

The 2009 social balance sheet

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Introduction

The information contained in the social balance sheet can be used to analyse the trend in workforces, working time and staff costs, as well as staff movements during the course of the year and the efforts made by firms to provide their workers with training.

This article discusses the results of the social balance sheets filed for 2009, a year which felt the full force of the economic and financial crisis that had begun during 2008. The analysis consequently focuses on the way firms have responded to the economic downturn.

The findings commented below are drawn from a reduced population⁽¹⁾ of firms that covers 42,099 companies, or 51 % of the firms in the total population in 2008⁽²⁾. Firms in the reduced population filed social balance sheets for both 2009 and 2008, which enables a valid calculation of changes in a set of variables between both financial years. Using a constant population nevertheless has its limitations. Newly established firms and those which ceased trading are automatically excluded, which can lead to some discrepancies between the changes observed in the reduced population and those recorded for the total population. This is particularly true in the context of a recession, when a lot of companies are lost (notably as a

result of bankruptcies). However, following this approach is justified in view of the considerable length of time required to obtain information for all firms, and the safeguards offered by the representativeness of the reduced population in terms of jobs. As the constant population has proportionally more large firms than the total population, the 1,425,932 persons employed by firms in the reduced population accounted for 73 % of workers in the total population.

This article is split into four parts. The first section describes the trend in employment between 2008 and 2009. The second analyses the methods used by firms to adjust the volume of labour to falling demand: by adapting working time, working arrangements, staff numbers, or using of agency work. The third and fourth parts are devoted respectively to staff costs and training.

1. General characteristics of employment developments

1.1 General trend

The effects of the economic recession on the labour market are well reflected in the trends in employment and the volume of work drawn from the social balance sheets filed for the year 2009. As an annual average, total employment dropped by 0.5 % in the 42,099 firms making up the reduced population, which corresponds to 7,185 fewer workers than in the previous year. The year-end situation reflects a further deterioration in employment during the course of 2009. Compared with 31 December 2008, the workforce actually shrank by 1.2 %, which is more than double the annual average decline.

(1) In view of the time firms are allowed to meet their reporting requirements and the time needed to check the data, the full set of social balance sheets closed on 31 December 2009 was not available on 15 September 2010, the date on which the figures needed for the analysis were extracted.

(2) Annex 1 summarises the methodological principles governing the construction of these populations and the regional distribution of the firms. The breakdown by branch of activity is based on the sections and divisions of the NACE-Bel nomenclature (2003 version) reproduced in Annex 2. Annexes 3 to 10 contain a series of detailed indicators per branch of activity. Given the marginal importance of agriculture and the fact that it is not very representative, this sector does not appear in the tables and charts within this article; it nevertheless is included in these annexes. Annexes 11 to 13 break down a range of indicators according to the region to which the firms belong.

TABLE 1 EMPLOYMENT TRENDS BETWEEN 2008 AND 2009
(reduced population)

	Full-time		Part-time		Total	
	Units	Percentages	Units	Percentages	Units	Percentages
Annual average						
Total	-25,992	-2.5	18,808	4.7	-7,185	-0.5
As at 31 December						
Total	-37,824	-3.7	20,686	5.2	-17,138	-1.2
Men	-28,760	-3.8	9,252	10.1	-19,508	-2.3
Women	-9,064	-3.3	11,434	3.7	2,370	0.4
Managerial and supervisory staff	-518	-2.9	295	22.0	-223	-1.2
Clerical workers	-15,943	-2.9	13,554	5.5	-2,389	-0.3
Manual workers	-19,419	-4.3	7,070	4.8	-12,349	-2.1
Other ⁽¹⁾	-1,944	-23.1	-233	-8.1	-2,177	-19.3
Permanent contracts	-30,847	-3.1	20,576	5.7	-10,271	-0.8
Temporary contracts ⁽²⁾	-6,977	-15.0	110	0.3	-6,867	-8.2

Source : NBB (social balance sheets).

(1) Residual heading, which includes notably trainees and apprentices.

(2) Fixed-term contracts, substitution contracts or contracts concluded for a specific project.

Employment usually reacts to economic growth trends with a time lag of two to three quarters. There have been signs of a deterioration in Belgium since the third quarter of 2008. Thanks to various systems of working time organisation, such as reducing overtime and using temporary lay-off schemes for economic reasons, or to changes in working arrangements, firms can adjust their production capacity without necessarily having to make staff redundant. There was evidence of the flexibility instruments being used during the recent recession, backed up by the introduction of crisis measures.

The reduction in the overall workforce conceals opposing trends between full-time and part-time workers. These shifts obviously gained momentum during the course of the year, since the number of people in full-time employment by 31 December 2009, had dropped by 3.7 %, compared with 2.5 % as an annual average, while the increase in the number of part-time workers had risen from 4.7 to 5.2 % if the year-end situation is taken into consideration.

(1) For the financial years closing after 1 December 2008, the social balance sheet also enables staff numbers to be broken down by educational level. Nevertheless, the data for the year 2008 were incomplete for a whole series of firms, so the trend in staff numbers by educational level between 2008 and 2009 is biased. Consequently, they are not mentioned in this article.

1.2 Employment trends broken down by workers' characteristics

Information submitted about the number of workers at the end of the financial year enables the employment situation to be broken down by various characteristics such as gender, status or type of work contract⁽¹⁾.

Overall, the contraction in employment can be explained by male workforce trends. By 31 December 2009, their numbers had fallen by 2.3 % over a year, while the number of women in employment rose by 0.4 %. This difference can be explained by a branch-specific effect, since men work primarily in industry, which sustained the biggest net job losses, and women are more widely employed in services which, in 2009, were relatively spared from the economic slowdown. The decline in the number of men in full-time employment from one year's end to the next exceeded that for women and the number of men employed on a part-time basis rose by 10.1 %, compared with 3.7 % on the women's side of the equation. This gender gap arises from a base-population effect, but the economic crisis may have accentuated the shifts between full-time and part-time work regimes, and more so for men than for women.

Workers have been affected by the recession in different ways depending on their status. Managerial and supervisory staff numbers fell back by 1.2 %, owing to the reduction in staff employed on a full-time basis. The number of managers employed on a part-time basis increased by 22 %. However, these variations concern only small numbers (18,995 persons in the reduced population in 2009) and the share of part-time working remains marginal in this category of staff. Among clerical workers, the drop in employment was relatively small, at 0.3 %. The significant decline in the number of full-time workers was partly offset by the increase in staff numbers employed on a part-time basis, which would suggest a shift from one type of working arrangement to the other. As a result, one in every three white-collar workers was employed on a part-time basis at the end of 2009. If the residual category of other workers is excluded (it is mostly trainees and apprentices that come under this heading and only a small number of workers are included), it is the manual workers who were more affected by the impact of the recession on the labour market as their numbers dropped by 2.1 % between the end of 2008 and the end of 2009. Wider use of part-time working arrangements was not enough to compensate for this downward movement.

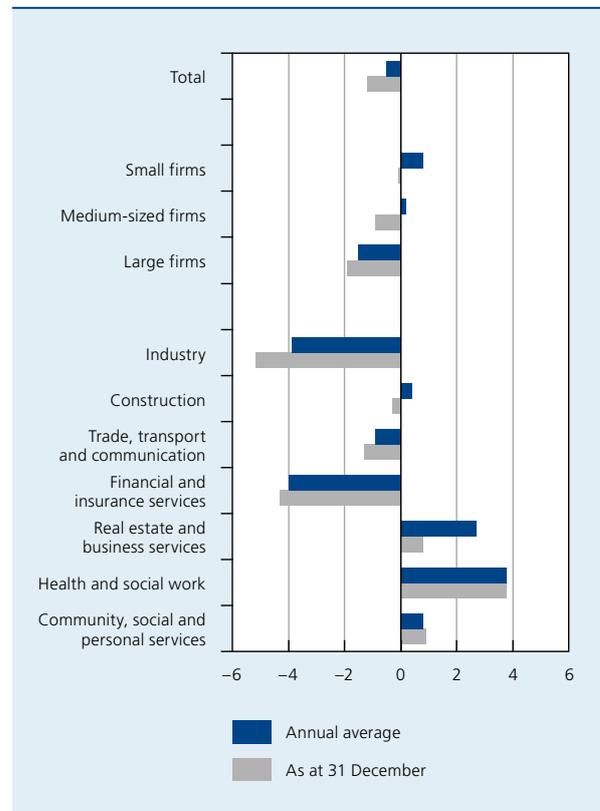
As had been expected, during the crisis period, it was the number of workers employed under temporary contracts (fixed-term, substitution contracts or those concluded for a specific project) that suffered the biggest drop in relative terms, namely 8.2 % – driven by full-time working arrangements –, compared with a 0.8 % decline among those employed under permanent contracts. The increase in part-time work for these employees made it possible to avoid an even bigger fall in staff numbers. The share of temporary contracts shrank between 2008 and 2009 to reach 5.4 % of employment in the reduced population. This fall puts an end to the upward trend seen since 2005. The share of permanent contracts consequently grew to reach 94.6 % of total employment in the reduced population.

1.3 Employment trends broken down by firms' characteristics

As an annual average, employment only fell in large firms during 2009. The situation at the end of the year nevertheless points to a deterioration during the course of the year in all categories of firms defined according to their size⁽¹⁾, albeit in varying proportions. The reduction in the number of employees compared with 31 December 2008 was more pronounced in large enterprises (-1.9 %), whereas it was only half as small in medium-sized enterprises (-0.9 %) and very minor in small firms (-0.1 %).

CHART 1 CHANGE IN EMPLOYMENT BETWEEN 2008 AND 2009: BREAKDOWN BY SIZE AND BRANCH OF ACTIVITY⁽¹⁾

(percentages, reduced population)



Source: NBB (social balance sheets).

(1) The "other services" branch has been broken down into "health and social work" and "community, social and personal services"; that of "financial, real estate and business services" into "financial and insurance services" on the one hand and "real estate and business services" on the other.

A worsening employment situation during the course of 2009 was observed in most branches of activity. However, in some branches, the workforce continued to expand. This growth was even quite strong in the health and social work branch, which includes activities that are widely subsidised by the public authorities. Staff numbers in this branch thus grew by 3.8 % on average in 2009, a pace that showed no signs of slowing down over the year. In the community, social and personal services branch, employment increased by 0.9 % between 31 December 2008 and the end of 2009. While still positive, employment growth in real estate and business services slowed down sharply during the course of the year. Among the branches affected the most is, unsurprisingly, industry – and the manufacturing industry in particular – where

(1) Small firms were those with no more than 50 FTE workers in 2008; medium-sized firms employed more than 50 and up to 250 FTEs and large firms more than 250 FTEs.

net job losses were the most significant, with a decline in the workforce of as much as 3.9 % as an annual average and 5.2 % at year-end. Financial and insurance services, hit especially hard by the recession, registered a 4.3 % reduction in the workforce from 31 December 2008 to the end of 2009. The decline in the number of people working in firms in the trade, transport and communication branch accelerated slightly during the course of the year 2009, to reach 1.3 % by the year's end. While average employment was still rising marginally in the construction branch in 2009, jobs were lost from one year's end to the next, a reduction of 0.3 %, which is less than in the other branches that shed staff over the year.

2. How firms have reacted to the economic crisis

Even though firms were already expecting a slowdown in the economy during the course of 2008, the extent of the economic and financial crisis and the speed at which it spread caught many by surprise. Against this backdrop, the Belgian government, like its foreign counterparts, put an economic recovery plan in place from the end of 2008 and adopted a series of measures to enable firms to respond to the economic downturn with more flexibility. These measures came on top of existing provisions, principally for manual workers, in order to extend the opportunities that firms are given to reduce working time among (part of) their workforce. They have certainly helped to avoid much bigger staff cuts.

2.1 Adapting the volume of labour

Generally speaking, in periods of economic slowdown, the more rapid adjustment of hours worked than employment itself reflects the business practice of initially adapting workforces by first cutting back on overtime, but above all by using temporary lay-offs for economic reasons. While this arrangement enables the execution of workers' employment contracts to be suspended temporarily, and therefore the number of hours worked to be reduced, the workers affected remain on their employer's staff register. In 2009, this principle was also in force for the crisis measures, such as suspended implementation of white-collar workers' employment contracts and the crisis time-credit schemes (individual and temporary cuts in the hours of workers employed on a full-time basis). The temporary adjustment to working time in a crisis – which consists of a collective reduction in working time that applies across the board to all workers or to a specific category of workers in a firm – is another way of adjusting the volume of labour.

Whatever the crisis measure used by the firm, the working arrangements of the staff concerned remains in principle unchanged in the eyes of the NSSO, so as to guarantee the workers' social security rights. However, there is no accounting rule governing the way in which firms should record workers affected by these measures in the social balance sheets. In particular, those concerned by a crisis time-credit scheme can just as well continue to be registered among full-time workers, on the grounds that their rights are still guaranteed by the NSSO, or be recorded with the part-time workers, by analogy with the ordinary time-credit scheme.

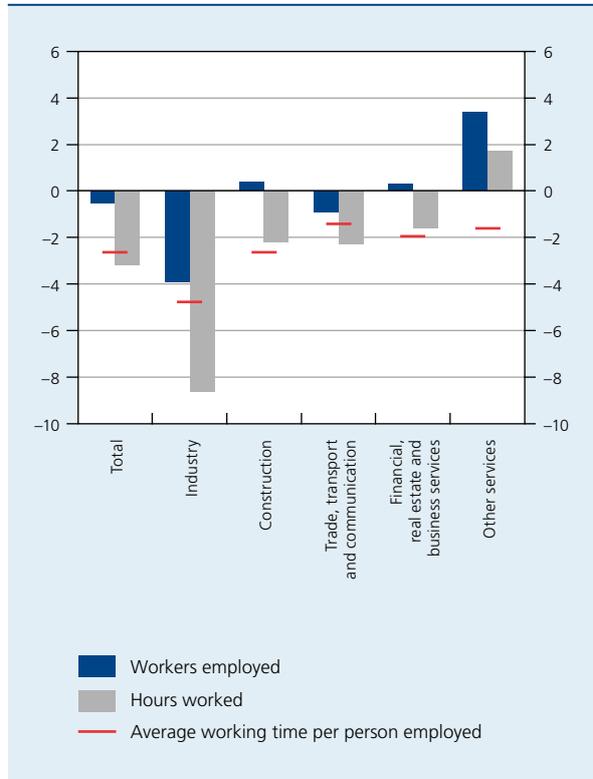
Quite independently of the way in which firms have broken down their workers between full-time and part-time, these measures have had an undeniable effect on reducing the volume of labour, which can be seen from the number of hours worked as recorded in the social balance sheets. Hours worked have dropped at a very fast rate of 3.2 %. Taking account of employment developments, the average working time of employees has fallen back by 2.7 %, which works out at a drop of almost 37 hours, equivalent to a whole week's work.

In 2009, the fall in the number of hours worked exceeded that of the number of people employed in most of the business-cycle-sensitive branches of activity, especially in industry. The average time worked per person employed thus fell by 4.8 % in the latter. One explanation lies in the widespread use of temporary lay-offs made by firms in the manufacturing industry. In some business areas like manufacture of machinery and equipment, the motor or metal-working industry, the contraction in average working time was close to or more than the 10 % mark.

The number of workers employed in the construction industry rose slightly in 2009, while the volume of work contracted: hours worked per person fell by 2.6 %. There were similar trends in terms of both persons and hours as in the previous branch in financial, real estate and business services, albeit to a lesser extent, so that average hours worked were cut by 1.9 %. In the trade, transport and communication branch, the reduction in the volume of work expressed in hours exceeded that for employment in terms of persons; consequently, the average working time of those remaining in employment in firms in this branch dropped by as much as 1.4 %. By contrast, the other services branch saw a rise in employment combined with a 1.6 % fall in average hours worked per person. This trend was largely influenced by firms in the health and social work branch, where the total volume of labour expressed in terms of hours did not increase in the same proportion as that given in number of persons.

CHART 2 CHANGE IN EMPLOYMENT AND THE VOLUME OF WORK BETWEEN 2008 AND 2009: BREAKDOWN BY BRANCH OF ACTIVITY

(percentages, annual averages, reduced population)



Source: NBB (social balance sheets).

2.2 Shifts between working arrangements

During the crisis period, there was a sharp increase in part-time employment: the proportion of workers on shorter hours in total employment came to 29.7% in 2009, against 27.9% in 2008. The upward trend observed over the last few years has thus continued and affected all staff categories. Part-time work is still largely a female prerogative; in 2009, 54.4% of women were employed under this kind of arrangement, compared with 12.3% of men. The gap points up the strong sensitivity of female employment to family commitments and the accompanying household tasks.

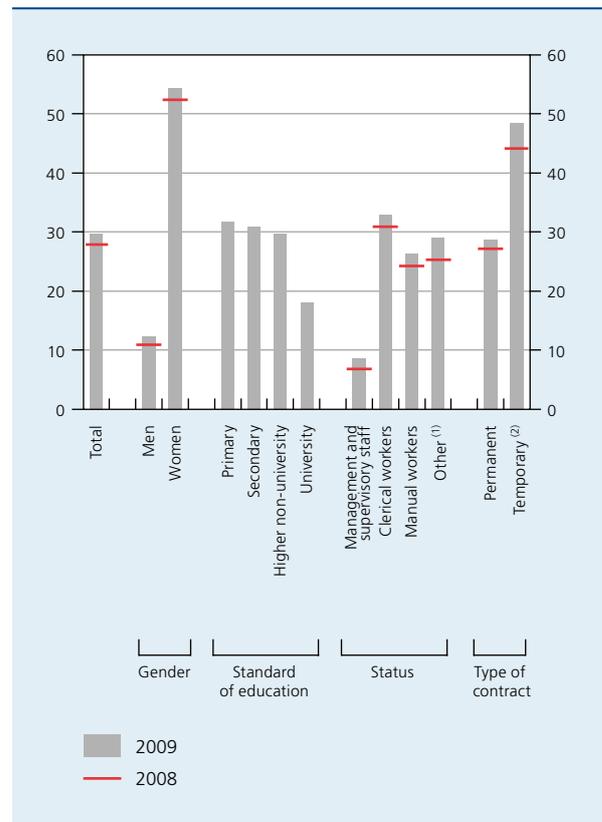
A breakdown of staff numbers according to various other characteristics reveals some specific features of part-time working arrangements. The part-time working rate does not vary much according to the level of education, except as regards workers with university qualifications. On average, roughly 31% of those with primary, secondary or higher non-university qualifications were working part-time in 2009, compared with just 18% of university graduates.

Moreover, part-time work is quite rare among employees with management functions, many of whom have very probably completed university-level studies: less than 9% of them worked shorter hours in 2009. On the other hand, one-third of clerical workers were not employed on a full-time basis, against 26.3% of manual workers. Among other workers, 29% were employed on a part-time basis. The different types of employment contract show marked disparities as far as working arrangements are concerned. Only 28.7% of those employed under permanent contracts were working shorter hours, compared with almost half of those taken on under a temporary contract.

The expansion of part-time work is not so much a result of a massive wave of recruitments of workers under this arrangement as a shift of full-time work arrangements to shorter hours. Developments of this sort have been observed in the analysis of social balance sheets for some

CHART 3 CHANGES IN PART-TIME WORK BETWEEN 2008 AND 2009: BREAKDOWN BY WORKERS' CHARACTERISTICS

(percentages of corresponding employment as at 31 December, reduced population)



Source: NBB (social balance sheets).

(1) Residual heading, which includes notably trainees and apprentices.

(2) Fixed-term contracts, substitution contracts or contracts concluded for a specific project.

NB: The figures for standard of education are incomplete for 2008, so the data for this year are biased. Consequently, they are not mentioned in this chart.

years now and are a reflection of the success of measures for reconciling work and private life. Individual reduction of working time is actually encouraged by various formulas, such as part-time time-credit. During the recession, there was no drop in the number of beneficiaries and use of this scheme was even encouraged with the introduction of crisis time-credit measures targeted on full-time workers in the private sector. According to NEO statistics, in 2009, an average of 127,746 private-sector workers took time-credit, which is 7.5% more than the previous year. This includes crisis time-credit schemes, from which around 2,000 people on average benefited in the second half of the year.

The social balance sheet includes, on the one hand, recruitment of workers during the course of the financial year, i.e. when they are added to the firm's staff register, and on the other hand, departures, when employment contracts are terminated. By providing a comparison of recruitment and departures of staff per working arrangement and year-end movements in part-time and full-time staff, the social balance sheets make it possible to assess the contribution of in-house movements to changes in relative shares of different working arrangements in total employment.

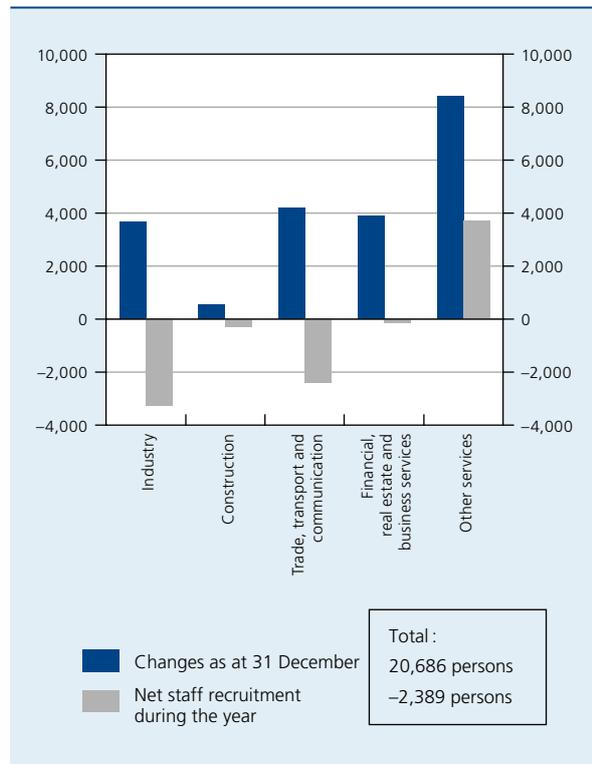
In most branches of activity, it seems that there have been large internal shifts of staff previously employed on a full-time basis over to a part-time arrangement. While net departures of part-time workers were recorded in 2009, part-time staff numbers actually increased from one year's end to the next.

This trend was more pronounced in industry and the trade, transport and communication branch, where net departures of respectively 3,266 and 2,412 part-time workers were observed, while the number of people employed on a part-time basis rose by respectively 3,650 and 4,189 units from one year-end to another. Financial, real estate and business services saw their part-time staff numbers increase during the course of the year (+3,883) but net departures were a lot smaller in this branch than in the above-mentioned branches. It was nevertheless in real estate and business services that the trend was most marked; here, the rise in the number of part-time workers between 31 December 2008 and the end of 2009 is three times more than net recruitments, which reached 1,472 units.

A full picture of these changes in working arrangements in mid-year is not possible without taking into consideration movements of full-time workers in the opposite direction. Net recruitment of these workers dipped under the impact of the recession, but the overall number of workers had fallen back even further by 31 December 2009, by 37,824 units in all. The use that has been made of

CHART 4 MOVEMENTS OF PART-TIME STAFF IN THE YEAR 2009: BREAKDOWN BY BRANCH OF ACTIVITY

(number of persons, reduced population)



Source: NBB (social balance sheets).

the various measures for adjusting the volume of labour among those already in work has certainly played a role here. These developments are evident for all business-cycle-sensitive branches of activity, but in the other services branch, which is relatively immune to the impact of the recession, net recruitment of full-time staff have remained positive. Firms in this branch have also recorded net recruitment of part-time staff, but internal movements were observed as well during the course of the year, in view of the changes in staff numbers from one year's end to the next.

2.3 Reduction in staff numbers

2.3.1 Staff recruitment and departures in all firms

Apart from the changes in working arrangements, the adjustment of employment to deteriorating economic growth involves more of a reduction in recruitment than laying staff off, not just because of the cost of doing this, but also taking account of the time and expense needed to take on skilled workers when the economic situation

improves again. In Belgium, these constraints play an important role because the labour market is characterised by problems of structural mismatches between supply and demand of work.

Owing to the economic downturn, net recruitment of staff turned negative in 2009, with exits having exceeded entries by 17,554 units⁽¹⁾. This trend was driven by adjustments in the number of workers employed on a full-time basis, made through drastic cut-backs in recruitment – which were down 61,095 units or roughly 17 % –, and a smaller reduction in the number of departures. This latter development is notably explained by a decline in voluntary departures from companies. As regards workers employed on a part-time basis, an increase in both entries and exits can be observed between 2008 and 2009, but, overall, net departures of 2,389 units were recorded.

(1) Year-on-year changes in staff registered as at 31 December are not always equal to the balance of staff recruitment and departures, owing to the existence of errors in the social balance sheets filed.

2.3.2 Staff recruitment and departures in firms filing full-format accounts

Companies that file full-format accounts are required to supply more detailed information about staff recruitment and departures. Apart from the working arrangements (a detail that is also provided in the abbreviated format), this information covers the type of employment contract and, if necessary, the reason for terminating the contract. Companies required to submit a full-format social balance sheet accounted for 22.1 % of the total number of firms in the reduced population in 2009, but as much as 79.9 % of the average workforce.

The net departures recorded in 2009 come from firms filing full-format accounts. The bulk of these external movements affected full-time workers and stem from the drop in recruitment, combined with a much smaller decline in staff departures. There were far fewer net departures of part-time workers.

TABLE 2 STAFF RECRUITMENT AND DEPARTURES: BREAKDOWN BY WORKING ARRANGEMENT AND TYPE OF CONTRACT
(units, in brackets: percentage change, reduced population)

	Recruitment		Departures		Net recruitment	
	2008	2009	2008	2009	2008	2009
Total for all formats						
Total	584,260	536,612 (-8.2)	554,557	554,166 (-0.1)	29,703	-17,554
Full-time	365,701	304,606 (-16.7)	340,126	319,771 (-6.0)	25,575	-15,165
Part-time	218,559	232,006 (6.2)	214,431	234,395 (9.3)	4,128	-2,389
Full-format accounts						
Total	345,249	301,471 (-12.7)	326,901	321,128 (-1.8)	18,348	-19,657
Breakdown by working management						
Full-time workers	210,621	160,295 (-23.9)	191,871	175,778 (-8.4)	18,750	-15,483
Part-time workers	134,628	141,176 (4.9)	135,030	145,350 (7.6)	-402	-4,174
Breakdown by type of contract						
Permanent contracts	164,864	120,904 (-26.7)	158,530	145,885 (-8.0)	6,334	-24,981
Temporary contracts ⁽¹⁾	180,385	180,567 (0.1)	168,371	175,243 (4.1)	12,014	5,324

Source: NBB (social balance sheets).

(1) Fixed-term contracts, substitution contracts or contracts concluded for a specific project.

A breakdown by employment contract type of the recruitment and departures drawn from full-format statements shows that adjustments to the number of people in employment were made mainly at the point of permanent staff recruitment, which plummeted by 27%. Combined with more stable numbers of staff leaving, net departures of workers on a permanent contract came to 24,981 units. This rather limited mobility of permanent staff was not unexpected, considering the phenomenon of labour hoarding of the existing workforce during the economic downturn.

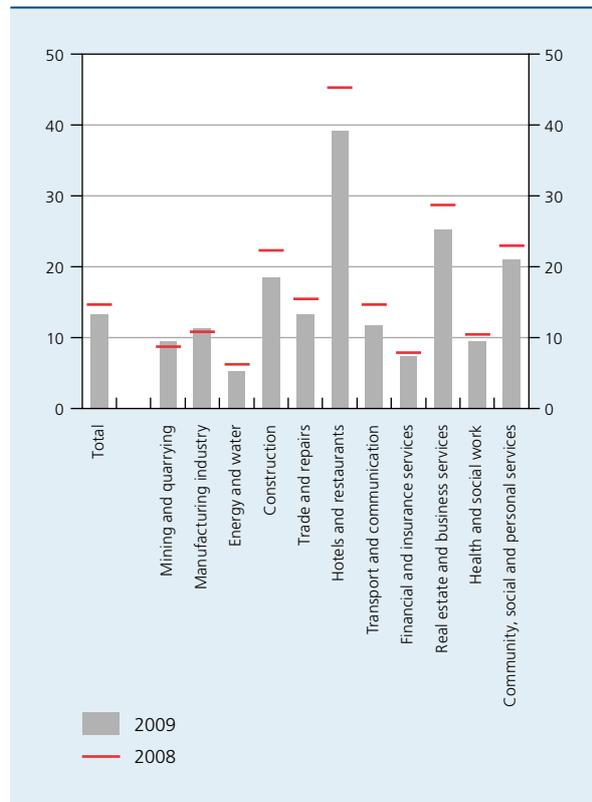
There is nevertheless some mobility among staff working under open-ended contracts, due to natural departures or because of one of the parties wanting to terminate the contract. The turnover rate among workers gives some indication of this external mobility: it is calculated by comparing departures of staff recorded during a given year with the staff numbers noted at the beginning of the same year. The economic climate has put a brake on the external mobility of staff, as is evident from the drop in the turnover rate, which was down to 13.3% in 2009, compared with 14.7% a year earlier. This means that, in 2009, slightly less than one permanent employee in eight was replaced in the firms covered by the reduced population.

This percentage varies considerably according to the size and branch of activity of the firms. It is in small firms that the turnover rate is highest, reaching 22%, compared with 16% in medium-sized enterprises and 11% in large firms. These differences, which appear every year, can be largely explained by greater opportunities for internal mobility in large firms and by a better planned pay raise scale.

Divergences in turnover rates between branches of activity can also be seen, and the hierarchy that can be established on this level has barely fluctuated during the economic crisis. In order to understand this, it should be borne in mind that a higher proportion of large enterprises tends to be concentrated in some branches. This is the case for health and social work, financial and insurance services, industry and transport and communication, where the staff turnover rate is well below the average. On the other hand, the hotels and restaurants branch, with an annual rate of replacement of two in every five workers in 2009, and, to a lesser extent, real estate and business services, with one in every four, community, social and personal services and construction, with roughly one in five, are set apart for their difficulty in generating loyalty among their workers. These are of course branches comprising firms of more varied size, but less favourable working conditions and lower pay also help to

CHART 5 RATE OF TURNOVER⁽¹⁾ FOR WORKERS UNDER PERMANENT CONTRACTS IN 2008 AND 2009: BREAKDOWN BY BRANCH OF ACTIVITY

(percentages, reduced population, full-format accounts)



Source: NBB (social balance sheets).

(1) Ratio between the departures recorded in t and the workforce at the end of t minus recruitment and plus departures recorded in t.

explain the scale of staff turnover. All branches recorded a drop in the rate of turnover of their permanent staff, except the mining and quarrying as well as the manufacturing industry. It was the hotels and restaurants branch that had the biggest decline in the staff replacement rate and the financial and insurance services branch where the drop was smallest.

2.3.3 Reasons for leaving in firms filing full-format accounts

When recording staff departures, firms filing full-format accounts are required to specify the reason for contract termination. The trends that emerge from this information reflect the change in business climate between 2008 and 2009. Departures following the expiry of a temporary contract, which were already the main reason for leaving jobs in 2008, became even more frequent (+4.1% or 6,872 units). In 2009, they accounted for 54.6% of gross departures. Reflecting the depressed labour market,

contract terminations attributable to voluntary departures fell by 18.7 % or 17,014 units between 2008 and 2009. In fact, the ratio of voluntary departures is higher in years of cyclical upswing, as workers have more chance of finding employment elsewhere. So, 23.1 % of contracts that ended in 2009 were attributable to this type of departure, which was a smaller proportion than in the previous year. The number of redundancies rose by 8.7 %, reflecting the entirely relative nature of protection that workers under permanent contracts enjoyed at the height of the recession. The share in the total of this reason for leaving thus came to 16.9 %. When compared with staff departures, personnel taking early retirement or normal retirement amounted to respectively 2.8 and 2.7 % of the total, proportions which were comparable with those observed in 2008. Departures for early retirement fell back slightly in 2009. Contrary to what might have been expected from previous bouts of recession, no increase in early retirement from the labour market was therefore observed during the period under review.

The fall in the number of departures observed in 2009 is entirely attributable to the reduction of more than 8 % in departures of full-time workers. For this category, only the number of redundancies rose, by more than 16 %. On the other hand, the number of departures of part-time workers increased considerably. Overall, 45 % of departures concerned workers on shorter hours, a proportion way above their share in employment, namely 29 % for firms filing full-format accounts. The imbalance is patently clear for temporary contract expiries, which are proportionally higher in the case of part-time workers (56 % of the total) than for full-time workers. The same goes for redundancies (39 %), while among the other reasons for leaving,

the breakdown between full-time and part-time workers is similar to that observed for total employment.

A decline in staff departures was observed in all branches of activity between 2008 and 2009, except in other services, where departures rose by 4.3 %, or the equivalent of more than 3,600 units. The number of temporary contract expiries increased sharply in this branch. It is possible that firms did less switching than before of expiring temporary contracts into permanent contracts, which is common practice at the end of the trial period. Departures resulting from the expiry of a temporary contract also rose sharply in the trade, transport and communication branch, but this movement was largely offset by a drop in voluntary departures and, to a lesser extent, in early retirements. This latter decline stems from the petering out of the wave of restructuring observed in postal services and telecommunications, which led to early retirement of more than 1,200 people in 2008.

Higher redundancies were observed in all branches of activity, but they were the most pronounced in industry. The number of workers fired rose by 40 % between 2008 and 2009, so this reason for leaving accounted for almost one quarter of departures in 2009, compared with only 16 % in 2008. The number of retirements and early retirements also rose in this branch, by respectively 6 and 14 %. The fall in the total number of departures seen in the construction branch is mainly explained by the drop in voluntary departures of workers. This was also the case in the financial, real estate and business services branch. In the latter, there was an increase in redundancies, most of which were attributable to restructuring in the financial and insurance services branch, where the number

TABLE 3 GROSS DEPARTURES OF STAFF: BREAKDOWN BY REASON FOR LEAVING
(reduced population, full-format accounts)

	As percentage of the total		Units		Changes between 2008 and 2009	
	2008	2009	2008	2009	Units	Percentages
Retirement	2.5	2.7	8,206	8,595	389	4.7
Early retirement	2.8	2.8	9,284	8,949	-335	-3.6
Redundancy	15.3	16.9	49,857	54,172	4,315	8.7
Termination of temporary contract ⁽¹⁾	51.5	54.6	168,371	175,243	6,872	4.1
Other reasons ⁽²⁾	27.9	23.1	91,183	74,169	-17,014	-18.7
Total	100.0	100.0	326,901	321,128	-5,773	-1.8

Source: NBB (social balance sheets).

(1) Fixed-term contract, substitution contract or contract concluded for a specific project.

(2) Voluntary departures, deaths in service.

TABLE 4 GROSS DEPARTURES OF STAFF IN 2009: BREAKDOWN BY WORKING ARRANGEMENT AND BRANCH OF ACTIVITY
(reduced population, full-format accounts)

	Shares		Changes between 2008 and 2009				
	in employment as at 31 December 2009	in departures in 2009	Total	of which, owing to:			
				(Early) retirement	Redundancy	Termination of temporary contract ⁽¹⁾	Other reasons ⁽²⁾
Total	100.0	100.0	-5,773	54	4,315	6,872	-17,014
Breakdown by working arrangement							
Full-time workers	71.1	54.7	-16,093	-49	4,666	-2,158	-18,552
Part-time workers	28.9	45.3	10,320	103	-351	9,030	1,538
Breakdown by branch of activity							
Industry	26.6	14.6	-1,665	786	3,143	-2,335	-3,259
Construction	4.9	3.8	-2,061	49	190	-240	-2,060
Trade, transport and communication ..	29.2	33.2	-2,573	-950	640	5,024	-7,287
Financial, real estate and business services	18.2	21.1	-2,855	282	219	99	-3,455
Other services	20.9	27.0	3,609	-120	376	4,486	-1,133

Source: NBB (social balance sheets).

(1) Fixed-term contract, substitution contract or contract concluded for a specific project.

(2) Voluntary departures, deaths in service.

of workers laid off rose by almost 25 %. Workers made redundant thus accounted for 12 % of staff departures in this branch of activity in 2009, compared with only 2 % in 2008.

2.4 Adapting the use of agency workers⁽¹⁾

Only firms filing full-format accounts are required to provide additional information⁽²⁾ on agency workforce and staff seconded by another firm. Workers can thus be broken down according to employment contract, but only on the basis of the concept of employment expressed in FTE. In the 9,285 firms filing full-format accounts, the numbers recorded in the staff register, which reached 1,038,621 FTEs at the end of 2008, fell by more than 23,563 units in 2009, or by 2.3 %, while at the same time, the 32,814 enterprises filing abbreviated accounts recorded a moderate increase in employment expressed in FTE (0.4 %).

Staff employed under permanent contracts, who represent more than nine in every ten workers, declined by 1.6 %, or more than 16,000 FTEs. Staff recruited under a temporary contract shrank by 7,313 FTEs, accounting for a 14.3 % drop. Among these workers, those under fixed-term contracts, the most numerous in volume terms, were affected the most.

Outside workers employed by firms filing full-format accounts were not immune from the measures restricting the volume of labour in 2009. The number of agency workers shrank by 12,324 FTEs and only accounted for 70 % of that recorded in 2008. The number of seconded workers, which only represents a very small fraction of FTE employment, also contracted.

In all, firms in the reduced population filing full-format accounts only employed 29,900 FTE agency workers in 2009, the equivalent of 2.8 % of FTE employment, compared with 3.9 % a year earlier. The significant contraction observed between 2008 and 2009 follows a moderate but already marked slowdown between 2007 and 2008, after five years of continuous increase.

(1) In terms of hours worked, the volume of agency work stated in the social balance sheets for 2009 represented over 40 % of that recorded by Federgon, the federation of firms supplying agency workers. The conclusions which may be drawn from the social balance sheet therefore appear to be representative.

(2) Average number of persons employed, in FTEs; actual number of hours worked; costs for the firm.

In terms of numbers, there are more agency workers in medium-sized and large enterprises, in each case accounting for around 40 % of the total staff of agency workers.

TABLE 5 CHANGES IN EMPLOYMENT EXPRESSED IN FTE IN FIRMS FILING FULL-FORMAT ACCOUNTS
(reduced population)

	Employment in 2009		Changes between 2008 and 2009	
	Units	Percentages of the total	Units	Percentages
Workers recorded in the staff register ⁽¹⁾	1,015,058	96.6	-23,563	-2.3
Permanent contracts	971,183	92.4	-16,250	-1.6
Temporary contracts ⁽²⁾	43,875	4.2	-7,313	-14.3
Agency workers	29,900	2.8	-12,324	-29.2
Workers seconded to the firm	6,067	0.6	-307	-4.8
Total	1,051,025	100.0	-36,194	-3.3

Source: NBB (social balance sheets).

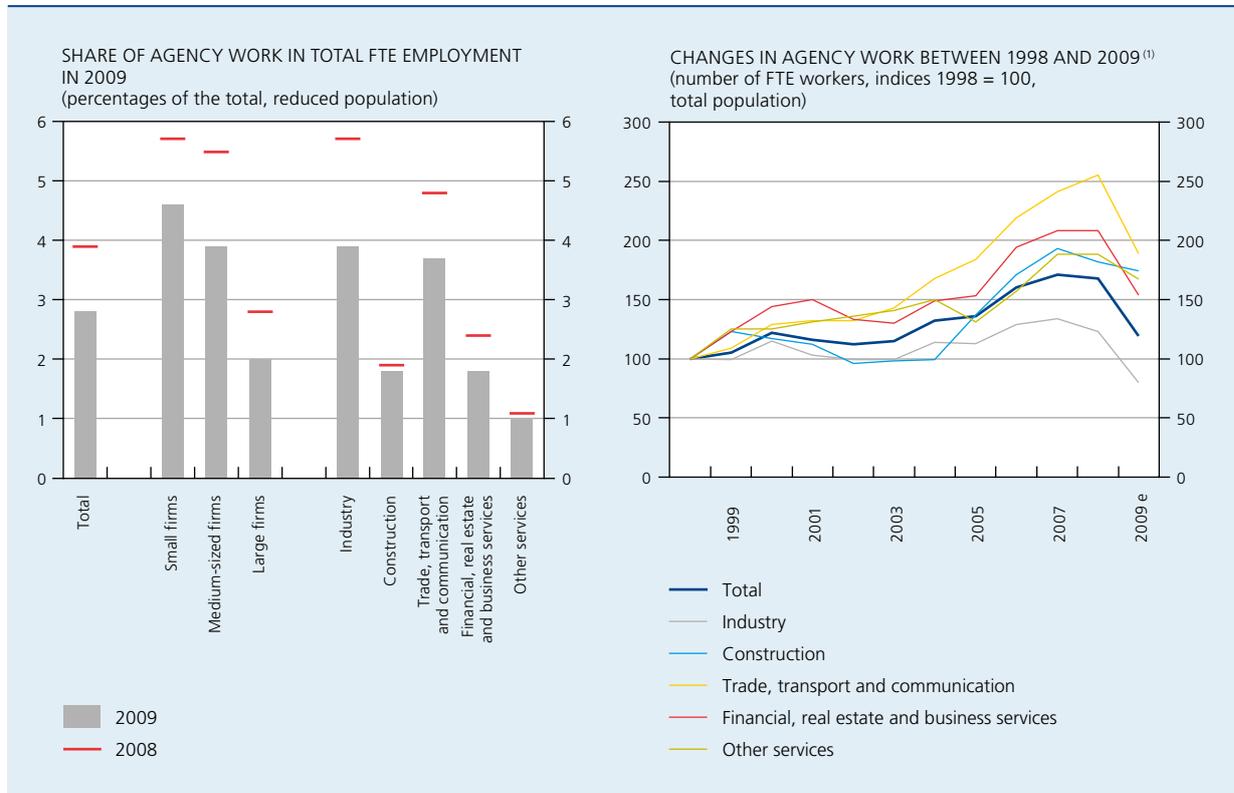
(1) Data as at 31 December.

(2) Fixed-term contracts, substitution contracts or contracts concluded for a specific project.

It is in these two groups that the drop in staff numbers, of around 30 %, was the most pronounced, while in small firms, the decline was no more than 20 %. All in all,

agency workers accounted for 4.6 % of FTE staff numbers in small enterprises in 2009, 3.9 % in medium-sized enterprises and 2 % in large firms.

CHART 6 AGENCY WORK IN FIRMS FILING FULL-FORMAT ACCOUNTS



Source: NBB (social balance sheets).

(1) The results for 2009 were obtained by applying the change recorded between 2008 and 2009 for the reduced population to the value observed in 2008 for the total population.

Two agency workers in every five are employed in industry, where their numbers plummeted by 36 % between 2008 and 2009 to account for less than 4 % of FTE employment in 2009, compared with 5.8 % one year earlier. The decline was still more pronounced in the mining and quarrying industry, while on the other hand, wider recourse to agency work was recorded in energy. Two agency workers in every five are also active in firms in the trade, transport and communication branch. In the latter, the contraction of agency employment was less severe, but it nonetheless affected one in every four workers, and the proportion of agency workers fell from 4.8 to 3.7 % of FTE employment between 2008 and 2009. A similar sized decline was observed in financial, real estate and business services, where the share of agency workers in the total was no more than 1.8 % in 2009. In the construction industry, agency workers are less widespread and the contraction was smaller than 10 %. A similar decline was noted in the other services branch.

Following employment trends, the volume of hours worked by agency workers fell by almost 30 %, so that the average annual duration of work remained more or less stable and amounted to 1,880 hours in 2009. Such stability contrasts strongly with changes in the average duration of work among workers recorded in the staff register of firms filing full-format accounts, which declined by 2.3 %. This just goes to show the difference in attitude amongst employers towards their registered staff,

who are relatively well protected, whose working time has been cut back to avoid lay-offs, and the agency staff, whose numbers have been slashed to reduce the volume of activity. The average hourly cost of an agency worker has risen from € 24.9 to € 25.1, up by only 0.8 %. By way of comparison, the increase in the hourly wage of workers recorded in the staff register of firms filing full-format accounts reached 3.8 %. Overall, in 2009, 2.4 % of staff costs were made up by costs related to the use of agency work, compared with 3.3 % a year earlier.

3. Staff costs

The staff costs featured in the social balance sheets include costs related to workers recorded in the staff register borne by employers⁽¹⁾. This heading therefore covers wages and direct social advantages, employers' social security contributions and extra-legal insurance premiums to be paid by the employer, as well as other staff costs (luncheon vouchers and eco-vouchers, for example, and premiums for insurance against accidents at work or occupational illnesses). Financial compensation for workers affected by temporary lay-offs or other crisis measures – intended to help make up for their loss of purchasing power – also fall under staff costs.

In the firms covered by the reduced population, staff costs rose by a mere 0.5 % between 2008 and 2009. A 3.8 % increase in staff costs per hour worked was observed, with the hourly cost therefore reaching € 35.9 on average in 2009. The rise was a bit faster for full-time workers (4 %) than for part-timers (3.7 %). In 2009, hourly wages averaged € 36.7 for a full-time worker and € 32.5 for someone employed on a part-time basis.

In order to keep as many workers in their jobs as possible, employers have cut back their staff members' working time, either collectively or individually, notably through the use of crisis measures, so that the volume of working hours has fallen more than the number of workers employed. As a result, the rise in staff costs per worker remained more restrained than the increase in hourly costs, at just 1 %.

Changes in staff costs are generally less stable for part-time workers, notably because of changes in the structure of the workforce that the wider use of this working arrangement implies. Gender, standard of education, seniority and the branch of activity are all factors influencing

TABLE 6 AGENCY WORK IN FIRMS FILING FULL-FORMAT ACCOUNTS
(reduced population)

	2008	2009
As percentage of the total		
Number of FTEs	3.9	2.8
Hours worked	4.8	3.6
Staff costs	3.3	2.4
Units		
Number of FTEs	42,224	29,900
Hours worked (thousands)	79,204	56,211
Hours worked per FTE	1,876	1,880
Staff costs per hour worked (in €)	24.9	25.1
<i>p.m. As percentage of agency work recorded by Federgon</i>		
Hours worked	43.8	39.9

Sources: Federgon, NBB (social balance sheets).

(1) They therefore differ from the concept of labour costs used in the national accounts, because they neither include payments made to retired staff – who are no longer recorded in the staff register – nor certain restructuring-related costs that firms can enter into their balance sheet as exceptional expenses.

TABLE 7 STAFF COSTS FOR WORKERS RECORDED IN THE STAFF REGISTER

(in €, unless otherwise stated; annual averages; reduced population)

	2008	2009	Percentage change between 2008 and 2009
Per hour worked	34.6	35.9	3.8
Full-time workers	35.3	36.7	4.0
Part-time workers	31.4	32.5	3.7
Per worker employed	47,382	47,866	1.0

Source: NBB (social balance sheets).

both the level and the change in staff costs. It should also be noted that the breakdown of hours worked and costs between full-time and part-time workers is all the more complex when there are many changes in working arrangements, which was the case during the year 2009. Any errors in this breakdown affect the ratios for part-time work more than those for full-time work, whose volume is markedly larger.

In large firms, the rise in staff costs per hour worked has been more moderate (3.5 %) than among SMEs, where it reached around 4.5 % in 2009. In small firms, the rise in hourly costs was higher for part-time workers (5.6 %) than for full-time workers (4.4 %), while the opposite was observed in medium-sized enterprises (respectively 4.5 and 4.9 %). The finding for large firms results from a lower rise in hourly costs for part-time workers (3.1 %) than for full-time workers (3.9 %).

Extremely heterogeneous trends between branches of activity are observed, especially at the finer level. More particularly, the average hourly wage fell back by 2.6 % in the energy branch of activity, a drop that affected both full-time and part-time workers. This trend is largely explained by the results recorded in three of the biggest firms in this branch of activity, where a sharp drop in hourly staff costs has been noted. Hourly wages rose at below the average rate in the financial services and insurance branch (2.5 %) and in the real estate and business services branch (3.7 %). At the opposite end of the scale, a relatively marked rise was observed in small branches of activity, as hotels and restaurants (7.5 %), mining and quarrying (5.5 %) and agriculture (5.2 %). The increase in hourly costs was also substantial in the manufacturing industry (4.8 %) and transport and communication (4.7 %). Elsewhere, the rise was between 4 and 4.5 %.

4. Training

The table relative to training has been enlarged considerably for the years ended from 1 December 2008 onwards. The training initiatives in question currently break down into three sections. Two of them are to do with continuing vocational training of workers, which covers initiatives planned in advance to widen the knowledge of or improve the skills of workers. The first of these two sections is devoted to formal training (lessons and training courses designed by trainers), the second to informal or less formal training (other initiatives planned according to the learner's precise needs, including on-the-job training). The third section concerns initial vocational training provided to workers employed under schemes alternating training and practical experience within the firm⁽¹⁾.

4.1 Firms providing training

While the changes that have been made enable better account to be taken of training efforts, they have also caused new problems for firms, by requiring them to develop specific measurement instruments. Thanks to the media coverage given to the changes introduced, as well as the mobilisation of (inter)professional federations and social partners, the number of firms providing information on their training policy increased substantially in 2008 compared with previous years. In all, nearly 19 % of the 82,000 firms in the total population had recorded one or the other training initiative in 2008. Almost 14 % had provided formal training for their workers, about twice as much as in previous years.

The reduced population contains proportionally more large firms, which include relatively more companies providing training. So, the share of firms providing training (21 %) – just like the level of training indicators – is higher when it is calculated on the basis of the reduced population.

Overall, the proportion of firms providing training increased slightly between 2008 and 2009. There are varying trends according to the type of training. There was a rise in the share of firms mentioning formal and informal training initiatives, from 16.7 to 17.5 % in the first case, and from 7.6 to 8.1 % in the second. On the other hand,

(1) For a precise definition of the different types of training and information required, see section 5 of the article on the 2008 social balance sheet that appeared in the December 2009 Economic Review and is available on the National Bank of Belgium's website (www.nbb.be). See also the explanatory note compiled jointly by the Central Balance Sheet Office, the Central Economic Council and the National Labour Council on the information on training activities included in the social balance sheets at the following address: www.nbb.be/DOC/BA/SocialBalance/Notice_Formations_FR_4%20avril%202008.pdf (only available in French or Dutch).

TABLE 8 FIRMS PROVIDING TRAINING OR NO TRAINING
(reduced population)

	Units		As percentage of the total	
	2008	2009	2008	2009
Total	42,099	42,099	100.0	100.0
Firms providing training activities ⁽¹⁾	8,712	8,814	20.7	20.9
of which:				
Firms which organise:				
Formal training	7,033	7,377	16.7	17.5
Informal training	3,194	3,396	7.6	8.1
Initial training	1,656	1,558	3.9	3.7
Firms combining different types of training	2,791	3,099	6.6	7.4
Firms providing no training activities	33,387	33,285	79.3	79.1

Source: NBB (social balance sheets).

(1) A firm is counted as providing training if the net cost of training is not zero. A firm may therefore be regarded as providing training even if the workers it employs have not taken part in any training activity during the year. When a firm combines different types of training, it is recorded as a company providing training for each of these headings, which implies that the three different percentages of firms providing training cannot be added up to calculate the total share of firms providing training.

a slight drop in the number of companies mentioning initial training initiatives can be observed, so they now only account for 3.7% of the total in 2009, compared with 3.9% a year earlier. Part of this decline could be explained by the correction of errors of classification of some training initiatives. In 2008, it was noted that many firms had recorded training intended for their newly appointed workers in the section devoted to initial training, while only those employed under long-term schemes (at least six months) alternating training and practical experience within the firm could be mentioned.

There were more firms combining several different types of training in 2009 (7.4% of the total) than in 2008. By far the most common combination is mixing formal and informal training activities.

4.2 Training indicators

Although the number of firms providing training has grown, the net budgets devoted to continuous training of workers have shrunk, by 4% in the case of formal training and by 9% for informal training. When companies have to cut costs, it is quite commonplace for them to drop or postpone some investments (new software, new machines, etc.) which require updating the skills of workers using them. They can also choose to turn to less expensive operators or to diversify workers' know-how by resorting to basic training, which is less costly than specialised training. Training costs are effectively recorded

as an expense and not as an investment, which explains their cyclical nature. This cyclicity is also due to fluctuations in the volume of recruitments and, in turn, training of new staff.

The number of workers having taken part in formal training initiatives continued to rise between 2008 and 2009: these workers therefore benefited from cheaper and shorter training courses on average, since the number of hours devoted to formal training stagnated between 2008 and 2009. By contrast, the number of hours devoted to informal training initiatives declined in the same proportion as costs, and the number of workers concerned by these – albeit cheaper – initiatives fell by 5%.

The headings related to initial training show rather heterogeneous trends: costs incurred rose by 11%, while at the same time, the volume of hours spent on training dropped by 5%. The number of workers concerned by this type of training grew by 43%.

4.2.1 Participation in training activities

The participation rate compares the number of trained workers with the total workforce. At the Conference on Employment in 2003, it had been stipulated that, by the year 2010, one in every two workers in Belgium would have access to training. The statistics that can be compiled from the social balance sheets do not enable a global participation rate to be established. In fact, one worker who attends several training events under the

TABLE 9 PARTICIPATION IN TRAINING ACTIVITIES IN 2009: BREAKDOWN OF FIRMS BY SIZE AND BRANCH OF ACTIVITY
(number of trained workers, as percentage of average employment, unless otherwise stated, reduced population)

	Formal training		Informal training	
	2009	Percentage change between 2008 and 2009	2009	Percentage change between 2008 and 2009
Total	38.2	1.6	21.3	-0.9
Breakdown of firms by size				
Small firms	9.7	0.8	5.2	0.6
Medium-sized firms	33.1	1.0	18.5	0.8
Large firms	55.9	2.8	31.4	-2.4
Breakdown of firms by branch of activity				
Industry	43.5	1.6	22.9	0.7
Construction	24.6	1.7	7.5	0.0
Trade, transport and communication	35.6	1.2	17.3	-3.1
Financial, real estate and business services	37.3	0.2	24.5	0.1
Other services	41.2	3.8	27.1	-1.2

Source: NBB (social balance sheets).

different categories (formal, informal or initial training) will be recorded in each of these sections of the social balance sheet. Adding together the participants in all these various training activities therefore generates double or even triple counting.

In 2009, 38.2 % of all workers took part in one or more formal training initiatives, a rise of 1.6 percentage points compared with the previous year; 21.3 % of all employees were involved in informal training, a drop of 0.9 percentage point on the 2008 rate, while the participation rate in initial training reached 1.3 % (+0.4 percentage point).

The participation rate in formal training rose in all firms regardless of their size or branch of activity. Large firms enjoyed the most pronounced increase (+2.8 percentage points), but it was also apparent in SMEs.

A significant rise in the level of worker participation in formal training was observed in all branches of activity, except in financial, real estate and business services, where this ratio rose by only 0.2 percentage point. A finer breakdown by activity points up more marked differences. The participation rate went up sharply in the energy branch (+12.8 percentage points), even though the ratio was already very high there (almost 71 % in 2008). The increase was also substantial in the mining and quarrying industry, in the community, social and personal services branch, in trade, and in the health and social work

branch. The level of participation rose very slightly in the manufacturing industry and remained stable in financial and insurance services, the two branches that saw the biggest contraction in employment between 2008 and 2009. By contrast, a fall in the participation rate in formal training was observed in the transport and communication branch and in hotels and restaurants (respectively -1.6 and -0.9 percentage points), and yet these are branches where the rate was already low.

The drop in the level of participation in informal training activities is entirely attributable to large firms, where it fell back from 33.7 to 31.4 %. Several branches recorded a drop in this indicator, including transport and communication and health and social work, where the rate nevertheless remains well above the average, as well as the trade branch. By contrast, there was a rise in industry, which was particularly strong in the mining and quarrying industry and the energy branch.

4.2.2 Training costs

In the field of training, the social partners have agreed on two financial targets, which have featured in successive central agreements. The first one, dating from 1990, imposes a compulsory contribution of 0.1 % of gross wages for employment and training of vulnerable groups on the labour market. In 1998, a macroeconomic target was added to that with the aim of setting Belgium on the

TABLE 10 TRAINING COSTS IN 2009
(reduced population)

	Formal training	Informal training	Initial training	Total
As a percentage of staff costs				
Net training costs ⁽¹⁾	1.16	0.42	0.06	1.63
<i>p.m. In 2008</i>	<i>1.21</i>	<i>0.46</i>	<i>0.05</i>	<i>1.72</i>
Gross training costs	1.19			
Contributions and payments to collective funds (+)	0.06	–	–	–
Subsidies and other financial benefits received (–)	0.09	–	–	–
<i>p.m. Subsidies, as a percentage of gross costs</i>	<i>7.4</i>	–	–	–
In €				
Net cost per hour of training	51.9	36.5	11.1	40.5
Net cost per participant	1,381	939	2,054	–

Source: NBB (social balance sheets).

(1) Net costs of training are obtained by deducting subsidies and other financial benefits received from the gross costs. Net costs of formal training also comprise contributions paid and payments made to collective funds.

same path as its main trading partners: expenditure on training was supposed to have accounted for 1.9 % of the wage bill in 2004. Then, in 2005, provision was made for a sanctions mechanism if this target was not met. A scoreboard enabling trends in the training indicators to be followed is published each year in the Central Economic Council's technical report.

Among the firms in the reduced population, taking all types of training into account, expenses incurred by firms represented 1.63 % of staff cost in 2009, a slight drop of 0.09 percentage point on the previous year. A decline was observed for both the formal training indicator, which fell from 1.21 to 1.16 %, and the indicator for informal training, which reached 0.42 % of staff costs in 2009, against 0.46 % a year earlier. The indicator for initial training was the only one on an upward trend.

In the case of continuing informal training and initial training, firms are only required to declare the net costs incurred. For continuing formal training, on the other hand, the social balance sheet provides for net costs to be broken down into separate items, between gross training costs, contributions paid and payments made to collective funds, and subsidies and other financial benefits received. Firms are thus supposed to take better account of the different elements of training costs.

The gross costs associated with formal training initiatives accounted for 1.19 % of staff costs in 2009, down slightly on 2008. To these costs must be added compulsory payments by way of social contributions (employment and

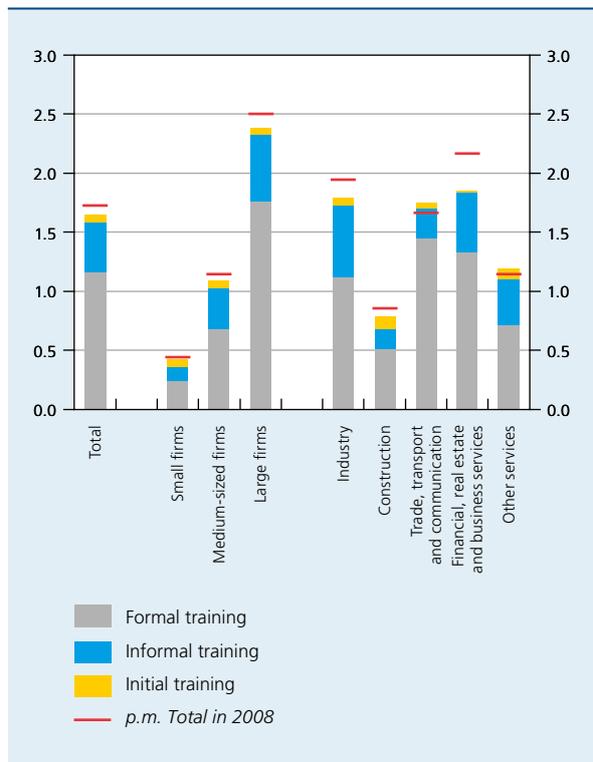
training of vulnerable groups, training leave) or payments to collective training funds. Despite being compulsory⁽¹⁾, contributions and payments recorded in the social balance sheet in 2009 accounted for only 0.06 % of staff costs, while the Central Economic Council has calculated that total contributions should have come to 0.18 % of the wage bill, which tends to suggest that firms are not filling in this particular heading correctly. Wider use was made of training subsidy schemes (for example, in the form of training cheques or allowances paid to firms or workers by the sectoral funds) between 2008 and 2009: the ratio of subsidies and other financial benefits received to staff costs widened by 13 %, to reach 0.09 % of total staff costs. Overall, subsidies accounted for 7.4 % of gross costs associated with training in 2009, compared with 6.4 % the year before.

The social partners' training target is set at the macro-economic level and not at the individual or sectoral level so as to take account of the differing needs among firms in this field, such as firm size, technologies used, age and skills of the staff, or whether there are any critical occupations, all of which are factors influencing training policy.

In 2009, small firms mobilised an overall training budget equivalent to 0.42 % of their staff costs on average. The total effort is almost three times higher (1.10 %)

(1) Even if they do not organise formal training activities for the benefit of their workers, companies are in principle required to fill in the section "contributions paid and payments made to collective funds", which are compulsory sums payable under social legislation or joint agreements entered into at the inter-sector, sector or firm level.

CHART 7 NET COSTS OF TRAINING IN 2009⁽¹⁾: BREAKDOWN OF FIRMS BY SIZE AND BRANCH OF ACTIVITY
(percentages of staff costs, reduced population)



Source: NBB (social balance sheets).

(1) Net costs of training are obtained by deducting subsidies and other financial benefits received from the gross costs. Net costs of formal training also comprise contributions paid and payments made to collective funds.

in medium-sized enterprises and almost six times more (2.39%) in large firms. Although a decline in the financial indicator has been noted in SMEs (respectively -0.02 and -0.04 percentage point), it is still quite small compared with that observed in large firms (-0.12 percentage point).

Among the branches, the biggest drop was in financial, real estate and business services, owing to a particularly sharp decline in financial and insurance services (-0.5 percentage point). Expenditure on training, which accounted for 2.77% of staff costs in 2009, was nevertheless still higher there than in most other branches. A drop in the financial indicator was also observed in the construction branch, where spending on training is traditionally lower than elsewhere, and in industry, despite the increase recorded in the mining and quarrying industry and the energy branch. In the trade, transport and communication branch, the rise in the indicator was due to the particularly large increase ($+0.2$ percentage point) registered in transport and communication, so that expenditure on training in 2009 accounted for more than 2.7% of staff costs in this branch, a proportion

falling just short of that seen in the financial and insurance services branch.

In 2009, the hourly cost of training came to €52 on average in the case of formal training and €37 for informal training, which is associated with much lower fixed costs. An hour of initial training cost an average of €11. The difference can be partly explained by accounting for the remuneration level of the persons receiving training in the indicator; that of trainees or apprentices is markedly lower than the average.

Firms providing training spent an average of €1,381 for each worker benefiting from formal training, compared to €939 for informal training. The costs per trained worker are very high in the case of initial training (more than €2,000). It must be borne in mind, however, that the bulk of the time spent by trainees and apprentices within the firm is devoted to training, so that the indicator relating costs to training participants is less significant than that relating costs to training hours.

4.2.3 Duration of training

As a whole, the firms in the reduced population devoted 1.4% of the volume of work to training measures in 2009, a proportion that was virtually unchanged from 2008. Formal training accounts for the lion's share, with nearly 57% of the total, while informal training represents 29% of training hours and initial training 13%.

Just as they tend to spend less in this area, small firms devote on average a lot less time to training than medium-sized and large enterprises. The total number of hours of work given over to training in small firms fell back slightly during the period under review, to just 0.54% of the volume of work in 2009. This is mainly explained by the fall in the number of hours spent on initial training. In medium-sized and large enterprises, the total volume of hours spent on training scarcely increased to reach respectively 1.12 and 2.03% of working time, the increase in the duration of formal training activities having been completely offset by the drop in hours spent on informal training.

In most branches, a levelling out or slight rise in this indicator could be observed. In the construction branch where training activities are already relatively limited, the indicator fell sharply (-0.19 percentage point). The decline was even more marked in financial and insurance services, where the total number of hours of training expressed as a percentage of working time dropped by 0.41 percentage point to 2.08%, which is nevertheless still amongst the highest levels.

TABLE 11 HOURS DEVOTED TO TRAINING ACTIVITIES IN 2008 AND 2009
(reduced population)

	Formal training	Informal training	Initial training	Total
Hours devoted to training activities (as a percentage of hours worked, unless otherwise stated)				
2008	0.78	0.44	0.19	1.40
2009	0.80	0.41	0.19	1.40
Percentage change	2.9	-6.0	-2.3	-0.6
Duration of training per participant (hours, unless otherwise stated)				
2008	29.2	26.9	279.4	-
2009	28.0	25.7	184.5	-
Percentage change	-4.1	-4.5	-34.0	-

Source : NBB (social balance sheets).

Those taking part in formal training initiatives benefited from an average 28 hours of training during the year 2009, compared with over 29 hours the year before. A decline in the average time spent on training per participant was also observed for informal training, down from almost 27 to less than 26 hours. Workers in initial training schemes were given an average of almost 185 hours of training, a reduction of one-third compared with the time spent on training registered for the previous year.

Conclusions

The effects of the economic crisis on employment are reflected in the information drawn from social balance sheets filed in 2009. In terms of the number of people employed in the firms in the reduced population, the deterioration of employment during the course of the year is evident: compared with 31 December 2008, staff numbers had fallen by 1.2%, which is more than double the annual average decline. Part-time employment expanded at the expense of full-time jobs. This trend is not so much a result of a massive wave of recruitments of workers on shorter hours as a shift in full-time work arrangements to part-time ones, which indicates that firms have been making use of the flexibility instruments on offer to reduce the volume of labour.

Job losses affected men to a greater extent than women, due to a sectoral effect. Manual workers were hit harder than clerical or managerial and supervisory staff. And, in relative terms, workers employed under temporary contracts saw their numbers fall more sharply than those with a permanent contract.

Large enterprises had to face bigger staff cuts than SMEs. Among the various branches of activity, it was in industry (-5.2%) and in financial and insurance services (-4.3%) that job losses were the heaviest. Net job creations have nevertheless still been observed in some branches, including the health and social work branch, which covers activities that are widely subsidised by the public authorities.

Workers affected by temporary lay-offs for economic reasons and by the crisis measures remain on their employer's staff register. On the other hand, the volume of hours worked is directly influenced by these measures. It contracted significantly in 2009. The annual duration of work per person employed declined by 37 hours on average. A decrease was observed in all branches of activity, but it has been particularly pronounced in industry.

Net departures of staff recorded in 2009 are attributable to firms filing a full-format balance sheet and stem mainly from the fall in recruitment of full-time staff, together with a much weaker decrease in the number of departures. Net departures of part-time workers were much smaller. While gross staff departures fell back between 2008 and 2009, this was mainly due to the fall in the number of employees leaving on a voluntary basis. By contrast, the number of redundancies rose by nearly 9%, with the bulk of this increase being recorded in industry.

In firms that filed a full-format balance sheet, the volume of labour was also adapted by making less use of agency workers, whose numbers declined by almost 30%.

The average hourly cost of labour rose by 3.8% between 2008 and 2009. Combined with the sharp drop in hours

worked, this upward trend led to an increase in staff costs of barely 0.5%.

Despite a rise in the number of firms providing training, budgets for both formal and informal training were revised downwards in 2009. Expenses associated with initial training were the only costs to show a rise. Overall, firms devoted 1.63% of their staff costs to training their workers, compared with 1.72% a year earlier, a reduction which reflects the pro-cyclical nature of this expenditure. The number of hours spent on training also declined, but in a similar proportion to the drop in hours worked, so working time actually given over to training decreased only very slightly. The participation rate of workers increased, except in the case of informal training.

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Annex 1

Methodological note

1. Methodological principles governing the composition of the populations of firms

The methodological principles that governed the composition of the populations of firms used in the analysis are described in detail in Annex 1 to the article "The social balance sheet 2005", which appeared in the December 2006 Economic Review and is available on the website of the National Bank of Belgium (www.nbb.be).

It should be remembered that only the social balance sheets of firms which meet certain criteria relating to homogeneity, consistency and quality are taken into account. In particular, the financial year must comprise 12 months and must end on 31 December; the firms must be in the private sector⁽¹⁾; they must employ at least one full-time equivalent worker; their economic activity and location must be clearly identified⁽²⁾; the data reported in the social balance sheet must tally exactly with the data in the annual accounts⁽³⁾; firms submitting abnormal values for hourly staff costs or hours worked are eliminated, while any anomalies found in regard to training and the use of agency workers are neutralised.

The use of these methodological principles is justified by the desire for reliable, consistent data. However, it does mean that the number of social balance sheets used to carry out the analysis in this article is significantly smaller, for each year, than the total number of social balance sheets filed at the Central Balance Sheet Office.

Following the selection process, the total population for the year 2008 comprised 82,000 firms and 1,963,538 employees. In addition, the analysis of the results of the social balance sheets filed for 2009 is conducted on a constant⁽⁴⁾ reduced⁽⁵⁾ population, which further limits the coverage of the analysis population in relation to the balance sheets filed at the Central Balance Sheet Office. The results presented in this article therefore reflect the changes recorded in a population which remained stable between 2008 and 2009, and may differ from the changes which, following final closure, will be observed on the basis of the total population of firms filing a social balance sheet⁽⁶⁾.

The constant reduced population covers 42,099 firms which together employed 1,425,932 workers in 2008, corresponding to 73 % of the persons active in the firms from the total population, although the number of firms included in the reduced population accounts for only 51 % of these firms. Moreover, workers employed in firms in the reduced population amount to 52 % of the private sector salaried employment recorded in the national accounts.

(1) Private sector employment is defined as employment recorded in the total economy (S1), less employment in the public sector (S13) and in the household sector (S14). In addition, are also excluded firms in NACE-Bel divisions 75 (public administration and defence; compulsory social security), 80 (education) and 95 (activities of households as employers of domestic staff), which are not taken into account in full in the social balance sheets, as well as temporary employment agencies (NACE-Bel 74.502).

(2) Firms whose activity or address is unknown are excluded from the population.

(3) This amounts to excluding firms in which some of the employees work abroad or are not entered in the staff register (statutory staff).

(4) Firms which did not file a social balance sheet for one of the two years are in fact excluded from the reduced population.

(5) Firms have seven months starting from the date of the end of the financial year to file their social balance sheets at the Central Balance Sheet Office. In view of the time needed to check the data, the full set of social balance sheets relating to 2009 was not available on 15 September 2010 when the data were extracted.

(6) Since the Central Balance Sheet Office gives priority to processing the annual accounts of large firms, the results based on this reduced population lead to some distortion in favour of large firms.

TABLE 1 REPRESENTATIVENESS OF THE REDUCED POPULATION IN 2008

	Number of workers			Representativeness of the reduced population	
	In the national accounts ⁽¹⁾	In the social balance sheets ⁽²⁾		As percentage of private sector salaried employment ⁽¹⁾	As percentage of the total population
		Total population	Reduced population		
	(1)	(2)	(3)	(4) = (3) / (1)	(5) = (3) / (2)
According to the employment criterion	2,767,570	1,963,583	1,425,932	51.5	72.6
Agriculture	18,775	10,088	5,228	27.8	51.8
Industry	584,830	460,794	358,985	61.4	77.9
Mining and quarrying industry	2,965	2,899	2,267	76.5	78.2
Manufacturing industry	555,312	434,319	341,328	61.5	78.6
Energy and water	26,553	23,576	15,390	58.0	65.3
Construction	196,737	143,242	92,817	47.2	64.8
Trade, transport and communication	816,948	582,339	430,304	52.7	73.9
Trade and repairs	486,953	318,604	233,389	47.9	73.3
Hotels and restaurants	92,514	60,445	25,497	27.6	42.2
Transport and communication	237,481	203,290	171,418	72.2	84.3
Financial, real estate and business services	621,497	350,890	256,868	41.3	73.2
Financial and insurance services	124,985	114,951	92,346	73.9	80.3
Real estate and business services ⁽³⁾	496,512	235,939	164,522	33.1	69.7
Other services	528,783	416,230	281,731	53.3	67.7
Health and social work	419,260	359,421	242,858	57.9	67.6
Community, social and personal services	109,523	56,808	38,873	35.5	68.4
According to the criterion concerning the number of firms	n.	82,000	42,099	n.	51.3

Sources: NAI, NBB (social balance sheets).

(1) The concept of private sector salaried employment is defined as employment in the total economy (S1), less employment in the public sector (S13) and the household sector (S14). Moreover, are also excluded employees in NACE-Bel divisions 75 (public administration and defence, compulsory social security), 80 (education) and 95 (private households with employed persons), which are not taken into account in full in the social balance sheets.

(2) Sum of items 1001 (full-time workers) and 1002 (part-time workers).

(3) Excluding temporary employment agencies in the case of the social balance sheets.

Representativeness according to the employment criterion varies according to the branch of activity. Expressed as a percentage of the number of workers employed in firms in the total population, it is lower in the branches where small firms – whose annual accounts are filed and/or processed later – are many. This applies in particular to hotels and restaurants and to agriculture.

Furthermore, some firms or jobs are not represented in the analysis population. Examples include NPIs employing fewer than 20 persons, which are not required to submit a social balance sheet, and temporary employment agencies, which were omitted for the sake of the consistency and quality of the analysis populations. Similarly, paid staff working for employers not incorporated as a company are excluded since only companies are required to file a social balance sheet. Consequently, representativeness expressed as a percentage of the salaried employment recorded in the national accounts is particularly low in the branches containing a large proportion of such enterprises or workers, notably the community, social and personal services branch, the real estate and business services branch, agriculture, and hotels and restaurants.

TABLE 2 CHARACTERISTICS OF THE TOTAL AND REDUCED POPULATIONS IN 2008
(percentages of the total, unless otherwise stated)

	Total population		Reduced population	
	Number of firms	Number of workers ⁽¹⁾	Number of firms	Number of workers ⁽¹⁾
<i>p.m. Units</i>	82,000	1,963,583	42,099	1,425,932
Breakdown by branch of activity				
Agriculture	1.8	0.5	1.6	0.4
Industry	12.4	23.5	14.1	25.2
Construction	14.8	7.3	13.6	6.5
Trade, transport and communication	41.1	29.7	40.0	30.2
Financial, real estate and business services	20.8	17.9	21.3	18.0
Other services	9.0	21.2	9.5	19.8
Breakdown by size of firm⁽²⁾				
Small firms (up to 50 FTEs)	94.4	33.9	91.4	26.4
Medium-sized firms (over 50 to 250 FTEs)	4.6	21.3	7.0	23.5
Large firms (over 250 FTEs)	1.0	44.8	1.6	50.1

Source: NBB (social balance sheets).

(1) Sum of items 1001 (full-time workers) and 1002 (part-time workers).

(2) Determined according to the value of item 1003 (FTEs) in 2008.

In the analysis population, firms are broken down by branch of activity on the basis of the NACE-Bel sections and divisions that appear in Annex 2. Altogether, workers employed in the trade, transport and communication branch account for roughly 30 % of the workforce in the reduced population and those working in industry account for 25 %. The other branches are relatively less important, i.e. 20 % in the case of the other services branch (which includes, inter alia, hospitals), 18 % in the case of financial, real estate and business services, and just under 7 % for construction. Agriculture is still very marginal, which is why it does not appear systematically in the tables and charts in this article.

The classification by size of firm is based on the average number of workers expressed in full-time equivalents (FTEs) observed in 2008. Small firms with no more than 50 FTEs, or 91 % of firms in the reduced population, employed around 26 % of that population's workforce, well below the figure of 34 % recorded for the total population. Medium-sized firms, employing 50 to 250 FTEs, account for 24 % of the workforce in the reduced population, a proportion just above that for the total population. Large firms, with over 250 FTEs, employ half of the workforce in firms in the reduced population, compared to 45 % for the total population. The trends outlined using the reduced population are therefore influenced by the over-representation of large firms.

2. Methodology governing the regional breakdown of the social balance sheets

The analysis of the social balance sheets is not conducted from a regional angle in this article. Nevertheless, Annexes 11 to 13 contain a series of regional indicators identical with those published in the December 2007, 2008 and 2009 issues of the Economic Review.

The regional breakdown of firms applies only to the total populations obtained on the basis of the methodological principles described in section 1, for the years 1998 to 2008. The methodology governing the regional breakdown is similar to that used in 2004⁽¹⁾.

Single-region firms are those whose registered office and place(s) of business are located in a single region. In 2008, these single-region firms numbered 80,853, or almost 99 % of the total firms filing a social balance sheet which met the quality criteria for that year. These companies are generally fairly small: on average, they employ 18 workers.

TABLE 3 REGIONAL BREAKDOWN OF FIRMS FILING A SOCIAL BALANCE SHEET IN 2008
(total population)

	Number of firms		Number of workers ⁽¹⁾	
	Units	Percentages of the total	Units	Percentages of the total
Single-region firms	80,853	98,6	1,453,481	74.0
Brussels	9,431	11,5	156,254	8.0
Flanders	49,665	60,6	924,036	47.1
Wallonia	21,757	26,5	373,191	19.0
Multi-region firms	1,147	1,4	510,101	26.0
Total	82,000	100,0	1,963,583	100.0

Source: NBB (social balance sheets).

(1) Sum of items 1001 (full-time workers) and 1002 (part-time workers).

The remaining 1,147 multi-region firms are established in more than one region. On average, they employ 445 workers.

In the case of firms established in more than one region, there are two ways of producing the regional breakdown. The first consists in attributing the whole of the amounts entered in the social balance sheet items of these firms to the region in which the firm records the largest number of jobs. In this so-called majority allocation approach, each firm is attached to a single region each year, but that region may differ from one year to the next according to the changes in employment at its places of business. This majority allocation method introduces distortions in the employment breakdown because some of the firms active throughout Belgium are attributed to Flanders, which covers 44 % of the country but contained almost 58 % of its residents as at 1 January 2009, while others are allocated to Brussels owing to the location of their registered office, where many services and hence workers are concentrated.

The proportional allocation approach consists in dividing all the social balance sheet items of multi-region firms among the regions where their registered office and their places of business are located. Such a formula can be calculated for employment or wages on the basis of the data per establishment collected by the NSSO, as is done by the NAI for compiling the regional accounts. Conversely, it is not possible to define such an allocation formula appropriate to all the headings in the social balance sheet. That is the case, for example, for training and for agency work. On these subjects, corporate behaviour may vary according to the activity, organisation and location of the various places of business, and possibly the training or the agency work available.

(1) See the article "The 2003 social balance sheet", published in the Economic Review in the fourth quarter of 2004.

Neither the majority allocation approach (which attributes all the social balance sheet items of each firm to the region in which it employs the largest number of workers) nor the proportional allocation approach (which breaks down the social balance sheet items between the various regions where the enterprise is active according to the employment recorded there) was considered satisfactory. The group of multi-region firms was therefore not divided among the regions.

It must be pointed out that the breakdown by branch of activity differs considerably between multi-region and single-region firms. Within the latter group, there are divergences in specialisation between firms based in Brussels and those established in Flanders or Wallonia. This heterogeneity is part of the reason for the differences in results recorded for the regional indicators in Annexes 11 to 13.

TABLE 4 REGIONAL STRUCTURE OF EMPLOYMENT IN 2008
(percentages of the total, total population)

	Single-region firms				Multi-region firms	Total
	Brussels	Flanders	Wallonia	Total		
Agriculture	0.1	0.8	0.7	0.7	0.0	0.5
Industry	9.4	27.3	24.9	24.8	19.8	23.5
Construction	5.3	9.1	11.1	9.2	1.9	7.3
Trade, transport and communication	27.1	26.9	23.5	26.1	39.9	29.7
Financial, real estate and business services	33.1	13.0	9.8	14.4	27.9	17.9
Other services	25.0	22.9	29.9	24.9	10.6	21.2

Source: NBB (social balance sheets)

Annex 2

Classification of firms by branch of activity

The classification of the firms by branch is based on the activity code given in the directory of firms drawn up by the National Bank for the compilation of the national accounts, and containing a range of administrative data on firms active during any year. The directory for the year 2008 was chosen as the reference to determine the institutional sector and the branch of activity to which firms should be allocated for the whole period from 1998 to 2009. It is based on the 2003 NACE-Bel nomenclature. Firms not listed in the 2008 directory retain the activity code attributed in previous directories, or failing that, the code allocated to them by the Central Balance Sheet Office.

The descriptions in the body of the text are based on a breakdown into six or twelve branches, according to requirements. These two breakdowns appear systematically in Annexes 3 to 10.

CLASSIFICATION USED FOR THE ANALYSIS OF THE SOCIAL BALANCE SHEETS AND LIST OF SECTIONS AND DIVISIONS IN THE NACE-BEL NOMENCLATURE OF ACTIVITIES

Heading	Section	Division
Agriculture	A-B	01-05
Industry		
Mining and quarrying	C	10-14
Manufacturing	D	15-37
Energy and water	E	40-41
Construction	F	45
Trade, transport and communication		
Trade and repairs	G	50-52
Hotels and restaurants	H	55
Transport and communication	I	60-64
Financial, real estate and business services		
Financial and insurance services	J	65-67
Real estate and business services ⁽¹⁾	K	70-74
Other services		
Health and social work	N	85
Community, social and personal services	O	90-93

(1) Excluding temporary employment agencies (NACE-Bel code 74.502).

Annex 3

CHANGE IN THE NUMBER OF WORKERS RECORDED IN THE STAFF REGISTER BETWEEN 2008 AND 2009 IN FIRMS IN THE REDUCED POPULATION

	Full-time equivalents			Number of persons						
	Average employment		Employment as at 31 Dec.	Average employment						Employment as at 31 Dec.
	(units)	(%)		Full-time		Part-time		Total		
			(units)	(%)	(units)	(%)	(units)	(%)	(%)	
Agriculture	43	0.9	-0.8	19	0.5	70	5.6	89	1.7	-0.6
Industry	-14,985	-4.3	-5.6	-17,764	-5.6	3,603	8.8	-14,160	-3.9	-5.2
Mining and quarrying	-1	0.0	-0.8	-26	-1.2	28	26.2	2	0.1	-0.4
Manufacturing	-15,387	-4.7	-6.1	-18,177	-6.0	3,582	9.1	-14,594	-4.3	-5.6
Energy and water	402	2.7	3.7	439	3.2	-7	-0.5	432	2.8	3.7
Construction	274	0.3	-0.4	-185	-0.2	595	10.7	410	0.4	-0.3
Trade, transport and communication	-4,756	-1.2	-1.6	-7,149	-2.3	3,272	2.7	-3,877	-0.9	-1.3
Trade and repairs	-645	-0.3	-0.5	-1,922	-1.2	1,815	2.5	-108	0.0	-0.3
Hotels and restaurants	-328	-1.8	-2.5	-453	-3.8	285	2.1	-168	-0.7	-1.3
Transport and communication	-3,783	-2.4	-3.0	-4,774	-3.5	1,173	3.2	-3,601	-2.1	-2.6
Financial, real estate and business services	-698	-0.3	-1.7	-2,969	-1.7	3,684	4.6	716	0.3	-1.0
Financial and insurance services	-3,420	-4.1	-4.6	-2,921	-4.4	-783	-3.0	-3,704	-4.0	-4.3
Real estate and business services ⁽¹⁾	2,721	1.9	0.0	-48	0.0	4,467	8.3	4,420	2.7	0.8
Other services	7,664	3.4	3.1	2,055	1.5	7,583	5.1	9,638	3.4	3.4
Health and social work	7,353	3.9	3.6	2,142	2.0	7,197	5.3	9,339	3.8	3.8
Community, social and personal services	311	0.9	0.3	-87	-0.3	386	3.4	299	0.8	0.9
Total	-12,460	-1.0	-1.8	-25,992	-2.5	18,808	4.7	-7,185	-0.5	-1.2

Source: NBB (social balance sheets).

(1) Excluding temporary employment agencies.

Annex 4

HOURS WORKED BY WORKERS RECORDED IN THE STAFF REGISTER

	Units, per year (total population)									Percentage change between 2008 and 2009 (reduced population)		
	2002	2003	2004	2005	2006	2007	2008			Per full-time equivalent	Per full-time worker	Per part-time worker
	Per full-time equivalent						Per full-time equivalent	Per full-time worker	Per part-time worker			
Agriculture	1,545	1,533	1,556	1,525	1,548	1,566	1,569	1,565	856	-1.9	-2.6	-0.7
Industry	1,506	1,508	1,532	1,516	1,520	1,521	1,513	1,515	1,015	-4.4	-4.6	-1.6
Mining and quarrying	1,487	1,497	1,490	1,463	1,479	1,501	1,507	1,506	983	-4.3	-4.4	3.7
Manufacturing	1,510	1,511	1,539	1,520	1,525	1,525	1,516	1,518	1,013	-4.7	-4.8	-1.8
Energy and water	1,426	1,425	1,410	1,445	1,434	1,448	1,467	1,466	1,050	0.6	0.1	5.1
Construction	1,427	1,433	1,464	1,442	1,442	1,445	1,461	1,457	976	-2.5	-2.6	0.2
Trade, transport and communication	1,626	1,616	1,605	1,578	1,576	1,574	1,573	1,582	900	-1.1	-1.2	-0.1
Trade and repairs	1,609	1,599	1,609	1,597	1,589	1,589	1,590	1,601	962	-1.0	-1.2	-0.1
Hotels and restaurants	1,589	1,567	1,562	1,561	1,564	1,557	1,555	1,537	650	-2.1	-2.6	-1.5
Transport and communication	1,656	1,648	1,608	1,554	1,560	1,556	1,551	1,561	971	-1.1	-1.2	0.1
Financial, real estate and business services	1,551	1,541	1,551	1,536	1,540	1,543	1,549	1,569	935	-1.3	-1.4	-0.8
Financial and insurance services	1,428	1,426	1,436	1,422	1,417	1,434	1,433	1,470	885	-1.1	-1.4	0.6
Real estate and business services ⁽¹⁾	1,645	1,624	1,630	1,608	1,610	1,603	1,608	1,621	955	-1.7	-1.6	-1.7
Other services	1,531	1,538	1,533	1,511	1,496	1,506	1,502	1,485	928	-1.6	-1.4	-1.0
Health and social work	1,524	1,530	1,525	1,498	1,483	1,491	1,487	1,464	935	-1.8	-1.7	-1.2
Community, social and personal services	1,582	1,596	1,585	1,593	1,585	1,597	1,585	1,577	854	-0.4	-0.2	1.9
Total	1,547	1,545	1,552	1,532	1,530	1,532	1,531	1,534	930	-2.2	-2.4	-0.7

Source: NBB (social balance sheets).

(1) Excluding temporary employment agencies.

Annex 5

BREAKDOWN OF THE NUMBER OF WORKERS RECORDED IN THE STAFF REGISTER BY EMPLOYMENT CONTRACT AND BY GENDER

(percentages of the total workers recorded in the staff register as at 31 December)

	2002	2003	2004	2005	2006	2007	2008	2008	2009
	(total population)							(reduced population)	
By type of contract									
Permanent contract	93.8	93.9	93.9	93.8	93.5	93.4	93.4	94.2	94.6
Fixed-term contract	4.9	5.0	5.0	5.2	5.4	5.4	5.5	4.8	4.4
Agriculture	5.2	6.1	6.2	6.4	6.3	10.3	9.4	6.0	6.6
Industry	3.8	3.5	3.8	3.9	4.4	4.7	4.4	4.0	2.5
Mining and quarrying	5.8	6.0	6.1	6.3	8.2	6.9	6.2	6.8	3.8
Manufacturing	3.7	3.4	3.7	3.7	4.2	4.6	4.4	3.9	2.4
Energy and water	6.3	6.4	6.0	6.4	6.6	6.0	5.0	4.4	4.0
Construction	2.7	2.7	2.7	2.9	3.2	3.3	3.6	2.2	2.2
Trade, transport and communication	5.2	5.7	5.5	6.0	5.9	5.8	6.4	5.3	5.3
Trade and repairs	5.6	6.0	5.7	6.1	5.8	5.8	6.5	6.0	5.8
Hotels and restaurants	9.7	11.4	12.6	15.0	15.4	14.7	15.7	12.4	14.0
Transport and communication	3.7	3.7	3.2	3.3	3.3	3.4	3.4	3.3	3.2
Financial, real estate and business services ...	4.1	4.2	4.1	4.4	4.3	4.3	3.3	2.5	2.5
Financial and insurance services	3.5	2.9	3.0	2.9	2.9	2.6	2.1	1.9	2.1
Real estate and business services ⁽¹⁾	4.5	5.1	4.7	5.2	5.0	5.2	3.9	2.9	2.7
Other services	7.6	7.6	7.7	7.5	7.7	7.5	7.9	7.7	7.5
Health and social work	7.5	7.4	7.6	7.4	7.6	7.5	7.8	7.8	7.5
Community, social and personal services ...	8.8	8.6	7.9	8.4	8.4	7.3	8.4	7.3	7.3
Substitution contract	1.1	1.0	0.9	0.8	0.9	0.9	0.9	1.0	1.0
Contract concluded for a specific project	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.1	0.1
By gender									
Men	61.0	60.7	60.6	60.8	59.1	58.7	57.9	59.1	58.4
Women	39.0	39.3	39.4	39.2	40.9	41.3	42.1	40.9	41.6

Source: NBB (social balance sheets).

(1) Excluding temporary employment agencies.

Annex 6

BREAKDOWN OF EMPLOYMENT ACCORDING TO THE STATUS OF WORKERS IN FIRMS FILING FULL-FORMAT ACCOUNTS

(percentages of average employment in FTEs)

	2002	2003	2004	2005	2006	2007	2008	2008	2009
	(total population)							(reduced population)	
Workers recorded in the staff register	96.6	96.4	95.8	95.6	93.7	93.5	93.8	95.5	96.6
Agency workers	2.6	2.7	3.1	3.3	3.7	3.9	3.7	3.9	2.8
Agriculture	5.4	5.4	6.7	4.5	7.3	8.2	8.8	7.8	6.3
Industry	4.1	4.3	5.0	5.1	5.8	6.0	5.5	5.7	3.9
Mining and quarrying	3.7	3.1	2.3	2.6	2.8	3.1	3.4	2.8	1.6
Manufacturing	4.3	4.5	5.2	5.3	6.1	6.3	5.8	5.9	4.0
Energy and water	0.9	1.0	1.1	2.1	1.3	1.4	1.2	1.3	1.3
Construction	1.1	1.1	1.2	1.6	2.0	2.2	2.0	1.9	1.8
Trade, transport and communication	2.7	2.9	3.4	3.7	4.2	4.6	4.7	4.8	3.7
Trade and repairs	3.3	3.5	3.9	4.0	4.6	4.8	4.6	4.6	3.8
Hotels and restaurants	4.6	4.0	4.0	4.3	6.0	7.7	7.3	6.3	5.9
Transport and communication	2.0	2.3	2.9	3.4	3.8	4.3	4.6	5.0	3.4
Financial, real estate and business services	1.8	1.7	2.0	2.1	2.6	2.7	2.5	2.4	1.8
Financial and insurance services	0.8	0.7	0.6	0.7	0.8	0.9	0.9	0.6	0.4
Real estate and business services ⁽¹⁾	2.7	2.7	3.2	3.2	3.8	3.9	3.5	3.6	2.7
Other services	0.8	0.8	1.0	0.9	0.9	1.1	1.0	1.1	1.0
Health and social work	0.4	0.4	0.5	0.4	0.5	0.5	0.5	0.4	0.3
Community, social and personal services	5.1	5.1	5.2	5.3	5.8	6.6	6.1	6.2	5.7
Workers seconded to the firm⁽²⁾	0.8	0.8	1.1	1.1	2.6	2.6	2.5	0.6	0.6

Source: NBB (social balance sheets).

(1) Excluding temporary employment agencies.

(2) Workers recorded in a firm's staff register and seconded to another firm which is obliged to file a social balance sheet are counted twice.

Annex 7

STAFF COSTS PER FTE ⁽¹⁾

	In €, per year (total population)							Percentage change between 2008 and 2009 (reduced population)
	2002	2003	2004	2005	2006	2007	2008	
Agriculture	28,417	28,750	29,772	29,826	29,908	30,621	31,376	3.1
Industry	48,692	49,684	51,589	52,669	54,559	56,430	58,671	0.0
Mining and quarrying	43,941	45,628	46,147	46,671	47,957	50,575	52,384	1.0
Manufacturing	47,283	48,620	50,285	51,348	53,240	54,998	57,092	0.0
Energy and water	77,576	74,853	77,810	79,151	80,898	82,984	88,159	-2.0
Construction	35,604	36,575	37,710	37,875	39,008	39,997	42,144	1.6
Trade, transport and communication	40,493	41,228	42,369	43,539	44,833	46,062	48,113	3.4
Trade and repairs	41,112	41,538	42,415	43,463	44,750	46,251	48,197	3.3
Hotels and restaurants	26,517	27,510	28,230	28,675	29,534	30,083	31,733	5.3
Transport and communication	41,975	43,215	44,919	46,461	47,926	48,953	51,418	3.5
Financial, real estate and business services	56,152	56,883	57,497	58,090	58,926	59,999	62,091	1.2
Financial and insurance services	64,293	65,667	67,277	68,907	70,837	72,804	76,913	1.4
Real estate and business services ⁽²⁾	49,989	50,585	50,808	51,232	52,164	52,992	54,515	2.0
Other services	37,181	38,704	39,351	40,038	40,513	42,440	43,475	2.7
Health and social work	37,204	38,770	39,454	40,059	40,339	42,355	43,171	2.4
Community, social and personal services	37,008	38,209	38,638	39,913	41,671	42,946	45,260	4.2
Total	44,435	45,299	46,489	47,498	48,513	49,945	51,838	1.5

Source: NBB (social balance sheets).

(1) Item 1023 / item 1003.

(2) Excluding temporary employment agencies.

Annex 8

STAFF COSTS PER HOUR WORKED⁽¹⁾

	In € (total population)							Percentage change between 2008 and 2009 (reduced population)
	2002	2003	2004	2005	2006	2007	2008	
Agriculture	18.4	18.8	19.1	19.6	19.3	19.6	20.0	5.2
Industry	32.3	33.0	33.7	34.7	35.9	37.1	38.8	4.6
Mining and quarrying	29.6	30.5	31.0	31.9	32.4	33.7	34.8	5.5
Manufacturing	31.3	32.2	32.7	33.8	34.9	36.1	37.7	4.8
Energy and water	54.4	52.6	55.2	54.8	56.4	57.3	60.1	-2.6
Construction	24.9	25.5	25.8	26.3	27.1	27.7	28.8	4.3
Trade, transport and communication	24.9	25.5	26.4	27.6	28.4	29.3	30.6	4.6
Trade and repairs	25.5	26.0	26.4	27.2	28.2	29.1	30.3	4.4
Hotels and restaurants	16.7	17.6	18.1	18.4	18.9	19.3	20.4	7.5
Transport and communication	25.4	26.2	27.9	29.9	30.7	31.5	33.2	4.7
Financial, real estate and business services	36.2	36.9	37.1	37.8	38.3	38.9	40.1	2.5
Financial and insurance services	45.0	46.1	46.8	48.5	50.0	50.8	53.7	2.5
Real estate and business services ⁽²⁾	30.4	31.1	31.2	31.9	32.4	33.1	33.9	3.7
Other services	24.3	25.2	25.7	26.5	27.1	28.2	29.0	4.4
Health and social work	24.4	25.3	25.9	26.7	27.2	28.4	29.0	4.3
Community, social and personal services	23.4	23.9	24.4	25.1	26.3	26.9	28.6	4.5
Total	28.7	29.3	29.9	31.0	31.7	32.6	33.9	3.8

Source: NBB (social balance sheets).

(1) Item 1023 / item 1013.

(2) Excluding temporary employment agencies.

Annex 9

TRAINING ACTIVITIES IN 2009 IN FIRMS FROM THE REDUCED POPULATION⁽¹⁾

	Number of participants in training activities ⁽²⁾			Hours devoted to training activities				Net training costs ⁽³⁾			
	(as percentage of average employment)			(as percentage of hours worked)				(as percentage of staff costs)			
	Formal ⁽⁴⁾	Informal ⁽⁵⁾	Initial ⁽⁶⁾	Formal ⁽⁴⁾	Informal ⁽⁵⁾	Initial ⁽⁶⁾	Total	Formal ⁽⁴⁾	Informal ⁽⁵⁾	Initial ⁽⁶⁾	Total
Agriculture	7.4	5.5	0.5	0.1	0.2	0.3	0.6	0.13	0.27	0.07	0.46
Industry	43.5	22.9	2.1	0.8	0.6	0.1	1.6	1.12	0.60	0.07	1.79
Mining and quarrying	36.0	25.0	0.3	0.6	1.1	0.1	1.8	0.88	1.17	0.05	2.11
Manufacturing	41.6	22.7	2.2	0.8	0.6	0.1	1.5	1.00	0.60	0.08	1.69
Energy and water	83.7	26.5	0.7	1.9	0.4	0.0	2.4	2.81	0.44	0.01	3.26
Construction	24.6	7.5	1.8	0.4	0.2	0.5	1.1	0.51	0.17	0.10	0.78
Trade, transport and communication	35.6	17.3	1.3	0.9	0.2	0.2	1.4	1.45	0.25	0.05	1.74
Trade and repairs	28.7	12.9	1.7	0.4	0.3	0.3	1.0	0.66	0.30	0.07	1.03
Hotels and restaurants	15.7	2.0	2.1	0.2	0.1	0.4	0.8	0.31	0.06	0.19	0.56
Transport and communication	48.2	25.8	0.6	1.8	0.2	0.0	2.0	2.53	0.19	0.01	2.74
Financial, real estate and business services	37.3	24.5	0.5	0.8	0.5	0.0	1.3	1.33	0.51	0.01	1.86
Financial and insurance services	58.1	36.2	0.2	1.2	0.9	0.0	2.1	2.04	0.72	0.00	2.77
Real estate and business services ⁽⁷⁾	26.4	18.4	0.7	0.6	0.3	0.1	1.0	0.77	0.34	0.02	1.13
Other services	41.2	27.1	1.1	0.7	0.4	0.2	1.3	0.72	0.38	0.09	1.19
Health and social work	43.0	29.3	1.0	0.7	0.5	0.2	1.4	0.76	0.42	0.09	1.27
Community, social and personal services	29.5	13.4	1.6	0.4	0.2	0.3	0.9	0.50	0.16	0.10	0.76
Total	38.2	21.3	1.3	0.8	0.4	0.2	1.4	1.16	0.42	0.06	1.63

Source: NBB (social balance sheets).

- (1) The items concerning initial training are mentioned separately, even though for some firms it is actually found that the information given here concerns formal or informal training.
- (2) Owing to double counting linked to the fact that the same person may have followed more than one type of training, no total is calculated here.
- (3) Gross costs, from which are deducted subsidies and other financial advantages received. Net costs of formal training also comprise contributions paid and payments made to collective funds.
- (4) Courses and practical classes designed by training staff who are responsible for their organisation and content, intended for a group of learners, in premises outside the workplace.
- (5) Other apprenticeship activities, of which organisation and content are largely determined by the learner according to his or her own needs, in direct relation to the work or workplace. These activities also involve participation in conferences or trade fairs as part of the learning process.
- (6) Training of a minimum duration of six months given to workers under schemes alternating training and practical experience within the firm, with a view to acquiring a diploma.
- (7) Excluding temporary employment agencies.

Annex 10

TRAINING ACTIVITIES IN 2009 IN FIRMS FROM THE REDUCED POPULATION OFFERING TRAINING⁽¹⁾

	Hours devoted to training activities (average per participant, in hours)			Net training costs ⁽²⁾ (average per participant, in €)		
	Formal ⁽³⁾	Informal ⁽⁴⁾	Initial ⁽⁵⁾	Formal ⁽³⁾	Informal ⁽⁴⁾	Initial ⁽⁵⁾
Agriculture	20	49	682	26.4	30.3	5.7
Industry	26	38	82	54.7	38.2	24.1
Mining and quarrying	24	65	366	53.5	38.1	26.2
Manufacturing	25	39	83	51.9	37.7	24.0
Energy and water	33	24	21	76.9	52.3	47.4
Construction	24	30	419	39.2	34.0	5.7
Trade, transport and communication	37	19	229	50.9	34.0	7.4
Trade and repairs	20	31	257	53.6	34.1	6.7
Hotels and restaurants	17	41	235	29.1	18.4	9.6
Transport and communication	51	11	104	50.4	34.6	11.5
Financial, real estate and business services	29	27	125	70.4	43.8	11.9
Financial and insurance services	27	30	63	94.9	48.2	22.1
Real estate and business services ⁽⁶⁾	31	24	135	45.6	38.1	11.1
Other services	20	18	234	31.3	27.3	12.2
Health and social work	20	18	234	30.4	27.6	12.3
Community, social and personal services	19	22	233	39.4	23.3	11.8
Total	28	26	185	51.9	36.5	11.1

Source: NBB (social balance sheets).

(1) The items concerning initial training are mentioned separately, even though for some firms it is actually found that the information given here concerns formal or informal training.

(2) Gross costs, from which are deducted subsidies and other financial advantages received. Net costs of formal training also comprise contributions paid and payments made to collective funds.

(3) Courses and practical classes designed by training staff who are responsible for their organisation and content, intended for a group of learners, in premises outside the workplace.

(4) Other apprenticeship activities, of which organisation and content are largely determined by the learner according to his or her own needs, in direct relation to the work or workplace. These activities also involve participation in conferences or trade fairs as part of the learning process.

(5) Training of a minimum duration of six months given to workers under schemes alternating training and practical experience within the firm, with a view to acquiring a diploma.

(6) Excluding temporary employment agencies.

Annex 11

TYPE AND STRUCTURE OF EMPLOYMENT CONTRACTS, BY REGION

(total population)

	2002	2003	2004	2005	2006	2007	2008
Part-time employment (as percentage of employment as at 31 December)							
Single-region firms	23.5	24.4	25.0	25.4	26.7	27.2	27.9
Brussels	22.9	23.1	23.9	25.0	24.0	24.9	25.0
Flanders	23.3	24.5	25.3	25.6	27.3	27.6	28.4
Wallonia	24.3	24.7	24.9	25.1	26.6	27.3	27.7
Multi-region firms	23.0	25.4	26.3	28.2	29.7	29.9	31.3
Total	23.3	24.6	25.4	26.1	27.5	27.9	28.8
Temporary work⁽¹⁾ (as percentage of employment as at 31 December)							
Single-region firms	6.2	6.2	6.2	6.4	6.8	6.9	7.0
Brussels	6.6	7.4	7.5	7.2	6.9	8.6	6.7
Flanders	4.9	4.9	4.8	5.1	5.7	5.5	5.5
Wallonia	9.5	9.1	9.0	9.1	9.7	9.7	10.7
Multi-region firms	6.4	5.9	5.7	5.7	5.7	5.5	5.6
Total	6.2	6.1	6.1	6.2	6.5	6.6	6.6
Agency work in firms filing full-format accounts (as percentage of average FTE employment)							
Single-region firms	3.1	3.1	3.6	3.8	4.4	4.7	4.2
Brussels	2.4	2.3	2.5	2.6	2.6	3.2	2.5
Flanders	3.2	3.2	3.8	4.1	4.8	4.9	4.5
Wallonia	3.4	3.3	3.6	3.8	4.4	4.6	4.4
Multi-region firms	1.7	2.0	2.2	2.3	2.4	2.7	2.7
Total	2.6	2.7	3.1	3.3	3.7	3.9	3.7

Source: NBB (social balance sheets).

(1) Fixed-term contracts, substitution contracts or contracts concluded for a specific project.

Annex 12

HOURS WORKED AND LABOUR COSTS, BY REGION

(total population)

	2002	2003	2004	2005	2006	2007	2008
Hours worked per FTE (units, per year)							
Single-region firms	1,557	1,552	1,566	1,549	1,547	1,549	1,546
Brussels	1,604	1,586	1,598	1,579	1,578	1,596	1,588
Flanders	1,554	1,554	1,573	1,553	1,553	1,551	1,547
Wallonia	1,539	1,530	1,533	1,525	1,520	1,522	1,525
Multi-region firms	1,522	1,528	1,513	1,485	1,483	1,485	1,490
Total	1,547	1,545	1,552	1,532	1,530	1,532	1,531
Staff costs per FTE (in €, per year)							
Single-region firms	41,958	42,743	44,033	45,015	45,791	47,420	49,117
Brussels	51,133	50,864	52,509	53,420	53,647	55,984	59,015
Flanders	41,670	42,770	43,951	45,022	45,906	47,627	49,198
Wallonia	37,809	38,675	40,188	41,158	42,102	43,247	44,737
Multi-region firms	50,757	51,790	53,560	54,432	56,029	57,144	59,496
Total	44,435	45,299	46,489	47,498	48,513	49,945	51,838
Staff costs per hour worked (in €)							
Single-region firms	27.0	27.5	28.1	29.1	29.6	30.6	31.8
Brussels	31.9	32.1	32.9	33.8	34.0	35.1	37.2
Flanders	26.8	27.5	27.9	29.0	29.6	30.7	31.8
Wallonia	24.6	25.3	26.2	27.0	27.7	28.4	29.3
Multi-region firms	33.3	33.9	35.4	36.7	37.8	38.5	39.9
Total	28.7	29.3	29.9	31.0	31.7	32.6	33.9

Source : NBB (social balance sheets).

Annex 13

FORMAL TRAINING IN FIRMS, BY REGION⁽¹⁾

(total population)

	2002	2003	2004	2005	2006	2007	2008
Participants in training activities (as percentage of average employment)							
Single-region firms	27,0	26,5	27,1	27,4	27,1	27,2	26,0
Brussels	29,4	27,2	28,3	27,0	26,7	27,0	26,0
Flanders	29,1	29,0	29,2	29,5	28,8	29,4	27,2
Wallonia	19,8	19,7	21,0	22,1	22,8	22,1	23,1
Multi-region firms	55,6	56,8	61,7	61,0	61,8	61,9	52,5
Total	34,9	35,0	35,9	36,2	36,2	36,1	32,9
Hours devoted to training activities (as percentage of hours worked)							
Single-region firms	0,53	0,56	0,53	0,54	0,54	0,54	0,50
Brussels	0,59	0,59	0,49	0,54	0,56	0,51	0,54
Flanders	0,57	0,62	0,59	0,58	0,58	0,58	0,53
Wallonia	0,38	0,38	0,39	0,45	0,44	0,42	0,43
Multi-region firms	1,46	1,31	1,32	1,30	1,43	1,60	1,36
Total	0,78	0,77	0,73	0,74	0,77	0,80	0,72
Net training costs⁽²⁾ (as percentage of staff costs)							
Single-region firms	0,76	0,76	0,73	0,73	0,71	0,70	0,71
Brussels	0,83	0,72	0,63	0,70	0,69	0,68	0,70
Flanders	0,82	0,85	0,82	0,77	0,75	0,75	0,73
Wallonia	0,52	0,48	0,56	0,61	0,62	0,60	0,66
Multi-region firms	2,31	2,09	2,07	2,07	2,28	2,42	2,15
Total	1,26	1,19	1,13	1,13	1,19	1,21	1,14
Training firms (as percentage of total firms)							
Single-region firms	6,6	6,5	6,4	6,2	6,4	6,5	13,1
Brussels	7,1	6,7	6,9	6,8	7,1	7,1	13,0
Flanders	7,3	7,2	7,1	6,9	7,0	7,1	13,0
Wallonia	4,7	4,5	4,5	4,4	4,7	4,9	13,6
Multi-region firms	47,6	43,4	44,1	45,1	43,7	41,9	51,3
Total	7,2	7,1	6,9	6,8	7,0	7,0	13,7

Source: NBB (social balance sheets).

(1) The introduction of a new social balance sheet form applicable to financial years closed from 1 December 2008 onwards causes a break in the series between data for the year 2008 and those relating to previous years.

(2) Gross costs, from which are deducted subsidies and other financial advantages received. Net costs of formal training also comprise contributions paid and payments made to collective funds.