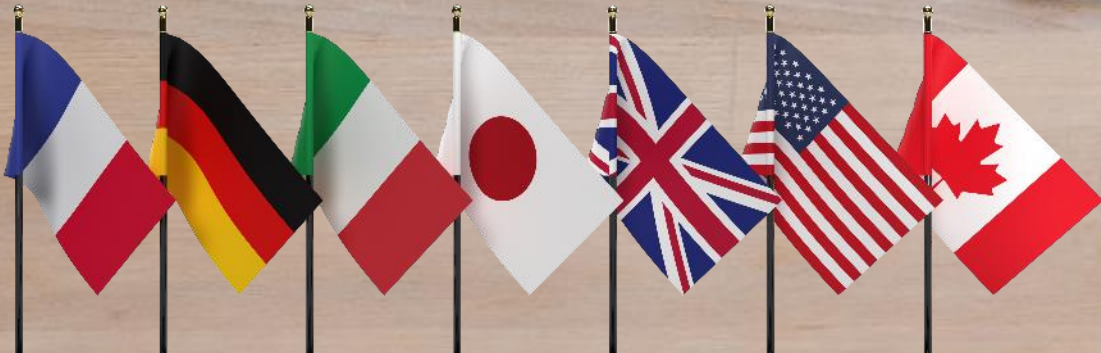


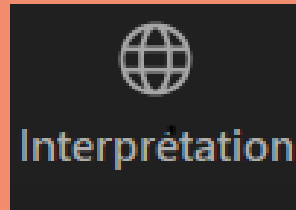
Welcome to the Launch of the G7 WAPES Working paper on demographic change!

Bienvenue au lancement du document de travail du G7 WAPES sur le changement démographique !

¡Bienvenidos al lanzamiento del documento de trabajo del G7 WAPES sobre el cambio demográfico!

23.09.2025

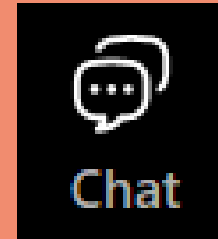




Please select your language (English, French or Spanish) by clicking on the globe icon below your screen.

Merci de sélectionner votre langue (anglais, français, espagnol) en cliquant sur le globe en bas de votre écran.

Por favor, seleccione su idioma (inglés, francés, español) haciendo clic en el globo situado en la parte inferior de su pantalla.



Questions can be asked via the chat only. Only a few questions will be answered live, the remaining ones will be attended afterwards, in the follow-up of the event.

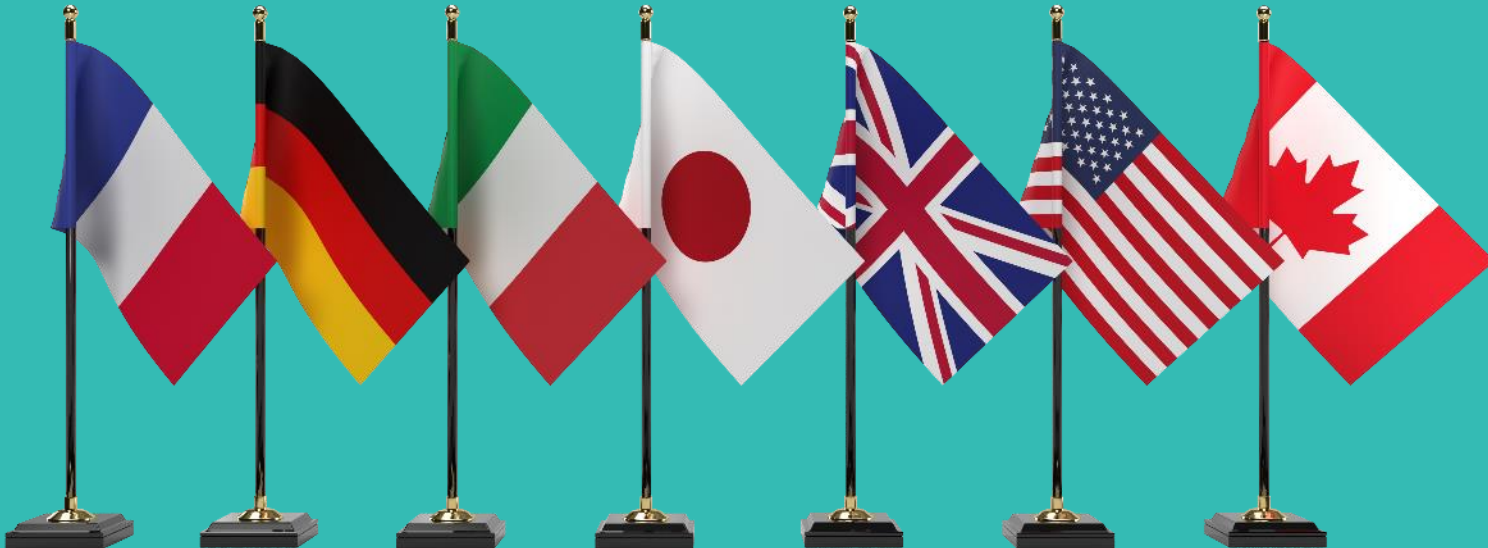
Les questions peuvent être posées uniquement via le chat. Seules quelques questions recevront une réponse en direct, les autres seront traitées ultérieurement, dans le cadre du suivi de l'événement.

Las preguntas sólo podrán formularse a través del chat. Solo se responderán algunas preguntas en directo, las otras se atenderán después, en el seguimiento del evento.

G7 Working Paper Launch Webinar – 23rd September 2025, 01:30 – 03:30 pm CEST



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WAPES G7 Working Group

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Opening and Welcoming Speech

WAPES President and Director General of Slovenian PES,
Ms Greta Metka Barbo Škerbinc






G7 Working Group

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Overview of the Working Paper

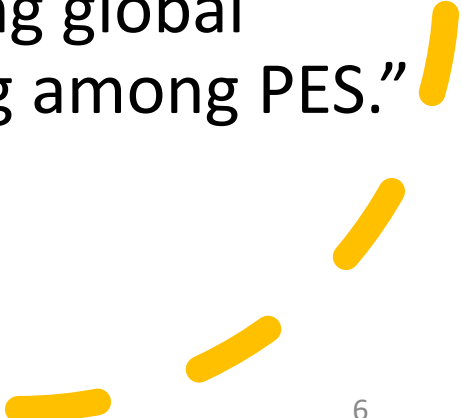
Presentation by WAPES Consultant, Ms Nicole Clobes





ROLE OF PUBLIC
EMPLOYMENT
SERVICES and the
G7 Labour
Minister
Declaration

“ We acknowledge the contribution employment services make in facilitating an inclusive and just transition and encourage the World Association of Public Employment Services (WAPES) G7 Working Group to continue exploring innovative solutions to complement the work of the G7 Labour and Employment Ministers and facilitating global collaboration and knowledge sharing among PES.”





WAPES

World Association of Public Employment Services

G7 Working Group

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Labour Market Participation and Demographic Challenges in the G7

Presentation by Mr Romano Benini

G7 Labor Force Participation — An Uneven Picture

- Two groups among G7 countries:

- Higher participation: UK, Germany, France (~77%)

- Lower participation: Italy (67%), USA (62%), South Korea (66%), Canada (65%), Japan (64%)

- A 10-point gap = millions fewer potential workers

- Spain (non-G7) faces even deeper challenges despite economic growth

- Divergence reflects population aging, skills mismatches, and gender participation gaps

Common Issues – Targeted Responses

- Population aging and early retirements
- Low female participation and care burdens
- Skills mismatches, segmentation, and regional disparities
- Health-related inactivity and rigid work cultures

• Challenges

- Expand childcare, parental leave, and female employment incentives
- Upskilling, reskilling, and lifelong learning
- Attract and integrate skilled immigrants
- Support active aging and return-to-work pathways
- Promote flexible work and work–life balance reforms

• Solutions

Participation Gaps, Challenges & Responses

Country	Rate (2025)	Key Challenges	Main Solutions
Italy	67.2%	Aging, low female participation, duality, mismatch	Childcare, reskilling, reduce duality, active aging
USA	62.2%	Early retirements, health inactivity, slow immigration	Tax credits, childcare, immigration, reskilling
Korea	65.6%	Rapid aging, low female participation, rigid work culture	Childcare, enforce 52-hour cap, flexibility, foreign workers
Canada	65.4%	Aging, declining male participation, mismatch	Immigration, upskilling, retain 55+, mental health
Japan	64.3%	Rapid aging, gender gaps, low immigration, rigid hours	Childcare, womenomics, foreign workers, flexible work



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Inclusive Labour Markets for Aging Populations

- Germany – German Federal Employment Agency, Mr Haben Gebremedhin
- Japan – Ministry of Health, Labour and Welfare, Ms Minako Takasaki
- France – France Travail, Ms Isabelle Ibanez

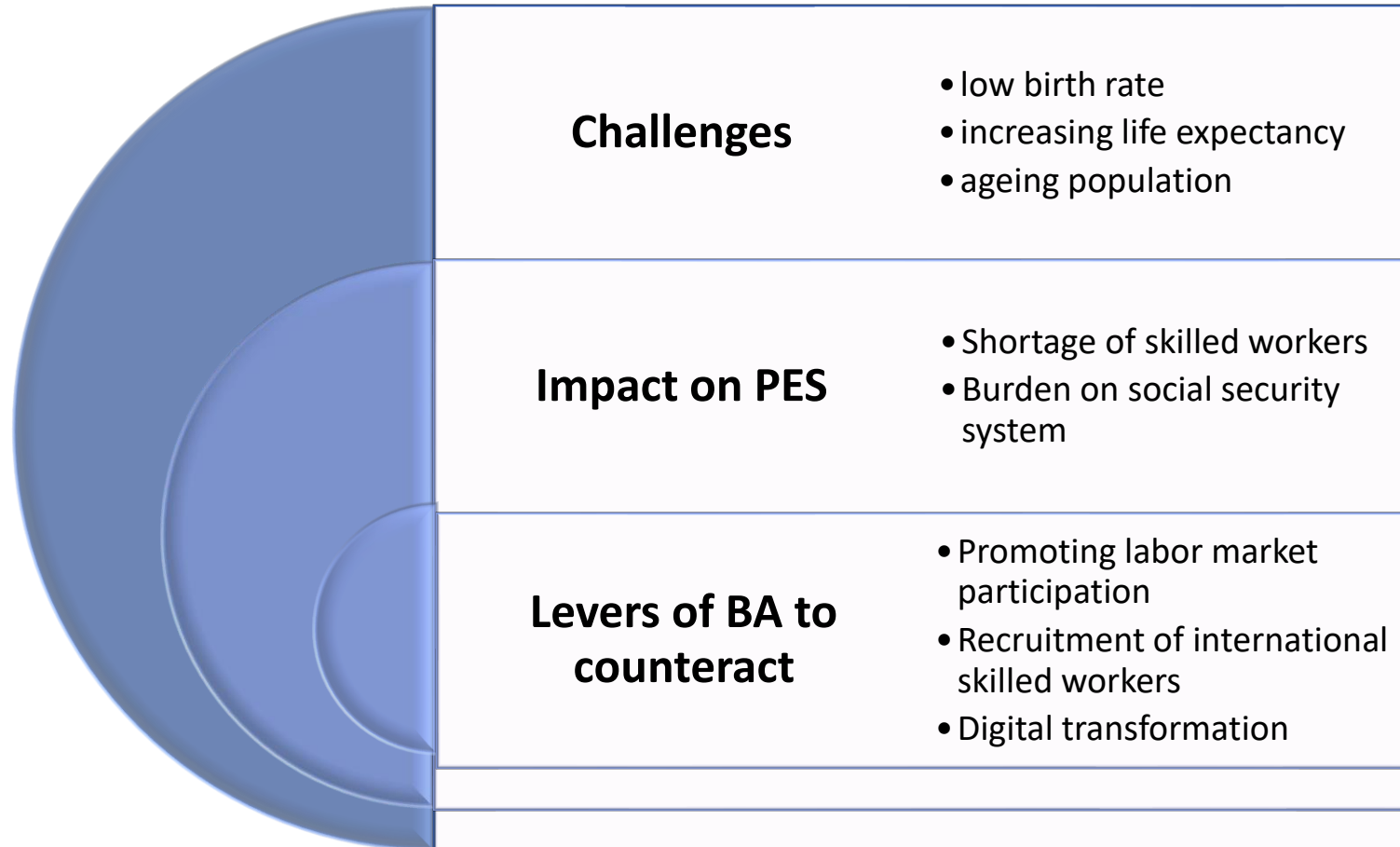


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Inclusive Labour Markets for Aging Populations

Germany – German Federal Employment Agency, Mr Haben Gebremedhin

Germany is facing considerable challenges as a result of demographic change. The most important factors are a low birth rate, increasing life expectancy and an ageing population, all of which have an impact on the country's labor market and social security system.



Key Roles of PES

- BA addresses challenges through programs
- For example, via Support Programs
- BA offers specialized counseling services and programs to facilitate the re-entry of older workers into the labor market

Addressing Demographic Changes

- Demographic shifts necessitate strategic responses from public employment services
- The BA's initiatives include Programs aimed at retaining older employees
- Also Youth Employment Programs & Initiatives like the Vocational Training in Non-Company Institutions help young people, including those from disadvantaged backgrounds, gain valuable skills and enter the labor market.

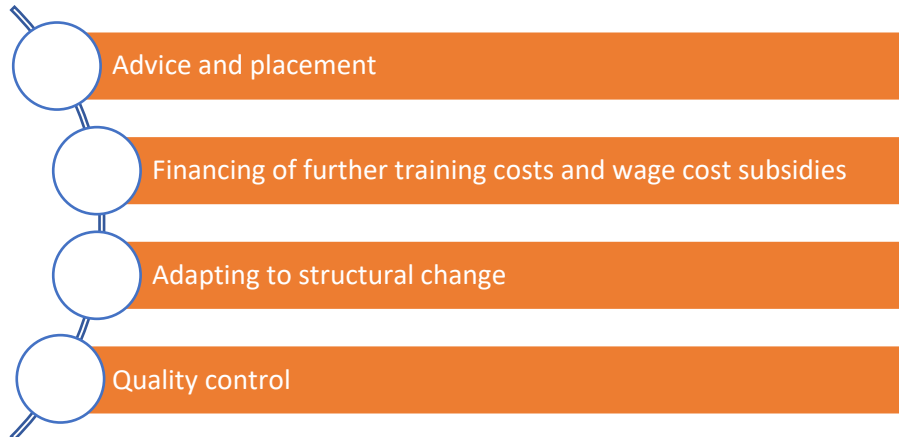
Successful PES Initiatives

- “Eingliederungszuschuss” (integration subsidy).
- The BA provides financial support and incentives when companies hire employees who have reached the age of 50 and are unemployed or at risk of unemployment.
- Companies receive it as a wage cost subsidy. For employees who have reached the age of 55, the duration of the subsidy can be up to 36 months with a subsidy amount of up to 50 percent.

The **Qualification Opportunities Act (QCG)** supports employees, particularly older employees, through targeted further training in order to secure their employability in the face of digital and structural change. The Federal Employment Agency (BA) plays a central role in the QCG by providing funding and organizing the measures.

Video presentation (only in German) – <https://www.youtube.com/watch?v=UgKe-AXqv2o>
Range of the “Qualification Opportunities Act – Work in Change”

Main tasks of the BA within the framework of the QCG



Specific offers for older employees



The BA thus enables older employees to keep pace with new developments and helps to prolong their employability.



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Inclusive Labour Markets for Aging Populations

Japan – Ministry of Health, Labour and Welfare, Ms Minako Takasaki



Inclusive Labour Markets for Aging Populations in Japan



Minako TAKASAKI

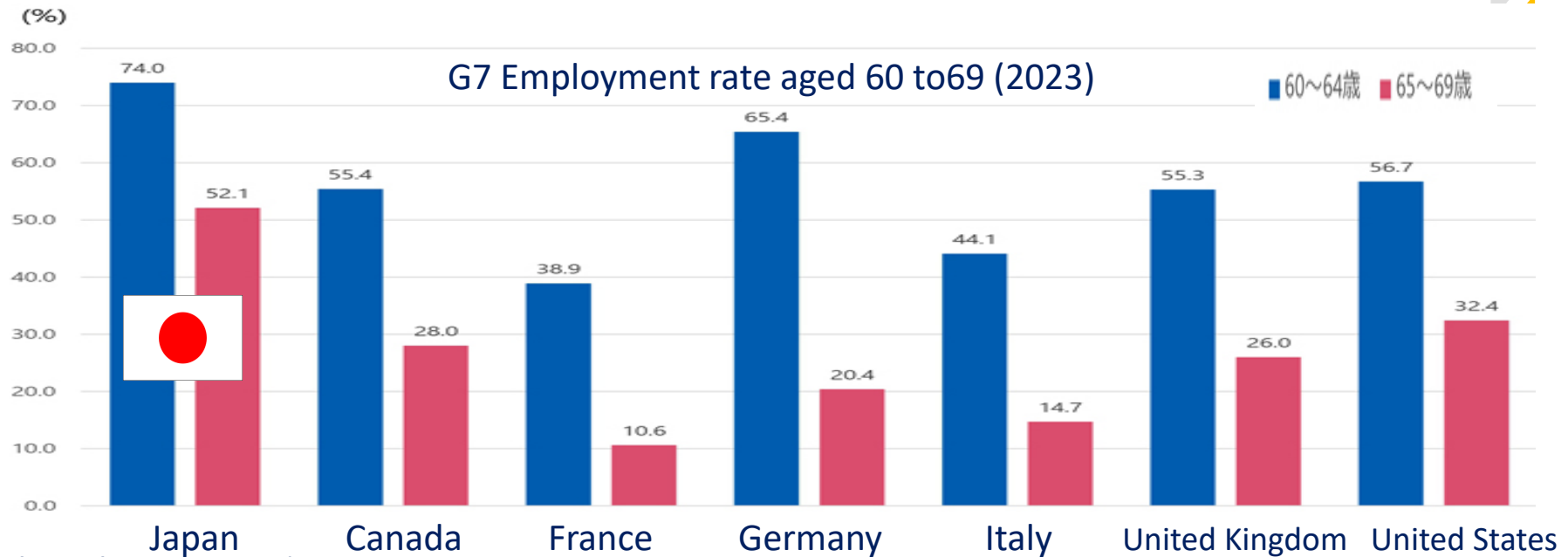
Deputy Director, Employment Policy Division,
Ministry of Health, Labour and Welfare (MHLW)



The Status of Demographic Change in Japan



	(2022)	(2070 Estimate)
◆ Total population	125 million	90 million
◆ Birth rate	1.26	1.36
◆ Aging rate	29.0%	38.7%
◆ Productive-Age Population rate (aged 15 to 64)	59.4%	52.1%



(Source) OECD Data Explorer

Direction of Mid- to Long-term Employment Policies

Current State

- ✓ Japan's labour market after the COVID-19
- ⇒ Labour shortages are becoming severe once again.
- ✓ Mid- to Long-term Japan's labour market
- ⇒ With population decline, labour supply constraints will increase.
- ⇒ Without appropriate growth and progress in labour participation, the number of employed individuals will significantly decrease.

Encouraging Labour Participation from diverse backgrounds and Securing the Labour Force

- ✓ Reducing long working hours (→ improving productivity and increasing time for outside of work)
- ✓ **Continuing employment for the elderly (middle-aged and senior generations)**
- ✓ Creating an environment where both men and women can work regardless of family circumstances
- ✓ Supporting young people, and individuals with disabilities
- ✓ Addressing local labour shortages: encouraging movement from urban areas and participation of women and the elderly
- ✓ Accepting foreign workers: ensuring appropriate employment management by employers

Utilizing Technology to Increase Labour Productivity

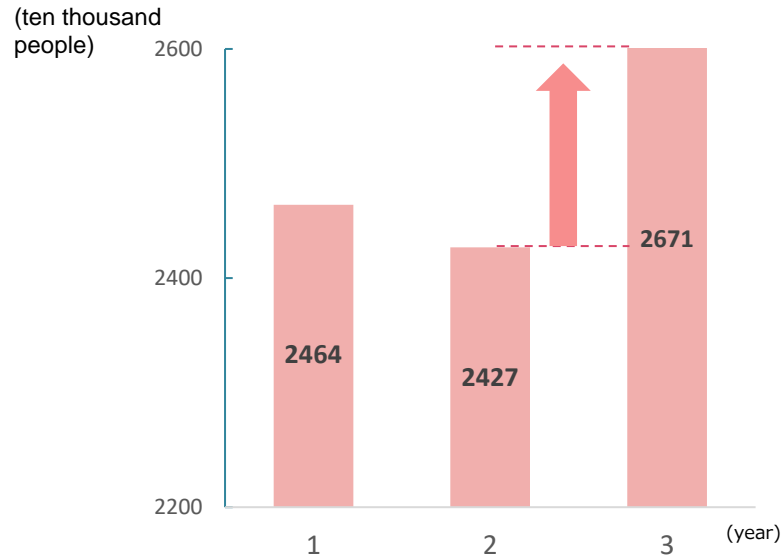
- ✓ Monitoring the impact of new technologies on employment
- ✓ Considering those who may be displaced by new technologies (skill development, matching, and improving productivity)

Skill Development and Matching/ Enhancing the Labour Market Functions

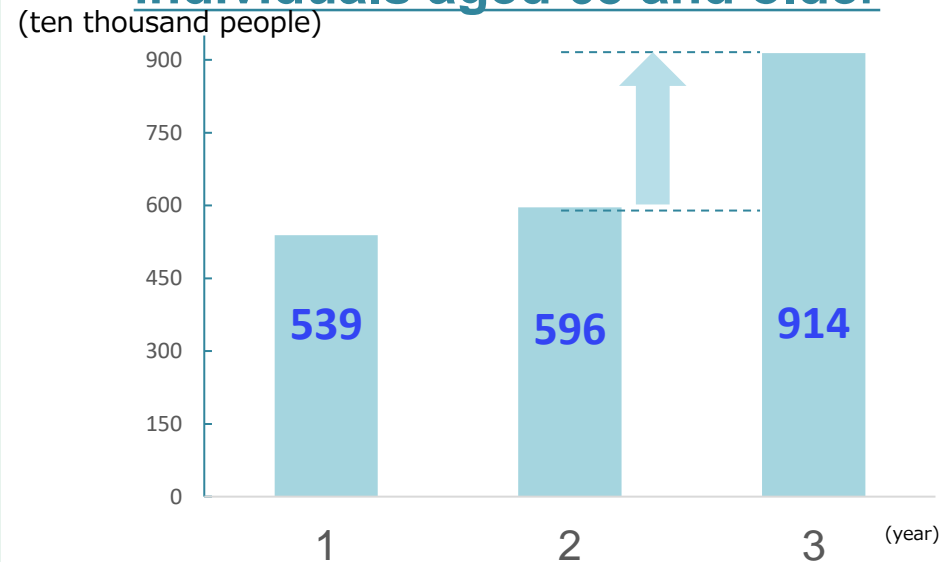
- ✓ Skill development within companies: OJT
 - ✓ Skill development outside companies: Off-JT
 - ✓ Matching (PES: Hello Work, information disclosure by companies, and establishing a job-related database)
- Encouraging to develop the career proactively

Promoting Labour Participation of Women and the Elderly

Number of employed women (aged 15-64)



Number of employed individuals aged 65 and older



Source of data: Ministry of Internal Affairs and Communications, "Labor Force Survey (Basic Tabulation)" and Ministry of Health, Labour and Welfare, "Employment Stability Statistics"

For Women

- Enforcing the laws which are aiming at promoting labour participation and giving equal opportunities to women
- Enforcing the laws to support employees who are caring children or elderly people
- Supporting job seekers who are raising children (Mothers' Hello Work) etc.

For Elderly

- Promoting the measurements that allow people who wish to work until aged 65 or 70
- Supporting elderly job seekers in Hello Work
- Ensuring various employment opportunities in local areas.
- Ensuring working opportunities at Silver Human Resource Centers

Realization of Lifelong Active Society

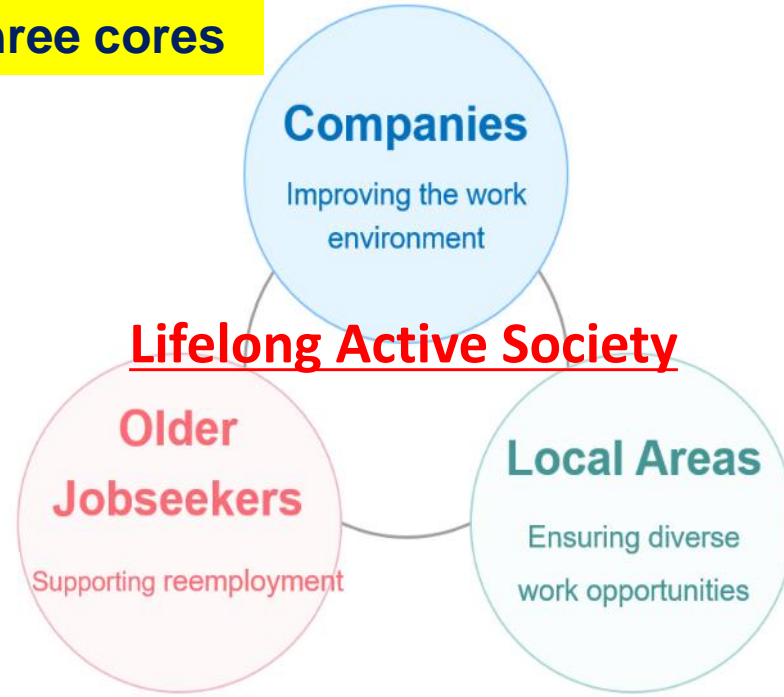
Employment Measures for the Elderly



For Older Job seekers

- “Lifelong Active Support Corner” (since 2018)
- ✓ At 300 Hello Works
 - ✓ Reemployment support to jobseekers aged 60 or older

Three cores



For Companies

- Act on Employment Security of Elderly Persons (AESEP) (enforced in 2021)
- ✓ Obligation to keep employees employed until aged 65
 - ✓ Strive to secure work opportunities for their older employees until aged 70



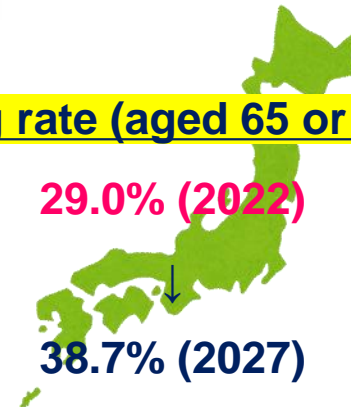
For Local Areas

- ✓ Creation of diverse work opportunities in the local area based on the needs and characteristics of each area (since 2022) ⇒ Silver Human Resource Centers
- ✓ Dissemination of local-based model project for working-support of the elderly.

Aging rate (aged 65 or over)

29.0% (2022)

38.7% (2027)



Structure of PES Implementation for the Elderly



Hello Work's Specialized Counters for the Elderly

Target

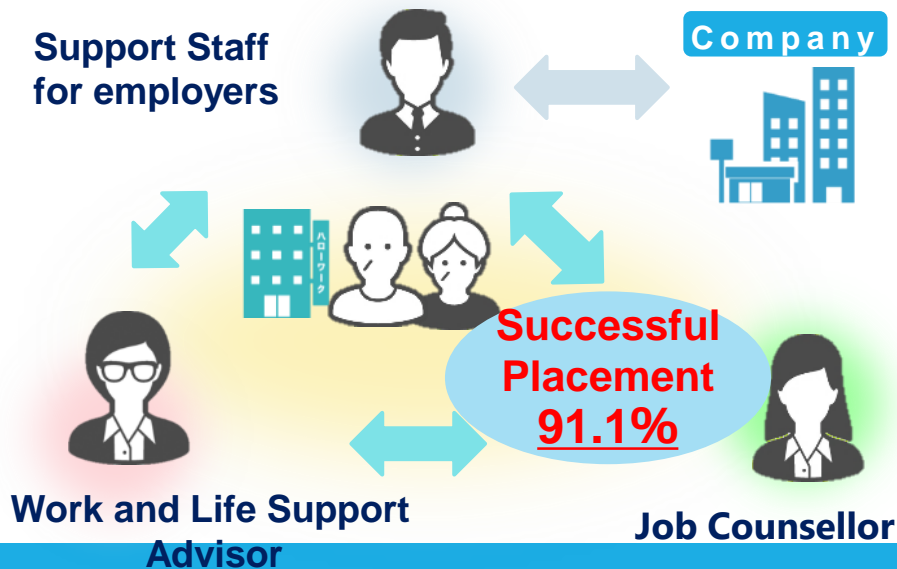
People who are over 60 years old

*Especially those who are long-term unemployed, and those who have repeatedly changed jobs

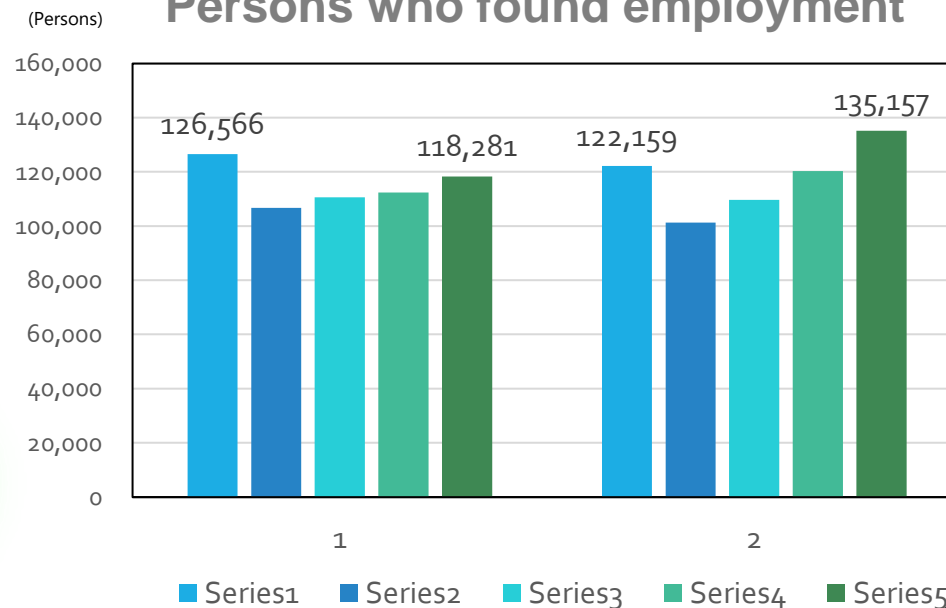
Services

- Redesigning the career life in later years, considering individual needs and other factors like pension receipt status
- **Providing guidance and seminars on life planning, resume writing, and more**
- Conducting workplace tours and work experience programs
- **Advising employers on suggesting suitable jobs for the elderly workers**
- Acquiring new job listings that are open to applicants aged 65 and older

Support system at specialized counters for the elderly



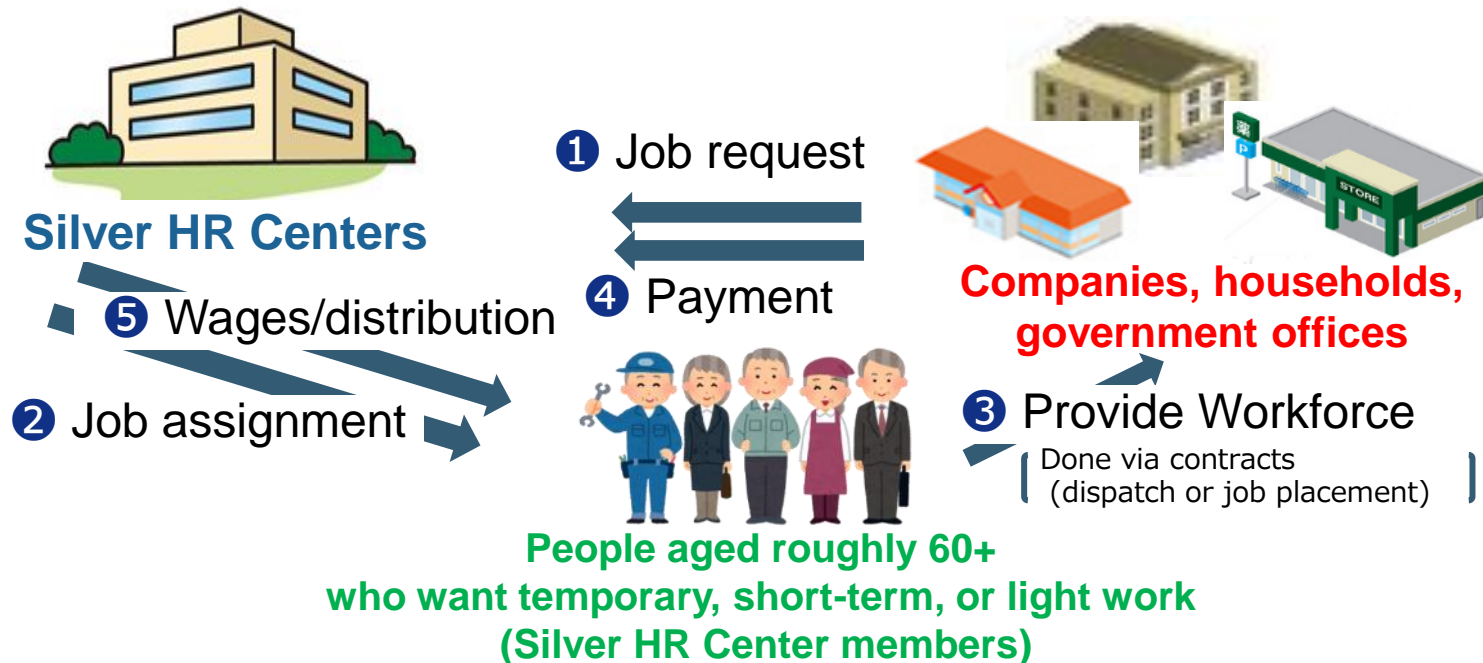
Persons who found employment



Silver Human Resources Center

○ Silver Human Resources Center (FY2024)

1,307 orgs.; 674K members (434K men, 239K women);
av. age 75.1; av. monthly income 140K



○ Jobs handled by Silver Human Resources Centers

The Centers identify, carve out, and offer temporary, short-term, or light jobs suitable for the elderly—like dispatching to nursing homes, daycare centers, or supermarkets; providing welfare or housekeeping support; cleaning; managing bike parking; maintaining parks; or trimming trees.

*Generally, jobs up to about 10 days or around 20 hours per week

Sustaining/developing local economies and communities

Easing labor shortages at companies & supporting the working-age generation

Fulfillment in life & better health, & stable living for the elderly



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Inclusive Labour Markets for Aging Populations

France – France Travail, Ms Isabelle Ibanez

Key statistics on senior jobseekers in France

- The birth rate in France is 9.7 for 1,000 people in 2024*.
- In 2024, 12.7% of the French population is between 55 and 64 years old*.
- While the employment rate of younger seniors (55–59) has risen significantly since the 2000s, France lags well behind its European partners, with only 35% of those aged 60–64 still in work.
- Between 2008 and 2024, the share of jobseekers aged 50+ increased from 16% to 27%.
- Senior citizens face more long-term unemployment than other age groups.

In February 2025, the average time registered with France Travail :

582 days → jobseekers 50+

311 days → jobseekers 25–49

 Long-term unemployment: 35% seniors vs. 19% overall

 Reemployment rate for jobseekers 50+ is roughly 40% lower than for those aged 25–49

- The government has set the **target of increasing the employment rate for 55-64 -year-olds to 65% ‘by 2030’**.

**The role of France Travail is crucial:
we must take the lead in promoting the strengths of seniors,
raising employer awareness and driving tailored recruitment solutions.**

Key actions in 2025

Strengthening and Personalizing Support



Campaign launched in June 2025

Training France Travail advisors to identify the specific challenges faced by senior jobseekers (via micro-learning and webinars)

Launching “Seniors 360” group workshops in local agencies to present the full range of dedicated services.

Introducing “Boost 50+” programs in agencies to help seniors rebuild confidence through group dynamics and peer learning, assess their skills, and define a career project.
Goal: secure a job **within 3 to 6 months** after completing the program.

Offering “50+ Dynamics & Perspectives” workshops for jobseekers concerned about age-related stereotypes, helping them regain a positive mindset in their job search.

Updating retirement-focused workshops, in partnership with French public bodies managing basic and complementary pension schemes, including a dedicated week of one-to-one sessions for jobseekers aged 58+ (to provide clear prospects and re-motivate participants)



Key actions in 2025

Guiding Seniors Towards Immersion Programs, Training, and promoting Innovative Recruitment Methods to employers

Promote skills updating through immersion first

👉 In 2024, seniors accounted for **just under 16% of training entrants**, while they represent **27% of registered jobseekers**.

☑️ **51% of jobseekers aged 55+** who took part in an immersion program found a job **within 6 months**.

Expand the use of the Individual Operational Preparation for Employment (POEI)

To facilitate the hiring of candidates whose skills do not fully match the requirements of a given position. It allows France Travail funding for up to 600 hours of pre-employment training tailored to the specific needs of the job

🕒 **Over 8 in 10 jobseekers aged 55+** secured a job within 6 months.

Experimental “Atout Senior” retraining program in Ile de France region

8 month-programme in two phases co-funded by employer, jobseeker and France Travail:
Theoretical training (560 h):
Workplace immersion (602 h)
 The training covers various high-demand sectors: accounting, human resources, management control, logistics, commerce, and hospitality.

Target: **1,000 seniors trained by end of 2025, 80% reemployment rate**.

Encourage CV-free recruitment methods

Helping employers bypass stereotypes.
From the Stadium to Employment is an innovative national event that uses the values of sport to boost recruitment
Recruitment by simulation

☑️ **1 in 2 seniors recruited this way found a job within 6 months**



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Youth Unemployment and Demographic Shifts

- Italy – Ministry of Labour, Mr Romano Benini
- Canada – Employment and Social Development Canada, Ms Sophie Graveline

ITALY: labor market and demographic change

Skill Mismatch and Employment

Opportunities

Youth Unemployment and Demographic

Shifts

ITALIAN LABOR MARKET GOOD NEWS and TRENDS

Despite the slowdown in economic growth since late 2022, **the Italian labor market has reached record levels of employment and historic lows in unemployment and inactivity.** Compared to September 2022, if we evaluate the data available in May 2025, the following phenomena concerning labor market dynamics are recorded at national level:

- increase from 23 million to 24 million 200 thousand in the number of people in employment
- increase from 14.4 million to 15.6 million in full-time employment
- a decrease in the number of unemployed from 2.2 million to 1.57 million (a drop from 8.6% to 6.1%)
- a decrease in youth unemployment (15-24 years) from 25% to 19%
- increase in labor market participation from 64.8% to 67% and decrease in the number of inactive people.
- increase in permanent employment contracts (one million one hundred thousand more) and decrease in fixed-term employment contracts (330,000 fewer).
- Increase in the employment rate for graduates and diploma holders (currently 84% and 74% respectively) and in female employment (470,000 more women in employment)

BAD NEWS ITALIAN LABOR MARKET

- Growth was driven particularly by people over 55.
- Italy's employment rate remains significantly lower than the OECD average (62.9% compared to 70.4% in the first quarter of 2025).
- Inactivity, it is now at historically low levels, though still high compared to other OECD countries.
- The labor market mismatch and the difficulty in finding professional profiles, especially technical ones, is quite high, averaging around 48 percent.

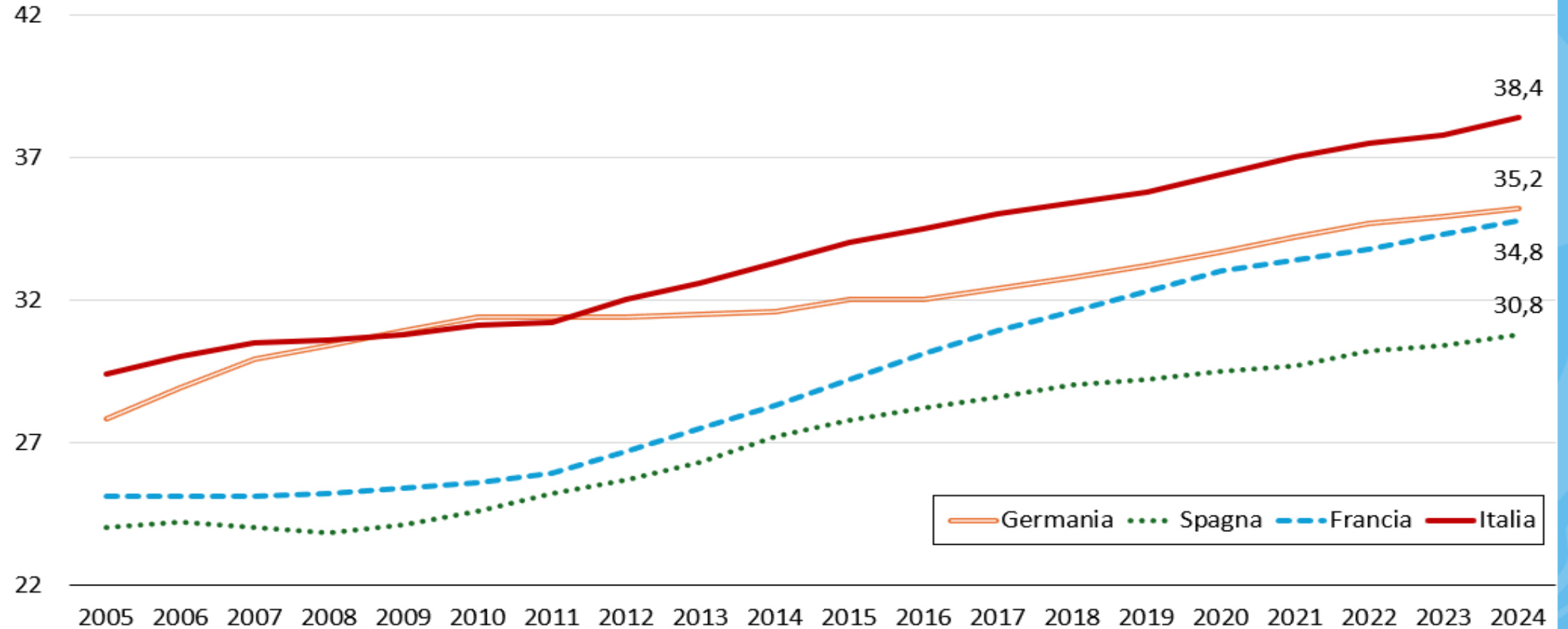
The dependency ratio problem

- People around the world are living longer and healthier than ever before. This remarkable achievement, however, has been accompanied by a decline in fertility, which has led to significant demographic changes. **The number of older people per person of working age will increase by 67% by 2060 across all OECD countries.**
- **Italy's dependency ratio**, i.e. the ratio between the retirement-age population and the working population, far exceeds those recorded in other major European economies, making it the highest in Europe. In fact, in 2024, for every 100 individuals aged between 15 and 64 in our country, there were 38.4 over the age of 64. Italy requires major reforms as the share of employed people in the population will decline unless policies are changed, slowing annual GDP per capita growth by 0.4 percentage points.

Figura 4. INDICE DI DIPENDENZA NELLE PRINCIPALI ECONOMIE EUROPEE

Anni 2005-2024. Rapporto percentuale tra popolazione over 65 e popolazione attiva (età compresa tra 15 e 64 anni)

Fonte: elaborazioni CNA su dati Eurostat



Red alert:

The share of employed people in the total population is projected to decline, intensifying pressure on economic and social systems. Without reforms and investments between 2025 and 2060, the working-age population in Italy will decline by 30%.

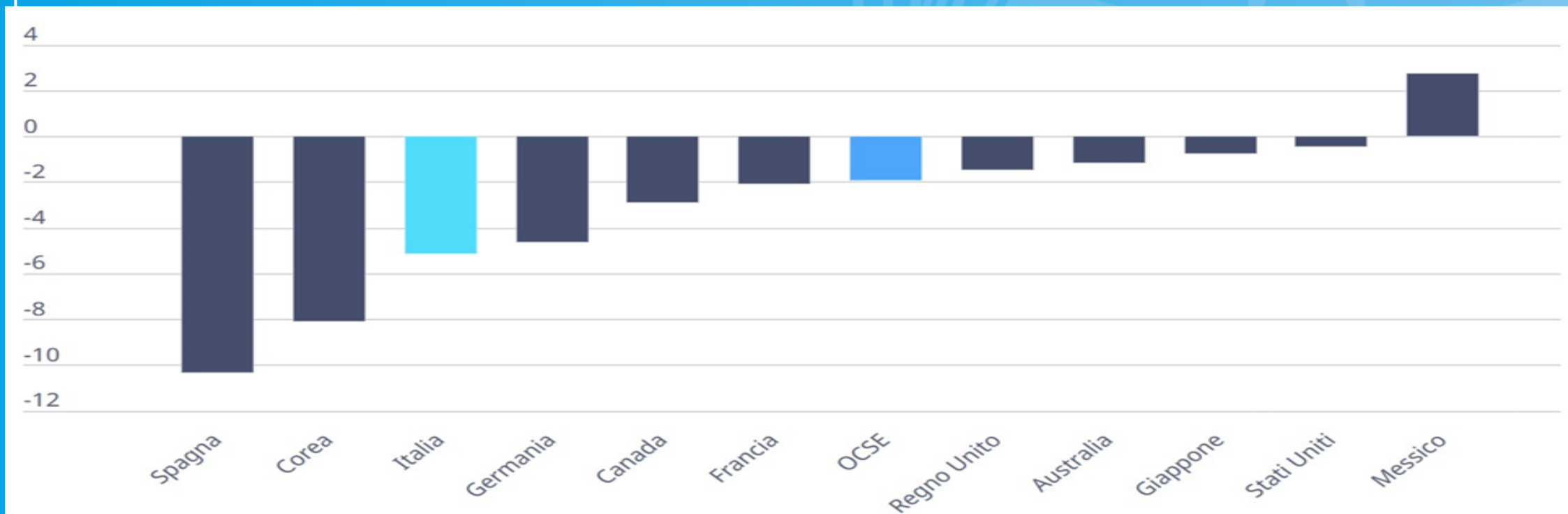
Consequently, the number of dependent older people per person of working age in Italy will increase from 0.41 (i.e., one dependent older person for every 2.4 people of working age) to 0.76 (i.e., one dependent older person for every 1.3 people of working age). Furthermore, over the same period, the ratio of employed people to the total population will decrease by 5.1 percentage points.

POLICIES SUGGESTED BY THE OECD

- **Mobilizing unused labor resources**—for example, closing the gender employment gap by at least two-thirds and, above all, activating healthy older workers and promoting regular immigration channels—would offset the negative impact of population aging on annual GDP per capita growth. To enable GDP per capita growth,
- **Productivity** would also need to increase: if productivity grew at half the rate observed in the OECD in the 1990s (about 1%), annual growth in Italian GDP per capita could reach a healthy 1.34%. Employment in Italy is growing much faster than GDP because productivity is not growing adequately, mainly due to the presence of large sectors of the labor market with low added value.
- If Italy continues to **increase working lifespan**, it will not only unlock labor resources but also ease the burden on younger generations, who must address the economic challenges of demographic aging while experiencing slowing income growth.

This isn't just an Italian problem. The employment rate in relation to the total population is expected to decline almost everywhere. This is the most relevant and common problem on megatrends in G7 Group

Expected changes in the employment/population ratio 2023-2060.





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Youth Unemployment and Demographic Shifts

Canada – Employment and Social Development Canada, Ms Sophie Graveline



Youth Unemployment and Demographic Shifts

Employment and Social
Development Canada
Skills and Employment Branch
Sophie Graveline

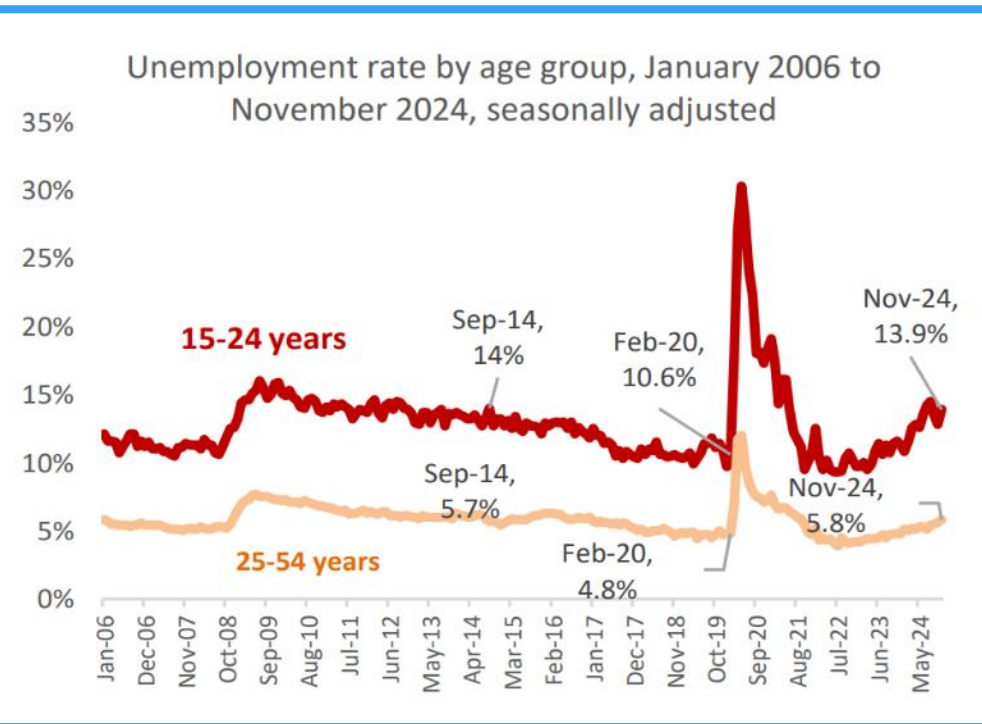
Understanding Youth Unemployment

Youth Unemployment Rates Continue to Rise

- In November 2024, the youth unemployment rate (13.9%) was more than double the rest of the populations unemployment rate (6.8%).
- For youth aged 15 to 24 this was one of the highest unemployment rates in three years, continuing the rising trend observed since June 2022.*
- While the number of youth aged 15 to 29 not in employment, education or training (NEET) rose to 815,000.

Key Factors in Youth Unemployment

- Demographic Shift
- Youth Dominated Industries
- Artificial Intelligence



Youth Employment Initiatives at the Federal Level

Youth Employment And Skills (YESS) Strategy

YESS Strategy is a Horizontal Government of Canada initiative that provides youth (aged 15 to 30) especially those facing barriers to employment, with opportunities to receive employment supports, gain work experience and develop the skills needed to find and keep quality jobs.

The YESS Strategy includes two key programs:



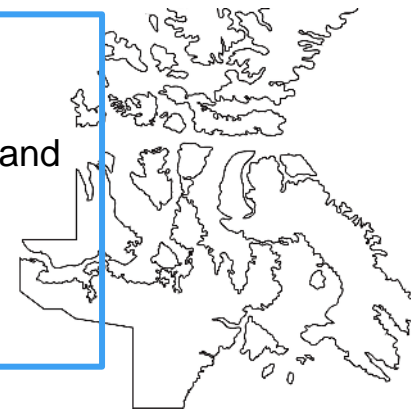
Bilateral Labour Market Agreements with Provinces and Territories

Bilateral **Labour Market Development Agreements (LMDAs)** for provinces and territories help design and deliver training and employment supports that enable youth to gain the skills and work experience they need to find and maintain employment.

Nunavut

Skills Canada Nunavut Program

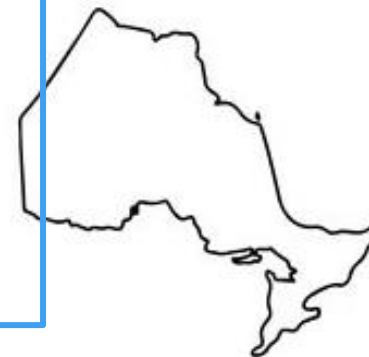
- This program aims to promote and increase exposure of the Skilled Trades and Technology sector to students across Nunavut as first choice career options.
 - It also identifies and selects current trades and technologies to ensure programs reflect the territory's needs and promotes women in skilled trades. A total of **596 youth** participated in the program.



Ontario

Youth Job Connection (YJC) Program

- Provides youth work experience and allows them to develop/strengthen job readiness skills, personal management skills, and job maintenance skills through placements and experiential learning opportunities resulting in improved employability and employment retention.
- From 2022 to 2023, the YJC program supported **7,243** clients



Canada's National Employment Service

Job Bank is Canada's National Employment Service which is free-to-use online employment and labour market information service. Specific Job Bank features help young Canadians find work and plan their careers and makes it easier for employers to recruit and hire across the country.

Landing Page for Young Canadians

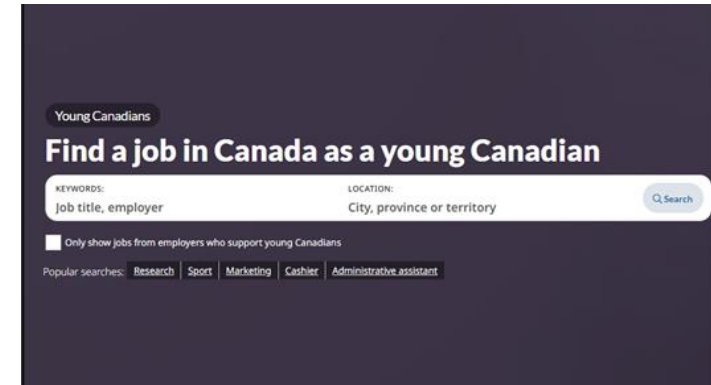
The [landing page](#) helps youth search for summer employment opportunities and provides youth with tips to search jobs and explore paid internships and volunteer opportunities

Career Planning Services Page

[Career Planning services](#) include a [School to Work Transition](#) tool and [Career Quizzes](#) that help youth make informed decisions about their education and find the jobs and careers they want

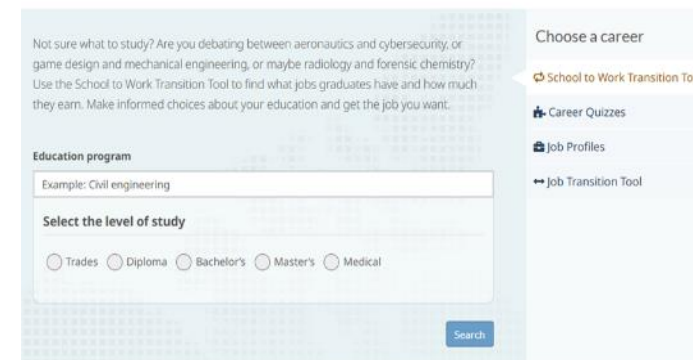
Labour Market Information Services

Job Bank's [Labour Market Information services](#) assists young Canadians learn more about occupations they are interested in - including wages, skills needed, and education requirements



The screenshot shows the 'Young Canadians' section of the Job Bank website. The main heading is 'Find a job in Canada as a young Canadian'. Below this, there are two search input fields: 'KEYWORDS: job title, employer' and 'LOCATION: City, province or territory'. A 'Q Search' button is located to the right of the location field. Below the search fields, there is a checkbox labeled 'Only show jobs from employers who support young Canadians'. At the bottom, there are 'Popular searches' for 'Research', 'Sport', 'Marketing', 'Cashier', and 'Administrative assistant'.

Plan your transition from school to work



The screenshot shows the 'Plan your transition from school to work' tool. It features a text box with the question: 'Not sure what to study? Are you debating between aeronautics and cybersecurity, or game design and mechanical engineering, or maybe radiology and forensic chemistry? Use the School to Work Transition Tool to find what jobs graduates have and how much they earn. Make informed choices about your education and get the job you want.' Below this, there is an 'Education program' input field with the example 'Civil engineering'. Underneath, there is a 'Select the level of study' section with radio buttons for 'Trades', 'Diploma', 'Bachelor's', 'Master's', and 'Medical'. A 'Search' button is located at the bottom right. On the right side, there is a 'Choose a career' sidebar with a list of options: 'School to Work Transition Tool', 'Career Quizzes', 'Job Profiles', and 'Job Transition Tool'.





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Skill Mismatch and Employment Opportunities

- Italy – Ministry of Labour, Mr Romano Benini
- Japan – Ministry of Health, Labour and Welfare, Ms Minako Takasaki

The numbers of Italian Mismatching

- In the service sector, the greatest challenges in recruiting staff are observed in IT and telecommunications (49.5%). Difficulties are also recorded in transportation, logistics, and warehousing services (increasing to 47.6%) and in tourism, accommodation, and catering services (decreasing to 46.7%).
- The phenomenon of difficult staffing affects businesses of all sizes across the board, with the exception of large businesses (with 500 or more employees), which have difficulty hiring only 3 out of 10 people.
- Companies encounter difficulties in recruiting human resources in approximately 48% of cases, regardless of professional type. Only white-collar workers and unskilled professionals account for around 35%.
- Overall, employers spend over 4 months searching for the most difficult-to-find staff. The longest lead times are recorded in traditional sectors, such as the textile, clothing, leather and footwear industries, the wood and furniture industries, and construction (between 5.7 and 6 months). The sectors of operational support services for businesses and individuals, personal services, and tourism services record shorter lead times (an average of 3.6 months).

POLICIES AND SOLUTIONS

- **DEVELOP AND STRENGTHEN EMPLOYMENT SERVICES** in their relationships with businesses and in providing guidance to the unemployed and those seeking career change
- **INCREASE PARTICIPATION IN THE LABOUR MARKET.** Activate the inactive. In Italy, activating the inactive NEETs under 29 would lead to an increase in employment of 1.2 million workers, with a consequent increase in the activity rate.
- **INCREASE CONTINUED EMPLOYMENT AND ACTIVE AGEING** beyond the age of 65 and the average length of working life, which in Italy is three years below the OECD average.
- **INCREASING THE NUMBER OF WOMEN IN THE LABOUR MARKET** . There are approximately three million women in Italy who do not work and are not economically active due to family responsibilities.

INSTRUMENTS, SERVICES, PES AND RESULTS

- The active policies introduced by the government and regional are proving successful, increasing employment by around **1.3 million jobs in three years**, half of which are for people under 35. These policies are promoted and managed by the network of **public employment services**.
- In particular, Italy needs to catch up in terms of the dissemination of technical skills, especially technological skills, including among the younger generations. For this reason, the PES (Public Employment Services) of the Italian regions, through their employment centres, carry out massive guidance and support interventions in training courses, which have involved around 600,000 NEETs and unemployed people over the last two years. Experiments with local policies and investments to support disadvantaged women with family responsibilities are yielding good results and interesting models.

LABOR MARKET NEEDS FOR WORKERS 2025-2029

Settore economici	Fabbisogno totale 2025-2029 (v.a.)		Fabbisogno totale 2025-2029 (quote %)	
	Scenario		Scenario	
	Negativo	Positivo	Negativo	Positivo
Agricoltura, silvicoltura e pesca	101.000	108.000	3,1	2,9
Industria in senso stretto	552.000	631.000	16,8	17,0
Costruzioni	203.000	242.000	6,2	6,5
Servizi	2.423.000	2.740.000	73,9	73,6
Totale*	3.279.000	3.721.000	100	100

GOVERNMENT POLICIES: CONNECTING EMPLOYMENT, INCLUSION AND INNOVATION

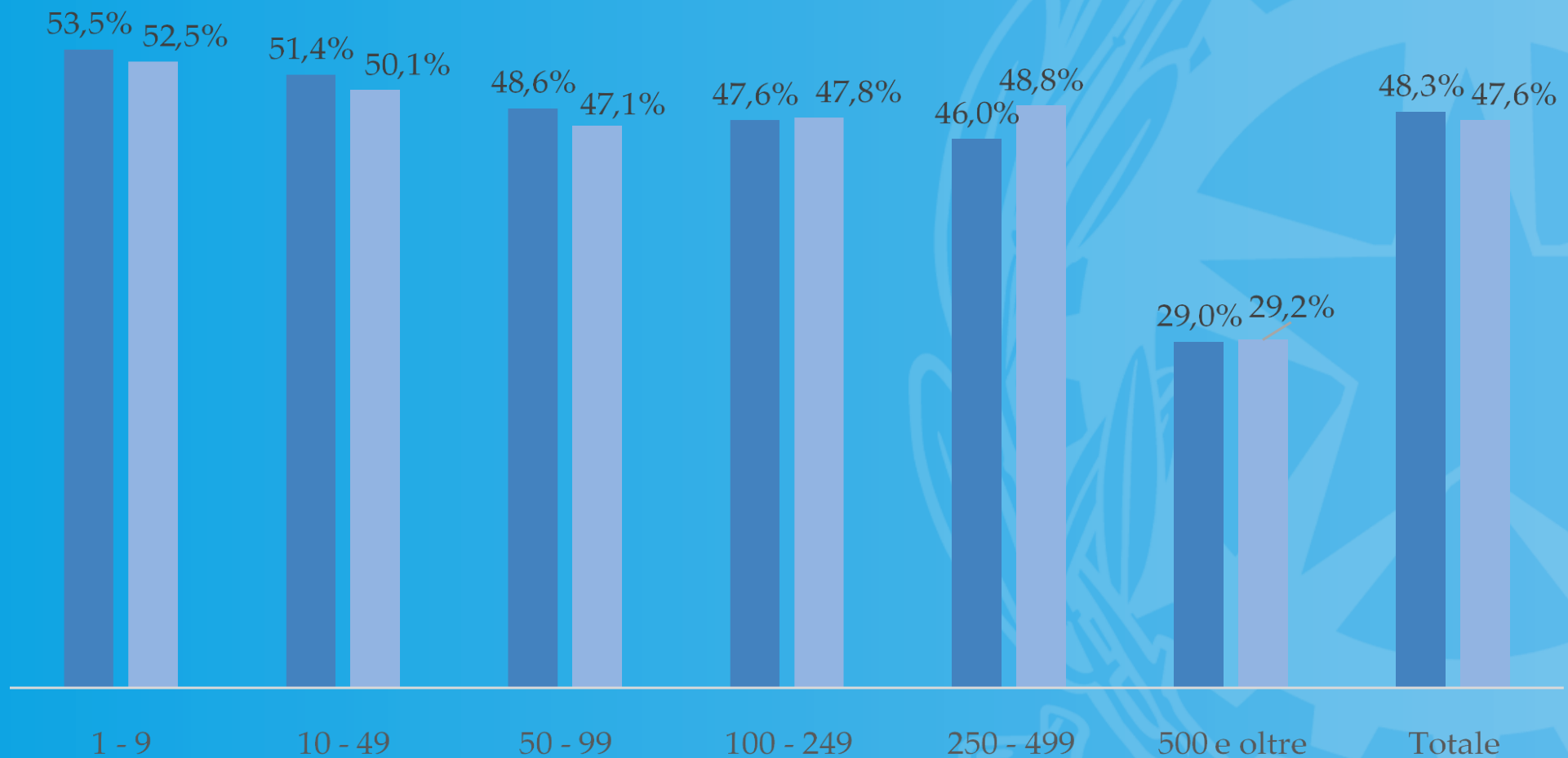
In order to improve the quality of Italian employment and have an impact on productivity factors, the Italian government and the Ministry of Labor are planning a system of intervention that will act on the following investment and public policy levers:

- support for continuous training and skills innovation in companies, through new editions of the New Skills Fund and the innovations introduced;
- activation of the system for the attestation, validation and certification of skills, particularly in the field of corporate training;
- enhancement of technical training, particularly higher technical training;
- enhancement of the dual system linking school, training and work (PNRR targets already achieved);

CONNECTING EMPLOYMENT, INCLUSION AND INNOVATION -2

- compulsory training plan on digital skills for unemployed people receiving Naspi benefits (600,000 courses started and the same number to be completed by 2025);
- launch of the EDO platform for the provision of basic digital training for NEETs, unemployed and unoccupied people;
- National plan for self-employment and support for the start-up of self-employed and professional work;
- Launch of the national digital platform Siisl for access to and promotion of active policies;
- Promotion of corporate welfare and productivity contracts.
- Linking work incentives to strategic sectors and business choices in innovation and sustainability.

Difficulty in finding staff by company size - % share of total revenue



Needs by type of training and level of education - absolute values and % shares

Istruzione	Fabbisogno totale 2025-2029 (v.a.)		Fabbisogno totale 2025-2029 (quote %)	
	Scenario		Scenario	
	Negativo	Positivo	Negativo	Positivo
Formazione terziaria (universitaria e ITS Academy)	1.237.000	1.341.000	38,9	37,1
Formazione secondaria di secondo grado (licei)	127.000	148.000	4,0	4,1
Formazione secondaria di secondo grado (tecnico- professionale)	1.428.000	1.662.000	44,9	46,0
Formazione inferiore al secondo ciclo di istruzione	386.000	463.000	12,2	12,8
Totale (esclusa Agricoltura, silvicoltura e pesca)*	3.178.000	3.613.000	100	100

Difficulty in finding workers by professional group - % share of total revenue

PROFESSIONAL GROUP	2024	2025
Directors, managers and executives in private companies	54,3%	61,0%
Intellectual, scientific, and highly specialized professions	55,2%	55,6%
Technical professions	53,4%	54,8%
Office workers	32,2%	32,1%
Skilled professions in commercial and service activities	45,2%	44,9%
Skilled workers	60,6%	55,3%
Plant operators, fixed and mobile machinery operators, motor vehicle drivers	46,3%	46,2%
Unskilled workers	36,7%	35,6%
Total	48,30%	47,60%

Fonte: elaborazione su dati Unioncamere – Ministero del Lavoro e delle Politiche Sociali, Sistema informativo Excelsior

Grazie !!!!!



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Skill Mismatch and Employment Opportunities

Japan – Ministry of Health, Labour and Welfare, Ms Minako Takasaki



Skill Mismatch and Employment Opportunities in Japan



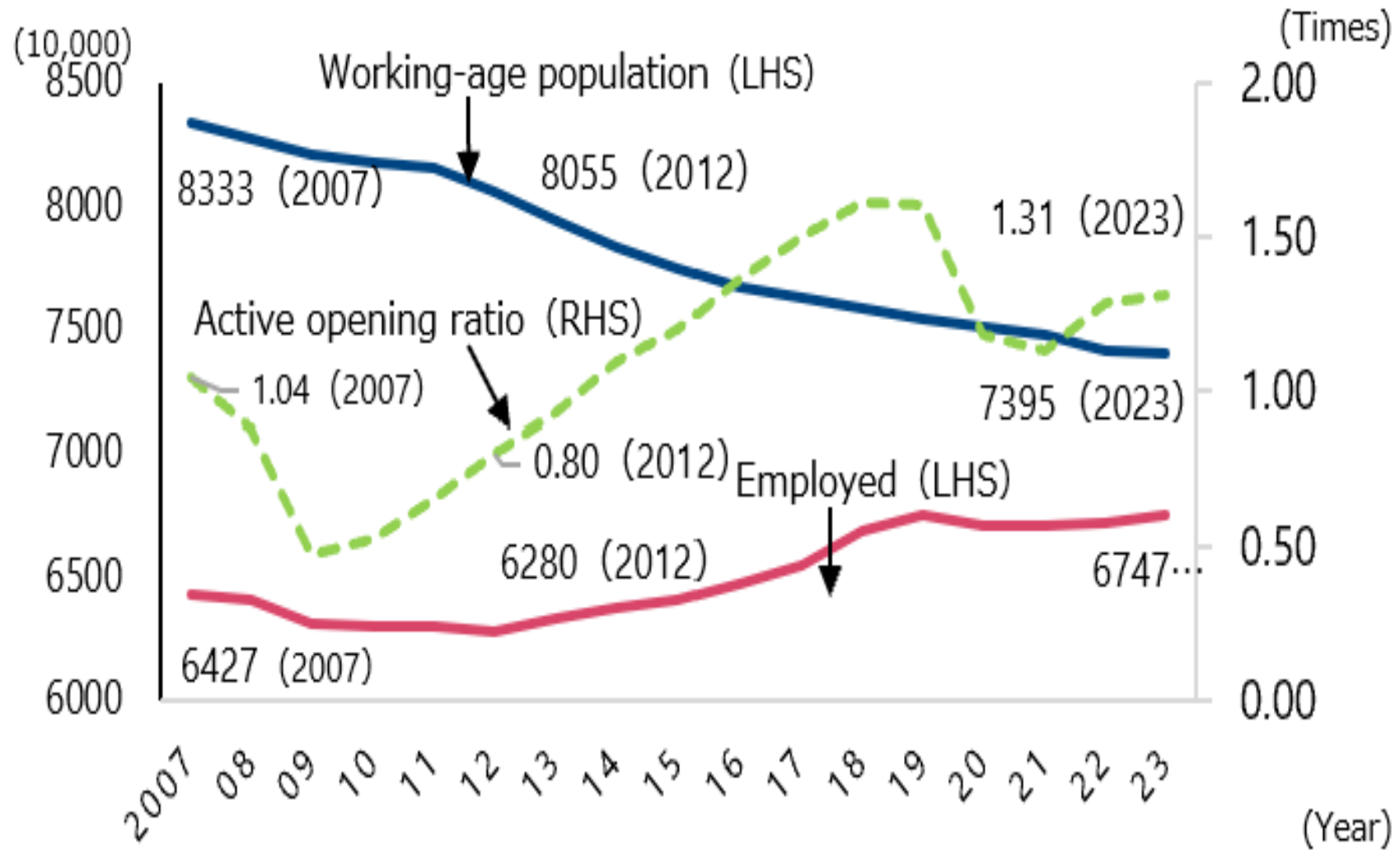
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©Expo 2025

Minako TAKASAKI

Deputy Director, Employment Policy Division,
Ministry of Health, Labour and Welfare (MHLW)

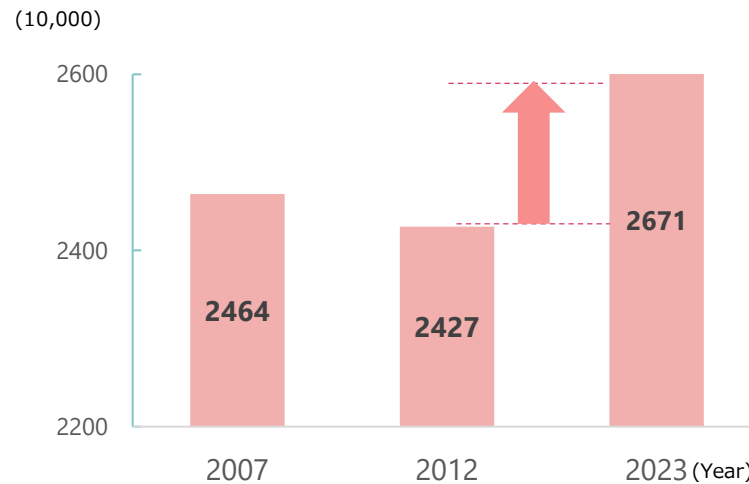


Employment situation

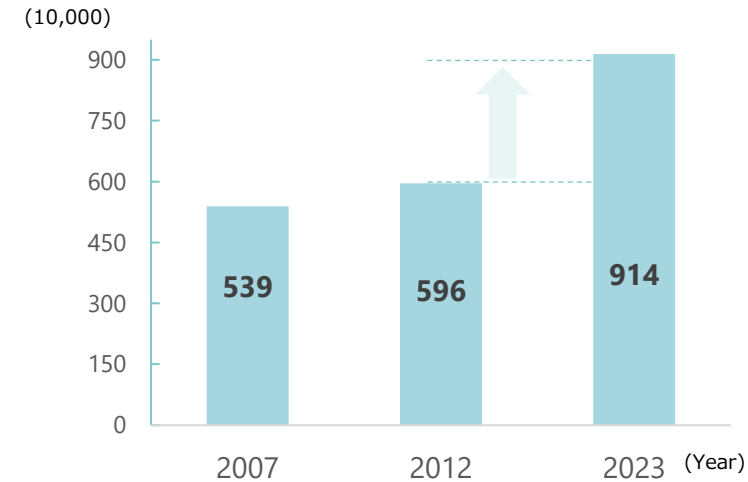


Key initiatives to encourage women and the elderly to participate in labour force

Women Employed (15-64 years old)



Employed (Over 65 years old)



Women

- Enforcing the laws which are aiming at promoting labour participation and giving equal opportunities to women
- Enforcing the laws to support employees who are caring children or elderly people
- Supporting job seekers who are raising children (Mothers' Hello Work)

The elderly

- Promoting the measurements that allow people who wish to work until aged 65 or 70
- Supporting elderly job seekers in Hello Work
- Ensuring various employment opportunities in local areas
- Ensuring employment opportunities at Silver Human Resource Centers

Reduce mismatch in labour market

Develop human resources (1)

1. Improving Employment Management & Productivity

■ Promotion of creating attractive workplaces

Counseling employers who are struggling with labour shortage

■ Subsidies

- To employers who worked **on improving companies' employment management and productivity**
- To employers and business associations who are engaged **in reducing working time while enhancing their productivity**
- To the SMEs who **raised the bottom base salary in the workplace and made equipment investments in parallel**
- To employers who carry out **converting non-regular employees into regular employees and improving their treatment**
- To employers in the construction industry who **improve employment management**

■ Special measures for the caregiving sector

- **Utilizing technology** such as caregiving robots
- Supporting caregiving service providers in collaborative and large-scale management to improve workplace environments

Reduce mismatch in labour market

Develop human resources (2)

2. Promotion of matching between Job seekers and Companies

■ Promotion of matching at Hello Work

- Intensive support at Hello Work for high-demand industries struggling with staff shortages in collaboration with industry associations.
(healthcare, welfare, construction, security, and transportation)

■ Enhancement of need-based Job opportunities

- Actively develop and fulfill job opportunities based on job seekers' needs

3. Realization of high-quality employment in regions

■ Regional Employment Activation and Creation Projects

- Prefectures implement projects with themes in their autonomy, based on the current status and challenges of local employment, as well as input from local stakeholders.

Reduce mismatch in labour market

Develop human resources (3)

4. Promoting human resources development

■ Trainings

- **Public vocational training** to promote reemployment and career change, focusing on industries facing labour shortages or skilled workers' shortages
- Conducting training in collaboration between the national government and construction industry

■ Subsidies to employers who allow their employees to take vocational training

- The government partially **subsidizes training costs or salaries during the training period.**

5. Enhancement of the working environment for foreign workers

■ Improving Employment Management

- Establishment of a system for checking and providing advice and assistance by visiting business sites

■ Subsidies to employers who improve the workplace for foreign workers

- The government partially subsidizes costs for these improvements

■ Employment and Retention Support Programs

- Provide foreign employees with special programs to improve their communication skills in the workplace and support their employment and retention

■ Seminars for company's managers responsible for the employment management of foreign workers (trial project)

- Seminars to acquire the necessary knowledge for employing foreigners



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Gender Disparities and Dynamics in Employment

United Kingdom – Department for Work and Pensions, Ms Charlotte Glancy



Department
for Work &
Pensions

The Key Roles of the UK PES in Promoting Gender Equality in Employment Opportunities.

23rd September 2024

Charlotte Clancy and Henrikas Macaitis
DWP International Strategy Division

Economic Inactivity and Gender Equality in the UK

- The Plan to Get Britain Working details elevated levels of economic inactivity for women:



The female economic inactivity rate in 2023 was 7.3 percentage points higher than the male rate, meaning the gender participation gap is larger than top performing economies.



A substantial driver of this is that women are more likely to have caring responsibilities, as 1 in 5 women aged 55 to 59 provide unpaid care.



Even when caring responsibilities end, women may struggle to re-enter the workforce due to a lack of confidence or out-of-date qualifications.

Addressing the Participation Gap: Role of Jobcentre Plus

- The Plan to Get Britain sets out a suite of reforms to promote gender equality and empower all individuals in the workforce, in line with the UK's Growth Mission



Jobcentre Plus provides personalised employment support through appointments with work coaches who can address specific issues that can put women at a distance from the labour market, such as caring responsibilities, menopause awareness, or childcare.



It uses local labour market forecasting to align jobseekers with jobs in their local areas, and in growth sectors.



Administrative and secretarial occupations have become increasingly automated. Jobcentre Plus can direct women to digital training address the gendered impact of future labour market trends.

Addressing the Participation Gap: Support for Carers

- The Plan to Get Britain Working outlines reforms designed to help individuals with caring responsibilities into work, including a rise in Carer's Allowance and launching the 'Job Help' information support site.

Carer's Allowance has risen by £45 per week and the eligibility criteria has been broadened. Almost 70% of Carer's Allowance recipients are women, and they will have greater flexibility to undertake paid work alongside their caring responsibilities

Job Help is a campaign site that integrates support and information services for those balancing work and caregiving. This service improves access to employment support for those who are unable to attend Jobcentres in person due to caring responsibilities.

Key Links

Get Britain Working Policy Paper -

<https://www.gov.uk/government/publications/get-britain-working-white-paper/get-britain-working-white-paper>

Next Steps to Make Work Pay Policy Paper -

<https://www.gov.uk/government/publications/next-steps-to-make-work-pay/next-steps-to-make-work-pay-web-accessible-version>

Skills England Policy Paper -

<https://www.gov.uk/government/publications/skills-england-report-driving-growth-and-widening-opportunities>

Keep Britain Working Review -

<https://www.gov.uk/government/publications/keep-britain-working-terms-of-reference/keep-britain-working-terms-of-reference>



WAPES
World Association of Public Employment Services

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Open Exchange and Reflections



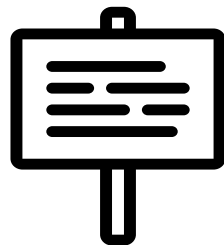


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Closing and Outlook





All documents will be sent to the participants afterwards.

Tous les documents seront envoyés aux participants à la fin du webinaire.

Mandaremos todos los documentos a los participantes al final del webinario.



All questions will be summarized after the webinar. If you have any additional questions, please contact Nicole Clobes.

Toutes les questions seront traitées à la fin du webinaire. Pour toutes questions additionnelles, merci de contacter Nicole Clobes.

Todas las preguntas serán atendidas después del webinario. Para cualquier otra pregunta, pueden contactar con Nicole Clobes.



nicole.clobes@wapes.org



A short survey will be available at the end of the webinar. We thank you in advance for your feedback.

Une courte enquête sera disponible à la fin du webinaire. Nous vous remercions d'avance pour vos commentaires.

Se compartirá una breve encuesta al final del evento. Les agradecemos de antemano sus comentarios.



Merci !

¡Gracias!

Thank you!

