

A.W.A.R.D. Adults and Work – an Aid to Reduce the Distance

Call: 2014, Erasmus+, Ka2- Cooperation and Innovation for Good Practices - Adults
Code: 2014-1-IT02-KA204-003416

Activity 2 2.1, 2.2, 2.3	Analysis and sharing of adults needs who dropped out world of work in their respective countries (each partner will play his action in its own country)
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The purpose of this phase is to establish a synthesis framework about active labor market policies in the following countries: Italy, France, Turkey and Bulgaria. These policies concern in particular unemployed adults, women and men with more than 30 years, who have had work experiences, who dropped out the world of work, with previous work experience and skills.

Each organization have to fill in the required data to be able to draw a general scenario and to identify particular positive experiences that can be replicated in other countries.

The requested informations refer to 2014 or to the latest official data. If it's possible please mention the information's sources.

Population country	60.78 million inhabitants
Estimated number unemployed in %	13%
Estimated % of unemployed between 35 and 65 years	8,5%
Estimated % of women unemployed between 35 and 65 years	9.4%
Estimated % of men unemployed between 35 and 65 year	7,9%

Data Sources:

X <http://ec.europa.eu/eurostat>

X <http://dati.coesione-sociale.it>

Are there particular areas / regions of the country that have major unemployment problems? If Yes, explane (maximum characters: 3000)

According to Istat data in Italy the major unemployment rate is concentrated in the south regions, the so called "Mezzogiorno" with a global percentage of 21.1%. In particular Puglia and Calabria have raised over the last year the 58,1% and the 59,7% respectively in the group of people between 15 and 24 years old.

From another point of view, North-South territorial gaps in Italy are also the widest in Europe: employment rates in Southern Italy are at a low 42% versus an average of 64.2% in the Northern regions.

Are there particular areas / regions of the country that have major economic growth and lower unemployment levels than others? If Yes, explane (maximum characters: 3000)

Italy, more than other European countries, has a variation at the regional level is that there is talk of "local labor markets" that of "regional welfare systems". The traditional dualism Italian has increased; the South was further away from the rest of the country and, even more worrying aspect, it increased the distance to the European standards (ISTAT, 2014th). The employment rate fell throughout Italy, but in South, which

was already lower, fell further, reaching the 42.0%, almost 18 points less than in the center and far more than 21 percentage points from the territories of Northern Italy. By observing in detail the regional situation the most striking aspect is the divergent composition of the population of the regions of the North and the South: in the first case, in fact, the majority of people is busy (it goes from almost 70% Trentino Alto Adige 57% of Lazio), while in the territories of the South, in the Abruzzo (55.35%), the number of employed is always below 50% and is accompanied by a increasing proportion of inactive. Beyond that, though in many regions of the northern and central part of the increase in unemployment in recent years it is due to entry of potential labor force, in South, however, it is registered, more than in other areas, an increase in the rate of failure market participation lavoro (ISTAT, 2014th).

As described in the related to developments on the Italian labor market, the decrease in employment have focused on the male component. However, the southern regions continue to be characterized by high differences gender in employment rates; in this area of the country, in fact, in seven regions eight did not even reach 40% in the employment rate of women and highlights an average difference between men and women over 21 percentage points despite, among other things, the male employment is more limited here than other areas of the country.

Data Sources:

http://www.cliclavoro.gov.it/Barometro-Del-Lavoro/Documents/Rapporto_monitoraggio_mercato_del_lavoro_ISFOL_2014.pdf

http://www.cnel.it/application/xmanager/projects/cnel/attachments/rapporti_md/files/000/000/008/CNEL_Rapporto_MD_L_2013-2014.pdf

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**Are there economic sectors that more than others have produced unemployment?
Which are the economic sectors with more job stability or development?**

(maximum characters: 5000)

Economic sectors with a positive performance:

In general: TRADE, TRANSPORTATION, tourism

North: HIGH TECH FOOD

North Central: food, leather dress shoes

(source: *Economie regionali Dicembre 2014, Banca d'Italia*)

Are there economic subsidies provided for those who become unemployed (duration, access requirements, criteria for defining the amount, paying agency, institution that verified unemployment state) (maximum characters: 5000)

From May 1st 2015 a new unemployment provision has been introduced replacing ASpl and mini-ASpl, both introduced by law n°92/12.

NASpl targets all involuntary unemployed, working in the private sectors, except workers in agriculture that hold these requirements:

- a) To be unemployed according to legislative decree n. 181/00 and subsequent modifications
- b) To be able to prove that they paid at least 13 weeks of social contribution during the last four years.
- c) To be able to prove that they worked at least 30 days during the 12 months preceding the start of the unemployment spell.

The benefit will be paid monthly for a number of weeks equal to the half of the working weeks in the last four years. For the calculation of duration, weeks that were already

computed for the provision of a previous unemployment benefit will be excluded. In accordance to legislative decree n. 181/100 and subsequent modifications, the provision of NASpl will be conditioned to the participation to activation measures proposed by Employment Services. INPS (Istituto Nazionale di Previdenza Sociale) is in charge of providing the benefit and of assuring the participation of beneficiaries to these actions.

The unemployed entitled to receive the NASpl support can claim for an anticipation of the entire amount of the benefit as a form of incentive to self-employment initiative.

Active labor market policies:

Main national laws reference:

- Legislative decree 469/97 - Transfer to the ordinary statute Regions and Local Authorities of functions and tasks regarding not active labour policies
- Law 68/99 – Employment of disabled people
- Legislative decree 181/00 – Assignments about responsibilities to public services to implement policies on job demand/offer matching
- Legislative decree 276/03 – Implementation of delegations concerning employment and the labour market
- TU 167/11- the so called “Testo Unico dell’Apprendistato” ruling apprenticeship
- Law 92/12 - Regulations concerning employment in a growth perspective
- Law 78/14 – Disposizioni urgenti per favorire il rilancio dell'occupazione e per la semplificazione degli adempimenti a carico delle imprese
- The last Law 183/14 d.lgs.150/15 – “Jobs Act “ is very innovative and changes many rules.

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Active services on the territory (free, upon payment, offer)

In Italy the informal channel of friendship is mostly used to find a job and to join the labor market.

Nevertheless the public agencies in charge of dealing with this issue are the so called “Centri per l’impiego” (Employment Agencies) spread all over the country, they provide information about registration, unemployment cards, agricultural jobs, residency, apprenticeships, public bodies, benefit applications and payments, finding work and employment regulations; some office also help people who need informations about setting up a business, self-employment, income tax and social security. They also deal with demand/offer matching and support professional riqualfication.

There is also another public service called “Informagiovani”, born to answer to young people needs about how to find a job or training opportunities. It’a public service but in an un-informal way, here you can obtain informations about job vacancies, advice on job interviews, help for write and translate CV and application letters,

There are also private Agencies that must be authorized by the Ministry of Labour and Social Welfare (Ministero del Lavoro e della Previdenza Sociale) pursuing legislative decree n. 276/03 and they operate all over the national territory.

Public offices offer they services free of charge both for worker and for companies while private agencies charges a fee on companies. To simplify, we can say that private agencies work for companies in the purpose to select human research for them, public offices make their service for workers, for free, to help them to find job opportunities.

Each Region can set up its own accreditation system for Job services offered. Qualified agencies can operate on active services only on the regional territory of their competence with the same compensation system of the authorized agencies.

Public agencies can also work in agreement with Public Authorities in a networking way.

A good example of collaboration between public offices and authorities in Tuscany is “Giovanisi” project, a big set of youth policies about job, training, studies, business, house and civil service. In this project, conceived and realized by the Regional Authority, all actions provided are enacted by public offices, like employment agencies and trade unions.

One of these actions provide to support the realization of new enterprises, made by young women (until 40 years old), loaning the business with no rate of interest and giving them leanings about administration procedures to follow.

Projects or good practices to facilitate work reallocation for unemployed women with more than 30 years (maximum characters: 5000):

Caregiver Agency:

This project launched in 2008 is focused on the centralized management of different agencies spread all over the Lucca district area. This agencies, based on trained professionals, provide different services for families and seniors in need of needed special personal and household assistance.

Purposes:

- to support the matching between demand (families) and offer (caregivers),
- to promote the regularization in the field of household assistance,
- to provide information about the local professional training opportunity in the field of household assistance,
- to collect needs and availability of users, from both caregivers and families,
- to advise professionally caregivers

Achievements:

The highest added value of this kind of agencies is the possibility of connecting demand support (contributions, counseling, etc....) to offer support thus becoming a place where needs meet services.

Strengths points:

The increasing “ageing” of our society entails the presence of developmentally or physically disabled people in family units. Families always more frequently have to look autonomously, often without the required skills or being very tight on time, for the right person to become a suitable caregiver. Thus this service meets a real critical and current need.

Weakness points:

Our experience tells us that the simply intermediation between demand and offer can only answer to a portion of total amount of the requests, not considering the unexpressed needs/expectations dimension. This peculiar aspect can be fulfilled only by paying special attention to the listening, advising and professional counseling.

**Projects or good practices to facilitate the reallocation work for unemployed men with more than 30 years:
(maximum characters: 5000)**

Medmore & Betterjobs network

One of the project to facilitate the reallocation work for unemployed adults was “MedMore&Better JobsNetwork”. This project was born from some studies on social and labor inclusion carried out in the province of Lucca starting from 2010. In the following

years through the use of public resources it was established a “network system” involving local governments and social services to support the employment of disadvantaged people, such as:

- long-term unemployed;
- people from lower-income backgrounds;
- women with reduced "upward mobility" suffering social exclusion and having limited access to natural resources and economic opportunities;
- people with physical or mental disability;
- immigrants

Between 2011 and 2014 was established a special Service for Social and Labor Inclusion by the creation of common guidelines to recognize different kinds of disadvantage and a special database to sign up people involved in the project and monitor them step-by-step. In the area of Lucca Jobcenters together with local governments and social services planned also some innovative workshop on methods of social inclusion of disadvantaged people. These workshops aimed to realize standard routes for social inclusion and job placement.

We think this project could be exported to other communities or regions in the same country or abroad.

The strenghts of the project were:

- creation of networks and working groups between government, Job center and social services with shared languages and instruments;
- social and labor inclusion of people earlier in charge of social services

However, one weakness of the project was the difficulty in accessing information system. The database sometimes could be too complex and the use of information system was complicated.

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