European Commission > Employment, Social Affairs & Equal Opportunities

Monthly monitor

EU employment situation and social outlook

October 2009

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HIGHLIGHTS

- Latest data for August/September 2009 confirm that EU labour markets continue to weaken in reaction to the economic downturn, although the pace of deterioration has clearly moderated. Employment continues to decline and unemployment to rise, job vacancies remain significantly lower than a year ago and companies continue to announce more job reductions than creation. Moreover, the labour market outlook for the coming months remains unfavourable. However, labour markets are showing tentative signs of stabilising in some Member States and a relative improvement in confidence among businesses and consumers, including their employment and unemployment expectations, although still pessimistic, adds support to the view that the pace of economic and labour market deterioration is easing.

- The decline in economic activity in the EU eased in the second quarter of this year, supported by further stabilisation of activity in industry, although GDP still remains markedly down on a year earlier.

- The EU has undergone a year of declines in employment, with the contraction particularly strong over the first half of 2009. As a result, employment was down by 1.9 % over the year to the second quarter of 2009. Employment continued to contract across almost all Member States over the second quarter: among the larger Member States most notably in Spain and the UK, but also particularly strongly in the Baltic States (Estonia, Latvia and Lithuania), Ireland and Slovenia.

- Unemployment continued to rise in July and August, though more moderately than over the first quarter of the year. Overall unemployment in the EU rose by 236 000 (or 1.1 %) in August to reach 21.9 million, an increase of 5 million (or almost 30 %) compared to a year earlier. The EU unemployment rate edged up by 0.1 pps to 9.1 %, 2.1 pps higher than a year earlier. While it increased significantly in Latvia in August, the rate remained stable in Finland, Germany, Italy, Poland and Slovenia and even decreased in Austria, Denmark, Malta and Portugal. Nevertheless, compared to a year earlier, the unemployment rate was higher in all Member States.

- While hard data have so far remained depressed, survey data indicate positive signs that the downturn is bottoming out. The EU Economic Sentiment Indicator has been improving for half a year now, while the OECD's Composite Leading Indicator was, by July, higher than the level one year earlier, suggesting a firm halt to deterioration in the economic situation in Europe and heralding the start of an imminent recovery. Furthermore, consumer confidence picked up strongly in September and fears concerning rises in unemployment eased significantly, while at the same time firms have been less pessimistic regarding their employment expectations for the months ahead.

- In its latest World Economic Outlook, the IMF reports that the pace of decline in economic activity in Europe appears to be moderating, but the recovery will likely be modest during the coming months. Unemployment is forecast to remain high for some time and it is likely that some of the increase will become structural. For the euro area the unemployment rate is projected to approach 10 % in 2009 and to reach almost 12 % by 2011.

- In this month's edition there is a special focus on the textile industry.

This monthly monitoring report responds to the need to monitor the impact of the current economic crisis on different sectors, as announced in the Commission Communication "From financial crisis to recovery" (COM (2008) 706), and to a more general need for timely information on labour market developments. It is not a detailed analytical document; rather, it presents a situation update on recent developments and the outlook concerning employment, making use of a wide range of sources of more timely data. Some of the data may be of lower quality and less harmonised than usually reported in Commission analysis (specifically, not all data here is fully harmonised across Member States), but it is more up-to-date than generally available from most of the standard statistical sources.

A wide combination of information sources have been used to produce this report, including Eurostat statistics, reports and survey data from the Commission Directorate General for Economics and Finance, national and sectoral statistics, restructuring data from the European Restructuring Monitor (collected by the European Monitoring Centre on Change) and articles from respected press sources. The report has also benefited from preliminary contributions from public and private employment services. The section on restructuring trends has been prepared by the European Foundation for the Improvement of Living and Working Conditions.

I. SITUATION AND OUTLOOK

1. Labour market trends

Latest data[1] covering the period up to August/September 2009 confirm that for the EU as a whole the labour market continues to weaken in reaction to the economic downturn, although the pace of deterioration is moderating. Employment continues to decline and unemployment to rise, job vacancies remain significantly lower than a year ago and companies continue to announce more job reductions than creation.

On the other hand, there are signs of a stabilisation in the economic and labour market situation in certain Member States. Deterioration in economic activity is starting to ease, supported by stabilisation in industrial production, while unemployment has recently levelled off or even declined in some Member States. Additionally, survey data continue to show a relative improvement in confidence among businesses and consumers.

Nevertheless, the labour market outlook for the coming months remains unfavourable, indicating that the full impact of the economic crisis on labour markets is, at least partly, still to be faced.

Employment in the EU has declined over the year to mid-2009, and was down in almost all Member States…

By mid-2009 the EU had undergone a year of employment declines, which were particularly pronounced over the first half of 2009. As a result, employment in the EU had contracted by 1.9 % over the year to the second quarter, reflecting in particular strong employment declines in construction and other industrial sectors (Chart 1).

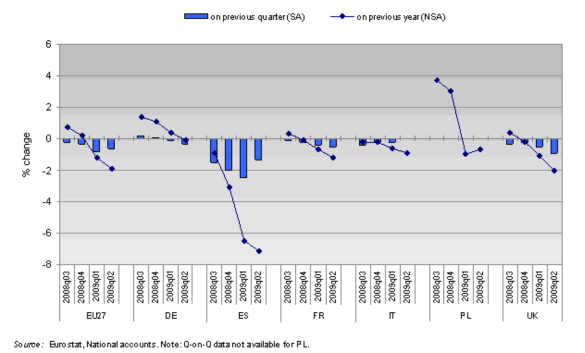
Labour market performances worsened across all Member States to the second quarter of this year. Employment fell in almost all compared to the previous quarter, among the larger Member States most notably in Spain and the UK, but also particularly strongly in the Baltic States (Estonia, Latvia and Lithuania), Ireland and Slovenia. By the second quarter of 2009, year-on-year growth was negative in all Member States except Luxembourg.

… while unemployment continued to edge up in July and August, albeit at a slower pace…

Unemployment in the EU has headed upwards since spring of last year, climbing with particular strength since last autumn in reaction to the intensification of the economic crisis. However, it has been increasing more slowly since May of this year, edging up by a more moderate 0.1 percentage points (pps) per month to reach 9.1 % in August, 2.1 pps higher than a year earlier, and 2.4 pps higher than the trough of 6.7 % in spring 2008 (Chart 2).

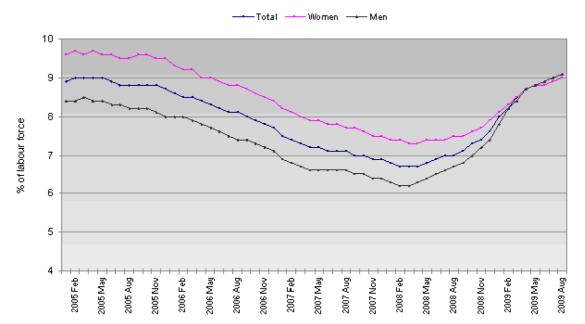
Underlying unemployment rose by 236 000 (or 1.1 %) in August to a seasonally adjusted 21.9 million (21.6

Chart 1: Employment growth



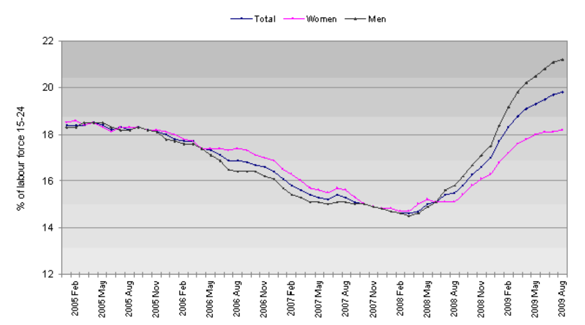
Source: Eurostat, National accounts. Note: Q-on-Q data not available for PL.

Chart 2: Unemployment rates for the EU



Source: Eurostat, series on unemployment. Data seasonally adjusted.

Chart 3: Youth unemployment rates for the EU



Source: Eurostat, series on unemployment. Data seasonally adjusted.

Chart 4: Unemployment rate changes August 2008 - August 2009

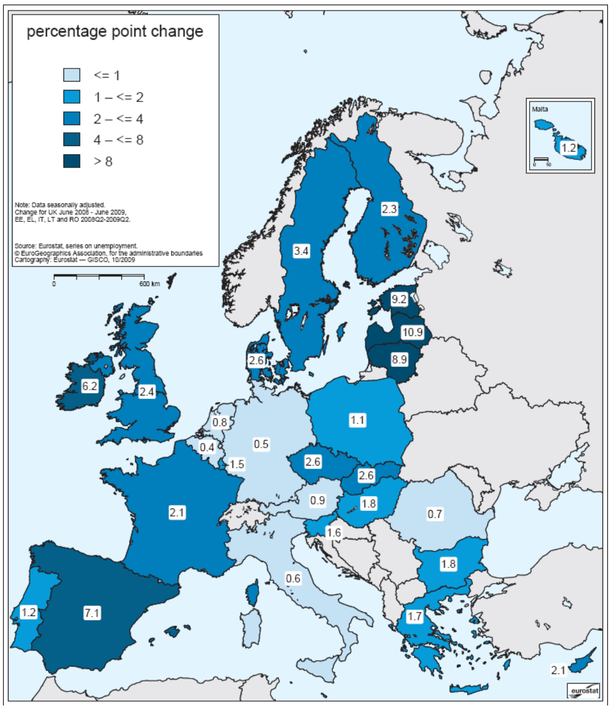
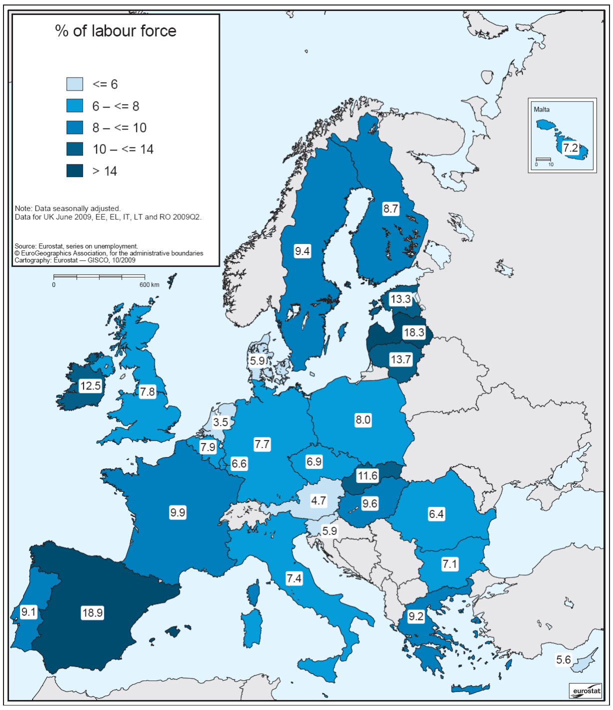


Chart 5: Unemployment rates, August 2009



million non-adjusted), an increase of 5 million (or almost 30 %) compared to August 2008.

… with recent rises in rates now similar for men and women…

Initially, unemployment hit men more severely than women, with overall men accounting for two-thirds of the increase in unemployment since spring 2008. As a result of the strong increases in the rate for men (which were particularly sharp at 0.2-0.4 pps per month from October to April) the gender gap in the unemployment rate, still above a percentage point in the beginning of 2008, had disappeared by April 2009, with the male unemployment rate subsequently slightly exceeding the one for women.

Nevertheless, since May rates both for men and women have been edging up by 0.1 pps per month, and men and women each accounted for broadly half of the rise in unemployment in August. This confirms that the initial impact of the recent economic downturn on predominantly male-oriented sectors in terms of employment, such as the construction and automotive industries, has been diminishing.

… and the youth unemployment rate remaining historically high

Young people (aged 15-24) account for a fifth of the total increase in unemployment since spring 2008. Their unemployment has been heading up since March last year, gaining momentum since last autumn before edging up more slowly from May onwards – following the significant jumps from October till April, increases in the youth unemployment rate subsequently weakened to a more limited 0.1-0.2 pps. The rate has nevertheless risen to a substantial 19.8 %, up 4.3 pps on August 2008 and up 5.2 pps on March 2008, when the youth unemployment rate was at its lowest (Chart 3).

Consequently, improvements achieved since early 2005 in reducing the unemployment rate for youth have been more than reversed, with the rate still at the highest level since Eurostat data for the EU27 became available. The marked increase in the youth unemployment rate has been driven mainly by the very sharp rise recorded in the rate for young men.

In August, youth unemployment reached a seasonally adjusted 5.2 million (5.4 million non-adjusted), reflecting a relatively small increase of 25 000 (or 0.5 %) compared to the previous month (and with youth accounting for only 10 % of the total increase in unemployment in August). Nevertheless, youth unemployment has increased by around 1 million (or about a quarter) compared to August 2008.

Over the last year, unemployment for youth has headed up most in the Baltic States (by 16 pps or more to the second quarter) and in Ireland and Spain (by around 13 pps to August). The youth unemployment rate has reached more than 26 % in Ireland, Latvia, Lithuania and Sweden and has almost reached 40 % in Spain.

While the unemployment rate continued to rise in most Member States in August, it started to stabilise or decline in some

Unemployment continued to rise in most Member States in August, but in line with the immediately preceding months the increase was more limited than those recorded over the period from last autumn to April 2009.

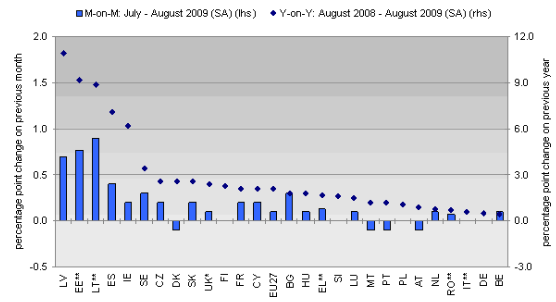
Among larger Member States, in August the unemployment rate climbed by a noticeable 0.4 pps in Spain (though significantly less than the monthly rises observed between September and April) and continued to increase in France (by 0.2 pps) and in the UK (by 0.1 pps in June), while it remained stable in July and August in Germany and Poland and in the second quarter in Italy. The rate increased in most of the remaining Member States, though only Latvia recorded a significant hike (of 0.7 pps). At the same time there appeared tentative signs of a halt to the deterioration in some Member States, as unemployment rates remained stable in Finland and Slovenia and even decreased in Austria, Denmark, Malta and Portugal (Chart 6).

… nevertheless the unemployment rate remained higher than a year ago in all Member States

Nevertheless, compared to a year earlier, unemployment had deepened across all Member States. Compared to twelve months earlier, in August the unemployment rate among larger Member States was up most substantially in Spain (by 7.1 pps), with its rate the highest in the EU at 18.9 % (equivalent to 4.3 million unemployed). It also climbed noticeably over the last year in France (by 2.1 pps) to 9.9 % in August (2.9 million unemployed) and in the UK (by 2.4 pps) to 7.8 % in June (2.4 million unemployed). In Italy the rate rose by a more limited 0.6 pps over the year to 7.4 % (1.8 million unemployed) in the second quarter of 2009. Although rises have been more restrained, the rate in August was also higher (by 0.5 pps) than a year earlier in Germany at 7.7 % (3.3 million unemployed) and in Poland, up by 1.1 pps to 8 % (1.4 million unemployed).

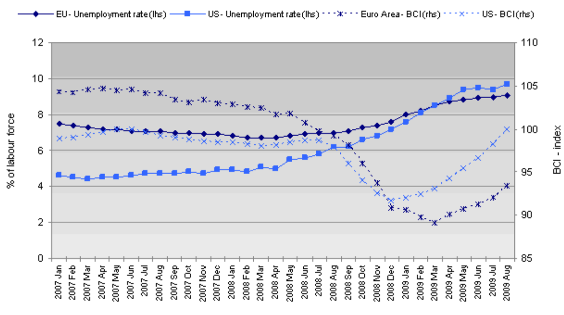
Among the remaining Member States, the unemployment rate has risen most substantially over the year (by around 9-11 pps) in the Baltic States, where the rate remains especially high in Latvia (18.3 % in August) and also comparatively high in Estonia and Lithuania (exceeding 13 % in both in the second quarter). Rates are also relatively high (at around 12%) in Ireland and Slovakia. In contrast, unemployment rates remain relatively low in Austria and the Netherlands (at 4.7 % and 3.8 %, respectively) (Charts 4 & 5 & 6).

Chart 6: Unemployment rate changes to August 2009



Source: Eurostat, series on unemployment.
Note: * For the UK: annual change refers to June 2008 - June 2009, monthly change refers to May - June 2009.
** For EE, EL, IT, LT and RO: annual change refers to 2008Q2 - 2009Q2, monthly changes are estimated from quarterly change 2009Q1-2009Q2.

Chart 7: Unemployment rate and BCI



Source: Eurostat, series on unemployment; OECD, Composite leading indicators. Data seasonally adjusted.

The EU unemployment rate continues to be less affected by the downturn than in the US

Despite a comparatively sharper economic downturn and stronger falls (and a slower recovery) in business confidence, the impact on the labour market in the EU has been less dramatic than that in the US. By August, the unemployment rate in the EU had increased by 2.1 pps compared to a year earlier, while in the US it had increased by a more marked 3.5 pps (Chart 7). The unemployment rate in the US increased by 0.3 pps to 9.7 % in August, while that in the EU edged up to 9.1 %, hence widening the EU's unemployment rate gap with respect to the US.

EU consumer's fears of unemployment declined further in August…

Since April, EU consumers have started to feel relatively more confident about the general economic situation, and have reported reduced fears regarding levels of unemployment for the year ahead. Following strong falls over the second quarter and more limited declines over the summer, consumers' unemployment

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expectations eased significantly in September, continuing the turnaround from the pronounced rises recorded between September 2008 and March 2009 (Chart 8).

Nevertheless, the unemployment rate continues to increase in line with the prior worsening expectations, and can be expected to deteriorate further before the lagged effect of the turnaround in consumers' expectations takes hold, alongside any associated improvement in economic activity.

… and employment expectations continued to show a relative improvement, though firms still expect to reduce staff levels

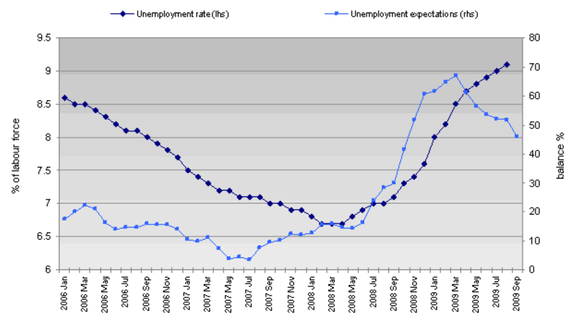
Similarly, since spring firms have shown a relative improvement in their employment expectations for the months ahead, although the expected demand for new workers generally continues to be negative on balance. Following the consecutive declines from late 2007 up to early 2009, the employment outlook has shown a relative improvement over recent months across all main sectors. In September, employment expectations continued to improve significantly in construction, but also picked up noticeably in retail trade after remaining somewhat flat in the previous four months. Employment expectations also picked up again in financial services in September, reversing the slight deterioration over the summer months. In contrast, employment expectations broadly levelled off in industry in September, after five consecutive months of improvement, and worsened marginally in services (Chart 9).

There are signs that demand for labour stabilised in August/ September, though it remained low compared to last year…

At EU level, in the second quarter of 2009 the job vacancy rate was unchanged from the previous quarter at 1.4 %, suggesting a stabilisation in labour demand, but the rate nevertheless remains down by 0.7 pps compared to a year earlier. This drop in the job vacancy rate was equivalent to a fall in demand for new workers of around one-third over the year for the EU as a whole.

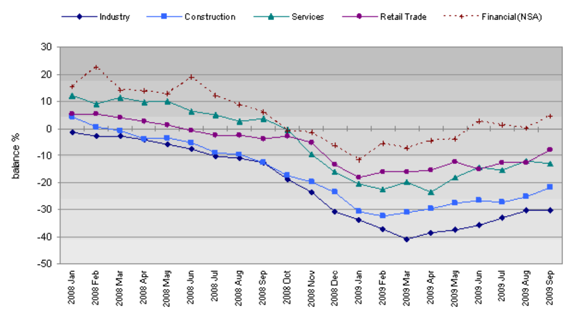
The relatively low level of labour demand compared to the situation last year is confirmed by official sources, such as those in the UK and Germany. In the UK, latest data from its vacancy survey show that vacancies continued to drop: in the three months to August job vacancies were down 12 000 (or 2.6 %) on the preceding three months, and down 174 000 (or almost 30 %) on the year. Nevertheless, overall vacancy levels remained reasonably high at around 434 000. In Germany, the Federal Employment Agency's job index (BA-X)[2] rose by 1 point to 123 points in September, indicating a slight improvement in demand for labour for the first time in fifteen months. However, despite four months of stabilisation in the demand for labour, it is not yet clear if the downward trend has fully bottomed out. Compared to September 2008 the index has fallen 39 points. The number of vacancies remained almost unchanged in September, with around 486 000 jobs reported as available.

Chart 8: Unemployment rates and expectations for the EU



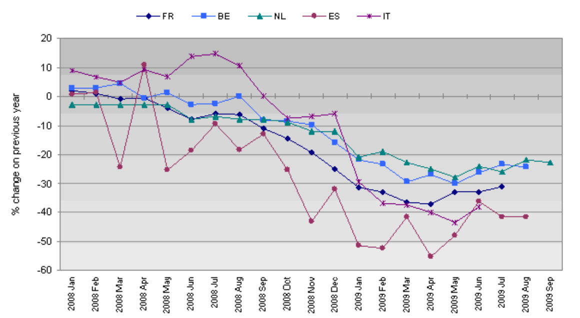
Source: Eurostat, series on unemployment; Commission services (ECFIN), Business and consumer surveys. Data seasonally adjusted.

Chart 9: Employment expectations for the EU



Source: Commission services (ECFIN), Business and consumer surveys. Data seasonally adjusted (except for financial sector).

Chart 10: Number of hours worked invoiced by private employment agencies



Source: Eurociett.
Note: Hours worked defined as sum of all hours invoiced by all private employment agencies to all user companies.

… similarly, demand for temporary agency work has dropped sharply over the year, but there are signs of stabilisation

Temporary agency work has been hit hard by the downturn. Recent data from Eurociett[3] generally covering June to September show a substantial year-on-year contraction in the number of hours invoiced by private employment agencies, ranging from just below 25 % in the Netherlands and Belgium to around 30 % in France and around 40 % in Italy and Spain according to the respective reference periods. However, there are signs that the situation has stabilised and has even improved slightly over recent months (Chart 10). In the UK, agencies' billings from the employment of temporary/contract staff increased in August, albeit only fractionally, marking the first rise in over a year and reflecting higher levels of client activity.

2. Restructuring trends

Large-scale restructurings continue to generate a negative net employment outcome in Europe as reflected in recent European Restructuring Monitor (ERM) data collected by the European Monitoring Centre on Change[4]. Compared to previous months, announced job losses increased in September and outnumbered job creation by a ratio of 4:1. It should be noted however that the month's job loss totals were skewed artificially by a single specific case – involving over 30 000 announced job losses in the French civil service.

Announced job losses continued to outnumber announced job gains…

In September, there were almost 60 000 job losses announced and just under 15 000 announced job creations. For the 12-month period (October 2008-September 2009), the ERM reported a total of 760 000 announced job losses and 250 000 job creations (Chart 11).

… with most of the announced recent job loss occurring in France and Poland

The Member States with the largest announced job losses in September 2009 were France (37 283 jobs), Poland (3 917 jobs), the United Kingdom (3 226 jobs), Belgium (2 262 jobs), Spain (2 250 jobs) and Czech Republic (2 541 jobs) (Chart 12).

Public administration and manufacturing were the most heavily impacted sectors…

In September, public administration and manufacturing accounted for nearly 85 % of total announced job losses (50 434 out of 59 926). Following public administration (34 214 jobs) and manufacturing (16 220), the other significantly affected sectors were transport and communication (4 441 jobs) and financial services (2 665 jobs) (Chart 13).

Chart 11: Announced job losses and creation in the EU

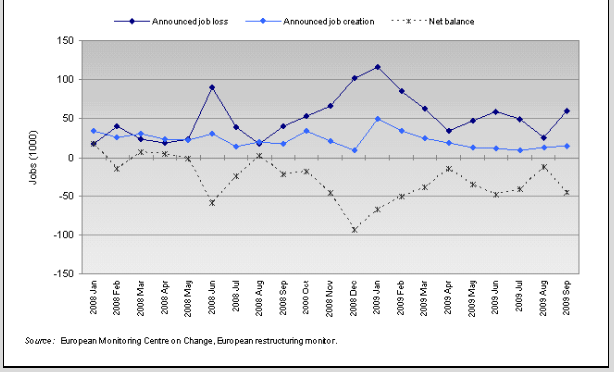


Chart 12: Announced job losses

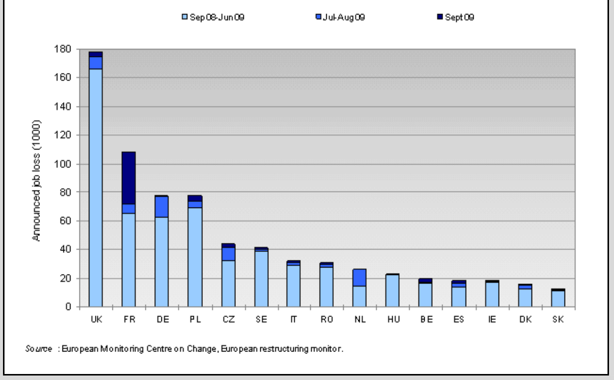


Table 1: Announced job losses for the EU

Manufacturing sector	NACE 1.1	Announced ERM job loss Sep 08-Sep 09	% share total manuf job loss Sep 08-Sep09	Change in pp share of total job manufacturing job loss since crisis v before
Auto	34	99327	24.9	4.6
Machinery/equipment	29	51430	12.9	7.9
Basic Metals	27	34223	8.6	1.7
Electrical machinery	31	27214	6.8	1.3
Food products	15	23657	5.9	-2.3
Non-metallic mineral products	26	23166	5.8	3.0
Chemicals (inc pharma)	24	19627	4.9	-2.6
Other transport equipment	35	18596	4.7	-0.8
Radio, TV, comms equipment	32	15831	4.0	-8.3
Textiles	17	11774	3.0	-1.6

The largest national restructuring cases involving job loss were in:

- Public administration: *French Government* (France, 33 749 jobs)
- Manufacturing: *Opel* (Spain, 2 090 jobs), *BAE Systems* (UK, 1 116 jobs), *Tenaris* (Italy, 1 024 jobs), and *Bumar* (Poland, 1 000 jobs)
- Transportation/communication: *Air France - KLM* (France, 1 400 jobs).

The public administration sector features prominently as a result of the announcement by the French government that 33 749 administrative jobs will be eliminated in France during 2010.

The Spanish *Opel* case was part of a large-scale cross-national restructuring involving 10 500 job losses announced by the carmaker's new owners *Magna International*. Domestic appliance producer *Bosch* also announced 10 000 jobs across its units worldwide.

Since September 2008, the ERM has recorded almost 400 000 announced job losses in manufacturing, representing about 50 % of all announced job losses for the period. Automotive and machinery manufacturing and related sectors have been disproportionately affected. The automotive industry's share of manufacturing job loss has increased by 4.6 pps, while machinery manufacturing's share has increased by 7.9 pps compared to the situation before the crisis (Table 1).

Since the beginning of the economic crisis, the ERM has reported a dramatic increase in restructuring due to bankruptcy and closure. Over the last year, bankruptcies have accounted for 21.75 % of announced job losses, compared to a long run average of 14.5 %. In September, internal restructuring accounted for most of the announced job losses, and bankruptcy only accounted for about 8 %.

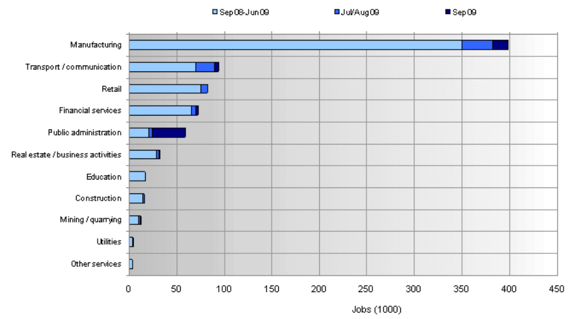
… while retail continued to account for the largest share of announced new jobs

The sectors with the largest announced job creation during September were retail (6 395 jobs), real estate/business activities (2 203 jobs), and public administration (2 000 jobs). The creation of over 6 000 retail jobs in September represents more than 40 % of all announced business expansion (Chart 14).

The largest cases involving job gains were in:

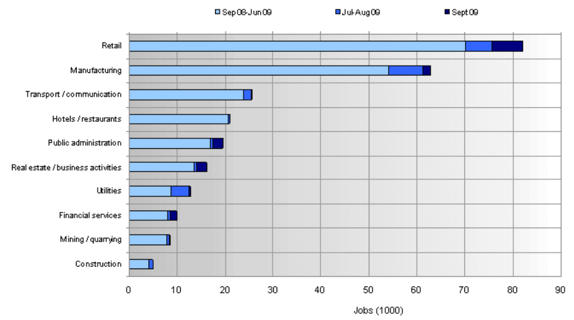
- Retail: *Colruyt* (Belgium, 4 000 jobs), *Matalan* (United Kingdom, 1 800 jobs)
- Real estate/business activities: *IBM* (Poland, 2 000)
- Public administration: *Swedish Public Employment Service* (Sweden, 2 000 jobs)

Chart 13: Announced job losses for the EU



Source : European Monitoring Centre on Change, European restructuring monitor.

Chart 14: Announced job creation for the EU



Source : European Monitoring Centre on Change, European restructuring monitor.

- Financial Services: *Fortis* (United Kingdom, 1 500 jobs).

Colruyt and *Matalan*, both of which engage in discount retail, announced business expansion plans involving 4 000 and 1 800 jobs respectively. Increased demand for discount consumer goods appears to have been the main factor behind the recent trend in business expansion by discount retailers.

The *Swedish Public Employment Service* also announced the creation of 2 000 jobs. Positions will be assigned to the tasks of job search assistance and integrating people on long sick leave into the labour market.

3. Economic context and outlook

ECONOMIC SITUATION

Economic downturn in the EU continues, but softened in the second quarter…

The economic downturn in the EU continues, but eased in the second quarter of this year, as GDP declined by a more modest 0.3 % on the previous quarter. Compared to a year earlier, GDP remained down by a substantial 4.9 % in the second quarter. Economic output in the US contracted by a similar 0.2 % during the second quarter, with GDP down by 3.8 % on a year earlier (Chart 15).

… with most of the Member States still in recession but a return to growth in several Member States

Within the EU, most Member States had technically entered recession by the first quarter of 2009. Among the larger Member States, the economy weakened further in Italy, Spain and the UK in the second quarter. However, in contrast, in France and Germany together with the Czech Republic, Portugal, Slovenia and Sweden, the economy started to expand again in the second quarter, to join Greece, Poland and Slovakia in posting positive growth.

Industry production in the EU has remained broadly stable since May in contrast to the previous strong contractions…

The easing of the economic deterioration in the second quarter has been supported by a broad stabilisation in industrial production. Following on from much stronger contraction in the preceding months, industrial output has broadly stabilised since May, decreasing only slightly (by 0.3 %) in July (Chart 16).

The limited decline in industrial production at EU level in July resulted from a strong rebound in output in Italy and continued expansion in the UK, which helped to offset a fall in output in the remaining larger Member States. The drop reflected moderate falls in output across most goods categories and an increase in production of non-durable goods, which helped compensate for a strong decrease in production of capital goods.

As a result of the recent improvement, the downward trend in year-on-year growth in industrial production has come to an end, with growth showing a relative improvement since May. It nevertheless remained sharply down compared to levels one year earlier (down by 14.8 % in July), still reflecting the sequence of particularly strong falls which occurred between last autumn and this spring.

Chart 15: GDP growth

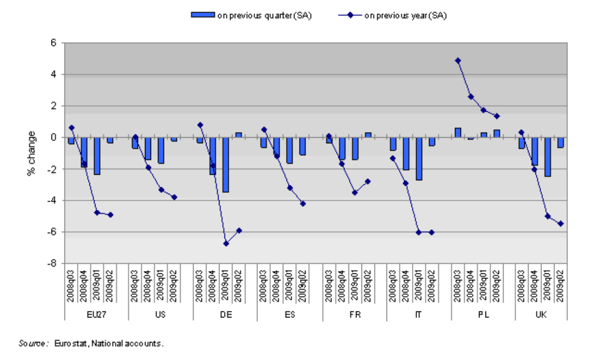


Chart 16: Industry production for the EU

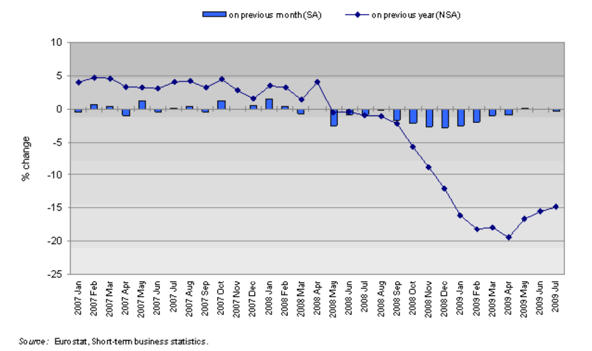
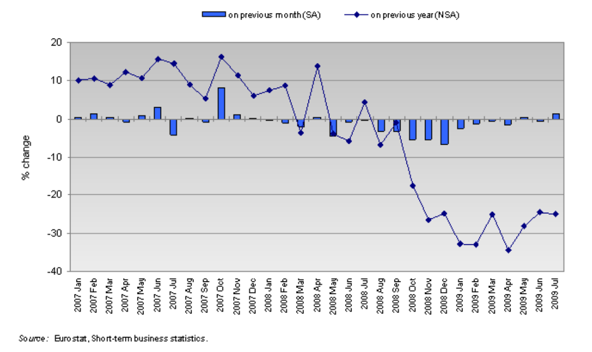


Chart 17: Industrial new orders for the EU



… in line with prior stability in industrial new orders, which increased noticeably in July…

Contractions in industrial output have followed the trend in industrial new orders, which dropped substantially in the second half of 2008, but started to recover somewhat in the beginning of this year. After remaining broadly stable in May and June, industrial new orders increased noticeably in July (up 1.4 %), the first significant rise in more than twenty months

(Chart 17). The improvement in new orders in July mainly resulted from increases in new orders for consumer durable goods and intermediate goods, which counteracted a drop in orders for capital goods and consumer non-durables.

On a yearly basis the level of new orders has generally been on a downward trend since the middle of 2008 until April 2009. Although edging up subsequently, by July new orders were still down around a quarter (25.1 %) compared to a year earlier.

... while construction output, remaining on a downward trend for a year and a half, declined further in July…

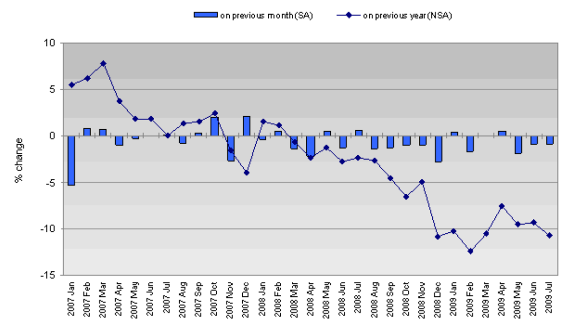
After some initial signs of stability in March and April, output in construction has decreased since May, falling by a further 0.8 % in July (Chart 18). The drop in July reflects declines in construction output across most of the larger Member States, especially in Germany and Spain, except for strong expansion in Poland.

As a result of the recent declines, year-on-year growth in construction in the EU, which had shown some signs of recovery in spring, fell back to -10.7 % in July. This has resulted from strong declines in construction output in Spain and the UK, and a more moderate drop in France, with Germany recording negligible changes and Poland expanding by a significant 10 %.

... and retail trade turnover dropped back in August

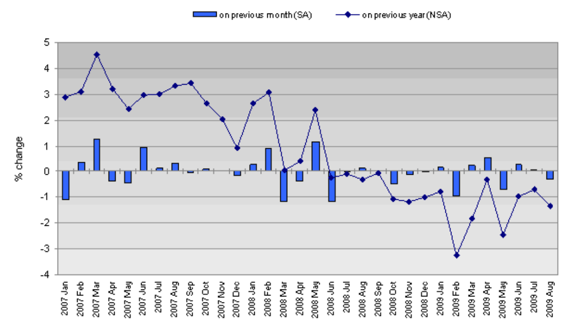
Except for sizeable falls in February and May, retail trade turnover in the EU has held up rather well since October. However, after remaining broadly stable in July (supported by an increase in textiles turnover), retail trade turnover decreased by 0.3 % in August, reflecting a decline in turnover of 0.6 % in the non-food sector which more than offset an increase by 0.3 % in the food sector. In July an increase in turnover in Germany, Poland and the UK had offset drops in Spain, France and Italy. In August the decline was driven by a fall in retail trade turnover in Germany, while it improved in Poland and Spain. Consequently, after edging up in June and July, year-on-year growth in retail turnover had dropped back to -1.4 % by August (Chart 19).

Chart 18: Construction production for the EU



Source: Eurostat, Short-term business statistics.

Chart 19: Retail trade turnover for the EU



Source: Eurostat, Short-term business statistics.

OUTLOOK

Economic sentiment in the EU continued to improve in September, but remained below its long-term average…

Signs that the downturn might be bottoming out continue to be supported by indicators of business and consumer confidence. The EU Economic Sentiment Indicator (ESI) has been improving for half a year now, following a long prior period of continuous strong falls from mid-2007. The ESI rose by 1.6 points to 82.6 points in September. However, it still remains well below its long-term average and the September increase was the smallest since the upturn started in April of this year (Chart 20).

Developments at the country level have been rather mixed in September, indicating diverging trends. The improvement at the EU level reflected a marked rise in sentiment in France and a moderate increase in Germany, which offset falls in confidence in Italy and Spain, while economic sentiment in the UK and Poland remained broadly unchanged.

The increase in the ESI for the EU resulted from a moderate rise in sentiment in industry, construction and retail trade together with notable improvements in consumer confidence. Sentiment in financial services (not included in the ESI) picked up strongly in September to confirm a clear positive balance and reflects managers' improved assessment of the business situation.

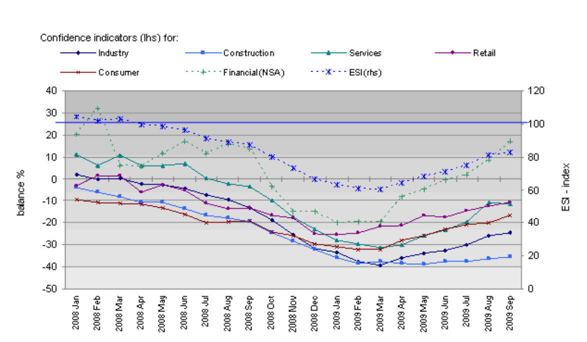
... while, the OECD leading indicator for the EU continued to recover strongly

The recent development in the OECD's Composite Leading Indicator (CLI) also confirms a clear halt to the deterioration in the economic situation in Europe in general terms and points to an expected return to growth in coming months. After the declines observed over 2008, the CLI for the Euro Area and aggregate of the four largest EU Member States started to stabilise in the beginning of 2009 and have been picking up markedly since April, driven most significantly by positive signals in Germany and Italy (Chart 21).

In July the CLI increased by 1.9 points in the euro area and in the group of the four largest EU Member States, and also rose by 1.6 points in the US following the continuous falls there from mid-2007 till February 2009. Compared to a decline of 4.3 points over the year to July for the US, the two former aggregates were up by 1.4 and 2.5 points compared to a year earlier and have now recovered to levels above those associated with the troughs in 2001, 2003 and 2005.

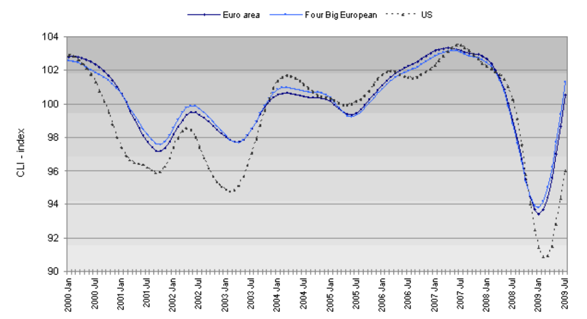
These improvements in the CLI give a strong indication that the economic crisis is bottoming out, as downward pressure on the economy peters out, and suggest that the start of the economic recovery may be underway. Indeed, the signs of a turning point in the CLI should indicate a turning point in industrial production after a lag of 4 to 8 months. Nevertheless, any positive impact on the labour market will take much longer to manifest itself.

Chart 20: ESI and confidence indicators for the EU



Source: Commission services (ECFIN), Business and consumer surveys. Data seasonally adjusted (except for financial sector).

Chart 21: Composite leading indicators



Source: OECD, Composite leading indicators.

Latest IMF economic outlook confirms expectations that the downturn may be ending, but also that the recovery will be slow and with continued labour market deterioration

In its latest World Economic Outlook, the IMF reports that the global economy is expanding again, and that financial conditions have improved markedly. It will still take some time, however, until the outlook for employment improves significantly.

In the advanced economies, unprecedented public intervention has stabilized activity and has even fostered a return to modest growth in several economies. The pickup is being led by a rebound in manufacturing and a turn in the inventory cycle, and there are some signs of gradually stabilising retail sales, returning consumer confidence, and firmer housing markets. However, the pace of recovery is expected to be slow and, for quite some time, insufficient to decrease unemployment.

Data for Europe indicate that the pace of decline in activity appears to be moderating, but the recovery will likely be modest during the coming quarters. The turnaround during the second half of 2009 is expected to be driven mainly by rising exports and a turn in the inventory cycle, with continued support from policy stimulus. The euro area is projected to emerge from the recession in the second half of 2009, with recovery strengthening over the course of 2010.

Even though initial job cuts were moderate, unemployment in the euro area is projected to approach 10 % during 2009 and to reach almost 12 % by 2011, with job creation likely subdued as widespread reductions in hours worked are reversed. Rates are expected to exceed 10 % by 2010 in France, Germany and Italy as well as several other smaller Member States, and rise to over 20 % in Spain. Unemployment is forecast to remain high for some time, and it is likely that some of the increase will become structural, as displaced labour finds re-entry to the labour market difficult.

II. SPECIAL FOCUS

1. Latest developments and expectations in selected Member States

This section provides an overview of recent developments and forecasts at the Member State level. This time the focus is on reviews of the labour market situation in the EU's four main economies, France, Germany, Italy and the United Kingdom, together with Belgium and the Netherlands. Priority has been given to the most recent reports and forecasts (dating from August to early October 2009) from reliable sources at the country level.

Belgium

According to the National Employment Office (ONEM), there were 468 000 unemployed receiving benefits from the Belgian state in August 2009, of which 53 % were men (together with youth, one of the population groups hardest hit by the crisis). This equates to an 11.4 % increase since August 2008. According to the same source, Belgium continues to withstand the crisis better than most European countries, as further evidenced by the statistics presented by Eurostat: whereas the average EU unemployment rate went up by 2.1 pps during the same period, to 9.1 %, it only rose by 0.4 pps in Belgium, to 7.9 %. These fairly positive figures owe in part to the efficiency of the government-supported measures taken to limit the impact of the crisis on the labour market, such as the temporary unemployment scheme.

However, the first quarter of 2009 was particularly difficult for Belgian industry. The Flanders region seems to have been hit hardest, unemployment having risen by 20.9 % in that period. The increases were more moderate in the Walloon and Brussels regions (up 6 % and 7.3 % respectively). Youth unemployment remains high (21.2 %, i.e. 1.4 pps higher than the EU average) and temporary unemployment jumped dramatically (up 75.1 % in a single year). Long-term unemployment has long been an issue and indeed stays at a very high level, especially in Wallonia where it accounts for roughly half of total unemployment. Another issue is the relatively high cost of labour, which may pose some problems in the recovery phase.

Construction, the banking sector and manufacturing industries, car-manufacturing and textiles in particular, have been hit hard by the crisis. On 9 September, the European Commission approved two applications from Belgium for assistance under the European Globalisation adjustment Fund (EGF). The €9.2 million funding, still under consideration by the European Parliament and the Council, would potentially help 2 168 workers from 46 Flemish textile companies to get back into employment. On the other hand, there are concerns about the consequences for car-manufacturing jobs in Belgium of Opel being taken over by Magna, and the eventual closure of Opel's Antwerp plant, which could directly affect more than 2 300 jobs and, according to the Flanders' government, some 12 000 jobs in total. The banking sector continues to rationalise business, with for example Dexia planning to cut 800 jobs in 2009-2010. On the positive side, temporary agency work in Belgium has seen a reduction in the rate of decreases since May 2009, when it posted the highest fall in turnover (-28.5 % year-on-year), according to Eurociett.

After a dramatic decline at the end of 2008 and in the first half of 2009, economic activity in Belgium is progressively picking up. Since the economic sentiment index reached its lowest level in March, it has risen substantially and suggests a possible return to growth by the end of this year, or in the beginning of 2010.

France

After easing somewhat in June, unemployment in France rose again in August, with 18 200 more people on the dole. In metropolitan France, 2.6 million people are currently unemployed. According to Eurostat, in line with the EU average, the French unemployment rate rose by 2.1 pps between August 2008 and August 2009, to reach 9.9 %, i.e. 0.8 pps higher than the EU level. Youth unemployment is also relatively high, reaching 24.4 % in August, i.e. 4.6 pps above the EU average.

While the French unemployment insurance Unedic forecasts an increase in unemployment of 640 000 in 2009, Insee, the National Institute of Statistics and Economic Studies, predicts a more limited rise, as it took an earlier-than-expected economic recovery into account. According to that revised scenario, the unemployment rate might not exceed 10 % until the end of 2009. At the same time, massive redundancies are still being announced, like at Air France, where 1 500 jobs might be cut in the near future.

Pôle Emploi estimated the number of net job losses in the second quarter of 2009 at 76 700. Employment remains on a downward trend in the manufacturing industry, in the construction sector, and in the tertiary sector, in spite of a rebound in temporary agency work in the latter (the number of workers rose 2.3 % quarter-on-quarter according to Pôle Emploi and Eurociett). In July, among the main tertiary sectors, only public administration, national education and health services posted a decline, while transport and storage, and trade sectors showed increases of 7.5 % and 6.3 % respectively.

GDP picked up slightly in the second quarter 2009, rising 0.3 % on the previous three months. Insee's "Business climate and turning point indicator" suggests a positive evolution in business confidence and economic sentiment. In spite of the announcement made by the Movement of French Enterprises (Medef) concerning the likely collapse of some 70 000 firms in 2009, business climate has been constantly improving in France since April, according to the managers interviewed, as the business sentiment index reached 82 points in September (up 6 points from July, i.e. 14 points higher than the low level reached in March). However, a rapid recovery might be impeded by a depressed level of private wealth (down 3 % in 2008 and by 2 % in 2009) and a rising budget deficit, which is expected to reach 8.2 % of GDP in 2009, up from 3.4 % last year.

As the OECD points out, actions should be taken to avoid that the current job crisis extends into the long term, which would undermine the sustainability of the social protection system, through long-lasting benefit dependency for a significant proportion of the recipient population. In this respect, France has recently taken a number of initiatives: the reform of the public employment service should strengthen the links between benefit recipiency, job search and participation in employment programmes, and the introduction of the RSA ("*revenu de solidarité active*") should increase financial rewards from working for disadvantaged workers.

Germany

Recent statistics point to a slight improvement of the employment situation in Germany, as unemployment posted a fall in September, according to the Federal Labour Office (BA): the number of people out of work dropped by 12 000 to 3.46 million, although taking into account statistical changes, unemployment rose in net terms by 10 000. These relatively positive figures tend to demonstrate that the German labour market has so far managed to withstand the fallout from the global economic downturn. Looking at the latest Eurostat statistics, unemployment has remained relatively stable over the last four months, at 7.7 %, 1.4 pps lower than the EU average. Between August 2008 and August 2009, it only rose by 0.5 pps. Similarly, the youth unemployment rate is one of the EU's lowest, amounting to 10.8 % in August this year.

Unemployment in Europe's largest economy has remained under control so far, thanks to the widespread use of government-funded labour-market support schemes, including short-time working arrangements. About 1.42 million workers were on short-time working schemes in June (BA figures). According to the OECD, Germany's fiscal stimulus package, which was of average size in international comparison (3.1 % of GDP in 2008), has had, and will continue to have, a positive effect in stemming job losses. OECD calculations indicate that employment would be by 0.6 to 1 pps lower in 2010 if there had been no stimulus package.

However, some economists warn that unemployment could rise next year as the recession catches up with the German labour market, while the government prepares to put an end to its anti-crisis stimulus programme. According to BA, the number of people out of work should stay below the 5 million mark in 2010, a level not reached since 2005, when the jobless rate peaked at 12.6 %. In September, the Federal Employment Agency's job index (BA-X) rose by 1 point to 123 points, indicating a slight improvement in demand for labour for the first time in fifteen months. However, compared to September 2008 the index has fallen 39 points. Demand for skilled workers in the health and social services continues to grow, unlike in many other sectors.

According to provisional results from the Federal Statistical Office (Destatis), the number of persons in employment living in Germany amounted to 40.01 million in August 2009. Compared with the previous year, this was a decrease of 216 000, or 0.5 %. As compared with July 2009, there was hardly any change: the number of people in employment rose slightly, by 11 000.

After four consecutive months of GDP decline, Germany's export-dependent economy recovered to post marginal growth in the second quarter of 2009 (up 0.3 %). However, German industrial production remains depressed, bankruptcies rose by 14.8 % in the first semester, and the government still forecasts a 5.5—6 % decline in GDP this year. At the same time, German investor confidence is picking up. The Centre for European Economic Research (ZEW) monthly index, measuring the mood among analysts and institutional investors, climbed by 1.6 points in September to 57.7 points. The economy is slowly recovering, according to the same source, but prospects for the next six months are burdened by the end of the car-scrapping scheme and by an anticipated rise in unemployment. In spite of relatively limited budget deficits (3.7 % of GDP expected for 2009), the Bundesbank forecasts that only by 2013 would there be a return to the economic situation which prevailed prior to the financial crisis.

Italy

According to Italy's Social Security Office (INPS), the number of people receiving unemployment benefits stood at 450 thousand in April 2009, a slight decline compared to previous months. Statistics Italy (ISTAT) reports that in the second quarter of 2009 labour supply posted a fall of 1 % (down 241 000) compared to the same quarter of 2008, while the number of employees amounted to 23.2 million, a fall of 1.6 % year-on-year (i.e. down 378 000). In seasonally-adjusted terms and in comparison to the first quarter of 2009, employment recorded a 0.3 % decline across the country.

The employment rate had declined from 59.2 % in the second quarter of 2008 to 57.9 % a year later, reflecting the lowest participation rate in the EU. This decline in employment is the steepest recorded since the second quarter of 1994, while the inactivity rate had climbed from 36.5 to 37.4 % over the year. The number of people seeking a job jumped by 137 000 (+8.1 %) to 1.84 million between 2008 Q2 and 2009 Q2. Within the same period, the unemployment rate rose from 6.7 % to 7.4 %, its highest level since 2005 and reflecting an increase of 0.8 pps compared to one year before. However, between the first and the second quarters of this year, the unemployment rate remained relatively stable, increasing by only 0.1 pps. According to ISTAT, unemployment is edging up only slowly because a substantial number of Italians gave up searching for jobs and therefore no longer count as job-seekers or unemployed.

Temporary workers are particularly hit by the crisis. In the year to March 2009, Italy lost 261 000 temporary and atypical jobs, while according to Eurociett, the number of hours worked by temporary agency workers declined by 38.2 % between June 2008 and June 2009. Moreover, young workers, who typically hold these types of contracts, are particularly hard hit. The 15-24 year-old unemployment rate rose by 5 pps in Italy in the last year and now stands at 26.3 %.

Some positive signs have recently been observed as far as the economic situation is concerned. ISTAT's seasonally-adjusted index of turnover and orders posted an increase of 0.7 % in July 2009, compared to June, reflecting increased external demand. Despite signs that the recession is indeed slowing in Italy (the quarter-on-quarter decline in GDP moderated from 2.7 % in the first quarter to 0.5 % in the second quarter), the 2009 OECD Employment Outlook expects worsening labour market conditions. The pace of the recovery is likely to be modest and unemployment is likely to rise further even after output growth has resumed. As a result, the Italian unemployment rate is expected to continue rising. It could even approach a double-digit figure in 2010 if the recovery fails to gain momentum.

Netherlands

According to Statistics Netherlands (CBS), in the second quarter of 2009 the number of salaried jobs had declined by 72 000 relative to the same quarter a year earlier. For the first time since 2004, the number of jobs stood below the level recorded twelve months earlier, while for the second time in a row, the number of jobs decreased in comparison to the preceding quarter. Taking job creation into account, there was a net loss of 55 000 jobs between the first and the second quarters of 2009, with the business services sector hit hardest as 83 000 jobs disappeared. There were around 7.9 million people employed in the second quarter, i.e. 0.9 % fewer than in the same period of 2008.

The decline almost entirely concerns temporary jobs. Temporary agency workers were the first to suffer the consequences of the economic slowdown. According to Eurociett, by August the amount of hours worked by the temporary agency workforce decreased by 23 % in comparison with the same period last year. However, this is a considerably smaller decrease compared to June.

Major decreases took place in employment among temporary agency workers. These were relatively much higher than declines in the overall workforce in sectors such as manufacturing industry, construction, trade, hotels and restaurants and transport, where overall employment contraction remained relatively low, especially in comparison to the decline in output. Conversely, there was a remarkable growth of 58 000 jobs in the public sector from 2008 Q2 to 2009 Q2: the health care and welfare sector accounting for the bulk of this growth (38 000 jobs).

According to Eurostat, the Netherlands still enjoys the lowest unemployment rate in the EU, at 3.5 % in August, along with the lowest youth unemployment rate (6.3 %). The former only increased by 0.8 pps over the last year, far less than one had feared six months ago. In spite of this, the number of jobs fell by 0.7 % between the two first quarters of this year: this is the most substantial quarter-on-quarter decline ever recorded, even though it remains lower than the quarterly GDP contraction (-1.1 %).

From 2008 Q2 to 2009 Q2, the Dutch economy shrank by 5.4 %, according to Eurostat, the largest decrease since the Second World War. At the same time, investment spending fell 12.9 % and household spending 2.6 %, which may raise concerns over future developments in the labour market.

United Kingdom

In the UK, according to the Office for National Statistics (ONS) the number of unemployed rose by 210 000 from April to July 2009, to 2.47 million, taking the jobless rate up 0.7 pps to 7.9 %. This is the highest unemployment rate recorded since November 1996. Some economists even expect the jobless total to hit three million next year.

Around one young worker in five is unemployed in the UK, in line with the EU average, as their out-of-work number rose to 947 000, i.e. the highest since records began. In this context, the government has reinforced re-employment assistance for the unemployed, implemented a new subsidised jobs programme for young people and jobseekers in areas of high unemployment to work in local authorities and other community organisations, and recently committed to give 85 000 young people the chance to enter training, apprenticeships or jobs in retail and tourism. The goal of this extra help for young people is to guarantee that they will not be out of work for more than a year. Unlike a number of other European countries, the UK has not emphasised short-time work schemes as a means to limit the number of redundancies.

ONS's vacancy survey showed that in the three months to June 2009 there was an average of 427 000 unfilled vacancies in the UK economy. This was down 26 000 (-5.6 %) on the previous quarter, and 203 000 (-32.2 %) on the year. At the same time, an average of 255 133 vacancies were notified to Jobcentre Plus each month between April and June 2009.

In July 2009, the number of people claiming Jobseeker's Allowance was 1.58 million. This is an increase of 24 900 (+1.6 %) on the previous month, and of 709 000 (+81.1 %) on the year. The claimant unemployment rate in July 2009 was 4.9 %, an increase of 0.1 pps on the month and a rise of 2.2 pps on the year. Even if the pace of employment contraction is slowing, massive layoffs may still take place. For example, in addition to the 2 500 jobs already suppressed over the past year, India's Tata Motors plans to merge two of its three Jaguar Land Rover (JLR) car plants in England by 2014. More than 14 000 workers are employed at JLR's five British sites, which include three manufacturing plants.

According to Eurociett and Markit Economics, the UK accounts for 34 % of the European temporary agency work market. Although recruitment consultants reported another reduction in job vacancies during August, the latest fall was the smallest for over a year. The sharpest decrease was signalled for Executive/Professional workers, while Nursing/Medical/Care was the only category to experience an expansion of vacancies.

Britain's economy contracted by 5.5 % between 2008 Q2 and 2009 Q2. However, the contraction in GDP started to ease somewhat in the second quarter, moderating to a fall of 0.6 % quarter-on-quarter, compared to a 2.5 % drop in the previous quarter, and supporting hopes that the UK economy will exit recession and return to growth in the current quarter.

Better performance in manufacturing and construction sectors helped drive the change, and finance firms reported their first spell of growth in two years. In July 2009, manufacturing output posted its best performance in 18 months, with a monthly rise of 0.9 %. At the same time, the GfK/NOP consumer confidence index leapt to -16 in September, from -25 in August. The nine-point jump was the biggest since January 1995 and took the index to its highest level since the start of 2008. This tends to support the projections of a positive GDP development in the third quarter. But this positive outlook could be too muted to result in strong job creation, as pointed out by the OECD.

2. Selected sectoral trends: the textile industry

This section reports on recent developments in the textile sector, which encompasses the textile manufacturing industry as well as the textile trade. This sector remains labour intensive and, like most manufacturing sectors, has been hit hard by the economic crisis.

Importance of the sector

In 2004, there were 77 300 enterprises in the textile industry (NACE 17) across the EU, accounting for €112 billion in turnover, €32 billion of value added and 1.22 million employees. Among the larger sector of textiles, clothing, leather and footwear (NACE 17-18-19), it posted the highest productivity in terms of value added per employee (€26 300). The wider sector (NACE 17-18-19) accounted, in that same year, for 3.41 million workers in the EU.

Recent difficulties

The European textile industry has passed through difficult times over the past decades: suffering increased competition from Asia and faced with heavy price competition on consumer markets, the industry's direction has been driven by globalisation. Large retailers emerged and organised global supply chains. Producers, in parallel, relocated parts of their production to low-cost countries in order to remain competitive. This was encouraged by huge wage differentials on global labour markets and high profits from trade. Production could only be sustained in low-cost areas of the EU and in specialised high-quality segments of the market. Significant restructuring was needed to transform the industry into competitive producer networks, as was the case in Italy and France.

Employment

The industry, nevertheless, lost one third of both production volume and jobs within a ten year period from 1996. It had to accept continuously rising import shares for low-cost countries – China in particular. The phasing out of the Agreement on Textiles and Clothing in 2005 gave these trends a further push. Mass-production largely disappeared from high-wage areas in the EU while low-cost areas – the New Member States, Portugal and Greece – could keep at least parts of their textile production. This was associated with significant changes in skills profiles.

Recent ERM data suggest that the textile industry experienced fewer cases of restructuring in recent months than in the peak restructuring period at the turn of last year. Reported cases on the sector generally impact fewer than 300 workers and very few involve more than 500. Over the last year, most cases are instances of bankruptcy, closure or internal restructuring. A common aspect of the cases reported is a mention of either offshoring to Asian countries or an internal restructuring due to competition from these countries. In the second quarter of 2009, all restructuring cases occurred in the manufacturing rather than the retail parts of the sector.

Recent developments include:

- A large offshoring to Sri Lanka when, in March 2009, German manufacturing company Ahlers closed two Polish production sites to be relocated to Sri Lanka, with the loss of 650 jobs.

- Expansion of low cost retail in the UK as, in January 2009, Peacocks announced the hiring of 750 workers in response to the opening of new stores. The expansion is attributed to demand for discount clothing.

- Downsizing was mitigated in Slovenia when Prevent, a car-seat cover manufacturer, which had initially announced laying off 300-400 workers in Slovenia due to a 40% decrease in demand from the auto-industry, eventually announced that the number would be reduced in July 2009 to 169, following a workforce reduction in Croatia.

Threats and opportunities

The sector has adjusted via three strategies:. a cost oriented approach based on relocation; an innovation oriented approach based on upgrading of products and the development of specialty textiles;. a productivity oriented approach based on automation and supply chain management

Four main drivers appear to determine the future of European textile industries: global competition, the extension of the knowledge base, market changes, and environmental aspects. Using these drivers, three alternative scenarios can be constructed:

. <u>Scenario 1</u> called “Globalisation limited” sees considerable effects from climate change. Rising environmental costs will change the system of global trade and set new priorities for consumers, governments and producers. Textile industries will become more European or even regional under these conditions.

. <u>Scenario 2</u> called “Asian dominance – European excellence” assumes that emerging countries will improve their specialisation in industrial manufacturing and the EU will strengthen its technological lead. Production activities will largely disappear from European textile industries but a great need for technical specialists and natural scientists will emerge.

. <u>Scenario 3</u> called “Advanced New Member States” describes how the European Union and low-cost countries among the Member States are going to defend the industrial basis in Europe. Facing the strongly negative effects of globalisation on manufacturing employment (and textile employment in particular), a comprehensive policy programme aims to revive industrial jobs.

All three scenarios result in a further decline of employment. However, the “Advanced New Member States” scenario shows returns in terms of the number of jobs by the end of the scenario horizon. This scenario will imply:

(1) Developing the knowledge base: Facing the situation of an eroding training system, it is recommended to apply a strongly selective human resources policy concentrated on the regional centres of textile production in Europe.

(2) Fostering innovation strategies: Innovation will be a precondition for the survival of European textile industries, particularly in the areas of specialty textiles, machinery production, and logistical systems. An interdisciplinary approach should be promoted rather than segmented specialisation.

(3) Strengthening regional policies: Textile industries in Europe need a strategy to defend their share in mass consumption markets. The New Member States are those which would be best positioned to compete with Asian competitors. The development of regional clusters – as was undertaken by China – might, therefore, help to improve the competitiveness of European mass producers. This requires a low-cost strategy supported by trade unions and workers, a human-capital strategy developing regional labour markets, an efficient organisation of the business environment, and a marketing strategy expanding the sales networks worldwide.

[1] For more information or data, please visit the websites:

- Eurostat: http://ec.europa.eu/eurostat
- OECD: www.oecd.org

[2] The BA-X is the most up-to-date and comprehensive job index in Germany and is based on actual vacant positions reported by businesses. The BA-X shows the trend for the demand for labour in Germany and the development trend for the demand on the primary labour market. The seasonally adjusted index includes the unsubsidised positions that are reported to BA for 'regular' jobs covered by social security,jobs for freelancers and self-employed people and positions communicated by private placement agencies.

[3] For more information on Eurociett, please visit the website: www.eurociett.eu

[4] European Restructuring Monitor [ERM] data is collected by Eurofound's European Monitoring Centre on Change.

The ERM covers:

- Announcements of redundancies rather than effective redundancies (the announcements can relate to programmes of redundancies to be materialised over a period of time, sometimes years);
- Announcements reported by the press rather than formal announcements made by companies;
- Only restructuring cases that: affect at least one EU country; entail an announced or actual reduction of at least 100 jobs; involve sites employing more than 250 people and affecting at least 10 % of workforce; create at least 100 jobs.

Data in this report are based on an extraction from the ERM database on October 5th 2009. Totals exclude World / EU cases in order to avoid doublecounting. As the database is continually updated in light of new information on recent cases, data reported here may not correspond exactly to later extractions.

For more information, please visit the website: www.eurofound.europa.eu/emcc/erm/index.htm