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Labour Market Monitor 2011 **An Annual EU-wide Labour Market** **Monitoring System**

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November 2011



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Abstract

The report summarises the current results of the five area indices and contains a cartographic overview for the year 2010. As already announced in the 2010 report, the indices comprise the following areas: overall labour market performance, orientation towards integration, equity of access and continuity, distribution of earnings and distribution by the welfare state.

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Abbreviations

EU-27: The 27 member states of the European Union (since 1.1.2007):

BE	Belgium
BG	Bulgaria
CZ	Czech Republic
DK	Denmark
DE	Germany
EE	Estonia
IE	Ireland
GR/EL	Greece
ES	Spain
FR	France
IT	Italy
CY	Cyprus
LV	Latvia
LT	Lithuania
LU	Luxembourg
HU	Hungary
MT	Malta
NL	Netherlands
AT	Austria
PL	Poland
PT	Portugal
RO	Romania
SI	Slovenia
SK	Slovakia
FI	Finland
SE	Sweden
UK	United Kingdom
LMP	Labour market policy
GDP	Gross domestic product
PPS	Purchasing Power Standard
NAS	National Account Systems

Sources

CVTS	Continuing Vocational Training Survey (European survey on vocational training)
DG TAX DU	The Directorate-General for Taxation and Customs Union – Taxation Trends in the European Union
EU-LFS	EU Labour Force Survey
ESAW	European Statistics on Accidents at Work
ESSPROS	European System of integrated Social Protection Statistics
EU-SILC	European Statistics of Income and Living Condition
HLY	Healthy Life Years
LMP	Labour Market Policy (labour market policy database)
SES	Structure of Earnings Survey
UOE	UNESCO, OECD, EUROSTAT (database on education statistics)
NAS	National Account Systems

1. Introduction

The labour market situation in the European Member States tends to be monitored on the basis of a small number of key indicators published and regularly updated by Eurostat. In particular, a great deal of attention is paid to the unemployment rate, which places Austria among the states with the lowest level of unemployment. By focusing on one single indicator, an overly large emphasis is put on one particular, albeit significant aspect of the labour market and its influence on the living standards of the population.

However, in reality the employment opportunities of the population and the national labour market structure are characterized by many different dimensions. Every Member State has its own labour market institutions and policies, its own challenges, strengths and weaknesses. Consequently, a comparison of the labour market situation and development between different States in the Union is very complex. A European comparison of labour market activities is nevertheless important to seize the opportunities to draw lessons from the results.

European integration also made comparing national developments easier through the definition and harmonisation of indicators. As a result, a large amount of data is available on an ongoing basis, which can provide information on the different aspects of the economic and labour market development. However, the large amount of information available does not allow for a quick overview of current developments within the EU. The underlying aim of the construction of the “Labour Market Monitor” was to establish a monitoring system capable of condensing a large number of indicators into index scores representing certain significant aspects of labour market development and to enable EU comparison. Making use of European-wide comparable and regularly available indicators should facilitate continuous updates of these indexes, also allowing to monitor developments over time.

Against this background, the Chamber of Labour Vienna (*Arbeiterkammer Wien/AK*) set itself the goal to examine a range of labour market relevant aspects within a European context. For this purpose the experts of the Chamber of Labour identified five areas in cooperation with the Austrian Institute of Economic Research (*WIFO*) in 2010:

1. The overall labour market performance
2. The orientation towards integration of the employment system
3. The equity of access and continuity
4. The distribution of earnings
5. The distribution through the welfare state

For each of the areas an index is build for all EU member countries; the Labour Market Monitor is thus made up of five separate area indices.

Each index can take a value between 1 and 10, whereby 10 represents the best possible result and 1 the worst. The countries are assigned to four equally sized groups in ascending order according to the scores reached in the index: the leading group, the upper midfield, the lower midfield and the stragglers.

The advantage of this instrument lies in the

- bundling of complex economic, political and social connections in only a few index values
- ability to compare national circumstances that can also be used as benchmarks
- regular and fast updating
- creation of a descriptive overview which can serve as the starting point for deeper analyses

However, the creation of indices also represents a balancing act between the complexity of the information to be processed and the transparency and usability of the compiled information. This procedure also contains the risk of misinterpretation. The risk is counteracted here by a transparent approach and documentation of data and methods. Forgoing explicit rankings and the separate representation of five aspects of the labour market is intended to increase the informational content and to counteract misinterpretation. To conclude, it should be mentioned that the index system presented has a purely descriptive character. The reasons for the differences between countries or changes over time cannot be proven. However, the indices can facilitate the identification of problem-settings for further analysis. The report at hand comprises the first update of the index with data extending into 2010. The first index calculation in the year 2010 is based on data up to and including 2008.

In the following section, the individual areas will be briefly presented thematically; thereafter, we are going into the updated database and the handling of missing data as well as the data sources. The existing and tested methodology was used to create the indices (Chapter 3). The current results and the changes with respect to the last index are presented in Chapter 4. The summary and conclusion are presented in Chapter 5. Key results and the calculation steps in table format can be found in the appendix (Appendix A). A detailed overview of the definitions, data sources and the availability of the data are provided in Appendix B, as well as the results of the sensitivity calculations (Appendix C) by means of changes to the Austrian ranking position through exclusion of individual indicators. This year again there is an additional Appendix of tables.

2. Labour market monitoring by means of five indices

The Labour Market Monitor consists of five separate indices, the so-called area indices. The areas represent the main areas of focus regarding the general activities in the labour market, as well as various special aspects that are of interest to labour market policy discussions. The areas remain visible separately and are not merged into a consolidated index (Figure 1). The areas mirror different aspects relevant to the labour market or perspectives, which are of particular interest from the point of view of the Chamber of Labour. The individual area indices are not merged together into a consolidated index but rather represent specifically selected aspects to be monitored. The bases for the five indices are indicators classified to a particular area according to an assessment of experts.

2.1 Dimensions of the Labour Market Monitor: the five areas

The first two areas illustrate two different general aspects of the labour market: Area index (1), the “overall labour market performance” refers to the labour market within the context of the overall economic situation of a country by means of the usual key indicators such as the employment rate, for example. Area index (2), the “orientation towards integration” measures the extent of integration of different groups of people into the labour market.

The third area index (3) is intended to capture the capacity of a country to make equitable access to the labour market possible. Without doubt, the level of education and the existing child care infrastructure play an important role here.

The fourth (4) and fifth (5) index mainly depict disparities in income from employment and in welfare state expenditure within the European Union. Index (4) illustrates the “distribution of earnings” and index (5) “distribution welfare state” the degree of effectiveness of state intervention.

Figure 1: Overview of the area indices

Labour market monitor "Area indices" (58 indicators)	1	Overall Labour Market Performance (EU 27, 2010) (7 indicators)
	2	Orientation towards Integration (excl. LU and MT, 2010/2009) (13 indicators)
	3	Equity of Access and Continuity (excl. BG and EE, 2010/2009/2008/2005) (20 indicators)
	4	Distribution of Earnings (EU-27, 2010/2009/2006) (8 indicators)
	5	Distribution Welfare State (EU-27, 2009/2008) (10 indicators)

S: Eurostat, WIFO.

2.2 The indicators behind the Labour Market Monitor

Each index is based on a series of key figures, whereby the number of indicators taken into account varies between the areas. Thus seven indicators are incorporated into the construction of the area index “the overall labour market performance”, for example, whereas 22 indicators were introduced to ascertain “the equity of access and continuity”.

The key figures of each area will be represented on the following pages. Moreover, it is illustrated how an indicator is incorporated into the construction of the index. For some indicators the lower their value, the higher their score - as for the unemployment rate; for other indicators the higher their value the higher their score - like the employment rate, for example.

The first area index “overall labour market performance” includes seven indicators and three sub-areas (Table 1).

Table 1: Area index 1 – sub-areas and indicators

Sub-areas	All indicators	Relationship to area
Employment	• Employment rate (15-64 years old)	+
	• Employment rate in full-time equivalents	+
	• Employment growth compared to the previous year	+
Unemployment	• Unemployment rate (15-64 years old)	-
Economic growth and productivity	• Real GDP per capita (€ per inhabitant)	+
	• Real GDP per capita (index 2000 = 100)	+
	• Labour productivity per person employed	+

Note: Column “Relationship to area”, positive relationship (+): the higher the indicator value the better and negative relationship (-): the lower the better.

S: Eurostat.

The first sub-area “employment” comprises the extent of employment of the working-age population and the current development of labour demand (employment rate, employment rate in full-time equivalents and employment growth compared to the previous year). The sub-area “unemployment” solely includes the current level of unemployment for those of working-age (unemployment rate, 15-64 years old). The last sub-area “economic growth and productivity” sub-area comprises three indicators (real GDP per capita – absolute in Euros and changes over time, as well as labour productivity per person employed), which depict the general economic performance of a country.

The second area index includes three aspects of the orientation towards integration of a labour and employment system: the labour market structure and employment, unemployment and labour market policy (Table 2).

Table 2: Area index 2 – sub-areas and indicators

Sub-areas	All indicators	Relationship to area
Labour market structure and employment	• Employment rate (25-44 years old)	+
	• Employment gender gap ¹⁾ (25-44 years old)	-
	• Employment rate (55-64 years old)	+
	• Part-time employment, main reason: Could not find a full-time job	-
	• Temporary employment, main reason: Could not find a permanent job	-
	• Employment gender gap ¹⁾ (15-64 years old)	-
Unemployment	• Unemployment rate (15-24 years old)	-
	• Unemployment rate (55-64 years old)	-
	• Long-term unemployment rate (15-64 years old)	-
	• Long-term unemployment rate (50-64 years old)	-
Labour market policy	• Public expenditure on (active) labour market policies as a percentage of GDP	+
	• Public expenditure on labour market policies as a percentage of GDP per % unemployed person	+
	• Participants in active labour market policy measures/interventions as a percentage of the labour force	+

Note: Column "Relationship to area", positive relationship (+): the higher the indicator value the better and negative relationship (-): the lower the better.

S: Eurostat, WIFO calculations. – 1) Employment gender gap = employment rate of men minus employment rate of women.

The structure of the labour market and the employment of specific age groups are more closely examined in this area: the employment rate of prime-age people (25-44 years old) and those at the outer margin (55-64 years old), the gender-specific gap in the employment rate, involuntary part-time employment and involuntary temporary employment. Moreover, the structure of unemployment and the unemployment of special groups are incorporated in this area index respectively (rate of youth unemployment and older people respectively, long-term unemployment rate and the long-term unemployment rate of older people). The level of expenditure and the degree of active labour market policy is examined as the third aspect (expenditure as a percentage of GDP and as a percentage of GDP per % unemployed person, participation in measures). In total, 13 indicators are included in the area index "orientation towards integration".

Area index 3 includes indicators measuring access to the labour market and the prospects of remaining in the work force. It is hereby implicitly assumed that the opportunities for every woman and every man are based substantially on four dimensions: education, exclusion, child care and health (Table 3).

Table 3: Area index 3 – sub-areas and indicators

Sub-areas	All indicators	Relationship to area
Education	• Early leavers from education and training	-
	• Population (25-64 years old) with low educational attainment (max. secondary level I)	-
	• Population (25-34 years old), with low educational attainment (max. secondary level I)	-
	• Population (25-64 years old), with tertiary educational attainment	+
	• Population (25-34 years old), with tertiary educational attainment	+
	• Life-long learning (Adult participation (25-64 years) in education and training)	+
	• Percentage of employees participating in continuing vocational training	+
Exclusion	• Inactive population (Out of labour force): Main reason care responsibilities	-
	• Part-time employment, main reason: Care responsibilities	-
	• Inactive population (Out of labour force)	-
Child care	• Formal child care (children less than three years) from 1 to 29 hours weekly	+
	• Formal child care (children less than three years) 30 hours or more weekly	+
Health	• Number of fatal work-related accidents	-
	• Healthy life years at birth – women	+
	• Healthy life years at birth – men	+
	• Healthy life years at the age of 65 – women	+
	• Healthy life years at the age of 65 – men	+
	• Employed persons with disabilities	+
	• Self-perceived limitations of employed persons (severe + some limitations)	+
	• Self-perceived health of employed persons (very good + good)	+

Note: Column "Relationship to area", positive relationship (+): the higher the indicator value the better and negative relationship (-): the lower the better.

S: Eurostat, WIFO calculations.

The dimension education includes indicators which illustrate the level of education and the scope of further education within the population, whereas the dimension exclusion contains two indicators which reflect individual care responsibilities as well as an indicator for the extent of inactivity. The dimension child care shows to what extent services are provided in a particular country to relieve families caring for children.

The last dimension, health, is comprised of numerous indicators which represent the general condition of health of the population and the employed in particular. Summing up, the index "the equity of access and continuity" integrates 20 indicators on the four named aspects of labour market activities.¹

In the fourth area index, the absolute level and distribution of earnings is examined by means of four sub-areas – income/salary, distribution of earnings, working poor and gender pay gap (Table 4).

¹ In comparison to the previous design of this area index, four education indicators were removed and two new indicators for the highest educational qualifications (tertiary) were added (20 indicators instead of 22 indicators).

Table 4: Area index 4 – sub-areas and indicators

Sub-areas	All indicators	Relationship to area
Income/salary	• Nominal wages per employee in PPS	+
	• Compensation of employees per capita in PPS	+
Distribution of earnings	• Compensation of employees as a percentage of GDP	+
	• Inequality of income distribution – income quintile share ratio	-
	• Taxes on labour as a percentage of total taxation	-
Working poor	• Working poor	-
	• Proportion of low wage earners (full-time employees)	-
Gender pay gap	• Gender pay gap	-

Note: Column "Relationship to area", positive relationship (+): the higher the indicator value the better and negative relationship (-): the lower the better.

S: Eurostat.

The area includes key figures on the average level of earnings as well as the functional and personal distribution of the primary income (compensation of employees as a percentage of GDP, distribution of earnings quintile) as well as the overall tax burden on the labour factor. The gender-specific income differentials are included in the index and also the share of the low-wage segment as well as the extent of the "working poor" in a country. In total the index for the area "distribution of earnings" is made up of eight indicators.

The fifth and last area is concerned with the question of social welfare and the level of transfers in a country (Table 5). Accordingly, the key figures relating to the extent and structure of social protection benefits (in % of GDP) are included in the index just as indicators relating to outcomes of public intervention – illustrated by means of the risk of poverty. In total, area index 5 "distribution welfare state" is comprised of 10 indicators.

Table 5: Area index 5 – sub-areas and indicators

Sub-areas	All indicators	Relationship to area
Social security and level of transfer	Social protection benefits as a percentage of GDP	
	• Sickness/health care	+
	• Disability	+
	• Old Age	+
	• Family/children	+
	• Unemployment/unemployment rate	+
	• Other functions (survivors, housing, social exclusion)	+
	• At-risk-of-poverty rate after social transfers	-
	• Improvement in the rate of at-risk-of-poverty through transfers	+
	• Relative median at-risk-of-poverty gap	-
• Total public expenditure on education as a percentage of GDP	+	

Note: Column "Relationship to area" Positive relationship (+): the higher the indicator value the better and negative relationship (-): the lower the better.

S: Eurostat, WIFO calculations.

3. Data sources and methodology

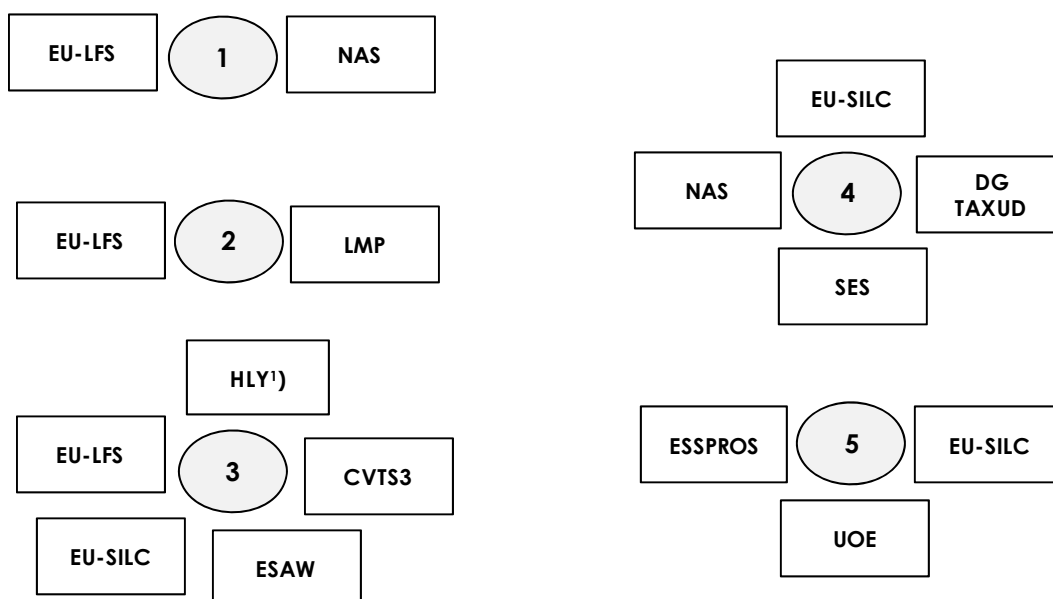
The methodological requirement for constructing indices is to display different measures in a consistent manner via an index score. Alongside standardisation and normalisation procedures, weighting plays a significant role in the creation of indices. The sensitivity of the indices to variations in the weighting procedure and the selection of indicators were examined through the comparison of different plausible weightings and the analysis of reliability, whereby the index system was tested by excluding individual indicators (see Haas *et al.*, 2010). Besides the methodological transparency, the selection of internationally comparable and regularly available indicators is also intended to ensure the comprehensibility and replicability of the index calculations.

3.1 Sources of the indicators

Eurostat indicators form the main basis for the calculation of area indices to illustrate the relative labour market situation in the EU Member States. Supplementary publications by Eurostat or the European Commission were consulted (see Appendix B).

For every area, a schematic overview of the data sources shows the origin of indicators (Figure 2).

Figure 2: Overview of the data sources used in each area indices



S: Eurostat, WIFO. - ¹) Area index 3: HLY (healthy life years) = structure indicator "Healthy life years" is made up of data on mortality (demographic database) and the self-assessments of disabilities (EU-SILC).

3.2 Reference time period of the data used

This year's report represents the first update of the Labour Market Monitor of the Chamber of Labour Vienna, which was tested and implemented in 2010 (see *Haas et al., 2010*). The calculation of the area indices carried out in 2010 was mainly based on data from the year 2008 as well as – in the case of unavailability – the year 2007. The 2011 update presented in this report is based upon the year 2010 or 2009 respectively. Only a few of the key figures incorporated into the index, are not collected annually (e.g. structure of earnings survey, CVTS); these enter the calculation for the last available year.

Area index 1 is based exclusively on data from the year 2010.

Furthermore, area index 2 is based primarily on values for 2010; only data on active labour market policy are taken from 2009.

Area index 3 equally includes data of the years 2009 and 2010. Exceptions here are the key figures on vocational further training (2005) and fatal work-related accidents (2008).

Area index 4 equally consists of key figures from the years 2009 or 2010; the exception being the indicator for low wage employment (2006).

Area index 5 mostly contains data from the year 2008.

The completeness of the publicly accessible indicators for the 27 EU Member States is documented in Appendix B (Tables 17-21). It is important to point out that the quality of the results was improved since there is now a greater completeness of indicators compared to the construction of the first indices.

3.3 Dealing with missing indicators and countries

Due to individual gaps in the availability of data, indicators for all 27 countries or for the current year respectively are not available. If individual annual values are missing an attempt is made to replace them with values from the previous year. If values from the previous year are also missing, then index scores for individual countries will not be calculated in a few instances: Malta (MT) and Luxembourg (LU) are not included in the calculation of area index 2, "orientation towards integration of the employment system", as these countries do not have any data on unemployment of older persons. For the same reason Cyprus (CY) and Estonia (EE) were not taken into account when creating the first index. The data gap for these two countries was however filled in the meantime.

The calculation of area index 3 "equity of access and continuity" excludes the countries Bulgaria (BG) and Estonia (EE) due to missing values on part-time employment for reasons of care responsibilities. However, as of the first update, it is possible to include Lithuania (LT) as an additional reference country into the database.

3.4 Methodology for creating indices

The selected harmonised EU indicators were incorporated into a uniform scale by means of standardisation and then weighted to ensure a balanced influence on the individual indicators.² Three calculation steps are required before the individual indicators can be aggregated to form an overall index.

1. The indicators can refer to different units (such as percentages or euro amounts). Hence the measuring range is normalised (using the Min-Max method).
2. These normalised indicators are transformed onto a scale of 1 to 10.
3. A weighting is also carried out to ensure each indicator has the same influence on the index. The basis for weighting is the average deviation of the 27 country values from the mean value. The weights are calculated by the change of a standard deviation of an indicator of a percentage point.³ If the standard deviation is high, the weight decreases accordingly. This prevents indicators with a higher variation being given a larger significance or, respectively, ensures that indicators have the same influence on the overall area index.⁴

3.5 Establishing country groups

The calculated scores and the corresponding country rankings are used to divide the 27 EU members into four groups based on the distribution of scores. The first group is designated as the "leading group" and includes the European countries whose score lie above the 75% percentile. The second group is positioned between the median and the 75% percentile and is the "upper midfield" of a labour market area. The third group, the "lower midfield", ranges from the 25% percentile up to the 50% percentile. The last group – the so-called "stragglers" – is made up of the countries whose scores are lower than the 25% percentile mark of the distribution of scores.

In a further representation, countries are combined into groups, which are as near together as possible and at the same time display the largest possible distance to the neighbouring groups (see Figure 9).

² See Haas, S., Lutz, H. Mahringer, H. and Rückert, E., Implementierung und Testung des "Arbeitsmarktmonitors der Arbeiterkammer Wien" (implementing and testing the Labour Market Monitor of the Chamber of Labour of Vienna), Vienna, 2010.

³
$$w^n = \frac{0,01/\sigma_{x_i^n}}{\sum_{i=1}^m 0,01/\sigma_{x_i^n}}$$

⁴ An alternative to the main variation listed here is that ranking within the individual area indices are calculated by means of two further variations: on the one hand the discussion-based area division is used to create weighted sub indices and, on the other hand, the calculations are carried out on the basis of the indicators from the previous year. The results of the three variations can be found in Appendix A, Overview 16. A more detailed description of the calculation method can be read in Haas et al. 2010 (Chapter 5).

By means of this country grouping, arising from the standardised and scaled scores, it is also possible to make a comparison with the previous year. Not individual ranking differences are observed, but the changes in the position of the countries within the distribution of the four groups. This representation enables the identification of larger changes without having to go into minor shifts in the rank position of the 27 EU countries.

4. Results and changes for Austria following the first update

The position of the Austrian labour market within the entirety of the EU is above average in four out of five of the compiled areas for the year 2009/2010. In particular, the relative position in the areas “overall labour market performance”, “orientation towards integration” and “distribution welfare state” stands out (Table 6). Here Austria is ranked, with 8.2, 8.8 and 8.1 points respectively, among the leading countries above the 75% percentile limit with the best performance. Furthermore, the index value of Austria in reference to the distribution of earnings is above the European average value and the median. Austria is only ranked below the average EU value of 4.6 (median value 3.9) in the area “equity of access and continuity” with 4.0 points.

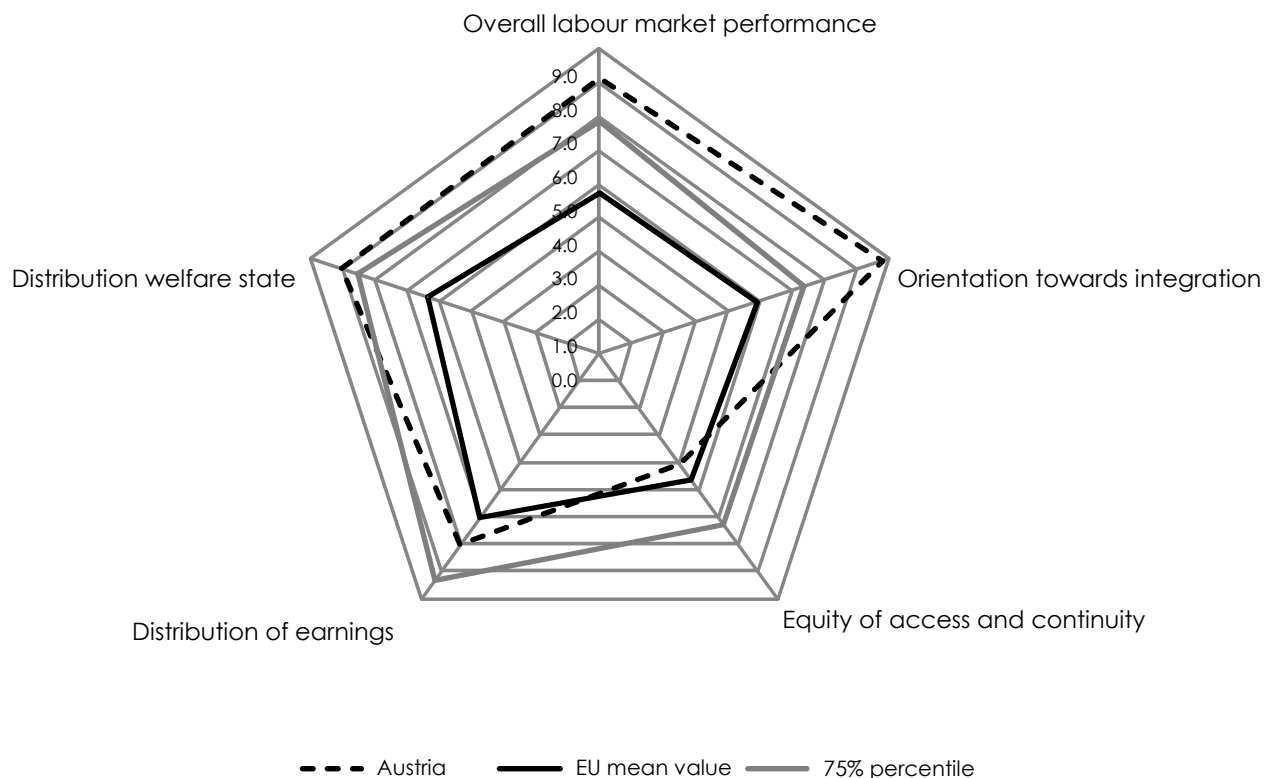
Table 6: Distribution of the point values of the area indices

EU score distribution (scale 1-10)	Overall labour market performance	Orientation towards integration	Equity of access and continuity	Distribution of earnings	Distribution welfare state
	1	2	3	4	5
Austria	8.2	8.8	4.0	7.0	8.1
Mean	4.7	4.9	4.6	6.0	5.4
25% percentile	2.9	3.3	3.0	4.5	3.7
50% percentile	4.1	4.1	3.9	6.3	5.4
75% percentile	6.9	6.4	6.3	8.3	7.6
Standard deviation	2.5	2.5	2.4	2.6	2.4

S: Eurostat, WIFO calculations.

The “benchmark” for Austria can also be displayed graphically (Figure 3).

Figure 3: Overview of the results of the area indices



S: Eurostat, WIFO calculations.

Relative to the calculations of the previous year (the 2010 Labour Market Monitor is based primarily on data from the years 2008 or 2007 respectively), the Austrian index scores in the areas "overall labour market performance" and "orientation towards integration" calculated for 2011 (mostly based on the years 2010 and 2009) have continued to rise above the European mean value. The higher standard deviation of both of these areas indicates a, in comparison to the index calculation from the year 2010, stronger country heterogeneity of the scores for the current year. The relative Austrian position in the leading field was further developed. In the other three areas, the distance to the mean value has not changed. As the result of shifts in the country rankings, it was possible to advance into the upper midfield in the area "equity of access and continuity" (see Table 9). However in actual fact this should be attributed to the relapse of other countries, which allowed Austria to slide just above the median value. In the alternative representation in Figure 9, there is no significant change for Austria in the index represented in this situation.

The actual results of the five area indices together with cartographic overviews are described in the following section.

4.1 Results of area index 1 – Overall labour market performance

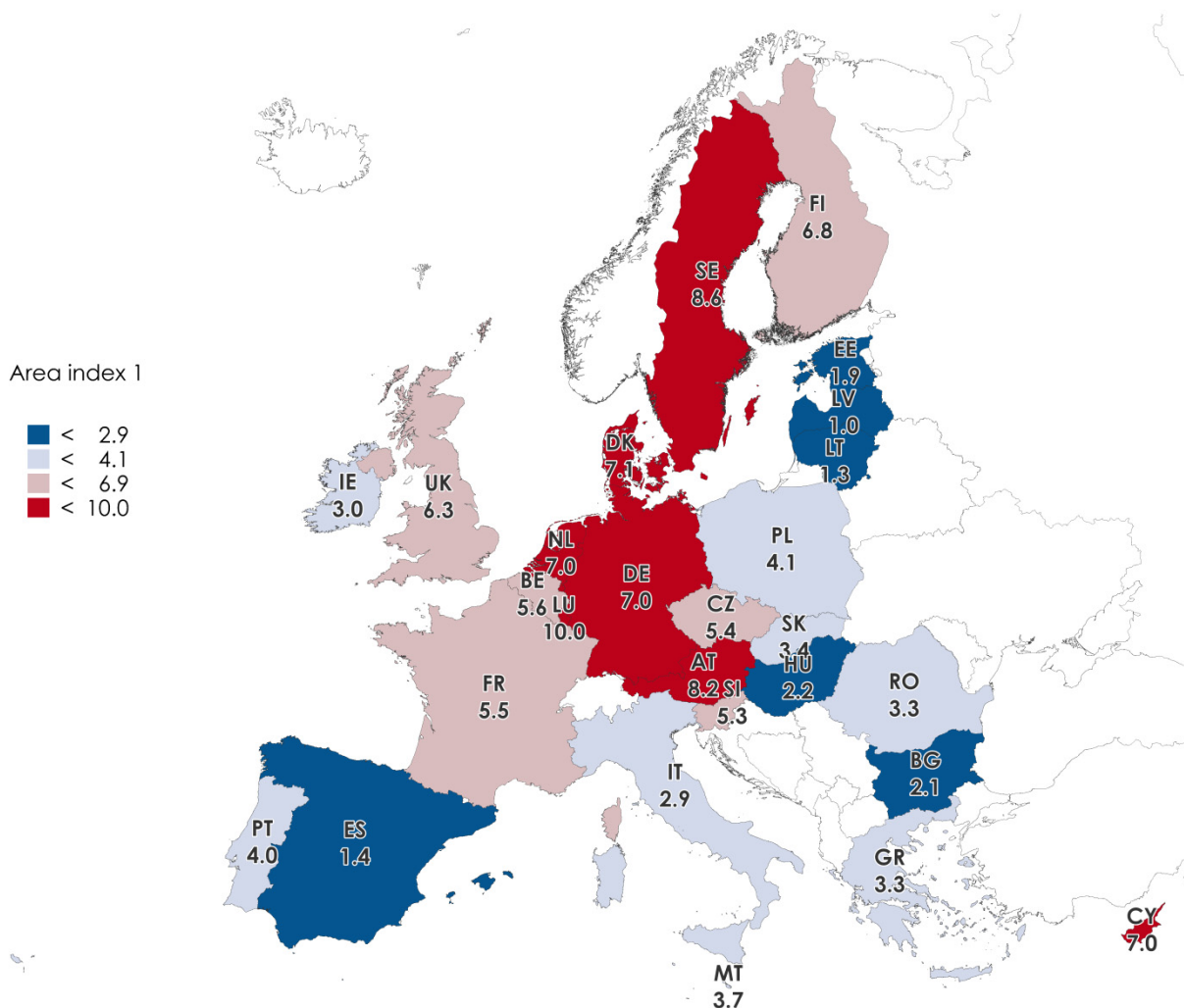
The first area index, “overall labour market performance” comprises seven indicators, which represent the labour market performance of a country in an overall economic context (Figure 4). The relative level of the overall labour market performance is measured by means of a total of seven indicators. These key figures mirror the following aspects:

- the extent of employment of the working-age population and the current development of labour demand (employment rate, employment rate in full-time equivalents and employment growth compared to the previous year),
- actual level of unemployment (unemployment rate) and
- the economic performance of a country (economic growth and productivity: real GDP per capita – absolute in Euros and changes over time, as well as labour productivity per person employed).

4.1.1 Results following the first update

As was already the case in the year 2008, Luxembourg had the maximum value of the index on overall labour market performance in 2010, whereas Latvia only achieved the minimum value. Lithuania, Spain and Estonia, together with Bulgaria and Hungary are positioned far behind the European midfield at the lower edge of the distribution of scores within the Union. Overall, small states together with Germany again make up the EU leading field: behind Luxembourg lie Sweden, Austria, Denmark, Netherlands, Cyprus as well as Germany. The three leading countries, Luxembourg, Sweden and Austria can attribute their position to similar strengths. If only the sub-area of employment is considered, Sweden takes the top position; as for real GDP per capita, Sweden is ranked just after Luxembourg. Austria also has a strong position within the sub-area of employment as well as in relation to the unemployment rate. Conversely, Luxembourg gains scores because of its growth in employment, its unemployment rate, its real GDP as well as its labour productivity per capita. Denmark is positioned fourth followed by the Netherlands, Cyprus and Germany. In terms of employment and unemployment rates, the Netherlands is also ranked among the leaders. However, there are weaknesses in the employment rate in full-time equivalents and the employment growth compared to the previous year. A slight drop can be observed for Denmark compared to 2008 due to the worsening of indicators for employment growth and the unemployment rate.

Figure 4: Area index 1 – Overall labour market performance



Note: The individual values make up the boundary for the next group (see Table 4): 2.9 = 25% percentile, 4.1 = 50% percentile and 6.9 = 75% percentile.

S: Eurostat, WIFO calculations.

Finland, the United Kingdom, Belgium, France, the Czech Republic, Slovenia, and also Poland are ranked in the upper midfield behind these seven leading European countries.⁵ Portugal, Malta, Slovakia, Romania, Greece, Ireland and Italy are positioned in the lower midfield. Lagging far behind, below the 25% percentile mark in the area of overall labour market performance, are Hungary, Bulgaria, Estonia, Spain, Lithuania and Latvia.

⁵ The deterioration of the relative Finnish position is based on a revision of the data for the year 2008.

4.1.2 Changes in the reference period

Germany could markedly improve its position among European countries in relation to the overall labour market performance (Table 7). Whereas Germany's last relative index score just about reached the upper midfield range, the update shows a position amongst the leaders of EU countries with strong labour market performance. In particular, Germany improved in the first sub-area, employment, for the indicators: employment rate in full-time equivalents and employment growth. Furthermore, the consolidation of Austria's leading position can be attributed to the relative rank improvements in this sub-area.

Table 7: Positioning of the countries in the area Index 1 – Overall labour market performance

Positioning	Country groups 2010	Country groups 2011	Changes to the previous year
Leading group	LU, DK, NL, AT, SE, CY, FI	LU, DK, NL, AT, SE, CY, DE	DE↑ FI↓
Upper midfield	SI, UK, CZ, EE, IE, LV	SI, UK, CZ, BE, FR, PL, FI	BE↑, FR↑, PL↑ EE↓↓, IE↓, LV↓↓
Lower midfield	GR, PT, SK, DE, BE, FR, PL, BG, LT	GR, PT, SK, RO, IT, MT, IE	RO↑, IT↑, MT↑ BG↓, LT↓
Stragglers	HU, ES, RO, IT, MT,	HU, ES, EE, LV, BG, LT	

Note: ↑ stands for a jump into the next highest group and ↓ for a fall into a lower one; double arrows stand for a change over two groups.

S: Eurostat, WIFO calculations.

Conversely, the relative position of the two new member countries Estonia and Latvia clearly deteriorated over the same period of time. The calculation of the index score of the two countries using updated data from the year 2010 makes a decline in ranking evident. The movement downwards took place from the upper midfield to the European stragglers. In contrast to the climbers, German, Belgium and France, which were able to improve their position relative to the other EU countries due to an improvement in the employment situation, an opposite tendency could be observed for the two Baltic countries in decline: Both Estonia and Latvia have fallen far behind in relation to the relative employment rate as well as the employment rate in full-time equivalents.⁶

Movements in country constellations were also observed in case of other countries. As a result, France and Belgium as well as Poland, Romania, Italy and Malta could improve their relative position within the country groupings. The leading field remains stable nonetheless

⁶ With regard to the gender-specific distribution of employment (see Table Appendix), a decrease in the difference between the employment rate in full-time equivalents between men and women was displayed. Although these gender-specific rates have been equal since the crisis years up to 2010 – in particular in the countries in which employment has greatly decreased, thus also in the Baltic states – there has been a stronger decrease in the employment gender gap (in full-time equivalence) compared to the other Member States.

and most of the movements in the relative ranking positions of the Member States took place around the midfield.

4.2 Results of area index 2 – Orientation towards integration

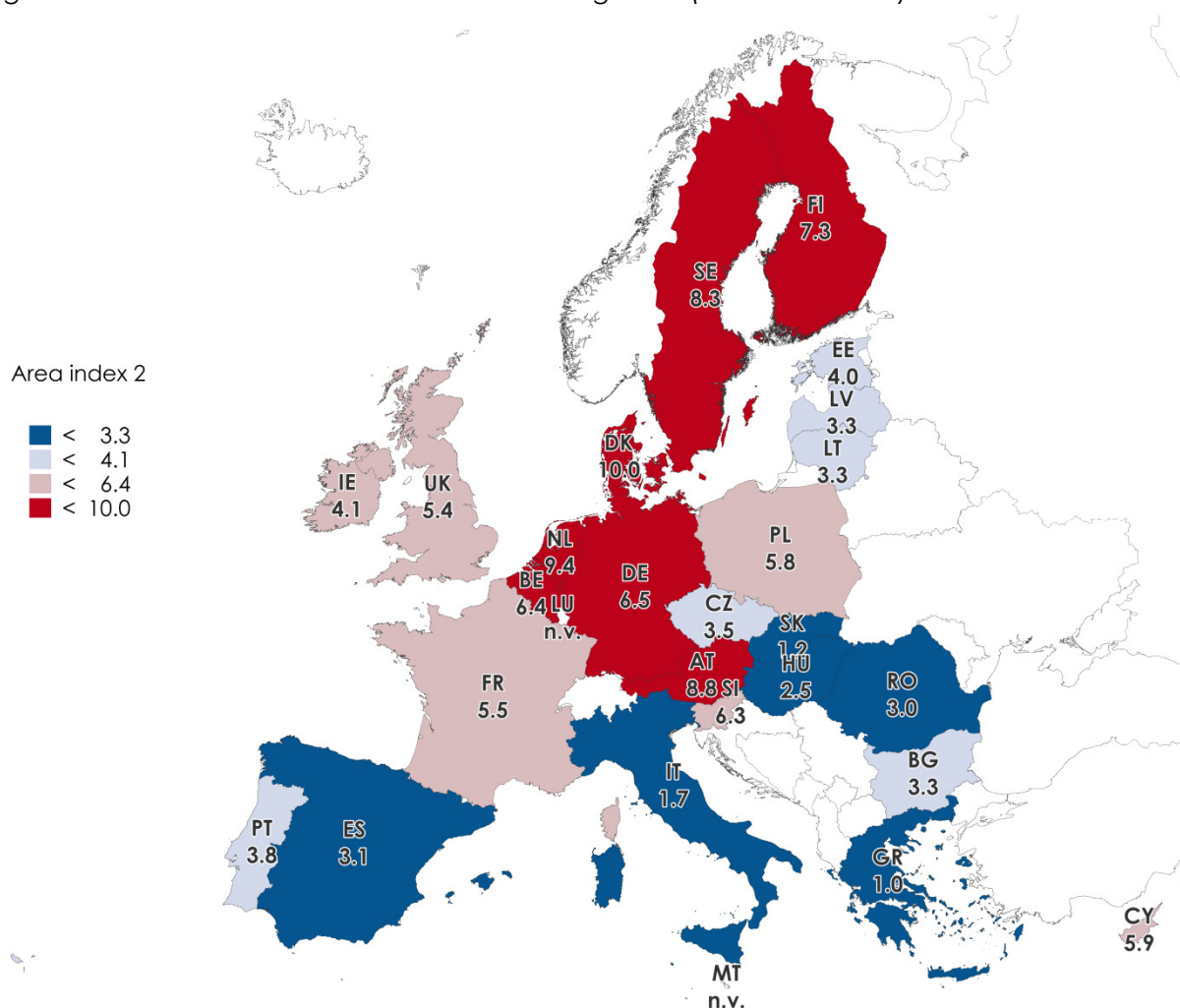
The second area index measures different aspects of the orientation towards integration of a labour and employment system, which provides combined information on the ability or the orientation of a labour market system to integrate different groups of people. It includes a total of 13 indicators which take the following aspects into consideration:

- the employment structure (employment rate of various age groups, gender-specific employment gaps, involuntary part-time employment, involuntary temporary employment),
- the structure of unemployment or the unemployment of individual groups (rate of youth unemployment or older people respectively, long-term unemployment rate and long-term unemployment rate of older people) and
- the activity level of active labour market policy (expenditure as a percentage of GDP and as a percentage of GDP per % unemployed person, participation in measures).

4.2.1 Results following the first update

Greece displays the lowest orientation towards integration and Denmark the highest. Together with Denmark, the Netherlands, Austria, Sweden, Finland are also positioned in the leading field of the EU-27 as well as Germany and Belgium according to the most recent data.

Figure 5: Area index 2 – Orientation towards integration (excl. LU and MT)



Note: The individual values make up the boundary for the next group (see Table 4): 3.3 = 25% percentile, 4.1 = 50% percentile and 6.4 = 75% percentile.

S: Eurostat, WIFO calculations.

Similarly to Index 1 “overall labour market performance”, Austria also takes third place within the European leading field in this area. Close behind the leading field Slovenia, Cyprus, Poland, France, the United Kingdom, Ireland and Estonia form the upper midfield. The lower midfield and the group of stragglers are made up solely of Southern European states and New Member States. Portugal, the Czech Republic, Latvia, Bulgaria and Lithuania are positioned in the lower midfield. At the lower edge of countries with comparatively weak orientation towards integration are Spain, Romania, Hungary, Italy, Slovakia and lastly Greece.

4.2.2 Changes in the reference period

Belgium and Germany were able to move upwards to join the leaders with stronger orientation towards integration (Table 8). Poland was also able to improve by one group, whereas Latvia, Lithuania and Spain fell behind by one group.

Table 8: Positioning of the countries in the area index 2 – Orientation towards integration

Positioning	Country groups 2010	Country groups 2011	Changes to the previous year
Leading group	DK, NL, SE, AT, FI, LT	DK, NL, SE, AT, FI, BE, DE	BE↑, DE↑ LT↓↓
Upper midfield	IE, UK, FR, SI, BE, DE, LV	IE, UK, FR, SI, CY , EE , PL	PL↑ LV↓
Lower midfield	BG, CZ, PT, PL, ES	BG, CZ, PT, LT, LV	ES↓
Stragglers	GR, RO, HU, IT, SK,	GR, RO, HU, IT, SK, ES	

Note: ↑ stands for a jump into the next highest group and ↓ for a fall into a lower one; double arrows stand for a change over two groups, grey highlighted countries were not taken into consideration in the first Labour Market Monitor.

S: Eurostat, WIFO calculations.

Belgium was a leading country already in 2008 with regard to expenditure on (active) labour market policies and the extent of participation in measures and could catch-up relative to the rest of the EU members in the area of labour market structure – in particular, in case of part-time employment (main reason: could not find a full-time employment position) – and unemployment of younger and older persons.

Germany can mainly attribute its ascent into the leading group to the indicators for older people on the labour market – meaning the employment and unemployment rate for 55 to 64 year-olds – and also the employment gender gap for the 15 to 64 year olds. The relative worsening of the ranking position of Germany with regard to the gender-specific employment gaps for persons between the age of 25 and 44 years, however suggests an improvement of the position of female participation which only occurs at the outer edges of the age distribution (i.e. for younger and older women). Also in regard to (active) labour market policy expenditure in % of the GDP Germany was able to improve its position. In total 9 of 13 indicators in this area indicate a relative improvement for Germany.

Poland can attribute its relative higher positioning from the lower to the upper midfield in the area of “orientation towards integration” within the EU country structure to an improvement in the relative ranking position of the indicator for long-term unemployment rates of 15-64 year olds as well as the long-term unemployment rates of the 50-64 year olds and expenditure on (active) labour market policy in % of GDP as well as expenditure on (active) labour market policy in % of GDP per % unemployed person.

Relative to the rest of the EU countries Lithuania's position in the area of "orientation towards integration" deteriorates from a place in the leading group to one in the lower midfield. Furthermore, Latvia was not able to retain its position in the upper midfield. The worsening of the relative positioning of the Baltic countries Latvia and Lithuania is mainly attributable to the sub-area unemployment. Whereas the position of Latvia remained stable, at least for the structural labour market indicators and employment in comparison to the year 2008, Lithuania clearly lost ground in this area. Spain's negative movement was caused by the relative worsening of the indicators "employment rate in prime-age group (25-44 year olds)" and the indicators for "long-term unemployment".

4.3 Results of the area index 3 – Equity of access and continuity

This area serves to illustrate to what extent employment opportunities and income target objectives are dependent on

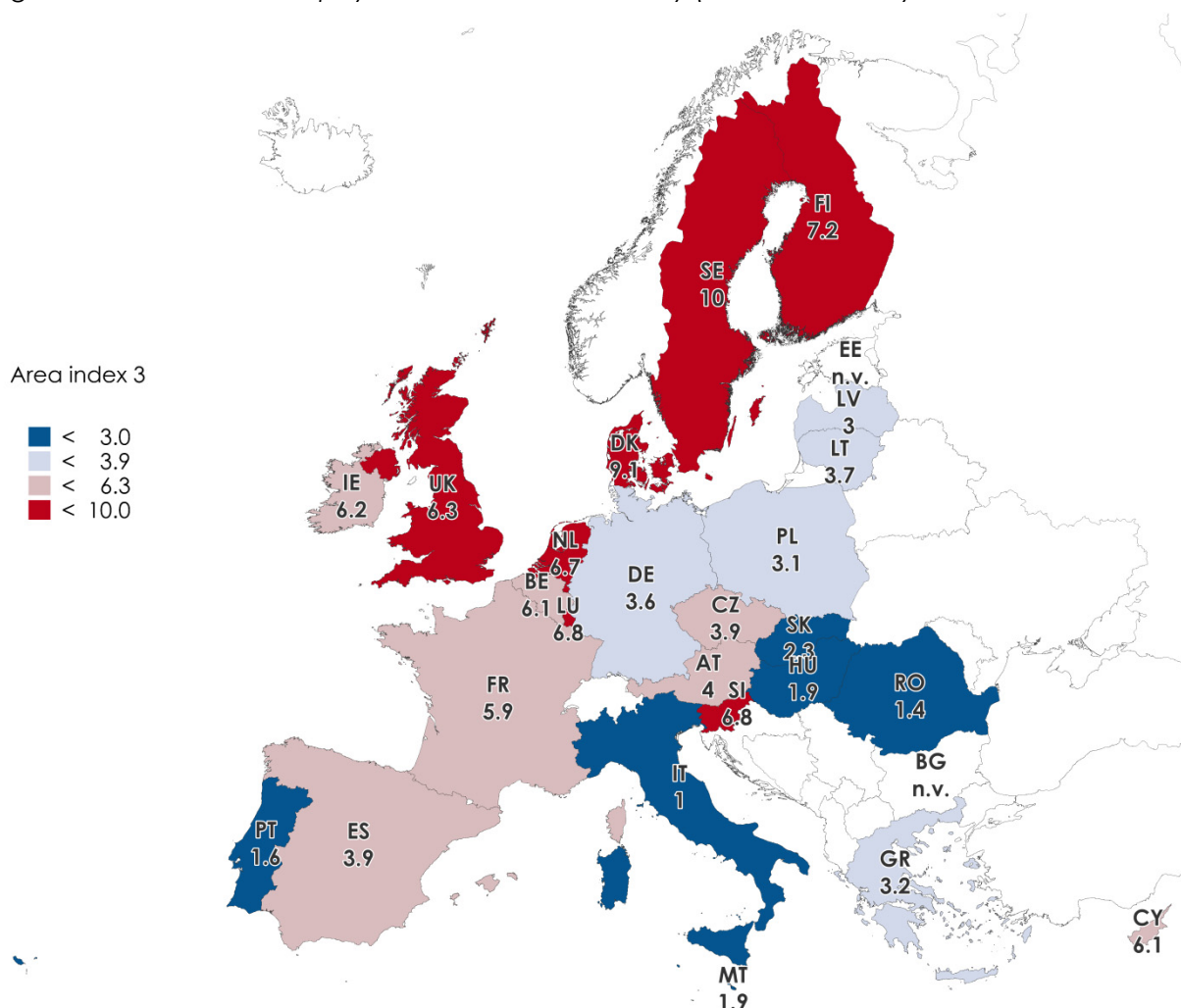
- education opportunities,
- state of health and
- individual care obligations.

These factors represent the main determinants for labour market opportunities. Overall, a total of 20 indicators concerned with the aspects participation in education, exclusion, childcare and health are included in the index.

4.3.1 Results following the first update

The Nordic States, Sweden, Denmark and Finland lead the way in the top group in this area. Furthermore, Luxembourg, Slovenia, the Netherlands and the United Kingdom are included in the group of countries above the 75% percentile limit within the distribution of scores on equity of access and continuity in the labour market. Austria can now be found in the upper midfield at 12th position with 4.0 points and thus just achieves the median value of 3.9 of the monitored States but not the European mean value of 4.6 points. Furthermore, Belgium, France, the Czech Republic, Cyprus, Spain and Ireland are also positioned in the upper area of this area index. Germany, Romania and Greece continue to be ranked in the lower midfield; but this year also Lithuania, Latvia and Poland join them. The biggest problem in relation to this aspect of the labour market continues to exist in the larger Southern European States and the new member countries. Positioned at the bottom end of the distribution of scores are Slovakia, Malta, Hungary, Portugal, Romania and Italy.

Figure 6: Area index 3 – Equity of access and continuity (excl. BG and EE)



Note: The individual values make up the boundary for the next group (see Table 4): 3.0 = 25% percentile, 3.9 = 50% percentile and 6.3 = 75% percentile.

S: Eurostat, WIFO calculations.

4.3.2 Changes in the reference period

The country structure in the leading group is also relatively stable here. In this area the greatest changes can be observed in the upper midfield. Luxembourg and Spain were able to improve their position by two groups with regards to equity of access and continuity in the labour market; Luxembourg from the lower midfield into the leading group and Spain from the stragglers into the upper midfield. However, it is only at second glance that it can be seen that apparently only Luxembourg was able to improve its position (Table 9). This can be

mostly attributed to an improvement in the indicators for education.⁷ In spite of the fact that Spain displays advancement, this can be attributed more to the relapse of other countries behind Spain rather than to a significant improvement of scores of the index (see also Figure 9 and 10). Ireland, Slovakia, Poland and Romania all belong to the relegated countries and fall back behind Spain whereby the position of Slovakia has significantly worsened. This new member country could not maintain its ranking in the upper midfield and slid into the group of the stragglers.

Table 9: Positioning of the countries in the area index 3 – Equity of access and continuity

Positioning	Country groups 2010	Country groups 2011	Changes to the previous year
Leading group	DK, SE, SI, FI, NL, UK, IE	DK, SE, SI, FI, NL, UK, LU	LU↑↑ IE↓
Upper midfield	BE, FR, CZ, CY, SK, PL	BE, FR, CZ, CY, AT, ES, IE	AT↑*, ES↑↑* SK↓↓, PL↓
Lower midfield	DE, GR, LU, AT, RO	DE, GR, LT , LV, PL	LV↑ RO↓
Stragglers	HU, IT, MT, PT, LV, ES,	HU, IT, MT, PT, SK, RO	

Note: ↑ stands for a jump into the next highest group and ↓ for a fall into a lower one; double arrows stand for a change over two groups, grey highlighted countries were not taking into consideration in the first Labour Market Monitor; change is not straightforward.

S: Eurostat, WIFO calculations.

Latvia managed to move up a group, from the stragglers to the lower midfield. Furthermore, Austria also belongs to the climbers and is ranked in the upper midfield of the European Union according to data from the year 2010, in relation to equity of access and continuity in the labour market. In a similar way to Spain, this advancement can be attributed to the relapse of other countries. The scores of the index, compared to the 2010 index calculation, have not increased but rather decreased (see also Figure 9 and 10). However, overall the sub-areas of exclusion and child care do not show a marked improvement, even if the relative ranking position in relation to formal child care (children up to three years old) within the scope of 1 to 29 weekly hours has slightly improved. Moreover, Austria can once again be found on the second-last position for part-time employment due to care responsibilities. The gender-specific indicators (see Appendix of tables) for part-time employment due to care responsibilities of children and/or those adults unfit to work show that the female share in

⁷ The fact that in this area two indicators were replaced with others similar in content, due to availability of data, and data from one country was added, the comparability of the values and the corresponding ranking of the first implementation of the third area index is somewhat limited.

Austria is particularly high compared to the other Member States. In the sub-area health, Austria's ranking remains also unchanged, at the lower edge of the European distribution.

4.4 Results of area index 4 – Distribution of earnings

In the fourth area index, the level and distribution of earnings are more closely examined. The following key figures are included in the index:

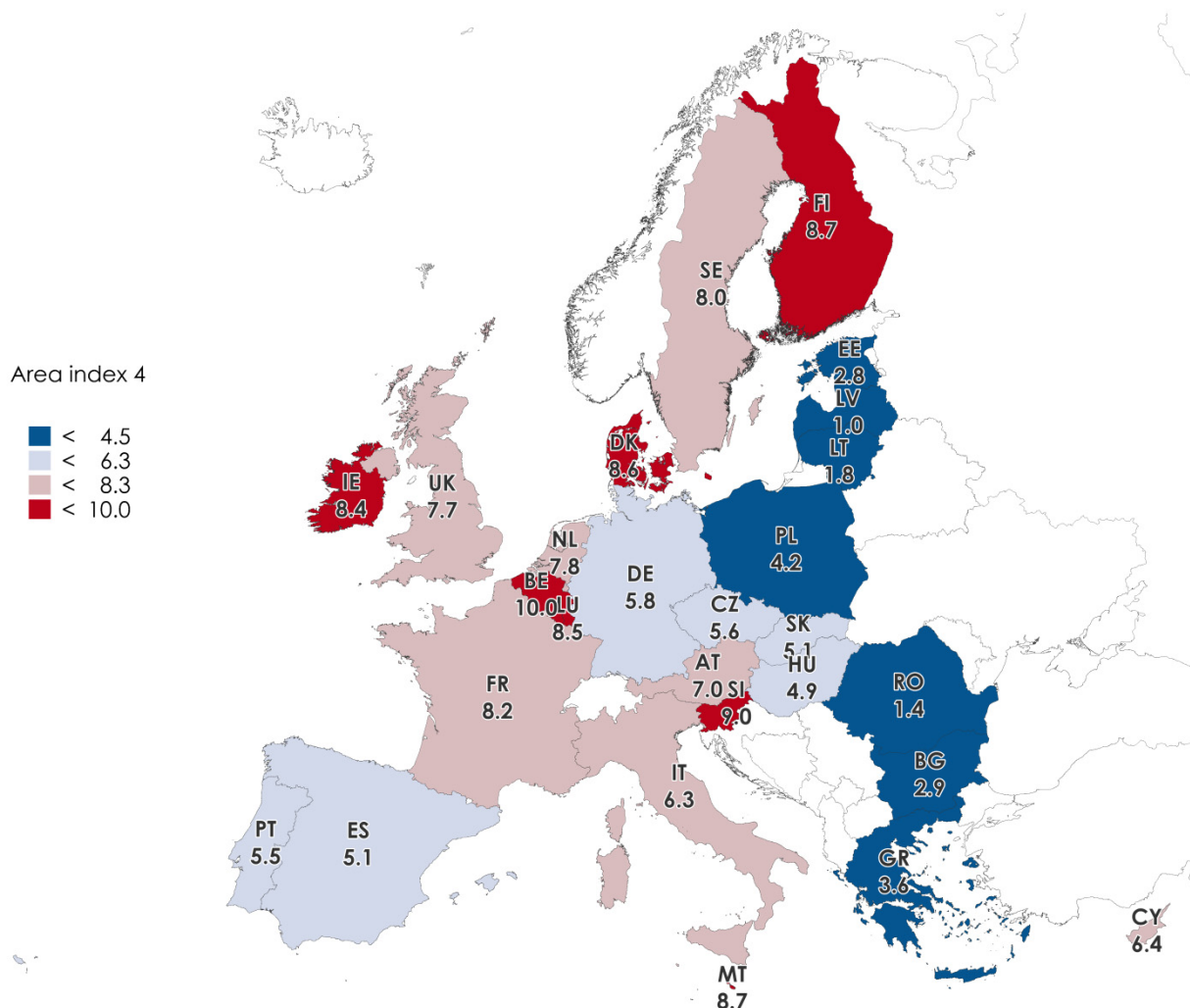
- average level of earnings,
- functional and personal distribution of primary income (wages in % of GDP, distribution of earnings quintile),
- overall tax burden of the work factor,
- gender-specific wage differential,
- share of the low income segment and
- the extent of "working poor"

In total the index for this area is made up of eight indicators.

4.4.1 Results following the first update

At first glance, the results for this index are surprising. Belgium is ranked in front of Slovenia, Malta, Finland, Denmark, Luxembourg and Ireland at the top of the index scores. Belgium can attribute its leading position to the indicators on income and working poor and also the above-average positioning in relation to the income distribution (except for the indicator "taxes on labour as a percentage of total taxation").

Figure 7: Area index 4 – Distribution of earnings



Note: The individual values make up the boundary for the next group (see Table 4): 4.5 = 25% percentile, 6.3 = 50% percentile and 8.3 = 75% percentile.

S: Eurostat, WIFO calculations.

France, Sweden, the Netherlands, the United Kingdom, Cyprus, Italy and Austria are ranked in the upper midfield. Except for Germany, the countries ranked in the lower midfield (Germany, the Czech Republic, Portugal, Spain, Slovakia, and Hungary) and in the stragglers group (Poland, Greece, Bulgaria, Estonia, Lithuania, Romania and Latvia) either belong to the Southern European States or the new member countries. According to the data for the index calculation for 2011, Austria is ranked at the 12th position with 7.0 points.

4.4.2 Changes in the reference period

The results of this index are very similar in comparison with the previous year's calculations; the ranking and the group constellations only differ slightly (Table 10). In the area of distribution of earnings, only marginal changes in the composition of these groups can be found. France went down one group, whereas Ireland moved up a group.

Table 10: Positioning of the countries in the area index 4 – Distribution of earnings

Positioning	Country groups 2010	Country groups 2011	Changes to the previous year
Leading group	BE, DK, MT, LU, FI, SI, FR	BE, DK, MT, LU, FI, SI, IE	FR↓
Upper midfield	SE, IE, NL, UK, AT, IT, CY	FR, SE, NL, UK, AT, CY, IT	IE↑
Lower midfield	ES, DE, CZ, HU, PT, SK	DE, CZ, PT, ES, SK, HU	-
Stragglers	PL, EE, GR, BG, LT, LV, RO	PL, GR, BG, EE, LT, RO, LV	-

Note: ↑ stands for a jump into the next highest group and ↓ for a fall into a lower one; double arrows stand for a change over two groups.

S: Eurostat, WIFO calculations.

4.5 Results of area index 5 – Distribution welfare state

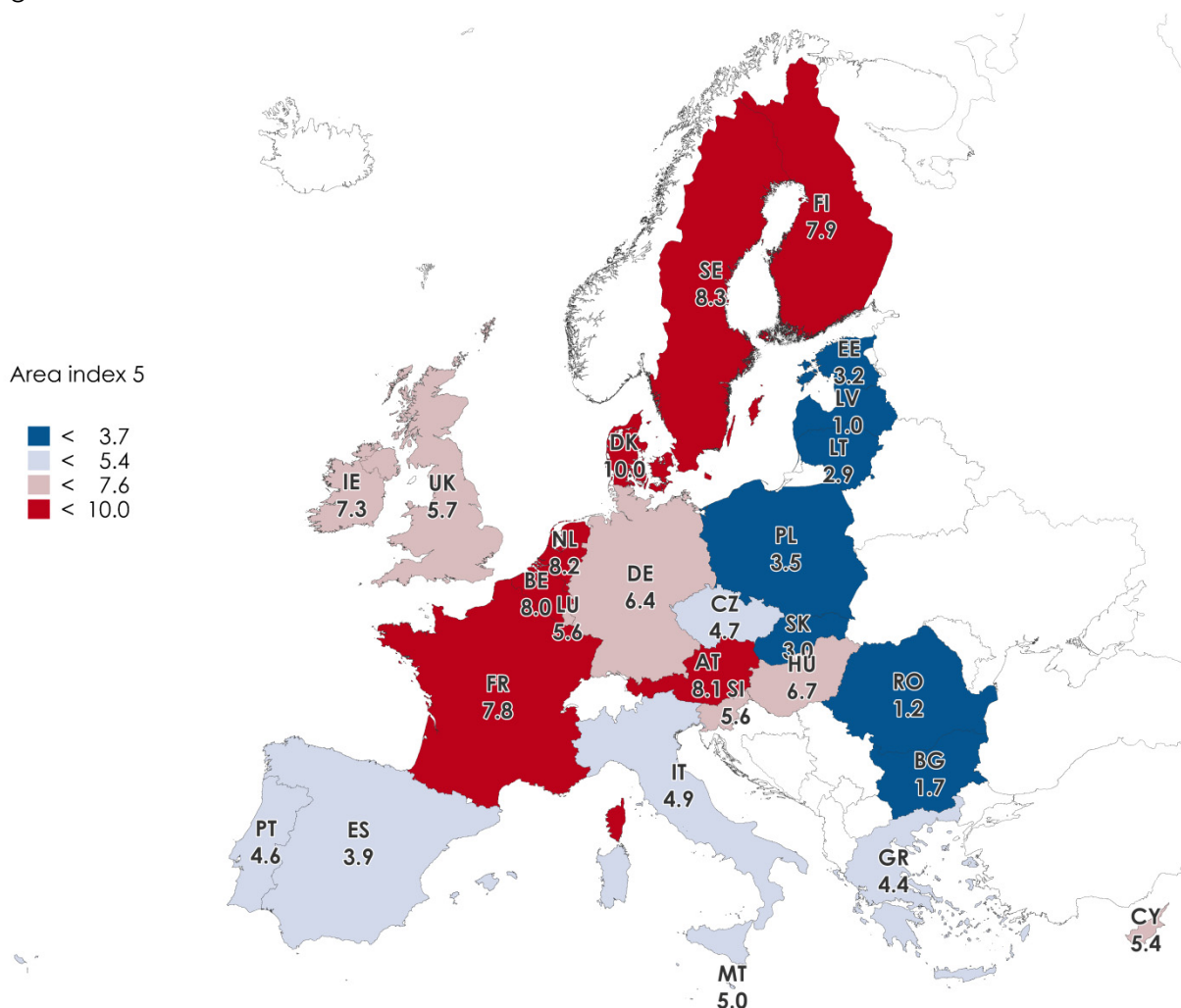
The fifth area is concerned with the question of welfare and the transfer level in a country. The area includes a total of ten indicators of the

- key figures for the extent and structure of social protection services (as % of the GDP) and
- indicators on the results of public intervention - represented by means of the risk of poverty.

4.5.1 Results following the first update

In the leading group, Sweden was once again ranked second to Denmark, followed by the Netherlands, Austria, Belgium, Finland and France. The scores of the leading field once more lie close together. The heterogeneity in relation to welfare state activities or rather the different distribution of social protection benefits in % of GDP continues to exist.

Figure 8: Area index 5 – Distribution welfare state



Note: The individual values make up the boundary for the next group (see Table 4): 3.7 = 25% percentile, 5.4 = 50% percentile and 7.6 = 75% percentile.

S: Eurostat, WIFO calculations.

Once again, Denmark leads the EU-27, whereas Latvia, Romania, Bulgaria, Lithuania, Slovakia, Estonia and Poland represent the stragglers of the European Community. Similarly to the calculation of this area index in the year 2010, no new member country achieves a score above the median value of the EU-27 for the new 2011 calculations, with the exception of Hungary and Slovenia. The scores of the Southern European countries, Italy, Portugal and Greece and in particular Spain are a long way from reaching the European median as well.

4.5.2 Changes in the reference period

There was no change in the area distribution welfare state within the country groups (Table 11).

Table 11: Positioning of the countries in the area index 5 – Distribution welfare state

Positioning	Country groups 2010	Country groups 2011	Changes to the previous year
Leading group	DK, SE, NL, FR, BE, FI, AT	DK, SE, NL, AT, BE, FI, FR	-
Upper midfield	HU, DE, SI, UK, IE, LU, CY	IE, HU, DE, UK, SI, LU, CY	-
Lower midfield	MT, CZ, PT, IT, GR, ES	MT, IT, CZ, PT, GR, ES	-
Stragglers	PL, SK, LT, EE, LV, BG, RO	PL, EE, SK, LT, BG, RO, LV	-

Note: ↑ stands for a jump into the next highest group and ↓ for a fall into a lower one; double arrows stand for a change over two groups.

S: Eurostat, WIFO calculations.

Drawing upon the most recent data, no changes in the country ranking manifested themselves.

5 Summary

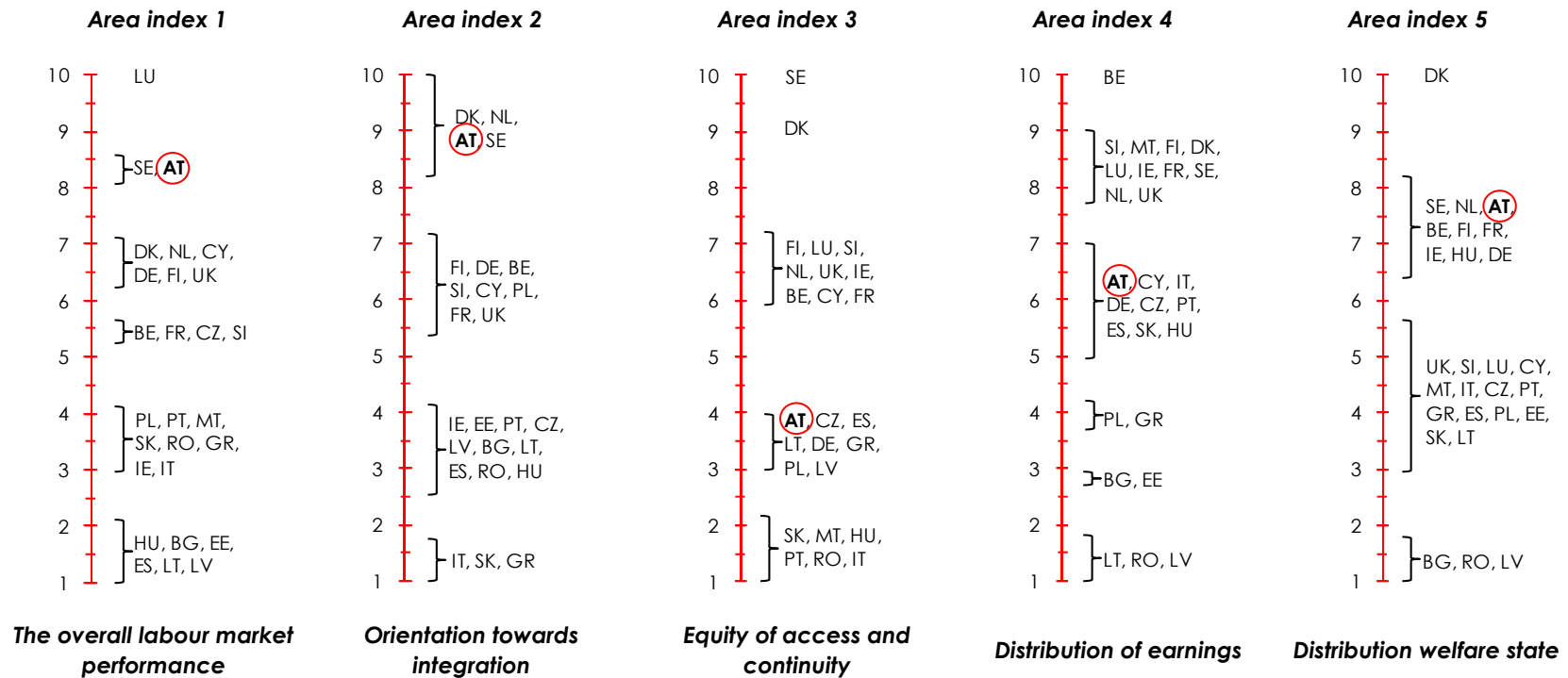
This year's update of the Labour Market Monitor is mainly based on data from the years 2009 and 2010 and is calculated on the basis of five area indices on labour market activities which were developed and tested in the previous year for the 27 EU Member States (see also Figure 9 and 10). The five indices are not combined into a consolidated index but rather remain visible as separate indices. This approach made clear that the consequences of the financial and economic crisis had a distinct effect on those areas of the labour market which are particularly responsive to economic fluctuations. These are mainly contained in the area index "overall labour market performance". Conversely, the areas of the Labour Market Monitor which have a stronger emphasis on structural and institutional factors only record slight changes in country constellations.

Germany, due to an improved relative positioning in the sub-area employment within the area "overall labour market performance" managed to manoeuvre itself from the upper midfield into the European leading field. Germany's improvement is particularly based on the comparatively good development of the employment situation. Contrasting to that, two Baltic countries, Latvia and Lithuania, show an opposite trend and according to the most recent data, now belong to the stragglers of Europe because of their „overall labour market performance". This downward movement is especially dramatic for the employment indicators.

Despite the movements, the Nordic States remain largely at the top of EU states, whereas Southern European countries and many of the New Member States are positioned towards the lower end of the distribution of scores within the individual labour market areas. In the area "distribution of earnings", "distribution of the welfare state" as well as most recently in the area "orientation towards integration", Belgium remains at the top of the field. Moreover, Slovenia remains the only new member country that has been able to position itself at the top of European countries in the areas "equal access and job security" and "distribution of earnings".

Austria managed to further improve its position in the European leading field in case of the first two indices, labour market performance and orientation towards integration. Also in relation to the distribution of welfare state activities, Austria remains at the top of the rankings. However, Austria remains relatively weak with respect to "equity of access and continuity". Furthermore, within sub-areas, Austria does not display any marked catching-up relative to the rest of the EU countries despite the decline of other countries, which resulted in a forwards movement in its positioning. Only the indicators for formal child care (children up to three years of age) within the scope of 1 to 29 weekly hours point towards a slight improvement of the care infrastructure in Austria.

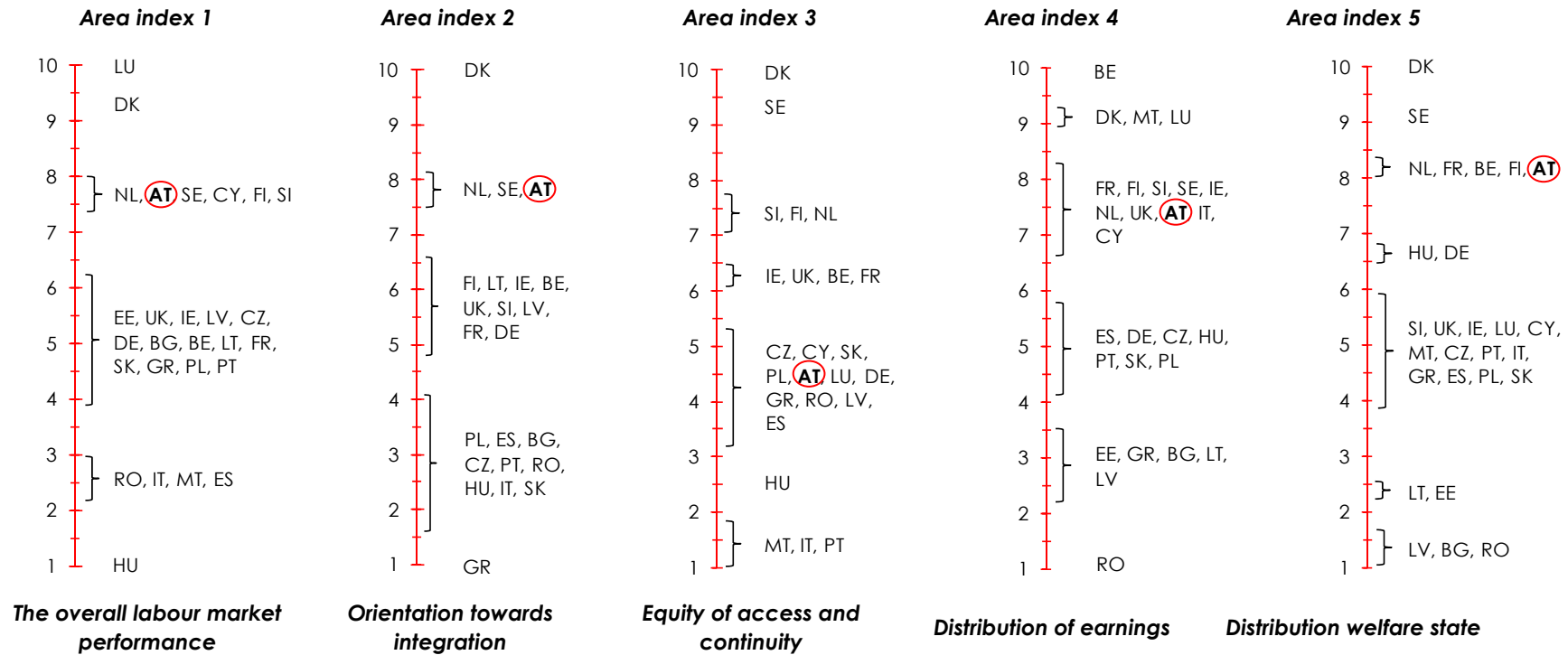
Figure 9: Grouped scales of the five area indices, index calculations 2011



Note: The numbers on the axes represent the scores of the area indices (each index begins with 1 and ends with 10). The countries are combined into groups according to their distance in scores to the next country group. A new group begins where the distance to the next group amounts to at least 0.7 points, whereby this border is derived from the distribution of scores in the areas. Within the groups the countries are ranked according to decreasing scores.

S: Eurostat, WIFO calculations.

Figure 10: Grouped scales of the five area indices, index calculations 2010



Note: The numbers on the axes represent the scores of the area indices (each index begins with 1 and ends with 10). The countries are combined into groups according to their distance in scores to the next country group. A new group begins where the distance to the next group amounts to at least 0.6 points, whereby this border is derived from the distribution of scores in the areas. Within the groups the countries are ranked according to decreasing scores.

Legend: Area index 1 – in the area “overall labour market performance” a group of European countries with strongly above-average performance forms behind Luxembourg and Denmark. Located in this group are the Netherlands, Austria, Sweden, Cyprus, Finland and Slovenia. Thereby Austria displays fewer points than the Netherlands, but more than Sweden.

S: Eurostat, WIFO calculations.

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Annex A – Significant results and calculation steps

Table 12: List of indicators

Areas and indicators	Year ¹⁾	Sources	Eurostat code	Missing countries
Area index 1: Overall labour market performance				
1 Employment rate (15-64 years old)	2010	EU-LFS	lfsa_ergan	
2 Employment rate in full-time equivalents	2010	EU-LFS	Eurostat	
3 Employment growth compared to the previous year	2010	EU-LFS	lfsi_grt_a = tsieb050	
4 Unemployment rate (15-64 years old)	2010	EU-LFS	lfsa_urgan	
5 Real GDP per capita (€ per inhabitant)	2010	NAS	nama_aux_gp h	
6 Real GDP per capita (index 2000 = 100)	2010	NAS	nama_aux_gp h	
7 Labour productivity per person employed	2010	NAS	tsieb030	
Area index 2: Orientation towards integration (excl. LU and MT)				
1 Employment rate (25-44 years old)	2010	EU-LFS	lfsa_pganws	
2 Employment gender gap: Difference between male and female employment rates (25-44 years old)	2010	EU-LFS	lfsa_pganws	
3 Employment rate (55-64 years old)	2010	EU-LFS	lfsa_ergan	
4 Part-time employment, main reason: Could not find a full-time job	2010	EU-LFS	lfsa_epgar	
5 Temporary employment, main reason: Could not find a permanent job	2010	EU-LFS	lfsa_etgar	
6 Employment gender gap: Difference between male and female employment rates (15-64 years old)	2010	EU-LFS	lfsa_ergan	
7 Unemployment rate (15-24 years old)	2010	EU-LFS	lfsa_urgan	
8 Unemployment rate (55-64 years old)	2010	EU-LFS	lfsa_urgan	LU, MT
9 Long-term unemployment rate (15-64 years old)	2010	EU-LFS	lfsa_upgal	
10 Long-term unemployment rate (50-64 years old)	2010	EU-LFS	lfsa_upgal	LU, MT
11 Public expenditure on (active) labour market policies as a percentage of GDP	2009	LMP	lmp_expsumm	
12 Public expenditure on labour market policies as a percentage of GDP per % unemployed person	2009	LMP	lmp_expsumm /lfsa_urgan	
13 Participants in active labour market policy measures/interventions as a percentage of the labour force	2009	LMP	lmp_partsum m/lfsa_agan	
Area index 3: Equity of access and continuity (excl. BG and EE)				
1 Early leavers from education and training	2010	EU-LFS	edat_lfse_14	
2 Population (25-64 years old) with low educational attainment (max. secondary level I)	2010	EU-LFS	edat_lfs_9903	
3 Population (25-34 years old), with low educational attainment (max. secondary level I)	2010	EU-LFS	edat_lfs_9903	
4 Population (25-64 years old), with tertiary educational attainment	2010	EU-LFS	edat_lfs_9903	
5 Population (25-34 years old), with tertiary educational attainment	2010	EU-LFS	edat_lfs_9903	
6 Life-long learning (Adult participation (25-64 years) in education and training)	2010	EU-LFS	tsiem080	
7 Percentage of employees participating in continuing vocational training	2005	CVTS3	trng_cvts3_41	
8 Inactive population (Out of labour force): Main reason care responsibilities	2010	EU-LFS	lfsa_igar	
9 Part-time employment, main reason: Care responsibilities	2010	EU-LFS	lfsa_epgar	BG, EE
10 Inactive population (Out of labour force)	2010	EU-LFS	lfsa_ipga	
11 Formal child care (children less than three years) from 1 to 29 hours weekly	2009	EU-SILC	ilc_cainform al	

Areas and indicators	Year ¹⁾	Sources	Eurostat code	Missing countries
12 Formal child care (children less than three years) 30 hours or more weekly	2009	EU-SILC	ilc_caindformal	
13 Number of fatal work-related accidents	2008	ESAW	hsw_aw_nnasx & hsw_mi01	
14 Healthy life years at birth – women	2009	Demogra	hlth_hlye	
15 Healthy life years at birth – men	2009	phical	hlth_hlye	
16 Healthy life years at the age of 65 – women	2009	database	hlth_hlye	
17 Healthy life years at the age of 65 – men	2009	and EU-SILC	hlth_hlye	
18 Employed persons with disabilities	2009	EU-SILC	hlth_silc_04	
19 Self-perceived limitations of employed persons (severe + some limitations)	2009	EU-SILC	hlth_silc_06	
20 Self-perceived health of employed persons (very good + good)	2009	EU-SILC	hlth_silc_01	
Area index 4: Distribution of earnings				
1 Nominal wages per employee in PPS	2010	NAS	nama_nace06_c & e	
2 Compensation of employees per capita in PPS	2010	NAS	nama_nace06_c & e	
3 Compensation of employees as a percentage of GDP	2010	NAS	nama_gdp_c	
4 Inequality of income distribution – income quintile share ratio	2009	EU-SILC	ilc_di11	
5 Taxes on labour as a percentage of total taxation	2009	DG TAXUD	Taxation trends	
6 Working poor	2009	EU-SILC	tsdsc320	
7 Proportion of low wage earners (full-time employees)	2006	VSE	earn_ses_ade ci	
8 Gender pay gap	2009	VSE	tsiem040	
Area index 5: Distribution welfare state				
Social protection benefits as a percentage of GDP (1-6)				
1 Sickness/health care	2008	ESSPROS	spr_exp_gdp	
2 Disability	2008	ESSPROS	spr_exp_gdp	
3 Old Age	2008	ESSPROS	spr_exp_gdp	
4 Family/children	2008	ESSPROS	spr_exp_gdp	
5 Unemployment/unemployment rate	2008	ESSPROS	spr_exp_gdp	
6 Other functions (survivors, housing, social exclusion)	2008	ESSPROS	spr_exp_gdp	
7 At-risk-of-poverty rate after social transfers	2009	EU-SILC	tsisc030	
8 Improvement in the rate of at-risk-of-poverty through transfers	2009	EU-SILC	tesov250-tsis030	
9 Relative median at-risk-of-poverty gap	2009	EU-SILC	tsdsc250	
10 Total public expenditure on education as a percentage of GDP	2008	UOE	educ_figdp	

S: Eurostat. – ¹⁾ column year: The last available year which enters each index. – ²⁾ Area index 3 (14-17): Structural indicators "Healthy Life Years". Eurostat mortality statistics and data on self-assessment of disability (EU-SILC) are incorporated into the calculation of healthy life years.

Table 13: Indicators and weights

Areas indices and indicators	Valuation	Standard deviation	0.01 / Standard deviation	Weight
Area index 1: Overall labour market performance				
1 Employment rate (15-64 years old)	+	2.74	0.00366	0.13
2 Employment rate in full-time equivalents	+	2.57	0.00390	0.13
3 Employment growth compared to the previous year	+	2.44	0.00410	0.14
4 Unemployment rate (15-64 years old)	-	2.51	0.00398	0.14
5 Real GDP per capita (€ per inhabitant)	+	2.12	0.00472	0.16
6 Real GDP per capita (index 2000 = 100)	+	2.80	0.00357	0.12
7 Labour productivity per person employed	+	1.98	0.00504	0.17
Total			0.02896	1.00
Area index 2: Orientation towards integration (excl. LU and MT)				
1 Employment rate (25-44 years old)	+	2.82	0.00354	0.07
2 Employment gender gap: Difference between male and female employment rates (25-44 years old)	-	2.28	0.00438	0.08
3 Employment rate (55-64 years old)	+	2.27	0.00440	0.08
4 Part-time employment, main reason: Could not find a full-time job	-	2.83	0.00353	0.07
5 Temporary employment, main reason: Could not find a permanent job	-	2.17	0.00461	0.08
6 Employment gender gap: Difference between male and female employment rates (15-64 years old)	-	2.27	0.00440	0.08
7 Unemployment rate (15-24 years old)	-	2.37	0.00422	0.08
8 Unemployment rate (55-64 years old)	-	2.52	0.00397	0.07
9 Long-term unemployment rate (15-64 years old)	-	2.29	0.00436	0.08
10 Long-term unemployment rate (50-64 years old)	-	2.13	0.00470	0.09
11 Public expenditure on (active) labour market policies as a percentage of GDP	+	2.82	0.00354	0.07
12 Public expenditure on labour market policies as a percentage of GDP per % unemployed person	+	2.47	0.00405	0.07
13 Participants in active labour market policy measures/interventions as a percentage of the labour force	+	2.17	0.00461	0.08
Total			0.05431	1.00
Area index 3: Equity of access and continuity (excl. BG and EE)				
1 Early leavers from education and training	-	2.21	0.00452	0.05
2 Population (25-64 years old) with low educational attainment (max. secondary level I)	-	2.38	0.00421	0.05
3 Population (25-34 years old), with low educational attainment (max. secondary level I)	-	2.23	0.00449	0.05
4 Population (25-64 years old), with tertiary educational attainment	+	3.07	0.00326	0.04
5 Population (25-34 years old), with tertiary educational attainment	+	3.16	0.00317	0.04
6 Life-long learning (Adult participation (25-64 years) in education and training)	+	2.27	0.00440	0.05
7 Percentage of employees participating in continuing vocational training	+	2.48	0.00403	0.05
8 Inactive population (Out of labour force): Main reason care responsibilities	-	2.28	0.00438	0.05
9 Part-time employment, main reason: Care responsibilities	-	3.01	0.00332	0.04
10 Inactive population (Out of labour force)	-	2.52	0.00397	0.05
11 Formal child care (children less than three years) from 1 to 29 hours weekly	+	2.25	0.00444	0.05
12 Formal child care (children less than three years) 30 hours or more weekly	+	2.06	0.00485	0.06

Areas indices and indicators		Valu- ation	Standard deviation	0.01 / Standard deviation	Weight
13	Number of fatal work-related accidents	-	2.49	0.00401	0.05
14	Healthy life years at birth – women	+	2.05	0.00487	0.06
15	Healthy life years at birth – men	+	2.17	0.00461	0.05
16	Healthy life years at the age of 65 – women	+	2.00	0.00501	0.06
17	Healthy life years at the age of 65 – men	+	2.07	0.00484	0.06
18	Employed persons with disabilities	+	1.88	0.00531	0.06
19	Self-perceived limitations of employed persons (severe + some limitations)	+	2.43	0.00411	0.05
20	Self-perceived health of employed persons (very good + good)	+	2.33	0.00429	0.05
	Total			0.08608	1.00
Area index 4: Distribution of earnings					
1	Nominal wages per employee in PPS	+	2.48	0.00404	0.12
2	Compensation of employees per capita in PPS	+	2.56	0.00391	0.12
3	Compensation of employees as a percentage of GDP	+	2.68	0.00373	0.11
4	Inequality of income distribution – income quintile share ratio	-	2.42	0.00413	0.12
5	Taxes on labour as a percentage of total taxation	-	2.46	0.00407	0.12
6	Working poor	-	2.06	0.00485	0.14
7	Proportion of low wage earners (full-time employees)	-	2.42	0.00413	0.12
8	Gender pay gap	-	2.17	0.00460	0.14
	Total			0.03346	1.00
Area index 5: Distribution welfare state					
	Social protection benefits as a percentage of GDP (1-6)				
1	Sickness/health care	+	2.67	0.00375	0.09
2	Disability	+	2.17	0.00461	0.11
3	Old Age	+	2.27	0.00441	0.10
4	Family/children	+	2.34	0.00427	0.10
5	Unemployment/unemployment rate	+	2.52	0.00396	0.09
6	Other functions (survivors, housing, social exclusion)	+	2.48	0.00403	0.09
7	At-risk-of-poverty rate after social transfers	-	2.15	0.00466	0.11
8	Improvement in the rate of at-risk-of-poverty through transfers	+	2.12	0.00473	0.11
9	Relative median at-risk-of-poverty gap	-	2.32	0.00431	0.10
10	Total public expenditure on education as a percentage of GDP	+	2.09	0.00478	0.11
	Total			0.04351	1.00

S: Eurostat, WIFO calculations.

Table 14: Point value and range of the five area indices (unsorted)

Country	Overall labour market performance		Orientation towards integration		Equity of access and continuity		Distribution of earnings		Distribution welfare state	
	1		2		3		4		5	
	Point value	Rank	Point value	Rank	Point value	Rank	Point value	Rank	Point value	Rank
Belgium	5.6	10	6.4	7	6.1	9	10.0	1	8.0	5
Bulgaria	2.1	23	3.3	18	n.a.	n.a.	2.9	23	1.7	25
Czech Republic	5.4	12	3.5	16	3.9	13	5.6	16	4.7	17
Denmark	7.1	4	10.0	1	9.1	2	8.6	5	10.0	1
Germany	7.0	7	6.5	6	3.6	16	5.8	15	6.4	10
Estonia	1.9	24	4.0	14	n.a.	n.a.	2.8	24	3.2	22
Ireland	3.0	20	4.1	13	6.2	8	8.4	7	7.3	8
Greece	3.3	19	1.0	25	3.2	17	3.6	22	4.4	19
Spain	1.4	25	3.1	20	3.9	14	5.1	18	3.9	20
France	5.5	11	5.5	11	5.9	11	8.2	8	7.8	7
Italy	2.9	21	1.7	23	1.0	25	6.3	14	4.9	16
Cyprus	7.0	6	5.9	9	6.1	10	6.4	13	5.4	14
Latvia	1.0	27	3.3	17	3.0	19	1.0	27	1.0	27
Lithuania	1.3	26	3.3	19	3.7	15	1.8	25	2.9	24
Luxembourg	10.0	1	n.a.	n.a.	6.8	4	8.5	6	5.6	13
Hungary	2.2	22	2.5	22	1.9	22	4.9	20	6.7	9
Malta	3.7	16	n.a.	n.a.	1.9	21	8.7	3	5.0	15
Netherlands	7.0	5	9.4	2	6.7	6	7.8	10	8.2	3
Austria	8.2	3	8.8	3	4.0	12	7.0	12	8.1	4
Poland	4.1	14	5.8	10	3.1	18	4.2	21	3.5	21
Portugal	4.0	15	3.8	15	1.6	23	5.5	17	4.6	18
Romania	3.3	18	3.0	21	1.4	24	1.4	26	1.2	26
Slovenia	5.3	13	6.3	8	6.8	5	9.0	2	5.6	12
Slovakia	3.4	17	1.2	24	2.3	20	5.1	19	3.0	23
Finland	6.8	8	7.3	5	7.2	3	8.7	4	7.9	6
Sweden	8.6	2	8.3	4	10.0	1	8.0	9	8.3	2
United Kingdom	6.3	9	5.4	12	6.3	7	7.7	11	5.7	11

S: Eurostat, WIFO calculations. - Note: Abbreviation (n.a.) stands for, no calculation possible due to non-available data. Scale 1-10, whereby 1 = lowest value and 10 = highest value.

Table 15: Point value and ranking of the five area indices (sorted according to rank)

Overall labour market performance			Orientation towards integration			Equity of access and continuity			Distribution of earnings			Distribution welfare state		
Rank	Country	Point value	Rank	Country	Point value	Rank	Country	Point value	Rank	Country	Point value	Rank	Country	Point value
1	LU	10.0	1	DK	10.0	1	SE	10.0	1	BE	10.0	1	DK	10.0
2	SE	8.6	2	NL	9.4	2	DK	9.1	2	SI	9.0	2	SE	8.3
3	AT	8.2	3	AT	8.8	3	FI	7.2	3	MT	8.7	3	NL	8.2
4	DK	7.1	4	SE	8.3	4	LU	6.8	4	FI	8.7	4	AT	8.1
5	NL	7.0	5	FI	7.3	5	SI	6.8	5	DK	8.6	5	BE	8.0
6	CY	7.0	6	DE	6.5	6	NL	6.7	6	LU	8.5	6	FI	7.9
7	DE	7.0	7	BE	6.4	7	UK	6.3	7	IE	8.4	7	FR	7.8
8	FI	6.8	8	SI	6.3	8	IE	6.2	8	FR	8.2	8	IE	7.3
9	UK	6.3	9	CY	5.9	9	BE	6.1	9	SE	8.0	9	HU	6.7
10	BE	5.6	10	PL	5.8	10	CY	6.1	10	NL	7.8	10	DE	6.4
11	FR	5.5	11	FR	5.5	11	FR	5.9	11	UK	7.7	11	UK	5.7
12	CZ	5.4	12	UK	5.4	12	AT	4.0	12	AT	7.0	12	SI	5.6
13	SI	5.3	13	IE	4.1	13	CZ	3.9	13	CY	6.4	13	LU	5.6
14	PL	4.1	14	EE	4.0	14	ES	3.9	14	IT	6.3	14	CY	5.4
15	PT	4.0	15	PT	3.8	15	LT	3.7	15	DE	5.8	15	MT	5.0
16	MT	3.7	16	CZ	3.5	16	DE	3.6	16	CZ	5.6	16	IT	4.9
17	SK	3.4	17	LV	3.3	17	GR	3.2	17	PT	5.5	17	CZ	4.7
18	RO	3.3	18	BG	3.3	18	PL	3.1	18	ES	5.1	18	PT	4.6
19	GR	3.3	19	LT	3.3	19	LV	3.0	19	SK	5.1	19	GR	4.4
20	IE	3.0	20	ES	3.1	20	SK	2.3	20	HU	4.9	20	ES	3.9
21	IT	2.9	21	RO	3.0	21	MT	1.9	21	PL	4.2	21	PL	3.5
22	HU	2.2	22	HU	2.5	22	HU	1.9	22	GR	3.6	22	EE	3.2
23	BG	2.1	23	IT	1.7	23	PT	1.6	23	BG	2.9	23	SK	3.0
24	EE	1.9	24	SK	1.2	24	RO	1.4	24	EE	2.8	24	LT	2.9
25	ES	1.4	25	GR	1.0	25	IT	1.0	25	LT	1.8	25	BG	1.7
26	LT	1.3	n.a.	LU	n.a.	n.a.	BG	n.a.	26	RO	1.4	26	RO	1.2
27	LV	1.0	n.a.	MT	n.a.	n.a.	EE	n.a.	27	LV	1.0	27	LV	1.0

S: Eurostat, WIFO calculations. – Note: Abbreviation (n.a.) stands for no calculation possible due to non-available data. Scale 1-10, whereby 1 = lowest value and 10 = highest value. The values above the 75% percentile are highlighted in light grey.

Table 16: Ranking position of all five area indices according to the calculation variations¹⁾

	Overall labour market performance			Orientation towards integration			Equity of access and continuity			Distribution of earnings			Distribution welfare state		
	V1	V2	V3	V1	V2	V3	V1	V2	V3	V1	V2	V3	V1	V2	V3
Belgium	10	10	13	7	6	8	9	6	7	1	1	1	5	3	7
Bulgaria	23	22	15	18	18	18	n.a. ²⁾	n.a. ²⁾	n.a. ²⁾	23	23	24	25	26	25
Czech Republic	12	12	11	16	15	16	13	19	14	16	17	18	17	15	16
Denmark	4	5	2	1	1	1	2	1	2	5	4	2	1	1	1
Germany	7	6	7	6	8	7	16	16	15	15	16	16	10	14	9
Estonia	24	24	24	14	17	13	n.a. ²⁾	n.a. ²⁾	n.a. ²⁾	24	25	23	22	19	24
Ireland	20	18	20	13	13	12	8	10	9	7	8	8	8	7	10
Greece	19	19	14	25	24	25	17	15	16	22	22	22	19	22	19
Spain	25	27	26	20	16	19	14	12	12	18	18	15	20	21	20
France	11	13	12	11	11	11	11	8	11	8	7	7	7	8	5
Italy	21	21	21	23	23	23	25	25	25	14	12	13	16	17	18
Cyprus	6	8	6	9	10	9	10	9	10	13	14	14	14	9	13
Latvia	27	26	27	17	21	20	19	14	19	27	27	26	27	25	27
Lithuania	26	25	23	19	20	15	15	13	17	25	26	25	24	23	23
Luxembourg	1	1	1	n.a. ²⁾	n.a. ²⁾	n.a. ²⁾	4	7	6	6	5	3	13	18	11
Hungary	22	23	25	22	22	22	22	24	23	20	19	20	9	10	8
Malta	16	16	22	n.a. ²⁾	n.a. ²⁾	n.a. ²⁾	21	23	21	3	3	4	15	11	15
Netherlands	5	4	3	2	2	2	6	3	5	10	10	10	3	5	3
Austria	3	3	4	3	3	3	12	18	13	12	13	12	4	6	4
Poland	14	14	17	10	7	14	18	20	18	21	21	21	21	20	21
Portugal	15	20	16	15	14	17	23	17	24	17	15	17	18	16	17
Romania	18	15	19	21	19	21	24	22	22	26	24	27	26	27	26
Slovenia	13	11	10	8	9	6	5	5	4	2	2	6	12	12	12
Slovakia	17	17	18	24	25	24	20	21	20	19	20	19	23	24	22
Finland	8	7	8	5	5	5	3	4	3	4	6	5	6	4	6
Sweden	2	2	5	4	4	4	1	2	1	9	9	9	2	2	2
United Kingdom	9	9	9	12	12	10	7	11	8	11	11	11	11	13	14
V1 - V2 ³⁾		0.98			0.97			0.91			0.99			0.96	
V1 - V3 ³⁾		0.94			0.98			0.99			0.98			0.99	
V2 - V3 ³⁾		0.94			0.95			0.93			0.98			0.94	

S: Eurostat, WIFO calculations. - ¹⁾ calculation variants: V1 = variant 1: Full indicator set, V2 = variant 2: Sub indices, V3 = variant 3: previous year. ²⁾ n.a. means due to missing/not available data, the countries are not included in the index. ³⁾ V1 - V2; V1 - V3, V2 - V3: Provide the individual correlation between the variations.

Annex B – Definitions, sources and data availability

B.1 Definitions

B.1.1 Overall labour market performance (1) and orientation towards integration (2)

All indicators	Description	Source
Employment rate (in %)	<p>The employment rate is made up of the percentage of the employed in the population in private households (number of employed/working divided by the overall population).</p> <p>Employment rate (15-64 years old): Percentage of the employed between 15 and 64 years of age in the overall population of this age group.</p> <p>Employment rate (25-44 years old): Percentage of the employed between 25 and 44 years of age in the overall population of this age group.</p> <p>Employment rate (55-64): Percentage of the employed between 55 and 64 years of age in the overall population of this age group.</p> <p>Employed persons are persons:</p> <ul style="list-style-type: none"> • from 15 years of age and over (from 16 in ES, UK and SE (1995-2001); 15-74 in DK, EE, HU, LV, FI and SE (from 2001); 16-74 in IS and NO), • who during the reference week worked at least one hour for pay, profit or family gain, • or did not work, but do hold an employment position from which they were temporarily absent, e. g. due to illness, holiday or training or further training measures. <p>S: http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_unemployment_lfs/methodology/definitions.</p>	EU-LFS
Employment gender gap (in percentage points)	See above for the employment rates. The employment gender gaps are made up of the difference between the male and female employment rates.	EU-LFS
Employment rate in full-time equivalents (in %)	<p>Total hours worked divided by the average annual number of hours worked in full-time jobs, calculated as a proportion of total population in the age group 15-64 years.</p> <p>S: <i>European Commission, Indicators for monitoring the Employment Guidelines including indicators for additional employment analysis, 2010 compendium.</i></p>	EU-LFS
Unemployment rate in %	The unemployment rate is the percentage of unemployed in the labour force. The labour force corresponds to the total of the employed and the unemployed.	EU-LFS

All indicators	Description	Source
	<p>Counted amongst the unemployed are all those people who</p> <ul style="list-style-type: none"> • did not work during the reference week, • were available for work within two weeks, and • had been actively looking for work in the preceding four weeks. Furthermore, counted as unemployed were those persons who had already found employment but were due to start it at a later date. <p><i>S: Eurostat, Concepts and Definitions, http://ec.europa.eu/eurostat/ramon/nomenclatures/index.cfm?TargetUrl=DSP_GLOSSARY_NOM_DTL_VIEW&StrNom=CODED2&StrLanguageCode=DE&IntKey=16616635&RdoSearch=BEGIN&TxtSearch=arbeitslos&CboTheme=&IntCurrEntPage=1.</i></p> <p>Unemployment rate (15-64 years old) Percentage of the unemployed between 15 and 64 years of age in the labour force of this age group.</p> <p>Unemployment rate (15-24 years old) Percentage of the unemployed between 15 and 24 years of age in the labour force of this age group.</p> <p>Unemployment rate (55-64 years old) Percentage of the unemployed between 55 and 64 years of age in the labour force of this age group.</p>	
Long-term unemployment rate in %	<p>The indicator long-term unemployment (12 months or longer) is expressed as a percentage of the total unemployment. Long-term unemployed persons (12 months or longer) must be at least 15 years old and do not live in a collective household; they will continue to be unemployed in the next two weeks, are in the position of being able to start a new job in the next two weeks and are seeking work (have been intensively seeking work in the previous four weeks or are no longer searching as they have already found a job that they will begin at a later point in time). The duration of unemployment is defined as the duration of job searching, or the length of the period since the last job was held (if this period is shorter than the duration of job searching).</p> <p><i>S: Eurostat, table tsisc070.</i></p> <p>Long-term unemployment rate (15-64 years old) Long-term unemployment rate of the age group between 15-64 years of age.</p> <p>Long-term unemployment rate (50-64 years old) Long-term unemployment rate of the age group between 50-64 years of age.</p>	EU-LFS
Part-time employment, main reason: Could not find a full-time job (in %)	<p>This indicator relates to the main employment. The distinction between full-time and part-time employment is based on the spontaneous answer of those surveyed (with the exception of the Netherlands, Iceland and Norway, where a normal work week of less than 35 hours is defined as part-time employment and a normal work week of 35 hours or more is defined as full-time employment, and Sweden, where this criterion is applied to the self-employed). A more exact division between part-time and full-time employment is not possible as the working times differ according to the Member State and the economic sector.</p> <p>In addition to the question of whether the surveyed persons worked full-time or part-time, the reasons for working part-time were also asked. The respondents were offered the following choice of possible answers :</p> <ul style="list-style-type: none"> • in education or training 	EU-LFS

All indicators	Description	Source
Temporary employment, main reason: Could not find a permanent job (in %)	<ul style="list-style-type: none"> • limitations due to illness or disability • full-time employment not found • care responsibilities • other personal/family responsibilities • other reasons <p>The expression “full-time employment not found” was included in the index.</p> <p><i>Note: The expression “could not find full-time employment” is considered to be the same as “involuntary part-time employment” by Eurostat (see lfsa_eppgai).</i></p> <p>S: Eurostat, http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_unemployment_lfs/methodology/definitions.</p>	EU-LFS
Employment growth compared to the previous year (in %)	<p>A job is considered to be temporary either if it ends after a predetermined period of time or the employer and employee have agreed that the termination depends on objective conditions, for example, when the task is finished or following the return of an employee who was temporarily replaced. This group includes seasonal workers, persons employed through the job centre or an employment agency, those loaned out to a third party to carry out a predefined work order (unless a written, unlimited work contract with the job centre or an employment agency has been agreed) and people with special trainee contracts.</p> <p>In addition to the question of whether a job is temporary or not, a question regarding the reasons for the time limit (apprentices always have a restricted work contract) was posed:</p> <ul style="list-style-type: none"> • contract is for a trainee phase (e.g. apprentices) • probationary work contract • could not find a permanent job • did not want a permanent job <p>The expression “could not find any permanent employment” was included in the index.</p> <p>S: Eurostat, http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_unemployment_lfs/methodology/definitions.</p>	EU-LFS
Real GDP per capita (€ per inhabitant and index 2000=100)	<p>The indicator “employment growth” describes the percentage change in the total number of employed persons in the economic areas of the countries or the geographical area from one year to the next. The indicator is based on the European System of Accounts.</p> <p>S: Eurostat, table: tsieb050.</p> <p>The gross domestic product (GDP) includes goods and services for markets (or which could have markets) and products produced by the state and non-profit institutions. The GDP per capita is the gross domestic product divided by the number of inhabitants for a specific year. It is often used as an indicator of how well off a country is, since it is a measure of average real income in that country. However, it is not a complete measure of economic welfare. For example, GDP only covers economic activities in the market sector and does not take any unpaid work into account. Furthermore, the negative effects of economic activities such as, e.g. the destruction of the environment are not included. The real GDP per capita is based on rounded figures. Discrepancies in tables</p>	NAS

All indicators	Description	Source
	<p>between totals and percentages are due to this rounding.</p> <p><i>S: Eurostat, table: tsdec100.</i></p>	
<p>Labour productivity per person employed (GDP in PPS per person employed in comparison to EU-27, EU-27=100)</p>	<p>The gross domestic product (GDP) is a measure of the economic activity in a national economy. It is defined as the value of all newly created goods and services, less the value of all preliminary expenditures on goods and services purchased as intermediate input. The GDP in purchasing power standards (PPS) per employed person is expressed relative to the European Union (EU-27) average. If the index value of a country is larger than 100, consequently the country has a GDP per employed person above the EU average (and vice-versa). The underlying figures are expressed as PPS, a unified currency, which balances out the price level differences between countries thus allowing a meaningful GDP volume comparison. Please note that the factor "persons employed" does not distinguish between full-time and part-time employment.</p> <p>This indicator was rescaled, i.e. data is expressed in relation to EU-27 = 100. Thus, they are not comparable with previous publications based on EU-25 = 100.</p> <p><i>S: Eurostat, table: tsieb030.</i></p>	NAS
<p>Public expenditure on (active) labour market policies as a percentage of GDP</p>	<p>Expenditures for labour market policy (LMP) are restricted to public interventions, which are expressly aimed at persons experiencing difficulties on the labour market: the unemployed, employees who are threatened with involuntary unemployment and out of labour force persons wishing to enter the labour market. The total expenditure is broken down according to LMP services (category 1), which cover the costs of public employment services (PES), including other publicly financed services for job seekers; LMP measures (category 2-7), which cover the activation policies for the unemployed and other target groups: training and further training, job rotation and job sharing, employment incentives, supported employment and rehabilitation, direct creation of job places, and start-up initiatives; and includes LMP supporting measures (categories 8-9), income support for the unemployed (mainly unemployment benefits) and early retirement services.</p> <p>Expenditure for active labour market policy in % of GDP per unemployed: The expenditure in % of the GDP is divided by the unemployment rate. The categories 2-7 are included in the index:</p> <p><i>S: Eurostat, table: tps00076.</i></p>	LMP
<p>Participants in active labour market policy measures as a percentage of the labour force</p>	<p>Labour market policy (LMP) measures are public labour market interventions where the main activity of participants is different from searching for a job and participation, as a rule, results in a change in labour market status. LMP measures mainly include interventions that provide temporary support on the labour market for disadvantage groups (the unemployed, threatened employees and persons out of labour force). LMP measures are classified according to the type of intervention and include the following categories: training and further training, job rotation and job sharing, employment incentives, supported employment and rehabilitation, direct creation of job places, and start-up initiatives. The participants in LMP measures are identified as the average annual stock, i.e. as the average number of persons taking part in measures at a certain point in time during the year. The average annual stock can also be interpreted as the number of person-years participating in intervention measures.</p> <p>For the indicator, the participants taking part in intervention measures categories 2-7, are divided by the labour force.</p> <p><i>S: Eurostat, table: tps00079.</i></p>	LMP

B.1.2 Equity of access and continuity (3)

All indicators	Description	Source
Early leavers from education and training	<p>Early leavers from education and training are identified as persons between 18 and 24 years of age, whose highest level of education or training attained is below ISCED level 3a/b (the highest education level achieved is ISCED 0, 1, 2 or 3c) and have not participated in any training or further training (declared not having received any education or training in the four weeks preceding the survey (numerator).</p> <p>The denominator consists of the total population of the same age group, excluding those who did not answer the questions "highest level of education or training attained" and "participation to education and training" Both numerator and the denominator originate from the EU Labour Force Survey.</p> <p>S: Eurostat, table: tsisc060.</p>	EU-LFS
Completed qualification (in %)	<p>Population (25-64 years old, respectively 25-34) with max secondary level I (persons with low educational attainment):</p> <p>The indicator is defined as the percentage of the population between 25 and 64 years of age (respectively 25-34 years of age) with an educational level of 2 or lower, according to the international standard classification of education (ISCED). ISCED education level 0-2: pre-primary, primary and lower secondary level.</p> <p>S: Eurostat, table: tsdsc430.</p> <p>Population (25-64 years old, respectively 25-34) with tertiary educational attainment</p> <p>The indicator is defined as the percentage of the population between 25 and 64 years of age (respectively 25-34 years of age) with an ISCED education level of 5-6 (tertiary level).</p>	EU-LFS
Life-long learning (Adult participation in education and training) (in %)	<p>Life-long learning, percentage of the adult population participating in training and further training measures between the ages of 25-64 years:</p> <p>Life-long learning relates to persons between 25 and 64 years of age who reported they had participated in training or studies within four weeks of taking the survey (numerator). The denominator consists of the overall population of the same age group and excludes those who did not answer "participated in training or studies". Numerator and denominator both originated from the EU Labour Force Survey. The information related only to the sum of training and study, irrespective of the relevance to current or future employment of the surveyed persons.</p> <p>S: Eurostat, table: tsiem080.</p>	EU-LFS
Percentage of employees participating in continuing vocational training (in %)	<p>Vocational training: further training offers (courses or other forms of vocational further training courses) which were financed or partially by the company or are made possible during paid working time.</p> <p>S: Statistik Austria, Standard documentation, metadata on European surveys on vocational training (CVTS3).</p>	CVTS3

All indicators	Description	Source
Inactive population (Out of labour force) (in % of the total population)	<p>The inactive population is defined here as out of labour force persons according to the LFC (Labour Force Concept).</p> <p>Inactive persons are those who do not count amongst the employed or the unemployed. Inactive persons (Out of Labour Force) are e.g. pupils, students, those carrying out military service or civil service, pensioners, care givers (of children or adults), housewives and housemen.</p> <p><i>S: Statistik Austria, Microcensus data from 2004, Interviewer handbook incl. descriptions of characteristics of the LFS variables.</i></p>	EU-LFS
Inactive population (Out of labour force): Main reason for not seeking employment: Care responsibilities (in %)	<p>This indicator is concerned with the percentage of persons between 15 and 64 years of age (of working age), who are not searching for work due to care responsibilities.</p> <p>Several suggestions were given in the Microcensus as the main reason for not searching for work, among them: retirement, education or training, other personal or family responsibilities (caring for the household), looking after children or dependant adults, illness or disability, belief, no work is available ...</p> <p><i>S: Statistik Austria, Microcensus data from 2004, Interviewer handbook incl. descriptions of characteristics of the LFS variables.</i></p>	EU-LFS
Part-time employment, main reason: Care responsibilities (in %)	<p>This indicator is defined as the percentage of persons between 15 and 64 years of age (of working age), who are part-time employed due to care responsibilities.</p> <p>On one hand a question in the Microcensus asks whether persons work part-time or full-time and on the other hand, a further question asks for which reasons persons work part-time (reason: because they are caring for children or adults in need of care, because they did not want to work full-time, due to other personal and family reasons, because they could not find any full-time work, due to school or vocational training or further training, for reasons of illness or disability, due to other reasons).</p> <p><i>S: Statistik Austria, Microcensus data from 2004, Interviewer handbook incl. descriptions of characteristics of the LFS variables.</i></p>	EU-LFS

All indicators	Description	Source
Child care (according to duration) in % of all children in the same age group	<p>Formal child care (children younger than three years of age) from 1 to 29 hours weekly</p> <p>Percentage of children under three years of age who are cared for (per week) between 1 and 29 hours in % of all children in the same age group.</p> <p>Formal child care (children younger than three years of age) 30 hours and more weekly:</p> <p>Percentage of children under three years of age who are cared for (per week) between 30 and more hours in % of all children in the same age group.</p> <p>Four types of child care and early education are defined as a formal agreement: "Education at pre-school, Education at compulsory school, Childcare at centre-based services outside school hours (before/after) and Childcare at day-care centre. Therefore, formal arrangements include all kind of care organised/controlled by a structure (public, private). Care provided by childminders without any structure between the carer and the parents (direct arrangements) have been excluded from the definition of "formal care" in order to take into account only childcare recognised as fulfilling certain quality patterns. The duration refers to average number of hours during a usual week. This information is collected from EU-SILC."</p> <p>S: Eurostat, table: tsisc100.</p>	EU-SILC
Number of work-related accidents (with fatal outcomes)	<p>ESAW (European Statistics on Accidents at Work) statistics record work-related accidents that result in more than three days of absence from work and fatal work-related accidents. A fatal work-related accident is defined as an accident which leads to the death of the victim of the accident within one year.</p> <p>S: European Commission, <i>European Statistics on Accidents at Work (ESAW), Methodology, 2001 edition.</i></p>	ESAW
Healthy life years	<p>Healthy life years at birth/at the age of 65</p> <p>This is related to the number of years a person (male or female) can expect to live a healthy life at the time of their birth/at the age of 65 years.</p> <p>The structural indicator "healthy life years" measures the number of years a person (at a certain age) can expect to live without impairments because of illness or disability. It is therefore, a health expectancy indicator.</p> <p>On the one hand, data on mortality (mortality statistics originating from Eurostat's demographic database) and, on the other hand, other data on the self-assessment of disability (EU-SILC) are incorporated.</p> <p>S: Eurostat, <i>Europe in Numbers, Eurostat Annual Report 2010.</i></p> <p>"A healthy condition is defined by the absence of limitations in functioning/disability. The indicator is calculated separately for males and females. The indicator is also called disability-free life expectancy (DFLE).</p> <p>S: Eurostat, table: tsien180.</p>	HLY
Self-perceived health (in %)	<p>Self-perceived health according to employment status (employed persons) (in %)</p> <p>This indicator reveals how good or how bad employed persons perceive their health to be. The expressions (good and very good) were combined for the index.</p>	EU-SILC

All indicators	Description	Source
	<p>Self-perceived limitations in daily activities according to employment status (employed persons) (in %)</p> <p>The question asked within the scope of the EU-SILC is: "To what degree, at least in the last six months, were you hampered in your daily activities due to health problems? According to your own perception were you strongly limited, somewhat limited, or not limited?"</p> <p>The expressions strongly limited and somewhat limited were combined.</p> <p>S: Eurostat, Europe in Numbers, Eurostat Annual Report 2010.</p>	EU-SILC
	<p>Persons with long-standing (chronic) illness or health problem according to employment status (employed persons) (in %)</p> <p>This is related to employed persons with long-lasting health problems or disabilities.</p> <p>For long-lasting illnesses or health problems all factors apply that have restricted respondents in the past over a longer period of time or which will probably restrict them in the future over a longer period of time.</p> <p>S: Eurostat, Europe in Numbers, Eurostat Annual Report 2010.</p>	EU-SILC

B.1.3 Distribution of earnings (4)

All indicators	Description	Source
Nominal wages per employee in PPS	<p>In the case of the indicator nominal wages per employee in PPS, the gross wage and salaries (in million PPS) are divided by the employees (NAS).</p> <p>Gross wages and salaries, just as compensation of employees, include money and allowance in kind, however, contrary to employee compensation, excludes social contributions paid by the employer.¹</p> <p>S: Eurostat, table: tec00014.</p>	NAS
Compensation of employees	<p>Compensation of employees per capita in PPS/as a percentage of GDP</p> <p>The indicator compensation of employees per capita in PPS comprises total employee compensation (in millions PPS) divided by the number of employees (NAS).</p> <p>The compensation of employees includes all money and allowance in kind, given to an employee by an employer as compensation for work performed. In particular it also includes social contributions paid by the employer.</p> <p>The compensation of employees is divided into:</p> <ul style="list-style-type: none"> a) gross wages and salaries: gross wages and salaries in the form of cash benefits; gross wages and salaries in the form of allowance in kind; b) social contributions paid by the employer: actual social contributions of the employer; imputed social contributions. <p>Compensation of employees (according to NAS), are included in the index; on the one hand per capita in PPS and on the other as a percentage of GDP.</p> <p>S: Eurostat, table: tec00013 and http://circa.europa.eu/irc/dsis/nfaccount/info/data/esa95/de/esa00155.htm. Statistik Austria (2010A), Standard documentation, metadata, (definitions, explanations, methods, quality) on the national accounts, NAS – annual calculations, Vienna, download date 08.03.2010.</p>	NAS

¹Gross wages and salaries in the form of cash benefits include all paid social contributions, income tax, etc. paid by the employer, even if these are retained by the employer and paid directly to the social protection system, tax authorities, etc. Gross wages and salaries in the form of allowance in kind includes goods, services and or types of services offered for free, or at a reduced price, provided by the employer and which can be used and, according to the employer, are deemed sufficient to achieve satisfaction for themselves or the satisfaction of other members of their household. These goods, services and other types of services do not serve primarily the production process of the employer. For the employee, the wages and salaries in the form of allowances in kind comprise an additional income which they would otherwise have had to pay the market price for, if they had purchased these services themselves. S: Eurostat, <http://circa.europa.eu/irc/dsis/nfaccount/info/data/esa95/de/esa00157.htm>.

All indicators	Description	Source
Inequality of income distribution – income quintile share ratio (S80/S20)	<p>Inequality of the distribution of earnings – distribution quintile: The ratio of the total income received by the 20% of the population with the highest income (top quintile) to that received by the 20 % of the population with the lowest income (lowest quintile). Income is defined here as equivalised disposable income.</p> <p>S: Eurostat, table: tessi180.</p>	EU-SILC
Tax structures (in %)	<p>Taxes on labour as a percentage of total taxation:</p> <p>Tax revenues (including social security contributions) are defined as: taxes on products and imports, actual tax on income and assets, capital tax, actual compulsory social security contributions added up to a total state tax revenue.</p> <p>Tax revenues (excl. social security contributions) are defined as tax revenues (including social security contributions) minus the actual mandatory social security contributions.</p>	Taxation trends, 2010
Proportion of low wage earners (full-time employees) (in %)	<p>The rate of low-wage employees is calculated by dividing the low-wage employees by the number of full-time employees. The annual earnings of full-time employees are included in the indicators. A full-time employee is defined as a low-wage employee if their annual gross income is less than two-thirds of the annual (full-time) median gross income.</p>	NAS
“Working poor” (in %)	<p>The working poor indicator is based on the rate of at-risk-of-poverty employed persons. The indicator is defined as the percentage of employed persons (18 years and older) with an equivalised disposable income under the at-risk-of-poverty line, which is fixed at 60 % of the national available median equivalent income (after social transfers).</p> <p>S: Eurostat, table: tsdsc320.</p>	EU-SILC
Gender pay gap (in %)	<p>The indicator gender pay gap (gender-specific earnings gap in unadjusted form) represents the difference between average gross hourly earnings of male paid employees and female paid employees as a percentage of average gross hourly earnings of male paid employees.</p> <p>The population consists of all paid employees in enterprises with 10 employees or more in NACE Rev. 2 aggregate B to S (excluding O) - before reference year 2008: NACE Rev. 1.1 aggregate C to O (excl. L).</p> <p>S: Eurostat, table: tsiem040.</p>	NAS

B.1.4 Distribution welfare state (5)

All indicators	Description	Source
Social protection benefits according to function in % of GDP	<p>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."</p> <p>"Social protection services are the transfer of money or goods, provided to private households and individual persons by the social protection system to relieve burdens arising from a specific range of risks or needs.</p> <p>Functions: The risks or needs that could cause social protection to be needed are made up of the following factors:</p> <ul style="list-style-type: none"> • Illness/health care • Disability • Old Age • Survivors • Family/children • Unemployment • Housing • Social exclusion (if it cannot be placed in a different category) <p>Education is not counted as social protection and is therefore not an ESSPROS function!</p> <p>The functions are represented here in % of GDP (Percentage of social protection benefits on the gross domestic product ≠ social rate = percentage of social expenditure in GDP.) Alongside social services, social expenditure also includes administration costs and other expenditures not classified. Conversely, the social benefits do not include any administration costs or other expenditures.</p> <p>S: European Commission, ESSOSS Manual, ESSPROS Manual - The European System of integrated Social Protection Statistics (ESSPROS), 2008 Edition.</p> <p>The European System of integrated Social Protection Statistics (ESSPROS) is compiled in every EU state annually and constitutes a comprehensive data and information background for social policies.</p>	ESSPROS
At-risk-of-poverty rate after social transfers (in %)	<p>The at-risk-of-poverty rate is defined as the percentage of employed persons (18 years and older) with an equivalised disposable income under the at-risk-of-poverty line, which is fixed at 60 % of the national median equivalised disposable income (after social contributions and pensions).</p> <p>S: Eurostat (table: tsisc030)</p> <p>At-risk-of-poverty (income poverty): The EU/Eurostat's definition of poverty risk refers to individuals living in households where the equivalised disposable income is below the threshold of 60% of the median net-equivalised disposable household income.</p> <p>"Income" is the annual income in the calendar year prior to the survey year (the income in a 2007 survey will refer to the income in the year 2006</p> <p>S: Statistik Austria (2010A), Standard documentation, metadata, (definitions, explanations, methods, quality) on EU-SILC 2007, Vienna, revised version 30.06.2010.</p>	EU-SILC
Improvement in the at-risk-of-poverty rate through social transfers (in percentage points)	<p>In this indicator, the at-risk-of-poverty rate following social transfers is subtracted by the at-risk-of-poverty rate before social transfers. Pensions are not included in the at-risk-of-poverty rate before social transfers!</p>	EU-SILC

All indicators	Description	Source
Relative median at-risk-of-poverty gap (in %)	The relative median at-risk-of-poverty gap is calculated as the difference between the at-risk-of-poverty threshold (set at 60 % of the national median equivalised disposable income after social transfers) and the median equivalised disposable income of persons below the same at-risk-of-poverty threshold, expressed as a percentage of the at-risk-of-poverty threshold. S: Eurostat (table: tsdsc250).	EU-SILC
Total public expenditure on education (in % of GDP)	This indicator measures the total public expenditure on education (for all levels of education combined) as a percentage of GDP. The public sector generally finances the educational system - either by directly taking over the running and investment expenditure of the educational institution or by supporting the studying person and their family through grants and state loans as well as the transfer of state support for the provision of educational services to private companies or non-profit organisations. Both types of transactions added together make up the public educational expenditure. S: Eurostat (table: tsdsc510).	UOE

B.2 Used data sources

Labour Force Survey EU (EU-LFS)

The European Union's Labour Force Survey (LFS) is the main data source for more than 20 indicators incorporated into the first three area indices. In Austria, the Labour Force Survey provides central data on employment, unemployment, inactivity and education. The survey is based on random sampling and carried out since 1995 by Statistik Austria within the scope of a special microcensus programme. This is carried out by means of population surveys carried out in private households.¹ The basis for the international comparability of the data is defining criteria, based on the guidelines issued by the International Labour Organisation. The questionnaire also includes additional background questions such as, for example, the reason behind part-time employment or temporary employment. This data can be combined with socio-demographic variables (e.g. age groups, gender, etc.). The indicators "early leavers from education and training", "population according to educational qualification" and "adult participation in training and further training" is also based on the results of the labour force survey and are incorporated into the area index 3 ("equity of access and continuity").

Labour market policy (LMP)

The data on the Labour Market Policy (LMP) provides statistics on the labour market policy approaches in the Member States. This data is compiled annually based on administrative sources.² The target groups for intervention are persons who face disadvantages in integrating into the employment system. This covers not only the unemployed but also, for example, those who are currently employed but are in danger of involuntary unemployment or inactive persons who would like to enter the labour market but who are disadvantaged in one form or another (European Commission, 2006). Information on public expenditure for (active) labour market policy and the numbers of participants taking part in (active) labour market policy measures is taken from the LMP database, and is incorporated into the area index 2 ("orientation towards integration").

Annual national accounts (including GDP)

The National Account Systems (NAS) plays an important role in the present Labour Market Monitor as data from the NAS flows into two indices (area index 1 – "overall labour market performance" and area index 4 – "distribution of earnings"). Data for the national account

¹ Institutional households (e.g. nursing homes and boarding schools etc.) are not taken into account. The main target group surveyed are persons starting from 15 years of age (*Statistik Austria, 2004*).

²According to Eurostat, there are currently no legal requirements for the creation of labour market policy statistics. The provision of data is based on a voluntary basis (S: Eurostat, http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/labour_market_policy.)

system is collected according to the European System of National Accounts 1995 (ESA95). Every Member State compiles its own national account systems (Statistik Austria in Austria). Eurostat aggregates the NAS of all Member States with the ESA95 transmission programme data set. The annual national account system is a coherent and consistent system of macroeconomic indicators. A wealth of data from various different sources goes into the NAS annual calculations. Thereby, a basic differentiation should be made between the sources of economic statistics – in Austria, they are mostly collected by Statistik Austria – and administrative data (Statistik Austria, 2010A). The gross domestic product is considered to be the most important parameter of the NAS and is incorporated into the area index 1 – “overall labour market performance”. Further indicators are labour productivity, employment growth (also area index 1) and also employee compensation and gross wages and salaries (area index 4).

Continuing vocational training (2005, CVTS3)

The key figure “percentage of the employees participating in continuing vocational training” in area index 3 (“equity of access and continuity”) originates from the European survey on continuing vocational training. This takes place every five years based on a European legally binding basis, applicable to all EU Member States. The third and most recent survey was carried out in 2005.³ The survey takes place on the basis of a random sample of companies in the production and service sector with a minimum of ten employees (Statistik Austria, 2009B). In addition to this information on the participants in continuing vocational training, Eurostat also provides information on the companies with and without offers for vocational training, the costs of continuing training, the hours spent and the initial vocational training.

EU-Statistics on Income and Living Conditions (EU-SILC) and Structural indicators on health

EU-SILC is a Europe-wide annual household survey, which serves as the basis for comparable data on income, poverty and social exclusion within the Union. The EU-SILC questionnaire also contains questions on health. The actual method of collecting data remains a matter for the individual countries. In Austria, the data is collected through personal surveying of households by means of Computer Assisted Telephone Interviewing (CATI) and Computer Assisted Personal Interviewing (CAPI) surveys carried out by Statistik Austria (Statistik Austria, 2010B).

Data from the EU-SILC survey are included in the area indices 3 (“equity of access and continuity”), 4 (“distribution of earnings”) and 5 (“distribution welfare state”). The related indicators are “child care”, “employed persons with a disability”, “self-perceived health of employed person” and “self-perceived work restrictions of the employed” (area index 3),

³ No newer version of CVTS3 was available at the point in time of the creation of the Labour Market Monitor update in 2011. Results for the reporting year 2010 (CVTS4) are not expected before 2012, according to the German Federal Institute for Vocational Education and Training (BIBB).

“inequality of income distribution” and “working poor” (area index 4) and “at-risk-of-poverty rate” and “at-risk-of-poverty gap” (area index 5).

HLY (healthy life years)

The indicator “healthy life years” (HLY) is made up from mortality statistics from Eurostat's demographic database, on the one hand and from self-assessments on limitations and disabilities from the EU-SILC, on the other. The indicator describes the healthy years from birth or respectively from the age of 65 years, each separated according to men and women in area index 3 (“equity of access and continuity”).

European Statistics on Accidents at Work (ESAW)

Area index 3 “equity of access and continuity” contains the indicator “number of fatal work-related accidents”. The data source for this indicator is ESAW, which records both work-related accidents resulting in an interruption of work of more than three days and fatal work-related work accidents.⁴ Due to data limitations, only the indicator “number of fatal work-related accidents” is included in the index.

Structure of Earnings Survey (SES)

The results of the Structure of Earnings Survey, which is carried out every four years, are available from Eurostat two years after the end of the reference year. Data from the SES is included in the area index 4 – (“distribution of earnings”) with the “rate of low wage earners” and the “gender pay gap”. The objective of the SES is to ascertain the EU-wide comparable data on the level and distribution of earnings. Correspondingly, the data is also based on unified definitions and makes it possible to carry out reliable comparisons between the Member States. Data on the earnings of employed persons in companies of ten or more employees in the production sector and private service area are collected (*Statistik Austria, 2009A*). Eurostat provides detailed information on the gross hourly, monthly and annual earnings, paid leave and annual holiday days. This data makes it possible, among other things, to analyse the structure and distribution of earnings according to the sector, profession, educational qualification, age and gender.

Taxation trends in the European Union (Eurostat and DG TAXUD)

Area index 4 – “distribution of earnings” contains an indicator on the taxes on labour as a factor of production. The data is taken from the publication “Taxation Trends in the European Union (2010)”, which is the result of cooperation between Eurostat and the Directorate-General for Taxation and Customs Union (DG TAXUD). The publication contains detailed

⁴ http://epp.eurostat.ec.europa.eu/portal/page/portal/health/health_safety_work/data.

statistical and economic analyses on the tax systems of the Member States of the EU and Iceland and Norway.

European System of Integrated Social Protection Statistics (ESSPROS)

The expenditure and income in the area of social protection within the EU are recorded annually by means of a harmonised methodology. This is intended to ensure a comprehensive and coherent description of the level of social protection within the Member States. The expenditure for social protection is differentiated according to eight functions or risks. These define the purpose of the provided funds and services; the following functions are referred to: sickness/health care; disability; old age; family/children; survivors; unemployment; housing and social exclusion (*European Commission, 2008, Statistik Austria, 2010C*). In area index 5 ("distribution welfare state") all functions are included, whereby the three risks, survivors, housing and social exclusion, are combined together as "other".

In Austria, Statistik Austria has taken over the task of calculating the ESSPROS data on behalf of the Federal Ministry for Labour, Health and Social Welfare (BMASK) since the year 2000. This data is available for download each year on the website of the European Statistical Office.

UNESCO, OECD, EUROSTAT (database on education statistics)

The expenditure on public and private education, among other things, within the formal education system, is available within the scope of the UOE education statistics. The indicator, total public expenditure for education (in % of GDP), is incorporated into the area index "distribution welfare state" (5). The UOE questionnaire is used collectively by the three organisations, UNESCO, OECD and Eurostat, in order to generate internationally comparable data from administrative sources on an annual basis.

B.3 Data availability for the indicators

Table 17: Data availability for the indicators of area index 1: Overall labour market performance

Download date: 25.08.2011

No.	Indicators	Source (Eurostat Code)	Year	Countries																											
				BE	BG	CZ	DK	DE	EE	IE	GR	ES	FR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	
1	Employment rate (15-64 years old)	ifsa_ergan	2008																												
			2009																												
			2010																												
2	Employment rate in full-time equivalents	European Commission	2008																												
			2009																												
			2010																												
3	Employment growth compared to the previous year	ifsi_grt_a	2008																												
			2009																												
			2010																												
4	Unemployment rate (15-64 years old)	ifsa_urgan	2008																												
			2009																												
			2010																												
5	Real GDP per capita (€ per inhabitant)	nama_aux_gph	2008																												
			2009																												
			2010																												
6	Real GDP per capita (index 2000 = 100)	nama_aux_gph	2008																												
			2009																												
			2010																												
7	Labour productivity per person employed	tsieb030	2008																												
			2009																												
			2010																												

S: Eurostat, WIFO.

Table 18: Data availability for the indicators of area index 2: Orientation towards integration

Download date: 25.08.2011

No.	Indicators	Source (Eurostat Code)	Year	Countries																											
				BE	BG	CZ	DK	DE	EE	IE	GR	ES	FR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	
1	Employment rate (25-44 years old)	lfsa_pganws	2008																												
			2009																												
			2010																												
2	Employment gender gap: Difference between male and female employment rates (25-44 years old)	lfsa_pganws	2008																												
			2009																												
			2010																												
3	Employment rate (55-64 years old)	lfsa_ergan	2008																												
			2009																												
			2010																												
4	Part-time employment, main reason: Could not find a full-time job	lfsa_epgar	2008																												
			2009																												
			2010																												
5	Temporary employment, main reason: Could not find a permanent job	lfsa_etgar	2008																												
			2009																												
			2010																												
6	Employment gender gap: Difference between male and female employment rates (15-64 years old)	lfsa_ergan	2008																												
			2009																												
			2010																												
7	Unemployment rate (15-24 years old)	lfsa_urgan	2008																												
			2009																												
			2010																												
8	Unemployment rate (55-64 years old)	lfsa_urgan	2008																												
			2009																												
			2010																												
9	Long-term unemployment rate (15-64 years old)	lfsa_upgal	2008																												
			2009																												
			2010																												
10	Long-term unemployment rate (50-64 years old)	lfsa_upgal	2008																												
			2009																												
			2010																												

Continued Table 18:

No.	Indicators	Source (Eurostat Code)	Year	Countries																											
				BE	BG	CZ	DK	DE	EE	IE	GR	ES	FR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	
11	Public expenditure on (active) labour market policies as a percentage of GDP	Imp_expsumm	2008																												
			2009																												
			2010																												
12	Public expenditure on labour market policies as a percentage of GDP per %unemployed	Imp_expsumm/ lfsa_urgan	2008																												
			2009																												
			2010																												
13	Participants in active labour market policy measures/interventions as a percentage of the labour force	Imp_partsumm	2008																												
			2009																												
			2010																												

S: Eurostat, WIFO.

Table 19: Data availability for the indicators of area index 3: Equity of access and continuity

Download date: 31.08.2011

No.	Indicators	Source (Eurostat Code)	Year	Countries																										
				BE	BG	CZ	DK	DE	EE	IE	GR	ES	FR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK
1	Early leavers from education and training	edat_ifse_14	2008																											
			2009																											
			2010																											
2	Population (25-64 years old) with low educational attainment (max. secondary level I)	edat_ifs_9903	2008																											
			2009																											
			2010																											
3	Population (25-34 years old), with low educational attainment (max. secondary level I)	edat_ifs_9903	2008																											
			2009																											
			2010																											
4	Population (25-64 years old), with tertiary educational attainment	edat_ifs_9903	2008																											
			2009																											
			2010																											
5	Population (25-34 years old), with tertiary educational attainment	edat_ifs_9903	2008																											
			2009																											
			2010																											
6	Life-long learning (Adult participation (25-64 years) in education and training)	tsiem080	2008																											
			2009																											
			2010																											
7	Percentage of employees participating in continuing vocational training	trng_cvts3_41	2005																											
8	Inactive population (Out of labour force, 15-64 years old): Main reason care responsibilities	ifsa_igar	2008																											
			2009																											
			2010																											
9	Part-time employment (15-64 years old), main reason: Care responsibilities	ifsa_epgar	2008																											
			2009																											
			2010																											
10	Inactive population (Out of labour force, 15-64 years old)	ifsa_ipga	2008																											
			2009																											
			2010																											

Continued Table 19:

No.	Indicators	Source (Eurostat Code)	Year	Countries																											
				BE	BG	CZ	DK	DE	EE	IE	GR	ES	FR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	
11	Formal child care (children less than three years) from 1 to 29 hours weekly	ilc_caindformal	2008																												
			2009																												
			2010																												
12	Formal child care (children less than three years) 30 hours or more weekly	ilc_caindformal	2008																												
			2009																												
			2010																												
13	Number of fatal work-related accidents	hsw_aw_nnasx hsw_mi01	2008																												
			2009																												
			2010																												
14	Healthy life years at birth – women	hlth_hlye	2008																												
			2009																												
			2010																												
15	Healthy life years at birth – men	hlth_hlye	2008																												
			2009																												
			2010																												
16	Healthy life years at the age of 65 – women	hlth_hlye	2008																												
			2009																												
			2010																												
17	Healthy life years at the age of 65 – men	hlth_hlye	2008																												
			2009																												
			2010																												
18	Employed persons with disabilities	hlth_silc_04	2008																												
			2009																												
			2010																												
19	Self-perceived limitations of employed persons (severe + some limitations)	hlth_silc_06	2008																												
			2009																												
			2010																												
20	Self-perceived health of employed persons (very good + good)	hlth_silc_01	2008																												
			2009																												
			2010																												

S: Eurostat, WIFO.

Table 20: Data availability for the indicators of area index 4: Distribution of earnings

Download date: 30.08.2011

No.	Indicators	Source (Eurostat Code)	Year	Countries																											
				BE	BG	CZ	DK	DE	EE	IE	GR	ES	FR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	
1	Nominal wages per employee in PPS	nama_nace06_c nama_nace06_e	2008																												
			2009																												
			2010																												
2	Compensation of employees per capita in PPS	nama_nace06_c	2008																												
			2009																												
			2010																												
3	Compensation of employees as a percentage of GDP	nama_gdp_c	2008																												
			2009																												
			2010																												
4	Inequality of income distribution – income quintile share ratio	iic_di11	2008																												
			2009																												
			2010																												
5	Taxes on labour as a percentage of total taxation	EU: Taxation Trends	2008																												
			2009																												
			2010																												
6	Working poor	tsdsc320	2008																												
			2009																												
			2010																												
7	Proportion of low wage earners (full-time employees)	Eurostat Statistics in Focus, 2010, (3), earn_ses_adecl	2006																												
8	Gender Pay Gap	tsiem040	2008																												
			2009																												
			2010																												

S: Eurostat, WIFO.

Table 21: Data availability for the indicators of area index 5: Distribution welfare state

Download date: 29.08.2011

No.	Indicators	Source (Eurostat Code)	Year	Countries																											
				BE	BG	CZ	DK	DE	EE	IE	GR	ES	FR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	
1	Social protection benefits as a percentage of GDP: Sickness/health care	spr_exp_gdp	2008																												
			2009																												
			2010																												
2	Social protection benefits as a percentage of GDP: Disability	spr_exp_gdp	2008																												
			2009																												
			2010																												
3	Social protection benefits as a percentage of GDP: Old Age	spr_exp_gdp	2008																												
			2009																												
			2010																												
4	Social protection benefits as a percentage of GDP: Family/children	spr_exp_gdp	2008																												
			2009																												
			2010																												
5	Social protection benefits as a percentage of GDP: Unemployment/unemployment rate	spr_exp_gdp/lfs_a_urgan	2008																												
			2009																												
			2010																												
6	Social protection benefits as a percentage of GDP: Other functions (survivors, housing, social exclusion)	spr_exp_gdp	2008																												
			2009																												
			2010																												
7	At-risk-of-poverty rate after social transfers	tsisc030	2008																												
			2009																												
			2010																												
8	Improvement in the rate of at-risk-of-poverty through transfers	tesov250-tsisc030	2008																												
			2009																												
			2010																												
9	Relative median at-risk-of-poverty gap	tsdsc250	2008																												
			2009																												
			2010																												
10	Total public expenditure on education as a percentage of GDP	educ_figdp	2008																												
			2009																												
			2010																												

S: Eurostat, WIFO.

Annex C – Sensitivity calculations: changes to the Austrian ranking position through exclusion of individual indicators

The sensitivity calculations illustrate the changes in the Austrian ranking as a result of excluding one indicator at a time. A positive sign represents an improvement of the Austrian ranking position, a negative stands for a worsening. If there were no changes in the ranking position in the case where an indicator was excluded, this is identified with a “0”.

Table 22: Overall labour market performance (1) – change in ranking position for Austria

		Austria Rank 3
Sub-areas	Exclusion of the indicator ...	Rank shift
Employment	• Employment rate (15-64 years old)	0
	• Employment rate in full-time equivalents	1
	• Employment growth compared to the previous year	0
Unemployment	• Unemployment rate (15-64 years old)	0
Economic growth and productivity	• Real GDP per capita (€ per inhabitant)	0
	• Real GDP per capita (index 2000 = 100)	0
	• Labour productivity per person employed	0

S: Eurostat, WIFO calculations.

In area index 1 – overall labour market performance – Austria is positioned third. Only the exclusion of the indicator “employment rate in full-time equivalent” effected an improvement to the Austrian position by one place.

Table 23: Orientation towards integration (2) – change in ranking position for Austria

		Austria Rank 3
Sub-areas	Exclusion of the indicator ...	Rank shift
Labour market structure indicators and employment	• Employment rate (25-44 years old)	0
	• Employment gender gap: Difference between male and female employment rates (25-44 years old)	0
	• Employment rate (55-64 years old)	0
	• Part-time employment, main reason: Could not find a full-time job	0
	• Temporary employment, main reason: Could not find a permanent job	-1
	• Employment gender gap: Difference between male and female employment rates (15-64 years old)	0
Unemployment	• Unemployment rate (15-24 years old)	-1
	• Unemployment rate (55-64 years old)	0
	• Long-term unemployment rate (15-64 years old)	0
	• Long-term unemployment rate (50-64 years old)	0
Expenditure for labour market policy in % of GDP	• Public expenditure on (active) labour market policies as a percentage of GDP	0
	• Public expenditure on labour market policies as a percentage of GDP per % unemployed person	0
	• Participants in active labour market policy measures/interventions as a percentage of the labour force	0

S: Eurostat, WIFO calculations.

In area index 2 - orientation towards integration – Austria is also positioned third. The exclusion of the indicator “temporary employment, main reason: Could not find a permanent employment)” and “unemployment rate (15-24 years old)” resulted in a decline of one rank position.

Table 24: Equity of access and continuity (3) – change in ranking position for Austria

Sub-areas	Exclusion of the indicator ...	Austria Rank 12
		Rank shift
Education	• Early leavers from education and training	-1
	• Population (25-64 years old) with low educational attainment (max. secondary level I)	-1
	• Population (25-34 years old), with low educational attainment (max. secondary level I)	-1
	• Population (25-64 years old), with tertiary educational attainment	0
	• Population (25-34 years old), with tertiary educational attainment	0
	• Life-long learning (Adult participation (25-64 years) in education and training)	-1
	• Percentage of employees participating in continuing vocational training	-1
Exclusion	• Inactive population (Out of labour force): Main reason care responsibilities	-1
	• Part-time employment, main reason: Care responsibilities	0
	• Inactive population (Out of labour force)	-1
Child care	• Formal child care (children less than three years) from 1 to 29 hours weekly	0
	• Formal child care (children less than three years) 30 hours or more weekly	0
Health	• Number of fatal work-related accidents	-2
	• Healthy life years at birth – women	0
	• Healthy life years at birth – men	0
	• Healthy life years at the age of 65 – women	0
	• Healthy life years at the age of 65 – men	0
	• Employed persons with disabilities	-2
	• Self-perceived limitations of employed persons (severe + some limitations)	-3
	• Self-perceived health of employed persons (very good + good)	-2

S: Eurostat, WIFO calculations.

In area index 3 – equity of access and continuity – Austria is situated on position 12. The exclusion of the indicator “early school leaver” and “population (25-64 years old), max. secondary level I”, “population (25-34 years old), max. secondary level I”, “adult participation in education and training”, “percentage of employees participating in continuing vocational training”, “out of labour force: main reason care responsibilities” and “out of labour force” each caused a worsening of one place. A worsening of the Austrian rank position of two places was the result of the exclusion of the “number of fatal work-related accidents”, “employed persons with a disability” and “self-perceived health of employed persons”. Leaving out the indicator “self-perceived activity limitation of employed persons”, actually results in the loss of three positions.

Table 25: Distribution of earnings (4) – change in ranking position for Austria

Sub-areas	Exclusion of the indicator ...	Austria Rank 12
		Rank shift
Income/salary	• Nominal wages per employee in PPS	0
	• Compensation of employees per capita in PPS	0
Distribution of earnings	• Compensation of employees as a percentage of GDP	-1
	• Inequality of income distribution – income quintile share ratio	-1
	• Taxes on labour as a percentage of total taxation	2
Working poor	• Working poor	-1
	• Proportion of low wage earners (full-time employees)	0
Gender pay gap	• Gender pay gap	0

S: Eurostat, WIFO calculations.

In area index 4 – distribution of earnings – Austria is on position 12. The exclusion of the indicator “tax structures (labour) in % of total taxation” leads to an improvement of the Austrian position of two ranks, whereas the exclusion of each of the indicators “compensation of employees (NAS) in % of GDP”, “income quintile share ratio” and “working poor” resulted in the loss of one rank position.

Table 26: Distribution welfare state (5) – change in ranking position for Austria

Sub-areas	Exclusion of the indicator ...	Austria Rank 4
		Rank shift
Social security and level of transfer	Social protection benefits as a percentage of GDP (1-6)	
	• Sickness/health care	1
	• Disability	0
	• Old Age	-3
	• Family/children	-1
	• Unemployment/unemployment rate	-2
	• Other functions (survivors, housing, social exclusion)	0
	• At-risk-of-poverty rate after social transfers	-2
	• Improvement in the rate of at-risk-of-poverty through transfers	0
	• Relative median at-risk-of-poverty gap	0
	• Total public expenditure on education as a percentage of GDP	1

S: Eurostat, WIFO calculations.

In area index 5 – distribution welfare state – Austria is on position 4. The exclusion of the indicators “social protection benefits as a percentage of GDP - sickness/health care” and “education expenditure as a percentage of GDP” lead to an improvement of the Austrian position of one rank. The exclusion of the indicator “social protection benefits in % of GDP – family/children” worsened Austria’s position by one rank; leaving out the indicators “social protection benefits in % of GDP – unemployment/unemployment rate” and “at-risk-of-poverty rate following social transfers” of two ranks and the exclusion of the indicator “social protection benefits in % of GDP – old age” three ranks.

Annex Tables

In the following, both the raw data and also the ranking results are presented in table form. Upon request of the experts at the Chamber of Labour of Vienna, several indicators are included in the raw data according to gender, i.e. separately as men and women. Indicators represented according to gender will nevertheless be calculated in each area index simply as a “total”.

Table 27: Raw data of the individual indicators of area index 1 – Overall labour market performance, EU-27

	Employment							Unemployment			Economic growth and productivity		
	Employment rate (15-64 years old)			Employment rate in full-time equivalents			Employment growth ¹⁾	Unemployment rate (15-64 years old)			Real GDP per capita	Real GDP per capita	Labour productivity
	in %	in %	in %	in %	in %	in %	in %	in %	in %	in %	€ per inhabitant	Index 2000=100	GDP in PPS per person employed ²⁾
	Total	Men	Women	Total	Men	Women		Total	Men	Women			
Belgium	62.0	67.4	56.5	57.3	67.0	47.9	0.7	8.4	8.2	8.6	26,600	108.0	127.5
Bulgaria	59.7	63.0	56.4	59.0	62.3	55.8	-5.9	10.3	11.0	9.5	2,800	161.4	41.5
Czech Republic	65.0	73.5	56.3	63.8	73.2	54.3	-0.8	7.4	6.5	8.5	8,000	133.7	71.8
Denmark	73.4	75.8	71.1	65.0	70.4	59.9	-2.1	7.6	8.4	6.6	33,400	102.6	109.1
Germany	71.1	76.0	66.1	61.6	72.7	50.6	0.5	7.2	7.6	6.6	27,500	109.6	105.9
Estonia	61.0	61.5	60.6	59.0	60.3	57.9	-4.8	17.3	19.9	14.7	6,700	149.4	70.1
Ireland	60.0	63.9	56.0	53.8	61.3	46.6	-4.1	13.7	17.1	9.6	30,000	108.8	134.8
Greece	59.6	70.9	48.1	58.3	70.6	45.9	-2.1	12.7	10.1	16.4	15,400	122.0	95.7
Spain	58.6	64.7	52.3	54.5	62.9	46.1	-2.3	20.2	19.8	20.6	16,800	107.2	110.3
France	64.0	68.3	59.9	59.5	66.5	53.1	0.2	9.3	9.0	9.7	24,900	104.8	119.9
Italy	56.9	67.7	46.1	53.2	66.3	40.6	-0.7	8.5	7.7	9.7	20,200	96.5	108.3
Cyprus	69.7	76.6	63.0	67.3	75.3	59.5	0.1	6.4	6.2	6.5	16,600	114.1	89.2
Latvia	59.3	59.2	59.4	57.7	57.9	57.4	-4.8	19.0	21.9	16.0	5,400	151.8	54.9
Lithuania	57.8	56.8	58.7	57.0	56.7	57.3	-5.1	18.0	21.5	14.6	5,800	163.2	62.9
Luxembourg	65.2	73.1	57.2	59.8	71.8	48.0	1.5	4.4	3.8	5.1	58,700	116.4	177.5
Hungary	55.4	60.4	50.6	54.6	60.1	49.2	0.2	11.2	11.6	10.8	6,200	123.0	70.9
Malta	56.1	72.4	39.3	53.7	71.9	35.0	2.0	7.0	6.9	7.2	12,100	112.1	92.4
Netherlands	74.7	80.0	69.3	57.2	70.9	44.3	-0.5	4.5	4.5	4.5	28,800	109.6	114.9
Austria	71.7	77.1	66.4	63.4	74.7	52.6	1.0	4.5	4.6	4.3	28,900	111.4	113.2
Poland	59.3	65.6	53.0	58.4	65.7	51.2	0.4	9.7	9.4	10.1	7,100	146.7	66.6
Portugal	65.6	70.1	61.1	63.6	69.4	58.0	-1.5	11.4	10.4	12.5	12,800	102.7	77.2
Romania	58.8	65.7	52.0	57.4	64.6	50.2	-1.8	7.6	8.2	6.9	2,800	156.1	47.4
Slovenia	66.2	69.6	62.6	63.4	68.0	58.6	-2.0	7.4	7.6	7.2	13,700	126.5	81.9
Slovakia	58.8	65.2	52.3	57.4	64.3	50.6	-1.4	14.4	14.3	14.6	6,500	158.8	82.6
Finland	68.1	69.4	66.9	64.1	66.9	61.5	-1.4	8.5	9.3	7.7	29,600	116.1	113.3
Sweden	72.7	75.1	70.3	66.5	72.0	61.1	1.1	8.6	8.7	8.4	35,000	115.8	113.1
United Kingdom	69.5	74.5	64.6	60.0	70.0	50.8	-0.7	7.9	8.8	7.0	29,700	109.3	107.6

S: Eurostat. – Indicators according to gender are only entered as "total" in the calculation of the area index. ¹⁾ compared to the previous year ²⁾ in comparison to EU-27 (EU-27=100).

Table 28: Ranking position of area index 1 – Overall labour market performance, EU-27

Ranking of the individual indicators, the sub-areas and the overall ranking

Rank	Employment				Unemployment	Economic growth and productivity				Overall ranking
	Employment rate (15-64 years old)	Employment rate in full-time equivalents	Employment growth (compared to the previous year)	sub-area		Unemployment rate (15-64 years old)	Real GDP per capita (€ per inhabitant)	Real GDP per capita (index 2000 = 100)	Labour productivity per person employed	
1	NL	CY	MT	SE	LU	LU	LT	LU	LU	LU
2	DK	SE	LU	CY	NL	SE	BG	IE	IE	SE
3	SE	DK	SE	AT	AT	DK	SK	BE	SE	AT
4	AT	FI	AT	DK	CY	IE	RO	FR	FI	DK
5	DE	CZ	BE	DE	MT	UK	LV	NL	BE	NL
6	CY	PT	DE	FI	DE	FI	EE	FI	AT	CY
7	UK	SI	PL	NL	CZ	AT	PL	AT	NL	DE
8	FI	AT	FR	LU	SI	NL	CZ	SE	DK	FI
9	SI	DE	HU	CZ	DK	DE	SI	ES	UK	UK
10	PT	UK	CY	UK	RO	BE	HU	DK	FR	BE
11	LU	LU	NL	PT	UK	FR	GR	IT	DE	FR
12	CZ	FR	IT	SI	BE	IT	LU	UK	SK	CZ
13	FR	BG	UK	FR	IT	ES	FI	DE	LT	SI
14	BE	EE	CZ	BE	FI	CY	SE	GR	GR	PL
15	EE	PL	SK	PL	SE	GR	CY	MT	ES	PT
16	IE	GR	FI	MT	FR	SI	MT	CY	EE	MT
17	BG	LV	PT	GR	PL	PT	AT	SK	SI	SK
18	GR	RO	RO	SK	BG	MT	DE	SI	PL	RO
19	LV	SK	SI	RO	HU	CZ	NL	PT	IT	GR
20	PL	BE	DK	HU	PT	PL	UK	CZ	CY	IE
21	RO	NL	GR	EE	GR	EE	IE	HU	LV	IT
22	SK	LT	ES	IT	IE	SK	BE	EE	CZ	HU
23	ES	HU	IE	ES	SK	HU	ES	PL	MT	BG
24	LT	ES	EE	LV	EE	LT	FR	LT	BG	EE
25	IT	IE	LV	BG	LT	LV	PT	LV	RO	ES
26	MT	MT	LT	IE	LV	BG ¹⁾	DK	RO	HU	LT
27	HU	IT	BG	LT	ES	RO ¹⁾	IT	BG	PT	LV

S: Eurostat, WIFO calculations. - ¹⁾ Due to the same score, BG and RO both occupy the 26th place.

Table 29: Raw data of the individual indicators of area index 2 – Orientation towards integration, EU-27 (excl. LU and MT)

	Labour market structure indicators and employment									
	Employment rate (25-44 years old)	Employment gender gap (25-44 years old) ²⁾	Employment rate (55-64 years old)			Part-time employment, main reason: ¹⁾	Temporary employment (main reason: could not find a permanent job)			Employment gender gap (15-64 years old) ²⁾
	in %	in percentage points	in %	in %	in %	in %	in %	in %	in %	in percentage points
			Total	Men	Women		Total	Men	Women	
Belgium	81.5	8.9	37.3	45.6	29.2	11.4	74.5	71.7	76.6	10.9
Bulgaria	75.7	6.9	43.5	50.3	37.7	54.4	73.3	73.8	72.6	6.6
Czech Republic	80.4	22.5	46.5	58.4	35.5	15.8	75.2	78.3	72.7	17.2
Denmark	82.9	6.0	57.6	62.7	52.5	15.2	46.7	41.5	51.6	4.7
Germany	80.9	11.1	57.7	65.0	50.5	21.9	24.0	21.4	27.0	9.9
Estonia	74.6	7.0	53.8	52.2	54.9	22.3	43.0	:	:	0.9
Ireland	70.6	8.4	50.0	58.1	42.0	35.6	63.9	67.1	61.0	7.9
Greece	74.5	22.1	42.3	56.5	28.9	54.7	84.9	85.1	84.7	22.8
Spain	70.1	10.2	43.6	54.7	33.2	49.3	91.5	91.5	91.4	12.4
France	81.3	11.0	39.7	42.1	37.5	31.8	57.0	51.3	62.1	8.4
Italy	70.6	23.1	36.6	47.6	26.2	50.4	67.8	64.5	71.2	21.6
Cyprus	84.2	8.9	56.8	71.2	43.0	35.0	93.9	88	96.0	13.6
Latvia	73.8	1.0	48.2	47.6	48.7	43.2	71.5	69.6	74.6	-0.2
Lithuania	74.1	-5.7	48.6	52.3	45.8	39.2	70.9	70.2	72.1	-1.9
Hungary	72.5	15.3	34.4	39.6	30.1	35.2	69.0	70.1	67.6	9.8
Netherlands	85.8	9.1	53.7	64.5	42.8	5.7	31.9	33.8	30.1	10.7
Austria	84.6	9.0	42.4	51.6	33.7	11.5	8.6	7.5	9.8	10.7
Poland	79.0	13.0	34.0	45.3	24.2	21.9	74.2	75.5	72.7	12.6
Portugal	80.3	8.5	49.2	55.7	43.5	43.0	84.2	84	84.4	9.0
Romania	75.9	13.0	41.1	50.3	33.0	54.4	78.7	81.3	74.5	13.7
Slovenia	84.9	2.4	35.0	45.5	24.5	7.5	51.8	52.1	51.5	7.0
Slovakia	75.0	14.4	40.5	54.0	28.7	27.7	76.1	78.7	73.6	12.9
Finland	80.8	8.3	56.2	55.6	56.9	27.9	65.1	59	68.9	2.5
Sweden	84.4	7.0	70.5	74.2	66.7	27.6	58.4	55.2	61	4.8
United Kingdom	79.4	12.9	57.1	65.0	49.5	16.2	57.2	61.5	53.1	9.9

S: Eurostat. – Indicators according to gender are only entered as “total” in the calculation of the area index. ¹⁾ Could not find a full-time job. ²⁾ Employment gender gap: difference between male and female employment rates. Note: Explanation of sign (:): represents values not available. Values with negative signs are entered into the calculation of the index as an amount (absolute value). The absolute amount can be obtained by leaving out the sign.

Continued: Raw data of the individual indicators of area index 2 – Orientation towards integration, EU-27 (excl. LU and MT)

	Unemployment						Public expenditure on (active) labour market policies as a percentage of GDP ¹⁾				
	Unemployment rate (15-24 years old)	Unemployment rate (55-64 years old)	Long-term unemployment rate (15-64 years old)			Long-term unemployment rate (50-64 years old)			Expenditure for (active) LMP ²⁾	Expenditure for (active) LMP ²⁾	Participants in LMP measures
	in %	in %	in %	in %	in %	in %	in %	in %	in % of GDP	In % of GDP per % unemployed	in % of the labour force
		Total	Men	Women	Total	Men	Women				
Belgium	22.4	4.6	48.8	49.6	47.8	74.1	74.5	73.6	1.2	0.1	11.5
Bulgaria	23.2	9.3	46.4	46.3	46.4	51.6	50.4	53.0	0.2	0.0	1.8
Czech Republic	18.3	6.5	41.0	40.1	42.0	42.1	39.4	45.1	0.1	0.0	0.7
Denmark	13.8	5.8	19.1	20.6	16.9	32.8	35.1	29.3	1.2	0.2	5.6
Germany	9.9	7.7	47.4	48.1	46.4	61.2	61.0	61.4	0.6	0.1	3.7
Estonia	32.9	16.2	45.3	48.3	41.1	46.9	43.2	50.9	0.1	0.0	0.5
Ireland	27.5	8.6	49.0	53.9	38.2	57.3	61.0	46.3	0.7	0.1	4.3
Greece	32.9	6.3	45.0	38.8	50.3	50.6	44.1	59.5	0.2	0.0	1.9
Spain	41.6	14.1	36.6	35.9	37.4	50.2	47.3	54.3	0.7	0.0	13.4
France	22.5	6.7	40.1	41.5	38.7	53.7	53.0	54.4	0.7	0.1	5.3
Italy	27.8	3.6	48.4	47.2	49.9	55.2	54.0	57.3	0.3	0.0	5.5
Cyprus	16.7	4.7	20.3	20.8	19.8	23.8	26.7	:	0.1	0.0	1.8
Latvia	34.5	15.6	45.1	48.3	40.7	50.0	50.7	49.3	0.3	0.0	1.0
Lithuania	35.1	14.5	41.4	42.2	40.3	46.8	45.4	48.3	0.2	0.0	0.9
Hungary	26.6	7.8	49.3	49.8	48.6	53.8	54.0	53.5	0.4	0.0	1.3
Netherlands	8.7	4.0	27.5	27.5	27.4	47.4	47.6	47.0	0.8	0.2	4.1
Austria	8.8	2.2	25.2	27.8	22.0	45.3	47.2	42.3	0.7	0.1	4.6
Poland	23.7	7.1	31.1	30.8	31.5	42.2	39.7	45.8	1.2	0.1	4.5
Portugal	22.4	8.9	52.3	51.7	52.8	71.1	72.6	69.2	0.6	0.1	3.9
Romania	22.1	3.3	34.9	36.9	32.0	43.7	43.9	43.1	0.0	0.0	0.5
Slovenia	14.7	4.0	43.3	45.0	41.2	58.0	55.8	61.6	0.2	0.0	4.3
Slovakia	33.6	10.1	64.0	63.1	65.0	70.1	64.9	76.0	0.2	0.0	2.4
Finland	21.4	6.5	24.0	27.8	19.1	40.7	42.2	38.6	0.8	0.1	3.5
Sweden	25.2	5.4	17.8	19.8	15.5	32.3	33.4	30.8	0.7	0.1	3.0
United Kingdom	19.6	4.7	32.6	37.1	25.9	41.8	44.7	35.7	0.0	0.0	0.2

S: Eurostat. – Indicators according to gender are only entered as "total" in the calculation of the area index. 1) 2009 values. 2) Expenditure here includes the interventions 2-7. Note: Explanation of sign (:-) represents values not available.

Table 30: Ranking positioning of area index 2 - Orientation towards integration, EU-27 (excl. LU and MT)

Ranking of the individual indicators, the sub-areas and the overall ranking

Labour market structure indicators and employment

Rank	Employment rate (25-44 years old)	Employment gender gap (25-44 years old)	Employment rate (55-64 years old)	Part-time employment (main reason: could not find a full-time job)	Temporary employment (main reason: could not find a permanent job)	Employment gender gap (15-64 years old)	Sub-area
1	NL	LV	SE	NL	AT	LV	SE
2	SI	SI	DE	SI	DE	EE	DK
3	AT	LT	DK	BE	NL	LT	NL
4	SE	DK	UK	AT	EE	FI	AT
5	CY	BG	CY	DK	DK	DK	DE
6	DK	EE	FI	CZ	SI	SE	SI
7	BE	SE	EE	UK	FR	BG	EE
8	FR	FI	NL	DE	UK	SI	FI
9	DE	IE	IE	PL	SE	IE	UK
10	FI	PT	PT	EE	IE	FR	LV
11	CZ	CY	LT	SE	FI	PT	LT
12	PT	BE	LV	SK	IT	HU	BE
13	UK	AT	CZ	FI	HU	DE	FR
14	PL	NL	ES	FR	LT	UK	CY
15	RO	ES	BG	CY	LV	AT	PT
16	BG	FR	AT	HU	BG	NL	IE
17	SK	DE	GR	IE	PL	BE	BG
18	EE	UK	RO	LT	BE	ES	PL
19	GR	RO	SK	PT	CZ	PL	CZ
20	LT	PL	FR	LV	SK	SK	SK
21	LV	SK	BE	ES	RO	CY	HU
22	HU	HU	IT	IT	PT	RO	RO
23	IT	GR	SI	BG	GR	CZ	ES
24	IE	CZ	HU	RO	ES	IT	GR
25	ES	IT	PL	GR	CY	GR	IT

S: Eurostat, WIFO calculations.

Continued: Rank positioning of area index 2 - Orientation towards integration, EU-27 (excl. LU and MT)

Ranking of the individual indicators, the sub-areas and the overall ranking

Rank	Unemployment					Public expenditure on labour market policy ¹⁾					Overall ranking
	Unemployment rate (15-24 years old)	Unemployment rate (55-64 years old)	Long-term unemployment rate (15-64 years old)	Long-term unemployment rate (50-64 years old)	sub-area	Expenditure on (active) LMP in % of GDP	Expenditure on (active) LMP in % of GDP per % unemployed person	Participants in active LMP measures as a percentage of the labour force	Sub-area		
1	NL	AT	SE	CY	CY	BE	NL	ES	BE	DK	
2	AT	RO	DK	SE	DK	DK	DK	BE	DK	NL	
3	DE	IT	CY	DK	AT	PL	BE	DK	NL	AT	
4	DK	NL ²⁾	FI	FI	NL	NL	PL	IT	PL	SE	
5	SI	SI ²⁾	AT	UK	SE	FI	AT	FR	ES	FI	
6	CY	BE	NL	CZ	FI	FR	FI	AT	AT	DE	
7	CZ	CY ²⁾	PL	PL	UK	SE	DE	PL	FR	BE	
8	UK	UK ²⁾	UK	RO	RO	AT	FR	IE	FI	SI	
9	FI	SE	RO	AT	PL	IE	SE	SI	DE	CY	
10	RO	DK	ES	LT	CZ	ES	PT	NL	SE	PL	
11	BE	GR	FR	EE	SI	PT	IE	PT	IE	FR	
12	PT	CZ ²⁾	CZ	NL	FR	DE	IT	DE	PT	UK	
13	FR	FI ²⁾	LT	LV	DE	HU	SI	FI	IT	IE	
14	BG	FR	SI	ES	IT	IT	ES	SE	SI	EE	
15	PL	PL	GR	GR	BG	LV	HU	SK	HU	PT	
16	SE	DE	LV	BG	GR	SI	BG	GR	BG	CZ	
17	HU	HU	EE	FR	HU	BG	GR	CY	GR	LV	
18	IE	IE	BG	HU	BE	GR	LV	BG	SK	BG	
19	IT	PT	DE	IT	IE	LT	LT	HU	LV	LT	
20	EE	BG	IT	IE	LT	SK	CZ	LV	LT	ES	
21	GR	SK	BE	SI	PT	EE	SK	LT	CY	RO	
22	SK	ES	IE	DE	EE	CZ	CY	CZ	EE	HU	
23	LV	LT	HU	SK	ES	CY	EE	RO	CZ	IT	
24	LT	LV	PT	PT	LV	UK	UK	EE	RO	SK	
25	ES	EE	SK	BE	SK	RO	RO	UK	UK	GR	

S: Eurostat, WIFO calculations. - 1) Expenditure is limited to the interventions 2-7. 2) Due to the same score, NL and SI both occupy the position 4, CY and UK position 7 and CZ and FI position 12.

Table 31: Raw data of individual indicators of the area index 3 - Equity of access and continuity, EU-27 (excl. BG and EE)

	Education						
	Early leavers from education and training	Population (25-64 years old) with low educational attainment (max. secondary level I)	Population (25-34 years old), with low educational attainment (max. secondary level I)	Population (25-64 years old), with tertiary educational attainment	Population (25-34 years old), with tertiary educational attainment	Life-long learning (Adult participation (25-64 years) in education and training)	Percentage of employees participating in continuing vocational training ¹⁾
	in %	in %	in %	in %	in %	in %	in %
Belgium	11.9	29.5	17.9	35.0	43.8	7.2	40.0
Czech Republic	4.9	8.1	5.8	16.8	22.6	7.5	59.0
Denmark	10.7	23.5	14.8	34.2	43.4	32.8	35.0
Germany	11.9	14.2	13.5	26.6	26.1	7.7	30.0
Ireland	10.5	26.5	13.1	37.3	48.2	6.7	49.0
Greece	13.7	37.5	24.7	23.9	30.4	3.0	14.0
Spain	28.4	47.4	35.6	30.7	39.2	10.8	33.0
France	12.8	29.2	16.2	29.0	42.9	5.0	46.0
Italy	18.8	44.8	29.0	14.8	20.7	6.2	29.0
Cyprus	12.6	25.9	16.8	35.6	47.9	7.7	30.0
Latvia	13.3	11.5	16.6	26.9	33.9	5.0	15.0
Lithuania	8.1	8.0	11.6	32.6	46.4	4.0	15.0
Luxembourg	7.1	22.3	16.0	35.5	44.2	13.4	49.0
Hungary	10.5	18.7	13.7	20.1	26.0	2.8	16.0
Malta	36.9	71.0	55.8	13.8	22.9	5.7	32.0
Netherlands	10.1	27.7	17.7	31.9	40.3	16.5	34.0
Austria	8.3	17.5	12.0	19.3	20.8	13.7	33.0
Poland	5.4	11.3	6.3	22.9	37.4	5.3	21.0
Portugal	28.7	68.1	47.9	15.4	24.8	5.8	28.0
Romania	18.4	25.7	24.1	13.8	20.6	1.3	17.0
Slovenia	5.0	16.7	6.5	23.7	31.3	16.2	50.0
Slovakia	4.7	9.0	5.9	17.3	24.0	2.8	38.0
Finland	10.3	17.0	9.2	38.1	39.2	23.0	39.0
Sweden	9.7	18.4	12.3	34.2	42.3	24.5	46.0
United Kingdom	14.9	23.9	16.7	35.0	41.2	19.4	33.0

S: Eurostat. – Indicators according to gender are only entered as "total" in the calculation of the area index. ¹⁾ Continuing vocational training: CVTS (Continuing Vocational Training Survey) surveys are carried out every five years. Current values: 2005

Continued: Raw data of individual indicators of the area index 3 - Equity of access and continuity, EU-27 (excl. BG and EE)

	Exclusion ¹⁾									Childcare ²⁾	
	Inactive population (Out of labour force), main reason: care responsibilities			Part-time employment, main reason: care responsibilities			Inactive population (Out of labour force)			Formal child care ³⁾ 1-29 hours weekly	Formal child care ³⁾ 30 hours and more weekly
	in %	in %	in %	in %	in %	in %	in %	in %	in %	in %	in %
	Total	Men	Women	Total	Men	Women	Total	Men	Women		
Belgium	3.3	:	5.4	15.6	4.3	18.4	32.3	26.6	38.2	17.0	16.0
Czech Republic	15.8	0.3	24.6	20.1	1.3	26.2	29.8	21.4	38.5	3.0	0.0
Denmark	1.8	:	3.1	3.2	:	4.3	20.5	17.3	23.9	10.0	63.0
Germany	9.6	0.8	15.0	23.6	3.9	27.5	23.4	17.7	29.2	7.0	12.0
Ireland	11.5	:	21.7	13.9	:	18.9	30.5	22.9	38.0	15.0	5.0
Greece	5.1	:	7.5	7.2	:	10.5	31.8	21.1	42.4	4.0	7.0
Spain	9.2	0.6	14.1	14.6	1.4	18.1	26.6	19.3	34.1	18.0	18.0
France	1.9	0.4	3.5	28.6	6.3	33.5	29.4	25.0	33.7	16.0	25.0
Italy	10.3	0.4	15.7	22.3	1.4	27.7	37.8	26.7	48.9	9.0	16.0
Cyprus	9.4	:	14.4	16.1	:	23.9	25.6	18.3	32.6	8.0	14.0
Latvia	6.8	:	11.4	4.5 ²⁾	:	7.4 ²⁾	26.8	24.2	29.3	2.0	13.0
Lithuania	5.3	:	9.2	5.1 ²⁾	:	7.9 ²⁾	29.5	27.6	31.2	1.0	9.0
Luxembourg	8.6	:	13.7	31.5	:	34.6	31.8	24.0	39.7	22.0	12.0
Hungary	11.3	1.3	18.3	9.2	:	13.7	37.6	31.7	43.3	2.0	5.0
Malta	7.9	:	10.8	14.6	:	19.4	39.7	22.3	57.7	4.0	4.0
Netherlands	9.2	:	14.3	32.4	9.8	39.8	21.8	16.3	27.4	43.0	6.0
Austria	9.5	:	15.0	33.2	4.8	39.1	24.9	19.1	30.7	7.0	2.0
Poland	9.0	0.7	14.4	7.6	:	11.3	34.4	27.6	41.0	0.0	2.0
Portugal	3.4	:	5.6	4.0	:	5.4	26.0	21.8	30.1	2.0	34.0
Romania	2.2	:	3.5	2.5	:	5.3	36.4	28.5	44.2	4.0	1.0
Slovenia	1.6	:	2.5	7.6	:	12.0	28.5	24.6	32.6	4.0	27.0
Slovakia	14.2	1.1	22.3	3.4	:	4.8	31.3	23.9	38.7	1.0	2.0
Finland	9.0	:	16.5	8.7	:	12.3	25.5	23.6	27.5	6.0	21.0
Sweden	4.0	:	6.7	18.4	6.9	22.0	20.5	17.7	23.3	26.0	37.0
United Kingdom	19.6	4.5	28.5	33.7	6.8	41.8	24.5	18.3	30.6	31.0	4.0

S: Eurostat. – Indicators according to gender are only entered as "total" in the calculation of the area index. ¹⁾ 2010 values. ²⁾ 2009 values. ³⁾ Children less than three years. Note: Explanation of sign (:): represents values not available.

Continued: Raw data of the individual indicators of area index 3 – Equity of access and continuity, EU-27 (excl. BG and EE)

EU-27 (excl. BG and EE), 2009	Health									Self-perceived limitations of employed persons 2)4)	Self-perceived health of employed persons 2)5)
	Number of fatal work- related accidents ¹⁾	Healthy life years at birth – women ²⁾	Healthy life years at birth – men ²⁾	Healthy life years at the age of 65 – women ²⁾	Healthy life years at the age of 65 – men ²⁾	Employed persons with disabilities ²⁾					
	absolute	years	years	years	years	in %	in %	in %	in %		
						Total	Men	Women			
Belgium	90	63.5	63.7	10.1	10.5	15.4	15.1	15.8	11.9	85.7	
Czech Republic	162	62.5	60.9	8.4	8.0	16.5	16.4	16.6	10.6	78.1	
Denmark	38	60.4	61.8	12.0	11.2	19.6	18.0	21.2	17.7	81.9	
Germany	578	57.7	56.7	6.5	6.4	24.1	23.4	24.9	19.1	77.9	
Ireland	47	65.2	63.7	10.5	10.2	15.0	15.4	14.4	8.2	92.8	
Greece	67	60.9	60.2	6.6	7.2	12.6	12.3	13.0	13.4	91.4	
Spain	496	61.9	62.6	8.4	9.2	18.4	17.4	19.7	12.2	85.0	
France	259	63.2	62.5	9.2	8.8	26.0	25.1	27.1	12.8	80.5	
Italy	740	61.2 ³⁾	62.4 ³⁾	6.8 ³⁾	7.3 ³⁾	12.3	11.3	13.8	12.7	79.4	
Cyprus	12	65.8	65.1	8.5	9.9	20.7	21.8	19.2	10.4	85.8	
Latvia	40	55.8	52.6	5.7	4.7	21.7	20.1	23.3	18.4	57.3	
Lithuania	71	60.9	57.0	6.7	5.9	14.6	12.9	16.2	9.1	62.7	
Luxembourg	9	65.7	65.1	11.4	10.8	16.0	15.9	16.0	14.3	82.3	
Hungary	110	58.0	55.7	5.6	5.7	18.8	18.1	19.7	12.1	73.5	
Malta	7	70.6	69.1	11.2	11.0	14.1	15.3	11.8	4.5	84.7	
Netherlands	95	59.8	61.4	10.3	9.4	23.2	21.3	25.2	17.4	87.6	
Austria	167	60.6	59.2	8.0	8.1	21.1	21.1	21.1	15.9	82.3	
Poland	452	62.1	58.1	7.4	6.8	17.7	16.8	18.7	9.6	72.6	
Portugal	208	55.9	58.0	5.4	6.6	20.1	16.8	23.9	16.8	61.9	
Romania	450	61.4	59.5	7.0	7.2	5.7	4.7	7.0	7.3	88.2	
Slovenia	27	61.5	60.6	9.9	9.3	20.1	19.9	20.3	17.3	72.0	
Slovakia	74	52.3	52.1	2.8	3.4	18.0	17.0	19.1	20.2	75.6	
Finland	25	58.4	58.1	8.9	8.1	30.8	28.5	33.2	20.7	82.4	
Sweden	59	69.5	70.5	14.6	13.6	24.7	22.1	27.5	8.2	88.2	
United Kingdom	139	66.3 ³⁾	65.0 ³⁾	11.8 ³⁾	10.7 ³⁾	24.3	23.8	24.8	10.4	89.0	

S: Eurostat. – Indicators according to gender are only entered as "total" in the calculation of the area index. 1) work-related accidents: 2008 values, exceptions: GR 2006, MT 2007. 2) 2009 values. 3) 2008 values. 4) The expressions "severe" and "some limited" were combined. 5) The expressions "good" and "very good" were combined.

Table 32: Ranking position of the area index 3 – Equity of access and continuity, EU-27 (excl. BG and EE)

Ranking of the individual indicators, the sub-areas and the overall ranking

Rank	Early leavers from education and training	Education						Sub-area	Exclusion			sub-area
		Population (25-64 years old) with low educational attainment (max. sec. level I)	Population (25-34 years old) with low educational attainment (max. sec. level I)	Population (25-64 years old), with tertiary educational attainment	Population (25-34 years old), with tertiary educational attainment	Life-long learning (Adult participation (25-64 years) in education and training)	Percentage of employees participating in continuing vocational training		Inactive population (Out of labour force), main reason: care responsibilities	Part-time employment, main reason: care responsibilities	Inactive population (Out of labour force)	
1	SK	LT	CZ	FI	IE	DK	CZ	SE	SI	RO	DK	DK
2	CZ	CZ	SK	IE	CY	SE	SI	FI	DK	DK	SE	PT
3	SI	SK	PL	CY	LT	FI	IE	DK	FR	SK	NL	SI
4	PL	PL	SI	LU	LU	UK	LU	LU	RO	PT	DE	SE
5	LU	LV	FI	BE	BE	NL	FR	IE	BE	LV	UK	LV
6	LT	DE	LT	UK	DK	SI	SE	SI	PT	LT	AT	LT
7	AT	SI	AT	DK	FR	AT	BE	UK	SE	GR	FI	RO
8	SE	FI	SE	SE	SE	LU	FI	CZ	GR	PL	CY	FI
9	NL	AT	IE	LT	UK	ES	SK	NL	LT	SI	PT	GR
10	FI	SE	DE	NL	NL	DE	DK	BE	LV	FI	ES	BE
11	IE	HU	HU	ES	ES	CY	NL	CY	MT	HU	LV	ES
12	HU	LU	DK	FR	FI	CZ	ES	LT	LU	IE	SI	CY
13	DK	DK	LU	LV	PL	BE	AT	FR	PL	ES	FR	FR
14	BE	UK	FR	DE	LV	IE	UK	PL	FI	MT	LT	DE
15	DE	RO	LV	GR	SI	IT	MT	SK	ES	BE	CZ	PL
16	CY	CY	UK	SI	GR	PT	DE	DE	NL	CY	IE	NL
17	FR	IE	CY	PL	DE	MT	CY	AT	CY	SE	SK	SK
18	LV	NL	NL	HU	HU	PL	IT	LV	AT	CZ	GR	IE
19	GR	FR	BE	AT	PT	FR	PT	HU	DE	IT	LU	AT
20	UK	BE	RO	SK	SK	LV	PL	ES	IT	DE	BE	HU
21	RO	GR	GR	CZ	MT	LT	RO	GR	HU	FR	PL	MT
22	IT	IT	IT	PT	CZ	GR	HU	IT	IE	LU	RO	LU
23	ES	ES	ES	IT	AT	HU	LV	RO	SK	NL	HU	CZ
24	PT	PT	PT	MT	IT	SK	LT	PT	CZ	AT	IT	IT
25	MT	MT	MT	RO	RO	RO	GR	MT	UK	UK	MT	UK

S: Eurostat, WIFO calculations.

Continued: Ranking position of the area index 3 – Equity of access and continuity, EU 27 (excl. BG and EE)

Ranking of the individual indicators, the sub-areas and the overall ranking

Rank	Childcare			Health									Overall ranking
	Formal child care (children less than three years) 1-29 hours weekly	Formal child care (children less than three years) 30 hours and more weekly	sub-area	Number of fatal work-related accidents	Healthy life years at birth – women	Healthy life years at birth – men	Healthy life years at the age of 65 – women	Healthy life years at the age of 65 – men	Employed persons with disabilities	Self-perceived limitations of employed persons	Self-perceived health of employed persons	sub-area	
1	NL	DK	DK	MT	MT	SE	SE	SE	FI	FI	IE	SE	SE
2	UK	SE	SE	LU	SE	MT	DK	DK	FR	SK	GR	UK	DK
3	SE	PT	NL	CY	UK	CY	UK	MT	SE	DE	UK	LU	FI
4	LU	SI	FR	FI	CY	LU	LU	LU	UK	LV	RO	MT	LU
5	ES	FR	UK	SI	LU	UK	MT	UK	DE	DK	SE	DK	SI
6	BE	FI	ES	DK	IE	BE	IE	BE	NL	NL	NL	NL	NL
7	FR	ES	LU	LV	BE	IE	NL	IE	LV	SI	CY	CY	UK
8	IE	BE	BE	IE	FR	ES	BE	CY	AT	PT	BE	FI	IE
9	DK	IT	PT	SE	CZ	FR	SI	NL	CY	AT	ES	IE	BE
10	IT	CY	SI	GR	PL	IT	FR	SI	PT	LU	MT	BE	CY
11	CY	LV	FI	LT	ES	DK	FI	ES	SI	GR	FI	FR	FR
12	DE	DE	IT	SK	SI	NL	CY	FR	DK	FR	LU	SI	AT
13	AT	LU	IE	BE	RO	CZ	CZ	AT	HU	IT	AT	AT	CZ
14	FI	LT	CY	NL	IT	SI	ES	FI	ES	ES	DK	ES	ES
15	GR	GR	DE	HU	GR	GR	AT	CZ	SK	HU	FR	GR	LT
16	MT	NL	LV	UK	LT	RO	PL	IT	PL	BE	IT	CZ	DE
17	RO	IE	GR	CZ	AT	AT	RO	GR	CZ	CZ	CZ	DE	GR
18	SI	HU	AT	AT	DK	PL	IT	RO	LU	UK	DE	PL	PL
19	CZ	MT	LT	PT	NL	FI	LT	PL	BE	CY	SK	HU	LV
20	LV	UK	MT	FR	FI	PT	GR	PT	IE	PL	HU	PT	SK
21	HU	AT	HU	RO	HU	LT	DE	DE	LT	LT	PL	IT	MT
22	PT	PL	RO	PL	DE	DE	LV	LT	MT	IE	SI	RO	HU
23	LT	SK	CZ	ES	PT	HU	HU	HU	GR	SE	LT	LT	PT
24	SK	RO	SK	DE	LV	LV	PT	LV	IT	RO	PT	LV	RO
25	PL	CZ	PL	IT	SK	SK	SK	SK	RO	MT	LV	SK	IT

S: Eurostat, WIFO calculations.

Table 33: Raw data of the individual indicators of area index 4 – Distribution of earnings, EU-27

	Income/salary		Distribution of earnings					Working poor						Gender pay gap
	Nominal wages ^{1) 4)}	Compensation of employees ¹⁾	Compensation of employees ¹⁾	Inequality of income distribution ²⁾			Taxes on labour ²⁾	Working poor ²⁾⁵⁾			Proportion of low wage earners (full-time employees) ³⁾			Gender pay gap ^{2) 6)}
				in % of GDP	income quintile share ratio			in % of total taxation	in %	in %	in %	in %	in %	
per employee in PPS	per capita/ PPS		Total	Men	Women		Total	Men	Women	Total	Men	Women		
Belgium	31.9	43.4	51.7	3.9	3.9	3.9	54.6	4.6	4.6	4.7	7.0	4.8	12.8	9.0
Bulgaria	9.7	11.6	36.5	5.9	5.8	6.0	34.2	7.4	7.7	7.1	27.1	26.5	27.7	15.3
Czech Republic	16.9	22.0	44.7	3.5	3.4	3.5	50.7	3.1	2.9	3.4	16.3	9.5	26.1	25.9
Denmark	32.7	36.0	56.1	4.6	5.6	4.0	56.5	5.9	7.1	4.4	8.0	4.7	11.6	16.8
Germany	26.8	33.1	50.4	4.5	4.5	4.4	57.2	6.8	6.2	7.5	19.6	15.9	28.0	23.2
Estonia	14.7	19.7	46.8	5.0	5.2	4.8	52.1	8.1	6.5	9.7	23.1	11.7	28.7	30.9
Ireland	37.6	40.5	44.5	4.2	4.3	4.2	41.7	5.3	6.1	4.4	21.5	15.6	28.7	15.7
Greece	23.5	29.5	36.3	5.8	5.8	5.7	41.2	13.8	16.1	10.6	16.8	12.4	23.2	22.0
Spain	26.5	33.7	47.9	6.0	6.0	6.0	55.0	11.4	12.5	9.9	15.2	11.2	22.6	16.7
France	28.5	38.8	53.3	4.4	4.4	4.4	54.9	6.7	7.1	6.1	8.8	7.7	10.6	16.5
Italy	24.1	33.0	42.3	5.2	5.2	5.2	51.2	10.2	11.8	7.9	13.3	11.5	16.2	5.5
Cyprus	23.5	26.9	45.4	4.2	4.2	4.3	34.8	7.0	6.8	7.3	21.5	11.0	33.4	21.0
Latvia	12.3	14.7	42.9	7.3	7.7	7.0	51.7	11.1	11.3	10.9	30.9	29.2	32.3	14.9
Lithuania	12.5	15.9	40.9	6.3	6.9	5.8	51.4	10.4	9.6	11.2	27.7	25.0	30.1	15.3
Luxembourg	39.5	45.8	44.1	4.3	4.3	4.3	44.3	10.0	10.5	9.4	15.2	11.9	24.6	12.5
Hungary	15.4	19.2	43.9	3.5	3.6	3.4	49.9	6.2	7.0	5.3	23.5	24.5	22.3	17.1
Malta	22.3	24.8	42.7	4.1	4.0	4.1	28.7	6.0	7.5	3.1	11.2	10.1	13.3	6.9
Netherlands	29.0	37.1	50.7	4.0	4.0	4.0	54.8	5.0	5.0	5.1	13.9	10.5	25.0	19.2
Austria	29.7	36.7	50.3	3.7	3.7	3.6	56.7	5.9	6.0	5.9	14.5	9.2	28.7	25.4
Poland	14.4	18.1	38.1	5.0	5.1	4.9	38.2	11.0	12.0	9.8	21.9	18.3	26.3	9.8
Portugal	18.2	24.9	51.0	6.0	6.0	6.0	42.0	10.3	10.9	9.6	20.3	14.5	26.6	10.0
Romania	12.2	14.4	40.6	6.7	6.7	6.7	44.0	17.6	19.4	15.2	26.7	25.7	27.8	8.1
Slovenia	25.0	29.1	52.9	3.2	3.2	3.3	52.0	4.8	5.2	4.2	16.4	12.1	21.3	3.2
Slovakia	16.0	20.3	37.6	3.6	3.6	3.6	43.5	5.2	5.5	4.9	17.4	10.8	25.0	21.9
Finland	29.1	36.1	51.2	3.7	3.7	3.7	55.2	3.7	4.0	3.3	6.0	3.3	8.8	20.4
Sweden	26.9	35.4	53.6	3.7	3.7	3.7	58.5	6.9	7.2	6.6	9.7	7.6	14.9	16.0
United Kingdom	31.4	38.0	54.8	5.2	5.3	5.2	40.3	6.7	6.3	7.1	21.6	15.6	30.6	20.4

S: Eurostat. - Indicators according to gender are only entered as "total" in the calculation of the area index. 1) 2010 values. 2) 2009 values. 3) 2006 values (structure of earnings). 4) Nominal wages: PL 2009, PT 2008. 5) At-risk-of-poverty rate of employed persons. 6) Gender pay gap: BE 2008, EE 2007, GR 2008.

Table 34: Ranking position of area index 4 – Distribution of earnings, EU-27

Ranking of the individual indicators, the sub-areas and the overall ranking

Rank	Income/salary			Distribution of earnings				Working poor			Gender pay gap	Overall ranking
	Nominal wages per employee in PPS	Compensation of employees per capita in PPS	sub-area	Compensation of employees as a percentage of GDP	Inequality of income distribution – income quintile share ratio	Taxes on labour as a percentage of total taxation	sub-area	Working poor	Proportion of low wage earners (full-time employees)	Sub-area	Gender pay gap	
1	LU	LU	LU	DK	SI	MT	MT	CZ	FI	FI	SI	BE
2	IE	BE	IE	UK	CZ	BG	SI	FI	BE	BE	IT	SI
3	DK	IE	BE	SE	HU	CY	UK	BE	DK	DK	MT	MT
4	BE	FR	UK	FR	SK	PL	CY	SI	FR	FR	RO	FI
5	UK	UK	DK	SI	AT	UK	IE	NL	SE	CZ	BE	DK
6	AT	NL	FR	BE	FI	GR	FI	SK	MT	MT	PL	LU
7	FI	AT	AT	FI	SE	IE	SE	IE	IT	SE	PT	IE
8	NL	FI	NL	PT	BE	PT	BE	DK	NL	NL	LU	FR
9	FR	DK	FI	NL	NL	SK	DK	AT	AT	SI	LV	SE
10	SE	SE	SE	DE	MT	RO	FR	MT	ES	AT	BG	NL
11	DE	ES	ES	AT	IE	LU	NL	HU	LU	SK	LT	UK
12	ES	DE	DE	ES	CY	HU	AT	FR	CZ	IE	IE	AT
13	SI	IT	IT	EE	LU	CZ	CZ	UK	SI	DE	SE	CY
14	IT	GR	SI	CY	FR	IT	HU	DE	GR	IT	FR	IT
15	GR	SI	GR	CZ	DE	LT	LU	SE	SK	UK	ES	DE
16	CY	CY	CY	IE	DK	LV	PT	CY	DE	LU	DK	CZ
17	MT	PT	MT	LU	EE	SI	SK	BG	PT	CY	HU	PT
18	PT	MT	PT	HU	PL	EE	DE	EE	IE	HU	NL	ES
19	CZ	CZ	CZ	LV	IT	BE	PL	LU	CY	ES	FI	SK
20	SK	SK	SK	MT	UK	NL	EE	IT	UK	EE	UK	HU
21	HU	EE	HU	IT	GR	FR	BG	PT	PL	PT	CY	PL
22	EE	HU	EE	LT	BG	ES	IT	LT	EE	BG	SK	GR
23	PL	PL	PL	RO	ES	FI	ES	PL	HU	PL	GR	BG
24	LT	LT	LT	PL	PT	DK	GR	LV	RO	GR	DE	EE
25	LV	LV	LV	SK	LT	AT	RO	ES	BG	LT	AT	LT
26	RO	RO	RO	BG	RO	DE	LT	GR	LT	LV	CZ	RO
27	BG	BG	BG	GR	LV	SE	LV	RO	LV	RO	EE	LV

S: Eurostat, WIFO calculations.

Table 35: Raw data of the individual indicators of area index 5 - Distribution welfare state, EU-27

	Social security and level of transfer										
	Social protection benefits according to function ¹⁾							At-risk-of-poverty rate after social transfers ²⁾	Improvement in the rate of at-risk-of-poverty through transfers ²⁾	Relative median at-risk-of-poverty gap ²⁾	Public expenditure on education ¹⁾ ⁵⁾
	Sickness/health care	Disability	Old age	Family/children	Unemployment ³⁾	Other functions ⁴⁾	in % of GDP				
in % of GDP	in % of GDP	in % of GDP	in % of GDP	in % of GDP	in % of GDP	in % of GDP	in %	in percentage points	in %	in % of GDP	
Belgium	7.6	1.9	8.7	2.1	0.5	3.1	14.6	12.1	18.1	6.5	
Bulgaria	4.4	1.2	6.7	1.3	0.1	1.0	21.8	4.6	27.4	4.6	
Czech Republic	6.0	1.5	7.6	1.5	0.1	0.9	8.6	9.3	18.8	4.1	
Denmark	6.7	4.4	11.1	3.8	0.4	1.5	13.1	18.1	19.1	7.8	
Germany	8.1	2.1	9.4	2.8	0.2	2.8	15.5	8.6	21.5	4.6	
Estonia	4.8	1.5	6.3	1.8	0.1	0.2	19.7	6.2	17.0	5.7	
Ireland	8.5	1.1	4.5	3.1	0.3	1.8	15.0	22.5	16.2	5.6	
Greece	7.3	1.2	10.7	1.6	0.2	3.1	19.7	3.0	24.1	4.0	
Spain	6.8	1.6	6.8	1.5	0.3	2.4	19.5	4.9	27.7	4.6	
France	8.7	1.7	11.5	2.5	0.2	3.1	12.9	10.9	18.4	5.6	
Italy	7.0	1.6	13.6	1.3	0.1	2.6	18.4	4.8	22.6	4.6	
Cyprus	4.4	0.7	7.1	2.1	0.2	3.0	16.2	6.5	19.0	7.4	
Latvia	3.7	0.9	5.4	1.4	0.1	0.5	25.7	4.6	28.9	5.7	
Lithuania	4.6	1.6	6.4	1.9	0.1	0.7	20.6	8.8	23.1	4.9	
Luxembourg	5.0	2.3	5.3	3.9	0.2	2.4	14.9	12.1	17.6	3.2	
Hungary	5.6	2.1	8.8	2.8	0.1	2.2	12.4	16.5	16.3	5.1	
Malta	5.5	1.1	7.8	1.3	0.1	2.4	15.1	8.0	16.2	6.0	
Netherlands	8.8	2.4	9.5	1.8	0.4	3.4	11.1	9.4	16.5	5.5	
Austria	7.1	2.1	11.5	2.8	0.4	2.4	12.0	12.1	17.2	5.5	
Poland	4.4	1.6	8.9	0.7	0.0	2.2	17.1	6.5	22.7	5.1	
Portugal	6.5	2.1	10.2	1.3	0.1	2.0	17.9	6.4	23.6	4.9	
Romania	3.5	1.4	6.5	1.5	0.0	0.9	22.4	6.7	32.0	4.3	
Slovenia	7.1	1.6	8.1	1.8	0.1	2.0	11.3	10.7	20.2	5.2	
Slovakia	5.0	1.4	5.8	1.5	0.1	1.2	11.0	6.1	23.2	3.6	
Finland	6.8	3.2	8.8	3.0	0.3	1.9	13.8	12.4	15.1	6.1	
Sweden	7.5	4.3	11.5	3.0	0.1	1.6	13.3	13.3	20.3	6.7	
United Kingdom	7.6	2.5	8.8	1.7	0.1	1.6	17.3	13.1	20.5	5.4	

S: Eurostat. – ¹⁾ 2008 values. ²⁾ 2009 values. ³⁾ Expenditure on unemployment in % of GDP divided by the unemployment rate. ⁴⁾ Other functions included here are: survivors, housing and social exclusion. ⁵⁾ Total public expenditure on education, for all levels of education combined. GR 2005, LU 2007, RO 2007.

Table 36: Ranking position of the area index 5 - Distribution welfare state, EU-27

Ranking of the individual indicators, the sub-areas and the overall ranking

Rank	Social protection benefits according to function as a percentage of GDP							Social security and level of transfer				Total public expenditure on education in % of GDP	Overall ranking
	Sickness/health care	Disability	Old age	Family/children	Unemployment/unemployment rate	Other functions:	Sub-area	At-risk-of-poverty rate after social transfers	Improvement in the rate of at-risk-of-poverty through transfers	Relative median at-risk-of-poverty gap	Sub-area		
1	NL	DK	IT	LU	BE	NL	DK	CZ	IE	FI	IE	DK	DK
2	FR	SE	FR	DK	DK	GR	NL	SK	DK	IE	HU	CY	SE
3	IE	FI	AT	IE	NL	FR	SE	NL	HU	MT	DK	SE	NL
4	DE	UK	SE	SE	AT	BE	FR	SI	SE	HU	FI	BE	AT
5	UK	NL	DK	FI	IE	CY	AT	AT	UK	NL	AT	FI	BE
6	BE	LU	GR	HU	FI	DE	BE	HU	FI	EE	CZ	MT	FI
7	SE	PT	PT	AT	ES	IT	FI	FR	BE	AT	NL	LV	FR
8	GR	AT	NL	DE	FR	ES	DE	DK	LU	LU	FR	EE	IE
9	AT	HU	DE	FR	CY	LU	GR	SE	AT	BE	SE	IE	HU
10	SI	DE	PL	BE	DE	MT	IT	FI	FR	FR	LU	FR	DE
11	IT	BE	UK	CY	LU	AT	LU	BE	SI	CZ	SI	NL	UK
12	ES	FR	FI	LT	GR	PL	IE	LU	NL	CY	BE	AT	SI
13	FI	SI	HU	EE	CZ	HU	HU	IE	CZ	DK	MT	UK	LU
14	DK	LT	BE	NL	SE	SI	UK	MT	LT	SI	UK	SI	CY
15	PT	PL	SI	SI	PT	PT	ES	DE	DE	SE	SK	HU	MT
16	CZ	ES	MT	UK	HU	FI	PT	CY	MT	UK	DE	PL	IT
17	HU	IT	CZ	GR	UK	IE	SI	PL	RO	DE	CY	LT	CZ
18	MT	CZ	CY	ES	SI	SE	CY	UK	CY	IT	EE	PT	PT
19	SK	EE	ES	RO	MT	UK	MT	PT	PL	PL	PL	ES	GR
20	LU	SK	BG	SK	IT	DK	CZ	IT	PT	LT	PT	BG	ES
21	EE	RO	RO	CZ	LT	SK	PL	ES	EE	SK	LT	IT	PL
22	LT	GR	LT	LV	LV	BG	LT	EE	SK	PT	IT	DE	EE
23	PL	BG	EE	BG	SK	CZ	SK	GR	ES	GR	GR	RO	SK
24	CY	IE	SK	PT	BG	RO	EE	LT	IT	BG	ES	CZ	LT
25	BG	MT	LV	MT	EE	LT	BG	BG	LV	ES	BG	GR	BG
26	LV	LV	LU	IT	PL	LV	RO	RO	BG	LV	RO	SK	RO
27	RO	CY	IE	PL	RO	EE	LV	LV	GR	RO	LV	LU	LV

S: Eurostat, WIFO calculations.