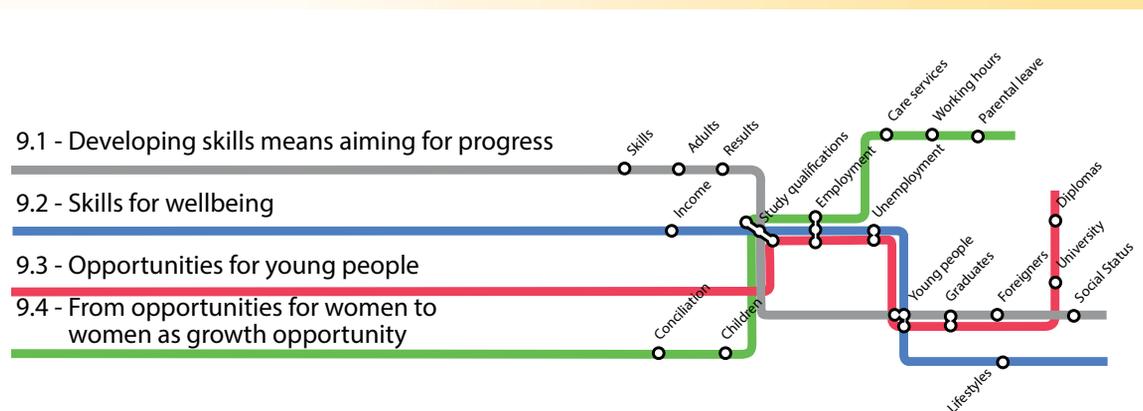




Developing skills and obtaining a good level of education are important tools for economic, social and personal growth. In Italy, like in the Veneto region, the number of people with high levels of education is still low; in particular, the percentage of young people aged 30-34 who are graduates are far from the objectives that Europe has set to be reached by 2020. Beyond the obtainment of a formal education degree, adult Italians are found to have more limited linguistic and mathematic skills than other European citizens even if better results are found in North East Italy. Considering the good results achieved by school-age children both in the Ocse-Pisa survey and in the Invalsi tests, Veneto is shown to be attentive to the development of young people via the determined and systematic work of the schools.

The advantages of achieving medium high study qualifications can be easily demonstrated. The level of schooling is an important factor both in the job search stage and in keeping the job. The possession of an advanced study qualification is in fact a rewarding element on the job market in terms of greater employability and higher pay. Moreover, more educated adults are less likely to do things that are bad for their health such as becoming overweight or smoking. Therefore, for young people a good education is a valuable guarantee, compensating for the lack of work experience. A study qualification is also very important for female employment, but women suffer more often than their male colleagues due to the difficult task of balancing family life and work life. Inconvenient working hours and a lack of care services make it complicated for women to stay on the job market, particularly if they decide to have children.

2



# Training, development courses for life and work





### 9. Training, development courses for life and work

More than five years after the start of the financial crisis, Italy is still strongly influenced by the slowing of the global trend. This unfortunate cycle has obviously impacted consistently on the demand for jobs. Therefore people are becoming increasingly aware that experience demonstrating knowledge, skills and abilities is the prerequisite for economic as well as individual development.

A greater offer of skills and abilities in the work place and their full use are the keystones for economic and employment growth and to promote the social inclusion of people. In fact, education plays a key role in the supply of the necessary knowledge and skills to participate actively in social and economic life and in the contribution to the broadening of scientific and cultural knowledge. In more detail, higher levels of education are at the basis of the growth of a society: they favour employability and higher levels of employment contribute to the reduction of poverty; a greater capacity for research and development and innovation improve the competitiveness and favour the creation of new work places. It is therefore not just a purely personal asset: in the long term greater knowledge systematically leads to development processes of the collectivity.

#### 9.1 Developing skills means aiming for progress

As has been said several times by Jacques Delors, in a century full of tension between global and local, tradition and modernity, the universal and the individual and between long-term and short-term considerations, the concept of education as a lifelong pursuit is the key to accessing the 21st century and ensuring development both on a personal and community level; its purpose is to allow each person to fully develop their talents and realize their creative potential, based on on four fundamental pillars: learning theory, learning practice, learning to live together and learning how to exist.

#### The skills of adults can still be improved

Although Italy has a positive development with respect to the past, the number of people with an advanced level study qualification is still low: only 15.7% of those aged 25-64 have a degree (in Veneto 13.7%) compared to the average European figure of almost 28%. It is also half of the French figure and quite far from the values recorded in Nordic Countries.

Still low is also the amount of young graduates aged 30-34 who according to the target set at the European level should increase to at least 40% by 2020. In 2013 it is estimated that more than half the Countries of the European Union have already reached a set objective and some Countries have a rate above

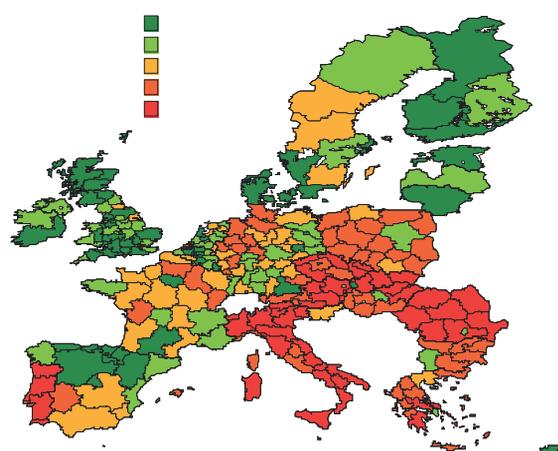
**The number of people with high levels of education is still low in Italy**

45%, Ireland is the highest with 52%. In Italy, however, although performances

have improved overall in recent years, the number of graduates aged 30 to 34 is recorded as 22.4%, the lowest of the EU28 which amounts to 36.6% on average. The situation of Veneto is no better which has a percentage of 19.1%.

However, it should be said that since the Italian regions start from lower levels, our government in any case has set a more realistic target for Italy to reach by 2020, 26-27%.

**Fig. 9.1.1 – Percentage of graduate population aged 25-64 – Year 2012**



Source: Processing by Veneto Region - Regional Statistical System Section on Eurostat data



The results of the international OCSE PIAAC<sup>1</sup> survey for the assessment of the skills of adults aged between 16 and 65 are modest and show a gap between Italy and the other participating Countries. The investigation allows to measure linguistic skills as an ability to understand and appropriately tackle written tests and mathematical skills as an ability to use numerical and mathematical concepts; these abilities analysed by the survey are expressed in the form of points that refer to six different levels: the number of adult Italians who are at least at level 3, a minimum essential element for positive inclusion in the social, economic and employability dynamics, is very low both with regard to linguistic and mathematical abilities. Only 30% of adult Italians are at the third level for literacy skills, the lowest amount of all the participating Countries compared to the figure of Germany which is 47% or of France which is 41.7%. Japan is first with 71% and Finland follows with 63%. The closest to Italy is Spain with a value of 32.6%. However, the situation is no better with mathematical skills: only 29% of Italians are higher than level 2, the second lowest figure of all the Countries (the lowest is Spain).

at least third level skills: respectively in reference to the linguistic skills 39% and 37% of the population surveyed. The southern regions and islands suffer more: only 22% and 18% ensure the cognitive skills necessary for a full participation in their socio-economic context.

**... and the level of schooling**

The level of schooling plays an essential role in the development

of skills: the participation in educational and training activities represent a growth booster for skills. In Italy, in line with the average trend of Ocse, the average score obtained in the survey increases with the study qualification: for example, it passes from 235 points in literacy skills of an adult with a primary school qualification to 263 for a secondary school qualification and 281 for a graduate. The comparison between the young people aged 16-29 who work and those who study is indicative. The second group has an overall advantage in terms of linguistic skills: compared to a score of 253 achieved by the workers, the students achieve 272 and the youths who study and work at the same time obtain 279. However those who remain at home and neither study nor work (the neet) obtain a lower score amounting to just 242. Finally, an advantage of the participation in training, formal and informal activities (linked to work and not), in terms of skills is evident. Those who made use of them obtain the highest scores in the test: the number of people who reach at least third level passes from 21% to 47%.

Students and citizens with higher study qualifications therefore possess a greater level of the skills necessary to interact effectively in the society of the 21st century.

Abandoning studies too soon can result in a rather substantial cost in terms of skills, a failure to invest in the future. Leaving school early often offers opportunities of access to jobs with a low profile of specialization which do not favour a significant increase of skills relating to professional experience.

Therefore the Italian gap with respect to the other Countries is partly explained in the scores obtained considering the lower number of citizens with advanced study qualifications. Moreover, if it is considered that the lower levels of skill in Italy, with respect to other

**The Italian gap compared to the other Countries reflects the lower skills of the elderly**

Countries, partly reflect less skilled older population and that the younger group instead achieves the best results, it is evident

**Table 9.1.1 - Adults aged 16-65 by level obtained in literacy skills- Year 2011-2012**

	<= level 2	>= level 3
Italy	69.7	29.7
Germany	51.5	47.1
France	57.4	41.7
Spain	66.6	32.6
United States	50.0	45.7
OCSE/PIAAC average	48.8	50.0

*Source: Isfol processing on OCSE - PIAAC data*

In more detail, in Italy the geographical area of origin plays a decisive role in the distribution of the skills.

In the regions of the Centre and of the North East the average scores obtained are higher compared to the

**One's origin affects skills ...**

Italian average and there are more people who have

<sup>1</sup> Programme for the International Assessment of Adult Competencies. L'indagine è stata condotta sul territorio nazionale da ISFOL (Istituto per lo sviluppo della formazione professionale dei lavoratori) nel 2011-2012 su incarico e sotto la responsabilità del Ministero del Lavoro e delle Politiche Sociali.



that the progress obtained over time by investing in human capital should be continually supported with appropriate policies.

### The good skills of our young people

If it is therefore undeniable that education plays a key role in providing people with the knowledge and the necessary skills for participating actively in the social and economic life, contributing to the progress and broadening of scientific and cultural knowledge, it is essential to train from a young age.

According to the most recent data of the OCSE PISA<sup>2</sup> 2012 international finding on the skills of fifteen-year-old students, Veneto has one of the best results in the national classification along with Friuli Venezia Giulia,

**Veneto has some of the best results**

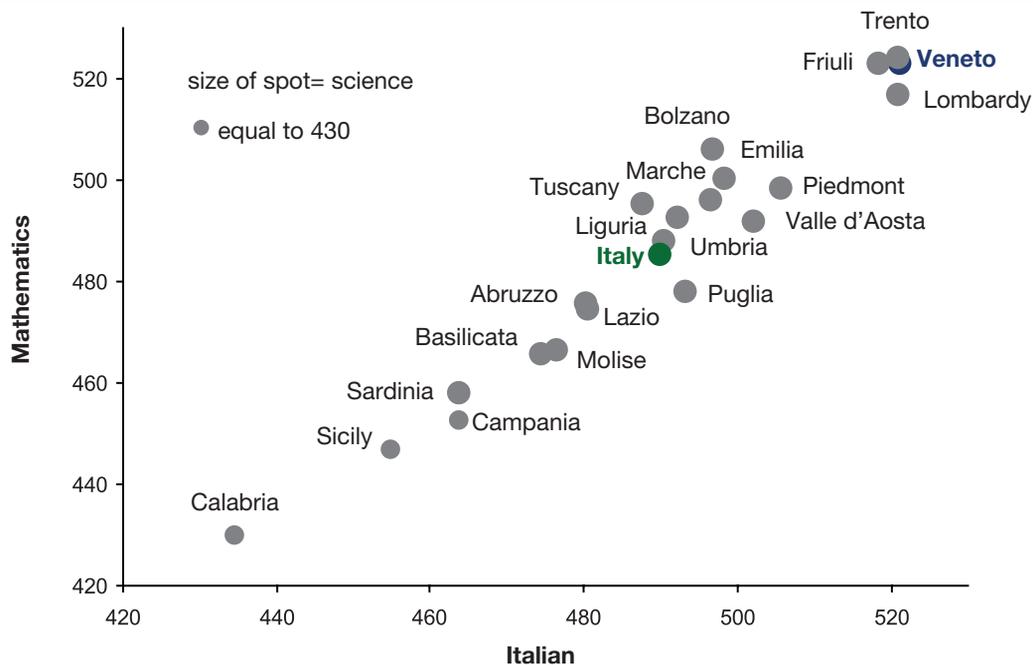
Trento and Lombardy: the students achieve the best

results in the three subjects considered (reading, maths and science)<sup>3</sup>.

Moreover, according to the Invalsi4 data on the learning test results of children in the second and fifth classes of primary school, first and third of middle school and second of high school, in 2013 Veneto maintained the good results achieved in the previous years. In all the yearly results there is a clear difference in the results of males and females: the females achieve the best results in Italian language tests and the males in mathematics.

In short, the results of our students gradually improve, demonstrating the determined and systematic work of our schools in relation to the development of our children. If at the start of school the results of our students can be considered modest with respect to other regions, already by the end of middle school Veneto children are set apart and able to enter the first places in the regional classification for the highest scores both in Italian language and mathematics. In particular, considering high school students, who are at an age when they are more responsible for themselves and begin to think about their future, Veneto students obtain a score of 211 in Italian language and of 214 in mathematics, respectively, the fourth and fifth best values of all the Italian regions. The province of Trento comes first in both cases.

**Fig. 9.1.2 – Average score of fifteen year old students by type of skill - Year 2012**



Source: Processing by Veneto Region – Regional Statistical System Section on OCSE PISA 2012 data

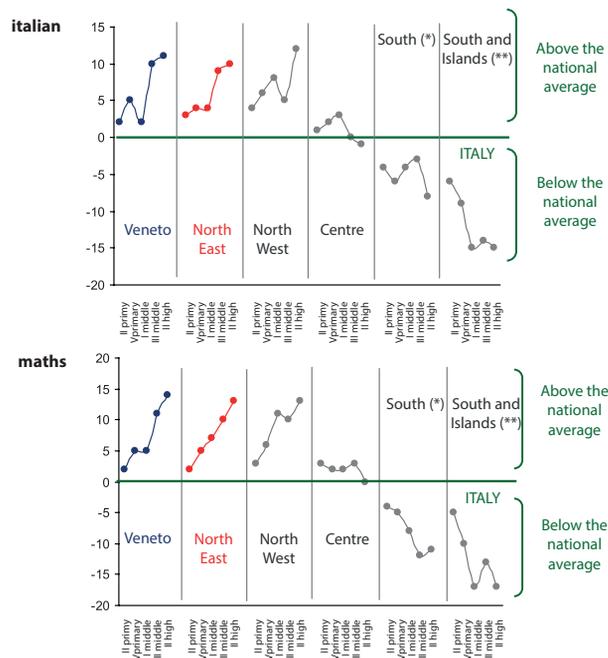
<sup>2</sup> The OCSE PISA (Programme for International Student Assessment) findings refer to fifteen-year-old students from 66 Countries, of which 33 are in the OCSE area and the same number have chosen to join as partners. The students carry out knowledge tests not linked to the school curriculum but to a series of stimuli to investigate their ability to use their skills in real and concrete situations.

<sup>3</sup> Further information relating to this can be found in chapter 3 in the paragraph “Investing in skills, education and lifelong learning”.

<sup>4</sup> National Institute for the Assessment of the Education System of Education and Training.



**Fig. 9.1.3 – Difference compared to Italy of the average score obtained by students in the invalsi tests by class attended – Year 2013**



(\*) South = Abruzzo, Molise, Campania and Apulia  
 (\*\*) South and Islands = Basilicata, Calabria, Sicily and Sardinia  
 Source: Processing by Veneto Region – Regional Statistical System Section on Invalsi data

**Good standards in Veneto’s schools**

Our high school, even if split into secondary, technical and vocational schools, maintain high standards compared to other regions. In particular, technical education, above all in relation to mathematics, achieves good results that are not too far from those of other secondary schools. This may be an indication of actions by the school system to push students who in many cases come from less advantaged social and family backgrounds to achieve more than adequate results. Moreover, in consideration of the large presence of foreign students, second generation students achieve marks that are not too far from Italian students and significantly higher than those from other regions of Italy, but the differences remain as they grow older. On the other hand, the study of maths is particularly significant with reference to first generation foreign students: over the years these students make up for their disadvantage and the difference with respect to their Italian peers at high school is half than at primary school. In more detail, it should also be taken into account that if 36% of Italian students in Italy choose to attend a secondary school, 33% a technical and 19% a vocational institute, for foreign students born in Italy, their respective attendance at these three types of school is 20%, 41% and 30% while for a foreign

**Table 9.1.2 - Average score of students by school grade and citizenship. Veneto - Year 2013**

	Italians	First generation foreigners	Second generation foreigners	Difference btwn Italians and 1st generation foreigners	Difference btwn Italians and 2nd generation foreigners
<b>Italian</b>					
2nd primary	206	176	184	30	22
5th primary	209	172	185	37	24
1st middle	206	172	187	34	19
3rd middle	215	179	190	36	25
2nd high	215	188	197	27	18
<b>Mathematics</b>					
2nd primary	205	169	187	36	18
5th primary	208	177	198	31	10
1st middle	208	184	191	24	17
3rd middle	214	188	200	26	14
2nd high	216	198	199	18	17

Source: Processing by Veneto Region - Regional Statistical System Section on Invalsi data



student born abroad, respectively 14%, 38% and 40%: second generation foreigners are directed towards a choice more similar to their Italian peers with respect to the foreigners born abroad.

### How much does social status affect things?

Still today, coming from more well-to-do families with better paid jobs and higher study qualifications represents an undeniable advantage for the future of young people also in terms of work.

#### Social status influences school choices...

The family of origin influences the school

and professional choices of the children, immediately directing them to take steps after middle school. When looking at the data of the 2011 Istat surveys on the study and work courses of the high school graduates of 2007, from which it is possible to create a concise indication based on the study qualification of the mother and father and on the job that they do <sup>5</sup>, it appears that having educated parents with highly qualified jobs results in a greater inclination towards secondary schools focusing on humanities than for class mates who come from families with less qualified parents. In Veneto, the young people who graduated from high school in 2007 with high level family backgrounds declare to have been enrolled in a secondary school focusing on humanities in 53% of cases compared to 16% of youths with lower level backgrounds who preferred the technical (45%) and vocational institutes (28%).

Over the last three years the differences based on social status seem to have slowly decreased, contributing to the gradual shift to secondary schools focusing on humanities which has been observed over the last years: in 2004 the number of Veneto high school graduates with a high level background who declared to be enrolled in a secondary school focusing on humanities was more than 42% compared to those of young people with a low level background; in 2007 this difference decreased to 37 percent mainly due to an increasingly greater amount of youths with families of medium low profile that decide to undertake the secondary school focusing on humanities route. If then, on one hand the young people with a high level background finish middle school with better results than the others, on the other hand the influence of the family is also evident in the school results: a fourteen

year old who finishes middle school with a medium low mark enrolls at vocational schools in 39% of cases if they come from families with low level backgrounds but only in 16% of cases if they come from families with high level backgrounds. Vice versa if a youth obtains a medium high mark he/she will almost definitely choose a secondary school focusing on humanities if the family of origin has a high level profile and if not, a technical institute.

39% of 2007 graduates passed the high school exam with a mark above or equal to 80%, a percentage that increases to 44% for those who attend secondary schools focusing on humanities, drops to 37% for technical institutes and to 32% for vocational institutes. Also at this stage of one's education the influence of one's family can be noticed, above all as a direct consequence of the choices made five years before.

As there are few young people with a low social status who decide to enrol in a secondary school focusing on humanities, those who do are more motivated and determined compared to their class mates with a high social status: for this reason the secondary school students whose parents are not graduates and do not have particularly skilled jobs achieve a higher average mark than the others: on average 80% compared to 76% with half reaching and exceeding 80%. By comparison few pupils with parents with degrees and highly qualified jobs undertake a vocational route: those who do are probably more supported by their family and achieve high results (average result of 74/100

#### ...and professional ones

compared to 72/100 of youths with a lower status).

At the end of the high school studies, around one school graduate out of two continues the educational path, enrolling at a university. Clearly this value depends on the type of diploma obtained: 73% of the secondary school students (including the teacher training and artistic institutes) continue with their studies while the figure is 36% of graduates of technical schools and only 16% of graduates of vocational institutes which are more aimed at the job market. Considering this choice as more than being strictly linked to the school attended, it is observed that access to the university system is not the same for children of workers and directors or freelance professionals: the diploma being the same, young people with a high social status are more inclined to continue their studies. This phenomenon is more evident with youths who finish a technical institute or a vocational institute: one

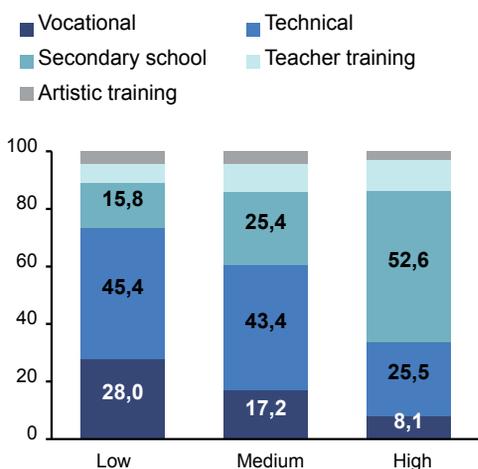
<sup>5</sup> In particular, a score from 1 to 4 has been assigned for study qualifications achieved both by the father and by the mother (1 primary school qualifications, 4 degree or secondary school qualification) and again a score from 1 to 4 for their employment situation (1 worker or unemployed, 4 director or entrepreneur). The score relating to a study qualification of the parents has been squared, as it is believed that this variable represents the cultural background of a child and has a greater impact on his/her scholastic and educational path than the



**INFLUENCE OF THE FAMILY OF ORGIIN**

**THE CHOICE OF A HIGH SCHOOL DEPENDS ON FAMILY BACKGROUND...**

Choice of high school type made by the 2007 graduates by family background. Veneto



**... AS DO SCHOOL RESULTS ...**

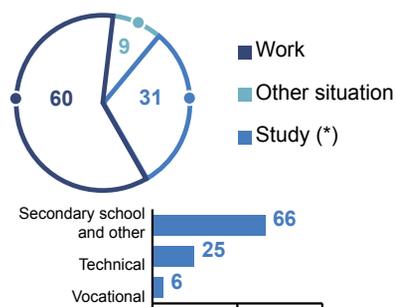
% 2007 graduates with mark of 80/100 or more by school and family background - Veneto

	Low	Medium	High	Total
Vocational	27,2	36,9	42,8	32,2
Tecnici	31,7	43,8	37,2	37,1
Secondary School	50,3	43,4	42,9	44,5

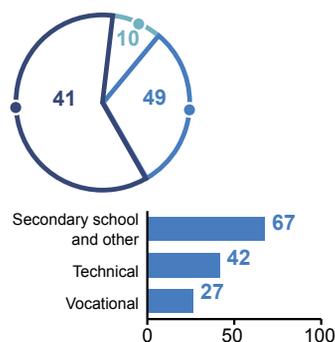
**... AND CAREERS**

Graduates of 2007 by employment situation in 2011, type of diploma and family background. Veneto

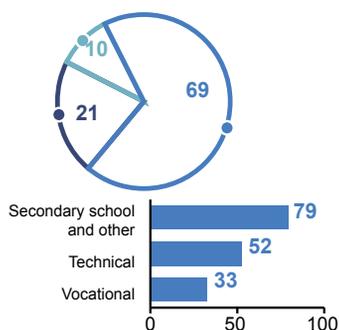
Family background: low



Family background: medium



Family background: high



(\*) Graduates who study and work are included

Note: The histograms represent how many young people by type of school attended have decided to continue to study: for example, out of those who have a low social status and have graduated from a technical institute 25% have decided to continue their studies.

Source: Processing by Veneto Region – Regional Statistical System Section on Istat data

employment situation, associated instead with the financial background. A factor analysis has been applied to these scores from which the final indicator of family background has been obtained which varies from 0 (both parents workers with middle school diploma) to 100 (both parents are directors or entrepreneurs with a graduate or postgraduate qualification). The indicator has then been divided into three classes, i.e., low, medium, and high background.



technical expert out of four coming from families with a low background enrolls at a university. This figure is higher than 50% among those from families with a high background; out of the vocational school graduates 6% of young people with low social status continue their studies compared to 33% of young people with a high social status.

In conclusion, still today the school choices of young people and their subsequent career choices are often influenced by the family of origin rather than the natural inclinations of the person; to be born in certain environments rather than others still makes a difference and at age fourteen the path of a young person seems in a certain sense to already be determined: if his parents have a degree and a highly qualified job he will most likely enroll at a university (7 young people out of 10 do this), irrespective of the school attended. However, if his parents are less educated and perform more simple work, he will more or less have the same probability of entering the job market (6 young people out of 10 decide to work).

### 9.2 Skills for wellbeing

If better levels of skills and knowledge result in growing efficiency of the production system and of the level of wellbeing, it is also true that a greater availability of resources favours and promotes the growth of human capital. The push towards a society founded on knowledge and the development of skills on one hand generates an effect on productivity, increasing the efficiency of use of production factors and, on the other hand, favours the ability of individuals to make intelligent and efficient economic decisions and understand the behaviour of consumers, sustaining the social progress and wellbeing of the population.

#### Different study qualifications, different careers

The risk of job loss or unemployment seems to decrease on the basis of higher levels of schooling.

The level of schooling is an important factor both in the job search stage and in keeping the job. In fact the possession of an advanced study qualification pays

**Higher study qualifications, less risk of job loss and less unemployed**

off in the job market in terms of greater employability and higher pay. If we consider the

unemployment rate in Italy at ages 15-34, namely when people initially approach the job market, it is clear that higher study qualifications correspond to lower levels of unemployment: in fact in 2012 this passes to 14.7% for young graduates to 18.9% for high school graduates to 24.8% of those with a lower study qualification.

The unemployment rate is also different in Veneto: despite the fact that no significant differences are recorded between those with high school diplomas and university degrees, but rather the situation of the former is more advantageous, there is a significant gap with people of the same age who have not continued their studies: in fact, compared to a rate amounting to 10.8% for those who have at least a diploma and 11.3% for college graduates, those who have at most a middle school diploma are unemployed in 17.2% of cases.

An economic reading also highlights how the recent financial crisis has impacted significantly on the employment level and structure of Italy and affected different levels of schooling in different ways, showing a lower risk of job loss or a greater probability of success in finding one for the most educated sector of the work force. Both on a global level and in the younger age groups, it is evident that unemployment has increased considerably for less educated people in recent years. Considering the citizens in Italy aged 15 years and up, the growth of the unemployment rate between 2007 and 2013 increases as the level of study qualification decreases; the differences in Veneto are less significant although still present where there are lower levels of unemployment than other Italian regions (the second region after Trentino Alto Adige in 2013).

The same trend is shown for young people with their first work experience: investing in education pays off and availability on the job market is higher.

The number of months being unemployed also changes depending on education type, both for young people and for adults. In the 15-34 age group, namely at the start of one's working career, on average people for Veneto who graduated in 2012 declare to be at home without work for four months compared to

**The most educated are less often unemployed**

the six months of their peers.



For those aged 35-54, for the most part people with previous work experience or people who decide to place themselves on the job market due to the period of crisis, the gap is wider: better educated people declare to be without work since five months compared to around ten months for the others.

At a national average the situation is similar at adult age and is approximately a year while for young people a study qualification provides an undeniable advantage: 7 months of unemployment for those who have continued with studies after the diploma compared to 12 for those for who stopped after first level secondary school.

In short, young people are more unemployed, but stay less time without work compared to adults, also due to the different types of work contracts offered to them, especially if they have a degree. Age influences the job search but better educated people have better chances to get back in the game quicker.

Overall in 2013 the employment rate was much higher for educated people: in line with the national trend in Veneto 78.5% of graduates work and 71.5% of high school graduates work compared to 53% and 29% of those who have a middle school or lower

**More work for the more educated**

qualification. Vice versa, for the unemployment rate: in

our region it increases from 6.5% for those who have a college degree or more to 8-9% for those who do not have a high school degree; more significant are the differences at the Italian level that compared to a rate of 7.3% for college graduates show one of 15.4% for those who have a high school diploma and of 18.2% for those with a primary school qualification or no qualification<sup>6</sup>.

It is clear that it is increasingly more necessary to invest in human capital with adequate policies as already expressed in relation to the skills of adults, as Italy has an elderly population with study qualifications that are not high due to the low skills of the older age groups and there are more positive results in terms of employment for high study qualifications. In this way, a greater employability of the people contributing to the reduction of poverty and social exclusion is favoured as in objectives also set out by the Europe 2020 Strategy.

**The study qualification also affects income**

The level achieved in studies does not only impact on employability but also on income from work. It is considered that if having a job qualifies the person and a good salary definitely qualifies the life within the society, this leads to the confirmation again that possessing a good education not only contributes to the personal growth of the individual but it is a real growth path for the collectivity, a vehicle for development.

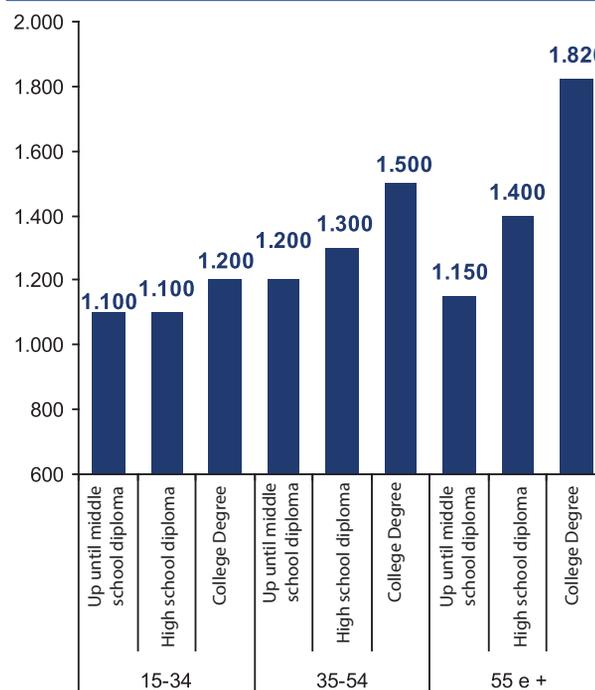
On average, in 2012 a graduate in Veneto, even if among those less paid in Italy, earns 22% more than

**Graduates have a higher salary**

a person who has a middle school diploma and 17% more than someone who

has a high school diploma; in Italy there are greater differences: the salary of a citizen with a high level of education is 35.5% higher than one with a low education and 24.2% above that of a high school graduate. The pay gap between less qualified and highly qualified workers tends to increase with age.

**Fig. 9.2.1 – Median pay of those employed by study qualification and age group. Veneto - Year 2012**



Source: Processing by Veneto Region – Regional Statistical System Section on Istat data

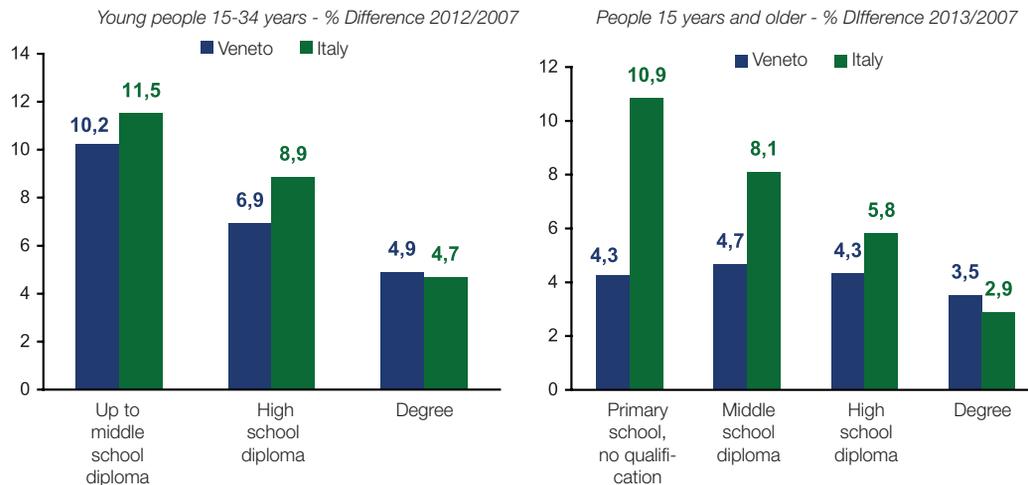
<sup>6</sup> Maggiori informazioni sul mercato del lavoro e sui livelli di occupazione e disoccupazione si trovano nel capitolo 2 paragrafo “Il contesto lavorativo”.



## THE VALUE OF EDUCATION FOR A CAREER

### THE WORKERS WITH LOW STUDY QUALIFICATIONS HAVE BEEN MORE AFFECTED

Rate of unemployment (\*) per study qualification. Veneto and Italy

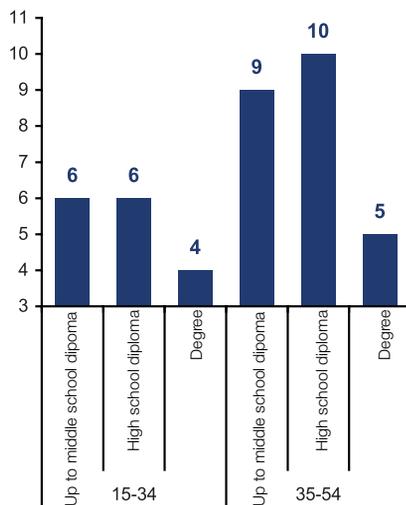


Rate of unemployment (\*) for young people 15-34- Year 2012

	Up to middle school diploma	High school diploma	Degree
Veneto	17,2	10,8	11,3
Italy	24,8	18,9	14,7

#### Graduates are better employable

Months in unemployment by study qualification and age. Veneto -Year 2012



#### The rate of employment is higher for educated people

Rate of employment ages 15-64 and rate of unemployment (\*) by study qualification. Veneto and Italy - Year 2013

	Up to primary school diploma	Middle school diploma	High school diploma	Degree and postgrad degree	Total
<b>Veneto</b>					
Employment rate ages 15-64	28,8	52,9	71,5	78,5	63,3
Unemployment rate ages 15 and up	7,9	8,9	7,1	6,5	7,6
<b>Italy</b>					
Employment rate ages 15-64	27,8	45,6	62,6	75,7	55,6
Unemployment rate ages 15 and up	18,2	15,4	11,4	7,3	12,2



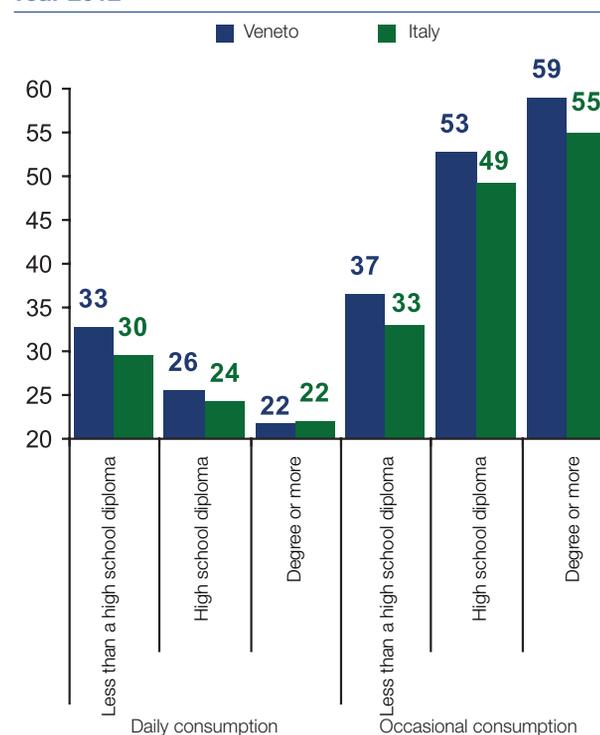
If at the start of their careers only around one hundred Euros divides them, in any case to the advantage of those who are more educated, with the passing of time the gap becomes increasingly wider, reaching seven hundred Euros for the people in their last career stages. To summarise, also from the point of view of the salary a degree is undoubtedly an advantage both in the short and long term.

### More education results in a healthier lifestyle

It will not be surprising but will be interesting to know that the more educated adults are almost always less likely to act in a way which is bad for their health. In fact, examining the link between the level of education and some social situations it appears that more educated people have fewer problems of being overweight and obese, are more physically active and smoke fewer cigarettes. This confirms the importance of education in combating bad lifestyles that compromise health but we must also recall the high concentration of the lowest level of schooling in the older population and how information and awareness of better lifestyles was less available in past decades.

Today there are many more educated people and communication is more evolved. Therefore, if on one hand better education may imply greater awareness of the factors which put health at risk, on the other hand we should also consider the generational factor and the cultural ideas that are behind it.

**Fig. 9.2.2 – People aged 25 and up by study qualification and alcohol consumption (per 100 people with the same study qualification). Veneto and Italy – Year 2012**



Source: Processing by Veneto Regione – Regional Statistical System Section on Istat data

In 2012, the people with more problems of being overweight or obese held a qualification less than the middle school diploma, more than one person out of two both in Veneto and at the national average, while those with least a diploma were considerably fewer.

**Tab. 9.2.1 – People aged 25 and up by some health risk factors and study qualifications (per 100 people with the same study qualification). Veneto and Italy - Year 2012**

		Overweight and obesity problems (*)	Do not do any physical activity	Smokes regularly	Heavy smoker (**)
Veneto	Less than high school diploma	52,9	33,2	18,2	[.]
	High school diploma	39,7	16,6	23,5	[.]
	Degree or more	33,6	8,6	18,1	[.]
Italy	Less than high school diploma	53,9	52,5	22,0	7,4
	High school diploma	40,5	32,6	24,5	4,9
	Degree or more	33,3	23,5	19,0	3,9

[.] Value not significant statistically.

(\*) In order to determine whether a person has weight problems their body mass index (BMI) is calculated, equal to the relationship between weight and the square of height (in metres). A person is overweight if the BMI is between 25 and 29.99 while if it is equal to or above 30 the person is obese.

(\*\*) Person who smokes more than 20 cigarettes per day

Source: Processing by Veneto Region – Regional Statistical System Section on Istat data



**More educated people are less overweight, are more active and their consumption of cigarettes is less**

Connection of sports/ physical activity: compared to an almost equally active population at all ages

from 25 to 70 years, in Veneto it appears that 33% of those who are without a diploma (52.5% in Italy) are not physically active compared to less than 17% of high school graduates and 9% of college graduates.

With regard to smoking both in Italy and in Veneto it is above all the high school graduates who are habitual smokers but the really heavy smokers, particularly those who smoke more than 20 cigarettes a day, are among the less educated.

Those who have a degree are less in the habit of smoking and consume fewer cigarettes. A separate case is found for the consumption of alcohol where perhaps the age and generation effect is more visible. If on one hand the daily consumption of alcohol is predominant among people without high school diplomas which describes the 'glass of wine with meals' habit of our parents and grandparents, on the other hand, occasional consumption and binge drinking, which is drinking several units of alcohol at a time, are popular mostly among educated and probably younger people who go out drinking and having fun with friends.

### 9.3 The opportunities of young people

For young people, and in particular for those who are committed to finding work, a good education is a valuable guarantee for making up for the lack of work experience, also in a period of crisis.

It is precisely in a period of recession like the current one that young people risk paying for negative effects more heavily, remaining too long out of the workforce.

#### The school to work transition

Considering the data of the Istat surveys on the school-to-work transition of graduates of 2007 interviewed in 2011, Veneto has better results than the national average. Out of the high school graduates who have found a continual job, those who have done it within one year of maturity are 74% compared to 68.6% for the whole of Italy and the percentage of three-year college graduates with a job about four years after graduation is 76% compared to 69% nationally.

In more detail Veneto, has the fourth lowest percentage of high-school graduates who at around four years after their diploma are job hunting: 8.7%, while 89% work or study and 2.3% are in other situations.

As already analysed in the paragraph on the influence of the family of origin, the choice of secondary school significantly influences the subsequent choice of a young person whether continuing their studies or aiming for the job market.

Going to college is more common for graduates of secondary schools focusing on humanities while young people who have completed a more vocational training are more inclined towards the job market. The type of study carried out also impacts one enrolled in a university: students coming from vocational institutes are more likely to drop their studies in Veneto, 25.7% of those with this diploma, followed by those with a technical diploma (15.5%) and few from secondary school students.

Overall, with respect to the Italian median, job hunting is less demanding irrespective of the school which

**Veneto high school graduates: some of the best work prospects and high job satisfaction**

the young person attended and satisfaction is higher for those who work

for money, the possibility of a career, job stability and being able to use the knowledge acquired in high school.

#### College graduates

Veneto also takes third place in the regional classification of the highest amount of college graduate workers with a steady job that started after their degree: almost 56% compared to the national data of 46.5% (Lombardy leads with 62%). Moreover, continuing one's university studies beyond the undergraduate degree pays off: a higher number of

**Lots of chances for graduates**

graduates find work, 83% of the graduates of 2007 with master's degrees declare to be working in

2011 and with higher salaries. 54% of graduates with a master's degree in Veneto earn at least 1,250 Euros and less than 15% are paid less than one thousand Euros compared to the values recorded by the young graduates with an undergraduate degree, respectively 45.7% and 27.6%.



### The employment situation of graduates of Veneto's universities

The most common degrees in Veneto are in the economic-statistical field which amounts to 15.5% of the total. This is followed by engineering and literature.

In order to focus on graduates of our universities and their employment situation, we can investigate the data from the survey "Employment condition of the graduates" conducted by the AlmaLaurea Inter-university Consortium. The graduates of all four Veneto universities feel the effects of the crisis: with respect to 2008, in 2013, one year from the obtainment of the qualification, there are fewer graduates who work, fewer young people employed in a stable job, more months searching for the first job and lower salaries. In particular, differences stand out in the amount of graduates of universities of Venice IUAV and Verona who are working one year after graduation: compared to five years ago there are around 9 percent less for both, although we must point out that Verona's employment data are the best out of all the Veneto universities in this case, almost two graduates out of three have a job.

On the other hand, with regard to the amount that find a permanent job, the universities of Padua and Verona show the highest reduction, even if they remain the Veneto universities whose graduates find a stable job more quickly.

However, if we want to perform a more complete evaluation of the employment trend among young people it is necessary to examine the average period. Considering those who graduated five years previous to 2013, the amounts of workers increase steadily and if then the number of graduates not job searching is added to these - perhaps because they are still on a university course or traineeship - a figure of 92-94% is obtained. Again, with respect to the values of graduates one year after graduation, in five years the number of young people job hunting is more than halved, while the number of people with a stable job is more than doubled, there is a large increase in wages and higher job satisfaction.

It goes without saying that the overall situation of the universities depends on the faculties available. If we consider the data one year after graduation, it is clear for example that some universities are more

**Tab. 9.3.1 – Employment conditions after graduation for students of Veneto Universities – Year of survey 2013**

Indicators	Padova		Venezia Ca' Foscari		Venezia IUAV		Verona	
	graduation	1 year after graduation	graduation	1 year after graduation	graduation	1 year after graduation	graduation	1 year after graduation
% of graduates who work	52,4	80,6	52,2	87,5	44,3	87,4	60,8	78,6
% who do not work or job search	29,1	11,4	26,5	4,2	32,1	2,0	21,7	15,4
% of graduates who do not work but job search	18,5	7,9	21,3	8,3	23,6	10,7	17,5	6,0
% of graduates who do not work or job search but are taking a university course/ traineeship	25,8	7,5	22,3	1,7	27,5	0,6	18,7	11,4
Time between starting the search and finding the first job (averages, in months)	2,9	5,2	3,2	5,2	2,6	4,2	3,0	5,0
% of graduates with a stable job	30,7	69,5	26,4	72,5	29,9	76,2	30,3	74,0
Monthly net salary (averages, in Euros)	942	1.355	865	1.352	782	1.206	1.000	1.404
% of graduates who consider their degree very effective in their jobs	44,7	63,9	28,2	48,6	44,1	68,5	48,0	55,4
Job satisfaction (averages, scale 1-10)	7,1	7,6	6,8	7,5	6,9	7,2	7,3	7,6
% of employed graduates who are job hunting	37,9	27,4	40,1	30,2	40,6	34,7	39,0	25,8

Source: Processing by the Veneto Region – Regional Statistical System Section on AlmaLaurea Inter-university Consortium data



likely than others to not have their graduates search for a job straight away but continue with another university course or traineeship. As with the graduates of Medicine of Padua and Verona five years after graduation.

5 years after graduation, those who have studied economics and statistics, engineering and sciences are easier to employ (between 93% and 99% of the graduates); good prospects of stabilization in the economic, medical, engineering and law field and high salaries for the first three. A good employment situation is also shown for young people who have studied Pharmacy in Padua and Architecture in Venice. There are excellent results achieved from Padua' graduates

**A degree in economics means high employability and good working conditions**

in Economics: 99% of them confirm to be working five years after graduation, 92% have

a permanent job and the average salary is almost 1,750 Euros. Young people specialized in more humanistic fields have more precarious and less well paid jobs.

### One of the best employment situations in Italy<sup>7</sup>

As a whole, the unemployment situation in the Veneto region although the youth unemployment rate has

**25.3% youth unemployment rat: the third lowest in Italy**

steadily risen, like in the other Italian regions, it was 25.3% in 2013, that is, third lowest in

the classification table of regions is one of the best in Italy Top is Trentino Alto Adige with 16.7% and in second place, Friuli Venezia Giulia with 24.2%.

Moreover, despite the fact that the crisis has resulted in ever more critical values being recorded, the Veneto region is third place in 2012 for the percentage of 20-34 year olds employed with an open-ended contract, equal to 76%, compared to 85% however in 2005 (we should wait if we want to have up-to-date figures on this).

In particular, young people are mainly hired in the service sector, but many are also employed in the hotels, restaurants and cafés sector, too. Just think that 29% of really young workers were hired in the latter

sector in 2012, but overall conversion to open-ended contracts is more prevalent, besides in the service sector, in industry.

As the number of young people hired in the past few years is going down, fewer and fewer stable contracts are being offered to our young people, who are hired initially mostly with fixed-term contracts: 54% of 15-29 year olds hired in Veneto in 2013. Temp work (supply) contracts are also most popular among the

**Table 9.3.2 - Spread % of 15-29 year olds hired in Veneto broken down by contract type - 2008:2013**

	Open-ended contract	Apprenticeship	Fixed-term contract	Supply contract	Total number of employees
2008	16,1	18,9	46,1	18,8	100,0
2009	13,1	16,5	53,0	17,4	100,0
2010	11,2	17,1	50,7	20,9	100,0
2011	10,5	16,8	50,2	22,4	100,0
2012	10,5	15,5	52,5	21,5	100,0
2013	9,5	13,2	53,9	23,4	100,0

Source: Processing by Veneto Region - Regional Statistics System Section on Veneto Work data

**Table 9.3.3 - Young people aged 15-24 hired overall and under apprenticeship contracts in certain regions - 2011 and 2012**

	% apprentices out of the total number of people hired 2012	Those employed as apprentices Change % 2012/2011	Total hired - Change % 2012/2011
Campania	8,4	21,9	6,0
Emilia Rom.	20,1	-15,4	-7,7
Lombardy	12,7	-16,7	-9,0
Marche	22,4	-25,1	-7,7
Piedmont	17,0	-14,1	-10,5
Sardinia	5,5	11,1	13,8
Trentino A.A.	9,3	-7,8	-8,7
Umbria	20,9	-13,0	-9,0
Veneto	20,9	-19,8	-10,7

Source: Processing by Veneto Region - Regional Statistics System Section on Veneto Work data

<sup>7</sup> More information on the employment situation of young people can be found in chapter 2 in the section "The working environment" and in chapter 3, section "Promoting employment and supporting workers' flexibility"



very young and young workers, whereas internships, as redefined by the recent law 92 (known as Riforma Fornero) that modified the rules on contract duration, number of working interns and policies of promotion for apprentices, are being used less in recent years and have suffered a much more pronounced slowdown with respect to the overall situation of all employment contracts for the youth age group.

The use of apprenticeships varies from region to region. In 2012, for example, they were used for 15-24 year olds Veneto in 21% of cases; they were also widely used in the Marche region (22%), in Umbria (21%) and in Emilia Romagna (20%), while they were used less frequently in Sardinia and Campania.

## 9.4 From women's opportunities to women as an opportunity for growth

Educational qualifications play an important role in female employment, too: if we take women aged 15-64 years old, 55% of women are shown to be working, but this percentage is heavily dependent on the level of education. A woman with a university degree works in 73% of cases, compared to 64% of those with school-

**Table 9.4.1 – Female employment rate (\*) by qualification and women's family situation expressed as a percentage. Veneto - 2012**

	Max. intermediate	School leaving certificate	Degree	Total
<b>Women aged 15-64 years</b>				
Employment rate	39,0	64,5	73,3	55,0
<b>Women aged 25-54 by family situation</b>				
Living alone	5,3	8,4	13,6	8,2
Living with parents	7,3	12,3	23,0	12,4
With partner and children	63,3	57,9	44,8	57,6
With partner, no children	14,0	13,1	12,6	13,3
Single parent	6,9	6,3	4,7	6,2
<b>Total women</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>
(*) Employment rate = (Employed/Reference populations) x100 Source: Processing by Veneto Region – Regional Statistics System Section on ISTAT [State Statistics Institute] data				

leaving certificates and, most significantly, 39% of women who have intermediate-level education at most.

However, with respect to this, the fact that older people have inferior qualifications and the changing culture of women, mothers and housewives should be kept in mind, as stated on more than one occasion in this chapter.

**There is a strong link between work, education and family status**

Work and education are also connected with women's family situation,

although the cause-effect link between these is not always clear: women with university degrees have higher employment levels, but at the same time, they are often single or, if young, living at home with their parents.

Conversely, fewer women with low-intermediate qualifications work, but a greater percentage of them live with a partner and have children. It is therefore clear that employment and family do not go hand in hand and that finding a balance between these areas is tricky.

### The work-family life balance

Reconciling work and family life means allowing everyone to make job decisions without compromising family decisions, and vice versa, to make family decisions without compromising job decisions. This is clearly mainly a problem for women, because they are implicitly required to be companions, mothers and workers. These statuses can be incompatible at times: due to the lack of services and flexible contracts, women are forced to choose between working and having children, between spending their time at work or with their family. In 2012, 60.2% of women in the Veneto region aged 15-54 years were employed, but this rose to 65.2% if only women living with a partner were counted. The differences become evident when families with dependent members are analysed: women without children are indicated as the most employed (employment rate of 72.8%, rising to 90% if only university degree holders are taken into consideration), while moms are more frequently left outside the labour market (employment rate of 64%, 51% women with low qualifications only). In connection with this, 41% of unemployed women in the Veneto region state that they are not looking for work because they have to look after their children or other dependent persons; among these, almost 20%, or rather, 15 thousand women, cannot look for work because the care services for children and the sick are inadequate.



These women could therefore work if they were offered a network of services throughout their local area to relieve them of their duties towards dependent family members: we are talking about 15 thousand women who would swell the ranks of work forces, thereby contributing to increasing the well-being and quality of life in our region. In this way, the employment rate of

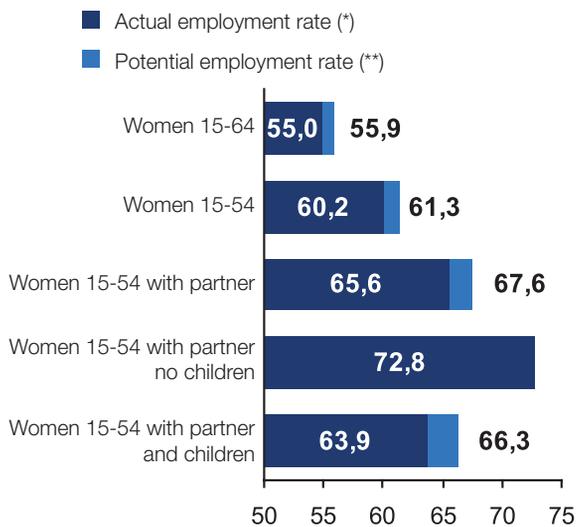
**The more care services there are, the more likely it is that women will work**

women aged 15-54 would rise from 60.2% to 61.3%, a small step towards

attaining the goals of the Europe 2020 strategy, which works to promote an economy with a high employment rate that facilitates social and territorial cohesion.

With this in mind, we should not forget that Italian Law no. 53/2000, concerning provisions in support of maternity and paternity leave and of the right to care and education and for organizing time in cities, requires that municipal authorities with more than 30,000 inhabitants develop a "Timing plan": this is a plan to guide the timing of city life in terms of working hours, opening hours to the public of public and private services and commercial outlets, with the aim of improving the citizens' quality of life.

**Fig. 9.4.1 – Female employment rate (\*) and potential employment rate (\*\*). Veneto - 2012**



(\*) *Employment rate = (Those employed / Reference population) x100*

(\*\*) *The potential employment rate has been calculated by adding the number of unemployed women who declare that they are not looking for work because the care services are inadequate for the number of working women.*

Source: Processing by Veneto Region - Regional Statistics System Section on ISTAT [State Statistics Institute] data

As an alternative to inactivity, part-time work is a useful way of balancing work with family life: in 2012, 4 in 10 women with children in Veneto did part-time work and only just under half of these chose part-time to commit themselves to taking care of children or the elderly. If we look even further into this, we find that 16 thousand women feel forced to work part-time because, once again, the care services in the local area are inadequate. It is therefore crucial to invest in facilities for children and the elderly if the employability of women is to improve: two results would come out of doing this – women would be able to enter the labour market more easily, and those already working would be able to do so full-time.

### Inconvenient hours

Family difficulties are greater when parents are made to work inconvenient hours, such as in the evening, at night or during the weekend. These are times when children and teens are free from educational commitments. On the one hand, this means that it is complicated to organise family life, on the other, this is important time lost in which parents and children could be together.

If we are to consider, therefore, couples with children where both the man and the woman are employed, we find that in one family in three residing in our region in 2012, at least one of the two parents work in the evening. This goes down to 18% for night work.

Fathers are in any case more affected by shifts at inconvenient hours. They find themselves having to work in the evening and at night in 19% and 12% of families respectively (compared to 9% and 4% of mothers).

The weekend, and especially Sunday, is when families can spend more time together. This time together is slowly diminishing due to the ever increasing tendency of shops to open on a Sunday.

At least one parent in two out of three families works on Saturdays and in another family in three, at least

**In 6% of families with children, both parents work on Saturday and Sunday**

one parent works on Sundays: if we combine these two

data, we find that in 6% of families with children, both parents work on both Saturdays and Sundays, only the mother is employed during the weekend in 7% of families and only the father in 11% of families.



The restaurant and café sector obviously requires its workers to be more available during the weekend 9 out of 10 fathers who work in hotels or restaurants are obliged to work on Saturdays and Sundays, and this proportion goes down to 7 out of 10 mothers for Saturday work and 5 out of 10 for Sunday work.

The sales industry also involves inconvenient shifts, but the figures vary depending on gender: men employed in the sales industry work on Sundays in only 14% of cases, which is below the regional average of 20%, while women in the same sector work on Sundays in 27% of cases. With this in mind, it is interesting to remark how women working on Sundays in the sales industry have grown by ten percentage points in seven years.

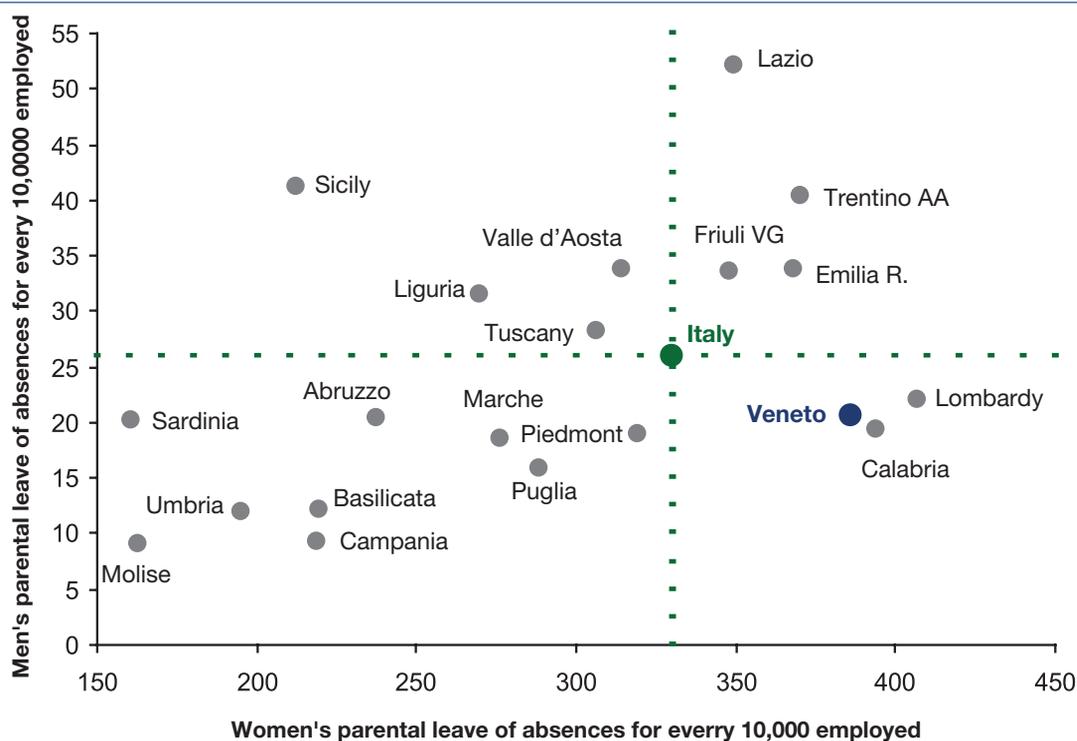
### Parental leave

Work and family life are tricky to balance due to problems run into at work and the lack of care services in support of the family. We should consider the matter of role organisation within the couple, or rather, family duties: it is traditionally up to the woman to look after the children and take care of the house, to the detriment of her likelihood of establishing herself professionally.

From a regulatory viewpoint, on the birth of her child, the mother is entitled to maternity leave for a total of 5 months, while the father only gets one day, to which another two days may be added but which are deducted from the mother's leave. This option was introduced by Italian Law no. 92 of 2012 (the Fornero Law) as a parenting support measure, but other European Countries definitely give more: the father is entitled to two weeks in France, Belgium, Denmark, Sweden, Poland, Estonia and Great Britain; three weeks in Spain, four in Lithuania, nine in Finland and as many as thirteen in Slovenia.

After the statutory maternity leave, the parents are allowed optional parental leave before the child turns 8 for a total period of two to ten months, paid at 30%. It is almost always the mother who takes advantage of this, but from a regulatory viewpoint there is nothing preventing fathers from taking time off work. Just under 31,300 parental leaves were granted in Veneto in 2012: 92.4% of these were used by women and 7.6% by men. The percentage of men is much higher on a national level, reaching 11%, but it touches 30% in some regions, such as Sicily. The situation is in any case changing rapidly and men seem more and more

**Fig. 9.4.2 - Parental leave for every 10 thousand people employed in the private sector, by sex and region - 2012**



Source: Processing by Veneto Region - Regional Statistics System Section on ISTAT [State Statistics Institute], Inps [National Welfare Institute] and the State General Accounting Office data



inclined to apply for parental leave: the number of men taking time off work in the Veneto region has gone up by 63%, which is not far off the increase observed in Italy as a whole.

Overall, it is estimated that 386 women in every 10 thousand women employed and 21 men in every 10 thousand men employed benefited from parental leave in Veneto in 2012. Practice varies greatly from region to region in Italy: some regions, such as Molise and Umbria, typically have fewer applications for leave from both men and women, while others, such as Lazio and Trentino Alto Adige, stand out for greater demand. A group of regions, the most significant one being Sicily, stands out for having a number of paternity leaves that is below the national average and at the same time a smaller percentage of maternity leaves. Veneto, together with Lombardy and Calabria, have an entirely different situation, with fathers less inclined to take time off work after the birth of a child and mothers being more inclined to do so.

## What are the advantages of a good level of education and good skills?

Good education is an important tool in an unstable labour market: higher levels of schooling are associated with a lower risk of unemployment, including in terms of re-employability, as it does not take an individual with a university degree as long to find a new job. This applies to young people, too: investing in education brings about results and makes young people more desirable on the labour market. The better the qualifications, the better the income, and the more likely it is for people to follow more healthy lifestyles (with a smaller risk of being overweight or smoking).

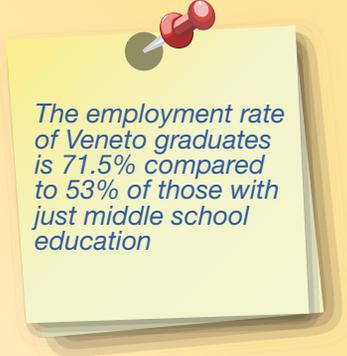
## What opportunities are there for young people and women?

The employment situation of young people is less worrying in the Veneto region than it is in other Italian regions, even if the unemployment rate is still above the danger level. Young people are mainly hired in the service sector in our region, but also in the hotels, restaurants and cafés sector. Among university degrees, studies in economics and statistics, engineering and education offer the greatest employment potential.

The female employment rate goes up the better the qualifications are and is linked to family status: women with university degrees have high level employment, but at the same time they are often single or, if young, still living with their parents. It is hard to find a balance between family and work: women with no children are the most employed, while moms are more likely to be outside the labour market.



*Young people from Veneto are among the most proficient in the national ranking table*



*The employment rate of Veneto graduates is 71.5% compared to 53% of those with just middle school education*



*The youth unemployment rate in Veneto is 25.3% - the third lowest in Italy*



*76% of employed 20-34 year olds in Veneto are hired with open-ended contracts*



*In 6% of Veneto families, both parents work during the weekend*