

3. Work and life balance¹

The year 2022 is characterised by a general improvement in the labour market compared to the previous year: the employment rate of people aged 20-64 increases and exceeds the level of 2019, fully recovering the decline observed in 2020 due to the pandemic. Compared to 2021, both the number of people seeking a job and the number of people who are available but have not looked for a job decrease; the non-participation rate therefore shows a marked reduction and reaches its lowest value in the five-year period 2018-2022. Territorial disparities remain broadly stable, while the gender gap widens slightly. On the other hand, the distance in percentage points between the employment rate of the youngest (20-34-year-olds) and that of the 35-49-year-olds, as well as from that of the oldest (aged 50-64) declines. Indeed, the 20-34 age group shows the most marked growth in the employment rate and also the strongest decrease in the non-participation rate.

The growth in employment mainly involves employees, both fixed-term and permanent. Among the former, the increase concerns almost only those with a fixed-term contract of less than five years, so that the share among those employed on fixed-term contracts who have been employed for at least five years decreases. The share of those who say they are in part time job because they have been unable to find a full-time job is decreasing; although the decline is more pronounced among women, the clearly female character of the phenomenon remains.

The employment rate of women aged 25-49, with and without children, is also growing; the ratio between these two rates is almost unchanged at the national level, compared to the previous year, while it shows differences at the territorial level, with a gap between the rates in the Centre due to an increase in the employment of women without children. The asymmetry index, which measures the proportion of time spent by women on domestic work in the household, shows some improvement over the last decade up to 2020/2021, while it is stable in 2021/2022 compared to the average of the previous two years.

The difficulty in properly enhancing human capital in the labour market persists. In fact, a slow but progressive growth can be observed in the share of the employed people with a higher qualification than the one most frequently required for their job, a share that exceeds 25% in 2022.

In 2022, the percentage of employed persons who worked from home in the four weeks preceding the interview is 12.2%; after the increase experienced in 2020 due to the pandemic and the further growth in 2021, it declines, although it remains more than two and a half times higher than in 2019. It decreases mainly in skilled occupations or in the education and public administration sectors, which had reached high shares in the previous two years; however, the percentage remains very high in the information and communication sector.

Finally, compared to 2021, the proportion of employed persons who are very satisfied with some aspects of their job remains stable at around 50%, while the proportion of those who feel likely to lose their job within six months and at the same time unlikely to find a similar one decreases.

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

Table 1. Work and life balance indicators: value for the latest available year and percentage changes for different periods

Indicators	Starting year	Latest available year	Latest available year value	Percentage changes			
				2019 compared with starting year	2021 compared with 2019	2022 compared with 2021	2022 compared with 2019
Employment rate (20-64 years)	2010	2022	64.8	●	●	●	●
Non-participation rate	2018	2022	16.2	●	●	●	●
Transition rate from temporary to permanent employment	2013/14	2019/20	22.4	●	-	-	-
Employed persons with temporary jobs for at least 5 years	2018	2022	17.0	●	●	●	●
Employees with low pay (a)	2010	2020	10.1	●	-	-	-
Over-qualified employed persons	2018	2022	26.0	●	●	●	●
Rate of fatal accidents and permanent disability	2018	2021	10.2	●	●	-	-
Non-regular employed	2010	2020	12.0	●	-	-	-
Ratio of employment rates (25-49 years) of women with pre-school children to women without children	2018	2022	72.4	●	●	●	●
Asymmetry in family work	2009/10	2021/22	61.6	●	●	●	●
Job satisfaction	2018	2022	50.2	●	●	●	●
Perception of employment insecurity	2018	2022	4.9	●	●	●	●
Involuntary part-time	2018	2022	10.2	●	●	●	●
Employed people working from home	2018	2022	12.2	●	●	●	●

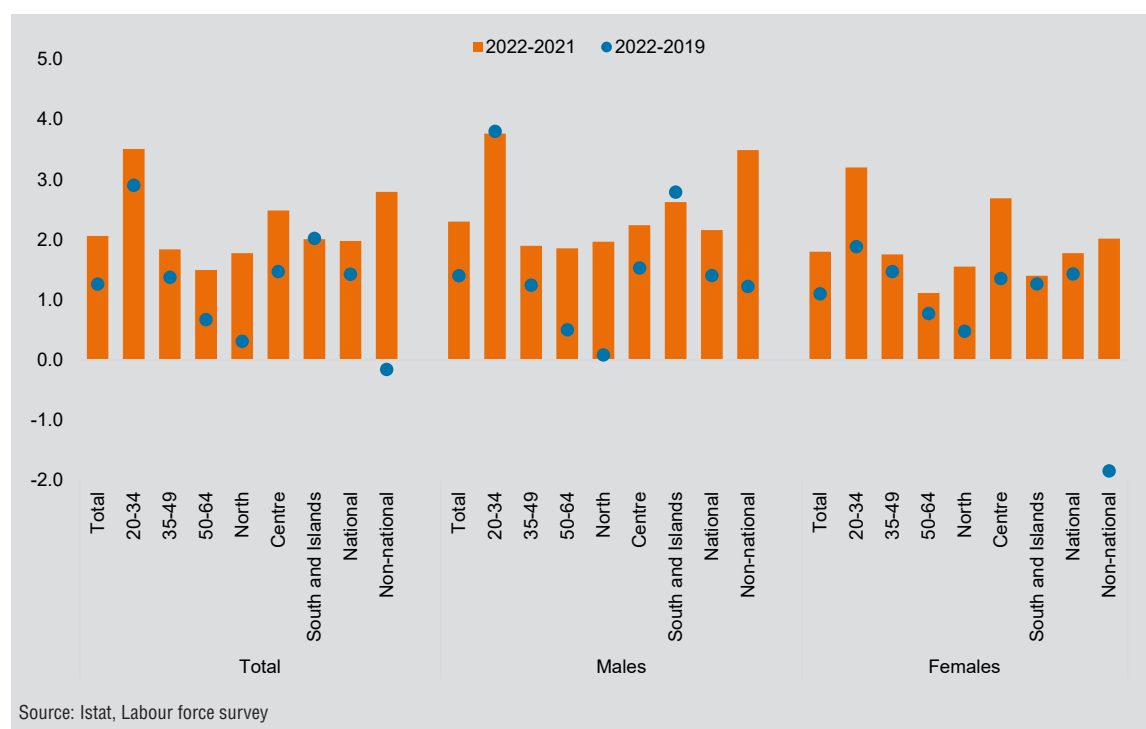
● Better ● Worse ● Stable - Not available

(a) Data refer to the series based on the Regulation in effect until 2020.
 Note: If the relative change between the two years exceeds 1% it is considered positive (green), if it is lower than -1% it is considered negative (red). In the range -1 and +1% the change is considered stable (yellow). The polarity of the indicator was taken into account when calculating the changes to consider the improvement or worsening in terms of well-being.

Employment recovery in 2022: back to 2019 levels

In 2022, the labour market shows a general improvement compared to the previous year: the number of employed people aged 20-64 increases by 538 thousand (+2.5% compared to 2021), the employment rate rises and exceeds the level of 2019, fully recovering the drop recorded in 2020 (for 20-64-year-olds it is 64.8%; +2.1 percentage points compared to 2021; Figure 1). Among young people (aged 20-34), the employment rate is 56.2% and shows the strongest growth (+3.5 points compared to 2021), exceeding the pre-pandemic level (it was 53.3% in 2019).

Figure 1. Employment rate of the population aged 20-64 by main characteristics. Years 2022-2021, 2022-2019. Variations in percentage points

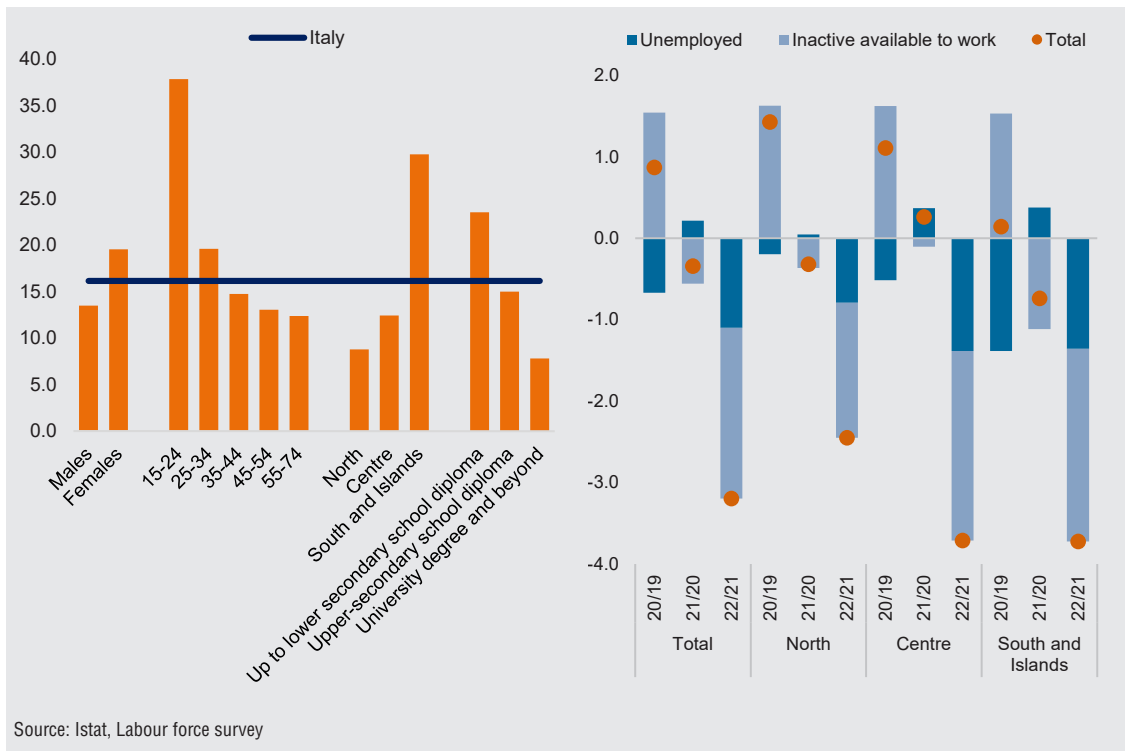


Fall in non-participation in the labour market accelerates

The number of people seeking a job decreases (-339 thousand; -14.3%) but even more so the number of people who are available for work but have not looked for it (-623 thousand; -20.5%). The non-participation rate shows a strong reduction with the lowest value in the five-year period 2018-2022 (16.2%; -3.2 percentage points compared to 2021; Figure 2).

Figure 2a. Non-participation rate of the population aged 15-74 by main characteristics. Year 2022. Percentage values

Figure 2b. Non-participation rate of the population aged 15-74 and its components. Years 2022-2021, 2021-2020, 2020-2019. Variations in percentage points



Temporary employment on the rise. Slight decline in long-term precarious employment

In 2022, the number of temporary workers (fixed-term employees and term-contract workers) increases by 4.6% (3.3 million; +146 thousand). The increase concerns almost exclusively those with fixed-term jobs for less than five years (+5.3%) and only marginally those who have been employed for five years or more (+1.3%). The ratio of those employed with a temporary job for at least five years in their current job to the total number of temporary workers is 17.0%, down by half a point compared to 2021.

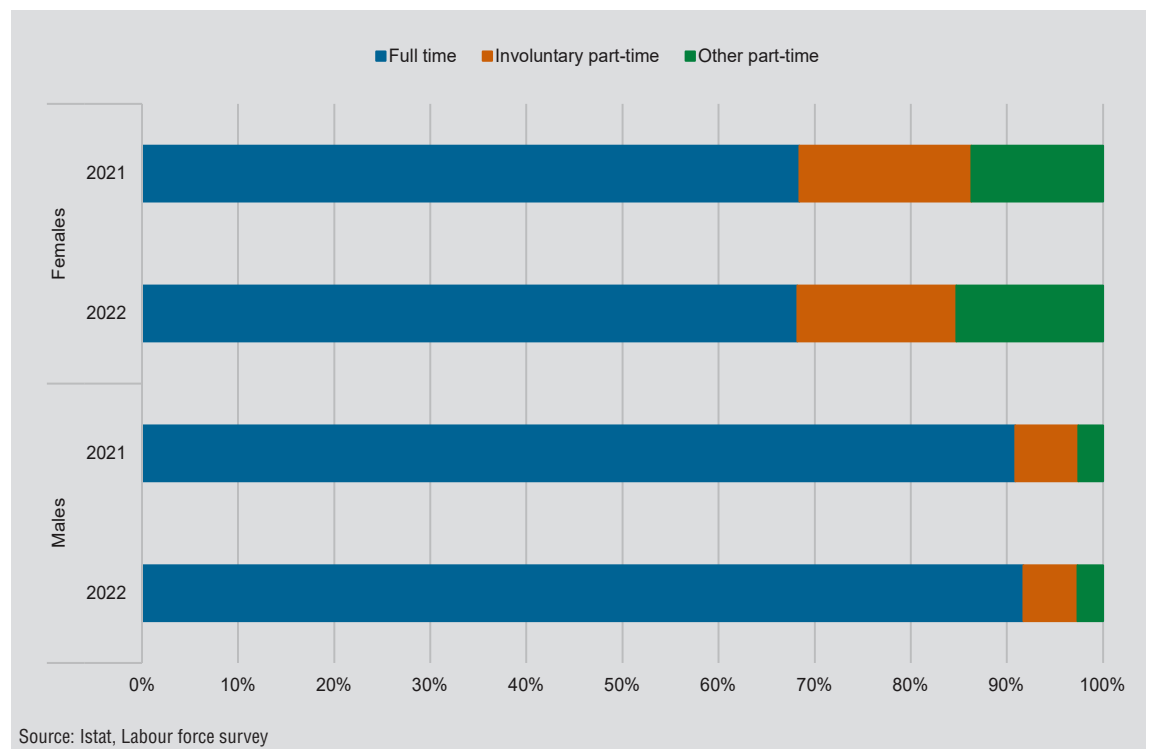
Inefficient labour force placement persists

Approximately one in four employed persons have a higher qualification than is most common for their occupation. Over-education is more widespread among women (28.1%) and especially among service workers and shop and market sales workers (43.7%) and those employed in the sector “Household services” (42.4%).

Decline in involuntary part time work, mainly among women

The share of people working part time because they could not find a full-time job has decreased (10.2% of the employed population; -1.1 points compared to 2021; Figure 3). Although the reduction is more pronounced for women (-1.4 points compared to 2021), the female character of the phenomenon remains evident (16.5% compared to 5.6% for men).

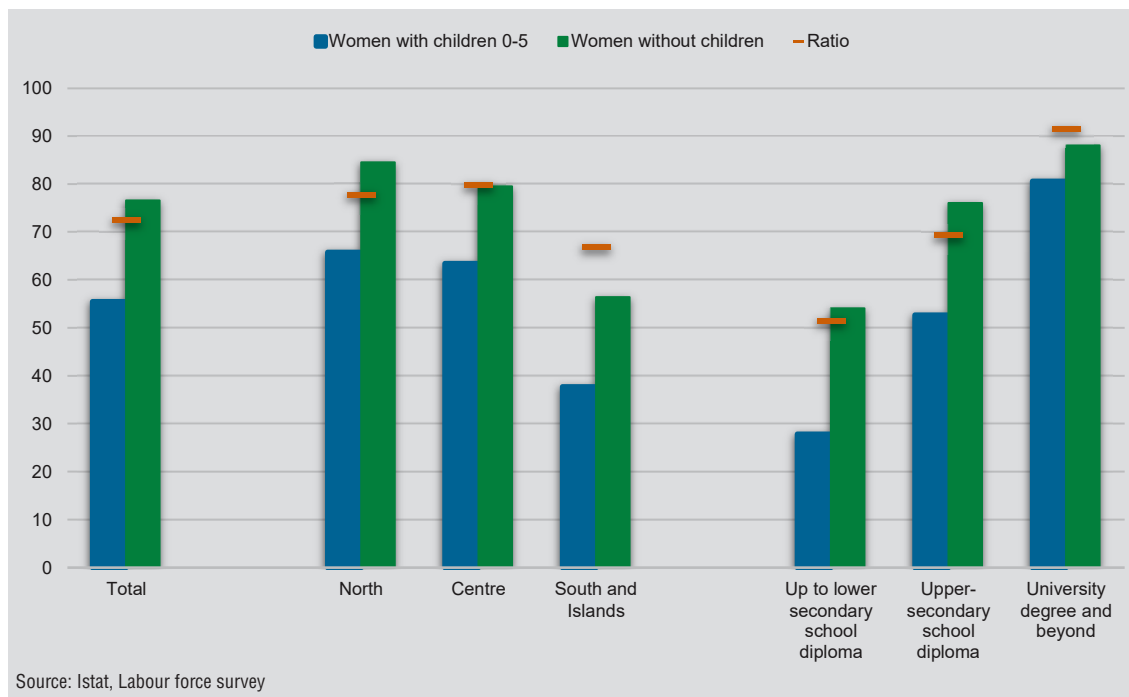
Figure 3. Employed persons by sex and time regime. Years 2021-2022. Percentage values



Female employment increasing for both women without children and those with young children

Among women aged 25-49, both the employment rate of women with children aged 0-5 and the employment rate of women without children are increasing; the ratio between these two rates is almost stable compared to the previous year and is 72.4 at national level (when the indicator is 100, it means equality between the two rates; Figure 4).

Figure 4. Employment rate of women aged 25-49 with at least one child aged 0-5, employment rate of women aged 25-49 without children and ratio by sex, geographic area and educational level. Year 2022. Percentage values and ratio per 100



Declining number of people working from home

In 2022, 12.2% of the employed people worked from home in the four weeks prior to the interview (Figure 5); while this rate decreases compared to the pandemic years, it is still more than two and a half times higher than in 2019. It decreases mainly in the education and public administration sectors, which had reached high shares in the previous two years, but the percentage remains very high in the information and communication sector (Figure 6).

Figure 5. Employed persons who worked from home by sex, geographic area and educational level. Years 2020-2022. Percentage values

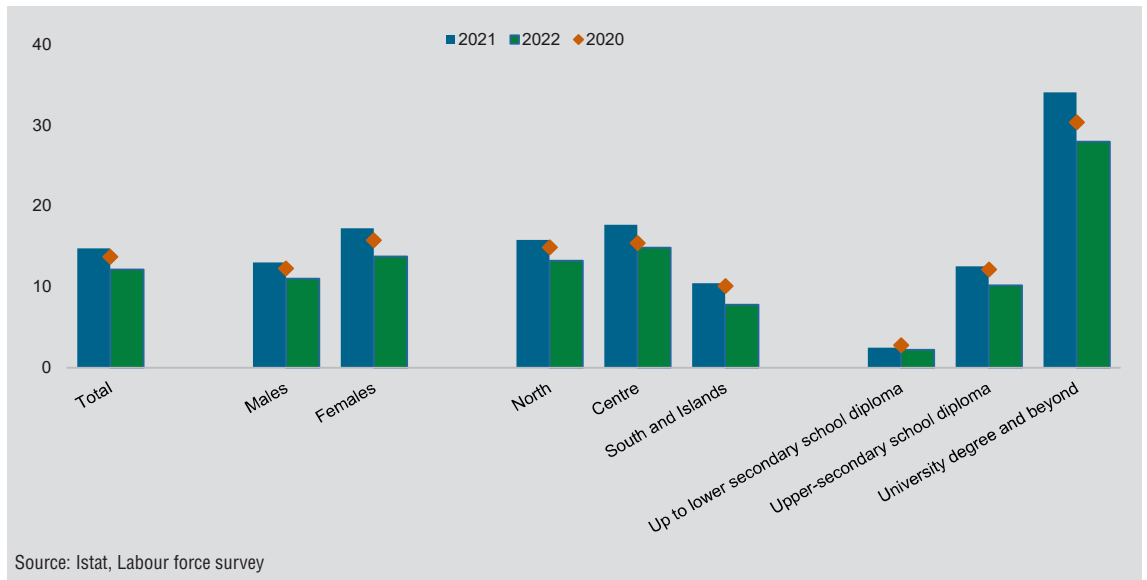
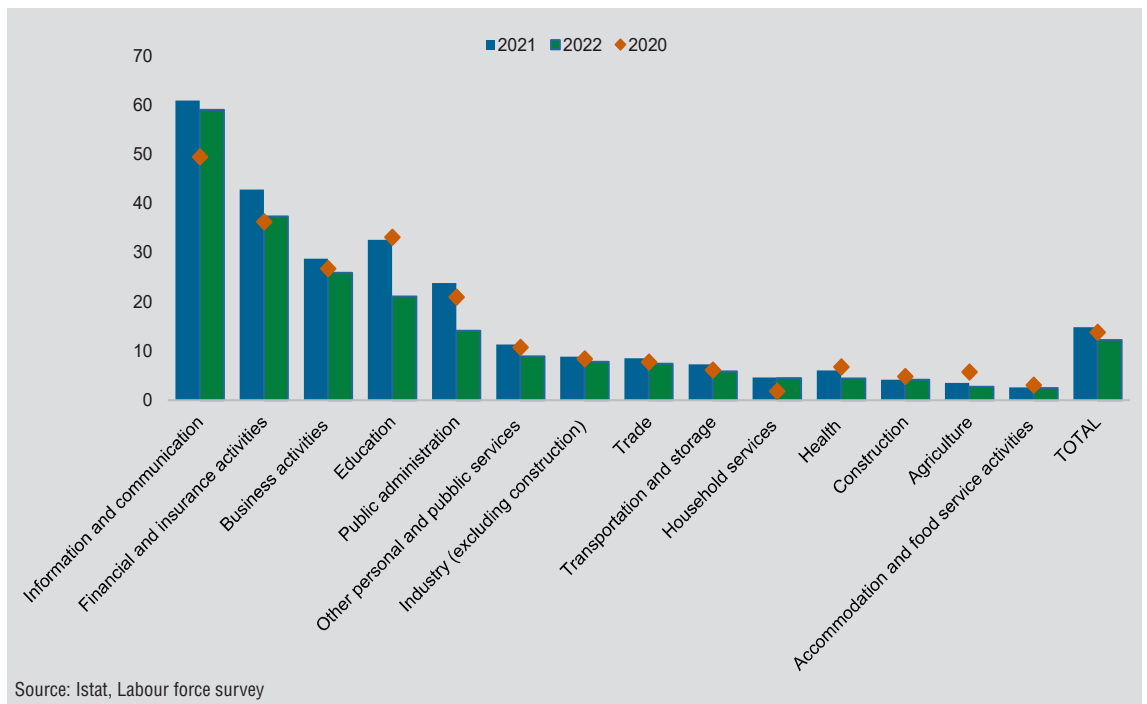


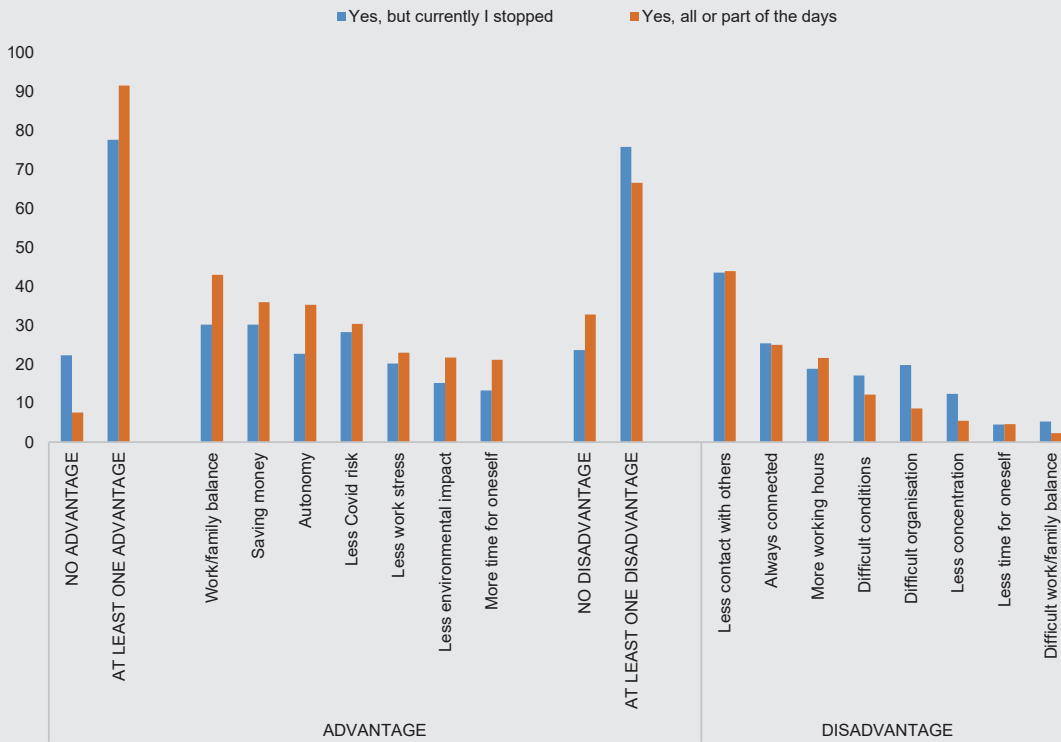
Figure 6. Employed persons who worked from home by sector of economic activity. Years 2020-2022. Percentage values



SATISFACTION, ADVANTAGES AND DISADVANTAGES OF WORKING FROM HOME

Among those who had worked from home in the three months preceding the interview, 34.6% were very satisfied, 45.0% fairly satisfied and only 4.3% not at all satisfied (Figure A). For those who continue to work from home, the most frequently stated advantage is the ability to balance work/home/family (42.9%). Saving money (35.9%) and greater autonomy (35.2%) are also cited as the main advantages.

Figure A. Employed persons who have worked from home but currently stopped and employed persons who work from home for all or part of the days by advantages and disadvantages of working from home. Year 2022. Percentage values

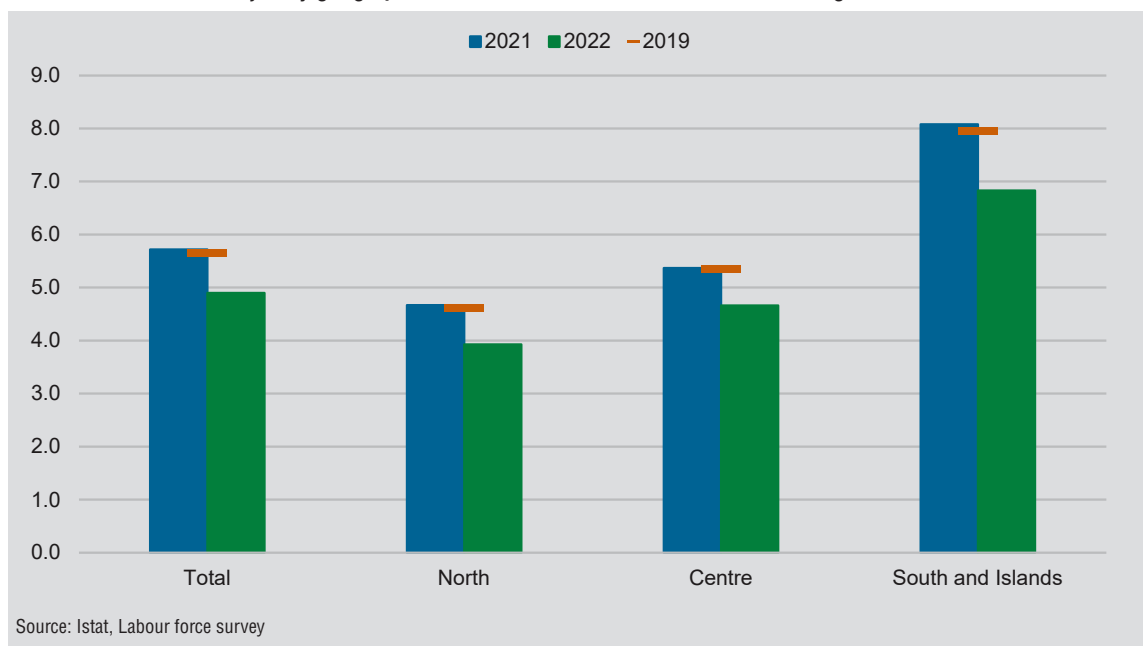


Source: Istat, Survey on Aspects of daily life

Job satisfaction is stable, perception of insecurity decreases

In 2022, the share of those in employment who say they are very satisfied with some aspect of their job remains stable at around 50%, while the share of those who think they are likely to lose their job within six months and unlikely to find a similar one decreases (4.9%; Figure 7).

Figure 7. Employed persons who in the following 6 months think it is likely to lose their current job and unlikely to find another similar job by geographic area. Years 2019, 2021 and 2022. Percentage values



Indicators

- 1. Employment rate (20-64 year-old):** Percentage of employed people aged 20-64 on total population 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 temporary to permanent employment:** Percentage of people employed in temporary jobs at the time t0 (employees with temporary jobs + term-contract workers) who are in permanent jobs one year later (permanent employees) over the total number of those employed in temporary jobs at 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. Household workload inequality index:** Time spent on household and family care by women aged 25-44 on the total time spent on household and family care by both partners, multiplied by 100. The indicator is calculated for couples with both partners in employment, where the woman is 25-44 years old. The indicator is derived from the Time Use Survey for the years 2008-09 and 2013-14, for intermediate and subsequent years estimates are based on the trend of the phenomenon derived from the Aspects of Daily Life Survey.
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. 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, over the total of employed persons.
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- participation rate (b)	Transition rate (12 months time distance) from temporary to permanent employment (c)	Share of employed persons with temporary jobs for at least 5 years (d)	Share of employees with below 2/3 of median hourly earnings (e)	Share of over-qualified employed persons (f)	Incidence rate of fatal occupational injuries or injuries leading to permanent disability (g)
	2022	2022	2019/2020 (*)	2022	2020 (*)	2022	2021
Piemonte	71.3	10.7	26.3	11.2	9.2	23.9	7.5
Valle d'Aosta/Vallée d'Aoste	74.9	8.8	19.2	17.2	7.7	23.0	9.5
Liguria	70.7	11.2	19.2	12.7	8.9	29.1	12.7
Lombardia	73.4	8.5	28.6	10.8	6.9	22.5	7.6
Trentino-Alto Adige/Südtirol	77.1	5.9	23.7	19.2	6.3	21.1	11.3
<i>Bolzano/Bozen</i>	<i>79.2</i>	<i>4.2</i>	<i>23.7</i>	<i>22.4</i>	<i>6.5</i>	<i>16.4</i>	<i>11.9</i>
<i>Trento</i>	<i>74.9</i>	<i>7.7</i>	<i>23.7</i>	<i>16.3</i>	<i>6.1</i>	<i>26.1</i>	<i>10.7</i>
Veneto	72.9	7.8	31.1	9.5	8.2	27.0	10.0
Friuli-Venezia Giulia	73.4	8.8	19.7	15.9	6.9	28.7	7.5
Emilia-Romagna	74.8	8.8	25.6	15.4	8.3	26.0	11.4
Toscana	73.7	10.3	26.4	15.3	9.1	27.4	12.4
Umbria	69.9	12.2	24.0	15.2	9.5	33.1	15.1
Marche	72.0	10.3	21.1	13.5	8.3	30.8	15.2
Lazio	66.5	14.5	21.1	19.6	10.8	29.5	7.5
Abruzzo	62.8	16.9	25.2	17.3	10.8	30.2	14.3
Molise	58.8	21.5	27.0	11.8	9.4	30.3	12.5
Campania	47.3	33.3	15.2	22.1	15.1	25.2	9.7
Puglia	53.4	25.4	12.8	23.5	17.6	24.8	12.6
Basilicata	57.3	22.6	16.8	27.5	14.2	29.3	18.9
Calabria	47.0	33.0	9.2	27.6	19.0	27.2	13.8
Sicilia	46.2	35.3	18.1	27.4	16.1	26.0	12.3
Sardegna	58.6	23.1	17.1	11.7	10.7	25.9	10.0
North	73.2	8.8	26.9	12.3	7.8	24.6	9.1
North-west	72.6	9.3	26.9	11.2	7.7	23.4	8.0
North-east	74.1	8.1	26.8	13.5	7.9	26.2	10.4
Centre	69.7	12.4	23.0	17.0	9.9	29.2	10.7
South and islands	50.5	29.8	15.8	22.9	15.3	26.1	12.0
South	51.1	28.7	14.8	22.7	15.6	26.2	12.1
Islands	49.3	32.1	17.8	23.1	14.6	26.0	11.6
Italy	64.8	16.2	22.4	17.0	10.1	26.0	10.2

(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 term-contract workers;

(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) (i)	Share of household work time carried out by women in a couple on the total of the household work time (h)	Share of employed persons who feel satisfied with their work (f)	Employed persons who feel their work insecure (f)	Involuntary part time (f)	Employed persons working from home (f)
2020	2022	2013/2014	2021/2022	2022	2022	2022	2022
9.8	75.5	51.3	....	56.9	3.6	8.4	13.0
10.1	86.5	47.0	....	59.3	4.6	8.2	6.7
11.4	77.2	51.7	....	48.0	4.4	10.3	13.7
9.4	76.4	51.8	....	52.7	3.7	8.4	15.2
8.9	73.4	53.7	....	61.9	3.6	5.5	12.3
8.4	68.5	54.6	....	62.0	3.3	4.0	12.4
9.5	78.6	52.7	....	61.9	4.0	7.1	12.2
8.5	78.1	51.9	....	49.8	3.8	7.0	10.8
9.2	79.6	51.7	....	51.5	4.0	8.5	10.6
9.3	82.4	49.4	....	51.7	4.8	7.7	13.0
10.2	84.4	52.1	....	51.8	5.0	11.7	10.1
12.4	79.4	52.8	....	56.1	5.0	10.5	8.8
10.1	84.7	53.1	....	52.2	5.5	9.4	7.6
14.3	76.1	48.0	....	50.3	4.2	11.9	21.1
13.6	74.5	47.1	....	48.4	6.1	11.9	7.4
15.5	88.2	50.6	....	52.6	4.8	13.8	7.4
17.9	65.8	47.8	....	39.1	6.8	12.6	8.5
15.3	69.8	45.1	....	48.7	6.1	12.8	6.6
13.9	80.7	48.6	....	40.1	8.9	11.5	8.0
20.9	80.8	49.4	....	39.6	6.4	13.3	8.0
17.3	63.4	38.7	....	43.0	7.5	15.7	7.3
14.7	66.6	49.8	....	53.2	7.8	16.1	10.0
9.4	77.8	51.4	58.8	52.8	3.9	8.0	13.3
9.7	76.4	51.6	58.5	53.5	3.7	8.6	14.5
8.9	79.5	51.1	59.3	51.9	4.2	7.3	11.8
12.4	79.8	50.3	63.3	51.5	4.7	11.4	14.9
16.7	66.8	45.6	67.5	44.3	6.8	13.6	7.8
16.8	69.9	47.2	67.6	43.5	6.5	12.7	7.7
16.6	60.9	42.0	66.8	46.0	7.6	15.8	8.1
12.0	72.4	49.6	61.6	50.2	4.9	10.2	12.2

(f) Per 100 employed;

(g) Per 10,000 employed;

(h) Per 100;

(i) Per 100 employed aged 15-64.

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

