

Workforce, wages

(number)	Total workforce	of which:	
		Total fixed-term contracts	Total foreign workforce
2009 Average workforce	V15		V985N
- of which: blue-collar and apprentices	V16		V033N
- of which: part-time workers.....	SER1		SER1S
Workforce at end of year	V205	V800	
Hirings	V22	V802	V986N
Terminations	V23		
2010 Average workforce	V24		V987N
- of which: women	V24D		
- of which: blue-collar and apprentices	V25		V034N
- of which: part-time workers	SER2		SER2S
- of which: % obtaining tax relief on overtime or productivity bonuses.....	<input type="text"/> <input type="text"/> <input type="text"/> %		
Workforce at end of year	V206	V801	
Hirings	V31	V803	V988N
Terminations	V32		
2011 Average workforce (<i>projection</i>)	V611M		



Workforce

Temporary job contracts signed with employment agency or other forms of collaborations which do not constitute dependent employment have to be considered only where is specified.

Average workforce in the year. Average number of workers (blue-collars, apprentices, white-collars, managers) in the firms during respectively 2009, 2010 and 2011. Please include in the figures the owner or the partners if they work in the firm. The figures are inclusive of the workers with a fixed-term contracts and the subsidized short-time workers (CIG). For the part time and seasonal workers, please multiply the corresponding number of workers by the fraction of the year in which they work. The subsidized short-time workers should be considered wholly in the figure.

Workforce at end of year. Number of the workers in the firms at the end respectively 2009, 2010 and 2011. Please consider the definition of worker mentioned at the previous item.

Worker that use the tax exemption for extra hours and/or for the productivity's salary (*salario di produttività*). Please report the amount of workers that use this law in terms of the share of the 2010 average workforce. In this year it is still in force (law decree 185/2009) a preferential taxation both for overtime pay, specific firm's incentives and performance-related pay. The tax reduction can involve a maximum of 6 thousand of gross salary. A worker is eligible to this tax incentives if he works in a private sector and if in 2009 he/she earned a gross salary less than 35 thousand.

Fixed-term contracts. Trainee, seasonal, temporary and substitution contracts fall into this category. Please exclude from this figure all the workers for whom the company does not pay social security taxes or a salary (stages, free traineeship).

Hirings in the year. The total number of workers hired during the year, including temporary workers, and apprenticeship. Each renewal, extension or change (e.g. a modification of a fixed-term in a open-term contract) has to be considered as an hiring. Please exclude from this figure all the workers hired for a merge or an acquisition.

Termination in the year. Total number of workers whose job contacts were terminated during the year for any reason. For each renewal, extension or change (e.g. a modification of a fixed-term in a open-term contract) has to be considered a corresponding termination. Please exclude from this figure all the workers involved in spin-off.

Please note that the difference between the worker at the end of 2010 and the corresponding at the 2009 has to be equal to the balance between hiring and termination.

Can you tell us the percentage of your staff at the end of 2010 that had university or higher training?⁽¹⁾. Please include fixed-term and part-time employees.

% of university graduates among entrepreneurs, senior managers, junior managers, clerical workers **V082**, | | %

% of university graduates among production workers and apprentices..... **V083**, | | %

Legend: (1) All university degrees: regular, three-year, advanced, master's, doctorates, etc.

Only if the projected workforce in 2011 is less than in 2010:

How do you intend to reduce staff? (no more than 2 answers) 1st method 2nd method

B

Legend: (1=freeze labour turnover (not replace voluntary terminations, e.g. retirement, change of job decided by worker); 2=voluntary resignation incentives; 3=individual or collective dismissals; 4=non-renewal of fixed-term contracts)

B

Total hours worked by payroll employees

Total hours of temporary work

Percentage of overtime in total hours worked

2009	2010
V18A	V27A
V808	V809
2009	2010
<input type="text" value="V804"/> %	<input type="text" value="V805"/> %

Total hours effectively worked. Total hours worked, ordinary and extra hours, by the employees.
Total hours of Wage Equalization Fund. Total working hours covered by the Wage Equalization Fund, in both the ordinary and non ordinary components and both for blue and white-collar.
Extra time hours (expressed as percentage of the total hours effectively worked). Please report the working hours in excess to the number definite in the contract, even if it are not paid.

Has the firm signed a supplementary company-level labour contract or work agreement since 2005 **SC11**

ONLY firms that answered 'yes' to the question above should answer the following questions.

In what year did the firm sign the last supplementary contract/agreement? **SC12**

Does this contract/agreement entail any changes in organization? **SC13**.....

What type of pay increase does the contract envisage? **SC14**.....

(1=pre-arranged; 2=partially variable according to firm's performance; 3=wholly variable according to firm's performance; 4=other (e.g. associated with a specific change in organization))

Percentage of **employees belonging to a trade union** in 2010 (end of year) %

Wages and salaries in 2010

Total gross annual wages per capita (€)

Minimum national contract wage.....
(approximate per cent of total)

Blue-collar/apprentices	Clerks/managers	Overall average
SC5	SC6	SC7
<input type="text" value="SC8"/> %	<input type="text" value="SC9"/> %	<input type="text" value="SC10"/> %

National contract minimum wage. Please report the percentage of the total wage which derived by the national contract. It includes minimum base salaries, cost-of-living allowance, Christmas bonus, additional month bonuses, the annual increment, lunch tickets, overtime pay and night work bonus.
Wages: it includes the employee social security and fiscal taxes; it does not include all the payments made by the firm on behalf of INPS or of the other national insurance funds.

Gross fixed investment in Italy

(Please express amounts in € thousand; enter 0 for no investment)

	2009	2010	2011 projection
Expenditure on tangible assets	V291	V292	V294
- of which: property	V001	V002	V003
- of which: hardware	V200	V202	V203
Total expenditure on tangible assets	V810	V811	V812
Total expenditure on software & databases			
Expenditure on R&D; design and test products	V451AN	V814AN	

Gross fixed investment (monetary values expressed in thousand euros).
Gross fixed investment: refers to the acquisition of fixed capital to the firms asset in the reference period. **The fixed capital** consists in **capital goods, software, database and mineral exploitation** that derives from a production process and can be used repeatedly in the production of goods and services for more than one year. In the gross fixed investment is included the depreciation.
The acquisition includes:
a) **Preventive and proactive maintenance** and the share of the corrective maintenance, invoiced by the suppliers, that could be capitalised by law;

b) **Production and repair** of own capital goods made by the firm and capitalised it.

Investments for tangible goods includes the acquisition of:

- a) **Real properties** includes the plants under construction and new-built and the expenditure for the renovation of already existed plants; please exclude from the figure grounds and the used *residential* buildings. The investment in plant under construction is equivalent to the sum of the received invoices during the reference period from the contractors and/or the value of the plant construction built directly by the firm.
- b) **Plants, tools and machinery.** For the under construction item, please report only the corresponding value of the sum of the received invoices during the reference period from the contractors and/or the value of the capital good directly set-up by the firm.
- c) **Vehicles.**

Expenditure in investments in the 2010 for physical second-hand assets: this item refers to the purchase of goods, invoiced in 2010, that was before used by other companies in their production process. Please do not include in the expenditure neither the purchase of second-hand land and residential buildings, nor the goods involved in a company's merge or acquisition.

Investments for software and database. This item includes:

- a) **Software: please include also if the software was realized in house;** in this case the development should be valued at an estimated price or, if it is not possible, at its production cost. Please report in the figure also the expenditure for database that was used in the production for more than one year.
- b) **Mineral exploitation:** it includes also the test drilling, survey flights or other survey, transportation cost.

Please eventually include copyright protected entertainment, literary and artistic originals: movie, audio record, manuscript, model, etc.

Please do not include patents, marketing and advertising costs in the investment.

Total expenditure for tangible goods, software and database and mineral exploitation in the 2009 and in 2010: in case of capital contribution or merge the investment does not include the value of the fixed capital incorporated for these reasons.

Total expenditure for tangible goods, software and database and mineral exploitation in the 2011: please report the monetary expenditure that the firm plan to spend during the 2011. In case that the firm made a split or a merger on 31-12-2010 and the two firm are separately collected, please the projection for the 2011 has to include also the plants hived-off or acquired. If the firm has planned in the 2011 to acquire new productive units, please do not include its value in the planned investment for this year.

Expenditure on R&D, market research, design and test products: please include in the expenditure R&D and market research both the purchased services from an external company and the one developed in house; please exclude any costs for software development and expenditure on education and training.

Energy Investment (thousand €)

Investments to improve energy efficiency (replacing electric motors, adopting energy saving light bulbs, insulation work, etc.)

2009	2010
V058	V059

Turnover, prices and operating result


Turnover (€ thousand)

Turnover from year's sales of goods/services

2009	2010	2011 (proj.)	2011/2010 projection
V209	V210	V437	V539, % <i>(turnover 2011/2010-1)*100</i>

- of which: exports (%)

SER %	SER %	SER %
5,	6,	7,

 **Turnover of sales of goods and services during the year.** Please include revenues from: the sale of goods and/or services of the company, work performed for third parties, revenues of products sold without further processing by the company, sales of industrial services. The sentence "**of which: export**" refers to the part of the turnovers in thousands of Euro sold in foreign countries.

2010/2009	2011/2010 projection
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Average annual percentage change in selling prices of goods and services ☞ Italy and abroad

	V220A, %	(b)	V440, %
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The projected **percentage change 2011/2010** in turnover, adjusted for the percentage change in prices, is approximately (*sign and % change*):

	V540, %	(<i>calculate (a) – (b)</i>)
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Please give a **range around this figure**, i.e. a forecast of minimum and maximum turnover, adjusted for changes in prices

Min. (<i>sign and % change</i>)		V541, %	Max. (<i>sign and % change</i>)		V542, %
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What percentage of your sales in 2010 went to Italian or foreign medium-sized or large firms (at least 200 workers)?..... **V093**, %

What percentage of your purchases of raw materials and semi-finished products in 2010 came from Italian or foreign medium-sized or large firms (at least 200 workers)?..... **V094**, %

Please describe the firm's **operating result** for 2010? **V545** 1 Large profit 2 Small profit
 3 Broad balance 4 Small loss 5 Large loss

Financing

Please indicate whether during 2010, at the interest rate and collateral terms applied to your firm, you wanted to increase your debt with banks or other financial intermediaries

F153 yes no

If yes to the previous question, please say whether:

- 1. you were willing to accept more stringent loan terms (e.g. higher interest rate or more collateral) in order to increase the amount of borrowing **F154** no yes
- 2. in 2010, did you actually apply for new loans from banks or other financial intermediaries **F155** no yes

If yes to question 2, indicate whether:

- you received the amount requested **F156** no yes
- you were granted only part of the amount requested **F157** no yes
- you were given no loan because the financial intermediaries contacted were not willing to grant the loan **F158** no yes
- no loan was obtained for other reasons (e.g., cost or collateral considered to be excessive) **F159** no yes

If no to 2, indicate why:

- we didn't contact banks or other intermediaries because we were convinced they would reject the application **F160** no yes
 - other **F161** no yes
- (specify) **F161A** _____

In 2010 did your creditors ask you for early repayment of loans granted in the past?..... **F162** yes no

How did the firm's overall borrowing conditions change between the first and the second semester of 2010 ⁽¹⁾

- a - general conditions **F163**
- b – specific aspects:
 - b.1 - interest rates **F164**
 - b.2 - other costs (banking fees, etc....)..... **F165**
 - b.3 - amount of collateral required **F166**
 - b.4 - access to new financing **F167**
 - b.5 - time necessary to obtain new funds **F168**
 - b.6 - complexity of information needed to obtain new funds..... **F169**
 - b.7 - requests of reimburing previously granted loans beforehand **F170**

Legend: (1) 1=they became worse; 2=no change; 3=they became better; 8=not applicable.

Adjusted for normal seasonal variations, please indicate your demand for bank credit compared with the previous half-year and give your forecast for the next half-year (consider the total amount

	2nd half 2010/1st half 2010	forecast 1st half 2011/ 2nd half 2010
	F171	F172

of bank debt desired, regardless of the amount actually granted by intermediaries) ⁽¹⁾

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Legend: (1) 1=sharp contraction; 2=moderate contraction; 3=broadly unchanged; 4=moderate increase; 5=sharp increase; 8=not applicable.

Only if your loan demand changed (answer 1, 2, 4 or 5 to the above)

What are the main factors determining changes in your demand for bank loans?

(for each half-year, indicate at most two factors as most important) ⁽¹⁾

	2 nd half 2010	forecast 1 st half 2011
a - change in funding requirement for fixed investment	FI73 <input type="text"/>	FI79 <input type="text"/>
b - change in funding requirement for stocks and working capital.....	FI74 <input type="text"/>	FI80 <input type="text"/>
c - change in funding requirement for debt restructuring	FI75 <input type="text"/>	FI81 <input type="text"/>
d - change in self-financing capacity	FI76 <input type="text"/>	FI82 <input type="text"/>
e - change in other forms of borrowing (non-bank credit, bond issues, etc.)	FI77 <input type="text"/>	FI83 <input type="text"/>
f - other factors	FI78 <input type="text"/>	FI84 <input type="text"/>
(specify) FI7884A _____		

Legenda: (1) 1=per nulla rilevante; 2=poco rilevante; 3=abbastanza rilevante; 4=molto rilevante.

Did your financial management involve the use of financial derivatives in 2010

(e.g. futures, swaps, and the like)?

In 2010, did you try to restructure the **bank debt**? **FI41**

If yes, please report if (choose only one item between a1, a2, a3):

a1 - a debt restructuring plan was agreed **FI42**.....

a2 - a debt restructuring plan is currently under negotiation **FI43**.....

a3 - attempt to reach an agreement with the banks did not succeed **FI44**.....

and, moreover, if:

b - the company has obtained access to the "debt moratorium" (agreement of 3/8/2009) **FI45**

In case a debt restructuring plan was agreed (answer "Yes" to the preceding question a1), which of the following terms were stipulated (one answer for each item)?

a - respite of payments for capital or interest instalments **FI46**.....

b - lower contractual interest rates **FI47**.....

c - partial credit waiver **FI48**.....

d - grant of new credit **FI49**.....

e - modified collateral structure **FI50**.....

f - firm's restructuring (e.g., transfer of assets, significant changes in the firm's strategy) **FI51**.....

g - capital issues on the shareholders' part **FI52**.....

B

B

Trade Credit

Trade credit

Amount at the end of year
(thousand euros).....

Total of Italy		Of which: general government	
2009	2010	2009	2010
C1P	C1N	C1PA	C1NA

Please refer to the average in the year

Contract term (in days)

C2P	C2	C2PA	C2A
<input type="text" value="C6P"/> %	<input type="text" value="C6"/> %	<input type="text" value="C6PA"/> %	<input type="text" value="C6A"/> %
C7P	C7	C7PA	C7A

Share collected with deferment (%) ...

Average length (in days)

Trade credit's amount at the end of year: please express the amount including the allowance for doubtful accounts.

If the total for Italy is 100, please report the distribution in percentages of:

Firms and households

General government

National department.....

Regions

Municipalities.....

Local health departments and hospitals

Other government agencies

Total for Italy

Turnover	End of year trade credit	
2010	2009	2010
<input type="text" value="C105"/> %	<input type="text" value="C110"/> %	<input type="text" value="C115"/> %
<input type="text" value="C106"/> %	<input type="text" value="C111"/> %	<input type="text" value="C116"/> %
<input type="text" value="C120"/> %	<input type="text" value="C121"/> %	<input type="text" value="C122"/> %
<input type="text" value="C107"/> %	<input type="text" value="C112"/> %	<input type="text" value="C117"/> %
<input type="text" value="C108"/> %	<input type="text" value="C113"/> %	<input type="text" value="C118"/> %
<input type="text" value="C109"/> %	<input type="text" value="C114"/> %	<input type="text" value="C119"/> %
<input type="text" value="100"/> %	<input type="text" value="100"/> %	<input type="text" value="100"/> %

A

Network contracts, science and technology parks, technology districts

At present, does your firm have active network contacts (Law 33 of 9 April 2009)?..... RPD1

If so, in what year did you sign your most important collaboration contract?..... RPD2

Network of firms. This is a form of contractual coordination designed above all for small and medium-sized firms that want to increase their market strength without merging or coming together under the control of a single firm. With a networking contract two or more firms commit to joint exercise of one or more economic activities within their respective business purposes in order to increase their capacity for innovation and their competitiveness. The networking contract may be a public act or an authenticated private agreement; it is entered in the register of firms of the place where the contacting firms have their legal offices.

Does your firm belong to a science and technology park?..... RPD3

If so, which: ~~RPD3A~~ RPD3A


If so, since what year?..... RPD4

Science and technology park. Instituted in the 1990s with funding from the Ministry for Universities and Scientific Research or the European Community Structural Funds. The objective of the parks is to conduct, promote and coordinate research activities between the research community (universities, research centres, training institutions) and the business world. Each park focuses on specific themes (e.g. environment, biotechnologies, telecommunications, hi-tech multimedia).

Does your firm belong to a technology district?..... RPD5

If so, which: ~~RPD5A~~ RPD5A

If so, since what year?..... RPD6

 **Technology district.** Instituted at the proposal of a region through a protocol of understanding with the Ministry for Universities and Scientific Research. A subsequent planning agreement specifies the activities of the parties involved. The main activities are: industrial research for large firms and pre-competitive development for SMEs; specialist training in the district's areas of competence; territorial marketing; attraction of investment, including venture capital; internationalization of firms.

A **Patents and trademarks**

From 2008 to 2010, did your firm take any of the following actions?:

- file for a patent, register an industrial design or trademark, file for copyright **BRM1** yes no

From 2008 to 2010, did your firm engage in any of the following?:

- production process innovation **BRM2** yes no

- organizational and operational innovation **BRM3** yes no

- product innovation **BRM4** yes no

A **Impediments to innovation**

How important were the following impediments to innovation for your firm **between 2008 and 2010?**
(1)

- limited internal or intragroup funds **OSTIN1**

- limited access to external funds (banks and other intermediaries) **OSTIN2**

- lack of skilled staff **OSTIN3**

- high initial cost of facilities for innovation **OSTIN4**

- limited information on public research patents and/or innovative products of other firms **OSTIN5**

- need for collaboration agreements with outside firms/institutions for innovation **OSTIN6**

- state of legal protection for innovation in Italy **OSTIN7**


Legend: (1) 1=not at all; 2=relatively unimportant; 3=fairly important; 4=very important; 8=not applicable.

How would you rate the effort involved in completing the questionnaire?

V980N

modest	average	large	excessive
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Comments V981:



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Thank you for participation