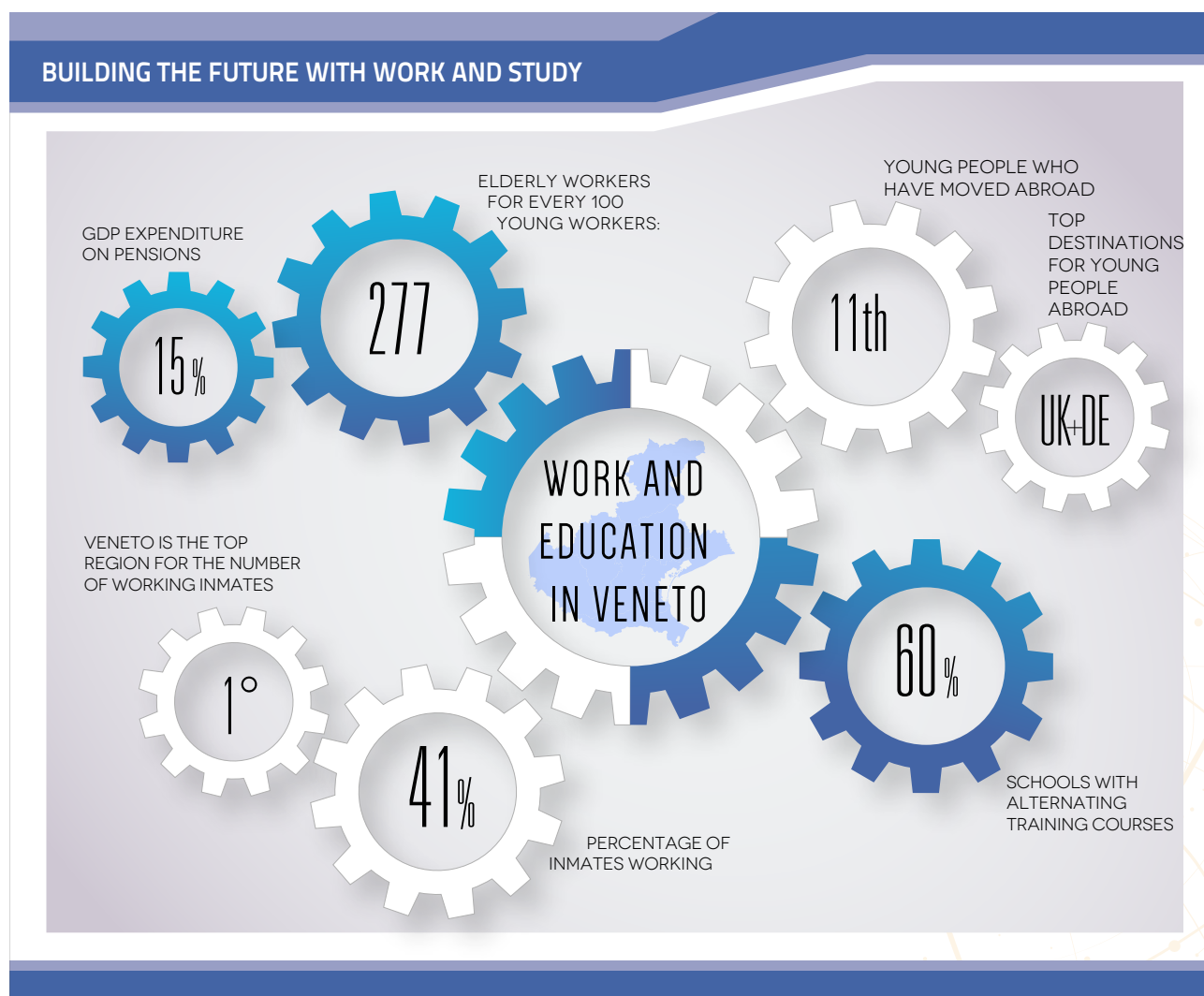


Chap.4 – Work and Education: Two Environments, Many Connections

The objective of this chapter is to present the topic of work and education, covering it as a knot of an important interweaving between different aspects that concern demographics, economy, social mobility and integration.

First of all, work must be read in the light of the intergenerational connections, as the demographic and economic aspects have profoundly altered the balances that had been created over the years. In particular, the aging population, the regulatory changes to pensions and the economic crisis which affected young people the most, are quickly increasing the average age of employed persons: it is sufficient to point out that in 2005 there were 97 elderly workers per 100 young workers, a value that has increased to 277 in 2014. Faced with these changes, young people are trying to increase their chances of success through study, enrolling in University more frequently (the number of graduates from Veneto have increased by 2% in just a year) and in many cases emigrating abroad: in the three year period 2012- 2014, 11 thousand youths from Veneto moved to another country.

Studying and training are essential tools for remaining connected to society, especially for the part of the population at risk of exclusion: as an example of social integration, in recent years the number of inmates involved in work activities in Veneto has increased from 27.1% in 2005 to 41.3% in 2015, and there were many training courses activated in various employment sectors in correctional facilities.





Aging makes the sustainability of the pension system critical

the pension system critical, based on the contributory load of an active population which will be increasingly insufficient compared to the growing number of those who receive insurance benefits for old age.

Values near to 100 express a balanced situation. In 2014 it is already evident that it is critical to keep the working capacity of our country and our region constant: in Veneto potential elderly workers exceeded incoming young people by 35 units (in 2005 there were 33 more). And, according to Eurostat demographic forecasts, these issues seem destined to grow until 2026 when those born in the baby boom period will have moved into the elderly age bracket. With the loss of this generation, it is estimated that this imbalance will worsen, going on to record an index of 115 in Veneto in 2060; in any case the elderly component will continue to weigh significantly on the population: in fact 29% will be elderly.

Another index that represents the degree of aging in the working-age population is the structural indicator of the active population, or rather the percentage ratio between the oldest part of the working-age population (40-64 years) and the younger part (15-39 years). In 2005 this index highlighted an almost balanced situation in Veneto between the parts (106), but in less than 10 years this underwent an increase so significant that in 2014 the rate was recorded at 139, still due to the majority of those born from the baby boom passing into the 40-64 age bracket.

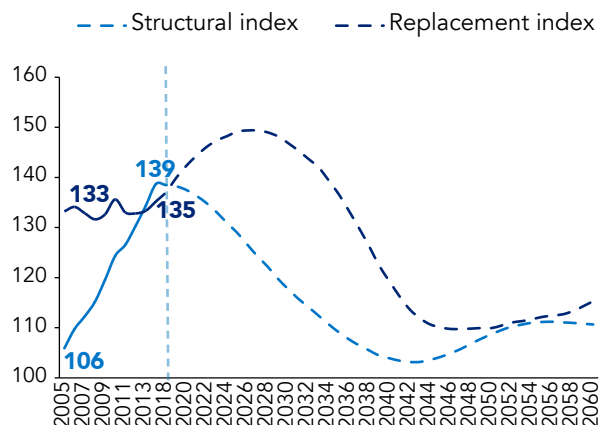
The fact that the working-age population is elderly is increasingly evident if we analyse the same indices by only considering the employed part of the population. In less than ten years the replacement index of those employed in Veneto went from the

As explained in the third chapter of this Report, the Italian population is destined to age. From the point of view of an interconnected demographic system, the evolving trends expected for fertility, mortality and migratory movements indeed anticipate a population age structure that is increasingly distant from the “pyramid” graphic representation with a large base (high birth rates) and a narrow point (low mortality rates in old age). For decades the increasing longevity and the lower reproduction rate have been the determinant of a reconfiguration of the age structure of the Italian population first to “amphora” shaped (for the progressive aging of the baby boom generation) and then “mushroom” shaped in the medium and long term future, in view of a further and progressive imbalance in favour of older ages¹.

The generational imbalance in the job market

¹ For further information on the aging population please refer to Chapter 3 of this Report

Fig.4.1.1 – Replacement index and structural index of the active population (*). Veneto – Years 2005:2014. Forecasts for 2015:2060.



(*) Replacement index = (population 55-64 years/ population 15-24 years) x100 Structural index = (population 40-64 years / population 15-39 years) x 100

Eurostat forecasts were calculated using the population at 31/12/2012 as the basis.

Source: Veneto Region Processing – Directorate of Regional Statistical System on Istat data and Eurostat forecasts

An increasingly aging active population

value of 97 recorded in 2005, therefore showing a situation in which employed young people were present in greater numbers than those aged 55-64, to a value of 127 in 2008 and then to 277 in 2014. The trend is similar if we examine the structural index. Among other things it is interesting to highlight the gender gap. At the beginning of the century we saw a certain female entrepreneurship, also driven by European and national strategic policies which aimed to increase women's work participation for a greater sustainability of the job market (consider the objective, which is still far off, stipulated by the Lisbon strategy of reaching a female employment rate of 60% by 2010): in the face of a portion of the female population aged 55-64 years that is over a third greater than the portion aged 15-24 years (in fact, the replacement index of the Veneto female population was 137 in 2005), employed young people from Veneto exceed their colleagues who are potentially ready to retire by almost 30 units, a figure which stands against the male structure that is more in favour of the elderly age bracket. Another influence towards the cultural change in women's relationship with work is the decreasing number of

housewives and the increasing number of active women. In 2014 the gap decreased and the situation was reversed in favour of greater employment of those aged 55-64 years old, both for men and for women.

Tab 4.1.1 – Replacement and structural index of the active population (*) by sex of those employed. Veneto – Years 2005, 2008 and 2014

		Replacement index in the active population	Structural index
2005	Males	118.5	96.1
	Females	70.5	75.7
	Total	97.4	87.3
2014	Males	281.0	162.5
	Females	269.9	149.9
	Total	276.6	157.0

(*) Replacement index = (population 55-64 years/ population 15-24 years) x100 Structural index = (population 40-64 years / population 15-39 years) x 100

Eurostat forecasts were calculated using the population at 31/12/2012 as the basis.

Source: Veneto Region Processing – Directorate of Regional Statistical System on Istat data and Eurostat forecasts

Crisis and aging: an alarming combination...

What could be the causes of this phenomenon?

Let's try and explain.

The notable variation in the replacement index of the employed population among those who are potentially about to retire (55-64) and those who are about to enter the world of work (15-24 years) is due to several factors that have acted simultaneously, but in different directions on the two components of the indicator, or rather the youngest and oldest employed people.

...there are less young people working...

From 2005 to 2014 employed people from Veneto in the 15-24 age bracket decreased by 37% with a loss of over 60 thousand units, in the face of a growth in this population age bracket of 4.4%.

This debacle is due to the economic crisis, the difficulties in finding work, particularly for young people, and the increase in education, factors which are also correlated as the lower availability of jobs drives young people to pursue studies. As evidence

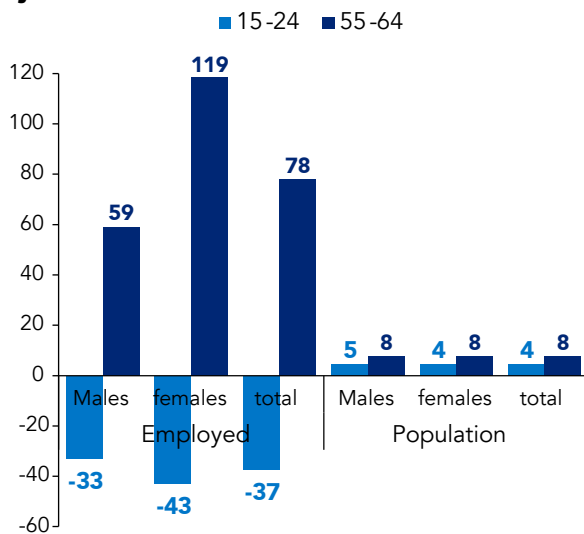
of this, the tertiary education rate in the 30-34 age bracket, or the portion of graduates out of the total youths of this age bracket, increased by 7 percent between 2005 and 2014, going from 16% to 23%.



**...more elderly
are employed**

On the other hand, the regulatory changes to pensions related to financial sustainability issues connected to the aging population and lower fertility, the European recommendations on the increasing employment among people in older age brackets and greater female participation in the job market have led to an increase in the number of employed persons in the 55-64 age bracket: in fact, the number has increased by 78% in 10 years. The aging population and its close relation with the job market has led to reasoning on policies towards the start of the century aimed at retaining older people in the employment market.

Fig. 4.1.2 – Percentage change 2014/2005 of employed persons and the resident population by sex. Veneto

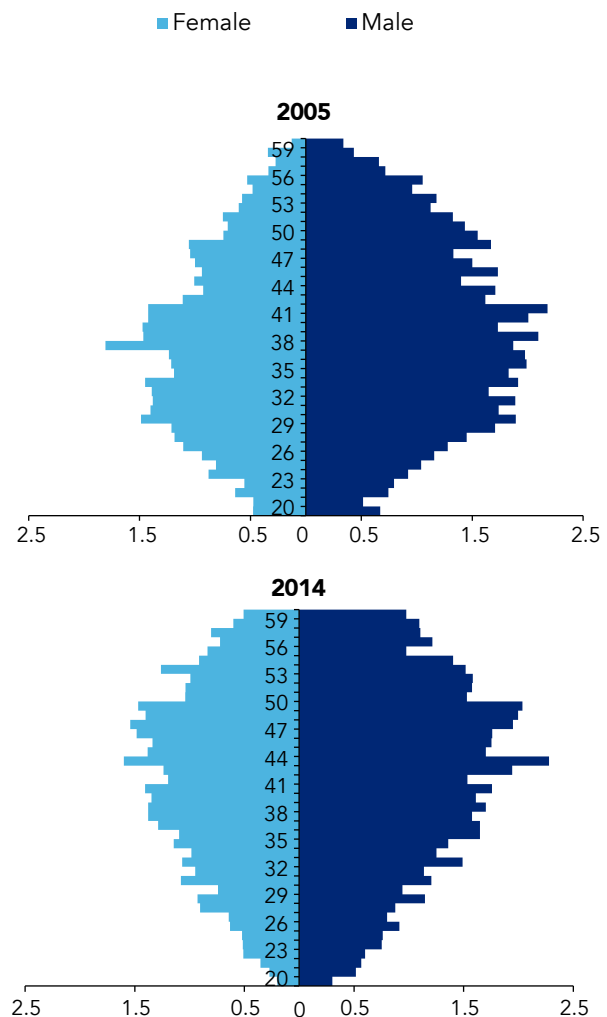


Source: Veneto Region Processing – Directorate of Regional Statistical System on Istat data

On the one hand, in the European context, the Lisbon strategy stipulated the objective of an employment rate of 50% in the 55-64 year old population by 2010, on the other hand there have been many reforms in our country, beginning from the start of the nineties, aimed at sustainable pension spending. Among the various measures these policies raised the minimum pension age, considering the assumption that a later retirement would enable

limitation of the increase in the dependency rate among the elderly produced by aging and would reduce the dynamic of pension spending. This is how between 2005 and 2015 the employment rate of those aged 55 to 64 went from 31.4% to 48.2% in Italy and from 27.4% to 46.8% in Veneto. The two components of the replacement index have, therefore, changed radically in the last ten years, following divergent dynamics: the elderly component, the numerator of the index, has grown greatly and the youth component, the denominator, has significantly decreasing. Only considering the female

Fig. 4.1.3 – Employed population by sex and age. Veneto – Years 2005 and 2014



Source: Veneto Region Processing – Directorate of Regional Statistical System on Istat data

population, these changes have been even more accentuated: in fact, in recent years female employment has increased to the detriment of the crisis and conversely to male employment, and at the same time pension reforms affected women more, beginning with the elimination of baby retirement, through which it was possible to retire from work with 14 years 6 months and 1 day of contributions. For this reason, Veneto employed males aged 55-64 increased by 59% while the same group of females increased by 119%. It is therefore clear that the replacement rate has increased, especially for the female component, going from 71 in 2005 to 270 in 2014.

The changes to the employment structure are obvious in the figure below which shows the pyramid by sex and age, a graphical representation that is normally offered to describe the general population, as mentioned in the previous chapter. In less than ten years the "belly" of the diagram has moved towards older ages, narrowing the base and widening the peak of this pyramid.

Therefore, the employed population is balanced on a narrower base which will find it difficult to balance a structure that is so upwardly imbalanced.

In Veneto the pension system is more sustainable

In 2013 Italy allocated 16.9% of GDP to pensions, Veneto allocated 14.6%

This complex entanglement between the emergency of

aging and the crisis highlight the need for political action aimed at encouraging more prudent management of pension savings, improving the sustainability of public finances in the long term.

For a greater understanding of the phenomenon it is useful to know the starting point for Italy and our region and to this end we shall report some data relating to pensions and their beneficiaries. According to ISTAT data, in 2013 Italy allocated 16.9% of the GDP for overall pension spending, while Veneto stopped at 14.6%. A lower percentage was only recorded in Trentino Alto Adige (12%), Lombardy (13.4%) and Valle d'Aosta (13.5%): this is a positive result, as a larger part of the wealth produced can be allocated to other uses and services for citizens. As the complete opposite, however, we find Calabria where 24.4% of the GDP is allocated to pensions.

Overall the portion of Gross Domestic Profit allocated to pensions has been increasing since 2003,

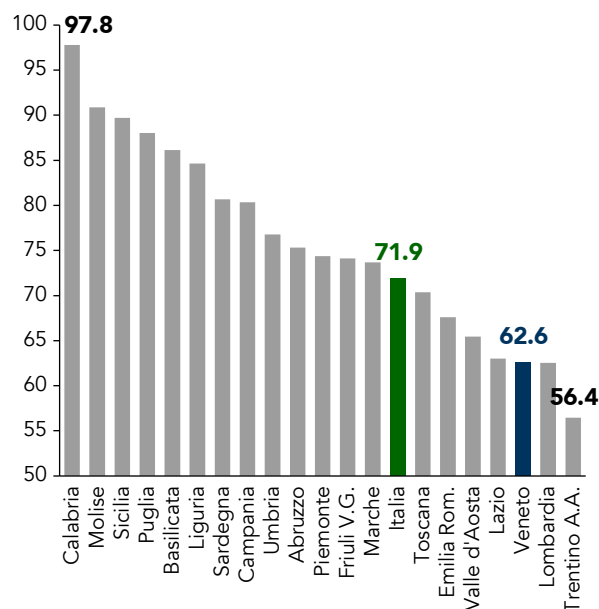
but according to European Commission forecasts pension spending will undergo a decrease over the long term and in 2060 it will amount to around 14%, thanks also to the effects of the latest reforms aimed at reducing this spending through the gradual increase of contributory and age requirements and the reduction in future pension checks².

In Veneto per 100 employed there are 63 retired....the third lowest share among the Italian regions

In Veneto in 2013 around 1.8 million pensions were provided. These were mostly

old age and retirement pensions (58.7%) and survivors' pensions (20.8%), minus assistance pensions (disability support, welfare pensions and war pensions) equal to 14.2% whose cost is entirely sustained by the State. An indication of the burden of the pension system is given by the pension rate, or rather the percentage ratio between the number of pensions and the resident population: in our region 36.3 pensions were provided for every 100 people, a value lower than that recorded nationally (37.6) and lower than that recorded the previous year (-0.7 percent).

Fig. 4.1.4 – Dependency ratio: number of pension recipients per 100 employed by region – Year 2013



Source: Veneto Region Processing – Directorate of Regional Statistical System on Istat data

² For further information please refer to Chapter 3 of this Report.

Since, however, one person may even receive several pensions, it is appropriate to analyse not only the pension trends, but also the individual beneficiaries, of which there were 1,278,745 in 2013, and take the ratio of pension dependents to employed persons as a measurement of the burden on the pension system. From a regional comparison it emerges that our region has a more sustainable system than others: in 2013, 100 employed people had to sustain 63 pension recipients against the 72 of the Italian average.

A better figure is only observed in Trentino Alto Adige with 56 pension recipients per 100 employed, while in Lombardy the figure is almost identical to our own. The most critical situations are however seen in the South where the indicator exceeds 80% and Calabria presents an almost equal ration between the number of pension recipients and people employed.

Financial sustainability of pensions and satisfactory standards of living for pension recipients, a disconnected network?

Clearly the important social consequences of the aging phenomenon also arouse attention.

While on the one hand the increase in the number of elderly people, also interconnected with the difficulties produced by the crisis, puts the financial sustainability of the pension system at risk, on the other hand we need to take care to ensure satisfactory standards of living for pensioners, in the spirit of solidarity between generations.

From an economic point of view elderly people are a vulnerable segment of the population, particularly women who encounter serious economic difficulties due to the on average lower and modest pensions.

On average a pensioner from Veneto lives with an annual income of around 13,000 euro (median income³), not even 1,100 a month, less even than the national situation (14,000 euros).

To assess the adequacy of the pensions provided and whether these allow pensioners to keep the same quality of life after retirement, the European Commission suggests a comparison between the economic conditions of people who have just entered retirement with those of people who will retire from work in a few years time, through the

³ The median is the central value of the income distribution, which divides people into two equal parts so that 50% of people are below and above this threshold.

ratio between their incomes (pension replacement rate⁴). Values near to 100 indicate that newly-retired people are ensured a pension that is little different to what is received by workers nearing retirement, therefore around the amount they were earning before.

For Veneto, it emerges that today there is a rather favourable situation if compared with other regions: in 2013 the median income of the newly-retired was 76% of the median income of those near to retirement, with an Italian average of 73%.

Half of retired women live with less than 1,000 euros a month

In detail, in 2013, 38% of Veneto pensioners receive less than 1,000 euros a month (40% in Italy), while 25.4% earn between 1,000 and 1,500. The situation is very different between men and women: the latter, who represent 52% of pensioners, receive a pension that doesn't reach one thousand euros per month in 51% of cases, 36% don't even receive 750 euros, against 23% and 14% respectively for men. Furthermore 26.7% of male pensioners live with remuneration greater than 2,000 euro, against 9.6% recorded for women. And in the future? It's difficult to say how much

Will new pensions guarantee satisfactory standards of living?

the future generations will be able to maintain a quality of life similar to what they led during

their working life.

From 2012 the welfare reform Fornero imposes a system based on two pillars: the "new" old-age pension and the early retirement pension.

From the 1st of January 2012 the retirement contributions for all workers that have accrued since this date are calculated with the contributory calculation system, which is based on the contributions paid during the working life, less advantageous than the payroll system, which is however based on the average pay received in the last years of working life. The minimum retirement age is then further increased: for workers in the private sector it began at 62 in 2012 and will go up to 66 in 2018, for self-employed workers and those separately managed it began at

⁴ Percentage ratio between the median pension income of people between 65 and 74 years and the median working income of people aged 50 to 59 years.

63 and 6 months and will go up to 66 in 2016 and for public workers and public and private workers the retirement age is 66 from 2012.

For all workers, the retirement age will also take into account updates in life expectancy. The first update was in 2013 and was an increase of 3 months. After the first two three-yearly updates, starting from 2019 the figure will be updated every two years. It is established that in 2021, also considering life expectancy growth forecasts, the old-age pension age should be at least 67 years, it being understood that the minimum requirement for benefiting from the old-age pension, other than the age requirement, is having paid contributions for a minimum of 20 years. Finally, as regards the early retirement pension, it will no longer be sufficient to work for 40 years, but the age requirement, which has been raised to 42 and 1 month for men and 41 and 1 month for women since 2012, will be updated based on life expectancy trends. In this regard, the Italian Decree of the Ministry of Economy and Finance of the 16th December 2014 came into effect and from the 1st of January 2016 the access requirements for pensions further increased by 4 months and the summed values of actual age and contributory age, for those who perfect old-age pension entitlement with the system of "shares", further increased by 0.3 units.

What effect will a later retirement have on people? But what are the

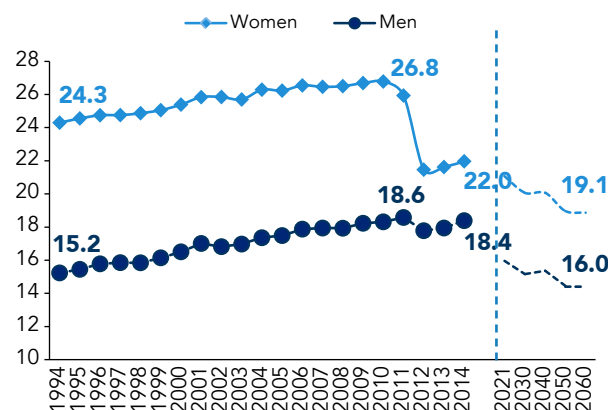
While on the one hand the assumption that a later retirement enables

limitation of the growth in the elderly dependence rate produced by the aging population and reduces the pension spending dynamics, on the other hand we need to consider the conditions that pensioners will find themselves in in the medium and long term.

For this purpose we have created the graph 4.1.5 by taking into consideration the assumptions of the latest welfare reform, excluding all possible regulatory changes that may come into effect in the coming decades, and hypothesising a constant increase of the life expectancy at birth and therefore the relative adjustment of the retirement age, in spite of the slight decrease recently reported from the 2015 forecasts. It emerges that, as much as demographic forecasts show a progressive increase in life expectancy, the number of years left to live when people reach old-age retirement would be constantly decreasing. In particular, while in 2010

Veneto women still had almost 27 years to dedicate to themselves having reached retirement age and men still had over 18 years, in 2021 this is expected to change to 21.6 and 17.7 respectively, until we reach an estimate of 19 and 16 years respectively in 2060, losing all of the years gained in post-retirement life in the nineties, in particular by women.

Fig. 4.1.5 – Life expectancy in years post-retirement by sex (*). Veneto – Years 1994:2014 and 2021:2060 forecasts ()**



(*) This is the number of years expected to be lived having reached retirement age. In this regard we took into consideration the highest retirement age among all the working categories (employed, self-employed, public and private).

(**)Eurostat forecasts were calculated using the population at 31/12/2012 as the basis.

Source: Veneto Region Processing – Directorate of Regional Statistical System on Istat data and Eurostat forecasts

A future with lower pensions and fewer years to dedicate to ourselves after a life spent working?

Although we need to take into account the possibility of the early

retirement pension, the old age pension with the "shares"⁵ system, as well as all possible changes that may arise at a regulatory level, today the situation doesn't seem optimistic. And not just this, thanks to the contributory system, the money available for supporting oneself will be significantly less than that received while working (even if there is the possibility of a supplementary pension which, in any

⁵ Individuals for which provisions on requirements for pension entitlement with the so-called shares system, which combines the summed values of actual age and contributory age, continues to be applicable

case, sets aside money that may even be needed today to live), but the years we have to dedicate to ourselves, to hobbies and family after a life spent working will also be fewer. And the impact will not stop at just the individual but may branch out in several directions: just think, for example, how great a resource grandparents who look after their grandchildren are today, by continuing to work into old age they will certainly not be able to dedicate much time to the family and this will also bring about a review of the services offered aimed at children.

4.2 Regional connections

In this society on the move, young people voluntarily or necessarily move and experience the territory dynamically. They move in order to achieve a higher education than what their parents achieved, they study to build themselves a future even if their future is very uncertain. They move to find better jobs, but in many cases they move to find any jobs. These youths on the move come into contact with other realities, they interact with other youths, they make experiences outside of the national borders and find themselves increasingly connected with Europe and the rest of the world.

Veneto residents at university

Study is usually the first time that young people start to move away. In the academic year 2014/2015 there were 111,772 people from Veneto enrolled in Italian universities and there were a little under 19 thousand of those newly enrolled. Overall, out of 100 Veneto youths aged 19-25 it is estimated that 34 are enrolled in university, a value slightly lower than the Italian average of 38.

Compared to the previous academic year, there has been a decrease in the number of students enrolled, but a positive increase in new enrolments (+2.1%). The most popular degree programmes are those related to the economical-statistical group, the engineering group and the medical group.

Veneto undergraduates and graduates are increasing

In the 2014 calendar year there are 23,669 graduates from Veneto, an increase compared to 2013. The growing trend of young people gaining a university qualification is a phenomenon that has been in place for some time, with positive

effects on the education level of a region like Veneto which has strong manufacturing vocation and on average lower study qualifications than the rest of the country. The higher education rate, or rather the percentage of 30-34 year old graduates, reached 23.5% in 2014, a value that didn't even reach 15% in 2004.

Tab 4.2.1 – University: Enrolled students, newly enrolled students and graduates. Veneto (*) and Italy – Academic Year 2014/2015

	Veneto	Italy
Enrolled	111,772	1,652,592
Newly enrolled	18,939	255,294
Graduates	23,669	304,608
% Change in enrolled compared to previous year	-1.1	-1.5
% Change in newly enrolled compared to previous year	2.1	1.1
% Change in graduates compared to previous year	2.1	0.8
Year 2014		
University enrolment rate (**)	34.4	38.4
Education rate over 30-34 years	23.5	23.9
Employment rate among graduates at 1-3 years from graduation (***)	62.7	52.9

(*) Referring to all Veneto students enrolled in all Italian universities

(**) Those enrolled in university – at any site – resident in a region, per 100 youths aged 19-25 resident in the same region

(***) Employment rate of those aged 20-34 no longer in education / training with a tertiary education qualification achieved 1 to 3 years ago in Italy

Source: Veneto Region Processing – Directorate of Regional Statistical System on Istat and Miur data

The unfavourable economic situation of recent years has curbed the job opportunities for these young people. The employment rate among newly graduated students from Veneto was equal to 88.3% in 2008, the highest value among all the Italian regions; in only six years the situation has changed significantly: with an employment rate that has decreased to 62.7%, Veneto has slid down to sixth position and among the northern regions only Valle d'Aosta and Emilia Romagna recorded lower rates. Choice of university is a fundamental stage in the pathway of education and growth of the students. Some opt for a university close to home, others

take other routes. Out of 100 newly enrolled Veneto youths, 75 choose a university in Veneto and 25 move to other universities outside of the region, especially in Emilia Romagna and Trentino Alto Adige.

Conversely, out of 100 newly enrolled students at Veneto universities, 79 come from Veneto and 21 from the rest of Italy.

Comparison with the other Italian regions places Veneto in an average position, with a mobility index and attractiveness index in line with the national value: the mobility index measures the likelihood of young people to study outside of their home region, while the attractiveness index measures the capacity of universities in a region to attract students from other regions. In any case the situation appears to be very diverse: Emilia Romagna, Lazio and Tuscany are characterised by high attractiveness and reduced mobility of its residents, as opposed to Puglia and Calabria where many young people decide to enrol in universities in other regions and few students come from elsewhere. Campania and Sardinia are the most closed regions, with few young people incoming and outgoing, while Molise is the most dynamic.

Veneto universities networking with inter-university courses

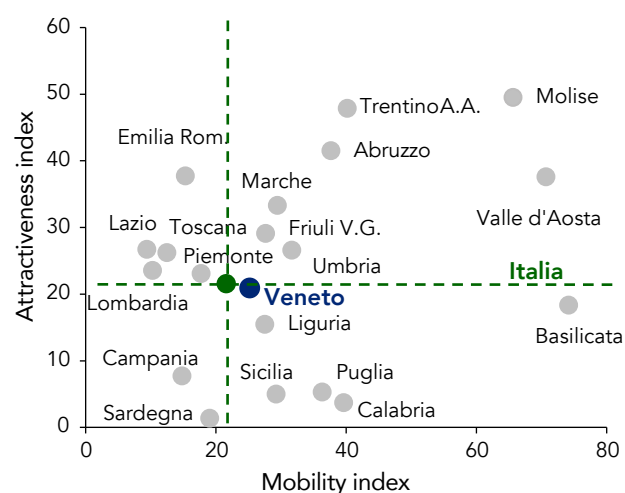
The synergy of Veneto universities could be an important factor for increasing

the attractiveness to students from other regions: interconnecting human, professional and economic resources, knowledge and experiences of the four Veneto universities would be an advantage for the quality of teaching and research. Combining resources to create a shared university network would in fact allow us to improve the teaching offered, rationalising the study programmes with an overview of the territory, and strengthen research by creating hubs of specialisation.

For some time now our universities have been experimenting with shared organisation projects, with inter-university degree programmes. To mention, for example, the Master's degree programme in Science and Technologies of Bio and Nano-materials, activated by Ca' Foscari university and the University of Verona, the Master's degree programme in Viticulture, oenology and wine markets in collaboration between Padua, Verona and Udine, and other courses such as Religious sciences, Cultural anthropology, ethnology, ethno-linguistics, History and management of archival and bibliographic he-

ritage and Music and performing arts between Ca' Foscari and Padua. Not only teaching, but research can also be inter-university: examples of doctorate programmes supported by several universities and research contexts and extended by teachers from different facilities are important.

Fig. 4.2.1 – Attractiveness index and mobility index of newly enrolled students at Italian universities (*) – Academic Year 2014/2015



(*) Mobility index of a region: (newly enrolled students from the region enrolled at university in a region other than their region of residence) / (newly enrolled students from the region) x 100
Attractiveness index of a region: (students from other regions newly enrolled in programmes located in a region other than their region of residence) / (newly enrolled students in the region) x 100

Example: For Veneto the mobility index is given by the ratio between Veneto newly enrolled students enrolled outside of the region and the total of Veneto newly enrolled students. The attractiveness index of Veneto universities is given by the ratio between non-Veneto newly enrolled students enrolled in Veneto and the total of newly enrolled students in Veneto.

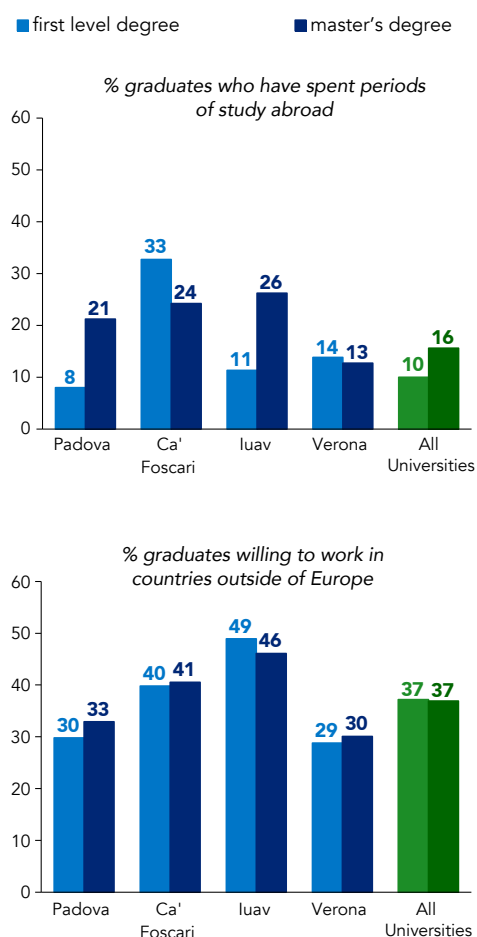
Source: Veneto Region Processing – Directorate of Regional Statistical System on Miur data

Young people on the move...

University is often the bridge towards experiences abroad that allow young people to experience new societies, cultures and lifestyles, different from where they have come from. The Erasmus project is only one of the opportunities that young people have to connect to Europe which can increase the likelihood of mobility, integration and occupational prospects. According to Eurostat data, Italy is one of the European countries with the greatest number of students incoming and outgoing. In particular

the University of Padua is the sixth European university for the number of Erasmus students outgoing (1,308 in the academic year 2012/2013), preceded by other Spanish universities and by just one Italian university, Bologna (in third place). Conversely, among the top 100 European universities for welcoming Erasmus students, the first Italian university is still Bologna, in fifth place, while Padua is in 40th place with 693 students. Furthermore, according to the "Sole 24 Ore" rankings on the quality of Italian universities, in 2015 the IUAV of Venice was placed in first position as regards international mobility, or rather the percentage of credits obtained abroad.

Fig. 4.2.2 Study experiences abroad and willingness to move abroad for work purposes among 2014 graduates by University and degree programme



Source: Veneto Region Processing – Directorate of Regional Statistical System on AlmaLaurea Inter-university Consortium data



University experiences abroad are widespread

According to data from the AlmaLaurea Inter-university Consortium, 10% of Italian graduates on three year degree programmes and 16% of Master's graduates have spent a study period abroad during the course of their studies. As regards Veneto universities, Ca' Foscari is characterised by a high portion of three-year students, 33%, who have chosen to depart to a foreign country, 10% of which was with Erasmus and 23% was with other university or personal initiatives. The Universities of Padua and Venice are distinguished from other Italian universities by a greater likelihood of their Master's students to study abroad.

These young millennials therefore live in Europe in a different way to their parents and the possibility to emigrate abroad to find a job that fits with their study pathway is considered by many. Over half of Italian graduates stated that they would be willing to move for work: around 48% would accept work in European countries and 37% in countries outside of Europe. Graduates from Veneto universities were less willing to move, even if among all the universities in our region the percentage of graduates willing to move away does not fall below 39%. The most mobile would be young people who graduated from IUAV, who in 54-56% of cases would emigrate to Europe and 46-49% to outside of Europe.

...or young people escaping?

Economic crisis, distances getting shorter, desire for new experiences: young people are therefore more dynamic and the national borders do not limit their movements. Youth emigration is not a negative phenomenon in itself: cultural exchanges create generations that are more open towards building a European population, they bring scientific modernisation, personal growth. The negative aspect is however realised when emigration becomes a necessity, the only alternative for entering the world of work and gaining financial independence.



High levels of emigration or low levels of immigration?

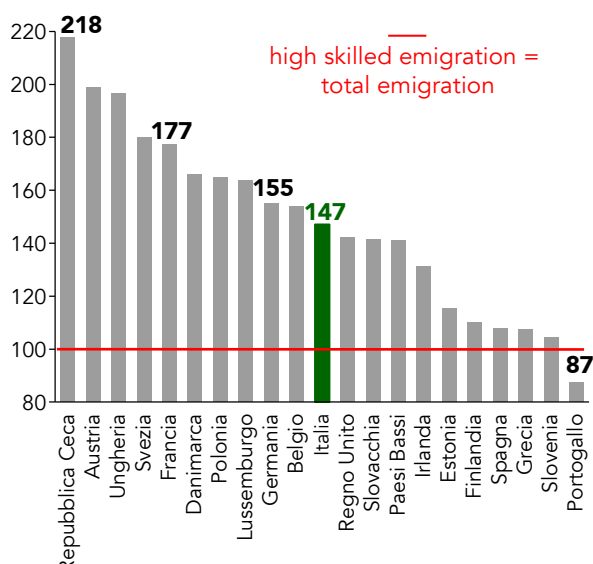
This is added to the problem of low attractiveness of Italy to young foreigners. In a recent study, the Fondazione Leone Morressa examined the wellbeing levels of foreigners and the integration levels in certain European countries, synthesising this information into a migratory attractiveness index: at the bottom of the rankings

we find Italy and Greece which are characterised by low levels of wellbeing and low levels of integration, consequently being not very attractive to the foreign population. High levels of emigration or low levels of immigration? This is the main starting point for assessing the migratory flows of our youths.

According to the most recent data issues by OECD, which however date back to 2011, the emigration rate of the high skilled population, or rather the most qualified population, is greater than the total emigration rate in almost all countries considered. In this context, Italy is not distinguished by alarming emigration rates, but rather the mobility of Italians is lower compared to that of habitants in other European countries, such as the Germans and the French: while the high skilled emigration rate is 47% greater than the total emigration rate in Italy, in Germany it is 55% greater and 77% greater in France.

The mobility of highly qualified people is therefore physiological: the need for personal and professional growth drives these people towards foreign institutions where there is a greater possibility of obtaining better results.

Fig 4.2.3 – Ratio between the high skilled emigration rate and the total emigration rate. Year 2011



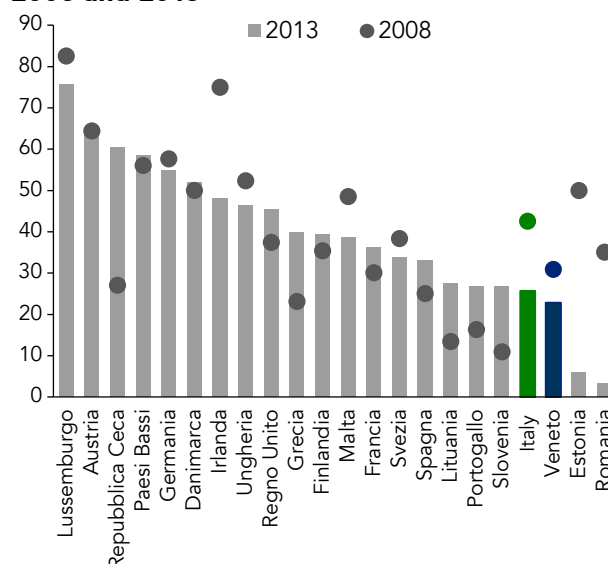
(*) The emigration rate is the portion of the population born in a country and living abroad: $mi = Mi / (Mi + Ni)$
Where Mi is the emigrated population that was born in the country i but lives abroad and Ni is the population residing in the country i .

Source: Veneto Region Processing – Directorate of Regional Statistical System on OECD data

However, the decision to seek fortune abroad is often a necessity dictated by the difficulty of finding a job suited to one's own qualification. According to ISTAT data, doctors of research in Italy are not satisfied by their career opportunities and the stability of their job. This is added to the fact that doctorates have neither improved their working position nor their income from work for those who were employed before achieving the qualification. Thus the increasing proportion of doctors working abroad: from 7% in 2010 to 13% in 2014. In Veneto in 2014 this value is a little lower at 11%.

According to the European Commission report on macro-economic imbalances, the loss of qualified personnel has not been offset by equally qualified foreigners, much less by Italians with equal qualifications returning home. This "may cause a net loss in human capital to the detriment of Italy's competitiveness. In the medium and long term it may compromise the economic growth prospects of Italy and even of its public finances".

Fig. 4.2.4 – Percentage of foreign immigrants aged 25-34 from EU28 countries out of all foreign immigrants of the same age bracket. Years 2008 and 2013



Source: Veneto Region Processing – Directorate of Regional Statistical System on Eurostat and Istat data

To gain an overview, although unfocused and estimated, of Italy's low attractiveness it is possible to analyse the incoming migratory components of the various European countries. In France for every 100

young foreigners aged 25-34 who have moved to this country, 36 are European citizens while this figure stands at 55 in Germany and 65 in Austria. In Italy there are 26 Europeans out of 100 and in Veneto this figure is 23 (in 2008 these figures were 43 and 41 respectively). Lower percentages are only recorded in Estonia and in Romania. Estimating the size of this brain drain is however a complex exercise, as it is difficult for the official information sources to capture the actual size. We will therefore limit ourselves to analysing registry and census data, while remaining aware that this will be an underestimate of the phenomenon in question.



11 thousand Veneto youths have moved abroad

In the three year period 2012-2014, 11 thousand Veneto youths aged 25-34 moved abroad. A comparison with 2008, a year in which the economic crisis had not yet affected our region, shows an extremely explanatory picture: in six years the number of young people who have decided to abandon Veneto in favour of a foreign country increased by 44% while the number of young people who moved within the national borders decreased by 17%. The difference is even more significant if we limit the analysis to youths with Italian citizenship: internal movements decrease by 19% and the number of those who have forfeited their Italian residence to move abroad increased by 60%.

Furthermore the portion of young foreigners returning to their own country is reducing and at the

same time the number of those deciding to change country is increasing, even though their numbers are remaining the same, a probable sign that Veneto and Italy in general are not able to ensure economic and social stability for these people.

Among Italian youths who have left Italy for abroad, in the three year period 2012-2014 the top destination is still the United Kingdom (22%), followed by Germany and France (12% and 7%), while for foreign youths moving to a country other than their home country the first choice is Germany (25%).

The choice of the destination country is closely related to the age of the migrant: Great Britain, Ireland, Netherlands and Australia are chosen the most by youths aged 25-34 while Brazil, Argentina, Mexico and Romania are the top choices for over 35s.

The Population and Housing Census provides further indications, going on to expand on the characteristics of the young people who although remain residents in Italy, find themselves abroad for study or work. In 2011, at the date of the census survey, around 4,900 Veneto residents aged 20-34 declared that they were working in a foreign country, which can be added to the little less than 2,500 youths who have left our country for study purposes. The education level influences these choices: out of 1,000 young people aged 20-34 with a high school diploma 6 are working abroad, while among graduates this value increases to 23. In the same way, young people with a university qualification are more likely to pursue studies abroad compared to others: 61 graduates out of 1,000 and 17 high

Tab. 4.2.2 - Youths aged 25-34 who have changed residence by citizenship. Veneto – Years 2008 and 2015

	N		% of the total		Change 2014/200
	2008	2014	2008	2014	
Moved to other Italian municipalities	49,144	40,868	95.0	91.6	-16.8
of which Italians	37,251	30,377	72.0	68.0	-18.6
foreigners	11,893	10,531	23.0	23.6	-11.5
Moved abroad	2,604	3,743	5.0	8.4	43.7
of which Italians	1,461	2,334	2.8	5.2	59.8
foreigners returning to their home country	1,034	1,011	2.0	2.3	-2.2
foreigners emigrating to other countries	109	398	0.2	0.9	265.1
Total	51,748	44,611	100.0	100.0	-13.8

Source: Veneto Region Processing – Directorate of Regional Statistical System on Istat data

school graduates out of 1,000 take this route. The desire to work in a field that is consistent with the qualification achieved also emerges from census data: out of 100 young graduates working abroad over half are working in highly specialised fields (56%) while those who stay in Italy are only able to find this type of employment in 40% of cases. However, when young people without a degree go abroad they generally find work in the hotel and catering sector, mostly carrying out sales activities to the public.

4.3 Sector connections

When speaking of connections in a working context, it is necessary to analyse the close connection that runs between school and work: these are two rings of a chain that combines knowledge acquired throughout the educational pathway and skills developed in the world of work.

Knowledge and skills are closely related as the first is the base and the starting point for the development of the latter. Furthermore, it is necessary for the growth of a region to occur through dialogue between the educational and working structures: it is only through this collaboration that the world of work can have the human capital at its disposal that is most suitable for the needs of the region.

When school meets work

In our country educational collaboration between school and work has recently undergone important developments in two directions: the reinforcement of the alternating training educational offer and the valorisation of apprenticeships aimed at achieving a secondary education diploma, based on the innovations introduced by Italian legislative decree 81/2015, implementing the Jobs Act.

Alternating training, which was introduced in 2003 and has been reviewed and enhanced several times, "consists of creating courses that are designed, implemented, verified and evaluated under the responsibility of the scholastic or training institution, based on appropriate agreements with enterprises, or with the respective representative associations, or with the chambers of commerce, industry, handicraft and agriculture, or with public and private entities including those in the third sector, willing to host students for periods of learning in a working situation, which to not constitute individual work relationships" (art. 1 of Italian legislative decree 77/2005). This is therefore a period of training within the enterprise in a context of supplementary learning outside of laboratory and class work.

With Italian law 107/2015 this teaching strategy was inserted in all secondary school study courses as an integral part of the educational pathways, establishing a mandatory total number of hours for all stu-

Tab. 4.2.3 - Veneto youths aged 20-34 who study or work in Italy or abroad. Year 2011

	Middle school diploma	High school diploma	Degree	Total
Venetians studying abroad per every 1,000 youths studying	16.8	17.4	61.0	27.5
Veneto residents working abroad per every 1,000 youths working	3.9	5.5	22.7	8.7
Veneto residents in high speciality jobs working in Italy per 100 youths working in Italy	0.0	2.2	39.4	9.3
Veneto residents in high speciality jobs working abroad per 100 youths working abroad	0.5	2.6	55.6	30.7
Veneto residents carrying out sales activities to the public in Italy per 100 youths working in Italy	20.9	22.9	10.3	19.9
Veneto residents carrying out sales activities to the public abroad per 100 youths working abroad	53.9	56.0	11.5	32.0

Source: Veneto Region Processing – Directorate of Regional Statistical System on Istat data – Population and Housing Census

dents starting from the third year.

There are multiple objectives of alternating training and they range from education to orientation. In fact, it is an alternative and flexible learning method that joins theoretic and practical experiences and allows students to integrate their scholastic knowledge with the skills that can be acquired and used in the world of work. But it is also a connection that enables students to actively participate in the training processes and that favours orientation for future choices.



School at work: alternating projects

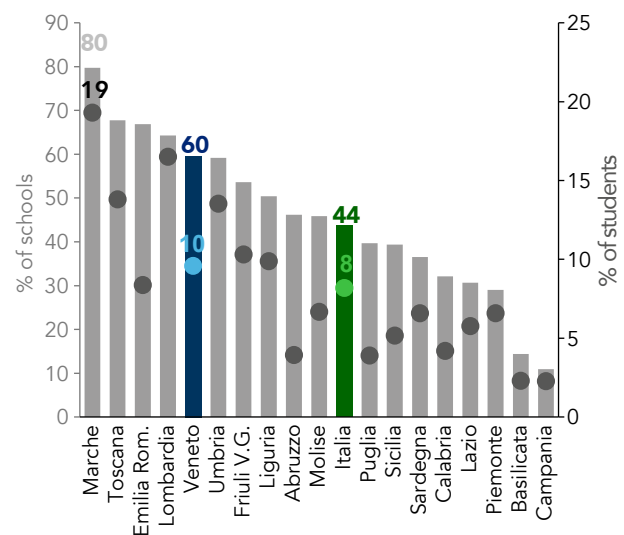
According to data from the Italian National

Institute of Documentation, Innovation and Educational Research (INDIRE), in the scholastic year 2013/2014, 60% of high schools in Veneto activated alternating training courses, the fifth highest percentage in the regional rankings (the Italian average is 44%). Overall around 19 thousand Veneto students participated in these initiatives (10% of the total of Veneto students), of which 63% were attending professional institutes, 29% technical institutes and the remaining 7% were attending high schools.

As regards the type of intervention, most of the activities in the host structures were organised as internships, guided visits and participating observations (74% of the hours provided), but also as classroom and laboratory education in "Simulated Training Enterprise (IFS)": the latter teaching method consists of the students creating a virtual animated enterprise which carries out online market activities (e-commerce) and refers to a real enterprise which is the model to be emulated. The host structures are mostly private enterprises (63%), particularly manufacturing activities and accommodation and catering services, but independent workers and freelance professionals are also well represented (9%, especially professional, scientific and technical activities and the construction sector). In this context the Regional Statistical System Section has also carried out alternating training courses: in the scholastic years 2014/2015 and 2015/2016 laboratory meetings with students in the fourth year of a high school in the province of Vicenza were organised, with the objective of bringing young people closer to the job market and to present the statistical profession in a view of a direction to be taken after the end of high school. Students were offered an interactive seminar day: after filling out an initial online questionnaire to focus the attention

of the teenagers onto the topics offered, i.e. immigration and tourism, some data was presented to describe these aspects. Subsequently the teenagers were asked to fill in the questionnaire again to check the knowledge they had acquired. This type of organisation allowed the achievement of a double objective: not only bringing students closer to the topics presented, but above all presenting the methodological instruments for collecting and processing data to them.

Fig. 4.3.1 - Percentage of schools that have activated alternating training courses and percentage of students involved by region – Scholastic year 2013/2014



Source: Veneto Region Processing – Directorate of Regional Statistical System on INDIRE and MIUR data



Young people and apprenticeships

As mentioned above, the edu-

cational collaboration between school and the world of work is also carried out through apprenticeships, partially reformed by the Jobs Act and the subsequent Italian legislative decree 81/2015. The apprenticeship is a form of contract aimed at the education and employment of young people. Through this type of contract teenagers can enter into the job market and simultaneously continue their education towards achieving a diploma, a professional or vocational qualification and secondary education qualifications. There is no lack of benefits for the enterprise who takes on an apprentice: in

fact, they benefit from a series of tax concessions, incentives and contribution reductions; for example the working costs for taking on and training an apprentice are more advantageous, as the remuneration, social security costs and assistance costs are reduced.

Current legislation envisages three types of apprenticeship: the apprenticeship for professional qualification and diploma, the vocational apprenticeship (aimed at young people between 18 and 29 years and which allows the worker to obtain a professional qualification) and the higher education and research apprenticeship for young people up to 29 years which allows them to achieve a Master's or PhD. The first type of apprenticeship is geared towards young people aged between 15 and 25 and is valid for fulfilment of compulsory education up to 16 years old and for compulsory training up to 18 years old; in this case the apprentice is enrolled in a training programme with a training plan that has been agreed between the institution, the enterprise and the young person themselves.

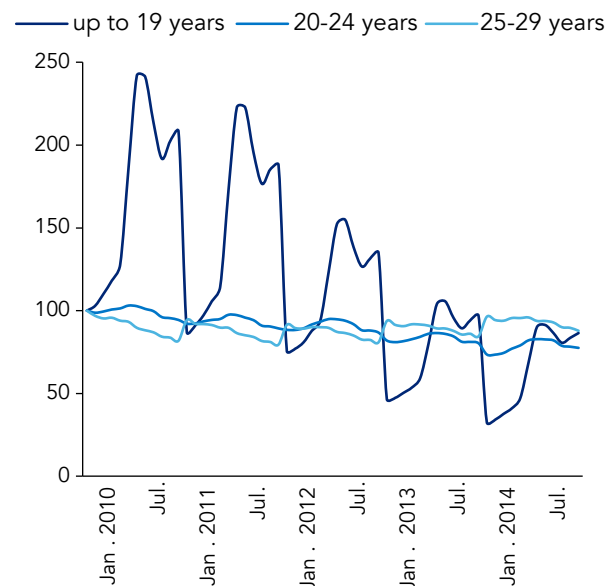
According to data published in INPS, on average in 2014 in Veneto there are 54,387 apprenticeship work relationships⁶, which correspond to 4.5% of the working relationships recorded overall; the age bracket most represented is 20-24 year olds (52% of apprentices) which is followed by 25-29 year olds (36%). Around a third of apprentices are employed in the manufacturing sector, while 23% work in commerce⁷.

In recent years the number of apprentices has progressively decreased: while in 2010 in Veneto there was an average of 64,345 young people taken on with an apprenticeship contract, within five years around 10 thousand units (-15% were lost). This decrease is in line with the declining employment levels recorded by ISTAT through the Italian Work Force Survey: from 2010 to 2014 the number of employed people aged 15-29 decreased by exactly 15% with an employment rate that fell from 45% to 38%. The following graph clearly shows this trend: despite the strong seasonality of the phenomenon, apprenticeship contracts are clearly decreasing, particularly contracts for apprentices aged under 20.

⁶ Average annual number of apprenticeship employment relations calculated as an average of the monthly number of relations

⁷ This entry includes wholesale and retail commerce; repair of motor vehicles, motorcycles and personal goods and goods for the house.

Fig 4.3.2 – Trends in apprenticeship contracts by age bracket (January 2010 = 100). Veneto – Years 2010:2014



Source: Veneto Region Processing – Directorate of Regional Statistical System on INPS data

Workers updating themselves

Learning does not end upon achieving a study qualification: it is a continuous pathway that the individual takes in their own life and in all working and social experiences. In fact, we speak of formal, non formal and informal learning depending on the context in which it occurs: it may be related to formal contexts dedicated to teaching (e.g. school, university), non formal contexts (e.g. associations, clubs) or informal, such as in family and work contexts, leisure time and in society in general. While learning can occur in various circumstances, it is important to be able to certify the knowledge acquired so that the individual can best make use of it to improve their working and social position. In this view Italian Legislative Decree 13/2013 establishes that "In the context of the public policies on education, training, work, competitiveness, active citizenship and welfare, the Republic promotes permanent learning as a person's right and ensures equal opportunities for all for the recognition and valorisation of the skills acquired in accordance with the individual attitudes and choices and from a personal, civic, social and occupational perspective".

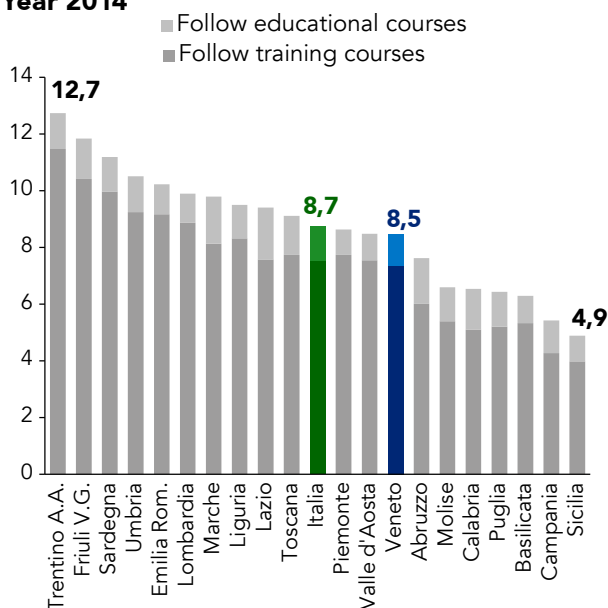
The working context is therefore a non formal and informal learning environment, in which the worker

8.5% of employed persons have followed training activities

learns while performing their tasks, but also through training courses organised by their enterprise.

According to data from the ISTAT Work Force Survey, 8.5% of employed people in Veneto aged 25-64 have carried out a training activity or an educational course (7.3% a training activity, 1.1% an educational course) in the month preceding the interview: compared to other Italian regions Veneto does not stand out, placing in 13th position.

Fig. 4.3.3 – Percentage of those employed aged 25-64 who participate in training and educational activities out of the total of those employed in the same age bracket. Regional ranking – Year 2014



Source: Veneto Region Processing – Directorate of Regional Statistical System on ISTAT data

Considering only those employed who have carried out training activities, there are no significant differences according to sex and age, even if women and workers aged 45-55 are more likely to undergo training. It is rather the study qualification that seems to be most decisive: in 2014 among Veneto workers with at most a middle school diploma 3.7% carried out some training activities, a percentage which increases to 7.3% among workers with high school diplomas and 14.1% among graduates.

Among employed workers, executives and managers are the professional positions that most declare to have undertaken training courses (19%), while among self-employed workers it is mostly freelance professionals (18%). Those employed in the services sector are even more trained, particularly those employed in finance and insurance activities and in education, health and other social services that probably manifest greater requirements for updating knowledge. 73% of those employed who have carried out training activities did so for professional purposes and mainly during working hours. Among these, most attended a course organised by the enterprise or the region, and seminars and conferences less so. The main topic covered during these activities is the topic of safety: one in four workers who carried out training activities for work purposes carried out a course on safety. In fact, Italian legislative decree 8/2008, implementing Italian law 3/2007 on the measures for protecting health and safety at work, establishes that "The employer ensures that each worker receives sufficient and adequate training on health and safety, also with regard to linguistic knowledge, with particular reference to: a) concepts of risk, damage, prevention, protection, organisation of enterprise prevention, rights and duties of various corporate figures, supervisory, control and assistance bodies; b) risks related to tasks and possible damages and the consequent measures and prevention and protection procedures characteristic of the industry or sector to which the enterprise belongs" (art. 37). The employer is therefore required to organise these types of courses and the data reported above confirm the frequency of this by workers. As well as this topic, workers were trained on topics related to economic sciences (economics, commerce, marketing, finance, insurance, administration) and health (medicine, medical services, assistance services, etc.).

4.4 Reconnections: employment of inmates⁸

The articulated institutional duty held by the prison administration explicitly recalls art. 27 of the Constitution, which establishes the prerequisite by which punishments may not consist of treatment contrary to the sense of humanity and must, rather, be

⁸ In collaboration with the Office of Detainees and Treatment of the Regional Superintendence for Veneto, Friuli Venezia Giulia, Trentino Alto Adige – Department of Prison Administration

aimed at rehabilitation, thus validating an absolute cornerstone of civilization and attributing an intent of practical usefulness to serving the sentence. One of the essential instruments for achieving these goals is undoubtedly represented by work. Legislation concerning prison work was reinforced in the late '70s when, with the reform, it became an essential element for the detained individual, central to the process of encouraging their social reintegration, thereby obtaining equal status in terms of the concept of work as any other citizen. The regulations that govern prison work define it as "mandatory, not punitive, lucrative", useful for obtaining appropriate professional training for the purpose of future social reintegration, therefore involving constant cooperation with public and private enterprises, as regards both training and actual work.

Prison work to the benefit of the inmate, entrepreneurs and society

The work activities, which are organised based on rules similar to those

in force in free society, also adequately supplemented by teaching and tutoring services, are one of the focal points around which to create effective reintegration projects. In fact, it has been shown how the opportunity of holding stable employment after having served one's sentences, is one of the substantial premises for avoiding the risk of reintegrating into a criminal circuit.

Society must focus on these solutions, with the knowledge that reducing social distress generates direct benefits to those receiving the interventions, and indirect benefits on society overall, as it would reduce the economic costs of the disadvantage and would develop social security.

The efforts aimed towards activating reintegration projects for inmates that begin within the prison, and are then realised outside of it, requires intense collaboration between the productive energies of the territory and the Public Administration. In fact, the rehabilitation treatment is carried out in a continuum between prison and region.

In 1975 the legislator had already cemented these principles within the Penitentiary Law, incentivising the destination of incarcerated subjects for work and participation in professional training courses. With the enactment of the Smuraglia Law in 2000, some measures were introduced which incentivised enterprises to welcome the working activities of the inmates, both inside and outside of prisons, through the opportunity to benefit from tax allowances and contribution reductions for private or public

entities who take on workers serving their sentence, in order to establish a direct link between the prison world and the world of production, offering benefits to both parties involved.

The possibility of employment for the inmate will facilitate and support them for their way forward into social reintegration and, simultaneously, for the entrepreneur prison work will be a "handy" resource in the region, an immediate economic yield and not a form of social assistance. This is, in fact, the opportunity to realise and know how to recognise the underlying economic interest, with marked potential for implementation, institutionalised and regulated by special regulations which allows cooperatives and enterprises to customise their interventions, considering prison work as an instrument of enterprise strategy whose growth would generate obvious benefits for enterprises.

The granting of loaned free use of the premises, the competitive cost of production, the good quality, the indirectly ensured supervision and the reduction of absenteeism embody an effective alternative to the externalisation towards Asian or eastern European countries.

The enterprises and cooperative involved do not implement these behaviours solely for solidarity, rather they administer this economic activity with an added value of an ethical footprint, operating at a profit and not only in terms of public assistance, achieving an enhancement of the product and paving the way for other key players in the economic sector.

Increasing numbers of inmates working

Considering the above, the increase in the last decade of the portion of inmates working becomes particularly positive and significant: in Italy, as at 31 December 2005, the percentage of employed inmates out of the total detainees was 26.2%, ten years later at the same date the figure stood at 29.8%. Better still is the situation seen in Veneto, which shows an increase of 14 percent from 2005 to 2015.

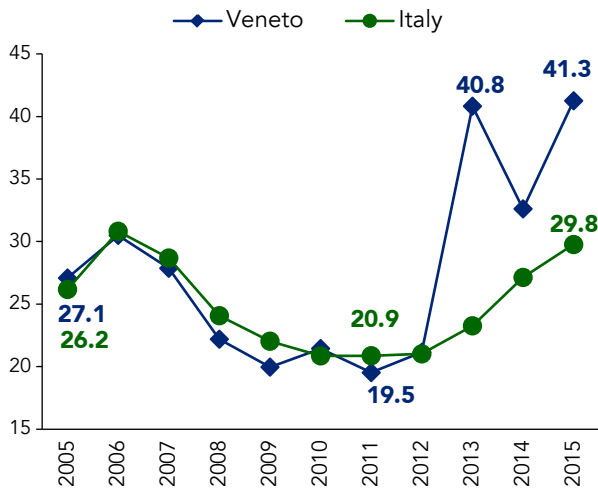
Veneto, top region in Italy for the highest percentage of employed inmates

With a percentage of working inmates of 41.3% recorded on the last day of 2015, against

27.1% in 2005, is the top region in Italy in the ranking established for the highest incidence of employed inmates compared to the total number of inmates serving their sentence; Molise is not too far

away with a percentage of 40.8%, while Friuli Venezia Giulia is in last position with 21.2%.

Fig. 4.4.1 – Percentage of inmates working out of the total number of inmates. Veneto and Italy – Years 2005:2015



(*) The data is a snapshot of the situation as at 31st December for each year

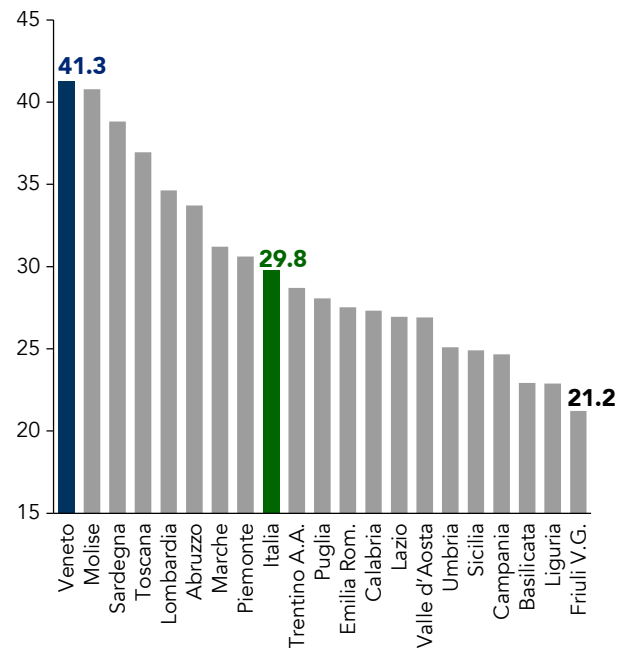
Source: Veneto Region Processing – Directorate of Regional Statistical System on D.A.P data – Office for the Development and Management of the Automated Information System – Statistics Section

For our region the increase that has occurred in the last three years is particularly significant: in fact, while there were 21 per 100 people serving their sentence participating in the job market in 2012, in 2014 this figure rose to 33 and in 2015 it stands at 41 per 100, determined by multiple variables, identified within the particular sensitivity of the region, the widespread work of promotion and information encouraged by the Regional Superintendence, as well as the intuition from entrepreneurs in relation to the possibility of interpreting prison as a resource.

The profile of the employed inmate

Italy records an imprisonment rate that is much lower than the European average: according to Eurostat data, in 2013 there were 107 inmates per 100,000 habitants in Italy against 122 in the EU28. Today the rate is even lower: at the 31st December 2015 in Italy the number of detainees present in prisons is equal to 52,164 for adults, or rather 86 inmates per 100,000 habitants, a reduction of 3% compared to the previous year. Although the impi-

Fig. 4.4.2 – Percentage of inmates working out of the total number of inmates. Regional ranking – Year 2015 (*)



(*) The data is a snapshot of the situation as at 31st December for each year

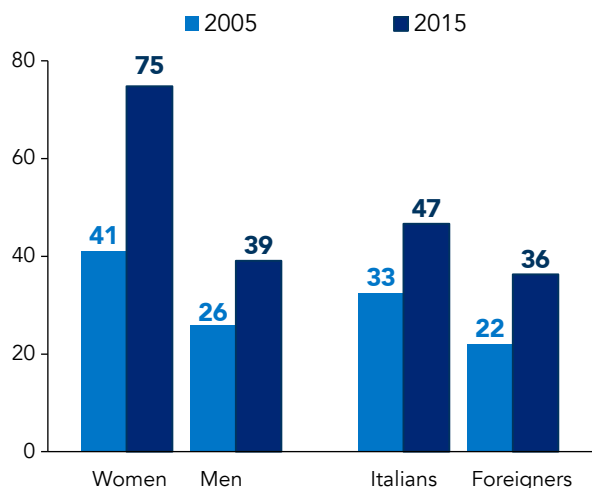
Source: Veneto Region Processing – Directorate of Regional Statistical System on D.A.P data – Office for the Development and Management of the Automated Information System – Statistics Section

sonment rate is lower than the rest of Europe, the problem of overcrowding in Italian prisons was also taken up by the European Court which condemned Italy for having violated the Convention on Human Rights for the conditions of the inmates considered "inhuman" (the "Torreggiani" judgement), requiring us to intervene to eliminate overcrowding and to promptly adopt measures for the repair of the rights violated. In response to the provisions of the European Court, with Italian Law n. 117/2014 the right to compensation was recognised for those who were forced to live in cells at the limits of tolerable conditions: inmates who have already been freed are granted monetary compensation, those still incarcerated are granted a reduced sentence. As at March 31st 2016, for every 100 places available there are 108 inmates at the national level and 124 in Veneto.

In our region the inmate population located within the two Houses of Imprisonment and the 7 District Prisons amounts to 2,080 units as at the 31st De-

cember 2015, 16% less than 2014, which a quota of women of 6.1% of the total detainees.

Fig. 4.4.3 – Proportion of inmates working out of the total number of inmates by sex and citizenship. Veneto – Years 2005 and 2015



(*) The data is a snapshot of the situation as at 31st December for each year

Source: Veneto Region Processing – Directorate of Regional Statistical System on D.A.P data – Office for the Development and Management of the Automated Information System – Statistics Section

Many women and more foreigners than Italians are employed

Proportionally more detained women are employed compared to men, and more Italians are employed compared to foreigners.

At the end of 2015 74.8% of female detainees had a job (40.9% in Italy) against 39.1% of men (29.3% in Italy). Compared to the national average, in Veneto the increase in the proportion of working inmates over the last ten years is much greater, for both men and women: in fact, while in Italy this figure increased by just 3 percent for men and 7 percent for women, in our region an increase of 13 percent for men and 34 percent for women was recorded. These are important figures considering that staying outside the working network for too long, and therefore being disconnected from society, decreases the probability of good social reintegration at the end of the sentence and therefore increases malaise, the risk of exclusion and possible further deviant behaviour. However, as regards citizenship in 2015 over half of inmates in Veneto were foreigners. Of these, 36.3%

were involved in employment against the 46.6% recorded among inmates with Italian citizenship, both values that have significantly increased compared to those snapshots from ten years prior.

In Veneto around a third of detainees who work under the employment of cooperatives are aged between 41 and 50, while 27% are in the 31-40 age bracket. Younger inmates are less present (16% were aged under 31 years) as well as elderly inmates, especially those aged over 60. By comparing the age distribution of the inmates as a whole and excluding the over 60s, it can be estimated that the employment rate for detainees varies from 8.7% in the younger inmates aged 18-30 years to 17% for inmates in the 51-60 age bracket.

The type of work

Of the 858 employed inmates recorded at the 31st December 2015 in Veneto, 54.3% work under the

Tab. 4.4.1 – Working inmates by type of work. Veneto – Year 2015 (*)

	Men	Women	Total
Total working inmates	763	95	858
employed by the Prison Administration	434	32	466
NOT employed by the Prison Administration	329	63	392
of which (% distribution)			
Semi-freelance (a)	7.9	3.2	7.1
Working externally art. 21 (b)	13.1	36.5	16.8
Working in prison on behalf of enterprises (c)	14.3	15.9	14.5
Working in prison on behalf of cooperatives (c)	64.7	44.4	61.5

(*) The data is a snapshot of the situation as at 31st December for each year

(a) Exclusively semi-freelancers for themselves or for external employers involved in work activities were counted

(b) Italian Law n.354 of 1975 – Penitentiary Law

(c) Inmates working as partners-employees-co.co.co for cooperatives and enterprises were counted, including homeworkers pursuant to art. 52 of Italian Presidential Decree 230/2000 and those employed in prison work not managed by the Prison Administration

Source: Veneto Region Processing – Directorate of Regional Statistical System on D.A.P data – Office for the Development and Management of the Automated Information System – Statistics Section

Tab. 4.4.2 – Prison jobs. Posts available and posts filled by type of work and prison. Veneto – Year 2015 (*)

Prison and course	% posts filled out of available posts	% of posts filled out respective regional total
District prison of Belluno		
Miscellaneous component assembly	87.5	4.7
Laundry	100.0	0.3
Miscellaneous	42.9	2.0
Imprisonment home of Padua		
Miscellaneous component assembly	100.0	14.8
Call centre	100.0	23.5
Data entry/document dematerial.	100.0	1.0
Confectioner/bakery/pizzeria	100.0	11.4
printing/ publishing/bindery	100.0	1.3
District prison of Treviso		
Gifts miscellaneous materials	100.0	3.7
Women's imprisonment home of Venezia Giudexca		
Laundry	100.0	4.0
Tailoring/hosiery/clothing	100.0	2.0
Miscellaneous	100.0	1.0
nursery/greenhouse/agricultural	100.0	1.7
District Prison of Venezia S. Maria M.		
Shoemaking/leather wear	100.0	2.0
printing/ publishing/bindery	100.0	0.7
District prison of Verona Montorio		
Miscellaneous component assembly	100.0	18.8
Shoemaking/ leather wear	100.0	0.3
confectioner/bakery/pizzeria	100.0	1.3
Tailor/hosiery/clothing	100.0	0.7
nursery/greenhouse/agricultural	100.0	0.3
District prison of Vicenza		
Metalworking	25.0	0.7
confectioner/bakery/pizzeria	100.0	0.7
Miscellaneous	100.0	3.0
Total	94.9	100.0

(*) The data is a snapshot of the situation as at 31st December
Source: Veneto Region Processing – Directorate of Regional
Statistical System on D.A.P data – Office for the Development
and Management of the Automated Information System – Sta-
tistics Section

employment of the Prison Administration, while the remaining 45.7% are semi-freelance workers or have been assigned an external job according to article 21 of Italian Law n.345 of 1975 or are working in prisons on behalf of enterprises or mostly cooperatives. In particular, the highest proportion of inmates not working under the employment of the Prison Administration are working in the prison on behalf of cooperatives: 241 detainees out of 392, or rather 61.5%.

Proportionally women are more employed in jobs not under the employment of the Prison Administration, 66.3% of female employed inmates; conversely men are more employed by the Prison Administration (56.9%).

There are many types of work that inmates lend themselves to (see Tab. 4.4.2).

Considering those working in prison on behalf of enterprises and cooperatives, these are mainly assembly jobs with 38.3% of the total posts occupied for all prisons, call centre jobs (23.5%) and confectioner/bakery/pizzeria (13.4%). Some job posts are still available: a total of 5.1% divided between the district prison of Belluno and the district prison of Vicenza.

Receiving training to stay connected with society

Professional training is an essential instrument for social and productive reintegration of detainees. The reform of the penitentiary system outlines the significance of training as the start of the pathway for social and work reintegration; training should be considered in close relation with work activities as together they constitute an integral part of the prison treatment aimed at the rehabilitation of the inmate. In particular, it is the prerequisite for implementing a productive policy on work in prisons that is closely connected to the requirements of the outside world and an effective reintegration policy for after the prison experience. Therefore, it is a glimpse into the future for the inmate and society itself: staying outside of the job network for too long and therefore being disconnected from society would increase malaise, dissatisfaction, the risk of exclusion and consequently the possibility of deviant behaviours. Furthermore, training in itself expands this view, opens the mind and permits a "healthy" approach to the social context, often experienced by the inmate as expulsive, rigid and unavailable towards people who have committed significant crimes.

It can be seen from the statistics on the second half of 2015 that in Veneto prisons training courses in various fields of work were activated. There are 129 inmates enrolled, of which 57.4% are non-Italians, conversely to the lower number of foreign inmates who are in work compared to their Italian peers.

34% of those attending professional courses choose training in the field of construction

The majority of inmates, who are mainly foreigners, choose professional

courses in the field of construction with over 34% of those enrolled overall, although in the recent years of crisis this is a context in which signs of difficulty are evident. Italians, however, are more inclined

Tab. 4.4.3 - % Distribution of those enrolled and percentage of foreigners in professional training courses implemented by type and by prison. Veneto – II Semester 2015

Prison and course	% distribution of those enrolled	% foreigners
District prison of Belluno		
Cooking and catering	3.1	75.0
Computing	8.5	36.4
Imprisonment home of Padua		
Construction decorating	8.5	9.1
Gardening	7.8	60.0
Book binding	6.2	25.0
District prison of Rovigo		
Computing	5.4	42.9
District prison of Verona		
General maintenance	4.7	50.0
Handicrafts	9.3	75.0
Carpentry	6.2	50.0
Construction	14.0	88.9
District prison of Vicenza		
Construction	20.2	73.1
Cosmetics	6.2	50.0
Total	100.0	57.4

Source: Veneto Region Processing – Directorate of Regional Statistical System on D.A.P data – Office for the Development and Management of the Automated Information System – Statistics Section

towards computer related studies: in detail, there are two courses that have been implemented in this field, one at the district prison of Belluno and one at Rovigo, and in total they are attended by 14% of the total number of inmates registered. Decorator's courses in the construction branch and book binding courses are chosen more by native inmates: respectively only 9.1% of foreigners are involved in the first type of training and a quarter in the second. In all other courses at least half of those enrolled are of non-Italian citizenship.

Other than the courses described that are organised by professional training bodies, school education courses are also available.

Almost all participants achieve their qualification certificate

As regards the results obtained by inmates at the end of their professional training courses,

in the second half of 2015 there was total suc

Tab.4.4.4 - Percentage of promoted to vocational training courses completed by type and Penitentiary Institute. Veneto - second semester 2015

Prison and course	% passed out of those enrolled
District prison of Belluno	
Cooking and catering	100.0
Computing	100.0
Imprisonment home of Padua	
Construction decorating	100.0
District prison of Rovigo	
Computing	100.0
District prison of Verona	
General maintenance	75.0
Handicrafts	69.6
Carpentry	87.5
Construction	44.4
District prison of Vicenza	
Construction	100.0
Cosmetics	100.0

Source: Veneto Region Processing – Directorate of Regional Statistical System on D.A.P data – Office for the Development and Management of the Automated Information System – Statistics Section

For the inmate's reintegration and job placement, it may also be significant to consider the work experiences prior to incarceration: almost all inmates do not have any certified work experience if not simple statements made during the selection interview. In some rare cases the inmates selected provided a curriculum vitae with reliable certifications.

The constant and thorough monitoring of the data shown and other related variables, obligatorily inscribed in the context of an economic crisis which hit numerous classes of workers and that inevitably had repercussions on one of the weakest categories, represented by the inmate population, becomes necessary for the purposes of identifying any shortcomings as regards both the number of individuals involved in training and work activities and the instruments used for this purpose. In this way the Prison Administration may, from time to time, focus their support interventions with even more precision, which are offered through initiatives for supporting and stimulating the enterprises that are preparing to undertake an experience of production or services in the prisons, thereby granting inmates the opportunity to make themselves an active part of vocational work activities.

vourable findings.

The desire normalisation of prison work, to make it similar to that carried out in freedom, involves recognition of the retribution for the activities carried out as a veritable salary, just like in the outside world, adjusting it to that of collective contracts to ensure similar conditions, thus recognising its rehabilitative value. This enables a notable improvement in the opportunities for reintegration among inmates, simultaneously proposing that the enterprises organise intensive professional training courses.

identifying job opportunities to controlling activities, to supporting the inmate in their reintegration into free society.

Furthermore, if the entrepreneurs were able to understand how big the return would be - even in economical terms - on an investment in prisons and in the enhancement and promotion of this at the social level, they would become fully aware of their mission and continue on that path.

The joint effort from the Prison Administration, the legislator, the enterprises and the community as a whole, aimed at enabling the greatest number of inmates to experience significant professional training experiences, will allow them to be prepared adequately for release into the external world of work and integration into the territory.