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PER LE **NUOVE**
POLITICHE **SOCIALI**

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PRESENTAZIONE DI STEFANO SCARPETTA

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POLITICHE SOCIALI PER GESTIRE IL CAMBIAMENTO DEL MERCATO DEL LAVORO

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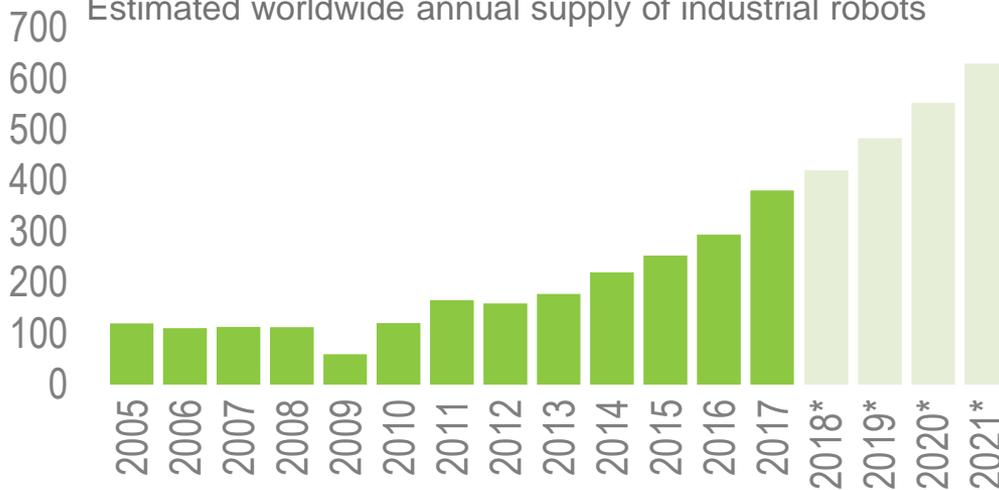




I mega trends : non solo rivoluzione digitale

Technology is changing the workplace

Estimated worldwide annual supply of industrial robots



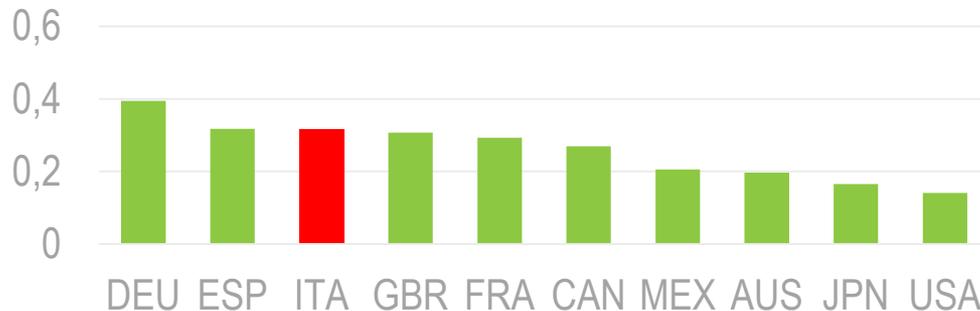
Populations are ageing

Old-age dependency ratio 65+/(15-64)
Italy



The world has become more integrated

Share of business sector jobs sustained by consumers in foreign markets

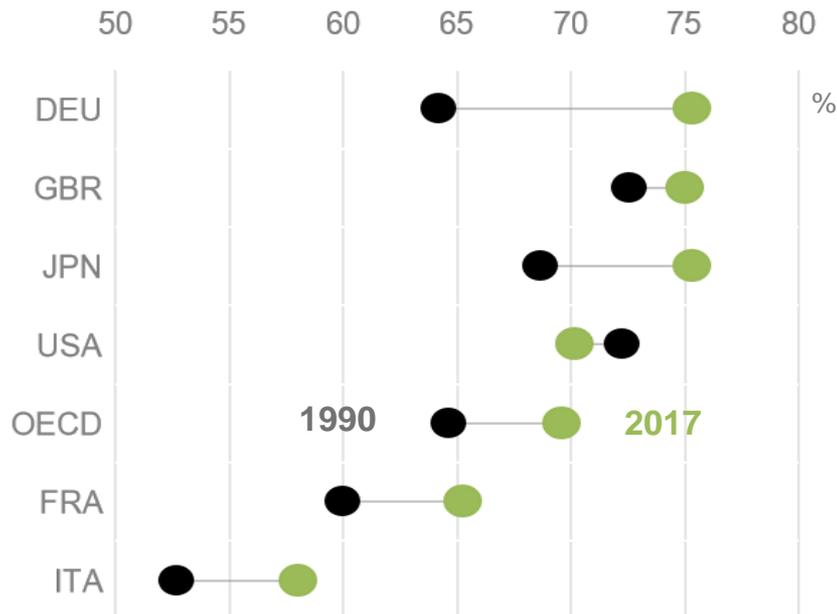




La disoccupazione tecnologica: mito o realtà?

Massive technological unemployment is unlikely, but many jobs will change and transitions will be difficult

Employment rates have risen in most OECD countries



15% of jobs in Italy (14% in the OECD) could be automated...



... but **36% more** will change significantly (32% in the OECD)





Formazione continua: dalla retorica alla realtà

Share of adults in each group that participated in education and training Italy, 2012



Source: Survey of Adult Skills (PIAAC) (2012, 2015).

Note: formal and non-formal job-related education and training; some data refers to all adults, others to workers only; low-skilled is defined as reaching proficiency level 1 or below in literacy and numeracy in PIAAC; long-term unemployment is defined as being unemployed 12 month or more; low-wage is defined as earning less than 60% of the national median income; SMEs are defined as having less than 250 workers



Le forme di lavoro “atipiche” sono in crescita

Some countries have seen growth in non-standard forms of employment, but standard employment remains the norm



- Platform work as a person’s main job is still a limited phenomenon. In OECD countries it covers between **0.5% and 3%** of the workforce
- Non-standard work represents over a third of total employment in the majority of OECD countries.
- **In Italy, 15%** of dependent employees in Italy are on temporary contracts (OECD: 11%)
- **20%** of dependent employees work part-time (OECD: 15%)
- **22%** of workers are self-employed (OECD: 14%)



Il contratto di lavoro è la porta di accesso a misure di welfare e formazione

New forms of work have sometimes challenged definitions of “employee”, “self-employment” and even “employer”

- **False self-employment:** situations where working arrangements are essentially the same as those of employees but individuals are declared as self-employed in order to avoid regulations, taxes and unionisation
- **Grey zone:** some workers will be genuinely difficult to classify – they are self-employed, but share characteristics of dependent employees and so share vulnerabilities and a need for protection

15.2% of the self-employed in ITA are financially dependent on one client



Protezione sociale con profondi gaps nelle coperture

Social protection systems in many countries face important legacy issues as well as some new challenges

In Italy **7% of jobseekers** (active and discouraged) received unemployment benefits in 2016 (OECD average 24.3%)

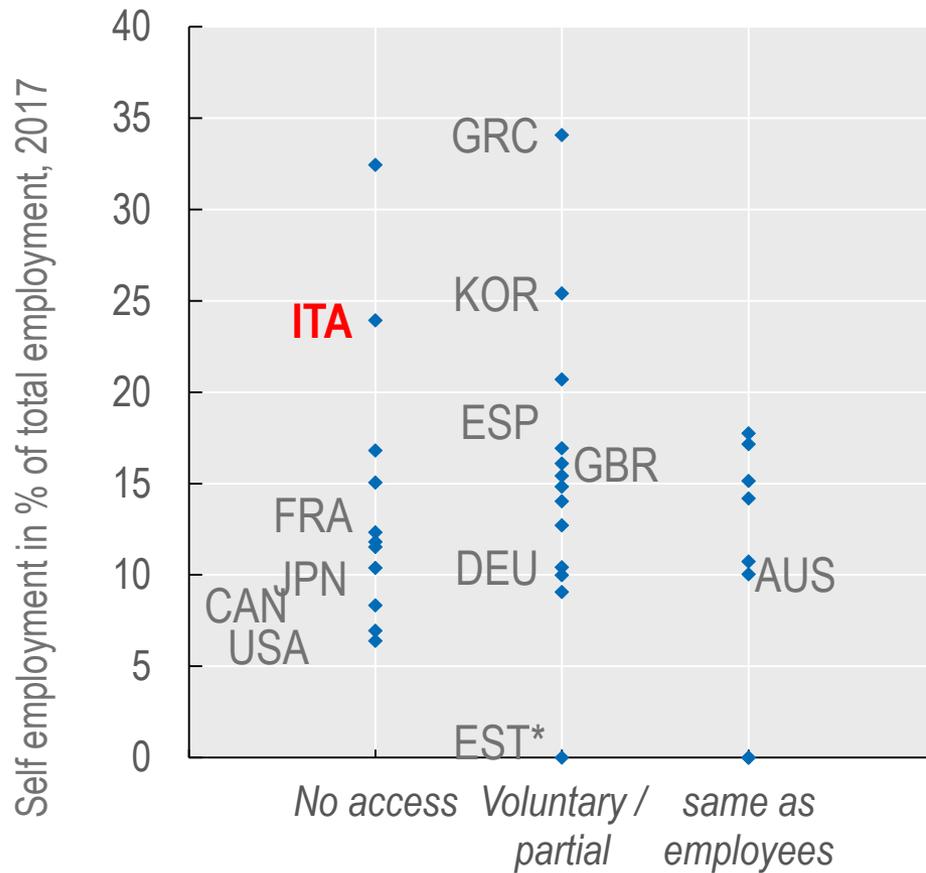


In some countries, workers in non-standard employment are **40-50% less likely to receive any form of income support** when out of work

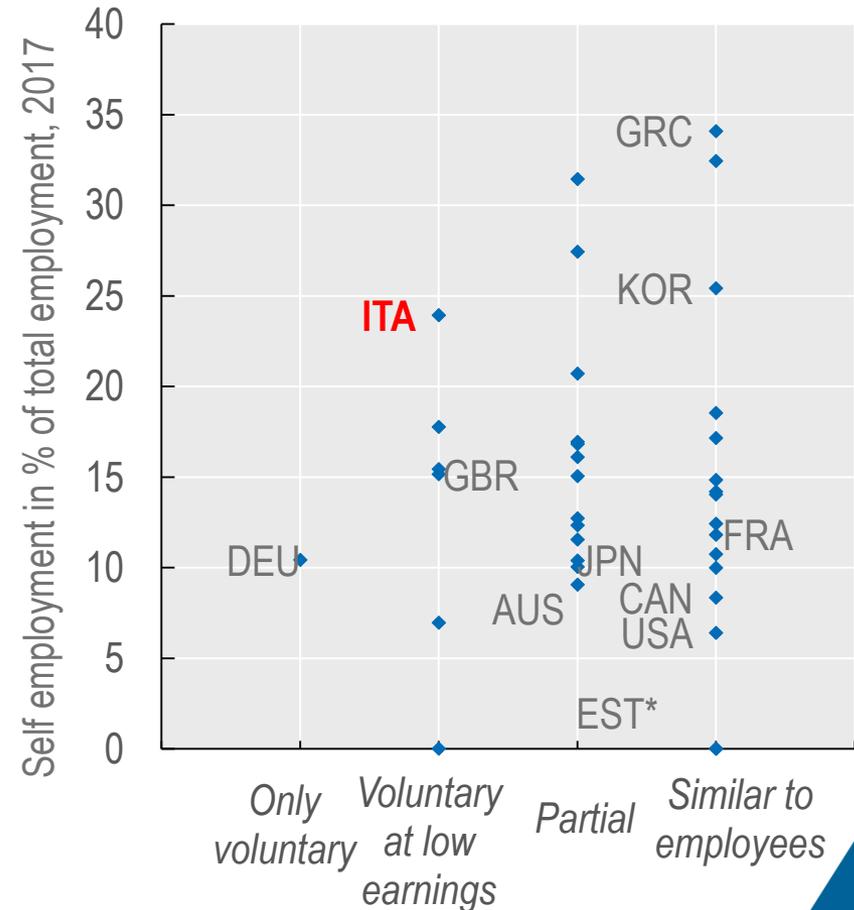


Gaps nelle coperture per i lavoratori autonomi

Unemployment benefits



Old-age pensions

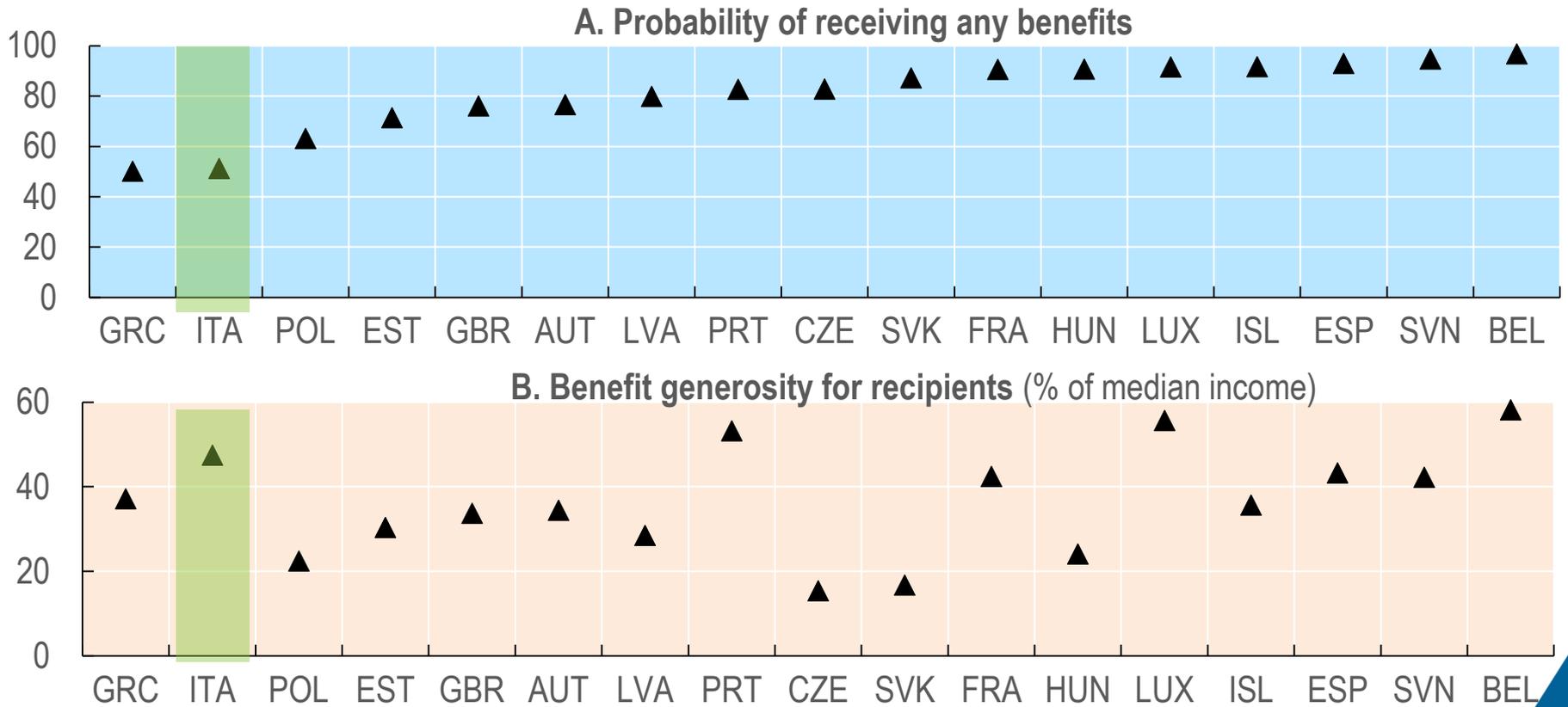


* Data on incidence of self-employment is missing or incomplete. Sources: adapted from Whiteford and Haron (2018), Spasova et al. (2017), SSA and ISSA (2017) and inputs provided by delegates of Working Party on Social Policy.



Diritti alle prestazioni e accesso concreto

▲ **Baseline: past standard work** ◆ **Past non-standard (significant gap)** ◇ **Past non-standard (non-significant gap)**



Notes: Overall benefit support package 2014-15. **Out-of-work able-bodied individual in a low-income household** without children and with:

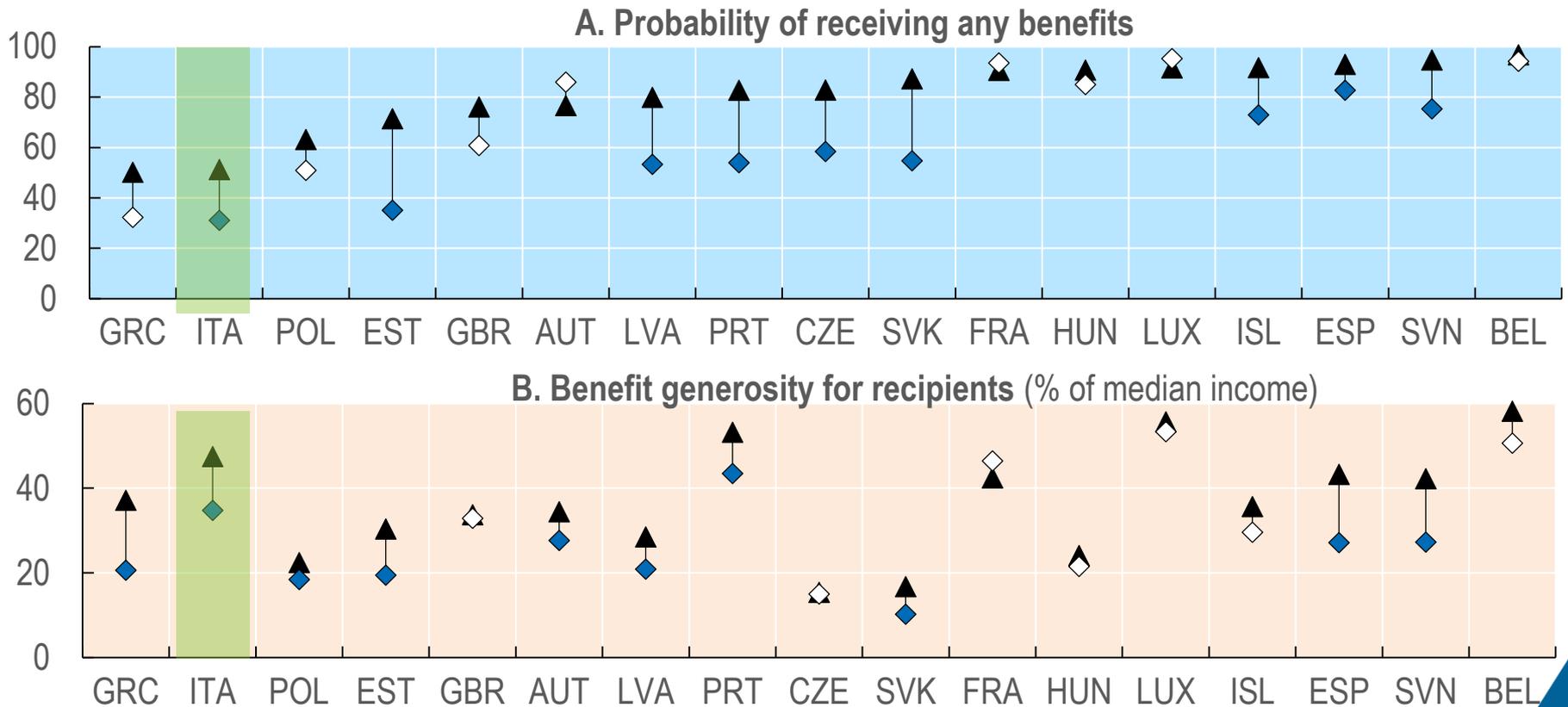
- past “standard” work (mostly uninterrupted dependent employment during the two years preceding the reference period), and
- past “non-standard” work (mostly self-employed or interrupted dependent employment or part-time work).

Statistical significance is for a 90% confidence interval. Source: OECD calculations using EU-SILC panel data.



Diritti alle prestazioni vs accesso concreto

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Il Sistema di welfare del futuro: alcuni elementi di riflessione

- La corretta classificazione del rapporto di lavoro è essenziale
- Allargare elementi principali di protezione sociale ai lavoratori atipici e autonomi
- Riorganizzare e razionalizzare le risorse e gli strumenti (*benefit* monetari e servizi)
- Adeguare l'offerta dei servizi
- Garantire la portabilità dei contributi
- Aumentare, ottimizzare e integrare le basi informative
- Promuovere l'auto-responsabilizzazione



Grazie

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