



Michele Tiraboschi, *Problemi e prospettive dell'apprendistato*, «Osservatorio Isfol», I (2011), n. 2, pp. 15–31

The need and the meaning of a new reform in apprenticeship arise from considering that even today, in Italy, this tool keeps on being under and badly utilised: on the one hand, only one of three types of contracts provided by the Biagi law, namely, the professionalising apprenticeship, is fully operational, while the one aimed at accomplishing the right-and-duty in education and training, as well as the so-called higher apprenticeship are struggling to take off. On the other hand, apprenticeship is mainly designed and used as a simple employment contract, where the training aspects appear to be entirely optional and secondary to the working relationship. Over the last fifteen years the Italian legislator has been trying to emphasize the importance of education and training in apprenticeship; nevertheless, it keeps on being intended as a tool to recruit young workforce at low cost, also considering the generous economic incentives and regulatory measures provided by law.

Sebastiano Fadda, *Lavoro in somministrazione e flexicurity*, «Osservatorio Isfol», I (2011), n. 2, pp. 33–46

Within «Europe 2020» strategy, flexicurity is strongly recommended to Member States; whatever form it's going to take in our institutional context, flexicurity has to deal with the complexity of the labor market, considering the action of a multitude of actors (who have to coordinate and integrate each other) and a variety of policies (which, too, must be complementary and support each other). This article focuses on the opportunities opened in such a context for the Employment Agencies, taking into account seven strategic functions for flexicurity: the matching; the outplacement; the combined security; the job search; the accumulation of human capital; the regularisation of undeclared work; a comprehensive system of social safety nets. The contribution, furthermore, provides an overview showing possible relations between the Employment Agencies and other bodies and institutions dealing with labor policies in relation to the same functions. Such a scenario calls for the set up of proper operational tools, as well as adequate institutional arrangements; as a result, the article ends highlighting some fundamental pre-requisites for this to happen.

Francesco Carchedi, *Immigrazione e formazione professionale*, «Osservatorio Isfol», I (2011), n. 2, pp. 47–63

The participation of immigrant workers to the productive system – and then their inclusion in the labour market – is a combined result: 1) of previous competences, acquired in the native country (studies accomplished, jobs done and professional skills gained, etc.); 2) of competences resulting from processes of «auto-etero» construction of a professional identity (once they start living in Italy), as a result of the productive sector – or related to the attraction that this sector plays as source of a correspondent demand – chosen for searching a job; 3) of the features required in order to be able to do a job, and of the changes/adjustments put in action by those interested in preparing themselves to satisfy such features and be able to enter the productive system. Finally, but not secondarily, it must be considered the role played by the law context provided for regulating the presences of immigrants and the effects inducted not only within the labour market but in immigrants' life as a whole, in terms of welcoming / socio-economic inclusion.

Giovanna Giuliano, Simona Tenaglia, Simona Testana, *L'integrazione socio-economica degli immigrati*, «Osservatorio Isfol», I (2011), n. 2, pp. 67–85

The analysis proposed in this paper, concerning the relationship between migration flows and social status, aims to gain knowledge on the effects of regional laws on immigrant population, focusing on tools and channels available for immigrants to access local services as a way to foster integration processes. The study provides an overview of the previous annual surveys on the integration of immigrants into our country and on their access to social and health services, as well as to employment and training, considering the local level as the main dimension where the integration of the immigrant population has to be achieved. The paper, in addition, shows the main statistics on the number of immigrants in the Italian regions (level of education, employment status, etc.), and presents the results of an empirical survey conducted in four Italian regions (Friuli-Venezia Giulia, Liguria, Emilia-Romagna and Abruzzo), both through a description of the access to the local services covered by the survey, and through a review of econometric models of immigrants' social integration.

Francesca Bergamante, *La modulazione dei tempi di lavoro*, «Osservatorio Isfol», I (2011), n. 2, pp. 87–104

In many contexts, in line with what happens within the EU, the importance of the mechanisms of work-life balance in promoting female employment and activity is commonly reaffirmed. A concept increasingly emerging relies on the idea that «reconciliation» should be considered and developed starting from the belief that the balance between work and life times is not a female prerogative. In this context a positive role is played by the theme of the reorganization of working hours and working time. This contribution firstly aims to analyze the diffusion of forms of flexible working time in European countries. Secondly, it deals with some aspects of hourly flexibility, part-time and teleworking in Italy, analyzing the issue from the double aspect of the labour demand and supply.

Emiliano Mandrone, *La mobilità sociale*, «Osservatorio Isfol», I (2011), n. 2, pp. 105–121

«Social mobility» identifies the transition from an initial collocation (origin) to a final collocation (destination) compared to a specific dimension – social, economic, cultural – and in terms of time. A certain dynamic can be registered in open systems where levels achieved by the first generations tend to be maintained (conservative trend), but this fact does not prevent the second generations to move towards better conditions (renewing trend). The contribution highlights the causal inter-generational relations, as well as pathways towards better and worse conditions, trying to identify some of the reason standing under the choice of a path, both individually and collectively. The issue is of public interest, because the determination of resources – also and above all human – is one of the primary and basic functions of the state.

Andrea Ricci, *Rendimenti del capitale umano e lavoro*, «Osservatorio Isfol», I (2011), n. 2, pp. 123–137

This paper attempts to develop a systematic analysis of the returns of human capital in the broader context of the structural dynamics of the Italian labor market, using microeconomic data on businesses and workers. It then examines the link between the structural dynamics of the labor market, the wage returns of the education and the evolution of the quality of job demand, with reference to individual data on wages and employment; on the other hand, what's happening «inside» the enterprises, focusing on the returns of human capital in terms of productive performance. The evolution of the labor market and of the Italian productive system in recent years is not capable of enhancing investment in human capital of individuals and businesses.

Domenico Barricelli, Davide Premutico, Pierluigi Richini, *Le competenze dei titolari di microimprese*, «Osservatorio Isfol», I (2011), n. 2, pp. 139–155

Which are the specific aspects that feature learning of enterprise owners, those distinctive elements of their paths of professional upgrading and skills development? And which are the best policies and tools to support the development of learning for these peculiar category of self-employed? Around these issues ISFOL has structured over the years its numerous studies and research with the aim to give evidence to practices and tools for developing and supporting the continuing training of businesses and workers. Considering this scenario and given the centrality of actions and policies firstly addressed to recover (through training programs aimed at increasing workers' adaptability) the gap in knowledge and innovation existing in territorial systems characterized by micro and small enterprises, between December 2010 and January 2011 a survey was started to identify specific policies, models and tools to support skills development of the owners of microenterprises located in the Regions under Ob. Convergence (Campania, Basilicata, Puglia, Calabria and Sicily); this paper provides an anticipation of findings in such a survey.

Elisabetta Perulli, *Il Libretto Formativo nei contesti aziendali*, «Osservatorio Isfol», I (2011), n. 2, pp. 157-177

The valorization and recognition of competences (however and wherever acquired) is a major matter entailing a several-year debate and the strategies of the institutions, both at national and EU level. Nevertheless, a problem still is in finding tools and methodologies to give real value to all that is learned in non-formal and informal contexts, especially when work-related, bringing it into a circuit of social readability and acknowledgement as an essential component of the human capital. The paper reports the results of a study conducted in 2010 with the aim of assessing ex-ante feasibility for the adoption of the «Citizen Booklet» which is intended as a tool for transparency and enhancement of skills developed in business contexts. In particular, the survey identifies and analyzes 19 case studies relating to companies which have adopted tools and methodologies for managing and developing their human resources based on skills identification, evaluation and enhancement. The final gain was the construction of a SWOT analysis revealing several key issues for a possible use of transparency tools able to dialogue with the public ones and thus obtain the active involvement of the business community in order to create a wider area of learning which includes traditional learning contexts, as well as organizational and social ones.

Cristiana Ranieri, *L'identità dell'impresa sociale*, «Osservatorio Isfol», I (2011), n. 2, pp. 179-196

The representation of the phenomenon of social entrepreneurship in the welfare system entails several interests and different points of view; it deals with a system evolving in terms of identity, and skills, with profiles of disadvantage no longer recognizable under the traditional categories of sector-based target groups. Looking at the studies carried out over a decade of institutional activities co-financed by the ESF (ISFOL - Ministry of Labour and Social Policy), but also approaching other areas of knowledge, several elements (of effectiveness and weaknesses) can be highlighted in direct relevance to the implementation and promotion, at a local level, of national and European strategies and guidelines addressed to counter the social exclusion of vulnerable groups of population. The observation on the field, in areas of the country, has highlighted some dimensions as particularly sensitive: the business negotiation between PA and third sector shows some points of conjunction to be perfected on both systems; furthermore, knowledge and expertise gained over the years require to be transferred systematically into «heterogeneous groups of actors». A focal point is represented by an element of innovation resulting from the use of social clauses in the procurement system (European Directives 17 and 18 of 2004, transposed in the Procurement Code 163/06), not uniformly introduced over the country. It can be noted that, though facing the opening toward new market economies (reserved in derogation of competition), some purely technical elements appear to be relevant by the side of quality. The thesis presented asserts that such an expected quality confirms that the subsidiarity of the non-profit actors is a key principle in the governance of these policies.