

IS THERE A ONE-SIZE-FITS- ALL SOLUTION? A GENDER ANALYSIS OF MISMATCH IN THE LABOR MARKET

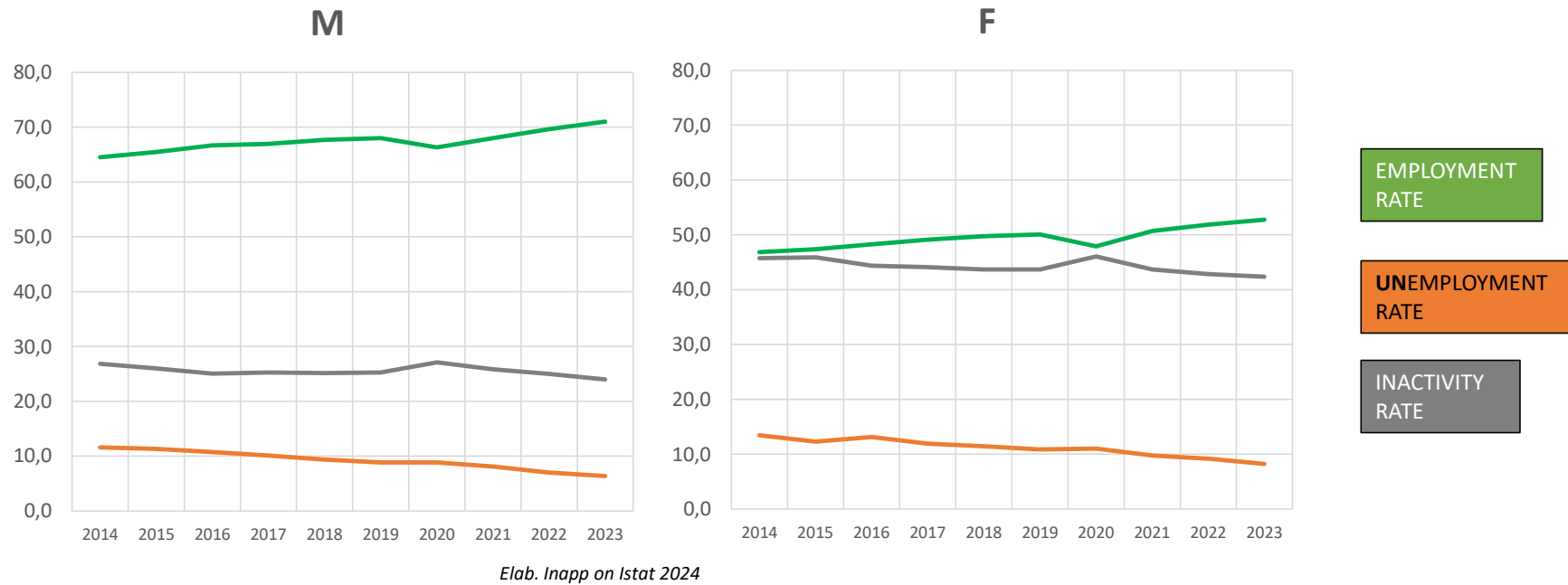
"LABOUR SHORTAGE" AND MISMATCH: GEOGRAPHY, GENERATION, CITIZENSHIP AND GENDER DISTRIBUTION

8TH INTERNATIONAL ASTRIL CONFERENCE
THE FUTURE OF WORK: TECHNICAL PROGRESS, ARTIFICIAL INTELLIGENCE AND WORKING TIMES

Roma, 22-25 jan 2025



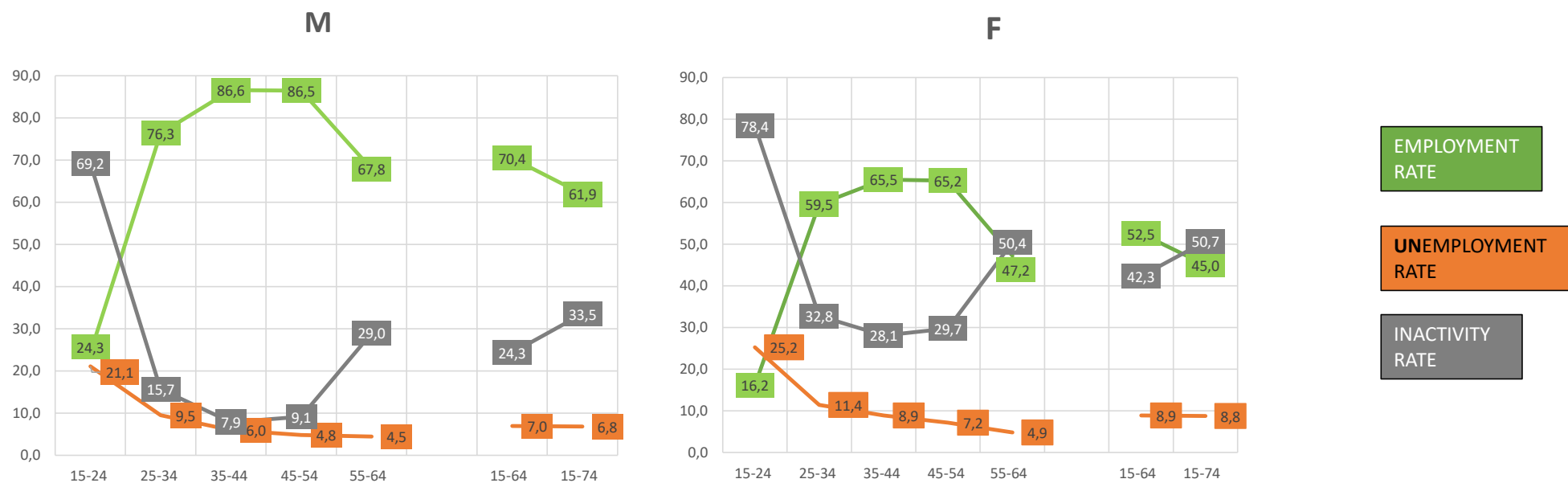
TWO PARTICIPATION MODELS... TWO LABOUR MARKETS 2014-2023



... WHEREAS “QUANTITY” OF EMPLOYMENT DOES NOT NECESSARILY MEANS “QUALITY”...



GENDER, AGE AND LM INDICATORS 2023



Elab. Inapp on Istat 2024

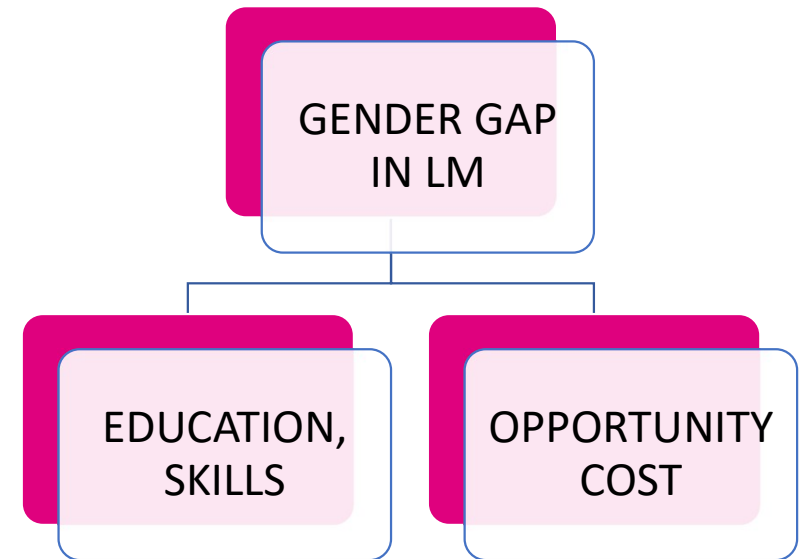
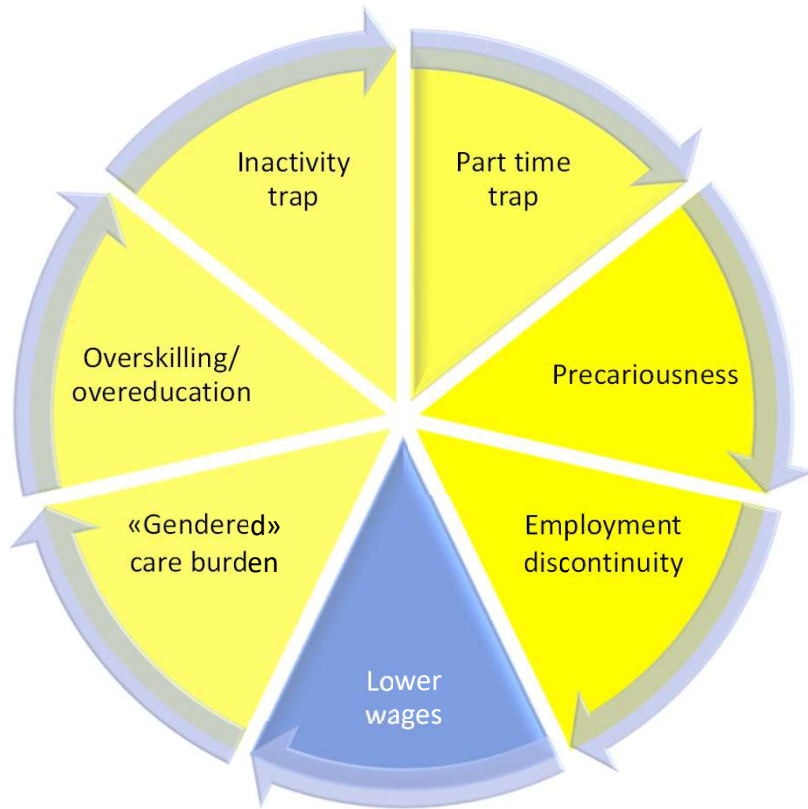




**LOW FEMALE
PARTICIPATION IN THE
LABOR MARKET,
AND LOW
EMPLOYMENT FEMALE
RATES ARE
A MATTER OF
MISMATCH?**



WOMAN: LESS AND «BADLY» EMPLOYED

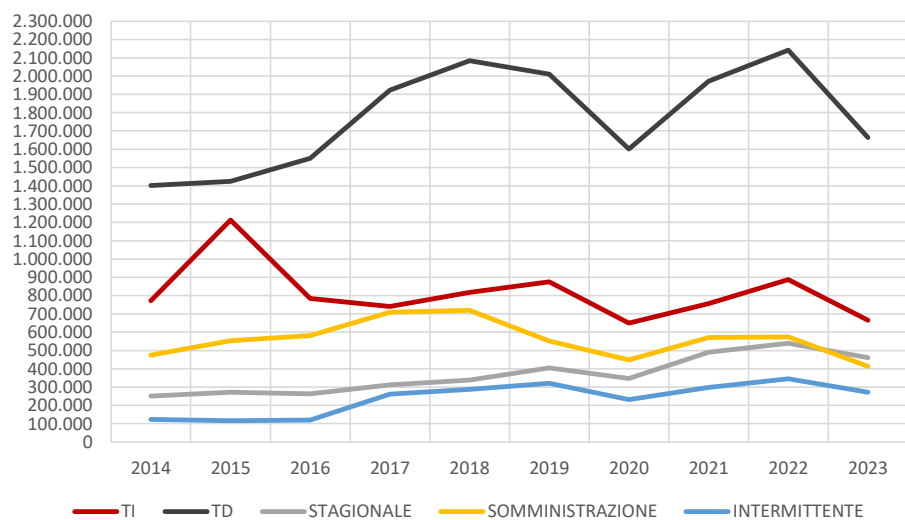


- Woman is the «weak side» of the family budget
- Family choices are driven by her «sacrifice»

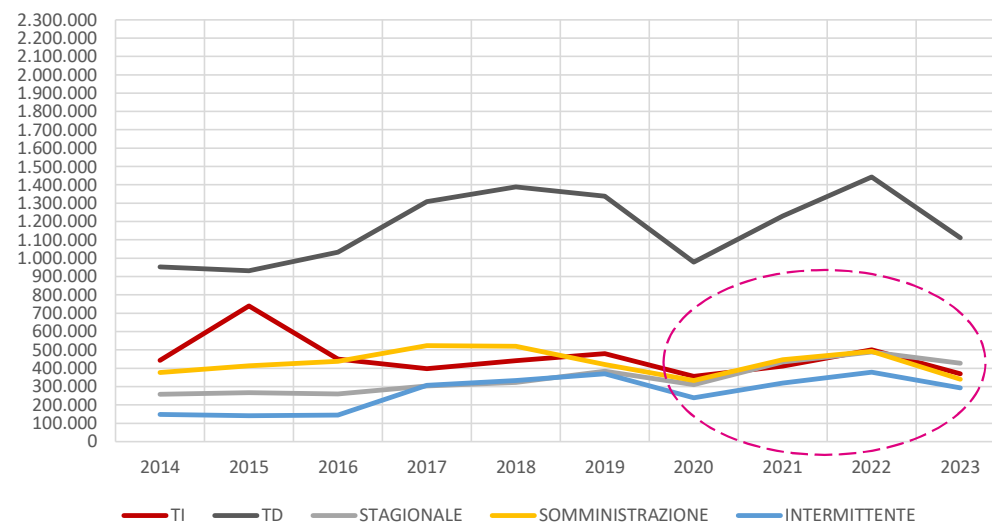


1. PRECARIUSNESS...

New contracts to **MEN** by kind of contract - 2014 -2023



New contracts to **WOMEN** by kind of contract - 2014 -2023

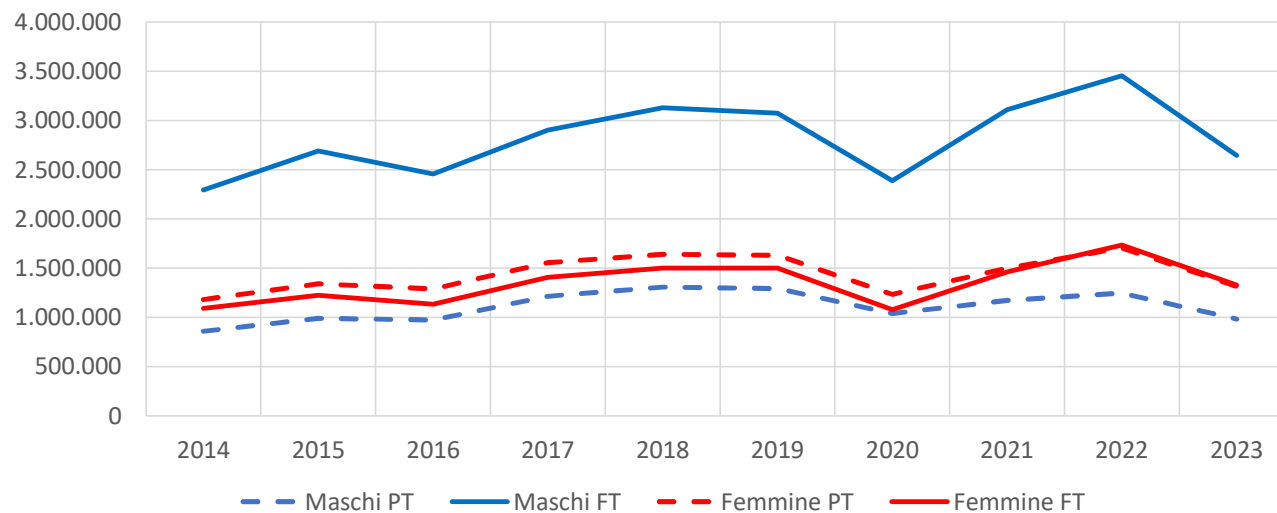


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2. THE ROLE OF PART TIME CONTRACTS

New contracts (all kind) by gender and full time (FT) / part time (PT) scheme
2014-2023

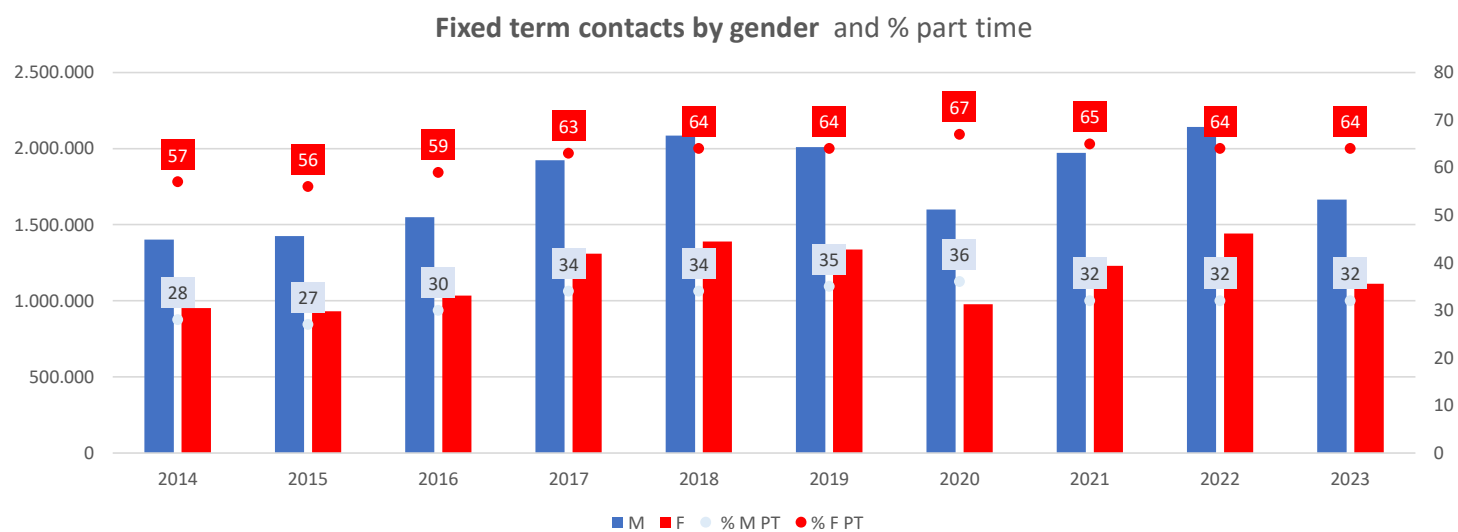


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3. THE DOUBLE WEAKNESS: FIXED TERM CONTRACT + PART TIME

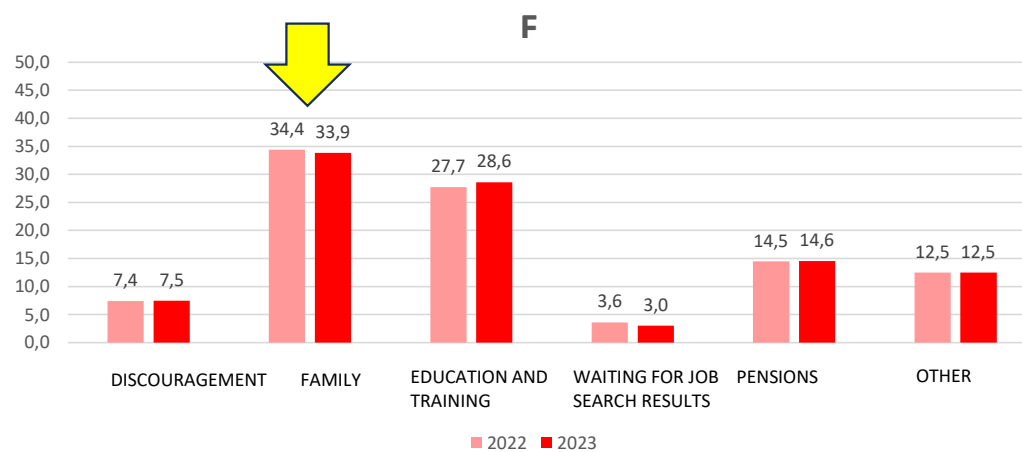
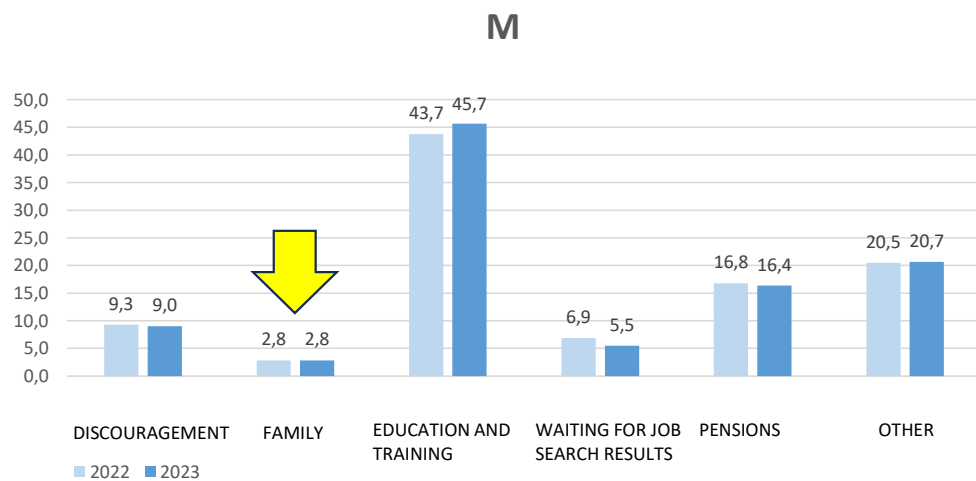


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4. INACTIVITY... WHY?

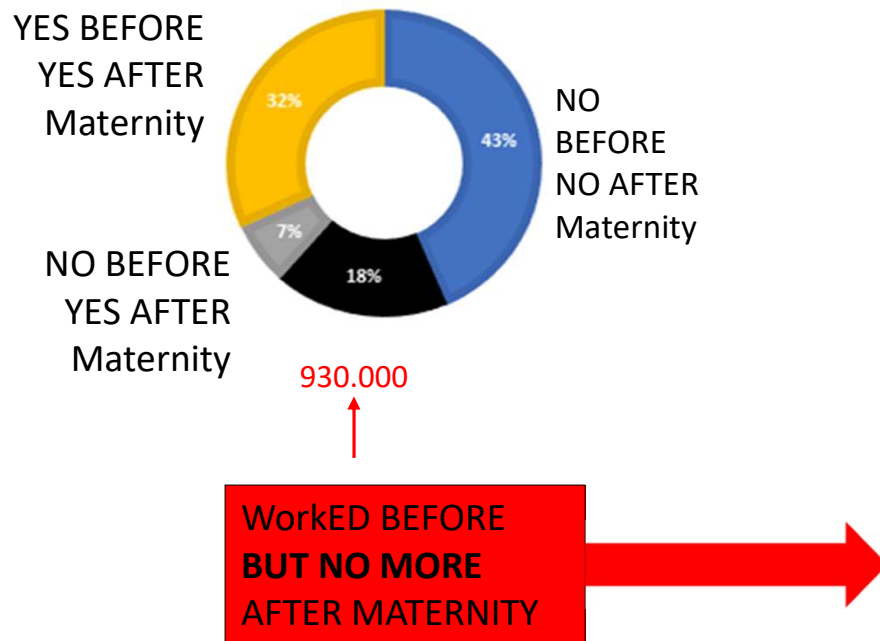


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5. THE ROLE OF CARE BURDEN . MATERNITY AND LEAVING WORK

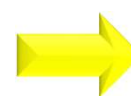
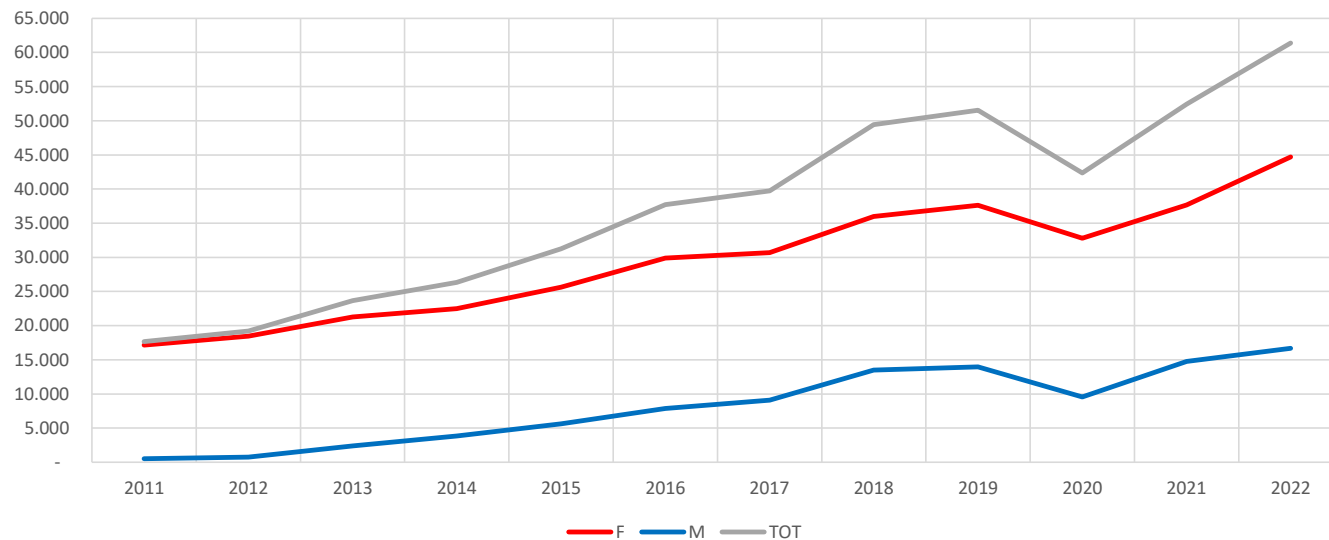


- Over 51% of respondents stop working after maternity leave for "freely determined conciliation needs"
- 30% for non-renewal of the contract or dismissal.
- 19% for "economic and family opportunity evaluation"
- Over 70% of women who left work earn less than 25 thousand euros gross per year and less than a third less than 15 thousand.
- 75% have a partner with a permanent contract



5. THE ROLE OF CARE BURDEN MATERNITY AND LEAVING WORK

Validation trend for dismissal by parents with children aged 0-3 (2011-2022) by gender and total
(a.v.)



Causes:
Care for 63% of
women, 7% of
men



GENDER MISMATCH... IT'S NOT A MATTER OF SKILLS...

Job search channel

INAPP PLUS 2023

- ❑ 21,3 % formal job search channels
- ❑ more than **77% informal** job search channel

no gender differences in data **but** gender features in ex ante evaluation (i.e the capability to represent gender issues in informal lobbying)

Not a question of lack of skills...

INAPP PLUS 2023

OVEREDUCATION: 28.4% of women declare to have a higher level of education than required, compared to 24.1% of men.

OVERSKILLING: 22.3% of women believe they have more skills than their job requires, compared to 19.7% of men.

Kind of education ← there's a role of guidance
Gender segregation (sectorial and ierarchical one) →
Discrimination on the workplace, role of gender stereotypes

Salary
Personal and familiar choices



GENDER MISMATCH... IT'S NOT ONLY A MATTER OF SKILLS...



UPGRADING SKILLS AND TRAINING DON'T SOLVE THE STRUCTURAL PROBLEM OF LOW FEMALE RATE:

- EVEN IF THEY MAKE FEMALE EMPOWERMENT STRONGER AND FEMALE HUMAN CAPITAL BROADER THAN EVER...
- WE CONTINUE TO HAVE GENDER SEGREGATION IN LABOUR MARKET, GENDER BIAS IN SELECTION AND SO ON.
- BEYOND THE PERFECT MATCH THERE IS THE OVERHALMING **OPPORTUNITY COST** TO ENTER INTO THE LABOUR MARKET
- *(I.E SLIDE 10.11)*

COULD A CORRECTIVE TO THE NEOLIBERAL APPROACH BE NECESSARY?





THANKS

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