



ISFOL

Demographic situation and national ageing policies in Italy

Project Grundtvig Evolve
Visit of the Wise Owls' delegation at ISFOL

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Unione europea
Fondo sociale europeo

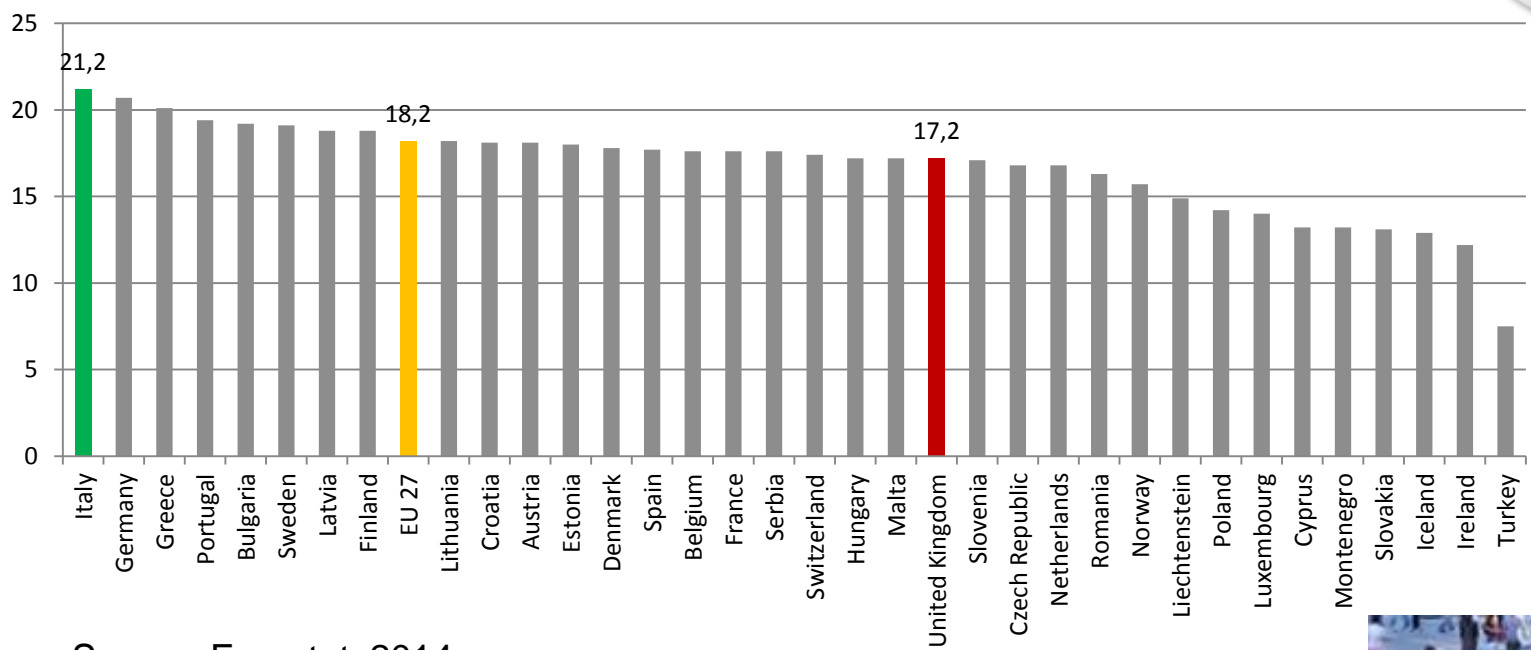


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DEMOGRAPHIC SITUATION

Share of 65+ on the total population in 2013

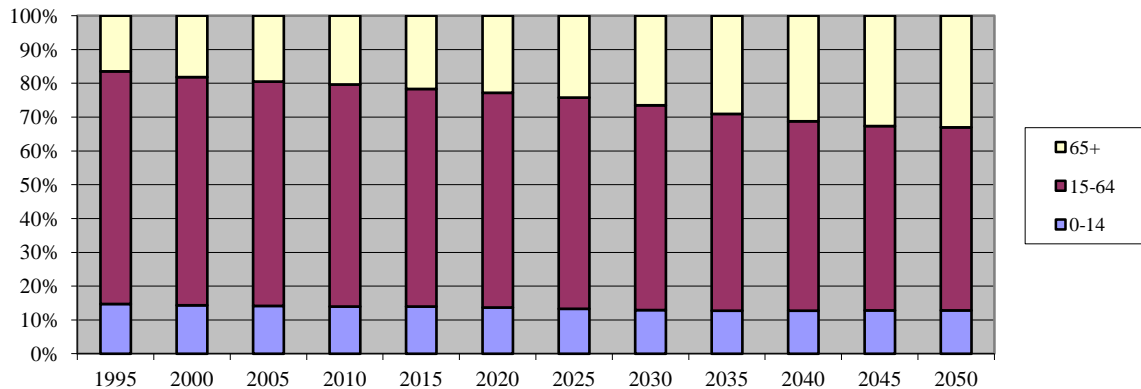


Source: Eurostat, 2014



DEMOGRAPHIC SITUATION

Population projections



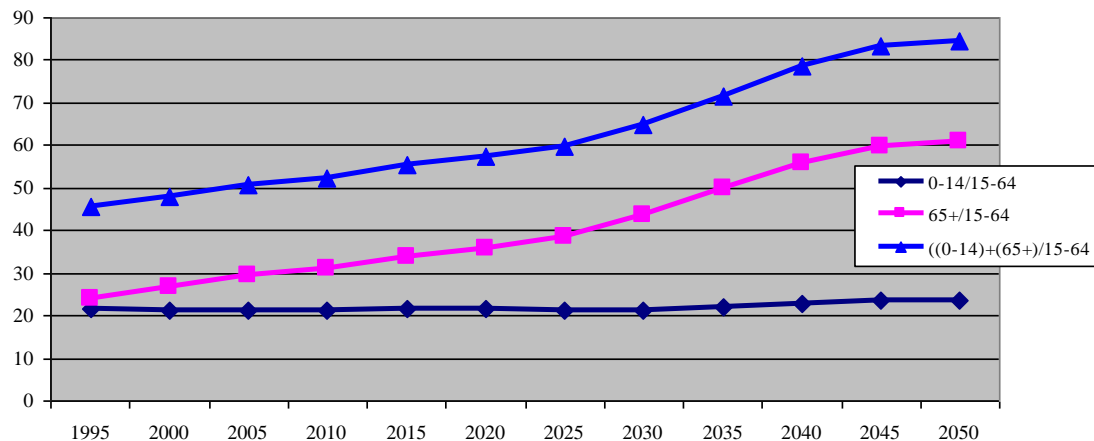
Italian population by age groups. 1995 - 2050 (%)

Italian population demographic dependency ratios, 1995 - 2050

15-64
from 66% in 2010 to 54,6% in 2050

65+
from 20% in 2010 to 32,7% in 2050

80+
from 6% in 2010 to 13,4% in 2050

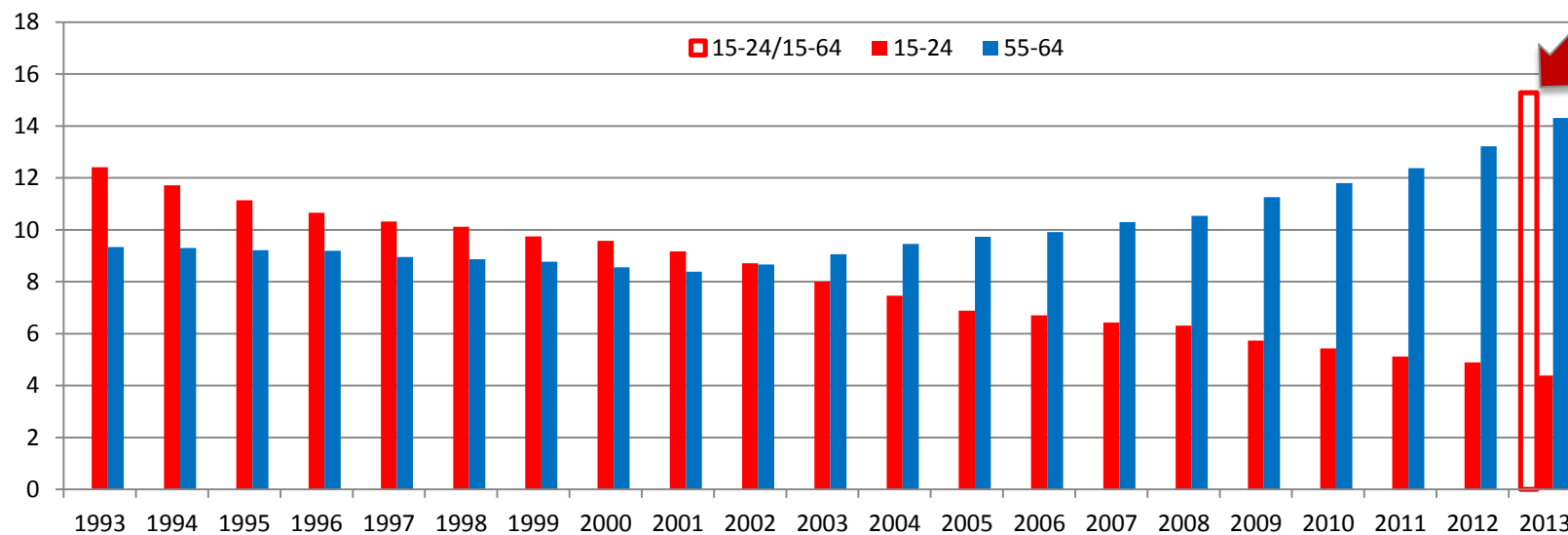


OLDER WORKERS AND THE LABOR MARKET

Age classes in the labor market



Share of 15-24 and 55-64 age classes on total employed population



Source: ISTAT, 2014

POLICIES AND INTERVENTIONS

Governance of labor market and training policies

Central Government

- Social security
- Pension legislation and public pension administration
- Labor legislation (contracts etc.)
- Job protection measures and unemployment benefits

Parallel responsibility

- Health & Safety at Work
- Occupational and supplementary pensions

Regional Governments

- Vocational education and training
- Active labor market policies (PES)
- Social policies and services



POLICIES AND INTERVENTIONS

Two periods



Before 2001



- Progressive introduction of flexible schemes for younger workers (since 1984)
- Prevalence of replacement strategy



2001 - 2013

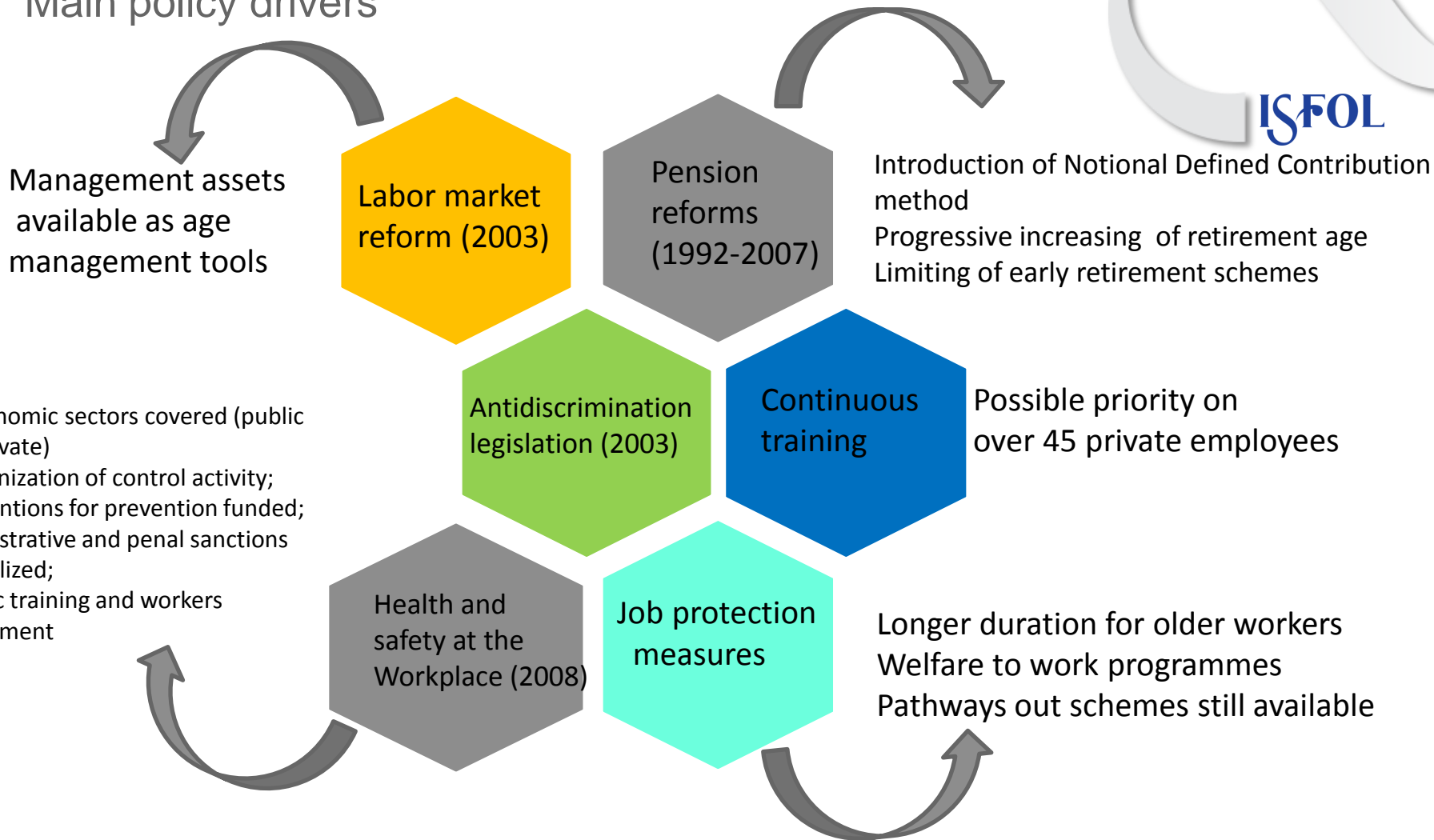
- Growing flexibility on the labor market
- Gradual introduction of a strategy to avoid early retirement under pressure of social protection sustainability

Increasing intervention of the European Social Fund in support of active ageing

POLICIES AND INTERVENTIONS

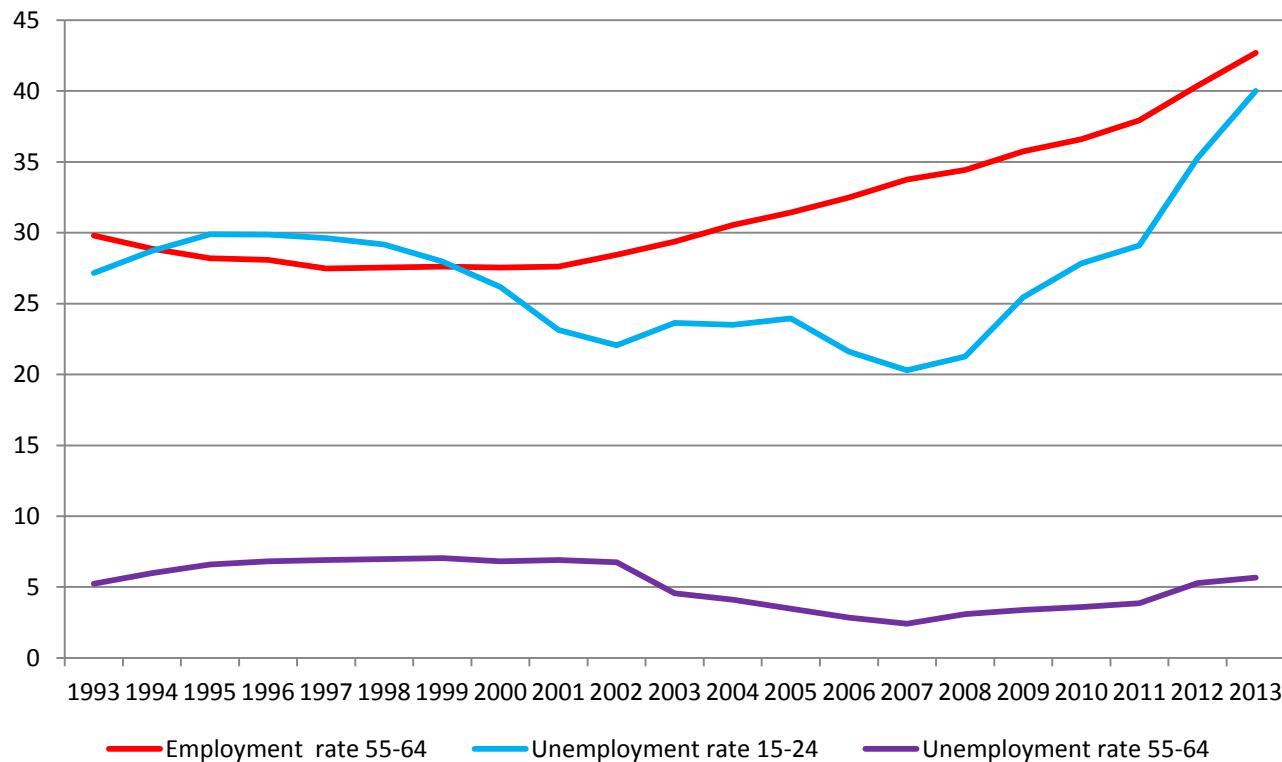


Main policy drivers



POLICIES AND INTERVENTIONS

Contrasting effects on the labor market



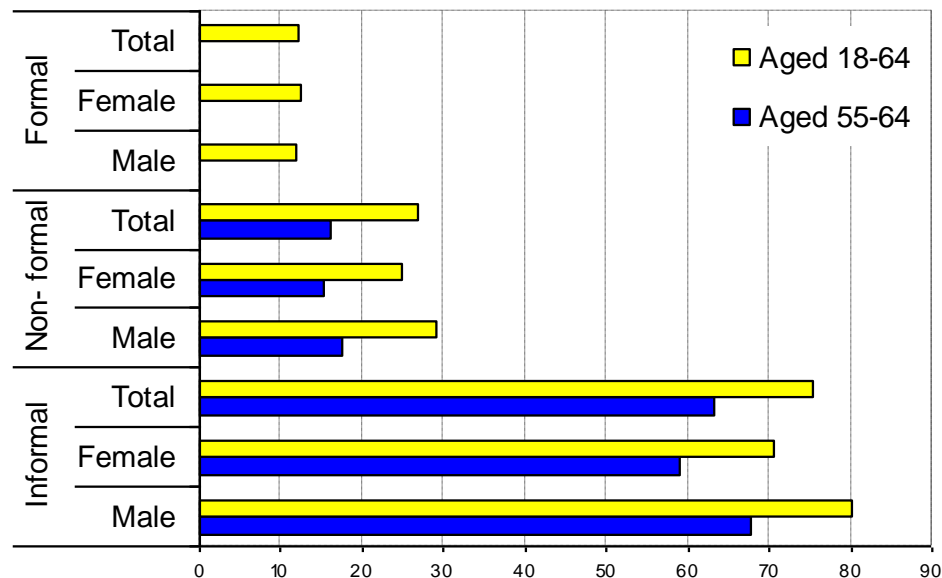
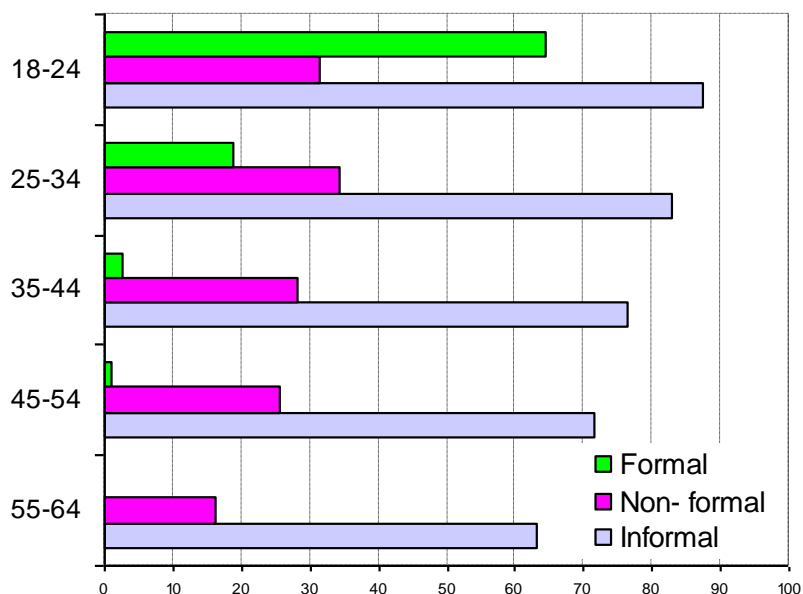
In 2013
still large gender gap
in employment rate:
Men = 52,9%
Women = 33,1%

POLICIES AND INTERVENTIONS

Training and learning participation of older workers



Participation in education and training in Italy by type of training and age groups, 2011 - %

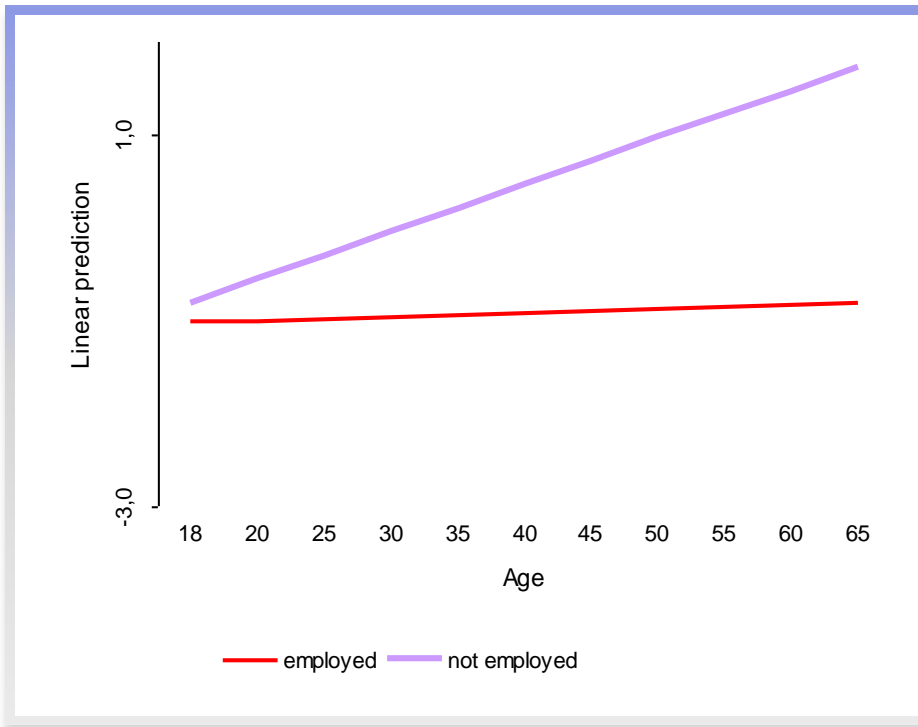


Age gap in education and training in Italy by type of training and gender, 2011 - %

Source: Isfol (INDACO-Adults 2011)

POLICIES AND INTERVENTIONS

Probability of non-participation in training by employment status and age (18-54, 54-65) in Italy



Source: Isfol (INDACO-Adults 2011)

The probability of not being trained increases with age, especially for unemployed and inactive people...

Over 54 not in employment are about 7 times less likely to participate in training

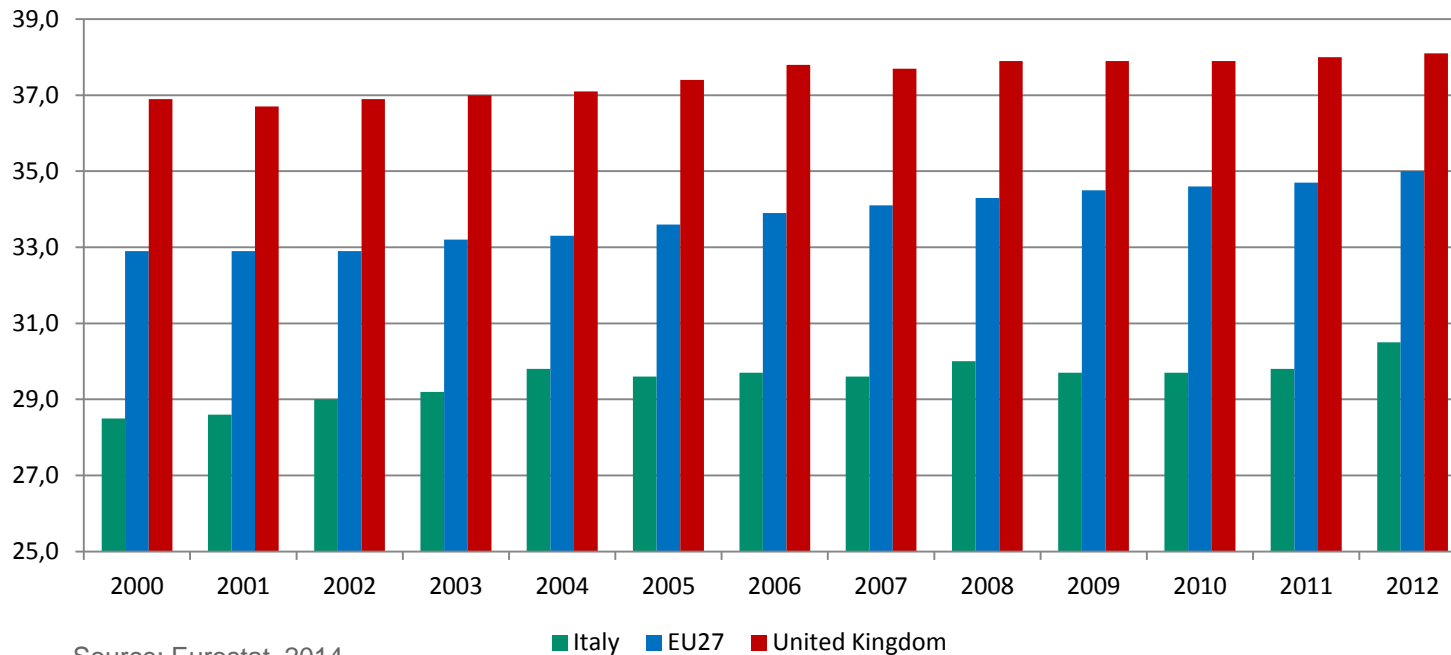
Lower probability for:

- *Women, with children*
- *Not employed*
- *Aged over 54*
- *ISCED 0-2*
- *not sought information on training*
- *do not know a foreign language*

Aged 18-54 always have probability values lower than over 55

PENSIONS

Shorter duration of working life
in comparison to EU and UK (2000-2012)

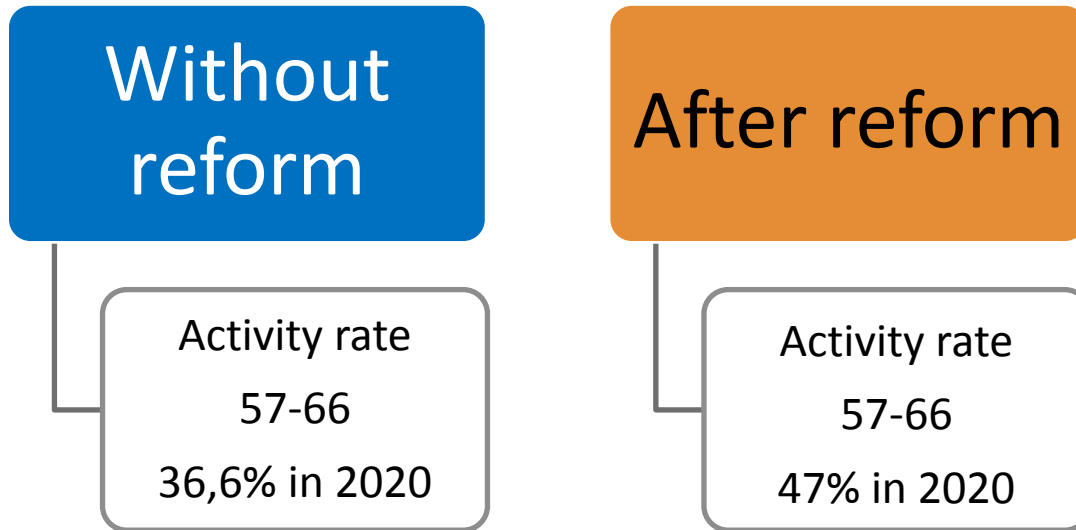


Source: Eurostat, 2014



PENSIONS

The impact of the last pension reform



	variations 2011-2020
Italian older workers 55-66	1.517.000
Italian workers 15-54 (demographic effect)	-1.284.000
Immigrant workers 15-66 (demographic effect)	1.334.000
Total	1.566.000



POLICIES AND INTERVENTIONS

Measures envisaged by the labor market reform (2012)



Job protection

- Longer duration of unemployment benefits coverage for 55+ (ASPI)
- From 2017 no more pathway-out measures
- Specific negotiations among social partners in case of excess personnel (involving workers about to retire)
- Establishment of bilateral funds (involving social partners) in sectors not covered by current job protection measures



Incentives

- Incentives for hiring 50+ workers unemployed since 12 months
- Abrogation or restriction of some non standard contracts

IN BRIEF



- Long lasting dual dimension of Italian labour market
- Young in – old out pattern (until the 1990s) gradually reversed due to recurring pension reforms (1992 – 2011)
- Until 2008-2009 attention paid by policies and ESF to active ageing seemed meaningful
- After the spreading of the crisis, measures shifted towards the support to job protection
- Current policy drivers: specific incentives to hire older workers and longer coverage of job protection
- Current debate on ESF 2014-2020: room for some kind of support to development strategies (training etc.) and flexible working environments



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Thank you for your attention!