
Fact sheets

Labour market

Note

This work is the translation of « La France dans l'Union européenne » published in the *INSEE Références* collection in April 2014.

Unless otherwise stated, the data used are taken from the website of Eurostat, the European Union's statistical office. These data are continually updated. The date of acquisition of the figures is therefore generally indicated below the tables and charts. The data mainly concern the countries of the European Union of 28 (EU of 28), as currently defined. However, for some countries (particularly those that have recently joined the EU), certain figures are not yet available. In such cases the perimeter of the EU is indicated.

On 15 May 2014, the INSEE published the national accounts in the 2010 base: these data are compiled in accordance with the new European System of Accounts (ESA 2010). France is one of the first countries to integrate this change, as most other States are not publishing national accounts data in line with ESA 2010 until September 2014. Prior to that date, only data from the 2005 base can be used to make reliable comparisons. It is this base that is therefore used here. It is likely that the change of base will have little effect on the majority of national accounting aggregates (particularly those presented here) and that it will not alter the hierarchies observed between countries.

Symbols used

...	Result unavailable
///	No results due to the nature of things
e	Estimate
p	Provisional result
n.s.	Non-significant result
€	Euro
M	Million
Bn	Billion
Ref.	Reference

4.1 Employment and unemployment

In 2012, 64.1% of inhabitants of the European Union (EU) of 28 aged between 15 and 64 had a job. The EU **employment rate** has stabilised overall since 2010, after a 1.7-point drop between 2008 and 2010.

The employment rate among men (69.6%) was 11.1 points high than that of women (58.5%) in 2012. This gap has undergone a structural decrease of around 0.4 points per year since the start of the 2000s, and fell more sharply in 2009 as male employment was harder hit by the crisis than female employment. In Sweden, Finland, Bulgaria and the Baltic countries, the gap was lower than 5 points; in Lithuania it was virtually nil. In Malta, Greece, Italy and the Czech Republic it stood at more than 15 points. In the countries where employment has continued to fall, such as Greece, Italy, Spain and Portugal, the gap has closed more sharply because job cuts have affected male employment more severely.

The objectives of the European employment strategy set in 2000 were to reach a global employment rate of 70% and a female employment rate of 60% by 2010. In 2010, five countries had fulfilled the objectives: Germany, Austria, Denmark, the Netherlands and Sweden. The United Kingdom reached the target in 2012. Six countries, Estonia, Finland, France, Latvia, Lithuania and Slovenia, have only fulfilled the female employment objective.

Within the European Union the rate of employment among people aged 15 to 24 has fallen since the onset of the crisis: it stood at 32.8% in 2012 against 37.3% in 2008. Here again there are sharp disparities: while less than 25% of young people are in employment in 12 EU countries, including Spain, Italy and Greece, the figure stands at more than 50% in Austria, Denmark and the Netherlands. These differences stem from schooling systems and work-studies combinations that vary from one country to the next, but also from the differing degrees of ease with which young people are

integrated into the labour market. Germany, the only country in which the employment rate among 15-24 year-olds increased between 2008 and 2011, saw its employment rate among young people decline in 2012. It stood at 46.6%, against 28.5% for France.

The employment rate among Europeans aged 55 to 64 was 48.8%, below the 50% European target but 1.5 points up on the previous year. Ten countries exceeded this objective in 2012, including Germany, Denmark, Estonia and Sweden. In France the employment rate among 55-64 year-olds is still below target.

In the EU, one employed person out of five works part-time. Part-time working is particularly common in the Netherlands (49.8%). It is also high in Germany, Austria, Belgium, Denmark, Ireland, the United Kingdom and Sweden (around one-quarter of employment). Since 2008 it has risen in almost all countries except Poland, Sweden and Croatia.

In 2012, 13.7% of salaried workers in the European Union were on a fixed-term contract. In Spain, Poland and Portugal, fixed-term contracts account for more than one contract in five, whereas this is the case of less than one contract in 20 in Bulgaria, Estonia, Latvia, Lithuania and Romania.

After stabilising in 2011, the unemployment rate in the EU rose once again in 2012, by 0.9 points, reaching 10.5%. The **unemployment rate** is particularly high in Spain (25.0%) and Greece (24.3%). For both these countries the increase was particularly sharp in 2012, respectively + 3.3 and + 6.6 points.

The unemployment rate fell in 9 countries in 2012, including Germany (- 0.4 points) and the United Kingdom (- 0.1 points). The unemployment rate of the under-25 labour force rose by 1.5 points in 2012, standing at 22.9%. In Greece, Spain, Italy, Portugal and Slovakia, the youth unemployment rate is over 33%. ■

Definitions

Employment rate, unemployment rate: see the *Glossary*.

Further Reading

- "Europe in figures - Eurostat yearbook 2013", Eurostat.

Employment and unemployment 4.1

1. Employment rate and employment indicators in 2012

as a %

	Employment rate			15-24 years	Share of part-time employment ¹	Share of workers with a fixed-term contract ²
	15-64 years		Whole			
	Men	Women				
Austria	77.8	67.3	72.5	54.6	25.7	9.3
Belgium	66.9	56.8	61.8	25.3	25.1	8.1
Bulgaria	61.3	56.3	58.8	21.9	2.4	4.5
Croatia	55.1	46.2	50.7	16.9	8.4	12.8
Cyprus	70.4	59.4	64.6	28.1	10.7	15.0
Czech Republic	74.6	58.2	66.5	25.2	5.8	8.8
Denmark	75.2	70.0	72.6	55.0	25.7	8.5
Estonia	69.7	64.7	67.1	33.0	10.4	3.7
Finland	70.5	68.2	69.4	41.8	15.1	15.6
France ³	68.1	60.0	64.0	28.5	18.0	15.2
Germany	77.6	68.0	72.8	46.6	26.7	13.9
Greece	60.6	41.9	51.3	13.1	7.7	10.0
Hungary	62.5	52.1	57.2	18.6	7.0	9.4
Ireland	62.7	55.1	58.8	28.2	24.0	10.2
Italy	66.5	47.1	56.8	18.6	17.1	13.8
Latvia	64.4	61.7	63.0	28.7	9.4	4.7
Lithuania	62.2	61.8	62.0	21.5	9.5	2.6
Luxembourg	72.5	59.0	65.8	21.7	19.0	7.7
Malta	73.3	44.2	59.0	43.8	14.0	6.9
Netherlands	79.7	70.4	75.1	63.3	49.8	19.5
Poland	66.3	53.1	59.7	24.7	7.9	26.9
Portugal	64.9	58.7	61.8	23.6	14.3	20.7
Romania	66.5	52.6	59.5	23.9	10.2	1.7
Slovakia	66.7	52.7	59.7	20.1	4.1	6.8
Slovenia	67.4	60.5	64.1	27.3	9.8	17.1
Spain	60.2	50.6	55.4	18.2	14.7	23.6
Sweden	75.6	71.8	73.8	40.2	26.5	16.4
United Kingdom	75.2	65.1	70.1	46.9	27.2	6.3
EU28	69.6	58.5	64.1	32.8	19.9	13.7

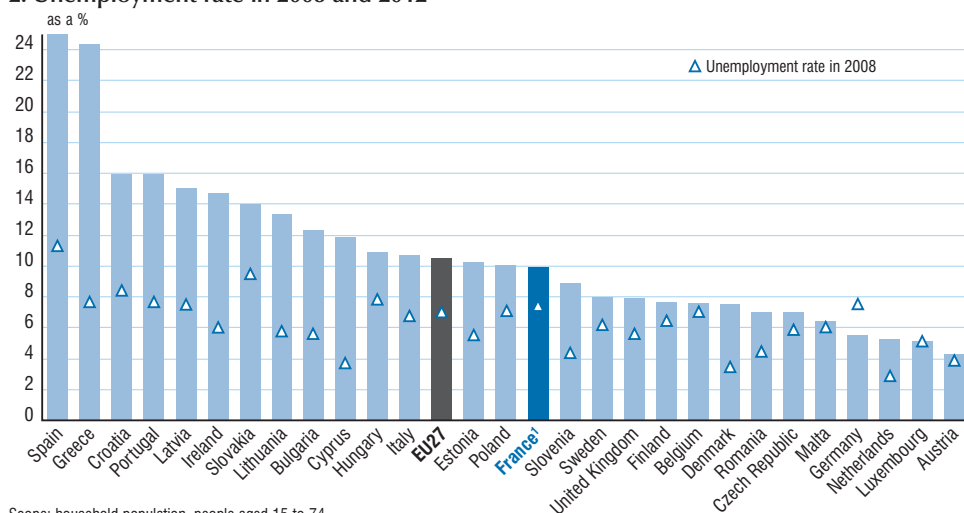
1. Among all people in employment. 2. Among all salaried workers. 3. Metropolitan France.

Scope: household population, people aged 15 or over.

Note: The data on fixed-term contracts refer to the European definition which is broader than the French definition. For France, the data presented here are consistent with the results of the Labour Force Survey as recast in 2013 and the new series of unemployment rates published in March 2014 (impact of the recasting of the questionnaire: -0.5 points). The employment rate of the EU of 28 has not been calculated with the new data by Eurostat, but should be very similar to the results currently published.

Sources: Eurostat; INSEE for France (except share of workers with a fixed-term contract: Eurostat). Labour Force Surveys (data extraction in January 2014).

2. Unemployment rate in 2008 and 2012



Scope: household population, people aged 15 to 74.

Source: Eurostat, Labour Force Surveys (extraction of data in January 2014).

4.2 Wages and the cost of labour

In the European Union of 27, the average **gross wage** of a full-time employee in industry or market services in 2011 was between 4,700 Euros per year in Bulgaria and 60,000 Euros per year in Denmark, i.e. 13 times higher. Globally, the average annual gross wage was lower than 12,000 Euros in most Baltic States and in Central and Eastern Europe, between 16,000 and 30,000 Euros in southern European countries, and over 30,000 Euros in the other countries of the Union. France is in eleventh position, between the United Kingdom and Greece.

In Europe, **minimum wages** vary sharply, reflecting the differences in levels of development between countries and their institutions. There is a national minimum wage level in 21 countries (at 1st January 2013), either set by law, often after consultation with the social partners, or directly via a national inter-sector agreement (as is the case in Belgium and Greece). It generally applies to all salaried workers, or at least the vast majority of them. The minimum wage is less than 200 Euros per month in Romania and Bulgaria. Generally speaking the minimum wage is lowest in the Eastern European countries. At the other end of the scale, the minimum wage stands at 1,800 Euros per month in Luxembourg. The highest minimum wage levels are to be found in Western Europe (when such wages exist).

France ranks fifth, with a level close to that of Belgium, the Netherlands and Ireland, slightly higher than that of the United Kingdom.

Wage differences partly reflect price differentials between countries, particularly among those outside the Eurozone. The wage gaps are less marked when price differentials are taken into account using **purchasing power parities**. For instance, the ratio between the two extremes falls from 13 (wages in Euros) to 5 (wages taking PPP into account). However, the relative positions of the countries remain largely unchanged.

Labour cost variations between countries partly reflect wage differences. But not only. For instance, the number of hours worked annually is lower in the former Europe of 15, and this increases the hourly cost accordingly as compared with the other countries. Furthermore, employers' contribution rates applied to compensation packages differ sharply between countries due to different social systems. For example, in Denmark, where a large proportion of social protection is taxed, wages represent 87% of the cost of labour, the highest level in Europe. France is one of three countries (with Sweden and Belgium) where the share of wages in the cost of labour is lowest (in the order of two thirds). Overall, France has one of the EU's highest hourly costs of labour. ■

Definitions

Gross wage: corresponds to the total amount paid to an employee under his or her labour contract before any compulsory contributions have been deducted.

Minimum wages: the data presented here refer to the national minimum wages on the 1st of January of the year. In certain countries the national minimum wage is not set on a monthly basis but on an hourly or weekly basis. For these countries the hourly or weekly minimum wages are then converted into monthly wages. The minimum wages are gross, i.e. before income tax and social security contributions are deducted. These deductions vary from one country to the next.

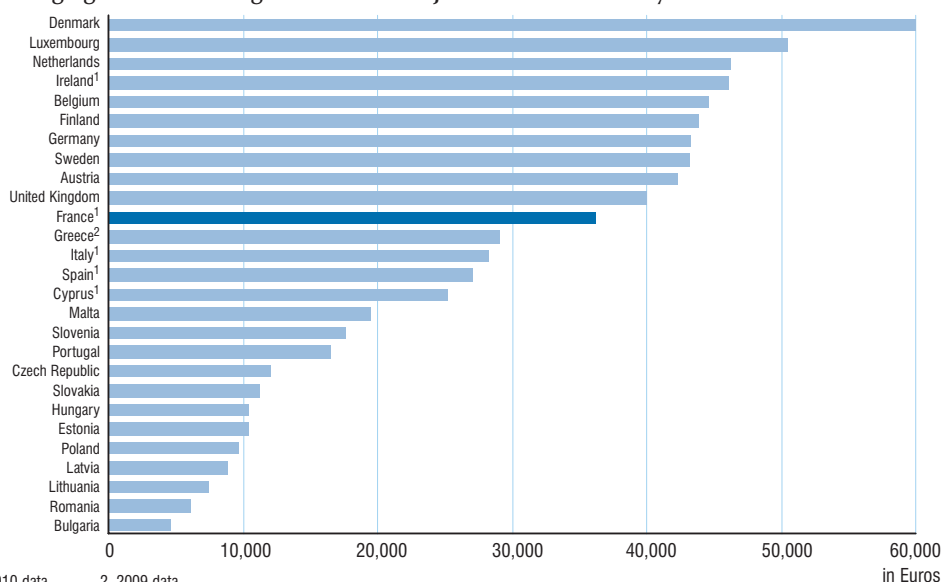
Purchasing power parity: see the *Glossary*.

Further Reading

- « Emplois et salaires », *INSEE Références* coll., 2013 edition.

Wages and the cost of labour 4.2

1. Average gross annual wage for a full-time job in 2011 in industry and market services



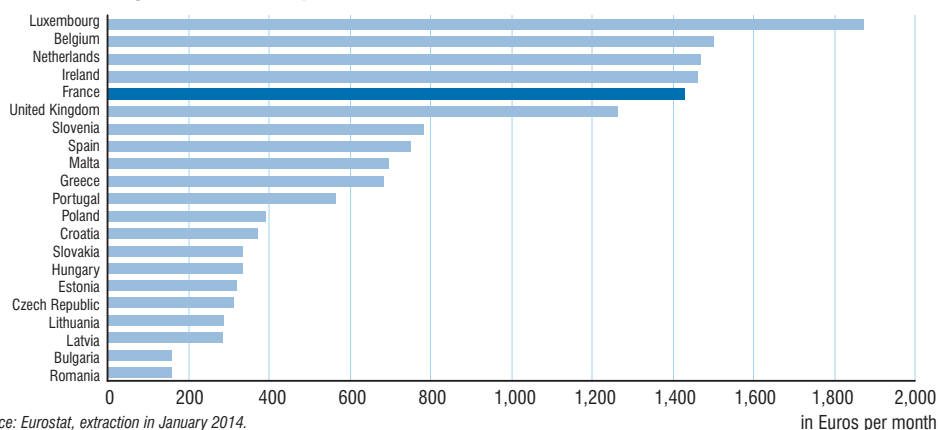
1. 2010 data.

2. 2009 data.

Scope: full-time wages excluding Italy, Lithuania, Poland, Czech Republic, Slovenia: average full-time equivalent wage; industry and market services sectors, NACE rev. 2; enterprises with 10 employees or more excluding Austria, Belgium, Cyprus, Estonia, Italy, Luxembourg, Poland and the Czech Republic.

Source: Eurostat, extraction of data in August 2013.

2. Minimum wages at 1st January 2013



Source: Eurostat, extraction in January 2014.

3. Total wages and salaries in 2011

as a % of the total cost of labour

Belgium	67.4	Lithuania	71.3
Bulgaria	84.0	Luxembourg	85.9
Croatia	84.3	Netherlands	76.9
Czech Republic	72.8	Portugal	79.8
Denmark	86.9	Romania	77.1
Finland	78.1	Slovakia	74.1
France	66.8	Slovenia	86.0
Germany	78.4	Spain	73.0
Hungary	74.2	Sweden	66.8
Ireland	85.3	United Kingdom	85.6
Latvia	78.7		

Scope: enterprises with 10 employees or more.

Source: Eurostat, extraction in January 2014.

4.3 Work-family balance

The differences in employment rate between women with **children** (when there is at least one aged under 6) and those without are a good indicator of the difficulty of reconciling family life with work. In Europe, labour force participation among women aged 20 to 49 is strongly linked to the number of children and their age. This is far less true of men. In 2012 in the EU of 28, the **employment rate** among childless women aged 20 to 49 was 75.0%. Among women aged 20 to 49 with at least one child under six, the employment rate is 65.0% when they have one child, 61.5% when they have two, and 46.7% when they have three. Conversely, the male employment rate is only very slightly influenced by the number of children.

The employment rate gradient according to number of children varies from country to country. The employment rate gap between childless women and those with children is wide in the Czech Republic, Slovakia, Hungary and Estonia (between 28 and 47 points, while this gap is 10 points in the EU as a whole). This gap is much narrower in France (2 points) and is even reversed in Sweden and Portugal. The employment rate differential between women with three children and those with one is 18 points on average in the EU, and in this respect France has one of the highest differentials (22 points) behind Germany, the United Kingdom, Bulgaria and Luxembourg.

The day-care offering for infants is a decisive factor in female employment. At the Barcelona Summit in 2002, the European Council set the target of one-third of infants aged under three being taken to **day care centres** by the year 2010. In 2012, the EU as a whole had not reached this target and only ten countries had done so. In five of these countries more than 40% of children now go to day care centres (Denmark, the Netherlands, Sweden, Luxembourg and France). At the other end of the scale, in seven countries – all in Eastern Europe – the proportion of children in such centres is lower than 10%.

In the EU of 28, one child in two aged under three taken to a day care centre goes there for more than 29 hours a week. The situation varies greatly between member States. For instance, in four countries (Austria, Czech Republic, United Kingdom and Netherlands), the vast majority of children attend these centres for between one and 29 hours a week. This means that parents either cannot work full-time or have to use **other child-minding methods**. In certain Southern European countries (Portugal, Cyprus, Greece, Romania), the use of these other child-minding methods is highly developed: approximately one child aged under three out of three is minded in this way, for more than 29 hours a week. Lastly, in many countries, including France, parents combine several child-minding methods. ■

Definitions

Child: in this sheet, having one or more children means having at least one child aged under 6.

Employment rate: ratio within a class of individuals of the number of individuals who have a job to the total number of individuals in the class.

Day care centres: childcare in infant schools, crèches or child-minding facilities, by a child-minder hired through governmental services, or by a childcare assistant.

Other child-minding methods: child-minder or an au pair hired without going through the governmental services, as well as child-minding performed by grandparents, friends, neighbours or other acquaintances.

Further Reading

- « Femmes et Hommes - Regards sur la parité », *INSEE Références* coll., 2012 edition.

1. Employment rate according to number of children in 2012

as a %

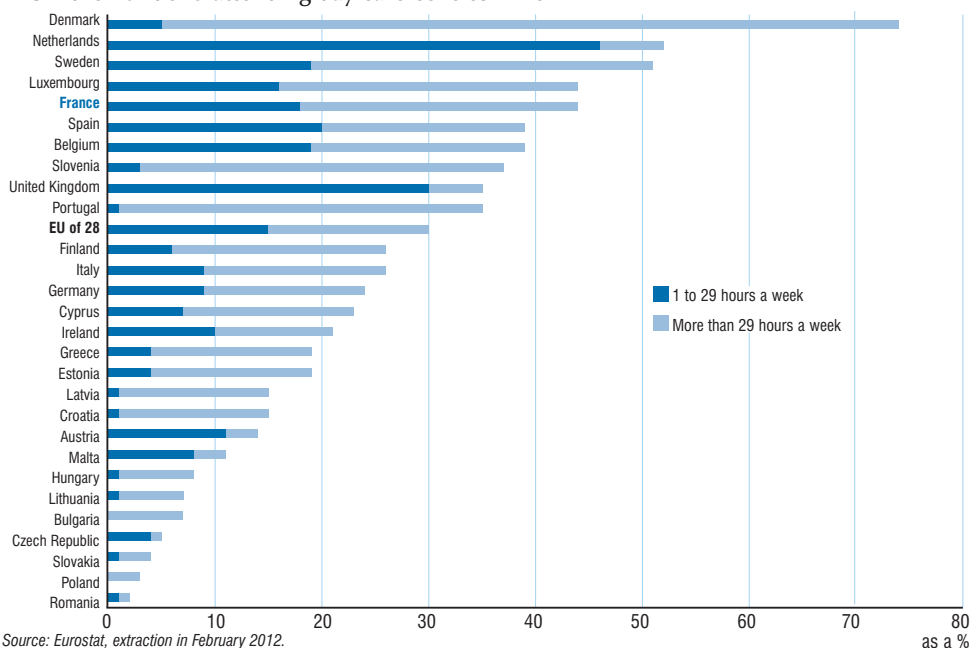
	Women				Men			
	Childless	1 child	2 children	3 children or more	Childless	1 child	2 children	3 children or more
Austria	83.7	77.9	71.7	56.4	86.4	93.3	94.2	87.4
Belgium	75.4	74.4	74.6	54.7	78.1	89.4	89.9	84.0
Bulgaria	69.8	55.7	52.7	27.6	68.8	84.1	76.4	49.0
Croatia	64.3	61.9	60.8	48.1	64.3	84.8	85.0	74.8
Cyprus	77.3	67.5	74.1	62.0	75.4	87.5	89.6	88.5
Czech Republic	82.9	36.3	43.3	34.9	85.2	94.4	95.9	83.9
Denmark	74.9	72.2	82.5	75.4	76.7	86.6	94.2	92.6
Estonia	81.8	53.7	52.8	52.6	75.0	90.3	92.1	85.6
Finland	78.7	62.0	65.7	55.8	76.9	90.6	90.7	91.8
France	74.5	72.2	68.3	49.9	76.8	89.2	90.4	85.9
Germany	83.6	65.8	60.4	40.9	84.2	92.1	93.1	87.4
Greece	53.0	52.2	50.5	44.5	64.7	82.4	84.3	80.5
Hungary	76.8	39.8	39.8	23.6	76.6	86.2	86.1	72.3
Ireland	76.9	65.5	60.5	44.3	67.7	79.8	79.2	73.6
Italy	64.5	59.9	52.2	38.6	74.1	88.4	88.6	84.0
Latvia	74.8	64.9	63.6	53.7	72.8	83.4	85.9	79.9
Lithuania	74.6	73.0	81.0	56.2	68.0	83.9	87.7	74.7
Luxembourg	83.8	79.9	77.3	51.4	89.2	94.9	94.2	92.6
Malta	78.0	62.9	57.6	41.1	86.0	96.6	95.4	93.3
Netherlands	82.0	79.8	80.7	66.4	83.1	94.0	94.5	92.8
Poland	73.2	63.2	60.4	51.8	75.3	91.3	91.5	86.5
Portugal	70.7	74.8	73.4	53.9	71.0	85.3	85.5	79.1
Romania	68.3	65.0	63.4	45.6	76.4	85.2	84.7	73.6
Slovakia	75.7	37.7	35.5	29.7	76.2	90.8	89.5	76.6
Slovenia	77.9	75.0	81.8	75.7	79.5	90.9	94.4	92.9
Spain	66.6	62.6	57.2	44.0	63.3	76.4	80.4	68.0
Sweden	73.9	74.0	80.7	76.9	76.9	91.7	95.4	91.5
United Kingdom	81.6	68.2	61.6	41.4	80.9	91.6	91.7	80.9
EU28	75.0	65.0	61.5	46.7	76.9	88.2	89.3	82.6

Scope: persons aged 20 to 49.

Note: when there is one child or more, the youngest is aged under 6.

Source: Eurostat, extraction in February 2014.

2. Children under 3 attending day care centres in 2011



Source: Eurostat, extraction in February 2012.

as a %

4.4 Working hours

In the European Union of 28, the average number of **usual weekly working hours** encompassing all employees (full-time and part-time) stood at 37.2 hours in Q2 2013. It ranged from 29.9 hours in the Netherlands to 42.1 hours in Greece. Weekly working hours are generally lower in northern European countries and higher in Central and Eastern European countries. France's working hours are equivalent to the European average.

Measurement of working hours involves defining what being in employment means, and then distinguishing between people who work full-time and those who work part-time. Being in employment means having worked for at least one hour during a reference week, according to the International Labour Office. But the difficulty lies in setting a threshold to determine the line between full-time activity and part-time activity: according to Eurostat, it is difficult to make a distinction based on legal or institutional standards, as practices vary greatly between countries and occupational branches. So to distinguish between full-time and part-time workers, Eurostat uses the spontaneous responses given by people questioned in the Labour Force Surveys.

According to these surveys the proportion of part-time salaried workers varies sharply from country to country. In the countries in the east of the EU part-time working is uncommon. It is lower than 10%, and in Bulgaria it is virtually non-existent (less than 3% of people in employment). Among the other countries, only Greece is in a similar situation (8% of part-time workers). Conversely, part-time working is highly developed in northern European countries where in general one

job out of four is part-time. The situation in the Netherlands is exceptional, with one job out of two being part-time. The EU average is almost 20%, with France slightly below this figure. Overall, the countries that have the highest female part-time working rate also have the highest female employment rate.

Counting only part-time workers, working time comes to 19.8 hours in the EU. It varies from 16.4 hours in Portugal to 23.8 hours in Belgium. France is above the European average (22.9 hours).

The average number of usual weekly working hours declared by full-time workers stands at 41.6 hours in the EU. It ranges from 38.9 hours to 44.1 hours. In France it is lower than the European average (40.7 hours). The longest weekly working hours are to be found in Greece, Austria, the United Kingdom and Portugal.

On average in the EU, the **working lifetime** is 35 years. The figure is quite variable: between 30.4 and 40.6 years. This lifetime is longest in the countries of northern Europe. Finland, Germany, Denmark, the United Kingdom, the Netherlands and Sweden all have a working lifetime of over 37 years. At the other end of the scale, the shortest working lifetimes are to be found in southern and Eastern Europe, in particular Hungary and Italy. France has a working lifetime which is slightly lower than the European average.

Since 2000 the working lifetime has increased by three years on average in the EU. This rise has been observed in all countries except Romania. It has been particularly sharp in the Netherlands, Spain and Sweden (4 years). It stems partially from the rise in labour force participation rates. ■

Definitions

Usual weekly working hours: this refers to a normal working week with no exceptional event (bank holiday, day off, etc.). It includes all of the hours usually worked, including regular ('structural') overtime hours. The main working-time indicator used in this sheet is that of the usual weekly working hours. Indeed, national practice in terms of working time and leave (for example) is varied, and its measurement across all European countries is not always homogenous, to the extent that the actual annual working times derived from the Labour Force Surveys are difficult to compare between countries.

Working lifetime: indicator that measures the number of years for which a person aged 15 is likely to be active on the labour market throughout his or her lifetime. It takes into account life expectancy and labour market data (labour force participation rate by age).

Further Reading

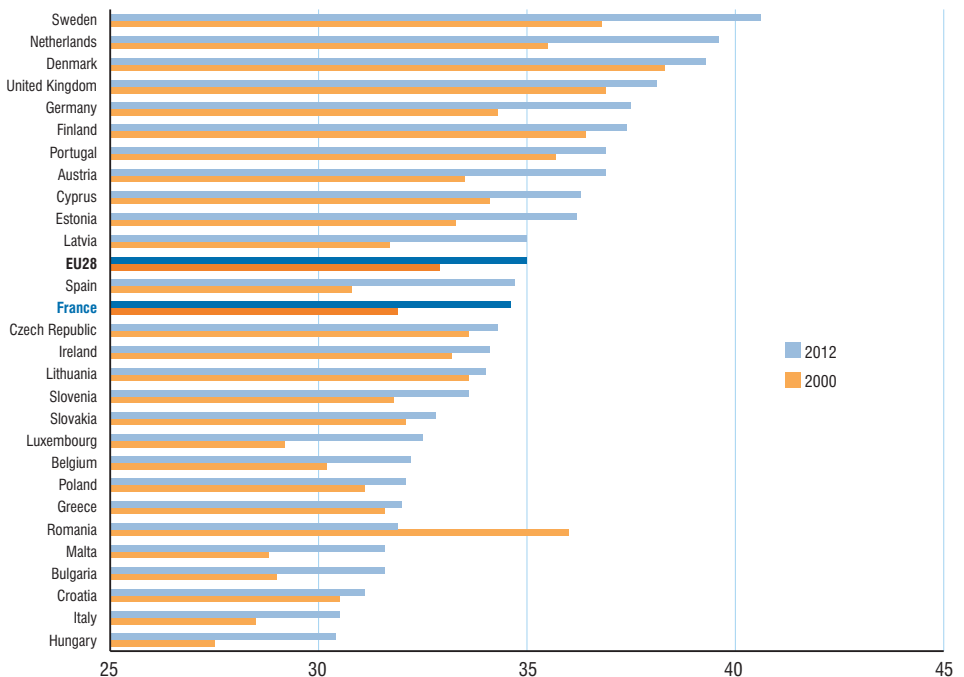
- « La durée du travail des salariés à temps complet », *Dares Analyses* n° 047, July 2013.

1. Different indicators of working time in Q2 2013

	Average number of usual working hours per week			Proportion of part time (as a %)
	Part time	Full time	Whole	
Austria	20.6	43.2	37.2	25.6
Belgium	23.8	41.8	37.4	23.6
Bulgaria	20.3	41.2	40.7	2.6
Cyprus	19.7	42.4	39.8	11.5
Croatia	21.5	41.2	39.5	7.0
Czech Republic	20.9	41.9	40.5	5.9
Denmark	18.5	38.9	33.6	25.4
Estonia	20.7	40.8	38.9	8.7
Finland	19.9	40.0	37.1	13.5
France	22.9	40.7	37.5	17.6
Germany	18.2	41.8	35.3	26.4
Greece	20.2	44.1	42.1	8.0
Hungary	23.4	40.7	39.5	6.5
Ireland	19.4	40.0	35.3	23.5
Italy	21.1	40.4	36.9	17.8
Latvia	21.1	40.4	38.9	7.8
Lithuania	20.8	39.6	38.1	8.1
Luxembourg	21.5	40.7	37.1	18.7
Malta	21.4	41.4	38.4	14.1
Netherlands	19.5	40.7	29.9	50.1
Poland	22.2	42.4	40.8	7.0
Portugal	16.4	42.8	39.3	11.3
Romania	23.4	40.7	40.3	9.0
Slovakia	19.6	41.8	40.7	4.8
Slovenia	19.6	42.0	39.7	9.3
Spain	18.2	41.8	37.9	16.3
Sweden	23.7	40.8	36.3	24.7
United Kingdom	18.9	42.9	36.4	25.8
EU28	19.8	41.6	37.2	19.6

Source: Eurostat, Labour Force Surveys, extraction in February 2014.

2. Working lifetime



Source: Eurostat, extraction in February 2014.

4.5 Foreign labour force

In 2012, people of foreign nationality represented an average of 6% of the **labour force** in the European Union (excluding Romania). This proportion is highest in Luxembourg (51%). It is also very high in countries such as Cyprus (24%), Estonia and Latvia (16%), as well as in Spain and Ireland (15%). In the EU as a whole, over 40% of the **foreign** labour force come from a European Union country.

Between 2003 and 2012 the foreign labour force of the EU grew by more than 6% per year as an annual average, with sharp differences in rhythm and scale according to the country. The increase has been particularly marked in Slovenia, Ireland, Cyprus, Spain and Denmark. Conversely, since 2003 the number of foreign workers has declined in several countries of Eastern Europe. In the Baltic countries this phenomenon is partly explained by a naturalisation policy.

In 2012 in the EU, the **labour force participation rate** among foreigners was the same as that for nationals. It was twice as high as that for nationals in 16 countries, most notably Luxembourg, Slovakia and Cyprus, where the differential between nationals and foreigners exceeded 8 points. But in Sweden, the Netherlands and Germany, the labour force participation rate is 9 points higher among nationals than among foreigners. These differences between countries are partly due to the reasons people migrate: in the countries where the labour force participation rate among foreigners is high, the majority of new immigrants have come to find work.

In all countries the labour force participation rate rises with the level of education, but this

increase is less marked among foreigners. Among unqualified people the foreign labour force participation rate is often higher, or only slightly lower, than that of nationals.

In almost all countries unemployment affects foreigners more. Their **unemployment rate** is more than twice as high as that of nationals in ten countries, particularly Sweden, Belgium, Austria and Denmark. In 2012 the unemployment rate among foreigners from a European country was 12.5%, against 21.3% for those from a third country.

In most European Union countries the situation of foreigners on the labour market has deteriorated sharply in recent years, both in absolute terms and in comparison with that of nationals. On average, the unemployment rate among foreign workers increased by 5.6 points between 2008 and 2012, while this increase was more moderate among nationals (+3.3 points). The unemployment rate among foreigners did however rise less than that of nationals in eleven countries, including Denmark, Cyprus and Lithuania. In many countries the unemployment rate among foreign women is lower than that for foreign men, but these women are also more often inactive, on average.

60% of jobs occupied by foreigners are held by European Union citizens and the **employment rate** among foreigners of European nationality (68%) is far higher than that for non-Europeans (54%). This phenomenon is particularly marked in Slovenia, Lithuania, the Netherlands, the United Kingdom and Poland. ■

Definitions

Foreigner: a citizen from other EU Member States and citizens from third-party countries usually residing in the reporting country.

Labour force: people in employment or seeking employment.

Labour force participation rate: ratio between a population's labour force and the total population.

Unemployment rate (as defined by the ILO): the number of unemployed persons as defined by the ILO (that is, people who are jobless, available for working and seeking a job or who have found one which starts at a later date) as a proportion of the labour force.

Employment rate: ratio between the population with a job and the total number of individuals in this population.

Further reading

- "In the EU of E27, foreign workers account for 7% of overall employment in 2012", Eurostat, June 2013.
- "International migration outlook 2013", OECD, June 2013.

Foreign labour force 4.5

1. Foreign workers in the countries of the EU of 28

	Foreign labour force (in thousands)		Share in the total labour force (as a %)	
	2003	2012	2003	2012
Austria	399	532	10	12
Belgium	334	484	8	10
Bulgaria	8	5	<0.5	<0.5
Croatia	...	3	...	<0.5
Cyprus	38	101	12	24
Czech Republic	82	80	2	1
Denmark	92	205	3	7
Estonia	129	108	20	16
Finland	41	69	2	3
France	1,358	1,739	5	6
Germany	3,562	4,109	9	10
Greece	268	428	6	9
Hungary	22	32	1	1
Ireland	119	324	6	15
Italy	...	2,705	...	11
Latvia	...	159	...	16
Lithuania	14	9	1	1
Luxembourg	87	126	45	51
Malta	...	5	...	3
Netherlands	304	343	4	4
Poland	...	29	...	<0.5
Portugal	139	165	3	3
Romania
Slovakia	5	5	<0.5	<0.5
Slovenia	3	26	<0.5	3
Spain	1,463	3,404	8	15
Sweden	210	275	5	6
United Kingdom	1,472	2,827	5	9
EU28¹	10,150	18,297	4.5	5.7

1. All countries in the EU of 28 for which the data are known. Scope: labour force aged 15 to 64. Source: Eurostat.

2. Situation on the labour market in 2012 of foreigners and nationals in the countries of the EU of 28

	as a %			
	Labour force participation rate		Unemployment rate	
	Foreigners	Nationals	Foreigners	Nationals
Austria	71.2	76.6	8.8	3.8
Belgium	63.3	67.4	17.2	6.5
Bulgaria	72.2	67.1	...	12.4
Croatia	52.9	60.5	...	16.3
Cyprus	79.9	71.7	13.2	11.7
Czech Republic	77.9	71.5	5.7	7.1
Denmark	71.5	79.3	16.0	7.0
Estonia	77.3	74.4	18.6	8.8
Finland	70.2	75.4	16.3	7.6
France	65.4	71.4	19.3	9.3
Germany	69.0	78.1	10.5	5.0
Greece	74.1	67.4	33.3	23.6
Hungary	68.0	64.3	11.1	11.0
Ireland	72.2	68.7	17.6	14.5
Italy	70.6	62.9	14.1	10.5
Latvia	75.0	74.4	22.9	13.9
Lithuania	79.5	71.8	...	13.6
Luxembourg	74.6	64.7	7.0	3.3
Malta	62.8	63.1	10.3	6.3
Netherlands	69.6	79.8	10.2	5.0
Poland	71.7	66.5	...	10.2
Portugal	80.2	73.8	26.6	16.1
Romania	...	64.2	...	7.3
Slovakia	78.5	69.4	...	14.0
Slovenia	74.4	70.3	15.5	8.8
Spain	78.9	73.3	36.1	23.3
Sweden	70.3	81.0	21.0	7.3
United Kingdom	73.9	76.5	9.2	7.9
EU28	71.7	71.7	17.8	10.0

1. All countries in the EU of 28 for which the data are known. Scope: labour force aged 15 to 64. Source: Eurostat.