

Work, watch out for buffer solutions on layoffs. Cafiero's version

By Gianluca Zapponini | 22/03/2021 -

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The lawyer and labor lawyer at Formiche.net: a reorganization of the social safety nets is fine to defuse the mine of layoffs starting in June. But to get the job market back on its feet, it is necessary to facilitate the meeting between supply and demand. For this it is now a state LinkedIn

A rearrangement of the social safety nets is the anesthetic to the trauma of layoffs, starting from 30 June (only for those who have not finished in the Cig), it may not be enough to restore a labor market drugged by twelve months of redundancy block. Not in the long term at least. So, says to Formiche.net, **Ciro Cafiero**, a labor lawyer, already an expert in labor policies at the Ministry of Labor, the reform of the shock absorbers is fine, but then something more must be done to return to the balance between supply and demand of work.

“The reform of the social safety nets is a winning measure but only in the provisional one and is not adequate in a long-term logic”, Cafiero immediately makes clear. “Certainly, it can block or at least cushion the impact of an

employment and social shock, but the country must also be able to look ahead. And in the future, the meeting between supply and demand will have to be taken into account. This is the real problem, net of operations, such as rearrangement of the shock absorbers, which are an excellent cushion but do not solve the problem. Today there are 100,000 job vacancies in Italy and this is because so many companies cannot find the skills they are looking for. And therefore, there is no balance, both the public and the private sector do not know where to fish for the resources they need. This is the effort that must be made, to give companies the opportunity to hire the figures they need " .

Cafiero's diagnosis is clear. "The relocation allowance is fine, the incentives for exodus and all the other tools are fine. But in the short term. Then we need to go further and work on skills and market balance, favoring the meeting between supply and demand. A state LinkedIn is needed, a system that crosses the demand and supply of work both in the public and in the private sector ". Cafiero also focuses on the dramatic escalation of poverty in Italy, a true undesirable effect of the pandemic. "Poverty is the result of undeclared work, the lack of collective bargaining throughout the national territory and the provision of work through cooperatives, often with pirate contracts. We must stop with the rhetoric of equal wages for all, because Italy is made up of many contexts and we need a wage that is linked to the real cost of living in the place where one lives " .

A final issue concerns growth, as a natural evolution of the emergency phase. The refreshments are now at the last mile, we need to make GDP to get back to creating jobs. "It no longer makes sense to think of the small and beautiful, we need to embark on the epochal challenge of the green, of the ecological transition. Sustainability nowadays offers endless job opportunities, a land without borders for workers and entrepreneurs. We must focus on the new, for example also focus on Industry 4.0. The watchword must be exploration, of new markets and new frontiers. And the green is one of them. Only in this way will we return to growth".