

WHEN IT RAINS, IT POURS

The labor market in Italy and Europe during the crisis



5

minidossier

April 2015

Macroeconomic Indicators

How and how much did the workforce change

Workplace safety

Workplace fatalities and injuries in Europe and Italy

Youth at work

A generation in crisis

Women in the workplace

Gender Pay Gap & Working mothers

SUMMARY

3 Introduction

7 Macroeconomic Indicators

How and how much did the workforce change

Unemployment in Europe

Unemployment in Italy

Employment in Europe

Employment in Italy

12 Workplace safety

Workplace fatalities and injuries in Europe and Italy

Workplace injuries in Europe

Workplace fatalities in the Italian regions

15 Youth at work

A generation in crisis

Youth unemployment in Europe

Youth unemployment in Italy

NEETs in Europe

NEETs in Italy

20 Women in the workplace

Gender Pay Gap & Working mothers

Ue: Gender Pay Gap during the crisis

How much do mothers work

INTRODUCTION

28 

Compared european states

20 

Italian regions analyzed

10 

Parameters and indicators considered

8 

Years that make up the time frame taken in consideration

The MiniDossier is based on official data released by Istat, Eurostat, Inail and Vega Engineering, up until April 15th 2015.

The consequences of the economic and financial crisis that hit Europe between 2007 and 2008 affected various aspects of our society, from the instability of markets, to the growth of public debt and the ongoing occupational emergency. During the past 8 years, the tangible increase in problems represented a hard hit for european society that eventually brought many to reconsider the political decisions and even the institutions of the European Union.

The goal of This MiniDossier is to quantify, though not in its entirety, the actual impact of these changes on the labour market. Besides a comparative analysis of the European Member States, an equally rigorous study of the italian regions will be carried out, attempting to underline the different situations that make up the italian economic reality.

All of this will be carried out in four different chapters. From an analysis of the main macroeconomic indicators, to a comprehensive overview of workplace safety and security (workplace fatalities and injuries). Furthermore, specific focuses will allow a better understanding of two different categories that were particularly hit by the economic and financial crisis: youth and women.

The first element that emerges from this research are the heterogenous effects produced on the different Member States of the European Union. For example, in a situation of general european downfall, Sweden managed to keep its employed workforce stable, maintaining its european leadership in employment rate. And again, while the average unemployment rate in European increased by 41,67%, during the same period of time in Germany it decreased by 41,18%.

If one side, on a european level, the most unstable countries were the ones most hit by the economic crisis, in Italy, the economically stronger regions were the ones that witnessed a more substantial worsening in the various indicators considered.

Examples of how variations were calculated

Unemployment	2007	2014
Italy	+6,1%	+12,7%
Variation	+6,6	
Percent variation	+108,20%	
Variation in Eu ranking	8 (from 15° to 7°)	

NORMATIVE REFERENCES

Italian Constitution

- ART 1
- Italy is a democratic Republic founded on labour. Sovereignty belongs to the people and is exercised by the people in the forms and within the limits of the Constitution.
- ART 4
- The Republic recognises the right of all citizens to work and promotes those conditions which render this right effective. Every citizen has the duty, according to personal potential and individual choice, to perform an activity or a function that contributes to the material or spiritual progress of society.
- ART 35
- The Republic protects work in all its forms and practices. It provides for the training and professional advancement of workers. It promotes and encourages international agreements and organisations which have the aim of establishing and regulating labour rights. It recognises the freedom to emigrate, subject to the obligations set out by law in the general interest, and protects Italian workers abroad.
- ART 36
- Workers have the right to a remuneration commensurate to the quantity and quality of their work and in any case such as to ensure them and their families a free and dignified existence. Maximum daily working hours are established by law. Workers have the right to a weekly rest day and paid annual holidays. They cannot waive this right
- ART 37
- Working women are entitled to equal rights and, for comparable jobs, equal pay as men. Working conditions must allow women to fulfil their essential role in the family and ensure appropriate protection for the mother and child. The law establishes the minimum age for paid labour. The Republic protects the work of minors by means of special provisions and guarantees them the right to equal pay for equal work.

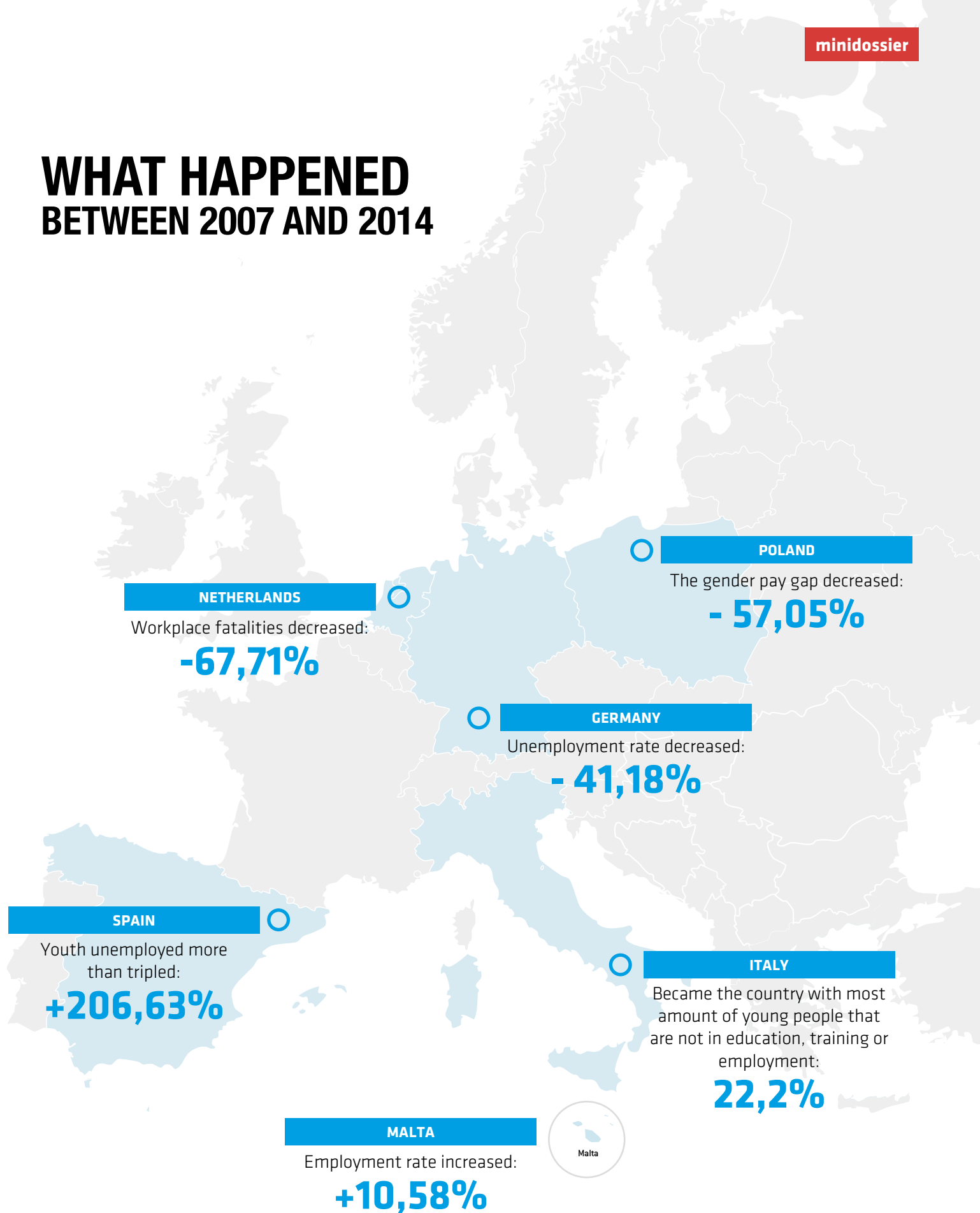
Charter of Fundamental Rights of the European Union

- ART 15
- Everyone has the right to engage in work and to pursue a freely chosen or accepted occupation.
 - Every citizen of the Union has the freedom to seek employment, to work, to exercise the right of establishment and to provide services in any Member State.
 - Nationals of third countries who are authorised to work in the territories of the Member States are entitled to working conditions equivalent to those of citizens of the Union.
- ART 23
- Equality between men and women must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favour of the under-represented sex.
- ART 28
- Workers and employers, or their respective organisations, have, in accordance with Community law and national laws and practices, the right to negotiate and conclude collective agreements at the appropriate levels and, in cases of conflicts of interest, to take collective action to defend their interests, including strike action.
- ART 31
- Every worker has the right to working conditions which respect his or her health, safety and dignity.
 - Every worker has the right to limitation of maximum working hours, to daily and weekly rest periods and to an annual period of paid leave

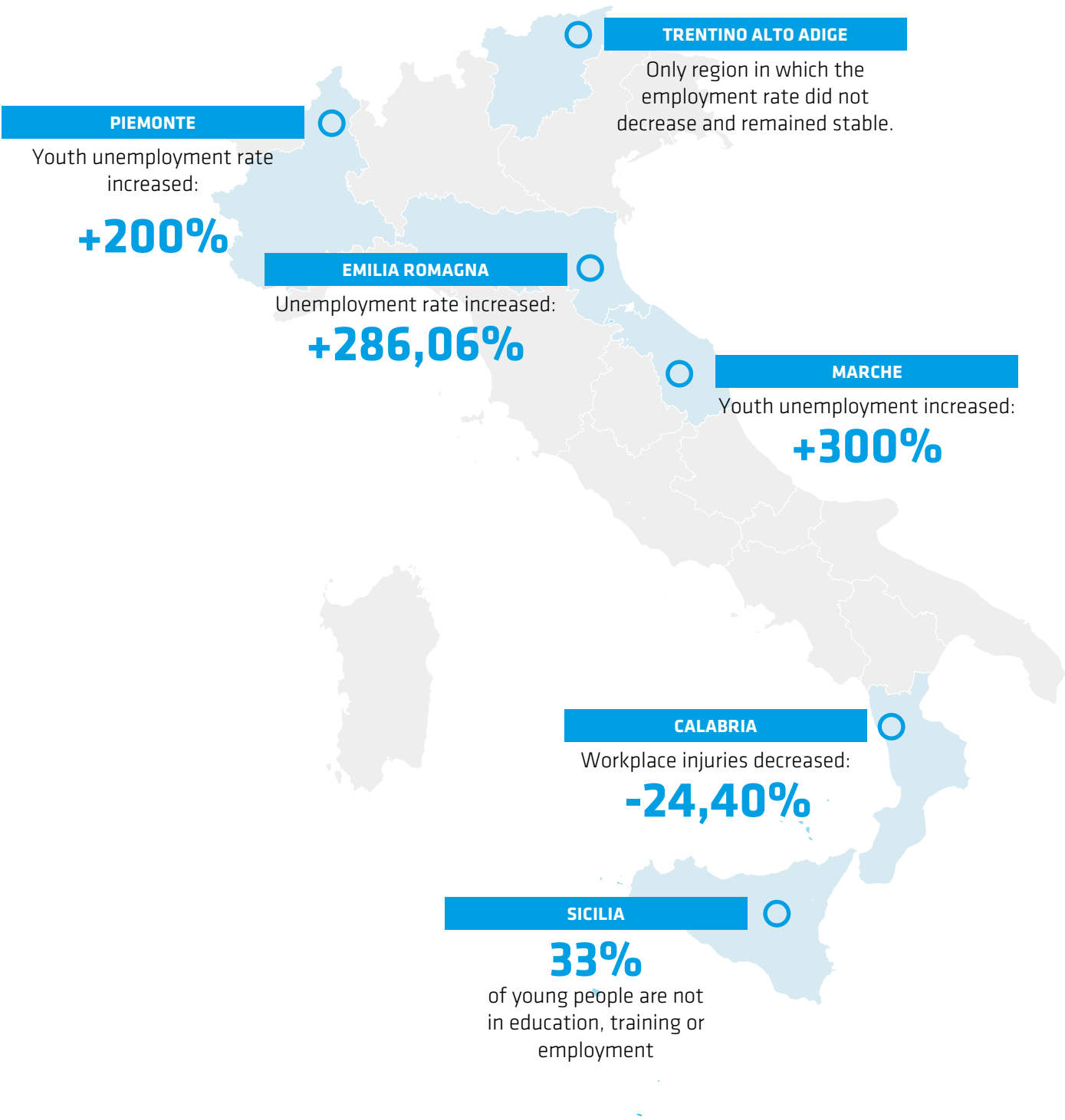
Europe 2020

- ART 1
- To raise the employment rate of the population aged 20–64 from the current 69% to at least 75%.

WHAT HAPPENED BETWEEN 2007 AND 2014



WHAT HAPPENED BETWEEN 2007 AND 2014



MACROECONOMIC INDICATORS

HOW AND HOW MUCH DID THE WORKFORCE CHANGE

Europe 2020 Target: 75% employment rate

in 2007	in 2013
Reached by 7 countries	Reached only by 5 countries (Austria, Denmark, Germany, Netherlands, Sweden)

Unemployment: gap increased

in 2007	in 2013
The difference between the lowest value (Denmark) and the highest value (Slovakia) was 7,4	The difference between the lowest value (Germany) and the highest value (Greece) was 21,5

Most of the main macroeconomic indicators were taken in consideration, attempting to understand the main changes that took place on a national and european level. By looking at the variations in unemployment and employment rates during the crisis different elements emerge. Above all, how Germany, Malta and Poland managed to be the only three european countries that between 2007 and 2014 increased their employment rate and decreased their unemployment rate.

Italy is one of the countries most affected by the economic crisis, with both the unemployment rate increasing by 108%, and the employment rate decreasing by 4,78%. Even at a regional level, the situation is not very uplifting. Unemployment increased everywhere with no exceptions. In fact, if the regions of the south, that were already last in this category, were the ones with the biggest increase in absolute terms (Calabria with more than 12 percentage points), the north east of the country was the one with the most significant percent variation (Emilia-Romagna +286%, Veneto +131%).

Considering employment rate the numbers are bit more stable, though certainly Italy does not have much to be happy about. With an average 2% decrease in the European Union, the drop in Italy is more than double (-4,78%), going from 62,8% of 2007 to 59,8% of 2013. Regionally, only Trentino-Alto Adige was not subject to a fall in occupation rate, where the percentage of people working remained stable throughout the years.

UNEMPLOYMENT IN EUROPE

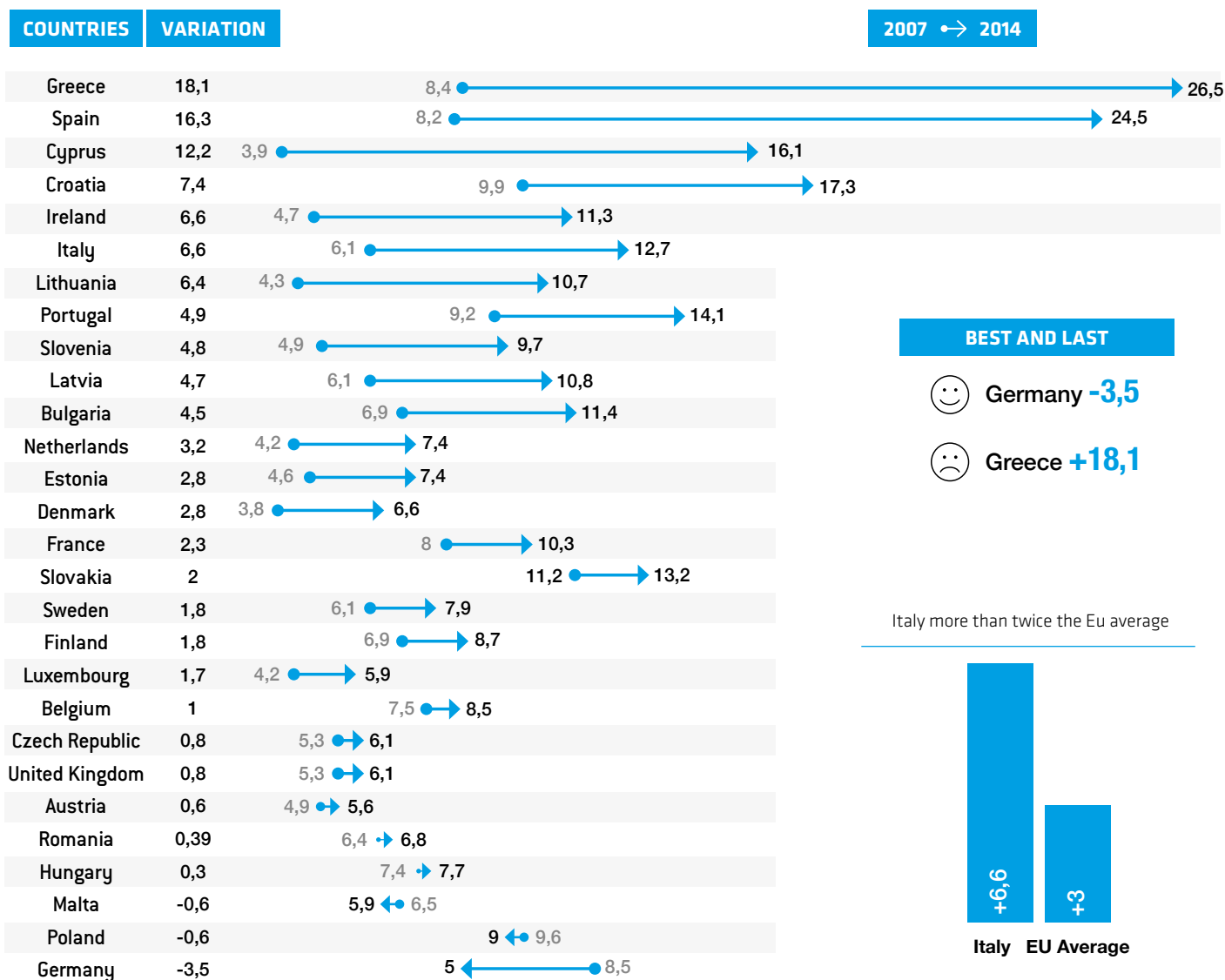
Employment was one of the many victims of the economic crisis that hit the Old Continent. At a

European level, the unemployment rate increased by 3 points, going from 7,2% of 2007 to 10,2% of 2014. What might surprise some is that in a general period of crisis, countries like Poland, Malta and Germany saw their unemployment rate decrease. In fact, during the crisis, while unemployed Italians increased by 6,6 percentage points, unemployed Germans decreased by 3,5

How did unemployment change in the Eu Member States from 2007 to 2014

Unemployment rate

Number of unemployed individuals divide by all individuals currently in the labor force.



UNEMPLOYMENT IN ITALY

In all Italian regions the unemployment rate increased, and in 35% of circumstances, it increased more than the European average. Calabria with a particularly negative

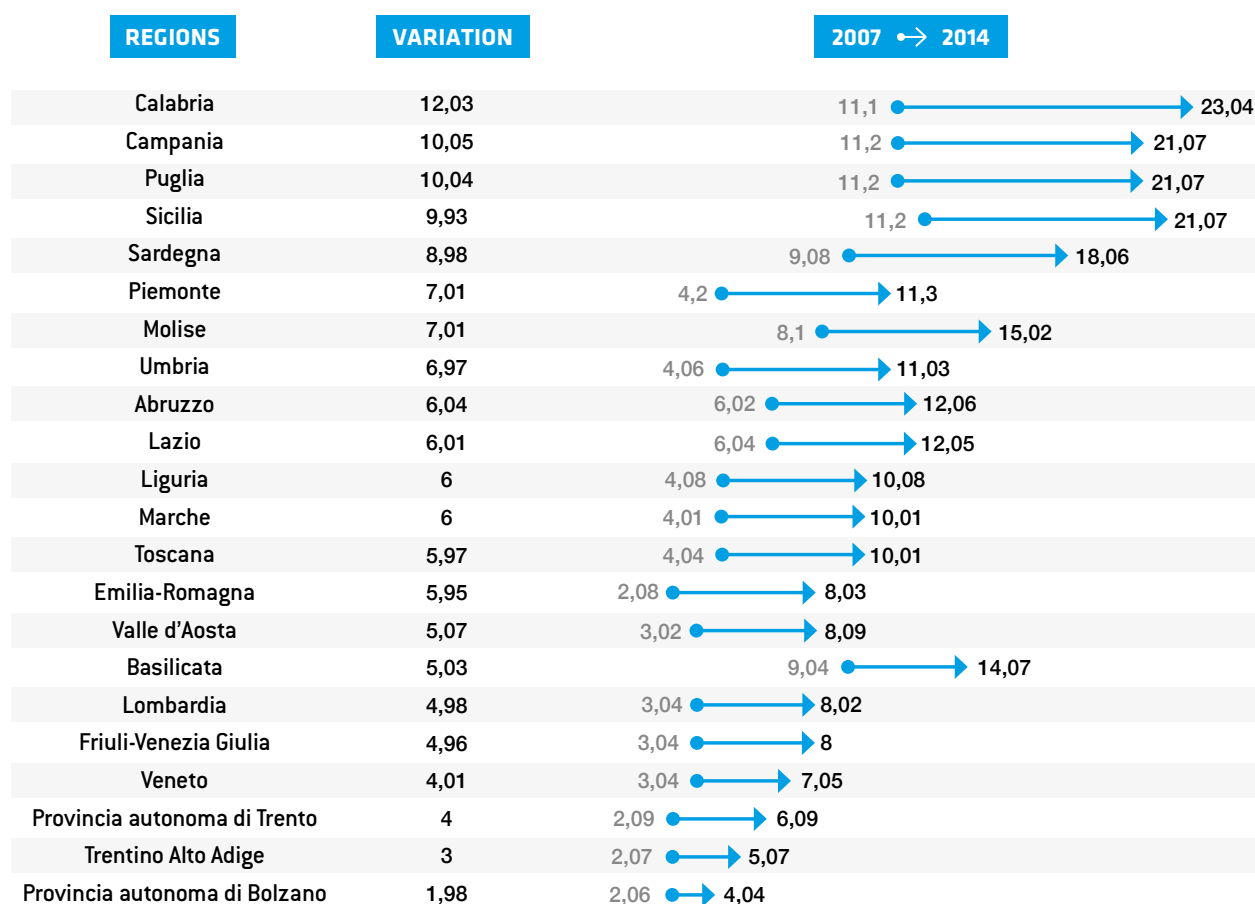
performance, worsened its unemployment rate twice as much as Italy's average. (12 vs 6,6)

The North-East appears to have navigated relatively well through the crisis. The last three positions are held by Friuli-Venezia Giulia, Veneto and Trentino-Alto Adige that respectively saw their unemployment rate increase by 4,96, 4,01 and 4 percentage points.

How did unemployment change in Italy from 2007 to 2014

Unemployment rate

Number of unemployed individuals divide by all individuals currently in the labor force.



In all Italian regions unemployment increased, all above Eu average.

BEST AND LAST



P.A. di Bolzano +1,98



Calabria +12,03

EMPLOYMENT IN EUROPE

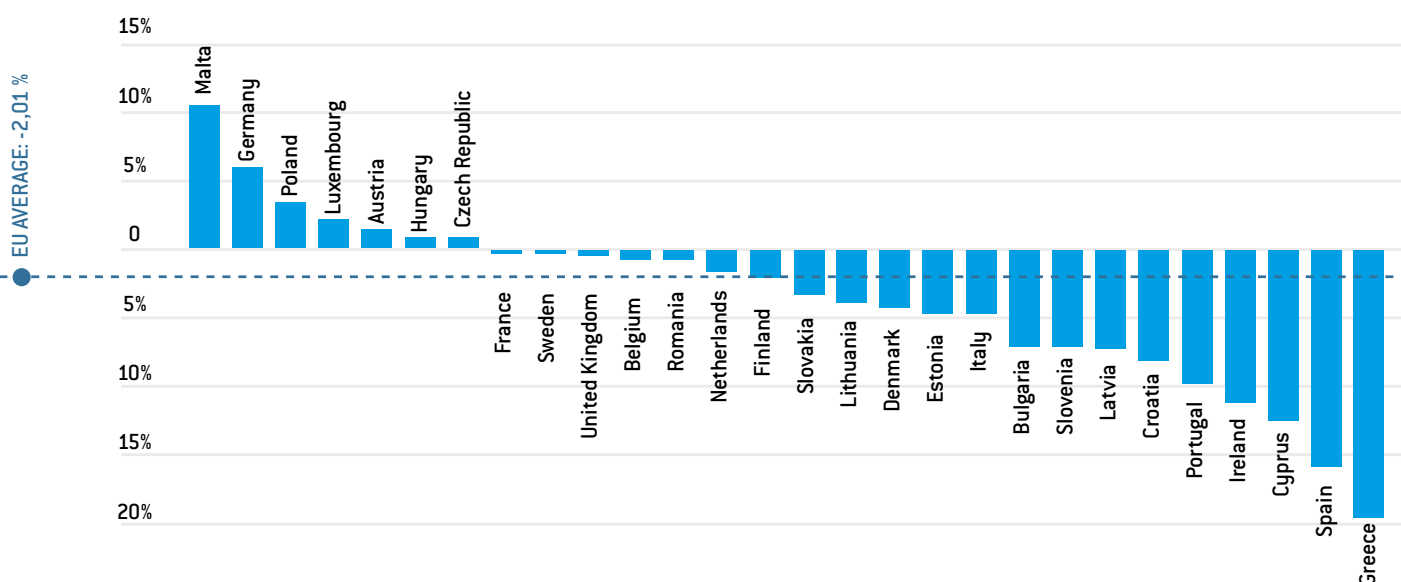
In a period of unprecedented crisis, in 7 member states of the European Union there was an increase

in the employment rate. Malta, Germany and Poland increased their level of employment from 2007 to 2013 by 10,58%, 6,04% and 3,51%. Italy's numbers are not at all positive, with a decrease in the employment rate of 4,8% , twice as much as the EU average of -2,01%. Last country in Europe is Greece, that from 2007 to 2013 saw its employment rate decrease by 19,60%.

Employment rate percent variation in Eu Member States between 2007 and 2014

Employment rate

People in employment as a percentage of the population of working age.



BEST AND LAST

😊 Malta **+10,58%**

☹️ Greece **-19,60%**

Italy's percent variation is twice as much as the Eu average

Italy EU Average

-4,78%

-2,01 %

EMPLOYMENT IN ITALY

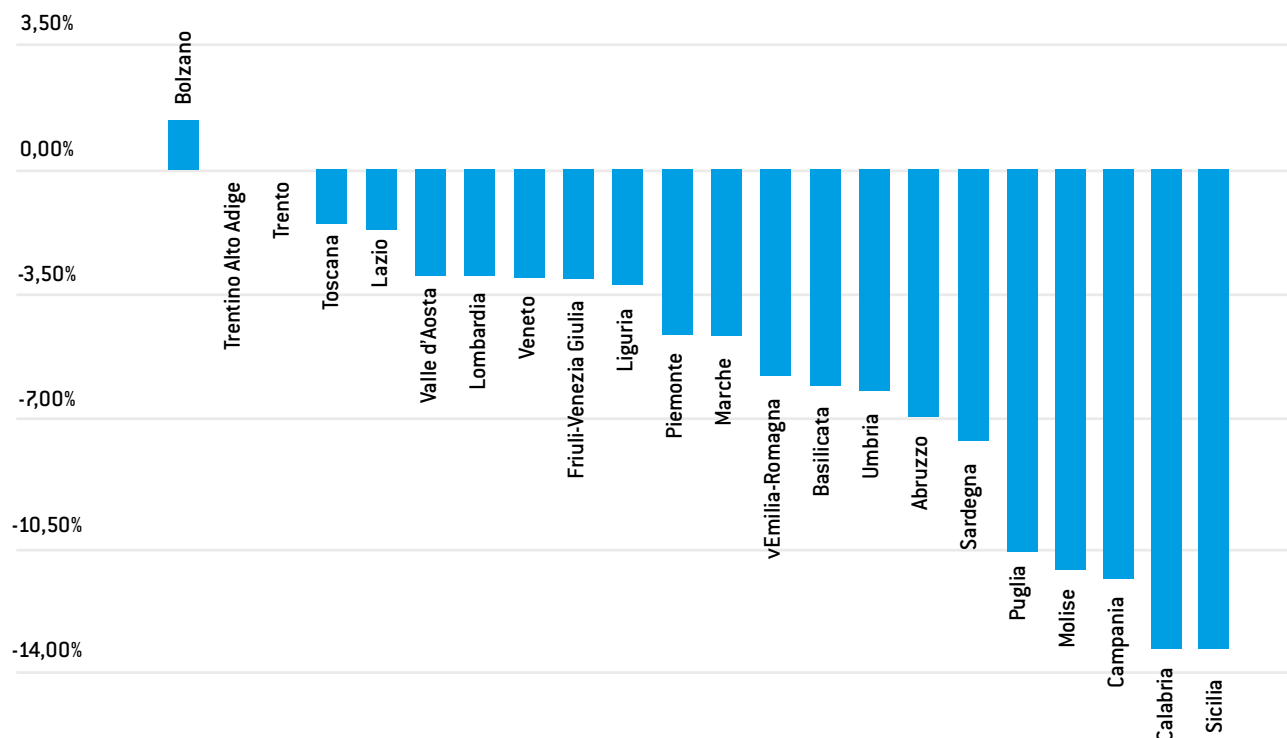
With a single exception, all Italian regions had a fall in employment rates between 2007 and 2014. Only

Trentino-Alto Adige does not appear to have negative numbers, with the initial percentage (68) that remained stable throughout the crisis, with even an increase to 69% both in 2008 and 2012. Five Italian regions have a percent variation that is 5 times higher than the Eu average (-2,1%), we are talking about Puglia, Molise, Campania, Calabria and Sicilia, all with fall of over 10%.

Employment rate percent variation in Italy between 2007 and 2014

Employment rate

People in employment as a percentage of the population of working age.



Only in Trentino-Alto Adige occupation did not drop, numbers remained stable.

BEST AND LAST

😊 **Bolzano +1,43%**

😞 **Sicilia -13,33%**

WORKPLACE SAFETY

WORKPLACE FATALITIES AND INJURIES IN EUROPE AND ITALY

In 2014 in Italy two
workplace fatalities every
single day.

Total deaths have been **744**.

In the European Union,
comparing the first year of
the crisis with the last, there
has been a reduction of
workplace fatalities, **312.887**.

Workplace safety and security has always been an essential aspect of efficient and effective policy making. At a European level until 2012 both workplace fatalities and injuries have been constantly dropping (only exceptions in Luxembourg, Croatia and Malta). Fatalities in Europe have decreased by 38%. The numbers regarding Italy in the European comparison go up until 2012, last year in which we have complete data for all 28 Member States. Up until that year workplace fatalities were constantly decreasing, but are now increasing.

In 2014 in fact, there have been 744 workplace fatalities in Italy, the highest number since 2008.

All Italian regions have successfully implemented policies to reduce occurrences of workplace injuries. From 2008 to 2012 Italy witnessed a general reduction (-31,44%), with the most successful regions being Marche, Umbria and Friuli-Venezia Giulia.

In Europe the situation is very similar, with an average decrease of 11,17%, and all Member States, with the exception of Sweden, with less workplace injuries.

WORKPLACE INJURIES IN EUROPE

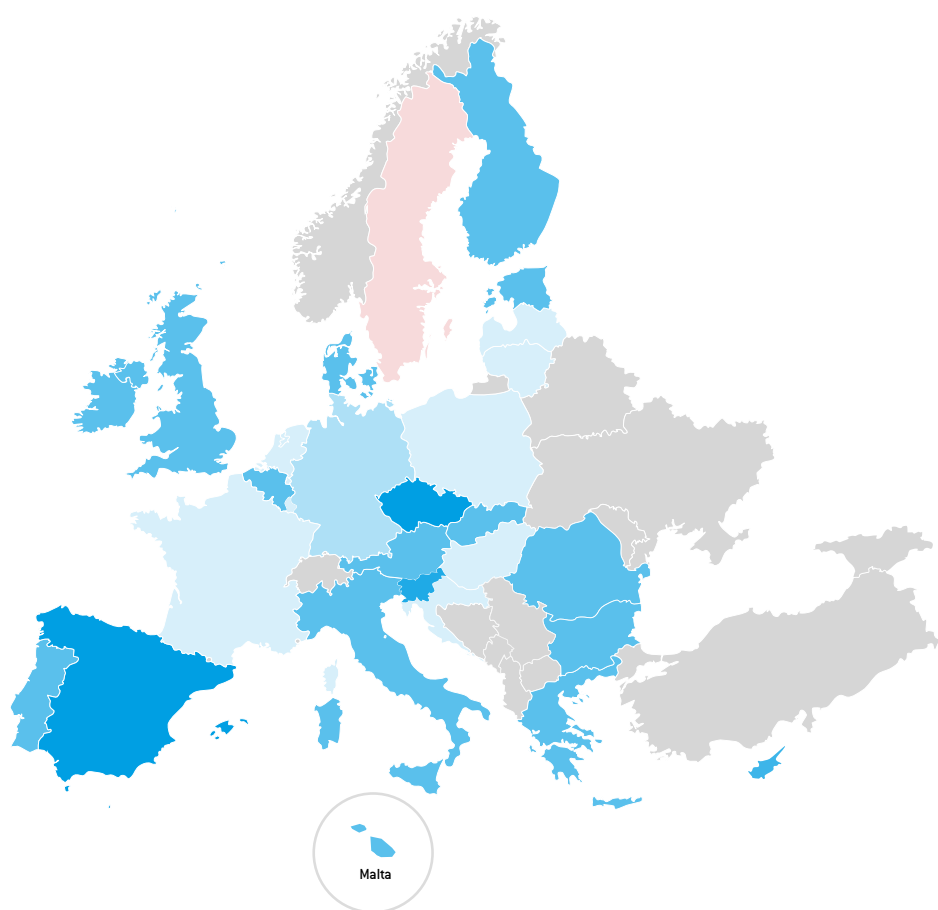
The trend in the Old Continent has been of general improvement of workplace safety and security. From 2007 to 2012, both workplace fatalities and injuries have

been decreasing, with respectively an average fall of 38,14% and 11,17%. Considering only workplace injuries, Italy has been considerably successful, with only 5 Member States that witnessed a stronger reduction in numbers, we are talking about Slovenia, Greece, Spain and the Czech Republic. In this same category, only one country appears to have “positive” numbers. In Sweden, from 2007 to 2012, workplace injuries increased by 0,53%.

Workplace injuries percent variation in EU Member States from 2007 to 2012

Workplace injury

Injuries that occur in the workplace that cause three or more days of absence



Only four countries had a higher reduction in workplace injuries.

BEST AND LAST

😊 Czech R. **-59,78%**

☹️ Sweden **+0,53%**

Italy EU Average

-31,44%

-11,17%

+15% / 0% 0% / -15% -15% / -30% -30% / -45% -45% / -60%



WORKPLACE FATALITIES IN THE ITALIAN REGIONS

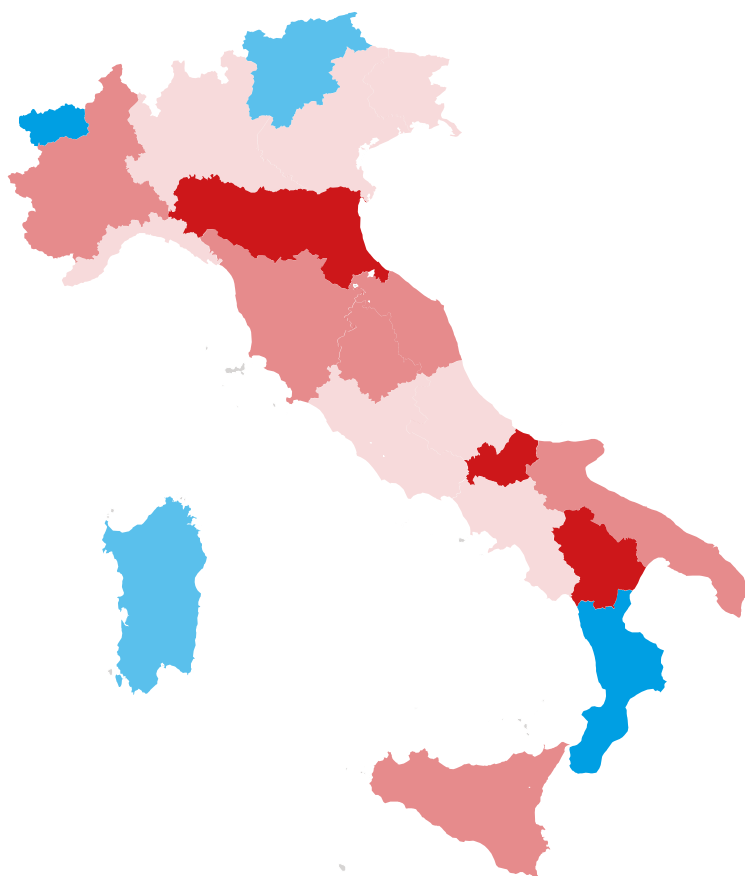
The situation of workplace fatalities in Italy is very interesting. Following the european trend up until

2012, workplace fatalities have been constantly decreasing. In recent years however, the numbers have been increasing again, with a record number in 2014. Considering workplace injuries on the other hand, our country, as for every single region, successfully reduced accidents. Marche, Umbria and Friuli-Venezia Giulia are on the podium, respectively decreasing injuries by 33,15%, 33,09% and 31,62%.

Workplace injuries percent variation in Italy from 2007 to 2014

Workplace fatalities

Fatalities that occur during or because of work related activities.



In 85% of Italian regions workplace fatalities increased.

BEST AND LAST

😊 **Valle d'Aosta -100%**

😞 **Basilicata +240%**

-100% / -50% -50% / 0% 0% / +50% +50% / +100% +100% / +250%



YOUTH AT WORK

A GENERATION IN CRISIS

Italy in the European Union

1°	4°
For NEETs	For youth employment

Youth Unemployment in Italy

North	Center	Mezzogiorno
32,7%	42,4%	55,9%

In this everlasting economic and financial crisis, young people continue to be the greatest victim of these years. At a european level youth unemployment increased by 50%, with the percentage, 15,6 in 2007, reaching 23,5% in 2013. In 2013, two european countries, had more than half of the population aged 15-24 looking for a job that were unemployed: Greece (58%), and Spain (55%).

Italy is certainly not having more success, with youth unemployment increasing by 96%, going from 20,4% in 2007 to 40% in 2013. With numbers increasing in almost all Member States, Malta and Germany managed to decreased youth unemployment, by 3,7% and 33,45%.

At a local level, all 20 regions have the percentage of unemployed youth increasing, with the two opposites being Sicilia (+50%) and Marche (+300%).

Besides those that are looking for a job, another category of young people became a unwanted protagonist of this historical phase: NEETs. We are talking about young people aged 15-24 that are not in training, education or employment. With the economic crisis, Italy became the country with the highest percentage of NEETs, 22,2%. No other country in Europe managed to do worse, with the average in the European Union being 13%.

All the italian regions, except for Trentino Alto-Adige, are above the european average, with Sicily that has 33% of people aged 15-24 that are not working or studying. The biggest increase in NEETs however has been in central and northern Italy, some examples are Abruzzo (+144,44%), Emilia-Romagna (+125%) and Umbria (+111%).

YOUTH UNEMPLOYMENT IN EUROPE

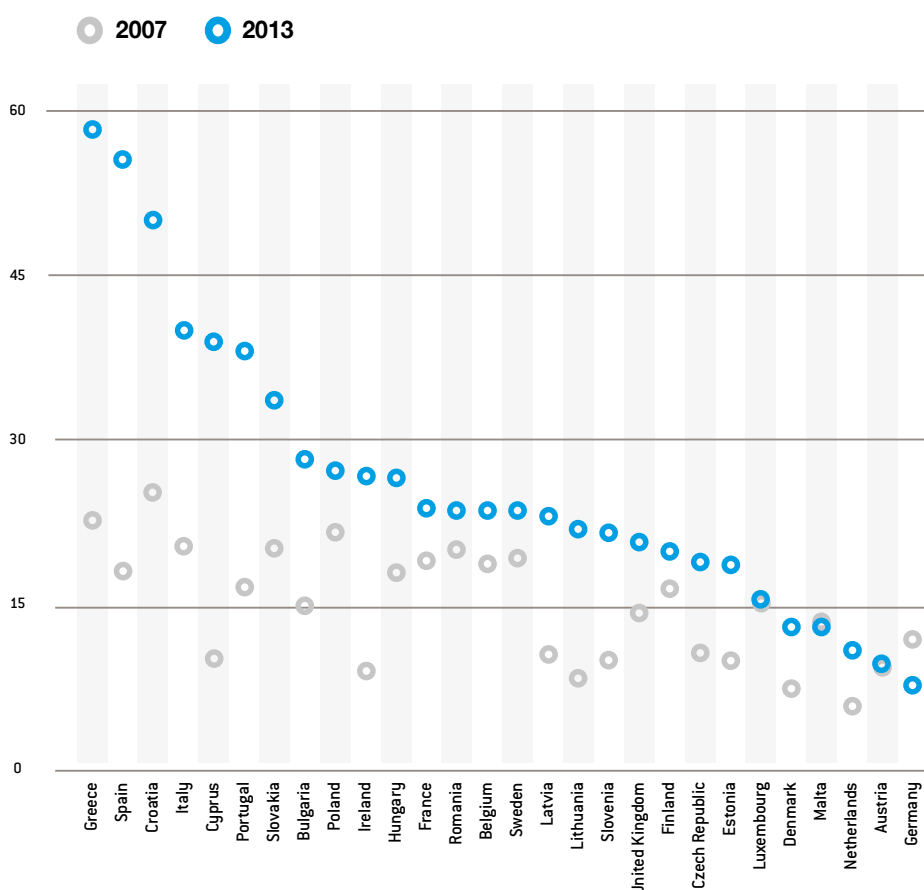
Youth employment follows the general economic trend in Europe. On average, between 2007 and 2013, youth unemployment in the 28 Member States of the

European Union increased by 50%, with two countries going above and beyond: Cyprus +281% and Spain +206. When considering Italy, our country managed to double its numbers, with an increase of 96% that brought the percentage of 20,4% of 2007 to 40% in 2013. Malta and Germany are the only countries in the European Union that during the crisis reduced its percentage of unemployed youth, respectively by 3,70% and 34,45%.

Youth unemployment in 2007 and 2014 in EU Member States

Unemployment rate

Number of unemployed individuals divide by all individuals currently in the labor force.

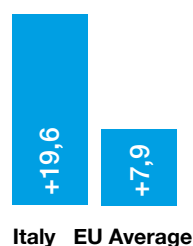


Germany and Malta are the only countries in which youth unemployment decreased during the crisis.

BEST AND LAST

😊 Germany **-4,1**

😞 Spain **+37,4**



YOUTH UNEMPLOYMENT IN ITALY

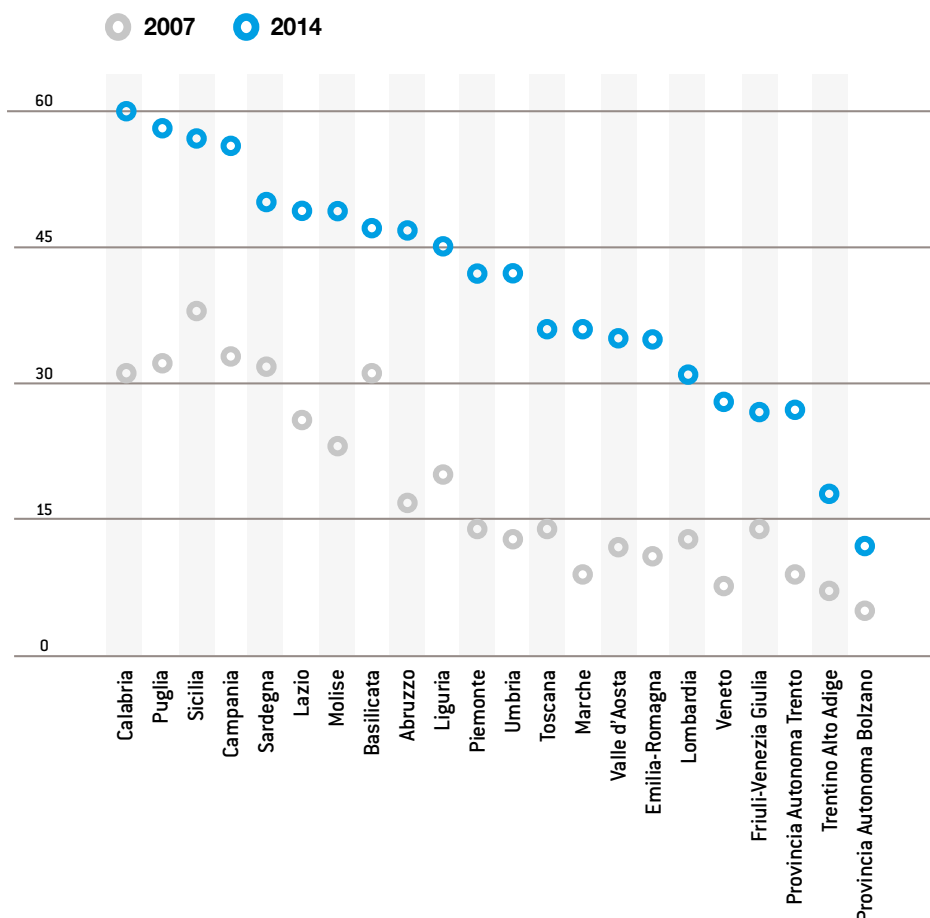
A first element to point out is that in all Italian regions youth unemployment increased, with the percent

variation being everywhere greater than the Eu average. In fact if the South, already dead last in this category, was subject to the highest increase in absolute terms (more than 30 points in Abruzzo and 29 in Calabria) the North-East was the one with the highest percent variation (Emilia-Romagna +281%, Veneto +250%).

Youth unemployment in 2007 and 2014 in the Italian regions

Unemployment rate

Number of unemployed individuals divide by all individuals currently in the labor force.



Youth unemployment increased in all Italian regions, and all above Eu average

BEST AND LAST

😊 **Bolzano +7**

😞 **Abruzzo +30**

NEETS IN EUROPE

Italy became during the crisis the country with the highest percentage of people aged 15-24 that are not

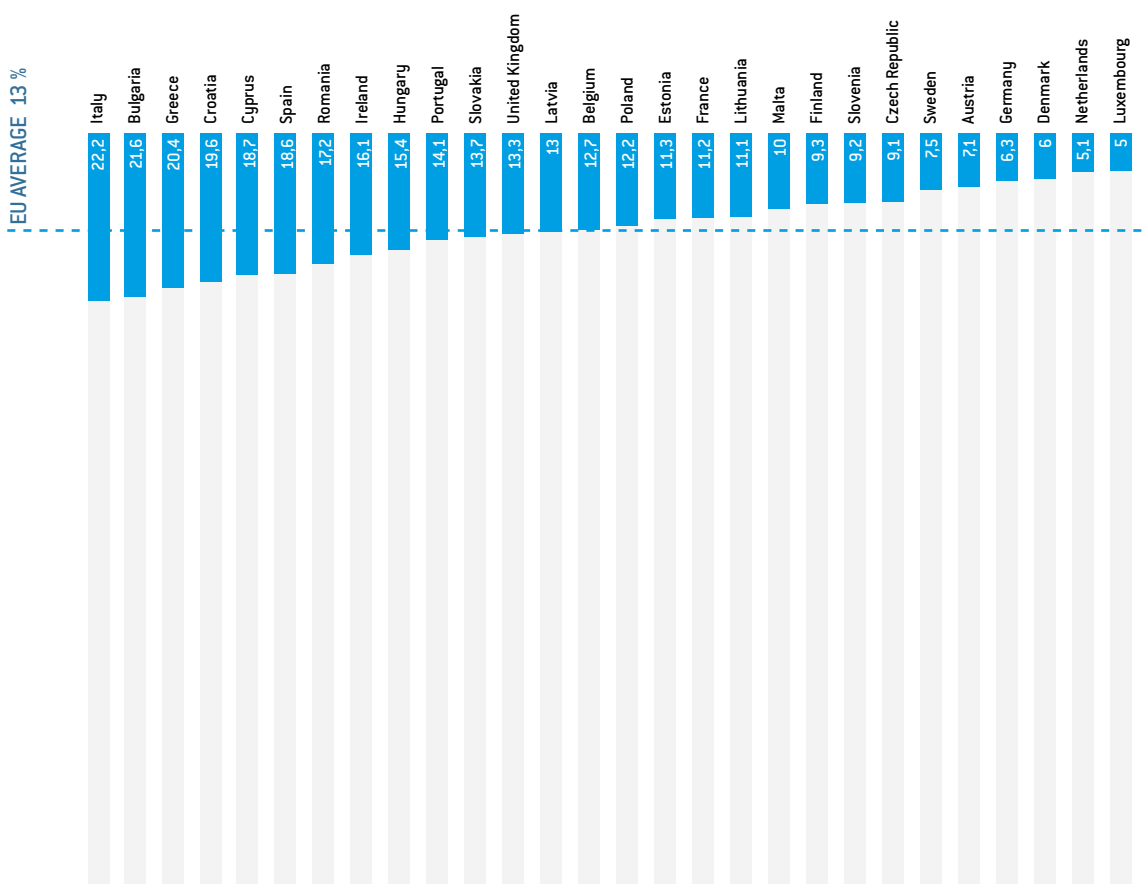
in training, education or employment, going from 16,2% of 2007 to 22,2% of 2013. An increase that brought Italy to have no real competitor in this category, beating Bulgaria, the only country that in 2007 had a higher percentage.

With an Eu average of 13%, the only countries that managed to decrease their NEETs were Germany (-29%), Malta (-13%) and Luxembourg (-12%).

UE: Percentage of youth (15-24) not in training, education or employment (year 2013)

NEETS

Young person who is not in education, employment, or training.



In Italy almost one every four people aged 15-24 does not work or study.

BEST AND LAST

😊 **Luxembourg 5%**

😞 **Italy 22%**

NEETS IN ITALY

Three Italian regions have at least 30% of young people aged 15-24 that are not studying or working, and all of them are in the south: Sicilia (33%), Calabria (32%) e

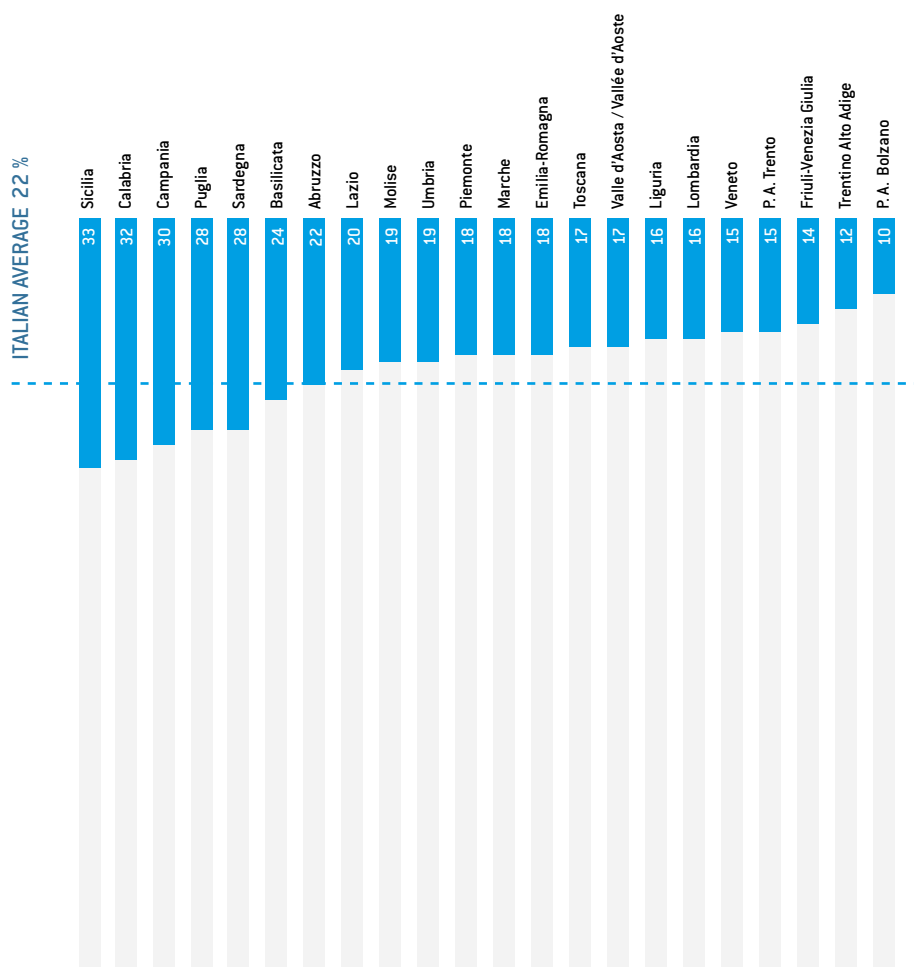
Campania (30%).

Very high percentages, that are more than twice the EU average. In our country the regions that were most hit, with the stronger increase in NEETs during the crisis, were Abruzzo (+144%), Emilia-Romagna (+125%) and Umbria (+111%). All Italian regions, except for Trentino-Alto Adige, have a percentage of NEETs higher than the EU average.

Italy: Percentage of youth (15-24) not in training, education or employment (year 2013)

NEETs

Young person who is not in education, employment, or training.



95% of Italian regions are above EU average.

BEST AND LAST

😊 **Sicilia 33%**

😞 **P.A. Bolzano 10%**

WOMEN IN THE WORKPLACE

GENDER PAY GAP & WORKING MOTHERS

Gender Pay Gap

In all Eu Member States women earn less than men.

Mothers workings

In a couple, with the arrival of children, the difference between working men and women increases.

1 child	2 children	3 children
28,6	34,6	44,9

There are many ways to keep track of the differences in the workplace between men and women, one of the best ones is certainly the Gender Pay Gap. The index considers the difference between male and female earnings expressed as a percentage of male earnings. We can start by saying that in all countries of the European Union women earn less than men, with the biggest gap in Estonia (-29,9%). Italy is 25° in the Eu, highlighting how the situation of italian women is one of the best of the continent (-7,3% compared to men). At the same time, the crisis for italian women has been particularly harmful, with the gap increasing by 43% (only women in Portugal paid a higher cost).

Another element to consider in our analysis is the difficulty for women to bring together a professional career and maternity. In Italy, for example, the percentage of women working decreases after every single child: 57,8% with one, 50,9% with two and 35,5% with three or more. Women in Denmark with three or more children work more than italian women with only one child.

EU: GENDER PAY GAP DURING THE CRISIS

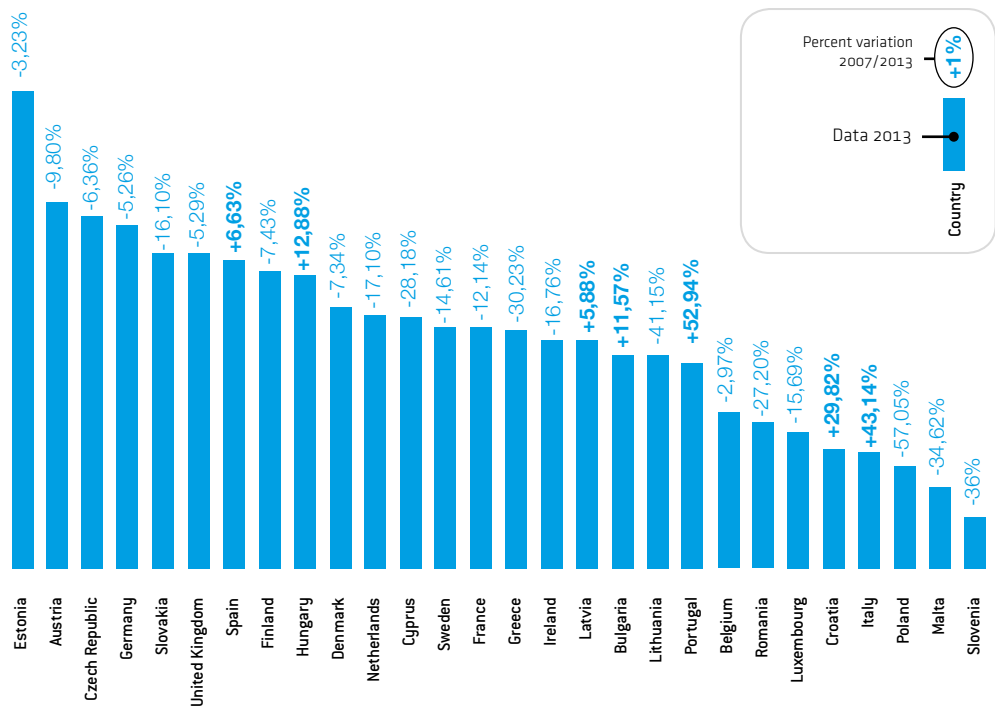
In all Eu Member States women earn less than men, a pay gap that in a best case scenario is 3,2% (Slovenia).

Even if we were witnessing an economic crisis, things for women did get better. In 75% of Eu Member States, the gender pay gap decreased, with the gap actually increasing in only 7 countries. Italy, for examples, is one of them, going against the continental trend, with the gender pay gap increasing by 43%. Even though things did get worse, Italy is one the countries with the smallest gap between men and women (7,3%).

Gender Pay Gap percent variation in Eu Member States

Gender Pay Gap

Difference between male and female earnings expressed as a percentage of male earnings.



In Italy during the crisis the pay gap increased by 43%.

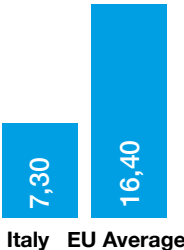
BEST AND LAST



Estonia 29,9%



Slovenia 3,2%



HOW MUCH DO MOTHERS WORK

The problems for women in the workplace not only have to do with how much they earn, but also with equal opportunities. The percentage of employed

women decreases when children arrive. If for men the arrival of one or more children does not change much their occupational situation, for women it appears to be particularly detrimental. At a european level female employment goes from being 63% with one child, to 60% with two and to 45% with three or more. There are many continental differences: women with three or more children in Denmark working more than women with only one child in Italy.

Percentage of women and men working in a couple when children arrive.

	1 		2 		3 	
						
Belgium	86,3	70,2	90	73,5	78,6	50,3
Bulgaria	77,4	52,8	78,1	53,9	42,1	53,9
Czech Republic	95,5	40	92,9	44,9	88,4	37,9
Denmark	89,1	73	92,8	82,6	90,9	77
Germany	91,6	66,7	92,8	61,1	87,8	42,2
Estonia	90,2	48,3	90,8	54,1	87,8	51
Ireland	80,2	65,3	82	60,8	75,5	46,6
Greece	79,3	50,3	81,4	48,2	79,2	39,5
Spain	73,6	57,9	74,7	54,5	62,2	45,6
France	86,2	75,5	89,2	67,3	80,5	47,8
Croatia	74,8	57,9	76,9	55,2	72	41,1
Italy	86	57,8	85,5	50,9	80,4	35,5
Cyprus	82,2	67,1	83,6	72,9	83,1	55,1
Latvia	83,2	65,8	85,4	62,8	82,7	57,1
Lithuania	85,1	70,4	88,5	76,1	76,6	53,7
Luxembourg	93,4	81,7	91	75	86,1	48,5
Hungary	83,4	36,5	84,1	40,9	71,4	23,4
Malta	96,5	63	94,9	55,2	87,8	37,3
Netherlands	90,7	77	92,5	78	89,6	63,8
Austria	91,7	75,8	92	68,7	88,3	57,5
Poland	86,8	60,9	87,8	58,6	81,7	49,2
Portugal	84,9	70,4	82,4	72,1	70	53,4
Romania	79	57,2	78,8	57,9	71,1	40,6
Slovenia	89,5	70,4	90,9	77,7	90,6	70,5
Slovakia	84,6	37,7	87,5	36,2	67,6	29,9
Finland	88,7	62,2	90,7	64,9	90	43,8
Sweden	91,4	73,1	93,6	80,8	88,5	75,7
United Kingdom	89,6	67,2	91,1	62,9	83,3	42,4

In Denmark women with three or more children work more than women in one child in Italy.

CREDITS

**Openpolis network:
platforms for those that ask questions**

**Voisietequi.it
What do parties think?**

For every single election we select the most important themes of the political campaign and ask parties to say their opinion on them (in favor/against). citizens after having answered the same questions, have the possibility to find out which political party is closer to their position.

**Openpolitici.it
Who are the italian politicians?**

the biggest and most up to date database on italian politicians. over 250.000 personalized pages with biography, political career, and timeline of past institutional postings for each elected representative for each institutional level: local municipalities, Regions, National and European Parliament.

**Openparlamento.it
What do politicians elected in parliament do?**

Daily analyses on what happens in the chamber of Deputies and in the italian Senate. It is possible to monitor single MPs, specific subjects and single bills. We created various indicators useful to understand the differences between each MP in order to better value their work.

**Openmunicipio.it
What do elected municipal politicians do?**

local municipalities can decide to take part in this project by "opening" their public data, and by making the doings of the town council more transparent and accessible. Each presented act, bill and motion is immediately published online to allow an open discussion with citizens. For this purpose, each document is analyzed, categorized and geo-localized.


**Openbilanci.it
Who do mayors spend local money?**

We published the budgets of the past 10 years of over 8000 municipalities. Besides specific details for each local administration, comparisons, rankings and indicators allow users to have a better understanding of data and numbers at times complicated to understand.

Openpolis is a watchdog working for making italian politics more transparent. It is completely independent and does not receive any kind of funding from parties, politicians and associations and foundations to them connect. It has created and manages an online network that allows citizens to receive free and adless information based on data.

It constantly carries out research on e-democracy, e-gov, opendata and data journalism. It is one of the founding partners of the **Pan European e Participation Network** (PEP-NET), recognized and financed by the European Union, and it represents Italy in the **Parliamentary Monitoring Organizations** (PMO's).

Openpolis publishes a series called **"MiniDossier"**. Through a data journalism approach its goal is to verify, analyze and compare data from different official sources in order to suggest different point of views and tell different stories. On important issues and topics, such as politics and local finance, documented indexes and innovative indicators are created.

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