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Actively ageing: Italian policy perspectives in light of the new programming period of ESF

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*Enhancing employment for the next 20 years:
where investments count*

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Summary



- How Italian policies and interventions influenced the strategies of organizations in relation to age management
- The specific role played by ESF during the last two Programming periods
- The strategy envisaged for the programming period 2014-2020
- Concluding remarks



How Italian policies and interventions influenced the strategies of organizations in relation to age management

Available strategies

Type of solution chosen	Approach principle	
	<i>Accept limited employability</i>	<i>Remedy limited employability</i>
<i>Financial measures Short term realisation</i>	Replacement strategy (replace older workers partly by younger employees)	Blocking strategy (activate employability by limited use of early retirement funds)
<i>Guiding measures Long-term realisation</i>	Support strategy (stagnation requires measures aimed at suitable employment)	Development strategy (older workers and their managers must learn to improve employability)

Source: Thijssen, Rocco, 2010

The Italian case

First period: prevalence of replacement strategies

(Contini, Rapiti, 1999)



1980s

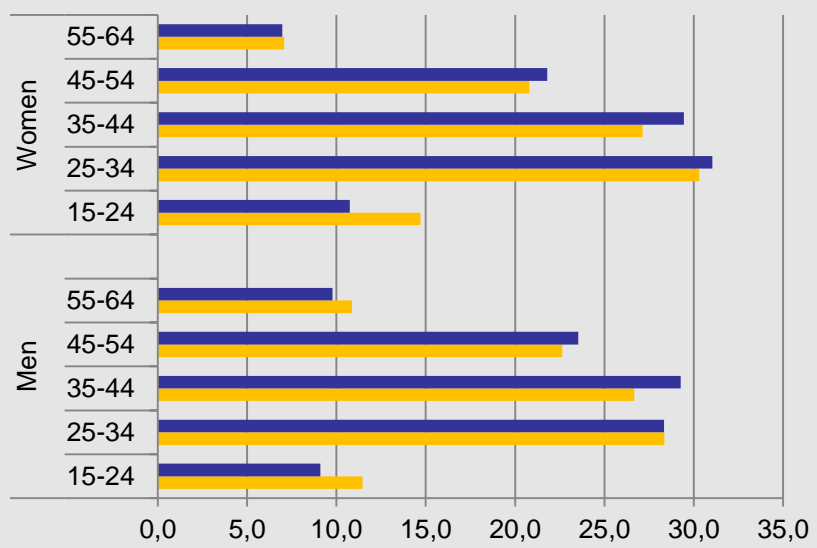
- replacement of over 40 workers with young with a more solid educational background
- replacement of staff and administrators with holders of diplomas or university degree
- renewal-replacement of labour more marked in the medium to large, less in small firms
- pattern typical of sectors undergoing radical change in terms of production technologies and organisational restructuring

1990s

- a severe recession reached its peak in 1993
- incentives for flexible contracts addressed to young workers diminished
- the share of over 50 workers remained substantially stable

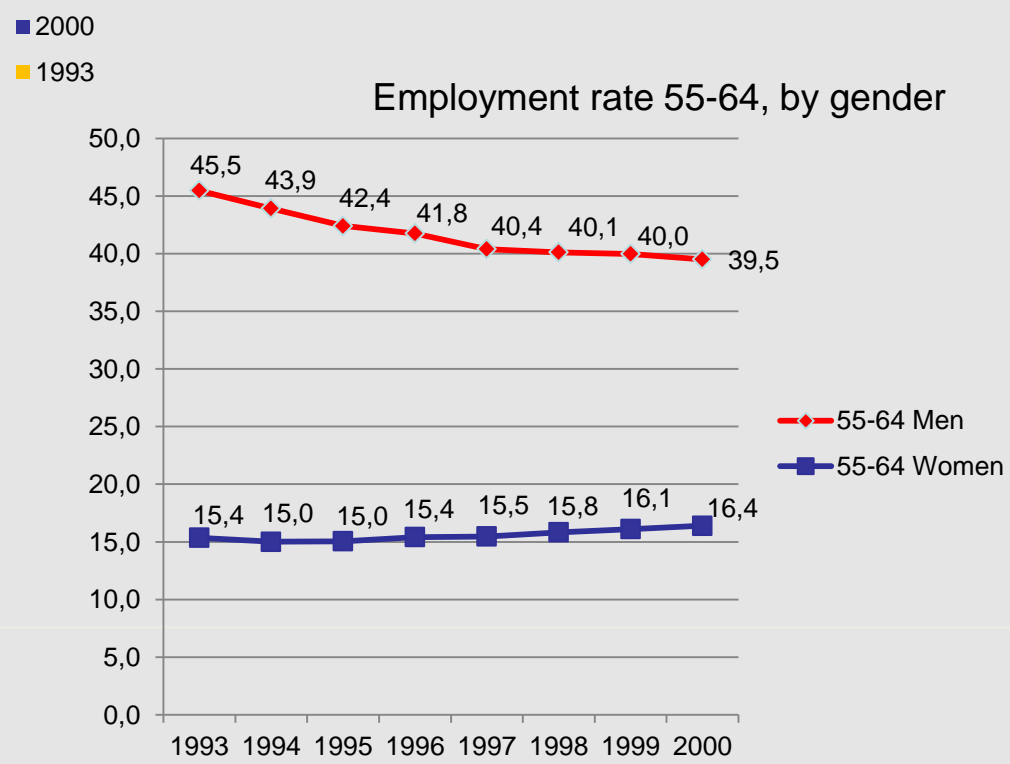
The second half of 1990s

Employees by age class and gender



Source: ISFOL elaboration on ISTAT data

Employment rate 55-64, by gender



The second period: prevalence of blocking strategies



Before 2001

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



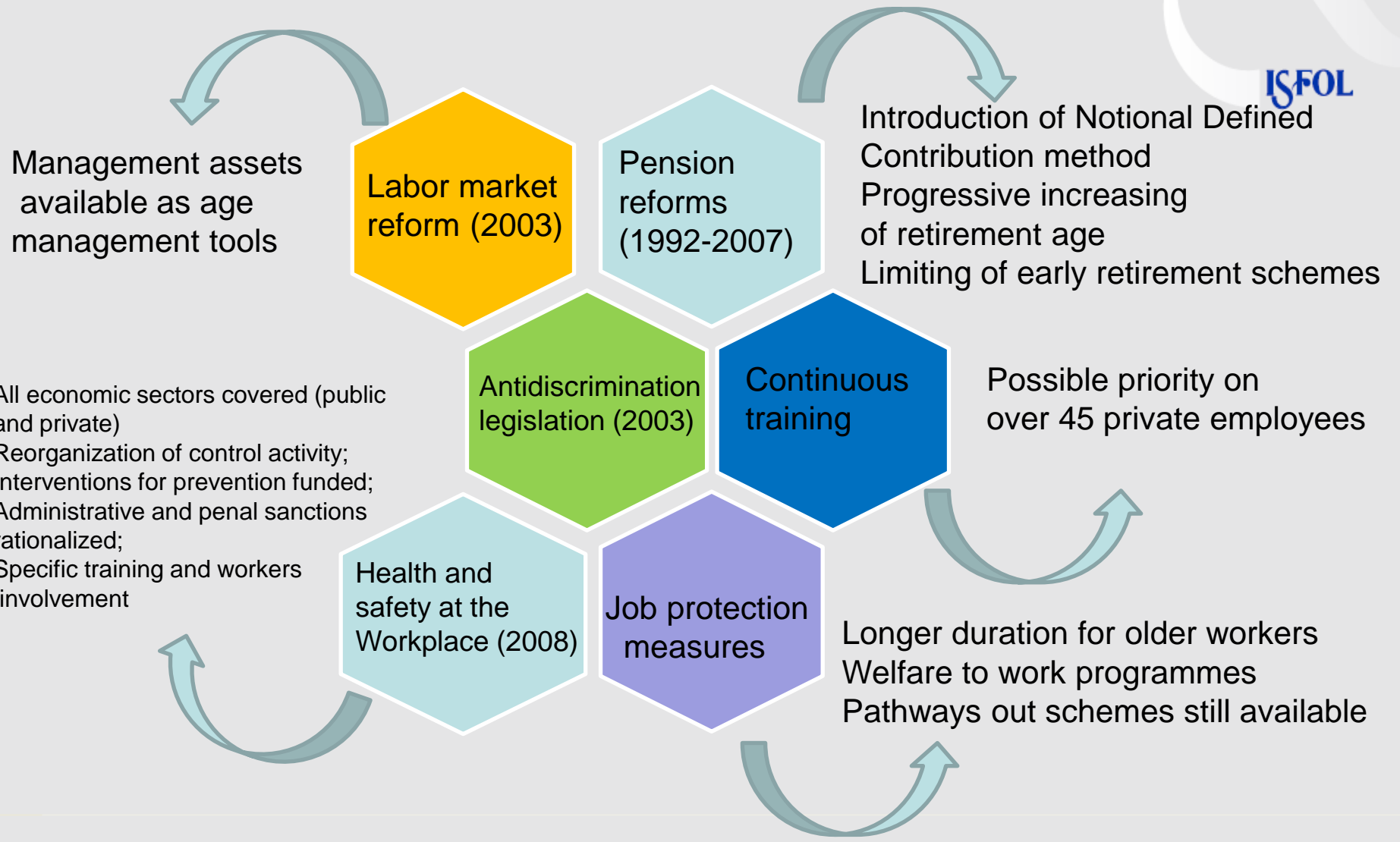
2001 - 2013

- Growing flexibility on the labor market
- Gradual introduction of blocking strategy under pressure of social protection sustainability



Greater concern with the introduction of development strategies with ESF support

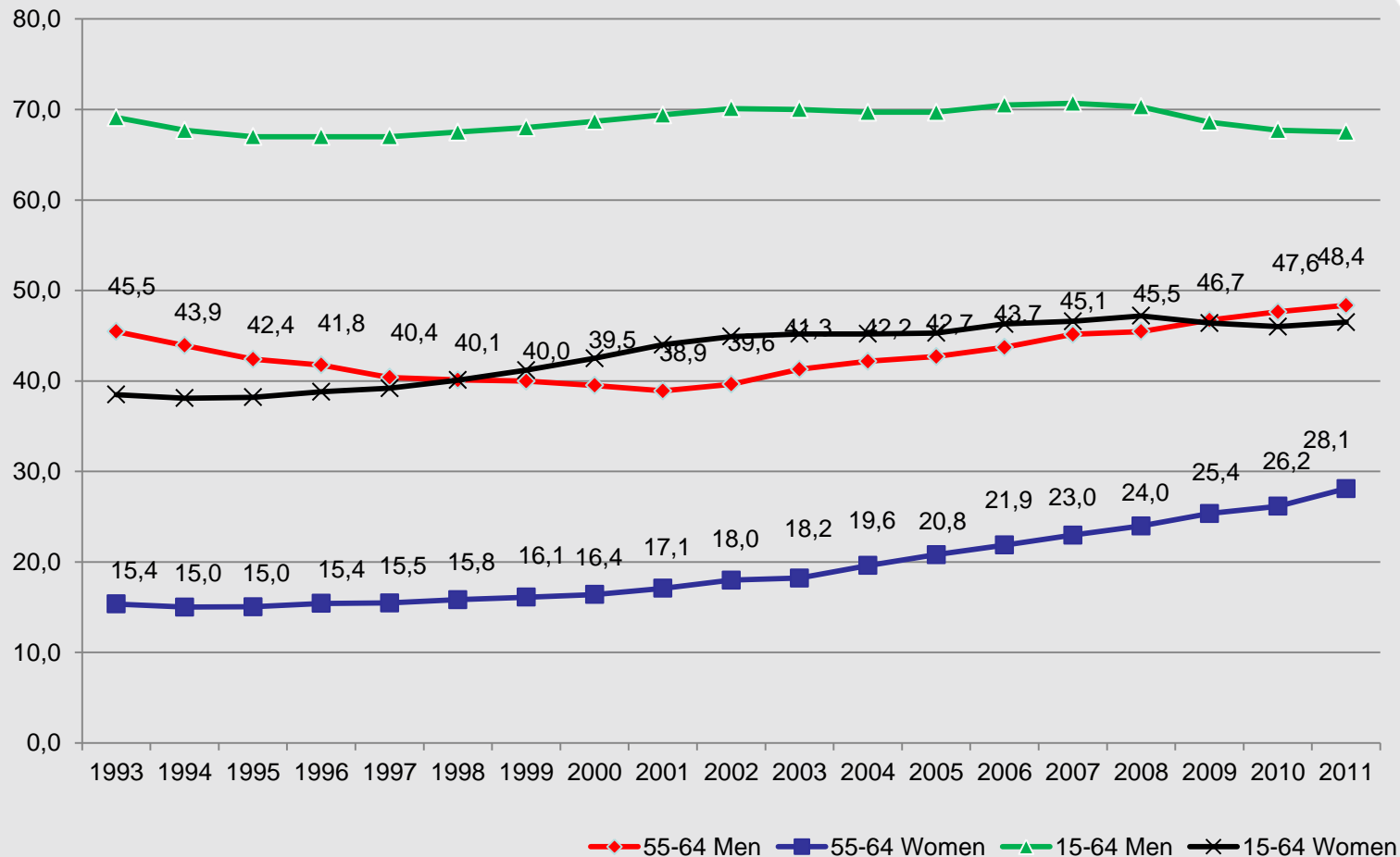
Main policy drivers before the crisis



Conflicting effects on the labor market (1)



Employment rate 55-64, by gender

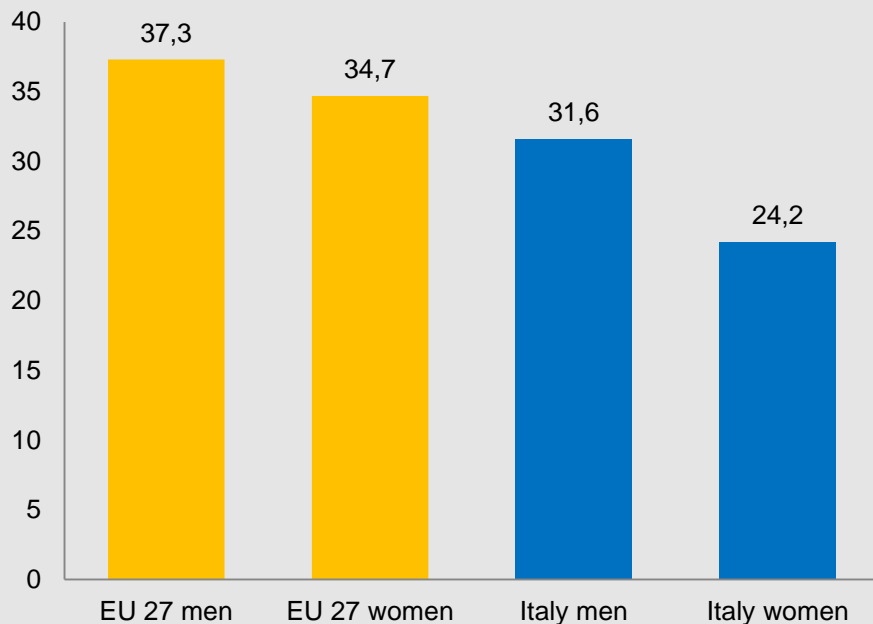


Source: ISFOL elaboration on ISTAT data

Contrasting views of the labor market (2)



Duration of working life. EU27 vs Italy. 2010



Source: Eurostat, 2012

Average exit age from the labour force

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
EU27	59,9	60,1	61	60,5	61	61,2	61,2	61,4	61,4	61,5
Italy	59,8	59,9	61		59,7	60,2	60,4	60,8	60,1	60,4

Source: Eurostat, 2012



The specific role played by ESF during the last two Programming periods

Greater concern on development strategies: the ESF support



2000-2006

- A very small number of interventions (usually funded by EQUAL; Leonardo Programm etc.)
- Complex projects with strong experimental design
- Uneven definition of active ageing
- Difficult identification of target groups
- Weak political commitment

ESF support 2007-2013: facts from a 2009 ISFOL survey



2,4% of nationale ESF available resources addressed at active ageing and prolongation of working life



Large differences among Italian Regions



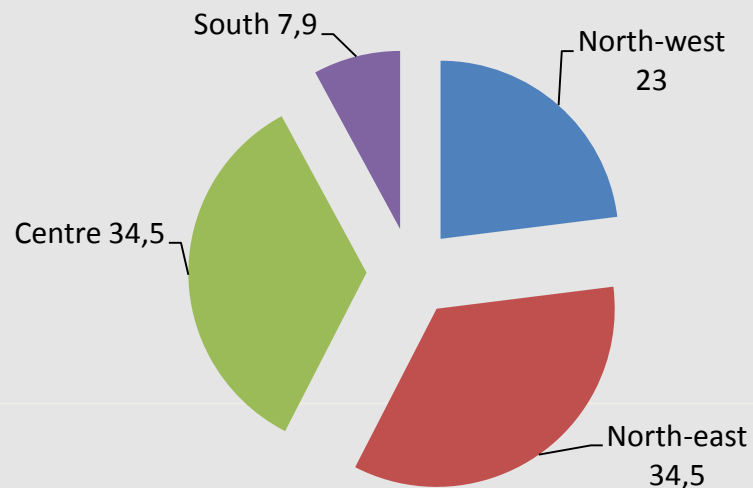
The survey:



128 calls for projects



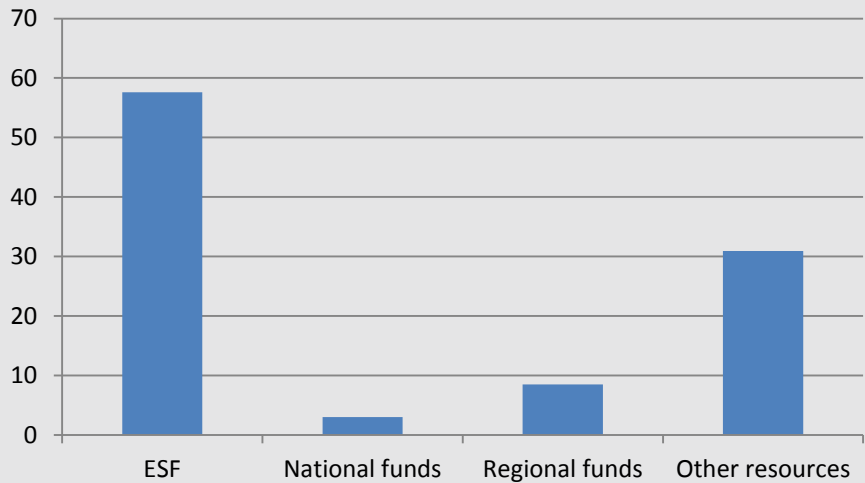
165 projects and interventions



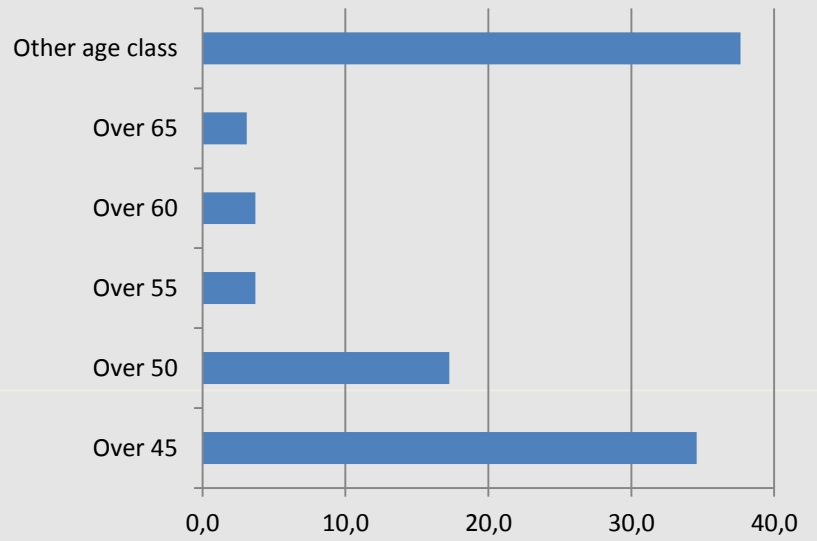
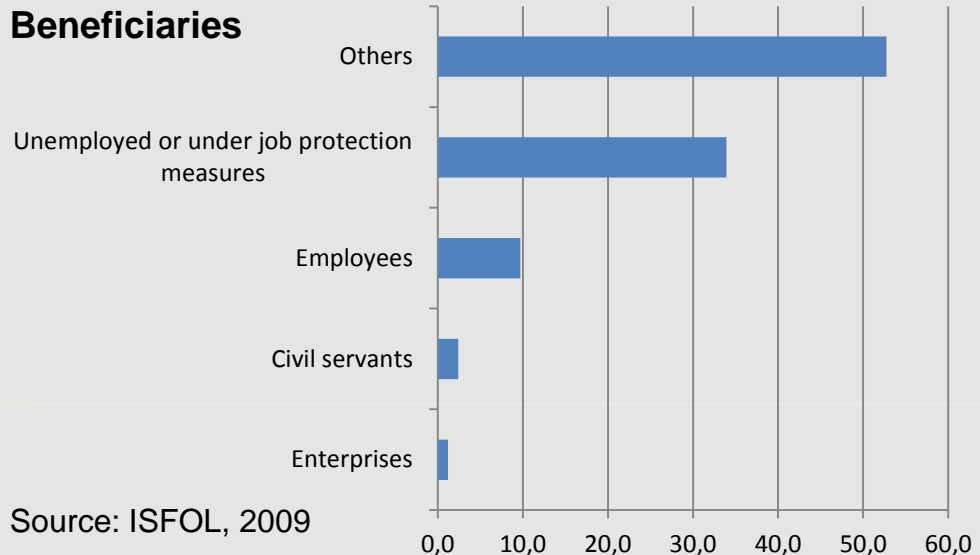
ESF support 2007-2013: resources and beneficiaries



Share of ESF support

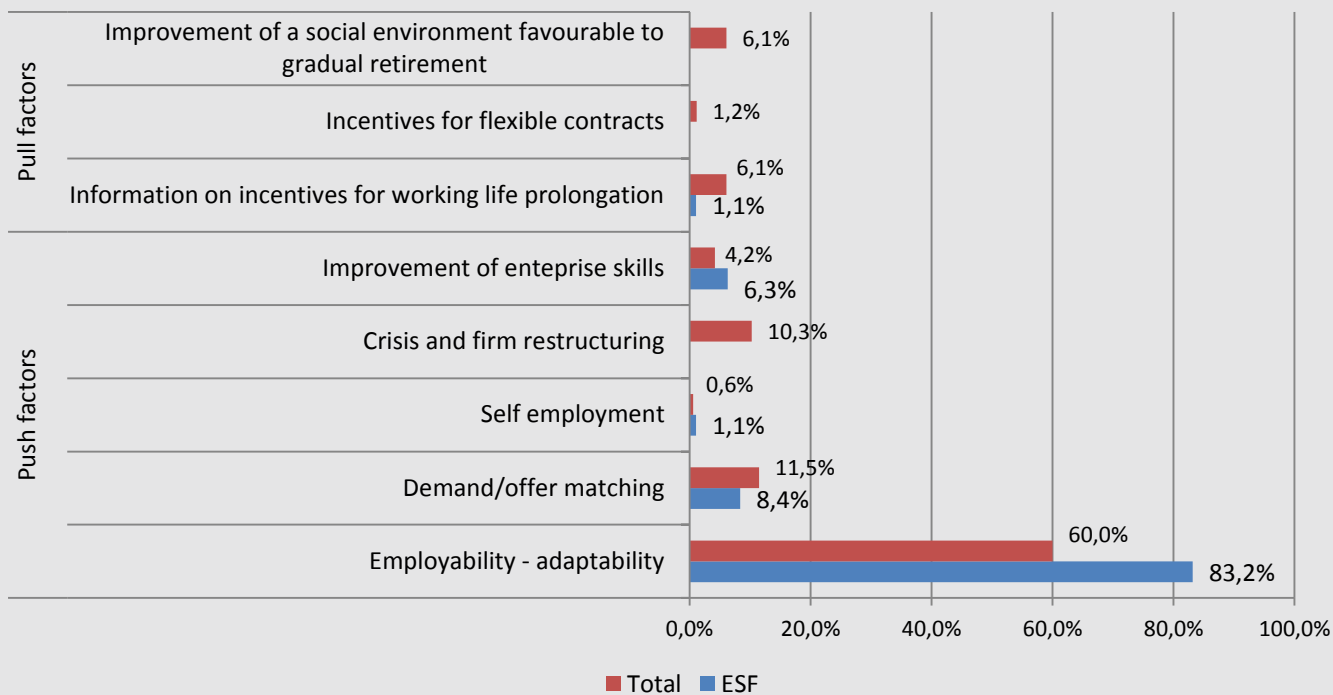


Beneficiaries



Source: ISFOL, 2009

ESF support 2007-2013: actions



Source: ISFOL, 2009

The ESF support 2007-2013: in brief



On one side...

- All the Operational Programmes of all the Italian Regions dealt with active ageing and older workers
- In selected cases the topic was also in pluriennial programmes for work and training
- Many CVET projects targeted explicitly over 45 or over 50 workers
- Economic incentives for hiring older workers and/or the central role of PES were often envisaged
- Almost 60% of the interventions dealing with active ageing was covered by ESF

...on the other side

- Generic identification of target groups
- Large prevalence of interventions addressing employability by means of training
- The spreading of the crisis urged ESF to be reoriented to support job protection measures, on the basis of specific State-Regions agreements



The strategy envisaged for the programming period 2014-2020

The impact of the pension reform



Without
reform

Activity rate
57-66
36,6% in 2020

After reform

Activity rate
57-66
47% in 2020

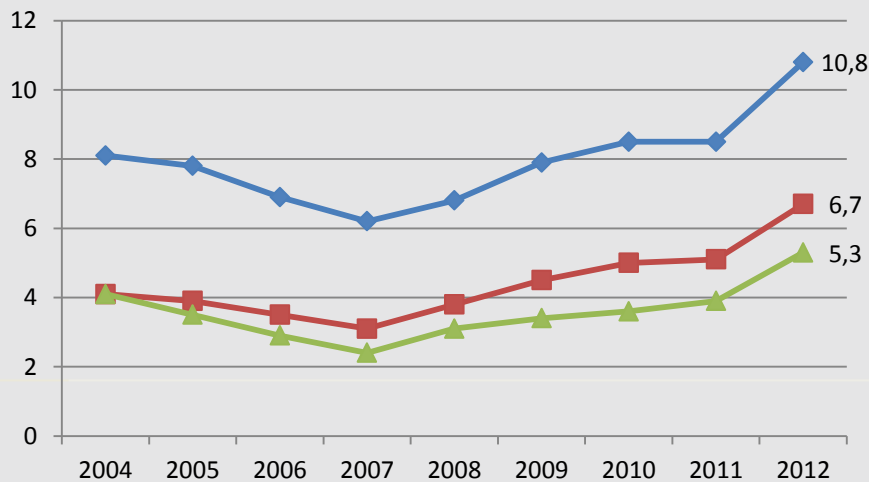
	variations 2011-2020
Italian older workers 55-66	1.517.000
Italian workers 15-54 (demographic effect)	-1.284.000
Immigrant workers 15-66 (demographic effect)	1.334.000
Total	1.566.000



Labour market trends

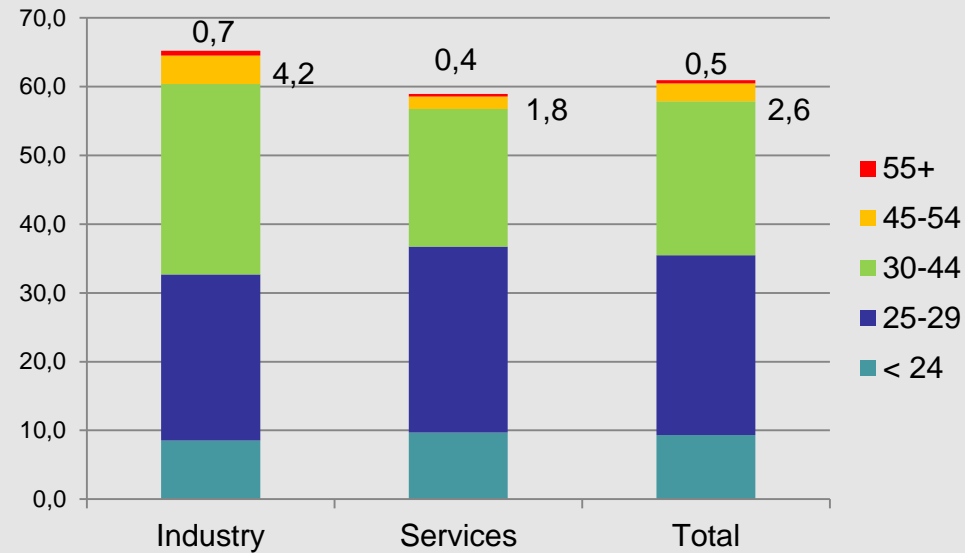


Unemployment rates



Source: ISTAT ◆ 15-64 ■ 45-54 ▲ 55-64

Demand expressed from employers

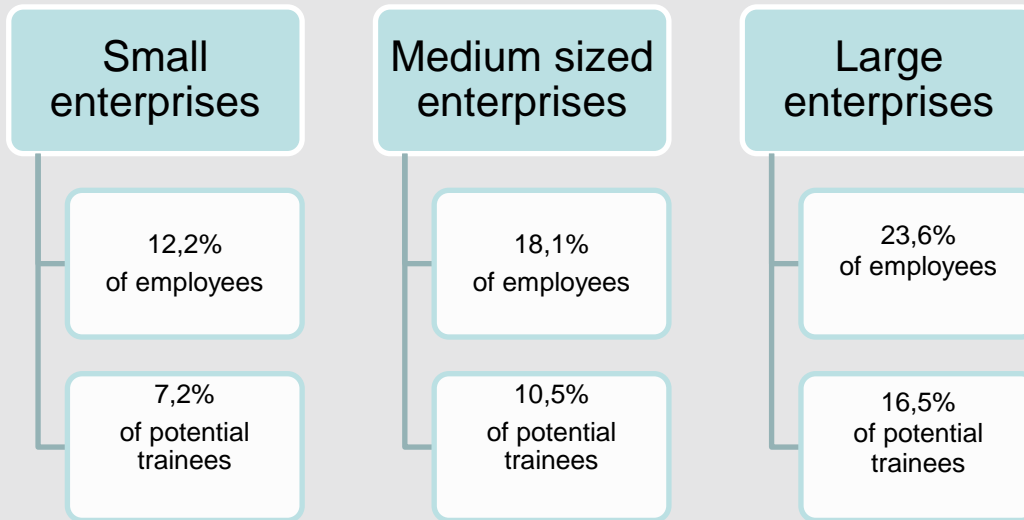


Source: Unioncamere – Ministry of Labour, Excelsior, 2012

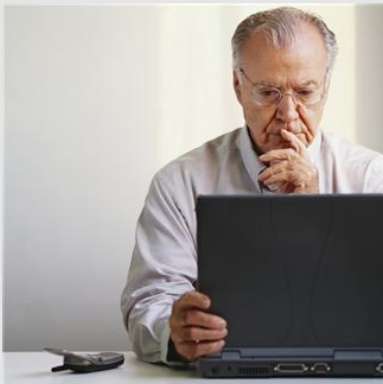
The possible involvement of 50+ in training



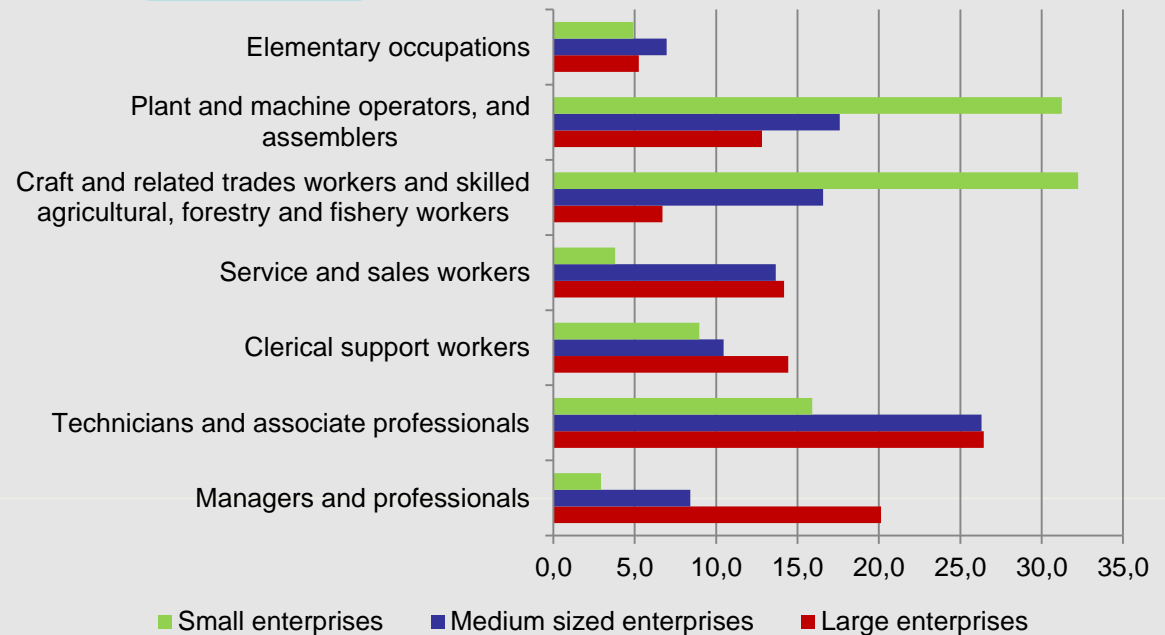
According to an ISFOL 2012 sample survey, 50+ represent:



Source: ISFOL, Audit on training needs, 2012



Distribution of training needs



The strategy envisaged for the programming period 2014-2020



Older workers

- Incentives for hiring older workers
- Active labour market measures
- Flexible organization of work
- Flexible retirement coupled with younger workers handover and training



Others

- Measures to increase women participation
- Measures addressed to long-term unemployment
- Interventions on firm crisis
- Measures against irregular work
- Improvement of PES



Concluding remarks

In conclusion



- Long lasting dual dimension of Italian labour market
- Young in – old out pattern (until the 1990s) gradually shifted towards a blocking strategy pattern
- Until 2008-2009 attention paid by ESF to active ageing and development strategies seemed meaningful
- After the spreading of the crisis the target of the European social fund shifted towards the support to job protection measures
- Present policy drivers: specific incentives to hire older workers and longer coverage of job protection
- Current debate on ESF: room for some kind of support to development strategies and flexible working environments



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