

Causes		Nature	Implementation	Effects / Impact	Follow-up measures
External causes	Internal causes				
<input type="checkbox"/> Competitive pressure <input type="checkbox"/> Evolution of demand <input type="checkbox"/> Reaction to shock <input type="checkbox"/> Technological changes / Innovation <input type="checkbox"/> Product <input type="checkbox"/> Processes <input type="checkbox"/> Changes in the political or judicial framework Policies : <input type="checkbox"/> Commercial <input type="checkbox"/> Competitive <input type="checkbox"/> Industrial <input type="checkbox"/> Compliance with institutional requirements	- Place within firm strategies <input type="checkbox"/> Continuous <input type="checkbox"/> Punctual - Changes in positioning strategies <input type="checkbox"/> Products / Markets <input type="checkbox"/> Change of core business (or recentring of activities) - Financing / Stock Exchange related strategies <input type="checkbox"/> External growth - Cost-cutting or technological and economical rationalisation of activities <input type="checkbox"/> Get closer to geographical markets <input type="checkbox"/> Look for cuttings : <input type="checkbox"/> Scale <input type="checkbox"/> Workforce <input type="checkbox"/> Supply costs	- Internal changes : organisation <input type="checkbox"/> Staff cutting <input type="checkbox"/> Closure <input type="checkbox"/> With purchase <input type="checkbox"/> Without purchase <input type="checkbox"/> Relocation towards : <input type="checkbox"/> EU 15 <input type="checkbox"/> Eastern and Central European Countries <input type="checkbox"/> Asia <input type="checkbox"/> Others <input type="checkbox"/> Changes in the perimeter of business activities <input type="checkbox"/> Outsourcing <input type="checkbox"/> New activities - Changes in the judicial structure of the firm <input type="checkbox"/> Merger <input type="checkbox"/> Transfer <input type="checkbox"/> Acquisition <input type="checkbox"/> Concentration <input type="checkbox"/> Bankruptcy <input type="checkbox"/> International operation Important changes in the structure of the capital <input type="checkbox"/> Changes of majority <input type="checkbox"/> Takeover bids / Public Exchange Offers <input type="checkbox"/> Significant presence of an investment fund	- Main actors involved in the process <input type="checkbox"/> Head of the site ⁽¹⁾ <input type="checkbox"/> <input type="checkbox"/> Involvement of trade unions ⁽¹⁾ <input type="checkbox"/> <input type="checkbox"/> Involvement of other employees representatives ⁽¹⁾ <input type="checkbox"/> <input type="checkbox"/> Public authorities : <input type="checkbox"/> Local, regional ⁽¹⁾ <input type="checkbox"/> <input type="checkbox"/> National ⁽¹⁾ <input type="checkbox"/> <input type="checkbox"/> European ⁽¹⁾ <input type="checkbox"/> <input type="checkbox"/> Expert's involvement <input type="checkbox"/> - Consultation process <input type="checkbox"/> Upstream ⁽¹⁾ <input type="checkbox"/> <input type="checkbox"/> Downstream ⁽¹⁾ <input type="checkbox"/> <input type="checkbox"/> With partnerships : <input type="checkbox"/> Local / regional <input type="checkbox"/> National <input type="checkbox"/> European - Consultation process <input type="checkbox"/> On methods ⁽¹⁾ <input type="checkbox"/> <input type="checkbox"/> On content ⁽¹⁾ <input type="checkbox"/> - With partnerships : <input type="checkbox"/> Local / regional <input type="checkbox"/> National <input type="checkbox"/> European - Time schedule . Time between announcement / implementation ⁽²⁾ <input type="checkbox"/> . Duration of process (between first and last job losses) ⁽³⁾ <input type="checkbox"/>	- On employment . Average age of staff affected ⁽⁴⁾ <input type="checkbox"/> . Level of qualification ⁽¹⁾ <input type="checkbox"/> . Upward mobility in job structure and qualification of remaining staff ⁽¹⁾ <input type="checkbox"/> . Staff cutting (on site) <input type="checkbox"/> Voluntary redundancy (incentives) <input type="checkbox"/> Non voluntary redundancy (lay offs) <input type="checkbox"/> Others (retirements, etc.) <input type="checkbox"/> Internal reconversion of staff <input type="checkbox"/> External redeployment (swarming) <input type="checkbox"/> Creation of new jobs in other sites (of the group) - On the area (local / regional) <input type="checkbox"/> Direct quantitative impact ⁽¹⁾ <input type="checkbox"/> <input type="checkbox"/> Direct qualitative impact ⁽¹⁾ <input type="checkbox"/> <input type="checkbox"/> Indirect impact (suppliers, subcontractors) ⁽¹⁾ <input type="checkbox"/> <input type="checkbox"/> Economical dynamism of the area ⁽¹⁾ <input type="checkbox"/> - Assessed duration for the restructuring to be paid off ⁽⁵⁾ <input type="checkbox"/>	- Measures targeting staff <input type="checkbox"/> Individualised follow-up of retraining <input type="checkbox"/> From firms <input type="checkbox"/> From public authorities <input type="checkbox"/> Specific training measures (requalification, etc.) <input type="checkbox"/> From firms <input type="checkbox"/> From public authorities - Measures targeting firms <input type="checkbox"/> Mediation <input type="checkbox"/> Measures to promote activities recovery <input type="checkbox"/> Measures to promote external solutions (external purchaser, etc.) - Measures targeting the area <input type="checkbox"/> Dispensations <input type="checkbox"/> Regeneration <input type="checkbox"/> Consultation / territorial co-ordination (local, regional) - Mobilisation of public resources (or collective ones) <input type="checkbox"/> Sectorial <input type="checkbox"/> Territorial <input type="checkbox"/> National <input type="checkbox"/> European

⁽¹⁾ Weak Average Strong

⁽³⁾ Less than 4 months From 4 to 10 months More than 10 months

⁽²⁾ Less than 2 months From 2 to 5 months More than 5 months

⁽⁴⁾ Rather less than 35 years old Between 35 and 45 years old More than 45 years old

⁽⁵⁾ Less than 1 year Between 1 and 2 years More than 2 years