Older but not obsolete. Public policies and interventions for encouraging longer working life

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Ageing and employment 2008-2016

Employed by age classes show further ageing of the work force in Italy

Although 15-34 and 35-44 share 92% of unemployed in 2016, 55-64 showed the maximum growth after the crisis

Source: ISTAT, 2017
AAI Employment shows a good performance for Italy in 2010-2014

Source: Active Ageing Index project. https://statswiki.unece.org/display/AAI/Active+Ageing+Index+Home
Relevant achievements in the period for both genders and considered age classes …

… but we still have a large gender gap

Source: ISTAT, 2017
Good progress in AAI Employment occurred in face of the growth of NEET (2010-2014)

Source: Elaboration on ISTAT, 2017 and Active Ageing Index project. https://statswiki.unece.org/display/AAI/Active+Ageing+Index+Home
The Italian labour market therefore shows different «potentials» to be involved, which are often linked, such as:

✓ NEET and young people who want to enter the labour market

✓ 55 + women

✓ 55 + unemployed

Which join

✓ 55 + employees within private and public organizations

✓ Workers about to retire
Not unexpectedly higher NEET % and wider gender gaps in AAI coexist in less dynamic labour markets at regional level.

Source: ISTAT, 2017
Differences in the weight of the various potentials are influenced by geographical divides.

Inequality across European regions as well as within regions.

Differences in human resources skills and competencies.

Imbalances in economic investments.

Infrastructures divides.
Suggestions for policy making

- Economic policies and investments play a role in the involvement of «potentials»
- Different domain of AAI can reinforce each other (e.g. Capacity and enabling environment for active ageing and Employment etc.)
- Address women and younger workers (e.g. with knowledge transfer programmes and measures etc.)

Mainstreaming required at both level (National/Subnational)
Thank you for attention!

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