



Q2-
What
We've
Achieved
So Far

EU
labour
market
in the first
quarter
2020



SUMMARY

01.



New Board

A new board was installed at the beginning of the year.

President: Pascal Laurent Favre (pdp - Switzerland);

Treasurer: Manfred Bertschat (Bertschat & Hundertmark Germany);

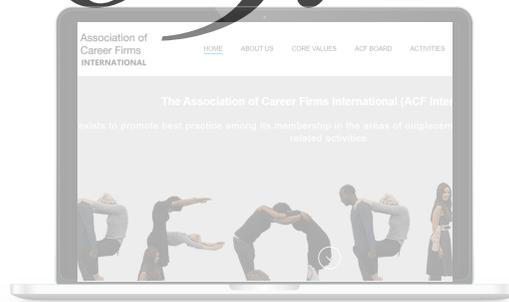
Secretary General: Charel Jelles (talent4success - Benelux)

02.



Nowadays ACF members are not only to located in Europe but world-wide as well. This resulted in transferring the name into Association of Career Firms International, a new logo and a new house style.

03.



New Website

The website was updated to the latest standards, together with a new fresh look and feel.

04.



Marketing Kit

For branding purposes a marketing kit has been developed, which is accessible for ACF members via the member page on the website. The marketing kit consists of the following elements: marketing brochure, infographic, presentation deck and logo.

05.



Webinars

Exchanging experiences and information with professionals in the outplacement industry is one of our platform activities. In april we started with our monthly webinars. Covid19 and the impact is has on our work, clients and industry was trending topic for first 3 webinars. The benefits of Resilent Employees was the topic for our June webinar. Of each webinar a resume was published.

06.

New Members

We welcomed new members: Talent International (The Netherlands) and Linkwork (Poland).

NOTE

Calendar Webinars Q3/Q4 2020

**AUGUST
26.**

**SEPTEMBER
30.**

**OCTOBER
28.**

**NOVEMBER
25.**

"Every last
Wednesday of
the month at
16.00 hrs CET"



45 minutes

An easy non time consuming way to catch up with colleagues and exchange news and views. Our webinars not only provide you with new insights but broadens your network as well.

[register online acfinternational.org](https://www.acfinternational.org)

EU labour market in the first quarter 2020

Absences from work at record high

Sharp drop in hours worked

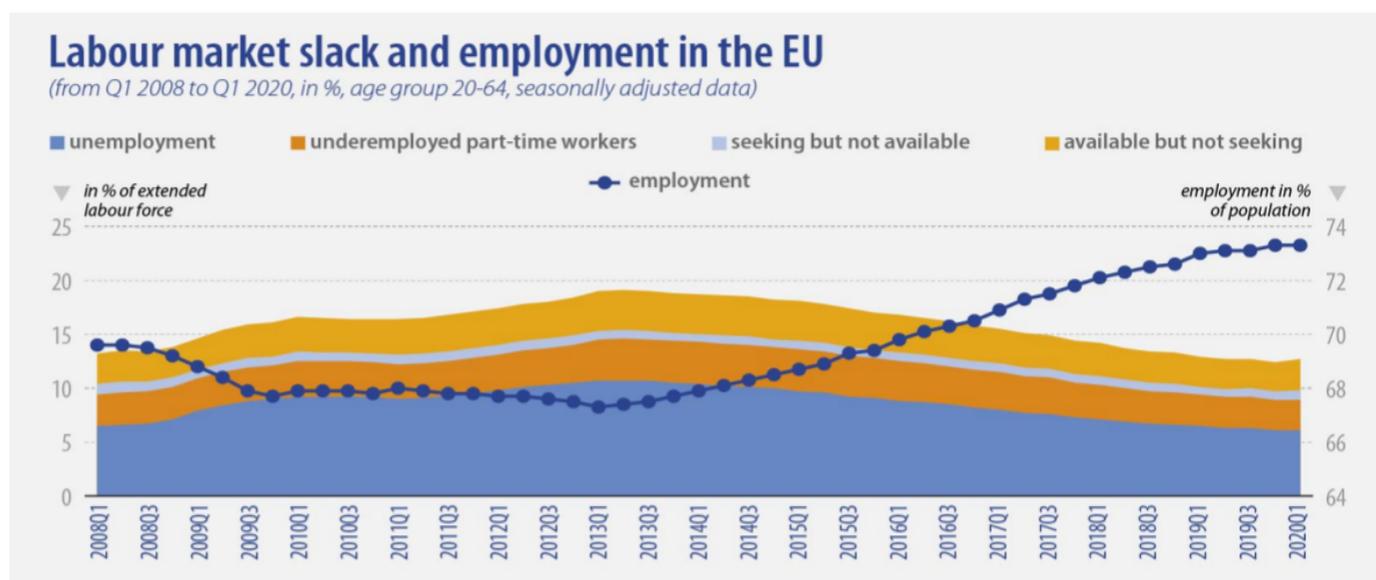
8 July 2020

The first quarter 2020 is the first quarter in which the labour market across the European Union (EU) has been affected by COVID-19 measures taken by Member States. Employment and unemployment as defined by the ILO concept are, in this particular situation, not sufficient to describe all the developments taking place in the labour market. In this first phase of the crisis, active measures to contain employment losses led to absences from work rather than dismissals, and individuals could not search for work or were not available due to the containment measures, thus not counting as unemployed according to the ILO concept.

In this release, Eurostat, the statistical office of the European Union, is publishing a set of additional seasonally adjusted quarterly indicators which help to capture the most recent movements on the labour market in the 27 EU Member States. These additional indicators include total labour market slack, which comprises all persons who have an unmet need for employment either because they are unemployed according to the ILO definition, are close to unemployment while not fulfilling all ILO criteria, or are working part-time and would like to work additional hours. Further, absences from work broken down by reason are published, as well as an index of total actual hours worked in the main job. More new indicators on recent job leavers and starters, as well as weekly total absences and transitions out of employment are published in the Eurostat database.

Labour market slack increased by 0.3 percentage points in first quarter 2020 compared to fourth quarter 2019, employment stable

In the first quarter of 2020, 190.9 million persons in the EU were employed. The EU seasonally adjusted employment rate for people aged 20-64 stood at 73.3%, unchanged compared to the fourth quarter 2019 and up from 73.0% in the first quarter 2019. 12.8 million persons were unemployed and the EU seasonally adjusted unemployment rate was 6.3%, down from 6.4% in the fourth quarter 2019 and from 6.7% in the first quarter 2019. At the same time, seasonally adjusted total labour market slack in the EU, consisting in unmet demand for labour, amounted to 26.8 million persons, which represented 12.7% of the extended labour force in the first quarter 2020, up from 12.4% in the fourth quarter of 2019. This was the first quarter-on-quarter increase since the peak in the second quarter 2013, when the labour market slack had stood at 19.0%



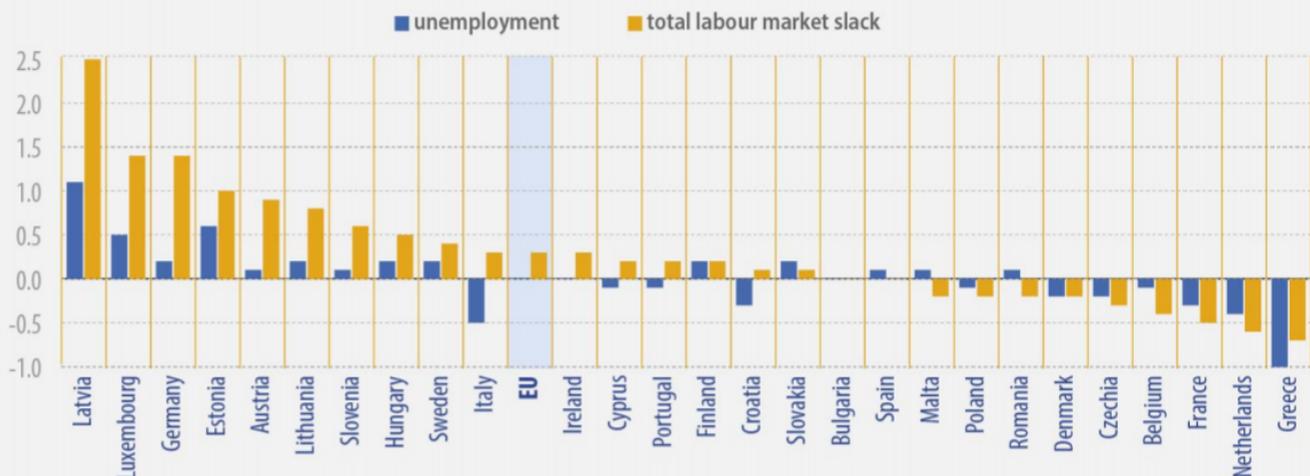
Eurostat news release

Labour market slack increased most in Latvia, Luxembourg, Germany and Estonia

Among the Member States, overall labour market slack increased in 16 countries, dropped in 9 countries and remained stable in Bulgaria and Spain. In Germany, Estonia, Latvia, Lithuania, Luxembourg, Hungary, Austria, Slovenia, Slovakia, Finland and Sweden both overall labour market slack and unemployment, in percentage of the extended labour force, increased. In Ireland labour market slack increased and unemployment remained stable. In Croatia, Italy, Cyprus and Portugal overall labour market slack increased and unemployment decreased. In Malta and Romania overall labour market slack decreased while unemployment increased. In Belgium, Czechia, Denmark, Greece, France, the Netherlands and Poland both overall labour market slack and unemployment decreased. No changes in either indicator were recorded in Bulgaria, and in Spain only unemployment increased slightly

Change in labour market slack and unemployment in the EU Member States

(Q1 2020 compared to Q4 2019, in % of extended labour force, age group 20-64, seasonally adjusted data)



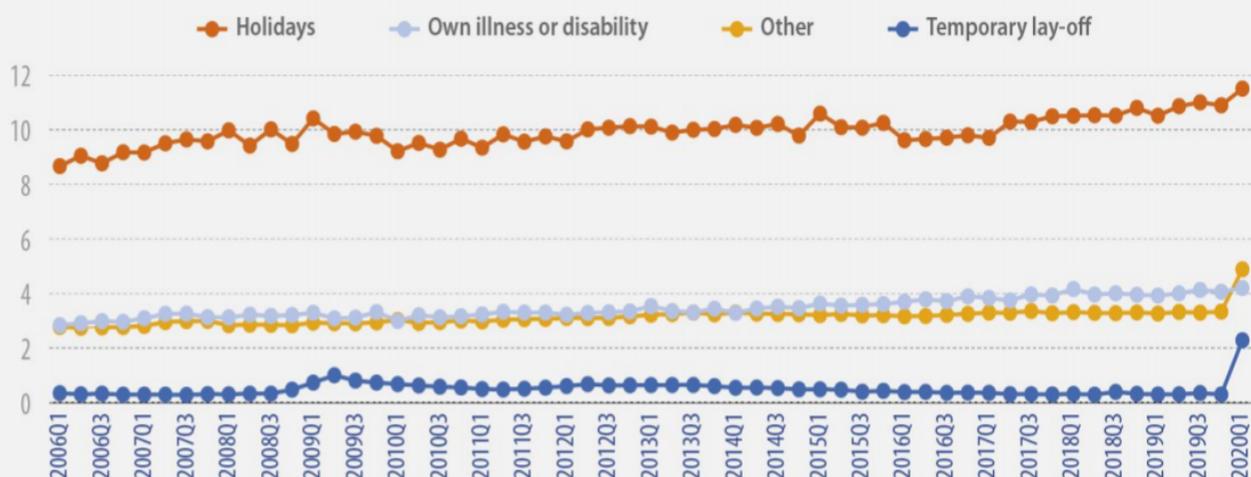
ec.europa.eu/eurostat

4.3 million more employed persons were absent from work in the first quarter 2020 compared to the fourth quarter 2019

In the first quarter 2020, a total of 22.9 million persons were absent from work in the EU, an increase of 4.3 million compared to the fourth quarter 2019. This increase is to a large extent due to a sharp increase in temporary lay-offs, which rose from 0.3 million persons to 2.3 million persons

Absences from work by reason in the EU

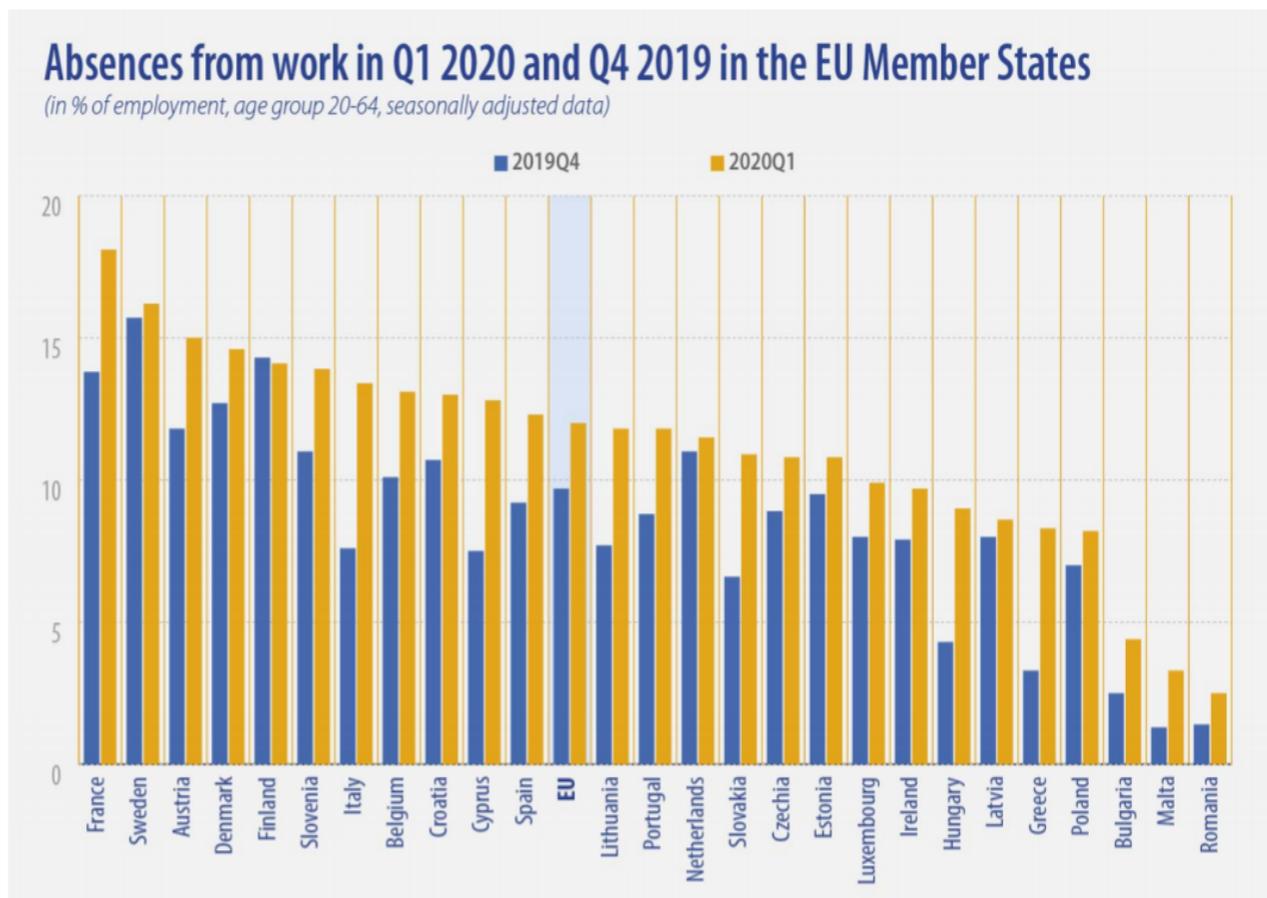
(from Q1 2006 to Q1 2020, in million persons, age group 20-64, seasonally adjusted data)



ec.europa.eu/eurostat

Eurostat news release

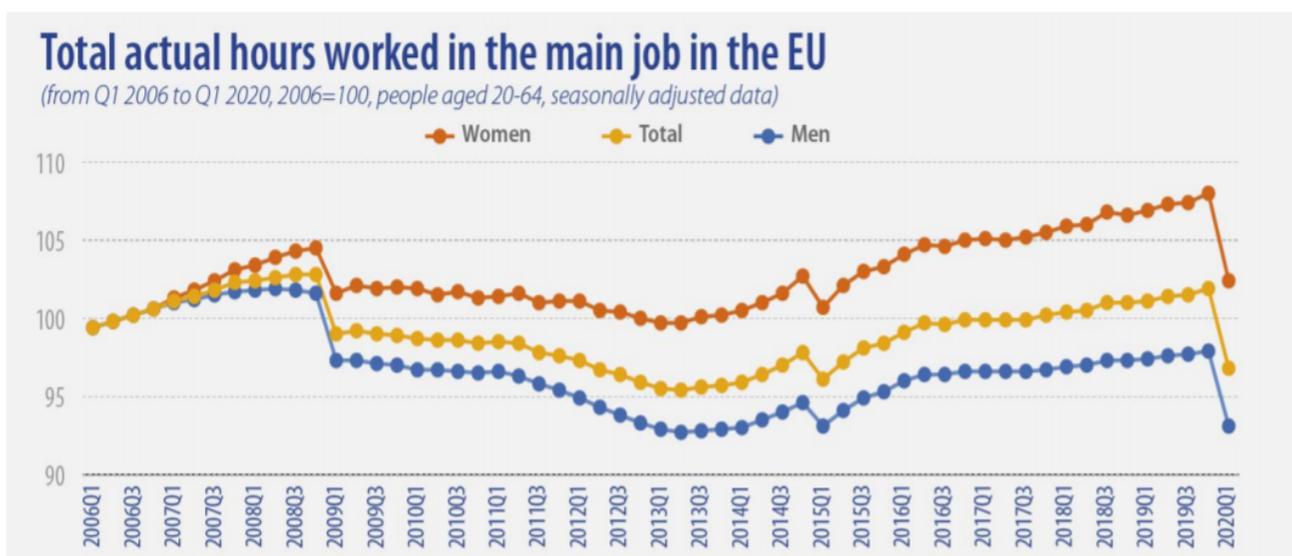
Among the Member States for which data are available, the highest rates of absences from work in the first quarter 2020 were observed in France (18.1%), Sweden (16.2%) and Austria (15.0%) and the lowest rates in Romania (2.5%), Malta (3.3%), and Bulgaria (4.4%). In comparison to the fourth quarter 2019, all Member States except Finland experienced a rise in overall absences from work. Absences due to temporary lay-offs rose in all Member States for which data is available, and increased more than tenfold in France, Cyprus and Spain.



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Sharp fall of hours worked in the first quarter 2020

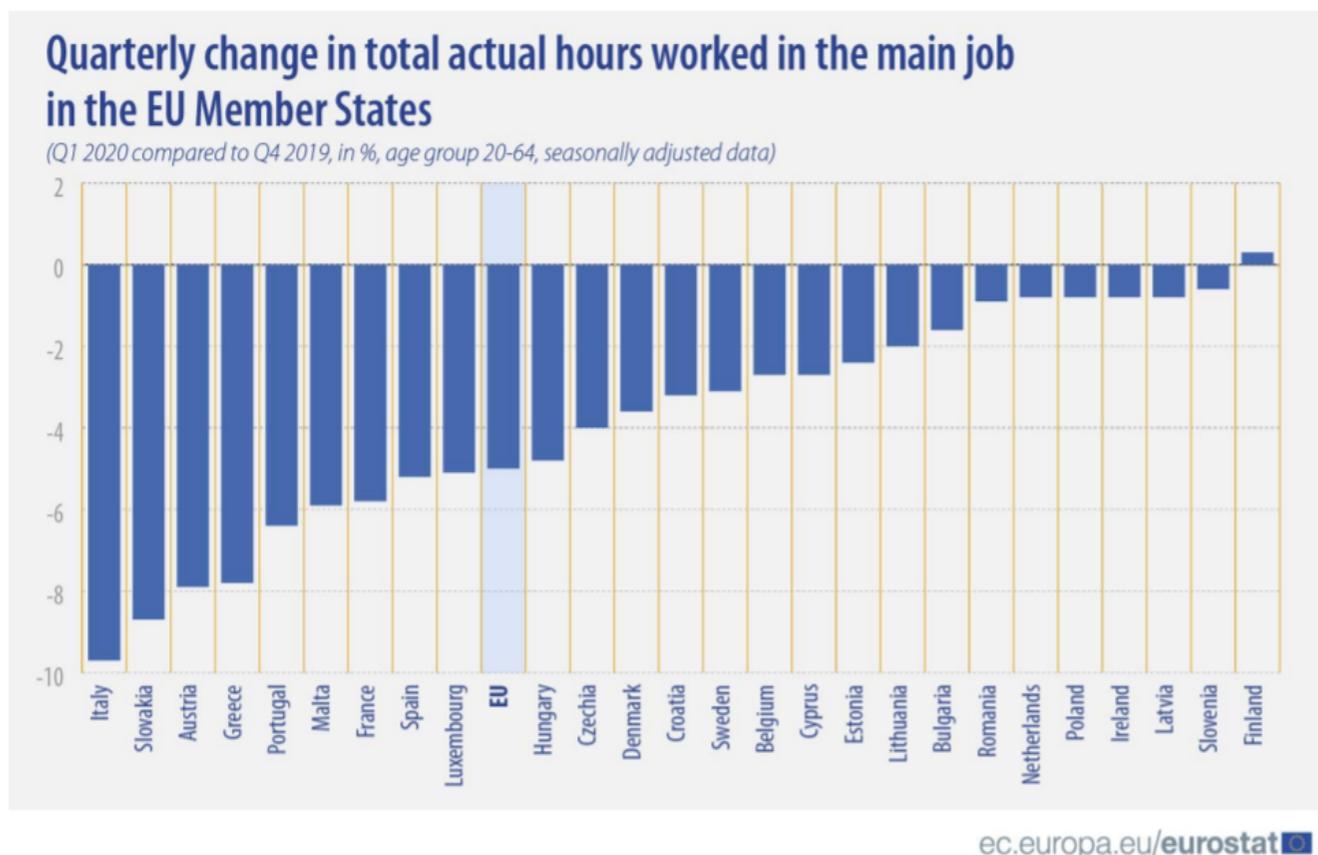
Total actual hours worked have dropped sharply in the EU between the fourth quarter 2019 and the first quarter 2020, but have not reached the low values observed during the debt crisis. The levels of total actual hours worked are influenced by the total number of persons working, as well as the number of hours worked by each of these persons. Women have been harder hit than men, with a drop from 108 to 102 index points between the fourth quarter 2019 and the first quarter 2020, compared to a drop of 98 to 93 for men. In the first quarter 2020, total actual hours worked were nevertheless above the level of 2006 for women but lower for men.



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Eurostat news release

All Member States for which data are available experienced a drop in total actual hours worked between the fourth quarter 2019 and the first quarter 2020 except Finland (+0.2%). The highest overall falls were observed in Italy (-9.7%), Slovakia (-8.7%), and Austria (-7.9%).



Methods and definition

Eurostat produces harmonised labour market data for individual EU Member States, the euro area and the EU.

Employed persons are all persons who worked at least one hour for pay or profit during the reference week or unpaid for a business owned by a member of the family, or were temporarily absent from such work. The employment rate is the percentage of employed persons in relation to the total population.

Unemployed persons are all persons who:

- are without work;
- are available to start work within two weeks;
- and have actively sought employment at some time during the previous four weeks.

The **labour market slack** is the sum of unemployed persons, underemployed part-time workers, persons seeking work but not immediately available and persons available to work but not seeking, expressed as percentage of the extended labour force.

Underemployed part-time workers are persons working part-time who wish to work additional hours and are available to do so. Part-time work is recorded as self-reported by individuals.

Persons seeking work but not immediately available are the sum of persons neither employed nor unemployed who: (a) were actively seeking work during the last 4 weeks but are not available for work in the next 2 weeks; or (b) found a job to start in less than 3 months and are not available for work in the next 2 weeks; or (c) found a job to start in 3 months or more; or (d) were passively seeking work during the last 4 weeks and are available for work in the next 2 weeks.

Persons available to work but not seeking are persons neither employed nor unemployed who want to work, are available for work in the next 2 weeks but were not seeking work.

The **extended labour force** is the total number of people employed plus unemployed, plus those seeking work but not immediately available plus those available to work but not seeking. In this news release data cover persons aged 20 to 64.

Absences from work: persons absent from work are considered as employed if there is a formal attachment to the job. This can be for example the continued receipt of wage or salary, AND an assurance of a return to work (or an agreement as to the date of return) following the end of the contingency. Persons can be absent from work due to a number of reasons, among which **holidays, own illness, and temporary lay-offs**. **Lay-offs** are classified as employed if they have an assurance of return to work within a period of 3 months or receive $\geq 50\%$ of their wage or salary from their employer.

Total actual hours worked in the main job are the total actual hours worked by all employees and self-employed in their main occupation during the quarter. Data are indexed to be equal to 100 in 2006 for reasons of comparability between countries.

Figures on employment and on hours worked are available from the **Labour Force Survey** and also from **National Accounts** domains. As the two data collections are compiled for different purposes, their underlying methodologies and definitions differ to some extent. In consequence, figures should not be compared directly, and not be used interchangeably.

ACF International
wishes you
happy summer holidays



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INTERNATIONAL

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