



Eurofound

Foundation Seminar Series Session Two

Country Profile

ITALY

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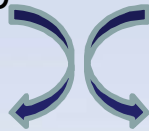


Firm size: over 95% of Italian companies have no more than nine workers

➔ Labour market fragmentation

Governance: the Italian corporate governance system features a high concentration of direct ownership

Very limited degree of separation between ownership and control



Negative effects in terms of innovation, internationalization, productivity and H&R management

Labour market segmentation: lack of guarantees for temporary workers; low quality of work for the young; low female participation in the labour market

Territorial dualism: the north south divide; territorial disparities (GDP inh., employment and unemployment rates, female participation)

Sector of employment: around 24% of the total employment is in the public sector (18.8% for men, 31.5% for women); the remaining quota works in the private sector or is self-employed.

NO LEGISLATION PROMOTING DIVERSITY AT THE WORKPLACE

CONTRACTUAL ARRANGEMENTS

- Only **54.2%** of around 23 millions workers have a permanent full-time contract. **10.6%** of them have a permanent part time contract.
- The percentage of atypical workers is **12.3%** of the total employment. 10.4% of the total employment has fixed term contracts and the remaining 1.9% works as freelancer.

GENDER SEGREGATION

- Italian women are more likely than men to be employed with an atypical contract: women's employment rate with non standard contracts is **14.6%**, compared to 10.6% for men.
- In the two-year period 2011-2012 only **12%** of women having atypical contracts have had a permanent contract (the same quota for men is 20%).
- Women suffer a huge **occupational segregation** (vertical and horizontal) with a high negative impact on pay gaps
- **Low enhancement of skills** is another negative factor that characterizes women quality of work.
- Women are also more **overeducated** than men



YOUNG PEOPLE

- **53%** of young employees have now permanent fixed term contracts or work as freelancers (+10% compared to 2007).
- During the crisis, from 2008 to 2012, the employment rate of people aged between 15 and 29 years decreased by **7%**.
- The involuntary atypical contracts involve around **96%** of young workers.
- Overeducation is rising up: **58.4%** young employees with secondary education and **44.8%** for young employees with university degree

PEOPLE WITH DISABILITY

- Out of a total of 1'882'000 people with physical and mental disabilities living in Italy only 300'000 (**16%**) are occupied. The majority of workers are men (27% compared to 7.8% for women) .
- **81.2%** of people with physical and mental disabilities are inactive, a rate almost double that the one of the entire population.
- About a quarter of employed people with disabilities have problems concerning the work activity: **working hours** (asking more flexitime) and the **type of job done**.
- **54.7%** of employed people with functional diversity works in the public sector

IMMIGRANTS

- **4 millions** of non Italian citizens live in Italy (in 2001 they were 1,334,000). In just over ten years, 2.5 millions immigrants have arrived in Italy.
- In 2012, **10.2%** of workers were immigrants (+0.4% compared to 2011).
- Although the **55.6%** of employed immigrants owns a higher level of education, only **9.8%** performs a skilled job (the rest is overeducated).
- Women mostly work as social careers and domestic workers, while men are mainly employed in agriculture, in construction and in non qualified occupations.
- Immigrants have been affected by the crisis more than Italian citizens: in 2012, their unemployment rate was **14.1%**, while for Italian citizens was 10.3%. Since the crisis, the employment rate of immigrants fell by 6.5% compared to 1.8% of Italians.
- The employment rate for immigrants is still, however, higher than the Italians' one: in 2012, it was **60.6%** compared to 56.4% for Italian citizens.
- Immigrants' net monthly salary is **25.8%** less than Italians' one.



Identification



Multinational group based in Italy and operating in 40 countries across 4 continents

Sector:



power and gas markets of Europe and Latin America,

Workforce:



nearly 74,000 employees

Revenue:



around 85 billion euros.

Social responsibility

In 2009, Enel and the three Unions (CGIL, CISL and UIL) signed an agreement on **Corporate Social Responsibility** (CSR), which provides initiatives in addition to those provided for by law and by the national contract on issues such as training, health and safety at work, equal opportunities and diversity management.

Each year, after the publication of the **Sustainability Report**, ENEL informs Unions on the actions taken by the company on CSR issues, with a special focus on diversity management.

Diversity issue addressed

No diversity manager, but a specific unit **People care** (set up in 2005-2006) within HR management with large-scale effort goals

- People care operates in a context of corporate welfare that has been set up in agreement with the trade unions

- The People care unit deals with the main types of diversity:

- ❖ Disabilities
- ❖ Equal opportunities
- ❖ Age diversity
- ❖ And culture

- Thanks to very good relations with trade unions existing in the group, Enel aims at improving the quality of work, fighting all sorts of discrimination.

Key characteristics of actions/measure/programme/policy

HOW

- Study of the socio-demographic composition of the Enel labour force
- Focus group to understand difficulties (e.g. in combining work and life in the big cities)
- email address devoted to collect people's suggestions/complaints

WHAT

Equal opportunities

- Family audit (quality certification)
- Parental program
- Services (baby sitter, laundry, etc.)
- 30 days project (for children aged 3-13)
- Financial aid to pay crèche costs

Disabilities

- Information booth
- Training courses

Culture

- Cultural exchange
- Training courses on the "other"
- Books on tour

Age

- Programs to nurture talents

Sustainability

- A Mobility manager coordinates car-pooling service
- Car sharing and bike sharing services are available
- Discount for public transport

Some outcomes



3,6% of the workers has physical or mental disabilities



97,4% of the employees has a permanent full time contract



31% of the workers has a tertiary level of education



44,8 is the number of the training hours for employee per year



45 years is the mean age

The diversity management can boost the competitiveness of a company and at the same time improve the working conditions and defend workers' rights

Weaknesses

- ❖ In Italy there is no national legislation on the promotion of diversity practices.
- ❖ Difficulties in company industrial relations due to the economic downturn.
- ❖ Italian companies still lack the awareness of how important this issue is, with some exceptions such as ENEL.
- ❖ Very small size of the Italian firms.

Strengths

- In Italy, the strength of the bargaining model and the long tradition of consultation between the social partners are crucial to foster policies aimed at promoting diversity at the workplace.
- Existing good practices in SMEs concerning e.g. cultural diversities.

Suggestions

- ✓ Social partners need to be supported by the government in the promotion of diversity at the workplace.
- ✓ A European Directive on diversity at the workplace can promote and disseminate this theme in all Member States, not only in large enterprises, but also in small and medium-sized ones.
- ✓ Tax incentives and financial aid (using e.g. ESF) to implementing diversity management at the work place.
- ✓ The use of appropriate statistic methodologies could be a way to show how the implementation of DM practices can be favorable also for companies.



Thank you

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