

Italy

Elder population not self sufficient in Italy

In Italy, on January 1st 2010, the population was of 60.340.328 (60.397.400 for Eurostat) and 12.206.470 were over 65.

It is a number in continuous growth, so much that, in the 27 UE Countries, it is predicted that over 65 will go from 17,1% in 2008 to 30% in 2060. Furthermore, to use the example of our country, according to estimates, in 2050, 34,6% of the Italian population will be over 65, while at the moment it is 20%.

As countertrend to the 60s, society questioned the efficiency of institutionalization, in comparison to remaining at home, therefore the choice of policies to keep people over 65 in their home.

In Italy it all starts with a delegation law dated December 2007 on “regulations concerning non self-sufficient people, social and family policies”. This law defines “a social and care protection system for people that are not self-sufficient”.

From 2008 the economic availability for assistance for elderly was raised. The use of national funding for the social system of family care was also established.

The experimental project named “care allowance” was funded for those families that carry out assistance functions, without an external help or with a carer.

The system “care allowances” had the merit of not only granting benefits for the more serious situations, but also to trigger a cooperation mechanism between the territorial public services and the people concerned.

National priorities and policies in Italy

In the last years in Italy, a great number of proposals and episodic actions have been generated by workers, enterprises and institutions about active life for seniors, even if they haven't been linked to a general and widespread strategy.

During the next years, it will be necessary to outline a medium-long time strategy in order to successfully act on this important theme for future wellness in Italy. This strategy has to involve civil services, national and local social partners and promote instruments, aimed actions and active policies in order to link, in a virtuous way, stakeholders' needs, first of all enterprises and workers.

It's not sufficient to deal only with the retirement age limit increase, unless if it were possible to create conditions in which employers want to recruit older workers and workers were more motivated to continue their working life.

With the extension of working life we have to adopt global and holistic approach based on public and organizational policies, to permit a safer and active ageing as well as a correct management of the last working period.

In these years, the enterprises' attitude towards older workers is slowly changing (partially) and to better outline operative initiatives, facing with the ageing of their workforce.

They try to foresee crisis through innovative strategies and proceedings, constant improvement projects, career planning and management of intergenerational succession, involving also older workers in accordance with their particular characteristics.

By investigation, it came out that there's not a unique approach to age management, but it's possible to identify some main dimensions to manage the age of workforce by enterprises. For every dimension it's possible to describe examples of good practices, but to obtain better results it is necessary to operate on more dimensions contemporary.

Main source: Le politiche aziendali per l'age management, ISFOL 2008.