

### 3. Work and life balance<sup>1</sup>

The key elements contributing to people's well-being are having a decent job that is adequately paid, secure, and meeting the skills. Lack of quality employment has a negative impact on the level of well-being, as does an unequal distribution of work commitments, which prevents the reconciliation of work time with family and social life.

Compared with the results achieved on average by European countries, Italy is characterised by a low level of employment rates and a wide gender gap, which is also the result of profound territorial, generational and citizenship inequalities. Women, workers in the South and Islands, young people and foreigners also have a lower quality of work, in terms of instability, low pay, irregularity of contracts and safety at work. These differences widened in the period of the pandemic crisis, through significant negative impacts on employment, especially in the service sector; however, the management of emergencies also stimulated processes of reorganization of work towards a lower level of rigidity and the exploitation of new technological options. Therefore, in the face of the serious collapse in employment, new opportunities have been created for the future with work from home, and new problems with respect to the reconciliation of professional and family life.

The analysis of the Work and life balance domain indicators makes it possible to highlight the old criticalities, which characterise the Italian labour market, and the new aspects that have emerged as a result of the measures implemented to contain the pandemic.

#### Employment slump in early pandemic months

During 2020 the level of employment underwent an initial drop as early as March (-143 thousand units compared with February), reaching its lowest level in June (-541 thousand). Subsequently, a recovery of 241 thousand employed was observed, bringing employment in November to a level 300 thousand units lower than in February (-1.3%, a particularly low rate if compared with the drop in economic activity levels). The data by type of employment show how the dynamics between February and November 2020 were different, with an increase of 124 thousand units for permanent employees and significant decreases for temporary employees (-332 thousand) and the self-employed (-92 thousand).

This heterogeneity reflects the characteristics of the measures taken to contain the epidemic, the consequent economic evolution and the support policies adopted by the authorities. It has effects on the levels of well-being of the various groups of population, with negative impacts above all on the young and female component of the labour force, which is more characterised by the types of contract that were particularly penalized by the crisis. Focusing attention on the most acute period of the employment crisis, in the second quarter of 2020 the health emergency led to a sharp drop in the number of employed people in Italy: 788 thousand people aged 20-64 less compared with the previous year's quarter. The employment rate of people aged 20-64 fell to 62%, down 2 percentage points, interrupting the upward trend that had been occurring since 2015.

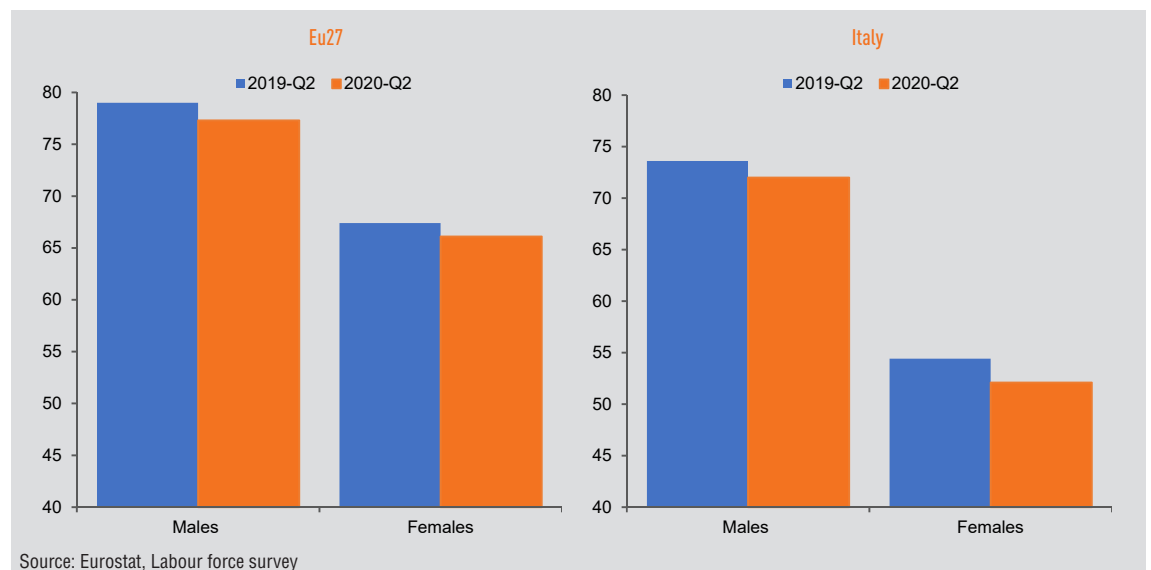
<sup>1</sup> This chapter was edited by Silvia Montecolle, with contributions from: Danilo Birardi, Barbara Boschetto, Tania Cappadozzi, Cristiano Marini, Federica Pintaldi and Maria Elena Pontecorvo.

The negative impact on employment is also evident when looking at EU data. In the second quarter of 2020, the employment rate of the Eu27 average was 71.7%, a drop of 1.5 points compared with a year earlier. As a result, Italy's gap with the Eu27 average widens further to 9.7 points (it was 9.2 points in the second quarter of 2019).

The consequences of the employment crisis, caused by the health emergency, have had repercussions mainly on the most vulnerable components of the labour market (young people, women and foreigners), on the least protected job positions and in the area of the country that already previously showed the most difficult employment conditions, the South and Islands.

The female employment rate, already particularly low compared to other European countries, fell by 2.3 percentage points (52.1%), reversing the growth trend that began in 2015. Also falling, but to a lesser extent, is the male employment rate (-1.6 points), which stands at 72%. As a result, the gender gap, which has always been wider than the European average, increases further: in the Eu27 countries, the male employment rate exceeds the female rate by 11.2 percentage points, while in Italy the distance is 19.9 percentage points (Figure 1).

**Figure 1. Employment rate of the population aged 20-64 in Italy and Eu27 countries by gender. Years 2019-2020 II quarter. Percentage values**



In the South and Islands, the employed aged 20-64 are less than half of the population (47% in the second quarter of 2020), 20 percentage points below the Centre (67.1%) and 24 points below the North (71.2%). However, the decline in the employment rate has been across the whole Country. It decreases, in fact, in the North (-2 points) in the Centre (-1.6 points) and in the South and Islands (-2.1 points), although for the latter the change is proportionally more marked.

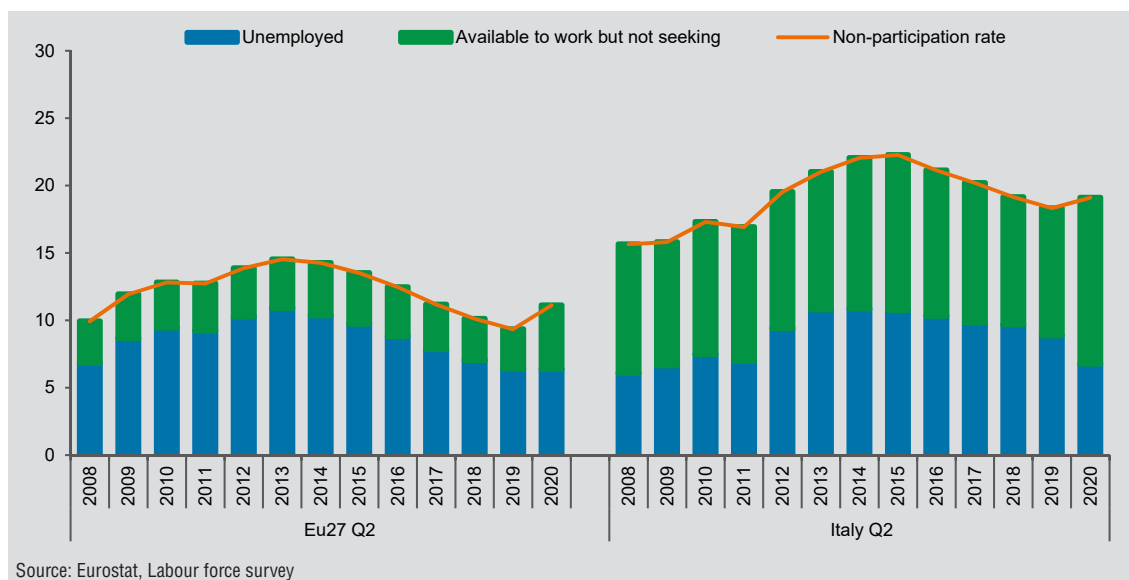
The crisis has affected the employed independently of the educational qualification but, again, the loss has been more marked, proportionally, for those with a lower level of education. The employment rate fell by 2 percentage points for those with at least a bachelor's degree (78%), by 2.3 points for those with a upper secondary school diploma (64.2%) and by 1.7 points for those with a lower level of education (50.9%). Age and citizenship are the variables that determine a greater heterogeneity in the observed drop: young people are the

most affected, with more than 3 percentage points of decrease among both those aged 20-24 (-4 points, 29.1%) and those aged 25-34 (-3.5 points, 59.2%). Among foreign citizens, the employment rate fell by 5.5 percentage points and for the first time became lower than that of Italians (59.3% compared with 62.3%). In this case, the sharp drop was primarily due to the employment rate of foreign women, which underwent a marked contraction (-6.2 points, 45.5%) and moved further away from that of employed women with Italian citizenship (52.9%); however, the reduction also involved the employment rate of foreign men (-4.4 points, 75.4%), which nevertheless remains higher than that of Italians (71.6%).

### The increase in inactivity and the decrease in unemployment

The non-participation rate measures the unsatisfied job offer, including in the numerator, in addition to the unemployed, also those who are available to work despite not having carried out active research actions. In the second quarter of 2020, this rate was 19.1%, +0.8 points compared to the second quarter of 2019. The European figure is lower (11.1%), but shows a larger increase than the Italian one (+1.8 points). Both in Italy and for the Eu27 average this is essentially due to the increase in the weight of people who are not looking for work, but are available. However, while in the Eu27 average the unemployed component remained stable, in Italy the share of unemployed fell by 2.1 points (Figure 2).

Figure 2. Non-participation rate of the population aged 15-74 and its components in Italy and Eu27 countries. Years 2008-2020 II quarter. Percentage values



Also in this case inequalities tend to widen, with more consistent increases in non-participation in employment in the population groups with most critical conditions. The rate increased more for women (+1.1 points, 22.8%) than for men (+0.6 points, 16.2%), for young people up to 34 years of age (+2.6 points, 31.7%) and in southern Italy (+1.4 points, 34.5%), where non-participation is three times higher than in the northern regions. The limitations linked to the lockdown period made it more difficult to undertake active search actions, or to be available for work in the following two weeks, due to the effect of the incre-

ased family loads (especially for women with children following the closure of schools), the lack of activity in many productive sectors and the strong limitations on travel. Therefore, even those who were actively seeking work before March, in many cases stopped looking due to the health emergency. The same considerations led to the decline in the potential labour force in general, i.e., inactive persons who actively seek work and are not available or do not actively seek work despite being available. Part of the share of the unsatisfied supply has therefore been added to that of the inactive. From the flow data, between the second quarter of 2019 and the second quarter of 2020, one year apart, both the transitions from unemployment to inactivity increased (52.8%, +13.5 points), as did those from the potential labour force to inactive who are not looking for work and are not available to work (34.3%, +2.3 points).

### Job loss of temporary workers

The quality of work in Italy has for some time been critical in terms of stability, regularity, remuneration and consistency with the skills acquired in the training system. This is partly due to the economic trend of the labour market, worsening in phases of crisis, and in part to structural characteristics.

Flow data, calculated between the second quarter of 2019 and the second quarter of 2020, show a strong decrease in temporary employment one year later. Among temporary employees and contractors, there is a significant exit from employment (-8.5 points) and an increase towards unemployment (+1.5 points) and, above all, towards inactivity (+6.9 points). Among those who remained in the employed condition, the rate of transition from temporary employee or collaborator to permanent employment remained unchanged. From flow data calculated between the second quarter of 2020 and the same quarter of the previous year, 22.3 percent (+0.3 points) of temporary workers (including contractors) transitioned to permanent employment. The decline in employment in the second quarter of 2020 was primarily due to a decrease in term employees, whose incidence fell from 13.3% in the second quarter of 2019 to 10.8%.

The sectors most affected by the health emergency were precisely those where temporary employment is more widespread, such as commerce, hotels and restaurants and private family services; the latter sector, which has definitely felt the effects of the pandemic, also due to the significant presence of non-regular workers. In order to cope with the crisis, social shock absorbers and the freezing of layoffs made it possible to contain employment, but the suspension of activities has jeopardized the start-up of new employment relationships, especially those with temporary contracts and their possible extensions.

Among temporary workers and collaborators, about 500 thousand employed have been in temporary jobs for at least five years, a sign of persistence in a condition of job insecurity. The percentage of long-term temporary workers increased from 17.6% to 18.7% in the second quarter of 2020. Again, however, the increase was due to a reduction in the number of term workers in general, while long-term term workers were able to retain their jobs largely than others. The increase in the rate is most evident among the over-55s, where the share of workers who have been in temporary employment for at least 5 years is highest. In the southern regions, conditions are worse, with a greater diffusion of long-term precariousness. The rate of the long stay in the condition of instability recorded in the second quarter of 2020 is 23.6% in the South and Islands (+0.8 points compared to the second quarter of 2019), 18.5% in the Centre and 15% in the northern regions.

A particularly critical situation is likely to be that of irregular workers, for which, however, no figures are yet available for 2020.

According to estimates made within the framework of the National Accounts, in 2018 non-regular workers in Italy represented 12.9% of total employment, with a higher incidence in the South and Islands (17.9%). In the particular situation following the spread of the epidemic, this group of workers is a particularly weak segment of the labour market, more exposed to risks due to the difficulty of access to social safety nets and the inability to formally justify in the lockdown the movements for work reasons. This is also because of a high presence of non-regular workers in sectors particularly affected by the crisis such as tourism, catering and hotels.

#### The increase in low hourly wage employees

In terms of pay, the incidence of low-paid employees (hourly wages of less than 2/3 of the median hourly wage) increases: in the second quarter of 2020, they are the 12.1% of employees (it was 9.6%). The percentage is higher among women (13.8%, +2.5 points) than men (10.7%, +2.6 points) and among younger age groups: almost 28% among 15-24 year olds (-1.3 points) and 16.3% among 25-34 year olds (+2.8 points); the highest increase, however, is recorded for the middle age group, 35-44 years, where the share reaches 11.5% (+3.7 points). The South and Islands record the highest incidence (16.4%), but the figure is stable when compared with the second quarter of the previous year (down 0.2 points), while the Centre (13.2%) and the North (9.6%) registered a greater increase, up 4.2 and 3.3 percentage points, respectively, thus reducing the territorial gaps. The proportion of low-wage workers increased the most in the hotel and restaurant sector (35.4%, +14.8 points), in commerce (16.3%, +6 points) and in construction (16%, +7.4 points), and among blue-collar workers (13.2%, +5.3 points) and white-collar workers in commerce and services (17%, +3.8 points), while the proportion remained stable but very high among unskilled occupations (22.2%, -0.1 points).

#### The underutilisation of employed human capital

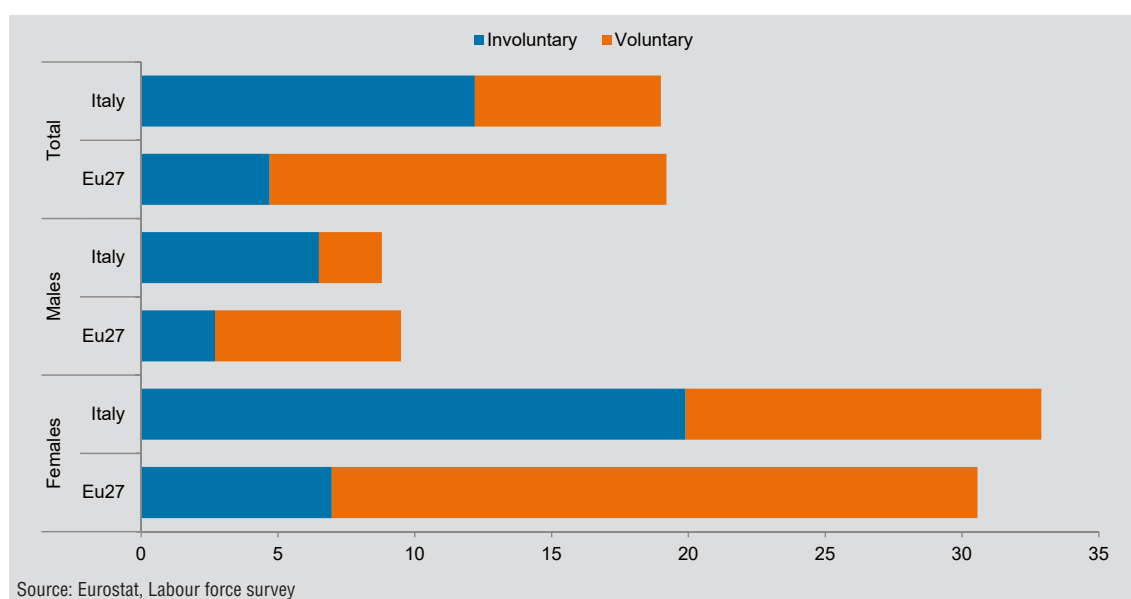
Two indicators highlight the serious underutilisation of human capital among the employed in Italy: the percentage of over-qualified workers, who work in an occupation despite having a higher qualification than that held by the majority of people in the same profession, and the percentage of people employed in a part time job despite wanting to work full time. The first indicator, slowly but steadily growing over time, is about 25% of the employed in the second quarter of 2020, stable compared to the same quarter of 2019, but it goes up to almost 38% among workers aged 25-34 and to almost 30% among those aged 35-44. This means that the younger generation, in addition to succeeding with difficulty in finding employment, are in some cases employed in occupations that are not appropriate to their level of education.

The situation is also serious in relation to involuntary part-time, i.e. the proportion of employed persons who have a part-time employment relationship not by choice, but because they have adapted to the conditions dictated by the demand for work. In the second quarter of 2020 the proportion of involuntary part-time workers was 11.7% (down 0.6 points) and

tends to involve more women (19.3% compared with 6.2% of men) and young people up to the age of 34 (21.5% up to the age of 24 and 15.3% between 25 and 34). The percentage of involuntary part-time workers grew steadily from 2004 until 2015 and then stabilised at around 12%, highlighting the chronic nature of this segment of the labour market.

Involuntary part-time work is a peculiarity of the Italian labour market: compared with a percentage of part-time workers that is equal to the European average, the involuntary share in Italy is more than double (Figure 3). Among women, the gap with Europe is almost 13 percentage points.

Figure 3. Involuntary and voluntary part-time workers in Italy and Eu27 countries. Year 2019. Percentage values



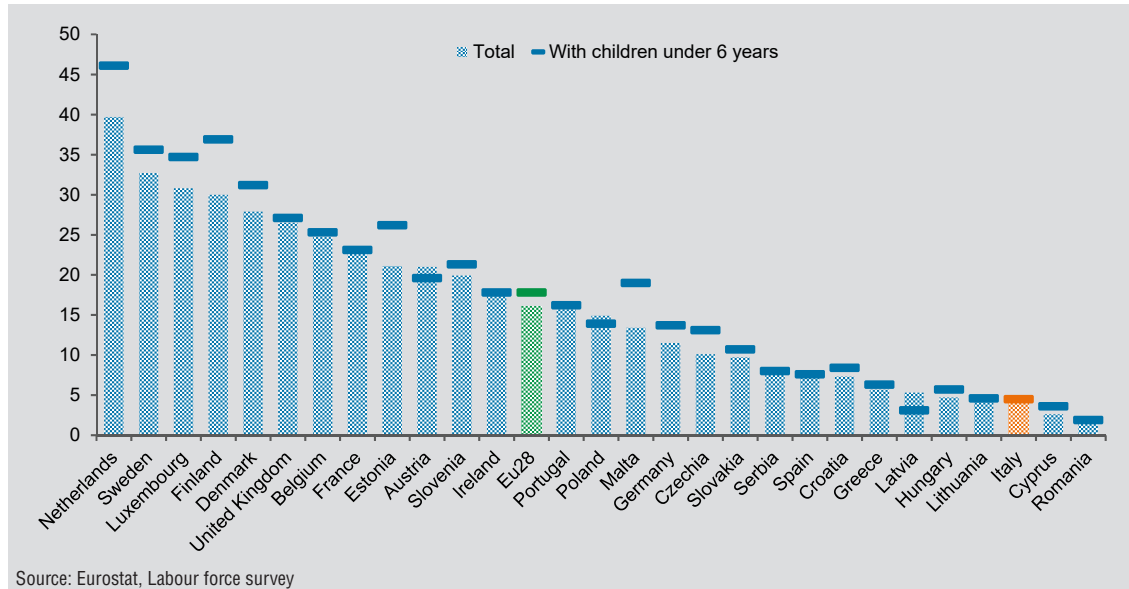
## The increase in work from home

Alongside the many negative aspects on the labour market front, the pandemic has opened up new opportunities with the surge in work from home. Prior to the epidemic, working from home in Italy involved a very limited segment of workers, placing us in the third last place in Europe (Figure 4). Moreover, the share of women working from home was very similar between employed women (4.3%) and employed women with a child under 6 years of age (4.5%), while in other European countries, such as the Netherlands and Finland, women with pre-school children had a share at least 6 percentage points higher than the average employed woman.

In March 2020, the health emergency imposed in many sectors the sudden shift to working from home as an indispensable tool to continue productive activities and reduce public health risks. As a result, in the second quarter of 2020 the share of employed people who have worked from home at least one day a week reached 19.3% (from 4.6% in the second quarter of 2019), rising to 23.6% among women (Figure 5). The increase was caused by an extraordinary situation that led to an obligatory experimentation of this flexibility model, showing its potential and weaknesses. Once the emergency is over, this experience - in many cases even problematic, especially for women with children - can represent a valuable trial of new ways of organizing work.

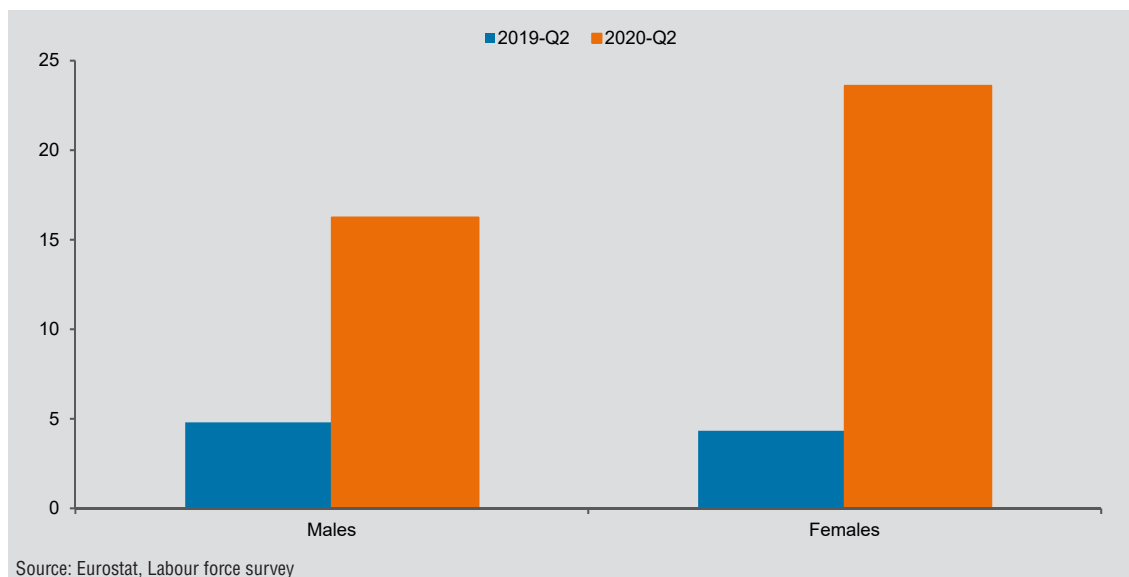
### 3. Work and life balance

Figure 4. Employed women 15-64 year olds working from home: total and with children under 6 years. Year 2019. Percentage values



Source: Eurostat, Labour force survey

Figure 5. Employed persons who worked from home by gender. Years 2019-2020 II quarter. Percentage values



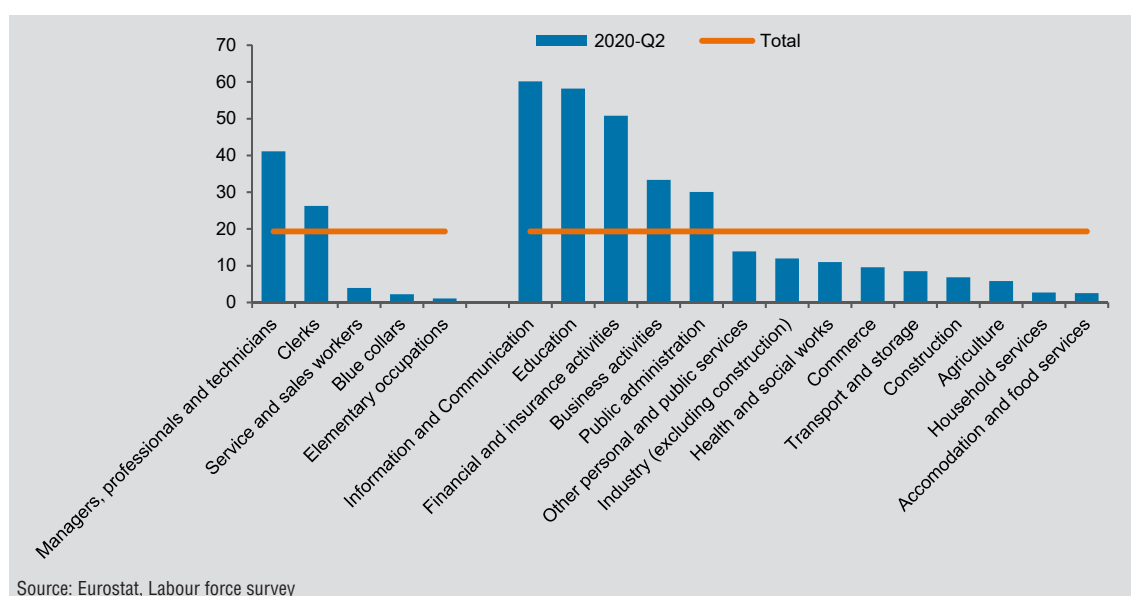
Source: Eurostat, Labour force survey

The largest share of employed persons who worked from home is observed in the Centre (21.9%), followed by the North (20.4%) and the South and Islands (15%). The differences depend on the different distribution of sectors of economic activity in the territories, but also on the heterogeneity in the territorial distribution of IT equipment and digital skills, necessary to start this type of activity.

In some sectors and for some occupations, incorporating work from home into the organisation of productive activities has been an easier step to take than in others (Figure 6). With regard to occupation, the rate have exceeded 40% in the most highly qualified occupations and 25% in clerks, while it is marginal in all the remaining categories.

At the sector of economic activity level, the information and communication sector, where the rate was already higher than average in the second quarter of 2019 (12.7%), it reached 60%; this was followed by the education sector, where the share of employed persons who worked from home was 58.2%, and the financial and insurance sector, where it slightly exceeded 50%. Significant percentages also characterised services and business support activities (33.3% for real estate, scientific and technical professional activities, and rental activities), which, like the information and communication sector, had an above-average rate already in the second quarter of 2019 (13.2%), and the public administration (30.1%).

Figure 6. Employed persons who worked from home by occupation and economic activity. Year 2020 II quarter. Percentage values



### Employed women with young children more penalised than those without children

During the second quarter of 2020, in the midst of a health emergency, the problems of reconciling work and life times also changed. In cases where it has been possible to work from home, this was joined with the need for children to do their distance schooling, sometimes creating a problem of overlap in the same time slots of work time and childcare, especially for mothers who maintain the majority workload of caregiving. When, on the other hand, there were no alternatives to work in presence, the disappearance not only of formal services, but also of informal ones, such as fostering with grandparents, led to great difficulty in managing family needs in parallel with those of work.

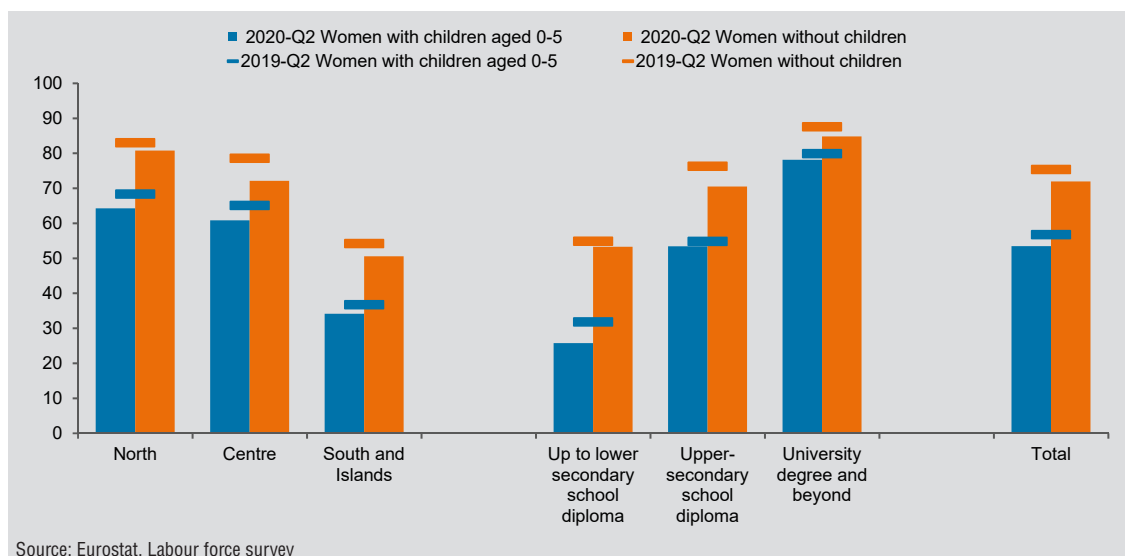
In Italy, the disadvantage of employed mothers is evident. The presence of children, especially those in pre-school age, has a relevant impact on women's participation in the labour market. Considering women between the ages of 25 and 49, in the second quarter of 2020, the employment rate drops from 71.9% for women without children to 53.4% for those with at least one child under the age of 6. The ratio of the employment rate for women aged 25-49 with preschool-age children to women without children (multiplied by 100) is less than 100 (the value that would be the case if the two rates were equal) by about 25 percent, 1 point lower than in the second quarter of the previous year.



The situation of greatest difficulty in the labour market for women with young children is observed in southern Italy (where only 34.1% of women with young children work, compared with 60.8% in central Italy and 64.3% in the North). Changes in the ratio from the previous year's quarter are due to decreases in both the employment rates at numerator and denominator (Figure 7). In the South and Islands, the ratio of the rate of working mothers to the rate of employed women without children is 67.5, stable compared to the second quarter of 2019 (-0.2 points) because both components are decreasing by similar amounts. In the Centre it is 84.4, increasing (+1.5) because the rate of employment of women without children has decreased more, and in the North it is 79.6, decreasing (-2.8) because the decline in the rate of women with children is more pronounced.

The female disadvantage decreases as the level of education increases: the ratio exceeds 92 for employed mothers with at least a university degree compared with childless women with the same educational qualification, it decreases to 75.8 for employed women with an upper secondary qualification while it falls below half (48.3) for those with a lower educational qualification. In the latter case, compared to the second quarter of 2019, the ratio declines by 9.6 points (Figure 7), as the employment rate for less educated mothers declines more.

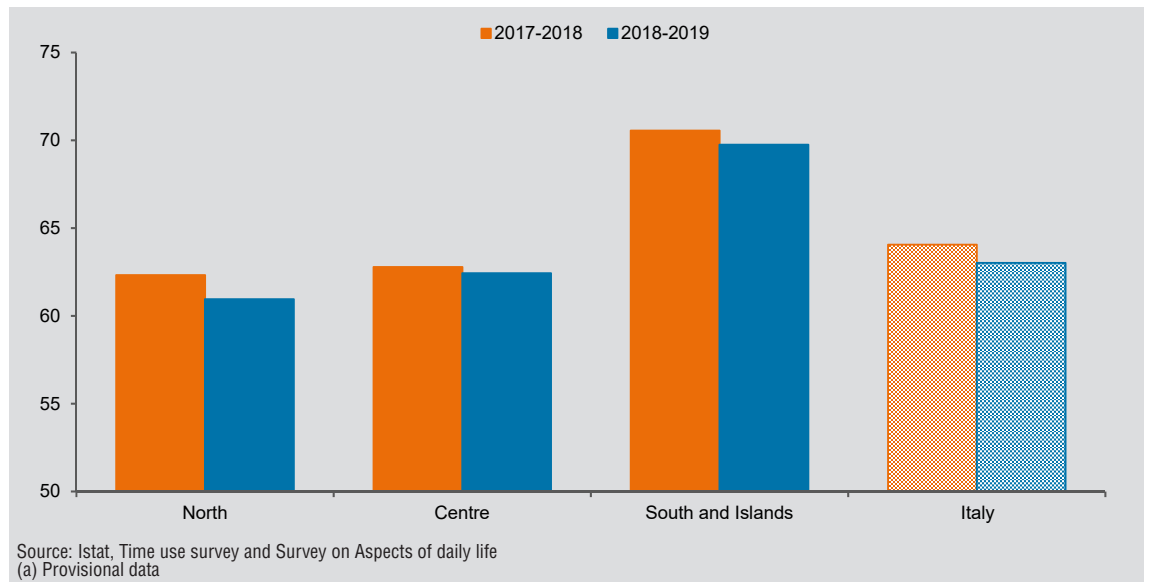
**Figure 7. Employment rate of women aged 25-49 with at least one child aged 0-5 and employment rate of women aged 25-49 without children. Years 2019 and 2020 II quarter. Percentage values**



Reconciling work and lifetime is a fundamental objective for the well-being of men and women, but in Italy it appears difficult to find a balance.

Among the reasons that complicate the achievement of this goal there is a distribution of domestic and care work within the family still unbalanced to the detriment of women, which forces them more often to reshuffle their non-domestic activities in function of care work. In the 2018/19 period, the percentage of family workload carried out by women aged 25-44 out of the total family work time carried out by couples in which both are employed (asymmetry index) still stands at 63%, although the index tends to decrease compared to the previous two-year period. The percentage is higher in the South and Islands (69.7%) than in the North (60.9%) and the Centre (62.4%) (Figure 8).

Figure 8. Family work asymmetry index in couples with a 25-44-year-old woman by geographic area. Years 2017-2018 and 2018-2019 (a). Percentage values



### Satisfaction gap between employed and self-employed increases, sense of job insecurity grows

Considering the scores for the various aspects that make up the summary index of job satisfaction (earnings, number of hours worked, working relationships, job stability, distance between home and work, interest in work), in the second quarter of 2020, 55.7% of employed persons gave average scores of between 8 and 10. A percentage that was around 2 points higher than the 53.9% recorded in the same quarter of the previous year. The percentages of those very satisfied with commuting time (the higher number of employed people who worked from home certainly affected the rating) and with the interest in the work performed, but also with hours and earnings are the highest. However, the percentage of those reporting a score below 6 also increased by 0.8 percentage points (5.6% in Q2 2020). The average figure for job satisfaction thus shows no difference from the comparable quarter of the previous year. The workers' perception of their condition appears positive overall: on a scale of 0 to 10, job satisfaction is 7.5. With respect to the various elements that make up the average, the evaluation is above 7 for all dimensions, with the exception of one's earnings, for which the average judgment is 6.7.

An increase in the percentage of the very satisfied emerges for employees, both permanent (61.5%, +2.2 points) and temporary (44.3%, +4.9 points), but not for the self-employed, for whom the proportion of those very satisfied decreases, especially for those with employees (48%, -6.7 points). The decrease is due, in particular, to low scores for the earnings and job stability dimensions, but also for working hours. Thus, the gap between the average scores of permanent employees (7.7 the average in Q2 2020, was 7.6 in the same period of 2019) and self-employed with employees (7.2 in Q2 2020; was 7.5) increases.

The insecurity caused by the pandemic has increased, in the second quarter of 2020, the percentage of workers who perceive themselves as very vulnerable, i.e., they believe that, in the next 6 months, it is likely to lose their current job and it is little or not at all likely to find

another similar one. This percentage, which became equal to 7.8% (+1.9 points compared to the second quarter of 2019), represents a reversal of the trend of steady decline recorded in recent years, with about 400 thousand more employed people who are strongly afraid of losing their job without having the opportunity of replacing it (for a total of almost 1 million 800 thousand employed people).

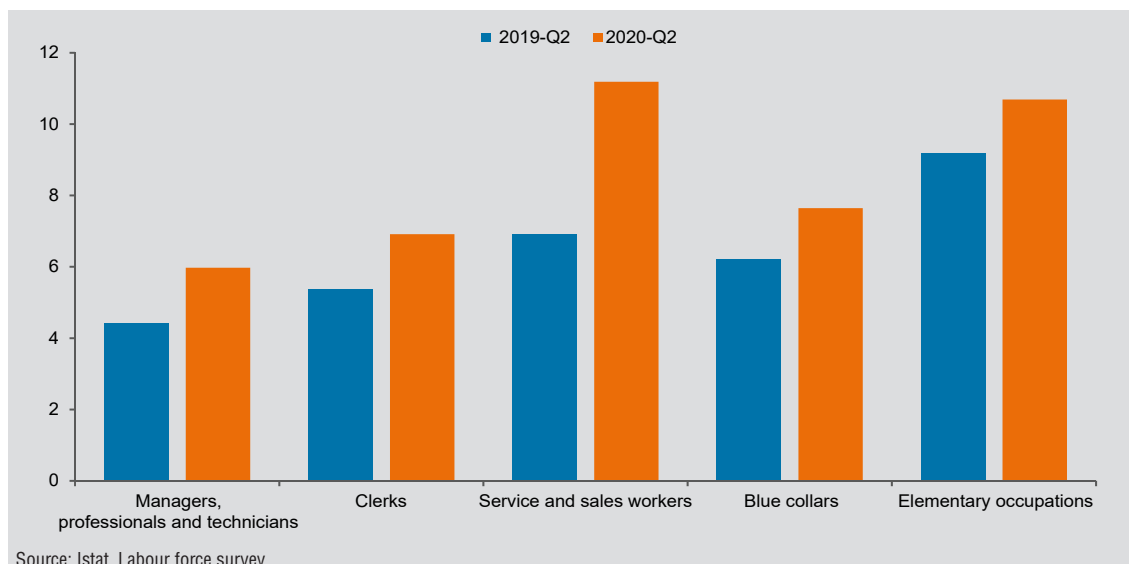
It is the most fragile categories in the labour market that are most afraid of losing their jobs and consider it difficult to find another one. Women feel more vulnerable than men (8.8% compared with 7.1%) and even the growth, compared with the same quarter of the previous year, is more marked for them (+2.6 points) than for men (+1.5 points).

The perception of insecurity in employment appears heterogeneous on the territory: it is higher in the South and Islands (9.4%) than in the Centre (7.6%) and in the North (7.1%), but the increase was higher in the North and the Centre (+2.2 and +2 points, respectively) than in the South and Islands (+1.4 points). The highest proportion of people who perceive themselves as vulnerable is recorded among young people (10.1%), although the distance with the other age groups decreases in the second quarter of 2020 because of the greater increase among people aged 35 years and over (+2 points).

The feeling of insecurity has increased particularly for certain occupations. The percentage remains high among those in unskilled occupations (10.7% in Q2 2020), but the largest increase between Q2 2019 and 2020 occurred among those in service and sales workers (from 6.9% to 11.2% - Figure 9). The share has always been high among fixed term employees, but in Q2 2020 it reached as high as 26.6% (+2.5 points), and there was also a sharp increase among the self-employed, both without employees (9.4%, +3.9 points) and with employees (6.6%, +3.8 points).

In terms of sectors of economic activity, there was an increase in terms of insecurity in many, but the share of those employed in the accommodation and food services sector doubled from the previous year's quarter (8.3%) to 17.8%. The only sectors where there was no increase in the percentage were agriculture (8.9%, -2 points), public administration (1.9%, -0.5 points) and household services (7.8%, 0.3 points).

**Figure 9. Employed persons who in the next 6 months believe it is likely to lose their current job and are unlikely or not at all likely to find another similar job by employment profile. Years 2019 and 2020 II quarter. Percentage values**



### Decline in accidents at work

The incidence rate of fatal occupational injuries or injuries leading to permanent disability, which provides an indication of another important aspect for evaluating the quality of employment, has been slowly and progressively decreasing over the years. This is a consequence of the progressive transformation of the production system towards less risky jobs and greater regulatory attention to worker safety. In 2018, the rate of fatal accidents and permanent disability was 11.3 per 10,000 employed persons, decreasing from 2017 when it was 11.9. The reduction affects all areas of the country: in the South and Islands the rate is 13.6 per 10,000 employed (-0.6 points), compared to 11.8 in the Centre (-0.7 points) and 10 in the North (-0.5 points). It is higher among men (15.2 per 10,000 employed), those over 50 (16.6 per 10,000 employed between the ages of 50 and 64 and 27.7 per 10,000 employed among the over 65s) and foreigners (14.7 per 10,000 employed).

## Indicators

- 1. Employment rate (20-64 year-olds):** Percentage of employed people aged 20-64 on total people aged 20-64.  
Source: Istat, Labour force survey.
- 2. Non-participation rate:** Percentage of unemployed people and the potential labour force (those who have not looked for a job in the past 4 weeks but willing to work), on the total labour force (employed and unemployed) plus the potential labour force, referred to population aged 15-74.  
Source: Istat, Labour force survey.
- 3. Transition rate (12 months time-distance) from non-standard to standard employment:** Percentage of people employed in non-standard jobs at the time t0 (employees with temporary jobs + term-contract workers + project worker + occasional hired workers + single customer self-employed without employees) which have a standard job (permanent employees + self-employed with employees + no single customer self-employed without employees) a year later on total people employed in non-standard jobs at the time t0.  
Source: Istat, Labour force survey.
- 4. Share of employed persons with temporary jobs for at least 5 years:** Percentage of temporary employees and term-contract workers who began their current job at least 5 years prior to interview on total temporary employees and term-contract workers.  
Source: Istat, Labour force survey.
- 5. Share of employees with below 2/3 of median hourly earnings:** Percentage of employees with an hourly wage of less than 2/3 of the median on total number of employees.  
Source: Istat, Labour force survey.
- 6. Share of over-qualified employed persons:** Percentage of people employed with a qualification higher than the qualification held by the majority of people who exercise the same profession on total employed people.  
Source: Istat, Labour force survey.
- 7. Incidence rate of fatal occupational injuries or injuries leading to permanent disability:** Proportion of fatal occupational injuries or injuries leading to permanent disability on total people employed (excluding the armed forces) per 10,000.  
Source: Inail.
- 8. Share of employed persons not in regular occupation:** People employed who do not comply with work, fiscal and pension laws on total people employed.  
Source: Istat, National Accounts.
- 9. Ratio of employment rate for women aged 25-49 with at least one child aged 0-5 to the employment rate of women 25-49 years without children, multiplied by 100:** Employment rate of women aged 25-49 with at least one child aged 0-5 / Employment rate of women aged 25-49 without children.  
Source: Istat, Labour force survey.
- 10. Share of employed people aged 15-64 years working over 60 hours per week (including paid work and household work):** Percentage of employed people aged 15-64 years that work over 60 hours per week of paid work and household work.  
Source: Istat, Time use survey.
- 11. Share of household work time carried out by women in a couple on the total of the household work time:** Household work time carried out by women / household work time carried out by both partner \* 100.  
Source: Istat, Time use survey - Survey on Aspects of daily life.
- 12. Share of employed persons who feel satisfied with their work:** The indicator is built as the average level of satisfaction (using a scale from 0 to 10) in more than one dimension: earnings, number of hours worked, relations with others in the work place, job stability, home-work distance, interest in the work.  
Source: Istat, Labour force survey.
- 13. Share of employed persons who feel their work insecure:** Employed persons who, in the following 6 months, consider it is likely they lose their job and it is not at all or a little likely that they find another similar job / Total employed persons \* 100.  
Source: Istat, Labour force survey.
- 14. Involuntary part time:** People employed in a part time job because they did not find a full time job on total employed people.  
Source: Istat, Labour force survey.
- 15. Employed persons working from home:** Employed persons working from home in the last four weeks as a percentage of the total employment.  
Source: Istat, Labour force survey.

## Indicators by region and geographic area

REGIONS AND GEOGRAPHIC AREAS	Em- ployment rate (20-64 year-olds) (a) 2020-Q2	Non- parti- cipation rate (b) 2020-Q2	Transition rate (12 months time- distance) from non- standard to standard employment (c) 2018/2019	Share of em- ployed persons with temporary jobs for at least 5 years (d) 2020-Q2	Share of em- ployees with below 2/3 of median hourly earnings (e) 2020-Q2	Share of over- qualified employed persons (f) 2020-Q2	Incidence rate of fatal occupa- tional injuries or injuries leading to permanent disability (g) 2018	Share of employed persons not in regular occupation (f) 2018
Piemonte	68.8	13.2	25.3	....	....	....	7.9	10.2
Valle d'Aosta/Vallée d'Aoste	70.7	11.5	10.7	....	....	....	10.1	9.6
Liguria	65.8	14.6	19.0	....	....	....	14.5	11.6
Lombardia	71.6	9.8	31.4	....	....	....	7.6	10.4
Trentino-Alto Adige/Südtirol	73.6	8.8	22.2	....	....	....	11.8	9.4
<i>Bolzano/Bozen</i>	<i>75.5</i>	<i>7.0</i>	<i>21.9</i>	....	....	....	<i>13.3</i>	<i>8.9</i>
<i>Trento</i>	<i>71.8</i>	<i>10.6</i>	<i>22.5</i>	....	....	....	<i>10.2</i>	<i>10.0</i>
Veneto	70.9	10.1	32.5	....	....	....	12.2	9.0
Friuli-Venezia Giulia	71.4	11.2	21.0	....	....	....	8.9	10.0
Emilia-Romagna	73.8	8.9	24.6	....	....	....	13.3	9.8
Toscana	70.7	12	27.2	....	....	....	15.3	10.8
Umbria	67.3	14.7	21.3	....	....	....	16.7	13.3
Marche	69.4	12.9	23.0	....	....	....	15.9	10.5
Lazio	64.4	16.5	17.8	....	....	....	7.6	15.5
Abruzzo	61.5	17.4	22.1	....	....	....	17.0	14.8
Molise	57.3	25.1	12.6	....	....	....	13.6	15.3
Campania	43.3	37.7	12.9	....	....	....	10.3	19.4
Puglia	49.4	32.1	11.2	....	....	....	12.6	16.1
Basilicata	54.0	26	11.8	....	....	....	23.2	14.2
Calabria	42.9	39.3	9.2	....	....	....	17.1	22.1
Sicilia	43.0	40.1	12.5	....	....	....	13.8	18.7
Sardegna	55.4	26.4	19.9	....	....	....	15.6	15.7
North	71.2	10.5	27.7	15.0	9.6	23.3	10.0	10.0
Centre	67.1	14.5	21.6	18.5	13.2	27.3	11.8	13.3
South and Islands	47.0	34.5	13.3	23.6	16.4	25.9	13.6	17.9
<b>Italy</b>	<b>62.0</b>	<b>19.1</b>	<b>21.8</b>	<b>18.7</b>	<b>12.1</b>	<b>24.9</b>	<b>11.3</b>	<b>12.9</b>

(a) Per 100 persons aged 20-64.

(b) Per 100 workforce and part of the potential workforce aged 15-74.

(c) Per 100 persons employed in unstable jobs at time t0.

(d) Per 100 temporary employees and collaborators.

(e) Per 100 employees.

(f) Per 100 employed.

(g) Per 10,000 employed.

### 3. Work and life balance

Ratio of employment rate for women aged 25-49 with at least one child aged 0-5 to the employment rate of women 25-49 years without children, multiplied by 100 (h) 2020-Q2	Share of employed people aged 15-64 years working over 60 hours per week (including paid work and household work) (f) 2013/2014	Share of household work time carried out by women in a couple on the total of the household work time (i) 2018/2019	Share of employed persons who feel satisfied with their work (l) 2020-Q2	Share of employed persons who feel their work insecure (f) 2020-Q2	Involuntary part time (f) 2020-Q2	Employed persons working from home (f) 2020-Q2
....	51.3	....	7.6	....	....	....
....	47.0	....	7.8	....	....	....
....	51.7	....	7.4	....	....	....
....	51.8	....	7.5	....	....	....
....	53.7	....	8.0	....	....	....
....	54.6	....	8.1	....	....	....
....	52.7	....	7.9	....	....	....
....	51.9	....	7.4	....	....	....
....	51.7	....	7.6	....	....	....
....	49.4	....	7.5	....	....	....
....	52.1	....	7.5	....	....	....
....	52.8	....	7.8	....	....	....
....	53.1	....	7.6	....	....	....
....	48.0	....	7.5	....	....	....
....	47.1	....	7.4	....	....	....
....	50.6	....	7.8	....	....	....
....	47.8	....	7.2	....	....	....
....	45.1	....	7.3	....	....	....
....	48.6	....	7.1	....	....	....
....	49.4	....	7.2	....	....	....
....	38.7	....	7.3	....	....	....
....	49.8	....	7.6	....	....	....
79.6	51.4	60.9	7.5	7.1	9.8	20.4
84.4	50.3	62.4	7.5	7.6	13.2	21.9
67.5	45.6	69.7	7.3	9.4	14.1	15.0
<b>74.3</b>	<b>49.6</b>	<b>63.0</b>	<b>7.5</b>	<b>7.8</b>	<b>11.7</b>	<b>19.3</b>

(h) Per 100.

(i) Per 100 persons aged 15-64.

(l) Average satisfaction on a scale from 0 to 10.