



TASK 1.2

ANALYSIS OF THE MAIN EUROPEAN LABOUR MARKET INFORMATION SYSTEMS (LMIS)

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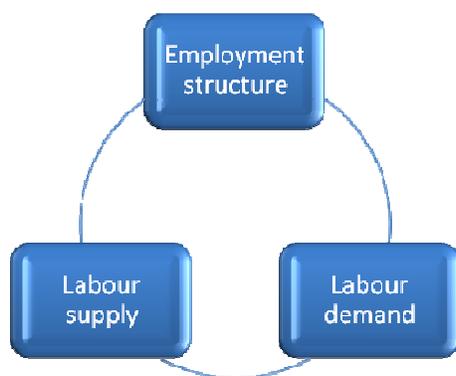
Introduction

Labour Market Information Systems: three possible approaches

This document provides an overview on some activities conducted in Europe in the framework of Labour Market Information Systems (LMIS). It does not cover all initiatives and project, but focuses on those that could be of major interest for the ELOISE project.

LMIS are mainly based on statistics and aim at measuring the involvement of individuals, households and businesses in the labour market. They cover short-term and structural aspects of the labour market in monetary and non-monetary terms.

LMIS may focus on three different aspects, which are different in nature but inter-related to one another: the employment structure, the labour supply, and the labour demand.



Statistics on the **employment structure** measure not only the “quantity” of employment, but also its distribution across the various sectors and types of enterprises. Time series enable to analyse the trends, i.e. sectors developing and declining and therefore to define specific economic policies, either in support of declining sector or to steer the workforce towards the increasing ones.

At the EU level information on the employment structure is available in Eurostat’s Structural Business Statistics (SBS), whose data derive from sample surveys.

Information on employment can also be obtained from administrative sources, i.e. through the statistical Business Registers.

Information on the **labour supply**, i.e. the population in employment or willing to work is obtained in the EU through the Labour Force Survey (LFS). It is a sample survey carried out on a quarterly basis in all the Member States, in compliance with EU Regulations that define the variables to be surveyed and the survey methodology.

The information made available through the LFS is not only strictly quantitative (i.e. how many people are seeking employment, or which is the unemployment rate) but to also qualitative, so as to assess some characteristics of the labour force (level of educational attainment, occupation, etc.)

The third type of information within the labour market concerns the **labour demand**, which corresponds to occupational needs expressed by the economic system.

From a quantitative point of view, and with particular regard to the private sector (enterprises), the labour demand can be assessed by the vacancies posted by enterprises or by the number of employees recruited. For this purpose, Eurostat conducts a survey on vacancies on a regular basis.

It is however more important to assess the labour demand also in qualitative terms: in the first places which are the occupations needed by enterprises? And what are the characteristics of the workers that will perform these occupations? Which should be their level of educational attainment? Do they need to have previous work experience? And which are the skills they should have?

More important than assessing the present labour demand is however to try and forecast the changes that will take place in the future, in order to implement, in due time, policies to avoid mismatches in the labour market.

The New Skills for New Jobs Initiative

What kinds of jobs will be available in 10 years? How are the needs for skills and competences changing all over the EU? Is the right education and training being provided today to help Europeans find a job in the future?

Research shows that new and higher levels of skills will be needed for the jobs of tomorrow. The economic crisis and structural factors like globalisation, technological changes, ageing populations and the shift to a low-carbon economy are all contributing to rapid change in European labour markets. As a result of this fast moving evolution, shortages of adequate skills in some sectors or occupations already co-exist with unemployment across the EU.

To provide job opportunities for all and create a more competitive and sustainable economy, Europe needs a highly skilled workforce able to meet current and future challenges. To ensure this, it is urgent to invest in the right skills and improve matching of jobs with these skills in the EU, by effectively anticipating future trends.

A joint policy initiative carried out in cooperation between the European Commission and the EU Member States, New Skills for New Jobs aims to address some of these issues by supporting EU countries and regions in developing more effective ways to analyse and predict which skills will be required in tomorrow's labour markets and, with this knowledge, developing and adapting education and training so that the workers gain the skills required.

This initiative gives the opportunity for EU Member States to learn from each other and share solutions by pooling their efforts at the European level, as well as with other international organisations on the themes related to skills upgrading, matching and anticipation.

New Skills for New Jobs draws on existing EU instruments such as the European Social Fund (ESF) to achieve its aims. It is an essential tool of the European Employment Strategy to expand and enhance investment in workers' skills, as part of its overall aim to create more and better jobs throughout the EU.

New Skills for New Jobs is presently focusing on the following fields of action:

Bridging the gap between the world of education, training and work

Education and training need to be adapted and linked more closely to the world of work. The New Skills for New Jobs initiative is helping Member States work together on these issues of common concern.

Europeans also need to be able to access education and training throughout their working lives in order to upgrade existing skills or acquire new ones whenever required. This applies not only to job-specific skills but also to those skills needed to function effectively in a working environment and for an active life in society, for example, to be able to solve problems or work successfully in a team.

To help put this into practice, the EU has developed the European Framework for Key Competences for Lifelong Learning, which defines the eight key competences that everyone should have to thrive in a knowledge society, and the European Qualifications Framework (EQF), which defines qualifications on the basis of learning outcomes and makes them more readable across the EU.

The EU supports the cooperation between national governments to modernise their higher education systems (the Bologna Process), and the Copenhagen Process which aims to improve the performance, quality and attractiveness of vocational education and training. To strengthen links between the different actors, the EU encourages dialogue between business and education and training providers through projects such as the University-Business Forum.

The European Social Fund (ESF) and the Lifelong Learning Programme are also used to finance projects across Member States to improve access to and the relevance of education and training.

Better Matching Skills and Jobs

Mismatches between skills and jobs, such as skills gaps in the workplace, shortages of adequately skilled workers for certain positions or too many candidates in sectors where there are not enough suitable vacancies have to be corrected.

Part of the solution is to tackle gender segregation in the labour market. Evidence shows that the sectors or occupations that traditionally employ a large majority of men or women are the most likely to face skills shortages.

To better match the skills of job seekers with available positions, the EU is developing new tools and services to enhance the effectiveness of EURES (the European Job Mobility Portal) and Europass (the European CV and portfolio of skills and competences).

To improve access to information on what type of job profiles are available in the different Member States, a Vacancy Monitor providing an overview of trends in the EU will be produced on a regular basis.

As EU labour markets are also influenced by global developments, the EU is also carrying out research at the international level, in cooperation with the Organisation for Economic Co-operation and Development (OECD) to analyse and measure different kinds of competencies and skills mismatches.

Anticipating Future Trends: Skills Needs and Supply

Effectively anticipating which skills will be required in years to come is crucial if workers with the right competencies are to be trained. Accurate, regularly updated information, on which individuals, employers and public bodies can base decisions and plan for the future is needed to achieve this.

The EU can play an important role here, by providing comparable data on future challenges. A system of regular forecasts produced since 2008 in cooperation with the European Centre for the Development of Vocational Training (CEDEFOP) provides projections about the supply and demand of skills according to broad educational levels up to 2020 and also available for each Member State. This information will be updated every two years from 2010.

To complement the information provided by the forecasts, the Commission and the European Foundation for the Improvement of Living and Working Conditions (Eurofound) have also developed a series of studies covering 18 economic sectors, providing a detailed analysis of emerging trends.

The EU is promoting the involvement of business in forecasting jobs and skills needs through the development of an employers' survey tool at EU level.

The EU supports ongoing research to explore the impact of the transition to a low-carbon economy on future skills needs in cooperation with CEDEFOP and the International Labour Organization (ILO).

Further already existing EU instruments, such as the European Social Fund (ESF) can also support projects anticipating skills needs for example at local and company level.

The activity concerning the anticipation of skill needs at present being carried out by Cedefop is presented in a detailed way in section 3.2 of this document.

1. Information on the employment structure

1.1 Structural Business Statistics (EU Statistics)

At the EU level information on employment is provided by **Eurostat** through the Structural Business Statistics (SBS), which describe, amongst other aspects, the structure of the employment and performance of economic activities, down to the most detailed activity level.

Structural Business Statistics may be used to answer a wide a range of questions that relate, directly or indirectly, to employment: how much wealth and how many jobs are created in an activity?; is there a shift from the industrial sector to the services sector and in which specific activities is this trend most notable?; which countries are relatively specialised in the manufacture of aerospace equipment?; what is the average wage of an employee within the hotels and restaurants sector?; how productive is the chemicals sector and how does it fare in terms of operating profitability?¹

As explained in the introduction to this document, Eurostat does not directly conduct surveys. Its role is to define methodological standards, for the statistics to be produced at national level, collect the statistics produced by the National Statistics Institutes of the Member States, perform quality checks and harmonise them. Eurostat is also responsible for the dissemination of such statistics, through statistical databases or reports.

At the national level, the SBS data are collected and produced by each Member State, according to a common methodology set out in specific regulations

The legal framework

The SBS data are collected within the framework of a Council Regulation on Structural Business Statistics (EC, EURATOM) No. 58/97 of December 1996.

This regulation was subsequently amended by:

- Council Regulation (EC, Euratom) No 410/98 of 16 February 1998 L 52 1 21.2.1998
- Commission Regulation (EC) No 1614/2002 of 6 September 2002 L 244 7 12.9.2002
- Regulation (EC) No 2056/2002 of the European Parliament and of the Council of 5 November 2002
- Regulation (EC) No 1882/2003 of the European Parliament and of the Council of 29 September

For the purpose of clarity, the original SBS regulation concerning structural business statistics has been recast in 2008, through Regulation (EC) No. 295/2008 of the European Parliament and of the Council of 11 March 2008.

¹ Source: Eurostat

The documents containing the consolidated texts of the Council Regulations on structural business statistics can be displayed by clicking on the links below:

Errore. L'oggetto incorporato non è valido.

[EUR_leg SBS_recast 2008.pdf](#)

Key methodological aspects:

- **Observation unit:** the observation unit in the SBS is the enterprise. An enterprise carries out one or more activities at one or more locations and may comprise one or more legal units. Enterprises that are active in more than one economic activity are classified according to their principal economic activity, which normally is the one that generates the largest amount of value added.
- **Sectoral coverage:** SBS covers the 'business economy', which includes industry, construction and services. Financial services, which are included, are however kept separate because of their specific nature and the limited availability of most types of standard business statistics in this area. SBS does not cover agriculture, forestry and fishing, public administration and (largely) non-market services such as education and health.
- **Classification of economic activities:** the classification used in SBS is the NACE rev. 1.2. This classification has been updated to the NACE rev 2, whose utilisation became mandatory in 2008. It is likely that data encoded according to the "new" classification will be available in 2011.
- **Frequency / reference period:** SBS are produced and disseminated on a yearly basis; the last year for which data are available is 2007²
- **Stratification variables:** sector, enterprise size, location (Member State).
- **Analysis variables:** SBS covers a variety of variables. Those that relate to employment are: number of persons employed, number of employees, number of employees in full-time equivalent units, part-time employment.

The full list of variables and their definitions are specified in Commission Regulations. Click on the links below to display the complete information concerning the

variables: [SBS_list of variables.PDF](#)

[SBS_variables definitions.PDF](#)

- **Sample size and characteristics:** the sampling is carried out by the Member States according to their own economic structure and size.
- **Data collection method:** in EU surveys the MS can define their own data collection method. Therefore some MS may collect the data through CATI, others through CAPI, others through

² As of May 2010.

CAWI. Some MS may also used a mixed method, for example CATi for SMEs and CAPI for large enterprises.

Click on the link below to display further methodological details:

[SBS_methodological details.pdf](#)

Results

The SBS results made available comprise the whole set of variables surveyed plus a list of indicators already calculated by Eurostat, derived from the variables surveyed. Examples of the indicators are the turnover per person employed and the labour productivity.

All the variables in SBS are available for each MS and for each sector of economic activity. A subset of the variables is also available with a breakdown according to the size of the enterprise and with a regional breakdown.

Some examples of the results are the following:

Number of persons employed in manufacturing in the EU-27 by sector (% of sectoral total)

	2004	2005	2006	2007
D:Manufacturing	100	100	100	100
DA:Manufacture of food products; beverages and tobacco	13,64	14	14	13,61
DA15:Manufacture of food products and beverages	13,44	13,53	13,5	13,45
DA16:Manufacture of tobacco products	0,19	:	:	0,16
DB:Manufacture of textiles and textile products	8,03	7,55	7,12	6,68
DB17:Manufacture of textiles	3,5	3,3	3,1	2,91
DB18:Manufacture of wearing apparel; dressing; dyeing of fur	4,56	4,26	4,03	3,76
DC:Manufacture of leather and leather products	:	1,63	1,59	1,53
DD:Manufacture of wood and wood products	3,7	3,69	3,69	3,67
DE:Manufacture of pulp, paper and paper products; publishing and printing	7,4	7,4	7,38	7,35
DE21:Manufacture of pulp, paper and paper products	2,14	2,11	2,08	2
DE22:Publishing, printing, reproduction of recorded media	5	5,3	5,3	5,3
DF:Manufacture of coke, refined petroleum products and nuclear fuel	:	0,49	0,49	0,48
DG:Manufacture of chemicals, chemical products and man-made fibres	:	5,45	:	5,39
DH:Manufacture of rubber and plastic products	4,96	5,01	5,08	5,14
DI:Manufacture of other non-metallic mineral products	4,57	4,61	4,61	4,64
DJ:Manufacture of basic metals and fabricated metal products	14,23	14,56	14,76	15,01
DJ27:Manufacture of basic metals	3,2	3,22	3,21	3,2
DJ28:Manufacture of fabricated metal products, except machinery and equipment	11	11,3	12	11,81
DK:Manufacture of machinery and equipment n.e.c.	10,41	10,5	10,6	10,88
DL:Manufacture of electrical and optical equipment	10,42	10,58	10,66	10,63
DL30:Manufacture of office machinery and computers	:	:	0,45	0,46
DL31:Manufacture of electrical machinery and apparatus n.e.c.	4,75	4,86	4,98	4,9
DL32:Manufacture of radio, television and communication equipment and apparatus	:	:	2,2	:
DL33:Manufacture of medical, precision and optical instruments, watches and clocks	2,9	3,02	3,03	3,1
DM:Manufacture of transport equipment	8,99	9,1	9,16	9
DM34:Manufacture of motor vehicles, trailers and semi-trailers	6,4	6,49	6,49	6,53
DM35:Manufacture of other transport equipment	2,58	2,61	2,66	2,75
DN:Manufacturing n.e.c.	6	5,74	5,7	5,7
DN36:Manufacture of furniture; manufacturing n.e.c.	:	:	:	5,26
DN37:Recycling	:	0,41	0,44	0,47

Number of persons employed by enterprise size-class in the EU-27 (% of total)

	Between 1 and 9	Between 10 and 49	Between 50 and 249	250 or more
C_TO_K_NOT_J:Industry and services (excluding financial intermediation and public administration)	29,5	20,8	16,8	33
C:Mining and quarrying	:	11,3	12,1	70,6
D:Manufacturing	14	20,2	24,6	41,1
DA:Manufacture of food products; beverages and tobacco	16,4	21,2	24,7	37,7
DB:Manufacture of textiles and textile products	17,2	24,2	30,5	28
DC:Manufacture of leather and leather products	:	:	:	:
DD:Manufacture of wood and wood products	31,7	30,3	22,5	15,2
DE:Manufacture of pulp, paper and paper products; publishing and printing	17,6	22,4	25,9	33,8
DF:Manufacture of coke, refined petroleum products and nuclear fuel	:	:	:	:
DG:Manufacture of chemicals, chemical products and man-made fibres	3,2	8,8	21,1	65,1
DH:Manufacture of rubber and plastic products	8,1	21,5	34	36,3
DI:Manufacture of other non-metallic mineral products	14,7	21,2	27,1	37,8
DJ:Manufacture of basic metals and fabricated metal products	18	27,6	25,7	28,6
DK:Manufacture of machinery and equipment n.e.c.	9,4	18,9	28,1	43,7
DL:Manufacture of electrical and optical equipment	10,5	15,3	21,2	52,8
DM:Manufacture of transport equipment	2,6	5,6	11,9	78,1
DN:Manufacturing n.e.c.	26	:	25,5	23,5
E:Electricity, gas and water supply	2,2	5	13,6	77,8
F:Construction	42,6	30,4	15,4	11,8
G:Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	40,7	20,8	12,1	26,3
G50:Sale, maintenance and repair of motor vehicles	43,5	28,5	16	11,6
G51:Wholesale trade and commission trade, except of motor vehicles and motorcycles	33,5	28,8	19,6	17,8
G52:Retail trade, except of motor vehicles, motorcycles; repair of personal and household goods	43,8	14,2	7,1	34,7
H:Hotels and restaurants	45,4	26,3	10,4	17,7
I:Transport, storage and communication	18,8	14,6	12,7	54,2
I60:Land transport; transport via pipelines	29,6	19,7	13,3	37,4
I61:Water transport	20,5	16,5	:	:
I62:Air transport	1,3	2	5,5	90
I63:Supporting and auxiliary transport activities; activities of travel agencies	15,5	18,4	21,5	44
I64:Post and telecommunications	3,9	3,4	4,4	88,2
K:Real estate, renting and business activities	33,7	17	16,6	32,6
K70:Real estate activities	55,7	16,4	14	12,8
K71:Renting of machinery and equipment without operator and of personal and household goods	36,4	22,5	16	25
K72:Computer and related activities	31,2	19,6	17,9	31,4
K73:Research and development	12,8	15,6	26,2	46
K74:Other business activities	30,8	16	16,7	35,7

Data dissemination and analysis

SBS data are disseminated mainly through Eurostat's website <http://ec.europa.eu/eurostat> and are available as:

- Online databases
- Pre-defined tables
- Electronic formats of publications and reports

Data analyses that are accessible to the general users are available in documents produced by Eurostat. Such documents may consist publications and reports, produced on a regular basis or following specific needs expressed by the Commission.

Some yearly publications that analyse SBS data are:

- European Business – Facts and Figures;
- Pocketbook on Business in Europe

Frequent publications are, for example, the "Statistics in Focus" on a specific sector or on more general topics

It should be underlined that analyses of Eurostat data can also be carried out by public and private institutions, but these analyses are not necessarily published or made available to users.

Click on the link below to display an extract of the publication (the entire publication is available at http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-BW-09-001/EN/KS-BW-09-001-EN.PDF)

SBS_European Business Facts and Figures.PDF

1.2 Information derived from Statistical Business Registers: the Italian experience

Statistical **business registers (BR)** include information on the active population of enterprises, legal units, local units and enterprise groups: their identification, demographic, economic and stratification characteristics, the control and ownership of units, and links with other registers. All NACE (Statistical Classification of Economic Activities in the European Community) sections for both market and non-market activities are covered.

Business registers are used as a tool for the preparation and co-ordination of surveys, as a source of information for statistical analysis of the business population and its demography, for administrative data, and for the identification and construction of statistical units. Although BR data cover only a few key economic variables (employment and turnover) and are less standardised than they can be used to obtain comprehensive data with detailed breakdowns (for example, by region) across a full range of activities, in contrast to data that is largely based on surveys, such as the above-described SBS.

Although many Member States have published BR data for decades and almost all countries do this now, Eurostat does not publish any EU data, because this is not a particularly high priority for the time being.

The methodology described in the subsequent paragraphs is the one adopted in Italy. It should be borne in mind that aspects that are not covered by the EU legislation are country-specific, and therefore there might be differences from country to country.

The legal framework

In Italy the statistical business register complies with the EU regulations.

In the EU the business register annual inquiry started in 1995 on a small scale to monitor the implementation of the Business Register Regulation (Council Regulation No 2186/93). Later the inquiry was extended to give more information on the quality of the national business registers. The inquiry also covers EFTA and EU Candidate countries.

On 20 February 2008, Regulation (EC) No 177/2008 of the European Parliament and of the Council was adopted. This Regulation establishes a common framework for business registers for statistical purposes and repeals Council Regulation (EEC) No 2186/93. It meets new needs – especially those concerning globalisation, as the new Regulation includes the exchange of individual data on multinational enterprise groups between Eurostat and the Member States, which is needed as basic infrastructure for the harmonisation of various statistics relating to globalisation.

On 11 March 2009 Regulation (EC) No 192/2009 implementing Regulation (EC) No 177/2008 was adopted. This Commission Regulation concerns the mandatory exchange of confidential data between Eurostat and Member States for the purpose of the EuroGroups register.

Click on the links below to display the EU regulations on the Business Registers

[BR_177-2008.pdf](#)

[BR_192-2009.pdf](#)

Key methodological aspects:

Italy's statistical business register is named ASIA (Archivio Statistico delle Imprese Attive – Statistical Archive of Active Enterprises).

It is produced by integrating information derived from different administrative sources, either public or private. The main ones are:

- the Tax Registers, managed by the Ministry of Economy and Finance;
- the Business Registers of the Chambers of Commerce, Industry, Crafts and Agriculture, linked with the archives of partners of joint-stock companies and members of the Boards of enterprises;
- the registers of the National Institute for Social Insurance, which contains information on social contributions of employees, of craftsmen and of traders;
- the databases of the telephone users.

The following additional administrative sources are used to estimate some specific characteristics of the enterprises or to control some specific data:

- the database of Balance sheets of enterprises;
- the database of credit institutions, managed by the Bank of Italy;
- the database of insurance enterprises, managed by ISVAP.

Some key methodological aspects are described here below:

- **Observation unit:** the observation unit in ASIA is the active enterprise. An enterprise carries out one or more activities at one or more locations and may comprise one or more legal units. Enterprises that are active in more than one economic activity are classified according to their principal economic activity, which normally is the one that generates the largest amount of value added. An enterprise is active if it has carried out a productive activity for at least six months during the reference year.
- **Sectoral coverage:** The ASIA database covers the 'business economy', which includes industry, construction and services. Agriculture, forestry and fishing, public administration and (largely) non-market services such as education and health are excluded.
- **Classification of economic activities:** since 1 January 2008 the classification of economic activities adopted in Italy is the ATECO 2007, which is the Italian official classification of economic activities and reflects the EU NACE rev.2. Data relating to 2008, which have been recently released, are encoded according to this classification.
- **Frequency / reference period:** The statistics are produced and disseminated on a yearly basis; the last year for which data are available is 2008³
- **Stratification variables:** sector, enterprise size (in terms of persons employed), location (municipality), juridical form
- **Analysis variables:**

³ As of May 2010.

- Number of enterprises
- Number of establishments
- Number of persons employed in enterprises
- Number of persons employed in establishments

Persons employed comprise employees and self-employed workers who work in the enterprise either full-time or part-time).

The self employed are: proprietors and partners (provided that they are not also employees), members of cooperatives, and family workers. In the ASIA archive all enterprises are considered to have at least one self-employed worker.

Also considered employees are apprentices, home workers, seasonal workers, and employees with a fixed-term contract.

All employment data are calculated in terms of annual averages.

Click on the links below to display more detailed information on the methodology:

[ASIA _ Methodological note_enterprises.pdf](#)

[ASIA _ Methodological note_establishments.pdf](#)

Results

The tables below provide some examples of the results available in Italy:

Tavola 1 – Imprese e addetti per classi di addetti e settore di attività economica – Anno 2008 (valori assoluti)

CLASSI DI ADDETTI (a)	ATTIVITA' ECONOMICHE (b)								Totale	
	Industria in senso stretto		Costruzioni		Commercio, trasporti e alberghi		Altri servizi		Imprese	Addetti
	Imprese	Addetti	Imprese	Addetti	Imprese	Addetti	Imprese	Addetti		
1	153.121	154.011	337.298	340.080	861.975	863.968	1.254.828	1.253.546	2.607.222	2.611.605
2-9	230.663	927.179	263.174	928.422	713.492	2.372.476	459.961	1.423.407	1.667.290	5.651.484
10-19	52.182	701.036	25.510	329.466	50.402	652.390	24.901	325.973	152.995	2.008.865
20-49	25.189	758.828	7.339	211.023	16.274	479.763	10.932	331.354	59.734	1.780.968
50-249	10.385	1.007.177	1.610	139.369	5.429	522.302	5.622	559.520	23.046	2.228.367
250 e più	1.540	1.148.738	80	54.941	903	1.069.222	1.212	1.321.080	3.735	3.593.981
Totale	473.080	4.696.968	635.011	2.003.300	1.648.475	5.960.121	1.757.456	5.214.881	4.514.022	17.875.270

Fonte: Istat, Archivio Statistico delle Imprese Attive

(a) Poiché il numero degli addetti di un'impresa è calcolato come media annua, la classe dimensionale '1' comprende le unità con in media fino a 1,49 addetti; la classe '2-9' comprende quelle con addetti da 1,50 a 9,49, e così via.

(b) in ATECO 2007 e relativo campo di osservazione. Secondo tale classificazione **Industria in senso stretto** comprende le sezioni di attività economica 'B' (Estrazione di minerali da cave e miniere), 'C' (Attività manifatturiere), 'D' (Fornitura di energia elettrica, gas, vapore e aria condizionata) ed 'E' (Fornitura di acqua; reti fognarie, attività di gestione dei rifiuti e risanamento); **Costruzioni** comprende la sezione di attività economica 'F' (Costruzioni); **Commercio, trasporti e alberghi** comprende le sezioni di attività economica 'G' (Commercio all'ingrosso e al dettaglio; riparazione di autoveicoli e motocicli), 'H' (Trasporto e magazzinaggio) ed 'I' (Attività dei servizi di alloggio e di ristorazione); **Altri servizi** comprende le sezioni di attività economica 'J' (Servizi di informazione e comunicazione), 'K' (Attività finanziarie e assicurative), 'L' (Attività immobiliari), 'M' (Attività professionali, scientifiche e tecniche), 'N' (Noleggio, agenzie di viaggio, servizi di supporto alle imprese), 'P' (Istruzione), 'Q' (Sanità e assistenza sociale), 'R' (Attività artistiche, sportive e di intrattenimento e divertimento) e 'S' (Altre attività di servizi).

Tavola 3 – Imprese con dipendenti per settore di attività economica – Anno 2008 (valori assoluti e variazioni percentuali rispetto al 2007)

ATTIVITA' ECONOMICHE (a)	Asia 2008				N. medio addetti	Variazioni % 2008/2007			
	Imprese	Addetti		Totale		Imprese	Addetti		Totale
		Indipendenti	Dipendenti				Indipendenti	Dipendenti	
B, C, D, E - Attività manifatturiere ed estrattive, altre attività	281.628	417.929	4.030.338	4.448.266	15,8	-2,0	-3,3	-0,3	-0,6
B - Estrazione di minerali da cave e miniere	2.047	2.799	34.516	37.315	18,2	-5,6	-7,4	-2,2	-2,6
C - Attività manifatturiere	272.669	406.166	3.753.161	4.159.327	15,3	-2,2	-3,5	-0,5	-0,8
D - Fornitura di energia elettrica, gas, vapore e aria condizionata	1.191	1.287	81.510	82.796	69,5	19,2	19,3	-3,6	-3,3
E - Fornitura di acqua	5.721	7.677	161.151	168.828	29,5	7,7	6,3	6,5	6,5
F - Costruzioni	270.054	349.956	1.229.096	1.579.052	5,8	-1,5	-2,1	0,9	0,2
G, H, I - Commercio all'ingrosso e al dettaglio, trasporto e magazzinaggio, attività di alloggio e ristorazione	601.274	903.714	3.750.723	4.654.437	7,7	2,6	1,1	4,3	3,7
G - Commercio all'ingrosso e al dettaglio	370.443	538.347	1.974.304	2.512.651	6,8	1,2	0,1	3,5	2,7
H - Trasporto e magazzinaggio	53.630	74.910	973.561	1.048.471	19,6	2,2	0,2	3,0	2,8
I - Attività dei servizi di alloggio e di ristorazione	177.201	290.457	802.858	1.093.315	6,2	6,0	3,4	8,0	6,7
J - Servizi di informazione e comunicazione	36.881	45.137	457.040	502.176	13,6	2,7	1,8	1,9	1,9
K - Attività finanziarie e assicurative	23.184	33.125	502.379	535.504	23,1	-1,8	-1,9	0,2	0,1
L - Attività immobiliari	26.258	32.898	55.147	88.045	3,4	5,7	5,3	3,5	4,1
M, N - Attività professionali, scientifiche e tecniche, attività amministrative e di servizi di supporto	164.824	210.384	1.425.025	1.635.409	9,9	2,2	1,6	5,6	5,1
M - Attività professionali, scientifiche e tecniche	111.109	140.684	463.366	604.050	5,4	0,4	0,2	3,4	2,6
N - Noleggio, agenzie di viaggio, servizi di supporto alle imprese	53.715	69.699	961.659	1.031.359	19,2	6,1	4,6	6,8	6,6
P, Q - Istruzione, sanità e assistenza sociale	70.162	89.333	488.198	577.530	8,2	4,5	4,0	7,4	6,9
P - Istruzione	9.090	12.515	55.078	67.593	7,4	7,9	6,0	12,6	11,3
Q - Sanità e assistenza sociale	61.072	76.817	433.120	509.937	8,3	4,0	3,7	6,8	6,3
R, S - Altre attività di servizi	85.690	113.406	264.256	377.662	4,4	2,6	0,7	3,9	2,9
R - Attività artistiche, sportive, di intrattenimento e divertimento	16.053	22.918	93.346	116.264	7,2	1,0	-5,0	6,7	4,1
S - Altre attività di servizi	69.637	90.488	170.910	261.398	3,8	3,0	2,3	2,4	2,4
TOTALE	1.559.955	2.195.881	12.202.200	14.398.081	9,2	1,1	-0,1	2,4	2,0

Fonte: Istat, Archivio Statistico delle Imprese Attive

(a) in ATECO 2007 e relativo campo di osservazione.

Tavola 8 – Addetti per settore economico e regione – Anno 2008 (valori assoluti e variazioni percentuali rispetto al 2007)

REGIONI	Addetti				Variazioni % 2008/2007					
	Settori economici (a)				Totale	Settori economici				Totale
	Industria in senso stretto	Costruzioni	Commercio, trasporti e alberghi	Altri servizi		Industria in senso stretto	Costruzioni	Commercio, trasporti e alberghi	Altri servizi	
Piemonte	497.884	150.037	389.596	430.984	1.468.501	-1,2	-0,6	1,6	0,9	0,2
Valle d'Aosta / Vallée d'Aoste	6.418	7.261	14.850	11.411	39.939	-2,1	-3,2	-2,6	3,4	-1,0
Lombardia	1.169.333	382.604	1.184.864	1.316.191	4.052.993	-1,1	2,0	2,4	2,9	1,5
Trentino-Alto Adige / Südtirol	70.718	47.529	146.516	87.966	352.729	-1,6	-2,5	1,0	5,6	1,1
<i>Bolzano / Bozen</i>	<i>33.808</i>	<i>23.327</i>	<i>83.875</i>	<i>41.491</i>	<i>182.499</i>	<i>0,3</i>	<i>-2,1</i>	<i>1,3</i>	<i>5,2</i>	<i>1,5</i>
<i>Trento</i>	<i>36.911</i>	<i>24.203</i>	<i>62.641</i>	<i>46.476</i>	<i>170.230</i>	<i>-3,3</i>	<i>-2,9</i>	<i>0,6</i>	<i>5,9</i>	<i>0,6</i>
Veneto	605.882	183.249	558.526	410.317	1.757.975	-0,5	-1,9	1,8	4,4	1,2
Friuli-Venezia Giulia	132.393	39.691	111.087	106.910	390.080	-1,1	-0,7	-0,2	3,6	0,5
Liguria	93.355	51.749	178.277	133.721	457.101	-0,5	0,6	0,5	4,2	1,3
Emilia-Romagna	533.545	167.601	523.083	476.952	1.701.180	-0,5	-1,5	2,4	3,7	1,4
Toscana	330.125	134.574	395.465	336.234	1.196.398	-1,5	-0,6	1,3	4,9	1,2
Umbria	74.442	34.712	86.473	62.878	258.505	-0,3	-0,4	1,8	4,9	1,6
Marche	197.479	52.840	144.186	112.943	507.448	-2,4	-1,9	1,0	3,0	-0,2
Lazio	252.524	179.707	764.199	709.533	1.905.963	-1,8	2,4	1,6	2,5	1,5
Abruzzo	101.992	47.607	112.877	82.054	344.529	-2,8	-0,6	3,3	4,0	1,0
Molise	12.795	11.827	20.576	15.049	60.248	-1,3	1,3	2,3	5,4	2,0
Campania	210.995	144.910	414.660	293.678	1.064.243	1,5	2,4	3,1	6,4	3,6
Puglia	162.735	118.178	288.519	195.240	764.673	1,5	2,9	6,2	5,7	4,5
Basilicata	25.393	20.307	36.274	26.692	108.667	-2,5	2,4	3,4	6,9	2,6
Calabria	40.319	47.863	126.103	81.089	295.375	-2,0	0,8	2,7	7,9	3,1
Sicilia	125.338	124.111	323.752	229.737	802.938	1,1	3,2	2,7	4,6	3,1
Sardegna	53.304	56.944	140.237	95.300	345.786	-1,1	1,8	4,6	6,6	3,8
ITALIA	4.696.968	2.003.300	5.960.121	5.214.881	17.875.270	-0,9	0,7	2,2	3,7	1,6

Fonte: Istat, Archivio Statistico delle Imprese Attive

(a) in ATECO 2007 e relativo campo di osservazione. Secondo tale classificazione **Industria in senso stretto** comprende le sezioni di attività economica 'B' (Estrazione di minerali da cave e miniere), 'C' (Attività manifatturiere), 'D' (Fornitura di energia elettrica, gas, vapore e aria condizionata) ed 'E' (Fornitura di acqua; reti fognarie, attività di gestione dei rifiuti e risanamento); **Costruzioni** comprende la sezione di attività economica 'F' (Costruzioni); **Commercio, trasporti e alberghi** comprende le sezioni di attività economica 'G' (Commercio all'ingrosso e al dettaglio; riparazione di autoveicoli e motocicli), 'H' (Trasporto e magazzinaggio) ed 'I' (Attività dei servizi di alloggio e di ristorazione); **Altri servizi** comprende le sezioni di attività economica 'J' (Servizi di informazione e comunicazione), 'K' (Attività finanziarie e assicurative), 'L' (Attività immobiliari), 'M' (Attività professionali, scientifiche e tecniche), 'N' (Noleggio, agenzie di viaggio, servizi di supporto alle imprese), 'P' (Istruzione), 'Q' (Sanità e assistenza sociale), 'R' (Attività artistiche, sportive, di intrattenimento e divertimento) e 'S' (Altre attività di servizi).

Data dissemination and analysis

Key statistics derived from ASIA data are disseminated free of charge on ISTAT's website (www.istat.it), through sets of pre-defined tables (in MS Excel).

More detailed data, for example at municipal level or at further sectoral level are provided by ISTAT upon request. ISTAT provides only information that respects the confidentiality rules.

Analyses of ISTAT data can be carried out not only by ISTAT itself, but also by public and private institutions. Such analyses are, not necessarily published or made available to users.

An example of analysis of ASIA data published by ISTAT is the publication "Statistics in Brief".

Click on the links below to display a set of tables containing the key statistics and the publication "Statistics in Brief":



ASIA_data.zip

ASIA _ statistics in brief.pdf

2. Labour supply: the EU Labour Force Survey

The European Labour Force Survey (EU LFS) conducted by Eurostat refers to the labour market situation of individuals and households and therefore provides information on the supply side of the labour market.

It is a quarterly sample survey covering the population in private households in the EU, EFTA (except Liechtenstein) and Candidate Countries; it provides annual and quarterly results on labour participation of people aged 15 and over as well as persons outside the labour force.

The main statistical objective of the EU Labour Force Survey (EU LFS) is to divide the population of working age (15 years and above) into three mutually exclusive and exhaustive groups - persons in employment, unemployed persons and inactive persons - and to provide descriptive and explanatory data on each of these categories.

Respondents are assigned to one of these groups on the basis of the most objective information possible obtained through the survey questionnaire, which principally relates to their actual activity within a particular reference week.

In providing data on employment, unemployment and inactivity, the EU LFS is an important source of information about the situation and trends on the labour market in the European Union. Various breakdowns are available – by age, gender, educational attainment, temporary employment, full-time/part-time distinction and many other dimensions.

The quarterly EU LFS also forms the basis for Eurostat's calculation of monthly unemployment figures, complemented by either monthly LFS estimates for the unemployment rates or additional sources such as unemployment registers. The resulting monthly-harmonised unemployment rate – one of Eurostat's key short-term indicators – is published in a news release and in the online database.

As happens in all Eurostat's surveys, also for the LFS the data collection and processing (including generalisation to the universe), as well as the production of the statistical databases are carried out by the Member States, according to the methodology set out by Eurostat. The national data are then transmitted by the Member States to Eurostat, who publishes the EU LFS data. Each Member State may of course disseminate its national data.

The legal framework

The general regulation establishing the EU LFS with provisions on design, survey characteristics and decision-making processes is:

Council Regulation (EC) No 577/98 of 9 March 1998 on the organisation of a labour force sample survey in the Community.

This regulation has been changed several times since its adoption, the latest changes being:

Regulation (EC) No 1372/2007 of the European Parliament and of the Council of 23 October 2007 amending Council Regulation (EC) No 577/98 on the organisation of a labour force sample survey in the Community

- which changes the status of the survey characteristic 'income' from optional to mandatory, and

Regulation (EC) No 2257/2003 of the European Parliament and of the Council of 25 November 2003 amending Council Regulation (EC) No 577/98 on the organisation of a labour force sample survey in the Community to adapt the list of survey characteristics.

- which introduces 6 new variables and allows the wave approach for structural variables.

In addition, implementing regulations specify further detail, in particular on coding and classifications. The latest of these implementing regulations provides the codification 2009 including the compulsory survey characteristic 'income' and the general definition of reference quarters:

Commission Regulation (EC) No 377/2008 of 25 April 2008 implementing Council Regulation (EC) No 577/98 on the organisation of a labour force sample survey in the Community as regards the codification to be used for data transmission from 2009 onwards, the use of a sub-sample for the collection of data on structural variables and the definition of the reference quarters.

Of the earlier implementing regulations, the following one is of particular interest for specifying twelve principles for constructing the questionnaire:

Commission Regulation (EC) No 1897/2000 of 7 September 2000 implementing Council Regulation (EC) No 577/98 on the organisation of a labour force sample survey in the Community concerning the operational definition of unemployment.

Further legal basis for the LFS is included in regulations on ad hoc modules that fix special topics and detailed variables that are to be collected only once or in intervals of more than one year, and in regulations on statistical confidentiality that stipulate the detailed rules used for receiving, processing and disseminating confidential data.

Click on the link below to display the complete list of regulations concerning the LFS:

LFS_list of regulations.pdf

Key methodological aspects:

Council Regulation (EEC) No 577/98 stipulates the agreements reached by the Member States and Eurostat on the implementation of the survey. The technical aspects of the survey are discussed by Eurostat and representatives of the national statistical offices and employment ministries that meet regularly at the Employment Statistics Working Group held in Luxembourg. This Working Group determines the content of the survey, the EU list of variables and the common coding of individual response categories, as well as the principal definitions to be applied for the analyses of the results.

The national statistical institutes are responsible for selecting the sample, preparing the questionnaires, conducting the direct interviews among households, and forwarding the results to Eurostat in accordance with the common coding scheme. The questionnaires are drawn up by each Member State in the national language or languages, taking into account the stipulations made in the Regulation. For every survey characteristic listed in the Regulation, a question or series of questions exists in each questionnaire to permit this information to be supplied. There are thirty-one Labour Force Surveys conducted by the National Statistical Institutes across Europe and collected and disseminated by Eurostat.

The national LFSs:

- use the same concepts and definitions,
- follow the International Labour Organisation guidelines,
- use common classifications: NACE, ISCO-88(Com), ISCED, NUTS,
- record the same set of characteristics in each country.

The concepts and definitions used in the survey are based on those contained in the 'Recommendation of the 13th International Conference of Labour Statisticians', convened in 1982 by the International Labour Organisation (hereafter referred to as the 'ILO guidelines').

The main statistical objective of the EU Labour Force Survey (EU LFS) is to divide the population of working age (15 years and above) into three mutually exclusive and exhaustive groups - persons in employment, unemployed persons and inactive persons - and to provide descriptive and explanatory data on each of these categories.

Some key methodological aspects are described here below:

- **Statistical unit:** the statistical units of the LFS are individuals living in private households. The EU LFS results cover the total population usually residing in Member States, except for persons living in collective or institutional households. While demographic data are gathered for all age groups, questions relating to labour market status are restricted to persons in the age group of 15 years or older.
- **Sectoral coverage:** given that the survey units are the individuals, the sectoral coverage is not applicable. The survey respondents may work in any economic sector, either public or private.
- **Classifications use:** The classification of EU LFS data is conducted in accordance with the international systems.
 - The **country codes** conform to the ISO 3166, with the exception of Greece and the United Kingdom, which are coded as EL and UK respectively.
 - The **regional codes** are the NUTS II and the corresponding statistical regions for the EFTA and Candidate Countries.
 - The **education** classifications, the level and field of completed and current education, are based on ISCED-97.
 - The classification of **occupations** uses ISCO-88 (Com).
 - The classification of **economic activity** uses NACE (NACE 1970 until 1992, Rev. 1 from 1993 to 2004, Rev. 1.1 from 2005 to 2007, Rev. 2 from 2008).
 - The classification of **professional status** is based on ICSE-93.
- **Frequency / reference period:** The EU LFS measures the labour status and other characteristics during a reference week. From 2003, the sample units are distributed uniformly over the quarter so that the quarterly estimates are equivalent to an average week in the quarter. The reference week starts on Monday and concludes on Sunday. The first week of the year/quarter is the week including the first Thursday of the year/quarter. Each quarter has 13 weeks. The survey is conducted on a quarterly basis
- **Variables:** the LFS covers a variety of variables The main ones are the following:

Employed persons:

- aged 15 year and over;
- who during the reference week performed work, even for just one hour a week, for pay, profit or family gain,;
- who were not at work but had a job or business from which they were temporarily absent because of, e.g., illness, holidays, industrial dispute or education and training.

Unemployed persons:

- aged 15-74,
- who were without work during the reference week, but currently available for work,
- who were either actively seeking work in the past four weeks or who had already found a job to start within the next three months.

Inactive persons are those who neither classified as employed nor as unemployed.

Professional status:

Employers employing one or more employees are defined as persons who work in their own business, professional practice or farm for the purpose of earning a profit, and who employ at least one other person.

Self-employed persons not employing any employees are defined as persons who work in their own business, professional practice or farm for the purpose of earning a profit, and who employ no other persons.

Employees are defined as persons who work for a public or private employer and who receive compensation in the form of wages, salaries, fees, gratuities, payment by results or payment in kind; non-conscript members of the armed forces are also included.

Family workers are persons who help another member of the family to run a farm or other business, provided they are not classed as employees.

Economic activity

Occupation

Full-time/part-time

Employees with fixed-term contracts

Total duration of temporary job or work contract of limited duration

Working time

Duration of unemployment

Involuntary part-time employment

Working at home

Asocial working time

Shift-work

From 1999, a set of questions is added to the EU LFS on a yearly but rotating basis. The most recent topics are:

2015 : Work organisation and working-time arrangements

2014 : Labour market situation of migrants and their immediate descendants

2013: Accidents at work and other work-related health problems

2012 : Transition from work into retirement

2011 : Employment of disabled people

2010 : Reconciliation between work and family life

2009 : Entry of young people into the labour market

2008 : Labour market situation of migrants and their immediate descendants

2007 : Accidents at work and work-related health problems

2006 : Transition from work into retirement

2005 : Reconciliation between work and family life

- **Sample**

The EU LFS sample size amounts approximately to 1.5 million individuals each quarter. The quarterly sampling rates vary between 0.2% and 3.3% in each country.

The EU LFS is a rotating random sample survey of persons in private households. The sampling units are dwellings, households or individuals depending on the sampling frame.

The sample design and rotation patterns are not fully harmonised. Different schemes are used to sample the units ranging from simple random sampling to complex stratified multi-stage sampling methods of clusters. Most countries use a variant of a two-stage stratified random sampling of households. All of the Member States apply a rotating pattern so that part of the

observations can be directly paired to the observations one survey instance earlier. These rotating patterns range from 2-() (participating 2 quarters consecutively before leaving the sample) through 2-(2)-2 (2 quarters then skipped for 2 quarters and finally participating for another 2 quarters) to 8-().

- **Data collection method:**

The data is acquired by interviewing the sampled individuals directly. Proxy interviews are allowed through a responsible person in the household. In most countries at least the first wave interview is conducted in person while subsequent follow-up interviews can be conducted via telephone. Participation in the survey is compulsory in several countries (BE, DE, EL, ES, FR, IT, CY, MT, AT, PT and NO).

Part (but not all) of the data can be supplied by equivalent information from alternative sources, including administrative registers, provided the data obtained are of equivalent quality. Typically, the Nordic countries supply the demographic information directly from the population registers.

Click on the link below to display more detailed information concerning the methodology

[LFS_user guide.pdf](#) *(variables, codifications, explanatory notes)*

[LFS_characteristics of nationals surveys.pdf](#) *(detailed information for each country)*

[LFS_questionnaire_IT.pdf](#) *(Italian questionnaire; each MS can define its own questionnaire)*

Results

The great numbers of variables collected in the LFS provide a variety of results. Some of the information that can be extracted from Eurostat's database is presented here below:

Unemployment rate (%)

	2001	2002	2003	2004	2005	2006	2007	2008	2009
EU (27 countries)	8,5	8,9	9	9,1	8,9	8,2	7,1	7	8,9
EU (25 countries)	8,4	8,8	9	9,1	8,9	8,2	7,2	7,1	9
EU (15 countries)	7,3	7,6	8	8,1	8,1	7,7	7	7,1	9
Euro area (16 countries)	8	8,4	8,8	9	9	8,3	7,5	7,5	9,4
Euro area (15 countries)	7,8	8,2	8,6	8,8	8,9	8,3	7,4	7,5	9,4
Belgium	6,6	7,5	8,2	8,4	8,5	8,3	7,5	7	7,9
Bulgaria	19,5	18,2	13,7	12,1	10,1	9	6,9	5,6	6,8
Czech Republic	8	7,3	7,8	8,3	7,9	7,2	5,3	4,4	6,7
Denmark	4,5	4,6	5,4	5,5	4,8	3,9	3,8	3,3	6
Germany	7,6	8,4	9,3	9,8	10,7	9,8	8,4	7,3	7,5
Estonia	12,6	10,3	10	9,7	7,9	5,9	4,7	5,5	13,8
Ireland	3,9	4,5	4,6	4,5	4,4	4,5	4,6	6,3	11,9
Greece	10,7	10,3	9,7	10,5	9,9	8,9	8,3	7,7	9,5
Spain	10,3	11,1	11,1	10,6	9,2	8,5	8,3	11,3	18
France	8,3	8,6	9	9,3	9,3	9,2	8,4	7,8	9,5
Italy	9,1	8,6	8,4	8	7,7	6,8	6,1	6,7	7,8
Cyprus	3,8	3,6	4,1	4,7	5,3	4,6	4	3,6	5,3
Latvia	12,9	12,2	10,5	10,4	8,9	6,8	6	7,5	17,1
Lithuania	16,5	13,5	12,5	11,4	8,3	5,6	4,3	5,8	13,7
Luxembourg	1,9	2,6	3,8	5	4,6	4,6	4,2	4,9	5,4
Hungary	5,7	5,8	5,9	6,1	7,2	7,5	7,4	7,8	10
Malta	7,6	7,5	7,6	7,4	7,2	7,1	6,4	5,9	6,9
Netherlands	2,2	2,8	3,7	4,6	4,7	3,9	3,2	2,8	3,4
Austria	3,6	4,2	4,3	4,9	5,2	4,8	4,4	3,8	4,8
Poland	18,3	20	19,7	19	17,8	13,9	9,6	7,1	8,2
Portugal	4,1	5,1	6,4	6,7	7,7	7,8	8,1	7,7	9,6
Romania	6,8	8,6	7	8,1	7,2	7,3	6,4	5,8	6,9
Slovenia	6,2	6,3	6,7	6,3	6,5	6	4,9	4,4	5,9
Slovakia	19,3	18,7	17,6	18,2	16,3	13,4	11,1	9,5	12
Finland	9,1	9,1	9	8,8	8,4	7,7	6,9	6,4	8,2
Sweden	5,8	6	6,6	7,4	7,6	7	6,1	6,2	8,3
United Kingdom	5	5,1	5	4,7	4,8	5,4	5,3	5,6	7,6

Average exit age from the labour force - weighted by the probability of withdrawal from the labour market

	2001	2002	2003	2004	2005	2006	2007	2008
European Union	60,3	60,8	61,4	60,9	60,9	61	61,2	61,4
EU (27 countries)	59,9	60,1	61	60,5	61	61,2	61,2	61,4
EU (25 countries)	59,9	60,4	61	60,5	60,9	61	61,2	61,3
EU (15 countries)	60,3	60,8	61,4	60,9	61,1	61,3	61,5	61,5
Belgium	56,8	58,5	58,7	59,4	60,6	:	61,6	:
Bulgaria	:	58,7	58,7	60,7	60,2	64,1	:	:
Czech Republic	58,9	60,2	60,1	60	60,6	60,4	60,7	60,6
Denmark	61,6	60,9	62,2	62,1	61	61,9	60,6	61,3
Germany	60,6	60,7	61,6	61,3	:	61,9	62	61,7
Estonia	61,1	61,6	60,8	62,3	61,7	62,6	62,5	62,1
Ireland	63,2	63,1	62,9	62,8	64,1	64,1	:	:
Greece	:	61,3	62,7	:	61,7	61,1	61	61,4
Spain	60,3	61,5	61,5	62,2	62,4	62	62,1	62,6
France	58,1	58,8	60	59	59	59	59,4	59,3
Italy	59,8	59,9	61	:	59,7	60,2	60,4	60,8
Cyprus	62,3	61,4	62,7	62,7	:	:	63,5	:
Latvia	62,4	:	:	62,9	62,1	62,7	63,3	62,7
Lithuania	58,9	:	:	60,8	60	59,9	:	:
Luxembourg	56,8	59,3	57,4	58,3	59,4	:	:	:
Hungary	57,6	59,1	61,6	60,5	59,8	:	:	:
Malta	57,6	58,2	58,8	58	58,8	58,5	:	59,8
Netherlands	60,9	62,2	60,5	61,1	61,5	62,1	63,9	63,2
Austria	59,2	59,3	58,8	:	59,9	61	60,9	:
Poland	56,6	56,9	57,9	57,7	59,5	:	59,3	:
Portugal	61,9	63	62,1	62,2	63,1	:	62,6	:
Romania	59,8	:	62,7	59,5	63	64,3	:	:
Slovenia	:	56,6	56,2	:	58,5	59,8	:	:
Slovakia	57,5	57,5	57,8	58,5	59,2	:	58,7	:
Finland	61,4	60,5	60,4	60,5	61,7	62,4	61,6	:
Sweden	62,1	63,3	63,1	62,8	63,6	63,6	63,9	63,8
United Kingdom	62	62,3	63	62,1	62,6	63,2	62,6	63,1

Data dissemination and analysis

The results of the EU Labour Force Survey (EU LFS) are available in Eurostat's online database. New quarterly results (for the LFS main indicators) are scheduled for dissemination according to a release calendar. For scientific purposes only, access to anonymous microdata is possible under specific conditions.

The traditional publication of detailed results in paper format has been discontinued after 2002. Shorter electronic publications on main results for a variety of topics are presented in Eurostat's Statistics in Focus/Data in Focus series.

The regular publications related to the EU LFS in these series are:

- a quarterly issue on 'Labour Market Latest Trends',
- an annual issue on 'EU Labour Force Survey – Principal Results', and
- an annual issue on 'People outside the labour force'.

EU LFS data are also included in the following publications:

Employment in Europe

The EU LFS is one of the main sources used in the Annual Employment Report published by the Commission's DG Employment and Social Affairs. This publication provides analytical and statistical background to the European Employment Strategy.

Monitoring of Employment Guidelines

EU LFS results are used to compile a number of indicators for the assessment of Member States' progress in implementing the Employment Guidelines, for the analysis of the National Action Plans (NAPs) and for the annual Joint Employment Report. The EU Council's Employment Committee approves the list of indicators on an annual basis. A complete list of indicators and related documents are available [here](#).

The Social Situation in the European Union

The Commission's DG Employment and Social Affairs and Eurostat since 2000 publish an annual report on the Social Situation in the EU, in which EU LFS data is combined with data from many other sources. Containing a range of social indicators, harmonised quantitative information and public opinion survey data, the report acts as a reference document and a tool for monitoring social development over the course of time. It should be underlined that analyses of Eurostat data can also be carried out by public and private institutions, but these analyses are not necessarily published or made available to users.

All publications are available as PDF files on Eurostat's website: <http://epp.eurostat.ec.europa.eu/portal/page/portal/eurostat/home>

Click on the links below to display examples of publications containing LFS data

[LFS_stats in focus.PDF](#)

[LFS_labour market stats.pdf](#)

3. Information on the labour demand

Information on the labour can be obtained mainly by surveying vacancies in enterprises, which can be done through two main approaches:

The first approach aims at investigating only current vacancies, i.e. vacancies that are posted at the moment of the survey / interview. This approach is completely objective: employers do not have to make any judgement; they are required only to state their current needs. Examples of this approach are the employer surveys conducted in the UK, such as “NESS” in England.

The second approach aims at investigating future needs asking employers future vacancies they intend to post. Generally the time horizon is restricted from few weeks to not more than a year. The reason is that employers’ forecast are too inaccurate when referred to a time horizon that is greater than one year. Compared with the previous one, this approach has the advantage of enabling to make forecasts. In this approach there is however a degree of subjectivism, because it requires employers to formulate expectations about the future. Examples of this approach are the “Excelsior Information System” in Italy and the “Panel enterprises forecasts” in France.

In the EU, surveys aimed at assessing the labour demand are conducted in several Member States. However, a study conducted by Cedefop in 2009⁴ showed that such surveys are generally conducted on a regular basis, but there are substantial differences in the methodology adopted by each Member State.

The main differences concern:

- sectorial coverage (not all sectors all surveyed in all countries);
- exclusions (for example, in the UK enterprises with less than 2 employees are excluded);
- data collection method (although most Member States use CATI);
- “type” of vacancy surveyed (some Member States assess vacancies opened in the recent past, some others forecast vacancies in the near future, while some others focus on the current vacancies).

3.1 Forecasting labour demand: the Italian experience

This section focuses on the forecasting of the labour demand in Italy, which is done through the Excelsior survey.

The Excelsior survey is conducted by the Italian Union of the Chambers of Commerce (Unioncamere) and funded by the Ministry of Labour (through the European Social Fund). It is part of the official statistics produced on an annual basis within the Italian National Statistical System (SISTAN).

Every year (since 1997) the survey covers a sample of over 100 000 private enterprises and provides detailed information on the characteristics of the labour demand in Italy: besides the number of employees that the enterprises expect to recruit during the year, the data available cover the specific occupations the enterprises are looking for, the educational level and the field of studies required, the preferred age of candidates, the experience, the need to provide post-entry training, as well as the difficulty of enterprises in recruiting the profiles required.

The quantitative and qualitative information is easily accessible and is regularly used by university researchers, officers of the regional and local administrations of the Italian regions and provinces, and policy makers in a variety of matters. It provides a concrete support for the evaluation of the actual needs of enterprises, for steering the labour supply towards the demand and in facilitating the matching between them, for the definition of policies concerning education and professional training.

⁴ Insert note Cedefop Feasib study

Considering the multiple uses of the Excelsior survey, particular attention is paid to its overall quality, and in particular to the following aspects:

- completeness of the observation field;
- accuracy of the statistical procedures and of the estimates;
- data comparability over time and across space;
- punctuality in the dissemination of the results;
- accessibility and clarity of the information available.

Key methodological aspects

Some key methodological aspects are described here below:

- **Statistical unit:** the statistical units of the Excelsior survey are the active enterprises present in Italy that have at least one employee.
- **Sectoral coverage:** The Excelsior survey covers all activities in the industry and services sectors. The labour demand of the agricultural sector is assessed through a specific survey.
- **Classifications used:**

The classification of **economic activity** uses ATECO 2007, which is the Italian official classification and corresponds to NACE Rev. 2.

The classification of education (**level and field of study**) uses Istat's classification, which is the Italian official classification and is fully comparable with ISCED 1997.

The classification of **occupations** uses Istat's classification, which is the Italian official classification of occupations. This classification is compatible with the ISCO-88 up to the 3-digit level.

- **Frequency / reference period:** The Excelsior survey is conducted between January and April of the reference year
- **Variables:** the Excelsior survey covers a wide range of variables. The main ones, which relate to the characteristics of the labour demand, are the following:

Number of employees that the enterprises expect to recruit during the year

Occupations of the employees that are expected to be recruited

For each occupation:

- Tasks to be performed
- Age preferred
- Level of educational attainment
- Field of study
- Previous work experience required
- Gender preferred
- Difficulty in recruiting
- Knowledge of foreign languages
- Knowledge of ICT
- Type of contract

The variables relating to the enterprise are:

Sector of economic activity

Enterprise size (number of employees)

Location (province)

- **Sample**

The sample is stratified by province, sector of activity and enterprise size, on the basis on information derived from the Business Register. Only enterprises with less than 100 employees are sampled; for enterprises with more than 50 employees the whole universe is surveyed.

- **Data collection method:**

The survey is carried out between January and April of the reference year according to two different methods:

- a) the first, for enterprises with up to 250 employees, is based on telephone interviews (following the CATI - Computer Assisted Telephone Interview - methodology), in order to minimise the possibility of errors. It covers a sample of around 95 000 enterprises, previously selected in accordance with the statistical requirements of the sample design. The telephone interview is conducted by well-trained operators supervised by assistants who monitor the correct conduction of the interview and provide the necessary information in case of difficult issues during the interview;
- b) the second, for enterprises with more than 250 employees, through direct interviews or filling-in of the questionnaire (aided by the statistical offices of the Chambers of Commerce). This method is used to interview the entire population of enterprises of this size operating in Italy. The interviewers also carryout a detailed check of the responses before recording them. The responses to all the questionnaires are recorded using a specific web-based software.

Click on the link below to display the survey questionnaire

EXC2009_questionnaire.pdf

Results

Some examples of results are the following:

	Program of studies indicated by the enterprises						Eq. fields of study		
	Total recruitment 2009 (a.v.)	breakdown (total = 1000)	use of languages required**	IT knowledge required as		Total recruitment 2008 (a.v.)	breakdown (total = 1000)	Not seasonal recruitment	
				users	programmers			2009	2008
TOTAL	523.620	1.000,0	16,7	35,0	2,4	827.890	1.000,0	523.600	827.900
University degree	62.460	119,3	49,2	77,3	10,7	88.000	106,3	73.600	102.800
Economics	18.590	35,5	50,9	96,8	1,5	26.110	31,5	23.700	34.300
Medicine and paramedical studies	6.680	12,8	10,4	56,4	0,3	7.290	8,8	6.800	7.300
Electronic and information engineering	6.610	12,6	78,8	36,5	63,3	10.500	12,7	6.800	11.000
Industrial engineering	4.940	9,4	82,5	93,5	5,0	9.220	11,1	6.000	10.200
Teaching and training	4.120	7,9	12,4	44,2	0,7	5.840	7,1	4.100	5.800
Chemistry and pharmacy	3.540	6,8	37,4	97,0	0,6	4.900	5,9	3.600	4.900
...
Secondary and upper-secondary education	221.830	423,7	20,3	52,3	2,3	335.280	405,0	224.500	345.200
Administrative and commercial	75.910	145,0	22,4	80,9	1,2	111.900	135,2	72.300	105.700
Mechanical	14.840	28,3	14,3	51,2	2,3	33.840	40,9	17.200	40.500
Tourism	13.530	25,8	49,6	24,8	0,2	21.620	26,1	14.700	24.500
Electro-technical	7.790	14,9	17,0	55,2	1,7	15.840	19,1	8.500	16.800
Information technologies	6.400	12,2	42,1	40,6	50,0	8.410	10,2	5.400	7.500
Building	5.700	10,9	16,4	61,0	0,3	9.870	11,9	6.900	12.100
...
Vocational education level	36.960	70,6	7,6	19,4	0,8	62.270	75,2	37.800	58.700
Administrative and commercial	7.760	14,8	3,7	28,4	0,0	11.240	13,6	7.000	11.300
Tourism	5.470	10,4	22,8	8,2	0,1	9.770	11,8	5.200	9.800
Mechanical	5.460	10,4	3,6	25,9	2,9	14.950	18,1	4.300	11.200
Building	2.870	5,5	0,3	1,0	0,0	5.280	6,4	3.500	5.700
Social and sanitary	2.650	5,1	0,1	2,3	0,0	2.330	2,8	5.100	4.400
Electro-technical	2.590	5,0	7,7	29,7	1,5	2.910	3,5	2.600	2.200
...
Regional vocational education level	43.100	82,3	5,7	8,6	0,5	58.180	70,3	115.000	177.900
Social and sanitary	13.360	25,5	0,0	0,0	0,0	11.420	13,8	10.300	8.200
Tourism	6.570	12,5	18,8	4,8	0,0	7.590	9,2	21.100	29.600
Building	4.020	7,7	0,0	0,1	0,0	6.740	8,1	20.100	32.300
Mechanical	3.810	7,3	1,4	19,5	2,0	6.820	8,2	12.600	26.600
Administrative and commercial	3.600	6,9	3,9	12,0	0,2	9.560	11,5	12.600	18.800
...
Mandatory education level	159.260	304,2	4,1	5,2	0,3	284.170	343,2	72.700	143.200

* Absolute values rounded to tens, the totals may differ from the sum of singles values.

** Knowledge required for the activity of new recruits.

Source: Unioncamere - Ministry of Labour, Excelsior Information System, 2009

Table 9
Recruitment forecast by enterprises for year 2009 by major professional groups (according to the ISCO-88 classification), more required job profiles for each group and main characteristics

	Total recruitment 2009 (a.v.)	of which (% of total)			Total recruitment 2008 (a.v.)	of which (% of total)		
		difficult to recruit	replacing analogue job profile	neither in replacement nor existing in the enterprises		difficult to recruit	replacing analogue job profile	neither in replacement nor existing in the enterprises
TOTAL	523.620	20,5	40,7	11,8	827.890	26,2	37,9	10,8
1. Legislators, senior officials and managers	1.900	34,8	49,8	16,8	2.420	28,1	39,8	18,1
122 Production and operations department managers not elsewhere classified	740	34,4	52,3	9,6	1.130	27,9	37,1	13,3
123 Research and development department managers	700	27,3	52,4	22,0	920	27,0	34,2	25,7
131 General managers in wholesale and retail trade	320	48,8	41,9	14,1	260	26,2	63,7	8,2
121 Directors and chief executives	140	42,0	41,3	34,3	120	41,7	56,5	27,0
2. Professionals	23.360	25,4	34,9	13,1	36.460	29,1	35,3	11,0
241 Business professionals not elsewhere classified	6.460	20,3	35,1	23,4	9.330	20,5	33,0	15,7
213 Computer assistants	5.610	30,9	35,3	10,8	8.750	33,7	30,0	10,5
214 Architects, town and traffic planners	4.150	33,2	27,3	9,4	6.590	37,8	27,9	12,6
222 Medical doctors	1.790	33,3	40,4	1,6	2.550	40,7	38,9	6,1
211 Meteorologists	1.770	21,6	33,3	8,1	2.310	28,3	42,4	11,3
245 Composers, musicians and singers	1.070	17,4	31,4	12,9	2.490	30,7	41,8	3,6
232 Secondary education teaching professionals	760	10,3	70,1	1,6	1.280	16,2	74,4	7,4
244 Philologists, translators and interpreters	580	5,5	50,9	6,4	1.070	10,2	56,8	5,3
242 Legal professionals not elsewhere classified	420	10,7	18,2	20,6	1.300	26,3	43,4	3,5
235 Education methods specialists	280	25,4	11,8	12,2	330	15,9	24,9	19,8
243 Archivists and curators	250	29,6	13,6	27,2	120	0,8	2,4	5,7
221 Pharmacologists, pathologists and related professionals	200	16,8	66,8	4,5	320	28,8	35,8	6,0
Other job profiles	--	--	--	--	--	--	--	--
3. Technicians and associate professionals	87.640	22,2	36,7	14,2	132.760	24,9	36,2	12,7
345 Decorators and commercial designers	25.240	12,3	37,9	17,1	41.650	16,2	37,4	15,9
341 Travel consultants and organisers	20.370	21,2	31,9	13,6	33.220	21,9	33,2	11,2
311 Physical and engineering science technicians not elsewhere classified	15.590	22,5	31,8	19,1	24.910	31,2	31,6	14,8
322 Sanitarians	7.070	51,3	57,4	4,9	7.990	56,2	57,7	3,6
333 Special education teaching associate professionals	4.430	26,1	32,9	4,0	4.560	32,7	42,2	5,6
312 Computer assistants	4.300	27,8	31,1	13,0	7.420	28,9	23,5	13,0
313 Medical equipment operators	2.400	12,7	12,3	26,3	2.550	13,6	26,3	6,8
342 Business services agents and trade brokers not elsewhere classified	2.090	35,1	47,4	8,9	3.620	27,3	47,3	13,8
332 Pre-primary education teaching associate professionals	1.820	21,6	62,1	2,3	1.660	34,6	51,5	2,2
334 Other teaching associate professionals	940	18,5	51,2	8,1	1.130	21,0	45,4	9,8
347 Sculptors, painters and related artists	890	33,8	27,8	15,6	1.470	31,3	33,0	8,1
315 Safety, health and quality inspectors	830	13,7	29,5	16,1	1.440	19,8	31,8	22,5
331 Primary education teaching associate professionals	560	11,6	73,3	1,6	410	10,6	71,6	2,5
346 Other teaching professionals not elsewhere classified	540	17,9	28,1	12,7	330	12,5	18,0	1,8
314 Air traffic controllers	330	64,7	59,6	0,0	190	60,4	60,4	0,0
321 Life science technicians	230	10,1	52,9	7,5	170	23,7	28,9	17,9
Other job profiles	--	--	--	--	--	--	--	--
4. Clerks	62.420	11,3	37,6	13,2	96.610	15,9	35,2	12,0
413 Stock clerks	17.260	9,2	34,6	11,6	28.760	17,9	38,4	9,4
411 Other office clerks	16.540	10,1	37,9	16,4	24.300	13,5	34,7	19,4
421 Shop salespersons and demonstrators	11.240	7,2	30,3	7,7	19.180	12,5	25,2	4,5
422 Doorkeepers, watchpersons and related workers	9.010	18,5	46,6	12,4	12.430	22,5	41,0	14,9
412 Bookkeepers	4.910	14,8	46,4	18,3	7.670	18,2	42,0	10,0
419 Other office clerks	3.020	18,2	43,6	16,9	3.770	9,1	33,9	13,1
414 Coding, proof-reading and related clerks	450	7,2	7,4	29,1	510	5,9	20,4	32,2
5. Service workers and shop and market sales workers	128.030	24,6	48,4	8,5	172.870	30,0	43,4	9,4
522 Shop salespersons and demonstrators	57.930	18,7	49,1	5,5	70.040	27,4	43,4	5,3
512 Waiters, waitresses and bartenders	39.590	26,3	43,8	14,4	63.490	29,2	39,6	15,1
513 Home-based personal care workers	17.700	35,8	61,0	4,5	20.020	35,2	61,8	3,7
514 Undertakers and embalmers	6.670	48,3	48,6	11,0	11.090	52,0	34,2	15,4
516 Protective services workers not elsewhere classified	4.030	11,2	48,3	6,9	5.670	15,8	52,0	4,8
511 Travel guides	2.110	8,5	11,8	10,9	2.560	14,2	13,4	7,9
6. Skilled agricultural and fishery workers	830	1,9	57,9	16,8	1.350	15,8	22,6	13,2
611 Mixed-crop growers	800	1,7	59,7	16,1	1.340	15,8	22,8	12,5
Other job profiles	--	--	--	--	--	--	--	--
7. Craft and related trades workers	93.780	27,4	33,1	14,0	165.640	37,3	33,6	10,9
712 Carpenters and joiners	29.150	19,7	27,4	16,3	42.650	29,7	33,6	16,3
713 Floor layers and tile setters	18.530	28,3	34,3	13,1	31.660	35,4	30,8	9,4
723 Agricultural- or industrial-machinery mechanics and fitters	12.470	33,9	39,1	16,9	22.750	42,6	42,2	8,0
721 Sheet-metal workers	6.610	28,0	31,8	11,4	16.700	45,6	29,0	8,6
741 Dairy-products makers	5.770	28,5	40,0	12,6	9.040	32,4	35,2	12,2
724 Electrical mechanics and fitters	4.430	26,1	37,5	7,8	7.510	40,5	29,4	8,8
722 Metal wheel-grinders, polishers and tool sharpeners	3.340	44,3	29,1	10,0	7.630	43,1	29,8	10,7
714 Varnishers and related painters	3.160	25,6	30,3	14,2	5.770	40,5	26,3	7,9
742 Basketry weavers, brush makers and related workers	2.860	49,8	32,9	16,2	5.500	51,8	34,4	9,0
743 Textile, leather and related pattern-makers and cutters	2.820	31,3	41,6	9,9	5.940	41,3	38,5	8,4
744 Pelt dressers, tanners and fellmongers	1.700	27,2	39,8	11,9	4.070	38,8	31,5	10,3
734 Photographic and related workers	1.250	22,8	29,0	9,5	2.330	35,9	36,7	8,5
711 Miners and quarry workers	830	35,2	43,0	13,9	1.680	45,3	37,6	7,6
731 Jewellery and precious-metal workers	370	30,5	30,5	6,4	830	21,7	32,3	11,7
732 Glass, ceramics and related decorative painters	270	22,3	37,7	24,5	710	18,9	44,7	4,7
733 Handcraft workers in textile, leather and related materials	250	8,5	30,9	0,4	880	31,2	50,0	4,6
8. Plant and machine operators and assemblers	56.980	15,9	41,6	9,6	114.110	25,2	39,4	9,4
832 Heavy truck and lorry drivers	25.220	14,9	44,4	7,8	39.030	21,5	45,0	11,4
833 Lifting-truck operators	5.740	16,5	24,2	30,0	8.530	31,8	30,2	15,5
829 Other machine operators and assemblers	3.790	6,7	39,4	7,4	7.300	12,9	29,3	14,6
828 Paperboard, textile and related products assemblers	3.660	17,8	34,4	4,8	10.420	30,6	35,0	6,9
817 Machine-tool setters and setter-operators	3.240	18,6	39,8	2,2	10.040	24,5	35,6	3,1
827 Baked-goods, cereal and chocolate-products machine operators	2.280	12,8	40,5	10,5	4.660	22,8	33,3	11,9
Other job profiles	13.050	19,5	46,3	7,8	34.130	29,3	40,9	6,7
9. Elementary occupations	68.700	11,6	45,5	11,8	105.690	13,9	39,6	11,0
914 Helpers and cleaners in offices, hotels and other establishments	34.010	11,4	56,1	8,5	43.750	13,2	50,3	8,2
931 Construction and maintenance labourers: roads, dams and similar construction	12.160	12,2	28,0	16,8	20.700	13,2	28,2	11,3
933 Freight handlers	6.680	9,5	41,8	11,8	11.140	17,1	42,3	9,0
913 Hand-launders and pressers	4.900	15,0	36,5	15,6	6.640	23,7	38,8	14,8
932 Hand packers and other manufacturing labourers	4.180	13,1	29,8	21,2	9.730	19,7	34,0	14,9
916 Garbage collectors	3.140	2,0	32,1	6,6	5.330	1,5	30,5	3,2
Other job profiles	3.620	16,9	53,6	15,3	8.400	7,8	21,0	25,0

* Absolute values rounded to tens, the totals may differ from the sum of singles values.
Source: Unioancamera - Ministry of Labour, Excelsior Information System, 2009

Dissemination of data and analyses

The final results of Excelsior, i.e. the survey data carried forward to the universe of Italian private enterprises having at least one employee, are in general available one month after the conclusion of the survey.

They are disseminated soon after their availability through a variety of products targeted to different types of users with different levels of specialisation.

A first dissemination means consists in analytical databases released either on the Internet (<http://excelsior.unioncamere.net>), from which the detailed data can be extracted and tabulated by means of specific tools. Such tools enable the selection of specific cluster and analysis variables and the production of “ad hoc” statistical tables.

The survey results are also released through a variety of statistical publications and reports, which also contain analysis of the data. More specifically:

- A set of statistical publications contains the key data at the national level, at regional level (20 NUTS 2 regions) and at province level (103 NUTS 3 regions).
- A set of statistical publications relate to particular themes, among which: lifelong training activities provided by enterprises; occupational needs of the trade, tourism, ICT and co-operation sectors; occupational needs of high-tech and knowledge intensive activities; apprenticeship and “atypical” contracts; occupational needs for migrant workers.

Several other research reports based on the results of the Excelsior survey have been produced during the years. These relate to the labour demand in different areas, to the job prospects of graduates and school leavers, and to mismatches between labour demand and supply.

Click on the links below to display some analysis reports:

[EXC2009_key results-synthesis.pdf](#)

[EXC2009_report_occupational needs.pdf](#)

[EXC2009_report_jobs and education required.pdf](#)

[EXC2009_report_tourism and trade.pdf](#)

[EXC2009_report_ICT.pdf](#)

3.2. Anticipating Future Skills Needs and Supply: Cedefop's activity

Cedefop⁵ - the European Centre for the Development of Vocational Training, established in 1975 - is a European agency that helps promote and develop vocational education and training in the European Union (EU). It is the EU's reference centre for vocational education and training.

Cedefop was one of the first specialised and decentralised agencies set up to provide scientific and technical know-how in specific fields and promote exchanges of ideas between different European partners.

Originally based in Berlin, in 1995 Cedefop's head office was transferred to Thessaloniki. Cedefop has a liaison office in Brussels.

Cedefop works to promote a European area of lifelong learning throughout an enlarged EU. It does this by providing information on and analyses of vocational education and training systems, policies, research and practice.

To identify and anticipate future skill needs and potential skill mismatches, Cedefop undertakes various European level research activities. It produces regular skill supply and demand forecasts for Europe and analyses the potential labour market imbalances. Cedefop also investigates skill and competence needs in selected sectors and explores a common European approach to employers' surveys on skill and training needs. Cedefop also animates Skillsnet, a network of experts in the field of early identification of skills needs. All these activities support implementation of the European Commission's initiative on new skills for new jobs.

- Forecasting skill needs by projecting and analysing future skill demand and supply and their potential imbalances
- Identifying skill needs in sectors to enrich knowledge on future skill needs in Europe by complementary qualitative and quantitative information
- Developing employers' surveys to identify and analyse skill, competence and training needs at the workplace
- Analysing skill mismatch through theoretical and empirical research to provide policy makers with evidence and possible implications

In 2005, Cedefop started to explore the establishment of a European skill needs forecasting system. The main reason was the lack of information on future skill needs in Europe which had been observed for a long time. The European labour market became a reality and requires identification of occupations, skills, competences and qualifications, which will be in demand in the future. Finding ways to obtain consistent and comprehensive information on future skill demand as well as supply in Europe – or even a joint European action – is a priority.

Forecasting skill needs involves estimating the expected future number of jobs available in an economy and their particular skill or qualification requirements. Skills needs forecasts are complemented by forecasts of the number of people (supply) with particular skills. The comparison of demand and supply can indicate potential imbalances or skill mismatches on future labour markets. Forecasts do not predict precisely the future but serve as a source for informed decision making as well as an early warning device for various labour market actors on what might happen in the future.

The first pan European forecast of skill needs providing consistent and comprehensive medium term projections of employment and skill demand across Europe until 2015 and 2020 was published by Cedefop in 2008. In 2009, it was complemented by the first medium term forecast of skill supply in

⁵ (1) 'Cedefop' is the French acronym of the organisation's official title, European Centre for the Development of Vocational Training (Centre Européen pour le Développement de la Formation Professionnelle).

Europe until 2020. Work on a system producing regular forecasts integrating skills supply and demand is in progress.

Click on the links below to display some of the key results of the forecasting exercises carried out by Cedefop:

[CEDEFOP_brief notes.pdf](#)

[CEDEFOP_anticipating skill needs.pdf](#) *(publication)*

[CEDEFOP_skills demand supply.pdf](#) *(publication)*