

Information supplied by governments on the application of ratified Conventions

Italy

Convention No. 122

Employment Policy Convention, 1964 (No. 122)

Italy (ratification: 1971). The Government has provided the following written information.

Employment trends

According to the latest National Institute of Statistics (ISTAT) data (June 2015), there was an increase in the employment rate between April and March 2015. In April, the numbers in employment increased by 0.7 per cent (159,000 more employees than the previous month), with the level of employment returning to the levels of 2012 and the employment rate rising to 56.1 per cent. The unemployment rate has fallen to 12.4 per cent. According to ISTAT, the rate of unemployed young people aged 15–24 who are actively seeking work has fallen to 40.9 per cent. The Organisation for Economic Co-operation and Development (OECD) has also provided estimates for employment in Italy, has welcomed the Jobs Act and expects a fall in unemployment in 2016.

Main labour market indicators, per gender, geographical area and age (2012–14)

		2012			2013			2014		
		Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate	Activity rate
Gender	Male	53.4	9.8	59.2	51.9	11.5	58.6	51.7	11.9	58.7
	Female	35.0	11.8	39.7	34.5	13.1	39.7	34.6	13.8	40.1
Area	NW	48.7	8.0	52.9	48.3	8.9	53.0	48.2	9.3	53.1
	NE	50.7	6.6	54.3	49.6	7.7	53.7	49.7	7.7	53.9
	Central	46.6	9.4	51.4	45.9	10.7	51.4	46.4	11.4	52.3
	South	34.7	17.1	41.9	33.2	19.7	41.3	32.8	20.7	41.3
	Age	15–24	18.5	35.3	28.6	16.3	40.0	27.1	15.6	42.7
	25–29	57.3	18.1	69.9	52.7	22.2	67.7	51.7	23.6	67.6
	15–29	32.3	25.4	43.3	29.1	29.8	41.5	28.3	31.6	41.5
	30–44	72.5	9.7	52.9	70.8	11.1	79.6	70.2	11.7	79.5
	45–54	72.0	6.7	77.1	70.9	8.0	77.0	70.3	8.4	76.7
	55 and above	17.3	4.9	18.2	18.2	5.3	19.2	19.5	5.0	20.5
	15–64	56.6	10.8	63.5	55.5	12.3	63.4	55.7	12.9	63.9
Total		43.9	10.7	49.1	42.9	12.1	48.8	42.8	12.7	49.1

Source: ISTAT, RCFL *media annuale*.

Unemployment rate per geographical area and age (2012 and 2014)

	2012				2014			
	15-24	25-29	15-29	15 and above	15-26	25-31	15-31	15 and above
Piemonte	32.1	12.6	20.9	9.2	42.2	19.8	29.3	11.3
Valle d'Aosta	25.6	6.0	14.2	7.1	34.9	14.4	22.7	8.9
Lombardia	26.5	10.9	17.2	7.4	31.2	12.8	20.3	8.2
Liguria	30.2	13.5	20.7	8.1	45.0	24.8	32.9	10.8
Total North West	28.4	11.5	18.5	8.0	35.5	15.7	23.8	9.3
Trentino alto Adige	15.1	7.3	11.1	5.1	18.4	8.9	13.4	5.7
Veneto	23.3	8.8	15.0	6.4	27.6	10.9	18.0	7.5
Friuli Venezia Giulia	29.7	11.1	18.1	6.7	27.1	19.2	22.4	8.0
Emilia Romagna	26.7	11.2	17.5	7.0	34.9	15.7	23.7	8.3
Total North East	24.0	9.8	15.8	6.6	29.0	13.2	19.9	7.7
Tuscany	29.4	13.1	19.9	7.8	35.7	18.8	25.9	10.1
Umbria	34.6	15.9	23.8	9.5	42.5	21.6	30.0	11.3
Marche	28.6	16.5	21.4	9.1	36.4	15.0	23.4	10.1
Lazio	40.0	20.9	28.4	10.6	49.0	25.4	34.2	12.5
Total Central	34.7	17.6	24.5	9.4	42.4	21.8	29.9	11.4
Abruzzo	34.0	17.7	24.9	10.8	47.4	22.0	31.6	12.6
Molise	41.5	27.8	33.5	12.0	49.3	35.3	40.9	15.2
Campania	48.4	33.1	40.3	19.2	56.0	38.2	46.4	21.7
Puglia	41.6	25.3	32.6	15.7	58.1	34.1	44.9	21.5
Basilicata	49.9	27.4	36.9	14.5	46.6	31.3	37.5	14.7
Calabria	53.9	30.9	40.8	19.4	59.7	45.8	51.9	23.4
Sicily	51.2	33.3	41.7	18.4	57.0	42.5	49.2	22.2
Sardinia	47.5	28.0	36.5	15.4	50.0	39.8	44.3	18.6
Total South and islands	47.1	29.5	37.5	17.1	55.9	37.8	45.9	20.7
Total Italy	35.3	18.1	25.4	10.7	42.7	23.6	31.6	12.7

Source: ISTAT, RCFL *media annuale*.

Labour reforms

In recent years, Italy has adopted important labour market reforms (the so-called Fornero Reform in 2012, the Youth Plan Reform in 2013 and the Jobs Act in 2014). All of these reforms are aimed at reducing the high unemployment rate and, in particular, the youth unemployment rate, through a structural revision of public employment services and a simplification of the types of labour contracts. The Fornero Reform (Act No. 92/2012) established several protection measures for the working conditions of women and young workers and relaunched apprenticeships and vocational training. The Youth Plan (Decree No. 34/2013, converted into Act No. 99/2013) is a follow-up to an earlier reform, in accordance with the Europe 2020 Strategy. It introduced measures aimed at reducing the mismatch between labour demand and supply and at tackling youth unemployment through the implementation of the European Youth Guarantee Programme and economic incentives

for employers who hire workers. Act No. 147/2013 also established the Fund for Active Policies to enhance the employability and reintegration of workers into the labour market. The latest measure has been the Jobs Act Reform (Acts Nos 78/2014 and 183/2014) which, through subsequent legislation, will include: the reform of the public employment service system and the establishment of a National Employment Agency; the revision of the system of social shock absorbers and provisions on the dismissal of workers; the simplification of types of contracts (see below, the reform of the apprenticeship contract); and the creation of opportunities to improve the balance between life and work, particularly for women. Two of these reforms have been implemented through the recent Legislative Decrees Nos 22/2015 and 23/2015, and the others will be adopted shortly, in accordance with the legislative schedule.

Emphasis should be placed on the “replacement contract” (section 17 of Legislative Decree No. 22/2015), which allows unemployed persons, after a “profiling” procedure in the public employment services, to receive a bonus related to their specific conditions of employability, by signing a replacement contract with private or public employment services. Under this agreement, the unemployed receive stronger and more intensive services to enhance their labour market integration. The contract is financed by the Fund for Active Labour Policies, in accordance with section 17 of Legislative Decree No. 22/2015.

With regard to the establishment of a National Employment Agency, the aim of the reform is to improve coordination of labour market services throughout the national territory, implement active labour market policies (ALMPs) and create a stronger network of all bodies with competence in the labour market field. Act No. 183/2014 provides for the involvement of the social partners in defining the broad policies of the Agency.

Italy has also adopted several measures (Act No. 92/2012, section 4(11)) to enhance the employability of women through the introduction of incentives to hire unemployed women (particularly the long-term unemployed or women living in areas with a high unemployment rate). Recently, a ministerial decree adopted in December 2014 identified a list of economic sectors and professions for 2015, based on ISTAT data, in which there is a high rate of employment disparities between men and women (over 25 per cent), with a view to the provision of incentives (in the private sector), in accordance with Act No. 92/2012. The main employment disparities are in industry (particularly construction, mining, waste management, energy and manufacturing), services (transport and warehousing, IT), as well as in the following occupations: the army, artisanal work, farming, the technical professions, engineers and entrepreneurs. The Stability Act of 2015 (Act No. 190/2014) also established a so-called “baby bonus” (€80 a month) for families on low incomes for each baby under three years of age.

Finally, with a view to addressing regional disparities, a more rational use is being made of structural funds (the Action and Cohesion Plan).

Youth employment

Legislative Decree No. 104/2013 introduces new instruments to strengthen career guidance in secondary schools and a pilot programme (through apprenticeship contracts) for students in the last two years of secondary school. The Youth Guarantee Programme was launched last year (1 May 2014) and, at the moment (4 June 2015), young people who join the Youth Guarantee Programme are 604,854, with a funding of €1.5 billion. The gender composition of the registered people is: 51 per cent male and 49 per cent female. Some 8 per cent of those registered are in the 15–18 age group, 53 per cent are in the 19–24 age group and 39 per cent are over 25. Among these registered young people,

329,656 have subscribed to the “service pact” and have been profiled (168,009 males and 161,647 females).

This Programme has represented, for us, a new way to coordinate and manage the labour market services, to create a competitive–cooperative system between private and public employment services, taking into account the structural reforms we are dealing with in these fields, with the delegation law No. 183/2014 (Jobs Act).

The Ministry of Labour and Social Policy has developed several measures and approaches to address youth unemployment, together with the regions. A website has been established for the Youth Guarantee Programme (www.garanziagiovani.it). A “profiling methodology” has been developed for young people to place them in a specific cluster and to direct them to specific and tailored measures (such as vocational training, traineeship, apprenticeship, civil service, self-employment or job incentives for employers). The regional activation plans contain specific programming of financial resources and active strategies for young people, including ongoing and future measures financed by the European Social Fund or from national/regional resources.

Another important tool to enhance youth employment is the European Employment Services (EURES) Network, designed to facilitate the free movement of workers within the European Economic Area. Partners in the network include public employment services, trade unions and employers' organizations. The main objectives of EURES are to inform, guide and provide advice to potentially mobile workers on job opportunities, as well as living and working conditions in the European Economic Area, and to assist employers wishing to recruit workers from other countries. In the context of the Employment and Social Innovation (EaSI) Programme, reference should be made to the “Your first EURES job” project, which supports work experience abroad for young people aged 18–35 (including apprenticeships, traineeships and job interviews).

In line with the EU 2020 Strategy, the “Welfare to work” action system was implemented in 2012–14, including ALMP plans for the employment of young people, workers aged over 50, women and the unemployed, which are managed by the regions and provinces.

Education and training policies

The general outline of the National System for the Certification of Skills was established by Legislative Decree No. 13/2013. As a precondition for access to the European Social Fund for the period 2014–20, and in compliance with the country-specific recommendation of 8 July 2014 (point 6), Italy has undertaken to continue the implementation of the National Directory, with the aim of developing a single reference for the recognition and standardization at the national level of regional qualifications. This commitment led to the adoption of an Agreement in the State–Regions Conference in January 2015, envisaging a system of operational references for the certification of regional vocational qualifications, by issuing the National Reference Framework of regional qualifications and establishing minimum standards for the validation and certification of skills. This agreement has been reflected in an Inter-Ministerial Decree issued by the Ministries of Labour and of Education. The cornerstone of the system is the establishment of the National Framework of Regional Qualifications, which serves to organize, aggregate and accord nationwide recognition to over 2,600 regional vocational qualifications.

This system is based on the expansion of statistical classifications (economic activity and job classifications) involving a mapping of the labour market and of occupations. The descriptive approach adopted by the system will allow progressive

extensions (vocational training, the education system, university degrees, vocational qualifications and apprenticeship profiles), as well as dynamic updates. The Directory is also a valuable tool for employment information systems, as it will lead to a more targeted and timely matching of labour market services. It also helps in the development of individualized active policy measures and the strengthening of lifelong training and geographical and sectoral mobility. The extensive use of statistical classifications provides a basis for enhancing the full and systematic interoperability of all of these measures with the employment information systems of other Member States of the European Union, OECD countries and the EURES network. Moreover, within the Youth Guarantee Programme, an inter-institutional working group has been established within the Ministry of Labour on the validation and certification of skills acquired in non-formal contexts, such as national civic service.

With a view to increasing youth employment, through the Jobs Act Reform, the Government also intends to focus on measures related to work-based learning, particularly through apprenticeship contracts. More generally, the aim is to foster the use of such contracts by redefining:

- training provided both within and outside enterprises;
- training content and employers' obligations; and
- the general criteria of apprenticeship in technical and vocational schools, with particular reference to the number of hours of schooling during apprenticeship.

A specific legislative decree will be adopted to rationalize employment incentives, including apprenticeship.

A reform was also introduced in 2013 in the field of adult education to reorganize adult education centres, which are now part of the Italian education system and can issue certificates and qualifications (Regulation No. 263/2012). In the field of education and vocational training, national standards have been defined for 22 qualifications (three years) and 21 diplomas (four years), described in terms of competences, in line with the provisions of the European Qualifications Framework. In recent years, the emphasis has been on improving tertiary education and higher technical education and training with a view to creating training supply that is more closely matched to the changing requirements of the labour market.

Cooperatives

Finally, in 2014, the Ministry of Economic Development adopted several measures to promote employment through cooperatives. In particular, the Ministerial Decree of 4 December 2014 established a new incentive/fund to promote the creation and development of small and medium-sized cooperatives. The fund can be used to finance cooperatives established by workers from companies in crisis, cooperatives to manage companies confiscated from organized criminal organizations or the renovation of cooperatives in southern Italy.

No. of cooperatives

Category	No. of cooperatives
Other types of cooperatives	8 960
Cooperative credit banks	394
Agricultural consortia	57
Cooperative consortia/federations	304
Credit unions and cooperative insurances	478
Fishing cooperatives	1 326
Agricultural and breeding production cooperatives	5 568
Consumers' cooperatives	1 381
Retailers' cooperatives	156
Farmers' cooperatives	3 875
Worker-producer cooperatives	51 108
Transportation cooperatives	2 155
Housing cooperatives	10 585
Social cooperatives	21 650
Mutual aid societies	222
No category	1 539
Total amount	109 758
With "prevalent mutuality"	101 739
No "prevalent mutuality"	5 313
Last update: 26 May 2015	

Cooperative by region

Region	No. of cooperatives
Abruzzo	2 195
Basilicata	1 775
Calabria	3 849
Campania	11 612
Emilia Romagna	8 877
Friuli-Venezia Giulia	1 145
Lazio	16 226
Liguria	2 049
Lombardia	13 370
Marche	2 784
Molise	628
Piemonte	4 810
Puglia	9 138
Sardinia	4 119
Sicily	14 504
Tuscany	4 227

Region	No. of cooperatives
Trentino-Alto Adige	1 984
Umbria	1 225
Valle d'Aosta	299
Veneto	4 942
Total	109 758

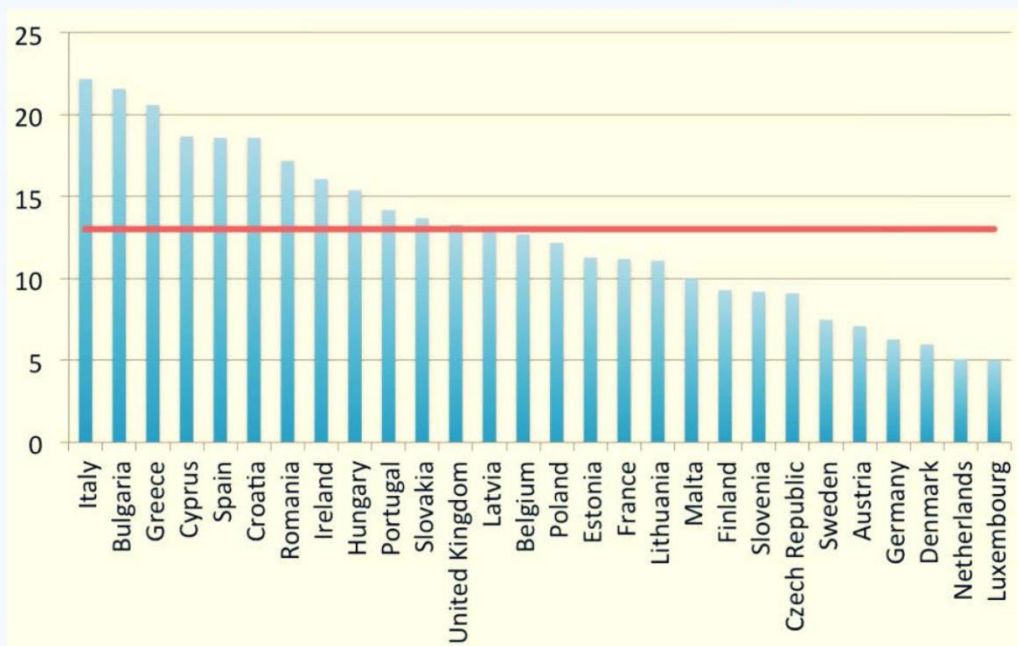
The total amount of cooperatives has been significantly increasing for the past 15 years. In 2013, for instance, Italy had 106,970 cooperatives.

Also the **cooperatives with a positive impact on employment increased** (worker-producer cooperatives, farmers' cooperatives, transportation cooperatives, fishing cooperatives, 70 per cent of social cooperatives) **45 per cent in 2008, more than 65 per cent in 2015.**

Annex

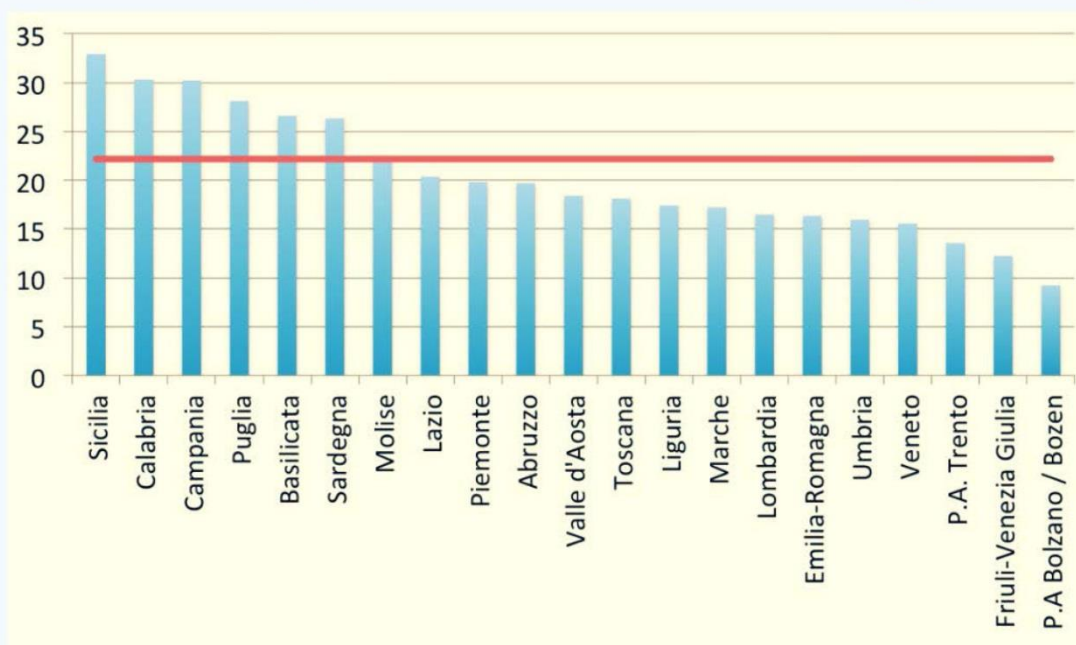
Some figures (context indicators) 1/3 Eurostat and Istat data

- *Neet rate, aged 15-24, in European Countries (2013)*



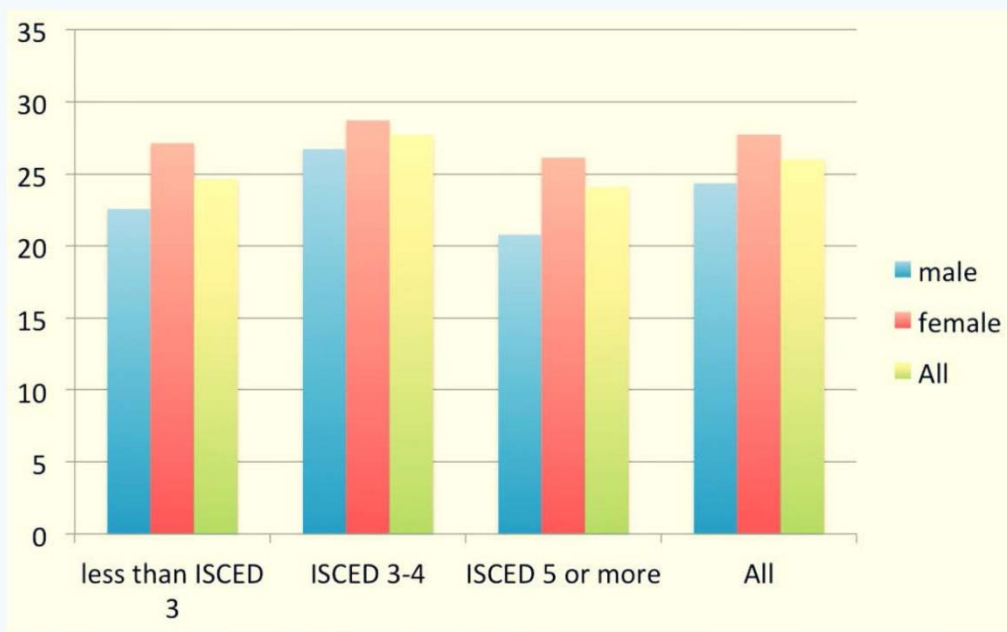
Some figures (context indicators) 2/3 Eurostat and Istat data

- Neet rate, aged 15-24, in Italian Regions (2013)

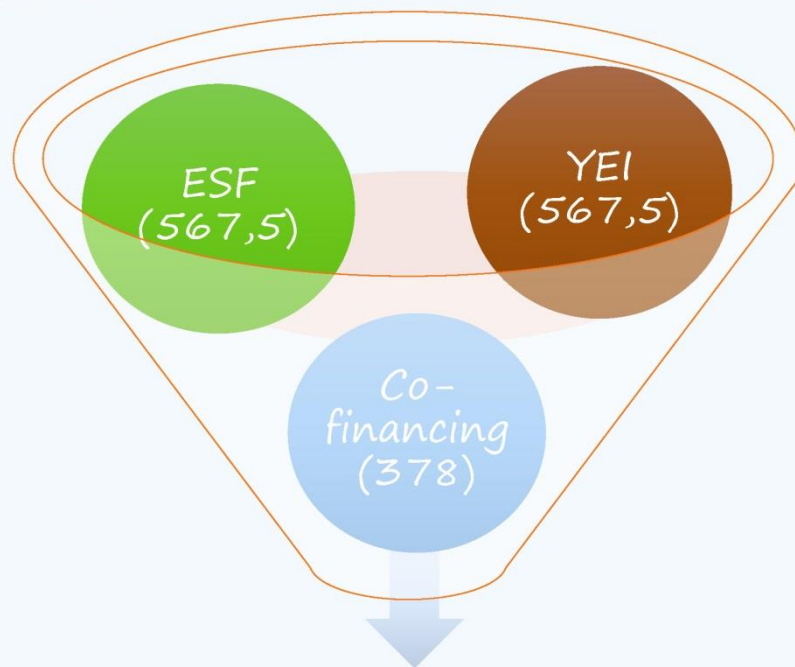


Some figures (context indicators) 3/3 Eurostat and Istat data

- *Neet rate, aged 15-24, in Italy, by educational attainment (2013)*



Financial resources

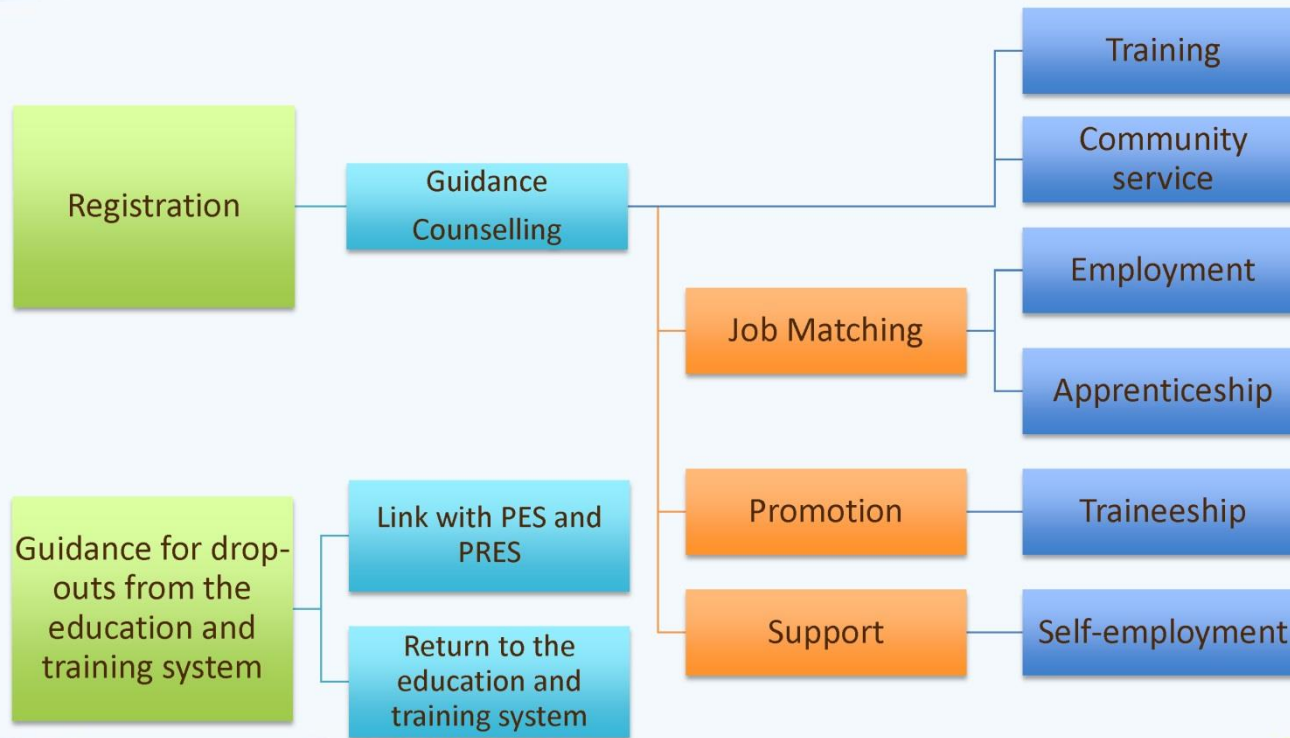


1.513 millions €

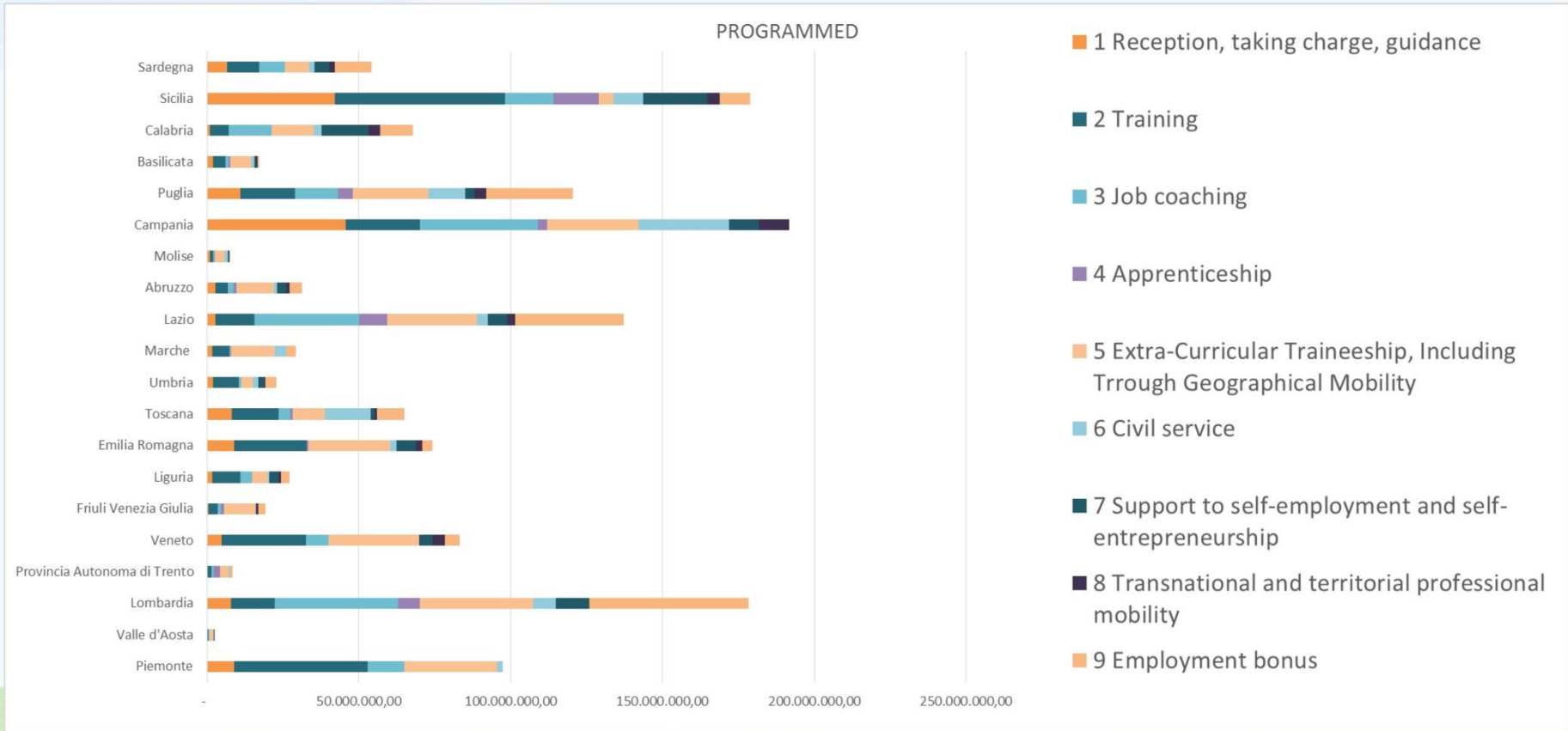
Financial resources

Direct Regional Actions	Unemployed aged 15-24 . Average 2012 (thousands)	Amounts
Direct Regional Actions		1.413.363.328
Piemonte	41,9	97.433.240
Valle d'Aosta	1,0	2.325.376
Liguria	11,7	27.206.895
Lombardia	76,7	178.356.313
Autonomous Province of Trento	3,6	8.371.352
Veneto	35,8	83.248.449
Friuli-Venezia Giulia	8,3	19.300.618
Emilia-Romagna	31,9	74.179.484
Toscana	27,9	64.877.981
Umbria	9,8	22.788.681
Marche	12,6	29.299.733
Lazio	59,0	137.197.164
Abruzzo	13,4	31.160.034
Molise	3,3	7.673.740
Sardegna	23,3	54.181.253
Campania	82,4	191.610.955
Puglia	51,8	120.454.459
Basilicata	7,4	17.207.780
Calabria	29,1	67.668.432
Sicilia	76,9	178.821.388
Ministry of Labour actions		100.000.000
Actions related to the recovery and orientation of people who drop out of school		40.000.000
Actions that support and reinforce public employment services		60.000.000
Total		€ 1.513.363.328

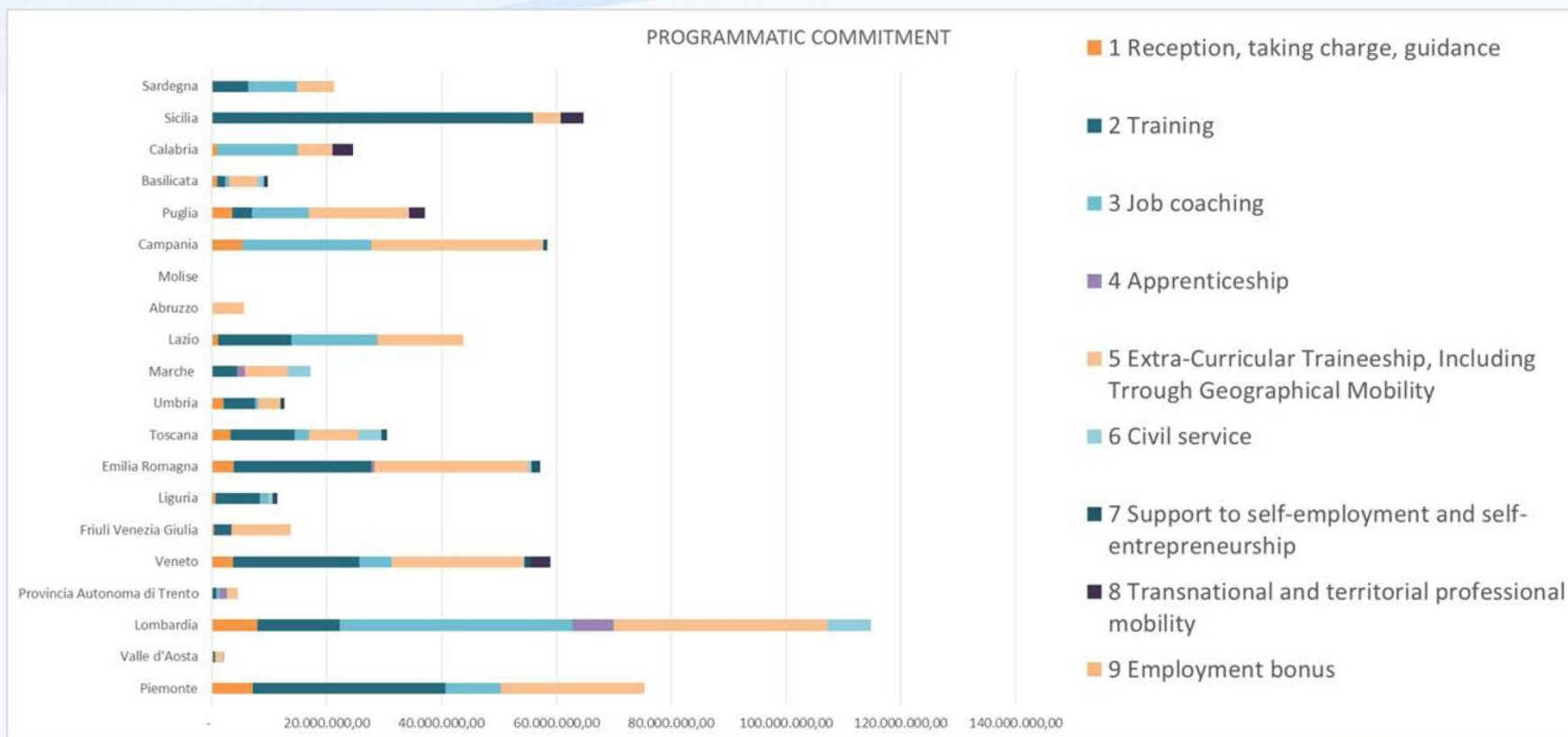
Measures addressed to young people



Status of implementation 1/3

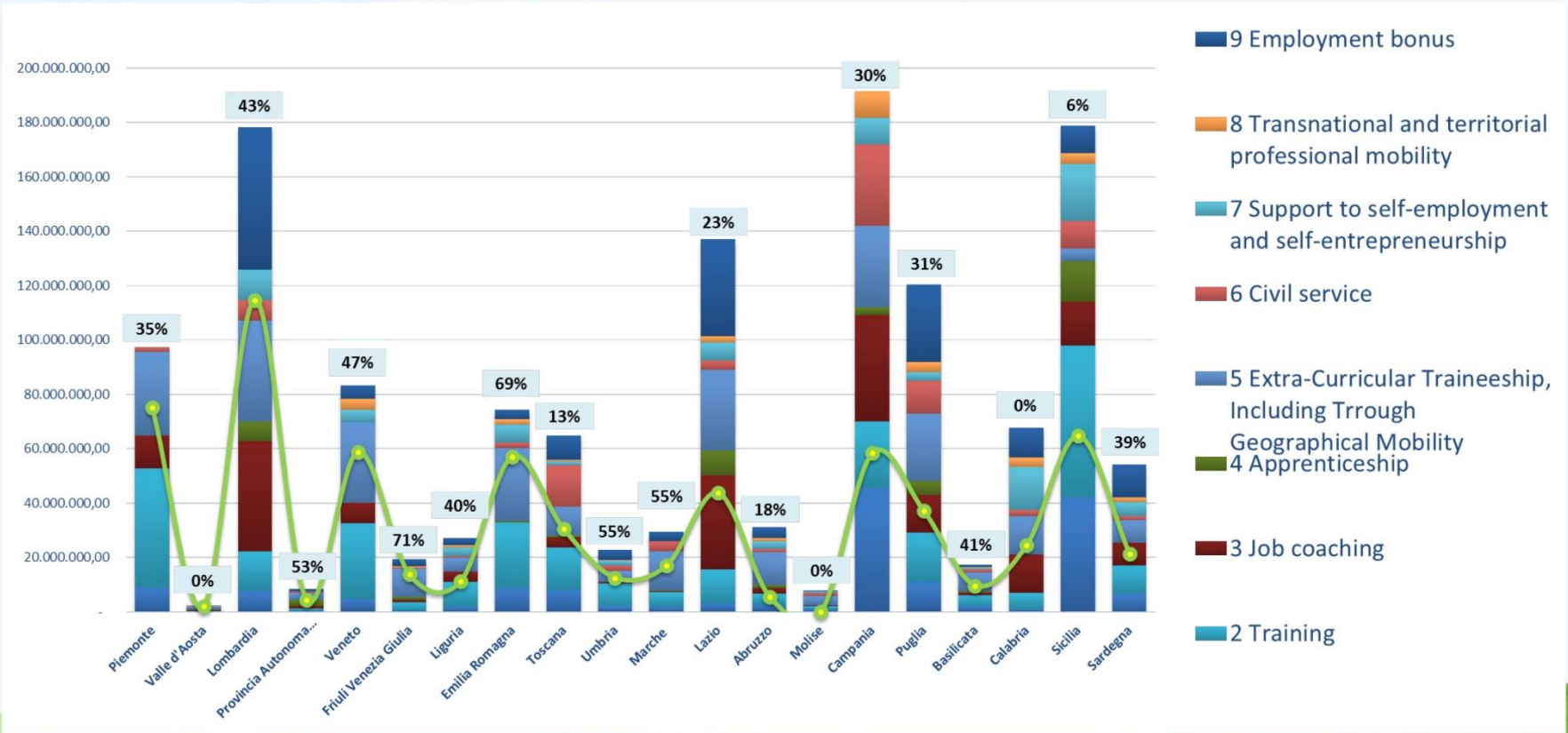


Status of implementation 2/3



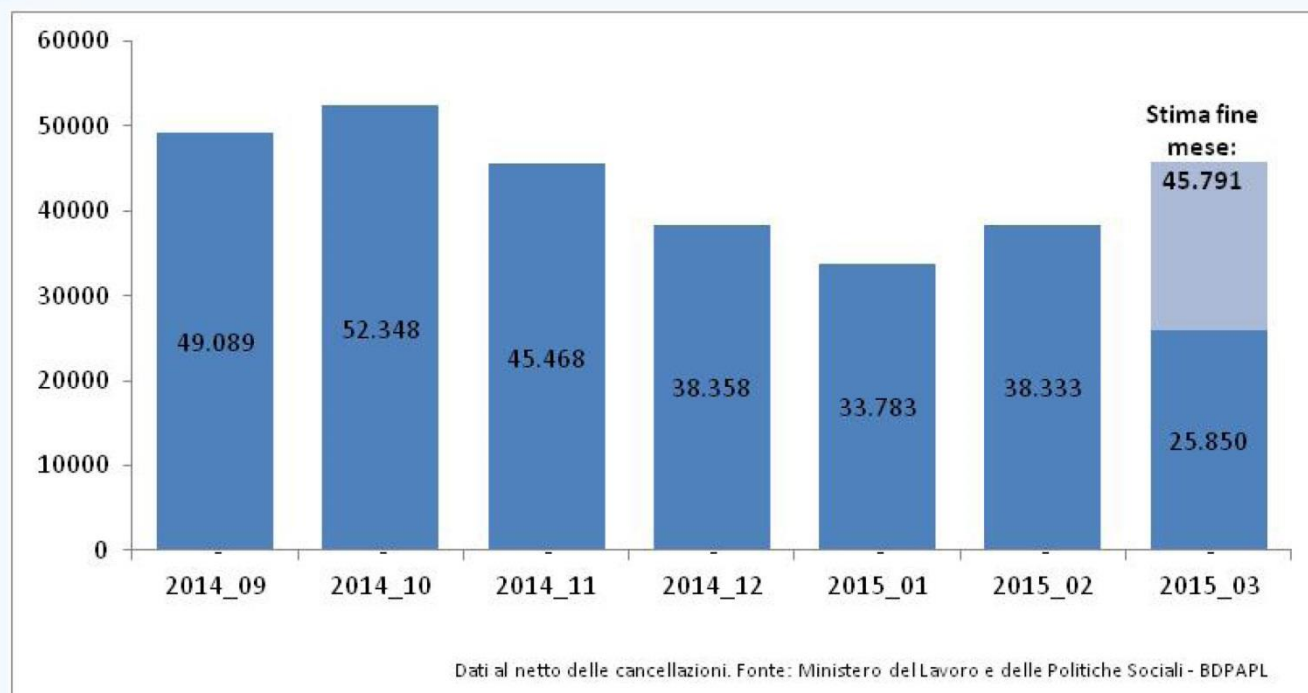
Status of implementation 3/3

The correlation between the programmed actions and programmatic commitments

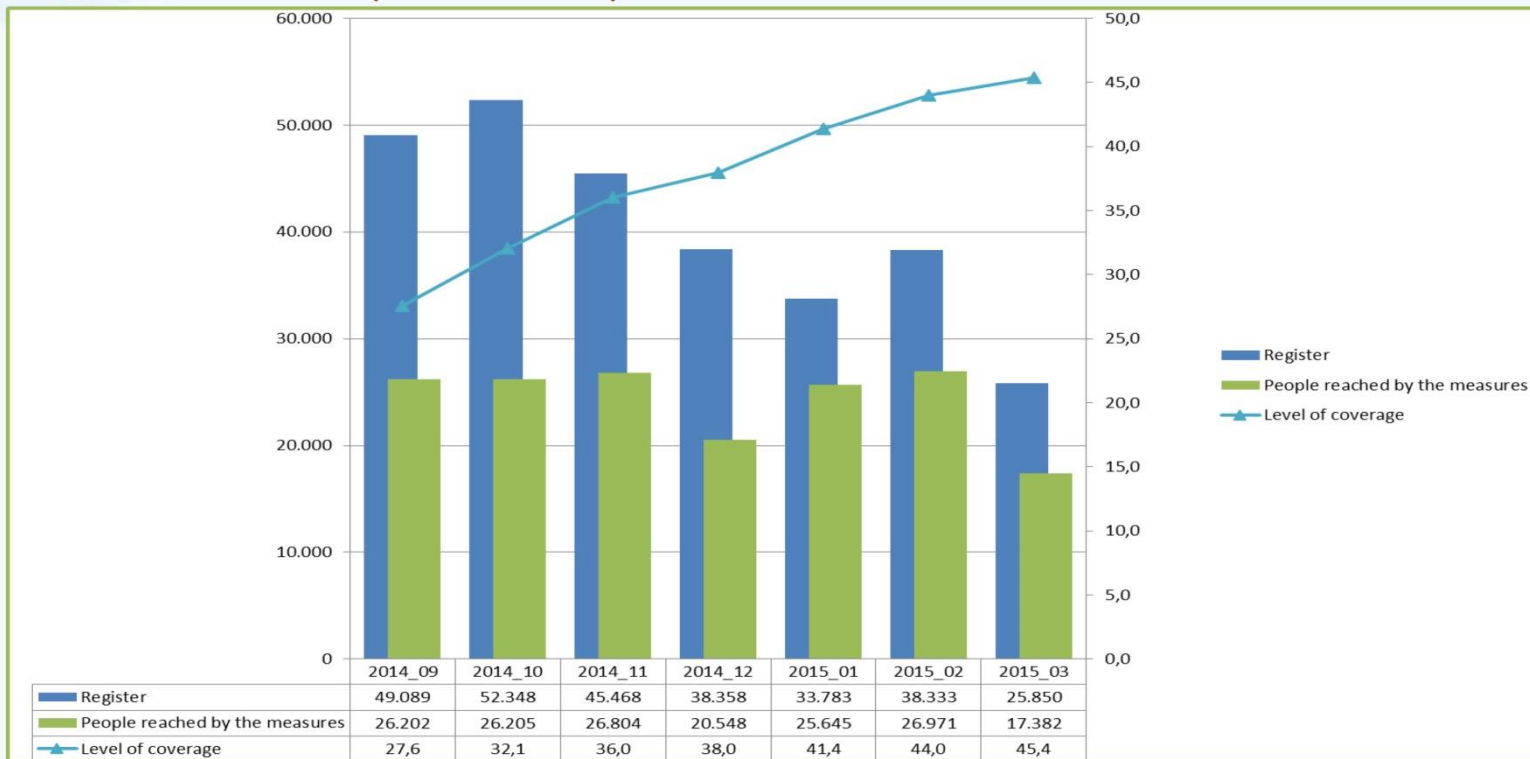


Registered participants

Total Registered participants
444.198 (march 2015)

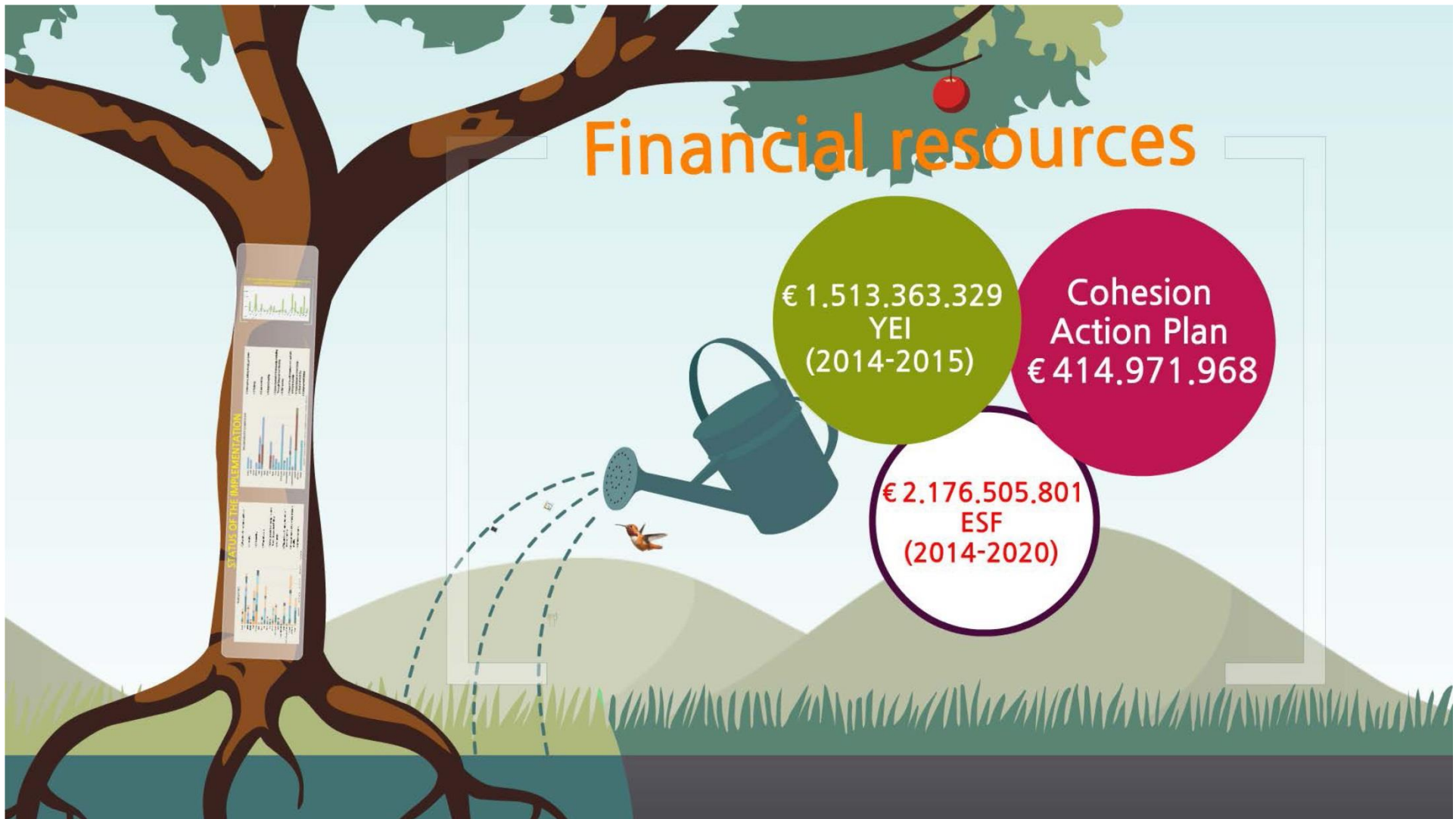


Service pact subscribers as a share of the registered participants – at the 18th of March



Monitoring: Result indicators (march 2015)

Registered participants	Number of participants who subscribed the service pact	Participants who have received basic services	Participants who are offered an active policy measure	People reached by the measures	Female Mobility	Male Mobility
444.198	201.500	61.500	41.452	32.384	3,69%	2.62%



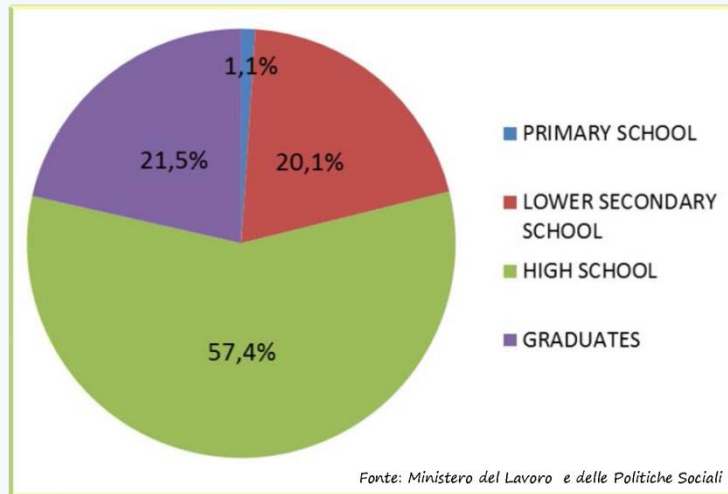
Employment services' operators have undergone training courses

REGIONS	No. SESSIONS "StartUP"	Total No. Operators	No. of Operators SPI, and leaders of the CPI (%)	No. Private operators, and partnership (%)
Abruzzo	2	89	46 (51,7%)	43 (48,3%)
Basilicata	1	65	58 (89,2%)	7 (10,8)
Calabria	1	47	45 (95,7%)	2 (4,3)
Campania	2	183	174 (94,6%)	10 (5,4%)
Emilia Romagna	1	50	50 (100%)	0
Lazio	1	135	128 (94,8%)	7 (5,2%)
Liguria	1	23	23 (100%)	0
Marche	1	64	63 (98,4%)	1 (1,6%)
Molise	1	45	36 (80%)	9 (20%)
Piemonte	1	142	54 (38%)	88 (62%)
Puglia	6	571	217 (38%)	354 (62%)
Toscana	4	36	29 (80,5%)	7 (19,5%)
Sardegna	2	289	281 (97,2%)	8 (2,8%)
Sicilia	1	119	118 (99,1%)	1 (0,9%)
Val d'Aosta	1	38	37 (97,4%)	1 (2,6%)
TOTAL 1897				

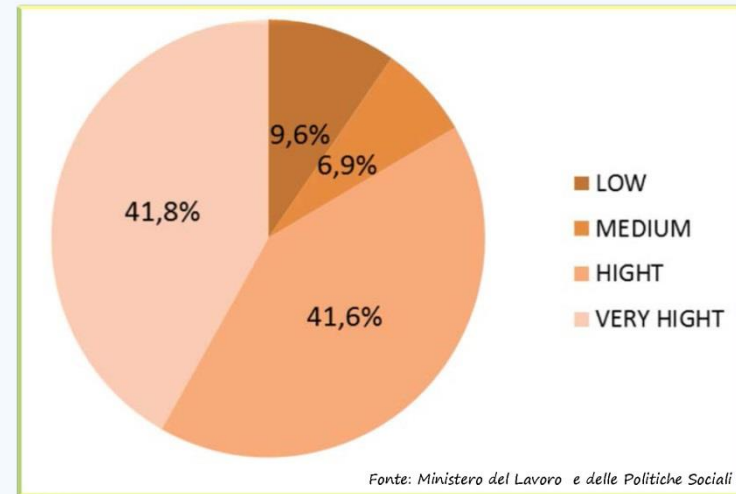
Profiling

- During the individual job interview, the public employment service (PES) or the accredited private operator, confer an index to the young person (called “profiling class”), which, on the basis of the information provided, assesses the degree of difficulty for a candidate in finding a job.
- The 4 classes provided, set out in Annex 2 of the Decree, are listed below and are presented on the basis of their increasing difficulty:
 - Profiling class 1: LOW DIFFICULTY;
 - Profiling class 2: MEDIUM DIFFICULTY;
 - Profiling class 3: HIGH DIFFICULTY;
 - Profiling class 4: VERY HIGH DIFFICULTY.

Participants taken in charge by educational qualification



Participants taken in charge by profiling



Communication campaign TV / RADIO enterprise-oriented and Integrated IT platform

The screenshot shows the website www.garanzigiovani.gov.it in a browser window. The page features a green and white color scheme. At the top, there are logos for the European Union and the Italian Government, along with the text "UNIONE EUROPEA" and "Ministero del Lavoro e delle Politiche Sociali". The main navigation bar includes "Per le Aziende" and "Area Operatori". Below this, there are four main sections: "SCOPRI COME FUNZIONA", "OPPORTUNITA DI LAVORO", "TROVA SPORTELLI PIU VICINO A TE", and "IL RUOLO DELLE REGIONI". A video player is visible on the right side of this row. The "Calls" annotation points to the "BANDI E AVVISI" section, which lists various public notices and bandos. The "News" annotation points to the "NOTIZIE ED EVENTI" section, which provides updates on program implementation and events. Other sections include "DOCUMENTAZIONE", "MATERIALI DI COMUNICAZIONE", "MEDIA", and "FAQ". The footer contains copyright information: "Garanzia giovani © 2014 - Tutti i diritti riservati - Ricerca - Privacy policy - Contatti". The browser's taskbar at the bottom shows the Windows Start button, several application icons, and the system tray with the date and time (12:01, 19/03/2015).



Youth Guarantee YOUTH POWER!



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