# Benchmarking national labour market performances: A radar chart approach

## Disposition

1. Aim with the article

2. What a radar chart is

3. The results in the article

4. Discussion and analysis of the results

## Presentation

### Aim with article

Examine the usefulness of radar charts when benchmarking the national labour market performances

Present multivariate data, in this case several different measurements of performances regarding the domestic labour market. The surface area in the radar can also be used as a performance indicator.

### What a radar chart is

A radar chart has four or more axes which are integrated on a single radial figure.

On the figure can one or more observations be plotted simultaneously.

Are in particular useful for comparing measures/performances on multiple dimensions simultaneously or for comparing several cases with separate charts.

The name comes from the likeness to a radar screen - other names on the same chart is measures matrix and net chart.

Possible to compare performance at different time steps or several countries on the same chart

Overall achievement of goals, overall performance

### Radar charts - Data

Important that data is on the same scale

The original data set is standardized to be as following.

1 is the best performer on a certain measurement, 0 the worst. The other countries lies between 0 and 1 with the value assigned according to their relative performance on each indicator. A value close to one is better.

Always a problem, or challenge, to select the appropriate measures/variables for the given task.

Employment growth and unemployment rates - Standard general measures of labour market performance

Employment rate

Employment rate older workers (50-64)

Gender gaps in employment and unemployment rates

Youth unemployment

Long-term unemployment

If interested in this part, or other more technical issues, these are explained in the article.

if the lowest unemployment rate is 5% and the highest 15%, then a country with an unemployment rate of 10% is scored as "0.5" on the benchmarking scale for this indicator

### Results in the article

On radar chart for employment indicators and one for unemployment indicators.

Are doing that by applying the radar charts to the benchmarking of the labour market performance in the EU member states.

MS Excel is the program used in this article.

What performance measures are reasonable to select?

Limitations of number of measures/variables

Methodological issues like standardization, weighting, correlation among variables.

They conclude that with the radar charts an intuitive overview of the national performances is given. It gives a overview that is easy to interpret both on multiple measures and over time

Stresses the importance of handling methodological issues in a suitable way .

SMOP - A value corresponding to the surface covered. Is influenced by the ordering of the measures. Do therefore compute an average for different combinations of orderings for the measures.

Look back at page before for illustrating issue with surface