






























3. Work and life balance¹

In 2018 the domain indicators show strongly divergent trends compared to the previous year. There has been a widespread improvement in indicators relating to employment and non-participation in employment (Table 1). Data on the perception of job insecurity and accidents at work also show positive signs, while the satisfaction for the work done remains unchanged. On the other hand, indicators measuring the quality of work are worsening: in fact, the percentage of employees who have seen their employment contract transformed from temporary to permanent is decreasing and the proportion of temporary employees and collaborators with fixed-term contracts for at least five years remains substantially unchanged. Even for employees with a low pay, the situation remains unchanged, while the share of over-qualified employed persons is increasing. Involuntary part time also worsens. Finally, the employment disadvantage of women aged 25 to 49 with pre-school children slightly increases compared to women without children. With regard to the longer-term analysis, there are positive signs compared to 2010 for 9 over 14 domain indicators.

Table 1. Work and life balance indicators: value for the latest available year. Percentage variations on previous year and on 2010

INDICATOR	Latest available year value	% variation (compared with the previous year)	% variation (compared with 2010)
1. Employment rate (20-64 year-olds) (% , 2018)	63.0		
2. Non-participation rate (% , 2018)	19.7		
3. Transition rate (12 months time-distance) from non-standard to standard employment(% , 2017/2018) (a)	15.0		
4. Share of employed persons with temporary jobs for at least 5 years(% , 2018)	17.7		
5. Share of employees with below 2/3 of median hourly earnings(% , 2018)	10.0		
6. Share of over-qualified employed persons (% , 2018) (d)	24.6		
7. Incidence rate of fatal occupational injuries or injuries leading to permanent disability(per 10,000 employed, 2017)	11.4		
8. Share of employed persons not in regular occupation (% , 2016)	13.1		
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(% , 2018)	73.8		
10. Share of employed people aged 15-64 years working over 60 hours per week (including paid work and household work) (% , 2013/2014) (b)	49.6	—	
11. Share of household work time carried out by women in a couple on the total of the household work time (% , 2013/2014) (b)	67.0	—	
12. Share of employed persons who feel satisfied with their work (mean value, 2018) (c)	7.4		
13. Share of employed persons who feel their work insecure (% , 2018) (c)	6.0		
14. Involuntary part time (% , 2018)	11.9		

 Improvement
  Stability
  Deterioration
 — Comparison not available

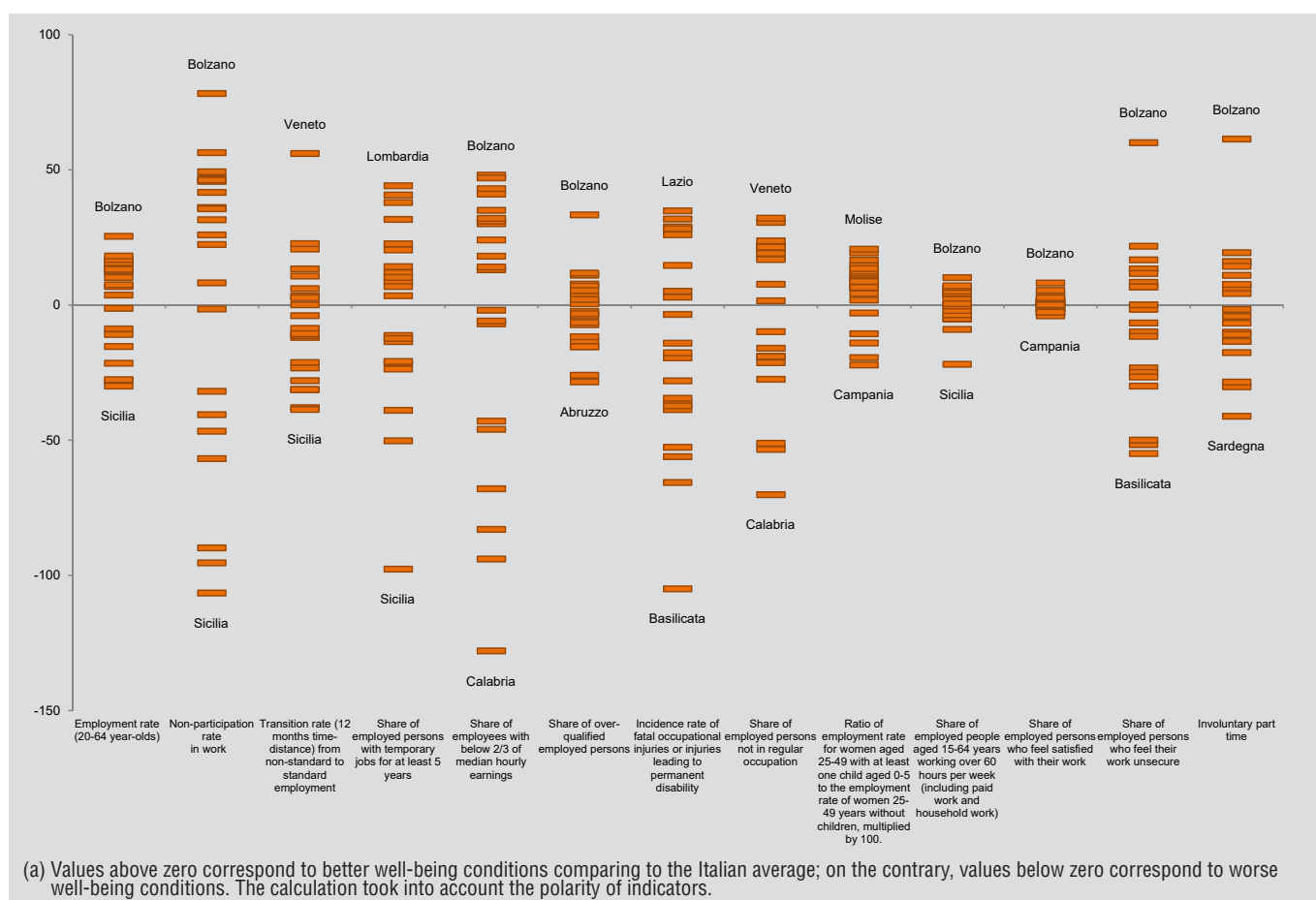
(a) 2010 data not available, variation based on 2013/14;
 (b) Data calculated on employees. 2010 data not available, variation based on 2008/2009;
 (c) 2010 data not available, variation based on 2013;

Note: Variations between two points in time above 1% are considered positive (in green), below -1% are considered negative (in red). Variations between -1 and +1% refer to stability (in grey).

¹ This chapter was edited by Carmen Federica Conte with contributions from: Barbara Baldazzi, Federica Pintaldi and Vincenzo Spinelli.

The analysis of the dispersion by region of the domain indicators shows a high degree of heterogeneity over the territory (Figure 1). The indicators on labour market participation (employment rate, non-participation rate and incidence of involuntary part-time work) indicate higher levels of heterogeneity between regions. Specifically, the employment rate is higher at the North, with maximum values in the province of Bolzano where employment rate is 79% (+25% compared to the national value) followed by Emilia-Romagna (74.4%). At the opposite extreme the southern regions, where employment levels are well below the national average. In 2018, Sicilia recorded the lowest employment rate (44%; -30% compared to the national value) followed by Campania and Calabria.

Figure 1. Percentage variation for Work and life balance indicators comparing to the value for Italy by region. Latest available year (a)



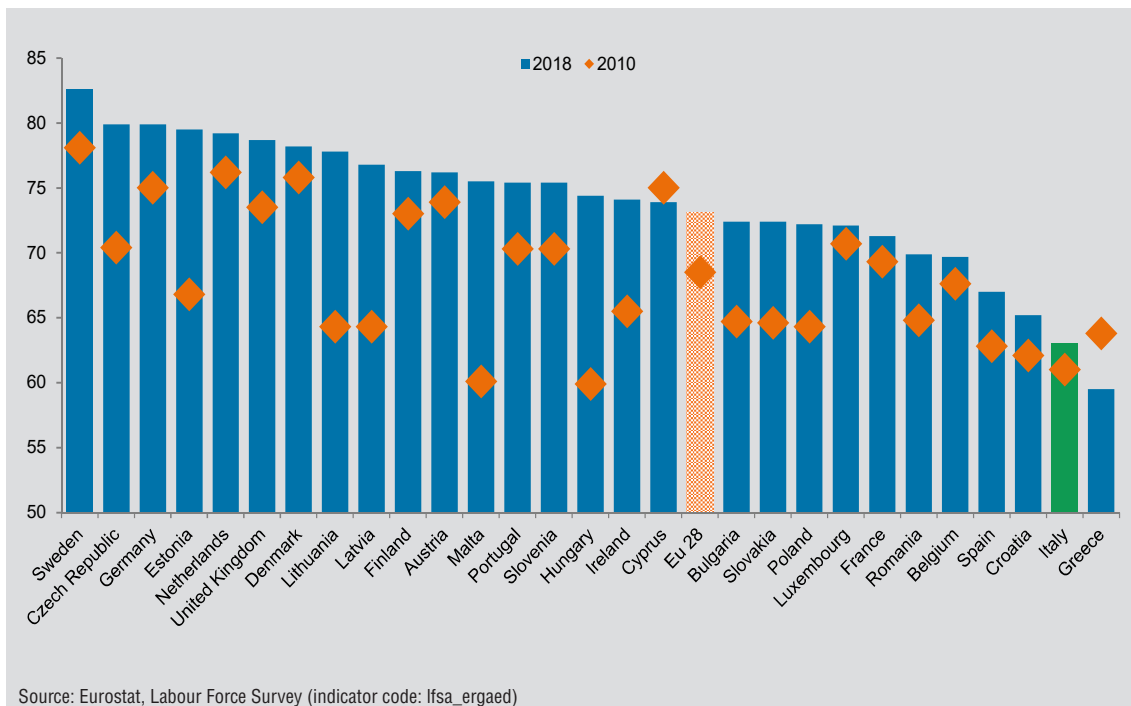
The non-participation rate confirms and amplifies the picture of territorial heterogeneity. The regions of southern Italy are the most penalized and the maximum value is recorded in Sicilia, where the non-participation rate in work is more than double the national value (40.7%). The perception of job insecurity is confirmed to be higher in areas of southern Italy. The indicators measuring the quality of work (stability, pay, competence, safety at work) also show high levels of dispersion. In 2018, the highest percentage of transformations from unstable to stable contracts is recorded in Veneto (+56% compared to the national average), the lowest in Sicilia (-38% compared to the national average) where the percentage of “precarious workers” (35%) is almost double compared to the national average. Basilicata is the region with the highest percentage of severe occupational inju-

ries (about double the national average). The gap in low wages between North and South remains. Calabria is the region with the highest proportion of low paid workers (22.8%). Greater territorial homogeneity emerges with regard to competences. The phenomenon of vertical mismatch – that is the misalignment between the qualifications obtained and the professional positions held by the worker - seems to be spread more homogeneously throughout the national territory: the share varies between 16.4% of the province of Bolzano and 31.6% of Abruzzo. The indicators on life and work time balance also show lower levels of territorial dispersion.

International comparison

In Europe, in 2018, the employment rate for population aged 20-64 increased by one percentage point compared to 2017, reinforcing the positive trend of the last five years. Sweden is the country with the highest level (82.6%) while in the Czech Republic, Germany, Estonia, the Netherlands the rate is just below 80%. Greece has the lowest employment rate (59.5%), followed by Italy (63%), Croatia, Spain, Belgium and Romania (all with rates below 70%). Between 2010 and 2018, employment rates increased in most European countries, with increases of over 12 percentage points in Hungary, Malta, Latvia, Lithuania and Estonia. On the other hand, over the same period, employment rates decreased by 1.1 % percentage points in Cyprus, and 4.3 percentage points in Greece (Figure 2).

Figure 2. Employment rate for population aged 20-64. Years 2010 and 2018. Percentage values

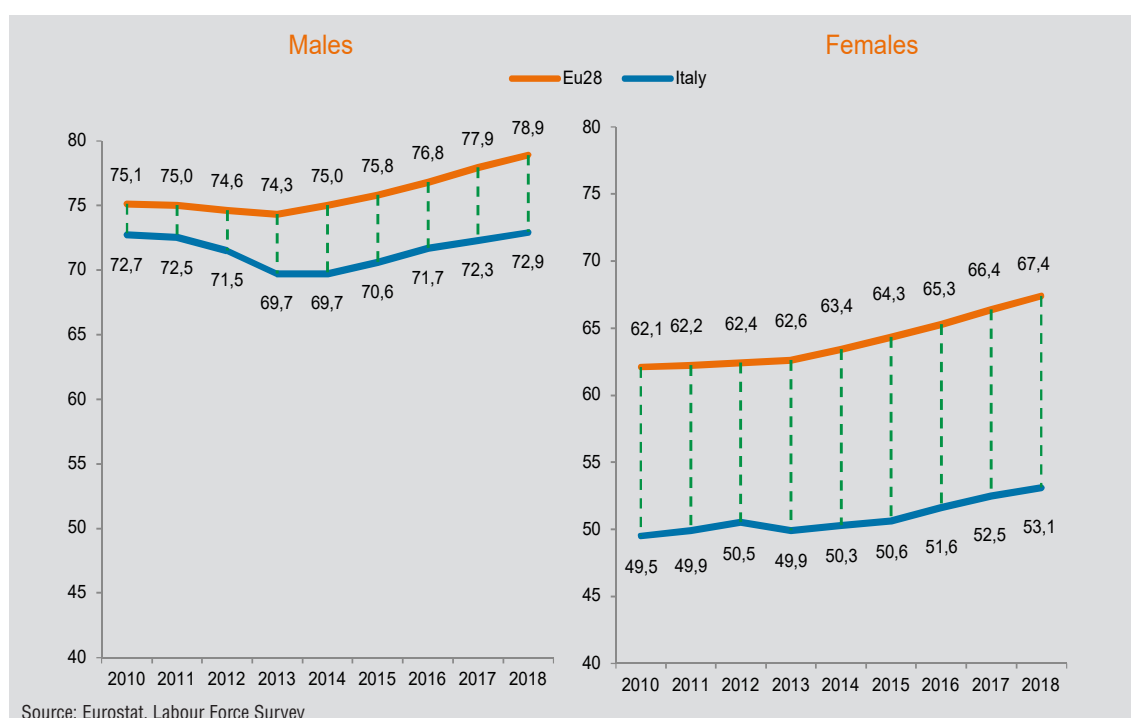


Increasing gap between Italy and Europe

In Italy the employment rate continued to improve in 2018, although at a slower pace compared to the previous year. However, the intensity of the increase remains below the Eu28 average

(+0.7 and +1 percentage points respectively), further widening the gap that exceeds 10 percentage points. The widening of the gap is affected both by low female employment (14 percentage points below the Eu28 average in 2018), which has steadily but moderately improved in recent years, and by the contained trend of the recovery in male employment (in 2018 the gap for males was 6 percentage points, compared to 2.4 percentage points in 2010) (Figure 3).

Figure 3. Distance between the employment rate of population aged 20-64 in Eu28 and in Italy by gender - years 2011-2018



Wide gap for levels of non-participation and involuntary part-time

In 2018, the non-participation rate to work in Italy, that includes, in addition to the unemployed, also the so-called potential workforce (those who are not but they would be willing to work), albeit down by almost one percentage point compared with the previous year, is about 10 percentage points higher than the European average (more than 7 points for men and about 13 for women) (Figure 4). Also in this case the gap with the Eu has expanded in recent years.

Involuntary part-time work is another indicator that can provide useful information about the difficulties of the job offer. People can accept part-time jobs for lack of full-time alternatives. In 2018, almost one in four of the part-time workers (24.8%) would have preferred to work full-time. Greece, Italy and Cyprus are the countries with the highest percentage (over 60%) of involuntary part-time workers (Figure 5).

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Figure 4. Non-participation rate in Italy and the Eu28 by gender. Years 2010-2018. Percentage values

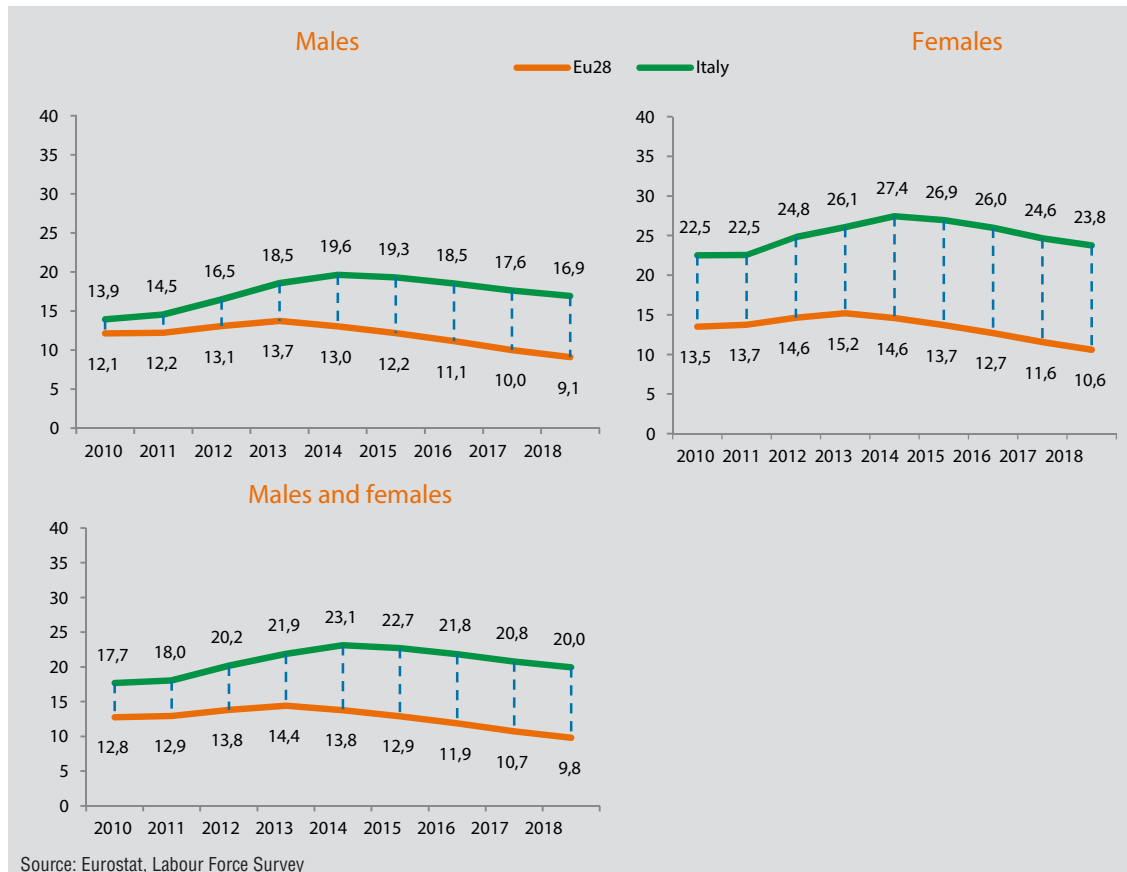
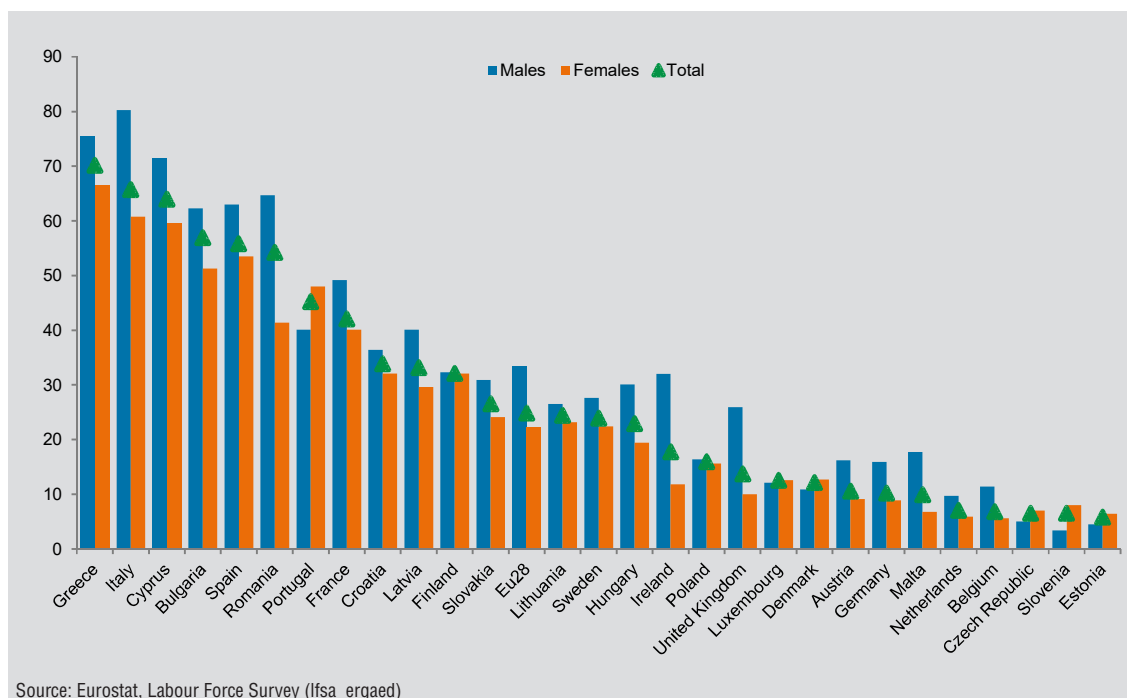


Figure 5. Incidence of involuntary part-time work among people aged 15 - 64 with a part-time job. Year 2018. Percentage values

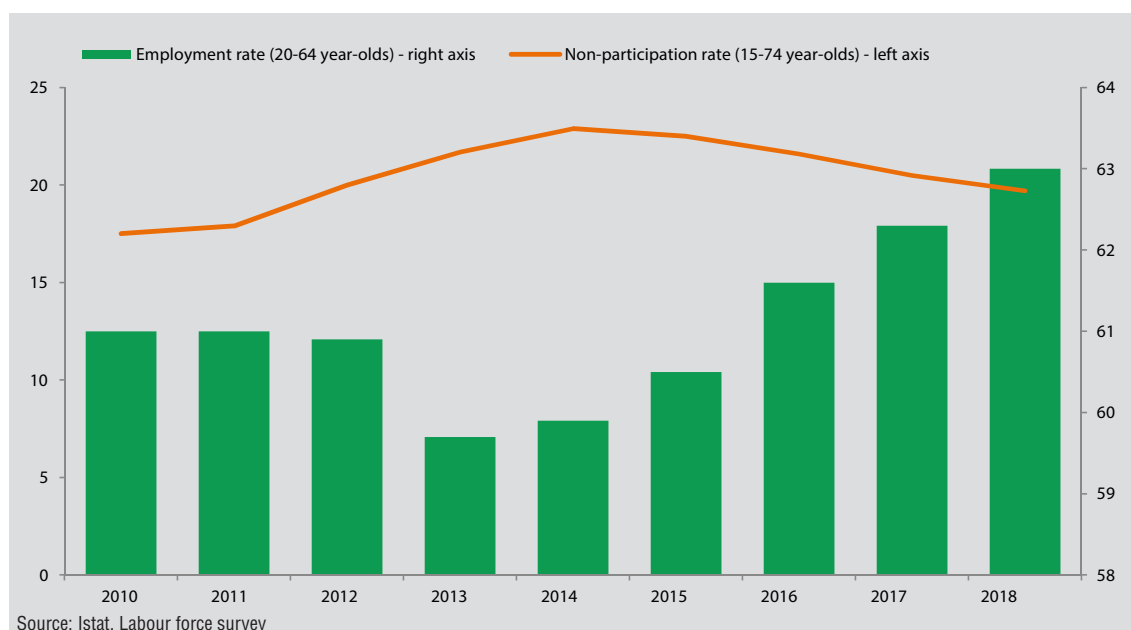


National data

Employment growth continues

In 2018 the employment rate of the Italian population aged 20-64 increased (+0.7 percentage points compared to 2017) albeit at a lower intensity than in the previous year. The deceleration has mainly affected women (from +0.9 percentage points in 2017 to +0.6 points in 2018). In 2018, the percentage of women in work is over 53%, with an increase in female employment over the last five years by about 2.8 percentage points. In northern Italy 72.2% of residents between the ages of 20 and 64 are employed. This percentage falls to 67.8% in the Centre and registers values of just over 48% in the South and Islands. Particularly penalized is the female component resident in the regions of southern Italy where only about 35 out of every 100 women work (64% in the North and just under 60% in the Centre). The non-participation rate continues to decrease in 2018 (-0.8 percentage points), reaching a value that is just under 20%. However, the rate remains far from the pre-crisis levels, which fluctuated around 15%. The reduction in non-participation rate affects all areas of the Peninsula. However, this value remains high in the regions of southern Italy (34.7%), above all for women (42.3%) (Figure 6).

Figure 6. Employment rate (20-64 year-olds) and non-participation rate (15-74 year-olds) in Italy - years 2010-2018.
Percentage values



Despite the positive signals in the labour market, in 2018 the share of part-time workers on total employment is increasing (+0.5 percentage points compared to 2017). Women are still the most penalized (+1.2 percentage points) and in particular those resident in the North (+1.5 percentage points).

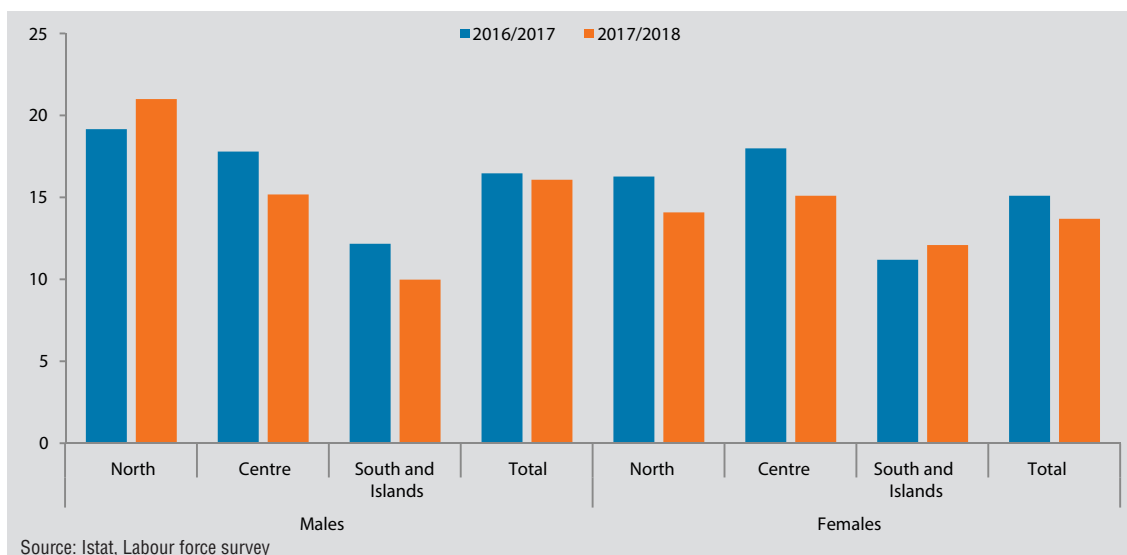
Negative signals for the degree of stability of work

Positive signals compared to 2017 for youth employment: the employment rate in the age group between 20 and 24 years of age increased by 1.1 percentage points in the last year. The increase mainly concerns the female component (+1.2 percentage points). The positive dynamic for young people is confirmed by the reduction of the non-participation rate (-4.2 percentage points for males in the 15-19 age group and -2.4 percentage points for women in the 20-24 age group). Also involuntary part-time is decreasing among the youngest (-1.4 percentage points among males, -0.6 percentage points among females).

Negative signals for the degree of stability of work

The quality of the work is also measured by its degree of stability. For the period 2017/2018 the percentage of employed persons who have had their work contracts converted from unstable (fixed-term worker) to stable (permanent worker) has undergone a further reduction (-0.8 percentage points) compared to the previous period. The reduction is quite generalized both by gender and by age. However, it is possible to observe small positive signs. A slight increase can be seen among females in the South (+0.9 percentage points in 2017/2018) and among males in the North of Italy (+1.8 percentage points in 2017/2018) (Figure 7).

Figure 7. Employed in non-standard jobs which have a standard job one year later by gender and geographic area. Years 2016/2017 - 2017/2018. Percentage values

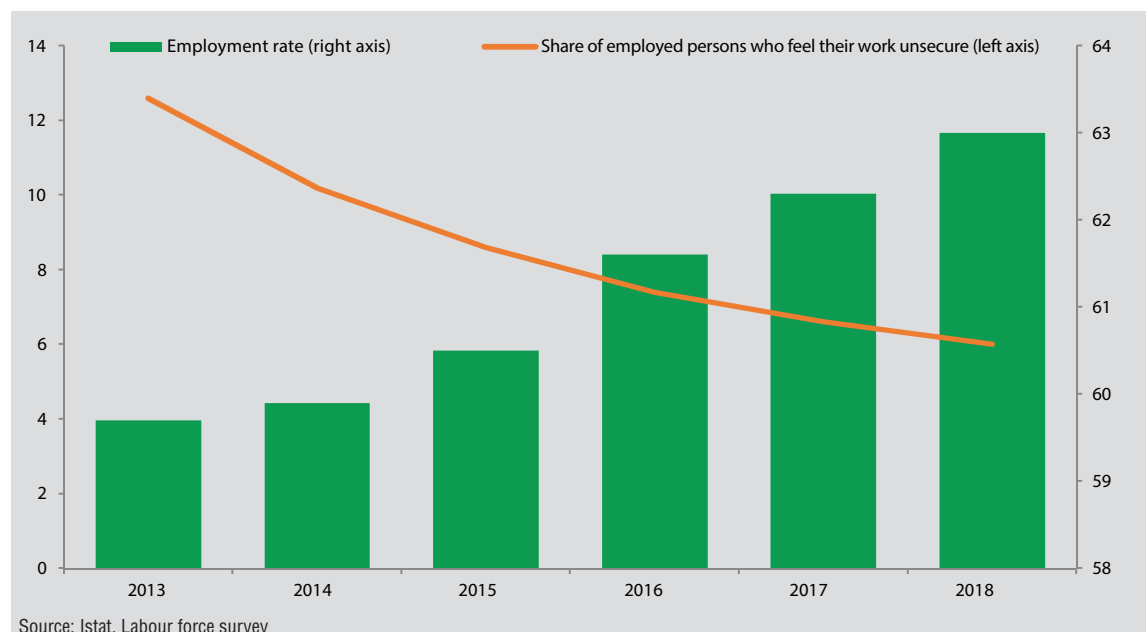


With regard to temporary employment, the situation remains substantially stable with respect to 2017 (-0.1 percentage points). There is a slight improvement in the indicator in the North (with a reduction in “precarious” contracts by -0.7 percentage points) and a small worsening in the regions of central Italy (+1.1 percentage points). The analysis by gender shows an improvement in the indicator for women (-1 percentage point), in particular for those living in the North (-2 percentage points compared to 2017).

Reducing perception of work insecurity but increasing mismatch

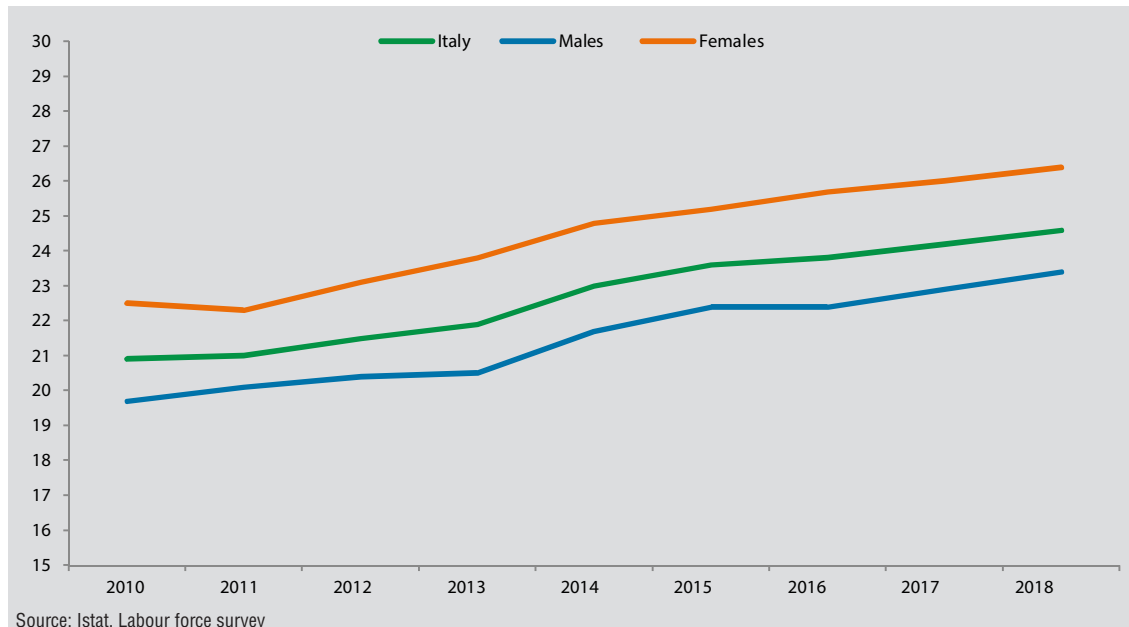
The instability of employment contracts is generally associated with a feeling of occupational insecurity. Despite the negative trends in terms of employment stability just described, the percentage of workers who perceive themselves as highly vulnerable - or who believe that, in the next 6 months, they are at risk of losing their current job and it is unlikely or not at all likely to find another similar one - decreased by 0.6 percentage points in 2018 compared to the previous year. If we consider a longer time span the perception of job insecurity is steadily decreasing. In recent years the values have decreased by more than 6 percentage points confirming the phase of substantial improvement in the Italian labour market. In 2018 men feel less vulnerable than women. The perception of insecurity in employment has been reduced especially for workers living in central Italy (-1.1 percentage points compared to 2017) and in the South (-1 percentage point compared to last year) and for young people of aged between 15 and 34 (-0.8 percentage points) (Figure 8).

Figure 8. Comparison between employment rate of 20-64 year-olds and perceived work insecurity - Years 2013-2018.
Percentage values



Continues the negative trend for over-qualified employed persons, that is, who for those with a qualification higher than the qualification held by the majority of people who exercise the same profession, with a structural vertical mismatch with respect to skills (Figure 9). In the last ten years, mainly the very young, aged between 15 and 24 years, have been penalized (+9.7 percentage points compared to 2010). In 2018 the largest increases in the share of over-qualified employed persons are observed among the male in the South (+1.3 points percentages compared to 2017) and among older workers (+1.2 percentage points for men in the 45-54 age group and +1.2 percentage points for women aged 55-59). In 2018, in contrast to the trend of the last ten years, an improvement is recorded for very young female workers (-2.6 percentage points compared to 2017 in the 15-24 age group).

Figure 9. Incidence of over-qualified employed persons by gender - Years 2010-2018. Percentage values



Slight improvement in wages and job security

In 2018 there were no significant changes in the share of employees with below 2/3 of median hourly earnings. Slight signs of improvement in the indicator for young people (especially males) in the 25-34 age group (-0.9 percentage points compared to 2017) and workers in central Italy. The gap between the Centre-North and the South is confirmed. Incidence rate of fatal occupational injuries or injuries leading to permanent disability is 11.4 per 10,000 employees in 2018 (-0.5 percentage points compared to 2017). The biggest drop is in the regions of the South (-0.7 percentage points) even though the gap with the North remains wide. The reduction is mainly due to the male component (-0.7 percentage points) and among older people (-4.7 percentage points).

Women with children continue to be disadvantaged

The quality of employment is also measured by the possibility for women, and especially those with young children, to reconcile work with care activities. In 2018 the disadvantage of women (aged 25 to 49) with pre-school children slightly increases compared to women without children, the ratio between the employment rates of the two groups of women was reduced by 1.7 percentage points compared to 2017. Compared to 2015, the highest value in the decade, the ratio was reduced by 4 percentage points. Young women with young children are the most penalized (-2.1 percentage points compared to 2017).

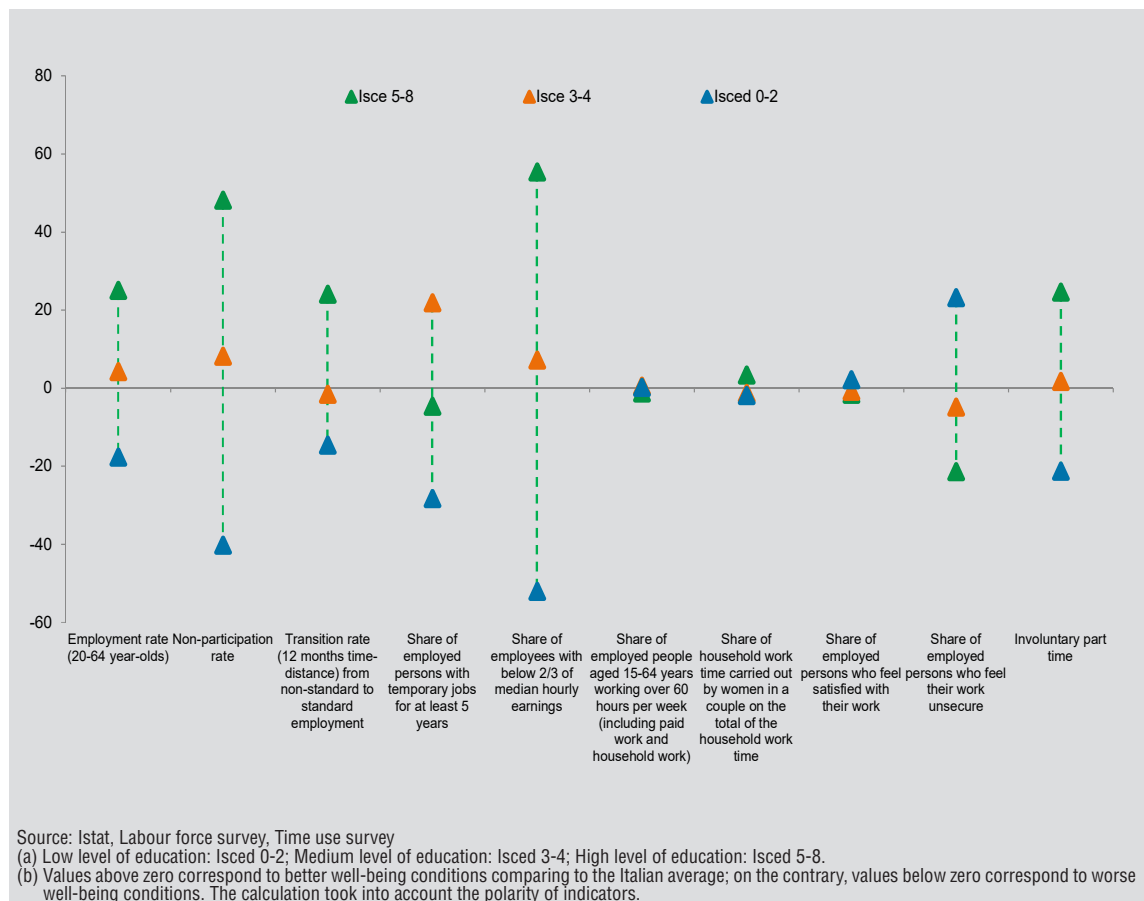
The employment market favours those with high educational levels

Whenever it was possible to calculate the differences by educational level, it emerged that higher levels of education have positive effects on many of the domain indicators. Indeed, workers with high educational qualifications are the most favoured in the job market. This is confirmed by the employment rate, with 78.7% of graduates who are employed compared

to 51.9% of those with a low educational qualification. High levels of education seem to offer even greater stability. In fact, the percentage of employees who see their employment contract transformed from unstable to stable is higher for workers with high educational qualifications. The workers with the highest level of education are also those who perceive themselves as less vulnerable (4.7% of them consider it is likely they lose their job and it is not likely that they find another similar job, compared to 7.3% among the least educated). Involuntary part-time work, precariousness and low wages mainly affect low-educated groups of workers.

The educational qualification possessed does not seem to influence the indicators aimed at measuring the work - life balance (work overload, family asymmetry and job satisfaction) (Figure 10).

Figure 10. Percentage variation for some indicators of the Work and life balance domain comparing to the value for Italy by level of education. Latest available year (a) (b)



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.
- 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: the type of work, earnings, prospects of career, relations with others, working conditions and environment, reconciliation with lifetimes.
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.
Source: Istat, Labour force survey.

Indicators by region and geographic area

REGIONS AND GEOGRAPHIC AREAS	Em- ployment rate (20-64 year-olds) (a)	Non- parti- cipation rate (b)	Transition rate (12 months time-distance) from non-standard to standard employment (c)	Share of employed persons with temporary jobs for at least 5 years (d)	Share of emplo- yees 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)
	2018	2018	2017/2018	2018	2018	2018	2017
Piemonte	70.7	12.6	17.0	11.0	8.7	22.7	8.1
Valle d'Aosta/Vallée d'Aoste	72.9	10.7	11.8	20.1	5.7	21.9	8.2
Liguria	67.3	15.3	15.9	16.2	7.0	25.2	14.7
Lombardia	72.6	10.5	18.1	9.9	5.9	21.7	7.8
Trentino-Alto Adige/Südtirol	76.3	6.4	14.0	17.6	5.3	20.0	13.4
<i>Bolzano/Bozen</i>	<i>79.0</i>	<i>4.3</i>	<i>18.4</i>	<i>19.7</i>	<i>5.2</i>	<i>16.4</i>	<i>15.6</i>
<i>Trento</i>	<i>73.6</i>	<i>8.6</i>	<i>10.3</i>	<i>15.6</i>	<i>5.3</i>	<i>23.8</i>	<i>11.1</i>
Veneto	71.5	10.6	23.4	12.1	6.9	24.4	11.8
Friuli-Venezia Giulia	71.0	11.5	13.2	16.5	6.5	25.6	8.5
Emilia-Romagna	74.4	10.0	13.3	15.2	6.8	26.4	13.7
Toscana	71.3	12.7	15.5	17.1	8.2	25.4	15.4
Umbria	67.7	14.6	14.4	13.7	8.6	31.0	17.9
Marche	69.4	13.5	15.4	14.1	7.6	28.4	17.5
Lazio	65.3	18.1	15.0	21.5	10.2	27.9	7.5
Abruzzo	62.2	20.0	13.7	19.9	10.7	31.6	15.9
Molise	57.4	26.0	11.5	15.9	10.6	26.2	10.9
Campania	45.3	37.4	10.3	21.9	19.4	24.5	9.8
Puglia	49.4	30.9	10.8	24.6	18.3	24.1	13.1
Basilicata	53.3	28.9	13.4	21.4	14.3	28.4	23.5
Calabria	45.6	38.5	9.3	26.6	22.8	27.5	19.0
Sicilia	44.1	40.7	9.2	35.0	16.8	22.9	13.5
Sardegna	56.1	27.7	16.6	10.5	14.6	23.3	15.7
North	72.2	10.9	17.6	12.6	6.7	23.4	10.2
Centre	67.8	15.6	15.1	18.5	9.1	27.4	12.0
South and Islands	48.2	34.7	10.9	24.9	17.4	24.9	13.5
Italy	63.0	19.7	15.0	17.7	10.0	24.6	11.4

(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.

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Share of employed persons not in regular occupation (f) (*) 2016	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) 2018	Share of employed people aged 15-64 years working over 60 hours per week (including paid work and household work) (i) 2013/2014	Share of household work time carried out by women in a couple on the total of the household work time (h) 2013/2014	Share of employed persons who feel satisfied with their work (l) 2018	Share of employed persons who feel their work insecure (f) 2018	Involuntary part time (f) 2018
10.8	86.0	51.3	....	7.5	5.2	11.0
10.4	88.0	47.0	....	7.7	5.5	10.0
12.1	81.2	51.7	....	7.3	6.6	13.5
10.3	78.6	51.8	....	7.5	4.7	10.0
9.6	73.5	53.7	....	7.9	3.8	7.3
9.1	65.9	54.6	....	8.0	2.4	4.6
10.2	81.7	52.7	....	7.8	5.2	10.2
8.9	76.9	51.9	....	7.5	5.0	9.6
10.6	80.9	51.7	....	7.5	6.7	11.2
10.0	84.5	49.4	....	7.5	5.6	10.6
10.9	83.0	52.1	....	7.4	5.6	12.4
12.9	80.4	52.8	....	7.5	6.4	12.1
10.3	83.7	53.1	....	7.4	6.1	11.0
15.6	80.2	48.0	....	7.4	5.3	13.5
15.9	78.6	47.1	....	7.3	7.4	13.1
15.6	89.0	50.6	....	7.6	6.0	11.4
20.1	57.4	47.8	....	7.1	7.8	13.2
16.7	75.1	45.1	....	7.3	7.5	14.0
14.4	71.6	48.6	....	7.2	9.3	12.7
22.3	59.4	49.4	....	7.2	9.1	15.5
19.8	63.4	38.7	....	7.2	7.6	15.3
15.2	78.6	49.8	....	7.4	9.0	16.8
10.2	80.5	51.4	64.8	7.5	5.1	10.3
13.3	81.6	50.3	66.5	7.4	5.6	12.7
18.6	65.3	45.6	74.4	7.2	7.9	14.3
13.1	73.8	49.6	67.0	7.4	6.0	11.9

(h) Per 100.

(i) Per 100 employed aged 15-64.

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

(*) Provisional data.