.7	78.9	78.5	
		Healthy life years at birth (years) - men	66.5	66.0	65.6 b	66.1	66.1	66.2	64.8	64.7	64.1	63.9	
		Early leavers from education and training (% of males aged 18-24)	19.6 b	18.2	18.0 b	17.9 b	16.4	15.9	13.7	12.7	11.5 b	9.4	7.1
		NEET: Young people not in employment, education or training (% of males aged 15-24)	8.7 b	8.1	8.8 b	9.5 b	12.7	16.1	19.0	20.9	18.7	17.1	15.9
	Female	At-risk-of-poverty or exclusion (% of female population)	31.1	29.9	29.8	29.0	29.3	32.3	35.2	36.8	36.7	36.6	
		At-risk-of-poverty (% of female population)	21.4	20.9	20.7	20.2	20.9	21.9	23.6	23.8	22.0	21.2	
		Poverty gap (%)	25.7	26.3	25.0	24.1	23.4	25.6	29.1	32.6	30.8	28.3	30.8
		Persistent at-risk-of-poverty (% of female population)		13.8	14.7	16.6	18.7	10.6	13.5	13.0	15.5	13.3	
		Severe Material Deprivation (% of female population)	11.9	12.3	12.2	11.7	12.2	15.4	19.1	20.3	21.8	22.2	22.2 e
		Share of people living in low work intensity households (% of females aged 0-59)	9.7	9.8	9.0	8.0	8.6	13.0	15.6	18.9	18.4	18.0	18.6
		Life expectancy at birth (years)	81.9	82.5	83.0 b	82.7	83.3	83.6	83.4	84.0	84.1	83.7	
		Healthy life years at birth (years) - women	68.1	67.6	66.2 b	66.8	67.7	66.9	64.9	65.1	64.8	64.1	
		Early leavers from education and training (% of females aged 18-24)	10.6 b	10.3	10.6 b	10.5 b	10.6	10.0	8.9	7.5	6.6 b	6.4	5.3
		NEET: Young people not in employment, education or training (% of females aged 15-24)	15.3 b	14.5	14.1 b	15.2 b	16.9	18.7	21.3	20.0	19.6	17.2	15.7
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	27.9	28.2	28.7	30.0	28.7	30.4	35.4	38.1	36.7	37.8	
		At-risk-of-poverty (% of Children population)	22.6	23.3	23.0	23.7	23.0	23.7	26.9	28.8	25.5	26.6	
		Severe Material Deprivation (% of Children population)	9.5	9.7	10.4	12.2	12.2	16.4	20.9	23.3	23.8	25.7	25.7 e
		Share of children living in low work intensity households (% of Children population)	4.3	4.6	3.9	2.7	3.9	7.2	7.6	13.8	10.2	10.6	10.9
		Risk of poverty of children in households at work (Working Intensity > 0.2)	20.5	21.3	21.4	22.8	21.6	19.2	22.1	20.4	20.6	21.2	20.1
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	9.2	14.0	10.9	6.0	10.9	10.6	9.7	18.2	17.7	18.4	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	28.4	27.8	27.9	27.1	27.7	31.6	37.7	39.1	40.1	39.4	
		At-risk-of-poverty (% of Working age population)	18.4	18.7	18.7	18.1	19.0	20.0	23.8	24.1	23.5	22.5	
		Severe Material Deprivation (% of Working age population)	10.6	10.2	10.4	10.3	11.2	15.4	20.7	21.6	22.9	23.5	23.5 e
		Very low work intensity (18-59)	9.3	9.2	8.6	7.8	8.7	13.5	16.3	19.6	19.4	18.7	19.2
		In-work at-risk-of poverty rate (% of persons employed 18-64)	13.7	14.1	14.2	13.7	13.9	11.9	15.1	13.0	13.2	13.4	14.0
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	12.8	13.4	13.8	13.0	14.4	13.0	14.4	16.3	14.5	14.8	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	33.8	30.6	28.1	26.8	26.7	29.3	23.5	23.1	23.0	22.8	
		At-risk-of-poverty (% of Elderly population)	25.6	22.9	22.3	21.4	21.3	23.6	17.2	15.1	14.9	13.7	
		Severe Material Deprivation (% of Elderly population)	16.4	17.4	14.8	12.1	12.4	13.1	14.3	13.7	15.5	15.2	15.2 e
		Relative median income of elderly (ratio with median income of people younger than 65)	0.82	0.83	0.86	0.86	0.84	0.81	1.01	1.04	1.0	1.04	1.07
		Aggregate replacement ratio (ratio)	0.49	0.40	0.41	0.41	0.42	0.45	0.52	0.60	0.60	0.61	0.63
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	5.6 p	5.8 p	6.3 p	6.9 p	7.1 p	6.5 p	6.1 p	5.7 p	5.0 p		
		Disability	1.2 p	1.3 p	1.4 p	1.5 p	1.6 p	1.7 p	1.8 p	1.6 p	1.7 p		
		Old age and survivors	11.4 p	11.7 p	12.6 p	13.7 p	14.3 p	16.0 p	17.3 p	16.2 p	16.6 p		
		Family/Children	0.8 p	0.9 p	0.9 p	1.0 p	1.0 p	1.1 p	1.0 p	1.1 p	1.1 p		
		Unemployment	1.1 p	1.0 p	1.2 p	1.4 p	1.6 p	1.7 p	1.4 p	1.3 p	1.1 p		
		Housing and Social exclusion n.e.c.	0.1 p	0.1 p	0.1 p	0.1 p	0.1 p	0.1 p	0.1 p	0.1 p	0.1 p		
		Total (including Admin and Other expenditures)	20.6 p	21.3 p	22.8 p	25.1 p	26.2 p	27.7 p	28.2 p	26.7 p	26.0 p		
		of which: Means tested benefits	0.7 p	0.8 p	0.8 p	0.8 p	0.9 p	0.9 p	0.9 p	1.2 p	1.2 p		

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Spain

Spain		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	4.2	3.8	1.1	-3.6	0.0	-1.0	-2.9	-1.7	1.4 p	3.2 p	3.2 p
	Total employment	4.2	3.3	0.2	-6.3	-1.7	-2.7	-4.0	-2.6	0.9 p	2.5 p	2.7 p
	Labour productivity	0.0	0.5	0.9	2.9	1.8	1.7	1.1	0.9	0.5 p	0.7 p	0.5 p
	Annual average hours worked per person employed	-0.6	-0.7	0.5	0.4	-0.5	0.3	-0.8	-0.5	0.2 p	0.3 p	-0.3 p
	Real productivity per hour worked	0.6	1.2	0.4	2.5	2.3	1.4	2.0	1.4	0.3 p	0.4 p	0.9 p
	Harmonized CPI	3.6	2.8	4.1	-0.2	2.0	3.0	2.4	1.5	-0.2	-0.6	-0.3
	Price deflator GDP	4.0	3.3	2.1	0.3	0.2	0.0	0.1	0.4	-0.3 p	0.5 p	0.3 p
	Nominal compensation per employee	3.3	4.6	6.7	4.5	0.2	0.7	-1.4	0.3	0.1 p	0.9 p	0.1 p
	Real compensation per employee (GDP deflator)	-0.7	1.3	4.5	4.3	0.0	0.7	-1.5	0.0	0.4 p	0.4 p	-0.2 p
	Real compensation per employee (private consumption deflator)	-0.2	1.7	2.5	4.8	-1.9	-2.3	-3.8	-1.2	0.3 p	1.6 p	0.5 p
	Nominal unit labour costs	3.3	4.1	5.7	1.6	-1.6	-1.0	-2.6	-0.6	-0.3 p	0.2 p	-0.4 p
	Real unit labour costs	-0.7	0.7	3.5	1.3	-1.7	-1.0	-2.6	-1.0	-0.1 p	-0.3 p	-0.7 p
Labour Market Indicators - Total	Total population (000)	44010	44785	45669	46239	46487	46667	46818	46728	46512	46450	46446
	Population aged 15-64 (000)	30306	30852	31480	31746	31742	31670	31613	31376	31005	30808	30721
	Total employment (000)	19939	20580	20470	19107	18725	18421	17633	17139	17344	17866	18342
	Employment aged 15-64 (000)	19792	20437	20317	18958	18574	18271	17477	17002	17211	17718	18183
	Employment rate (% population aged 20-64)	69.0	69.7	68.5	64.0	62.8	62.0	59.6	58.6	59.9	62.0	63.9
	Employment rate (% population aged 15-64)	65.0	65.8	64.5	60.0	58.8	58.0	55.8	54.8	56.0	57.8	59.5
	Employment rate (% population aged 15-24)	39.6	39.2	36.0	28.0	25.0	22.0	18.4	16.8	16.7	17.9	18.4
	Employment rate (% population aged 25-54)	76.1	77.1	75.6	71.0	70.0	69.1	66.7	65.8	67.4	69.4	71.5
	Employment rate (% population aged 55-64)	44.1	44.5	45.5	44.0	43.5	44.5	43.9	43.2	44.3	46.9	49.1
	FTE employment rate (% population aged 20-64)	65.6	66.5	65.2	60.5	59.2	58.2	55.6	54.2	55.4	57.5	59.5
	Self-employed (% total employment)	16.4	16.4	16.5	15.9 b	15.9	15.6	16.6	17.2	17.0	16.7	16.5
	Part-time employment (% total employment)	11.6	11.4	11.6	12.4	12.9	13.5	14.4	15.7	15.8	15.6	15.1
	Fixed term contracts (% total employees)	34.0	31.6	29.1	25.2 b	24.7	25.1	23.4	23.1	24.0	25.1	26.1
	Employment in Services (% total employment)	68.3	69.0	70.8	73.5	74.6	75.9	77.1 p	77.8 p	78.2 p		
	Employment in Industry (% total employment)	27.4	27.0	25.4	22.6	21.3	20.1	18.9 p	18.1 p	17.7 p		
	Employment in Agriculture (% total employment)	4.2	4.0	3.8	3.9	4.0	4.0	4.0 p	4.1 p	4.0 p		
	Activity rate (% population aged 15-64)	71.1	71.8	72.7	73.1	73.5	73.9	74.3	74.3	74.2	74.3	74.2
	Activity rate (% population aged 15-24)	48.2	47.9	47.7	45.0	42.7	40.9	39.0	37.8	35.7	34.7	33.0
	Activity rate (% population aged 25-54)	82.3	83.1	84.0	84.8	85.7	86.2	86.9	87.2	87.3	87.4	87.4
	Activity rate (% population aged 55-64)	46.8	47.4	49.1	50.0	50.7	52.4	53.5	54.1	55.4	57.6	59.2
	Total unemployment (000)	1841	1846	2596	4154	4640	5013	5811	6051	5610	5056	4481
	Unemployment rate (% labour force)	8.5	8.2	11.3	17.9	19.9	21.4	24.8	26.1	24.5	22.1	19.6
	Youth unemployment rate (% labour force 15-24)	17.9	18.1	24.5	37.7	41.5	46.2	52.9	55.5	53.2	48.3	44.4
	Long term unemployment rate (% labour force)	1.8	1.7	2.0	4.3	7.3	8.9	11.0	13.0	12.9	11.4	9.5
	Share of long term unemployment (% of total unemployment)	21.7	20.4	18.0	23.8	36.6	41.6	44.4	49.7	52.8	51.6	48.4
	Youth unemployment ratio (% population aged 15-24)	8.6	8.7	11.7	17.0	17.7	18.9	20.6	21.0	19.0	16.8	14.7
	Employment rate for low skilled 25-64 (ISCED 0-2)	60.0	60.6	59.1	54.1	53.0	52.3	49.3	48.3	49.4 b	51.6	53.9
	Employment rate for medium skilled 25-64 (ISCED 3-4)	76.3	76.6	75.5	71.0	69.3	67.9	66.3	64.5	65.9 b	67.7	69.2
	Employment rate for high skilled 25-64 (ISCED 5-8)	83.7	84.7	83.9	81.4	80.1	79.2	77.5	76.4	77.2 b	78.5	79.8
	Employment rate (Nationals aged 15-64)	64.3	65.3	64.3	60.5	59.3	58.7	56.5	55.6	56.6	58.3	59.9
	Employment rate (Other EU28 aged 15-64)	71.0	69.2	65.9	60.8	58.0	55.6	54.7	55.2	55.6	59.5	61.8
	Employment rate (Other than EU28 aged 15-64)	70.5	69.1	65.3	55.1	55.4	52.8	48.7	46.4	48.1	51.3	53.7
	Employment rate (Born in the same country aged 15-64)	64.1	65.1	64.1	60.3	59.2	58.7	56.5	55.6	56.6	58.3	59.9
	Employment rate (Born in other EU28 aged 15-64)	71.1	70.0	67.0	62.2	58.7	56.5	56.0	56.1	56.6	60.3	62.0
	Employment rate (Born outside EU28 aged 15-64)	70.8	69.6	66.1	56.8	56.7	54.2	50.6	48.5	50.5	53.2	55.8
	Underemployment (% of labour force aged 15-74)			3.5	4.3	4.8	5.3	6.0	6.7	6.9	6.6	6.2
	Seeking but not available (% of labour force aged 15-74)	1.3	1.3	1.1	1.0	1.0	1.0	1.0	1.0	1.0	1.0	0.9
	Discouraged, available but not seeking (% of labour force aged 15-74)	4.2	3.3	3.3	4.0	4.2	4.1	4.6	5.0	4.7	4.1	3.9

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Spain		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	21719	22119	22591	22881	22982	23049	23099	23018	22877	22827	22809
	Population aged 15-64(000)	15347	15632	15977	16112	16089	16033	15979	15824	15611	15495	15437
	Total employment (000)	11809	12067	11805	10733	10424	10153	9608	9316	9443	9760	10001
	Employment aged 15-64 (000)	11707	11968	11708	10643	10338	10068	9520	9237	9364	9676	9910
	Employment rate (% population aged 20-64)	80.7	80.6	77.9	71.0	69.2	67.7	64.6	63.4	65.0	67.6	69.6
	Employment rate (% population aged 15-64)	76.1	76.1	73.3	66.5	64.8	63.4	60.3	59.2	60.7	62.9	64.8
	Employment rate (% population aged 15-24)	44.4	44.2	39.3	29.4	25.6	22.1	18.5	17.3	17.4	18.6	19.4
	Employment rate (% population aged 25-54)	87.5	87.5	84.2	77.3	75.9	74.6	71.3	70.4	72.5	75.1	77.4
	Employment rate (% population aged 55-64)	60.2	59.6	60.5	56.4	54.5	53.8	52.1	50.5	51.2	54.0	55.7
	FTE employment rate (% population aged 20-64)	80.0	80.1	77.2	70.0	68.0	66.3	62.9	61.4	63.0	65.5	67.6
	Self-employed (% total employment)	19.6	19.7	20.1	19.4 b	19.5	19.3	20.6	21.3	21.0	20.6	20.1
	Part-time employment (% total employment)	4.2	3.9	4.0	4.7	5.2	5.8	6.4	7.7	7.7	7.8	7.6
	Fixed term contracts (% total employees)	25.6	24.4	21.8	18.9	18.9	19.3	17.5	17.4	18.6	19.9	20.6
	Employment in Services (% total employment)	55.3	55.9	58.0	61.4	63.0	64.5	66.4	67.1	67.9		
	Employment in Industry (% total employment)	39.4	39.1	37.1	33.4	31.6	30.1	28.1	27.0	26.4		
	Employment in Agriculture (% total employment)	5.2	5.1	5.0	5.2	5.4	5.4	5.5	5.9	5.7		
	Activity rate (% population aged 15-64)	81.2	81.4	81.6	80.8	80.6	80.4	80.1	79.8	79.5	79.5	79.2
	Activity rate (% population aged 15-24)	52.2	52.2	51.5	48.2	45.0	42.6	40.3	39.6	37.3	36.2	34.7
	Activity rate (% population aged 25-54)	92.4	92.5	92.4	92.2	92.4	92.5	92.6	92.4	92.6	92.6	92.5
	Activity rate (% population aged 55-64)	63.3	62.8	64.7	63.6	63.7	63.5	63.6	63.3	64.3	66.2	67.0
	Total unemployment (000)	801	826	1320	2300	2536	2706	3131	3206	2916	2559	2213
	Unemployment rate (% labour force)	6.4	6.4	10.1	17.7	19.6	21.1	24.6	25.6	23.6	20.8	18.1
	Youth unemployment rate (% labour force 15-24)	15.0	15.2	23.6	39.1	43.1	48.2	54.1	56.2	53.4	48.6	44.0
	Long term unemployment rate (% labour force)	1.2	1.1	1.4	3.7	7.1	8.6	10.7	12.5	12.3	10.5	8.4
	Share of long term unemployment (% of total unemployment)	18.4	17.4	14.1	21.1	36.0	40.8	43.5	48.9	52.0	50.4	46.1
	Youth unemployment ratio (% population aged 15-24)	7.8	7.9	12.1	18.8	19.4	20.5	21.8	22.3	20.0	17.6	15.3
	Employment rate for low skilled 25-64 (ISCED 0-2)	77.9	77.4	73.8	65.5	63.2	61.6	57.0	55.8	57.4 b	60.5	63.1
	Employment rate for medium skilled 25-64 (ISCED 3-4)	86.6	85.4	83.6	77.1	75.9	74.4	71.9	69.9	71.6 b	73.9	75.9
	Employment rate for high skilled 25-64 (ISCED 5-8)	88.2	89.2	87.9	84.6	83.3	82.3	80.7	79.9	80.8 b	82.4	83.5
	Employment rate (Nationals aged 15-64)	75.5	75.8	73.5	67.7	65.7	64.4	61.3	60.2	61.4	63.4	64.9
	Employment rate (Other EU28 aged 15-64)	79.8	79.0	75.7	65.4	63.1	60.4	58.7	58.3	60.3	65.2	67.8
	Employment rate (Other than EU28 aged 15-64)	80.5	78.2	70.9	56.9	57.1	54.8	50.4	48.7	51.4	55.9	61.0
	Employment rate (Born in the same country aged 15-64)	75.4	75.6	73.4	67.6	65.6	64.4	61.4	60.3	61.5	63.4	65.0
	Employment rate (Born in other EU28 aged 15-64)	80.6	79.7	76.6	67.4	64.7	62.3	60.2	59.7	61.6	66.5	68.5
	Employment rate (Born outside EU28 aged 15-64)	80.4	78.6	71.6	58.7	58.5	56.4	52.4	50.6	53.5	57.4	61.7
	Underemployment (% of labour force aged 15-74)			1.4	2.0	2.4	2.8	3.2	3.9	4.0	4.0	3.8
	Seeking but not available (% of labour force aged 15-74)	0.9	0.9	0.7	0.8	0.7	0.8	0.8	0.8	0.8	0.7	0.7
	Discouraged, available but not seeking (% of labour force aged 15-74)	1.8	1.5	1.7	2.3	2.5	2.4	2.8	3.0	3.0	2.6	2.4
Labour Market Indicators - Female	Total population (000)	22291	22666	23077	23359	23504	23618	23719	23710	23635	23623	23636
	Population aged 15-64(000)	14959	15220	15504	15634	15653	15638	15634	15552	15395	15314	15283
	Total employment (000)	8131	8513	8665	8374	8301	8269	8025	7823	7902	8106	8341
	Employment aged 15-64 (000)	8085	8469	8608	8314	8236	8203	7957	7765	7847	8042	8273
	Employment rate (% population aged 20-64)	57.1	58.6	58.9	56.8	56.3	56.1	54.6	53.8	54.8	56.4	58.1
	Employment rate (% population aged 15-64)	53.8	55.3	55.4	53.3	52.8	52.6	51.2	50.3	51.2	52.7	54.3
	Employment rate (% population aged 15-24)	34.5	34.0	32.6	26.7	24.3	22.0	18.3	16.3	16.0	17.3	17.2
	Employment rate (% population aged 25-54)	64.4	66.3	66.5	64.4	63.9	63.4	62.0	61.2	62.3	63.7	65.6
	Employment rate (% population aged 55-64)	28.9	30.2	31.2	32.1	33.1	35.6	36.0	36.3	37.8	40.2	42.8
	FTE employment rate (% population aged 20-64)	51.3	52.9	53.1	51.0	50.4	50.2	48.3	47.2	48.1	49.8	51.7
	Self-employed (% total employment)	11.7	11.8	11.8	11.5 b	11.3	11.2	11.8	12.3	12.2	12.1	12.1
	Part-time employment (% total employment)	22.4	22.1	21.9	22.3	22.6	22.8	23.9	25.2	25.5	25.1	24.1
	Fixed term contracts (% total employees)	31.7	28.6	27.2	23.8	23.0	23.3	21.8	21.1	21.4	22.1	23.2
	Employment in Services (% total employment)	86.5	86.9	87.6	88.6	88.9	89.6	89.5	90.2	90.3		
	Employment in Industry (% total employment)	10.6	10.6	10.0	9.1	8.8	8.1	8.2	7.7	7.6		
	Employment in Agriculture (% total employment)	2.8	2.6	2.4	2.3	2.3	2.3	2.3	2.1	2.1		
	Activity rate (% population aged 15-64)	60.7	61.9	63.6	65.1	66.3	67.3	68.4	68.7	68.8	69.0	69.2
	Activity rate (% population aged 15-24)	44.0	43.4	43.7	41.7	40.2	39.2	37.6	35.9	34.0	33.2	31.3
	Activity rate (% population aged 25-54)	71.8	73.3	75.3	77.2	78.8	79.7	81.1	81.8	82.0	82.0	82.3
	Activity rate (% population aged 55-64)	31.2	32.7	34.2	37.1	38.4	41.8	43.9	45.2	46.9	49.4	51.7
	Total unemployment (000)	1040	1020	1276	1854	2104	2307	2680	2846	2694	2497	2268
	Unemployment rate (% labour force)	11.4	10.7	12.8	18.1	20.2	21.8	25.1	26.7	25.4	23.6	21.4
	Youth unemployment rate (% labour force 15-24)	21.5	21.7	25.5	36.1	39.6	44.0	51.4	54.6	52.9	48.0	44.9
	Long term unemployment rate (% labour force)	2.7	2.4	2.8	4.9	7.6	9.3	11.4	13.5	13.7	12.4	10.8
	Share of long term unemployment (% of total unemployment)	24.2	22.8	22.0	27.1	37.3	42.6	45.3	50.5	53.8	52.8	50.6
	Youth unemployment ratio (% population aged 15-24)	9.5	9.4	11.2	15.1	15.9	17.2	19.4	19.6	18.0	15.9	14.0
	Employment rate for low skilled 25-64 (ISCED 0-2)	41.4	43.2	43.8	41.9	42.1	42.3	40.8	40.1	40.7 b	41.7	43.5
	Employment rate for medium skilled 25-64 (ISCED 3-4)	65.7	67.2	67.1	64.7	62.5	61.4	60.8	59.2	60.1 b	61.3	62.5
	Employment rate for high skilled 25-64 (ISCED 5-8)	79.4	80.4	79.9	78.4	77.1	76.4	74.5	73.2	74.0 b	75.2	76.7
	Employment rate (Nationals aged 15-64)	52.9	54.6	54.9	53.1	52.7	52.8	51.6	50.8	51.8	53.1	54.8
	Employment rate (Other EU28 aged 15-64)	62.1	59.4	56.1	56.1	52.9	51.2	51.1	52.3	51.2	54.3	56.2
	Employment rate (Other than EU28 aged 15-64)	60.4	60.2	59.5	53.4	53.7	50.8	47.2	44.3	45.1	47.0	47.0
	Employment rate (Born in the same country aged 15-64)	52.6	54.3	54.5	52.8	52.5	52.7	51.4	50.7	51.7	53.0	54.7
	Employment rate (Born in other EU28 aged 15-64)	62.1	60.4	57.6	57.0	52.9	51.4	52.3	52.8	51.8	54.6	56.0
	Employment rate (Born outside EU28 aged 15-64)	61.0	60.8	60.6	55.0	54.9	52.1	49.0	46.7	47.9	49.5	50.7
	Underemployment (% of labour force aged 15-74)			6.4	7.4	7.8	8.3	9.3	10.0	10.3	9.7	8.9
	Seeking but not available (% of labour force aged 15-74)	1.8	1.8	1.5	1.4	1.3	1.3	1.3	1.2	1.2	1.2	1.2
	Discouraged, available but not seeking (% of labour force aged 15-74)	7.4	5.7	5.6	6.2	6.3	6.1	6.7	7.2	6.8	5.9	5.6

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Spain			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	24.0	23.3	23.8 b	24.7	26.1	26.7	27.2	27.3	29.2	28.6	27.9
		At-risk-of-poverty (% of total population)	20.3	19.7	19.8	20.4	20.7	20.6	20.8	20.4	22.2	22.1	22.3
		At-risk-of-poverty threshold (PPS single person)	7335	7614	9026 b	9338	8967	8655	8582	8550	8517	8678	9105
		Poverty gap (%)	26.4	25.9	25.6 b	25.7	26.8	27.4	30.6	30.9	31.6	33.8	31.4
		Persistent at-risk-of-poverty (% of total population)		10.2	11.0	12.5	11.6	12.7 b	13.3	12.1	14.3	15.8	14.8
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	24.6	23.7	25.7 b	26.9	28.8	30.0	29.1	30.0	31.1	30.1	29.5
		Impact of social transfers (excl. pensions) in reducing poverty (%)	17.5	16.9	23.0 b	24.2	28.1	31.3	28.5	32.0	28.6	26.6	24.4
		Severe Material Deprivation (% of total population)	4.1	3.5	3.6	4.5	4.9	4.5	5.8	6.2	7.1	6.4	5.8
		Share of people living in low work intensity households (% of people aged 0-59)	6.4	6.8	6.6	7.6	10.8	13.4	14.3	15.7	17.1	15.4	14.9
		Real Gross Household Disposable income (growth %)	2.1	0.7	1.8	2.8	-3.4	-1.5	-5.7	-1.9	0.7	2.1	
		Income quintile share ratio S80/S20	5.5	5.5	5.6 b	5.9	6.2	6.3	6.5	6.3	6.8	6.9	6.6
		GINI coefficient	31.9	31.9	32.4 b	32.9	33.5	34.0	34.2	33.7	34.7	34.6	34.5
		Early leavers from education and training (% of population aged 18-24)	30.3 b	30.8	31.7	30.9	28.2	26.3	24.7	23.6	21.9 b	20.0	19.0
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	11.8 b	12.0	14.3	18.1	17.8	18.2	18.6	18.6	17.1 b	15.6	14.6
	Male	At-risk-of-poverty or exclusion (% of male population)	22.6	21.9	22.4 b	23.8	25.5	26.1	27.3	27.9	29.4	29.0	28.0
		At-risk-of-poverty (% of male population)	18.8	18.6	18.4	19.4	20.1	19.9	20.7	20.9	22.4	22.5	22.6
		Poverty gap (%)	27.2	26.0	27.1 b	26.1	27.4	27.9	30.7	31.4	31.7	34.5	31.0
		Persistent at-risk-of-poverty (% of male population)		9.6	10.1	11.7	11.1	11.4 b	12.9	12.6	14.2	16.3	15.3
		Severe Material Deprivation (% of male population)	4.2	3.5	3.7	4.6	4.7	4.5	6.2	6.3	7.0	6.6	5.3
		Share of people living in low work intensity households (% of males aged 0-59)	5.9	6.5	6.1	7.2	10.6	12.9	13.8	15.9	17.0	15.8	14.9
		Life expectancy at birth (years)	77.7	77.9	78.3 b	78.7	79.2	79.5	79.5	80.2	80.4	80.1	
		Healthy life years at birth (years) - men	63.9	63.5	64.0 b	63.1	64.5	65.4	64.8	64.7	65.0	63.9	
		Early leavers from education and training (% of males aged 18-24)	36.7 b	36.6	38.0	37.4	33.6	31.0	28.9	27.2	25.6 b	24.0	22.7
		NEET: Young people not in employment, education or training (% of males aged 15-24)	10.3 b	10.4	13.9	19.4	18.8	19.2	19.6	19.4	18.0 b	16.4	15.1
	Female	At-risk-of-poverty or exclusion (% of female population)	25.5	24.6	25.1 b	25.6	26.7	27.4	27.2	26.7	28.9	28.3	27.9
		At-risk-of-poverty (% of female population)	21.8	20.8	21.2	21.3	21.3	21.4	20.9	19.9	22.1	21.8	22.1
		Poverty gap (%)	25.4	25.1	24.2 b	25.0	26.4	26.7	30.3	30.3	31.4	32.6	31.8
		Persistent at-risk-of-poverty (% of female population)		10.9	11.9	13.3	12.2	14.0 b	13.7	11.6	14.4	15.2	14.3
		Severe Material Deprivation (% of female population)	4.0	3.6	3.5	4.4	5.1	4.6	5.5	6.1	7.1	6.3	6.2
		Share of people living in low work intensity households (% of females aged 0-59)	6.9	7.1	7.0	8.0	11.0	13.8	14.8	15.4	17.2	15.1	14.8
		Life expectancy at birth (years)	84.4	84.4	84.6 b	84.9	85.5	85.6	85.5	86.1	86.2	85.8	
		Healthy life years at birth (years) - women	63.5	63.2	63.7 b	62.1	63.8	65.6	65.8	63.9	65.0	64.1	
		Early leavers from education and training (% of females aged 18-24)	23.6 b	24.7	25.1	24.1	22.6	21.5	20.5	19.8	18.1 b	15.8	15.1
		NEET: Young people not in employment, education or training (% of females aged 15-24)	13.5 b	13.7	14.6	16.7	16.8	17.3	17.6	17.8	16.2 b	14.9	14.1
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	29.5	28.6	30.1 b	32.0	33.3	32.2	32.4	32.6	35.8	34.4	32.9
		At-risk-of-poverty (% of Children population)	27.1	26.2	27.3	29.0	29.3	27.5	27.9	27.5	30.5	29.6	29.7
		Severe Material Deprivation (% of Children population)	5.6	4.4	5.5	6.7	7.4	5.2	7.6	8.3	9.5	9.1	7.1
		Share of children living in low work intensity households (% of Children population)	4.5	5.0	4.2	6.2	9.5	11.6	12.3	13.8	14.2	12.0	11.6
		Risk of poverty of children in households at work (Working Intensity > 0.2)	24.5	23.7	25.4 b	25.8	24.1	21.3	20.4	19.3	22.6	22.9	22.8
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	14.8	14.1	18.3 b	18.1	21.9	25.9	23.4	27.6	22.4	21.1	17.5
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	20.8	20.8	21.5 b	22.7	24.9	26.7	28.6	29.2	31.8	31.2	30.4
		At-risk-of-poverty (% of Working age population)	16.3	16.4	16.5	17.2	18.1	19.0	20.4	20.4	22.9	22.8	22.9
		Severe Material Deprivation (% of Working age population)	3.8	3.3	3.5	4.5	4.9	4.8	6.1	6.5	7.6	6.9	6.4
		Very low work intensity (18-59)	7.0	7.3	7.3	8.0	11.2	13.9	14.9	16.3	18.0	16.5	15.9
		In-work at-risk-of poverty rate (% of persons employed 18-64)	10.1	10.2	11.3 b	11.7	10.8	10.9	10.8	10.6	12.6	13.2	13.1
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	21.6	20.8	28.3 b	30.1	33.2	35.8	31.8	34.6	30.8	29.0	27.1
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	31.1	27.8	26.2 b	24.9	22.9	21.2	16.5	14.5	12.9	13.7	14.4
		At-risk-of-poverty (% of Elderly population)	29.3	26.1	25.5	23.8	21.8	19.8	14.8	12.7	11.4	12.3	13.0
		Severe Material Deprivation (% of Elderly population)	3.9	3.6	1.9	2.3	2.2	2.7	2.9	2.7	2.4	2.2	2.5
		Relative median income of elderly (ratio with median income of people younger than 65)	0.75	0.79	0.83 b	0.87	0.88	0.91	0.96	1.0	1.03	1.01	1.01
		Aggregate replacement ratio (ratio)	0.48	0.48	0.42 b	0.45	0.47	0.51	0.55	0.60	0.60	0.66	0.66
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	6.2	6.2	6.6	7.1	7.0 p	6.9 p	6.6 p	6.5 p	6.5 p		
		Disability	1.5	1.5	1.5	1.7	1.7 p	1.8 p	1.8 p	1.9 p	1.8 p		
		Old age and survivors	8.2	8.5	8.8	9.8	10.3 p	10.8 p	11.4 p	12.0 p	12.2 p		
		Family/Children	1.2	1.2	1.3	1.5	1.5 p	1.4 p	1.3 p	1.4 p	1.3 p		
		Unemployment	2.1	2.0	2.3	3.5	3.2 p	3.6 p	3.4 p	3.3 p	2.7 p		
		Housing and Social exclusion n.e.c.	0.4	0.4	0.4	0.4	0.4 p	0.4 p	0.4 p	0.3 p	0.4 p		
		Total (including Admin and Other expenditures)	20.0	20.3	21.4	24.4	24.6 p	25.3 p	25.5 p	25.8 p	25.4 p		
		of which: Means tested benefits	2.7	2.7	2.8	3.3	3.6 p	4.0 p	3.7 p	3.7 p	3.5 p		

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France

France		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	2.4	2.4	0.2	-2.9	2.0	2.1	0.2	0.6	0.9	1.1 p	1.2 p
	Total employment	1.1	1.4	0.5	-1.1	0.1	0.8	0.3	0.2	0.4	0.2 p	0.6 p
	Labour productivity	1.3	0.9	-0.3	-1.8	1.9	1.3	-0.1	0.3	0.5	0.8 p	0.5 p
	Annual average hours worked per person employed	-1.1	1.3	0.5	-1.1	0.4	0.4	-0.4	-1.0	-0.3	0.0 p	-3.1 p
	Real productivity per hour worked	2.4	-0.3	-0.8	-0.8	1.4	0.8	0.2	1.3	0.8	0.8 p	3.8 p
	Harmonized CPI	1.9	1.6	3.2	0.1	1.7	2.3	2.2	1.0	0.6	0.1	0.3
	Price deflator GDP	2.2	2.6	2.4	0.1	1.1	0.9	1.2	0.8	0.6	1.1 p	0.4 p
	Nominal compensation per employee	3.2	2.5	2.6	1.6	2.8	2.3	2.2	1.6	1.4	0.9 p	1.0 p
	Real compensation per employee (GDP deflator)	1.0	0.0	0.3	1.5	1.7	1.3	1.0	0.8	0.9	-0.2 p	0.6 p
	Real compensation per employee (private consumption deflator)	1.3	0.9	-0.5	1.5	1.1	0.0	0.0	0.6	0.8	0.8 p	0.7 p
	Nominal unit labour costs	1.9	1.6	2.9	3.5	1.0	1.0	2.3	1.2	0.9	0.0 p	0.4 p
	Real unit labour costs	-0.3	-0.9	0.5	3.4	-0.1	0.1	1.2	0.4	0.4	-1.1 p	0.1 p
Labour Market Indicators - Total	Total population (000)	63230	63645	64007	64350	64659	64979	65277 b	65600	65942	66488 b	66760 p
	Population aged 15-64 (000)	41164	41469	41683	41809	41912	42033	41959	41883	41835	41896 bp	41871 p
	Total employment (000)	25150	25587	25926	25674	25731	25759	25805	25779	26396 b	26424	26583
	Employment aged 15-64 (000)	25050	25459	25793	25545	25581	25564	25568	25540	26129 b	26119	26243
	Employment rate (% population aged 20-64)	69.4	69.9	70.5	69.5	69.3	69.2	69.4	69.5	69.8	70.0	70.4
	Employment rate (% population aged 15-64)	63.7	64.3	64.9	64.1	64.0	63.9	64.0	64.0	64.2	64.3	64.6
	Employment rate (% population aged 15-24)	30.0	31.2	31.4	30.5	30.1	29.6	28.6	28.4	28.4	28.4	28.2
	Employment rate (% population aged 25-54)	81.3	82.1	83.2	82.1	82.0	81.5	80.9	80.6	80.4	79.9	80.3
	Employment rate (% population aged 55-64)	38.1	38.2	38.2	38.9	39.7	41.4	44.5	45.6	47.0	48.8	49.9
	FTE employment rate (% population aged 20-64)	64.9	65.4	66.0	65.0	64.6	64.5	64.7	64.8	64.5 b	64.7	65.1
	Self-employed (% total employment)	10.4	10.3	10.0	10.3	10.9	11.1	11.0	10.8	11.2 b	11.2	11.4
	Part-time employment (% total employment)	17.1	17.2	16.8	17.2	17.6	17.6	17.7	18.1	18.5	18.3	18.2
	Fixed term contracts (% total employees)	14.8	15.1	15.1	14.5	15.1	15.4	15.3	15.4	15.4 b	16.1	16.2
	Employment in Services (% total employment)	77.4	77.6	77.7	78.0	78.6	78.9	79.1	79.3	79.6		
	Employment in Industry (% total employment)	19.5	19.4	19.3	19.1	18.5	18.3	18.1	17.9	17.6		
	Employment in Agriculture (% total employment)	3.2	3.1	2.9	2.9	2.8	2.8	2.8	2.8	2.8		
	Activity rate (% population aged 15-64)	69.6	69.7	69.9	70.3	70.3	70.1	70.7	71.1	71.4	71.5	71.7
	Activity rate (% population aged 15-24)	38.1	38.4	38.5	39.6	38.9	37.9	37.4	37.4	37.1	37.3	37.2
	Activity rate (% population aged 25-54)	87.6	87.9	88.5	88.6	88.7	88.2	88.2	88.3	88.2	87.8	87.8
	Activity rate (% population aged 55-64)	40.1	40.0	39.8	41.2	42.2	43.9	47.4	49.0	50.7	52.6	53.7
	Total unemployment (000)	2482	2268	2121	2622	2680	2665	2855	3023	3032	3054	2970
	Unemployment rate (% labour force)	8.8	8.0	7.4	9.1	9.3	9.2	9.8	10.3	10.3	10.4	10.1
	Youth unemployment rate (% labour force 15-24)	22.0	19.5	19.0	23.6	23.3	22.7	24.4	24.9	24.2	24.7	24.6
	Long term unemployment rate (% labour force)	3.5	3.0	2.6	3.0	3.5	3.6	3.7	4.0	4.2	4.3	4.3
	Share of long term unemployment (% of total unemployment)	41.0	39.2	36.6	34.5	39.5	40.7	39.6	40.2	42.5	42.6	44.2
	Youth unemployment ratio (% population aged 15-24)	8.1	7.2	7.1	9.1	8.8	8.3	8.8	9.0	9.0 b	9.1	9.1
	Employment rate for low skilled 25-64 (ISCED 0-2)	58.1	57.9	57.7	56.4	55.8	55.9	55.7	54.3 b	53.3 b	52.2	51.3
	Employment rate for medium skilled 25-64 (ISCED 3-4)	75.5	75.7	75.8	74.9	74.6	73.7	73.6	73.2 b	72.5 b	72.6	72.9
	Employment rate for high skilled 25-64 (ISCED 5-8)	82.9	83.4	84.6	83.5	83.6	83.8	84.3	84.3 b	83.8 b	83.9	85.0
	Employment rate (Nationals aged 15-64)	64.4	65.0	65.5	64.8	64.7	64.6	64.8	64.8	64.6 b	64.8	65.2
	Employment rate (Other EU28 aged 15-64)	67.0	66.1	66.0	64.8	67.0	68.0	65.1	67.6	66.7 b	65.4	66.4
	Employment rate (Other than EU28 aged 15-64)	44.8	46.1	50.2	46.3	46.3	45.7	46.4	46.0	45.0 b	44.2	44.3
	Employment rate (Born in the same country aged 15-64)	64.5	65.2	65.6	65.0	64.8	64.8	65.0	65.1	64.9 b	65.1	65.6
	Employment rate (Born in other EU28 aged 15-64)	64.7	64.4	64.4	64.8	67.1	67.6	65.8	67.7	67.0 b	65.8	65.5
	Employment rate (Born outside EU28 aged 15-64)	54.2	55.7	58.3	55.3	54.8	54.1	54.8	53.4	53.0 b	52.5	52.2
	Underemployment (% of labour force aged 15-74)			4.5 b	4.7	5.0	4.7	4.7	5.4 b	5.5	5.7	5.5
	Seeking but not available (% of labour force aged 15-74)	1.7	1.6	1.5	1.6	1.7	1.9	1.9	1.0 b	1.1	1.1	1.2
	Discouraged, available but not seeking (% of labour force aged 15-74)	1.4	1.3	1.3	1.4	1.4	1.4	1.2		2.3	2.4	2.3

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France		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	30591	30803	30980	31148	31302	31463	31605 b	31773	31937	32204 bp	32340 p
	Population aged 15-64(000)	20371	20521	20616	20669	20715	20771	20725	20685	20654	20682 bp	20669 p
	Total employment (000)	13397	13545	13692	13485	13520	13531	13508	13433	13684 b	13658	13761
	Employment aged 15-64 (000)	13336	13468	13612	13406	13427	13415	13369	13293	13524 b	13478	13562
	Employment rate (% population aged 20-64)	75.1	75.1	75.6	74.3	74.0	74.0	73.9	73.7	73.6	73.6	74.2
	Employment rate (% population aged 15-64)	69.0	69.2	69.7	68.4	68.3	68.2	68.1	67.9	67.7	67.5	68.0
	Employment rate (% population aged 15-24)	33.5	34.2	34.4	32.6	33.2	32.5	31.0	31.0	30.6	30.3	30.2
	Employment rate (% population aged 25-54)	88.0	88.4	89.3	87.7	87.4	86.8	86.0	85.2	84.9	84.1	84.7
	Employment rate (% population aged 55-64)	40.5	40.5	40.6	41.5	42.3	44.1	47.5	48.4	48.9	50.8	51.6
	FTE employment rate (% population aged 20-64)	73.8	73.8	74.2	72.9	72.4	72.4	72.2	72.0	71.4 b	71.4	71.9
	Self-employed (% total employment)	14.0	13.9	13.2	14.0	14.7	14.9	14.6	14.3	14.6 b	14.6	14.8
	Part-time employment (% total employment)	5.6	5.5	5.6	5.8	6.4	6.5	6.4	6.7	7.3	7.3	7.4
	Fixed term contracts (% total employees)	12.0	12.0	11.9	11.2	12.0	12.5	12.2	12.6	12.2	13.0	13.3
	Employment in Services (% total employment)	66.6	67.0	67.0	66.9	67.8	68.6	68.7	68.9 b	69.3		
	Employment in Industry (% total employment)	28.9	28.8	29.1	29.1	28.3	27.6	27.5	27.2 b	26.7		
	Employment in Agriculture (% total employment)	4.4	4.2	3.9	3.9	3.9	3.8	3.8	3.9 b	3.9		
	Activity rate (% population aged 15-64)	74.9	74.7	74.7	75.0	74.9	74.6	75.3	75.5	75.4	75.5	75.6
	Activity rate (% population aged 15-24)	42.0	41.9	42.2	42.9	42.6	41.3	40.8	40.8	40.5	40.5	40.0
	Activity rate (% population aged 25-54)	94.1	94.1	94.4	94.3	94.2	93.7	93.6	93.3	93.1	92.7	92.7
	Activity rate (% population aged 55-64)	42.7	42.5	42.4	44.0	45.0	46.8	50.8	52.3	53.1	55.1	56.0
	Total unemployment (000)	1223	1132	1057	1360	1372	1344	1492	1589	1614	1654	1570
	Unemployment rate (% labour force)	8.2	7.6	7.0	9.0	9.0	8.9	9.8	10.4	10.6	10.8	10.2
	Youth unemployment rate (% labour force 15-24)	21.1	19.0	19.2	24.7	22.9	22.1	24.8	24.7	25.2	25.8	25.1
	Long term unemployment rate (% labour force)	3.3	2.9	2.6	3.0	3.6	3.5	3.8	4.1	4.5	4.6	4.6
	Share of long term unemployment (% of total unemployment)	41.6	39.3	38.0	34.8	41.1	41.5	40.4	40.6	43.9	43.6	46.1
	Youth unemployment ratio (% population aged 15-24)	8.6	7.7	7.8	10.3	9.4	8.8	9.8	9.7	10.2 b	10.4	10.0
	Employment rate for low skilled 25-64 (ISCED 0-2)	65.8	65.3	65.9	64.1	62.9	63.0	63.3	61.9 b	60.4 b	58.9	58.6
	Employment rate for medium skilled 25-64 (ISCED 3-4)	80.7	80.5	80.3	79.1	78.8	78.1	77.6	76.7 b	76.1 b	76.2	76.3
	Employment rate for high skilled 25-64 (ISCED 5-8)	86.8	86.9	88.1	86.9	87.0	87.2	87.6	87.3 b	86.4 b	86.7	88.1
	Employment rate (Nationals aged 15-64)	69.2	69.5	69.9	68.8	68.5	68.4	68.4	68.1	67.6 b	67.6	68.0
	Employment rate (Other EU28 aged 15-64)	75.1	73.0	72.5	71.7	74.8	74.2	70.7	73.3	71.5 b	70.0	69.6
	Employment rate (Other than EU28 aged 15-64)	57.4	59.5	62.8	56.8	60.6	58.9	60.3	60.0	56.5 b	55.2	57.7
	Employment rate (Born in the same country aged 15-64)	69.2	69.4	69.8	68.8	68.5	68.6	68.4	68.1	67.8 b	67.8	68.2
	Employment rate (Born in other EU28 aged 15-64)	72.6	71.1	70.4	70.6	73.1	72.9	70.9	73.4	70.8 b	69.6	68.3
	Employment rate (Born outside EU28 aged 15-64)	64.9	66.2	68.3	63.8	64.5	63.4	64.6	64.0	61.6 b	61.0	62.2
	Underemployment (% of labour force aged 15-74)			1.8 b	1.9	2.2	2.2	2.2	2.5 b	2.7	3.0	3.0
	Seeking but not available (% of labour force aged 15-74)	1.2	1.1	1.1	1.2	1.3	1.4	1.5	0.9 b	0.9	0.9	1.0
	Discouraged, available but not seeking (% of labour force aged 15-74)	1.0	1.0	1.0	1.0	1.1	1.1	1.0		2.0	2.2	2.2
Labour Market Indicators - Female	Total population (000)	32639	32842	33027	33202	33357	33516	33672 b	33828	34006	34284 bp	34420 p
	Population aged 15-64(000)	20793	20948	21067	21139	21197	21262	21234	21198	21181	21215 bp	21203 p
	Total employment (000)	11753	12042	12234	12189	12211	12228	12297	12346	12713 b	12766	12822
	Employment aged 15-64 (000)	11713	11992	12181	12139	12154	12149	12199	12247	12605 b	12640	12681
	Employment rate (% population aged 20-64)	63.9	64.9	65.5	65.0	64.9	64.7	65.1	65.5	66.1	66.5	66.8
	Employment rate (% population aged 15-64)	58.6	59.6	60.3	59.9	59.8	59.7	60.1	60.4	60.9	61.1	61.4
	Employment rate (% population aged 15-24)	26.4	28.1	28.5	28.3	27.1	26.7	26.1	25.6	26.2	26.4	26.2
	Employment rate (% population aged 25-54)	74.8	76.0	77.3	76.7	76.8	76.2	76.0	76.2	76.1	75.9	75.9
	Employment rate (% population aged 55-64)	35.8	36.0	35.9	36.5	37.3	38.9	41.6	43.0	45.3	47.0	48.3
	FTE employment rate (% population aged 20-64)	57.3	58.2	58.9	58.2	57.9	57.7	58.2	58.6	58.5 b	58.9	59.3
	Self-employed (% total employment)	6.3	6.3	6.4	6.3	6.7	6.9	7.0	7.0	7.5 b	7.6	7.8
	Part-time employment (% total employment)	30.2	30.3	29.4	29.9	30.0	29.9	30.0	30.4	30.6	30.1	29.8
	Fixed term contracts (% total employees)	14.5	15.0	15.2	14.8	14.9	14.8	14.9	14.8	14.7	15.1	15.1
	Employment in Services (% total employment)	88.8	88.8	89.2	89.7	90.0	89.7	89.9	90.0 b	90.2		
	Employment in Industry (% total employment)	9.3	9.3	8.9	8.5	8.3	8.5	8.4	8.4 b	8.2		
	Employment in Agriculture (% total employment)	1.9	1.9	1.9	1.8	1.7	1.8	1.7	1.6 b	1.6		
	Activity rate (% population aged 15-64)	64.5	64.9	65.2	65.7	65.8	65.7	66.3	66.9	67.4	67.6	67.9
	Activity rate (% population aged 15-24)	34.1	34.9	34.7	36.2	35.2	34.5	34.0	33.9	33.7	34.2	34.3
	Activity rate (% population aged 25-54)	81.3	82.0	82.8	83.1	83.4	83.0	83.0	83.5	83.4	83.0	83.1
	Activity rate (% population aged 55-64)	37.6	37.6	37.3	38.5	39.5	41.2	44.2	46.0	48.6	50.4	51.5
	Total unemployment (000)	1259	1135	1064	1262	1308	1321	1363	1434	1418	1400	1400
	Unemployment rate (% labour force)	9.5	8.5	7.9	9.2	9.5	9.6	9.8	10.2	10.0	9.9	9.9
	Youth unemployment rate (% labour force 15-24)	23.2	20.1	18.8	22.3	23.8	23.4	23.9	25.2	23.1	23.3	24.1
	Long term unemployment rate (% labour force)	3.7	3.2	2.6	3.0	3.4	3.6	3.6	3.9	4.0	3.9	4.0
	Share of long term unemployment (% of total unemployment)	40.5	39.0	35.3	34.3	37.7	39.9	38.7	39.8	41.0	41.5	42.0
	Youth unemployment ratio (% population aged 15-24)	7.7	6.8	6.3	7.8	8.1	7.8	7.9	8.3	7.7 b	7.9	8.2
	Employment rate for low skilled 25-64 (ISCED 0-2)	51.4	51.5	50.4	49.6	49.7	49.6	48.9	47.5 b	47.1 b	46.2	44.7
	Employment rate for medium skilled 25-64 (ISCED 3-4)	69.7	70.4	70.9	70.2	70.0	69.0	69.3	69.4 b	68.5 b	68.6	69.2
	Employment rate for high skilled 25-64 (ISCED 5-8)	79.6	80.3	81.7	80.6	80.8	80.8	81.5	81.7 b	81.6 b	81.6	82.3
	Employment rate (Nationals aged 15-64)	59.6	60.7	61.3	60.9	61.0	60.9	61.4	61.7	61.6 b	62.0	62.4
	Employment rate (Other EU28 aged 15-64)	58.5	59.4	59.8	57.8	59.1	61.4	59.0	61.6	62.2 b	61.0	63.4
	Employment rate (Other than EU28 aged 15-64)	33.4	33.8	38.0	36.5	33.7	34.2	34.2	33.9	35.5 b	34.7	32.7
	Employment rate (Born in the same country aged 15-64)	60.0	61.0	61.6	61.2	61.2	61.1	61.7	62.2	62.0 b	62.5	63.0
	Employment rate (Born in other EU28 aged 15-64)	57.7	58.9	59.2	59.5	61.6	62.7	61.0	62.5	63.6 b	62.3	63.0
	Employment rate (Born outside EU28 aged 15-64)	44.2	45.9	48.8	47.4	45.8	45.9	45.9	43.9	45.5 b	45.0	43.6
	Underemployment (% of labour force aged 15-74)			7.5 b	7.7	8.1	7.5	7.5	8.5 b	8.5	8.7	8.3
	Seeking but not available (% of labour force aged 15-74)	2.3	2.2	1.9	2.1	2.1	2.3	2.3	1.2 b	1.2	1.2	1.4
	Discouraged, available but not seeking (% of labour force aged 15-74)	1.8	1.7	1.7	1.7	1.7	1.7	1.5		2.5	2.5	2.4

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France			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	18.8	19.0	18.5 b	18.5	19.2	19.3	19.1	18.1	18.5	17.7	
		At-risk-of-poverty (% of total population)	13.2	13.1	12.5	12.9	13.3	14.0	14.1	13.7	13.3	13.6	
		At-risk-of-poverty threshold (PPS single person)	8989	9089	10496 b	10644	10669	10897	11271	11516	11584	11931	
		Poverty gap (%)	18.5	17.9	14.5 b	18.2	19.5	17.1	16.2	16.8	16.6	15.7	
		Persistent at-risk-of-poverty (% of total population)		6.4					7.0	8.3	7.9	8.5	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	24.9	26.4	23.5 b	24.0	24.9	24.7	23.8	24.4	24.0	23.9	
		Impact of social transfers (excl. pensions) in reducing poverty (%)	47.0	50.4	46.8 b	46.3	46.6	43.3	40.8	43.9	44.6	43.1	
		Severe Material Deprivation (% of total population)	5.0	4.7	5.4	5.6	5.8	5.2	5.3	4.9	4.8	4.5	4.4 p
		Share of people living in low work intensity households (% of people aged 0-59)	9.1	9.6	8.8	8.4	9.9	9.4	8.4	8.1	9.6	8.6	
		Real Gross Household Disposable income (growth %)	2.4	3.0	0.4	1.7	1.3	0.2	-0.8	-0.3	0.7	1.2	
		Income quintile share ratio S80/S20	4.0	3.9	4.4 b	4.4	4.4	4.6	4.5	4.5	4.3	4.3	
		GINI coefficient	27.3	26.6	29.8 b	29.9	29.8	30.8	30.5	30.1	29.2	29.2	
		Early leavers from education and training (% of population aged 18-24)	12.7	12.8	11.8	12.4	12.7	12.3	11.8	9.7 b	9.0 b	9.2	8.8
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	11.3	10.7	10.5	12.7	12.7	12.3	12.5	11.2 b	11.4 b	12.0	11.9
	Male	At-risk-of-poverty or exclusion (% of male population)	17.3	18.0	17.3 b	17.1	18.4	18.6	18.4	17.3	17.5	17.1	
		At-risk-of-poverty (% of male population)	12.3	12.8	11.7	11.9	12.7	13.5	13.6	13.1	12.6	13.2	
		Poverty gap (%)	19.1	18.0	14.7 b	18.8	19.5	17.8	16.3	16.7	17.1	15.7	
		Persistent at-risk-of-poverty (% of male population)		5.9					6.3	8.3	7.5	7.8	
		Severe Material Deprivation (% of male population)	4.6	4.4	5.1	5.2	5.7	5.1	5.1	4.5	4.5	4.4	4.2 p
		Share of people living in low work intensity households (% of males aged 0-59)	8.2	8.6	8.1	7.6	9.2	9.0	8.4	7.5	8.9	8.3	
		Life expectancy at birth (years)	77.3	77.6	77.8	78.0	78.2	78.7	78.7	79.0	79.5	79.2	
		Healthy life years at birth (years) - men	62.8	62.8	62.8	62.8	61.8	62.7	62.6	63.0	63.4	62.6	
		Early leavers from education and training (% of males aged 18-24)	14.6	15.2	13.8	14.5	15.3	14.1	13.7	10.7 b	10.2 b	10.1	10.1
		NEET: Young people not in employment, education or training (% of males aged 15-24)	10.4	10.0	10.4	13.3	12.7	12.0	12.9	11.0 b	11.8 b	12.4	12.0
	Female	At-risk-of-poverty or exclusion (% of female population)	20.3	20.0	19.7 b	19.7	19.9	19.9	19.6	18.9	19.5	18.2	
		At-risk-of-poverty (% of female population)	14.0	13.4	13.3	13.8	13.9	14.5	14.6	14.3	14.1	13.9	
		Poverty gap (%)	18.4	17.7	14.4 b	18.0	19.7	16.4	16.2	16.8	16.1	15.7	
		Persistent at-risk-of-poverty (% of female population)		6.9					7.7	8.4	8.3	9.1	
		Severe Material Deprivation (% of female population)	5.3	5.0	5.7	5.9	5.8	5.4	5.5	5.4	5.1	4.7	4.6 p
		Share of people living in low work intensity households (% of females aged 0-59)	10.0	10.6	9.6	9.1	10.5	9.7	8.5	8.6	10.4	8.8	
		Life expectancy at birth (years)	84.5	84.8	84.8	85.0	85.3	85.7	85.4	85.6	86.0	85.5	
		Healthy life years at birth (years) - women	64.4	64.4	64.5	63.5	63.4	63.6	63.8	64.4	64.2	64.6	
		Early leavers from education and training (% of females aged 18-24)	10.8	10.5	9.9	10.3	10.2	10.4	10.0	8.6 b	7.9 b	8.4	7.5
		NEET: Young people not in employment, education or training (% of females aged 15-24)	12.3	11.3	10.7	12.1	12.6	12.6	12.1	11.4 b	11.0 b	11.5	11.8
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	18.1	19.6	21.2 b	21.2	22.9	23.0	23.2	20.8	21.6	21.2	
		At-risk-of-poverty (% of Children population)	13.9	15.3	15.6	16.8	18.1	18.8	19.0	17.6	17.7	18.7	
		Severe Material Deprivation (% of Children population)	5.6	5.4	6.6	6.5	7.0	7.0	7.2	5.6	5.7	5.4	5.3 p
		Share of children living in low work intensity households (% of Children population)	6.9	7.7	7.4	6.6	8.8	8.2	7.2	6.3	8.1	7.4	
		Risk of poverty of children in households at work (Working Intensity > 0.2)	9.2	10.6	11.5	12.8	12.7	13.6	14.3	13.5	12.6	13.3	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	54.9	58.5	55.3 b	51.5	50.0	47.5	44.3	48.1	48.4	45.2	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	19.4	19.7	18.8 b	18.9	19.9	20.1	19.8	19.3	19.9	19.0	
		At-risk-of-poverty (% of Working age population)	12.1	12.3	11.6	11.8	12.7	13.5	13.7	13.7	13.2	13.4	
		Severe Material Deprivation (% of Working age population)	5.3	4.8	5.5	5.9	6.0	5.2	5.4	5.4	5.2	5.0	4.6 p
		Very low work intensity (18-59)	10.0	10.4	9.4	9.1	10.3	9.8	8.9	8.8	10.3	9.0	
		In-work at-risk-of poverty rate (% of persons employed 18-64)	6.0	6.4	6.5 b	6.6	6.5	7.6	8.0	7.8	8.0	7.5	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	49.6	50.4	47.3 b	47.8	48.0	43.8	41.0	43.9	45.2	44.6	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	17.5	15.2	14.1 b	13.4	11.8	11.5	11.1	10.8	10.1	9.3	
		At-risk-of-poverty (% of Elderly population)	16.1	13.1	11.9	11.9	9.4	9.7	9.4	9.1	8.6	8.0	
		Severe Material Deprivation (% of Elderly population)	2.9	3.4	3.3	3.2	3.4	2.9	2.4	2.6	2.4	1.9	2.9 p
		Relative median income of elderly (ratio with median income of people younger than 65)	0.88	0.91	0.95 b	0.96	0.98	1.01	1.0	1.03	1.02	1.04	
		Aggregate replacement ratio (ratio)	0.58	0.60	0.65 b	0.66	0.65	0.64	0.65	0.66	0.69	0.69	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	8.5	8.4	8.4	9.0	8.9	8.8	9.0	9.0	9.2		
		Disability	1.9	1.8	1.8	2.0	2.0	2.0	2.1	2.1	2.1		
		Old age and survivors	12.5	12.6	12.9	13.8	13.9	14.0	14.3	14.5	14.6		
		Family/Children	2.5	2.4	2.4	2.6	2.5	2.5	2.5	2.5	2.5		
		Unemployment	1.7	1.6	1.5	1.9	1.9	1.9	2.0	2.0	2.0		
		Housing and Social exclusion n.e.c.	1.5	1.5	1.6	1.8	1.7	1.7	1.7	1.7	1.8		
		Total (including Admin and Other expenditures)	30.4	30.1	30.4	32.9	32.9	32.7	33.5	33.9	34.3		
		of which: Means tested benefits	3.4	3.3	3.3	3.7	3.6	3.5	3.6	3.7	3.7		

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Croatia

Croatia		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	4.8	5.2	2.1	-7.4	-1.7	-0.3	-2.2	-1.1	-0.5	2.2	3.0
	Total employment	3.2 p	3.2 p	2.1 d	-0.7 d	-3.8 d	-3.9 d	-3.6 d	-2.6 d	2.7 d	1.2 d	0.3 d
	Labour productivity	1.6 p	1.9 p	-0.1 d	-6.7 d	2.1 d	3.7 d	1.5 d	1.6 d	-3.1 d	1.0 d	2.7 d
	Annual average hours worked per person employed	0.1 p	0.1 p	0.1 dp	-0.2 d	0.7 d	-0.1 d	-0.9 d	-0.7 d	-0.9 d	-3.4 d	0.4 d
	Real productivity per hour worked	1.5 p	1.8 p	-0.2 d	-6.5 d	1.4 d	3.9 d	2.4 d	2.3 d	-2.2 d	4.5 d	2.3 d
	Harmonized CPI	3.3	2.7	5.8	2.2	1.1	2.2	3.4	2.3	0.2	-0.3	-0.6
	Price deflator GDP	4.0	4.1	5.7	2.8	0.8	1.7	1.6	0.8	0.0	0.0	-0.1
	Nominal compensation per employee	3.0 p	5.3 p	5.1 dp	-0.2 d	2.2 d	4.3 d	0.2 d	-0.6 d	-5.3 d	-0.3 d	-0.2 d
	Real compensation per employee (GDP deflator)	-1.0 p	1.1 p	-0.6 dp	-2.9 d	1.4 d	2.6 d	-1.3 d	-1.4 d	-5.3 d	-0.3 d	-0.1 d
	Real compensation per employee (private consumption deflator)	-0.3 p	2.5 p	-0.7 dp	-2.4 d	1.1 d	2.1 d	-3.0 d	-2.9 d	-5.5 d	0.0 d	0.5 d
	Nominal unit labour costs	1.4 p	3.3 p	5.1 d	6.9 d	0.1 d	0.6 d	-1.2 d	-2.2 d	-2.3 d	-1.3 d	-2.8 d
	Real unit labour costs	-2.5 p	-0.8 p	-0.5 dp	4.0 d	-0.7 d	-1.1 d	-2.8 d	-2.9 d	-2.4 d	-1.3 d	-2.7 d
Labour Market Indicators - Total	Total population (000)	4312	4314	4312	4310	4303	4290	4276	4262	4247	4225	4191
	Population aged 15-64 (000)	2876	2879	2875	2875	2875	2874	2865	2852	2836	2809	2774
	Total employment (000)	1586 b	1734	1771	1757	1690	1625	1566	1524	1566	1585	1590
	Employment aged 15-64 (000)	1526 b	1694	1725	1708	1649	1584	1528	1494	1542	1559	1567
	Employment rate (% population aged 20-64)	60.6 e	63.9	64.9	64.2	62.1	59.8	58.1	57.2	59.2	60.6	61.4
	Employment rate (% population aged 15-64)	55.6 e	59.0	60.0	59.4	57.4	55.2	53.5	52.5	54.6	56.0	56.9
	Employment rate (% population aged 15-24)	26.1 e	27.4	28.0	27.1	24.2	20.6	17.4	14.9	18.3	19.1	25.6
	Employment rate (% population aged 25-54)	72.1 e	74.5	76.0	74.7	72.6	70.6	69.2	68.3	71.2	72.3	72.4
	Employment rate (% population aged 55-64)	34.1 e	36.6	37.1	39.4	39.1	38.2	37.5	37.8	36.2	39.2	38.1
	FTE employment rate (% population aged 20-64)	59.2 b	62.6	63.6	62.8	60.5	58.2	56.9	56.0	58.1	59.3	60.0
	Self-employed (% total employment)	20.8 b	18.5	18.7	18.5	19.2	19.0	17.4	16.5	14.1 b	13.7	12.5
	Part-time employment (% total employment)	7.1 e	6.1	6.5	6.5	7.0	7.2	5.6	5.4	5.3	6.0	5.6
	Fixed term contracts (% total employees)	12.9	13.2	12.3	12.0	12.8	13.5	13.3	14.5	17.0 b	20.3	22.3
	Employment in Services (% total employment)		57.5	56.5	57.8	58.5	57.7	60.1	61.8	63.7		
	Employment in Industry (% total employment)		28.9	30.7	28.9	27.3	27.8	27.8	27.5	26.9		
	Employment in Agriculture (% total employment)		13.6	12.7	13.3	14.2	14.5	12.2	10.7	9.5		
	Activity rate (% population aged 15-64)	63.0 e	65.7	65.8	65.6	65.1	64.1	63.9	63.7	66.1	66.9	65.6
	Activity rate (% population aged 15-24)	36.5 e	36.6	36.6	36.3	35.9	32.5	30.1	29.9	33.6	33.2	37.2
	Activity rate (% population aged 25-54)	80.1 e	81.6	81.9	81.2	80.8	80.6	80.9	80.8	84.1	84.5	82.0
	Activity rate (% population aged 55-64)	36.3 e	39.0	39.3	41.8	41.8	41.4	41.8	41.9	41.0	44.3	42.2
	Total unemployment (000)	215 i	190	166	180	224	256	292	320	325	304	242
	Unemployment rate (% labour force)	11.6 i	9.9	8.6	9.3	11.8	13.7	15.8	17.4	17.2	16.1	13.3
	Youth unemployment rate (% labour force 15-24)	28.9 i	25.4	23.6	25.4	32.3	36.6	42.2	49.9	44.9	42.3	31.1
	Long term unemployment rate (% labour force)	6.4 e	6.0	5.3	5.1	6.6	8.4	10.2	11.0	10.1	10.2	6.6
	Share of long term unemployment (% of total unemployment)	54.9 e	60.0	62.3	55.7	56.3	61.3	63.7	63.6	58.3	63.1	50.7
	Youth unemployment ratio (% population aged 15-24)	10.4 b	9.2	8.7	9.2	11.6	11.9	12.7	14.9	15.3	14.0	11.6
	Employment rate for low skilled 25-64 (ISCED 0-2)	42.6 b	45.7	47.8	48.9	46.7 b	43.5	41.2	39.3	38.8 b	40.5	39.2
	Employment rate for medium skilled 25-64 (ISCED 3-4)	66.7 b	70.0	70.3	68.4	66.2 b	64.7	62.5	61.4	62.6 b	63.9	63.5
	Employment rate for high skilled 25-64 (ISCED 5-8)	81.3 b	83.0	83.9	82.9	81.0 b	78.9	77.9	77.7	80.5 b	80.9	82.1
	Employment rate (Nationals aged 15-64)	55.7 b	59.0	60.0	59.6	57.5	55.2	53.5	52.5	54.6	56.0	57.0
	Employment rate (Other EU28 aged 15-64)						76.1 u	71.8 u	63.4 u			43.1 u
	Employment rate (Other than EU28 aged 15-64)		47.2 u	42.1 u	28.1 u	28.2 u	39.2 u	28.9 u	35.3 u	35.2 u	32.3 u	30.3 u
	Employment rate (Born in the same country aged 15-64)	56.2 b	59.4	60.3	59.6	57.7	55.5	54.0	53.1	54.7	55.9	57.1
	Employment rate (Born in other EU28 aged 15-64)	53.2 bu	61.4	64.8	70.8	63.9	59.5	56.2	52.9	57.1	61.0	64.5
	Employment rate (Born outside EU28 aged 15-64)	50.8 b	55.4	56.8	56.7	53.6	51.4	47.8	46.6	52.5	55.8	54.3
	Underemployment (% of labour force aged 15-74)			1.7	1.9	2.4	2.4	1.9	1.8	1.8	2.3	1.9
	Seeking but not available (% of labour force aged 15-74)		0.7	0.6	0.6	0.8	0.9	0.7	0.6	0.9	0.6	0.9
	Discouraged, available but not seeking (% of labour force aged 15-74)	6.5 e	5.8	5.2	5.7	5.9	6.9	8.2	10.8	8.7	8.4	10.0

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Croatia		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	2074	2076	2077	2077	2075	2069	2062	2056	2050	2039	2023
	Population aged 15-64(000)	1432	1435	1435	1436	1436	1436	1432	1426	1419	1405	1388
	Total employment (000)	868 b	970	988	962	920	894	856	821	849	855	860
	Employment aged 15-64 (000)	839 b	951	966	937	899	872	835	803	836	841	845
	Employment rate (% population aged 20-64)	67.7 e	72.1	72.9	70.5	67.9	66.1	63.7	61.6	64.2	65.4	66.2
	Employment rate (% population aged 15-64)	62.2 e	66.5	67.3	65.2	62.7	60.9	58.5	56.5	59.1	60.3	61.4
	Employment rate (% population aged 15-24)	30.0 e	32.4	34.2	32.3	27.9	23.8	20.0	17.4	21.2	22.4	28.8
	Employment rate (% population aged 25-54)	78.2 e	81.0	82.2	79.3	76.4	75.1	73.0	71.6	74.5	75.4	76.3
	Employment rate (% population aged 55-64)	44.6 e	49.5	48.9	49.6	50.5	49.6	48.0	45.0	45.8	48.2	45.1
	FTE employment rate (% population aged 20-64)	66.7 b	71.3	72.3	69.8	66.9	65.0	62.9	60.7	63.5	64.4	65.2
	Self-employed (% total employment)	23.3 b	21.0	21.2	21.2	21.2	21.3	20.0	19.4	17.6 b	17.4	15.9
	Part-time employment (% total employment)	5.6 e	4.6	4.9	4.9	5.1	5.6	4.6	4.6	4.2	4.8	4.4
	Fixed term contracts (% total employees)	10.0 e	10.0	9.6	8.8	9.3	10.4	10.7	12.0	13.7	16.8	18.4
	Employment in Services (% total employment)		48.8	47.3	48.1	49.0	48.8	50.8	50.6	52.5		
	Employment in Industry (% total employment)		38.5	40.9	39.3	37.8	37.3	37.0	38.0	36.7		
	Employment in Agriculture (% total employment)		12.6	11.8	12.6	13.1	13.9	12.2	11.5	10.8		
	Activity rate (% population aged 15-64)	69.3 e	73.0	72.5	71.0	70.6	70.7	69.8	68.9	70.9	71.6	70.3
	Activity rate (% population aged 15-24)	40.8 e	41.6	43.1	42.4	40.7	37.8	34.6	34.7	38.5	38.2	41.9
	Activity rate (% population aged 25-54)	85.1 e	87.4	86.9	84.5	84.1	85.4	85.2	84.7	86.6	86.9	85.2
	Activity rate (% population aged 55-64)	48.0 e	53.2	52.1	52.7	54.4	54.2	53.9	51.0	52.1	55.0	50.7
	Total unemployment (000)	103 i	92	76	84	116	140	159	175	168	158	124
	Unemployment rate (% labour force)	10.3 i	8.7	7.1	8.1	11.2	13.6	15.8	17.6	16.6	15.6	12.6
	Youth unemployment rate (% labour force 15-24)	26.5 i	22.6	20.7	23.8	31.8	36.7	42.2	49.5	44.5	41.5	30.3
	Long term unemployment rate (% labour force)	5.4 e	5.0	4.2	3.9 u	5.9	8.4	10.2	11.3	9.6	10.1	6.8
	Share of long term unemployment (% of total unemployment)	53.3 e	56.5	59.5	49.7 u	53.4	61.3	63.6	63.8	58.2	64.8	54.0
	Youth unemployment ratio (% population aged 15-24)	10.9 b	9.2	8.9	10.1	12.8	14.0	14.6	17.3	17.3	15.8	13.1
	Employment rate for low skilled 25-64 (ISCED 0-2)	55.6 b	59.2	61.3	60.5	58.1 b	54.2	51.2	49.8	47.6 b	50.2	49.0
	Employment rate for medium skilled 25-64 (ISCED 3-4)	72.1 b	76.4	76.8	73.6	71.1 b	70.6	67.7	65.0	67.7 b	68.6	68.4
	Employment rate for high skilled 25-64 (ISCED 5-8)	81.9 b	84.6	84.6	83.3	80.7 b	78.4	78.3	78.6	80.9 b	81.3	83.3
	Employment rate (Nationals aged 15-64)	62.0 b	66.5	67.3	65.4	62.8	60.8	58.4	56.4	59.1	60.4	61.4
	Employment rate (Other EU28 aged 15-64)						80.1 u	89.1 u	85.8 u			
	Employment rate (Other than EU28 aged 15-64)		60.1 u						90.0 u	43.3 u		
	Employment rate (Born in the same country aged 15-64)	62.0 b	66.4	67.1	65.1	62.8	61.1	59.1	57.0	59.1	60.0	61.0
	Employment rate (Born in other EU28 aged 15-64)	64.9 bu	74.0 u	71.9 u	71.3 u	70.6 u	59.7 u	59.4	50.3 u	63.8 u	65.8	71.8
	Employment rate (Born outside EU28 aged 15-64)	61.4 b	66.8	68.7	65.6	60.9	58.7	52.3	52.4	59.0	62.7	63.0
	Underemployment (% of labour force aged 15-74)			1.7	2.0	2.3	2.2	1.8	1.9	1.4	2.1	1.8
	Seeking but not available (% of labour force aged 15-74)		0.5 u	0.3 u	0.4 u	0.6 u	0.4 u	0.4 u	0.3 u	0.7 u	0.5 u	0.7 u
	Discouraged, available but not seeking (% of labour force aged 15-74)	4.3 e	3.7	3.6	4.5	4.5	4.6	6.0	8.2	7.4	7.0	7.7
Labour Market Indicators - Female	Total population (000)	2239	2237	2235	2233	2228	2221	2214	2206	2197	2186	2168
	Population aged 15-64(000)	1444	1444	1440	1439	1438	1438	1434	1426	1418	1404	1386
	Total employment (000)	718 b	764	783	795	770	731	710	703	717	731	730
	Employment aged 15-64 (000)	687 b	743	759	772	749	711	693	690	706	719	721
	Employment rate (% population aged 20-64)	53.6 e	55.9	57.0	58.0	56.4	53.6	52.6	52.8	54.2	55.9	56.6
	Employment rate (% population aged 15-64)	49.3 e	51.6	52.7	53.7	52.1	49.5	48.5	48.5	50.0	51.6	52.4
	Employment rate (% population aged 15-24)	21.9 e	22.3	21.4	21.7	20.4	17.2	14.7	12.4	15.3	15.8	22.2
	Employment rate (% population aged 25-54)	66.1 e	67.9	69.7	70.1	68.8	66.1	65.2	64.9	67.9	69.3	68.5
	Employment rate (% population aged 55-64)	25.1 e	25.0	26.4	30.0	28.5	27.7	27.7	31.0	27.3	30.7	31.6
	FTE employment rate (% population aged 20-64)	51.9 b	54.0	55.0	56.0	54.1	51.5	50.9	51.4	52.7	54.2	54.9
	Self-employed (% total employment)	17.6 b	15.3	15.6	15.2	16.9	16.2	14.3	13.0	10.1 b	9.5	8.5
	Part-time employment (% total employment)	9.0 e	8.1	8.4	8.5	9.4	9.2	6.9	6.4	6.7	7.3	7.1
	Fixed term contracts (% total employees)	10.1 e	11.7	10.4	10.9	11.4	11.3	11.3	12.2	15.1	17.7	20.2
	Employment in Services (% total employment)		68.3	68.1	69.6	69.8	68.5	71.3	74.9	76.8		
	Employment in Industry (% total employment)		16.9	17.9	16.3	14.8	16.2	16.7	15.3	15.3		
	Employment in Agriculture (% total employment)		14.8	13.9	14.1	15.4	15.3	12.1	9.8	7.9		
	Activity rate (% population aged 15-64)	56.8 e	58.4	59.0	60.3	59.6	57.6	58.0	58.5	61.3	62.3	60.9
	Activity rate (% population aged 15-24)	32.0 e	31.5	29.9	30.0	30.7	26.9	25.3	24.8	28.5	28.0	32.3
	Activity rate (% population aged 25-54)	75.1 e	75.7	76.9	77.8	77.4	75.8	76.6	76.8	81.5	82.1	78.8
	Activity rate (% population aged 55-64)	26.3 e	26.1	27.6	31.8	30.2	29.6	30.6	33.4	30.6	34.4	34.2
	Total unemployment (000)	112 i	98	90	96	108	116	133	146	157	146	119
	Unemployment rate (% labour force)	13.3 i	11.4	10.4	10.8	12.4	13.8	15.8	17.2	18.0	16.7	14.0
	Youth unemployment rate (% labour force 15-24)	32.1 i	29.2	28.0	27.8	33.1	36.3	42.3	50.4	45.4	43.5	32.2
	Long term unemployment rate (% labour force)	7.5 e	7.2	6.7	6.5	7.3	8.5	10.2	10.6	10.7	10.4	6.5
	Share of long term unemployment (% of total unemployment)	56.4 e	63.5	64.7	60.9	59.3	61.4	63.7	63.2	58.3	61.3	47.2
	Youth unemployment ratio (% population aged 15-24)	9.8 b	9.2	8.5	8.2	10.3	9.7	10.6	12.4	13.2	12.2	10.1
	Employment rate for low skilled 25-64 (ISCED 0-2)	34.6 b	37.0	38.5	40.7	39.0 b	36.5	34.5	32.0	32.7 b	33.9	32.0
	Employment rate for medium skilled 25-64 (ISCED 3-4)	60.2 b	62.4	62.6	62.2	60.3 b	57.6	56.4	57.2	56.6 b	58.3	57.8
	Employment rate for high skilled 25-64 (ISCED 5-8)	80.7 b	81.6	83.2	82.6	81.3 b	79.3	77.5	77.0	80.2 b	80.5	81.2
	Employment rate (Nationals aged 15-64)	49.5 b	51.6	52.8	53.7	52.2	49.6	48.6	48.6	50.0	51.7	52.5
	Employment rate (Other EU28 aged 15-64)											
	Employment rate (Other than EU28 aged 15-64)				33.8 u	39.2 u					30.8 u	32.4 u
	Employment rate (Born in the same country aged 15-64)	50.6 b	52.4	53.4	54.1	52.6	49.9	49.0	49.2	50.3	51.8	53.1
	Employment rate (Born in other EU28 aged 15-64)	46.2 bu	51.0 u	59.8	70.5	60.5	59.3	52.7 u	55.7 u	51.8 u	56.1 u	56.5 u
	Employment rate (Born outside EU28 aged 15-64)	40.9 b	43.8	45.7	48.6	46.9	44.4	43.4	41.0	46.7	49.2	45.4
	Underemployment (% of labour force aged 15-74)			1.8	1.9	2.4	2.6	1.9	1.7	2.3	2.4	2.1
	Seeking but not available (% of labour force aged 15-74)		1.0 u	1.0 u	0.8 u	1.0 u	1.4	1.0 u	0.8 u	1.2	0.8 u	1.1 u
	Discouraged, available but not seeking (% of labour force aged 15-74)	9.1 e	8.3	7.2	7.1	7.6	9.6	10.9	13.8	10.2	10.1	12.6

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Croatia			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)					31.1	32.6	32.6	29.9	29.3	29.1	
		At-risk-of-poverty (% of total population)					20.6	20.9	20.4	19.5	19.4	20.0	
		At-risk-of-poverty threshold (PPS single person)					4567 b	4454	4417	4448	4644	4952	
		Poverty gap (%)					27.6	27.9	31.0	28.1	27.9	26.4	
		Persistent at-risk-of-poverty (% of total population)								13.2		14.7	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)					30.0 b	30.7	30.6	29.7	29.9	31.0	
		Impact of social transfers (excl. pensions) in reducing poverty (%)					31.3 b	31.9	33.3	34.3	35.1	35.5	
		Severe Material Deprivation (% of total population)					14.3	15.2	15.9	14.7	13.9	13.7	12.5 p
		Share of people living in low work intensity households (% of people aged 0-59)					13.9	15.9	16.8	14.8	14.7	14.4	
		Real Gross Household Disposable income (growth %)	2.7	3.0	2.7	-2.0	-0.7	-0.1	-2.7				
		Income quintile share ratio S80/S20					5.5 b	5.6	5.4	5.3	5.1	5.2	
		GINI coefficient					31.6	31.2	30.9	30.9	30.2	30.4	
		Early leavers from education and training (% of population aged 18-24)	4.7 bu	4.5	4.4	5.2	5.2 b	5.0	5.1	4.5	2.7 bu	2.7 u	2.8 u
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	14.2 b	12.9	11.6	13.4	15.7	16.2	16.6	19.6	19.3	18.1	16.9
	Male	At-risk-of-poverty or exclusion (% of male population)					30.1	31.7	31.8	29.6	28.6	28.4	
		At-risk-of-poverty (% of male population)					19.7	19.7	19.4	18.8	18.7	19.3	
		Poverty gap (%)					28.6	28.2	32.3	28.8	28.0	27.8	
		Persistent at-risk-of-poverty (% of male population)								13.1		14.9	
		Severe Material Deprivation (% of male population)					14.5	15.4	15.7	14.9	13.6	13.9	12.8 p
		Share of people living in low work intensity households (% of males aged 0-59)					13.8	16.0	16.9	14.9	14.4	14.4	
		Life expectancy at birth (years)	72.5	72.2	72.3	73.0	73.4	73.8	73.9 b	74.5 b	74.7	74.4	
		Healthy life years at birth (years) - men					57.4	59.8	61.9 b	57.6 b	58.6	55.3	
		Early leavers from education and training (% of males aged 18-24)	5.3 bu	6.1	5.1 u	5.5	6.5 b	5.9	5.7	5.5 u	3.1 bu	3.5 u	3.5 u
		NEET: Young people not in employment, education or training (% of males aged 15-24)	13.9 b	12.4	11.2	13.4	17.1	17.8	17.9	20.6	21.9	20.5	19.0
	Female	At-risk-of-poverty or exclusion (% of female population)					32.1	33.4	33.3	30.2	29.9	29.6	
		At-risk-of-poverty (% of female population)					21.4	22.1	21.3	20.3	20.1	20.6	
		Poverty gap (%)					26.9	26.2	30.0	27.3	27.6	26.3	
		Persistent at-risk-of-poverty (% of female population)								13.4		14.5	
		Severe Material Deprivation (% of female population)					14.2	15.0	16.1	14.5	14.3	13.6	12.2 p
		Share of people living in low work intensity households (% of females aged 0-59)					14.0	15.8	16.6	14.7	15.0	14.4	
		Life expectancy at birth (years)	79.3	79.2	79.7	79.7	79.9	80.4	80.6 b	81.0 b	81.0	80.5	
		Healthy life years at birth (years) - women					60.4	61.7	64.2 b	60.4 b	60.0	56.8	
		Early leavers from education and training (% of females aged 18-24)	4.1 bu	2.9 u	3.7 u	4.8 u	3.8 bu	4.0 u	4.4 u	3.4 u	2.3 bu	2.0 u	2.0 u
		NEET: Young people not in employment, education or training (% of females aged 15-24)	14.5 b	13.3	12.0	13.5	14.1	14.6	15.2	18.6	16.7	15.6	14.6
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)					29.4	31.1	34.8	29.3	29.0	28.2	
		At-risk-of-poverty (% of Children population)					19.6	21.1	23.3	21.8	21.1	20.9	
		Severe Material Deprivation (% of Children population)					14.8	14.4	18.1	13.7	13.1	13.4	11.6 p
		Share of children living in low work intensity households (% of Children population)					11.5	13.8	15.7	11.4	12.9	12.7	
		Risk of poverty of children in households at work (Working Intensity > 0.2)					11.5	13.0	14.0	14.8	13.3	12.3	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)					37.0 b	37.2	34.4	37.2	40.1	41.9	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)					29.9	32.0	31.8	29.6	29.3	28.5	
		At-risk-of-poverty (% of Working age population)					18.2	18.6	18.1	17.8	17.9	17.9	
		Severe Material Deprivation (% of Working age population)					13.8	15.2	15.4	14.4	13.9	13.6	12.2 p
		Very low work intensity (18-59)					14.7	16.6	17.1	15.9	15.3	15.0	
		In-work at-risk-of poverty rate (% of persons employed 18-64)					6.2	6.5	6.1	6.2	5.7	5.8	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)					32.6 b	33.8	35.8	34.8	34.9	35.8	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)					37.5	36.4	33.1	31.9	29.7	31.8	
		At-risk-of-poverty (% of Elderly population)					30.5	29.4	25.6	23.4	23.1	26.3	
		Severe Material Deprivation (% of Elderly population)					15.7	16.3	15.5	16.9	14.7	14.5	14.5 p
		Relative median income of elderly (ratio with median income of people younger than 65)					0.78 b	0.82	0.84	0.88	0.88	0.85	
		Aggregate replacement ratio (ratio)					0.32 b	0.36	0.36	0.37	0.40	0.40	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care			6.3	7.1	6.9	6.7	7.0	7.5	7.1		
		Disability			3.2	3.6	3.7	3.6	2.7	2.7	2.6		
		Old age and survivors			6.8	7.5	7.6	7.6	8.7	9.0	9.3		
		Family/Children			1.3	1.5	1.5	1.5	1.6	1.6	1.5		
		Unemployment			0.2	0.4	0.5	0.5	0.5	0.5	0.5		
		Housing and Social exclusion n.e.c.			0.1	0.1	0.1	0.1	0.2	0.2	0.2		
		Total (including Admin and Other expenditures)			18.6	20.7	20.8	20.4	21.1	22.0	21.6		
		of which: Means tested benefits			1.2	1.3	1.3	1.4	1.0	1.1	1.0		

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Italy

Italy		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	2.0	1.5	-1.1	-5.5	1.7	0.6	-2.8	-1.7	0.1	0.8	0.9
	Total employment	2.0	1.2	0.2	-1.7	-0.6	0.3	-0.3	-1.8	0.1	0.7	1.3
	Labour productivity	0.0	0.2	-1.3	-3.9	2.3	0.3	-2.5	0.1	0.0	0.1	-0.4
	Annual average hours worked per person employed	0.0	0.3	-0.6	-1.7	0.1	-0.2	-2.2	-0.9	-0.1	0.3	0.4
	Real productivity per hour worked	0.0	-0.1	-0.7	-2.2	2.2	0.5	-0.3	0.9	0.2	-0.2	-0.8
	Harmonized CPI	2.2	2.0	3.5	0.8	1.6	2.9	3.3	1.2	0.2	0.1	-0.1
	Price deflator GDP	1.9	2.4	2.5	2.0	0.3	1.5	1.4	1.2	1.0	0.7	0.8
	Nominal compensation per employee	2.2	2.2	2.8	0.5	2.3	1.0	-1.1	0.8	0.2	0.9	0.5
	Real compensation per employee (GDP deflator)	0.3	-0.2	0.4	-1.4	2.0	-0.5	-2.5	-0.4	-0.8	0.2	-0.3
	Real compensation per employee (private consumption deflator)	-0.1	0.2	-0.7	-0.2	0.6	-1.9	-4.2	-0.5	0.0	0.8	0.6
	Nominal unit labour costs	2.2	2.0	4.2	4.6	0.0	0.7	1.4	0.7	0.1	0.8	0.9
	Real unit labour costs	0.4	-0.5	1.7	2.5	-0.3	-0.8	0.0	-0.4	-0.9	0.1	0.1
Labour Market Indicators - Total	Total population (000)	58064	58224	58653	59001	59190	59365	59394	59685	60783	60796	60666
	Population aged 15-64 (000)	38335	38307	38553	38715	38764	38841	38698	38697	39320	39193	39014
	Total employment (000)	22758	22894	23090	22699	22527	22598	22566	22191	22279	22465	22758
	Employment aged 15-64 (000)	22388	22517	22699	22324	22152	22215	22149	21755	21810	21973	22241
	Employment rate (% population aged 20-64)	62.4	62.7	62.9	61.6	61.0	61.0	60.9	59.7	59.9	60.5	61.6
	Employment rate (% population aged 15-64)	58.3	58.6	58.6	57.4	56.8	56.8	56.6	55.5	55.7	56.3	57.2
	Employment rate (% population aged 15-24)	25.3	24.5	24.2	21.5	20.2	19.2	18.5	16.3	15.6	15.6	16.6
	Employment rate (% population aged 25-54)	73.2	73.4	73.4	71.8	71.1	71.1	70.4	68.5	67.9	68.2	68.8
	Employment rate (% population aged 55-64)	32.4	33.7	34.3	35.6	36.5	37.8	40.3	42.7	46.2	48.2	50.3
	FTE employment rate (% population aged 20-64)	58.9	59.0	59.0	57.9	57.1	57.0	56.4	55.0	55.1	55.6	56.5
	Self-employed (% total employment)	24.6	24.3	23.7	23.4	23.7	23.5	23.5	23.4	23.3	23.0	22.6
	Part-time employment (% total employment)	13.1	13.4	14.1	14.1	14.8	15.2	16.8	17.6	18.1	18.3	18.5
	Fixed term contracts (% total employees)	13.1	13.2	13.3	12.4	12.7	13.3	13.8	13.2	13.6	14.0	14.0
	Employment in Services (% total employment)	68.8	69.0	69.3	69.8	70.4	70.8	71.5	72.1	72.4		
	Employment in Industry (% total employment)	27.1	27.1	26.9	26.4	25.8	25.4	24.8	24.2	23.9		
	Employment in Agriculture (% total employment)	4.1	3.9	3.8	3.8	3.9	3.8	3.7	3.7	3.7		
	Activity rate (% population aged 15-64)	62.6	62.4	62.9	62.3	62.0	62.1	63.5	63.4	63.9	64.0	64.9
	Activity rate (% population aged 15-24)	32.3	30.8	30.7	28.8	28.1	27.1	28.6	27.1	27.1	26.2	26.6
	Activity rate (% population aged 25-54)	77.8	77.5	78.1	77.2	76.9	76.9	77.8	77.1	77.0	76.8	77.5
	Activity rate (% population aged 55-64)	33.4	34.5	35.4	36.9	37.9	39.3	42.5	45.3	48.9	51.1	53.4
	Total unemployment (000)	1654	1481	1664	1907	2056	2061	2691	3069	3236	3032	3012
	Unemployment rate (% labour force)	6.8	6.1	6.7	7.7	8.4	8.4	10.7	12.1	12.7	11.9	11.7
	Youth unemployment rate (% labour force 15-24)	21.8	20.4	21.2	25.3	27.9	29.2	35.3	40.0	42.7	40.3	37.8
	Long term unemployment rate (% labour force)	3.3	2.9	3.0	3.4	4.0	4.3	5.6	6.9	7.7	6.9	6.7
	Share of long term unemployment (% of total unemployment)	48.5	46.9	45.2	44.3	48.0	51.4	52.6	56.4	60.8	58.1	57.4
	Youth unemployment ratio (% population aged 15-24)	7.0	6.3	6.5	7.3	7.8	7.9	10.1	10.9	11.6	10.6	10.0
	Employment rate for low skilled 25-64 (ISCED 0-2)	52.3	52.6	52.2	51.0	50.2	50.5	50.6	49.5	49.6 b	50.2	51.2
	Employment rate for medium skilled 25-64 (ISCED 3-4)	74.3	74.4	74.3	73.1	72.5	71.9	71.0	69.7	69.8 b	70.1	70.6
	Employment rate for high skilled 25-64 (ISCED 5-8)	80.6	80.2	80.7	79.4	78.4	79.2	78.8	78.1	77.8 b	78.5	79.8
	Employment rate (Nationals aged 15-64)	57.9	58.1	58.1	56.8	56.2	56.3	56.3	55.2	55.4	56.0	57.0
	Employment rate (Other EU28 aged 15-64)	68.9	70.2	69.5	68.5	68.1	66.5	65.6	63.3	62.6	63.3	63.3
	Employment rate (Other than EU28 aged 15-64)	66.7	66.1	66.0	62.6	60.8	60.5	58.5	56.1	56.7	56.9	57.8
	Employment rate (Born in the same country aged 15-64)	57.8	57.9	58.0	56.8	56.2	56.2	56.2	55.2	55.3	55.9	56.9
	Employment rate (Born in other EU28 aged 15-64)	63.1	65.3	64.5	63.9	63.8	62.7	61.8	60.1	60.1	60.8	61.0
	Employment rate (Born outside EU28 aged 15-64)	65.9	66.1	65.3	62.1	60.8	60.8	59.2	57.2	57.6	57.6	58.4
	Underemployment (% of labour force aged 15-74)			1.6	1.6	1.7	1.8	2.3	2.5	2.9	2.9	2.9
	Seeking but not available (% of labour force aged 15-74)	0.6	0.6	0.6	0.5	0.5	0.5	0.4	0.4	0.4	0.4	0.4
	Discouraged, available but not seeking (% of labour force aged 15-74)	9.0	10.3	10.5	10.5	11.1	11.6	11.7	12.1	13.2	13.6	12.6

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Italy		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	28139	28212	28411	28570	28649	28715	28727	28890	29485	29502	29456
	Population aged 15-64(000)	19114	19095	19198	19260	19262	19273	19211	19218	19566	19511	19432
	Total employment (000)	13755	13812	13820	13541	13375	13340	13194	12914	12945	13085	13233
	Employment aged 15-64 (000)	13463	13515	13513	13252	13088	13050	12873	12584	12590	12718	12853
	Employment rate (% population aged 20-64)	75.4	75.7	75.3	73.7	72.7	72.5	71.5	69.7	69.7	70.6	71.7
	Employment rate (% population aged 15-64)	70.4	70.6	70.1	68.5	67.5	67.3	66.3	64.7	64.7	65.5	66.5
	Employment rate (% population aged 15-24)	30.4	29.4	29.0	25.9	24.0	22.8	21.8	18.7	18.2	18.6	19.2
	Employment rate (% population aged 25-54)	87.2	87.4	86.8	84.7	83.6	83.4	81.7	79.2	78.2	78.6	79.3
	Employment rate (% population aged 55-64)	43.7	45.0	45.3	46.6	47.6	48.2	50.4	52.8	56.5	59.3	61.7
	FTE employment rate (% population aged 20-64)	74.3	74.4	74.0	72.5	71.4	70.9	69.6	67.6	67.5	68.3	69.3
	Self-employed (% total employment)	29.1	28.8	28.4	28.2	28.7	28.6	28.5	28.5	28.2	27.7	27.1
	Part-time employment (% total employment)	4.3	4.6	4.8	4.7	5.1	5.4	6.6	7.4	7.8	8.0	8.2
	Fixed term contracts (% total employees)	7.9	7.9	8.2	7.7	8.1	8.7	9.3	8.9	9.5	9.9	9.9
	Employment in Services (% total employment)	59.8	59.8	59.7	59.8	60.1	60.8	61.4	62.2	62.3		
	Employment in Industry (% total employment)	35.5	35.7	35.8	35.6	35.2	34.6	34.1	33.2	33.0		
	Employment in Agriculture (% total employment)	4.7	4.5	4.5	4.6	4.7	4.6	4.6	4.6	4.7		
	Activity rate (% population aged 15-64)	74.5	74.3	74.3	73.5	73.1	72.8	73.7	73.3	73.6	74.1	74.8
	Activity rate (% population aged 15-24)	37.6	36.0	35.7	33.8	32.8	31.2	32.9	30.7	31.0	30.4	30.2
	Activity rate (% population aged 25-54)	91.3	91.0	91.0	90.0	89.4	89.2	89.4	88.3	87.7	87.7	88.2
	Activity rate (% population aged 55-64)	45.0	46.2	46.8	48.4	49.5	50.5	53.6	56.6	60.2	63.3	65.9
	Total unemployment (000)	788	708	804	976	1084	1084	1434	1674	1742	1670	1617
	Unemployment rate (% labour force)	5.4	4.9	5.5	6.7	7.5	7.5	9.8	11.5	11.9	11.3	10.9
	Youth unemployment rate (% labour force 15-24)	19.2	18.4	18.8	23.2	26.9	27.1	33.7	39.0	41.3	38.8	36.5
	Long term unemployment rate (% labour force)	2.5	2.2	2.4	2.8	3.5	3.8	5.0	6.5	7.1	6.6	6.2
	Share of long term unemployment (% of total unemployment)	46.7	44.9	43.2	41.8	46.8	50.9	51.2	56.2	59.6	58.1	57.1
	Youth unemployment ratio (% population aged 15-24)	7.2	6.6	6.7	7.8	8.8	8.5	11.1	12.0	12.8	11.8	11.0
	Employment rate for low skilled 25-64 (ISCED 0-2)	71.3	71.4	70.5	69.0	67.8	67.7	66.5	64.4	64.1 b	64.9	66.0
	Employment rate for medium skilled 25-64 (ISCED 3-4)	83.9	84.2	83.9	82.4	81.8	81.2	80.3	79.1	79.1 b	79.8	80.7
	Employment rate for high skilled 25-64 (ISCED 5-8)	86.2	86.5	86.6	85.0	84.3	85.0	84.2	83.4	83.2 b	84.5	85.7
	Employment rate (Nationals aged 15-64)	69.7	69.8	69.4	67.8	66.8	66.6	65.9	64.3	64.3	65.1	66.0
	Employment rate (Other EU28 aged 15-64)	87.5	85.9	83.1	81.2	79.5	77.0	74.1	71.4	71.0	71.2	70.9
	Employment rate (Other than EU28 aged 15-64)	83.7	83.0	81.7	76.5	74.9	75.0	70.6	66.9	67.0	68.7	70.9
	Employment rate (Born in the same country aged 15-64)	69.5	69.6	69.2	67.6	66.6	66.3	65.6	64.2	64.1	64.9	65.7
	Employment rate (Born in other EU28 aged 15-64)	81.0	81.9	80.5	78.2	77.1	75.6	72.5	69.2	69.3	70.3	70.5
	Employment rate (Born outside EU28 aged 15-64)	82.5	82.6	81.1	76.9	75.6	75.6	72.2	68.4	68.5	69.9	72.1
	Underemployment (% of labour force aged 15-74)			0.9	0.9	0.9	1.1	1.4	1.6	2.0	2.0	2.0
	Seeking but not available (% of labour force aged 15-74)	0.4	0.4	0.5	0.4	0.4	0.4	0.3	0.3	0.3	0.3	0.3
	Discouraged, available but not seeking (% of labour force aged 15-74)	5.0	5.9	6.2	6.6	7.3	7.9	7.6	8.3	9.2	9.4	8.9
Labour Market Indicators - Female	Total population (000)	29926	30012	30242	30431	30541	30649	30668	30796	31298	31294	31209
	Population aged 15-64(000)	19220	19212	19354	19455	19501	19568	19488	19479	19753	19682	19582
	Total employment (000)	9002	9083	9270	9158	9152	9258	9372	9276	9334	9380	9525
	Employment aged 15-64 (000)	8926	9002	9186	9072	9064	9165	9276	9171	9220	9255	9388
	Employment rate (% population aged 20-64)	49.6	49.9	50.6	49.7	49.5	49.9	50.5	49.9	50.3	50.6	51.6
	Employment rate (% population aged 15-64)	46.3	46.6	47.2	46.4	46.1	46.5	47.1	46.5	46.8	47.2	48.1
	Employment rate (% population aged 15-24)	20.0	19.5	19.2	16.9	16.3	15.5	15.0	13.7	12.8	12.4	13.7
	Employment rate (% population aged 25-54)	59.3	59.6	60.2	59.1	58.8	59.0	59.2	58.0	57.6	57.9	58.5
	Employment rate (% population aged 55-64)	21.8	23.0	23.9	25.3	26.1	28.1	30.8	33.2	36.6	37.9	39.7
	FTE employment rate (% population aged 20-64)	44.4	44.4	44.9	44.1	43.7	44.0	44.1	43.2	43.4	43.7	44.4
	Self-employed (% total employment)	17.7	17.4	16.8	16.3	16.3	16.1	16.3	16.2	16.5	16.5	16.3
	Part-time employment (% total employment)	26.3	26.8	27.7	27.8	28.8	29.1	30.9	31.7	32.1	32.4	32.7
	Fixed term contracts (% total employees)	12.6	12.8	12.6	12.0	11.8	12.0	12.2	11.7	11.6	12.0	12.1
	Employment in Services (% total employment)	82.1	82.5	83.1	84.2	84.8	84.8	85.2	85.5	86.0		
	Employment in Industry (% total employment)	14.8	14.6	14.1	13.2	12.5	12.6	12.2	12.1	11.6		
	Employment in Agriculture (% total employment)	3.1	2.9	2.9	2.7	2.7	2.7	2.5	2.4	2.4		
	Activity rate (% population aged 15-64)	50.8	50.6	51.6	51.1	51.1	51.4	53.4	53.6	54.4	54.1	55.2
	Activity rate (% population aged 15-24)	26.9	25.4	25.5	23.7	23.1	22.8	24.0	23.4	23.1	21.7	22.8
	Activity rate (% population aged 25-54)	64.4	64.1	65.3	64.6	64.5	64.7	66.5	66.1	66.4	65.9	66.8
	Activity rate (% population aged 55-64)	22.5	23.4	24.6	26.0	26.9	28.8	32.2	34.7	38.3	39.6	41.7
	Total unemployment (000)	866	773	861	930	972	977	1257	1394	1494	1362	1395
	Unemployment rate (% labour force)	8.8	7.8	8.5	9.2	9.6	9.5	11.8	13.1	13.8	12.7	12.8
	Youth unemployment rate (% labour force 15-24)	25.4	23.3	24.7	28.5	29.4	32.1	37.6	41.5	44.7	42.5	39.6
	Long term unemployment rate (% labour force)	4.4	3.8	4.0	4.3	4.7	5.0	6.4	7.4	8.6	7.4	7.4
	Share of long term unemployment (% of total unemployment)	50.0	48.7	47.1	46.9	49.4	51.9	54.2	56.5	62.1	58.0	57.7
	Youth unemployment ratio (% population aged 15-24)	6.8	5.9	6.3	6.8	6.8	7.3	9.0	9.7	10.3	9.2	9.0
	Employment rate for low skilled 25-64 (ISCED 0-2)	33.3	33.5	33.5	32.8	32.4	32.9	34.0	34.0	34.1 b	34.5	35.1
	Employment rate for medium skilled 25-64 (ISCED 3-4)	64.7	64.5	64.6	63.6	63.2	62.7	61.9	60.4	60.6 b	60.4	60.6
	Employment rate for high skilled 25-64 (ISCED 5-8)	75.8	75.0	76.0	74.8	73.6	74.5	74.7	73.9	73.7 b	73.9	75.5
	Employment rate (Nationals aged 15-64)	46.1	46.3	46.8	45.9	45.7	46.1	46.6	46.1	46.4	46.9	47.9
	Employment rate (Other EU28 aged 15-64)	57.1	59.9	59.8	59.5	59.5	59.0	60.0	57.8	56.9	57.8	58.1
	Employment rate (Other than EU28 aged 15-64)	48.5	48.7	50.1	48.6	47.2	47.0	47.0	45.8	46.7	45.6	45.1
	Employment rate (Born in the same country aged 15-64)	46.0	46.2	46.8	45.9	45.7	46.1	46.7	46.1	46.4	46.9	48.0
	Employment rate (Born in other EU28 aged 15-64)	51.5	54.2	53.7	54.4	54.4	53.8	54.9	54.1	53.9	54.3	54.7
	Employment rate (Born outside EU28 aged 15-64)	49.5	50.1	50.2	48.1	47.3	47.5	47.4	46.9	47.4	46.1	45.6
	Underemployment (% of labour force aged 15-74)			2.6	2.8	2.8	2.8	3.5	3.6	4.2	4.2	4.0
	Seeking but not available (% of labour force aged 15-74)	0.9	0.9	0.9	0.7	0.7	0.6	0.6	0.6	0.5	0.6	0.5
	Discouraged, available but not seeking (% of labour force aged 15-74)	14.8	16.8	16.7	15.9	16.6	16.7	17.2	17.4	18.6	19.3	17.6

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Italy			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	25.9	26.0	25.5	24.9	25.0	28.1	29.9	28.5	28.3	28.7	
		At-risk-of-poverty (% of total population)	19.3	19.5	18.9	18.4	18.7	19.8	19.5	19.3	19.4	19.9	
		At-risk-of-poverty threshold (PPS single person)	8344	8698	9158	9140	9135	9466	9297	9189	9152	9237	
		Poverty gap (%)	24.1	22.7	23.2	23.1	24.8	26.6	26.0	28.2	28.2	29.3	
		Persistent at-risk-of-poverty (% of total population)		14.6	12.7	13.0	11.6	11.8	13.1	13.2	12.9	14.3	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	23.7	23.7	23.5	23.3	23.7	24.6	24.5	24.6	24.7	25.4	
		Impact of social transfers (excl. pensions) in reducing poverty (%)	18.6	17.7	19.6	21.0	21.1	19.5	20.4	21.6	21.5	21.7	
		Severe Material Deprivation (% of total population)	6.4	7.0	7.5	7.3	7.4	11.1	14.5	12.3	11.6	11.5	11.9 p
		Share of people living in low work intensity households (% of people aged 0-59)	11.3	10.2	10.4	9.2	10.6	10.5	10.6	11.3	12.1	11.7	
		Real Gross Household Disposable income (growth %)	1.1	1.4	-1.2	-2.0	-1.5	-0.3	-5.3	-0.8	0.3	0.8	1.5
		Income quintile share ratio S80/S20	5.4	5.4	5.2	5.3	5.4	5.7	5.6	5.8	5.8	5.8	
		GINI coefficient	32.1	32.0	31.2	31.8	31.7	32.5	32.4	32.8	32.4	32.4	
		Early leavers from education and training (% of population aged 18-24)	20.4 b	19.5	19.6	19.1	18.6	17.8	17.3	16.8	15.0 b	14.7	13.8
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	16.8 b	16.1	16.6	17.6	19.0	19.7	21.0	22.2	22.1	21.4	19.9
	Male	At-risk-of-poverty or exclusion (% of male population)	23.8	23.8	23.5	22.9	23.1	26.3	27.8	27.1	27.0	27.7	
		At-risk-of-poverty (% of male population)	17.7	18.1	17.4	16.9	17.3	18.4	18.1	18.3	18.4	19.0	
		Poverty gap (%)	24.7	23.3	23.0	22.8	25.2	28.1	27.3	29.3	29.4	30.4	
		Persistent at-risk-of-poverty (% of male population)		13.4	11.5	11.8	9.9	10.9	11.4	11.7	12.0	12.7	
		Severe Material Deprivation (% of male population)	6.1	6.7	7.2	7.0	7.2	10.7	13.9	12.3	11.7	11.7	11.9 p
		Share of people living in low work intensity households (% of males aged 0-59)	9.8	8.8	8.8	7.7	9.1	9.2	9.2	10.3	11.4	10.7	
		Life expectancy at birth (years)	78.5	78.8 b	78.9	79.4		80.1	79.8	80.3	80.7	80.3	
		Healthy life years at birth (years) - men	65.2 bd	63.4 b	62.9	63.4		63.5	62.1	61.8	62.5	62.6	
		Early leavers from education and training (% of males aged 18-24)	23.8 b	22.6	22.4	21.8	21.8	20.6	20.2	20.0	17.7 b	17.5	16.1
		NEET: Young people not in employment, education or training (% of males aged 15-24)	15.4 b	15.2	15.2	17.0	18.9	19.4	21.1	22.8	22.7	21.9	20.1
	Female	At-risk-of-poverty or exclusion (% of female population)	27.9	28.0	27.4	26.7	26.8	29.8	31.9	29.8	29.5	29.6	
		At-risk-of-poverty (% of female population)	20.9	20.9	20.4	19.9	20.0	21.1	20.8	20.3	20.5	20.8	
		Poverty gap (%)	23.6	22.2	23.2	23.3	24.6	25.8	24.9	27.6	27.7	28.1	
		Persistent at-risk-of-poverty (% of female population)		15.6	13.7	14.1	13.3	12.7	14.8	14.6	13.7	15.7	
		Severe Material Deprivation (% of female population)	6.8	7.4	7.8	7.6	7.5	11.4	15.0	12.4	11.5	11.2	11.9 p
		Share of people living in low work intensity households (% of females aged 0-59)	12.9	11.7	12.0	10.7	12.1	11.8	12.0	12.3	12.8	12.7	
		Life expectancy at birth (years)	84.2	84.2 b	84.2	84.6		85.3	84.8	85.2	85.6	84.9	
		Healthy life years at birth (years) - women	64.7 bd	62.6 b	61.8	62.6		62.7	61.5	60.9	62.3	62.7	
		Early leavers from education and training (% of females aged 18-24)	17.0 b	16.4	16.7	16.2	15.3	14.9	14.3	13.6	12.2 b	11.8	11.3
		NEET: Young people not in employment, education or training (% of females aged 15-24)	18.3 b	17.2	18.0	18.1	19.0	19.9	20.8	21.4	21.4	20.8	19.6
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	28.4	28.6	28.4	28.7	29.5	31.5	34.1	32.0	32.1	33.5	
		At-risk-of-poverty (% of Children population)	24.4	24.6	24.2	24.1	25.2	25.9	26.2	25.2	25.1	26.8	
		Severe Material Deprivation (% of Children population)	7.2	7.8	8.6	8.5	8.6	12.1	16.8	13.5	13.7	13.0	12.3 p
		Share of children living in low work intensity households (% of Children population)	7.4	6.7	7.0	6.1	7.5	7.5	7.1	8.0	9.3	8.6	
		Risk of poverty of children in households at work (Working Intensity > 0.2)	20.3	20.5	20.0	20.9	20.6	21.6	22.1	20.6	19.5	21.6	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	23.3	20.9	21.9	24.2	23.2	21.0	22.0	25.4	23.9	22.1	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	25.5	25.3	25.0	24.4	25.3	28.5	30.4	29.7	30.0	30.4	
		At-risk-of-poverty (% of Working age population)	17.1	17.2	16.8	16.5	17.5	19.0	18.7	19.1	19.7	19.8	
		Severe Material Deprivation (% of Working age population)	6.4	7.0	7.4	7.4	7.4	10.9	14.4	12.7	12.0	12.2	12.2 p
		Very low work intensity (18-59)	12.6	11.3	11.5	10.2	11.5	11.5	11.7	12.4	13.0	12.7	
		In-work at-risk-of poverty rate (% of persons employed 18-64)	9.0	9.4	9.1	10.2	9.7	11.1	11.1	11.2	11.1	11.6	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	20.5	20.0	21.9	23.3	22.6	21.2	22.4	22.7	22.4	23.9	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	24.8	25.5	24.4	22.9	20.4	24.0	24.7	22.0	20.2	19.9	
		At-risk-of-poverty (% of Elderly population)	21.7	22.2	20.9	19.6	16.7	17.0	16.1	15.0	14.2	14.7	
		Severe Material Deprivation (% of Elderly population)	6.1	6.5	6.7	5.9	6.3	10.8	12.7	10.3	8.8	8.2	10.9 p
		Relative median income of elderly (ratio with median income of people younger than 65)	0.87	0.86	0.88	0.89	0.92	0.92	0.96	0.97	0.99	0.99	
		Aggregate replacement ratio (ratio)	0.58	0.49	0.51	0.51	0.53	0.55	0.59	0.62	0.64	0.66	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	6.6	6.4	6.7	7.0	7.0	6.8	6.8	6.8 p	6.8 p		
		Disability	1.4	1.4	1.4	1.6	1.6	1.5	1.7	1.7 p	1.7 p		
		Old age and survivors	15.0	14.5	14.9	15.9	16.3	16.2	16.6	17.0 p	16.9 p		
		Family/Children	1.0	1.1	1.1	1.3	1.1	1.2	1.2	1.2 p	1.6 p		
		Unemployment	0.5	1.1	1.1	1.5	1.5	1.5	1.6	1.7 p	1.7 p		
		Housing and Social exclusion n.e.c.	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2 p	0.2 p		
		Total (including Admin and Other expenditures)	25.6	25.7	26.7	28.8	28.9	28.5	29.3	29.8 p	29.9 p		
		of which: Means tested benefits	1.4	1.5	1.5	1.8	1.6	1.6	1.6	1.6 p	2.0 p		

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Cyprus

Cyprus		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	4.5	4.8	3.9	-1.8	1.3	0.3	-3.2	-6.0	-1.5	1.7	2.8 p
	Total employment	1.9	4.4	3.5	0.0	0.5	0.0	-3.2	-5.9	-1.8	1.9 p	2.7 p
	Labour productivity	2.6	0.4	0.3	-1.8	0.8	0.3	0.0	0.0	0.2	-0.2 p	0.1 p
	Annual average hours worked per person employed	-0.8	1.6	1.1	-0.7	-0.7	-0.8	-0.4	-1.6	-0.7	-0.1 p	0.0 p
	Real productivity per hour worked	3.4	-1.2	-0.8	-1.2	1.6	1.1	0.4	1.6	0.9	-0.1 p	0.1 p
	Harmonized CPI	2.2	2.2	4.4	0.2	2.6	3.5	3.1	0.4	-0.3	-1.5	-1.2
	Price deflator GDP	3.3	4.4	4.5	0.0	2.0	1.9	1.9	-1.0	-1.5	-1.3	-1.3 p
	Nominal compensation per employee	4.2	1.9	3.2	5.7	0.7	2.1	1.5	-5.4	-3.8	-1.1 p	-0.6 p
	Real compensation per employee (GDP deflator)	0.9	-2.4	-1.2	5.7	-1.3	0.2	-0.4	-4.4	-2.3	0.2 p	0.7 p
	Real compensation per employee (private consumption deflator)	1.9	-0.3	-1.1	5.5	-1.9	-1.4	-1.5	-5.8	-3.6	0.5 p	0.6 p
	Nominal unit labour costs	1.6	1.5	2.9	7.7	-0.2	1.8	1.5	-5.4	-4.0	-0.9 p	-0.7 p
	Real unit labour costs	-1.6	-2.8	-1.6	7.7	-2.2	-0.1	-0.4	-4.4	-2.5	0.3 p	0.7 p
Labour Market Indicators - Total	Total population (000)	744	758	776	797	819	840	862	866	858	847	848
	Population aged 15-64 (000)	509	521	539	557	576	592	609	610	599	584	581
	Total employment (000)	357	378	383	383 b	395	398	385	365	363	358	367
	Employment aged 15-64 (000)	348	368	371	371 b	382	386	375	357	355	350	359
	Employment rate (% population aged 20-64)	75.8	76.8	76.5	75.3 b	75.0	73.4	70.2	67.2	67.6	67.9	68.8
	Employment rate (% population aged 15-64)	69.6	71.0	70.9	69.0 b	68.9	67.6	64.6	61.7	62.1	62.7	63.4
	Employment rate (% population aged 15-24)	37.4	37.4	38.0	34.8 b	33.8	30.1	28.1	23.5	25.8	25.5	26.1
	Employment rate (% population aged 25-54)	82.6	83.8	83.7	82.3 b	82.2	81.3	78.4	75.5	76.2	76.5	76.6
	Employment rate (% population aged 55-64)	53.6	55.9	54.8	55.7 b	56.3	54.8	50.7	49.6	46.9	48.5	52.0
	FTE employment rate (% population aged 20-64)	74.3	75.2	74.9	73.3 b	72.4	70.6	67.1	63.2	63.1	63.5	64.1
	Self-employed (% total employment)	19.3	18.6	18.1	17.4 b	16.5	16.1	14.8	15.9	16.1	13.6	12.9
	Part-time employment (% total employment)	6.6	6.4	6.8	7.5 b	8.3	9.0	9.7	11.9	13.5	13.0	13.5
	Fixed term contracts (% total employees)	13.1	13.2	13.9	13.7 b	14.0	14.1	15.0	17.4	18.9	18.3	16.4
	Employment in Services (% total employment)	74.2	74.0	74.5	74.8	75.3	76.2	77.5	79.4	69.3 p		
	Employment in Industry (% total employment)	21.6	21.5	21.2	20.4	20.0	19.5	18.0	16.4	27.1 p		
	Employment in Agriculture (% total employment)	4.2	4.5	4.3	4.7	4.7	4.3	4.5	4.2	3.6 p		
	Activity rate (% population aged 15-64)	73.0	73.9	73.6	73.0 b	73.6	73.5	73.5	73.6	74.3	73.9	73.1
	Activity rate (% population aged 15-24)	41.5	41.7	41.7	40.4 b	40.6	38.8	38.9	38.4	40.3	37.9	36.8
	Activity rate (% population aged 25-54)	86.2	86.7	86.5	86.3 b	86.9	87.3	87.6	87.7	88.4	87.9	86.7
	Activity rate (% population aged 55-64)	55.5	57.7	56.6	58.2 b	59.1	57.6	56.1	56.6	56.0	57.4	58.8
	Total unemployment (000)	17	15	15	22	26	34	52	69	70	63	55
	Unemployment rate (% labour force)	4.6	3.9	3.7	5.4	6.3	7.9	11.9	15.9	16.1	15.0	13.1
	Youth unemployment rate (% labour force 15-24)	10.0	10.2	9.0	13.8	16.6	22.4	27.7	38.9	36.0	32.8	29.1
	Long term unemployment rate (% labour force)	0.9	0.7	0.5 u	0.6	1.3	1.6	3.6	6.1	7.7	6.8	5.8
	Share of long term unemployment (% of total unemployment)	19.3	18.6	13.6 u	10.4	20.4	20.8	30.1	38.3	47.7	45.6	44.1
	Youth unemployment ratio (% population aged 15-24)	4.1	4.2	3.8	5.6 b	6.7	8.7	10.8	14.9	14.5	12.4	10.7
	Employment rate for low skilled 25-64 (ISCED 0-2)	65.6	66.1	63.6	64.3 b	66.1	64.8	57.9	55.5	54.5 b	55.3	57.0
	Employment rate for medium skilled 25-64 (ISCED 3-4)	78.4	79.3	79.5	77.8 b	77.1	75.9	73.3	69.7	69.6 b	69.3	70.0
	Employment rate for high skilled 25-64 (ISCED 5-8)	87.0	87.6	87.6	86.2 b	84.7	83.3	80.8	79.0	79.7 b	80.2	80.1
	Employment rate (Nationals aged 15-64)	69.3	70.9	70.5	68.8 b	68.1	66.5	63.3	60.7	60.8	61.6	63.0
	Employment rate (Other EU28 aged 15-64)	66.1	66.4	73.0	71.2 b	72.1	70.8	67.0	61.2	63.0	64.0	66.9
	Employment rate (Other than EU28 aged 15-64)	78.2	76.7	72.4	67.8 b	71.8	73.4	73.4	73.1	75.3	72.9	62.9
	Employment rate (Born in the same country aged 15-64)	69.3	70.8	70.4	68.6 b	68.0	66.6	63.2	60.3	60.4	61.3	62.9
	Employment rate (Born in other EU28 aged 15-64)	65.0	67.1	71.7	69.9 b	72.3	71.3	68.0	64.2	65.6	65.4	67.0
	Employment rate (Born outside EU28 aged 15-64)	75.1	75.2	73.4	70.6 b	70.6	69.7	69.3	67.8	70.7	69.2	62.9
	Underemployment (% of labour force aged 15-74)			1.9	2.3 b	2.7	3.8	4.7	6.2	7.8	7.8	7.9
	Seeking but not available (% of labour force aged 15-74)	0.5	0.3 u	0.5	0.6 b	0.8	0.4	0.8	0.8	0.8	0.6	0.9
	Discouraged, available but not seeking (% of labour force aged 15-74)	1.8	1.5	1.2	1.4 b	2.3	3.4	3.5	4.6	4.6	4.6	3.6

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Cyprus		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	365	372	380	390	400	409	419	421	418	412	413
	Population aged 15-64(000)	250	256	264	272	280	288	296	296	291	283	282
	Total employment (000)	200	210	212	205 b	209	209	202	190	185	184	190
	Employment aged 15-64 (000)	194	202	203	196 b	199	200	194	184	180	178	184
	Employment rate (% population aged 20-64)	86.2	86.4	85.2	82.8 b	81.7	79.6	76.1	72.6	71.6	72.3	73.9
	Employment rate (% population aged 15-64)	79.4	80.0	79.2	76.3 b	75.3	73.7	70.4	67.0	66.0	66.7	68.3
	Employment rate (% population aged 15-24)	41.0	39.1	39.4	36.4 b	34.4	31.8	30.5	24.0	25.8	24.0	26.5
	Employment rate (% population aged 25-54)	92.0	92.4	91.4	89.2 b	88.3	86.4	83.3	80.4	79.6	80.6	81.8
	Employment rate (% population aged 55-64)	71.6	72.5	70.9	71.2 b	70.5	69.2	63.5	61.1	57.1	57.8	60.9
	FTE employment rate (% population aged 20-64)	86.7	86.5	85.2	82.5 b	80.5	78.0	74.1	70.0	68.3	68.5	69.6
	Self-employed (% total employment)	25.6	25.2	24.7	23.4 b	22.1	21.8	20.5	21.9	21.6	16.9	16.5
	Part-time employment (% total employment)	2.8	3.0	3.4	4.0 b	5.1	6.1	6.4	8.4	10.3	10.3	11.4
	Fixed term contracts (% total employees)	6.0	5.8	6.3	5.9 b	5.6	5.6	7.3	8.1	10.3	11.0	9.9
	Employment in Services (% total employment)	63.7	62.3	63.0	63.7 b	64.4	64.2	66.4	69.0	55.9		
	Employment in Industry (% total employment)	31.0	31.5	31.5	30.6 b	29.6	30.1	27.7	25.1	39.0		
	Employment in Agriculture (% total employment)	5.3	6.2	5.6	5.7 b	6.1	5.8	5.9	5.9	5.1		
	Activity rate (% population aged 15-64)	82.7	82.9	82.0	80.7 b	80.4	80.4	80.7	80.6	80.0	78.8	78.4
	Activity rate (% population aged 15-24)	45.0	43.9	43.1	42.1 b	40.9	41.4	42.8	40.8	41.2	36.8	35.7
	Activity rate (% population aged 25-54)	95.3	95.0	94.0	93.5 b	93.4	93.1	93.8	94.0	93.5	92.6	92.3
	Activity rate (% population aged 55-64)	74.1	74.8	73.0	74.4 b	74.3	72.9	71.2	71.2	69.9	70.0	70.3
	Total unemployment (000)	8	7	7	11	14	18	29	38	38	33	27
	Unemployment rate (% labour force)	3.9	3.4	3.2	5.3	6.2	8.1	12.6	16.6	17.1	15.1	12.6
	Youth unemployment rate (% labour force 15-24)	8.9	11.0	8.7	13.6	15.9	23.3	28.8	41.1	37.4	34.7	25.7
	Long term unemployment rate (% labour force)	0.7 u	0.8 u	0.5 u	0.6 u	1.3	1.7	3.9	6.5	8.3	7.4	6.3
	Share of long term unemployment (% of total unemployment)	17.0 u	23.0 u	16.1 u	10.4 u	20.9	21.4	31.4	39.1	48.6	49.2	50.1
	Youth unemployment ratio (% population aged 15-24)	4.0	4.8	3.7	5.7 b	6.5	9.6	12.3	16.8	15.4	12.8	9.2
	Employment rate for low skilled 25-64 (ISCED 0-2)	83.1	84.7	80.2	78.4 b	76.2	74.4	67.2	62.2	59.9 b	61.8	64.6
	Employment rate for medium skilled 25-64 (ISCED 3-4)	89.3	88.4	88.8	86.9 b	86.2	84.4	79.5	77.7	75.1 b	75.3	78.1
	Employment rate for high skilled 25-64 (ISCED 5-8)	91.5	92.0	90.9	89.2 b	88.8	87.0	85.5	82.9	83.8 b	84.4	83.7
	Employment rate (Nationals aged 15-64)	80.1	80.6	80.6	78.0 b	76.2	74.2	70.4	66.9	65.7	65.9	68.2
	Employment rate (Other EU28 aged 15-64)	75.4	80.5	80.9	78.4 b	79.9	77.0	72.9	67.2	67.5	70.8	73.8
	Employment rate (Other than EU28 aged 15-64)	72.7	67.8	58.5	48.3 b	53.2	58.4	63.0	68.7	68.3	70.2	59.5
	Employment rate (Born in the same country aged 15-64)	80.2	80.5	80.3	78.0 b	76.0	74.0	70.2	66.4	65.3	65.8	68.0
	Employment rate (Born in other EU28 aged 15-64)	75.3	80.6	82.1	76.8 b	81.6	80.5	77.1	73.9	72.8	73.5	73.9
	Employment rate (Born outside EU28 aged 15-64)	74.4	74.6	68.3	61.7 b	62.7	62.6	62.2	63.6	65.1	65.9	64.0
	Underemployment (% of labour force aged 15-74)			1.2	1.7 b	2.0	3.2	3.9	5.0	6.5	7.0	7.9
	Seeking but not available (% of labour force aged 15-74)	0.4 u	0.2 u	0.3 u	0.5 bu	0.6 u	0.4 u	0.8	0.7	0.8	0.6 u	0.8
	Discouraged, available but not seeking (% of labour force aged 15-74)	0.8	0.7 u	0.7 u	1.0 b	2.1	2.7	2.6	3.3	3.4	3.5	2.6
Labour Market Indicators - Female	Total population (000)	379	386	396	407	420	431	443	445	440	435	436
	Population aged 15-64(000)	259	265	275	284	295	304	314	314	308	301	299
	Total employment (000)	157	169	171	178 b	187	189	184	175	178	175	177
	Employment aged 15-64 (000)	155	166	168	175 b	183	186	181	173	176	172	175
	Employment rate (% population aged 20-64)	65.9	67.7	68.2	68.3 b	68.8	67.7	64.8	62.2	63.9	64.0	64.1
	Employment rate (% population aged 15-64)	60.3	62.4	62.9	62.3 b	63.0	62.1	59.4	56.9	58.6	59.0	59.0
	Employment rate (% population aged 15-24)	34.1	36.0	36.7	33.3 b	33.3	28.7	26.1	23.0	25.9	26.8	25.7
	Employment rate (% population aged 25-54)	73.6	75.5	76.2	76.2 b	76.7	76.7	74.0	71.1	73.1	72.7	71.9
	Employment rate (% population aged 55-64)	36.6	40.3	39.4	40.6 b	42.5	40.8	38.2	38.3	36.9	39.5	43.3
	FTE employment rate (% population aged 20-64)	62.5	64.6	65.0	64.8 b	65.1	63.9	60.7	57.1	58.5	58.9	59.1
	Self-employed (% total employment)	11.3	10.5	9.9	10.6 b	10.2	9.7	8.7	9.4	10.3	10.2	9.0
	Part-time employment (% total employment)	11.3	10.4	10.8	11.5 b	11.8	12.1	13.1	15.6	16.8	15.8	15.7
	Fixed term contracts (% total employees)	16.4	16.8	17.6	17.5 b	18.3	18.6	18.9	21.7	21.5	20.9	19.0
	Employment in Services (% total employment)	87.5	88.4	88.5	87.4 b	87.7	89.3	89.5	90.7	85.4		
	Employment in Industry (% total employment)	9.7	9.1	8.8	9.0 b	9.2	8.0	7.6	7.0	12.8		
	Employment in Agriculture (% total employment)	2.9	2.5	2.7	3.6 b	3.1	2.7	2.9	2.3	1.9		
	Activity rate (% population aged 15-64)	63.8	65.4	65.7	66.0 b	67.4	67.4	66.9	67.2	69.1	69.4	68.3
	Activity rate (% population aged 15-24)	38.3	39.7	40.5	38.8 b	40.2	36.6	35.5	36.3	39.5	38.9	37.8
	Activity rate (% population aged 25-54)	77.4	78.7	79.1	79.8 b	81.0	82.0	82.0	82.0	83.9	83.8	81.8
	Activity rate (% population aged 55-64)	37.8	41.6	41.0	42.3 b	44.3	42.7	41.3	42.3	42.5	45.3	47.4
	Total unemployment (000)	9	8	8	10	13	16	23	31	32	30	28
	Unemployment rate (% labour force)	5.4	4.6	4.3	5.5	6.4	7.7	11.1	15.2	15.1	14.8	13.5
	Youth unemployment rate (% labour force 15-24)	11.1	9.4	9.4	14.0	17.2	21.5	26.7	36.8	34.6	31.1	32.1
	Long term unemployment rate (% labour force)	1.2	0.7 u	0.5 u	0.6 u	1.3	1.5	3.1	5.6	7.0	6.2	5.2
	Share of long term unemployment (% of total unemployment)	21.3	14.6 u	11.3 u	10.4 u	19.7	20.0	28.4	37.2	46.6	41.8	38.2
	Youth unemployment ratio (% population aged 15-24)	4.3	3.7	3.8	5.4 b	6.9	7.9	9.5	13.3	13.7	12.1	12.1
	Employment rate for low skilled 25-64 (ISCED 0-2)	50.3	49.6	49.1	52.4 b	57.4	56.0	50.2	49.7	49.5 b	49.3	49.6
	Employment rate for medium skilled 25-64 (ISCED 3-4)	67.4	69.9	69.2	68.6 b	68.1	67.1	66.8	61.4	63.7 b	62.9	61.2
	Employment rate for high skilled 25-64 (ISCED 5-8)	82.6	83.4	84.5	83.6 b	81.1	80.5	76.9	75.7	76.5 b	76.8	77.3
	Employment rate (Nationals aged 15-64)	58.6	61.2	60.4	60.1 b	60.2	59.1	56.5	54.5	56.1	57.3	58.1
	Employment rate (Other EU28 aged 15-64)	57.6	54.0	65.6	64.2 b	64.7	64.5	61.2	55.8	58.7	57.8	60.5
	Employment rate (Other than EU28 aged 15-64)	80.7	81.2	81.1	79.2 b	81.3	80.2	77.4	74.6	78.1	74.0	64.9
	Employment rate (Born in the same country aged 15-64)	58.2	60.7	60.3	59.4 b	60.0	59.3	56.1	54.1	55.4	56.7	58.0
	Employment rate (Born in other EU28 aged 15-64)	57.8	57.5	63.2	64.0 b	64.6	63.2	60.0	56.5	60.1	58.7	61.1
	Employment rate (Born outside EU28 aged 15-64)	75.5	75.5	77.0	76.4 b	75.3	73.8	72.9	69.8	73.5	70.7	62.3
	Underemployment (% of labour force aged 15-74)			2.7	3.1 b	3.5	4.5	5.5	7.5	9.1	8.7	7.9
	Seeking but not available (% of labour force aged 15-74)	0.6 u	0.4 u	0.6 u	0.7 bu	1.0	0.5 u	0.7 u	0.8	0.8	0.7 u	1.0
	Discouraged, available but not seeking (% of labour force aged 15-74)	3.0	2.4	1.8	2.0 b	2.6	4.2	4.5	6.0	5.9	5.9	4.6

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Cyprus			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	25.4	25.2	23.3 b	23.5	24.6	24.6	27.1	27.8	27.4	28.9	
		At-risk-of-poverty (% of total population)	15.6	15.5	15.9	15.8	15.6	14.8	14.7	15.3	14.4	16.2	
		At-risk-of-poverty threshold (PPS single person)	9817	10951	10945 b	11256	10816	11497	11444	10299	9457	9188	
		Poverty gap (%)	18.9	19.7	15.3 b	17.2	18.0	19.0	19.0	17.7	18.5	19.8	
		Persistent at-risk-of-poverty (% of total population)			9.9	10.1	9.2	8.6	8.3	10.0	7.3	7.3	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	21.6	21.0	22.9 b	23.6	23.5	23.5	23.5	24.3	24.6	25.4	
		Impact of social transfers (excl. pensions) in reducing poverty (%)	27.8	26.2	30.6 b	33.1	33.6	37.0	37.5	37.0	41.5	36.2	
		Severe Material Deprivation (% of total population)	12.6	13.3	9.1	9.5	11.2	11.7	15.0	16.1	15.3	15.4	13.7 p
		Share of people living in low work intensity households (% of people aged 0-59)	3.8	3.7	4.5 b	4.0	4.9	4.9	6.5	7.9	9.7	10.9	
		Real Gross Household Disposable income (growth %)	5.1	4.2	6.5	-2.8	1.1	-0.8	-4.0	-5.4	-5.8	-0.8	
		Income quintile share ratio S80/S20	4.3	4.4	4.3 b	4.4	4.5	4.3	4.7	4.9	5.4	5.2	
		GINI coefficient	28.8	29.8	29.0 b	29.5	30.1	29.2	31.0	32.4	34.8	33.6	
		Early leavers from education and training (% of population aged 18-24)	14.9 b	12.5	13.7	11.7 b	12.7	11.3	11.4	9.1	6.8 b	5.2	7.7
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	10.7 b	9.0	9.7	9.9 b	11.7	14.6	16.0	18.7	17.0	15.3	15.9
	Male	At-risk-of-poverty or exclusion (% of male population)	23.3	22.7	20.5 b	20.9	22.8	22.8	25.1	26.8	26.0	28.1	
		At-risk-of-poverty (% of male population)	13.5	13.5	13.7	13.7	13.8	12.9	12.9	14.1	13.1	15.3	
		Poverty gap (%)	17.2	18.3	14.0 b	14.6	16.6	17.9	18.3	17.4	18.0	21.3	
		Persistent at-risk-of-poverty (% of male population)			8.2	7.4	7.3	7.5	6.3	8.7	5.7	6.2	
		Severe Material Deprivation (% of male population)	12.5	12.5	9.0	9.1	11.5	12.0	15.1	16.6	15.6	15.9	14.1 p
		Share of people living in low work intensity households (% of males aged 0-59)	2.6	2.9	3.3 b	3.0	4.2	4.2	5.8	7.6	8.9	10.3	
		Life expectancy at birth (years)	78.4	77.6	78.2	78.6	79.2	79.3	78.9	80.1	80.9	79.9	
		Healthy life years at birth (years) - men	64.2 bd	63.1	63.9	64.8	65.1	61.6	63.4	64.3	66.1	63.1	
		Early leavers from education and training (% of males aged 18-24)	22.5 b	19.5	19.0	15.2 b	16.2	15.1	16.5	14.8	11.2 b	7.7	11.4
		NEET: Young people not in employment, education or training (% of males aged 15-24)	10.2 b	8.3	8.2	8.6 b	10.4	15.1	17.8	20.6	19.0	15.9	14.9
	Female	At-risk-of-poverty or exclusion (% of female population)	27.4	27.6	25.9 b	26.0	26.3	26.4	29.0	28.8	28.8	29.8	
		At-risk-of-poverty (% of female population)	17.7	17.4	18.1	17.8	17.2	16.6	16.4	16.5	15.6	17.2	
		Poverty gap (%)	19.8	20.5	16.3 b	19.3	20.1	19.7	19.4	17.8	18.9	18.7	
		Persistent at-risk-of-poverty (% of female population)			11.5	12.6	10.9	9.6	10.3	11.2	8.9	8.2	
		Severe Material Deprivation (% of female population)	12.7	14.0	9.3	9.8	10.9	11.4	14.9	15.6	15.1	15.0	13.4 p
		Share of people living in low work intensity households (% of females aged 0-59)	5.1	4.5	5.7 b	5.0	5.5	5.5	7.1	8.2	10.5	11.4	
		Life expectancy at birth (years)	82.2	82.1	82.9	83.6	83.9	83.1	83.4	85.0	84.7	83.7	
		Healthy life years at birth (years) - women	63.4 bd	62.8	64.5	65.3	64.2	61.0	64.0	65.0	66.3	63.4	
		Early leavers from education and training (% of females aged 18-24)	8.2 b	6.8	9.5	8.7 b	9.8	8.1	7.0	4.2	2.9 bu	3.1 u	4.3
		NEET: Young people not in employment, education or training (% of females aged 15-24)	11.2 b	9.6	10.9	11.1 b	12.8	14.2	14.4	17.0	15.3	14.7	16.8
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	21.3	20.8	21.5 b	20.2	21.8	23.4	27.5	27.7	24.7	28.9	
		At-risk-of-poverty (% of Children population)	11.5	12.4	14.0	12.3	12.6	12.8	13.9	15.5	12.8	16.7	
		Severe Material Deprivation (% of Children population)	12.1	11.7	9.7	9.3	12.5	14.8	18.1	18.7	15.6	17.2	17.9 p
		Share of children living in low work intensity households (% of Children population)	3.0	2.8	3.4 b	3.1	3.6	3.2	5.0	6.4	7.3	9.4	
		Risk of poverty of children in households at work (Working Intensity > 0.2)	10.4	10.5	12.5 b	10.6	10.6	11.2	11.6	11.8	9.1	11.8	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	43.4	37.7	44.0 b	51.4	49.6	47.1	45.5	43.6	52.9	44.7	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	21.4	21.1	18.9 b	19.9	22.1	22.1	25.8	28.2	28.3	30.5	
		At-risk-of-poverty (% of Working age population)	10.6	10.1	10.8	11.2	11.9	11.5	12.2	14.4	13.4	15.9	
		Severe Material Deprivation (% of Working age population)	12.3	12.7	8.6	9.5	11.5	11.6	15.5	16.7	16.7	16.8	14.2 p
		Very low work intensity (18-59)	4.1	4.0	5.0 b	4.4	5.3	5.5	6.9	8.4	10.6	11.4	
		In-work at-risk-of poverty rate (% of persons employed 18-64)	7.2	6.3	6.3 b	6.8	7.4	7.3	8.0	9.0	7.8	9.2	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	34.2	34.0	36.5 b	38.1	37.4	42.5	41.9	38.2	43.7	36.7	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	55.6	55.6	49.3 b	48.6	42.6	39.8	33.4	26.1	27.2	20.8	
		At-risk-of-poverty (% of Elderly population)	51.9	50.6	46.3	46.4	39.9	35.5	29.3	20.1	22.4	17.3	
		Severe Material Deprivation (% of Elderly population)	15.3	19.4	10.9	9.5	7.3	7.1	7.5	9.0	7.4	5.1	5.4 p
		Relative median income of elderly (ratio with median income of people younger than 65)	0.57	0.57	0.59 b	0.61	0.65	0.67	0.70	0.77	0.75	0.80	
		Aggregate replacement ratio (ratio)	0.28	0.29	0.33 b	0.37	0.37	0.39	0.39	0.40	0.39	0.43	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	4.2	4.1	4.0	4.6	4.5	4.6	4.5	4.5	4.5		
		Disability	0.6	0.6	0.6	0.7	0.7	0.7	0.7	0.7	0.7		
		Old age and survivors	7.5	7.5	7.6	8.4	9.2	10.0	11.1	12.0	12.3		
		Family/Children	1.8	1.7	1.9	2.0	1.9	1.8	1.5	1.4	1.4		
		Unemployment	1.1	0.8	0.9	0.9	1.0	1.2	1.7	2.0	1.9		
		Housing and Social exclusion n.e.c.	1.2	1.4	1.7	2.3	2.4	2.3	1.8	1.4	1.4		
		Total (including Admin and Other expenditures)	16.7	16.4	17.6	19.1	19.9	21.5	22.3	24.2	23.0		
		of which: Means tested benefits	1.5	1.7	2.0	2.5	2.7	2.6	2.9	2.7	2.6		

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Latvia

Latvia		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	11.9	9.9	-3.6	-14.3	-3.8	6.4	4.0	2.6	2.1	2.7	2.0
	Total employment	5.8	3.8	-0.8	-14.3	-6.7	1.5	1.4	2.3	-1.3	1.3	-0.1
	Labour productivity	5.8	5.9	-2.8	0.0	3.1	4.8	2.5	0.3	3.5	1.4	2.0
	Annual average hours worked per person employed	0.1	-1.5	6.6	-2.5	-0.9	0.9	-0.9	-0.3	0.6	-1.5	0.0
	Real productivity per hour worked	5.7	7.5	-8.8	2.6	4.0	3.9	3.5	0.7	2.9	3.0	2.0
	Harmonized CPI	6.6	10.1	15.3	3.3	-1.2	4.2	2.3	0.0	0.7	0.2	0.1
	Price deflator GDP	12.4	20.1	11.8	-9.8	-1.0	6.4	3.6	1.5	1.6	0.4	0.7
	Nominal compensation per employee	22.5	34.9	17.7	-10.9	-6.6	2.4	7.7	5.5	8.6	6.9	6.9
	Real compensation per employee (GDP deflator)	9.0	12.2	5.2	-1.3	-5.7	-3.8	3.9	4.0	6.9	6.5	6.1
	Real compensation per employee (private consumption deflator)	15.0	22.5	2.1	-13.8	-5.5	-1.7	5.3	5.5	7.9	6.7	6.8
	Nominal unit labour costs	15.8	27.3	21.0	-10.9	-9.4	-2.3	5.0	5.1	4.9	5.4	4.8
	Real unit labour costs	2.9	6.0	8.3	-1.4	-8.5	-8.2	1.3	3.7	3.3	5.1	4.0
Labour Market Indicators - Total	Total population (000)	2228	2209	2192	2163	2121	2075	2045	2024	2001	1986	1969
	Population aged 15-64 (000)	1526	1511	1499	1473	1436	1399	1373	1352	1325	1303	1282
	Total employment (000)	1031	1057	1055	909	851	862	876	894	885	896	893
	Employment aged 15-64 (000)	992	1016	1009	877	829	841	852	867	859	868	862
	Employment rate (% population aged 20-64)	73.2	75.2	75.4	66.6	64.3	66.3	68.1	69.7	70.7	72.5	73.2
	Employment rate (% population aged 15-64)	65.9	68.1	68.2	60.3	58.5	60.8	63.0	65.0	66.3	68.1	68.7
	Employment rate (% population aged 15-24)	35.3	38.1	37.0	27.5	25.4	25.8	28.7	30.2	32.5	34.5	32.8
	Employment rate (% population aged 25-54)	80.8	82.1	82.2	74.1	72.6	75.0	76.3	77.9	78.2	79.2	79.7
	Employment rate (% population aged 55-64)	53.4	58.0	59.1	52.5	47.8	50.5	52.8	54.8	56.4	59.4	61.4
	FTE employment rate (% population aged 20-64)	72.9	75.3	75.4	65.6	62.8	64.9	66.8	68.7	69.8	71.6	72.0
	Self-employed (% total employment)	10.1	9.3	8.9	10.0	10.1	10.2	10.5	10.7	10.7	11.8	12.0
	Part-time employment (% total employment)	5.9	5.6	5.9	8.2	9.3	8.8	8.9	7.5	6.8	7.2	8.5
	Fixed term contracts (% total employees)	7.1	4.1	3.4	4.3	7.1	6.6	4.7	4.4	3.3	3.8	3.7
	Employment in Services (% total employment)	62.4	64.9	65.3	67.8	68.8	68.2	68.1	68.4	68.8		
	Employment in Industry (% total employment)	27.3	26.9	27.1	23.7	23.3	23.8	24.0	24.0	23.7		
	Employment in Agriculture (% total employment)	10.3	8.1	7.6	8.4	7.8	8.0	7.8	7.6	7.4		
	Activity rate (% population aged 15-64)	71.0	72.6	74.2	73.5	73.0	72.8	74.4	74.0	74.6	75.7	76.3
	Activity rate (% population aged 15-24)	40.9	42.6	42.8	41.2	39.7	37.5	40.1	39.4	40.4	41.3	39.7
	Activity rate (% population aged 25-54)	86.1	87.1	88.7	88.4	88.6	88.0	88.4	87.6	87.2	87.6	87.8
	Activity rate (% population aged 55-64)	57.3	60.7	63.0	60.9	56.9	59.4	61.8	61.3	62.6	65.5	67.6
	Total unemployment (000)	78	68	88	193	206	167	155	120	108	98	95
	Unemployment rate (% labour force)	7.0	6.1	7.7	17.5	19.5	16.2	15.0	11.9	10.8	9.9	9.6
	Youth unemployment rate (% labour force 15-24)	13.6	10.6	13.6	33.3	36.2	31.0	28.5	23.2	19.6	16.3	17.3
	Long term unemployment rate (% labour force)	2.4	1.6	1.9	4.5	8.8	8.8	7.8	5.7	4.6	4.5	4.0
	Share of long term unemployment (% of total unemployment)	34.0	27.0	24.1	25.8	45.0	54.5	52.1	48.4	42.9	45.3	41.4
	Youth unemployment ratio (% population aged 15-24)	5.6	4.5	5.8	13.7	14.4	11.6	11.5	9.1	7.9	6.7	6.9
	Employment rate for low skilled 25-64 (ISCED 0-2)	54.3	59.3	57.4	48.1	47.1	48.5	51.8	50.9	51.3 b	53.2	56.7
	Employment rate for medium skilled 25-64 (ISCED 3-4)	76.2	77.5	77.7	68.2	65.1	66.8	66.9	69.7	70.9 b	71.7	71.1
	Employment rate for high skilled 25-64 (ISCED 5-8)	86.6	87.8	87.4	83.5	80.7	84.4	86.2	85.2	84.2 b	85.8	87.2
	Employment rate (Nationals aged 15-64)	65.8	68.1	68.1 b	61.0	59.5	61.4	64.0	66.0	67.0	68.8	69.6
	Employment rate (Other EU28 aged 15-64)		80.8		63.2 u			76.7 u	76.6 u	78.9 u	77.4	79.0 u
	Employment rate (Other than EU28 aged 15-64)	76.4	64.2	69.1 b	56.6	53.3	57.5	57.6	59.2	61.6	63.4	63.3
	Employment rate (Born in the same country aged 15-64)	65.3	67.4	67.9	60.3	58.4	60.7	63.2	65.4	66.5	68.5	69.2
	Employment rate (Born in other EU28 aged 15-64)	62.2	67.0	59.3	48.5	53.7	57.2	53.0	59.1	62.3	62.1	75.7
	Employment rate (Born outside EU28 aged 15-64)	71.6	73.5	71.7	62.0	60.0	62.2	62.2	62.3	64.4	64.2	63.0
	Underemployment (% of labour force aged 15-74)			2.0	4.2	5.1	4.3	4.2	3.2	2.7	2.7	3.2
	Seeking but not available (% of labour force aged 15-74)	0.7	0.6	0.6	0.4	0.5	0.8	0.6	0.5	0.6	0.5	0.5
	Discouraged, available but not seeking (% of labour force aged 15-74)	6.9	6.1	4.7	7.7	8.1	7.6	6.4	6.1	5.0	4.4	4.1

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Latvia		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	1022	1014	1007	993	971	948	935	927	917	911	904
	Population aged 15-64(000)	734	728	725	712	693	674	663	654	642	633	623
	Total employment (000)	526	540	531	435	403	416	428	441	439	444	438
	Employment aged 15-64 (000)	506	519	508	420	393	407	417	428	427	431	425
	Employment rate (% population aged 20-64)	78.4	80.5	79.3	66.8	64.0	67.5	70.0	71.9	73.1	74.6	74.7
	Employment rate (% population aged 15-64)	70.4	72.7	71.5	60.3	57.9	61.5	64.4	66.8	68.4	69.9	70.0
	Employment rate (% population aged 15-24)	41.8	43.8	42.1	29.5	26.5	28.3	31.8	33.3	36.5	37.1	34.0
	Employment rate (% population aged 25-54)	84.3	86.0	84.9	73.7	71.7	75.1	77.7	79.9	80.4	81.2	81.4
	Employment rate (% population aged 55-64)	59.3	64.3	62.8	51.8	46.9	51.7	53.2	55.2	56.3	60.1	61.3
	FTE employment rate (% population aged 20-64)	78.4	81.0	79.6	66.1	62.8	66.5	69.2	71.4	72.8	74.5	74.2
	Self-employed (% total employment)	11.7	11.3	11.4	12.9	12.4	12.6	12.8	12.8	13.3	14.8	15.0
	Part-time employment (% total employment)	4.4	4.1	4.3	6.8	7.6	7.0	6.7	5.6	4.7	4.5	6.1
	Fixed term contracts (% total employees)	7.9	4.9	4.2	5.1	8.1	6.9	5.5	4.5	3.7	3.9	3.9
	Employment in Services (% total employment)	49.0	50.3	51.6	55.3	55.2	54.9	54.7	54.5	54.6		
	Employment in Industry (% total employment)	38.0	39.6	38.6	33.5	34.0	33.7	34.1	34.8	34.9		
	Employment in Agriculture (% total employment)	13.0	10.2	9.8	11.2	10.8	11.4	11.2	10.7	10.5		
	Activity rate (% population aged 15-64)	76.1	77.9	78.3	76.6	75.3	75.8	77.1	76.6	77.8	78.9	78.8
	Activity rate (% population aged 15-24)	47.5	49.2	49.0	46.4	42.2	41.1	44.0	42.6	45.3	45.2	43.3
	Activity rate (% population aged 25-54)	90.2	91.6	92.0	91.1	91.0	90.8	91.2	90.6	90.5	90.6	90.2
	Activity rate (% population aged 55-64)	64.3	67.6	68.2	62.8	58.5	62.5	63.2	62.2	63.7	68.0	69.4
	Total unemployment (000)	41	38	49	115	119	95	83	64	59	55	54
	Unemployment rate (% labour force)	7.3	6.5	8.4	20.9	22.7	18.6	16.2	12.6	11.8	11.1	10.9
	Youth unemployment rate (% labour force 15-24)	11.9	11.0	14.0	36.4	37.3	31.3	27.8	21.8	19.4	18.0	21.4
	Long term unemployment rate (% labour force)	2.7 u	1.9	1.9	5.4	10.9	11.0	8.7	6.5	5.3	5.4	4.9
	Share of long term unemployment (% of total unemployment)	37.5 u	29.9	23.1	25.9	48.0	59.0	53.5	51.9	44.7	48.5	44.9
	Youth unemployment ratio (% population aged 15-24)	5.7	5.4	6.9	16.9	15.8	12.9	12.2	9.3	8.8	8.2	9.2
	Employment rate for low skilled 25-64 (ISCED 0-2)	63.4	68.2	64.8	50.4	49.5	53.6	59.0	56.8	58.3 b	60.8	62.7
	Employment rate for medium skilled 25-64 (ISCED 3-4)	81.9	83.9	82.1	69.7	66.1	70.0	70.5	73.4	74.8 b	75.4	74.9
	Employment rate for high skilled 25-64 (ISCED 5-8)	90.4	89.8	90.7	85.8	81.9	84.2	87.7	88.7	86.6 b	88.9	88.7
	Employment rate (Nationals aged 15-64)	70.2	72.7	71.2 b	60.6	58.6	61.3	64.9	67.3	69.1	70.3	70.2
	Employment rate (Other EU28 aged 15-64)		85.6 u									
	Employment rate (Other than EU28 aged 15-64)	89.2	69.2	72.8 b	58.5	54.4	62.0	61.6	63.5	64.0	67.1	68.3
	Employment rate (Born in the same country aged 15-64)	69.6	71.8	71.1	60.0	57.7	61.0	64.5	66.6	68.4	70.0	70.0
	Employment rate (Born in other EU28 aged 15-64)	72.7	68.7	70.0	58.8	52.1	58.1	58.2	68.1	61.8	60.4	82.2
	Employment rate (Born outside EU28 aged 15-64)	78.6	80.4	75.0	63.1	60.4	65.9	64.2	68.0	69.1	70.2	67.7
	Underemployment (% of labour force aged 15-74)			1.7	3.9	4.1	3.8	3.3	2.6	2.0	1.8	2.8
	Seeking but not available (% of labour force aged 15-74)	0.5 u	0.4	0.4	0.4 u		0.7	0.6	0.4 u	0.4 u	0.3 u	0.5
	Discouraged, available but not seeking (% of labour force aged 15-74)	6.0	5.2	3.9	7.0	8.0	7.0	6.1	5.7	4.9	4.3	4.1
Labour Market Indicators - Female	Total population (000)	1206	1195	1185	1170	1150	1127	1110	1097	1084	1075	1065
	Population aged 15-64(000)	792	783	775	761	743	725	710	698	683	670	659
	Total employment (000)	505	517	524	474	448	445	447	453	446	452	455
	Employment aged 15-64 (000)	486	497	501	456	436	434	435	438	432	437	437
	Employment rate (% population aged 20-64)	68.4	70.3	71.9	66.5	64.5	65.3	66.4	67.7	68.5	70.5	71.8
	Employment rate (% population aged 15-64)	61.8	63.9	65.2	60.4	59.0	60.2	61.7	63.4	64.3	66.4	67.6
	Employment rate (% population aged 15-24)	28.5	32.2	31.7	25.4	24.3	23.4	25.4	27.0	28.3	31.9	31.6
	Employment rate (% population aged 25-54)	77.4	78.4	79.6	74.5	73.5	74.8	75.0	76.1	76.0	77.3	78.1
	Employment rate (% population aged 55-64)	49.2	53.4	56.3	53.0	48.4	49.7	52.5	54.6	56.4	58.9	61.4
	FTE employment rate (% population aged 20-64)	68.0	70.1	71.6	65.1	62.8	63.5	64.7	66.2	67.2	69.0	70.1
	Self-employed (% total employment)	8.4	7.1	6.3	7.4	8.0	8.0	8.3	8.7	8.2	8.9	9.2
	Part-time employment (% total employment)	7.5	7.1	7.6	9.4	10.9	10.4	11.0	9.4	8.9	10.0	10.8
	Fixed term contracts (% total employees)	4.9	2.5	1.9	2.7	4.7	5.0	3.0	3.1	2.2	2.7	2.6
	Employment in Services (% total employment)	76.2	79.6	78.8	79.2	81.0	80.6	81.0	81.7	82.7		
	Employment in Industry (% total employment)	16.2	14.3	15.8	14.8	13.8	14.5	14.4	13.6	12.8		
	Employment in Agriculture (% total employment)	7.6	6.1	5.4	6.0	5.2	4.8	4.6	4.7	4.4		
	Activity rate (% population aged 15-64)	66.4	67.8	70.3	70.7	70.8	70.1	72.0	71.6	71.6	72.8	74.0
	Activity rate (% population aged 15-24)	34.0	35.8	36.5	35.9	37.2	33.7	36.1	36.0	35.3	37.1	35.9
	Activity rate (% population aged 25-54)	82.2	82.8	85.6	85.9	86.3	85.3	85.7	84.8	84.0	84.6	85.5
	Activity rate (% population aged 55-64)	52.1	55.7	59.2	59.5	55.7	57.1	60.8	60.5	61.7	63.5	66.1
	Total unemployment (000)	36	30	40	78	87	71	73	57	49	43	42
	Unemployment rate (% labour force)	6.7	5.6	7.1	14.1	16.3	13.8	14.0	11.1	9.8	8.6	8.4
	Youth unemployment rate (% labour force 15-24)	16.0	9.9	13.1	29.2	34.8	30.6	29.5	24.9	20.0	14.2	12.1
	Long term unemployment rate (% labour force)	2.0 u	1.3 u	1.8	3.6	6.7	6.7	7.0	5.0	4.0	3.6	3.1
	Share of long term unemployment (% of total unemployment)	30.0 u	23.5 u	25.3	25.6	41.0	48.5	50.4	44.4	40.6	41.2	37.0
	Youth unemployment ratio (% population aged 15-24)	5.5	3.6	4.8	10.5	12.9	10.3	10.6	9.0	7.0	5.3	4.4
	Employment rate for low skilled 25-64 (ISCED 0-2)	41.0	46.9	47.1	44.7	43.1	40.3	40.0	41.0	39.1 b	39.9	47.2
	Employment rate for medium skilled 25-64 (ISCED 3-4)	71.1	71.6	73.4	66.7	64.1	63.6	63.1	65.8	66.9 b	67.7	66.7
	Employment rate for high skilled 25-64 (ISCED 5-8)	84.5	86.7	85.7	82.3	80.0	84.5	85.4	83.3	83.0 b	84.3	86.4
	Employment rate (Nationals aged 15-64)	61.8	64.0	65.3 b	61.4	60.2	61.5	63.1	64.7	65.1	67.4	68.9
	Employment rate (Other EU28 aged 15-64)											
	Employment rate (Other than EU28 aged 15-64)	59.9 u	58.8	65.0 b	54.7	52.2	52.6	53.1	54.7	59.2	59.6	58.5
	Employment rate (Born in the same country aged 15-64)	61.4	63.3	64.8	60.7	59.0	60.4	62.0	64.2	64.8	67.2	68.5
	Employment rate (Born in other EU28 aged 15-64)	52.2	65.3	51.8	39.5	55.1	56.4	48.4	50.8	62.7	63.1	69.4
	Employment rate (Born outside EU28 aged 15-64)	66.3	68.2	69.1	61.1	59.7	59.3	60.6	57.9	60.7	60.0	59.7
	Underemployment (% of labour force aged 15-74)			2.4	4.6	6.0	4.7	5.2	3.7	3.3	3.5	3.6
	Seeking but not available (% of labour force aged 15-74)	0.8	0.8	0.8	0.4 u	0.6 u	0.9	0.6	0.6	0.8	0.7	0.6
	Discouraged, available but not seeking (% of labour force aged 15-74)	8.0	7.0	5.5	8.4	8.3	8.1	6.8	6.6	5.0	4.5	4.0

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Latvia			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	42.2	35.1	34.2 b	37.9	38.2	40.1	36.2	35.1	32.7	30.9	28.5
		At-risk-of-poverty (% of total population)	23.5	21.2	25.9	26.4	20.9	19.0	19.2	19.4	21.2	22.5	21.8
		At-risk-of-poverty threshold (PPS single person)	2686	3352	4283	4279	3525	3566	3661	3868	4392	4855	5519
		Poverty gap (%)	24.4	24.8	28.6	29.0	28.9	31.7	28.6	27.5	23.6	25.5	24.0
		Persistent at-risk-of-poverty (% of total population)			12.6	15.6	10.5	9.3	12.6 b	12.1	10.8	10.1	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	28.0	27.5	30.2	31.0	28.5	26.8	25.7	26.0	27.0	27.3	27.8
		Impact of social transfers (excl. pensions) in reducing poverty (%)	16.1	22.9	14.2	14.8	26.7	29.1	25.3	25.4	21.5	17.6	21.6
		Severe Material Deprivation (% of total population)	31.3	24.0	19.3	22.1	27.6	31.0	25.6	24.0	19.2	16.4	12.8
		Share of people living in low work intensity households (% of people aged 0-59)	7.1	6.2	5.4	7.4	12.6	12.6	11.7	10.0	9.6	7.8	7.2
		Real Gross Household Disposable income (growth %)	15.8	10.7	4.0	-15.1	-6.4	-4.7	3.0	4.4	1.3	4.8	
		Income quintile share ratio S80/S20	7.8	6.4	7.3	7.4	6.8	6.5	6.5	6.3	6.5	6.5	6.2
		GINI coefficient	38.9	35.4	37.5	37.5	35.9	35.1	35.7	35.2	35.5	35.4	34.5
		Early leavers from education and training (% of population aged 18-24)	15.6 b	15.6	15.5	14.3	12.9	11.6	10.6	9.8	8.5 b	9.9	10.0
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	11.5 b	11.9	11.8	17.5	17.8	16.0	14.9	13.0	12.0	10.5	11.2
	Male	At-risk-of-poverty or exclusion (% of male population)	39.0	32.3	31.4 b	36.0	37.6	39.9	35.5	34.2	30.6	27.9	26.0
		At-risk-of-poverty (% of male population)	20.9	18.7	23.3	24.4	21.4	19.8	19.3	18.9	19.5	19.7	19.4
		Poverty gap (%)	28.7	27.7	26.7	31.7	31.5	34.0	31.8	30.3	28.3	30.5	26.7
		Persistent at-risk-of-poverty (% of male population)			10.7	13.2	10.6	9.4	13.4 b	12.7	10.1	8.6	
		Severe Material Deprivation (% of male population)	29.2	22.1	17.6	21.3	26.9	30.4	24.7	23.1	18.1	15.4	12.1
		Share of people living in low work intensity households (% of males aged 0-59)	6.7	5.9	5.7	7.9	13.8	13.3	12.6	10.4	10.2	8.2	7.2
		Life expectancy at birth (years)	65.4	65.3	66.5	68.1	67.9	68.6	68.9	69.3 b	69.1	69.7	
		Healthy life years at birth (years) - men	50.8 bd	51.4	51.6	52.6	53.1	53.6	54.6	51.7 b	51.5	51.8	
		Early leavers from education and training (% of males aged 18-24)	19.3 b	20.6	20.0	17.6	16.7	15.8	14.7	13.6	11.7 b	13.4	13.7
		NEET: Young people not in employment, education or training (% of males aged 15-24)	7.9 b	9.5	10.2	18.6	18.7	16.1	15.1	12.6	11.3	9.4	12.6
	Female	At-risk-of-poverty or exclusion (% of female population)	44.8	37.4	36.6 b	39.4	38.6	40.3	36.8	35.9	34.4	33.4	30.6
		At-risk-of-poverty (% of female population)	25.7	23.4	28.1	28.0	20.4	18.3	19.1	19.8	22.5	24.8	23.9
		Poverty gap (%)	21.5	24.1	29.3	27.4	25.9	28.7	25.7	25.8	21.2	22.4	22.9
		Persistent at-risk-of-poverty (% of female population)			14.1	17.7	10.5	9.2	11.9 b	11.6	11.4	11.3	
		Severe Material Deprivation (% of female population)	33.1	25.6	20.6	22.8	28.3	31.5	26.5	24.7	20.1	17.3	13.4
		Share of people living in low work intensity households (% of females aged 0-59)	7.5	6.5	5.2	7.0	11.4	12.0	10.8	9.6	9.1	7.4	7.2
		Life expectancy at birth (years)	76.3	76.2	77.5	78.0	78.0	78.8	78.9	78.9 b	79.4	79.5	
		Healthy life years at birth (years) - women	52.5 bd	54.8	54.3	56.0	56.4	56.6	59.0	54.2 b	55.3	54.1	
		Early leavers from education and training (% of females aged 18-24)	11.5 b	10.5	10.8	11.0	9.0	7.5	6.3	5.8	5.1 b	6.2	6.2
		NEET: Young people not in employment, education or training (% of females aged 15-24)	15.1 b	14.4	13.5	16.3	16.9	16.0	14.6	13.4	12.8	11.7	9.7
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	42.7	32.8	32.4 b	38.4	42.2	44.1	40.0	38.4	35.3	31.3	24.7
		At-risk-of-poverty (% of Children population)	25.9	19.8	23.6	26.3	26.3	24.7	24.4	23.4	24.3	23.2	18.6
		Severe Material Deprivation (% of Children population)	30.2	20.5	19.2	24.6	30.7	32.4	27.3	25.4	19.9	17.0	11.9
		Share of children living in low work intensity households (% of Children population)	6.9	5.5	4.6	6.9	12.4	12.6	10.4	9.2	9.6	7.4	6.3
		Risk of poverty of children in households at work (Working Intensity > 0.2)	20.9	16.7	20.1	21.3	18.5	17.4	18.3	18.5	18.4	18.4	13.9
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	18.3	33.1	22.9	22.0	28.5	32.3	28.5	28.2	27.5	24.4	35.9
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	39.4	31.4	28.0 b	32.8	37.4	41.1	35.9	34.0	30.0	27.3	25.0
		At-risk-of-poverty (% of Working age population)	20.9	17.7	19.4	20.5	20.4	20.2	19.3	18.8	18.4	18.6	17.7
		Severe Material Deprivation (% of Working age population)	29.8	21.8	16.7	20.5	26.8	31.2	25.0	22.9	18.2	15.7	12.4
		Very low work intensity (18-59)	7.2	6.4	5.7	7.6	12.6	12.6	12.1	10.2	9.6	7.9	7.5
		In-work at-risk-of poverty rate (% of persons employed 18-64)	11.2	9.5	10.7	11.2	9.7	9.6	8.9	9.1	8.3	9.4	8.5
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	17.7	25.3	17.5	18.0	27.1	28.9	25.2	25.4	23.0	20.2	23.7
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	51.9	51.4	58.8 b	55.5	36.8	33.0	33.7	36.1	39.3	42.1	43.1
		At-risk-of-poverty (% of Elderly population)	30.4	35.6	52.0	47.6	17.2	9.1	13.9	17.6	27.6	34.6	38.1
		Severe Material Deprivation (% of Elderly population)	38.1	35.8	28.7	25.3	27.5	28.9	26.4	26.6	22.0	18.2	14.9
		Relative median income of elderly (ratio with median income of people younger than 65)	0.67	0.64	0.53	0.57	0.78	0.86	0.80	0.77	0.71	0.65	0.63
		Aggregate replacement ratio (ratio)	0.49	0.38	0.30	0.34	0.47	0.53	0.49	0.47	0.44	0.42	0.42
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	3.7	3.3	3.6	4.0	3.9	3.4	3.3	3.4	3.5 p		
		Disability	0.8	0.7	0.9	1.3	1.4	1.3	1.2	1.2	1.3 p		
		Old age and survivors	5.3	4.7	5.3	7.8	9.5	8.2	7.8	7.7	7.4 p		
		Family/Children	1.1	1.1	1.3	1.7	1.5	1.1	1.0	1.2	1.3 p		
		Unemployment	0.5	0.4	0.5	1.6	1.3	0.7	0.5	0.6	0.6 p		
		Housing and Social exclusion n.e.c.	0.2	0.2	0.3	0.3	0.4	0.4	0.3	0.3	0.2 p		
		Total (including Admin and Other expenditures)	11.9	10.6	12.1	16.8	18.3	15.3	14.4	14.6	14.5 p		
		of which: Means tested benefits	0.2	0.2	0.2	0.3	0.7	0.7	0.4	0.3	0.2 p		

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Lithuania

Lithuania		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	7.4	11.1	2.6	-14.8	1.6	6.0	3.8	3.5	3.5	1.8	2.3
	Total employment	-0.3	2.0	-1.3	-7.7	-5.3	0.5	1.8	1.3	2.0	1.3	2.0
	Labour productivity	7.7	8.9	4.0	-7.7	7.3	5.5	2.0	2.1	1.5	0.5	0.3
	Annual average hours worked per person employed	-0.3	1.6	1.6	-3.7	1.2	-1.4	-0.1	-0.9	-0.4	1.4	1.4
	Real productivity per hour worked	8.0	7.2	2.4	-4.2	6.1	7.0	2.1	3.0	1.9	-0.9	-1.0
	Harmonized CPI	3.8	5.8	11.1	4.2	1.2	4.1	3.2	1.2	0.2	-0.7	0.7
	Price deflator GDP	6.7	8.6	9.7	-3.3	2.4	5.2	2.7	1.4	1.0	0.2	1.2
	Nominal compensation per employee	20.7	14.1	14.1	-9.3	-0.1	6.4	4.2	5.4	4.7	5.3	5.2
	Real compensation per employee (GDP deflator)	13.1	5.1	4.0	-6.2	-2.5	1.1	1.5	3.9	3.7	5.1	4.0
	Real compensation per employee (private consumption deflator)	16.4	7.8	2.7	-12.9	-1.3	2.1	1.1	4.1	4.5	6.1	4.5
	Nominal unit labour costs	12.1	4.8	9.7	-1.7	-7.0	0.8	2.2	3.1	3.2	4.8	4.9
	Real unit labour costs	4.9	-3.4	-0.1	1.7	-9.1	-4.2	-0.5	1.7	2.2	4.6	3.7
Labour Market Indicators - Total	Total population (000)	3290	3250	3213	3184	3142	3053	3004	2972	2943	2921	2889
	Population aged 15-64 (000)	2209	2188	2169	2154	2127	2053	2016	1993	1971	1949	1916
	Total employment (000)	1429	1452	1427	1317	1248	1254	1276	1293	1319	1335	1361
	Employment aged 15-64 (000)	1405	1423	1397	1290	1224	1226	1244	1264	1288	1301	1318
	Employment rate (% population aged 20-64)	71.3	72.7	72.0	67.0	64.3	66.9	68.5	69.9	71.8	73.3	75.2
	Employment rate (% population aged 15-64)	63.6	65.0	64.4	59.9	57.6	60.2	62.0	63.7	65.7	67.2	69.4
	Employment rate (% population aged 15-24)	23.7	24.8	26.0	20.6	18.3	19.0	21.5	24.6	27.6	28.3	30.2
	Employment rate (% population aged 25-54)	81.1	82.2	80.9	75.9	73.6	76.9	78.5	79.6	80.8	81.6	82.7
	Employment rate (% population aged 55-64)	49.7	53.2	53.0	51.2	48.3	50.2	51.7	53.4	56.2	60.4	64.6
	FTE employment rate (% population aged 20-64)	70.0	71.8	71.4	65.9	63.4	65.8	67.3	68.9	70.8	72.1	74.0
	Self-employed (% total employment)	14.2	12.6	10.2	10.4	9.3	9.2	9.7	10.6	10.8	11.1	11.4
	Part-time employment (% total employment)	10.0	8.6	6.5	7.9	7.8	8.3	8.9	8.4	8.6	7.6	7.1
	Fixed term contracts (% total employees)	4.6	3.8	2.4	2.3	2.4	2.7	2.6	2.7	2.8	2.1	1.9
	Employment in Services (% total employment)	55.6	59.2	61.5	64.2	66.6	67.0	66.1	66.1	66.1		
	Employment in Industry (% total employment)	30.6	30.6	30.5	26.8	24.6	24.6	25.1	25.5	24.7		
	Employment in Agriculture (% total employment)	13.8	10.1	8.0	9.0	8.8	8.5	8.8	8.4	9.2		
	Activity rate (% population aged 15-64)	67.6	67.9	68.4	69.6	70.2	71.4	71.8	72.4	73.7	74.1	75.5
	Activity rate (% population aged 15-24)	26.3	27.1	30.0	29.3	28.4	28.2	29.3	31.5	34.2	33.8	35.3
	Activity rate (% population aged 25-54)	85.7	85.6	85.4	87.0	88.4	89.8	89.7	89.5	89.7	89.3	89.3
	Activity rate (% population aged 55-64)	52.9	55.3	55.4	57.2	56.5	58.0	58.7	60.1	63.0	66.2	70.0
	Total unemployment (000)	88	64	88	211	270	228	197	172	158	134	116
	Unemployment rate (% labour force)	5.8	4.3	5.8	13.8	17.8	15.4	13.4	11.8	10.7	9.1	7.9
	Youth unemployment rate (% labour force 15-24)	10.0	8.4	13.3	29.6	35.7	32.6	26.7	21.9	19.3	16.3	14.5
	Long term unemployment rate (% labour force)	2.6	1.4 u	1.3 u	3.3	7.4	8.0	6.6	5.1	4.8	3.9	3.0
	Share of long term unemployment (% of total unemployment)	45.3	32.4 u	21.6 u	23.7	41.7	52.1	49.2	42.9	44.7	42.9	38.3
	Youth unemployment ratio (% population aged 15-24)	2.6	2.3	4.0	8.7	10.2	9.2	7.8	6.9	6.6	5.5	5.1
	Employment rate for low skilled 25-64 (ISCED 0-2)	46.4	48.6	41.9	37.9	31.6	32.9	36.0	38.9	43.2 b	45.0	44.8
	Employment rate for medium skilled 25-64 (ISCED 3-4)	74.5	75.6	73.9	67.7	63.4	66.0	67.5	68.4	69.4 b	70.8	72.1
	Employment rate for high skilled 25-64 (ISCED 5-8)	88.8	89.2	88.8	86.7	86.7	88.3	88.2	88.6	89.4 b	89.6	91.0
	Employment rate (Nationals aged 15-64)	63.6	65.0	64.4	59.9	57.6	60.3	62.0	63.7	65.6	67.2	69.4
	Employment rate (Other EU28 aged 15-64)											
	Employment rate (Other than EU28 aged 15-64)	71.7 u	65.2 u	73.8 u	52.6 u	54.5 u	53.3 u	62.8 u	70.2 u	72.9 u	70.5 u	68.9 u
	Employment rate (Born in the same country aged 15-64)	63.3	64.8	64.1	59.7	57.4	60.1	61.9	63.6	65.6	67.2	69.4
	Employment rate (Born in other EU28 aged 15-64)										57.2 u	66.9 u
	Employment rate (Born outside EU28 aged 15-64)	69.6	69.8	70.6	63.6	62.6	62.4	64.5	67.5	68.6	69.3	69.2
	Underemployment (% of labour force aged 15-74)			1.2 u	2.1	2.3	2.5	2.5	2.4	2.1	1.5	1.3
	Seeking but not available (% of labour force aged 15-74)		1.2 u	1.8	0.8	0.9	0.5	0.5 u	0.8	0.8	0.7	0.8
	Discouraged, available but not seeking (% of labour force aged 15-74)	2.0	1.9	2.4	2.7	1.9	1.2	1.1	0.9	0.6	0.9	1.1

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Lithuania		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	1528	1507	1487	1473	1450	1407	1384	1369	1356	1346	1330
	Population aged 15-64(000)	1065	1054	1046	1040	1024	990	972	962	953	944	928
	Total employment (000)	720	736	720	630	591	604	618	636	647	654	663
	Employment aged 15-64 (000)	707	719	703	616	579	590	603	620	632	637	643
	Employment rate (% population aged 20-64)	74.9	76.6	75.6	66.8	63.5	67.2	69.1	71.2	73.1	74.6	76.2
	Employment rate (% population aged 15-64)	66.4	68.2	67.2	59.3	56.5	60.1	62.2	64.7	66.5	68.0	70.0
	Employment rate (% population aged 15-24)	26.2	29.4	30.1	21.2	19.1	20.9	22.8	27.6	31.0	30.8	32.5
	Employment rate (% population aged 25-54)	83.6	84.2	82.6	74.2	71.1	75.7	77.7	79.8	80.7	81.8	82.6
	Employment rate (% population aged 55-64)	55.5	60.7	60.2	55.5	52.1	54.1	55.9	56.1	58.8	62.4	66.8
	FTE employment rate (% population aged 20-64)	74.4	76.2	75.5	66.1	62.8	66.5	68.5	70.9	72.9	74.0	75.5
	Self-employed (% total employment)	17.5	16.2	13.4	13.5	11.8	11.3	12.1	13.1	12.9	13.7	14.5
	Part-time employment (% total employment)	8.0	7.0	4.8	6.7	6.4	6.7	6.9	6.4	6.4	5.5	5.4
	Fixed term contracts (% total employees)	5.5	4.3	2.6 u	2.6	2.9	3.2	3.0	3.0	3.1	2.1	1.9
	Employment in Services (% total employment)	43.2	46.1	48.0	51.6	55.2	56.0	54.0	54.0	54.7		
	Employment in Industry (% total employment)	40.8	41.4	41.8	36.8	33.4	33.3	34.6	35.2	33.6		
	Employment in Agriculture (% total employment)	16.0	12.6	10.2	11.5	11.4	10.7	11.4	10.8	11.7		
	Activity rate (% population aged 15-64)	70.7	71.3	71.6	71.7	72.0	73.5	73.7	74.7	76.0	75.8	77.1
	Activity rate (% population aged 15-24)	29.1	31.6	34.6	32.7	31.3	32.1	32.4	35.8	38.6	36.7	38.7
	Activity rate (% population aged 25-54)	88.4	87.7	87.3	88.0	89.0	90.7	90.5	90.6	90.8	90.4	90.2
	Activity rate (% population aged 55-64)	59.8	63.3	62.9	63.3	62.6	64.3	64.6	65.2	68.2	69.8	73.6
	Total unemployment (000)	46	32	46	130	159	132	111	96	90	73	66
	Unemployment rate (% labour force)	6.0	4.2	6.0	17.1	21.2	17.9	15.2	13.1	12.2	10.1	9.1
	Youth unemployment rate (% labour force 15-24)	10.0	7.0	13.0	35.1	39.0	34.9	29.7	23.0	19.6	16.0	15.9
	Long term unemployment rate (% labour force)	2.6 u	1.5 u	1.1 u	3.7	9.0	9.4	7.4	5.5	5.4	4.4	3.4
	Share of long term unemployment (% of total unemployment)	44.4 u	34.9 u	17.6 u	21.7	42.6	52.4	48.9	42.2	44.3	43.6	37.7
	Youth unemployment ratio (% population aged 15-24)	2.9	2.2	4.5	11.4	12.2	11.2	9.6	8.2	7.6	5.9	6.1
	Employment rate for low skilled 25-64 (ISCED 0-2)	53.0	56.3	49.6	39.5	33.8	36.1	39.9	43.6	46.1 b	49.1	49.1
	Employment rate for medium skilled 25-64 (ISCED 3-4)	80.2	80.9	78.4	69.4	64.7	68.8	71.2	72.1	72.4 b	73.7	75.2
	Employment rate for high skilled 25-64 (ISCED 5-8)	89.5	90.5	91.4	86.3	86.5	88.0	87.8	89.6	91.2 b	92.0	92.6
	Employment rate (Nationals aged 15-64)	66.3	68.1	67.2	59.3	56.5	60.2	62.2	64.7	66.5	68.0	69.9
	Employment rate (Other EU28 aged 15-64)											
	Employment rate (Other than EU28 aged 15-64)		78.3 u									
	Employment rate (Born in the same country aged 15-64)	66.1	67.9	66.9	59.1	56.2	59.9	62.1	64.5	66.3	67.9	69.8
	Employment rate (Born in other EU28 aged 15-64)											
	Employment rate (Born outside EU28 aged 15-64)	72.7	76.2	76.0	66.2	63.9	66.4	68.0	71.3	71.6	72.8	72.4
	Underemployment (% of labour force aged 15-74)			0.9 u	2.0	1.8	2.1	2.0	2.0	1.7	1.1	0.9 u
	Seeking but not available (% of labour force aged 15-74)		1.1 u	1.6 u	0.8 u	0.9 u				0.7 u	0.6 u	0.8 u
	Discouraged, available but not seeking (% of labour force aged 15-74)	1.9 u	1.7 u	2.4 u	3.2	2.2	1.4	1.5	1.1 u	0.8 u	1.1	1.3
Labour Market Indicators - Female	Total population (000)	1761	1743	1725	1711	1692	1645	1620	1603	1587	1575	1559
	Population aged 15-64(000)	1144	1134	1123	1115	1103	1063	1044	1031	1017	1004	988
	Total employment (000)	709	715	707	687	657	650	658	657	672	681	698
	Employment aged 15-64 (000)	698	703	694	674	646	636	642	644	656	663	674
	Employment rate (% population aged 20-64)	68.0	69.1	68.7	67.2	65.0	66.6	67.9	68.6	70.6	72.2	74.3
	Employment rate (% population aged 15-64)	61.0	62.0	61.8	60.4	58.5	60.2	61.8	62.8	64.9	66.5	68.8
	Employment rate (% population aged 15-24)	21.0	20.0	21.8	20.1	17.4	17.0	20.1	21.5	24.1	25.7	27.8
	Employment rate (% population aged 25-54)	78.7	80.2	79.4	77.5	75.9	78.1	79.1	79.4	80.9	81.4	82.9
	Employment rate (% population aged 55-64)	45.2	47.5	47.4	47.8	45.5	47.2	48.5	51.2	54.3	58.8	62.8
	FTE employment rate (% population aged 20-64)	66.2	67.7	67.7	65.8	63.9	65.1	66.2	67.2	69.0	70.5	72.8
	Self-employed (% total employment)	10.9	9.0	7.0	7.5	7.0	7.3	7.5	8.2	8.9	8.6	8.4
	Part-time employment (% total employment)	12.0	10.2	8.3	9.1	8.9	9.9	10.7	10.2	10.6	9.7	8.8
	Fixed term contracts (% total employees)	2.1 u	2.2 u	1.6 u	1.5	1.5	1.7	1.7	1.7	1.8	1.6	1.6
	Employment in Services (% total employment)	68.4	72.7	75.2	75.7	76.9	77.2	77.5	77.7	77.1		
	Employment in Industry (% total employment)	20.1	19.7	18.9	17.6	16.6	16.4	16.1	16.2	16.2		
	Employment in Agriculture (% total employment)	11.5	7.7	5.9	6.6	6.5	6.5	6.3	6.1	6.7		
	Activity rate (% population aged 15-64)	64.6	64.9	65.5	67.6	68.6	69.4	70.1	70.3	71.6	72.5	73.9
	Activity rate (% population aged 15-24)	23.3	22.3	25.3	25.9	25.4	24.1	26.1	27.0	29.6	30.8	31.9
	Activity rate (% population aged 25-54)	83.2	83.6	83.6	86.0	87.8	88.9	89.0	88.4	88.7	88.2	88.5
	Activity rate (% population aged 55-64)	47.6	49.2	49.7	52.4	51.7	53.1	54.2	56.1	58.9	63.3	67.2
	Total unemployment (000)	42	32	42	81	112	96	86	77	68	61	50
	Unemployment rate (% labour force)	5.6	4.3	5.6	10.5	14.5	12.9	11.6	10.5	9.2	8.2	6.7
	Youth unemployment rate (% labour force 15-24)	10.0	10.4	13.9	22.4	31.6	29.4	22.7	20.4	18.7	16.6	12.6
	Long term unemployment rate (% labour force)	2.6 u	1.3 u	1.5 u	2.8 u	5.9	6.7	5.8	4.6	4.2	3.4	2.6
	Share of long term unemployment (% of total unemployment)	46.2 u	29.9 u	25.9 u	27.0 u	40.3	51.7	49.6	43.8	45.3	42.1	39.1
	Youth unemployment ratio (% population aged 15-24)	2.3	2.3	3.5	5.8	8.0	7.1	5.9	5.5	5.5	5.1	4.0
	Employment rate for low skilled 25-64 (ISCED 0-2)	38.9	39.2	32.9	36.0	29.2	29.3	30.9	32.7	39.1 b	38.8	37.9
	Employment rate for medium skilled 25-64 (ISCED 3-4)	68.8	70.4	69.3	65.8	62.0	63.0	63.6	64.3	66.2 b	67.6	68.6
	Employment rate for high skilled 25-64 (ISCED 5-8)	88.3	88.3	87.1	86.9	86.8	88.5	88.5	88.0	88.2 b	88.1	90.0
	Employment rate (Nationals aged 15-64)	61.0	62.1	61.8	60.5	58.6	60.3	61.8	62.8	64.8	66.5	68.9
	Employment rate (Other EU28 aged 15-64)											
	Employment rate (Other than EU28 aged 15-64)											
	Employment rate (Born in the same country aged 15-64)	60.8	61.9	61.6	60.4	58.5	60.3	61.8	62.7	64.8	66.5	69.0
	Employment rate (Born in other EU28 aged 15-64)											
	Employment rate (Born outside EU28 aged 15-64)	66.5	64.4	65.7	61.6	61.6	58.9	61.8	64.4	66.0	66.4	66.5
	Underemployment (% of labour force aged 15-74)			1.5 u	2.2	2.9	2.9	2.9	2.8	2.5	2.0	1.6
	Seeking but not available (% of labour force aged 15-74)		1.4 u	2.0 u	0.7 u	0.9 u		0.7 u	1.0 u	1.0 u	0.8 u	0.8 u
	Discouraged, available but not seeking (% of labour force aged 15-74)	2.1 u	2.1 u	2.4 u	2.2	1.5	1.1 u	0.7 u	0.7 u		0.6 u	0.9 u

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Lithuania			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	35.9	28.7	28.3	29.6	34.0	33.1	32.5	30.8	27.3	29.3	
		At-risk-of-poverty (% of total population)	20.0	19.1	20.9	20.3	20.5	19.2	18.6	20.6	19.1	22.2	
		At-risk-of-poverty threshold (PPS single person)	2772	3428	4111	4289	3611	3641	4034	4369	4557	4951	
		Poverty gap (%)	29.1	25.7	25.6	23.8	32.6	29.0	22.6	24.8	22.7	26.0	
		Persistent at-risk-of-poverty (% of total population)			10.9	11.4	7.4	7.7 b	12.3	10.2	16.0	14.3	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	26.6	25.5	27.4	28.6	31.3	30.2	28.4	30.3	27.5	28.6	
		Impact of social transfers (excl. pensions) in reducing poverty (%)	24.8	25.1	23.7	29.0	34.5	36.4	34.5	32.0	30.6	22.4	
		Severe Material Deprivation (% of total population)	25.3	16.6	12.5	15.6	19.9	19.0	19.8	16.0	13.6	13.9	13.5 p
		Share of people living in low work intensity households (% of people aged 0-59)	8.3	6.4	6.1	7.2	9.5	12.7	11.4	11.0	8.8	9.2	
		Real Gross Household Disposable income (growth %)	10.0	2.0	7.5	-11.7	-0.4	1.1	0.3	4.4	1.6	2.8	
		Income quintile share ratio S80/S20	6.3	5.9	6.1	6.4	7.3	5.8	5.3	6.1	6.1	7.5	
		GINI coefficient	35.0	33.8	34.5	35.9	37.0	33.0	32.0	34.6	35.0	37.9	
		Early leavers from education and training (% of population aged 18-24)	8.8 b	7.8	7.5	8.7	7.9	7.4	6.5	6.3	5.9 b	5.5	4.8
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	8.3 b	7.1	8.8	12.1	13.2	11.8	11.2	11.1	9.9	9.2	9.4
	Male	At-risk-of-poverty or exclusion (% of male population)	33.9	26.3	25.9	27.5	33.7	33.0	31.4	28.3	25.5	28.2	
		At-risk-of-poverty (% of male population)	19.1	16.7	18.5	18.9	21.2	19.1	18.1	19.4	17.8	21.8	
		Poverty gap (%)	30.6	28.2	28.4	29.0	36.6	29.1	24.3	25.2	26.0	27.7	
		Persistent at-risk-of-poverty (% of male population)			10.2	9.1	6.7	9.1 b	12.5	9.9	15.5	12.5	
		Severe Material Deprivation (% of male population)	23.6	15.8	11.9	15.0	19.9	18.7	19.0	14.2	12.8	13.4	13.2 p
		Share of people living in low work intensity households (% of males aged 0-59)	8.3	6.5	6.5	7.7	10.0	12.9	11.8	10.9	9.2	9.3	
		Life expectancy at birth (years)	65.3	64.5	65.9	67.5	67.6	68.1	68.4	68.5	69.2	69.2	
		Healthy life years at birth (years) - men	52.6 bd	53.3	54.5	57.2	57.4	57.0	56.6	56.8	57.6	54.1	
		Early leavers from education and training (% of males aged 18-24)	11.5 bu	10.1 u	10.2 u	11.6	9.8	10.0	8.1	7.8	7.0 b	6.9	6.0 u
		NEET: Young people not in employment, education or training (% of males aged 15-24)	8.2 bu	6.3 u	8.6 u	13.7	14.7	13.1	12.8	11.6	9.5	9.1	10.0
	Female	At-risk-of-poverty or exclusion (% of female population)	37.7	30.9	30.4	31.4	34.2	33.3	33.4	33.0	28.8	30.4	
		At-risk-of-poverty (% of female population)	20.8	21.2	23.0	21.6	20.0	19.3	19.0	21.6	20.3	22.5	
		Poverty gap (%)	24.7	23.5	24.1	20.3	28.6	29.0	22.0	23.5	20.8	24.5	
		Persistent at-risk-of-poverty (% of female population)			11.5	13.3	8.0	6.5 b	12.2	10.4	16.4	15.9	
		Severe Material Deprivation (% of female population)	26.7	17.3	13.0	16.2	19.8	19.3	20.5	17.6	14.3	14.4	13.8 p
		Share of people living in low work intensity households (% of females aged 0-59)	8.3	6.4	5.7	6.8	8.9	12.5	11.0	11.1	8.4	9.2	
		Life expectancy at birth (years)	77.0	77.2	77.6	78.7	78.9	79.3	79.6	79.6	80.1	79.7	
		Healthy life years at birth (years) - women	56.5 bd	58.1	59.6	61.2	62.3	62.0	61.6	61.6	61.7	58.8	
		Early leavers from education and training (% of females aged 18-24)	6.0 bu	5.5 u	4.7 u	5.8	6.0	4.6 u	4.6 u	4.7 u	4.6 bu	4.0 u	3.6 u
		NEET: Young people not in employment, education or training (% of females aged 15-24)	8.5 bu	7.9 u	9.1 u	10.5	11.6	10.4	9.5	10.6	10.3	9.3	8.8
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	37.2	29.9	29.1	30.8	35.8	34.6	31.9	35.4	28.9	32.7	
		At-risk-of-poverty (% of Children population)	25.1	22.1	23.3	23.3	24.8	25.2	20.8	26.9	23.5	28.9	
		Severe Material Deprivation (% of Children population)	24.0	15.9	11.8	15.8	20.0	16.7	16.9	18.5	13.7	13.8	11.5 p
		Share of children living in low work intensity households (% of Children population)	7.6	6.4	4.7	5.4	5.7	11.7	9.3	9.8	6.9	8.5	
		Risk of poverty of children in households at work (Working Intensity > 0.2)	19.9	17.3	20.5	20.1	21.9	18.5	15.5	21.2	18.8	23.0	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	22.5	24.3	26.0	36.3	43.1	37.3	41.1	33.9	32.7	21.9	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	34.2	25.8	25.0	27.7	34.6	33.3	31.7	29.3	25.6	26.4	
		At-risk-of-poverty (% of Working age population)	17.8	15.6	17.5	18.4	22.2	20.2	17.9	19.0	17.6	19.5	
		Severe Material Deprivation (% of Working age population)	24.2	15.8	11.5	14.7	18.7	18.0	19.5	14.6	12.3	12.7	13.0 p
		Very low work intensity (18-59)	8.6	6.4	6.6	7.8	10.6	13.1	12.0	11.4	9.4	9.4	
		In-work at-risk-of poverty rate (% of persons employed 18-64)	10.1	8.1	9.5	10.5	12.7	9.6	7.7	9.2	8.4	10.2	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	28.2	30.4	28.3	30.8	32.3	37.3	36.3	35.4	33.8	25.6	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	41.3	39.1	39.9	35.3	29.8	30.9	35.7	31.7	31.9	36.0	
		At-risk-of-poverty (% of Elderly population)	22.0	29.8	31.0	23.9	9.6	9.7	18.7	19.4	20.1	25.0	
		Severe Material Deprivation (% of Elderly population)	31.5	20.8	17.1	18.8	24.0	25.1	24.1	18.4	17.8	18.2	17.3 p
		Relative median income of elderly (ratio with median income of people younger than 65)	0.74	0.69	0.70	0.73	0.93	0.90	0.78	0.81	0.77	0.73	
		Aggregate replacement ratio (ratio)	0.44	0.40	0.43	0.48	0.58	0.52	0.45	0.48	0.45	0.46	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	4.1	4.3	4.6	5.4	4.7	4.5	4.2	4.1	4.1 p		
		Disability	1.3	1.4	1.6	2.0	1.8	1.6	1.5	1.4	1.4 p		
		Old age and survivors	5.7	6.4	6.9	8.9	7.9	7.1	7.2	6.9	6.7 p		
		Family/Children	1.1	1.2	1.8	2.8	2.2	1.7	1.4	1.1	1.1 p		
		Unemployment	0.4	0.4	0.4	0.9	0.8	0.6	0.4	0.4	0.3 p		
		Housing and Social exclusion n.e.c.	0.2	0.2	0.2	0.4	0.7	0.8	0.7	0.6	0.4 p		
		Total (including Admin and Other expenditures)	13.3	14.2	15.9	21.0	18.9	16.9	16.3	15.3	14.7 p		
		of which: Means tested benefits	0.2	0.2	0.3	0.5	1.0	1.0	0.9	0.7	0.5 p		

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Luxembourg

Luxembourg		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	5.2	8.4	-1.3	-4.4	4.9	2.5	-0.4	4.0	5.6	4.0	4.2
	Total employment	3.8	4.4	4.8	1.0	1.8	3.0	2.4	1.8	2.6	2.6	3.0
	Labour productivity	1.3	3.8	-5.8	-5.4	3.0	-0.4	-2.7	2.1	3.0	1.4	1.1
	Annual average hours worked per person employed	0.2	0.9	0.0	-3.2	0.0	-0.1	-0.5	-0.5	0.5	0.4	-0.2
	Real productivity per hour worked	1.1	2.9	-5.8	-2.2	3.0	-0.3	-2.3	2.6	2.5	0.9	1.3
	Harmonized CPI	3.0	2.7	4.1	0.0	2.8	3.7	2.9	1.7	0.7	0.1	0.0
	Price deflator GDP	7.0	1.5	3.9	1.4	3.6	4.8	2.6	1.5	1.6	0.7	-0.6
	Nominal compensation per employee	4.2	4.2	2.8	1.7	1.9	1.9	1.8	2.7	2.1	1.7	0.4
	Real compensation per employee (GDP deflator)	-2.7	2.6	-1.1	0.3	-1.7	-2.7	-0.7	1.2	0.5	1.0	1.1
	Real compensation per employee (private consumption deflator)	1.2	1.5	-1.3	1.7	-0.9	-1.8	-1.1	1.0	1.4	1.7	0.4
	Nominal unit labour costs	2.9	0.4	9.1	7.4	-1.0	2.3	4.6	0.5	-0.8	0.3	-0.7
	Real unit labour costs	-3.9	-1.1	5.1	6.0	-4.5	-2.4	2.1	-1.0	-2.4	-0.3	0.0
Labour Market Indicators - Total	Total population (000)	469	476	484	494	502	512	525 b	537	550	563	576
	Population aged 15-64 (000)	317	322	328	336	343	351	362	371	380	389	399
	Total employment (000)	195	203 b	202	217 b	221	225	236	239	246	258 b	261
	Employment aged 15-64 (000)	195	203 b	202	215 b	219	222	234	236	243	255 b	259
	Employment rate (% population aged 20-64)	69.1	69.6	68.8	70.4	70.7	70.1	71.4	71.1	72.1	70.9	70.7
	Employment rate (% population aged 15-64)	63.6	64.2	63.4	65.2	65.2	64.6	65.8	65.7	66.6	66.1	65.6
	Employment rate (% population aged 15-24)	23.3	22.5	23.8	26.7	21.2	20.7	21.7	21.9	20.4	29.1	24.9
	Employment rate (% population aged 25-54)	81.0	81.9	80.0	81.2	82.3	82.0	83.1	82.9	83.7	82.6	82.5
	Employment rate (% population aged 55-64)	33.2	32.0	34.1	38.2	39.6	39.3	41.0	40.5	42.5	38.4	39.6
	FTE employment rate (% population aged 20-64)	63.7	63.9 b	63.2	64.7 b	65.3	64.7	65.9	65.8	66.8	65.7 b	65.2
	Self-employed (% total employment)	7.6	7.1 b	6.3	8.1 b	7.8	8.1	8.4	8.4	8.3	8.9 b	9.2
	Part-time employment (% total employment)	17.1	17.8	17.9	17.6	17.4	18.0	18.5	18.7	18.4	18.4	19.2
	Fixed term contracts (% total employees)	6.1	6.8 b	6.2	7.2 b	7.1	7.1	7.7	7.1	8.2	10.2 b	9.0
	Employment in Services (% total employment)	75.4	75.9	76.5	77.1	77.4	77.8	78.3	78.8	79.4		
	Employment in Industry (% total employment)	23.2	22.7	22.2	21.6	21.2	20.9	20.5	20.0	19.5		
	Employment in Agriculture (% total employment)	1.4	1.4	1.3	1.3	1.3	1.3	1.2	1.2	1.2		
	Activity rate (% population aged 15-64)	66.7	66.9	66.8	68.7	68.2	67.9	69.4	69.9	70.8	70.9	70.0
	Activity rate (% population aged 15-24)	27.8	26.5	29.0	32.3	24.7	24.9	26.8	25.9	26.3	35.2	30.7
	Activity rate (% population aged 25-54)	84.5	84.7	83.4	84.8	85.7	85.6	87.0	87.5	88.0	87.7	87.2
	Activity rate (% population aged 55-64)	33.6	32.7	35.1	39.4	40.6	40.4	41.9	42.5	44.5	40.3	41.6
	Total unemployment (000)	9 i	9	10	12	11	11	13	15	16	18	17
	Unemployment rate (% labour force)	4.6 i	4.2	4.9	5.1	4.6	4.8	5.1	5.9	6.0	6.5	6.3
	Youth unemployment rate (% labour force 15-24)	15.5 i	15.6	17.3	16.5	15.8	16.4	18.0	16.9	22.3	16.6	19.2
	Long term unemployment rate (% labour force)	1.4	1.2 u	1.6 u	1.2 u	1.3 u	1.4 u	1.6 u	1.8 u	1.6 u	1.9	2.2
	Share of long term unemployment (% of total unemployment)	29.5	28.7 u	32.4 u	23.1 u	29.3 u	28.8 u	30.3 u	30.4 u	27.4 u	28.4	34.8
	Youth unemployment ratio (% population aged 15-24)	4.5	4.0 b	5.2	5.5 b	3.5	4.2	5.0	4.0	6.0	6.1 b	5.8
	Employment rate for low skilled 25-64 (ISCED 0-2)	60.8	62.3 b	61.1	61.6 b	61.9	62.0	63.0	61.8	60.9 b	60.8 b	58.7
	Employment rate for medium skilled 25-64 (ISCED 3-4)	73.4	73.9 b	70.7	70.2 b	72.1	70.4	71.9	70.8	72.1 b	70.9 b	70.5
	Employment rate for high skilled 25-64 (ISCED 5-8)	85.2	84.5 b	84.7	85.1 b	85.0	85.0	84.8	84.9	84.6 b	84.5 b	85.7
	Employment rate (Nationals aged 15-64)	60.9	60.6 b	60.8	62.8 b	62.5	61.5	62.6	62.8	63.7	63.9 b	63.3
	Employment rate (Other EU28 aged 15-64)	69.0	69.9 b	69.1	69.6 b	69.5	69.7	70.9	70.0	71.4	70.1 b	69.8
	Employment rate (Other than EU28 aged 15-64)	46.5	55.2 b	37.1	53.2 b	56.6	55.1	56.7	58.7	53.5	54.5 b	50.2
	Employment rate (Born in the same country aged 15-64)	60.0	59.2 b	59.4	61.9 b	60.7	59.5	60.7	60.3	61.5	62.6 b	61.8
	Employment rate (Born in other EU28 aged 15-64)	71.0	73.0 b	72.2	71.1 b	72.2	72.5	73.6	73.6	74.0	71.8 b	71.7
	Employment rate (Born outside EU28 aged 15-64)	55.5	59.9 b	48.5	59.9 b	62.9	59.9	60.9	62.0	62.4	60.3 b	57.5
	Underemployment (% of labour force aged 15-74)			0.7	2.1	1.7	1.6	2.1	1.8	1.8	2.3	2.1
	Seeking but not available (% of labour force aged 15-74)	0.4 u	0.3 u	0.7	0.7	0.7	0.6	0.6	0.6	0.7	2.7 b	2.5
	Discouraged, available but not seeking (% of labour force aged 15-74)			0.4 u	5.1	4.7	4.9	5.1	5.9	5.8	5.1	4.4

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Luxembourg		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	232	236	240	245	249	255	262 b	268	275	282	289
	Population aged 15-64(000)	160	163	166	170	174	178	184	189	194	199	204
	Total employment (000)	111	114 b	116	124 b	125	127	132	134	136	141 b	143
	Employment aged 15-64 (000)	111	114 b	115	122 b	124	126	130	132	134	140 b	142
	Employment rate (% population aged 20-64)	78.9	78.3	77.2	79.0	79.2	78.1	78.5	78.0	78.4	76.7	76.1
	Employment rate (% population aged 15-64)	72.6	72.3	71.5	73.2	73.1	72.1	72.5	72.1	72.6	71.3	70.5
	Employment rate (% population aged 15-24)	25.4	26.5	27.0	29.1	22.1	22.8	23.4	24.2	21.9	29.4	24.4
	Employment rate (% population aged 25-54)	92.7	92.2	90.2	90.8	92.0	90.8	91.0	90.1	90.5	89.3	88.5
	Employment rate (% population aged 55-64)	38.7	35.6	38.7	46.5	47.7	47.0	47.4	48.3	49.8	43.0	46.4
	FTE employment rate (% population aged 20-64)	78.4	77.7 b	76.6	78.0 b	78.6	77.2	77.3	76.9	77.4	75.5 b	74.6
	Self-employed (% total employment)	8.9	8.1 b	6.6	9.8 b	9.0	9.2	9.2	9.3	9.5	10.0 b	10.5
	Part-time employment (% total employment)	2.6	2.6	2.7	4.5	3.4	4.3	4.7	5.1	4.7	5.6	6.2
	Fixed term contracts (% total employees)	5.2	5.7	5.5	5.7	5.6	5.7	6.5	5.1	6.4	9.1	7.8
	Employment in Services (% total employment)	64.4	64.8 b	67.4	67.3	68.1	68.0	68.4	69.7	70.7		
	Employment in Industry (% total employment)	33.9	33.5 b	31.1	31.1	30.3	30.5	30.1	28.8	27.8		
	Employment in Agriculture (% total employment)	1.7	1.7 b	1.6	1.6	1.6	1.5	1.5	1.5	1.5		
	Activity rate (% population aged 15-64)	75.3	75.0	74.7	76.6	76.0	75.0	75.9	76.3	77.2	76.0	75.1
	Activity rate (% population aged 15-24)	30.6	30.6	30.9	34.9	26.8	26.3	28.8	29.8	29.6	36.2	30.4
	Activity rate (% population aged 25-54)	95.3	94.9	93.7	94.1	94.8	93.9	94.6	94.4	94.9	93.9	93.1
	Activity rate (% population aged 55-64)	38.9	36.4	39.7	47.7	48.8	48.4	48.3	50.5	52.1	45.5	49.1
	Total unemployment (000)	4 i	4	5	6	5	5	6	8	8	9	9
	Unemployment rate (% labour force)	3.5 i	3.4	4.1	4.5	3.8	3.9	4.5	5.6	5.8	5.9	6.0
	Youth unemployment rate (% labour force 15-24)	16.0 i	13.8	13.4	15.0	17.2	15.1	18.6	18.8	25.1	18.0	20.4
	Long term unemployment rate (% labour force)	1.2	1.3 u			1.2 u	1.3 u	1.3 u	1.6 u	1.6 u	1.9 u	2.2 u
	Share of long term unemployment (% of total unemployment)	34.4	35.4 u			32.2 u	33.1 u	28.8 u	30.3 u	26.7 u	31.0 u	37.3 u
	Youth unemployment ratio (% population aged 15-24)	5.2	4.1 b	3.9	5.8 b	4.7	3.5	5.4	5.6	7.7	6.8 b	6.0
	Employment rate for low skilled 25-64 (ISCED 0-2)	76.6	75.7 b	75.2	74.9 b	74.6	74.9	73.1	72.8	70.0 b	69.6 b	69.3
	Employment rate for medium skilled 25-64 (ISCED 3-4)	82.5	82.4 b	78.3	79.2 b	81.1	79.0	79.3	78.6	79.8 b	77.3 b	76.2
	Employment rate for high skilled 25-64 (ISCED 5-8)	89.4	87.9 b	88.9	90.6 b	90.7	89.8	90.1	89.3	88.9 b	88.7 b	89.1
	Employment rate (Nationals aged 15-64)	69.7	68.7 b	69.4	70.7 b	70.2	67.9	68.7	68.3	69.5	67.8 b	67.5
	Employment rate (Other EU28 aged 15-64)	77.9	77.5 b	76.5	76.8 b	76.9	76.8	76.9	77.0	76.7	75.3 b	74.8
	Employment rate (Other than EU28 aged 15-64)	60.0	67.6 b	44.1	68.7 b	72.5	76.0	72.6	68.1	65.7	70.4 b	60.8
	Employment rate (Born in the same country aged 15-64)	68.1	67.3 b	68.2	69.2 b	68.4	65.9	66.3	65.3	66.6	66.7 b	65.9
	Employment rate (Born in other EU28 aged 15-64)	80.7	80.3 b	78.7	78.8 b	79.6	79.9	80.0	80.7	80.4	76.3 b	76.9
	Employment rate (Born outside EU28 aged 15-64)	69.8	72.7 b	57.4	74.3 b	74.7	73.5	74.7	72.1	70.7	71.7 b	65.3
	Underemployment (% of labour force aged 15-74)				1.0	0.6 u	0.8	0.7 u	0.6 u	0.7	1.1	1.1
	Seeking but not available (% of labour force aged 15-74)			0.6 u	0.6 u					0.5 u	2.0 b	1.7
	Discouraged, available but not seeking (% of labour force aged 15-74)				3.5	3.2	3.0	3.4	4.1	3.9	4.4	3.6
Labour Market Indicators - Female	Total population (000)	237	240	244	249	253	257	263 b	269	275	281	287
	Population aged 15-64(000)	156	159	162	166	169	173	178	182	186	191	195
	Total employment (000)	84	89 b	87	93 b	96	98	104	105	110	116 b	118
	Employment aged 15-64 (000)	84	89 b	87	93 b	95	97	103	105	109	115 b	117
	Employment rate (% population aged 20-64)	59.4	61.0	60.1	61.5	62.0	61.9	64.1	63.9	65.5	65.0	65.1
	Employment rate (% population aged 15-64)	54.6	56.1	55.1	57.0	57.2	56.9	59.0	59.1	60.5	60.8	60.4
	Employment rate (% population aged 15-24)	21.2	18.4	20.6	24.2	20.3	18.5	20.1	19.4	18.8	28.8	25.4
	Employment rate (% population aged 25-54)	69.5	71.7	69.5	71.4	72.6	72.9	75.0	75.5	76.8	75.7	76.4
	Employment rate (% population aged 55-64)	27.8	28.6	29.3	29.4	31.3	31.3	34.3	32.4	35.0	33.7	32.4
	FTE employment rate (% population aged 20-64)	50.1	50.8 b	50.2	52.0 b	52.7	52.9	55.1	55.0	56.8	56.4 b	56.1
	Self-employed (% total employment)	6.1	5.7 b	5.9	5.8 b	6.1	6.7	7.4	7.3	6.8	7.7 b	7.6
	Part-time employment (% total employment)	36.2	37.1	38.2	34.8	35.6	35.8	35.9	35.8	35.3	33.9	34.8
	Fixed term contracts (% total employees)	6.2	7.2	6.2	7.8	7.7	7.5	7.5	8.0	8.5	9.2	8.1
	Employment in Services (% total employment)	91.3	91.3 b	89.7	91.9	90.9	92.1	92.3	91.7	91.2		
	Employment in Industry (% total employment)	7.7	7.8 b	9.4	7.2	8.1	7.1	6.8	7.6	8.0		
	Employment in Agriculture (% total employment)	1.0	0.9 b	1.0	0.9	1.0	0.9	0.9	0.7	0.7		
	Activity rate (% population aged 15-64)	58.2	58.9	58.7	60.7	60.3	60.7	62.8	63.2	64.2	65.6	64.7
	Activity rate (% population aged 15-24)	25.0	22.3	27.1	29.5	22.7	23.4	24.7	21.8	23.0	34.1	31.0
	Activity rate (% population aged 25-54)	73.8	74.7	72.9	75.3	76.4	77.1	79.2	80.5	80.9	81.3	81.1
	Activity rate (% population aged 55-64)	28.5	29.1	30.3	30.6	32.0	32.1	35.2	34.2	36.5	35.0	33.9
	Total unemployment (000)	5 i	5	5	6	6	6	6	7	7	9	8
	Unemployment rate (% labour force)	5.9 i	5.1	5.9	5.9	5.5	6.0	5.8	6.2	6.4	7.1	6.6
	Youth unemployment rate (% labour force 15-24)	14.9 i	18.2	22.0	18.2	14.3	17.9	17.3	14.2	18.7	15.2	17.9
	Long term unemployment rate (% labour force)	1.6		2.1 u			1.6 u	1.9 u	1.9 u	1.6 u	1.9 u	2.1 u
	Share of long term unemployment (% of total unemployment)	26.0		35.2 u			25.4 u	31.8 u	30.4 u	28.2 u	25.8 u	32.1 u
	Youth unemployment ratio (% population aged 15-24)	3.8	3.9 b	6.5	5.2 b	2.3	4.9	4.6	2.4	4.2	5.3 b	5.6
	Employment rate for low skilled 25-64 (ISCED 0-2)	47.9	51.4 b	49.5	51.2 b	52.1	50.9	54.3	51.7	53.5 b	51.9 b	48.6
	Employment rate for medium skilled 25-64 (ISCED 3-4)	63.7	64.8 b	62.2	60.9 b	63.2	61.8	64.6	62.8	64.2 b	64.2 b	64.2
	Employment rate for high skilled 25-64 (ISCED 5-8)	80.4	80.8 b	79.9	78.6 b	77.9	79.4	78.5	80.0	79.7 b	80.0 b	82.0
	Employment rate (Nationals aged 15-64)	52.3	52.7 b	51.9	54.8 b	54.5	54.9	56.4	57.2	58.0	60.0 b	59.1
	Employment rate (Other EU28 aged 15-64)	60.0	61.9 b	61.4	62.0 b	62.0	62.1	64.3	62.6	65.6	64.5 b	64.5
	Employment rate (Other than EU28 aged 15-64)	35.7	46.4 b	29.5	39.8 b	44.4	38.1	45.2	50.7	44.4	39.5 b	40.2
	Employment rate (Born in the same country aged 15-64)	51.9	51.3 b	50.4	54.4 b	52.8	53.0	54.9	55.0	56.1	58.4 b	57.5
	Employment rate (Born in other EU28 aged 15-64)	61.3	65.4 b	65.3	63.1 b	64.5	64.3	66.8	65.9	67.3	66.9 b	66.2
	Employment rate (Born outside EU28 aged 15-64)	43.3	50.1 b	39.8	46.5 b	52.7	49.7	50.1	54.2	55.3	49.3 b	50.3
	Underemployment (% of labour force aged 15-74)			1.4	3.5	3.1	2.6	3.9	3.4	3.2	3.8	3.4
	Seeking but not available (% of labour force aged 15-74)	0.7 u		0.8 u	1.0 u	1.0 u	1.0	1.0	0.9	1.0	3.6	3.3
	Discouraged, available but not seeking (% of labour force aged 15-74)			0.7 u	7.1	6.6	7.3	7.3	8.3	8.2	5.9	5.3

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Luxembourg			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	16.5	15.9	15.5	17.8	17.1	16.8	18.4	19.0	19.0	18.5	
		At-risk-of-poverty (% of total population)	14.1	13.5	13.4	14.9	14.5	13.6	15.1	15.9	16.4	15.3	
		At-risk-of-poverty threshold (PPS single person)	15851	16108	16166	16265	15961	15961	15948	16818	16962	17571	
		Poverty gap (%)	19.7	18.8	16.6	17.6	18.6	15.7	15.0	17.5	16.3	17.4	
		Persistent at-risk-of-poverty (% of total population)		8.9	8.4	8.8	6.0	6.5	7.1	9.2	8.7	12.0	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	23.6	23.4	23.6	27.0	29.1	27.2	29.0	29.4	27.6	27.2	
		Impact of social transfers (excl. pensions) in reducing poverty (%)	40.3	42.3	43.2	44.8	50.2	50.0	47.9	45.9	40.6	43.8	
		Severe Material Deprivation (% of total population)	1.1	0.8	0.7	1.1	0.5	1.2	1.3	1.8	1.4	2.0	2.0 e
		Share of people living in low work intensity households (% of people aged 0-59)	5.2	5.0	4.7	6.3	5.5	5.8	6.1	6.6	6.1	5.7	
		Real Gross Household Disposable income (growth %)											
		Income quintile share ratio S80/S20	4.2	4.0	4.1	4.3	4.1	4.0	4.1	4.6	4.4	4.3	
		GINI coefficient	27.8	27.4	27.7	29.2	27.9	27.2	28.0	30.4	28.7	28.5	
		Early leavers from education and training (% of population aged 18-24)	14.0 b	12.5 b	13.4	7.7 b	7.1	6.2	8.1	6.1	6.1 b	9.3 b	5.5
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	6.7 b	5.7 b	6.2	5.8 b	5.1	4.7	5.9	5.0	6.3	6.2 b	5.4
	Male	At-risk-of-poverty or exclusion (% of male population)	15.8	15.0	14.2	16.0	16.5	15.6	17.3	18.6	18.5	17.7	
		At-risk-of-poverty (% of male population)	13.8	12.9	12.5	13.8	14.6	12.7	14.7	15.7	16.3	15.0	
		Poverty gap (%)	19.7	19.1	15.4	16.9	18.6	15.7	14.9	18.0	17.5	18.7	
		Persistent at-risk-of-poverty (% of male population)		7.9	7.7	7.7	5.2	5.6	6.4	8.5	7.2	11.3	
		Severe Material Deprivation (% of male population)	0.9	0.8	0.6	0.9	0.4	1.3	1.3	1.5	1.4	1.8	1.8 e
		Share of people living in low work intensity households (% of males aged 0-59)	4.5	4.3	3.8	4.9	4.8	5.1	5.1	6.5	5.6	5.5	
		Life expectancy at birth (years)	76.8	76.7	78.1	78.1	77.9	78.5	79.1	79.8	79.4	80.0	
		Healthy life years at birth (years) - men	61.2	62.3	64.8	65.1	64.4	65.8	65.8	63.8	64.0	63.7	
		Early leavers from education and training (% of males aged 18-24)	17.6 b	16.6 b	15.8	8.9 b	8.0	7.6	10.7	8.4	8.3 b	10.5 b	6.8
		NEET: Young people not in employment, education or training (% of males aged 15-24)	6.1 b	4.7 b	4.6	6.0 b	5.6	4.6	6.3	5.9	7.8	6.6 b	5.1
	Female	At-risk-of-poverty or exclusion (% of female population)	17.1	16.9	16.7	19.6	17.7	18.0	19.4	19.4	19.5	19.3	
		At-risk-of-poverty (% of female population)	14.3	14.1	14.3	16.0	14.4	14.5	15.6	16.0	16.6	15.7	
		Poverty gap (%)	20.3	18.7	17.6	19.2	18.8	15.9	15.5	17.4	15.8	16.8	
		Persistent at-risk-of-poverty (% of female population)		9.8	9.2	9.9	6.9	7.5	7.8	9.8	10.3	12.6	
		Severe Material Deprivation (% of female population)	1.3	0.8	0.7	1.3	0.7	1.1	1.3	2.0	1.4	2.1	2.1 e
		Share of people living in low work intensity households (% of females aged 0-59)	5.9	5.8	5.5	7.8	6.3	6.6	7.2	6.6	6.6	5.8	
		Life expectancy at birth (years)	81.9	82.2	83.1	83.3	83.5	83.6	83.8	83.9	85.2	84.7	
		Healthy life years at birth (years) - women	62.1	64.6	64.2	65.9	66.4	67.1	66.4	62.9	63.5	60.6	
		Early leavers from education and training (% of females aged 18-24)	10.4 b	8.4 b	10.9	6.6 b	6.0	4.8 u	5.5	3.7 u	3.7 bu	8.1 b	4.2 u
		NEET: Young people not in employment, education or training (% of females aged 15-24)	7.3 b	6.6 b	7.8	5.5 b	4.7	4.9	5.5	4.0	4.6	5.7 b	5.7
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	20.4	21.2	20.9	23.7	22.3	21.7	24.6	26.0	26.4	23.0	
		At-risk-of-poverty (% of Children population)	19.6	19.9	19.8	22.3	21.4	20.3	22.6	23.9	25.4	21.5	
		Severe Material Deprivation (% of Children population)	1.6	0.7	0.9	1.2	0.2	1.2	1.7	2.4	1.8	3.0	3.0 e
		Share of children living in low work intensity households (% of Children population)	3.1	3.5	3.2	4.1	3.2	2.9	4.0	4.5	4.2	2.6	
		Risk of poverty of children in households at work (Working Intensity > 0.2)	17.9	18.1	18.2	20.3	19.7	19.0	20.8	21.6	22.6	20.0	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	40.2	40.1	41.3	43.7	50.4	50.0	50.7	46.3	40.4	43.1	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	16.8	16.0	15.8	18.2	17.5	17.6	18.8	19.0	19.4	19.2	
		At-risk-of-poverty (% of Working age population)	13.5	12.7	12.9	14.2	13.9	13.1	14.5	15.0	15.8	14.9	
		Severe Material Deprivation (% of Working age population)	1.1	0.9	0.7	1.3	0.7	1.4	1.4	1.7	1.5	2.0	2.0 e
		Very low work intensity (18-59)	5.9	5.6	5.2	7.1	6.4	6.9	6.8	7.4	6.8	6.7	
		In-work at-risk-of poverty rate (% of persons employed 18-64)	10.3	9.3	9.4	10.1	10.6	9.8	10.3	11.2	11.1	11.6	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	42.3	44.8	44.9	46.2	50.5	50.8	47.3	46.8	41.3	45.2	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	8.3	7.2	5.4	6.2	6.1	4.7	6.1	7.0	6.4	8.2	
		At-risk-of-poverty (% of Elderly population)	7.9	7.2	5.4	6.0	5.9	4.7	6.1	6.2	6.3	7.9	
		Severe Material Deprivation (% of Elderly population)	0.4	0.6	0.0	0.2	0.1	0.0	0.0	0.9	0.1	0.3	0.3 e
		Relative median income of elderly (ratio with median income of people younger than 65)	0.96	0.96	0.97	1.01	1.05	1.05	1.10	1.13	1.11	1.08	
		Aggregate replacement ratio (ratio)	0.66	0.61	0.58	0.62	0.68	0.74	0.79	0.78	0.85	0.80	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	5.2	5.0	5.2	6.0	5.7	5.5	5.7	5.8	5.7		
		Disability	2.7	2.4	2.4	2.7	2.5	2.5	2.5	2.5	2.5		
		Old age and survivors	7.5	7.2	7.5	8.5	8.1	8.1	8.5	8.6	8.4		
		Family/Children	3.4	3.2	4.1	4.2	4.0	3.6	3.6	3.6	3.5		
		Unemployment	1.0	0.9	1.0	1.3	1.2	1.1	1.3	1.5	1.5		
		Housing and Social exclusion n.e.c.	0.6	0.6	0.6	0.8	0.8	0.8	0.8	0.8	0.8		
		Total (including Admin and Other expenditures)	20.8	19.7	21.2	23.8	22.7	21.9	22.8	23.2	22.7		
		of which: Means tested benefits	0.6	0.6	0.6	0.9	0.8	0.8	0.8	0.8	0.8		

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Hungary

Hungary		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	3.9	0.4	0.9	-6.6	0.7	1.7	-1.6	2.1	4.0	3.1	2.0
	Total employment	0.4	0.1	-2.0	-2.5	-1.1	0.0	0.2	1.1	4.8	2.3	2.2
	Labour productivity	3.4	0.3	2.9	-4.2	1.8	1.7	-1.8	1.0	-0.7	0.9	-0.2
	Annual average hours worked per person employed	-0.2	-0.2	0.2	-0.9	-9.5 b	-0.4 b	-1.1	-0.3	0.4	-0.3	0.8
	Real productivity per hour worked	3.6	0.6	2.7	-3.3	12.4 b	2.1	-0.6	1.3	-1.1	1.2	-1.0
	Harmonized CPI	4.0	7.9	6.0	4.0	4.7	3.9	5.7	1.7	0.0	0.1	0.4
	Price deflator GDP	3.5	5.4	5.0	4.0	2.3	2.2	3.4	2.9	3.4	1.7	1.0
	Nominal compensation per employee	5.3	5.6	7.3	-1.3	0.6	3.1	2.0	1.6	1.3	1.5	5.3
	Real compensation per employee (GDP deflator)	1.7	0.2	2.2	-5.1	-1.7	0.9	-1.4	-1.3	-2.0	-0.2	4.3
	Real compensation per employee (private consumption deflator)	1.2	-2.2	1.2	-5.2	-3.9	-0.8	-3.5	-0.1	1.3	1.4	4.8
	Nominal unit labour costs	1.8	5.3	4.3	3.0	-1.1	1.3	3.8	0.6	2.1	0.6	5.5
	Real unit labour costs	-1.6	-0.1	-0.7	-0.9	-3.4	-0.9	0.4	-2.2	-1.2	-1.1	4.5
Labour Market Indicators - Total	Total population (000)	10077	10066	10045	10031	10014	9986	9932 b	9909	9877	9856	9830
	Population aged 15-64 (000)	6932	6931	6913	6898	6874	6857	6816	6776	6720	6664	6609
	Total employment (000)	3928	3902	3848	3748	3732	3759	3827	3893	4101	4211	4352
	Employment aged 15-64 (000)	3904	3873	3818	3717	3701	3724	3793	3860	4070	4176	4309
	Employment rate (% population aged 20-64)	62.6	62.3	61.5	60.1	59.9	60.4	61.6	63.0	66.7	68.9	71.5
	Employment rate (% population aged 15-64)	57.4	57.0	56.4	55.0	54.9	55.4	56.7	58.1	61.8	63.9	66.5
	Employment rate (% population aged 15-24)	21.6	21.1	20.2	18.1	18.3	18.0	18.4	20.1	23.5	25.7	28.1
	Employment rate (% population aged 25-54)	74.5	74.7	74.5	72.9	72.5	73.0	74.6	75.7	79.2	80.6	82.2
	Employment rate (% population aged 55-64)	33.2	32.2	30.9	31.9	33.6	35.3	36.1	37.9	41.7	45.3	49.8
	FTE employment rate (% population aged 20-64)	62.0	61.6	60.8	59.2	58.9	59.2	60.5	62.2	65.3	67.4	70.3
	Self-employed (% total employment)	12.2	12.0	11.9	12.2	12.0	11.7	11.4	10.9	10.6	10.6	10.4
	Part-time employment (% total employment)	3.7	3.9	4.3	5.2	5.5	6.4	6.7	6.4	6.0	5.7	4.8
	Fixed term contracts (% total employees)	6.9	7.3	7.9	8.5	9.8	9.1	9.5	10.9	10.8	11.4	9.7
	Employment in Services (% total employment)	61.0	61.7	62.0	63.0	63.5	63.3	63.9	65.8	65.8		
	Employment in Industry (% total employment)	31.0	30.8	30.9	30.0	29.2	29.7	28.9	27.3	27.5		
	Employment in Agriculture (% total employment)	8.0	7.5	7.1	7.1	7.2	6.9	7.2	6.9	6.7		
	Activity rate (% population aged 15-64)	62.0	61.6	61.2	61.2	61.9	62.4	63.7	64.7	67.0	68.6	70.1
	Activity rate (% population aged 15-24)	26.7	25.7	25.1	24.7	24.8	24.3	25.7	27.4	29.5	31.0	32.3
	Activity rate (% population aged 25-54)	79.9	80.1	80.3	80.3	80.9	81.3	82.9	83.3	85.0	85.8	86.1
	Activity rate (% population aged 55-64)	34.5	33.7	32.6	34.1	36.5	38.8	39.5	41.2	44.6	48.1	52.1
	Total unemployment (000)	317	312	326 i	418	469	466	473	441	343	308	235
	Unemployment rate (% labour force)	7.5	7.4	7.8 i	10.0	11.2	11.0	11.0	10.2	7.7	6.8	5.1
	Youth unemployment rate (% labour force 15-24)	19.1	18.1	19.5 i	26.4	26.4	26.0	28.2	26.6	20.4	17.3	12.9
	Long term unemployment rate (% labour force)	3.4	3.5	3.6	4.2	5.5	5.2	5.0	4.9	3.7	3.1	2.4
	Share of long term unemployment (% of total unemployment)	45.3	46.7	46.2	41.5	49.0	47.6	45.3	48.6	47.5	45.6	46.5
	Youth unemployment ratio (% population aged 15-24)	5.1	4.6	4.9	6.5	6.6	6.3	7.2	7.3	6.0	5.4	4.2
	Employment rate for low skilled 25-64 (ISCED 0-2)	37.9	37.7	38.2	36.9	37.0	37.3	38.1	39.2	45.3 b	48.1	51.7
	Employment rate for medium skilled 25-64 (ISCED 3-4)	70.5	69.9	68.3	66.5	65.8	65.9	67.3	68.5	71.8 b	73.7	76.1
	Employment rate for high skilled 25-64 (ISCED 5-8)	82.1	80.3	79.5	78.4	78.2	79.3	79.5	80.0	81.8 b	83.0	85.0
	Employment rate (Nationals aged 15-64)	57.3	57.0	56.3	55.0	54.9	55.4	56.6	58.0	61.7	63.9	66.5
	Employment rate (Other EU28 aged 15-64)	60.8	63.5	64.5	65.9	67.9	61.7	62.2	65.1	71.6	67.0	67.7
	Employment rate (Other than EU28 aged 15-64)	63.4	65.6	71.6	61.7	49.7	51.2	59.4	63.5	69.9	68.9	62.4
	Employment rate (Born in the same country aged 15-64)	57.3	56.9	56.2	54.8	54.8	55.3	56.4	57.9	61.6	63.8	66.4
	Employment rate (Born in other EU28 aged 15-64)	61.3	64.4	64.0	65.3	67.1	64.1	66.5	67.8	72.5	70.5	76.9
	Employment rate (Born outside EU28 aged 15-64)	60.9	63.3	66.0	62.5	59.0	59.0	66.6	67.6	64.3	72.5	67.3
	Underemployment (% of labour force aged 15-74)			0.1	1.3	1.4	1.6	2.0	2.1	1.8	1.5	1.0
	Seeking but not available (% of labour force aged 15-74)	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.2	0.2	0.2	0.2
	Discouraged, available but not seeking (% of labour force aged 15-74)	4.0	3.8	4.1	4.6	4.8	5.2	5.2	5.2	3.9	3.2	2.8

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Hungary		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	4785	4779	4770	4763	4757	4744	4725 b	4716	4703	4696	4689
	Population aged 15-64(000)	3407	3408	3403	3398	3391	3385	3367	3351	3327	3303	3282
	Total employment (000)	2139	2129	2094	2025	1993	2021	2049	2104	2221	2284	2363
	Employment aged 15-64 (000)	2123	2112	2076	2007	1975	2001	2029	2085	2203	2264	2337
	Employment rate (% population aged 20-64)	70.1	69.8	68.7	66.5	65.5	66.4	67.3	69.3	73.5	75.8	78.6
	Employment rate (% population aged 15-64)	63.9	63.7	62.7	60.7	59.9	60.7	61.6	63.7	67.8	70.3	73.0
	Employment rate (% population aged 15-24)	24.6	24.4	23.3	20.0	19.9	19.7	19.8	23.0	26.4	28.1	31.5
	Employment rate (% population aged 25-54)	81.3	81.6	81.3	79.1	78.0	79.5	80.2	81.4	85.3	86.8	88.2
	Employment rate (% population aged 55-64)	41.2	40.1	37.7	38.7	38.6	39.3	41.4	44.8	49.6	54.4	59.7
	FTE employment rate (% population aged 20-64)	69.8	69.5	68.3	66.0	65.0	65.7	66.7	69.0	72.6	74.8	78.0
	Self-employed (% total employment)	15.5	14.9	15.0	15.2	15.0	15.0	14.1	13.6	13.4	13.0	12.7
	Part-time employment (% total employment)	2.4	2.5	3.0	3.6	3.7	4.4	4.3	4.2	4.1	4.0	3.1
	Fixed term contracts (% total employees)	6.3	6.5	7.3	7.7	8.6	8.2	9.0	9.9	9.7	10.1	8.2
	Employment in Services (% total employment)	49.4	50.0	50.6	51.1	51.8	51.8	52.5	54.7	54.5		
	Employment in Industry (% total employment)	39.7	39.4	39.6	39.3	38.0	38.6	37.6	35.7	36.3		
	Employment in Agriculture (% total employment)	10.9	10.5	9.8	9.6	10.2	9.6	9.9	9.6	9.2		
	Activity rate (% population aged 15-64)	68.9	68.6	68.0	67.7	67.8	68.4	69.6	71.0	73.4	75.3	76.9
	Activity rate (% population aged 15-24)	30.2	29.5	28.7	27.7	27.5	27.0	27.9	31.0	33.0	34.4	36.1
	Activity rate (% population aged 25-54)	86.9	87.2	87.3	87.1	87.3	88.2	89.4	89.5	91.2	92.0	92.4
	Activity rate (% population aged 55-64)	43.0	42.1	39.8	41.5	42.2	43.7	45.4	49.0	53.2	57.8	62.4
	Total unemployment (000)	165	164	174 i	232	262	252	262	239	182	162	128
	Unemployment rate (% labour force)	7.2	7.1	7.7 i	10.3	11.6	11.1	11.3	10.2	7.6	6.6	5.1
	Youth unemployment rate (% labour force 15-24)	18.6	17.6	18.9 i	27.9	27.8	27.0	29.1	25.6	20.0	18.3	12.9
	Long term unemployment rate (% labour force)	3.3	3.3	3.6	4.3	5.7	5.2	5.2	5.0	3.6	3.1	2.3
	Share of long term unemployment (% of total unemployment)	46.2	46.3	47.3	41.4	49.4	47.3	45.5	48.6	48.0	47.1	45.8
	Youth unemployment ratio (% population aged 15-24)	5.6	5.1	5.4	7.7	7.6	7.3	8.1	7.9	6.6	6.3	4.7
	Employment rate for low skilled 25-64 (ISCED 0-2)	45.9	46.0	46.9	45.1	44.0	45.8	46.8	47.2	54.7 b	58.5	62.2
	Employment rate for medium skilled 25-64 (ISCED 3-4)	77.5	76.6	74.9	72.6	71.1	71.5	72.3	74.2	78.2 b	80.5	82.9
	Employment rate for high skilled 25-64 (ISCED 5-8)	86.7	86.2	84.6	83.3	82.8	84.7	85.7	86.8	88.4 b	89.8	91.2
	Employment rate (Nationals aged 15-64)	63.9	63.6	62.6	60.6	59.8	60.7	61.5	63.6	67.7	70.2	73.0
	Employment rate (Other EU28 aged 15-64)	73.2	78.8	78.8	76.4	72.6	75.1	80.4	83.0	84.0	76.1	74.6
	Employment rate (Other than EU28 aged 15-64)	81.3	75.0	80.8	72.0 u	56.9 u	60.6	69.0	77.9	92.5 u	77.5 u	69.7
	Employment rate (Born in the same country aged 15-64)	63.8	63.5	62.5	60.5	59.7	60.5	61.4	63.4	67.6	70.0	72.8
	Employment rate (Born in other EU28 aged 15-64)	72.3	75.3	71.7	73.2	70.8	72.5	72.5	78.1	83.8	82.8	85.9
	Employment rate (Born outside EU28 aged 15-64)	72.7	72.1	76.1	74.1	64.3	69.0	75.7	79.1	79.4	81.3	76.2
	Underemployment (% of labour force aged 15-74)			0.1 u	1.0	1.1	1.3	1.4	1.6	1.5	1.2	0.8
	Seeking but not available (% of labour force aged 15-74)	0.2 u	0.2 u	0.2 u	0.3	0.2 u	0.2	0.2 u	0.2	0.2 u	0.2 u	0.1 u
	Discouraged, available but not seeking (% of labour force aged 15-74)	3.9	3.7	3.8	4.4	4.5	5.0	4.9	4.9	3.6	3.0	2.6
Labour Market Indicators - Female	Total population (000)	5292	5287	5276	5268	5257	5242	5207 b	5193	5174	5160	5142
	Population aged 15-64(000)	3525	3523	3510	3500	3483	3473	3449	3425	3393	3361	3328
	Total employment (000)	1790	1773	1755	1723	1740	1738	1778	1789	1880	1927	1989
	Employment aged 15-64 (000)	1781	1761	1742	1711	1726	1723	1764	1776	1867	1912	1972
	Employment rate (% population aged 20-64)	55.6	55.2	54.8	54.0	54.6	54.7	56.2	56.9	60.2	62.1	64.6
	Employment rate (% population aged 15-64)	51.1	50.7	50.3	49.6	50.2	50.3	51.9	52.6	55.9	57.8	60.2
	Employment rate (% population aged 15-24)	18.6	17.7	17.1	16.2	16.6	16.2	17.0	17.0	20.5	23.1	24.6
	Employment rate (% population aged 25-54)	67.8	67.9	67.9	66.9	67.0	66.6	69.0	70.0	73.2	74.4	76.2
	Employment rate (% population aged 55-64)	26.6	25.8	25.3	26.3	29.4	31.9	31.7	32.1	35.2	37.7	41.5
	FTE employment rate (% population aged 20-64)	54.6	54.2	53.7	52.7	53.2	53.0	54.6	55.6	58.3	60.3	62.9
	Self-employed (% total employment)	8.3	8.5	8.1	8.7	8.5	7.9	8.2	7.8	7.4	7.7	7.8
	Part-time employment (% total employment)	5.3	5.5	5.9	7.1	7.7	8.7	9.4	9.0	8.3	7.7	6.8
	Fixed term contracts (% total employees)	5.6	6.2	6.4	7.1	8.4	7.7	7.8	9.6	9.5	10.2	9.3
	Employment in Services (% total employment)	75.2	76.0	75.8	77.2	77.2	76.9	77.3	78.8	79.0		
	Employment in Industry (% total employment)	20.3	20.2	20.3	18.8	19.1	19.3	18.6	17.4	17.2		
	Employment in Agriculture (% total employment)	4.5	3.8	3.9	4.0	3.7	3.8	4.0	3.8	3.8		
	Activity rate (% population aged 15-64)	55.5	54.9	54.7	55.0	56.3	56.6	58.0	58.6	60.7	62.2	63.5
	Activity rate (% population aged 15-24)	23.2	21.8	21.4	21.5	22.0	21.5	23.4	23.6	25.9	27.5	28.3
	Activity rate (% population aged 25-54)	73.1	73.2	73.4	73.6	74.6	74.4	76.5	77.1	78.8	79.6	79.8
	Activity rate (% population aged 55-64)	27.7	26.9	26.6	28.1	31.7	34.8	34.5	34.7	37.4	39.9	43.5
	Total unemployment (000)	152	148	153 i	186	208	214	211	202	162	146	107
	Unemployment rate (% labour force)	7.8	7.7	8.0 i	9.7	10.7	11.0	10.6	10.1	7.9	7.0	5.1
	Youth unemployment rate (% labour force 15-24)	19.8	18.6	20.4 i	24.5	24.7	24.7	27.1	27.9	20.9	16.0	12.9
	Long term unemployment rate (% labour force)	3.5	3.6	3.6	4.1	5.2	5.3	4.8	4.9	3.7	3.1	2.4
	Share of long term unemployment (% of total unemployment)	44.3	47.2	45.0	41.6	48.5	47.9	45.0	48.5	46.8	44.0	47.3
	Youth unemployment ratio (% population aged 15-24)	4.6	4.1	4.4	5.3	5.4	5.3	6.3	6.6	5.4	4.4	3.6
	Employment rate for low skilled 25-64 (ISCED 0-2)	32.6	32.1	32.3	31.4	32.2	31.5	31.8	33.4	38.1 b	39.9	43.6
	Employment rate for medium skilled 25-64 (ISCED 3-4)	62.8	62.6	61.1	59.5	59.8	59.6	61.6	62.0	64.6 b	66.1	68.2
	Employment rate for high skilled 25-64 (ISCED 5-8)	78.5	75.6	75.6	74.8	74.8	75.3	75.0	75.1	77.0 b	78.0	80.5
	Employment rate (Nationals aged 15-64)	51.1	50.7	50.3	49.6	50.2	50.4	51.9	52.6	55.9	57.8	60.2
	Employment rate (Other EU28 aged 15-64)	48.2	49.9	49.4	55.2	64.3	51.3	48.3	48.2	57.3	55.4	59.1
	Employment rate (Other than EU28 aged 15-64)		57.2 u	64.0	54.0 u	40.9 u	40.8 u	47.5 u		50.9 u	58.6 u	50.7 u
	Employment rate (Born in the same country aged 15-64)	51.1	50.6	50.2	49.4	50.0	50.2	51.7	52.5	55.8	57.7	60.1
	Employment rate (Born in other EU28 aged 15-64)	52.1	55.3	57.5	59.0	64.3	57.8	61.4	58.8	62.1	59.5	68.8
	Employment rate (Born outside EU28 aged 15-64)	50.1	55.8	59.3	55.4	53.8	48.6	57.5	57.0	52.4	65.1	58.5
	Underemployment (% of labour force aged 15-74)			0.2 u	1.6	1.8	2.0	2.7	2.7	2.2	1.8	1.3
	Seeking but not available (% of labour force aged 15-74)	0.4	0.4	0.4	0.4	0.3	0.3	0.3	0.3	0.3	0.2	0.2 u
	Discouraged, available but not seeking (% of labour force aged 15-74)	4.1	3.9	4.4	4.9	5.1	5.5	5.5	5.6	4.3	3.4	3.0

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Hungary			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	31.4	29.4	28.2	29.6	29.9	31.5	33.5	34.8	31.8	28.2	26.3
		At-risk-of-poverty (% of total population)	15.9	12.3	12.4	12.4	12.3	14.1	14.3	15.0	15.0	14.9	14.5
		At-risk-of-poverty threshold (PPS single person)	3646	3894	3958	4097	4025	4281	4563	4366	4535	4751	4997
		Poverty gap (%)	24.1	19.8	17.3	16.3	16.5	18.2	20.9	21.0	22.3	21.8	18.8
		Persistent at-risk-of-poverty (% of total population)			7.7	8.6	5.7	8.3	7.6	7.3	8.6	7.2	7.9
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	29.6	29.3	30.4	28.9	28.4	29.0	27.3	27.0	26.6	25.7	25.8
		Impact of social transfers (excl. pensions) in reducing poverty (%)	46.3	58.0	59.2	57.1	56.7	51.4	47.6	44.4	43.6	42.0	43.8
		Severe Material Deprivation (% of total population)	20.9	19.9	17.9	20.3	21.6	23.4	26.3	27.8	24.0	19.4	16.2
		Share of people living in low work intensity households (% of people aged 0-59)	13.1	11.3	12.0	11.3	11.9	12.8	13.5	13.6	12.8	9.4	8.2
		Real Gross Household Disposable income (growth %)	1.9	-2.9	-2.3	-4.1	-2.5	3.8	-3.2	1.8	3.8	2.0	
		Income quintile share ratio S80/S20	5.5	3.7	3.6	3.5	3.4	3.9	4.0	4.3	4.3	4.3	4.3
		GINI coefficient	33.3	25.6	25.2	24.7	24.1	26.9	27.2	28.3	28.6	28.2	28.2
		Early leavers from education and training (% of population aged 18-24)	12.5 b	11.4	11.7	11.5	10.8	11.4	11.8	11.9	11.4 b	11.6 b	12.4
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	12.4 b	11.5	11.5	13.6	12.6	13.2	14.8	15.5	13.6	11.6 b	11.0
	Male	At-risk-of-poverty or exclusion (% of male population)	31.1	28.6	27.3	29.1	29.4	31.1	32.9	34.4	31.4	28.0	26.0
		At-risk-of-poverty (% of male population)	16.3	12.3	12.4	12.8	12.6	14.5	14.8	15.5	15.5	15.6	14.4
		Poverty gap (%)	25.3	20.5	17.9	16.3	16.9	18.9	21.6	23.1	22.8	21.7	18.8
		Persistent at-risk-of-poverty (% of male population)			7.8	9.2	6.2	8.4	7.7	7.9	9.1	7.7	8.9
		Severe Material Deprivation (% of male population)	20.8	19.6	17.3	20.2	21.5	23.0	25.8	27.7	23.7	19.1	16.1
		Share of people living in low work intensity households (% of males aged 0-59)	12.5	10.8	11.1	10.6	11.3	12.5	13.2	13.7	12.3	8.7	8.1
		Life expectancy at birth (years)	69.2	69.4	70.0	70.3	70.7	71.2	71.6	72.2	72.3	72.3	
		Healthy life years at birth (years) - men	54.4 d	55.1	54.8	55.9	56.3	57.6	59.2	59.1	58.9	58.2	
		Early leavers from education and training (% of males aged 18-24)	13.7 b	12.5	12.4	12.2	11.5	12.3	12.3	12.5	12.5 b	12.0 b	12.9
		NEET: Young people not in employment, education or training (% of males aged 15-24)	11.0 b	9.9	10.1	12.7	11.7	12.1	13.6	13.6	12.0	10.4 b	8.9
	Female	At-risk-of-poverty or exclusion (% of female population)	31.8	30.1	29.0	30.0	30.3	32.0	34.0	35.2	32.3	28.4	26.5
		At-risk-of-poverty (% of female population)	15.5	12.3	12.4	12.1	12.0	13.7	14.0	14.5	14.5	14.4	14.5
		Poverty gap (%)	23.3	18.9	17.0	16.3	15.6	17.9	19.8	20.2	21.6	22.0	18.8
		Persistent at-risk-of-poverty (% of female population)			7.5	8.1	5.4	8.3	7.5	6.8	8.2	6.9	7.1
		Severe Material Deprivation (% of female population)	21.0	20.1	18.4	20.4	21.6	23.7	26.8	27.8	24.4	19.6	16.3
		Share of people living in low work intensity households (% of females aged 0-59)	13.7	11.8	12.9	12.0	12.5	13.2	13.7	13.6	13.3	10.2	8.3
		Life expectancy at birth (years)	77.8	77.8	78.3	78.4	78.6	78.7	78.7	79.1	79.4	79.0	
		Healthy life years at birth (years) - women	57.2 d	57.8	58.2	58.2	58.6	59.1	60.5	60.1	60.8	60.1	
		Early leavers from education and training (% of females aged 18-24)	11.3 b	10.2	11.0	10.8	10.1	10.6	11.2	11.4	10.3 b	11.2 b	11.8
		NEET: Young people not in employment, education or training (% of females aged 15-24)	13.9 b	13.0	12.9	14.5	13.4	14.3	16.0	17.4	15.3	12.8 b	13.3
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	37.7	34.1	33.4	37.2	38.7	40.4	41.9	43.9	41.8	36.1	33.6
		At-risk-of-poverty (% of Children population)	24.8	18.8	19.7	20.6	20.3	23.7	22.9	23.8	25.0	22.7	19.9
		Severe Material Deprivation (% of Children population)	24.8	24.4	21.5	25.5	28.8	30.4	34.1	35.6	31.9	24.9	21.1
		Share of children living in low work intensity households (% of Children population)	14.0	10.0	11.1	11.9	13.9	14.8	16.4	15.1	15.2	11.2	9.2
		Risk of poverty of children in households at work (Working Intensity > 0.2)	15.7	12.6	13.3	14.1	12.4	15.0	12.5	14.0	15.2	16.0	15.6
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	43.6	57.8	57.7	55.5	57.2	51.3	47.7	45.7	45.2	48.1	54.4
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	31.1	29.8	29.1	30.2	30.5	32.2	34.0	36.0	32.4	28.9	27.2
		At-risk-of-poverty (% of Working age population)	14.5	11.6	12.0	11.9	11.9	13.8	14.0	15.2	14.9	15.5	15.0
		Severe Material Deprivation (% of Working age population)	20.2	19.0	17.6	20.1	21.3	23.3	26.1	28.1	23.8	19.2	16.5
		Very low work intensity (18-59)	12.8	11.8	12.3	11.1	11.3	12.3	12.6	13.2	12.1	8.9	7.9
		In-work at-risk-of poverty rate (% of persons employed 18-64)	6.9	5.8	5.8	6.2	5.4	6.2	5.7	7.0	6.7	9.3	9.7
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	49.1	59.3	60.3	58.0	57.0	51.9	48.5	44.1	43.6	39.7	41.0
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	23.9	21.1	17.5	17.5	16.8	19.0	22.0	20.2	19.0	17.1	15.1
		At-risk-of-poverty (% of Elderly population)	9.4	6.1	4.3	4.6	4.1	4.9	6.3	4.6	4.5	4.6	6.8
		Severe Material Deprivation (% of Elderly population)	18.6	17.2	14.4	14.6	14.1	16.2	18.6	17.8	16.5	14.2	10.2
		Relative median income of elderly (ratio with median income of people younger than 65)	0.94	0.97	1.0	1.02	1.01	0.99	0.96	1.03	1.05	1.01	1.01
		Aggregate replacement ratio (ratio)	0.54	0.58	0.61	0.62	0.60	0.60	0.58	0.62	0.62	0.65	0.67
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	6.3	5.6	5.6	5.6	5.7	5.5	5.0	4.9	4.9		
		Disability	2.1	2.1	2.1	2.0	1.8	1.7	1.6	1.5	1.4		
		Old age and survivors	9.1	9.6	10.0	10.1	10.2	10.3	11.0	10.8	10.2		
		Family/Children	2.7	2.7	2.7	2.9	2.9	2.7	2.6	2.5	2.3		
		Unemployment	0.7	0.7	0.8	0.9	0.9	0.8	0.6	0.5	0.4		
		Housing and Social exclusion n.e.c.	0.7	1.0	0.8	0.8	0.6	0.5	0.4	0.4	0.4		
		Total (including Admin and Other expenditures)	22.0	22.2	22.4	22.8	22.6	21.7	21.4	20.8	19.9		
		of which: Means tested benefits	0.9	1.4	1.2	1.2	1.1	1.0	0.9	0.9	0.7		

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Malta

Malta		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	1.8	4.0	3.3	-2.5	3.5	1.3	2.5	4.6	8.3	7.3	5.0
	Total employment	1.5	2.2	2.5	0.0	1.7	2.9	2.5	3.7	5.1	3.9	3.5
	Labour productivity	0.3	1.7	0.8	-2.5	1.8	-1.6	0.0	0.8	3.0	3.2	1.4
	Annual average hours worked per person employed	0.2	-0.4	0.5	0.3	-2.7	-2.8	-1.2	-1.0	-1.6	-0.6	3.4
	Real productivity per hour worked	0.1	2.2	0.3	-2.7	4.6	1.3	1.2	1.8	4.7	3.9	-2.0
	Harmonized CPI	2.6	0.7	4.7	1.8	2.0	2.5	3.2	1.0	0.8	1.2	0.9
	Price deflator GDP	2.7	2.8	3.0	2.7	3.8	2.1	2.2	2.0	2.2	2.4	1.6
	Nominal compensation per employee	4.4	3.7	4.1	3.0	2.0	3.2	3.6	2.0	1.6	3.2	2.7
	Real compensation per employee (GDP deflator)	1.7	0.9	1.0	0.3	-1.8	1.1	1.3	0.0	-0.6	0.8	1.1
	Real compensation per employee (private consumption deflator)	1.8	3.0	-0.6	1.1	-0.1	0.7	0.3	1.0	0.8	2.0	1.8
	Nominal unit labour costs	4.1	2.0	3.2	5.6	0.2	4.9	3.6	1.2	-1.4	0.0	1.3
	Real unit labour costs	1.3	-0.9	0.3	2.8	-3.5	2.7	1.3	-0.8	-3.5	-2.3	-0.4
Labour Market Indicators - Total	Total population (000)	405	406	408	411	414	415	418	421	425	429	434
	Population aged 15-64 (000)	280	282	286	288	289	288	287	288	288	288	290
	Total employment (000)	151	155	159	160	163	167	170	176	182	186	191
	Employment aged 15-64 (000)	150	155	158	158	161	164	168	173	178	182	188
	Employment rate (% population aged 20-64)	57.9	58.6	59.2	59.0	60.1	61.6	63.1	64.8	66.4	67.8	69.6
	Employment rate (% population aged 15-64)	53.9	55.0	55.5	55.3	56.2	57.9	59.1	60.8	62.4	63.9	65.7
	Employment rate (% population aged 15-24)	44.8	46.8	46.6	44.1	44.2	45.0	43.8	46.0	46.2	45.5	45.9
	Employment rate (% population aged 25-54)	64.4	66.2	67.2	68.1	68.6	70.6	72.6	74.0	75.9	77.4	78.7
	Employment rate (% population aged 55-64)	30.7	29.5	30.1	29.1	31.9	33.2	34.7	36.3	37.8	40.3	44.0
	FTE employment rate (% population aged 20-64)	56.4	56.9	57.4	57.1	58.1	59.3	60.5	61.8	62.8	64.5	66.3
	Self-employed (% total employment)	13.8	14.2	13.7	13.8	14.4	13.5	13.5	13.9	13.8	13.9	13.5
	Part-time employment (% total employment)	9.7	10.6	11.1	11.0	11.6	12.6	13.2	14.2	15.5	14.5	13.9
	Fixed term contracts (% total employees)	3.8	5.1	4.3	5.0	5.4	6.6	6.8	7.5	7.8	7.6	7.6
	Employment in Services (% total employment)	72.0	72.8	74.5	75.8	76.0	76.5 b	87.3	77.9	78.9 b		
	Employment in Industry (% total employment)	25.8	25.0	23.5	22.0	21.8	21.5 b	11.6	20.2	19.4 b		
	Employment in Agriculture (% total employment)	2.2	2.2	2.0	2.2	2.1	2.1 b	1.1	1.8	1.7 b		
	Activity rate (% population aged 15-64)	57.9	58.8	59.1	59.4	60.4	61.8	63.1	65.0	66.3	67.6	69.0
	Activity rate (% population aged 15-24)	53.0	54.1	52.7	51.6	50.9	51.9	50.9	52.8	52.4	51.6	51.6
	Activity rate (% population aged 25-54)	67.9	69.8	70.7	71.9	72.9	74.7	76.5	78.1	79.6	81.0	81.9
	Activity rate (% population aged 55-64)	31.5	30.6	31.4	30.9	33.3	34.2	36.0	38.5	40.3	42.4	45.5
	Total unemployment (000)	11	11	10	12	12	11	11	12	11	11	9
	Unemployment rate (% labour force)	6.8	6.5	6.0	6.9	6.9	6.4	6.3	6.4	5.8	5.4	4.7
	Youth unemployment rate (% labour force 15-24)	15.5	13.5	11.7	14.5	13.2	13.3	14.1	13.0	11.7	11.8	11.1
	Long term unemployment rate (% labour force)	2.7	2.7	2.6	2.9	3.1	3.0	3.1	2.9	2.7	2.4	1.9
	Share of long term unemployment (% of total unemployment)	39.6	41.3	42.7	42.0	44.9	47.3	48.5	45.7	46.9	43.6	41.0
	Youth unemployment ratio (% population aged 15-24)	8.2	7.3	6.1	7.5	6.7	6.9	7.2	6.9	6.1	6.1	5.7
	Employment rate for low skilled 25-64 (ISCED 0-2)	46.7	47.3	47.9	47.2	47.6	49.1 b	49.5	50.9	52.6 b	54.2	56.5
	Employment rate for medium skilled 25-64 (ISCED 3-4)	82.8	81.4	79.8	79.8	79.5	77.6 b	80.9	80.4	81.8 b	82.3	82.3
	Employment rate for high skilled 25-64 (ISCED 5-8)	83.0	86.8	87.0	85.6	86.5	88.2 b	88.1	88.1	88.3 b	90.4	91.5
	Employment rate (Nationals aged 15-64)	54.0	55.1	55.6	55.3	56.2	57.9	59.0	60.9	62.5	63.9	65.7
	Employment rate (Other EU28 aged 15-64)	53.3	49.2	51.6	48.8	55.6	53.0	59.1	52.0	58.0	65.2	68.9
	Employment rate (Other than EU28 aged 15-64)	47.2	52.1	54.6	57.3	59.6	61.2	62.5	62.3	62.8	62.6	63.4
	Employment rate (Born in the same country aged 15-64)	53.9	54.8	55.3	55.0	56.0	57.7	58.9	60.8	62.3	63.6	65.4
	Employment rate (Born in other EU28 aged 15-64)	55.1	54.5	54.9	53.7	57.0	54.1	57.9	57.2	65.4	70.1	72.1
	Employment rate (Born outside EU28 aged 15-64)	53.5	59.1	63.7	62.3	63.3	65.1	64.8	63.4	64.2	64.7	68.4
	Underemployment (% of labour force aged 15-74)			1.8	1.9	2.5	2.4	2.2	2.7	2.4	2.2	1.7
	Seeking but not available (% of labour force aged 15-74)	0.8	0.8			0.2 u		0.3 u	0.2 u	0.2 u		0.2 u
	Discouraged, available but not seeking (% of labour force aged 15-74)		1.5	1.3	1.1	1.1	2.2	2.5	1.9	1.3	1.2	0.7

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Malta		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	201	202	203	205	206	206	208	210	212	215	218
	Population aged 15-64(000)	142	143	145	147	147	146	146	147	147	148	149
	Total employment (000)	105	105	106	106	107	108	108	110	112	114	117
	Employment aged 15-64 (000)	104	105	105	104	105	106	106	107	109	111	114
	Employment rate (% population aged 20-64)	79.6	79.0	78.5	77.5	78.2	79.0	79.2	79.4	80.4	81.4	83.1
	Employment rate (% population aged 15-64)	73.6	73.5	72.9	71.9	72.5	73.8	73.8	74.1	74.9	76.2	78.3
	Employment rate (% population aged 15-24)	47.5	48.9	48.0	45.8	45.9	48.0	46.7	47.5	45.7	45.9	48.2
	Employment rate (% population aged 25-54)	89.7	90.3	89.5	89.3	89.1	90.0	89.7	89.6	90.6	91.3	92.5
	Employment rate (% population aged 55-64)	50.6	47.4	47.9	46.3	50.0	51.5	53.1	53.9	55.7	58.8	61.7
	FTE employment rate (% population aged 20-64)	80.0	79.7	78.9	77.6	78.3	78.8	78.8	78.8	79.5	80.8	82.5
	Self-employed (% total employment)	17.4	17.7	17.5	17.5	18.7	17.6	17.6	18.5	18.1	18.3	18.3
	Part-time employment (% total employment)	4.3	3.9	4.1	4.6	4.9	5.4	5.7	6.7	7.0	6.3	5.8
	Fixed term contracts (% total employees)	2.2	3.1	2.8	3.1	3.4	4.6	5.1	5.6	5.5	5.3	5.1
	Employment in Services (% total employment)	65.6	66.0	66.8	69.0	69.4	69.8	82.7	71.4	71.9		
	Employment in Industry (% total employment)	31.3	31.0	30.4	28.0	27.6	27.2	15.7	26.0	25.7		
	Employment in Agriculture (% total employment)	3.1	3.1	2.8	3.0	3.0	3.0	1.7	2.6	2.4		
	Activity rate (% population aged 15-64)	78.5	78.0	77.2	77.0	77.8	78.6	78.3	79.4	79.9	80.8	81.9
	Activity rate (% population aged 15-24)	56.8	57.5	55.3	54.6	53.6	55.7	54.0	55.9	52.9	53.3	54.3
	Activity rate (% population aged 25-54)	94.1	94.4	93.8	93.9	94.5	94.9	94.3	94.4	95.1	95.4	95.9
	Activity rate (% population aged 55-64)	51.9	48.8	49.5	48.9	52.3	53.0	54.9	57.2	60.1	62.1	64.0
	Total unemployment (000)	7	6	6	7	8	7	7	8	7	7	5
	Unemployment rate (% labour force)	6.1	5.8	5.6	6.5	6.7	6.0	5.7	6.5	6.1	5.5	4.4
	Youth unemployment rate (% labour force 15-24)	16.4	15.0	13.1	16.2	14.4	13.7	13.5	15.2	13.7	13.9	11.2
	Long term unemployment rate (% labour force)	2.9	2.8 u	2.7 u	3.1 u	3.4	3.3	3.3	3.3	3.2	3.0 u	2.0 u
	Share of long term unemployment (% of total unemployment)	46.9	48.2 u	47.7 u	47.8 u	49.9	55.5	57.6	51.0	52.2	54.4 u	45.3 u
	Youth unemployment ratio (% population aged 15-24)	9.3	8.6	7.2	8.8	7.7	7.6	7.3	8.5	7.2	7.4	6.1
	Employment rate for low skilled 25-64 (ISCED 0-2)	75.2	74.6	73.5	72.7	73.2	74.5 b	73.1	73.5	74.9 b	76.8	78.6
	Employment rate for medium skilled 25-64 (ISCED 3-4)	92.8	90.8	90.2	88.6	88.7	87.4 b	90.3	88.6	90.3 b	90.6	91.4
	Employment rate for high skilled 25-64 (ISCED 5-8)	91.0	92.2	92.8	91.9	91.5	92.5 b	92.4	92.9	92.4 b	93.1	94.7
	Employment rate (Nationals aged 15-64)	73.8	73.7	72.8	72.1	72.6	73.9	73.6	74.3	75.0	76.1	78.2
	Employment rate (Other EU28 aged 15-64)	65.3	59.0 u	71.5	58.9	69.3	71.4	81.1	67.5	74.0	76.5	78.4
	Employment rate (Other than EU28 aged 15-64)	71.8	72.2	76.7	72.2	69.7	69.2	76.7	72.1	74.6	80.0	81.5
	Employment rate (Born in the same country aged 15-64)	73.5	73.5	72.5	71.8	72.3	73.8	73.6	74.2	74.9	75.9	77.8
	Employment rate (Born in other EU28 aged 15-64)	72.6	66.4	74.9	68.0	69.6	74.7	77.1	70.5	76.9	83.2	82.7
	Employment rate (Born outside EU28 aged 15-64)	79.4	76.5	83.2	79.9	82.5	76.8	77.2	75.6	75.0	80.3	85.1
	Underemployment (% of labour force aged 15-74)			1.0	1.4	1.7	1.5	1.4	1.8	1.5	1.6	1.2
	Seeking but not available (% of labour force aged 15-74)	0.4 u	0.4 u									
	Discouraged, available but not seeking (% of labour force aged 15-74)		0.6 u	0.5 u	0.5 u	0.4 u	1.0	1.2	1.0	0.7 u	0.6 u	0.4 u
Labour Market Indicators - Female	Total population (000)	204	204	205	206	208	209	210	211	213	215	217
	Population aged 15-64(000)	138	139	141	142	142	141	141	141	141	141	141
	Total employment (000)	47	50	53	54	56	58	62	66	70	72	74
	Employment aged 15-64 (000)	46	50	53	54	56	58	62	66	69	71	74
	Employment rate (% population aged 20-64)	35.7	37.7	39.4	40.0	41.6	43.8	46.6	49.8	52.0	53.6	55.5
	Employment rate (% population aged 15-64)	33.7	36.0	37.7	38.0	39.5	41.5	44.0	47.0	49.5	51.0	52.6
	Employment rate (% population aged 15-24)	42.0	44.5	45.0	42.2	42.4	41.8	40.7	44.4	46.8	45.1	43.4
	Employment rate (% population aged 25-54)	38.2	41.3	44.1	45.9	47.5	50.8	54.9	57.8	60.6	62.9	64.3
	Employment rate (% population aged 55-64)	11.2	12.1	12.7	12.2	14.1	15.1	16.3	18.7	19.9	21.9	26.3
	FTE employment rate (% population aged 20-64)	32.7	34.0	35.6	36.1	37.7	39.9	42.3	45.0	46.1	48.1	49.9
	Self-employed (% total employment)	5.8	7.0	6.2	6.7	6.1	6.0	6.1	6.2	6.9	6.9	6.1
	Part-time employment (% total employment)	21.5	24.6	25.1	23.4	24.4	25.8	26.2	26.5	28.8	27.3	26.5
	Fixed term contracts (% total employees)	5.5	7.2	5.4	6.4	6.6	7.6	7.5	7.9	8.6	8.1	8.6
	Employment in Services (% total employment)	86.0	86.9	89.6	89.0	88.4	88.6	94.6	88.6	90.0		
	Employment in Industry (% total employment)	13.6	12.6	9.9	10.4	11.1	11.0	5.2	10.7	9.4		
	Employment in Agriculture (% total employment)				0.7				0.6	0.5		
	Activity rate (% population aged 15-64)	36.8	39.1	40.4	41.2	42.5	44.7	47.5	50.2	52.2	53.8	55.5
	Activity rate (% population aged 15-24)	49.1	50.5	50.0	48.3	48.1	48.0	47.7	49.5	51.8	49.8	48.8
	Activity rate (% population aged 25-54)	40.8	44.3	46.7	48.9	50.6	54.0	58.1	61.1	63.4	65.8	67.2
	Activity rate (% population aged 55-64)	11.6	12.8	13.6	13.2	14.6	15.6	17.3	19.7	20.7	22.6	27.0
	Total unemployment (000)	4	4	4	4	4	4	5	4	4	4	4
	Unemployment rate (% labour force)	8.3	7.9	6.8	7.6	7.1	7.1	7.3	6.3	5.3	5.2	5.2
	Youth unemployment rate (% labour force 15-24)	14.4	11.8	10.0	12.5	11.8	12.9	14.7	10.4	9.6	9.4	11.0
	Long term unemployment rate (% labour force)		2.5 u	2.3 u	2.5 u	2.6 u	2.5 u	2.7 u	2.3 u	2.0 u		1.8 u
	Share of long term unemployment (% of total unemployment)		31.1 u	34.6 u	32.5 u	36.1 u	34.6 u	36.3 u	36.6 u	37.2 u		35.2 u
	Youth unemployment ratio (% population aged 15-24)	7.1	6.0	5.0	6.1	5.7	6.2	7.0	5.1	5.0	4.7	5.4
	Employment rate for low skilled 25-64 (ISCED 0-2)	21.3	22.6	24.2	23.2	23.6	24.6 b	26.8	28.4	29.9 b	30.5	32.9
	Employment rate for medium skilled 25-64 (ISCED 3-4)	62.2	65.3	64.2	66.4	66.3	66.3 b	69.4	70.9	72.9 b	73.6	72.7
	Employment rate for high skilled 25-64 (ISCED 5-8)	74.8	80.6	80.4	79.3	81.5	83.6 b	83.8	83.3	84.0 b	87.8	88.5
	Employment rate (Nationals aged 15-64)	33.8	35.9	37.7	37.9	39.1	41.3	44.0	46.9	49.4	51.0	52.7
	Employment rate (Other EU28 aged 15-64)	39.7 u	42.0 u	35.1 u	40.0	45.7	39.9	35.8	35.4 u	43.4	53.8	55.7
	Employment rate (Other than EU28 aged 15-64)	28.3 u	37.3	38.7	43.9	51.1	53.4	49.5	55.6	54.5	46.9	45.1
	Employment rate (Born in the same country aged 15-64)	33.7	35.6	37.3	37.7	39.0	41.1	43.8	46.8	49.0	50.9	52.4
	Employment rate (Born in other EU28 aged 15-64)	36.7 u	44.6	39.8	40.1	46.4	38.7	38.4	41.5	54.2	57.9	60.1
	Employment rate (Born outside EU28 aged 15-64)	33.4	42.5	46.3	46.3	47.4	54.1	52.7	54.0	55.4	49.2	51.4
	Underemployment (% of labour force aged 15-74)			3.2	2.9	4.0	4.2	3.6	4.1	3.8	3.2	2.6
	Seeking but not available (% of labour force aged 15-74)	1.5 u	1.6 u							0.5 u		
	Discouraged, available but not seeking (% of labour force aged 15-74)		3.4	3.0	2.3	2.4	4.5	4.8	3.4	2.3	2.1	1.2

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Malta			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	19.5	19.7	20.1	20.3	21.2	22.1	23.1	24.0	23.8	22.4	
		At-risk-of-poverty (% of total population)	14.2	15.1	15.3	14.9	15.5	15.6	15.1	15.7	15.9	16.3	
		At-risk-of-poverty threshold (PPS single person)	7246	7465	7958	8146	8023	8417	8760	9034	9300	10009	
		Poverty gap (%)	18.2	18.1	20.3	16.2	17.3	17.7	16.1	19.1	17.8	17.3	
		Persistent at-risk-of-poverty (% of total population)			7.7	7.7	9.1	11.4	9.7	8.5	10.6	12.7	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	21.3	21.5	22.9	22.9	23.5	23.2	24.0	23.3	23.8	23.7	
		Impact of social transfers (excl. pensions) in reducing poverty (%)	33.3	29.8	33.2	34.9	34.0	32.8	37.1	32.6	33.2	31.2	
		Severe Material Deprivation (% of total population)	3.9	4.4	4.3	5.0	6.5	6.6	9.2	9.5	10.2	8.1	4.4 p
		Share of people living in low work intensity households (% of people aged 0-59)	9.7	9.6	8.6	9.2	9.2	8.9	9.0	9.0	9.8	9.2	
		Real Gross Household Disposable income (growth %)											
		Income quintile share ratio S80/S20	4.0	3.9	4.3	4.0	4.3	4.0	3.9	4.1	4.0	4.2	
		GINI coefficient	27.1	26.3	28.1	27.4	28.6	27.2	27.1	27.9	27.7	28.1	
		Early leavers from education and training (% of population aged 18-24)	32.2 b	30.2	27.2	25.7	23.8	22.7 b	21.1	20.5	20.3 b	19.8	19.6
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	10.3 b	11.5	8.3	9.9	9.5	10.2	10.6	9.9	10.5	10.4	8.6
	Male	At-risk-of-poverty or exclusion (% of male population)	17.9	18.6	18.7	19.1	20.1	20.9	21.9	23.1	22.9	21.9	
		At-risk-of-poverty (% of male population)	13.5	14.7	13.9	14.3	14.8	15.0	14.4	15.4	15.7	16.1	
		Poverty gap (%)	18.3	16.7	21.7	15.9	17.7	17.1	16.7	19.0	18.5	18.3	
		Persistent at-risk-of-poverty (% of male population)			7.7	6.3	8.4	10.2	10.0	7.2	10.6	13.6	
		Severe Material Deprivation (% of male population)	3.6	4.0	4.1	4.8	6.3	6.4	8.6	9.4	9.9	8.2	4.7 p
		Share of people living in low work intensity households (% of males aged 0-59)	8.0	8.2	6.9	7.3	7.4	7.0	7.6	7.6	8.8	8.8	
		Life expectancy at birth (years)	77.0	77.5	77.1	77.9	79.3	78.6	78.6	79.6	79.8	79.7	
		Healthy life years at birth (years) - men	68.3	69.2	68.8	69.4	70.1	69.9	71.5	71.6	72.3	72.6	
		Early leavers from education and training (% of males aged 18-24)	36.1 b	34.8	31.1	30.1	29.9	28.8 b	25.2	23.2	22.2 b	22.9	23.1
		NEET: Young people not in employment, education or training (% of males aged 15-24)	9.8 b	11.9	6.8	9.4	8.2	9.7	10.0	9.8	9.0	9.6	7.0
	Female	At-risk-of-poverty or exclusion (% of female population)	21.1	20.9	21.5	21.6	22.4	23.2	24.3	24.9	24.7	23.0	
		At-risk-of-poverty (% of female population)	14.9	15.5	16.7	15.5	16.2	16.1	15.8	16.1	16.0	16.6	
		Poverty gap (%)	18.2	18.7	19.0	16.6	16.6	19.1	16.0	19.1	17.1	16.7	
		Persistent at-risk-of-poverty (% of female population)			7.8	9.0	9.7	12.6	9.5	9.8	10.7	11.8	
		Severe Material Deprivation (% of female population)	4.2	4.8	4.6	5.2	6.6	6.9	9.7	9.6	10.5	8.0	4.2 p
		Share of people living in low work intensity households (% of females aged 0-59)	11.5	11.1	10.4	11.3	11.0	10.9	10.5	10.4	10.7	9.7	
		Life expectancy at birth (years)	81.9	82.2	82.3	82.7	83.6	83.0	83.0	84.0	84.2	84.0	
		Healthy life years at birth (years) - women	69.5	71.1	72.1	71.0	71.3	70.7	72.2	72.7	74.3	74.6	
		Early leavers from education and training (% of females aged 18-24)	28.1 b	25.3	23.2	21.1	17.4	16.3 b	16.8	17.7	18.3 b	16.6	15.8
		NEET: Young people not in employment, education or training (% of females aged 15-24)	10.9 b	11.2	9.8	10.4	10.9	10.7	11.3	10.1	12.0	11.1	10.4
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	22.2	23.9	25.0	26.5	26.7	27.8	31.0	32.0	31.3	28.2	
		At-risk-of-poverty (% of Children population)	17.6	19.8	20.4	21.2	22.1	23.0	23.1	24.0	24.1	23.4	
		Severe Material Deprivation (% of Children population)	4.9	6.4	6.3	7.2	7.7	7.7	12.3	11.8	13.9	10.4	6.4 p
		Share of children living in low work intensity households (% of Children population)	9.4	10.0	9.8	10.4	9.7	10.0	10.4	11.2	12.3	10.8	
		Risk of poverty of children in households at work (Working Intensity > 0.2)	12.3	13.6	14.1	15.9	16.0	16.9	17.0	17.8	16.8	15.8	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	36.5	31.0	33.6	35.0	31.4	29.9	36.0	28.8	25.9	24.3	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	17.4	17.8	17.5	18.1	19.6	20.7	21.1	22.5	21.8	20.5	
		At-risk-of-poverty (% of Working age population)	11.2	12.6	12.0	12.1	13.1	13.1	12.4	13.6	13.2	13.1	
		Severe Material Deprivation (% of Working age population)	3.5	4.0	4.0	4.6	6.4	6.8	8.9	9.5	9.8	8.4	4.1 p
		Very low work intensity (18-59)	9.8	9.4	8.2	8.9	9.0	8.6	8.6	8.3	9.0	8.7	
		In-work at-risk-of poverty rate (% of persons employed 18-64)	4.1	4.6	5.1	5.4	5.8	6.1	5.2	5.9	5.7	5.3	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	38.1	33.0	37.8	38.3	36.7	35.8	40.1	32.0	34.3	33.5	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	25.7	22.8	26.0	22.2	21.7	21.0	22.3	20.8	23.3	23.7	
		At-risk-of-poverty (% of Elderly population)	23.5	20.3	24.3	19.7	18.2	17.6	17.3	14.9	16.9	21.0	
		Severe Material Deprivation (% of Elderly population)	4.4	3.1	3.1	4.1	5.0	4.7	6.4	7.1	8.1	4.7	3.5 p
		Relative median income of elderly (ratio with median income of people younger than 65)	0.80	0.78	0.73	0.77	0.81	0.79	0.80	0.79	0.78	0.75	
		Aggregate replacement ratio (ratio)	0.45	0.47	0.41	0.45	0.44	0.48	0.46	0.56	0.56	0.54	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	5.4	5.5	5.7	6.3	6.0	5.8	5.9	6.1	5.9		
		Disability	1.1	1.1	0.9	0.9	0.8	0.8	0.7	0.7	0.7		
		Old age and survivors	9.0	8.9	9.1	9.9	10.2	10.0	10.2	9.8	9.3		
		Family/Children	1.1	1.0	1.2	1.2	1.2	1.2	1.2	1.2	1.2		
		Unemployment	0.6	0.5	0.5	0.6	0.5	0.5	0.6	0.6	0.5		
		Housing and Social exclusion n.e.c.	0.5	0.6	0.6	0.5	0.5	0.5	0.3	0.4	0.4		
		Total (including Admin and Other expenditures)	17.8	17.8	18.1	19.6	19.3	18.9	19.1	18.9	18.2		
		of which: Means tested benefits	3.0	3.0	2.4	2.5	2.5	2.5	2.4	2.4	2.4		

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Netherlands		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	3.5	3.7	1.7	-3.8	1.4	1.7	-1.1	-0.2	1.4	2.3	2.2 p
	Total employment	2.2	3.0	1.6	-0.9	-0.7	0.9	-0.2	-1.2	-0.1	0.9 p	1.1 p
	Labour productivity	1.3	0.7	0.1	-2.9	2.1	0.8	-0.9	1.0	1.5	1.3 p	1.1 p
	Annual average hours worked per person employed	-0.2	-0.1	0.0	-0.6	0.0	0.1	-0.7	0.3	0.8	-0.4 p	0.9 p
	Real productivity per hour worked	1.6	0.8	0.0	-2.4	2.1	0.7	-0.2	0.7	0.7	1.7 p	0.2 p
	Harmonized CPI	1.6	1.6	2.2	1.0	0.9	2.5	2.8	2.6	0.3	0.2	0.1
	Price deflator GDP	2.6	2.1	2.5	0.4	0.8	0.1	1.4	1.4	0.1	0.8	0.6 p
	Nominal compensation per employee	1.6	3.2	3.8	2.4	0.4	1.8	2.1	2.1	1.6	-0.3 p	1.6 p
	Real compensation per employee (GDP deflator)	-0.9	1.1	1.3	2.0	-0.4	1.6	0.7	0.7	1.5	-1.1 p	1.0 p
	Real compensation per employee (private consumption deflator)	0.0	1.6	1.5	1.4	-0.5	-0.7	-0.7	-0.4	1.3	-0.6 p	1.4 p
	Nominal unit labour costs	0.3	2.4	3.7	5.5	-1.7	1.0	3.0	1.1	0.1	-1.6 p	0.4 p
	Real unit labour costs	-2.2	0.3	1.3	5.1	-2.5	0.9	1.5	-0.2	-0.1	-2.4 p	-0.2 p
Labour Market Indicators - Total	Total population (000)	16334	16358	16405	16486	16575	16656	16730	16780	16829	16901	16979
	Population aged 15-64 (000)	11019	11031	11055	11091	11124	11154	11117	11077	11060	11066	11094
	Total employment (000)	8261	8464	8593	8596	8370 b	8291 b	8345	8285	8236	8319	8427
	Employment aged 15-64 (000)	8152	8345	8468	8443	8227 b	8152 b	8175	8104	8029	8116	8223
	Employment rate (% population aged 20-64)	76.3	77.8	78.9	78.8	76.8 b	76.4 b	76.6	75.9	75.4	76.4	77.1
	Employment rate (% population aged 15-64)	74.3	76.0	77.2	77.0	74.7 b	74.2 b	74.4	73.6	73.1	74.1	74.8
	Employment rate (% population aged 15-24)	66.2	68.4	69.3	68.0	63.0 b	61.3 b	61.1	60.1	58.8	60.8	60.8
	Employment rate (% population aged 25-54)	84.2	85.4	86.8	86.3	84.7 b	84.0 b	83.6	82.2	81.7	82.2	82.9
	Employment rate (% population aged 55-64)	47.7	50.9	53.0	55.1	53.7 b	55.2 b	57.6	59.2	59.9	61.7	63.5
	FTE employment rate (% population aged 20-64)	61.1	62.4	63.4	63.3	61.3 b	60.9 b	60.9	60.2	59.9	60.7	61.8
	Self-employed (% total employment)	12.2	12.6	12.7	13.1	14.4 b	14.5 b	14.8	15.6	16.1	16.3	16.4
	Part-time employment (% total employment)	45.8	46.3	46.8	47.7	48.3 b	48.3 b	49.0	49.8	49.6	50.0	49.7
	Fixed term contracts (% total employees)	16.6	18.1	18.2	18.2	18.5 b	18.3	19.4	20.5	21.5	20.2	20.9
	Employment in Services (% total employment)	80.7	81.0	81.2	81.5	81.9	82.2	82.4	82.7 p	82.9 p		
	Employment in Industry (% total employment)	16.8	16.5	16.4	16.2	15.8	15.6	15.4	15.1 p	14.9 p		
	Employment in Agriculture (% total employment)	2.5	2.4	2.3	2.3	2.3	2.3	2.2	2.2 p	2.2 p		
	Activity rate (% population aged 15-64)	77.4	78.5	79.3	79.7	78.2 b	78.1 b	79.0	79.4	79.0	79.6	79.7
	Activity rate (% population aged 15-24)	70.8	72.7	73.2	72.8	69.0 b	68.1 b	69.2	69.2	67.4	68.5	68.2
	Activity rate (% population aged 25-54)	87.1	87.6	88.5	88.8	87.9 b	87.4 b	87.6	87.4	87.1	87.1	86.9
	Activity rate (% population aged 55-64)	49.6	52.8	54.7	56.8	55.9 b	57.9 b	60.8	63.5	64.9	67.1	68.4
	Total unemployment (000)	419	355	318	381	435	434	516	647	660	614	538
	Unemployment rate (% labour force)	5.0	4.2	3.7	4.4	5.0	5.0	5.8	7.3	7.4	6.9	6.0
	Youth unemployment rate (% labour force 15-24)	10.0	9.4	8.6	10.2	11.1	10.0	11.7	13.2	12.7	11.3	10.8
	Long term unemployment rate (% labour force)	1.7	1.2	0.9	0.8	1.2	1.6	1.9	2.5	2.9	3.0	2.5
	Share of long term unemployment (% of total unemployment)	42.3	38.5	34.0	24.4	27.1	32.3	32.9	34.9	39.2	42.9	41.5
	Youth unemployment ratio (% population aged 15-24)	4.6	4.3	3.9	4.8	6.0 b	6.8 b	8.1	9.1	8.6	7.7	7.4
	Employment rate for low skilled 25-64 (ISCED 0-2)	60.6	61.9	63.7	63.6	61.4 b	61.7 b	61.7	60.3 b	58.8 b	60.0	60.7
	Employment rate for medium skilled 25-64 (ISCED 3-4)	79.1	80.3	81.5	81.7	80.3 b	79.6 b	79.6	77.8 b	77.9 b	78.2	79.4
	Employment rate for high skilled 25-64 (ISCED 5-8)	86.4	87.7	88.3	88.1	87.2 b	87.0 b	87.3	87.6 b	87.7 b	88.2	88.4
	Employment rate (Nationals aged 15-64)	75.1	76.7	77.8	77.6	75.3 b	74.8 b	75.0	74.4	73.9	74.9	75.6
	Employment rate (Other EU28 aged 15-64)	74.1	75.5	77.9	76.6	73.3 b	73.4 b	75.4	72.6	73.0	72.0	74.8
	Employment rate (Other than EU28 aged 15-64)	47.2	50.2	55.7	54.0	51.4 b	50.6 b	51.6	48.4	49.1	48.9	49.3
	Employment rate (Born in the same country aged 15-64)	76.2	77.7	78.7	78.6	76.2 b	75.8 b	76.1	75.5	75.0	76.1	76.9
	Employment rate (Born in other EU28 aged 15-64)	72.1	72.8	74.7	74.0	72.0 b	72.4 b	73.1	71.9	72.4	71.5	74.0
	Employment rate (Born outside EU28 aged 15-64)	59.5	62.2	65.6	64.6	62.3 b	60.7 b	60.5	58.2	58.0	57.8	58.1
	Underemployment (% of labour force aged 15-74)			1.1	1.3	1.3 b	1.4 b	1.7	6.6	6.7	6.3	5.7
	Seeking but not available (% of labour force aged 15-74)	0.6	0.7	0.6	0.6	0.8 b	1.2 b	1.3	1.5	1.6	1.8	1.7
	Discouraged, available but not seeking (% of labour force aged 15-74)	3.8	3.2	3.0	3.1	3.5 b	3.3 b	3.6	3.9	4.1	3.9	3.6

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Netherlands		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	8077	8089	8112	8156	8203	8243	8283	8307	8334	8373	8417
	Population aged 15-64(000)	5562	5563	5572	5589	5605	5616	5595	5571	5561	5563	5578
	Total employment (000)	4552	4631	4676	4648	4526 b	4475 b	4501	4459	4460	4482	4536
	Employment aged 15-64 (000)	4471	4547	4588	4540	4425 b	4377 b	4376	4324	4305	4336	4383
	Employment rate (% population aged 20-64)	83.5	84.8	85.5	84.9	82.8 b	82.4 b	82.3	81.1	81.1	81.9	82.6
	Employment rate (% population aged 15-64)	80.9	82.2	83.2	82.4	80.0 b	79.3 b	79.3	78.2	78.1	79.0	79.6
	Employment rate (% population aged 15-24)	67.2	68.9	69.8	67.5	62.6 b	60.0 b	59.7	59.2	58.7	59.9	59.6
	Employment rate (% population aged 25-54)	91.4	92.1	93.0	92.0	90.0 b	89.8 b	89.1	86.8	86.9	87.5	88.1
	Employment rate (% population aged 55-64)	58.0	61.5	63.7	65.4	64.5 b	64.5 b	66.9	68.9	69.4	71.1	72.8
	FTE employment rate (% population aged 20-64)	77.9	79.2	79.9	79.0	76.7 b	76.2 b	75.9	74.5	74.4	75.2	76.2
	Self-employed (% total employment)	14.9	15.5	15.6	15.9	17.8 b	17.9 b	18.2	19.1	19.7	19.5	19.7
	Part-time employment (% total employment)	22.1	22.5	22.8	23.6	24.2 b	23.9 b	24.6	26.0	26.1	26.5	26.2
	Fixed term contracts (% total employees)	12.9	13.9	13.7	13.4	13.9 b	13.9 b	14.8	15.5	16.4	15.2	15.6
	Employment in Services (% total employment)	71.1	71.6	71.6	71.8	72.1 b	72.4 b	72.8	73.6 b	74.1		
	Employment in Industry (% total employment)	25.6	25.2	25.3	25.1	24.7 b	24.5 b	24.1	23.4 b	22.9		
	Employment in Agriculture (% total employment)	3.4	3.2	3.1	3.1	3.2 b	3.1 b	3.1	3.0 b	3.0		
	Activity rate (% population aged 15-64)	83.9	84.6	85.3	85.3	83.7 b	83.2 b	83.9	84.3	84.2	84.6	84.4
	Activity rate (% population aged 15-24)	71.5	73.0	73.7	72.7	68.6 b	67.0 b	67.7	68.4	67.0	67.5	67.2
	Activity rate (% population aged 25-54)	94.1	94.0	94.5	94.4	93.3 b	93.0 b	93.0	92.3	92.2	92.1	91.7
	Activity rate (% population aged 55-64)	60.4	64.0	65.9	67.6	67.3 b	67.5 b	70.6	74.2	75.5	77.6	78.2
	Total unemployment (000)	188	154	141	184	213	216	260	346	343	313	268
	Unemployment rate (% labour force)	4.1	3.3	3.0	3.9	4.5	4.6	5.5	7.2	7.2	6.5	5.6
	Youth unemployment rate (% labour force 15-24)	10.0	9.4	9.3	11.4	12.0	10.5	11.8	13.5	12.4	11.3	11.4
	Long term unemployment rate (% labour force)	1.6	1.1	0.9	0.8	1.2	1.6	1.8	2.6	2.8	3.0	2.4
	Share of long term unemployment (% of total unemployment)	45.0	40.8	36.5	23.4	27.2	33.7	33.5	35.5	39.8	45.6	42.3
	Youth unemployment ratio (% population aged 15-24)	4.3	4.1	4.0	5.2	6.1 b	7.0 b	8.0	9.2	8.3	7.7	7.6
	Employment rate for low skilled 25-64 (ISCED 0-2)	76.6	77.6	78.4	77.7	74.8 b	74.4 b	74.1	71.7 b	70.9 b	71.8	72.9
	Employment rate for medium skilled 25-64 (ISCED 3-4)	84.8	85.9	87.2	86.8	85.4 b	84.9 b	84.6	82.9 b	83.0 b	83.7	84.8
	Employment rate for high skilled 25-64 (ISCED 5-8)	88.7	90.0	90.5	90.2	89.3 b	89.7 b	90.0	89.7 b	90.3 b	91.1	91.3
	Employment rate (Nationals aged 15-64)	81.5	82.7	83.5	82.8	80.5 b	79.9 b	79.7	78.8	78.6	79.5	80.2
	Employment rate (Other EU28 aged 15-64)	80.3	81.2	83.4	82.5	79.7 b	78.0 b	80.5	79.7	80.7	79.5	80.5
	Employment rate (Other than EU28 aged 15-64)	60.4	65.8	71.6	67.3	62.7 b	62.7 b	64.0	57.9	60.1	61.2	60.3
	Employment rate (Born in the same country aged 15-64)	82.4	83.5	84.2	83.5	81.2 b	80.6 b	80.5	79.5	79.4	80.3	81.1
	Employment rate (Born in other EU28 aged 15-64)	78.4	80.0	80.2	79.3	77.5 b	79.1 b	79.1	79.8	80.6	79.0	81.1
	Employment rate (Born outside EU28 aged 15-64)	69.3	72.2	75.6	73.6	70.2 b	69.1 b	69.3	66.0	66.7	68.1	66.5
	Underemployment (% of labour force aged 15-74)			0.6	0.8	0.9 b	1.0 b	1.2	4.5	4.5	4.1	3.8
	Seeking but not available (% of labour force aged 15-74)	0.4	0.5	0.5	0.5	0.6 b	0.9 b	1.0	1.1	1.2	1.4	1.3
	Discouraged, available but not seeking (% of labour force aged 15-74)	3.1	2.7	2.6	2.7	3.2 b	3.1 b	3.3	3.6	3.5	3.3	3.2
Labour Market Indicators - Female	Total population (000)	8257	8269	8293	8329	8372	8412	8447	8472	8495	8528	8562
	Population aged 15-64(000)	5457	5468	5483	5502	5519	5538	5522	5506	5499	5503	5516
	Total employment (000)	3709	3832	3917	3948	3844 b	3816 b	3845	3827	3776	3836	3891
	Employment aged 15-64 (000)	3681	3798	3880	3903	3802 b	3775 b	3799	3780	3724	3779	3841
	Employment rate (% population aged 20-64)	69.0	70.7	72.2	72.7	70.8 b	70.4 b	71.0	70.6	69.7	70.8	71.6
	Employment rate (% population aged 15-64)	67.7	69.6	71.1	71.5	69.3 b	68.9 b	69.4	69.0	68.1	69.2	70.1
	Employment rate (% population aged 15-24)	65.1	67.9	68.8	68.4	63.5 b	62.6 b	62.5	61.0	58.8	61.7	62.1
	Employment rate (% population aged 25-54)	77.0	78.7	80.5	80.7	79.3 b	78.1 b	78.1	77.5	76.5	77.0	77.7
	Employment rate (% population aged 55-64)	37.2	40.1	42.2	44.7	42.8 b	45.9 b	48.3	49.5	50.4	52.4	54.2
	FTE employment rate (% population aged 20-64)	46.0	47.3	48.7	49.3	47.8 b	47.6 b	47.4	47.5	46.9	47.6	49.1
	Self-employed (% total employment)	8.9	9.1	9.3	9.7	10.4 b	10.6 b	10.8	11.5	11.9	12.5	12.5
	Part-time employment (% total employment)	74.5	74.8	75.2	75.7	76.2 b	76.6 b	77.0	77.1	76.7	76.9	76.4
	Fixed term contracts (% total employees)	16.1	17.5	17.7	18.0	17.5 b	17.2 b	17.9	18.6	19.2	18.4	19.0
	Employment in Services (% total employment)	91.8	91.9	92.1	92.3	92.7 b	92.8 b	92.9	93.2 b	93.2		
	Employment in Industry (% total employment)	6.6	6.6	6.4	6.3	5.9 b	5.9 b	5.8	5.5 b	5.4		
	Employment in Agriculture (% total employment)	1.6	1.5	1.5	1.4	1.4 b	1.3 b	1.3	1.3 b	1.3		
	Activity rate (% population aged 15-64)	70.7	72.2	73.3	74.1	72.6 b	72.9 b	74.0	74.4	73.8	74.7	75.0
	Activity rate (% population aged 15-24)	70.1	72.4	72.6	72.9	69.4 b	69.2 b	70.8	70.0	67.7	69.4	69.2
	Activity rate (% population aged 25-54)	80.1	81.2	82.5	83.0	82.4 b	81.8 b	82.3	82.6	81.9	82.1	82.2
	Activity rate (% population aged 55-64)	38.6	41.4	43.5	46.0	44.5 b	48.2 b	51.0	52.8	54.3	56.7	58.6
	Total unemployment (000)	231	201	176	197	222	218	255	301	317	301	271
	Unemployment rate (% labour force)	6.2	5.2	4.5	4.9	5.5	5.4	6.2	7.3	7.8	7.3	6.5
	Youth unemployment rate (% labour force 15-24)	10.1	9.3	7.8	9.0	10.1	9.5	11.6	12.9	13.1	11.2	10.3
	Long term unemployment rate (% labour force)	1.7	1.3	0.9	0.9	1.2	1.7	2.0	2.5	3.0	2.9	2.7
	Share of long term unemployment (% of total unemployment)	39.6	36.3	31.4	25.6	27.1	31.0	32.3	34.3	38.5	40.2	40.7
	Youth unemployment ratio (% population aged 15-24)	4.9	4.5	3.8	4.5	6.0 b	6.6 b	8.2	9.0	8.9	7.8	7.1
	Employment rate for low skilled 25-64 (ISCED 0-2)	47.4	48.9	51.2	51.2	49.4 b	50.3 b	50.4	50.0 b	47.8 b	49.0	49.3
	Employment rate for medium skilled 25-64 (ISCED 3-4)	73.2	74.4	75.7	76.6	75.3 b	74.3 b	74.5	72.6 b	72.5 b	72.6	73.8
	Employment rate for high skilled 25-64 (ISCED 5-8)	83.7	85.1	85.8	85.7	84.9 b	84.1 b	84.5	85.4 b	84.9 b	85.3	85.5
	Employment rate (Nationals aged 15-64)	68.5	70.5	72.0	72.3	70.1 b	69.8 b	70.2	69.9	69.0	70.3	71.0
	Employment rate (Other EU28 aged 15-64)	68.8	70.4	73.0	71.6	68.2 b	69.5 b	71.1	66.7	66.6	65.9	70.2
	Employment rate (Other than EU28 aged 15-64)	34.8	35.9	41.8	42.8	41.1 b	39.8 b	40.4	39.6	39.2	38.0	39.5
	Employment rate (Born in the same country aged 15-64)	69.8	71.7	73.0	73.5	71.1 b	71.0 b	71.6	71.4	70.4	71.9	72.6
	Employment rate (Born in other EU28 aged 15-64)	67.4	67.3	70.4	70.0	67.7 b	67.5 b	68.8	66.0	66.4	65.9	68.7
	Employment rate (Born outside EU28 aged 15-64)	49.8	52.8	56.2	56.1	54.9 b	52.8 b	52.2	51.1	49.9	48.5	50.6
	Underemployment (% of labour force aged 15-74)			1.7	1.8	1.8 b	1.9 b	2.2	9.1	9.4	8.9	7.9
	Seeking but not available (% of labour force aged 15-74)	0.9	0.9	0.8	0.8	1.0 b	1.6 b	1.5	2.0	2.0	2.1	2.0
	Discouraged, available but not seeking (% of labour force aged 15-74)	4.7	3.9	3.4	3.5	3.9 b	3.6 b	3.8	4.4	4.8	4.5	4.0

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Netherlands			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	16.0	15.7	14.9	15.1	15.1	15.7	15.0	15.9	16.5	16.4	
		At-risk-of-poverty (% of total population)	9.7	10.2	10.5	11.1	10.3	11.0	10.1	10.4	11.6	11.6	
		At-risk-of-poverty threshold (PPS single person)	9897	10522	11485	11618	11288	11300	11387	11536	11283	11632	
		Poverty gap (%)	16.9	17.0	14.9	16.5	16.2	15.5	17.3	16.5	16.9	16.8	
		Persistent at-risk-of-poverty (% of total population)			6.4	4.7	8.2	7.7	5.8	6.5	7.7	7.3	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	21.0	20.6	19.9	20.5	21.1	20.9	20.6	20.8	21.3	22.3	
		Impact of social transfers (excl. pensions) in reducing poverty (%)	53.8	50.5	47.2	45.9	51.2	47.4	51.0	50.0	45.5	48.0	
		Severe Material Deprivation (% of total population)	2.3	1.7	1.5	1.4	2.2	2.5	2.3	2.5	3.2	2.6	2.7 p
		Share of people living in low work intensity households (% of people aged 0-59)	10.9	9.7	8.2	8.5	8.4	8.9	8.9	9.3	10.2	10.2	
		Real Gross Household Disposable income (growth %)	0.4	1.9	-0.6	1.1	-0.6	0.1	-1.0	-1.4	-0.6	3.2	
		Income quintile share ratio S80/S20	3.8	4.0	4.0	4.0	3.7	3.8	3.6	3.6	3.8	3.8	
		GINI coefficient	26.4	27.6	27.6	27.2	25.5	25.8	25.4	25.1	26.2	26.7	
		Early leavers from education and training (% of population aged 18-24)	12.6 b	11.7	11.4	10.9	10.0 b	9.2	8.9	9.3 b	8.7 b	8.2	8.0
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	4.0 b	3.5	3.4	4.1	4.3 b	4.3	4.9	5.6 b	5.5	4.7	4.6
	Male	At-risk-of-poverty or exclusion (% of male population)	14.6	14.6	14.3	14.3	14.1	14.9	13.6	14.9	15.8	15.9	
		At-risk-of-poverty (% of male population)	9.5	9.6	10.5	10.8	9.7	10.8	9.5	10.2	11.3	11.8	
		Poverty gap (%)	18.9	17.5	14.6	16.9	15.1	15.3	17.3	15.1	17.7	15.5	
		Persistent at-risk-of-poverty (% of male population)			6.9	5.4	6.8	8.1	4.8	6.3	6.6	6.8	
		Severe Material Deprivation (% of male population)	1.7	1.7	1.5	1.4	2.3	2.4	2.3	2.4	2.7	2.5	2.4 p
		Share of people living in low work intensity households (% of males aged 0-59)	9.0	8.6	7.0	7.6	7.4	8.0	7.8	8.3	9.6	9.6	
		Life expectancy at birth (years)	77.7	78.1	78.4 b	78.7	78.9	79.4	79.3	79.5	80.0	79.9	
		Healthy life years at birth (years) - men	65.2	66.1	62.5 b	61.7	61.3	64.0	63.5	61.4	63.3	61.1	
		Early leavers from education and training (% of males aged 18-24)	15.1 b	14.0	14.0	13.1	12.1 b	11.1	10.5	11.2 b	10.6 b	9.9	10.1
		NEET: Young people not in employment, education or training (% of males aged 15-24)	3.7 b	3.1	3.1	4.1	4.4 b	4.4	4.6	5.6 b	5.2	4.6	4.7
	Female	At-risk-of-poverty or exclusion (% of female population)	17.4	16.9	15.5	15.9	16.0	16.6	16.3	16.9	17.2	16.9	
		At-risk-of-poverty (% of female population)	9.9	10.7	10.4	11.3	10.8	11.1	10.6	10.6	11.9	11.5	
		Poverty gap (%)	16.7	16.9	17.0	16.3	16.4	16.5	17.1	17.2	16.2	17.8	
		Persistent at-risk-of-poverty (% of female population)			5.8	4.1	9.5	7.3	6.8	6.7	8.7	7.7	
		Severe Material Deprivation (% of female population)	2.8	1.7	1.6	1.5	2.2	2.6	2.4	2.6	3.6	2.6	3.0 p
		Share of people living in low work intensity households (% of females aged 0-59)	12.8	10.8	9.4	9.3	9.3	9.7	10.0	10.4	10.9	10.9	
		Life expectancy at birth (years)	82.0	82.5	82.5 b	82.9	83.0	83.1	83.0	83.2	83.5	83.2	
		Healthy life years at birth (years) - women	63.5	64.3	59.9 b	60.1	60.2	59.0	58.9	57.5	59.0	57.2	
		Early leavers from education and training (% of females aged 18-24)	10.1 b	9.3	8.8	8.6	7.8 b	7.2	7.2	7.4 b	6.8 b	6.4	5.8
		NEET: Young people not in employment, education or training (% of females aged 15-24)	4.4 b	4.0	3.8	4.1	4.2 b	4.2	5.1	5.7 b	5.9	4.7	4.4
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	17.5	17.2	15.5	17.5	16.9	18.0	16.9	17.0	17.1	16.8	
		At-risk-of-poverty (% of Children population)	13.5	14.0	12.9	15.4	13.7	15.5	13.2	12.6	13.7	14.0	
		Severe Material Deprivation (% of Children population)	3.2	1.9	2.2	1.5	2.0	2.9	3.3	2.3	3.7	2.6	2.5 p
		Share of children living in low work intensity households (% of Children population)	8.5	6.2	5.1	5.4	5.8	6.3	6.4	6.4	7.3	6.5	
		Risk of poverty of children in households at work (Working Intensity > 0.2)	9.2	11.3	10.1	12.2	11.2	11.8	10.1	10.1	10.0	10.5	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	49.3	43.6	43.9	38.9	45.6	36.2	44.5	47.3	43.2	43.8	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	17.5	16.5	15.8	15.9	16.5	17.0	16.5	18.0	18.9	19.1	
		At-risk-of-poverty (% of Working age population)	9.3	8.9	9.9	10.3	10.1	10.5	10.1	10.9	12.4	12.5	
		Severe Material Deprivation (% of Working age population)	2.3	1.9	1.6	1.6	2.7	2.8	2.4	3.0	3.6	3.1	3.2 p
		Very low work intensity (18-59)	11.9	11.0	9.5	9.7	9.4	9.8	9.9	10.5	11.4	11.7	
		In-work at-risk-of poverty rate (% of persons employed 18-64)	4.4	4.5	4.7	5.0	5.1	5.4	4.6	4.5	5.3	5.1	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	55.7	55.3	50.0	49.3	53.5	51.6	53.7	51.3	46.8	49.8	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	6.4	9.8	9.7	8.1	6.2	6.9	6.2	6.1	6.9	6.1	
		At-risk-of-poverty (% of Elderly population)	5.8	9.5	9.4	7.7	5.9	6.5	5.5	5.5	5.9	5.6	
		Severe Material Deprivation (% of Elderly population)	0.7	0.7	0.4	0.4	0.3	0.4	0.7	0.8	1.0	0.5	1.1 p
		Relative median income of elderly (ratio with median income of people younger than 65)	0.87	0.83	0.84	0.86	0.87	0.87	0.90	0.90	0.89	0.89	
		Aggregate replacement ratio (ratio)	0.43	0.43	0.43	0.44	0.47	0.46	0.47	0.47	0.50	0.52	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	8.4	8.5	8.7	9.8	10.0	10.1	10.4	10.2	10.0		
		Disability	2.2	2.2	2.2	2.4	2.4	2.3	2.3	2.3	2.2		
		Old age and survivors	10.3	10.4	10.2	11.0	11.2	11.6	12.0	12.2	12.3		
		Family/Children	1.4	0.9	1.1	1.2	1.2	1.1	1.0	1.0	0.9		
		Unemployment	1.3	1.0	0.9	1.1	1.3	1.3	1.4	1.6	1.6		
		Housing and Social exclusion n.e.c.	1.3	1.4	1.5	1.7	1.6	1.7	1.8	1.9	1.9		
		Total (including Admin and Other expenditures)	26.5	26.1	26.4	29.4	29.7	30.2	31.0	31.2	30.9		
		of which: Means tested benefits	2.6	3.0	3.1	3.5	3.6	3.7	3.8	3.9	3.8		

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Austria

Austria		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	3.4	3.6	1.5	-3.8	1.9	2.8	0.7	0.1	0.6	1.0	1.5
	Total employment	1.7	1.8	1.9	-0.4	0.7	1.6	1.0	0.3	0.9	0.6	1.3
	Labour productivity	1.6	1.8	-0.4	-3.4	1.2	1.2	-0.3	-0.2	-0.3	0.3	0.2
	Annual average hours worked per person employed	-1.0	-0.6	-0.4	-3.2	-0.3	0.4	-1.3	-0.9	-0.6	-1.2	-0.4
	Real productivity per hour worked	2.6	2.4	0.1	-0.2	1.5	0.8	1.1	0.7	0.3	1.6	0.6
	Harmonized CPI	1.7	2.2	3.2	0.4	1.7	3.6	2.6	2.1	1.5	0.8	1.0
	Price deflator GDP	1.9	2.3	1.8	1.9	1.0	1.9	2.0	1.6	1.8	1.9	1.3
	Nominal compensation per employee	3.1	3.0	3.3	1.6	1.1	2.1	2.7	2.1	1.9	1.9	1.4
	Real compensation per employee (GDP deflator)	1.2	0.7	1.5	-0.3	0.1	0.2	0.7	0.5	0.1	0.0	0.1
	Real compensation per employee (private consumption deflator)	1.4	0.7	0.1	1.2	-0.6	-1.5	0.1	0.0	0.4	1.0	0.4
	Nominal unit labour costs	1.5	1.2	3.7	5.2	-0.1	0.8	3.0	2.3	2.1	1.5	1.2
	Real unit labour costs	-0.5	-1.0	1.9	3.2	-1.1	-1.1	1.0	0.8	0.3	-0.3	-0.1
Labour Market Indicators - Total	Total population (000)	8254	8283	8308	8335	8352	8375	8408	8452	8507	8576	8690
	Population aged 15-64 (000)	5584	5589	5607	5625	5633	5663	5688	5705	5731	5767	5840
	Total employment (000)	3826	3924 b	3994	3982	4017	4052	4085	4105	4113	4148	4220
	Employment aged 15-64 (000)	3783	3864 b	3929	3909	3944	3982	4013	4030	4034	4068	4143
	Employment rate (% population aged 20-64)	71.6	72.8 b	73.8	73.4	73.9	74.2	74.4	74.6	74.2	74.3	74.8
	Employment rate (% population aged 15-64)	68.6	69.9 b	70.8	70.3	70.8	71.1	71.4	71.4	71.1	71.1	71.5
	Employment rate (% population aged 15-24)	52.3	53.8 b	54.4	53.1	52.8	53.9	53.7	53.1	52.1	51.3	51.0
	Employment rate (% population aged 25-54)	82.2	82.9 b	83.4	82.9	83.3	84.1	84.3	84.0	83.4	83.5	83.6
	Employment rate (% population aged 55-64)	33.0	36.0 b	38.8	39.4	41.2	39.9	41.6	43.8	45.1	46.3	49.2
	FTE employment rate (% population aged 20-64)	64.0	65.1 b	65.7	64.9	65.1	65.3	65.4	65.5	64.7	64.7	65.1
	Self-employed (% total employment)	11.6	11.3 b	11.2	11.5	11.7	11.3	11.2	11.4	11.3	11.4	11.2
	Part-time employment (% total employment)	21.5	22.0 b	22.7	23.9	24.4	24.5	25.2	26.0	26.9	27.3	27.8
	Fixed term contracts (% total employees)	8.9	8.8	8.9	9.1	9.4	9.5	9.3	9.2	9.1	9.1	9.0
	Employment in Services (% total employment)	70.5	70.5	70.7	71.3	71.8	71.9	72.2	72.5	72.5		
	Employment in Industry (% total employment)	24.2	24.3	24.2	23.7	23.3	23.4	23.4	23.2	23.0		
	Employment in Agriculture (% total employment)	5.3	5.2	5.0	5.0	4.9	4.7	4.4	4.3	4.4		
	Activity rate (% population aged 15-64)	72.4	73.5 b	73.9	74.3	74.4	74.6	75.1	75.5	75.4	75.5	76.2
	Activity rate (% population aged 15-24)	57.9	59.4 b	59.5	59.5	58.3	59.2	59.2	58.8	58.0	57.4	57.5
	Activity rate (% population aged 25-54)	86.1	86.5 b	86.5	87.0	87.1	87.6	88.1	88.3	88.0	88.0	88.4
	Activity rate (% population aged 55-64)	34.3	37.2 b	39.7	40.5	42.2	41.4	43.1	45.5	46.9	48.6	51.7
	Total unemployment (000)	212	200	172	223	203	194	209	231	245	252	270
	Unemployment rate (% labour force)	5.3	4.9	4.1	5.3	4.8	4.6	4.9	5.4	5.6	5.7	6.0
	Youth unemployment rate (% labour force 15-24)	9.8	9.4	8.5	10.7	9.5	8.9	9.4	9.7	10.3	10.6	11.2
	Long term unemployment rate (% labour force)	1.5	1.3	1.0	1.2	1.2	1.2	1.2	1.3	1.5	1.7	1.9
	Share of long term unemployment (% of total unemployment)	28.0	27.2	24.3	21.7	25.4	26.3	24.9	24.6	27.2	29.2	32.3
	Youth unemployment ratio (% population aged 15-24)	5.7	5.6 b	5.1	6.4	5.5	5.3	5.6	5.7	6.0	6.1	6.5
	Employment rate for low skilled 25-64 (ISCED 0-2)	53.9 b	56.1 b	55.4	54.0	54.8	55.1	54.7	54.1	53.0 b	52.9	53.9
	Employment rate for medium skilled 25-64 (ISCED 3-4)	74.2 b	75.4 b	76.9	76.3	77.0	76.8	77.1	77.5	75.9 b	75.7	75.9
	Employment rate for high skilled 25-64 (ISCED 5-8)	85.1 b	86.0 b	85.6	85.8	85.3	85.9	86.7	86.0	85.3 b	85.4	86.2
	Employment rate (Nationals aged 15-64)	69.5	70.9 b	71.9	71.6	71.9	72.2	72.6	72.7	72.3	72.5	73.3
	Employment rate (Other EU28 aged 15-64)	69.2	69.7 b	70.6	68.2	69.8	69.6	71.2	71.9	73.0	72.5	72.8
	Employment rate (Other than EU28 aged 15-64)	55.3	56.5 b	56.5	55.5	57.0	58.2	57.0	55.2	54.2	53.7	52.6
	Employment rate (Born in the same country aged 15-64)	70.0	71.2 b	72.3	71.9	72.0	72.3	72.7	72.8	72.6	72.8	73.4
	Employment rate (Born in other EU28 aged 15-64)	64.9	67.0 b	67.5	67.2	69.5	69.9	71.1	72.2	72.7	72.7	73.7
	Employment rate (Born outside EU28 aged 15-64)	59.5	61.2 b	61.3	60.3	62.4	63.0	62.0	60.7	59.5	59.0	58.4
	Underemployment (% of labour force aged 15-74)			3.2	3.5	2.9	3.1	3.4	3.8	3.9	4.2	4.2
	Seeking but not available (% of labour force aged 15-74)	0.8	0.7 b	0.9	0.9	0.9	0.9	1.0	0.9	1.0	0.9	1.1
	Discouraged, available but not seeking (% of labour force aged 15-74)	4.1	3.8 b	3.5	3.7	3.7	3.4	3.5	3.3	3.6	3.7	3.3

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Austria		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	4014	4030	4042	4057	4066	4079	4098	4124	4156	4195	4265
	Population aged 15-64(000)	2797	2799	2807	2814	2818	2831	2844	2854	2870	2891	2938
	Total employment (000)	2085	2138 b	2164	2134	2148	2162	2171	2180	2175	2194	2234
	Employment aged 15-64 (000)	2058	2100 b	2122	2087	2104	2120	2129	2134	2126	2145	2187
	Employment rate (% population aged 20-64)	78.1	79.5 b	80.1	78.7	79.0	79.2	79.3	79.1	78.3	78.4	78.7
	Employment rate (% population aged 15-64)	74.9	76.3 b	76.8	75.5	76.0	76.2	76.2	76.0	75.2	75.1	75.4
	Employment rate (% population aged 15-24)	55.8	57.0 b	57.6	55.8	56.6	58.0	57.1	56.4	54.3	54.0	52.9
	Employment rate (% population aged 25-54)	88.4	89.0 b	88.9	87.4	87.7	88.4	88.3	87.5	86.6	86.6	86.6
	Employment rate (% population aged 55-64)	41.9	46.0 b	48.9	49.1	49.9	48.2	50.2	52.8	54.3	54.1	57.6
	FTE employment rate (% population aged 20-64)	76.7	78.1 b	78.2	76.6	76.6	77.0	77.0	76.6	75.5	75.5	75.6
	Self-employed (% total employment)	14.2	13.6 b	13.6	13.9	14.2	13.7	13.5	13.8	13.8	13.8	13.7
	Part-time employment (% total employment)	5.9	6.2 b	7.0	7.5	8.0	7.8	8.0	9.0	9.6	9.8	10.5
	Fixed term contracts (% total employees)	7.7	7.4 b	7.5	7.8	8.3	8.3	7.9	8.1	7.9	7.8	7.7
	Employment in Services (% total employment)	59.0	59.1	59.3	59.7	60.3	60.4	60.6	61.3	61.3		
	Employment in Industry (% total employment)	35.6	35.6	35.6	35.2	34.6	34.6	34.6	34.0	34.0		
	Employment in Agriculture (% total employment)	5.4	5.2	5.1	5.1	5.1	5.0	4.8	4.7	4.7		
	Activity rate (% population aged 15-64)	78.9	80.0 b	80.0	80.0	80.0	79.9	80.2	80.4	80.0	80.1	80.7
	Activity rate (% population aged 15-24)	61.8	62.9 b	62.9	62.9	62.6	63.6	63.1	62.3	60.7	60.7	60.2
	Activity rate (% population aged 25-54)	92.2	92.5 b	92.1	91.9	91.9	92.0	92.3	92.1	91.5	91.6	91.8
	Activity rate (% population aged 55-64)	44.1	47.6 b	49.9	50.5	51.4	50.4	52.2	55.1	56.8	57.4	61.2
	Total unemployment (000)	108	100	88	124	113	103	113	124	135	142	153
	Unemployment rate (% labour force)	5.0	4.5	3.9	5.5	5.0	4.6	5.0	5.4	5.9	6.1	6.5
	Youth unemployment rate (% labour force 15-24)	9.8	9.3	8.4	11.2	9.6	8.8	9.6	9.4	10.6	11.1	12.1
	Long term unemployment rate (% labour force)	1.5	1.2	1.0	1.2	1.4	1.3	1.3	1.4	1.7	1.9	2.2
	Share of long term unemployment (% of total unemployment)	30.1	26.9	26.0	22.0	27.9	27.8	26.0	25.9	28.2	31.8	34.3
	Youth unemployment ratio (% population aged 15-24)	6.1	5.8 b	5.3	7.0	6.0	5.6	6.0	5.8	6.4	6.7	7.3
	Employment rate for low skilled 25-64 (ISCED 0-2)	63.6 b	65.8 b	65.0	62.8	62.8	63.6	62.3	61.2	59.1 b	59.3	60.5
	Employment rate for medium skilled 25-64 (ISCED 3-4)	79.6 b	81.0 b	81.9	80.2	80.6	80.4	80.5	80.9	79.8 b	79.1	79.4
	Employment rate for high skilled 25-64 (ISCED 5-8)	87.7 b	89.1 b	88.7	88.6	88.8	89.0	89.6	88.6	87.2 b	87.4	88.5
	Employment rate (Nationals aged 15-64)	75.5	76.9 b	77.4	76.4	76.7	76.8	76.8	76.8	76.2	76.0	76.7
	Employment rate (Other EU28 aged 15-64)	77.8	80.6 b	80.1	75.8	75.7	76.2	77.3	77.3	77.5	78.2	77.1
	Employment rate (Other than EU28 aged 15-64)	65.0	66.3 b	67.9	64.1	66.5	68.5	67.4	65.7	62.1	62.0	60.9
	Employment rate (Born in the same country aged 15-64)	75.9	77.1 b	77.7	76.5	76.7	76.8	76.8	76.7	76.2	76.0	76.6
	Employment rate (Born in other EU28 aged 15-64)	72.5	77.4 b	75.4	75.5	75.1	77.0	77.5	79.4	78.6	78.9	78.5
	Employment rate (Born outside EU28 aged 15-64)	68.9	70.1 b	71.2	67.8	70.6	71.4	71.2	69.0	66.4	67.1	66.1
	Underemployment (% of labour force aged 15-74)			1.2	1.7	1.4	1.5	1.6	1.9	1.9	2.1	2.4
	Seeking but not available (% of labour force aged 15-74)	0.7	0.6 b	0.7	0.9	0.8	0.7	0.8	0.8	0.9	0.8	1.0
	Discouraged, available but not seeking (% of labour force aged 15-74)	3.5	3.1 b	2.9	3.0	3.2	3.2	3.2	3.0	3.4	3.5	3.0
Labour Market Indicators - Female	Total population (000)	4240	4253	4266	4278	4285	4296	4310	4328	4351	4381	4425
	Population aged 15-64(000)	2787	2790	2800	2811	2816	2832	2844	2852	2862	2877	2902
	Total employment (000)	1741	1786 b	1831	1849	1869	1890	1913	1925	1938	1954	1986
	Employment aged 15-64 (000)	1725	1763 b	1807	1822	1840	1862	1885	1897	1908	1923	1956
	Employment rate (% population aged 20-64)	65.2	66.2 b	67.6	68.2	68.8	69.2	69.6	70.0	70.1	70.2	70.9
	Employment rate (% population aged 15-64)	62.2	63.5 b	64.8	65.2	65.7	66.1	66.7	66.9	66.9	67.1	67.7
	Employment rate (% population aged 15-24)	48.8	50.6 b	51.3	50.5	48.9	49.8	50.3	49.8	49.9	48.7	49.0
	Employment rate (% population aged 25-54)	76.0	76.7 b	77.8	78.4	78.9	79.8	80.4	80.5	80.3	80.3	80.6
	Employment rate (% population aged 55-64)	24.5	26.5 b	29.3	30.3	33.0	32.2	33.5	35.2	36.4	38.8	41.1
	FTE employment rate (% population aged 20-64)	52.4	53.2 b	54.4	54.3	54.9	55.0	55.1	55.6	55.1	55.1	55.8
	Self-employed (% total employment)	8.5	8.6 b	8.4	8.6	8.8	8.5	8.4	8.6	8.5	8.7	8.4
	Part-time employment (% total employment)	40.1	40.8 b	41.2	42.6	43.2	43.5	44.6	45.1	46.3	46.8	47.1
	Fixed term contracts (% total employees)	8.0	8.0 b	8.1	8.1	8.0	8.5	8.4	8.2	8.3	8.2	8.2
	Employment in Services (% total employment)	83.5	83.5	83.9	84.4	84.8	84.6	84.9	84.6	84.7		
	Employment in Industry (% total employment)	11.2	11.3	11.2	10.8	10.6	11.0	11.2	11.5	11.2		
	Employment in Agriculture (% total employment)	5.2	5.2	4.9	4.8	4.6	4.4	3.9	3.9	4.1		
	Activity rate (% population aged 15-64)	66.0	67.1 b	67.8	68.7	68.9	69.3	70.0	70.7	70.8	70.9	71.7
	Activity rate (% population aged 15-24)	54.1	56.0 b	56.2	56.2	54.0	54.8	55.4	55.3	55.4	54.1	54.6
	Activity rate (% population aged 25-54)	80.1	80.5 b	80.9	82.1	82.4	83.2	84.0	84.5	84.5	84.4	84.9
	Activity rate (% population aged 55-64)	25.2	27.5 b	30.1	31.1	33.6	33.0	34.5	36.4	37.5	40.2	42.7
	Total unemployment (000)	103	100	84	99	91	91	96	108	110	110	117
	Unemployment rate (% labour force)	5.6	5.3	4.4	5.1	4.6	4.6	4.8	5.3	5.4	5.3	5.6
	Youth unemployment rate (% labour force 15-24)	9.8	9.6	8.6	10.1	9.4	9.1	9.2	10.0	9.9	10.0	10.2
	Long term unemployment rate (% labour force)	1.4	1.5	1.0	1.1	1.0	1.1	1.1	1.2	1.4	1.4	1.7
	Share of long term unemployment (% of total unemployment)	25.7	27.6	22.6	21.3	22.4	24.5	23.7	23.1	25.9	25.9	29.7
	Youth unemployment ratio (% population aged 15-24)	5.3	5.4 b	4.8	5.7	5.1	5.0	5.1	5.5	5.5	5.4	5.6
	Employment rate for low skilled 25-64 (ISCED 0-2)	48.8 b	51.0 b	50.2	49.4	50.5	50.3	50.5	49.9	49.5 b	49.1	49.9
	Employment rate for medium skilled 25-64 (ISCED 3-4)	68.3 b	69.2 b	71.4	72.1	73.0	73.0	73.3	73.9	71.6 b	72.0	72.0
	Employment rate for high skilled 25-64 (ISCED 5-8)	81.5 b	81.8 b	81.5	82.4	81.0	82.2	83.2	82.9	83.3 b	83.1	83.8
	Employment rate (Nationals aged 15-64)	63.5	64.9 b	66.4	66.8	67.1	67.6	68.3	68.6	68.5	69.0	69.9
	Employment rate (Other EU28 aged 15-64)	61.5	60.4 b	62.8	61.6	64.5	63.9	66.0	67.4	69.1	67.3	68.9
	Employment rate (Other than EU28 aged 15-64)	45.1	45.9 b	44.8	47.0	47.5	47.8	46.7	44.9	46.4	45.5	44.7
	Employment rate (Born in the same country aged 15-64)	64.1	65.4 b	66.9	67.2	67.3	67.8	68.5	68.9	68.9	69.5	70.2
	Employment rate (Born in other EU28 aged 15-64)	59.0	59.0 b	61.5	60.8	65.2	64.4	66.3	66.6	67.9	67.6	69.8
	Employment rate (Born outside EU28 aged 15-64)	50.4	52.5 b	51.6	52.6	54.3	54.8	53.1	52.7	52.7	51.2	50.8
	Underemployment (% of labour force aged 15-74)			5.6	5.6	4.6	5.0	5.4	6.0	6.1	6.4	6.3
	Seeking but not available (% of labour force aged 15-74)	0.9	0.8 b	1.1	1.0	1.0	1.0	1.2	1.0	1.1	1.0	1.1
	Discouraged, available but not seeking (% of labour force aged 15-74)	4.9	4.7 b	4.2	4.4	4.2	3.8	3.8	3.8	3.9	3.9	3.7

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Austria			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	17.8	16.7	20.6 b	19.1	18.9	19.2	18.5	18.8	19.2	18.3	18.0
		At-risk-of-poverty (% of total population)	12.6	12.0	15.2	14.5	14.7	14.5	14.4	14.4	14.1	13.9	14.1
		At-risk-of-poverty threshold (PPS single person)	10452	10686	11359 b	11683	11710	12255	12361	12542	12997	13189	13514
		Poverty gap (%)	15.5	17.0	19.9 b	19.2	21.8	19.1	20.1	21.3	20.1	20.5	19.8
		Persistent at-risk-of-poverty (% of total population)		5.5	5.6	6.2	6.5	9.8 b	8.7	8.9	8.5	8.8	8.1
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	25.1	24.7	25.9 b	25.3	26.0	27.1	25.8	25.9	25.4	25.6	26.3
		Impact of social transfers (excl. pensions) in reducing poverty (%)	49.8	51.4	41.3 b	42.7	43.5	46.5	44.2	44.4	44.5	45.7	46.4
		Severe Material Deprivation (% of total population)	3.6	3.3	5.9	4.6	4.3	4.0	4.0	4.2	4.0	3.6	3.0
		Share of people living in low work intensity households (% of people aged 0-59)	8.1	8.2	7.4 b	7.1	7.8	8.6	7.7	7.8	9.1	8.2	8.1
		Real Gross Household Disposable income (growth %)	2.6	2.1	0.8	-0.2	-1.0	-0.2	1.3	-1.7	0.0	0.3	
		Income quintile share ratio S80/S20	3.7	3.8	4.2 b	4.2	4.3	4.1	4.2	4.1	4.1	4.0	4.1
		GINI coefficient	25.3	26.2	27.7 b	27.5	28.3	27.4	27.6	27.0	27.6	27.2	27.2
		Early leavers from education and training (% of population aged 18-24)	10.0 b	10.8	10.2	8.8	8.3	8.5	7.8	7.5	7.0 b	7.3	6.9
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	7.8 b	7.4 b	7.4	8.2	7.4	7.3	6.8	7.3	7.7	7.5	7.7
	Male	At-risk-of-poverty or exclusion (% of male population)	15.7	14.5	18.9 b	17.6	17.3	17.9	17.3	17.4	17.7	17.5	16.9
		At-risk-of-poverty (% of male population)	11.0	10.6	14.2	13.8	13.4	14.0	13.5	13.5	13.3	13.5	13.5
		Poverty gap (%)	17.5	18.7	21.0 b	19.1	22.2	19.1	20.4	22.7	19.9	20.8	20.6
		Persistent at-risk-of-poverty (% of male population)		3.5	4.9	4.4	5.8	8.5 b	7.5	7.9	6.6	8.1	8.0
		Severe Material Deprivation (% of male population)	3.8	3.1	5.5	4.2	3.9	3.6	3.8	4.3	3.8	3.8	2.9
		Share of people living in low work intensity households (% of males aged 0-59)	7.0	6.6	6.1 b	5.5	6.7	7.5	6.7	7.0	7.8	7.3	7.5
		Life expectancy at birth (years)	77.1	77.4	77.7 b	77.6	77.8	78.3	78.4	78.6	79.1	78.8	
		Healthy life years at birth (years) - men	58.7	58.7	58.5 b	59.5	59.4	59.5	60.2	59.7	57.6	57.9	
		Early leavers from education and training (% of males aged 18-24)	10.3 b	11.5	10.4	8.6	8.4	9.0	8.0	7.9	7.6 b	7.8	7.7
		NEET: Young people not in employment, education or training (% of males aged 15-24)	7.5 b	7.0 b	6.8	7.7	7.2	7.3	6.6	7.2	8.0	7.7	8.0
	Female	At-risk-of-poverty or exclusion (% of female population)	19.7	18.9	22.3 b	20.5	20.5	20.3	19.6	20.1	20.5	19.1	18.9
		At-risk-of-poverty (% of female population)	14.0	13.3	16.1	15.3	15.8	15.0	15.3	15.2	14.9	14.3	14.6
		Poverty gap (%)	14.1	15.9	18.7 b	19.2	21.6	19.1	20.0	20.7	20.1	19.6	18.7
		Persistent at-risk-of-poverty (% of female population)		7.3	6.3	7.9	7.1	11.0 b	9.9	10.0	10.4	9.6	8.2
		Severe Material Deprivation (% of female population)	3.4	3.5	6.3	4.9	4.6	4.4	4.2	4.2	4.2	3.3	3.1
		Share of people living in low work intensity households (% of females aged 0-59)	9.2	9.8	8.6 b	8.7	8.9	9.7	8.7	8.5	10.5	9.1	8.8
		Life expectancy at birth (years)	82.8	83.1	83.3 b	83.2	83.5	83.8	83.6	83.8	84.0	83.7	
		Healthy life years at birth (years) - women	61.0	61.4	59.9 b	60.8	60.8	60.1	62.5	60.2	57.8	58.1	
		Early leavers from education and training (% of females aged 18-24)	9.8 b	10.2	9.9	8.9	8.3	8.0	7.6	7.1	6.5 b	6.8	6.0
		NEET: Young people not in employment, education or training (% of females aged 15-24)	8.1 b	7.9 b	8.0	8.7	7.7	7.2	7.0	7.4	7.4	7.3	7.4
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	19.3	18.5	22.9 b	20.8	22.4	22.1	20.9	22.9	23.3	22.3	20.0
		At-risk-of-poverty (% of Children population)	14.7	14.8	18.1	17.1	19.0	17.8	17.5	18.6	18.2	17.8	16.5
		Severe Material Deprivation (% of Children population)	4.2	3.7	6.7	5.0	5.6	5.8	5.8	6.4	6.0	4.2	3.5
		Share of children living in low work intensity households (% of Children population)	7.0	6.3	5.5 b	5.7	5.9	7.0	6.1	7.2	8.6	7.5	6.5
		Risk of poverty of children in households at work (Working Intensity > 0.2)	11.2	11.6	15.6 b	14.2	15.4	14.4	14.1	15.3	13.6	14.7	13.5
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	60.0	59.0	51.0 b	52.1	49.7	54.8	52.7	52.9	51.7	54.2	57.4
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	17.4	16.7	19.8 b	18.7	18.3	18.8	18.4	18.3	18.9	18.4	18.6
		At-risk-of-poverty (% of Working age population)	11.0	10.6	13.3	13.0	12.9	13.1	13.3	12.9	12.9	13.0	13.6
		Severe Material Deprivation (% of Working age population)	3.8	3.4	6.0	4.9	4.5	4.0	4.1	4.3	4.0	4.0	3.4
		Very low work intensity (18-59)	8.4	8.8	8.0 b	7.5	8.4	9.1	8.2	7.9	9.3	8.4	8.7
		In-work at-risk-of poverty rate (% of persons employed 18-64)	6.3	6.1	8.5 b	8.2	7.5	7.6	8.2	7.9	7.2	7.8	8.3
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	52.6	54.5	44.1 b	45.2	47.1	48.6	45.5	46.3	46.9	47.6	47.5
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	17.3	15.1	21.2 b	18.6	17.4	17.4	16.2	16.2	15.7	14.0	13.7
		At-risk-of-poverty (% of Elderly population)	16.2	14.0	18.9	17.4	16.8	16.2	15.1	15.4	14.2	13.2	13.2
		Severe Material Deprivation (% of Elderly population)	2.1	2.1	4.4	2.8	1.9	2.1	1.9	1.8	2.0	1.4	1.2
		Relative median income of elderly (ratio with median income of people younger than 65)	0.94	0.93	0.88 b	0.89	0.90	0.92	0.93	0.95	0.95	0.98	0.97
		Aggregate replacement ratio (ratio)	0.65	0.62	0.61 b	0.56	0.57	0.59	0.58	0.59	0.60	0.62	0.62
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	6.8	6.8	7.1	7.4	7.3	7.2	7.3	7.3	7.4		
		Disability	2.2	2.0	2.0	2.1	2.2	2.1	2.1	2.1	2.0		
		Old age and survivors	13.0	12.8	13.1	14.1	14.2	14.0	14.3	14.6	14.8		
		Family/Children	2.9	2.8	2.9	3.1	3.1	2.9	2.8	2.8	2.8		
		Unemployment	1.6	1.4	1.3	1.7	1.6	1.5	1.5	1.6	1.6		
		Housing and Social exclusion n.e.c.	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.6	0.6		
		Total (including Admin and Other expenditures)	27.7	27.2	27.8	29.8	29.8	29.0	29.3	29.8	30.0		
		of which: Means tested benefits	2.1	2.0	2.1	2.3	2.4	2.3	2.3	2.4	2.5		

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Poland

Poland		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	6.2	7.0	4.2	2.8	3.6	5.0	1.6	1.4	3.3	3.8	2.7
	Total employment	3.2	4.5	3.8	0.4	-2.7 b	0.6	0.1	-0.1	1.7	1.5	0.6 p
	Labour productivity	2.9	2.4	0.4	2.4	6.4 b	4.4	1.5	1.5	1.5	2.3	2.1 p
	Annual average hours worked per person employed	0.1	-0.1	-0.4	-0.8	-0.3 b	-0.3 b	-0.3	-0.2	0.3	0.4	0.1 p
	Real productivity per hour worked	2.8	2.6	0.8	3.2	6.7 b	4.7	1.7	1.6	1.2	1.9	2.0 p
	Harmonized CPI	1.3	2.6	4.2	4.0	2.6	3.9	3.7	0.8	0.1	-0.7	-0.2
	Price deflator GDP	1.7	3.7	3.9	3.8	1.7	3.2	2.3	0.3	0.5	0.8	0.2
	Nominal compensation per employee	2.1	5.7	8.3	3.4	8.9 b	5.3 b	3.6	1.7	2.2	1.7	
	Real compensation per employee (GDP deflator)	0.4	2.0	4.2	-0.4	7.2 b	2.0 b	1.2	1.4	1.7	0.9	
	Real compensation per employee (private consumption deflator)	0.9	3.1	3.9	-0.6	6.1 b	1.4 b	-0.1	0.9	2.1	2.4	
	Nominal unit labour costs	-0.7	3.2	7.8	0.9	2.4 b	0.8	2.0	0.2	0.6	-0.6	
	Real unit labour costs	-2.5	-0.5	3.8	-2.7	0.7 b	-2.4 b	-0.3	-0.1	0.2	-1.3	
Labour Market Indicators - Total	Total population (000)	38157	38125	38116	38136	38023	38063	38064	38063	38018	38006	37967
	Population aged 15-64 (000)	26892	26987	27083	27160	27044	27077	26986	26843	26639	26431	26199
	Total employment (000)	14594	15241	15800	15868	15473 b	15562	15591	15568	15862	16084	16197
	Employment aged 15-64 (000)	14338	14997	15557	15630	15233 b	15313	15340	15313	15591	15812	15902
	Employment rate (% population aged 20-64)	60.1	62.7	65.0	64.9	64.3 b	64.5	64.7	64.9	66.5	67.8	69.3
	Employment rate (% population aged 15-64)	54.5	57.0	59.2	59.3	58.9 b	59.3	59.7	60.0	61.7	62.9	64.5
	Employment rate (% population aged 15-24)	24.0	25.8	27.3	26.8	26.4 b	24.9	24.7	24.2	25.8	26.0	28.4
	Employment rate (% population aged 25-54)	71.8	74.9	77.5	77.6	77.2 b	77.3	77.2	77.0	78.4	79.5	80.3
	Employment rate (% population aged 55-64)	28.1	29.7	31.6	32.3	34.1 b	36.9	38.7	40.6	42.5	44.3	46.2
	FTE employment rate (% population aged 20-64)	59.0	61.7	64.1	64.0	63.4 b	63.7	64.0	64.2	65.8	67.0	68.6
	Self-employed (% total employment)	19.9	19.2	18.8	18.8	19.1 b	19.1	18.9	18.5	18.3	18.3	18.1
	Part-time employment (% total employment)	8.9	8.5	7.7	7.7	7.7 b	7.3	7.2	7.1	7.1	6.8	6.4
	Fixed term contracts (% total employees)	27.3	28.2	27.0	26.5	27.3 b	26.9	26.9	26.9	28.4	28.0	27.5
	Employment in Services (% total employment)	54.1	54.5	54.3	55.8	56.9 b	56.7	57.3	57.8	58.3		
	Employment in Industry (% total employment)	30.2	30.9	31.8	31.0	30.1 b	30.4	30.2	30.3	30.2		
	Employment in Agriculture (% total employment)	15.7	14.6	14.0	13.3	13.0 b	12.9	12.6	12.0	11.5		
	Activity rate (% population aged 15-64)	63.4	63.2	63.8	64.7	65.3 b	65.7	66.5	67.0	67.9	68.1	68.8
	Activity rate (% population aged 15-24)	34.2	33.0	33.1	33.8	34.6 b	33.5	33.6	33.3	33.9	32.8	34.5
	Activity rate (% population aged 25-54)	81.7	81.7	82.5	83.4	84.1 b	84.2	84.6	84.6	85.1	85.1	84.9
	Activity rate (% population aged 55-64)	30.7	31.8	33.3	34.5	36.7 b	39.6	41.8	44.0	45.6	46.9	48.3
	Total unemployment (000)	2311	1579	1165	1359 i	1650	1659	1749	1793	1567	1304	1063
	Unemployment rate (% labour force)	13.9	9.6	7.1	8.1 i	9.7	9.7	10.1	10.3	9.0	7.5	6.2
	Youth unemployment rate (% labour force 15-24)	29.8	21.6	17.2	20.6 i	23.7	25.8	26.5	27.3	23.9	20.8	17.7
	Long term unemployment rate (% labour force)	7.9	5.1	2.5	2.6	3.0	3.6	4.1	4.4	3.8	3.0	2.2
	Share of long term unemployment (% of total unemployment)	57.0	52.6	34.8	31.5	31.1	37.2	40.3	42.5	42.7	39.3	35.0
	Youth unemployment ratio (% population aged 15-24)	10.2	7.1	5.7	7.0	8.2 b	8.6	8.9	9.1	8.1	6.8	6.1
	Employment rate for low skilled 25-64 (ISCED 0-2)	38.6	41.0	43.0	41.6	39.9 b	39.7	39.8	38.5	39.3 b	40.8	40.7
	Employment rate for medium skilled 25-64 (ISCED 3-4)	62.9	65.2	67.1	66.3	65.4 b	65.8	65.4	65.2	66.1 b	67.2	68.5
	Employment rate for high skilled 25-64 (ISCED 5-8)	83.5	84.5	85.1	85.3	84.6 b	84.6	84.7	84.8	86.3 b	87.1	87.5
	Employment rate (Nationals aged 15-64)	54.5	57.0	59.2	59.3	58.9 b	59.3	59.7	60.0	61.7	62.9	64.5
	Employment rate (Other EU28 aged 15-64)	53.8 u	70.8 u	85.3 u	73.3 u	58.8 bu	75.3 u	74.5 u	70.7 u	73.9 u	79.0 u	64.3 u
	Employment rate (Other than EU28 aged 15-64)	50.5	62.6	63.5	61.9	60.5 b	57.1	61.9	56.7	62.4	57.4	59.4
	Employment rate (Born in the same country aged 15-64)	54.6	57.1	59.3	59.4	59.0 b	59.3	59.7	60.0	61.7	62.9	64.5
	Employment rate (Born in other EU28 aged 15-64)	37.3	34.2	40.3	34.2 u	41.9 bu	54.6 u	62.4 u	62.0 u	64.2	69.7	61.4 u
	Employment rate (Born outside EU28 aged 15-64)	34.2	38.7	45.5	51.7	54.8 b	55.6	61.6	58.0	62.5	58.0	63.0
	Underemployment (% of labour force aged 15-74)			1.5	1.7	1.8 b	1.8	2.0 b	2.1	2.2	1.9	1.6
	Seeking but not available (% of labour force aged 15-74)	0.8 b	0.8	0.6 b	0.6	0.7 b	0.6	0.6	0.5	0.6	0.6	0.6
	Discouraged, available but not seeking (% of labour force aged 15-74)	5.1	4.8	3.8	3.8	3.7 b	3.7	3.7	3.9	3.7	3.2	2.8

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Poland		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	18454	18427	18412	18415	18412	18430	18427	18426	18404	18397	18377
	Population aged 15-64(000)	13363	13406	13449	13485	13482	13496	13454	13388	13293	13196	13086
	Total employment (000)	8081	8403	8718	8722	8566 b	8648	8651	8641	8778	8867	8933
	Employment aged 15-64 (000)	7927	8258	8573	8578	8418 b	8496	8498	8486	8607	8690	8737
	Employment rate (% population aged 20-64)	67.3	70.2	73.0	72.6	71.3 b	71.9	72.0	72.1	73.6	74.7	76.4
	Employment rate (% population aged 15-64)	60.9	63.6	66.3	66.1	65.3 b	66.0	66.3	66.6	68.2	69.2	71.0
	Employment rate (% population aged 15-24)	26.9	29.2	31.0	30.4	30.5 b	29.6	29.2	28.6	30.0	30.5	32.8
	Employment rate (% population aged 25-54)	78.3	81.1	84.0	83.7	82.5 b	83.0	82.9	82.7	83.9	84.9	86.1
	Employment rate (% population aged 55-64)	38.4	41.4	44.1	44.3	45.2 b	47.8	49.3	51.3	53.1	54.2	55.7
	FTE employment rate (% population aged 20-64)	67.2	70.3	73.3	72.8	71.6 b	72.1	72.4	72.6	74.1	75.0	76.8
	Self-employed (% total employment)	23.4	22.7	22.3	22.4	22.8 b	22.8	22.6	22.4	22.3	22.2	22.2
	Part-time employment (% total employment)	6.2	5.8	5.1	5.0	5.0 b	4.7	4.5	4.5	4.4	4.2	3.7
	Fixed term contracts (% total employees)	21.1	21.4	19.9	19.9	20.6 b	20.7	20.6	20.7	21.8	21.4	21.0
	Employment in Services (% total employment)	43.4	43.5	42.8	44.0	45.1 b	44.8	45.1	45.3	46.0		
	Employment in Industry (% total employment)	40.3	41.4	43.1	42.6	41.5 b	41.8	41.6	41.8	41.5		
	Employment in Agriculture (% total employment)	16.3	15.1	14.1	13.4	13.4 b	13.5	13.3	12.9	12.5		
	Activity rate (% population aged 15-64)	70.1	70.0	70.9	71.8	72.1 b	72.6	73.3	73.9	74.6	74.8	75.7
	Activity rate (% population aged 15-24)	37.5	36.5	36.5	38.1	39.3 b	38.7	38.5	38.4	38.8	38.4	39.8
	Activity rate (% population aged 25-54)	88.2	87.9	88.8	89.4	89.6 b	89.7	90.0	90.0	90.5	90.6	90.8
	Activity rate (% population aged 55-64)	42.6	44.7	46.8	47.5	48.9 b	51.6	53.5	55.9	57.2	57.5	58.6
	Total unemployment (000)	1191	817	583	716 i	881	856	900	927	815	701	581
	Unemployment rate (% labour force)	13.0	9.0	6.4	7.8 i	9.4	9.0	9.4	9.7	8.5	7.3	6.1
	Youth unemployment rate (% labour force 15-24)	28.3	20.0	15.2	20.2 i	22.4	23.6	24.1	25.4	22.7	20.7	17.4
	Long term unemployment rate (% labour force)	7.2	4.7	2.1	2.2	2.9	3.3	3.7	4.0	3.7	2.9	2.2
	Share of long term unemployment (% of total unemployment)	55.2	51.7	32.6	28.6	30.8	36.3	39.0	41.5	42.9	39.6	35.8
	Youth unemployment ratio (% population aged 15-24)	10.6	7.3	5.6	7.7	8.8 b	9.1	9.3	9.7	8.8	7.9	6.9
	Employment rate for low skilled 25-64 (ISCED 0-2)	48.9	51.8	55.0	53.4	49.5 b	49.2	49.6	49.0	49.7 b	51.5	51.9
	Employment rate for medium skilled 25-64 (ISCED 3-4)	71.4	73.9	76.1	75.1	74.0 b	74.7	74.3	74.2	75.2 b	76.1	77.5
	Employment rate for high skilled 25-64 (ISCED 5-8)	86.8	88.3	89.2	89.9	88.6 b	88.9	89.1	89.5	90.9 b	91.5	92.1
	Employment rate (Nationals aged 15-64)	60.9	63.6	66.3	66.1	65.3 b	66.0	66.3	66.6	68.2	69.2	71.0
	Employment rate (Other EU28 aged 15-64)		77.2 u	89.0 u	82.0 u		83.3 u	84.7 u	83.6 u	82.3 u	84.6 u	71.6 u
	Employment rate (Other than EU28 aged 15-64)	61.0 u	68.1 u	66.0 u	68.3 u	75.4 bu	70.5 u	73.7 u	71.8 u	70.2 u	70.2	72.3
	Employment rate (Born in the same country aged 15-64)	60.9	63.7	66.4	66.2	65.3 b	66.0	66.3	66.6	68.2	69.2	71.0
	Employment rate (Born in other EU28 aged 15-64)	41.5 u	43.4 u	50.6 u	43.3 u	44.8 bu	59.8 u	69.8 u	73.9 u	72.4 u	71.7 u	61.6 u
	Employment rate (Born outside EU28 aged 15-64)	43.5 u	51.9 u	51.9	60.9 u	68.4 bu	65.0 u	72.0 u	66.8	71.9	73.7	76.5
	Underemployment (% of labour force aged 15-74)			1.1	1.2	1.3 b	1.3	1.4 b	1.4	1.4	1.3	1.1
	Seeking but not available (% of labour force aged 15-74)	0.7 b	0.6	0.5 b	0.5	0.5 b	0.5	0.5	0.4	0.4	0.5	0.5
	Discouraged, available but not seeking (% of labour force aged 15-74)	4.1	3.8	3.0	3.0	3.0 b	3.0	3.0	3.2	3.0	2.6	2.3
Labour Market Indicators - Female	Total population (000)	19703	19699	19704	19721	19611	19633	19636	19636	19614	19608	19590
	Population aged 15-64(000)	13529	13580	13634	13675	13562	13580	13531	13455	13346	13235	13112
	Total employment (000)	6513	6838	7082	7147	6908 b	6914	6940	6927	7084	7217	7264
	Employment aged 15-64 (000)	6411	6738	6984	7052	6815 b	6817	6842	6828	6984	7121	7165
	Employment rate (% population aged 20-64)	53.1	55.5	57.3	57.6	57.3 b	57.2	57.5	57.6	59.4	60.9	62.2
	Employment rate (% population aged 15-64)	48.2	50.6	52.4	52.8	52.6 b	52.7	53.1	53.4	55.2	56.6	58.1
	Employment rate (% population aged 15-24)	21.0	22.4	23.7	23.2	22.1 b	20.0	19.9	19.5	21.3	21.3	23.7
	Employment rate (% population aged 25-54)	65.3	68.8	71.0	71.6	71.7 b	71.5	71.5	71.2	72.7	73.9	74.5
	Employment rate (% population aged 55-64)	19.0	19.4	20.7	21.9	24.2 b	27.2	29.2	31.0	32.9	35.5	37.6
	FTE employment rate (% population aged 20-64)	51.2	53.6	55.4	55.7	55.4 b	55.5	55.8	56.0	57.6	59.2	60.5
	Self-employed (% total employment)	15.5	15.0	14.5	14.3	14.5 b	14.6	14.2	13.7	13.3	13.4	13.0
	Part-time employment (% total employment)	12.2	11.7	10.9	10.9	10.9 b	10.5	10.6	10.4	10.3	9.9	9.7
	Fixed term contracts (% total employees)	20.5	22.3	22.2	21.4	21.8 b	21.1	21.3	21.6	23.2	23.1	23.1
	Employment in Services (% total employment)	67.4	67.9	68.4	70.1	71.4 b	71.5	72.4	73.2	73.5		
	Employment in Industry (% total employment)	17.6	18.0	17.8	16.7	15.9 b	16.3	15.9	15.9	16.3		
	Employment in Agriculture (% total employment)	15.0	14.1	13.8	13.2	12.6 b	12.2	11.7	10.9	10.2		
	Activity rate (% population aged 15-64)	56.8	56.5	57.0	57.8	58.5 b	58.9	59.7	60.1	61.1	61.4	62.0
	Activity rate (% population aged 15-24)	30.7	29.3	29.6	29.4	29.6 b	28.1	28.4	27.9	28.7	26.9	28.9
	Activity rate (% population aged 25-54)	75.4	75.6	76.3	77.5	78.6 b	78.6	79.1	79.1	79.6	79.6	79.0
	Activity rate (% population aged 55-64)	20.3	20.6	21.6	23.2	25.9 b	29.0	31.3	33.3	35.2	37.3	39.0
	Total unemployment (000)	1120	763	582	644 i	769	802	850	866	752	603	482
	Unemployment rate (% labour force)	15.1	10.3	7.9	8.6 i	10.0	10.4	10.9	11.1	9.6	7.7	6.2
	Youth unemployment rate (% labour force 15-24)	31.6	23.7	19.7	21.1 i	25.4	28.8	30.0	30.1	25.5	20.9	18.0
	Long term unemployment rate (% labour force)	8.8	5.5	2.9	3.0	3.2	4.0	4.6	4.8	4.1	3.0	2.1
	Share of long term unemployment (% of total unemployment)	58.8	53.6	36.9	34.7	31.5	38.2	41.8	43.5	42.6	38.8	34.0
	Youth unemployment ratio (% population aged 15-24)	9.7	7.0	5.9	6.2	7.5 b	8.1	8.5	8.4	7.3	5.6	5.2
	Employment rate for low skilled 25-64 (ISCED 0-2)	29.7	31.6	32.4	31.1	30.8 b	30.7	30.2	28.3	29.0 b	29.8	29.3
	Employment rate for medium skilled 25-64 (ISCED 3-4)	53.8	56.1	57.4	56.9	56.0 b	55.8	55.4	55.0	55.9 b	57.1	58.0
	Employment rate for high skilled 25-64 (ISCED 5-8)	81.0	81.7	82.2	82.1	81.8 b	81.6	81.5	81.6	83.0 b	84.1	84.3
	Employment rate (Nationals aged 15-64)	48.2	50.6	52.4	52.7	52.6 b	52.7	53.1	53.4	55.2	56.6	58.1
	Employment rate (Other EU28 aged 15-64)											
	Employment rate (Other than EU28 aged 15-64)	41.0 u	58.2 u	61.4 u	57.9 u	49.2 bu	47.3 u	49.9 u	40.4 u	55.1 u	46.0 u	48.2
	Employment rate (Born in the same country aged 15-64)	48.3	50.7	52.4	52.8	52.6 b	52.7	53.1	53.4	55.2	56.6	58.1
	Employment rate (Born in other EU28 aged 15-64)	32.5 u		28.2 u								61.2 u
	Employment rate (Born outside EU28 aged 15-64)	27.4 u	29.4 u	39.8 u	45.8	45.6 bu	48.7 u	53.2 u	49.9 u	55.3	46.7	51.5
	Underemployment (% of labour force aged 15-74)			2.0	2.1	2.3 b	2.4	2.8 b	2.9	3.1	2.6	2.2
	Seeking but not available (% of labour force aged 15-74)	1.0 b	0.9	0.8 b	0.8	0.8 b	0.8	0.7	0.7	0.7	0.7	0.7
	Discouraged, available but not seeking (% of labour force aged 15-74)	6.5	6.1	4.8	4.7	4.5 b	4.4	4.5	4.8	4.7	4.0	3.4

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Poland			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	39.5	34.4	30.5 b	27.8	27.8	27.2	26.7	25.8	24.7	23.4	
		At-risk-of-poverty (% of total population)	19.1	17.3	16.9	17.1	17.6	17.7	17.1	17.3	17.0	17.6	
		At-risk-of-poverty threshold (PPS single person)	3057	3365	4039	4417	4547	4993	5181	5495	5736	5970	
		Poverty gap (%)	25.0	24.0	20.6	22.7	22.2	21.4	22.2	22.6	23.2	22.3	
		Persistent at-risk-of-poverty (% of total population)			10.4	10.2	10.5	10.1	10.7	9.0	10.7	10.1	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	28.6	26.5	25.1	23.6	24.4	24.1	22.9	23.0	23.1	22.9	
		Impact of social transfers (excl. pensions) in reducing poverty (%)	33.2	34.7	32.7	27.5	27.9	26.6	25.3	24.8	26.4	23.1	
		Severe Material Deprivation (% of total population)	27.6	22.3	17.7	15.0	14.2	13.0	13.5	11.9	10.4	8.1	6.7 p
		Share of people living in low work intensity households (% of people aged 0-59)	12.4	10.1	8.0	6.9	7.3	6.9	6.9	7.2	7.3	6.9	
		Real Gross Household Disposable income (growth %)	4.6	5.1	4.4	5.9	2.1	0.4	1.1	1.4	2.7	3.3	
		Income quintile share ratio S80/S20	5.6	5.3	5.1	5.0	5.0	5.0	4.9	4.9	4.9	4.9	
		GINI coefficient	33.3	32.2	32.0	31.4	31.1	31.1	30.9	30.7	30.8	30.6	
		Early leavers from education and training (% of population aged 18-24)	5.4	5.0	5.0 b	5.3	5.4 b	5.6	5.7	5.6 b	5.4 b	5.3	5.2
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	12.6	10.6	9.0 b	10.1	10.8 b	11.5	11.8	12.2 b	12.0	11.0	10.5
	Male	At-risk-of-poverty or exclusion (% of male population)	39.0	33.5	29.9 b	27.0	27.0	26.6	26.1	25.5	24.7	23.7	
		At-risk-of-poverty (% of male population)	19.7	17.6	17.0	16.9	17.4	17.8	17.1	17.3	17.2	18.1	
		Poverty gap (%)	25.9	25.4	21.5	23.7	23.3	22.8	23.3	23.4	24.4	24.1	
		Persistent at-risk-of-poverty (% of male population)			10.7	10.4	10.2	10.4	10.4	9.1	10.8	10.0	
		Severe Material Deprivation (% of male population)	27.4	21.9	17.6	14.6	14.1	12.9	13.2	11.8	10.6	8.5	6.7 p
		Share of people living in low work intensity households (% of males aged 0-59)	11.8	9.5	7.3	6.4	6.7	6.4	6.5	6.9	7.1	6.8	
		Life expectancy at birth (years)	70.9	71.0	71.3	71.5	72.2	72.6	72.6	73.0	73.7	73.5	
		Healthy life years at birth (years) - men	58.4 bd	57.6	58.6	58.3	58.5	59.1	59.1	59.2	59.8	60.1	
		Early leavers from education and training (% of males aged 18-24)	6.9	6.2	6.1 b	6.6	7.2 b	7.4	7.8	7.9 b	7.3 b	7.2	6.4
		NEET: Young people not in employment, education or training (% of males aged 15-24)	12.1	9.3	7.3 b	9.4	10.5 b	11.2	11.5	12.1 b	12.0	11.2	10.0
	Female	At-risk-of-poverty or exclusion (% of female population)	40.0	35.1	31.2 b	28.6	28.5	27.7	27.3	26.2	24.7	23.2	
		At-risk-of-poverty (% of female population)	18.5	17.1	16.7	17.4	17.7	17.6	17.1	17.3	16.8	17.2	
		Poverty gap (%)	24.2	22.8	20.0	21.8	21.0	20.3	21.2	21.9	22.3	21.1	
		Persistent at-risk-of-poverty (% of female population)			10.2	10.1	10.7	9.9	11.0	9.0	10.6	10.2	
		Severe Material Deprivation (% of female population)	27.8	22.7	17.9	15.3	14.4	13.2	13.8	12.0	10.2	7.8	6.6 p
		Share of people living in low work intensity households (% of females aged 0-59)	13.1	10.7	8.6	7.4	8.0	7.4	7.2	7.4	7.5	7.1	
		Life expectancy at birth (years)	79.7	79.8	80.0	80.1	80.7	81.1	81.1	81.2	81.7	81.6	
		Healthy life years at birth (years) - women	62.9 bd	61.5	63.0	62.5	62.3	63.3	62.8	62.7	62.7	63.2	
		Early leavers from education and training (% of females aged 18-24)	3.9	3.8	3.9 b	3.9	3.5 b	3.7	3.5	3.2 b	3.3 b	3.2	3.9
		NEET: Young people not in employment, education or training (% of females aged 15-24)	13.1	11.9	10.8 b	10.8	11.0 b	11.8	12.2	12.3 b	12.0	10.8	11.1
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	42.0	37.1	32.9 b	31.0	30.8	29.8	29.3	29.8	28.2	26.6	
		At-risk-of-poverty (% of Children population)	26.3	24.2	22.4	23.0	22.5	22.0	21.5	23.2	22.3	22.4	
		Severe Material Deprivation (% of Children population)	28.2	22.5	17.5	15.3	14.9	13.2	13.7	11.8	10.2	7.9	5.8 p
		Share of children living in low work intensity households (% of Children population)	8.7	6.6	5.0	4.7	4.8	4.1	4.6	5.0	5.1	5.0	
		Risk of poverty of children in households at work (Working Intensity > 0.2)	21.9	20.8	19.8	20.3	19.4	19.7	18.8	20.3	19.5	19.5	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	27.6	29.9	31.1	23.6	26.7	26.9	25.6	22.4	24.2	20.6	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	40.2	34.9	30.6 b	27.3	27.6	27.0	26.7	26.1	25.2	24.1	
		At-risk-of-poverty (% of Working age population)	19.1	17.2	16.3	16.0	16.9	17.1	16.5	16.7	16.7	17.6	
		Severe Material Deprivation (% of Working age population)	27.2	21.9	17.2	14.4	13.6	12.5	13.2	12.0	10.5	8.2	7.1 p
		Very low work intensity (18-59)	13.6	11.2	8.9	7.6	8.1	7.8	7.6	7.8	8.0	7.6	
		In-work at-risk-of poverty rate (% of persons employed 18-64)	12.8	11.7	11.5	11.0	11.5	11.2	10.4	10.8	10.7	11.3	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	35.7	36.5	34.5	30.4	29.9	28.2	27.0	26.8	28.3	24.8	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	32.5	27.3	26.9 b	25.8	24.4	24.7	23.4	19.7	18.2	17.0	
		At-risk-of-poverty (% of Elderly population)	7.8	7.8	11.7	14.4	14.2	14.7	14.0	12.3	11.7	12.1	
		Severe Material Deprivation (% of Elderly population)	29.2	23.7	20.8	17.3	16.5	15.4	14.8	11.5	9.7	7.9	5.9 p
		Relative median income of elderly (ratio with median income of people younger than 65)	1.07	1.04	0.97	0.92	0.93	0.94	0.95	0.98	0.99	0.99	
		Aggregate replacement ratio (ratio)	0.59	0.58	0.56	0.56	0.57	0.55	0.58	0.60	0.63	0.62	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	3.8 p	3.9 p	4.4 p	4.6 p	4.4 p	4.2	4.1	4.2	4.0		
		Disability	2.1 p	1.8 p	1.7 p	1.6 p	1.7 p	1.6	1.6	1.6	1.5		
		Old age and survivors	11.4 p	10.7 p	10.9 p	11.7 p	11.1 p	10.6	10.9	11.3	11.2		
		Family/Children	0.9 p	0.9 p	1.2 p	1.3 p	1.3 p	1.3	1.3	1.4	1.5		
		Unemployment	0.6 p	0.4 p	0.4 p	0.4 p	0.4 p	0.3	0.3	0.3	0.2		
		Housing and Social exclusion n.e.c.	0.3 p	0.3 p	0.2 p	0.2 p	0.3 p	0.2	0.2	0.2	0.2		
		Total (including Admin and Other expenditures)	19.7 p	18.4 p	19.3 p	20.3 p	19.7 p	18.7	18.9	19.4	19.1		
		of which: Means tested benefits	1.0 p	0.9 p	0.8 p	0.7 p	0.7 p	0.6	0.7	0.8	0.7		

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Portugal

Portugal		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	1.6	2.5	0.2	-3.0	1.9	-1.8	-4.0	-1.1	0.9	1.6 e	1.4 e
	Total employment	0.4	0.0	0.4	-2.7	-1.4	-1.9	-4.1	-2.9	1.4	1.4 e	1.6 e
	Labour productivity	1.2	2.5	-0.2	-0.3	3.4	0.1	0.1	1.8	-0.5	0.2 e	-0.2 e
	Annual average hours worked per person employed	-0.6	0.9	-0.7	0.0	0.1	-1.2	-0.9	0.6	0.4	0.1 e	-1.4 e
	Real productivity per hour worked	1.8	1.6	0.5	-0.3	3.2	1.4	1.0	1.2	-0.9	0.1 e	1.2 e
	Harmonized CPI	3.0	2.4	2.7	-0.9	1.4	3.6	2.8	0.4	-0.2	0.5	0.6
	Price deflator GDP	3.2	3.0	1.7	1.1	0.6	-0.3	-0.4	2.3	0.8	2.1 e	1.6 e
	Nominal compensation per employee	1.8	3.5	2.6	2.4	2.1	-1.9	-3.1	3.6	-1.8	-0.3 e	1.4 e
	Real compensation per employee (GDP deflator)	-1.3	0.5	0.9	1.3	1.4	-1.6	-2.7	1.3	-2.5	-2.3 e	-0.2 e
	Real compensation per employee (private consumption deflator)	-1.2	1.0	0.0	3.3	0.7	-5.2	-5.7	3.2	-1.6	-0.8 e	0.8 e
	Nominal unit labour costs	0.7	1.0	2.8	2.7	-1.2	-2.0	-3.2	1.8	-1.3	-0.5 e	1.6 e
	Real unit labour costs	-2.5	-2.0	1.1	1.6	-1.9	-1.7	-2.8	-0.5	-2.0	-2.5 e	0.0 e
Labour Market Indicators - Total	Total population (000)	10512	10533	10553	10563	10573	10573	10542	10487	10427	10375 e	10341
	Population aged 15-64 (000)	7018	7028	7039	7034	7025	7001	6962	6904	6836	6779 e	6740
	Total employment (000)	5079	5093	5117	4969	4898	4740 b	4547	4429	4500	4549	4605
	Employment aged 15-64 (000)	4751	4756	4786	4645	4577	4453 b	4256	4158	4255	4309	4371
	Employment rate (% population aged 20-64)	72.6	72.5	73.1	71.1	70.3	68.8 b	66.3	65.4	67.6	69.1	70.6
	Employment rate (% population aged 15-64)	67.6	67.6	68.0	66.1	65.3	63.8 b	61.4	60.6	62.6	63.9	65.2
	Employment rate (% population aged 15-24)	34.8	34.4	34.1	30.8	27.9	26.6 b	23.0	21.7	22.4	22.8	23.9
	Employment rate (% population aged 25-54)	81.2	80.9	81.6	79.7	79.2	77.8 b	75.5	74.6	77.4	78.8	80.2
	Employment rate (% population aged 55-64)	50.1	51.0	50.7	49.7	49.5	47.8 b	46.5	46.9	47.8	49.9	52.1
	FTE employment rate (% population aged 20-64)	70.8	70.5	71.3	69.3	68.4	65.9 b	63.0	62.3	64.8	66.3	68.1
	Self-employed (% total employment)	23.5	23.7	23.4	23.2	22.2	20.9 b	21.4	21.3	19.2	17.9	17.1
	Part-time employment (% total employment)	8.2	8.9	8.8	8.5	8.5	10.3 b	11.2	11.1	10.1	9.8	9.5
	Fixed term contracts (% total employees)	20.4	22.3	22.7	22.0	22.8	22.0 b	20.5	21.4	21.4	22.0	22.3
	Employment in Services (% total employment)	59.9	60.4	61.4	62.8	63.7	64.4	65.0	65.7	65.9		
	Employment in Industry (% total employment)	28.4	28.0	27.2	25.6	25.2	24.5	23.2	22.9	22.8		
	Employment in Agriculture (% total employment)	11.8	11.6	11.4	11.6	11.2	11.1	11.7	11.4	11.3		
	Activity rate (% population aged 15-64)	73.6	73.9	73.9	73.4	73.7	73.6 b	73.4	73.0	73.2	73.4	73.7
	Activity rate (% population aged 15-24)	41.7	41.3	40.9	38.7	36.1	38.2 b	37.1	35.0	34.3	33.5	33.2
	Activity rate (% population aged 25-54)	87.7	87.7	88.0	87.8	88.7	88.4 b	88.5	88.3	88.6	88.8	89.1
	Activity rate (% population aged 55-64)	53.4	54.6	54.3	53.8	54.3	53.6 b	53.3	54.4	55.3	57.0	58.5
	Total unemployment (000)	478	494	476	574	645	688	835	855	729	648	571
	Unemployment rate (% labour force)	8.9	9.1	8.8	10.7	12.0	12.9	15.8	16.4	14.1	12.6	11.2
	Youth unemployment rate (% labour force 15-24)	21.2	21.4	21.6	25.3	28.2	30.2	38.0	38.1	34.7	32.0	28.2
	Long term unemployment rate (% labour force)	3.9	3.8	3.6	4.2	5.7	6.2	7.7	9.3	8.4	7.2	6.2
	Share of long term unemployment (% of total unemployment)	45.7	43.0	43.0	40.0	47.6	48.4	48.8	56.4	59.6	57.4	55.4
	Youth unemployment ratio (% population aged 15-24)	6.9	6.9	6.8	7.9	8.2	11.5 b	14.1	13.3	11.9	10.7	9.3
	Employment rate for low skilled 25-64 (ISCED 0-2)	71.5	71.4	71.6	68.9	68.1	65.7 b	62.9	61.6	63.0 b	64.3	65.5
	Employment rate for medium skilled 25-64 (ISCED 3-4)	80.2	80.0	80.7	80.2	79.9	79.3 b	76.0	75.8	77.6 b	78.7	79.4
	Employment rate for high skilled 25-64 (ISCED 5-8)	86.4	86.0	86.7	86.6	85.4	83.6 b	82.1	80.5	82.7 b	83.7	85.1
	Employment rate (Nationals aged 15-64)	67.5	67.5	67.8	66.1	65.3	63.8 b	61.5	60.8	62.7	64.0	65.3
	Employment rate (Other EU28 aged 15-64)	69.2	71.1	79.0	70.7	64.2	70.0 b	63.6	56.7	60.7	70.2	68.0
	Employment rate (Other than EU28 aged 15-64)	71.1	71.5	72.0	65.7	65.4	62.4 b	57.5	54.4	59.0	58.9	64.3
	Employment rate (Born in the same country aged 15-64)	67.3	67.2	67.5	65.7	64.9	63.4 b	60.9	60.4	62.2	63.5	64.7
	Employment rate (Born in other EU28 aged 15-64)	68.2	70.8	73.9	73.0	71.6	75.6 b	71.3	67.2	73.8	75.1	76.7
	Employment rate (Born outside EU28 aged 15-64)	72.5	73.4	73.9	68.8	68.0	66.5 b	64.9	61.1	64.2	65.5	68.1
	Underemployment (% of labour force aged 15-74)			1.8	1.7	1.8	4.0 b	4.8	5.0	4.8	4.7	4.4
	Seeking but not available (% of labour force aged 15-74)	0.2	0.2	0.2	0.2	0.2	0.6 b	0.5	0.5	0.5	0.5	0.4
	Discouraged, available but not seeking (% of labour force aged 15-74)	1.6	1.4	1.3	1.3	1.3	3.2 b	4.3	5.3	5.3	5.1	4.6

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Portugal		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	5059	5064	5070	5066	5064	5054	5030	4996	4958	4924 e	4902
	Population aged 15-64(000)	3442	3446	3450	3442	3435	3419	3395	3361	3321	3286 e	3262
	Total employment (000)	2725	2725	2725	2612	2569	2487 b	2357	2288	2320	2334	2361
	Employment aged 15-64 (000)	2538	2539	2542	2436	2390	2306 b	2177	2116	2164	2182	2210
	Employment rate (% population aged 20-64)	79.2	79.1	79.4	76.4	75.4	73.2 b	69.8	68.7	71.3	72.6	74.2
	Employment rate (% population aged 15-64)	73.7	73.6	73.8	70.8	69.8	67.7 b	64.5	63.5	65.8	66.9	68.3
	Employment rate (% population aged 15-24)	38.7	38.5	37.7	32.5	29.7	28.7 b	24.8	22.9	22.9	24.1	25.5
	Employment rate (% population aged 25-54)	87.5	87.2	87.6	84.7	84.1	81.7 b	78.6	77.1	80.6	81.8	83.0
	Employment rate (% population aged 55-64)	58.2	58.7	58.3	57.5	55.8	54.2 b	51.6	53.5	54.3	56.0	58.5
	FTE employment rate (% population aged 20-64)	79.1	78.9	79.6	76.3	74.8	71.5 b	67.6	66.6	69.3	70.8	72.6
	Self-employed (% total employment)	25.3	25.8	25.2	25.7	24.9	25.0 b	25.6	25.6	23.9	22.3	21.3
	Part-time employment (% total employment)	4.2	4.7	4.1	4.4	5.0	7.1 b	8.4	8.2	7.6	7.1	6.8
	Fixed term contracts (% total employees)	15.2	16.9	16.9	16.2	17.5	17.3 b	16.3	16.7	17.4	18.3	18.5
	Employment in Services (% total employment)	50.5	50.5	51.3	52.7	53.4	53.4 b	53.9	55.2	55.3		
	Employment in Industry (% total employment)	38.1	38.3	37.7	35.9	35.1	34.1 b	32.3	30.9	30.6		
	Employment in Agriculture (% total employment)	11.4	11.3	11.0	11.5	11.5	12.6 b	13.8	13.9	14.1		
	Activity rate (% population aged 15-64)	79.2	79.2	79.2	78.2	77.8	78.0 b	77.3	76.5	76.7	76.7	77.2
	Activity rate (% population aged 15-24)	45.5	44.7	43.6	40.1	38.0	40.4 b	39.2	36.2	34.8	34.2	35.0
	Activity rate (% population aged 25-54)	92.9	92.9	93.2	92.5	92.7	92.4 b	92.1	91.1	91.6	91.7	91.9
	Activity rate (% population aged 55-64)	62.7	63.2	62.9	62.6	62.0	61.6 b	60.4	62.7	64.0	65.0	66.9
	Total unemployment (000)	248	249	246	309	331	349	434	436	363	324	289
	Unemployment rate (% labour force)	8.6	8.7	8.6	11.0	11.9	12.6	15.9	16.3	13.8	12.4	11.1
	Youth unemployment rate (% labour force 15-24)	19.9	18.9	19.0	24.6	27.3	29.0	36.7	36.7	33.9	29.7	27.4
	Long term unemployment rate (% labour force)	3.4	3.2	3.2	3.6	5.1	6.1	7.8	9.4	8.4	7.3	6.4
	Share of long term unemployment (% of total unemployment)	42.9	39.9	40.8	34.3	43.5	48.0	48.9	57.6	60.8	58.8	57.3
	Youth unemployment ratio (% population aged 15-24)	6.8	6.2	5.9	7.7	8.2	11.7 b	14.4	13.3	11.9	10.1	9.5
	Employment rate for low skilled 25-64 (ISCED 0-2)	80.4	80.0	79.8	76.5	75.4	72.7 b	68.9	67.2	69.1 b	70.7	71.8
	Employment rate for medium skilled 25-64 (ISCED 3-4)	82.7	82.5	83.9	83.8	83.5	81.2 b	77.8	77.9	81.1 b	81.1	82.1
	Employment rate for high skilled 25-64 (ISCED 5-8)	88.5	89.3	90.3	87.6	86.1	83.7 b	82.6	82.7	85.5 b	85.2	86.8
	Employment rate (Nationals aged 15-64)	73.5	73.4	73.5	70.8	69.7	67.7 b	64.6	63.7	65.9	66.8	68.2
	Employment rate (Other EU28 aged 15-64)	77.5	83.0	88.6	85.3	72.2	72.2 b	71.8	66.5	66.9	72.4	70.0
	Employment rate (Other than EU28 aged 15-64)	78.1	78.0	78.3	70.2	71.7	66.8 b	56.4	54.9	59.4	67.9	70.2
	Employment rate (Born in the same country aged 15-64)	73.5	73.2	73.2	70.5	69.4	67.5 b	64.2	63.4	65.4	66.5	67.8
	Employment rate (Born in other EU28 aged 15-64)	73.6	78.7	83.9	79.9	78.2	77.4 b	76.9	73.0	77.7	76.0	80.0
	Employment rate (Born outside EU28 aged 15-64)	77.4	79.2	79.3	73.1	72.8	68.6 b	65.4	61.2	66.6	69.8	71.1
	Underemployment (% of labour force aged 15-74)			0.9	0.9	0.9	2.8 b	3.6	3.7	3.6	3.4	3.3
	Seeking but not available (% of labour force aged 15-74)			0.2			0.4 b	0.5	0.4	0.5	0.4	0.4
	Discouraged, available but not seeking (% of labour force aged 15-74)	1.0	0.9	0.8	1.1	1.0	2.4 b	3.5	4.5	4.4	4.2	4.1
Labour Market Indicators - Female	Total population (000)	5453	5468	5484	5497	5510	5519	5512	5492	5469	5451 e	5440
	Population aged 15-64(000)	3576	3582	3589	3591	3590	3582	3567	3544	3515	3493 e	3477
	Total employment (000)	2354	2367	2391	2357	2329	2253 b	2190	2141	2180	2214	2244
	Employment aged 15-64 (000)	2213	2217	2243	2209	2187	2147 b	2079	2042	2091	2127	2161
	Employment rate (% population aged 20-64)	66.3	66.3	67.1	66.1	65.6	64.6 b	63.0	62.3	64.2	65.9	67.4
	Employment rate (% population aged 15-64)	61.8	61.8	62.5	61.5	61.0	60.1 b	58.5	57.9	59.6	61.1	62.4
	Employment rate (% population aged 15-24)	30.7	30.1	30.3	29.2	26.0	24.5 b	21.2	20.4	21.9	21.5	22.3
	Employment rate (% population aged 25-54)	75.2	74.8	75.8	74.9	74.5	74.1 b	72.5	72.2	74.3	76.1	77.6
	Employment rate (% population aged 55-64)	42.8	44.3	44.0	42.8	43.8	42.0 b	42.0	41.0	42.1	44.5	46.3
	FTE employment rate (% population aged 20-64)	63.0	62.7	63.4	62.8	62.4	60.6 b	58.7	58.3	60.5	62.2	63.9
	Self-employed (% total employment)	21.4	21.4	21.5	20.4	19.2	16.5 b	16.9	16.7	14.3	13.3	12.7
	Part-time employment (% total employment)	12.8	13.7	14.1	13.2	12.4	13.8 b	14.2	14.0	12.6	12.5	12.1
	Fixed term contracts (% total employees)	17.5	18.8	19.7	19.3	19.7	19.1 b	17.5	18.5	18.6	19.1	19.6
	Employment in Services (% total employment)	70.5	71.5	72.7	73.8	74.7	76.3 b	76.8	77.0	77.3		
	Employment in Industry (% total employment)	17.3	16.6	15.4	14.6	14.6	14.3 b	13.6	14.2	14.4		
	Employment in Agriculture (% total employment)	12.3	11.9	11.9	11.6	10.7	9.4 b	9.6	8.8	8.3		
	Activity rate (% population aged 15-64)	68.2	68.7	68.9	68.9	69.7	69.5 b	69.7	69.8	70.0	70.3	70.5
	Activity rate (% population aged 15-24)	37.6	37.8	38.1	37.2	34.2	35.9 b	34.9	33.8	33.8	32.8	31.2
	Activity rate (% population aged 25-54)	82.6	82.7	82.9	83.3	84.9	84.5 b	85.0	85.5	85.8	86.0	86.6
	Activity rate (% population aged 55-64)	45.2	47.0	46.7	46.0	47.4	46.4 b	47.0	46.9	47.5	49.9	51.0
	Total unemployment (000)	230	245	229	264	314	339	400	419	366	324	282
	Unemployment rate (% labour force)	9.1	9.6	9.0	10.3	12.2	13.2	15.6	16.6	14.5	12.9	11.3
	Youth unemployment rate (% labour force 15-24)	22.8	24.6	24.6	26.1	29.2	31.5	39.4	39.7	35.5	34.4	29.1
	Long term unemployment rate (% labour force)	4.4	4.5	4.1	4.8	6.3	6.4	7.6	9.1	8.5	7.2	6.0
	Share of long term unemployment (% of total unemployment)	48.5	45.8	45.1	46.4	51.9	48.7	48.6	55.0	58.5	56.1	53.4
	Youth unemployment ratio (% population aged 15-24)	7.0	7.7	7.7	8.1	8.2	11.4 b	13.7	13.4	12.0	11.3	9.0
	Employment rate for low skilled 25-64 (ISCED 0-2)	62.6	62.7	63.2	61.1	60.4	58.4 b	56.6	55.6	56.4 b	57.5	58.8
	Employment rate for medium skilled 25-64 (ISCED 3-4)	77.9	77.6	77.6	76.8	76.5	77.5 b	74.4	74.0	74.4 b	76.4	76.8
	Employment rate for high skilled 25-64 (ISCED 5-8)	85.0	83.9	84.4	85.9	85.1	83.4 b	81.8	79.1	80.9 b	82.8	84.0
	Employment rate (Nationals aged 15-64)	61.7	61.7	62.3	61.5	61.0	60.1 b	58.5	58.1	59.7	61.3	62.5
	Employment rate (Other EU28 aged 15-64)	61.1	59.7	69.7	59.2	59.0	68.3 b	57.6	48.8	54.9	68.3	66.5
	Employment rate (Other than EU28 aged 15-64)	64.6	65.5	66.2	61.6	60.1	58.7 b	58.3	54.0	58.7	52.7	59.9
	Employment rate (Born in the same country aged 15-64)	61.4	61.4	61.9	61.1	60.7	59.4 b	57.9	57.6	59.1	60.7	61.9
	Employment rate (Born in other EU28 aged 15-64)	63.1	63.6	65.4	67.9	66.4	74.1 b	66.0	62.1	70.5	74.3	74.0
	Employment rate (Born outside EU28 aged 15-64)	68.1	68.0	68.9	65.0	63.7	64.7 b	64.4	61.1	62.3	62.1	65.7
	Underemployment (% of labour force aged 15-74)			2.7	2.6	2.7	5.4 b	6.0	6.3	6.0	6.0	5.6
	Seeking but not available (% of labour force aged 15-74)	0.2	0.2	0.3	0.3	0.3	0.8 b	0.6	0.6	0.6	0.5	0.4
	Discouraged, available but not seeking (% of labour force aged 15-74)	2.1	1.9	1.7	1.6	1.7	4.0 b	5.2	6.2	6.3	6.0	5.3

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Portugal			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	25.0	25.0	26.0	24.9	25.3	24.4	25.3	27.5	27.5	26.6	
		At-risk-of-poverty (% of total population)	18.5	18.1	18.5	17.9	17.9	18.0	17.9	18.7	19.5	19.5	
		At-risk-of-poverty threshold (PPS single person)	5157	5349	5702	5655	5837	5773	5877	5892	6075	6190	
		Poverty gap (%)	23.5	24.3	23.2	23.6	22.7	23.2	24.1	27.4	30.3	29.0	
		Persistent at-risk-of-poverty (% of total population)		14.1	13.1	9.8	13.2	13.6	11.4	11.7	12.0	13.6	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	25.1	24.2	24.9	24.3	26.4	25.4	25.3	25.5	26.7	26.4	
		Impact of social transfers (excl. pensions) in reducing poverty (%)	26.3	25.2	25.7	26.3	32.2	29.1	29.3	26.7	27.0	26.1	
		Severe Material Deprivation (% of total population)	9.1	9.6	9.7	9.1	9.0	8.3	8.6	10.9	10.6	9.6	8.4 p
		Share of people living in low work intensity households (% of people aged 0-59)	6.6	7.2	6.3	7.0	8.6	8.3	10.1	12.2	12.2	10.9	
		Real Gross Household Disposable income (growth %)	0.2	1.4	1.2	1.5	1.0	-5.3	-5.3	-1.0	-0.5	1.8	2.2
		Income quintile share ratio S80/S20	6.7	6.5	6.1	6.0	5.6	5.7	5.8	6.0	6.2	6.0	
		GINI coefficient	37.7	36.8	35.8	35.4	33.7	34.2	34.5	34.2	34.5	34.0	
		Early leavers from education and training (% of population aged 18-24)	38.5 b	36.5	34.9	30.9	28.3	23.0 b	20.5	18.9	17.4 b	13.7	14.0
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	10.6 b	11.2	10.2	11.2	11.4	12.6 b	13.9	14.1	12.3	11.3	10.6
	Male	At-risk-of-poverty or exclusion (% of male population)	23.9	24.0	25.0	24.0	24.8	23.8	24.6	27.5	26.7	25.9	
		At-risk-of-poverty (% of male population)	17.7	17.2	17.9	17.3	17.3	17.6	17.5	18.8	18.9	18.8	
		Poverty gap (%)	22.4	24.3	22.5	24.9	23.1	23.4	25.3	28.4	31.2	30.1	
		Persistent at-risk-of-poverty (% of male population)		13.1	12.0	9.2	13.0	13.3	10.9	12.1	12.0	14.0	
		Severe Material Deprivation (% of male population)	8.7	9.2	9.5	8.9	9.2	7.8	8.3	10.9	10.1	9.5	7.9 p
		Share of people living in low work intensity households (% of males aged 0-59)	6.1	6.7	5.8	6.6	8.4	7.9	9.9	12.3	11.9	10.6	
		Life expectancy at birth (years)	75.5	75.9	76.2	76.5	76.8	77.3	77.3 b	77.6	78.0 b	78.1	
		Healthy life years at birth (years) - men	60.0	58.5	59.2	58.3	59.3	60.7	64.5 b	63.9	58.3 b	58.2	
		Early leavers from education and training (% of males aged 18-24)	46.1 b	42.8	41.4	35.8	32.4	28.1 b	26.9	23.4	20.7 b	16.4	17.4
		NEET: Young people not in employment, education or training (% of males aged 15-24)	9.9 b	9.8	8.9	10.6	10.4	12.2 b	14.6	14.2	12.3	10.4	10.8
	Female	At-risk-of-poverty or exclusion (% of female population)	26.0	26.0	26.8	25.8	25.8	25.1	25.9	27.4	28.1	27.3	
		At-risk-of-poverty (% of female population)	19.1	19.0	19.1	18.4	18.4	18.4	18.2	18.7	20.0	20.1	
		Poverty gap (%)	23.9	24.2	23.6	23.0	22.6	23.0	23.2	27.0	29.3	28.7	
		Persistent at-risk-of-poverty (% of female population)		15.0	14.1	10.4	13.5	13.8	11.9	11.4	12.0	13.2	
		Severe Material Deprivation (% of female population)	9.4	9.9	9.9	9.2	8.8	8.7	8.9	11.0	11.1	9.7	8.8 p
		Share of people living in low work intensity households (% of females aged 0-59)	7.2	7.8	6.8	7.3	8.9	8.6	10.3	12.1	12.4	11.1	
		Life expectancy at birth (years)	82.3	82.5	82.7	82.6	83.2	83.8	83.6 b	84.0	84.4 b	84.3	
		Healthy life years at birth (years) - women	57.9	57.9	57.6	56.4	56.7	58.6	62.6 b	62.2	55.4 b	55.0	
		Early leavers from education and training (% of females aged 18-24)	30.7 b	30.0	28.2	25.8	24.0	17.7 b	14.0	14.3	14.1 b	11.0	10.5
		NEET: Young people not in employment, education or training (% of females aged 15-24)	11.4 b	12.6	11.6	11.8	12.5	12.9 b	13.2	13.9	12.3	12.2	10.3
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	25.5	26.9	29.5	28.7	28.7	28.6	27.8	31.7	31.4	29.6	
		At-risk-of-poverty (% of Children population)	20.8	20.9	22.8	22.9	22.4	22.4	21.8	24.4	25.6	24.8	
		Severe Material Deprivation (% of Children population)	9.6	11.8	11.8	10.5	10.8	11.3	10.3	13.9	12.9	11.0	9.6 p
		Share of children living in low work intensity households (% of Children population)	4.4	5.1	5.9	6.2	8.0	7.2	8.5	9.7	9.8	8.7	
		Risk of poverty of children in households at work (Working Intensity > 0.2)	17.7	17.6	19.5	19.3	17.1	18.3	16.4	18.2	19.9	19.8	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	25.2	22.9	24.3	25.4	30.4	27.5	26.4	23.0	23.8	20.8	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	22.9	23.1	24.5	23.5	24.1	23.2	25.6	28.5	28.3	27.4	
		At-risk-of-poverty (% of Working age population)	15.7	15.2	16.3	15.8	15.7	16.2	16.9	18.4	19.1	18.8	
		Severe Material Deprivation (% of Working age population)	7.7	8.6	8.9	8.3	8.3	7.6	8.2	10.7	10.3	9.6	8.6 p
		Very low work intensity (18-59)	7.3	7.9	6.5	7.2	8.8	8.6	10.6	13.0	12.9	11.6	
		In-work at-risk-of poverty rate (% of persons employed 18-64)	10.4	9.3	11.3	10.3	9.6	10.2	9.9	10.4	10.7	10.9	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	31.1	30.9	30.3	30.7	37.7	33.6	34.0	30.0	30.3	30.6	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	32.2	30.0	27.7	26.0	26.1	24.5	22.2	20.3	21.1	21.7	
		At-risk-of-poverty (% of Elderly population)	26.1	25.5	22.3	20.1	21.0	20.0	17.4	14.6	15.1	17.0	
		Severe Material Deprivation (% of Elderly population)	13.3	10.7	10.1	10.6	9.6	7.7	8.4	9.0	9.8	8.4	6.7 p
		Relative median income of elderly (ratio with median income of people younger than 65)	0.79	0.80	0.83	0.85	0.82	0.87	0.92	0.94	0.94	0.92	
		Aggregate replacement ratio (ratio)	0.59	0.47	0.51	0.50	0.53	0.56	0.58	0.59	0.63	0.61	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	6.5	6.2	6.2	7.0	6.7	6.1	6.2	6.2	6.1		
		Disability	2.2	2.2	2.1	2.0	2.0	2.0	1.8	2.0	1.9		
		Old age and survivors	10.9	10.9	11.5	12.4	12.6	13.4	13.7	14.6	14.7		
		Family/Children	1.1	1.1	1.2	1.4	1.3	1.2	1.2	1.2	1.2		
		Unemployment	1.2	1.1	1.0	1.3	1.4	1.3	1.7	1.8	1.5		
		Housing and Social exclusion n.e.c.	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.2	0.2		
		Total (including Admin and Other expenditures)	23.7	23.0	23.4	25.8	25.8	25.8	26.4	27.6	26.9		
		of which: Means tested benefits	2.1	2.0	2.2	2.5	2.4	2.1	2.2	2.2	2.1		

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Romania

Romania		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	8.1	6.9	8.5	-7.1	-0.8	1.1	0.6	3.5	3.1	3.9 p	4.8 p
	Total employment	0.7	0.4	0.0	-2.0	-0.3	-0.8	-4.8 b	-0.9	0.8	-0.9 p	-0.9 p
	Labour productivity	7.3	6.5	8.4	-5.2	-0.5	1.9	5.7 b	4.4	2.3	4.9 p	5.8 p
	Annual average hours worked per person employed	0.9	0.5	0.0	-0.6	-0.4	1.8	-4.3 b	-0.3 b	-0.8	0.5 p	0.3 p
	Real productivity per hour worked	6.4	6.0	8.4	-4.7	-0.1	0.1	10.5 b	4.7	3.1	4.4 p	5.4 p
	Harmonized CPI	6.6	4.9	7.9	5.6	6.1	5.8	3.4	3.2	1.4	-0.4	-1.1
	Price deflator GDP	10.5	12.8	15.6	4.8	5.4	4.7	4.7	3.4	1.7	2.4 p	2.2 p
	Nominal compensation per employee	12.4	16.0	32.2	-2.2	1.9	-4.1	9.4 b	3.8 b	6.8	0.9 p	11.3 p
	Real compensation per employee (GDP deflator)	1.7	2.8	14.3	-6.6	-3.4	-8.4	4.5 b	0.4 b	5.0	-1.4 p	9.0 p
	Real compensation per employee (private consumption deflator)	5.5	10.6	22.5	-7.4	-4.0	-9.3	5.8 b	0.6 b	5.3	1.3 p	12.5 p
	Nominal unit labour costs	4.8	8.9	21.9	3.2	2.4	-5.8	3.5 b	-0.6	4.3	-3.8 p	5.2 p
	Real unit labour costs	-5.2	-3.4	5.4	-1.5	-2.9	-10.1	-1.2 b	-3.9 b	2.6	-6.0 p	3.0 p
Labour Market Indicators - Total	Total population (000)	21257	21131	20635	20440	20295	20199	20096	20020	19947 e	19871 e	19760
	Population aged 15-64 (000)	14535	14452	14076	13919	13814	13745	13669	13622	13556 e	13414 e	13259
	Total employment (000)	9291	9353	9369	9244	8713 b	8528	8605	8549	8614	8535	8449
	Employment aged 15-64 (000)	8838	8843	8882	8805	8307 b	8139	8222	8179	8254	8235	8166
	Employment rate (% population aged 20-64)	64.8	64.4	64.4	63.5	64.8	63.8	64.8	64.7	65.7	66.0	66.3
	Employment rate (% population aged 15-64)	58.8	58.8	59.0	58.6	60.2	59.3	60.2	60.1	61.0	61.4	61.6
	Employment rate (% population aged 15-24)	24.0	24.4	24.8	24.5	24.3	23.4	23.7	22.9	22.5	24.5	22.3
	Employment rate (% population aged 25-54)	74.7	74.6	74.4	73.7	76.8	75.8	76.6	76.3	77.1	77.4	77.6
	Employment rate (% population aged 55-64)	41.7	41.4	43.1	42.6	40.7	39.9	41.6	41.8	43.1	41.1	42.8
	FTE employment rate (% population aged 20-64)	63.8	63.7	63.5	62.6	63.5 b	62.5	63.5	63.3	64.2	64.3	64.9
	Self-employed (% total employment)	20.7	21.2	20.8	20.8	22.6 b	20.9	21.2	21.1	20.5	19.4	18.1
	Part-time employment (% total employment)	8.6	8.6	8.6	8.5	9.9	9.5	9.3	9.0	8.7	8.8	7.4
	Fixed term contracts (% total employees)	1.8	1.6	1.3	1.0	1.0 b	1.4	1.5	1.4	1.5	1.4	1.4
	Employment in Services (% total employment)	37.0	37.9	38.9	40.1	39.6	41.0	41.6 b	41.8	42.0 p		
	Employment in Industry (% total employment)	32.3	31.5	31.5	29.8	28.8	29.1	27.8 b	28.0	28.6 p		
	Employment in Agriculture (% total employment)	30.7	30.6	29.6	30.1	31.6	30.0	30.6 b	30.2	29.4 p		
	Activity rate (% population aged 15-64)	63.6	63.0	62.9	63.1	64.9	64.1	64.8	64.9	65.7	66.1	65.6
	Activity rate (% population aged 15-24)	30.6	30.5	30.4	30.9	31.2	30.7	30.5	30.1	29.6	31.3	28.0
	Activity rate (% population aged 25-54)	79.9	79.0	78.3	78.5	81.9	80.9	81.5	81.5	82.1	82.5	81.9
	Activity rate (% population aged 55-64)	42.8	42.4	44.2	43.9	42.1	41.4	43.0	43.4	44.6	42.7	44.2
	Total unemployment (000)	719	634	549	624	652	659	627	653	629	624	530
	Unemployment rate (% labour force)	7.2	6.4	5.6	6.5	7.0	7.2	6.8	7.1	6.8	6.8	5.9
	Youth unemployment rate (% labour force 15-24)	20.2	19.3	17.6	20.0	22.1	23.9	22.6	23.7	24.0	21.7	20.6
	Long term unemployment rate (% labour force)	4.1	3.2	2.4	2.2	2.4	2.9	3.0	3.2	2.8	3.0	3.0
	Share of long term unemployment (% of total unemployment)	57.0	50.0	41.3	31.6	34.5	41.0	44.2	45.2	41.1	43.9	50.0
	Youth unemployment ratio (% population aged 15-24)	6.6	6.1	5.7	6.4	6.9 b	7.3	6.9	7.1	7.1	6.8	5.8
	Employment rate for low skilled 25-64 (ISCED 0-2)	53.4	53.8	54.6	54.7	55.8 b	51.9	53.5	54.0	55.5 b	53.7	52.8
	Employment rate for medium skilled 25-64 (ISCED 3-4)	71.0	70.1	69.5	68.5	69.6 b	69.2	69.7	68.8	70.4 b	69.7	70.3
	Employment rate for high skilled 25-64 (ISCED 5-8)	87.4	86.9	86.9	86.0	85.8 b	85.9	85.4	85.8	86.0 b	86.9	87.8
	Employment rate (Nationals aged 15-64)	58.8	58.8	59.0	58.6	60.2 b	59.3	60.2	60.1	61.0	61.4	61.6
	Employment rate (Other EU28 aged 15-64)											
	Employment rate (Other than EU28 aged 15-64)	67.9	64.3	58.7	60.8 u							
	Employment rate (Born in the same country aged 15-64)	58.8	58.8	59.0	58.6	60.2 b	59.3	60.2	60.1	61.0	61.4	61.6
	Employment rate (Born in other EU28 aged 15-64)											
	Employment rate (Born outside EU28 aged 15-64)		62.4 u	64.5 u	74.3 u			69.4 u	61.7 u	53.9 u		
	Underemployment (% of labour force aged 15-74)			2.2	2.0	2.4 b	2.3	2.3	2.5	2.6	2.9	2.4
	Seeking but not available (% of labour force aged 15-74)	0.1 u										
	Discouraged, available but not seeking (% of labour force aged 15-74)	3.7	3.5	2.9	3.8	4.4	4.9	4.5	4.4	4.1	3.9	3.8

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Romania		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	10352	10290	10049	9952	9880	9833	9777	9761	9746 e	9707 e	9650
	Population aged 15-64(000)	7227	7185	7024	6967	6914	6879	6838	6839	6830 e	6764 e	6689
	Total employment (000)	5052	5116	5157	5101	4881 b	4734	4800	4791	4844	4848	4806
	Employment aged 15-64 (000)	4835	4863	4925	4890	4689 b	4555	4622	4621	4677	4704	4668
	Employment rate (% population aged 20-64)	71.2	71.0	71.6	70.7	73.1	71.5	72.8	72.8	74.0	74.7	75.0
	Employment rate (% population aged 15-64)	64.6	64.8	65.7	65.2	67.9	66.3	67.6	67.6	68.7	69.5	69.7
	Employment rate (% population aged 15-24)	27.3	28.3	29.1	28.3	28.5	26.8	27.5	27.0	26.6	29.4	27.2
	Employment rate (% population aged 25-54)	80.8	80.6	80.9	80.5	84.8	83.1	84.1	83.8	84.6	85.2	85.5
	Employment rate (% population aged 55-64)	50.0	50.3	53.0	52.3	49.9	48.6	51.2	51.4	53.2	51.2	53.0
	FTE employment rate (% population aged 20-64)	70.4	70.5	70.9	70.1	72.0 b	70.5	71.8	71.6	72.7	73.1	73.7
	Self-employed (% total employment)	27.2	27.5	26.8	26.9	29.2 b	26.6	26.9	26.6	26.0	24.4	23.0
	Part-time employment (% total employment)	8.7	8.3	8.1	8.0	9.8	8.8	8.7	8.6	8.2	8.5	7.3
	Fixed term contracts (% total employees)	1.3	1.1	0.9	0.7	0.8	1.1	1.3	1.2	1.2	1.2	1.3
	Employment in Services (% total employment)	33.2	33.7	34.1	35.0	34.1 b	35.5	36.1	36.3	36.4		
	Employment in Industry (% total employment)	36.9	37.0	37.8	36.3	35.4 b	36.1	34.3	34.3	35.0		
	Employment in Agriculture (% total employment)	29.9	29.3	28.1	28.7	30.5 b	28.4	29.6	29.4	28.6		
	Activity rate (% population aged 15-64)	70.7	70.1	70.6	70.9	73.7	72.1	73.2	73.4	74.3	75.3	74.8
	Activity rate (% population aged 15-24)	35.1	35.9	35.9	35.9	36.5	35.3	35.3	35.1	34.8	37.0	33.9
	Activity rate (% population aged 25-54)	87.1	85.9	85.8	86.3	90.9	89.0	89.9	90.0	90.5	91.6	91.0
	Activity rate (% population aged 55-64)	52.0	52.1	55.1	54.5	52.3	51.3	53.6	53.9	55.4	53.8	55.1
	Total unemployment (000)	452	405	362	398	399	397	381	400	384	395	339
	Unemployment rate (% labour force)	8.1	7.2	6.5	7.3	7.6	7.7	7.4	7.7	7.3	7.5	6.6
	Youth unemployment rate (% labour force 15-24)	20.5	20.3	17.7	20.5	22.1	24.0	22.2	23.2	23.6	20.6	19.9
	Long term unemployment rate (% labour force)	4.7	3.6	2.9	2.5	2.8	3.2	3.3	3.4	3.1	3.3	3.3
	Share of long term unemployment (% of total unemployment)	57.5	49.9	42.9	32.2	36.7	41.8	44.2	44.1	41.8	43.8	50.1
	Youth unemployment ratio (% population aged 15-24)	7.8	7.6	6.8	7.6	8.1 b	8.5	7.9	8.1	8.2	7.6	6.7
	Employment rate for low skilled 25-64 (ISCED 0-2)	65.7	66.3	67.2	67.2	70.0 b	62.9	65.2	66.7	67.9 b	69.0	68.6
	Employment rate for medium skilled 25-64 (ISCED 3-4)	75.8	75.2	75.7	75.2	77.2 b	76.7	77.7	76.7	78.5 b	77.5	78.2
	Employment rate for high skilled 25-64 (ISCED 5-8)	88.3	87.6	87.8	86.5	86.8 b	87.5	87.4	87.8	88.0 b	89.5	90.5
	Employment rate (Nationals aged 15-64)	64.6	64.8	65.6	65.2	67.9 b	66.3	67.6	67.6	68.7	69.5	69.7
	Employment rate (Other EU28 aged 15-64)											
	Employment rate (Other than EU28 aged 15-64)	76.2 u	71.6 u	72.3 u								
	Employment rate (Born in the same country aged 15-64)	64.6	64.8	65.6	65.2	67.9 b	66.3	67.6	67.6	68.7	69.5	69.7
	Employment rate (Born in other EU28 aged 15-64)											
	Employment rate (Born outside EU28 aged 15-64)											
	Underemployment (% of labour force aged 15-74)			2.6	2.4	3.0 b	2.8	2.7	2.9	3.0	3.4	2.7
	Seeking but not available (% of labour force aged 15-74)											
	Discouraged, available but not seeking (% of labour force aged 15-74)	2.1	1.8	1.0	1.8	3.0	4.1	3.9	3.9	3.7	3.0	3.1
Labour Market Indicators - Female	Total population (000)	10905	10841	10586	10488	10414	10366	10319	10259	10201 e	10164 e	10111
	Population aged 15-64(000)	7309	7267	7053	6952	6900	6866	6832	6783	6726 e	6650 e	6570
	Total employment (000)	4239	4237	4212	4143	3832 b	3794	3805	3758	3770	3687	3643
	Employment aged 15-64 (000)	4003	3980	3958	3915	3618 b	3584	3600	3558	3577	3531	3499
	Employment rate (% population aged 20-64)	58.5	57.9	57.3	56.3	56.5	56.2	56.7	56.5	57.3	57.2	57.4
	Employment rate (% population aged 15-64)	53.0	52.8	52.5	52.0	52.5	52.3	52.8	52.6	53.3	53.2	53.3
	Employment rate (% population aged 15-24)	20.6	20.2	20.2	20.6	19.9	19.7	19.6	18.6	18.0	19.3	17.1
	Employment rate (% population aged 25-54)	68.6	68.5	67.8	66.9	68.6	68.3	68.9	68.6	69.3	69.2	69.2
	Employment rate (% population aged 55-64)	34.5	33.6	34.4	34.1	32.6	32.2	33.1	33.2	34.2	32.1	33.6
	FTE employment rate (% population aged 20-64)	57.3	56.9	56.0	55.1	55.1 b	54.5	55.2	55.0	55.7	55.4	56.0
	Self-employed (% total employment)	13.0	13.5	13.4	13.3	14.2 b	13.8	14.0	13.9	13.5	12.8	11.7
	Part-time employment (% total employment)	8.5	8.9	9.3	9.1	10.0	10.3	10.0	9.6	9.5	9.2	7.7
	Fixed term contracts (% total employees)	1.1	1.1	0.8	0.7	0.6	0.8	0.8	0.8	0.8	0.8	0.7
	Employment in Services (% total employment)	41.6	43.1	44.9	46.5	46.6 b	47.8	48.4	48.8	49.2		
	Employment in Industry (% total employment)	26.7	24.7	23.8	21.8	20.3 b	20.3	19.7	19.8	20.4		
	Employment in Agriculture (% total employment)	31.7	32.2	31.3	31.8	33.1 b	32.0	32.0	31.4	30.3		
	Activity rate (% population aged 15-64)	56.6	56.0	55.2	55.4	56.2	56.1	56.4	56.3	56.9	56.7	56.2
	Activity rate (% population aged 15-24)	25.9	24.9	24.7	25.8	25.6	25.8	25.5	24.7	24.0	25.2	21.8
	Activity rate (% population aged 25-54)	72.6	72.0	70.7	70.6	72.7	72.6	72.9	72.7	73.3	72.9	72.4
	Activity rate (% population aged 55-64)	34.8	33.9	34.7	34.7	33.1	32.7	33.7	34.1	35.0	32.8	34.4
	Total unemployment (000)	266	229	187	226	252	262	246	253	245	229	191
	Unemployment rate (% labour force)	6.0	5.2	4.4	5.4	6.2	6.5	6.1	6.3	6.1	5.8	5.0
	Youth unemployment rate (% labour force 15-24)	19.7	17.6	17.3	19.2	22.1	23.7	23.0	24.6	24.7	23.4	21.8
	Long term unemployment rate (% labour force)	3.4	2.7	1.8	1.8	1.9	2.6	2.7	3.0	2.4	2.6	2.5
	Share of long term unemployment (% of total unemployment)	56.2	50.2	38.4	30.6	31.1	39.8	44.1	46.8	40.0	44.1	49.8
	Youth unemployment ratio (% population aged 15-24)	5.2	4.7	4.5	5.2	5.7 b	6.1	5.9	6.1	5.9	5.9	4.8
	Employment rate for low skilled 25-64 (ISCED 0-2)	45.3	45.8	46.1	46.0	45.8 b	44.0	45.1	44.5	45.2 b	41.1	39.5
	Employment rate for medium skilled 25-64 (ISCED 3-4)	65.6	64.3	62.6	61.0	60.9 b	60.6	60.5	59.7	61.2 b	60.9	61.4
	Employment rate for high skilled 25-64 (ISCED 5-8)	86.5	86.1	86.1	85.4	84.9 b	84.4	83.5	83.8	84.1 b	84.5	85.3
	Employment rate (Nationals aged 15-64)	53.0	52.7	52.5	52.0	52.5 b	52.3	52.8	52.6	53.3	53.2	53.3
	Employment rate (Other EU28 aged 15-64)											
	Employment rate (Other than EU28 aged 15-64)		56.3 u									
	Employment rate (Born in the same country aged 15-64)	53.0	52.8	52.5	52.0	52.5 b	52.3	52.8	52.6	53.3	53.2	53.3
	Employment rate (Born in other EU28 aged 15-64)											
	Employment rate (Born outside EU28 aged 15-64)											
	Underemployment (% of labour force aged 15-74)			1.7	1.5	1.6	1.7	1.8	1.9	2.0	2.3	1.9
	Seeking but not available (% of labour force aged 15-74)											
	Discouraged, available but not seeking (% of labour force aged 15-74)	5.6	5.5	5.2	6.4	6.1	5.8	5.3	5.0	4.5	5.0	4.8

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Romania			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)		47.0	44.2	43.0	41.5	40.9	43.2	41.9	40.3	37.4	38.8 p
		At-risk-of-poverty (% of total population)		24.6	23.6	22.1	21.6	22.3	22.9	23.0	25.1	25.4	25.3 p
		At-risk-of-poverty threshold (PPS single person)		1670	1837	2066	2122	2186	2226	2332	2408	2614	2832 p
		Poverty gap (%)		36.6	32.3	31.4	31.3	31.4	31.1	33.6	34.6	38.2	36.2 p
		Persistent at-risk-of-poverty (% of total population)					18.0	17.5	18.7	17.1	19.5	19.3	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)		31.5	30.8	28.7	27.8	29.2	28.8	28.2	28.8	29.3	29.5 p
		Impact of social transfers (excl. pensions) in reducing poverty (%)		21.9	23.4	23.0	22.3	23.6	20.5	18.4	12.9	13.3	14.2 p
		Severe Material Deprivation (% of total population)		38.0	32.7	32.1	30.5	29.5	31.1	29.8	25.9	22.7	23.8
		Share of people living in low work intensity households (% of people aged 0-59)		9.9	8.5	8.1	7.7	7.3	7.9	7.6	7.2	7.9	8.2
		Real Gross Household Disposable income (growth %)	10.4	17.6	12.7	-6.7	-3.1	-3.1	-2.9	32.7	6.1	7.2	
		Income quintile share ratio S80/S20		8.1	7.0	6.5	6.1	6.2	6.6	6.8	7.2	8.3	7.2 p
		GINI coefficient		38.3 b	35.9	34.5	33.5	33.5	34.0	34.6	35.0	37.4	34.7 p
		Early leavers from education and training (% of population aged 18-24)	17.9 b	17.3	15.9	16.6	19.3 b	18.1	17.8	17.3	18.1 b	19.1	18.5
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	14.8 b	13.3	11.6	13.9	16.6 b	17.5	16.8	17.0	17.0	18.1	17.4
	Male	At-risk-of-poverty or exclusion (% of male population)		46.1	43.0	41.8	40.5	39.9	42.5	41.3	40.0	36.5	37.8 p
		At-risk-of-poverty (% of male population)		24.1	22.8	21.2	21.0	21.9	23.1	23.0	25.3	25.1	24.8 p
		Poverty gap (%)		36.6	32.9	31.7	31.9	33.5	31.8	35.1	38.3	39.1	37.6 p
		Persistent at-risk-of-poverty (% of male population)					17.3	17.4	18.4	16.8	19.3	19.5	
		Severe Material Deprivation (% of male population)		37.6	32.2	31.7	30.0	29.3	31.3	30.3	26.6	23.1	23.8
		Share of people living in low work intensity households (% of males aged 0-59)		8.8	7.3	6.7	6.5	6.1	6.5	6.3	6.4	6.9	7.2
		Life expectancy at birth (years)	69.2	69.5	69.7	69.8	70.0 b	71.1	70.9	71.6	71.4	71.5	
		Healthy life years at birth (years) - men		60.5	60.0	59.8	57.3 b	57.4	57.6	58.6	59.0	59.0	
		Early leavers from education and training (% of males aged 18-24)	17.8 b	17.1	15.9	16.1	19.5 b	19.1	18.5	18.7	19.5 b	19.5	18.4
		NEET: Young people not in employment, education or training (% of males aged 15-24)	13.0 b	11.6	8.8	11.2	14.2 b	16.3	15.2	15.3	15.3	15.0	14.1
	Female	At-risk-of-poverty or exclusion (% of female population)		48.0	45.3	44.2	42.4	41.9	43.8	42.5	40.7	38.2	39.8 p
		At-risk-of-poverty (% of female population)		25.1	24.3	23.0	22.1	22.6	22.8	22.9	24.9	25.7	25.7 p
		Poverty gap (%)		36.9	31.5	31.0	30.5	29.0	29.3	32.5	32.6	37.1	34.8 p
		Persistent at-risk-of-poverty (% of female population)					18.7	17.7	19.0	17.3	19.7	19.2	
		Severe Material Deprivation (% of female population)		38.4	33.2	32.5	30.9	29.8	30.9	29.3	25.2	22.4	23.7
		Share of people living in low work intensity households (% of females aged 0-59)		11.0	9.8	9.5	8.9	8.6	9.3	8.9	8.0	8.9	9.2
		Life expectancy at birth (years)	76.2	76.8	77.5	77.4	77.7 b	78.2	78.1	78.7	78.7	78.7	
		Healthy life years at birth (years) - women		62.5	62.9	61.7	57.5 b	57.0	57.7	57.9	59.0	59.4	
		Early leavers from education and training (% of females aged 18-24)	18.0 b	17.4	16.0	17.2	19.0 b	17.2	16.9	15.9	16.7 b	18.5	18.7
		NEET: Young people not in employment, education or training (% of females aged 15-24)	16.6 b	15.1	14.5	16.8	19.2 b	18.7	18.5	18.7	18.8	21.4	20.8
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)		51.8	50.9	50.6	48.1	49.2	52.5	51.4	50.7	46.8	49.2 p
		At-risk-of-poverty (% of Children population)		33.0	33.3	31.9	32.1	33.0	33.3	34.7	39.3	38.1	37.2 p
		Severe Material Deprivation (% of Children population)		42.3	38.5	39.1	35.8	35.7	38.8	36.4	31.0	28.9	30.2
		Share of children living in low work intensity households (% of Children population)		8.6	6.1	5.3	4.7	4.7	5.6	6.1	6.1	7.5	8.5
		Risk of poverty of children in households at work (Working Intensity > 0.2)		28.1	29.9	28.9	30.8	31.0	31.0	32.4	36.3	34.2	32.6 p
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)		23.4	23.6	22.0	19.6	22.9	20.0	18.0	10.3	12.6	16.4 p
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)		42.9	40.8	40.7	39.9	39.7	42.3	40.7	38.7	35.7	37.0 p
		At-risk-of-poverty (% of Working age population)		20.7	19.8	19.4	19.5	20.9	21.9	21.7	23.4	23.3	23.3 p
		Severe Material Deprivation (% of Working age population)		33.8	29.4	29.6	28.5	27.8	29.4	28.2	24.3	21.2	22.1
		Very low work intensity (18-59)		10.4	9.3	9.0	8.7	8.2	8.7	8.1	7.6	8.0	8.1
		In-work at-risk-of poverty rate (% of persons employed 18-64)		16.5	16.9	17.2	17.6	18.9	18.9	18.1	19.7	18.6	18.6 p
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)		23.6	26.4	25.7	25.3	26.2	21.8	19.9	14.6	14.3	15.0 p
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)		57.9	49.4	43.3	40.1	36.2	35.4	35.8	35.0	33.3	34.0 p
		At-risk-of-poverty (% of Elderly population)		29.4	26.5	21.4	17.6	14.8	14.4	14.5	15.7	19.4	19.1 p
		Severe Material Deprivation (% of Elderly population)		50.1	39.0	34.0	32.4	29.2	28.5	28.4	26.5	21.5	22.5
		Relative median income of elderly (ratio with median income of people younger than 65)		0.76	0.85	0.93	0.97	1.01	1.03	1.04	1.04	1.0	0.97 p
		Aggregate replacement ratio (ratio)		0.44	0.50	0.56	0.64	0.67	0.67	0.68	0.65	0.63	0.66 p
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	3.2	3.5	3.5	4.1	4.3	4.0	4.0	3.9	3.9		
		Disability	1.1	1.3	1.4	1.6	1.6	1.4	1.2	1.1	1.1		
		Old age and survivors	5.7	6.0	7.0	8.7	8.7	8.6	8.2	8.0	8.0		
		Family/Children	1.8	1.7	1.5	1.7	1.7	1.7	1.3	1.2	1.2		
		Unemployment	0.3	0.3	0.2	0.4	0.6	0.3	0.2	0.2	0.1		
		Housing and Social exclusion n.e.c.	0.3	0.4	0.3	0.3	0.3	0.3	0.2	0.2	0.2		
		Total (including Admin and Other expenditures)	12.8	13.5	14.1	16.9	17.3	16.4	15.4	14.9	14.8		
		of which: Means tested benefits	0.8	0.8	0.7	1.0	1.2	0.8	0.6	0.6	0.6		

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Slovenia

Slovenia		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	5.7	6.9	3.3	-7.8	1.2	0.6	-2.7	-1.1	3.1	2.3	2.5
	Total employment	1.6	3.4	2.6	-1.8	-2.1	-1.7	-0.9	-1.1	0.4	1.1	2.0
	Labour productivity	4.0	3.5	0.7	-6.1	3.4	2.4	-1.8	0.0	2.7	1.2	0.5
	Annual average hours worked per person employed	-1.7	-0.8	1.1	0.3	0.1	-1.0	-1.1	1.1	1.2	0.4	-0.3
	Real productivity per hour worked	5.8	4.3	-0.4	-6.4	3.3	3.4	-0.6	-1.1	1.5	0.8	0.8
	Harmonized CPI	2.5	3.8	5.5	0.8	2.1	2.1	2.8	1.9	0.4	-0.8	-0.2
	Price deflator GDP	2.2	4.2	4.5	3.4	-1.0	1.1	0.3	0.9	0.8	1.0	0.6
	Nominal compensation per employee	5.4	6.2	7.2	1.8	4.0	1.5	-1.0	0.5	1.3	1.4	2.2
	Real compensation per employee (GDP deflator)	3.1	1.9	2.6	-1.5	5.1	0.4	-1.3	-0.4	0.5	0.5	1.6
	Real compensation per employee (private consumption deflator)	2.8	2.3	1.6	1.0	1.9	-0.5	-3.7	-1.4	0.9	2.2	2.4
	Nominal unit labour costs	1.3	2.6	6.4	8.5	0.6	-0.8	0.8	0.4	-1.3	0.3	1.7
	Real unit labour costs	-1.0	-1.5	1.8	5.0	1.6	-1.9	0.5	-0.5	-2.1	-0.7	1.1
Labour Market Indicators - Total	Total population (000)	2003	2010	2010 b	2032	2047	2050	2055	2059	2061	2063	2064
	Population aged 15-64 (000)	1407	1410	1403	1414	1421	1420	1416	1409	1400	1389	1378
	Total employment (000)	961	985	996	981	966	936	924	906	917	917	915
	Employment aged 15-64 (000)	937	957	975	955	942	915	907	888	893	902	903
	Employment rate (% population aged 20-64)	71.5	72.4	73.0	71.9	70.3	68.4	68.3	67.2	67.7	69.1	70.1
	Employment rate (% population aged 15-64)	66.6	67.8	68.6	67.5	66.2	64.4	64.1	63.3	63.9	65.2	65.8
	Employment rate (% population aged 15-24)	35.0	37.6	38.4	35.3	34.1	31.5	27.3	26.5	26.8	29.6	28.6
	Employment rate (% population aged 25-54)	84.2	85.3	86.8	84.8	83.7	83.1	83.3	81.9	81.9	82.9	83.5
	Employment rate (% population aged 55-64)	32.6	33.5	32.8	35.6	35.0	31.2	32.9	33.5	35.4	36.6	38.5
	FTE employment rate (% population aged 20-64)	69.9	71.0	71.6	69.9	68.1	66.4	66.4	65.2	65.7	66.9	67.7
	Self-employed (% total employment)	11.3	11.1	9.9	10.7	12.4	12.6	12.2	12.1	12.7	12.5	11.8
	Part-time employment (% total employment)	8.0	8.1	8.1	9.5	10.3	9.5	9.0	9.3	10.0	10.1	9.3
	Fixed term contracts (% total employees)	17.3	18.5	17.4	16.4	17.3	18.2	17.1	16.5	16.7	18.0	17.1
	Employment in Services (% total employment)	56.6	57.1	57.4	59.1	60.6	61.2	61.7	62.2	62.4		
	Employment in Industry (% total employment)	34.2	34.2	34.3	32.6	31.1	30.6	30.0	29.5	29.3		
	Employment in Agriculture (% total employment)	9.2	8.7	8.3	8.3	8.3	8.2	8.2	8.4	8.3		
	Activity rate (% population aged 15-64)	70.9	71.3	71.8	71.8	71.5	70.3	70.4	70.5	70.9	71.8	71.6
	Activity rate (% population aged 15-24)	40.6	41.8	42.9	40.9	39.9	37.4	34.4	33.8	33.6	35.3	33.7
	Activity rate (% population aged 25-54)	89.0	89.3	90.1	89.6	90.0	90.1	90.8	90.7	90.3	90.8	90.5
	Activity rate (% population aged 55-64)	33.4	34.6	34.2	36.9	36.5	33.3	35.1	36.0	38.4	39.7	41.2
	Total unemployment (000)	61	50	46	61	75	83	90	102	98	90	80
	Unemployment rate (% labour force)	6.0	4.9	4.4	5.9	7.3	8.2	8.9	10.1	9.7	9.0	8.0
	Youth unemployment rate (% labour force 15-24)	13.9	10.1	10.4	13.6	14.7	15.7	20.6	21.6	20.2	16.3	15.2
	Long term unemployment rate (% labour force)	2.9	2.2	1.9	1.8	3.2	3.6	4.3	5.2	5.3	4.7	4.3
	Share of long term unemployment (% of total unemployment)	49.3	45.7	42.2	30.1	43.3	44.2	47.9	51.0	54.5	52.3	53.3
	Youth unemployment ratio (% population aged 15-24)	5.6	4.2	4.5	5.6	5.9	5.9	7.1	7.3	6.8	5.8	5.1
	Employment rate for low skilled 25-64 (ISCED 0-2)	55.9	56.2	55.0	53.7	51.1	46.7	47.2	45.5	48.5 b	49.0	46.1
	Employment rate for medium skilled 25-64 (ISCED 3-4)	74.1	75.1	76.4	74.6	73.0	70.6	70.7	69.5	69.5 b	69.7	71.0
	Employment rate for high skilled 25-64 (ISCED 5-8)	88.2	87.7	87.9	88.4	87.3	86.4	85.1	83.8	83.2 b	84.4	85.2
	Employment rate (Nationals aged 15-64)	66.6	67.8	68.6	67.7	66.3	64.4	64.1	63.5	64.2	65.2	65.8
	Employment rate (Other EU28 aged 15-64)	67.1 u	82.7 u	76.8 u	70.5 u	59.8 u	58.9 u	73.1	57.3 u	60.4	60.3	64.3
	Employment rate (Other than EU28 aged 15-64)	51.9 u	60.3	65.3	52.2	59.3	65.4	60.9	56.5	54.1	67.2	66.7
	Employment rate (Born in the same country aged 15-64)	66.6	67.8	68.6	67.7	66.3	64.7	64.1	63.5	64.5	65.7	66.2
	Employment rate (Born in other EU28 aged 15-64)	62.1	65.2	66.8	66.9	63.9	57.7	60.6	59.3	56.9	60.0	59.7
	Employment rate (Born outside EU28 aged 15-64)	69.5	69.2	69.0	65.7	65.8	63.4	64.9	61.0	58.6	61.7	63.2
	Underemployment (% of labour force aged 15-74)			1.3	1.8	1.9	1.9	1.8	2.3	2.5	3.1	2.8
	Seeking but not available (% of labour force aged 15-74)	0.5	0.4	0.4	0.5	0.5	0.4	0.4 u	0.4 u	0.3 u	0.4 u	0.4 u
	Discouraged, available but not seeking (% of labour force aged 15-74)	2.4	2.1	1.4	2.0	1.7	1.8	1.8	2.5	3.4	2.5	1.9

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Slovenia		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	981	987	987 b	1004	1014	1015	1017	1019	1021	1022	1023
	Population aged 15-64(000)	716	719	715	727	733	731	728	724	720	714	708
	Total employment (000)	524	540	543	531	524	506	500	495	499	501	491
	Employment aged 15-64 (000)	510	525	532	516	509	495	490	484	486	492	484
	Employment rate (% population aged 20-64)	76.3	77.5	77.4	75.6	74.0	71.8	71.8	71.2	71.6	73.3	73.3
	Employment rate (% population aged 15-64)	71.1	72.7	72.7	71.0	69.6	67.7	67.4	67.1	67.5	69.2	68.9
	Employment rate (% population aged 15-24)	39.2	43.2	43.0	39.1	37.6	35.7	30.4	29.7	29.5	32.0	31.1
	Employment rate (% population aged 25-54)	87.1	88.1	88.6	86.4	85.2	84.8	85.4	84.3	84.6	86.1	85.6
	Employment rate (% population aged 55-64)	44.5	45.3	44.7	46.4	45.5	39.5	40.7	41.8	41.8	42.6	43.6
	FTE employment rate (% population aged 20-64)	75.6	77.0	76.8	74.6	72.9	70.7	71.0	70.3	70.9	72.2	72.2
	Self-employed (% total employment)	15.6	14.9	13.3	14.8	16.2	16.3	16.1	15.9	16.7	16.2	15.5
	Part-time employment (% total employment)	6.0	6.5	6.2	7.4	7.4	7.1	6.3	6.5	6.8	7.0	6.0
	Fixed term contracts (% total employees)	12.7	13.7	13.0	12.4	12.5	13.4	12.8	12.7	12.9	14.0	13.3
	Employment in Services (% total employment)	46.4	47.1	46.8	49.2	50.2	49.4	50.6	51.5	51.5		
	Employment in Industry (% total employment)	44.0	44.4	44.7	42.3	41.2	41.8	40.7	39.9	40.1		
	Employment in Agriculture (% total employment)	9.6	8.5	8.5	8.4	8.6	8.8	8.7	8.7	8.4		
	Activity rate (% population aged 15-64)	74.9	75.8	75.8	75.6	75.4	73.9	73.7	74.2	74.3	75.4	74.5
	Activity rate (% population aged 15-24)	44.4	47.6	47.7	45.4	44.4	42.0	38.1	37.1	36.6	38.9	36.8
	Activity rate (% population aged 25-54)	91.0	91.3	91.6	91.3	91.7	91.8	92.4	92.6	92.2	92.9	92.0
	Activity rate (% population aged 55-64)	45.8	46.7	46.4	48.2	47.5	42.7	43.6	45.1	45.7	46.4	47.1
	Total unemployment (000)	27	22	23	33	42	45	46	51	49	44	40
	Unemployment rate (% labour force)	4.9	4.0	4.0	5.9	7.5	8.2	8.4	9.5	9.0	8.1	7.5
	Youth unemployment rate (% labour force 15-24)	11.6	9.4	9.9	13.8	15.2	15.0	20.3	20.1	19.4	17.7	15.6
	Long term unemployment rate (% labour force)	2.4	1.8 u	1.7 u	1.7 u	3.4	3.7	4.1	4.9	4.9	4.1	4.1
	Share of long term unemployment (% of total unemployment)	49.7	45.3 u	41.4 u	28.3 u	45.0	45.1	48.8	51.9	55.0	50.7	54.1
	Youth unemployment ratio (% population aged 15-24)	5.2	4.5	4.7	6.2	6.8	6.3	7.7	7.5	7.1	6.9	5.8
	Employment rate for low skilled 25-64 (ISCED 0-2)	64.1	65.4	63.4	62.5	60.8	55.5	56.1	55.1	55.6 b	56.9	53.7
	Employment rate for medium skilled 25-64 (ISCED 3-4)	79.3	80.2	80.8	78.0	76.1	74.0	74.5	73.9	73.5 b	74.2	74.9
	Employment rate for high skilled 25-64 (ISCED 5-8)	89.5	88.9	88.7	90.3	89.6	87.4	87.4	86.3	86.5 b	88.3	86.5
	Employment rate (Nationals aged 15-64)	71.2	72.6	72.4	70.9	69.6	67.4	66.9	66.7	67.3	68.6	68.2
	Employment rate (Other EU28 aged 15-64)	61.1 u	92.3 u	88.9 u	89.1 u	70.4 u	67.3 u	85.2 u	79.2 u	70.5 u	72.1 u	81.4 u
	Employment rate (Other than EU28 aged 15-64)	69.1 u	76.5	87.8	75.1	73.5	83.6	84.9	78.0	75.1	83.8	82.1
	Employment rate (Born in the same country aged 15-64)	71.1	72.6	72.6	71.0	69.6	67.6	67.0	66.6	67.6	69.2	68.8
	Employment rate (Born in other EU28 aged 15-64)	67.8	71.5	73.3	70.7	70.9	64.9	64.1	66.1	63.4	65.2	61.2
	Employment rate (Born outside EU28 aged 15-64)	73.0	75.4	74.3	70.9	70.0	69.7	73.3	72.9	67.8	70.0	71.1
	Underemployment (% of labour force aged 15-74)			0.9	1.4	1.3	1.4	1.5	1.8	1.9	2.1	1.7
	Seeking but not available (% of labour force aged 15-74)	0.4 u	0.4 u	0.4 u	0.4 u	0.4 u	0.4 u	0.2 u	0.3 u	0.3 u	0.3 u	0.4 u
	Discouraged, available but not seeking (% of labour force aged 15-74)	2.0	1.8	1.1	1.7	1.5	1.5	1.5	2.3	3.0	2.1	1.6
Labour Market Indicators - Female	Total population (000)	1022	1023	1024 b	1028	1033	1036	1039	1040	1040	1041	1041
	Population aged 15-64(000)	691	691	687	687	688	690	688	685	680	675	670
	Total employment (000)	438	446	453	450	443	430	424	411	418	417	424
	Employment aged 15-64 (000)	427	432	443	439	432	420	416	404	407	410	419
	Employment rate (% population aged 20-64)	66.5	67.1	68.5	67.9	66.5	64.8	64.6	63.0	63.6	64.7	66.7
	Employment rate (% population aged 15-64)	61.8	62.6	64.2	63.8	62.6	60.9	60.5	59.2	60.0	61.0	62.6
	Employment rate (% population aged 15-24)	30.3	31.4	33.2	31.0	30.0	26.9	23.7	23.0	24.0	27.1	26.1
	Employment rate (% population aged 25-54)	81.2	82.4	84.8	83.2	82.1	81.3	81.0	79.3	79.1	79.5	81.2
	Employment rate (% population aged 55-64)	21.0	22.2	21.1	24.8	24.5	22.7	25.0	25.2	29.0	30.5	33.4
	FTE employment rate (% population aged 20-64)	64.0	64.9	66.1	65.1	63.1	61.9	61.6	59.9	60.3	61.4	63.2
	Self-employed (% total employment)	6.2	6.6	5.9	5.9	7.8	8.1	7.6	7.5	8.0	8.0	7.6
	Part-time employment (% total employment)	10.4	10.0	10.4	12.1	13.6	12.2	12.2	12.6	13.7	13.7	13.1
	Fixed term contracts (% total employees)	17.0	18.4	17.7	15.7	16.8	17.3	16.4	15.0	14.7	16.4	16.2
	Employment in Services (% total employment)	68.6	69.0	70.0	70.6	72.6	74.9	74.7	74.8	75.1		
	Employment in Industry (% total employment)	22.6	22.1	22.0	21.3	19.5	17.6	17.6	17.2	16.7		
	Employment in Agriculture (% total employment)	8.8	8.9	8.1	8.2	8.0	7.6	7.7	8.0	8.2		
	Activity rate (% population aged 15-64)	66.7	66.6	67.5	67.9	67.4	66.5	66.9	66.6	67.2	67.9	68.6
	Activity rate (% population aged 15-24)	36.4	35.4	37.4	35.8	34.8	32.3	30.0	30.2	30.4	31.7	30.6
	Activity rate (% population aged 25-54)	87.0	87.3	88.5	87.9	88.1	88.4	89.1	88.7	88.3	88.6	88.9
	Activity rate (% population aged 55-64)	21.4	23.1	22.2	25.6	25.5	23.7	26.5	27.0	31.1	32.9	35.2
	Total unemployment (000)	34	28	23	28	33	38	44	50	49	46	40
	Unemployment rate (% labour force)	7.2	5.9	4.8	5.8	7.1	8.2	9.4	10.9	10.6	10.1	8.6
	Youth unemployment rate (% labour force 15-24)	16.8	11.2	11.3	13.4	13.8	16.8	21.0	23.7	21.3	14.6	14.7
	Long term unemployment rate (% labour force)	3.5	2.7	2.1 u	1.9 u	2.9	3.5	4.4	5.5	5.7	5.4	4.5
	Share of long term unemployment (% of total unemployment)	48.9	46.1	43.0 u	32.1 u	41.2	43.1	47.0	50.0	54.0	53.8	52.5
	Youth unemployment ratio (% population aged 15-24)	6.1	4.0	4.2	4.8	4.8	5.4	6.3	7.1	6.5	4.6	4.5
	Employment rate for low skilled 25-64 (ISCED 0-2)	49.4	48.9	47.9	46.4	43.0	39.5	39.3	36.4	42.2 b	42.0	39.6
	Employment rate for medium skilled 25-64 (ISCED 3-4)	67.8	68.6	71.0	70.3	68.9	66.0	65.7	63.8	64.0 b	63.4	65.7
	Employment rate for high skilled 25-64 (ISCED 5-8)	87.2	86.7	87.3	87.1	85.7	85.7	83.5	82.0	80.8 b	81.7	84.3
	Employment rate (Nationals aged 15-64)	61.9	62.8	64.5	64.3	62.9	61.3	61.1	60.0	60.9	61.6	63.3
	Employment rate (Other EU28 aged 15-64)			61.8 u	48.1 u	45.0 u	41.9 u	60.4 u	34.8 u	48.4 u	50.1 u	53.1 u
	Employment rate (Other than EU28 aged 15-64)	30.2 u	35.3 u	26.9 u	23.4 u	40.8 u	40.0	30.5 u	29.8	27.8	42.4	44.2
	Employment rate (Born in the same country aged 15-64)	61.8	62.7	64.4	64.1	62.8	61.6	61.0	60.3	61.2	61.9	63.5
	Employment rate (Born in other EU28 aged 15-64)	56.3	59.0	60.8	63.5	57.5	50.0	57.3	53.6	51.0	55.8	58.6
	Employment rate (Born outside EU28 aged 15-64)	65.9	62.2	62.7	59.8	60.8	55.9	54.5	46.9	48.4	51.9	54.1
	Underemployment (% of labour force aged 15-74)			1.8	2.2	2.5	2.4	2.2	2.9	3.3	4.3	4.1
	Seeking but not available (% of labour force aged 15-74)	0.5 u	0.5 u	0.5 u	0.6 u	0.7 u	0.5 u	0.5 u	0.6 u	0.4 u	0.4 u	0.4 u
	Discouraged, available but not seeking (% of labour force aged 15-74)	2.9	2.4	1.7	2.3	2.0	2.0	2.1	2.8	3.8	3.1	2.3

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Slovenia			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	17.1	17.1	18.5	17.1	18.3	19.3	19.6	20.4	20.4	19.2	
		At-risk-of-poverty (% of total population)	11.6	11.5	12.3	11.3	12.7	13.6	13.5	14.5	14.5	14.3	
		At-risk-of-poverty threshold (PPS single person)	7292	7753	8287	8599	8009	8364	8563	8527	8597	9061	
		Poverty gap (%)	18.6	19.4	19.3	20.2	20.2	19.9	19.1	20.4	22.0	20.3	
		Persistent at-risk-of-poverty (% of total population)			7.7	7.0	6.9	7.5	6.1	7.5	9.5	8.1	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	24.2	23.1	23.0	22.0	24.2	24.2	25.2	25.3	25.1	24.8	
		Impact of social transfers (excl. pensions) in reducing poverty (%)	52.1	50.2	46.5	48.6	47.5	43.8	46.4	42.7	42.2	42.3	
		Severe Material Deprivation (% of total population)	5.1	5.1	6.7	6.1	5.9	6.1	6.6	6.7	6.6	5.8	5.2 p
		Share of people living in low work intensity households (% of people aged 0-59)	6.9	7.3	6.7	5.6	7.0	7.6	7.5	8.0	8.7	7.4	
		Real Gross Household Disposable income (growth %)	3.1	4.5	2.6	-0.4	-0.4	0.1	-3.9	-1.7	1.8	2.2	
		Income quintile share ratio S80/S20	3.4	3.3	3.4	3.2	3.4	3.5	3.4	3.6	3.7	3.6	
		GINI coefficient	23.7	23.2	23.4	22.7	23.8	23.8	23.7	24.4	25.0	24.5	
		Early leavers from education and training (% of population aged 18-24)	5.6 b	4.1	5.1	5.3	5.0	4.2	4.4	3.9	4.4 b	5.0	4.9
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	8.5 b	6.7	6.5	7.5	7.1	7.1	9.3	9.2	9.4	9.5	8.0
	Male	At-risk-of-poverty or exclusion (% of male population)	15.3	15.0	16.6	15.1	16.5	17.4	18.3	19.4	19.3	17.5	
		At-risk-of-poverty (% of male population)	10.3	10.0	11.0	9.8	11.3	12.2	12.5	13.5	13.7	13.0	
		Poverty gap (%)	20.0	19.2	20.8	21.1	20.9	20.1	19.8	20.9	23.2	21.4	
		Persistent at-risk-of-poverty (% of male population)			6.3	5.8	5.6	5.9	4.9	5.7	8.5	7.0	
		Severe Material Deprivation (% of male population)	5.1	4.9	6.4	5.9	5.6	5.8	6.8	6.6	6.7	5.4	5.1 p
		Share of people living in low work intensity households (% of males aged 0-59)	6.1	6.4	6.2	4.8	6.0	6.7	6.8	7.4	7.7	6.5	
		Life expectancy at birth (years)	74.5	74.6	75.5	75.9	76.4 b	76.8	77.1	77.2	78.2	77.8	
		Healthy life years at birth (years) - men	57.7	58.7	59.4	60.6	53.4 b	54.0	56.5	57.6	57.8	58.5	
		Early leavers from education and training (% of males aged 18-24)	7.1 b	5.8	7.2	7.2	6.4	5.7	5.4	5.0	6.0 b	6.4	6.7
		NEET: Young people not in employment, education or training (% of males aged 15-24)	8.4 b	6.8	6.7	7.9	8.1	7.8	9.7	9.8	9.7	9.9	9.1
	Female	At-risk-of-poverty or exclusion (% of female population)	18.8	19.2	20.3	19.1	20.1	21.1	20.8	21.4	21.5	20.8	
		At-risk-of-poverty (% of female population)	12.9	12.9	13.6	12.8	14.1	15.0	14.6	15.4	15.2	15.6	
		Poverty gap (%)	18.3	19.7	18.7	20.2	19.1	19.5	18.4	20.1	20.8	19.4	
		Persistent at-risk-of-poverty (% of female population)			9.0	8.1	8.0	9.1	7.3	9.2	10.5	9.1	
		Severe Material Deprivation (% of female population)	5.1	5.3	6.9	6.3	6.3	6.4	6.5	6.7	6.6	6.2	5.3 p
		Share of people living in low work intensity households (% of females aged 0-59)	7.7	8.2	7.3	6.5	8.0	8.6	8.3	8.5	9.8	8.3	
		Life expectancy at birth (years)	82.0	82.0	82.6	82.7	83.1 b	83.3	83.3	83.6	84.1	83.9	
		Healthy life years at birth (years) - women	61.0	62.3	60.9	61.5	54.6 b	53.8	55.6	59.5	59.6	57.7	
		Early leavers from education and training (% of females aged 18-24)	4.0 bu	2.2 u	2.6 u	3.2 u	3.3 u	2.5 u	3.2 u	2.6 u	2.7 bu	3.4 u	3.1 u
		NEET: Young people not in employment, education or training (% of females aged 15-24)	8.6 b	6.6	6.2	6.9	6.0	6.3	8.8	8.6	9.2	9.1	6.9
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	14.3	14.7	15.3	15.1	15.2	17.3	16.4	17.5	17.7	16.6	
		At-risk-of-poverty (% of Children population)	11.5	11.3	11.6	11.2	12.6	14.7	13.5	14.7	14.8	14.2	
		Severe Material Deprivation (% of Children population)	3.9	4.4	5.2	5.4	5.1	5.3	5.9	6.0	4.9	4.7	4.3 p
		Share of children living in low work intensity households (% of Children population)	3.5	4.5	3.7	2.5	3.4	4.4	3.2	4.0	4.6	3.7	
		Risk of poverty of children in households at work (Working Intensity > 0.2)	9.0	8.4	9.0	9.5	9.9	11.3	11.1	11.4	11.0	11.2	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	56.1	54.8	50.4	53.7	51.4	45.4	47.7	45.2	46.2	45.8	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	16.5	16.6	18.0	16.2	18.1	18.7	19.7	20.6	21.3	19.7	
		At-risk-of-poverty (% of Working age population)	9.7	9.8	10.5	9.2	11.0	11.7	12.2	13.0	13.7	13.6	
		Severe Material Deprivation (% of Working age population)	5.1	5.0	6.9	6.2	6.1	6.2	6.9	6.8	7.1	6.0	5.3 p
		Very low work intensity (18-59)	7.9	8.1	7.7	6.5	8.0	8.6	8.8	9.2	10.1	8.6	
		In-work at-risk-of poverty rate (% of persons employed 18-64)	4.8	4.7	5.1	4.8	5.3	6.0	6.5	7.1	6.4	6.7	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	55.5	53.3	49.0	52.1	49.8	45.8	49.0	44.9	42.7	43.1	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	22.5	22.4	24.4	23.3	22.8	24.2	22.8	23.0	20.1	20.2	
		At-risk-of-poverty (% of Elderly population)	19.9	19.4	21.3	20.0	20.2	20.9	19.6	20.5	17.1	17.2	
		Severe Material Deprivation (% of Elderly population)	6.3	6.6	7.4	6.5	6.3	6.8	6.6	6.7	6.7	6.1	5.9 p
		Relative median income of elderly (ratio with median income of people younger than 65)	0.85	0.87	0.84	0.86	0.87	0.87	0.87	0.87	0.91	0.90	
		Aggregate replacement ratio (ratio)	0.41	0.44	0.44	0.45	0.45	0.47	0.47	0.46	0.45	0.46	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	7.0	6.6	6.9	7.6	7.7	7.6	7.9	7.5	7.3 p		
		Disability	1.8	1.7	1.6	1.7	1.7	1.7	1.6	1.5	1.4 p		
		Old age and survivors	9.9	9.6	9.4	10.7	11.1	11.3	11.5	12.0	11.6 p		
		Family/Children	1.9	1.7	1.7	2.1	2.1	2.1	2.1	2.0	1.9 p		
		Unemployment	0.6	0.4	0.4	0.6	0.7	0.8	0.7	0.8	0.7 p		
		Housing and Social exclusion n.e.c.	0.5	0.5	0.4	0.5	0.6	0.6	0.7	0.7	0.7 p		
		Total (including Admin and Other expenditures)	22.3	20.9	21.0	23.7	24.4	24.5	24.9	24.9	24.1 p		
		of which: Means tested benefits	2.0	1.8	1.7	2.0	2.0	2.0	1.9	1.9	1.9 p		

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Slovakia

Slovakia		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	8.5	10.8	5.6	-5.4	5.0	2.8	1.7	1.5	2.6	3.8	3.3
	Total employment	2.1	2.1	3.2	-2.0	-1.5	1.8	0.1	-0.8	1.4	2.0	2.4
	Labour productivity	6.2	8.5	2.3	-3.5	6.7	1.0	1.6	2.3	1.1	1.8	0.9
	Annual average hours worked per person employed	0.3	0.9	0.1	-0.7	1.4	-0.7	-0.2	-1.0	-0.7	-0.3	-0.8
	Real productivity per hour worked	5.9	7.5	2.2	-2.8	5.2	1.7	1.8	3.3	1.8	2.1	1.7
	Harmonized CPI	4.3	1.9	3.9	0.9	0.7	4.1	3.7	1.5	-0.1	-0.3	-0.5
	Price deflator GDP	2.9	1.1	2.8	-1.2	0.5	1.6	1.3	0.5	-0.2	-0.2	-0.4
	Nominal compensation per employee	8.0	8.7	6.6	2.6	5.4	2.0	2.6	2.6	1.8	3.1	1.8
	Real compensation per employee (GDP deflator)	4.9	7.5	3.7	3.8	4.9	0.3	1.3	2.1	2.0	3.3	2.2
	Real compensation per employee (private consumption deflator)	3.6	6.7	2.6	1.6	4.7	-2.0	-1.1	1.1	1.9	3.5	2.3
	Nominal unit labour costs	1.6	0.2	4.2	6.3	-1.1	1.0	1.0	0.3	0.7	1.3	0.9
	Real unit labour costs	-1.2	-1.0	1.3	7.7	-1.7	-0.6	-0.4	-0.2	0.9	1.5	1.3
Labour Market Indicators - Total	Total population (000)	5373	5373	5376	5382	5390	5392	5404	5411	5416	5421	5426
	Population aged 15-64 (000)	3842	3857	3871	3884	3885	3882	3881	3870	3853	3834	3810
	Total employment (000)	2302	2358	2434	2366	2318	2315 b	2329	2329	2363	2424	2492
	Employment aged 15-64 (000)	2295	2351	2423	2357	2307	2303 b	2317	2318	2349	2405	2472
	Employment rate (% population aged 20-64)	66.0	67.2	68.8	66.4	64.6	65.0 b	65.1	65.0	65.9	67.7	69.8
	Employment rate (% population aged 15-64)	59.4	60.7	62.3	60.2	58.8	59.3 b	59.7	59.9	61.0	62.7	64.9
	Employment rate (% population aged 15-24)	25.9	27.6	26.2	22.8	20.6	20.0 b	20.1	20.4	21.8	23.3	25.2
	Employment rate (% population aged 25-54)	77.2	78.0	80.1	77.8	75.8	76.5 b	76.4	76.0	76.8	78.1	80.0
	Employment rate (% population aged 55-64)	33.1	35.6	39.2	39.5	40.5	41.3 b	43.1	44.0	44.8	47.0	49.0
	FTE employment rate (% population aged 20-64)	65.4	66.7	68.2	65.6	63.8	63.9 b	64.0	63.8	64.4	65.8	68.0
	Self-employed (% total employment)	12.5	12.8	13.7	15.5	15.8	15.9 b	15.4	15.5	15.3	15.0	15.3
	Part-time employment (% total employment)	2.7	2.5	2.5	3.4	3.8	4.0 b	4.0	4.5	5.1	5.8	5.8
	Fixed term contracts (% total employees)	5.1	5.1	4.7	4.4	5.8	6.7 b	6.8	7.0	8.9	10.6	10.1
	Employment in Services (% total employment)	62.0	62.3	62.0	63.9	64.6	64.7	65.3	65.4	65.6		
	Employment in Industry (% total employment)	34.0	33.9	34.4	32.6	32.1	32.0	31.5	31.2	31.1		
	Employment in Agriculture (% total employment)	4.0	3.8	3.6	3.5	3.4	3.3	3.2	3.4	3.3		
	Activity rate (% population aged 15-64)	68.6	68.3	68.8	68.4	68.7	68.7 b	69.4	69.9	70.3	70.9	71.9
	Activity rate (% population aged 15-24)	35.3	34.6	32.4	31.4	31.1	30.1 b	30.5	30.8	31.0	31.7	32.4
	Activity rate (% population aged 25-54)	87.6	86.9	87.8	87.2	86.9	87.0 b	87.1	87.2	87.3	87.3	87.6
	Activity rate (% population aged 55-64)	36.7	38.8	41.9	42.8	45.1	46.0 b	48.5	49.5	50.1	51.8	53.9
	Total unemployment (000)	353	293	254	321	386	363 i	378	386	359	314	266
	Unemployment rate (% labour force)	13.5	11.2	9.6	12.1	14.5	13.7 i	14.0	14.2	13.2	11.5	9.6
	Youth unemployment rate (% labour force 15-24)	27.0	20.6	19.3	27.6	33.9	33.7 i	34.0	33.7	29.7	26.5	22.2
	Long term unemployment rate (% labour force)	10.3	8.4	6.7	6.6	9.3	9.3	9.4	10.0	9.3	7.6	5.8
	Share of long term unemployment (% of total unemployment)	76.8	74.8	70.1	54.4	64.5	68.3	67.3	70.2	70.2	65.8	60.2
	Youth unemployment ratio (% population aged 15-24)	9.4	7.0	6.2	8.6	10.4	10.1 b	10.4	10.4	9.2	8.4	7.2
	Employment rate for low skilled 25-64 (ISCED 0-2)	28.9	29.1	32.3	30.3	29.7	30.3 b	30.7	31.3	32.7 b	34.4	37.2
	Employment rate for medium skilled 25-64 (ISCED 3-4)	71.9	73.2	74.8	72.0	69.9	70.1 b	70.3	69.9	71.0 b	72.6	74.3
	Employment rate for high skilled 25-64 (ISCED 5-8)	84.8	84.2	85.6	83.2	82.2	81.5 b	80.1	79.5	80.0 b	80.3	81.3
	Employment rate (Nationals aged 15-64)	59.4	60.7	62.2	60.1	58.8	59.3 b	59.7	59.9	60.9	62.7	64.9
	Employment rate (Other EU28 aged 15-64)	82.5	61.0 u	77.4	70.9	63.7	64.6 bu	70.1	78.6	80.3	76.7	77.5
	Employment rate (Other than EU28 aged 15-64)										78.8 u	60.3 u
	Employment rate (Born in the same country aged 15-64)	59.5	60.7	62.2	60.2	58.8	59.3 b	59.7	59.8	60.9	62.8	64.9
	Employment rate (Born in other EU28 aged 15-64)	53.7	67.4	70.8	58.8	54.3	54.7 b	64.2	65.7	64.4	55.5	62.3
	Employment rate (Born outside EU28 aged 15-64)		60.9 u	59.5	67.9	64.2	69.3 b	62.5	68.2	70.3	66.7	64.9
	Underemployment (% of labour force aged 15-74)			0.7	0.9	1.3	1.4 b	1.4	1.6	1.7	2.1	2.3
	Seeking but not available (% of labour force aged 15-74)	0.5	0.4	0.3	0.5	0.5	0.5 b	0.5	0.6	0.6	0.5	0.4
	Discouraged, available but not seeking (% of labour force aged 15-74)	2.0	2.2	1.8	1.7	1.7	1.6 b	1.5	1.8	1.7	2.0	1.6

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Slovakia		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	2610	2611	2614	2618	2624	2625	2632	2636	2639	2642	2646
	Population aged 15-64(000)	1913	1923	1932	1941	1943	1944	1945	1941	1934	1926	1916
	Total employment (000)	1292	1322	1364	1326	1285	1292 b	1304	1295	1316	1349	1378
	Employment aged 15-64 (000)	1288	1319	1357	1320	1279	1285 b	1296	1288	1308	1337	1367
	Employment rate (% population aged 20-64)	74.6	76.0	77.4	74.6	71.9	72.5 b	72.8	72.2	73.2	75.0	76.9
	Employment rate (% population aged 15-64)	67.0	68.4	70.0	67.6	65.2	66.1 b	66.7	66.4	67.6	69.5	71.4
	Employment rate (% population aged 15-24)	29.2	30.9	30.8	26.8	23.8	24.8 b	24.1	24.4	26.8	28.4	31.9
	Employment rate (% population aged 25-54)	84.1	85.0	86.4	84.2	81.4	82.5 b	83.0	82.2	83.2	85.1	86.3
	Employment rate (% population aged 55-64)	49.8	52.5	56.7	54.9	54.0	52.5 b	53.6	53.3	53.1	53.6	55.1
	FTE employment rate (% population aged 20-64)	74.4	75.9	77.2	74.0	71.2	71.7 b	71.9	71.2	72.0	73.6	75.5
	Self-employed (% total employment)	16.7	17.2	18.4	20.2	21.2	20.8 b	19.8	20.1	19.7	18.9	19.2
	Part-time employment (% total employment)	1.2	1.0	1.3	2.6	2.6	2.7 b	2.8	3.3	3.7	4.0	4.1
	Fixed term contracts (% total employees)	4.1	4.0	3.6	3.6	4.3	5.0 b	5.1	5.3	7.2	8.0	7.8
	Employment in Services (% total employment)	49.6	49.1	48.4	50.6	50.8	50.9 b	51.3	51.1	52.2		
	Employment in Industry (% total employment)	44.8	45.6	46.5	44.6	44.5	44.3 b	44.1	44.0	43.1		
	Employment in Agriculture (% total employment)	5.6	5.4	5.1	4.9	4.7	4.9 b	4.6	4.8	4.7		
	Activity rate (% population aged 15-64)	76.4	75.9	76.4	76.3	76.1	76.6 b	77.1	77.2	77.6	77.5	78.3
	Activity rate (% population aged 15-24)	39.7	38.9	37.8	37.1	36.4	37.2 b	37.1	37.6	38.0	38.3	39.8
	Activity rate (% population aged 25-54)	94.0	93.1	93.4	93.6	92.9	93.5 b	93.8	93.6	94.0	93.6	93.5
	Activity rate (% population aged 55-64)	55.2	57.0	59.9	58.7	59.7	58.8 b	60.3	59.5	58.9	58.4	60.1
	Total unemployment (000)	180	144	124	169	211	203 i	204	210	194	155	133
	Unemployment rate (% labour force)	12.4	10.0	8.4	11.5	14.3	13.7 i	13.5	14.0	12.8	10.3	8.8
	Youth unemployment rate (% labour force 15-24)	26.6	20.6	18.6	27.9	34.8	33.3 i	35.0	34.9	29.5	25.9	19.8
	Long term unemployment rate (% labour force)	9.5	7.5	5.9	5.9	9.1	9.5	9.3	10.0	9.4	6.9	5.5
	Share of long term unemployment (% of total unemployment)	77.1	75.6	69.5	51.2	63.5	69.5	68.8	71.7	72.9	66.9	62.3
	Youth unemployment ratio (% population aged 15-24)	10.5	7.9	7.0	10.3	12.6	12.3 b	13.0	13.1	11.2	9.9	7.9
	Employment rate for low skilled 25-64 (ISCED 0-2)	32.5	33.6	39.1	39.0	37.0	35.3 b	36.0	36.9	37.0 b	39.8	43.6
	Employment rate for medium skilled 25-64 (ISCED 3-4)	80.5	82.1	82.9	80.0	77.2	77.5 b	78.2	76.9	78.1 b	79.4	80.7
	Employment rate for high skilled 25-64 (ISCED 5-8)	90.8	89.9	91.7	89.5	88.1	87.1 b	85.9	85.7	87.4 b	88.2	87.4
	Employment rate (Nationals aged 15-64)	67.0	68.4	69.9	67.5	65.2	66.1 b	66.7	66.3	67.6	69.4	71.3
	Employment rate (Other EU28 aged 15-64)	97.4 u		90.3 u	93.5 u	82.0 u	75.4 bu		84.0 u	100.0	87.9 u	87.2 u
	Employment rate (Other than EU28 aged 15-64)											
	Employment rate (Born in the same country aged 15-64)	67.0	68.4	69.9	67.5	65.2	66.1 b	66.7	66.3	67.6	69.5	71.4
	Employment rate (Born in other EU28 aged 15-64)	66.7	75.0	79.5	73.7	71.1	67.8 b	64.5	67.9	77.5	65.9	70.2
	Employment rate (Born outside EU28 aged 15-64)			60.8 u		87.8 u	84.2 bu	75.8 u	85.7 u	81.6 u		69.8
	Underemployment (% of labour force aged 15-74)			0.5	0.8	1.2	1.2 b	1.3	1.4	1.6	1.8	2.1
	Seeking but not available (% of labour force aged 15-74)	0.3	0.2	0.2 u	0.3	0.4	0.4 b	0.4	0.4	0.4	0.4	0.3
	Discouraged, available but not seeking (% of labour force aged 15-74)	1.4	1.7	1.6	1.4	1.3	1.3 b	1.1	1.5	1.3	1.6	1.3
Labour Market Indicators - Female	Total population (000)	2763	2763	2762	2764	2767	2767	2773	2775	2777	2779	2780
	Population aged 15-64(000)	1929	1935	1939	1942	1941	1939	1937	1929	1919	1908	1895
	Total employment (000)	1010	1036	1070	1040	1033	1023 b	1026	1034	1047	1075	1114
	Employment aged 15-64 (000)	1008	1032	1066	1036	1029	1018 b	1021	1029	1041	1068	1105
	Employment rate (% population aged 20-64)	57.5	58.7	60.3	58.2	57.4	57.4 b	57.3	57.8	58.6	60.3	62.7
	Employment rate (% population aged 15-64)	51.9	53.0	54.6	52.8	52.3	52.5 b	52.7	53.4	54.3	55.9	58.3
	Employment rate (% population aged 15-24)	22.5	24.1	21.5	18.7	17.4	15.0 b	15.9	16.2	16.5	18.0	18.2
	Employment rate (% population aged 25-54)	70.2	71.0	73.7	71.2	70.1	70.4 b	69.6	69.6	70.2	70.9	73.5
	Employment rate (% population aged 55-64)	18.9	21.2	24.2	26.1	28.7	31.4 b	33.6	35.7	37.2	41.0	43.5
	FTE employment rate (% population aged 20-64)	56.6	57.8	59.4	57.3	56.4	56.1 b	56.0	56.3	56.9	58.0	60.5
	Self-employed (% total employment)	7.3	7.2	7.7	9.6	9.2	9.7 b	9.8	9.7	9.8	10.1	10.5
	Part-time employment (% total employment)	4.5	4.3	4.1	4.5	5.2	5.6 b	5.5	6.2	6.8	8.0	7.9
	Fixed term contracts (% total employees)	4.6	4.7	4.3	3.7	5.2	6.1 b	6.4	6.3	7.7	10.1	9.1
	Employment in Services (% total employment)	76.9	77.9	78.0	79.7	80.6	81.0 b	81.7	82.2	81.6		
	Employment in Industry (% total employment)	21.0	20.1	20.1	18.4	17.6	17.5 b	16.8	16.2	16.9		
	Employment in Agriculture (% total employment)	2.1	2.0	1.9	1.9	1.8	1.5 b	1.6	1.6	1.5		
	Activity rate (% population aged 15-64)	60.9	60.8	61.3	60.6	61.3	60.8 b	61.7	62.5	62.9	64.3	65.4
	Activity rate (% population aged 15-24)	30.9	30.2	26.7	25.4	25.5	22.7 b	23.6	23.7	23.6	24.9	24.7
	Activity rate (% population aged 25-54)	81.2	80.7	82.1	80.7	80.9	80.4 b	80.4	80.5	80.4	80.8	81.5
	Activity rate (% population aged 55-64)	20.9	23.3	26.4	29.0	32.3	34.6 b	38.0	40.4	42.1	45.8	48.2
	Total unemployment (000)	173	149	130	152	175	160 i	174	176	165	159	133
	Unemployment rate (% labour force)	14.8	12.8	11.0	12.9	14.7	13.7 i	14.5	14.5	13.6	12.9	10.7
	Youth unemployment rate (% labour force 15-24)	27.5	20.7	20.3	27.1	32.6	34.3 i	32.5	31.6	30.1	27.5	26.2
	Long term unemployment rate (% labour force)	11.4	9.4	7.8	7.5	9.7	9.1	9.5	10.0	9.1	8.3	6.2
	Share of long term unemployment (% of total unemployment)	76.5	74.0	70.6	57.9	65.7	66.8	65.4	68.5	67.1	64.7	58.1
	Youth unemployment ratio (% population aged 15-24)	8.3	6.1	5.3	6.7	8.1	7.7 b	7.7	7.5	7.1	6.8	6.5
	Employment rate for low skilled 25-64 (ISCED 0-2)	27.0	26.4	28.5	25.2	24.9	27.1 b	27.3	27.7	29.6 b	30.5	32.5
	Employment rate for medium skilled 25-64 (ISCED 3-4)	63.0	63.7	66.2	63.5	62.1	62.1 b	61.4	62.2	63.3 b	64.8	67.0
	Employment rate for high skilled 25-64 (ISCED 5-8)	78.5	79.0	79.7	77.7	77.5	76.9 b	75.6	74.4	73.9 b	74.2	76.7
	Employment rate (Nationals aged 15-64)	51.9	53.0	54.6	52.8	52.4	52.5 b	52.7	53.3	54.3	55.9	58.3
	Employment rate (Other EU28 aged 15-64)											
	Employment rate (Other than EU28 aged 15-64)											
	Employment rate (Born in the same country aged 15-64)	52.0	53.0	54.6	52.8	52.4	52.6 b	52.7	53.3	54.3	56.0	58.3
	Employment rate (Born in other EU28 aged 15-64)	40.8	61.0	61.0	45.4	37.2	42.1 bu	64.0	63.6	52.3	46.6	55.5
	Employment rate (Born outside EU28 aged 15-64)			58.2 u	69.2 u					60.8 u	69.7 u	59.3 u
	Underemployment (% of labour force aged 15-74)			0.9	1.0	1.4	1.6 b	1.5	1.9	1.8	2.5	2.7
	Seeking but not available (% of labour force aged 15-74)	0.8	0.5	0.5	0.7	0.7	0.6 b	0.6	0.9	0.8	0.6	0.5
	Discouraged, available but not seeking (% of labour force aged 15-74)	2.7	2.7	2.1	2.1	2.2	1.9 b	2.0	2.2	2.1	2.5	2.0

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Slovakia			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	26.7	21.4	20.6	19.6	20.6	20.6	20.5	19.8	18.4	18.4	
		At-risk-of-poverty (% of total population)	11.6	10.6	10.9	11.0	12.0	13.0	13.2	12.8	12.6	12.3	
		At-risk-of-poverty threshold (PPS single person)	2772	3365	4058	4694	5016	5385	5879	5743	5883	6132	
		Poverty gap (%)	20.0	19.2	18.1	23.2	25.7	22.8	20.5	24.1	29.0	28.9	
		Persistent at-risk-of-poverty (% of total population)			4.9	5.4	6.0	7.8	8.6	7.1	9.8	7.4	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	20.0	18.2	18.4	17.1	19.8	19.5	20.0	20.1	19.6	19.0	
		Impact of social transfers (excl. pensions) in reducing poverty (%)	42.0	41.8	40.8	35.7	39.4	33.3	34.0	36.3	35.7	35.3	
		Severe Material Deprivation (% of total population)	18.2	13.7	11.8	11.1	11.4	10.6	10.5	10.2	9.9	9.0	9.0 e
		Share of people living in low work intensity households (% of people aged 0-59)	6.2	6.4	5.2	5.6	7.9	7.7	7.2	7.6	7.1	7.1	
		Real Gross Household Disposable income (growth %)	3.5	9.2	4.9	1.4	0.5	-1.9	-0.6	0.1	2.6	4.0	
		Income quintile share ratio S80/S20	4.1	3.5	3.4	3.6	3.8	3.8	3.7	3.6	3.9	3.5	
		GINI coefficient	28.1	24.5	23.7	24.8	25.9	25.7	25.3	24.2	26.1	23.7	
		Early leavers from education and training (% of population aged 18-24)	6.6 b	6.5	6.0	4.9	4.7	5.1 b	5.3	6.4	6.7 b	6.9	7.4
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	14.4 b	12.5	11.1	12.5	14.1	13.8 b	13.8	13.7	12.8	13.7	12.3
	Male	At-risk-of-poverty or exclusion (% of male population)	25.6	19.4	18.9	18.0	19.6	19.5	19.7	19.3	18.1	18.1	
		At-risk-of-poverty (% of male population)	11.8	9.9	10.1	10.1	11.7	12.8	13.2	12.8	12.7	12.1	
		Poverty gap (%)	20.8	22.4	21.0	24.7	28.0	24.5	20.5	25.5	30.7	32.6	
		Persistent at-risk-of-poverty (% of male population)			4.6	5.1	4.6	7.6	8.5	6.7	10.3	7.2	
		Severe Material Deprivation (% of male population)	17.8	12.8	11.1	10.5	11.1	10.1	10.1	10.0	9.7	8.9	8.9 e
		Share of people living in low work intensity households (% of males aged 0-59)	5.8	5.7	4.5	5.1	7.4	7.5	7.0	7.2	7.2	7.4	
		Life expectancy at birth (years)	70.4	70.6	70.9 b	71.4	71.8	72.3	72.5	72.9	73.3	73.1	
		Healthy life years at birth (years) - men	54.5 bd	55.6	52.1 b	52.4	52.4	52.1	53.4	54.5	55.5	54.8	
		Early leavers from education and training (% of males aged 18-24)	7.3 b	7.2	7.1	5.7	4.6	5.4 b	6.0	6.7	6.9 b	6.9	7.6
		NEET: Young people not in employment, education or training (% of males aged 15-24)	12.8 b	11.0	9.6	12.2	13.8	13.9 b	14.5	14.2	12.8	13.3	10.9
	Female	At-risk-of-poverty or exclusion (% of female population)	27.6	23.1	22.0	21.1	21.6	21.7	21.3	20.2	18.7	18.6	
		At-risk-of-poverty (% of female population)	11.5	11.2	11.5	11.8	12.2	13.1	13.3	12.9	12.6	12.4	
		Poverty gap (%)	19.6	17.2	16.5	21.8	24.3	21.0	20.6	23.0	26.1	25.5	
		Persistent at-risk-of-poverty (% of female population)			5.2	5.6	7.3	8.0	8.7	7.4	9.4	7.7	
		Severe Material Deprivation (% of female population)	18.6	14.5	12.3	11.6	11.8	11.0	10.8	10.5	10.0	9.1	9.1 e
		Share of people living in low work intensity households (% of females aged 0-59)	6.6	7.2	5.9	6.0	8.4	7.8	7.5	7.9	7.0	6.9	
		Life expectancy at birth (years)	78.4	78.4	79.0 b	79.1	79.3	79.8	79.9	80.1	80.5	80.2	
		Healthy life years at birth (years) - women	54.6 bd	56.1	52.5 b	52.6	52.0	52.3	53.1	54.3	54.6	55.1	
		Early leavers from education and training (% of females aged 18-24)	5.8 b	5.8	4.9	4.1	4.9	4.6 b	4.6	6.1	6.6 b	6.8	7.2
		NEET: Young people not in employment, education or training (% of females aged 15-24)	16.0 b	14.1	12.5	12.9	14.4	13.7 b	13.1	13.1	12.8	14.2	13.7
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	30.4	25.8	24.3	23.7	25.3	26.0	26.6	25.5	23.6	24.9	
		At-risk-of-poverty (% of Children population)	17.1	17.2	16.7	16.8	18.8	21.2	21.9	20.3	19.2	20.1	
		Severe Material Deprivation (% of Children population)	19.9	16.3	12.6	12.7	13.5	12.4	11.9	13.0	12.1	11.2	11.2 e
		Share of children living in low work intensity households (% of Children population)	4.4	5.5	4.4	5.4	8.1	7.3	7.2	8.4	8.1	8.0	
		Risk of poverty of children in households at work (Working Intensity > 0.2)	14.4	13.0	13.7	12.7	13.0	16.1	16.4	13.4	12.7	14.2	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	39.6	36.5	38.2	30.3	35.8	28.6	29.8	33.7	36.2	37.6	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	25.8	20.1	19.3	18.5	20.2	20.6	19.9	19.4	18.1	17.8	
		At-risk-of-poverty (% of Working age population)	10.6	9.3	9.5	9.6	11.2	12.4	12.3	12.1	12.3	11.6	
		Severe Material Deprivation (% of Working age population)	17.1	12.3	10.8	10.6	11.0	10.3	10.1	9.7	9.4	8.4	8.4 e
		Very low work intensity (18-59)	6.7	6.7	5.4	5.6	7.9	7.8	7.2	7.3	6.9	6.9	
		In-work at-risk-of poverty rate (% of persons employed 18-64)	6.3	4.9	5.8	5.2	5.7	6.3	6.2	5.8	5.7	6.1	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	43.6	45.3	43.5	39.2	41.4	34.7	35.6	37.3	35.6	34.5	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	25.6	22.1	21.9	19.7	16.7	14.5	16.3	13.6	13.4	12.8	
		At-risk-of-poverty (% of Elderly population)	8.5	8.5	9.9	10.8	7.7	6.3	7.8	6.0	6.2	5.6	
		Severe Material Deprivation (% of Elderly population)	21.0	17.7	15.3	11.7	11.1	9.7	10.8	9.2	9.2	9.2	9.2 e
		Relative median income of elderly (ratio with median income of people younger than 65)	0.85	0.81	0.79	0.81	0.83	0.86	0.81	0.90	0.91	0.91	
		Aggregate replacement ratio (ratio)	0.57	0.54	0.54	0.55	0.61	0.62	0.56	0.61	0.62	0.62	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	4.6	4.6	5.0	5.6	5.4	5.3	5.3	5.5	5.6 p		
		Disability	1.3	1.3	1.4	1.5	1.5	1.5	1.6	1.6	1.6 p		
		Old age and survivors	6.8	6.6	6.5	7.6	7.6	7.5	7.7	7.9	8.2 p		
		Family/Children	1.6	1.5	1.4	1.7	1.7	1.7	1.7	1.7	1.7 p		
		Unemployment	0.5	0.5	0.6	1.0	1.0	0.8	0.7	0.6	0.5 p		
		Housing and Social exclusion n.e.c.	0.5	0.5	0.4	0.5	0.5	0.5	0.5	0.4	0.4 p		
		Total (including Admin and Other expenditures)	16.0	15.7	15.7	18.5	18.2	17.8	18.0	18.3	18.5 p		
		of which: Means tested benefits	1.0	1.0	0.8	0.9	0.9	0.9	0.9	0.9	0.9 p		

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Finland		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	4.1	5.2	0.7	-8.3	3.0	2.6	-1.4	-0.8	-0.6	0.3	1.4
	Total employment	1.8	2.1	2.2	-2.4	-0.7	1.3	0.9	-0.7	-0.5	-0.3	0.6
	Labour productivity	2.2	3.0	-1.5	-6.0	3.7	1.3	-2.3	0.0	-0.2	0.6	0.8
	Annual average hours worked per person employed	-0.3	-0.1	-0.4	-1.4	0.4	-0.3	-0.7	-0.7	-0.2	0.3	0.5
	Real productivity per hour worked	2.4	3.1	-1.1	-4.7	3.3	1.6	-1.6	0.6	0.0	0.3	0.3
	Harmonized CPI	1.3	1.6	3.9	1.6	1.7	3.3	3.2	2.2	1.2	-0.2	0.4
	Price deflator GDP	0.9	2.8	3.1	1.9	0.4	2.6	3.0	2.6	1.7	1.7	0.8
	Nominal compensation per employee	3.4	3.3	4.3	2.0	2.2	3.6	2.8	1.4	1.0	1.6	1.0
	Real compensation per employee (GDP deflator)	2.5	0.6	1.2	0.1	1.9	1.0	-0.2	-1.2	-0.7	-0.1	0.2
	Real compensation per employee (private consumption deflator)	2.1	1.7	0.3	0.4	0.5	0.3	-0.4	-0.9	-0.3	1.7	0.6
	Nominal unit labour costs	1.2	0.3	5.8	8.5	-1.4	2.3	5.2	1.4	1.1	1.0	0.2
	Real unit labour costs	0.4	-2.5	2.7	6.5	-1.7	-0.3	2.2	-1.1	-0.6	-0.8	-0.6
Labour Market Indicators - Total	Total population (000)	5256	5277	5300	5326	5351	5375	5401	5427	5451	5472	5487
	Population aged 15-64 (000)	3508	3507	3531	3543	3553	3547	3533	3517	3500	3484	3468
	Total employment (000)	2444	2492	2531 b	2457	2448	2474	2483	2457	2447	2437	2448
	Employment aged 15-64 (000)	2416	2459	2497 b	2423	2410	2429	2431	2403	2386	2368	2380
	Employment rate (% population aged 20-64)	73.9	74.8	75.8	73.5	73.0	73.8	74.0	73.3	73.1	72.9	73.4
	Employment rate (% population aged 15-64)	69.3	70.3	71.1	68.7	68.1	69.0	69.4	68.9	68.7	68.5	69.1
	Employment rate (% population aged 15-24)	42.1	44.6	44.7	39.6	38.8	40.4	41.8	41.5	41.4	40.5	41.7
	Employment rate (% population aged 25-54)	82.4	83.4	84.3	82.4	81.6	82.3	82.0	81.0	80.5	80.0	79.9
	Employment rate (% population aged 55-64)	54.5	55.0	56.5	55.5	56.2	57.0	58.2	58.5	59.1	60.0	61.4
	FTE employment rate (% population aged 20-64)	70.7	71.7	72.6 b	70.2	69.6	70.2	70.4	69.9	69.6	69.4	69.6
	Self-employed (% total employment)	12.3	12.0	12.3 b	13.1	12.8	12.9	13.1	13.0	13.5	13.8	13.5
	Part-time employment (% total employment)	13.5	13.4	12.7	13.3	13.8	14.1	14.1	14.0	14.1	14.1	14.9
	Fixed term contracts (% total employees)	16.4	15.9	15.0	14.6	15.5	15.6	15.6	15.5	15.5	15.3	15.7
	Employment in Services (% total employment)	69.5	69.5	69.6	71.1	71.6	71.8	72.1	72.7	73.1		
	Employment in Industry (% total employment)	25.5	25.6	25.6	24.1	23.6	23.6	23.4	22.9	22.4		
	Employment in Agriculture (% total employment)	5.0	4.9	4.8	4.9	4.8	4.6	4.5	4.5	4.5		
	Activity rate (% population aged 15-64)	75.2	75.6	76.0	75.0	74.5	74.9	75.2	75.2	75.4	75.8	75.9
	Activity rate (% population aged 15-24)	51.8	53.4	53.5	50.4	49.4	50.5	51.6	51.8	52.1	52.2	52.2
	Activity rate (% population aged 25-54)	87.8	88.0	88.6	88.2	87.5	87.7	87.3	86.8	86.6	86.6	86.3
	Activity rate (% population aged 55-64)	58.5	58.8	59.7	59.1	60.2	60.9	62.3	62.9	63.8	65.2	66.4
	Total unemployment (000)	204	183	172	221	224	209	207	219	232	252	237
	Unemployment rate (% labour force)	7.7	6.9	6.4	8.2	8.4	7.8	7.7	8.2	8.7	9.4	8.8
	Youth unemployment rate (% labour force 15-24)	18.7	16.5	16.5	21.5	21.4	20.1	19.0	19.9	20.5	22.4	20.1
	Long term unemployment rate (% labour force)	1.9	1.5	1.2	1.4	2.0	1.7	1.6	1.7	1.9	2.3	2.3
	Share of long term unemployment (% of total unemployment)	24.9	22.6	18.2	16.7	23.8	22.0	21.2	20.6	22.1	24.4	25.7
	Youth unemployment ratio (% population aged 15-24)	9.7	8.8	8.8 b	10.9	10.6	10.1	9.8	10.3	10.7	11.7	10.5
	Employment rate for low skilled 25-64 (ISCED 0-2)	58.4	58.6	59.3 b	56.8	55.0	55.5	55.2	54.1	53.5 b	53.1	54.3
	Employment rate for medium skilled 25-64 (ISCED 3-4)	75.6	76.2	77.3 b	74.8	74.1	74.7	74.6	73.6	73.2 b	72.7	73.0
	Employment rate for high skilled 25-64 (ISCED 5-8)	85.0	85.2	85.6 b	84.4	84.1	84.3	84.4	83.8	83.5 b	83.1	83.0
	Employment rate (Nationals aged 15-64)	69.6	70.5	71.3 b	68.9	68.5	69.4	69.7	69.2	69.2	69.0	69.7
	Employment rate (Other EU28 aged 15-64)	68.7	73.9	76.2 b	72.0	70.7	70.8	73.8	69.5	70.7	70.4	71.3
	Employment rate (Other than EU28 aged 15-64)	47.7	49.4	51.6 b	51.5	46.9	47.4	48.8	50.9	47.6	45.9	44.1
	Employment rate (Born in the same country aged 15-64)	69.7	70.5	71.3 b	68.9	68.5	69.4	69.6	69.2	69.2	69.2	69.8
	Employment rate (Born in other EU28 aged 15-64)	69.5	74.7	75.9 b	72.9	71.6	71.9	75.5	74.0	72.4	70.1	71.2
	Employment rate (Born outside EU28 aged 15-64)	53.3	55.8	58.3 b	57.9	53.5	54.1	55.9	56.3	54.0	52.7	51.2
	Underemployment (% of labour force aged 15-74)			2.7	3.0	3.0	2.9	2.8	3.0	3.4	3.7	3.8
	Seeking but not available (% of labour force aged 15-74)	2.3	2.3	2.1	2.1	2.3	2.4	2.3	2.3	2.4	2.4	2.4
	Discouraged, available but not seeking (% of labour force aged 15-74)	3.4	3.0	2.8	3.4	3.7	3.7	4.1	4.6	5.1	5.3	5.7

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Finland		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	2572	2584	2597	2612	2625	2638	2653	2667	2680	2692	2701
	Population aged 15-64(000)	1773	1773	1785	1791	1796	1793	1787	1779	1771	1763	1757
	Total employment (000)	1266	1290	1315 b	1255	1259	1278	1277	1261	1254	1249	1267
	Employment aged 15-64 (000)	1249	1268	1291 b	1233	1234	1249	1244	1228	1215	1206	1225
	Employment rate (% population aged 20-64)	76.3	77.2	78.4	74.7	74.5	75.6	75.5	74.7	74.0	73.9	75.0
	Employment rate (% population aged 15-64)	71.4	72.1	73.1	69.5	69.4	70.6	70.5	69.9	69.5	69.3	70.5
	Employment rate (% population aged 15-24)	42.6	44.5	44.3	37.7	37.7	39.5	41.0	39.1	39.8	38.1	40.1
	Employment rate (% population aged 25-54)	85.2	86.0	87.3	84.3	83.9	84.8	84.4	83.9	82.7	82.5	83.0
	Employment rate (% population aged 55-64)	54.8	55.1	57.1	54.6	55.6	56.8	56.6	56.5	56.8	57.4	59.8
	FTE employment rate (% population aged 20-64)	74.6	75.5	76.6 b	72.8	72.6	73.3	73.4	72.8	71.9	71.8	72.6
	Self-employed (% total employment)	16.4	16.0	16.1 b	17.3	17.0	17.1	17.4	17.3	17.9	18.2	17.8
	Part-time employment (% total employment)	8.6	8.3	7.9	8.3	8.9	9.4	9.1	8.8	9.2	9.7	10.0
	Fixed term contracts (% total employees)	10.5	10.3	9.4	8.7	10.2	10.5	10.5	10.2	10.2	10.2	10.7
	Employment in Services (% total employment)	54.9	54.4	54.2	56.0	57.3	57.1	57.2	57.8	58.4		
	Employment in Industry (% total employment)	38.2	38.7	39.2	37.4	36.2	36.5	36.4	35.8	35.2		
	Employment in Agriculture (% total employment)	6.9	6.9	6.5	6.6	6.5	6.4	6.4	6.4	6.4		
	Activity rate (% population aged 15-64)	77.1	77.2	77.9	76.4	76.4	77.2	77.1	76.8	76.8	77.2	77.7
	Activity rate (% population aged 15-24)	52.6	53.3	53.4	49.7	49.4	50.5	51.2	50.8	51.5	51.1	51.2
	Activity rate (% population aged 25-54)	90.3	90.4	91.2	90.6	90.5	90.9	90.4	90.1	89.5	89.6	89.7
	Activity rate (% population aged 55-64)	58.9	59.1	60.6	58.7	60.1	61.4	61.6	61.5	61.9	63.2	65.1
	Total unemployment (000)	101	90	85	122	126	117	115	122	129	137	126
	Unemployment rate (% labour force)	7.4	6.5	6.1	8.9	9.1	8.4	8.3	8.8	9.3	9.9	9.0
	Youth unemployment rate (% labour force 15-24)	19.0	16.4	17.1	24.1	23.8	21.8	19.9	22.9	22.8	25.4	21.8
	Long term unemployment rate (% labour force)	2.1	1.7	1.2	1.6	2.5	2.2	2.1	2.0	2.2	2.7	2.5
	Share of long term unemployment (% of total unemployment)	28.0	26.0	20.3	18.2	27.6	26.0	24.9	23.2	24.1	27.8	28.2
	Youth unemployment ratio (% population aged 15-24)	10.0	8.8	9.2 b	12.0	11.8	11.0	10.2	11.6	11.7	13.0	11.2
	Employment rate for low skilled 25-64 (ISCED 0-2)	62.4	62.7	63.5 b	60.0	59.1	60.3	59.0	58.2	58.1 b	58.4	61.2
	Employment rate for medium skilled 25-64 (ISCED 3-4)	78.5	79.1	80.4 b	76.6	76.1	77.3	76.9	76.3	75.0 b	75.1	75.6
	Employment rate for high skilled 25-64 (ISCED 5-8)	87.7	87.5	88.8 b	86.9	86.8	87.2	86.9	86.3	85.6 b	84.8	85.4
	Employment rate (Nationals aged 15-64)	71.5	72.2	73.2 b	69.6	69.5	70.7	70.7	70.1	69.6	69.5	70.7
	Employment rate (Other EU28 aged 15-64)	74.4	78.1	79.9 b	72.0	74.1	77.0	76.8	70.9	73.0	73.6	77.7
	Employment rate (Other than EU28 aged 15-64)	59.6	60.7	61.3 b	60.4	56.8	57.5	58.1	60.8	60.1	58.6	56.1
	Employment rate (Born in the same country aged 15-64)	71.5	72.2	73.2 b	69.6	69.5	70.8	70.6	70.0	69.7	69.6	70.8
	Employment rate (Born in other EU28 aged 15-64)	74.8	78.6	76.7 b	71.5	73.1	74.7	78.5	75.4	72.6	73.7	75.5
	Employment rate (Born outside EU28 aged 15-64)	60.7	62.0	66.7 b	65.0	61.6	61.1	62.2	64.4	62.1	59.7	60.5
	Underemployment (% of labour force aged 15-74)			1.6	2.0	2.0	1.9	1.9	2.0	2.4	2.7	2.7
	Seeking but not available (% of labour force aged 15-74)	2.0	2.0	1.8	1.9	1.9	2.0	2.0	2.1	2.1	2.1	2.1
	Discouraged, available but not seeking (% of labour force aged 15-74)	3.3	3.0	2.8	3.7	3.9	3.9	4.4	4.9	5.5	5.6	6.0
Labour Market Indicators - Female	Total population (000)	2683	2693	2704	2715	2726	2737	2749	2760	2771	2780	2786
	Population aged 15-64(000)	1735	1734	1746	1752	1757	1753	1746	1738	1729	1720	1711
	Total employment (000)	1178	1202	1216 b	1202	1188	1196	1206	1195	1193	1188	1182
	Employment aged 15-64 (000)	1167	1191	1206 b	1191	1176	1179	1187	1176	1171	1162	1154
	Employment rate (% population aged 20-64)	71.5	72.5	73.1	72.4	71.5	71.9	72.5	71.9	72.1	71.8	71.7
	Employment rate (% population aged 15-64)	67.3	68.5	69.0	67.9	66.9	67.4	68.2	67.8	68.0	67.7	67.6
	Employment rate (% population aged 15-24)	41.6	44.7	45.1	41.5	39.9	41.2	42.7	43.9	43.0	42.8	43.3
	Employment rate (% population aged 25-54)	79.6	80.6	81.2	80.5	79.2	79.6	79.4	78.1	78.1	77.3	76.7
	Employment rate (% population aged 55-64)	54.3	55.0	55.8	56.3	56.9	57.2	59.7	60.5	61.4	62.5	63.0
	FTE employment rate (% population aged 20-64)	67.1	68.2	69.0 b	67.8	67.0	67.4	67.8	67.3	67.5	67.3	66.9
	Self-employed (% total employment)	8.0	7.8	8.2 b	8.6	8.5	8.5	8.5	8.5	9.0	9.1	8.9
	Part-time employment (% total employment)	18.7	18.8	17.8	18.5	19.0	19.0	19.4	19.4	19.3	18.7	20.2
	Fixed term contracts (% total employees)	18.4	17.8	17.1	16.7	16.8	16.8	16.7	16.8	16.6	16.2	16.6
	Employment in Services (% total employment)	85.2	85.7	86.5	87.0	86.9	87.7	88.1	88.4	88.6		
	Employment in Industry (% total employment)	11.8	11.5	10.7	10.0	10.1	9.6	9.4	9.1	8.9		
	Employment in Agriculture (% total employment)	3.0	2.8	2.9	3.0	3.0	2.6	2.5	2.4	2.5		
	Activity rate (% population aged 15-64)	73.3	73.8	73.9	73.5	72.5	72.7	73.4	73.4	73.9	74.4	74.1
	Activity rate (% population aged 15-24)	51.0	53.6	53.5	51.2	49.3	50.5	52.0	52.9	52.6	53.3	53.1
	Activity rate (% population aged 25-54)	85.3	85.6	85.9	85.7	84.4	84.3	84.1	83.3	83.6	83.6	82.8
	Activity rate (% population aged 55-64)	58.2	58.4	58.8	59.5	60.3	60.4	62.9	64.3	65.5	67.2	67.6
	Total unemployment (000)	104	93	87	99	98	91	92	97	103	115	111
	Unemployment rate (% labour force)	8.1	7.2	6.7	7.6	7.6	7.1	7.1	7.5	8.0	8.8	8.6
	Youth unemployment rate (% labour force 15-24)	18.4	16.6	15.8	19.0	19.0	18.4	18.0	17.1	18.4	19.7	18.6
	Long term unemployment rate (% labour force)	1.8	1.4	1.1	1.1	1.4	1.2	1.2	1.3	1.6	1.8	2.0
	Share of long term unemployment (% of total unemployment)	21.9	19.3	16.1	14.8	18.9	16.8	16.5	17.3	19.6	20.3	22.9
	Youth unemployment ratio (% population aged 15-24)	9.4	8.9	8.4 b	9.7	9.4	9.3	9.4	9.0	9.7	10.5	9.9
	Employment rate for low skilled 25-64 (ISCED 0-2)	53.4	53.5	53.7 b	52.5	49.4	48.9	49.8	48.3	46.5 b	44.8	43.7
	Employment rate for medium skilled 25-64 (ISCED 3-4)	72.1	72.8	73.5 b	72.7	71.6	71.6	71.8	70.4	70.9 b	69.7	69.6
	Employment rate for high skilled 25-64 (ISCED 5-8)	83.0	83.4	83.3 b	82.6	82.1	82.2	82.5	82.0	81.9 b	81.9	81.3
	Employment rate (Nationals aged 15-64)	67.7	68.9	69.3 b	68.3	67.4	68.0	68.6	68.4	68.7	68.6	68.6
	Employment rate (Other EU28 aged 15-64)	62.2	68.8	71.5 b	71.9	67.4	64.2	70.4	68.0	68.1	66.9	64.3
	Employment rate (Other than EU28 aged 15-64)	38.3	39.8	42.3 b	42.7	37.7	37.8	39.3	40.4	33.9	34.3	33.3
	Employment rate (Born in the same country aged 15-64)	67.8	68.9	69.3 b	68.2	67.5	68.0	68.6	68.4	68.8	68.7	68.8
	Employment rate (Born in other EU28 aged 15-64)	63.8	70.3	74.9 b	74.4	70.0	69.0	72.7	72.7	72.3	66.6	67.1
	Employment rate (Born outside EU28 aged 15-64)	47.4	50.5	50.8 b	51.4	46.4	48.0	49.9	48.9	46.4	46.5	43.5
	Underemployment (% of labour force aged 15-74)			3.9	4.0	4.0	3.8	3.7	4.0	4.5	4.7	5.0
	Seeking but not available (% of labour force aged 15-74)	2.6	2.6	2.5	2.4	2.6	2.8	2.8	2.6	2.7	2.7	2.7
	Discouraged, available but not seeking (% of labour force aged 15-74)	3.6	3.1	2.8	3.1	3.5	3.5	3.8	4.2	4.6	4.9	5.3

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Finland			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	17.1	17.4	17.4	16.9	16.9	17.9	17.2	16.0	17.3	16.8	16.6
		At-risk-of-poverty (% of total population)	12.6	13.0	13.6	13.8	13.1	13.7	13.2	11.8	12.8	12.4	11.6
		At-risk-of-poverty threshold (PPS single person)	8886	9145	9933	10421	10327	10760	11146	11507	11550	11658	11859
		Poverty gap (%)	14.5	14.1	15.7	15.1	13.8	13.5	15.0	15.0	13.9	13.2	13.9
		Persistent at-risk-of-poverty (% of total population)		7.6	6.8	6.5	7.7	7.5	7.4	7.0	7.0	8.3	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	28.6	28.9	27.3	26.2	27.0	27.4	26.9	26.4	27.6	26.8	27.0
		Impact of social transfers (excl. pensions) in reducing poverty (%)	55.9	55.0	50.2	47.3	51.5	50.0	50.9	55.3	53.6	53.7	57.0
		Severe Material Deprivation (% of total population)	3.3	3.6	3.5	2.8	2.8	3.2	2.9	2.5	2.8	2.2	2.2
		Share of people living in low work intensity households (% of people aged 0-59)	9.1	8.8	7.5	8.4	9.3	10.0	9.3	9.0	10.0	10.8	11.4
		Real Gross Household Disposable income (growth %)	2.8	3.8	2.4	0.8	2.5	1.1	0.1	0.4	-0.7	1.1	
		Income quintile share ratio S80/S20	3.6	3.7	3.8	3.7	3.6	3.7	3.7	3.6	3.6	3.6	3.6
		GINI coefficient	25.9	26.2	26.3	25.9	25.4	25.8	25.9	25.4	25.6	25.2	25.4
		Early leavers from education and training (% of population aged 18-24)	9.7	9.1	9.8	9.9	10.3	9.8	8.9	9.3	9.5 b	9.2	7.9
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	7.7	7.0	7.8	9.9	9.0	8.4	8.6	9.3	10.2	10.6	9.9
	Male	At-risk-of-poverty or exclusion (% of male population)	16.3	15.8	15.9	15.8	16.0	17.3	17.0	15.7	16.9	16.8	16.6
		At-risk-of-poverty (% of male population)	12.0	12.1	12.7	12.9	12.4	13.2	12.9	11.3	12.3	12.2	11.7
		Poverty gap (%)	14.6	14.7	17.1	16.6	14.7	15.2	16.4	17.2	15.3	15.3	15.1
		Persistent at-risk-of-poverty (% of male population)		6.5	6.2	5.1	7.4	6.8	6.6	6.5	6.6	7.6	
		Severe Material Deprivation (% of male population)	3.0	3.0	3.2	2.9	2.6	3.2	3.0	2.5	2.7	2.1	2.0
		Share of people living in low work intensity households (% of males aged 0-59)	9.3	8.6	7.3	8.7	9.6	10.4	10.2	10.0	11.0	11.9	12.4
		Life expectancy at birth (years)	75.9	76.0 b	76.5	76.6	76.9	77.3	77.7		78.4	78.7	
		Healthy life years at birth (years) - men	53.2	56.8 b	58.6	58.2	58.5	57.7	57.3		58.7	59.4	
		Early leavers from education and training (% of males aged 18-24)	11.8	11.2	12.1	10.7	11.6	11.2	9.8	10.4	11.9 b	10.6	9.0
		NEET: Young people not in employment, education or training (% of males aged 15-24)	7.2	6.4	7.7	10.5	9.4	8.7	8.6	10.6	11.9	11.5	10.7
	Female	At-risk-of-poverty or exclusion (% of female population)	17.9	19.0	18.9	17.9	17.7	18.5	17.4	16.2	17.6	16.8	16.6
		At-risk-of-poverty (% of female population)	13.1	13.8	14.5	14.7	13.8	14.2	13.6	12.3	13.3	12.6	11.6
		Poverty gap (%)	14.1	13.5	14.1	14.6	12.9	12.4	13.9	13.2	13.0	12.3	12.5
		Persistent at-risk-of-poverty (% of female population)		8.5	7.4	7.7	8.1	8.1	8.1	7.4	7.3	8.9	
		Severe Material Deprivation (% of female population)	3.6	4.1	3.8	2.7	3.1	3.2	2.9	2.5	2.9	2.3	2.4
		Share of people living in low work intensity households (% of females aged 0-59)	8.8	9.0	7.6	8.0	9.0	9.5	8.3	8.0	9.0	9.6	10.4
		Life expectancy at birth (years)	83.1	83.1 b	83.3	83.5	83.5	83.8	83.7		84.1	84.4	
		Healthy life years at birth (years) - women	52.8	58.0 b	59.5	58.6	57.9	58.3	56.2		57.5	56.3	
		Early leavers from education and training (% of females aged 18-24)	7.8	7.2	7.7	9.0	9.0	8.4	8.1	8.3	7.2 b	7.9	6.9
		NEET: Young people not in employment, education or training (% of females aged 15-24)	8.1	7.7	7.9	9.2	8.6	8.2	8.6	8.1	8.5	9.6	9.2
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	13.8	15.1	15.1	14.0	14.2	16.1	14.9	13.0	15.6	14.9	14.7
		At-risk-of-poverty (% of Children population)	9.8	10.9	12.0	12.1	11.4	11.8	11.1	9.3	10.9	10.0	9.3
		Severe Material Deprivation (% of Children population)	2.6	3.4	3.1	2.5	2.3	3.2	2.8	1.8	2.0	2.0	1.8
		Share of children living in low work intensity households (% of Children population)	6.5	6.0	4.9	5.8	5.9	7.6	5.9	6.1	6.6	7.2	8.2
		Risk of poverty of children in households at work (Working Intensity > 0.2)	6.5	8.2	9.1	7.9	7.6	7.5	7.7	6.3	8.5	7.2	6.0
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	67.3	65.3	59.6	56.5	61.6	60.9	63.0	68.2	66.3	67.3	69.6
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	16.8	16.8	16.5	16.2	17.1	18.0	17.3	16.7	17.9	18.1	18.2
		At-risk-of-poverty (% of Working age population)	11.2	11.5	11.8	12.2	12.3	12.8	12.4	11.3	12.5	12.7	12.2
		Severe Material Deprivation (% of Working age population)	3.8	3.9	3.7	3.1	3.3	3.5	3.4	3.1	3.4	2.6	2.5
		Very low work intensity (18-59)	10.0	9.8	8.4	9.3	10.6	10.9	10.6	10.1	11.3	12.1	12.6
		In-work at-risk-of poverty rate (% of persons employed 18-64)	4.4	5.0	5.1	3.7	3.7	3.9	3.8	3.8	3.7	3.5	3.1
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	59.3	58.2	54.1	50.8	53.8	52.9	53.4	57.8	54.9	54.5	57.2
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	23.0	23.1	23.9	23.1	19.5	19.8	19.5	16.8	17.0	14.5	13.6
		At-risk-of-poverty (% of Elderly population)	21.8	21.6	22.5	22.1	18.3	18.9	18.4	16.1	16.0	13.8	12.3
		Severe Material Deprivation (% of Elderly population)	2.2	2.6	3.2	2.2	1.7	2.1	1.5	1.1	1.7	1.2	1.7
		Relative median income of elderly (ratio with median income of people younger than 65)	0.73	0.74	0.72	0.73	0.78	0.78	0.78	0.78	0.79	0.81	0.83
		Aggregate replacement ratio (ratio)	0.47	0.47	0.49	0.48	0.50	0.50	0.49	0.49	0.51	0.52	0.53
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	6.4	6.2	6.5	7.2	7.2	7.2	7.4	7.5	7.5		
		Disability	3.1	3.0	3.1	3.4	3.4	3.3	3.4	3.4	3.4		
		Old age and survivors	9.3	9.1	9.2	10.9	11.2	11.2	11.9	12.5	13.0		
		Family/Children	2.8	2.8	2.8	3.2	3.2	3.1	3.2	3.3	3.2		
		Unemployment	2.1	1.8	1.7	2.3	2.3	2.0	2.0	2.3	2.6		
		Housing and Social exclusion n.e.c.	0.8	0.8	1.0	1.2	1.3	1.3	1.4	1.5	1.5		
		Total (including Admin and Other expenditures)	25.4	24.5	25.1	29.0	29.3	28.9	30.1	31.1	31.9		
		of which: Means tested benefits	1.2	1.1	1.0	1.2	1.2	1.3	1.5	1.6	1.8		

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Sweden

Sweden		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	4.7	3.4	-0.6	-5.2	6.0	2.7	-0.3	1.2	2.6	4.1	3.2
	Total employment	1.7	2.3	0.9	-2.4	1.0	2.1	0.7	1.0	1.4	1.5	1.7
	Labour productivity	2.9	1.1	-1.4	-2.8	5.0	0.5	-1.0	0.3	1.2	2.5	1.5
	Annual average hours worked per person employed	-0.4	0.8	0.3	-0.5	1.6	-0.2	-0.9	-0.6	0.0	0.1	0.7
	Real productivity per hour worked	3.3	0.3	-1.8	-2.4	3.3	0.7	-0.1	0.9	1.1	2.4	0.8
	Harmonized CPI	1.5	1.7	3.3	1.9	1.9	1.4	0.9	0.4	0.2	0.7	1.1
	Price deflator GDP	1.8	2.9	3.3	2.4	1.0	1.2	1.1	1.1	1.8	2.0	1.4
	Nominal compensation per employee	3.1	5.3	3.7	2.7	2.2	3.2	3.1	1.9	2.2	3.5	2.5
	Real compensation per employee (GDP deflator)	1.3	2.4	0.3	0.3	1.2	2.0	2.0	0.9	0.4	1.4	1.1
	Real compensation per employee (private consumption deflator)	1.6	3.6	0.3	0.8	0.3	1.8	2.1	1.5	2.0	2.7	1.4
	Nominal unit labour costs	0.2	4.2	5.2	5.7	-2.6	2.6	4.1	1.7	1.0	0.9	1.0
	Real unit labour costs	-1.7	1.4	1.8	3.2	-3.6	1.4	3.1	0.5	-0.8	-1.0	-0.4
Labour Market Indicators - Total	Total population (000)	9048	9113	9183	9256	9341	9416	9483	9556	9645	9747	9851
	Population aged 15-64 (000)	5922	5982	6033	6069	6100	6113	6114	6116	6127	6152	6187
	Total employment (000)	4429	4541	4593	4499	4524	4626	4657	4705	4772	4837	4910
	Employment aged 15-64 (000)	4352	4453	4494	4391	4403	4498	4510	4554	4598	4660	4736
	Employment rate (% population aged 20-64)	78.8	80.1	80.4	78.3	78.1	79.4	79.4	79.8	80.0	80.5	81.2
	Employment rate (% population aged 15-64)	73.1	74.2	74.3	72.2	72.1	73.6	73.8	74.4	74.9	75.5	76.2
	Employment rate (% population aged 15-24)	40.3	42.2	42.2	38.3	38.8	40.9	40.2	41.7	42.8	43.9	44.5
	Employment rate (% population aged 25-54)	84.7	86.1	86.5	84.5	84.0	85.1	85.2	85.4	85.4	85.6	85.9
	Employment rate (% population aged 55-64)	69.6	70.0	70.1	70.0	70.4	72.0	73.0	73.6	74.0	74.5	75.5
	FTE employment rate (% population aged 20-64)	72.6	74.0	74.3	72.6	72.2	73.6	73.9	74.3	74.8	75.2	75.9
	Self-employed (% total employment)	10.4	10.3	10.2	10.5	10.7	10.2	10.2	10.4	10.1	10.0	9.7
	Part-time employment (% total employment)	23.6	23.5	25.7	26.0	25.8	25.2	25.0	24.7	24.5	24.3	23.9
	Fixed term contracts (% total employees)	17.3	17.5	16.1	15.3	16.4	17.0	16.4	16.9	17.5	17.2	16.7
	Employment in Services (% total employment)	75.8	75.5	75.2	76.1	76.3	76.1	76.3	76.7	77.1		
	Employment in Industry (% total employment)	22.1	22.5	22.8	21.8	21.5	21.6	21.3	20.9	20.6		
	Employment in Agriculture (% total employment)	2.1	2.0	2.0	2.1	2.2	2.3	2.3	2.3	2.3		
	Activity rate (% population aged 15-64)	78.8	79.1	79.3	78.9	79.1	79.9	80.3	81.1	81.5	81.7	82.1
	Activity rate (% population aged 15-24)	51.3	52.2	52.8	51.0	51.6	53.0	52.6	54.5	55.4	55.1	54.8
	Activity rate (% population aged 25-54)	89.4	90.0	90.4	90.0	89.8	90.3	90.6	90.9	90.8	90.9	90.9
	Activity rate (% population aged 55-64)	72.8	72.8	72.8	73.9	74.8	76.0	77.0	77.5	78.2	78.7	79.7
	Total unemployment (000)	336	298	305	408	425	390	403	411	411	387	366
	Unemployment rate (% labour force)	7.1	6.1	6.2	8.3	8.6	7.8	8.0	8.0	7.9	7.4	6.9
	Youth unemployment rate (% labour force 15-24)	21.5	19.2	20.2	25.0	24.8	22.8	23.7	23.6	22.9	20.4	18.9
	Long term unemployment rate (% labour force)	1.0 e	0.8	0.8	1.1	1.6	1.5	1.5	1.4	1.4	1.5	1.3
	Share of long term unemployment (% of total unemployment)	14.7 e	13.6	12.3	13.1	18.1	19.0	18.3	17.7	18.2	19.6	18.3
	Youth unemployment ratio (% population aged 15-24)	11.0	10.1	10.7	12.8	12.8	12.1	12.4	12.8	12.7	11.2	10.4
	Employment rate for low skilled 25-64 (ISCED 0-2)	68.1 b	68.0	67.6	65.2	64.7	65.8	65.4	63.8	63.6 b	63.3	63.3
	Employment rate for medium skilled 25-64 (ISCED 3-4)	82.9 b	84.2	84.4	82.6	82.4	83.9	84.1	84.4	84.5 b	84.9	85.1
	Employment rate for high skilled 25-64 (ISCED 5-8)	87.3 b	88.5	89.1	88.1	87.7	88.3	88.7	89.2	89.0 b	89.3	89.5
	Employment rate (Nationals aged 15-64)	73.9	75.0	75.1	73.0	73.1	74.8	75.1	75.8	76.2	77.0	78.0
	Employment rate (Other EU28 aged 15-64)	70.7	69.9	73.0	74.4	73.1	72.3	71.8	72.6	73.9	75.4	75.2
	Employment rate (Other than EU28 aged 15-64)	48.1	49.9	50.3	47.1	44.6	44.1	44.2	46.3	47.8	46.8	47.9
	Employment rate (Born in the same country aged 15-64)	75.1	76.2	76.3	74.2	74.4	76.0	76.2	77.2	77.7	78.5	79.3
	Employment rate (Born in other EU28 aged 15-64)	72.0	72.4	72.2	73.1	72.7	73.4	73.9	74.7	74.9	75.7	76.5
	Employment rate (Born outside EU28 aged 15-64)	56.6	58.9	60.5	57.4	56.6	58.2	58.6	58.5	59.5	60.2	61.2
	Underemployment (% of labour force aged 15-74)			4.4	4.8	4.6	4.5	4.7	4.9	4.6	4.1	3.4
	Seeking but not available (% of labour force aged 15-74)	1.9	1.9	1.8	1.8	2.0	2.0	2.0	2.0	2.0	2.1	2.0
	Discouraged, available but not seeking (% of labour force aged 15-74)	2.4	2.2	2.1	2.8	2.7	2.4	2.6	2.8	2.6	2.4	2.1

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Sweden		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	4487	4524	4564	4604	4649	4690	4727	4766	4814	4872	4931
	Population aged 15-64(000)	3008	3040	3067	3084	3100	3107	3107	3108	3114	3131	3152
	Total employment (000)	2331	2390	2422	2359	2394	2438	2442	2468	2502	2530	2562
	Employment aged 15-64 (000)	2280	2333	2357	2291	2312	2355	2350	2373	2391	2420	2457
	Employment rate (% population aged 20-64)	81.7	83.1	83.5	80.9	81.1	82.1	81.9	82.2	82.2	82.5	83.0
	Employment rate (% population aged 15-64)	75.5	76.5	76.7	74.2	74.6	75.8	75.6	76.3	76.5	77.0	77.5
	Employment rate (% population aged 15-24)	40.2	42.0	42.2	37.7	38.5	40.8	38.8	40.5	41.6	42.4	43.1
	Employment rate (% population aged 25-54)	87.8	89.1	89.4	86.9	87.0	87.9	87.8	88.0	87.8	87.9	88.1
	Employment rate (% population aged 55-64)	72.3	72.9	73.4	73.2	74.0	75.2	76.3	76.9	76.5	76.8	77.5
	FTE employment rate (% population aged 20-64)	79.2	80.7	81.1	78.6	78.6	79.7	79.5	79.9	80.0	80.1	80.7
	Self-employed (% total employment)	14.8	14.6	14.2	14.6	14.7	14.2	14.3	14.3	13.9	13.7	13.3
	Part-time employment (% total employment)	10.3	10.3	11.9	12.6	12.7	12.3	12.5	12.8	12.8	13.2	13.0
	Fixed term contracts (% total employees)	12.9	12.7	11.5	10.9	12.2	12.6	12.0	12.2	12.9	13.1	12.8
	Employment in Services (% total employment)	63.2	62.8	62.0	63.3	63.9	63.5	64.0	64.8	65.1		
	Employment in Industry (% total employment)	33.6	34.1	34.9	33.7	32.9	33.1	32.6	31.8	31.6		
	Employment in Agriculture (% total employment)	3.2	3.1	3.1	3.1	3.2	3.4	3.4	3.4	3.3		
	Activity rate (% population aged 15-64)	81.2	81.4	81.7	81.4	81.9	82.4	82.6	83.3	83.6	83.5	83.9
	Activity rate (% population aged 15-24)	50.8	51.8	52.6	51.1	52.0	53.2	51.8	53.9	54.9	53.8	54.2
	Activity rate (% population aged 25-54)	92.5	92.9	93.1	92.8	92.9	93.2	93.5	93.6	93.5	93.3	93.3
	Activity rate (% population aged 55-64)	76.0	76.2	76.5	77.8	79.3	79.9	80.9	81.6	81.5	81.8	82.5
	Total unemployment (000)	173	149	152	222	227	207	218	220	222	206	202
	Unemployment rate (% labour force)	6.9	5.9	5.9	8.6	8.7	7.8	8.2	8.2	8.2	7.5	7.3
	Youth unemployment rate (% labour force 15-24)	21.0	18.7	19.7	26.3	25.9	23.3	25.0	24.8	24.3	21.3	20.5
	Long term unemployment rate (% labour force)	1.1 e	0.9	0.8	1.2	1.7	1.6	1.7	1.6	1.6	1.7	1.4
	Share of long term unemployment (% of total unemployment)	16.5 e	15.5	13.9	13.6	20.1	21.0	20.1	19.5	19.5	21.9	19.5
	Youth unemployment ratio (% population aged 15-24)	10.7	9.7	10.4	13.4	13.4	12.4	13.0	13.3	13.3	11.4	11.1
	Employment rate for low skilled 25-64 (ISCED 0-2)	74.5 b	74.6	74.6	71.6	72.6	73.1	72.8	71.5	71.0 b	71.1	70.5
	Employment rate for medium skilled 25-64 (ISCED 3-4)	86.0 b	87.3	87.3	85.1	85.5	86.8	86.9	87.2	87.1 b	87.3	87.4
	Employment rate for high skilled 25-64 (ISCED 5-8)	87.9 b	89.3	90.2	89.2	88.8	89.4	89.7	90.4	90.2 b	90.2	90.4
	Employment rate (Nationals aged 15-64)	76.1	77.1	77.2	74.7	75.1	76.6	76.6	77.3	77.5	78.1	78.9
	Employment rate (Other EU28 aged 15-64)	73.1	73.0	77.0	78.2	79.1	78.0	76.3	76.5	78.6	81.9	79.0
	Employment rate (Other than EU28 aged 15-64)	54.7	57.6	59.3	55.4	54.9	53.9	52.5	54.0	55.6	53.1	55.3
	Employment rate (Born in the same country aged 15-64)	77.1	78.0	77.9	75.6	76.0	77.5	77.4	78.3	78.5	79.3	79.8
	Employment rate (Born in other EU28 aged 15-64)	75.9	76.1	77.3	76.1	76.8	77.1	77.7	77.6	78.2	79.8	79.2
	Employment rate (Born outside EU28 aged 15-64)	61.0	64.8	66.5	62.8	63.3	63.9	63.7	63.8	64.7	63.9	65.4
	Underemployment (% of labour force aged 15-74)			2.2	2.8	2.7	2.6	2.9	3.2	3.0	2.8	2.4
	Seeking but not available (% of labour force aged 15-74)	1.6	1.7	1.6	1.6	1.7	1.7	1.8	1.7	1.7	1.9	1.8
	Discouraged, available but not seeking (% of labour force aged 15-74)	2.3	1.9	2.0	2.6	2.5	2.2	2.5	2.7	2.5	2.3	2.1
Labour Market Indicators - Female	Total population (000)	4561	4590	4619	4653	4692	4725	4756	4790	4831	4875	4920
	Population aged 15-64(000)	2914	2943	2966	2985	3001	3007	3007	3008	3012	3021	3034
	Total employment (000)	2099	2150	2171	2140	2130	2188	2215	2237	2270	2307	2348
	Employment aged 15-64 (000)	2072	2121	2137	2101	2092	2143	2160	2181	2207	2240	2278
	Employment rate (% population aged 20-64)	75.8	77.1	77.2	75.7	75.0	76.5	76.8	77.2	77.6	78.3	79.2
	Employment rate (% population aged 15-64)	70.7	71.8	71.8	70.2	69.7	71.3	71.8	72.5	73.1	74.0	74.8
	Employment rate (% population aged 15-24)	40.4	42.3	42.1	38.9	39.2	41.0	41.6	42.9	44.0	45.5	45.9
	Employment rate (% population aged 25-54)	81.5	83.0	83.5	81.9	80.9	82.2	82.5	82.7	82.8	83.3	83.7
	Employment rate (% population aged 55-64)	66.9	67.0	66.7	66.7	66.9	68.9	69.6	70.3	71.5	72.1	73.5
	FTE employment rate (% population aged 20-64)	67.2	68.4	68.7	67.5	66.8	68.4	69.1	69.6	70.2	70.9	71.8
	Self-employed (% total employment)	5.5	5.5	5.6	6.0	6.2	5.8	5.7	6.0	6.0	6.0	5.8
	Part-time employment (% total employment)	38.3	38.0	40.8	40.5	40.3	39.3	38.6	37.7	37.2	36.3	35.6
	Fixed term contracts (% total employees)	17.9	18.6	17.5	16.3	16.8	17.5	17.0	17.5	17.8	17.2	16.7
	Employment in Services (% total employment)	89.7	89.6	90.2	90.6	90.7	90.6	90.3	90.3	90.8		
	Employment in Industry (% total employment)	9.4	9.5	8.9	8.4	8.3	8.3	8.5	8.6	8.1		
	Employment in Agriculture (% total employment)	0.9	0.9	0.8	0.9	1.0	1.1	1.1	1.1	1.1		
	Activity rate (% population aged 15-64)	76.3	76.8	76.9	76.4	76.2	77.3	77.9	78.8	79.3	79.9	80.2
	Activity rate (% population aged 15-24)	51.9	52.7	53.1	51.0	51.3	52.8	53.4	55.2	56.0	56.5	55.5
	Activity rate (% population aged 25-54)	86.3	87.1	87.6	87.1	86.6	87.3	87.6	88.1	88.0	88.4	88.5
	Activity rate (% population aged 55-64)	69.6	69.4	69.0	69.9	70.2	72.1	73.0	73.4	74.9	75.5	76.9
	Total unemployment (000)	164	148	152	186	198	184	185	191	189	180	165
	Unemployment rate (% labour force)	7.2	6.5	6.6	8.0	8.5	7.7	7.7	7.9	7.7	7.3	6.5
	Youth unemployment rate (% labour force 15-24)	22.0	19.8	20.8	23.7	23.6	22.2	22.3	22.3	21.5	19.5	17.2
	Long term unemployment rate (% labour force)	0.9 e	0.8	0.7	1.0	1.3	1.3	1.2	1.2	1.3	1.2	1.1
	Share of long term unemployment (% of total unemployment)	12.7 e	11.7	10.8	12.5	15.8	16.7	16.0	15.5	16.5	17.0	16.9
	Youth unemployment ratio (% population aged 15-24)	11.4	10.4	11.0	12.1	12.1	11.8	11.9	12.3	12.0	11.1	9.6
	Employment rate for low skilled 25-64 (ISCED 0-2)	61.7 b	61.4	60.5	58.7	56.7	58.2	57.3	55.2	55.2 b	54.0	55.0
	Employment rate for medium skilled 25-64 (ISCED 3-4)	79.1 b	80.4	80.7	79.3	78.4	80.2	80.4	80.9	81.1 b	81.8	82.1
	Employment rate for high skilled 25-64 (ISCED 5-8)	86.8 b	87.9	88.4	87.2	86.8	87.4	88.0	88.3	88.0 b	88.6	88.9
	Employment rate (Nationals aged 15-64)	71.6	72.7	72.8	71.3	71.1	72.9	73.5	74.1	74.9	75.9	77.0
	Employment rate (Other EU28 aged 15-64)	68.3	67.1	69.0	70.5	67.1	66.4	67.1	68.6	69.3	69.1	71.2
	Employment rate (Other than EU28 aged 15-64)	41.9	42.3	41.8	39.4	35.2	34.5	36.1	38.4	40.0	40.2	39.9
	Employment rate (Born in the same country aged 15-64)	73.1	74.3	74.5	72.8	72.8	74.4	75.0	75.9	76.8	77.7	78.8
	Employment rate (Born in other EU28 aged 15-64)	68.8	69.4	67.8	70.5	69.1	70.1	70.5	72.1	72.1	72.2	74.2
	Employment rate (Born outside EU28 aged 15-64)	52.2	53.3	55.1	52.5	50.5	52.9	53.7	53.2	54.4	56.7	57.1
	Underemployment (% of labour force aged 15-74)			6.8	7.0	6.8	6.6	6.7	6.7	6.4	5.5	4.6
	Seeking but not available (% of labour force aged 15-74)	2.3	2.2	2.0	2.1	2.2	2.3	2.2	2.3	2.4	2.3	2.2
	Discouraged, available but not seeking (% of labour force aged 15-74)	2.6	2.4	2.3	3.0	2.9	2.7	2.8	3.0	2.8	2.4	2.1

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Sweden			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	16.3	13.9	14.9	15.9	15.0	16.1	15.6	16.4	16.9	16.0	
		At-risk-of-poverty (% of total population)	12.3	10.5	12.2	13.3	12.9	14.0	14.1	14.8	15.1	14.5	
		At-risk-of-poverty threshold (PPS single person)	9068	9545	10680	11295	10987	11284	11799	12310	12368	12730	
		Poverty gap (%)	22.7	20.3	18.0	20.3	19.7	18.5	18.9	19.8	20.4	20.0	
		Persistent at-risk-of-poverty (% of total population)		2.1	2.6	3.7	4.9	4.1	7.2 b	7.6	6.6	7.0	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	29.0	27.5	28.5	26.6	26.7	27.9	27.4	27.1	28.5	26.9	
		Impact of social transfers (excl. pensions) in reducing poverty (%)	57.6	61.8	57.2	50.0	51.7	49.8	48.5	45.4	47.0	46.1	
		Severe Material Deprivation (% of total population)	2.1	2.2	1.4	1.6	1.3	1.2	1.3	1.4	0.7	0.7	0.7 e
		Share of people living in low work intensity households (% of people aged 0-59)	6.8	6.0	5.5	6.4	6.0	6.9	5.7	7.1	6.4	5.8	
		Real Gross Household Disposable income (growth %)	4.3	5.5	2.7	2.3	1.5	4.0	3.7	1.7	2.7	2.4	2.4
		Income quintile share ratio S80/S20	3.6	3.3	3.5	3.7	3.5	3.6	3.7	3.7	3.9	3.8	
		GINI coefficient	24.0	23.4	24.0	24.8	24.1	24.4	24.8	24.9	25.4	25.2	
		Early leavers from education and training (% of population aged 18-24)	8.6 b	8.0 b	7.9 b	7.0	6.5	6.6	7.5	7.1	6.7 b	7.0	7.4
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	9.3 b	7.5 b	7.8 b	9.6	7.7	7.5	7.8	7.5	7.2	6.7	6.5
	Male	At-risk-of-poverty or exclusion (% of male population)	15.9	13.6	13.7	14.4	13.4	14.2	14.1	14.9	15.6	14.6	
		At-risk-of-poverty (% of male population)	12.3	10.5	11.3	12.0	11.4	12.2	12.6	13.4	13.9	13.2	
		Poverty gap (%)	26.4	22.7	20.1	22.1	22.9	19.3	23.4	21.4	22.3	22.3	
		Persistent at-risk-of-poverty (% of male population)		1.9	2.5	3.1	4.4	2.9	6.1 b	6.9	5.2	5.8	
		Severe Material Deprivation (% of male population)	2.1	2.2	1.3	1.5	1.2	1.1	1.3	1.4	0.8	0.7	0.7 e
		Share of people living in low work intensity households (% of males aged 0-59)	6.3	5.6	5.1	6.0	5.8	6.7	5.7	7.1	6.2	5.4	
		Life expectancy at birth (years)	78.8	79.0	79.2 b	79.4	79.6 b	79.9		80.2	80.4 b	80.4	
		Healthy life years at birth (years) - men	67.3 bd	67.7	69.4 b	70.7	67.0 b	67.0		66.9	73.6 b	74.0	
		Early leavers from education and training (% of males aged 18-24)	10.1 b	9.5 b	9.0 b	8.0	7.5	7.8	8.5	7.9	7.3 b	7.6	8.2
		NEET: Young people not in employment, education or training (% of males aged 15-24)	9.6 b	7.5 b	7.5 b	9.8	7.8	7.6	7.9	7.7	7.5	6.9	6.9
	Female	At-risk-of-poverty or exclusion (% of female population)	16.7	14.2	16.1	17.5	16.7	18.0	17.2	17.9	18.2	17.3	
		At-risk-of-poverty (% of female population)	12.3	10.6	13.0	14.5	14.3	15.7	15.6	16.1	16.3	15.9	
		Poverty gap (%)	20.9	18.3	17.0	17.8	16.8	17.9	16.7	18.2	19.5	18.1	
		Persistent at-risk-of-poverty (% of female population)		2.2	2.7	4.3	5.2	5.2	8.2 b	8.2	8.0	8.3	
		Severe Material Deprivation (% of female population)	2.1	2.1	1.6	1.6	1.4	1.2	1.2	1.5	0.7	0.7	0.7 e
		Share of people living in low work intensity households (% of females aged 0-59)	7.3	6.4	6.0	6.8	6.3	7.1	5.6	7.1	6.5	6.3	
		Life expectancy at birth (years)	83.1	83.1	83.3 b	83.5	83.6 b	83.8		83.8	84.2 b	84.1	
		Healthy life years at birth (years) - women	67.5 bd	66.8	69.0 b	69.6	66.4 b	65.5		66.0	73.6 b	73.8	
		Early leavers from education and training (% of females aged 18-24)	7.1 b	6.5 b	6.8 b	6.0	5.5	5.4	6.3	6.2	6.0 b	6.4	6.4
		NEET: Young people not in employment, education or training (% of females aged 15-24)	9.0 b	7.4 b	8.2 b	9.5	7.6	7.5	7.8	7.2	6.8	6.5	6.1
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	18.5	14.9	14.6	15.1	14.5	15.9	15.4	16.2	16.7	14.0	
		At-risk-of-poverty (% of Children population)	15.0	12.0	12.9	13.1	13.1	14.5	14.6	15.4	15.1	12.9	
		Severe Material Deprivation (% of Children population)	2.8	3.2	1.7	1.7	1.3	1.3	1.4	1.9	1.1	0.8	0.8 e
		Share of children living in low work intensity households (% of Children population)	5.5	5.5	4.1	4.3	4.8	5.5	4.9	6.2	5.4	5.2	
		Risk of poverty of children in households at work (Working Intensity > 0.2)	11.6	8.4	9.6	9.9	9.0	10.1	10.2	9.6	11.1	8.6	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	59.0	64.7	62.2	56.9	58.4	54.7	54.7	50.6	55.2	56.1	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	16.5	14.5	14.8	15.6	15.0	15.4	15.1	16.5	17.2	15.9	
		At-risk-of-poverty (% of Working age population)	11.4	10.2	11.2	12.1	11.9	12.5	12.9	14.0	14.7	13.8	
		Severe Material Deprivation (% of Working age population)	2.1	2.2	1.5	1.8	1.5	1.3	1.5	1.6	0.8	0.8	0.8 e
		Very low work intensity (18-59)	7.4	6.2	6.2	7.2	6.6	7.5	6.0	7.5	6.7	6.1	
		In-work at-risk-of poverty rate (% of persons employed 18-64)	7.4	6.5	6.8	7.0	6.6	6.9	6.7	7.1	7.8	7.2	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	59.3	61.8	59.1	52.2	54.1	52.8	50.2	47.8	47.9	47.3	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	11.9	10.4	15.5	18.0	15.9	18.6	17.9	16.5	16.5	18.3	
		At-risk-of-poverty (% of Elderly population)	11.3	9.9	15.0	17.7	15.5	18.2	17.7	16.4	16.5	18.2	
		Severe Material Deprivation (% of Elderly population)	0.9	0.6	0.8	0.5	0.7	0.6	0.4	0.2	0.2	0.4	0.4 e
		Relative median income of elderly (ratio with median income of people younger than 65)	0.85	0.81	0.78	0.77	0.79	0.77	0.78	0.81	0.83	0.79	
		Aggregate replacement ratio (ratio)	0.62	0.63	0.62	0.60	0.60	0.58	0.56	0.58	0.60	0.58	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	7.4	7.1	7.1	7.5	7.0	7.1	7.3	7.5	7.5 p		
		Disability	4.2	4.1	4.0	4.2	3.8	3.6	3.6	3.6	3.5 p		
		Old age and survivors	11.0	10.9	11.3	12.5	11.9	11.9	12.5	12.9	12.6 p		
		Family/Children	2.8	2.8	2.9	3.0	2.9	2.9	3.0	3.1	3.1 p		
		Unemployment	1.5	1.0	0.8	1.2	1.3	1.1	1.2	1.3	1.1 p		
		Housing and Social exclusion n.e.c.	1.0	1.0	1.0	1.1	1.1	1.1	1.1	1.2	1.2 p		
		Total (including Admin and Other expenditures)	28.6	27.4	27.7	30.1	28.6	28.2	29.3	30.0	29.6 p		
		of which: Means tested benefits	0.8	0.7	0.7	0.8	0.8	0.8	0.8	0.8	0.8 p		

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United Kingdom

United Kingdom		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Macro Economic Indicators (Annual % growth)	Real GDP	2.5	2.6	-0.6	-4.3	1.9	1.5	1.3	1.9	3.1	2.2	1.8
	Total employment	1.0	0.8	0.8	-1.6	0.2	0.5	1.1	1.2	2.4	1.7	1.4
	Labour productivity	1.5	1.7	-1.5	-2.8	1.7	1.0	0.2	0.7	0.7	0.5	0.4
	Annual average hours worked per person employed	-0.3	0.1	-1.3	-0.3	-0.7	0.8	0.9	0.6	0.4	-1.0	0.9
	Real productivity per hour worked	1.8	1.6	-0.2	-2.4	2.4	0.2	-0.7	0.1	0.3	1.5	-0.5
	Harmonized CPI	2.3	2.3	3.6	2.2	3.3	4.5	2.8	2.6	1.5	0.0	0.7
	Price deflator GDP	2.9	2.5	2.8	1.5	1.5	2.0	1.5	1.9	1.6	0.6	1.7
	Nominal compensation per employee	6.0	5.4	0.5	2.3	3.3	1.1	1.7	2.1	0.7	1.2	2.8
	Real compensation per employee (GDP deflator)	3.0	2.8	-2.3	0.8	1.7	-0.9	0.2	0.2	-0.9	0.6	1.1
	Real compensation per employee (private consumption deflator)	3.6	3.0	-2.9	0.1	0.0	-3.2	-1.1	-0.4	-0.8	1.2	2.1
	Nominal unit labour costs	4.4	3.6	2.0	5.2	1.6	0.1	1.5	1.4	0.0	0.7	2.4
	Real unit labour costs	1.5	1.0	-0.8	3.7	0.1	-1.9	0.0	-0.5	-1.6	0.2	0.7
Labour Market Indicators - Total	Total population (000)	60620	61073	61572	62042	62510	63023	63495	63905	64351	64875 e	65383 e
	Population aged 15-64 (000)	40098	40498	40842	41100	41325	41577	41681	41658	41724	41902 e	42069 e
	Total employment (000)	29041	29261 b	29520 b	29059	29125	29282	29596	29954	30672	31205	31640
	Employment aged 15-64 (000)	28417	28622 b	28827 b	28319	28290	28404	28650	28917	29560	30028	30437
	Employment rate (% population aged 20-64)	75.2	75.2	75.2	73.9	73.5	73.5	74.1	74.8	76.2	76.8	77.6
	Employment rate (% population aged 15-64)	71.6	71.5	71.5	69.9	69.4	69.3	69.9	70.5	71.9	72.7	73.5
	Employment rate (% population aged 15-24)	53.6	52.6	52.0	47.9	46.8	45.8	46.2	46.3	48.0	50.1	50.9
	Employment rate (% population aged 25-54)	81.2	81.3	81.3	80.1	79.8	80.1	80.5	80.8	82.1	82.4	83.0
	Employment rate (% population aged 55-64)	57.3	57.4	58.0	57.5	57.2	56.7	58.1	59.8	61.0	62.2	63.4
	FTE employment rate (% population aged 20-64)	66.5	66.5 b	66.6 b	65.0	64.5	64.4	64.8	65.5	66.9	67.8	68.3
	Self-employed (% total employment)	12.9	13.0 b	13.0 b	13.3	13.7	13.8	14.3	14.2	14.9	14.6	15.1
	Part-time employment (% total employment)	24.2	24.1	24.1	24.9	25.6	25.5	25.9	25.6	25.3	25.1	25.2
	Fixed term contracts (% total employees)	5.8	5.8 b	5.4 b	5.6	6.1	6.2	6.3	6.2	6.4	6.2	6.1
	Employment in Services (% total employment)	80.6	80.8	81.1	81.7	82.3	82.4	82.5	82.9	83.0		
	Employment in Industry (% total employment)	18.2	18.0	17.6	17.0	16.4	16.3	16.2	15.9	15.6		
	Employment in Agriculture (% total employment)	1.2	1.2	1.2	1.3	1.3	1.3	1.3	1.2	1.4		
	Activity rate (% population aged 15-64)	75.7	75.5	75.8	75.7	75.4	75.5	76.1	76.4	76.7	76.9	77.3
	Activity rate (% population aged 15-24)	62.3	61.4	61.2	59.2	58.4	58.2	58.6	58.3	57.8	58.6	58.5
	Activity rate (% population aged 25-54)	84.5	84.5	84.8	85.0	84.9	85.3	85.5	85.7	86.0	85.8	86.1
	Activity rate (% population aged 55-64)	59.1	59.3	59.8	60.3	60.0	59.7	61.1	62.8	63.5	64.4	65.8
	Total unemployment (000)	1640	1624	1757	2369	2459	2559	2534	2438	1996	1747	1598
	Unemployment rate (% labour force)	5.4	5.3	5.6	7.6	7.8	8.1	7.9	7.6	6.1	5.3	4.8
	Youth unemployment rate (% labour force 15-24)	13.9	14.3	15.0	19.1	19.9	21.3	21.2	20.7	17.0	14.6	13.0
	Long term unemployment rate (% labour force)	1.2	1.3	1.4	1.9	2.5	2.7	2.7	2.7	2.2	1.6	1.3
	Share of long term unemployment (% of total unemployment)	22.3	23.8	24.1	24.5	32.5	33.4	34.7	36.1	35.8	30.7	27.1
	Youth unemployment ratio (% population aged 15-24)	8.7	8.8 b	9.2 b	11.3	11.6	12.4	12.4	12.1	9.8	8.6	7.6
	Employment rate for low skilled 25-64 (ISCED 0-2)	64.4	64.2 b	59.4 b	57.8	56.0 b	56.4 b	57.4	57.5	59.6 b	60.2	62.8
	Employment rate for medium skilled 25-64 (ISCED 3-4)	80.8	81.1 b	79.2 b	77.3	76.7 b	77.6 b	77.3	77.8	78.8 b	79.1	79.4
	Employment rate for high skilled 25-64 (ISCED 5-8)	88.1	88.0 b	86.0 b	85.4	85.1 b	83.8 b	84.1	84.9	85.2 b	85.5	85.6
	Employment rate (Nationals aged 15-64)	72.0	71.9 b	71.8 b	70.2	69.7	69.6	70.2	70.9	72.2	72.9	73.8
	Employment rate (Other EU28 aged 15-64)	75.0	76.2 b	77.0 b	75.6	74.9	75.7	75.7	76.5	77.9	78.8	78.7
	Employment rate (Other than EU28 aged 15-64)	62.1	60.4 b	61.7 b	60.0	60.1	59.7	58.9	59.0	59.9	60.9	61.3
	Employment rate (Born in the same country aged 15-64)	72.3	72.2 b	72.1 b	70.5	70.0	69.8	70.6	71.1	72.4	73.2	73.9
	Employment rate (Born in other EU28 aged 15-64)	75.5	75.9 b	76.8 b	75.5	74.6	75.5	74.7	75.9	77.9	79.1	79.2
	Employment rate (Born outside EU28 aged 15-64)	62.9	62.8 b	63.5 b	61.9	62.3	62.0	62.4	63.4	65.0	65.5	67.1
	Underemployment (% of labour force aged 15-74)			4.1	5.0	5.4	5.6	6.0	6.0	5.6	5.3	4.9
	Seeking but not available (% of labour force aged 15-74)	0.9	1.0	0.9	1.0	1.1	1.0	1.1	1.0	1.1	1.1	1.1
	Discouraged, available but not seeking (% of labour force aged 15-74)	2.2	2.1	2.3	2.5	2.7	2.5	2.5	2.4	2.1	2.1	1.9

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United Kingdom		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour Market Indicators - Male	Total population (000)	29651	29895	30164	30417	30669	30951	31206	31424	31663	31947 e	32225 e
	Population aged 15-64(000)	19937	20137	20312	20441	20556	20694	20752	20741	20780	20880 e	20977 e
	Total employment (000)	15636	15790 b	15890 b	15483	15527	15618	15808	15953	16326	16620	16849
	Employment aged 15-64 (000)	15247	15385 b	15447 b	15037	15027	15089	15232	15322	15662	15903	16112
	Employment rate (% population aged 20-64)	82.1	82.2	81.9	79.7	79.3	79.3	80.0	80.4	81.9	82.5	83.1
	Employment rate (% population aged 15-64)	77.6	77.6	77.4	74.9	74.4	74.3	75.0	75.4	76.8	77.6	78.3
	Employment rate (% population aged 15-24)	54.7	54.0	53.3	47.9	47.6	46.3	46.4	46.4	48.2	50.4	50.6
	Employment rate (% population aged 25-54)	87.9	88.2	87.7	85.7	85.4	85.9	86.6	86.7	88.0	88.3	89.0
	Employment rate (% population aged 55-64)	65.9	66.2	67.2	66.1	65.1	64.1	65.4	66.8	67.8	68.7	69.6
	FTE employment rate (% population aged 20-64)	79.4	79.4 b	79.0 b	76.6	75.9	75.7	76.1	76.6	78.1	78.8	79.3
	Self-employed (% total employment)	17.4	17.5 b	17.6 b	17.8	18.1	18.2	18.6	18.5	19.1	18.7	19.1
	Part-time employment (% total employment)	9.1	9.3	9.7	10.3	11.0	10.9	11.6	11.5	11.2	11.2	11.3
	Fixed term contracts (% total employees)	4.1	4.2	3.8	4.1	4.6	4.6	4.6	4.6	4.7	4.6	4.4
	Employment in Services (% total employment)	70.4	70.7	71.4	71.7	72.4	72.7	73.1	73.7	73.9		
	Employment in Industry (% total employment)	27.8	27.6	27.0	26.5	25.7	25.4	25.1	24.6	24.1		
	Employment in Agriculture (% total employment)	1.8	1.7	1.6	1.8	2.0	1.9	1.8	1.7	2.0		
	Activity rate (% population aged 15-64)	82.3	82.2	82.4	82.0	81.5	81.5	82.0	82.1	82.2	82.2	82.5
	Activity rate (% population aged 15-24)	64.9	64.2	64.3	61.3	60.9	60.7	60.9	60.2	59.5	60.1	59.4
	Activity rate (% population aged 25-54)	91.7	91.6	91.6	91.7	91.4	91.7	92.0	92.0	92.2	91.9	92.2
	Activity rate (% population aged 55-64)	68.3	68.9	69.8	70.3	69.2	68.4	69.5	70.6	70.9	71.4	72.6
	Total unemployment (000)	943	921	1026	1437	1455	1477	1434	1377	1109	959	872
	Unemployment rate (% labour force)	5.7	5.5	6.1	8.5	8.6	8.7	8.4	8.0	6.4	5.5	4.9
	Youth unemployment rate (% labour force 15-24)	15.6	15.8	17.1	21.9	22.0	23.8	23.9	23.0	18.9	16.2	14.7
	Long term unemployment rate (% labour force)	1.5	1.6	1.7	2.3	3.2	3.3	3.2	3.2	2.6	1.9	1.5
	Share of long term unemployment (% of total unemployment)	26.8	28.5	28.4	26.6	37.1	37.8	38.0	39.5	40.2	34.3	30.3
	Youth unemployment ratio (% population aged 15-24)	10.2	10.2 b	11.0 b	13.4	13.4	14.4	14.6	13.9	11.3	9.7	8.7
	Employment rate for low skilled 25-64 (ISCED 0-2)	70.7	70.8 b	70.5 b	68.3	66.3 b	66.9 b	67.8	68.0	70.3 b	70.3	73.1
	Employment rate for medium skilled 25-64 (ISCED 3-4)	84.7	85.1 b	85.0 b	82.4	81.8 b	82.4 b	82.8	83.5	84.5 b	85.0	85.5
	Employment rate for high skilled 25-64 (ISCED 5-8)	90.0	89.9 b	89.7 b	88.8	88.6 b	87.9 b	88.7	88.9	89.4 b	89.7	89.8
	Employment rate (Nationals aged 15-64)	77.6	77.6 b	77.3 b	74.8	74.4	74.2	74.8	75.3	76.6	77.4	78.0
	Employment rate (Other EU28 aged 15-64)	82.5	84.3 b	85.7 b	83.9	81.9	81.8	83.1	83.9	85.5	84.5	86.2
	Employment rate (Other than EU28 aged 15-64)	72.9	72.2 b	73.2 b	69.4	70.4	70.2	70.8	69.0	71.8	71.5	72.5
	Employment rate (Born in the same country aged 15-64)	77.7	77.6 b	77.3 b	74.8	74.4	74.1	74.7	75.2	76.4	77.3	77.7
	Employment rate (Born in other EU28 aged 15-64)	82.3	84.1 b	85.2 b	82.9	80.7	81.3	82.1	83.3	84.6	84.4	86.1
	Employment rate (Born outside EU28 aged 15-64)	74.8	74.7 b	74.6 b	72.1	72.3	72.7	74.1	73.6	76.2	76.2	78.0
	Underemployment (% of labour force aged 15-74)			2.4	3.1	3.5	3.7	4.1	4.2	3.8	3.6	3.4
	Seeking but not available (% of labour force aged 15-74)	0.7	0.8	0.7	0.8	0.8	0.8	0.9	0.8	0.8	0.8	1.0
	Discouraged, available but not seeking (% of labour force aged 15-74)	1.8	1.8	1.9	2.2	2.4	2.2	2.1	2.2	1.9	1.9	1.7
Labour Market Indicators - Female	Total population (000)	30969	31178	31407	31626	31841	32071	32289	32481	32688	32928 e	33158 e
	Population aged 15-64(000)	20161	20361	20530	20659	20769	20883	20929	20917	20945	21021 e	21092 e
	Total employment (000)	13405	13471 b	13630 b	13576	13598	13664	13788	14001	14346	14585	14791
	Employment aged 15-64 (000)	13170	13237 b	13380 b	13281	13263	13315	13418	13595	13898	14125	14325
	Employment rate (% population aged 20-64)	68.6	68.4	68.8	68.2	67.9	67.8	68.4	69.3	70.6	71.3	72.1
	Employment rate (% population aged 15-64)	65.8	65.5	65.7	64.9	64.5	64.4	64.9	65.8	67.1	67.9	68.8
	Employment rate (% population aged 15-24)	52.5	51.3	50.7	47.9	46.1	45.3	46.0	46.2	47.8	49.7	51.2
	Employment rate (% population aged 25-54)	74.6	74.6	75.1	74.6	74.3	74.4	74.5	75.1	76.2	76.6	77.0
	Employment rate (% population aged 55-64)	49.0	48.8	49.0	49.2	49.5	49.5	51.0	53.0	54.4	56.0	57.4
	FTE employment rate (% population aged 20-64)	55.0	55.0 b	55.5 b	54.7	54.3	54.5	54.8	55.8	56.9	58.0	58.4
	Self-employed (% total employment)	7.7	7.8 b	7.7 b	8.2	8.6	8.8	9.2	9.3	10.1	10.0	10.4
	Part-time employment (% total employment)	41.6	41.3	40.9	41.5	42.2	42.1	42.2	41.4	41.2	40.9	40.8
	Fixed term contracts (% total employees)	5.9	5.8	5.5	5.4	5.8	5.8	6.0	5.9	6.1	5.9	5.8
	Employment in Services (% total employment)	91.9	91.9	91.9	92.8	93.1	93.0	92.9	93.0	92.8		
	Employment in Industry (% total employment)	7.6	7.4	7.3	6.6	6.2	6.3	6.4	6.4	6.4		
	Employment in Agriculture (% total employment)	0.6	0.6	0.8	0.6	0.7	0.7	0.7	0.7	0.8		
	Activity rate (% population aged 15-64)	69.2	68.9	69.3	69.5	69.3	69.6	70.2	70.9	71.3	71.7	72.3
	Activity rate (% population aged 15-24)	59.7	58.6	58.2	57.1	55.9	55.7	56.3	56.4	56.1	57.1	57.6
	Activity rate (% population aged 25-54)	77.6	77.5	78.2	78.6	78.6	79.0	79.2	79.5	79.9	79.9	80.1
	Activity rate (% population aged 55-64)	50.1	49.9	50.2	50.6	51.1	51.3	53.0	55.3	56.4	57.7	59.2
	Total unemployment (000)	697	703	731	931	1004	1083	1100	1060	887	788	726
	Unemployment rate (% labour force)	4.9	5.0	5.1	6.4	6.9	7.4	7.4	7.1	5.8	5.1	4.7
	Youth unemployment rate (% labour force 15-24)	12.0	12.5	12.7	16.1	17.6	18.5	18.2	18.1	14.8	12.9	11.1
	Long term unemployment rate (% labour force)	0.8	0.9	0.9	1.4	1.8	2.0	2.2	2.2	1.8	1.3	1.1
	Share of long term unemployment (% of total unemployment)	16.2	17.6	18.1	21.4	25.9	27.6	30.3	31.6	30.2	26.2	23.3
	Youth unemployment ratio (% population aged 15-24)	7.2	7.4 b	7.4 b	9.2	9.8	10.3	10.3	10.2	8.3	7.4	6.4
	Employment rate for low skilled 25-64 (ISCED 0-2)	59.4	58.8 b	51.0 b	49.7	48.0 b	48.0 b	48.6	48.2	50.4 b	50.9	53.1
	Employment rate for medium skilled 25-64 (ISCED 3-4)	76.0	76.1 b	72.6 b	71.6	71.0 b	72.2 b	71.2	71.6	72.5 b	72.8	72.8
	Employment rate for high skilled 25-64 (ISCED 5-8)	86.1	86.1 b	82.4 b	82.1	81.8 b	79.9 b	79.8	81.3	81.5 b	81.7	81.8
	Employment rate (Nationals aged 15-64)	66.4	66.2 b	66.5 b	65.6	65.1	65.0	65.7	66.4	67.8	68.5	69.6
	Employment rate (Other EU28 aged 15-64)	67.8	67.9 b	68.5 b	67.9	68.3	70.3	69.0	69.8	71.3	73.5	71.6
	Employment rate (Other than EU28 aged 15-64)	51.9	48.8 b	50.6 b	50.9	50.2	49.2	47.7	49.7	48.5	50.8	51.0
	Employment rate (Born in the same country aged 15-64)	67.1	66.9 b	67.0 b	66.2	65.6	65.6	66.4	67.1	68.4	69.1	70.1
	Employment rate (Born in other EU28 aged 15-64)	69.1	67.9 b	68.9 b	69.0	69.0	70.5	68.1	69.5	72.0	74.3	72.8
	Employment rate (Born outside EU28 aged 15-64)	51.7	51.4 b	52.8 b	52.1	52.7	51.9	51.5	53.6	54.3	55.5	56.9
	Underemployment (% of labour force aged 15-74)			6.0	7.1	7.5	7.8	8.2	8.0	7.7	7.2	6.6
	Seeking but not available (% of labour force aged 15-74)	1.1	1.1	1.1	1.2	1.3	1.2	1.2	1.3	1.3	1.4	1.3
	Discouraged, available but not seeking (% of labour force aged 15-74)	2.7	2.6	2.7	2.9	3.0	2.8	2.9	2.7	2.4	2.3	2.1

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United Kingdom			2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Social Indicators	All	At-risk-of-poverty or exclusion (% of total population)	23.7	22.6	23.2	22.0	23.2	22.7	24.1 b	24.8	24.1	23.5	
		At-risk-of-poverty (% of total population)	19.0	18.6	18.7	17.3	17.1	16.2	16.0	15.9	16.8	16.7	
		At-risk-of-poverty threshold (PPS single person)	10578	11267	11126	10091	9521	9466	9868 b	10060	10138	10627	
		Poverty gap (%)	22.8	22.4	21.0	20.6	21.4	21.3	20.9 b	19.6	19.4	20.2	
		Persistent at-risk-of-poverty (% of total population)			8.5	8.0	7.4	6.9	8.6	7.8	6.5	7.3	
		At-risk-of-poverty before social transfers excl. pensions (% of total population)	30.1	29.7	28.9	30.4	31.0	30.5	29.7 b	30.1	29.4	29.2	
		Impact of social transfers (excl. pensions) in reducing poverty (%)	36.9	37.4	35.3	43.1	44.8	46.9	46.1 b	47.2	42.9	42.8	
		Severe Material Deprivation (% of total population)	4.5	4.2	4.5	3.3 u	4.8	5.1	7.8	8.3	7.4	6.1	5.2 p
		Share of people living in low work intensity households (% of people aged 0-59)	12.0	10.4	10.4	12.7	13.2	11.5	13.0 b	13.2	12.3	11.9	
		Real Gross Household Disposable income (growth %)	1.6	2.7	-0.9	2.2	1.0	-2.1	2.2	-0.1	1.5	3.6	1.5
		Income quintile share ratio S80/S20	5.4	5.3	5.6	5.3	5.4	5.3	5.0 b	4.6	5.1	5.2	
		GINI coefficient	32.5	32.6	33.9	32.4	32.9	33.0	31.3 b	30.2	31.6	32.4	
		Early leavers from education and training (% of population aged 18-24)	11.2	16.6 b	16.9 b	15.7	14.8 b	14.9 b	13.4	12.4	11.8 b	10.8	11.2
		NEET: Young people not in employment, education or training (% of total population aged 15-24)	8.6	11.9 b	12.1 b	13.2	13.6	14.2	13.9	13.2	11.9	11.1	10.9
	Male	At-risk-of-poverty or exclusion (% of male population)	22.1	21.1	21.7	21.1	22.1	21.4	23.4 b	23.6	22.9	22.6	
		At-risk-of-poverty (% of male population)	18.0	17.6	17.4	16.7	16.4	14.8	15.8	15.4	16.0	16.2	
		Poverty gap (%)	22.8	22.9	21.1	20.9	23.0	22.2	21.9 b	19.9	19.6	20.9	
		Persistent at-risk-of-poverty (% of male population)			7.7	7.6	7.0	6.1	8.1	7.0	5.7	6.3	
		Severe Material Deprivation (% of male population)	4.4	3.9	4.3	3.4 u	4.8	5.0	7.5	8.0	7.3	5.8	5.2 p
		Share of people living in low work intensity households (% of males aged 0-59)	10.8	9.6	9.7	12.0	12.5	10.8	12.5 b	12.5	11.9	11.2	
		Life expectancy at birth (years)	77.3	77.6	77.7	78.3	78.6	79.0	79.1	79.2	79.5	79.2	
		Healthy life years at birth (years) - men	64.8	64.6	65.0	65.0	64.9	65.2	64.6	64.4	63.4	63.7	
		Early leavers from education and training (% of males aged 18-24)	12.3	17.6 b	18.2 b	16.9	15.6 b	16.1 b	14.5	13.6	12.9 b	11.7	12.8
		NEET: Young people not in employment, education or training (% of males aged 15-24)	7.5	10.1 b	10.1 b	11.9	12.1	13.1	12.8	12.1	10.7	9.8	10.3
	Female	At-risk-of-poverty or exclusion (% of female population)	25.4	24.1	24.7	22.8	24.2	24.1	24.9 b	25.8	25.2	24.4	
		At-risk-of-poverty (% of female population)	19.9	19.6	20.0	17.8	17.8	17.6	16.3	16.4	17.6	17.2	
		Poverty gap (%)	22.7	21.9	20.9	20.5	19.3	20.5	19.5 b	19.2	19.4	20.0	
		Persistent at-risk-of-poverty (% of female population)			9.2	8.3	7.7	7.8	9.1	8.6	7.2	8.2	
		Severe Material Deprivation (% of female population)	4.7	4.4	4.8	3.2 u	4.9	5.1	8.1	8.6	7.5	6.4	5.2 p
		Share of people living in low work intensity households (% of females aged 0-59)	13.2	11.1	11.2	13.4	13.9	12.3	13.6 b	14.0	12.7	12.7	
		Life expectancy at birth (years)	81.7	81.8	81.8	82.5	82.6	83.0	82.8	82.9	83.2	82.8	
		Healthy life years at birth (years) - women	64.9	66.0	66.3	66.1	65.6	65.2	64.5	64.8	64.2	63.3	
		Early leavers from education and training (% of females aged 18-24)	10.2	15.6 b	15.6 b	14.5	13.9 b	13.8 b	12.2	11.1	10.8 b	9.9	9.5
		NEET: Young people not in employment, education or training (% of females aged 15-24)	9.6	13.7 b	14.1 b	14.5	15.1	15.4	15.0	14.4	13.1	12.4	11.5
	Children (0-17)	At-Risk-of-poverty or exclusion of children (% of people aged 0-17)	30.1	27.6	29.6	27.4	29.7	26.9	31.2 b	32.6	31.2	30.3	
		At-risk-of-poverty (% of Children population)	23.8	23.0	24.0	20.7	20.4	18.0	18.0	18.9	19.7	19.8	
		Severe Material Deprivation (% of Children population)	7.1	6.3	6.5	4.4 u	7.3	7.1	12.5	12.3	10.8	9.6	7.5 p
		Share of children living in low work intensity households (% of Children population)	15.4	13.8	13.9	16.1	17.1	14.1	16.3 b	16.7	15.1	14.8	
		Risk of poverty of children in households at work (Working Intensity > 0.2)	15.1	14.7	16.2	12.2	12.7	12.1	13.2 b	14.8	15.1	14.7	
		Impact of social transfers (excl. pensions) in reducing poverty (0-17) (%)	42.8	43.6	39.6	51.6	54.2	57.6	57.0 b	57.2	53.8	54.0	
	Working age (18-64)	At-risk-of-poverty or exclusion (% of Working age population)	20.7	19.6	19.7	19.8	21.2	21.4	23.7 b	24.1	23.2	22.9	
		At-risk-of-poverty (% of Working age population)	15.5	15.1	14.7	14.8	14.9	14.1	15.3	14.7	15.6	15.7	
		Severe Material Deprivation (% of Working age population)	4.3	4.0	4.7	3.6 u	5.0	5.5	8.0	8.7	7.9	6.3	5.6 p
		Very low work intensity (18-59)	10.8	9.1	9.2	11.4	11.7	10.6	11.9 b	12.0	11.3	10.9	
		In-work at-risk-of poverty rate (% of persons employed 18-64)	7.7	7.9	8.0	6.3	6.7	7.8	8.7 b	8.2	8.8	8.3	
		Impact of social transfers (excl. pensions) in reducing poverty (18-64) (%)	38.3	38.9	38.0	44.4	45.2	48.0	44.0 b	46.6	41.4	40.8	
	Elderly (65+)	At-Risk-of-poverty or exclusion of elderly (% of people aged 65+)	27.5	27.9	28.5	23.1	22.3	22.7	17.3 b	18.1	19.0	17.7	
		At-risk-of-poverty (% of Elderly population)	26.1	26.5	27.3	22.3	21.3	21.8	16.4	16.6	17.7	16.4	
		Severe Material Deprivation (% of Elderly population)	2.1	1.9	1.4	1.2 u	1.3	1.3	1.4	2.1	1.9	1.6	1.1 p
		Relative median income of elderly (ratio with median income of people younger than 65)	0.73	0.74	0.74	0.80	0.81	0.81	0.88 b	0.87	0.87	0.88	
		Aggregate replacement ratio (ratio)	0.45	0.44	0.43	0.44	0.48	0.48	0.50 b	0.53	0.51	0.50	
	Expenditure in social protection indicators (% of GDP)	Sickness/Health care	7.3	7.2	7.3	8.1	8.3	8.8	8.8	8.7	8.6 p		
		Disability	2.2	1.8	1.8	2.0	2.0	1.9	1.8	1.7	1.5 p		
		Old age and survivors	10.3	10.1	10.6	11.7	11.8	11.9	12.2	12.1	11.7 p		
		Family/Children	2.2	2.5	2.7	3.0	3.2	3.1	3.1	2.9	2.8 p		
		Unemployment	0.6	0.5	0.6	0.8	0.7	0.7	0.7	0.6	0.5 p		
		Housing and Social exclusion n.e.c.	2.2	1.9	2.1	2.4	2.4	2.3	2.3	2.2	2.1 p		
		Total (including Admin and Other expenditures)	25.3	24.8	25.9	28.8	29.1	29.1	29.2	28.4	27.4 p		
		of which: Means tested benefits	3.9	3.5	3.7	4.2	4.3	4.2	4.2	3.8	3.4 p		

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2. SELECTED INDICATORS

Real GDP (yearly growth)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
European Union 28	2.1	3.3	3.1	0.4	-4.4	2.1	1.7	-0.5	0.2	1.7	2.2	1.9
Euro Area 19	1.7	3.2	3.0	0.4	-4.5	2.1	1.5	-0.9	-0.3	1.2	2.0	1.8
Belgium	2.1	2.5	3.4	0.7	-2.3	2.7	1.8	0.1	-0.1	1.6	1.5	1.2
Bulgaria	7.1	6.9	7.3	6.0	-3.6	1.3	1.9	0.0	0.9	1.3	3.6	3.4 p
Czech Republic	6.4	6.9	5.5	2.7	-4.8	2.3	2.0	-0.8	-0.5	2.7	4.5	2.4
Denmark	2.3	3.9	0.9	-0.5	-4.9	1.9	1.3	0.2	0.9	1.7	1.6	1.3
Germany	0.7	3.7	3.3	1.1	-5.6	4.1	3.7	0.5	0.5	1.6	1.7	1.9
Estonia	9.4	10.3	7.7	-5.4	-14.7	2.3	7.6	4.3	1.4	2.8	1.4	1.6
Ireland	5.8	5.9	3.8	-4.4	-4.6	2.0	0.0	-1.1	1.1	8.5	26.3	5.2
Greece	0.6	5.7	3.3	-0.3	-4.3	-5.5	-9.1 p	-7.3 p	-3.2 p	0.4 p	-0.2 p	0.0 p
Spain	3.7	4.2	3.8	1.1	-3.6	0.0	-1.0	-2.9	-1.7	1.4 p	3.2 p	3.2 p
France	1.6	2.4	2.4	0.2	-2.9	2.0	2.1	0.2	0.6	0.9	1.1 p	1.2 p
Croatia	4.2	4.8	5.2	2.1	-7.4	-1.7	-0.3	-2.2	-1.1	-0.5	2.2	3.0
Italy	0.9	2.0	1.5	-1.1	-5.5	1.7	0.6	-2.8	-1.7	0.1	0.8	0.9
Cyprus	3.7	4.5	4.8	3.9	-1.8	1.3	0.3	-3.2	-6.0	-1.5	1.7	2.8 p
Latvia	10.7	11.9	9.9	-3.6	-14.3	-3.8	6.4	4.0	2.6	2.1	2.7	2.0
Lithuania	7.7	7.4	11.1	2.6	-14.8	1.6	6.0	3.8	3.5	3.5	1.8	2.3
Luxembourg	3.2	5.2	8.4	-1.3	-4.4	4.9	2.5	-0.4	4.0	5.6	4.0	4.2
Hungary	4.4	3.9	0.4	0.9	-6.6	0.7	1.7	-1.6	2.1	4.0	3.1	2.0
Malta	3.8	1.8	4.0	3.3	-2.5	3.5	1.3	2.5	4.6	8.3	7.3	5.0
Netherlands	2.2	3.5	3.7	1.7	-3.8	1.4	1.7	-1.1	-0.2	1.4	2.3	2.2 p
Austria	2.1	3.4	3.6	1.5	-3.8	1.9	2.8	0.7	0.1	0.6	1.0	1.5
Poland	3.5	6.2	7.0	4.2	2.8	3.6	5.0	1.6	1.4	3.3	3.8	2.7
Portugal	0.8	1.6	2.5	0.2	-3.0	1.9	-1.8	-4.0	-1.1	0.9	1.6 e	1.4 e
Romania	4.2	8.1	6.9	8.5	-7.1	-0.8	1.1	0.6	3.5	3.1	3.9 p	4.8 p
Slovenia	4.0	5.7	6.9	3.3	-7.8	1.2	0.6	-2.7	-1.1	3.1	2.3	2.5
Slovakia	6.8	8.5	10.8	5.6	-5.4	5.0	2.8	1.7	1.5	2.6	3.8	3.3
Finland	2.8	4.1	5.2	0.7	-8.3	3.0	2.6	-1.4	-0.8	-0.6	0.3	1.4
Sweden	2.8	4.7	3.4	-0.6	-5.2	6.0	2.7	-0.3	1.2	2.6	4.1	3.2
United Kingdom	3.0	2.5	2.6	-0.6	-4.3	1.9	1.5	1.3	1.9	3.1	2.2	1.8

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Employment rate (% population aged 20-64)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
European Union 28	67.9	68.9	69.8	70.3	69.0	68.6	68.6	68.4	68.4	69.2	70.1	71.1
Euro Area 19	67.9	69.0	69.9	70.2	68.8	68.4	68.4	68.0	67.7	68.2	69.0	70.0
Belgium	66.5	66.5	67.7	68.0	67.1	67.6	67.3	67.2	67.2	67.3	67.2	67.7
Bulgaria	61.9	65.1	68.4	70.7	68.8	64.7 b	62.9 b	63.0	63.5	65.1	67.1	67.7
Czech Republic	70.7	71.2	72.0	72.4	70.9	70.4	70.9	71.5	72.5	73.5	74.8	76.7
Denmark	78.0	79.4	79.0	79.7	77.5	75.8	75.7	75.4	75.6	75.9	76.5	77.4 b
Germany	69.4 b	71.1	72.9	74.0	74.2	75.0 b	76.5 b	76.9	77.3	77.7	78.0	78.7
Estonia	72.0	75.9	76.9	77.1	70.0	66.8	70.6	72.2	73.3	74.3	76.5	76.6
Ireland	72.6	73.4	73.8 b	72.2	66.9 b	64.6	63.8	63.7	65.5	67.0	68.7	70.3
Greece	64.4	65.6	65.8	66.3	65.6 b	63.8	59.6	55.0	52.9	53.3	54.9	56.2
Spain	67.5	69.0	69.7	68.5	64.0	62.8	62.0	59.6	58.6	59.9	62.0	63.9
France	69.4	69.4	69.9	70.5	69.5	69.3	69.2	69.4	69.5	69.8	70.0	70.4
Croatia	59.9 e	60.6 e	63.9	64.9	64.2	62.1	59.8	58.1	57.2	59.2	60.6	61.4
Italy	61.5	62.4	62.7	62.9	61.6	61.0	61.0	60.9	59.7	59.9	60.5	61.6
Cyprus	74.4	75.8	76.8	76.5	75.3 b	75.0	73.4	70.2	67.2	67.6	67.9	68.8
Latvia	69.1	73.2	75.2	75.4	66.6	64.3	66.3	68.1	69.7	70.7	72.5	73.2
Lithuania	70.7	71.3	72.7	72.0	67.0	64.3	66.9	68.5	69.9	71.8	73.3	75.2
Luxembourg	69.0	69.1	69.6	68.8	70.4	70.7	70.1	71.4	71.1	72.1	70.9	70.7
Hungary	62.2	62.6	62.3	61.5	60.1	59.9	60.4	61.6	63.0	66.7	68.9	71.5
Malta	57.4	57.9	58.6	59.2	59.0	60.1	61.6	63.1	64.8	66.4	67.8	69.6
Netherlands	75.1	76.3	77.8	78.9	78.8	76.8 b	76.4 b	76.6	75.9	75.4	76.4	77.1
Austria	70.4	71.6	72.8 b	73.8	73.4	73.9	74.2	74.4	74.6	74.2	74.3	74.8
Poland	58.3	60.1	62.7	65.0	64.9	64.3 b	64.5	64.7	64.9	66.5	67.8	69.3
Portugal	72.2	72.6	72.5	73.1	71.1	70.3	68.8 b	66.3	65.4	67.6	69.1	70.6
Romania	63.6	64.8	64.4	64.4	63.5	64.8	63.8	64.8	64.7	65.7	66.0	66.3
Slovenia	71.1	71.5	72.4	73.0	71.9	70.3	68.4	68.3	67.2	67.7	69.1	70.1
Slovakia	64.5	66.0	67.2	68.8	66.4	64.6	65.0 b	65.1	65.0	65.9	67.7	69.8
Finland	73.0	73.9	74.8	75.8	73.5	73.0	73.8	74.0	73.3	73.1	72.9	73.4
Sweden	77.9 b	78.8	80.1	80.4	78.3	78.1	79.4	79.4	79.8	80.0	80.5	81.2
United Kingdom	75.2	75.2	75.2	75.2	73.9	73.5	73.5	74.1	74.8	76.2	76.8	77.6

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Activity rate (% population aged 15-64)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
European Union 28	69.7	70.1	70.3	70.7	70.8	71.0	71.1	71.7	72.0	72.3	72.5	73.0
Euro Area 19	69.9	70.4	70.8	71.2	71.3	71.3	71.4	72.0	72.2	72.4	72.5	72.9
Belgium	66.7	66.5	67.1	67.1	66.9	67.7	66.7	66.9	67.5	67.7	67.6	67.6
Bulgaria	62.1	64.5	66.3	67.8	67.2	66.7 b	65.9 b	67.1	68.4	69.0	69.3	68.7
Czech Republic	70.4	70.3	69.9	69.7	70.1	70.2	70.5	71.6	72.9	73.5	74.0	75.0
Denmark	79.8	80.6	80.1	80.7	80.2	79.4	79.3	78.6	78.1	78.1	78.5	80.0 b
Germany	73.8 b	74.9	75.6	75.9	76.3	76.7 b	77.3 b	77.2	77.6	77.7	77.6	78.0
Estonia	70.7	72.8	73.2	74.2	74.0	73.9	74.7	74.8	75.1	75.2	76.7	77.5
Ireland	70.8	71.9	72.6 b	72.1	70.6 b	69.4	69.2	69.2	69.8	69.8	70.0	70.5
Greece	66.4	66.7	66.5	66.7	67.4 b	67.8	67.3	67.5	67.5	67.4	67.8	68.2
Spain	70.0	71.1	71.8	72.7	73.1	73.5	73.9	74.3	74.3	74.2	74.3	74.2
France	69.7	69.6	69.7	69.9	70.3	70.3	70.1	70.7	71.1	71.4	71.5	71.7
Croatia	63.3 e	63.0 e	65.7	65.8	65.6	65.1	64.1	63.9	63.7	66.1	66.9	65.6
Italy	62.5	62.6	62.4	62.9	62.3	62.0	62.1	63.5	63.4	63.9	64.0	64.9
Cyprus	72.4	73.0	73.9	73.6	73.0 b	73.6	73.5	73.5	73.6	74.3	73.9	73.1
Latvia	69.1	71.0	72.6	74.2	73.5	73.0	72.8	74.4	74.0	74.6	75.7	76.3
Lithuania	68.7	67.6	67.9	68.4	69.6	70.2	71.4	71.8	72.4	73.7	74.1	75.5
Luxembourg	66.6	66.7	66.9	66.8	68.7	68.2	67.9	69.4	69.9	70.8	70.9	70.0
Hungary	61.3	62.0	61.6	61.2	61.2	61.9	62.4	63.7	64.7	67.0	68.6	70.1
Malta	57.6	57.9	58.8	59.1	59.4	60.4	61.8	63.1	65.0	66.3	67.6	69.0
Netherlands	76.9	77.4	78.5	79.3	79.7	78.2 b	78.1 b	79.0	79.4	79.0	79.6	79.7
Austria	71.4	72.4	73.5 b	73.9	74.3	74.4	74.6	75.1	75.5	75.4	75.5	76.2
Poland	64.4	63.4	63.2	63.8	64.7	65.3 b	65.7	66.5	67.0	67.9	68.1	68.8
Portugal	73.2	73.6	73.9	73.9	73.4	73.7	73.6 b	73.4	73.0	73.2	73.4	73.7
Romania	62.3	63.6	63.0	62.9	63.1	64.9	64.1	64.8	64.9	65.7	66.1	65.6
Slovenia	70.7	70.9	71.3	71.8	71.8	71.5	70.3	70.4	70.5	70.9	71.8	71.6
Slovakia	68.9	68.6	68.3	68.8	68.4	68.7	68.7 b	69.4	69.9	70.3	70.9	71.9
Finland	74.7	75.2	75.6	76.0	75.0	74.5	74.9	75.2	75.2	75.4	75.8	75.9
Sweden	78.2 b	78.8	79.1	79.3	78.9	79.1	79.9	80.3	81.1	81.5	81.7	82.1
United Kingdom	75.4	75.7	75.5	75.8	75.7	75.4	75.5	76.1	76.4	76.7	76.9	77.3

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Unemployment rate (% labour force)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
European Union 28	9.0	8.2	7.2	7.0	9.0	9.6	9.7	10.5	10.9	10.2	9.4	8.5
Euro Area 19	9.1	8.4	7.5	7.6	9.6	10.2	10.2	11.4	12.0	11.6	10.9	10.0
Belgium	8.5	8.3	7.5	7.0	7.9	8.3	7.2	7.6	8.4	8.5	8.5	7.8
Bulgaria	10.1	9.0	6.9	5.6	6.8	10.3 i	11.3	12.3	13.0	11.4	9.2	7.6
Czech Republic	7.9	7.1	5.3	4.4	6.7	7.3	6.7	7.0	7.0	6.1	5.1	4.0
Denmark	4.8	3.9 i	3.8	3.4	6.0	7.5	7.6	7.5	7.0	6.6	6.2	6.2
Germany	11.2 i	10.1	8.5	7.4	7.6	7.0	5.8	5.4	5.2	5.0	4.6	4.1
Estonia	8.0	5.9	4.6	5.5 i	13.5	16.7	12.3	10.0	8.6	7.4	6.2	6.8
Ireland	4.4	4.5	4.7	6.4	12.0	13.9	14.7	14.7	13.1	11.3	9.4	7.9
Greece	10.0	9.0	8.4	7.8	9.6	12.7	17.9	24.5	27.5	26.5	24.9	23.6
Spain	9.2	8.5	8.2	11.3	17.9	19.9	21.4	24.8	26.1	24.5	22.1	19.6
France	8.9	8.8	8.0	7.4	9.1	9.3	9.2	9.8	10.3	10.3	10.4	10.1
Croatia	13.0	11.6 i	9.9	8.6	9.3	11.8	13.7	15.8	17.4	17.2	16.1	13.3
Italy	7.7	6.8	6.1	6.7	7.7	8.4	8.4	10.7	12.1	12.7	11.9	11.7
Cyprus	5.3	4.6	3.9	3.7	5.4	6.3	7.9	11.9	15.9	16.1	15.0	13.1
Latvia	10.0	7.0	6.1	7.7	17.5	19.5	16.2	15.0	11.9	10.8	9.9	9.6
Lithuania	8.3	5.8	4.3	5.8	13.8	17.8	15.4	13.4	11.8	10.7	9.1	7.9
Luxembourg	4.6	4.6 i	4.2	4.9	5.1	4.6	4.8	5.1	5.9	6.0	6.5	6.3
Hungary	7.2	7.5	7.4	7.8 i	10.0	11.2	11.0	11.0	10.2	7.7	6.8	5.1
Malta	6.9	6.8	6.5	6.0	6.9	6.9	6.4	6.3	6.4	5.8	5.4	4.7
Netherlands	5.9	5.0	4.2	3.7	4.4	5.0	5.0	5.8	7.3	7.4	6.9	6.0
Austria	5.6	5.3	4.9	4.1	5.3	4.8	4.6	4.9	5.4	5.6	5.7	6.0
Poland	17.9	13.9	9.6	7.1	8.1 i	9.7	9.7	10.1	10.3	9.0	7.5	6.2
Portugal	8.8	8.9	9.1	8.8	10.7	12.0	12.9	15.8	16.4	14.1	12.6	11.2
Romania	7.1	7.2	6.4	5.6	6.5	7.0	7.2	6.8	7.1	6.8	6.8	5.9
Slovenia	6.5	6.0	4.9	4.4	5.9	7.3	8.2	8.9	10.1	9.7	9.0	8.0
Slovakia	16.4	13.5	11.2	9.6	12.1	14.5	13.7 i	14.0	14.2	13.2	11.5	9.6
Finland	8.4	7.7	6.9	6.4	8.2	8.4	7.8	7.7	8.2	8.7	9.4	8.8
Sweden	7.7	7.1	6.1	6.2	8.3	8.6	7.8	8.0	8.0	7.9	7.4	6.9
United Kingdom	4.8	5.4	5.3	5.6	7.6	7.8	8.1	7.9	7.6	6.1	5.3	4.8

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Youth unemployment rate (% labour force 15-24)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
European Union 28	19.0	17.7	15.9	15.9	20.3	21.4	21.7	23.3	23.7	22.2	20.3	18.7
Euro Area 19	18.5	17.2	15.6	16.1	20.7	21.4	21.3	23.6	24.4	23.8	22.4	20.9
Belgium	21.5	20.5	18.8	18.0	21.9	22.4	18.7	19.8	23.7	23.2	22.1	20.1
Bulgaria	21.0	18.3	14.1	11.9	15.1	21.9 i	25.0	28.1	28.4	23.8	21.6	17.2
Czech Republic	19.3	17.5	10.7	9.9	16.6	18.3	18.1	19.5	18.9	15.9	12.6	10.5
Denmark	8.6	7.7 i	7.5	8.0	11.8	13.9	14.2	14.1	13.0	12.6	10.8	12.0
Germany	15.4 i	13.6	11.8	10.4	11.1	9.8	8.5	8.0	7.8	7.7	7.2	7.0
Estonia	15.1	12.1	10.1	12.0 i	27.4	32.9	22.4	20.9	18.7	15.0	13.1	13.4
Ireland	8.7	8.7	9.1	13.3	24.0	27.6	29.1	30.4	26.8	23.9	20.9	17.2
Greece	25.8	25.0	22.7	21.9	25.7	33.0	44.7	55.3	58.3	52.4	49.8	47.3
Spain	19.6	17.9	18.1	24.5	37.7	41.5	46.2	52.9	55.5	53.2	48.3	44.4
France	21.0	22.0	19.5	19.0	23.6	23.3	22.7	24.4	24.9	24.2	24.7	24.6
Croatia	31.7	28.9 i	25.4	23.6	25.4	32.3	36.6	42.2	49.9	44.9	42.3	31.1
Italy	24.1	21.8	20.4	21.2	25.3	27.9	29.2	35.3	40.0	42.7	40.3	37.8
Cyprus	13.9	10.0	10.2	9.0	13.8	16.6	22.4	27.7	38.9	36.0	32.8	29.1
Latvia	15.1	13.6	10.6	13.6	33.3	36.2	31.0	28.5	23.2	19.6	16.3	17.3
Lithuania	15.8	10.0	8.4	13.3	29.6	35.7	32.6	26.7	21.9	19.3	16.3	14.5
Luxembourg	14.6	15.5 i	15.6	17.3	16.5	15.8	16.4	18.0	16.9	22.3	16.6	19.2
Hungary	19.4	19.1	18.1	19.5 i	26.4	26.4	26.0	28.2	26.6	20.4	17.3	12.9
Malta	16.1	15.5	13.5	11.7	14.5	13.2	13.3	14.1	13.0	11.7	11.8	11.1
Netherlands	11.8	10.0	9.4	8.6	10.2	11.1	10.0	11.7	13.2	12.7	11.3	10.8
Austria	11.0	9.8	9.4	8.5	10.7	9.5	8.9	9.4	9.7	10.3	10.6	11.2
Poland	36.9	29.8	21.6	17.2	20.6 i	23.7	25.8	26.5	27.3	23.9	20.8	17.7
Portugal	20.8	21.2	21.4	21.6	25.3	28.2	30.2	38.0	38.1	34.7	32.0	28.2
Romania	19.1	20.2	19.3	17.6	20.0	22.1	23.9	22.6	23.7	24.0	21.7	20.6
Slovenia	15.9	13.9	10.1	10.4	13.6	14.7	15.7	20.6	21.6	20.2	16.3	15.2
Slovakia	30.4	27.0	20.6	19.3	27.6	33.9	33.7 i	34.0	33.7	29.7	26.5	22.2
Finland	20.1	18.7	16.5	16.5	21.5	21.4	20.1	19.0	19.9	20.5	22.4	20.1
Sweden	22.6	21.5	19.2	20.2	25.0	24.8	22.8	23.7	23.6	22.9	20.4	18.9
United Kingdom	12.8	13.9	14.3	15.0	19.1	19.9	21.3	21.2	20.7	17.0	14.6	13.0

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Long term unemployment rate (% labour force)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
European Union 28	4.0	3.7	3.0	2.6	3.0	3.8	4.1	4.6	5.1	5.0	4.5	4.0
Euro Area 19	4.0	3.8	3.2	2.9	3.3	4.3	4.6	5.2	5.9	6.0	5.5	5.0
Belgium	4.4	4.2	3.8	3.3	3.5	4.0	3.5	3.4	3.9	4.3	4.4	4.0
Bulgaria	6.0	5.0	4.0	2.9	2.9	4.7	6.3	6.8	7.4	6.9	5.6	4.5
Czech Republic	4.2	3.9	2.8	2.2	2.0	3.0	2.7	3.0	3.0	2.7	2.4	1.7
Denmark	1.1	0.8	0.6	0.5	0.6	1.5	1.8	2.1	1.8	1.7	1.7	1.4
Germany	5.9	5.7	4.9	3.9	3.5	3.3	2.8	2.4	2.3	2.2	2.0	1.7
Estonia	4.4	2.9	2.3	1.7 u	3.7	7.6	7.1	5.5	3.8	3.3	2.4	2.1
Ireland	1.4	1.4	1.4	1.7	3.5	6.8	8.6	9.0	7.8	6.6	5.3	4.2
Greece	5.2	4.9	4.2	3.7	3.9	5.7	8.8	14.5	18.5	19.5	18.2	17.0
Spain	2.2	1.8	1.7	2.0	4.3	7.3	8.9	11.0	13.0	12.9	11.4	9.5
France	3.4	3.5	3.0	2.6	3.0	3.5	3.6	3.7	4.0	4.2	4.3	4.3
Croatia	7.0 e	6.4 e	6.0	5.3	5.1	6.6	8.4	10.2	11.0	10.1	10.2	6.6
Italy	3.7	3.3	2.9	3.0	3.4	4.0	4.3	5.6	6.9	7.7	6.9	6.7
Cyprus	1.3	0.9	0.7	0.5 u	0.6	1.3	1.6	3.6	6.1	7.7	6.8	5.8
Latvia	4.5	2.4	1.6	1.9	4.5	8.8	8.8	7.8	5.7	4.6	4.5	4.0
Lithuania	4.4	2.6	1.4 u	1.3 u	3.3	7.4	8.0	6.6	5.1	4.8	3.9	3.0
Luxembourg	1.2	1.4	1.2 u	1.6 u	1.2 u	1.3 u	1.4 u	1.6 u	1.8 u	1.6 u	1.9	2.2
Hungary	3.2	3.4	3.5	3.6	4.2	5.5	5.2	5.0	4.9	3.7	3.1	2.4
Malta	3.4	2.7	2.7	2.6	2.9	3.1	3.0	3.1	2.9	2.7	2.4	1.9
Netherlands	1.9	1.7	1.2	0.9	0.8	1.2	1.6	1.9	2.5	2.9	3.0	2.5
Austria	1.4	1.5	1.3	1.0	1.2	1.2	1.2	1.2	1.3	1.5	1.7	1.9
Poland	10.4	7.9	5.1	2.5	2.6	3.0	3.6	4.1	4.4	3.8	3.0	2.2
Portugal	3.7	3.9	3.8	3.6	4.2	5.7	6.2	7.7	9.3	8.4	7.2	6.2
Romania	4.0	4.1	3.2	2.4	2.2	2.4	2.9	3.0	3.2	2.8	3.0	3.0
Slovenia	3.1	2.9	2.2	1.9	1.8	3.2	3.6	4.3	5.2	5.3	4.7	4.3
Slovakia	11.9	10.3	8.4	6.7	6.6	9.3	9.3	9.4	10.0	9.3	7.6	5.8
Finland	2.1	1.9	1.5	1.2	1.4	2.0	1.7	1.6	1.7	1.9	2.3	2.3
Sweden	1.1 e	1.0 e	0.8	0.8	1.1	1.6	1.5	1.5	1.4	1.4	1.5	1.3
United Kingdom	1.0	1.2	1.3	1.4	1.9	2.5	2.7	2.7	2.7	2.2	1.6	1.3

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At-risk-of-poverty or exclusion (% of total population)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
European Union 28						23.7	24.3	24.7	24.6	24.4	23.7	
Euro Area 19	22.0	22.1	21.9	21.7	21.6	22.0	22.9	23.3	23.1	23.5	23.1	
Belgium	22.6	21.5	21.6	20.8	20.2	20.8	21.0	21.6	20.8	21.2	21.1	20.7
Bulgaria		61.3	60.7	44.8 b	46.2	49.2	49.1	49.3	48.0	40.1 b	41.3	40.4 b
Czech Republic	19.6	18.0	15.8	15.3	14.0	14.4	15.3	15.4	14.6	14.8	14.0	
Denmark	17.2	16.7	16.8	16.3	17.6	18.3	17.6 b	17.5	18.3	17.9	17.7	
Germany	18.4	20.2	20.6	20.1	20.0	19.7	19.9	19.6	20.3	20.6	20.0	
Estonia	25.9	22.0	22.0	21.8	23.4	21.7	23.1	23.4	23.5	26.0 b	24.2	
Ireland	25.0	23.3	23.1	23.7	25.7	27.3	29.4	30.3	29.9	27.7	26.0	
Greece	29.4	29.3	28.3	28.1	27.6	27.7	31.0	34.6	35.7	36.0	35.7	
Spain	24.3	24.0	23.3	23.8 b	24.7	26.1	26.7	27.2	27.3	29.2	28.6	27.9
France	18.9	18.8	19.0	18.5 b	18.5	19.2	19.3	19.1	18.1	18.5	17.7	
Croatia						31.1	32.6	32.6	29.9	29.3	29.1	
Italy	25.6	25.9	26.0	25.5	24.9	25.0	28.1	29.9	28.5	28.3	28.7	
Cyprus	25.3	25.4	25.2	23.3 b	23.5	24.6	24.6	27.1	27.8	27.4	28.9	
Latvia	46.3	42.2	35.1	34.2 b	37.9	38.2	40.1	36.2	35.1	32.7	30.9	28.5
Lithuania	41.0	35.9	28.7	28.3	29.6	34.0	33.1	32.5	30.8	27.3	29.3	
Luxembourg	17.3	16.5	15.9	15.5	17.8	17.1	16.8	18.4	19.0	19.0	18.5	
Hungary	32.1	31.4	29.4	28.2	29.6	29.9	31.5	33.5	34.8	31.8	28.2	26.3
Malta	20.5	19.5	19.7	20.1	20.3	21.2	22.1	23.1	24.0	23.8	22.4	
Netherlands	16.7	16.0	15.7	14.9	15.1	15.1	15.7	15.0	15.9	16.5	16.4	
Austria	17.4	17.8	16.7	20.6 b	19.1	18.9	19.2	18.5	18.8	19.2	18.3	18.0
Poland	45.3	39.5	34.4	30.5 b	27.8	27.8	27.2	26.7	25.8	24.7	23.4	
Portugal	26.1	25.0	25.0	26.0	24.9	25.3	24.4	25.3	27.5	27.5	26.6	
Romania			47.0	44.2	43.0	41.5	40.9	43.2	41.9	40.3	37.4	38.8 p
Slovenia	18.5	17.1	17.1	18.5	17.1	18.3	19.3	19.6	20.4	20.4	19.2	
Slovakia	32.0	26.7	21.4	20.6	19.6	20.6	20.6	20.5	19.8	18.4	18.4	
Finland	17.2	17.1	17.4	17.4	16.9	16.9	17.9	17.2	16.0	17.3	16.8	16.6
Sweden	14.4	16.3	13.9	14.9	15.9	15.0	16.1	15.6	16.4	16.9	16.0	
United Kingdom	24.8	23.7	22.6	23.2	22.0	23.2	22.7	24.1 b	24.8	24.1	23.5	

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At-risk-of-poverty (% of total population)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
European Union 28						16.5	16.8	16.8	16.7	17.2	17.3	
Euro Area 19	15.5	15.6	16.1	16.1	16.2	16.3	16.8	16.9	16.7	17.1	17.2	
Belgium	14.8	14.7	15.2	14.7	14.6	14.6	15.3	15.3	15.1	15.5	14.9	15.5
Bulgaria		18.4	22.0	21.4	21.8	20.7	22.2	21.2	21.0	21.8	22.0	22.9 b
Czech Republic	10.4	9.9	9.6	9.0	8.6	9.0	9.8	9.6	8.6	9.7	9.7	
Denmark	11.8	11.7	11.7	11.8	13.1	13.3	12.1	12.0	11.9	12.1	12.2	
Germany	12.2	12.5	15.2	15.2	15.5	15.6	15.8	16.1	16.1	16.7	16.7	
Estonia	18.3	18.3	19.4	19.5	19.7	15.8	17.5	17.5	18.6	21.8	21.6	
Ireland	19.7	18.5	17.2	15.5	15.0	15.2	15.2	16.6	15.7	16.4	16.3	
Greece	19.6	20.5	20.3	20.1	19.7	20.1	21.4	23.1	23.1	22.1	21.4	
Spain	20.1	20.3	19.7	19.8	20.4	20.7	20.6	20.8	20.4	22.2	22.1	22.3
France	13.0	13.2	13.1	12.5	12.9	13.3	14.0	14.1	13.7	13.3	13.6	
Croatia						20.6	20.9	20.4	19.5	19.4	20.0	
Italy	19.2	19.3	19.5	18.9	18.4	18.7	19.8	19.5	19.3	19.4	19.9	
Cyprus	16.1	15.6	15.5	15.9	15.8	15.6	14.8	14.7	15.3	14.4	16.2	
Latvia	19.4	23.5	21.2	25.9	26.4	20.9	19.0	19.2	19.4	21.2	22.5	21.8
Lithuania	20.5	20.0	19.1	20.9	20.3	20.5	19.2	18.6	20.6	19.1	22.2	
Luxembourg	13.7	14.1	13.5	13.4	14.9	14.5	13.6	15.1	15.9	16.4	15.3	
Hungary	13.5	15.9	12.3	12.4	12.4	12.3	14.1	14.3	15.0	15.0	14.9	14.5
Malta	14.3	14.2	15.1	15.3	14.9	15.5	15.6	15.1	15.7	15.9	16.3	
Netherlands	10.7	9.7	10.2	10.5	11.1	10.3	11.0	10.1	10.4	11.6	11.6	
Austria	12.6	12.6	12.0	15.2	14.5	14.7	14.5	14.4	14.4	14.1	13.9	14.1
Poland	20.5	19.1	17.3	16.9	17.1	17.6	17.7	17.1	17.3	17.0	17.6	
Portugal	19.4	18.5	18.1	18.5	17.9	17.9	18.0	17.9	18.7	19.5	19.5	
Romania			24.6	23.6	22.1	21.6	22.3	22.9	23.0	25.1	25.4	25.3 p
Slovenia	12.2	11.6	11.5	12.3	11.3	12.7	13.6	13.5	14.5	14.5	14.3	
Slovakia	13.3	11.6	10.6	10.9	11.0	12.0	13.0	13.2	12.8	12.6	12.3	
Finland	11.7	12.6	13.0	13.6	13.8	13.1	13.7	13.2	11.8	12.8	12.4	11.6
Sweden	9.5	12.3	10.5	12.2	13.3	12.9	14.0	14.1	14.8	15.1	14.5	
United Kingdom	19.0	19.0	18.6	18.7	17.3	17.1	16.2	16.0	15.9	16.8	16.7	

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Severe Material Deprivation (% of total population)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
European Union 28						8.4	8.8	9.9	9.6	8.9	8.1	7.8 ep
Euro Area 19	6.3	6.0	5.6	5.9	6.0	6.1	6.9	7.8	7.5	7.4	6.9	6.8 ep
Belgium	6.5	6.4	5.7	5.6	5.2	5.9	5.7	6.3	5.1	5.9	5.8	5.5
Bulgaria		57.7	57.6	41.2	41.9	45.7	43.6	44.1	43.0	33.1	34.2	31.9 b
Czech Republic	11.8	9.6	7.4	6.8	6.1	6.2	6.1	6.6	6.6	6.7	5.6	4.8 p
Denmark	3.2	3.1	3.3	2.0	2.3	2.7	2.3	2.7	3.6	3.2	3.7	3.7 e
Germany	4.6	5.1	4.8	5.5	5.4	4.5	5.3	4.9	5.4	5.0	4.4	3.9 p
Estonia	12.4	7.0	5.6	4.9	6.2	9.0	8.7	9.4	7.6	6.2	4.5	4.8 p
Ireland	5.1	4.8	4.5	5.5	6.1	5.7	7.8	9.8	9.9	8.4	7.5	7.5 e
Greece	12.8	11.5	11.5	11.2	11.0	11.6	15.2	19.5	20.3	21.5	22.2	22.2 e
Spain	4.1	4.1	3.5	3.6	4.5	4.9	4.5	5.8	6.2	7.1	6.4	5.8
France	5.3	5.0	4.7	5.4	5.6	5.8	5.2	5.3	4.9	4.8	4.5	4.4 p
Croatia						14.3	15.2	15.9	14.7	13.9	13.7	12.5 p
Italy	6.8	6.4	7.0	7.5	7.3	7.4	11.1	14.5	12.3	11.6	11.5	11.9 p
Cyprus	12.2	12.6	13.3	9.1	9.5	11.2	11.7	15.0	16.1	15.3	15.4	13.7 p
Latvia	39.3	31.3	24.0	19.3	22.1	27.6	31.0	25.6	24.0	19.2	16.4	12.8
Lithuania	32.6	25.3	16.6	12.5	15.6	19.9	19.0	19.8	16.0	13.6	13.9	13.5 p
Luxembourg	1.8	1.1	0.8	0.7	1.1	0.5	1.2	1.3	1.8	1.4	2.0	2.0 e
Hungary	22.9	20.9	19.9	17.9	20.3	21.6	23.4	26.3	27.8	24.0	19.4	16.2
Malta	5.4	3.9	4.4	4.3	5.0	6.5	6.6	9.2	9.5	10.2	8.1	4.4 p
Netherlands	2.5	2.3	1.7	1.5	1.4	2.2	2.5	2.3	2.5	3.2	2.6	2.7 p
Austria	3.5	3.6	3.3	5.9	4.6	4.3	4.0	4.0	4.2	4.0	3.6	3.0
Poland	33.8	27.6	22.3	17.7	15.0	14.2	13.0	13.5	11.9	10.4	8.1	6.7 p
Portugal	9.3	9.1	9.6	9.7	9.1	9.0	8.3	8.6	10.9	10.6	9.6	8.4 p
Romania			38.0	32.7	32.1	30.5	29.5	31.1	29.8	25.9	22.7	23.8
Slovenia	5.1	5.1	5.1	6.7	6.1	5.9	6.1	6.6	6.7	6.6	5.8	5.2 p
Slovakia	22.1	18.2	13.7	11.8	11.1	11.4	10.6	10.5	10.2	9.9	9.0	9.0 e
Finland	3.8	3.3	3.6	3.5	2.8	2.8	3.2	2.9	2.5	2.8	2.2	2.2
Sweden	2.3	2.1	2.2	1.4	1.6	1.3	1.2	1.3	1.4	0.7	0.7	0.7 e
United Kingdom	5.3	4.5	4.2	4.5	3.3 u	4.8	5.1	7.8	8.3	7.4	6.1	5.2 p

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Share of people living in low work intensity households (% of people aged 0-59)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
European Union 28						10.3	10.5	10.5	10.9	11.2	10.6	
Euro Area 19	9.8	10.3	9.7	9.3	9.1	10.4	11.0	10.7	11.2	11.8	11.2	
Belgium	15.1	14.3	13.8	11.7	12.3	12.7	13.8	13.9	14.0	14.6	14.9	14.6
Bulgaria		14.7	16.0	8.1 b	6.9	8.0	11.0	12.5	13.0	12.1	11.6	11.9 b
Czech Republic	8.9	8.9	8.6	7.2	6.0	6.4	6.6	6.8	6.9	7.6	6.8	
Denmark	10.1	9.6	10.1	8.5	8.8	10.6	10.5	10.2	11.9	12.2	11.6	
Germany	12.0	13.6	11.5	11.7	10.9	11.2	11.2	9.9	9.9	10.0	9.8	
Estonia	9.5	7.1	6.2	5.3	5.6	9.0	10.0	9.1	8.4	7.6 b	6.6	
Ireland	14.7	12.9	14.3	13.7	20.0	22.9	24.2	23.4	23.9	21.0	19.2	
Greece	7.6	8.1	8.1	7.5	6.6	7.6	12.0	14.2	18.2	17.2	16.8	17.2
Spain	6.9	6.4	6.8	6.6	7.6	10.8	13.4	14.3	15.7	17.1	15.4	14.9
France	8.7	9.1	9.6	8.8	8.4	9.9	9.4	8.4	8.1	9.6	8.6	
Croatia						13.9	15.9	16.8	14.8	14.7	14.4	
Italy	11.0	11.3	10.2	10.4	9.2	10.6	10.5	10.6	11.3	12.1	11.7	
Cyprus	4.4	3.8	3.7	4.5 b	4.0	4.9	4.9	6.5	7.9	9.7	10.9	
Latvia	8.3	7.1	6.2	5.4	7.4	12.6	12.6	11.7	10.0	9.6	7.8	7.2
Lithuania	9.6	8.3	6.4	6.1	7.2	9.5	12.7	11.4	11.0	8.8	9.2	
Luxembourg	5.7	5.2	5.0	4.7	6.3	5.5	5.8	6.1	6.6	6.1	5.7	
Hungary	9.5	13.1	11.3	12.0	11.3	11.9	12.8	13.5	13.6	12.8	9.4	8.2
Malta	9.6	9.7	9.6	8.6	9.2	9.2	8.9	9.0	9.0	9.8	9.2	
Netherlands	9.8	10.9	9.7	8.2	8.5	8.4	8.9	8.9	9.3	10.2	10.2	
Austria	7.3	8.1	8.2	7.4 b	7.1	7.8	8.6	7.7	7.8	9.1	8.2	8.1
Poland	14.3	12.4	10.1	8.0	6.9	7.3	6.9	6.9	7.2	7.3	6.9	
Portugal	6.0	6.6	7.2	6.3	7.0	8.6	8.3	10.1	12.2	12.2	10.9	
Romania			9.9	8.5	8.1	7.7	7.3	7.9	7.6	7.2	7.9	8.2
Slovenia	8.6	6.9	7.3	6.7	5.6	7.0	7.6	7.5	8.0	8.7	7.4	
Slovakia	6.6	6.2	6.4	5.2	5.6	7.9	7.7	7.2	7.6	7.1	7.1	
Finland	10.0	9.1	8.8	7.5	8.4	9.3	10.0	9.3	9.0	10.0	10.8	11.4
Sweden	7.6	6.8	6.0	5.5	6.4	6.0	6.9	5.7	7.1	6.4	5.8	
United Kingdom	12.9	12.0	10.4	10.4	12.7	13.2	11.5	13.0 b	13.2	12.3	11.9	

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Income quintile share ratio S80/S20

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
European Union 28						4.9	5.0	5.0	5.0	5.2	5.2	
Euro Area 19	4.7	4.7	4.8	4.9	4.9	4.9	5.0	5.0	5.1	5.2	5.2	
Belgium	4.0	4.2	3.9	4.1	3.9	3.9	3.9	4.0	3.8	3.8	3.8	3.8
Bulgaria		5.1	7.0	6.5	5.9	5.9	6.5	6.1	6.6	6.8	7.1	7.9 b
Czech Republic	3.7	3.5	3.5	3.4	3.5	3.5	3.5	3.5	3.4	3.5	3.5	
Denmark	3.5	3.4	3.7	3.6	4.6	4.4 b	4.0 b	3.9	4.0	4.1	4.1	
Germany	3.8	4.1	4.9	4.8	4.5	4.5	4.5	4.3	4.6	5.1	4.8	
Estonia	5.9	5.5	5.5	5.0	5.0	5.0	5.3	5.4	5.5	6.5 b	6.2	
Ireland	5.0	4.9	4.8	4.4	4.2	4.7	4.6	4.8	4.7	4.9	4.5	
Greece	5.8	6.1	6.0	5.9	5.8	5.6	6.0	6.6	6.6	6.5	6.5	6.6
Spain	5.5	5.5	5.5	5.6 b	5.9	6.2	6.3	6.5	6.3	6.8	6.9	6.6
France	4.0	4.0	3.9	4.4 b	4.4	4.4	4.6	4.5	4.5	4.3	4.3	
Croatia						5.5 b	5.6	5.4	5.3	5.1	5.2	
Italy	5.6	5.4	5.4	5.2	5.3	5.4	5.7	5.6	5.8	5.8	5.8	
Cyprus	4.3	4.3	4.4	4.3 b	4.4	4.5	4.3	4.7	4.9	5.4	5.2	
Latvia	6.7	7.8	6.4	7.3	7.4	6.8	6.5	6.5	6.3	6.5	6.5	6.2
Lithuania	6.9	6.3	5.9	6.1	6.4	7.3	5.8	5.3	6.1	6.1	7.5	
Luxembourg	3.9	4.2	4.0	4.1	4.3	4.1	4.0	4.1	4.6	4.4	4.3	
Hungary	4.0	5.5	3.7	3.6	3.5	3.4	3.9	4.0	4.3	4.3	4.3	4.3
Malta	3.9	4.0	3.9	4.3	4.0	4.3	4.0	3.9	4.1	4.0	4.2	
Netherlands	4.0	3.8	4.0	4.0	4.0	3.7	3.8	3.6	3.6	3.8	3.8	
Austria	3.8	3.7	3.8	4.2 b	4.2	4.3	4.1	4.2	4.1	4.1	4.0	4.1
Poland	6.6	5.6	5.3	5.1	5.0	5.0	5.0	4.9	4.9	4.9	4.9	
Portugal	7.0	6.7	6.5	6.1	6.0	5.6	5.7	5.8	6.0	6.2	6.0	
Romania			8.1	7.0	6.5	6.1	6.2	6.6	6.8	7.2	8.3	7.2 p
Slovenia	3.4	3.4	3.3	3.4	3.2	3.4	3.5	3.4	3.6	3.7	3.6	
Slovakia	3.9	4.1	3.5	3.4	3.6	3.8	3.8	3.7	3.6	3.9	3.5	
Finland	3.6	3.6	3.7	3.8	3.7	3.6	3.7	3.7	3.6	3.6	3.6	3.6
Sweden	3.3	3.6	3.3	3.5	3.7	3.5	3.6	3.7	3.7	3.9	3.8	
United Kingdom	5.9	5.4	5.3	5.6	5.3	5.4	5.3	5.0 b	4.6	5.1	5.2	

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NEET: Young people not in employment, education or training (% of total population aged 15-24)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
European Union 28	12.7	11.7 b	11.0	10.9	12.4	12.8	12.9	13.2	13.0	12.5	12.0	11.5
Euro Area 19	12.1	11.3 b	10.8	11.0	12.6	12.8	12.7	13.1	12.9	12.6	12.2	11.7
Belgium	13.0	11.2 b	11.2	10.1	11.1	10.9	11.8 b	12.3	12.7	12.0	12.2	9.9
Bulgaria	25.1	22.2 b	19.1	17.4 b	19.5	21.0 b	21.8	21.5	21.6	20.2	19.3	18.2
Czech Republic	13.3	9.2 b	6.9	6.7	8.5	8.8	8.3 b	8.9	9.1 b	8.1	7.5	7.0
Denmark	4.3	3.6	4.3 b	4.3	5.4	6.0	6.3	6.6	6.0	5.8	6.2	5.8 b
Germany	10.9 b	9.6	8.9	8.4 b	8.8	8.3 b	7.5 b	7.1	6.3	6.4	6.2	6.6
Estonia	10.6	8.8	8.9	8.7	14.5 b	14.0	11.6	12.2	11.3	11.7	10.8	9.1
Ireland	10.9	10.1 b	10.8 b	15.0	18.6 b	19.2	18.8	18.7	16.1	15.2	14.3	13.0
Greece	15.9	12.0 b	11.3	11.4 b	12.4 b	14.8	17.4	20.2	20.4	19.1	17.2	15.8
Spain	13.0 b	11.8 b	12.0	14.3	18.1	17.8	18.2	18.6	18.6	17.1 b	15.6	14.6
France	11.2	11.3	10.7	10.5	12.7	12.7	12.3	12.5	11.2 b	11.4 b	12.0	11.9
Croatia	16.7 b	14.2 b	12.9	11.6	13.4	15.7	16.2	16.6	19.6	19.3	18.1	16.9
Italy	17.1	16.8 b	16.1	16.6	17.6	19.0	19.7	21.0	22.2	22.1	21.4	19.9
Cyprus	19.5	10.7 b	9.0	9.7	9.9 b	11.7	14.6	16.0	18.7	17.0	15.3	15.9
Latvia	10.6	11.5 b	11.9	11.8	17.5	17.8	16.0	14.9	13.0	12.0	10.5	11.2
Lithuania	8.8	8.3 b	7.1	8.8	12.1	13.2	11.8	11.2	11.1	9.9	9.2	9.4
Luxembourg	5.5	6.7 b	5.7 b	6.2	5.8 b	5.1	4.7	5.9	5.0	6.3	6.2 b	5.4
Hungary	12.9	12.4 b	11.5	11.5	13.6	12.6	13.2	14.8	15.5	13.6	11.6 b	11.0
Malta	11.9 b	10.3 b	11.5	8.3	9.9	9.5	10.2	10.6	9.9	10.5	10.4	8.6
Netherlands	5.3	4.0 b	3.5	3.4	4.1	4.3 b	4.3	4.9	5.6 b	5.5	4.7	4.6
Austria	8.6	7.8 b	7.4 b	7.4	8.2	7.4	7.3	6.8	7.3	7.7	7.5	7.7
Poland	13.9	12.6	10.6	9.0 b	10.1	10.8 b	11.5	11.8	12.2 b	12.0	11.0	10.5
Portugal	11.1	10.6 b	11.2	10.2	11.2	11.4	12.6 b	13.9	14.1	12.3	11.3	10.6
Romania	16.8	14.8 b	13.3	11.6	13.9	16.6 b	17.5	16.8	17.0	17.0	18.1	17.4
Slovenia	8.9	8.5 b	6.7	6.5	7.5	7.1	7.1	9.3	9.2	9.4	9.5	8.0
Slovakia	15.8	14.4 b	12.5	11.1	12.5	14.1	13.8 b	13.8	13.7	12.8	13.7	12.3
Finland	7.8	7.7	7.0	7.8	9.9	9.0	8.4	8.6	9.3	10.2	10.6	9.9
Sweden	10.5 b	9.3 b	7.5 b	7.8 b	9.6	7.7	7.5	7.8	7.5	7.2	6.7	6.5
United Kingdom	8.4	8.6	11.9 b	12.1 b	13.2	13.6	14.2	13.9	13.2	11.9	11.1	10.9

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3. DATA SOURCES AND DEFINITIONS

Most of the data used in this report originates from Eurostat, the Statistical Office of the European Union. The main data sources used are:

- European Union Labour Force Survey (EU-LFS)
- ESA2010 National Accounts
- EU-Statistics on Income and Living Conditions (EU-SILC)
- Social PROtection Statistics (ESSPROS)

The European Union Labour Force Survey (EU-LFS) is the EU's harmonised household survey on labour market participation. While in the early years, it was carried out as an annual survey conducted in the spring quarter in many Member States it is now a continuous quarterly survey in all EU Member States. If not mentioned otherwise, the results based on the LFS for years before the introduction of the quarterly survey refer to the spring quarter of each year. LFS data covers the population living in private households only (collective households are excluded) and refers to the place of residence (household residence concept). They are broken down by various socio-demographic categories, in particular gender and age. The EU-LFS covers all EU Member States as well as Macedonia and Turkey plus Iceland, Norway and Switzerland.

A particular data collection connected to the EU-LFS is Eurostat's 'LFS main indicators' which present a selection of the main statistics on the labour market. They encompass annual and quarterly indicators of population, activity and inactivity; employment; unemployment; education and training. Those indicators are mainly but not only based on the results of the EU-LFS, in few cases integrated with data sources like national accounts employment or registered unemployment. National accounts employment data covers all people employed in resident producer units (domestic concept), including people living in collective households. In the main indicators, these national accounts figures are broken down by sex, working-time status (full-time/part-time) and contract status (permanent/temporary) using LFS distributions. Where available, all key employment indicators in this report are based on the 'LFS main indicators'.

For the unemployment-related indicators, Eurostat's series on unemployment comprises yearly averages, quarterly and monthly data. It is based on the (annual and quarterly) EU-LFS data and monthly data on unemployment, either from the national LFS or other national sources, mainly unemployment register data. For the compilation of monthly unemployment estimates, these monthly figures from national sources are benchmarked against the quarterly EU-LFS data, and they are used to produce provisional unemployment figures for recent months which are not yet covered by quarterly EU-LFS results. Monthly unemployment by skills or duration is not available from this data collection.

Most macro-economic indicators are based on Eurostat's collection of national accounts data according to the European System of National Accounts (ESA2010 National Accounts). The recent changeover to ESA2010 could produce some changes in relation with previous years. Data is compiled by the Member States and collected by Eurostat. The collection comprises aggregates such as GDP, from which derived measures such as productivity and real unit labour costs are calculated. In addition, national accounts also cover population and employment data, the latter expressed in persons and in hours worked and also broken down by economic activity, but not by socio-demographic categories.

The main data source for the social indicators is the EU-SILC (EU-Statistics on Income and Living Conditions). The EU-SILC instrument is the EU reference source for comparative statistics on income distribution and social inclusion at the European level. It provides two types of annual data for 28 European Union countries, Iceland, Norway, Switzerland and Turkey:Cross-sectional data pertaining to a given time or a certain time period with variables on income, poverty, social exclusion and other living conditions, and Longitudinal data pertaining to individual-level changes over time, observed periodically over a four year period. EU-SILC does not rely on a common questionnaire or a survey but on the idea of a "framework". The latter defines the harmonised lists of target primary (annual) and secondary (every four years or less frequently) variables to be transmitted to Eurostat; common guidelines and procedures; common concepts (household and income) and classifications aimed at maximising comparability of the information produced.

Data regarding social protection expenditures are from the European System of integrated Social PROtection Statistics (ESSPROS). ESSPROS is an instrument of statistical observation which enables international comparison of the administrative national data on social protection in the EU Member States.The conventional definition used for the scope of social protection definition is the following:

"Social Protection encompasses all interventions from public or private bodies intended to relieve households and individuals of the burden of a defined set of risks or needs, provided that there is neither a simultaneous reciprocal nor an individual arrangement involved. The list of risks or needs that may give rise to social protection is, by convention, as follows: Sickness/Health care, Disability, Old age, Survivors, Family/children, Unemployment, Housing and Social exclusion not elsewhere classified".

Physically, data is generally obtained from Eurobase, Eurostat's online dissemination database and open to public access. Data shown here represents availability and revision status of mid-July 2015.

3.1 Definitions and data sources of macro-economic indicators

1. Real GDP: Gross Domestic Product (GDP), volume, annual change (Source: Eurostat, ESA2010 National Accounts).

2. Total employment: Employment, total economy, annual change (Source: Eurostat, ESA2010 National Accounts).

3. Labour productivity: GDP volume per person employed, annual change (Source: Eurostat, ESA2010 National Accounts).

4. Annual average hours worked per person employed, annual change (Source: Eurostat, ESA2010 National Accounts).

5. Productivity per hour worked: GDP volume per hour worked, annual change (Source: Eurostat, ESA2010 National Accounts).

6. Harmonised CPI: harmonised consumer price index, annual change (Source: Eurostat, HCIP).

7. Price deflator GDP: Implicit price deflator of GDP, annual change (Source: Eurostat, ESA2010 National Accounts).

8. Nominal compensation per employee, total economy, annual change (Source: Eurostat, ESA2010 National Accounts and DG EMPL calculations).

9. Real compensation per employee (GDP deflator): nominal compensation deflated with the implicit deflator of GDP, per employee, annual change (Source: Eurostat, ESA2010 National Accounts and DG EMPL calculations).

10. Real compensation per employee (private consumption deflator): nominal compensation deflated with the implicit deflator of private consumption expenditure, per employee, annual change (Source: Eurostat, ESA2010 National Accounts and DG EMPL calculations).

11. Nominal unit labour costs: Nominal compensation per employee divided by labour productivity, annual change (Source: Eurostat, ESA2010 National Accounts).

12. Real unit labour costs: Real compensation per employee divided by labour productivity, annual change (Source: Eurostat, ESA2010 National Accounts and DG EMPL calculations).

3.2 Definitions and data sources of key employment indicators

1. Total population in 1000s, excluding population living in institutional households (Source: Eurostat, demographics).

2. Total population aged 15-64 (the 'working age population') in 1 000s (Source: Eurostat, Demographics).

3. Total employment in 000s (Source: Eurostat, LFS).

4. Population in employment aged 15-64 in 1 000s (Source: Eurostat, EU-LFS).

5-9. Employment rates: calculated by the number of employed divided by the population in the corresponding age bracket (Source: Eurostat, EU-LFS).

10. Full-time equivalent employment rate: calculated by dividing the full-time equivalent employment by the total population in the 20-64 age group. Full-time equivalent employment is defined as total hours worked on both main and second job divided by the average annual number of hours worked in full-time jobs (Source: Eurostat, EU-LFS).

11. Self-employed in total employment: number of self-employed as a share of total employment (Source: Eurostat, EU-LFS, DG EMPL calculations).

12. Part-time employment in total employment: number of part-time employed as a share of total employment (Source: Eurostat, EU-LFS).

13. Fixed-term contracts in total employees: number of employees with contracts of limited duration as a share of total employees (Source: Eurostat, EU-LFS).

14. Employment in services: employed in services (NACE Rev. 2 sections G-U) as a share of total employment (Source: Eurostat, EU-LFS).

15. Employment in industry: employed in industry, including construction (NACE Rev. 2 sections B-F) as a share of total employment (Source: Eurostat, EU-LFS).

16. Employment in agriculture: employed in agriculture, forestry and fishing (NACE Rev. 2 section A) as a share of total employment ((Source: Eurostat, EU-LFS).

17-20.Activity rates: labour force (employed and unemployed) as a share of total population in the corresponding age group (Source: Eurostat, EU-LFS).

21. Total unemployment in 1 000s (Source: Eurostat, EU-LFS).

22-23. Unemployment rates: unemployed as a share of the labour force (employed and unemployed persons) in the corresponding age group (Source: Eurostat, EU-LFS).

24. Long-term unemployment rate: persons unemployed for duration of 12 months or more as a share of the labour force (Source: Eurostat, EU-LFS).

25. Share of long-term unemployment: persons unemployed for duration of 12 months or more as a share of the total unemployed force (Source: Eurostat, EU-LFS

26. Youth unemployment ratio: young unemployed (aged 15-24) as a share of the total population in the same age group (Source: Eurostat, EU-LFS).

27-35. Employment rates: calculated by the number of employed divided by the population in the corresponding age bracket, by education attainment (based in the ISCED classification), nationality and country of birth (Source: Eurostat, EU-LFS).

36. Underemployment, persons in part-time jobs that would like to work more hours (Source: Eurostat, EU-LFS).

37. Seeking but not available, persons seeking a job but not available to work immediately (Source: Eurostat, EU-LFS).

38. Discouraged, available but not seeking persons available to work but not seeking job at the moment (Source: Eurostat, EU-LFS).

3.3 Definitions and data sources of key social indicators

- At-risk-of-poverty-or-exclusion. Percentage of a population representing the sum of persons who are: at risk of poverty or severely materially deprived or living in households with very low work intensity (Eurostat, EU-SILC)

- At-risk-of-poverty. Share of people with an equivalised disposable income (after social transfer) below the at-risk-of-poverty threshold, which is set at 60 % of the national median equivalised disposable income after social transfers (Eurostat, EU-SILC)

- At-risk-of-poverty threshold. 60 % of the national median equivalised disposable income after social transfers (Eurostat, EU-SILC)

- Poverty gap. Difference between the median equivalised disposable income of people below the at-risk-of-poverty threshold and the at-risk-of-poverty threshold, expressed as a percentage of the at-risk-of-poverty threshold (cut-off point: 60 % of national median equivalised disposable income) (Eurostat, EU-SILC)

- Persistent at-risk-of-poverty. Percentage of the population living in households where the equivalised disposable income was below the at-risk-of-poverty threshold for the current year and at least two out of the preceding three years (Eurostat, EU-SILC)

- At-risk-of-poverty before social transfers excl. pensions. Share of people having an equivalised disposable income before social transfers that is below the at-risk-of-poverty threshold calculated after social transfers (Eurostat, EU-SILC)

- Impact of social transfers. Computed indicator (Eurostat, EU-SILC), formula: 100*(B-A)/B, where:

  - B: At-risk-of-poverty before social transfers excl. pensions

  - A: At-risk-of-poverty

- Severe Material Deprivation. Inability to afford some items (at least 4 on a list of 9) considered by most people to be desirable or even necessary to lead an adequate life (Eurostat, EU-SILC)

- Share of people living in low work intensity households. Share of persons living in a household having a work intensity below a threshold set at 0.20.(Eurostat, EU-SILC). The work intensity of a household is the ratio of the total number of months that all working-age household members have worked during the income reference year and the total number of months the same household members theoretically could have worked in the same period

- Real Gross Household Disposable Income growth. The amount of money available for spending or saving. This is money left after expenditure associated with income, e.g. taxes and social contributions, property ownership and provision for future pension income.(Eurostat, National Accounts and DG EMPL calculations)

- Income quintile share ratio S80/S20. Ratio of total income received by the 20 % of the population with the highest income (the top quintile) to that received by the 20 % of the population with the lowest income (the bottom quintile) (Eurostat, EU-SILC)

- GINI coefficient. The relationship of cumulative shares of the population arranged according to the level of equivalised disposable income, to the cumulative share of the equivalised total disposable income received by them.(Eurostat, EU-SILC)

- Life expectancy at birth. The mean number of years a newborn child can expect to live if subjected throughout his or her life to the current mortality conditions, the probabilities of dying at each age (Eurostat)

- Healthy life years at birth. Number of years that a person is expected to continue to live in a healthy condition (Eurostat)

- Early leavers from education and training. Early leaver from education and training, previously named early school leaver, generally refers to a person aged 18 to 24 who has finished no more than a lower secondary education and is not involved in further education or training; their number can be expressed as a percentage of the total population aged 18 to 24. (Eurostat)

- NEET: Young people not in employment, education or training. Share of people aged 15 to 24 who are unemployed, not engaged in housework, not enrolled in school or work-related training, and not seeking work(Eurostat, EU-LFS)

- Risk of poverty of children in households at work (Working Intensity > 0.2). Share of children at-risk-of-poverty living in households with work intensity bigger than very low (Eurostat, EU-SILC)

- In-work at Risk-of-poverty rate. The share of persons who are at work and have an equivalised disposable income below the risk-of-poverty threshold, which is set at 60 % of the national median equivalised disposable income (after social transfers) (Eurostat, EU-SILC)

- Relative median income of elderly. Ratio of the median equivalised disposable income of people aged above 65 to the median equivalised disposable income of those aged below 65.(Eurostat, EU-SILC)

- Aggregate replacement ratio. Ratio of the median individual gross pensions of 65-74 age category relative to median individual gross earnings of 50-59 age category, excluding other social benefits.(Eurostat, EU-SILC)

- Social indicators expenditure. Percentage of expenditure in different social protection areas in relation with the GDP (Eurostat, ESSPROSS)

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