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Skills4Sports

**Increasing the Employability of NEETs by tackling the skills gap for
the Sports Sector**

A.3.2.1

Situation Analysis & Report

WP3 – Research Tools & Development



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ITALY

SITUATION ANALYSIS REPORT

within the project Skills4Sports



Palermo
2021



1. INTRODUCTION

This Situation Analysis Report has been designed in the framework of the ENI CBC MED project “Skills4Sports” which aims to increase the employability of NEETs in the Mediterranean area by tackling the skills gaps for the Sports Sector. The analysis will be used as a tool for the Project Partners to better understand what the current situation in their region is in regards to the skills development and the employment requirements in the sports sector in the Greece proper.

As a result, for conducting this report, a clear, detailed and realistic picture of the opportunities, resources, challenges and barriers regarding the sports skills development in the sports sector is going to be reported for the Italy proper. The thematic focus is especially on the current situation in Italy, on the legal framework and on the public support.

1. *Skills4Sports framework*

In the MED region youth unemployment is twice as high as adult unemployment. In the Southern Mediterranean, young people are three times more likely to be out of a job (ILO,2017). Contrarily, prominent sectors, like the sports industry, face challenges finding the right skills for their rising needs. The European Association of Sports Employers and the UNI Europa Sports (European trade union federation), both observe skills shortages and mismatches, along with gender inequality in the sector. Furthermore, the Union for the Mediterranean has identified digital skills as a key for employability in the region, especially for NEETS and youth. The sports sector is thus in need for more skilled employees and at the same time capable to offer opportunities to the NEETS and youth. The sports industries of the Mediterranean region are showing significant rise in employment. The highest Annual Average Growth Rates, between 2012 and 2017, were observed in Greece (+19%), and Malta (+12%), accounting for 0.8% of total EU employment, with 4 in 10 workers being aged 15-29. The identical challenges and characteristics of the NEETS of the Mediterranean, as well as the frequent mobility of athletes and sports professionals, call for a cross-border approach to reduce the skills gap, offering new career opportunities.

Skills4Sports aims to increase the employability of NEETS of the Mediterranean area by cultivating new professionals for the thriving Sports sector, reducing the mismatch of skills and involving key stakeholders in the process. The project will strengthen multilateral cross-border cooperation between social and solidarity economic actors of participating regions thus creating better perspectives for social inclusion through increased employability, of NEETS. Both the training opportunities offered by the project, and the support network, “Strategic Alliance for Skills4Sports”, will contribute to a matured working environment in the sports industry of the region. Increased capacities of the available workforce will lead to better jobs that offer even more opportunities.

The conduction of the regional reports by each Project Partners is essential and will become the baseline on which the Skills Gaps Analysis will be based on. The present report focuses on the description and analysis of the situation in Italy.

2. METHODOLOGY

The conduction of the Situation Analysis Report for the Italy proper has been based on four different methods:

- ✓ Desk research
- ✓ Online survey with stakeholders and beneficiaries of the project
 - Interviews with Stakeholders and beneficiaries of the project
- ✓ SWOT Analysis report
- ✓ PESTLE Analysis report

The main results and key information from the Online survey at the national level are presented in the last sections of this report.

1. *Key words*

To better understand the situation in Italy and to address the problem, a literature review is needed to be conducted.

Before continuing with the desk research and the state of the art of the skills development in the sports sector, the key definitions used throughout this methodology will be introduced. These key definitions is used to look for literature that fits within the scope of the Situation Analysis Report, including existing quantitative and qualitative data about the problem and the number of people/organizations affected.

NEETs

NEET is an acronym for 'not in employment, education or training', used to refer to the situation of many young persons aged between 15 and 29, in Europe. The aim of the NEET concept is to broaden understanding of the vulnerable status of young people and to better monitor their problematic access to the labour market (Eurofound).

Key Stakeholder

An individual, group, or organisation that might affect, be affected by, or perceive itself as affected by a decision, activity, or outcome of a project (PMBOK Guide, 2017). Stakeholders also may exert influence on the project, project deliverables, or the team in order to satisfy their own agenda.

Skills development

The process of identifying the skill gaps, and developing and honing these skills. It is important because skills determine the ability to execute any plans with success.

Sport sector/ industry

Sport industry is an industry in which people, activities, business, and organizations are involved in producing, facilitating, promoting, or organizing any activity, experience, or business enterprise focused on sports.

3. PORTRAIT OF THE REGION

Italy is a country consisting of a continental part, delimited by the Alps, a peninsula and several islands surrounding it. Italy is located in Southern Europe and is also considered part of Western Europe. With Rome as its capital, the country covers a total area of 301,340 km² (116,350 sq mi) and shares land borders with France, Switzerland, Austria, Slovenia, and the enclaved microstates of Vatican City and San Marino. Italy has a territorial enclave in Switzerland (Campione) and a maritime exclave in Tunisian waters (Lampedusa). With around 60 million inhabitants, Italy is the third-most populous member state of the European Union.

Due to its central geographic location in Southern Europe and the Mediterranean, Italy has historically been home to myriad peoples and cultures.

1. GEOGRAPHICAL SYSTEM

Italy is located in Southern Europe, bordering to the North, respectively from West to East: France, Switzerland, Austria and Slovenia. Its northern borders are delimited by the Alpine range, also enclosing on the Italian side the Po Valley and the Venetian plain. Its national territory covers moreover, from North to South, the overall surface of the Italian Peninsula, including also the two biggest islands of the Mediterranean Sea, Sicily and Sardinia, among its regions, as well as a large number of smaller islands. The Italian climate, generally defined as temperate, is determined by the diversity of the geographical conditions of the national territory, ranging from the Alpine arc that delimits the northern borders of the nation to Sicily, located in the heart of the southern Mediterranean. A configuration that determines the co-presence of different climatic areas spread throughout the peninsula.

The country's total area is 301,230 square kilometres (116,306 sq mi), of which 294,020 km² (113,522 sq mi) is land and 7,210 km² (2,784 sq mi) is water. Including the islands, Italy has a coastline and border of 7,600 kilometres (4,722 miles) on the Adriatic, Ionian, Tyrrhenian seas (740 km (460 mi)), and borders shared with France (488 km (303 mi)), Austria (430 km (267 mi)),

Slovenia (232 km (144 mi)) and Switzerland (740 km (460 mi)), as well as with the two state enclaves of San Marino (39 km (24 mi)) and Vatican City (3.2 km (2.0 mi)), lying within Italian territory.

Over 35% of the Italian territory is mountainous. The Apennine Mountains form the peninsula's backbone, and the Alps form most of its northern boundary, where Italy's highest point is located on Mont Blanc (Monte Bianco) (4,810 m or 15,780 ft). Other worldwide-known mountains in Italy include the Matterhorn (Monte Cervino), Monte Rosa, Gran Paradiso in the West Alps, and Bernina, Stelvio and Dolomites along the eastern side.

The Po, Italy's longest river (652 kilometres or 405 miles), flows from the Alps on the western border with France and crosses the Padan plain on its way to the Adriatic Sea. The Po Valley is the largest plain in Italy, with 46,000 km² (18,000 sq mi), and it represents over 70% of the total plain area in the country

Italy is constituted by 20 regions (regioni), five of these (Aosta Valley, Trentino Alto Adige/ Südtirol, Friuli Venezia Giulia, Sardinia and Sicily) having a special autonomous status that enables them to enact legislation on additional matters, 107 provinces (province) or metropolitan cities (città metropolitane), and 7,960 municipalities (comuni).

Table 1: The regions of Italy.

Abruzzo	L'Aquila
Aosta Valley	Aosta
Apulia	Bari
Basilicata	Potenza
Calabria	Catanzaro
Campania	Naples
Emilia-Romagna	Bologna
Friuli – Venezia Giulia	Trieste
Lazio	Rome
Liguria	Genoa
Lombardy	Milan
Marche	Ancona
Molise	Campobasso
Piedmont	Turin
Sardinia	Cagliari
Sicily	Palermo
Tuscany	Florence
Trentino Alto Adige/South Tirol	Trento
Umbria	Perugia



Figure 1: Regions of Italy.

4. NATIONAL KEY FACTS AND OVERALL DATA

Since 2 June 1946, when the monarchy was abolished by a constitutional referendum, Italy has been a unitary parliamentary republic. The President of Italy (Presidente della Repubblica), currently Sergio Mattarella since 2015, is Italy's head of state. The President is elected for a single seven years mandate by the Parliament of Italy and some regional voters in joint session. Italy has a written democratic constitution, resulting from the work of a Constituent Assembly formed by the representatives of all the anti-fascist forces that contributed to the defeat of Nazi and Fascist forces during the Civil War.

1. Political system

The Article 1 of the Constitution of the Italian Republic states that "Italy is a democratic Republic founded on labour. Sovereignty belongs to the people and is exercised by the people in the forms and within the limits of the Constitution.

The first article of the Constitution clarifies that the Italian political system is based on a democratic Republic: specifically, Italy is a parliamentary Republic: the representation of the will of the people is given to the Parliament. On 2/06/1946, through a referendum, the monarchy (proclaimed in 1861 during the Italian Risorgimento) was abolished. Therefore, in 1946, the Constituent Assembly was elected to write the Constitution, which was promulgated in 1947 and put into effect the 1/01/1948.

The organization of the Italian political system is rooted in the principle of the separation of powers: The Parliament exercises the legislative power, the Government has the executive power, and finally, the Magistrature exercises the judicial power.

The Parliament of the Italian Republic is a constitutional body that exercises legislative power.

According to the principle of perfect bicameralism, the Parliament is divided into two Houses: The Chamber of Deputies and the Senate of the Republic. Both Houses have the same power and competence.

According to the Electoral law of 2017, the Parliament counts 630 deputies and 315 senators.

2. Economic system

Italy is a highly developed country, with the world's 8th highest quality of life in 2005 and the 26th Human Development Index. Italy is part of a monetary union, the Eurozone and of the EU single market. The country is well known for its creative and innovative business, a large and competitive agricultural sector (with the world's largest wine production), and for its influential and high-quality automobile, machinery, food, design and fashion industry. Italy is the world's sixth largest

manufacturing country, characterized by a smaller number of global multinational corporations than other economies of comparable size and many dynamic small and medium-sized enterprises, notoriously clustered in several industrial districts, which are the backbone of the Italian industry. Italy has a strong cooperative sector, with the largest share of the population (4.5%) employed by a cooperative in the EU.

Italy has been hit hard by the Financial crisis of 2007–08, that exacerbated the country's structural problems. The political efforts to revive growth with massive government spending eventually produced a severe rise in public debt, ranking second in the EU only after the Greek one. For all that, the largest chunk of Italian public debt is owned by national subjects, a major difference between Italy and Greece, and the level of household debt is much lower than the OECD average.

A gaping North–South divide is a major factor of socio-economic weakness. It can be noted by the huge difference in statistical income between the northern and southern regions and municipalities. The richest province, Alto Adige-South Tyrol, earns 152% of the national GDP per capita, while the poorest region, Calabria, 61%. The unemployment rate (11.1%) stands slightly above the Eurozone average, but the disaggregated figure is 6.6% in the North and 19.2% in the South. The youth unemployment rate (31.7% in March 2018) is extremely high compared to EU standards.

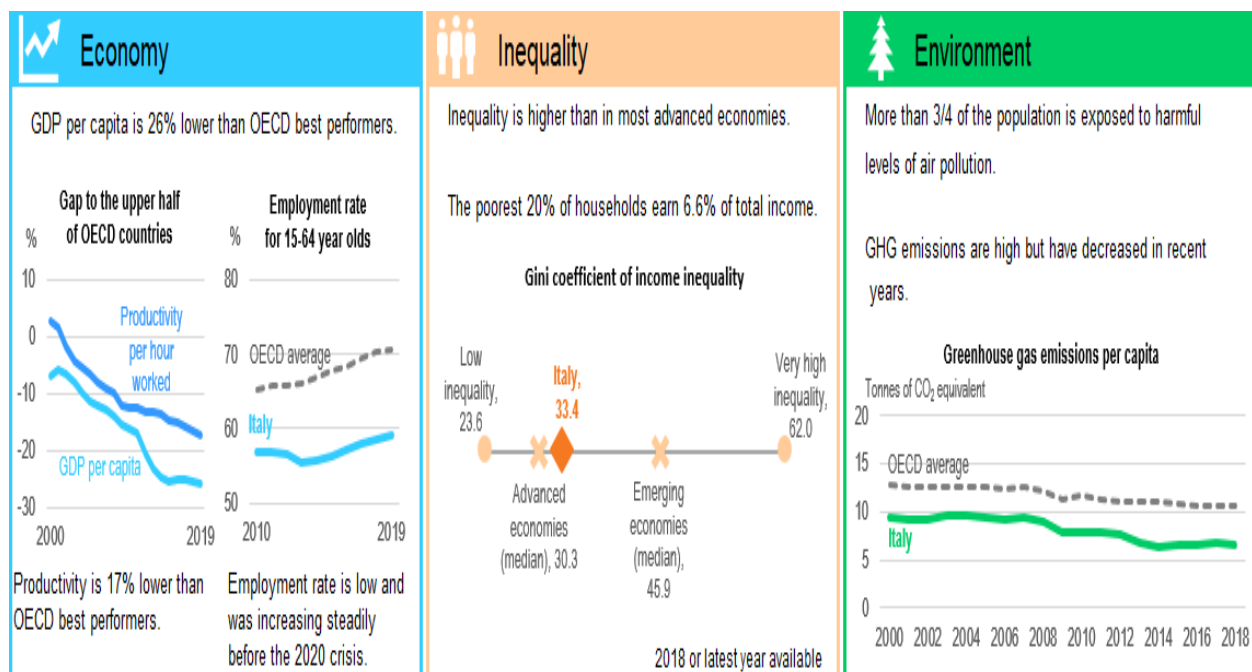


Figure 2: An overview on some key socio-economic indicators (OECD Italy Economic Snapshot ¹).

1. COVID-19 effects on Italy's economy

Italy is among the most affected countries with coronavirus outbreak across the globe, as the incidences rising at a significant pace than any other country. In Italy, the death toll from COVID-19 surpassed 5,000, witnessing a sharp increase from the last few days. COVID-19 pandemic has a devastating impact on the Italian economy, as industrial output fell significantly. Italy had a considerable position in the value of industrial production in the EU member states. As Italy's economic structure is heavily dependent on SMEs, the widespread of coronavirus is significantly affecting the economy of Italy. In terms of more affected productive sectors, the prolonged forced suspension of accommodation and catering business has certainly had a devastating impact on the entire tourism domain, which represents about 13% of Italy's national GDP. According to a report by Confturismo, in fact, the year 2020 ended with less than 78 million arrivals and less than 240 million tourist presences in Italy. A fall of presence measurable also taking into account that the year 2020 has closed with approximately 53 billion euros less than in 2019. More generally, for the year 2020 Istat (National Statistical Institute) recorded a 440,000 drop in jobs, bringing the unemployment rate above 9%². This decline has particularly affected the self-employed, and burden more on female workers than men.

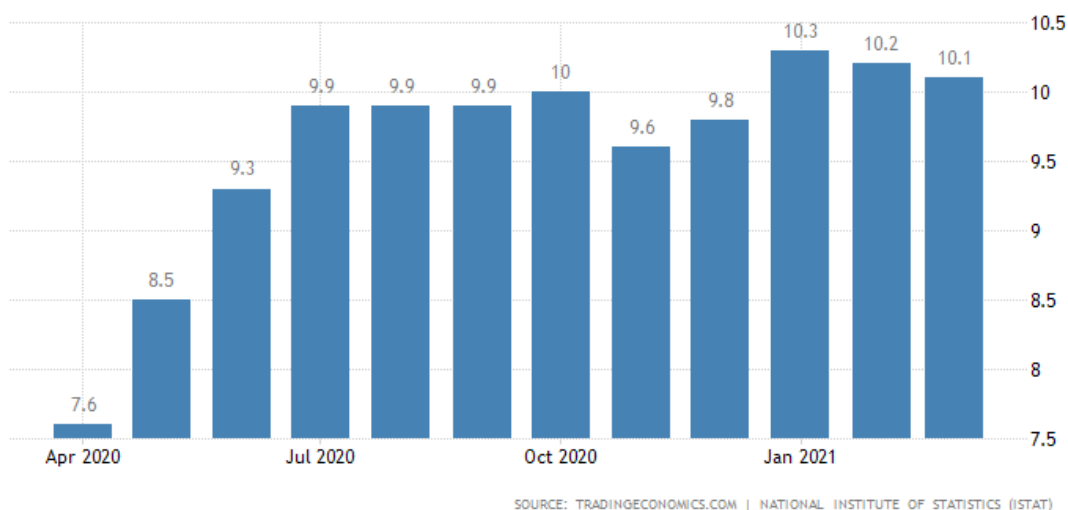


Figure 3: Italy's unemployment rate: historical trends.

Complexity and scale of the global economic crisis started by the pandemic indicate that the possibility of an effective recovery will depend on the combination of several factors,

¹ <https://www.oecd.org/economy/italy-economic-snapshot/>

² <https://www.statista.com/statistics/531010/unemployment-rate-italy/>

from the future evolution of the pandemic not only at domestic level to the performance of the global economy, up to the financial repercussions that will be triggered and, to a relevant extent, on the effectiveness of economic policies implemented by the governments.

3. *Demography*

At the beginning of 2020, Italy had 60,317,116 inhabitants³. The resulting population density, at 202 inhabitants per square kilometer (520/sq mi), is higher than that of most Western European countries. However, the distribution of the population is widely uneven. The most densely populated areas are the Po Valley (that accounts for almost a half of the national population) and the metropolitan areas of Rome and Naples, while vast regions such as the Alps and Apennines highlands, the plateaus of Basilicata and the island of Sardinia, as well as much of Sicily, are very sparsely populated.

The population of Italy almost doubled during the 20th century, but the pattern of growth was extremely uneven because of large-scale internal migration from the rural South to the industrial cities of the North, a phenomenon which happened as a consequence of the Italian economic miracle of the 1950–1960s. High fertility and birth rates persisted until the 1970s, after which they started to decline. The population rapidly aged; by 2010, one in five Italians was over 65 years old, and the country currently has the fifth oldest population in the world, with a median age of 46.5 years. However, in recent years Italy has experienced significant growth in birth rates. The total fertility rate has also climbed from an all-time low of 1.18 children per woman in 1995 to 1.41 in 2008, albeit still below the replacement rate of 2.1 and considerably below the high of 5.06 children born per woman in 1883. Nevertheless, the total fertility rate is expected to reach 1.6–1.8 in 2030.

From the late 19th century until the 1960s Italy was a country of mass emigration. Between 1898 and 1914, the peak years of Italian diaspora, approximately 750,000 Italians emigrated each year. The diaspora concerned more than 25 million Italians and it is considered the biggest mass migration of contemporary times. As a result, today more than 4.1 million Italian citizens are living abroad, while at least 60 million people of full or part Italian ancestry live outside of Italy, most notably in Argentina, Brazil, Uruguay, Venezuela, the United States, Canada, Australia and France.

³ <https://www.istat.it/it/archivio/238447>

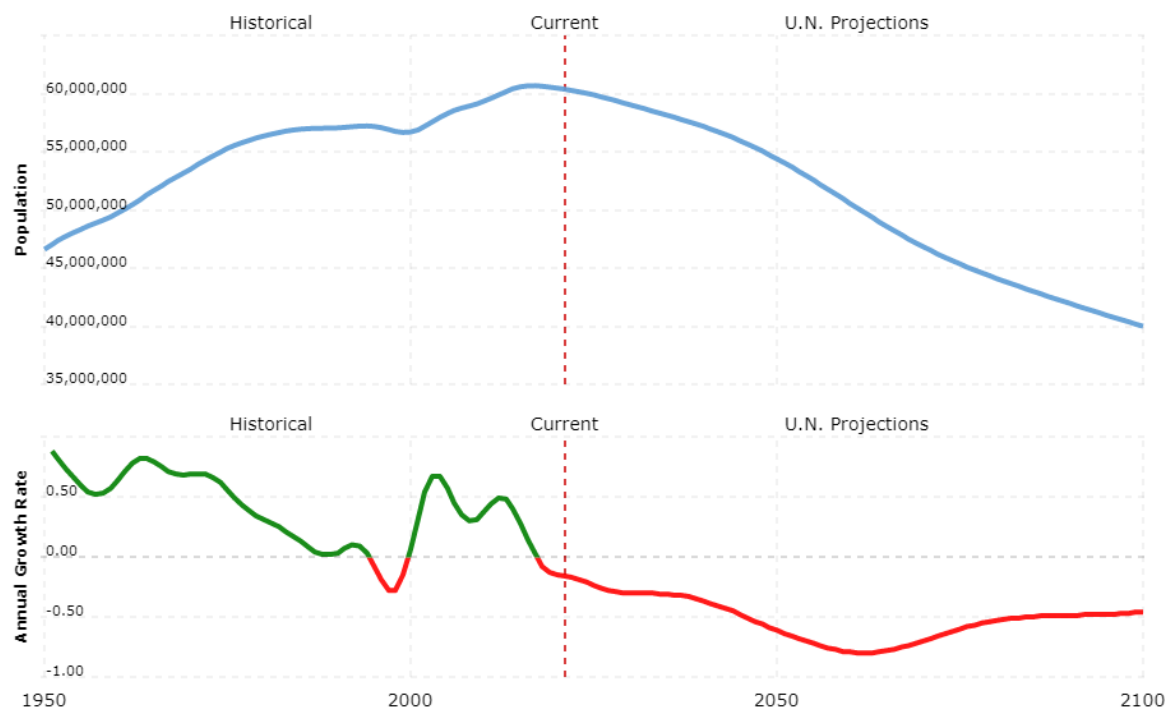


Figure 4: Italy population growth rate 1950-2021⁴.

The population of Italy is getting older every year, becoming of the oldest population in the world. In 2020, the average age of the Italian population was 45.7 years, about two years more than the average age registered in 2011. However, the age differs significantly depending on the region. According to the most recent data for 2020, the “oldest” inhabitants of the Italian peninsula live in the region of Liguria (average age 49.2 years), whereas the youngest inhabited Campania (43 years on average).

The difference in the average age of the population can be observed not only on a regional basis, but also between genders. In 2018, Italian women were on average roughly three years older than men. When it comes to the life expectancy, studies confirm the longevity of Italian women - females in Italy are expected to live on average about four years longer than men

⁴ <https://www.macrotrends.net/countries/ITA/italy/population-growth-rate#:~:text=Italy%20>

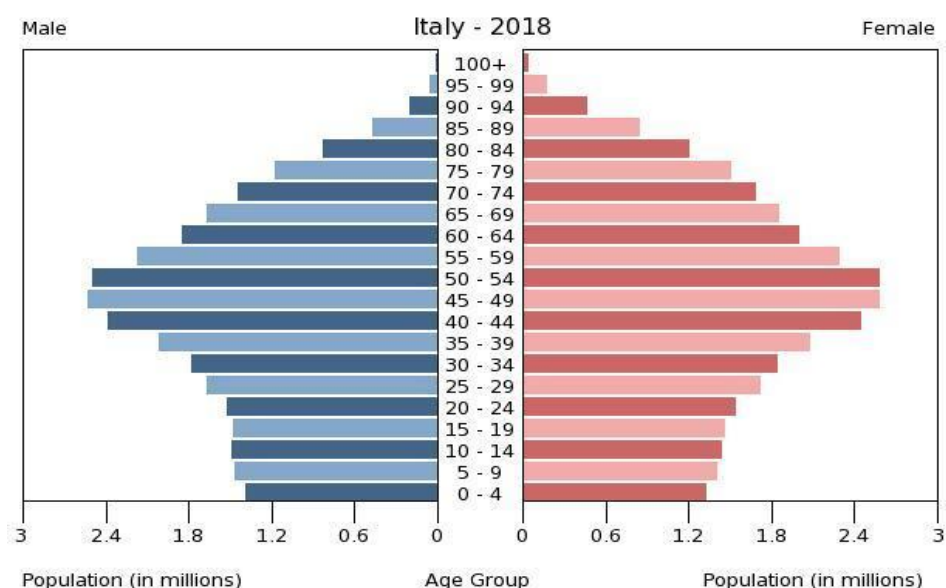


Figure 5 Italy: population disaggregated per age and gender – CIA World Factbook 2019

Italy's age structure (estimated 2020) ⁵ :		
Age range	Male	Female
0-14 years: 13.45%	4,292,431	4,097,732
15-24 years: 9.61%	3,005,402	2,989,764
25-54 years: 40.86%	12,577,764	12,921,614
55-64 years: 14%	4,243,735	4,493,581
65 years and over: 22.08%	5,949,560	7,831,076

4. Characteristics of the Italian job market

In spite of the relevance and strength of its national economy at global level various negative structural factors historically affect the Italian labour market. Among these we have to consider the high level of fiscal pressure burdening on the workers' payrolls, an employment protection legislation safeguarding the conventional categories of workers (in particular those ones

⁵ [https://www.indexmundi.com/italy/age_structure.html#:~:text=Italy%20Age%20structure%20Factbook%](https://www.indexmundi.com/italy/age_structure.html#:~:text=Italy%20Age%20structure%20Factbook%20)

employees in the public sector) but not the new types concerning the majority of young generation workers, preventing this way a reasonable degree of flexibility. These two factors encourage the widespread of various forms of undeclared work in the underground economy and the maintaining of regional disparities occurring in terms of job opportunities and conditions. In this general framework the high level of unemployment and undeclared work on one side, and the low participation rate of specific segments of the population on the other, make the aggregate distribution between work and not work difficult to sustain in the long run, and aggravated by the quick ageing population. On the side of fiscal pressure taxes and fees tend to disincentivize the job supply, increasing hiring costs and discouraging in turn the demand, because the combination of low wages and payroll taxes may be a cause of wage rigidity and higher levels of unemployment. In this framework a further relevant criticality is represented by the lack of effectiveness concerning the so-called *Active Labour Market Policies* (ALMP), including measures such as public employment service (for job-hunting assistance), public training programs, youth measures, subsidized employment, and measures for disabled people and other disadvantaged workers. In order to be effective indeed the ALMP should be planned in scale and well targeted to the specific needs of both job-seekers and local employers. Most of these resources instead are absorbed by employment programmes and job-creation incentives that are wide in scope and scale and not at all targeted.

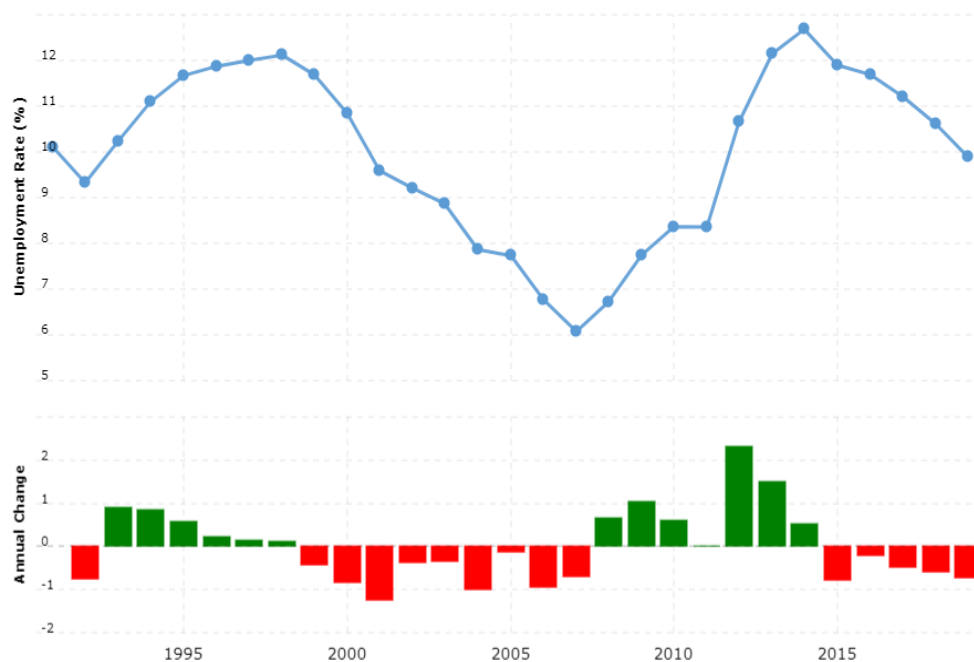


Figure 6: Italy unemployment rate 1991-2021⁶

⁶ <https://www.macrotrends.net/countries/ITA/italy/unemployment-rate>



Figure 7: Italy youth unemployment rate⁷

Moreover in Italy, as in other European countries, there is as aforementioned a historical relevant gap in the unemployment rate across regions. In 2019, the Italian region which registered the lowest unemployment rate in the whole country was Trentino-South Tyrol. Only 3.3 percent of the male, and 4.7 of the female workforce in this area did not have a job. Overall, the unemployment rate of women in all Italian regions was higher than the unemployment rate of men. Since the beginning of the financial crisis in 2008, the south of Italy was particularly affected by the crisis on the labor market. Despite a steadily decrease in the country's unemployment rate which started in 2015, many southern regions are still struggling against the high percentage of workforce without any occupation. In 2019, Calabria, Sicily and Campania registered the unemployment rates of about 20 percent, which means that one in five potential workers in the regions were without a job. In Europe Italy placed third in the year 2020, just behind Greece and Spain, where respectively about 16.5 and 14 percent of the labor force was unemployed. After all the economic indicators regarding the South of Italy reflect the problematic conditions of the local job market, demonstrating the general inefficiency of those corrective mechanisms and measures adopted by the public policies implemented during the years. The interregional differential has progressively increased whilst internal migration flows from the South to the North have decreased, showing that inner migration is not only a generally incorrect but also inadequate response in terms of adjusting mechanism. In the South, as and more than in the rest of Italy, unemployment rates concern particularly the younger labour force and the women more

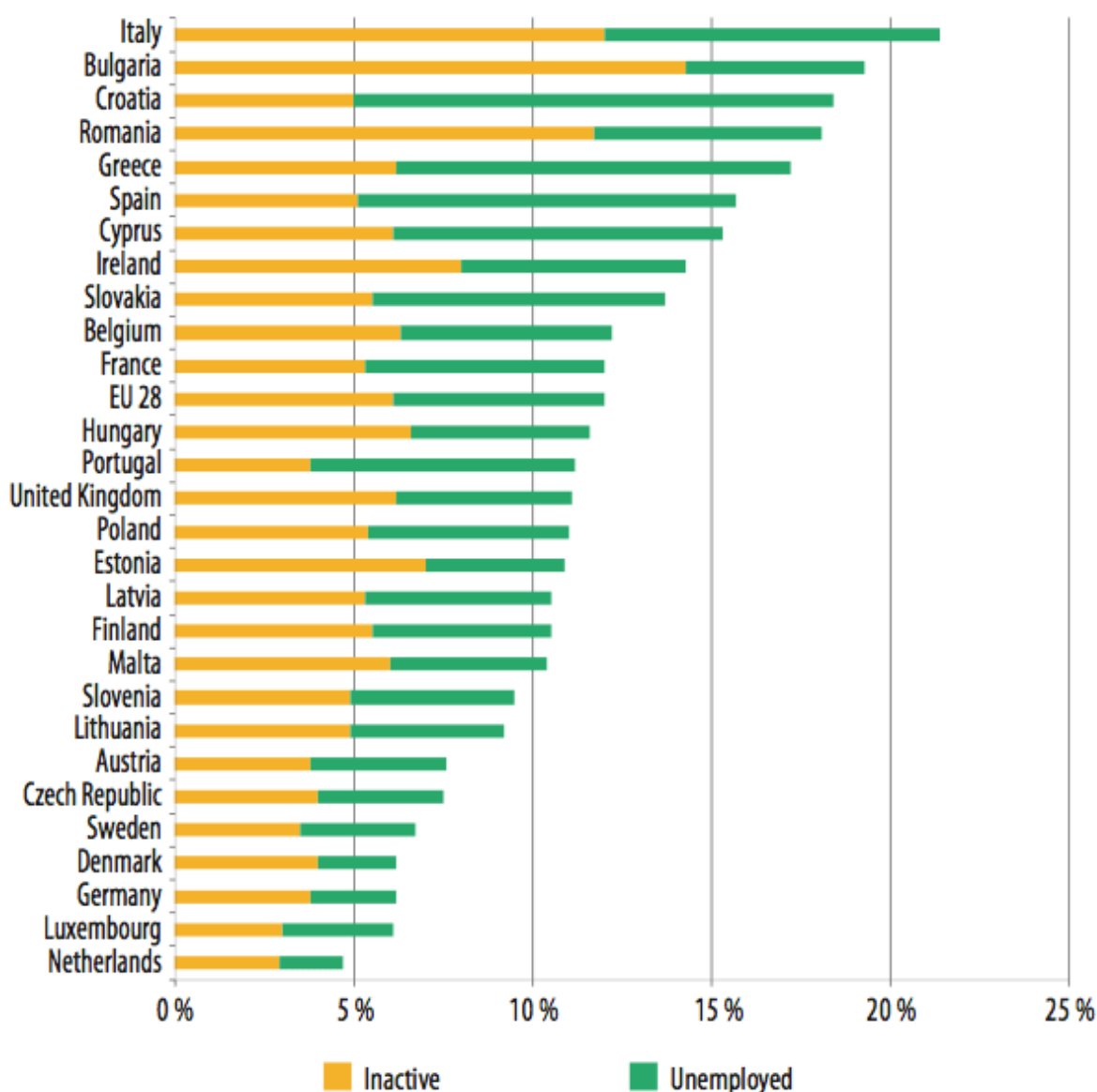
⁷ <https://tradingeconomics.com/italy/youth-unemployment-rate>

than the men. In this situation the underground economy represents the main employment basin of local workforce.

NEET's and youth involvement in the Italian Labour Market

According to ISTAT, the youth unemployment rate in Italy for the year 2021 is close to 40%. A particularly impressive figure, albeit to be considered mitigated by the wide basin of undeclared work, not exactly measurable except by general estimate and representing for a vast numbers of youth the only possible source of regular or irregular incomes. In a national context generally unfavorable to the inclusion of young people into the world of work, even if high-skilled and qualified the level of impact and incidence of educational poverty rates and the presence of the so-called NEET (neither in employment nor in education or training) represents an extreme critical factor in the panorama of the Italian labor market. In Italy for the year 2019 about 13.5% of residents aged 18-24 left school with only the middle school certificate, recording a rate among the highest in Europe, surpassed only by Spain, Malta, Romania and Bulgaria. In Italy in 2019, NEETs accounted for 23.2% of residents aged 18-24. An extremely worrying figure, considering that we are talking about almost 1 in 4 young people. These are two partly related phenomena. Boys and girls who leave their studies early often face difficulties in finding work. And if they do not have a job and do not join alternative educational paths, they turn out to be NEET. It is not a cause-effect relationship, but it is certainly true that these are phenomena to be analyzed in parallel, which risk compromising the future of boys and girls, at a crucial age to lay the groundwork for their working and therefore socio-economic future.

NEET rate by Member State and category (less than 25 years) in 2015



Also, in this case the spread between Northern and Southern regions is absolutely considerable. Sicily, Calabria, Puglia, Sardinia and Campania are in fact the five regions with the highest rates of both school dropouts and young NEETS. Among the other territories, on the other hand, in the center Lazio stands out negatively (with 12% of dropouts and 22.2% of NEETS) and in the north Lombardy (11.5% of dropouts) and Piedmont (18.9% of NEETS). Conversely, regions such as Veneto, Marche and the autonomous province of Trento record a low incidence of both phenomena. Focusing on Sicily, 50% of young people between 25 and 34 years old do not study, do not work and are not engaged in a training or internship: Eurostat data, referring to 2017, give

the black jersey for the NEETS in this age group in Sicily, which although improving compared to 2016 (it was 50.5%), has a worse result even than French Guiana (which stands at 49.2%). The EU average is 17.9%, that in Italy is 30.2%.

If an overview of the numbers gives us such a discouraging picture, it is therefore even more necessary to focus on which kind of strategies to invest in order to reduce the unemployment rates of young people in general and of NEETs in particular by applying truly effective measures and targeted approaches. An adequate response to a so big and complex matter have to take into account many steps and adjustment measures to put in place for reversing course. One of these steps necessarily passes through a reshaping of training opportunities, modeled in order to guarantee tailor-made learning, capable of acting for target groups and bringing together the interests and motivation of young beneficiaries and the needs of employers operating in the production sectors. An approach that knows how to guarantee an effective mismatching of supply and demand and a networking of the skills acquired and required, so as to make them suitable for work contexts and spendable on the job market.

5. *EDUCATION AND TRAINING SYSTEM*

Considered the fundamental connection between education and training system and inclusion opportunities on job market it's essential recognize how much above all the public education system affects the world work dynamics in terms of strengths and weaknesses, criticalities and excellences. In this sense the knowledge of the positive and negative characteristics of the national education system are particularly significant to understand the limits and possibilities of the Italian labour market.

Italy invests well below the EU average in education, particularly in higher education. The share of teachers satisfied with their jobs is among the highest in the EU, but only a small share believes that theirs is a valued profession. Compulsory work-based learning in vocational education and training could help provide more structured training for apprentices and ease the transition from education to work. The level of tertiary educational attainment is low, and the transition from education to work remains difficult, even for highly qualified people

Italian schools can be:

- public: State-funded
- private: funded through school fees, namely the sums of money paid by the students

The academic programs of both of these types of school follow the regulations from the MIUR (Ministry of Education, University and Research)

1) Infant school

The attending of this school is not obligatory (parents can decide to register their children in accordance with the needs), and it's divided into:

- asilo nido (kindergarten): attended by 0-to-3 years old children
- scuola materna (preschool): attended by 3-to-6 years old children

From 6 to 16 years of age, attending school becomes obligatory, as established by the law, and we enter the so-called **scuola dell'obbligo (compulsory education)**, that starts with:

2) primary or elementary school

This school is attended by 6 to 11 years old students: thus the attending lasts 5 years. During those years, boys and girls learn to write and read and they apprehend the first notions of History, Geography, Mathematics, Italian Grammar, Science, Music and Physical Education and, for a few years now, also English and Computer Science while Religion classes are optional.

3) 1st grade secondary or middle school

This step lasts 3 years and involves students from 11 to 13 years of age. During this period, the students deepen the various subjects studied in elementary school, and at the end of it, they must take the **esame di terza media (middle school exam)**, composed by:

- ✓ Italian written test
- ✓ written Math test
- ✓ written language test
- ✓ oral which consists in the presentation of a work on a specific topic including all the studied subjects.

4) upper secondary school or high school

This step lasts 5 years and involves 14 to 19 years old students, but from the age of 16 boys and girls have the possibility to abandon their studies.

The students can choose among 3 types of di high schools, depending on their goals:

Liceo: it offers a more theoretical education and more oriented to further education at the University and, depending on the subjects studied, they can be of different types:

- classico (grammar) (Latin, Greek and Italian)
- scientifico (scientific) (Mathematics, Physics and Science)
- linguistico (language) (English and foreign languages)
- tecnologico (technology) (Computer Science)
- artistico (artistic) (art),
- musicale (music).

Professional Technical High School: in this type of school in addition to common subjects, students can acquire practical-technical skills, suited to the entry into employment, in sectors like:

- economy
- tourism
- technology
- agriculture

- healthcare professions

ITF (Vocational education and training): **in this type of school, students acquire practical and professional skills. The studies in these schools focus on jobs like:**

- plumber
- electrician
- hairdresser
- beautician...

At the end of high school student must take another exam, the feared **esame di maturità (graduation exam)** which is composed by 3 written tests and 1 oral examination, and if you pass it, you'll receive a degree of maturity, that will allow you to have access to **University**.

5) University

It's divided into:

First cycle: also known as "laurea triennale" and, as its name suggest, it lasts 3 years. There's a wide and diverse selection of Italian universities like:

- scientific departments (Mathematics, Physics, Astrophysics, Chemistry...),
- humanities faculty (Literatures, Philosophy, Foreign Languages, Cultural Heritage...)
- technical faculties (Architecture, Engineering, Economy...).

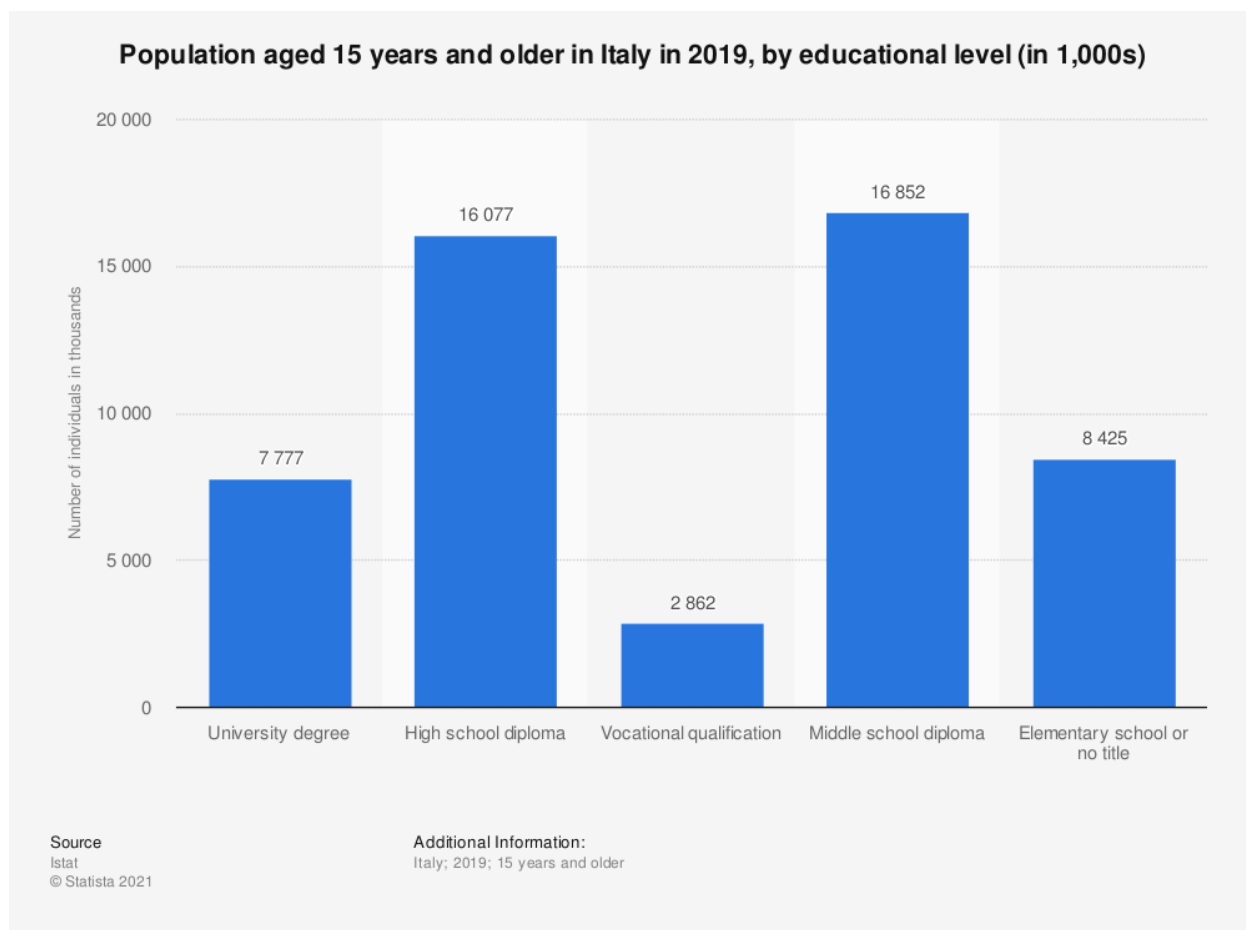
Second cycle: also known as "laurea magistrale" or "specialistica" (second level degree), it usually lasts 2 years and it's the continuation of the first cycle to ensure the students a higher level of specialization. However, there are some courses (Faculty of law, Faculty of Pharmacy, Construction Engineering, Architecture etc) that last 5 years (6 years as regards Med School) and take the name of "Corsi di Laurea a ciclo unico" (Single Cycle Degree Course)

Third cycle: it's devoted to the most ambitious students and it includes:

- master: they're usually short courses of study that offer the opportunity (to those who are interested) to deepen some specific aspects of the subject studied during the first two cycles.
- doctoral degrees: they're theoretical courses, for those who desire a career in the academic field or in the field of research.

The school-work alternation, initially introduced in 2003, is a teaching methodology that allows students to combine a period of practical experience in a public or private institution alongside their purely theoretical school training.

Technical institutes, on the basis of specific agreements stipulated with companies, are required to organize for their students some periods of professional training in the company or other activities promoting integration with the world of work (orientation days, meetings with companies and professionals, internships, field research, project work), for a total amount of 400 hours for technical institutes and 200 for high schools.



6. *SPORT EDUCATION AND TRAINING SYSTEM*

Already in the primary school, the children can join physical education and introductory sports activities that are free and elective. They are supported through the funding for the widening of educational offerings. In the secondary school, sports activities are well structured and are supported through the special funding from the Ministry of Education and the Regional School Offices for the widening of educational offerings, allowing students to train and prepare for competitions in the various sports selected. This is done through the teachers of physical education assigned to the school or involving teachers of other schools. Forms of sport integration are organised for disabled students

Both for sport and sport related occupations the access to the profession is not regulated by law, with the exception of skiing instructors, mountain guides and few other operators (law 91/81). In order to operate as a coach in a club belonging to the sport movement or in a Federation, a qualification from a National Federation is generally required.

Therefore, excluding the internal training path of each NSF, there are not specific procedures for certifying qualifications and skills in connection with the public system of general education and vocational training.

Just in 2001 CONI delivered a National Training Framework for Sports Coaches.

The National Training Framework sets up for the first time a general model for all the NSF in Italy. It was a five levels model, built up coherently with the general European framework for vocational training. The first four levels were managed within the NSF-CONI system; the fifth organized and certified independently at the academic level. Even if there is no European official regulation concerning such domain, the European Union has strongly sustained the convergence of the training system at the national level, in order to give a real support to the freedom of circulation for professionals in this sector. In spite of this apparently restricted goal, the impact on the general training for volunteer's coaches' has been significant in Italy, but in the years some other changes created the need to update the National Training Framework. So, in the 2009 CONI delivered the ITALIAN QUALIFICATION FRAMEWORK FOR SPORT COACHES

There are multiple training providers active in the field. The role of the Regions is increasing since they have by law the competency for vocational training, with an increase of training programs and regulations at the regional level. 37 Universities are also active in the field, delivering bachelor's degrees in sport science and master degrees in sport management, adapted physical education and sport coaching, normally with limited impact on the labour market. Private bodies, including professional associations are also active in the training market (e.g. diving, sailing, golf, etc.).

In order to operate as a PE teacher a University master's degree is required, plus one year of teaching training (3+2+1). Physical Education teachers generally gained also have additional competences by attending short training courses provided by the sports organisations and National Federations.

7. *SPORT ECONOMICAL IMPACT*

The definition in economic terms of sport took the name of the city of Vilnius and is divided into three levels:

1. The statistical definition that includes only activities directly related to sport (management of sports facilities, sports organizations, ...), included in the ATECO sector 2002 92.6 Sports activities
2. The narrow definition includes in addition to the previous one all the activities that are used to produce sport, that is all the goods and services necessary to play sports (the manufacture of clothing, footwear and sports equipment, the construction of infrastructures dedicated to sport, sports educational activities, ...)
3. The extended definition includes in addition to the previous ones all other activities that are related to sport, but which are not necessary to play sports, such as media dedicated to sport, hospitality activities (hotels, restaurants, ...), transport and medical services used by athletes and spectators

1. The impact of sports sector labour market – A current context analysis on Italy

Sport has always played a key role and function in the mass society dynamics, as powerful means of socialization and social inclusion, inspiring behavioral models and a sense of belonging at various scale of human communities, contributing to aggregate collective identities and determine mass behaviors. The fundamental value of sport as a healthy practice for the development and maintenance of our psycho-physical well-being has therefore been accompanied and surpassed by its indisputable sociological value as a mass human practice which, in the evolution of modern societies oriented towards the market economy, has inevitably turned it into a sector of economic production of primary importance. This awareness is accessible to anyone thinking about the levels of media coverage, viewers' streams and economic flows mobilized by major sporting events, just considering the most globalized such as the Olympics or the Soccer World Cup. An order of magnitude about the overall turnover mobilized at European level by the most popular sport of the world is provided by the Deloitte Annual Review of Football Finance 2020, calculating that the global 'Big five' European league clubs' revenue for the sport season 2018/19 reached the total amount of 16,968 million of euros⁸. The addition of the revenues generated by the National Leagues of England, Spain, Germany, Italy and France, aggregate the different incomes from sponsorships, TV broadcasting rights, match's tickets and subscriptions, and other merchandising and commercial activities' earnings, giving back an organic frame of the financial flows moved by football all around the Old Continent and the entire world. Also considering that football is the most relevant in terms of mass involvement at global level but anyway just one among the numerous sports practiced and followed by people

⁸ <https://www2.deloitte.com/uk/en/pages/sports-business-group/articles/annual-review-of-football-finance.html>

all along Europe and the world, everyone can reinforce her/his general awareness on the fundamental impact played by the sport industry in creating and multiplying jobs opportunities.

According to CONI estimates, sport in Italy is worth 1.7% of the country's GDP, therefore 30 billion. This figure doubles to 60 billion if we also consider the co-related industry. Only Italian football, as highlighted by the 2018 FIGC financial report, generates a general turnover of 4.7 billion, corresponding approximately to the 12% of world football's GDP. According the "CONI-FSN-DSA Monitoring 2017"⁹ published by CONI Services Study Center in Italy there are 4 million and 703.000 card-carrying athletes, 70.000 sport association, of which over 63.000 sports clubs, 6000 "other groups" and well over 1 million operators covering roles and professional charges such as manager, technician, race officer and collaborator in various ways.

By observing the increasing trend of units working in the sport industry in Italy from 2011 to 2017, as reported by Eurostat, we can remark a constant growth of labour force employed in the sector standing on a general increase of approximately 25,000 units;

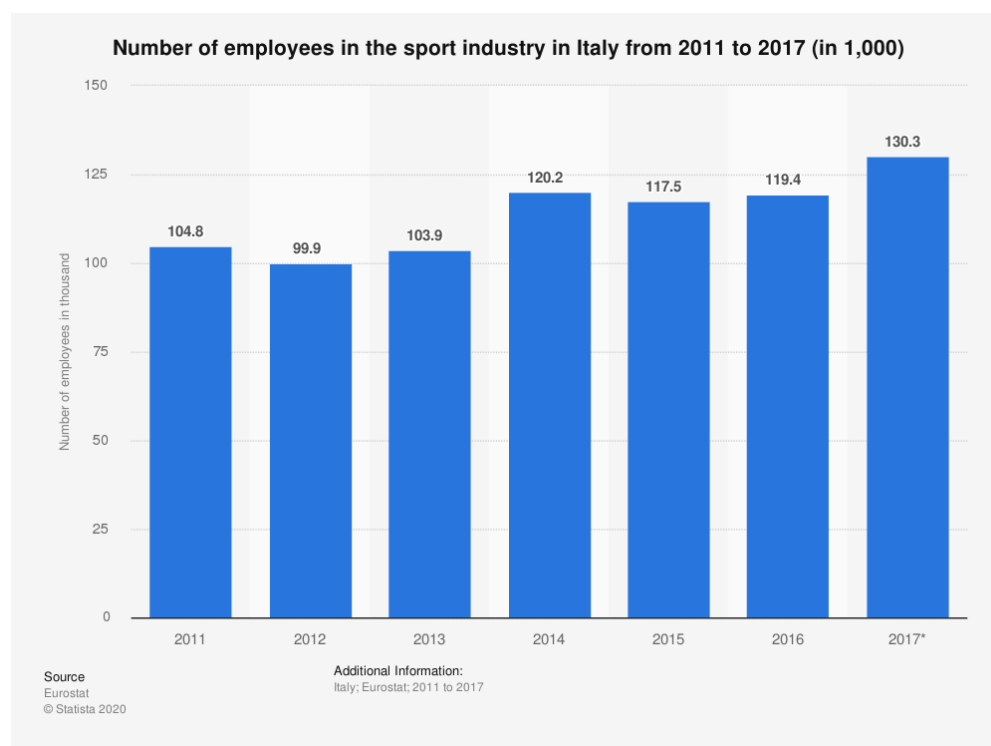


Figure 7: Employment in the sports industry in Italy: Historical trend (Eurostat).

⁹ https://www.coni.it/images/numeri_dello_sport/Rapporto_FSN_DSA_2017.pdf

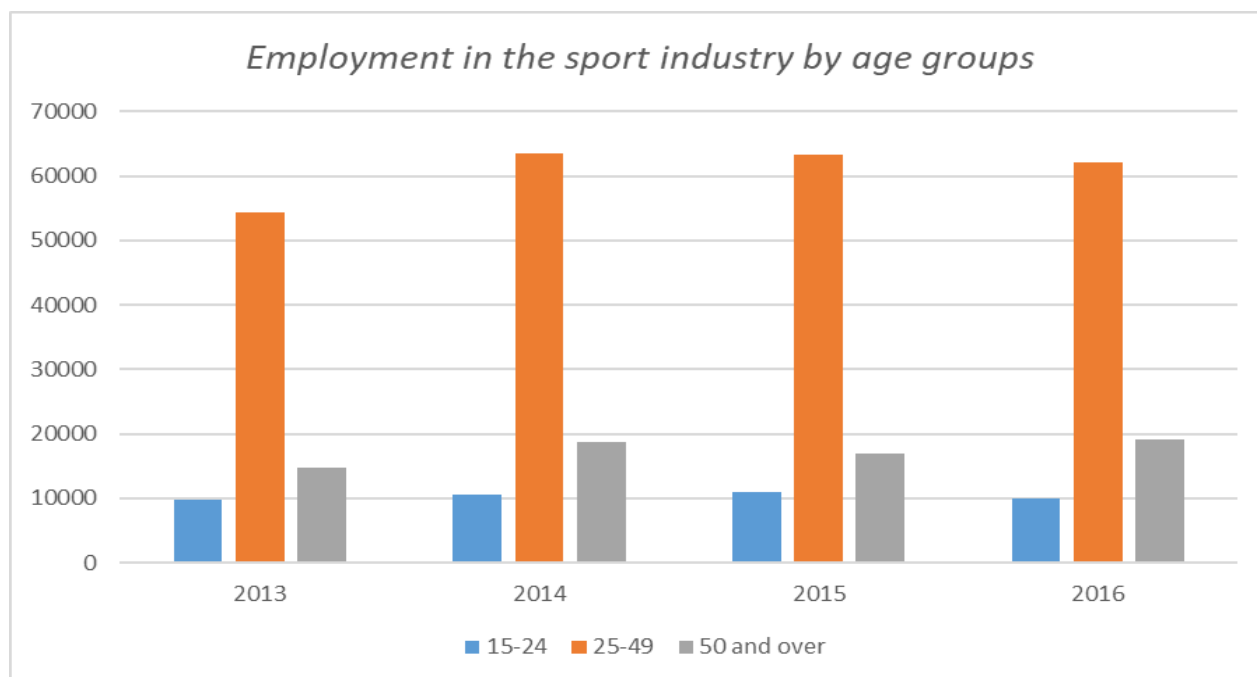
Disaggregating the employment trend by gender (timeframe of reference: years 2013-2016) we can notice a constant increase both for males and females working on the sector, albeit maintaining a certain gap in favor of male employees;



Years	2013	2014	2015	2016
Male	48234	51666	48108	51589
Female	30710	40884	43175	39641

Figure 8: Employment in the sports industry in Italy by gender (Data Eurostat exposed on ESSA report).

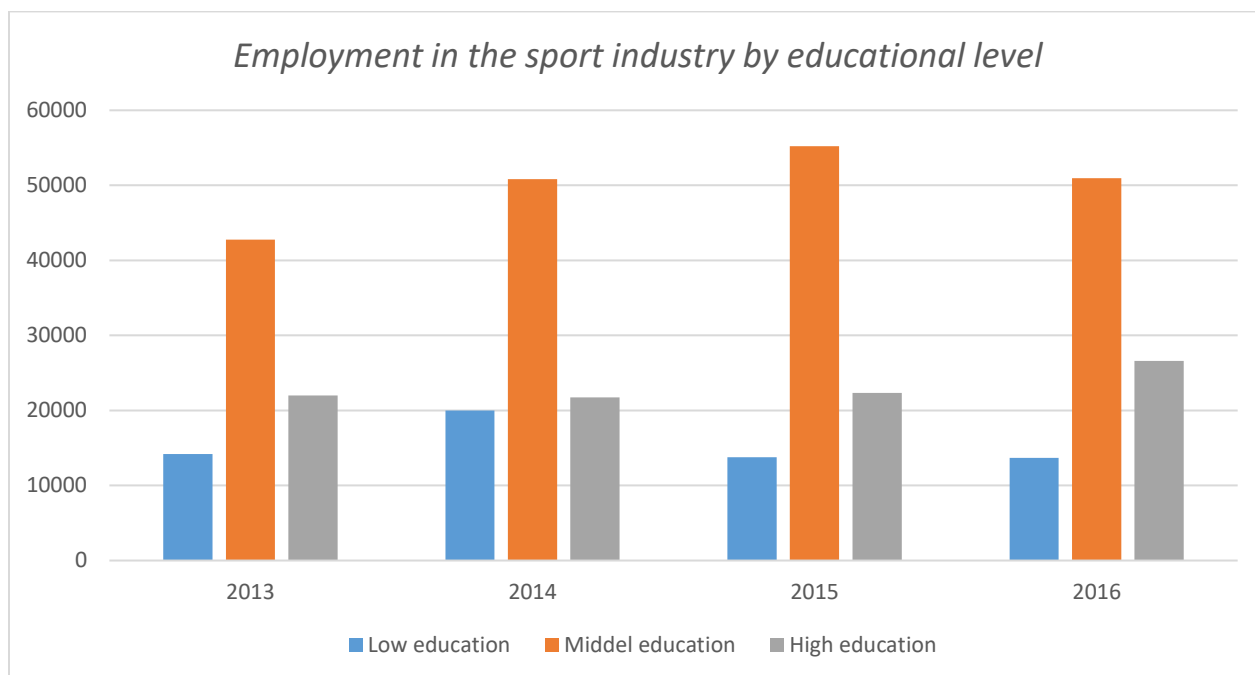
Meanwhile, disaggregating the employment trend per age groups we can consider a general alignment with the European average of workforce employed in the sector.



Years	2013	2014	2015	2016
15-24	9731	10471	11031	10021
25-49	54389	63462	63291	62150
50 and over	14824	18618	16960	19060

Figure 9: Employment in the sports industry in Italy by age (Data Eurostat exposed on ESSA report).

The same alignment to the European standards and trends can be considered in terms of the breakdown of the workforce by level of education;



Years	2013	2014	2015	2016
Low education	14177	20008	13746	13680
Middle education	42753	50814	55208	50947
High education	22014	21729	22329	26603

Figure 10: Employment in the sports industry in Italy by educational level (Data Eurostat exposed on ESSA report).

Therefore, in line with European trends the Italian sport industry represent a key sector of the national economy, both for the position reached within the production system and the potential for development still potentially unexpressed

The weakness of the sector is represented by the high proportion of part-time employment. Still a high rate of people is employed on a casual or part-time basis. The sector sees also a consistent proportion of the workforce falling into the black economy as also explained by the difference between official data and unofficial inferences.

8. CONCLUSIONS

WHAT ECONOMIC DIMENSION DOES THE SECTOR REACH?

The value of production directly or indirectly activated by sport is calculated, according to the Focus of the BNL studies service on the sports industry, in 60 billion euros and in almost all European countries is mainly funded by individuals and families (followed by private companies, 90 percent of whose sponsorships are for the sports sector, and public funding supported by the Municipalities for the 54%). In Italy, the main item of expenditure by individuals and families is related to clothing and footwear (6.7 billion euros), followed by active sports expenses (3.3 billion) and sports tourism (2.9 billion) and the conclusions of the Forum of the Leonardo Committee identify the sport industry as an important driver for the growth of the “Made in Italy”, with exports of over 2 billion, which in seven years have recorded a cumulative growth of 28 per cent in value and which is now called upon to conquer new markets consumer groups (including Asian ones).

WHAT IS THE WEIGHT OF SPORT IN ENTERTAINMENT?

Sport is also present in the entertainment industry where, with the proceeds deriving from TV rights, sponsorship, ticketing and merchandising, it represents 21 percent (e-sports 15 percent) with a growing trend according to the estimates of the next three years up to +19.63 percent according to the conclusions of the Sport & Business Summit, 2019, given that fans dedicate an average of up to 11 percent of their free time to favorite team.

WHICH ARE THE MOST PROMISING START-UPS?

Internet of Things, virtual reality, mobile apps, big data and artificial intelligence have started a technological revolution also in sport, both in competitive and entertainment form. From the data of the Digital Innovation Observatory there are 1012 start-ups with activities related to Digital Sport mostly located in Lombardy (30.61 per cent), Lazio (16.32 per cent) and Emilia Romagna (14.28 per cent), with fewer than 10 employees (70 per cent) and with a start-up capital of less than \$ 10,000. There are also university spin-offs (such as Math & Sport) and future opportunities concern the management of user experience, the sale of tickets and business processes still managed in traditional ways.

WHY SPORT IS A GOOD INVESTMENT FOR ITALY

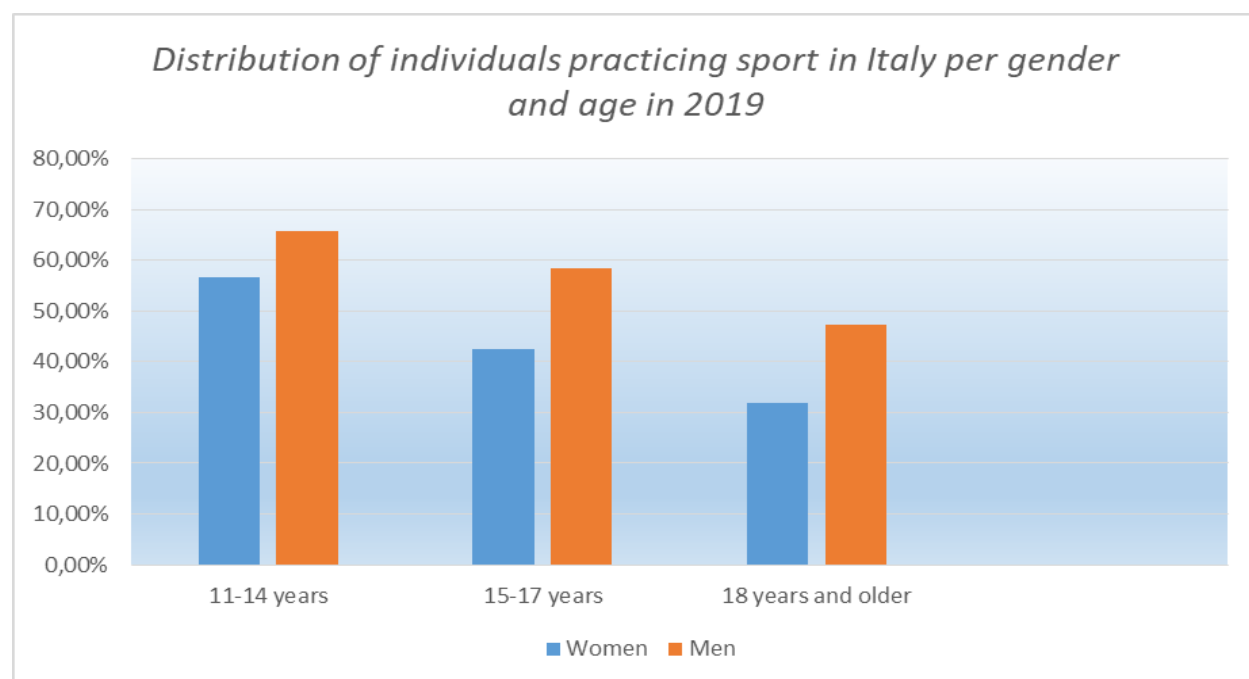
A 2019 study “Promoting sport and physical activity in Italy: a cost-effectiveness analysis of seven innovative public health policies” (Y Goryakin , A Aldea , A Lerouge, V Romano Spica, N Nante, S Vuik, M Devaux, M Cecchini) exploring the relation between sports and health, demonstrates that public policies to promote exercise have the potential to improve population health and produce savings in healthcare expenditure. Assessed policies can avoid hundreds of cases of cardiovascular diseases and diabetes per year and tens of cases of cancer resulting in gains in DALYs in the order of thousands per year. In the medium-term, the vast majority of policies show excellent cost-effectiveness ratio, below internationally recognized thresholds.

9. *A general overview on sport practices diffusion in Italy*

Sport has always played an important social and economic role in Italy. This is thanks to generally good public-private cooperation, and to CONI working together well with some 45 sports federations. This free forming of partnerships and those partnerships' capacity for self-governance has led to success in sports at both the grassroots level and in major competitions where Italian athletes excel.

WHO PLAYS SPORT?

According to the Istat Report on sports practice (2017), in Italy over 20 million people practice one or more sports continuously (24.4 percent) or at least occasionally (9.8 percent) with increasing trends over time but affected by age, gender and level of education. If in the in the last 15 years, the percentages of continuous sports practice have generally increased (from 15.9 percent to 24.5 percent), in fact, among men there are 29.5 percent continuously (and 11.7 percent occasionally) while among women it is only 19.6 percent (and 8.1 percent occasionally). If then, the maximum time dedicated to sport is between 11 and 14 years (up to 70.3 percent, of which 61 percent continuously and 9.3 percent occasionally), with age people become more "sedentary" (half of the population over 65 is) and sports practice continues mostly among those with high levels of education (51.4 percent of graduates, 36.8 percent of high school graduates, 21.2 percent of those with a lower middle school diploma and only 7.3 percent of those with an elementary school diploma).



Age	11-14 years	15-17 years	18 years and older
Women	56,8%	42,6%	31,9%
Men	65,9%	58,4%	47,4%

Figure 11: Distribution of individuals practicing sport in Italy per gender and age in 2019 (Source: Statista)

WHAT ARE THE FAVORITE SPORTS OF ITALIANS?

Although considered the national sport, unexpectedly, football has only been practiced by the 23 percent of sportsmen and ranks second, after gymnastic and aerobic activity (to which 25.2 percent of sportsmen dedicate themselves) and before water sports (which dedicates 21.1 percent of sportspeople). It is possible to identify an ideal sport activity according to the age group: swimming among children up to 10 years (in 43.1 percent of cases), football among the under 35s (in 33.6 for percent of cases) and fitness among adults and the elderly (27.4 percent of cases). Gender also conditions the choice of the sport practiced.

To promote the variety of practical disciplines, dedicated events, such as the Sports Day and Olympic Day (throughout the entire Italian territory) are organized together with the promotion in schools activated with the memoranda of understanding between Federations and MIUR, which have the advantage of making known even the less visible sports at media or emerging ones. The Olympics are usually important for driving interest in new sports, above all for what concern the new disciplines included in the various editions (for example for Tokyo 2020 climbing, surfing and skateboarding, in addition to baseball and softball). Overall, the analysis on the affiliations to the National Sports Federations - Coni shows, at the moment, 4 million and 703 thousand registered athletes and 70 thousand associative groups.

GENDER GAP IN SPORT SECTOR

According to Coni's "Sport numbers 2017" (the latest available), despite the various initiatives in the sports system aimed at supporting the participation of women, Italian sport is still strongly masculine. "Although the incidence of female athletes in recent years has been gradually increasing - reads the report - women are under-represented in the decision-making bodies of sports institutions, at local, national and European level. In 2017, the share of female athletes reached its all-time high with 28.2% against 71.8% of male athletes, out of a total of 4.7 million members. More than four out of five sports operators are male. The highest incidence of women is found among technicians (19.8%, an increase compared to 2016). Among match officials, women account for 18.2%, while management positions held by women slightly exceed 15% among corporate bodies. The lowest 'female share' is found among the members of federal, central and peripheral bodies, with an incidence of 12.4% ". More generally, the gender gap found in sports - as in other areas - finds one of the major impediments in the less availability of free time for women.

According to the Coni report, girls between the ages of 3 and 24 have an average of 36 minutes less than their male peers to devote to leisure activities, due to family commitments.

A reason for debate is given above all by Law 91 of 1981, which governs the "rules on relations between clubs and professional sportsmen". The law on sports professionalism, born (in a hurry) by virtue of the great economic movement that began to revolve around the world of football, established dutiful and elementary protections that had to be ensured to a sportsman, if he did sport his profession. Still in force, law 91 now appears totally anachronistic: if, for example, we look at women's football, on the basis of this rule even professional footballers who have participated in the World Cup remain "amateurs", which means that they are paid less, they are not entitled to pension contributions and maternity protection or are not compensated for harassment.

Something has moved in the last year: an amendment to the Stability Law of 2019 has allocated 20 million, for the three years, in the form of state contributions for sports clubs that choose to make professional contracts to their athletes. In the second half of 2020, the presentation of the Consolidated Law for sport is expected, i.e. the legislative decree implementing the delegation law 86/2019, which would reform the 1981 law once and for all and set up an ad hoc fund for women's professionalism.

The National Athletes Association (Assist) stresses, however, that there is not only a problem of wage discrimination. Often the athletes in the field are covered by sexist insults, or are the subject of hate speech online. The association also points the finger against the often sexist and stereotyped representation that the media give of women involved in sport, inviting journalists and newspapers to fight for a representation that respects and values the commitment and results of the athletes.

Media, women and sport

The 2019 Women's World Cup gave the opportunity to raise the debate on women and sport in Italy, especially on their representation in the media. A few months earlier, the association of journalists Giulia (acronym for Giornaliste Unite Libera Autonome) and Uisp, with the collaboration of numerous partners including the Italian Football Association, presented the manifesto "Media, women and sport" with the goal of bringing out in the journalistic-sports story a language that overcomes stereotypes and prejudices and focuses instead on the performance and skills of the athletes, enhancing their technical and competitive aspects like male colleagues. The problem of the representation of women in the media is quantitative and qualitative. "A screaming body", "style icon", "beautiful and good": these are just some examples of how the media have often spoken and written about athletes and women in sports, giving judgments on appearance rather than on sports performance and skills, evaluations that very rarely have correspondences in the stories of male sportsmen. Among the rules of good journalism indicated we go from avoiding dwelling in the texts on the physical aspect, on the look or on sentimental relationships, to declining roles, functions and positions in the feminine (example: the midfielder,

the referee, the manager, etc.); from giving visibility to women's sports disciplines on a par with men's sports in terms of space and, starting with public television and radio programming, to highlighting discrimination and differences between

10. *IMPACT OF COVID-19 ON SPORT SECTOR*

As one of the countries first and most heavily hit by the COVID-19 Pandemic ("Coronavirus"), Italy is facing a major economic downturn and the sports sector is no exception.

Major events, from football to tennis, skiing and basketball, have been disrupted. Essential revenue streams, from sponsorship, production and distribution of media rights, to ticketing and in-stadium corporate hospitality, have suddenly dried up.

According to Deloitte's report on the evolution of Coronavirus and its effect on the Italian economy, the negative economic impact is estimated at EUR 80 billion, equal to approximately 4.6% of the country's 2020 GDP. A much worse scenario has been predicted by the International Monetary Fund, as a recent study foresees that the Italian economy will contract by approximately 9% in 2020.

As anticipated, due to the outbreak of Coronavirus, all major sporting events have been cancelled, rescheduled or trapped in limbo.

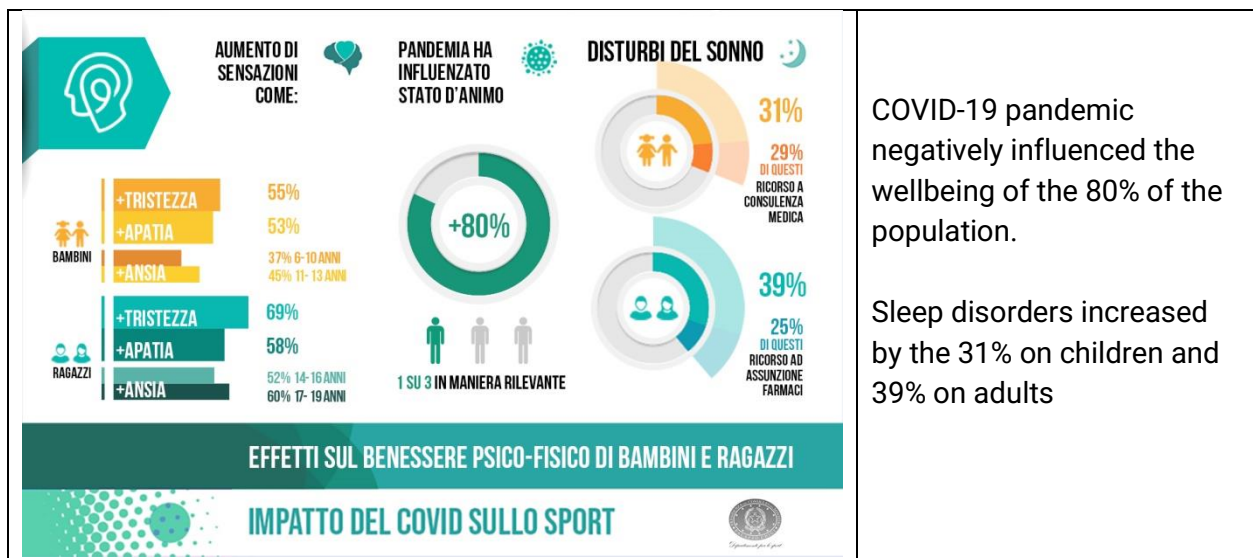
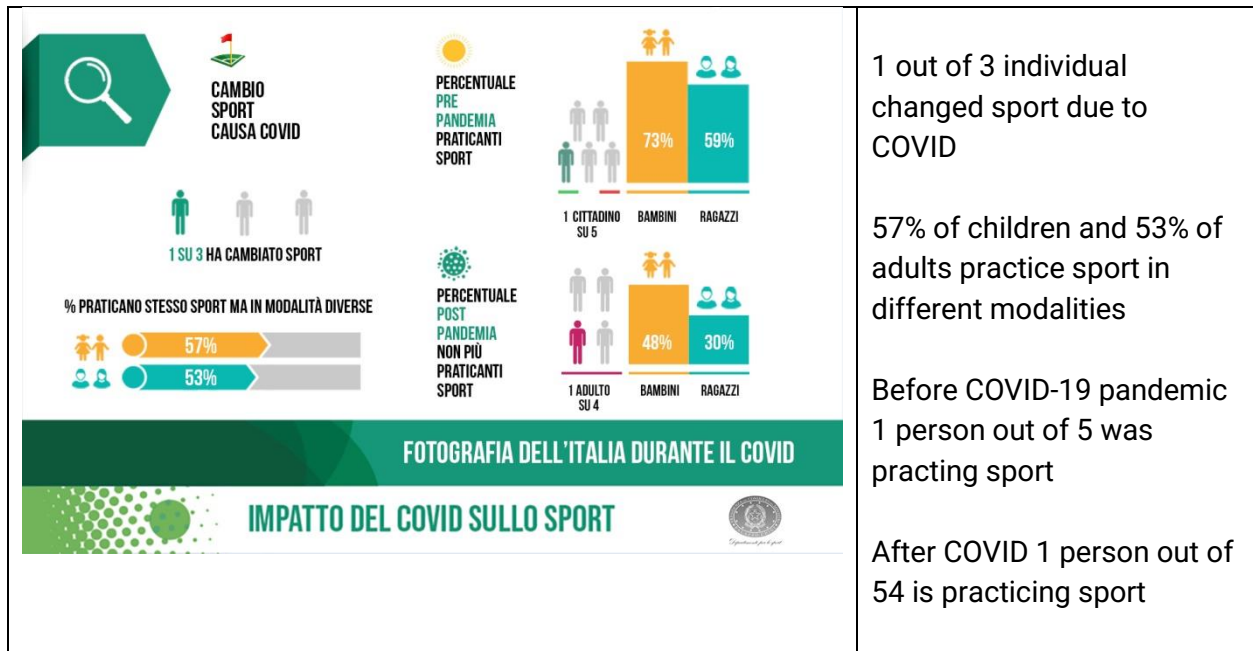
In order to evaluate and analyze the consequences of the limitations adopted due to Covid-19 and to support in the best possible way the resumption of sports and physical activity in the post-pandemic period, the Department for Sport has promoted the investigation "The impact of Covid on sport" made with the collaboration and technical-scientific support of an ad hoc working group made up of the Ipsos Research Center, the National Infectious Diseases Institute of Spallanzani, the Gemelli Polyclinic and the Hospital Pediatric of the Infant Jesus.

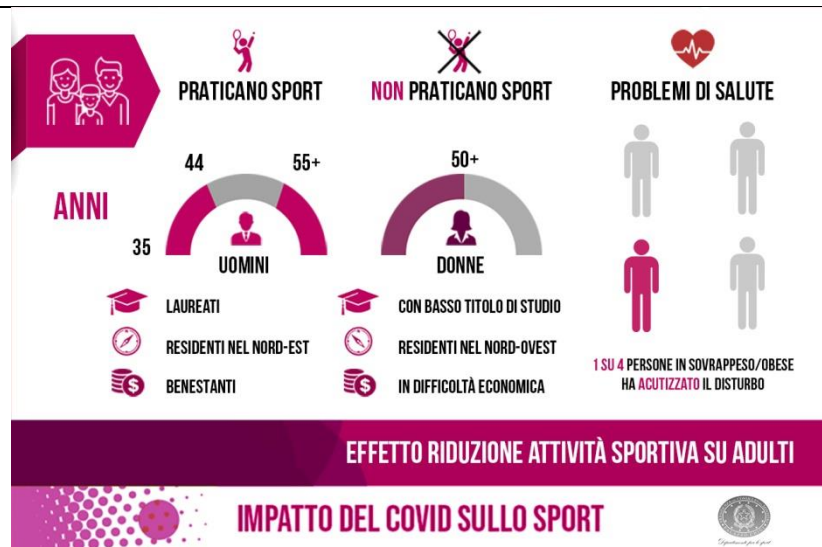
The survey, which began in January 2021, provided a snapshot of the sports population that, due to the pandemic, was forced to suddenly change their lifestyle.

Specifically, it made it possible to define with precise data the repercussions that this change had on the sector, but above all on the psychological and physical health of athletes, offering a particular focus on minors.

Since the interruption of sports and physical activity have played an important role in this phase of health emergency and certainly the recovery will have a decisive role in the post-pandemic period, on 1 June 2021 the Undersecretary for Sport, Valentina Vezzali, has promoted a public event during which it will present, together with the Department for Sport, Sport and Health and the Istituto di Credito Sportivo, not only the results of the survey but also the consequent support measures developed for the sports system as well as solutions aimed at ensuring that all citizens

return to a gradual and regular physical and / or sporting activity with the aim of promoting a healthy lifestyle and a better quality of life.





Reduction of sport activities among adult

Today the category that regularly practice sport is represented by

- male from 35 to 44 years old;
- Male from 55 years old
- male mostly from the North east of Italy
- wealthy people
- Graduated people

Who does not practice sport:

- women above 50 years
- people with low level of education
- unemployed people

11. LEGAL FRAMEWORK

In Italy there is no general law on sport and, in line with the general principle of autonomy of the sport envisaged by Italian law, CONI is entrusted with the task of governing sport at a national level.

Decreto-legge 22 marzo 2021, n. 41	Urgent measures in the field of support to businesses and economic operators, labor, health and local services, connected to the emergency from COVID-19 in which new terms of effect of the above legislative decrees are established
Legge 8 agosto 2019, n. 86	Delegations to the Government and other provisions on sports regulations, sports professions and simplification
New article 117 of Italian Constitution	It establishes that sport is an area of legislative competence at the governorate (Region) level, in compliance with the general principles defined at the national level.
Based on art. 117 of the Constitution, the sports system is one of the subjects covered by concurrent legislation	The Regions have legislative and planning competence in the field of sports promotion (sports facilities and health protection) and recreational activities while the local authorities (Municipalities and Provinces) are responsible, for the Public Administration, for: <ul style="list-style-type: none"> • the design and construction of sports facilities; • support for the dissemination of sporting practice through specific support for the organization of competitions and events of local, national and international interest.
L. 426/1942 e successivi D.Lgs. 242/1999, DL 138/2002	these laws recognize CONI as the national body for governing sport, regulate the competences of the National Sports Federations and other bodies involved in the promotion of sporting activity.
L. 1099/1971	This law, relating to the well-being of athletes, establishes that the health protection of sporting activities is the responsibility of the Regions, but while waiting for the Regions to exercise the competences provided for by

	articles 117 and 118 of the Constitution on health matters, the health protection of those who practice sporting activities is the responsibility of the Ministry of Health, which avails itself of the collaboration of CONI.
L. 398/1971 e L. 298/2002	Regulations for grassroots sports associations.
L. 70/1975	CONI is assimilated to the "instrumental" and "auxiliary" bodies of the state, always qualified by the same law as a necessary public body and, finally, qualified as a first level body.
DPR 616/1977 e L. 3/2001	They establish the transfer of certain functions related to the promotion of sport to the Regions.
L. 91/1981	<p>"Rules on relations between clubs and professional sportsmen": for the first time sporting matters are regulated in an organic way, establishing a series of wide-ranging principles, among which the one according to which sporting activity is free, prevails. limits imposed by law,</p> <p>be it carried out individually or collectively, or in form</p> <p>professional or amateur.</p> <p>Main aspects of the legislation:</p> <ul style="list-style-type: none"> • the criteria for distinguishing between amateur and professional sports are established and the relationships between professional athletes and sports clubs are regulated; • the essential requirements for the establishment, management control and liquidation of sports clubs are established; • the characteristics and competences of the Federations are established; • tax regulations are established for the transformation of associations into joint-stock companies. <p>The most significant aspects, originally contained in the standard, were two:</p>

	<ul style="list-style-type: none"> • the non-profit purpose of the companies; • the abolition of the sporting constraint. <p>Law no. 91 of 1981 and its subsequent amendments only concern professional sports, or only five disciplines, since, pursuant to CONI Resolution no. 469 of 2 March 1988, belong to the professional sector:</p> <ul style="list-style-type: none"> • the Italian Football Federation, as regards Serie A, Serie B and Lega Pro Divisions; • the Italian Basketball Federation, as regards the men's A1 and A2 Series; • the Italian Cycling Federation, as regards road and track races approved by the Cycling League; • the Italian Boxing Federation, as for the I, II and III series boxers in the various weight categories; • the Italian Golf Federation.
DL n. 485 del 20 settembre 1996 poi convertito in L. n. 586 del 18 novembre 1996	This reform brings sports clubs into the bed of joint-stock companies that can have subjective profit-making purposes. The treatment of any remaining asset items from the liquidation of the company is also modified: if previously the surpluses were attributable to CONI, the new rule eliminates any limitation on the reimbursement of such quotas or shares.
D.Lgs. 242/1999 e successive modifiche	<p>They entrust the responsibility for the management and administration of sport to CONI, particularly with regard to:</p> <ul style="list-style-type: none"> • the promotion of the maximum diffusion of sporting practice [...] through "the organization and strengthening of national sport and in particular the preparation of athletes and the preparation of suitable means for the Olympics and for all other national and international events" ; • the promotion of the maximum diffusion of sporting practice both for the able-bodied

	and, in concert with the Italian Paralympic Committee, for the disabled "[...]; • the taking and promotion of appropriate initiatives against all forms of discrimination and violence in sport.
L. 376/2000	The "Discipline for the health protection of sports activities and the fight against doping" establishes a ban on doping.
L. 8 agosto 2002 n. 178	It grants to a joint stock company, established by law and wholly owned by the Ministry of Economy and Finance, all the instrumental activities of CONI.
Direttiva della Presidenza del Consiglio dei Ministri del 27 novembre 2003	Establishes the National Sports Day.
L. 17 ottobre 2003 n. 280	The autonomy of the National Sports Order is recognized, as an articulation of the International Sports Order headed by the CIO, with respect to the Order of the Republic, with the exception of the subjective legal situations relevant to the state system.
D.Lgs. n. 15/2004 – c.d. "decreto Urbani – Pescante"	CONI becomes a "Confederation of National Sports Federations and Associated Sports Disciplines"; the centrality of the associative dimension between CONI and representative bodies of individual sports is restored, and the supervisory powers of the body over sports organizations are strengthened.
L. 9/2009	It establishes the channeling of part of the revenues from television rights to grassroots sports associations.
L. 2/2009	It determines the portion of revenue, tax and non-tax revenues, deriving from public games (with cash prizes) entrusted to the State in concession and destined for CONI.

In 24 November 2020, the Council of Ministers, on the proposal of the Minister for Youth Policies and Sport, approved, in preliminary examination, five legislative decrees for the reform of the sports system, in implementation of the delegated law 8 August 2019, no. 86. The measures intervene in the field of sports work and simplifications and safety in the sector.

Thus, an organic review and definition of the "sports worker" in all its forms is carried out through the introduction of labour and social security protections for sports workers in both the amateur and professional sectors.

In particular:

- The sporting constraint is abolished, intended as a limitation to the athlete's contractual freedom, even in the amateur sector, by July 2022;
- The recognition of the activity of amateur sports associations and clubs that have trained the athlete is envisaged, through a training bonus;
- Equal opportunities for female, professional and amateur sport and equal rights for people with disabilities in access to sports at all levels are promoted and protected;
- Specific safeguards concerning minors and citizens with disabilities in the context of sporting practice; the protection and support of sports volunteering.

Amateur sports associations and amateur sports clubs can also carry out commercial activities, only if secondary to sports activities and intended for self-financing, and which can distribute part of the dividends with stringent limits to protect the sporting vocation.

It also introduces a unitary legislation in terms of protection of the rights of animals used in sporting activities, providing for obligations for owners, conductors, operators, instructors, organizers of events and competitions, who are required to preserve their well-being, in terms of nutrition, health care and care.

The decree regulates for the first time, in an organic way, the figure of the sports agent in terms of the requisites for access to the profession, remuneration and incompatibility, in order to guarantee impartiality, independence and transparency in the activity, with particular regard to the protection of children's rights. A specific national register is set up at CONI in which agents must be registered.

The decree also updates the technical standards and the simplification of administrative procedures regarding the construction and maintenance of sports facilities, with the aim of ensuring effective modernization of the structures, especially in terms of accessibility, energy efficiency and safety, in line with the international legislation and European standards.

12. MAIN POLICY AND DECISION MAKERS OF THE SPORT SECTORS

SPORTS DEPARTMENT OF THE PRESIDENCY OF THE COUNCIL OF MINISTERS

- exercises the functions of guiding and coordinating the activities of the Services, ensuring homogeneity in the implementation of sports policies, according to the principles of transparency, effectiveness, efficiency and cost-effectiveness in the distribution of resources;
- provides for the technical, legal and administrative obligations in the areas of competence as well as for the study and investigation of the documents concerning the performance of the functions of the Department;
- proposes, coordinates and implements initiatives in the sectors of sports culture communication and national and international sporting events;
- carries out evaluation and monitoring activities on the impact and effectiveness of sport policies

CONI - ITALIAN NATIONAL OLYMPIC COMMITTEE

The public authority governing on Sport sector in Italy is the Italian National Olympic Committee or CONI. Founded in 1914 as a private body in order to rule the Olympic presence of Italian athletes, it became later the liaison organization of all national sports federations, a role that it still holds under the legal guise of a non-economic public body under the supervision of the Presidency of the Council of Ministers.

Despite government supervision, CONI does not respond politically to issues concerning the sporting field in line with the provisions of the International Olympic Committee that obliges the committees of the Member States to independently of government power.

As national branch of the International Olympic Committee (IOC), CONI provides discipline, regulation and management of national sports activities. In this sense, it is the public entity responsible for organizing and fostering the wide spreading the sport disciplines' practices.

Following the recent regulatory amendments of Decree Law No. 15 of 8 January 2004, CONI forms the Confederation of Sports Federations and Associated Disciplines. Permanently established on 9 and 10 June 1914 in Rome, today CONI has a presence in 107 Provinces and 19 Regions, it endorses 45 National Sports Federations, 19 Associated Disciplines, 15 National Sports Promotional Bodies, and 19 Meritorious Associations. These organisations represent around 120,000 sports clubs and around 12 million members (Source: CONI).

THE ITALIAN SPORT CORPS

A role of excellence in the practice of sports is played by the so-called *Corpi Sportivi* (Sports Corps), affiliated to the different national security agencies, which have often seen their athletes assert themselves in the highest national and international competitions. The Sports Corps (often abbreviated CS), also called military sports groups, are sections of military and police bodies engaged in the sports activity, even competitive, of their members and they are usually affiliated to CONI.

All four Italian armed forces are equipped with sports centers, often divided into distinct sections by discipline:

- Army Sports Center (CSE) - Italian Army
- Competitive Sports Centers of the Navy (CSA) - Navy
- Aeronautica Militare - Aeronautica Militare Sports Center
- Carabinieri Sports Center - Carabinieri Army
- Police forces also have sports groups:
- G.S. Fiamme Oro - State Police
- G.S. Fiamme Gialle - Guardia di Finanza
- G.S. Forest - State Forestry Corps
- G.S. Fiamme Azzurre - Penitentiary Police Corps
- G.S. Fiamme Rosse - National Fire Brigade

13. MAIN NATIONAL STAKEHOLDERS FOR THE SKILLS DEVELOPMENT IN THE SPORTS SECTOR

CONI Sicilia : Regional branch of Italian National Olympic Committee

UISP National and Regional branch:

The UISP (acronym of Unione Italiana Sport Per tutti, formerly Unione Italiana Sport Popolare) is a social promotion association recognized by the Ministry of Labour and Social Policies and a sports promotion body recognized by CONI, present throughout Italy. Founded in 1948, based in Rome, UISP was founded as a sports organization close to the PCI and PSI. The original aim of the UISP was to promote the culture and practice of sport among the working classes, i.e. among workers, especially workers. The UISP of the origins was characterized as a typical mass organization. Beginning in the late 1950s, the UISP began a process of party autonomy, which led to it being recognized by CONI as a sports promotion body in 1974. During the 1980s, UISP redefined its associative aims towards the new concept of "sport for all". This term means a vision of sport based not on competition, but on wider participation at all, with or without disabilities. This new concept was matched by the change of the name of the association to Unione Italiana

Sport Per tutti. About 1 300 000 members, 17 000 associations and affiliated companies belong to the UISP. UISP is present in all Italian regions and provinces with 142 regional and territorial committees.

CUS University of Palermo, Messina and Catania

The Italian Sports University Center (CUSI) is an association for the social promotion of sports practice at university level, a sports promotion body recognized by the Italian National Olympic Committee. CUSI was founded in 1946, with the objective of continuing the initiatives to promote physical activity developed in fascist times by the GUF (Fascist University Groups). In 1948 FISU (Fédération internationale du sport universitaire) was founded, on the initiative of CUSI and its counterparts in Switzerland, Germany and Luxembourg. Since the following year, FISU has been organizing, in Italy, in Merano, the first International Week of University Sport. In 1953 CUSI was recognized by CONI. As a founding member of FISU, the IOC assigns to CUSI the organization of the first edition of the Summer *Universiade*, which takes place in Turin in 1959, in which 1,500 athletes participate; the success of this organization led to the assignment to CUSI of the "Pierre de Coubertin Olympic Cup" by the International Olympic Committee. The activity consists essentially in the coordination of university sports centers (CUS) that operate locally at the level of university facilities and that currently number 48 throughout Italy, often reaching considerable dimensions. The most practiced sports are swimming, weights, volleyball, basketball, martial arts, athletics.

Another relevant part of the activity is the organization of national sporting events at university level, first of all the National University Championships, organized for the first time in Bologna in 1947 and which since then have been held continuously every year, and the setting up of representatives for Italy's participation in international events, the first of which took place at the first World University Games held in Paris in 1947. Nowadays, CUSI has organized a total of 4 editions of the Summer *Universiade* and 5 of the Winter *Universiade*.

14. MAPPING OF CURRENT ACTIVITIES AND INITIATIVES

Some of the main programmes and initiatives that Italy implements and participates in regional as well as in international level are:

Erasmus+

For the Erasmus + 2021 Program, the budget foreseen for the sport sector is 41.7 million, intended for the achievement of the following objectives:

- offer more social inclusion and accessibility;
- create a sustainable environment;
- promote digital use and the development of technological capabilities;
- improve the active participation of society;

- improve the synergies between the different systems (education, work, young people, training, etc.).

These will have to be developed through the following lines of action:

- encourage participation in sport and physical activity;
- support the European Week of Sport;
- promote sports education;
- fight violence, racism, discrimination, intolerance in the field of sport;
- develop the skills and career of athletes.

EUROPEAN WEEK OF SPORT

Launched in 2015 by the European Union, every year from 23 to 30 September the European Week of Sport promotes sport and healthy and active lifestyles in order to increase the physical and mental well-being of European citizens.

Individual governments are financed directly by the EU for the implementation of the planned activities. In Italy, the owner of the project is the Department for Sport, which will be supported by Sport and Health for the planning and implementation of the project.

After last year's record-breaking edition, this particular 2020 edition has become more necessary than ever due to the current and particular circumstances linked to the spread of Covid 19. Considering the current restrictions on events in presence, the project is will focus on promoting sports aggregation, encouraging workouts, training and sports flashmobs throughout the country.

The project also embraces the Social Development Goals present in the UN 2030 Agenda, favoring different and specific ways of carrying out physical and sports activity, considered a central element for the psychophysical development of people.

Spontaneous and individual sporting practices will be encouraged during the European Week of Sport at the Foro Italico Sports Park; among the planned activities stand out:

A schedule of events and courses for introducing sports practice ☒

The #BeActiveNight, scheduled for September 26 ☒

Introduction to the game of tennis inside the Centrale del Tennis and the Foro Italico Arena

Introduction to swimming disciplines at the swimming pool of the Foro Italico Sports Park

It will be possible to follow all the activities and receive information on participation in the Project on the web and social channels of Sport and Health and through the official hashtags of the event:

#BeActive #BeActiveAtHome #BeActiveNight

The International BNL of Italy of tennis, organized by the Italian Tennis Federation and by Sport e Salute, have embraced the project and will promote the European Week of Sport through specific messages conveyed through the web and social channels of the event and through the social media of the participating athletes.

15. *BARRIERS AND DRIVERS*

INCLUSIVE SPORTS

Problems of access to sport for people with disabilities:

- architectural barriers
- Cultural barriers
- Difficulties in obtaining medical certificates
- Difficult in finding coaches with expertise in working with people with disabilities

Problems of Equal access and participation of migrant women and girls in sports

- Scarce information on sports initiatives and the positive effects of sports
- High expenses, transport and safety
- Social marginalization as migrant women
- Lack of migrant/female role models in organized sports
- Patriarchal family structures
- Lack of support and
- empowerment of women/girls

Problems of access to sport for low income families:

- Financial
- Inability to find sports venues
- Inability to access to private training centers

Main obstacle for working in the sport sectors

- Lack of career progression
- Unattractive working conditions
- Lack of job stability
- contractual conditions
- poor connections between educational institutions and sports institutions
- lack of quality and professional training
- high proportion of part-time employment.
- high rate of people is employed on a casual or part-time basis
- consistent proportion of the workforce falling into the black economy

Gender Gap In The Sport Sector

- women are under-represented in the decision-making bodies of sports institutions, at local, national and European level
- law on sports professionalism
- Cultural barrier: Sexism, stereotypes and discrimination

SKILLS to strengthen

Coaches/personal trainers:

- Ability to work with people with disabilities
- ICT skills
- Organize activities and events
- Problem-solving
- Motivational skills
- Beneficiaries' needs analysis

management/administrative staff:

- Planning
- Innovation
- Knowledge of related policies
- Communication and marketing skills

NEETs and the sport sectors:

- 100% of the respondents would love to work in the sport sectors (23% in the administration/management and 77% as coach/trainer)
- For those who searched for a job in the sector, 1/3 reported as main obstacle the lack of specific skills and certificates and 2/3 not satisfying working conditions

The assessment shows the importance of what we called “popular grass-root sport” in Italy.

The existence of popular gym mostly in the most marginalized neighborhoods of Italy gave the possibility also to low-opportunities youth and adults to play sport.

The phenomenon of popular gyms was born in Italy about 20 years ago, today there are about 50 centers scattered throughout the national territory. Initially born as a reality related to boxing, today the popular gyms in Italy offer various variations of sporting activity. These gyms were created and are kept alive by people who strongly believe in the right to sport for every human

being. Self-financing or small amounts that members can pay, allow these places to survive in contexts that could be hostile.

Despite the various adversities faced, this phenomenon is having success and leading many athletes to compete at national and European level in their own disciplines. A virtuous example is that of the Valerio Verbano Popular gym in Rome, where the girls of artistic gymnastics have won regional and national titles.

16. CONCLUSIONS

Sport industry in Italy is worth 1.7% of the country's GDP, equivalent to approximately 30 billion (CONI source). This sector represents therefore a key asset for the national economy also in terms of jobs opportunities. In line with the structural dynamics featuring the Italian economy, also the Sport sector is characterized by the prevalence of small and medium-sized enterprises with a limited number of employees. This characterization is evidently determined by a plurality of factors, taking into account that the size of an enterprise is defined first of all by its reference market. In fact the big number of companies based on a small size, often family-run management system, oriented to the local markets, on a metropolitan, provincial and regional scale, suggest the prevalence of management choices being also the result of some structural weaknesses and shortcomings. Among these we can mention:

The fragmentation of the reference market, also due to a low connection between public stakeholders, decisive actors in the promotion of sports activities on a national and international scale, and companies and private actors working in the related industries.

In terms of offer, there is a lack of companies capable of providing high value-added services that can be spent beyond proximity contexts.

In terms of demand, a lack of professionalization paths based on updating and certification of skills.

In terms of policies, there is a lack of interventions effectively promoting the combination of economic and social objectives. In this sense, in Italy there is a very wide gap between professional sport, based on a rather small number of actors (athletes, managers and high-level professional figures) and amateur sport, based on a widespread popular diffusion but lacking both in financial and training means and possibilities.

A general picture substantiated by the numbers if we consider that, according to the *Istat Report on sports practice* (2017), in Italy the 24.4 % of the total population practices continuously one or more sports. The wide spread of COVID19 pandemic had a predictably dramatic impact on the sporting practice of the population: Indeed if before pandemic about 1 in 5 people was practicing

sport, after COVID the proportion dropped to 1 in 54. It's equally predictable to expect that, with the end of the pandemic and the constraint measures related to it, the rate of people restarting to practice sports will rise just as quickly.

Besides, the great regional inequalities that characterize the national territory both in terms of infrastructures and cultural gaps also reverberate in the context of sporting practice. The lack or inadequacy of sports facilities and infrastructures, causing a cascade effect on spread of structured sports clubs and associations and the spread of lifestyles oriented towards sporting practice, inevitably determines the rates of practitioners on a regional basis. According the aforementioned ESSA report in fact the highest rate of people practising sport (40.4 %) is concentrated in the North-East, followed by the North-West (39.5 %) and the Centre (35.3 %). South and the Islands take the last places with the 26.2 %.

If the CONI Services Study Center report estimates that in 2017 approximately 1 million operators are employed in the Italian Sport industry covering roles and professional charges in various capacities the Eurostat data had remarked a constant growth of the workforce employed during the last years. An increase supported by more qualifying opportunities of professional training for the operators concerned aiming to certify their skills development, in particular for those committed in the sector of fitness and wellness.

On the other hand the Sport industry in Italy keeps to be a sector particularly affected by widespread conditions of job insecurity, characterized by a large diffusion of undeclared work and part time-based employment contracts. In this context of legislative shortcomings, the figure of the sports worker should be regulated as required by the trade unions, overcoming the exclusive distinction between amateurism and professionalism applied by Law 81/1991 and bringing all sports work back to the ordinary labor law system, extending for all rights and protections system.

17. RECOMMENDATIONS

In order to improve sport sector, there are some urgent issues that need to be tackle:

- Encouraging professionalization paths for operators working in the sports sector, including those employed in the related industries, targeted for groups of beneficiaries, also promoting certification of skills mechanisms.
- Promoting Active Labour Market Policies (ALMP), including measures such as public employment service (for job-hunting assistance), public training programs, youth measures, subsidized employment and measures for disabled people and other disadvantaged workers.
- Improving the quality of the employment conditions by fighting against black economy and lobbying for actually guaranteeing trade unions rights to these sector operators.

- Harmonizing the regional laws under the umbrella of a national law in order to reduce legislation gaps and differences among different regions negatively impacting the development of the sports sector on a local basis.
- Create connection among training providers, education system and labour market in the sport sector, also promoting mismatch opportunities among demand and supply's providers by using networking platforms at different level: regional, national and trans-national.
- Reducing gender gap by stimulating the adopting of the gender mainstreaming for all the sport's actors and stakeholders and pushing for the adoption of law fostering and protecting women employment in this sector (e.g. guarantying equal pay).
- Supporting cultural awareness activities for inclusive sport above all for what concerns people with disabilities, first of all making the sports' venues accessible for people with disabilities.

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