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JOINT EMPLOYMENT REPORT

STATISTICAL ANNEX

Definitions, tables and charts

(presented by the Commission)

DEFINITIONS OF INDICATORS

Basic Performance Indicators

Employment Indicators

Indicator	Definition	Source	Rationale
1. Total Employment Growth	Annual change in total occupied population; %.	ESA 95	Standard measure for assessing the overall outcome of the Employment Strategy.
2. Total Employment Rate*	Persons in employment in age bracket 15-64 years as proportion of total population in the same age bracket; %.	LFS	Standard index to monitor one major performance target of the ES. All groups between 15 to 64 years are included, as is the commonest practice in the literature.
3. Age breakdown of Employment rate*	Persons in employment in age brackets 15-24, 25-54 and 55-64 years as proportion of total population in the respective age bracket; %.	LFS	Additional performance indicator to monitor policy objectives and recommendations related to maintaining older people in working life.
4. Total Employment Rate (Full-time equivalents) *	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 15-64 age bracket; %.	LFS/ EU-ROSTAT estimates	Indicator to complement the reading of the employment rate, by taking into account the differences in the average number of hours worked per occupied individual. Same note on age brackets as in Ind. 2 above.

* indicators 2, 3 and 4 to be broken down by gender

Unemployment Indicators [all indicators being broken down by gender]

Indicator	Definition	Source	Rationale
1. Total Unemployment Rate	Total unemployed individuals (ILO def.) as a share of total active population; %.	Unemp. harmonised series	Standard index for assessing the strategy against unemployment.
2. Youth Unemployment Ratio	Total of unemployed young people (15-24 years) as a share of total population in the same age bracket; %.	Unemp. harmonised series	Standard index to monitor one major target in the strategy, namely the incidence of unemployment among youngsters.
3. Long-Term Unemployment Rate	Total long-term unemployed population (>12 mths.; ILO def.) as proportion of total active population; %.	Unemp. harmonised series	Standard index to monitor one major target in the strategy, namely to reduce the stock of long-term unemployment.

Employment-Related Economic Indicators

Indicator	Definition	Source	Rationale
7. Real GDP Growth	Annual average; %.	ESA95.	Measure of Total Activity: indicator of the total volume of production in the economy.
8. Apparent Labour Productivity Growth	Growth in GDP per capita of employed population and per hour worked; %.	ESA95	Measure of the Employment-Intensity of Growth: indicator relating the total volume of output growth with the additional labour demanded to produce it.
9. Real Unit Labour Costs	Growth in total compensation per employee adjusted for labour productivity and GDP deflator; %.	ESA95	Measure of Productivity-Adjusted Labour Costs: composite index which combines changes in the total cost of labour, in real terms, and those in labour productivity.

Policy indicators for guidelines 1 to 3

Guidelines 1-2	
<i>Variables</i>	
A:	number of young (adult) persons who become unemployed in month X
B:	number of young (adult) persons who are still unemployed at the end of month X+6 (12) without any break
C:	number of young (adult) persons who became unemployed in month X and started a concrete individual action plan before month X+6 (12)
D:	number of young (adult) persons who became unemployed in month X, are still unemployed at the end of month X+6 (12) and have not started an individual action plan
<i>Indicators</i>	
<i>Input</i>	
<u>Indicator of effort</u> :	share of young/adult unemployed becoming unemployed in month X and having started an individual action plan before reaching 6/12 months unemployment C/A
<u>Rate of non compliance</u> :	share of young/adult becoming unemployed in month X, still unemployed in months X+6/12 and having not started an individual action plan D/B
<i>Output</i>	
<u>Rate of inflow into long-term unemployment</u> :	share of young (adult) persons who are still unemployed at the end of month X+6 (12) without any break B/A

Guideline 3	
<i>Variables</i>	
E:	number of participants in training and similar measures who were previously unemployed (yearly average) (1)
F:	number of registered unemployed persons (yearly average) (1)
<i>Indicators</i>	
<i>Input</i>	
Activation rate (E)/(F): number of participants in training and similar measures who were previously registered unemployed related to the number of registered unemployed (yearly averages). Broken down by types of measures	
<i>Output</i>	
Rate of return to unemployment (after participation in a measure). Broken down by types of measures	
<u>Optional:</u>	
Rate of return to employment (after participation in a measure). Broken down by types of measures	

(1) Yearly averages based on monthly measurements are preferable

Structural performance indicators

Indicators on Education and training

Guideline	Indicator	Definition	Source
Guideline 6	LLL₁=Educational attainment	Percentage of population having attained at least upper secondary level by sex and age groups	LFS
	LLL₂=Participation in education and training	Percentage of population participating in education and training by sex, age groups and working status	LFS
Guideline 7	LLL₃=Early school leaving	Percentage of population of 18-24 years-old having achieved lower secondary education (ISCED level 2) or less and not attending education or training, by sex	LFS
Guideline 8	LLL₄=Student access to computers	Number of students per computer by education level (primary, secondary)	OECD or national data
	LLL₅=Internet coverage of schools	Percentage of schools connected to the internet by education level (primary, secondary)	OECD or national data

*These two indicators will be used in a combined way to match the purpose of the guideline, which aims at "equipping schools with computer equipment and facilitating student access to the internet".

Indicators on Entrepreneurship

Guideline	Indicator	Definition	Source
Guideline 10	ENT ₁ = Rate of Employment in SMEs	Persons employed in SMEs as percentage of total number of persons employed, by sex.	Labour Force Survey (possibly Structural Business Statistics in future)
Guideline 11	ENT ₂ = Rate of Self-employment	Number of self-employed as percentage of total number of persons employed, by sex.	Labour Force Survey
Guideline 13	ENT ₃ = Rate of Employment in Services	Number of persons employed in services between 15-64 out of total population in the same age bracket, by sex.	Labour Force Survey
	ENT ₄ = Growth rate of employment in services	Annual percentage change in number of persons employed in services, by sex.	Labour Force Survey
	ENT ₅ = Share of employment in services	Number of persons employed in services out of total number of persons employed, by sex.	Labour Force Survey

Indicators on Taxation– Guideline 14

Indicator	Definition	Source
TT = Rate of total tax revenue	Total revenue from taxes and social security contributions by employees and employers as a percentage of GDP	DG ECFIN/AMECO Data base
TW₁ = Average tax wedge for a low-paid single earner	Ratio of total taxes (taxes on personal income, employees' and employers' social contributions incl. Payroll taxes) paid by a single worker with no children earning 50% of average wage, over total compensation.	"Taxing wages – taxes on wages and salaries, social security contributions for employees and their employers", OECD
TW₂ = Average tax wedge for a low-paid couple	Ratio of total taxes (taxes on personal income, employees' and employers' social contributions incl. Payroll taxes) paid by a married couple with no children, where the principal partner earns 50% of the average wage.	"Taxing wages – taxes on wages and salaries, social security contributions for employees and their employers", OECD
ERT_{EL} = Effective tax rate on employed labour	Sum of non-wage labour costs and personal (labour) income taxes on employed labour (i.e. not including the self-employed) as a percentage of gross wages.	DG ECFIN AMECO Data base and OECD Revenue statistics

Indicators on gender equality

Guideline	Indicator	Definition	Source
Guideline 19	EO ₁ = Absolute unemployment gap	The difference in unemployment rates between women and men in absolute figures (percentage points).	LFS
	EO ₂ = Absolute employment gap	The difference in employment rates between women and men in absolute figures (percentage points).	LFS
	EO ₃ = Index of gender segregation in occupations	The average national share of employment for women and men is applied to each occupation, the differences are added up to produce a total amount of gender imbalance. This figure is presented as a proportion of total employment.	LFS, ISCO classification
	EO ₄ = Index of gender segregation in sectors	The average national share of employment for women and men is applied to each sector, the differences are added up to produce a total amount of gender imbalance. This figure is presented as a proportion of total employment.	LFS, NACE classification
	EO ₅ = Gender pay gap	Ratio of women's hourly earnings index to men's for paid employees at work 15+ hours. Breakdown by private and public sectors.	ECHP
	EO ₆ = Gender income gap	The proportion of women earning less than 50 percent of national median annual income, compared to the corresponding proportion of men.	ECHP
Guideline 20	EO ₇ = Employment impact of parenthood by sex	The absolute difference in employment rates without the presence of any children and with the presence of a child aged 0-6, by sex (age group 20-50).	LFS
	EO ₈ = Gender gap in the employment impact of parenthood	Ratio between the EO ₇ indicators for women and men.	LFS
	EO ₉ = Involuntary part-time employment	Share of involuntary part-time employment, by sex, in relation to total part-time employment rate.	LFS

Table 1 - Provision of indicators in NAPs for monitoring Guidelines 1-2 and 3

	Indicators for Guidelines 1-2	Indicators for Guideline 3	Data deficiencies detected
Belgium	*	*	
Germany	*	*	No gender breakdown
Denmark	*	*	1998 data
Greece			Non-comparable data for GL3. No data for Guidelines 1-2
Spain	*	*	Data reliability doubtful
France	*	*	Not the common definitions
Ireland	*	*	Incomplete set. Not common definition. No gender breakdowns.
Italy		*	No data for Guidelines 1-2
Luxembourg	*	*	
Netherlands	*	*	Not the common definition (GL1)
Austria	*	*	
Portugal	*	*	
Finland	*	*	
Sweden	*	*	
UK	*	*	No gender breakd./no absolute figures

Source: NAPs 2000. Analysis by DG EMPL.

Table 2 - Output indicator (inflows into long-term unemployment)

Young unemployed

	1998			1999		
	Total	men	women	total	men	women
Belgium (1)	43.7	43.5	44.0	41.6	41.1	42.0
Germany (2)				15.2	na	na
Denmark (5)				10.0	8.0	12.0
Greece						
Spain (2)	15.5	24.2	21.5	11.9	8.1	15.4
Finland (3)	(9.9)	(11.0)	(8.9)	10.3	12.0	8.9
France (4)	19.7	16.8	22.8	18.3	16.1	20.6
Ireland	12.3	na	na	12.3	na	na
Italy						
Luxembourg	17.8	16.4	19.6	20.3	20.0	20.6
Netherlands				13.0*	12.0*	15.0*
Austria	8.2	6.5	10.2	3.4	2.5	4.4
Portugal	17.3	15.0	18.8	20.2	15.3	23.3
Sweden	3.9	3.9	3.9	3.2	3.8	2.6
UK	18.4	19.6	16.0	17.0	na	na

Adult unemployed

	1998			1999		
	total	men	women	total	men	women
Belgium (1)	37.1	34.9	39.1	35.0	33.4	36.4
Germany (2)				16.7	na	na
Denmark (5)	4.0	4.0	5.0			
Greece						
Spain (2)	12.7	19.1	15.5	7.9	6.6	9.0
Finland (3)	11.6	14.1	9.8	10.6	13.8	8.6
France (4)	18.0	16.4	19.8	15.9	14.5	17.5
Ireland				8.1	na	na
Italy						
Luxembourg	13.6	13.4	13.8	13.8	13.8	13.7
Netherlands				26.0*	22.0*	31.0*
Austria	4.3	3.3	6.5	1.0	0.7	1.5
Portugal	15.9	16.8	15.3	23.8	24.9	23.0
Sweden	5.4	5.1	5.6	15.0	17.4	12.4
UK	12.1	13.3	8.4	11.0	na	na

* 3 months' observation

(1) Data not comparable with other Member States as exits shorter than 3 months do not break registered unemployment spells

(2) Data reliability doubtful.

(3) data not comparable due to change of basis for calculation. (4) estimation based on the national indicator provided

(5) data only cover insured unemployed

Table 3 – Policy input indicators

Young unemployed

	1998						1999					
	Indicator of effort			Indicator of non-compliance			Indicator of effort			Indicator of non-compliance		
	Total	Men	women	total	men	Women	total	men	Women	total	Men	Women
Belgium	18.6*	19.0*	18.1*	57.6*	56.2*	58.9*	20.6	21.5	19.7	50.4	47.7	53.2
Germany							74.4	na	Na	15.8	na	Na
Denmark (5)							5.0	4.0	6.0	84.0	84.0	84.0
Greece												
Spain (1)							45.4	48.5	42.5	79.1	79.7	78.8
Finland							95.0	94.1	95.8	48.4	49.3	47.3
France (2)							4.1	3.6	4.5	77.8	77.5	78.0
Ireland				60.7**			na	na	na	58.8**	na	na
Italy												
Luxembourg	31.4	33.9	28.3	29.9	22.0	38.3	39.3	41.3	36.7	13.8	7.5	21.9
Netherlands (3)							100.0	100.0	100.0	0.0	0.0	0.0
Austria (4)	71.3	72.3	70.1	4.4	3.5	5.0	62.4	61.6	63.2	15.2	14.2	15.9
Portugal	35.3**	Na	na	33.4	38.3	31.0	32.1**	na	Na	18.7	19.0	18.6
Sweden	96.1	96.1	96.1				89.7	91.6	87.6	3.4	2.8	4.6
UK				100.0			100.0	na	Na	0.0	na	Na

Adult unemployed

	1998						1999					
	Indicator of effort			Indicator of non-compliance			Indicator of effort			Indicator of non-compliance		
	total	men	women	total	men	women	total	men	women	total	men	women
Belgium	17.0*	16.3*	17.7*	47.1	43.9	49.8	16.0	15.8	16.2	54.3	52.7	55.6
Germany							77.0	na	na	20.8	na	Na
Denmark							11.0	8.0	14.0	76.0	78.0	74.0
Greece												
Spain (1)							32.5	32.1	32.9	84.0	87.1	82.0
Finland							94.5	92.7	95.6	52.1	52.5	51.8
France (2)							4.0	3.4	4.7	74.8	76.6	73.2
Ireland							na	na	na	52.9**	na	na
Italy												
Luxembourg	17.7	17.8	17.7	63.1	61.2	64.8	26.3	26.5	25.9	41.4	42.0	40.7
Netherlands (3)							17.0	15.0	19.0	63.0	62.0	64.0
Austria (4)	71.2	69.4	74.7	3.6	4.0	3.2	62.9	59.0	70.0	14.2	17.9	10.7
Portugal	35.0**	Na	Na	11.1			31.5**	na	na	21.2	19.0	22.7
Sweden	94.6	94.9	94.4				92.9	94.3	91.4	4.7	4.8	4.6
UK							100.0	na	na	0.0	na	Na

* revised data provided in report 2000

** estimated figures on the basis of national data.

(1) Data reliability doubtful.

(2) calculation derived from national indicators

(3) 3 months' observations

(4) non compliance rate not comparable over time (change in calculation basis)

(5) indicator only cover insured unemployed

Table 4: Activation rate 1999

MEMBER STATES	PARTICIPANTS IN ALL MEASURES		PARTICIPANTS IN TRAINING	
	Number	Share of unemployed	Number	Share of unemployed
Belgium	410.013	80.8 (64.8)	62.892	12.4 (6)
Denmark (a)	59.250	44 (39)	36.783	27.5 (21.9)
Germany (b)	1.880.000	45.8 (37.2)	765.000	18.4 (22)
Greece	N.A.	N.A.(18)	N.A.	N.A. (14)
Spain	457.949	28 (27.2)	336.483	20.8 (22.7)
France	N.A.	22.5 (20.3)	N.A.	3.1 (3.1)
Ireland	95.845	49.6 (36)	19.306	10 (7.9)
Italy	498.600	23.1	285.600	13.2
Luxembourg	1.797	33.6 (31)	1.247	23.3 (12.7)
Netherlands	134.560	34	64.370	16.4
Austria (c)	48.356	21.4 (15.8)	34.233	15.1 (11.3)
Portugal	63.989	18.8 (18.4)	25.299	7.4 (7.8)
Finland	104.487	30 (30.4)	57.678	16.6 (17)
Sweden	239.643	86.6 (93.3)	98.036	35.4 (47.8)
United Kingdom (d)	109.300	8.7 (5.9)	93.700	7.4 (5.6)

(a) first three quarters of 1999.

(b) For participants in training measures data isn't available from the Länder and local authorities.

(c) based on registered unemployed, incl. apprenticeship seekers.

(d) most of the measures of the United Kingdom are training or education.

(..) figures of 1998, JER1999, page 37. Figure 1998 from Denmark in NAP2000.

Table 5: Number of Students per computer

	Primary	Secondary
Finland	11	7
Sweden	13	6
Denmark	14	9
UK	16	9
Ireland	18	8
Netherlands *	13	16
Belgium *	25	13
France	31	10
Italy	51	14
Portugal	150	65

Table 6: Percentage of Schools connected to the internet

	Primary	Secondary
Luxembourg *	40	100
France	11	63
Belgium *	24	72
Italy	36	84
Sweden *	85	88
Netherlands *	38	90
UK*	62	93
Denmark *	85	93
Finland	90	95
Portugal	4	100
Ireland	95	100

Sources for tables 5 and 6: OECD, Education Policy Analysis

Belgium = Flemish community

Reference years: 97, 98

*Data originating from the National action plans on Employment

Chart 1: Employment and labour productivity growth 1980-1999

Source: DG ECFIN, Annual % change

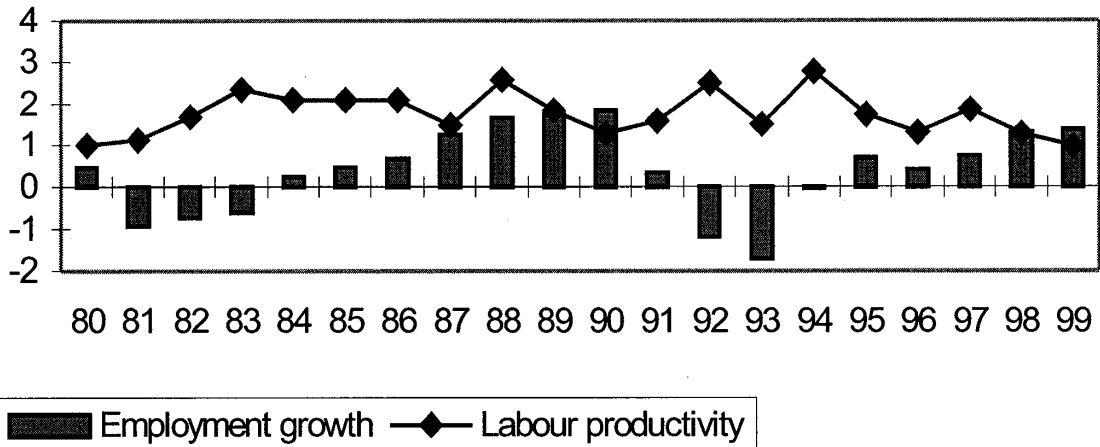


Chart 2: Temporary and Part-time employment in total Employment, EUR 1992-1999, Source: ELFS

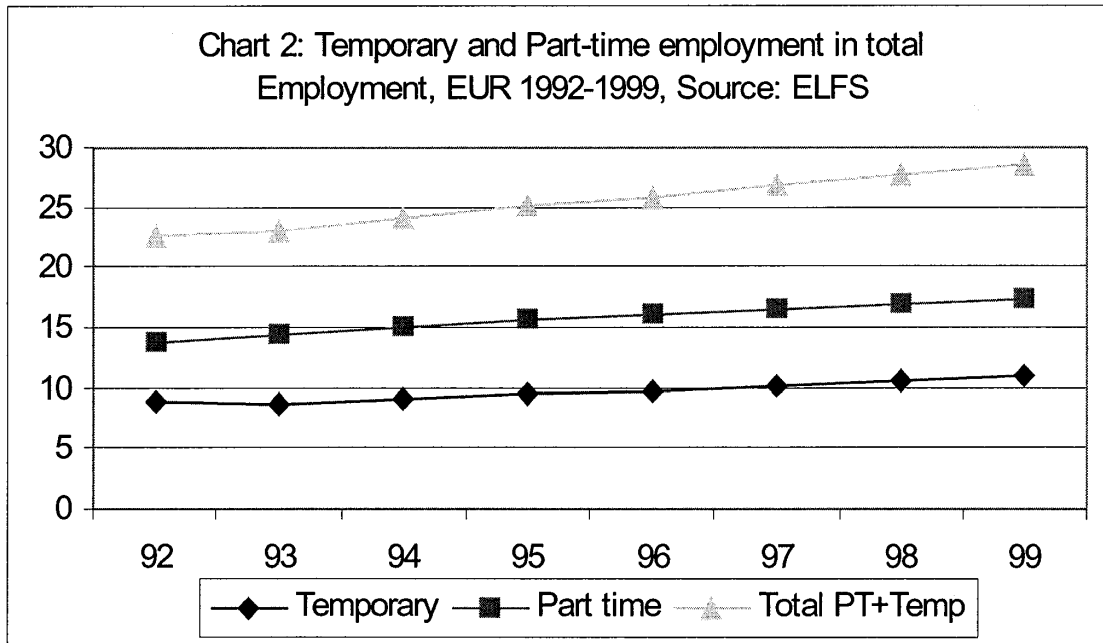


Chart 2A: Male Temporary and Part-time employment in total Employment, EUR 1992-1999, Source: ELFS

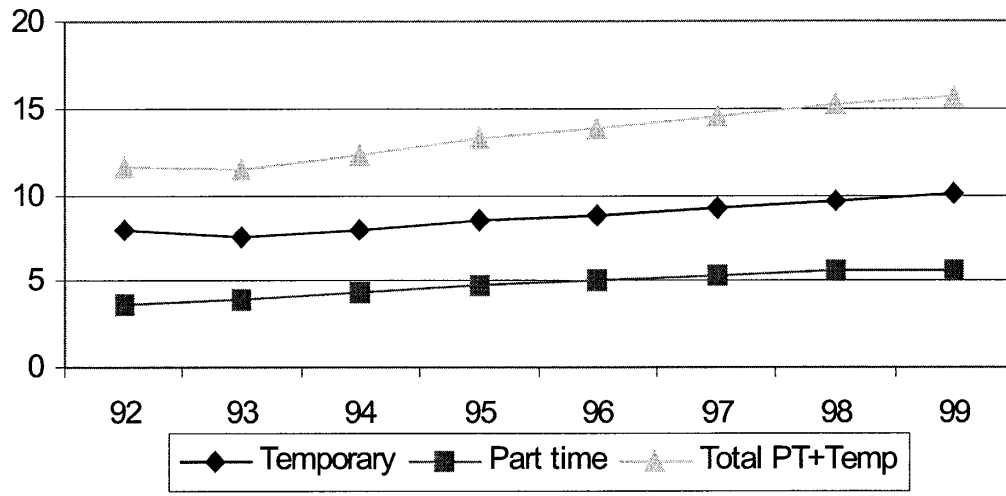


Chart 2B: Female Temporary and Part-time employment in total Employment, EUR 1992-1999, Source: ELFS

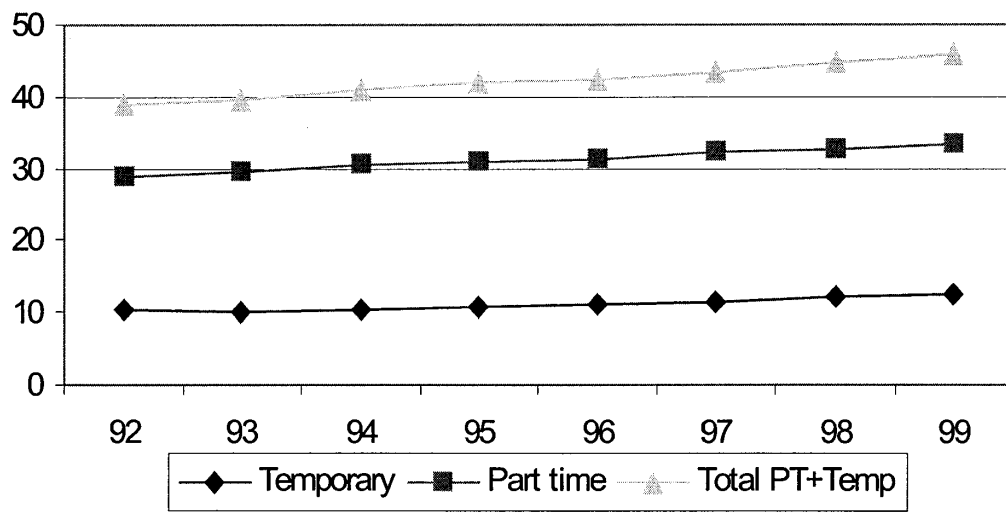


Chart 3: Employment rates by Gender 1990-1999
 Source: Eurostat ELFS, EUR12 1990-1994

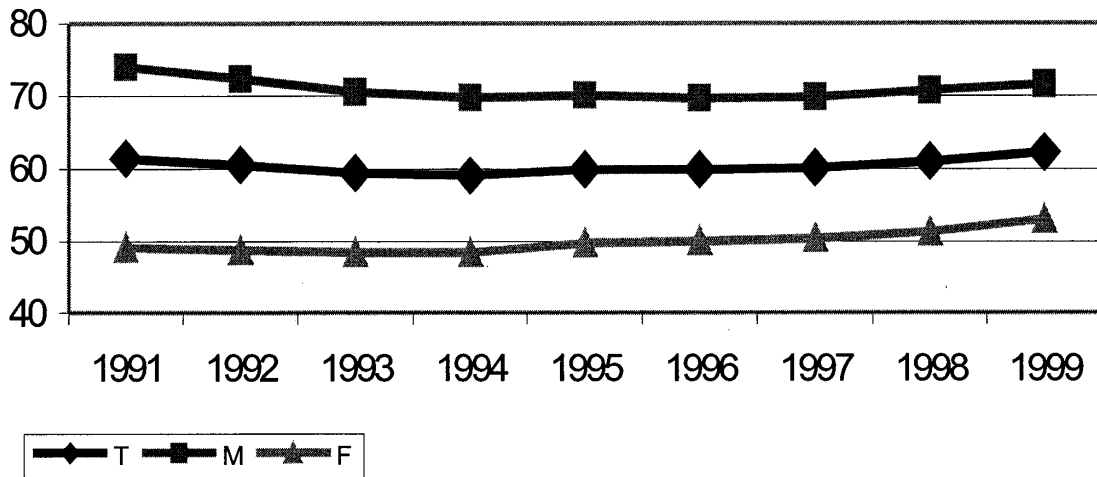


Chart 4 : Unemployment rates by Gender 1990-2000
 Source: Eurostat Harmonised series on unemployment

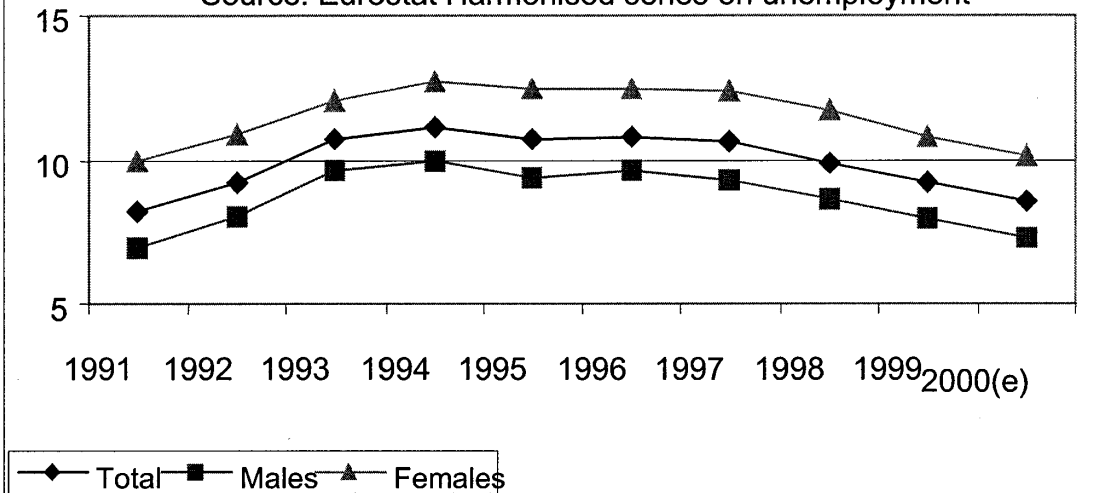


Chart 5: Employment growth 1997/1999
Source: DG Ecfm

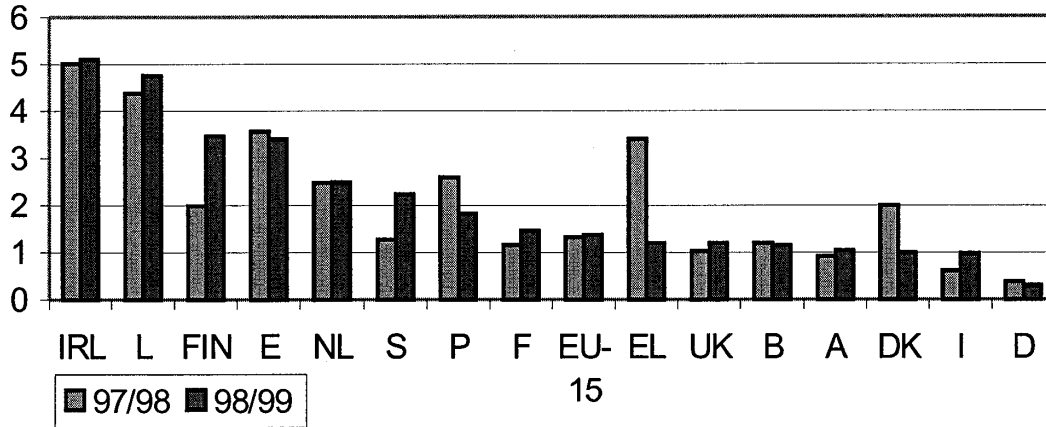


Chart 6: Employment Rates, 1997/1999
Source: Eurostat LFS

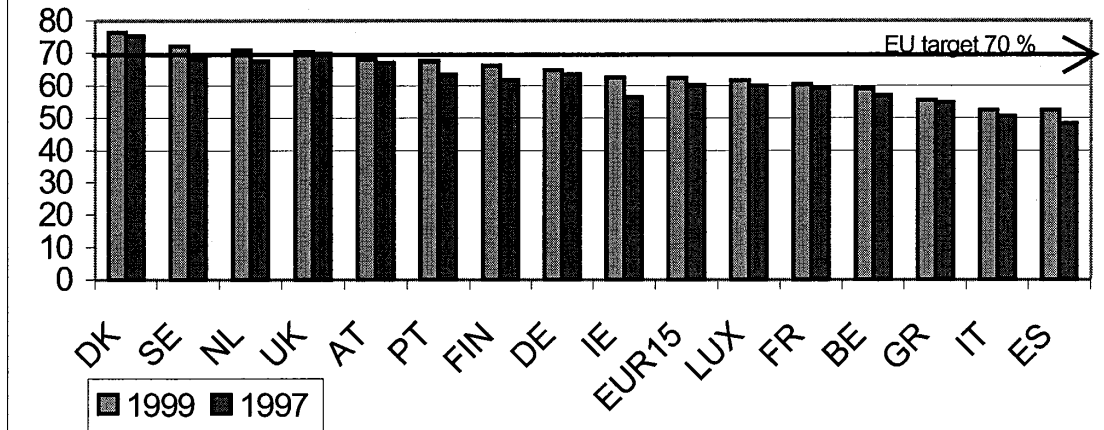


Chart 7: Female employment rate, 1997-1999

Source: Eurostat LFS, GR 1998-1999

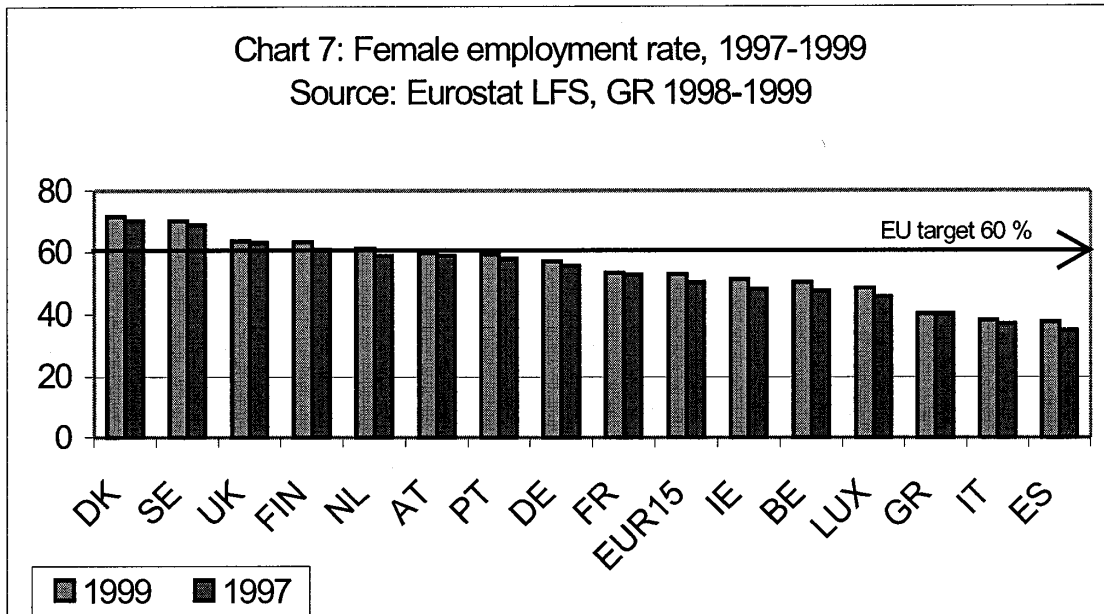


Chart 8: Employment rates for Older workers (aged 55-64), 1997-1999

Source: Eurostat LFS

Source: Eurostat LFS

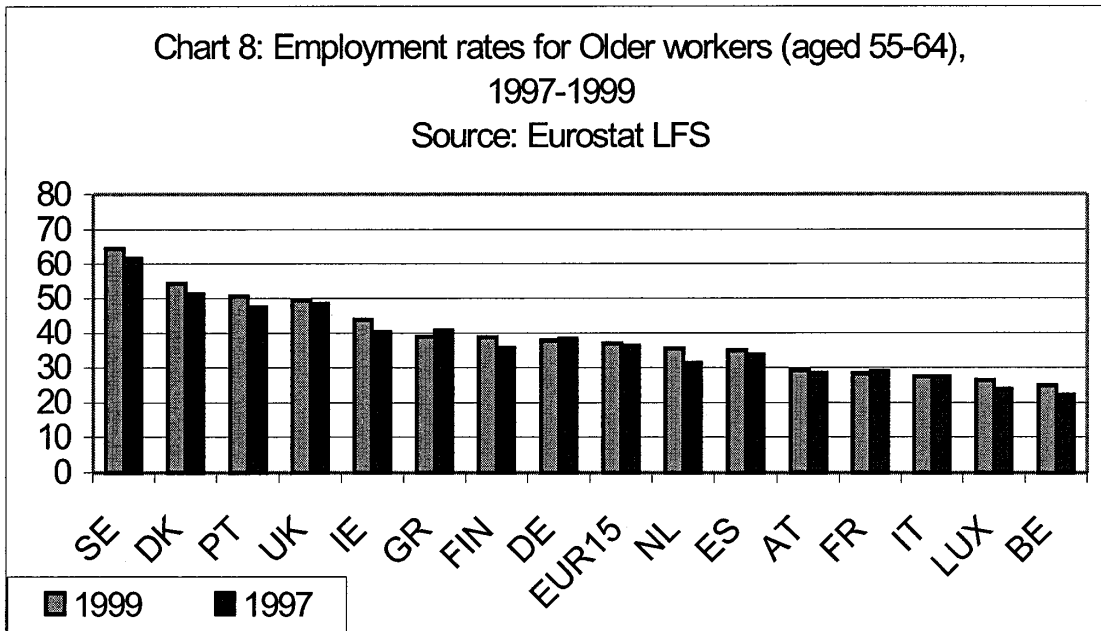


Chart 9 - Unemployment rates, 1997-1999
 Source: Eurostat, Harmonised series on unemployment, Gr 1998

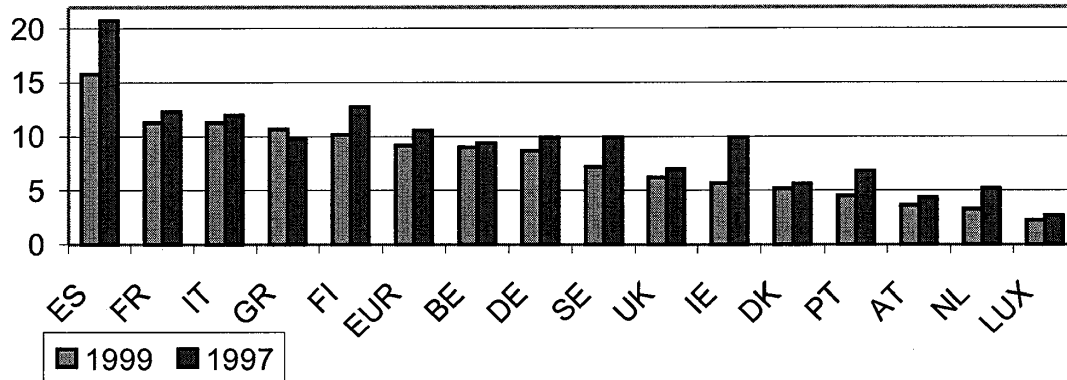


Chart 10 - Coefficient of variation of unemployment rates by NUTS2 regions - 1997, 1999

