



**REPORT FOR ITALY FOR THE THIRD REVIEW AND APPRAISAL CYCLE OF
THE IMPLEMENTATION OF THE MADRID INTERNATIONAL PLAN OF
ACTION ON AGEING AND ITS REGIONAL IMPLEMENTATION STRATEGY
(MIPAA/RIS)**

2012-2017

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Part I

Executive summary

1 - The Italian population continues to grow and has, at 1 January 2015, 60,795,612 residents of which 8.3% foreigners. The drop in mortality has led to a progressive increase in life expectancy from birth (80.2 years for men and 84.9 years for women) while the residual life expectancy at the age of 65 is 18.7 years for men and 22 years for women. The percentage of 65+ came to 21.7% of the total population and that of 85+ is 3.1%. Also those over a hundred years old are rising. The average age of the population continues to rise, standing at 44.4 years.

2 - The economic scenario discloses a return to growth after a long period of recession: with regard to 2015, an increase in GDP was seen, amounting to 0.7%, which should lead to 1.4% and 1.5% in 2016 and 2017, respectively. The net indebtedness objectives, indicated last Autumn for the three-year period 2015-2017, are also confirmed - respectively 2.6%, 1.8% and 0.8% of GDP.

3 - The Government has created a programme of reforms along three fundamental lines: raising of the productivity by means of developing human capital (Jobs Act, Buona Scuola - school reform, Programma Nazionale della Ricerca-National research programme); the decrease in indirect costs for businesses (reform of the Public Administration Authorities, anti-corruption measures, tax reform); reform of the legal framework for certain sectors, (new dismissal regulations, civil justice reform).

4 - In this period, the topic of active ageing in Italy has mainly been dealt with at local planning level. Mention is made in particular of the Friuli Venezia Giulia and Umbria Regions as promoters of co-ordinated measures in the sphere of social promotion and protection, lifelong learning, culture, civil commitment, voluntary services, etc., also by means of discussion and participation with the civil society and the Third sector.

5 - The latest *Censimento Generale ISTAT dell'Industria, dei Servizi e delle Istituzioni non Profit (2011)* shows an increasing Third sector. The members of the voluntary organisations in 22% of the cases, are aged between 55-64 and in 14.8% 65 years or over. In June 2016, the draft of the Enabling law for the reform of the no profit organizations, social enterprises and for the discipline of the universal civil service, was approved.

6 - The years following the 2008 economic crisis were characterised by a constant increase in individuals at risk of poverty or social exclusion (28.3% in 2014, 3.3 points higher than in 2010) but thanks to a welfare system based on pensions, the incidence of absolute poverty is lower between the 65+ when compared with the total population (4.5% vs 6.8%). The main state reform measures concerning welfare launched in the period 2012-2016 include: the Unemployment allowance (ASDI); the new system for the calculation of the Equivalent Economic Situation Indicator (ISEE), which is used to assess the financial situation of the family units requesting social benefits or services under facilitated conditions; the Support for Active Inclusion; the national plan for the fight against poverty and social exclusion; the Guidelines for the combatting of serious alienation in adulthood. Also the initiatives put together by the Regional Authorities against poverty and exclusion are numerous.

7 - According to the INPS figures (National Social Security Institute), in 2015 the total amount of pensions paid in Italy came to Euro 273,075 million: 90.6% of the expenditure is represented by social security benefits, while the remaining 9.4% by welfare services (disabled persons included) and those receiving the same came to around 16,170,000. The period covered by the report was characterised by the enforcement of the December 2011 pension reform which established a progressive increase in the retirement age: as from January 2018, everyone will have to retire as from 66 years of age; 67 as from January 2021.

8 - At national level, the main measures which intervene on participation in the labour market of mature individuals are: the implementation of the 2011 reform of the pensions system, which progressively raises the retirement age; two reforms of the labour market, one in 2012 (so-

called Fornero Law) and one in 2015 (so-called Jobs Act), which introduce different changes with regard to both the passive policies (welfare support systems) and the active policies (contractual formalities, incentives and contributions system, flexibility and conciliation instruments). In order to encourage the re-entry to work and reduce the risk of long-term unemployment, the Jobs Act maintained the concessions introduced by the 2012 reform (50% reduction of the contributions payable by the employer who takes on individuals over 50 years with an employee employment agreement), envisaging further incentives for employment.

9 - In 2015, the population 55-74 is still under-represented in training and/or educational courses (3.1% against an average of the national population of 6.4%). Within the training sphere, important measures have been approved: the 2014-2020 Italy Partnership Agreement for the furthering of Life-long Learning (LLL) and the creation of the Regional and National Operational Programmes supported by the European social fund; the definition of the architecture of the LLL system in Italy; the System of the territorial networks for adult learning. The networks will have to operate in connection with the strategies for active ageing, for the support of the learning courses, for the development of skills and orientation.

10 - According to the Ministry of Health, the 64+ population has a healthy life expectancy of around 5 years (3.6 years for men and 5.8 years for women). Already in the 55-59 years class, 51.5% of the population suffers from chronic-degenerative illnesses, a percentage which reaches 85.2% after 75 years of age. Italy, with the other member nations of the EU, is involved in the implementation of the European Action Plan for active ageing and in good health in the period 2012-2020, which identified the European reference policy in line with the strategic stances of the European Office of the WHO and with the priority areas of Health 2020.

11 - In Italy, more than 40% of the 65+ live in couples without children, while around 20% live with children who have not yet left home. The families made up of just elderly members have increased (in 2012-2013 the families 65+ were 23.9%, while those 75+ were 12.7%), just as the elderly who live alone have risen (from 47% in 2011 to 48% in 2014), mostly are women (ISTAT, 2015). Care work, within the family context, involves more than 39 million individuals (2010 figures), among these 8.4% regularly take care of care-dependent older people, with considerable repercussions on the work/life balance, especially for women.

12 - With regard to the gender approach, in particular in terms of employment incentives, the 2012 reform of the labour market introduced a reduction of 50% of the contributions (for 12 months) for companies which employ women of any age, lacking employment for at least six months and resident in disadvantaged areas, or lacking employment for at least twenty-four months, wherever resident. The stability laws of the years 2015-2016 provided the financial coverage of these incentives.

13 - The *National Plan for the Family* (2012) contains support measures for family care (vouchers for the purchase of care services; activation of formalised channels for hiring assistants, etc.), as well as for making parental leave flexible. The territorial development of prevention programmes continues, in particular for the prevention of the main oncological diseases which affect women 50+.

General information

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The Italian ageing strategy:

Currently being defined

1. National ageing situation

1.1 The Italian ageing context - Demographic indicators

The Italian **population** continues to grow and has to January 1, 2015: 60,795,612 residents (of which 31,294,022 women), with an increase of 169,170 units compared to 31 December 2010 (previous Report figures), due in part to migration. Resident foreign citizens, amounting at 5 million 73 thousand, in fact, compared with January 1, 2014, saw an increase of 151 thousand, therefore representing 8.3% of the total resident population.¹

In the ten years elapsing between the 14th and 15th ISTAT Census² (2001 and 2011) the **number of families** habitually residing in Italy increased from 21,810,676 to 24,611,766 and the single-person households passed from 5,427,621 (24.9% of the total) to 7,667,305 (31.2%). The considerable increase in the latter is due partly to the progressive ageing of the population, and to demographic and social changes³.

The average number of **children per woman** drops to 1.37 (with respect to 1.46 in 2010) but while Italian women on average have 1.29 children, resident foreign citizens have 1.97. The childbirth age has also risen: nearly 8% of those born in 2014 have a mother at least 40 years old, while only in one case out of ten (10.7%) a mother is under 25⁴.

The **natural increase** continue to have a negative sign, -95,768 in 2014 with respect to the previous year. There were 509 thousand births in 2014, five thousand less than the previous year, the lowest level since the Unification of Italy. Deaths came to 597 thousand, around four thousand less than the previous year.

The consistent drop in mortality led to a further increase in **life expectancy at birth**, 80.2 years for men and 84.9 years for women but due to the process of convergence of male survival with female survival the gender difference is gradually diminishing⁵. The **residual life expectancy at the age of 65** is 18.7 years for men and 22 years for women and the percentage of 65+ has increased from 20.3% (2011 - previous report figures) to 21.7%⁶.

Growth in the population of **85 year olds and over** was also particularly rapid. The so-called "super seniors" came to 1 million 675 thousand as of the date of the previous report (2.8% of the total), today they are more than 1 million 930 thousand, of which around 1 million 300 thousand are woman, and correspond to 3.1% of the total population. Also 100+ are continuously increasing, reaching 19,095 individuals in 2015, women being clearly predominant (15,994). As a consequence of the rise in the number of elderly, **the average age of the population** continues to grow: from 43.5 years in the previous report (2011) to 44.4 years at present (January 1, 2015)⁷.

1.2. The Italian ageing context - Social and economic indicators

In 2013⁸, families resident in Italy perceived an **average annual income** of Euro 29 thousand 473 (figurative rents excluded) and on the basis of the median value it emerges that half of these received less than Euro 24,310 or rather just over Euro 2,000 per month. The elderly (+65) who live alone have a decidedly lower average income, equal to Euro 16,177 (around Euro 1,300 a month) while those alone, under sixty-five years of age, have a higher sum: Euro 19,158 a year (Euro 1,580 a month). Also observing the incomes from the point of view of the age of the main

¹ <http://www.istat.it/it/archivio/149003>

² ISTAT (National institute of statistics), 14th and 15th General census of the populations and dwellings.

³ <http://noi-italia.istat.it/index.php?id=3&L=0>

⁴ <http://www.istat.it/it/archivio/174864>

⁵ <http://www.istat.it/it/archivio/149003>

⁶ <http://demo.istat.it/> During the same period, the percentage of under 14s dropped from 14% to 13.8%.

⁷ <http://www.istat.it/it/archivio/149003>

⁸ Latest ISTAT (National institute of statistics) data, available at the time of the report drafting.

breadwinner, it is noted that households with the head of the family 65+ are the most disadvantaged, also with respect to the younger ones (under 35s), while the most prosperous households are those with the main breadwinner between 45 and 64 years of age⁹.

Table 1 - Net household income, average and median, in Euro by age group of the main breadwinner. 2013*

Age group of the main breadwinner.	median income	average income
up to 35 years	23,340.	26,398
35-44 years	27,361	30,983
45-54 years	29,351	33,504
55-64 years	29,552	35,422
65 years and over	19,146	24,158
Total	24,310	29,473

*(figurative rents excluded)

Source: ISTAT 2016 http://dati.istat.it/Index.aspx?DataSetCode=DCCV_REDNETFAMFONTERED

Observing the situation from an employment standpoint, we see how the **employment rate** of older workers has grown constantly over the decade (2005-2015) and for both genders, even if women maintain a negative gap of around 20 points with respect to men. The distance with the corresponding EU 27 total values (51.9) is in any event still wide and equal to 5.7 points, even if the gap is gradually shortening (in 2005 is was 10.9 points).

Table 2 - Employment rates of workers in the 55-64 years group (% V.) 2005-2014*

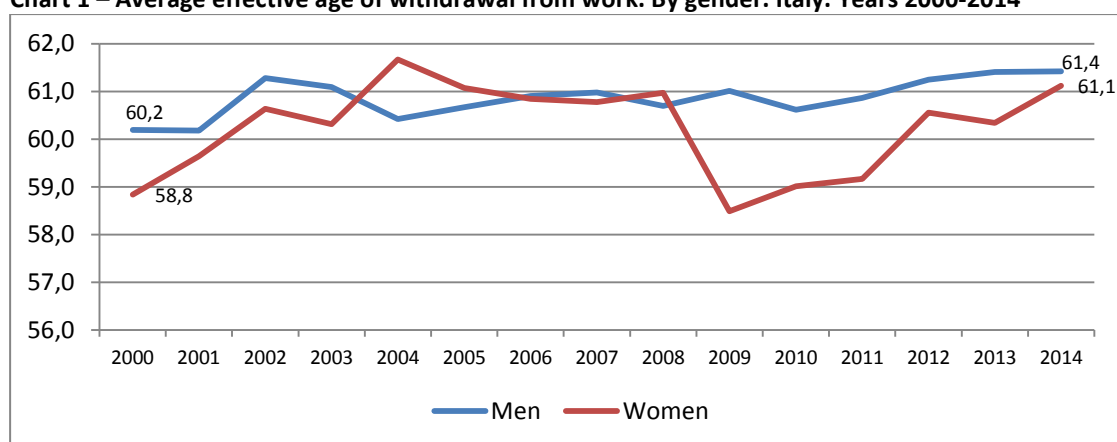
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Men	42.7	43.7	45.0	45.3	46.6	47.6	48.2	50.4	52.8	56.5	59.3
Women	20.8	21.8	23.0	23.9	25.3	26.1	28.1	30.8	33.2	36.6	37.9
Total	31.4	32.4	33.7	34.3	35.6	36.5	37.8	40.3	42.7	46.2	48.2

*(Last available figures)

Source: Eurostat 2016

The average age of withdrawal from work over the long-term registered a fluctuating trend, in particular with regard to the female component of the population, with a minimum point of 58.5 years in 2009 and a maximum, at the current moment (2014 projections, last available) of 61.1 years, now very close to that of the men.

Chart 1 – Average effective age of withdrawal from work. By gender. Italy. Years 2000-2014



Source: OECD estimates based on the results of national labour force surveys (the European Union Labour Force Survey) and, for earlier years in some countries, national censuses.

⁹ http://dati.istat.it/Index.aspx?DataSetCode=DCCV_REDNETFAMFONTERED

1.3. Description of the social, political and economic situation

After a very serious and prolonged crisis, in the last quarter of 2014 the Italian economy seems to have exited the recession. Growth and employment have been placed at the centre of the government debate. Despite the continuation of the period of cyclical weakness, the equilibrium of the national budget has been guaranteed: the primary surplus has remained among the highest levels in the Euro Zone, the incidence of the liability of the debt on GDP has continued to drop, the net indebtedness has remained under the threshold of 3.0 percent.

The budget policy presented in the “Economics and Finance Document for 2015”, in observance of the common rules adopted in the European Union, wants to support economic recovery avoiding the increase of the tax levy to relaunch investments; reducing the ratio between national debt and GDP to strengthen the confidence of the markets; enhancing the phase of recovery of the economy to achieve a pick up in employment in the next three years.

The programmatic scenario discloses a return to growth after a prolonged period of recession: with regard to 2015, an increase in GDP was seen equal to 0.7%, which should lead to 1.4% and 1.5% in 2016 and 2017, respectively. The net indebtedness objectives indicated last Autumn for the three-year period 2015-2017 are also confirmed - respectively 2.6%, 1.8% and 0.8% of GDP. In the forecasts, the ratio between borrowing and GDP will increase in 2015 (from 132.1% to 132.5%) to then drop significantly in the following two-year period (to 130.9% and 127.4), also thanks to the contribution of privatisations; this will make it possible to respect the regulation of the debt envisaged by Italian and European legislation.

The “Economic and Financial Document for 2016”, the third presented by the Renzi government, is part of the strategy pursued since 2014, with the primary objective of boosting growth and employment. An integral part of this strategy is the structural reform plan (stimulating public and private investment, and fiscal consolidation) together with actions aimed at reducing the fiscal pressure and increasing public investment. The programmatic setting will see further acceleration of GDP, driven by increased public investment and a further reduction of the tax burden on households and businesses. In 2016, the tax burden is expected to fall 0.7 percentage points to stand at 42.8% of GDP.

The Document Annual Report and the Law of the State Budget for 2017¹⁰ focus on investment, social cohesion and development. The government plans to implement policies for socio-economic development and growth; increase public investment; renew the incentives for private investment in innovative companies as well as for research and development; support the financing of SMEs (through state guarantees and tax breaks)¹¹; provide for measures in favor of families; increase pension benefits for pensioners on low incomes; allocate resources for the renewal of public employment contracts, frozen since 2010.

Also continues the consolidation of public finances: the deficit is expected to be placed at 2.3% of GDP, an objective to be achieved through interventions based on spending cuts and revenue increases realized by improving tax compliance, excluding tax increases. The cost savings will result from a new Spending Review cycle and from the reduction of various budget allocations.

Structural reforms

The Government has created a programme of structural reforms along three fundamental lines: raising of the productivity by means of developing human capital (Jobs Act, Buona Scuola-School reform, Programma Nazionale della Ricerca-National research programme); the decrease in indirect costs for businesses (reform of the Public Administration Authorities, anti-corruption

¹⁰ Law 11 December 2016, n. 232, “State Estimated budget for the financial year 2017, multi-annual budget for the 2017-2019 triennium” (*Bilancio di previsione dello Stato per l'anno finanziario 2017 e bilancio pluriennale per il triennio 2017-2019*), in force since 1 January 2017.

¹¹ In 2017, the rate of IRES (corporate tax) will decrease from 27.5% to 24%.

measures, tax reform); reform of the legal framework for certain sectors, (new dismissal regulations, civil justice reform).

The Government has already approved the **Jobs Act**¹², which includes provisions regarding permanent employment agreements with increasing protection, reorganisation of the legislation concerning welfare support systems, simplification of the contractual types and reconciliation of the life/work balances. The reform, implemented by means of various legislative measures between 2014 and 2015, is divided into two measures: *Italian Legislative Decree No. 34 dated 20 March 2014* and *Italian Law No. 183 dated 10 December 2014*, which contained numerous powers of attorney to implement with legislative decrees, all issued during 2015¹³. The main innovations envisaged by the enabling law, concerns the contract with increasing protection, a new type of agreement for new permanent recruits, which envisages a series of guarantees intended to increase gradually as time passes (see commitment 5) and unemployment benefits. Mention is also made of **tax incentives** introduced by means of the 2015 Stability Law¹⁴, such as the permanent reduction of the tax wedge for employees with income lower than Euro 26 thousand (IRPEF - Personal Income Tax bonus, of Euro 80); the deductibility, for enterprises and certain workers, of the payroll and related costs from the taxable base for IRAP (Regional Business Tax); the total exemption, for 36 months, from payment of the social security contributions for permanent employee agreements entered into in 2015.

The following "Stability Law for 2016"¹⁵ continues with tax relief (in reduced form of 40%) for open-ended contracts; such measures are supported by the tax relief on productivity bonuses. The lightening of the tax burden on companies will continue through the reduction of corporation tax (IRES income) that from 1 January 2017 will go from 27.5 to 24%. It is abolished TASI (Tribute on the indivisible services)¹⁶, for buildings used as a main residence (with the exception of particularly valuable properties); a measure that affects about 80% of households. The law also protects some individuals close to retirement: in particular, will provide relief for women who want to leave work with only 35 years of contributions, with a corresponding curtailment of pension ("Woman Option"). It also introduces a measure designed to promote generational change through the use of part-time for workers close to retirement. For pensioners it is raised the income threshold below which you do not pay the income tax (personal income tax) (see Commitment 3).

¹² Law 10 December 2014, n. 183 - Authorisation to the Government with regard to reform of the welfare support systems, the services for employment and the active policies, as well as with regard to the reorganisation of the discipline of the work relationships and the inspection and protection activities and reconciliation of the care, life and work needs (*Deleghe al Governo in materia di riforma degli ammortizzatori sociali, dei servizi per il lavoro e delle politiche attive, nonché in materia di riordino della disciplina dei rapporti di lavoro e dell'attività ispettiva e di tutela e conciliazione delle esigenze di cura, di vita e di lavoro*).

¹³ The reform delegated the Italian government to issue various legislative provisions, these being: Italian Law No. 183 dated 10 December 2014; Italian Legislative Decree No. 22 dated 4 March 2015; Italian Legislative Decree No. 23 dated 4 March 2015, Italian Legislative Decree No. 80 dated 15 June 2015; Italian Legislative Decree No. 81 dated 15 June 2015; Italian Legislative Decree No. 148 dated 14 September 2015; Italian Legislative Decree No. 149 dated 14 September 2015; Italian Legislative Decree No. 150 dated 14 September 2015; Italian Legislative Decree No. 151 dated 14 September 2015.

¹⁴ Law 23 December 2014, n. 190, *Provisions for the preparation of the annual and multiannual budget of the State - 2015 Stability Law (Disposizioni per la formazione del bilancio annuale e pluriennale dello Stato - Legge di stabilità 2015)*

¹⁵ Law of 28 December 2015, n. 208, *Provisions for the preparation of the annual and multiannual budget of the State - 2016 Stability Law (Disposizioni per la formazione del bilancio annuale e pluriennale dello Stato - Legge di stabilità 2016)*.

¹⁶ The TASI is a tribute that must be paid to the municipality and that is used to ensure the coverage of so-called "indivisible services", that is those services used by all the citizens, for whom it is not possible to identify a specific user (public lighting, road maintenance and of public green, civil protection, urban surveillance, registration, etc ...).

2. Methodology

The second assessment cycle of the International Plan of Action on Ageing adopted a methodology which includes both a qualitative and a quantitative approach. In consideration of the fact that the Report on the first assessment cycle included for Italy the years 2002 - 2008, the second cycles gather together the information available for the period 2009 - 2011, and the third cycle gathers together the information available for the period 2012 - 2016.

In the absence of a national ageing strategy and in relation to the high number of public Institutions and Bodies involved in the management of the measures and the interventions addressing the reference population, the choice was made to adopt a structured assessment process, capable of explaining this level of complexity. In particular, the assessment process has been divided up into two stages:

1. the illustration of the changes which, in the period under review, have taken place in the various spheres of policy, distinguishing between standards and measures launched at national level and those pertaining to the Provincial and Regional Authorities;
2. the presentation of the most significant statistical data, useful for illustrating the impact or at least certain dimensions of the elderly population affected by the specific measures described.

The result of the two work phases, which took up the second half of 2016, represents the content of this Report. The structure of the document follows the guidelines proposed by the UNECE in May 2015 and adopted by the Working Group on Ageing, offering an analysis and assessment of the national action undertaken to meet the MIPAA/RIS structure articulated in relation to the 10 Commitments.

In order to provide account of the progress achieved in the implementation of the regional Strategy, within the context of the four objectives of the 2012 Vienna Declaration, the Report proposes a summary mapping of the adopted measures, organized in relation to the four objectives.

The statistical data and any analytical information is provided in the enclosures to the document.

Part II

3. National actions and progress in implementation of MIPAA/RIS

3.1. Commitment 1: Mainstreaming of the ageing in all the policy sectors, with the aim of bringing the societies and the economies in harmony with the demographic evolution to achieve a society for all ages

In Italy, the topic of active ageing is mainly dealt with at regional planning level. The contents of the measures enacted most recently at local level inherent to active ageing are illustrated below. The laws enacted respectively by the **Umbria** Region, the **Friuli Venezia Giulia** Region and **Abruzzo** Region ¹⁷ respectively in 2012 and 2014, 2016, promote co-ordinated measures in favour of the elderly, within the spheres of social protection and promotion, lifelong learning, culture and social tourism, civil commitment, voluntary work in roles of responsible and joint active citizenship, sport and leisure time for the maintenance of wellbeing during ageing, also by means of discussion and participation with the social forces and the Third sector. These laws therefore promote and make the most of active ageing (active ageing being understood to be the process aimed at optimising the opportunities concerning health, safety and participation in social activities for the purpose of improving the quality of life), supporting policies in favour of the elderly, acknowledging them an active role in society by means of a useful and gratifying commitment, capable of making them key players in their future.

The role of the elderly (65+) is therefore recognised in the social community and participation in social, civil, economic and culture life is furthered encouraging the creation of processes for autonomy and well-being within the sphere of one's usual life contexts; furthermore, training, cognitive, professional and human experience accumulated by the elderly over their life is turned to account, as well as their wealth of personal relationships. Specifically, the intention is to incentive the mutual inter and intra-generational learning among persons belonging to different cultures, acknowledging and furthering the value of gender differences; make the most of the professional experiences acquired and the teaching methods, as well as the active role of the elderly in the transmission of knowledge to new generations during counselling or initial vocational education and training courses, also with the contribution of businesses and trade union organisations; and reduce the gap in the real access to technologies - digital divide - and the disparity in the acquisition of resources and knowledge of the IT network, as well as the abilities necessary for participating in information society.

In conclusion, the laws set themselves the objective of combatting the phenomena of exclusion, prejudice and discrimination vis-à-vis the elderly supporting action and measures which ensure healthy and dignified ageing, that facilitate the full social inclusion within the community, also by means of information, awareness-raising, health and social relations promotion, and training courses.

¹⁷ Resolution of the regional Council No. 173 dated 18 September 2012 – “Provisions protecting the promotion and exploitation of active ageing” (*Norme a tutela della promozione e della valorizzazione dell'invecchiamento attivo*). The scheduling of the measures was included in the Umbria Regional social plan as per Article 8 of Italian Regional Law No. 26 dated 28 December 2009 (Regulations for the accomplishment of the Integrated System of Measures and Social Services - *Disciplina per la realizzazione del Sistema Integrato di Interventi e Servizi Sociali*) and is implemented by means of the agreement as per Articles 12 and 17 of the same R.L. No. 26/2009; Italian Regional Law No. 22 dated 14 November 2014 – “Promotion of active ageing and amendments to Article 9 of Italian Regional Law No. 15/2014 regarding social protection (*Promozione dell'invecchiamento attivo e modifiche all'articolo 9 della Legge regionale 15/2014 in materia di protezione sociale*)”. The Friuli Venezia Giulia Region encourages the scheduling of the measures promoting the territorial initiatives with the individual and aggregated Municipalities, with the Health Authorities as well as with the parties, bodies and associations which for any reason work within the spheres and for the purposes as per this law, also by means of the Area Plans tool, and encourages the establishment and participation relating to European networks and national and international circuits. With the Regional Law of June 9, 2016, n. 16 - "Promotion and enhancement of active aging", the Abruzzo Region favors the planning of measures promoting local initiatives in partnership with municipalities, with Health Authorities and with legal entities who, for whatever reason, work in the fields and for the purposes of this law, through the regional social Plan tool and zone plans. The Region promotes policies for active aging even through specific objectives and measures included in the programming of EU funds, European Structural and Investment funds. The family is recognized as a key resource in the active aging policies promoting conditions of sustainability of family responsibilities towards older people.

By means of the 2012 Regional Law of the **Liguria** Regional Authority¹⁸, the *Subsidiarity Pacts* are identified as an administrative instrument for supporting the free initiative of the individual or organised citizens. The various project-related action underway with regard to active ageing (and not only) is supported by the Subsidiarity Pacts which involve public bodies (Regional, municipal, District authorities), bodies of the Third Sector (co-operatives, voluntary and social promotional associations), Banking Foundations.

The text is the result of a shared process which saw the recognition of the importance and the role of the Third sector as joint key player in the scheduling, planning and achievement phases with regard to social policies, with a view to the principle of horizontal subsidiarity, a principle introduced at constitutional level by Article 118 of the Constitution.

Furthermore, in the Liguria Regional Authority's 2013-2015 Socio-health Integrated Social Plan, active ageing is identified among the priority action for prevention and for the development of the community.

The **Basilicata** Region, with Regional Law of 2015¹⁹ governs the planning and implementation of local policies on education, instruction, guidance, vocational training and work, in particular to the support of the fundamental transitions in the active life of individuals. Article 14 is devoted to learning policies aimed at promoting active aging.

A number of pensioner trade union organisations belonging to various trade unions²⁰ and certain voluntary associations²¹ have recently presented a Regional Law proposal in Lazio "Provisions safeguarding the promotion and exploitation of active ageing". The draft bill of public initiative intends to define new outline legislation aimed at integrating, co-ordinating and implementing all the measures targeted at recognising the role of the elderly person in the community and their participation in the social, economic and cultural life, promoting and exploiting active ageing among 60+.

3.2. Commitment 2: To ensure full integration and participation of older persons in society

As evidenced by Bes report *The fair and sustainable welfare in Italy 2016*²², in 2015 18.9 per cent of older women and 28.1 for older men is engaged in various forms of social participation. A rate of nearly one point higher than in 2005, recovering from the decline of previous years, after the peak observed in 2010. The difference in social participation between men and women, equal to ten percentage points, remains stable. The most frequent forms of participation are financing an association (16.9 of the elderly men and 12.6 percent of women), free play activities in voluntary associations (9.1 for men and 6.8 percent for women), attend meetings in cultural, recreational or other kind (8.9 and 5.5 percent respectively).

On June 6, 2016 was approved the draft law for the reform of the third sector, the social enterprise and for the discipline of the universal social services²³. The reform defines the Third Sector, differing from the State and the private sector, specifying rules and characteristics of the

¹⁸ Italian Regional Law No. 42 dated 6 December 2012 - "Act for the Third Sector" (*Testo Unico del Terzo settore*). The Regional Authority, in particular, furthers the development of the parties of the Third Sector safeguarding the autonomy of the same, encouraging their contribution to the running of the social functions, the accomplishment of services and measures and the achievement of social, civil, educational and cultural ends.

The Law, on a consistent basis with the national legislation in force, has the purpose of:

- a) the reorganisation and review of the regional provisions with regard to the Third Sector;
- b) the identification of the methods for exercising the representativeness of the parties of the Third Sector;
- c) the definition of the methods for the accrediting of the services and the social facilities;
- d) the identification of non-profit public/private relationship models, in accordance with the principle of subsidiarity.

¹⁹ Regional Law n. 30 of 2015 - "Integrated system for lifelong learning and support for transitions in the active life." (*Sistema integrato per l'apprendimento permanente ed il sostegno alle transizioni nella vita attiva*).

²⁰ Spi Cgil, Fnp Cisl and Uilp Uil for Lazio, regional Cgil Cisl and Uil.

²¹ Auser, Antreas and Ada.

²² ISTAT, *The fair and sustainable welfare in Italy 2016 (Bes Il benessere equo e sostenibile in Italia 2016)*, ISTAT, Rome 2016.

²³ Italian Law No. 106 dated 6 June 2016, "Reform of the Third sector, social enterprises and for the discipline of the universal civic service" (*Riforma del Terzo settore, dell'impresa sociale e per la disciplina del servizio civile universale*).

series of private non-profit entities which have civic and solidarity ends. The objective of the action, which envisages the granting to Government of specific powers of attorney, is, on the one hand, to introduce measures for the creation of a renewed system which encourages the active and responsible participation of the individuals, individually or in associate form, in order to make the most of the growth and employment potential inherent in the social economy and in the activities carried out in the sector, also by means of the reorganisation and harmonisation of incentives and support instruments; on the other hand, to align and co-ordinate the discipline of the subject matter characterised by a non-standard legislative framework no longer suitable for the changed needs of civic society.

Furthermore, the reform redefines the categories of disadvantaged workers to be employed in the work placement organisations taking into account the new forms of social exclusion, also with reference to the principles of equal opportunities and non-discrimination as per the current national and EU legislation. The main changes made in the non-profit sphere are summarised hereunder:

Consolidated definition of Third Sector Over the last 30 years, laws and related definitions have overlapped for the bodies of the Third Sector. Now a single definition for all has been reached, present in Article 1: *the group of private bodies established for the pursuit, without profit, of civic, solidarity and social utility purposes and which, in accordance with the principle of subsidiarity and on a consistent basis with the respective articles of association or memorandums of association, further and achieve activities of general interest by means of forms of voluntary or free action or mutual aid, or production and exchange of goods and services. The political associations and formations, trade unions, professional associations and those representing economic categories do not form part of the Third sector.*

Streamlining of the legislation: Code of the Third Sector. The drafting of the Code of the Third Sector is envisaged, which will streamline and reorganise the pre-existing legislation regarding the civic statute of corporate bodies. Furthermore, a National Register of the Third sector and the National Board of the Third sector will be established, which will group together the Voluntary Service Monitoring Union and that of the social promotion Associations.

New definition of social enterprise In Italy, social enterprises have existed since the 1990s and their social function has been ratified by Italian Law No. 381/91 on social co-operation. While Italian Law No. 155 of 2006 on social enterprise by contrast recognised a new legal form of social enterprise restricted by the non-distribution of profits and which established somewhat restrictive limitations on the forms of governance. As a result of the enforcement of law No. 106 of 2016, the social enterprise is defined as *a private organisation which carries out business activities for the purposes as per Article 1, which assigns its profits by way of priority to the achievement of the corporate purposes but may remunerate the invested capital to the extent equal to the amount today in force for predominantly mutual aid co-operatives. adopt responsible and accountable management formalities, encourage the widest involvement of the employees, users and all the parties affected by its activities.*

Review of the legislation concerning voluntary work and social promotion. The harmonisation of the legislation with regard to voluntary work and social promotion, the promotion of voluntary work also in collaboration with the schools system and the development of the experience of the voluntary workers in the training and work sphere is envisaged. The Voluntary Service Centres (CSV) may be run not only by the voluntary organisations but by all the bodies in the Third Sector (even if the majority in the governance bodies must be guaranteed by the voluntary service) and the services will be provided to all the bodies which avail themselves of voluntary workers. Furthermore, the establishment of regional and nationwide co-ordination bodies is envisaged, with the role of planning and control of the CSVs.

Universal civic service It will open up to foreign citizens duly resident, it envisages a specific legal status for the voluntary workers in civic service and accreditation formalities for the bodies owning the project. The civic service may be recognised for training and working purposes.

Tax matters and economic support. The streamlining of the tax legislation is envisaged and the establishment of support measures such as a number of social funding tools, the facilitation of the donation, the setting up of a fund care of the Ministry of Employment and Social Policies,

the consolidation and more transparent regulation of the “5 per mille”, i.e. the mandatory 0.5% income tax contribution destined for charitable organizations²⁴.

Support for innovative measures. A private foundation, Italia Sociale, will support - by means of financial resources and operating expertise - the bodies of the Third sector which, by means of innovative measures, produce goods and services which distinguish themselves due to the high social and occupational impact.

The “IX Censimento Generale dell'Industria, dei Servizi e delle Istituzioni no Profit – Rilevazione sulle istituzioni no profit – 2011” issued by ISTAT, reveals a clearly increasing Third sector: 4.7 million voluntary workers, 301,191 organisations, 28% more than in 2001, with growth in the staff employed of 39.4%. The figures describe a non-profit sector based on the work contribution of 4.7 million voluntary workers, but also 681 thousand employees, 270 thousand external workers and 5 thousand temporary workers. Other types of human resources are also present, who provide their activities to these institutions for various purposes: 19 thousand assigned/seconded workers, 40 thousand clerics and 19 thousand youngsters of the civic service. As the ISTAT figures reveal, the voluntary workers of the non-profit institutions in 43.2% of the cases have an age ranging between 30 and 54 years, in 20.0% of the cases they are under 30 years of age, in 22.0% they are between 55-64 years and in 14.8% of cases 65 years or over. A greater incidence of young voluntary workers are found in culture, sport and creation, where the under 30s represent 22.3%. Social work and civic protection, together with philanthropy and promotion of voluntary services and the protection of the political activities and rights, by contrast, are sectors of activities with more mature voluntary workers. The non-profit sector then confirms itself as a driving force for female employment. In fact, a female component exists made up of 1.8 million voluntary workers, 494 thousand employees, 142 thousand outside workers, 3 thousand temporary workers, 9 million assigned/seconded workers, 26 thousand clerics and 10 thousand youngsters in civic service.

The secondary high school diploma represents the prevailing qualification among the Voluntary workers (50.1% possess this qualification), compared with 29.4% who have not continued mandatory schooling and 20.5% of graduates. A particularly high portion of graduate voluntary workers, with values of over 30%, are identified in the sphere of education and research (3.9%), international co-operation and solidarity (35.5%) and philanthropy and promotion of voluntary work (34.7%). Voluntary workers who are not Italian citizens number 60,585 equal to 1.3%, with higher numbers in Central (1.6%) and the North-East of Italy (1.4%)(see table 1).

A CENSIS survey²⁵ highlights how the elderly in Italy represent a wealth of skills and experience increasingly often at the service of the community. Among the aspects which characterise the lifestyles of the elderly today and which contribute towards the improvement of their conditions of health, is care of oneself and attention to one's mental and physical condition, attention which expresses itself in a series of choices and conduct in daily life. Compared with 2002, the elderly who keep fit by walking or sporting activities in the open air have doubled with respect to 2002 (carried out by 53.9%), who pay attention to the biological quality of their food (31.5%) and the healthiness of their daily diet (23.2%). Around a third of the elderly (30.3%) try to take brief holidays during the year, in addition to those linked to the Summer break. 14.3% frequently attend gyms and pools. 9.7% permit themselves spa treatments at least once a year. 4.4% subject themselves habitually to aesthetic treatments, with tanning sessions, body and facial massages.

²⁴ Recent budget laws gives taxpayers the opportunity to allocate 0,5% of the income taxation to specific Ongs.

²⁵ CENSIS, *The elderly, a resource for the country (Gli anziani, una risorsa per il Paese)*, 2014.

Table 3. Voluntary workers of the non-profit institutions by citizenship, age, qualifications, predominant sector of activities and geographic breakdown

predominant sector of activities	citizenship		age			qualifications			
	Italian	Non-Italian	up to 29 years	30-64 years	65 years and over	Graduate	Secondary school diploma	no higher than junior high school	
Culture, sport and recreation	99.0	1.0	22.3	64.7	13.0	18.1	51.9	30.0	
Education and research	98.4	1.6	15.8	67.4	16.8	39.9	43.7	16.4	
Health	99.0	1.0	18.7	65.5	15.9	18.1	50.2	31.7	
Social work and civic protection	98.2	1.8	16.3	62.2	21.4	18.8	47.3	34.0	
Environment	98.9	1.1	18.5	69.5	11.9	23.0	46.7	30.3	
Social development and social cohesion	98.2	1.8	15.8	71.7	12.4	29.1	48.9	21.9	
Protection of rights and political activities	98.7	1.3	14.7	67.2	18.1	28.5	47.3	24.2	
Philanthropy and promotion of voluntary work	98.7	1.3	16.7	64.8	18.5	34.7	46.3	19.0	
International co-operation and solidarity	96.9	3.1	15.7	70.1	14.1	35.5	47.8	16.7	
Religion	96.2	3.8	21.7	60.8	17.4	16.3	45.1	38.6	
Trade union relations and representation of interests	99.6	0.4	7.1	81.9	11.0	28.1	52.0	19.9	
Other activities	99.3	0.7	8.5	80.0	11.5	17.9	34.6	47.5	
Total	98.7	1.3	20.0	65.3	14.8	20.5	50.1	29.4	
Geographic breakdown									
North-west	98.7	1.3	16.6	65.9	17.5	19.5	48.9	31.7	
North-east	98.6	1.4	18.8	65.5	15.7	17.0	48.4	34.6	
Central Italy	98.4	1.6	20.8	64.7	14.5	23.5	51.7	24.8	
South Italy	99.3	0.7	25.6	64.8	9.6	24.6	54	21.5	
Islands	99.3	0.7	25.3	64.6	10.1	21.9	49.7	28.5	
Italy	98.7	1.3	20.0	65.3	14.8	20.5	50.1	29.4	

Source: ISTAT, 9th General Census on industry and services 2011

3.3. Commitment 3: To promote equitable and sustainable economic growth in response to population ageing

The years following the 2008 economic crisis were characterised in Italy by a growing increase of individuals at risk of poverty or social exclusion. In 2015, the estimate of this condition²⁶ stood at around 28.7%, 3.7 points more than in 2010. According to INPS (National Social Security Institute 2015), the drop in the income of Italian households has affected the weakest categories with a sharp increase in the index of intensity of poverty²⁷, passing between 2008 and 2013 from 5.5% to 7% of the entire population. Between 2010 and 2015, according to ISTAT²⁸ the percentage of individuals in a condition of serious deprivation increased in particular along with the percentage of family units with a low work intensity (+4.1% and +1.1 respectively, table

²⁶ Definition adopted within the sphere of the Europe 2020 strategy

²⁷ This is the Poverty Gap. The index measures the average distance of the income of the poor from the poverty threshold (calculated according to the Eurostat method).

²⁸ ISTAT, Life conditions and income, Year 2015, (*Condizioni di vita e reddito, Anno 2015*), ISTAT Statistiche e Report, Roma, 6 dicembre 2016.

4) ²⁹. Thanks to a welfare system based mainly on pension benefits, the incidence of absolute poverty is the lowest in the generations over 65 (4.1% in 2015, compared with a value of 7.6% for the total population) in fact in family units it is the elderly who establish themselves as a resource in terms of income (see households with two or more elderly in table 4).

Table 4. Poverty or social exclusion indicators (Europe 2020). Years 2010-2015 for 100 individuals with the same characteristics

Condition	Risk of poverty	of Serious deprivation	Low work intensity	Risk of poverty or social exclusion
2010	18.7	7.4	10.6	25.0
2011	19.8	11.1	10.5	28.1
2012	19.5	14.5	10.6	29.9
2013	19.3	12.3	11.3	28.5
2014	19.4	11.6	12.1	28.3
2015	19,9	11,5	11,7	28,7
2015-2010	1,2	4,1	1,1	3,7
2015 Households with an elderly person	17,8	10,5	26,7	28,6
Households with two or more elderly persons	9,8	6,8	31,7	17,1
Households with at least one elderly person	14,4	8,9	28,0	23,7

Source: Isfol processing on ISTAT data (I.Stat)

The policies

The welfare reform measures which followed as from 2012, introduced actions to combat poverty which are based on the integration of income-support measures and services to take charge of family units, with the aim of furthering socio-employment integration.

At national level, there were four measures which characterised the four-year period 2012-2016:

- the new Unemployment allowance (ASDI);
- the new system for the calculation of the Equivalent Economic Situation Indicator (ISEE), which is used to assess the financial situation of the family units who intend to request a social benefit or a public utility service under facilitated conditions;
- the Support for Active Inclusion;
- the national Plan for the fight against poverty and social exclusion and the Guidelines for the combatting of serious alienation in adulthood.

ASDI. In Italian law, there is not a nation-wide generalized minimum income measure, not addressed to specific categories, but the recent reforms of the labour market (Jobs Act) introduced in 2015³⁰ the Unemployment allowance, accorded to unemployed persons, having already benefited from the New Social Insurance for Employment (NASPI) without having found a new job, who are in severe economic hardship³¹.

²⁹ The socio-economic factors which increase the risk of poverty and the state of deprivation are the work status, the geographic area of residence (the households in the South have a more than double risk with respect to those in the North), the type of family (in particular, units with just one parent and families with several children), the age (above all else minors and elderly) and the gender (with woman at greater risk with respect to men); INPS, *2014 Annual Report (Rapporto annuale 2014)*, Rome, July 2015 pages 12-21.

³⁰ Legislative Decree 4 March 2015, n. 22, art. 16.. Allowance provided monthly to a maximum of six months.

³¹ The financial difficulties must be certified by an ISEE (Indicator of Equivalent Economic Situation) equal to or less than 5.000 euro per year.

Will be eligible workers belonging to families with a child, and / or over 55 years old who have not completed the requirements for retirement or early retirement. The fruition of unemployment allowance³² is conditional on subscribing a service agreement with a PES and therefore to participate in initiatives of counseling, training, employment or internship, agreed with the services. The ASDI was set up on an experimental basis for the year 2015, but the Legislative Decree 148 of 14 September 2015 made its funding a structural measure.

Reform of the ISEE. As from 1 January 2015 and with a review as of 29 March 2016, the new ISEE has been in force.³³ The main changes include the introduction of the “household factor”, being the corrective for the assessment of the assets and income, with a greater weight of the components of the family unit, their conditions of health and age, and different fixed excesses on the basis of the seriousness of the requirement. A simplified method has also been introduced for the certification of the income.

National Plan for Poverty and Support for Active inclusion. Has remained stable, since 2008, the funding of the **Social Card**, a purchasing card reserved for the 65+ and children under 3 belonging to low income families³⁴. Distributed free-of-charge, it is a payment card with a value of Euro 40 per month which can be used to purchase foodstuffs, pharmaceuticals and for the payment of public utility services (electricity and gas), and gives the right to discounts at affiliated stores. The measure was extended to UE citizens and foreigners in possession of stay permits.³⁵ During 2015, according to INPS³⁶ (2016), the Social Card reached 62,936 beneficiaries for a disbursed amount to Euro 208,164,203, with more than 61.8% of the beneficiaries originating from the regions of Southern Italy.

Between 2013 and 2014, a **New social Card** was tested (Experimental Purchase Card), which involved 12 Municipalities with more than 250,000 inhabitants (Bari, Bologna, Catania, Florence, Genoa, Milan, Naples, Palermo, Rome, Turin, Venice, Verona) with an amount set aside of Euro 50 million. It addresses family units, with at least one minor and at risk of poverty due to unemployment or underemployment. In 2014 it was distributed to around 6,517 family units, with an average monthly economic benefit of Euro 334. With respect to the previous trial, it envisaged more consistent quotas of support linked to the willingness of the member of the family unit to actively involve themselves in a project aimed at job placement and social inclusion, handled by the social services. In 2013, experimentation of a Card for Social Inclusion was extended to the areas of Southern Italy (Italian Decree Law No. 76/2013), with an amount set aside of Euro 167 million until 2015. Further still, the 2014 stability law (Law 147/2013) envisaged an amount set aside for an additional 40 million for a three-year period aimed at covering the remaining regions of the North and therefore the progressive extension of the measures throughout Italy.

On the basis of the experiment carried out, the 2016 Stability Law³⁷ introduced the **Support for Active inclusion (SIA)**, the first national measure for combating poverty: it envisages the disbursement of an economic grant to family units undergoing economic conditions of extreme difficulty, in the presence of minors, subordinate to compliance with a working and social activation project³⁸. The measure, after a period of testing, has become structural starting from 2016.

³² The amount is 75% of the last NASPI previously perceived.

³³ The reform of the ISEE dates back to Italian Decree No. 159 dated 2013. In 2016, following the three sentences of the Council of State, a review of certain points was achieved, relating to the assessment of the income-earning situation associated with the compensatory payment for disability.

³⁴ Introduced by Italian Decree Law No. 112/2008, converted into Italian Law No. 133 dated 6 August 2009, it is a magnetic credit card, availing of public funds and private donations and distributed by Poste Italiane (the Italian post office). The elderly beneficiaries must have a pension of less than Euro 6,000 (Euro 8,000 if 70 years of age or over), have an ISEE value of less than Euro 6,000, not be the owner of more than one property or have stocks and shares of more than Euro 15,000.

³⁵ Italian Interministerial Decree dated 3 February 2014.

³⁶ INPS, 15th Annual Report (*XV Rapporto annuale*), Rome, July 2016.

³⁷ Italian Law No. 208 dated 28 December 2015, Instructions for the formation of an annual and long-term budget of the State (2016 stability law) (15G00222)

³⁸ The development of the SIA is defined within the *National Plan for the fight against poverty and social exclusion (Piano Nazionale per la lotta alla povertà e all'esclusione sociale)*. For the implementation, the “Fund for the fight against poverty and social exclusion” was established care of the Ministry of Employment and Social Policies, with

The 2016 Stability Law maintained the fiscal reduction measures in force since 2009, which also involved the elderly: the *electricity bonus and the gas bonus*³⁹; the abolition of the taxes (TASI and IMU) on ownership of residential property as the first home; 50% exemption of the TV licence⁴⁰ for the 75+ or for family units with members who receive disability or social security allowance. The raising of the income threshold has been envisaged for *exemption from the payment of Personal income tax (IRPEF)* for pensioners: for the 75+ the threshold rises from Euro 7,750 to Euro 8,000, for the under 75s from Euro 7,500 to Euro 7,750.

Guidelines for the combatting of Serious Adult Alienation. The Joint State-Regions Conference (November 2015) approved the first official planning document of the sector, the result of a working group co-ordinated by the Ministry of Employment and Social Policies⁴¹. The guidelines contain specific reference to ageing and 65+ in conditions of extreme poverty, and further an approach towards integrated services, encouraging the connection of the various national-local and sector responsibilities (health, home, public order, education, training, employment, administration of justice, etc.)⁴².

Regional initiatives

The initiatives implemented by the Regional Authorities against poverty and exclusion were numerous too; some examples are illustrated below: In 2014, **Basilicata** (Regional Law No. 26/2014) established a fund to finance the minimum inclusion income; the **Friuli Venezia Giulia** Regional Authority will supplement the monthly Euro 40 of the national Social Card which can be used by 60+ (or by children under the age of 3) to support food, health and public utility costs; in 2013, the **Lazio** Regional Authority approved the 2013/2014 Plan against poverty - setting aside an amount of around Euro 6 million and projects extended until 2016 - which envisages a structured series of measures (social refectories, support for family guidance centres, migrant training initiatives, etc.), including a home help service for the 75+ who live alone and a career guidance service, accompanied by income support, for the 40+ in conditions of difficulty following the loss of employment.

3.4. Commitment 4: To adjust social protection systems in response to demographic changes and their social and economic consequences

On the basis of the data presented by INPS, in 2015 the total amount of the pensions paid in Italy came to Euro 273,075 million, representing 16.7% of GDP. This cost grew with respect to 2012 by 4.4%, while as a percentage of GDP it increased in the same period by 0.5%. 90.6% of the cost was represented by pension benefits, while the remaining 9.4% by welfare benefits (which include the benefits for persons with disabilities)⁴³.

In 2015, pensioners numbered around 16,170,000, 53% of which women. They however received 44% of the total of the pension expenditure, due to the fact that the monthly average pension income for men was Euro 1,702.51 and Euro 1,211.66 for women. 97% of pensioners

resources of Euro 600 million for 2016 and Euro 1,000 million for 2017. The national resources (around 750 million), are joined by ESF resources: the NOP Inclusion will support over the next seven years, with Euro 1 billion and 70 million, the strengthening of the integrated network of services.

³⁹ Measures introduced in 2009, for the purpose of ensuring a saving on annual spending for electricity and/or gas for two types of household: those suffering economic difficulties and those care of which there is an individual with serious health problems kept alive by home-based electro-medical.

⁴⁰ Tax on equipment capable of or which can be adapted to receive television and radio listing signals in Italy.

⁴¹The Group availed itself of the technical secretariat of the fio.PSD (Italian Federation of Bodies for the homeless) and involved the 12 cities with more than 250 thousand inhabitants, where the phenomenon is most widespread. The Social Policies Commission of the Conference of the Regions, of the Autonomous Provinces; the Association of Italian Municipalities (ANCI) and the Ministry of Infrastructures (DG for Housing Policies) took part in the round table.

⁴² On 11 June 2016, the Ministry of Employment and Social Policies signed a memorandum of understanding with the Fio.Psd for the promotion of the advertising campaign **#HomelessZero** to support the divulgation of innovative housing policies for the homeless.

⁴³ INPS, 2016, cit.

are included within the INPS schemes. 38% of INPS pensioners receive less than Euro 1,000, and 11% less than Euro 500. Considering gender, the percentage of women pensioners below Euro 1,000 exceeds 47% (27.4% for men), while that of women below Euro 500 is 12.4% (8.9% for men). 90% of INPS pensioners are over 60 years of age, with a small difference in favour of men (90.5% compared with 89.2%)⁴⁴.

In 2015, the Monitoring Commission on Private Pension Schemes (COVIP) reported a number of members of supplementary pension funds equal to 7,226,907 (32.2% of the total of employees in the same year). In 2012, this number was 5,828,674 (25.8% of employees)⁴⁵.

The period covered by this report was characterised by the progressive enforcement of the measures introduced by the pension reform launched by the Government in December 2011⁴⁶. In this regard, it is necessary to remember that, after the 2011 reform, the Italian pension system is structured in a mandatory public pillar, supplemented by membership on a voluntary basis of private pension schemes. The reform introduced a notionally defined contribution scheme for the public pillar for all the workers (public, private and self-employed) who started work after January 1, 1996. It also established an increased retirement age as from January 2012: 66 years for men working in the public or private sector and for women working in the public sector and 62 for women working in the private sector. As from January 2018, everyone will have to retire as from 66 years of age, an age which will be raised to 67 as from January 2021⁴⁷.

Early retirement is possible after a definite period of contribution, raised gradually year by year in relation to the increase in the life expectancy and established in 2016 at 42 years and 10 months for men and 41 years and 10 months for women. The pension undergoes a reduction equal to one percentage point for each year of early retirement with respect to the age of 62. Above two years of early retirement, the percentage is raised to 2 percentage points for each additional year. These penalties were suspended in 2015 and will again be applied as from 2018⁴⁸.

As from 2013, all the requirements (including those for obtaining the old age pension) and the contribution ones for obtaining early retirement, irrespective of the age, are indexed according to the changes in life expectancy measured by ISTAT with reference to the three previous years. The adjustment of this parameter takes place every three years and as from 2019 will take place every two years. As from 2013, the calculation of the transformation coefficients at the time of retirement was extended up to 70 years of age⁴⁹.

The reform confirmed the so-called “woman option”, a measure introduced by Italian Law No. 243 dated 23 August 2004, and launched on an experimental basis as from 2008, aimed at women employees the possibility of retiring at the age of 57 (57 and 3 months as from 2013) and self-employed women from the age of 58 (58 and 3 months as from 2013, in both cases with more than 35 years of contribution. In this connection, the effect of the reform was to push an increasingly greater number of women to avail themselves of this possibility, accepting the permanent cut of the pension income. It were usually younger women who made this choice, given that 66% of them were between 58 and 59 years of age. On average, women who have made this choice have received a pension of Euro 977, around 35% lower than that which they would have received if they had not complied with the female option⁵⁰.

⁴⁴ Ibid.

⁴⁵ Monitoring Commission on Private Pension Schemes (COVIP), *Supplementary pensions. Main statistical figures. Second quarter of 2016 (La previdenza complementare. Principali dati statistici. Secondo trimestre 2016)*; Monitoring Commission on Private Pension Schemes (COVIP), *Annual Report 2012 (Relazione per l'anno 2012)* The two totals include FONDINPS, the contractual pension fund, set up in 2005 care of INPS which contains the Employee leaving indemnity (TFR) being accrued by workers who have not expressed any will with regard to its allocation and in relation to whom there is no collective pension envisaged by collective contracts or agreements, including territorial, to which the same can be allocated.

⁴⁶ Italian Law No. 214 dated 22 December 2011, converting Italian Decree Law No. 201 dated 6 December 2011 containing Urgent provisions for growth, equity and consolidation of the national budget (*Disposizioni urgenti per la crescita, l'equità e il consolidamento dei conti pubblici*).

⁴⁷ INPS, cit.

⁴⁸ INPS, cit.

⁴⁹ Ministry of the Economy and Finance, *Note up-dating the 2016 Economy and finance document 2016*, 27 September 2016 (*Nota di aggiornamento del Documento di economia e finanza 2016*).

⁵⁰ INPS, cit.

The sudden application of the rise in the pension requirements as from January 2012, without a transitory period being envisaged, had the immediate consequence of leaving a group of workers without pension income (workers who, in the previous legislative framework, were close to early retirement availing of specific measures, such as voluntary retirement or on the basis of social partners agreements, discharge for assisting persons with disabilities, exoneration from public work, changeover from permanent to temporary or from full time to part time, etc.). Specific legislative measures were organised for these workers notwithstanding the reform which gradually extended the eligible categories, arriving at the coverage in June 2016 of a contingent of more than 127,000 units, investing a budget equal to around 13% of the Euro 88 billion which were to be expected to be saved by the reform in the period 2012-2021.⁵¹

The 2016 budget law introduced a subsidised part-time measure on an experimental basis, addressing workers in the private sector, with a standard full-time contract, having a minimum contributions to be entitled to the old age pension and who reach the retirement age by 31 December 2018. These workers may agree with their employer a reduction in the working time between 40 and 60%, receiving in their pay roll the remuneration for their part-time job and also a sum free from taxation equal to the contribution to be paid by the employer and corresponding to the remuneration due for the reduction of the hours worked. In this way, for the purposes of calculating the pension, the part-time years are considered as full-time ones. The limited number of applications question the enforcement of the measure in 2017.

According to INPS⁵², from 2010 Italy has lost around 800,000 jobs among the under 30s while 55+ employees increased by an equivalent number. This phenomenon may be the result of the combined action of the demographic factors, the weakness of the contractual profiles of the youngsters and the impact of the pension reform. INPS estimates that the delay in the retirement of elderly workers in companies with more than 15 employees led in the period 2008-2014 to a reduction in the employment of youngsters of 37,000 persons (around a quarter of the drop in youth employment) and of 28,000 in companies with less than 15 employees⁵³.

The budget law for 2017 (Law December 11 2016, nr. 232) enforces a one year experimental early retirement scheme: the Advance payment pension guarantee (*Anticipo finanziario a garanzia pensionistica APE*)⁵⁴. It consists of a loan granted by a funder and covered by a compulsory insurance scheme for the risk of premature death. It is paid by monthly payments for 12 months a year; entitled beneficiaries are 63+ with at least 20 years of contribution, without any pension and lacking 3 years and 7 months to be entitled to a pension scheme equal to 1,4 the minimum public pension. The payback should start when the person is already entitled to the old pension scheme, lasting for a period of 20 years.

The same budget law enforced three other measures. The first is a one year experimental early retirement scheme, based on an allowance, addressed to 63+ unemployed or with reduced ability to work, or having spouses or relatives with serious disability, or having performed a heavy work during last 6 years, without any other income support measure. The second is represented by the widening of the group of pensioners entitled to receive the bonus called "quattordicesima", enforced since 2007 to strengthen lowest public pensions of 64+ beneficiaries. The third measure introduces the possibility to receive early payments from private pension schemes (excluding defined benefits) until the attainment of public pension requirements.

According to the Ministry for the Economy and Finance, the pension reforms implemented starting from 2004 would have increased the retirement age from 60-61 in 2006-2010 to around 64 years in 2020, 67 in 2040 and around 68 in 2050⁵⁵. In this framework by 2050 the savings in pension expenditure will amount to around 60 percentage points of the GDP, of which 1/3 deriving from the reform enacted at the end of 2011.

⁵¹ Ibid.

⁵² Ibid.

⁵³ INPS, cit.

⁵⁴ Senato della Repubblica, Camera dei deputati, Servizio studi, Budget Law 2017. *Reading Notes (Legge di Bilancio 2017. Schede di lettura)*, November 2016.

⁵⁵ Ministry for the Economy and Finance, cit.

Eurostat has indicated for Italy an average working life duration in 2014 of 30.7 years, with an EU28 average of 35.3, resulting in 2.2 years of increase compared to 2000, even if the Italy/EU28 inequality appears to have increased slightly with respect to the same period⁵⁶.

According to the OECD⁵⁷, the Italian social security system has played an important role in protecting the elderly from the risk of poverty, given that up to 2015 in Italy, 9.3% of the 65+ live in situations of relative poverty, with respect to 12.6% of the entire population. The elderly also have an average income equal to 95% of the national average. Despite this, the OECD recalls that the benefits for individuals without pension contributions is currently rather low: they in fact receive 19% of the average salary with respect to an average of 22% in OECD countries. Furthermore, since the new contribution system closely links the amount of the contribution paid and the pension income, the effect of the contribution interruptions associated with unemployment or late entry into the labour market (somewhat relevant in the case of youngsters and women) may contribute to the rise of the poverty among the elderly in the future⁵⁸.

3.5. Commitment 5: To enable labour markets to respond to the economic and social consequences of population ageing

In the period under review, at national level the measures capable of intervening on the level of participation in the labour of the more mature population group, are mainly attributable to:

- the implementation of the **pension system reform**⁵⁹, which came into force in 2012, that progressively raises the retirement age, prolonging the duration of the working life;
- two **reforms of the labour**, one in 2012⁶⁰ (so-called Fornero Law) and one in 2014⁶¹ (so-called Jobs Act), which introduced different changes with regard to both the passive policies, in terms of welfare support systems, and the active policies, in terms of contractual formalities, incentives and contributions system, flexibility and conciliation instruments.

⁵⁶ The indicator measures the number of years during which a person of 15 years of age would have to be active in the labour market throughout their life. It is calculated by means of the probabilistic model which combines demographic data (survival functions) and labour market data (Labour Force Survey, activity rates by age groups).

⁵⁷ OECD, *Pensions at a Glance 2015. Italy*, 1 December 2015.

⁵⁸ Ibid.

⁵⁹ Italian Law No. 214 dated 22 December 2011, converting Italian Decree Law No. 201 dated 6 December 2011 (so-called Decreto salva Italia), containing urgent provisions for growth, equity and consolidation of the national budget.

⁶⁰ Italian Law No. 92 dated 28 June 2012, "Provisions regarding reform of the labour market with a view to growth" (*Disposizioni in materia di riforma del mercato del lavoro in una prospettiva di crescita*).

- ⁶¹ Italian Law No. 183 dated 10 December 2014 "Authorization to the Government with regard to reform of the welfare support systems, the services for employment and the active policies, as well as with regard to the reorganisation of the discipline of the work relationships and the inspection and protection activities and reconciliation of the care, life and work needs" (*Deleghe al Governo in materia di riforma degli ammortizzatori sociali, dei servizi per il lavoro e delle politiche attive, nonché in materia di riordino della disciplina dei rapporti di lavoro e dell'attività ispettiva e di tutela e conciliazione delle esigenze di cura, di vita e di Lavoro*) and subsequent decrees:

- *Legislative Decree* n. 22 of 04.03.2015: Provisions for the reorganization of the legislation on social safety nets in the event of involuntary unemployment and redeployment of unemployed workers, in accordance with Law 10 December 2014 n. 183;

- *Legislative Decree* n. 23 of 04.03.2015: Provisions relating to the employment permanent contract with increasing safeguards, in accordance with Law 10 December 2014 n. 183;

- *Legislative Decree* n. 80 of 15/06/2015: Measures for reconciliation of the needs of care, life and work, in implementation of Article 1, paragraphs 8 and 9 of the Law 10 December 2014 n. 183.

- *Legislative Decree* n. 81 of 15.6.2015: Discipline of employment contracts and review of regulations on duties, under Article 1, paragraph 7, of Law December 10, 2014, n. 183.

- *Legislative Decree* n. 148 of 09.14.2015: Provisions for the reorganization of the regulations in relation to social benefits *whilst in employment*, in accordance with Law 10 December 2014 n. 183;

- *Legislative Decree* n. 149 of 09.14.2015: Provisions on the streamlining and simplification of inspections in the field of labor and social legislation, in accordance with Law 10 December 2014 n. 183.

- *Legislative Decree* n. 150 of 09.14.2015: Provisions for the reorganization of the legislation in the field of employment services and active labor market policies, in accordance with Law 10 December 2014 n. 183;

- *Legislative Decree* n. 151 of 14.09.2015: Provisions for rationalization and simplification of procedures and obligations, for citizens and enterprises, and other provisions on employment and equal opportunities.

As an effect of the pension reform, a consistent increase in employees of private non-agricultural business in the 55+ age group has been seen, passing from 1,541,448 in 2013, to 1,831,362 in 2015. In detail, the increase is equal to 8.8% between 2013-2014 (8.2 for men and 9.8 for women) and 9.2% between 2014-2015 (8.8 for men and 10.0 for women) [INPS Report, 2016].

The need to relax certain criteria introduced by the reform is currently under public debate, deemed too rigid, requesting, in particular, the search for solutions to ensure greater outgoing flexibility. In relation to this aspect, the following measures are currently active:

- **early retirement**, envisaged by the 2012 labour reform (see commitment 4);
- the **generational turnover**⁶² introduced by Italian Legislative Decree No. 148/2015 implementing the Jobs Act within the sphere of the expansive solidarity contracts (Art. 41), which permits collective in-house contracts to envisage permanent reductions in the working hours in the presence of the simultaneous employment of new staff on a permanent basis;
- **part-time for the pension** introduced by the 2016 Stability Law (see Commitment 4).

In the presence of the changes in the demographic trend towards an increase in the average age and the life expectancy, which have pushed the legislator to reform the pension system so as to ensure its sustainability, the commitment of the institutions is now aimed at developing a system of employment policies, instruments and contractual solutions capable of prolonging the work status of mature workers.

The reforms of the labour market over the last few years, in particular the Jobs Act, aim at developing a flexicurity model based on the connection between the passive policies supporting income and the active policies which involve the workers in customised processes aimed at relocation.

Within the sphere of the **social shock absorbers**, during the period under review the process of extension to an increasingly wider array of workers of the institutes of protection of the income in situations of economic crisis or company reorganisation continued, so as to support the continuity of the employment relationships. On the basis of the most recent INPS data, recourse to temporary lay-off scheme (CIG), massive in 2013, underwent a drop of 19% during 2014 and 42% in 2015. The percentage of 50+ in terms of the overall total of beneficiaries, of all the CIG instruments, passed from 28.6% in 2013 to 34.4% in 2015, even if decreasing in absolute terms. Within the sphere of this data, the contribution of the 50-54 age group appears almost equal to those of the 55+ and among the latter more greatly attributable to the male component.

In relation to the protection of the income in situations of unemployment, the labour market reform law No. 92/2012 introduced the **AspI** (Social Insurance for Employment) and the **MiniAspI** in replacement of the ordinary unemployment benefit and the reduced requirements unemployment benefit. The Jobs Act, in turn, replaced these institutes with the **NASpI** (New social Insurance benefit for Employment), which extends the benefit to those who have not accrued the minimum contribution payment period envisaged by AspI and aligns the duration by age groups, overcoming the differences between workers under and 50+). The consistency of the legislative innovations reduces the comparability between the data of the last few years, however the INPS figures show a general increase in the benefits which in particular concerned the most elderly: in 2014/2013, +7% for the 50-54 class and +12.8% for 50+; in 2015/2014, +6.5% for the 50-54 class and +15.1% for 50+ (out of a total of +6.1% in 2014/2013 and 2.5% in 2015/2014).

An additional innovation introduced experimentally by the Jobs Act, is **the relocation allowance**, an instrument supporting the work placement of those unemployed for more than 4 months receiving the NASpI (see Commitment 3). This benefit, commensurate to the

⁶² This measure has not been greatly applied, mainly within the sphere of experimentation at local level (Lombardy). Partly on consideration of the results of these experiments, INPS is inclined to support well-studied and balanced measures of this kind at company or economic sector level; it is deemed in fact that this instrument, if implemented at national level, could have distortive effects and excessive costs.

employability prospects of the individual, can be spent at a public or private employment agency, so as to avail of a customised assistance service for professional relocation.

From a contractual standpoint, Italian Legislative Decree No. 23 dated 4 March 2015, implementing the Jobs Act, aiming to support permanent employment, introduces the **open-ended contract with increasing protection** which, in the event of dismissals for economic reasons, envisages a benefit with an increasing amount in relation to length of service, therefore more burdensome in the event of mature workers. The possibility of interrupting the work relationship is however unaffected, for the company, in the presence of payment of the benefit, since reinstatement in the job is excluded, except in the cases of null or discriminatory dismissal and specific types of unjustified disciplinary dismissal.

With regard to the system of incentives and contributions, for the purpose of encouraging the work placement and reducing the risk of long-term unemployment, the 2012 labour reform introduced a number of **incentives in favour of 50+ workers and women**⁶³. In detail, with regard to mature workers the incentive involves a reduction of 50% of the contributions payable by the employer who employs individuals who are 50 or older under a permanent employment contract (also staff leasing) or temporary contract, or who transforms a temporary employment contract into a permanent one⁶⁴.

Italian Legislative Decree No. 150 dated 2015, which implements the Jobs Act, besides maintaining the concessions for women and 50+ introduced by the 2012 reform, envisages benefits for some types of worker which can include this target. This is the case of workers under special lay-off fund (Cigs) for at least three months and employees of businesses benefiting from Cigs for at least six months, in relation to which a monthly contribution is envisaged equal to 50% of the mobility indemnity which would be due to the worker for a period of 8 months which is extended to 21 months for workers with more than 50 years and 33 months for 50+ living in Southern Italy and in areas with a high unemployment rate. This incentive is equal to 20% of the residual monthly indemnity which would be paid to the workers, in the event of workers who avail of the NASpI. Employers who, as from 1 January 2016, take on new employees or make transformations to full time and permanent contracts for **workers enrolled in mobility lists**, can avail of the contribution exemption as per the 2016 Stability Law together with the economic incentive as per Article 8.4 of Law No. 223/1991, equal to 50% of the monthly indemnity which would be due to the workers for the remaining period of right to said indemnity, up to a maximum of 12 months or 24 months for the hiring of workers over the age of 50, or 36 months in the event that the hiring of the workers 50+ is carried out in areas of Southern Italy. The combination is permitted in cases of transformation into permanent contracts with workers enrolled in the mobility lists, provided that the new contract is full time. Among the measures aimed at providing incentive for the employment of mature workers, there is also the **Manager to work** incentive, funded by the Ministry of Employment and Social Policies, using the European Social Fund and entrusted to Italia lavoro within the sphere of the Welfare to Work (W2W) System Action for the 2012-2014 re-employment policies. The initiative is implemented at regional level throughout almost the whole of Italy⁶⁵ and, with respect to the previous edition in 2011, the new funding is also open to the sphere of self-entrepreneurs envisaging, therefore, the disbursement of contributions both to the employer who take on former managers who are unemployed, and to the self-employment and business creation initiatives.

Article 1 of the Law December 23 2014, n. 190 (Stability law 2015) charged the National Institute for Insurance against Accidents at Work (INAIL) with the task of facilitating the

⁶³ Article 4, section 8-11 of Italian Law No. 92/2012; INPS Circular 111/2013; MLPS Circular 34/2013. Domestic employers and those who employ by means of intermittent contracts, divided or accessory work are excluded.

⁶⁴ The duration of the incentive is 12 months for temporary contracts, 18 months for permanent contracts, or extended to 18 months in the event of transformation from temporary to permanent.

The incentive is not combinable with the three-year contribution exemption subsequently introduced by Italian Law No. 190/2014 for individuals employed during 2015 and with the two-year incentive introduced by the 2016 Stability Law. It is however possible to benefit first of all from the incentive envisaged by Italian Law No. 92/2012, for a temporary contract, and then the 2014 and 2016 incentives for the transformation into a permanent contract.

⁶⁵ In 18 regions and one autonomous province, on the basis of the results of the survey on the regional measures for the target of 50+ workers carried out by Isfol; Aversa-Scarpetti, Aversa M. L., Scarpetti G., *50+ and Regional Policies 2010-2013 (Over 50 e Politiche regionali 2010-2013)*. <http://isfoloia.isfol.it/xmlui/handle/123456789/1281> 2016).

reintegration at work of persons with disabilities originating from their job. This task includes tailor projects aiming at job protection or job search, training programs, accessibility and adaptation of the workplace. In the same period, the Institute continued its activity concerning the assessment and management of work-related stress risk, providing technical support and methodological tools for both employers and employees⁶⁶.

Regional measures

At **regional level**, the framework of measures supporting the labour market participation of 50+ workers, appears uneven, with a predominance of measures not specifically addressing this target, but which contemplate the same within the sphere of action directed more generically at a multitude of disadvantaged people or those at risk of exclusion.

A mapping of the regional policies dedicated to this target carried out in 2014 revealed that out of 20 regions, 4 have introduced generic measures which only indirectly concern 50+ workers, 8 specific incentives intended for this category, while in another 8 regions these incentives are absent or have expired. The majority of the measures involve economic incentives; measures consisting in more complex projects or specific training measures are by contrast less represented⁶⁷.

A more recent survey of the same regional measures also reveals that, with regard to demand, incentives to enterprises for the employment and stabilisation of mature workers are more widespread rather than for the implementation of managerial practices for the valorisation of seniority, influenced by age management and diversity management criteria⁶⁸. The latter in fact appear concentrated in large companies which, however, represent only a minimum part of the Italian enterprises. Many similar initiatives have been funded by the regional authorities within the sphere of Italian Law No. 35 dated 4 April 2012, which established a tax credit for the employers who taken on workers belonging to disadvantaged categories on a permanent basis, also including 50+, or very disadvantaged, if unemployed for more than 24 months.

The action addressing the individuals indirectly involves the workers over 50 years of age as type of disadvantaged worker, especially within the sphere of the measures implemented by the regions to tackle the economic crisis and the rising unemployment created by the closure of many businesses, with training and retraining measures aimed at enhancing the employability of these persons.

3.6. Commitment 6: To promote life-long learning and adapt the educational system in order to meet the changing economic, social and demographic conditions

The level of participation of the adults - and in particular 54+ in lifelong learning opportunities, today still represents a key point matter in which it is necessary to invest. In fact, despite the sharp growth in the participation rate of the adult population (25-74 years) in training and/or educational activities, registered in Italy in 2015 (+1 percentage point with respect to 2010), the more elderly population age group (55-74) still represent a marginal segment of those trained (3.1% compared with a national average of 6.4% (see table 6).

⁶⁶ <https://appsricercascientifica.inail.it/focusstresslavorocorrelato/guideeng.asp>.

⁶⁷ AA.VV., *Incentives for 50+: mapping of the national and regional measures (Incentivi per gli over 50: mappatura degli interventi nazionali e regionali)*, Working Paper ADAPT, No. 160/2014
<http://www.bollettinoadapt.it/incentivi-per-gli-50-mappatura-degli-interventi-nazionali-e-regionali/>

⁶⁸ Aversa M. L., Scarpetti G., cit.

Table 6 - Participation rate in education and training (last 4 weeks) by gender, age and educational attainment level (%)

AGE and QUALIFICATIONS	2005	2010	2015
	Total	Total	Total
25-74 years	5.0	5.4	6.4
Less than primary, primary and lower secondary education (levels 0-2)	0.8	1.1	1.7
Upper secondary and post-secondary non-tertiary education (levels 3 and 4)	8.9	7.7	7.9
Tertiary education (levels 5-8)	14.2	15.2	16.1
25-54 years	7.0	7.2	8.3
Less than primary, primary and lower secondary education (levels 0-2)	1.3	1.5	2.2
Upper secondary and post-secondary non-tertiary education (levels 3 and 4)	10.2	8.8	9.1
Tertiary education (levels 5-8)	15.9	17.3	18.0
55-74 years	1.2	1.9	3.1
Less than primary, primary and lower secondary education (levels 0-2)	0.4	0.7	1.2
Upper secondary and post-secondary non-tertiary education (levels 3 and 4)	2.7	3.3	4.5
Tertiary education (levels 5-8)	7.1	7.8	9.8

Source: Eurostat, LFS, 2015

A decisive factor, among those which affect the distribution of the training opportunities the most, is represented by the level of education attainment which the individuals have: among the 55-74 year old, who participate in the education and training activities, the percentage of those who have been educated to upper secondary or tertiary level is higher (respectively 4.5% and 9.8%) with respect to those with basic education (1.2%). In other words, the adults who have greater need for education and training are precisely those who have less access to permanent learning opportunities. Falling within this context, the positive datum which sees the accomplishment of the definition process for a permanent learning system in Italy.

Between 2012 and 2015 important legislative and regulatory measures, which maintain the right for the citizens to avail lifelong learning opportunities, were in fact approved. The various measures take into account the European co-operation regarding education and training (ET2020). The priority of developing lifelong learning (LLL) systems also guides the principals of the European structural funds, in particular the ESF (European Social Fund), which represents an important component of the policies and resources in this sector. In particular, the **2014-2020 Italy Partnership Agreement**⁶⁹ envisages theme-based objectives which further LLL and guide the creation of the National and Regional Operational Programmes supported by the ESF towards these ends.

Italian Law No. 92 dated 28 June 2012 strengthens the lifelong learning policies and provides the legislative and institutional framework which defines the architecture of an LLL system in Italy. It systemises the previous reforms and experiences developed in favour of adult learning. In detail, Article 4, sections 51 to 61 of the law discipline key aspects, including:

- the principle that the permanent learning policies will operate “starting from the development of the cultural and professional assets in any event accumulated by citizens and workers”;
- the promotion of territorial networks for lifelong learning, for which the law specifies characteristics, finalisation and priorities for the creation of the same;
- the issue by Government of decrees for the definition of general provisions and essential levels of performances, for the validation of non-formal and informal learning, and the certification of skills that are essential elements of the system.

⁶⁹See “2014-2020 Italy Partnership Agreement”, adopted by the European Commission on 29 October 2014.

The “territorial networks for lifelong learning”

The “Territorial networks for lifelong learning” are the parties appointed with the promotion of permanent learning. The networks are organised at regional level, according to methods identified at national level⁷⁰, include a series of educational, training and work institution and services active in the area, but also the universities, the enterprises, the Chambers of commerce, the internal migration Monitoring Unit, parties which together contribute in the promotion of permanent learning offer. The network structure and the wide social, economic and territorial representativeness have the purpose of encouraging the best connection between the training offer, the needs of the individuals and the labour market.

In the system of networks, the formal learning is entrusted to the schools and training institutions. In the new context, the formal education should perform a central role since it is in this field that the progression of formal qualifications and the achievement of the key skills, associated with various training courses, is implemented.

The CPIAs (Education centres for adults), the Professional Technical Hubs, the Universities and the AFAM (Advanced Artistic, Musical and Chorus Training) form part of the formal network.

The CPIAs fit themselves in a prior series of activities and parties with which the schools had already operated for adult learning⁷¹. They intervene as far the secondary education courses and operate according to a logic of services for learning, which range from welcoming of the adult user, to guidance and counselling in the training courses. Practically, they have the objective of providing a targeted response to the demand for adult training, acting in particular on making the most of the previous experience and the shared definition of “individual training pacts”, which make it possible to tailor the training to specific needs. This is made possible by the definition of a national skills certification system based on national standards, having been defined by means of the issue of **Italian Legislative Decree No. 13/2013**⁷² and the subsequent **Italian Ministerial Decree dated 30 June 2015**⁷³.

Universities and AFAM operate at tertiary education level, also in this case using specific instruments and services for the adult user. Mention is made of the Italian University Network for Permanent Learning (RUIAP), which currently brings together around 30 Universities involved in the furthering of permanent learning (University lifelong learning). RUIAP is also a

⁷⁰See Government, Regional and Local Authorities agreement on the territorial networks for Permanent learning dated 20 December 2012 and Agreement containing “*Strategic lines of intervention with regard to services for permanent learning and organisation of the territorial networks*” approved during the Joint Conference held on 10 July 2014 (Intesa Governo, Regioni ed Enti Locali sulle reti territoriali per l’Apprendimento permanente del 20 dicembre 2012 e Accordo recante “*Linee strategiche di intervento in ordine ai servizi per l’apprendimento permanente e all’organizzazione delle reti territoriali*” approvato in sede di Conferenza Unificata il 10 luglio 2014).

⁷¹In this connection, see Italian Presidential Decree No. 263 dated 29 October 2012, “Regulations containing general provisions for the redefinition of the didactic organisational set-up of the Adult education centres, including therein evening classes, in accordance with Article 64.4 of Italian Decree Law No. 112 dated 25 June 2008, converted, with amendments, by Italian Law No. 133 dated 6 August 2008 (*Regolamento recante norme generali per la ridefinizione dell’assetto organizzativo didattico dei Centri d’istruzione per gli adulti, ivi compresi i corsi serali, a norma dell’articolo 64, comma 4, del Decreto-legge 25 giugno 2008, n. 112, convertito, con modificazioni, dalla Legge 6 agosto 2008, n. 133*) (Italian Official Gazette No. 47 dated 25 February 2013) and the MIUR–MEF Interministerial Decree dated 12 March 2015 containing “Guidelines for the changeover to the new system supporting the organisational and didactic autonomy of the Provincial Centres for Adult Education” (*Linee guida per il passaggio al nuovo ordinamento a sostegno dell’autonomia organizzativa e didattica dei Centri Provinciali per l’Istruzione degli Adulti*).

⁷²Italian Legislative Decree No. 13 dated 16 January 2013, “Definition of the general provisions and the essential levels of the performances for the identification and validation of non-formal and informal learning and the minimum service standards of the national skills certification system, as per Article 4, sections 58 and 68 of Italian Law No. 92 dated 28 June 2012 (*Definizione delle norme generali e dei livelli essenziali delle prestazioni per l’individuazione e validazione degli apprendimenti non formali e informali e degli standard minimi di servizio del sistema nazionale di certificazione delle competenze, a norma dell’articolo 4, commi 58 e 68, della Legge 28 giugno 2012, n. 92*) (Italian Official Gazette General Series No. 9 dated 15 February 2013).

⁷³Ministry of Labour and Social Policies - Decree dated 30 June 2015 “Definition of an operational framework for the recognition at national level of the regional qualifications and the related skills, within the sphere of the National Inventory of educational and training certificates and professional qualifications as per Article 8 of Italian Legislative Decree No. 13 dated 16 January 2013” (*Definizione di un quadro operativo per il riconoscimento a livello nazionale delle qualificazioni regionali e delle relative competenze, nell’ambito del Repertorio nazionale dei titoli di istruzione e formazione e delle qualificazioni professionali di cui all’articolo 8 del Decreto legislativo 16 gennaio 2013, n. 13*) (Italian Official Gazette General Series No. 166 dated 20 July 2015).

member of the European network of universities for lifelong learning EUCEN, for the purpose of ensuring a high level of quality.

The non-formal parties are also associated in the learning networks, in relation to which the law envisages specific accreditation criteria. These parties are acknowledged a complementary function in the training offer, above all else supporting the Key/basic skills, in culture or in the link with work.

Generally, it is important to emphasise how the territorial networks for lifelong learning do not limit themselves to the training offer, but represent a series of public and private educational, training and work services, active throughout the area and characterised at regional level. It is explicitly envisaged by the 2014 Agreement⁷⁴ that the networks operate in connection with the strategies for active ageing, for the support of the learning offer, for the development of linguistic and digital skills, and in the fruition of permanent orientation services.

Continuous and Vocational training

Continuous vocational training initiatives funded by public funds or ruled by national provisions fall within three main reference spheres: national legislation regarding ***Continuous and Vocational*** training, which has established and disciplined measures of funding for LLL (Italian Law No.236/93 and Italian Law No. 53/00), activities jointly-financed by the European Social Fund (ESF), system of the Joint Inter-professional Funds (FPI) managed by the social parties.

In the reference period, the economic crisis had produced important effects in this sector. Specifically:

- a considerable reduction of the financial resources available: public resources, (linked to the ESF and the mandatory financial contribution of the employer for training) have been used, on a priority basis, to defend the income of the workers by means of the establishment of the lay-off benefits scheme by way of departure; the crisis has also affected the level of private business investments supporting the training of the workers, which underwent a sharp reduction;
- in general, the crisis and the need to sustain employment, and competitiveness of the economic system have established a boost to the overcoming of the fragmentation of policies, responsibilities and financial resources among the various parties and decision-making levels (State-Regions structure), towards an increased efficiency of the system;
- the pension system reform measures drastically adopted, led to the raising of the retirement age with the consequent lengthening of the active life of the workers; in fact, the greater and sudden presence of older workers in the workplace has established the need to train and handle older workers boosting reflection on and the launch of measures so as to deal with the intergenerational dynamics.

Italian Law No. 183 dated 10 December 2014⁷⁵ which reforms the system of active policies for employment falls within this sphere. Within the same, the opportunities for supporting the employability of the workers, even older ones, must be read. With regard specifically to training, **Italian Legislative Decree No. 150 dated 14 September 2015**, implementing the “Jobs Act”, furthers the establishment of a “**Network of services and employment active policy measures**”, established by the National Agency for Employment (ANPAL), newly set-up, and by the various parties already active in this sector (INAIL, Employment Agencies, Inter-professional funds for on-going training, Bilateral funds Isfol, Chambers of commerce, industry and small

⁷⁴See note 2.

⁷⁵ Italian Law No. 183 dated 10 December 2014 “Authorisation to the Government with regard to reform of the welfare support systems, the services for employment and the active policies, as well as with regard to the reorganisation of the discipline of the work relationships and the inspection and protection activities and reconciliation of the care, life and work needs” (*Deleghe al Governo in materia di riforma degli ammortizzatori sociali, dei servizi per il lavoro e delle politiche attive, nonché in materia di riordino della disciplina dei rapporti di lavoro e dell’attività ispettiva e di tutela e conciliazione delle esigenze di cura, di vita e di Lavoro*) (Italian Official Gazette General Series No. 290 dated 15 December 2014).

business, Universities, Secondary school institutions). The innovations of the system concern greater centralisation of the co-ordination functions for the parties and the purposes of the network, entrusted to ANPAL. The need for greater co-ordination at central level corresponds to the objective of ensuring a minimum level of services are national level and above all else the construction of an integrated offer of training opportunities and services, for the purpose of enhancing the employability of the worker. The new system is still being defined.

The Inter-professional funds⁷⁶ have operated to support specific targets, including older workers. Certain Funds, in fact, like the Banks and Insurance Companies bilateral Fund and Fondimpresa, have funded company training plans aimed at the qualification and requalification of 50+ workers.

According to the last Isfol Report on *Continuous and Vocational Training*⁷⁷, however, in 2015 the workers effectively involved in training plans funded by the Funds did not reach high percentages. Furthermore, the structure of the age of the workers who took part in plans discloses a minor involvement of workers older than 55 (6.8%) with respect to the central age bracket (37.4% for 35-44 year olds and 26.4% for 25-34 year olds), highlighting how the companies tend to invest more on those who have longer career prospects or one those who need incoming skills⁷⁸.

Rarely do the Funds require that the training they finance conclude with the certification of the skills acquired by the workers. However it would be desirable their involvement in the national skills certification system, for the purpose of qualifying the action, responding to the unanswered problem of connection between training, which is performed in the companies, and a public system for the certification of the skills⁷⁹.

3.7. Commitment 7: To strive to ensure quality of life at all ages and maintain independent living including health and well-being

Health and access to national health services

According to the Ministry of Health, the 64+ population had a healthy life expectancy in 2013 (free from disabilities and chronic illnesses) of around 5 years (3.6 years for men and 5.8 years for women), in the face of a life expectancy of around 20 years⁸⁰.

In this population, the most significant diseases, whose incidence increases with age, continue to be arthrosis and arthritis, followed by high blood pressure and osteoporosis for women. In accordance with the Global Burden of Disease of the World Health Organisation, the first four causes which contribute to the loss of years of life among 64+ are, for Italy, heart disease, strokes, Alzheimer's and falls, similarly to the majority of European countries⁸¹.

Already in the 55-59 age class, 51.5% of the population suffers from chronic-degenerative illnesses, a percentage which reaches 85.2% after 75 years of age. Women are more frequently

⁷⁶The Inter-professional Funds are bodies of an associative nature, furthered by the organisations representing the Social Parties by means of National Multi-industry Agreements entered into by the employers' trade union organisations and those representing the workers most representative at national level (Article 118 of Italian Law No. 388/2000 and subsequent amendments). They handle the so-called "mandatory contribution against involuntary unemployment" paid by the companies to INPS for each employee. Italian Law No. 388 dated 2000 (Art. 118) permits the companies to allocate 0.30% of the mandatory contribution for involuntary unemployment to the training of its employees, joining one of the Inter-professional Funds.

⁷⁷Isfol, 16th Report on Continuous Training, Isfol 2016 (*XVI Rapporto sulla Formazione Continua*). The Report to Parliament was drawn up by ISFOL (Training Services and Systems Structure) on behalf of the Ministry of Employment and Social Policies – General Direction for active policies, employment services and vocational training.

⁷⁸See Isfol, 16th Report on Continuous Training, Isfol 2016.

⁷⁹See U.Buratti, L.Casano, L.Petruzzo, *Skills certification. Initial reflections on Italian Legislative Decree No. 13 dated 16 January 2013 (Certificazione delle competenze. Prime riflessioni sul Decreto legislativo 16 gennaio 2013)*, ADAPT Labour Studies e-Book series No. 6/2013; L. Casano, *Employment transitions and certification of skills (Transizioni occupazionali e certificazione delle competenze)*, in For.Per.Lav. No. 12/2014.

⁸⁰ Ministry of Health, *Report on the national health situation 2012-2013 (Relazione sullo stato sanitario del Paese 2012-2013)*, <http://www.rssp.salute.gov.it/>

⁸¹ Ibid.

involved, in particular 55+⁸². More than 60% of the pharmaceuticals whose costs is not borne by the citizen, but by the National Health Service, is used by the elderly who often find themselves having to use several pharmaceuticals at the same time, in the context of comorbidity (after 75 the comorbidity is 57.3% among men and 70.9% among women). In a context where there is a lack of suitable experimentation of new drugs on the elderly population, the Ministry of Health points out the need of carrying out more detailed analysis in this connection⁸³.

In this context, the implementation of the national *PASSI d'Argento* programme continues, entrusted by the Ministry of Health to the Public Health Institute - National Centre for Epidemiology, Surveillance and Health Promotion⁸⁴. The programme is aimed at creating a national surveillance system for 64+ population, based on a bio-psycho-social approach through the monitoring of four priority areas: individual well-being and state of health; participation in social life; risk factors, conditions of health and treatments; living environment. The objective of the programme is to contribute to the regional monitoring of the health promotion and prevention measures, as well as the main determinants of health of the elderly population. The data collected by the system makes it possible in fact to identify also those who are more at risk of diseases and therefore potential beneficiaries of specific preventive action. In the National Prevention Plans 2010-2012 and 2014-2018, *PASSI d'Argento* will contribute to the production of some of the indicators used by the Ministry of Health for certifying the action and prevention programmes achieved by the Regional Health Authorities.

Within the sphere of the local services, the Regional Health Authorities have consolidated the presence of one-stop shops dedicated, among the various types of users, to the elderly population. The development of these points has the purpose of streamlining the information and the access to the services; encouraging the integration between health and social services; guiding the citizen (with particular regard to those who are not self-sufficient), usually sent by their doctor, to specific multi-dimensional assessment units, in charge of contributing together with health and social services to the definition of an individual assistance program⁸⁵.

Long term care

The National Health Service guarantees those who are not self-sufficient and in fragile conditions, with diseases underway or resulting from the same, assistance in their own home known as "homecare" involving an organised series of medical, nursing and rehab treatments. Homecare is supplemented by social assistance and support services for the family, generally provided by the Municipal authority of residence of the individual.

Public spending for LTC in Italy involves: a) a health component; b) the care allowances (*indennità di accompagnamento*)⁸⁶; c) the social and care measures addressed to persons with disabilities and the elderly who are not self-sufficient provided at local level. The spending amounted to 1.9% of GDP in 2015, of which around two thirds involving 65+ citizens⁸⁷. The health component is equal to around 0.8% of GDP and corresponds to 12.3% of total health spending (which in turn represents 6.9% of GDP). Care for the elderly and persons with disabilities represents around two thirds of this aggregate, and half of those portion is provided under the form of home services.

In 2015, around 1,800,000 individuals received the care allowance, for an expenditure equal to 0.8% of GDP. Almost all the expenditure goes to persons with disabilities and half of this benefited 65+. Over the age of 90, around 35% of men and 51% of women receive the allowance. In the same year, public spending relating to non-health LTC services and not coming from care

⁸² ISTAT, *Italian Statistics Yearbook 2015 (Annuario Statistico Italiano 2015)*, ISTAT, Rome, 29 December 2015.

⁸³ Ministry of Health, cit.

⁸⁴ Ibid.

⁸⁵ Ibid.

⁸⁶ The care and communication allowances are monetary benefits provided to persons with disabilities, blind and deaf & dumb exclusively due to the mental-physical conditions of the person and irrespective of income.

⁸⁷ Ministry for the Economy and Finance, *The medium/long-term trends of the pension and socio-health system*. 2016 up-date (*Le tendenze di medio-lungo periodo del sistema pensionistico e socio-sanitario*), Rome, July 2016.

allowance, represented around 0.22% of GDP. Around 50% is represented by no residential services; 20% by homecare services and the remaining 30% by cash benefits⁸⁸.

With particular reference to measures provided by the Municipal authorities (under the form of social services, measures for social integration, homecare, soup kitchens, transport, cash benefits and assistance within nursing homes), in 2012 the elderly represented 19.1% of the total spending, in third place after families and children (40%) and persons with disabilities (24.3%), for a total spending of Euro 1,300,000,000 (Euro 107 of spending per capita)⁸⁹.

In relation to the health needs of the individual requiring assistance and the level of intensity, complexity and duration of the care, several types of homecare ~~stand-out~~ are available:

1. Home medical assistance (ADP) via general physicians.
2. Integrated Home Care (ADI) to meet the complex needs of people who require a continuous health and social care; it provides a continuous delivery of health care services (medical, nursing, rehabilitation), social assistance (personal care, meal delivery, housework), by various personnel who works in team
3. Home hospitalisation.
4. Home care service for patients living in nursing homes and communities (ADR);
5. Homecare for patients who are guests of protected and collective nursing homes (ADR).

In 2012, 4.3% of 65+ benefited from integrated homecare (more than 532,999 individuals in absolute terms). With respect to this average, one can note a considerable difference at regional level, which ranges from a maximum of 11.9% in Emilia Romagna to a minimum of 0.4% in Valle d'Aosta and in the Autonomous Province of Bolzano. The Regions in the South provide less homecare, in relation to the resident elderly population, but in the last few years a strengthening of the supply has been reported⁹⁰.

Within the sphere of homecare treatment, 50.0% of those receiving care avail of I level intensity care (mainly diseases of the circulatory system); 29.8% II level care (diseases of the circulatory system, traumatism, skin diseases, tumours); 4.6% III level care and 15.6% IV level care (in both cases mainly tumours). It is hereby confirmed that the nurse is the professional who is more involved in the service delivery and that the main care activity is aimed at daily life activities, both autonomous and instrumental⁹¹.

Within the sphere of the residential structures, in 2012 3,065 structures were registered with a total of 180,604 beds and 267,771 guests (2,165 for every 100,000 elderly and an average of 219 days of care per user). The highest concentration is in the North of Italy. The semi-residential structures in turn have a total of 14,352 beds, which served 23,233 users (188 for every 100,000 elderly and an average of 146 days of care per user). Within the sphere of the two types, the provision of extensive treatments for elderly patients suffering from dementia respectively involves 21% of the residential structures and 22% of the semi-residential ones⁹².

In conclusion, according to ISTAT, considering the more than 3,900 district structures which, outside hospitals, provide care to the elderly throughout Italy, it is noted that 43.1% of the same are found in the Regions of the North-west; 34.1% in the regions of the North-east; 15.5% in Central Italy and 7.2% in the South.

⁸⁸ Ibid.

⁸⁹ ISTAT, *Social measures and services of the individual or associated municipalities (Interventi e servizi sociali dei comuni singoli o associate)*, <http://www.istat.it/it/archivio/166482>.

⁹⁰ Ministry of Health, cit.

⁹¹ Ibid.

⁹² Ibid.

3.8. Commitment 8: To mainstream a gender approach in an ageing society

During the period considered by this report, the measures most sensitive to a gender approach in the sphere of the policies supporting active ageing, are mainly attributable to the aspects of work and health.

In Italy, many obstacles still remain to the development of female employment and women, albeit with an equivalent level of education if not higher than that of the men, continue to see a greater precariousness and suffer employment segregation, both horizontal (professional sectors) and vertical (career development and remuneration). Work in the family and care responsibilities still fall mainly on female workers, specially the more mature ones, often involved in simultaneous care of children and elderly family members who are not self-sufficient. This situation, together with the generalised insufficiency of the area services for the care of the young and the elderly, in many cases leads to the premature abandoning of the labour by women.

This context, in particular, reveals a difficulty in reconciling maternity, with work activities, despite the legislative provisions regarding the protection of parenthood at work, contained in the Consolidation Act on support for parenthood⁹³, aimed at employees of private employers and public administration authorities.

Precisely for this reason, such legislation has been supplemented by the Legislative Decree n. 80/2015, implementing the Jobs Act, which aims to "protect maternity of women workers and to promote opportunities for life and work balance." In particular, the provision has modified the regime of permits and leave provided by the Consolidated law on an experimental basis, in 2015, and subsequently in a structural way. Under the new law, in fact, parental leave is extended from 8 to 12 years of child's life and the right to the allowance of 30% of the salary is extended from 3 to 6 years of the child's life⁹⁴; the maternity allowance is also due to autonomous workers and freelance professionals, also in the cases of adoption or fostering; the workers may choose between the daily or hourly fruition of the leave; the non-mandatory nature of night work is extended to mothers who adopt or foster; paternity leave is extended to autonomous workers and freelance professionals, also in the cases of adoption or fostering.

Article 1.9 of Italian Law No. 183/2014 (Jobs Act) also envisages *"the introduction of the tax credit, as an incentive for female employment, for female workers, including autonomous, with underage children or disabled who are not self-sufficient and who find themselves under a specific overall individual income threshold, and harmonisation of the regime of deductions for dependent spouses."* This instrument however has not yet become operative with the issuance of an implementing decree.

In October 2012, the Joint State-Regions Conference approved the Agreement relating to the "Reconciliation of life and working time for 2012", with the aim of continuing the creation of a system of measures for encouraging the work-life balance, launched within the sphere of the previous 2010 Reconciliation agreement, consolidating and strengthening initiatives on regional areas aimed at furthering the balance between family life and participation of men and women within the labour.

In February 2012, at the time of the European year of active ageing, the Department for Equal Opportunities of the Presidency of the Council of Ministers launched the implementation of the European project "Mens sana in corpore sano: *Policies and Instruments for an Healthy and Dignified Active Ageing for Elderly Women*", funded within the sphere of the European "Progress" programme. The initiative, starting off from the remark that the gender inequalities represent a fundamental characteristic of social exclusion and poverty, especially at an advanced age, set itself the objective of furthering healthy ageing, combating social exclusion and prolonging the active life creating better work opportunities and conditions. The activities accomplished within the sphere of the project include: a national survey on a sample of nearly 4,000 women aged between 55 and 65, representative of the sphere of Italian women by geographic areas (North,

⁹³ Italian Legislative Decree No. 151 dated 26 March 2001 "Act for the protection and support of motherhood and fatherhood" (*Testo Unico per la tutela ed il sostegno della maternità e della paternità*).

⁹⁴ Up to 8 years, in the case where the income of those who benefit is less than 2.5 the amount of the minimum pension.

Centre, South and Islands) and by employment conditions, with particular attention to the identification of the main obstacles to the lengthening of the working life of 55+ women, the family care workloads of women between 55 and 65, the needs of 55+ women, in terms of services supporting these care and assistance activities; the definition of planning guidelines for the introduction of the gender prospect in active and healthy ageing policies; the creation of workshops and focus groups raising awareness of the subject of reconciliation with various stakeholders.

With regard to the employment incentives, the 2012 reform of the labour ⁹⁵(see commitment 5) introduced - as from 1 January 2013 - a reduction of 50% of the contributions, for 12 months, for companies which employ women of any age, lacking regularly paid employment for at least six months and resident in disadvantaged areas, or women of any age lacking regularly paid employment for at least twenty-four months, wherever resident. The duration of the concessions is 18 months for permanent contracts or those transformed from temporary to permanent.

The stability laws of the years 2015-2016 saw to the financial coverage of these incentives, with a number of exceptions. In particular, the 2016 Stability Law⁹⁶ envisages, for the employment, also by means of temporary contract, of women resident in disadvantaged areas or operating in sectors with high man-women employment disparity unemployed for more than 6 months, women wherever resident unemployed for more than 24 months and 50+ unemployed for more than 12 months, provided that the company thus achieves an effective workforce increase: contribution relief equal to 50% of the INPS and INAIL contributions, for a maximum of 12 months, in the event of temporary employment; contribution relief equal to 50% of the INPS and INAIL contributions for a maximum of 18 months, in the event of permanent employment, or transformation of the contract.

By means of Interministerial Decree dated 13 October 2015, issued by the Ministry of Employment and Social Policies together with the Ministry for the economy and finance, the sectors and the professions characterised by a male-female disparity rate which exceeds the average male-female disparity by at least 25% have been identified for 2016, on the basis of ISTAT figures.

With regard to employment supply, certain recent surveys on the handling of the age in Italian manufacturing entities⁹⁷ reveal a generalised lack of a gender approach in the company practices attributable, not so much to scant attention to the gender questions, but rather to a still embryonic stage of the age management policies. For companies, dealing with ageing in terms of gender means above all else effectively introducing the aspect of the handling of the diversity in the various organisational contexts, passing from an “equal opportunities” standpoint understood essentially with a view to contrasting of discrimination and guarantee of social equality, to a strategic diversity management approach based on making the most of the specific talents of the individuals, linked in part to the individual characteristics of the individuals (the gender, ethnic origin, etc.), in part to the different phases of the life cycle of the workers and the related needs which evolve over time.

With regard to health, article. 8 of Legislative Decree 81/2015 implementing the Jobs Act, provides that workers suffering from cancer or chronic degenerative diseases, with reduced capacity for work certified by a medical commission, are entitled to the transformation of employment from full-time to part time. It is also recognized the priority, in the transformation of employment from full-time to part-time contract, to workers cohabiting with a son up to the age thirteen or disabled person under the article 3 of Law no. 104 of 1992, or engaged in

⁹⁵ Article 4, sections 8-11 of Italian Law No. 92 dated 28 June 2012, “Provisions regarding reform of the labour market with a view to growth” (*Disposizioni in materia di riforma del mercato del lavoro in una prospettiva di crescita Disposizioni in materia di riforma del mercato del lavoro in una prospettiva di crescita*). Further details and clarifications are contained in the Ministry of Labour Circular No. 34 dated 25 July 2013, in the INPS Circular No. 111 dated 24 July 2013 and in the INPS Explanatory message No. 12212 dated 29 July 2013.

⁹⁶ Italian Law No. 208 dated 28 December 2015, “Instruction for the formation of an annual and long-term budget of the State” (*Disposizioni per la formazione del bilancio annuale e pluriennale dello Stato*).

⁹⁷ Aversa M.L., D’Agostino L., Parente M. (edited by), *Age management in large Italian companies. The results of a quality survey (L’Age management nelle grandi imprese italiane. I risultati di un’indagine qualitativa)*, Isfol, Rome, 2015; Checcucci P., Fefè R., Scarpetti G., *Age and ageing of the workforce of small and medium-sized Italian enterprises (Età e invecchiamento della forza lavoro nelle piccole e medie imprese italiane)*, (forthcoming), Rome, 2016.

assisting a family member (spouse, children, parents) suffering from cancer or chronic diseases, or a cohabiting person, totally unable to work, who needs constant care. The geographic development and implementation of the processes for the prevention of chronic illnesses continues, in particular, with regard to the gender approach, for the prevention of the main oncological diseases which affect 50+ women. The agreement dated 30 October 2014 “Guidance document for reducing the cancer burden. Years 2014-2016” confirms the national planning process for oncology and the strengthening of the action of the Regions and the Ministry in the fight against cancer launched in the previous three-year period⁹⁸. Among the objectives, that of continuing the positive implementation of the screening programmes, also supporting the extension of the age groups involved in mammographic screening.

National Monitoring Unit on women’s health (ONDA) which, in collaboration with the institutions, is involved in the promotion and protection of female health, recently turned its attention to the sphere of the elderly woman. On the basis of the long-term experience gained with the Bollini Rosa, an acknowledgement assigned to Italian hospitals which offer dedicated preventive, diagnosis and care services to female users, with the objectives of identifying, rewarding and placing on the network the Italian hospitals “on hand for women”, it established the **Bollini Rosa Argento** in 2016. The initiative, sponsored by 9 Scientific Societies and bodies tasked with the protection of the elderly, proposes to contribute to the improvement of the assistance and the undertaking of elderly women admitted in the Residential Nursing Homes, by means of strengthening the care and therapy offered, the networking of the most virtuous entities and the support for families and caregivers.

3.9. Commitment 9: To support families that provide care for older persons and promote intergenerational and intra-generational solidarity among their members

In Italy, more than 40% of 65+ persons live in couples without children while in around 20% of these couples they live with children who have not yet left home. The families made up of just elderly members have increased (in 2012-2013 the families 65+ were 23.9%, while those +75 were 12.7%), with more than 2% with respect to the previous ten years. The number of elderly who live alone has also risen (from 47% in 2011 to 48% in 2014), the majority women. (ISTAT, 2015).

In 2013, around 61% of individuals with invalidating or chronic functional limitations were 65 or over (ISTAT, 2015). Care within the family context involves more than 39 million individuals (ISTAT 2015 figures, relating to 2010). Among these, more than 3 million (8.4%) regularly take care of elderly individuals with disabilities and/or who are not self-sufficient, with considerable repercussions on employment and the reconciliation of the work/life balance, especially for women. In 2010, were mostly the 55+ who looked after children (36.4%), while the 45+ generations mainly looked after the elderly who are not self-sufficient⁹⁹. It should be emphasised that these care activities are mainly performed by employed individuals (54%).

The policies

National Plan for the Family. Approved in 2012¹⁰⁰, it was drawn up within the sphere of the National Monitoring Unit on the Family set up by the Presidency of the Council of Ministers.¹⁰¹

⁹⁸ Agreement dated 10 February 2011 concerning the “Guidance document for reducing the illness burden of cancer” (*Documento Tecnico di indirizzo per ridurre il carico di malattia del cancro*) by the Ministry of Health for the years 2011-2013.

⁹⁹ More than 30% of caregivers for adults are older than 54, and this percentage exceeds 60% if one considers the 45 to 54 age group.

¹⁰⁰ Resolution of the Council of Ministers dated 7 June 2012, after the Agreement in Joint Conference of the Regions dated 19 April 2012.

¹⁰¹The various levels of government, national and regional (Ministries and Joint Conference of the Regions), the Forum of the Family Associations, ANCI (association of the municipalities) and UPI (Associations of the Provinces), Association of the private consultants, Forum of the Third Sector and employer associations take part. It avails itself of

With regard to the problems linked to ageing, the following are mentioned: measures for guaranteeing fiscal equity¹⁰²; housing policies for families (facilitated rents and mortgages, incentives for the realisation of social housing); measures supporting family care work (**leave for family care**)¹⁰³, the flexibility of parental leave¹⁰⁴, community oriented services intended for care givers, domus oriented services for the care of those who are not self-sufficient); measures for the promotion of company welfare form, family vouchers for the purchase of care services; qualification of the work of family caregivers and the regularisation of the same; activation of formalised channels for taking on caregivers; incentives for care work businesses; strengthening of the family clinics and establishment of Family Centres within the local communities¹⁰⁵.

Bonus for initiatives promoting active ageing and solidarity among generations. Furthered back in 2012 by the Family Department of the Presidency of the Council of Ministers, it is directed to associations and institutions (Municipal authorities) that, within the sphere of social voluntary work initiatives, have managed to enhance the contribution of the elderly to society and the economy, encouraging suitable work conditions, participation in social life and a healthy and independent life.

In the most recent years (2013-2016), the national governance initiatives were focused on two prevailing levers:

- the strengthening of the range of social-health services, in particular taking care of the elderly and families who live with elderly members who are not self-sufficient;
- the implementation of fiscal measures to support the company welfare systems for work- care functions reconciliation.

National programme of Care Service for childhood and the elderly who are not self-sufficient. Launched in 2013 by the Ministry of the Interiors - in agreement with the European Commission, as an integral part of the *Action Plan for Cohesion* (PAC), availing of EU Funds - it was conceived with the objective of enhancing the range of services for infancy (0-3 years) and the non-self-sufficient elderly (65+) in the areas of the 4 Regions of Objective convergence (Calabria, Campania, Puglia, Sicily), thereby reducing the gap with the rest of the country. It had a three-year duration extended to June 2017 and an initial provision of Euro 730 million, cut by around Euro 100 million by means of the 2015 Stability Law. Of the total figure, 330 million has been allocated to the non-self-sufficient elderly in the 200 socio-health districts concerned, divided up according to specific plans of regional intervention. The main objectives relating to the subject were: the increase in and qualification of the services aimed at the undertaking of the elderly under homecare, of the residential and semi-residential services; the improvement of the skills of managers and professional operators; the experimentation of innovative protocols encouraging the integration between various branches of social and health intervention; the introduction of technologies for remote- assistance and ambient assisted living.

Replenishment of the Fund for those who are Non self-sufficiencies. Established by the financial laws until reaching Euro 400 million in 2014, with the aim of implementing initiatives for the promotion of independent living, extending both the network of services with a high threshold of intervention (to avoid institutionalisation) and those with a low family threshold to reduce the care burdens on the families.

the financing of the Fund for Family policies established in 2006, care of the Presidency of the Council of Ministers, by Article 19.1 of Italian Legislative Decree No. 223 dated 4 July 2006, converted, with amendments, by Italian Law No. 248 dated 4 August 2006.

¹⁰² For example the balancing of the ISEE, by means of this the citizens can access public social and health services with balanced joint-participation contributions, on the basis of their income, with the calculation of the weight of the family burdens, in relation to age and health condition of the family members.

¹⁰³ Leave of between 3 and 7 working days a year, partly paid, for those who need to personally look after a family member, within second degree of kinship, or when a reorganisation of family life is necessary further to a critical event (disabling or terminal illness, death).

¹⁰⁴ E.g. provide grandparents with the possibility of using the parental leave in alternative to the parents.

¹⁰⁵ The services offered range from support for parenthood to time banks, spaces for meeting and discussion by means of mutual aid groups, information points for taking on family care-providers.

National dementia plan. State Regions agreement approved by the Presidency of the Council of Ministers ¹⁰⁶, with the purpose of furthering the development of the early undertaking of the problems associated with dementia. The plan has 4 objectives: the first three oriented at the development of an integrated network of services for prevention, prompt diagnosis and homecare application, residential or semi-residential for individuals suffering from dementia while the fourth is dedicated to the development of the range of services for the care giver, to encourage the social integration and improve the quality of life.

2014-2016 Health Pact. Entered into by means of the State-Regions agreement dated 10 July 2014, it furthered - together with the definition of the essential levels for the socio-health service - the development of a **National Plan for Chronicity** (currently being discussed by the State - Regions Conference),

INPS Home Care Bonus project. Between 2014 and 2016, it funded bonuses ranging from Euro 200, to 1,200 a month for care and assistance costs (homecare or residential in structures with agreements) for public employees and pensioners who are not self-sufficient or who assist non-self-sufficient individuals in the home. In 2015, the project disbursed more than 50 thousand services for non-self-sufficiency differentiated according to the level of care needed.¹⁰⁷

Family Lab project. Launched between 2014 and 2015, by the Department for Family Policies of the Presidency of the Council of Ministers, in collaboration with FORMEZ, its main output was the development of a platform for the exchange of good practices addressing stakeholders of the family welfare systems¹⁰⁸ (*family associations, third sector, policy makers at local level*).

Family Audit. Furthered in 2015 by the Department for Family Policies of the Presidency of the Council of Ministers, it aimed to encourage the divulgation throughout Italy of a brand which certifies the age and family friendly nature of private and public organisations.

Italian Law No. 208 28 December 2015¹⁰⁹. It strengthens the tax concessions for the companies which grant company welfare services to employees (crèches, luncheon vouchers, supplementary assistance, services for the non-self-sufficient). With regard to employees with an income of less than Euro 50 thousand, who choose to convert the productivity bonus into company welfare services, exemption from personal income tax (IRPEF) is envisaged for the sums used in the event of care services for elderly family members or those who are not self-sufficient.

Regional measures

Between 2012 and 2016, in different regions the interest about active aging has led to regional laws that are also focused on the promotion of services and initiatives to support the care functions carried out by families.

The measures include Italian Regional Law No. 22/2014 of the **Friuli Venezia Giulia** region, which expressly dedicates Article 5 to family responsibility towards the elderly and Italian Regional Law No. 2/2014 of the **Emilia Romagna** region, "Standards for the recognition and

¹⁰⁶Agreement, pursuant to Article 9.2, letter c) of Italian Legislative Decree No. 281 dated 28 August 1997, between the Government, the regions and the autonomous provinces of Trento and Bolzano, the provinces, the Municipalities, and Mountain communities.

¹⁰⁷ The bonus is issued further to a specific invitation to apply, limited to public employees since they are members of the **Fund for credit and social services** funded by direct withdrawal from their monthly pay packet or pension. Financial services which range from the provision of family care providers, professional educators or other operators; to the funding of assisted transport services; meals on wheels; supply and installation of equipment so as to be autonomous.

¹⁰⁸Until 2015, the Family Line service was also operative, with a contact centre aimed at providing Italian families with integrated information on the system of public services available to support the families in the access to specific services at the time of determinate life events - births, separations, care for the elderly, mourning, job seeking.

¹⁰⁹ Italian Budget Law for 2016 (Law 28 December 2015, no. 208).

support of the family caregiver” which furthers the legal recognition of the family caregiver as a key element of the local welfare network.¹¹⁰

More recently, the Abruzzo Region, issued the LR. n. 16 "Promotion and enhancement of active aging"¹¹¹, dedicating the article 4 to the promotion of supportive policies for families who take care of elderly people, and subsequently LR. N. 43 "Rules for recognizing and supporting the family caregiver (person providing volunteer care and assistance)¹¹²," which promotes the services aimed at facilitating the integration of the family caregiver within the regional system of social interventions, social and health, and health support to self-sufficiency¹¹³.

A draft law was submitted to the Chamber of Deputies, "Provisions for the recognition and support of the care and assistance activities", in order to define the functions of caregivers at national level and to outline forms of connection with local social and health services, in a community welfare perspective.¹¹⁴

3.10 Commitment 10: To promote the implementation and follow-up of the regional implementation strategy through regional co-operation

Italy has taken part, since its establishment in 2008, in the activities of the Working Group on Ageing of the UNECE. Within the same sphere, it has supplied, by means of the national focal point, the contents of the website www.monitoringris.org and has taken steps to periodically update certain of the monitoring indicators prepared within the sphere of the MAIMI Project.

Italy has also provided its contribution to the drafting of the Policy briefs on ageing (2009-2016), supplying information on good practices at national and local level in the various sectors of intervention.

During 2015, Italy took active part in the initiative of the Turkish Chairmanship of the G 20 which furthered the in-depth analysis of the economic and employment-related potential inherent in a growing “silver economy”, which identifies the specific needs of the representatives of the third age, both in the capacity of producers and consumers. This initiative led to the drafting of a document on the principles of the silver economy prepared by the Employment Working Group (EWG) of the G 20. The document recommends acting well in advance to seize the inclusive and sustainable growth opportunities offered by the silver economy, with particular regard to the small and medium-sized enterprises, including these topics in the agenda of the policy and in that of the economic players, both at local and national and international level. Subsequently, the EWG document was included within the sphere of the joint Communication of the leaders of the G 20, which met in Antalya on 15 and 16 November 2015¹¹⁵.

¹¹⁰ Article 3 of the law offers indication to the network of socio-health services on the involvement of the caregivers in the definition of intervention programmes, Article 4 identifies a range of measures targeted at the development of the resources of caregivers; Article 6 proposes forms of recognition of the skills such as credits for access to professional qualifications in the care sector; Article 7 establishes the Care Giver Day for the development of associations throughout the area.

¹¹¹ June 9, 2016.

¹¹² December 27, 2016.

¹¹³ In addition to the definition of the family caregiver functions (Article 2), the law specifies the function of guidance and information of social services, municipalities and health authorities towards caregivers (article 3), and indicate a set of supporting measures to caregiver (art.4-7) ranging from the recognition of skills to economic support measures through the provision of care allowances, incentives for the purchase of insurance policies, agreements with employers' associations for the activation of the work life balance measures , training, guidance and promotion of community welfare in order to prevent the isolation during the fulfillment of care functions.

¹¹⁴ Documents of the Chamber No. 3414.

¹¹⁵ G20, *G20 Leaders' Communiqué. Antalya Summit*, 15-16 November 2015.

4. Conclusions and priorities for the future

4.1. Mapping table of the measures adopted

As anticipated in the methodology, in order to outline the progress made in the implementation of the Regional Strategy, in light of the 2012 Vienna Declaration, the Report offers a mapping table of the measures adopted, organized in relation to the four objectives.

Four main goals of Vienna Declaration	Commitments of Regional Implementation Strategy of MIPAA	
<p>Goal 1: Longer working life is encouraged and ability to work is maintained</p>	<p>Commitment 1: To mainstream ageing in all policy fields with the aim of bringing societies and economies into harmony with demographic change to achieve a society for all ages</p>	<p>Regional laws for active ageing (Abruzzo, Friuli Venezia Giulia and Umbria Region)</p>
	<p>Commitment 2: To ensure full integration and participation of older persons in society</p>	<p>Reform of the "Third sector" (complex of private non-profit institutions, with civic purpose, solidarity and social utility) - Italian Law No. 106 dated 6 June 2016, "Reform of the Third sector, social enterprises and for the discipline of the universal civic service" (<i>Riforma del Terzo settore, dell'impresa sociale e per la disciplina del servizio civile universale</i>).</p>
	<p>Commitment 3: To promote equitable and sustainable economic growth in response to population ageing</p>	<p>New calculation system Indicator of Equivalent Economic Situation (ISEE), to evaluate the economic situation of households.</p> <p>"National Plan for fighting Poverty and Social Exclusion" and "Guidelines for combating the serious marginalization in adulthood (Approved by the State-Region Conference on November 5, 2015)."</p> <p>Supporting active inclusion.</p> <p>Regional laws to fight poverty (Basilicata Region, Friuli Venezia Giulia and Lazio).</p>
	<p>Commitment 5: To enable labour markets to respond to the economic and social consequences of population ageing</p>	<p>Implementation of pension reform (Law 22 December 2011 n. 214 come into force in 2012 - converting Italian Decree Law No. 201 dated 6 December 2011 containing Urgent provisions for growth, equity and consolidation of the national budget Disposizioni urgenti per la crescita, l'equità e il consolidamento dei conti pubblici) for raising the age of retirement.</p> <p>Reform of labour market (Law 28 June 2012, n. 92 - (Provisions regarding reform of the labour market with a view to growth Disposizioni in materia di riforma del mercato del lavoro in una prospettiva di crescita) SO-CALLED Law Fornero) with hiring incentives for 50+.</p>

Four main goals of Vienna Declaration	Commitments of Regional Implementation Strategy of MIPAA	
		<p>Reform of labour market (Law 10 December 2014, n. 183 - Authorisation to the Government with regard to reform of the welfare support systems, the services for employment and the active policies, as well as with regard to the reorganisation of the discipline of the work relationships and the inspection and protection activities and reconciliation of the care, life and work needs) with tax relief for hiring 50+ workers and women, changes of social safety nets.</p> <p>2016 Stability Law (Law December 28, 2015, n. 208) to facilitate the hiring 50+ unemployed for more than 12 months.</p> <p>2015 Stability Law (Law December 23 2014, n. 190) – INAIL, task of facilitating the reintegration at work of persons with disabilities originating from their job. INAIL risk assessment and management of work-related stress.</p> <p>Interventions at regional level.</p>
	<p>Commitment 8: To mainstream a gender approach in an ageing society</p>	<p>Reform of labour market (Law 28 June 2012, n. 92 - (Provisions regarding reform of the labour market with a view to growth <i>Disposizioni in materia di riforma del mercato del lavoro in una prospettiva di crescita</i>) SO-CALLED Law Fornero), with hiring incentives for women.</p> <p>Reform of labour market (Law 10 December 2014, n. 183 - Authorization to the Government with regard to reform of the welfare support systems, the services for employment and the active policies, as well as with regard to the reorganization of the discipline of the work relationships and the inspection and protection activities and reconciliation of the care, life and work needs) with measures to promote work-life balance.</p> <p>2016 Stability Law (Law December 28, 2015, n. 208), to promote recruitment of women living in disadvantaged areas, unemployed for more than six months; women unemployed for more than 24 months; 50+ unemployed for more than 12 months.</p> <p>Agreement of the Unified Conference State-Regions for the "Work-life balance" (October 2012).</p>

Four main goals of Vienna Declaration	Commitments of Regional Implementation Strategy of MIPAA	
<p>Goal 2: Participation, non-discrimination and social inclusion of older persons are promoted</p>	<p>Commitment 1: To mainstream ageing in all policy fields with the aim of bringing societies and economies into harmony with demographic change to achieve a society for all ages</p>	<p>Regional laws for active aging (Region Abruzzo, Friuli Venezia Giulia Liguria and Umbria).</p>
	<p>Commitment 2: To ensure full integration and participation of older persons in society</p>	<p>"Third sector reform" (Law December 6 2012 No. 42 – “Act for the Third Sector” <i>Testo Unico del Terzo settore</i>) with the redefinition of ‘disadvantaged workers’ categories.</p>
	<p>Commitment 4: To adjust social protection systems in response to demographic changes and their social and economic consequences</p>	<p>Implementation of Pension reform (Law 22 December 2011 n. 214 come into force in 2012 converting Italian Decree Law No. 201 dated 6 December 2011 containing Urgent provisions for growth, equity and consolidation of the national budget <i>Disposizioni urgenti per la crescita, l’equità e il consolidamento dei conti pubblici</i>) for raising the age of retirement)</p> <p>One year experimental early retirement schemes and widening of the beneficiaries of the pension bonus “quattordicesima” (Law 11 December 2016, n. 232, “State Estimated budget for the financial year 2017, multi-annual budget for the 2017-2019 triennium” <i>Bilancio di previsione dello Stato per l’anno finanziario 2017 e bilancio pluriennale per il triennio 2017-2019</i>)</p>
	<p>Commitment 6: To promote life-long learning and adapt the educational system in order to meet the</p>	<p>Labour market Reform (Law 28 June 2012, n. 92 - Provisions regarding reform of the labour market with a view to growth <i>Disposizioni in materia di riforma del mercato del lavoro in una prospettiva di crescita</i>) SO-CALLED Law Fornero, which raises the Lifelong Learning policies and sets out the legal framework of LLL system.</p>

Four main goals of Vienna Declaration	Commitments of Regional Implementation Strategy of MIPAA	
<p>Goal 3: Dignity, health and independence in older age are promoted and safeguarded</p>	<p>changing economic, social and demographic conditions</p>	<p>Labour market Reform (Law 10 December 2014, n. 183 - Authorization to the Government with regard to reform of the welfare support systems, the services for employment and the active policies, as well as with regard to the reorganization of the discipline of the work relationships and the inspection and protection activities and reconciliation of the care, life and work needs), which establish a "Network of services and active labour-market policy measures", offering integrated services and training opportunities.</p> <p>System of "Regional networks for learning" (CPIA-education centers for adults; Technical-vocational poles; University; AFAM-Higher Artistic, Music and Dance).</p> <p>Definition of a "National system of certification of skills" (Legislative Decree n. 13 of 2013).</p>
	<p>Commitment 7: To strive to ensure quality of life at all ages and maintain independent living including health and well-being</p>	<p>"National Prevention Plan 2014-2018" (Ministry of Health and Regions) for active and healthy ageing.</p> <p>"Silver STEPS National Program" (Ministry of Health and National Institute of Health) for monitoring 64+ population (participation in social life, risk factors, health status and care; living environment).</p> <p>"Italian National Dementia Plan-2015" (Government, Regions and Autonomous Provinces) for the improvement of care interventions in such sector.</p>
	<p>Commitment 8: To mainstream a gender approach in an ageing society</p>	<p>Implementation of the European Project "<i>Mens sana in corpore sano</i>: Policies and Instruments for an healthy and dignified active ageing for elderly women" (Council of Ministers).</p> <p>"National Observatory on women's health" (ONDA), for the protection of women's health.</p>
	<p>Commitment 7: To strive to ensure quality of life at all ages and maintain independent living including health and</p>	<p>"National Prevention Plan 2014-2018" (Ministry of Health and Regions) for active and healthy ageing.</p> <p>"Silver STEPS National Program" (Ministry of Health and National Institute of Health) for monitoring 64+ population (participation in social life, risk factors, health status and care; living environment).</p> <p>"Italian National Dementia Plan-2015" (Government, Regions and Autonomous Provinces) for the improvement of care</p>

Four main goals of Vienna Declaration	Commitments of Regional Implementation Strategy of MIPAA	
Goal 4: Intergenerational solidarity is maintained and enhanced	well-being	interventions in such sector.
	Commitment 8: To mainstream a gender approach in an ageing society	Implementation of the European Project " <i>Mens sana in corpore sano</i> : Policies and Instruments for an healthy and dignified active ageing for elderly women" (Council of Ministers). "National Observatory on women's health" (ONDA), for the protection of women's health.
	Commitment 1: To mainstream ageing in all policy fields with the aim of bringing societies and economies into harmony with demographic change to achieve a society for all ages	Regional laws for active ageing (Region Abruzzo, Friuli Venezia Giulia and Umbria).
	Commitment 4: To adjust social protection systems in response to demographic changes and their social and economic consequences	Experiences of intergenerational exchange at regional level.
	Commitment 8: To mainstream a gender approach in an ageing society	
	Commitment 9: To support families that provide care for older	Regional interventions (Region Emilia Romagna and Friuli Venezia Giulia). " Family National Plan – 2012" (Deliberation of the Council of Ministers of June 7, 2012, following the agreement with the

Four main goals of Vienna Declaration	Commitments of Regional Implementation Strategy of MIPAA	
	<p>persons and promote intergenerational and intra-generational solidarity among their members</p>	<p>Conference of the Regions of April 19, 2012), to support the caring work (family care leave), the flexibility of parental leave, the promotion of company welfare system, the qualification of the work of family caregivers and their regularization etc.</p> <p>"Italian National Dementia Plan - 2015" (Government, Regions and Autonomous Provinces) for the development of service offerings to care givers.</p> <p>2016 Stability Law (Law December 28, 2015, n. 208) that empowers the tax benefits for companies that allow corporate welfare services (child care, meal vouchers, supplementary care, services for dependent).</p> <p>"Child care and frail elderly services National program" (Ministry of Interiors - 2013) to strengthen in the Convergence Objective Regions (Calabria, Campania, Puglia and Sicily) the childcare and the services for elderly dependents.</p> <p>"Project Home Care Premium" (INPS - National Social Security Institute, 2014-2016): bonuses for the costs of assistance and care (home or residential) for public employees and retirees.</p>
<p>Regional cooperation</p>	<p>Commitment 10: To promote the implementation and follow-up of the regional implementation strategy through regional co-operation</p>	<p>Participation in the G 20 (2015) which promoted the deepening of the specific needs of senior citizens, both as producers and consumers.</p>

4.2. Mid-term strategy

Italy, with the other Member States of the EU, is involved in the implementation of *European action plan for active and healthy aging 2012-2020*: which identifies the European reference policy in line with the strategic stances of the European Office of the WHO and with the priority areas of Health 2020¹¹⁶. The priority measures identified by the European strategy consistent with the national context are specifically:

- promote the physical activity of the elderly within the living environments and social activities;
- preventing falls so as to reduce the weight of illness or disability;
- carrying out vaccinations for the elderly and preventing infectious diseases in the care contexts and structures;
- providing public support for informal care (family members and friends) with particular attention to homecare and self-care, and particular regard to dementia;
- developing the geriatric and gerontological skills of the healthcare and social services personnel, with particular attention to dementia.

These priorities must be supported by three specific inter-sectorial measures: prevention from isolation and social exclusion; prevention from elderly abuse; improvement in the quality of care in general and relating to chronic illnesses and dementia in particular.

In conclusion, Italy takes part in the “European Innovation Partnership on Active and Healthy Ageing” platform, aimed at the experimentation of innovative projects for combatting the fragility and functional decline of the elderly.

On the basis of the European indications, the Ministry of Health and the Regional authorities have included the priorities of active ageing and good health within the sphere of the 2014-2018 National Prevention Plan, approved on 13 November 2014. On 15 January 2015, the Italian Dementia National Plan came also into force, approved by the Government, the Regions and Provincial Authorities for the promotion and improvement of the quality and the appropriateness of the care measures in the sector (see Commitment 9).

¹¹⁶ Ministero della Salute, *Relazione sullo stato sanitario del Paese 2012-2013*. <http://www.rssp.salute.gov.it/>

Annex 1 – Statistical indicators

INDICATOR	SUGGESTED VARIABLE	Year 1 (2005 or close)			Year 2 (2010 or close)			Year 3 (2015 or close)		
		TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
1. Labour market (older people's contribution through paid activities)										
1.1. Employment rate for the age group 55–59	Same as indicator	43,0	55,5	31,1	52,7	65,6	40,5	60,9	73,3	49,1
1.2. Employment rate for the age group 60–64	Same as indicator	18,0	27,6	9,1	20,4	29,5	11,8	34,2	43,5	25,6
1.3. Employment rate for the age group 65–69	Same as indicator	6,9	11,6	2,8	6,9	10,6	3,6	8,6	13,0	4,6
1.4. Employment rate for the age group 70–74	Same as indicator	2,8	5,1	0,8	3,5	6,1	1,2	4,0	6,3	1,9
2. Participation in society (older people's contribution through unpaid activities)										
2.1. Voluntary work by older adults (aged 55+)	Percentage of older population (aged 55+) providing unpaid voluntary work through the organizations (at least once a week)	–	–	–	11,6	11,9	11,3	10,6	12,0	9,4
2.2. Care to children, grandchildren by older population (aged 55+)	Percentage of older population (aged 55+) who provide care to their children and grandchildren (at least once a week)	–	–	–	27,7	27,0	28,4	53,7	50,0	56,8
2.3. Care to older adults by older population (aged 55+)	Percentage of older population (aged 55+) providing personal care to elderly or disabled relatives (at least once a week)	–	–	–	19,1	15,0	22,2	17,0	15,1	18,4

INDICATOR	SUGGESTED VARIABLE	Year 1 (2005 or close)			Year 2 (2010 or close)			Year 3 (2015 or close)		
2.4. Political participation of older population (aged 55+)	Percentage of older population (aged 55+) taking part in the activities or meetings of a trade union, political party or political action group, or signing petitions, including email and online petitions	–	–	–	14,6	21,1	9,6	13,4	17,9	9,8
3. Independent, healthy and secure living										
3.1. Physical exercise for older adults (aged 55+)	Percentage of people aged 55 years and older undertaking physical exercise or sport almost every day	–	–	–	–	–	–	5,4	6,3	4,6
3.2. Access to health and dental care (for those aged 55+)	Percentage of people aged 55 years and older who report no unmet need for medical and dental examination or treatment during the last 12 months preceding the survey	84,6	85,5	83,9	85,9	87,0	85,0	86,8	87,7	86,0
3.3. Independent living arrangements (for those aged 75+)	Percentage of people aged 75 years and older who live in a single household alone or in a couple household	82,9	79,5	85,0	83,5	79,5	86,0	83,2	80,1	85,1
3.4. Relative median income (for those aged 65+)	Ratio of the median equivalised disposable income of people aged 65 and above to the median equivalised disposable income of those aged below 65	84,7	87,1	83,9	91,7	94,3	90,1	98,9	102,0	96,8
3.5. No poverty risk (for those aged 65+)	100 – Percentage of people aged 65 years and older who are at risk of poverty (using the 50 per cent of median income threshold)	88,2	90,6	86,5	92,1	93,7	90,8	93,9	95,1	92,9

INDICATOR	SUGGESTED VARIABLE	Year 1 (2005 or close)			Year 2 (2010 or close)			Year 3 (2015 or close)		
3.6. No severe material deprivation (for those aged 65+)	100 – Percentage of people aged 65 years and older who are severely materially deprived (having an enforced inability to afford at least 4 out of the 9 selected items*)	94,4	95,7	93,5	93,7	94,6	93,0	91,7	92,1	91,4
3.7. Physical safety (for those aged 55+)	Percentage of people aged 55 years and older who are feeling very safe or safe to walk after dark in their local area	65,1	74,6	57,3	67,9	79,2	58,7	–	–	–
3.8. Lifelong learning (for those aged 55–74)	Percentage of people aged 55 to 74 who stated that they received education or training in the four weeks preceding the survey	1,2	1,2	1,2	1,9	1,8	1,9	3,1	2,8	3,3
4. Capacity and enabling environment for active ageing										
4.1. Life expectancy at age 55	Same as indicator	28,0	25,6	30,1	29,1	26,7	31,1	29,9	27,7	31,9
4.2. Healthy life expectancy at age 55	Same as indicator	17,0	16,8	17,1	13,9	14,4	13,4	13,8	14,0	13,6
4.3. Mental well-being (for those aged 55+)	An index that measures self-reported feelings of positive happy moods and spirits	–	–	–	56,2	58,6	54,9	68,4	74,1	64,1
4.4. Use of ICT by older adults (aged 55–74)	Share of people aged 55 to 74 using the Internet at least once a week	9,0	14,0	4,0	20,0	28,0	13,0	37,0	46,0	29,0
4.5. Social connectedness of older people (aged 55+)	Share of people aged 55 or more that meet socially with friends, relatives or colleagues at least once a week	54,5	56,4	52,9	58,5	58,7	58,9	–	–	–

INDICATOR	SUGGESTED VARIABLE	Year 1 (2005 or close)			Year 2 (2010 or close)			Year 3 (2015 or close)		
4.6. Educational attainment of older people (aged 55+)	Percentage of older persons aged 55 to 74 with upper secondary or tertiary educational attainment	23,4	27,9	19,4	30,5	34,7	26,8	38,9	42,0	36,1

* 1) to pay their rent, mortgage or utility bills; 2) to keep their home adequately warm; 3) to face unexpected expenses; 4) to eat meat or proteins regularly; 5) to go on holiday; 6) a television set; 7) a washing machine; 8) a car; 9) a telephone

Notes

INDICATOR	SUGGESTED VARIABLE	POSSIBLE SOURCE	DATA SOURCE	VARIABLE AND METADATA
1. Labour market (older people's contribution through paid activities)				
1.1. Employment rate for the age group 55–59	Same as indicator	Labour Force Survey	Eurostat	
1.2. Employment rate for the age group 60–64	Same as indicator	Labour Force Survey	Eurostat	
1.3. Employment rate for the age group 65–69	Same as indicator	Labour Force Survey	Eurostat	
1.4. Employment rate for the age group 70–74	Same as indicator	Labour Force Survey	Eurostat	
2. Participation in society (older people's contribution through unpaid activities)				
2.1. Voluntary work by older adults (aged 55+)	Percentage of older population (aged 55+) providing unpaid voluntary work through the organizations (at least once a week)	Relevant survey	EQLS	For the year 2010, data for 2007 are used; for 2015, data for 2011/12 are used
2.2. Care to children, grandchildren by older population (aged 55+)	Percentage of older population (aged 55+) who provide care to their children and grandchildren (at least once a week)	Relevant survey	EQLS	For the year 2010, data for 2007 are used; for 2015, data for 2011/12 are used
2.3. Care to older adults by older population (aged 55+)	Percentage of older population (aged 55+) providing personal care to elderly or disabled relatives (at least once a week)	Relevant survey	EQLS	For the year 2010, data for 2007 are used; for 2015, data for 2011/12 are used
2.4. Political participation of older population (aged 55+)	Percentage of older population (aged 55+) taking part in the activities or meetings of a trade union, political party or political action group, or signing petitions, including email and online petitions	Relevant survey	EQLS	For the year 2010, data for 2007 are used; for 2015, data for 2011/12 are used

INDICATOR	SUGGESTED VARIABLE	POSSIBLE SOURCE	DATA SOURCE	VARIABLE AND METADATA
3. Independent, healthy and secure living				
3.1. Physical exercise for older adults (aged 55+)	Percentage of people aged 55 years and older undertaking physical exercise or sport almost every day	Relevant survey	EQLS	For the year 2015, data for 2011/12 are used
3.2. Access to health and dental care (for those aged 55+)	Percentage of people aged 55 years and older who report no unmet need for medical and dental examination or treatment during the last 12 months preceding the survey	Relevant survey	SILC	For the year 2005, data for 2008 are used; for the year 2015, data for 2012 are used
3.3. Independent living arrangements (for those aged 75+)	Percentage of people aged 75 years and older who live in a single household alone or in a couple household	Relevant survey	SILC	For the year 2005, data for 2008 are used; for the year 2015, data for 2012 are used
3.4. Relative median income (for those aged 65+)	Ratio of the median equivalised disposable income of people aged 65 and above to the median equivalised disposable income of those aged below 65	Income and living conditions statistics / relevant survey	Eurostat, SILC	For the year 2015, data for 2014 are used
3.5. No poverty risk (for those aged 65+)	100 – Percentage of people aged 65 years and older who are at risk of poverty (using the 50 per cent of median income threshold)	Income and living conditions statistics / relevant survey	Eurostat, SILC	For the year 2015, data for 2014 are used
3.6. No severe material deprivation (for those aged 65+)	100 – Percentage of people aged 65 years and older who are severely materially deprived (having an enforced inability to afford at least 4 out of the 9 selected items*)	Income and living conditions statistics / relevant survey	Eurostat, SILC	
3.7. Physical safety (for those aged 55+)	Percentage of people aged 55 years and older who are feeling very safe or safe to walk after dark in their local area	Relevant survey	ESS	For the year 2005, data for 2002 are used; for the year 2010 data for 2012 are used
3.8. Lifelong learning (for those aged 55–74)	Percentage of people aged 55 to 74 who stated that they received education or training in the four weeks preceding the survey	Labour Force Survey	Eurostat	

INDICATOR	SUGGESTED VARIABLE	POSSIBLE SOURCE	DATA SOURCE	VARIABLE AND METADATA
4. Capacity and enabling environment for active ageing				
4.1. Life expectancy at age 55	Same as indicator	Demographic statistics: Life Expectancy estimates	Eurostat	For the year 2015, data from 2014 are used
4.2. Healthy life expectancy at age 55	Same as indicator	Healthy life expectancy estimates	Eurostat, life tables and a question on Self-perceived long-standing limitations in usual activities due to health problem by sex, age and labour status [hlth_silc_06]	For the year 2010, data from 2009 are used; for the year 2015, data from 2014 are used
4.3. Mental well-being (for those aged 55+)	An index that measures self-reported feelings of positive happy moods and spirits	Based on WHO ICD-10 measurement	EQLS	For the year 2010, data for 2007 are used; for 2015, data for 2011/12 are used
4.4. Use of ICT by older adults (aged 55–74)	Share of people aged 55 to 74 using the Internet at least once a week	ICT Survey or any other relevant survey	Eurostat	For the year 2005, the data for 2006 are used
4.5. Social connectedness of older people (aged 55+)	Share of people aged 55 or more that meet socially with friends, relatives or colleagues at least once a week	Relevant survey	ESS	For the year 2005, data for 2002 are used; for the year 2010 data for 2012 are used
4.6. Educational attainment of older people (aged 55+)	Percentage of older persons aged 55 to 74 with upper secondary or tertiary educational attainment	Labour Force Survey / general statistics on educational attainment by age groups	Eurostat	