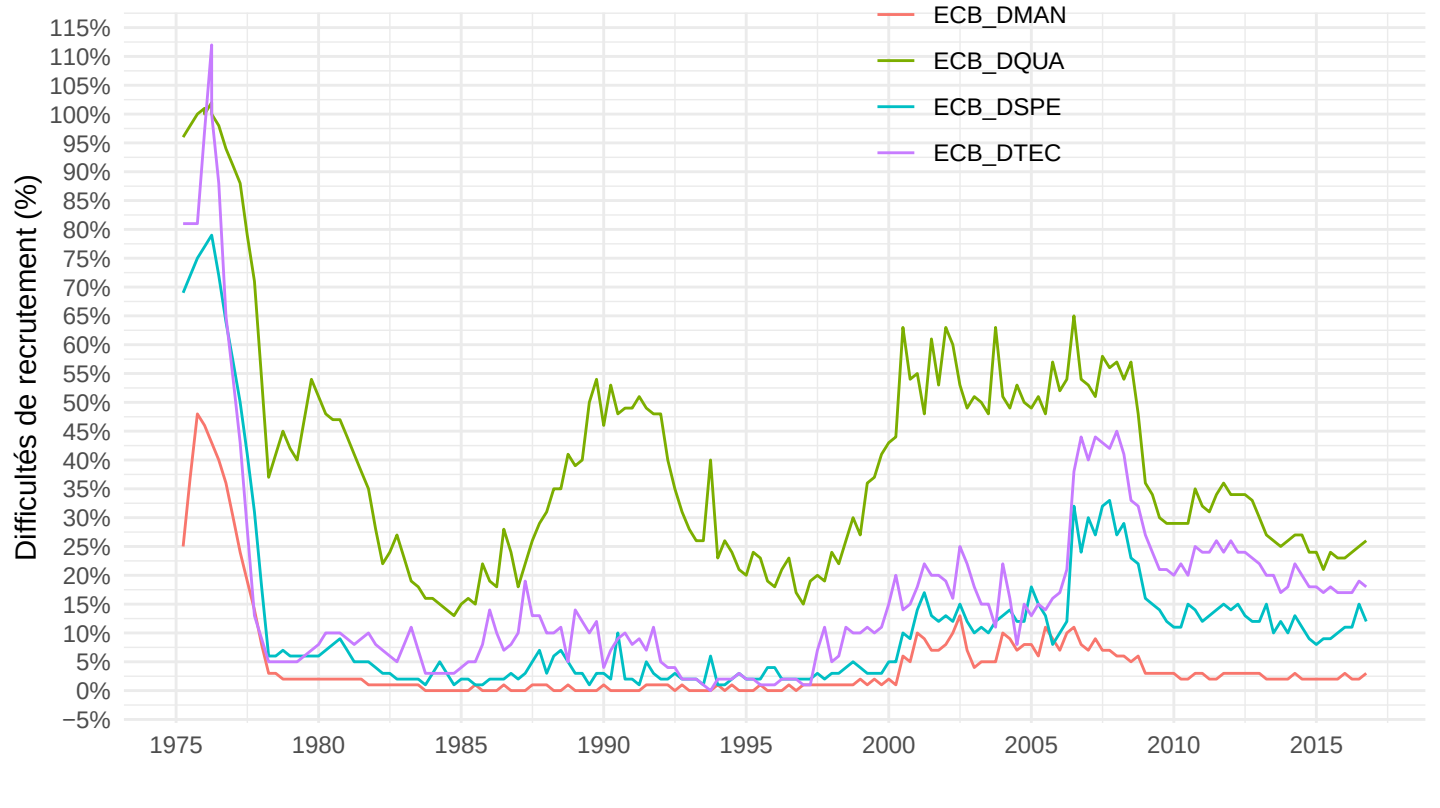
ECB_DMAN
ECB_DQUA
ECB_DSPE
ECB_DTEC
Difficultés de recrutement (%)
115%
110%
105%
100%
95%
90%
85%
80%
75%
70%
65%
60%
55%
50%
45%
40%
35%
30%
25%
20%
15%
10%
5%
0%
−5%
1975
1980
1985
1990
1995
2000
2005
2010
2015