

Labour market

Current definitions

Activity rate

It represents the share of the population belonging to the labour force (employed and unemployed). It is computed as the ratio between the labour force of a certain age class (usually 15-64 years) and the total population in the same age class, multiplied by 100.

Agreed hourly wage

Contractual remuneration compared to the contractual number of working hours. This varies when tabular measures are modified and when contracts provide changes in working hours.

Agreed monthly wage

One twelfth of annual wage calculated by reference to the measures laid down in the wage-tariff tables for the month in question, taking account, in each month, of the remuneration elements of a general and continuing nature -basic pay, cost of living allowance, periodical amounts for increased length of service, compensation on duty and any other benefits of a general nature, monthly premiums, additional monthly payments and other payments paid regularly at specific times of the year.

Average length of job vacancy

The ratio between the amount of months of job vacancy of employees waiting for contract renewal and the amount of employees directly involved (specific indicator), or the amount of employees in the reference sector (generic indicator).

Classification by main (national) contract groups and wage bargaining sector

According to this mode of presentation, the contracts are assigned to different groups based on the prevailing economic activity within each contract. The main groupings are modelled on the classification scheme of economic activities Ateco 2007; groupings are presented also on the specific combinations of sub-contracting.

Contractual number of working hours

Hours of work that must be carried out, by contract, by full-time employees, excluding the hours that are paid without being worked, for holidays and permission given for other reasons (annual reduction of work, recouping cancelled holidays, study, trade-union meeting). Any variation to these last elements changes the indicator.

Domestic employment

According to the domestic concept adopted by national accounts, persons employed include all employees and self-employed, working for resident production units. Hence the focus of this concept is on the residence of the production unit and not on that of individuals. That implies that residents working abroad are excluded while foreigners working in the country are included. This definition differs from employment according to the national concept which the estimates provided by the Labour Force survey refer to. Labour Force survey includes all residents working in the country or abroad.

A further difference between national accounts and the Labour Force survey is that the former include conscripts and persons employed living in institutions (for example charitable or religious institutions, hospitals, military basis and prisons) that are not covered by the Labour Force survey.

Persons temporarily not at work are also considered as domestic employment provided if they have a formal job attachment, in the form of a guarantee of return to work or to an agreement about the date of

its restarting (for example, workers benefiting from wage supplementation funds are included).

Employed

In the labour force survey, people aged 15 years or more who in the reference week:

- worked for at least one hour for pay or profit;
- worked for at least one hour as unpaid family workers;
- were absent from work (for instance due to holidays, lay-off, illness). Employees who were absent from work are classified as employed if the absence period is no longer than three months, or during the absence they continue perceiving at least 50 per cent of the wage or salary. Self-employed who were absent from work (except unpaid family workers) are classified as employed if during the absence they maintain their business. Unpaid family workers are classified as employed if the absence period is no longer than three months.

Employees

Person working in a legal-economic unit and is on the payroll of an enterprise or an institution, also when playing a management role. Employees are:

- members of cooperatives listed in the payroll;
- top and middle management, employees and workers, both full and part-time;
- apprentices;
- workers at home listed in the payroll;
- seasonal workers;
- workers in service-training contract;
- workers with temporary contracts;
- workers receiving redundancy payments;
- students working under a formal commitment to contribute to the production process against payment and/or training.

Employment rate

It represents the share of the employed people out of the population. It is computed as the ratio between the employed people in a certain age class (usually 15-64 years old) and the total population in the same age class, multiplied by 100.

Full time equivalent units (FTEU)

In the National Accounts framework full time equivalent units equal the number of full-time equivalent jobs and they provide a measure of labour input used for the production of income in the economic territory of the country. This measure is calculated because hours worked may differ from a full-time standard depending on the kind of job: main activity or secondary jobs, working time (full-time, part-time), declared or undeclared to fiscal or social contributions authorities.

General government

The sector comprises institutional units whose principal functions are to produce goods and services not destined for sale to the community and to redistribute income and wealth of the Country. Its main resources are made up by compulsory payments made directly or indirectly by units belonging to other sectors. The general government sector is divided into three subsectors:

- central government, including the State Administration in the strict sense (the ministries), and the constitutional bodies; the central bodies and the institutions whose competence extends over the whole economic territory (Anas, Cri, Coni, Cnr, Istat, etc.).
- local government, including public bodies whose competence is limited to one part of the economic territory (regions, provinces, municipalities, public hospitals and other local economic, cultural bodies or welfare institutions, chambers of commerce, universities, provincial tourist institutions, etc.).
- social security funds, including central and local institutional units whose main activity is to provide social benefits generally financed through mandatory contributions (Inps, Inail, etc.).

Inactive people

People outside the labour force, that is people who are not classified as employed or unemployed.

Job

A job refers to an explicit or implicit contract between a person and a resident production unit to perform work in return for compensation (which, in a wide sense, includes mixed income of self-employed). In the National Accounts framework jobs account for all the activities, main or secondary, carried out by each individual, regardless of the number of hours worked.

Jobseekers (unemployed)

Unemployed persons between 15 and 74 who during the reference week of the survey have not worked, and do not have a job from which they were absent and that:

- have carried out active research for work in the 4 weeks before the week of reference and are available for work (or to commence an autonomous activity) within the next 2 weeks;
- or rather, they will begin to work within 3 months from the week of reference and they would be available to work (or to commence an autonomous activity) within the next 2 weeks, if it were possible to begin work earlier.

Labour disputes

Disputes between employers and trade unions of the employees, resulting in a temporary suspension of work. Collective abstention from work originated by reasons unrelated to the employment relationship is also included.

Labour force

Employed and unemployed people.

Long-term unemployment rate

Ratio between unemployed for 12 months or more and labour force, multiplied by 100.

National collective labour agreements (CCNL)

Agreements and contracts between the organizations of employers and trade unions of the employees, applicable on the entire national territory, with regard to different sectors of economic activity. In particular, the purposes of the contract are: govern the relationship between collective subjects and determine the content relating to regulatory issues (working time arrangements, qualifications, assignment to professional levels, tasks, etc.) and economic issues (basic wage rate, seniority increase, unitary amounts of allowances, etc.).

Self employed persons

Person working in a legal-economic unit without being a subordinate. Self-employed are:

- the owners, members or administrators of an enterprise or an institution, provided they actually work in the enterprise or institution, are not listed in the payroll, are not paid by invoice, do not have a regular ongoing collaboration;
- members of cooperatives actually working in the enterprise and are not listed in the payroll; owner's relatives or relatives in law working without a predetermined contractual wage and the payment of contributions

Total hours actually worked

In the National accounts it represents the total amount of hours actually worked, both paid and unpaid. Time worked in addition to hours worked during normal periods of work are also included. Hours paid but not worked are excluded (paid annual leave, paid public holidays, paid sick leave, strikes, permits, etc.), as well as all hours worked in activities that, according to national accounts regulation, should not be considered for the calculation of GDP (mainly domestic work, voluntary production of services, *do-it-yourself* activities other than extraordinary maintenance of dwellings and agricultural production for own consumption). Lunch breaks and commuting time are also excluded.

Unemployed

Not employed people aged 15-74 years who were actively looking for work in the four weeks ending with the reference week and were available to start working within two weeks after the reference week, or they are going to start a work within three months after the reference week and if possible they would have been available to start working within two weeks after the reference week.

Unemployment rate

It represents the share of the unemployed people out of the labour force. It is computed as the ratio between the unemployed people in a certain age class (usually 15 years old or more) and the labour force in the same age class, multiplied by 100.