

### **BOOKLET ECONOMIA Sectors and labour** market

Lombardy in comparison with Italian and European benchmarks

Edited by

Research Department



Sectors and labour market

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# Executive Summary

### Sectors and labour market

Lombardy in the national and European comparison

# **Executive Summary**

# LOMBARDY'S 2024 OVERVIEW: MANUFACTURING RETREATS WHILE SERVICES EXPAND, EMPLOYMENT GROWS BUT WITH LESS POWER

#### **Manufacturing**

The persistently high levels of uncertainty from an international geopolitical perspective are impacting economic activity. According to the most recent available data, the last months of 2024 were stable for the Lombard industry, following five consecutive quarters of contraction and within a context of widespread and prolonged weakness in the sector at the European level. The fatigue is also evident year-on-year, with production declines of around 1% compared to 2023 in the first three quarters of last year and a modest increase of 0.2% in the final stretch.

Overall, in 2024, Lombard manufacturing production levels decreased by 0.8%, a decline following the stagnation of the previous year (+0.2% in 2023 compared to 2022). The decline affects all business size classes, with SMEs recording an annual -0.7%, in line with the regional average, and large companies a more marked -1.0% (although with a positive momentum at the end of the year). The difficulties of the industrial sector are much more pronounced at the national level, where a contraction of -3.7% is recorded, and are also confirmed among the reference European countries such as France (-0.6% annually) and, especially, Germany (-4.8%); on the contrary, Spanish manufacturing has expanded by 1.0%.

The decline in industrial activity was accompanied by a timid growth in foreign markets, with exports increasing in value by 0.6% last year (after an already modest +0.5% in 2023): a not particularly brilliant dynamic that raises concerns, especially in light of the repercussions on trade that would arise with the introduction of new tariffs by the Trump administration.

The slight increase recorded last year still led to a historic record of 164 billion euros in foreign revenue generated by Lombard companies. The annual regional performance is the synthesis of a particularly negative first quarter of 2024 (-3.0%), followed by a weak spring (+0.6%) and more substantial increases in the second half of the year (+1.6% in the third and +3.2% in the fourth quarter). The annual +0.6% in Lombardy compares with the decline of Italy as a whole (-0.4% compared to 2023) and with the declining or flat trends of European peers (-3.7% Baden-Württemberg, -0.9% Auvergne-Rhône Alpes, -0.3% Cataluña, 0.0% Bayern).

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The divergence between the trend of manufacturing exports and those of the total economy is peculiar, as they usually move on almost overlapping trajectories, whereas they followed different dynamics in 2024: looking at manufacturing exports alone (which still represent 97% of the total), last year's variation is essentially stable (-0.1%).

Looking at destinations, in 2024 the value of exports to European markets grew by 0.8% and to non-European destinations by a more modest 0.3%. Among the main partners in the EU27, sales to Spain increased significantly (+11.1% annually) and positive contributions also came from Poland (+2.7%) and the Netherlands (+1.6%), while trade with France and Germany suffered from the weakness of the destination economies, with declines of -2.3% and -2.7% respectively. A negative variation also affected the main non-European commercial destinations (-3.6% USA, -7.7% Turkey, -2.8% United Kingdom, -1.2% China): the extra-EU expansion is therefore due only to the contribution of relatively new markets, particularly the United Arab Emirates (+12.9%), Saudi Arabia (+19.7%) and India (+9.5%). In detail, the performance towards Germany, the region's main trading partner, is quantifiable in a year-on-year reduction of 462 million euros in foreign revenue, mainly due to the decline in sales of metals (-8.1%), transport equipment (-8.4%), mechanics (-3.9%), rubber-plastics (-5.5%) and electronics (-6.4%). The loss of foreign revenue in the US market, the first non-EU destination, amounts to 507 million euros, where the most struggling sectors are pharmaceuticals (-15.8% in exports over twelve months), metals (-10.5%), mechanics (-6.4%) and fashion (-6.4%).

Delving into the 2024 Lombardy industry by sector, electronics recorded the highest increase in terms of exports (+11.2%), while the chemical-pharmaceutical and food sectors were the most performing in terms of production (respectively +4.5% and +2.7% compared to 2023) and also experienced an expansion in foreign markets (food +6.2%, pharmaceuticals +4.5% and chemicals +2.0%). Wood experienced growth in exports too (+1.6%), despite the decline in production levels (-0.8% annually). The fashion sector was the most affected by the weakness of demand, with sales on international markets down by -6.2% compared to 2023 and negative production dynamics for textiles (-8.3%), leather-footwear (-6.8%), and clothing (-1.7%). A significant contraction in production levels also affected the steel industry (-3.1%), followed by mechanics (-1.6%, with an export decline of -0.9%) and transport equipment (-0.9%, although the value of automotive exports recorded a slight +0.4%).

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#### **Services**

As already discussed in the previous two Booklets, the services sector continued to experience a strong expansion in 2024, thus driving economic growth in both the regional and national scenarios.

Looking at turnover data in nominal terms, last year's services recorded an overall increase of 3.1% after the already positive 4.8% in 2023. The regional expansion of service revenue is slightly below the national average of 3.5% and, in the European comparison, is equal to the sector's increase in Germany (+3.1%); the growth of services is even more pronounced in France (+5.4%) and Spain (+5.9%).

In the detail of the regional picture, the growth of the tertiary sector is primarily driven by accommodation and food service activities and business services, both with annual turnover increases of +4.0%; a positive trend is also observed for personal services (+2.6%), although significantly slowing down compared to the 2023 dynamic. Trade is the only sector that saw a decline (-1.0% compared to the previous year) after recording a marked deceleration in 2023 compared to the post-Covid biennium.

#### Mercato del lavoro

2024 was still a positive year for the Lombard labour market. The number of employed people reached a new historical high of 4.54 million, an increase of about 37 thousand units compared to 2023 (+0.8%). In percentage terms, the growth is lower than that recorded at the national level (+1.5%) and, among the benchmark regions, in Piedmont (+2.9%); it is instead higher than that recorded in Emilia-Romagna (+0.5%) and Veneto (+0.2%).

In Lombardy, both male (+16 thousand) and, especially, female (+21 thousand) employment increased. The number of employees grew (+75 thousand) and the number of self-employed decreased (-38 thousand), confirming a consolidated trend in recent years that sees the incidence of self-employed workers decreasing. Furthermore, among employees, the share of temporary workers decreased to 10.0%.

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The annual expansion was driven by the young-adult age group (25-34 years) and the more mature age group (50-64 years), which witnessed an increase of 14 thousand (+1.7%) and 24 thousand workers (+1.5%) respectively, while the intermediate age group (35-49 years) remained substantially stable (+2 thousand, +0.1%). These trends should be interpreted along with demographic dynamics, which see some cohorts shrinking and others growing in relevance. Consider that, in the period 2019-2024, the 50-64 age group increased significantly (+181 thousand, +8.3%) compared to a decrease in the number of 35-49 year-olds (-233 thousand, -10.6%). The 25-34 age group, on the other hand, did not change significantly in size (+20 thousand, +1.9%).

Among the sectors, the tertiary sector drove Lombard employment in 2024: the "knowledge-intensive services and other services" sector grew by 31 thousand workers (+1.4%), while the "trade, hotels, and restaurants" sector expanded by 17 thousand (+2.1%). Conversely, workers in the manufacturing sector remained substantially stable (-2 thousand, -0.4%), and those in the construction sector registered a decrease (-8 thousand, -2.8%). Employment in agriculture, on the other hand, increased (+2 thousand, +3.7%). Based on national evidence, it is possible to affirm that part of the stability in manufacturing employment is related to labour hoarding strategies by companies, i.e., the choice to maintain employment levels unchanged despite a slowdown in activity, likely due to difficulties in finding personnel.

Moreover, it is interesting to observe that the recent expansion in Lombard employment has mainly drawn from two sources: the unemployed and the potential labour force, i.e., the portion of inactive individuals closest to the labour market. In 2024, Lombardy recorded 173 thousand unemployed people in the 15-74 age group, a decrease of -15 thousand compared to the previous year. The number of inactive individuals of working age (15-64 years) increased by +18 thousand units, reaching 1.78 million in 2024. Breaking down the overall variation of +18 thousand inactive individuals, those who are not looking for work and are not available to work increased by +35 thousand units, while the potential labour force contracted by -17 thousand units. In particular, the potential labour force in Lombardy decreased from 325 thousand in 2020, when it accounted for 17.0% of the total inactive population, to 157 thousand in 2024 (8.8%): in recent years, therefore, the portion of inactivity easier to be absorbed into the labour market has significantly reduced.

The absolute dynamics of the Lombard labour market are reflected in the performance indicators. In 2024, the employment rate in Lombardy for the 15-64 age group reached a new historical high of 69.4%, although the growth compared to the previous year was particularly modest (+0.1 percentage points). Among the benchmark regions, Emilia-Romagna (70.3%) and Veneto (70.2%) had higher employment rates.

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Furthermore, in 2024 the unemployment rate for the 15-74 age group in Lombardy further decreased to 3.7% (with four provinces below 3%), the lowest value since 2008. Among the benchmark Italian regions, only Veneto performed better, with an unemployment rate of 3.0%, while Emilia-Romagna (4.3%) and Piedmont (5.4%) had higher rates, as did Italy as a whole (6.5%).

In Lombardy, the inactivity rate (15-64 years) was 27.9% in 2024, the highest among the benchmark Italian regions (Veneto 27.6%, Piedmont 27.0%, Emilia-Romagna 26.4%).

While the Lombard labour market undoubtedly strengthened during 2024, some weaknesses typical of the Italian context remain. The most evident is the full utilization of the female population, which continues to be characterized, compared to men, by lower employment rates (62.3% among women vs. 76.3% among men in the 15-64 age group) and a higher incidence of part-time work (28.8% among women vs. 6.2% among men). Additionally, on the youth front, recent developments in the Lombard labour market present both lights and shadows: the youth unemployment rate (15-24 years) significantly decreased in 2024 (from 15.4% to 12.7%), but the number of NEETs remained stable compared to the previous year (88,000).

Finally, indications of the current and prospective economic situation can be drawn from the quarterly employment profile and the trend of authorized redundancy funds (Cassa Integrazione Guadagni, CIG) hours. In this context, some signs suggest a possible future slowdown in the expansion of the Lombard labour market. Indeed, the growth in the number of employed people showed a quarterly profile that gradually weakened during the year, and, in the fourth quarter, the employment rate slightly contracted on a year-on-year basis. On the CIG front, after the decline recorded in 2023, 2024 saw an increase in authorized hours in Lombardy by +22.6%, with a slight acceleration in the last quarter to +24.9% on a year-on-year basis. These are partial elements to be monitored closely.

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### **Sectors and labour market**

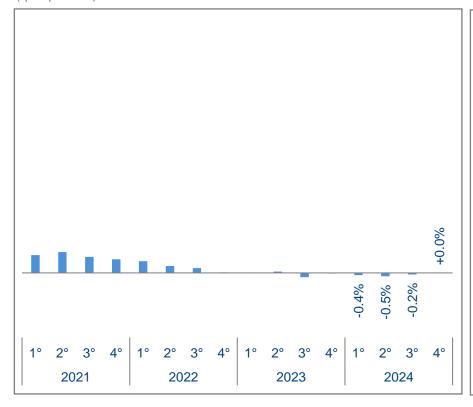
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# Manufacturing

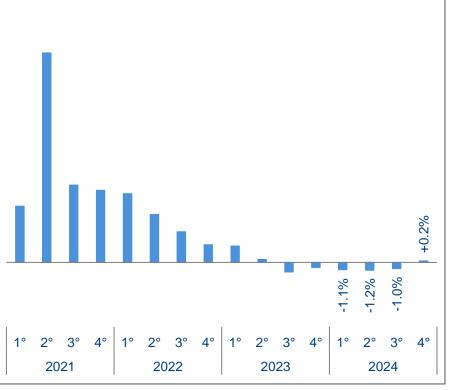
## Manufacturing production

### MANUFACTURING PRODUCTION IN LOMBARDY / 4° quarter 2024





### Manufacturing production in Lombardy (y-o-y % var.)

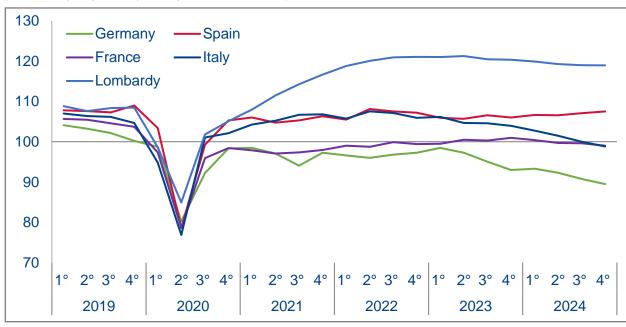


### Manufacturing production

### MANUFACTURING PRODUCTION: COMPARISON WITH EUROPEAN BENCHMARKS / 2024

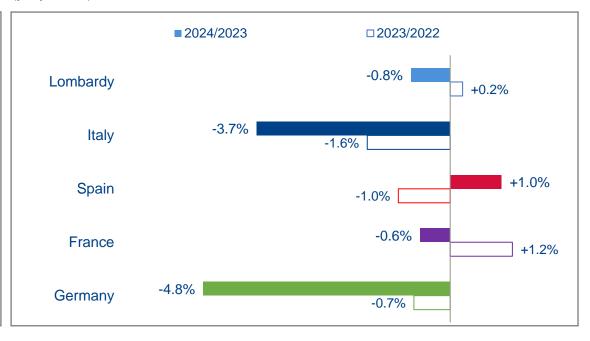
#### **Manufacturing production**

(Seasonally-adjusted quarterly index, 2015=100)



#### Manufacturing production

(y-o-y % var.)



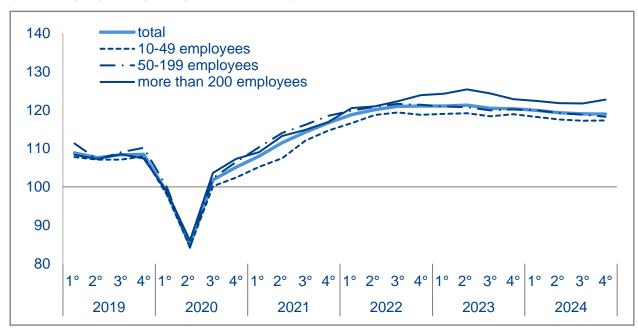
#### Lombardy in the national and European comparison

### Manufacturing production

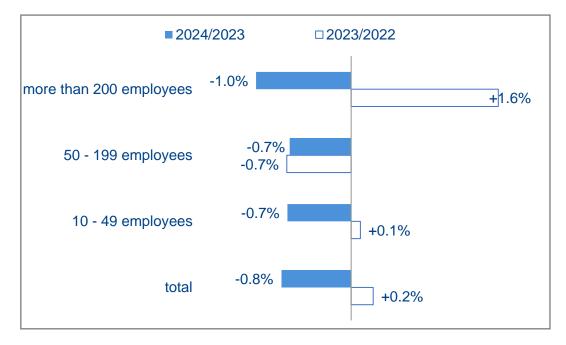
### MANUFACTURING PRODUCTION IN LOMBARDY, BY SIZE / 2024

#### Manufacturing production in Lombardy by firm size

(Seasonally-adjusted quarterly index, 2015=100)



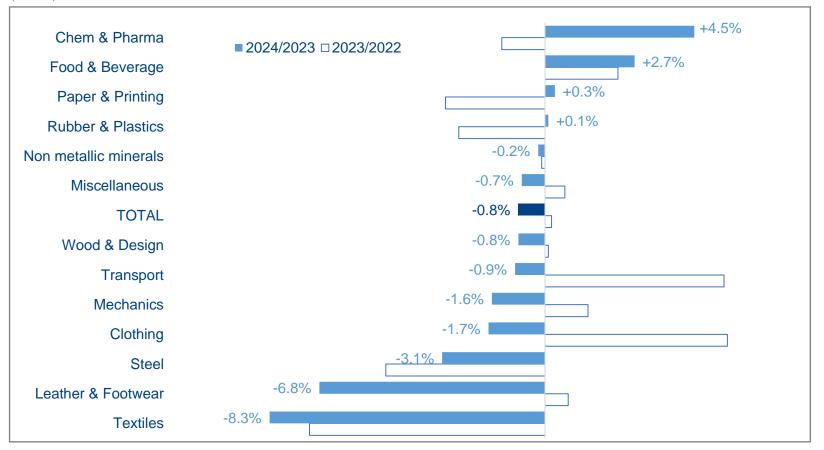
### Manufacturing production in Lombardy by firm size (y-o-y % var.)



### Manufacturing production

### MANUFACTURING PRODUCTION IN LOMBARDY, BY SECTOR / 2024

Manufacturing production in Lombardy by sector (% var.)



### EXPORTS: COMPARISON WITH NATIONAL BENCHMARKS / 4° quarter 2024

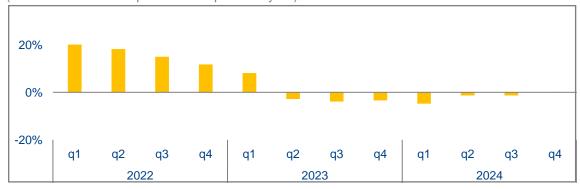
#### **Exports: Lombardy and Italy**

(%. var. on the same quarter of the previous year)



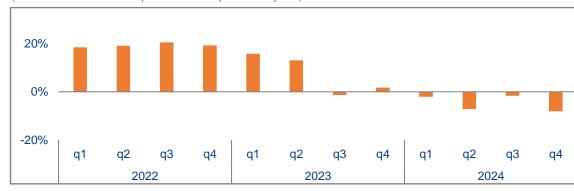
#### **Exports: Veneto**

(%. var. on the same quarter of the previous year)



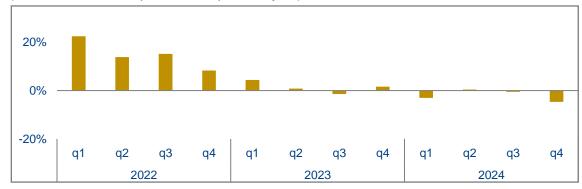
#### **Exports: Piedmont**

(%. var. on the same quarter of the previous year)



#### **Exports: Emilia-Romagna**

(%. var. on the same quarter of the previous year)



Source: Assolombarda Research Department on Istat

### EXPORTS: COMPARISON WITH EUROPEAN BENCHMARKS / 4° quarter 2024

#### **Exports: Baden-Württemberg**

(%. var. on the same quarter of the previous year)



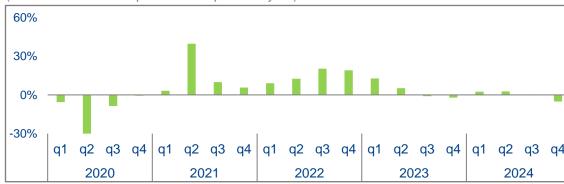
#### **Exports: Cataluña**

(%. var. on the same quarter of the previous year)



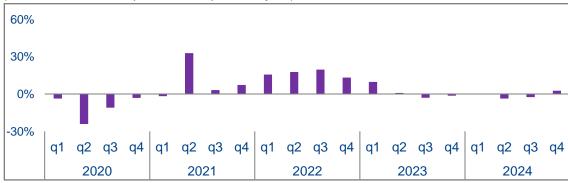
#### **Exports: Bayern**

(%. var. on the same quarter of the previous year)



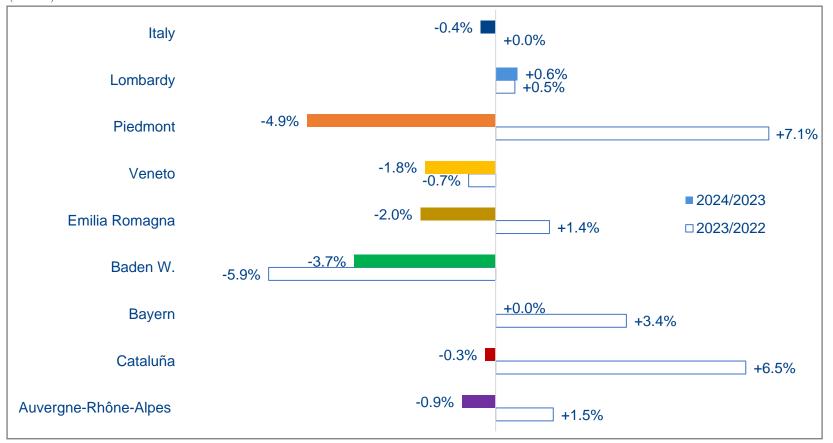
#### **Exports: Auvergne-Rhône-Alpes**

(%. var. on the same quarter of the previous year)



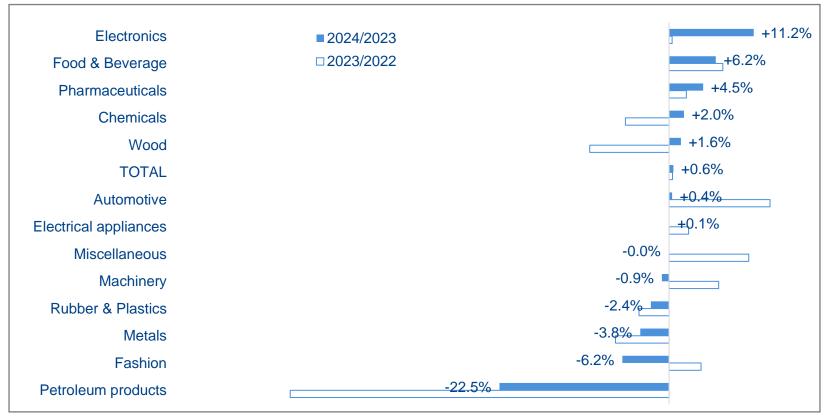
### EXPORTS: LOMBARDY, ITALY, AND BENCHMARKS / 2024

**Exports: Lombardy, Italy, Italian and European benchmark regions** (% var.)



### **EXPORTS IN LOMBARDY: MANUFACTURING SECTORS / 2024**

Lombardy exports by manufacturing sector (% var.)



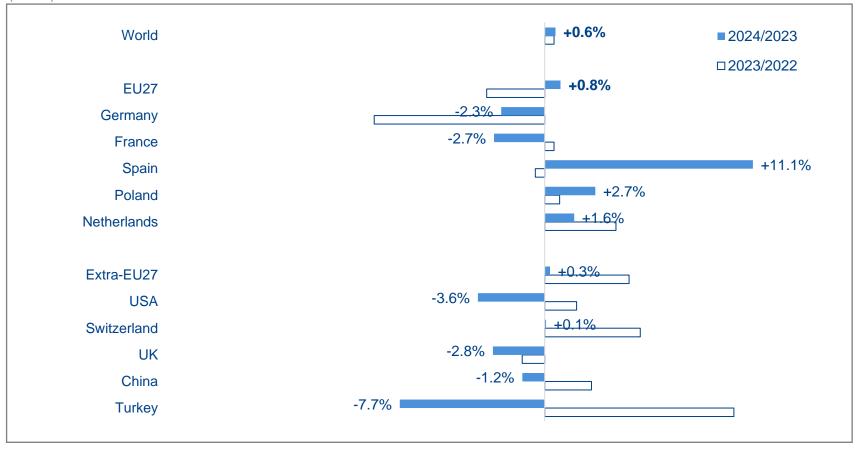
Sectors' weight on total manufacturing exports in 2024: food & beverage 6.5%; fashion 10.9%; wood 1.5%; petroleum products 0.3%; chemicals 11.1%; pharmaceuticals 6.4%; rubber & plastics 5.6%; metals 15.7%; electronics 7.1%; electrical appliances 6.5%; machinery 17.6%; automotive 5.9%; miscellaneous 4.8%.

Source: Assolombarda Research Department on Istat data

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### **EXPORTS IN LOMBARDY: DESTINATION MARKETS** / 2024

Lombardy exports by destination country (% var.)



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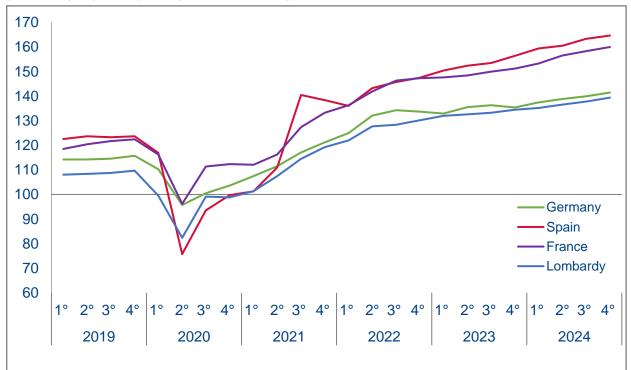
# Services

### Services turnover

### SERVICES TURNOVER: COMPARISON WITH EUROPEAN BENCHMARKS / 2024

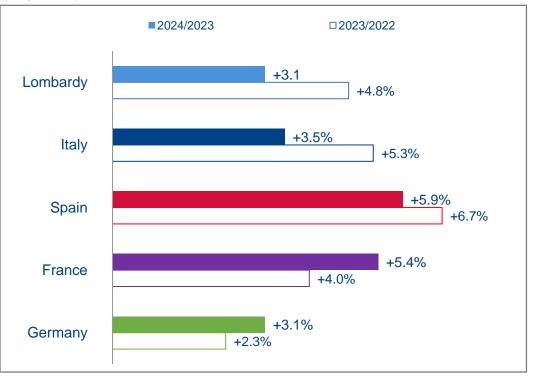
#### Services turnover

(Seasonally-adjusted quarterly index, 2015=100)



#### Services turnover

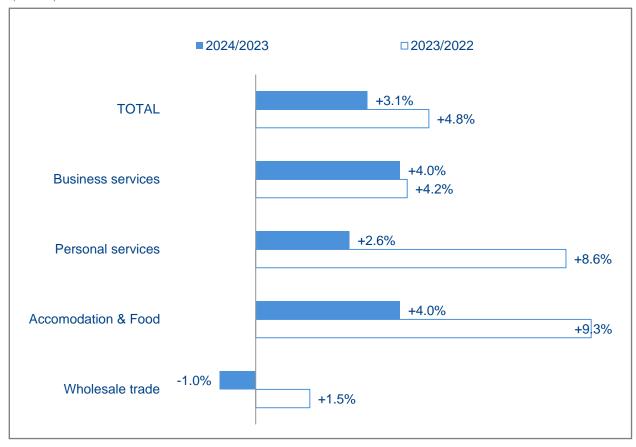
(y-o-y % var.)



### Services turnover

### **SERVICES TURNOVER IN LOMBARDY, BY SECTOR** / 2024

Services turnover in Lombardy by sector (% var.)



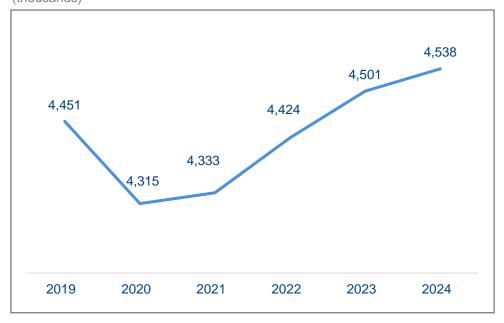
### **Sectors and labour market**

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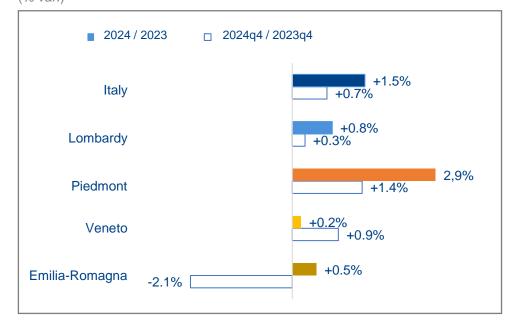
# Labour market

### EMPLOYED / 2024

### Employed in Lombardy (thousands)



### Employed (% var.)

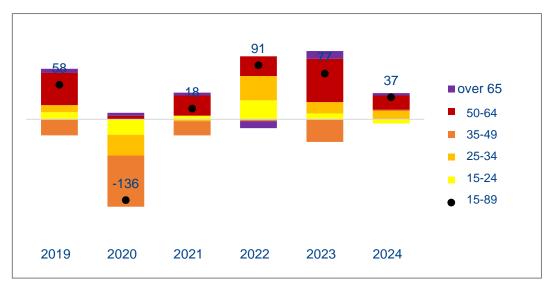


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### EMPLOYED IN LOMBARDY, BY AGE AND SEX / 2024

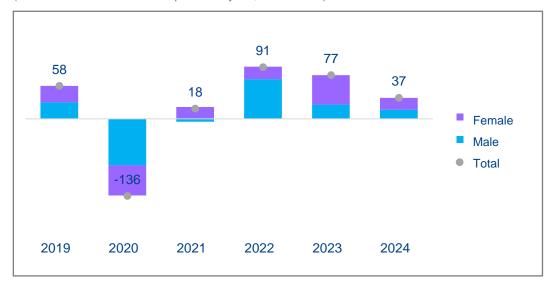
#### **Employed in Lombardy by age class**

(var. in absolute values wrt previous year, thousands)



#### **Employed in Lombardy by sex**

(var. in absolute values wrt previous year, thousands)



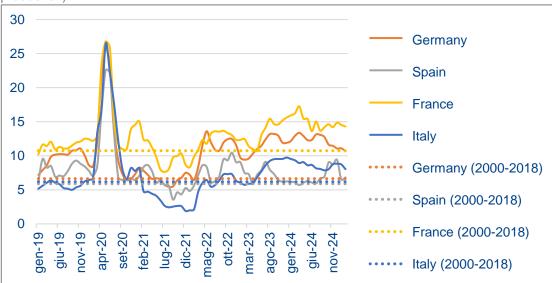
Source: Assolombarda Research Department on Istat data

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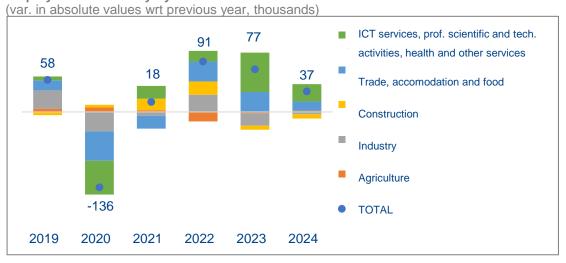
### **EMPLOYED IN LOMBARDY, BY SECTOR** / 2024

Labour Hoarding Indicator – Manufacturing (seasonally adjusted)

(% of business expecting higher or stable employment levels while expecting a decrease in production)



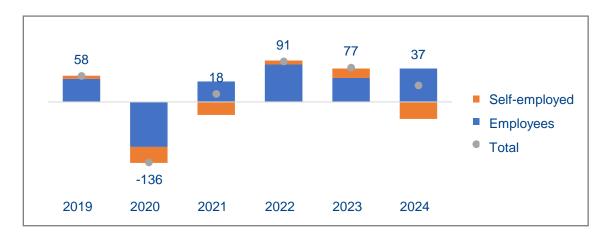
#### **Employed in Lombardy by sector**



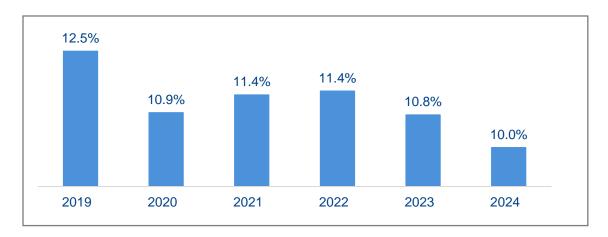
### EMPLOYED IN LOMBARDY: EMPLOYEES AND SELF-EMPLOYED / 2024

#### **Employed in Lombardy by professional profile**

(var. in absolute values wrt previous year, thousands)



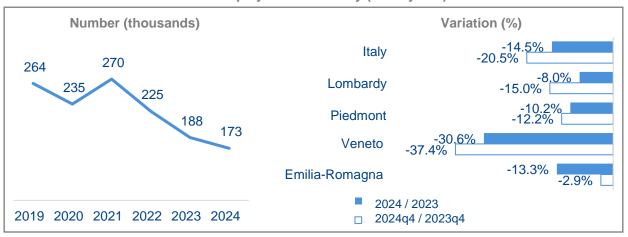
### Share of permanent-contract employees in Lombardy (% over total employees)



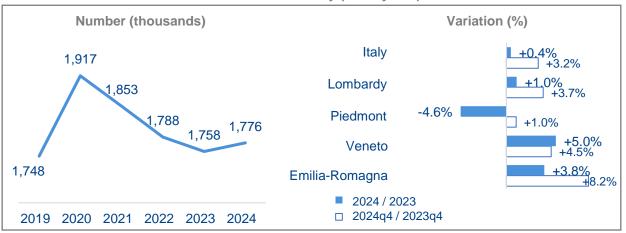
Source: Assolombarda Research Department on Istat data

### **UNEMPLOYED AND INACTIVE / 2024**

#### **Unemployed in Lombardy (15-74 years)**

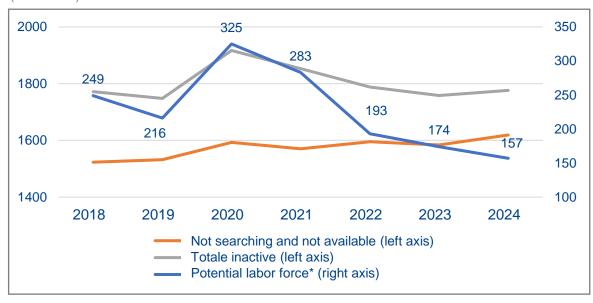


#### Inactive in Lombardy (15-64 years)



### UNEMPLOYED AND INACTIVE IN LOMBARDY: CHARACTERISTICS / 2024

Inactive in Lombardy (15-64 years) and components (thousands)



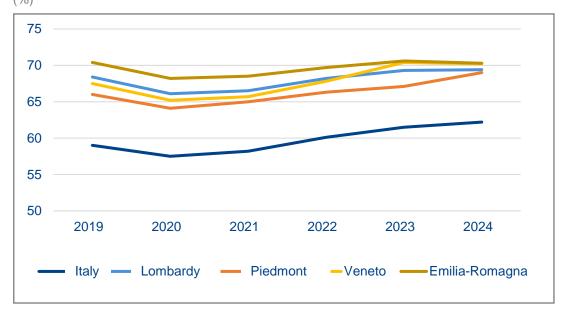
#### **Unemployed in Lombardia (15-74 years)**

(var. in absolute values wrt previous year, thousands)



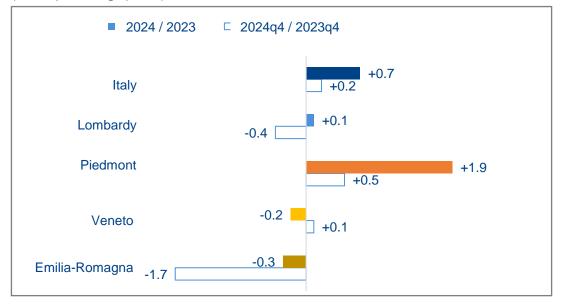
### **EMPLOYMENT RATE / 2024**

Employment rate (15-64 years)



#### **Employment rate (15-64 years)**

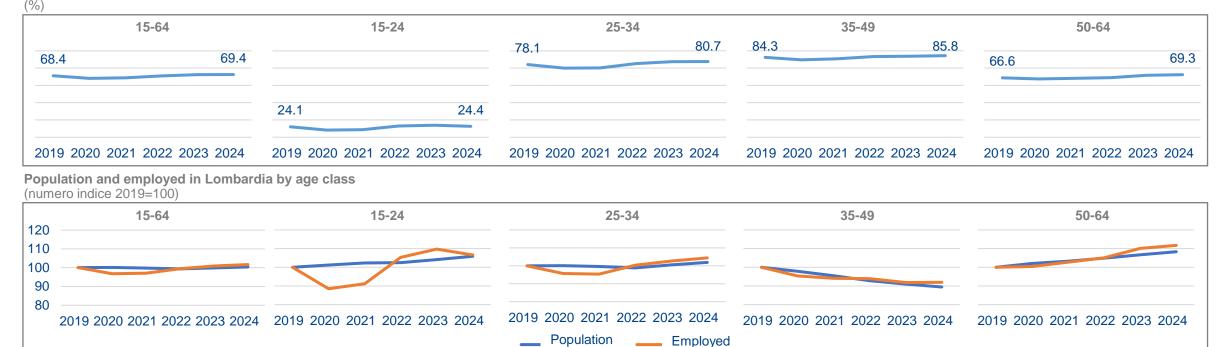
(var. in percentage points)



Source: Assolombarda Research Department on Istat data

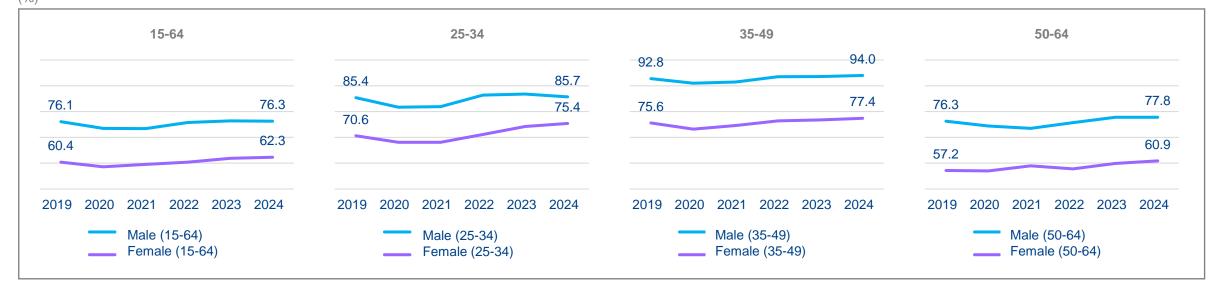
### **EMPLOYMENT RATE IN LOMBARDY: DEMOGRAPHY FOCUS / 2024**

Employment rate in Lombardy by age class



### **EMPLOYMENT RATE IN LOMBARDY: GENDER GAPS / 2024**

Unemployment rate in Lombardy by sex and age class

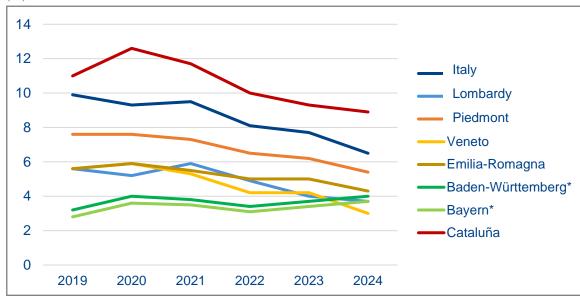


Source: Assolombarda Research Department on Istat data

### **UNEMPLOYMENT RATE / 2024**

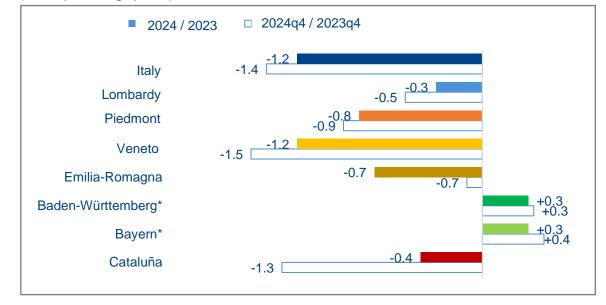
**Unemployment rate (15-74 years)** 

(%)



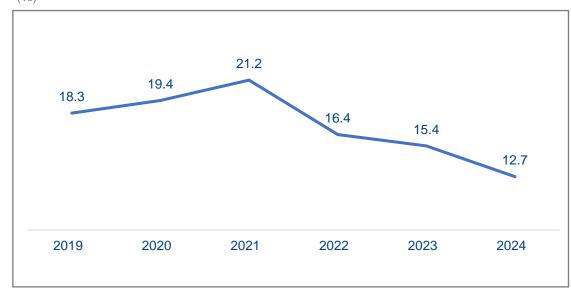
#### **Unemployment rate (15-74 years)**

(var. in percentage points)

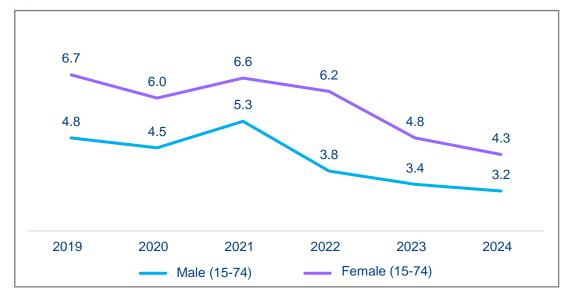


### **UNEMPLOYMENT RATE: YOUTH AND GENDER GAPS / 2024**

Youth unemployment rate in Lombardy (15-24 years)



Unemployment rate in Lombardy (15-74 years) by sex (%)

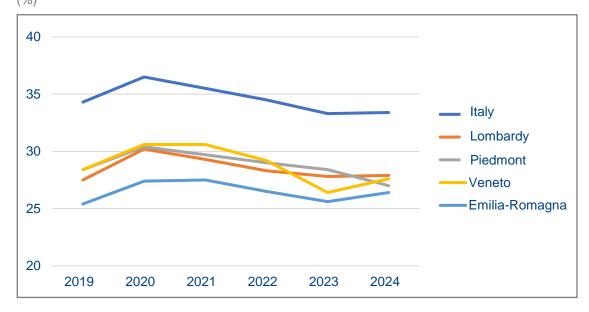


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Source: Assolombarda Research Department on Istat data

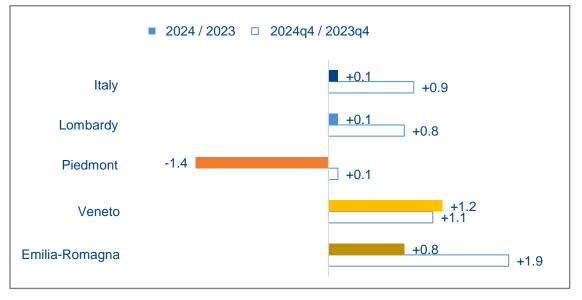
### **INACTIVTY RATE**/ 2024

Inactivity rate (15-64 years) (%)



#### Inactivity rate (15-64 years)

(var. in percentage points)

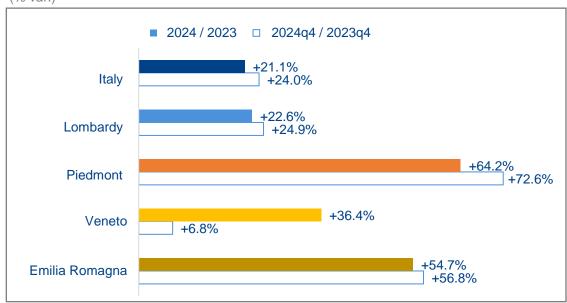


Source: Assolombarda Research Department on Istat data

### REDUNDANCY FUND (CASSA INTEGRAZIONE GUADAGNI, CIG) / 4° quarter 2024

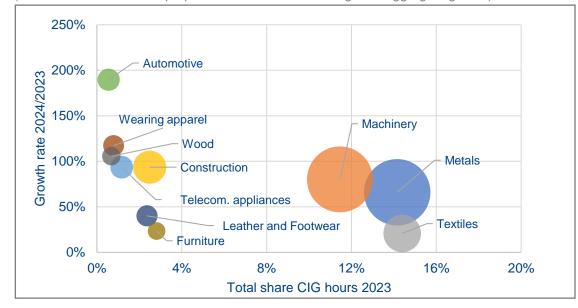
#### **Authorized CIG hours**

(% var.)



#### Authorized CIG hours in Lombardy, most relevant sectors

(bubbles' dimensions are proportional to the sector's weight on aggregate growth)



# **Sectors and labour market**

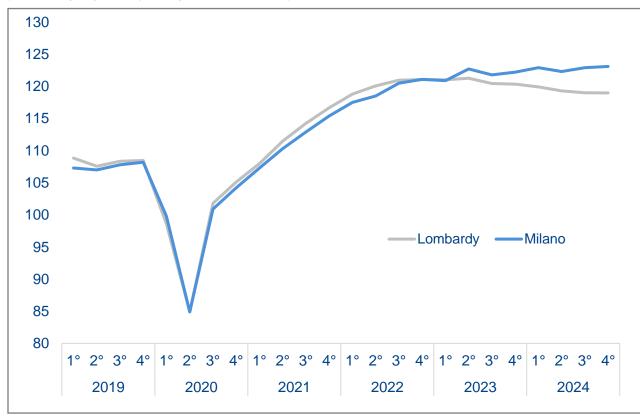
Lombardy in the national and European comparison

# Focus Milano

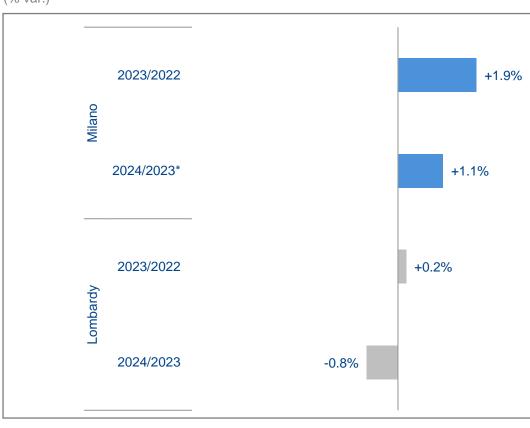
## **MANUFACTURING PRODUCTION / 2024**

### **Manufacturing production**

(Seasonally-adjusted quarterly index, 2015=100)



# Manufacturing production (% var.)

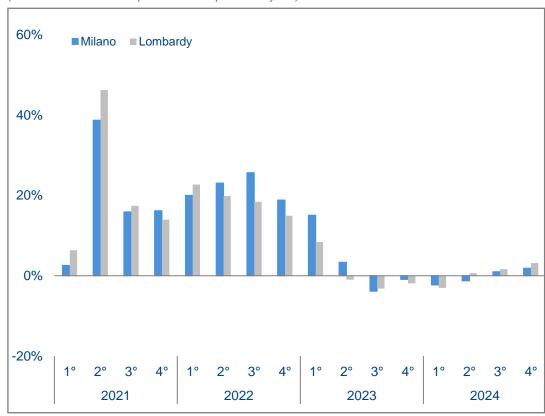


<sup>\*</sup> Assolombarda estimate

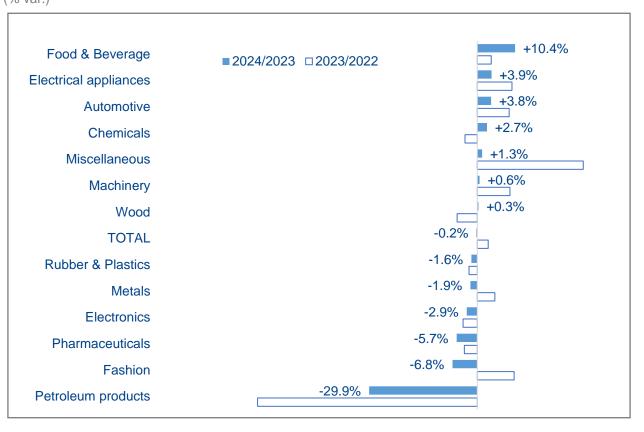
### **EXPORTS** / 2024

### **Exports**

(%. var. on the same quarter of the previous year)



# **Exports by manufacturing sector** (% var.)

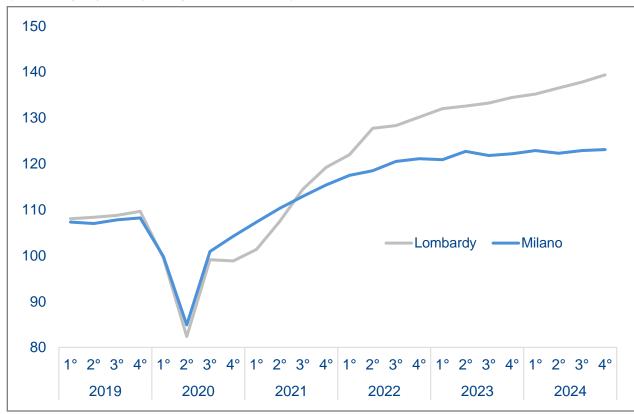


Milano's weight on total Lombardy exports in 2024: 35.3%. Sectors' weight on total manufacturing exports in 2024: food & beverage 5.2%; fashion 20.0%; wood 1.2%; petroleum products 0.4%; chemicals 12.4%; pharmaceuticals 10.0%; rubber & plastics 421%; metals 7.3%; electronics 6.0%; electrical appliances 9.0%; machinery 15.2%; automotive 2.8%; miscellaneous 6,4%. Source: Assolombarda Research Department on Istat and ITC statistics data

## **SERVICES TURNOVER / 2024**

### Services turnover

(Seasonally-adjusted quarterly index, 2015=100)



## Services turnover

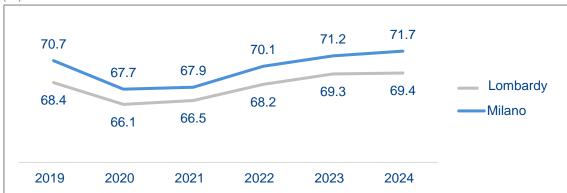


<sup>\*</sup> Assolombarda estimate

## **LABOUR MARKET** / 2024

### **Employment rate (15-64 years)**

(%)



### **Employed**

(var. in absolute values wrt previous year, thousands)



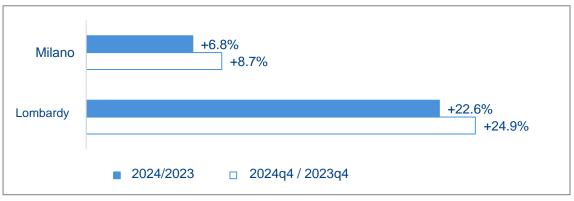
### **Unemployment rate (15-74 years)**

(%)



### **Authorized CIG hours**

(% var.)



Soruce: Assolombarda Research Department on Istat and INPS data

# **Sectors and labour market**

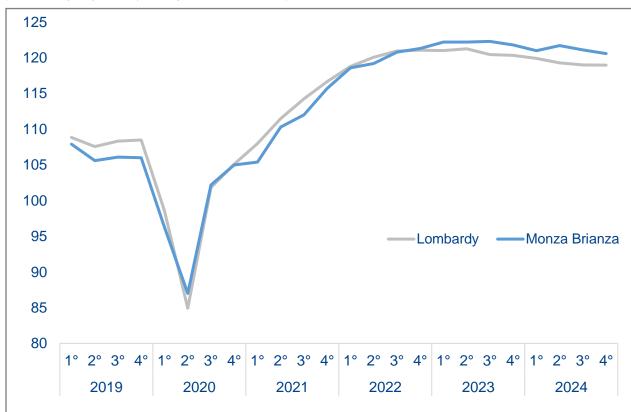
Lombardy in the national and European comparison

# Focus Monza Brianza

## **MANUFACTURING PRODUCTION / 2024**

### **Manufacturing production**

(Seasonally-adjusted quarterly index, 2015=100)



## Manufacturing production



<sup>\*</sup> Assolombarda estimate

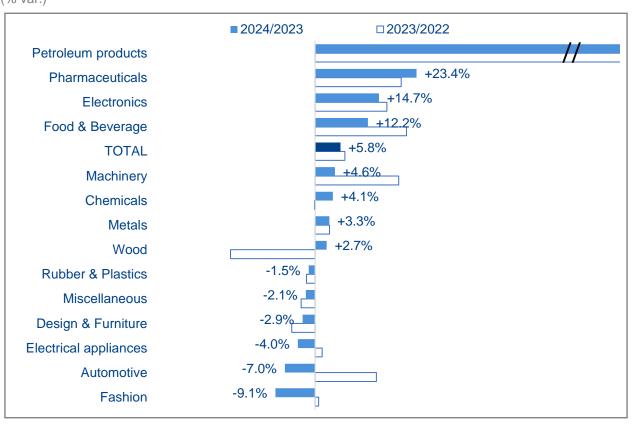
### **EXPORTS** / 2024

#### **Exports**

(%. var. on the same quarter of the previous year)



# **Exports by manufacturing sector** (% var.)



Monza-Brianza's weight on total Lombardy exports in 2024: 8.9%. Sectors' weight on total manufacturing exports in 2024: food & beverage 1.5%; fashion 3.5%; wood 1.8%; petroleum products 0.0%; chemicals 13.5%; pharmaceuticals 14.9%; rubber & plastics 6.2%; metals 17.5%; electronics 12.2%; electrical appliances 3.6%; machinery 15.1%; automotive 1.9%; miscellaneous 8.3%; design & furniture 8.7% Source: Assolombarda Research Department on Istat and ITC statistics data

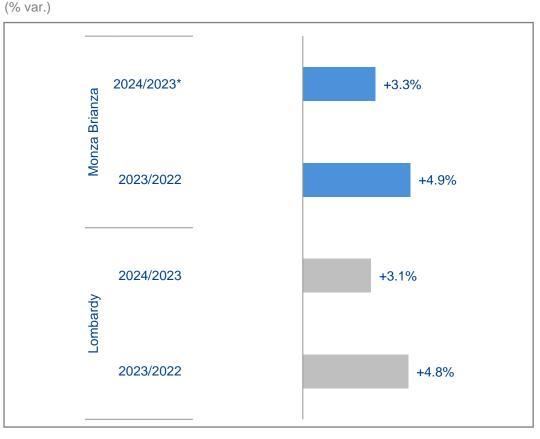
## **SERVICES TURNOVER / 2024**

### Services turnover

(Seasonally-adjusted quarterly index, 2015=100)



## Services turnover

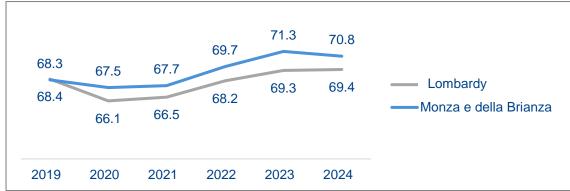


<sup>\*</sup> Assolombarda estimate

### LABOUR MARKET / 2024

**Employment rate (15-64 years)** 

(%)



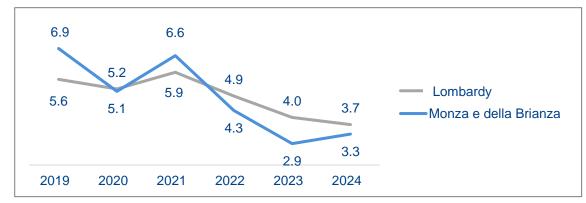
### **Employed**

(var. in absolute values wrt previous year, thousands)



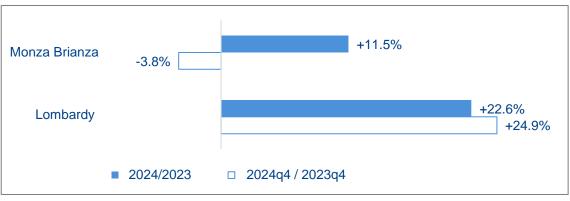
### **Unemployment rate (15-74 years)**

(%)



### **Authorized CIG hours**

(% var.)



Soruce: Assolombarda Research Department on Istat and INPS data

# **Sectors and labour market**

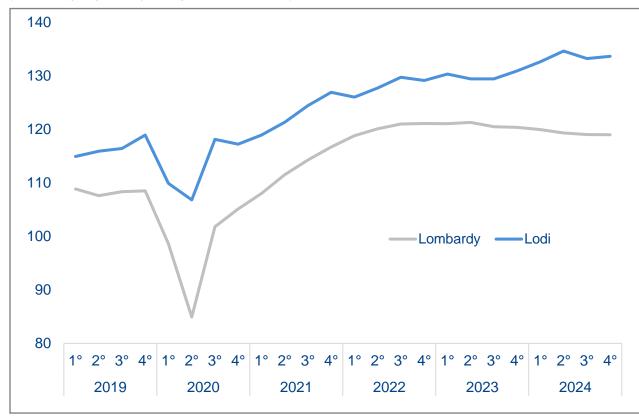
Lombardy in the national and European comparison

# Focus Lodi

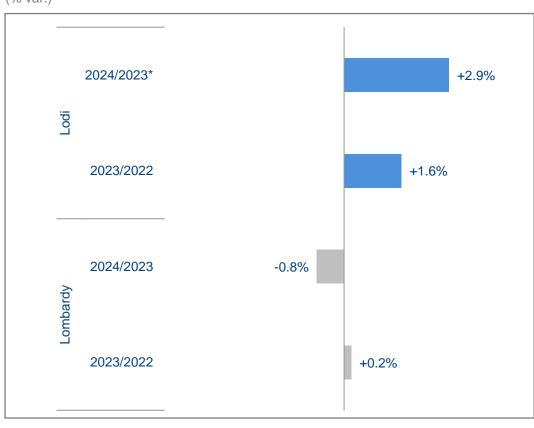
## **MANUFACTURING PRODUCTION / 2024**

### Manufacturing production

(Seasonally-adjusted quarterly index, 2015=100)



# Manufacturing production (% var.)

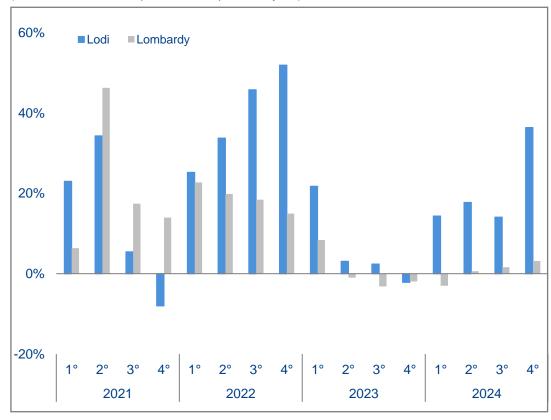


<sup>\*</sup> Assolombarda estimate

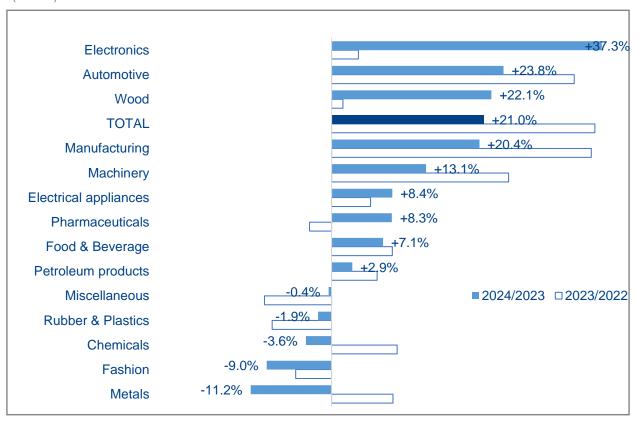
## **EXPORTS** / 2024

#### **Exports**

(%. var. on the same quarter of the previous year)



## Exports by manufacturing sector (% var.)



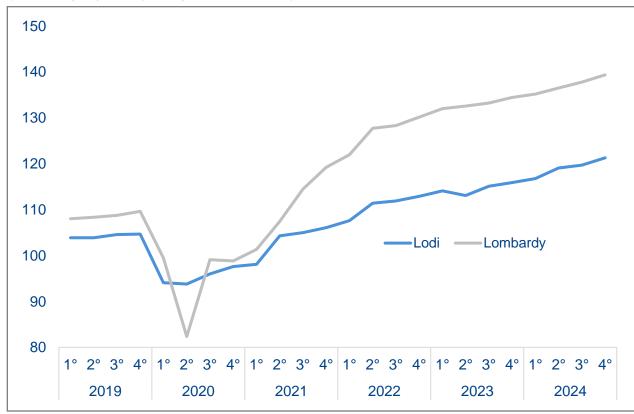
Lodi's weight on total Lombardy exports in 2024: 4.2%. Sectors' weight on total manufacturing exports in 2024: food & beverage 9.4%; fashion 1.2%; wood 0.1%; petroleum products 0.6%; chemicals 10.6%; pharmaceuticals 2.9%; rubber & plastics 2.4%; metals 2.5%; electronics 57.8%; electrical appliances 6.8%; machinery 3.7%; automotive 1.4%; miscellaneous 0.3%.

Source: Assolombarda Research Department on Istat and ITC statistics data

## **SERVICES TURNOVER / 2024**

### Services turnover

(Seasonally-adjusted quarterly index, 2015=100)



# Services turnover (% var.)

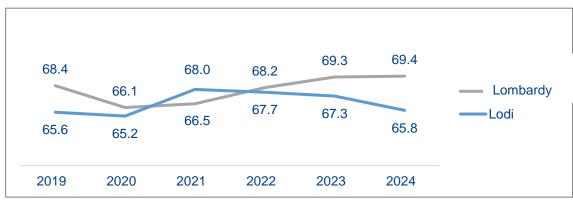


<sup>\*</sup> Assolombarda estimate

## **LABOUR MARKET** / 2024

### **Employment rate (15-64 years)**

(%)



### **Unemployment rate (15-74 years)**

(%)



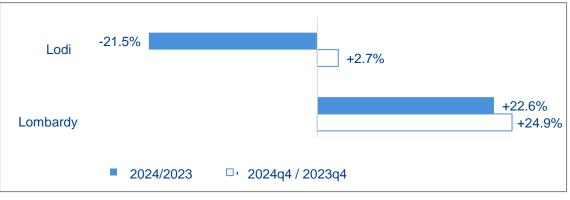
### **Employed**

(var. in absolute values wrt previous year, thousands)



### **Authorized CIG hours**

(% var.)



# **Sectors and labour market**

Lombardy in the national and European comparison

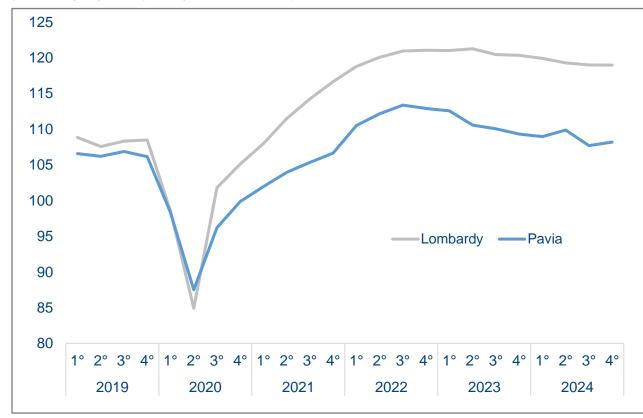
# Focus Pavia

# **Focus Pavia**

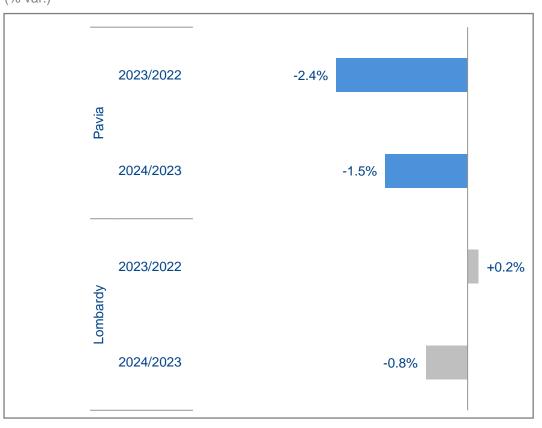
## **MANUFACTURING PRODUCTION / 2024**

### **Manufacturing production**

(Seasonally-adjusted quarterly index, 2015=100)



# Manufacturing production (% var.)

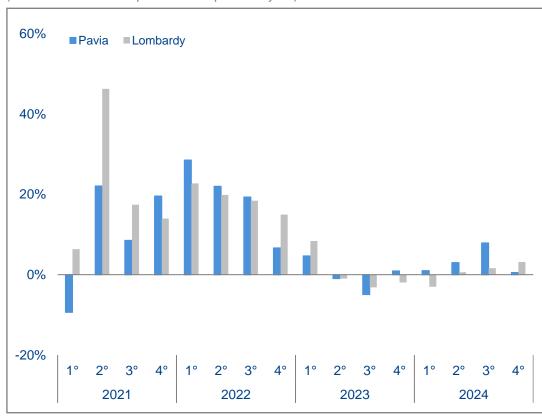


# **Focus Pavia**

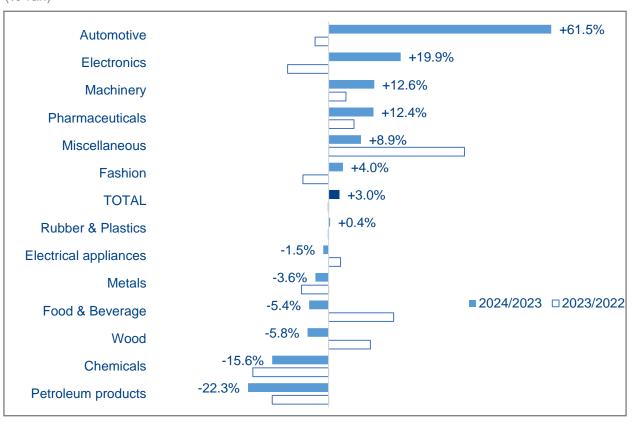
## **EXPORTS** / 2024

#### **Exports**

(%. var. on the same quarter of the previous year)



## **Exports by manufacturing sector** (% var.)



Pavia's weight on total Lombardy exports in 2024: 4.2%. Sectors' weight on total manufacturing exports in 2024: food & beverage 13.6%; fashion 2.8%; wood 1.5%; petroleum products 2.0%; chemicals 12.0%; pharmaceuticals 21.1%; rubber & plastics 5.7%; metals 10.1%; electronics 1.5%; electrical appliances 3.0%; machinery 22.8%; automotive 1.6%; miscellaneous 2.2%.

Source: Assolombarda Research Department on Istat and ITC statistics data

### BOOKLET ECONOMIA SECTORS AND LABOUR MARKET

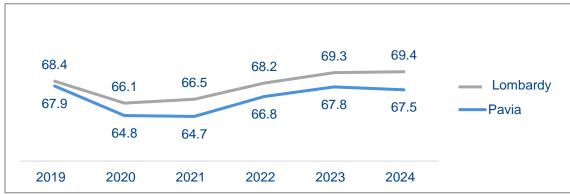
Lombardy in the national and European comparison

# **Focus Pavia**

### LABOUR MARKET / 2024

### Employment rate (15-64 years)

(%)



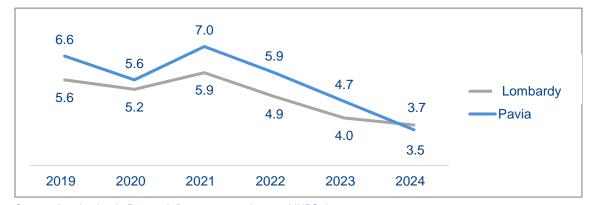
### **Employed**

(var. in absolute values wrt previous year, thousands)



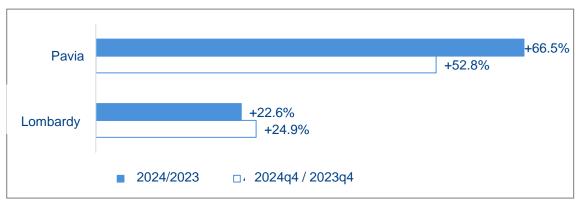
### **Unemployment rate (15-74 years)**

(%)



### **Authorized CIG hours**

(% var.)



Soruce: Assolombarda Research Department on Istat and INPS data





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