

**Young workers and precarious work in Italy:
impact of flexibilization on working conditions**

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Working Conditions Surveys (WCS): Convergences and Divergences

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Some IRES surveys on H&S

“ELLS”: Contrasting informal work for better work opportunities and and Health and Safety

Funded by Italian Ministry of Labour

Analysis of statistical data and 25 case studies at local/company level

POST-ACCIDENTS and POST-DISEASES

Founded by FILLEA-CGIL

Affirmation of rights for the victims of accidents and diseases at work in Construction and Wood Industry Sectors.

Analysis of statistical data - 100 interviews face-to-face

Working conditions in Health Services

Founded by INAIL-Lazio

Analysis of statistical data - 300 semi-structured face-to-face interviews to workers in two Hospitals.

Green builind and working conditions

Founded by FILLEA-CGIL

Industrialization of builing sector oriented by the green economy / green building developpent model

Analysis of statistical data - 5 case studies at company/local level

Self-employed: working conditions

Founded by FILCAMS-CGIL

3500 on-line questionnaires

WORKS-Work organization and restructuirng in the knowledge society

Funded by EU Commission, with 17 EU partners

58 company case studies across international value chai, with semi-strctured face-to-face interwievs

IRES working condition survey on young workers

Funded by Italian Ministry of Labour

Time: 2009-2010 - Italy

- Literature review**
- Data Analysis**
- Focus group**

Interviews: 1000 respondent by CATI - Computer-Assisted Telephone Interviewing

Representative sample of the universe of the young workers with a subordinate or para-subordinate contract (excluding unemployed, autonomous workers, students, inactive people):

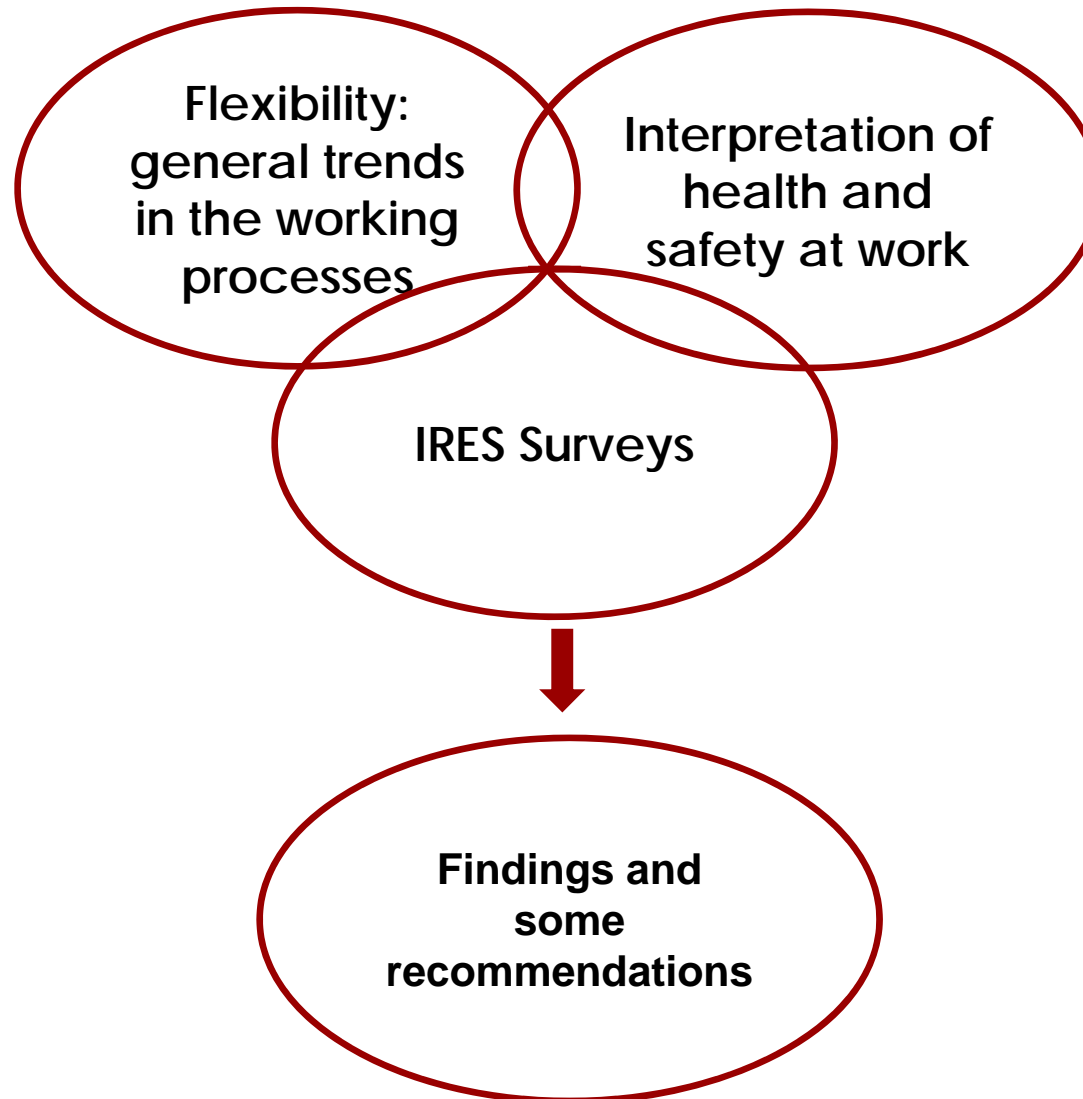
Age of respondents: 15-34 years old

Sex: 54% males – 46% females

Type of contract:

Permanent	Open-ended contract	50,2 %
Temporary	Temporary employed by a "standard" contract	39,3 %
Atypical (quasi-subordinate status)	Temporary employment in "parasubordination" by collaboration - occasional work - job on call - temporary agency work - etc	10,4 %

Framework



Flexibility and precariousness: general setting



<http://www.worksproject.be>

Works is an Integrated Project, funded under the 6th Framework Programme of the European Community. It is a **four-year project** (2005-2009).

It involved **17 European partners** from 13 European Member and Candidate States.

- Analysis of the **consequences of restructuring on different issues of the working conditions.**
- **58 organisational case studies and 33 occupational case** in several European Countries are analysed with the support of **data, literature and previous reports** drafted from the WORKS project.
- Analysis **in accordance with five sectors** (Clothing industry; Food industry; ICT; Public Administration and Service of General Interest) **and across sectors and across the value chain** with a description of the differences related to: business function, skill levels and occupational groups, different changes led by restructuring

Cfr. Di Nunzio D., Hohnen P., Hasle P., Torvatn H, Øyum L., 2009, *Impact of restructuring on health and safety and quality of work life. Psychosocial risks*, Higher Institute of Labour Studies, Katholieke Universiteit, Leuven, Belgium, 2009.

Flexibility and precariousness: general setting

General drivers towards flexibility:

- 1) Increasing competitiveness in the global market
- 2) Changes in the clients/customers' demands and in the market, with an increase in "on demand" and "just in time" operations;
- 3) Increase in the innovations of technologies and processes.

Increase in flexibility in the working processes at 4 levels:

- 1) Among companies (*networking* and *outsourcing*) [thus also among regions]
- 2) Between a company and the work-force (increase in: temporary work contracts and agency for temporary work, autonomous work, stage, etc.; downsizing and dismissals)
- 3) Working-time (part-time; continuous production)
- 4) Tasks and functions (frequent changes in the operations as well as in the skills)

General consequences for workers:

Usually this leads to a worsening of the work environment, especially considering:

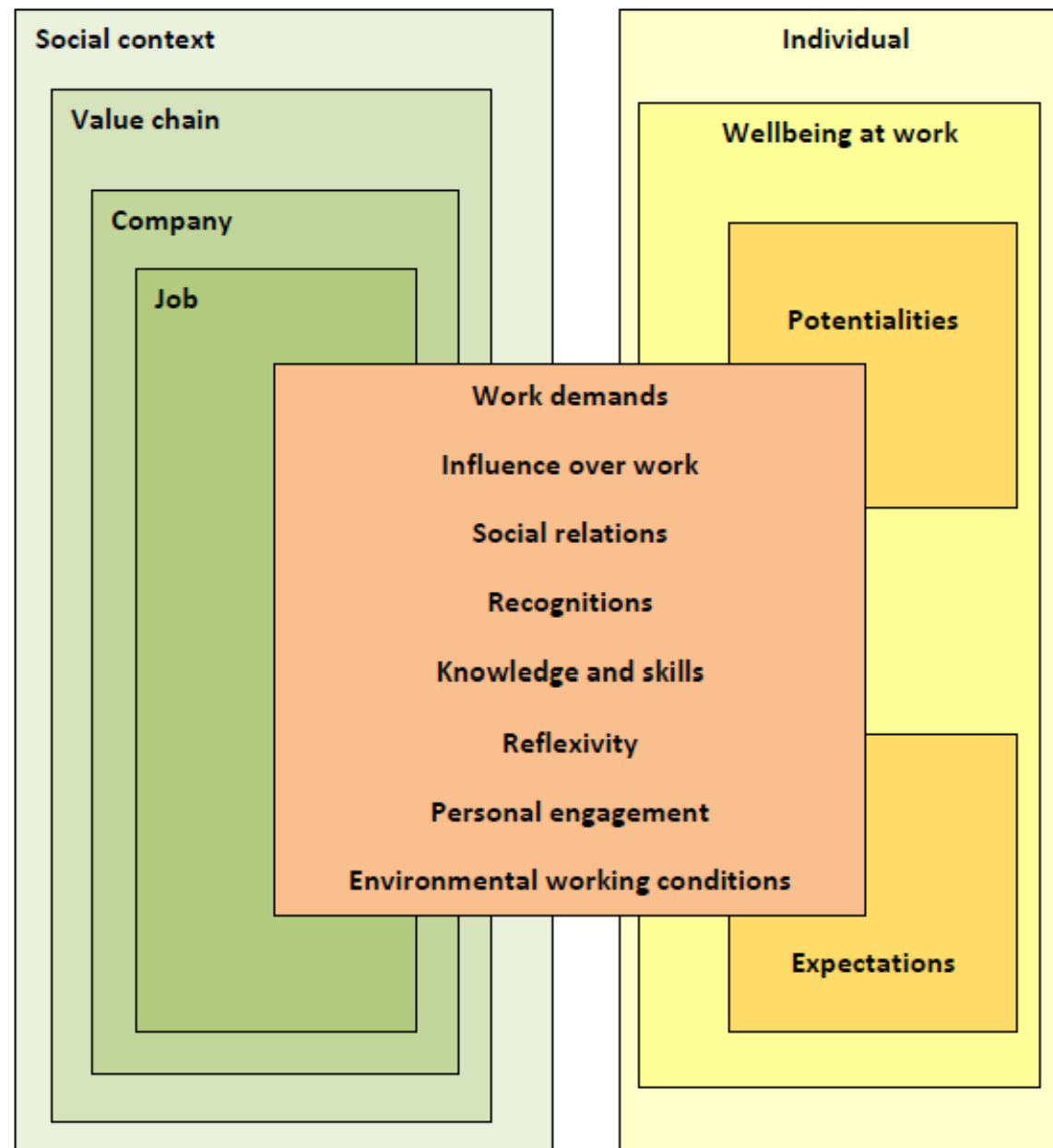
- increase in demand of work
- decrease in the social support, both inside the company then outside in the social context (especially considering trade unions)



Individualization and externalization of risks

Risks are higher for companies down in the value chain and for more vulnerable and marginal workers in the productive process.

Wellbeing at work: IRES theoretical model



WORK DEMANDS

WORK INTENSITY

- Working to tight deadlines(48%)
- Not enough time to get the job done (47%)
- Working at very high speed (60%)

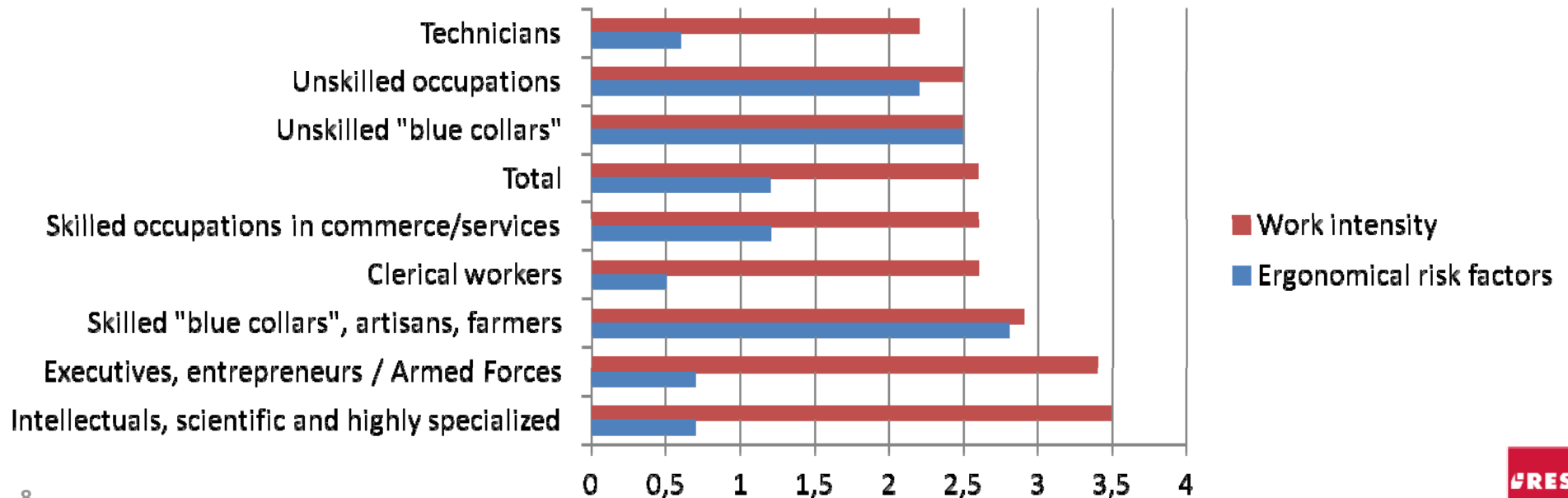
PHISYCAL EFFORTS

- Tiring or painful positions(42,5%)
- Carrying or moving heavy loads (35,2%)

WORK DEMANDS

- Work intensity is high for young workers.
- There are not differences among contracts of employment.
- A strong intervening factor is the profession: phisycal efforts are highest for “blue collars” while “work intensity” is generally high both for “blue collars” then for “withe collars”, even if the peak of intensity is among Executives and Scientific and High specialized professions.

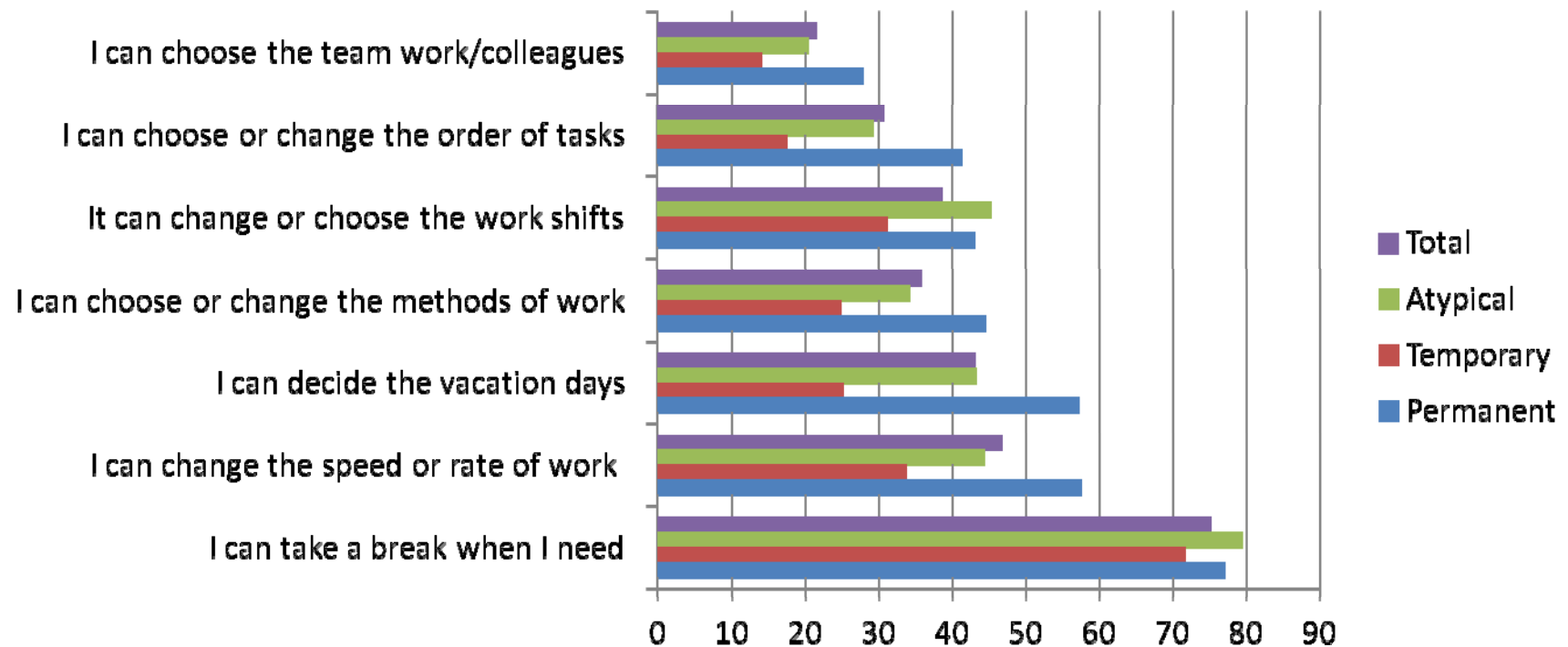
Work intensity and ergonomical risk factors by professional group



Influence over work

Strong subordination in the workplace,
especially for temporary and atypical workers.

Influence over work for type of contract (%)



Social relations

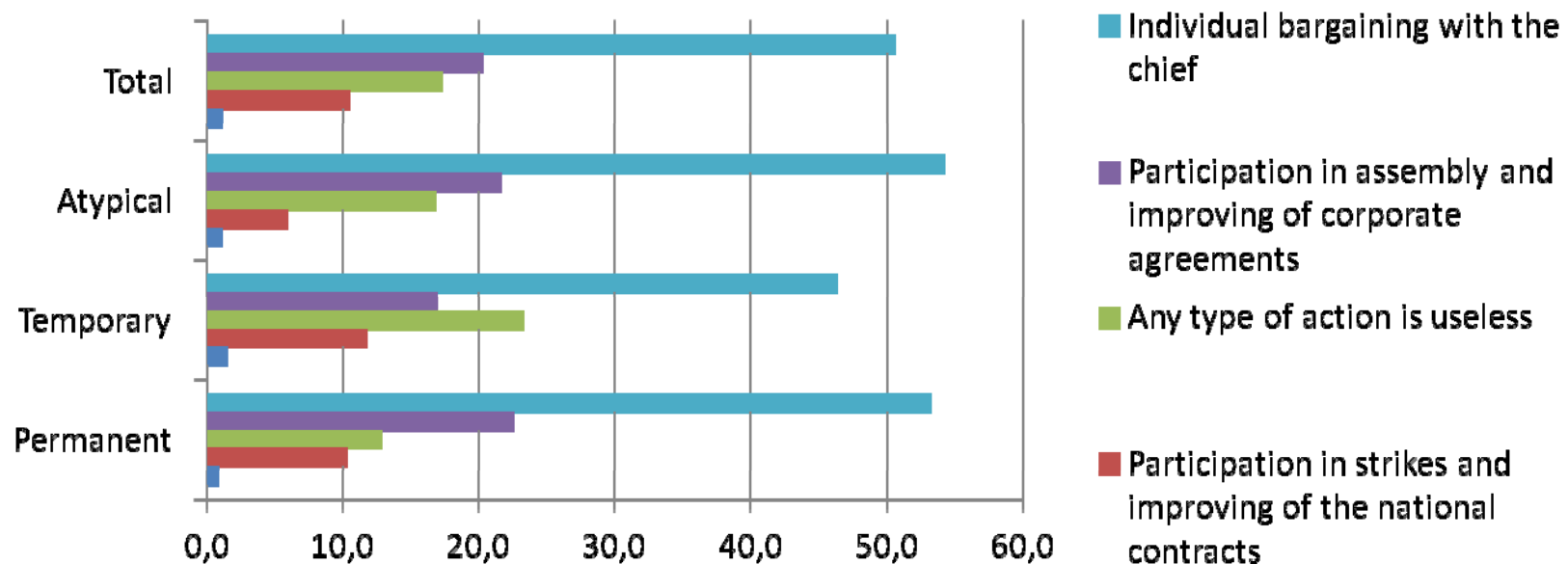
There is a strong marginalization of the young workers in the work organization, both considering the **system of risk management** than **the trade union**.

Trade Union membership	
Permanent	16%
Temporary	4,7%
Athypical	2,1%
Total	10,1%

Presence of Health and Safety Representatives in the company	
Yes	11,5%
No	29,7%
Don't know	37,1%

Participation in union activities: 16%

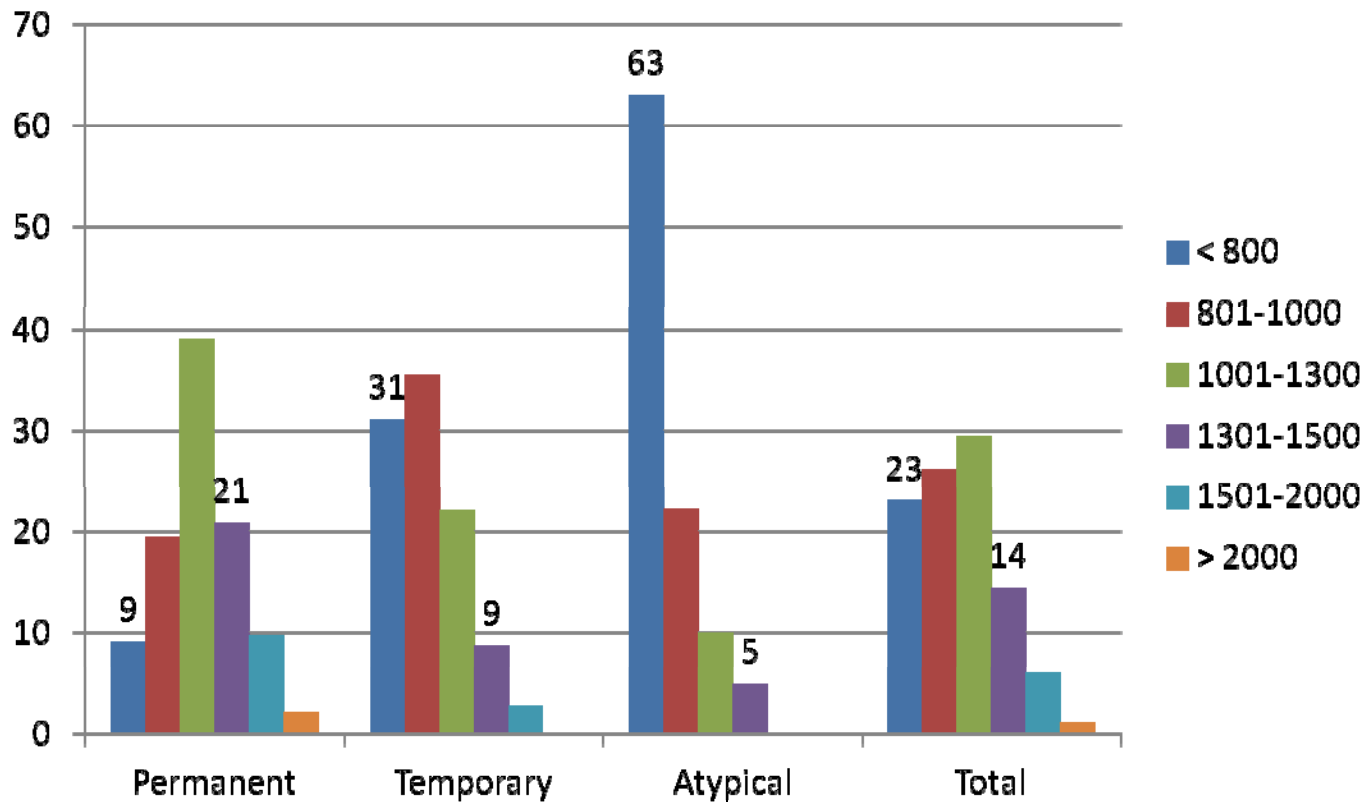
Best way to improve the working conditions (%)



Recognitions

Poor recognition both from economic than professional point of view

Net income (%)



Knowledge and skills

**Few opportunities for training
both considering professional skills than health and safety issues**

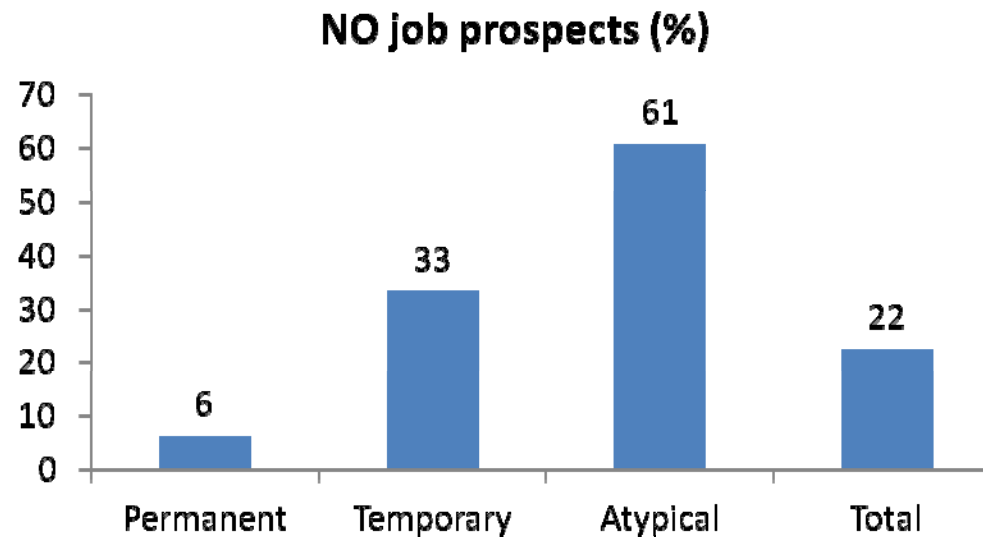
Professional training and H&S training during the last 2 years (%=

	Permanent	Temporary	Atypical	Total
Professional training	24.8	15.0	12.1	19.6
Training on Health and Safety	32.4	22,5	11.1	26.3

Reflexivity

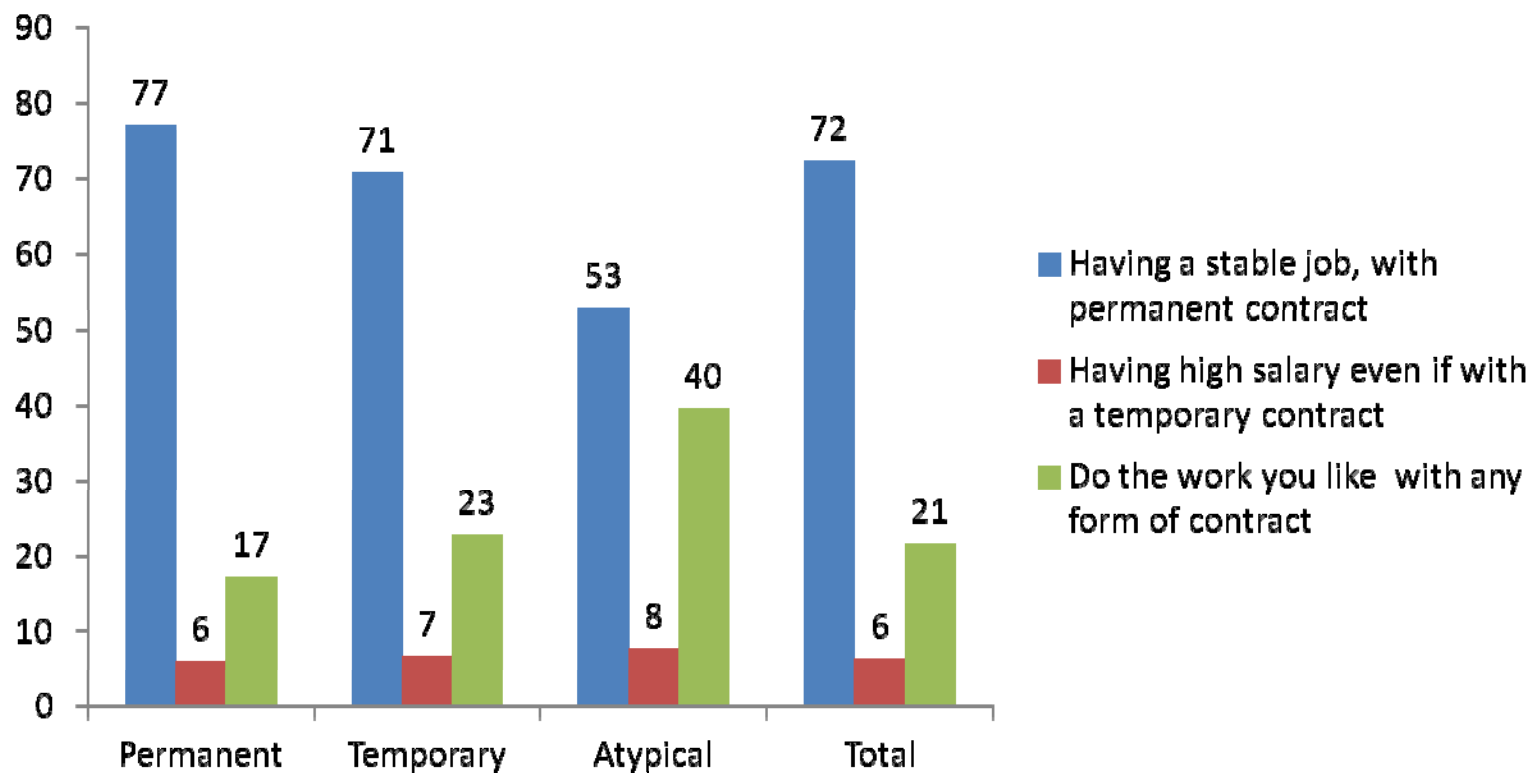
For one in three workers (35%) there is a very high possibility to lose the jobs within a year.

JOB PROSPECT INDEX (career, salary, retirement, work-life balance)



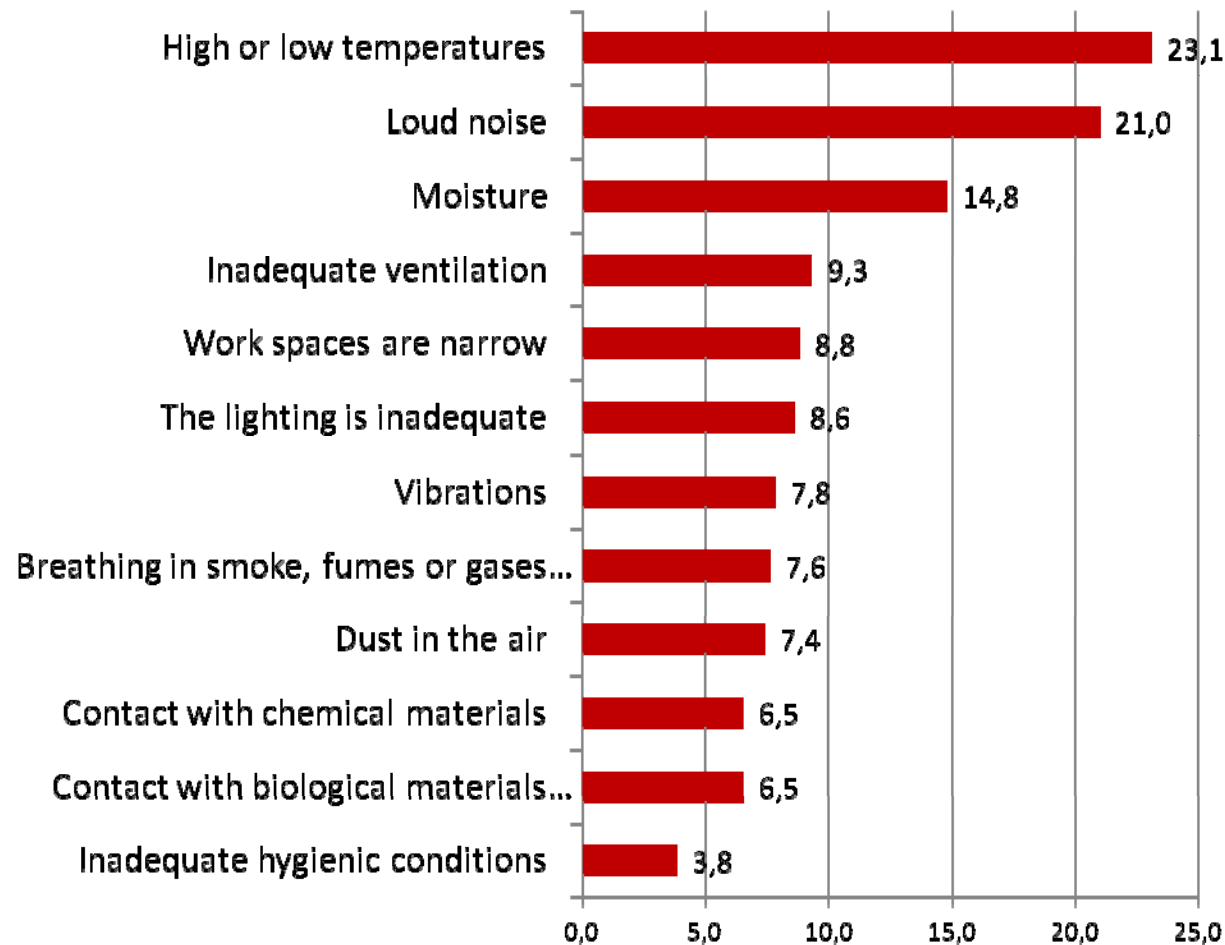
Personal engagement: a stable contract is an important factor

Considering the contract, what is the most important aspect of a job? (%)



Enviromental working conditions

Physical, biological, chemical risk factors

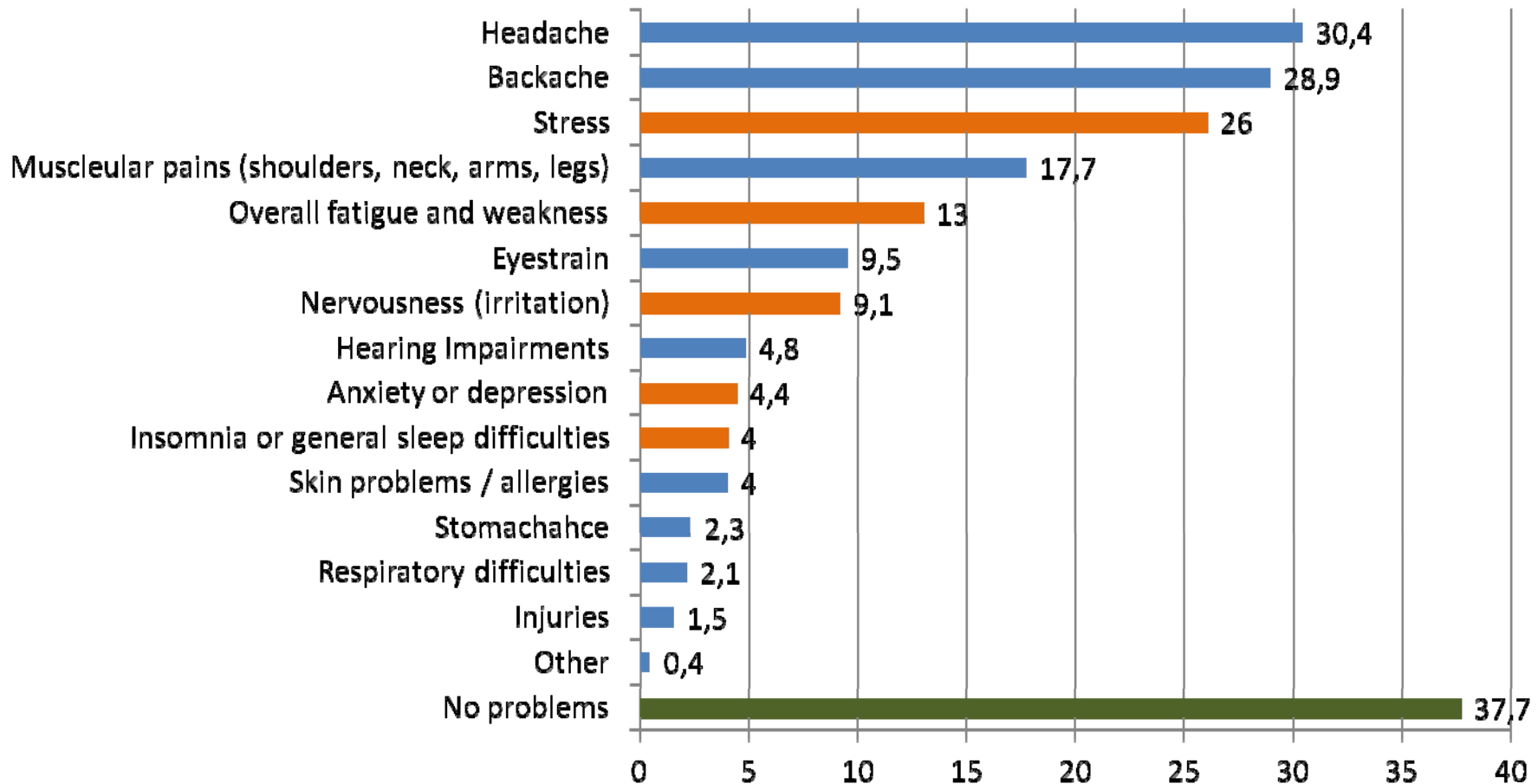


Young workers' health at work

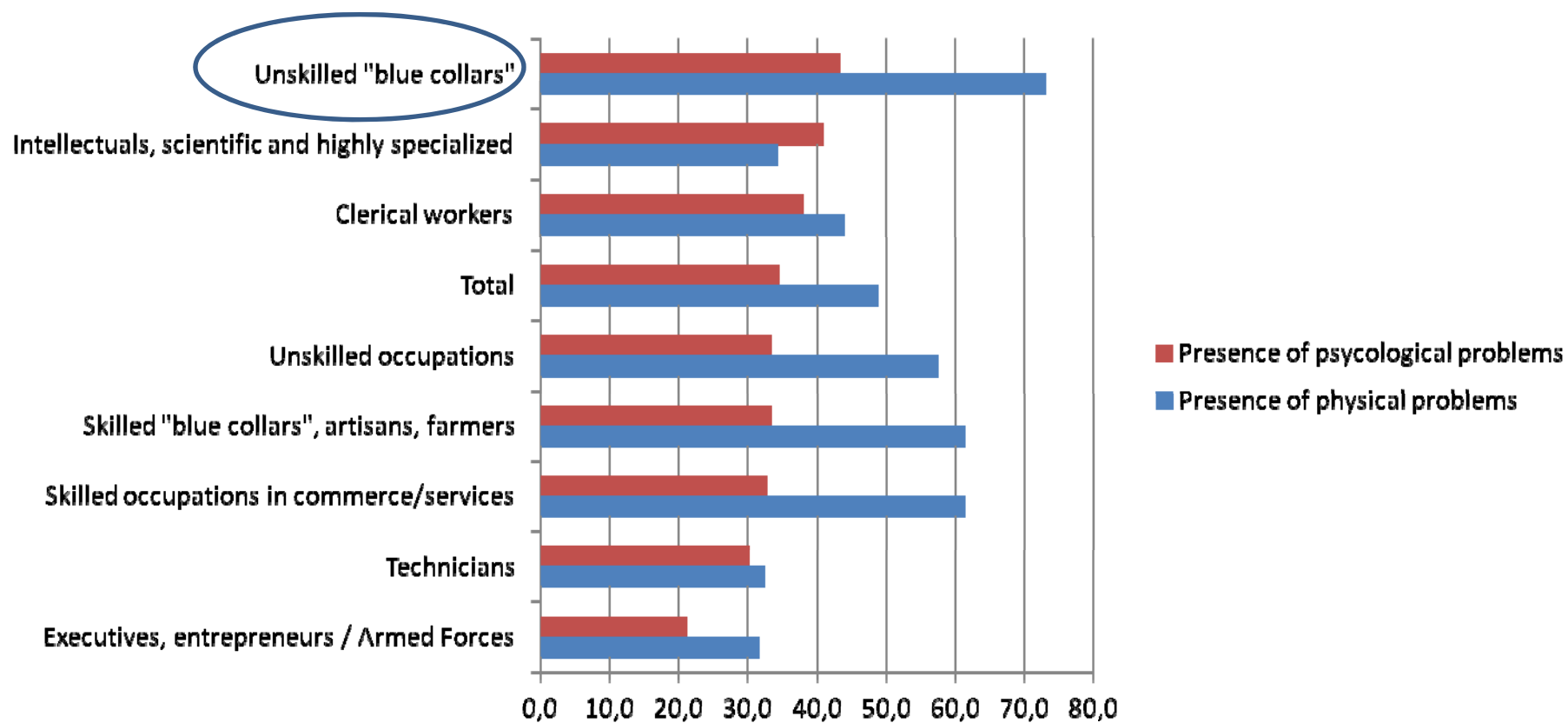
62% of respondents have health problems generated by the work

- Only physical problems: 28%
- Only psychological problems: 13%
- Coexistence of physical and psychological problems: 21%

Physical and psychological work-related problems (%)



Young workers' health at work by professional group



Accidents and diseases at work (Inail)

In 2010:

246,207 injuries reported by workers < 35 years old (1 injury of three of the total)

255 deaths at work reported by workers < 35 years (1 death of 3 of the total)

Between 2005 and 2009: **44,478 workers under the age of 35 have suffered permanent damage**

Young people have the **highest accident rate**:

4.83 accidents per 100 workers employed < 35 years old

3.52 accidents per 100 workers employed > 35 years old

Diseases: 7% of the total

Risk profiles

**High risk for marginal subjects
in the productive process and in the social context**

Context

- Small companies
- South Italy

Job

- Unskilled white and blue collars
- Temporary and atypical workers

Biography

- Low education
- Poor family background
- Very young people (start working below 24 years old)
- Women

Conclusions

High risk for the majority of the young workers, considering **all the dimensions of the working conditions**.

IMPACT ON HEALTH: there is a **relevant presence of physical and psychological work-related problems: *present and future problems***

Among young workers, **risk are higher for marginal workers in the productive processes *and* in the social context**.

Avoid any idealization of young workers to consider this research subject in his specificity but also in relation to the wide changes in the productive processes organization and and in relation to the structural context.

The situation of young people in Italy is very difficult, certainly it is difficult **when they are looking for a job** but, also, **when they have got a job**.

Flexicurity debate is focusing on the opportunity to enter/exit in a job or to pass from a job to another one, but **the work content and the real situation of the work conditions are not deeply considered**.

For a better development model

Goal of creating "*better jobs*" [Lisbon Strategy] is not accessible without creating "***best working processes***" by a new development model founded on the **young people' potentialities and expectations.**

Action on all the intervening factors that have an impact on H&S.

Combining the **quality of the production of a good or a service** with the **quality of working life.**

Improving health at work for young people

Extending rights and opportunities along the productive processes

Strengthening relationships between companies and the local context, for a democratic long-term development strategy with the involvement of public administration, social partners, university, sanitary system, etc.

Investments in innovation and research

Less skilled occupations are at high risk: development model should have an impact on productive/operative phases of the value chains: eg. *green building*

Rules for companies among companies with the aim to avoid social dumping

Favouring permanent employment and reduce (and qualify) the temporary/atypical employment

Extending union rights for all workers and increase the participation for young workers

Supporting complex inter-sectoral and inter-firm trade union representations (company level, territory, value chain)

More inclusive and democratic health and safety management system

Balancing the bargaining power along the value chain

Clear responsibilities for the core company in the value chain

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Thanks

Reference: Di Nunzio D. (a cura di), *Rischi sociali e per la salute. Le condizioni di lavoro dei giovani in Italia*, Roma, Ediesse, 2011.

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