



ISTITUTO DI ISTRUZIONE SUPERIORE
Palazzolo Acreide

www.polivalentepalazzolo.com
sris003005@istruzione.it
sris003005@pec.istruzione.it

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ERASMUS+ K2 « PASSPORT TO THE FUTURE »

THE LABOUR MARKET IN ITALY

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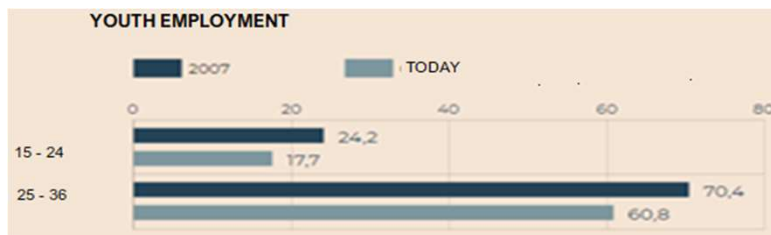
THE PRE-PANDEMIC SITUATION

For some years, work has been a very important issue to deal with and has had an important impact on people's lives.

It has greatly changed as young people remain longer in education and older people live longer and spend more years in retirement. Moreover there has been a large participation of women in the labour market.

Other aspects of this transformation must be taken into account: technology, new markets, demography, labour laws and above all the economic crisis. Let's analyze them

1. Youth employment.



The crisis of recent years has advantaged the oldest groups. In 2007, the employment rate of young people aged 15 - 24 was 24%, today it is 17%. The figure falls even more for the group aged 25-34 whose employment rate has decreased from 70% to 60%

2. Employment of over 50 people



Due to the demographic decline in the past years, the employment rate of over 50 people has increased.

3. Types of contracts

Another figure that clearly shows a reversal of the trend is the great number of fixed-term employment contracts compared to the permanent ones. However the rate of temporary employment in Italy is only slightly higher than the European average.

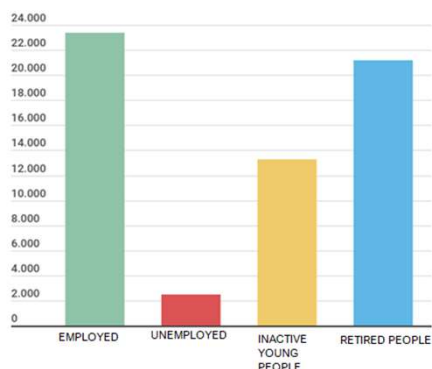
Temporary jobs seem to offer the advantage of a freer, more open approach to work and the possibility of changing jobs frequently, but living on them is really difficult (odd shifts, many working hours with an unpaid lunch break and unpaid holidays).



Apprenticeship

- At the end of compulsory school young people aged 15-18 can have a contract of apprenticeship
- The contract lasts at least 6 months and no longer than 3 years
- It can be extended if the person has been injured or has had a disease
- It includes a period of apprenticeship of 40, 80 or 120 hours

4. Inactive people



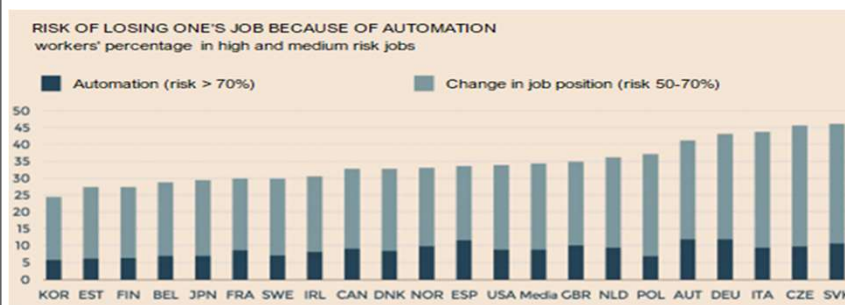
This term refers to those who do not have a job and who are not looking for one. There has been a rise in the inactive rate

6. Fewer workers and technicians.

Since 2007 the number of workers has decreased by over 1 million units, and above all workers in technical and skilled professions have decreased by about 500 thousand units.

In recent years there has also been the growth of both unskilled personnel (480,000 employed) and workers in trade and services.

7. Technology.

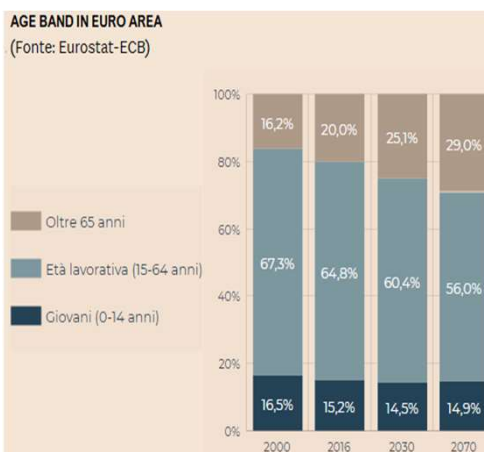


According to OECD data, about 10% of jobs are at high loss risk because of automation while 34% would be subject to a deep change. This is a problem to manage and solve. However a highly competitive specialized and well-paid sector connected with the development of smart technologies is growing fast. Both in Italy and in Europe jobs like programmers, web designers engineers, analysts, pay roll specialists and systems administrators are highly required. Some skills are fundamental: creativity, critic thinking, team work and negotiation ability.

8. Demography.

A problem common to all countries is the decline in births and the increase in life expectancy

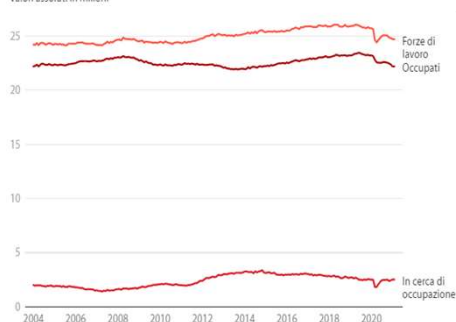
This situation generates on one hand a shortage of labour supply on the other hand the demand for skilled personnel. Smartworking and more flexible working models are likely to be favored.



WHAT HAS THE PANDEMIC CAUSED?

Il mercato del lavoro in Italia

Valori assoluti in milioni



The Italian Statistics Institute, ISTAT, has classified the country's employment situation into three categories:

- Employed people (those who have worked at least one hour a week)
- Unemployed people (job seekers)
- Inactive people (those who do not work and are not looking for a job)

Italy has experienced a terrible economic crisis.

Every economic sector has slowed or, worse than that, has gone into recession.

Thousands of jobs have been lost so that unemployment has dramatically risen.

Financial benefits have been introduced to contrast the effects of the pandemic crisis.

The Post –Pandemic Situation

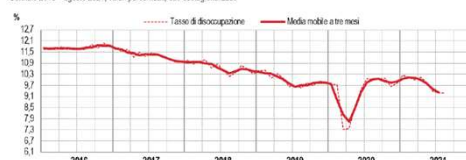
FIGURA 1. OCCUPATI

Gennaio 2016 – agosto 2021, valori assoluti in milioni, dati destagionalizzati



FIGURA 2. TASSO DI DISOCCUPAZIONE

Gennaio 2016 – agosto 2021, valori percentuali, dati destagionalizzati

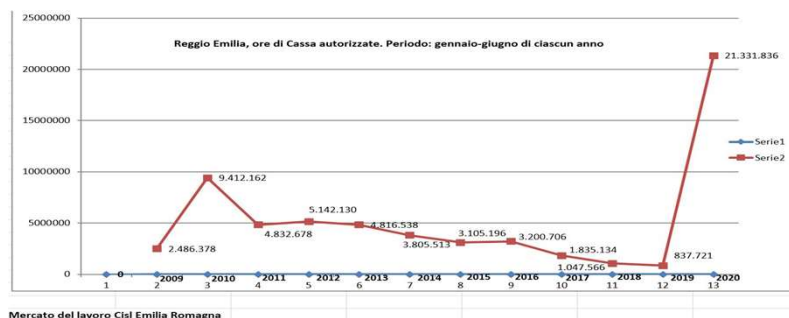


Because of the pandemic there has been a visible drop in employment on an annual average (-456 thousand, -2%) and a significant growth of the inactivity rate (+717 thousand, +5.4%,)

There has also been an increase in financial assistance through benefits.

This is more visible in the service sector than in industry.

The Recovery Fund



The Recovery Fund is a social safety benefit designed to cope with phases of crisis or temporary contraction in a company's production activities. Its use process and the costs for businesses have been reduced. The Recovery Fund equals to +139.4 hours over 1000 working hours. It has made possible to contain the falls and smooth out the gaps that would follow, especially for the most fragile components of the labor market

Thank you
for your attention

