Labour market services and older workers, some research inputs

March 21st 2014
Project Grundtvig Evolve
Visit of the Wise Owls’ delegation at ISFOL

Roberta Fefè r.fefe@isfol.it
In general, **Social networks** are the most popular channel used by Italian job seekers; and we seem to be unwilling to self-employment.

- Elderly people use social networks as favorite channel. **Social relations** (a.b.), especially as results of **work experience contacts**, are the landmark in the job seeking process.

- If we look at the Employment Services channels (d. f. g. i.), elderly people use that channels in a “traditional way”, they prefer to contact trade unions and social partners (19%) and Public employment services (18%), while young people are more in habit to use Temporary work agencies and Recruitment agencies.

- More than other age ranges, over 50 are in habit to use **Self nomination**, but as the others are less engaged in self employment strategies.

<table>
<thead>
<tr>
<th>Used channel in the last 30 days.....</th>
<th>Age 18 - 29</th>
<th>Age 30 - 39</th>
<th>Age 40 - 49</th>
<th>Age 50 - 64</th>
<th>Total 18 - 64</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. WORK ENVIROMENT</td>
<td>44,9</td>
<td>44,3</td>
<td>40,3</td>
<td><strong>38,9</strong></td>
<td><strong>43,2</strong></td>
</tr>
<tr>
<td>b. FRIENDS, RELATIVES</td>
<td>47,2</td>
<td>38,7</td>
<td>30,0</td>
<td><strong>23,3</strong></td>
<td><strong>38,9</strong></td>
</tr>
<tr>
<td>c. SOCIAL PARTNERS</td>
<td>29,8</td>
<td>27,3</td>
<td>22,3</td>
<td>18,9</td>
<td><strong>26,4</strong></td>
</tr>
<tr>
<td>d. PUBLIC EMPLOYMENT SERVICES</td>
<td>22,0</td>
<td>19,2</td>
<td>18,4</td>
<td>18,0</td>
<td><strong>20,1</strong></td>
</tr>
<tr>
<td>e. HELP WANT ON THE PRESS</td>
<td>17,0</td>
<td>17,0</td>
<td>14,7</td>
<td>15,3</td>
<td><strong>16,4</strong></td>
</tr>
<tr>
<td>f. TEMPORARY WORK AGENCY</td>
<td>17,5</td>
<td>14,5</td>
<td>9,9</td>
<td>9,8</td>
<td><strong>14,3</strong></td>
</tr>
<tr>
<td>g. RECRUITMENT AGENCIES</td>
<td>12,8</td>
<td>9,4</td>
<td>5,9</td>
<td>5,2</td>
<td><strong>9,7</strong></td>
</tr>
<tr>
<td>h. SELF NOMINATION</td>
<td>1,0</td>
<td>1,3</td>
<td>1,1</td>
<td><strong>3,0</strong></td>
<td><strong>1,4</strong></td>
</tr>
<tr>
<td>i. PUBLIC CONTEST</td>
<td>6,0</td>
<td>5,3</td>
<td>4,2</td>
<td>2,6</td>
<td><strong>5,1</strong></td>
</tr>
<tr>
<td>l. EDUCATION SYSTEM INSTIUTIONS</td>
<td>8,4</td>
<td>4,1</td>
<td>3,3</td>
<td>2,5</td>
<td><strong>5,5</strong></td>
</tr>
<tr>
<td>(Schools, Universities, Vocational</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>and Training institutes)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>m. SELF EMPLOYMENT</td>
<td>1,6</td>
<td>2,6</td>
<td>2,5</td>
<td>1,9</td>
<td><strong>2,1</strong></td>
</tr>
</tbody>
</table>
ELDERLY DEDICATE SERVICES AND ACTIONS

ISFOL – Survey on local actions for active ageing, 2011

• In 2008, only 41% of Public Employment Centers (556) in Italy was able to provide services focused on older workers demand, but between 2007 and 2011 active ageing and the employment status of older workers has been the subject of increasing attention in governance activity of Italian Regions.

• In 2011 we mapped about 44 regulatory actions, and about 165 measures and projects promoted by Regions to improve integration of older workers; 55% involved the PES.

Which kind of “customers”: 

- Multitarget (elderly into the "vulnerable group")
  - 52.7% of PES’ projects

- Unemployed and workers under protection measure (redundant w.; temporarily layoff w.)
  - 33.9% of PES’ projects

- Employed
  - 9.7% of PES’ projects

- Institutions (Social Partners, Education Agencies, Employment Experts...)
  - 2.4% of PES’ projects

- Enterprises
  - 1.2% of PES’ projects

PES’ projects targets:

• Unemployed (45 – 64 aged); mature people without a permanent job (40-45 aged), and long term unemployed

• Mature workers who have lost their jobs in recent times in relation to a company crisis events (temporarily laid off workers, redundant workers)

- Unemployed
  - 42.6% of PES’ projects

- Multi target
  - 24% of PES’ projects

- Workers under protection measure
  - 23% of PES’ projects

- Employed
  - 6.4% of PES’ projects

- Institutions and agencies
  - 2.1% of PES’ projects

- Enterprises
  - 1.1% of PES’ projects
**ELDERLY WORKERS DEDICATED SERVICES**

ISFOL – Survey on local actions for active ageing, 2011

3 Models of interventions at Regional level:

- **Type of policy**
  - ACTIVE LABOR MARKET POLICIES
    - to develop individual resources in job research, employability and career development
    - → Talentaged project
  - ACTIVE EMPLOYMENT POLICIES COMPLEMENTED BY “PASSIVE” POLICIES
    - → Welfare to Work
    - → PARI Programm
    - → Lombardy “Dote”
  - Approach to local development, focused both on companies and workers
    - → Age management project
    - → Network management project

- **Mesures**
  - Information services, vocational training, guidance; integrated actions for employability, and vocational upgrading; Job matching services and Self employment promotion
  - Active employment services, linked to recruitment incentives for enterprises and other forms of income support
  - Information services, *diversity management advice*, Placement and career development
    - Self employment promotion
    - Territorial networks for age management

- **Actors**
  - Public Employment Services
    - Social Partners, Companies, Educational Institutions
    - Private Designated Agencies for Training and Recruiting
    - Municipalities;
  - MULTILEVEL GOVERNANCE
    - National Institutions (LMM);
    - Regions, Provinces and Social Partners
    - PES
  - Social Partners
    - Educational Institutions
    - Private Designated Agencies for Training and Recruiting
    - Enterprises and companies

**Project Grundtvig Evolve**

Visit of the Wise Owls’ delegation at ISFOL
ESF SUPPORT IN ACTIVE AGEING

ISFOL – Survey on local actions for active ageing, 2011

Source of funding:

ESF: 60%
National funds: 5%
Regional funds (FEASR, FESR, Interprofessional Funds): 5%
Other resources: 25%

2.4% of ESF resources available at regional level were used for active ageing.
Thank you for your attention!
Roberta Fefè
r.fefe@isfol.it