

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

Employment in 2021 returned to grow steadily over the course of the year, after the severe slump recorded in 2020 due to the pandemic; the number of employed persons and the employment rate on average for the year, however, did not return to the levels of 2019 even though in the fourth quarter of 2021 the employment rate returned to exceed that of the same quarter in 2019.

Even after a global epidemic, high human capital continued to play a protective role in the labour market: the employment rate among university graduates in 2021 was back to pre-crisis values, particularly for women, and the employment rates of women with and without children became closer. Yet, while possessing a high degree ensures a greater and more continuous presence in the labour market, it does not always guarantee an adequate quality of employment: around one-third of employed graduates work in an occupation for which a lower degree would be sufficient.

The emergency has helped break down certain rigidities in work organisation, allowing a growing share of those employed to work from home in 2021. At the same time, it has changed the balance for reconciling work and family life, sometimes making the management of daily life problematic.

This may have changed the perception of one's working condition: in 2021 the share of involuntary part-time workers decreased, particularly among women in couples with children. However, this occurred in a context in which domestic work continues to be unbalanced for the female component: in 2021, the progressive improvement registered in recent years in the family work asymmetry indicator (share of household work time carried out by women in a couple on the total of the household work time) slowed down.

Job satisfaction continued to rise, despite the pandemic: in 2020 it was mainly the share of the very satisfied among permanent employees and skilled or white-collar occupations that rose, thanks in part to the possibilities offered by smart working; in 2021 also the share of the very satisfied among the self-employed rose again. The perception of job safety improved: the share of employed people who fear losing their job and not finding a similar one, which had risen sharply in 2020, returned to its 2019 level.

#### The 2021 employment recovery did not make up for the 2020 loss

The year 2021 marked a partial recovery in the employment lost in 2020 (+128 thousand employed among 20-64 year-olds on an annual average)<sup>2</sup>, a synthesis of a still negative dynamic in

<sup>1</sup> This chapter was edited by Silvia Montecolle and Maria Elena Pontecorvo, with contributions from: Danilo Birardi, Tania Cappadozzi and Alessia Sabbatini.

<sup>2</sup> According to the new Regulation (EU) 2019/1700, in force since 1 January 2021, employed persons include persons between 15 and 89 years of age who in the reference week: 1) performed at least one hour of work for pay or profit, including unpaid family workers; 2) are temporarily absent from work because they are on holiday, on flexible hours (vertical part-time, time off in lieu, etc.), on sick leave, on compulsory maternity/paternity leave, in professional training paid for by the employer; 3) are on parental leave and receive and/or are entitled to income or work-related benefits, regardless of the duration of the absence; 4) are absent as seasonal workers but continue to regularly carry out tasks and duties necessary for the continuation of the business (these tasks and duties do not include the fulfilment of legal or administrative obligations); 5) are temporarily absent for other reasons and the expected duration of the absence is three months or less. The preceding conditions are independent of the signing of an

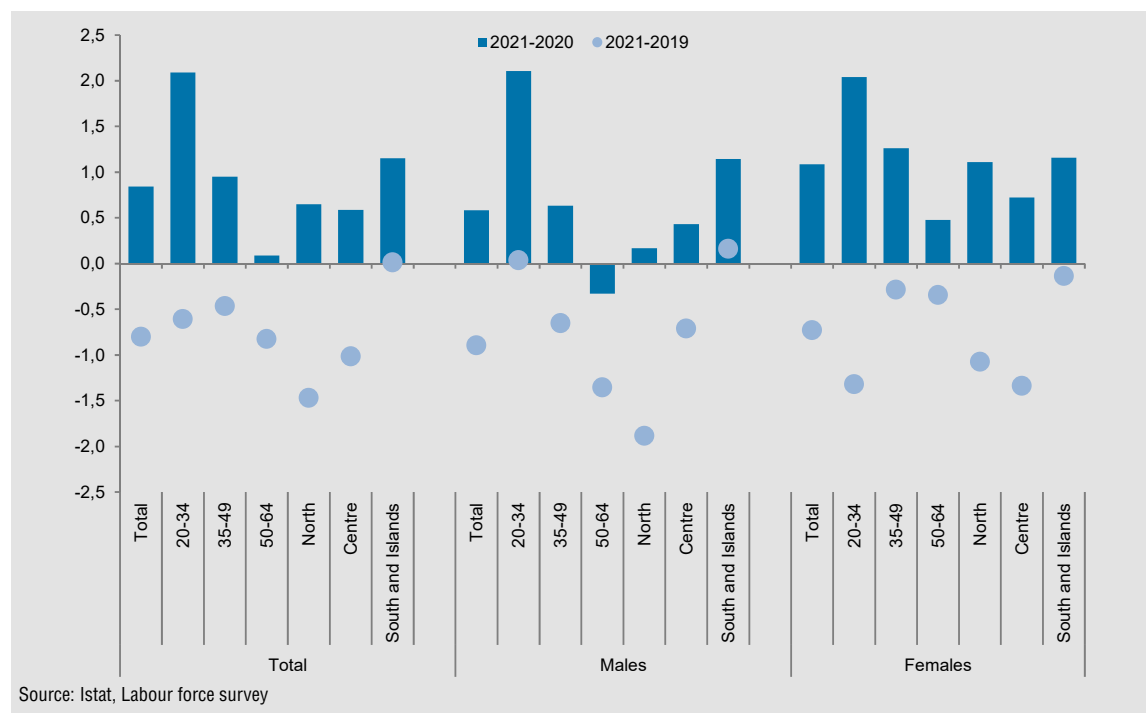
the first quarter that became positive and progressively more pronounced in the following three. The employment rate among people aged 20-64 rose to 62.7% (+0.8 percentage points compared to 2020), but it still remained -0.8 points lower than in 2019 (Figure 1). When looking at quarterly data, this distance increased from -2.2 percentage points in the first quarter to -0.1 in the third quarter and turned positive in the fourth quarter (+0.4 points compared to the fourth quarter of 2019).

The recovery in 2021 was more marked for women, who were also the most affected in 2020 by the effects of the pandemic on the labour market. Despite the fact that the female employment rate rose to 53.2%, an increase of +1.1 points over 2020 (the increase stopped at 0.6 points for men), the recovery over 2019 was similar for men and women (the rates were -0.9 and -0.7 points lower respectively). The gender gap, which had risen to 19.8 points in 2020, decreased again in 2021 while remaining very high (19.3 points). By contrast, the figure for the last quarter of 2021 showed a recovery for women (+1.0 point) compared to the corresponding quarter of 2019, which was not observed for men (-0.3 points), bringing the gap to 18.4 points in the fourth quarter of 2021.

Among young people (20-34-year-olds), the employment rate in 2020 dropped to 50.6% and the recovery in 2021 (+2.1 points), although more intense than in the other age groups, did not compensate for the drop. Instead, there was a recovery in the last two quarters of 2021 and, in particular, in the fourth quarter: the employment rate for the 20-34 age group was 1.3 points higher than in the fourth quarter of 2019.

In 2020, the territorial gaps narrowed: the effects of the pandemic on the labour market were stronger in the regions of the Centre-North than in those of the South and Islands. In 2021, this narrowing of the gap between the North and the South continued, and in the

**Figure 1. Employment rate of the population aged 20-64 by gender, age group and geographic areas. Years 2019-2021. Variations in percentage points**



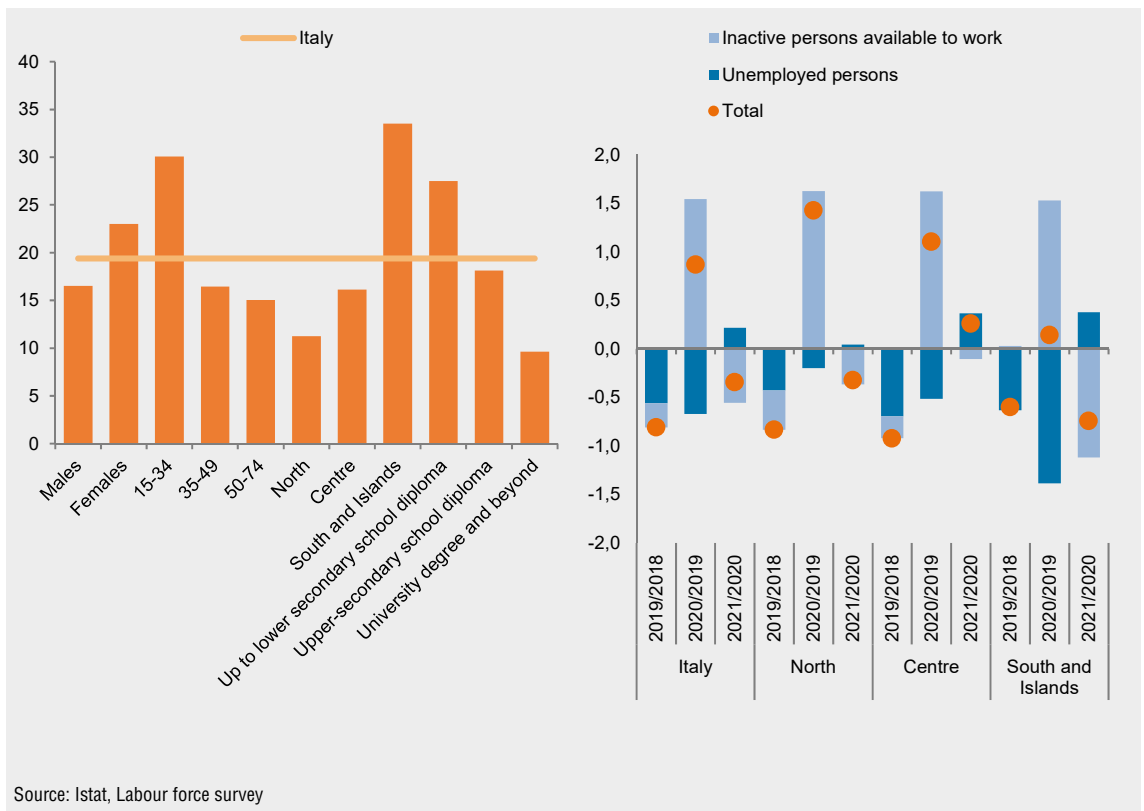
employment contract and the employed estimated through the Labour Force sample survey therefore also include irregular forms of work.

### 3. Work and life balance

South and Islands, the employment rate, which showed a more marked increase than in the other areas (+1.1 points compared to 0.6 in the Centre and the North), returned to the levels - albeit low - of 2019 (48.5%). In the North and the Centre, the indicator remained below the pre-pandemic level by -1.5 and -1 point respectively (standing at 71.4% and 67.2%). The comparison between the fourth quarter of 2021 and the fourth quarter of 2019 showed the employment rate in the North still not at 2019 levels (-0.4 points), while in the Centre and the South and Islands it more than recovered past levels (+0.6 and +0.9, respectively). The recovery was recorded for all levels of education and was strongest for university graduates who, between 2020 and 2021, saw their employment rate rise to 79.2% (+1.5 points in one year), a level that was two-tenths of a point higher than in 2019. The recovery for university graduates was concentrated among women; in fact, although the male rate fell less than the female rate in 2020, it has not yet returned to pre-crisis levels. Foreign citizens have also been strongly affected by the effects of the pandemic on employment: the employment rate in 2020 fell below that of Italians and remained lower (by 1.5 points) even in 2021, even though among foreigners the recovery was stronger (+1.4 points compared to +0.8 for natives); the value stood at 61.4% and was 3 percentage points lower than in 2019. The situation of foreign women was particularly critical, with less than half of them employed in 2021.

**Figure 2a. Non-participation rate of the population aged 15-74 by principal features. Year 2021. Percentages**

**Figure 2b. Non-participation rate of the population aged 15-74 and its components. Years 2018-2020. Variations in percentage points**



Source: Istat, Labour force survey

## The labour market reactivates, declining the non-participation rate

The non-participation rate in 2021 dropped again (-0.3 percentage points) after the increase observed in 2020 (+0.8 points compared to 2019) that had interrupted the downward trend. However, the 2021 value of 19.4% (Figures 2a and 2b) remained above that of 2019.

However, it should be pointed out that this indicator - including in the numerator the unemployed and those who are available for work despite not having carried out active research activities - showed a peculiar dynamic in 2020, closely associated with the health emergency: the limitations linked to the lockdown period and the fear of contagion affected the possibility of undertaking active research activities and resulted in a decrease in the unemployed and an increase in the inactive interested in working (which also included individuals who had become unemployed and were unable, or discouraged, to look for another job). In previous economic downturns, on the contrary, there was a concomitant increase in the unemployed and those available for work who had not carried out active research; both contributed to the increase in the non-participation rate, understood as an unfulfilled job offer.

In 2021, the easing of the restrictive measures imposed by the government to counter the pandemic resulted in a decrease in the inactive, who partly returned to work thanks to the recovery of employment and partly became unemployed because they started actively looking for work again. The drop in the non-participation rate observed in 2021, a synthesis of the opposite dynamics of the two components - unemployed and inactive available for work - can therefore be interpreted as the reactivation of a labour force "suspended" during the health emergency.

The indicator decreased especially among young people up to the age of 34 (-1.7 points), university graduates (-1.1 points), residents in the South and Islands (-0.7 points) and women (-0.6 points).

Among university graduates, whose non-participation rate was significantly lower than the average (9.6%), and those residing in southern regions, who on the contrary showed the highest value (33.5%), the rate fell below the 2019 level (by -0.3 and -0.6 percentage points respectively).

## Fixed-term employment increased, especially with short-term contracts

The decline in employment in 2020 mainly involved short-term precarious work, both due to the non-renewal of expiring contracts and the non-activation of new employment relationships. As a result, among fixed term workers, the share of those with long-term contracts increased: in 2020, 18.4% of fixed-term employees and collaborators had been in the same condition for at least five years (+1.3 percentage points compared to 2019). The recovery in employment in 2021 concerned only fixed-term employees and collaborators, especially those with short-term contracts: although the number of precarious workers for at least five years returned to the levels of 2019 (553,000; +35,000 compared to 2020), their share in the total number of precarious workers fell to 17.5%. The number was nonetheless high considering that this is a persistent category of employees trapped in precarious employment. The phenomenon was more widespread in the South and Islands, where almost a quarter (23.8%) of temporary workers had been in temporary employment for at least five years (compared with 13.0% in the North and 16.7% in the Centre) and among

workers with no more than a secondary school diploma (24.0%, compared with 13.3% of high school graduates and 17.0% of university graduates). The different distribution by sector of activity was also evident: among those employed in agriculture, half of the precarious workers had been so for at least five years, and even in the public administration and the education sector the share exceeded 20%.

Another vulnerable category that characterises the Italian labour market is that of irregular workers. According to the most up-to-date estimates made within the framework of the National Accounts, in 2019 employed persons not in regular occupation in Italy accounted for 12.6% of total employment, with the highest incidence once again in the South and Islands (17.5%). These workers may have seen increased insecurity due to a high presence in sectors particularly affected by the crisis (tourism, accommodation and food services), and vulnerability also due to the difficulty of accessing social safety nets.

#### The underutilisation of the labour force increased

The quality of the labour market also depends on the ability to make the best use of available resources. The mismatch between the characteristics of the employed person, with particular reference to the qualification held, and those of the profession can lead to inefficient utilisation of the labour force. The share of employed persons holding a higher degree than that most commonly required for the profession slowly and steadily increased in 2019 and 2020. In 2021, more than a quarter (25.8%) of workers were overeducated (+0.7 percentage points higher than in 2020).

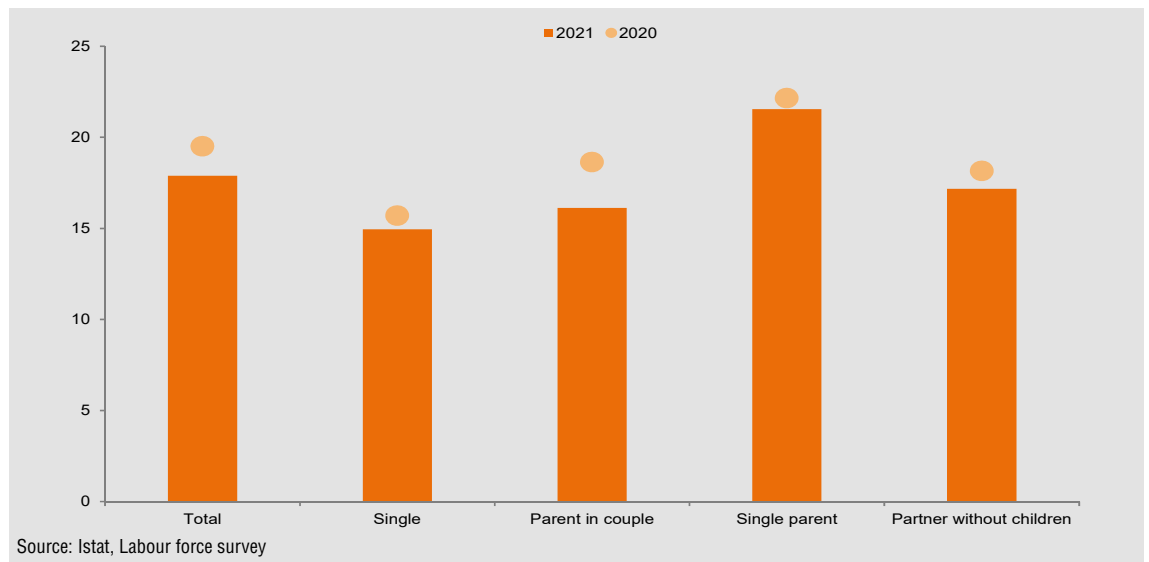
The phenomenon was more widespread among women (27.4% of female workers were overeducated), among younger age groups (39.5% among workers aged up to 34 years and 30.0% among those aged 35 to 44), among residents in the Centre (28.6%) and among foreigners (32.8%); women were also among those who recorded the most marked increases compared with 2020 (+0.9 points), together with employed persons aged 45-54 (+1.1 points) and residents in the Centre-North (+1.2 points in the Centre and +0.9 in the North).

The phenomenon was more evident among the employed with a tertiary qualification, where as many as one-third were overeducated (33.6%) and 35.6% among women (31.3% among men); compared with 2020, the share increased by 0.6 percentage points, especially for the male component (+1.2 points compared with +0.2 for the female component).

#### Involuntary part-time work decreased among women, especially those with children

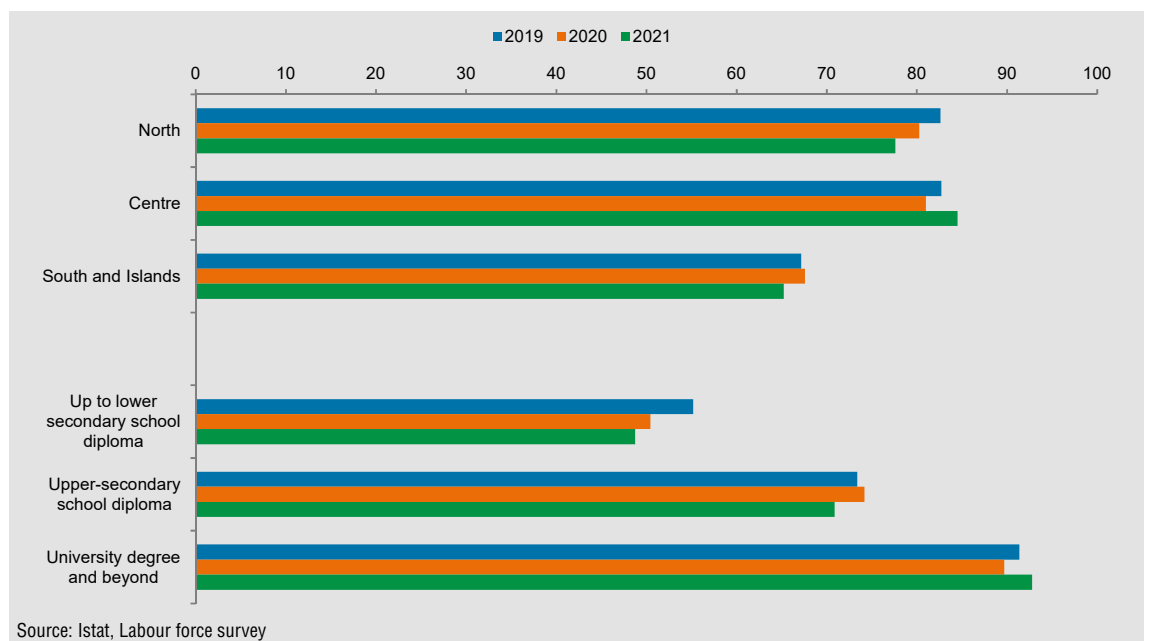
Involuntary part-time work is a typical phenomenon of the Italian labour market and mainly involves female employment. In 2021 there was a slight decrease in the share of part-time employees not by choice, but because they could not find a full-time job. This was 11.3% of the employed, 0.5 points lower than in 2020; this decrease was mainly due to the female component (-1.6 points), which saw an increase in the share of female part-time workers by choice and to a much lesser extent that of full-time workers. The reduction in involuntary part-time work was greater by 2 percentage points among the youngest women (aged 15-34) and those living in the Centre (18.9%) and the North (15.1%), while it remained substantially stable among women in the South and Islands (23.4%).

Figure 3. Women employed in involuntary part-time by role in household. Years 2020-2021. Percentages



The reduction in involuntary part-time work among women in couples with children (-2.5 points) was more than double that among single women (-0.7 points) or women in couples without children (-1.0 points), suggesting that the health emergency may have changed women's perception and management of time, especially if they have children; the problems generated by the pandemic in terms of reconciliation and childcare are well known. Strong inequalities remain: the share of involuntary part-time workers continued to be much higher among women (17.9% compared to 6.5% of men), among young people up

Figure 4. 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, by geographic area and educational qualification. Year 2021 (value per 100)



to 34 years of age (21.4% up to 24 years and 13.9% between 25 and 34 years), residents of the South and Islands (14.8%) and the Centre (12.4%), among those with low educational qualifications (14.2%) and among foreigners (19.6%).

#### More employed among women without children than among women with children

Women aged between 25 and 49 were employed 73.9% of the time if they had no children, and 53.9% of the time if they had at least one child under the age of 6; the ratio of their employment rates (with that of childless women in the denominator), multiplied by 100, was 73 (a value of 100 would indicate equality between the two rates) and was about 1 point lower than the previous year. The decrease was mainly due to the increase in the employment rate of women without children (+1.9 points compared to 2020) and occurred in the North (the ratio went from 80.2 to 77.6) and in the South and Islands (from 67.6 to 65.2), but not in the Centre, where the indicator increased (from 81.0 to 84.5) as a result of the increase in the employment rate among women with young children.

However, the most difficult situation remained in the South and Islands, where only 35.3% of women with small children worked, almost half as many as in the Centre (62.7%) and the North (64.3%).

The gap between women with pre-school-age children and those without children, however, narrowed as the level of education increased: the value of the ratio reached almost 93 (increasing compared to 2020) if the woman had at least a university degree, fell to 70.9 if the qualification was upper-secondary and plummeted to 48.7 for women with at most a secondary school diploma (Figure 4).

Domestic and care work within the family was still not equally distributed between men and women and required the latter to modulate their extra-domestic activities according to care work. The asymmetry index - which measures how much of the time spent by both partners on domestic work is attributed to women - reached 62.6% (average 2020/21) when calculated for women aged 25 to 44 in couples in which both partners are employed.

Compared to 2019/20, the index improved, albeit less markedly than up to 2018/19, but territorial differences remained, with the percentage higher in the South and Islands (69.9%) than in the North (60.0%) and the Centre (62.4%).

#### More employed persons working from home

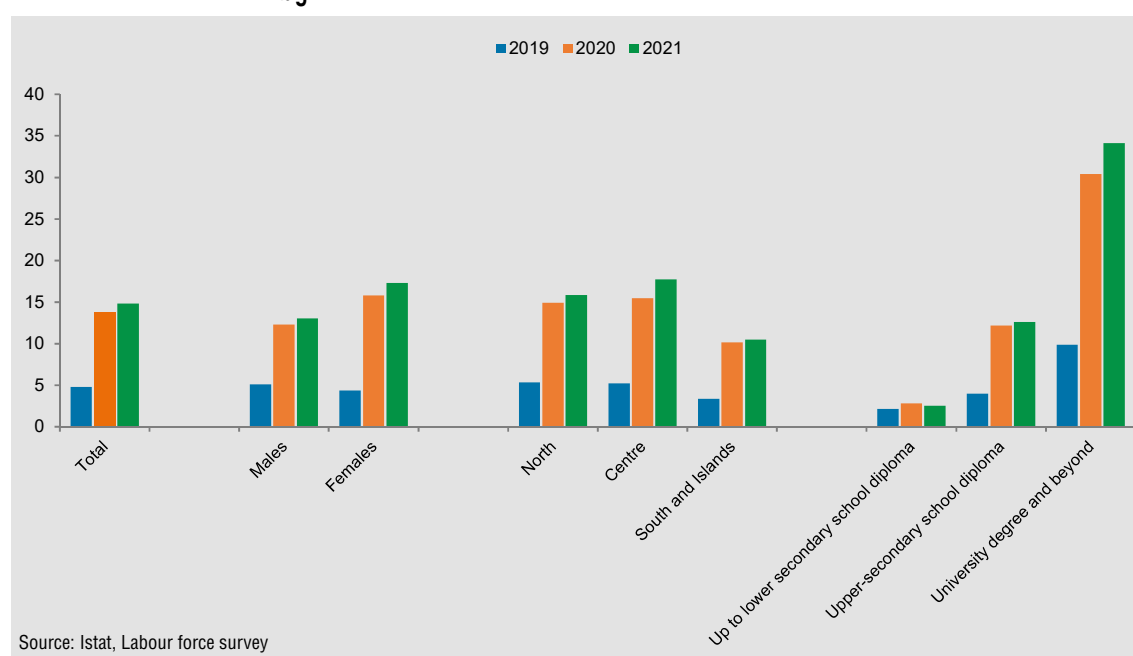
The pandemic created the conditions for large-scale experimentation with remote working, particularly from home. The need to continue working within the restrictions imposed by the pandemic had the effect of forcing the cultural resistance that, until then, had slowed down the spread of smart working, requiring the expansion of technological equipment and the skills needed to carry out the job away from the workplace.

In 2019, working from home was working mode for just 4.8% of the employed; in the second quarter of 2020, it peaked at 19.7%. The investments made and the reasons supporting its use (better environmental sustainability, reduced home-to-work commuting time, better work-life balance, greater autonomy and flexibility) suggest that high levels of smart working should be maintained even after the health emergency has passed.

Between 2020 and 2021, the use of work from home increased from 13.8% to 14.8%

(about +260 thousand employed - Figure 5), although with a trend still linked, in addition to seasonality, to the pandemic trend: work from home was more frequent in the first quarter of 2021 (19.1%), decreased in the second quarter (15.7%), reached a minimum in the third (11.7%) and rose again in the fourth (13.0%). During 2021, there was a gradual reduction in the share of those who work at home most of the time, while the share of those who work from home less than half of the days remained almost unchanged, with a convergence towards a mixed-mode of work, combining work from home and work in the workplace<sup>3</sup>. Between 2020 and 2021, the share of employed women working from home increased more than that of men (+1.5 and +0.8 points respectively) and reached 17.3% (4.3 per-

**Figure 5. Employed persons who worked from home by gender, geographic areas and educational qualification. Years 2019-2021. Percentages**



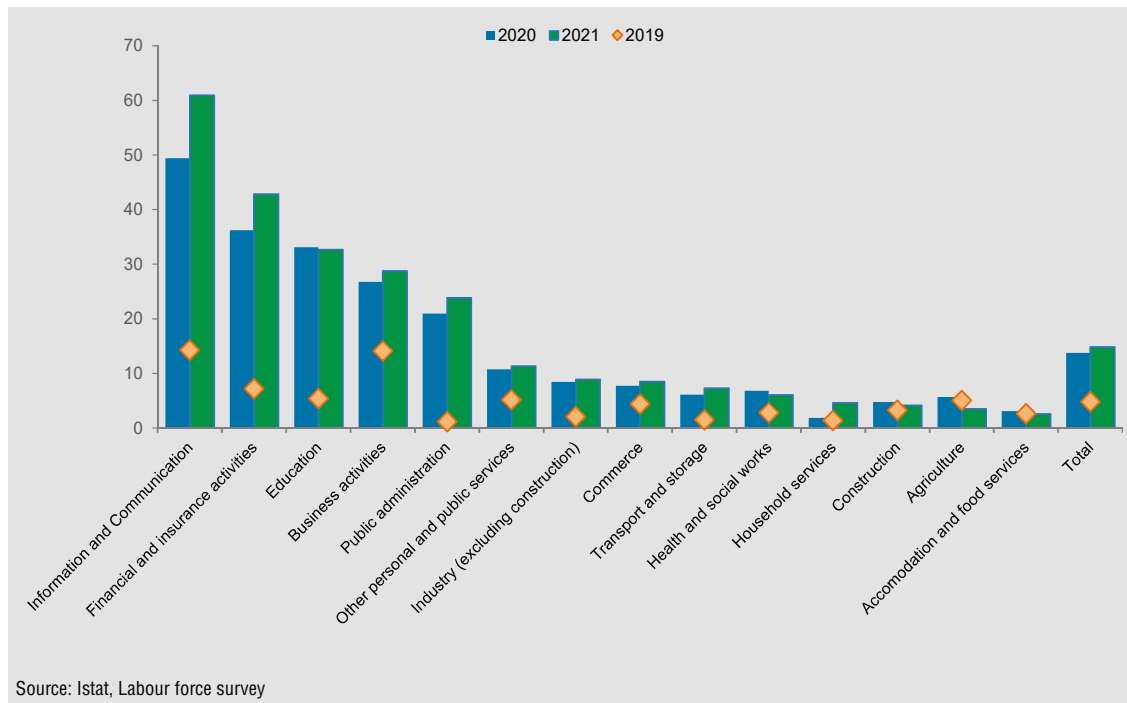
centage points more than men). This is an interesting result if one considers that before the pandemic, work from home was on average used more by men. Also in 2021, in line with previous years, work from home was more widespread in the Centre, where there was also the greatest increase compared to 2020 (the percentage rose by 2.3 points to 17.7%), and in the North (15.9%) compared to the South and Islands (10.5%); a high share of employed people working from home was also recorded among people with a tertiary level of education among whom, following the increase of 3.7 points compared to 2020, it reached 34.1%.

The association between work from home and profession can be seen in the fact that almost a third of the employed (31.9%) in skilled professions worked from home, a share that rises to 40.9% if it was an intellectual, scientific or highly specialised profession. The figure was lower for clerks (21.7%), which, however, were the ones with the largest increase over the two-year period (+3.9 points; the share was only 1.4% in 2019). As far as sectors of economic activity are concerned, work from home was most widespread in In-

<sup>3</sup> The question in 2021 underwent changes in the wording of the answer modes, so a point-by-point comparison at this level of detail between 2021 and previous years is not possible.



**Figure 6. Employed persons who worked from home by sector of economic activity. Years 2019-2021. Percentages**



formation and Communication (60.9%) and Financial and Insurance Activities (42.8%); on the other hand, professions that can most easily be performed remotely are concentrated in these sectors. Finally, the use of work from home remained high in the Education sector (32.6%), although linked to the health emergency, and in any case down compared to 2020 (Figure 6).

#### Job satisfaction rose and perception of insecurity fell

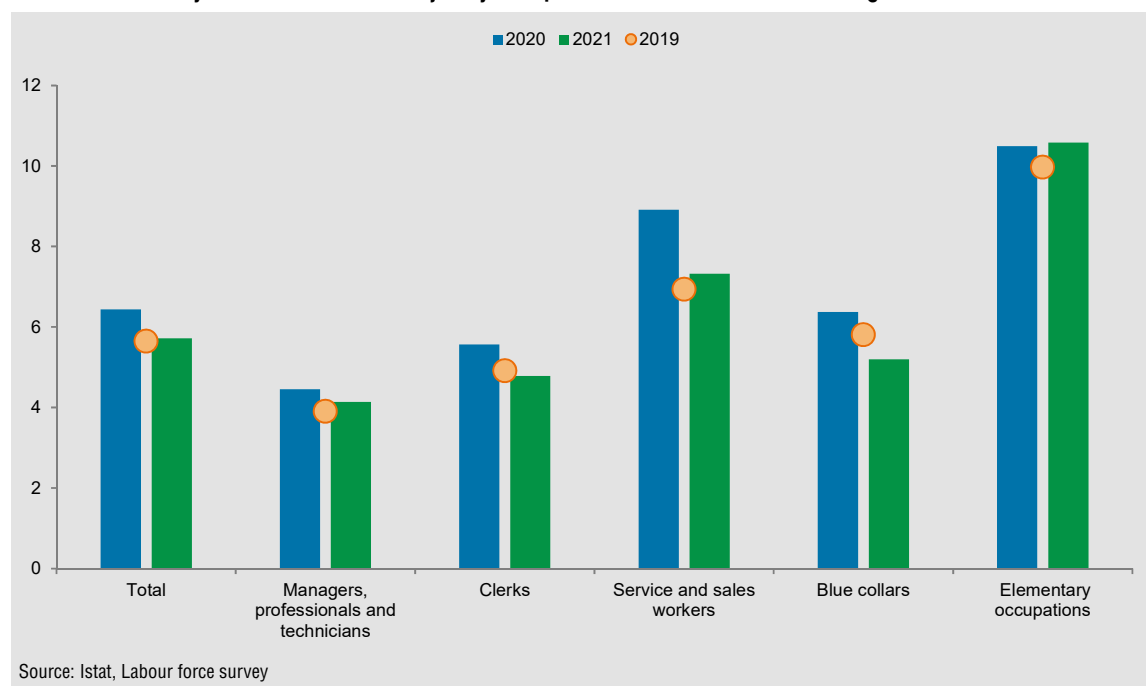
Job satisfaction increased in 2020 and continued to rise in 2021. Overall, 49.9% of the employed are very satisfied with their job, a percentage that is 1 point higher than in 2020 and about 4 points higher than in 2019. The indicator summarises the scores on the various aspects surveyed: earnings, career opportunities, number of hours worked, job stability, home-work distance, interest in work. In detail, the share of very satisfied workers (score 8-10 on a scale from 0 to 10) was lowest for career opportunity (31.4%) and earnings (38.1%), while it exceeded 50% for all other aspects. Between 2020 and 2021, the share of those very satisfied with earnings grew (+1.8 points) and the share of those satisfied with job stability also grew (+1.9 points); the share of those satisfied with the distance between home and work, which had already increased between 2019 and 2020, remained stable. The differences between men and women were minimal, in both cases, the very satisfied represent about half of the total (50.2% among men, 49.5% among women). On the other hand, workers over 35 were more satisfied (50.3%) than younger employees (48.4%), as were workers resident in the Centre-North (over 51%) compared to those in the South and Islands (44.0%). Satisfaction increased with increasing educational qualifications, reaching its highest value

among university graduates (56.2%); the least satisfied were foreign populations (36.5% compared to 51.4% of Italians).

In 2020, the health emergency, particularly in the second quarter, seemed to have increased the perception of vulnerability among workers: those who considered it likely to lose their job within 6 months and at the same time unlikely to find a similar one, had increased by 0.8 points to account for 6.4%. In 2021, this percentage returned to 2019 levels and stood at 5.7%. Only among those employed in unskilled occupations the perception of insecurity remained stable between 2020 and 2021: the share of the insecure, which was also very high in the years before the emergency (10.0% in 2019), reached 10.5% in 2020 and has not fallen since. On the contrary, those employed in trade and services occupations showed the sharpest decline (-1.6 points between 2020 and 2021), but they were also those who had recorded the largest increase between 2019 and 2020 (+2 points - Figure 7).

Those who perceived themselves to be most insecure were above all the most vulnerable categories in the labour market: workers in the South and Islands (8.1%), young people

**Figure 7. 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 occupation. Years 2019-2021. Percentages**



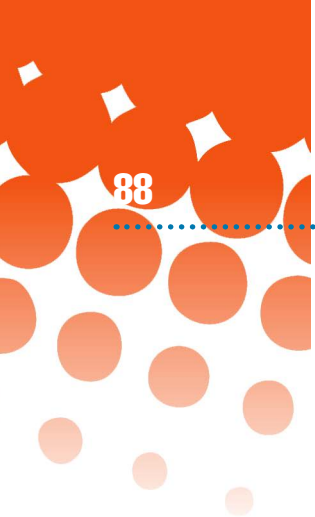
(8.6%), those with low educational qualifications (7.0%) and foreign population (8.9%). The highest share was recorded among fixed-term employees: in 2021, 23.2% considered it likely to lose their job and difficult to find another one (-0.2 points).

The sector of economic activity in which a more widespread perception of insecurity was Accommodation and food services (11.4%); despite the decrease compared to 2020 (-2.1 points), it did not return to the value of 2019 (when it was 8.7%). Finally, the Education sector was the only one where the share of workers perceiving strong vulnerability (7.6%) increased (it was 6.1% in 2020 and 5.9% in 2019). Both of these show a strong link to the employment effects of the pandemic crisis.

#### Decline in accidents at work

The incidence rate of fatal occupational injuries or injuries leading to permanent disability has continued to decline for several years now, partly as a result of a gradual transformation of the production system towards less risky jobs and greater regulatory focus on worker safety.

In 2019, the incidence rate of fatal occupational injuries or injuries leading to permanent disability was 10.8 per 10,000 employed, down from 11.7 in 2018, and was higher among men (14.6 per 10,000 employed), the over-50s (15.7 per 10,000 employed between 50 and 64 years old and 26.1 per 10,000 employed among the over-65s) and foreign population (13.6 per 10,000 employed); higher rate also in the South and Islands (13.2 per 10 thousand employed), compared to the North (9.5) and the Centre (11.1). The decline between 2018 and 2019 involved all categories and the entire Country.



## 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:** 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. Job satisfaction:** Percentage of employed persons with an average level of satisfaction from 8 to 10 considering the following dimensions: earnings, career opportunities, number of hours worked, 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 GEOGRAPHIC AREAS	Employment rate (20-64 years old) (a)	Non-par- ticipation rate (b)	Transition rate (12 months time distance) from non-standard to standard employ- ment (c)	Share of employed persons with temporary jobs for at least 5 years (d)	Share of em- ployees with below 2/3 of median hourly earnings (e)	Share of over-qual- ified employed persons (f)	Incidence rate of fatal occupational injuries or in- juries leading to permanent disability (g)
	2021	2021	2020 (*)	2021	2020 (*)	2021	2019
Piemonte	69.8	13.2	26.3	11.2	9.2	24.0	7.6
Valle d'Aosta/Vallée d'Aoste	71.6	12.7	19.2	13.6	7.7	22.5	9.5
Liguria	68.0	14.5	19.2	13.5	8.9	27.1	12.8
Lombardia	71.6	11.3	28.6	11.1	6.9	22.9	7.4
Trentino-Alto Adige/Südtirol	74.2	9.1	23.7	18.3	6.3	21.0	12.4
<i>Bolzano/Bozen</i>	<i>75.8</i>	<i>8.2</i>	<i>23.7</i>	<i>21.0</i>	<i>6.5</i>	<i>17.1</i>	<i>13.0</i>
<i>Trento</i>	<i>72.5</i>	<i>10.0</i>	<i>23.7</i>	<i>16.0</i>	<i>6.1</i>	<i>25.1</i>	<i>11.7</i>
Veneto	70.8	10.2	31.1	10.8	8.2	26.5	10.8
Friuli-Venezia Giulia	72.3	10.9	19.7	15.9	6.9	30.2	9.6
Emilia-Romagna	73.5	10.0	25.6	17.3	8.3	27.0	12.8
Toscana	70.5	13.6	26.4	16.9	9.1	26.1	13.7
Umbria	69.3	13.1	24.0	15.6	9.5	32.4	15.5
Marche	68.9	13.7	21.1	13.3	8.3	29.7	14.8
Lazio	64.4	18.9	21.1	17.7	10.8	29.4	7.7
Abruzzo	62.1	18.9	25.2	14.4	10.8	29.7	15.9
Molise	55.9	25.8	27.0	17.9	9.4	31.4	12.0
Campania	45.0	37.4	15.2	19.5	15.1	24.5	10.8
Puglia	50.5	30.1	12.8	25.4	17.6	23.8	12.0
Basilicata	56.7	24.1	16.8	24.9	14.2	29.9	21.8
Calabria	45.5	37.2	9.2	27.7	19.0	26.4	15.5
Sicilia	44.5	38.3	18.1	31.3	16.1	25.1	13.5
Sardegna	57.0	26.7	17.1	15.9	10.7	23.9	14.2
North	71.4	11.2	26.9	13.0	7.8	24.9	9.5
North-west	70.8	12.1	26.9	11.4	7.7	23.6	8.0
North-east	72.3	10.1	26.8	14.7	7.9	26.6	11.6
Centre	67.2	16.1	23.0	16.7	9.9	28.6	11.1
South and islands	48.5	33.5	15.8	23.8	15.3	25.3	13.2
South	48.9	32.7	14.8	22.2	15.6	25.6	12.9
Islands	47.7	35.3	17.8	27.1	14.6	24.8	13.7
<b>Italy</b>	<b>62.7</b>	<b>19.4</b>	<b>22.4</b>	<b>17.5</b>	<b>10.1</b>	<b>25.8</b>	<b>10.8</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;

### 3. Work and life balance

Share of employed persons not in regular occupation (f)	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)	Share of employed people aged 15-64 years working over 60 hours per week (including paid work and household work) (f)	Share of household work time carried out by women in a couple on the total of the household work time (i)	Share of employed persons who feel satisfied with their work (l)	Share of employed persons who feel their work insecure (f)	Involuntary part time (f)	Employed persons working from home (f)
2019	2021	2014	2021	2021	2021	2021	2021
10.0	77.2	51.3	....	56.2	4.6	9.7	15.0
9.8	84.1	47.0	....	59.2	5.3	9.0	10.8
11.8	70.8	51.7	....	48.1	4.9	11.4	15.9
10.0	77.3	51.8	....	52.2	4.4	9.3	18.5
8.9	73.9	53.7	....	61.7	4.0	6.3	13.7
8.4	68.8	54.6	....	63.0	3.5	4.4	13.6
9.5	79.8	52.7	....	60.4	4.4	8.2	13.8
8.8	78.7	51.9	....	48.9	4.3	8.3	12.5
9.7	71.6	51.7	....	50.5	4.5	10.0	13.4
9.5	81.0	49.4	....	53.2	5.7	9.0	15.7
10.5	87.6	52.1	....	52.8	5.1	12.0	13.8
13.0	74.3	52.8	....	56.9	6.0	11.5	11.5
10.5	84.6	53.1	....	53.9	7.0	10.7	11.7
15.3	84.3	48.0	....	48.0	5.0	13.3	23.0
14.5	77.8	47.1	....	47.0	7.0	13.1	9.7
15.8	93.1	50.6	....	53.8	5.2	12.4	9.2
18.7	59.9	47.8	....	38.8	7.7	13.6	11.7
15.9	64.5	45.1	....	47.7	8.4	14.2	9.7
14.3	75.2	48.6	....	41.7	9.3	13.4	9.9
21.5	69.6	49.4	....	40.1	8.1	16.0	9.3
18.5	69.1	38.7	....	42.8	8.4	16.3	9.8
15.3	76.8	49.8	....	53.2	8.9	17.6	12.5
9.7	77.6	51.4	60.0	52.5	4.7	9.1	15.9
10.2	76.8	51.6	58.7	52.9	4.5	9.6	17.3
9.2	78.5	51.1	61.6	52.0	4.9	8.5	14.0
13.1	84.5	50.3	62.4	51.0	5.4	12.4	17.7
17.5	65.2	45.6	69.9	44.0	8.1	14.8	10.5
17.5	64.7	47.2	69.0	43.1	7.9	14.0	10.4
17.6	66.1	42.0	71.1	45.9	8.5	16.7	10.7
12.6	73.0	49.6	62.6	49.9	5.7	11.3	14.8

(f) Per 100 employed;

(g) Per 10,000 employed;

(h) Per 100;

(i) Per 100 persons aged 15-64.

\* The data is based on the regulation in force until 2020.

