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**EUROPE'S DEMOGRAPHIC FUTURE: FACTS AND FIGURES  
(ANNEXES)**

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	Belgium					EU-25				
	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
<b>Demographic Trends</b>										
Population in Millions	9	10	10	11	11	378	426	457	469	450
Total Fertility Rate (number of children per women)	2,7	1,6	1,6	1,7	1,7	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	74	77	82	87	88	73	76	80	84	86
Life expectancy at birth for men in years	68	70	76	80	82	67	69	74	78	81
Net migration in the population in thousands			24	19	19			1.464	835	822
Mean age of women at childbirth			:					29		
Population share of persons under 25 in %	34	36	29	26	25	40	38	29	24	23
Population share of persons aged 25-64 in %	54	50	54	49	47	50	49	54	51	47
Population share of persons aged 60-79 in %	16	16	18	24	22	13	15	18	25	25
Population share of very old persons 80+ in %	2	3	4	7	11	1	2	4	7	11
Old age dependency ratio (15-64) in %	18	22	26	41	48	15	21	25	40	53
<b>Gender Equality and Family situation</b>										
			2004/5					2004/5		
Employment rate women/men in %			54/68					56/71		
Gender pay gap in %			6					15		
Share of part time work among women/men in %			41/7					33/7		
Childcare availability for children ( 0-3 / 3-compulsory school age) in %			63/100					:/		
At-risk-of-poverty after social transfer in total/children in %			15/16					17/20		
<b>Ageing and the Labour Market</b>										
			2004/5					2004/5		
Employment rates for persons aged 55-64 women/men in %			22/42					34/52		
Employment rates for persons aged 60-64 in %			17					27		
Employment rates for persons aged 65-69 in %			3					8		
Average exit age from the labour market			59					61		
Inactive for health reasons in % of inactive (aged 50-64)			12					16		
Internet use total/people 65-74 in %			58/12					51/12		
<b>Education, R&amp;D and Productivity</b>										
			2004/5					2004/5		
Early school leavers women/men in %			11/15					13/17		
Youth educational attainment levels women/men in %			85/76					80/74		
Total population having at least completed secondary edu. in %			66					69		
Lifelong learning			8,2/8,5					9,4/11		
R&D share in % GDP			1,9					1,9		
Productivity per hour relative to EU-15 in %			129					100		
<b>Migration and Integration</b>										
			2004/5					2004/5		
Share of non nationals in the population in %			8					6		
Employment rate of nationals in %			62					65		
Employment rate of non EU-25 nationals in %			35					55		
Unemployment rate of nationals in %			8					9		
Unemployment rate of non EU-25 nationals in %			34					17		
Low education of nationals in %			43					35		
Low education non EU-25 nationals in %			56					49		
<b>Sustainability of Public Finances and Social Protection</b>										
			2004/5	2030	2050			2004/5	2040	2050
Government debt as % of GDP			93,3					63,4		
% of government revenue in GDP			49,3					43,7		
% of public expenditure on pensions in GDP			10,4	14,7	15,5			10,6	11,9	12,8
% of public expenditure on health care in GDP			6,2	7,1	11,3			6,4	7,4	8,0
% of public expenditure on long term care in GDP			0,9	1,3	1,9			0,9	1,1	1,5

### Demographic challenges and ...

Belgium's fertility rate is slightly above the European average and population ageing is projected to be less pronounced than in the EU as a whole.

### ... 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 works 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					EU-25				
Demographic Trends	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
Population in Millions	8	9	8	6	5	378	426	457	469	450
Total Fertility Rate (number of children per women)	2,2	2,0	1,2	1,4	1,5	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	72	74	76	81	83	73	76	80	84	86
Life expectancy at birth for men in years	68	68	69	76	78	67	69	74	78	81
Net migration in the population in thousands			-16	2	3			1.464	835	822
Mean age of women at childbirth			26					29		
Population share of persons under 25 in %	41	36	28	20	20	40	38	29	24	23
Population share of persons aged 25-64 in %	52	52	55	54	47	50	49	54	51	47
Population share of persons aged 60-79 in %	10	14	20	26	32	13	15	18	25	25
Population share of very old persons 80+ in %	1	2	3	7	10	1	2	4	7	11
Old age dependency ratio (15-64) in %	11	18	25	40	61	15	21	25	40	53
<b>Gender Equality and Family situation</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rate women/men in %			52/60					56/71		
Gender pay gap in %			16					15		
Share of part time work among women/men in %			3/2					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			7/74					:/		
At-risk-of-poverty after social transfer in total/children in %			15/18					17/20		
<b>Ageing and the Labour Market</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rates for persons aged 55-64 women/men in %			26/46					34/52		
Employment rates for persons aged 60-64 in %			17					27		
Employment rates for persons aged 65-69 in %			5					8		
Average exit age from the labour market			60					61		
Inactive for health reasons in % of inactive (aged 50-64)			:					16		
Internet use total/people 65-74 in %			:					51/12		
<b>Education, R&amp;D and Productivity</b>			<b>2004/5</b>					<b>2004/5</b>		
Early school leavers women/men in %			21/20					13/17		
Youth educational attainment levels women/men in %			76/77					79/74		
Total population having at least completed secondary edu. in %			73					69		
Lifelong learning			1,3/1,2					9,4/11		
R&D share in % GDP			0,5					1,9		
Productivity per hour relative to EU25 in %			32					100		
<b>Migration and Integration</b>			<b>2004/5</b>					<b>2004/5</b>		
Share of non nationals in the population in %			:					6		
Employment rate of nationals in %			56					65		
Employment rate of non EU-25 nationals in %			:					55		
Unemployment rate of nationals in %			10					9		
Unemployment rate of non EU-25 nationals in %			:					17		
Low education of nationals in %			:					35		
Low education non EU-25 nationals in %			:					50		
<b>Sustainability of Public Finances and Social Protection</b>			<b>2004/5</b>	<b>2030</b>	<b>2050</b>			<b>2004/5</b>	<b>2040</b>	<b>2050</b>
Government debt as % of GDP			38,8					63,4		
% of government revenue in GDP			41,1					43,7		
% of public expenditure on pensions in GDP			9,1	7,3	7,9			10,6	11,90	12,8
% of public expenditure on health care in GDP			4,8	5,8	6,4			6,4	7,40	8
% of public expenditure on long term care in GDP			:	:	:			0,9	1,10	1,5

### 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 expected to rise to a much 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 the 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					EU-25				
Demographic Trends	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
Population in Millions	10	10	10	10	9	378	426	457	469	450
Total Fertility Rate (number of children per women)	2,2	2,0	1,2	1,5	1,5	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	73	74	79	83	84	73	76	80	84	86
Life expectancy at birth for men in years	67	67	72	78	80	67	69	74	78	81
Net migration in the population in thousands			4	22	20			1.464	835	822
Mean age of women at childbirth			28					29		
Population share of persons under 25 in %	39	37	28	23	22	40	38	29	24	23
Population share of persons aged 25-64 in %	52	50	58	54	48	50	49	54	51	47
Population share of persons aged 60-79 in %	13	15	17	23	29	13	15	18	25	25
Population share of very old persons 80+ in %	1	2	3	7	9	1	2	4	7	11
Old age dependency ratio (15-64) in %	13	21	20	37	55	15	21	25	40	53
<b>Gender Equality and Family situation</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rate women/men in %			56/73					56/71		
Gender pay gap in %			19					15		
Share of part time work among women/men in %			8/2					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			8/85					:/		
At-risk-of-poverty after social transfer in total/children in %			10/14					17/20		
<b>Ageing and the Labour Market</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rates for persons aged 55-64 women/men in %			31/60					34/52		
Employment rates for persons aged 60-64 in %			22					27		
Employment rates for persons aged 65-69 in %			8					8		
Average exit age from the labour market			60					61		
Inactive for health reasons in % of inactive (aged 50-64)			24					16		
Internet use total/people 65-74 in %			32/2					51/12		
<b>Education, R&amp;D and Productivity</b>			<b>2004/5</b>					<b>2004/5</b>		
Early school leavers women/men in %			7/6					13/17		
Youth educational attainment levels women/men in %			90/91					80/74		
Total population having at least completed secondary edu. in %			90					69		
Lifelong learning			5,2/5,9					9,4/11		
R&D share in % GDP			1,3					1,9		
Productivity per hour relative to EU15 in %			50					100		
<b>Migration and Integration</b>			<b>2004/5</b>					<b>2004/5</b>		
Share of non nationals in the population in %			3					6		
Employment rate of nationals in %			65					65		
Employment rate of non EU-25 nationals in %			72					55		
Unemployment rate of nationals in %			8					9		
Unemployment rate of non EU-25 nationals in %			7					17		
Low education of nationals in %			20					35		
Low education non EU-25 nationals in %			22					49		
<b>Sustainability of Public Finances and Social Protection</b>			<b>2004/5</b>	<b>2030</b>	<b>2050</b>			<b>2004/5</b>	<b>2040</b>	<b>2050</b>
Government debt as % of GDP			30,5					63,4		
% of government revenue in GDP			42,5					43,7		
% of public expenditure on pensions in GDP			8,5	9,6	14,1			10,6	11,9	12,8
% of public expenditure on health care in GDP			6,4	7,8	8,4			6,4	7,4	8,0
% of public expenditure on long term care in GDP			0,3	0,5	0,7			0,9	1,1	1,5

### 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 shrinking population and, in spite of below-average life expectancy, a strong rise in the old-age dependency ratio.

### ... 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 European average, which means that there is much room for increasing the size of the labour force. While educational attainment is already high, productivity levels can still be raised considerably. Public debt is currently low, but a large ageing-related increase in public pensions expenditure is expected.

	Denmark					EU-25				
Demographic Trends	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
Population in Millions	5	5	5	6	5	378	426	457	469	450
Total Fertility Rate (number of children per women)	2,6	1,4	1,8	1,8	1,8	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	74	77	80	83	84	73	76	80	84	86
Life expectancy at birth for men in years	70	71	75	79	81	67	69	74	78	81
Net migration in the population in thousands			8	7	7			1.464	835	822
Mean age of women at childbirth			30					29		
Population share of persons under 25 in %	40	36	30	27	27	40	38	29	24	23
Population share of persons aged 25-64 in %	49	50	55	50	48	50	49	54	51	47
Population share of persons aged 60-79 in %	14	17	17	23	21	13	15	18	25	25
Population share of very old persons 80+ in %	2	3	4	7	9	1	2	4	7	11
Old age dependency ratio (15-64) in %	17	22	23	37	40	15	21	25	40	53
<b>Gender Equality and Family situation</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rate women/men in %			72/80					56/71		
Gender pay gap in %			17					15		
Share of part time work among women/men in %			33/13					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			56/93					:/		
At-risk-of-poverty after social transfer in total/children in %			12/9					17/20		
<b>Ageing and the Labour Market</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rates for persons aged 55-64 women/men in %			54/65					34/52		
Employment rates for persons aged 60-64 in %			37					27		
Employment rates for persons aged 65-69 in %			14					8		
Average exit age from the labour market			62					61		
Inactive for health reasons in % of inactive (aged 50-64)			41					16		
Internet use total/people 65-74 in %			77/30					51/12		
<b>Education, R&amp;D and Productivity</b>			<b>2004/5</b>					<b>2004/5</b>		
Early school leavers women/men in %			8/9					13/17		
Youth educational attainment levels women/men in %			78/75					80/74		
Total population having at least completed secondary edu. in %			81					69		
Lifelong learning			23,6/31,2					9,4/11		
R&D share in % GDP			2,6					1,9		
Productivity per hour relative to EU15 in %			103					100		
<b>Migration and Integration</b>			<b>2004/5</b>					<b>2004/5</b>		
Share of non nationals in the population in %			5					6		
Employment rate of nationals in %			77					65		
Employment rate of non EU-25 nationals in %			53					55		
Unemployment rate of nationals in %			5					9		
Unemployment rate of non EU-25 nationals in %			14					17		
Low education of nationals in %			30					35		
Low education non EU-25 nationals in %			42					49		
<b>Sustainability of Public Finances and Social Protection</b>			<b>2004/5</b>	<b>2030</b>	<b>2050</b>			<b>2004/5</b>	<b>2040</b>	<b>2050</b>
Government debt as % of GDP			35,8					63,4		
% of government revenue in GDP			55,5					43,7		
% of public expenditure on pensions in GDP			9,5	12,8	12,8			10,6	11,9	12,8
% of public expenditure on health care in GDP			6,9	7,7	7,9			6,4	7,4	8,0
% of public expenditure on long term care in GDP			1,1	1,7	2,2			0,9	1,1	1,5

### 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.

### ... 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					EU-25				
Demographic Trends	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
Population in Millions	73	78	83	81	75	378	426	457	469	450
Total Fertility Rate (number of children per women)	2,5	1,5	1,4	1,5	1,5	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	72	76	82	85	87	73	76	80	84	86
Life expectancy at birth for men in years	67	70	76	80	82	67	69	74	78	81
Net migration in the population in thousands			211	181	179			1.464	835	822
Mean age of women at childbirth			29					29		
Population share of persons under 25 in %	37	35	26	22	21	40	38	29	24	23
Population share of persons aged 25-64 in %	52	50	55	50	47	50	49	54	51	47
Population share of persons aged 60-79 in %	16	17	21	28	25	13	15	18	25	25
Population share of very old persons 80+ in %	2	3	4	8	14	1	2	4	7	11
Old age dependency ratio (15-64) in %	17	24	28	46	56	15	21	25	40	53
<b>Gender Equality and Family situation</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rate women/men in %			60/71					56/71		
Gender pay gap in %			23					15		
Share of part time work among women/men in %			44/8					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			7/89					:/		
At-risk-of-poverty after social transfer in total/children in %			20/16					17/20		
<b>Ageing and the Labour Market</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rates for persons aged 55-64 women/men in %			38/54					34/52		
Employment rates for persons aged 60-64 in %			28					27		
Employment rates for persons aged 65-69 in %			6					8		
Average exit age from the labour market			61					61		
Inactive for health reasons in % of inactive (aged 50-64)			11					16		
Internet use total/people 65-74 in %			65/20					51/12		
<b>Education, R&amp;D and Productivity</b>			<b>2004/5</b>					<b>2004/5</b>		
Early school leavers women/men in %			14/14					13/17		
Youth educational attainment levels women/men in %			72/70					80/74		
Total population having at least completed secondary edu. in %			83					69		
Lifelong learning			8/7,4					9,4/11		
R&D share in % GDP			2,5					1,9		
Productivity per hour relative to EU15 in %			106					100		
<b>Migration and Integration</b>			<b>2004/5</b>					<b>2004/5</b>		
Share of non nationals in the population in %			9					6		
Employment rate of nationals in %			67					65		
Employment rate of non EU-25 nationals in %			47					55		
Unemployment rate of nationals in %			10					9		
Unemployment rate of non EU-25 nationals in %			25					17		
Low education of nationals in %			26					35		
Low education non EU-25 nationals in %			56					49		
<b>Sustainability of Public Finances and Social Protection</b>			<b>2004/5</b>	<b>2030</b>	<b>2050</b>			<b>2004/5</b>	<b>2040</b>	<b>2050</b>
Government debt as % of GDP			67,7					63,4		
% of government revenue in GDP			42,3					43,7		
% of public expenditure on pensions in GDP			11,4	12,3	13,1			10,6	11,9	12,8
% of public expenditure on health care in GDP			6,0	6,9	7,2			6,4	7,4	8,0
% of public expenditure on long term care in GDP			1,0	1,4	2,0			0,9	1,1	1,5

### Demographic challenges and ...

In Germany, below-average fertility rates and life expectancies that match the EU average are expected to translate into a shrinking population. Germany currently has the highest old-age dependency ratio in the EU and is expected to stay above the EU average in this regard.

### ... opportunities for tackling them

Labour market opportunities for women could be promoted through better childcare provision and access to full-time employment and a reduced pay gap.  
Employment rates of older workers are slightly above the EU average and could increase further.  
The integration of third country nationals into labour markets and education systems could also be further improved.  
The public debt lies above the EU average; fiscal consolidation could contribute to the sustainability of public finances. The expected ageing-related increase in public social protection spending is slightly below the EU average.



	Estonia					EU-25				
Demographic Trends	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
Population in Millions	1,2	1,5	1,4	1,2	1,1	378	426	457	469	450
Total Fertility Rate (number of children per women)	1,9	2,1	1,4	1,6	1,6	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	73	75	77	81	83	73	76	80	84	86
Life expectancy at birth for men in years	65	65	66	72	75	67	69	74	78	81
Net migration in the population in thousands			1	2	2			1.464	835	822
Mean age of women at childbirth			28					29		
Population share of persons under 25 in %	38	37	31	27	24	40	38	29	24	23
Population share of persons aged 25-64 in %	51	51	53	52	50	50	49	54	51	47
Population share of persons aged 60-79 in %	14	14	19	22	26	13	15	18	25	25
Population share of very old persons 80+ in %	2	2	3	6	8	1	2	4	7	11
Old age dependency ratio (15-64) in %	16	19	24	33	43	15	21	25	40	53
<b>Gender Equality and Family situation</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rate women/men in %			62/67					56/71		
Gender pay gap in %			24					15		
Share of part time work among women/men in %			10/5					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			22/79					:/		
At-risk-of-poverty after social transfer in total/children in %			18/18					17/20		
<b>Ageing and the Labour Market</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rates for persons aged 55-64 women/men in %			54/59					34/52		
Employment rates for persons aged 60-64 in %			44					27		
Employment rates for persons aged 65-69 in %			18					8		
Average exit age from the labour market			62					61		
Inactive for health reasons in % of inactive (aged 50-64)			33					16		
Internet use total/people 65-74 in %			59/10					51/12		
<b>Education, R&amp;D and Productivity</b>			<b>2004/5</b>					<b>2004/5</b>		
Early school leavers women/men in %			11/17					13/17		
Youth educational attainment levels women/men in %			87/75					80/74		
Total population having at least completed secondary edu. in %			89					69		
Lifelong learning			4,3/7,3					9,4/11		
R&D share in % GDP			0,8					1,9		
Productivity per hour relative to EU15 in %			39					100		
<b>Migration and Integration</b>			<b>2004/5</b>					<b>2004/5</b>		
Share of non nationals in the population in %			19					6		
Employment rate of nationals in %			65					65		
Employment rate of non EU-25 nationals in %			62					55		
Unemployment rate of nationals in %			6					9		
Unemployment rate of non EU-25 nationals in %			15					17		
Low education of nationals in %			23					35		
Low education non EU-25 nationals in %			21					49		
<b>Sustainability of Public Finances and Social Protection</b>			<b>2004/5</b>	<b>2030</b>	<b>2050</b>			<b>2004/5</b>	<b>2040</b>	<b>2050</b>
Government debt as % of GDP			4,8					63,4		
% of government revenue in GDP			42,4					43,7		
% of public expenditure on pensions in GDP			6,7	4,8	4,2			10,6	11,9	12,8
% of public expenditure on health care in GDP			5,4	6,2	6,5			6,4	7,4	8,0
% of public expenditure on long term care in GDP			:	:	:			0,9	1,1	1,5

### Demographic challenges and ...

Estonia'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 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.

### ... 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.

	Greece					EU-25				
Demographic Trends	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
Population in Millions	8	10	11	11	11	378	426	457	469	450
Total Fertility Rate (number of children per women)	2,3	2,0	1,3	1,5	1,5	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	72	77	81	84	85	73	76	80	84	86
Life expectancy at birth for men in years	67	72	76	79	80	67	69	74	78	81
Net migration in the population in thousands			43	35	35			1.464	835	822
Mean age of women at childbirth			30					29		
Population share of persons under 25 in %	43	38	27	23	21	40	38	29	24	23
Population share of persons aged 25-64 in %	49	49	55	53	46	50	49	54	51	47
Population share of persons aged 60-79 in %	11	15	20	26	28	13	15	18	25	25
Population share of very old persons 80+ in %	1	2	3	7	10	1	2	4	7	11
Old age dependency ratio (15-64) in %	13	20	27	39	59	15	21	25	40	53
<b>Gender Equality and Family situation</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rate women/men in %			46/74					56/71		
Gender pay gap in %			10					15		
Share of part time work among women/men in %			9/2					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			7/60					:/		
At-risk-of-poverty after social transfer in total/children in %			20/21					17/20		
<b>Ageing and the Labour Market</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rates for persons aged 55-64 women/men in %			26/59					34/52		
Employment rates for persons aged 60-64 in %			31					27		
Employment rates for persons aged 65-69 in %			9					8		
Average exit age from the labour market			60					61		
Inactive for health reasons in % of inactive (aged 50-64)			7					16		
Internet use total/people 65-74 in %			22/1					51/12		
<b>Education, R&amp;D and Productivity</b>			<b>2004/5</b>					<b>2004/5</b>		
Early school leavers women/men in %			9/18					13/17		
Youth educational attainment levels women/men in %			89/79					80/74		
Total population having at least completed secondary edu. in %			60					69		
Lifelong learning			6,2/8,6					9,4/11		
R&D share in % GDP			0,6					1,9		
Productivity per hour relative to EU15 in %			71					100		
<b>Migration and Integration</b>			<b>2004/5</b>					<b>2004/5</b>		
Share of non nationals in the population in %			8					6		
Employment rate of nationals in %			60					65		
Employment rate of non EU-25 nationals in %			71					55		
Unemployment rate of nationals in %			10					9		
Unemployment rate of non EU-25 nationals in %			8					17		
Low education of nationals in %			50					35		
Low education non EU-25 nationals in %			52					49		
<b>Sustainability of Public Finances and Social Protection</b>			<b>2004/5</b>	<b>2030</b>	<b>2050</b>			<b>2004/5</b>	<b>2040</b>	<b>2050</b>
Government debt as % of GDP			107,5					63,4		
% of government revenue in GDP			38,3					43,7		
% of public expenditure on pensions in GDP			:	:	:			10,6	11,9	12,8
% of public expenditure on health care in GDP			5,1	5,9	6,8			6,4	7,4	8,0
% of public expenditure on long term care in GDP			:	:	:			0,9	1,1	1,5

### Demographic challenges and ...

The fertility rate 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 to several points above the EU average.

### ... 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 into the labour market, but this may be due to the fact that most of them have come fairly recently, in search of work. Facilitating their entrance into the regular labour market might strengthen social protection and public finances. Public debt is large; its reduction could help meet future social protection needs.

	Spain					EU-25				
Demographic Trends	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
Population in Millions	30	38	42	45	43	378	426	457	469	450
Total Fertility Rate (number of children per women)	2,9	1,9	1,3	1,4	1,4	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	72	75	83	87	88	73	76	80	84	86
Life expectancy at birth for men in years	67	73	77	80	81	67	69	74	78	81
Net migration in the population in thousands			508	105	102			1.464	835	822
Mean age of women at childbirth			31					29		
Population share of persons under 25 in %	43	43	27	22	20	40	38	29	24	23
Population share of persons aged 25-64 in %	49	47	56	53	45	50	49	54	51	47
Population share of persons aged 60-79 in %	11	13	17	25	29	13	15	18	25	25
Population share of very old persons 80+ in %	1	2	4	7	13	1	2	4	7	11
Old age dependency ratio (15-64) in %	13	17	25	39	67	15	21	25	40	53
<b>Gender Equality and Family situation</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rate women/men in %			51/75					56/71		
Gender pay gap in %			15					15		
Share of part time work among women/men in %			25/5					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			10/98					:/		
At-risk-of-poverty after social transfer in total/children in %			20/21					17/20		
<b>Ageing and the Labour Market</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rates for persons aged 55-64 women/men in %			27/60					34/52		
Employment rates for persons aged 60-64 in %			32					27		
Employment rates for persons aged 65-69 in %			4					8		
Average exit age from the labour market			62					61		
Inactive for health reasons in % of inactive (aged 50-64)			23					16		
Internet use total/people 65-74 in %			44/4					51/12		
<b>Education, R&amp;D and Productivity</b>			<b>2004/5</b>					<b>2004/5</b>		
Early school leavers women/men in %			25/36					13/17		
Youth educational attainment levels women/men in %			68/55					80/74		
Total population having at least completed secondary edu. in %			48					69		
Lifelong learning			1,9/1,8					9,4/11		
R&D share in % GDP			1,1					1,9		
Productivity per hour relative to EU15 in %			88					100		
<b>Migration and Integration</b>			<b>2004/5</b>					<b>2004/5</b>		
Share of non nationals in the population in %			8					6		
Employment rate of nationals in %			63					65		
Employment rate of non EU-25 nationals in %			70					55		
Unemployment rate of nationals in %			9					9		
Unemployment rate of non EU-25 nationals in %			12					17		
Low education of nationals in %			60					35		
Low education non EU-25 nationals in %			50					49		
<b>Sustainability of Public Finances and Social Protection</b>			<b>2004/5</b>	<b>2030</b>	<b>2050</b>			<b>2004/5</b>	<b>2040</b>	<b>2050</b>
Government debt as % of GDP			43,2					63,4		
% of government revenue in GDP			39,2					43,7		
% of public expenditure on pensions in GDP			8,6	11,9	15,7			10,6	11,9	12,8
% of public expenditure on health care in GDP			6,1	7,3	8,3			6,4	7,4	8,0
% of public expenditure on long term care in GDP			0,5	0,5	0,7			0,9	1,1	1,5

### Demographic challenges and ...

Spain's current fertility rate is among the lowest in the EU and 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 the highest old-age dependency ratio 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.

### ... 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					EU-25				
Demographic Trends	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
Population in Millions	47	54	60	65	66	378	426	457	469	450
Total Fertility Rate (number of children per women)	2,9	1,9	1,9	1,9	1,9	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	74	78	83	88	89	73	76	80	84	86
Life expectancy at birth for men in years	67	70	76	81	83	67	69	74	78	81
Net migration in the population in thousands			64	59	59			1.464	835	822
Mean age of women at childbirth			30					29		
Population share of persons under 25 in %	39	38	31	28	27	40	38	29	24	23
Population share of persons aged 25-64 in %	50	48	52	48	46	50	49	54	51	47
Population share of persons aged 60-79 in %	15	14	16	23	22	13	15	18	25	25
Population share of very old persons 80+ in %	2	3	5	8	11	1	2	4	7	11
Old age dependency ratio (15-64) in %	19	22	25	41	48	15	21	25	40	53
<b>Gender Equality and Family situation</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rate women/men in %			58/69					56/71		
Gender pay gap in %			12					15		
Share of part time work among women/men in %			31/6					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			43/100					:/		
At-risk-of-poverty after social transfer in total/children in %			13/13					17/20		
<b>Ageing and the Labour Market</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rates for persons aged 55-64 women/men in %			35/41					34/52		
Employment rates for persons aged 60-64 in %			13					27		
Employment rates for persons aged 65-69 in %			3					8		
Average exit age from the labour market			59					61		
Inactive for health reasons in % of inactive (aged 50-64)			0,4					16		
Internet use total/people 65-74 in %			:/					51/12		
<b>Education, R&amp;D and Productivity</b>			<b>2004/5</b>					<b>2004/5</b>		
Early school leavers women/men in %			11/15					13/17		
Youth educational attainment levels women/men in %			84/81					80/74		
Total population having at least completed secondary edu. in %			66					69		
Lifelong learning			9,7/11,4					9,4/11		
R&D share in % GDP			2,2					1,9		
Productivity per hour relative to EU15 in %			117					100		
<b>Migration and Integration</b>			<b>2004/5</b>					<b>2004/5</b>		
Share of non nationals in the population in %			6					6		
Employment rate of nationals in %			64					65		
Employment rate of non EU-25 nationals in %			44					55		
Unemployment rate of nationals in %			9					9		
Unemployment rate of non EU-25 nationals in %			25					17		
Low education of nationals in %			42					35		
Low education non EU-25 nationals in %			65					49		
<b>Sustainability of Public Finances and Social Protection</b>			<b>2004/5</b>	<b>2030</b>	<b>2050</b>			<b>2004/5</b>	<b>2040</b>	<b>2050</b>
Government debt as % of GDP			66,8					63,4		
% of government revenue in GDP			49,1					43,7		
% of public expenditure on pensions in GDP			12,8	14,3	14,8			10,6	11,9	12,8
% of public expenditure on health care in GDP			7,7	8,9	9,5			6,4	7,4	8,0
% of public expenditure on long term care in GDP			:	:	:			0,9	1,1	1,5

### Demographic challenges and ...

France has one of the highest fertility rates 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 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.

	Ireland					EU-25				
Demographic Trends	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
Population in Millions	3	3	4	5	5	378	426	457	469	450
Total Fertility Rate (number of children per women)	4,0	2,9	2,0	1,8	1,8	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	72	76	81	85	87	73	76	80	84	86
Life expectancy at birth for men in years	68	70	76	80	82	67	69	74	78	81
Net migration in the population in thousands			16	13	12			1.464	835	822
Mean age of women at childbirth			31					29		
Population share of persons under 25 in %	45	48	36	30	26	40	38	29	24	23
Population share of persons aged 25-64 in %	44	41	53	52	48	50	49	54	51	47
Population share of persons aged 60-79 in %	14	13	13	20	24	13	15	18	25	25
Population share of very old persons 80+ in %	2	2	3	5	8	1	2	4	7	11
Old age dependency ratio (15-64) in %	19	18	16	28	45	15	21	25	40	53
<b>Gender Equality and Family situation</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rate women/men in %			58/77					56/71		
Gender pay gap in %			11					15		
Share of part time work among women/men in %			32/6					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			:/					:/		
At-risk-of-poverty after social transfer in total/children in %			20/19					17/20		
<b>Ageing and the Labour Market</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rates for persons aged 55-64 women/men in %			37/66					34/52		
Employment rates for persons aged 60-64 in %			43					27		
Employment rates for persons aged 65-69 in %			15					8		
Average exit age from the labour market			63					61		
Inactive for health reasons in % of inactive (aged 50-64)			1,2					16		
Internet use total/people 65-74 in %			37/8					51/12		
<b>Education, R&amp;D and Productivity</b>			<b>2004/5</b>					<b>2004/5</b>		
Early school leavers women/men in %			10/15					13/17		
Youth educational attainment levels women/men in %			89/83					80/74		
Total population having at least completed secondary edu. in %			65					69		
Lifelong learning			6,9/7,2					9,4/11		
R&D share in % GDP			1,2					1,9		
Productivity per hour relative to EU15 in %			120					100		
<b>Migration and Integration</b>			<b>2004/5</b>					<b>2004/5</b>		
Share of non nationals in the population in %			6					6		
Employment rate of nationals in %			67					65		
Employment rate of non EU-25 nationals in %			57					55		
Unemployment rate of nationals in %			4					9		
Unemployment rate of non EU-25 nationals in %			7					17		
Low education of nationals in %			44					35		
Low education non EU-25 nationals in %			19					49		
<b>Sustainability of Public Finances and Social Protection</b>			<b>2004/5</b>	<b>2030</b>	<b>2050</b>			<b>2004/5</b>	<b>2040</b>	<b>2050</b>
Government debt as % of GDP			27,6					63,4		
% of government revenue in GDP			33,9					43,7		
% of public expenditure on pensions in GDP			4,7	7,8	11,1			10,6	11,9	12,8
% of public expenditure on health care in GDP			5,3	6,5	7,3			6,4	7,4	8,0
% of public expenditure on long term care in GDP			0,6	0,7	1,2			0,9	1,1	1,5

### Demographic challenges and ...

Ireland currently has the highest fertility rate in the EU and the proportion 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.

### ... 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 almost 20 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.

	Italy					EU-25				
Demographic Trends	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
Population in Millions	50	56	58	57	53	378	426	457	469	450
Total Fertility Rate (number of children per women)	2,5	1,5	1,3	1,4	1,4	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	72	77	83	87	89	73	76	80	84	86
Life expectancy at birth for men in years	67	71	77	82	84	67	69	74	78	81
Net migration in the population in thousands			330	114	114			1.464	835	822
Mean age of women at childbirth			31					29		
Population share of persons under 25 in %	40	38	25	21	20	40	38	29	24	23
Population share of persons aged 25-64 in %	50	49	56	51	45	50	49	54	51	47
Population share of persons aged 60-79 in %	12	15	20	27	27	13	15	18	25	25
Population share of very old persons 80+ in %	1	2	5	9	14	1	2	4	7	11
Old age dependency ratio (15-64) in %	14	20	29	45	66	15	21	25	40	53
<b>Gender Equality and Family situation</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rate women/men in %			45/70					56/71		
Gender pay gap in %			7					15		
Share of part time work among women/men in %			26/5					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			6/93					:/		
At-risk-of-poverty after social transfer in total/children in %			19/22					17/20		
<b>Ageing and the Labour Market</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rates for persons aged 55-64 women/men in %			21/43					34/52		
Employment rates for persons aged 60-64 in %			18					27		
Employment rates for persons aged 65-69 in %			7					8		
Average exit age from the labour market			61					61		
Inactive for health reasons in % of inactive (aged 50-64)			7,1					16		
Internet use total/people 65-74 in %			34/4					51/12		
<b>Education, R&amp;D and Productivity</b>			<b>2004/5</b>					<b>2004/5</b>		
Early school leavers women/men in %			18/26					13/17		
Youth educational attainment levels women/men in %			78/68					80/74		
Total population having at least completed secondary edu. in %			50					69		
Lifelong learning			5,4/6,2					9,4/11		
R&D share in % GDP			1,1					1,9		
Productivity per hour relative to EU15 in %			92					100		
<b>Migration and Integration</b>			<b>2004/5</b>					<b>2004/5</b>		
Share of non nationals in the population in %			4,1					6		
Employment rate of nationals in %			:					65		
Employment rate of non EU-25 nationals in %			:					55		
Unemployment rate of nationals in %			:					9		
Unemployment rate of non EU-25 nationals in %			:					17		
Low education of nationals in %			:					35		
Low education non EU-25 nationals in %			:					49		
<b>Sustainability of Public Finances and Social Protection</b>			<b>2004/5</b>	<b>2030</b>	<b>2050</b>			<b>2004/5</b>	<b>2040</b>	<b>2050</b>
Government debt as % of GDP			106,4					63,4		
% of government revenue in GDP			44,0					43,7		
% of public expenditure on pensions in GDP			14,2	15,0	14,6			10,6	11,9	12,8
% of public expenditure on health care in GDP			5,8	6,7	7,1			6,4	7,4	8,0
% of public expenditure on long term care in GDP			1,5	1,7	2,2			0,9	1,1	1,5

### 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) and the total population could shrink by about five million. In recent years, a significant number of migrants has arrived in Italy.

### ... 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					EU-25				
	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
<b>Demographic Trends</b>										
Population in Millions	0,6	0,6	0,7	0,9	1	378	426	457	469	450
Total Fertility Rate (number of children per women)	3,4	2,5	1,5	1,5	1,5	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	71	75	81	84	85	73	76	80	84	86
Life expectancy at birth for men in years	68	73	76	80	82	67	69	74	78	81
Net migration in the population in thousands			6	5	5			1.464	835	822
Mean age of women at childbirth			29					29		
Population share of persons under 25 in %	53	44	35	26	23	40	38	29	24	23
Population share of persons aged 25-64 in %	41	46	53	53	51	50	49	54	51	47
Population share of persons aged 60-79 in %	9	12	14	21	25	13	15	18	25	25
Population share of very old persons 80+ in %	1	2	3	5	8	1	2	4	7	11
Old age dependency ratio (15-64) in %	10	16	18	33	43	15	21	25	40	53
<b>Gender Equality and Family situation</b>										
			2004/5					2004/5		
Employment rate women/men in %			58/79					56/71		
Gender pay gap in %			25					15		
Share of part time work among women/men in %			14/5					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			12/82					:/		
At-risk-of-poverty after social transfer in total/children in %			16/11					17/20		
<b>Ageing and the Labour Market</b>										
			2004/5					2004/5		
Employment rates for persons aged 55-64 women/men in %			32/71					34/52		
Employment rates for persons aged 60-64 in %			38					27		
Employment rates for persons aged 65-69 in %			20					8		
Average exit age from the labour market			63					61		
Inactive for health reasons in % of inactive (aged 50-64)			17					16		
Internet use total/people 65-74 in %			31/4					51/12		
<b>Education, R&amp;D and Productivity</b>										
			2004/5					2004/5		
Early school leavers women/men in %			11/27					13/17		
Youth educational attainment levels women/men in %			89/72					80/74		
Total population having at least completed secondary edu. in %			65					69		
Lifelong learning			5,4/6,3					9,4/11		
R&D share in % GDP			0,4					1,9		
Productivity per hour relative to EU15 in %			:					100		
<b>Migration and Integration</b>										
			2004/5					2004/5		
Share of non nationals in the population in %			13					6		
Employment rate of nationals in %			68					65		
Employment rate of non EU-25 nationals in %			79					55		
Unemployment rate of nationals in %			5					9		
Unemployment rate of non EU-25 nationals in %			4					17		
Low education of nationals in %			42					35		
Low education non EU-25 nationals in %			41					49		
<b>Sustainability of Public Finances and Social Protection</b>										
			2004/5	2030	2050			2004/5	2040	2050
Government debt as % of GDP			70,3					63,4		
% of government revenue in GDP			39,5					43,7		
% of public expenditure on pensions in GDP			6,9	12,2	19,8			10,6	11,9	12,8
% of public expenditure on health care in GDP			2,9	3,6	4,0			6,4	7,4	8,0
% of public expenditure on long term care in GDP			:	:	:			0,9	1,1	1,5

### Demographic challenges and ...

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

### ... opportunities for tackling them

Female employment rates are already comparatively high, but the gender pay gap is very large. Labour force participation of older men is high, even in the higher age groups (65-69). Third country nationals appear to be well integrated into the market. Public debt is higher than the EU average, and the ageing-related projected increase in public pensions expenditure is very large.

	Latvia					EU-25				
Demographic Trends	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
Population in Millions	2,1	2,5	2,3	2,0	1,9	378	426	457	469	450
Total Fertility Rate (number of children per women)	1,9	2	1,3	1,6	1,6	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	74	74	76	80	83	73	76	80	84	86
Life expectancy at birth for men in years	66	65	65	71	74	67	69	74	78	81
Net migration in the population in thousands			-2	3	3			1.464	835	822
Mean age of women at childbirth			27					29		
Population share of persons under 25 in %	38	36	30	26	24	40	38	29	24	23
Population share of persons aged 25-64 in %	51	51	53	52	50	50	49	54	51	47
Population share of persons aged 60-79 in %	13	14	19	22	26	13	15	18	25	25
Population share of very old persons 80+ in %	2	2	3	6	8	1	2	4	7	11
Old age dependency ratio (15-64) in %	16	20	24	33	44	15	21	25	40	53
<b>Gender Equality and Family situation</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rate women/men in %			59/68					56/71		
Gender pay gap in %			15					15		
Share of part time work among women/men in %			12/8					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			16/75					:/		
At-risk-of-poverty after social transfer in total/children in %			19/19					17/20		
<b>Ageing and the Labour Market</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rates for persons aged 55-64 women/men in %			45/55					34/52		
Employment rates for persons aged 60-64 in %			32					27		
Employment rates for persons aged 65-69 in %			19					8		
Average exit age from the labour market			63					61		
Inactive for health reasons in % of inactive (aged 50-64)			20					16		
Internet use total/people 65-74 in %			42/4					51/12		
<b>Education, R&amp;D and Productivity</b>			<b>2004/5</b>					<b>2004/5</b>		
Early school leavers women/men in %			8/16					13/17		
Youth educational attainment levels women/men in %			87/77					80/74		
Total population having at least completed secondary edu. in %			84					69		
Lifelong learning			5/10,6					9,4/11		
R&D share in % GDP			0,4					1,9		
Productivity per hour relative to EU15 in %			34					100		
<b>Migration and Integration</b>			<b>2004/5</b>					<b>2004/5</b>		
Share of non nationals in the population in %			21					6		
Employment rate of nationals in %			63					65		
Employment rate of non EU-25 nationals in %			61					55		
Unemployment rate of nationals in %			9					9		
Unemployment rate of non EU-25 nationals in %			18					17		
Low education of nationals in %			27					35		
Low education non EU-25 nationals in %			10					49		
<b>Sustainability of Public Finances and Social Protection</b>			<b>2004/5</b>	<b>2030</b>	<b>2050</b>			<b>2004/5</b>	<b>2040</b>	<b>2050</b>
Government debt as % of GDP			11,9					63,4		
% of government revenue in GDP			34,4					43,7		
% of public expenditure on pensions in GDP			6,8	5,6	5,6			10,6	11,9	12,8
% of public expenditure on health care in GDP			5,1	5,9	6,2			6,4	7,4	8,0
% of public expenditure on long term care in GDP			0,4	0,5	0,7			0,9	1,1	1,5

### Demographic challenges and ...

Latvia'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 and the old-age dependency ratio will increase much less than for 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 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 integration policies for third country nationals. Public finances are sound and public social protection expenditure is not expected to rise significantly over the coming decades.



	Lithuania					EU-25				
	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
<b>Demographic Trends</b>										
Population in Millions	2,8	3,4	3,4	3,1	2,9	378	426	457	469	450
Total Fertility Rate (number of children per women)	2,4	2,0	1,3	1,6	1,6	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	74	76	78	82	84	73	76	80	84	86
Life expectancy at birth for men in years	67	66	67	72	76	67	69	74	78	81
Net migration in the population in thousands			-6	5	4			1.464	835	822
Mean age of women at childbirth			27,1					29		
Population share of persons under 25 in %	44	40	33	25	23	40	38	29	24	23
Population share of persons aged 25-64 in %	48	48	52	54	50	50	49	54	51	47
Population share of persons aged 60-79 in %	11	12	17	22	25	13	15	18	25	25
Population share of very old persons 80+ in %	1	2	3	5	9	1	2	4	7	11
Old age dependency ratio (15-64) in %	12	17	23	33	45	15	21	25	40	53
<b>Gender Equality and Family situation</b>										
			2004/5					2004/5		
Employment rate women/men in %			59/66					56/71		
Gender pay gap in %			16					15		
Share of part time work among women/men in %			9/5					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			18/60					:/		
At-risk-of-poverty after social transfer in total/children in %			21/23					17/20		
<b>Ageing and the Labour Market</b>										
			2004/5					2004/5		
Employment rates for persons aged 55-64 women/men in %			42/59					34/52		
Employment rates for persons aged 60-64 in %			37					27		
Employment rates for persons aged 65-69 in %			8					8		
Average exit age from the labour market			61					61		
Inactive for health reasons in % of inactive (aged 50-64)			34					16		
Internet use total/people 65-74 in %			34/2					51/12		
<b>Education, R&amp;D and Productivity</b>										
			2004/5					2004/5		
Early school leavers women/men in %			6/12					13/17		
Youth educational attainment levels women/men in %			90/81					80/74		
Total population having at least completed secondary edu. in %			87					69		
Lifelong learning			4,2/7,7					9,4/11		
R&D share in % GDP			0,7					1,9		
Productivity per hour relative to EU15 in %			42					100		
<b>Migration and Integration</b>										
			2004/5					2004/5		
Share of non nationals in the population in %			1					6		
Employment rate of nationals in %			63					65		
Employment rate of non EU-25 nationals in %			68					55		
Unemployment rate of nationals in %			8					9		
Unemployment rate of non EU-25 nationals in %			9					17		
Low education of nationals in %			30					35		
Low education non EU-25 nationals in %			15					49		
<b>Sustainability of Public Finances and Social Protection</b>										
			2004/5	2030	2050			2004/5	2040	2050
Government debt as % of GDP			18,7					63,4		
% of government revenue in GDP			32,0					43,7		
% of public expenditure on pensions in GDP			6,7	7,9	8,5			10,6	11,9	12,8
% of public expenditure on health care in GDP			3,7	4,4	4,6			6,4	7,4	8,0
% of public expenditure on long term care in GDP			0,5	0,7	0,9			0,9	1,1	1,5

### Demographic challenges and ...

Lithuania'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 and the old-age dependency ratio will increase much less than for 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					EU-25				
Demographic Trends	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
Population in Millions	0,3	0,4	0,5	0,6	0,6	378	426	457	469	450
Total Fertility Rate (number of children per women)	2,4	1,5	1,7	1,8	1,8	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	72	76	81	85	87	73	76	80	84	86
Life expectancy at birth for men in years	67	69	75	80	82	67	69	74	78	81
Net migration in the population in thousands			3	3	3			1.464	835	822
Mean age of women at childbirth			30					29		
Population share of persons under 25 in %	35	35	30	28	28	40	38	29	24	23
Population share of persons aged 25-64 in %	55	52	56	52	50	50	49	54	51	47
Population share of persons aged 60-79 in %	15	16	16	21	19	13	15	18	25	25
Population share of very old persons 80+ in %	2	2	3	5	8	1	2	4	7	11
Old age dependency ratio (15-64) in %	16	20	21	32	36	15	21	25	40	53
<b>Gender Equality and Family situation</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rate women/men in %			54/73					56/71		
Gender pay gap in %			14					15		
Share of part time work among women/men in %			38/3					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			14/80					:/		
At-risk-of-poverty after social transfer in total/children in %			13/17					17/20		
<b>Ageing and the Labour Market</b>			<b>2004/5</b>					<b>2004/5</b>		
Employment rates for persons aged 55-64 women/men in %			25/38					34/52		
Employment rates for persons aged 60-64 in %			13					27		
Employment rates for persons aged 65-69 in %			:					8		
Average exit age from the labour market			58					61		
Inactive for health reasons in % of inactive (aged 50-64)			14					16		
Internet use total/people 65-74 in %			69/26					51/12		
<b>Education, R&amp;D and Productivity</b>			<b>2004/5</b>					<b>2004/5</b>		
Early school leavers women/men in %			10/17					13/17		
Youth educational attainment levels women/men in %			76/67					80/74		
Total population having at least completed secondary edu. in %			66					69		
Lifelong learning			8,5/8,5					9,4/11		
R&D share in % GDP			1,7					1,9		
Productivity per hour relative to EU15 in %			154					100		
<b>Migration and Integration</b>			<b>2004/5</b>					<b>2004/5</b>		
Share of non nationals in the population in %			39					6		
Employment rate of nationals in %			61					65		
Employment rate of non EU-25 nationals in %			56					55		
Unemployment rate of nationals in %			3					9		
Unemployment rate of non EU-25 nationals in %			12					17		
Low education of nationals in %			33					35		
Low education non EU-25 nationals in %			31					49		
<b>Sustainability of Public Finances and Social Protection</b>			<b>2004/5</b>	<b>2030</b>	<b>2050</b>			<b>2004/5</b>	<b>2040</b>	<b>2050</b>
Government debt as % of GDP			6,2					63,4		
% of government revenue in GDP			42,2					43,7		
% of public expenditure on pensions in GDP			10,0	15,0	17,4			10,6	11,9	12,8
% of public expenditure on health care in GDP			5,1	5,9	6,3			6,4	7,4	8,0
% of public expenditure on long term care in GDP			0,9	1,1	1,5			0,9	1,1	1,5

### 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. 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 are older workers whose employment rates are significantly below the EU average.

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

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

	Hungary					EU-25				
	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
<b>Demographic Trends</b>										
Population in Millions	10	11	10	9	9	378	426	457	469	450
Total Fertility Rate (number of children per women)	1,8	1,8	1,3	1,6	1,6	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	71	73	77	82	83	73	76	80	84	86
Life expectancy at birth for men in years	66	65	69	75	78	67	69	74	78	81
Net migration in the population in thousands			15	21	20			1.464	835	822
Mean age of women at childbirth			28					29		
Population share of persons under 25 in %	40	35	29	24	24	40	38	29	24	23
Population share of persons aged 25-64 in %	51	51	56	53	48	50	49	54	51	47
Population share of persons aged 60-79 in %	13	15	18	22	26	13	15	18	25	25
Population share of very old persons 80+ in %	1	2	3	6	8	1	2	4	7	11
Old age dependency ratio (15-64) in %	14	21	23	35	48	15	21	25	40	53
<b>Gender Equality and Family situation</b>										
			2004/5					2004/5		
Employment rate women/men in %			51/63					56/71		
Gender pay gap in %			11					15		
Share of part time work among women/men in %			6/3					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			6/86					:/		
At-risk-of-poverty after social transfer in total/children in %			13/17					17/20		
<b>Ageing and the Labour Market</b>										
			2004/5					2004/5		
Employment rates for persons aged 55-64 women/men in %			27/41					34/52		
Employment rates for persons aged 60-64 in %			15					27		
Employment rates for persons aged 65-69 in %			4					8		
Average exit age from the labour market			61					61		
Inactive for health reasons in % of inactive (aged 50-64)			22					16		
Internet use total/people 65-74 in %			37/5					51/12		
<b>Education, R&amp;D and Productivity</b>										
			2004/5					2004/5		
Early school leavers women/men in %			11/14					13/17		
Youth educational attainment levels women/men in %			85/81					80/74		
Total population having at least completed secondary edu. in %			76					69		
Lifelong learning			3,2/4,6					9,4/11		
R&D share in % GDP			0,9					1,9		
Productivity per hour relative to EU15 in %			:					100		
<b>Migration and Integration</b>										
			2004/5					2004/5		
Share of non nationals in the population in %			1					6		
Employment rate of nationals in %			57					65		
Employment rate of non EU-25 nationals in %			64					55		
Unemployment rate of nationals in %			7					9		
Unemployment rate of non EU-25 nationals in %			4					17		
Low education of nationals in %			34					35		
Low education non EU-25 nationals in %			23					49		
<b>Sustainability of Public Finances and Social Protection</b>										
			2004/5	2030	2050			2004/5	2040	2050
Government debt as % of GDP			58,4					63,4		
% of government revenue in GDP			45,2					43,7		
% of public expenditure on pensions in GDP			10,4	13,5	17,1			10,6	11,9	12,8
% of public expenditure on health care in GDP			5,5	6,3	6,5			6,4	7,4	8,0
% of public expenditure on long term care in GDP			:	:	:			0,9	1,1	1,5

### 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 and the old-age dependency ratio will increase less than for 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.

	Malta					EU-25				
	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
<b>Demographic Trends</b>										
Population in Millions	0,3	0,3	0,4	0,5	0,5	378	426	457	469	450
Total Fertility Rate (number of children per women)	3,1	2,0	1,7	1,6	1,6	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	71	76	81	84	85	73	76	80	84	86
Life expectancy at birth for men in years	67	71	76	80	82	67	69	74	78	81
Net migration in the population in thousands			3	2	3			1.464	835	822
Mean age of women at childbirth			:					29		
Population share of persons under 25 in %	53	41	32	26	25	40	38	29	24	23
Population share of persons aged 25-64 in %	40	49	54	51	50	50	49	54	51	47
Population share of persons aged 60-79 in %	10	12	15	21	24	13	15	18	25	25
Population share of very old persons 80+ in %	1	2	3	6	8	1	2	4	7	11
Old age dependency ratio (15-64) in %	13	15	19	36	41	15	21	25	40	53
<b>Gender Equality and Family situation</b>										
			2004/5					2004/5		
Employment rate women/men in %			34/74					56/71		
Gender pay gap in %			4					15		
Share of part time work among women/men in %			19/5					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			:/					:/		
At-risk-of-poverty after social transfer in total/children in %			15/18					17/20		
<b>Ageing and the Labour Market</b>										
			2004/5					2004/5		
Employment rates for persons aged 55-64 women/men in %			12/51					34/52		
Employment rates for persons aged 60-64 in %			16					27		
Employment rates for persons aged 65-69 in %			:					8		
Average exit age from the labour market			58					61		
Inactive for health reasons in % of inactive (aged 50-64)			11					16		
Internet use total/people 65-74 in %			:/					51/12		
<b>Education, R&amp;D and Productivity</b>										
			2004/5					2004/5		
Early school leavers women/men in %			39/43					13/17		
Youth educational attainment levels women/men in %			52/45					80/74		
Total population having at least completed secondary edu. in %			26					69		
Lifelong learning			6, 1/4, 5					9,4/11		
R&D share in % GDP			0,3					1,9		
Productivity per hour relative to EU15 in %			69					100		
<b>Migration and Integration</b>										
			2004/5					2004/5		
Share of non nationals in the population in %			3					6		
Employment rate of nationals in %			54					65		
Employment rate of non EU-25 nationals in %			60					55		
Unemployment rate of nationals in %			7					9		
Unemployment rate of non EU-25 nationals in %			5					17		
Low education of nationals in %			76					35		
Low education non EU-25 nationals in %			61					49		
<b>Sustainability of Public Finances and Social Protection</b>										
			2004/5	2030	2050			2004/5	2040	2050
Government debt as % of GDP			74,7					63,4		
% of government revenue in GDP			41,6					43,7		
% of public expenditure on pensions in GDP			7,4	9,1	7,0			10,6	11,9	12,8
% of public expenditure on health care in GDP			4,2	5,5	6,0			6,4	7,4	8,0
% of public expenditure on long term care in GDP			0,9	1,1	1,1			0,9	1,1	1,5

### Demographic challenges and ...

Life expectancy in Malta is slightly below the EU average and fertility slightly above (but expected to fall slightly). Thanks to migration, the population is expected to grow, and the increase in the old-age dependency ratio could be moderate compared to the EU average by 2050.

### ... opportunities for tackling them

There is considerable scope for increasing female employment; the gap between male and female employment rates currently stands at 40 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, but the ageing-related increase in public social protection expenditure is expected to be moderate.

	The Netherlands					EU-25				
	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
<b>Demographic Trends</b>										
Population in Millions	11	14	16	18	17	378	426	457	469	450
Total Fertility Rate (number of children per women)	3,2	1,5	1,8	1,8	1,8	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	75	79	81	83	84	73	76	80	84	86
Life expectancy at birth for men in years	72	73	76	79	80	67	69	74	78	81
Net migration in the population in thousands			21	32	31			1.464	835	822
Mean age of women at childbirth			30					29		
Population share of persons under 25 in %	45	40	30	27	28	40	38	29	24	23
Population share of persons aged 25-64 in %	46	49	56	50	49	50	49	54	51	47
Population share of persons aged 60-79 in %	12	13	16	24	21	13	15	18	25	25
Population share of very old persons 80+ in %	1	2	3	6	8	1	2	4	7	11
Old age dependency ratio (15-64) in %	15	17	21	37	39	15	21	25	40	53
<b>Gender Equality and Family situation</b>			2004/5					2004/5		
Employment rate women/men in %			66/80					56/71		
Gender pay gap in %			19					15		
Share of part time work among women/men in %			75/23					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			35/100					:/		
At-risk-of-poverty after social transfer in total/children in %			11/13					17/20		
<b>Ageing and the Labour Market</b>			2004/5					2004/5		
Employment rates for persons aged 55-64 women/men in %			35/57					34/52		
Employment rates for persons aged 60-64 in %			25					27		
Employment rates for persons aged 65-69 in %			10					8		
Average exit age from the labour market			61					61		
Inactive for health reasons in % of inactive (aged 50-64)			32					16		
Internet use total/people 65-74 in %			79/34					51/12		
<b>Education, R&amp;D and Productivity</b>			2004/5					2004/5		
Early school leavers women/men in %			11/16					13/17		
Youth educational attainment levels women/men in %			79/71					80/74		
Total population having at least completed secondary edu. in %			72					69		
Lifelong learning			15,6/16,1					9,4/11		
R&D share in % GDP			1,8					1,9		
Productivity per hour relative to EU15 in %			117					100		
<b>Migration and Integration</b>			2004/5					2004/5		
Share of non nationals in the population in %			4					6		
Employment rate of nationals in %			74					65		
Employment rate of non EU-25 nationals in %			42					55		
Unemployment rate of nationals in %			4					9		
Unemployment rate of non EU-25 nationals in %			18					17		
Low education of nationals in %			37					35		
Low education non EU-25 nationals in %			48					49		
<b>Sustainability of Public Finances and Social Protection</b>			2004/5	2030	2050			2004/5	2040	2050
Government debt as % of GDP			52,9					63,4		
% of government revenue in GDP			43,8					43,7		
% of public expenditure on pensions in GDP			7,7	10,6	11,2			10,6	11,9	12,8
% of public expenditure on health care in GDP			6,1	7,1	7,4			6,4	7,4	8,0
% of public expenditure on long term care in GDP			0,5	0,8	1,1			0,9	1,1	1,5

### Demographic challenges and ...

Fertility in the Netherlands is at a relatively high level and has 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 growing population and one of the lowest old-age dependency ratios in the EU by 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					EU-25				
	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
<b>Demographic Trends</b>										
Population in Millions	7	8	8	9	8	378	426	457	469	450
Total Fertility Rate (number of children per women)	2,8	1,8	1,4	1,5	1,5	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	73	76	82	86	88	73	76	80	84	86
Life expectancy at birth for men in years	66	69	76	81	84	67	69	74	78	81
Net migration in the population in thousands			25	19	20			1.464	835	822
Mean age of women at childbirth			29					29		
Population share of persons under 25 in %	37	37	28	23	22	40	38	29	24	23
Population share of persons aged 25-64 in %	51	48	56	52	48	50	49	54	51	47
Population share of persons aged 60-79 in %	16	16	18	25	24	13	15	18	25	25
Population share of very old persons 80+ in %	2	3	4	7	13	1	2	4	7	11
Old age dependency ratio (15-64) in %	18	24	24	41	53	15	21	25	40	53
<b>Gender Equality and Family situation</b>										
			2004/5					2004/5		
Employment rate women/men in %			62/75					56/71		
Gender pay gap in %			18					15		
Share of part time work among women/men in %			39/6					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			9/82					:/		
At-risk-of-poverty after social transfer in total/children in %			12/13					17/20		
<b>Ageing and the Labour Market</b>										
			2004/5					2004/5		
Employment rates for persons aged 55-64 women/men in %			23/41					34/52		
Employment rates for persons aged 60-64 in %			14					27		
Employment rates for persons aged 65-69 in %			5					8		
Average exit age from the labour market			59					61		
Inactive for health reasons in % of inactive (aged 50-64)			6					16		
Internet use total/people 65-74 in %			55/8					51/12		
<b>Education, R&amp;D and Productivity</b>										
			2004/5					2004/5		
Early school leavers women/men in %			9/9					13/17		
Youth educational attainment levels women/men in %			88/84					80/74		
Total population having at least completed secondary edu. in %			80					69		
Lifelong learning			12,3/13,5					9,4/11		
R&D share in % GDP			2,2					1,9		
Productivity per hour relative to EU15 in %			98					100		
<b>Migration and Integration</b>										
			2004/5					2004/5		
Share of non nationals in the population in %			10					6		
Employment rate of nationals in %			70					65		
Employment rate of non EU-25 nationals in %			59					55		
Unemployment rate of nationals in %			4					9		
Unemployment rate of non EU-25 nationals in %			13					17		
Low education of nationals in %			28					35		
Low education non EU-25 nationals in %			50					49		
<b>Sustainability of Public Finances and Social Protection</b>										
			2004/5	2030	2050			2004/5	2040	2050
Government debt as % of GDP			62,9					63,4		
% of government revenue in GDP			46,7					43,7		
% of public expenditure on pensions in GDP			13,4	14,0	12,2			10,6	11,9	12,8
% of public expenditure on health care in GDP			5,3	6,3	6,9			6,4	7,4	8,0
% of public expenditure on long term care in GDP			0,6	0,9	1,5			0,9	1,1	1,5

### 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 could continue to grow up to 2030. The old-age dependency ratio is expected to evolve in line with the EU-25 level.

### ... opportunities for tackling them

Female employment rates are high, but many women only 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. Employment rates might 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.

	Poland					EU-25				
	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
<b>Demographic Trends</b>										
Population in Millions	30	36	38	37	34	378	426	457	469	450
Total Fertility Rate (number of children per women)	2,7	2,3	1,2	1,6	1,6	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	71	75	79	83	84	73	76	80	84	86
Life expectancy at birth for men in years	66	67	71	77	79	67	69	74	78	81
Net migration in the population in thousands			-28	36	34			1.464	835	822
Mean age of women at childbirth			28					29		
Population share of persons under 25 in %	48	41	33	24	22	40	38	29	24	23
Population share of persons aged 25-64 in %	47	49	54	53	48	50	49	54	51	47
Population share of persons aged 60-79 in %	9	12	15	23	28	13	15	18	25	25
Population share of very old persons 80+ in %	1	2	3	5	9	1	2	4	7	11
Old age dependency ratio (15-64) in %	10	15	19	36	51	15	21	25	40	53
<b>Gender Equality and Family situation</b>										
			2004/5					2004/5		
Employment rate women/men in %			47/59					56/71		
Gender pay gap in %			10					15		
Share of part time work among women/men in %			14/8					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			2/60					:/		
At-risk-of-poverty after social transfer in total/children in %			21/25					17/20		
<b>Ageing and the Labour Market</b>										
			2004/5					2004/5		
Employment rates for persons aged 55-64 women/men in %			20/36					34/52		
Employment rates for persons aged 60-64 in %			18					27		
Employment rates for persons aged 65-69 in %			10					8		
Average exit age from the labour market			58					61		
Inactive for health reasons in % of inactive (aged 50-64)			36					16		
Internet use total/people 65-74 in %			35/3					51/12		
<b>Education, R&amp;D and Productivity</b>										
			2004/5					2004/5		
Early school leavers women/men in %			4/7					13/17		
Youth educational attainment levels women/men in %			92/88					80/74		
Total population having at least completed secondary edu. in %			85					69		
Lifelong learning			4,3/5,4					9,4/11		
R&D share in % GDP			0,5					1,9		
Productivity per hour relative to EU15 in %			48					100		
<b>Migration and Integration</b>										
			2004/5					2004/5		
Share of non nationals in the population in %			2					6		
Employment rate of nationals in %			53					65		
Employment rate of non EU-25 nationals in %			49					55		
Unemployment rate of nationals in %			18					9		
Unemployment rate of non EU-25 nationals in %			10					17		
Low education of nationals in %			28					35		
Low education non EU-25 nationals in %			9					49		
<b>Sustainability of Public Finances and Social Protection</b>										
			2004/5	2030	2050			2004/5	2040	2050
Government debt as % of GDP			42,5					63,4		
% of government revenue in GDP			40,5					43,7		
% of public expenditure on pensions in GDP			13,9	9,2	8,0			10,6	11,9	12,8
% of public expenditure on health care in GDP			4,1	5,1	5,5			6,4	7,4	8,0
% of public expenditure on long term care in GDP			0,1	0,1	0,2			0,9	1,1	1,5

### 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 population and a rise of the old-age dependency ratio to close to 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 pensions expenditure is even expected to fall significantly over the coming decades.

	Portugal					EU-25				
	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
<b>Demographic Trends</b>										
Population in Millions	9	10	10	11	10	378	426	457	469	450
Total Fertility Rate (number of children per women)	3,1	2,0	1,5	1,6	1,6	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	67	75	81	85	87	73	76	80	84	86
Life expectancy at birth for men in years	61	68	74	79	80	67	69	74	78	81
Net migration in the population in thousands			42	15	15			1.464	835	822
Mean age of women at childbirth			29					29		
Population share of persons under 25 in %	45	44	28	24	22	40	38	29	24	23
Population share of persons aged 25-64 in %	47	46	55	52	46	50	49	54	51	47
Population share of persons aged 60-79 in %	11	13	18	25	27	13	15	18	25	25
Population share of very old persons 80+ in %	1	1	4	7	11	1	2	4	7	11
Old age dependency ratio (15-64) in %	13	17	25	39	58	15	21	25	40	53
<b>Gender Equality and Family situation</b>										
			2004/5					2004/5		
Employment rate women/men in %			62/74					56/71		
Gender pay gap in %			5					15		
Share of part time work among women/men in %			17/7					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			19/75					:/		
At-risk-of-poverty after social transfer in total/children in %			20/21					17/20		
<b>Ageing and the Labour Market</b>										
			2004/5					2004/5		
Employment rates for persons aged 55-64 women/men in %			44/58					34/52		
Employment rates for persons aged 60-64 in %			41					27		
Employment rates for persons aged 65-69 in %			28					8		
Average exit age from the labour market			62					61		
Inactive for health reasons in % of inactive (aged 50-64)			16					16		
Internet use total/people 65-74 in %			32/2					51/12		
<b>Education, R&amp;D and Productivity</b>										
			2004/5					2004/5		
Early school leavers women/men in %			30/47					13/17		
Youth educational attainment levels women/men in %			57/40					80/74		
Total population having at least completed secondary edu. in %			26					69		
Lifelong learning			4/4,2					9,4/11		
R&D share in % GDP			0,7					1,9		
Productivity per hour relative to EU15 in %			59					100		
<b>Migration and Integration</b>										
			2004/5					2004/5		
Share of non nationals in the population in %			3					6		
Employment rate of nationals in %			67					65		
Employment rate of non EU-25 nationals in %			73					55		
Unemployment rate of nationals in %			8					9		
Unemployment rate of non EU-25 nationals in %			12					17		
Low education of nationals in %			77					35		
Low education non EU-25 nationals in %			63					49		
<b>Sustainability of Public Finances and Social Protection</b>										
			2004/5	2030	2050			2004/5	2040	2050
Government debt as % of GDP			63,9					63,4		
% of government revenue in GDP			39,9					43,7		
% of public expenditure on pensions in GDP			11,1	16,0	20,8			10,6	11,9	12,8
% of public expenditure on health care in GDP			6,7	6,6	7,2			6,4	7,4	8,0
% of public expenditure on long term care in GDP			:	:	:			0,9	1,1	1,5

### Demographic challenges and ...

Portugal's fertility rate is just below the EU average and this is expected to continue in the population projection. Life expectancy for women is at the EU average while it is lower for men. The old-age dependency ratio, currently at the same level as for the EU as a whole, is expected to rise faster than in the rest of the EU.

### ... opportunities for tackling them

Female employment rates are above the EU average and a relatively small percentage of women are in part-time work. Expanding child-care availability might enable even more employment growth. The employment levels of older workers are also above average, but here too, there remains scope for further progress. Portugal has significant room for raising productivity levels, but this will require efforts to raise educational attainment levels and prevent early school leaving. Public debt is close to the EU average, but a very large ageing-related increase in public spending on pensions is expected.



	Romania					EU-25				
	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
<b>Demographic Trends</b>										
Population in Millions	18	22	22	19	17	378	426	457	469	450
Total Fertility Rate (number of children per women)	2,0	2,3	1,3	1,5	1,5	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	69	73	75	80	82	73	76	80	84	86
Life expectancy at birth for men in years	65	67	68	75	78	67	69	74	78	81
Net migration in the population in thousands			-17	6	9			1.464	835	822
Mean age of women at childbirth			26					29		
Population share of persons under 25 in %	44	41	32	24	21	40	38	29	24	23
Population share of persons aged 25-64 in %	49	49	54	57	49	50	49	54	51	47
Population share of persons aged 60-79 in %	10	12	17	23	30	13	15	18	25	25
Population share of very old persons 80+ in %	1	1	2	5	8	1	2	4	7	11
Old age dependency ratio (15-64) in %	10	16	21	30	51	15	21	25	40	53
<b>Gender Equality and Family situation</b>										
			2004/5					2004/5		
Employment rate women/men in %			52/64					56/71		
Gender pay gap in %			13					15		
Share of part time work among women/men in %			11/10					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			:/					:/		
At-risk-of-poverty after social transfer in total/children in %			18/21					17/20		
<b>Ageing and the Labour Market</b>										
			2004/5					2004/5		
Employment rates for persons aged 55-64 women/men in %			33/47					34/52		
Employment rates for persons aged 60-64 in %			32					27		
Employment rates for persons aged 65-69 in %			26					8		
Average exit age from the labour market			63					61		
Inactive for health reasons in % of inactive (aged 50-64)			:					16		
Internet use total/people 65-74 in %			:/					51/12		
<b>Education, R&amp;D and Productivity</b>										
			2004/5					2004/5		
Early school leavers women/men in %			20/21					13/17		
Youth educational attainment levels women/men in %			76/74					79/74		
Total population having at least completed secondary edu. in %			73					69		
Lifelong learning			1,5/1,6					9,4/11		
R&D share in % GDP			0,4					1,9		
Productivity per hour relative to EU25 in %			36					100		
<b>Migration and Integration</b>										
			2004/5					2004/5		
Share of non nationals in the population in %			:					6		
Employment rate of nationals in %			58					65		
Employment rate of non EU-25 nationals in %			:					55		
Unemployment rate of nationals in %			8					9		
Unemployment rate of non EU-25 nationals in %			:					17		
Low education of nationals in %			:					35		
Low education non EU-25 nationals in %			:					50		
<b>Sustainability of Public Finances and Social Protection</b>										
			2004/5	2040	2050			2004/5	2040	2050
Government debt as % of GDP			18,5					63,4		
% of government revenue in GDP			36,8					43,7		
% of public expenditure on pensions in GDP			:	:	:			10,6	11,9	12,8
% of public expenditure on health care in GDP			:	:	:			6,4	7,4	8,0
% of public expenditure on long term care in GDP			:	:	:			0,9	1,1	1,5

### Demographic challenges and ...

The total population of Romania is expected to decline significantly by 2050 as a result of low birth rates 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, 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. Current public debt is well below the EU average. Projections of future ageing-related public spending are not available.

	Slovenia					EU-25				
	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
<b>Demographic Trends</b>										
Population in Millions	1,6	1,8	2,0	2,0	1,9	378	426	457	469	450
Total Fertility Rate (number of children per women)	2,3	1,9	1,2	1,5	1,5	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	72	75	80	84	85	73	76	80	84	86
Life expectancy at birth for men in years	66	67	73	78	80	67	69	74	78	81
Net migration in the population in thousands			6	7	7			1.464	835	822
Mean age of women at childbirth			29					29		
Population share of persons under 25 in %	43	39	28	23	22	40	38	29	24	23
Population share of persons aged 25-64 in %	49	50	57	52	47	50	49	54	51	47
Population share of persons aged 60-79 in %	11	13	18	26	28	13	15	18	25	25
Population share of very old persons 80+ in %	1	2	3	6	11	1	2	4	7	11
Old age dependency ratio (15-64) in %	12	17	22	40	56	15	21	25	40	53
<b>Gender Equality and Family situation</b>										
			2004/5					2004/5		
Employment rate women/men in %			61/70					56/71		
Gender pay gap in %			9					15		
Share of part time work among women/men in %			11/7					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			27/59					:/		
At-risk-of-poverty after social transfer in total/children in %			10/9					17/20		
<b>Ageing and the Labour Market</b>										
			2004/5					2004/5		
Employment rates for persons aged 55-64 women/men in %			19/43					34/52		
Employment rates for persons aged 60-64 in %			16					27		
Employment rates for persons aged 65-69 in %			11					8		
Average exit age from the labour market			56					61		
Inactive for health reasons in % of inactive (aged 50-64)			23					16		
Internet use total/people 65-74 in %			47/:					51/12		
<b>Education, R&amp;D and Productivity</b>										
			2004/5					2004/5		
Early school leavers women/men in %			3/6					13/17		
Youth educational attainment levels women/men in %			94/88					80/74		
Total population having at least completed secondary edu. in %			81					69		
Lifelong learning			13,6/17,2					9,4/11		
R&D share in % GDP			1,5					1,9		
Productivity per hour relative to EU15 in %			66					100		
<b>Migration and Integration</b>										
			2004/5					2004/5		
Share of non nationals in the population in %			2					6		
Employment rate of nationals in %			66					65		
Employment rate of non EU-25 nationals in %			51					55		
Unemployment rate of nationals in %			7					9		
Unemployment rate of non EU-25 nationals in %			14					17		
Low education of nationals in %			29					35		
Low education non EU-25 nationals in %			33					49		
<b>Sustainability of Public Finances and Social Protection</b>										
			2004/5	2030	2050			2004/5	2040	2050
Government debt as % of GDP			29,1					63,4		
% of government revenue in GDP			44,0					43,7		
% of public expenditure on pensions in GDP			11,0	14,4	18,3			10,6	11,9	12,8
% of public expenditure on health care in GDP			6,4	7,6	8,0			6,4	7,4	8,0
% of public expenditure on long term care in GDP			0,9	1,4	2,1			0,9	1,1	1,5

### 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 and it is not expected that the gap will be closed over 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.

### ... 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. There is significant scope for increased employment of older workers, many of whom quit for reasons of illness or disability. With productivity standing roughly at 2/3 of the EU-15 level, there is a potential for rapid growth which could build on high levels of educational attainment. Public debt is comparatively low, but a large ageing-related increase in public social protection expenditure is expected.

	Slovakia					EU-25				
	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
<b>Demographic Trends</b>										
Population in Millions	4	5	5	5	5	378	426	457	469	450
Total Fertility Rate (number of children per women)	2,9	2,3	1,2	1,5	1,6	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	73	75	78	82	83	73	76	80	84	86
Life expectancy at birth for men in years	68	67	70	75	78	67	69	74	78	81
Net migration in the population in thousands			-2	5	5			1.464	835	822
Mean age of women at childbirth			27					29		
Population share of persons under 25 in %	48	43	33	23	22	40	38	29	24	23
Population share of persons aged 25-64 in %	46	47	55	56	49	50	49	54	51	47
Population share of persons aged 60-79 in %	10	12	14	22	29	13	15	18	25	25
Population share of very old persons 80+ in %	1	2	2	4	8	1	2	4	7	11
Old age dependency ratio (15-64) in %	11	16	16	32	51	15	21	25	40	53
<b>Gender Equality and Family situation</b>										
			2004/5					2004/5		
Employment rate women/men in %			51/55					56/71		
Gender pay gap in %			24					15		
Share of part time work among women/men in %			4/1					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			:/70					:/		
At-risk-of-poverty after social transfer in total/children in %			13/17					17/20		
<b>Ageing and the Labour Market</b>										
			2004/5					2004/5		
Employment rates for persons aged 55-64 women/men in %			16/48					34/52		
Employment rates for persons aged 60-64 in %			13					27		
Employment rates for persons aged 65-69 in %			2					8		
Average exit age from the labour market			59					61		
Inactive for health reasons in % of inactive (aged 50-64)			23					16		
Internet use total/people 65-74 in %			50/1					51/12		
<b>Education, R&amp;D and Productivity</b>										
			2004/5					2004/5		
Early school leavers women/men in %			6/6					13/17		
Youth educational attainment levels women/men in %			92/91					80/74		
Total population having at least completed secondary edu. in %			88					69		
Lifelong learning			4,3/5					9,4/11		
R&D share in % GDP			0,6					1,9		
Productivity per hour relative to EU15 in %			53					100		
<b>Migration and Integration</b>										
			2004/5					2004/5		
Share of non nationals in the population in %			0,4					6		
Employment rate of nationals in %			58					65		
Employment rate of non EU-25 nationals in %			65					55		
Unemployment rate of nationals in %			16					9		
Unemployment rate of non EU-25 nationals in %			12					17		
Low education of nationals in %			25					35		
Low education non EU-25 nationals in %			12					49		
<b>Sustainability of Public Finances and Social Protection</b>										
			2004/5	2030	2050			2004/5	2040	2050
Government debt as % of GDP			34,5					63,4		
% of government revenue in GDP			35,7					43,7		
% of public expenditure on pensions in GDP			7,2	7,7	9,0			10,6	11,9	12,8
% of public expenditure on health care in GDP			4,4	5,7	6,3			6,4	7,4	8,0
% of public expenditure on long term care in GDP			0,7	0,9	1,3			0,9	1,1	1,5

### 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 EU25 average, is expected to increase fast and reach almost the EU-25 level by 2050.

### ... 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. 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					EU-25				
	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
<b>Demographic Trends</b>										
Population in Millions	4	5	5	5	5	378	426	457	469	450
Total Fertility Rate (number of children per women)	2,7	1,7	1,8	1,8	1,8	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	73	78	82	85	87	73	76	80	84	86
Life expectancy at birth for men in years	66	69	75	80	82	67	69	74	78	81
Net migration in the population in thousands			6	6	6			1.464	835	822
Mean age of women at childbirth			30					29		
Population share of persons under 25 in %	46	36	30	27	26	40	38	29	24	23
Population share of persons aged 25-64 in %	47	52	54	47	47	50	49	54	51	47
Population share of persons aged 60-79 in %	10	15	17	24	23	13	15	18	25	25
Population share of very old persons 80+ in %	1	2	4	8	10	1	2	4	7	11
Old age dependency ratio (15-64) in %	12	18	24	45	47	15	21	25	40	53
<b>Gender Equality and Family situation</b>										
			2004/5					2004/5		
Employment rate women/men in %			67/70					56/71		
Gender pay gap in %			20					15		
Share of part time work among women/men in %			19/9					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			21/70					:/		
At-risk-of-poverty after social transfer in total/children in %			12/9					17/20		
<b>Ageing and the Labour Market</b>										
			2004/5					2004/5		
Employment rates for persons aged 55-64 women/men in %			53/53					34/52		
Employment rates for persons aged 60-64 in %			34					27		
Employment rates for persons aged 65-69 in %			6					8		
Average exit age from the labour market			61					61		
Inactive for health reasons in % of inactive (aged 50-64)			44					16		
Internet use total/people 65-74 in %			73/18					51/12		
<b>Education, R&amp;D and Productivity</b>										
			2004/5					2004/5		
Early school leavers women/men in %			7/11					13/17		
Youth educational attainment levels women/men in %			87/83					80/74		
Total population having at least completed secondary edu. in %			79					69		
Lifelong learning			19/26,1					9,4/11		
R&D share in % GDP			3,5					1,9		
Productivity per hour relative to EU15 in %			97					100		
<b>Migration and Integration</b>										
			2004/5					2004/5		
Share of non nationals in the population in %			2					6		
Employment rate of nationals in %			69					65		
Employment rate of non EU-25 nationals in %			47					55		
Unemployment rate of nationals in %			8					9		
Unemployment rate of non EU-25 nationals in %			25					17		
Low education of nationals in %			35					35		
Low education non EU-25 nationals in %			47					49		
<b>Sustainability of Public Finances and Social Protection</b>										
			2004/5	2030	2050			2004/5	2040	2050
Government debt as % of GDP			41,1					63,4		
% of government revenue in GDP			49,9					43,7		
% of public expenditure on pensions in GDP			10,7	14,0	13,8			10,6	11,9	12,8
% of public expenditure on health care in GDP			5,6	6,7	7,0			6,4	7,4	8,0
% of public expenditure on long term care in GDP			1,7	2,9	3,5			0,9	1,1	1,5

### Demographic challenges and ...

Fertility rates and life expectancy are very close to the EU average and this is expected to continue. The old-age dependency ratio, currently also close to the EU average, is expected to grow less fast.

### ... 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. Employment could also grow thanks to improved access of minorities and third country nationals to the labour market and education systems.

Public debt is relatively low, but the expected ageing-related increase in public social protection expenditure is faster than for the EU as a whole.

	Sweden					EU-25				
	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
<b>Demographic Trends</b>										
Population in Millions	7	8	9	10	10	378	426	457	469	450
Total Fertility Rate (number of children per women)	2,3	1,7	1,8	1,9	1,9	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	75	77	82	85	87	73	76	80	84	86
Life expectancy at birth for men in years	71	73	78	82	83	67	69	74	78	81
Net migration in the population in thousands			28	22	21			1.464	835	822
Mean age of women at childbirth			30					29		
Population share of persons under 25 in %	36	33	30	28	27	40	38	29	24	23
Population share of persons aged 25-64 in %	52	51	53	49	48	50	49	54	51	47
Population share of persons aged 60-79 in %	15	19	18	22	21	13	15	18	25	25
Population share of very old persons 80+ in %	2	3	5	8	9	1	2	4	7	11
Old age dependency ratio (15-64) in %	18	25	26	39	41	15	21	25	40	53
<b>Gender Equality and Family situation</b>										
			2004/5					2004/5		
Employment rate women/men in %			70/74					56/71		
Gender pay gap in %			17					15		
Share of part time work among women/men in %			40/12					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			41/90					:/		
At-risk-of-poverty after social transfer in total/children in %			9/8					17/20		
<b>Ageing and the Labour Market</b>										
			2004/5					2004/5		
Employment rates for persons aged 55-64 women/men in %			67/72					34/52		
Employment rates for persons aged 60-64 in %			57					27		
Employment rates for persons aged 65-69 in %			15					8		
Average exit age from the labour market			63					61		
Inactive for health reasons in % of inactive (aged 50-64)			60					16		
Internet use total/people 65-74 in %			81/27					51/12		
<b>Education, R&amp;D and Productivity</b>										
			2004/5					2004/5		
Early school leavers women/men in %			8/9					13/17		
Youth educational attainment levels women/men in %			89/87					80/74		
Total population having at least completed secondary edu. in %			83					69		
Lifelong learning			27,9/36,5					9,4/11		
R&D share in % GDP			4,0					1,9		
Productivity per hour relative to EU15 in %			102					100		
<b>Migration and Integration</b>										
			2004/5					2004/5		
Share of non nationals in the population in %			5					6		
Employment rate of nationals in %			73					65		
Employment rate of non EU-25 nationals in %			45					55		
Unemployment rate of nationals in %			7					9		
Unemployment rate of non EU-25 nationals in %			24					17		
Low education of nationals in %			24					35		
Low education non EU-25 nationals in %			24					49		
<b>Sustainability of Public Finances and Social Protection</b>										
			2004/5	2030	2050			2004/5	2040	2050
Government debt as % of GDP			50,3					63,4		
% of government revenue in GDP			56,5					43,7		
% of public expenditure on pensions in GDP			10,6	11,0	11,2			10,6	11,9	12,8
% of public expenditure on health care in GDP			6,7	7,4	7,7			6,4	7,4	8,0
% of public expenditure on long term care in GDP			3,8	4,9	5,5			0,9	1,1	1,5

### Demographic challenges and ...

Sweden's fertility rate is above the EU average and this expected to continue. Life expectancy for women stands at the EU-25 level while men in Sweden can expect to live about two years longer than the EU average. This situation is assumed to prevail over the projection period. Combined with significant immigration, these trends will result in further population growth and a moderate increase in the old-age dependency ratio.

### ... opportunities for tackling them

Sweden has already achieved the highest employment rates in the EU and the gap between men and women is small. However, the gender pay gap is larger than for the EU as a whole 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 disability. 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 are moderate.

	United Kingdom					EU-25				
	1960	1980	2004/5	2030	2050	1960	1980	2004/5	2030	2050
<b>Demographic Trends</b>										
Population in Millions	52	56	60	64	64	378	426	457	469	450
Total Fertility Rate (number of children per women)	2,8	1,8	1,7	1,8	1,8	2,6	1,9	1,5	1,6	1,6
Life expectancy at birth for women in years	74	76	81	85	87	73	76	80	84	86
Life expectancy at birth for men in years	68	69	76	81	83	67	69	74	78	81
Net migration in the population in thousands			140	99	98			1.464	835	822
Mean age of women at childbirth			29					29		
Population share of persons under 25 in %	37	36	31	27	25	40	38	29	24	23
Population share of persons aged 25-64 in %	52	49	53	50	48	50	49	54	51	47
Population share of persons aged 60-79 in %	15	17	17	23	23	13	15	18	25	25
Population share of very old persons 80+ in %	2	3	4	7	10	1	2	4	7	11
Old age dependency ratio (15-64) in %	18	24	24	37	45	15	21	25	40	53
<b>Gender Equality and Family situation</b>										
			2004/5					2004/5		
Employment rate women/men in %			66/78					56/71		
Gender pay gap in %			22					15		
Share of part time work among women/men in %			43/11					33/7		
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %			11/30					:/		
At-risk-of-poverty after social transfer in total/children in %			18/22					17/20		
<b>Ageing and the Labour Market</b>										
			2004/5					2004/5		
Employment rates for persons aged 55-64 women/men in %			48/66					34/52		
Employment rates for persons aged 60-64 in %			42					27		
Employment rates for persons aged 65-69 in %			15					8		
Average exit age from the labour market			62					61		
Inactive for health reasons in % of inactive (aged 50-64)			16					16		
Internet use total/people 65-74 in %			66/25					51/12		
<b>Education, R&amp;D and Productivity</b>										
			2004/5					2004/5		
Early school leavers women/men in %			13/15					13/17		
Youth educational attainment levels women/men in %			77/78					80/74		
Total population having at least completed secondary edu. in %			71					69		
Lifelong learning			23/32					9,4/11		
R&D share in % GDP			1,9					1,9		
Productivity per hour relative to EU15 in %			97					100		
<b>Migration and Integration</b>										
			2004/5					2004/5		
Share of non nationals in the population in %			5					6		
Employment rate of nationals in %			72					65		
Employment rate of non EU-25 nationals in %			59					55		
Unemployment rate of nationals in %			5					9		
Unemployment rate of non EU-25 nationals in %			9					17		
Low education of nationals in %			15					35		
Low education non EU-25 nationals in %			20					49		
<b>Sustainability of Public Finances and Social Protection</b>										
			2004/5	2030	2050			2004/5	2040	2050
Government debt as % of GDP			42,8					63,4		
% of government revenue in GDP			39,5					43,7		
% of public expenditure on pensions in GDP			6,6	7,9	8,6			10,6	11,9	12,8
% of public expenditure on health care in GDP			7,0	8,1	8,9			6,4	7,4	8,0
% of public expenditure on long term care in GDP			1,0	1,3	1,8			0,9	1,1	1,5

### 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.

### ... 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. 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.

	SOURCES AND DEFINITIONS
<b>Demographic Trends</b>	
Population in Millions	1960, 1980 UN 2004 Population projections, 2004/5, 2030 and 2050 Eurostat
Total Fertility Rate (number of children per women)	idem, number of children born to a woman if she follows the fertility age profile of a given year
Life expectancy at birth for women in years	idem
Life expectancy at birth for men in years	idem
Net migration in the population in thousands	idem
Mean age of women at childbirth	idem, in years
Population share of persons under 25 in %	idem
Population share of persons aged 25-64 in %	idem
Population share of persons aged 60-79 in %	idem
Population share of very old persons 80+ in %	idem
Old age dependency ratio 65+ / (15-64) in %	idem
<b>Gender Equality and Family situation</b>	
Employment rate women/men in %	Eurostat , persons between 15-64
Gender pay gap in %	Eurostat EU SILC, National data, % difference in average gross hourly earnings
Share of part time work among women/men in %	Eurostat
Childcare availability for children ( 0-3 / 3 - compulsory school age) in %	National data, children cared for by formal arrangement other than family in 2003
At-risk-of-poverty after social transfer in total/children in %	Eurostat, EU SILC
<b>Ageing and the Labour Market</b>	
Employment rates for persons aged 55-64 women/men in %	Eurostat
Employment rates for persons aged 60-64 in %	Eurostat
Employment rates for persons aged 65-69 in %	Eurostat
Average exit age from the labour market	Eurostat, based on a probability model considering the relative changes of activity rates from one year to another
Inactive for health reasons in % of inactive (aged 50-64)	Eurostat
Internet use total/people 65-74 in %	Eurostat
<b>Education, R&amp;D and Productivity</b>	
Early school leavers women/men in %	Eurostat, % of 18-24 year olds having achieved only lower secondary education or less and not attending further training or education
Youth educational attainment levels women/men in %	Eurostat, % of 22 year olds having achieved at least upper secondary education
Total population having at least completed secondary edu. in %	Eurostat
Lifelong learning	Eurostat, % of workers between 25-64 that participated in some form of training
R&D share in % GDP	Eurostat
Productivity per hour relative to EU25 in %	Eurostat, EU-15 is put at 100
<b>Migration and Integration</b>	
Share of non nationals in the population in %	Eurostat
Employment rate of nationals in %	Eurostat
Employment rate of non EU-25 nationals in %	Eurostat
Unemployment rate of nationals in %	Eurostat
Unemployment rate of non EU-25 nationals in %	Eurostat
Low education of nationals in %	Eurostat
Low education non EU-25 nationals in %	Eurostat
<b>Sustainability of Public Finances and Social Protection</b>	
Government debt as % of GDP	Eurostat
% of government revenue in GDP	Projections by the Economic Policy Committee and the European Commission
% of public expenditure on pensions in GDP	idem
% of public expenditure on health care in GDP	idem
% of public expenditure on long term care in GDP	idem

## **ANNEX II. EUROPEAN RESEARCH PROJECTS ON DEMOGRAPHIC CHANGE AND ITS IMPACTS**

### **1. THE EU FRAMEWORK PROGRAMMES FOR RESEARCH AND TECHNOLOGICAL DEVELOPMENT**

A wide range of initiatives in the area of demographic change have been and are being supported through the EU Framework Programmes (FP) for research and technological development. Some examples are:

#### **1.1. Sixth Framework Programme (2002-2006):**

- SHARELIFE – Employment and health at 50+: a life history approach to European welfare state interventions  
<http://www.share-project.org>
- ActivAge – Overcoming the barriers and seizing the opportunities for active aging policies in Europe  
<http://www.iccr-international.org/activage/en/index.html>
- DIALOG – Population policy acceptance study  
<http://www.bib-demographie.de/ppa/IndexDialogStart.htm>
- RECOWE – Network of excellence on reconciling work and welfare in Europe (including family/work/employment regimes)  
[http://ec.europa.eu/research/social-sciences/pdf/group\\_2/recwowe\\_en.pdf](http://ec.europa.eu/research/social-sciences/pdf/group_2/recwowe_en.pdf)
- SPReW – Generational approach to the social patterns of relation to work  
<http://www.ftu-namur.org/sprew/fr-index.html>
- FEMAGE – Needs for female immigrants and their integration in ageing societies  
<http://www.bib-demographie.de/femage>

#### **1.2. Seventh Framework Programme (2007-2013):**

For details on the new Framework Programme and calls published under it, visit  
<http://cordis.europa.eu>

### **2. PREPARATORY ACTION ON THE IMPACT OF DEMOGRAPHIC CHANGE ON EUROPEAN AND NATIONAL POLICIES**

At the request of the European Parliament, the Commission managed in 2004 and 2005 a "preparatory action to encourage that account is taken of demographic change in European and national policies". This preparatory action comprised a series of studies on:  
Demographic projections, uncertainty and policy-making

- Education, occupations and sectors
- Quality of Life, Health Promotion and Health Care



- Innovation and Productivity Growth in Europe
- Impacts of New Technologies and Information Society
- The impact of ageing on private consumption and savings
- Global convergence: the link between trade, development aid and migration
- The link between population decline, ageing and economic growth
- Childbearing preferences and family issues in Europe (2006 Eurobarometer Survey)

These studies are available at:

[http://ec.europa.eu/employment\\_social/social\\_situation/studies\\_en.htm](http://ec.europa.eu/employment_social/social_situation/studies_en.htm)