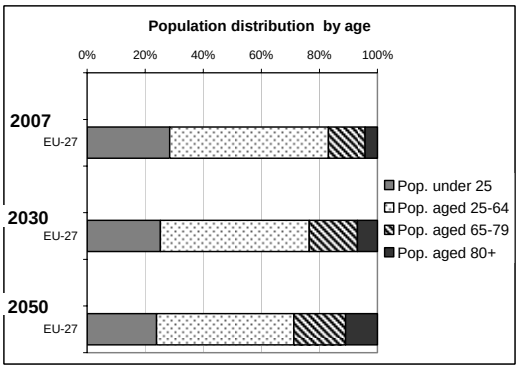
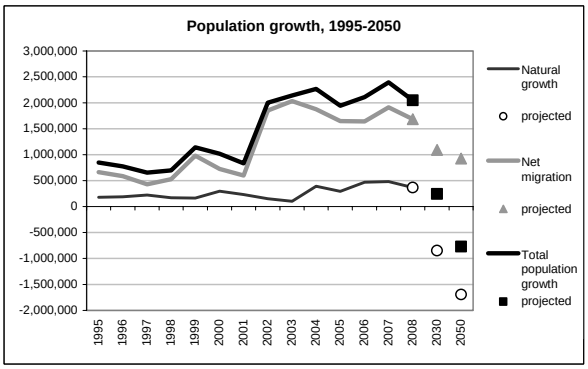
COUNTRY ANNEX*

* The information presented in this annex is based on data that were available at the end of September 2008. An effort has been made to present the most recent and coherent data available. The country comments about the demographic challenges and opportunities have been taken from the 2nd Demography Report of 2007. They were, where necessary, updated and subsequently approved by the members of the European Commission Government Expert Group on Demographic Issues during the course of January 2009.

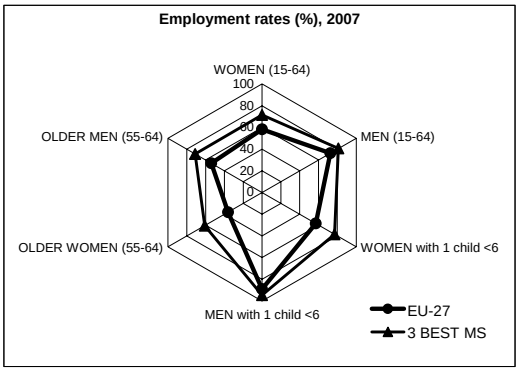
EU-27

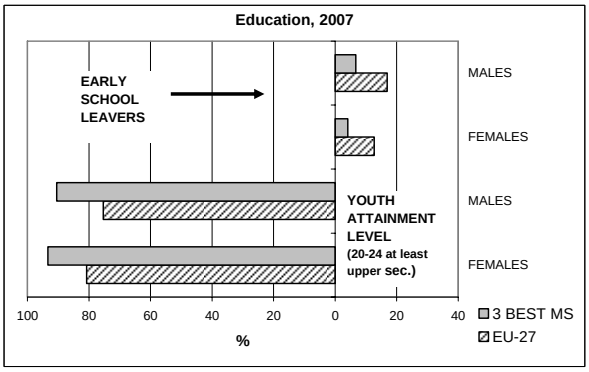
DEMOGRAPHIC TRENDS	EU-27 1970	EU-27 2000	EU-27 2007	EU-27 2030	EU-27 2050	EU-27 2007	*
Population (in thousands)	435,474	482,761	495,129	519,942	515,303	495,128	
Total Fertility Rate (number of children per woman)	:	:	1,54**	1.60	1.66	1.54	2008
Life expectancy at birth for women in years	:	:	82,1***	85.3	87.9	82.1	2008
Life expectancy at birth for men in years	:	:	76,0***	80.0	83.1	76.0	2008
Healthy life expectancy at birth for women in years	:	:	:	:	:	:	2005
Healthy life expectancy at birth for men in years	:	:	:	:	:	:	2005
Natural growth (births minus deaths) in thousands	2,563.1	296.4	483.8	-849.1	-1,695.6	483.8	
Net migration (including corrections) in thousands	-728.3	724.6	1,910.4	1,093.1	924.3	1,910.4	
Mean age of women at childbirth	:	:	:	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	:	23.2	25.2	38.0	50.4	25.2	





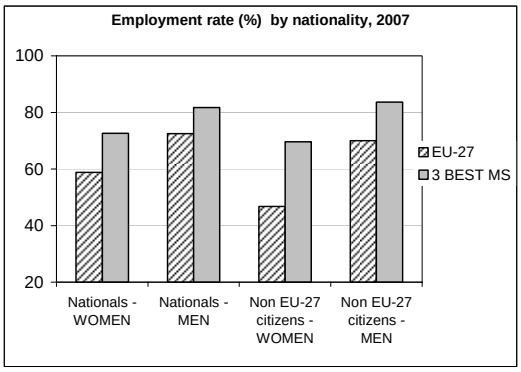
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate (15-64 years), women in %	53.7	58.3	58.3	71.5	
Employment rate (15-64 years), men in %	70.8	72.5	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	57.0	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	88.9	89.8	94.4	2006
Gender pay gap in %	16.0	15.0	15.0	6.00	2006
% of employed women working part time	28.9	31.2	31.2	:	
% of employed men working part time	6.5	7.7	7.7	:	
Average number of usual weekly working hours - women	:	33.9	33.9	:	
Average number of usual weekly working hours - men	:	41.1	41.1	:	
Childcare availability for children (0-2 years)	:	:	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	:	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	0.0	0.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	:	9.4	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	:	:	2.1	3.5	2005

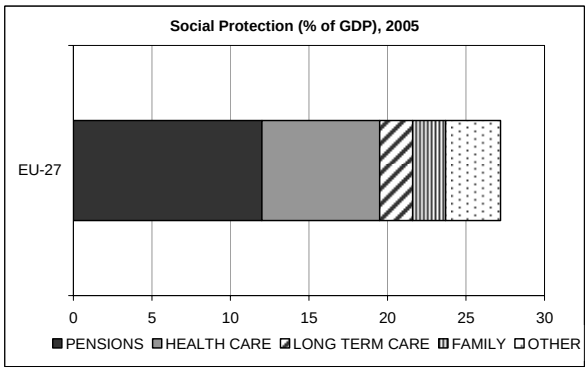




AGEING AND THE LABOUR MARKET	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate for persons aged 55-64, women in %	27.4	36.0	36.0	60.8	
Employment rate for persons aged 55-64, men in %	47.1	53.9	53.9	71.1	
Employment rate for persons aged 55-59, women in %	39.0	48.3	48.3	75.7	
Employment rate for persons aged 55-59, men in %	62.1	67.2	67.2	82.2	
Employment rate for persons aged 60-64, women in %	15.8	21.4	21.4	45.2	
Employment rate for persons aged 60-64, men in %	30.9	37.9	37.9	61.9	
Employment rate for persons aged 65-69, women in %	6.4	6.7	6.7	24.5	
Employment rate for persons aged 65-69, men in %	11.7	12.9	12.9	32.0	
Average exit age from the labour market (women)	:	60.7	60.7	64.2	2006
Average exit age from the labour market (men)	:	61.7	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	6.7	6.9	6.9	1.1	
Internet use, people aged 55-64 in %	:	33.0	33.0	66.0	

	EU-27		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	15.6	12.7	12.7	4.1	
Early school leavers (aged 18-24), men in %	19.7	16.9	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	79.3	80.8	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	73.8	75.4	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	25.8	20.7	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	:	:		58.17	2006
Employment rate by education level (tertiary) in %	82.4	83.8	83.8	87.8	
Employment rate by education level (upper secondary) in %	68.3	70.2	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	48.8	48.6	48.6	63.6	
Total public expenditure on education as a % of GDP	:	5.03	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	7.1	9.7	9.7	23.1	
Expenditure on R&D as a % of GDP	1.86	1.84	1.8	2.4	2006
% of the employed population working in high-tech sectors	4.5	4.4	4.4	6.5	2006
Internet use, total in %	:	51.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	:	87.9	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	0.0	5.8	5.8	:	
Employment rate of nationals, women in %	57.4	58.8	58.8	72.6	
Employment rate of nationals, men in %	73.7	72.5	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	46.7	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	70.0	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	26.3	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	23.4	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	18.6	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	43.7	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2040	2050	2007	2007	*
Government gross debt as a % of GDP	61.9	58.7	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	0.6	-0.9	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	:	5.9	:	:	5.9	0.8	
Total general government revenue as a % of GDP	:	44.9	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	:	12.0	11.9	12.8	12	:	2005
% of public expenditure on health care and sickness in GDP	:	7.5	7.4	8.0	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	:	2.1	1.1	1.5	2.1	:	2005
% of public expenditure on social protection in GDP	:	27.2	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	:	4,866.0	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	:	:	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	:	:	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	:	9.3	:	:	9.3	5.4	

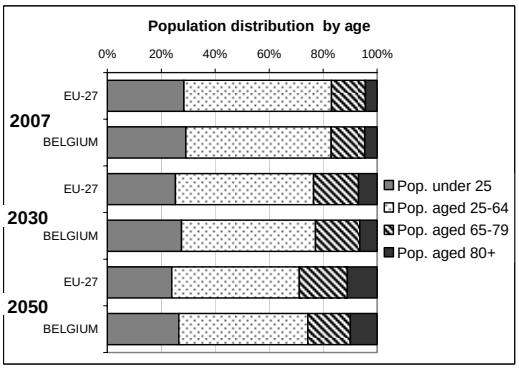
* = 2007 or last year with data available (see the column placed to the right of the table).

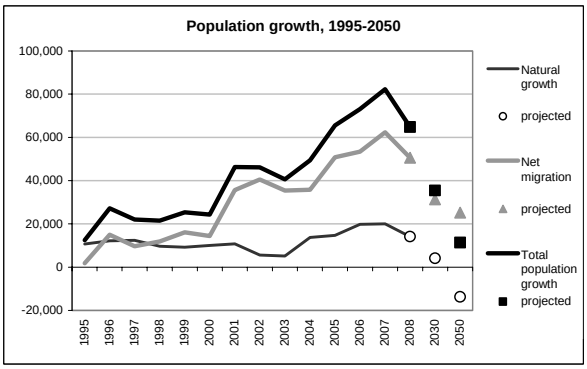
** = EU27 was calculated by merging births and the population at risk and recalculating as if the total fertility was calculated for an individual country.

*** = EU27 was calculated by merging deaths and the population at risk and recalculating as if life expectancy was calculated for an individual country

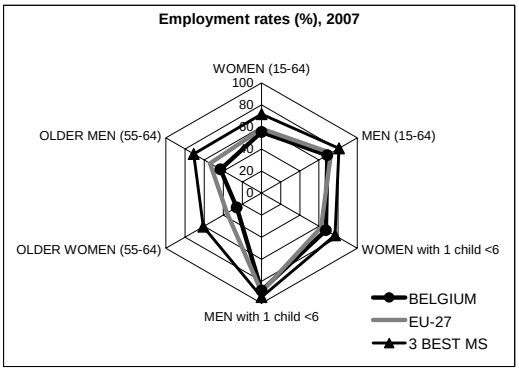
BELGIUM

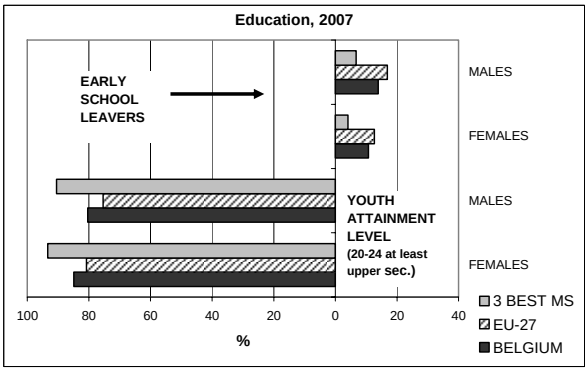
	BELGIUM					EU-27	
DEMOGRAPHIC TRENDS	1970	2000	2007	2030	2050	2007	*
Population (in thousands)	9,660	10,239	10,585	11,745	12,194	495,128	
Total Fertility Rate (number of children per woman)	2.25	:	:	1.77	1.78	1,54(2008)	2006
Life expectancy at birth for women in years	74.2	81	82.3	85.4	87.8	82,1(2008)	2006
Life expectancy at birth for men in years	67.8	74.6	76.6	80.2	83.1	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	69.1	61.9	:	:	:	2005
Healthy life expectancy at birth for men in years	:	65.7	61.7	:	:	:	2005
Natural growth (births minus deaths) in thousands	23.5	10.0	20.0	4.1	-13.8	483.8	
Net migration (including corrections) in thousands	-32.7	14.3	62.3	31.4	25.2	1,910.4	
Mean age of women at childbirth	27.15	:	:	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	21.2	25.5	25.9	37.6	43.9	25.2	





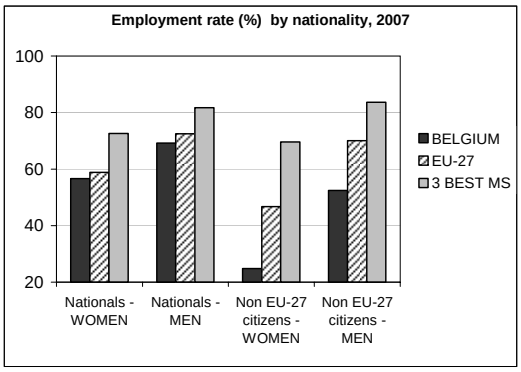
			EU-27	3 BEST MS	
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	2007	2007	*
Employment rate (15-64 years), women in %	51.5	55.3	58.3	71.5	
Employment rate (15-64 years), men in %	69.5	68.7	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	67.3	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	88.5	89.8	94.4	2006
Gender pay gap in %	13.0	7.0	15.0	6.00	2006
% of employed women working part time	37.4	40.6	31.2	:	
% of employed men working part time	5.5	7.5	7.7	:	
Average number of usual weekly working hours - women	32.8	32.8	33.9	:	
Average number of usual weekly working hours - men	40.4	40.6	41.1	:	
Childcare availability for children (0-2 years)	:	40.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	98.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	11.0	15.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	10.8	13.5	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	2.2	2.0	2.1	3.5	2005

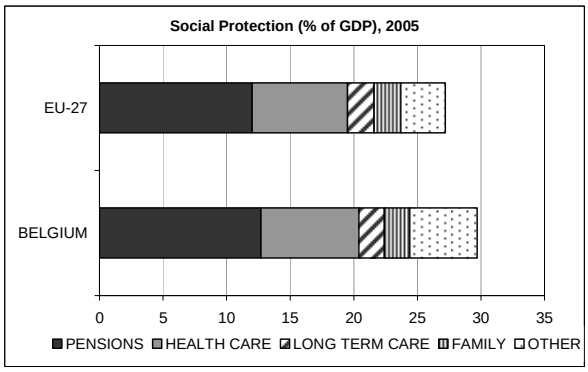




			EU-27	3 BEST MS	
AGEING AND THE LABOUR MARKET	2000	2007	2007	2007	*
Employment rate for persons aged 55-64, women in %	16.6	26.0	36.0	60.8	
Employment rate for persons aged 55-64, men in %	36.4	42.9	53.9	71.1	
Employment rate for persons aged 55-59, women in %	24.1	38.6	48.3	75.7	
Employment rate for persons aged 55-59, men in %	52.0	59.2	67.2	82.2	
Employment rate for persons aged 60-64, women in %	7.0	11.4	21.4	45.2	
Employment rate for persons aged 60-64, men in %	18.1	23.3	37.9	61.9	
Employment rate for persons aged 65-69, women in %	1.7	1.7	6.7	24.5	
Employment rate for persons aged 65-69, men in %	3.1	5.0	12.9	32.0	
Average exit age from the labour market (women)	:	:	60.7	64.2	2006
Average exit age from the labour market (men)	:	:	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	0.4	7.8	6.9	1.1	
Internet use, people aged 55-64 in %	:	44.0	33.0	66.0	

	BELGIUM		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	10.2	10.7	12.7	4.1	
Early school leavers (aged 18-24), men in %	14.8	13.9	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	85.6	84.9	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	78	80.4	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	24.7	18.4	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	:	44.6		58.17	2006
Employment rate by education level (tertiary) in %	85.4	83.7	83.8	87.8	
Employment rate by education level (upper secondary) in %	66.0	65.9	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	43.4	40.5	48.6	63.6	
Total public expenditure on education as a % of GDP	:	5.95	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	6.2	7.2	9.7	23.1	
Expenditure on R&D as a % of GDP	1.97	1.83	1.8	2.4	2006
% of the employed population working in high-tech sectors	4.7	4.6	4.4	6.5	2006
Internet use, total in %	:	63.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	130.7	124.3	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	8.3	8.8	5.8	:	
Employment rate of nationals, women in %	53.6	56.6	58.8	72.6	
Employment rate of nationals, men in %	70.6	69.2	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	24.8	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	52.4	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	37.0	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	23.0	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	24.5	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	47.2	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	107.8	84.9	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	0.1	-0.2	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	13.5	7.9	:	:	5.9	0.8	
Total general government revenue as a % of GDP	49.1	48.7	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	11.0	12.7	14.7	15.5	12	:	2005
% of public expenditure on health care and sickness in GDP	6.0	7.7	7.1	11.3	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	2.3	2.0	1.3	1.9	2.1	:	2005
% of public expenditure on social protection in GDP	26.5	29.7	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	6,059.2	7,171.6	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	13.0	15.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	4.3	4.2	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	12.4	12.5	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

Belgium's fertility rate is estimated to be above the EU average and population ageing is projected to be less pronounced than in the EU as a whole. Largely thanks to migration, Belgium's population is projected to grow by almost 10% until 2050.

… Opportunities for tackling them

While childcare availability lies above the EU average it could be extended for very young children. The gender pay gap is one of the lowest in the EU. Nevertheless, there is scope for women's employment rates to catch up with men's; moreover a large proportion of women work part-time.

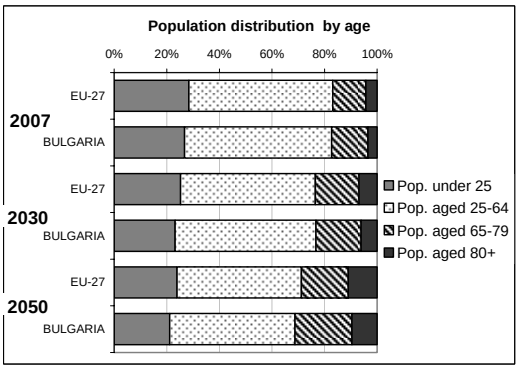
Employment rates of older workers, in particular women, are very low and they represent an important labour force reserve.

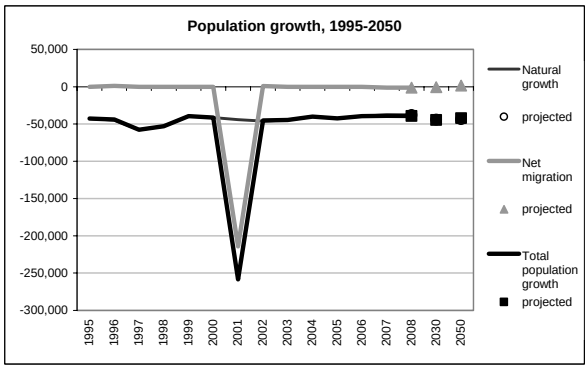
Major gains are also possible with regard to the integration of minorities and third country nationals into labour markets and education systems.

Finally, the reduction of public debt would enhance the ability to meet future social protection needs linked to ageing.

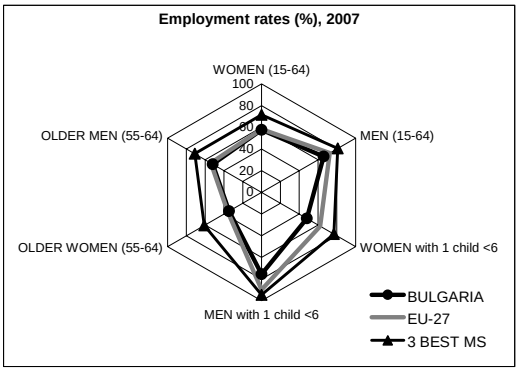
BULGARIA

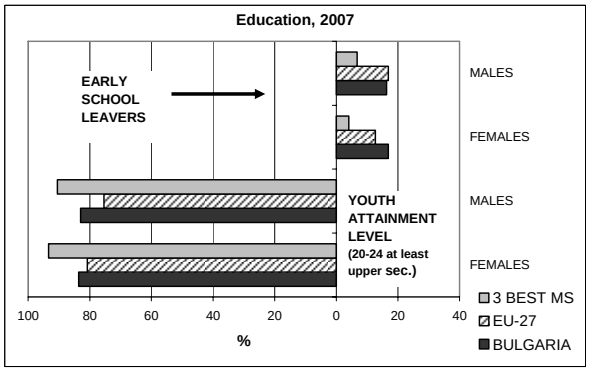
	BULGARIA					EU-27	
DEMOGRAPHIC TRENDS	1970	2000	2007	2030	2050	2007	*
Population (in thousands)	8,464	8,191	7,679	6,753	5,923	495,128	
Total Fertility Rate (number of children per woman)	2.17	1.26	1.37	1.46	1.52	1,54(2008)	2006
Life expectancy at birth for women in years	73.5	75	76.3	81.3	84.9	82,1(2008)	2006
Life expectancy at birth for men in years	69.1	68.4	69.2	75.3	79.6	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	:	:	:	:	:	2005
Healthy life expectancy at birth for men in years	:	:	:	:	:	:	2005
Natural growth (births minus deaths) in thousands	61.7	-41.4	-37.7	-44.1	-43.7	483.8	
Net migration (including corrections) in thousands	-11.0	0.0	-1.4	-0.5	1.6	1,910.4	
Mean age of women at childbirth	:	25.0	24.6	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	14	23.8	24.9	36.3	55.4	25.2	





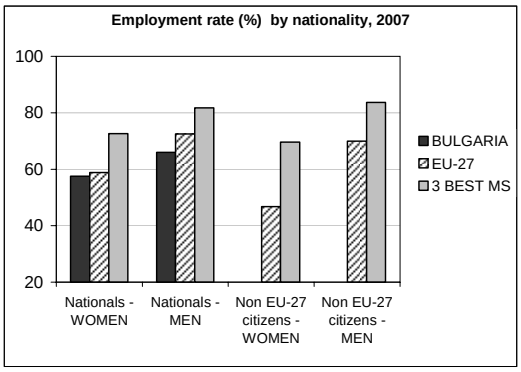
			EU-27	3 BEST MS	
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	2007	2007	*
Employment rate (15-64 years), women in %	46.3	57.6	58.3	71.5	
Employment rate (15-64 years), men in %	54.7	66.0	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	48.0	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	75.5	89.8	94.4	2006
Gender pay gap in %	:	14.0	15.0	6.00	2006
% of employed women working part time	:	2.1	31.2	:	
% of employed men working part time	:	1.3	7.7	:	
Average number of usual weekly working hours - women	40.1	41.0	33.9	:	
Average number of usual weekly working hours - men	41.3	42.1	41.1	:	
Childcare availability for children (0-2 years)	:	:	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	:	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	19.0	15.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	:	12.9	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	:	1.1	2.1	3.5	2005

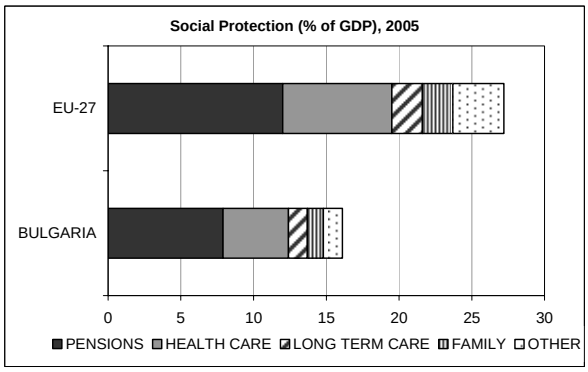




			EU-27	3 BEST MS	
AGEING AND THE LABOUR MARKET	2000	2007	2007	2007	*
Employment rate for persons aged 55-64, women in %	10.3	34.5	36.0	60.8	
Employment rate for persons aged 55-64, men in %	33.2	51.8	53.9	71.1	
Employment rate for persons aged 55-59, women in %	16.2	55.3	48.3	75.7	
Employment rate for persons aged 55-59, men in %	53.6	64.5	67.2	82.2	
Employment rate for persons aged 60-64, women in %	6.1	11.8	21.4	45.2	
Employment rate for persons aged 60-64, men in %	15.7	37.5	37.9	61.9	
Employment rate for persons aged 65-69, women in %	2.9	3.5	6.7	24.5	
Employment rate for persons aged 65-69, men in %	7.1	10.5	12.9	32.0	
Average exit age from the labour market (women)	:	64.1	60.7	64.2	2006
Average exit age from the labour market (men)	:	64.1	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	5.3	9.3	6.9	1.1	
Internet use, people aged 55-64 in %	:	9.0	33.0	66.0	

	BULGARIA		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	:	16.9	12.7	4.1	
Early school leavers (aged 18-24), men in %	:	16.3	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	77	83.6	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	73.4	83	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	23.9	18.2	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	31.9	33.6		58.17	2006
Employment rate by education level (tertiary) in %	77.4	84.6	83.8	87.8	
Employment rate by education level (upper secondary) in %	59.3	70.6	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	30.4	30.6	48.6	63.6	
Total public expenditure on education as a % of GDP	4.19	4.51	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	:	1.3	9.7	23.1	
Expenditure on R&D as a % of GDP	0.52	0.48	1.8	2.4	2006
% of the employed population working in high-tech sectors	3.1	3.1	4.4	6.5	2006
Internet use, total in %	:	28.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	27.5	31.3	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	:	0.3	5.8	:	
Employment rate of nationals, women in %	:	57.5	58.8	72.6	
Employment rate of nationals, men in %	:	66.0	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	:	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	:	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	23.6	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	18.0	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	46.7	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	2.5	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	74.3	18.2	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	:	3.4	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	:	2.7	:	:	5.9	0.8	
Total general government revenue as a % of GDP	:	41.2	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	:	7.9	7.3	7.9	12	:	2005
% of public expenditure on health care and sickness in GDP	:	4.5	5.8	6.4	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	:	1.3	:	:	2.1	:	2005
% of public expenditure on social protection in GDP	:	16.1	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	:	12.7	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	14.0	14.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	3.7	3.5	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	15.5	10	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

The total population of Bulgaria is expected to decline significantly by 2050 as a result of low birth rates, high adult mortality and a high current level of net emigration. Fertility rates are expected to recover from the current low level while net emigration should come to a halt. Life expectancy, for both men and women, is currently low and significant progress is expected. The old-age dependency ratio, currently at the European average, is projected to rise to a higher level than for the EU as a whole.

… Opportunities for tackling them

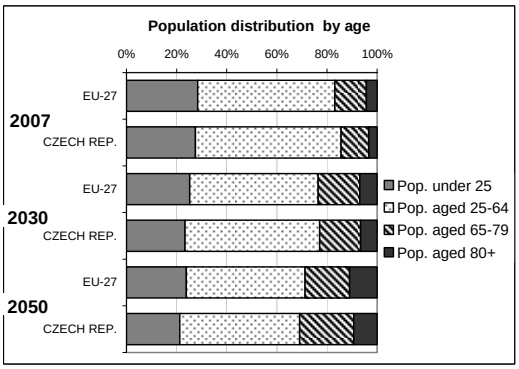
Low employment rates mean that there is a major potential for employment growth.

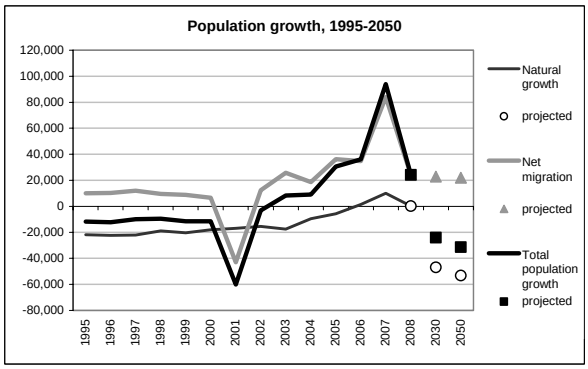
Productivity is only one third of the EU average, so there is an enormous catching-up potential. Reducing the number of early school leavers and increasing investment in research and investment would contribute to realising this productivity growth potential.

Current and projected public spending on health and long-term care is significantly below the EU average, however, there may be pressures for increased spending.

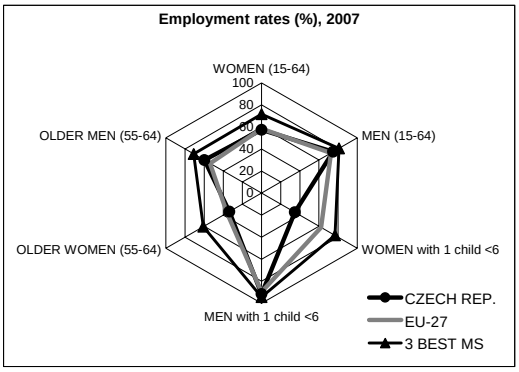
CZECH REPUBLIC

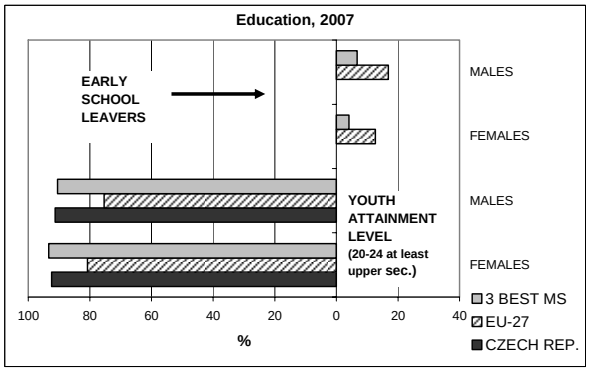
DEMOGRAPHIC TRENDS	CZECH REP. 1970	2000	2007	2030	2050	EU-27 2007	*
Population (in thousands)	9,906	10,278	10,287	10,420	9,892	495,128	
Total Fertility Rate (number of children per woman)	1.9	1.14	1.33	1.41	1.49	1,54(2008)	2006
Life expectancy at birth for women in years	73.1	78.5	79.9	83.7	86.5	82,1(2008)	2006
Life expectancy at birth for men in years	66.1	71.7	73.5	78.1	81.6	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	:	59.9	:	:	:	2005
Healthy life expectancy at birth for men in years	:	:	57.9	:	:	:	2005
Natural growth (births minus deaths) in thousands	24.5	-18.1	10.0	-47.0	-53.3	483.8	
Net migration (including corrections) in thousands	-121.3	6.5	83.9	22.9	21.9	1,910.4	
Mean age of women at childbirth	:	27.2	28.9	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	17.9	19.8	20.2	35.7	54.8	25.2	





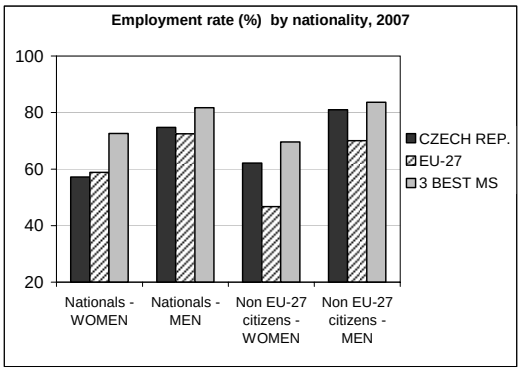
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate (15-64 years), women in %	56.9	57.3	58.3	71.5	
Employment rate (15-64 years), men in %	73.2	74.8	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	34.7	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	91.6	89.8	94.4	2006
Gender pay gap in %	22.0	18.0	15.0	6.00	2006
% of employed women working part time	9.3	8.5	31.2	:	
% of employed men working part time	2.2	2.3	7.7	:	
Average number of usual weekly working hours - women	41.3	39.5	33.9	:	
Average number of usual weekly working hours - men	45.4	43.4	41.1	:	
Childcare availability for children (0-2 years)	:	2.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	67.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	:	17.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	8	7.9	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	1.6	1.4	2.1	3.5	2005

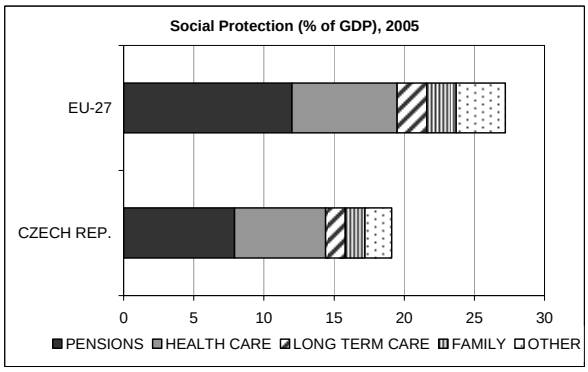




AGEING AND THE LABOUR MARKET	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate for persons aged 55-64, women in %	22.4	33.5	36.0	60.8	
Employment rate for persons aged 55-64, men in %	51.7	59.6	53.9	71.1	
Employment rate for persons aged 55-59, women in %	30.4	50.1	48.3	75.7	
Employment rate for persons aged 55-59, men in %	71.6	77.3	67.2	82.2	
Employment rate for persons aged 60-64, women in %	11.2	14.6	21.4	45.2	
Employment rate for persons aged 60-64, men in %	23.5	38.3	37.9	61.9	
Employment rate for persons aged 65-69, women in %	5.2	6.2	6.7	24.5	
Employment rate for persons aged 65-69, men in %	13.2	13.6	12.9	32.0	
Average exit age from the labour market (women)	:	59.0	60.7	64.2	2006
Average exit age from the labour market (men)	:	61.8	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	8.8	3.1	6.9	1.1	
Internet use, people aged 55-64 in %	:	22.0	33.0	66.0	

	CZECH REP.		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	:	:	12.7	4.1	
Early school leavers (aged 18-24), men in %	:	:	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	91.7	92.4	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	90.7	91.3	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	7.4	5.8	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	16.0	28.0		58.17	2006
Employment rate by education level (tertiary) in %	85.1	84.0	83.8	87.8	
Employment rate by education level (upper secondary) in %	72.8	72.6	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	29.1	24.2	48.6	63.6	
Total public expenditure on education as a % of GDP	4.04	4.25	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	:	5.7	9.7	23.1	
Expenditure on R&D as a % of GDP	1.21	1.54	1.8	2.4	2006
% of the employed population working in high-tech sectors	4.3	4.6	4.4	6.5	2006
Internet use, total in %	:	42.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	44.6	53.5	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	:	2.9	5.8	:	
Employment rate of nationals, women in %	56.9	57.2	58.8	72.6	
Employment rate of nationals, men in %	73.1	74.7	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	62.1	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	81.0	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	14.9	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	6.5	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	27.6	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	11.2	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	18.5	28.7	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	-3.7	-1.6	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	2.0	2.7	:	:	5.9	0.8	
Total general government revenue as a % of GDP	38.1	40.8	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	8.2	7.9	9.6	14.1	12	:	2005
% of public expenditure on health care and sickness in GDP	6.4	6.5	7.8	8.4	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	1.5	1.4	0.5	0.7	2.1	:	2005
% of public expenditure on social protection in GDP	19.5	19.1	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	866.7	1,273.7	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	:	10.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	:	3.5	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	7.8	6.5	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

The Czech Republic currently has one of the lowest fertility rates in the EU, but this may be partly the effect of a transition to women having children later in life; a recovery of fertility is assumed for the population projections. These projections indicate a modestly shrinking population and, in spite of below-average life expectancy, the rise in the old-age dependency ratio is projected to be above the EU average.

… Opportunities for tackling them

Female employment rates could rise significantly and the gender pay gap remains large. Households with children face a higher poverty risk than households without children.

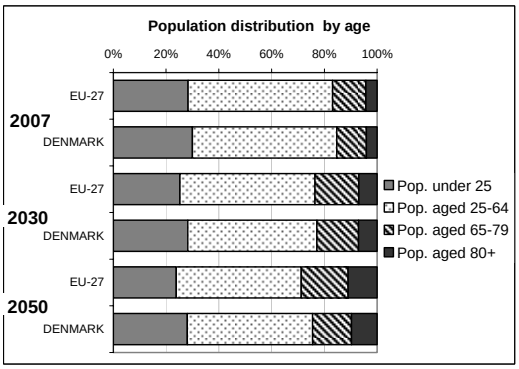
Employment rates for older workers are close to the EU average, which means that there is still much room for increasing the size of the labour force.

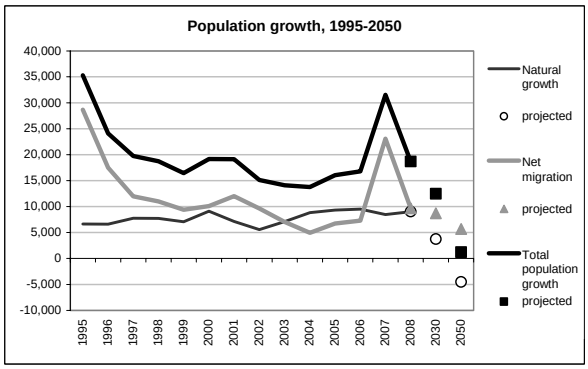
While educational attainment is already high, productivity levels can still be raised considerably. The government is also giving priority to reforming social, health and other public services to improve the conditions for more active and dignified ageing.

Public debt is currently low, but a large ageing-related increase in public pension expenditure is expected.

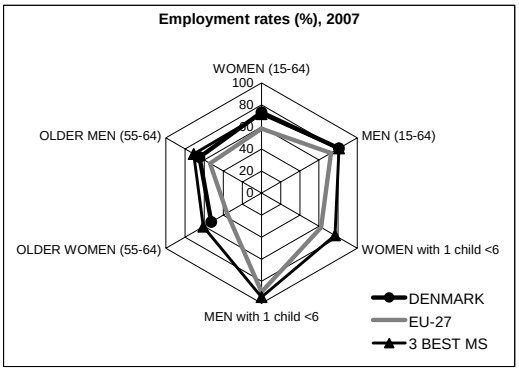
DENMARK

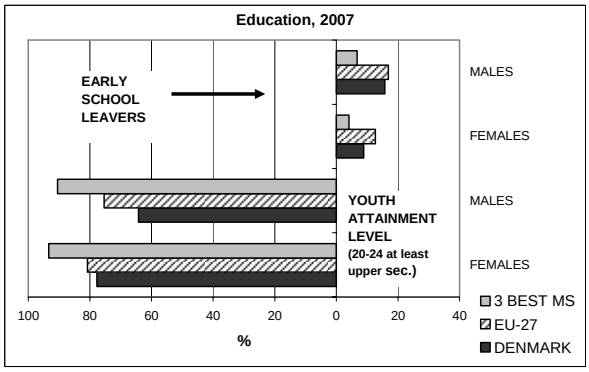
DEMOGRAPHIC TRENDS	DENMARK 1970	2000	2007	2030	2050	EU-27 2007	*
Population (in thousands)	4,907	5,330	5,447	5,808	5,895	495,128	
Total Fertility Rate (number of children per woman)	1.95	1.78	1.83	1.85	1.85	1,54(2008)	2006
Life expectancy at birth for women in years	:	79.2	80.7	84.5	87.2	82,1(2008)	2006
Life expectancy at birth for men in years	:	74.5	76.1	80	82.9	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	61.9	68.2	:	:	:	2005
Healthy life expectancy at birth for men in years	:	62.9	68.4	:	:	:	2005
Natural growth (births minus deaths) in thousands	22.6	9.1	8.5	3.7	-4.5	483.8	
Net migration (including corrections) in thousands	21.1	10.1	23.1	8.7	5.7	1,910.4	
Mean age of women at childbirth	26.72	29.2	30.3	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	18.9	22.2	23.2	37.8	41.3	25.2	





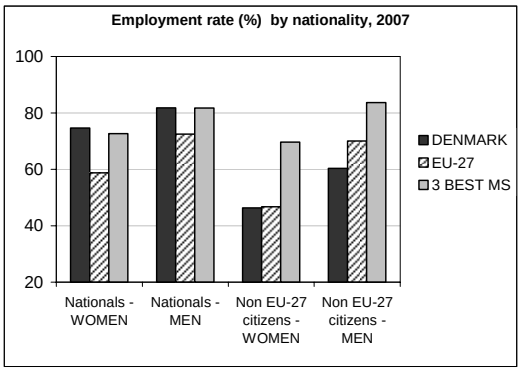
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate (15-64 years), women in %	71.6	73.2	58.3	71.5	
Employment rate (15-64 years), men in %	80.8	81.0	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	:	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	:	89.8	94.4	2006
Gender pay gap in %	15.0	17.0	15.0	6.00	2006
% of employed women working part time	34.1	36.2	31.2	:	
% of employed men working part time	10.2	13.5	7.7	:	
Average number of usual weekly working hours - women	32.6	32.5	33.9	:	
Average number of usual weekly working hours - men	39.2	38.1	41.1	:	
Childcare availability for children (0-2 years)	:	73.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	96.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	:	10.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	:	:	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	3.7	3.8	2.1	3.5	2005

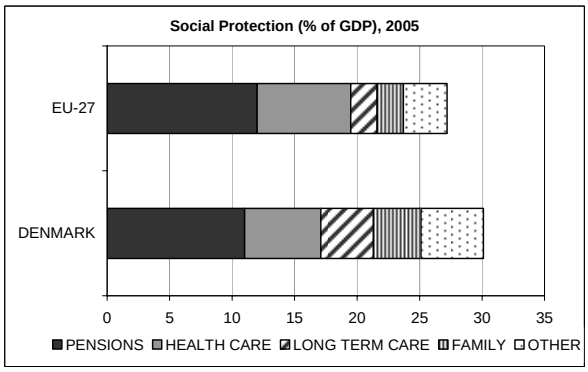




AGEING AND THE LABOUR MARKET	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate for persons aged 55-64, women in %	46.6	52.4	36.0	60.8	
Employment rate for persons aged 55-64, men in %	64.1	64.9	53.9	71.1	
Employment rate for persons aged 55-59, women in %	64.3	74.9	48.3	75.7	
Employment rate for persons aged 55-59, men in %	79.7	83.9	67.2	82.2	
Employment rate for persons aged 60-64, women in %	23.4	29.9	21.4	45.2	
Employment rate for persons aged 60-64, men in %	37.8	45.7	37.9	61.9	
Employment rate for persons aged 65-69, women in %	5.4	6.9	6.7	24.5	
Employment rate for persons aged 65-69, men in %	11.3	18.4	12.9	32.0	
Average exit age from the labour market (women)	:	61.3	60.7	64.2	2006
Average exit age from the labour market (men)	:	62.5	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	13.8	12.3	6.9	1.1	
Internet use, people aged 55-64 in %	:	66.0	33.0	66.0	

	DENMARK		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	9.9	8.9	12.7	4.1	
Early school leavers (aged 18-24), men in %	13.4	15.7	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	76.5	77.7	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	67.5	64.2	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	14.8	14.9	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	40.1	53.5		58.17	2006
Employment rate by education level (tertiary) in %	88.2	87.6	83.8	87.8	
Employment rate by education level (upper secondary) in %	80.1	81.8	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	62.1	64.2	48.6	63.6	
Total public expenditure on education as a % of GDP	8.28	8.28	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	19.4	29.2	9.7	23.1	
Expenditure on R&D as a % of GDP	2.24	2.43	1.8	2.4	2006
% of the employed population working in high-tech sectors	6.1	5.2	4.4	6.5	2006
Internet use, total in %	:	76.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	105.5	103.9	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	4.9	5.1	5.8	:	
Employment rate of nationals, women in %	72.9	74.7	58.8	72.6	
Employment rate of nationals, men in %	81.3	81.8	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	46.3	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	60.3	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	35.5	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	18.8	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	15.9	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	25.1	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	51.5	26	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	2.2	4.4	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	6.8	3.0	:	:	5.9	0.8	
Total general government revenue as a % of GDP	55.8	55.6	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	10.7	11.0	12.8	12.8	12	:	2005
% of public expenditure on health care and sickness in GDP	5.7	6.1	7.7	7.9	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	3.4	4.2	1.7	2.2	2.1	:	2005
% of public expenditure on social protection in GDP	28.9	30.1	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	8,538.9	9,633.8	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	:	12.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	:	3.4	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	:	:	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

Denmark has currently one of the highest fertility rates in the EU while life expectancies for both men and women are below the EU average. The projected increase in the old-age dependency ratio is much smaller than for the EU as a whole. Mainly thanks to assumed immigration the Danish population is projected to grow by almost 10% until 2050.

… Opportunities for tackling them

Denmark has already achieved high female employment rates, although the gender pay gap remains significant and women are much more likely to work part-time than men.

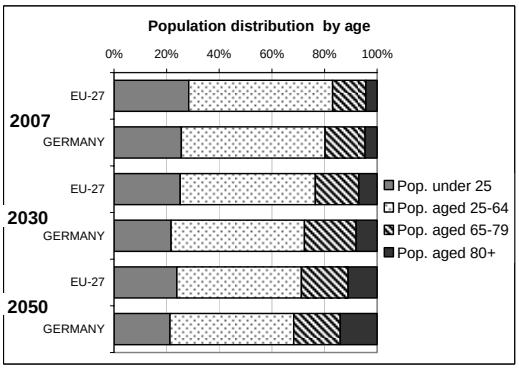
The employment rate of older workers is also far above the EU average, but could still rise in the over-60 age group if health and disability issues as causes for early labour market exit can be tackled.

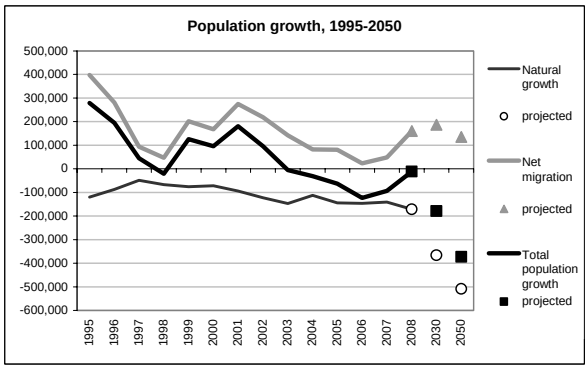
There also appears to be scope for a better integration of third country nationals into labour markets and education systems.

Public debt is low compared to the EU average. The projected ageing-related increase in public protection spending is slightly above the EU average.

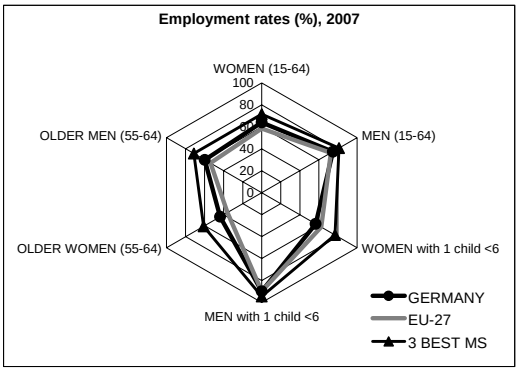
GERMANY

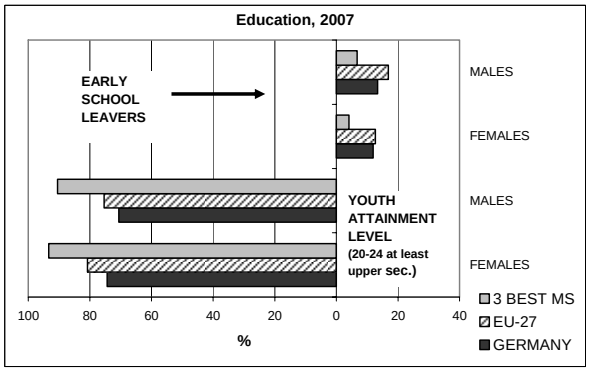
DEMOGRAPHIC TRENDS	GERMANY 1970	2000	2007	2030	2050	EU-27 2007	*
Population (in thousands)	78,269	82,163	82,315	80,152	74,491	495,128	
Total Fertility Rate (number of children per woman)	2.03	1.38	1.32	1.42	1.49	1,54(2008)	2006
Life expectancy at birth for women in years	73.6	81.2	82.4	85.6	88.0	82,1(2008)	2006
Life expectancy at birth for men in years	67.5	75.1	77.2	80.8	83.6	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	64.6	55.1	:	:	:	2005
Healthy life expectancy at birth for men in years	:	63.2	55	:	:	:	2005
Natural growth (births minus deaths) in thousands	72.1	-71.8	-140.9	-365.8	-508.5	483.8	
Net migration (including corrections) in thousands	-271.7	167.9	47.8	187.1	135.7	1,910.4	
Mean age of women at childbirth	26.6	28.7	29.6	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	21.4	23.9	29.9	46.2	56.4	25.2	





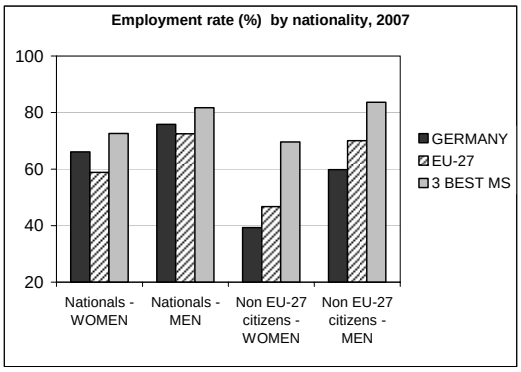
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate (15-64 years), women in %	58.1	64.0	58.3	71.5	
Employment rate (15-64 years), men in %	72.9	74.7	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	56.6	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	89.7	89.8	94.4	2006
Gender pay gap in %	21.0	22.0	15.0	6.00	2006
% of employed women working part time	37.9	45.8	31.2	:	
% of employed men working part time	5.0	9.4	7.7	:	
Average number of usual weekly working hours - women	31.9	30.2	33.9	:	
Average number of usual weekly working hours - men	41.1	40.0	41.1	:	
Childcare availability for children (0-2 years)	:	18.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	93.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	13.0	12.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	9	9.3	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	3.0	3.2	2.1	3.5	2005

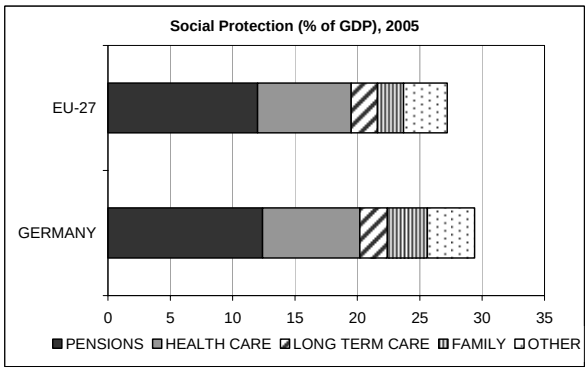




AGEING AND THE LABOUR MARKET	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate for persons aged 55-64, women in %	29.0	43.6	36.0	60.8	
Employment rate for persons aged 55-64, men in %	46.4	59.7	53.9	71.1	
Employment rate for persons aged 55-59, women in %	46.6	59.1	48.3	75.7	
Employment rate for persons aged 55-59, men in %	66.1	74.8	67.2	82.2	
Employment rate for persons aged 60-64, women in %	12.1	25.1	21.4	45.2	
Employment rate for persons aged 60-64, men in %	27.2	41.6	37.9	61.9	
Employment rate for persons aged 65-69, women in %	2.8	5.3	6.7	24.5	
Employment rate for persons aged 65-69, men in %	7.4	9.2	12.9	32.0	
Average exit age from the labour market (women)	:	61.6	60.7	64.2	2006
Average exit age from the labour market (men)	:	62.1	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	4.9	5.1	6.9	1.1	
Internet use, people aged 55-64 in %	:	48.0	33.0	66.0	

	GERMANY		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	15.2	11.9	12.7	4.1	
Early school leavers (aged 18-24), men in %	14.6	13.4	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	74.8	74.4	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	74.6	70.6	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	15.4	15.0	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	15.4	20.9		58.17	2006
Employment rate by education level (tertiary) in %	83.0	86.0	83.8	87.8	
Employment rate by education level (upper secondary) in %	69.9	73.6	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	55.3	44.9	48.6	63.6	
Total public expenditure on education as a % of GDP	4.45	4.53	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	5.2	7.8	9.7	23.1	
Expenditure on R&D as a % of GDP	2.45	2.53	1.8	2.4	2006
% of the employed population working in high-tech sectors	4.9	5.2	4.4	6.5	2006
Internet use, total in %	:	64.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	108.8	111	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	8.9	8.8	5.8	:	
Employment rate of nationals, women in %	59.2	66.1	58.8	72.6	
Employment rate of nationals, men in %	73.4	75.8	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	39.3	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	59.8	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	25.4	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	10.7	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	14.8	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	47.6	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	59.7	65	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	1.3	0.0	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	7.0	6.3	:	:	5.9	0.8	
Total general government revenue as a % of GDP	46.4	43.9	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	12.0	12.4	12.3	13.1	12	:	2005
% of public expenditure on health care and sickness in GDP	8.0	7.8	6.9	7.2	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	2.2	2.2	1.4	2.0	2.1	:	2005
% of public expenditure on social protection in GDP	29.3	29.4	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	7,050.0	7,131.3	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	10.0	13.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	3.5	4.1	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	9.7	9.5	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

Germany's fertility rate lies below the EU average, although there has been a slight increase recently, from 1.33 in 2000 to 1.37 in 2007. Notwithstanding the expectation of a sizeable future immigration, the German population is projected to shrink considerably by 10% until 2050. Life expectancy in Germany is in line with the EU average while the old-age dependency ratio is already among the highest in the EU and expected to stay above the EU average.

… Opportunities for tackling them

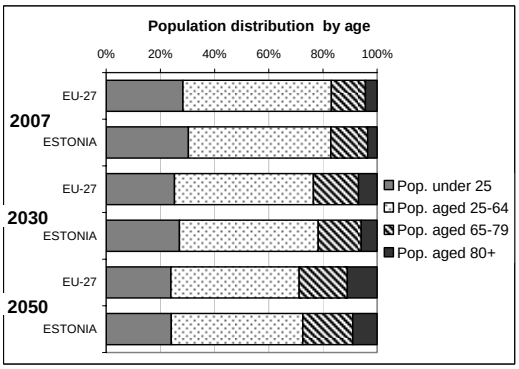
Employment rates of older workers are already above the EU average and the expected ageing-related increase in social spending may stay slightly below the EU average.

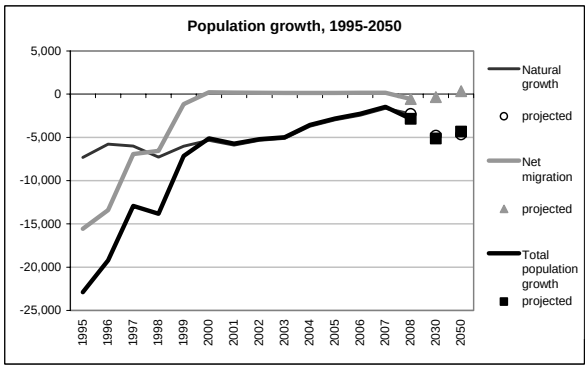
The policy focus in Germany is on improving family friendliness. By 2013 there should be place to accommodate at least 35% of all children under 3 years old. From 2013 onwards all children of 2 years and older will have a legal right to childcare. In 2007 Germany introduced a new parental leave scheme that is giving in particular fathers a greater financial incentive to become involved in the daily care for their children.

The German Business Programme ‘Success Factor Family’ tries to convince enterprises of the usefulness of a more family-oriented personnel policy.

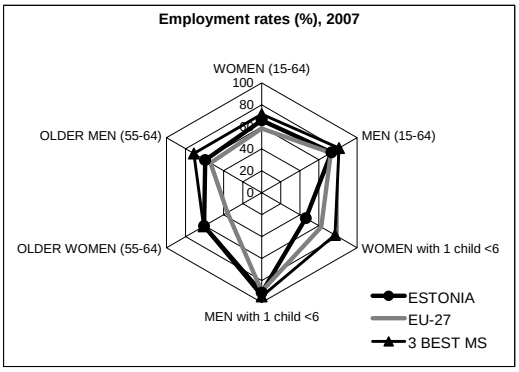
ESTONIA

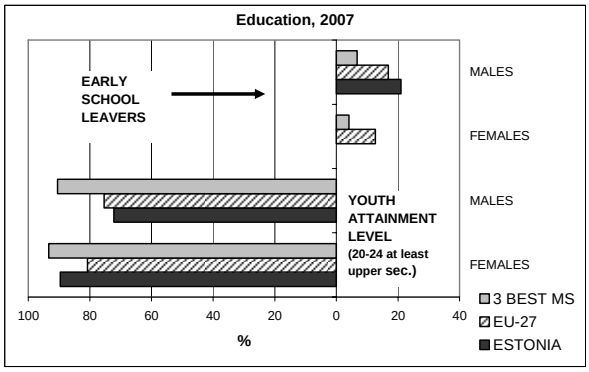
DEMOGRAPHIC TRENDS	ESTONIA 1970	2000	2007	2030	2050	EU-27 2007	*
Population (in thousands)	1,356	1,372	1,342	1,267	1,181	495,128	
Total Fertility Rate (number of children per woman)	:	1.39	1.55	1.6	1.64	1,54(2008)	2006
Life expectancy at birth for women in years	:	76.2	78.6	82.9	86.1	82,1(2008)	2006
Life expectancy at birth for men in years	:	65.5	67.4	74	78.8	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	:	52.2	:	:	:	2005
Healthy life expectancy at birth for men in years	:	:	48	:	:	:	2005
Natural growth (births minus deaths) in thousands	6.4	-5.3	-1.6	-4.8	-4.7	483.8	
Net migration (including corrections) in thousands	6.1	0.2	0.2	-0.3	0.3	1,910.4	
Mean age of women at childbirth	:	27.0	28.4	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	17.7	22.4	25.1	34.4	47.2	25.2	





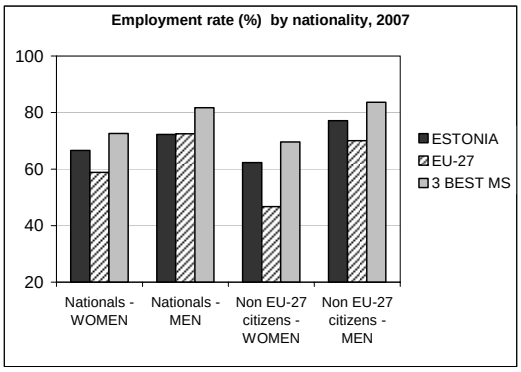
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate (15-64 years), women in %	56.9	65.9	58.3	71.5	
Employment rate (15-64 years), men in %	64.3	73.2	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	46.4	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	90.9	89.8	94.4	2006
Gender pay gap in %	25.0	:	15.0	6.00	2006
% of employed women working part time	10.9	12.1	31.2	:	
% of employed men working part time	5.3	4.3	7.7	:	
Average number of usual weekly working hours - women	39.1	38.1	33.9	:	
Average number of usual weekly working hours - men	41.7	41.0	41.1	:	
Childcare availability for children (0-2 years)	:	18.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	85.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	21.0	20.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	8.6	7.3	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	1.6	1.5	2.1	3.5	2005

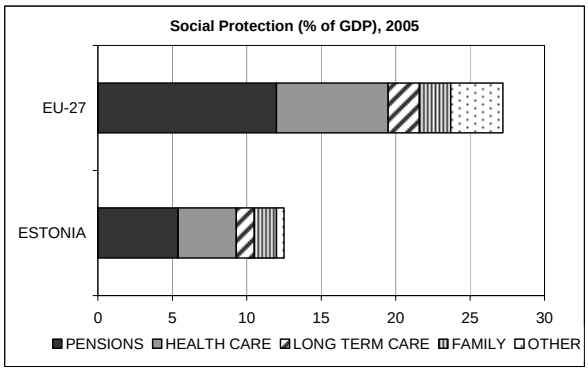




AGEING AND THE LABOUR MARKET	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate for persons aged 55-64, women in %	39.0	60.5	36.0	60.8	
Employment rate for persons aged 55-64, men in %	55.9	59.4	53.9	71.1	
Employment rate for persons aged 55-59, women in %	52.2	74.8	48.3	75.7	
Employment rate for persons aged 55-59, men in %	66.8	74.5	67.2	82.2	
Employment rate for persons aged 60-64, women in %	25.5	41.8	21.4	45.2	
Employment rate for persons aged 60-64, men in %	35.6	37.9	37.9	61.9	
Employment rate for persons aged 65-69, women in %	16.1	25.4	6.7	24.5	
Employment rate for persons aged 65-69, men in %	23.9	26.7	12.9	32.0	
Average exit age from the labour market (women)	:	:	60.7	64.2	2006
Average exit age from the labour market (men)	:	:	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	8.7	11.2	6.9	1.1	
Internet use, people aged 55-64 in %	:	29.0	33.0	66.0	

	ESTONIA		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	12.1	:	12.7	4.1	
Early school leavers (aged 18-24), men in %	16.3	21	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	83.7	89.6	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	74.2	72.2	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	9.1	13.8	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	:	40.9		58.17	2006
Employment rate by education level (tertiary) in %	82.7	86.8	83.8	87.8	
Employment rate by education level (upper secondary) in %	65.2	74.4	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	28.2	33.1	48.6	63.6	
Total public expenditure on education as a % of GDP	5.57	4.87	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	6.5	7	9.7	23.1	
Expenditure on R&D as a % of GDP	0.61	1.14	1.8	2.4	2006
% of the employed population working in high-tech sectors	4.3	3.6	4.4	6.5	2006
Internet use, total in %	:	59.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	34.7	47.7	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	20.0	17.6	5.8	:	
Employment rate of nationals, women in %	59.3	66.6	58.8	72.6	
Employment rate of nationals, men in %	62.7	72.3	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	62.3	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	77.1	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	37.6	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	9.2	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	20.2	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	9.5	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	5.2	3.4	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	-0.2	2.8	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	0.6	0.4	:	:	5.9	0.8	
Total general government revenue as a % of GDP	36.2	36.9	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	6.2	5.4	4.8	4.2	12	:	2005
% of public expenditure on health care and sickness in GDP	4.4	3.9	6.2	6.5	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	0.9	1.2	:	:	2.1	:	2005
% of public expenditure on social protection in GDP	14.0	12.5	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	387.7	562.3	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	18.0	18.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	6.3	5.5	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	9.6	6	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

Estonia's fertility rate is currently very close to the EU average and a further increase in fertility is assumed for the population projections. Life expectancy is significantly lower than the EU average, particularly for men, and this gap is expected to remain large until the end of the projection period (2050). The result would be a relatively low old-age dependency ratio. Until 2050 the Estonian population is projected to shrink by 10%.

… Opportunities for tackling them

Female employment rates are high and most women work full-time.

However, their pay is significantly lower than men's, indicating scope for a qualitative improvement of female employment.

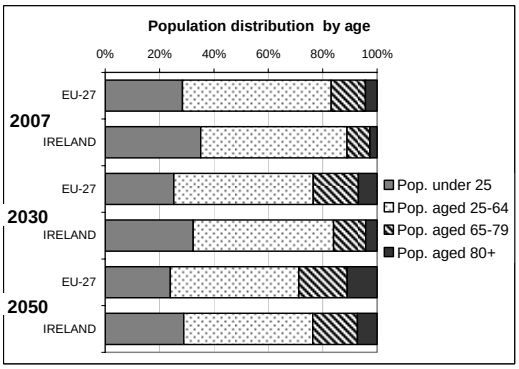
A high proportion of people in their 50s and 60s are still in employment.

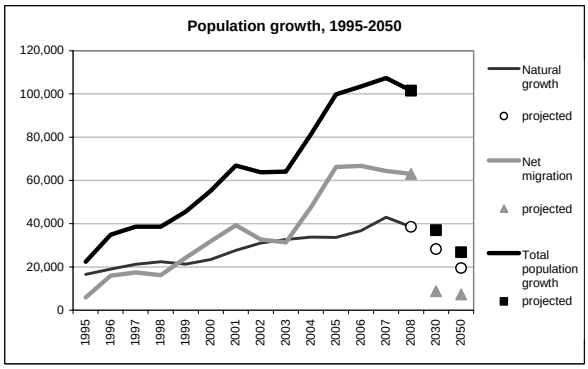
There is room to capitalize on this fact and further reinforce active labour market policies through focus on lifelong learning.

There is much catch-up potential for productivity growth which could build on the high level of educational achievement and on efforts to ensure that R&D results are translated into innovative services and products. Last year Estonia launched a National Health Strategy for 2009-2020 aiming to improve health, life expectancy and life quality.

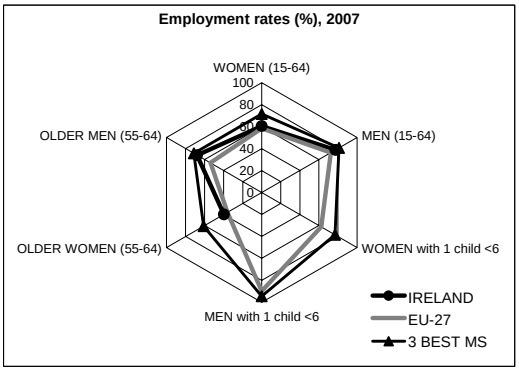
IRELAND

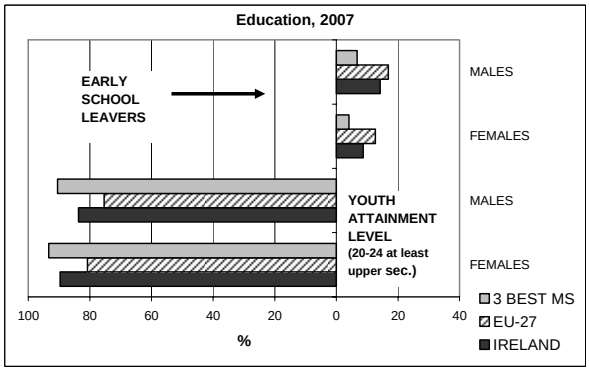
DEMOGRAPHIC TRENDS	IRELAND 1970	2000	2007	2030	2050	EU-27 2007	*
Population (in thousands)	2,943	3,778	4,315	5,881	6,531	495,128	
Total Fertility Rate (number of children per woman)	:	1.88	1.9	1.89	1.88	1,54(2008)	2006
Life expectancy at birth for women in years	:	79.2	82.1	85.3	88.0	82,1(2008)	2006
Life expectancy at birth for men in years	:	74	77.3	81.1	83.9	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	66.9	64.1	:	:	:	2005
Healthy life expectancy at birth for men in years	:	63.3	62.9	:	:	:	2005
Natural growth (births minus deaths) in thousands	30.7	23.4	42.9	28.2	19.4	483.8	
Net migration (including corrections) in thousands	-2.8	31.8	64.4	8.7	7.4	1,910.4	
Mean age of women at childbirth	:	30.5	30.7	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	19.3	16.8	16.2	24.6	40.4	25.2	





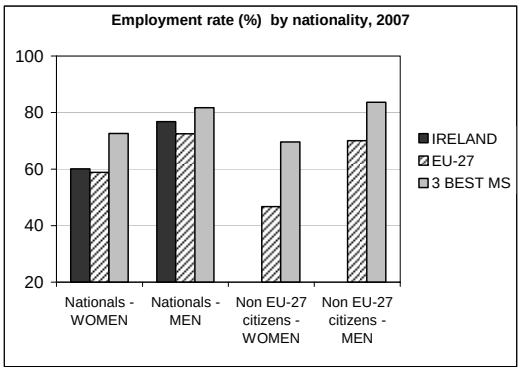
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate (15-64 years), women in %	53.9	60.6	58.3	71.5	
Employment rate (15-64 years), men in %	76.3	77.4	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	:	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	:	89.8	94.4	2006
Gender pay gap in %	19.0	9.0	15.0	6.00	2006
% of employed women working part time	30.3	:	31.2	:	
% of employed men working part time	6.9	:	7.7	:	
Average number of usual weekly working hours - women	32.8	31.4	33.9	:	
Average number of usual weekly working hours - men	42.0	40.5	41.1	:	
Childcare availability for children (0-2 years)	:	18.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	93.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	22.0	21.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	10.2	11.2	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	1.8	2.5	2.1	3.5	2005

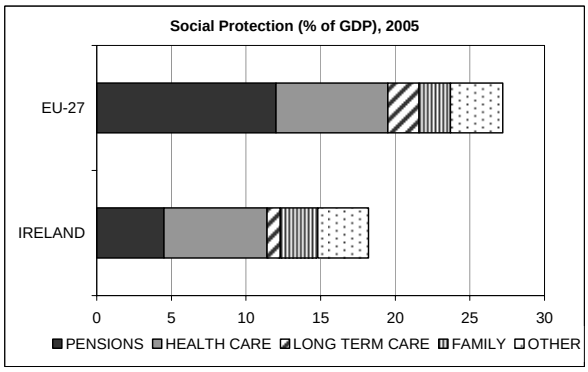




AGEING AND THE LABOUR MARKET	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate for persons aged 55-64, women in %	27.2	39.6	36.0	60.8	
Employment rate for persons aged 55-64, men in %	63.2	67.9	53.9	71.1	
Employment rate for persons aged 55-59, women in %	34.0	47.2	48.3	75.7	
Employment rate for persons aged 55-59, men in %	71.7	75.1	67.2	82.2	
Employment rate for persons aged 60-64, women in %	19.1	30.7	21.4	45.2	
Employment rate for persons aged 60-64, men in %	52.6	59.4	37.9	61.9	
Employment rate for persons aged 65-69, women in %	6.6	10.2	6.7	24.5	
Employment rate for persons aged 65-69, men in %	23.3	26.9	12.9	32.0	
Average exit age from the labour market (women)	:	64.7	60.7	64.2	2006
Average exit age from the labour market (men)	:	63.5	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	1.3	0.3	6.9	1.1	
Internet use, people aged 55-64 in %	:	25.0	33.0	66.0	

	IRELAND		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	:	8.7	12.7	4.1	
Early school leavers (aged 18-24), men in %	:	14.2	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	85.6	89.7	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	79.7	83.7	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	26.4	16.5	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	:	:		58.17	2006
Employment rate by education level (tertiary) in %	86.5	85.9	83.8	87.8	
Employment rate by education level (upper secondary) in %	72.6	74.1	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	48.1	49.3	48.6	63.6	
Total public expenditure on education as a % of GDP	4.29	4.77	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	:	7.6	9.7	23.1	
Expenditure on R&D as a % of GDP	1.12	1.32	1.8	2.4	2006
% of the employed population working in high-tech sectors	7.4	6.5	4.4	6.5	2006
Internet use, total in %	:	51.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	97.6	106.7	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	3.3	10.5	5.8	:	
Employment rate of nationals, women in %	53.4	60.1	58.8	72.6	
Employment rate of nationals, men in %	76.0	76.8	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	:	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	:	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	35.2	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	25.2	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	:	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	:	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	37.9	25.4	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	4.7	0.3	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	6.1	2.6	:	:	5.9	0.8	
Total general government revenue as a % of GDP	36.3	36.7	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	3.4	4.5	7.8	11.1	12	:	2005
% of public expenditure on health care and sickness in GDP	5.5	6.9	6.5	7.3	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	0.7	0.9	0.7	1.2	2.1	:	2005
% of public expenditure on social protection in GDP	14.1	18.2	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	3,342.8	5,223.7	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	20.0	18.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	4.7	4.9	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	8.6	7.8	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

Ireland has currently one of the highest fertility rates in the EU and the share of young people in the population is also high. Life expectancy matches the EU average. The projections assume that fertility rates will remain high and that life expectancy will stay close to the EU average. The old-age dependency ratio could more than double, but would remain significantly below the EU average by 2050. Until 2050 the Irish population is projected to increase by almost 50%.

… Opportunities for tackling them

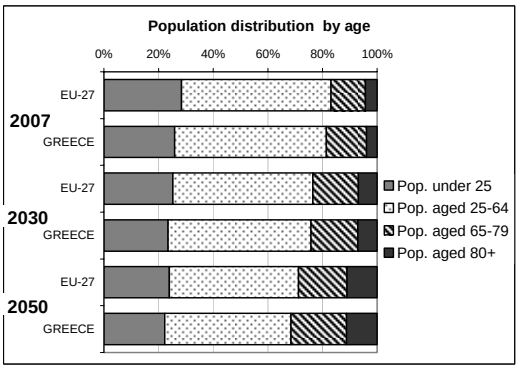
Female labour force participation is already relatively high, but there remains scope for improvement with an employment rate gap between men and women of 17 percentage points and about one-third of women working part-time. Labour market opportunities for women could benefit from more accessible childcare. The gender pay gap is below the EU average.

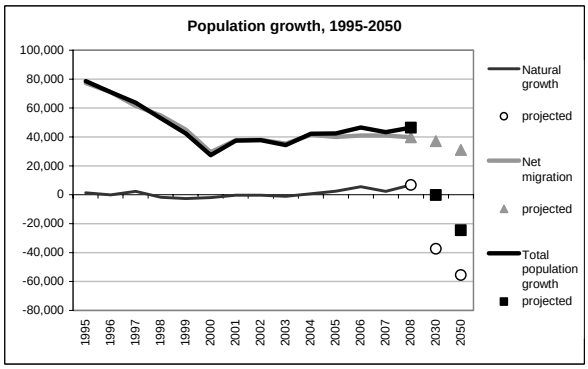
An increase in public spending on R&D and a reduction of early school leaving would help to raise future productivity. Although employment rates of older workers are above the EU average, potential still exists for improvement.

Public debt is low, but a large ageing-related increase in public social protection expenditure is projected.

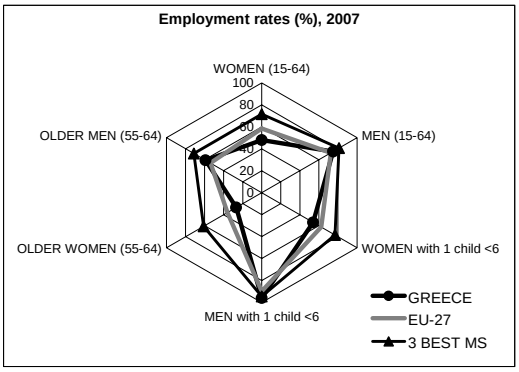
GREECE

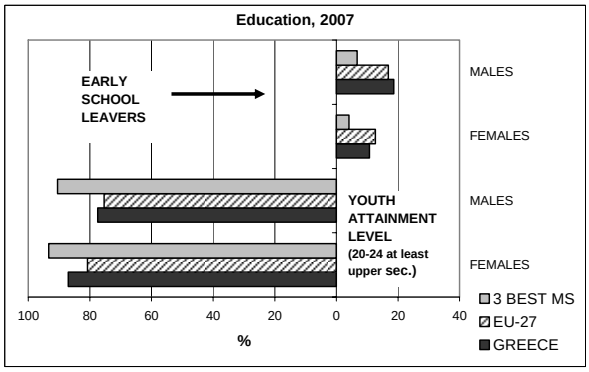
DEMOGRAPHIC TRENDS	GREECE 1970	2000	2007	2030	2050	EU-27 2007	*
Population (in thousands)	8,781	10,904	11,172	11,573	11,445	495,128	
Total Fertility Rate (number of children per woman)	2.4	1.26	1.39	1.48	1.54	1,54(2008)	2006
Life expectancy at birth for women in years	76	80.6	81.9	85.3	87.6	82,1(2008)	2006
Life expectancy at birth for men in years	71.6	75.5	77.2	80.9	83.6	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	68.2	67.2	:	:	:	2005
Healthy life expectancy at birth for men in years	:	66.3	65.7	:	:	:	2005
Natural growth (births minus deaths) in thousands	71.0	-2.0	2.3	-37.4	-55.6	483.8	
Net migration (including corrections) in thousands	-46.4	29.4	41.0	37.2	31.0	1,910.4	
Mean age of women at childbirth	:	29.6	29.9	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	17.2	24.2	27.6	38.5	57.0	25.2	





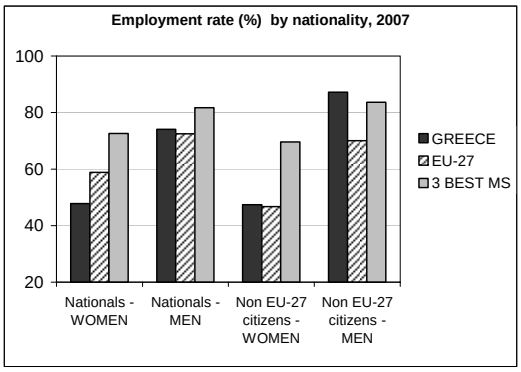
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate (15-64 years), women in %	41.7	47.9	58.3	71.5	
Employment rate (15-64 years), men in %	71.5	74.9	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	53.8	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	95.9	89.8	94.4	2006
Gender pay gap in %	15.0	10.0	15.0	6.00	2006
% of employed women working part time	7.8	10.1	31.2	:	
% of employed men working part time	2.6	2.7	7.7	:	
Average number of usual weekly working hours - women	40.3	39.2	33.9	:	
Average number of usual weekly working hours - men	45.0	44.5	41.1	:	
Childcare availability for children (0-2 years)	:	10.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	61.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	19.0	22.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	5.3	3.9	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	1.7	1.5	2.1	3.5	2005

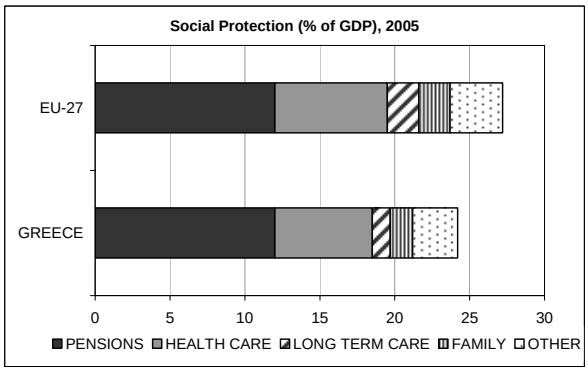




AGEING AND THE LABOUR MARKET	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate for persons aged 55-64, women in %	24.3	26.9	36.0	60.8	
Employment rate for persons aged 55-64, men in %	55.2	59.1	53.9	71.1	
Employment rate for persons aged 55-59, women in %	30.0	33.6	48.3	75.7	
Employment rate for persons aged 55-59, men in %	69.2	73.5	67.2	82.2	
Employment rate for persons aged 60-64, women in %	20.3	20.1	21.4	45.2	
Employment rate for persons aged 60-64, men in %	44.6	43.2	37.9	61.9	
Employment rate for persons aged 65-69, women in %	6.5	5.5	6.7	24.5	
Employment rate for persons aged 65-69, men in %	16.8	16.4	12.9	32.0	
Average exit age from the labour market (women)	:	60.4	60.7	64.2	2006
Average exit age from the labour market (men)	:	61.8	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	2.3	3.3	6.9	1.1	
Internet use, people aged 55-64 in %	:	8.0	33.0	66.0	

	GREECE		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	13.6	10.7	12.7	4.1	
Early school leavers (aged 18-24), men in %	22.9	18.6	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	84.6	87	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	73.6	77.5	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	28.4	24.8	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	:	36.2		58.17	2006
Employment rate by education level (tertiary) in %	80.6	81.9	83.8	87.8	
Employment rate by education level (upper secondary) in %	57.0	60.8	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	49.3	52.3	48.6	63.6	
Total public expenditure on education as a % of GDP	3.71	3.98	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	1	2.1	9.7	23.1	
Expenditure on R&D as a % of GDP	:	0.57	1.8	2.4	2006
% of the employed population working in high-tech sectors	1.8	2.2	4.4	6.5	2006
Internet use, total in %	:	28.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	65.5	71.9	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	:	7.9	5.8	:	
Employment rate of nationals, women in %	41.7	47.8	58.8	72.6	
Employment rate of nationals, men in %	71.3	74.1	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	47.4	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	87.2	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	26.3	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	29.6	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	11.5	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	51.9	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	103.2	94.5	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	:	-2.8	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	15.8	10.0	:	:	5.9	0.8	
Total general government revenue as a % of GDP	43	40.2	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	11.3	12.0	:	:	12	:	2005
% of public expenditure on health care and sickness in GDP	6.0	6.5	5.9	6.8	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	1.1	1.2	:	:	2.1	:	2005
% of public expenditure on social protection in GDP	23.5	24.2	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	2,259.4	2,877.1	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	20.0	21.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	5.8	6.1	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	9.2	8	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

The fertility rate in Greece is one of the lowest in the EU while life expectancy is close to the EU average. Greece's old-age- dependency ratio is projected to rise much more than the EU average. Until 2050 the Greek population is expected to grow only slightly.

… Opportunities for tackling them

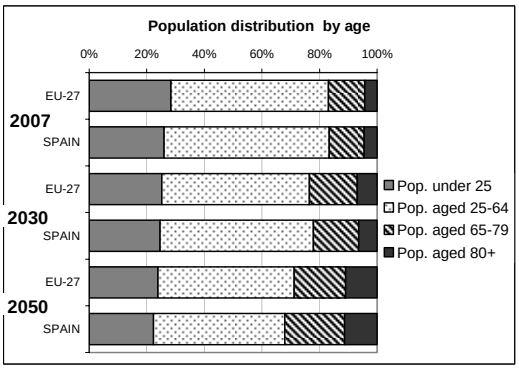
The employment rates of both women and older workers could rise significantly. Productivity levels might benefit from further improving the business environment and the climate for R&D and innovation. Raising percentages of the population completing higher education and facilitating movement between training/ education and the labour market could also bring benefits. According to the employment statistics, third country nationals seem to be well integrated since their unemployment rates are lower than the Greek average. Facilitating their entrance into the regular labour market might strengthen social protection and public finances.

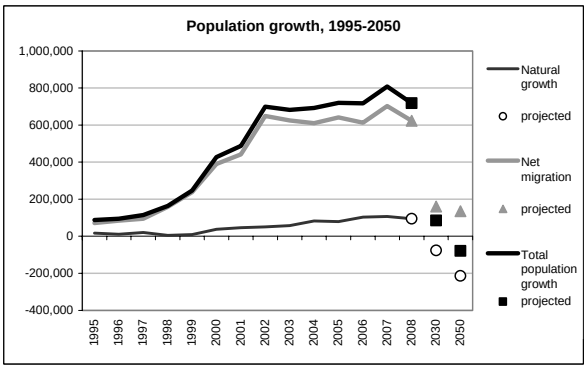
The public debt has started to decrease but the level it is still above the EU average. Its further reduction would help in meeting future social protection needs.

In 2008 the government adopted a new pension reform law which provides incentives for postponing retirement up to 3 years and which gradually raises the retirement age for groups that so far were eligible to early retirement. The same law increases the duration of paid (at minimum-wage level) maternity leave in the private sector by 6 months.

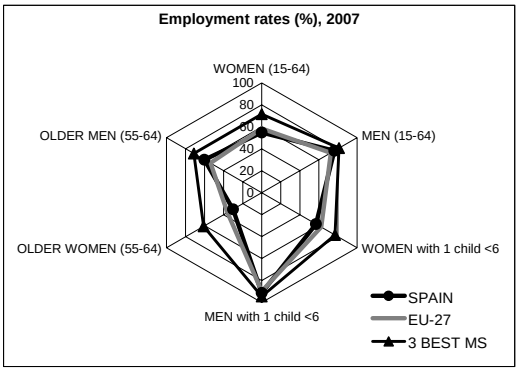
SPAIN

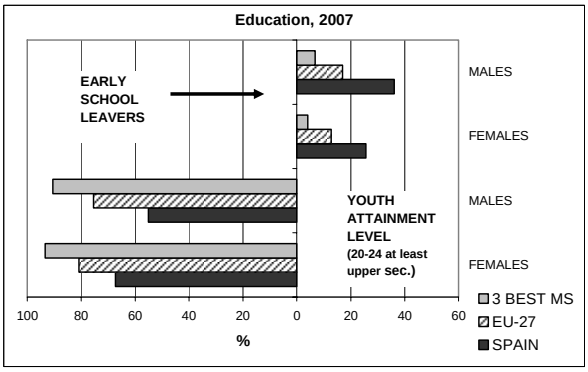
	SPAIN					EU-27	
DEMOGRAPHIC TRENDS	1970	2000	2007	2030	2050	2007	*
Population (in thousands)	33,588	40,050	44,475	52,661	53,229	495,128	
Total Fertility Rate (number of children per woman)	:	1.23	1.38	1.46	1.52	1,54(2008)	2006
Life expectancy at birth for women in years	:	82.9	84.4	86.5	88.6	82,1(2008)	2006
Life expectancy at birth for men in years	:	75.8	77.7	80.9	83.7	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	69.3	63.1	:	:	:	2005
Healthy life expectancy at birth for men in years	:	66.5	63.2	:	:	:	2005
Natural growth (births minus deaths) in thousands	380.9	37.2	106.7	-76.3	-214.6	483.8	
Net migration (including corrections) in thousands	72.9	389.8	701.9	160.8	135.2	1,910.4	
Mean age of women at childbirth	:	30.7	30.9	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	15.2	24.5	24.2	34.3	58.7	25.2	





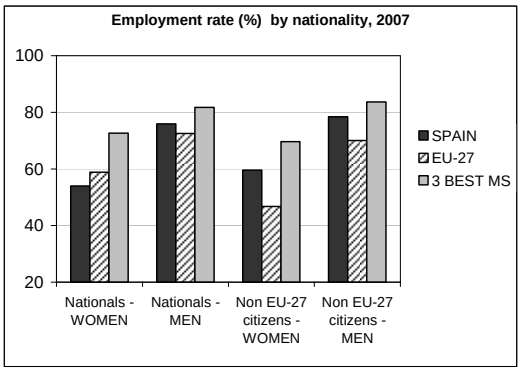
			EU-27	3 BEST MS	
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	2007	2007	*
Employment rate (15-64 years), women in %	41.3	54.7	58.3	71.5	
Employment rate (15-64 years), men in %	71.2	76.2	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	56.9	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	91.2	89.8	94.4	2006
Gender pay gap in %	15.0	13.0	15.0	6.00	2006
% of employed women working part time	16.8	22.8	31.2	:	
% of employed men working part time	2.8	4.1	7.7	:	
Average number of usual weekly working hours - women	36.8	35.6	33.9	:	
Average number of usual weekly working hours - men	42.1	41.9	41.1	:	
Childcare availability for children (0-2 years)	:	39.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	91.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	25.0	24.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	6.5	5	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	1.0	1.1	2.1	3.5	2005

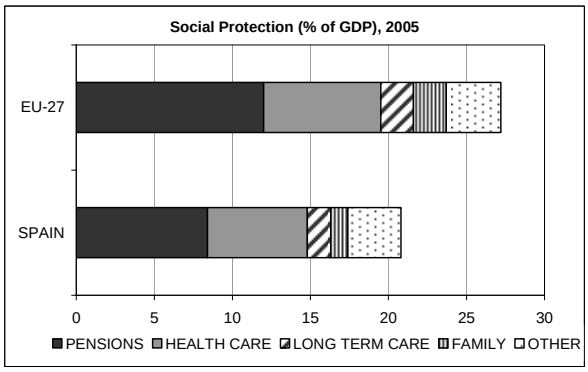




			EU-27	3 BEST MS	
AGEING AND THE LABOUR MARKET	2000	2007	2007	2007	*
Employment rate for persons aged 55-64, women in %	20.2	30.0	36.0	60.8	
Employment rate for persons aged 55-64, men in %	54.9	60.0	53.9	71.1	
Employment rate for persons aged 55-59, women in %	24.8	38.1	48.3	75.7	
Employment rate for persons aged 55-59, men in %	68.4	72.8	67.2	82.2	
Employment rate for persons aged 60-64, women in %	14.9	21.3	21.4	45.2	
Employment rate for persons aged 60-64, men in %	39.4	45.6	37.9	61.9	
Employment rate for persons aged 65-69, women in %	2.5	3.2	6.7	24.5	
Employment rate for persons aged 65-69, men in %	5.4	7.7	12.9	32.0	
Average exit age from the labour market (women)	:	62.3	60.7	64.2	2006
Average exit age from the labour market (men)	:	61.8	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	7.1	12.5	6.9	1.1	
Internet use, people aged 55-64 in %	:	18.0	33.0	66.0	

	SPAIN		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	23.4	25.6	12.7	4.1	
Early school leavers (aged 18-24), men in %	34.7	36.1	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	71.9	67.3	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	60.1	55.1	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	44.5	35.6	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	32.2	34.7		58.17	2006
Employment rate by education level (tertiary) in %	75.1	82.5	83.8	87.8	
Employment rate by education level (upper secondary) in %	54.9	68.2	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	51.5	57.5	48.6	63.6	
Total public expenditure on education as a % of GDP	4.28	4.23	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	4.1	10.4	9.7	23.1	
Expenditure on R&D as a % of GDP	0.91	1.2	1.8	2.4	2006
% of the employed population working in high-tech sectors	2.9	3.4	4.4	6.5	2006
Internet use, total in %	:	44.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	88.9	92.5	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	:	10.4	5.8	:	
Employment rate of nationals, women in %	41.1	54.0	58.8	72.6	
Employment rate of nationals, men in %	71.0	75.9	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	59.6	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	78.4	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	36.0	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	42.1	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	17.5	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	47.5	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	59.3	36.2	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	-1.0	2.2	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	8.3	4.1	:	:	5.9	0.8	
Total general government revenue as a % of GDP	38.1	41	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	8.9	8.4	11.9	15.7	12	:	2005
% of public expenditure on health care and sickness in GDP	5.8	6.4	7.3	8.3	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	1.6	1.5	0.5	0.7	2.1	:	2005
% of public expenditure on social protection in GDP	20.3	20.8	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	2,770.0	3,240.9	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	18.0	20.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	5.4	5.3	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	7.5	6	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

Spain's current fertility rate is among the lowest in the EU and Spanish women tend to have their first child relatively late in life. Life expectancy is above the EU average. The projections assume that fertility will recover slightly and that life expectancies will roughly evolve in line with the EU average. This would result in one of the highest old-age dependency ratios in the EU in 2050. Over recent years, Spain has attracted large numbers of immigrants, many of whom were regularised, boosting the official population and employment of Spain. Under the assumption that immigration continues at the present the Spanish population could grow considerably by 20% until 2050.

… Opportunities for tackling them

Female employment rates could rise, but this might require a more extensive provision of childcare for the youngest children.

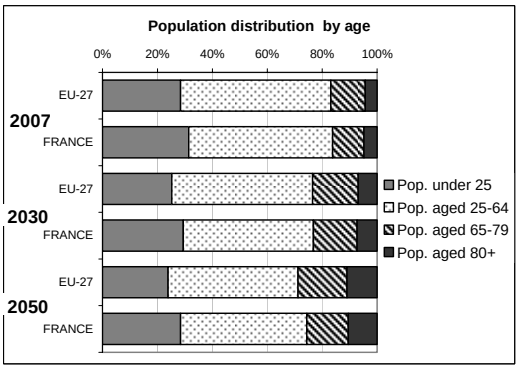
Employment rates of older workers are above the EU average, but could also be further increased.

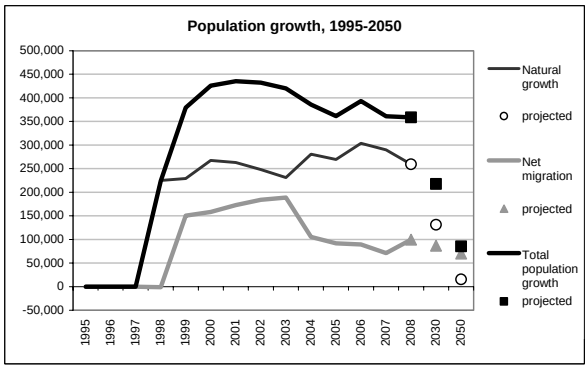
Educational attainment can be improved and early school leaving reduced; this could help Spain to narrow the productivity gap to the EU average.

Third country nationals seem to be well integrated into the labour market, but this may be due to the fact that immigration is relatively recent, with most people coming in search for work (rather than to join family members who arrived earlier).

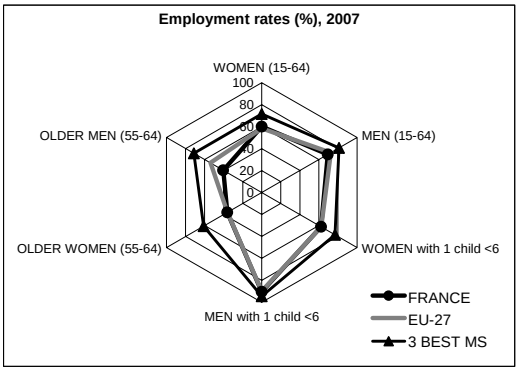
FRANCE

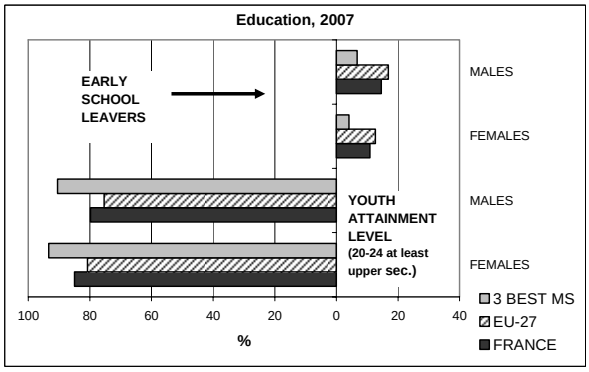
DEMOGRAPHIC TRENDS	FRANCE 1970	2000	2007	2030	2050	EU-27 2007	*
Population (in thousands)	:	60,538	63,392	67,982	71,044	495,128	
Total Fertility Rate (number of children per woman)	:	1.89	2	1.96	1.94	1,54(2008)	2006
Life expectancy at birth for women in years	:	83	84.4	87	89.1	82,1(2008)	2006
Life expectancy at birth for men in years	:	75.3	77.3	81	83.9	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	63.2	64.3	:	:	:	2005
Healthy life expectancy at birth for men in years	:	60.1	62	:	:	:	2005
Natural growth (births minus deaths) in thousands	:	267.5	290.0	131.0	15.4	483.8	
Net migration (including corrections) in thousands	:	158.3	71.0	86.5	69.9	1,910.4	
Mean age of women at childbirth	:	29.3	29.7	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	:	24.3	24.9	39.0	44.7	25.2	





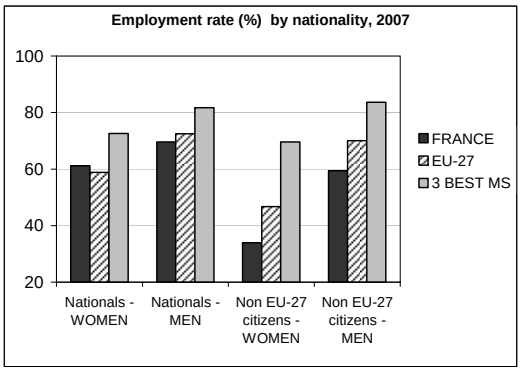
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate (15-64 years), women in %	55.2	60.0	58.3	71.5	
Employment rate (15-64 years), men in %	69.2	69.3	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	62.1	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	90.3	89.8	94.4	2006
Gender pay gap in %	13.0	11.0	15.0	6.00	2006
% of employed women working part time	30.8	30.2	31.2	:	
% of employed men working part time	5.3	5.7	7.7	:	
Average number of usual weekly working hours - women	33.9	34.6	33.9	:	
Average number of usual weekly working hours - men	40.1	41.2	41.1	:	
Childcare availability for children (0-2 years)	:	31.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	94.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	18.0	13.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	9.4	9.8	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	2.5	2.5	2.1	3.5	2005

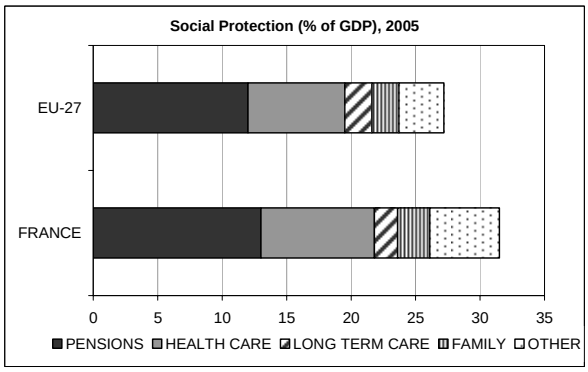




AGEING AND THE LABOUR MARKET	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate for persons aged 55-64, women in %	26.3	36.2	36.0	60.8	
Employment rate for persons aged 55-64, men in %	33.6	40.5	53.9	71.1	
Employment rate for persons aged 55-59, women in %	42.5	52.5	48.3	75.7	
Employment rate for persons aged 55-59, men in %	53.9	58.6	67.2	82.2	
Employment rate for persons aged 60-64, women in %	9.8	14.8	21.4	45.2	
Employment rate for persons aged 60-64, men in %	10.6	16.7	37.9	61.9	
Employment rate for persons aged 65-69, women in %	1.4	2.5	6.7	24.5	
Employment rate for persons aged 65-69, men in %	2.9	4.5	12.9	32.0	
Average exit age from the labour market (women)	:	59.1	60.7	64.2	2006
Average exit age from the labour market (men)	:	58.7	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	0.6	0.5	6.9	1.1	
Internet use, people aged 55-64 in %	:	37.0	33.0	66.0	

	FRANCE		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	11.9	10.9	12.7	4.1	
Early school leavers (aged 18-24), men in %	14.8	14.6	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	83.5	85	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	79.6	79.8	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	23.6	17.1	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	:	:		58.17	2006
Employment rate by education level (tertiary) in %	78.7	79.6	83.8	87.8	
Employment rate by education level (upper secondary) in %	69.0	69.5	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	46.1	47.7	48.6	63.6	
Total public expenditure on education as a % of GDP	5.83	5.65	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	2.8	7.4	9.7	23.1	
Expenditure on R&D as a % of GDP	2.15	2.09	1.8	2.4	2006
% of the employed population working in high-tech sectors	5.3	5.0	4.4	6.5	2006
Internet use, total in %	:	57.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	116.6	119.7	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	:	5.8	5.8	:	
Employment rate of nationals, women in %	56.1	61.1	58.8	72.6	
Employment rate of nationals, men in %	69.2	69.6	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	33.9	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	59.4	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	32.5	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	22.4	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	24.2	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	50.6	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	57.3	64.2	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	-1.5	-2.7	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	5.6	5.2	:	:	5.9	0.8	
Total general government revenue as a % of GDP	50.2	49.9	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	12.3	13.0	14.3	14.8	12	:	2005
% of public expenditure on health care and sickness in GDP	8.0	8.8	8.9	9.5	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	1.6	1.8	:	:	2.1	:	2005
% of public expenditure on social protection in GDP	29.5	31.5	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	6,689.1	7,602.8	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	16.0	13.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	4.2	4	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	10.7	10.9	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

France has currently the highest fertility rate in the EU and the population projections assume that this will not change. Life expectancy is assumed to rise above the EU average. The total population is expected to grow by more than 10% until 2050, while the old-age dependency ratio could evolve more favourably than for the EU as a whole.

… Opportunities for tackling them

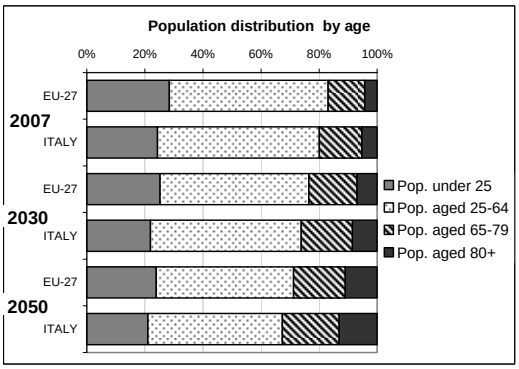
Employment opportunities for women are relatively well developed thanks to extensive childcare provision, and the gender pay gap is below the EU average.

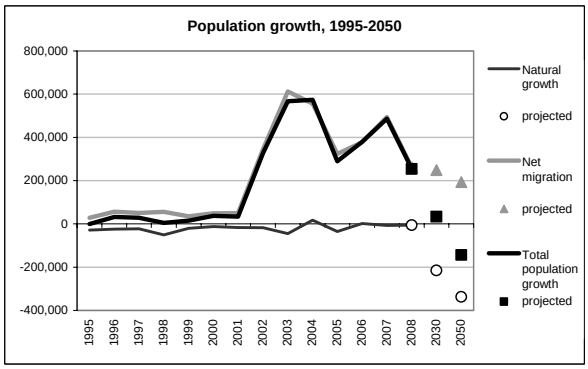
By contrast, there is much scope for increasing the labour force participation of older workers. A more modern employment protection combined with lifelong learning would increase labour market flexibility. Another area which would generate employment growth is the integration of third country nationals whose employment rates and educational attainment are particularly low.

Public debt is slightly above the EU average and the projected increase in public social protection expenditure is also roughly in line with the EU as a whole.

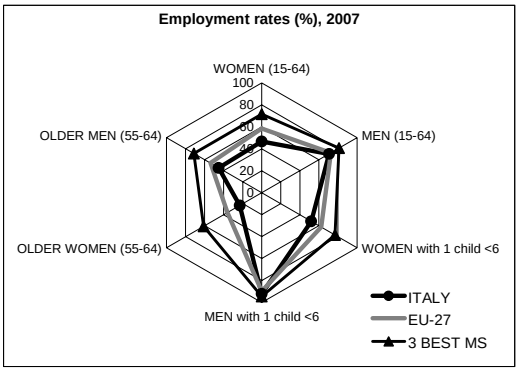
ITALY

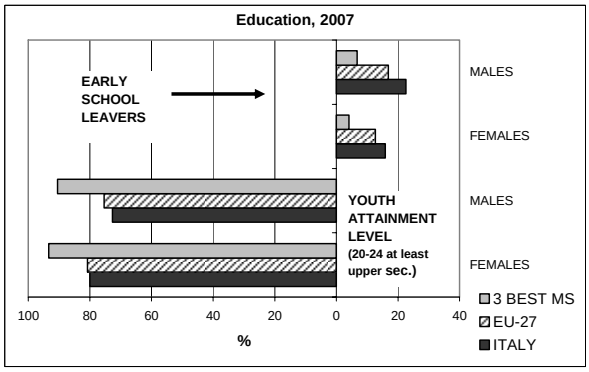
DEMOGRAPHIC TRENDS	ITALY 1970	2000	2007	2030	2050	EU-27 2007	*
Population (in thousands)	53,685	56,924	59,131	61,868	61,240	495,128	
Total Fertility Rate (number of children per woman)	2.43	1.26	:	1.46	1.52	1,54(2008)	2006
Life expectancy at birth for women in years	:	82.9	:	86.9	89.0	82,1(2008)	2006
Life expectancy at birth for men in years	:	77	:	81.7	84.3	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	72.9	67	:	:	:	2005
Healthy life expectancy at birth for men in years	:	69.7	65.8	:	:	:	2005
Natural growth (births minus deaths) in thousands	396.4	-12.4	-7.5	-215.8	-337.6	483.8	
Net migration (including corrections) in thousands	-123.3	49.5	494.3	248.7	193.4	1,910.4	
Mean age of women at childbirth	28.27	30.3	:	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	16.7	26.8	30.2	42.4	59.2	25.2	





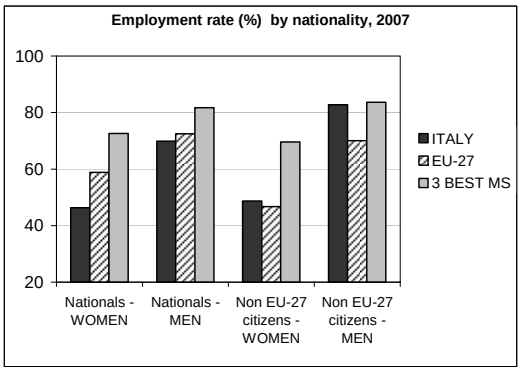
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate (15-64 years), women in %	39.6	46.6	58.3	71.5	
Employment rate (15-64 years), men in %	68.0	70.7	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	51.9	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	92.1	89.8	94.4	2006
Gender pay gap in %	6.0	:	15.0	6.00	2006
% of employed women working part time	16.5	26.9	31.2	:	
% of employed men working part time	3.7	5.0	7.7	:	
Average number of usual weekly working hours - women	35.4	33.8	33.9	:	
Average number of usual weekly working hours - men	41.3	41.5	41.1	:	
Childcare availability for children (0-2 years)	:	26.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	90.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	25.0	24.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	7.6	5.8	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	0.9	1.1	2.1	3.5	2005

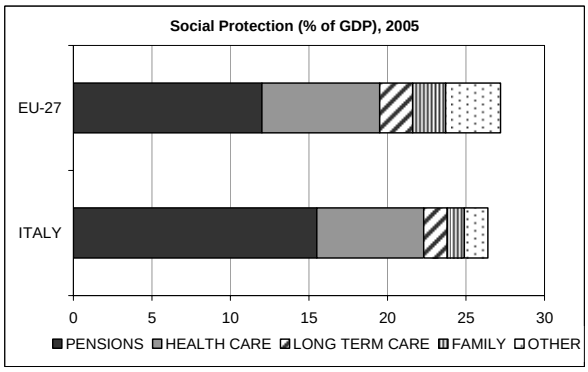




AGEING AND THE LABOUR MARKET	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate for persons aged 55-64, women in %	15.3	23.0	36.0	60.8	
Employment rate for persons aged 55-64, men in %	40.9	45.1	53.9	71.1	
Employment rate for persons aged 55-59, women in %	22.9	33.8	48.3	75.7	
Employment rate for persons aged 55-59, men in %	50.8	59.0	67.2	82.2	
Employment rate for persons aged 60-64, women in %	7.6	10.6	21.4	45.2	
Employment rate for persons aged 60-64, men in %	29.4	28.9	37.9	61.9	
Employment rate for persons aged 65-69, women in %	2.4	3.1	6.7	24.5	
Employment rate for persons aged 65-69, men in %	10.1	12.0	12.9	32.0	
Average exit age from the labour market (women)	:	60.0	60.7	64.2	2006
Average exit age from the labour market (men)	:	60.5	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	4.1	4.8	6.9	1.1	
Internet use, people aged 55-64 in %	:	17.0	33.0	66.0	

	ITALY		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	21.9	15.9	12.7	4.1	
Early school leavers (aged 18-24), men in %	28.8	22.6	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	74.2	80	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	64.5	72.7	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	40.7	31.8	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	16.1	31.8		58.17	2006
Employment rate by education level (tertiary) in %	81.0	77.7	83.8	87.8	
Employment rate by education level (upper secondary) in %	63.5	67.9	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	44.1	46.5	48.6	63.6	
Total public expenditure on education as a % of GDP	4.47	4.43	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	4.8	6.2	9.7	23.1	
Expenditure on R&D as a % of GDP	1.05	:	1.8	2.4	2006
% of the employed population working in high-tech sectors	3.9	4.3	4.4	6.5	2006
Internet use, total in %	:	34.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	100.5	89.2	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	2.2	5.0	5.8	:	
Employment rate of nationals, women in %	:	46.3	58.8	72.6	
Employment rate of nationals, men in %	:	69.9	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	48.7	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	82.7	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	15.6	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	40.2	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	9.8	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	54.9	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	109.2	104	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	-0.8	-1.9	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	13.8	10.2	:	:	5.9	0.8	
Total general government revenue as a % of GDP	45.3	46.6	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	15.0	15.5	15.0	14.6	12	:	2005
% of public expenditure on health care and sickness in GDP	6.0	6.8	6.7	7.1	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	1.4	1.5	1.7	2.2	2.1	:	2005
% of public expenditure on social protection in GDP	24.7	26.4	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	4,529.9	4,935.5	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	18.0	20.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	4.8	5.5	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	11.2	9.1	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

Italy currently has the highest old-age dependency ratio in the EU. With a low fertility rate and high life expectancy - both being expected to continue - the old age dependency ratio could rise to almost two-thirds (2 persons aged 65+ for every 3 persons of working age). The Italian population size is expected to remain more or less constant under the assumption that significant numbers of immigrants continue to arrive.

… Opportunities for tackling them

There is significant scope for promoting the labour force participation of women. This would also help in reducing the risk of poverty for households with children.

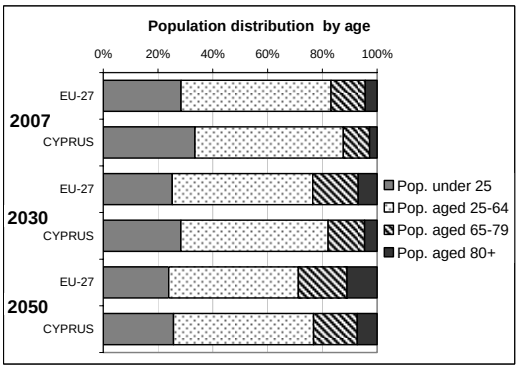
Employment rates for older workers are also comparatively low.

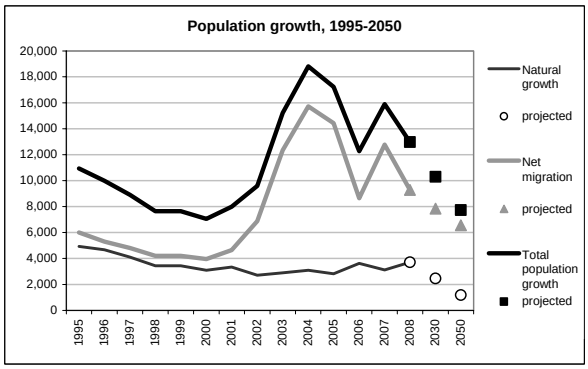
There is scope for raising productivity, notably by raising educational attainment levels, combating early school leaving and boosting R&D spending.

Reducing public debt would enhance Italy's ability to meet future social protection needs, even if the projected ageing-related increase in public expenditure is comparatively small.

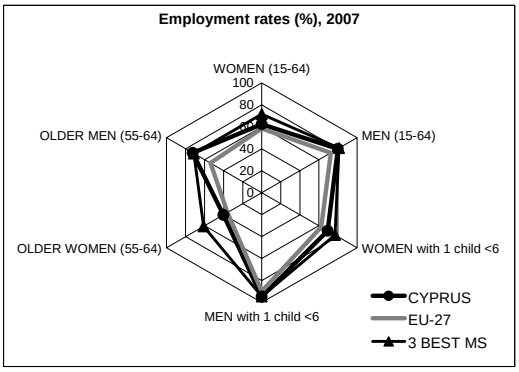
CYPRUS

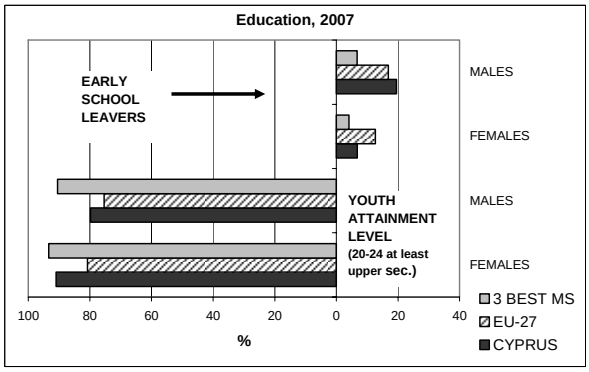
DEMOGRAPHIC TRENDS	CYPRUS 1970	2000	2007	2030	2050	EU-27 2007	*
Population (in thousands)	612	690	779	1,072	1,251	495,128	
Total Fertility Rate (number of children per woman)	:	1.64	1.47	1.52	1.57	1,54(2008)	2006
Life expectancy at birth for women in years	:	:	82.4	84.9	87.5	82,1(2008)	2006
Life expectancy at birth for men in years	:	:	78.8	81.5	84	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	:	57.9	:	:	:	2005
Healthy life expectancy at birth for men in years	:	:	59.5	:	:	:	2005
Natural growth (births minus deaths) in thousands	5.8	3.1	3.1	2.5	1.2	483.8	
Net migration (including corrections) in thousands	-0.9	4.0	12.8	7.8	6.6	1,910.4	
Mean age of women at childbirth	:	28.7	29.8	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	:	17.0	17.6	27.4	37.7	25.2	





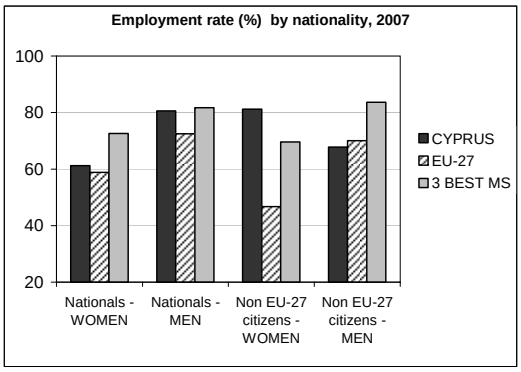
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate (15-64 years), women in %	53.5	62.4	58.3	71.5	
Employment rate (15-64 years), men in %	78.7	80.0	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	69.1	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	94.6	89.8	94.4	2006
Gender pay gap in %	26.0	24.0	15.0	6.00	2006
% of employed women working part time	13.9	10.9	31.2	:	
% of employed men working part time	4.5	4.4	7.7	:	
Average number of usual weekly working hours - women	37.8	37.9	33.9	:	
Average number of usual weekly working hours - men	42.9	42.0	41.1	:	
Childcare availability for children (0-2 years)	:	25.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	87.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	:	11.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	4.8	3.7	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	0.9	2.1	2.1	3.5	2005

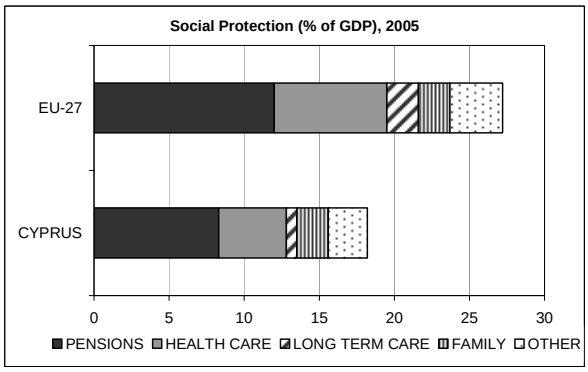




AGEING AND THE LABOUR MARKET	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate for persons aged 55-64, women in %	32.1	40.3	36.0	60.8	
Employment rate for persons aged 55-64, men in %	67.3	72.5	53.9	71.1	
Employment rate for persons aged 55-59, women in %	40.7	50.8	48.3	75.7	
Employment rate for persons aged 55-59, men in %	80.8	80.7	67.2	82.2	
Employment rate for persons aged 60-64, women in %	21.5	27.2	21.4	45.2	
Employment rate for persons aged 60-64, men in %	50.0	62.3	37.9	61.9	
Employment rate for persons aged 65-69, women in %	9.1	7.6	6.7	24.5	
Employment rate for persons aged 65-69, men in %	29.7	31.0	12.9	32.0	
Average exit age from the labour market (women)	:	:	60.7	64.2	2006
Average exit age from the labour market (men)	:	:	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	6.4	6.5	6.9	1.1	
Internet use, people aged 55-64 in %	:	13.0	33.0	66.0	

	CYPRUS		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	13.9	6.8	12.7	4.1	
Early school leavers (aged 18-24), men in %	25	19.5	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	82.8	91	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	74.4	79.8	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	20.6	14.8	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	19.7	26.0		58.17	2006
Employment rate by education level (tertiary) in %	85.6	86.5	83.8	87.8	
Employment rate by education level (upper secondary) in %	68.6	73.6	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	51.5	52.8	48.6	63.6	
Total public expenditure on education as a % of GDP	5.44	6.92	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	3.1	8.4	9.7	23.1	
Expenditure on R&D as a % of GDP	0.24	0.42	1.8	2.4	2006
% of the employed population working in high-tech sectors	1.8	2.1	4.4	6.5	2006
Internet use, total in %	:	35.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	65.5	67.6	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	:	15.2	5.8	:	
Employment rate of nationals, women in %	52.8	61.2	58.8	72.6	
Employment rate of nationals, men in %	79.1	80.6	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	81.2	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	67.8	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	40.1	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	17.4	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	28.3	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	33.5	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	58.8	59.8	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	-2.3	3.3	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	9.1	7.4	:	:	5.9	0.8	
Total general government revenue as a % of GDP	34.7	47.2	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	7.1	8.3	12.2	19.8	12	:	2005
% of public expenditure on health care and sickness in GDP	4.0	4.5	3.6	4.0	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	0.5	0.7	:	:	2.1	:	2005
% of public expenditure on social protection in GDP	14.8	18.2	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	1,907.1	2,552.0	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	:	16.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	:	4.3	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	5.6	4.5	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

Life expectancy in Cyprus is above the EU average, while fertility is below. This is assumed to continue over the next decades. Nevertheless, thanks to immigration, Cyprus' population is expected to grow significantly until 2050 and the increase in the old-age dependency ratio could be moderate compared to the EU average.

… Opportunities for tackling them

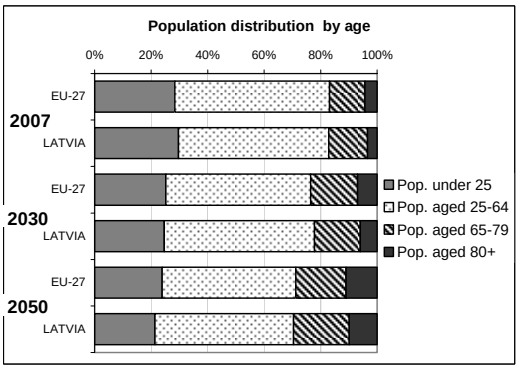
Employment rates are above the EU average as is the employment gender gap at 17%. In particular a better availability of child care, particularly for very young children, might lead to a further increase in female employment. Labour force participation of older men is high, even in the higher age groups (65-69) but it could grow further for women aged 55-64.

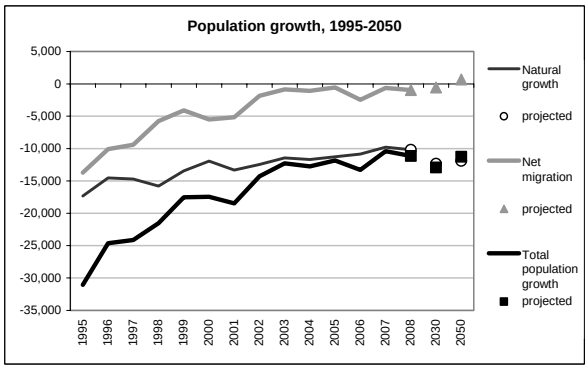
Due to ageing, public expenditure on pensions is projected to rise, exerting a heavy strain on public finances even if the public debt level remains moderate compared to other EU Member States.

Government policy priorities are focused on introducing parametric reforms to the pension system, to improve its financial viability, to raise the employment rates of women and older workers and to further reduce the public debt to GDP ratio.

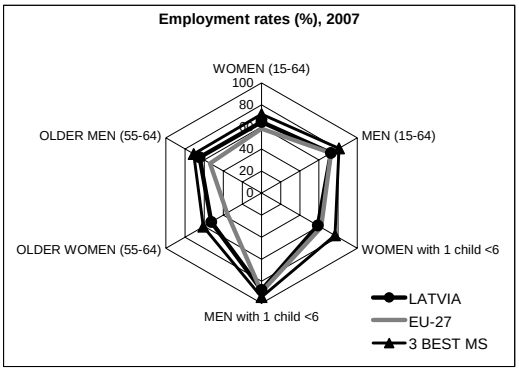
LATVIA

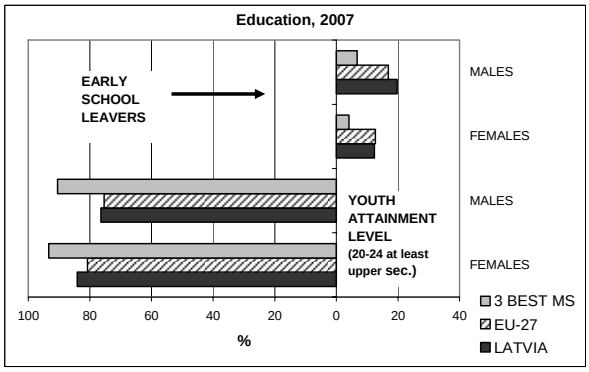
	LATVIA					EU-27	
DEMOGRAPHIC TRENDS	1970	2000	2007	2030	2050	2007	*
Population (in thousands)	2,352	2,382	2,281	2,033	1,804	495,128	
Total Fertility Rate (number of children per woman)	2	1.24	1.35	1.43	1.5	1,54(2008)	2006
Life expectancy at birth for women in years	:	:	76.3	81.5	85.2	82,1(2008)	2006
Life expectancy at birth for men in years	:	:	65.4	72.8	78.1	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	:	53.1	:	:	:	2005
Healthy life expectancy at birth for men in years	:	:	50.6	:	:	:	2005
Natural growth (births minus deaths) in thousands	7.8	-12.0	-9.8	-12.4	-11.9	483.8	
Net migration (including corrections) in thousands	6.7	-5.5	-0.6	-0.6	0.7	1,910.4	
Mean age of women at childbirth	26.44	26.7	27.8	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	18	22.1	24.8	34.6	51.2	25.2	





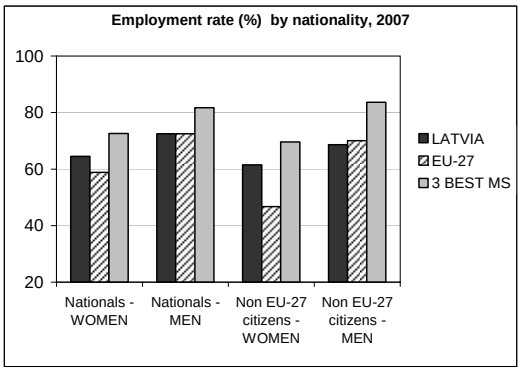
			EU-27	3 BEST MS	
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	2007	2007	*
Employment rate (15-64 years), women in %	53.8	64.4	58.3	71.5	
Employment rate (15-64 years), men in %	61.5	72.5	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	58.8	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	87.9	89.8	94.4	2006
Gender pay gap in %	20.0	16.0	15.0	6.00	2006
% of employed women working part time	12.8	8.0	31.2	:	
% of employed men working part time	9.7	4.9	7.7	:	
Average number of usual weekly working hours - women	40.9	39.6	33.9	:	
Average number of usual weekly working hours - men	43.2	41.8	41.1	:	
Childcare availability for children (0-2 years)	:	16.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	60.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	21.0	25.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	13	8.6	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	1.5	1.3	2.1	3.5	2005

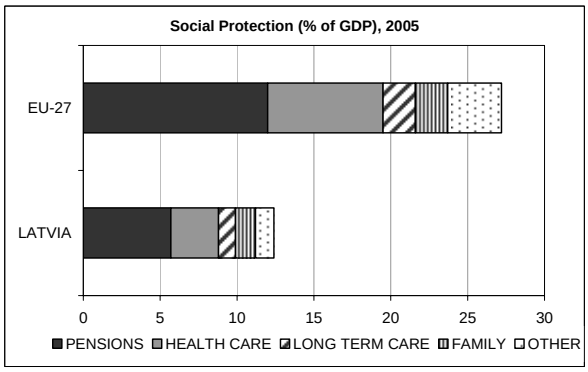




			EU-27	3 BEST MS	
AGEING AND THE LABOUR MARKET	2000	2007	2007	2007	*
Employment rate for persons aged 55-64, women in %	26.7	52.4	36.0	60.8	
Employment rate for persons aged 55-64, men in %	48.4	64.6	53.9	71.1	
Employment rate for persons aged 55-59, women in %	37.4	69.4	48.3	75.7	
Employment rate for persons aged 55-59, men in %	64.7	74.0	67.2	82.2	
Employment rate for persons aged 60-64, women in %	14.8	32.8	21.4	45.2	
Employment rate for persons aged 60-64, men in %	31.5	52.6	37.9	61.9	
Employment rate for persons aged 65-69, women in %	9.7	19.7	6.7	24.5	
Employment rate for persons aged 65-69, men in %	17.5	29.3	12.9	32.0	
Average exit age from the labour market (women)	:	:	60.7	64.2	2006
Average exit age from the labour market (men)	:	:	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	0.0	7.6	6.9	1.1	
Internet use, people aged 55-64 in %	:	23.0	33.0	66.0	

	LATVIA		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	:	12.3	12.7	4.1	
Early school leavers (aged 18-24), men in %	:	19.7	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	82.4	84.1	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	70.9	76.4	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	11.3	19.2	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	:	4.8		58.17	2006
Employment rate by education level (tertiary) in %	79.6	86.9	83.8	87.8	
Employment rate by education level (upper secondary) in %	63.1	74.3	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	29.2	38.6	48.6	63.6	
Total public expenditure on education as a % of GDP	5.64	5.06	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	:	7.1	9.7	23.1	
Expenditure on R&D as a % of GDP	0.44	0.7	1.8	2.4	2006
% of the employed population working in high-tech sectors	2.4	2.7	4.4	6.5	2006
Internet use, total in %	:	52.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	30.6	40	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	:	19.0	5.8	:	
Employment rate of nationals, women in %	:	64.5	58.8	72.6	
Employment rate of nationals, men in %	:	72.5	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	61.5	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	68.6	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	24.1	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	13.0	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	29.1	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	1.1	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	12.3	9.7	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	-2.8	0.0	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	2.6	1.4	:	:	5.9	0.8	
Total general government revenue as a % of GDP	34.6	38	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	8.5	5.7	5.6	5.6	12	:	2005
% of public expenditure on health care and sickness in GDP	2.5	3.1	5.9	6.2	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	1.6	1.1	0.5	0.7	2.1	:	2005
% of public expenditure on social protection in GDP	15.3	12.4	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	392.3	400.7	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	16.0	23.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	5.5	7.9	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	15	7.1	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

Latvia's fertility rate is currently far below the EU average, but this may partly be the effect of a transition to women having children later in life; a recovery of fertility is assumed for the population projections. Life expectancy is significantly below the EU average, particularly for men, and the gap is expected to remain large over the projection period. As a result the population is expected to shrink dramatically while the increase in the old-age dependency ratio will match that of the EU as a whole.

… Opportunities for tackling them

Female employment rates are above the EU average and most women work full-time. A better availability of child care, particularly for the youngest children, might allow further increases.

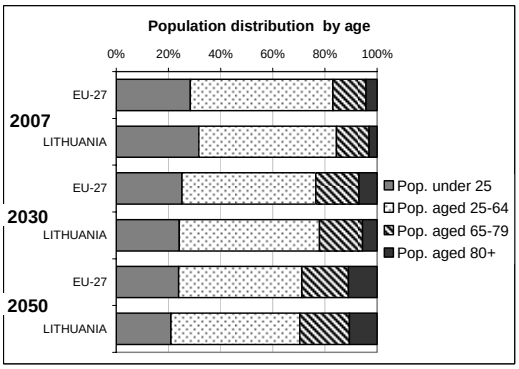
The employment rates of older workers are also above the EU average, but they could grow further.

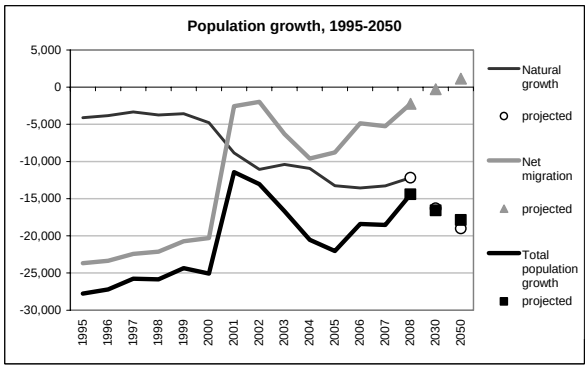
Latvia has a huge potential for catching up in terms of productivity and can build on a high level of educational attainment. There is also scope for more proactive education and labour market policies to improve the integration of third country nationals.

Public finances are sound and public social protection expenditure is not expected to rise significantly over the coming decades.

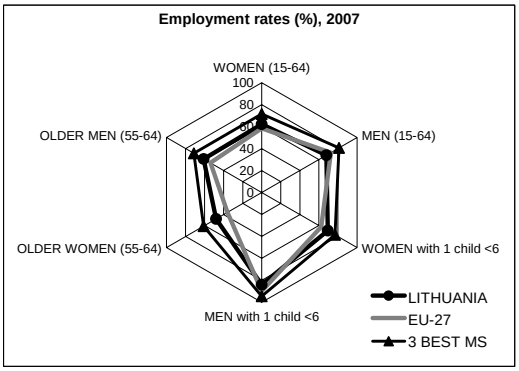
LITHUANIA

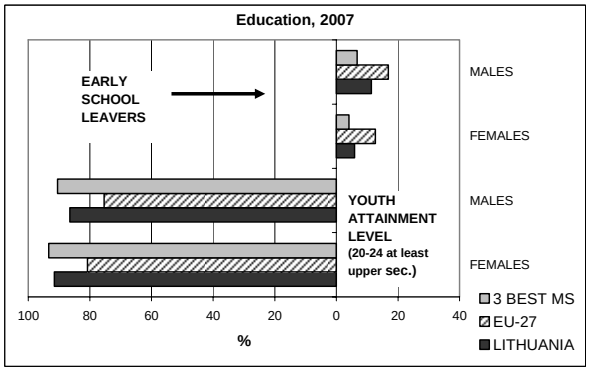
	LITHUANIA					EU-27	
DEMOGRAPHIC TRENDS	1970	2000	2007	2030	2050	2007	*
Population (in thousands)	3,119	3,512	3,385	3,083	2,737	495,128	
Total Fertility Rate (number of children per woman)	2.4	1.39	1.31	1.43	1.51	1,54(2008)	2006
Life expectancy at birth for women in years	75	77.5	77	81.9	85.3	82,1(2008)	2006
Life expectancy at birth for men in years	66.8	66.8	65.3	72.8	78.1	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	:	54.3	:	:	:	2005
Healthy life expectancy at birth for men in years	:	:	51.2	:	:	:	2005
Natural growth (births minus deaths) in thousands	27.5	-4.8	-13.3	-16.3	-19.0	483.8	
Net migration (including corrections) in thousands	14.0	-20.3	-5.2	-0.3	1.2	1,910.4	
Mean age of women at childbirth	:	26.6	27.7	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	15.9	20.8	22.7	34.7	51.1	25.2	





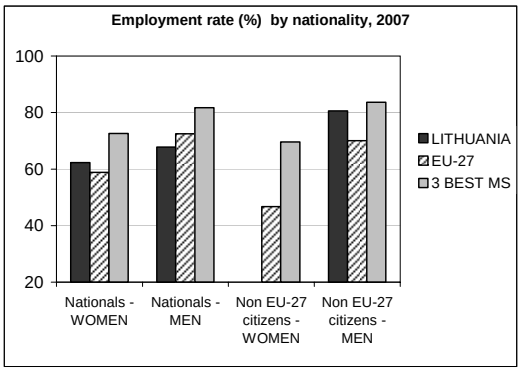
			EU-27	3 BEST MS	
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	2007	2007	*
Employment rate (15-64 years), women in %	57.7	62.2	58.3	71.5	
Employment rate (15-64 years), men in %	60.5	67.9	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	69.3	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	84.0	89.8	94.4	2006
Gender pay gap in %	16.0	16.0	15.0	6.00	2006
% of employed women working part time	11.1	10.2	31.2	:	
% of employed men working part time	9.2	7.0	7.7	:	
Average number of usual weekly working hours - women	37.9	38.0	33.9	:	
Average number of usual weekly working hours - men	39.7	39.6	41.1	:	
Childcare availability for children (0-2 years)	:	4.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	56.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	18.0	24.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	:	6.9	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	1.4	1.2	2.1	3.5	2005

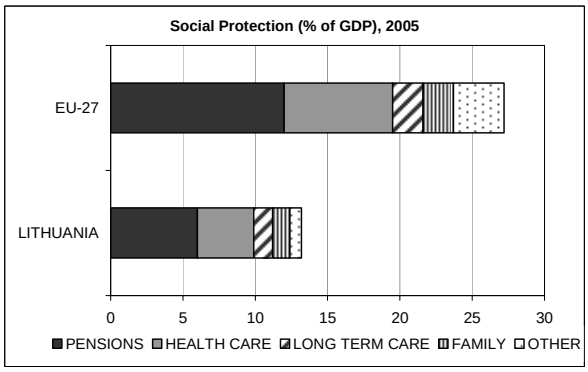




			EU-27	3 BEST MS	
AGEING AND THE LABOUR MARKET	2000	2007	2007	2007	*
Employment rate for persons aged 55-64, women in %	32.6	47.9	36.0	60.8	
Employment rate for persons aged 55-64, men in %	50.6	60.8	53.9	71.1	
Employment rate for persons aged 55-59, women in %	50.1	65.4	48.3	75.7	
Employment rate for persons aged 55-59, men in %	63.9	72.0	67.2	82.2	
Employment rate for persons aged 60-64, women in %	17.1	28.7	21.4	45.2	
Employment rate for persons aged 60-64, men in %	37.9	47.2	37.9	61.9	
Employment rate for persons aged 65-69, women in %	12.1	8.8	6.7	24.5	
Employment rate for persons aged 65-69, men in %	13.2	17.9	12.9	32.0	
Average exit age from the labour market (women)	:	:	60.7	64.2	2006
Average exit age from the labour market (men)	:	:	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	7.3	12.9	6.9	1.1	
Internet use, people aged 55-64 in %	:	14.0	33.0	66.0	

	LITHUANIA		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	14.9	5.9	12.7	4.1	
Early school leavers (aged 18-24), men in %	18.5	11.4	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	82.9	91.5	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	75	86.5	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	8.8	14.4	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	46.7	65.1		58.17	2006
Employment rate by education level (tertiary) in %	79.3	88.1	83.8	87.8	
Employment rate by education level (upper secondary) in %	62.4	68.6	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	25.5	25.9	48.6	63.6	
Total public expenditure on education as a % of GDP	5.63	4.95	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	2.8	5.3	9.7	23.1	
Expenditure on R&D as a % of GDP	0.59	0.8	1.8	2.4	2006
% of the employed population working in high-tech sectors	3.0	2.7	4.4	6.5	2006
Internet use, total in %	:	45.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	34.3	45.7	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	:	1.2	5.8	:	
Employment rate of nationals, women in %	58.4	62.3	58.8	72.6	
Employment rate of nationals, men in %	61.1	67.8	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	:	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	80.6	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	31.5	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	8.9	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	41.8	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	4.2	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	23.7	17.3	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	-3.2	-1.2	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	4.5	2.0	:	:	5.9	0.8	
Total general government revenue as a % of GDP	35.9	34.3	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	7.3	6.0	7.9	8.5	12	:	2005
% of public expenditure on health care and sickness in GDP	4.6	3.9	4.4	4.6	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	1.3	1.3	0.7	0.9	2.1	:	2005
% of public expenditure on social protection in GDP	15.8	13.2	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	418.3	584.7	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	17.0	20.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	5.0	6.3	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	9.2	6.3	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

Lithuania's fertility rate is currently far below the EU average, but this may partly be the effect of a transition to women having children later in life; a recovery of fertility is assumed for the population projections. Life expectancy is significantly below the EU average, particularly for men, and the gap is expected to remain large over the projection period. As a result, the population is expected to shrink considerably but the old-age dependency ratio will increase in line with that of the EU as a whole.

… Opportunities for tackling them

Female employment rates are above the EU average and most women work full-time. A better availability of childcare might still allow for further improvements.

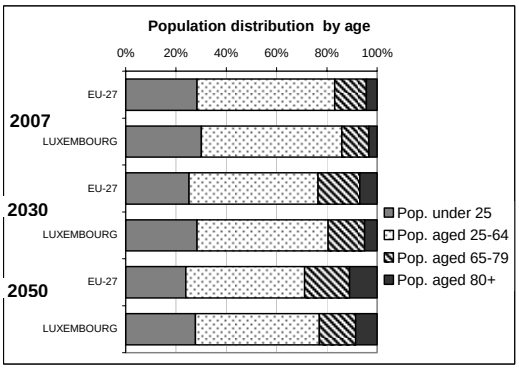
The employment rates of older workers are also above the EU average, but could still grow, particularly if health and disability issues are tackled.

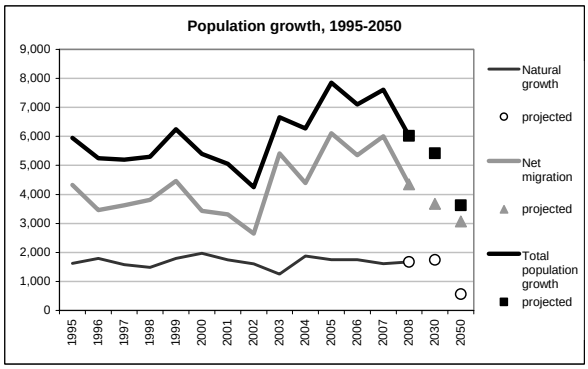
Lithuania has great potential for catching up in terms of productivity and can build on a high level of educational attainment.

Public finances are sound and public social protection expenditure is expected to rise moderately over the coming decades.

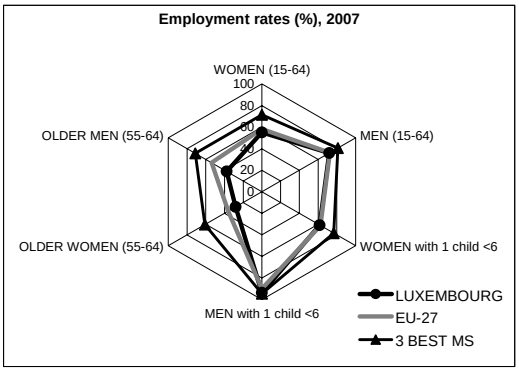
LUXEMBOURG

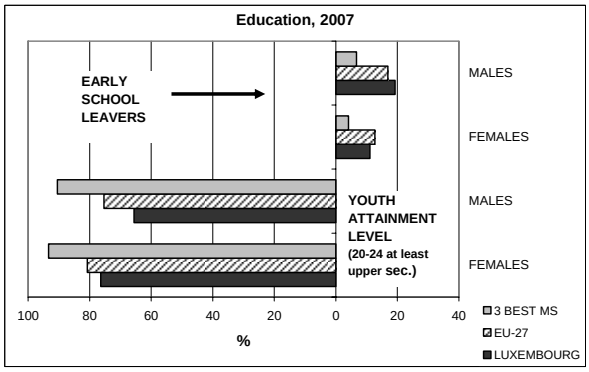
	LUXEMBOURG					EU-27	
DEMOGRAPHIC TRENDS	1970	2000	2007	2030	2050	2007	*
Population (in thousands)	339	434	476	607	697	495,128	
Total Fertility Rate (number of children per woman)	1.97	1.76	1.65	1.68	1.71	1,54(2008)	2006
Life expectancy at birth for women in years	:	81.3	81.9	84.6	87.3	82,1(2008)	2006
Life expectancy at birth for men in years	:	74.6	76.8	80.2	83.2	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	:	62.1	:	:	:	2005
Healthy life expectancy at birth for men in years	:	:	62.2	:	:	:	2005
Natural growth (births minus deaths) in thousands	0.3	2.0	1.6	1.7	0.6	483.8	
Net migration (including corrections) in thousands	1.1	3.4	6.0	3.7	3.1	1,910.4	
Mean age of women at childbirth	27.14	29.3	29.9	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	19.1	21.4	20.7	30.8	37.8	25.2	





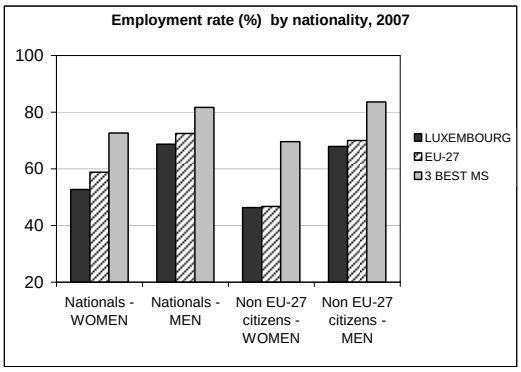
			EU-27	3 BEST MS	
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	2007	2007	*
Employment rate (15-64 years), women in %	50.1	55.0	58.3	71.5	
Employment rate (15-64 years), men in %	75.0	71.9	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	61.7	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	93.6	89.8	94.4	2006
Gender pay gap in %	15.0	14.0	15.0	6.00	2006
% of employed women working part time	25.1	38.6	31.2	:	
% of employed men working part time	1.7	2.6	7.7	:	
Average number of usual weekly working hours - women	33.9	33.1	33.9	:	
Average number of usual weekly working hours - men	41.5	39.6	41.1	:	
Childcare availability for children (0-2 years)	:	31.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	58.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	18.0	19.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	4.1	4	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	3.1	3.6	2.1	3.5	2005

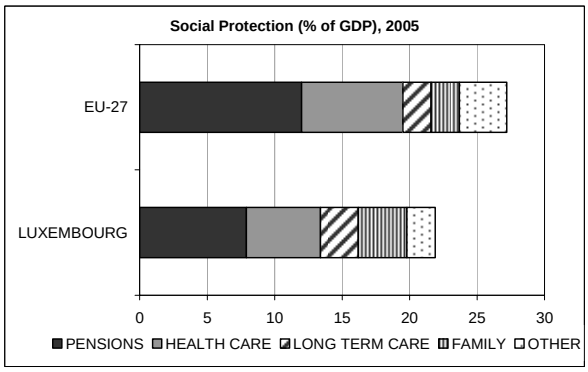




			EU-27	3 BEST MS	
AGEING AND THE LABOUR MARKET	2000	2007	2007	2007	*
Employment rate for persons aged 55-64, women in %	16.4	28.0	36.0	60.8	
Employment rate for persons aged 55-64, men in %	37.2	37.6	53.9	71.1	
Employment rate for persons aged 55-59, women in %	20.9	43.2	48.3	75.7	
Employment rate for persons aged 55-59, men in %	56.5	53.5	67.2	82.2	
Employment rate for persons aged 60-64, women in %	12.5	9.9	21.4	45.2	
Employment rate for persons aged 60-64, men in %	16.5	13.1	37.9	61.9	
Employment rate for persons aged 65-69, women in %	:	:	6.7	24.5	
Employment rate for persons aged 65-69, men in %	:	:	12.9	32.0	
Average exit age from the labour market (women)	:	:	60.7	64.2	2006
Average exit age from the labour market (men)	:	:	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	7.6	10.1	6.9	1.1	
Internet use, people aged 55-64 in %	:	58.0	33.0	66.0	

	LUXEMBOURG		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	17.6	11.1	12.7	4.1	
Early school leavers (aged 18-24), men in %	15.9	19.2	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	75.8	76.4	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	79.2	65.6	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	31.8	22.9	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	:	:		58.17	2006
Employment rate by education level (tertiary) in %	80.3	83.4	83.8	87.8	
Employment rate by education level (upper secondary) in %	64.3	67.3	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	53.7	49.8	48.6	63.6	
Total public expenditure on education as a % of GDP	:	3.81	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	4.8	7	9.7	23.1	
Expenditure on R&D as a % of GDP	1.65	1.47	1.8	2.4	2006
% of the employed population working in high-tech sectors	2.9	3.5	4.4	6.5	2006
Internet use, total in %	:	72.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	157.1	170.5	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	36.8	41.6	5.8	:	
Employment rate of nationals, women in %	46.7	52.7	58.8	72.6	
Employment rate of nationals, men in %	75.0	68.7	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	46.3	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	67.9	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	24.2	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	27.2	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	29.2	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	26.0	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	6.2	6.8	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	6.0	2.9	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	0.9	0.6	:	:	5.9	0.8	
Total general government revenue as a % of GDP	43.6	40.5	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	7.5	7.9	15.0	17.4	12	:	2005
% of public expenditure on health care and sickness in GDP	4.8	5.5	5.9	6.3	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	2.5	2.8	1.1	1.5	2.1	:	2005
% of public expenditure on social protection in GDP	19.6	21.9	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	8,865.6	11,549.6	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	12.0	14.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	3.7	4.2	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	6.9	7.5	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

Luxembourg's fertility rate is above the EU average while life expectancy is close to the EU level. This is projected to continue. Thanks to immigration, the population is expected to grow significantly by 45% until 2050. The old-age dependency ratio is projected to be the lowest in the EU by 2050.

… Opportunities for tackling them

Female employment could grow, reducing the current 20 percentage point gap between male and female employment rates. A large proportion of women work part-time. The expansion in childcare facilities will certainly help in this respect.

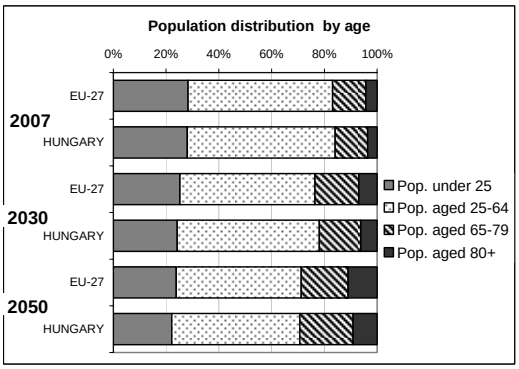
Another important labour force reserve is formed by older workers whose employment rates are significantly below the EU average.

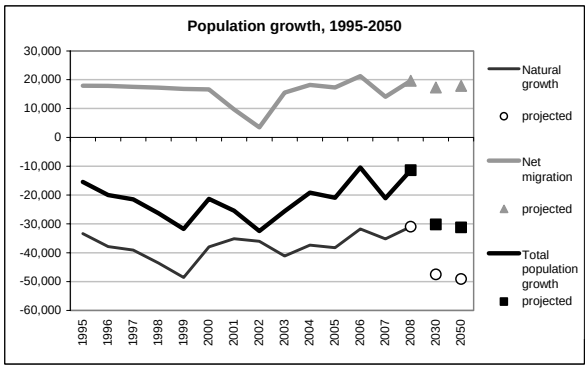
Productivity levels are very high which could allow the country to attract more future migrant workers.

Public debt is at a very low level, but the projected ageing-related increase in public pension expenditure is large.

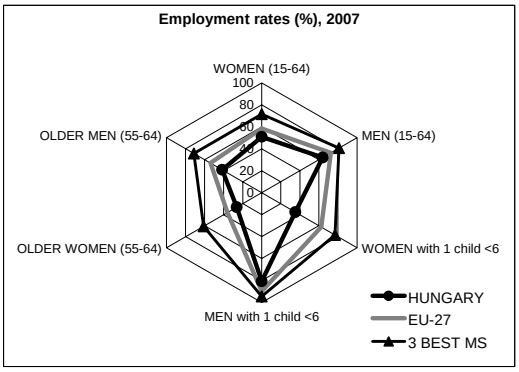
HUNGARY

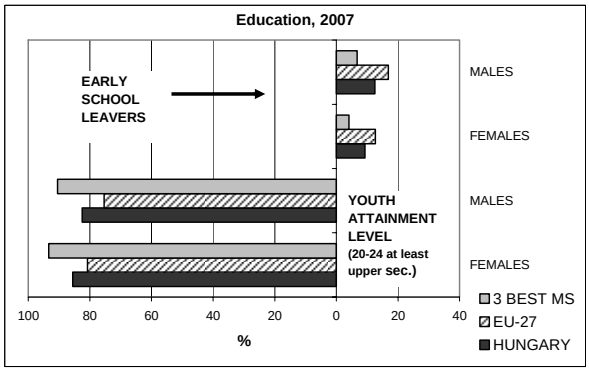
DEMOGRAPHIC TRENDS	HUNGARY 1970	2000	2007	2030	2050	EU-27 2007	*
Population (in thousands)	10,322	10,222	10,066	9,651	9,061	495,128	
Total Fertility Rate (number of children per woman)	1.98	1.32	1.34	1.42	1.5	1,54(2008)	2006
Life expectancy at birth for women in years	72.1	76.2	77.8	82.4	85.8	82,1(2008)	2006
Life expectancy at birth for men in years	66.3	67.6	69.2	75.4	79.9	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	:	53.9	:	:	:	2005
Healthy life expectancy at birth for men in years	:	:	52	:	:	:	2005
Natural growth (births minus deaths) in thousands	31.6	-38.0	-35.2	-47.5	-49.1	483.8	
Net migration (including corrections) in thousands	0.0	16.7	14.0	17.3	17.9	1,910.4	
Mean age of women at childbirth	25.45	27.3	28.7	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	17	22.0	23.2	34.1	50.8	25.2	





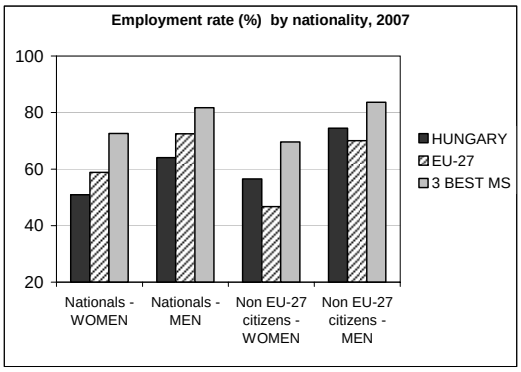
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate (15-64 years), women in %	49.7	50.9	58.3	71.5	
Employment rate (15-64 years), men in %	63.1	64.0	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	35.2	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	80.6	89.8	94.4	2006
Gender pay gap in %	21.0	11.0	15.0	6.00	2006
% of employed women working part time	5.2	5.8	31.2	:	
% of employed men working part time	2.0	2.8	7.7	:	
Average number of usual weekly working hours - women	39.8	39.4	33.9	:	
Average number of usual weekly working hours - men	42.5	41.0	41.1	:	
Childcare availability for children (0-2 years)	:	8.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	79.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	17.0	25.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	13.5	14	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	2.5	2.5	2.1	3.5	2005

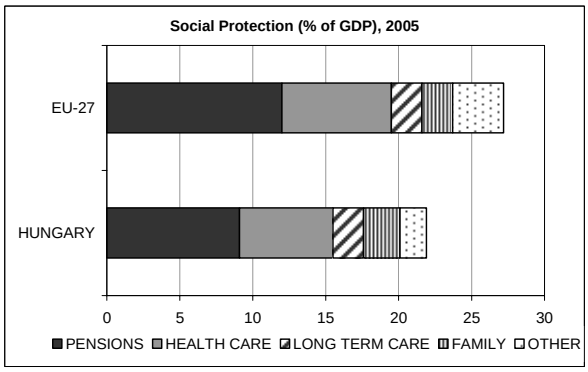




AGEING AND THE LABOUR MARKET	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate for persons aged 55-64, women in %	13.3	26.2	36.0	60.8	
Employment rate for persons aged 55-64, men in %	33.2	41.7	53.9	71.1	
Employment rate for persons aged 55-59, women in %	19.8	40.0	48.3	75.7	
Employment rate for persons aged 55-59, men in %	50.2	58.2	67.2	82.2	
Employment rate for persons aged 60-64, women in %	5.1	9.7	21.4	45.2	
Employment rate for persons aged 60-64, men in %	10.8	18.9	37.9	61.9	
Employment rate for persons aged 65-69, women in %	2.5	3.4	6.7	24.5	
Employment rate for persons aged 65-69, men in %	5.2	6.6	12.9	32.0	
Average exit age from the labour market (women)	:	:	60.7	64.2	2006
Average exit age from the labour market (men)	:	:	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	6.8	11.6	6.9	1.1	
Internet use, people aged 55-64 in %	:	28.0	33.0	66.0	

	HUNGARY		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	13.2	9.3	12.7	4.1	
Early school leavers (aged 18-24), men in %	14.3	12.5	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	84	85.6	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	83	82.5	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	18.9	14.7	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	27.3	31.3		58.17	2006
Employment rate by education level (tertiary) in %	82.0	80.0	83.8	87.8	
Employment rate by education level (upper secondary) in %	66.7	64.8	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	29.1	27.3	48.6	63.6	
Total public expenditure on education as a % of GDP	4.5	5.45	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	2.9	3.6	9.7	23.1	
Expenditure on R&D as a % of GDP	0.78	1	1.8	2.4	2006
% of the employed population working in high-tech sectors	5.2	5.9	4.4	6.5	2006
Internet use, total in %	:	49.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	46.6	55.7	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	1.5	1.7	5.8	:	
Employment rate of nationals, women in %	:	50.9	58.8	72.6	
Employment rate of nationals, men in %	:	64.0	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	56.5	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	74.5	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	19.4	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	16.5	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	44.6	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	12.4	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	54.3	66	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	-2.9	-5.5	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	11.5	8.2	:	:	5.9	0.8	
Total general government revenue as a % of GDP	43.6	44.6	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	7.8	9.1	13.5	17.1	12	:	2005
% of public expenditure on health care and sickness in GDP	5.3	6.4	6.3	6.5	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	1.8	2.1	:	:	2.1	:	2005
% of public expenditure on social protection in GDP	19.3	21.9	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	487.7	751.7	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	11.0	16.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	3.3	5.5	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	13.5	11.8	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

Hungary's fertility rate is currently below the EU average, but this may partly be the effect of a transition to women having children later in life; a recovery of fertility is assumed for the population projections. Life expectancy is significantly below the EU average, particularly for men, and the gap is expected to remain large over the projection period. As a result, the population is expected to shrink by 10% and the old-age dependency ratio will increase to a level close to that of the EU as a whole.

… Opportunities for tackling them

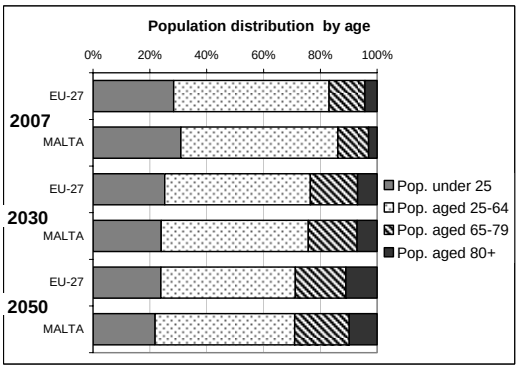
Hungary has significant scope for increasing employment through higher labour force participation of women and of older workers.

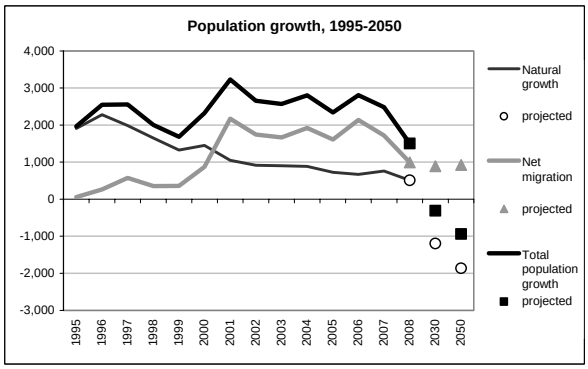
Productivity levels can also catch up, building on a high level of educational attainment of the population. More R&D investment could also help to boost productivity.

Public debt is close to the EU average but public spending on pensions is expected to rise significantly. Reforms are also needed in the area of health and long term care, while avoiding deterioration in the quality of the services provided.

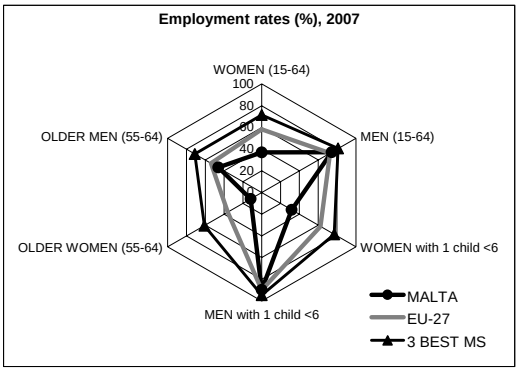
MALTA

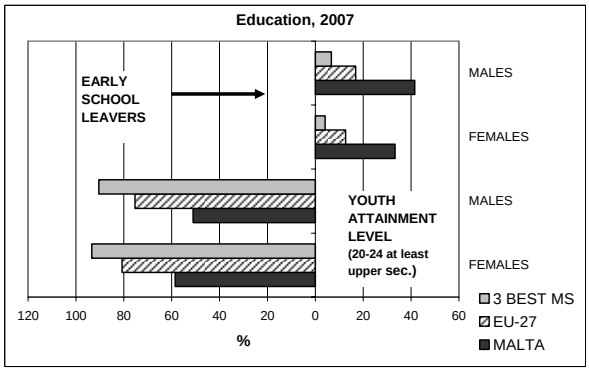
DEMOGRAPHIC TRENDS	MALTA 1970	2000	2007	2030	2050	EU-27 2007	*
Population (in thousands)	303	380	408	432	415	495,128	
Total Fertility Rate (number of children per woman)	:	:	1.41	1.46	1.52	1,54(2008)	2006
Life expectancy at birth for women in years	:	80.3	81.9	84.6	87.4	82,1(2008)	2006
Life expectancy at birth for men in years	:	76.2	77	79.9	83	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	:	70.1	:	:	:	2005
Healthy life expectancy at birth for men in years	:	:	68.5	:	:	:	2005
Natural growth (births minus deaths) in thousands	2.2	1.5	0.8	-1.2	-1.9	483.8	
Net migration (including corrections) in thousands	-1.9	9.8	2.0	0.9	0.9	1,910.4	
Mean age of women at childbirth	:	:	:	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	:	17.9	19.8	39.1	49.8	25.2	





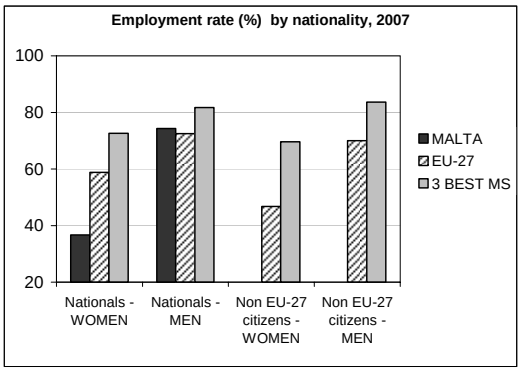
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate (15-64 years), women in %	33.1	36.9	58.3	71.5	
Employment rate (15-64 years), men in %	75.0	74.2	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	31.7	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	89.5	89.8	94.4	2006
Gender pay gap in %	11.0	3.0	15.0	6.00	2006
% of employed women working part time	15.5	24.9	31.2	:	
% of employed men working part time	3.0	4.4	7.7	:	
Average number of usual weekly working hours - women	37.2	34.6	33.9	:	
Average number of usual weekly working hours - men	42.1	41.2	41.1	:	
Childcare availability for children (0-2 years)	:	8.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	57.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	21.0	19.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	7.9	8.4	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	1.3	0.9	2.1	3.5	2005

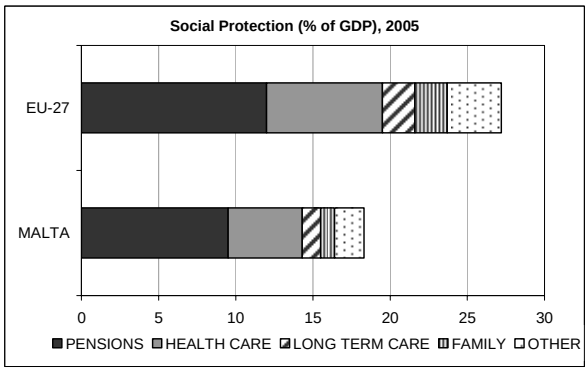




AGEING AND THE LABOUR MARKET	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate for persons aged 55-64, women in %	8.4	11.8	36.0	60.8	
Employment rate for persons aged 55-64, men in %	50.8	46.2	53.9	71.1	
Employment rate for persons aged 55-59, women in %	:	20.2	48.3	75.7	
Employment rate for persons aged 55-59, men in %	78.1	68.9	67.2	82.2	
Employment rate for persons aged 60-64, women in %	:	:	21.4	45.2	
Employment rate for persons aged 60-64, men in %	21.7	21.5	37.9	61.9	
Employment rate for persons aged 65-69, women in %	:	:	6.7	24.5	
Employment rate for persons aged 65-69, men in %	:	:	12.9	32.0	
Average exit age from the labour market (women)	:	:	60.7	64.2	2006
Average exit age from the labour market (men)	:	:	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	4.6	5.2	6.9	1.1	
Internet use, people aged 55-64 in %	:	18.0	33.0	66.0	

	MALTA		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	56.1	33.3	12.7	4.1	
Early school leavers (aged 18-24), men in %	52.5	41.5	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	40.2	58.6	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	41.6	51.1	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	69.7	55.2	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	:	35.2		58.17	2006
Employment rate by education level (tertiary) in %	85.5	86.0	83.8	87.8	
Employment rate by education level (upper secondary) in %	70.3	72.0	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	49.4	46.9	48.6	63.6	
Total public expenditure on education as a % of GDP	4.52	2.93	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	4.5	6	9.7	23.1	
Expenditure on R&D as a % of GDP	:	0.54	1.8	2.4	2006
% of the employed population working in high-tech sectors	7.2	6.2	4.4	6.5	2006
Internet use, total in %	:	43.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	86.3	75.1	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	:	3.4	5.8	:	
Employment rate of nationals, women in %	:	36.7	58.8	72.6	
Employment rate of nationals, men in %	:	74.3	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	:	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	:	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	14.6	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	67.0	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	33.9	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	43.7	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	55.9	62.6	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	-6.2	-1.8	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	8.9	8.0	:	:	5.9	0.8	
Total general government revenue as a % of GDP	34.8	40.7	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	8.4	9.5	9.1	7.0	12	:	2005
% of public expenditure on health care and sickness in GDP	4.2	4.8	5.5	6.0	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	1.0	1.2	1.1	1.1	2.1	:	2005
% of public expenditure on social protection in GDP	16.5	18.3	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	1,427.2	1,540.4	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	15.0	14.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	4.6	4.2	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	7.4	6.9	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

Malta's fertility in 2007 fell below the EU average while life expectancy is close to the EU average. The population is expected to grow slightly mainly due to immigration from the African continent affecting Malta's age-structure in the long run. Old-age dependency is lower than the EU average, mainly due to Malta's late fertility decline.

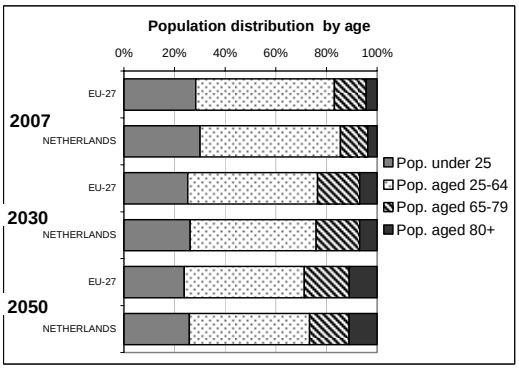
… Opportunities for tackling them

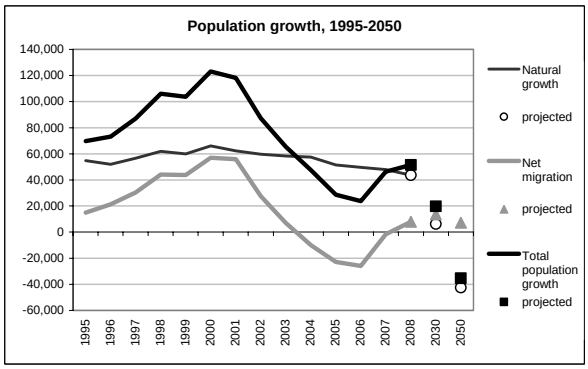
There is considerable scope for increasing female employment; the gap between male and female employment rates currently stands at 37 percentage points. Older workers represent another much underused labour force potential. Productivity levels are still significantly below the EU average and to close the gap, educational attainment levels need to be improved and R&D spending boosted.

Public debt is above the EU average. The structural reforms as outlined in Malta's National Reform Programme 2008-2010 would help to mitigate the economic impact of ageing.

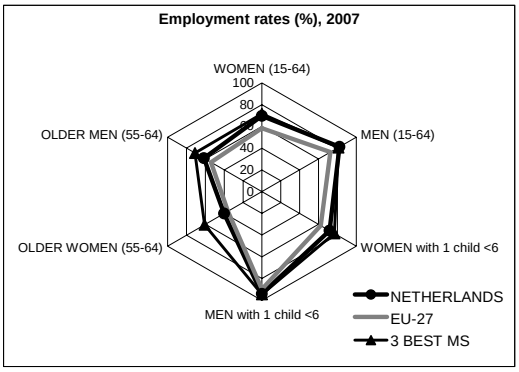
NETHERLANDS

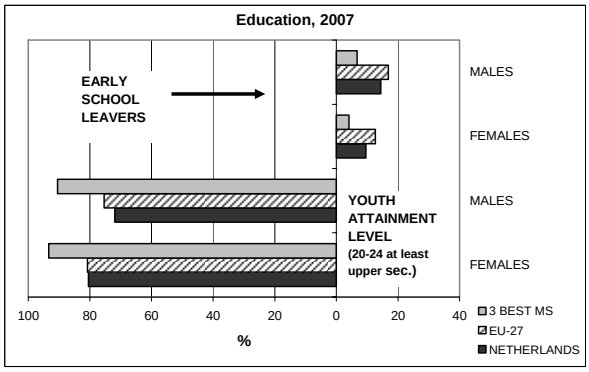
	NETHERLANDS					EU-27	
DEMOGRAPHIC TRENDS	1970	2000	2007	2030	2050	2007	*
Population (in thousands)	12,958	15,864	16,358	17,208	16,909	495,128	
Total Fertility Rate (number of children per woman)	2.57	1.72	1.7	1.74	1.76	1,54(2008)	2006
Life expectancy at birth for women in years	:	:	82	85.3	87.8	82,1(2008)	2006
Life expectancy at birth for men in years	:	:	77.7	81.1	83.7	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	60.2	63.1	:	:	:	2005
Healthy life expectancy at birth for men in years	:	61.4	65	:	:	:	2005
Natural growth (births minus deaths) in thousands	129.3	66.1	47.9	6.2	-42.6	483.8	
Net migration (including corrections) in thousands	32.5	57.0	-1.6	13.7	7.2	1,910.4	
Mean age of women at childbirth	28.19	30.3	30.6	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	16.2	20.0	21.5	40.0	45.6	25.2	





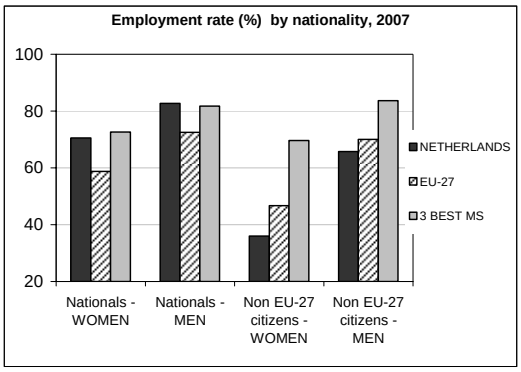
			EU-27	3 BEST MS	
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	2007	2007	*
Employment rate (15-64 years), women in %	63.5	69.6	58.3	71.5	
Employment rate (15-64 years), men in %	82.1	82.2	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	71.5	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	93.9	89.8	94.4	2006
Gender pay gap in %	21.0	:	15.0	6.00	2006
% of employed women working part time	71.0	75.0	31.2	:	
% of employed men working part time	19.3	23.6	7.7	:	
Average number of usual weekly working hours - women	24.7	24.4	33.9	:	
Average number of usual weekly working hours - men	37.0	36.1	41.1	:	
Childcare availability for children (0-2 years)	:	45.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	89.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	17.0	14.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	8	5.9	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	1.1	1.3	2.1	3.5	2005

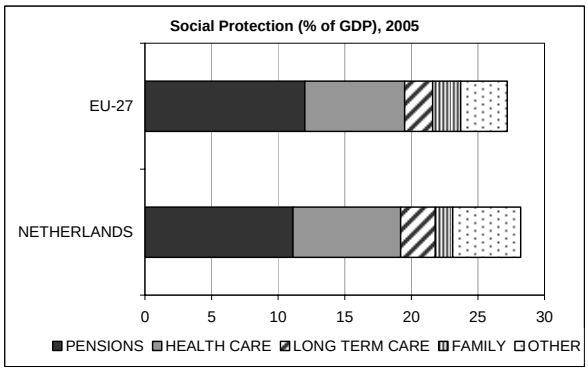




			EU-27	3 BEST MS	
AGEING AND THE LABOUR MARKET	2000	2007	2007	2007	*
Employment rate for persons aged 55-64, women in %	26.1	40.1	36.0	60.8	
Employment rate for persons aged 55-64, men in %	50.2	61.5	53.9	71.1	
Employment rate for persons aged 55-59, women in %	38.6	55.7	48.3	75.7	
Employment rate for persons aged 55-59, men in %	69.2	80.4	67.2	82.2	
Employment rate for persons aged 60-64, women in %	10.9	22.2	21.4	45.2	
Employment rate for persons aged 60-64, men in %	26.2	39.8	37.9	61.9	
Employment rate for persons aged 65-69, women in %	3.1	6.1	6.7	24.5	
Employment rate for persons aged 65-69, men in %	7.2	14.4	12.9	32.0	
Average exit age from the labour market (women)	:	62.1	60.7	64.2	2006
Average exit age from the labour market (men)	:	62.1	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	13.6	11.8	6.9	1.1	
Internet use, people aged 55-64 in %	:	65.0	33.0	66.0	

	NETHERLANDS		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	14.8	9.6	12.7	4.1	
Early school leavers (aged 18-24), men in %	16.2	14.4	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	75.7	80.5	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	68.2	71.9	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	24.8	17.4	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	31.1	49.8		58.17	2006
Employment rate by education level (tertiary) in %	86.2	87.5	83.8	87.8	
Employment rate by education level (upper secondary) in %	79.0	79.9	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	59.0	61.0	48.6	63.6	
Total public expenditure on education as a % of GDP	4.86	5.19	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	15.5	16.6	9.7	23.1	
Expenditure on R&D as a % of GDP	1.82	1.67	1.8	2.4	2006
% of the employed population working in high-tech sectors	5.0	4.5	4.4	6.5	2006
Internet use, total in %	:	81.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	118.3	121	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	:	4.2	5.8	:	
Employment rate of nationals, women in %	64.5	70.5	58.8	72.6	
Employment rate of nationals, men in %	82.9	82.7	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	36.0	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	65.8	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	33.0	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	21.4	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	17.0	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	39.1	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	53.8	45.4	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	2.0	0.4	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	8.3	5.1	:	:	5.9	0.8	
Total general government revenue as a % of GDP	46.1	46.3	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	10.5	11.1	10.6	11.2	12	:	2005
% of public expenditure on health care and sickness in GDP	7.3	8.1	7.1	7.4	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	2.9	2.6	0.8	1.1	2.1	:	2005
% of public expenditure on social protection in GDP	26.4	28.2	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	6,148.7	6,877.6	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	11.0	10.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	4.1	3.8	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	7.6	6.5	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

Fertility in the Netherlands is at a relatively high level after having recovered from a much lower level in the 1980s. Life expectancy is slightly below the EU average. Projections are based on the assumption that fertility will remain high and that life expectancy will grow slower than for the EU as a whole. These trends combined with significant immigration will result in a below-EU average old-age dependency ratio by 2050. The Dutch population is projected to grow by only a few percent until 2050.

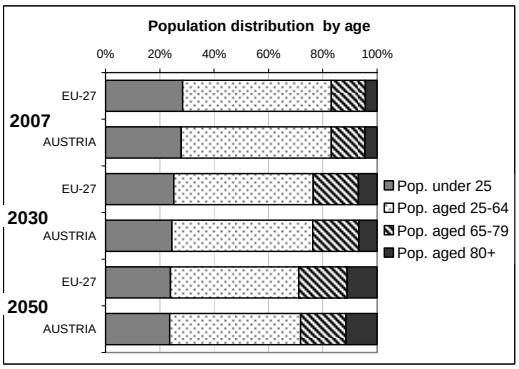
… Opportunities for tackling them

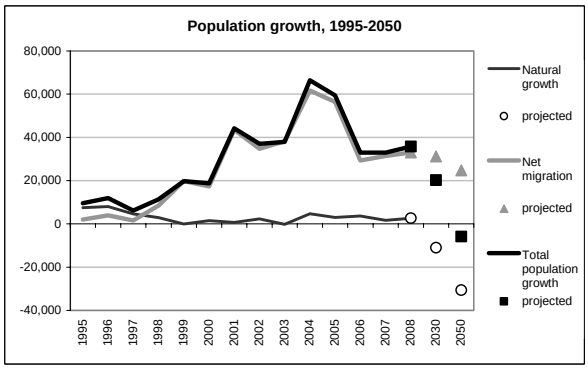
Female labour force participation is high, but the contribution of women to the economy could improve if women worked more hours and the gender pay gap was reduced. Better childcare provision could help in this respect. Employment could also grow through higher labour force participation of older workers and improved access of minorities and third country nationals to the labour market and education systems.

Public debt is below the EU average. Public social protection expenditure is expected to rise faster than for the EU as a whole, albeit to a level that would remain below the EU average.

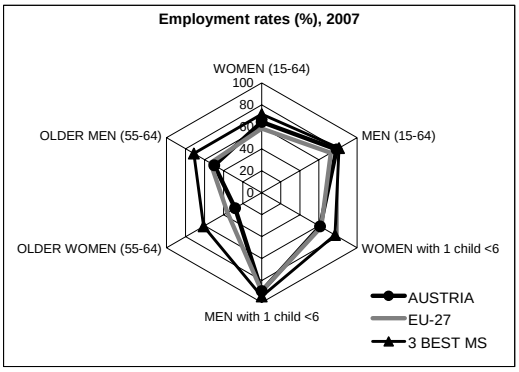
AUSTRIA

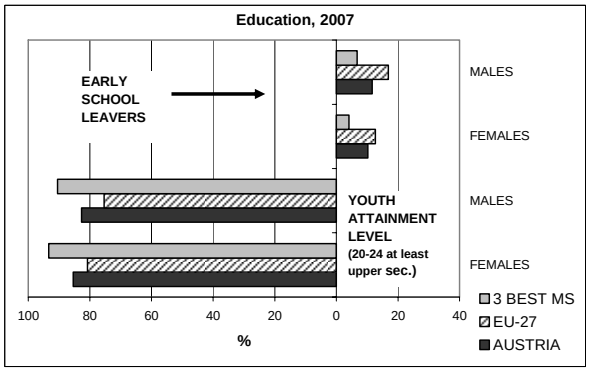
DEMOGRAPHIC TRENDS	AUSTRIA 1970	2000	2007	2030	2050	EU-27 2007	*
Population (in thousands)	7,455	8,002	8,299	8,988	9,127	495,128	
Total Fertility Rate (number of children per woman)	2.29	1.36	1.4	1.48	1.54	1,54(2008)	2006
Life expectancy at birth for women in years	73.5	81.2	82.8	85.8	88.1	82,1(2008)	2006
Life expectancy at birth for men in years	66.5	75.2	77.2	80.9	83.6	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	68	59.6	:	:	:	2005
Healthy life expectancy at birth for men in years	:	64.6	57.8	:	:	:	2005
Natural growth (births minus deaths) in thousands	13.5	1.5	1.6	-11.0	-30.6	483.8	
Net migration (including corrections) in thousands	10.4	17.3	31.4	31.2	24.7	1,910.4	
Mean age of women at childbirth	26.67	28.2	29.2	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	22.7	22.9	25.0	38.1	48.3	25.2	





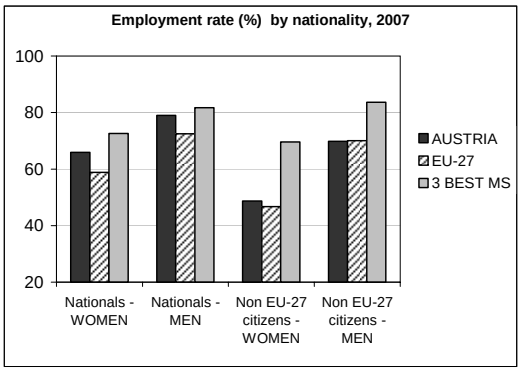
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate (15-64 years), women in %	59.6	64.4	58.3	71.5	
Employment rate (15-64 years), men in %	77.3	78.4	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	61.3	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	89.6	89.8	94.4	2006
Gender pay gap in %	20.0	20.0	15.0	6.00	2006
% of employed women working part time	32.2	41.2	31.2	:	
% of employed men working part time	4.1	7.2	7.7	:	
Average number of usual weekly working hours - women	34.9	33.7	33.9	:	
Average number of usual weekly working hours - men	41.2	43.3	41.1	:	
Childcare availability for children (0-2 years)	:	4.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	71.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	12.0	15.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	4.3	6.1	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	2.9	3.0	2.1	3.5	2005

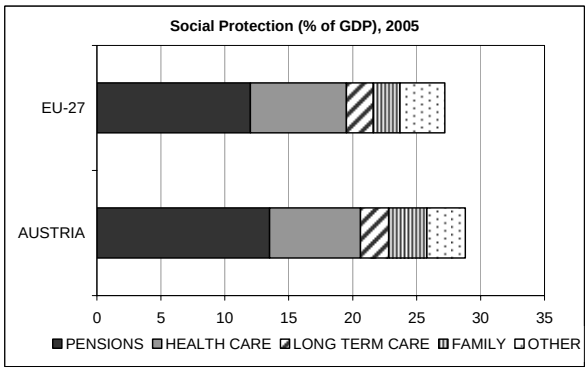




AGEING AND THE LABOUR MARKET	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate for persons aged 55-64, women in %	17.2	28.0	36.0	60.8	
Employment rate for persons aged 55-64, men in %	41.2	49.8	53.9	71.1	
Employment rate for persons aged 55-59, women in %	25.6	42.6	48.3	75.7	
Employment rate for persons aged 55-59, men in %	60.0	68.3	67.2	82.2	
Employment rate for persons aged 60-64, women in %	7.9	11.5	21.4	45.2	
Employment rate for persons aged 60-64, men in %	16.7	28.2	37.9	61.9	
Employment rate for persons aged 65-69, women in %	4.0	5.8	6.7	24.5	
Employment rate for persons aged 65-69, men in %	7.2	10.3	12.9	32.0	
Average exit age from the labour market (women)	:	60.6	60.7	64.2	2006
Average exit age from the labour market (men)	:	61.3	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	2.3	4.8	6.9	1.1	
Internet use, people aged 55-64 in %	:	42.0	33.0	66.0	

	AUSTRIA		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	10.7	10.2	12.7	4.1	
Early school leavers (aged 18-24), men in %	9.6	11.6	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	84.9	85.4	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	85.3	82.7	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	16.1	13.5	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	12.1	19.5		58.17	2006
Employment rate by education level (tertiary) in %	85.8	86.5	83.8	87.8	
Employment rate by education level (upper secondary) in %	73.7	75.9	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	47.8	51.9	48.6	63.6	
Total public expenditure on education as a % of GDP	5.66	5.44	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	8.3	12.8	9.7	23.1	
Expenditure on R&D as a % of GDP	1.91	2.49	1.8	2.4	2006
% of the employed population working in high-tech sectors	4.9	4.1	4.4	6.5	2006
Internet use, total in %	:	61.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	102.2	99.6	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	9.5	10.0	5.8	:	
Employment rate of nationals, women in %	59.8	65.9	58.8	72.6	
Employment rate of nationals, men in %	76.0	79.0	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	48.7	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	69.8	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	18.7	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	13.9	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	11.8	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	42.4	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	65.6	59.1	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	-1.7	-0.5	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	6.9	5.9	:	:	5.9	0.8	
Total general government revenue as a % of GDP	49.6	47.5	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	13.2	13.5	14.0	12.2	12	:	2005
% of public expenditure on health care and sickness in GDP	7.0	7.1	6.3	6.9	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	2.5	2.2	0.9	1.5	2.1	:	2005
% of public expenditure on social protection in GDP	28.1	28.8	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	6,888.2	7,378.1	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	12.0	13.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	3.4	3.7	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	8.3	7.6	:	:	9.3	5.4	

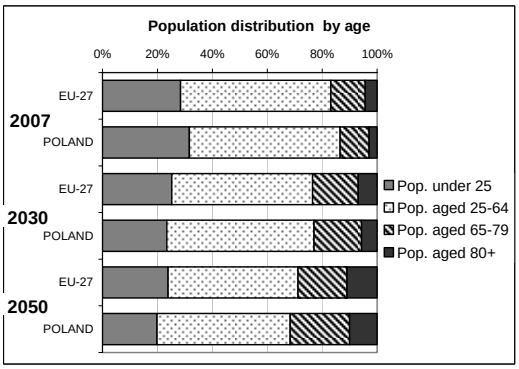
* = 2007 or last year with data available (see the column placed to the right of the table).

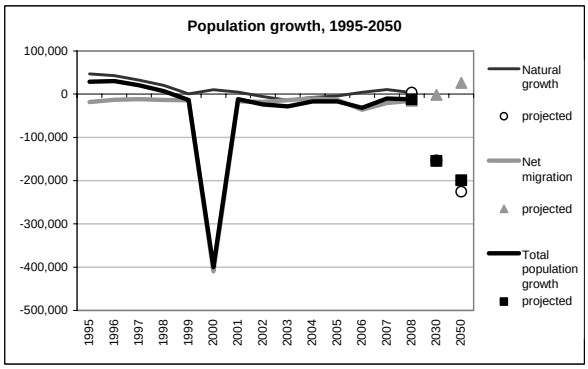
Demographic challenges and…
Fertility in Austria lies below the EU average and only a moderate recovery is expected. Thanks to life expectancy rising above the EU average and significant immigration, the population is expected to grow until 2050 by almost 10%. The old-age dependency ratio is expected to double but will stay slightly below the EU average.

… Opportunities for tackling them
Female employment rates are high, but many women work part-time and their hourly pay is significantly lower than men's. Older workers represent a significant potential for increasing employment as their employment rates are well below the EU average, although they have been on a steep increase over the last years. Employment may also benefit from improved access of third country nationals to the labour market and education systems.
Public debt is close to the EU average and public social protection expenditure is expected to rise only moderately over the coming decades.
The government is particularly concerned about reconciliation of work and family life, integration of young people into the labour market, improvement of employment rates of older people and ensuring the sustainability of public finances for high quality social services. It has recently taken important measures to improve support for families with children and to help young people enter the labour market. The government is keen to further promote the employability of older workers and to improve access to education for children with a migrant background.

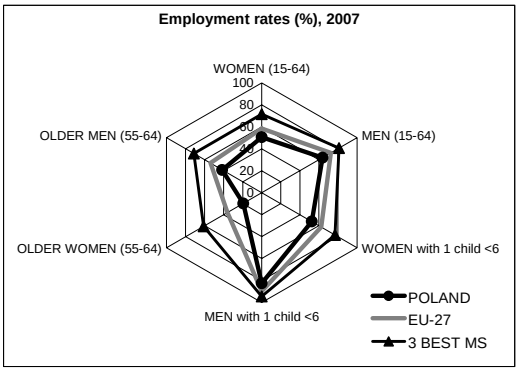
POLAND

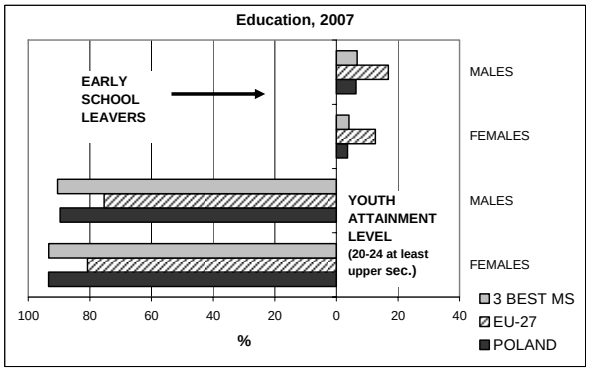
DEMOGRAPHIC TRENDS	POLAND 1970	2000	2007	2030	2050	EU-27 2007	*
Population (in thousands)	32,671	38,654	38,125	36,975	33,275	495,128	
Total Fertility Rate (number of children per woman)	:	1.35	1.27	1.36	1.44	1,54(2008)	2006
Life expectancy at birth for women in years	:	78	79.7	83.7	86.7	82,1(2008)	2006
Life expectancy at birth for men in years	:	69.6	70.9	76.6	80.7	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	:	66.6	:	:	:	2005
Healthy life expectancy at birth for men in years	:	:	61	:	:	:	2005
Natural growth (births minus deaths) in thousands	281.0	10.3	10.6	-153.3	-225.7	483.8	
Net migration (including corrections) in thousands	-293.6	-409.9	-20.5	-1.3	26.4	1,910.4	
Mean age of women at childbirth	:	27.4	28.3	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	12.6	17.6	19.0	36.0	55.7	25.2	





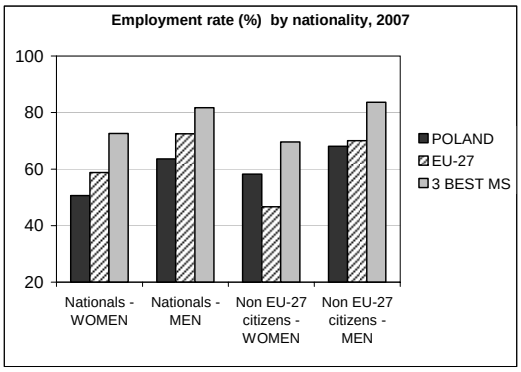
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate (15-64 years), women in %	48.9	50.6	58.3	71.5	
Employment rate (15-64 years), men in %	61.2	63.6	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	52.4	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	82.4	89.8	94.4	2006
Gender pay gap in %	:	12.0	15.0	6.00	2006
% of employed women working part time	13.4	12.5	31.2	:	
% of employed men working part time	8.2	6.6	7.7	:	
Average number of usual weekly working hours - women	:	38.3	33.9	:	
Average number of usual weekly working hours - men	:	43.2	41.1	:	
Childcare availability for children (0-2 years)	:	2.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	28.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	22.0	26.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	:	9.5	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	1.0	0.8	2.1	3.5	2005

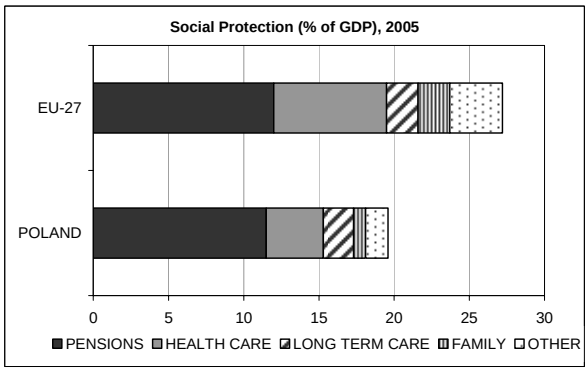




AGEING AND THE LABOUR MARKET	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate for persons aged 55-64, women in %	21.4	19.4	36.0	60.8	
Employment rate for persons aged 55-64, men in %	36.7	41.4	53.9	71.1	
Employment rate for persons aged 55-59, women in %	28.9	24.5	48.3	75.7	
Employment rate for persons aged 55-59, men in %	47.5	50.4	67.2	82.2	
Employment rate for persons aged 60-64, women in %	15.4	11.6	21.4	45.2	
Employment rate for persons aged 60-64, men in %	27.5	26.6	37.9	61.9	
Employment rate for persons aged 65-69, women in %	8.2	5.9	6.7	24.5	
Employment rate for persons aged 65-69, men in %	17.7	12.3	12.9	32.0	
Average exit age from the labour market (women)	:	:	60.7	64.2	2006
Average exit age from the labour market (men)	:	:	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	13.2	17.0	6.9	1.1	
Internet use, people aged 55-64 in %	:	14.0	33.0	66.0	

	POLAND		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	:	3.6	12.7	4.1	
Early school leavers (aged 18-24), men in %	:	6.4	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	91.7	93.4	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	85.8	89.7	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	10.6	7.9	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	:	49.0		58.17	2006
Employment rate by education level (tertiary) in %	83.8	82.8	83.8	87.8	
Employment rate by education level (upper secondary) in %	62.3	61.0	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	28.1	24.9	48.6	63.6	
Total public expenditure on education as a % of GDP	4.87	5.47	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	:	5.1	9.7	23.1	
Expenditure on R&D as a % of GDP	0.64	0.56	1.8	2.4	2006
% of the employed population working in high-tech sectors	:	3.0	4.4	6.5	2006
Internet use, total in %	:	39.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	41.1	52.9	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	:	0.1	5.8	:	
Employment rate of nationals, women in %	:	50.6	58.8	72.6	
Employment rate of nationals, men in %	:	63.6	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	58.2	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	68.1	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	22.1	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	9.1	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	60.0	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	0.0	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	36.8	45.2	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	-3.0	-2.0	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	7.4	6.1	:	:	5.9	0.8	
Total general government revenue as a % of GDP	38.1	40.4	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	10.6	11.5	9.2	8.0	12	:	2005
% of public expenditure on health care and sickness in GDP	3.8	3.8	5.1	5.5	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	2.7	2.0	0.1	0.2	2.1	:	2005
% of public expenditure on social protection in GDP	19.7	19.6	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	541.0	632.8	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	16.0	19.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	4.7	5.6	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	:	11.7	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

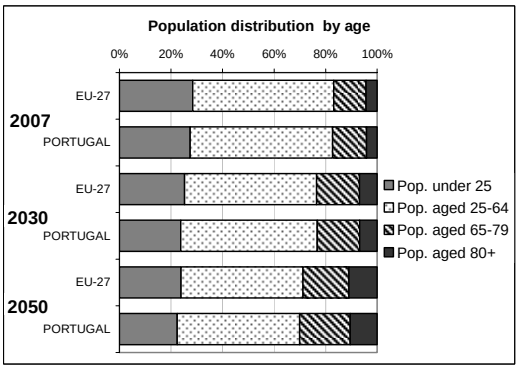
Poland's fertility rate has dropped to one of the lowest levels in the EU, but this may partly be the effect of a transition to women having children later in life; a recovery of fertility is assumed for the population projections. Life expectancy is significantly below the EU average and it is not expected that the gap will be closed over the projection period.
Over recent years, Poland experienced significant emigration, but a reversal of this trend is expected. Altogether, this will lead to a shrinking of the population by more than 10% and to a rise of the old-age dependency ratio that is in line with the EU average.

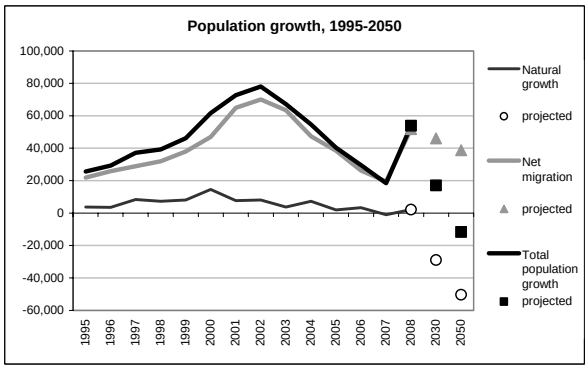
… Opportunities for tackling them

Employment rates of both men and women are far below the EU average, leaving much scope for future employment growth. Promoting the labour force activation of women might also reduce the risk of poverty, which is higher for households with children. The employment rate gap between Poland and the EU average is particularly large for older workers.
There is a large potential for productivity growth which could build on a high level of educational attainment.
Public debt is below the EU average and public pension expenditure is even expected to fall significantly over the coming decades.

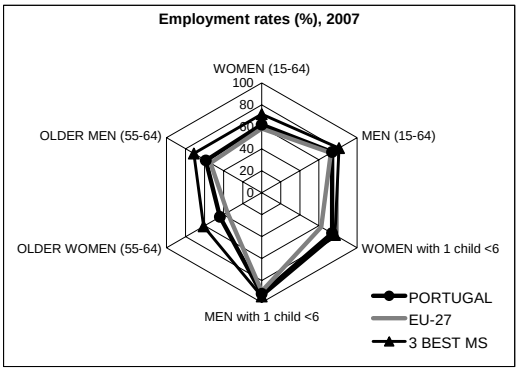
PORTUGAL

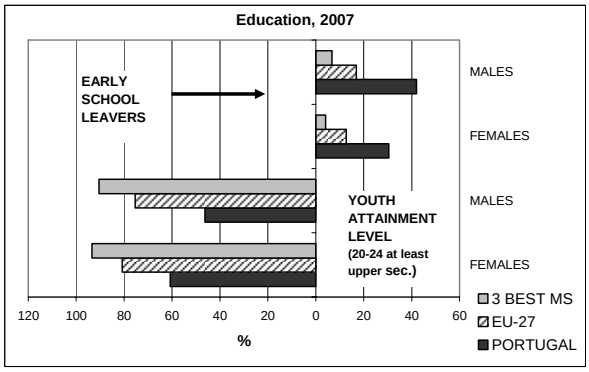
	PORTUGAL					EU-27	
DEMOGRAPHIC TRENDS	1970	2000	2007	2030	2050	2007	*
Population (in thousands)	8,698	10,195	10,599	11,317	11,449	495,128	
Total Fertility Rate (number of children per woman)	3.01	1.55	1.35	1.44	1.51	1,54(2008)	2006
Life expectancy at birth for women in years	69.6	80.2	82.3	85.4	87.7	82,1(2008)	2006
Life expectancy at birth for men in years	63.6	73.2	75.5	79.7	82.7	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	62.2	56.7	:	:	:	2005
Healthy life expectancy at birth for men in years	:	60.2	58.4	:	:	:	2005
Natural growth (births minus deaths) in thousands	87.6	14.6	-1.0	-29.0	-50.4	483.8	
Net migration (including corrections) in thousands	-122.0	47.0	19.5	46.1	38.8	1,910.4	
Mean age of women at childbirth	:	28.6	29.5	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	14.9	23.7	25.6	36.6	53.0	25.2	





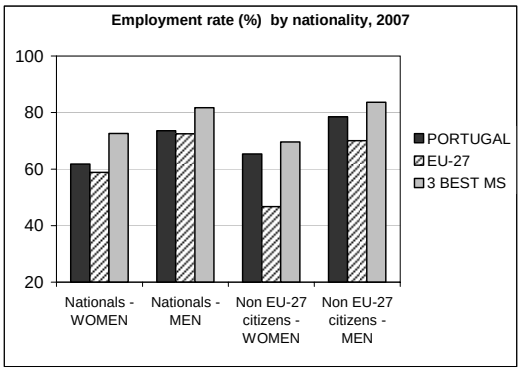
			EU-27	3 BEST MS	
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	2007	2007	*
Employment rate (15-64 years), women in %	60.5	61.9	58.3	71.5	
Employment rate (15-64 years), men in %	76.5	73.8	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	73.6	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	92.1	89.8	94.4	2006
Gender pay gap in %	8.0	8.0	15.0	6.00	2006
% of employed women working part time	16.4	16.9	31.2	:	
% of employed men working part time	6.4	8.0	7.7	:	
Average number of usual weekly working hours - women	37.4	37.0	33.9	:	
Average number of usual weekly working hours - men	41.6	40.6	41.1	:	
Childcare availability for children (0-2 years)	:	33.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	75.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	26.0	20.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	3.9	4.8	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	1.0	:	2.1	3.5	2005

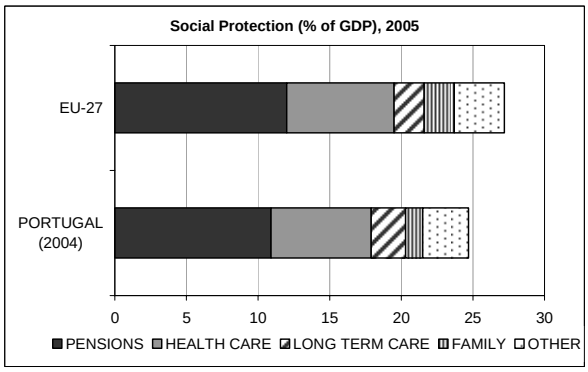




			EU-27	3 BEST MS	
AGEING AND THE LABOUR MARKET	2000	2007	2007	2007	*
Employment rate for persons aged 55-64, women in %	40.6	44.0	36.0	60.8	
Employment rate for persons aged 55-64, men in %	62.1	58.6	53.9	71.1	
Employment rate for persons aged 55-59, women in %	46.8	52.5	48.3	75.7	
Employment rate for persons aged 55-59, men in %	70.1	66.0	67.2	82.2	
Employment rate for persons aged 60-64, women in %	36.8	34.9	21.4	45.2	
Employment rate for persons aged 60-64, men in %	53.7	50.0	37.9	61.9	
Employment rate for persons aged 65-69, women in %	20.5	22.9	6.7	24.5	
Employment rate for persons aged 65-69, men in %	34.9	31.6	12.9	32.0	
Average exit age from the labour market (women)	:	:	60.7	64.2	2006
Average exit age from the labour market (men)	:	:	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	6.5	5.9	6.9	1.1	
Internet use, people aged 55-64 in %	:	14.0	33.0	66.0	

	PORTUGAL		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	35.1	30.4	12.7	4.1	
Early school leavers (aged 18-24), men in %	50.1	42	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	51.8	60.8	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	34.6	46.3	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	68.1	55.6	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	23.8	35.7		58.17	2006
Employment rate by education level (tertiary) in %	89.8	84.2	83.8	87.8	
Employment rate by education level (upper secondary) in %	64.2	64.8	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	66.8	65.7	48.6	63.6	
Total public expenditure on education as a % of GDP	5.42	5.4	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	3.4	4.4	9.7	23.1	
Expenditure on R&D as a % of GDP	0.76	0.83	1.8	2.4	2006
% of the employed population working in high-tech sectors	1.7	2.3	4.4	6.5	2006
Internet use, total in %	:	35.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	57.9	57.8	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	:	4.1	5.8	:	
Employment rate of nationals, women in %	60.4	61.8	58.8	72.6	
Employment rate of nationals, men in %	76.2	73.6	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	65.3	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	78.5	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	16.0	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	67.4	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	17.7	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	55.6	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	50.5	63.6	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	-2.9	-2.6	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	7.1	6.3	:	:	5.9	0.8	
Total general government revenue as a % of GDP	40.2	43.1	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	8.7	10.9	16.0	20.8	12	:	2004
% of public expenditure on health care and sickness in GDP	6.2	7.0	6.6	7.2	7.5	:	2004
% of public expenditure on long term care (disability) in GDP	2.5	2.4	:	:	2.1	:	2004
% of public expenditure on social protection in GDP	21.7	24.7	:	:	27.2	:	2004
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	2,269.6	2,630.0	:	:	4,866	:	2004
% of total population at risk of poverty after social transfers	21.0	18.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	6.4	6.8	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	4.6	5.8	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

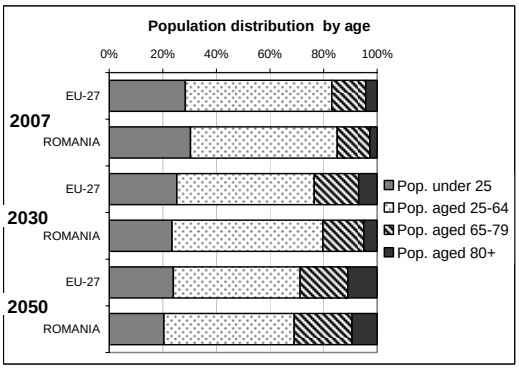
The Portuguese fertility rate is below the EU average and has decreased in recent years. The projection expects a moderate recovery. Life expectancy is close to the EU average, especially for women. Migration is positive but has been decreasing steadily since 2002. These underlying trends cause population to grow by 7.5% and to increase the old-age dependency ratio to a level that is above the EU average.

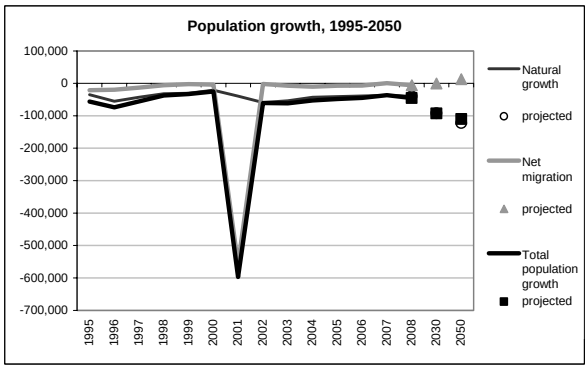
… Opportunities for tackling them

Labour force participation, the gender employment gap and the gender pay gap compare favourably to the EU average. But productivity levels are low and the number of early school leavers is high even if educational attainment is rising. Employment rates of men and women with young children are among the highest in the EU while childcare availability is increasing. This is likely to reduce the percentage of children at risk of poverty, presently close to the EU average. The government continues to be concerned about income inequality and for this reason it is targeting social benefits towards the most vulnerable groups, especially older persons and families with children. Public expenditure could rise further due to the impact of ageing. The new pension reform aims to make future public finances more sustainable.

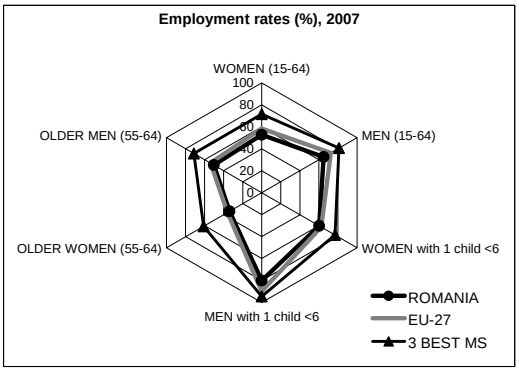
ROMANIA

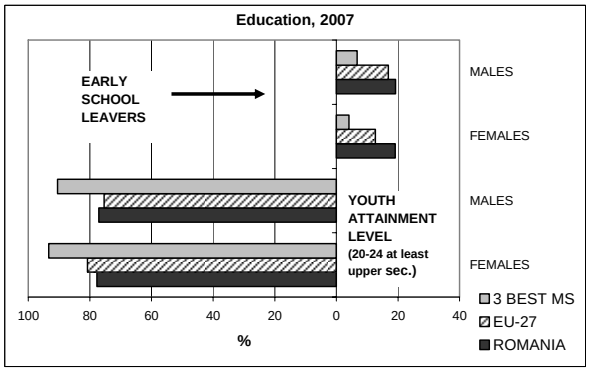
DEMOGRAPHIC TRENDS	ROMANIA 1970	2000	2007	2030	2050	EU-27 2007	*
Population (in thousands)	20,140	22,455	21,565	20,049	18,149	495,128	
Total Fertility Rate (number of children per woman)	:	1.39	1.31	1.41	1.48	1,54(2008)	2006
Life expectancy at birth for women in years	70.4	74.8	76.2	81.3	85.0	82,1(2008)	2006
Life expectancy at birth for men in years	65.8	67.7	69.2	75.5	79.9	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	:	:	:	:	:	2005
Healthy life expectancy at birth for men in years	:	:	:	:	:	:	2005
Natural growth (births minus deaths) in thousands	233.8	-21.3	-37.2	-92.0	-122.6	483.8	
Net migration (including corrections) in thousands	-12.2	-3.7	0.7	-0.8	12.7	1,910.4	
Mean age of women at childbirth	:	25.7	26.9	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	13	19.7	21.3	30.3	54.0	25.2	





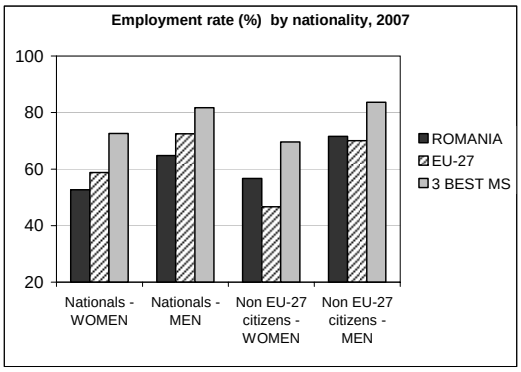
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate (15-64 years), women in %	57.5	52.8	58.3	71.5	
Employment rate (15-64 years), men in %	68.6	64.8	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	60.1	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	80.0	89.8	94.4	2006
Gender pay gap in %	17.0	10.0	15.0	6.00	2006
% of employed women working part time	18.6	10.4	31.2	:	
% of employed men working part time	14.6	9.2	7.7	:	
Average number of usual weekly working hours - women	39.6	39.6	33.9	:	
Average number of usual weekly working hours - men	41.6	41.2	41.1	:	
Childcare availability for children (0-2 years)	:	:	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	:	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	23.0	23.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	7.2	9.4	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	1.3	1.4	2.1	3.5	2005

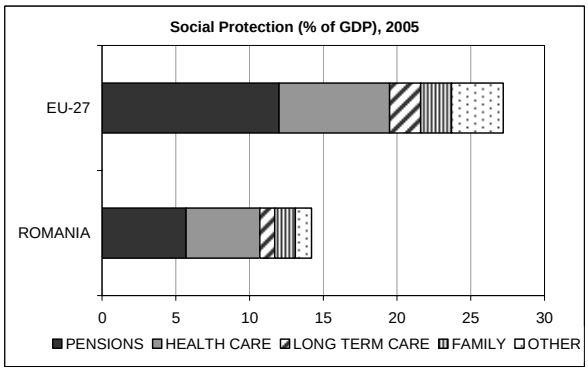




AGEING AND THE LABOUR MARKET	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate for persons aged 55-64, women in %	43.8	33.6	36.0	60.8	
Employment rate for persons aged 55-64, men in %	56.0	50.3	53.9	71.1	
Employment rate for persons aged 55-59, women in %	51.1	39.0	48.3	75.7	
Employment rate for persons aged 55-59, men in %	63.1	60.4	67.2	82.2	
Employment rate for persons aged 60-64, women in %	44.1	26.4	21.4	45.2	
Employment rate for persons aged 60-64, men in %	52.5	35.9	37.9	61.9	
Employment rate for persons aged 65-69, women in %	41.6	25.1	6.7	24.5	
Employment rate for persons aged 65-69, men in %	48.9	33.3	12.9	32.0	
Average exit age from the labour market (women)	:	63.2	60.7	64.2	2006
Average exit age from the labour market (men)	:	65.5	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	8.7	10.2	6.9	1.1	
Internet use, people aged 55-64 in %	:	5.0	33.0	66.0	

	ROMANIA		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	21.3	19.1	12.7	4.1	
Early school leavers (aged 18-24), men in %	23.3	19.2	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	77	77.7	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	75.2	77.1	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	13.3	21.2	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	18.2	38.4		58.17	2006
Employment rate by education level (tertiary) in %	83.9	85.8	83.8	87.8	
Employment rate by education level (upper secondary) in %	68.2	63.9	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	53.9	40.3	48.6	63.6	
Total public expenditure on education as a % of GDP	2.88	3.48	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	0.9	1.3	9.7	23.1	
Expenditure on R&D as a % of GDP	0.37	0.45	1.8	2.4	2006
% of the employed population working in high-tech sectors	1.7	1.9	4.4	6.5	2006
Internet use, total in %	:	22.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	:	:	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	:	0.1	5.8	:	
Employment rate of nationals, women in %	:	52.7	58.8	72.6	
Employment rate of nationals, men in %	:	64.8	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	56.7	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	71.6	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	13.0	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	18.4	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	28.8	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	9.0	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	24.7	13	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	-4.4	-2.5	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	10.9	1.9	:	:	5.9	0.8	
Total general government revenue as a % of GDP	43.8	34.4	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	6.3	5.7	:	:	12	:	2005
% of public expenditure on health care and sickness in GDP	3.3	5.0	:	:	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	1.0	1.0	:	:	2.1	:	2005
% of public expenditure on social protection in GDP	13.2	14.2	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	21.7	20.0	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	17.0	19.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	4.5	5.3	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	8.4	9.6	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

The total population of Romania is expected to decline significantly by almost 20% until 2050 as a result of low birth rates and a high level of net emigration. Fertility rates are expected to recover from the current low level while net emigration should come to a halt. Life expectancy, particularly for men, is currently low and significant progress is expected. The old-age dependency ratio is expected to remain below the European average.

… Opportunities for tackling them

Low employment rates mean that there is a major potential for employment growth.

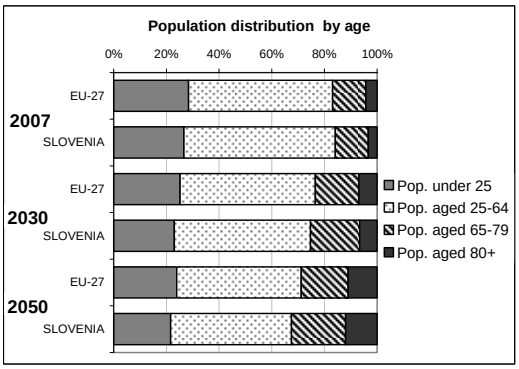
Productivity is just above one-third of the EU average, so there is an enormous catching-up potential. Reducing the number of early school leavers and increasing investment in research and investment would contribute to realising this productivity growth potential.

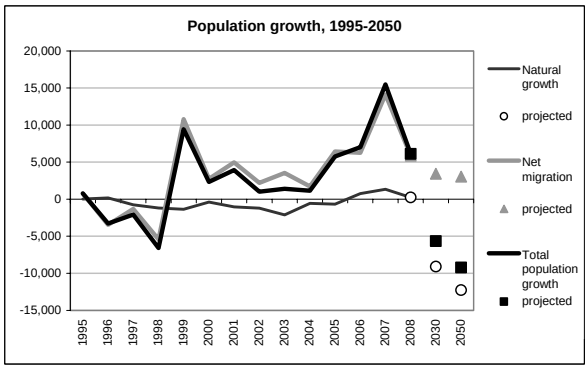
At the beginning of 2009 the government improved paid parental leave for young children. Parents can now take leave for any child under the age of two at 85% of the average income. New legislation is also going to make it possible for private providers to create childcare places.

Current public debt is well below the EU average. Projections of future ageing-related public spending suggest a considerable increase over the coming decades, in particular in the area of pensions.

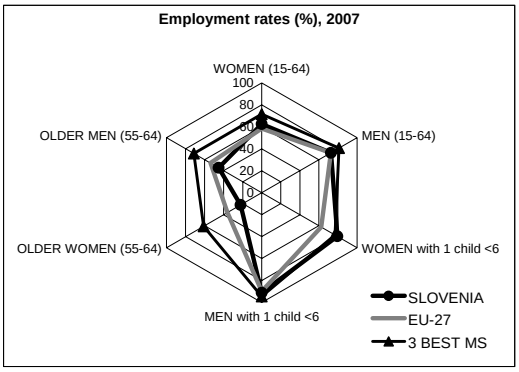
SLOVENIA

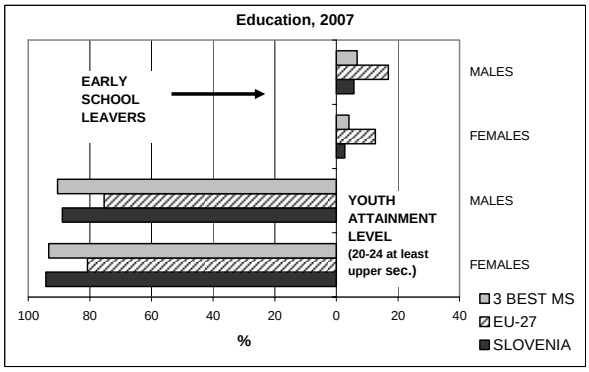
DEMOGRAPHIC TRENDS	SLOVENIA 1970	2000	2007	2030	2050	EU-27 2007	*
Population (in thousands)	1,718	1,988	2,010	2,023	1,878	495,128	
Total Fertility Rate (number of children per woman)	:	1.26	1.31	1.4	1.48	1,54(2008)	2006
Life expectancy at birth for women in years	:	79.9	82	85.1	87.6	82,1(2008)	2006
Life expectancy at birth for men in years	:	72.2	74.5	78.9	82.2	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	:	59.9	:	:	:	2005
Healthy life expectancy at birth for men in years	:	:	56.3	:	:	:	2005
Natural growth (births minus deaths) in thousands	10.1	-0.4	1.4	-9.1	-12.3	483.8	
Net migration (including corrections) in thousands	3.7	2.7	14.1	3.4	3.0	1,910.4	
Mean age of women at childbirth	:	28.2	29.6	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	14.8	19.8	22.7	40.8	59.4	25.2	





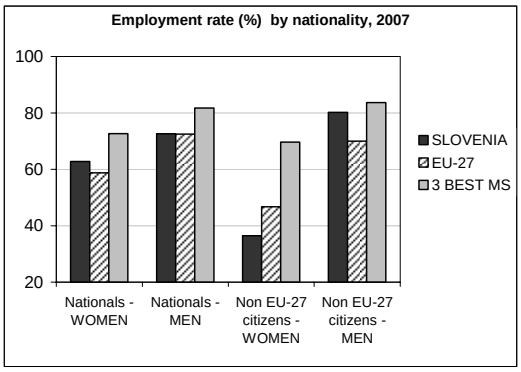
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate (15-64 years), women in %	58.4	62.6	58.3	71.5	
Employment rate (15-64 years), men in %	67.2	72.7	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	79.4	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	91.0	89.8	94.4	2006
Gender pay gap in %	12.0	8.0	15.0	6.00	2006
% of employed women working part time	7.8	11.3	31.2	:	
% of employed men working part time	5.3	7.7	7.7	:	
Average number of usual weekly working hours - women	40.6	39.2	33.9	:	
Average number of usual weekly working hours - men	42.5	41.3	41.1	:	
Childcare availability for children (0-2 years)	:	29.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	81.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	9.0	12.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	4	2.5	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	2.2	2.0	2.1	3.5	2005

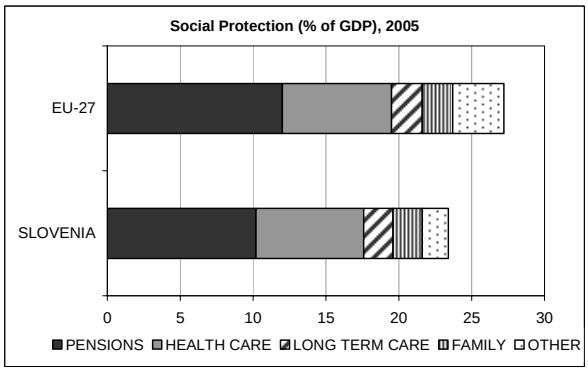




AGEING AND THE LABOUR MARKET	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate for persons aged 55-64, women in %	13.8	22.2	36.0	60.8	
Employment rate for persons aged 55-64, men in %	32.3	45.3	53.9	71.1	
Employment rate for persons aged 55-59, women in %	17.5	29.6	48.3	75.7	
Employment rate for persons aged 55-59, men in %	40.3	60.7	67.2	82.2	
Employment rate for persons aged 60-64, women in %	11.2	12.4	21.4	45.2	
Employment rate for persons aged 60-64, men in %	19.8	22.4	37.9	61.9	
Employment rate for persons aged 65-69, women in %	7.2	10.4	6.7	24.5	
Employment rate for persons aged 65-69, men in %	13.8	15.3	12.9	32.0	
Average exit age from the labour market (women)	:	:	60.7	64.2	2006
Average exit age from the labour market (men)	:	:	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	3.6	9.2	6.9	1.1	
Internet use, people aged 55-64 in %	:	17.0	33.0	66.0	

	SLOVENIA		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	:	2.7	12.7	4.1	
Early school leavers (aged 18-24), men in %	:	5.7	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	90.8	94.3	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	85.4	89	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	14.5	7.7	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	25.2	34.7		58.17	2006
Employment rate by education level (tertiary) in %	85.8	87.5	83.8	87.8	
Employment rate by education level (upper secondary) in %	69.5	70.8	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	39.7	43.1	48.6	63.6	
Total public expenditure on education as a % of GDP	:	5.83	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	:	14.8	9.7	23.1	
Expenditure on R&D as a % of GDP	1.41	1.59	1.8	2.4	2006
% of the employed population working in high-tech sectors	3.4	3.8	4.4	6.5	2006
Internet use, total in %	:	49.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	62.8	72.2	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	:	2.7	5.8	:	
Employment rate of nationals, women in %	:	62.8	58.8	72.6	
Employment rate of nationals, men in %	:	72.6	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	36.4	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	80.2	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	25.4	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	13.0	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	10.8	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	30.1	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	:	24.1	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	-3.8	-0.1	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	5.1	3.0	:	:	5.9	0.8	
Total general government revenue as a % of GDP	43.6	43.2	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	10.8	10.2	14.4	18.3	12	:	2005
% of public expenditure on health care and sickness in GDP	7.3	7.4	7.6	8.0	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	2.2	2.0	1.4	2.1	2.1	:	2005
% of public expenditure on social protection in GDP	24.6	23.4	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	1,760.8	1,735.0	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	11.0	12.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	3.2	3.4	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	9	6	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

Slovenia's fertility rate has dropped to one of the lowest levels in the EU, but this may be the effect of a transition to women having children later in life; a recovery of fertility is assumed for the population projections. Life expectancy is below the EU average, but the gap is expected to be almost closed by the end of the projection period. The old-age dependency ratio is expected to increase faster than for the EU as a whole and to exceed the EU-25 level by 2050. Until 2050 the Slovenian population is projected to decrease by 7%.

… Opportunities for tackling them

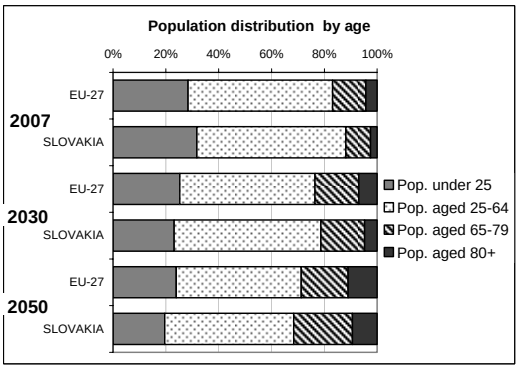
Female employment rates are well above the EU average and few women work part-time. The gender pay gap is smaller than for the EU as a whole**.** In order to raise the low fertility rate in Slovenia, special measures have been introduced for families with two or more pre-school children. For a second and further child the kindergarten is free of charge. Moreover, the state introduced a tax break for large families with three or more children.

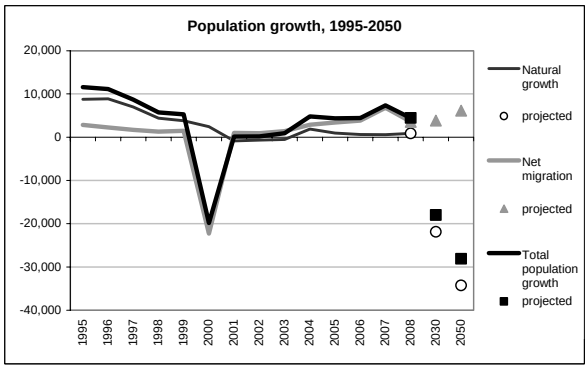
There is significant scope for increased employment of older workers many of whom currently quit for reasons of illness or disability. There is also a high share of older people who have retired prematurely due to past restructuring. With productivity standing roughly at 2/3 of the EU-15 level, there is much potential for growth which could build on the high levels of educational attainment.

Public debt is comparatively low, but projections of future ageing-related public spending suggest a considerable increase in the decades to come.

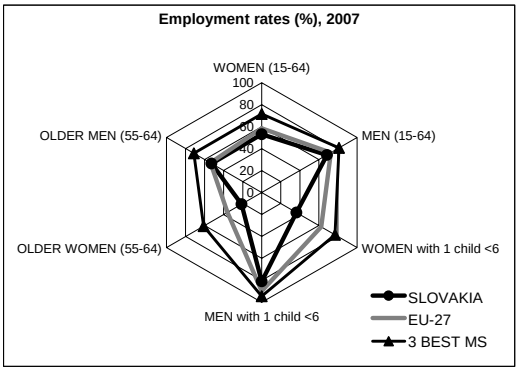
SLOVAKIA

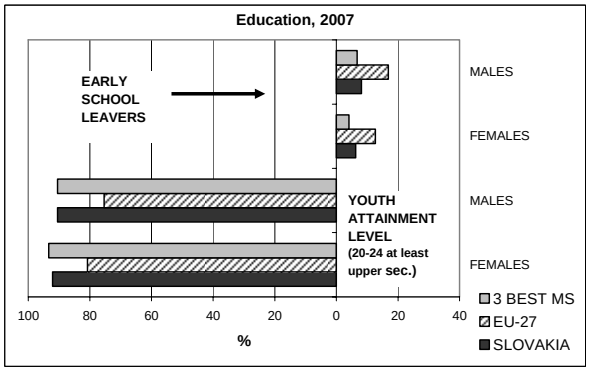
DEMOGRAPHIC TRENDS	SLOVAKIA 1970	2000	2007	2030	2050	EU-27 2007	*
Population (in thousands)	4,537	5,399	5,394	5,332	4,859	495,128	
Total Fertility Rate (number of children per woman)	2.41	1.29	1.24	1.34	1.43	1,54(2008)	2006
Life expectancy at birth for women in years	73	77.5	78.4	82.7	85.9	82,1(2008)	2006
Life expectancy at birth for men in years	66.8	69.2	70.4	76	80.2	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	:	56.4	:	:	:	2005
Healthy life expectancy at birth for men in years	:	:	54.9	:	:	:	2005
Natural growth (births minus deaths) in thousands	38.4	2.4	0.6	-21.9	-34.3	483.8	
Net migration (including corrections) in thousands	-35.1	-22.3	6.8	3.9	6.1	1,910.4	
Mean age of women at childbirth	:	25.8	27.9	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	14.4	16.6	16.5	32.3	55.5	25.2	





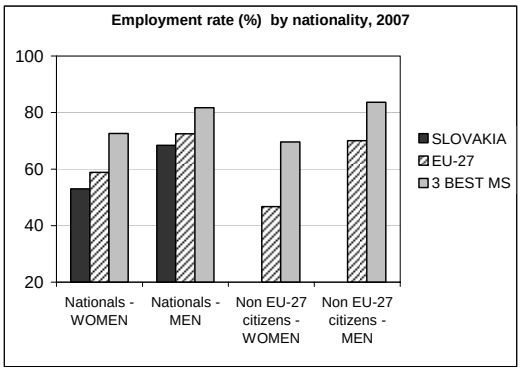
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate (15-64 years), women in %	51.5	53.0	58.3	71.5	
Employment rate (15-64 years), men in %	62.2	68.4	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	36.2	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	80.9	89.8	94.4	2006
Gender pay gap in %	22.0	22.0	15.0	6.00	2006
% of employed women working part time	3.1	4.5	31.2	:	
% of employed men working part time	1.1	1.1	7.7	:	
Average number of usual weekly working hours - women	41.5	39.6	33.9	:	
Average number of usual weekly working hours - men	43.5	42.2	41.1	:	
Childcare availability for children (0-2 years)	:	5.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	73.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	:	17.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	12.5	10.5	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	1.7	1.9	2.1	3.5	2005

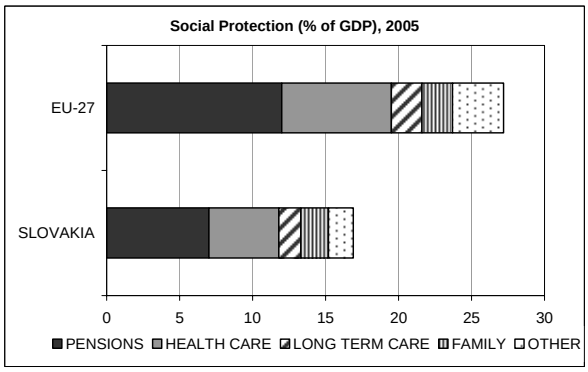




AGEING AND THE LABOUR MARKET	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate for persons aged 55-64, women in %	9.8	21.2	36.0	60.8	
Employment rate for persons aged 55-64, men in %	35.4	52.5	53.9	71.1	
Employment rate for persons aged 55-59, women in %	16.8	31.9	48.3	75.7	
Employment rate for persons aged 55-59, men in %	55.3	70.7	67.2	82.2	
Employment rate for persons aged 60-64, women in %	2.7	7.1	21.4	45.2	
Employment rate for persons aged 60-64, men in %	10.4	25.8	37.9	61.9	
Employment rate for persons aged 65-69, women in %	:	2.2	6.7	24.5	
Employment rate for persons aged 65-69, men in %	3.2	:	12.9	32.0	
Average exit age from the labour market (women)	:	:	60.7	64.2	2006
Average exit age from the labour market (men)	:	:	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	1.1	10.1	6.9	1.1	
Internet use, people aged 55-64 in %	:	17.0	33.0	66.0	

	SLOVAKIA		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	:	6.3	12.7	4.1	
Early school leavers (aged 18-24), men in %	:	8.1	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	94.8	92.1	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	94.8	90.5	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	6.3	6.0	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	20.3	33.9		58.17	2006
Employment rate by education level (tertiary) in %	84.9	83.1	83.8	87.8	
Employment rate by education level (upper secondary) in %	65.2	69.0	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	17.5	14.7	48.6	63.6	
Total public expenditure on education as a % of GDP	4.15	3.85	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	:	3.9	9.7	23.1	
Expenditure on R&D as a % of GDP	0.65	0.49	1.8	2.4	2006
% of the employed population working in high-tech sectors	4.0	4.3	4.4	6.5	2006
Internet use, total in %	:	51.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	47.5	60.9	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	:	0.6	5.8	:	
Employment rate of nationals, women in %	:	53.0	58.8	72.6	
Employment rate of nationals, men in %	:	68.4	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	:	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	:	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	15.2	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	7.2	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	70.0	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	0.0	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	50.4	29.4	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	-12.2	-2.2	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	8.0	3.8	:	:	5.9	0.8	
Total general government revenue as a % of GDP	38.5	34.7	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	7.0	7.0	7.7	9.0	12	:	2005
% of public expenditure on health care and sickness in GDP	6.5	4.8	5.7	6.3	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	1.4	1.5	0.9	1.3	2.1	:	2005
% of public expenditure on social protection in GDP	19.3	16.9	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	571.0	670.8	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	:	12.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	:	4	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	10.9	8.8	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

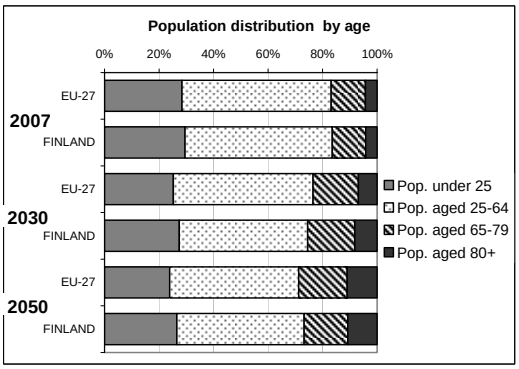
Slovakia's fertility rate has dropped to one of the lowest levels in the EU, but this may be the effect of a transition to women having children later in life; a recovery of fertility is assumed for the population projections. Life expectancy is below the EU average, particularly for men, and it is not expected that the gap will be closed over the projection period. The old-age dependency ratio, currently far below the EU average, is expected to grow fast and to match the EU average level. Until 2050 the Slovakian population is expected to shrink by 11%.

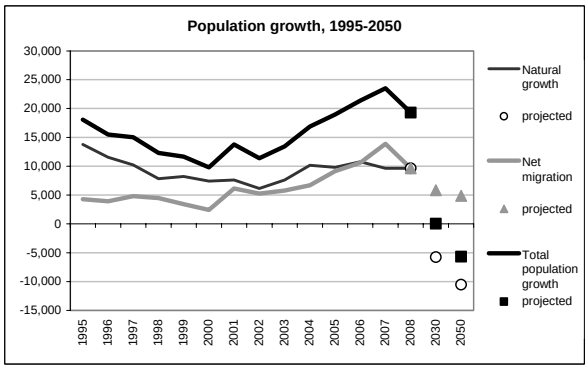
… Opportunities for tackling them

While the gender gap in employment rates is small (reflecting also low employment rates for men), the pay gap is particularly large and childcare is only available for a minority of children. There is significant scope for employment growth by raising the labour force participation of older workers and by assisting the long term unemployed to find work. Slovakia could also benefit from catching up in terms of productivity and can build on a high level of educational attainment. More expenditure for R&D and for lifelong learning could also help. Public debt is low and the expected ageing-related increase in public social protection expenditure is moderate.

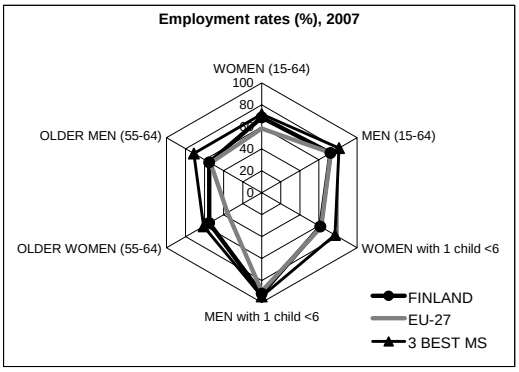
FINLAND

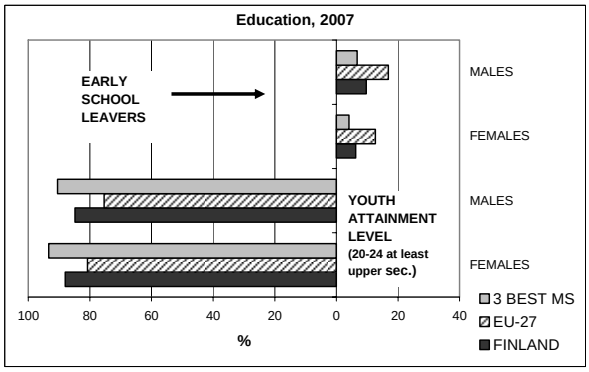
DEMOGRAPHIC TRENDS	FINLAND 1970	2000	2007	2030	2050	EU-27 2007	*
Population (in thousands)	4,614	5,171	5,277	5,569	5,448	495,128	
Total Fertility Rate (number of children per woman)	1.82	1.73	1.84	1.84	1.84	1,54(2008)	2006
Life expectancy at birth for women in years	:	81.2	83.1	85.9	88.2	82,1(2008)	2006
Life expectancy at birth for men in years	:	74.2	75.9	79.9	83	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	56.8	52.4	:	:	:	2005
Healthy life expectancy at birth for men in years	:	56.3	51.7	:	:	:	2005
Natural growth (births minus deaths) in thousands	20.4	7.4	9.7	-5.8	-10.6	483.8	
Net migration (including corrections) in thousands	-36.4	2.4	13.9	5.8	4.9	1,910.4	
Mean age of women at childbirth	27.13	29.6	30.0	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	13.6	22.2	24.8	43.9	46.6	25.2	





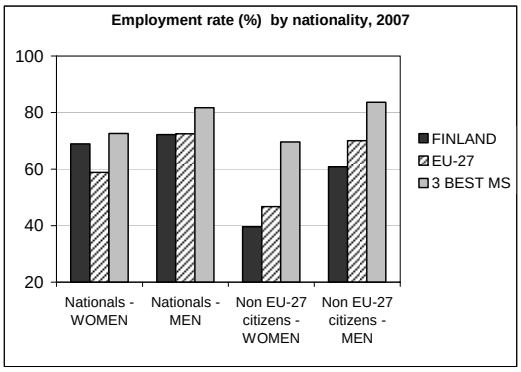
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate (15-64 years), women in %	64.2	68.5	58.3	71.5	
Employment rate (15-64 years), men in %	70.1	72.1	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	61.4	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	91.9	89.8	94.4	2006
Gender pay gap in %	17.0	20.0	15.0	6.00	2006
% of employed women working part time	17.0	19.3	31.2	:	
% of employed men working part time	8.0	9.3	7.7	:	
Average number of usual weekly working hours - women	36.2	35.3	33.9	:	
Average number of usual weekly working hours - men	40.5	39.6	41.1	:	
Childcare availability for children (0-2 years)	:	26.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	77.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	6.0	9.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	:	:	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	3.0	3.0	2.1	3.5	2005

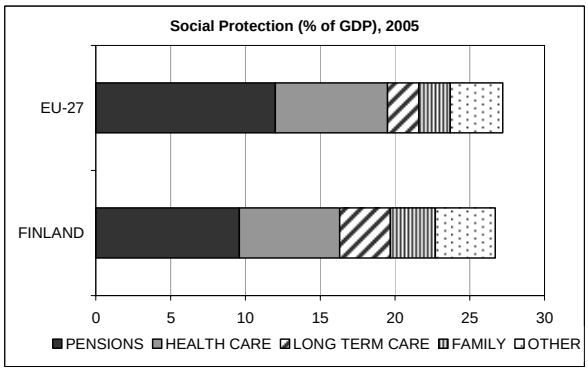




AGEING AND THE LABOUR MARKET	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate for persons aged 55-64, women in %	40.4	55.0	36.0	60.8	
Employment rate for persons aged 55-64, men in %	42.9	55.1	53.9	71.1	
Employment rate for persons aged 55-59, women in %	60.3	70.4	48.3	75.7	
Employment rate for persons aged 55-59, men in %	56.6	65.6	67.2	82.2	
Employment rate for persons aged 60-64, women in %	20.3	37.0	21.4	45.2	
Employment rate for persons aged 60-64, men in %	25.6	41.5	37.9	61.9	
Employment rate for persons aged 65-69, women in %	2.5	6.5	6.7	24.5	
Employment rate for persons aged 65-69, men in %	8.3	13.3	12.9	32.0	
Average exit age from the labour market (women)	:	62.5	60.7	64.2	2006
Average exit age from the labour market (men)	:	62.3	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	15.9	14.1	6.9	1.1	
Internet use, people aged 55-64 in %	:	57.0	33.0	66.0	

	FINLAND		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	6.5	6.3	12.7	4.1	
Early school leavers (aged 18-24), men in %	11.3	9.7	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	90	88	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	85.4	84.8	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	14.1	10.0	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	37.5	39.7		58.17	2006
Employment rate by education level (tertiary) in %	84.0	85.1	83.8	87.8	
Employment rate by education level (upper secondary) in %	72.4	73.9	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	50.0	46.4	48.6	63.6	
Total public expenditure on education as a % of GDP	6.08	6.31	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	17.5	23.4	9.7	23.1	
Expenditure on R&D as a % of GDP	3.34	3.45	1.8	2.4	2006
% of the employed population working in high-tech sectors	6.4	6.7	4.4	6.5	2006
Internet use, total in %	:	75.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	97.3	97.4	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	1.7	2.3	5.8	:	
Employment rate of nationals, women in %	65.4	68.9	58.8	72.6	
Employment rate of nationals, men in %	71.3	72.2	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	39.6	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	60.8	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	40.9	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	11.9	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	21.9	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	34.0	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	43.8	35.4	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	6.9	5.3	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	5.8	3.1	:	:	5.9	0.8	
Total general government revenue as a % of GDP	55.3	52.7	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	8.7	9.6	14.0	13.8	12	:	2005
% of public expenditure on health care and sickness in GDP	5.8	6.7	6.7	7.0	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	3.4	3.4	2.9	3.5	2.1	:	2005
% of public expenditure on social protection in GDP	25.1	26.7	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	5,763.3	6,824.1	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	11.0	13.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	3.3	3.6	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	:	:	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

Fertility rates and life expectancy in Finland are very close to the EU average and this is expected to continue. The old-age dependency ratio, which is currently close to the EU average, is expected to stay below the EU average. Until 2050 the Finnish population is expected to grow just slightly by 3%.

… Opportunities for tackling them

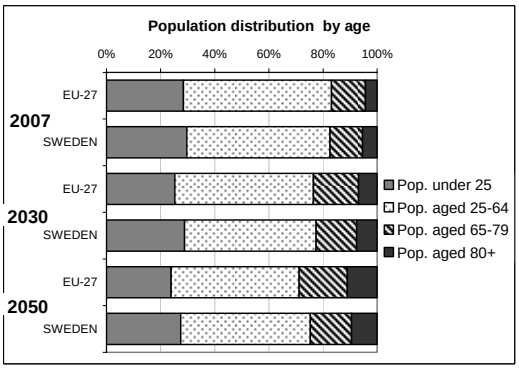
The female employment rate is high and the gap between male and female rates is small, whereas the gender pay gap is larger than for the EU as a whole. The employment rate of older workers is also comparatively high, but could be further improved by tackling health and disability as a major cause for early labour market exit

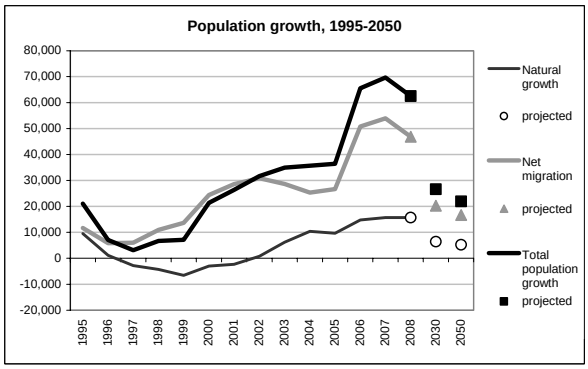
Public debt is low which helps to meet rising social protection costs linked to ageing. Nevertheless, the ageing-related increase in social protection spending is expected to be significant. Finland is preparing itself for demographic change in particular through active ageing policies, by a complete reform of the earnings-related pension scheme, by increasing the funded part of the pension system and by reforming the structure of municipal health and social services. The Government initiated a wide-ranging social protection reform. It also launched a policy programme for health promotion as well as a programme promoting employment, entrepreneurship and a longer working life.

In 2008, the Government carried out a broad re-assessment of the impact of ageing on existing policies.

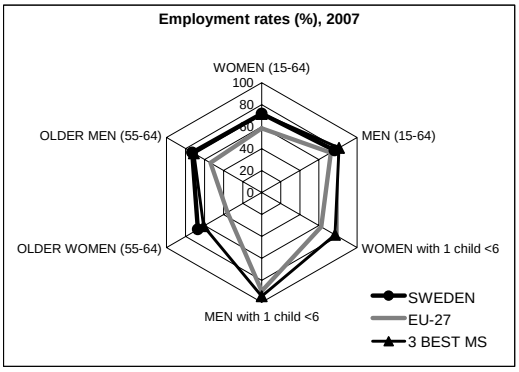
SWEDEN

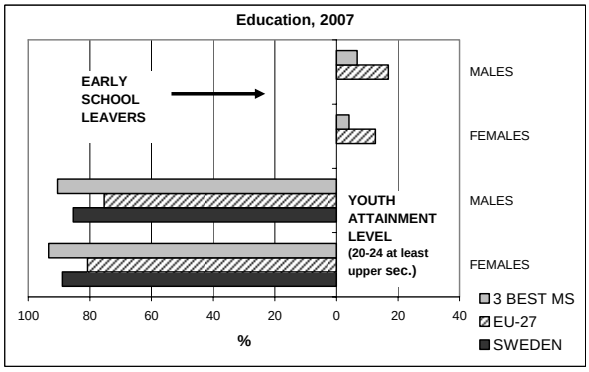
DEMOGRAPHIC TRENDS	SWEDEN 1970	2000	2007	2030	2050	EU-27 2007	*
Population (in thousands)	8,004	8,861	9,113	10,270	10,672	495,128	
Total Fertility Rate (number of children per woman)	1.92	1.54	1.85	1.85	1.85	1,54(2008)	2006
Life expectancy at birth for women in years	77.3	82	83.1	86	88.3	82,1(2008)	2006
Life expectancy at birth for men in years	72.3	77.4	78.8	81.9	84.3	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	61.9	63.1	:	:	:	2005
Healthy life expectancy at birth for men in years	:	63.1	64.2	:	:	:	2005
Natural growth (births minus deaths) in thousands	30.1	-3.0	15.7	6.4	5.2	483.8	
Net migration (including corrections) in thousands	46.7	24.4	54.0	20.2	16.7	1,910.4	
Mean age of women at childbirth	26.97	29.9	30.5	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	20.7	26.9	26.4	37.4	41.9	25.2	





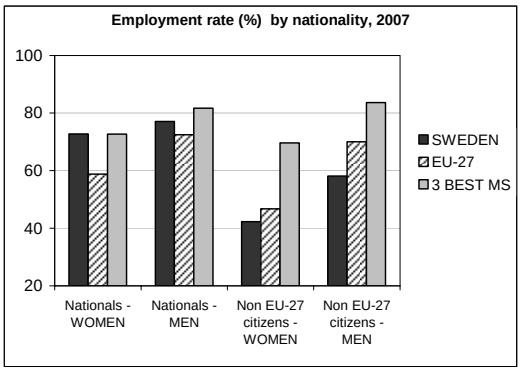
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate (15-64 years), women in %	70.9	71.8	58.3	71.5	
Employment rate (15-64 years), men in %	75.1	76.5	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	:	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	:	89.8	94.4	2006
Gender pay gap in %	18.0	16.0	15.0	6.00	2006
% of employed women working part time	32.3	40.0	31.2	:	
% of employed men working part time	8.2	11.8	7.7	:	
Average number of usual weekly working hours - women	33.9	34.0	33.9	:	
Average number of usual weekly working hours - men	39.1	38.7	41.1	:	
Childcare availability for children (0-2 years)	:	44.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	92.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	:	14.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	:	:	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	2.8	3.0	2.1	3.5	2005

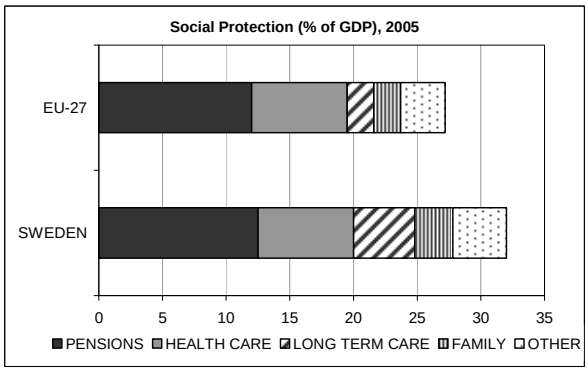




AGEING AND THE LABOUR MARKET	2000	2007	EU-27 2007	3 BEST MS 2007	*
Employment rate for persons aged 55-64, women in %	62.1	67.0	36.0	60.8	
Employment rate for persons aged 55-64, men in %	67.8	72.9	53.9	71.1	
Employment rate for persons aged 55-59, women in %	76.5	77.5	48.3	75.7	
Employment rate for persons aged 55-59, men in %	80.6	81.9	67.2	82.2	
Employment rate for persons aged 60-64, women in %	43.2	56.7	21.4	45.2	
Employment rate for persons aged 60-64, men in %	49.0	64.1	37.9	61.9	
Employment rate for persons aged 65-69, women in %	11.2	10.4	6.7	24.5	
Employment rate for persons aged 65-69, men in %	17.5	18.9	12.9	32.0	
Average exit age from the labour market (women)	:	63.7	60.7	64.2	2006
Average exit age from the labour market (men)	:	64.2	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	1.8	13.8	6.9	1.1	
Internet use, people aged 55-64 in %	:	67.0	33.0	66.0	

	SWEDEN		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	6.2	:	12.7	4.1	
Early school leavers (aged 18-24), men in %	9.2	:	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	87.6	89	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	82.8	85.4	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	12.8	9.0	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	23.9	33.2		58.17	2006
Employment rate by education level (tertiary) in %	82.7	87.6	83.8	87.8	
Employment rate by education level (upper secondary) in %	77.5	80.6	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	55.7	53.4	48.6	63.6	
Total public expenditure on education as a % of GDP	7.31	6.97	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	21.6	:	9.7	23.1	
Expenditure on R&D as a % of GDP	:	3.73	1.8	2.4	2006
% of the employed population working in high-tech sectors	6.6	6.0	4.4	6.5	2006
Internet use, total in %	:	75.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	102.6	105.7	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	:	5.4	5.8	:	
Employment rate of nationals, women in %	70.8	72.7	58.8	72.6	
Employment rate of nationals, men in %	73.7	77.1	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	42.3	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	58.1	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	33.4	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	9.9	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	34.4	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	21.6	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	54.4	40.6	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	3.8	3.5	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	6.3	3.5	:	:	5.9	0.8	
Total general government revenue as a % of GDP	59.3	56	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	11.9	12.5	11.0	11.2	12	:	2005
% of public expenditure on health care and sickness in GDP	8.1	7.5	7.4	7.7	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	3.9	4.8	4.9	5.5	2.1	:	2005
% of public expenditure on social protection in GDP	30.7	32.0	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	8,586.0	8,923.3	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	:	12.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	:	3.5	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	:	:	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

Sweden's fertility rate is above the EU average and this is expected to continue. Life expectancy for women stands at the EU average while men in Sweden can expect to live about two years longer. This situation is assumed to prevail over the projection period. Combined with significant immigration, these trends will result in further population growth by almost 18% in 2050. The increase in the old-age dependency ratio will be modest to a level below the EU average.

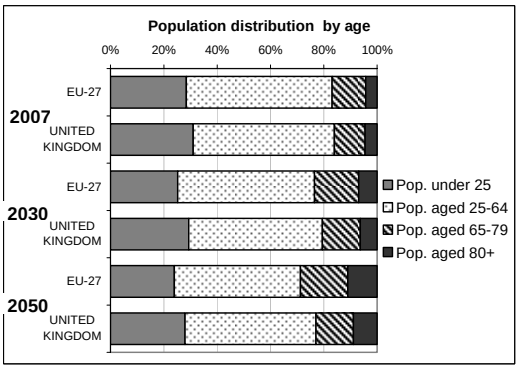
… Opportunities for tackling them

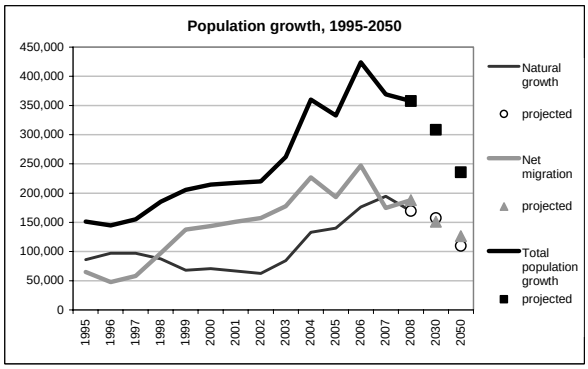
Sweden has the highest employment rate in the EU and the employment gap between men and women is small. However, the gender pay gap is larger than the EU average and a large proportion of women work part-time. Employment rates of older workers are very high too; improvements would require further efforts to prevent increases in disability pensions.

While productivity exceeds the EU-15 average, the high levels of educational attainment and investment in research and development could allow further growth. Access of minorities and third-country nationals to the labour market and education system might be improved. The public debt is below the EU average; the expected ageing-related increase in public social protection expenditure is moderate.

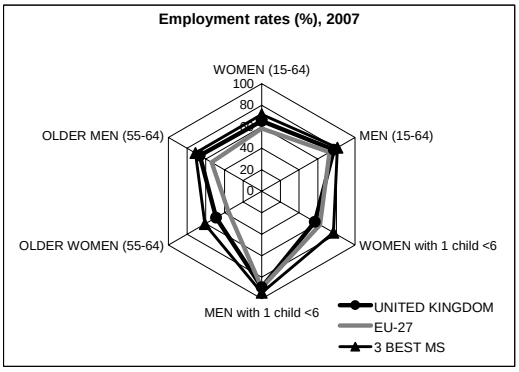
UNITED KINGDOM

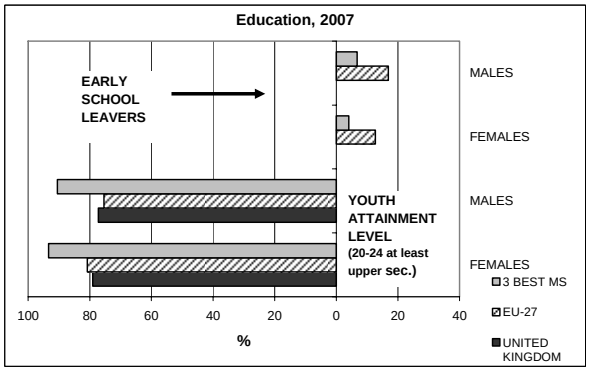
	UNITED KINGDOM					EU-27	
DEMOGRAPHIC TRENDS	1970	2000	2007	2030	2050	2007	*
Population (in thousands)	55,546	58,785	60,853	69,224	74,506	495,128	
Total Fertility Rate (number of children per woman)	:	1.64	1.84	1.84	1.84	1,54(2008)	2006
Life expectancy at birth for women in years	:	80.3	:	85	87.7	82,1(2008)	2006
Life expectancy at birth for men in years	:	75.5	:	80.9	83.8	76,0(2008)	2006
Healthy life expectancy at birth for women in years	:	61.2	65	:	:	:	2005
Healthy life expectancy at birth for men in years	:	61.3	63.2	:	:	:	2005
Natural growth (births minus deaths) in thousands	248.5	70.7	194.7	157.6	109.6	483.8	
Net migration (including corrections) in thousands	-14.8	143.9	174.6	150.9	126.3	1,910.4	
Mean age of women at childbirth	:	28.5	29.2	:	:	:	2006
Old age dependency ratio (65 and + / 15-64 years old) in %	20.5	24.3	24.1	33.2	38.0	25.2	





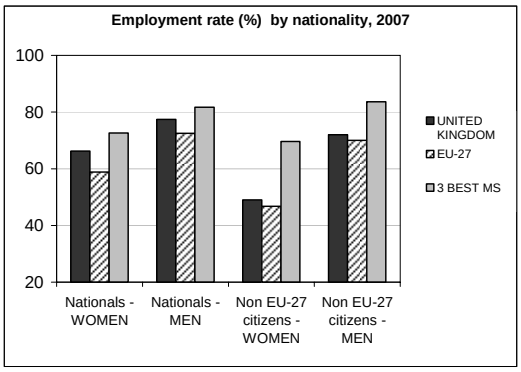
			EU-27	3 BEST MS	
GENDER EQUALITY AND FAMILY SITUATIONS	2000	2007	2007	2007	*
Employment rate (15-64 years), women in %	64.7	65.5	58.3	71.5	
Employment rate (15-64 years), men in %	77.8	77.3	72.5	81.1	
Employment rate of women having at least 1 child aged less than 6 years	:	57.0	62.3	76.8	2006
Employment rate of men having at least 1 child aged less than 6 years	:	89.3	89.8	94.4	2006
Gender pay gap in %	21.0	21.0	15.0	6.00	2006
% of employed women working part time	44.3	42.3	31.2	:	
% of employed men working part time	8.9	10.9	7.7	:	
Average number of usual weekly working hours - women	30.9	31.4	33.9	:	
Average number of usual weekly working hours - men	43.3	41.8	41.1	:	
Childcare availability for children (0-2 years)	:	33.0	26 (EU-25)	54.0	2006
Childcare availability for children (3 years to compulsory school age)	:	89.0	84 (EU-25)	96.0	2006
% of children (less than 16 years) at risk of poverty after social transfer	27.0	24.0	19 (EU-25)	10.0	2006
People aged 0-17 living in jobless households	17	16.7	9.4	3.4	
Social protection benefits targeted at family support (% GDP)	1.8	1.7	2.1	3.5	2005

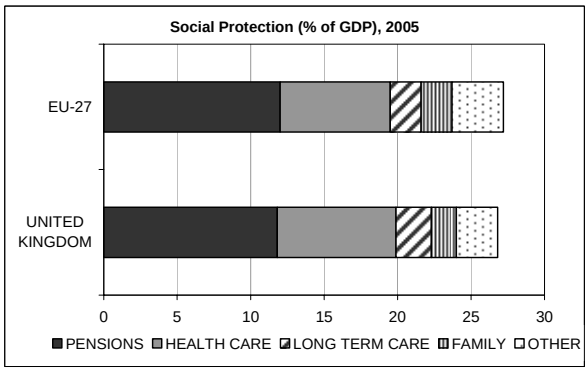




			EU-27	3 BEST MS	
AGEING AND THE LABOUR MARKET	2000	2007	2007	2007	*
Employment rate for persons aged 55-64, women in %	41.7	49.0	36.0	60.8	
Employment rate for persons aged 55-64, men in %	60.1	66.3	53.9	71.1	
Employment rate for persons aged 55-59, women in %	55.9	63.8	48.3	75.7	
Employment rate for persons aged 55-59, men in %	70.8	74.9	67.2	82.2	
Employment rate for persons aged 60-64, women in %	25.4	33.0	21.4	45.2	
Employment rate for persons aged 60-64, men in %	47.3	56.9	37.9	61.9	
Employment rate for persons aged 65-69, women in %	8.4	11.1	6.7	24.5	
Employment rate for persons aged 65-69, men in %	14.3	20.6	12.9	32.0	
Average exit age from the labour market (women)	:	62.6	60.7	64.2	2006
Average exit age from the labour market (men)	:	63.8	61.7	64.6	2006
Inactive for health reasons in % population aged 50-64	14.1	2.4	6.9	1.1	
Internet use, people aged 55-64 in %	:	52.0	33.0	66.0	

	UNITED KINGDOM		EU-27	3 BEST MS	
PRODUCTIVITY, EDUCATION AND R&D	2000	2007	2007	2007	*
Early school leavers (aged 18-24), women in %	17.9	:	12.7	4.1	
Early school leavers (aged 18-24), men in %	19	:	16.9	6.7	
Youth educational attainment (20-24, at least upper secondary), women in %	77.3	79	80.8	93.4	
Youth educational attainment (20-24, at least upper secondary), men in %	75.9	77.2	75.4	90.5	
Population aged 25-34 having compleated at most lower secondary educ. in %	31.4	19.6	20.7	6.5	
University graduates (ISCED 5-6) aged 20-29 per 1 000 of the corresponding p	45.5	55.9		58.17	2006
Employment rate by education level (tertiary) in %	87.4	87.1	83.8	87.8	
Employment rate by education level (upper secondary) in %	78.4	76.7	70.2	80.8	
Employment rate by education level (less than upper secondary) in %	62.5	60.0	48.6	63.6	
Total public expenditure on education as a % of GDP	4.64	5.45	5.0	7.4	2005
Life-long learning (% of aged 25-64 participating in education and training)	20.5	:	9.7	23.1	
Expenditure on R&D as a % of GDP	1.85	1.78	1.8	2.4	2006
% of the employed population working in high-tech sectors	5.8	5.2	4.4	6.5	2006
Internet use, total in %	:	65.0	51.0	77.3	
Labour productivity per hour worked relative to EU 15 (EU-15=100)	87.4	90.4	87.9	138.6	2006





MIGRATION AND INTEGRATION	2000	2007	2007	2007	*
Share of non-nationals in the population in %	:	6.0	5.8	:	
Employment rate of nationals, women in %	65.2	66.2	58.8	72.6	
Employment rate of nationals, men in %	78.2	77.4	72.5	81.7	
Employment rate of citizens of countries outside the EU-27, women in %	:	49.0	46.7	69.6	
Employment rate of citizens of countries outside the EU-27, men in %	:	72.0	70.0	83.6	
Education level (tertiary) of nationals (aged 25-49) in %	:	34.1	26.3	39.5	
Education level (less than upper secondary) of nationals (aged 25-49) in %	:	25.0	23.4	7.5	
Educ. level (tertiary) of citizens of countries outside the EU-27 (aged 25-49) in %	:	32.0	18.6	58.9	
Educ. level (less than up. sec.) of citizens of countries outside the EU-27 (aged	:	19.6	43.7	2.6	

SUSTAINABILITY OF PUBLIC FINANCES & SOCIAL PROTECTION	2000	2007	2030	2050	2007	2007	*
Government gross debt as a % of GDP	41	43.8	:	:	58.7	6.6	
Government surplus/deficit as a % of GDP	3.6	-2.9	:	:	-0.9	:	
Share of public expenditure accounted for covering debt interest	6.9	5.0	:	:	5.9	0.8	
Total general government revenue as a % of GDP	41.2	40.9	:	:	44.9	:	
% of public expenditure on pensions (old age and survivors) in GDP	12.7	11.8	7.9	8.6	12	:	2005
% of public expenditure on health care and sickness in GDP	6.6	8.1	8.1	8.9	7.5	:	2005
% of public expenditure on long term care (disability) in GDP	2.4	2.4	1.3	1.8	2.1	:	2005
% of public expenditure on social protection in GDP	26.9	26.8	:	:	27.2	:	2005
Expenditure on social protection per head, € / inhab. (at constant 1995 prices)	6,432.3	6,523.6	:	:	4,866	:	2005
% of total population at risk of poverty after social transfers	19.0	19.0	:	:	6.0 (EU-25)	10.7	2006
Inequality of income distribution (S80/S20 income quintile share ratio)	5.2	5.4	:	:	4.8 (EU-25)	3.4	2006
People aged 18-59 living in jobless households	11.4	10.9	:	:	9.3	5.4	

* = 2007 or last year with data available (see the column placed to the right of the table).

Demographic challenges and…

The UK's fertility rate is above the EU average and it is assumed that this will persist. Life expectancy is close to the EU average, but a more favourable evolution for men is expected in the population projections. These trends, combined with a significant level of immigration, will lead to a growing population and a much more favourable evolution of the old-age dependency ratio than for the EU as a whole. The UK population is projected to grow by more than 20% by 2050.

… Opportunities for tackling them

The gap between male and female employment rates is smaller than for the EU as a whole, but, at 12 percentage points, there is scope for further progress. The gender pay gap is particularly large and many women only work part-time. An improvement in the situation may require better availability of childcare. Improved female employment might also reduce the risk of poverty for households with children. Employment rates of older workers are high, even for people in their 60s. Government initiatives are focused on increasing labour market participation by reforming the incapacity benefit policy and expanding the initiatives to guide people back to work (the Pathways model) - around half the potential customers are over 50. There is also a focus on skills enhancement – particularly in pre- and in-work support. Public debt is comparatively low; the expected ageing-related increase in public social protection expenditure is slightly above the increase for the EU as a whole.