

3. Work and life balance¹

Seven of the twelve indicators of the Work and life balance domain, for which an updated data is available, record an improvement (Table 1).

In 2023, participation in the labour market improves: on the rise is the employment rate of people (aged 20-64), which increases by 1.5 percentage points compared to 2022 and reaches 66.3%; the non-participation rate declines, dropping by 1.4 percentage points and settling at 14.8%. For both indicators, the positive trends continue for the third consecutive year, although, in the last year, the pace is less intense than in the previous year. However, gender and territorial gaps persist: among women and people resident in the South and Islands the employment rates are still the lowest and non-participation rates are still the highest.

The ratio of employment rate for women aged 25-49 with at least one child aged 0-5 to the employment rate of women aged 25-49 without children is unchanged: although the rate increases for both, the ratio, to the detriment of mothers, does not show any variations compared to 2022. From the viewpoint of work and life balance, no appreciable improvements are noted, and even the household work inequality index – which measures how much of the time dedicated (by both partners) to household chores is performed by women – remains stable at 61.6%, thereby interrupting the upward trend observed in previous years.

Table 1. Work and life balance indicators: value for the latest available year and percentage changes compared with the previous year and 2019

INDICATORI	Year	Value	Unit of measurement	Polarity	Percentage changes	
					compared with previous year	compared with 2019
Employment rate (20-64 years)	2023	66.3	%	+		
Non-participation rate	2023	14.8	%	-		
Transition rate from temporary to permanent employment (a)	2019/20	22.4	%	+	....
Employed persons with temporary jobs for at least 5 years	2023	18.1	%	-		
Employees with low pay (a)	2020	10.1	%	-	....
Over-qualified employed persons	2023	27.1	%	-		
Rate of fatal accidents and permanent disability (b)	2022	10.0	per 10,000	-		
Non-regular employed	2022	10.8	%	-		
Ratio of employment rates (25-49 years) of women with pre-school children to women without children	2023	73.0	per 100	+		
Asymmetry in family work	2022/23	61.6	%	-		
Job satisfaction	2023	51.7	%	+		
Perception of employment insecurity	2023	4.1	%	-		
Involuntary part-time	2023	9.6	%	-		
Employed people working from home	2023	12.0	%	+		

Source: Istat, Bes Indicators

Note: The green colour indicates improvement, red worsening and grey stability, taking into account the polarity of the indicator. The indicators have positive polarity if the increase in their value shows an improvement in well-being, negative polarity if the increase in their value shows a deterioration in well-being. For variations within $\pm 1\%$ the indicators are considered stable in the reference period.

(a) The data refers to the series prior to the entry into force, from 1 January 2021, of Regulation (EU) 2019/1700, which introduced amendments to the Labour Force Survey.

(b) 2022 data is provisional.

In 2023, 12.0% of employed persons working from home, a practice likewise traceable to the work and life balance dimension in terms of flexibility and saving time when commuting between workplace and home. It is a value far higher than pre-pandemic ones, which leads us to assume that this working method has taken on a structural character. For the fourth consecutive year, the share of involuntary part time (out of the total number of employed persons) decreases, dipping below 10% in 2023; however, the female percentage is still three times that of men and is often associated with a fixed-term employment.

¹ This chapter was edited by Silvia Montecolle, Alessia Sabbatini and Maria Elena Pontecorvo. The box headed “Irregular employment in Italy” is edited by Danilo Birardi.

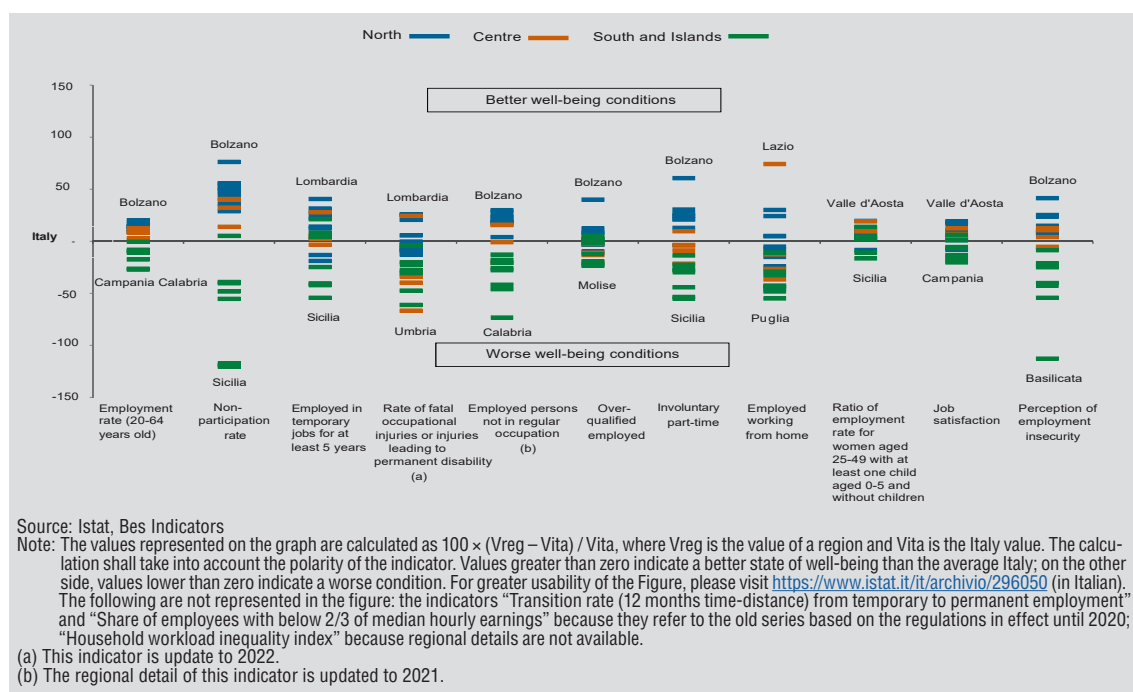
Although fixed-term employment has declined in 2023 in favour of permanent employment, the indicator relating to the share of employed persons with temporary jobs for at least 5 years is moving up (from 17.0% in 2022 to 18.1%). They are employed people who continue to perform the same job, but with a succession of fixed-term contracts, thereby experiencing situations of prolonged job insecurity, concerning which no signs of improvement are discernible.

The trend towards a decrease in the rate of irregular employment continues (from 11.3% in 2021 to 10.8% in 2022), and actually involves all geographic areas. The rate of fatal accidents or accidents with permanent disability is down from 11.1 per 10,000 thousand employed people in 2021 to 10.0 per 10,000 workers in 2022.

The subjective indicators likewise paint an improving picture of the labour market: job satisfaction grows and the share of employed persons who feel their work insecure, i.e. who consider it is likely they lose their job and it is not at all or a little likely that they find another similar job. The problem of inefficient allocation of human capital also endures among graduates, who in about a third of cases do not have the opportunity to fully value their educational level in the workplace.

Regional differences are very pronounced for some indicators (Figure 1), such as the non-participation rate, involuntary part time, the share of employed persons working from home and the share of employed persons who feel their work insecure.

Figure 1. Work and life balance indicators: percentage differences between regional values and the Italian value. Year 2023. Italy = 0



There is a clear-cut dichotomy between Centre-North and South and Islands as regards the employment rate and the non-participation rate. The former is always higher than the national average in the regions of the Centre and North, and lower in the regions of the South and Islands. The highest rate is in Bolzano (79.6% of employed people aged 20-64) and in Valle d'Aosta (77.3%), and the lowest one in Campania and Calabria (48.4% for both).

We encounter the best value for the non-participation rate in the autonomous province of Bolzano (3.5%). On the opposite end of the spectrum, we find instead Sicilia, Campania and Calabria, whose levels are almost ten times higher and more than double the national average (respectively, 32.6%, 32.3% and 32.1%). Among southern regions, Abruzzo is the closest to the Italian average, both in the employment rate and in the non-participation rate. Good performances in the measures of job stability and workplace safety characterise the residents in Lombardia, where we record the lowest shares both of employed persons with temporary jobs for at least 5 years (10.7%) and of fatal accidents or accidents with permanent disability (7.4 per 10 thousand); for the latter indicator, low values are observed also in Piemonte (7.5 per 10 thousand) and in Lazio (7.6 per 10 thousand). The autonomous provinces of Bolzano shows the most contained values for the indicator on involuntary part time (3.8%) and for that of the correspondence between work performed and educational qualification (16.3%). As regards employed persons not in regular employment, Calabria shows the highest rate (19.6%).

In Lazio, more than one in five employed persons works from home (20.9%), a higher share than in the other three northern regions, which achieve a level above the national average. The ratio of employment rate for women aged 25-49 with at least one child aged 0-5 to the employment rate of women aged 25-49 without children does not vary much across regions. The lowest value is reported in Sicilia (61.0). Even the variability of the indicator on job satisfaction is of a moderate extent. This measure reaches the highest values in Valle d'Aosta (61.7%) and in Trento (61.1%) and Bolzano (60.5%). The situation is more heterogeneous when it comes to the share of employed persons who feel their work insecure, which varies between the minimum value of Bolzano (2.4%) and the maximum ones of Basilicata and Sicily (respectively 8.8% and 6.4%).

Employment continues to grow, but gaps are still wide

In 2023, the number of people employed² aged 20 to 64 continues to rise (+404 thousand units, +1.8% over 2022), albeit with a slight slowdown compared to the previous year. The employment rate climbs to 66.3%, +1.5 percentage points above 2022 and 2.7 points more than 2019 (Figure 2).

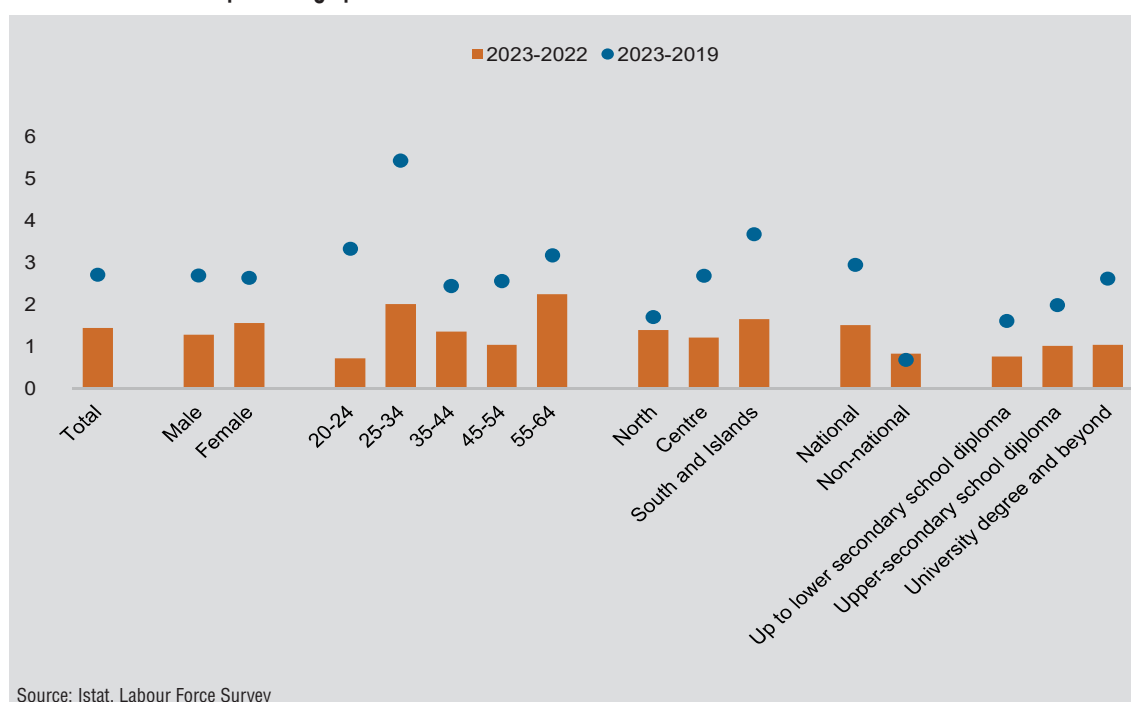
If in 2022 the growth had mainly concerned men, between 2022 and 2023 the rate increases more among women (+1.6 percentage points, +1.3 among men). Compared to 2019, the balance is positive and of the same magnitude for both genders (+2.7 percentage points for men and +2.6 for women). The employment rate shoots up to 76.0% for the male component and 56.5% for the female component. The gender gap shows a slight drop, although it is still very high (19.5 percentage points, -0.3 compared to 2022).

² According to the new Regulation (EU) 2019/1700, in force since 1 January 2021, the term “employed” includes people aged 15 to 89 who, during the reference week: 1) have worked at least one hour for pay or profit, and extends also to unpaid family assistants; 2) are temporarily absent from work because they are on holiday, with flexible hours (vertical part-time, making up lost hours of work, etc.), on sick leave, compulsory maternity/paternity leave, or are undergoing professional training remunerated by the employer; 3) are on parental leave and receive and/or are entitled to an income or to work-related benefits, regardless of the length of their absence; 4) are absent as they are seasonal workers but continue to regularly discharge duties and tasks necessary to the pursuit of the activity (compliance with legal or administrative obligations must be excluded from these duties and tasks); 5) are temporarily absent for other reasons and the duration envisaged by the absence is equal to or less than three months. The abovementioned conditions are not dependent on the conclusion of an employment contract, and employed people estimated through the sample-based survey on the labour force accordingly comprise forms of irregular employment as well.

Between 2022 and 2023, the employment rate increased, especially among the over-fifty-five (+2.3 percentage points) and people aged 25-34 (+2.0 points), exceeding by more than five percentage points, as regards the latter, the pre-pandemic levels. Positive variations, albeit more reduced, are recorded for the other age groups.

Territorial gaps are slightly reduced, following a greater growth in the South and Islands, where the employment rate reaches 52.2% (+1.7 percentage points) compared to the Centre (70.9%, +1.2) and the North (74.6%, +1.4). The best trend is encountered in Abruzzo, where, moreover, the employment rate is closer to the national average than in other southern regions (66.0%, +3.2 percentage points). Nonetheless, the gap to bridge is still very wide, with over 20 percentage points separating the South and Islands from the North.

Figure 2. Employment rate of the population aged 20-64 by main characteristics. Years 2023-2022, 2023- 2019.
Variations in percentage points



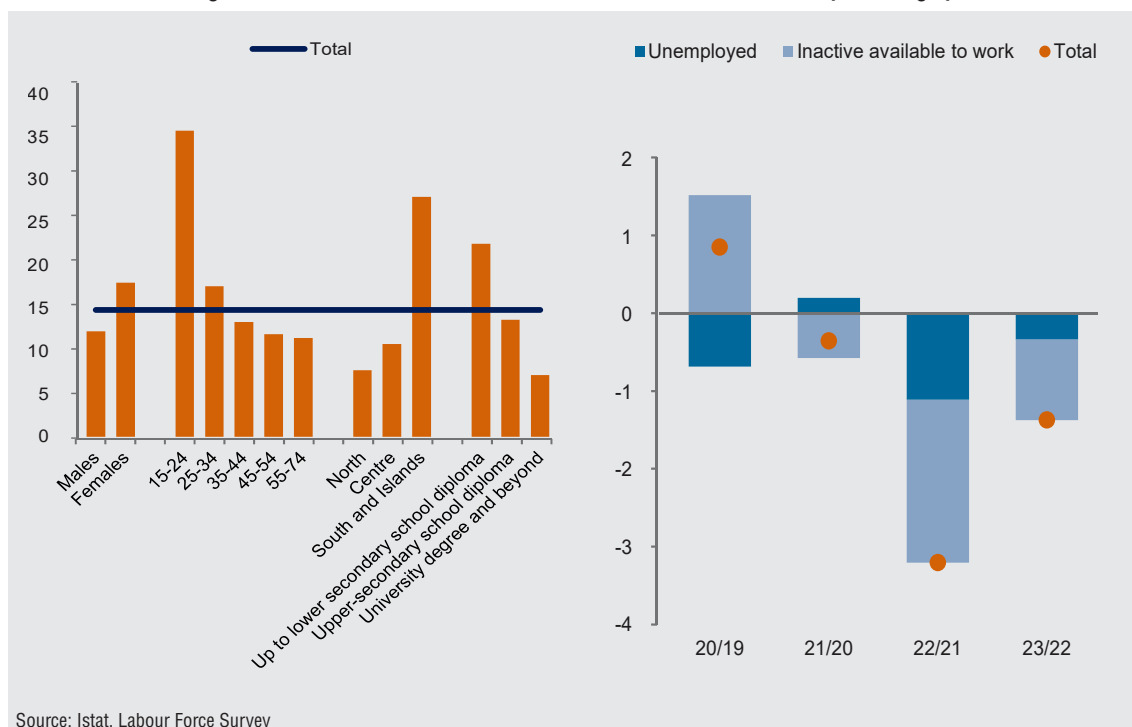
The gaps between educational levels remain almost unchanged: in 2023, the employment rate for people aged 20-64 reaches 81.6% among persons with a university degree and beyond (+1.0 percentage point), 68.3% among upper-secondary school diploma holders (+1.0) and 53.7% for people with just a lower secondary school diploma (+0.8). The recovery compared to 2019, albeit generalised, rises as the educational level increases: +2.6 for persons with a university degree or tertiary qualification, +2.0 for persons with upper-secondary school diploma and +1.6 for lower educational levels. Compared to 2022, the employment rate of Italian citizens has increased in excess of that of foreigners (+1.5 and +0.8 percentage points respectively) and reaches 66.4%, a value approximately three points higher than the corresponding 2019 figure; conversely, with regard to foreigners, the recovery is slower (+0.7 percentage points over 2019) and due exclusively to the male component, given that, among women, despite the positive trend of the last three years, it still languishes below pre-pandemic levels.

Wide gaps endure for lack of participation in the labour market

The non-participation rate measures the unsatisfied supply of work, taking into account, besides unemployed people, even that segment of inactive persons who, while not actively seeking work, would be available to work. In 2023, the indicator keeps declining (-1.4 percentage points), albeit at a slower pace than the previous year, settling at 14.8% (Figure 3a). The improvement of the indicator is widespread by gender, age groups and geographic areas, and is stronger where higher non-participation values are recorded. This hints at the fact that the existing wide gaps are decreasing. The rate drops in fact more for women (-1.6 percentage points, compared to -1.2 for men), within the younger age groups (-2.1 percentage points for individuals aged 15-34, compared to -1.2 for those aged 35-54 years and -0.9 for those aged 55-74 years), in the South and Islands (-1.8 percentage points, as opposed to -1.0 in the North and -1.6 in the Centre), and for medium- to low educational qualifications (-1.0 for those with no more than the lower secondary school diploma, -1.4 for holders of upper-secondary school diploma and -0.6 for people with at least a degree). Despite these trends, there is still a huge gap between educational levels (the indicator is 22.5% for those with a lower secondary school diploma at the most, against 7.2% for those with university degree and beyond) and, especially, between geographic areas (28.0% in the South and Islands, as opposed to 7.8% in the North); in particular, the non-participation rate exceeds 30% in Campania, in Calabria and in Sicilia, whereas in Valle d'Aosta, Veneto and Trentino Alto Adige it does not reach 7%. The number of people looking for employment is decreasing (-81 thousand, -4%) and, even more so, the number of those who are not seeking work but would be available to work (-275 thousand, -11.4%). The drop in the 2023 non-participation rate is therefore mostly due to the component farthest from the labour market (Figure 3b). This is especially evident in the South and Islands, where the contribution of unemployed people to the reduction in the indicator is negligible.

Figure 3a. Non-participation rate of the population aged 15-74 by main characteristics. Year 2023. Percentage values

Figure 3b. Non-participation rate of the population aged 15-74 and its components. Years 2019-2023. Variations in percentage points



The number of fixed-term workers decreases. Slight increase in those who remain in precarious work conditions for a long time

In 2023, fixed-term employees record a drop of 2.4%, dipping slightly below 3 million, whereas the number of collaborators increases. The reduction in fixed-term workers is exclusive to the component of employed persons with temporary jobs for less than 5 years, whereas the number of employed persons with temporary jobs for at least 5 years grows. The indicator – expressed by the share of employed in the current job on a fixed-term basis for at least 5 years and the total number of fixed-term workers – rises from 17.0% to 18.1%.

The increase concerns all geographic areas and is greater in the North (+1.4 percentage points) and in the South and Islands (+1.1), while in the Centre it is moderate (+0.5).

The share of employed persons with temporary jobs for at least 5 years increases more among those with a university degree and beyond (+2.4 percentage points) than among those with a upper-secondary school diploma (+1.3). For those who have attained at most the lower secondary school diploma, the increase is instead slight (+0.4).

The percentage of employed persons with temporary jobs for at least 5 years is higher among foreigners than among Italians (respectively, 20.1% and 17.7%). However, compared to 2022 the gap is reduced, due to a rise in the indicator that is greater for the latter (+1.2 percentage points compared to +0.7 for foreigners).

In general, the highest values of the indicator are observed among persons in unskilled occupations (25.8%), although the largest increases in 2023 are reported for blue-collar and skilled occupations (+2.5 and +2.2 points, respectively). The share of employed persons with fixed-term job for at least 5 years out of the total number of fixed-term workers is historically higher in Agriculture (48.8%), but in this case, the indicator is essentially stable.

The share of employed persons not in regular employment drops

At the national level, the downward trend in the irregular employment rate continues (moving from 11.3% in 2021 to 10.8% in 2022). According to the latest available data at the territorial level, in 2021 the share of employed persons not in regular employment also decreased across all geographic areas. The decline is slightly more pronounced in the South and Islands, where, however, the highest presence of irregular employment is recorded (15.6% compared to 8.9% in the North and 11.7% in the Centre, with a value that is nearly 20% in Calabria).

IRREGULAR EMPLOYMENT IN ITALY

The use of irregular employment by companies and households is a distinctive feature that has always distinguished the Italian labour market. Irregular employment is defined as job positions carried out without compliance with current tax and social security legislation and those relating to illegal activities, therefore not directly observable in companies, institutions and administrative sources. In turn, among irregular job positions we can distinguish the main ones (i.e. those chiefly performed by the worker), which coincide with the number of employed people (heads), from the secondary ones (by comparison to the main ones, characterised therefore by a lower work intensity). In this context, we will focus on an analysis of the incidence of irregular employment on the total number of employed people (both employees and self-employed workers), thus excluding all secondary activities to concentrate purely on activities mainly performed by the worker.

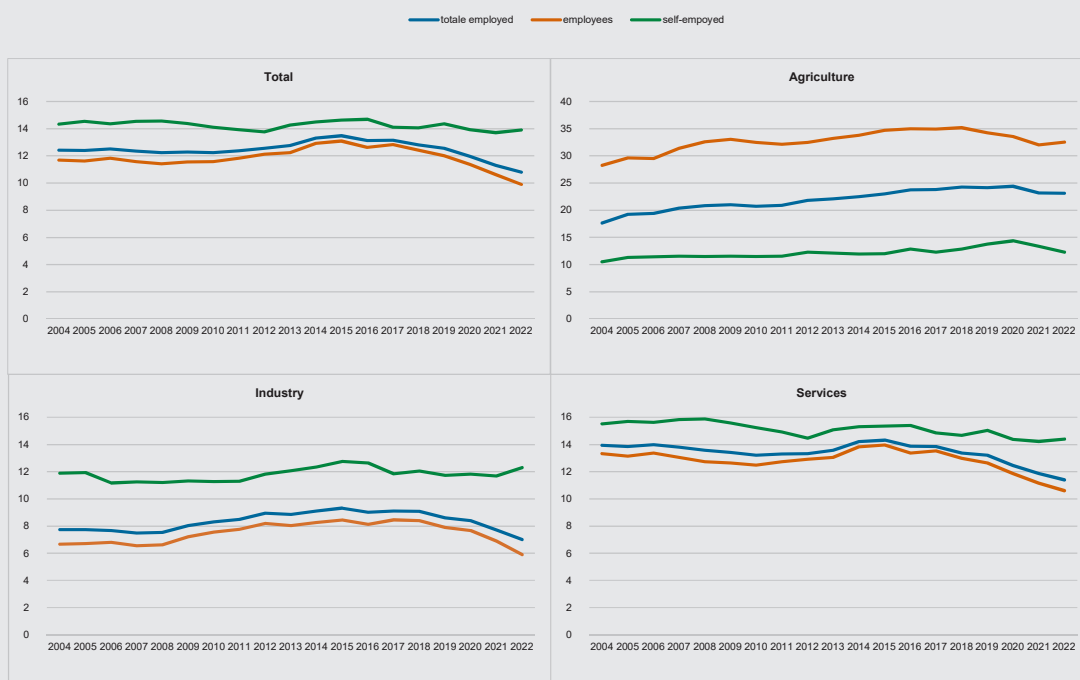
The analysis of the evolution of irregularity rates, as evidenced in Figure A, shows, after years of essential stability, a period of growth that began in 2011 and continued until the maximum value reached in 2015 (13.5%). In those years, the sector that contributed the most to the acceleration of the share of employed persons not in regular employment was Agriculture (a sector that has always been characterised by higher percentages of recourse to irregular employment), which rose from a rate of 20.9% in 2011 to the 23.0% achieved in 2015. The growth of the phenomenon was also shared by other economic sectors of the country, with an increase in Industry from 8.5% in 2011 to 9.3% in 2015, and by one percentage point in the Services sector (from 13.3% to 14.3%).

It should be noted that the most influential factor in the five-year growth of the share of irregular employment was the components of employees with a rise that in the period reached up to 1.3 percentage points; conversely, the growth of the rate for self-employed has been more moderate (from 13.9% to 14.6%). Agriculture was also confirmed as the driving sector for employees, rising from an irregularity rate of 32.1% in 2011 to 34.7% in 2015, which was not mirrored by a similar increase in the rate for self-employment, which grew by 0.4 percentage points, (from 11.6% to 12.0%). By contrast, for self-employed the Industry sector had the greatest impact on the dynamics of the irregularity rate (up from 11.3% in 2011 to 12.8% in 2015), which for employees, instead, was the sector with the most limited growth of the phenomenon (from 7.8% to 8.4%).

From the peak year 2015, the share of employed persons not in regular employment began a progressive and constant reduction, eventually reaching its lowest value in 2022, at 10.8%. The effect of the 2020 pandemic crisis, therefore, only accelerated and consolidated a downsizing of the phenomenon that had already emerged in the immediately preceding years. The subsequent employment recovery (which occurred in the 2021-2022 post-*COVID* period) did not shift into the irregular component, which instead continued to shrink with an intensity of decrease that essentially replicated in that two-year period the one recorded in 2020. It is worth noting that, at a sectorial level, the drive behind the erosion of the share of employed persons not in regular employment was the Services sector, down from a rate of 14.3% in 2015 to 11.4% in 2022. An equally significant drop (from 9.3% to 7.0%) has been recorded by the Industry sector, whereas the share of employed persons not in regular employment for Agriculture has remained essentially stable (from 23.0% to 23.1%). A look at the data split by employees and the self-employed provides further insight into the determinants that in recent years have acted on the downward trend in the share of employed persons not in regular employment as a whole. Employees, who had supported the growth of the rate in the 2011-2015 five-year period, were this time the one most heavily influenced by its reduction: the rate drops in fact from 13.1% in 2015 to 9.9% in 2022. All economic sectors were affected by this decline, above all the Services sector, which recorded a drop of 3.4 percentage points in the irregularity rate (from 14.0% in 2015 to 10.6% in 2022), followed by the Industry sector (down from 8.4% to 5.9%) and Agriculture (from 34.7% to 32.5%).

The situation is instead different for self-employed persons, among whom the decreasing incidence of irregular employment over the period is much more mitigated, down from 14.6% in 2015 to 13.9% in 2022, the year in which this share even showed signs of recovery, compared to 13.7% in the previous year. Again, at a sector level, it was the Services sector that had the greatest impact on the decline in the share of employed persons not in regular employment, which dropped from a rate of 15.4% in 2015 to 14.4% in 2022. The incidence of the irregular component is decreasing in the Industry sector as well (from 12.8% to 12.3%), while a slight recovery shows up in the Agriculture sector, which climbed from 12% in 2015 to the 12.3% recorded in 2022.

Figure A. Employed persons not in regular employment by economic activity sector and employment status. Years 2004-2022 (a). Per 100 employed persons



Source: Istat - National Economic Accounts

(a) The rates calculated for the year 2022 must be considered provisional (and accordingly subject to future revisions, of a substantial magnitude as well), as they have been obtained through an estimation methodology that cannot count on all the usually available statistical and administrative databases used at the micro level for previous years.

The rate of fatal occupational injuries or injuries leading to permanent disability decreases

In 2022, the rate of fatal occupational or injuries leading to permanent disability is equal to 10.0 every 10 thousand employed people, down from the previous year.

It is higher among men (13.6 per 10 thousand employed people, 5.3 for women), in particular among foreign men (22.0 per 10 thousand), among people aged 50 years and over (14.6 per 10 thousand employed persons in the 50-64 age group and 24.4 per 10 thousand employed people in the oldest age group) and among foreigners (15.9 per 10 thousand employed persons). The rate is furthermore higher in the South and Islands (12.0 per 10 thousand employed people) and in the Centre (11.0) compared to the North (8.7).

The phenomenon of over-qualified employed persons is consolidating

The share of over-qualified employed persons, i.e. those with an educational level exceeding the one required to perform the current occupation, declines in 2023 as well, settling at 27.1%. The worsening is more discernible among foreign workers, particularly men, for whom the rate increases by 2.3 percentage points, surpassing 35%, and in unskilled occupations, where 42.7% of employed people are over-qualified. Although the phenomenon of over-qualification is characteristic of younger age groups, that is during the phase of entry in the labour market, in recent years it has also begun to significantly affect older workers as well: from 2019 to 2023, the share of over-qualified employed persons aged 45-54 has risen from 19.6% to 23.8%. The data is particularly relevant in respect of graduates, where the inappropriate allocation entails an important under-utilisation of human capital. In 2023, similarly to the previous year, over-education concerns approximately one-third of those employed with a high educational qualification (33.8%), and reaches 38.7% with regard to fixed-term job. Sectors where the presence of graduates is significant, in which the under-utilisation of human capital is more frequent, include the Public administration (46.8%) and Insurance Services (65.5%). Among graduates, the phenomenon is widespread from North to South, with particularly high values in Friuli-Venezia Giulia (38.4%), Marche (41.1%) and Calabria (36.0%).

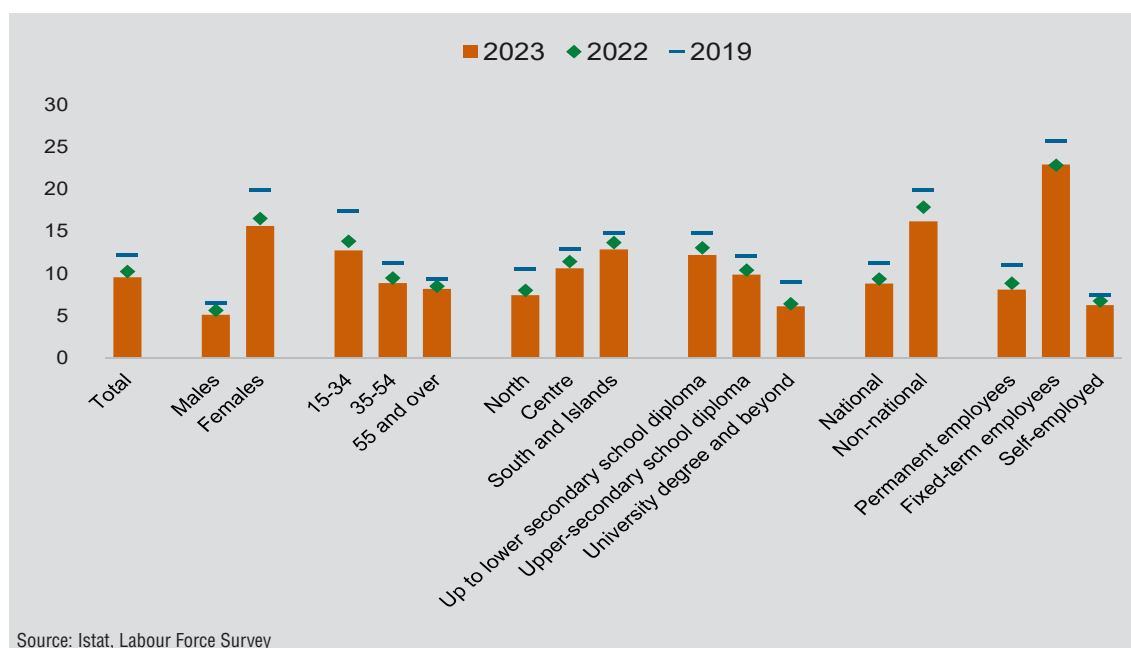
Involuntary part time on the decline, but not when the work is for a fixed term

The year 2023 is the fourth consecutive year to record a drop in the share of people employed in involuntary part time, i.e. those who state that they work part time because they were unable to find a full-time job, out of the total number of employed people. The measure settles at 9.6% (-0.7 percentage points compared to 2022 - Figure 4). Despite the fact that the indicator mainly decreases due to the female component (-0.9 points as opposed to -0.5 for men), the share of involuntary part time among employed women is still three times that of men (15.6% versus 5.1% - Figure 4) and represents nearly half of women employed in part-time jobs. Moreover, the percentage of workers in involuntary part-time jobs continues to be high among young people up to 34 years old (18.3% or those up to 24 years old and 11.2% or those aged 25 to 34), among residents in the South and Islands (12.9%) and in the Centre (10.6%), among people with a low educational qualification (12.2%) and foreigners (16.2%). In particular, among foreign females workers, over a quarter of them (26.2%) work part time against their will; in this connection, it must be considered that the sector with the

highest shares of involuntary part time is that of family services (41.1%) where foreign female employment is concentrated.

In a context of general improvement of the indicator, involuntary part time nevertheless tends to be associated more with conditions of vulnerability: despite a decline in this form of work among permanent employees and self-employed persons, there is no reduction among fixed-term employees, where the phenomenon is widespread (22.9%).

Figure 4. Share of involuntary part timers by main characteristics. Years 2019, 2022 and 2023. Percentage values



The ratio of employment rates for women with young children and those without children remains stable

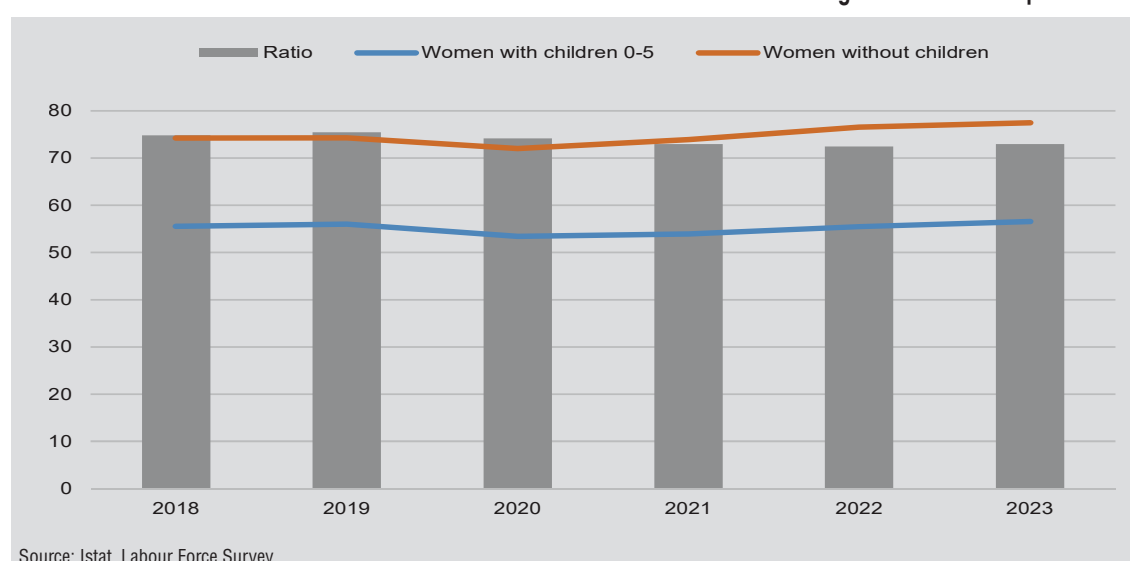
Employment rates for women aged 25-49, whether they have at least one child under 6 or are without children, continue to grow, after the drop recorded in 2020 (Figure 5). The value of the rate is significantly higher than for childless women (77.5% in 2023, +0.9 percentage points compared to 2022), exceeding by over 20 percentage points that for women with children aged 0-5 (equal to 56.6% in 2023, +1.1 percentage points over the previous year). To monitor the evolution of this gap, the ratio between the two rates is used as an indicator (with the rate of childless women in the denominator) multiplied by one hundred: the further it deviates from 100, the wider the disadvantage in terms of employment for women with young children. At the average national level, the indicator amounts to 73.0 in 2023 and has been almost stable since 2021. The lowest value is detected in the South and Islands (66.6), where, compared to 2022, both rates making up the indicator rise slightly, although they remain settled on far lower values than in other geographic areas. This is mainly due to the employment rate of women with young children, which is particularly lower than in other areas (38.0% in the South and Islands versus 66.9% in the North and 64.4% in the Centre). In the Centre, the gap between the two rates continues to widen, and the ratio decreases (from 79.8 in 2022 to 78.5) because of the rising employment rate of childless women (82.1%, +2.6 percentage points), exceeding that of women

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with at least one child aged 0-5 (64.4%, +1.0 percentage point). In the North, the ratio increases slightly (from 77.8 to 78.6), with employment rates rising less for childless women (85.2%, +0.6 percentage points) than for women with young children (66.9%, +1,2) compared to 2022. The value is lower for younger women (for those aged 25-34 it is equal to 60.0), while it rises as the age increases (reaching up to 80.5 for women aged 35-44 and 87.7 for those aged 45-49). The educational level of women remains a discriminating factor to contain gaps: the ratio goes up to 91.1 for women with at least a degree, is 69.3 for holders of secondary school diploma, and plummets to 49.0 if they have no more than the middle school diploma.

Figure 5. Employment rate for women aged 25-49 with at least one child aged 0-5, and employment rate of women aged 25-49 without children and ratio between the rates. Years 2018-2023. Percentage values and ratio per 100



The household workload inequality index³ – which measures, for women in a couple aged 25-44, how much of the time dedicated to domestic work by both employed partners is performed by women – remains stable (61.6% 2022/2023 average and 2021/2022 average), interrupting the improving trend observed in previous years. Stability is the result of different variations at the territorial level. The South and Islands macro area records the highest percentage (70.0%), with a greater share of household work carried out by women, and an increase compared to the estimate for the previous two years (+2.5 percentage points), while the Centre shows a decline (61.5% as opposed to 63.3%), and the North is stable (58.9%).

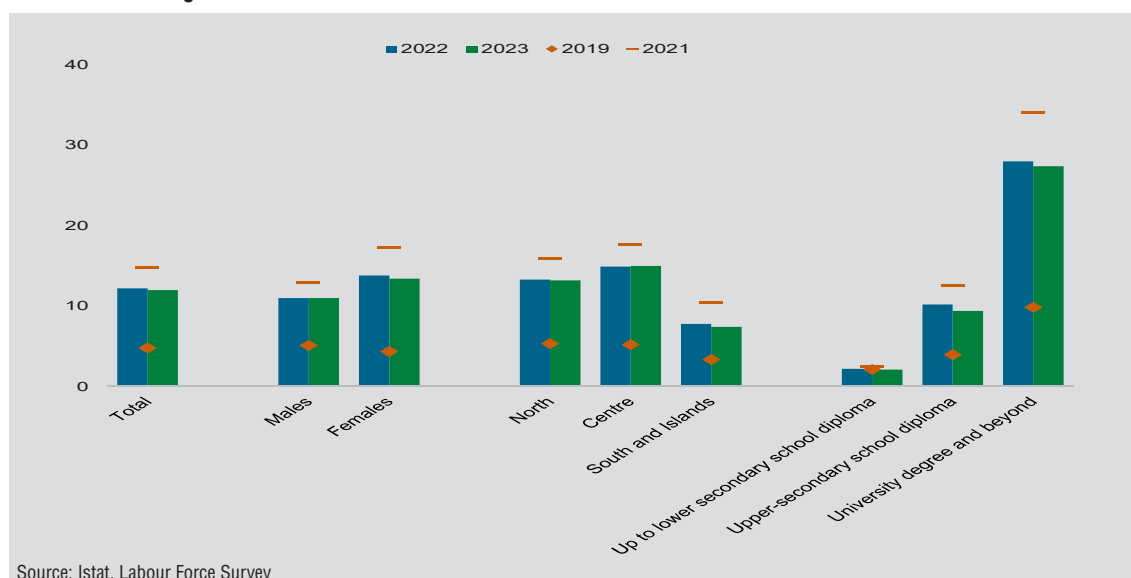
Recourse to working from home stabilises

In 2021, because of the *COVID-19* epidemic, the recourse to working from home had reached its peak (14.8%). Since 2022, this phenomenon has been progressively decreasing. Between 2021 and 2022, the reduction was 2.6 percentage points, and in 2023 the share of employed persons working from home in the 4 weeks preceding the interview decreased from 12.2% to 12.0% (slightly more than 2.8 million individuals).

³ The indicator derives from the Time Use Survey source in relation to 2008-09 and 2013-14; as for the intermediate and subsequent years, estimates are provided on the basis of the trend of the phenomenon inferred from the Aspects of Daily Life survey.

In the 2023 average, the share of women working from home continues to be higher than that of men (13.4% compared to 11.0% – Figure 6), although the gap is narrowing: the percentage for men remains unchanged, while dropping by 0.4 percentage points for women. The highest share of employed persons working from home (13.3%) is observed among persons aged 35-44. In the years of the pandemic, 2020 and 2021, the highest percentages were recorded among employed people over 60, for whom, however, in 2022 the most significant drop had been registered (over 4.5 percentage points). In terms of dynamics, at geographic areas' level, we find a slight decline in the South and Islands (-0.4 percentage points), where the use of the scheme was already much lower (in 2023, 7.4% compared to 15.0% in the Centre and 13.2% in the North). The decrease affects those with upper-secondary school diploma (-0.8 percentage points compared to 2022) and with at least university degree (-0.6). The latter, however, are still the most affected by this scheme (27.4% compared to 9.4% of persons with a upper-secondary school diploma and to just over 2% of people with at least a lower secondary school diploma, who are essentially stable). It is important to note that, for those with a university degree and beyond, the increase between 2019 and 2020 had been +20.5 percentage points, far stronger than what was detected among employed people with a upper-secondary school diploma or a lower secondary school diploma (respectively, +8.2 and +0.7) due to the greater potential for more skilled occupations to carry out work from remote. People employed in skilled occupations and clerical workers are those who work from home most often (respectively 26.4% and 14.6%): for the former, the variation is lower (-0.3 percentage points), whereas for clerical workers the drop is 2.2 percentage points. With regards to the sectors of economic activity, work from home remains more widespread in the Information and communication sector (57.6%), which nevertheless records the most pronounced decline in the indicator (-1.4 percentage points). In the Financial and insurance activities, where the use of work from home is also one of the most significant, no variations are observed (37.3%). For Public administration and Education, the drop between 2021 and 2022 had been, respectively, -9.7 and -11.6 percentage points. In 2023, the two sectors show moderate variations, but in opposite directions: for the former, a decrease (-0.7, the value becomes equal to 13.4%), and for the latter, an increase (+0.5, 21.5%).

Figure 6. Employees who worked from home by sex, geographic area and educational level. Years 2019, 2021-2023.
Percentage values



Job satisfaction on the rise, while the share of employed persons who feel their work insecure declines

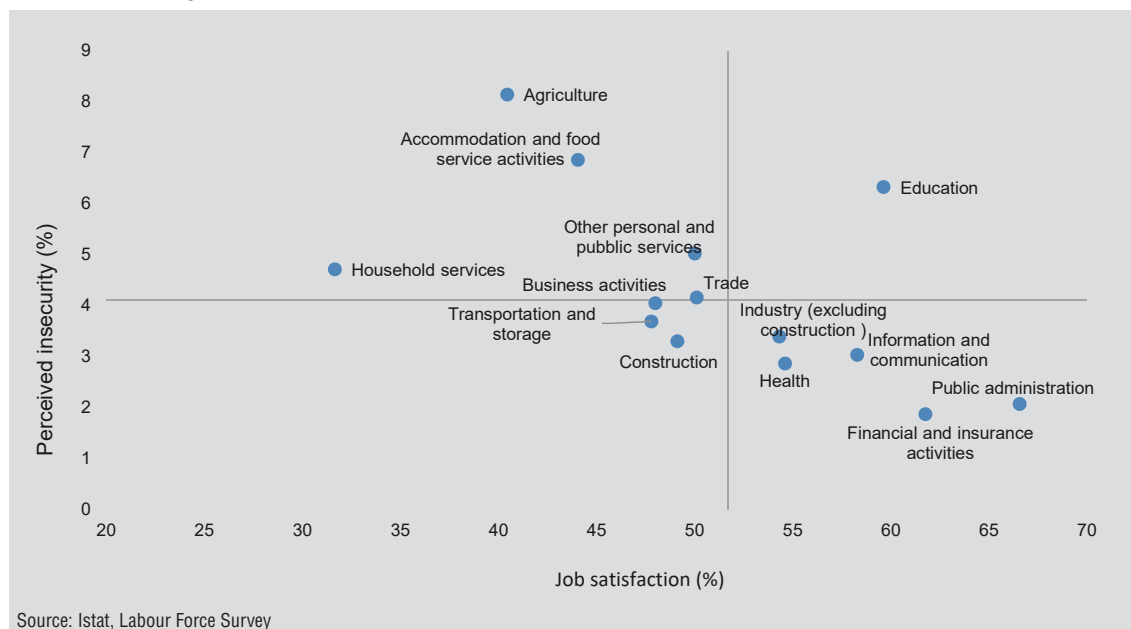
In 2023, the share of employed people who are very satisfied with their jobs increases: 51.7% of employed persons (50.2% in 2022; a score between 8 and 10 on a scale from 0 to 10). The indicator is a synthesis of scores declared by employed people for various aspects of their job: earnings, career opportunities (aspects for which the share of very satisfied workers is at the lowest: 39.0% and 33.4% respectively), number of hours worked (51.4%), job stability (61.9%), home-work distance (65.3%), and interest in the work performed (67.3%).

North and Centre record the highest percentage of very satisfied employed persons (53.9% in both, 45.8% in the South and Islands). Compared to 2022, the share increases in all geographic areas (+1.1 percentage points in the North, +2.4 in the Centre, +1.5 in the South and Islands). Very satisfied employed people prevail among men (52.8% compared to 50.4% of women), workers aged 35-44 (53.0%) and graduates (57.6%), whereas the lowest percentages are observed among foreigners (40.2%) and fixed-term employees (36.2%).

The share of those who consider likely they lose their job within six months and it is not at all or a little likely to find a similar one declines to 4.1%. The decrease is generalised and also involves the most fragile categories in the labour market, which nevertheless perceive themselves as more insecure, such as employed from the South and Islands (5.7%, -1.1 percentage points compared to 2022), young people up to 34 years of age (6.1%, -1.3 percentage points), those with a low educational level (5.0%, -0.8 percentage points), foreigners (5.4%, -1.6 percentage points), and fixed-term employees (18.0%, -2.5 percentage points).

Job satisfaction and the perception of job insecurity are highly correlated. Generally, for those categories where satisfaction is high, there is also less concern about job insecurity. Regarding the occupation, employed persons performing unskilled jobs are those with a low level of satisfaction (34.4%) and, simultaneously, the highest percentage of employed people who deem it likely to lose their current job and hardly or not at all likely to find another similar one (7.2%). On the other hand, we find the highest share of satisfied employed people (60.1%) and the lowest share of employed persons who feel their work insecure among skilled occupations (3.1%). This association, however, is not valid throughout the sectors of economic activity (Figure 7). In 2023, in the Agriculture sector the share of satisfied employed persons is low (40.4%) and associated with a substantial share of people who feel their work insecure (8.1%). This is also true in the Accommodation and food service activities sector (respectively 44.0% and 6.9%). The lowest share of satisfied people is recorded among those employed in the Household services sector (31.6%), one nevertheless accompanied by a feeling of job insecurity slightly above the average of employed persons (4.7%). Conversely, in the Education sector, the share of people satisfied with their jobs is among the highest (59.6%), but also that of individuals who feel their work insecure (6.3%).

Figure 7. Employees very satisfied with their job and perceived insecurity by sector of economic activity. Year 2023.
Percentage values



Indicators

1. **Employment rate (20-64 year-old):** Percentage of employed people aged 20-64 on total population 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 temporary to permanent employment:** Percentage of people employed in temporary jobs at the time t0 (employees with temporary jobs + term-contract workers) who are in permanent jobs one year later (permanent employees) over the total number of those employed in temporary jobs at time t0.
Source: Istat, Labour Force Survey.
4. **Share of employed persons with temporary jobs for at least 5 years:** Percentage of fixed-term employees and collaborators who started their current job at least 5 years ago out of the total number of temporary employees and collaborators.
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. **Rate of fatal occupational injuries or injuries leading to permanent disability:** Number of fatal occupational injuries and injuries leading to permanent disability out of total employed people (excluding the armed forces) per 10,000.
Source: Inail.
8. **Employed persons not in regular occupation:** Percentage of employed who do not comply with work, fiscal and pension law out of the total employed people.
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:** 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, Use of Time Survey.
11. **Household workload inequality index:** Time spent on household and family care by women aged 25-44 on the total time spent on household and family care by both partners, multiplied by 100. The indicator is calculated for couples with both partners in employment, where the woman is 25-44 years old. The indicator is derived from the Time Use Survey for the years 2008-09 and 2013-14, for intermediate and subsequent years estimates are based on the trend of the phenomenon derived from the Aspects of Daily Life Survey.
Source: Istat, Use of Time Survey; Aspects of Daily Life Survey.
12. **Job satisfaction:** Percentage of employed persons with an average level of satisfaction from 8 to 10 considering the following dimensions: earnings, career opportunities, number of hours worked, job stability, home-work distance, interest in the work.
Source: Istat, Labour Force Survey.
13. **Share of employed persons who feel their work insecure:** Percentage 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 people.
Source: Istat, Labour Force Survey.
15. **Employed persons working from home:** Employed persons working from home in the last four weeks as a percentage of the total employment.
Source: Istat, Labour Force Survey.

Indicators by region and geographic area

REGIONS GEOGRAPHIC AREAS	Employment rate (20-64 years old) (a)	Non-par- ticipation rate (b)	Transition from temporary to permanent em- ployment (c)	Employed persons with temporary jobs for at least 5 years (d)	Employees with below 2/3 of median hourly earnings (e)	Over- qualified employed persons (f)	Rate of fatal occupational injuries or injuries leading to perma- nent disability (g)
	2023	2023	2019/2020 (*)	2023	2020 (*)	2023	2022
Piemonte	72.2	9.5	26.3	12.4	9.2	24.8	7.5
Valle d'Aosta/Vallée d'Aoste	77.3	6.7	19.2	21.5	7.7	24.9	10.0
Liguria	72.2	10.5	19.2	15.5	8.9	28.0	10.9
Lombardia	74.6	7.4	28.6	10.7	6.9	23.8	7.4
Trentino-Alto Adige/Südtirol	77.6	5.3	23.7	18.2	6.3	21.3	11.0
Bolzano/Bozen	79.6	3.5	23.7	20.5	6.5	16.3	10.8
Trento	75.6	7.1	23.7	15.9	6.1	26.7	11.3
Veneto	75.7	6.6	31.1	13.1	8.2	27.8	9.4
Friuli-Venezia Giulia	73.8	7.7	19.7	14.0	6.9	29.8	8.0
Emilia-Romagna	75.9	8.2	25.6	17.8	8.3	27.9	10.7
Toscana	74.5	8.8	26.4	17.6	9.1	27.9	13.4
Umbria	71.8	10.0	24.0	17.2	9.5	32.7	16.7
Marche	72.6	8.9	21.1	13.1	8.3	30.7	14.0
Lazio	68.1	12.7	21.1	18.7	10.8	30.1	7.6
Abruzzo	66.0	14.0	25.2	17.3	10.8	32.3	14.7
Molise	60.9	20.6	27.0	14.3	9.4	33.5	13.1
Campania	48.4	32.3	15.2	22.6	15.1	26.5	10.4
Puglia	54.7	23.0	12.8	25.5	17.6	26.3	12.0
Basilicata	59.1	20.8	16.8	25.7	14.2	33.2	16.1
Calabria	48.4	32.1	9.2	25.5	19.0	30.5	12.3
Sicilia	48.7	32.6	18.1	27.9	16.1	27.6	12.8
Sardegna	59.9	22.0	17.1	16.6	10.7	25.7	10.4
North	74.6	7.8	26.9	13.7	7.8	25.7	8.7
North-West	73.8	8.2	26.9	11.8	7.7	24.4	7.8
North-East	75.8	7.2	26.8	15.8	7.9	27.4	9.9
Centre	70.9	10.8	23.0	17.5	9.9	29.6	11.0
South and Islands	52.2	28.0	15.8	23.9	15.3	27.8	12.0
South	52.5	27.1	14.8	23.3	15.6	28.1	11.9
Islands	51.5	29.9	17.8	25.3	14.6	27.1	12.1
Italy	66.3	14.8	22.4	18.1	10.1	27.1	10.0

(a) Per 100 persons aged 20-64;

(b) Per 100 persons in labour force and in part of the potential labour force aged 15-74;

(c) Per 100 persons employed in temporary jobs at time t0;

(d) Per 100 fixed-term employees and collaborators;

(e) Per 100 employees;

(f) Per 100 employed persons;

(g) Per 10,000 employed persons;

3. Work and life balance

Employed persons not in regular occupation (f) 2021	Ratio between the employment rates of women aged 25-49 with at least a child aged 0-5 and women without children (h) 2023	Employed people aged 15-64 years of working over 60 hours per week (including paid work and household work) (i) 2013/2014	Household workload inequality index (h) 2022/2023	Job satisfaction (f) 2023	Employed persons who feel their work insecure (f) 2023	Involuntary part time (f) 2023	Employed persons working from home (f) 2023
9.3	82.8	51.3	....	57.1	3.8	8.3	12.6
9.2	87.2	47.0	....	61.7	3.8	7.2	6.5
10.9	77.8	51.7	....	47.5	4.4	9.9	14.9
9.1	78.0	51.8	....	53.9	3.1	7.6	15.6
8.5	72.4	53.7	....	60.8	2.9	5.4	10.1
7.9	66.8	54.6	....	60.5	2.4	3.8	9.1
9.1	78.6	52.7	....	61.1	3.5	7.2	11.1
8.1	74.7	51.9	....	52.3	3.2	6.7	10.2
8.6	79.9	51.7	....	53.5	3.7	7.5	11.4
8.7	80.9	49.4	....	53.1	3.8	7.0	12.6
9.5	79.9	52.1	....	54.2	4.3	9.9	10.5
11.4	87.0	52.8	....	58.2	3.6	10.4	8.8
9.5	82.5	53.1	....	55.4	4.0	8.6	7.6
13.6	75.7	48.0	....	52.7	3.7	11.6	20.9
12.8	76.2	47.1	....	48.9	4.5	10.9	8.5
14.2	83.1	50.6	....	52.2	5.2	13.8	6.2
16.5	65.2	47.8	....	41.2	5.8	12.2	8.1
14.4	74.9	45.1	....	48.2	5.1	11.7	5.4
13.3	75.1	48.6	....	42.3	8.8	12.1	6.8
19.6	74.9	49.4	....	43.8	5.9	12.4	6.8
16.0	61.0	38.7	....	45.0	6.4	14.8	6.9
13.6	75.9	49.8	....	55.0	5.0	14.7	10.7
8.9	78.6	51.4	58.9	53.9	3.4	7.4	13.2
9.3	79.4	51.6	57.7	54.2	3.4	8.0	14.7
8.4	77.5	51.1	60.4	53.5	3.4	6.8	11.2
11.7	78.5	50.3	61.5	53.9	3.9	10.6	15.0
15.6	66.6	45.6	70.0	45.8	5.7	12.9	7.4
15.7	69.5	47.2	70.4	44.9	5.6	12.0	7.1
15.3	61.2	42.0	68.4	47.9	6.0	14.8	8.0
11.3	73.0	49.6	61.6	51.7	4.1	9.6	12.0

(h) Per 100;

(i) Per 100 employed persons aged 15-64.

* The data is based on the regulation in force until 2020.

