

Aktuelle Altersstruktur und deren Entwicklung bis ins Jahr 2050

**Direkte und indirekte
Auswirkungen auf dem
Südtiroler Arbeitsmarkt**

L'attuale piramide delle età e il suo evolversi da qui al 2050

**Conseguenze
dirette e indirette
sul mercato del lavoro**

Antonio Gulino

These

Die Beziehung
Bevölkerung – Arbeitsmarkt
wird wohl oder übel durch die
Auswirkungen des
außergewöhnlichen
demografischen Wandels der
nächsten 40 Jahre belastet.

In diesem Beitrag analysieren
wir den demografischen
Wandel, um die Beiträge der
nachfolgenden Referenten
besser einordnen zu können
und um deren Wichtigkeit zu
unterstreichen

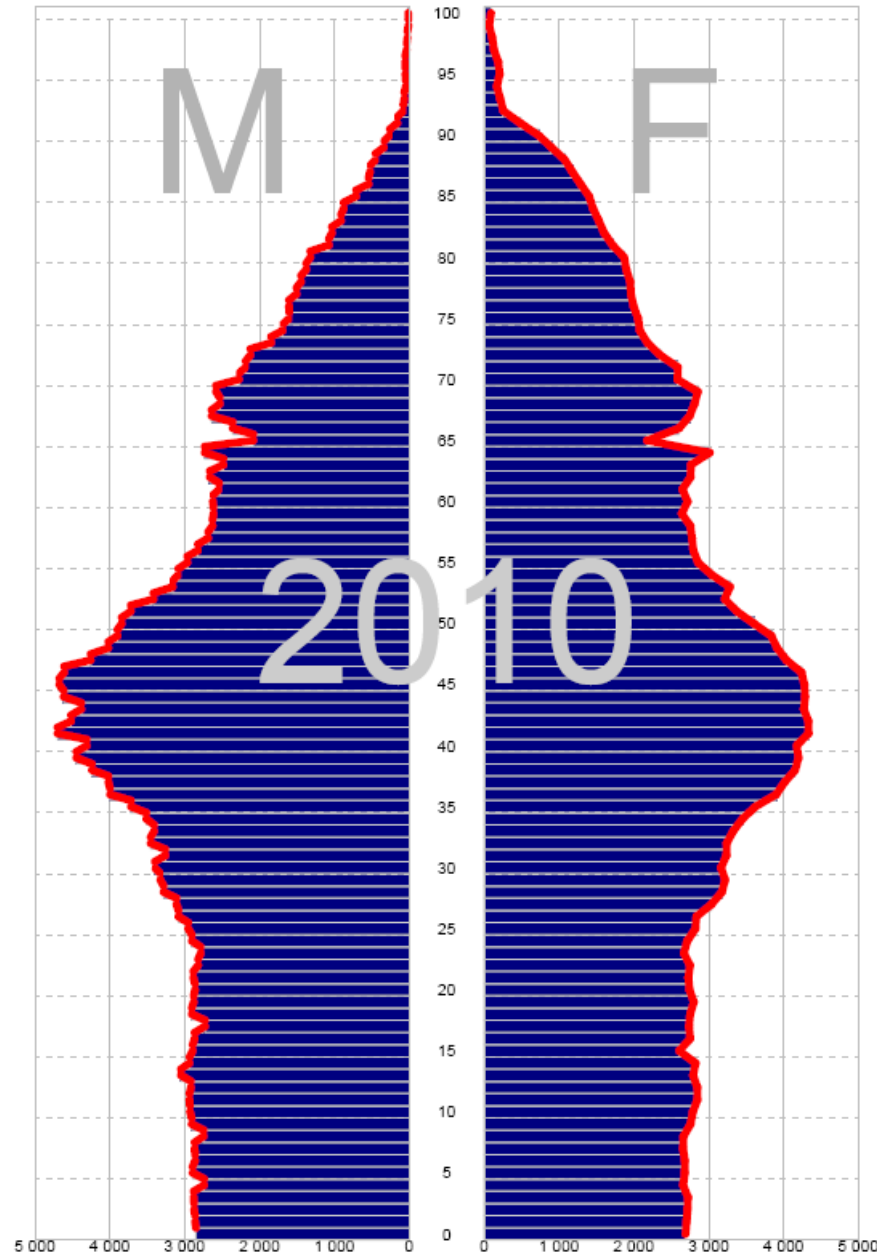
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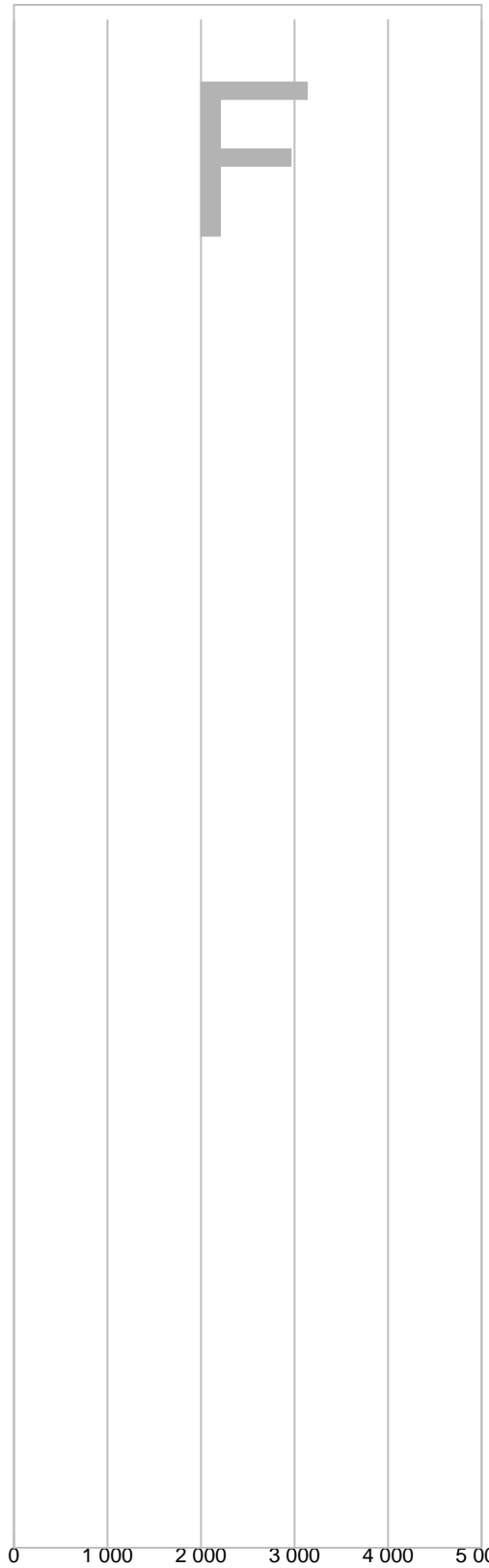
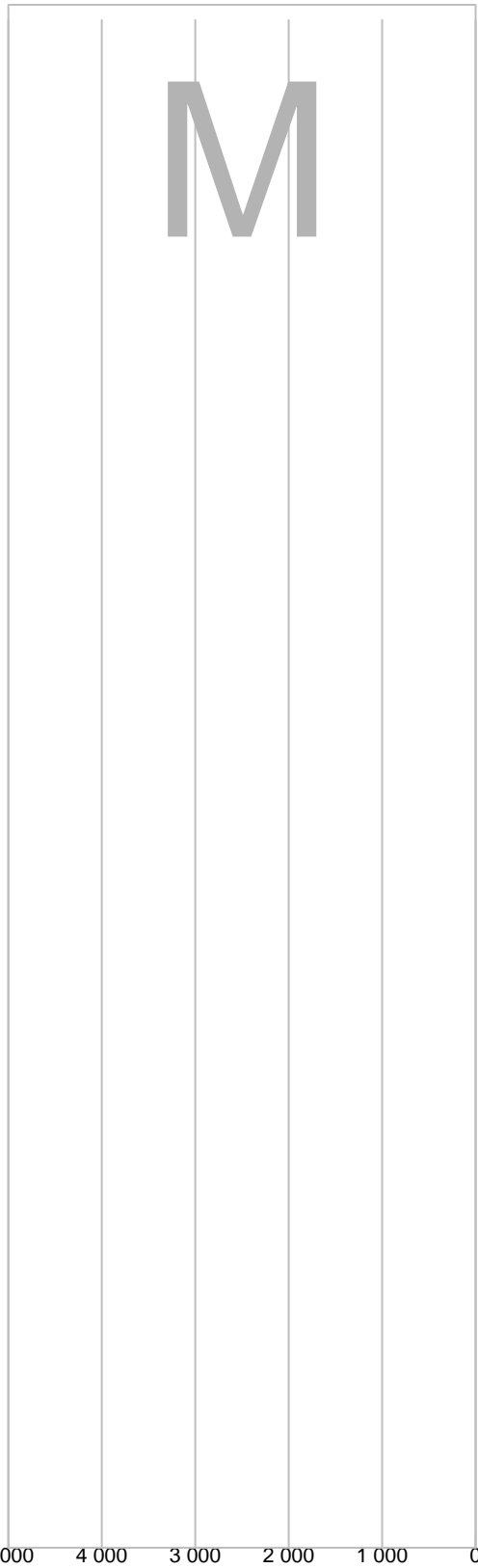
Il rapporto tra popolazione e
mercato del lavoro subirà
volente o nolente fin dai
prossimi anni le conseguenze
dell'imponente trasformazione
demografica che si prospetta
nei prossimi 40 anni

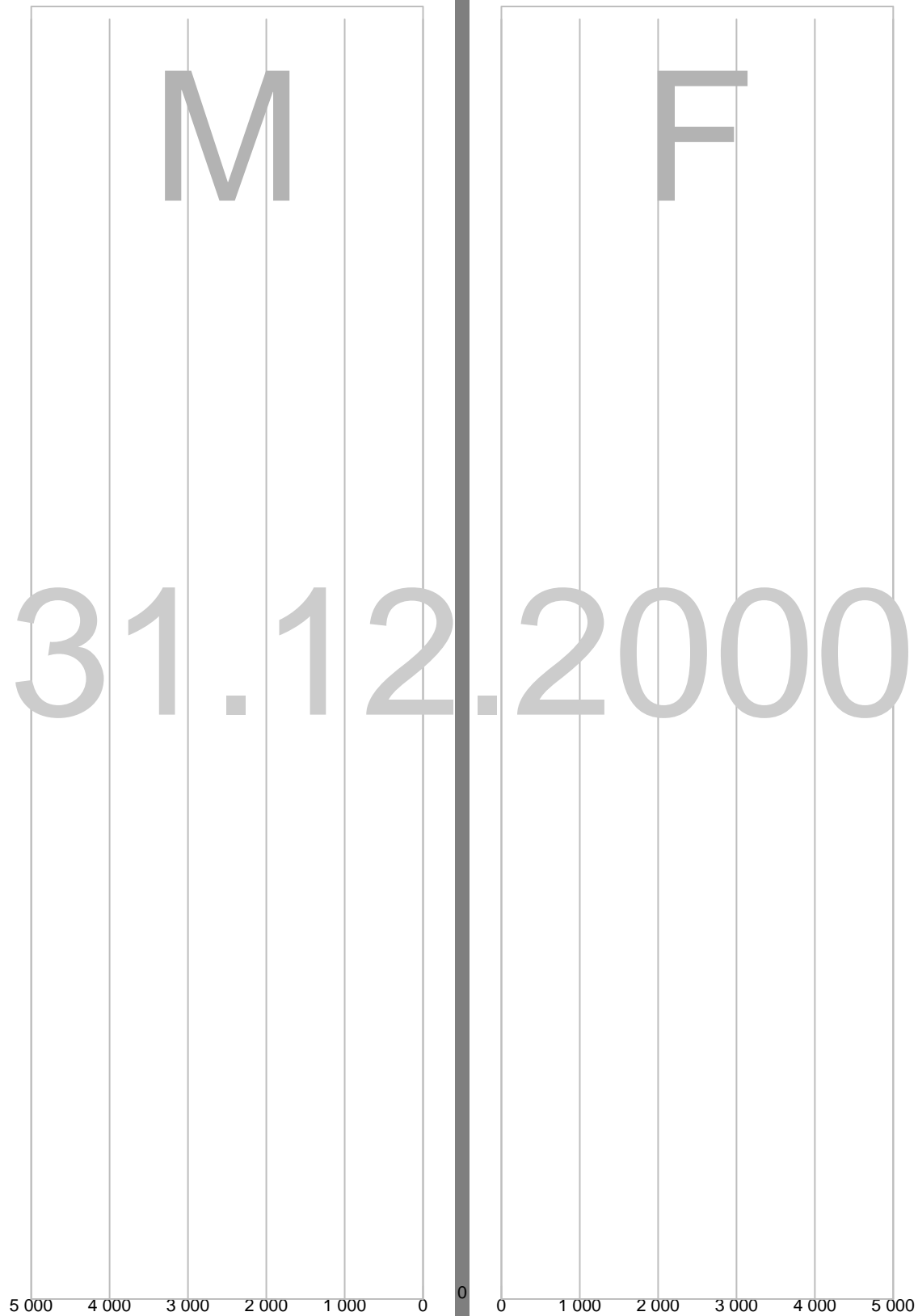
Analizzeremo la trasformazione
demografica per inquadrare
meglio gli interventi che
seguiranno e sottolinearne
l'importanza

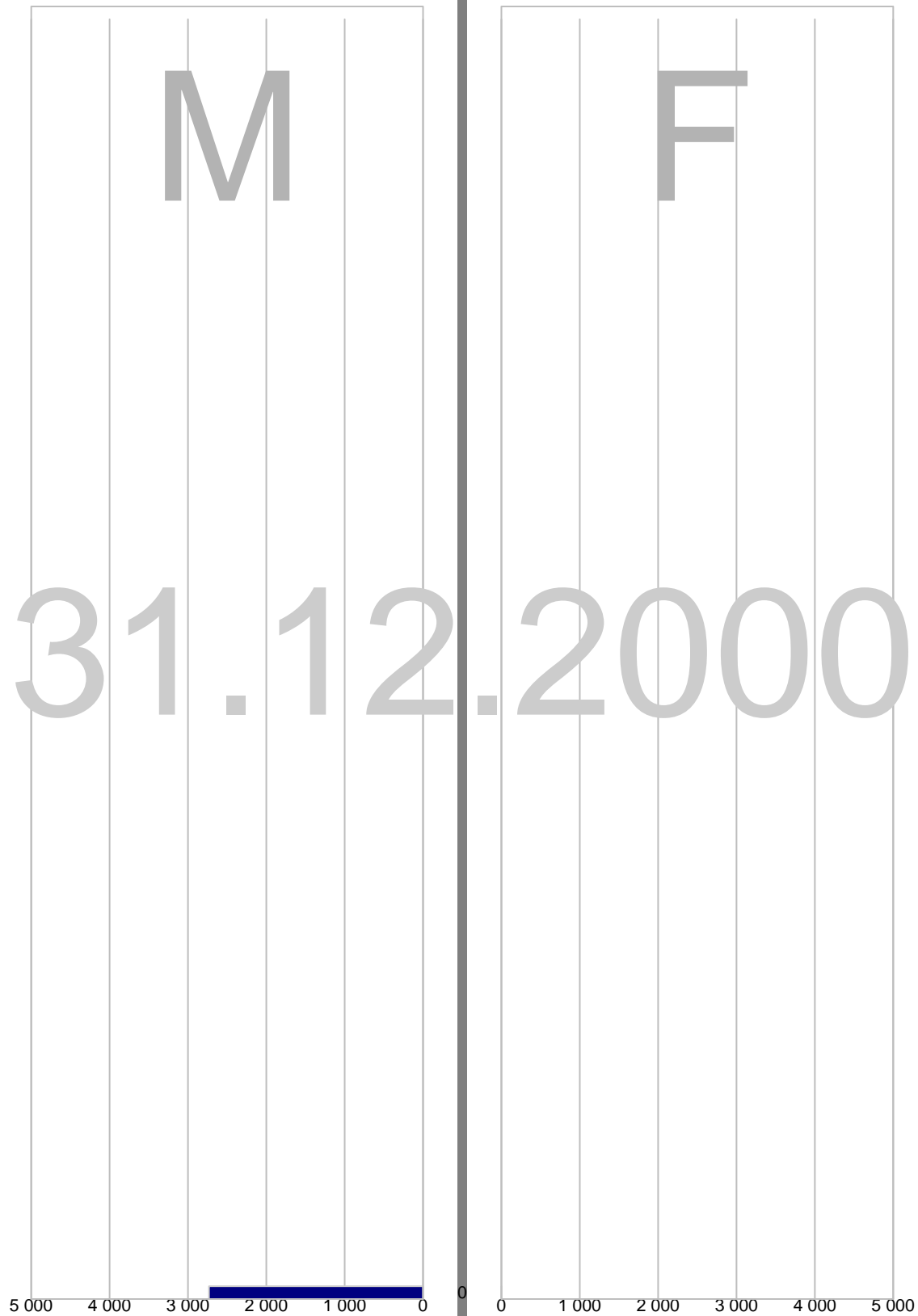
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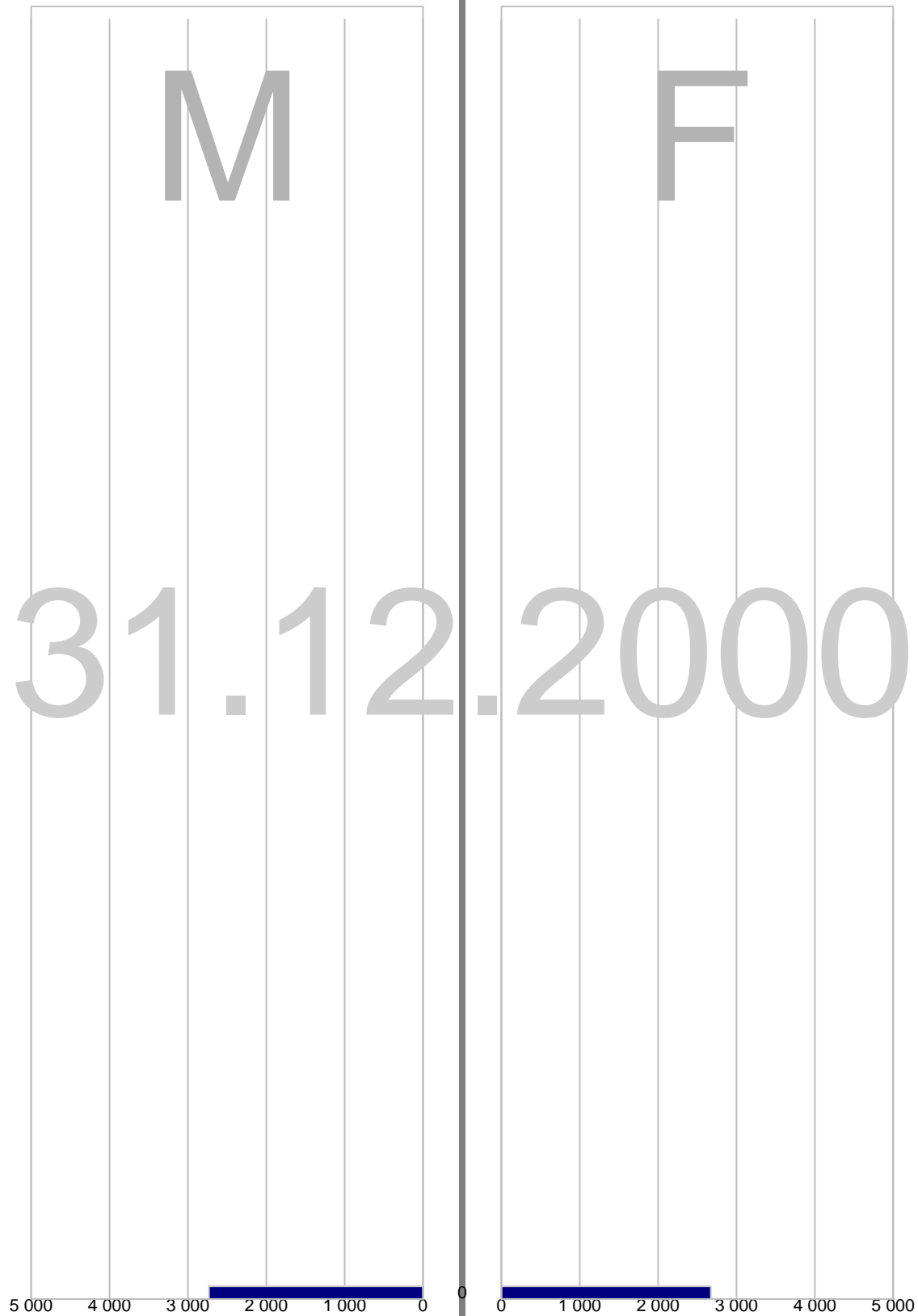
Piramide delle età

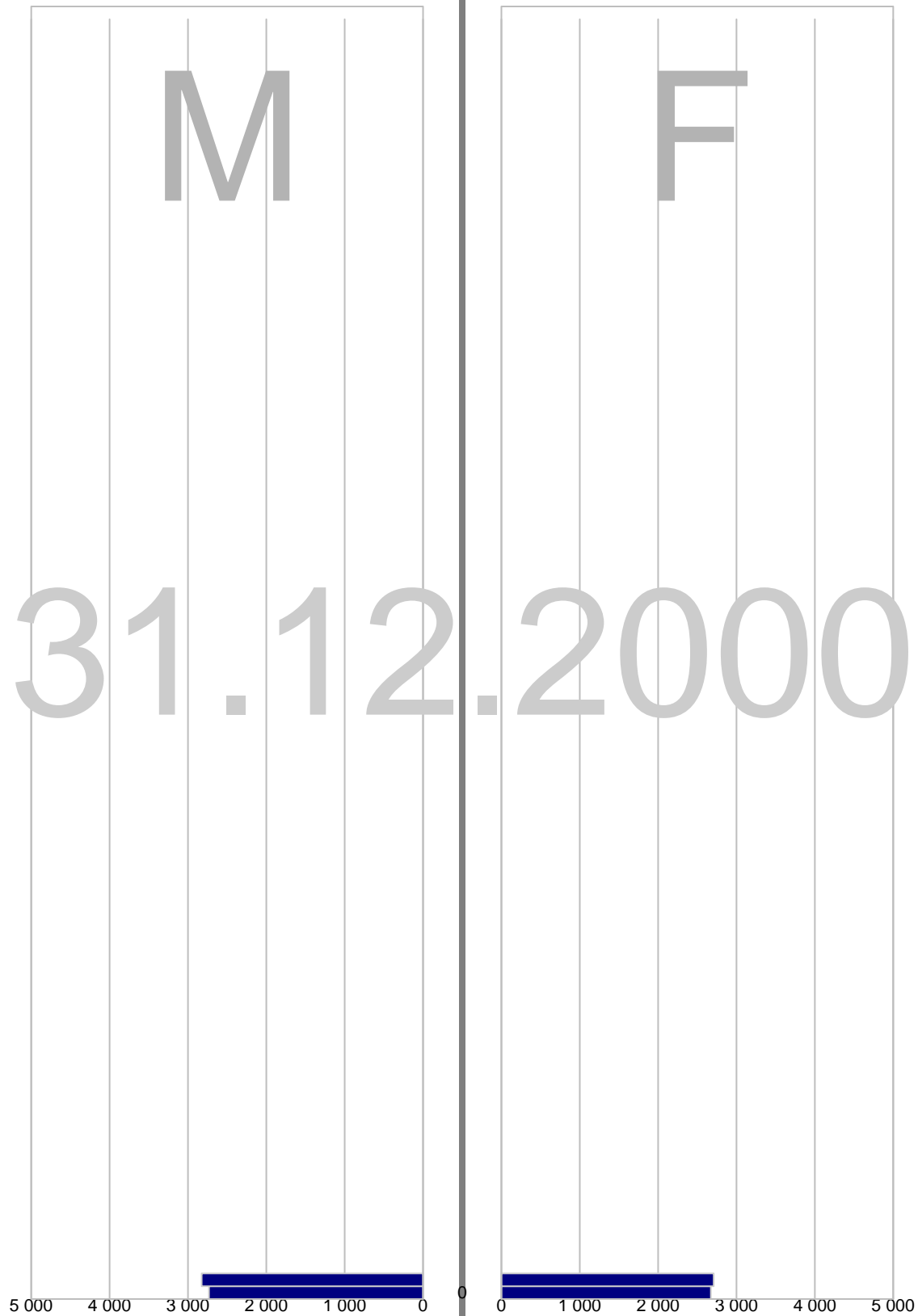


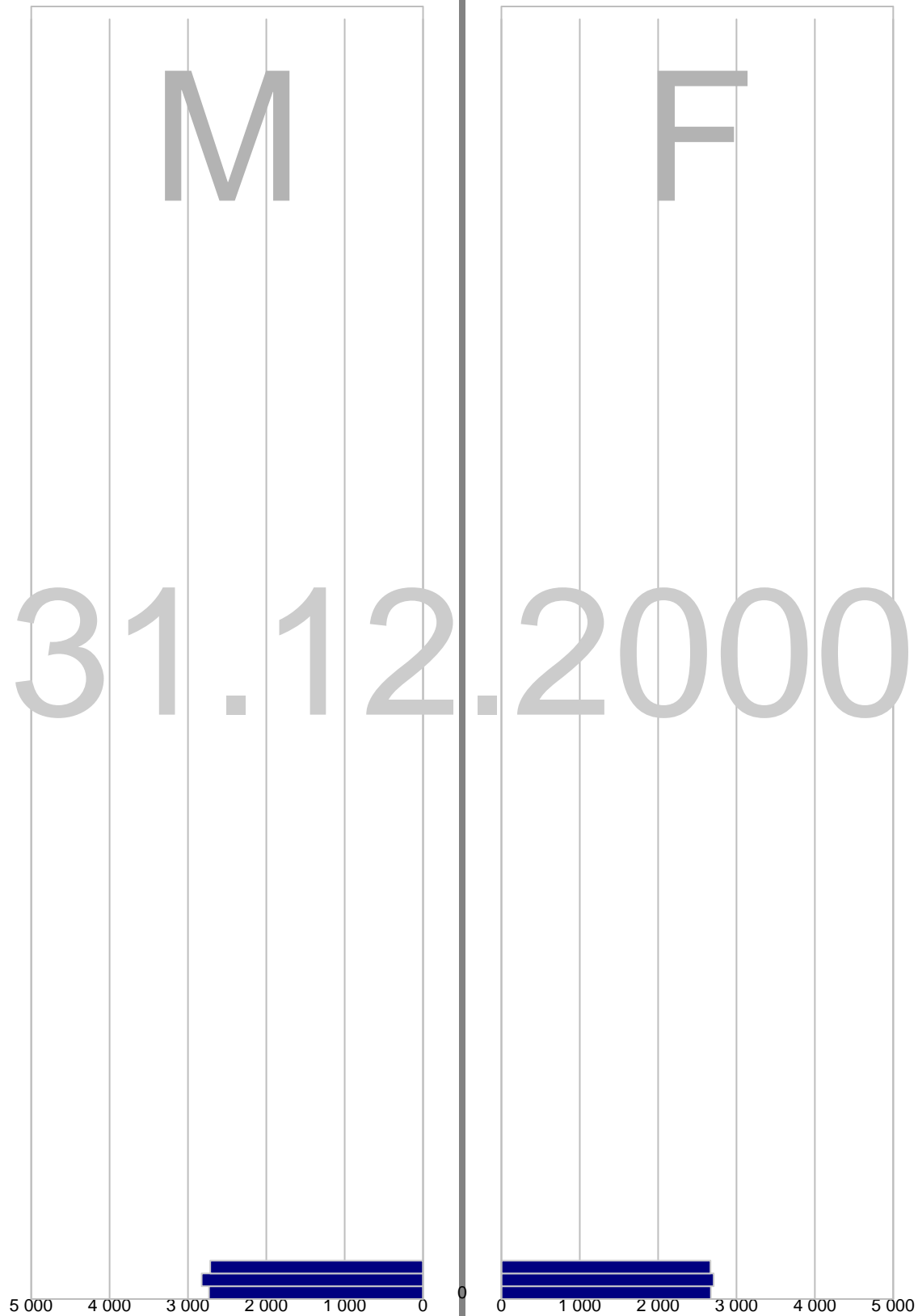


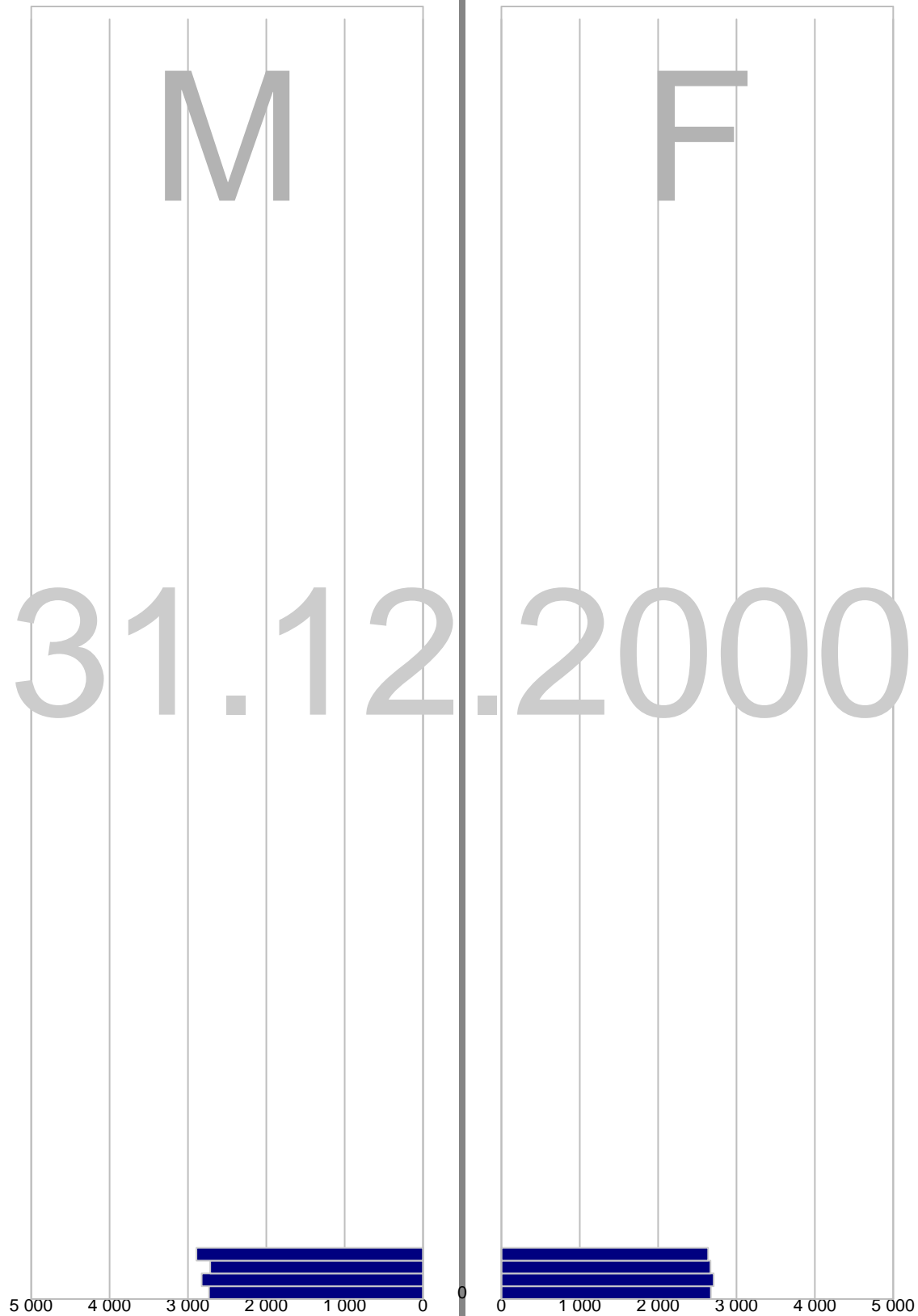




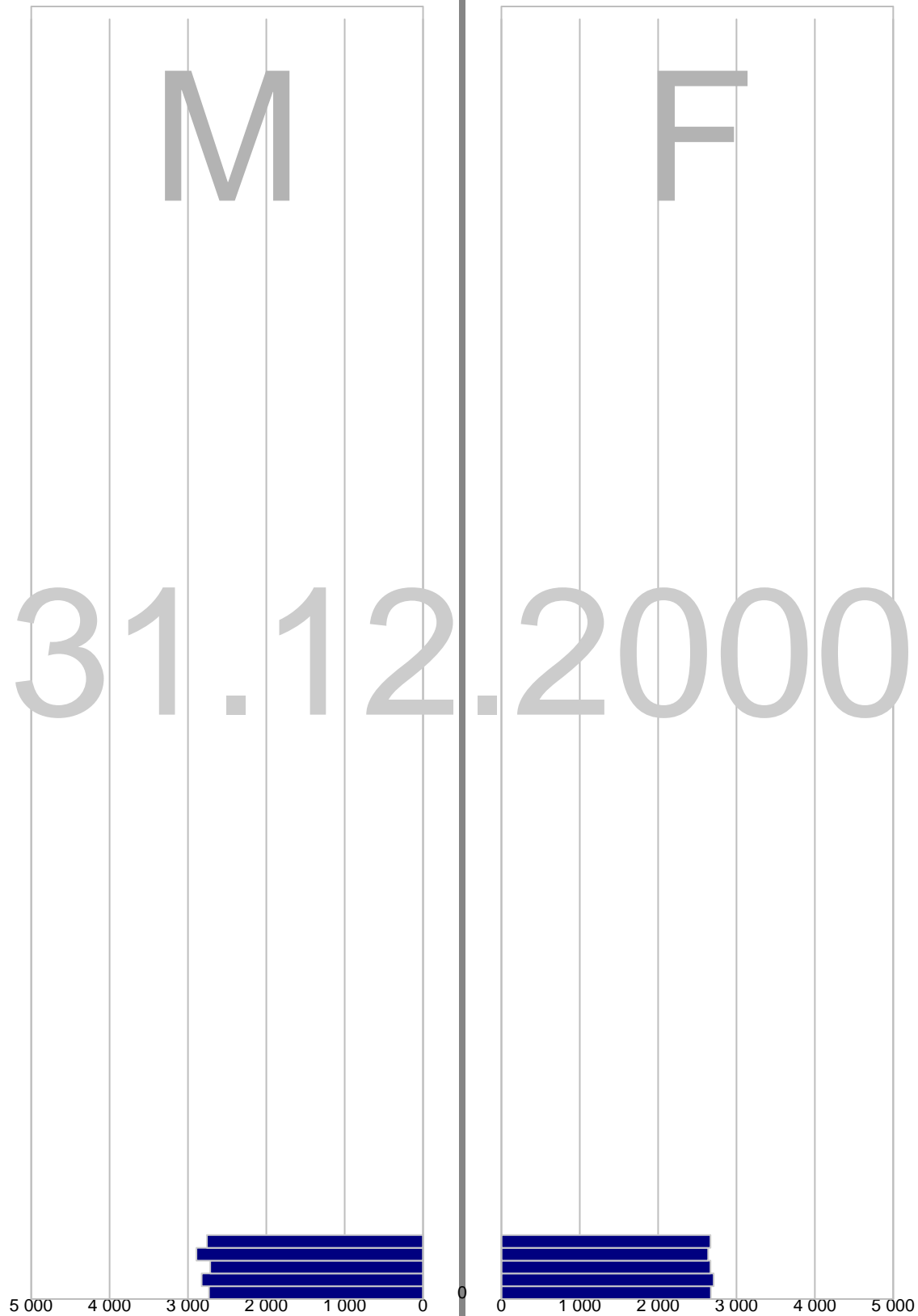


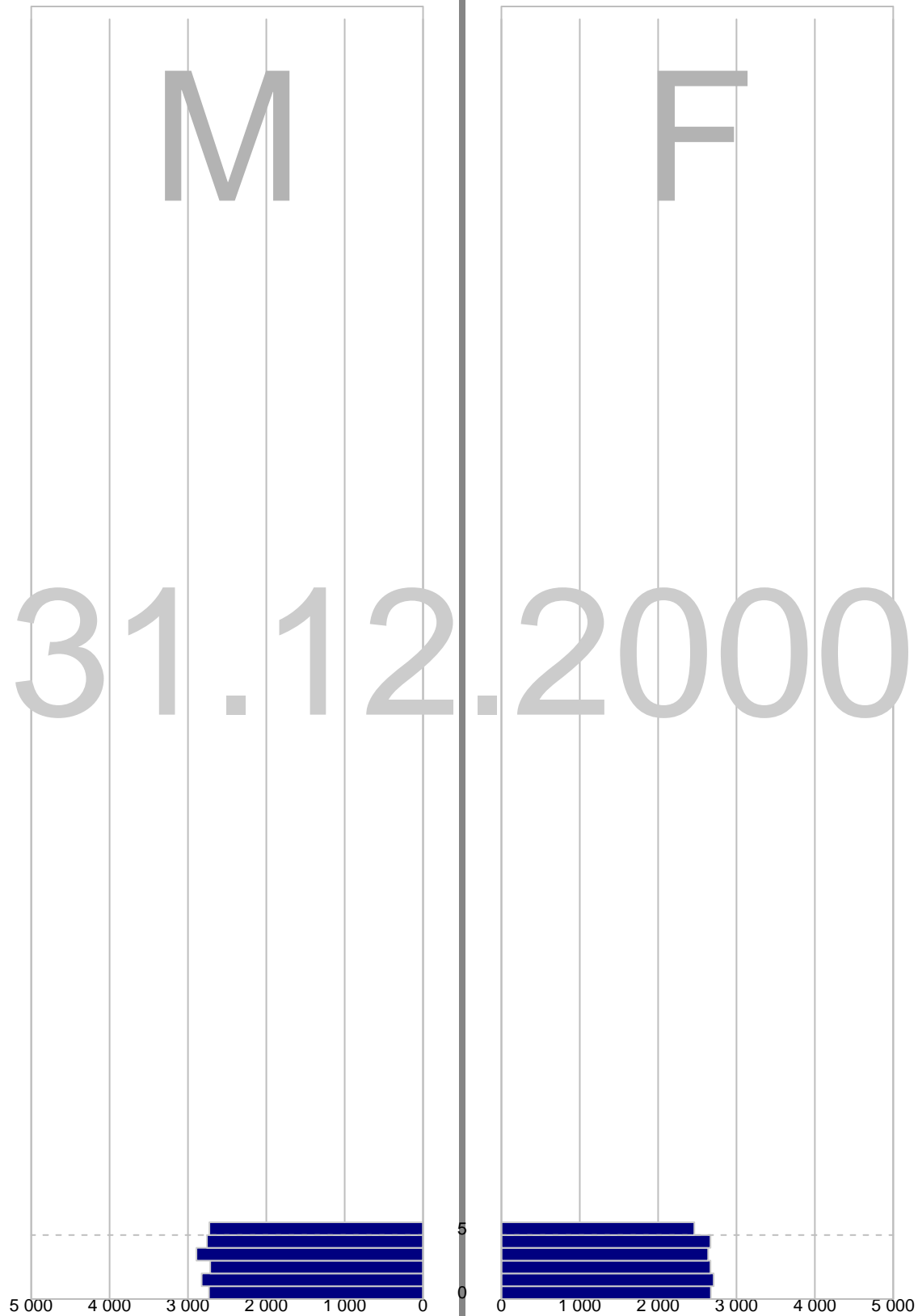


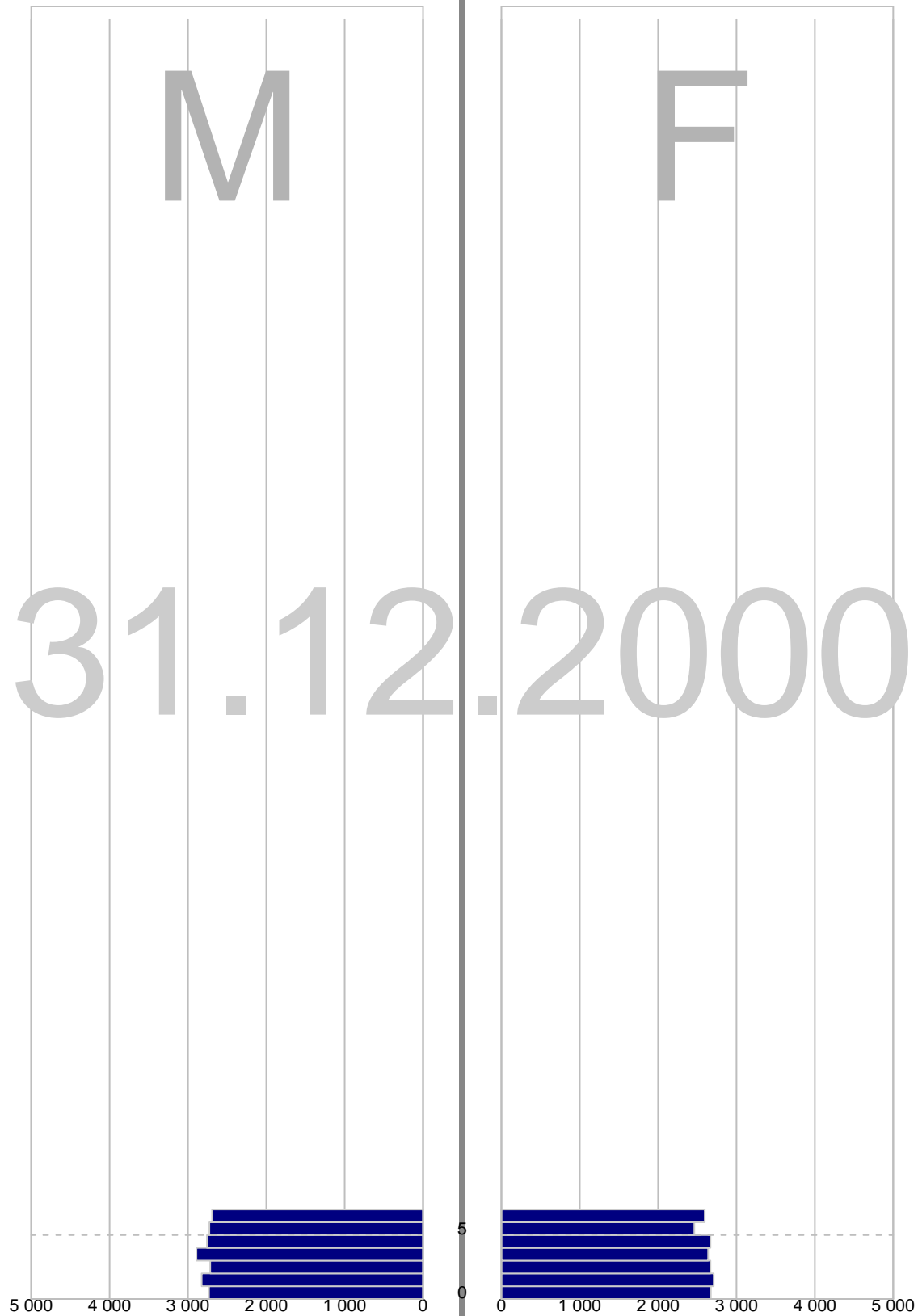


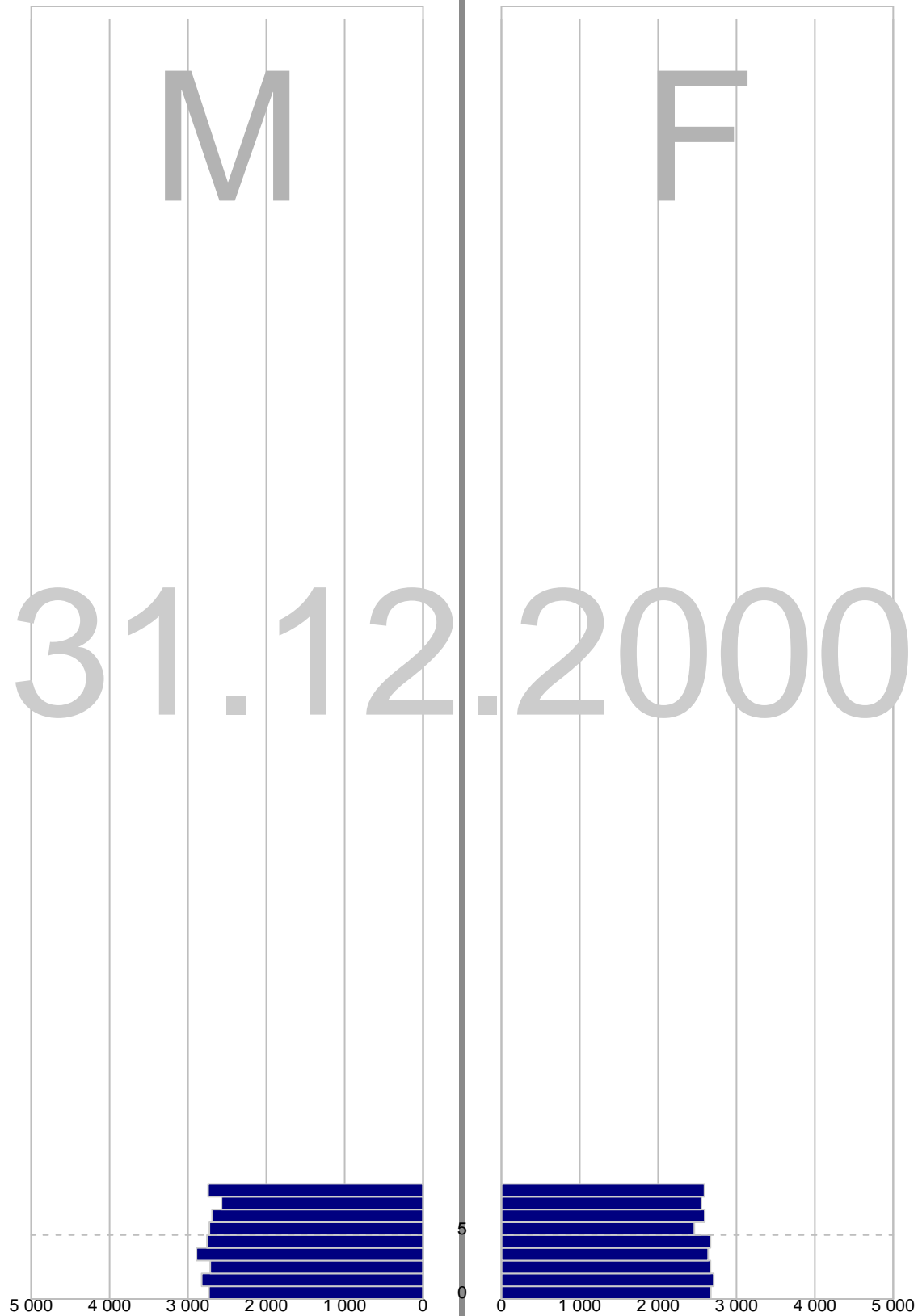


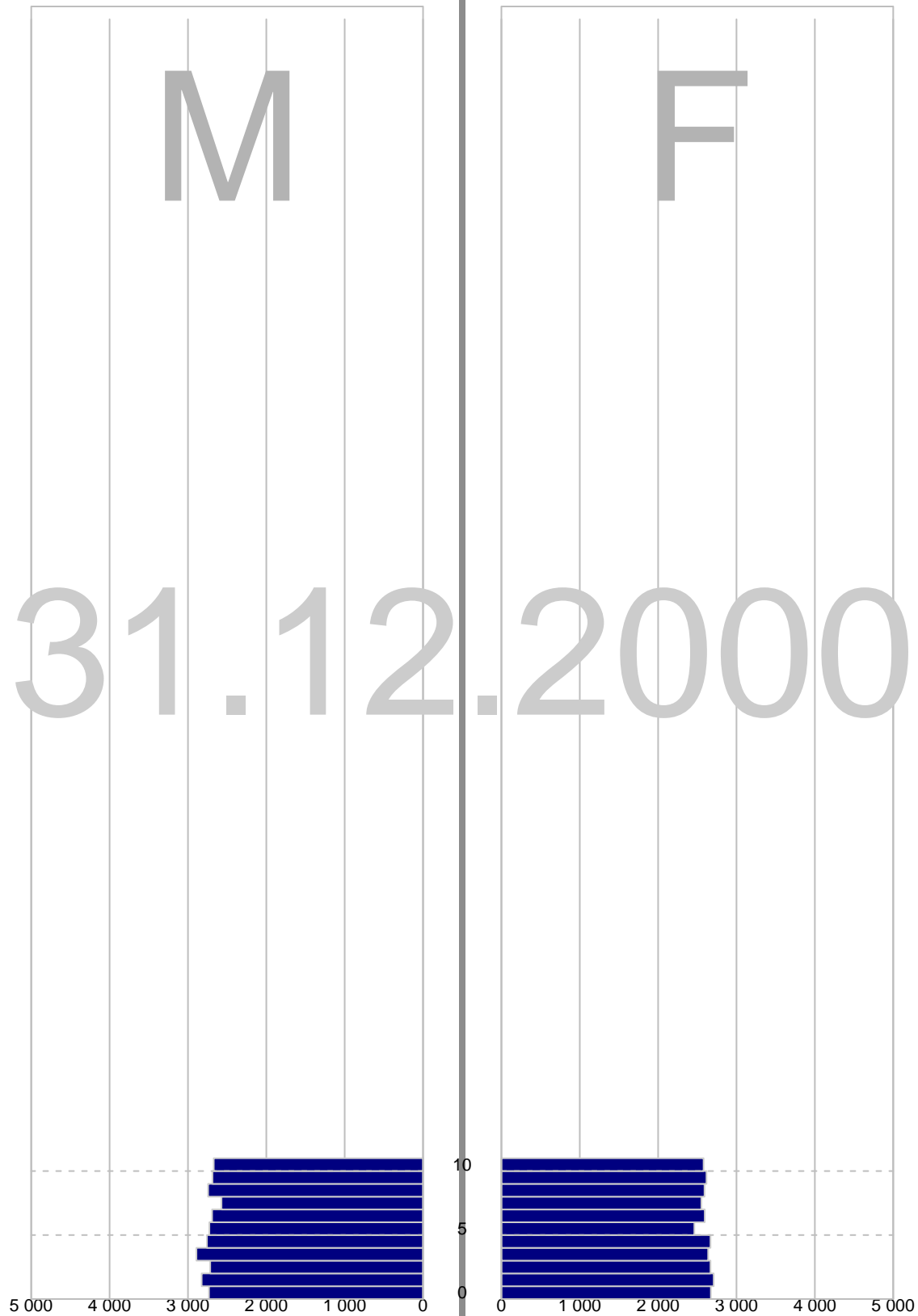
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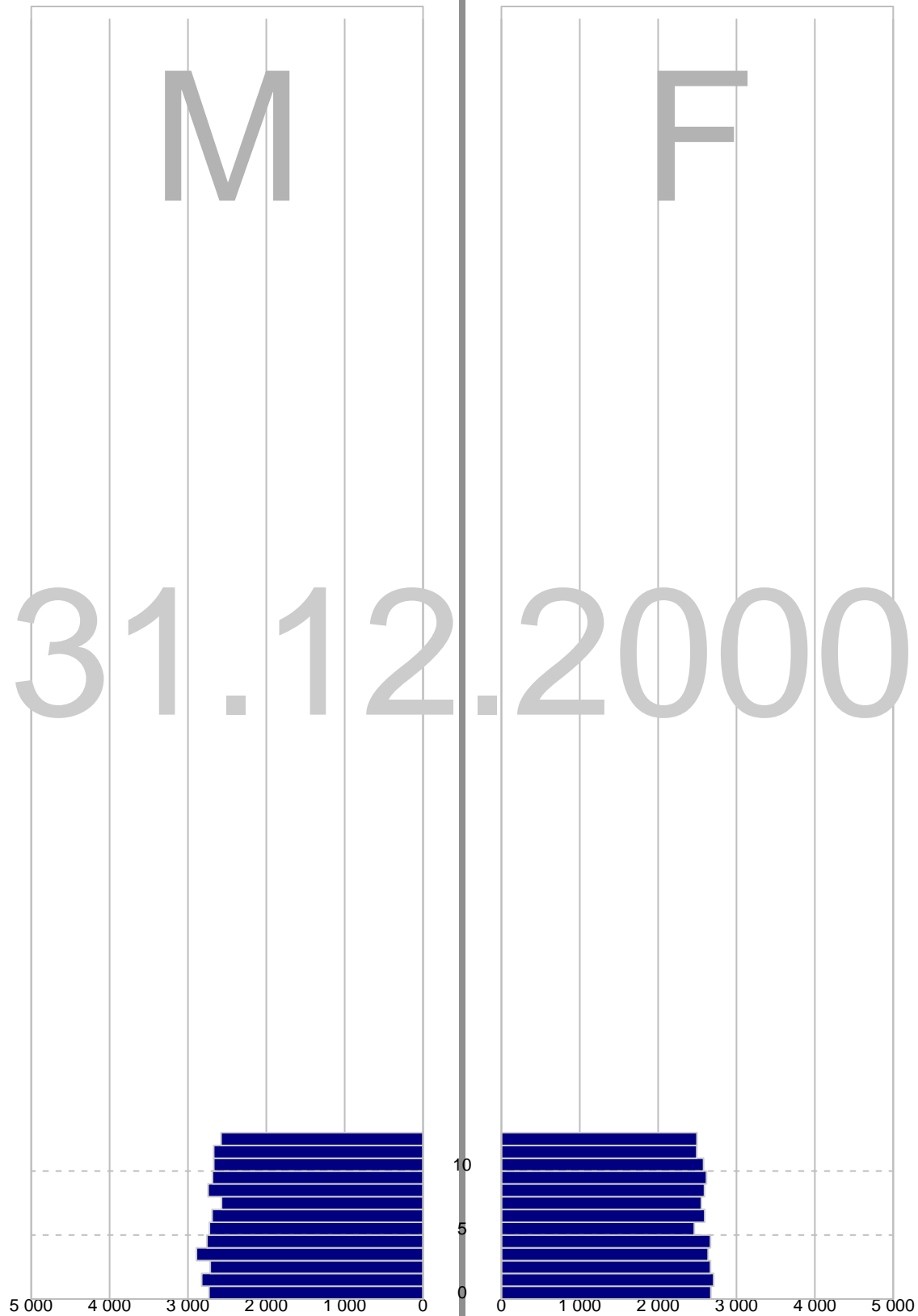


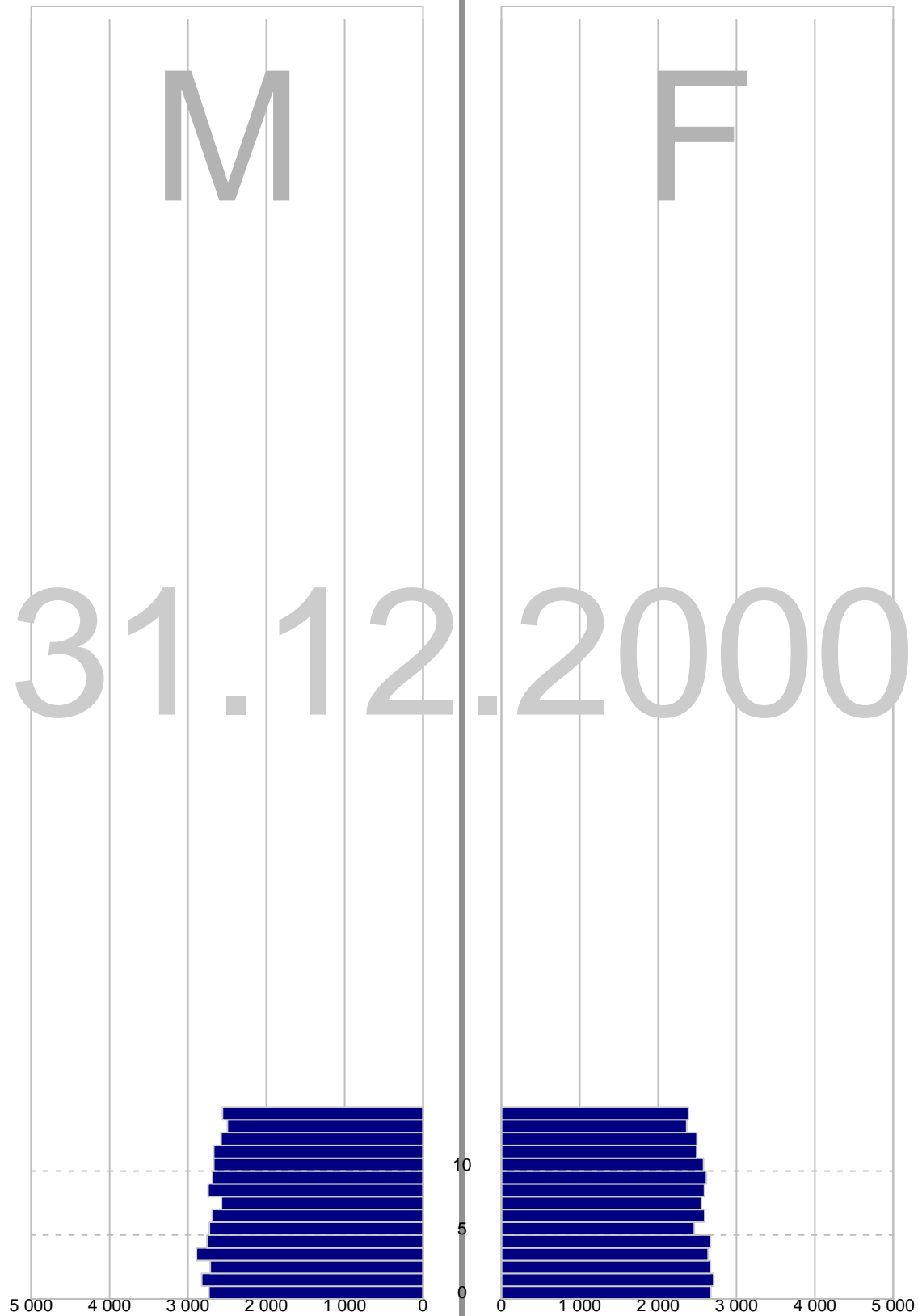


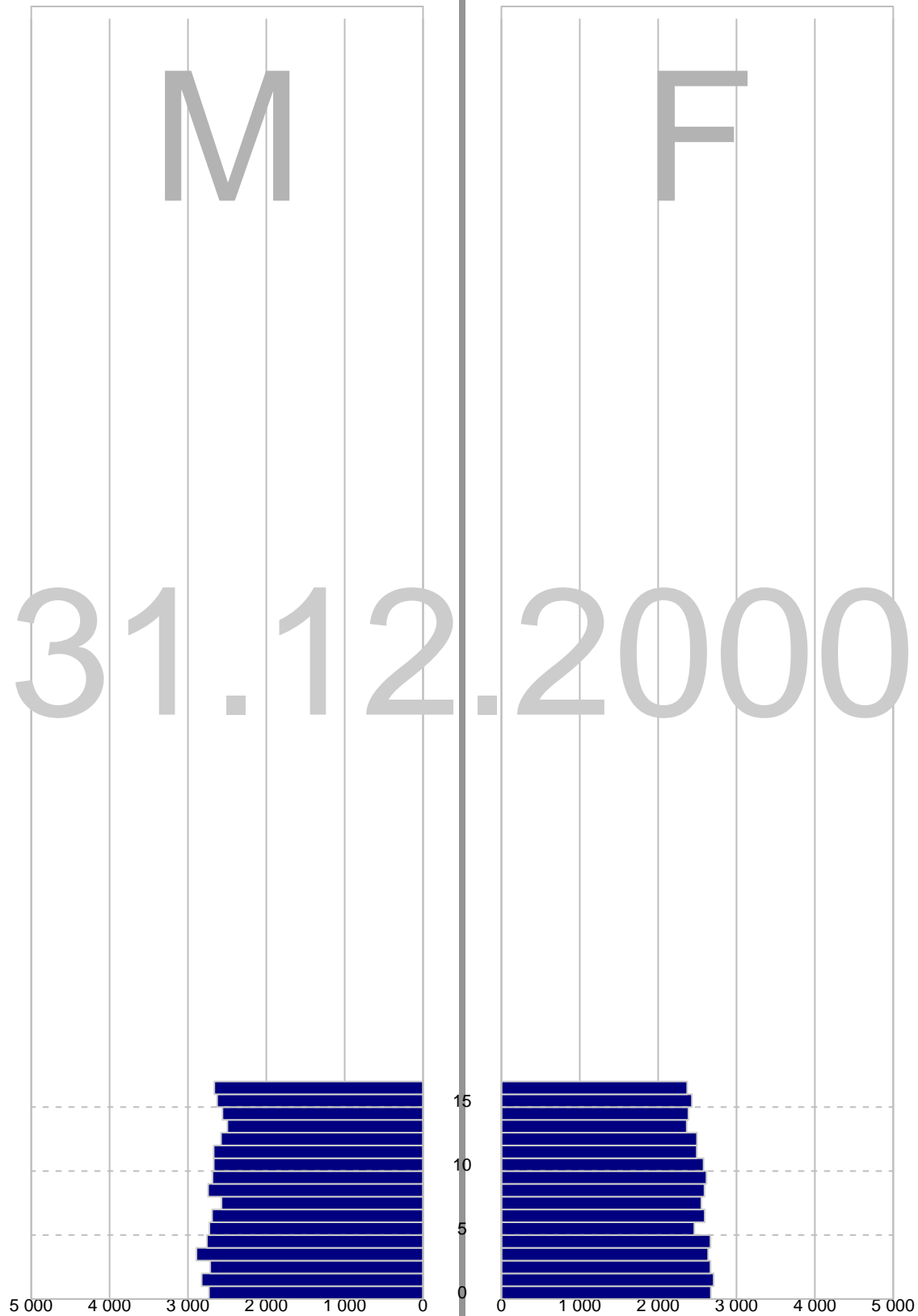


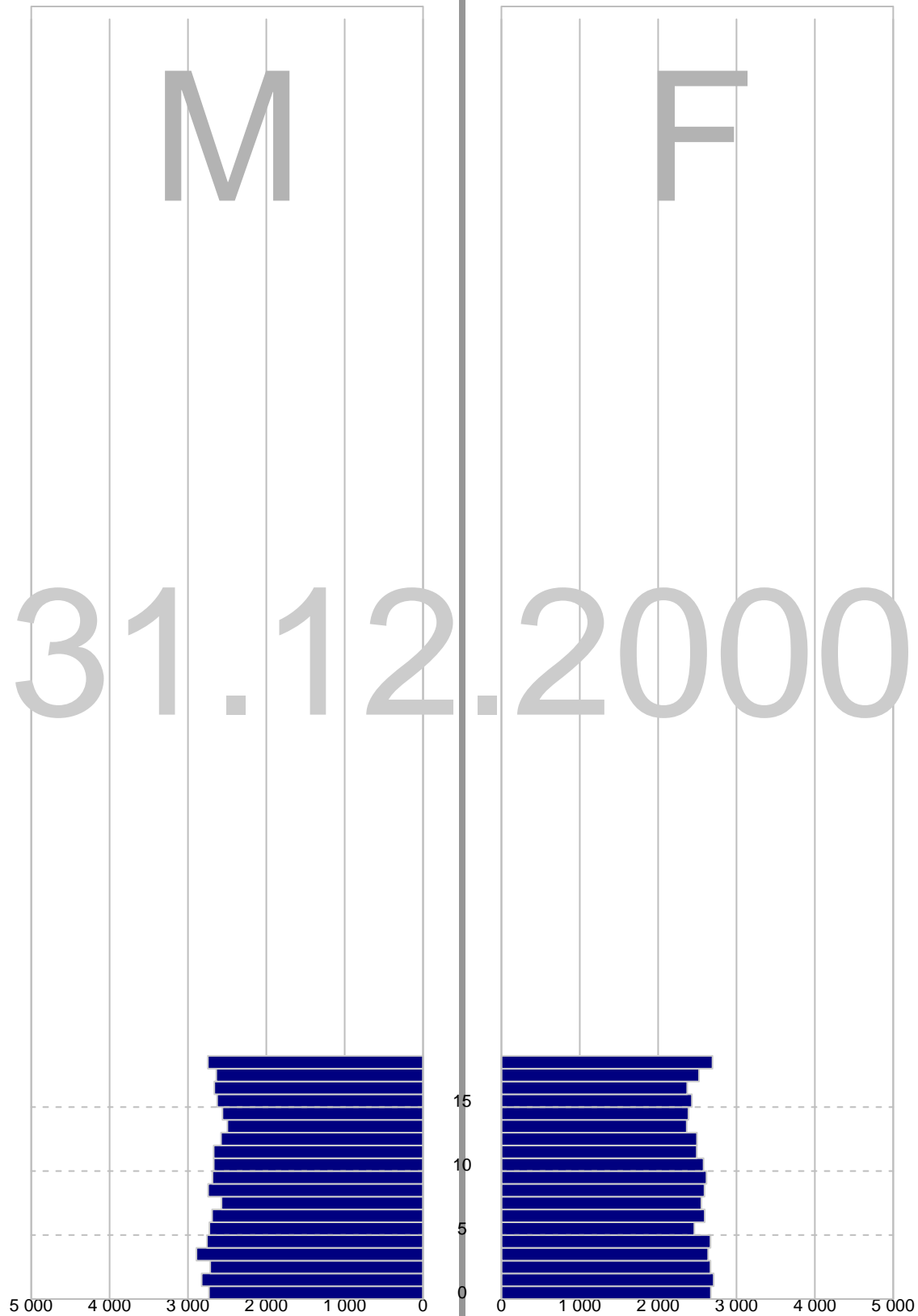


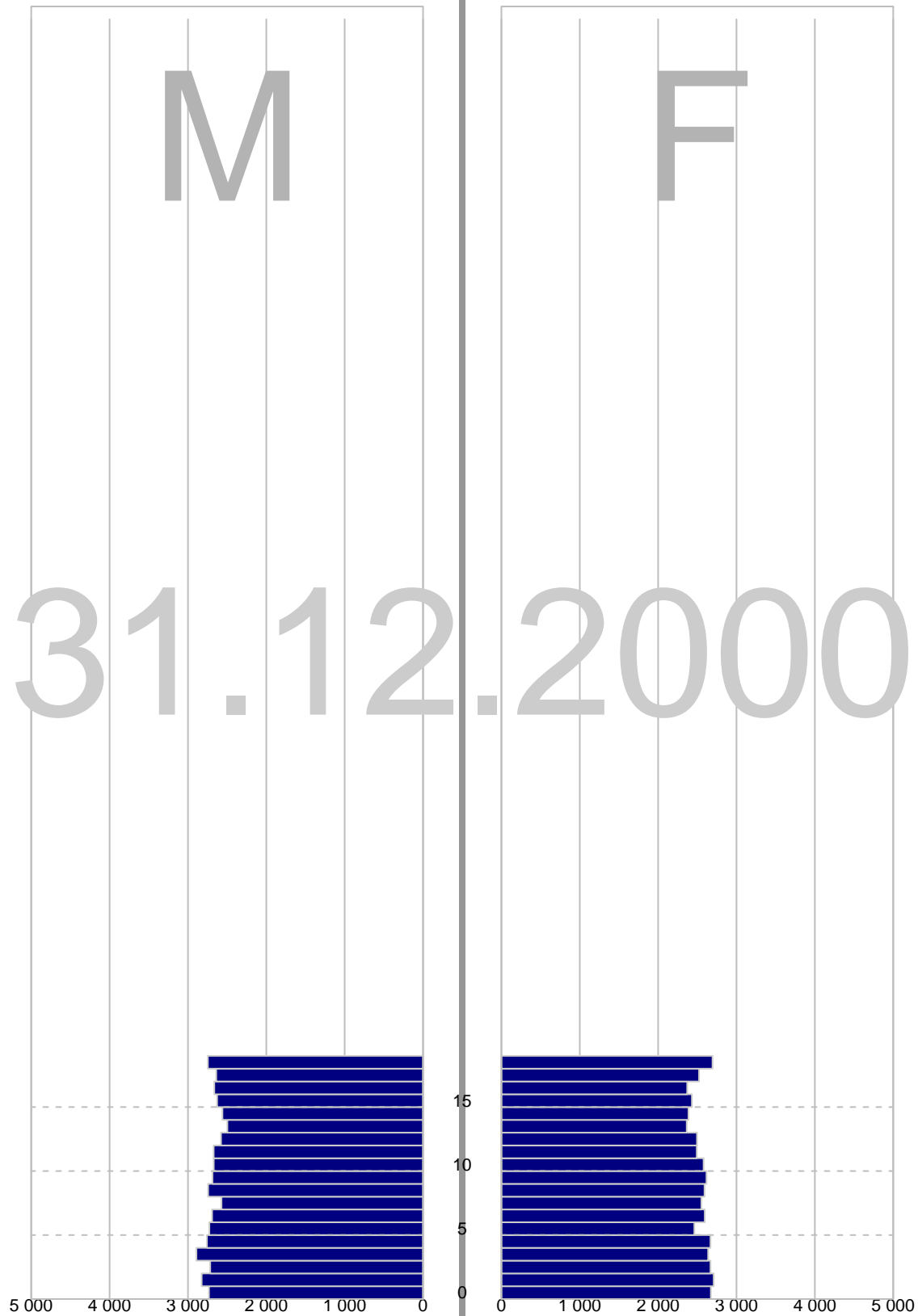


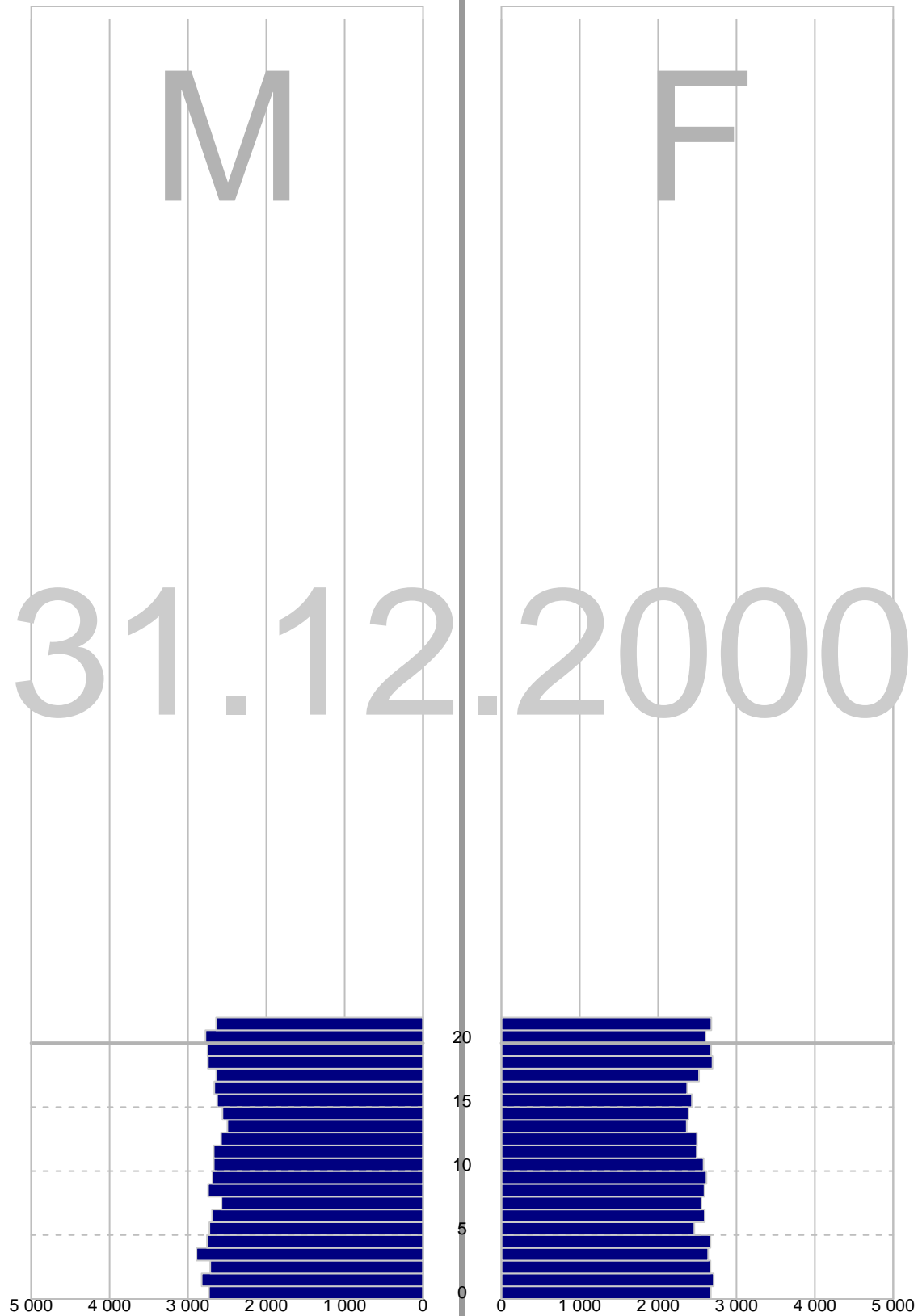




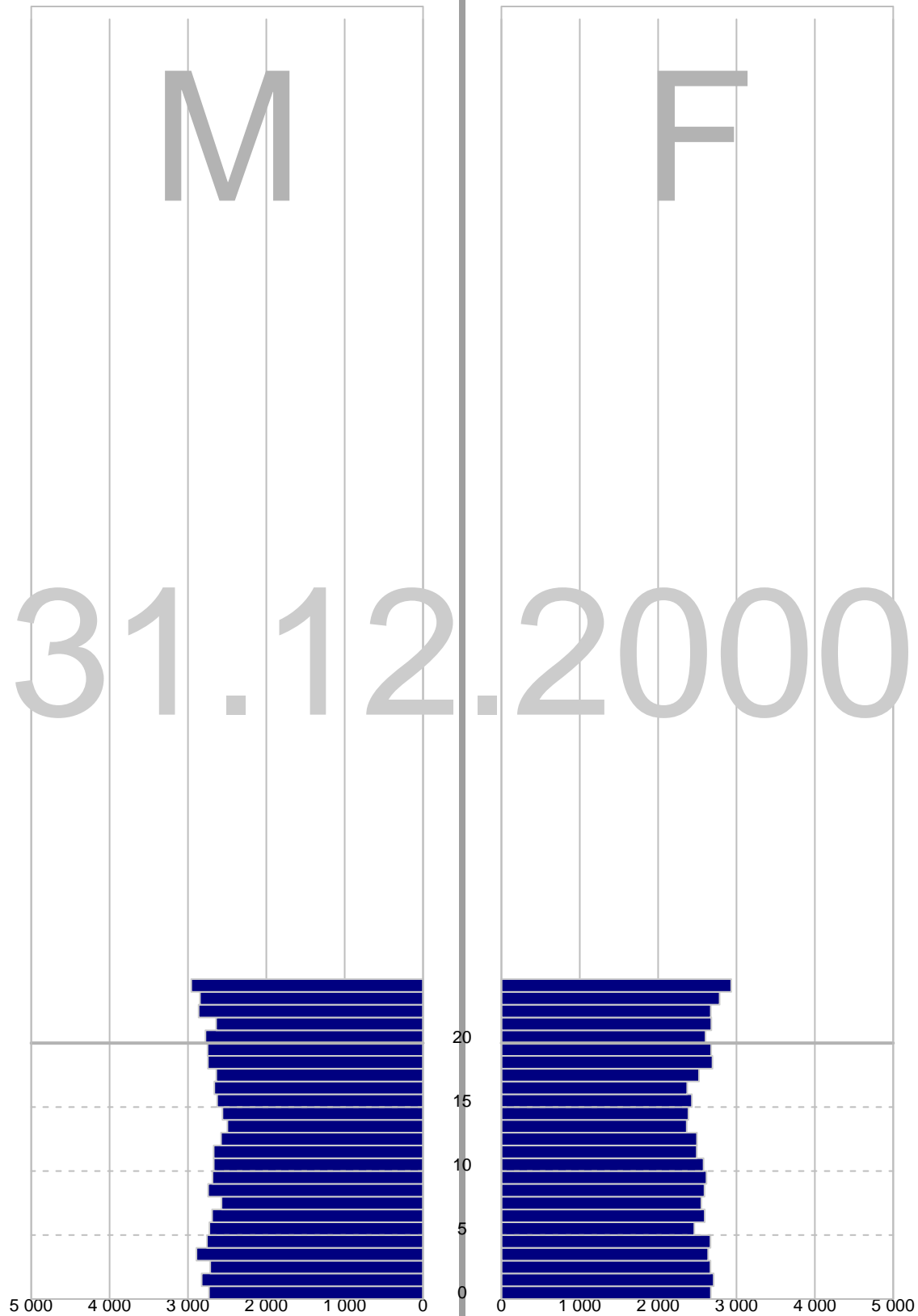


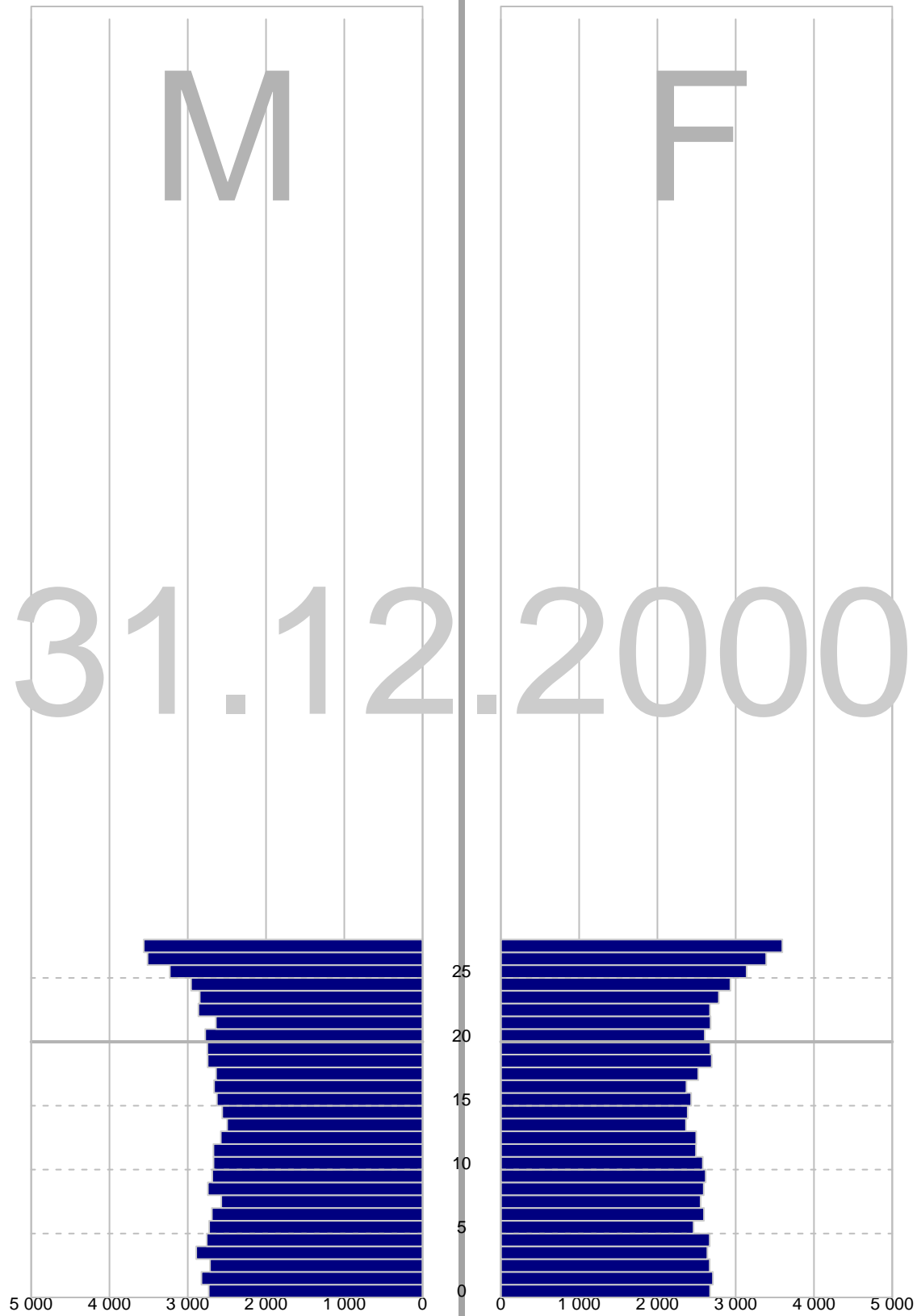




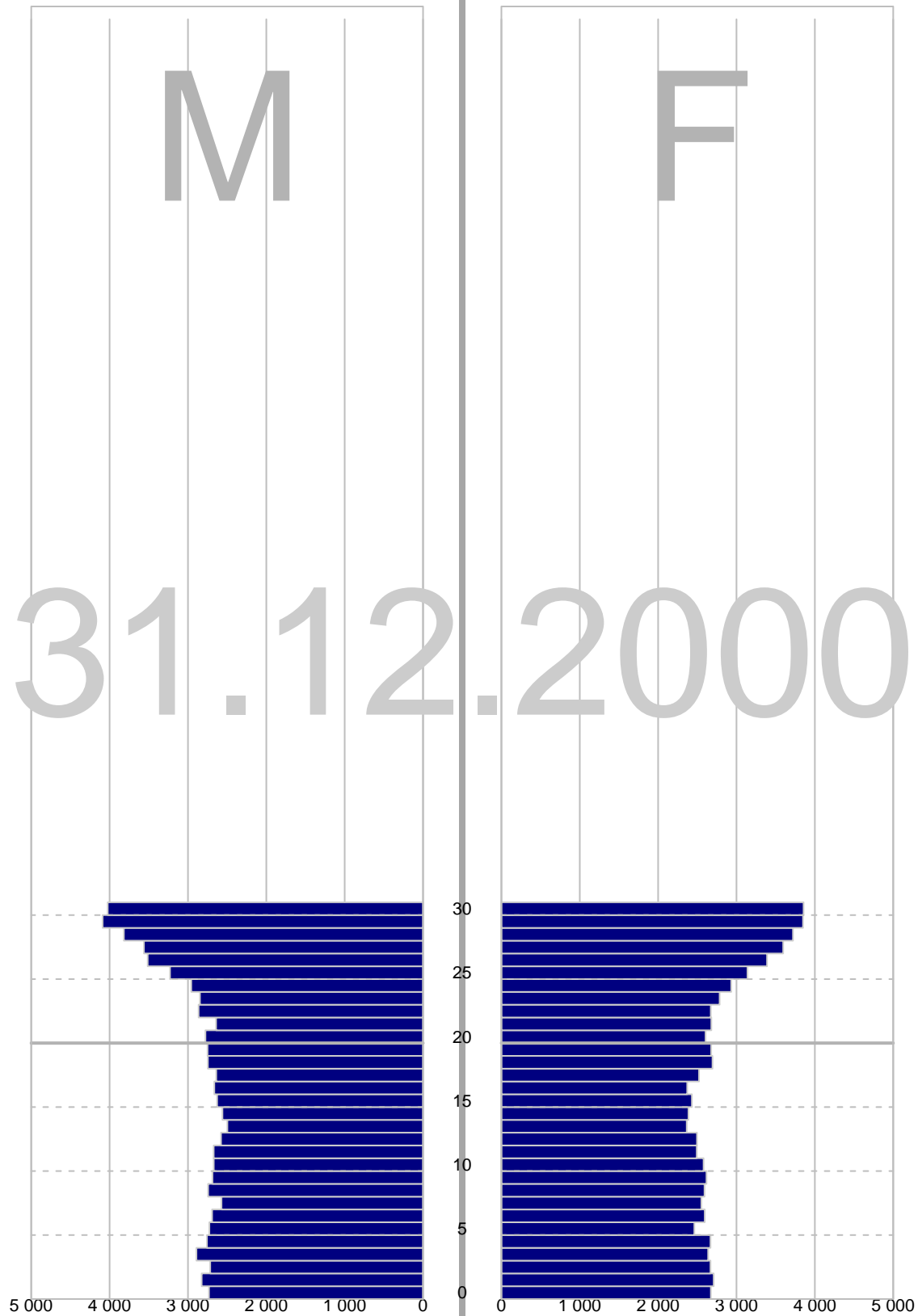


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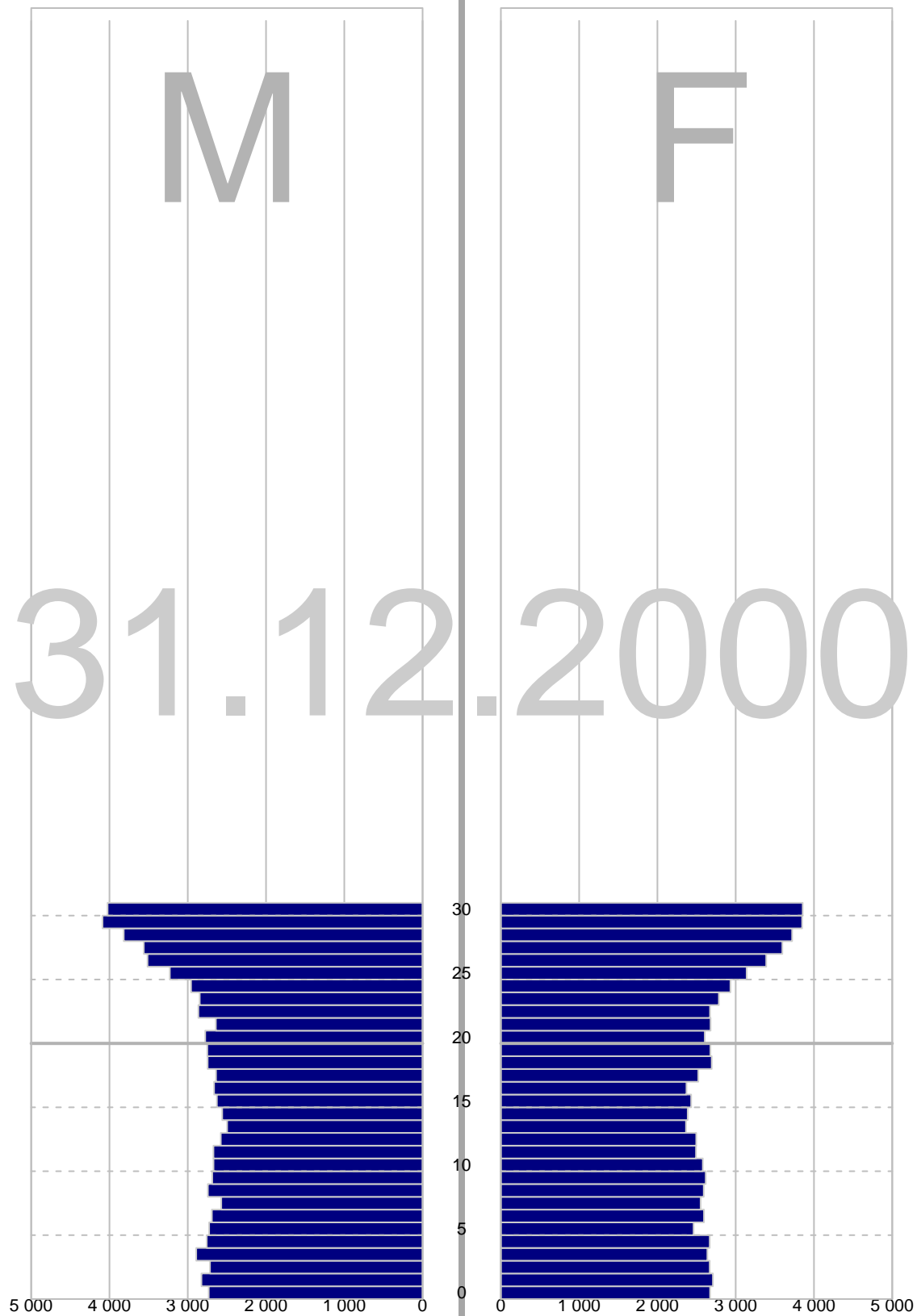




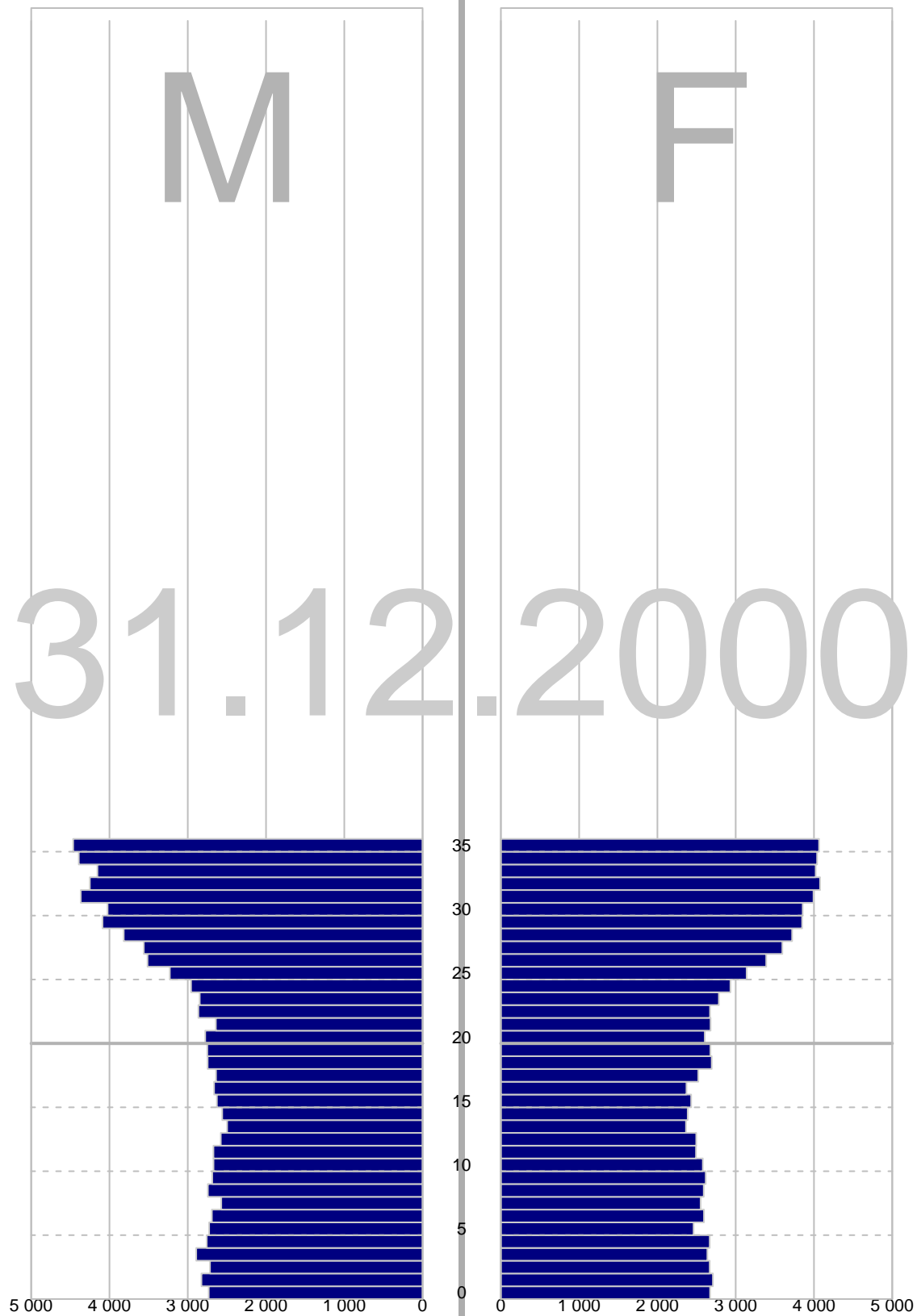
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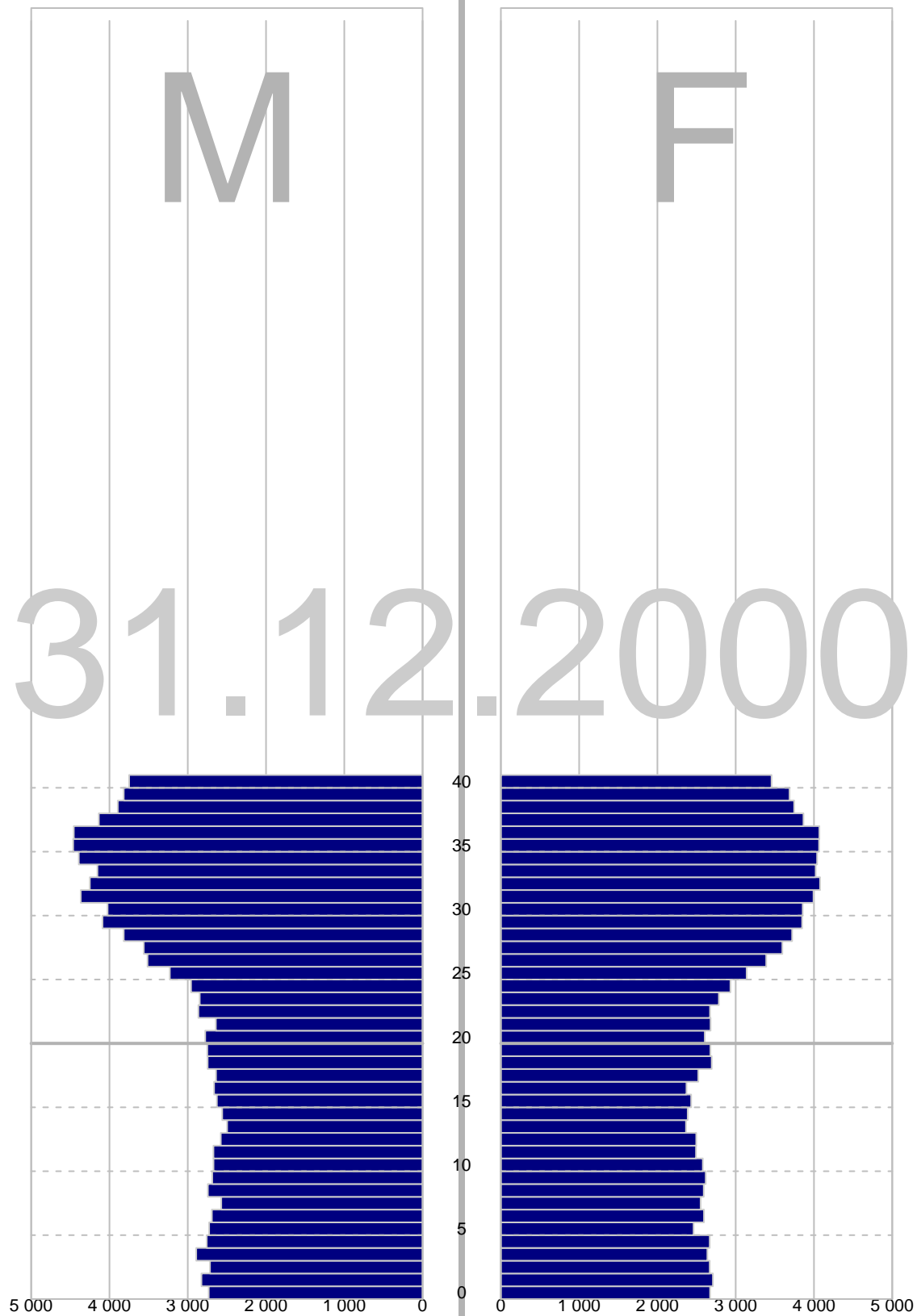
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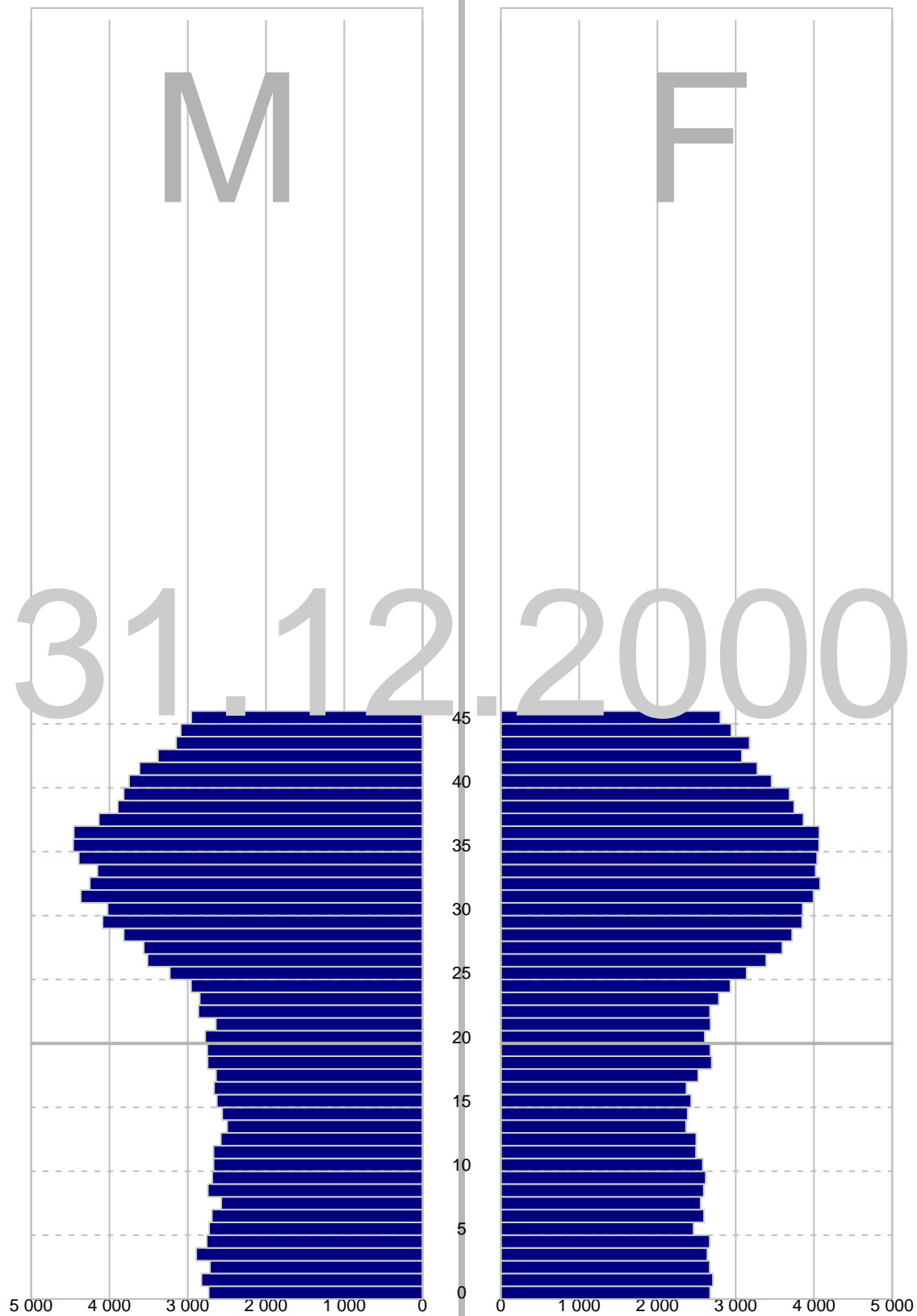


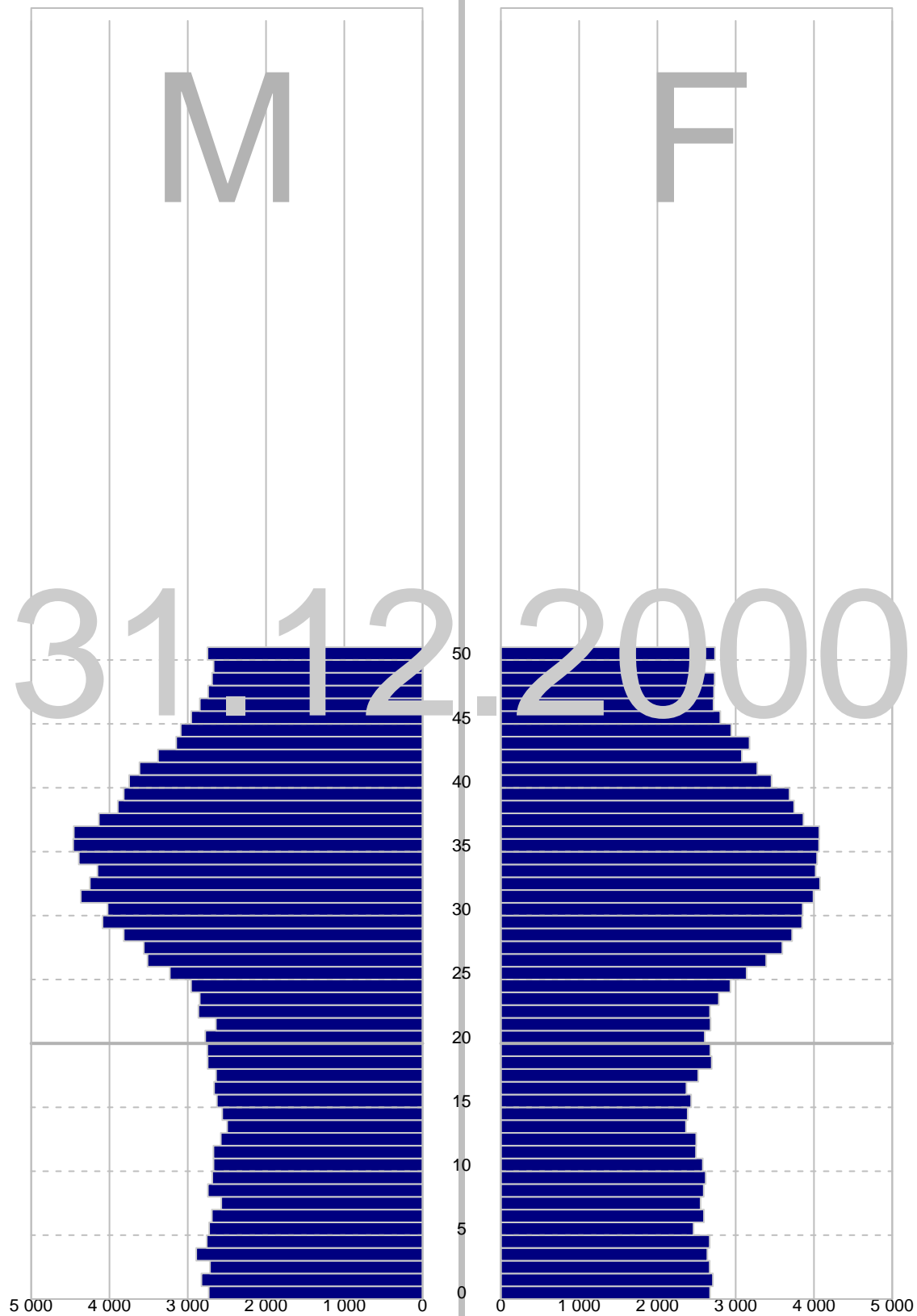
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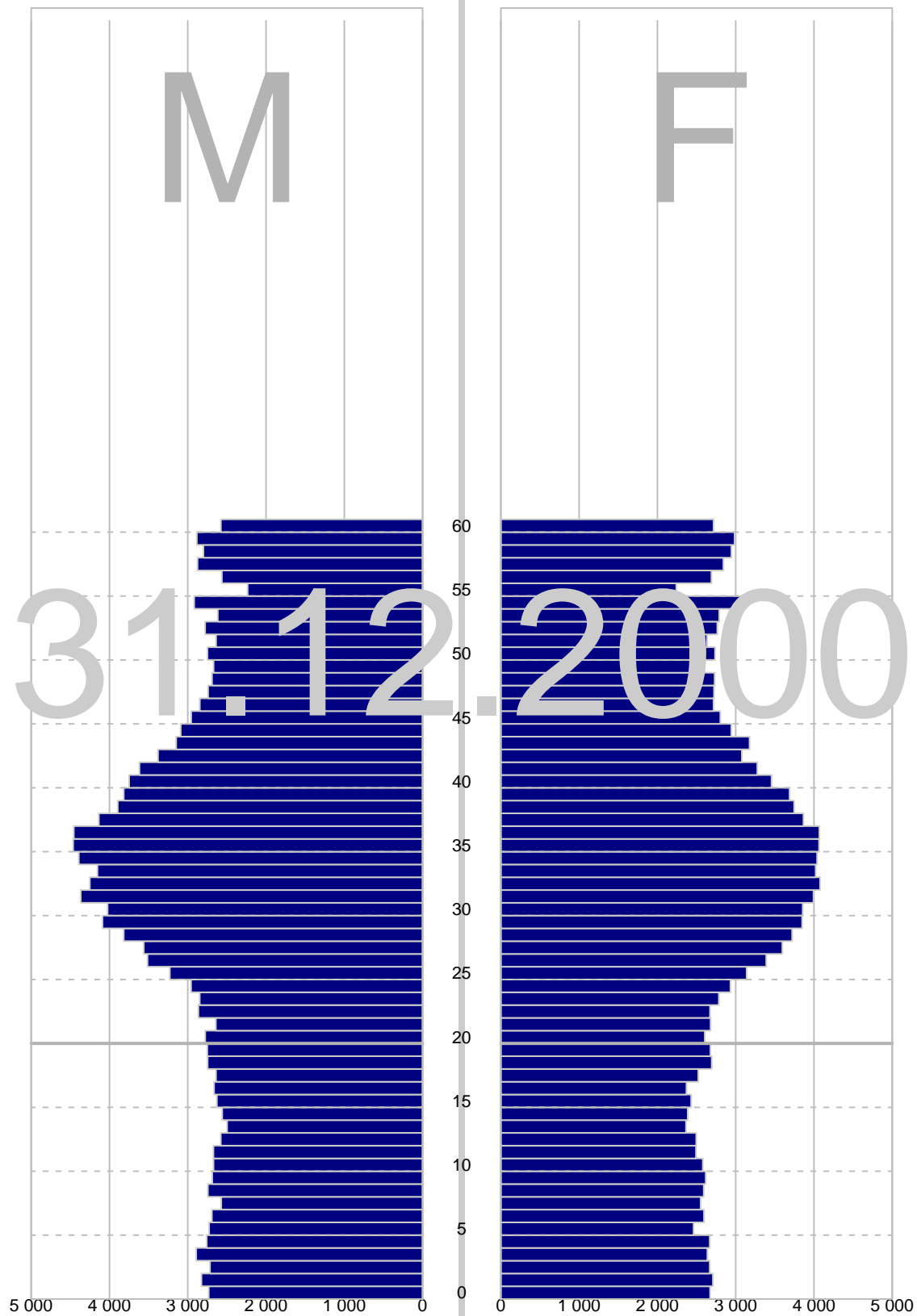


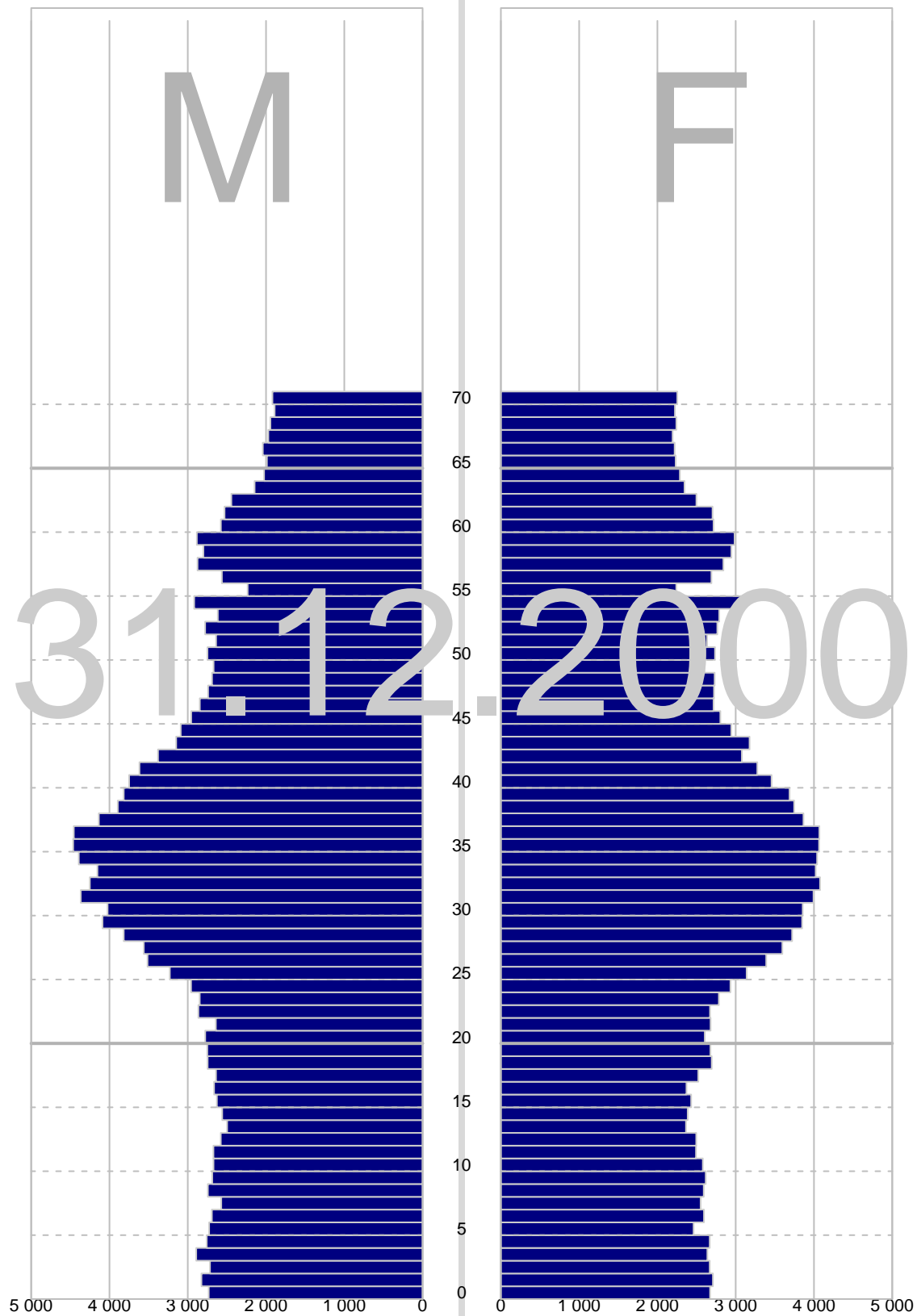
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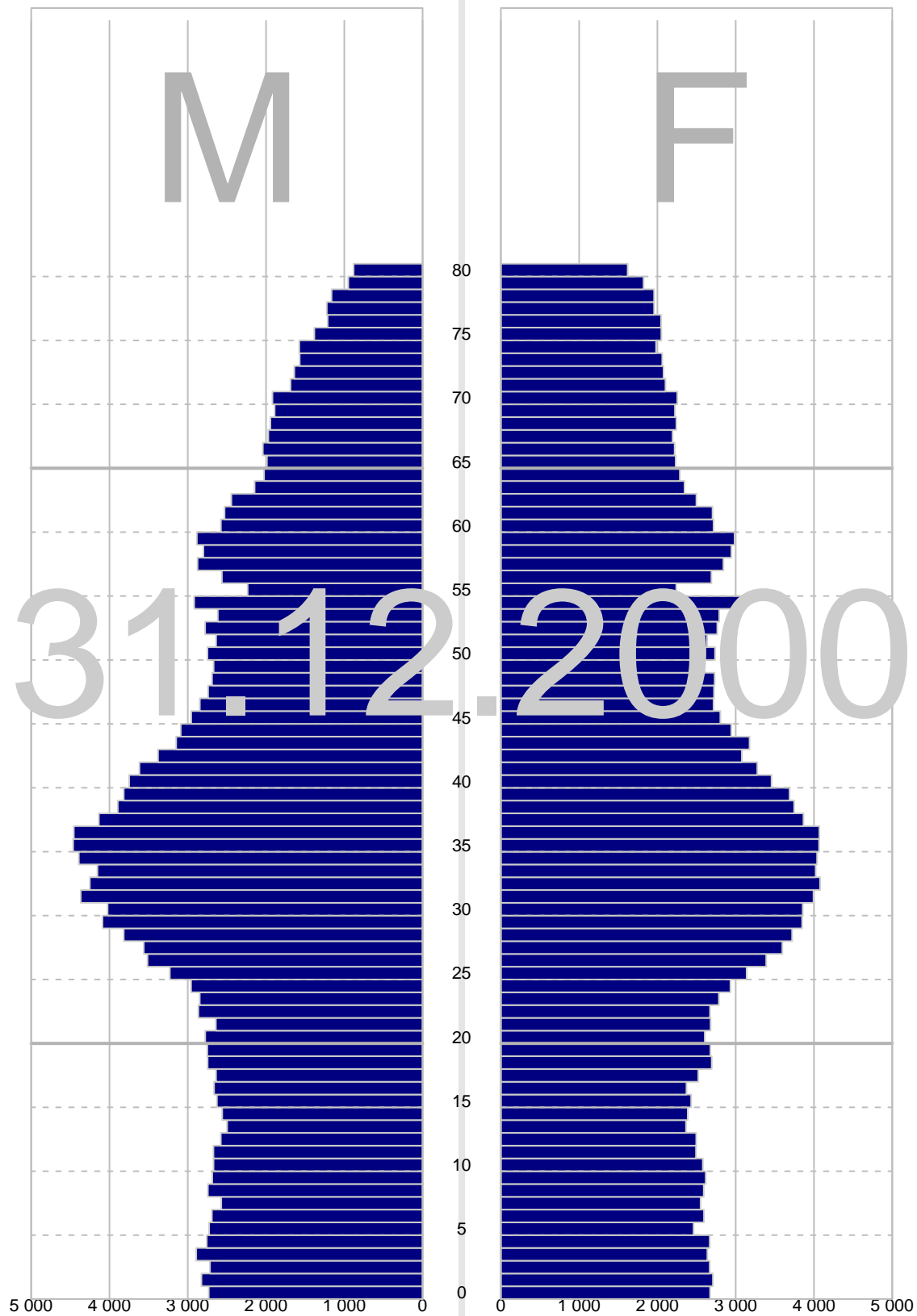


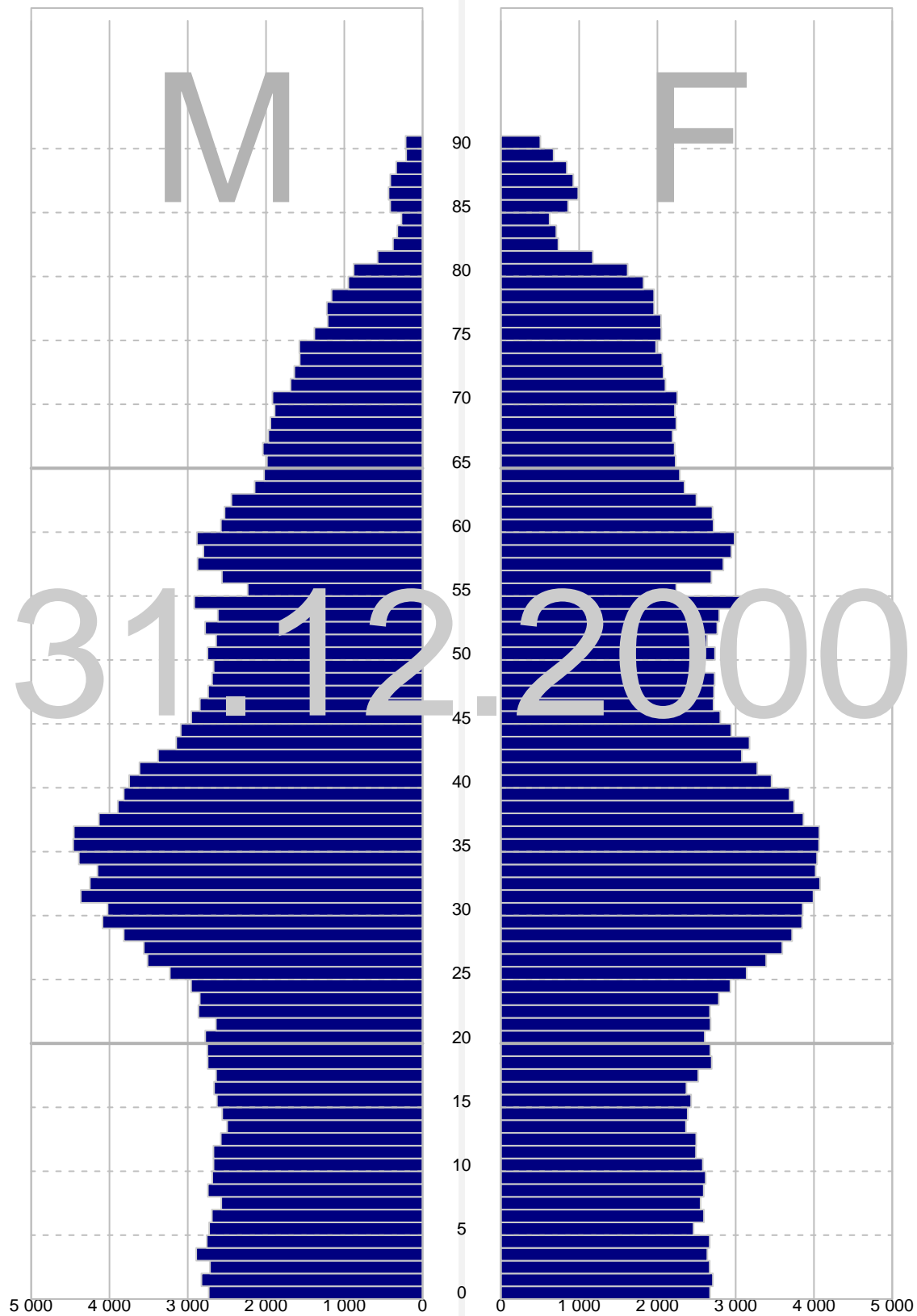




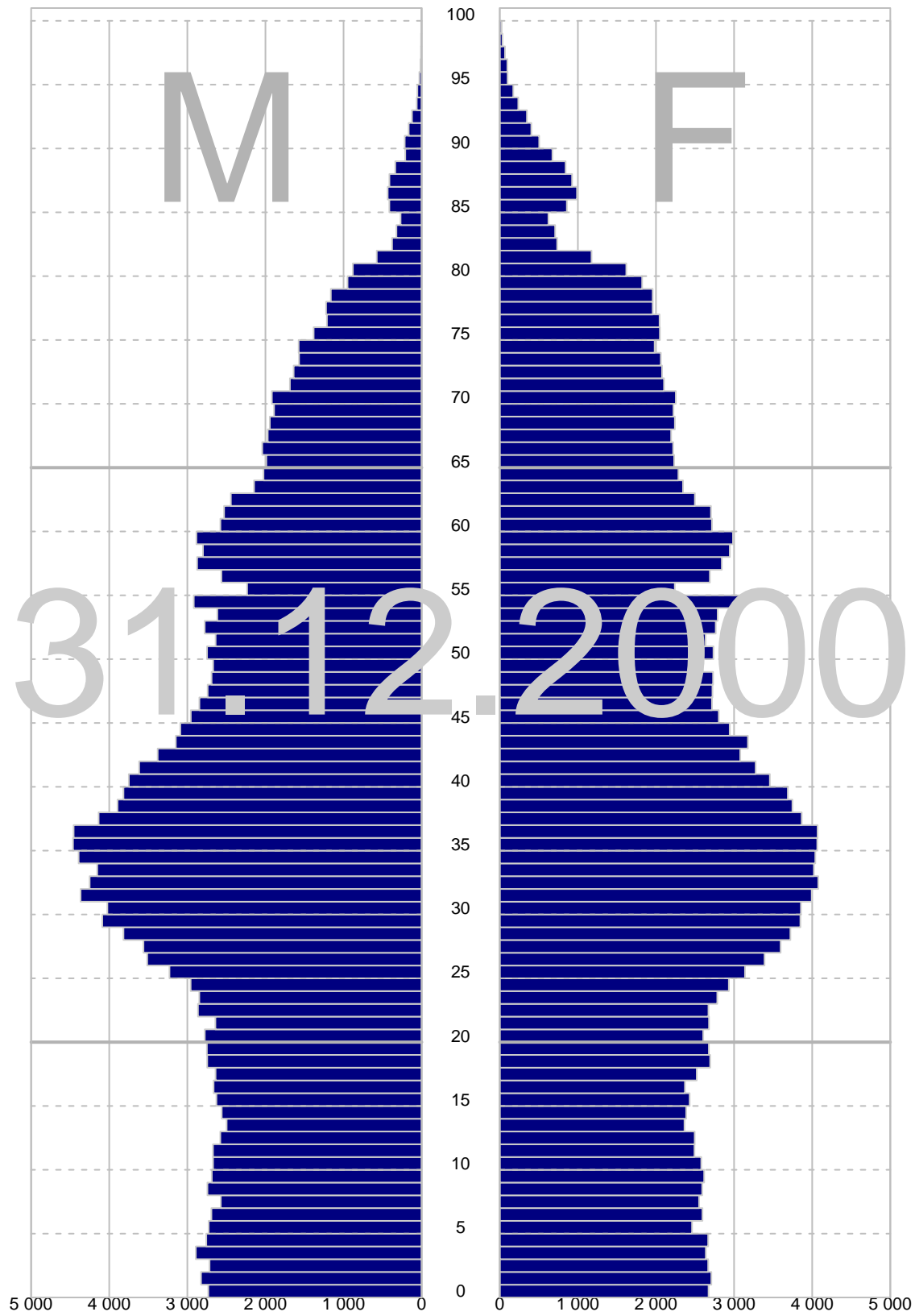




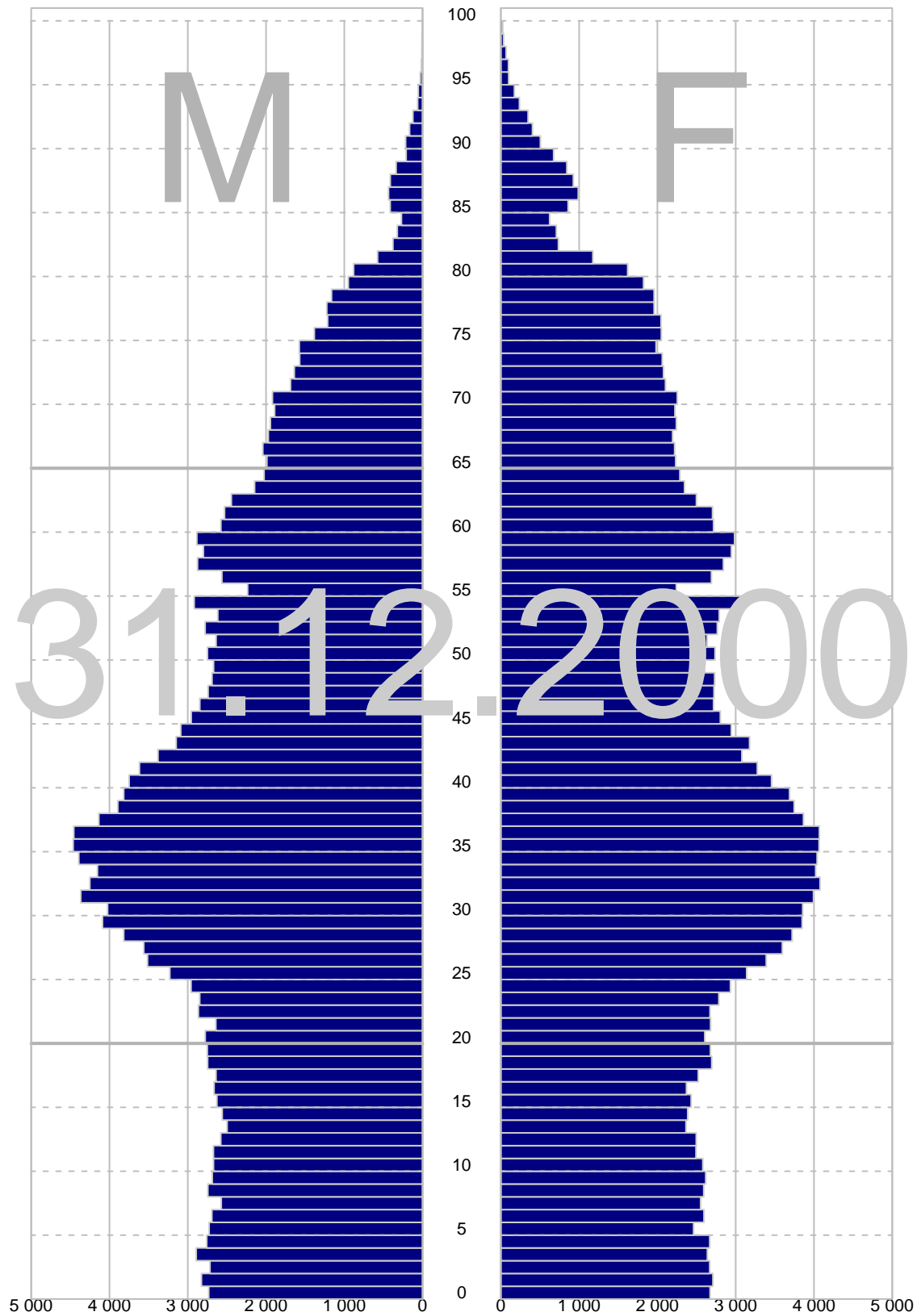




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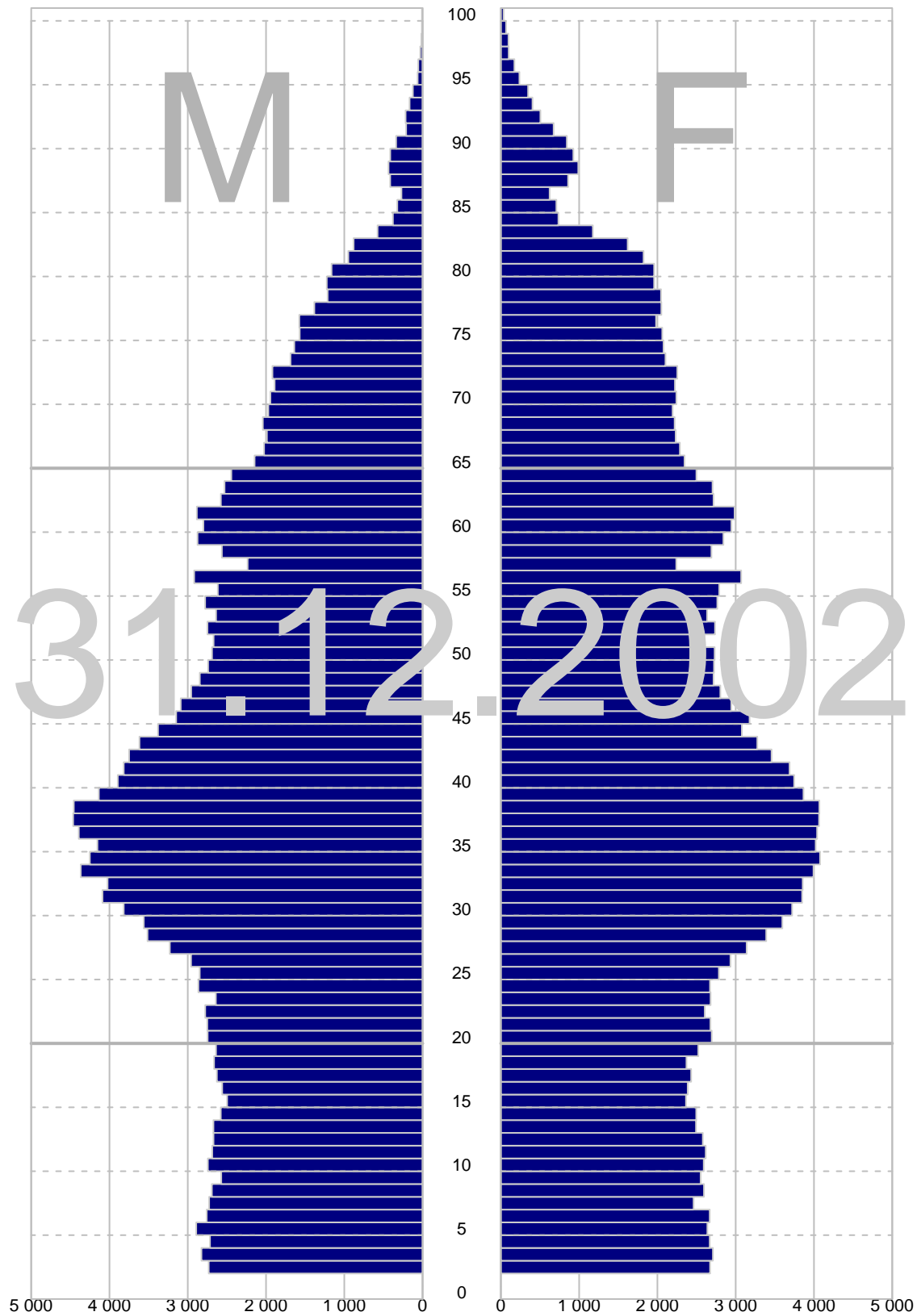


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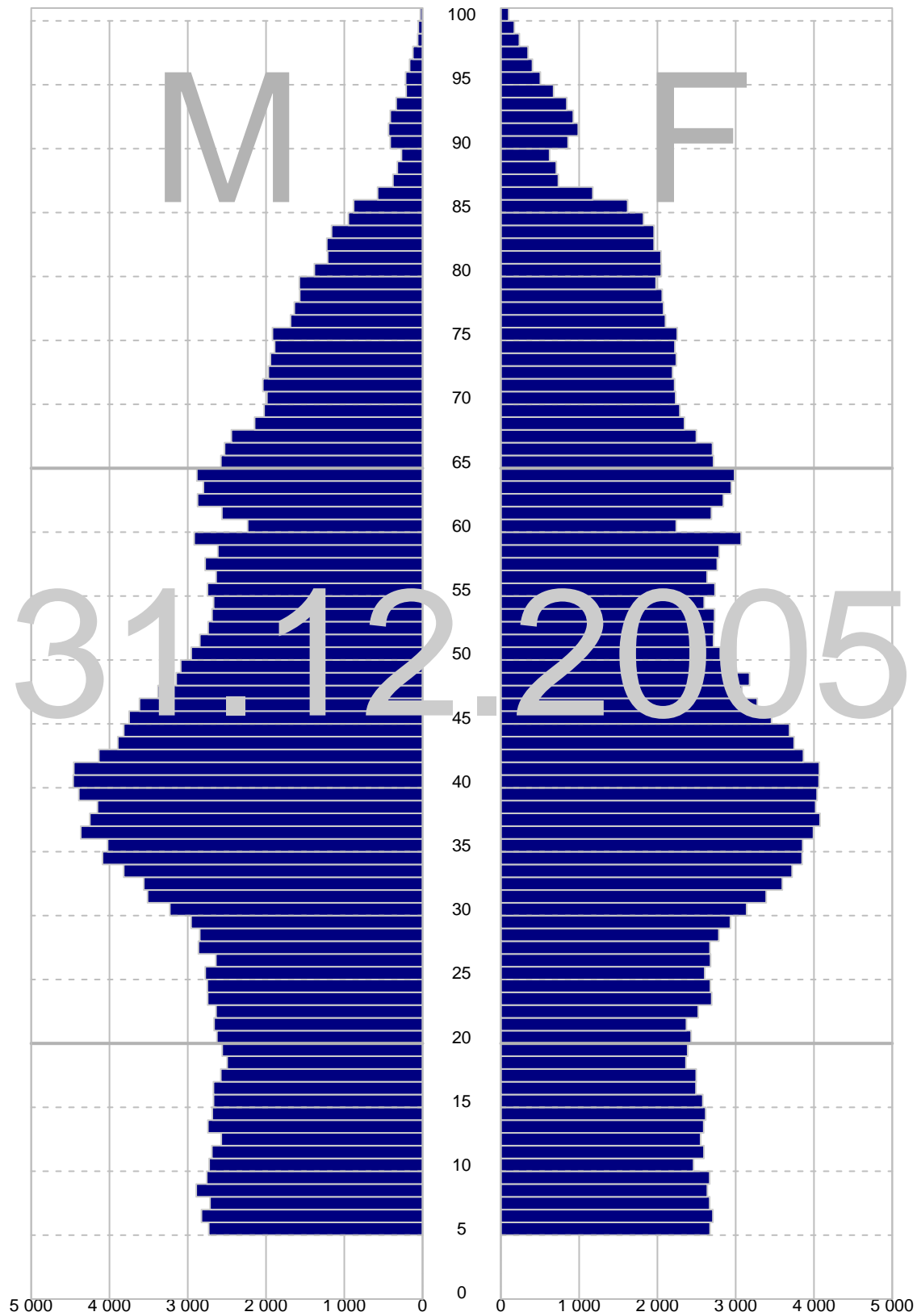
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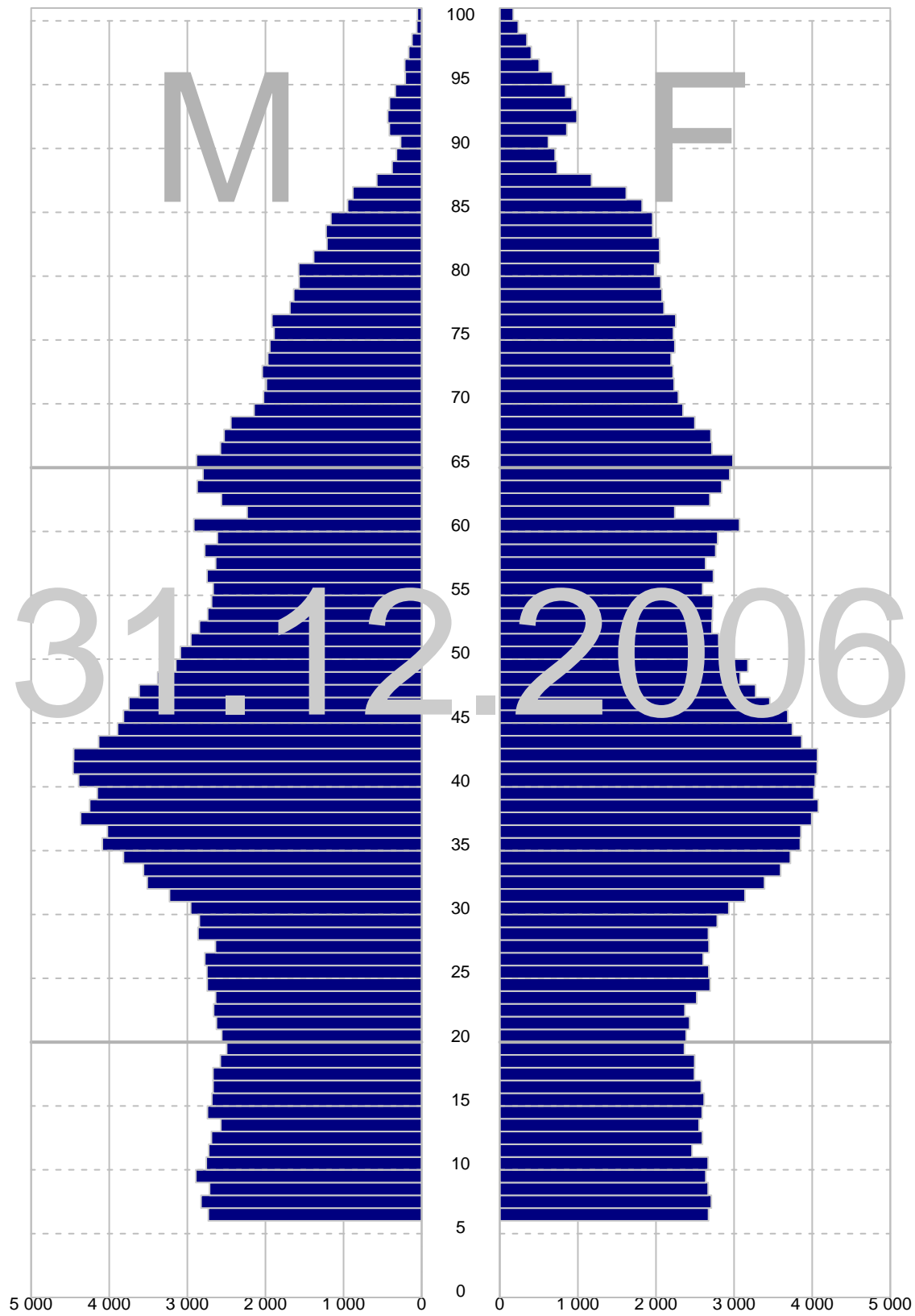








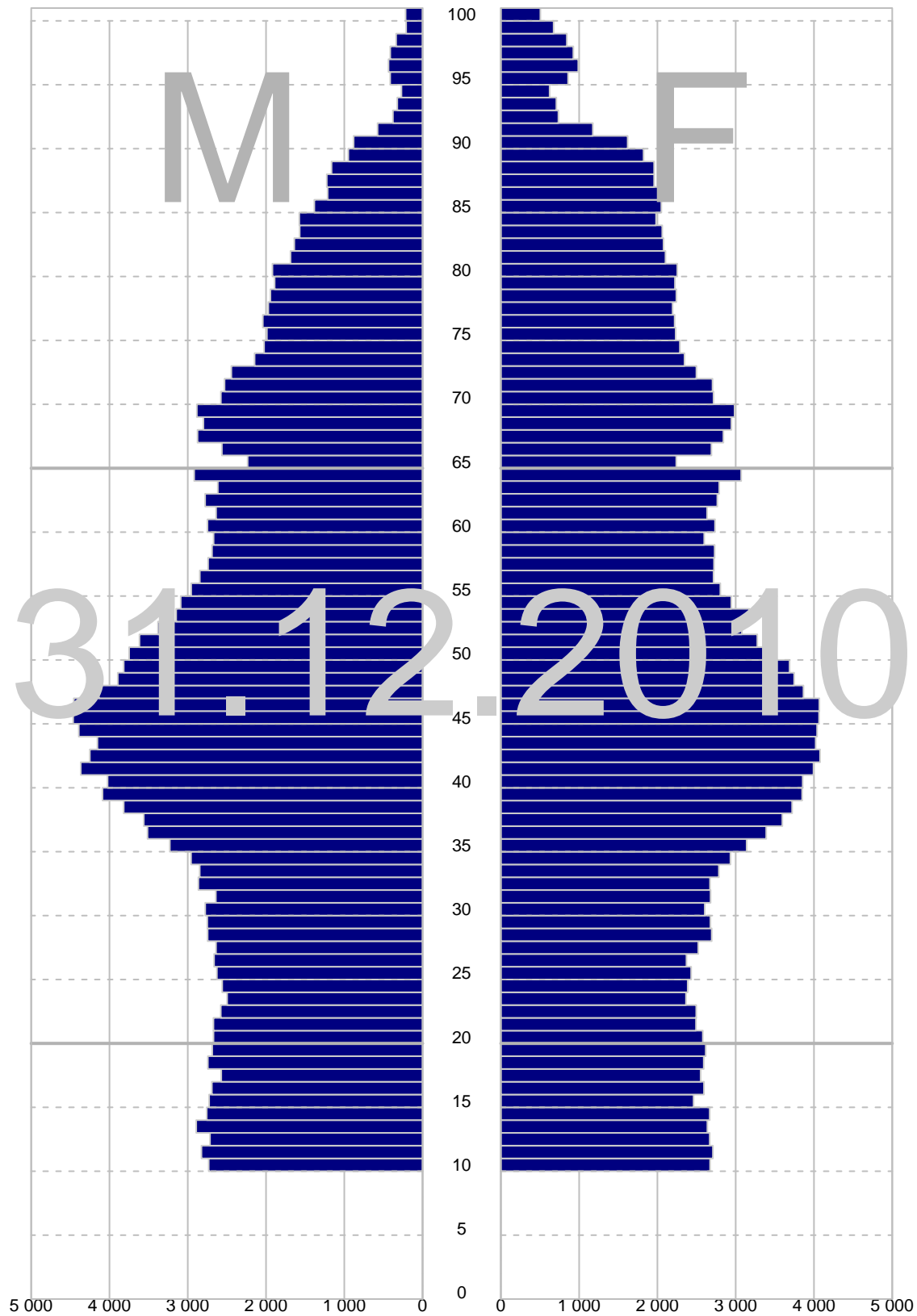


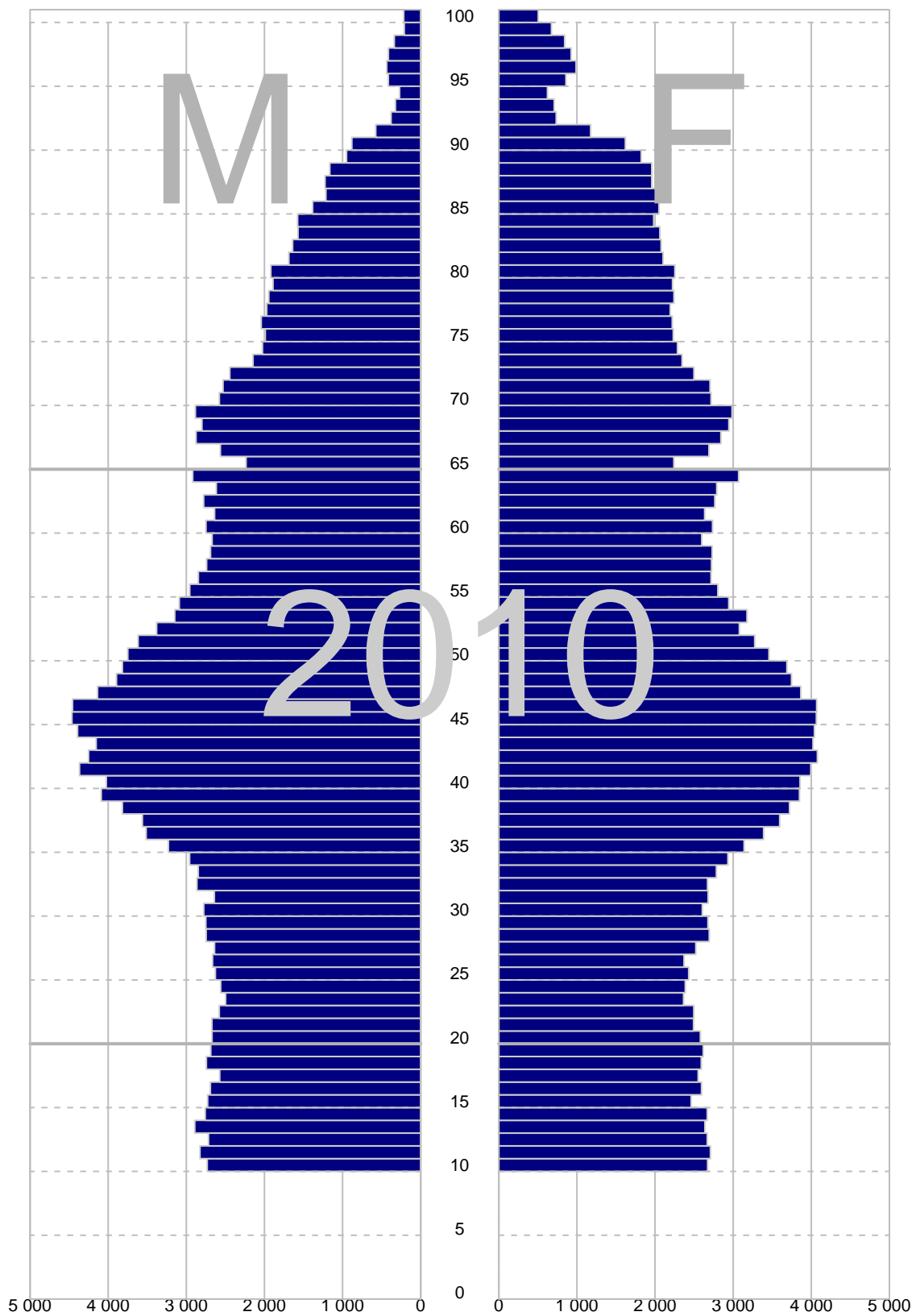


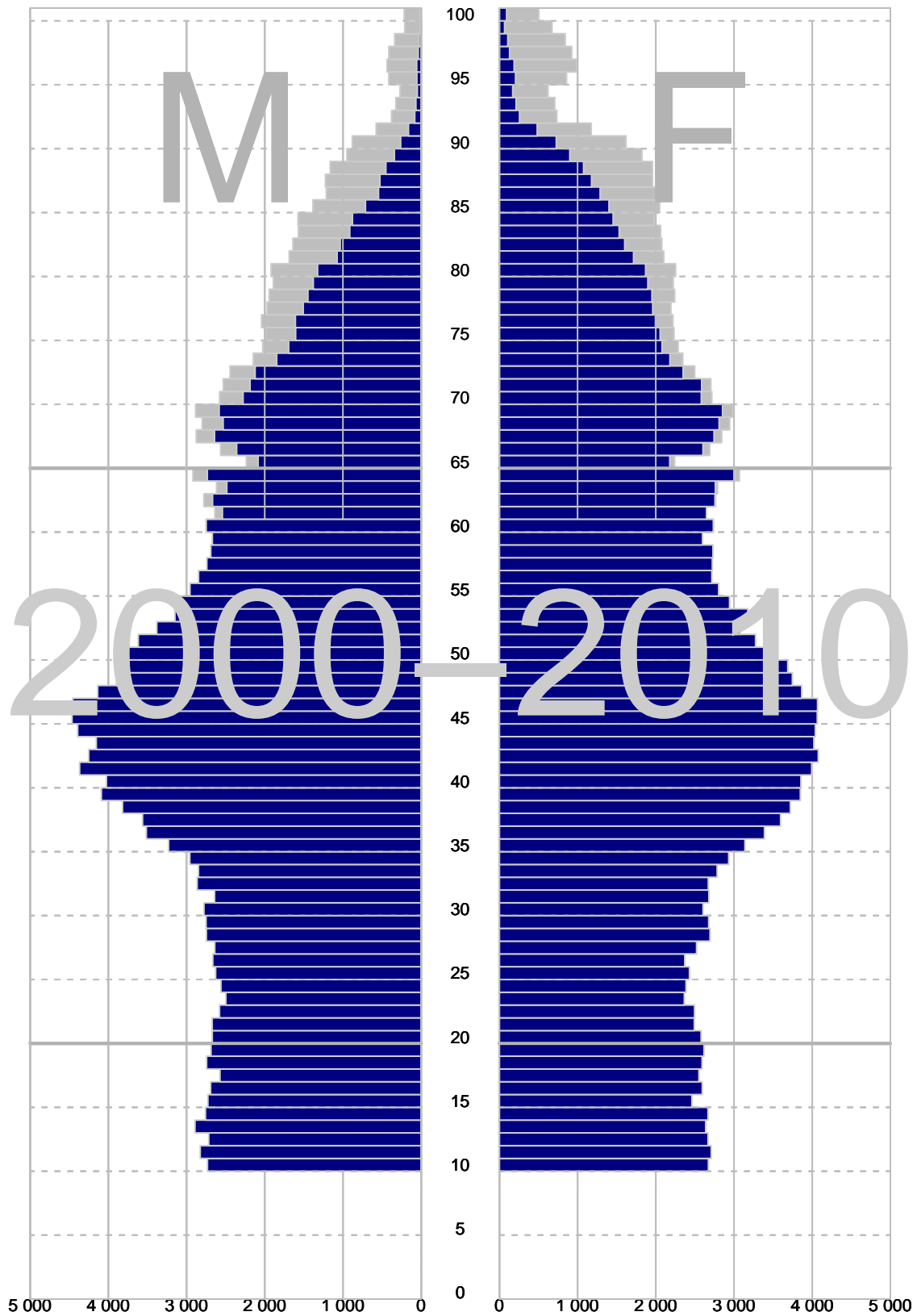




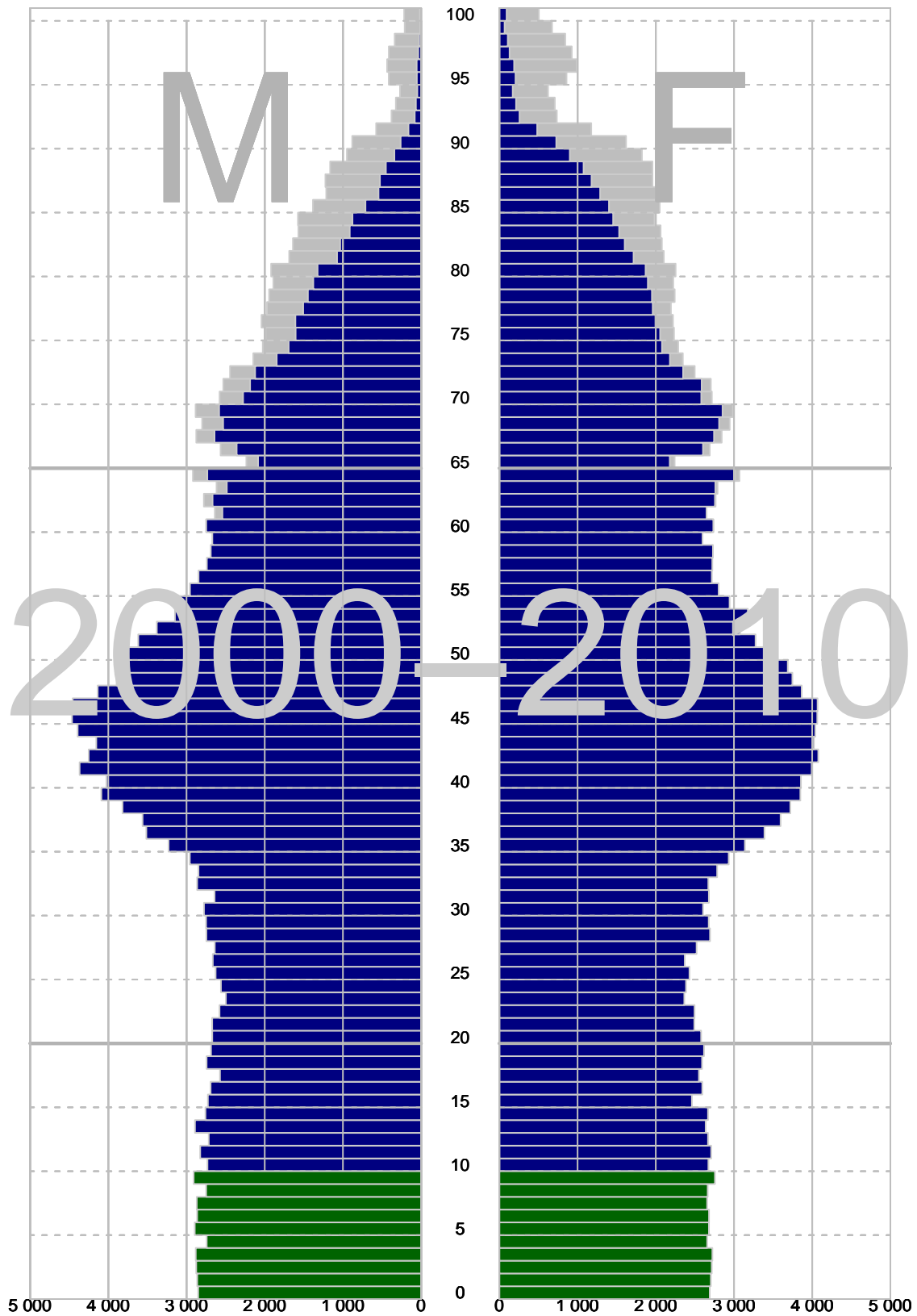






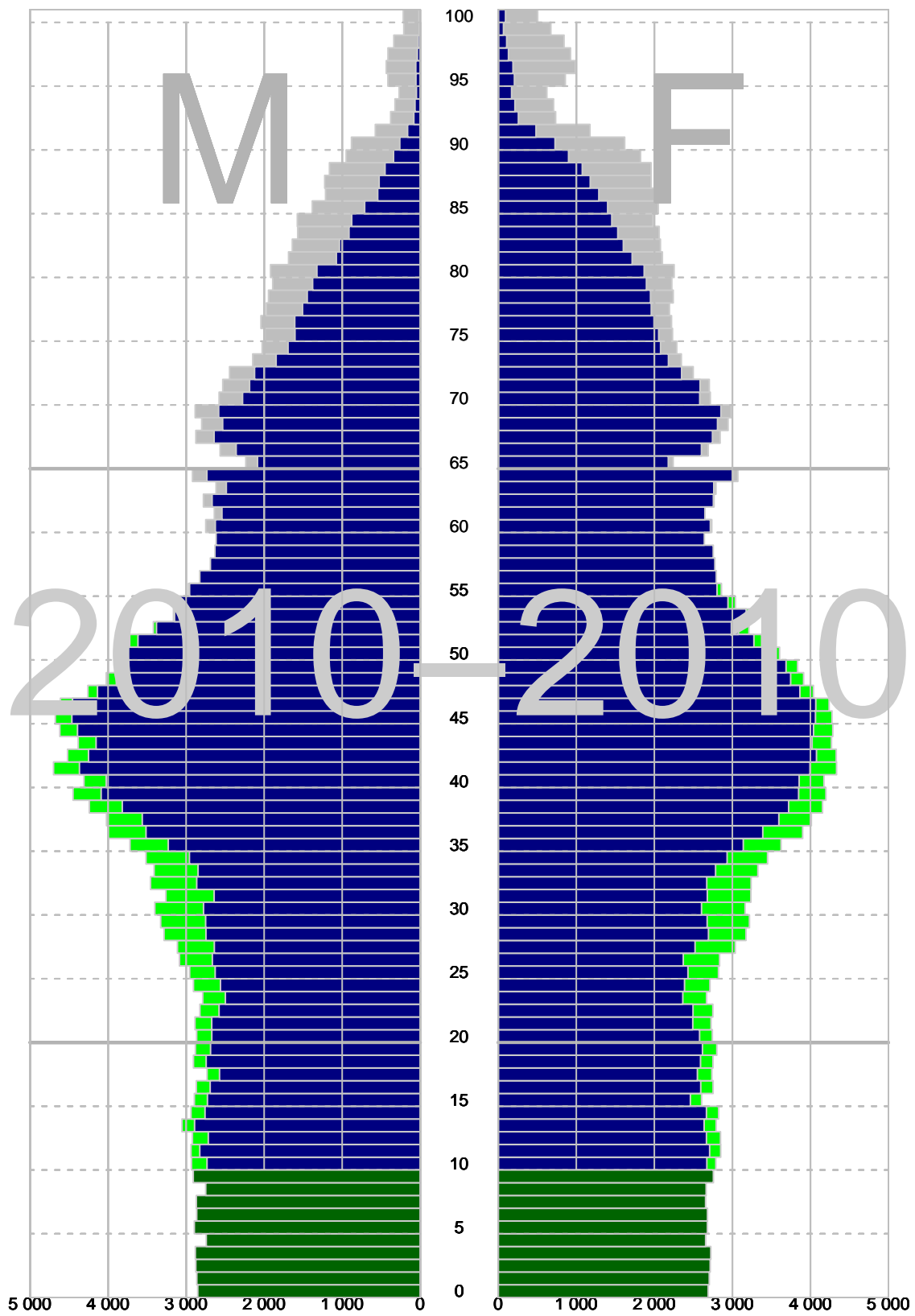


Gestorben Morti



Gestorben
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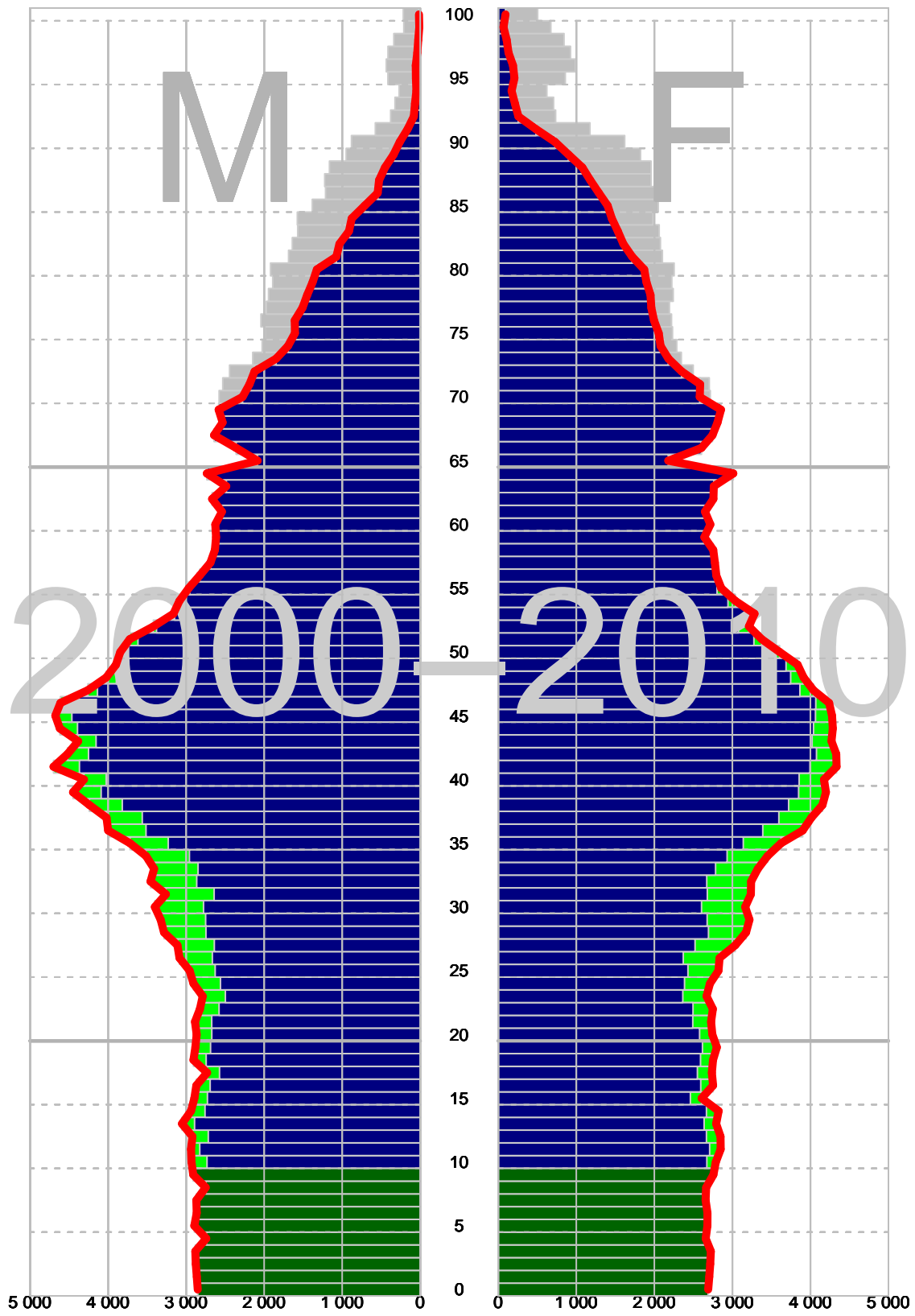
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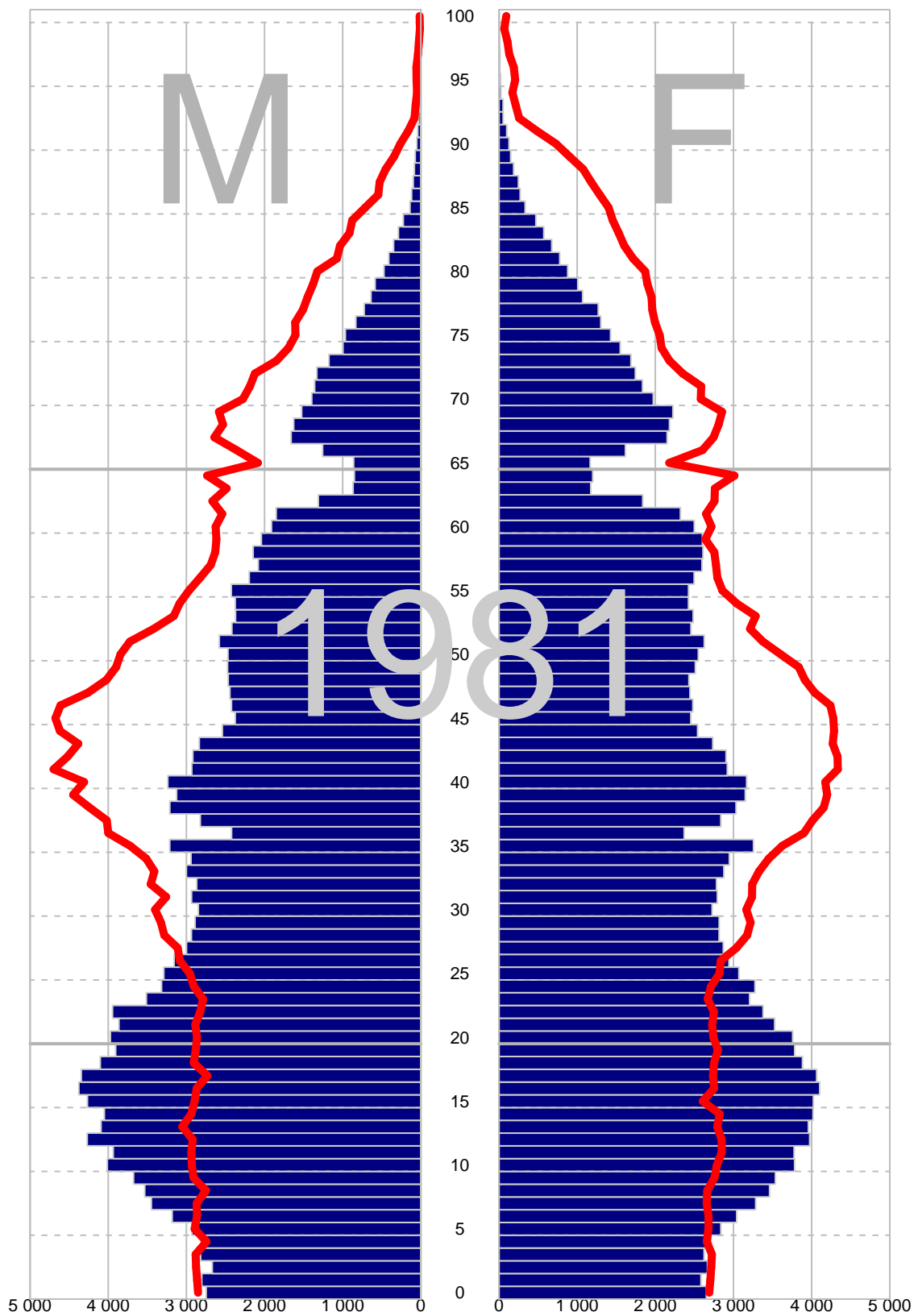


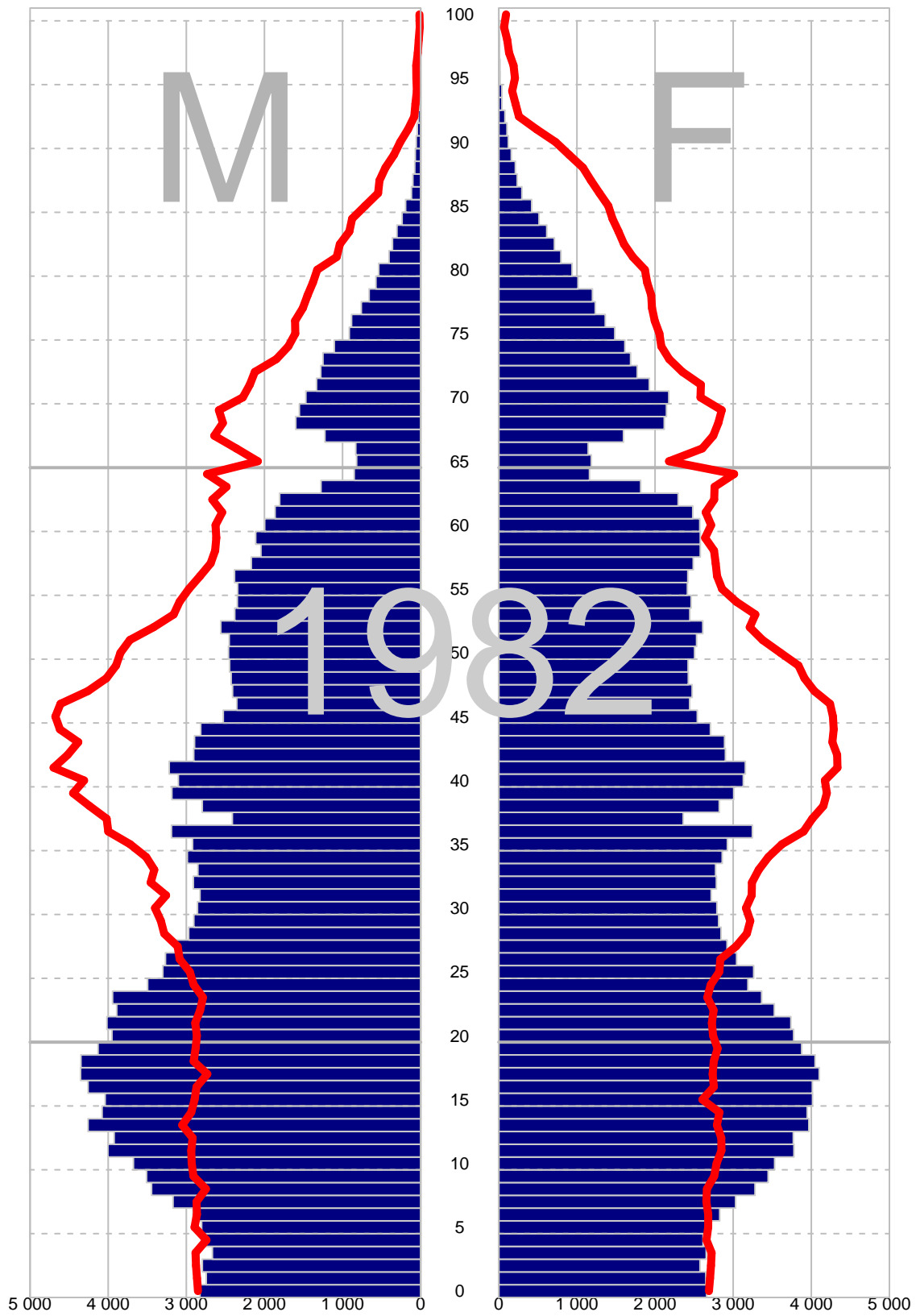
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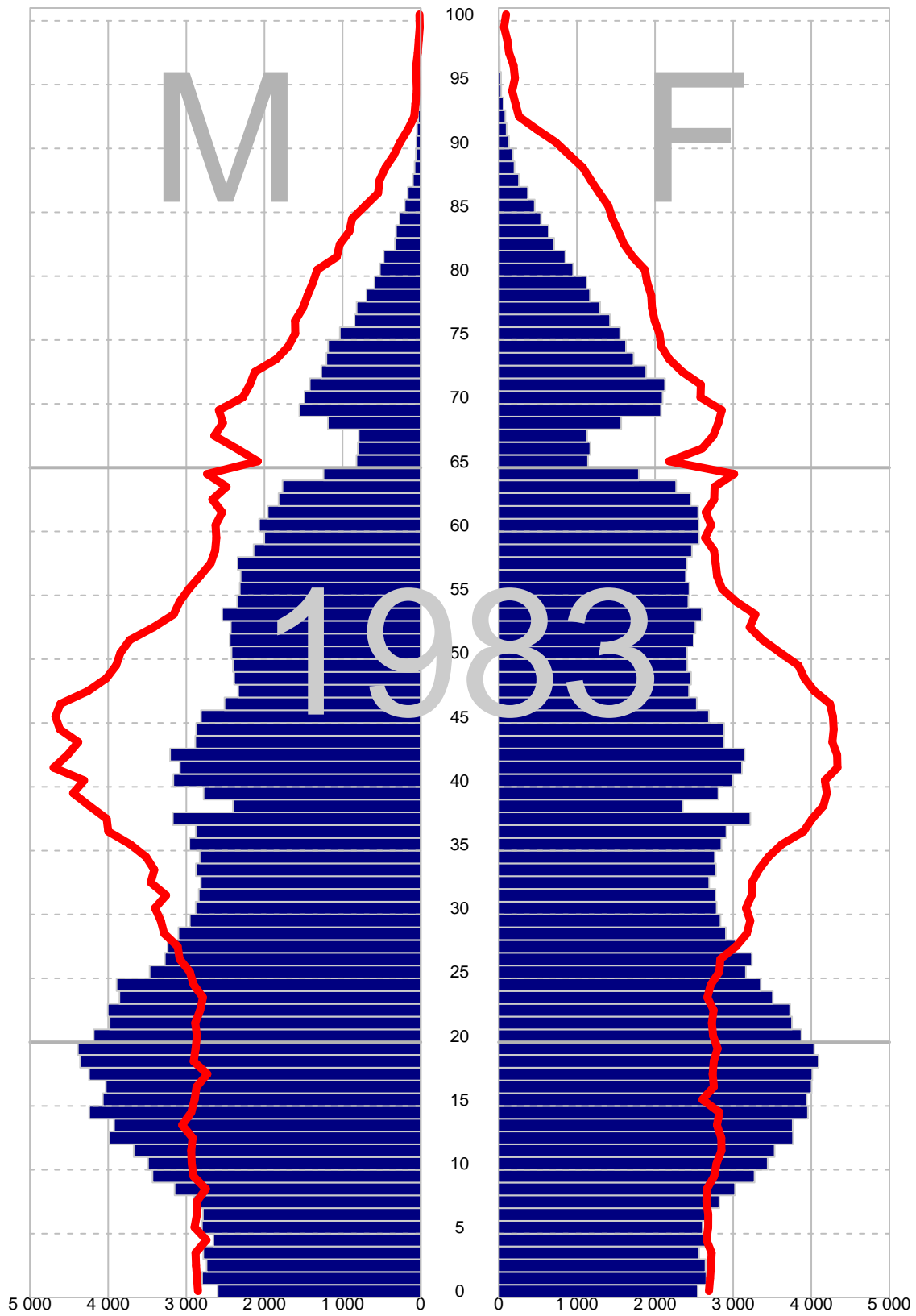
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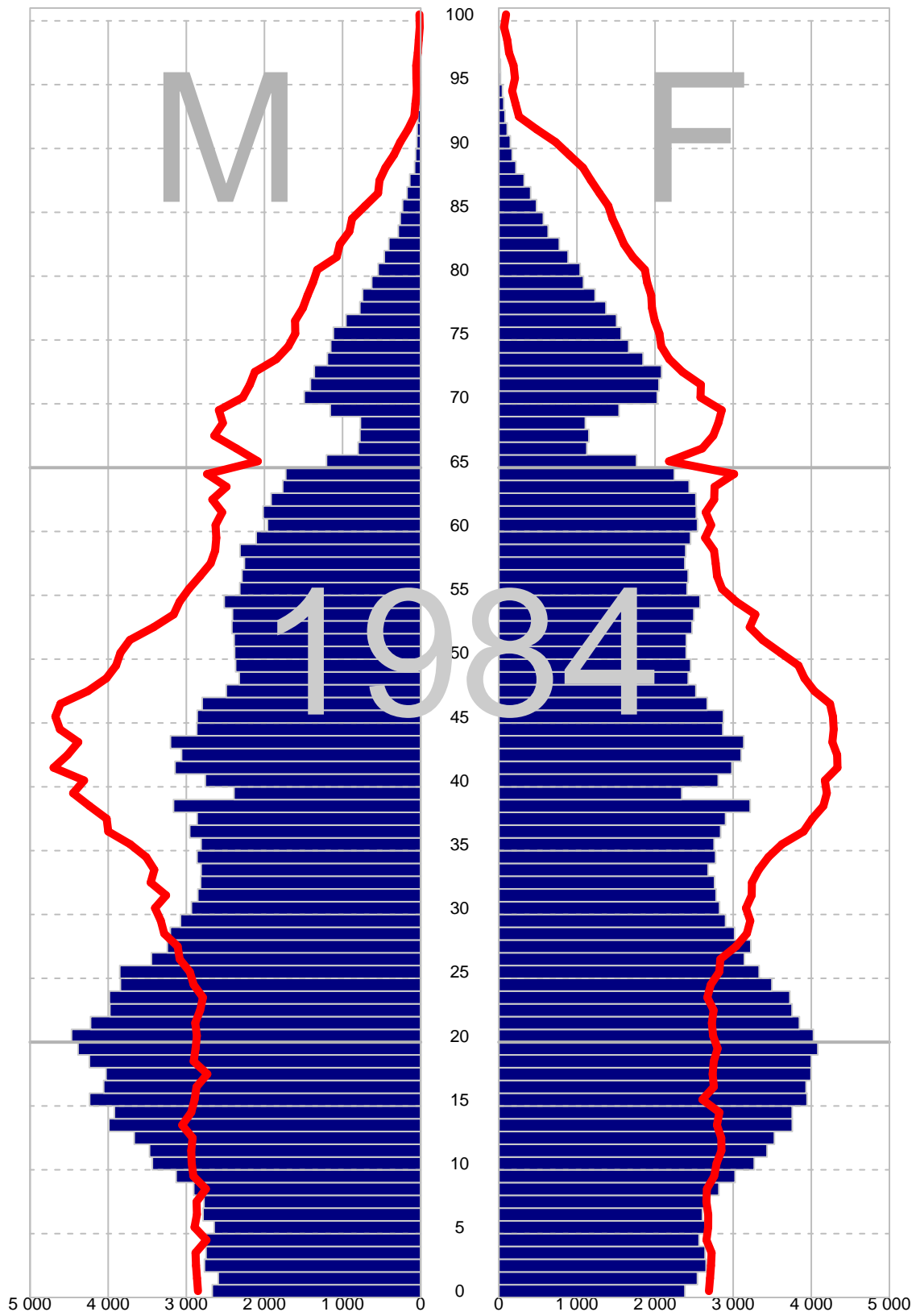
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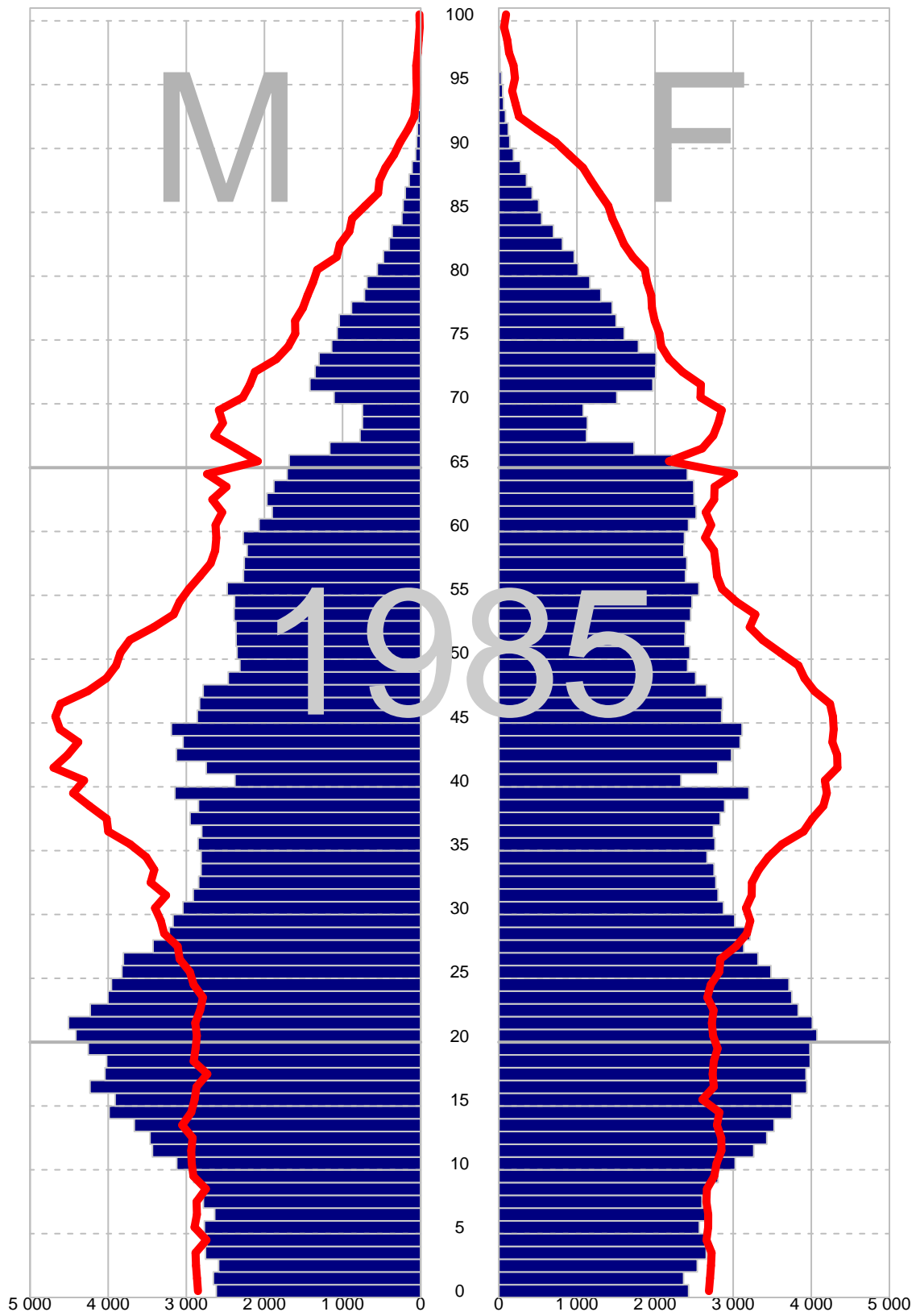


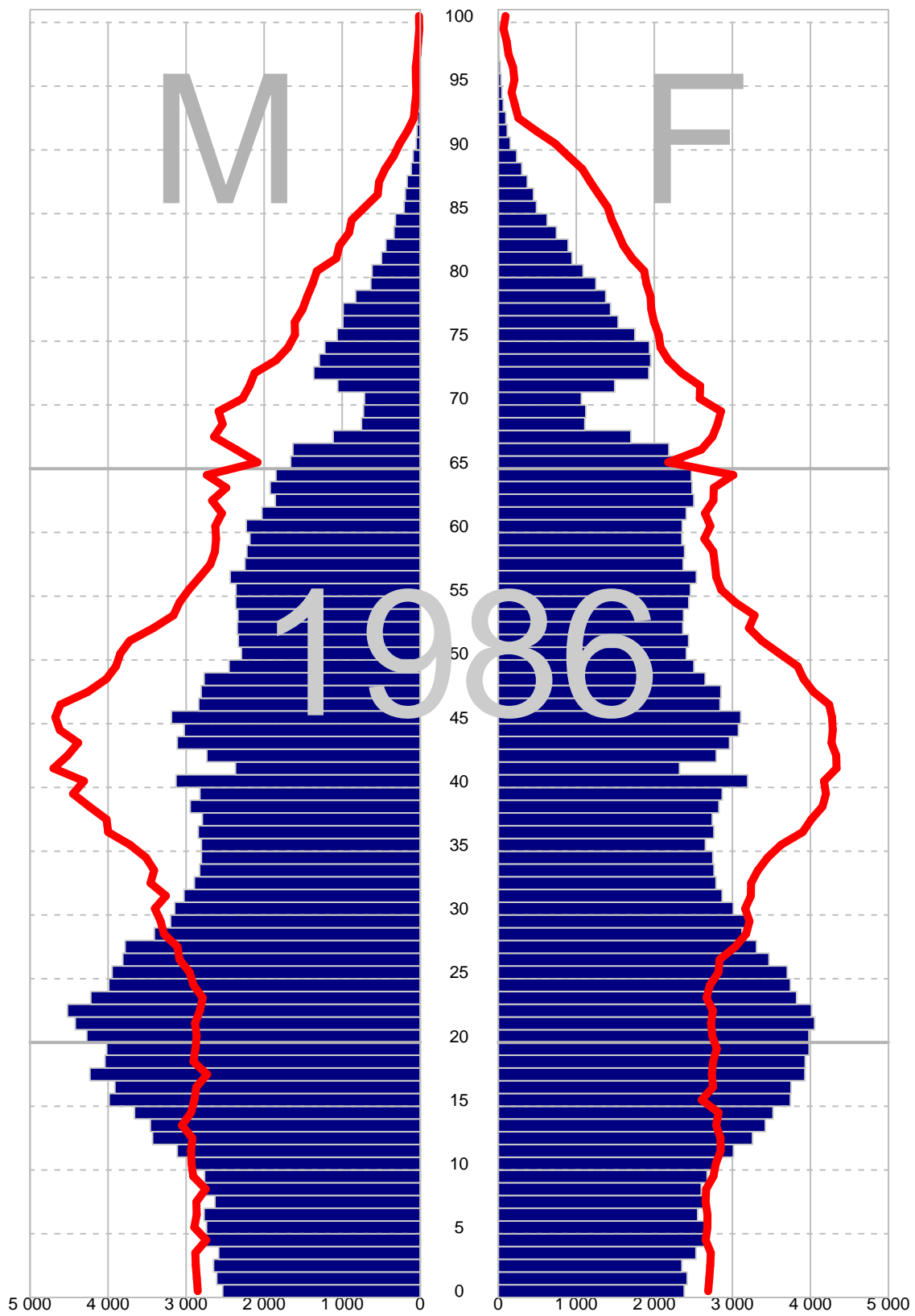


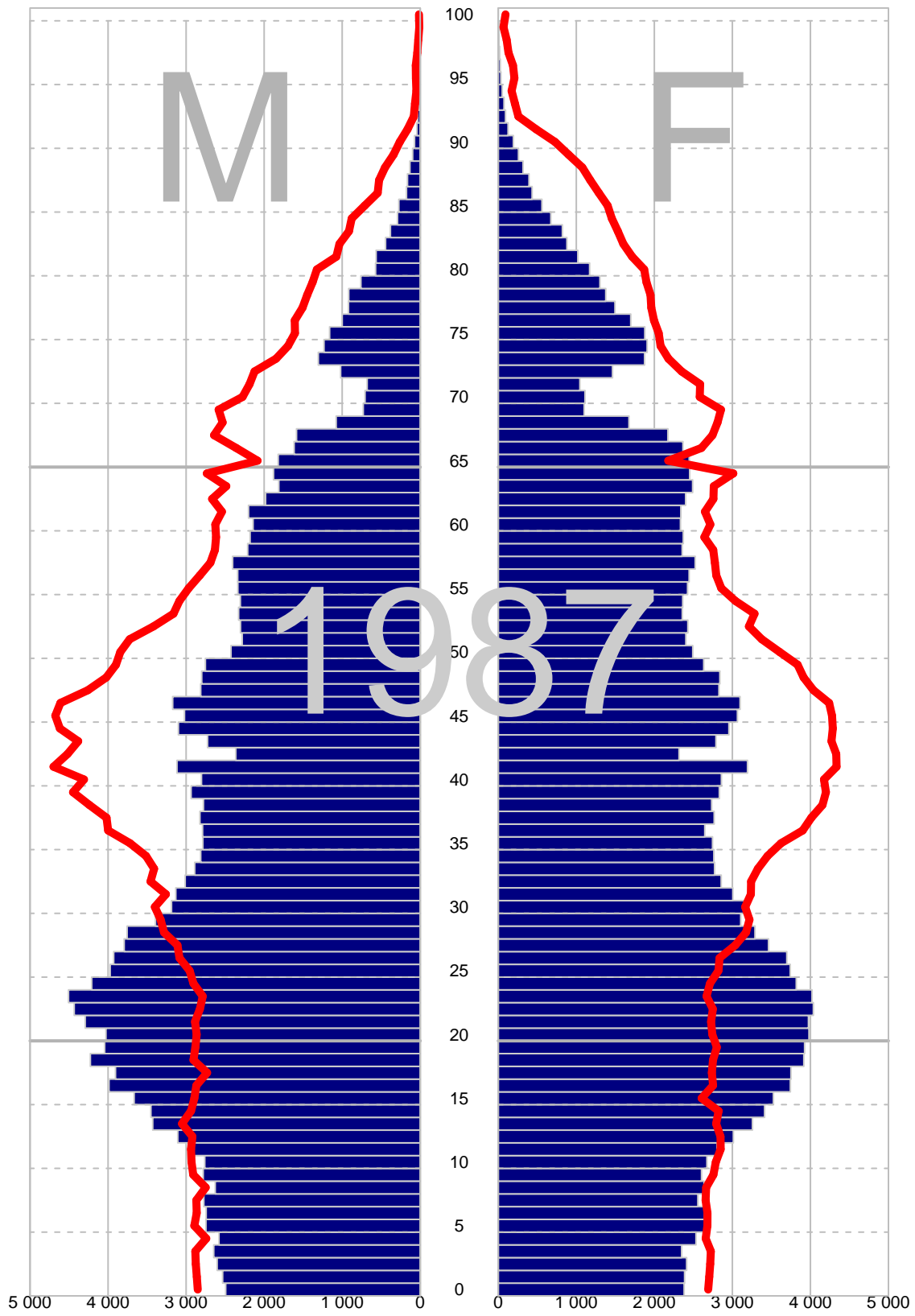


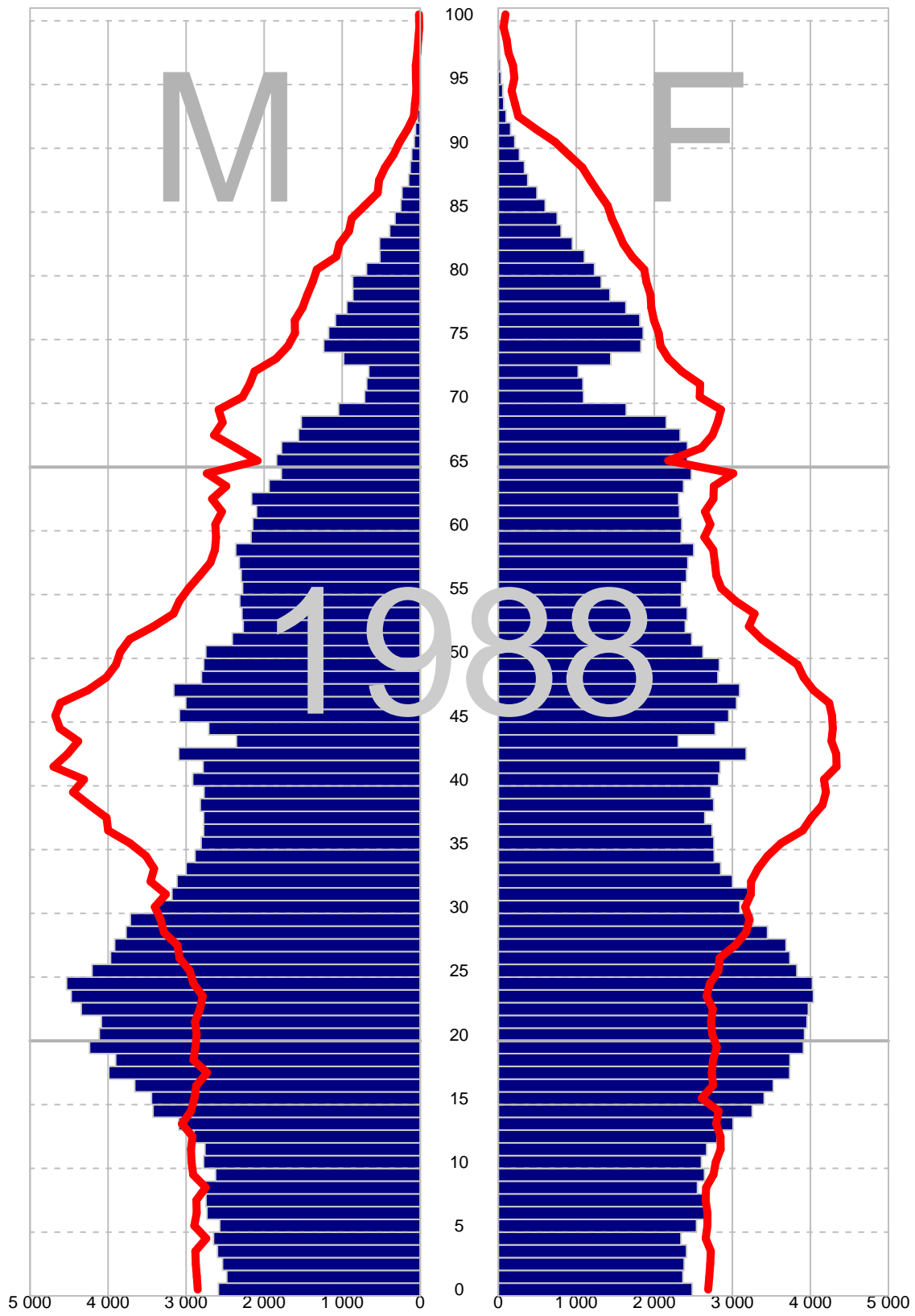


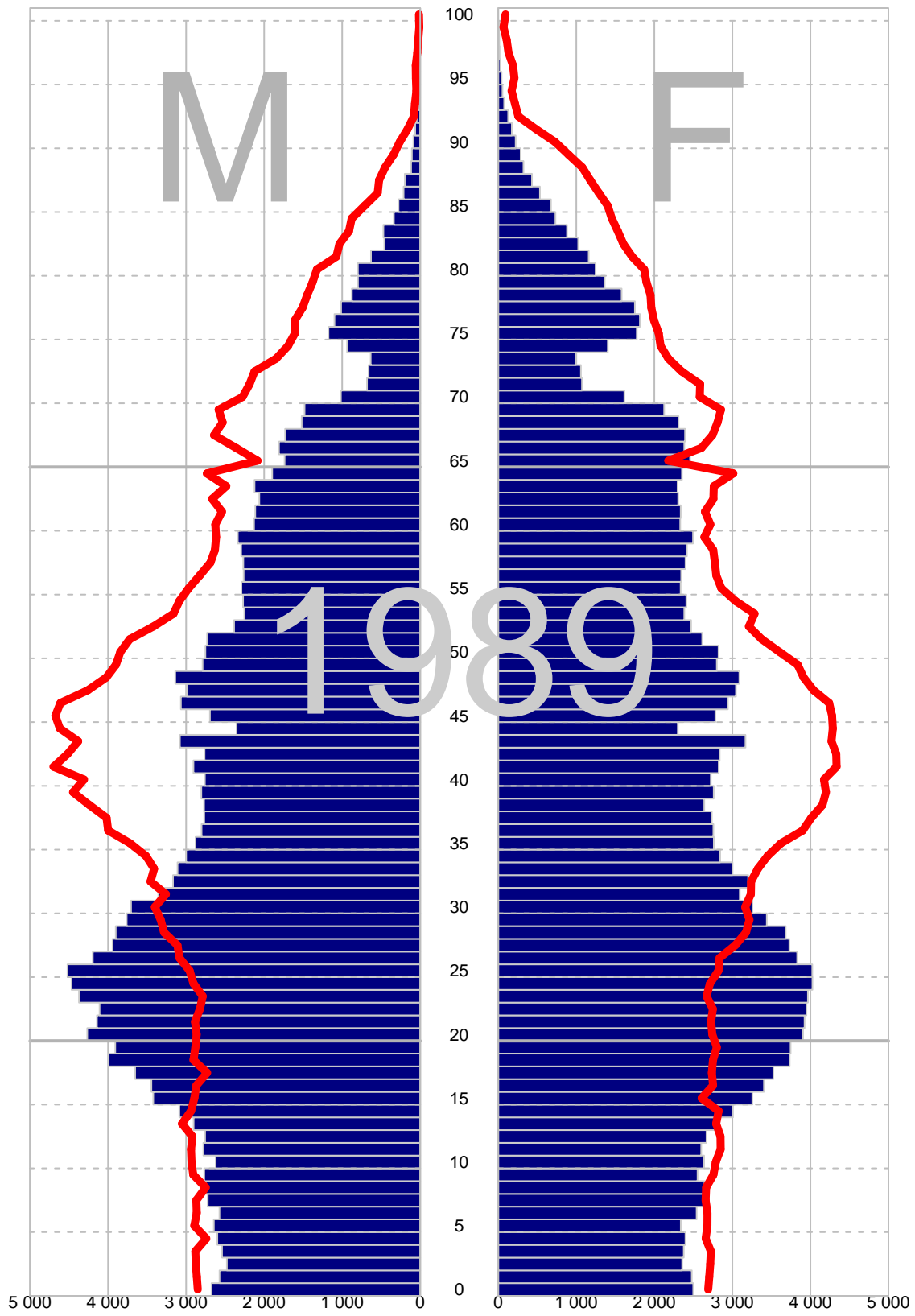


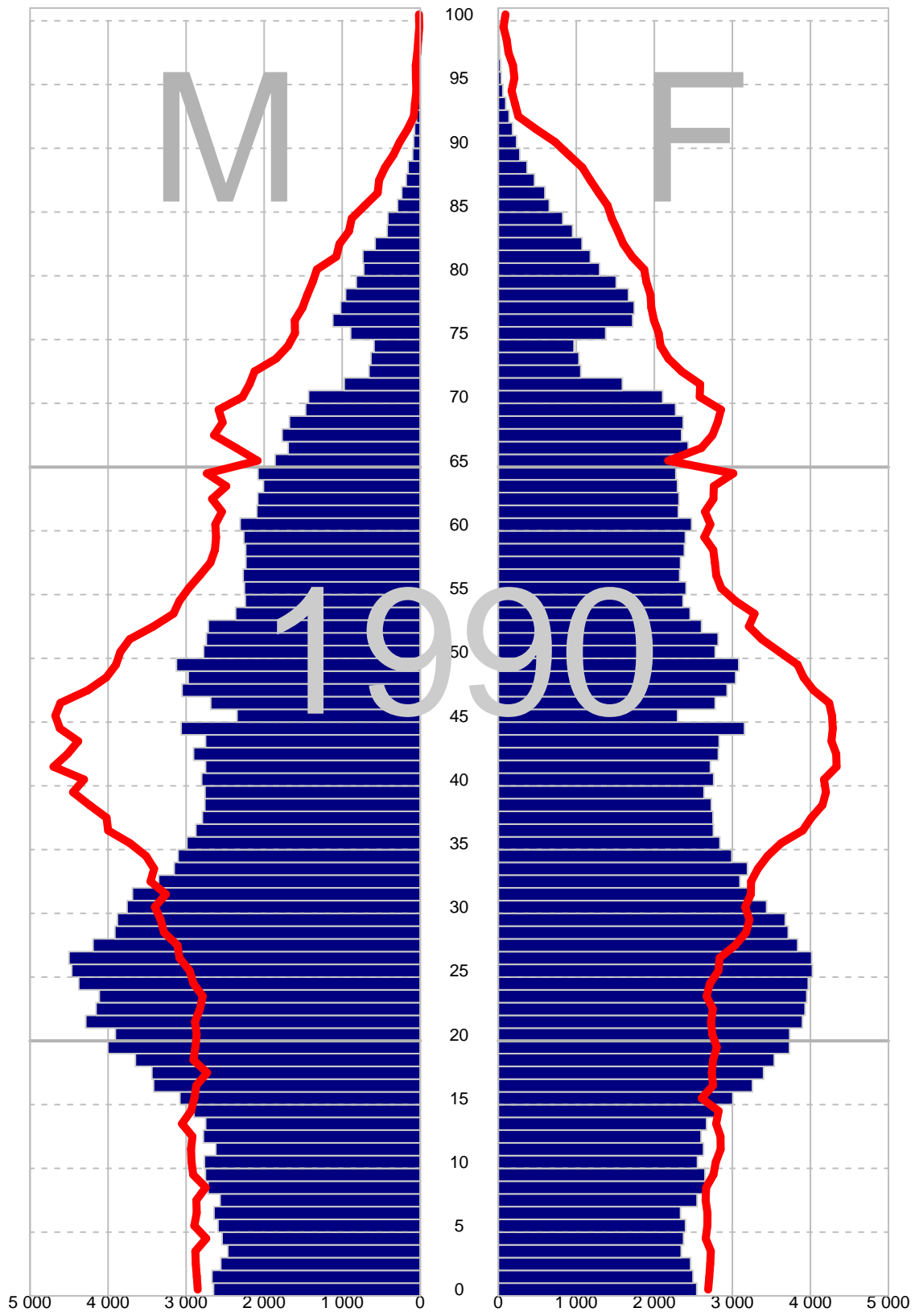


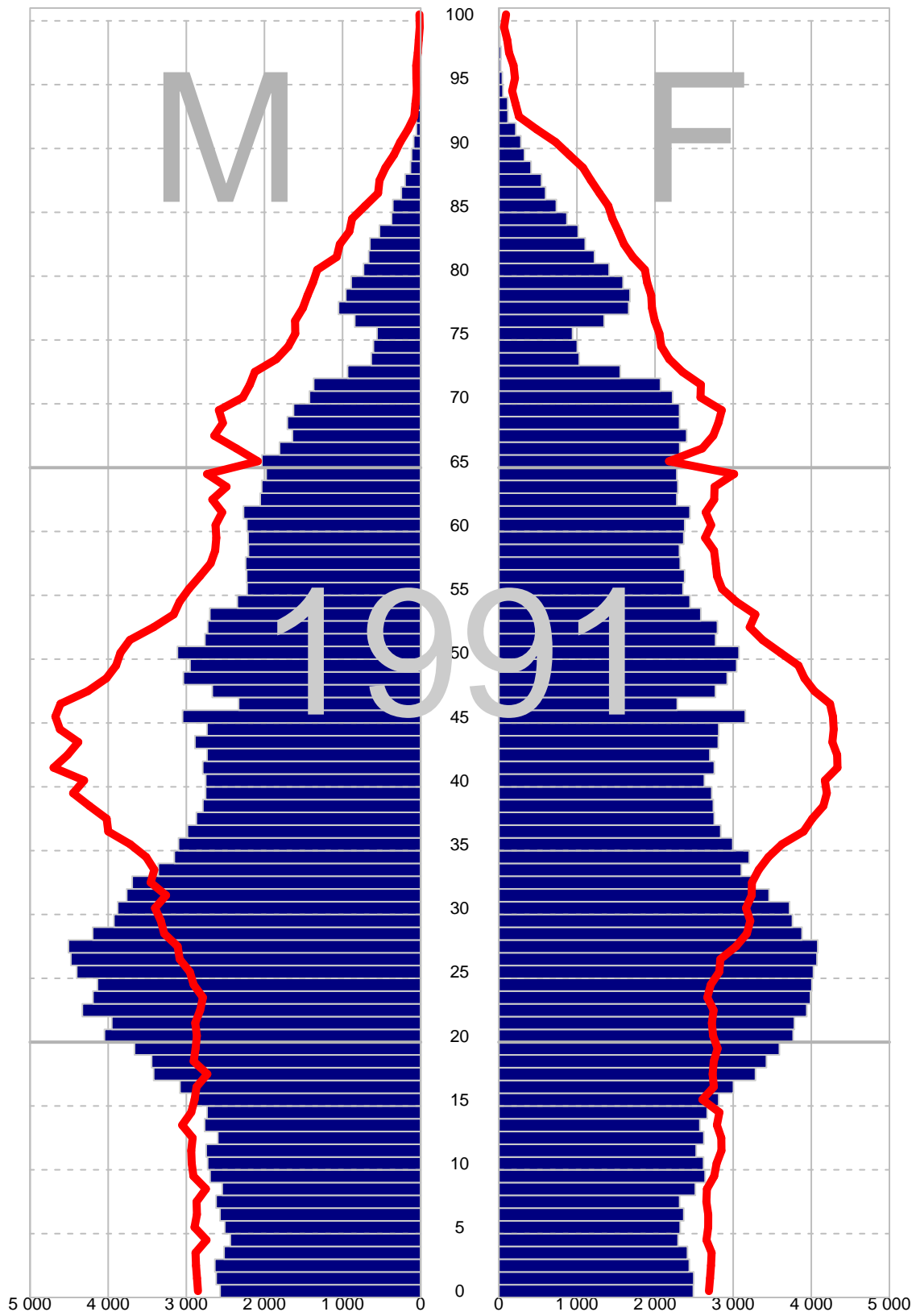


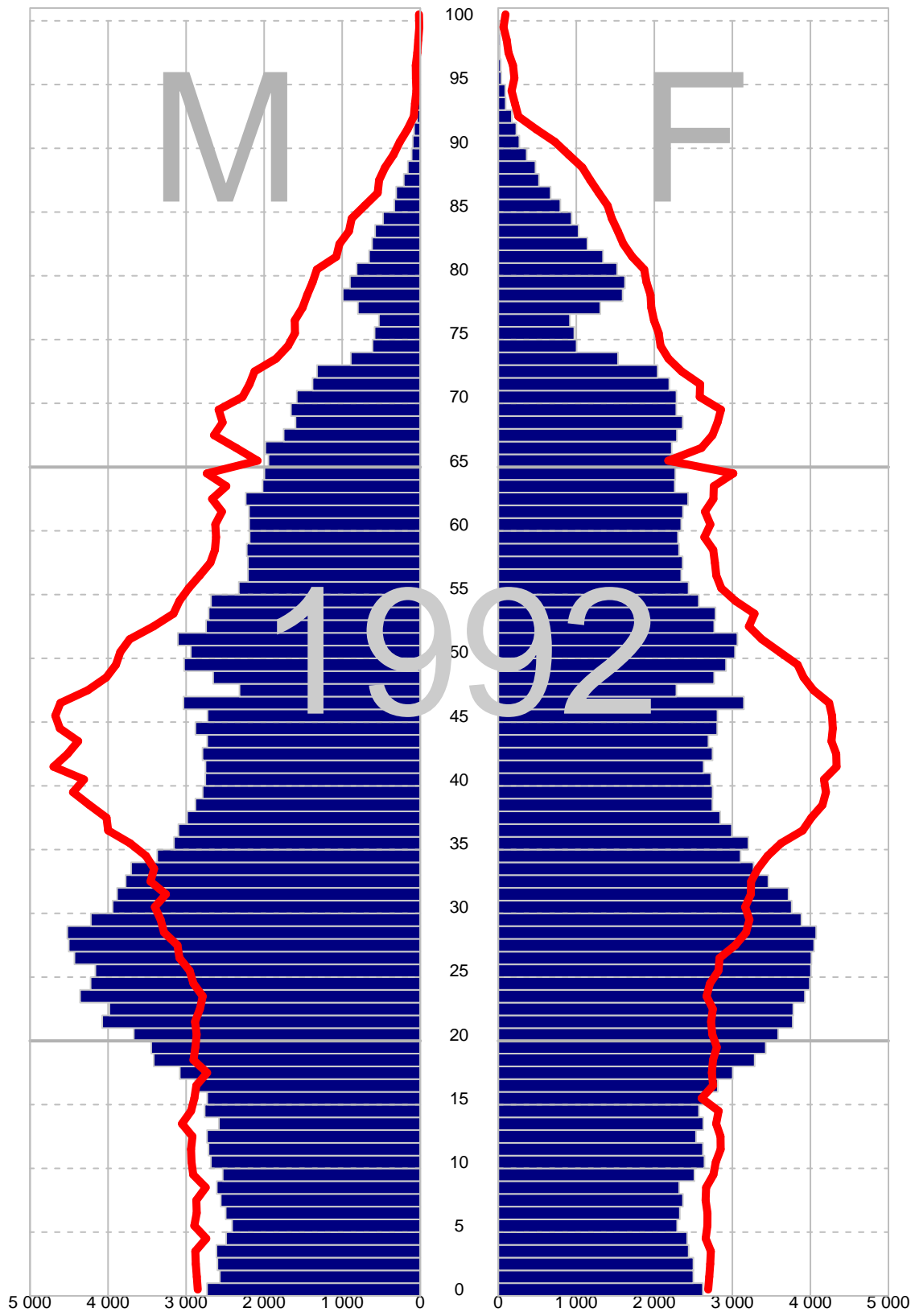


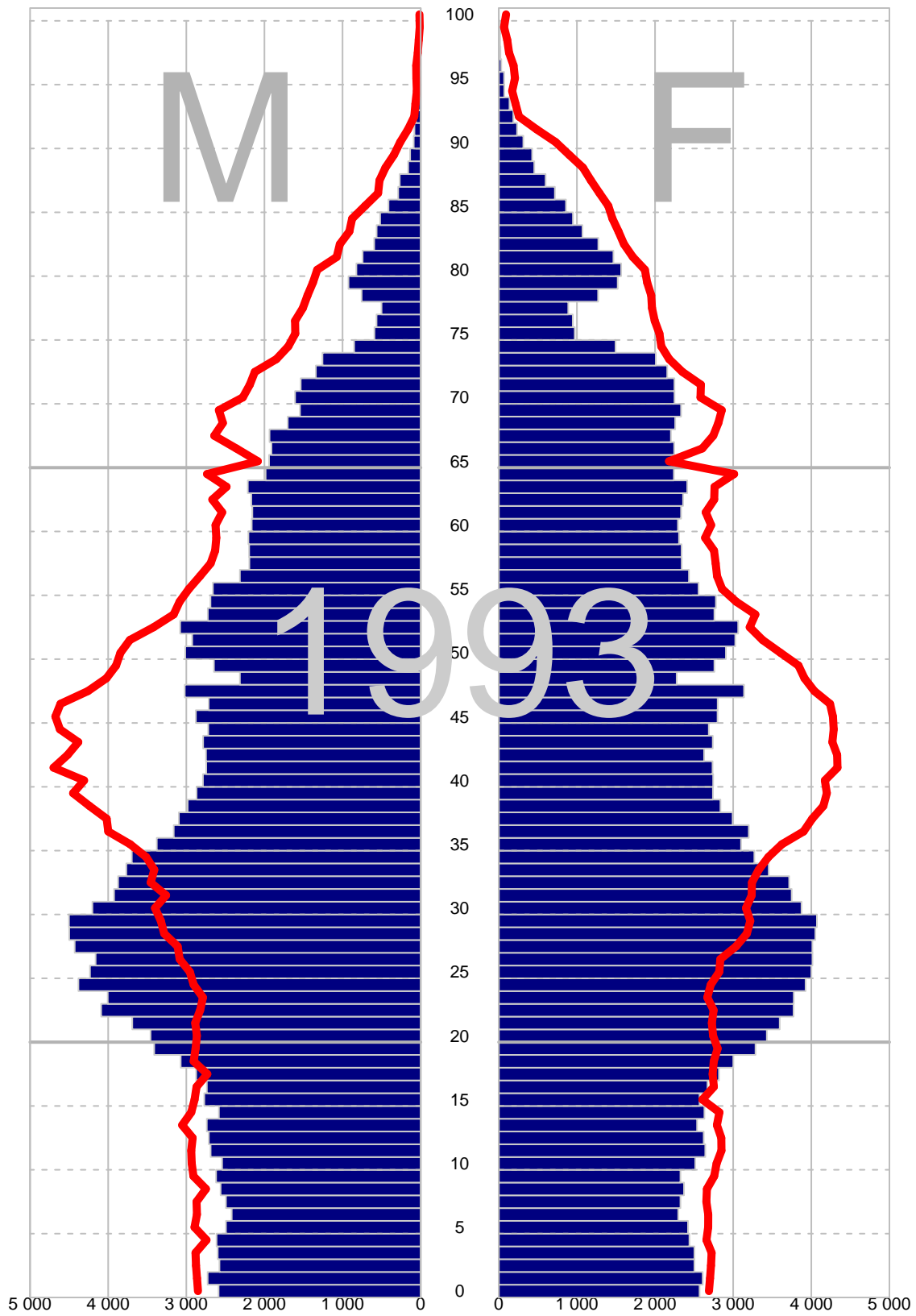


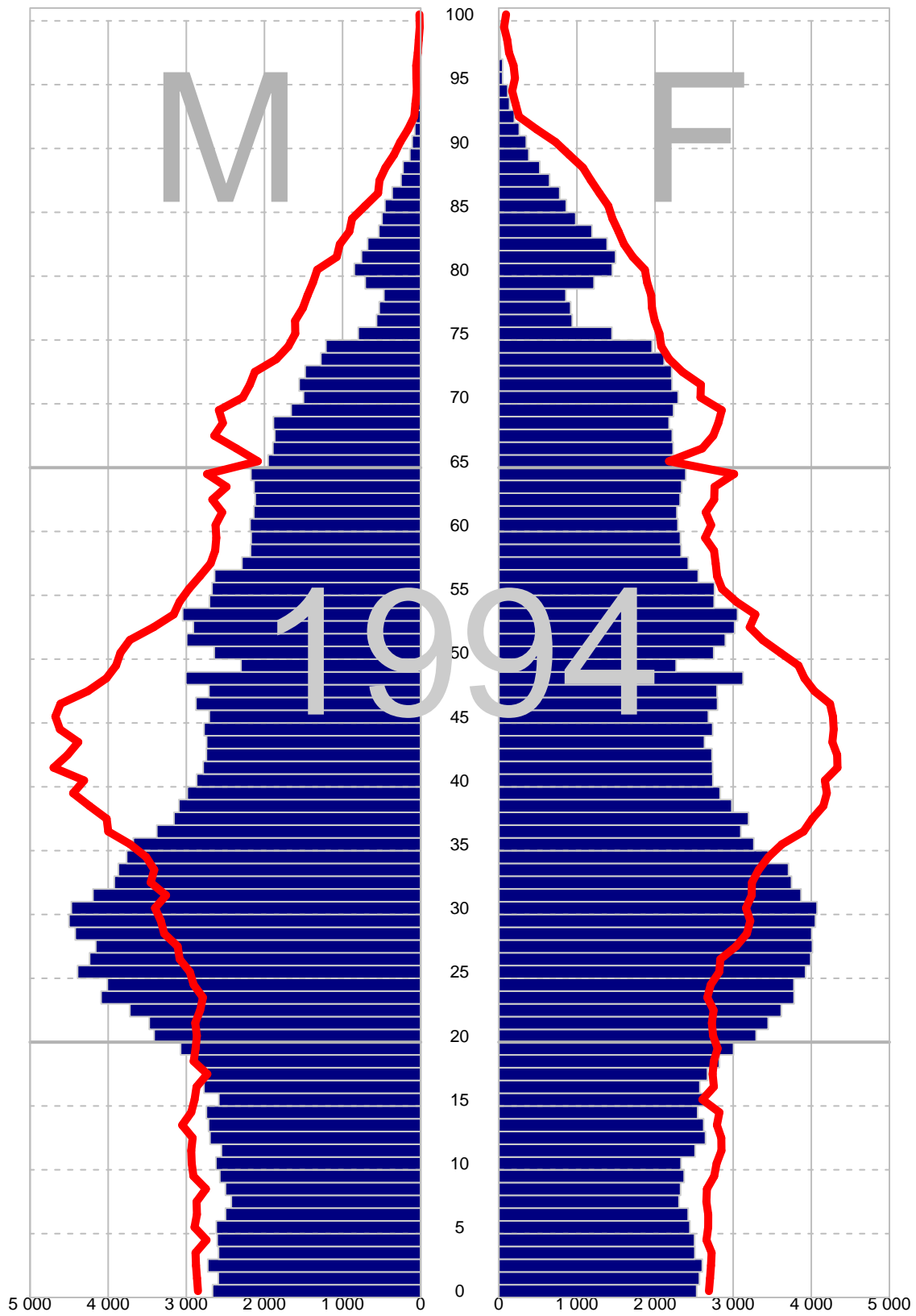


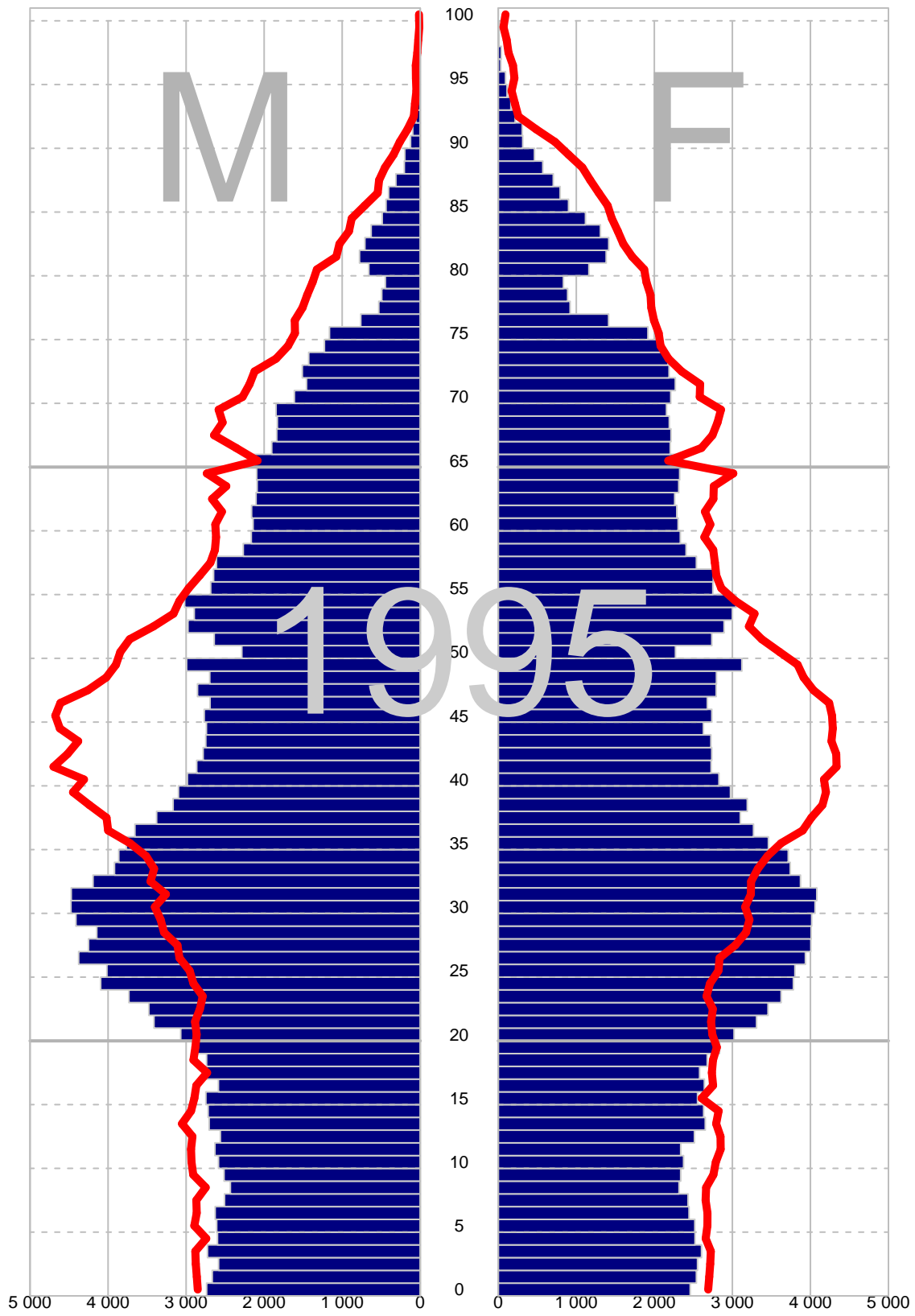


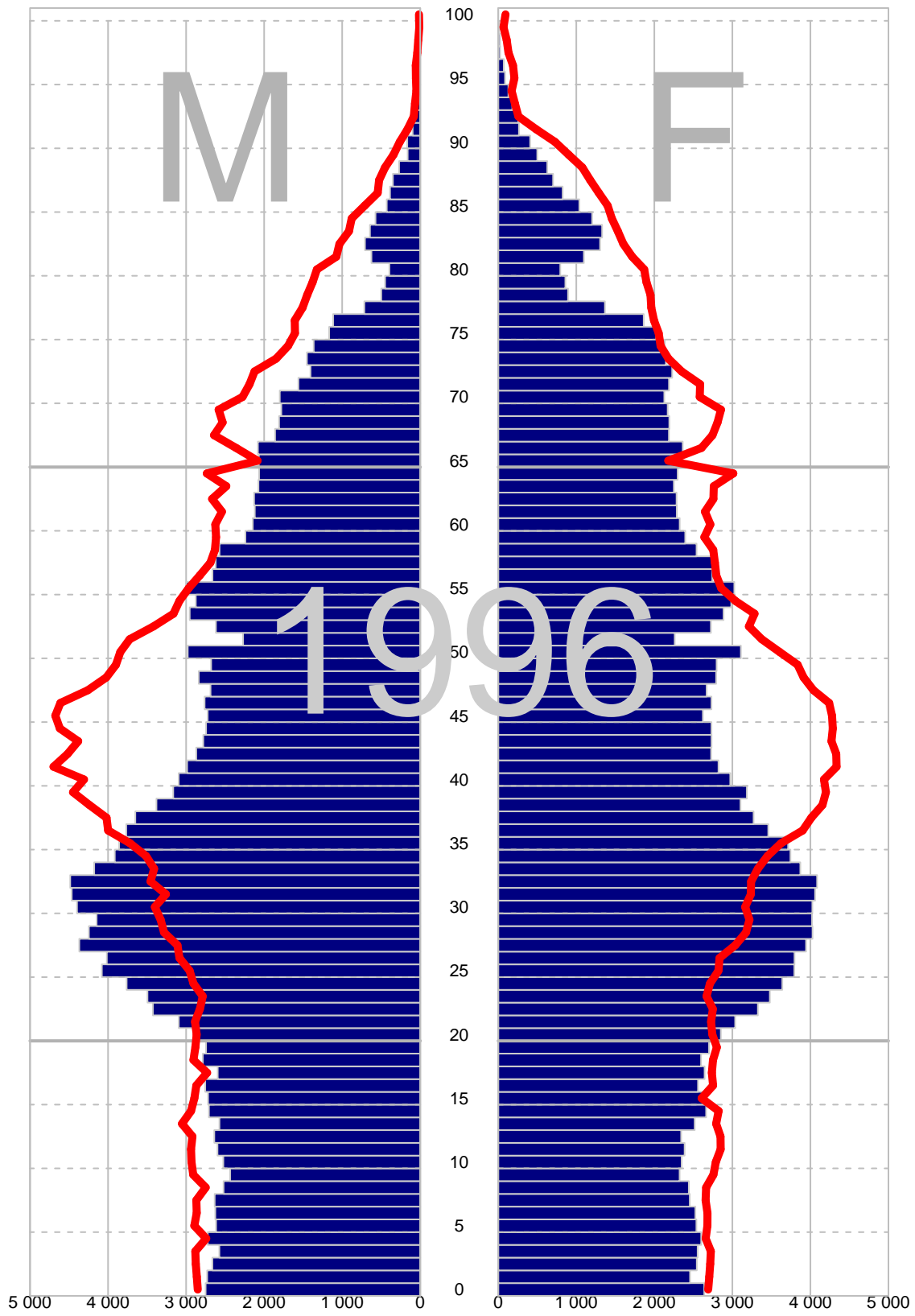


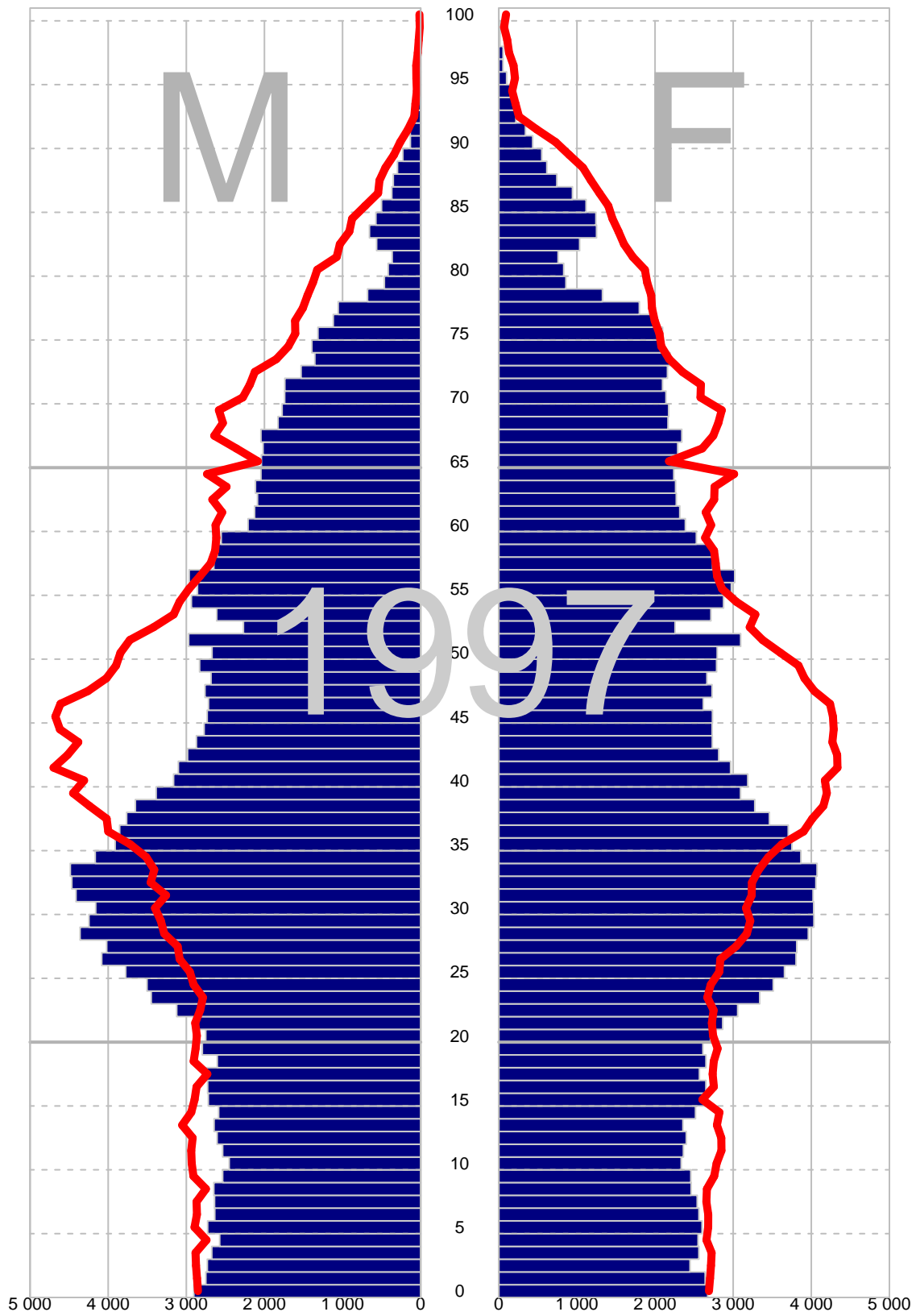


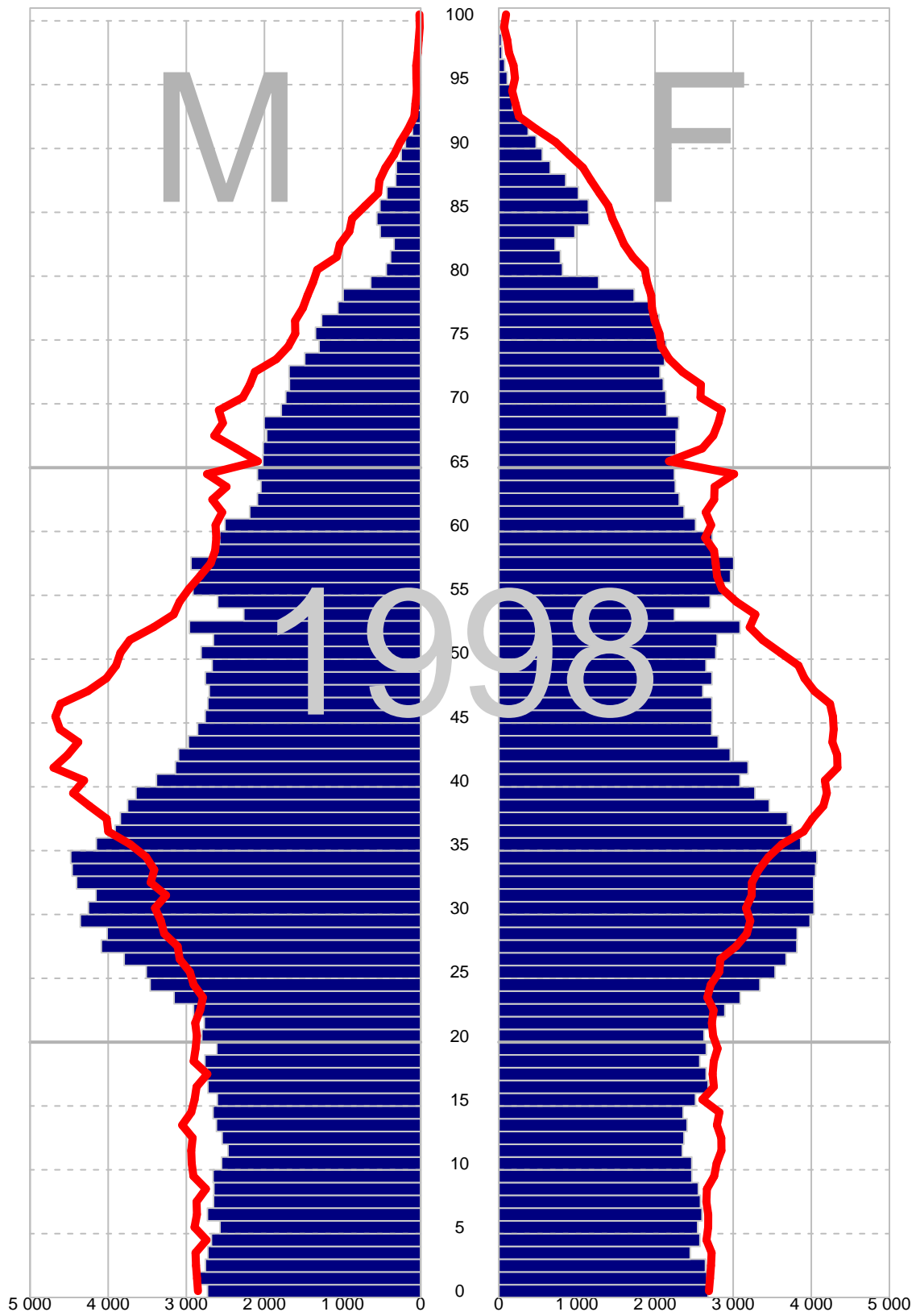


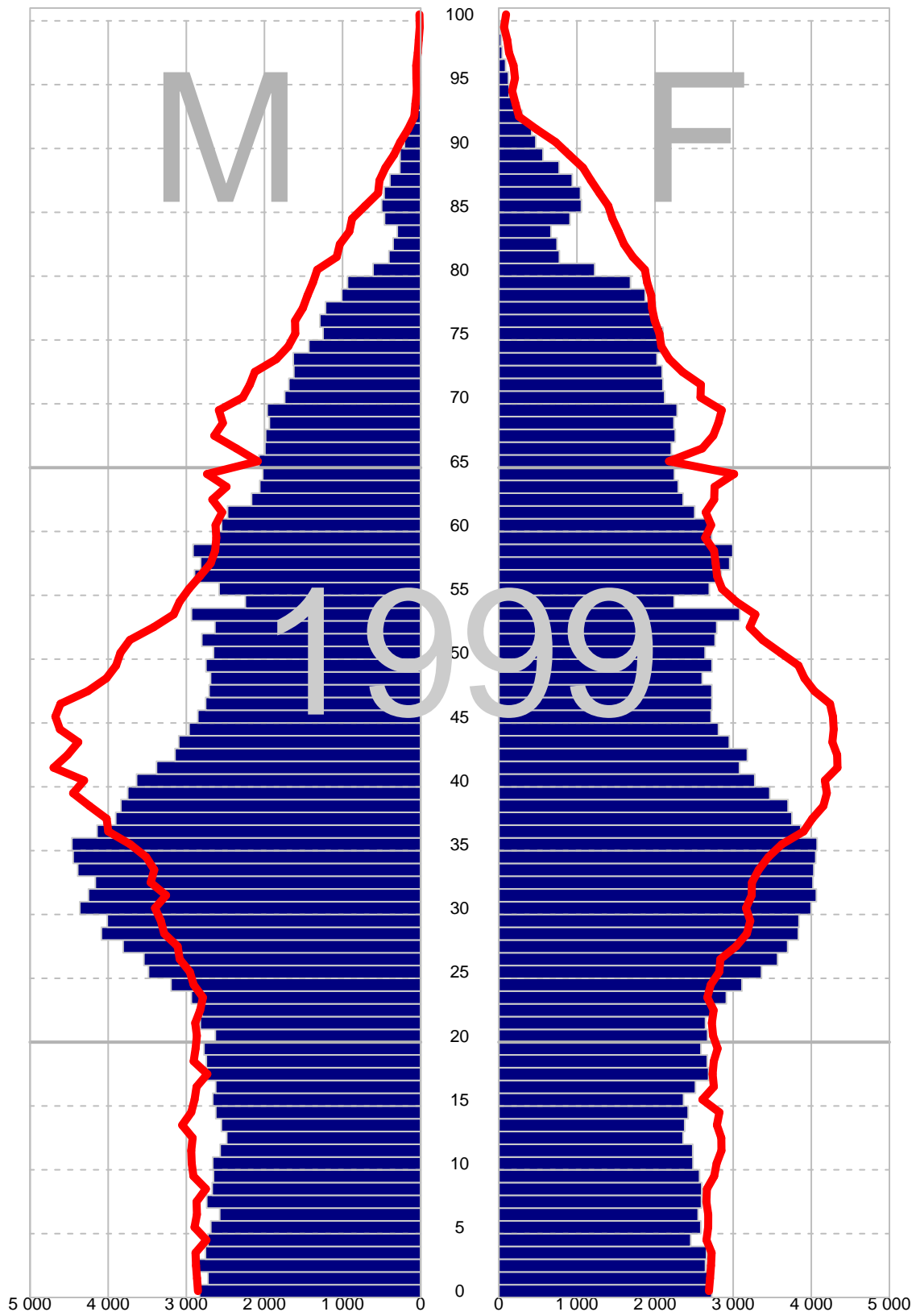


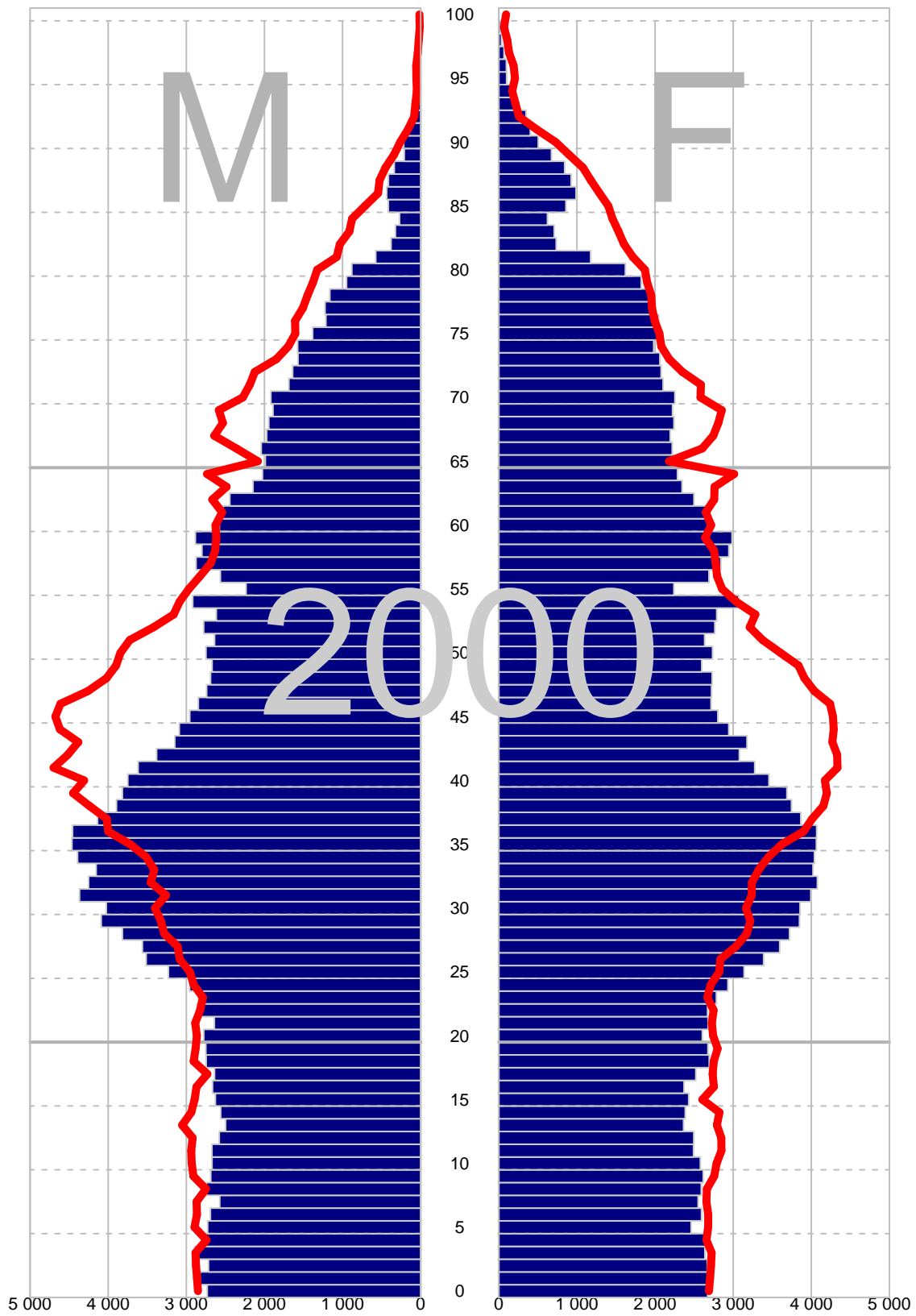


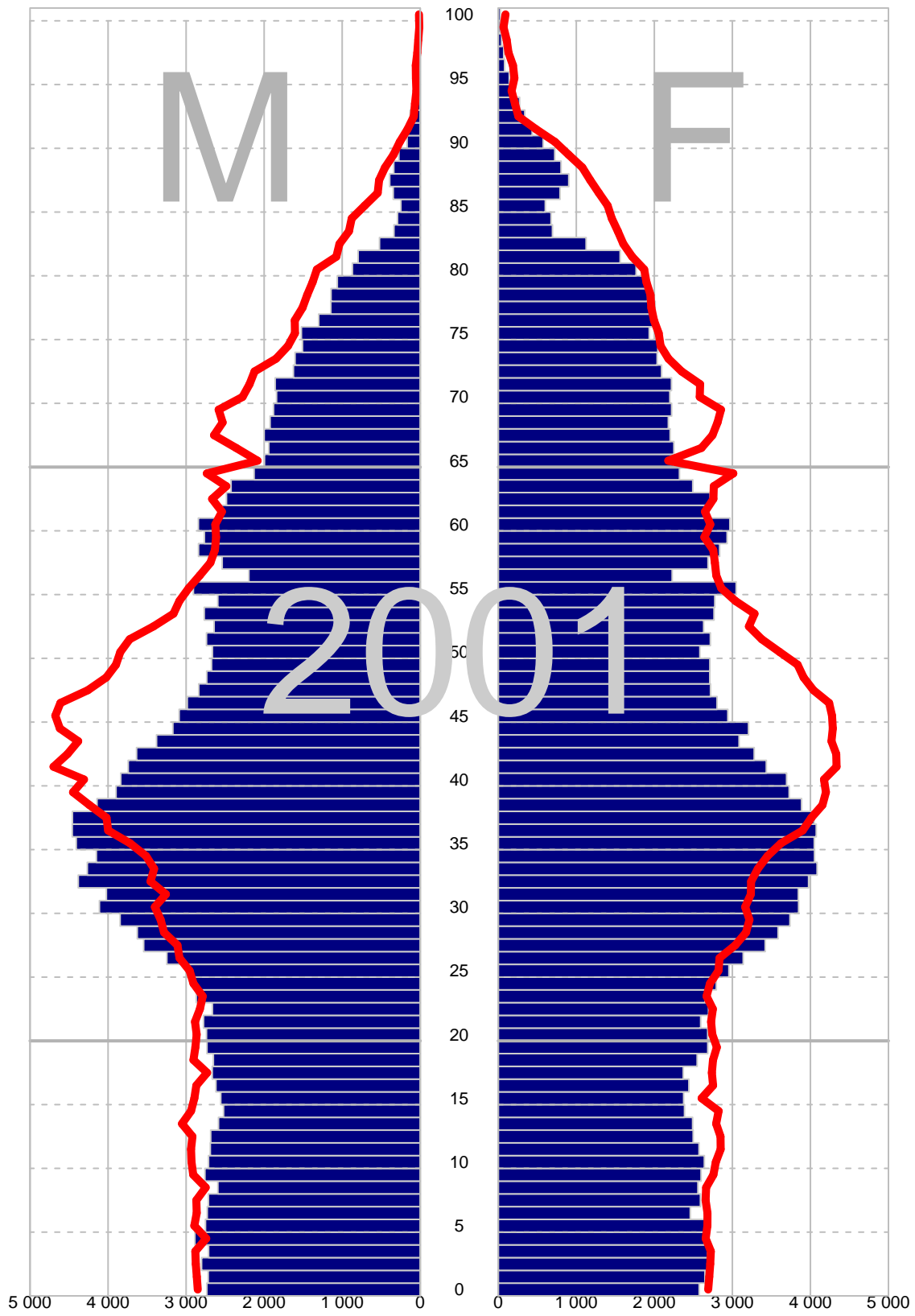


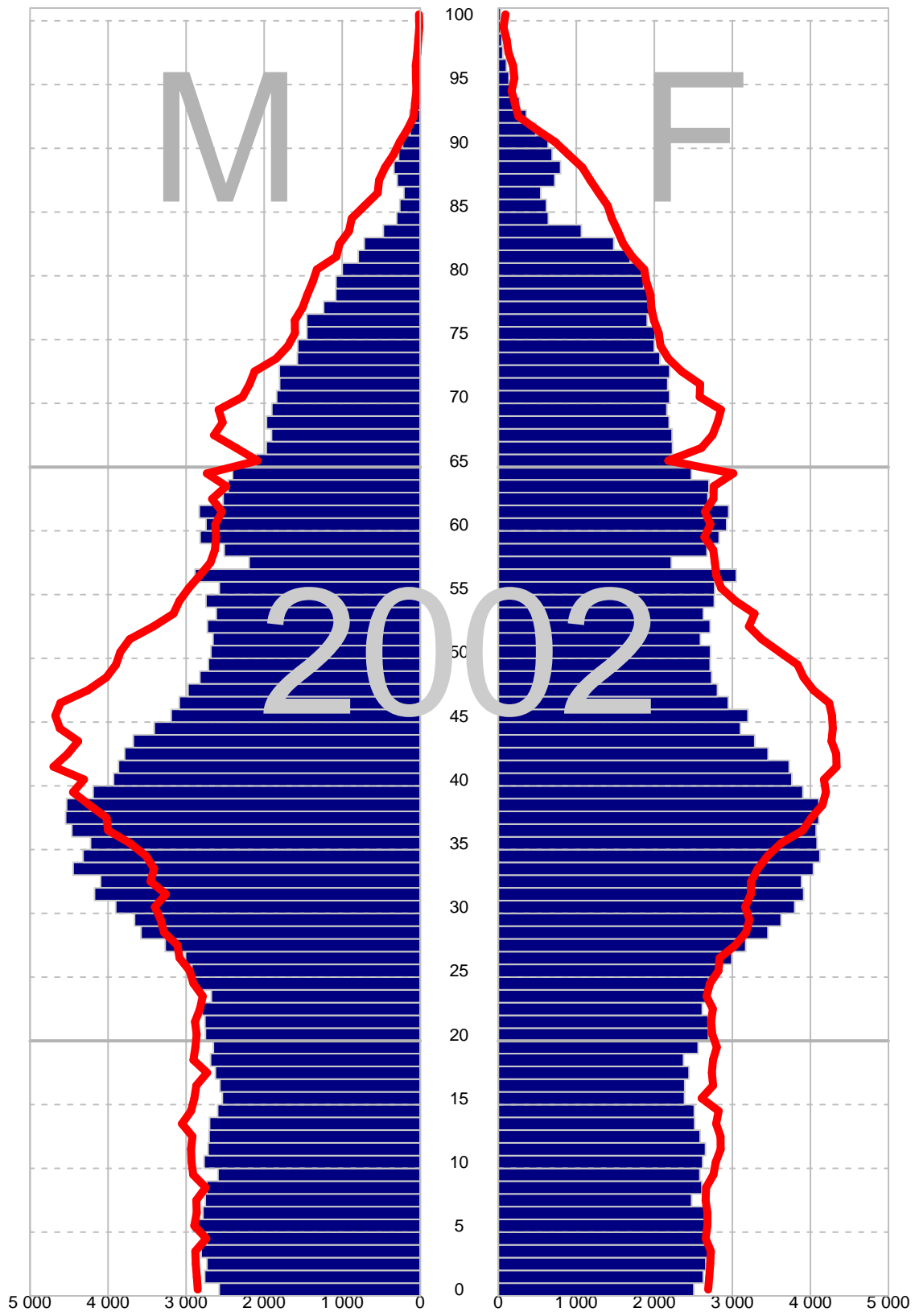


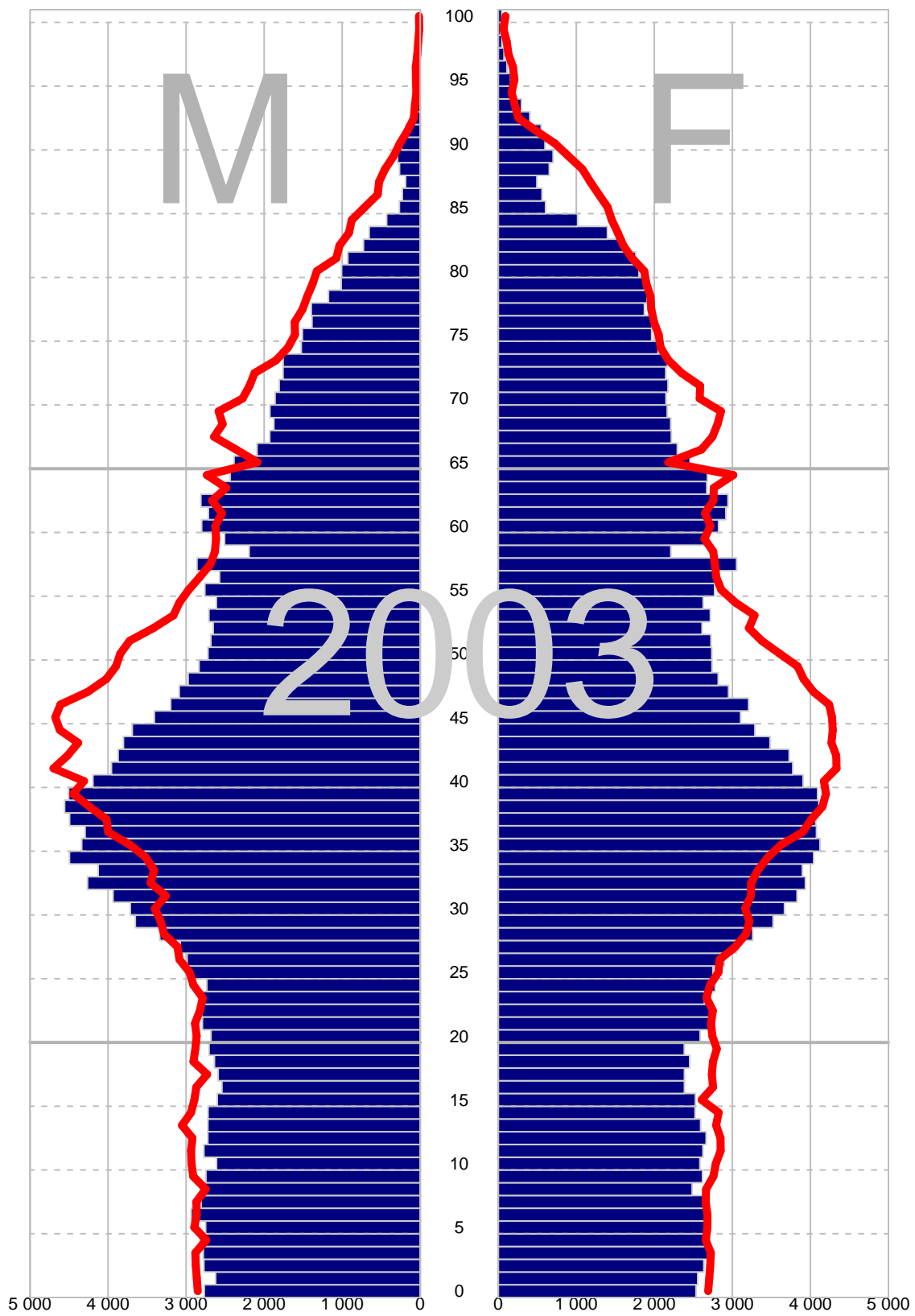


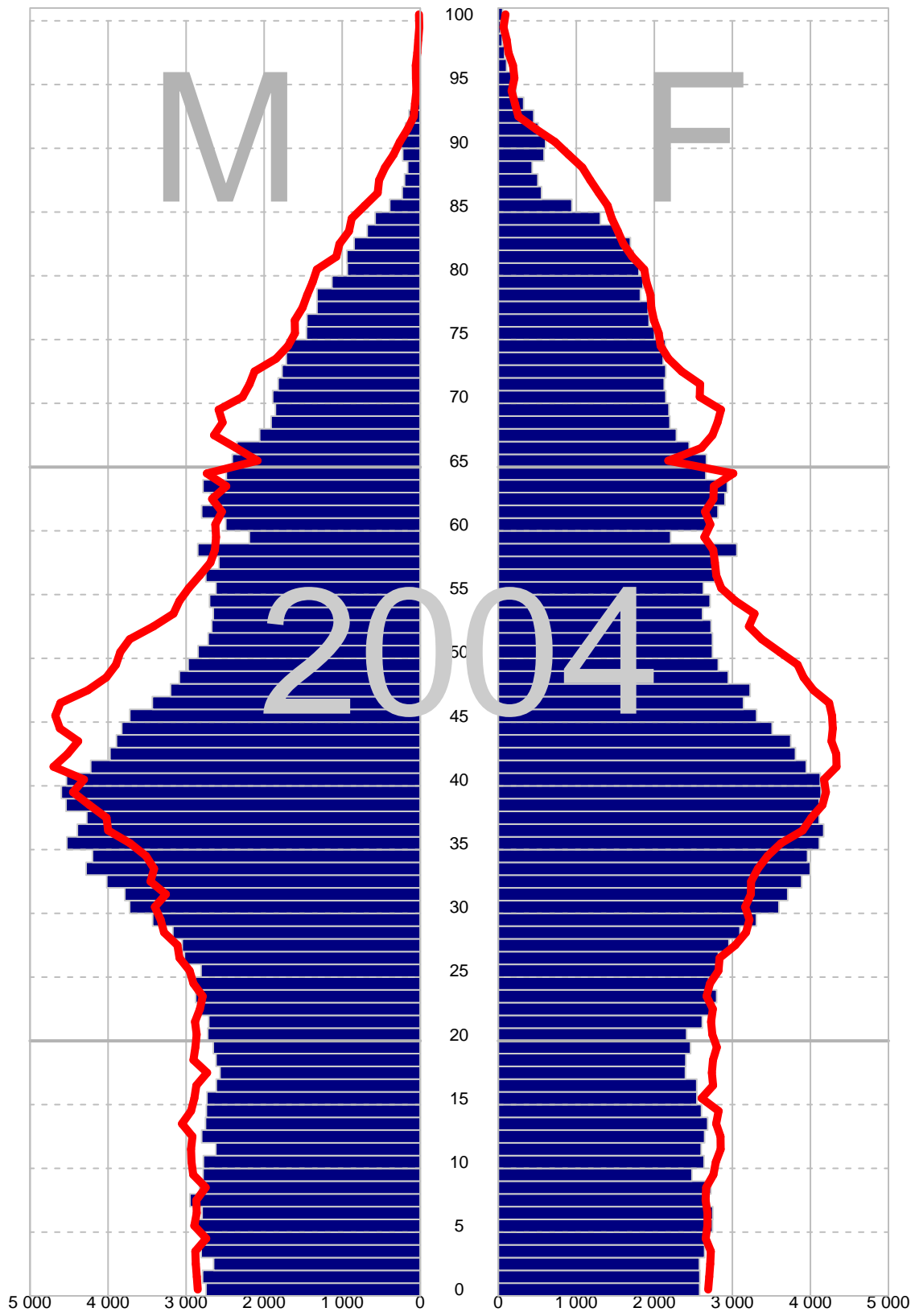


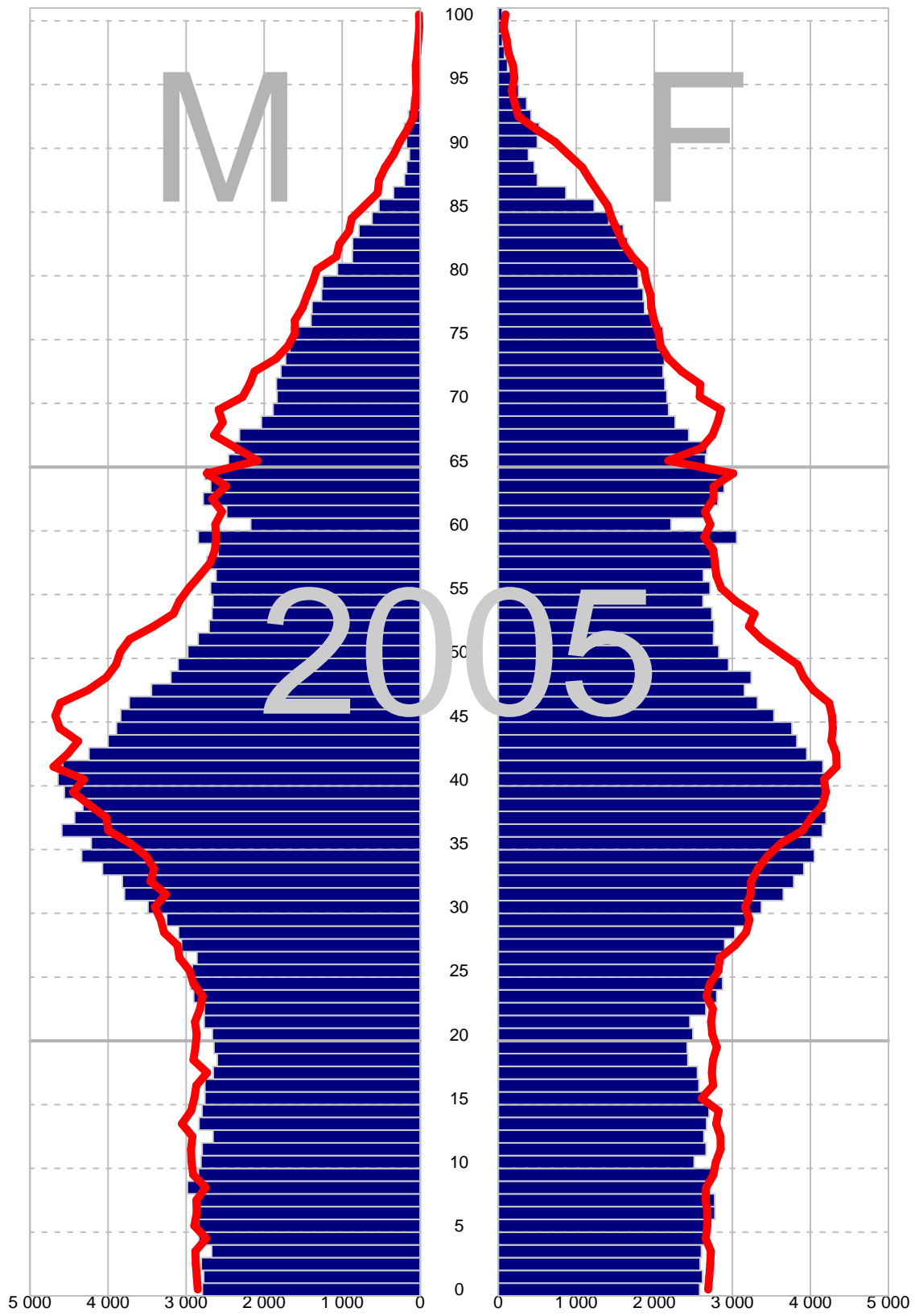


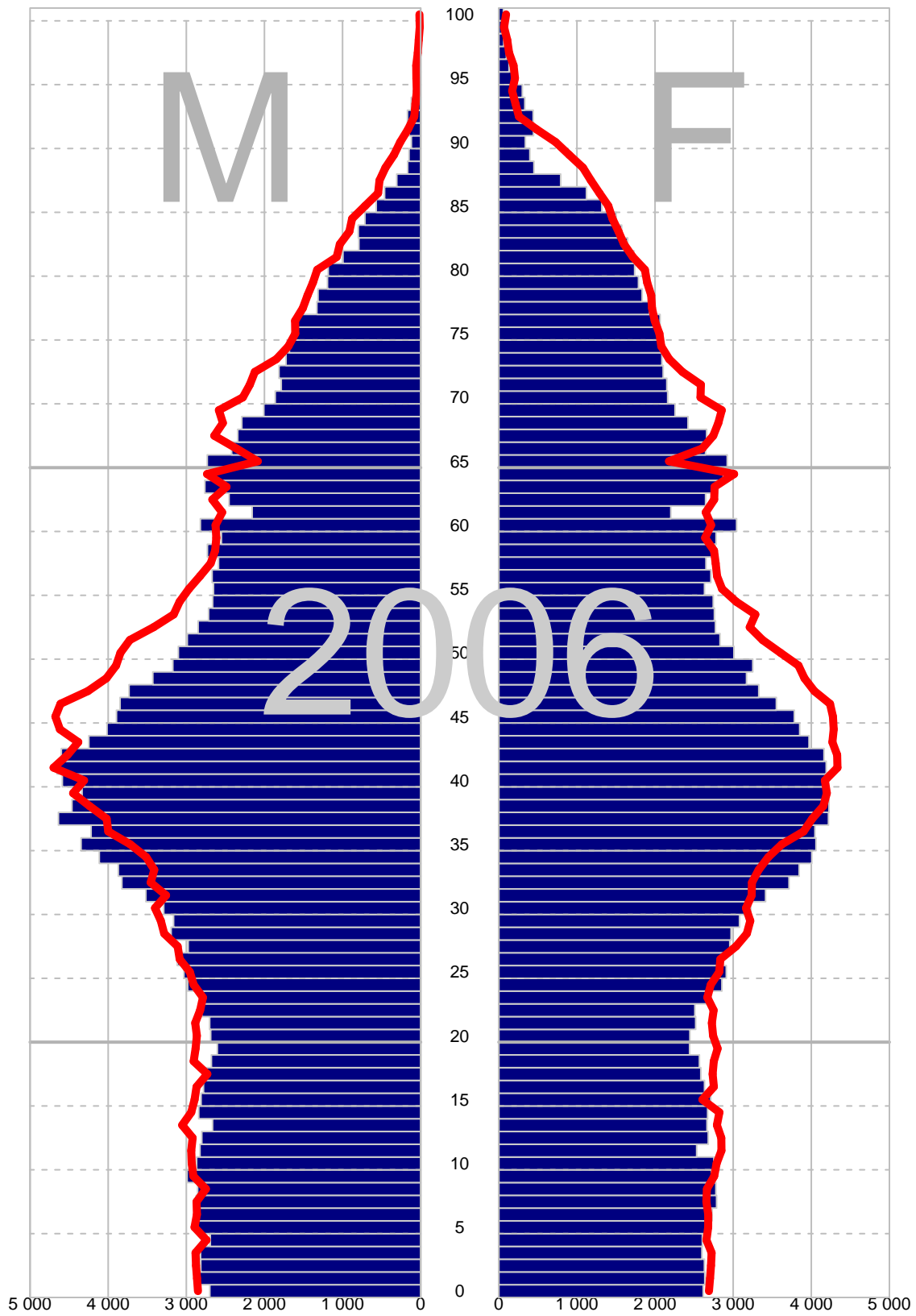


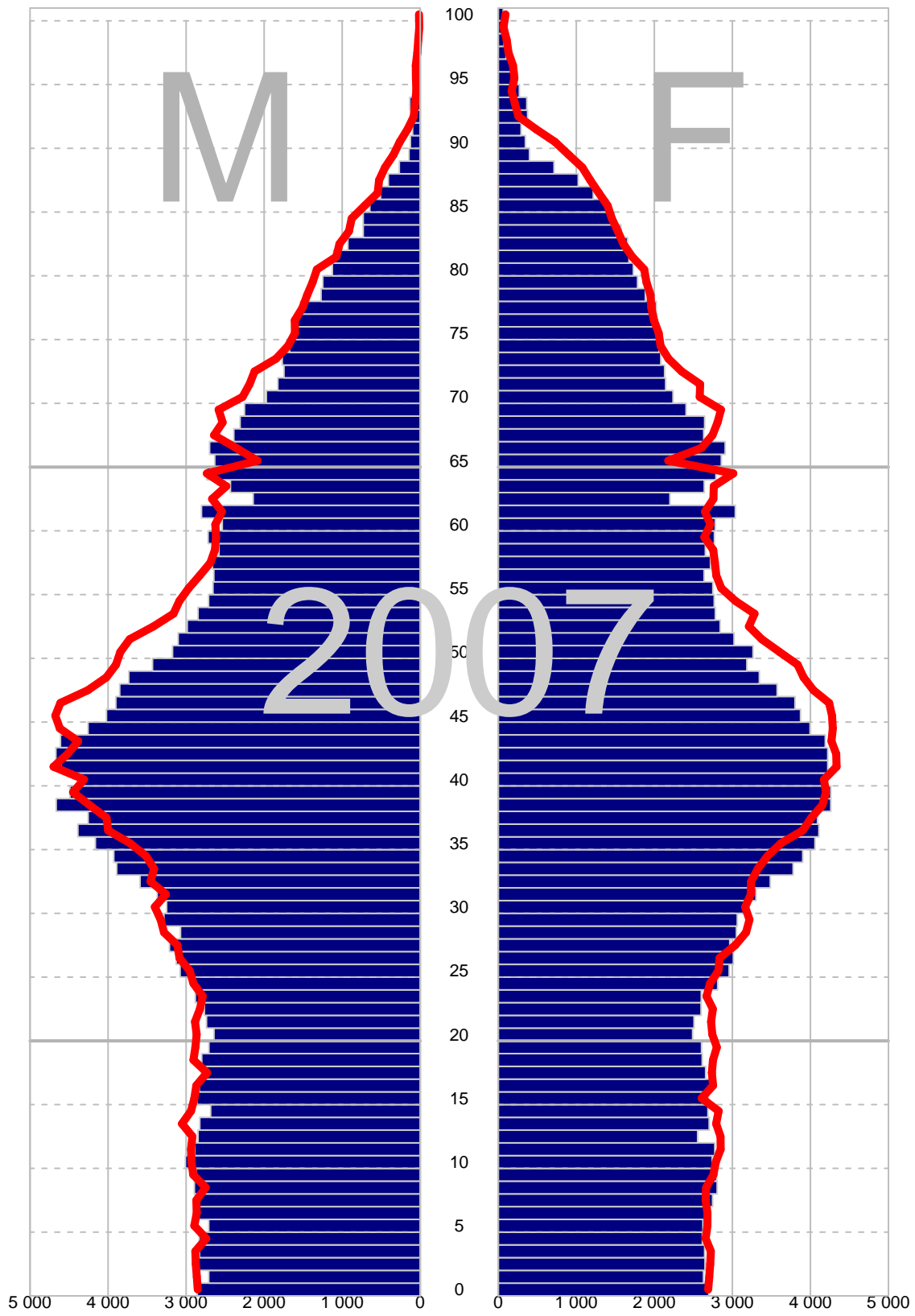


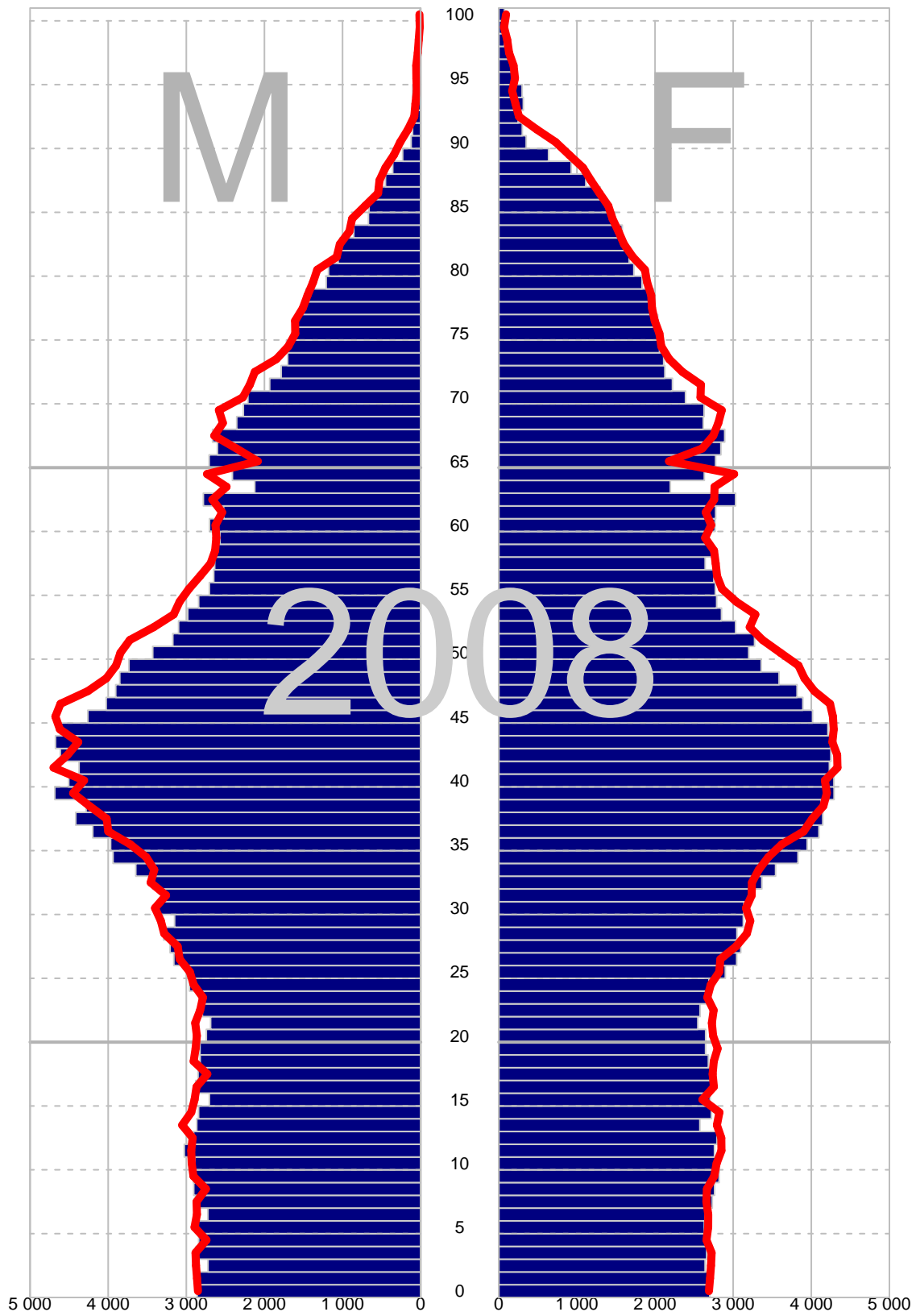


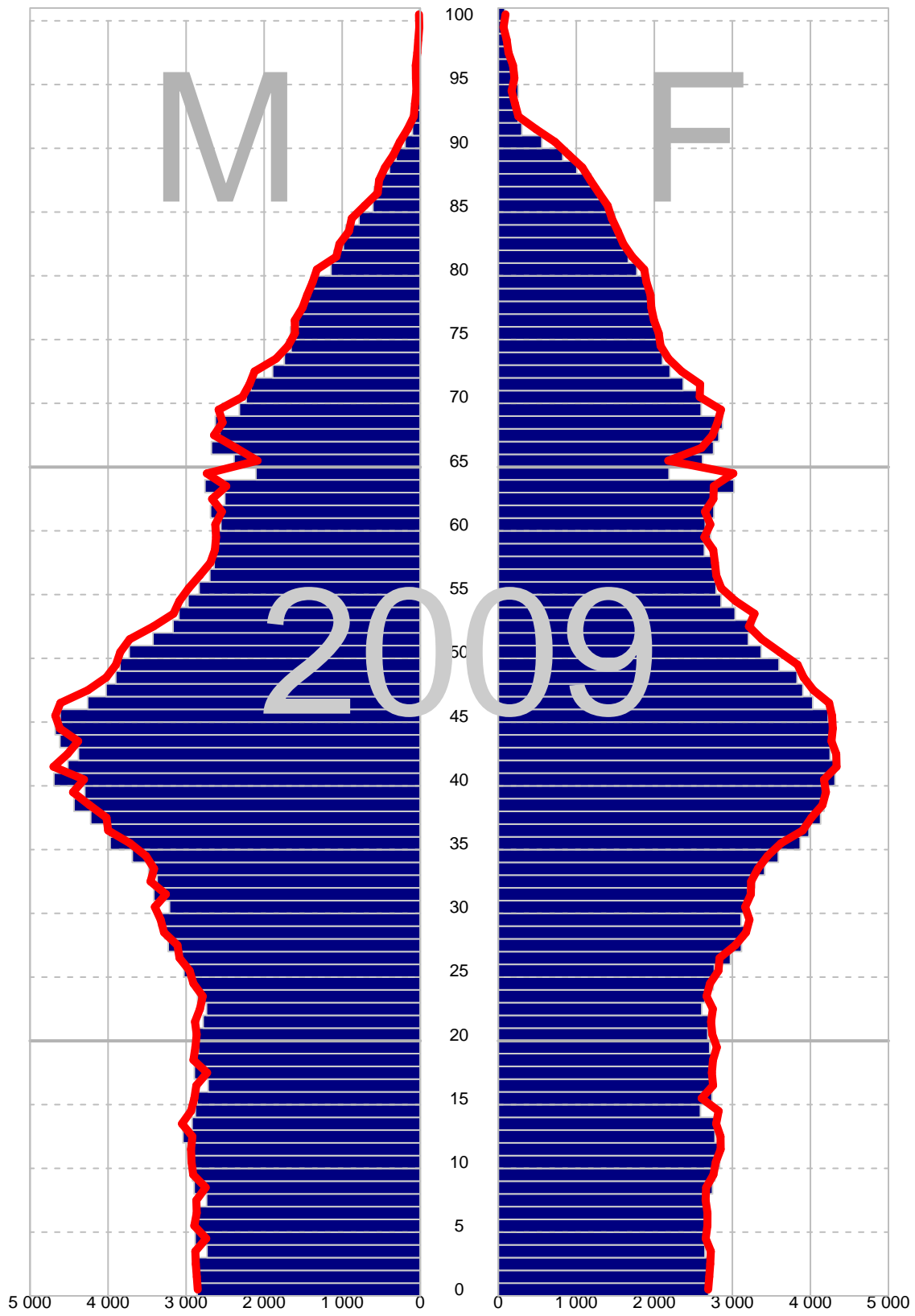


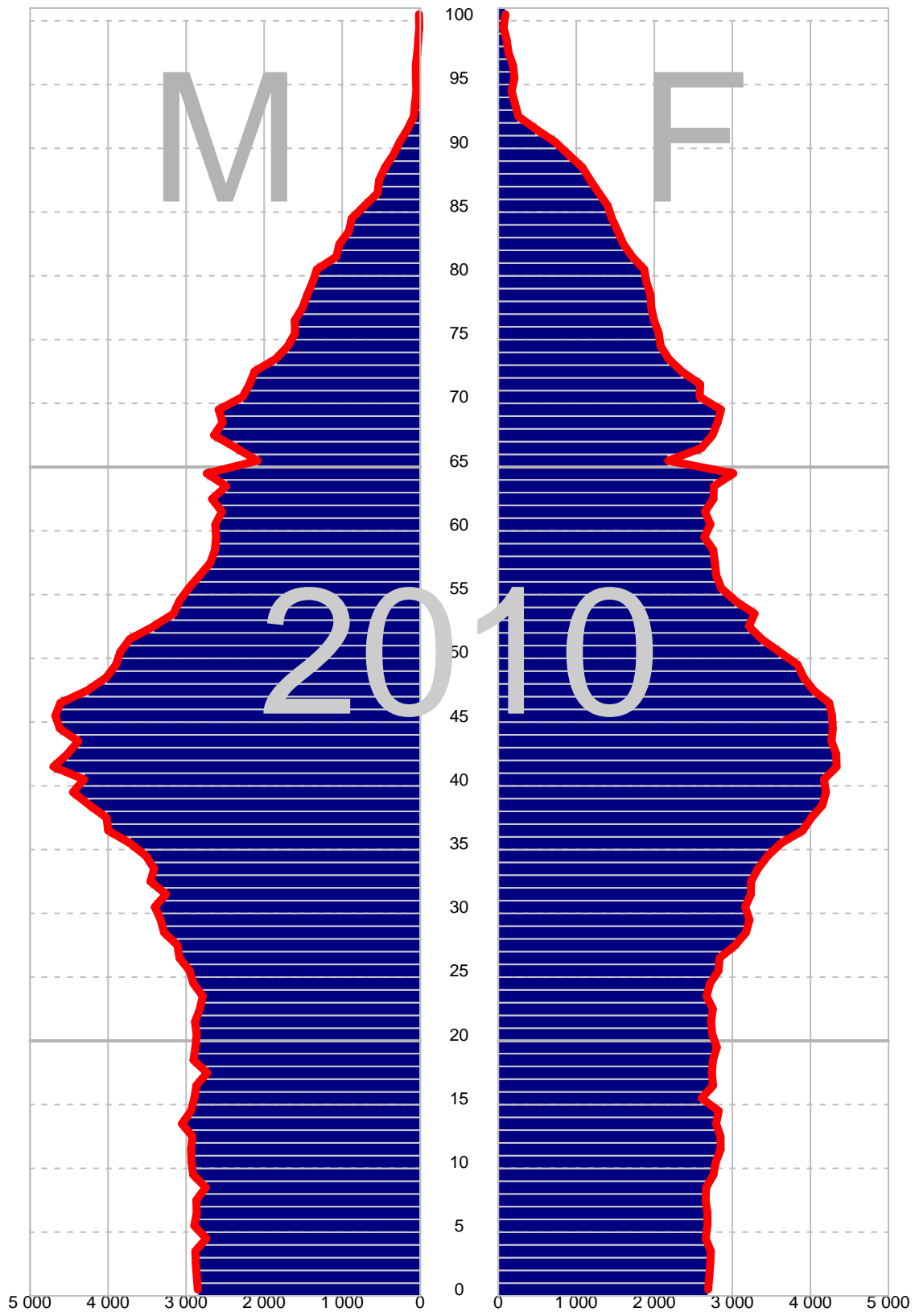


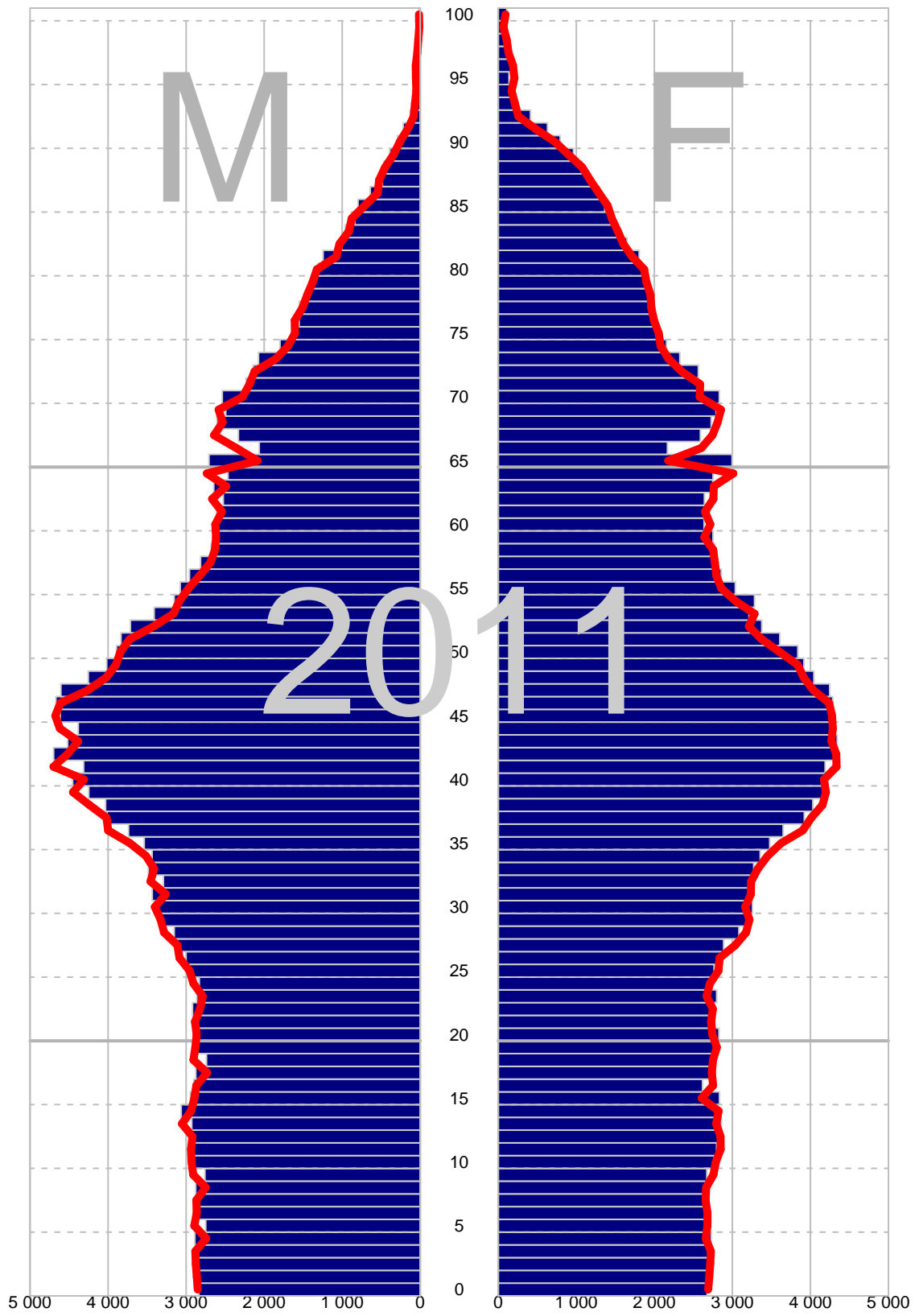


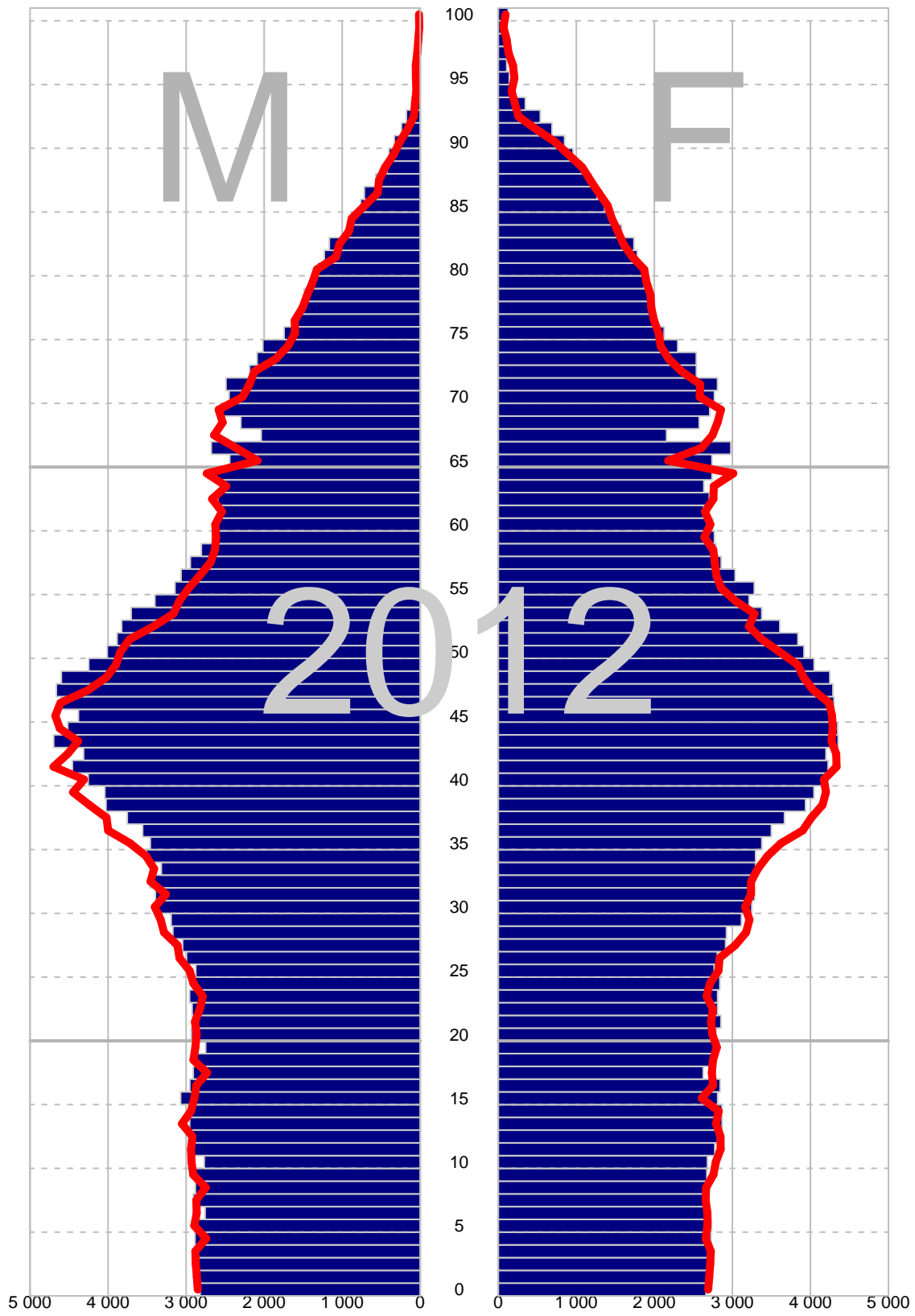


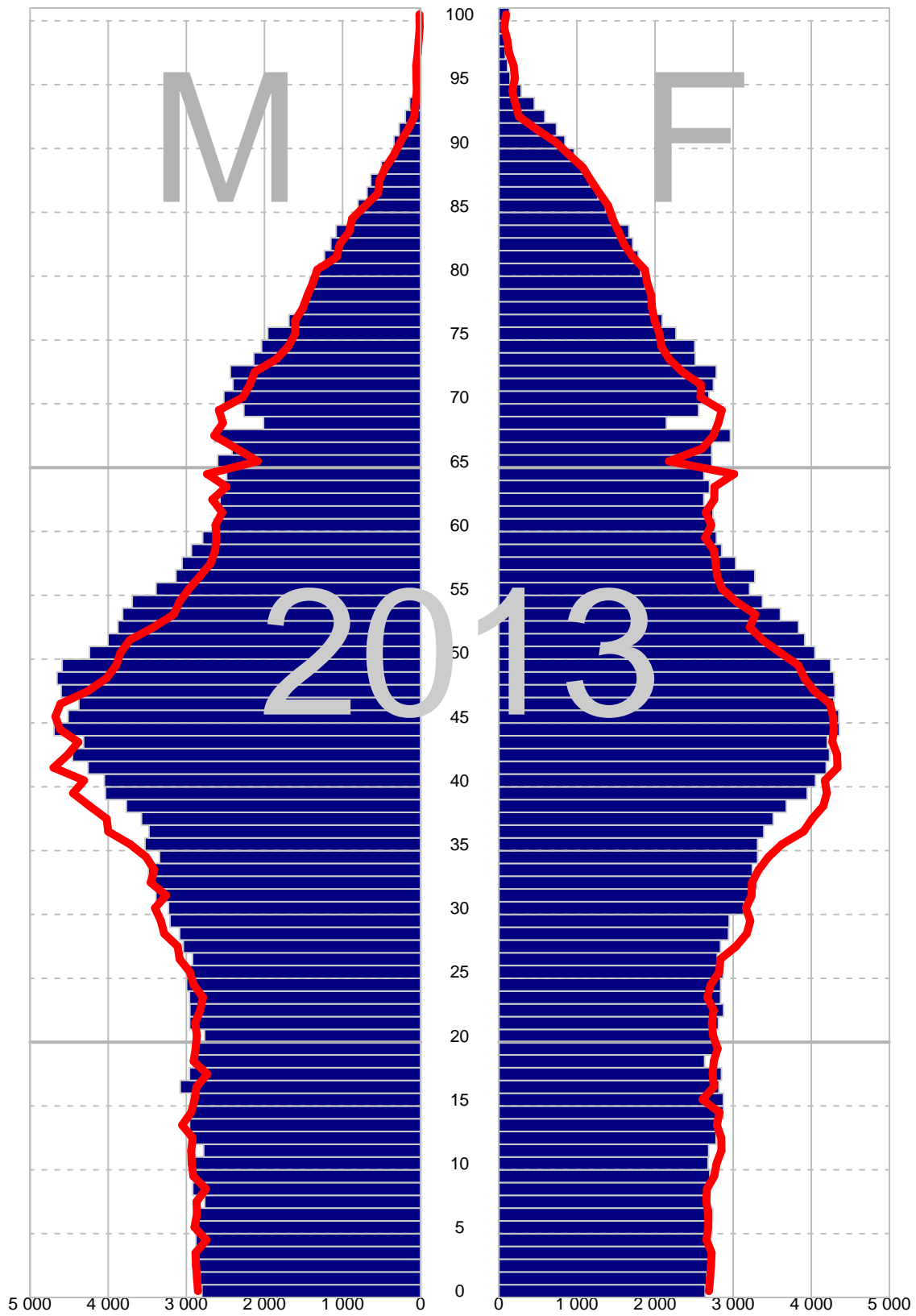


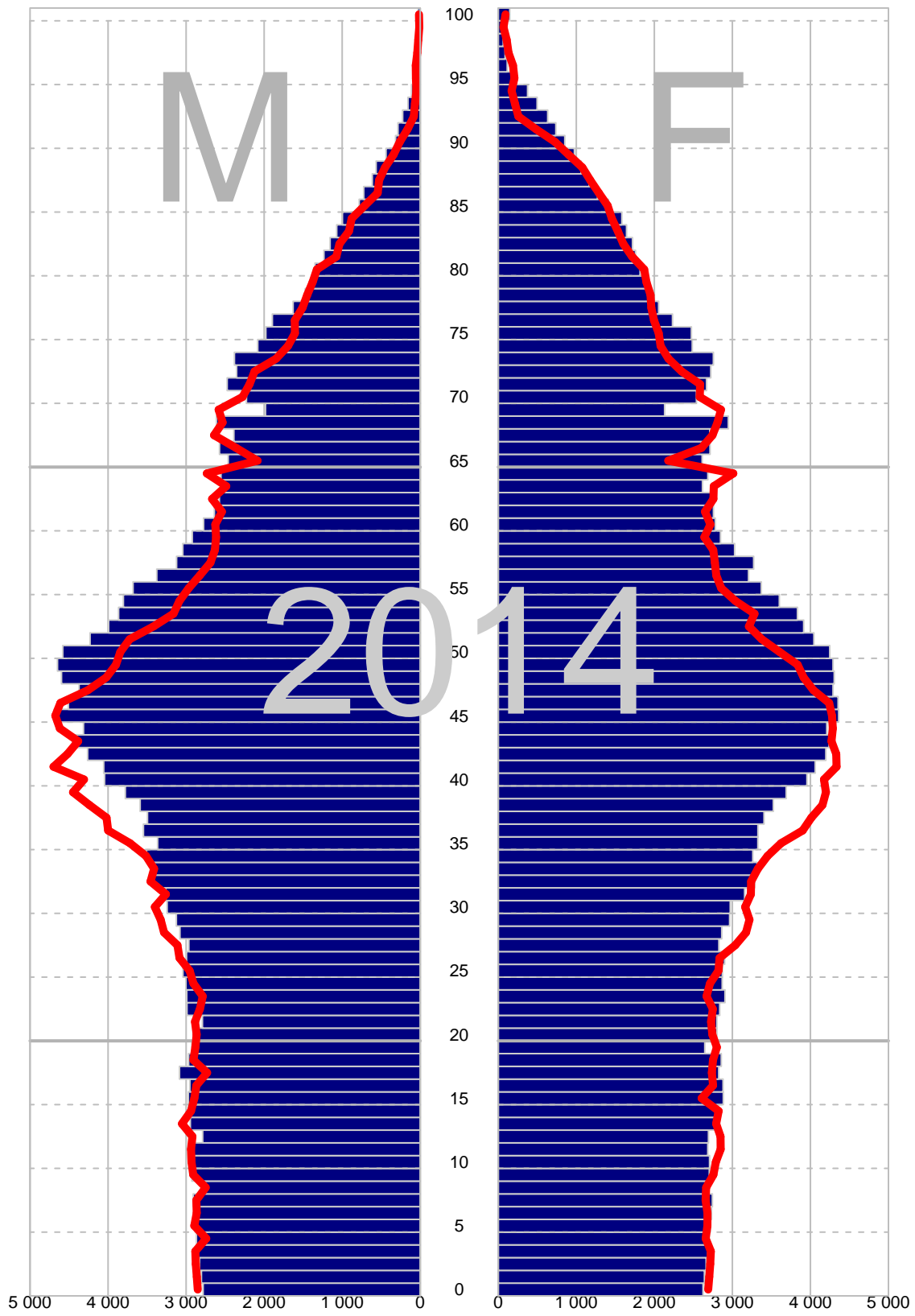


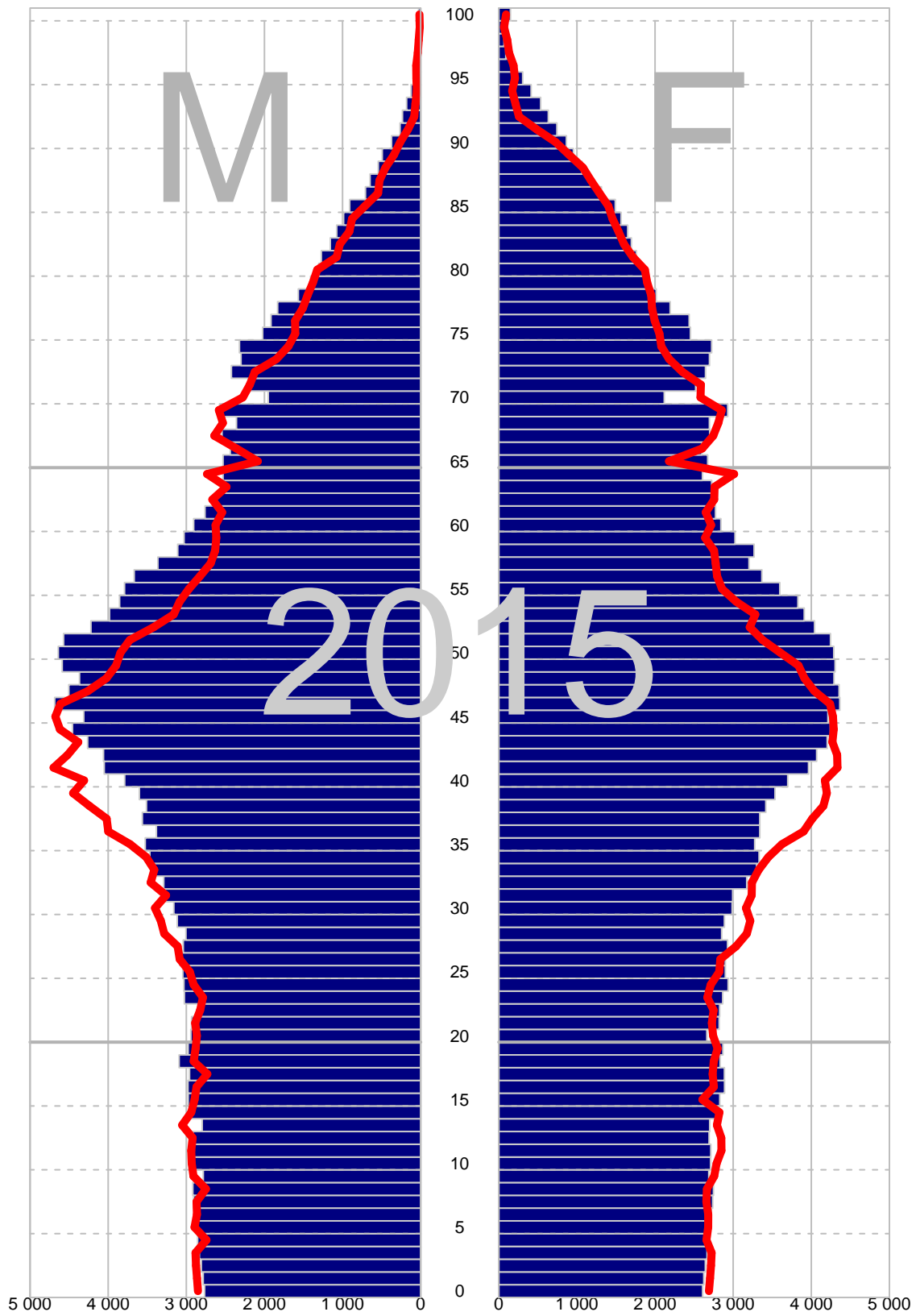


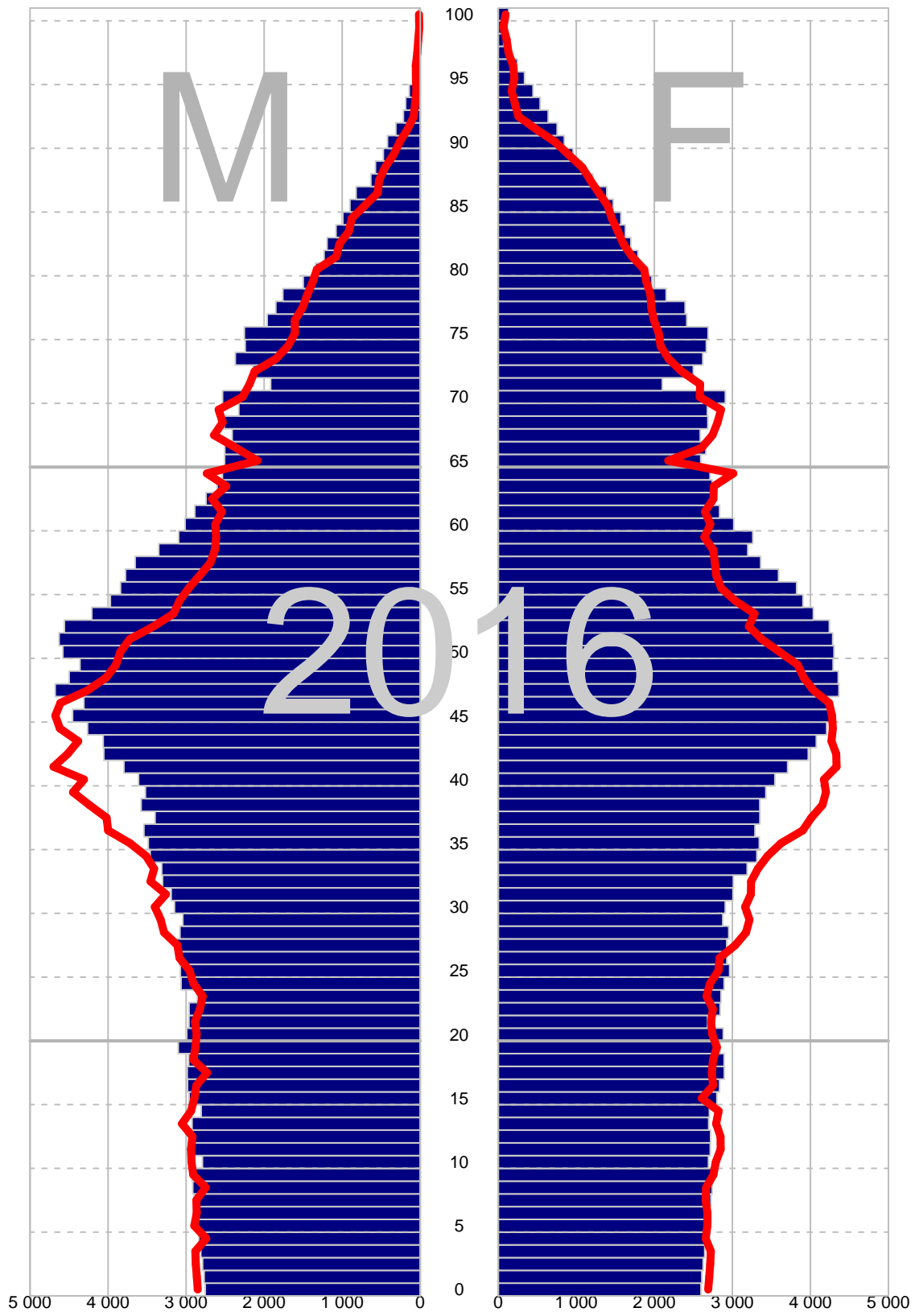


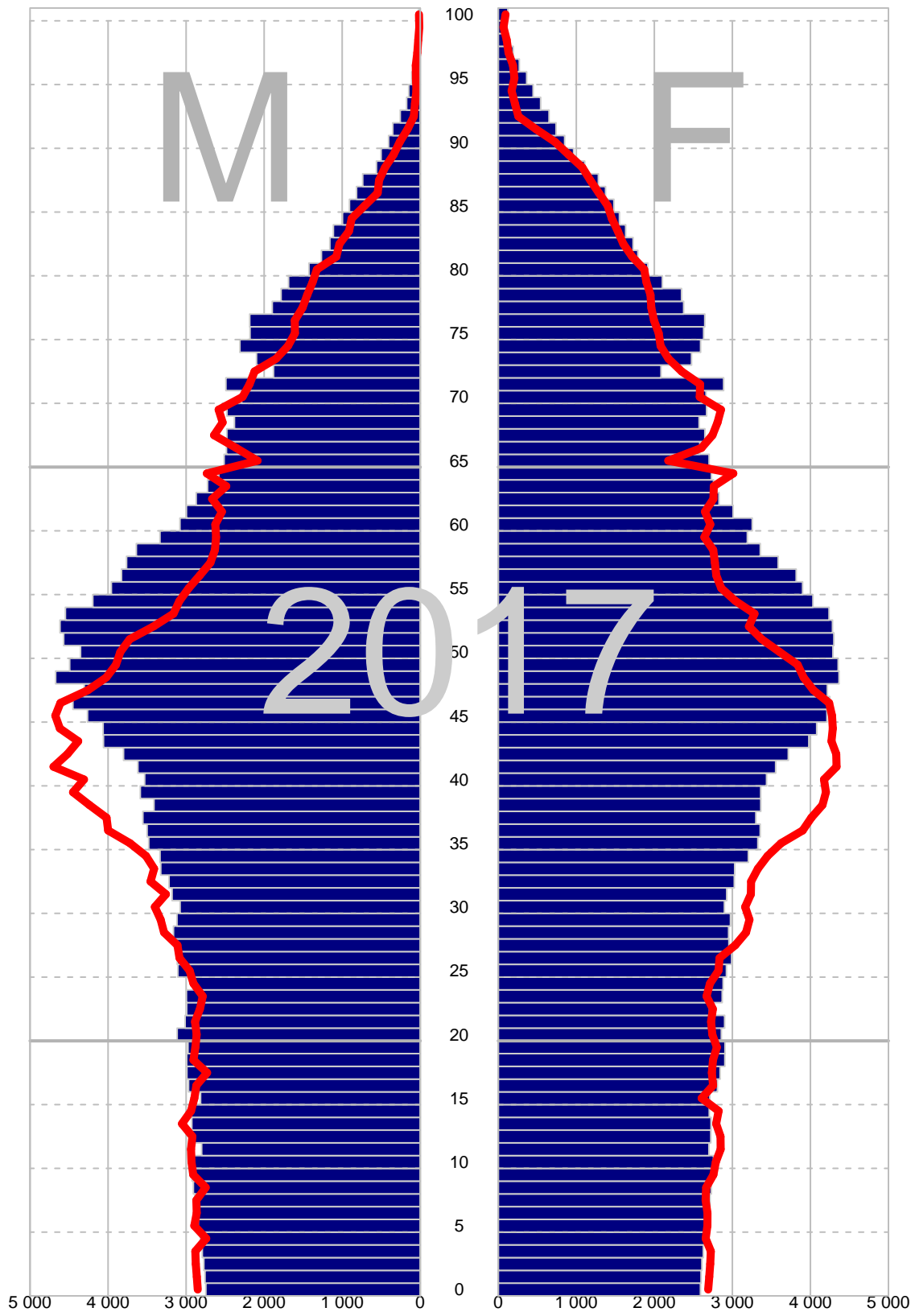


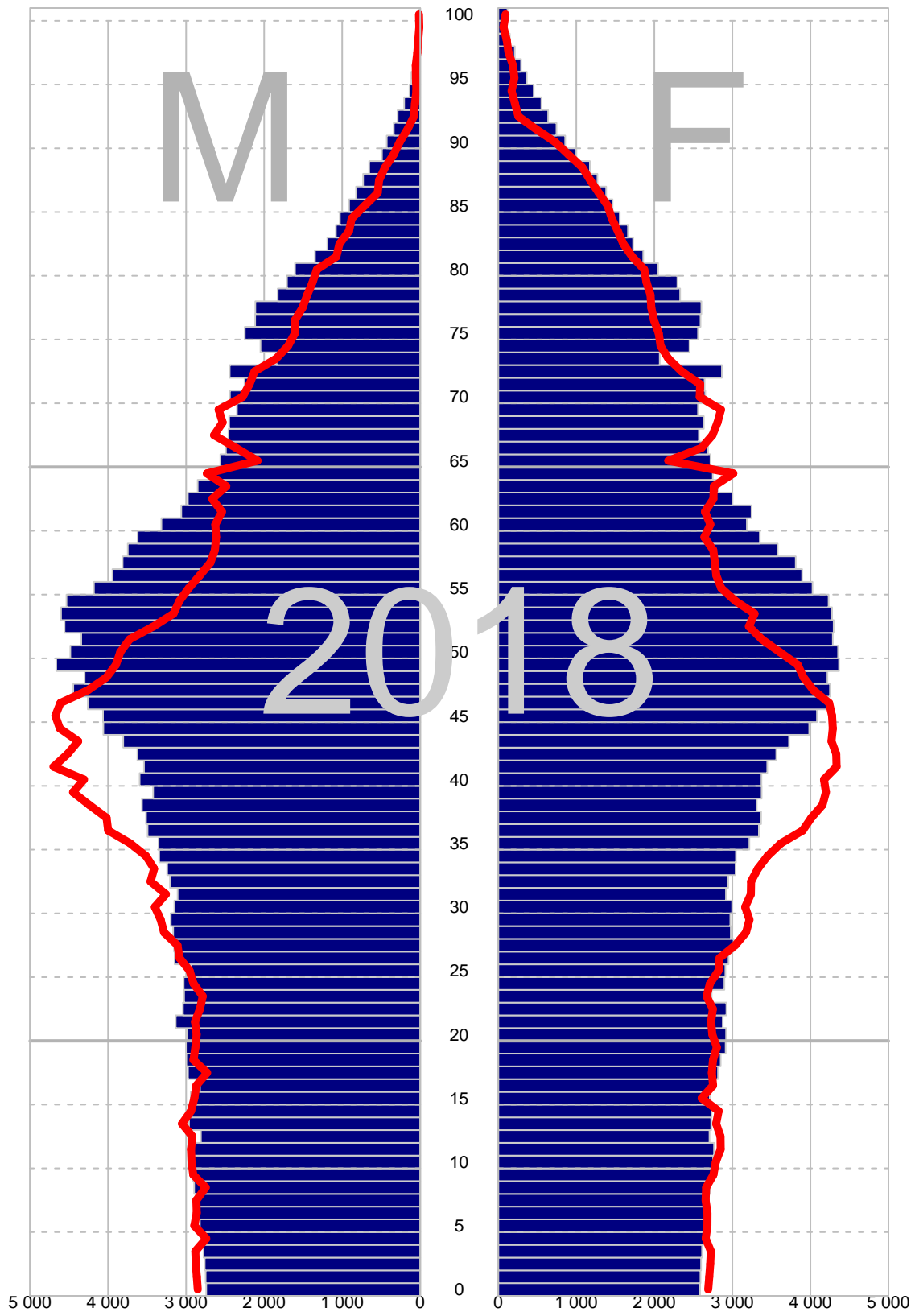


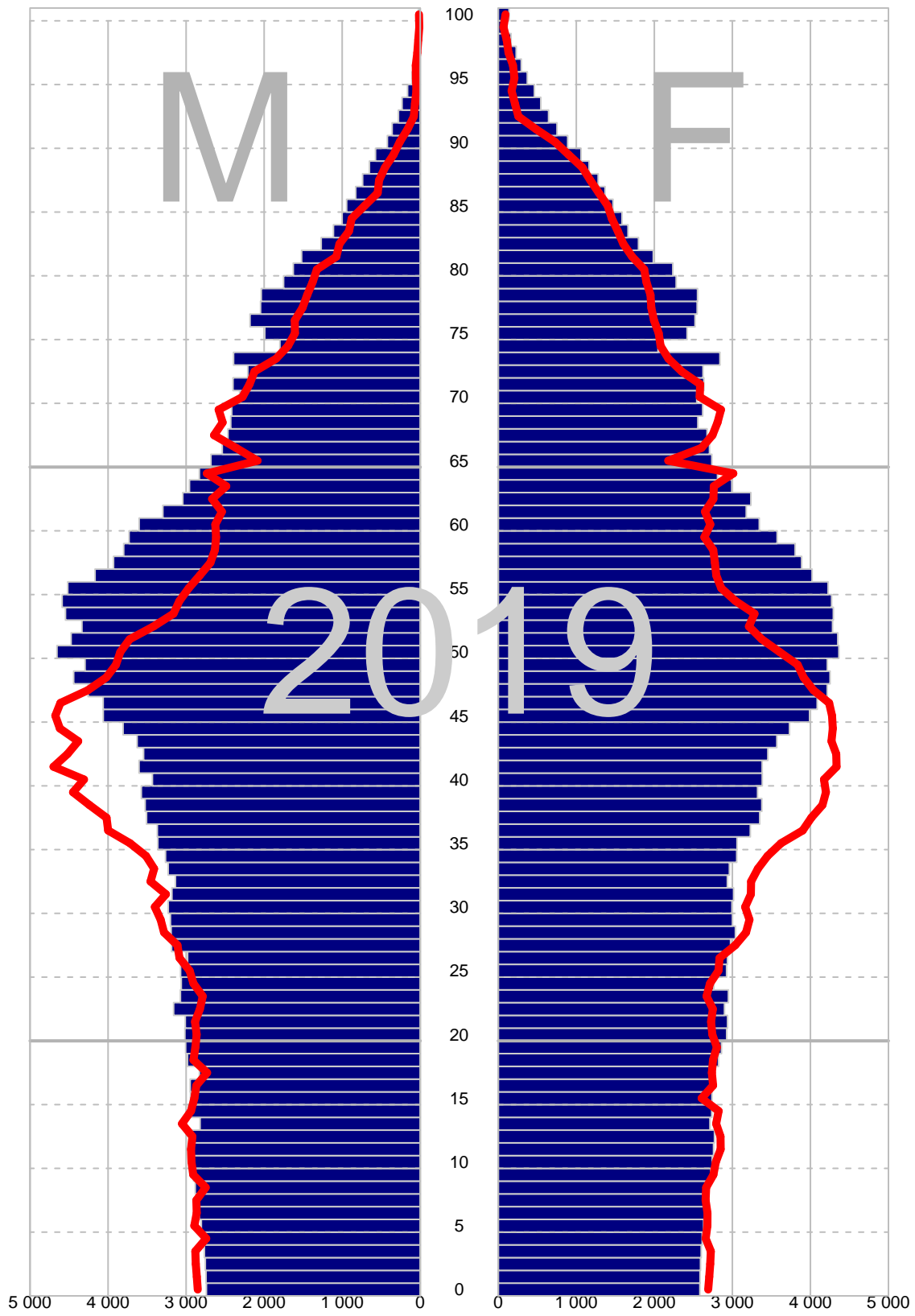


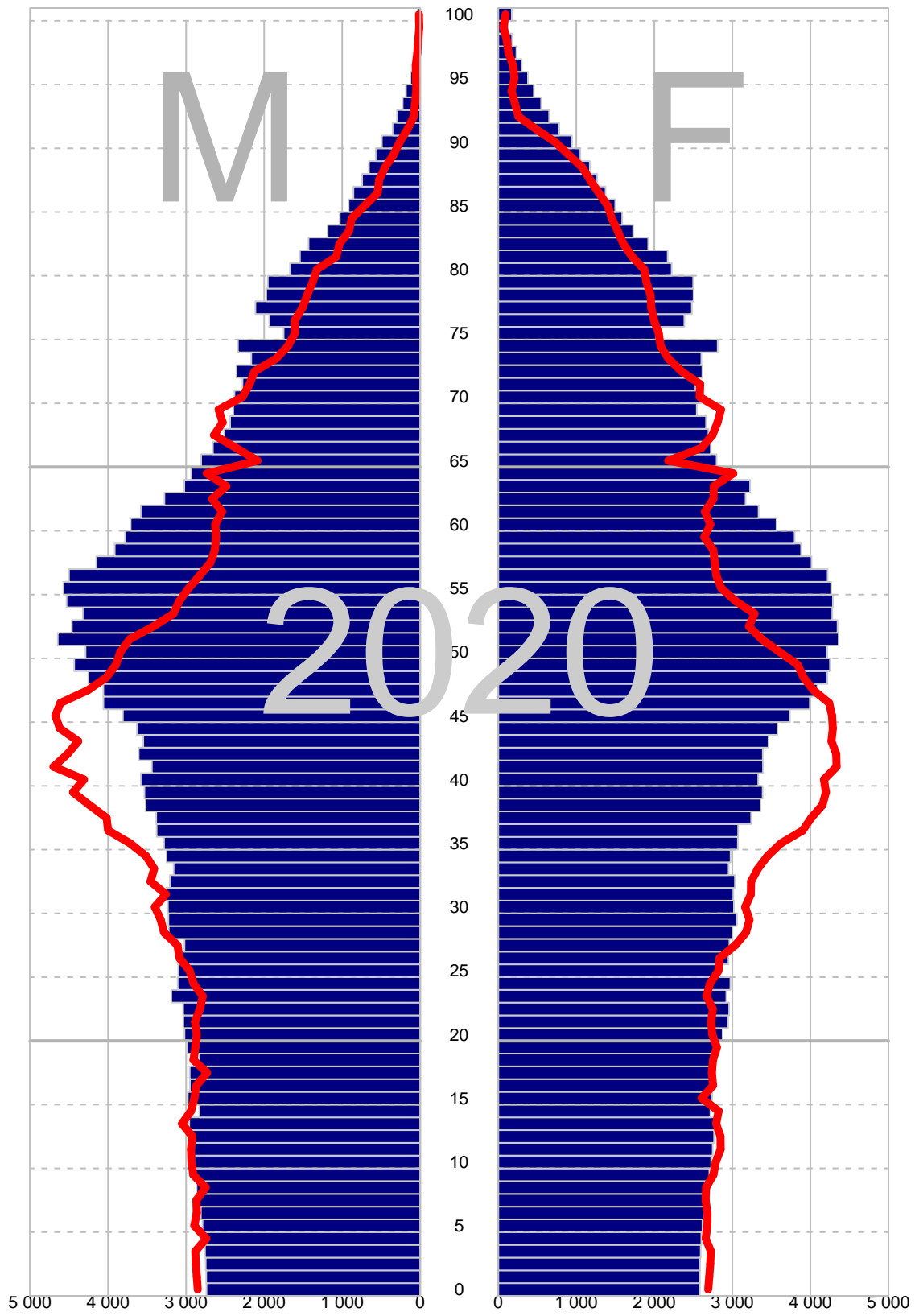


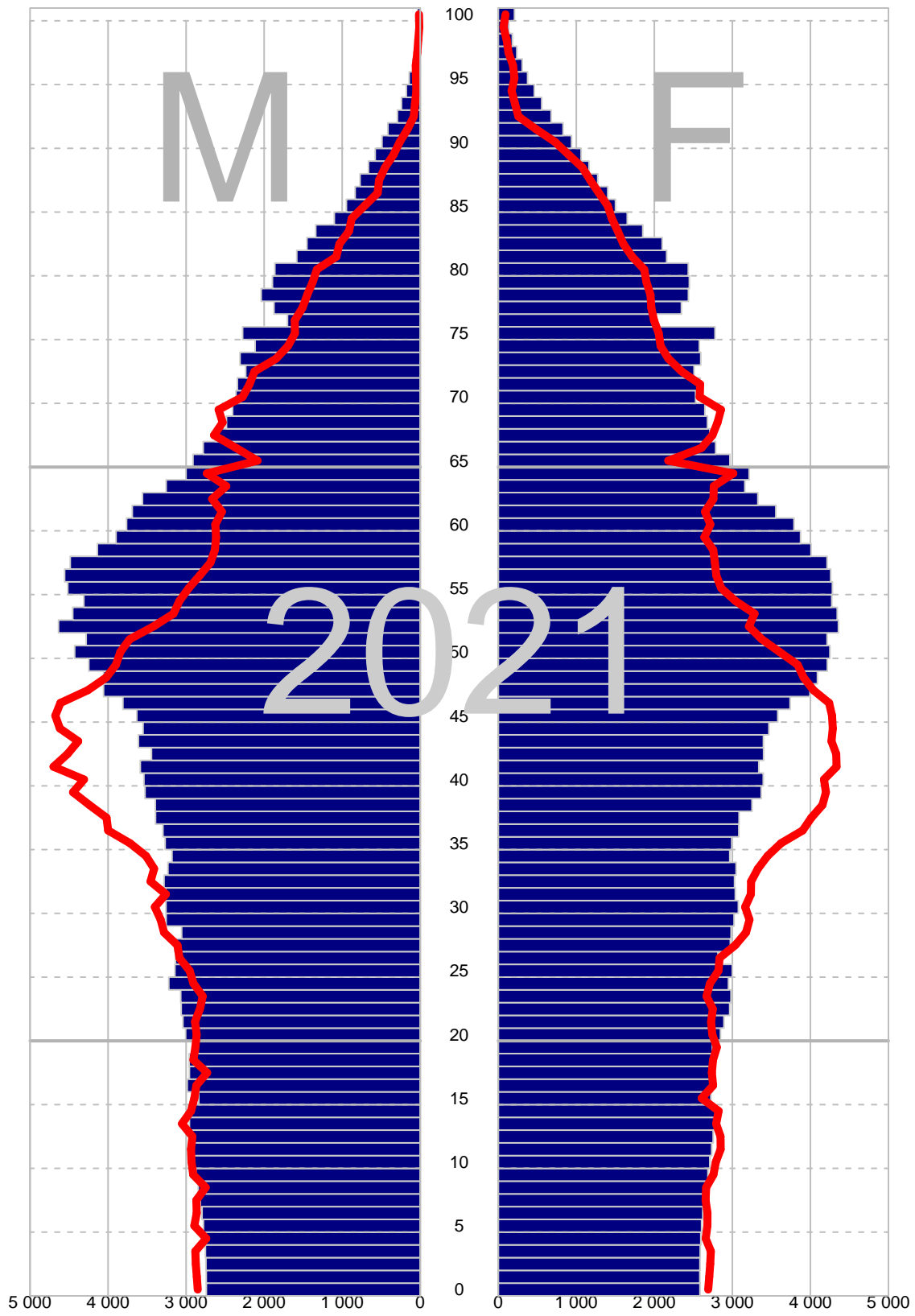


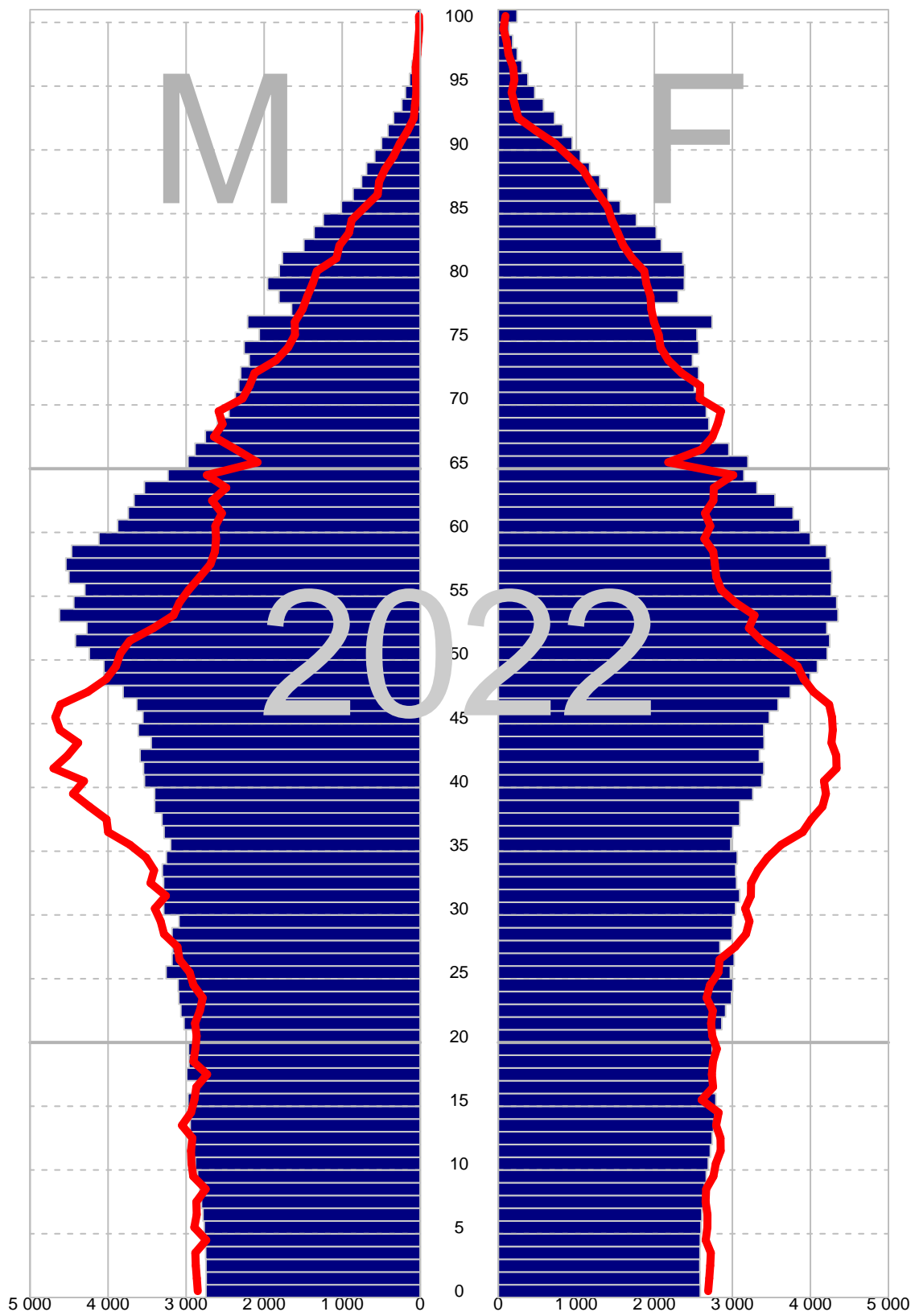


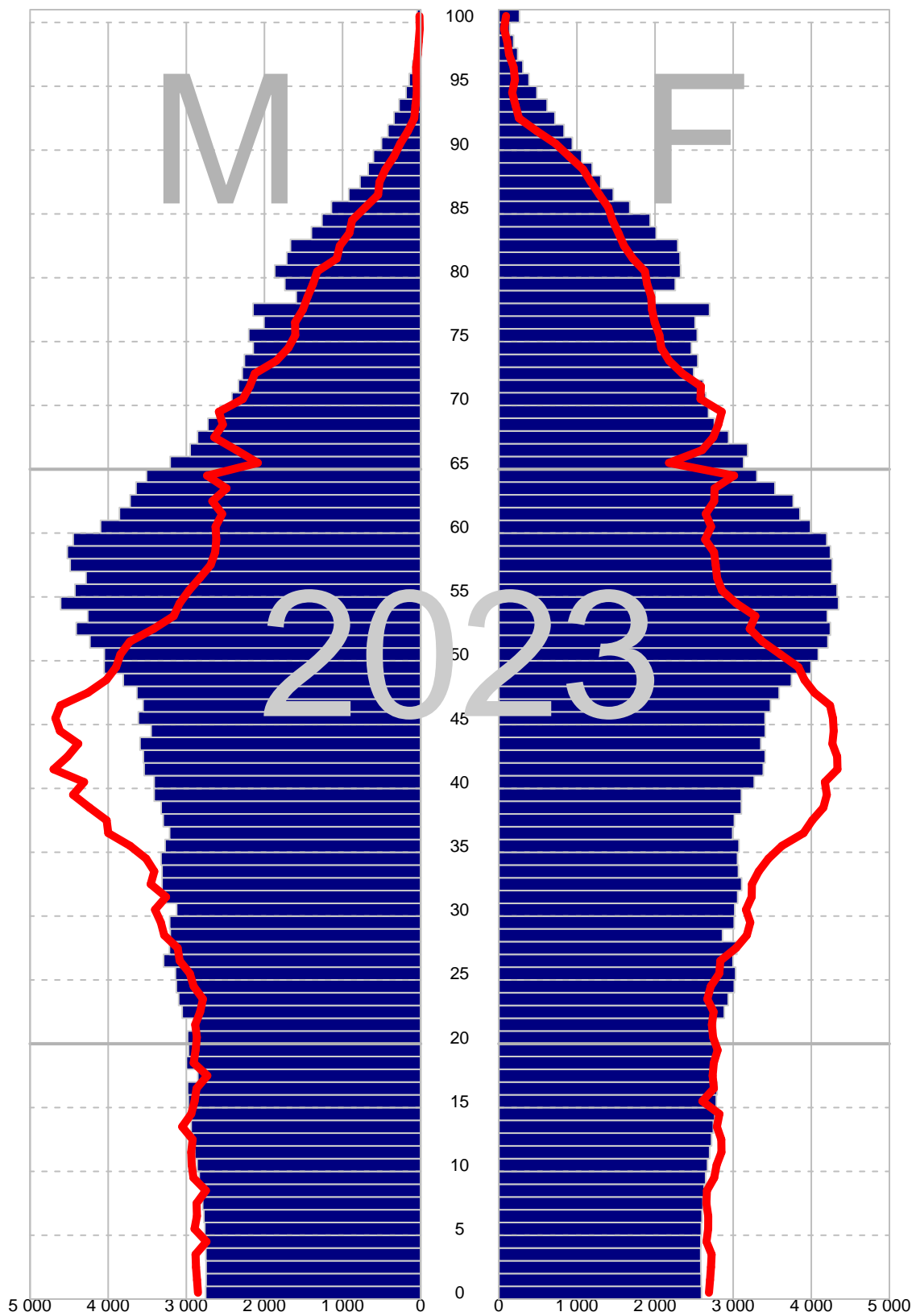


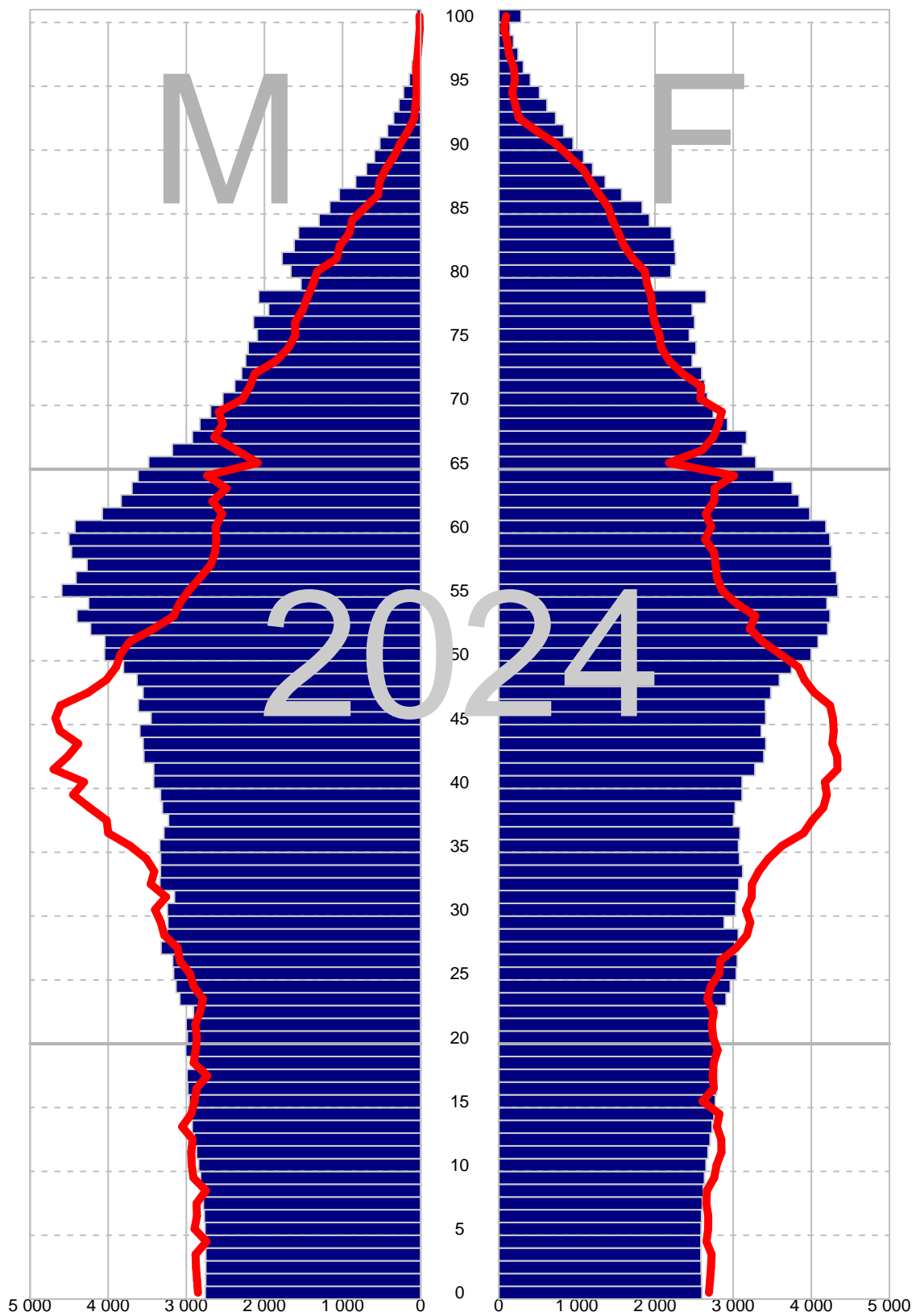


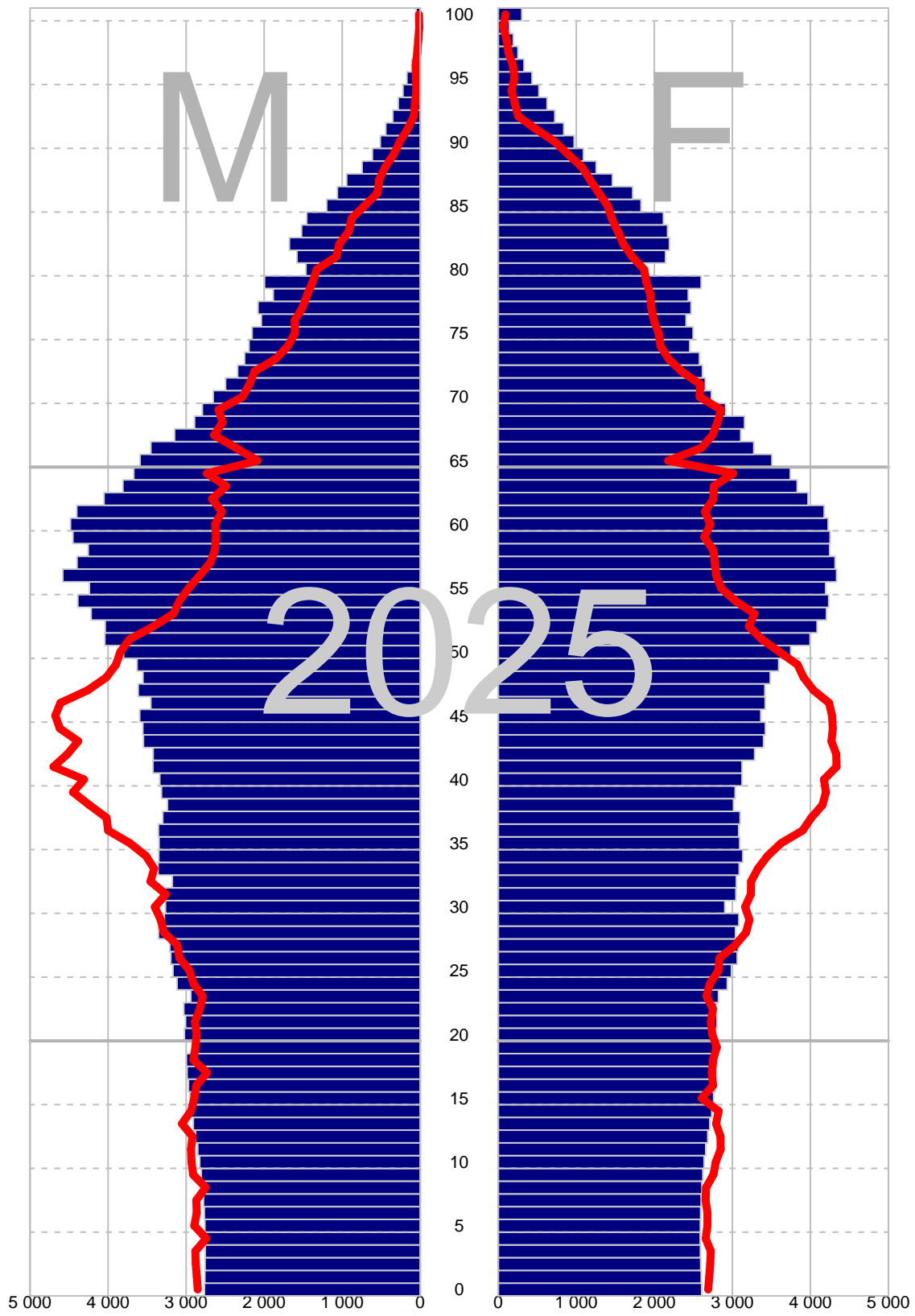


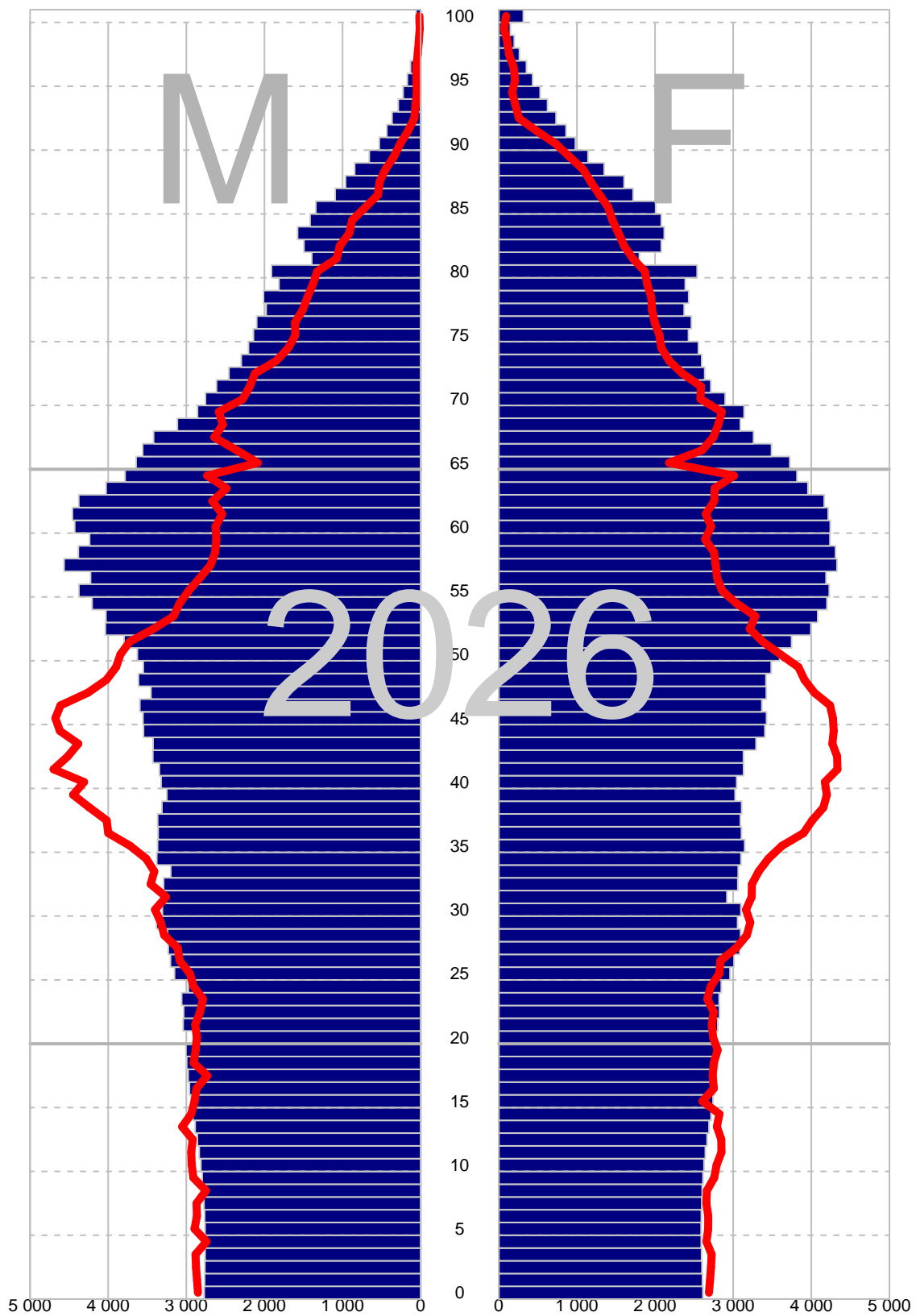


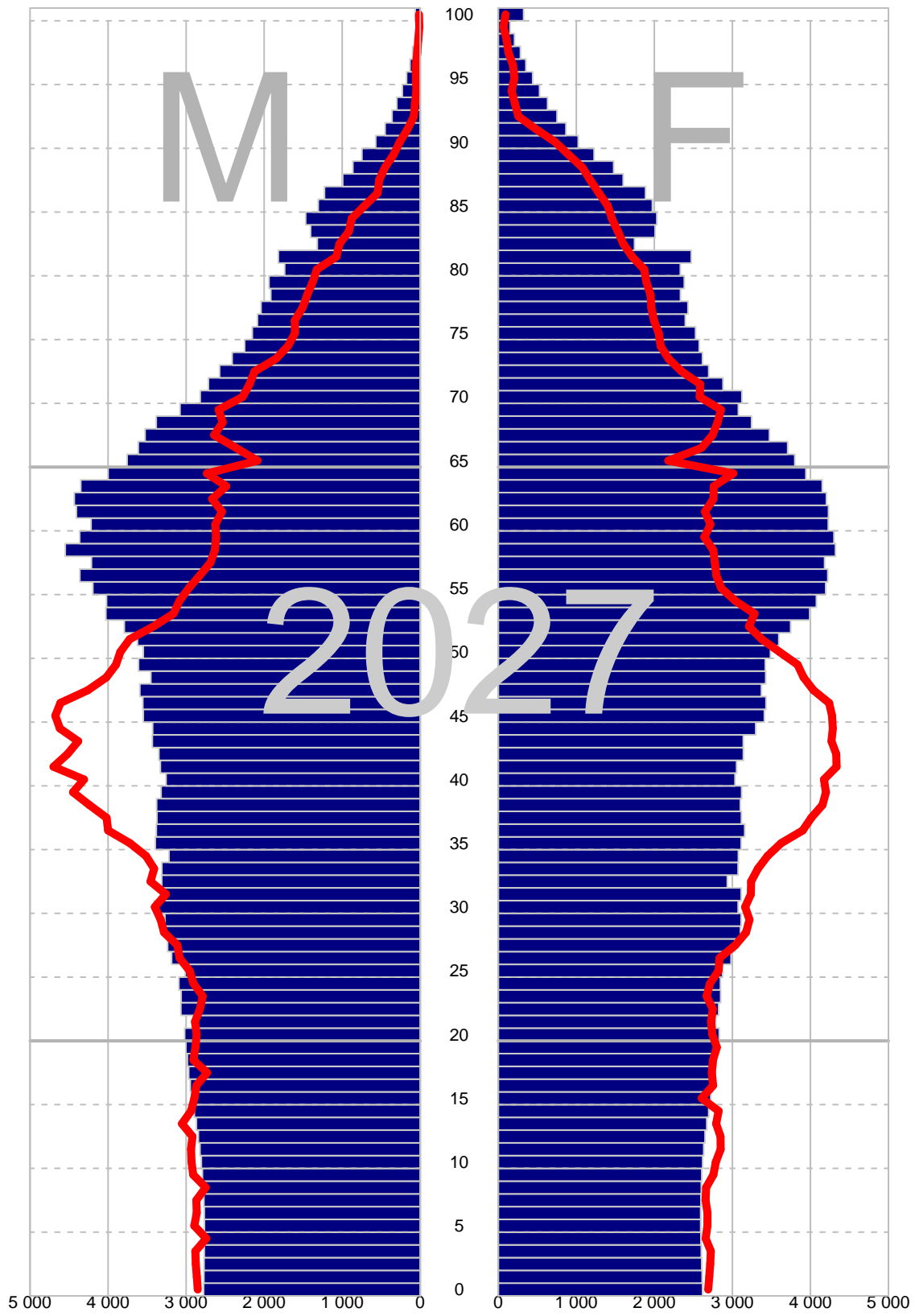


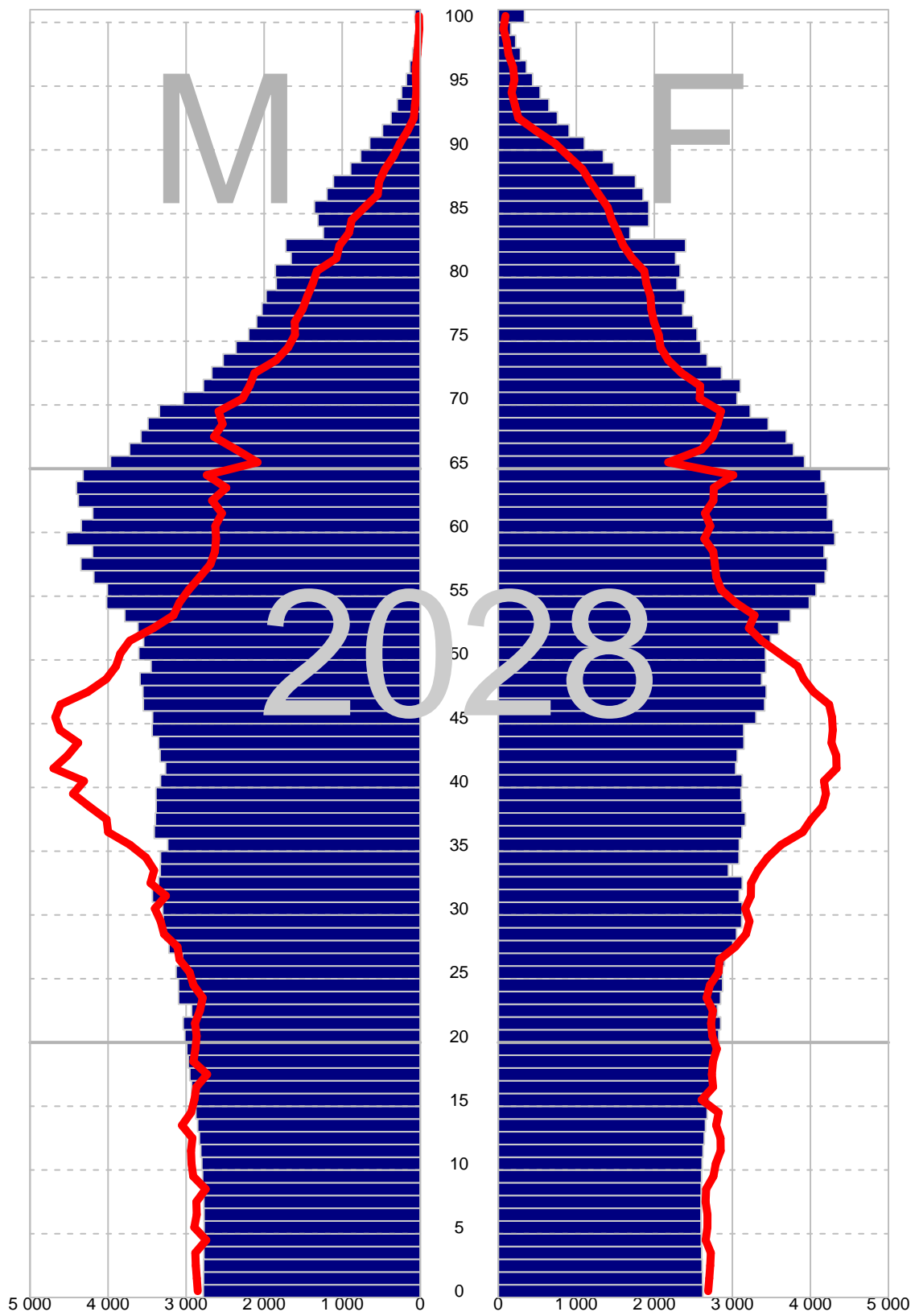


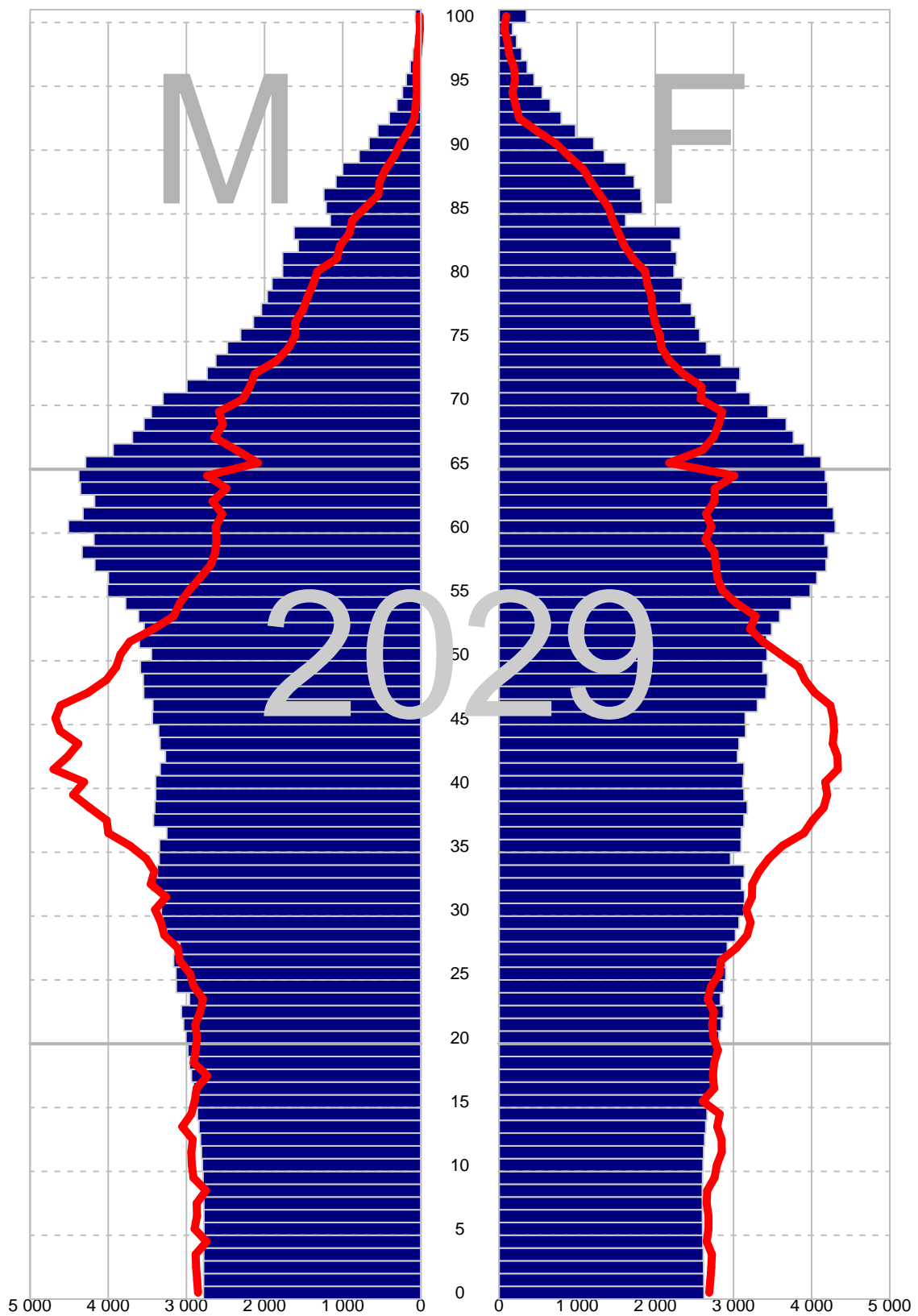


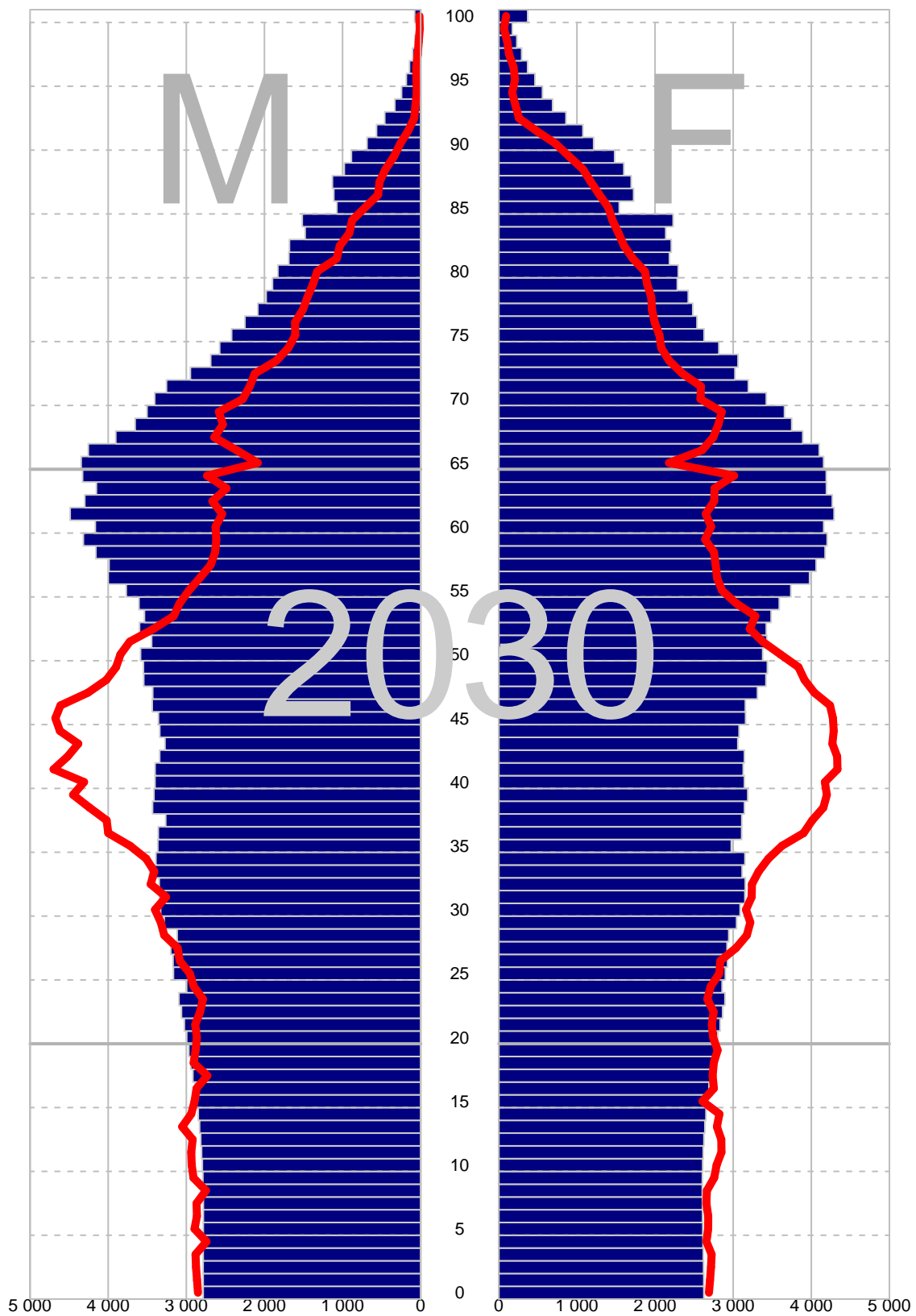


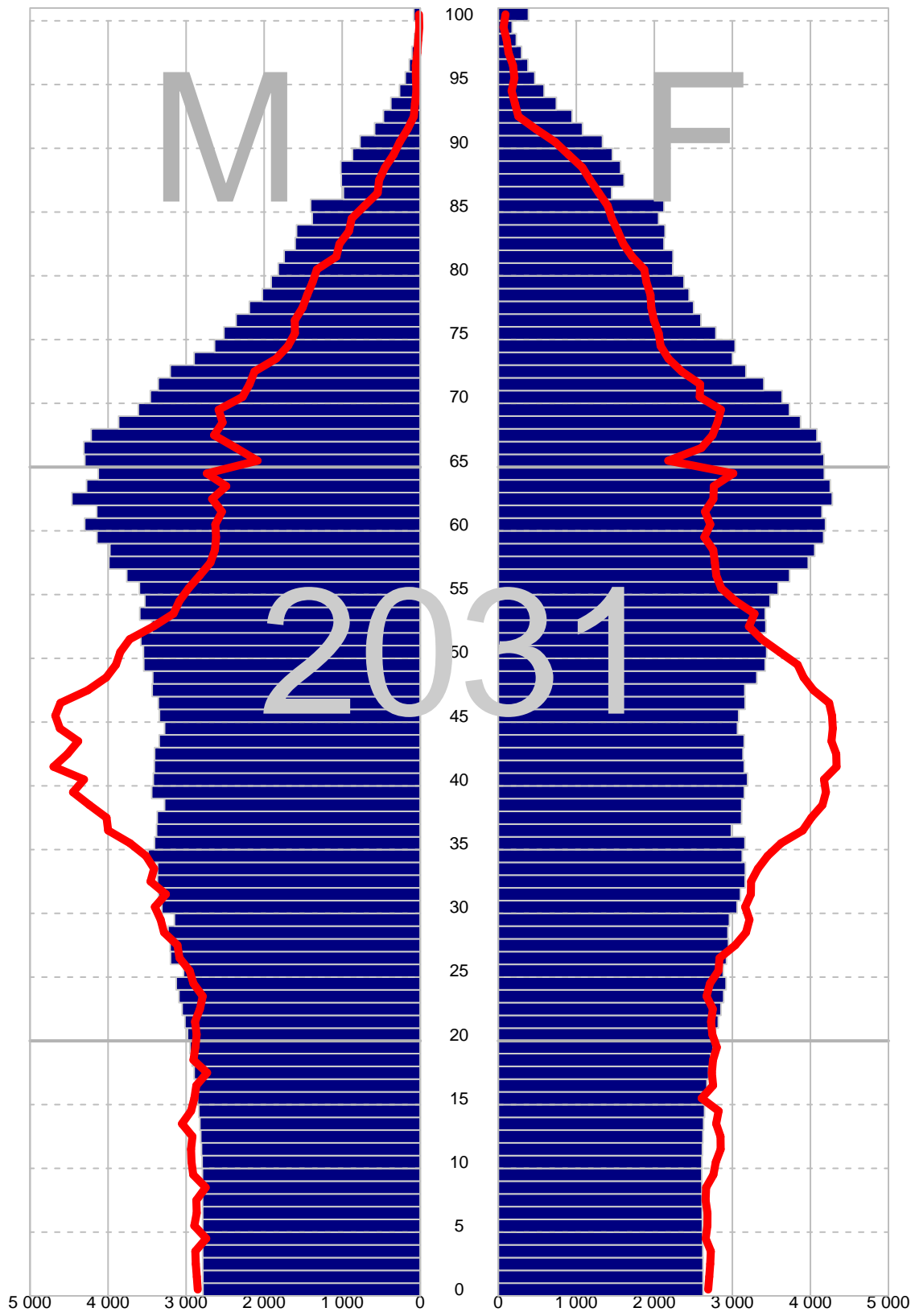


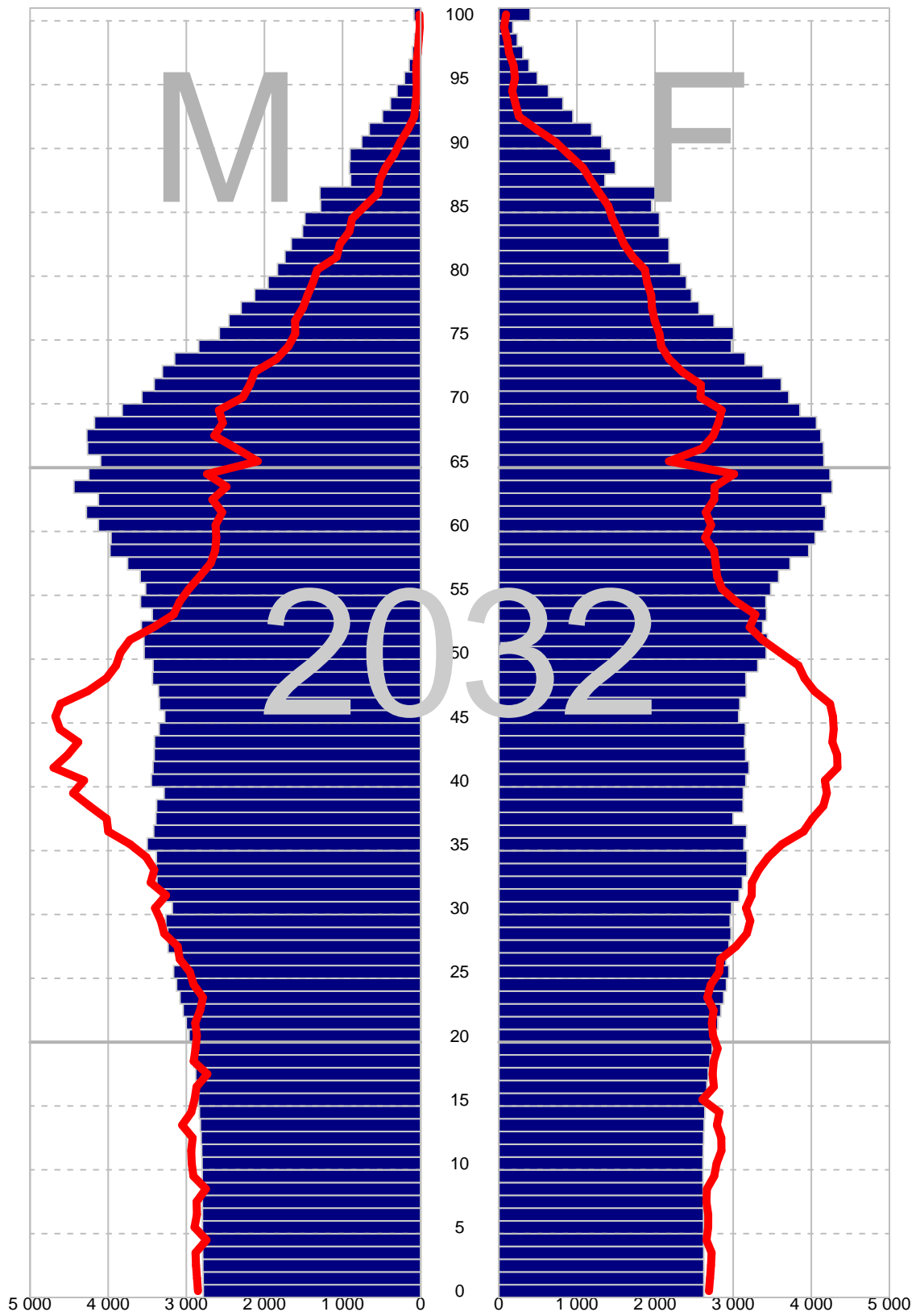


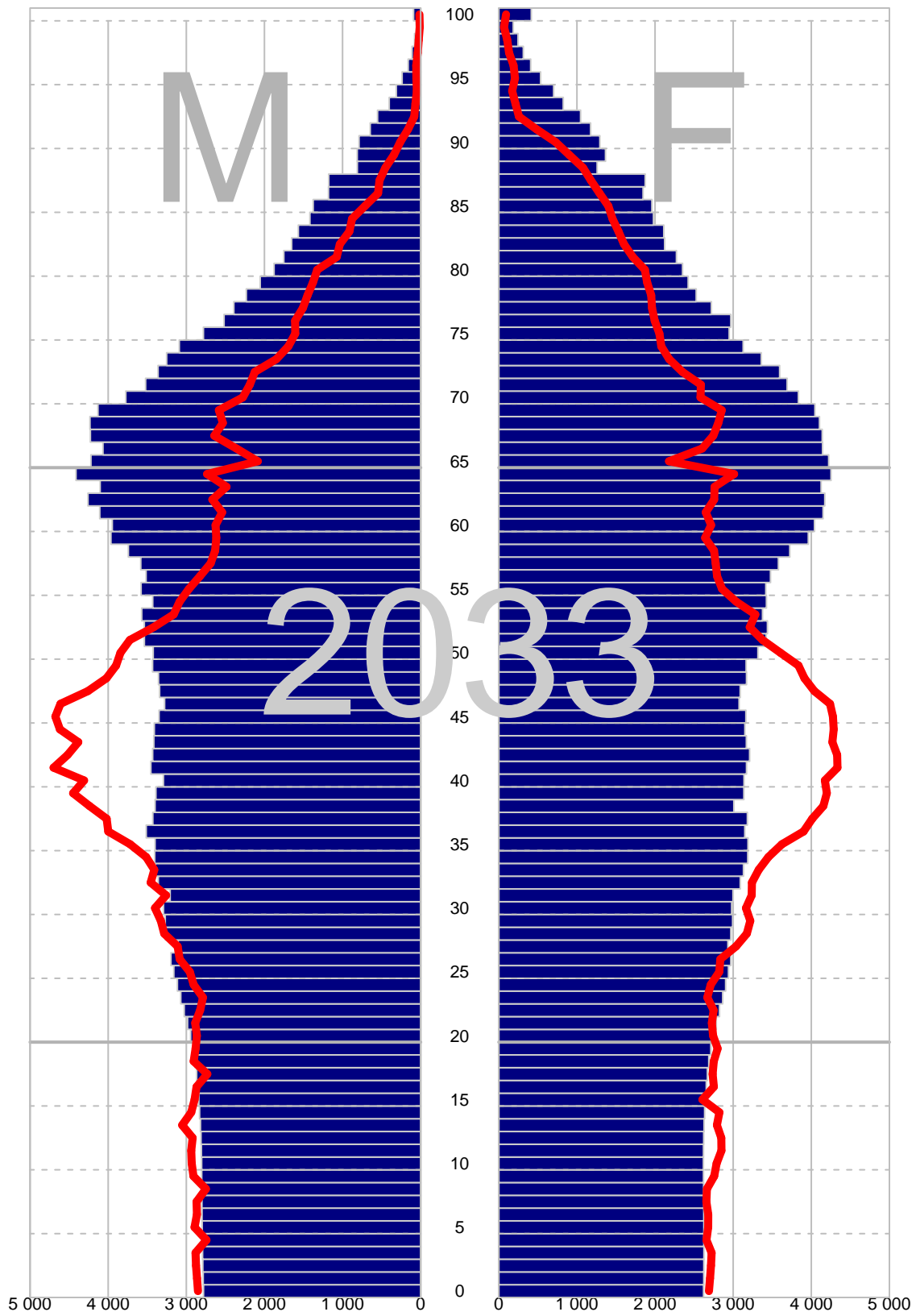


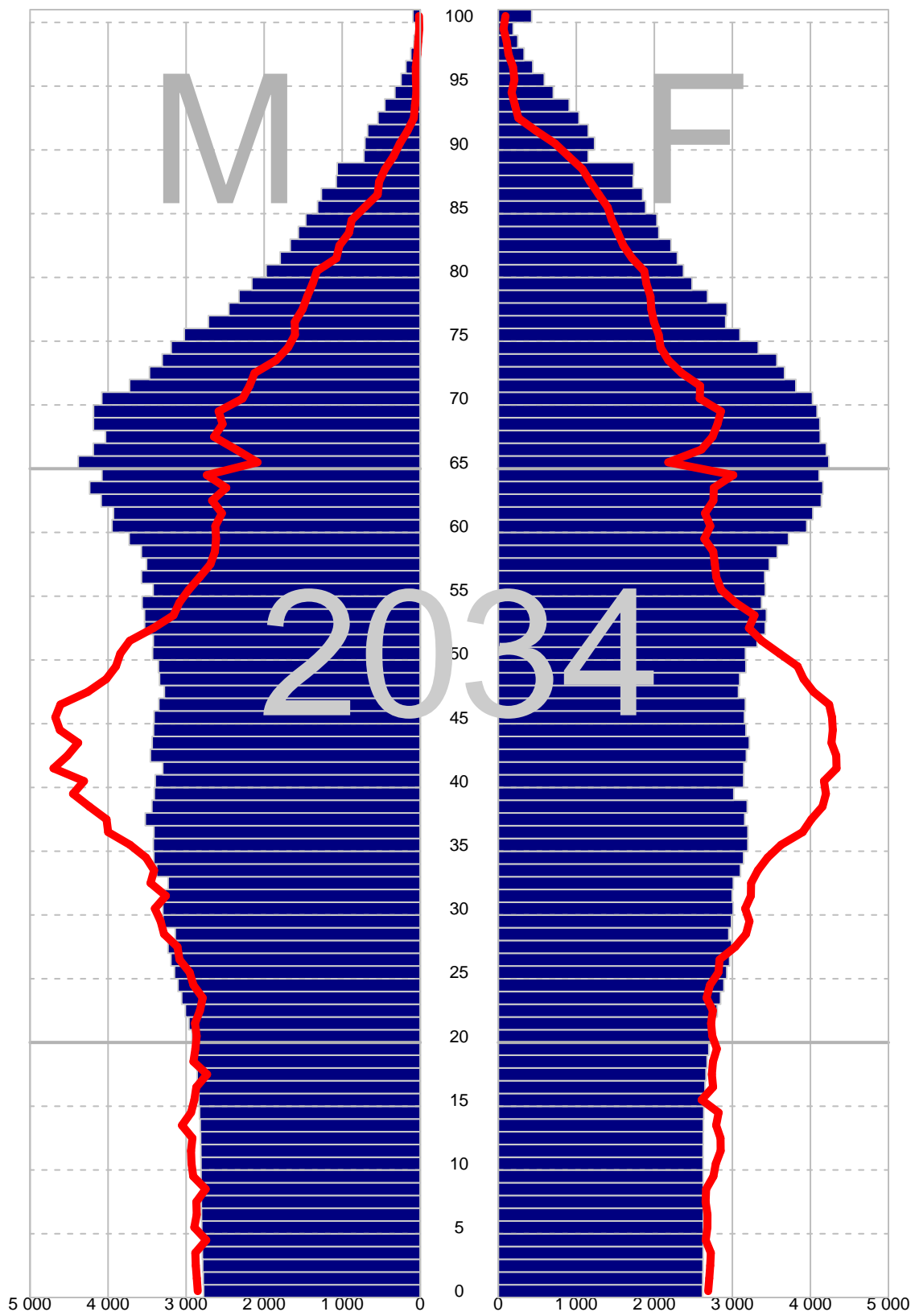


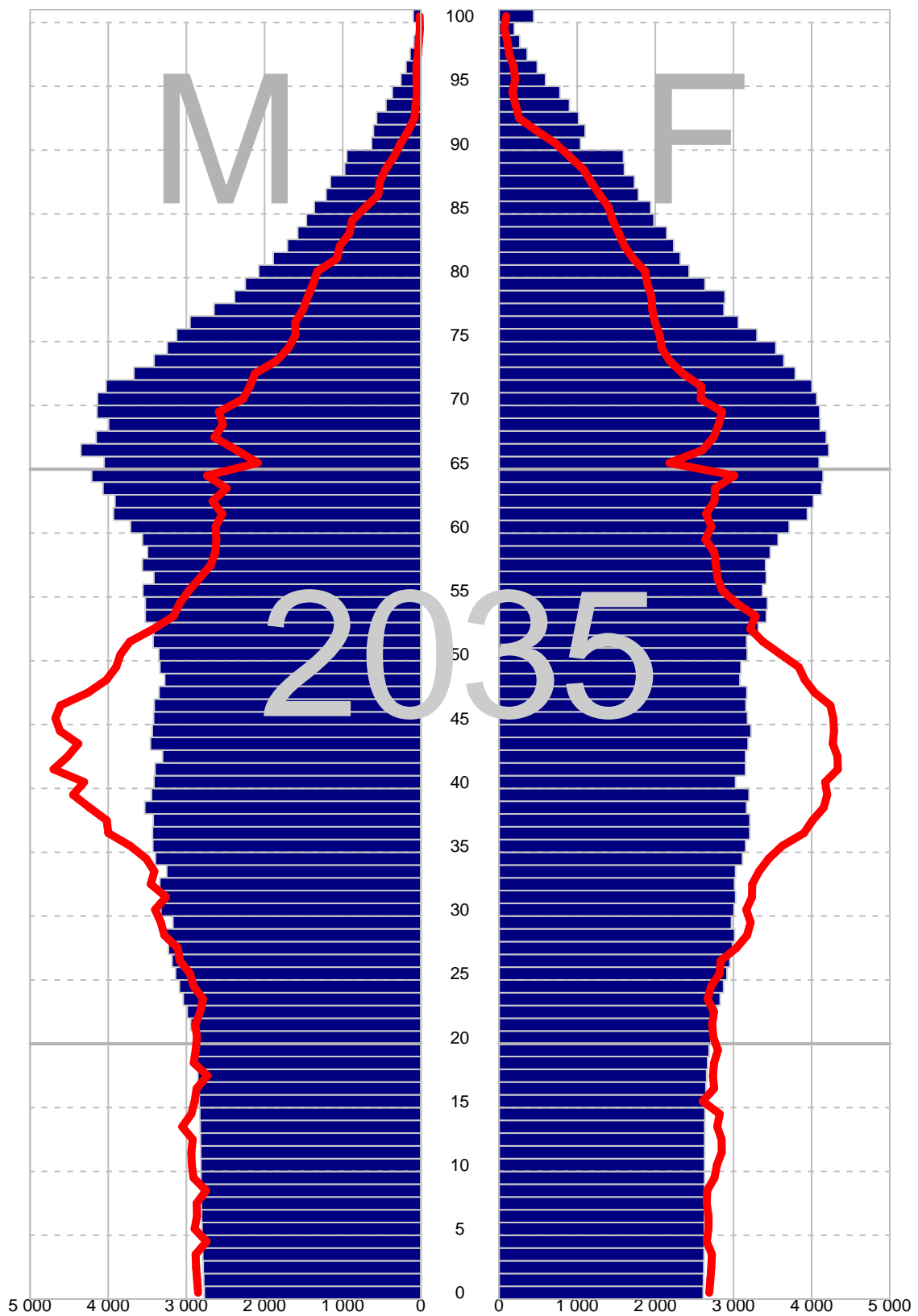


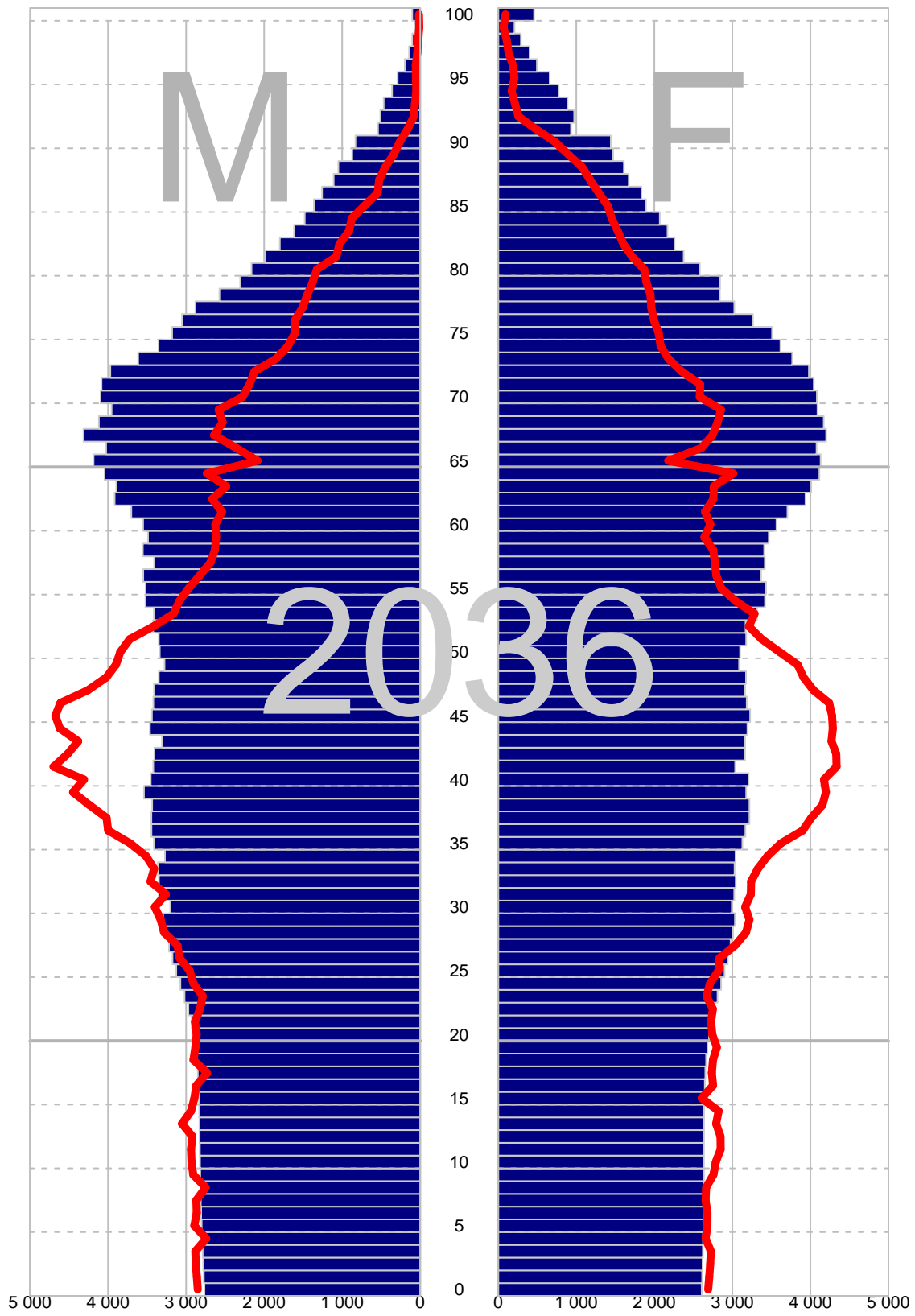


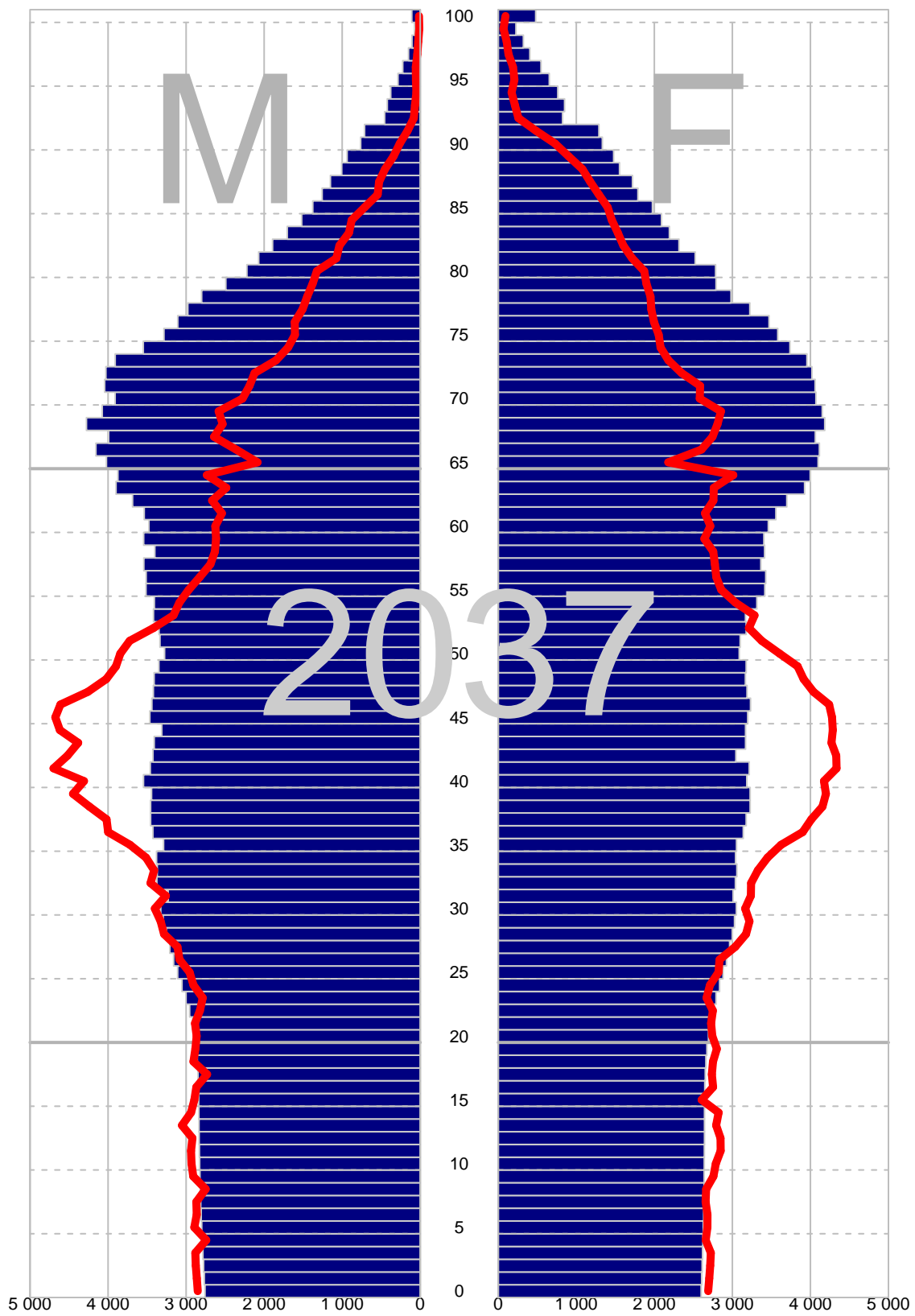


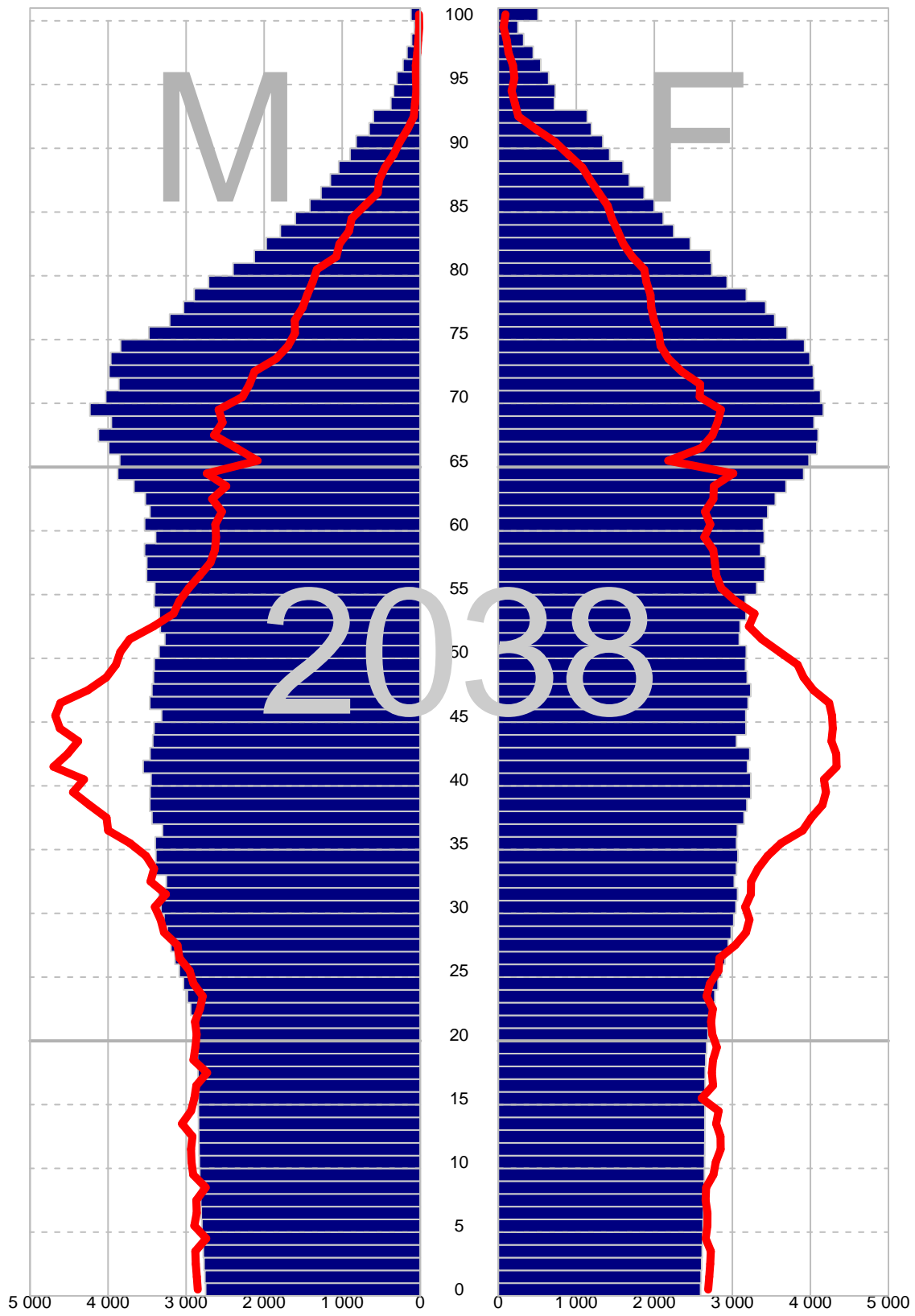


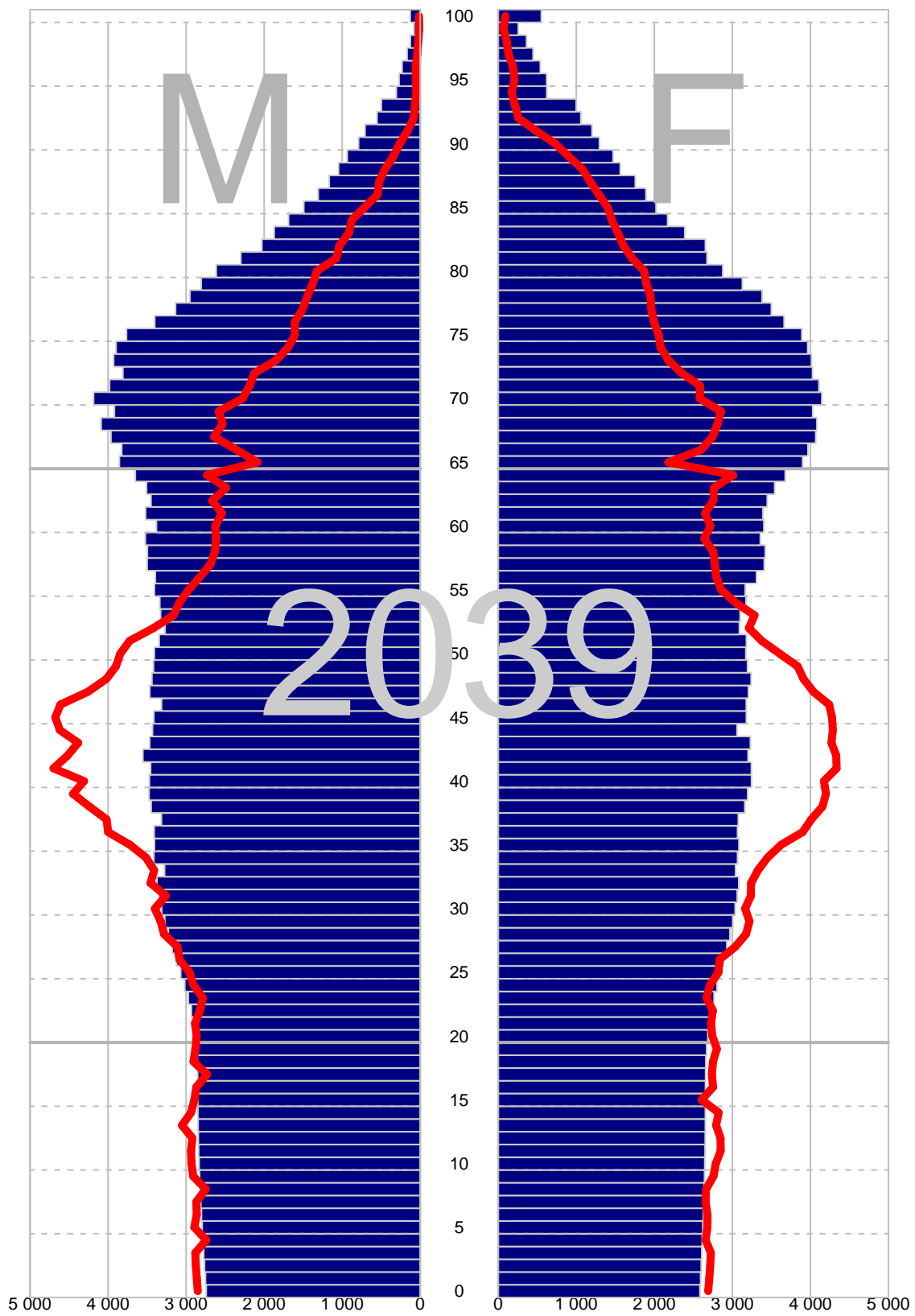


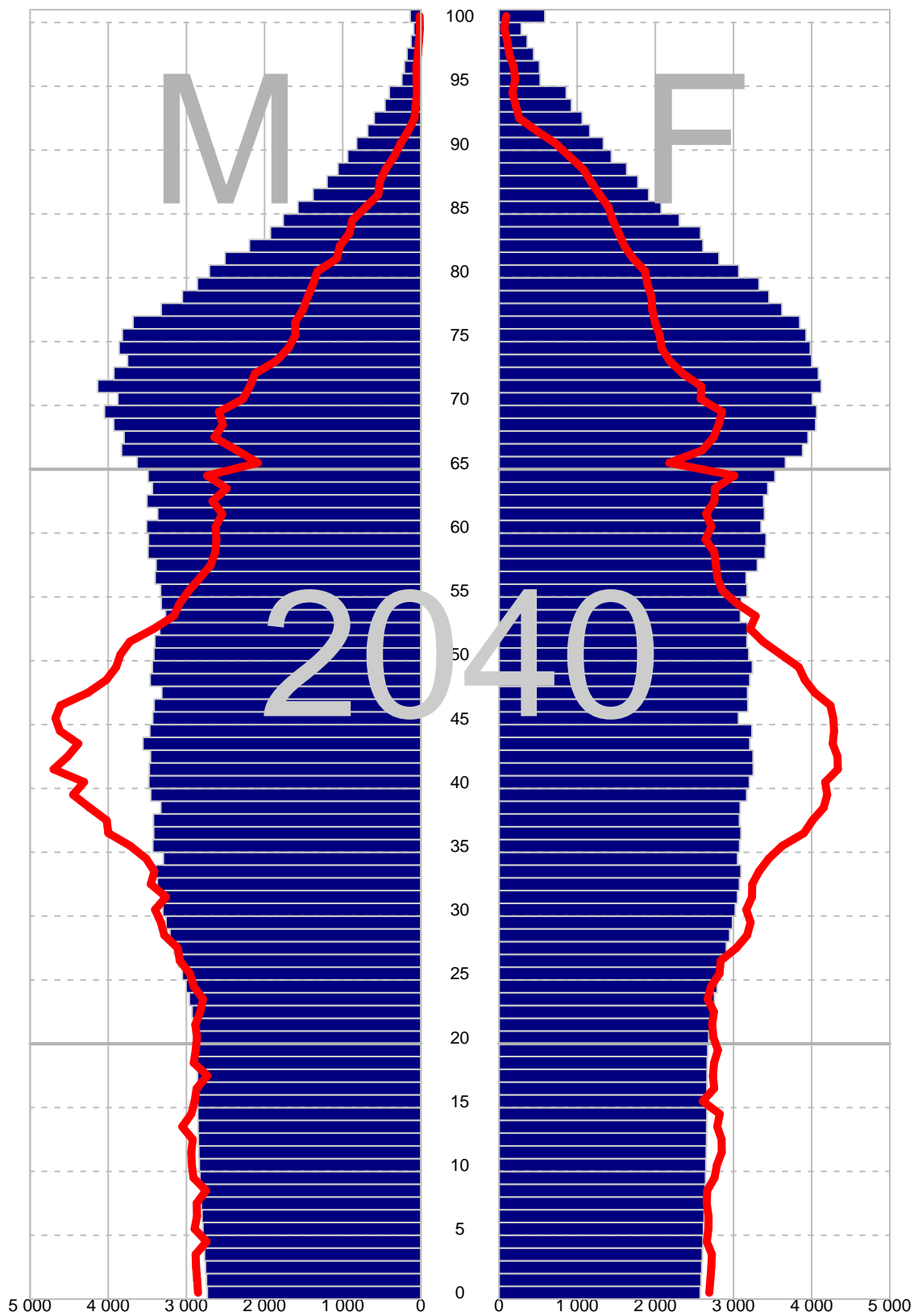


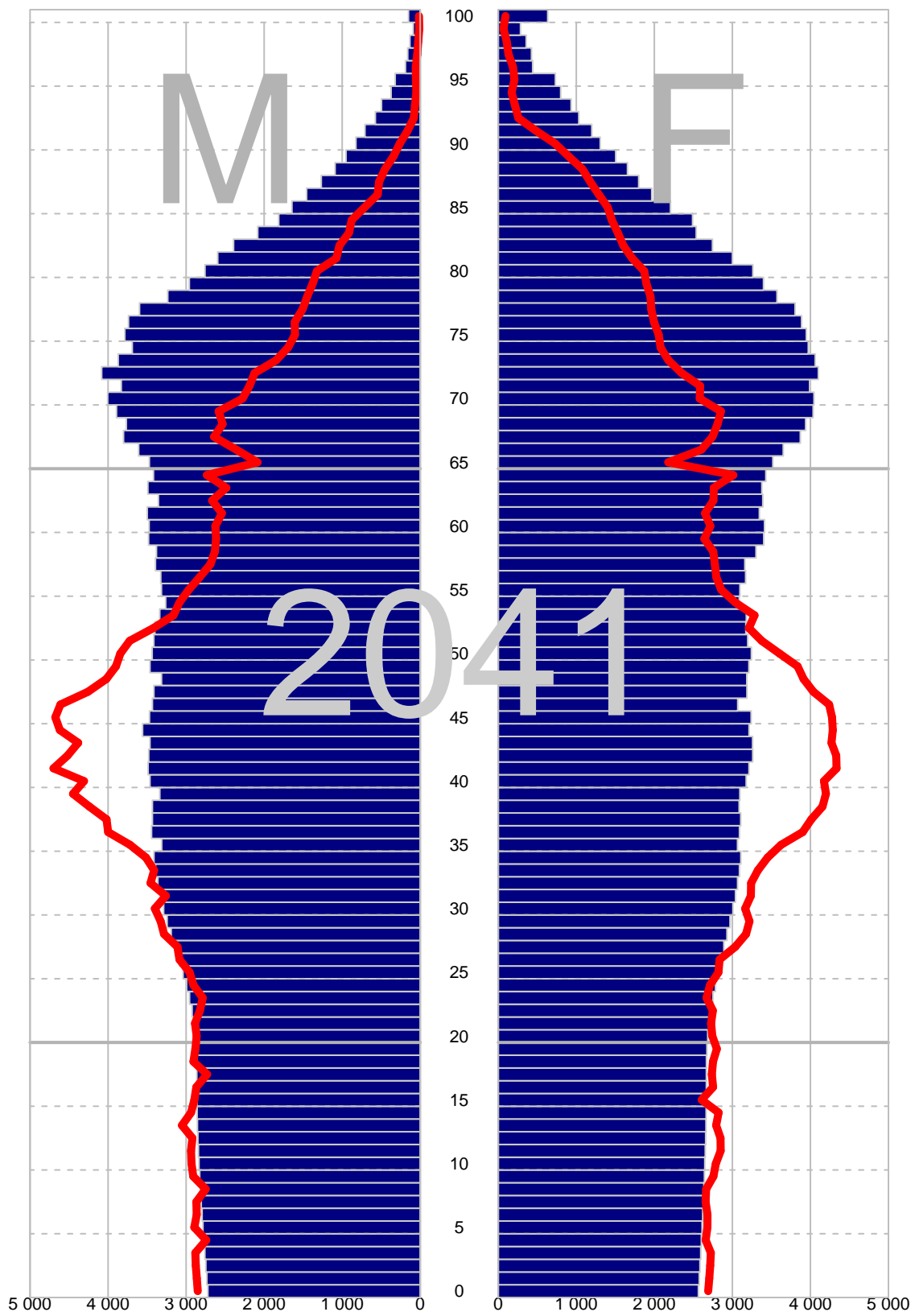


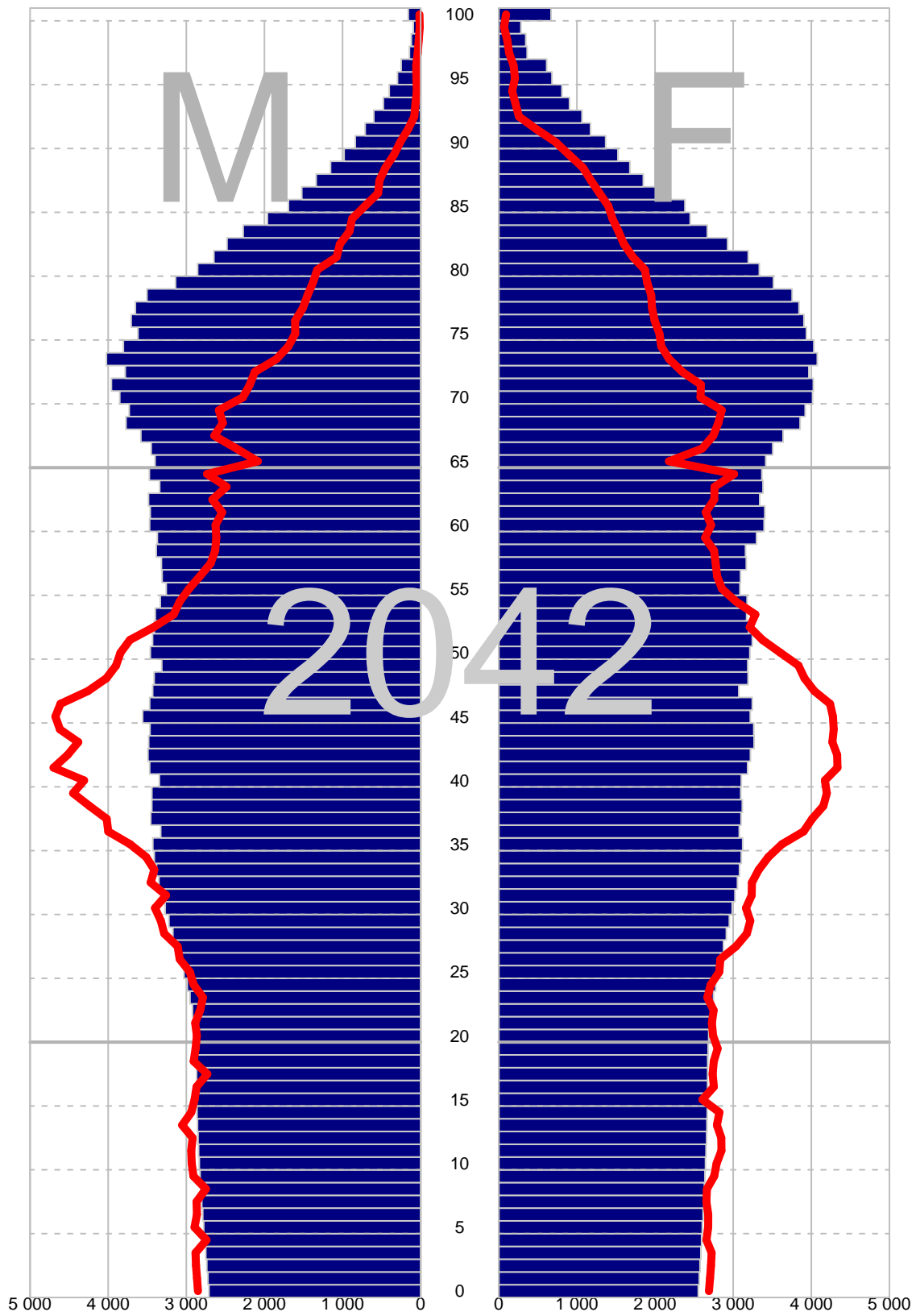


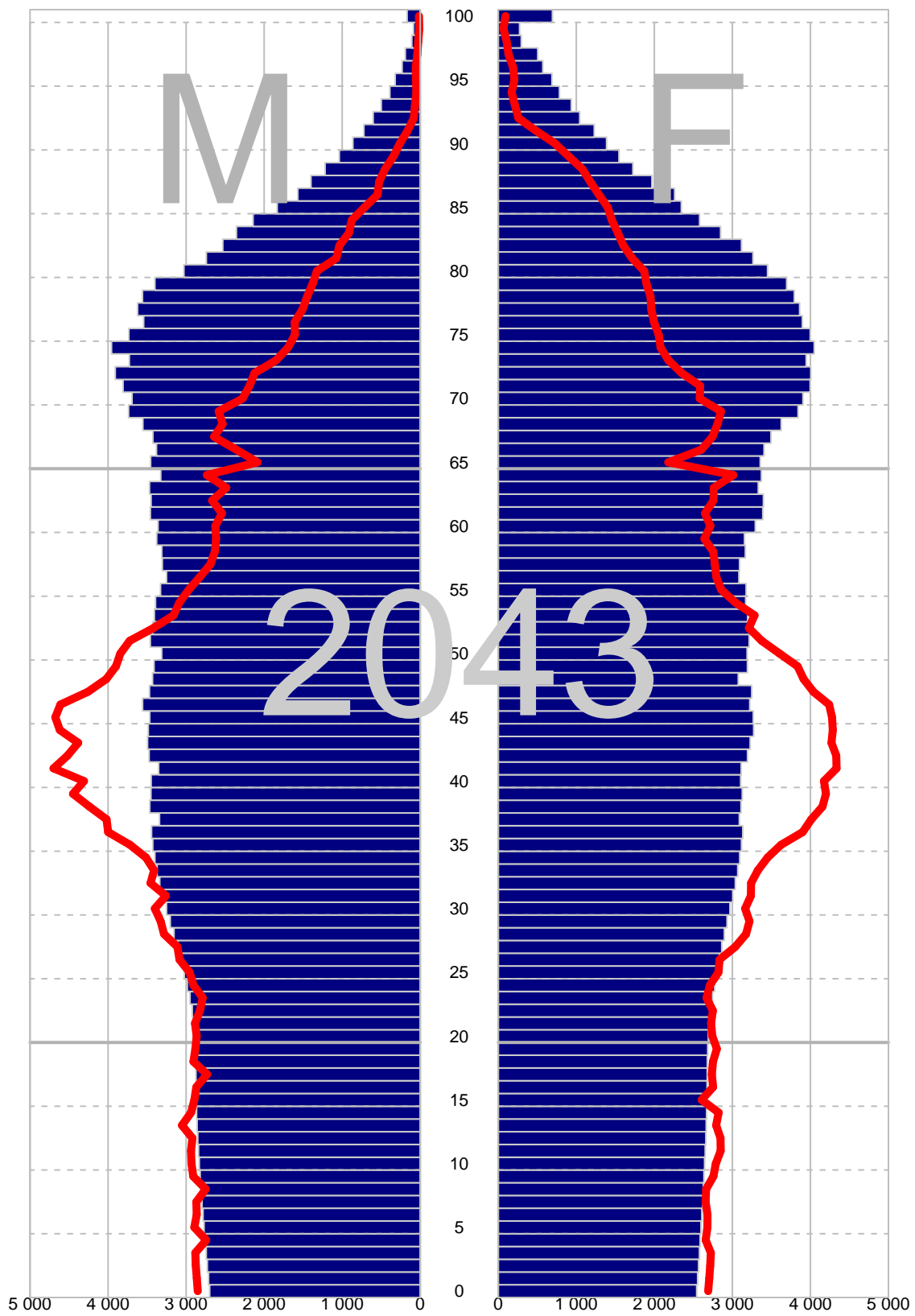


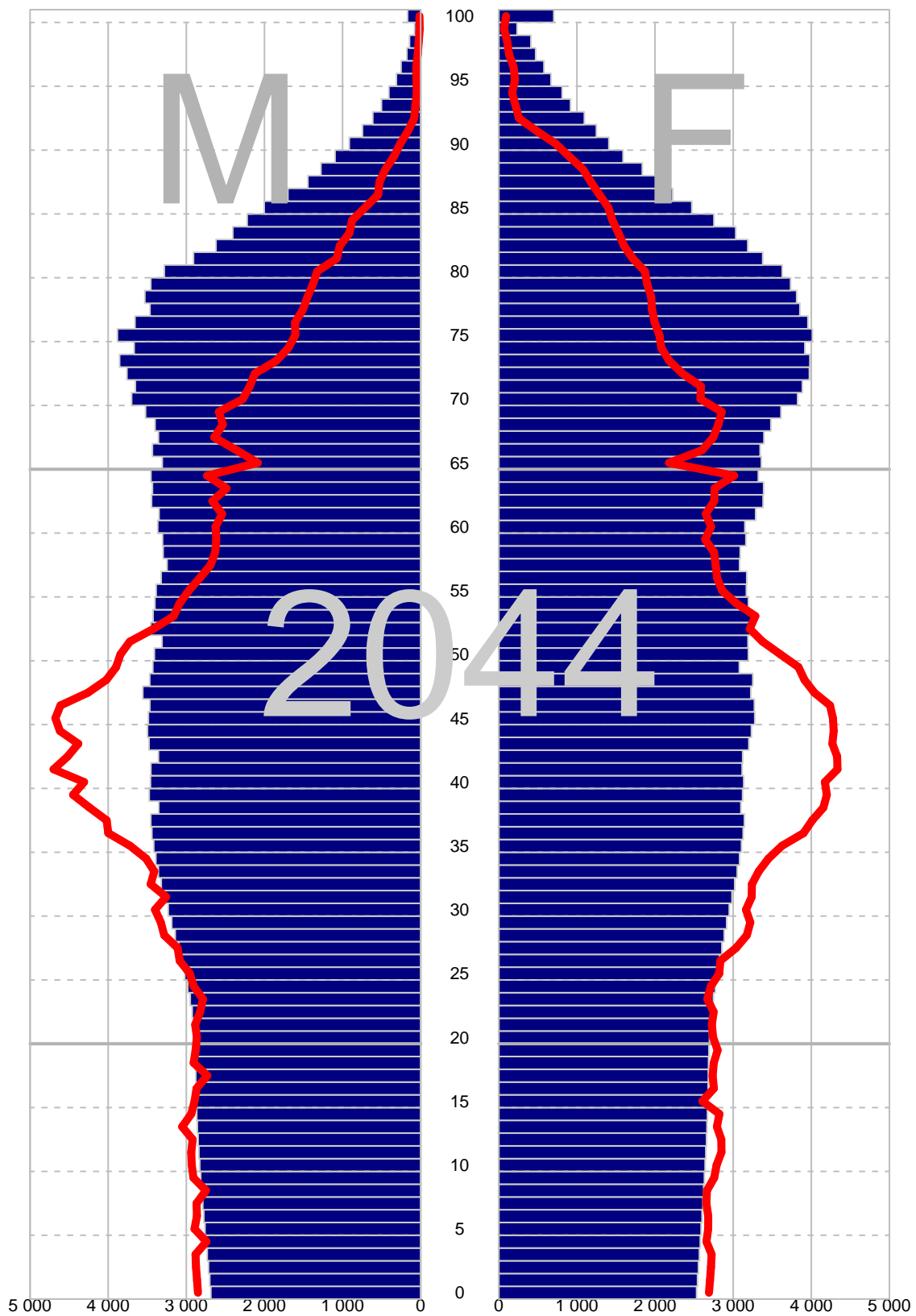


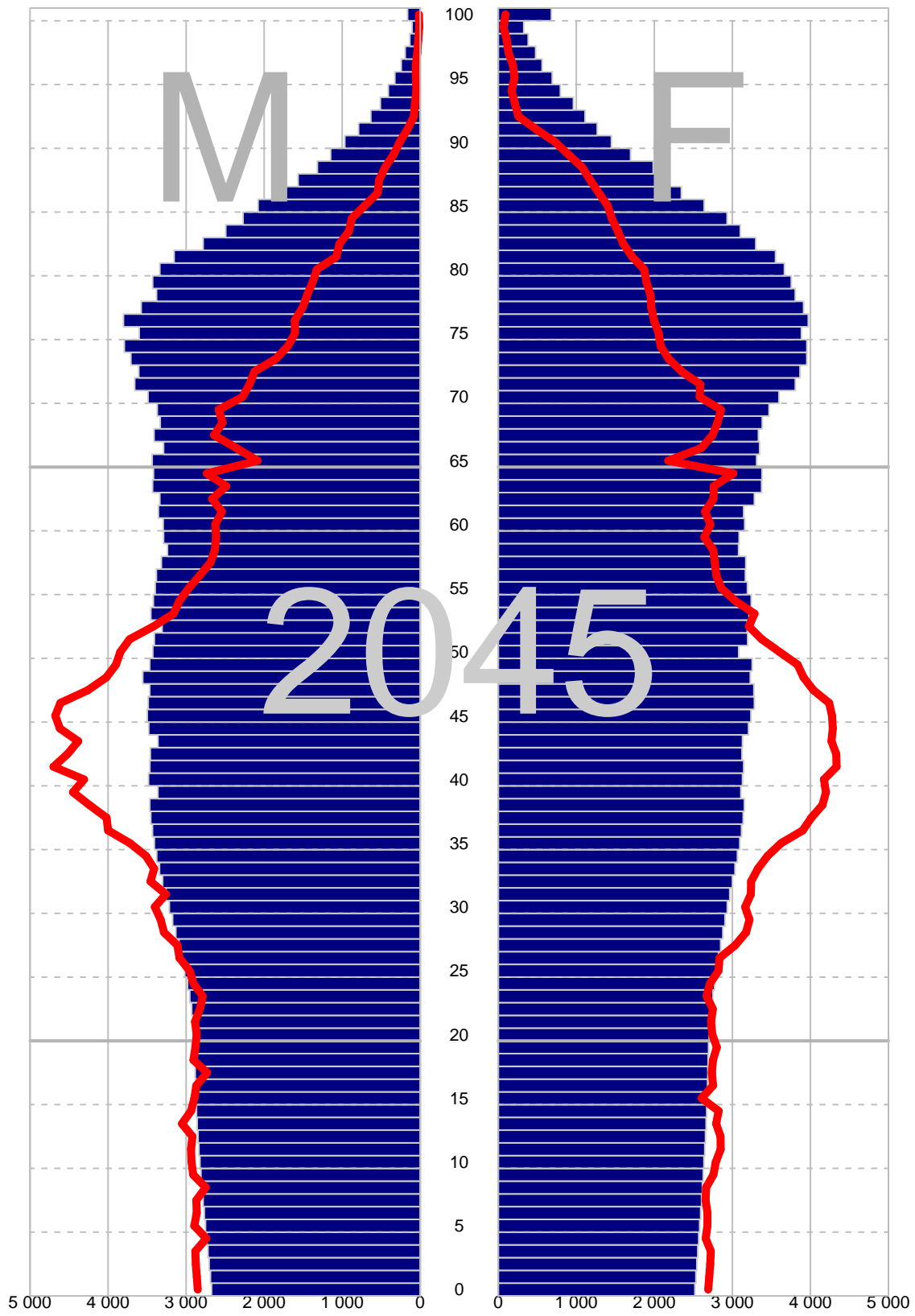


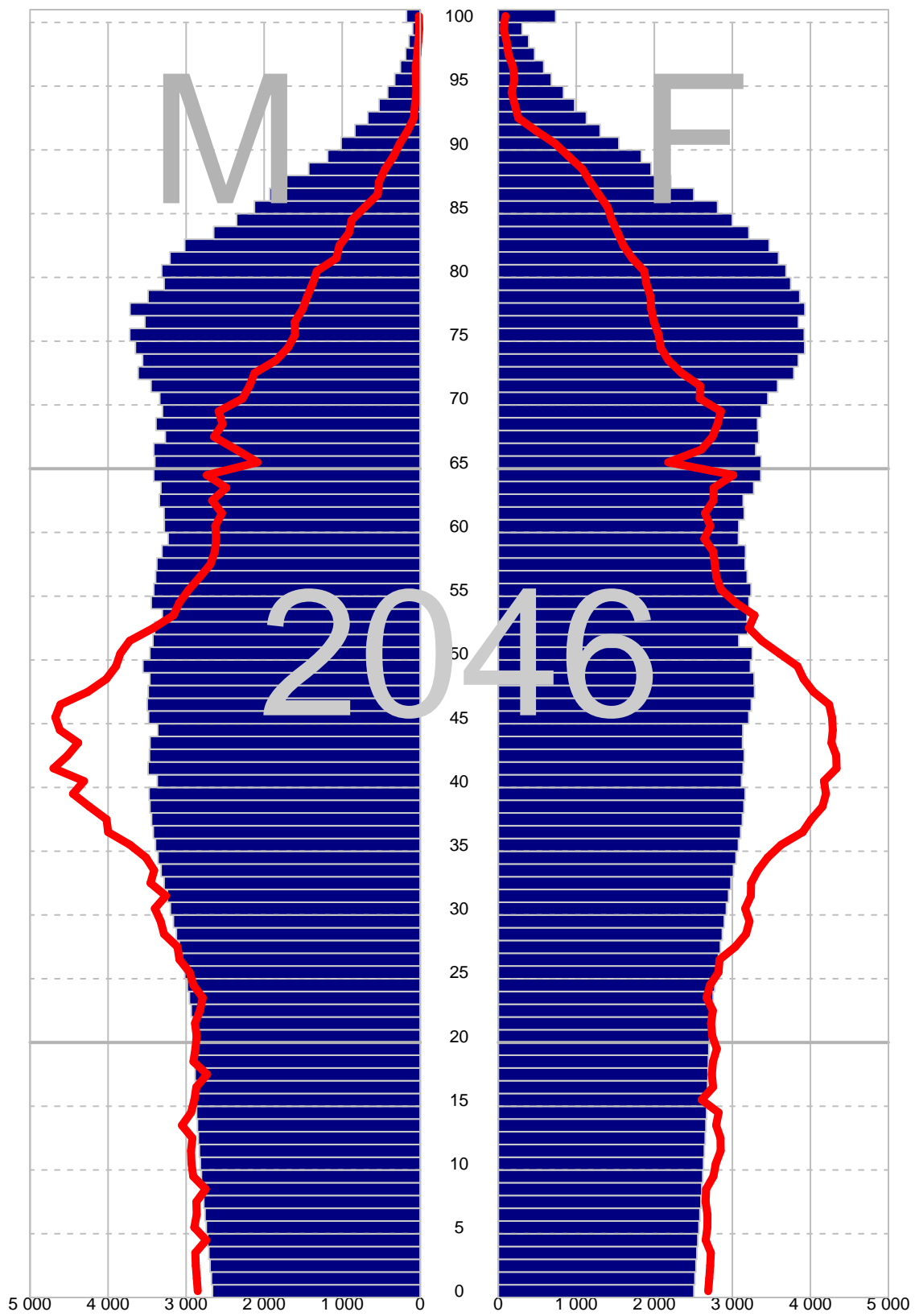


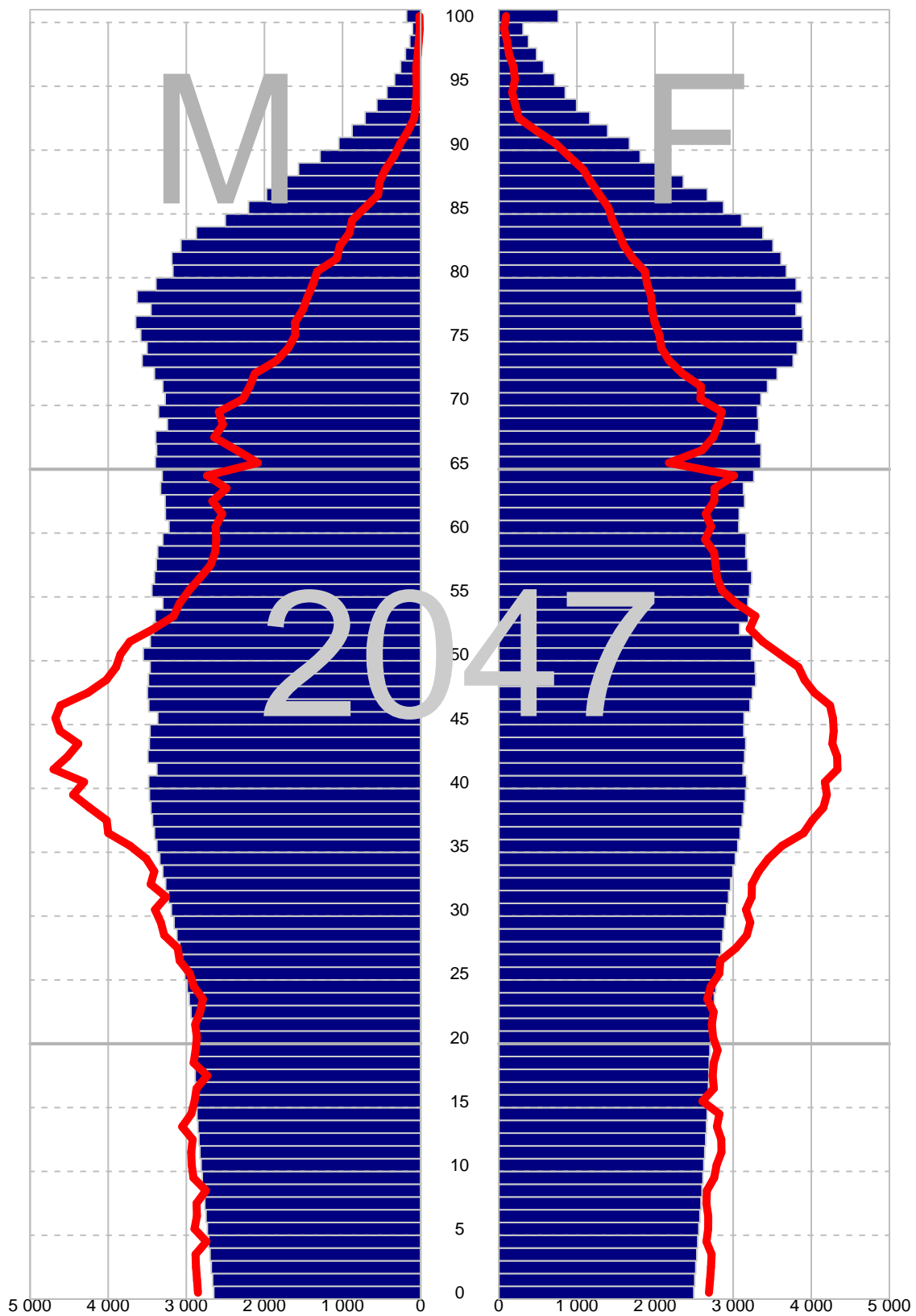


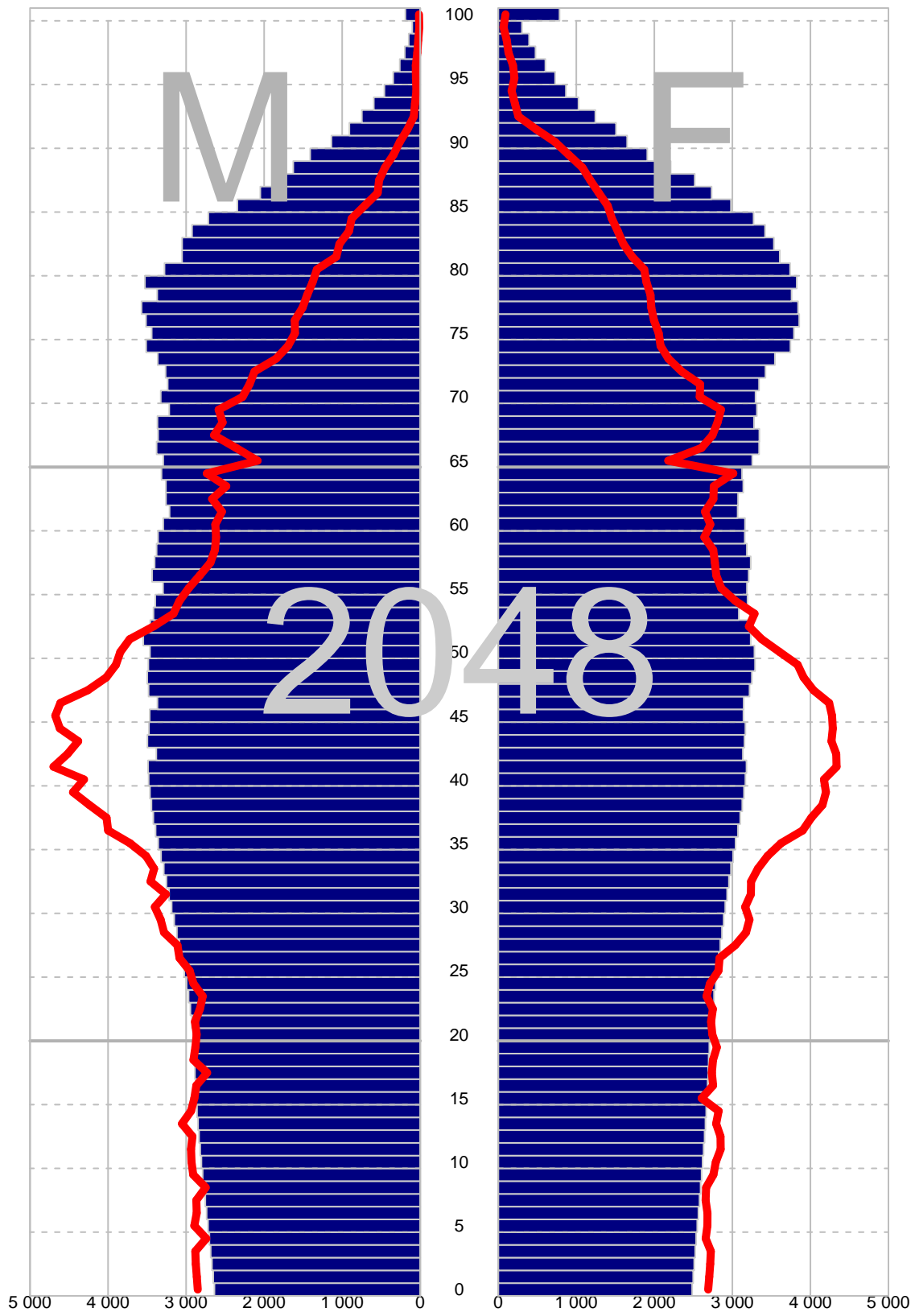


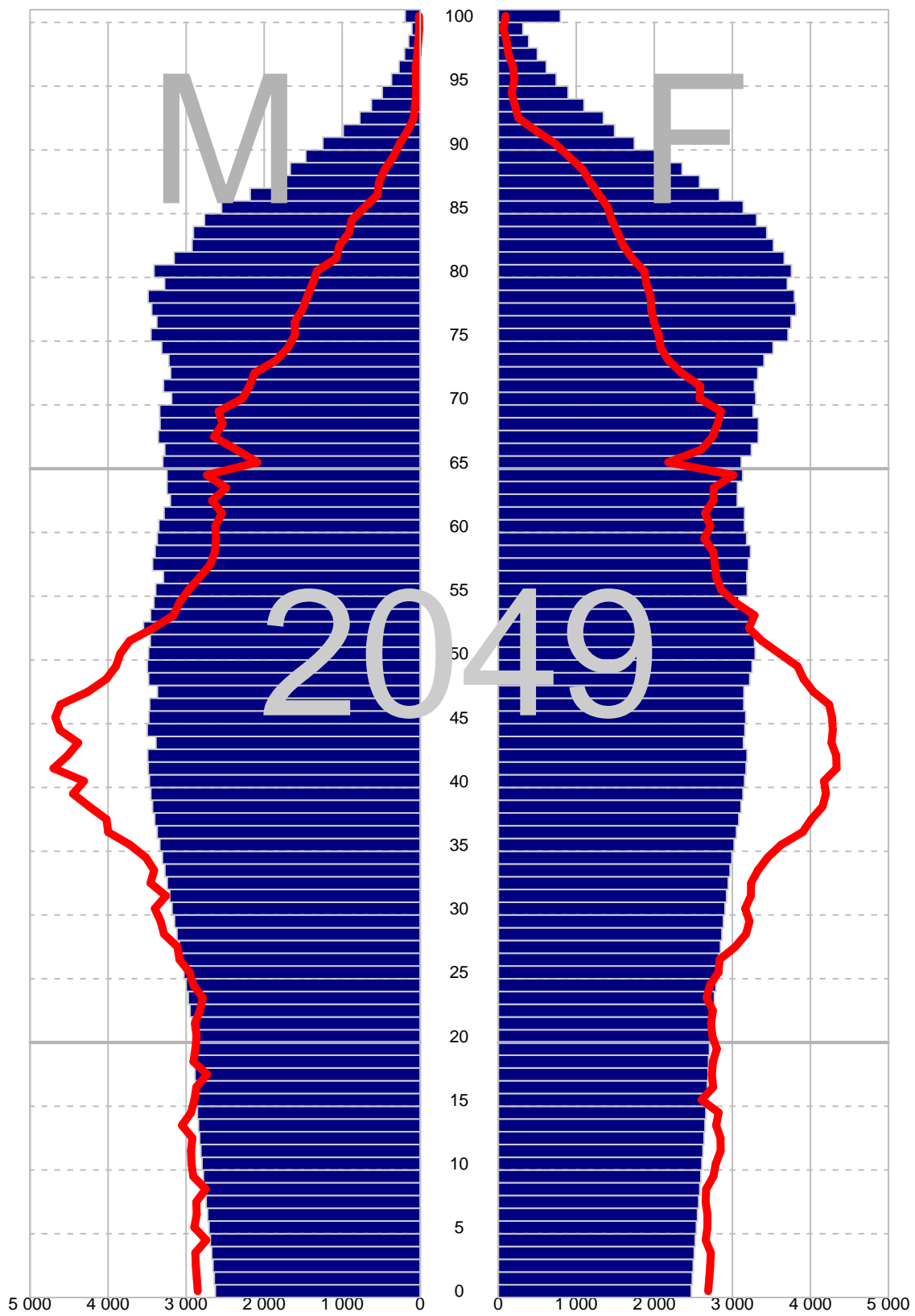


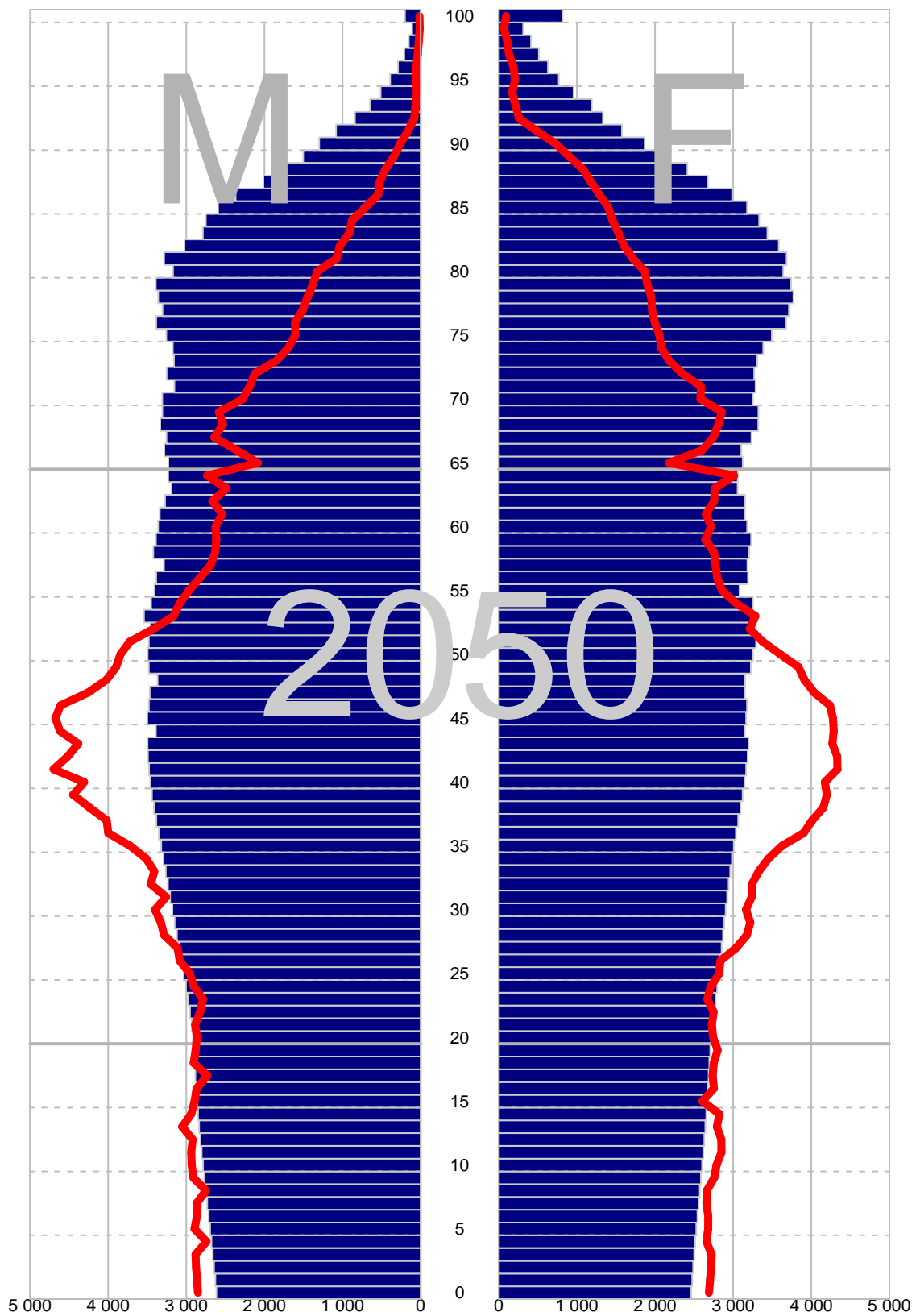










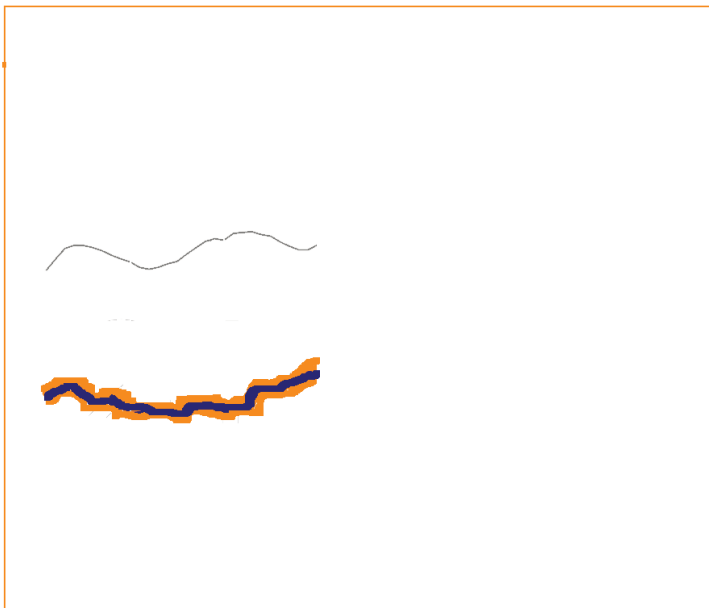


2050
vs
2010

Glaubwürdigkeit

der Szenarien

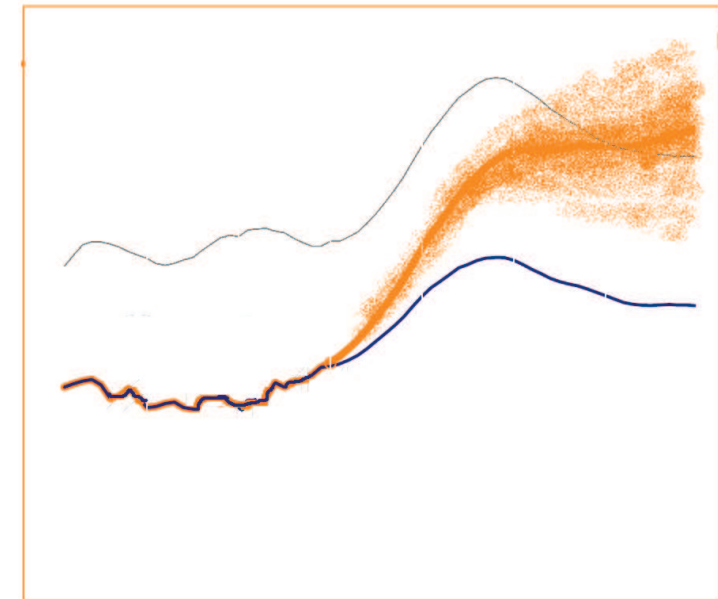
Auch für einen kurzsichtigen
Autofahrer ist es
besser ohne Brillen
nach vorne,
als mit Brillen nur in den
Rückspiegel zu schauen



Credibilità

degli scenari

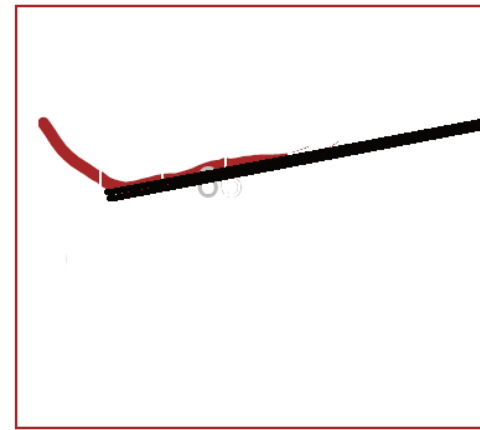
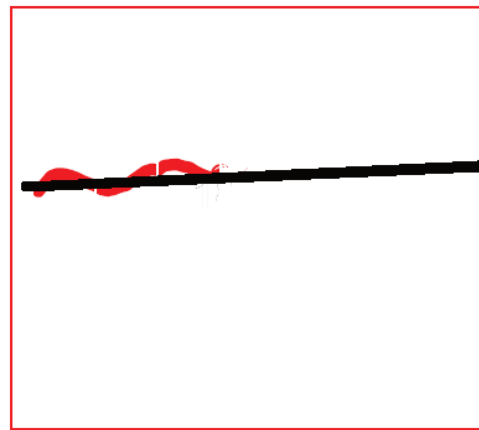
Anche per un miope
è meglio guidare un'automobile
guardando in avanti
senza occhiali
che guidare con gli occhiali
ma guardando solo
nello specchietto retrovisore.



Die Trägheit in den Entscheidungsprozessen wird sich durch starke Trendänderungen noch negativer auswirken

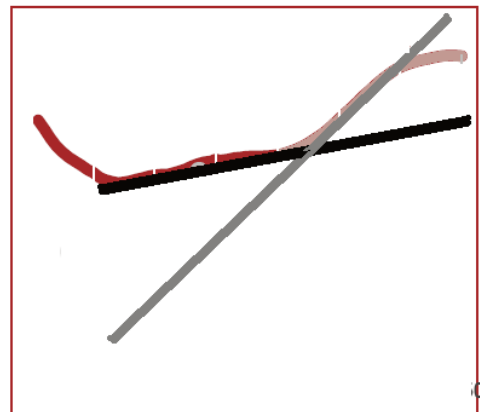
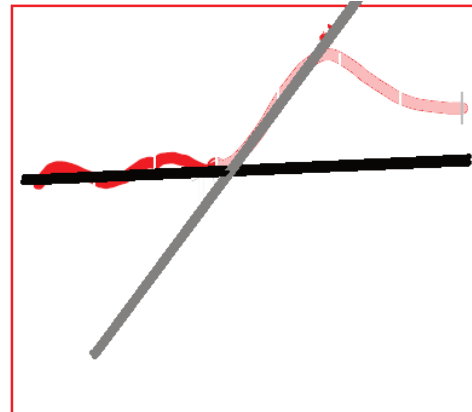
Repentini cambiamenti aggravano le conseguenze negative dovute alla lentezza di processi decisionali

Reale Werte der Vergangenheit zeigen *ein* Bild der Zukunft...



I dati reali del passato suggeriscono *un* futuro

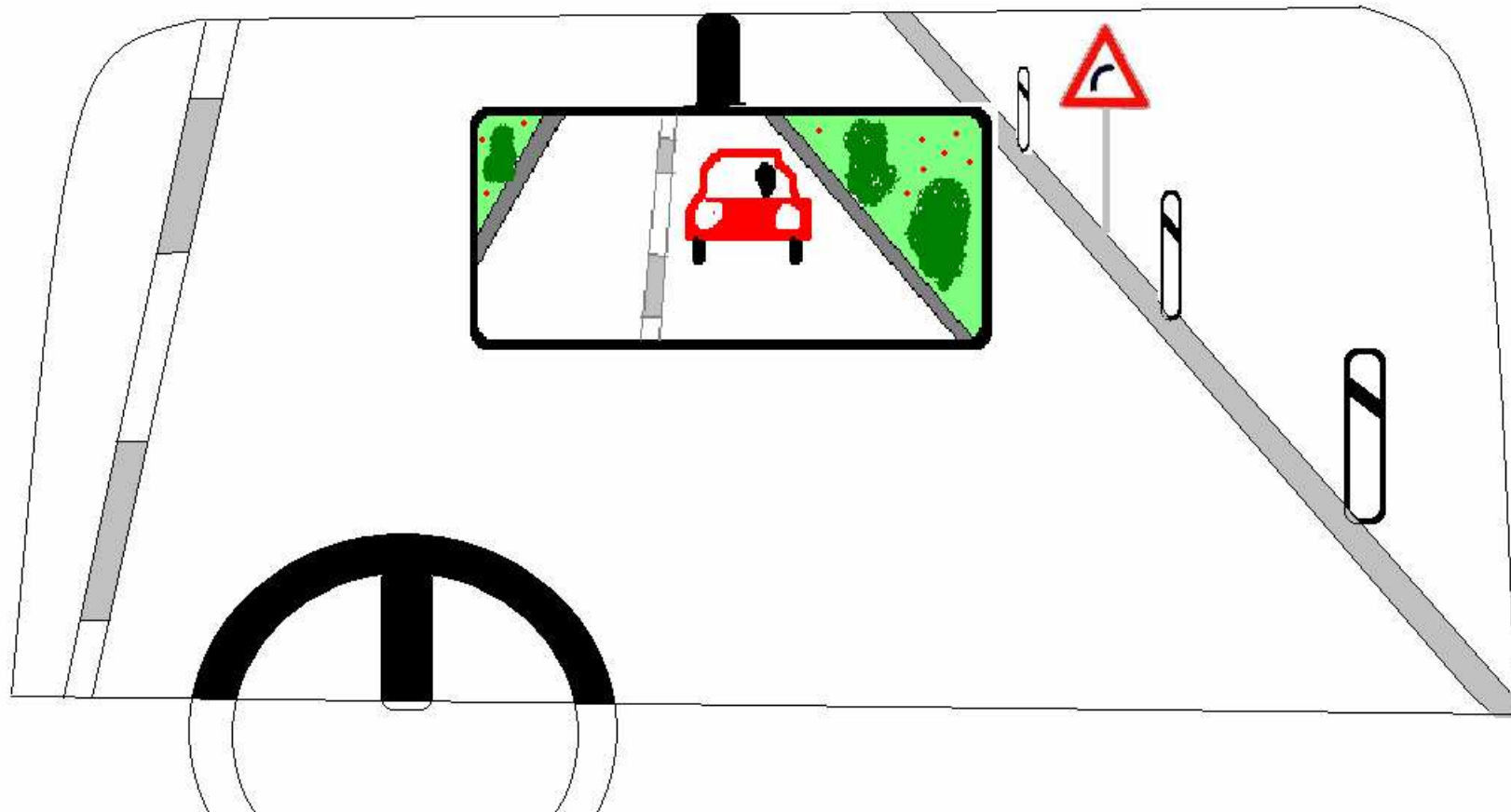
...Projektionen ein *anderes*

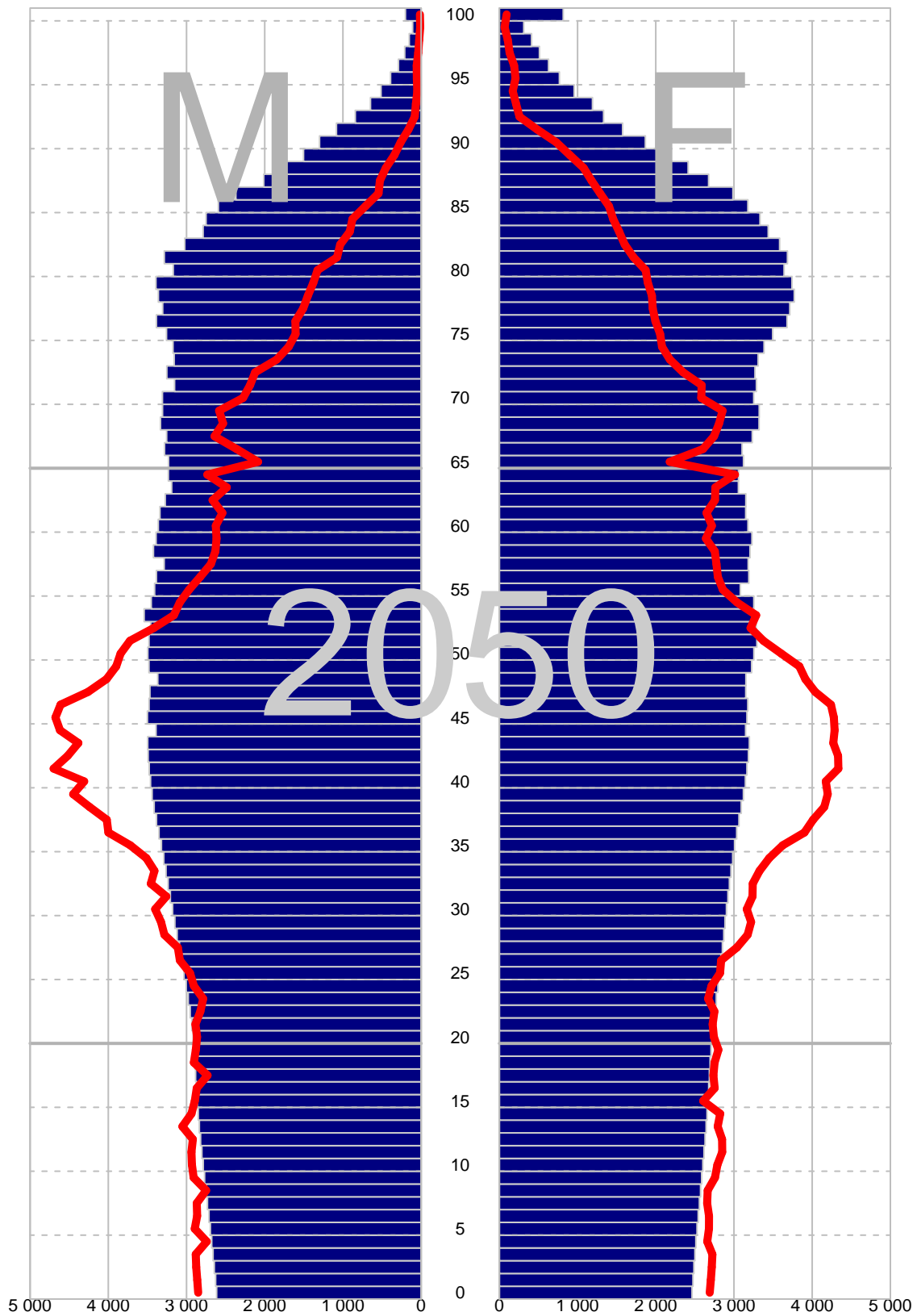


le proiezioni ne suggeriscono un *altro*

Planen nur mit echten Daten und damit anhand der Vergangenheit, ist wie Autofahren und dabei nur in den Rückspiegel zu schauen.

Guardare solo le statistiche di dati reali e dunque di fatti già avvenuti, è come guidare un'automobile guardando solo nello specchietto retrovisore.





2050
vs
2010

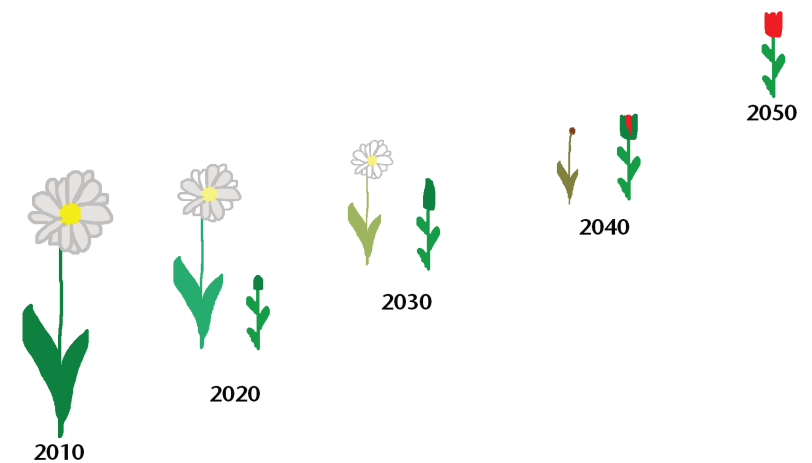
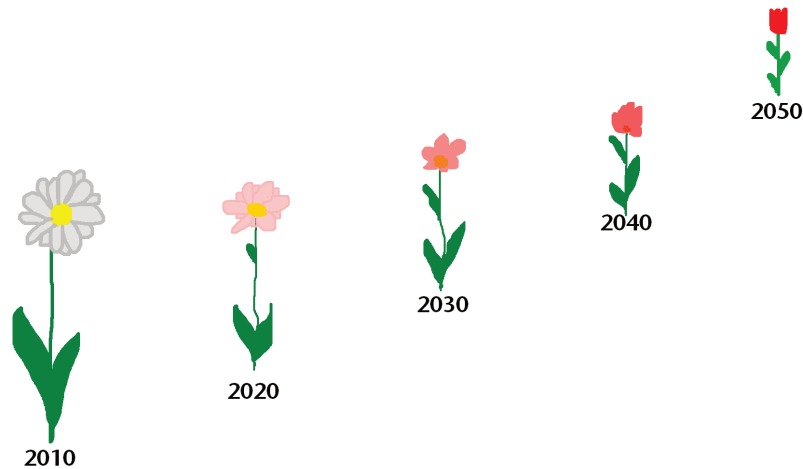
2010 mit 2050 vergleichen

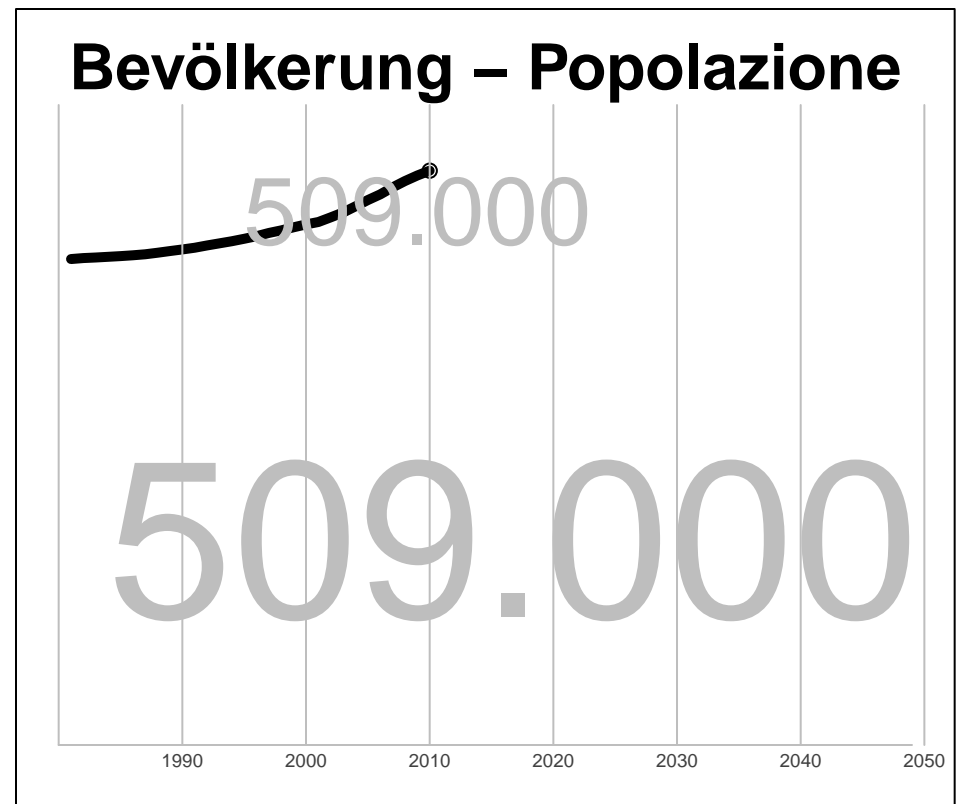
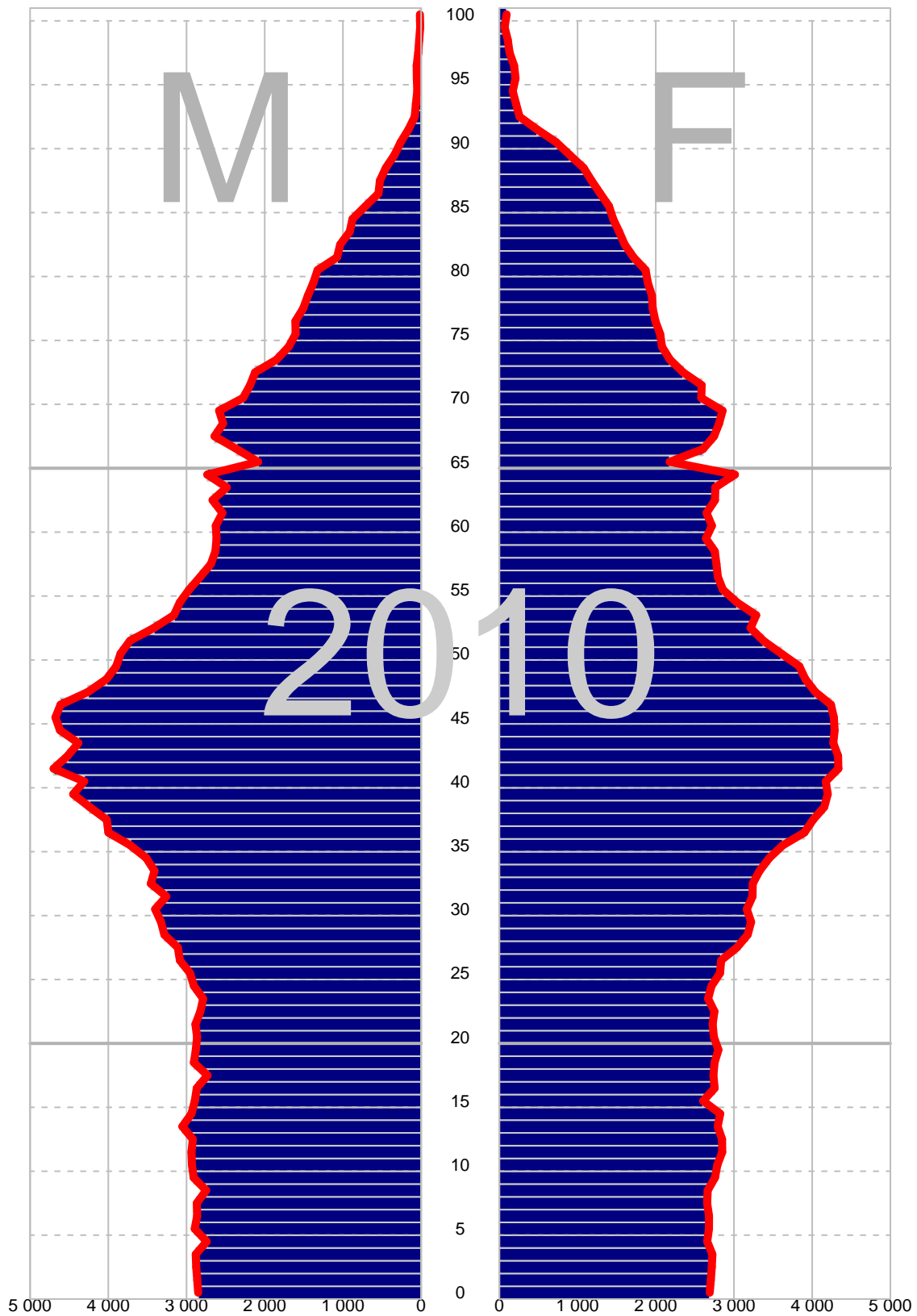
Confrontare 2010 con 2050

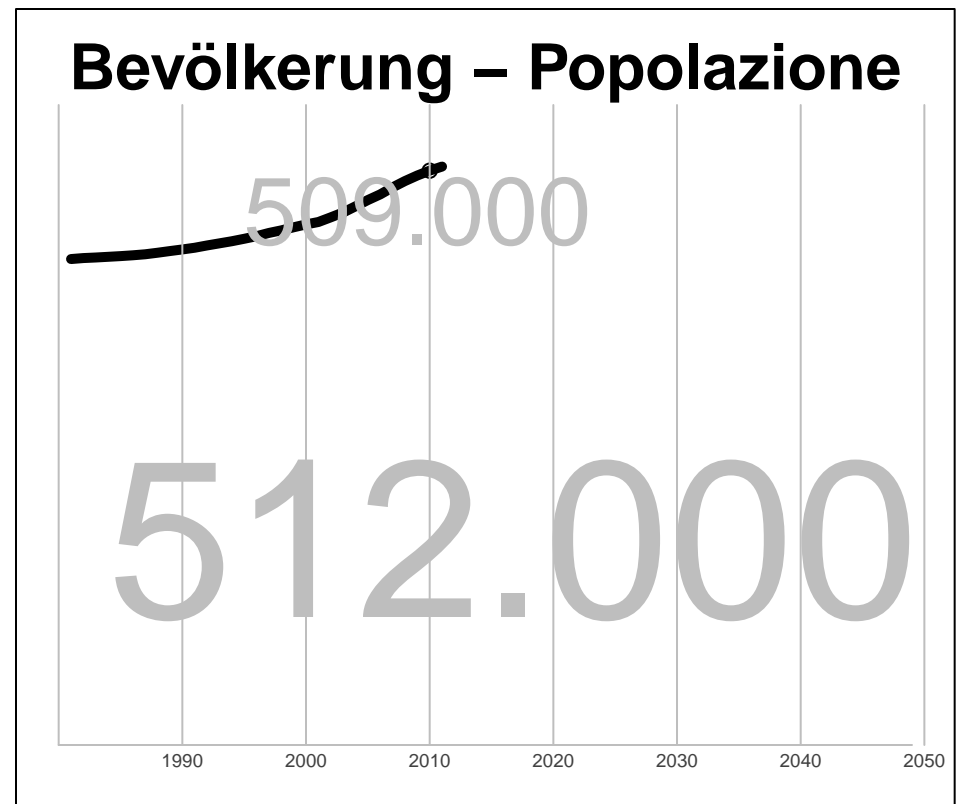
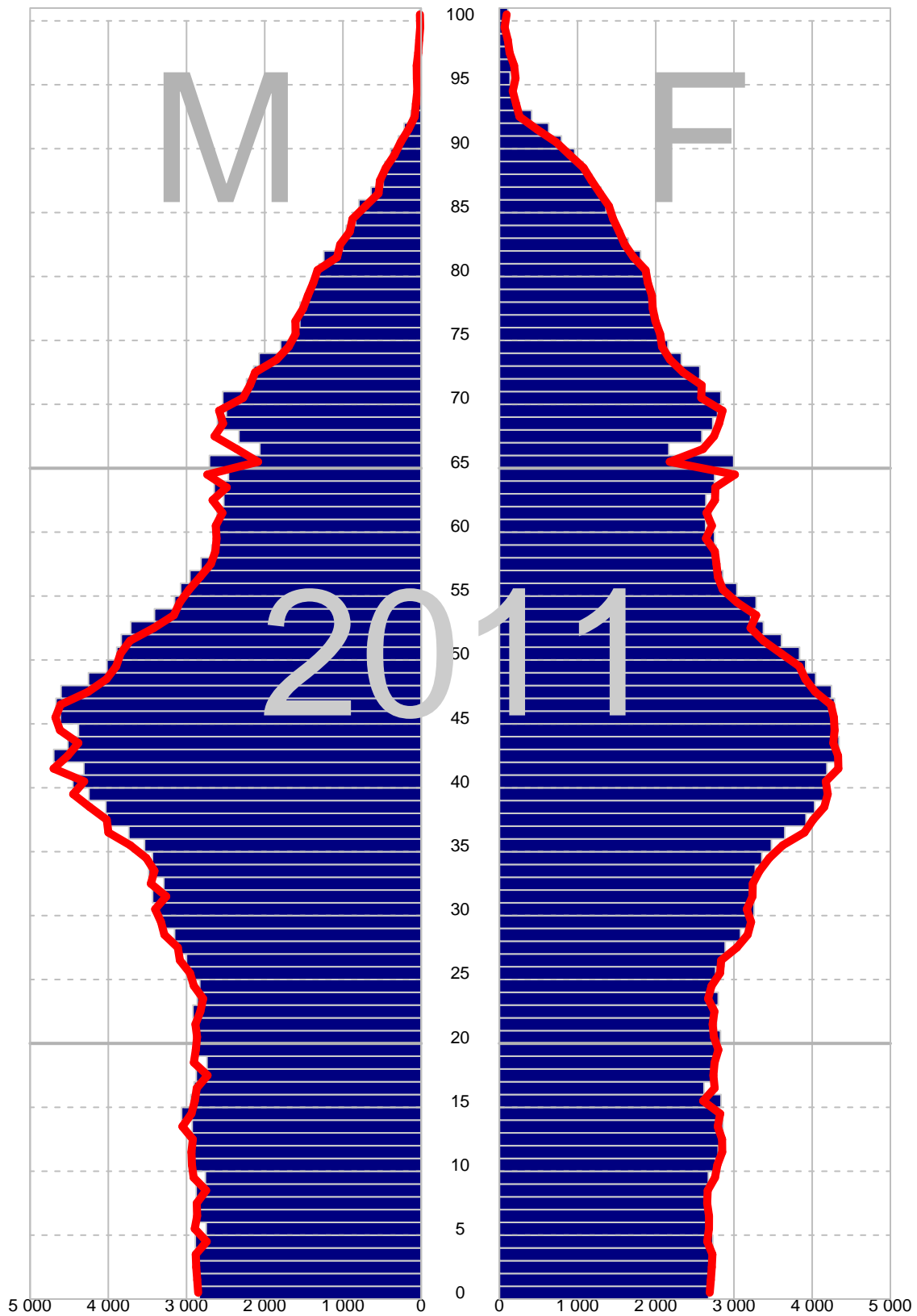


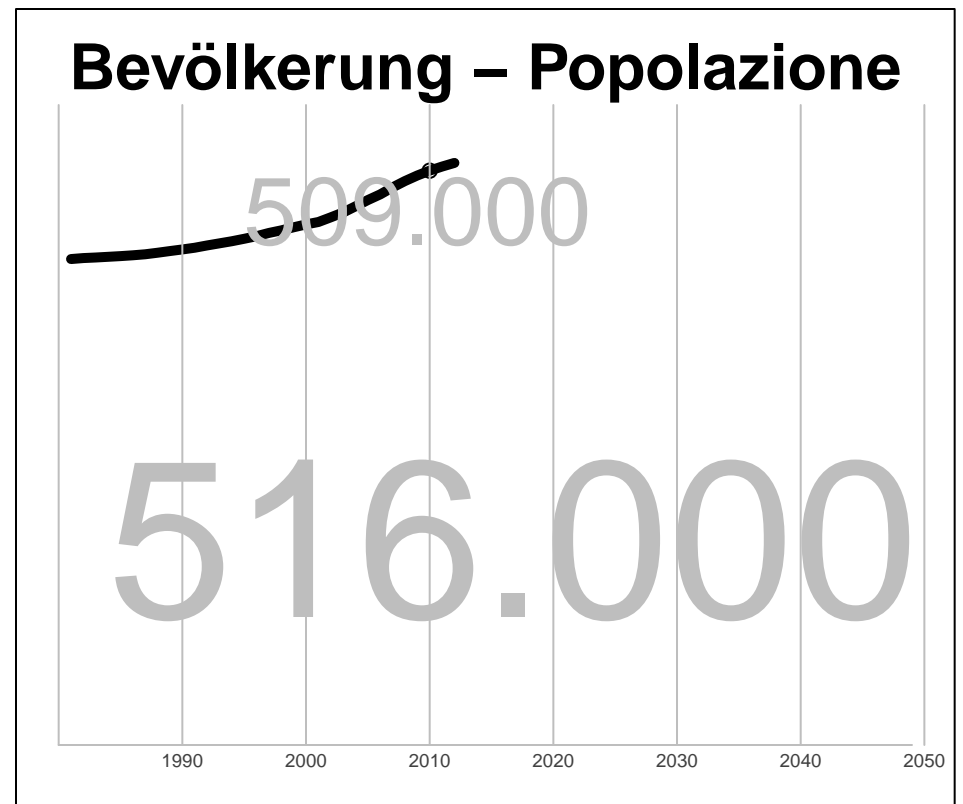
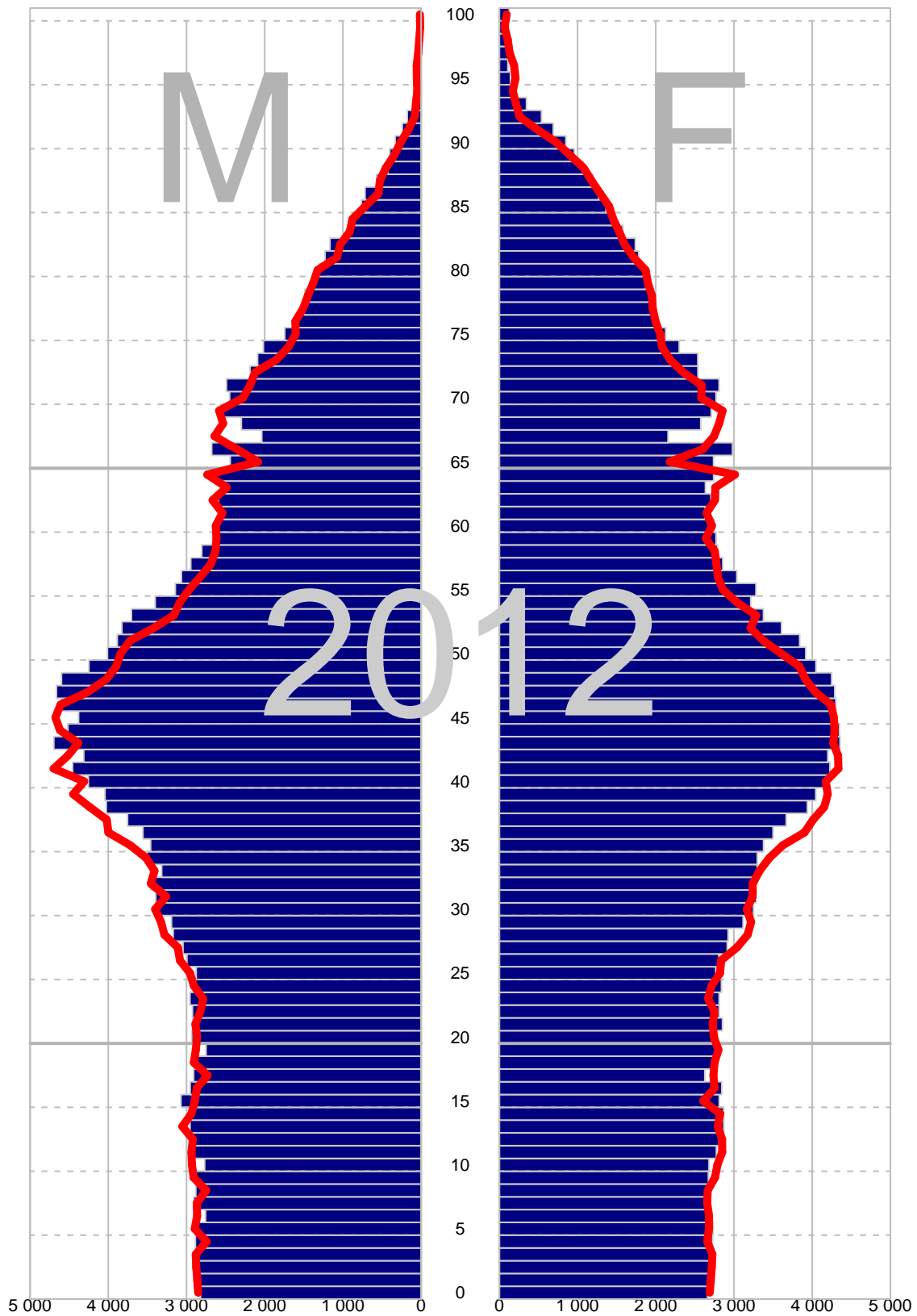
Die Änderungen
während den nächsten
40 Jahren beschreiben

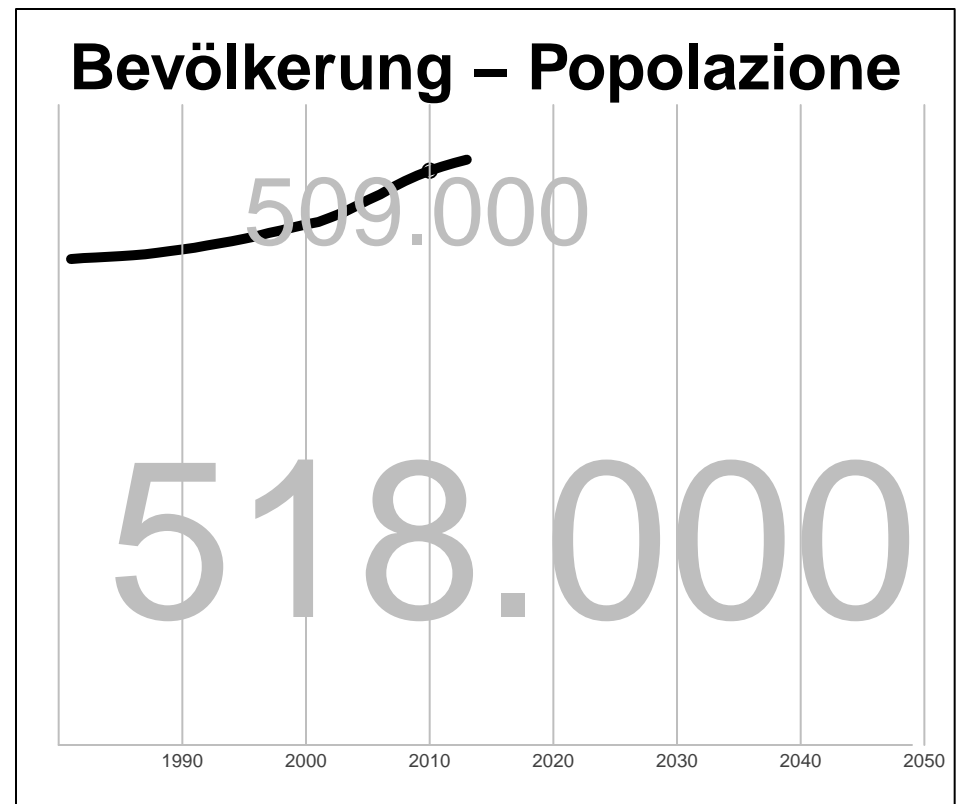
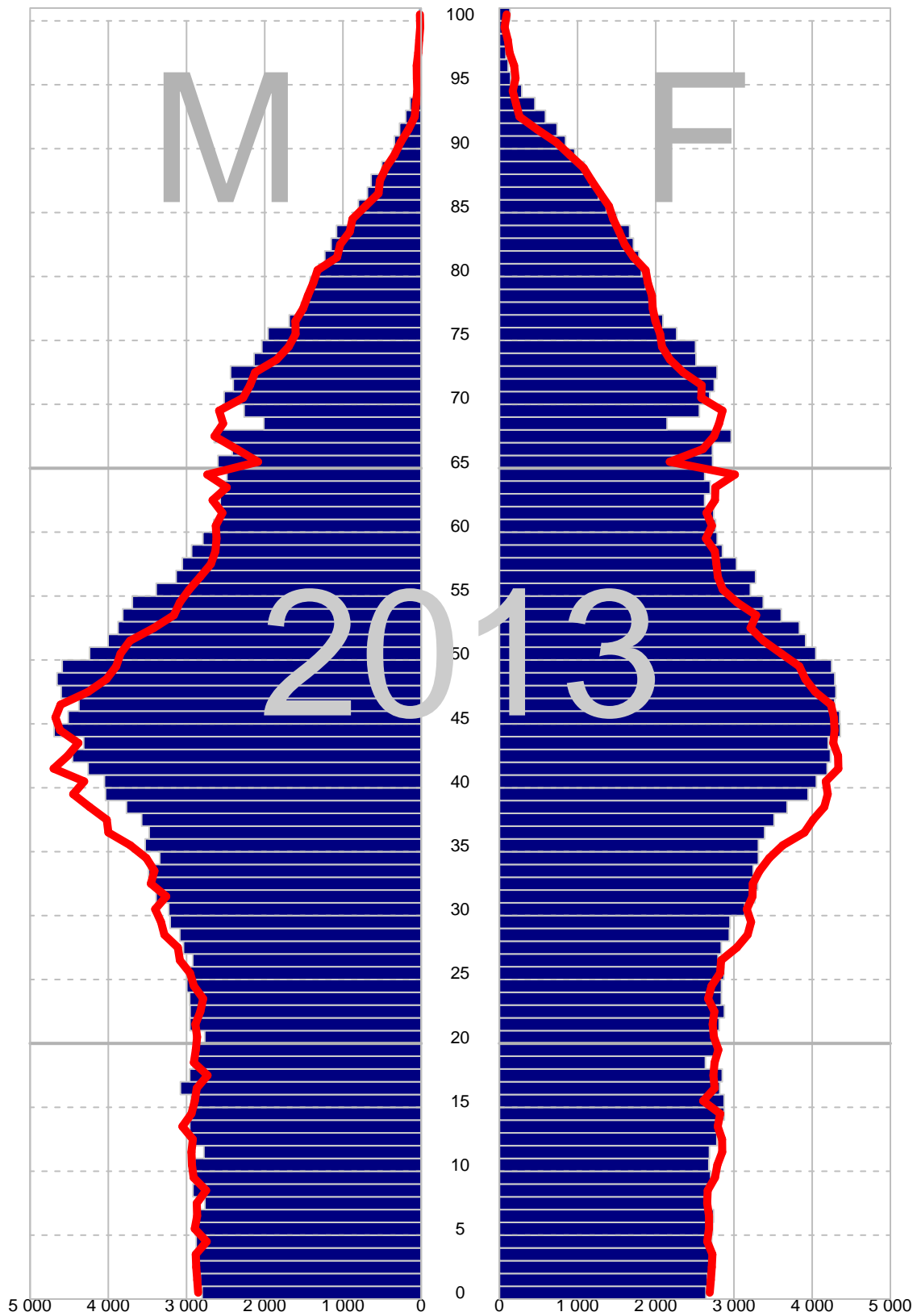
Descrivere come si
evolverà durante i
prossimi 40 anni

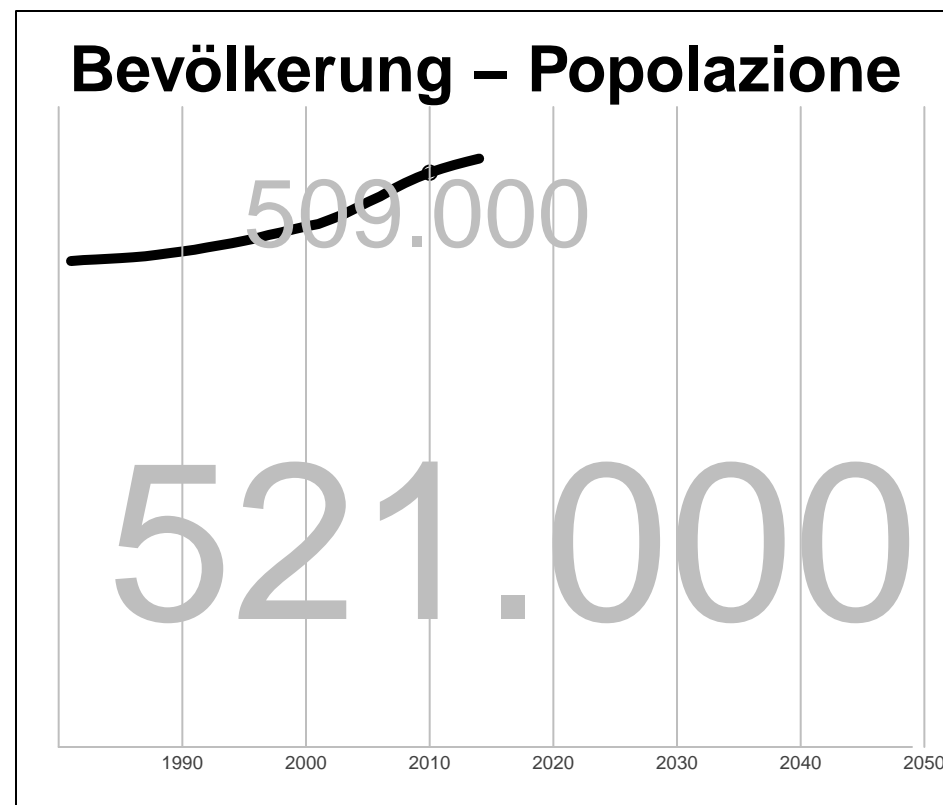
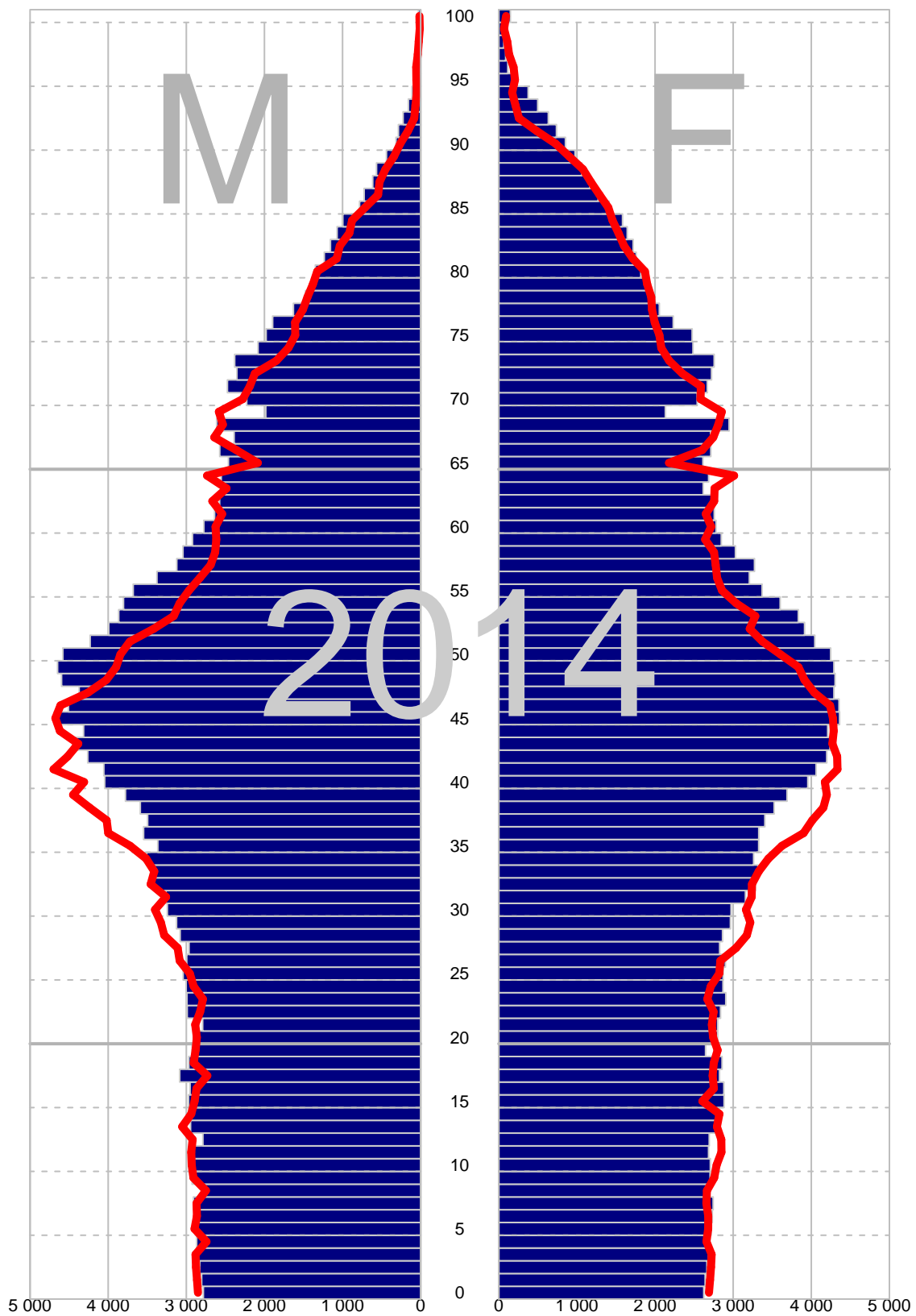


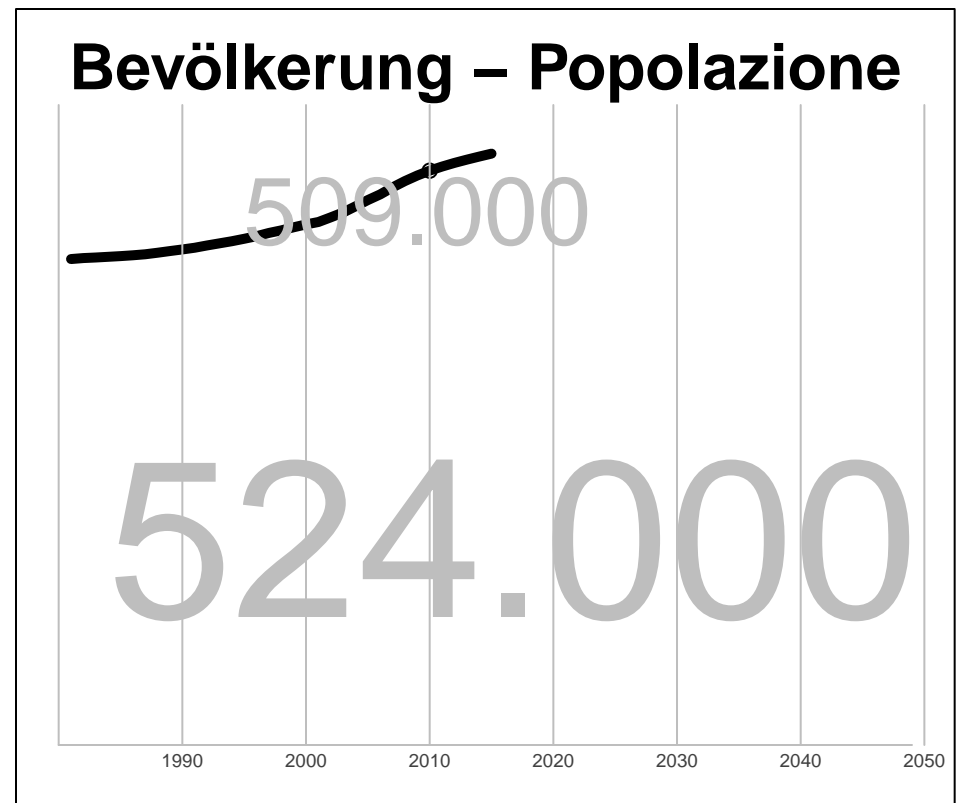
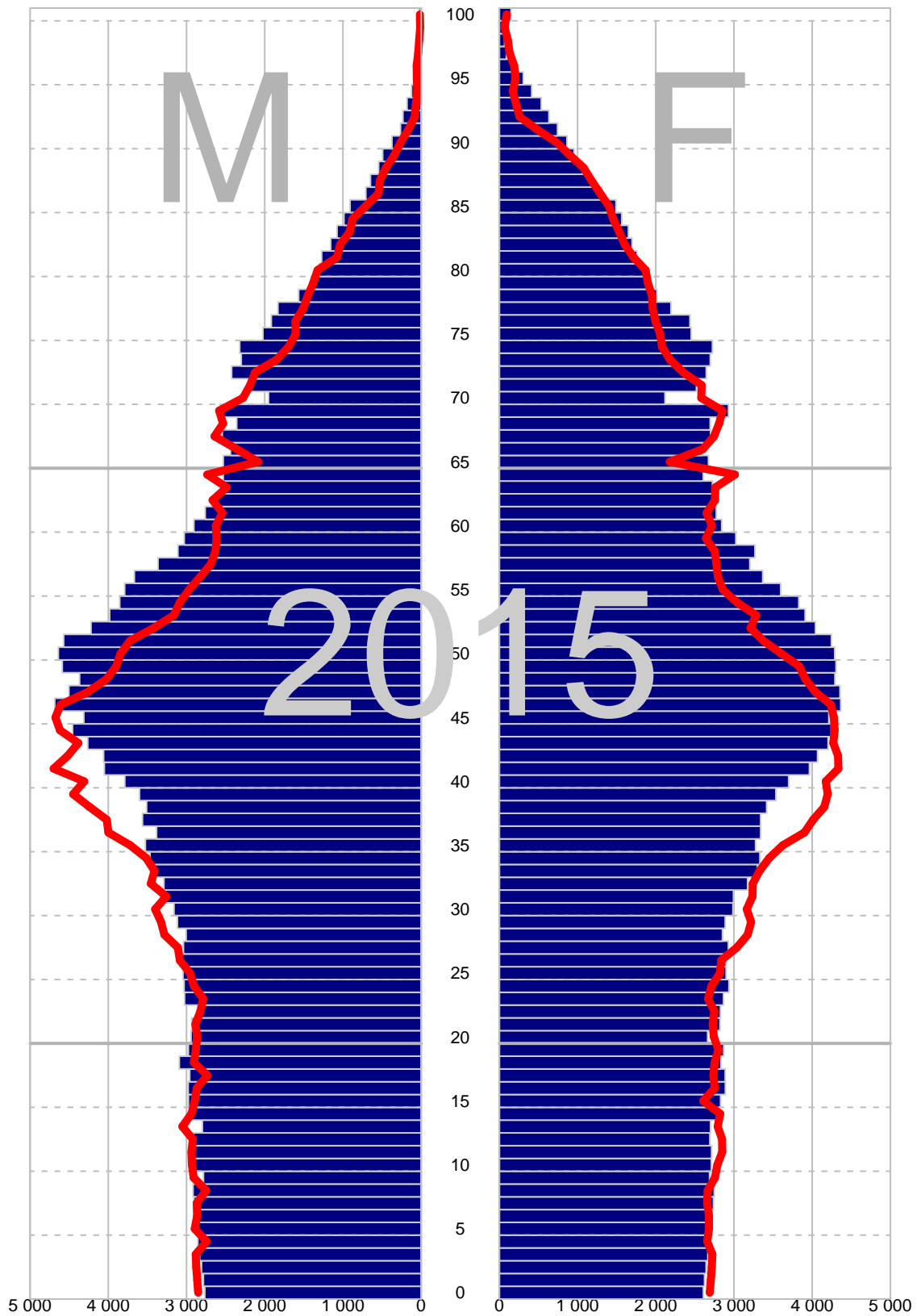


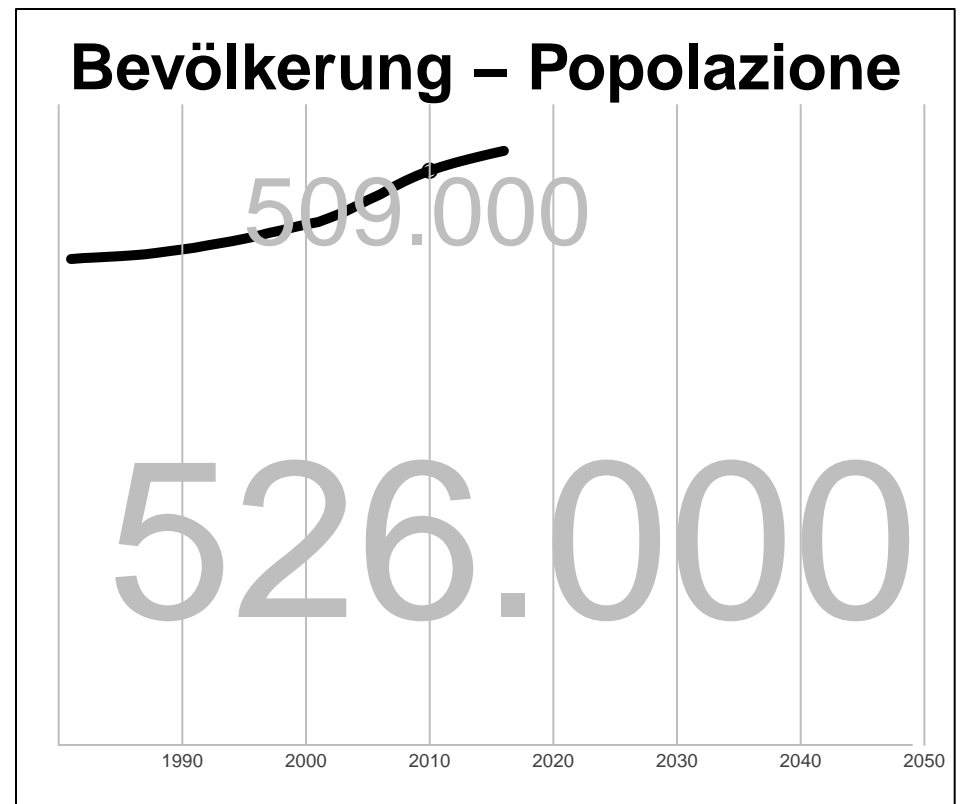
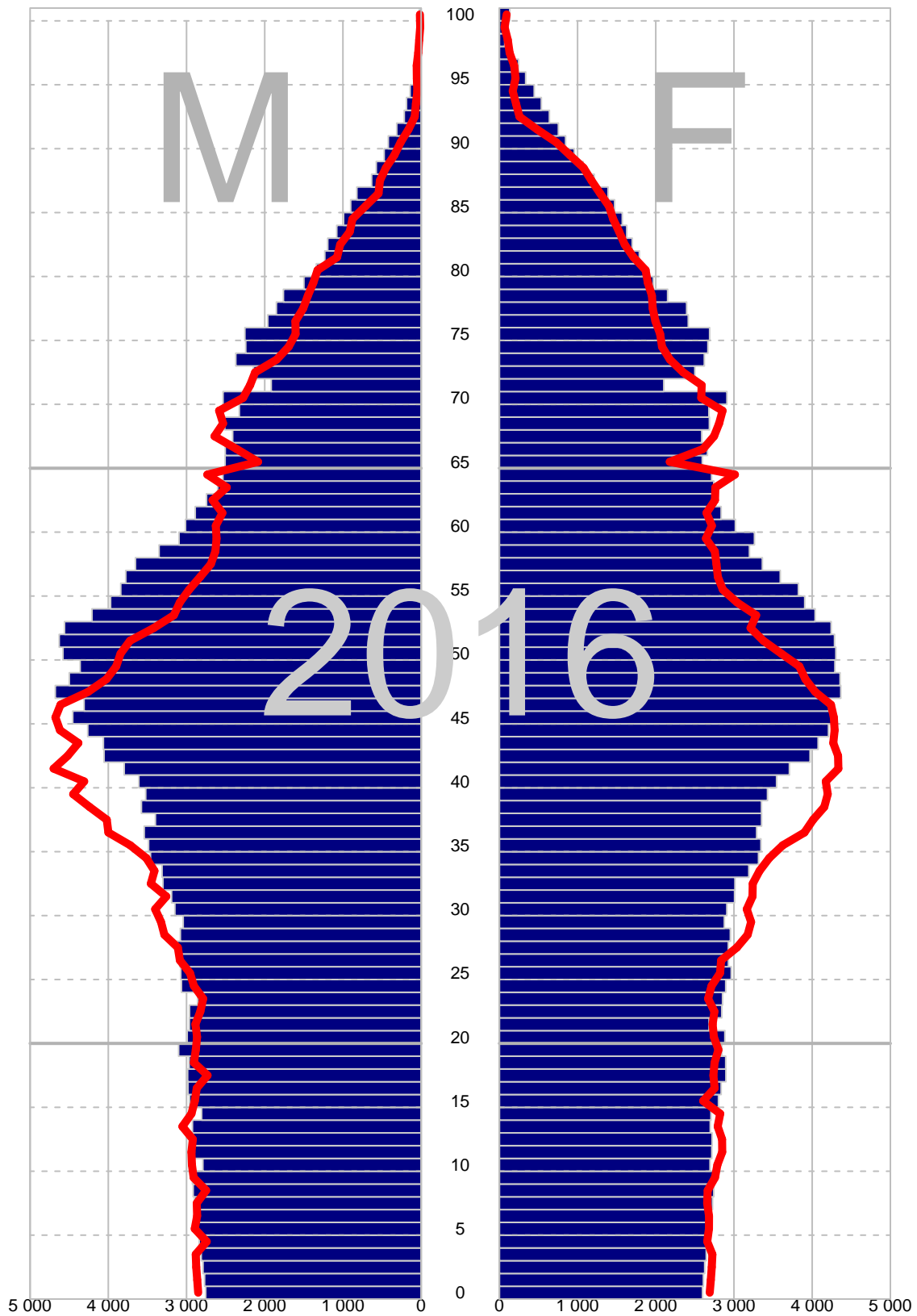


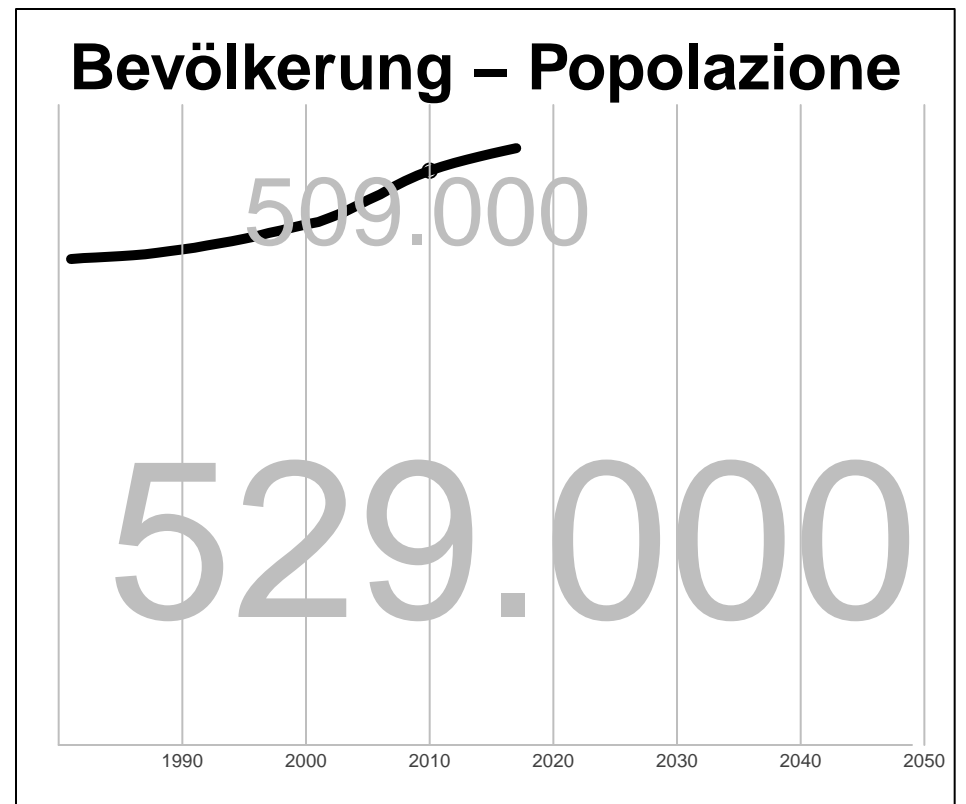
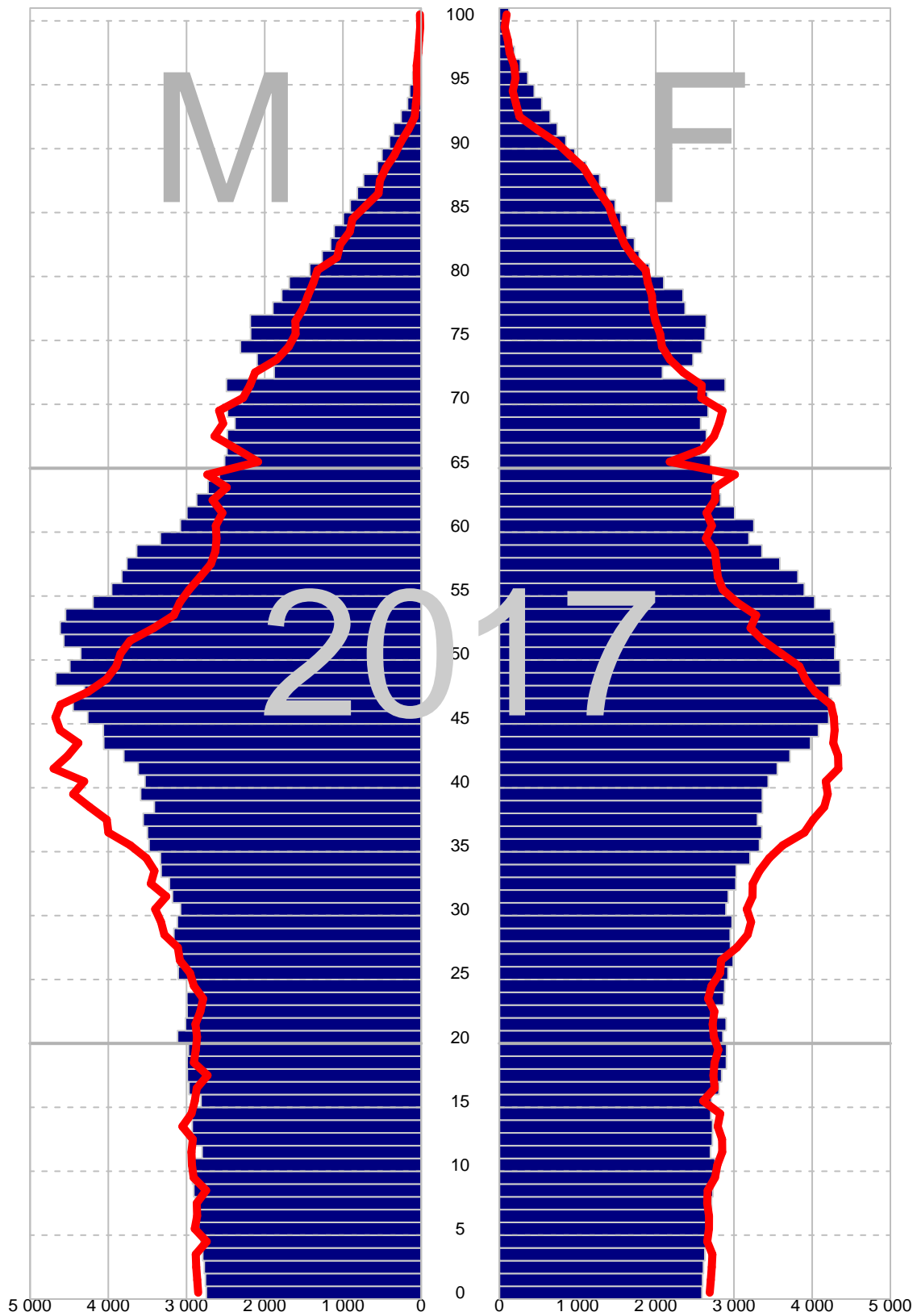


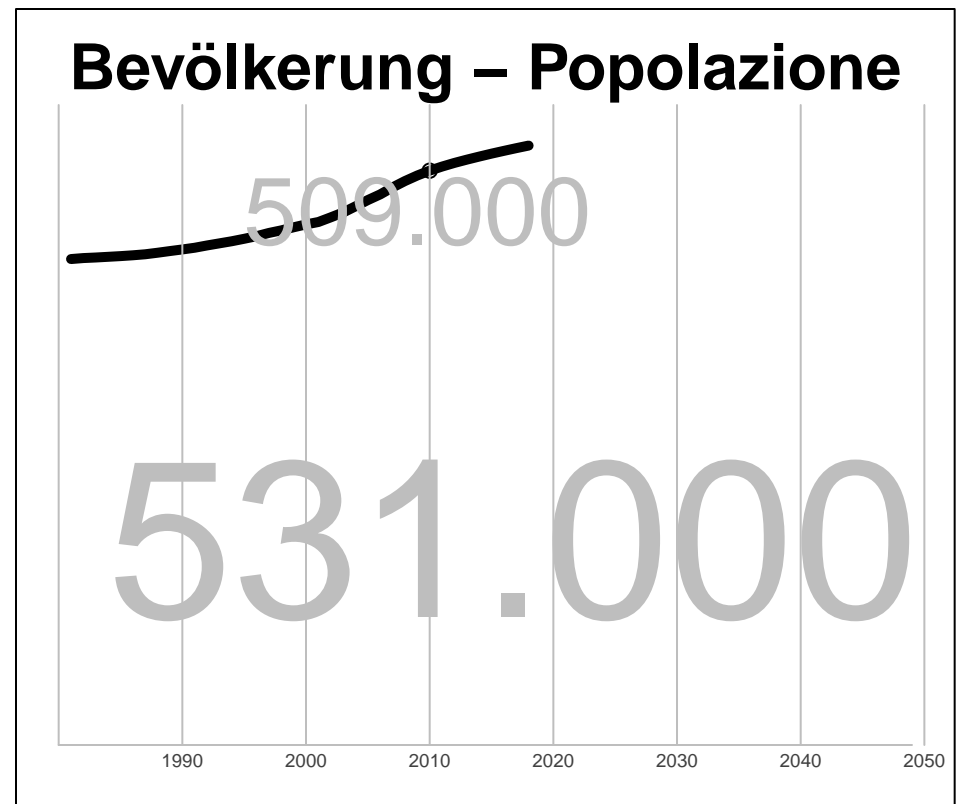
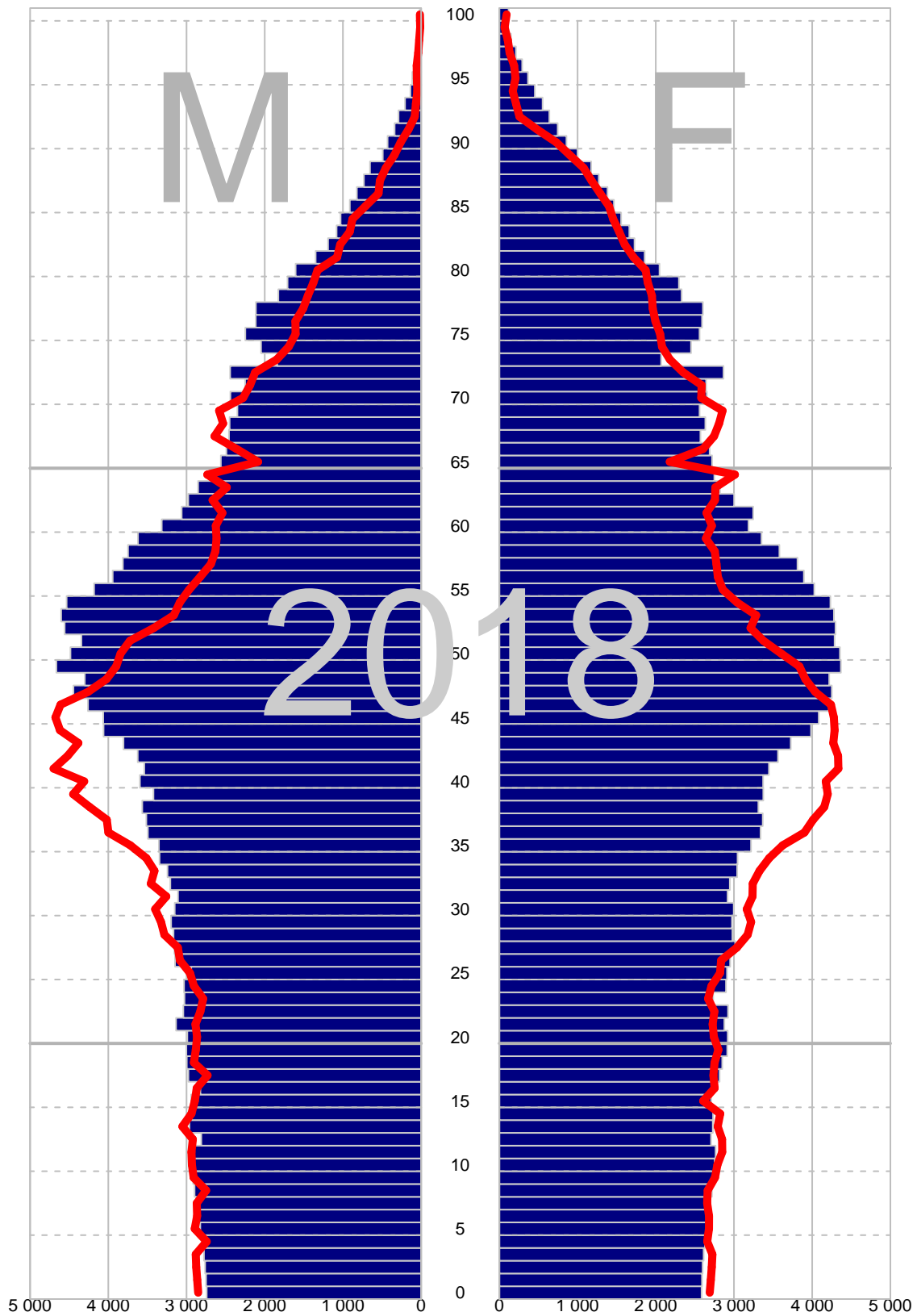


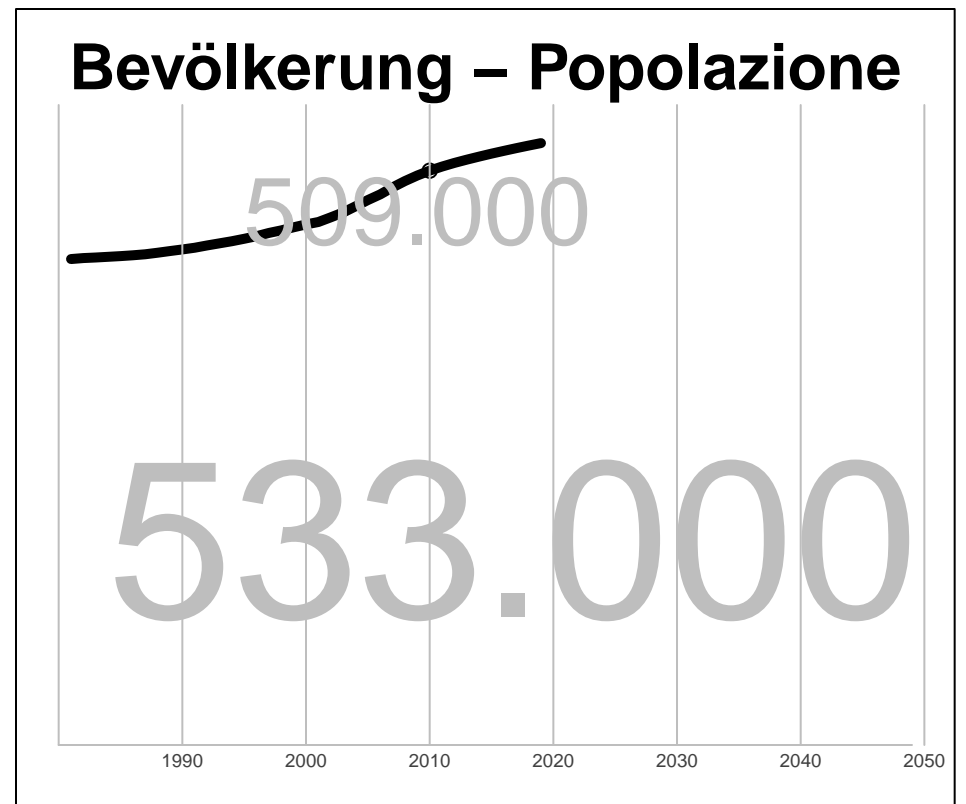
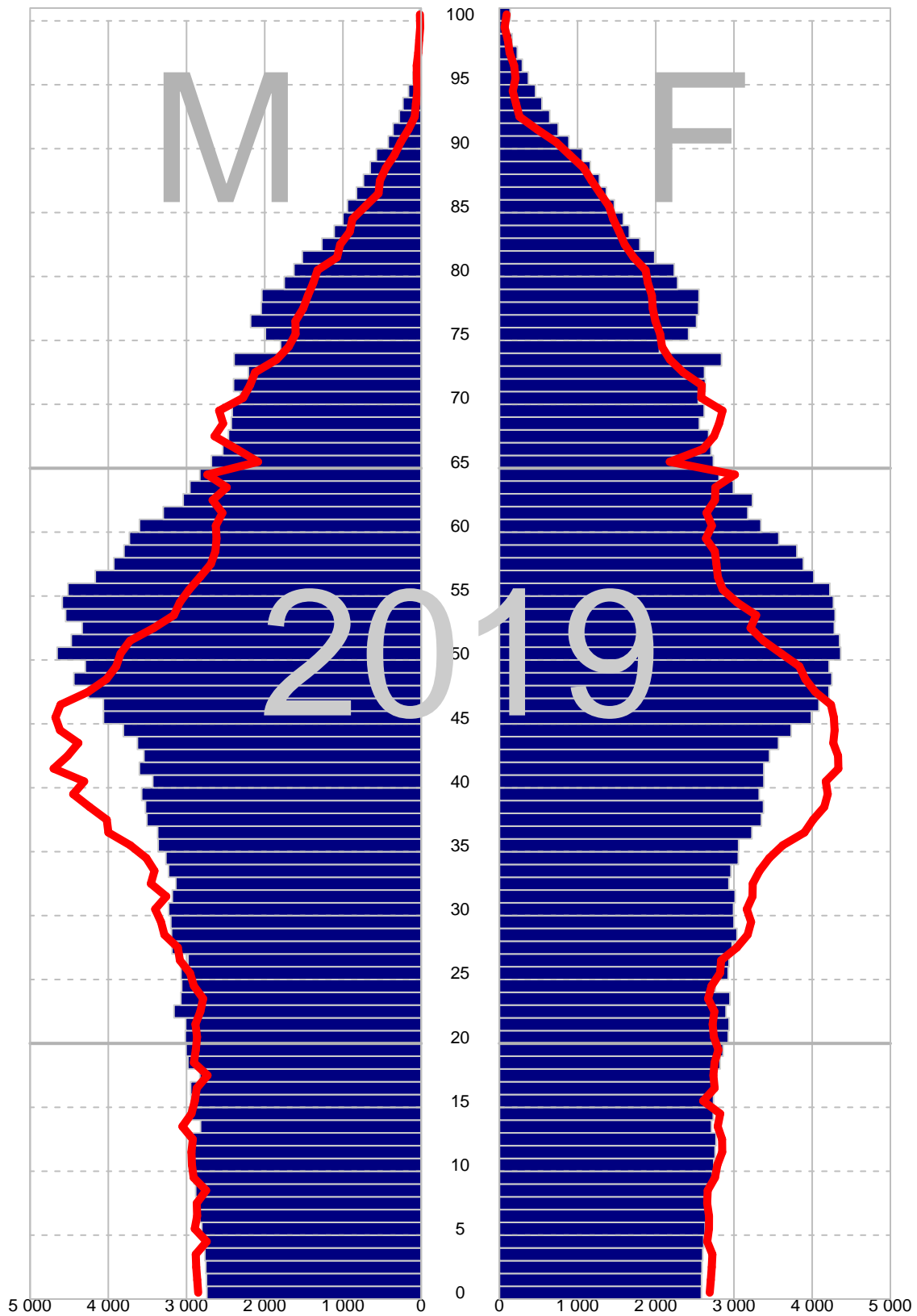


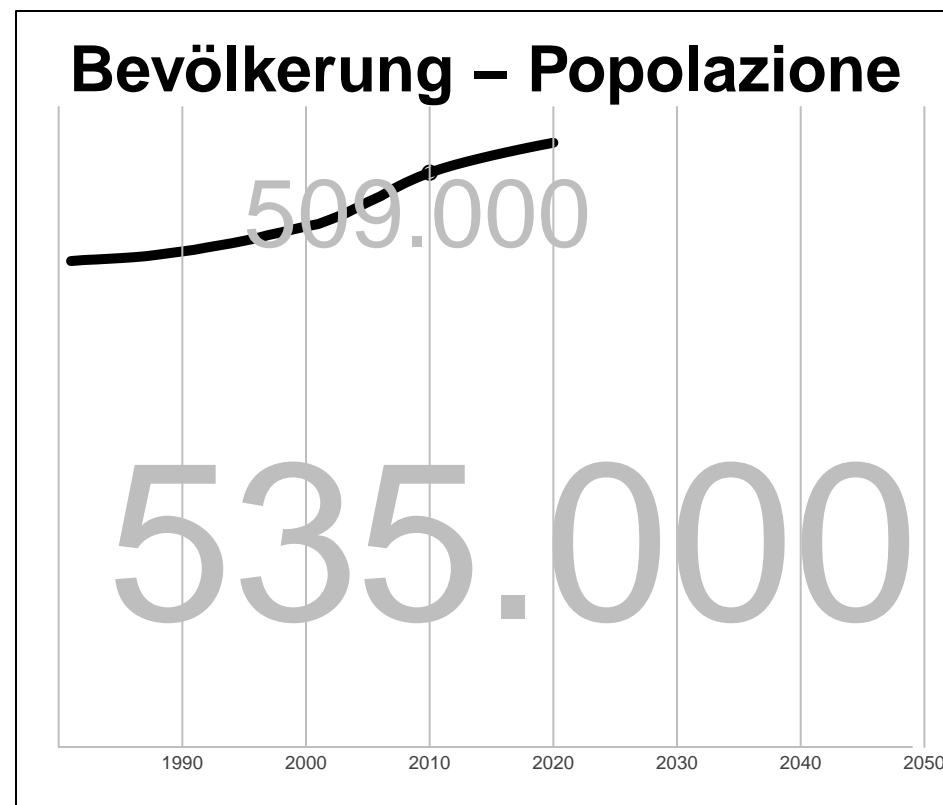
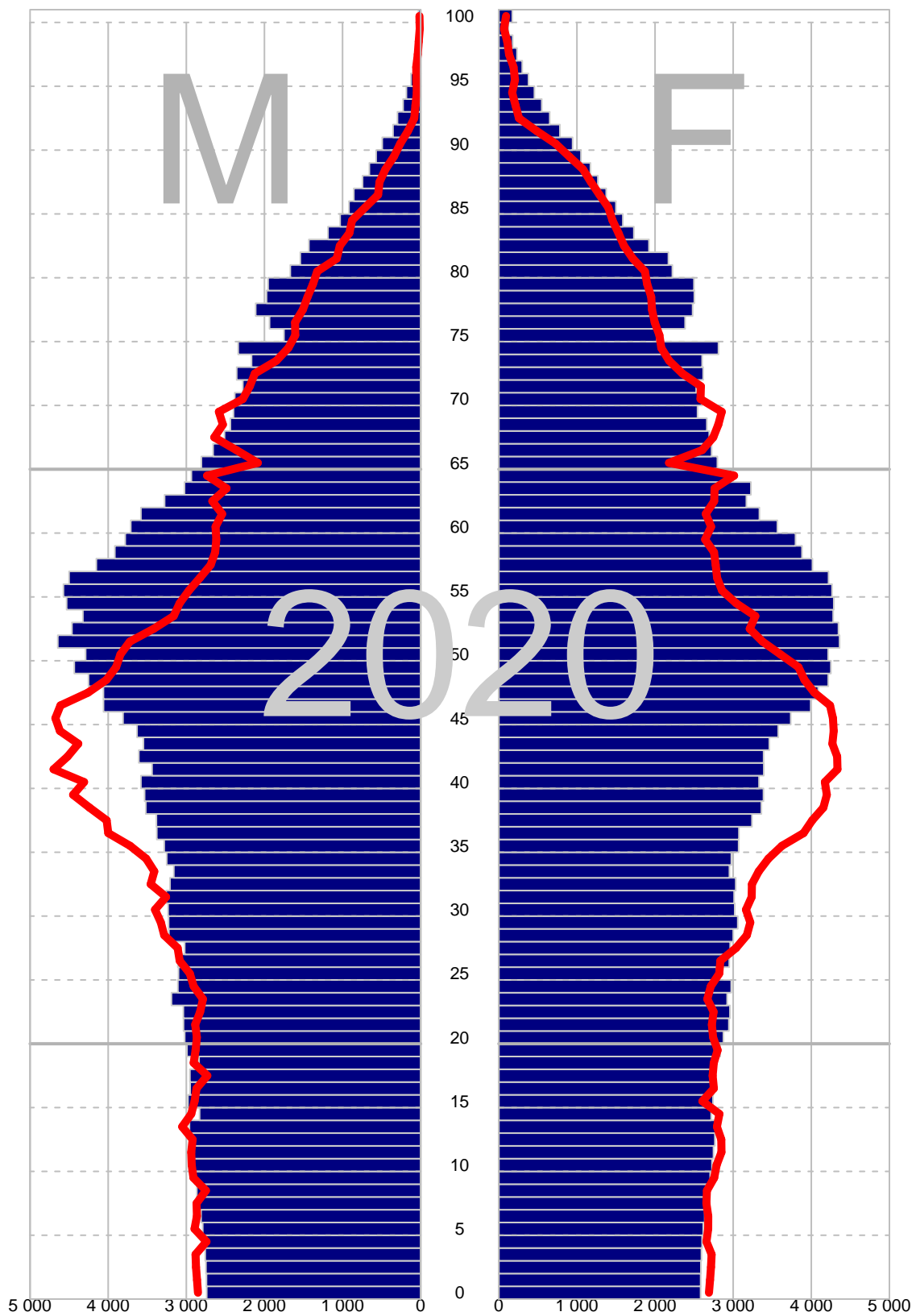


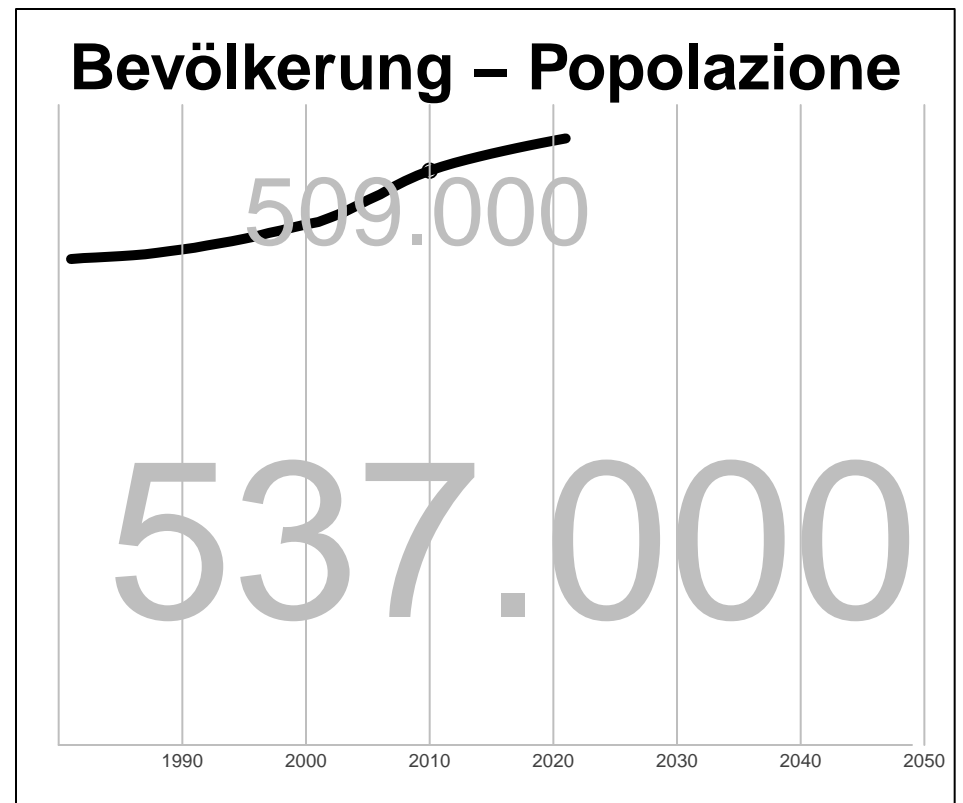
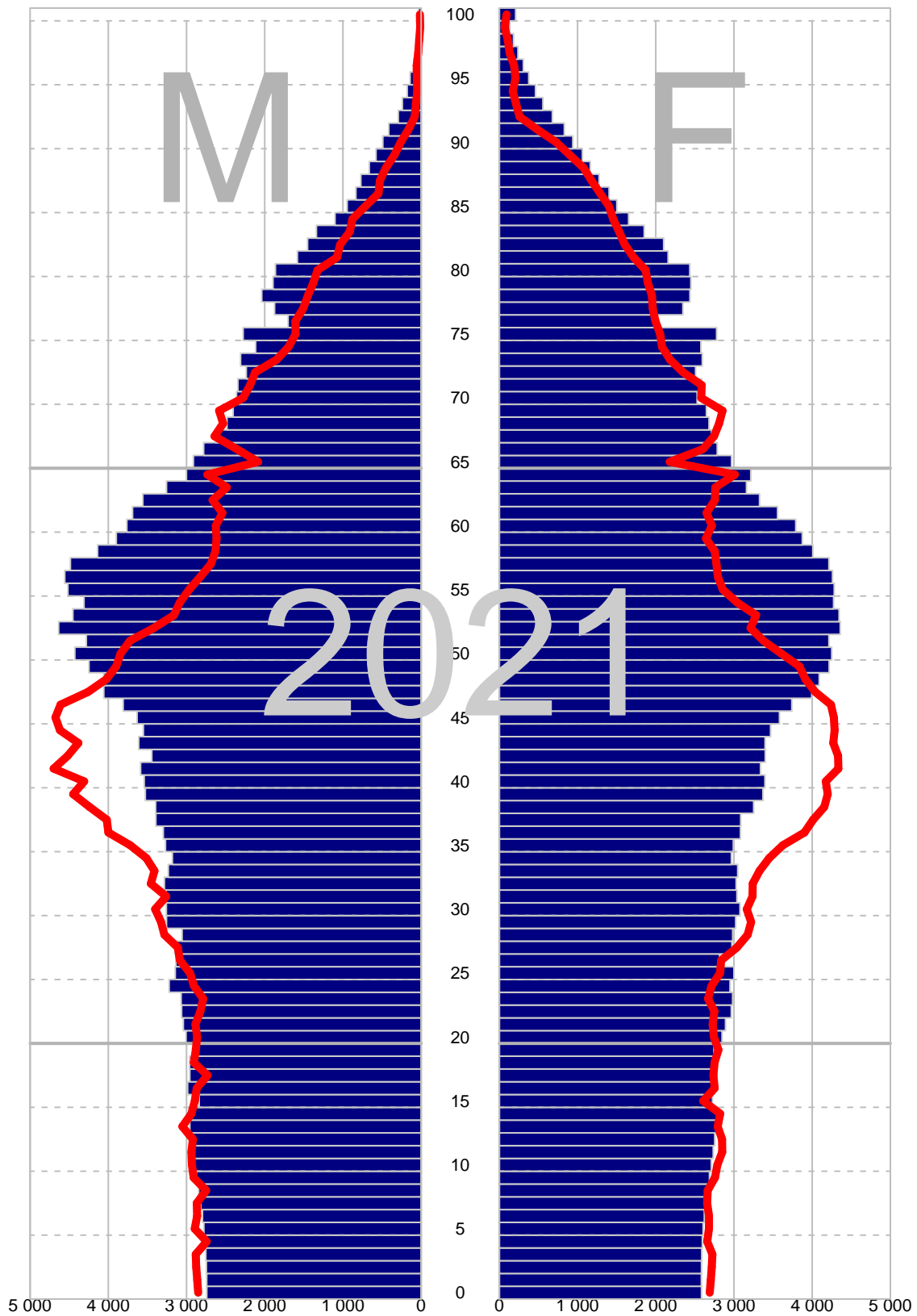


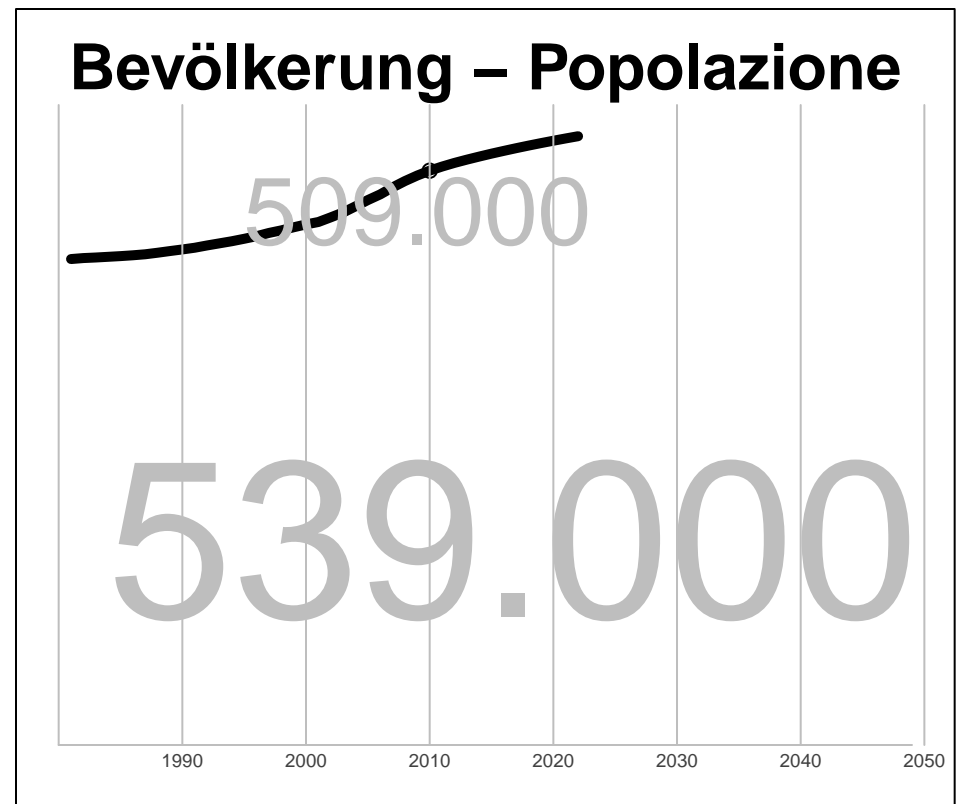
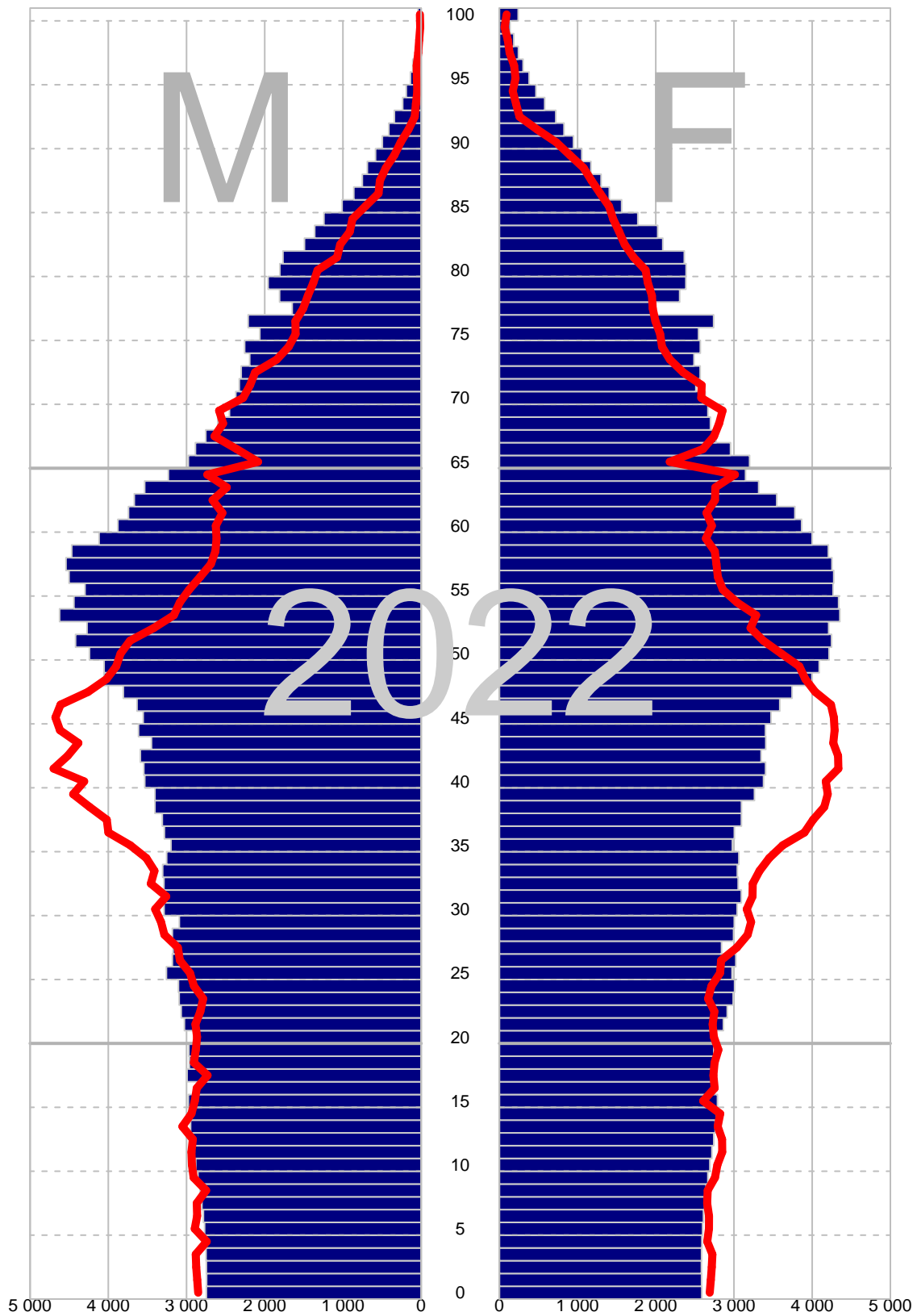


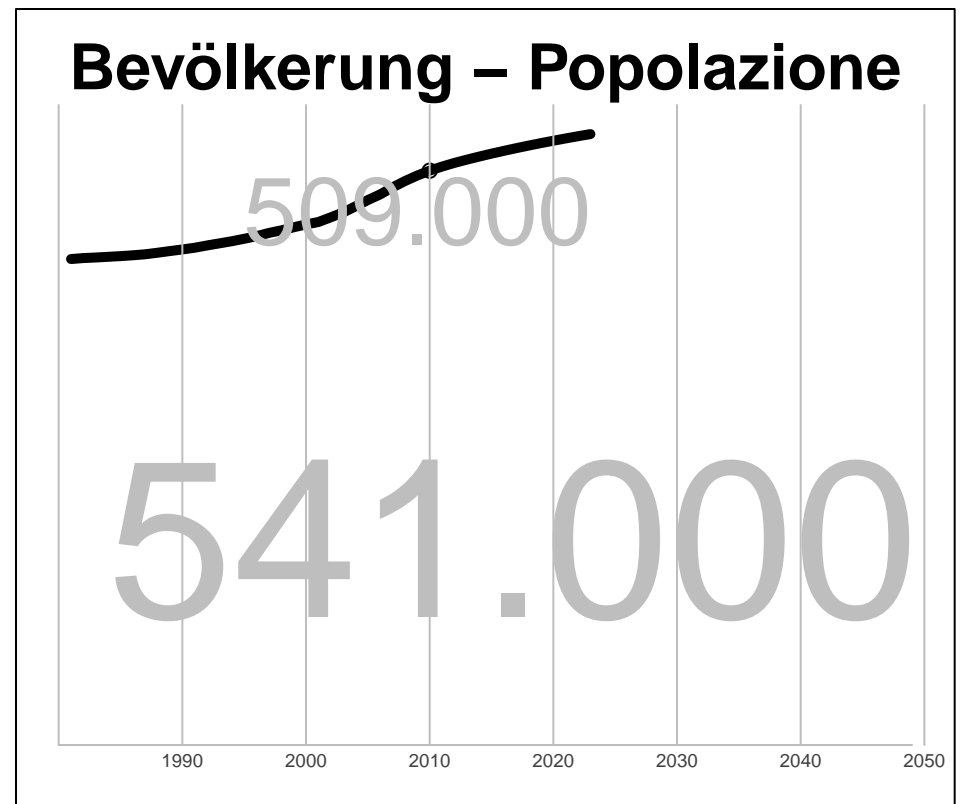
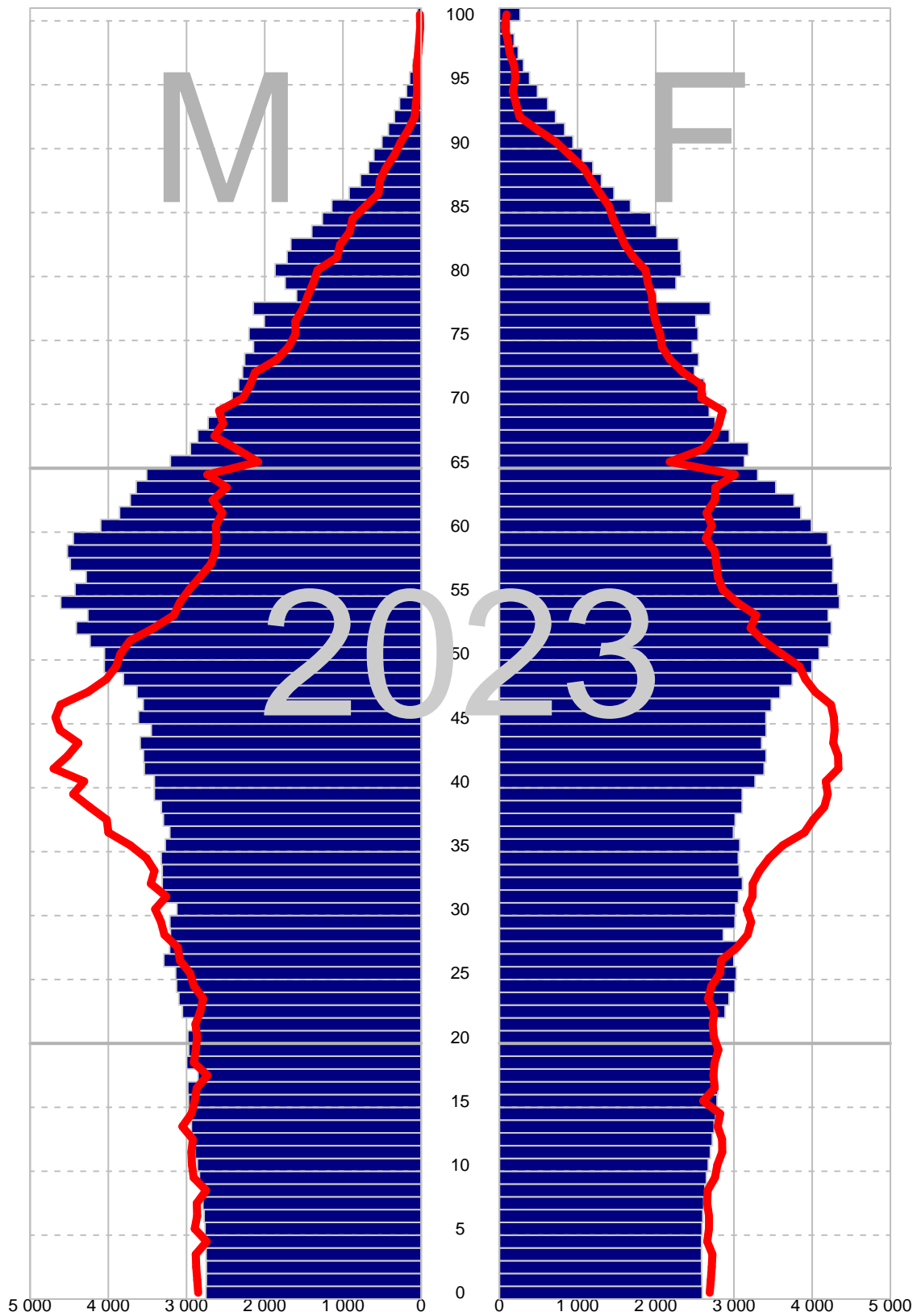


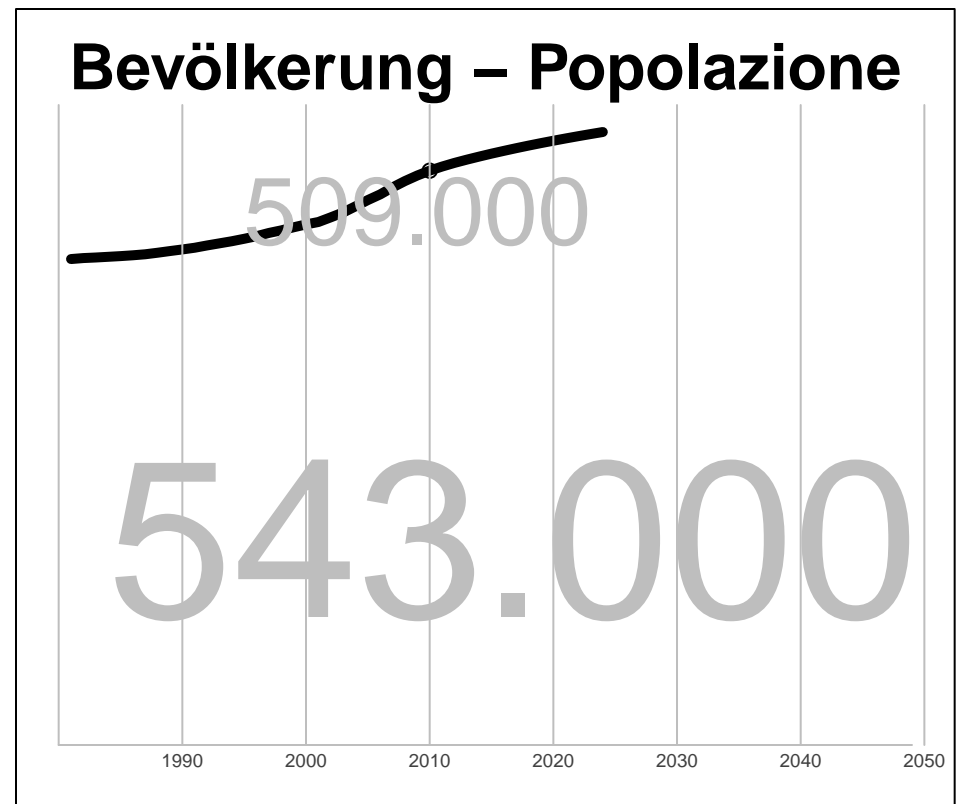
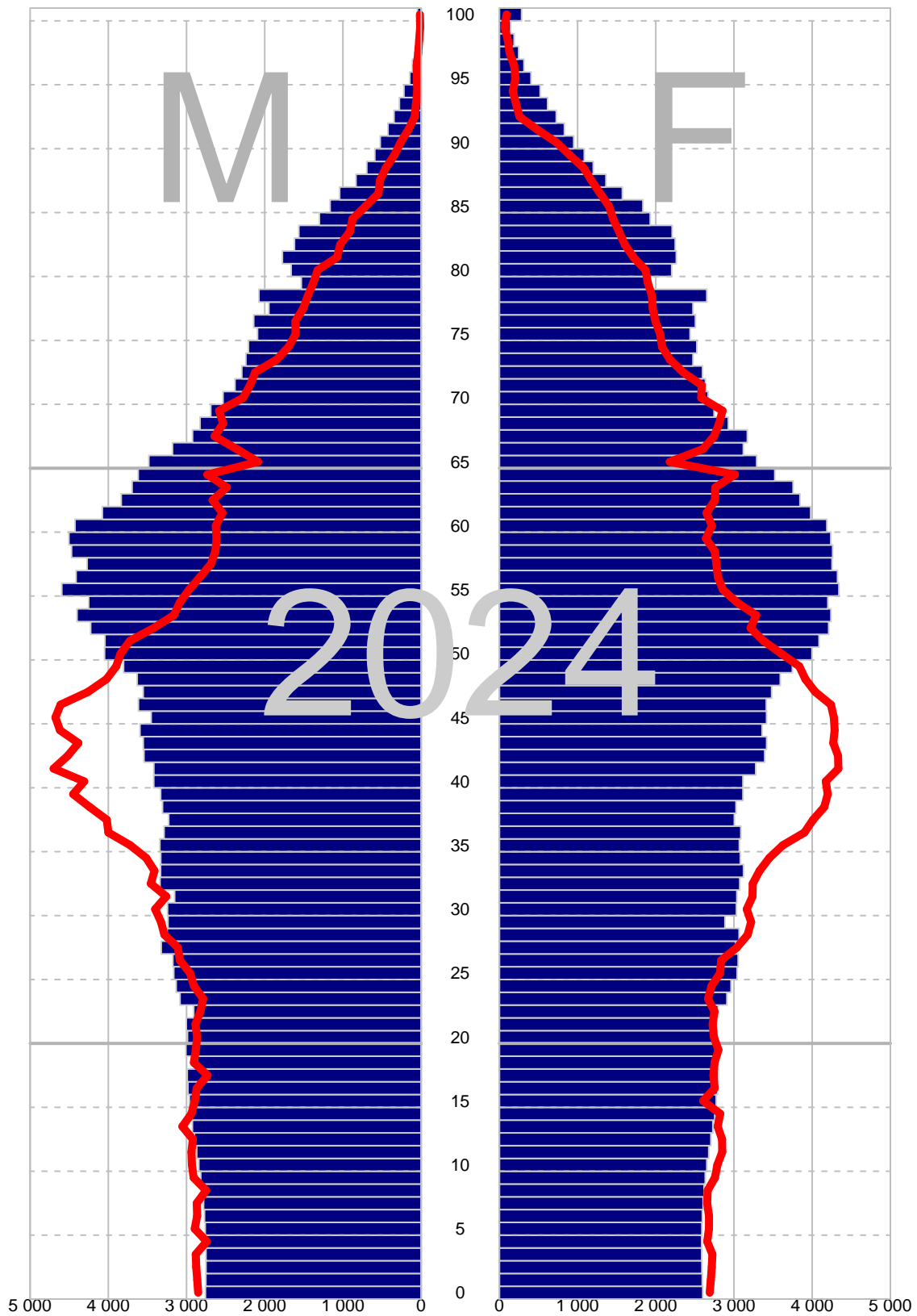


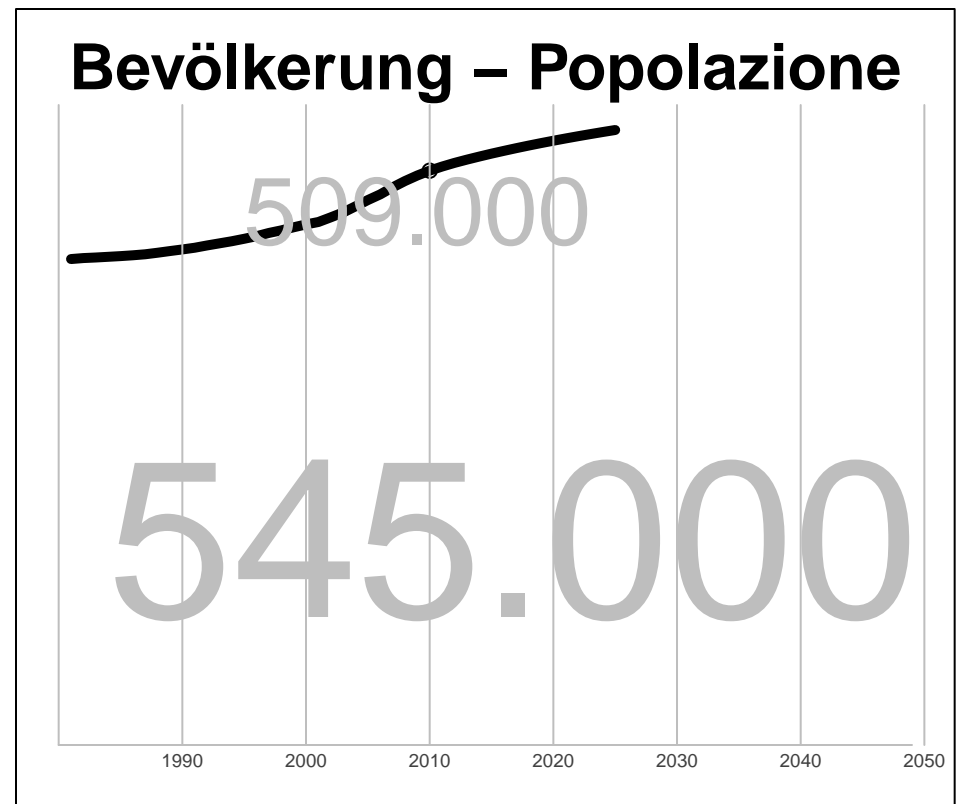
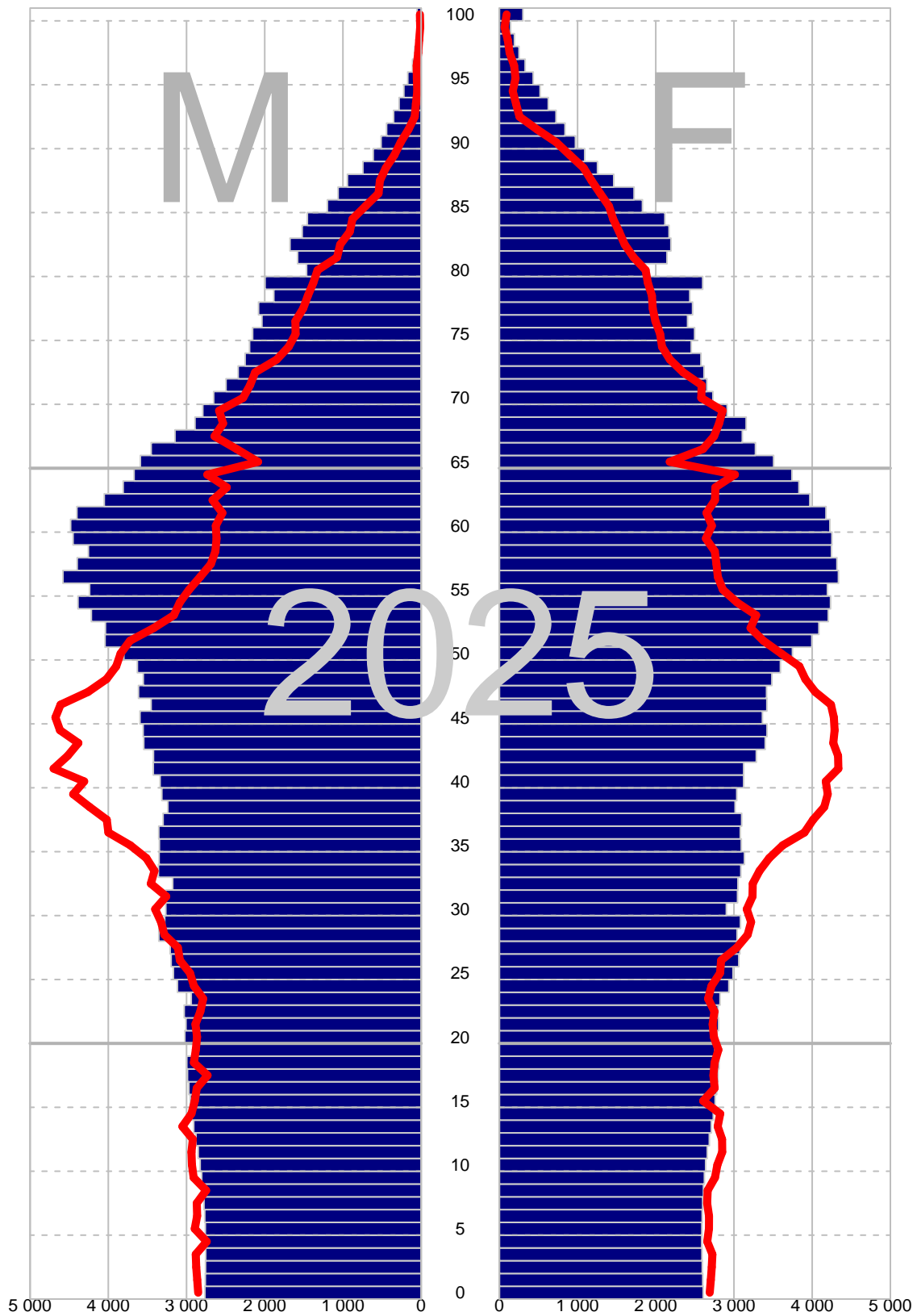


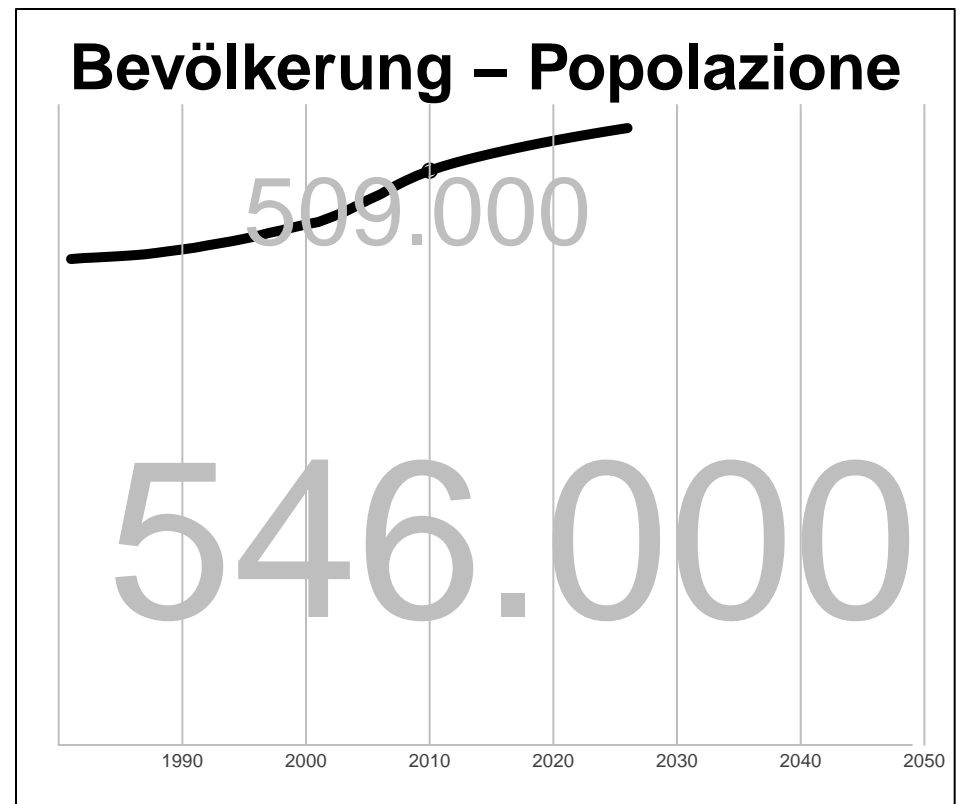
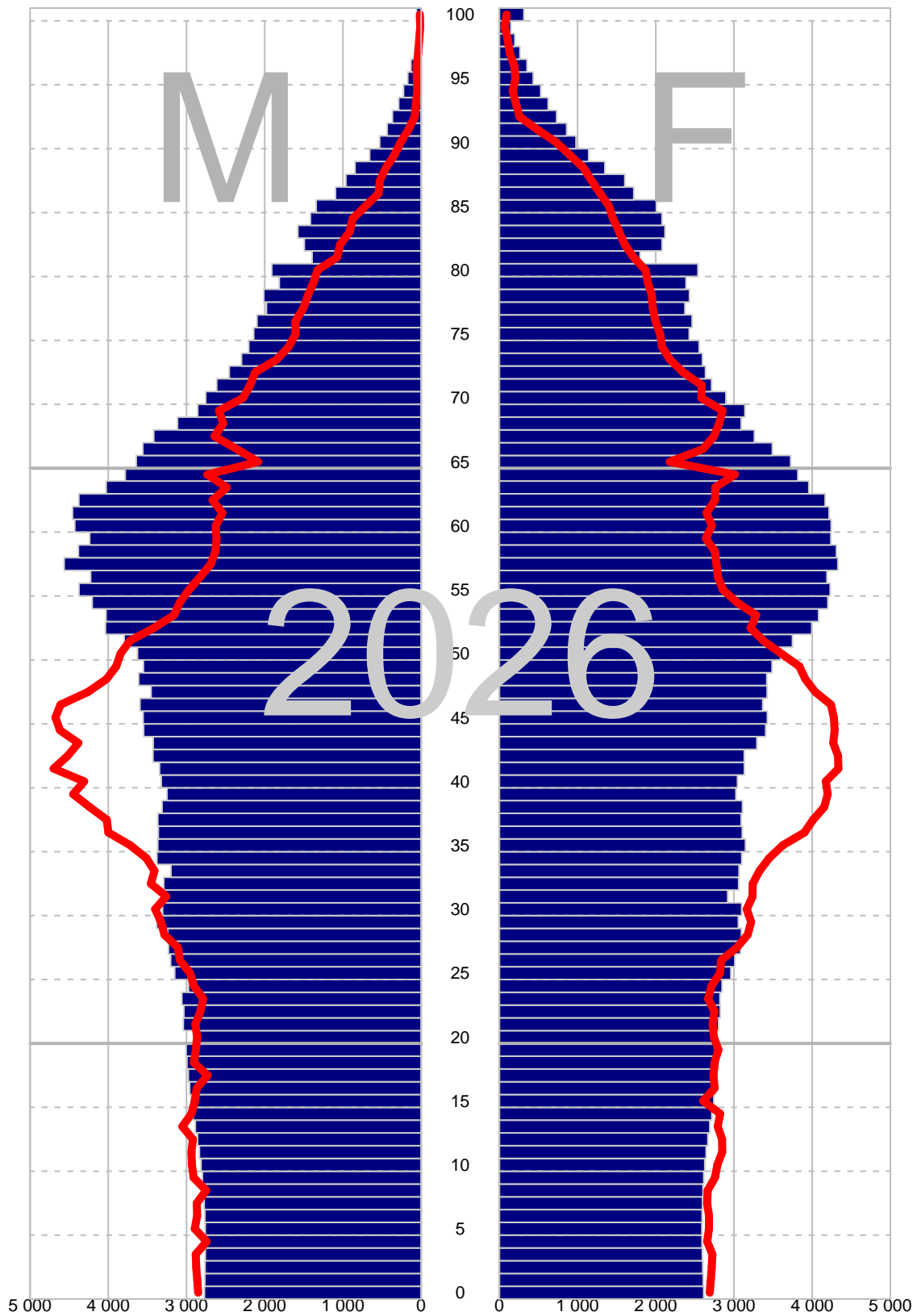


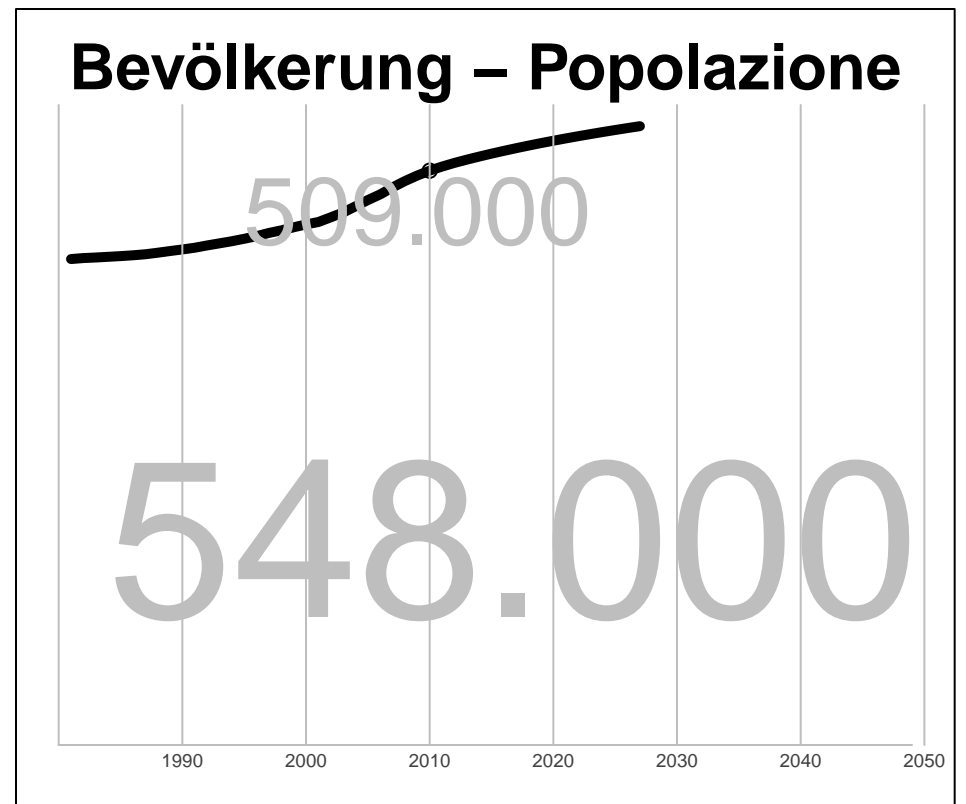
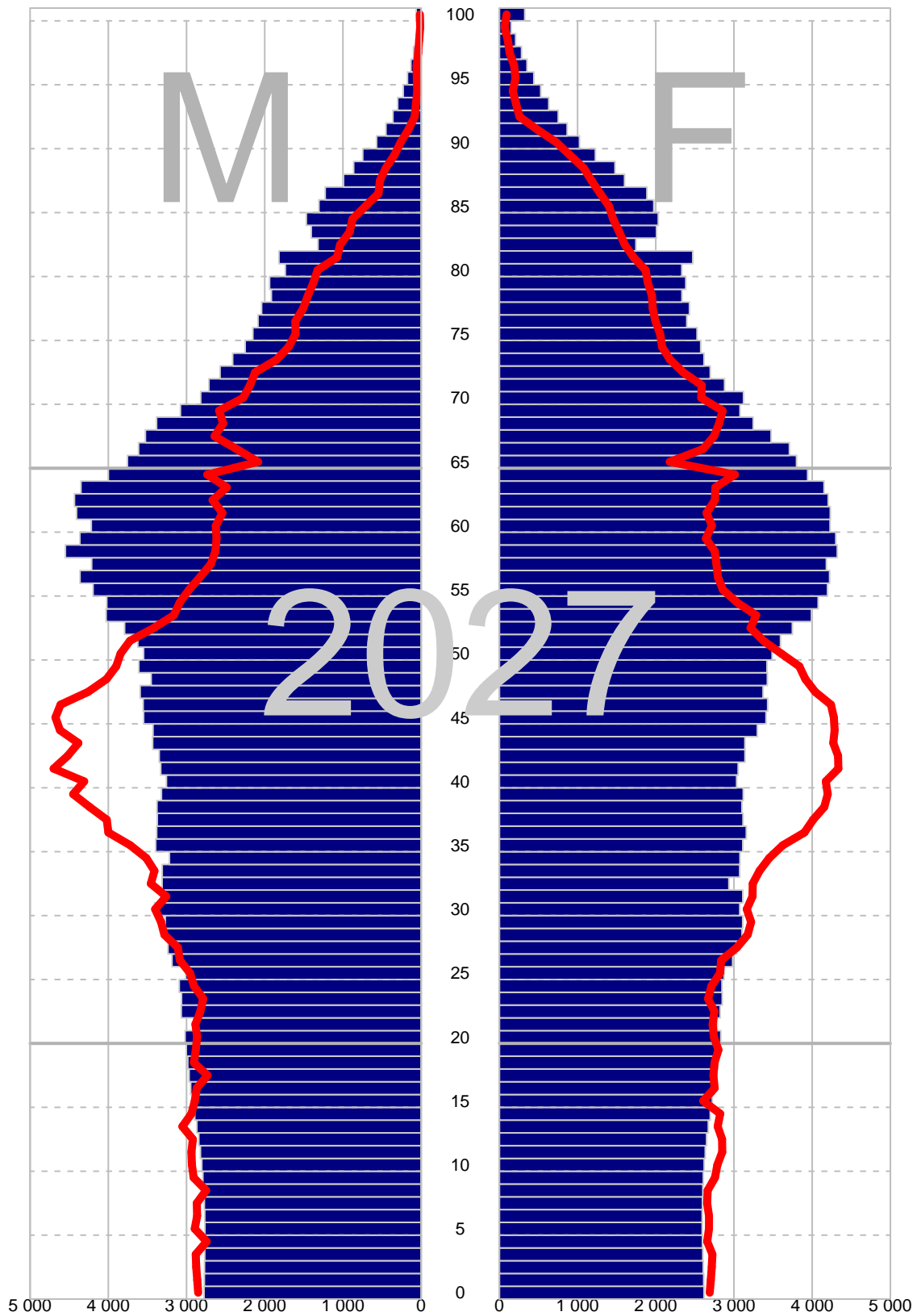


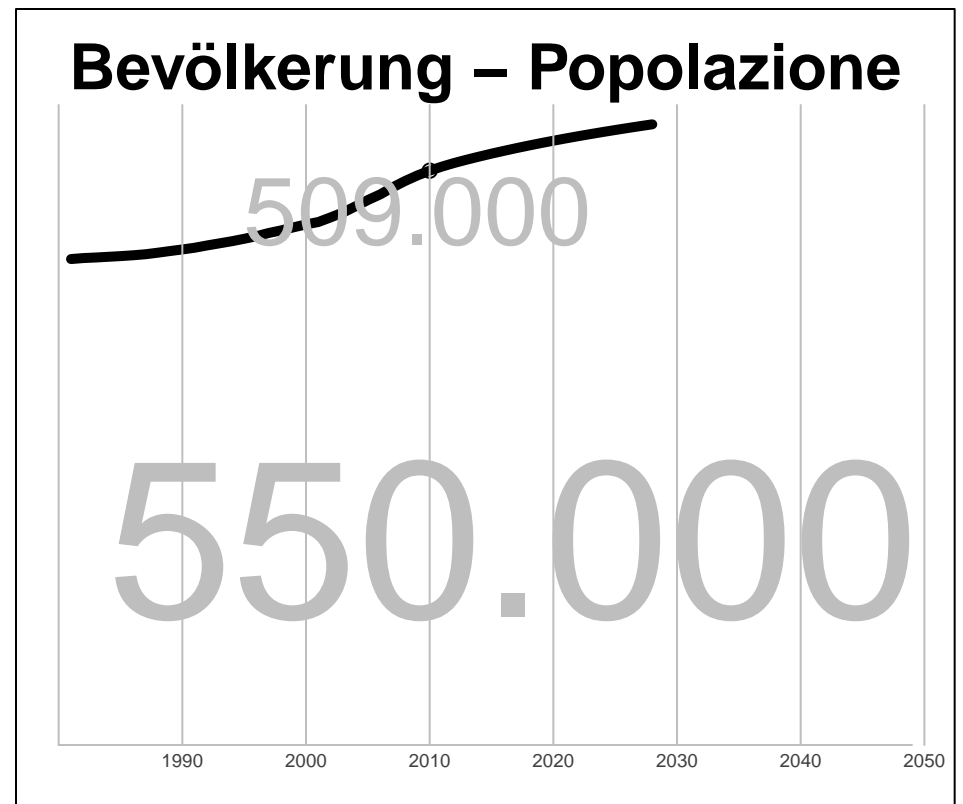
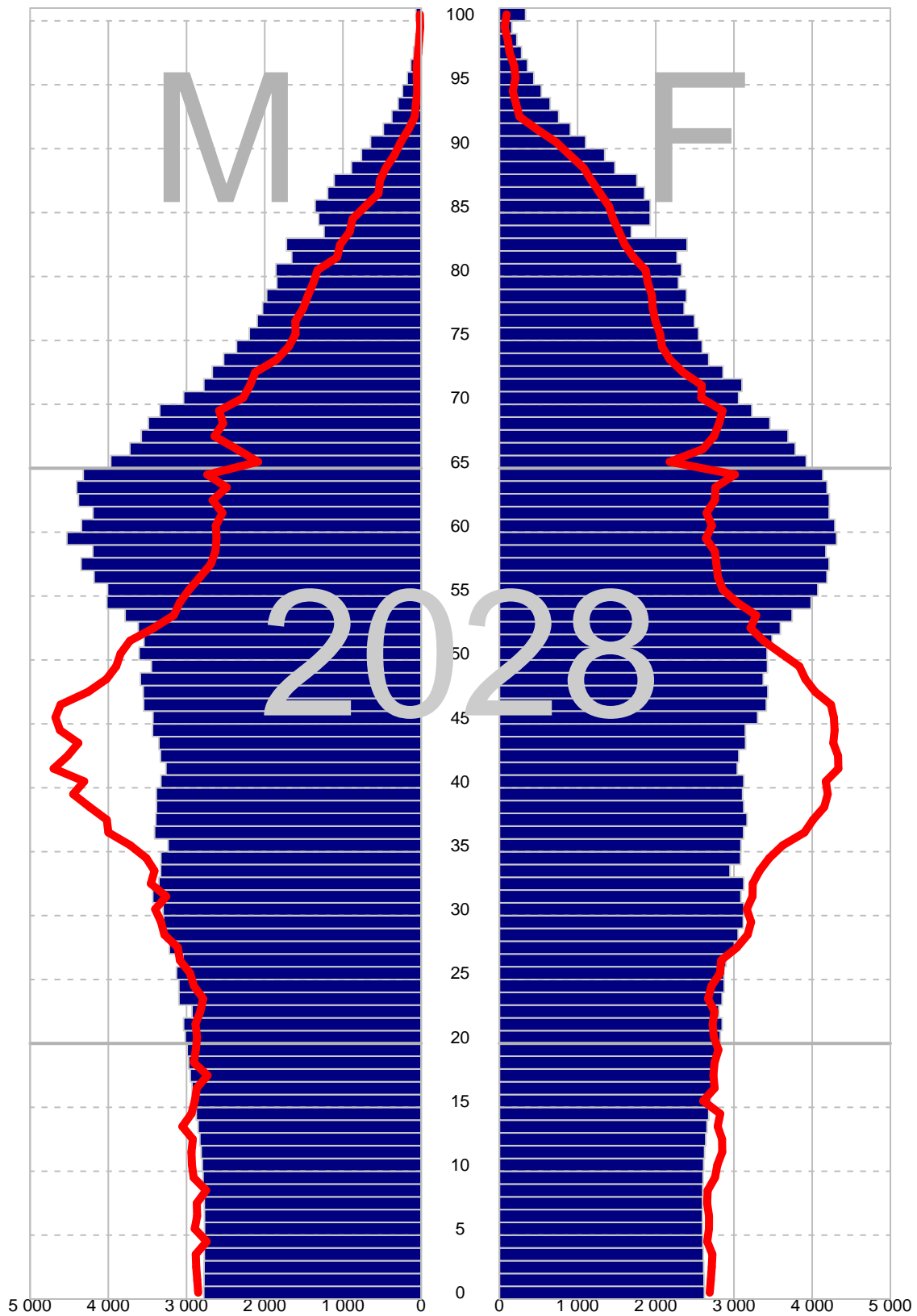


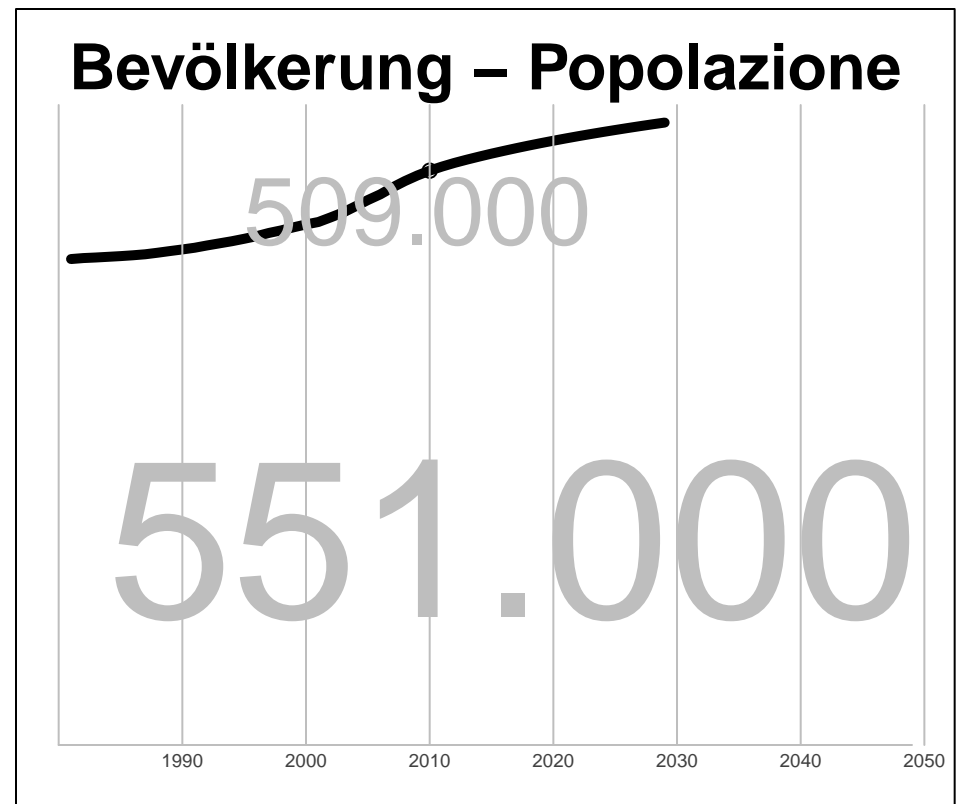
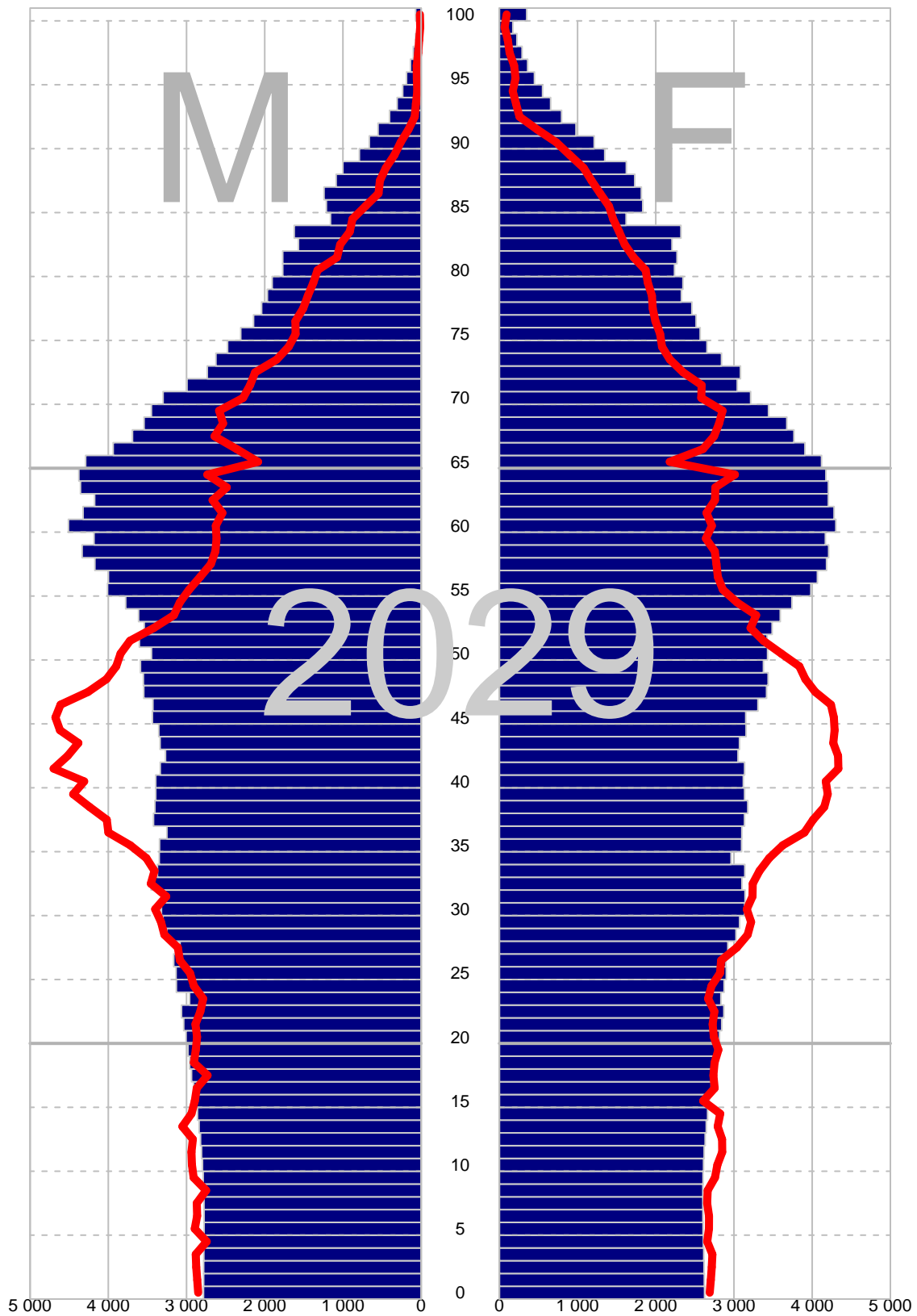


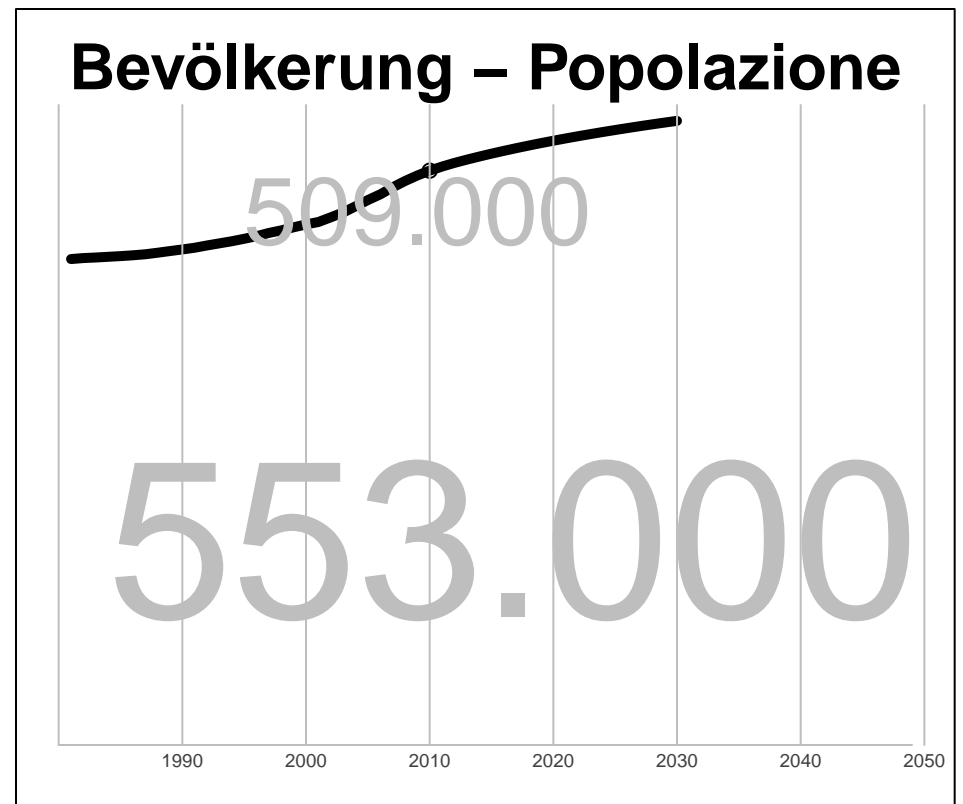
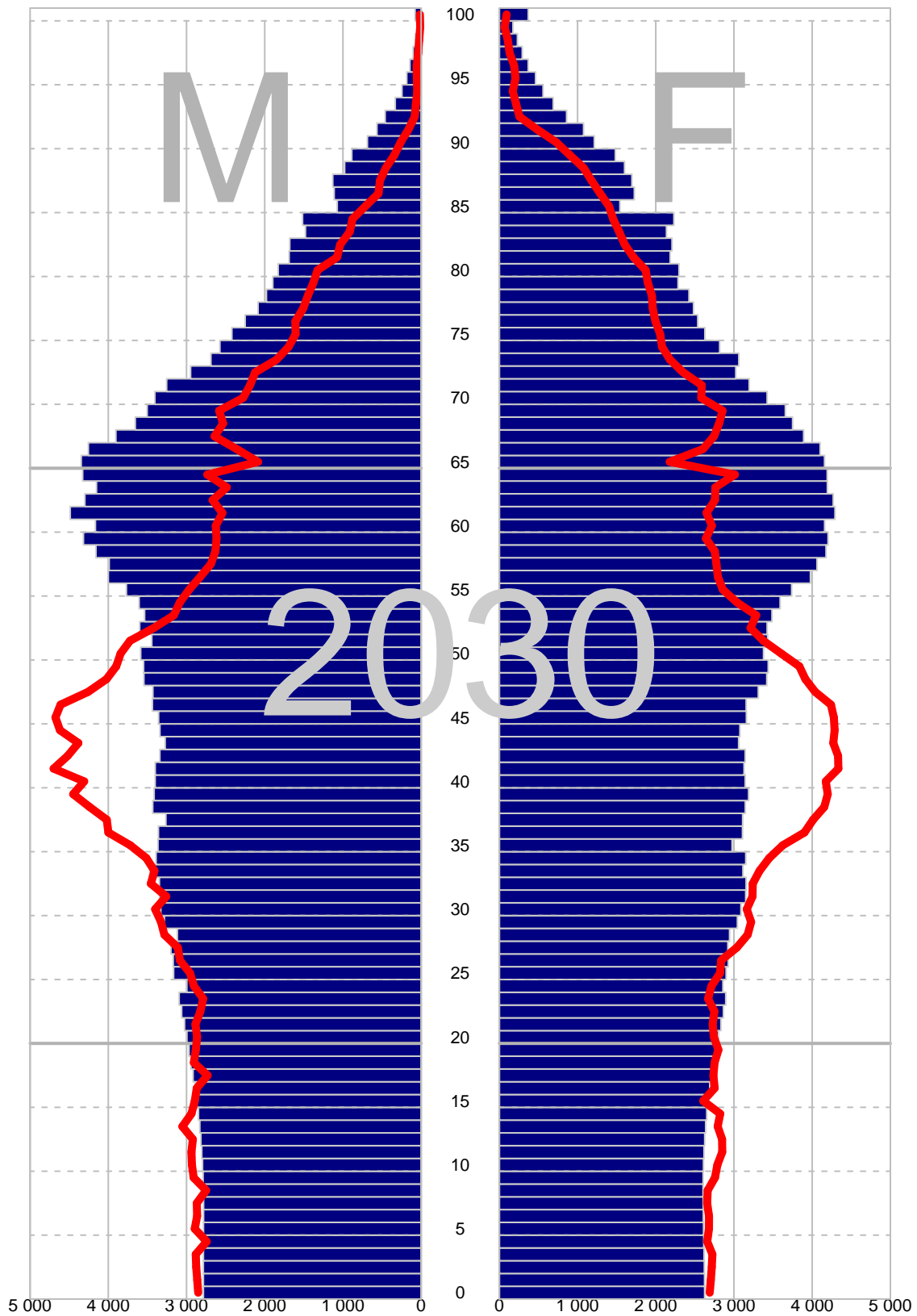


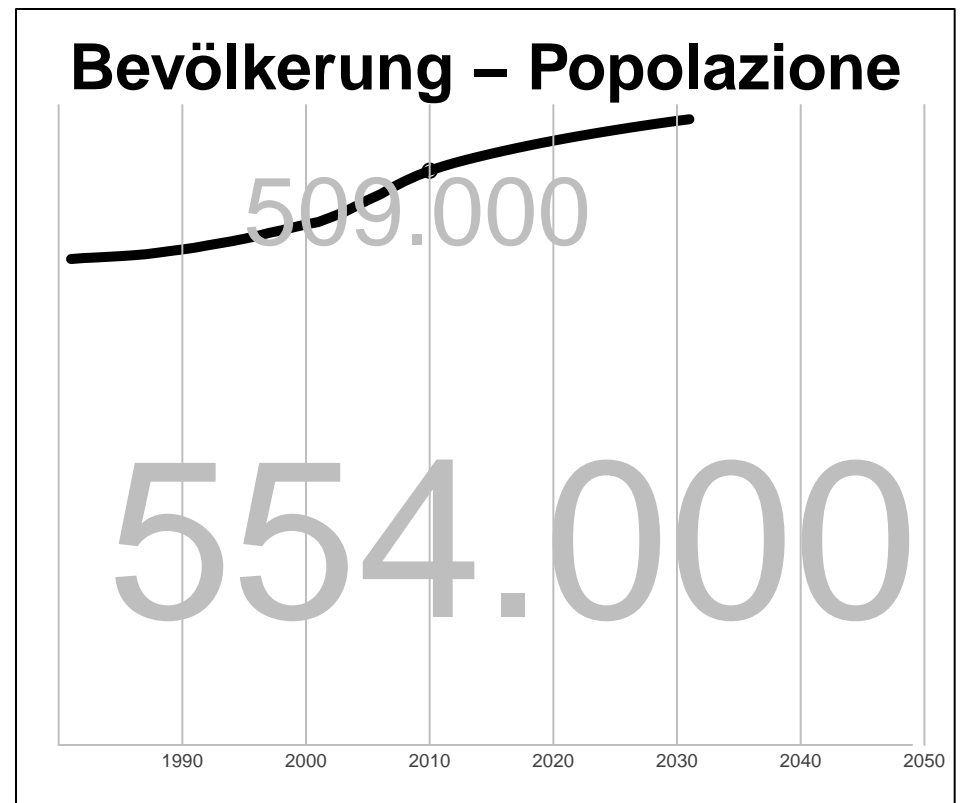
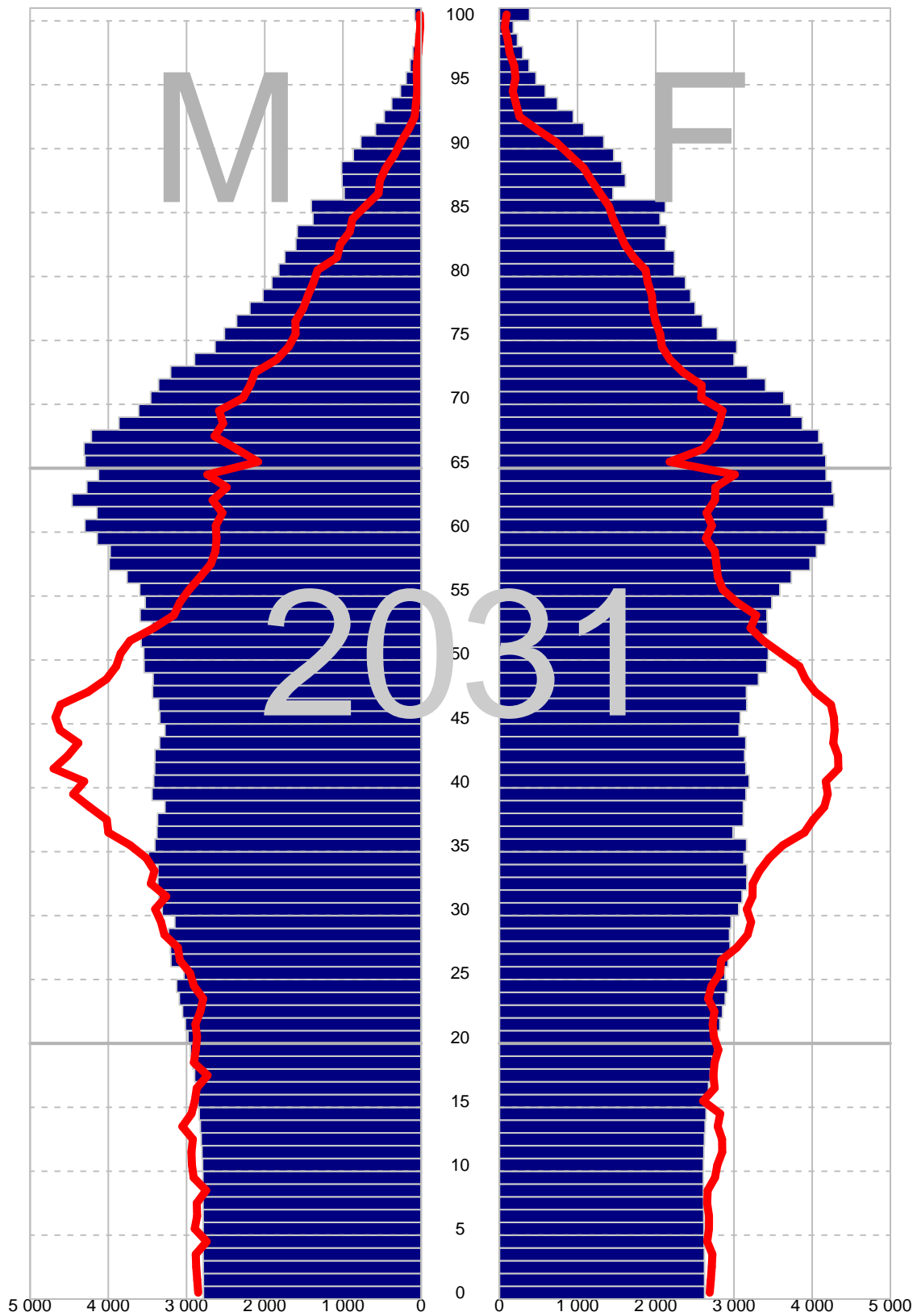


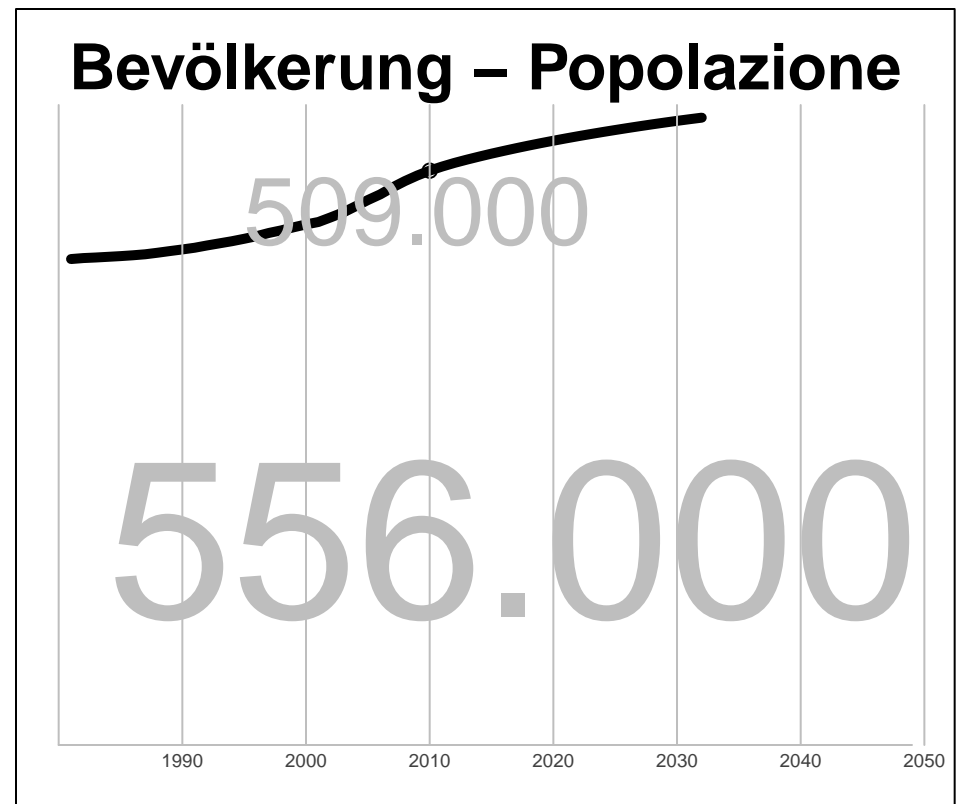
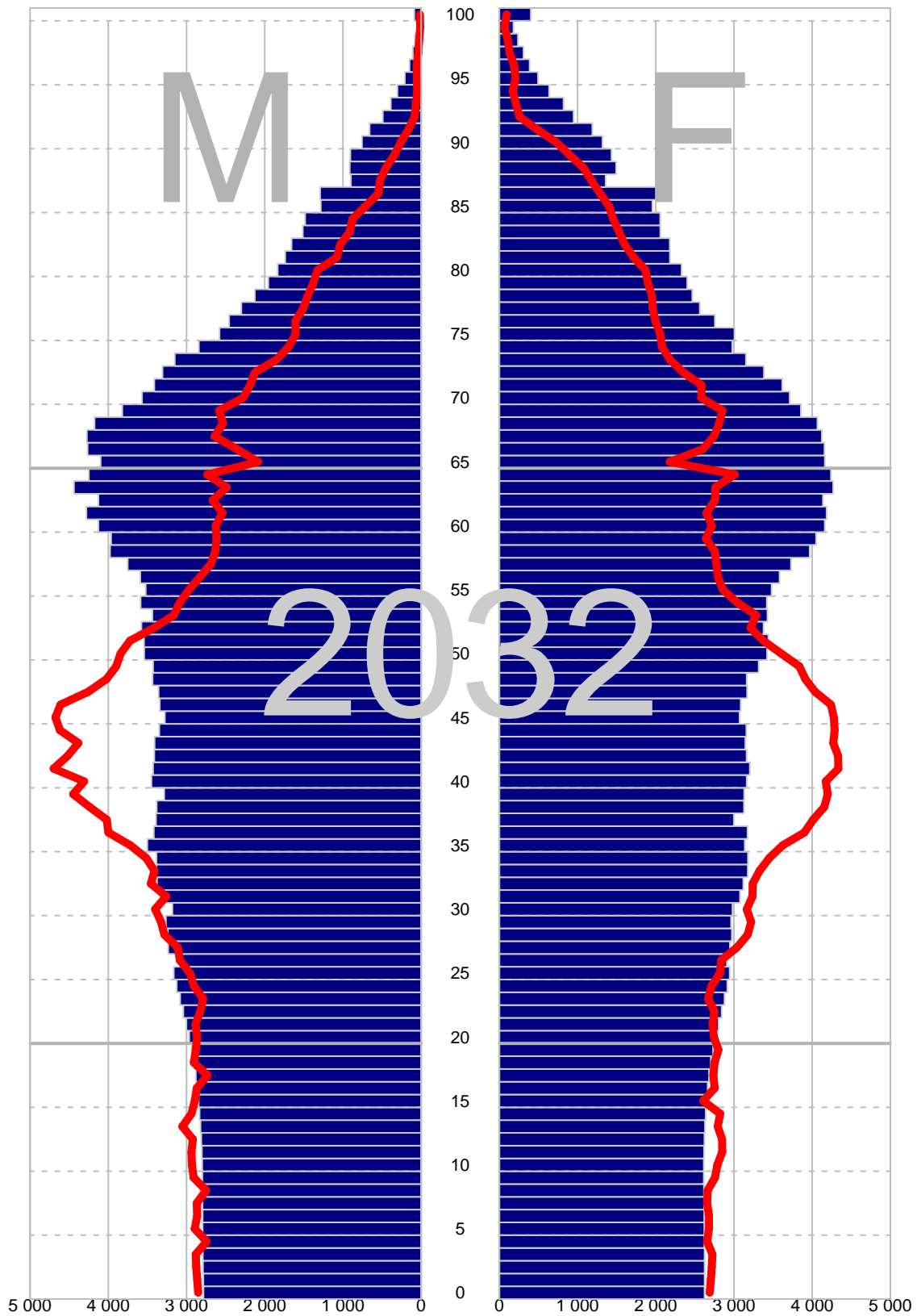


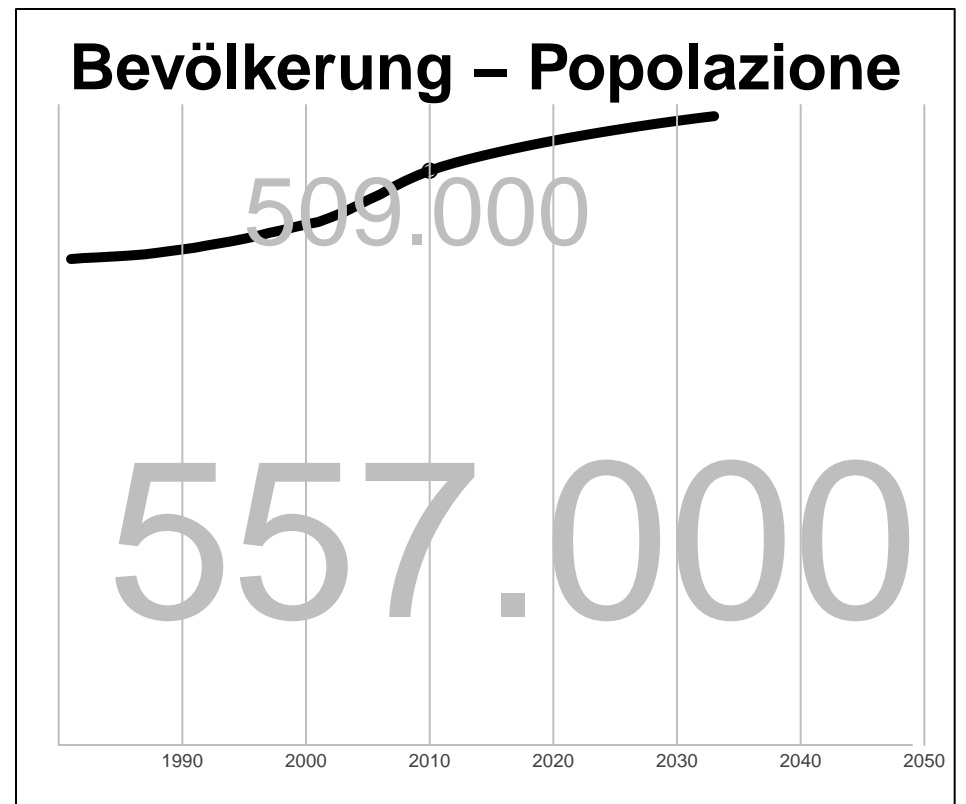
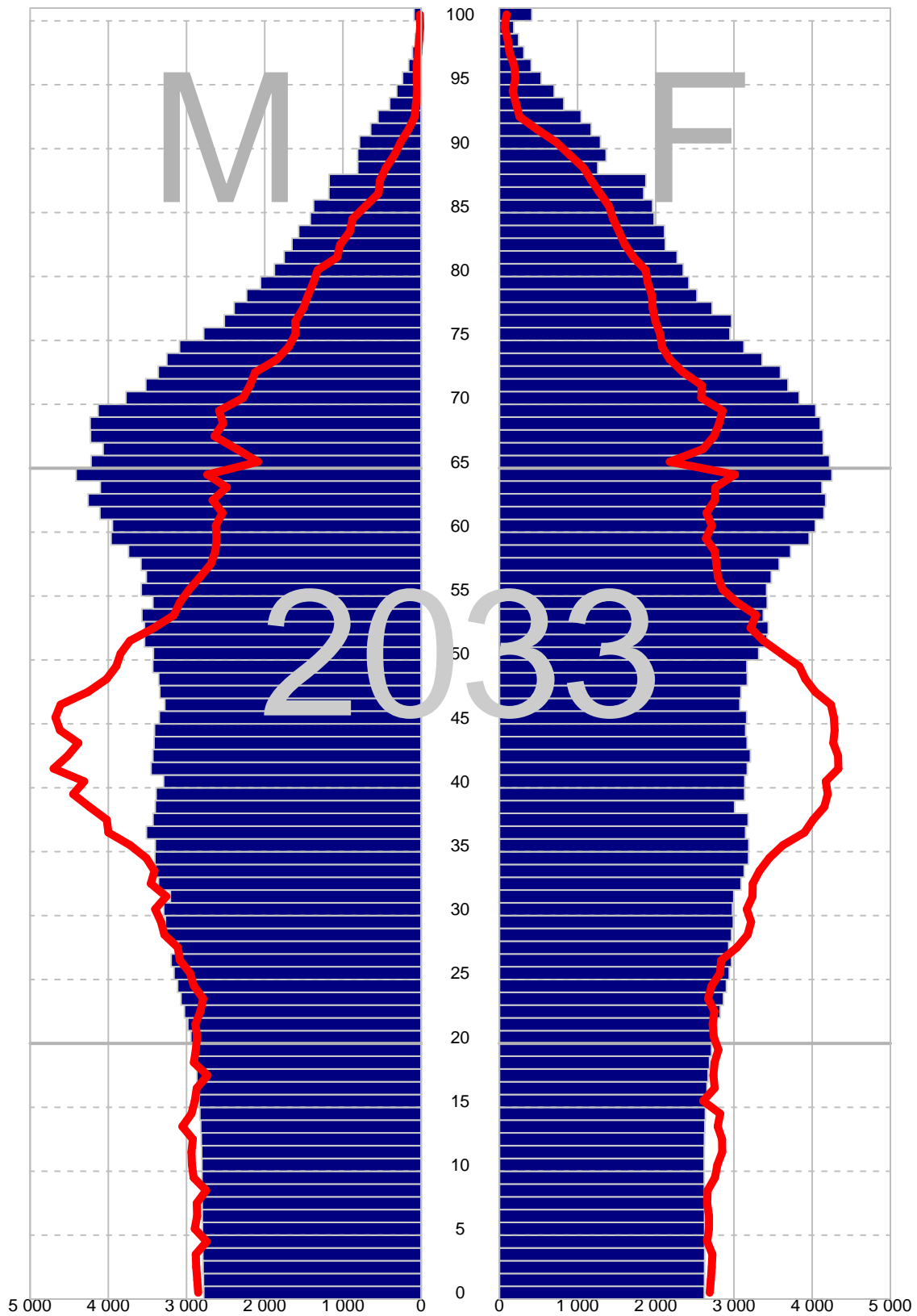


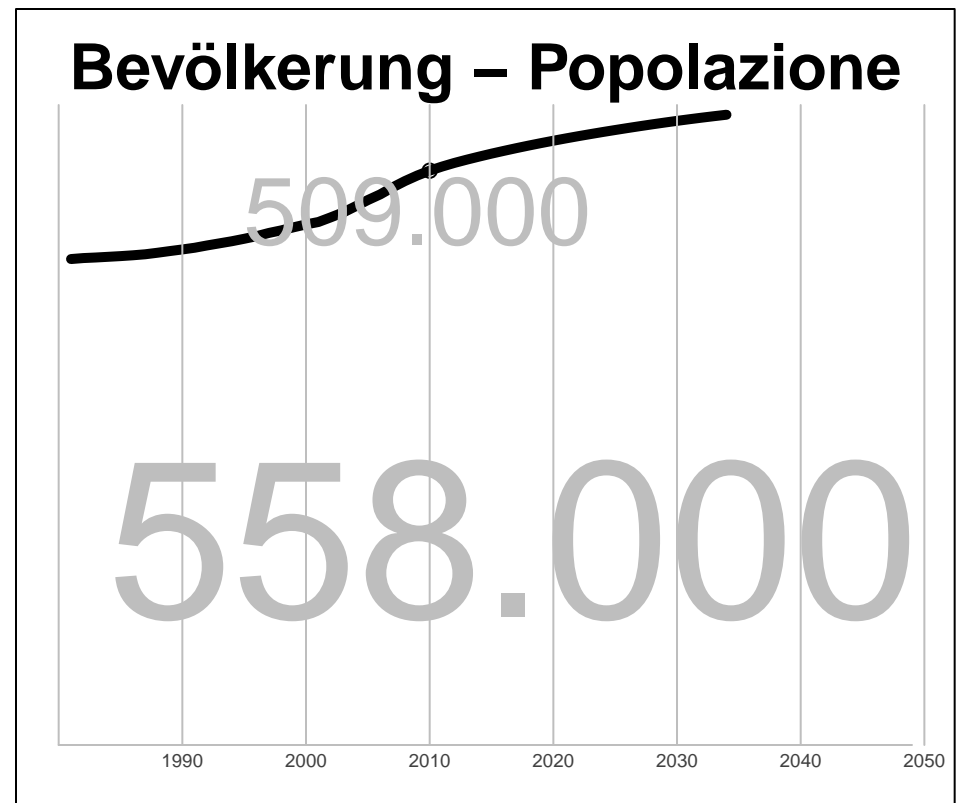
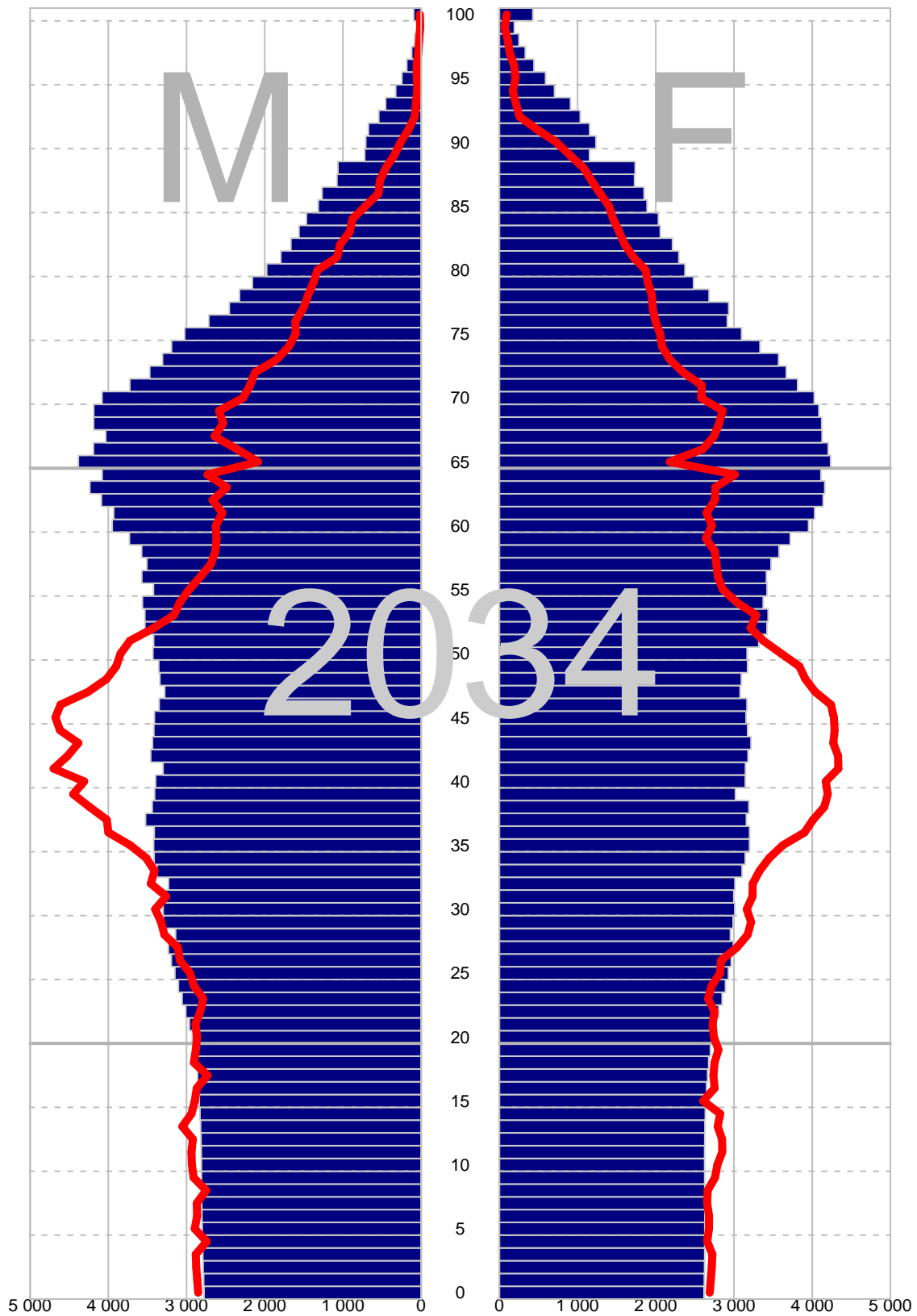


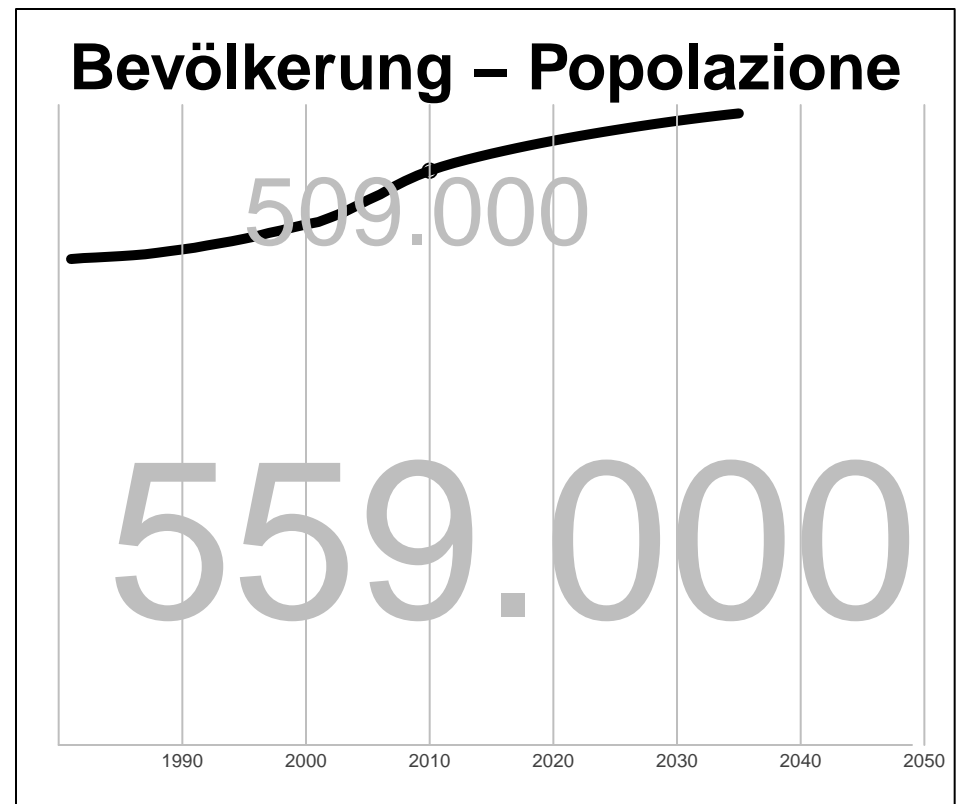
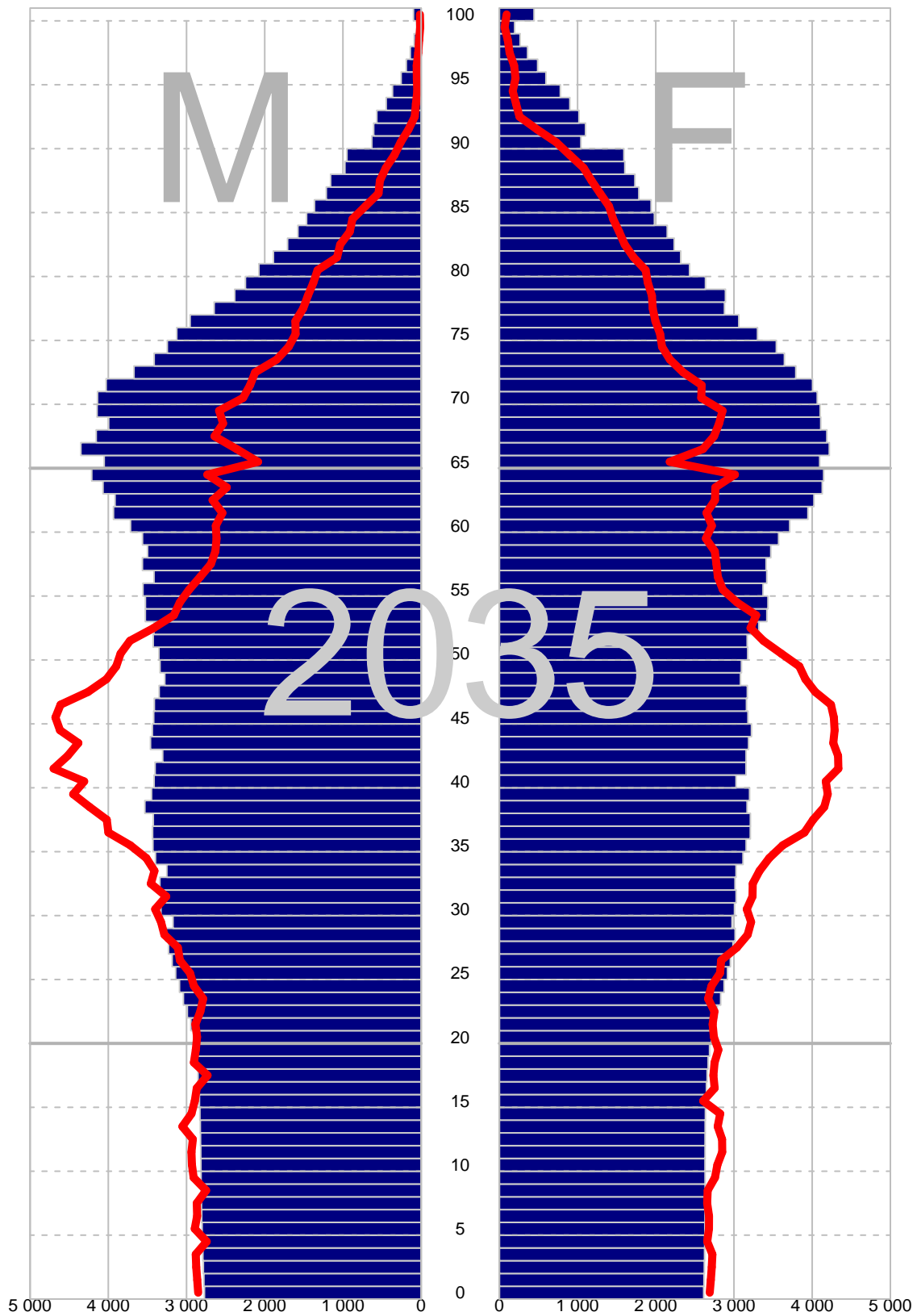


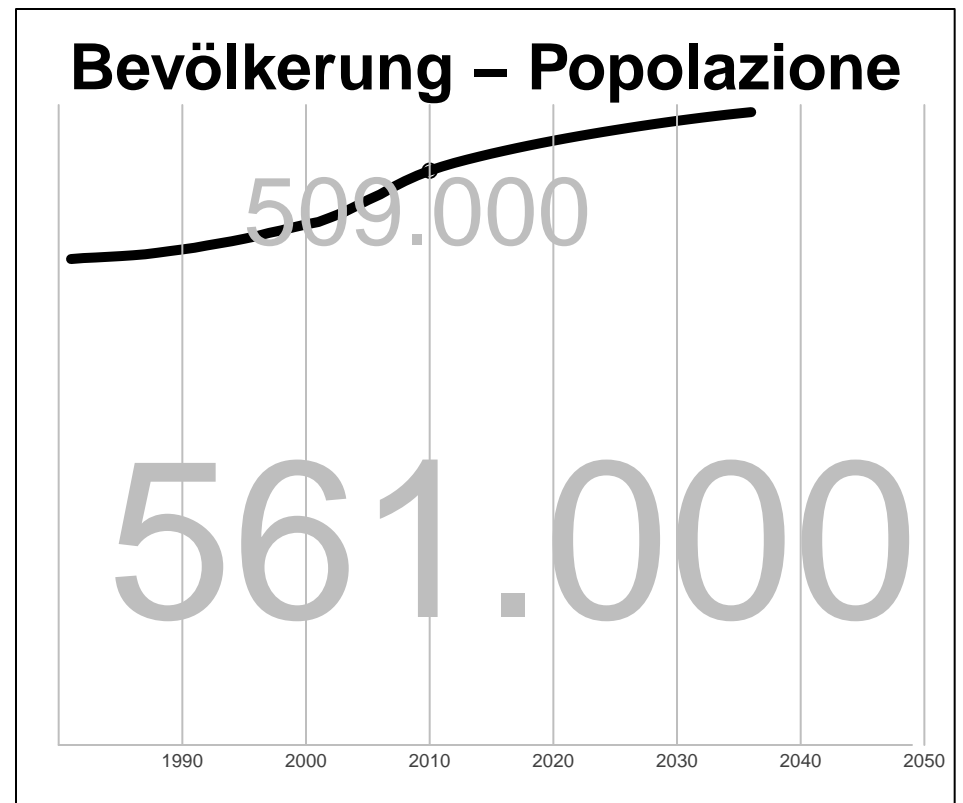
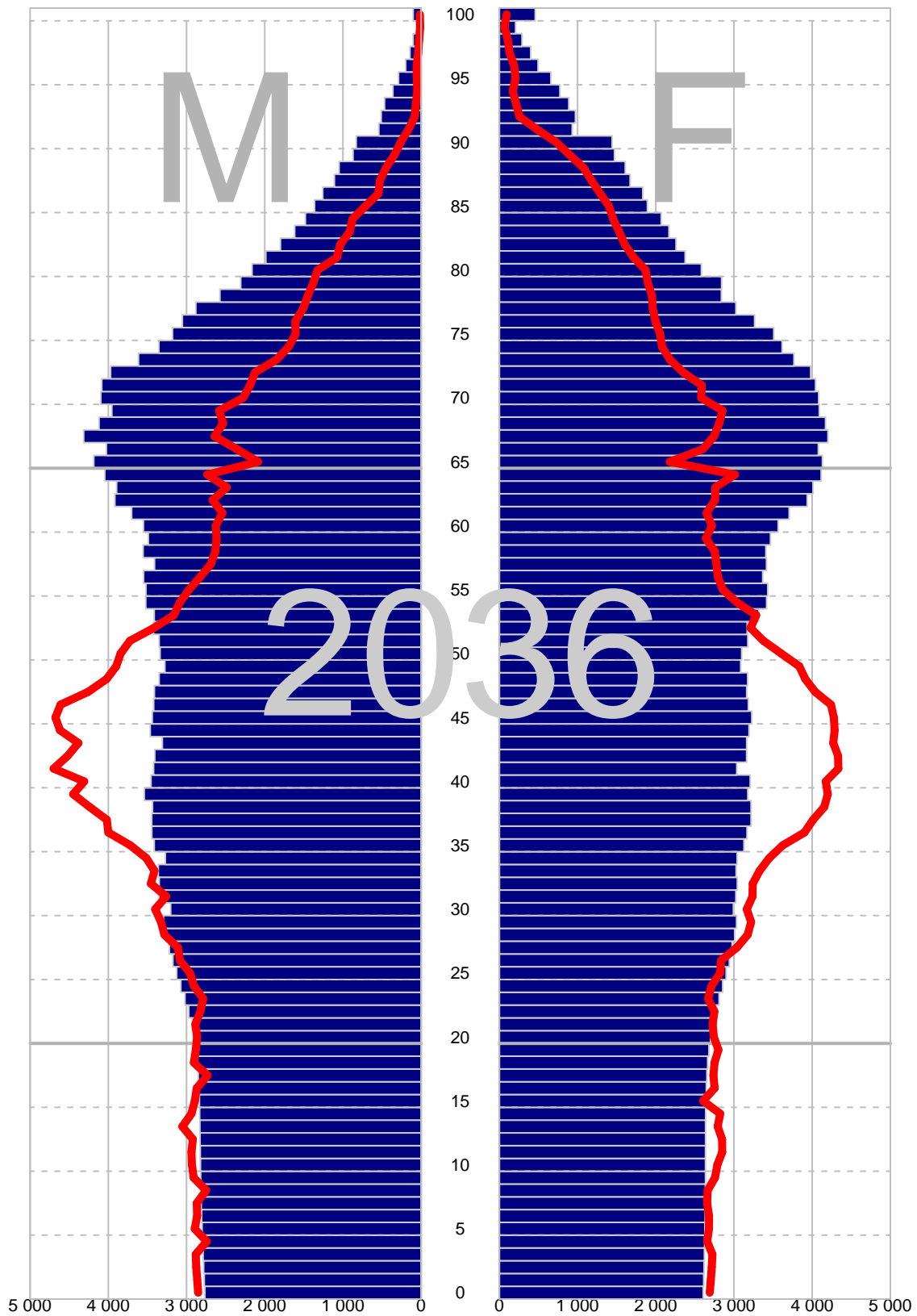


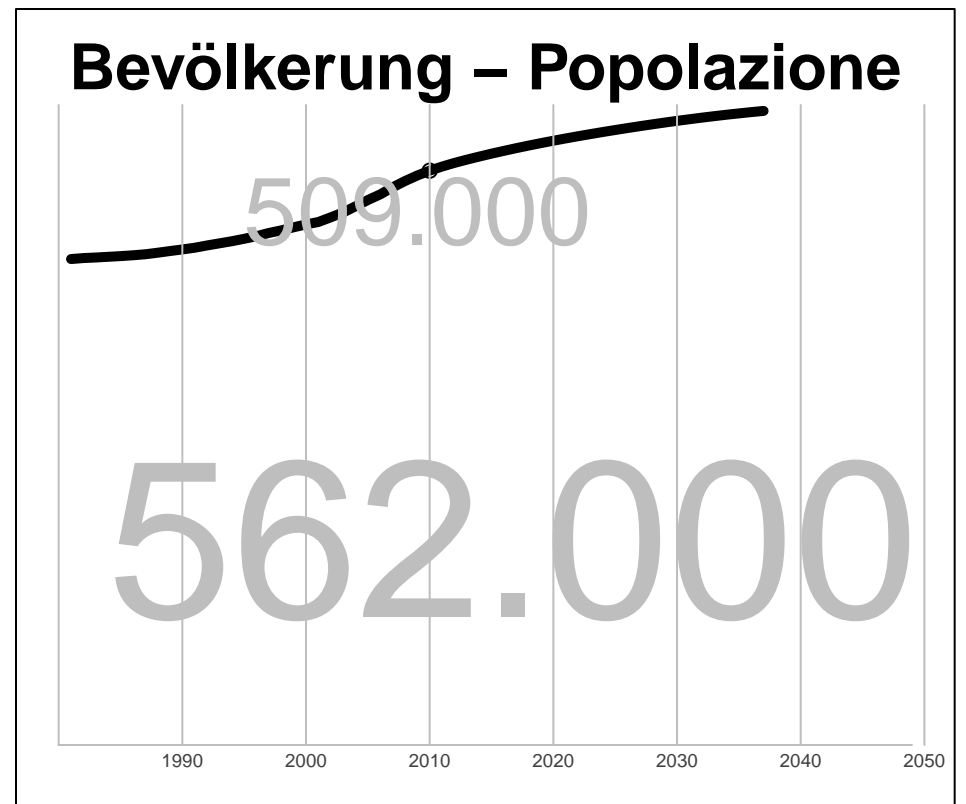
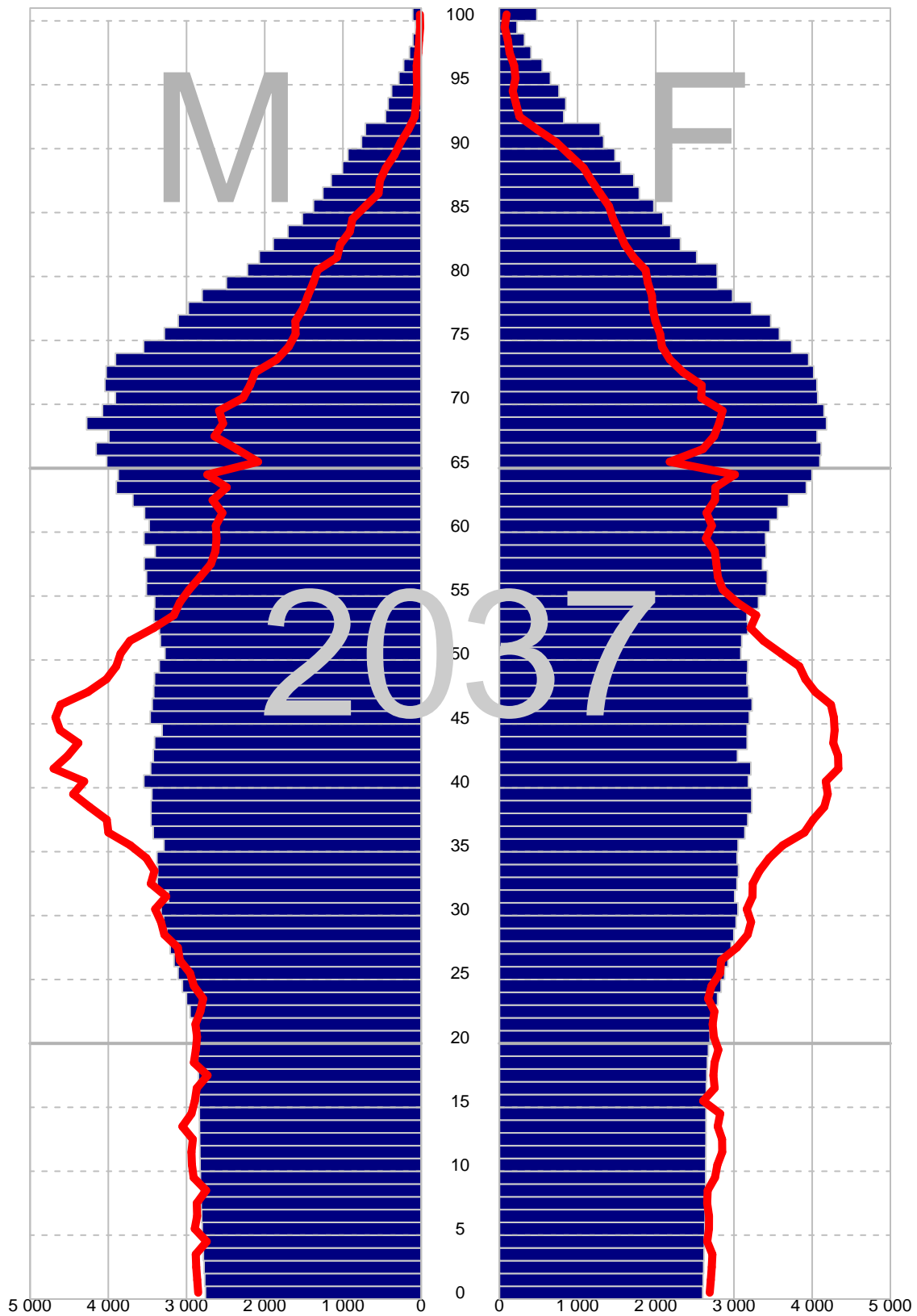


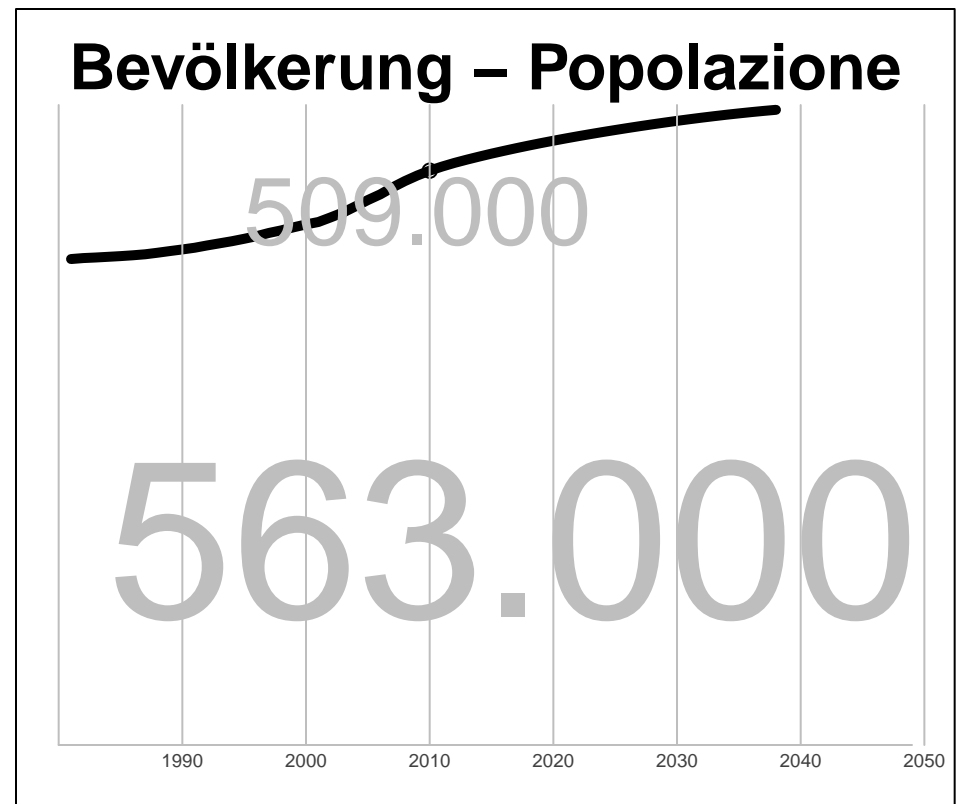
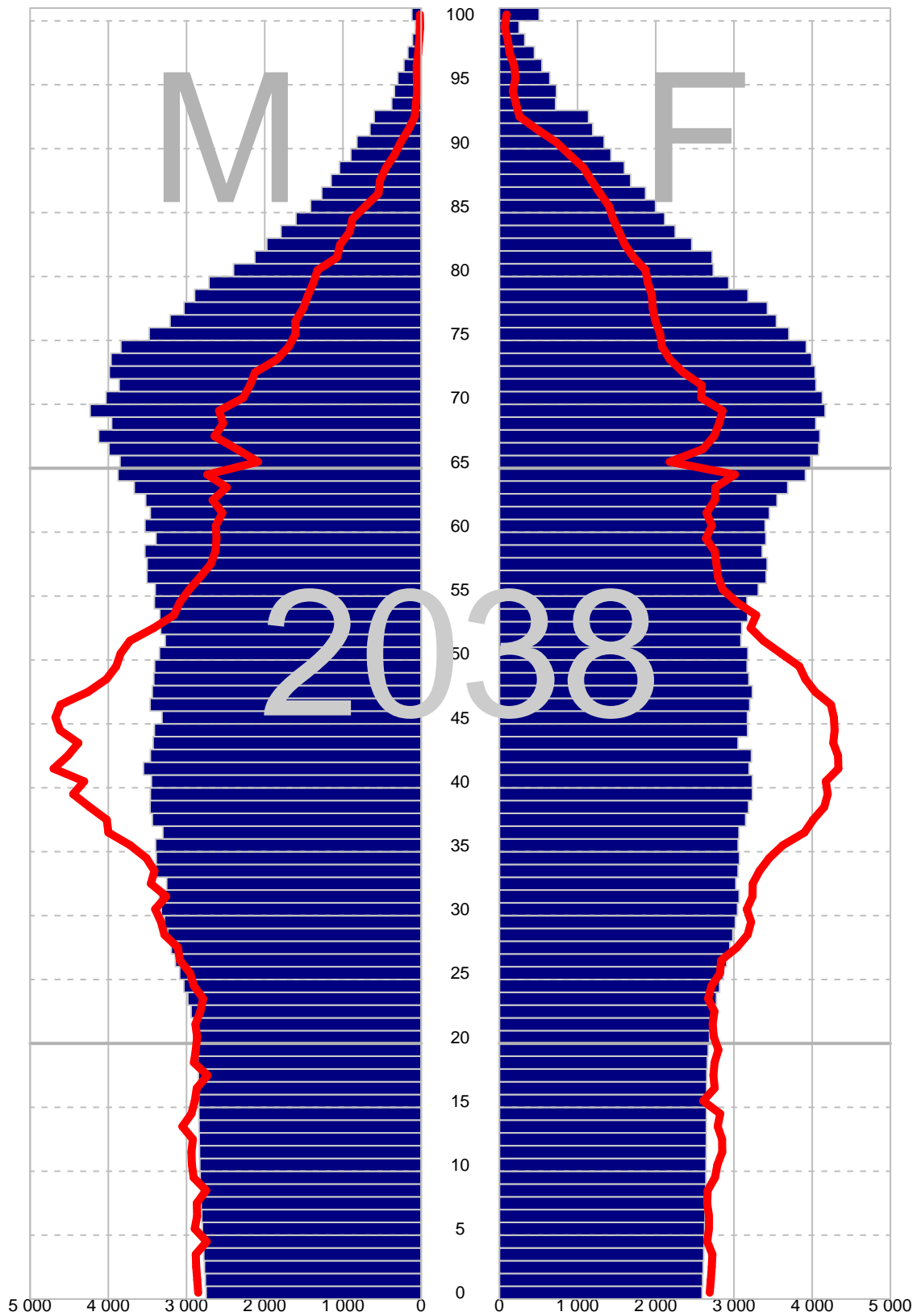


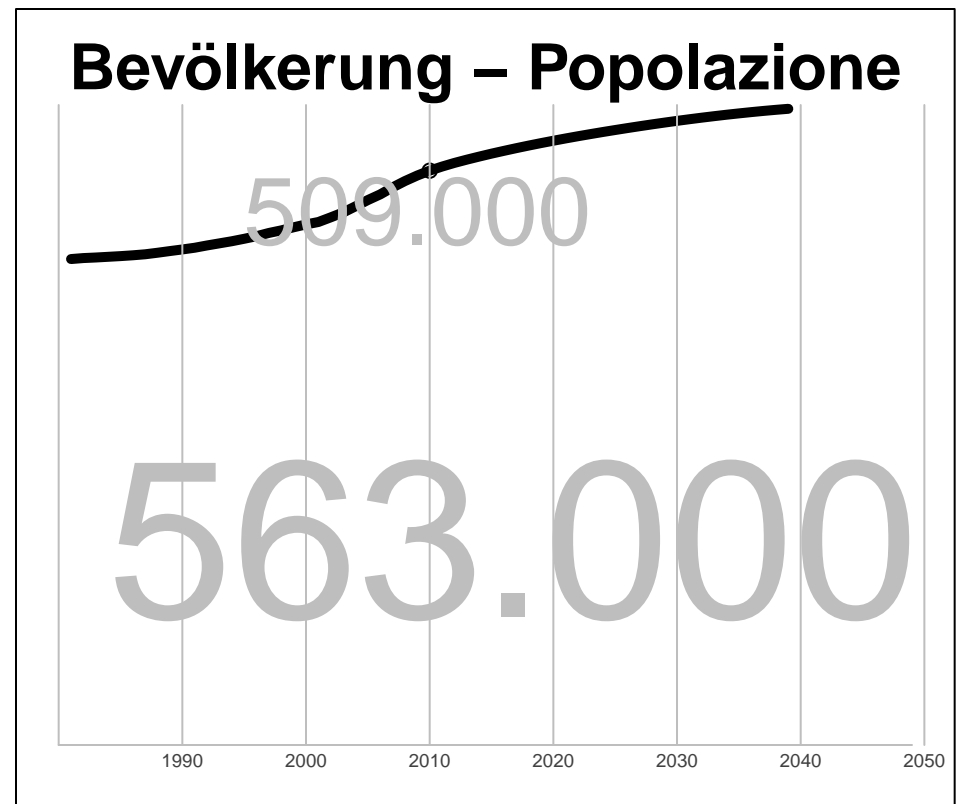
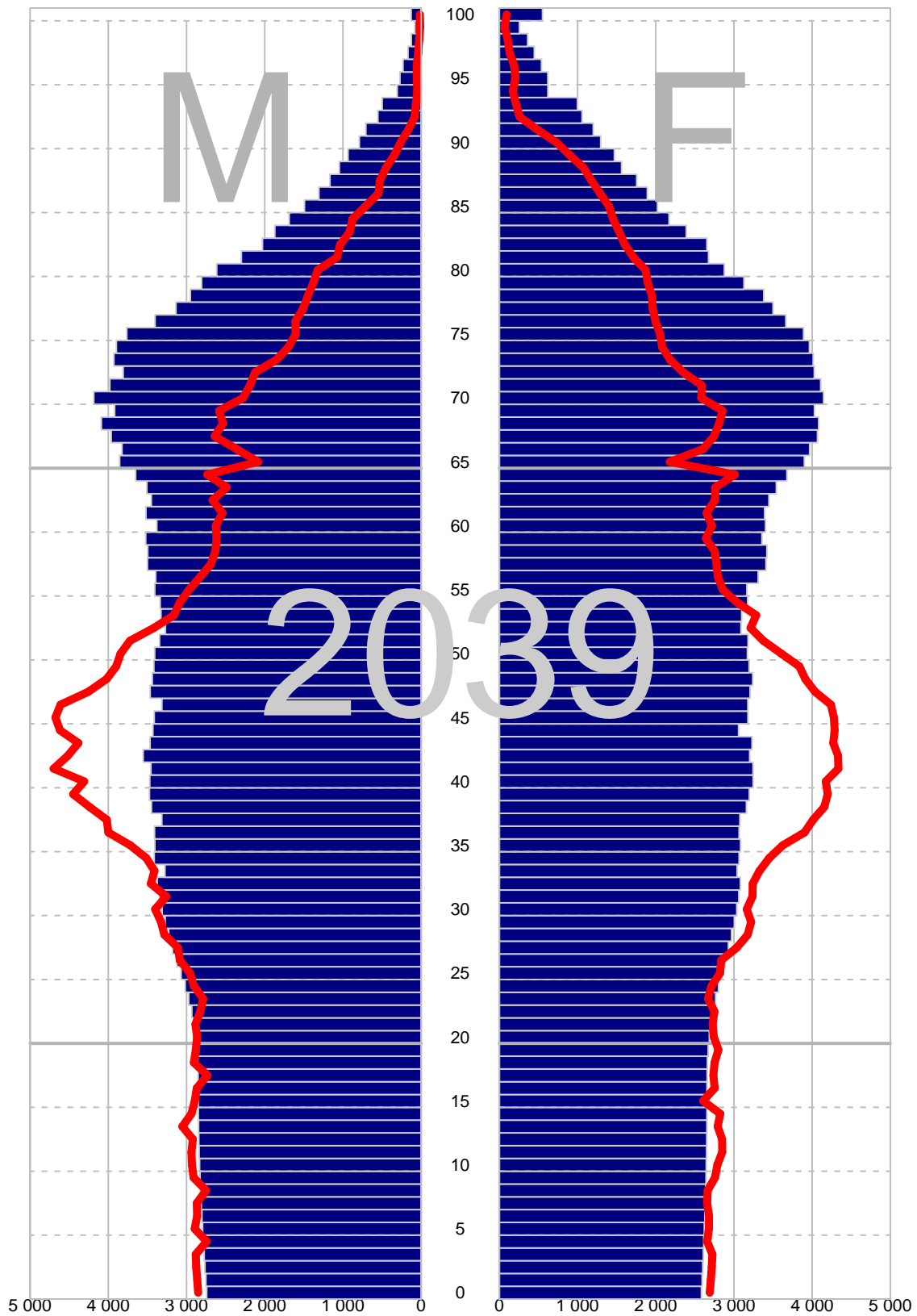


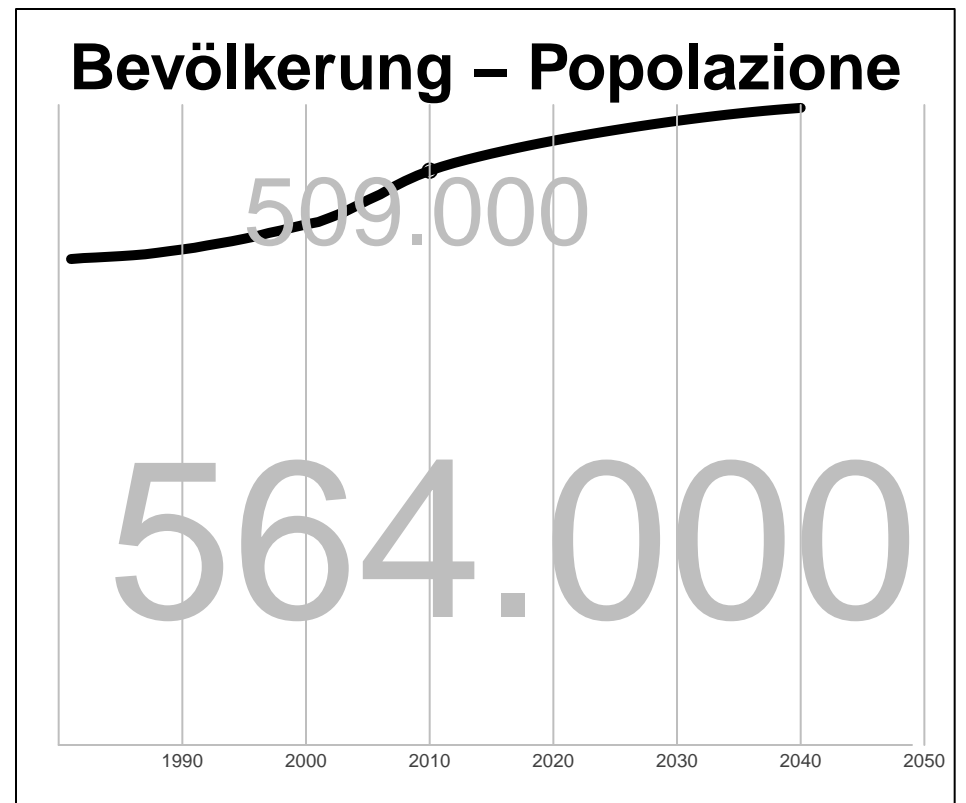
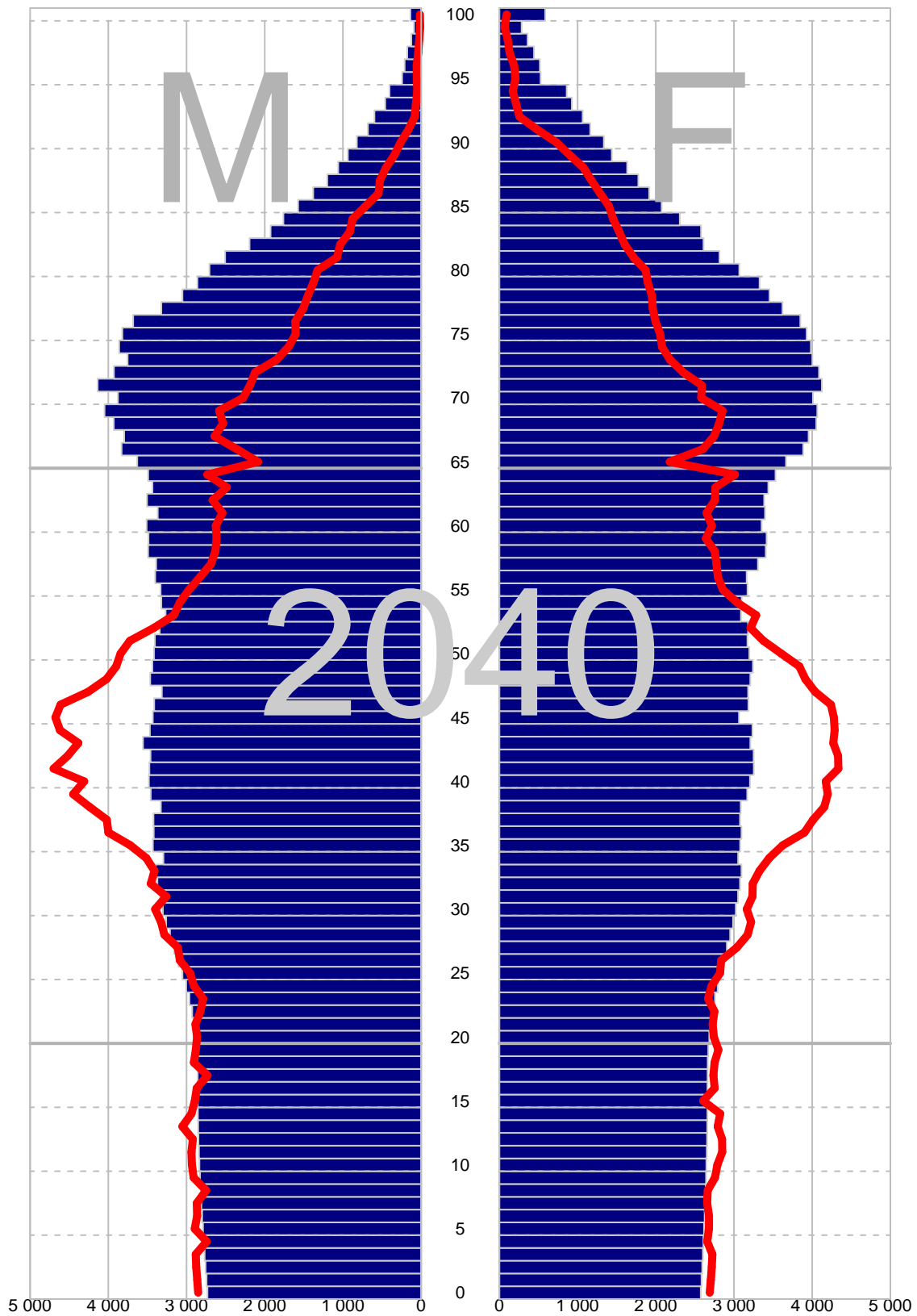


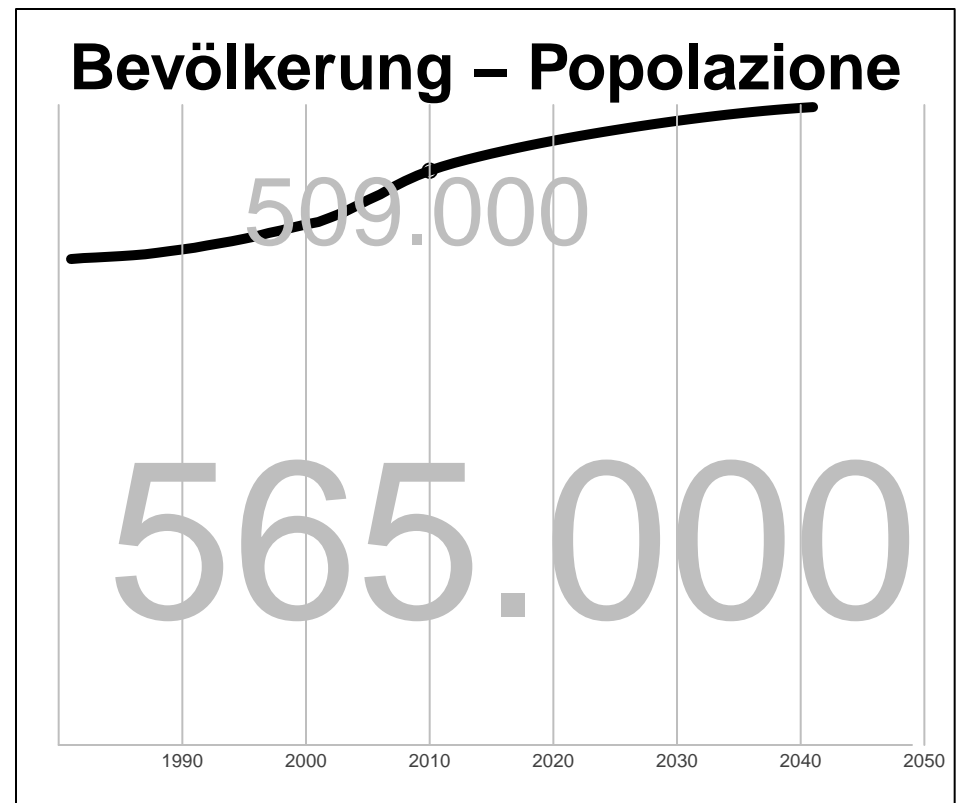
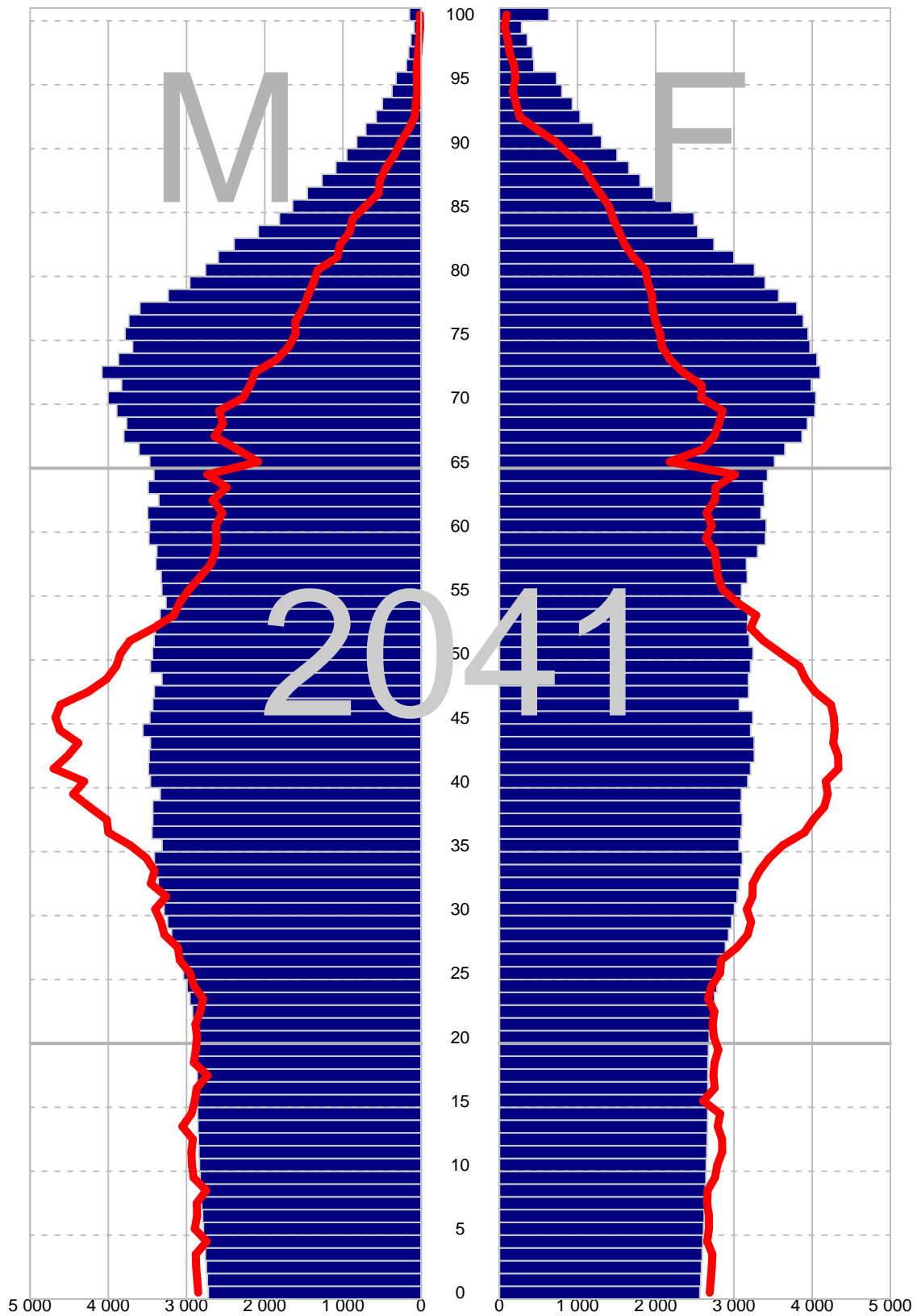


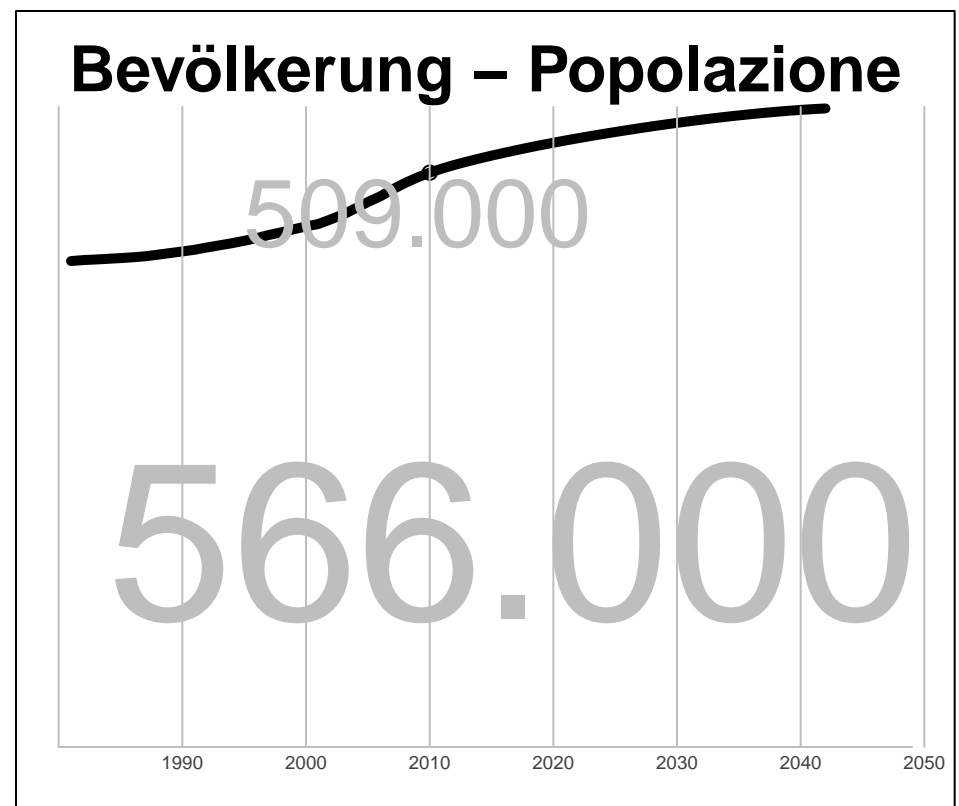
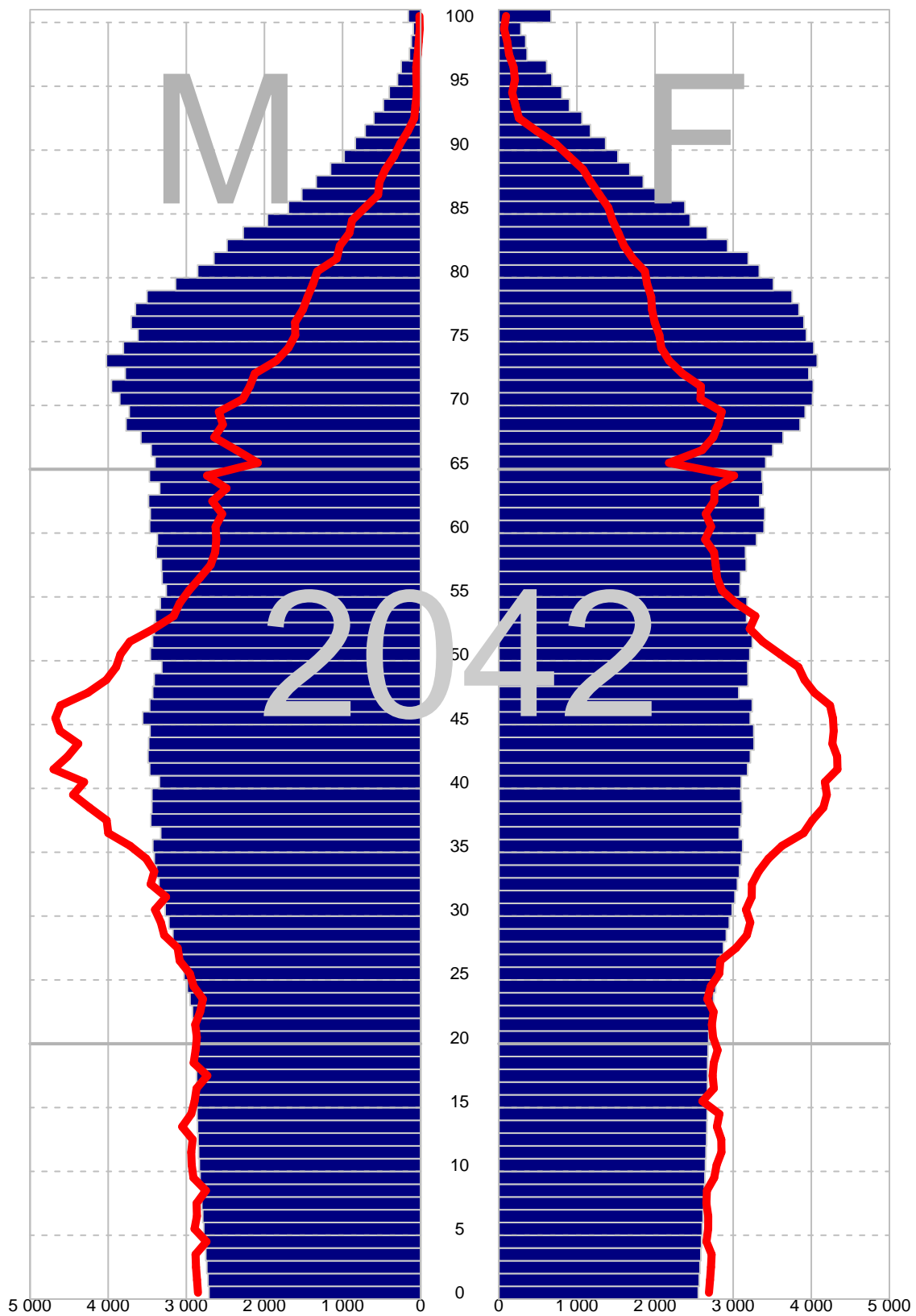


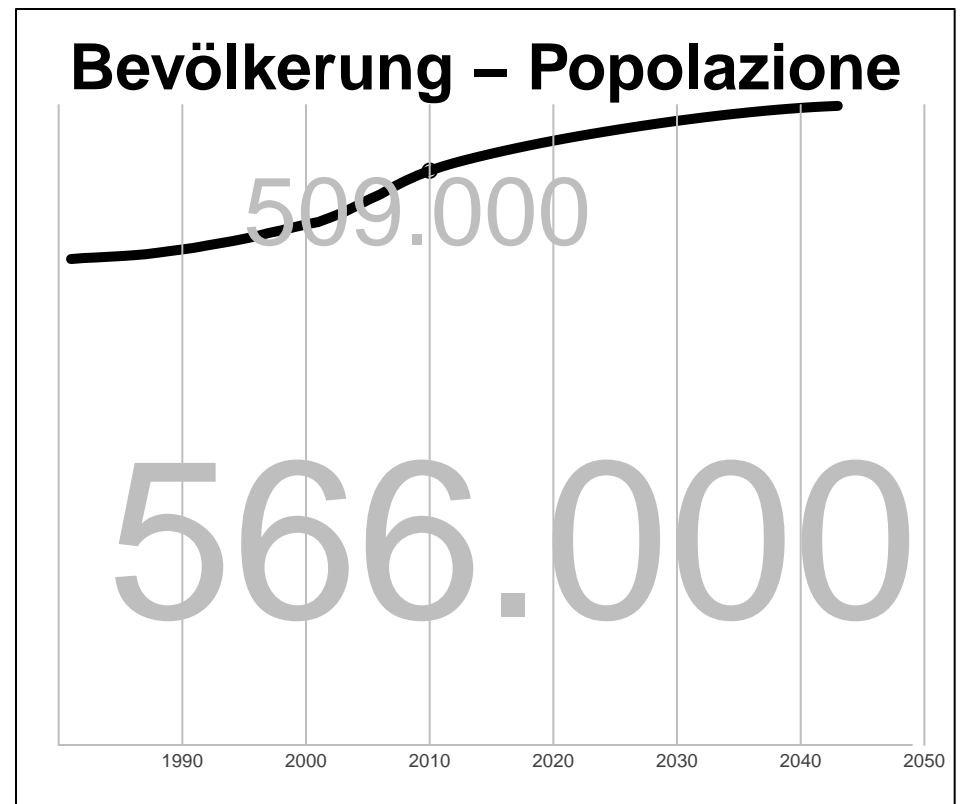
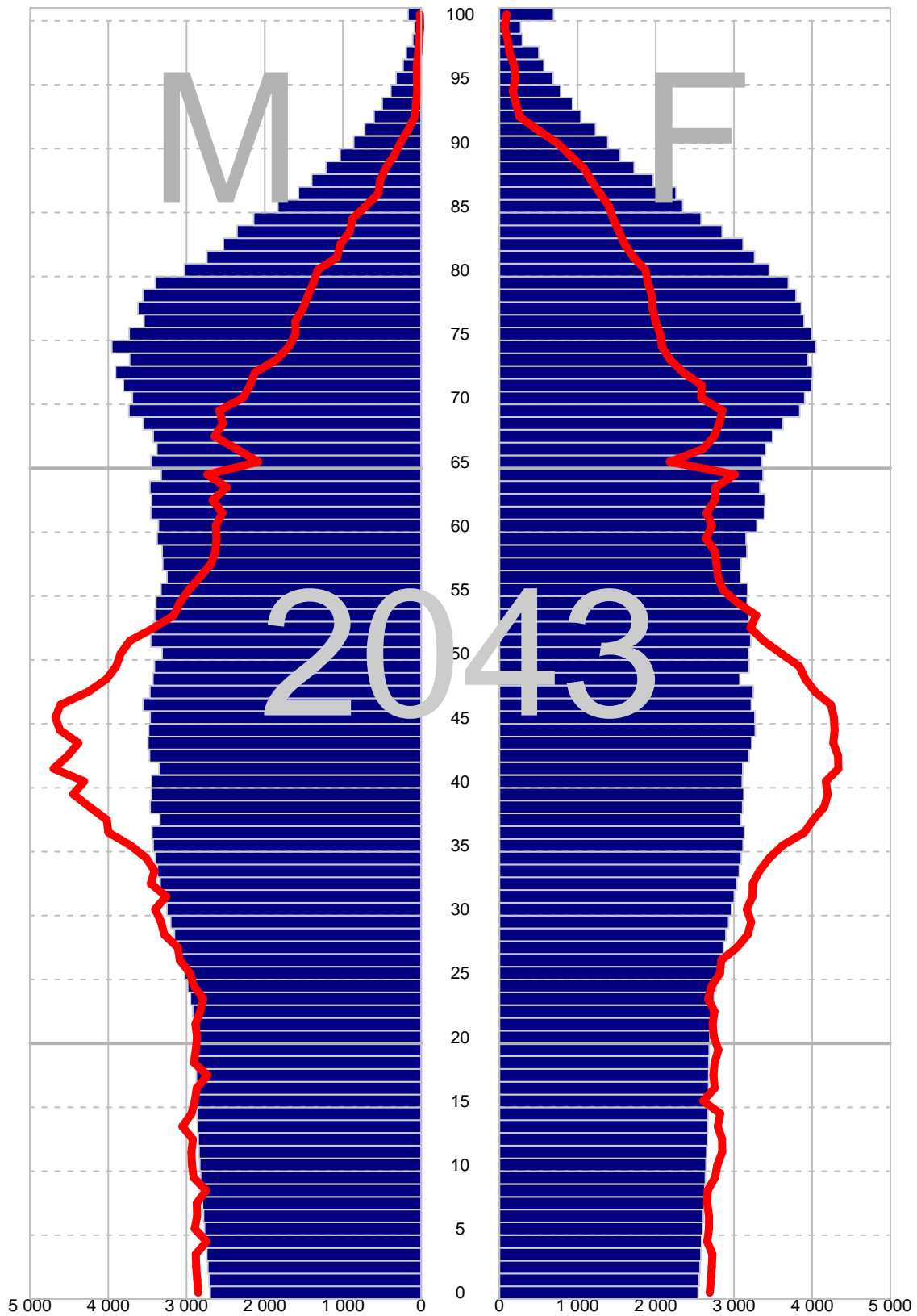


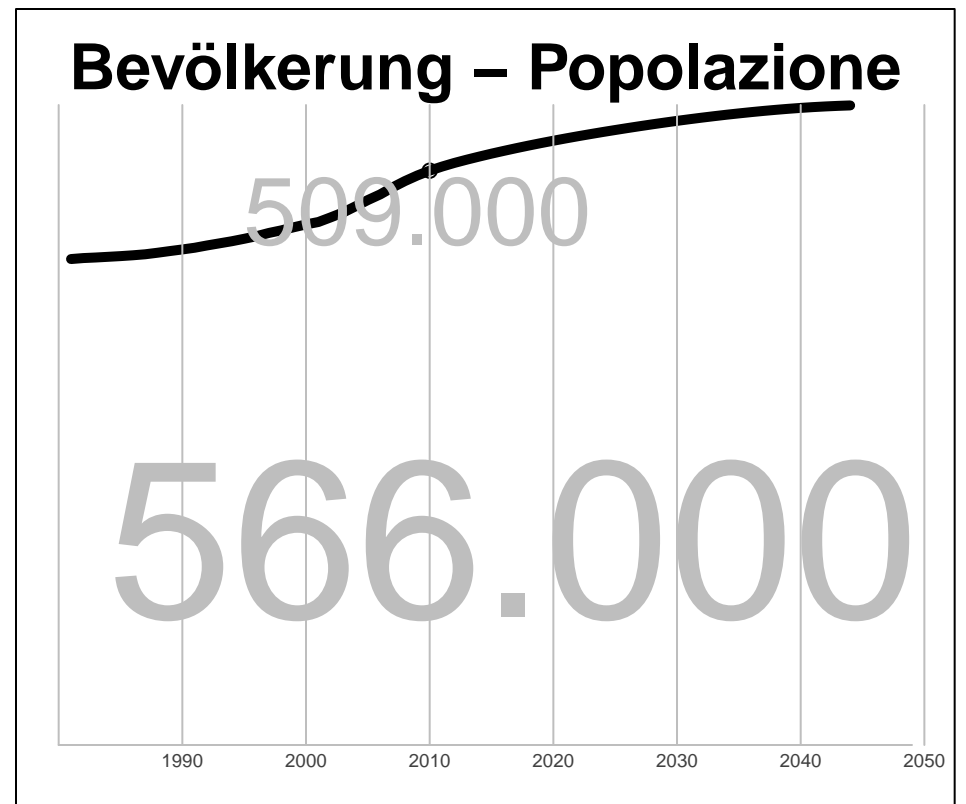
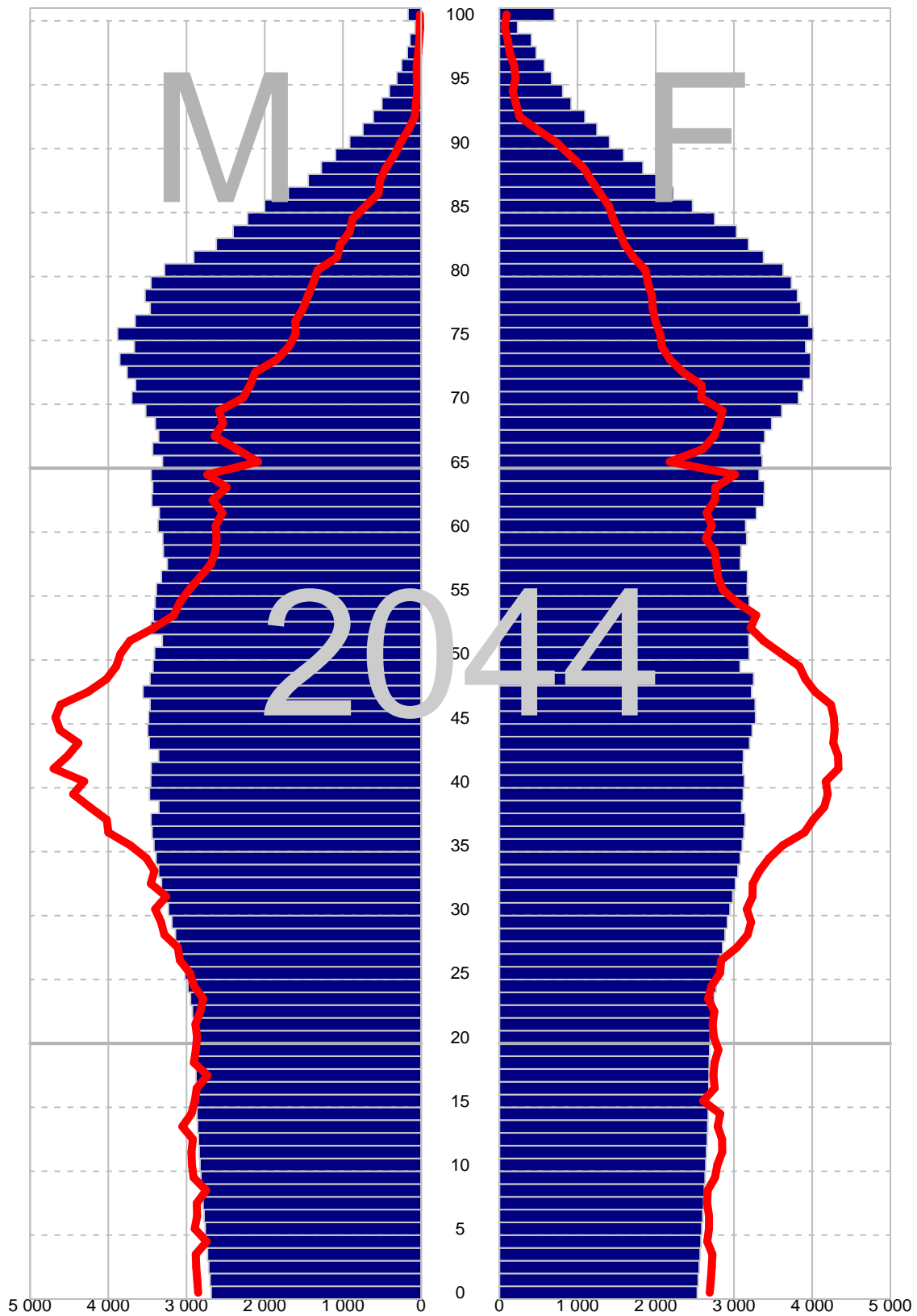


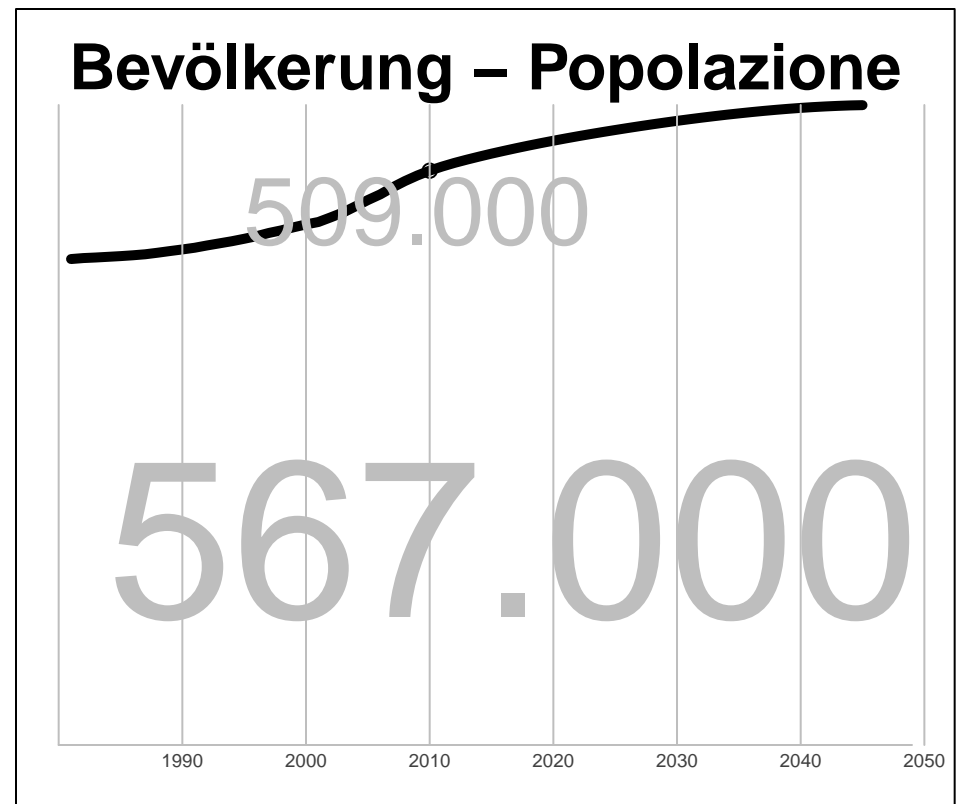
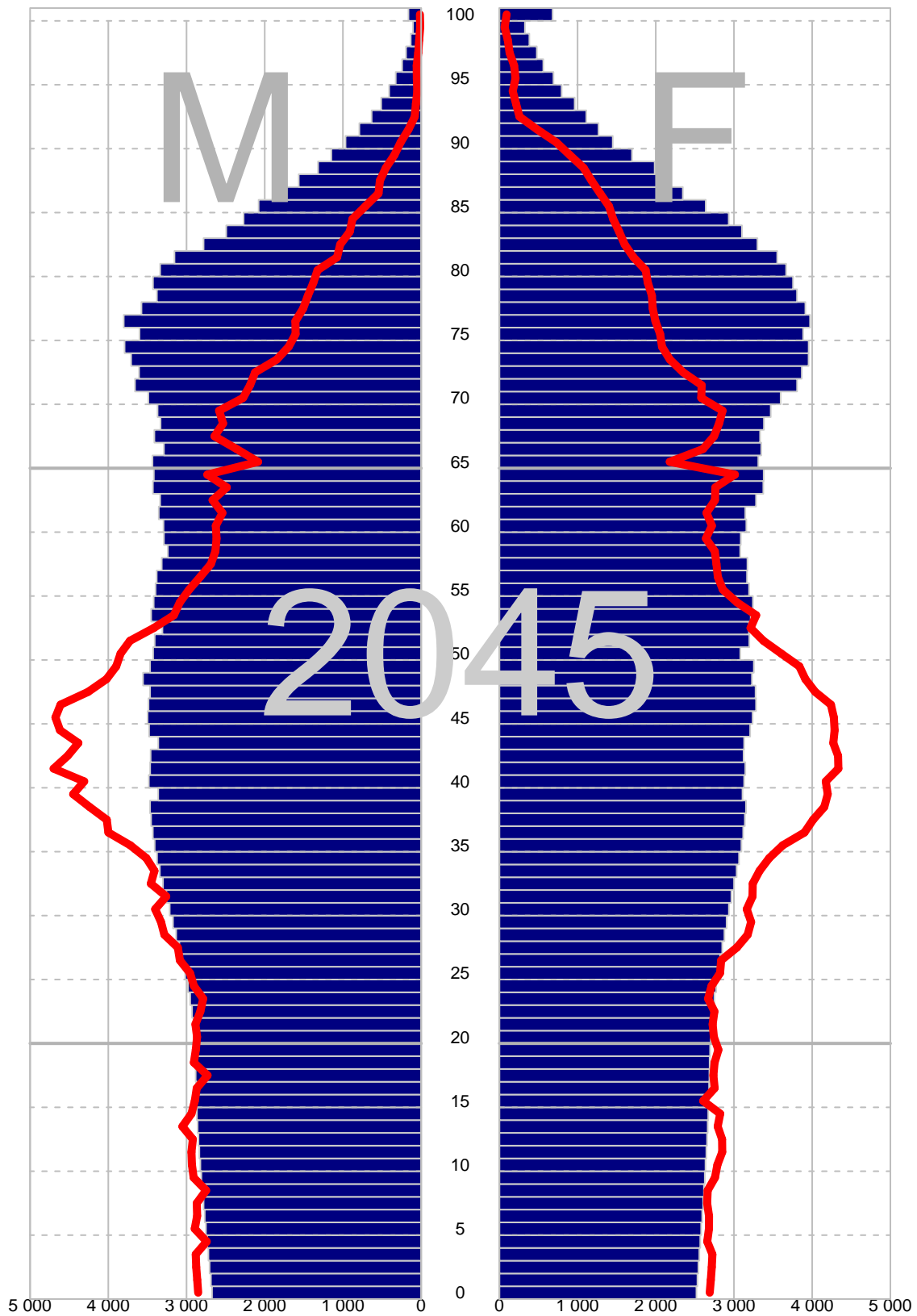


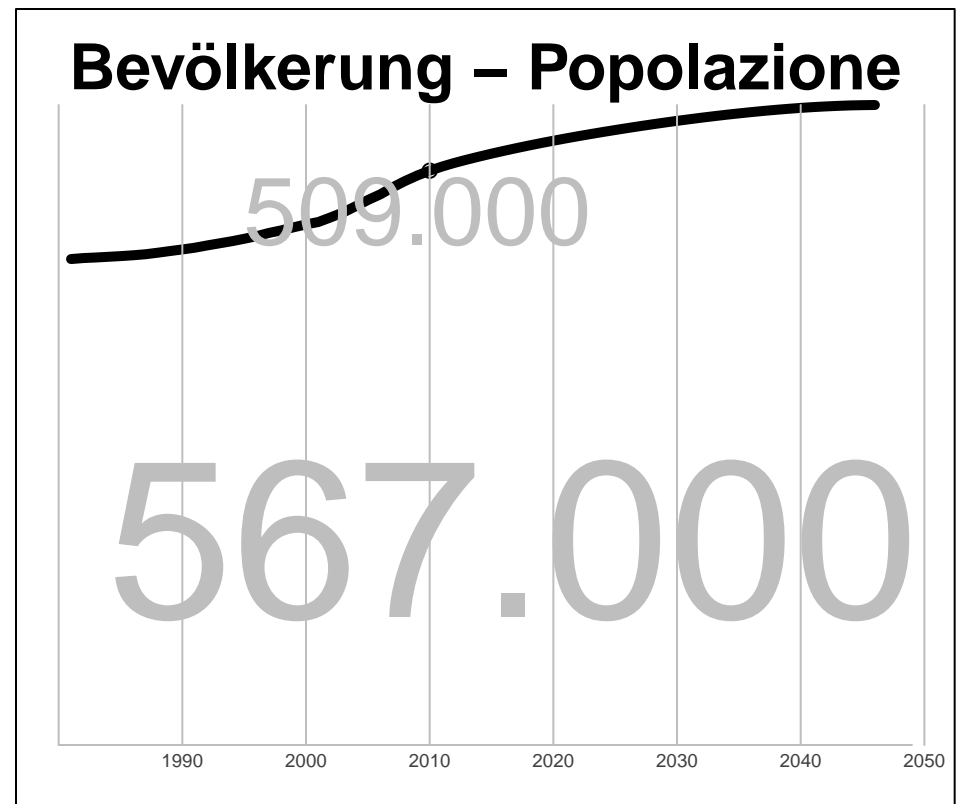
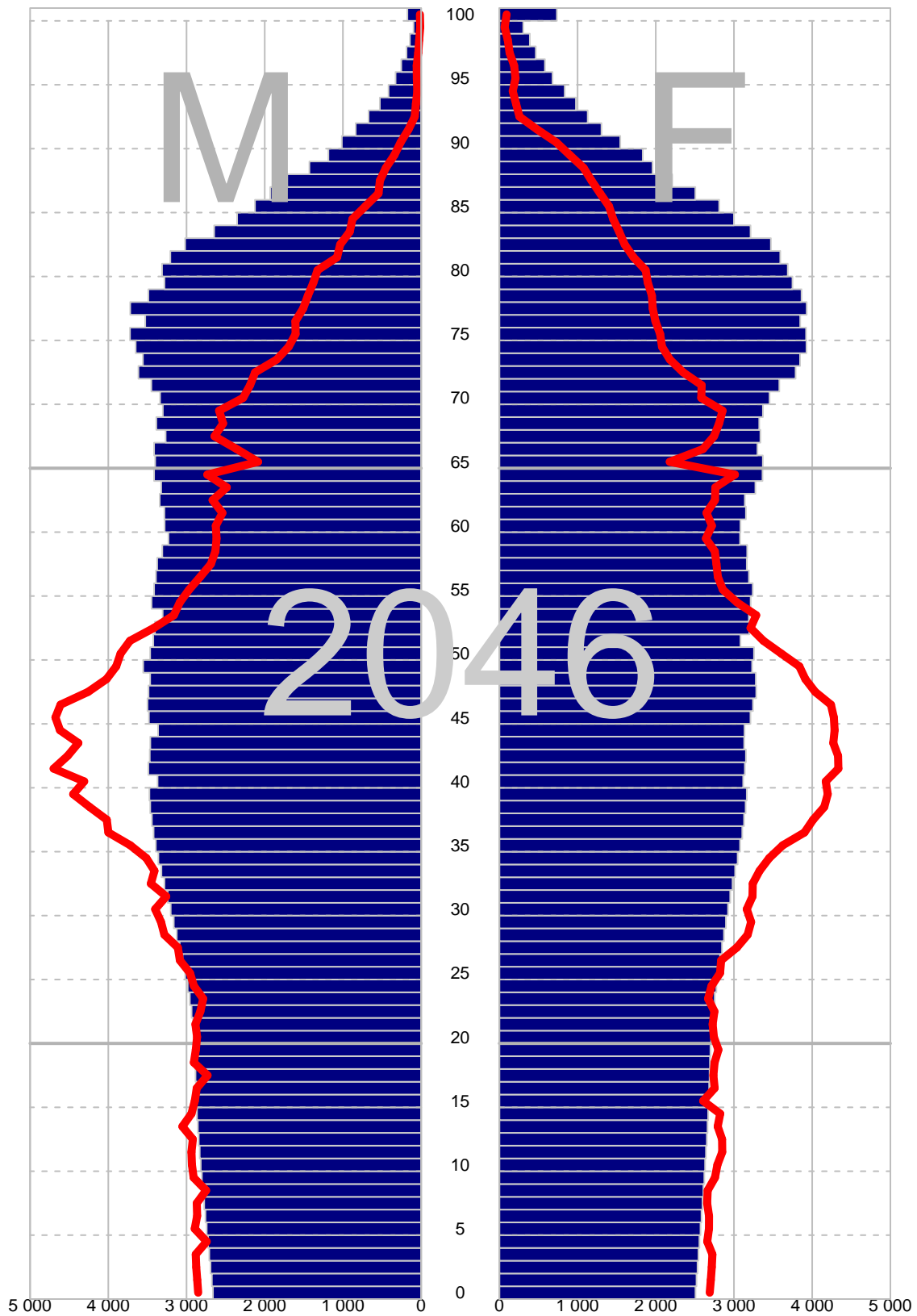


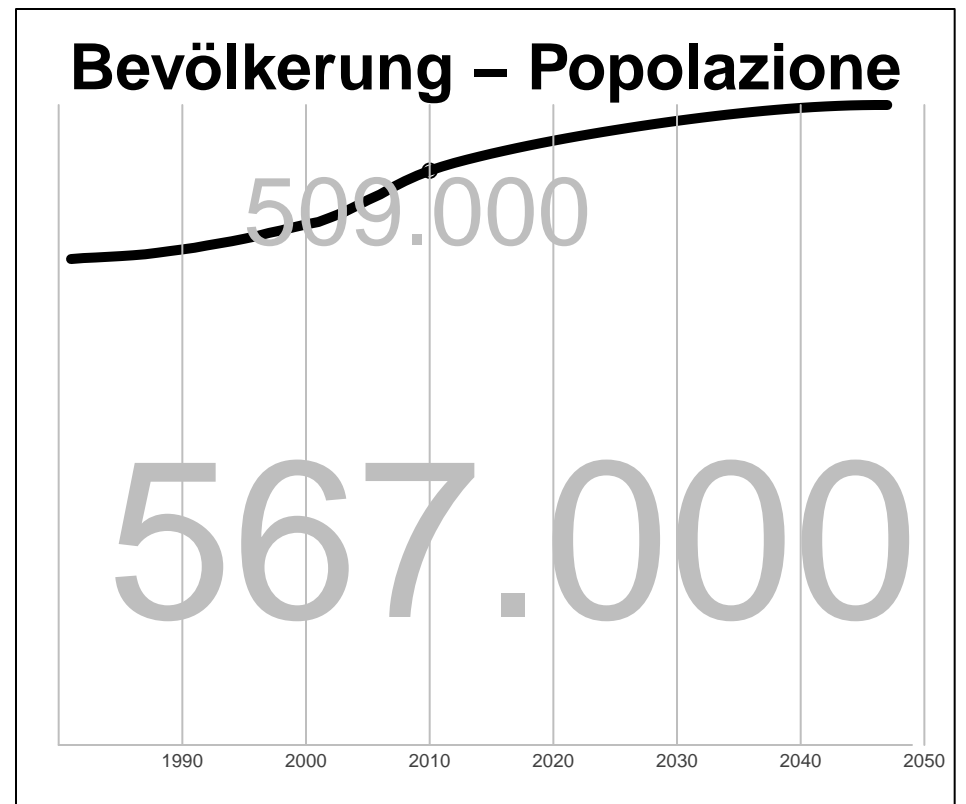
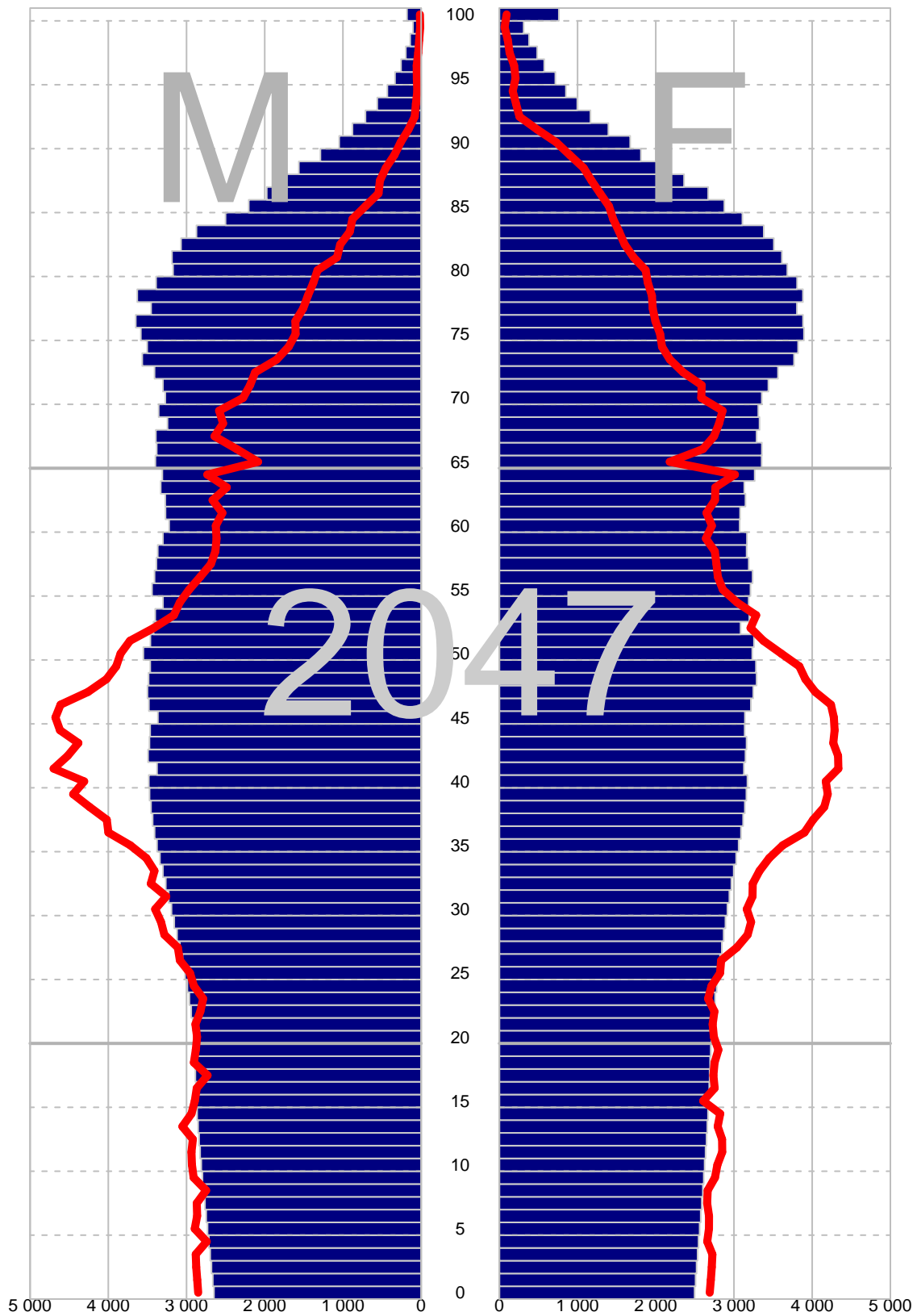


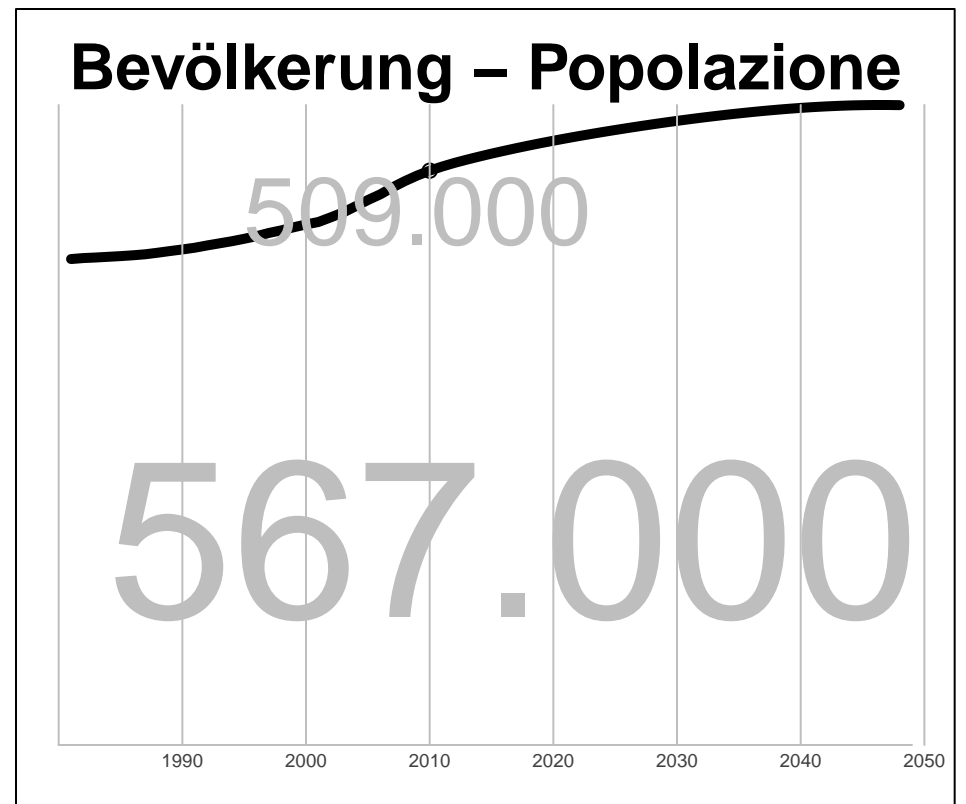
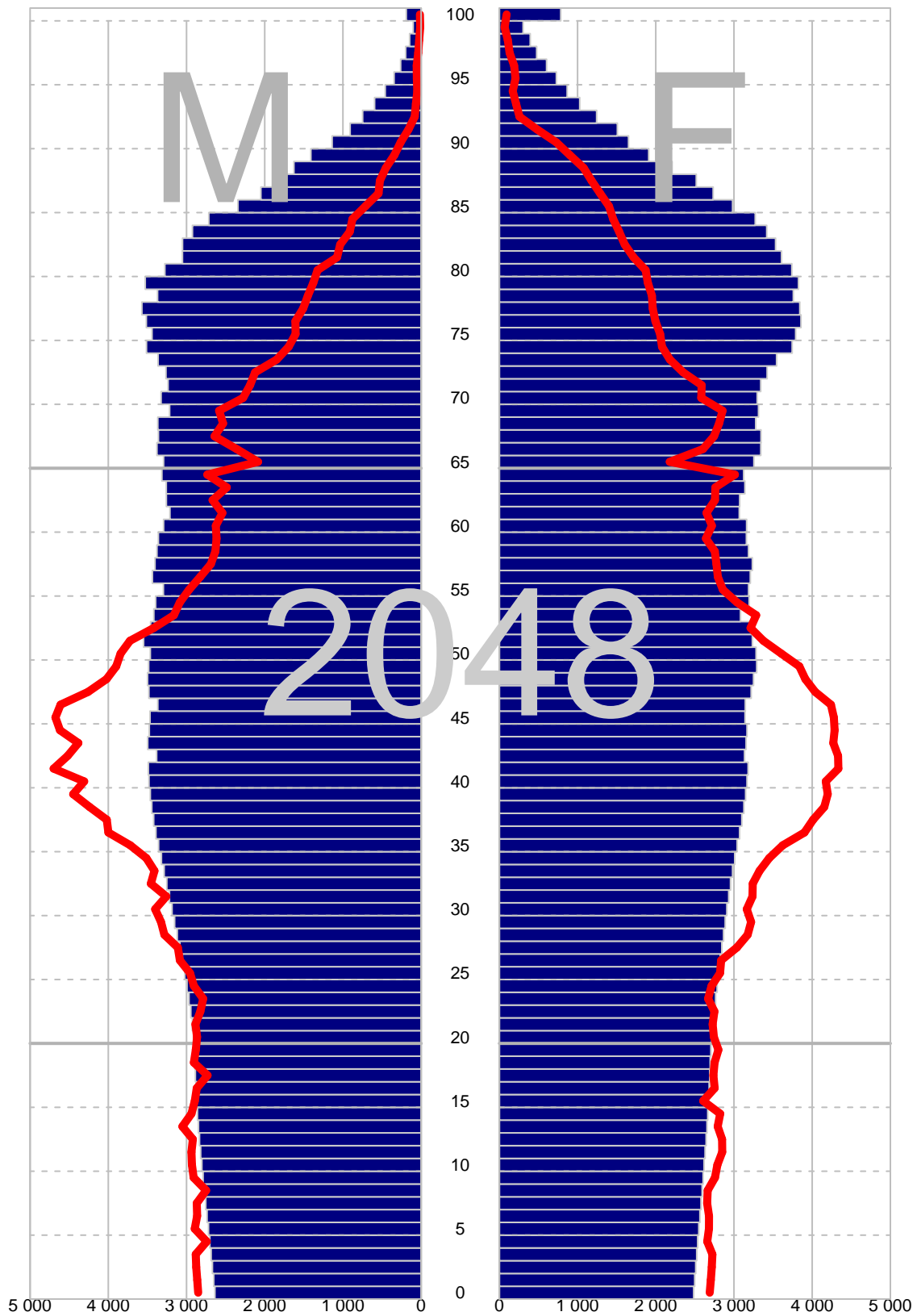


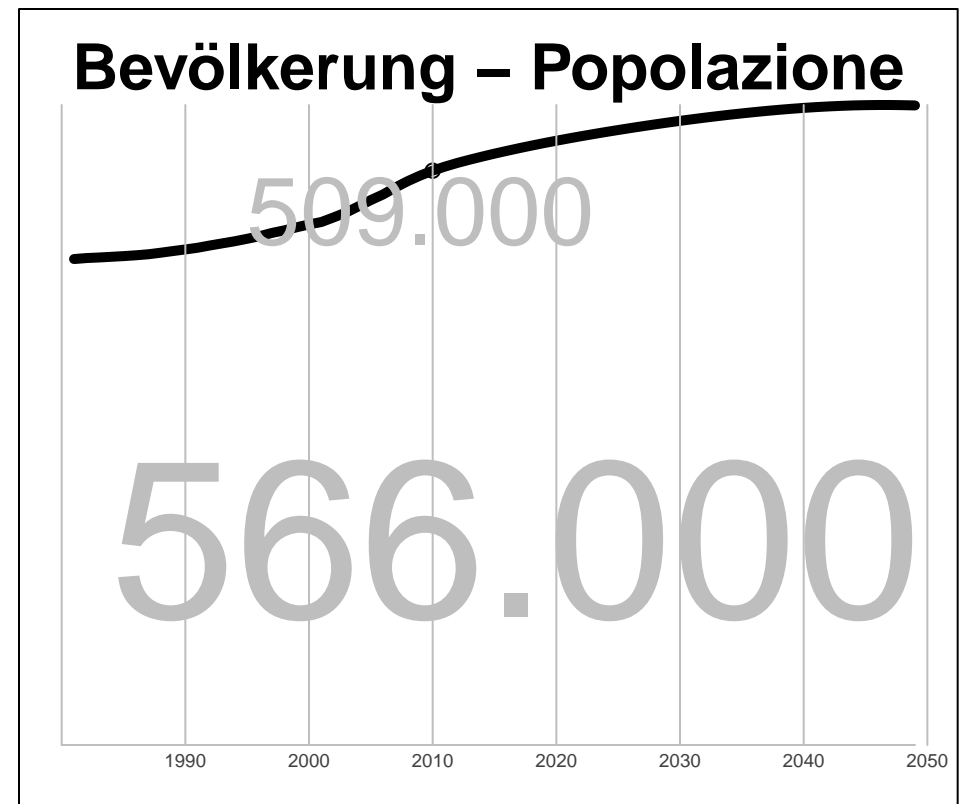
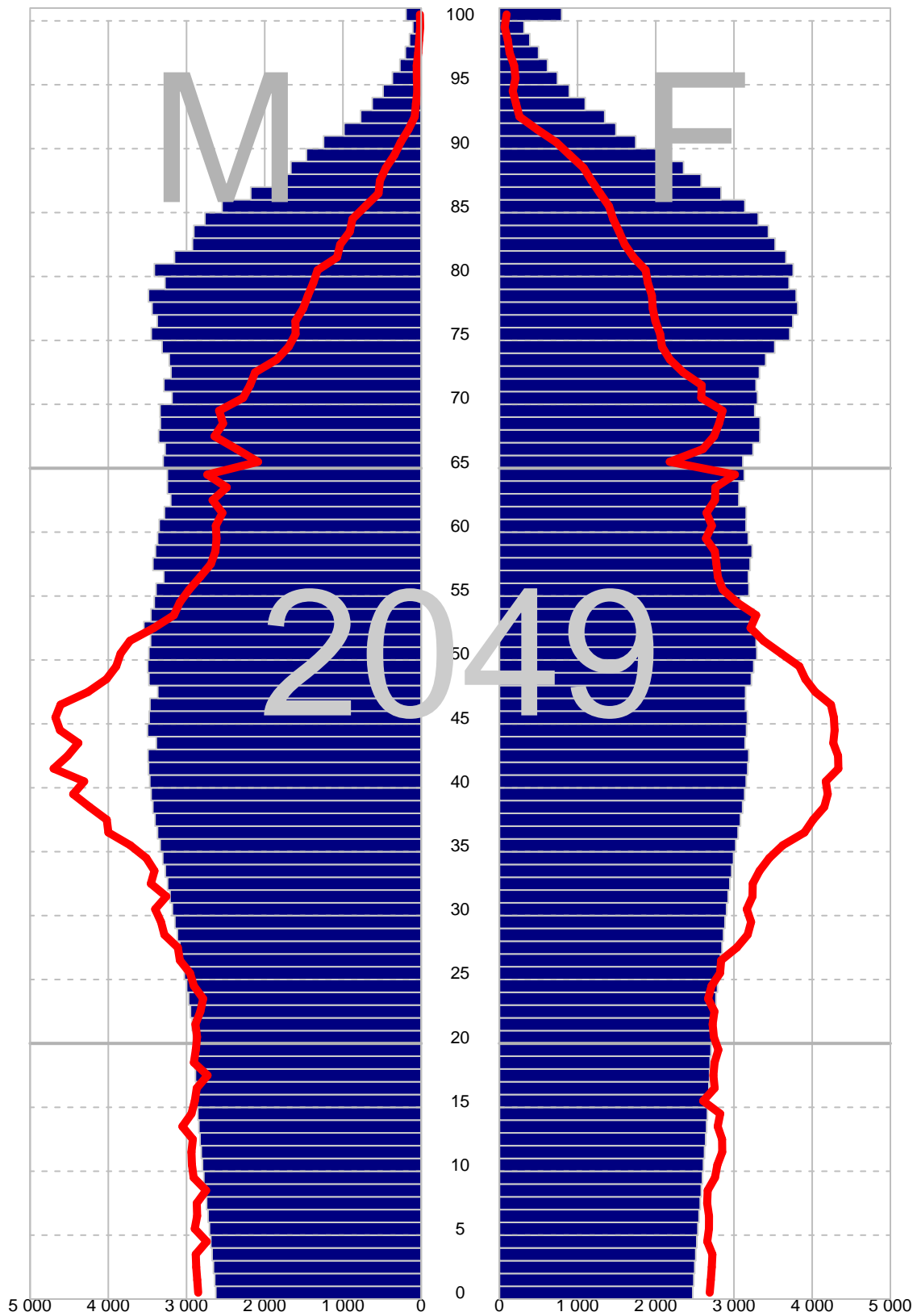


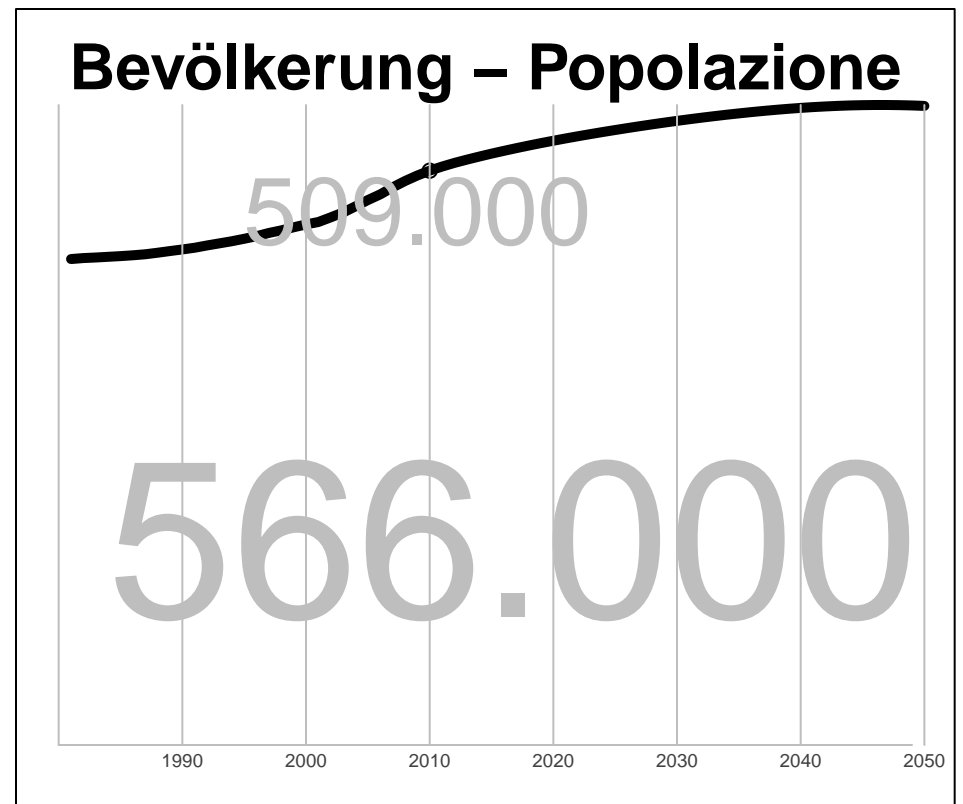
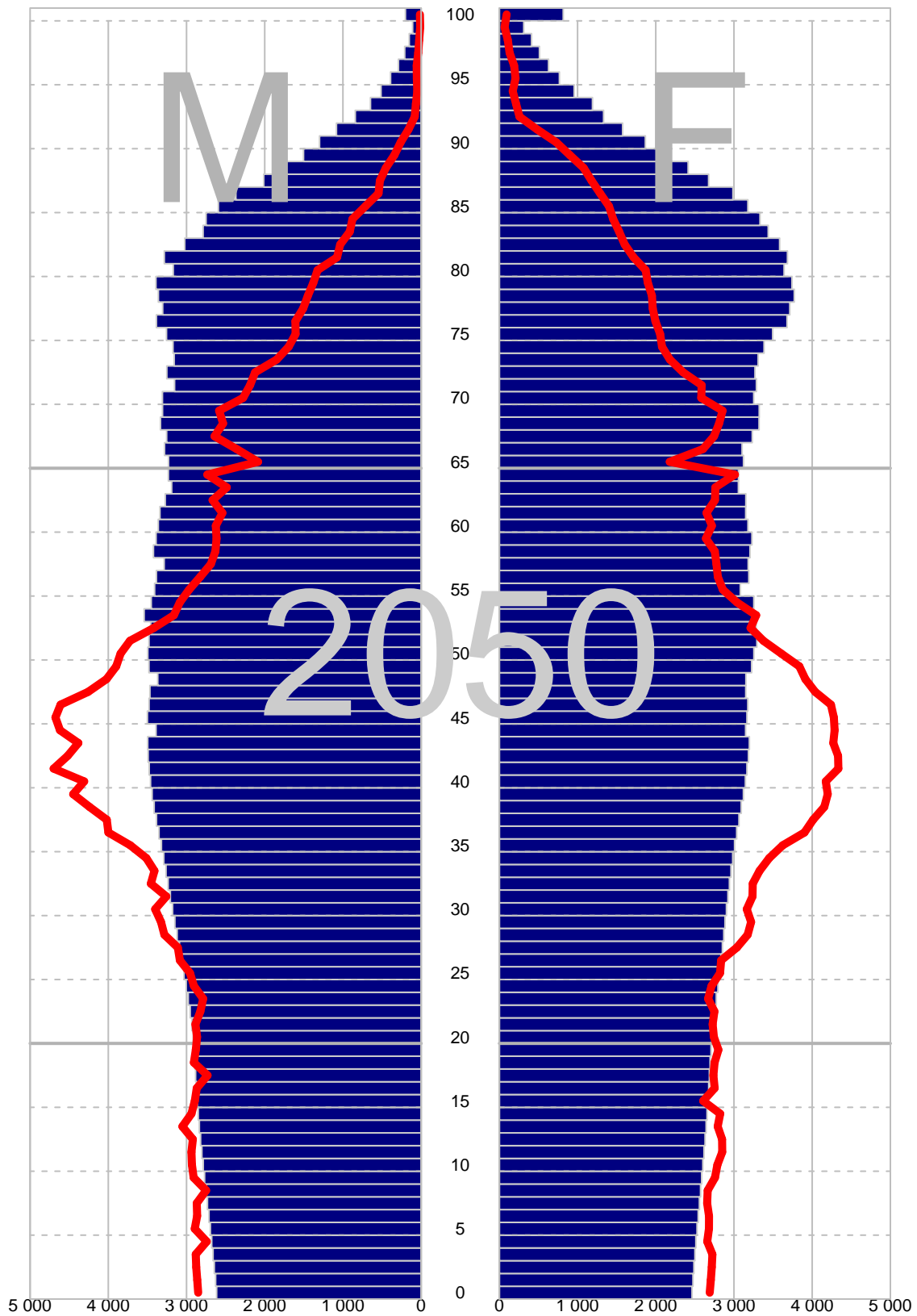






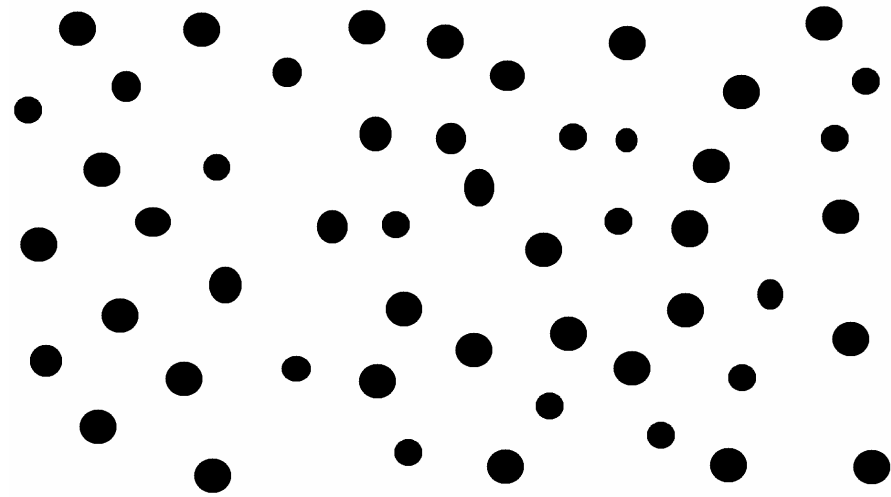






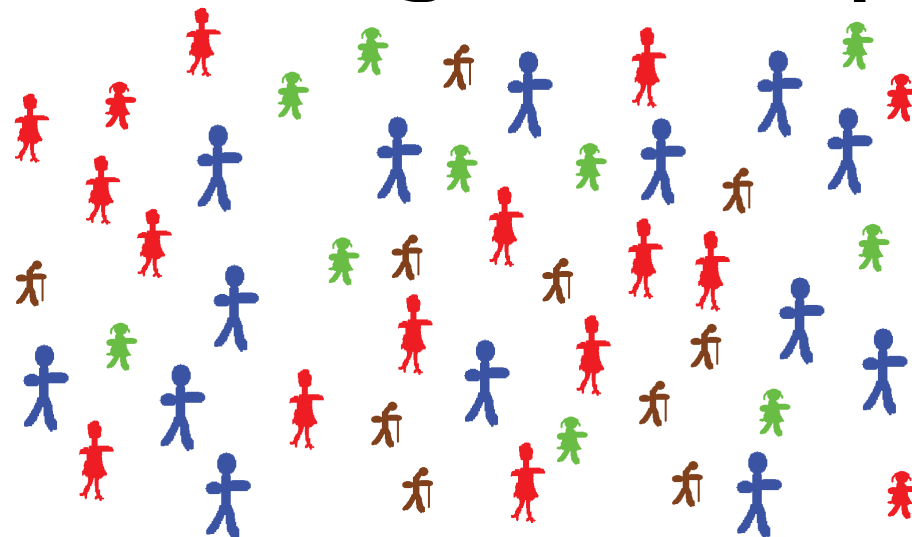
Wohnbevölkerung insgesamt

Numero complessivo di abitanti



Altersstruktur der
Wohnbevölkerung

Struttura per età
della popolazione



Hauptproblem

Verhältnis zwischen
Nicht-Arbeitskräfte und
Arbeitskräfte

Wer (bezahlt oder unbezahlt)
arbeitet muss sich nicht nur um
sich selbst sondern auch um
Kinder und Senioren kümmern.

- Hebammen, Kinderärzte,
Kindergärtnerinnen,
Lehrerinnen, Fußballtrainer
und Tanzlehrerinnen, Eltern
- Ärzte, Altenpfleger,
Haushaltshilfen, Töchter

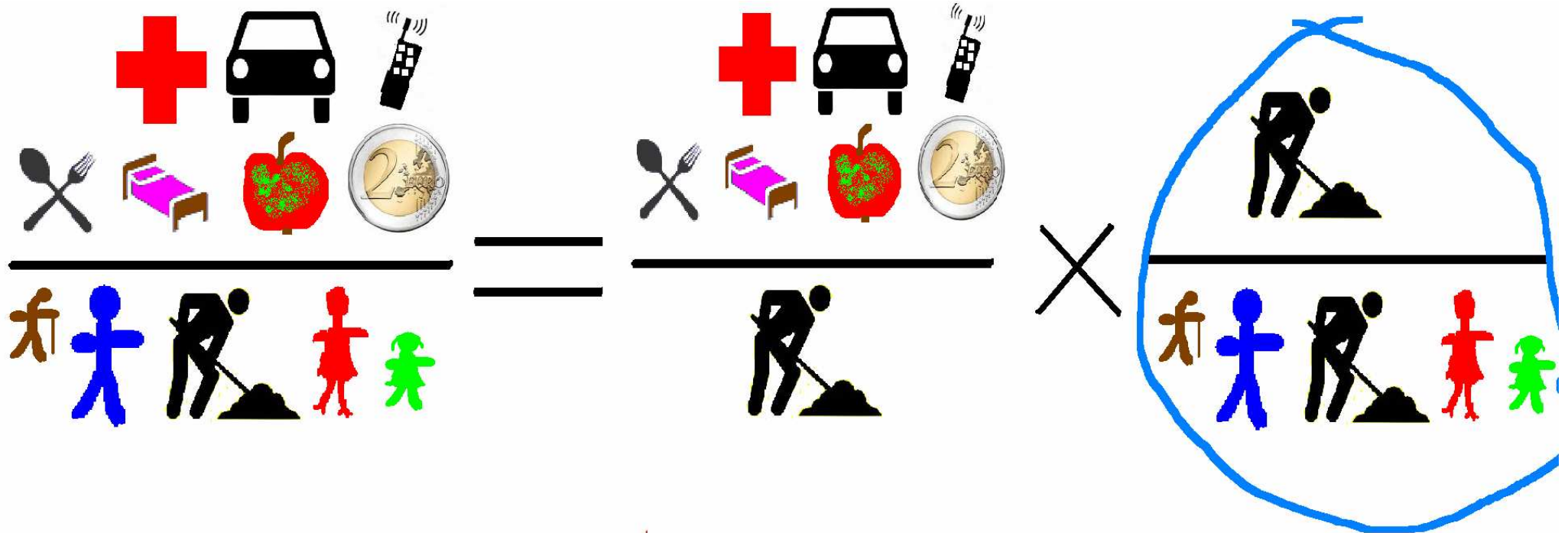
Il problema no. 1

Rapporto tra
non forze di lavoro e
forze di lavoro

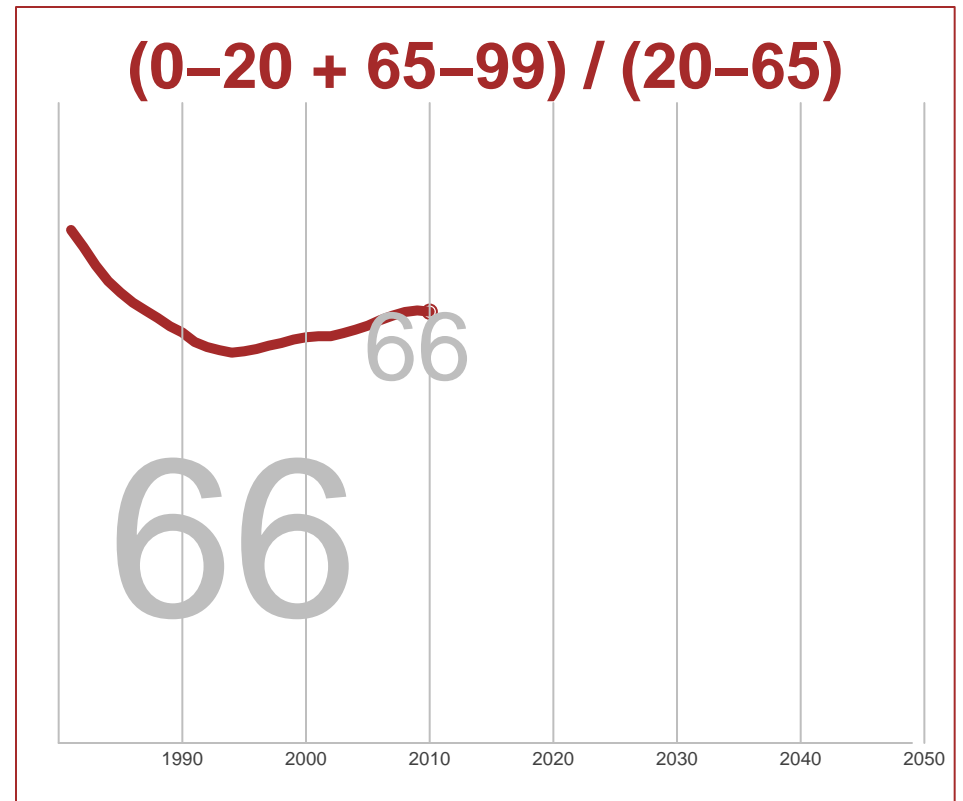
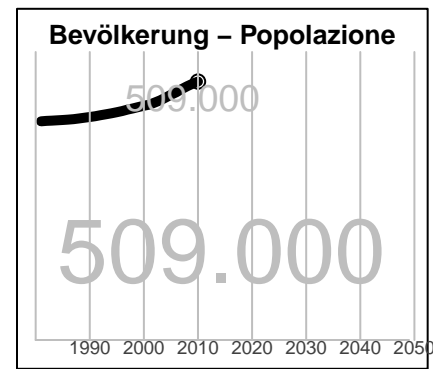
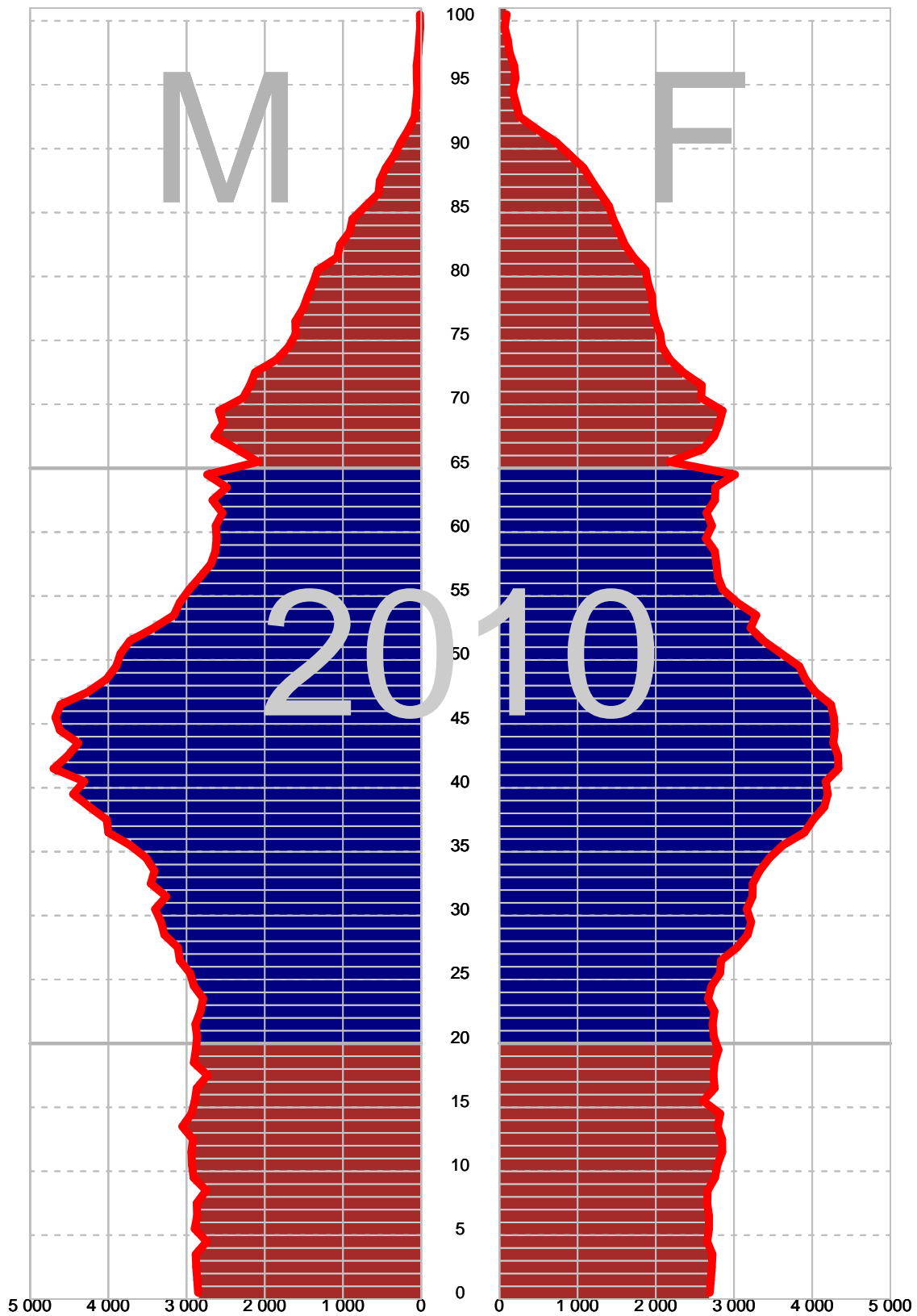
Le forze di lavoro (retribuito e
non) devono occuparsi oltre
che di se stessi anche dei
giovani e degli anziani.

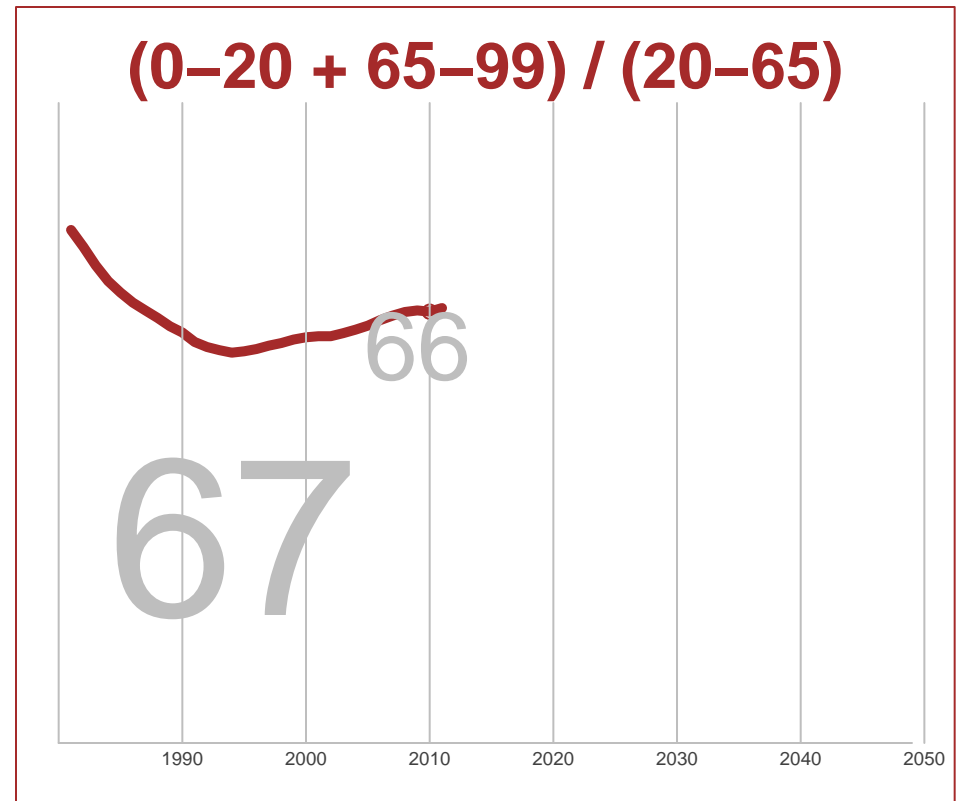
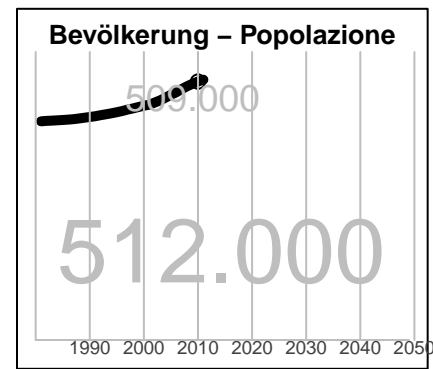
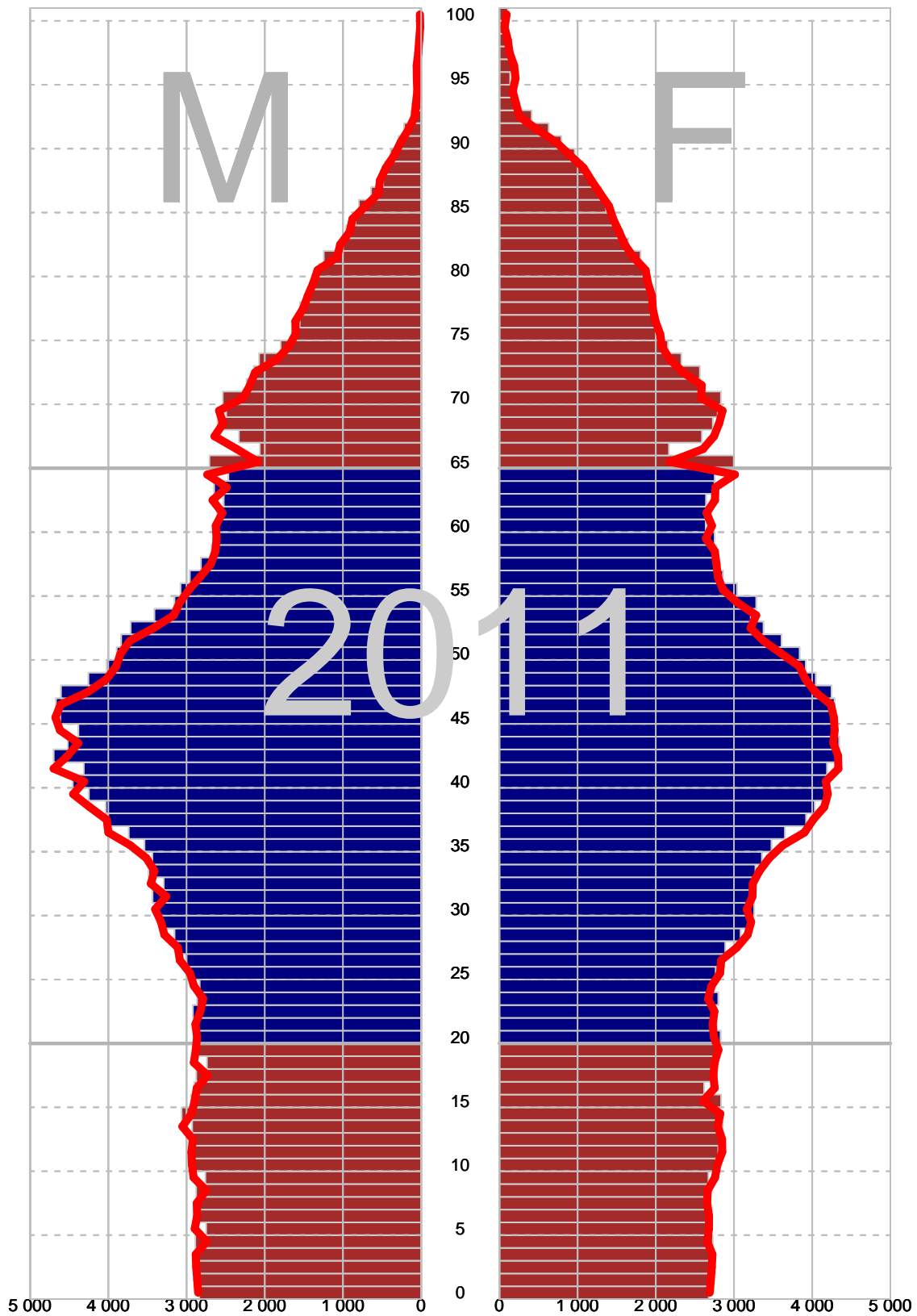
- Ostetriche, pediatri, maestre
d'asilo, insegnanti, allenatori
di calcio e maestre di danza,
genitori
- Geriatri, medici, assistenti
sociali, badanti, figlie

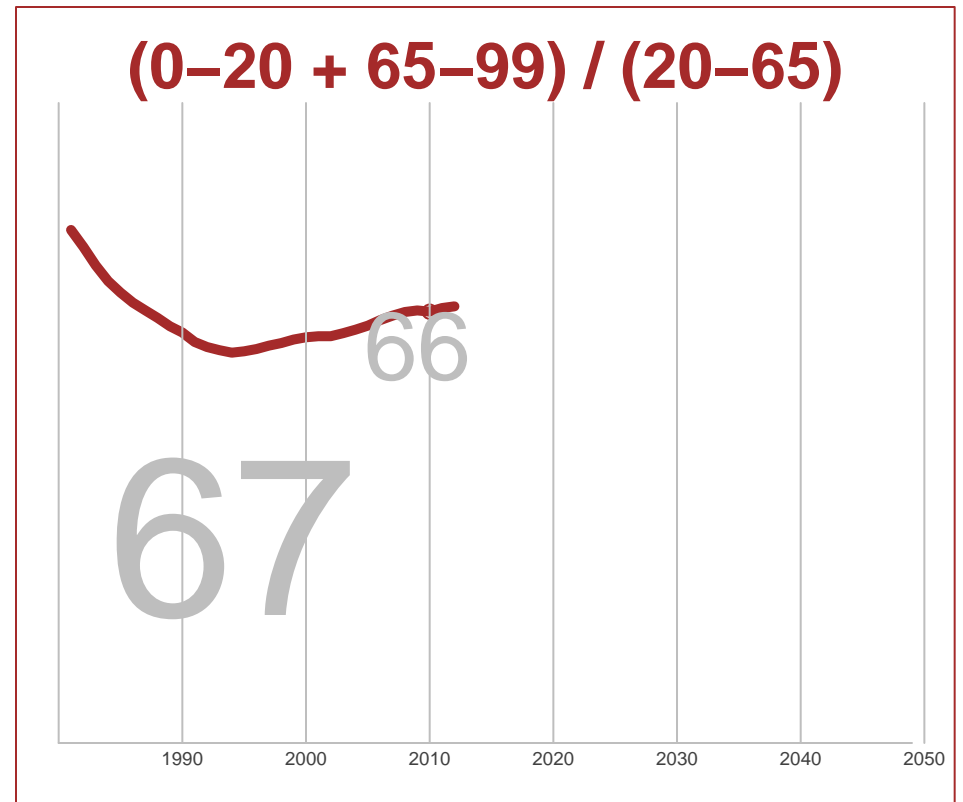
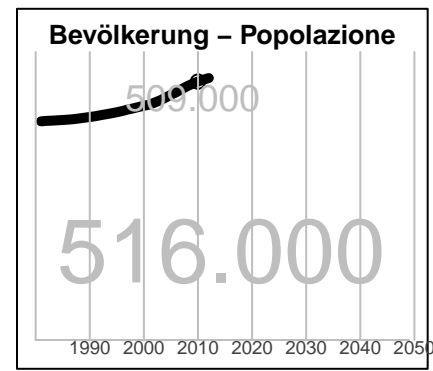
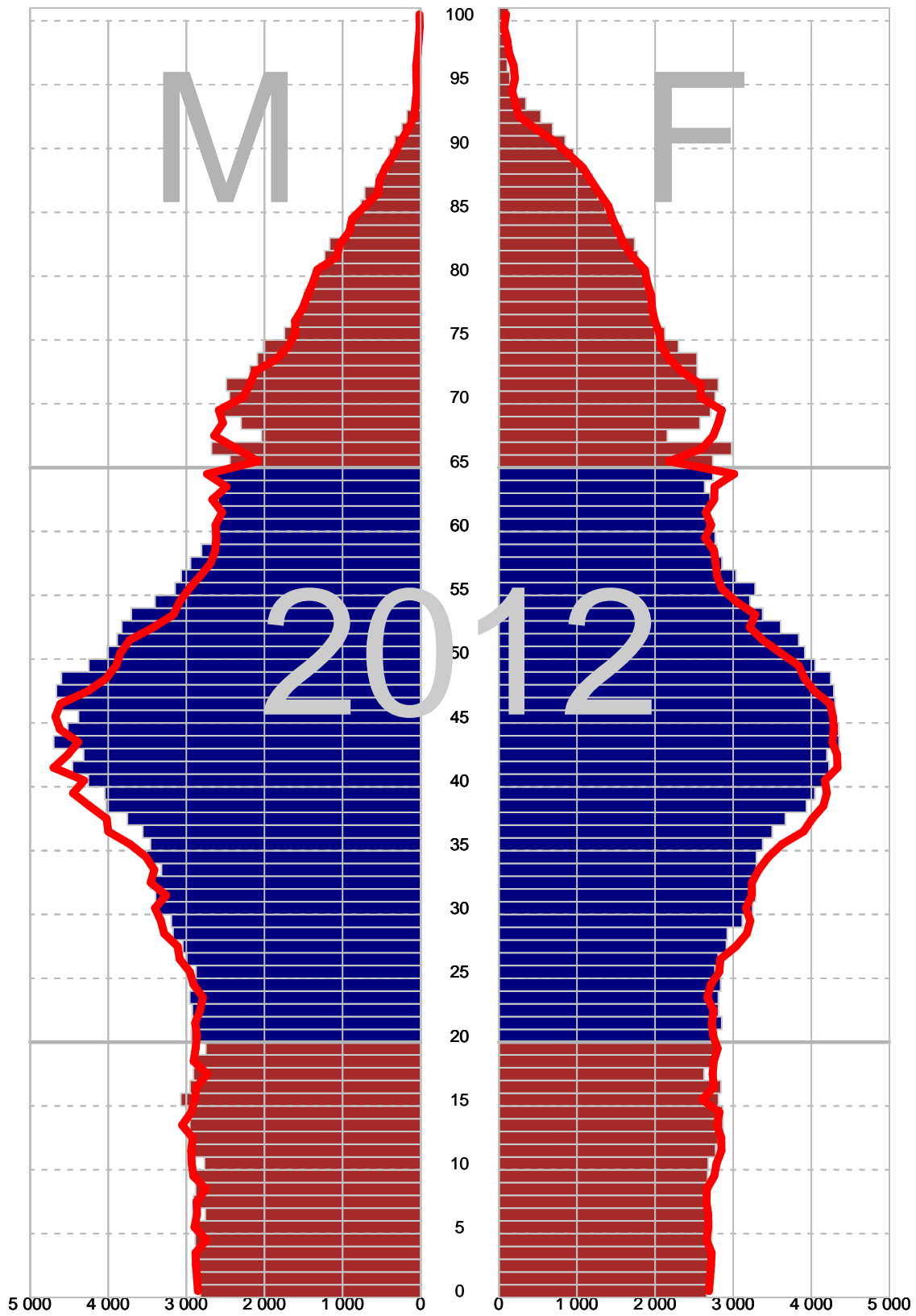
$$\text{BIP/Bev} = \text{BIP/AK} \times \text{AK/Bev}$$

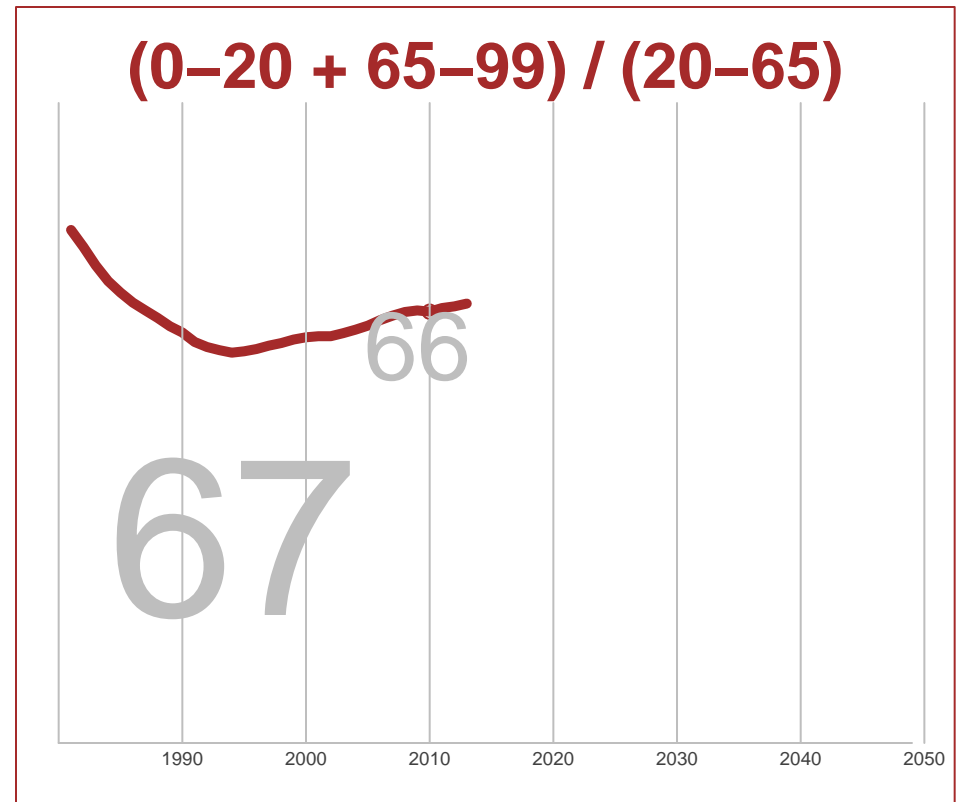
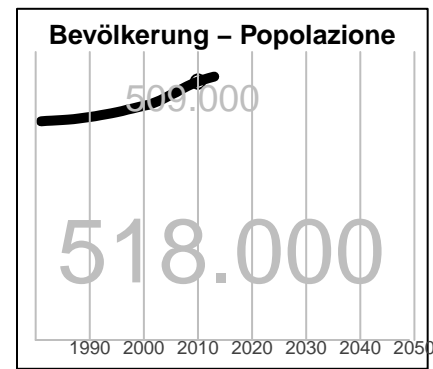
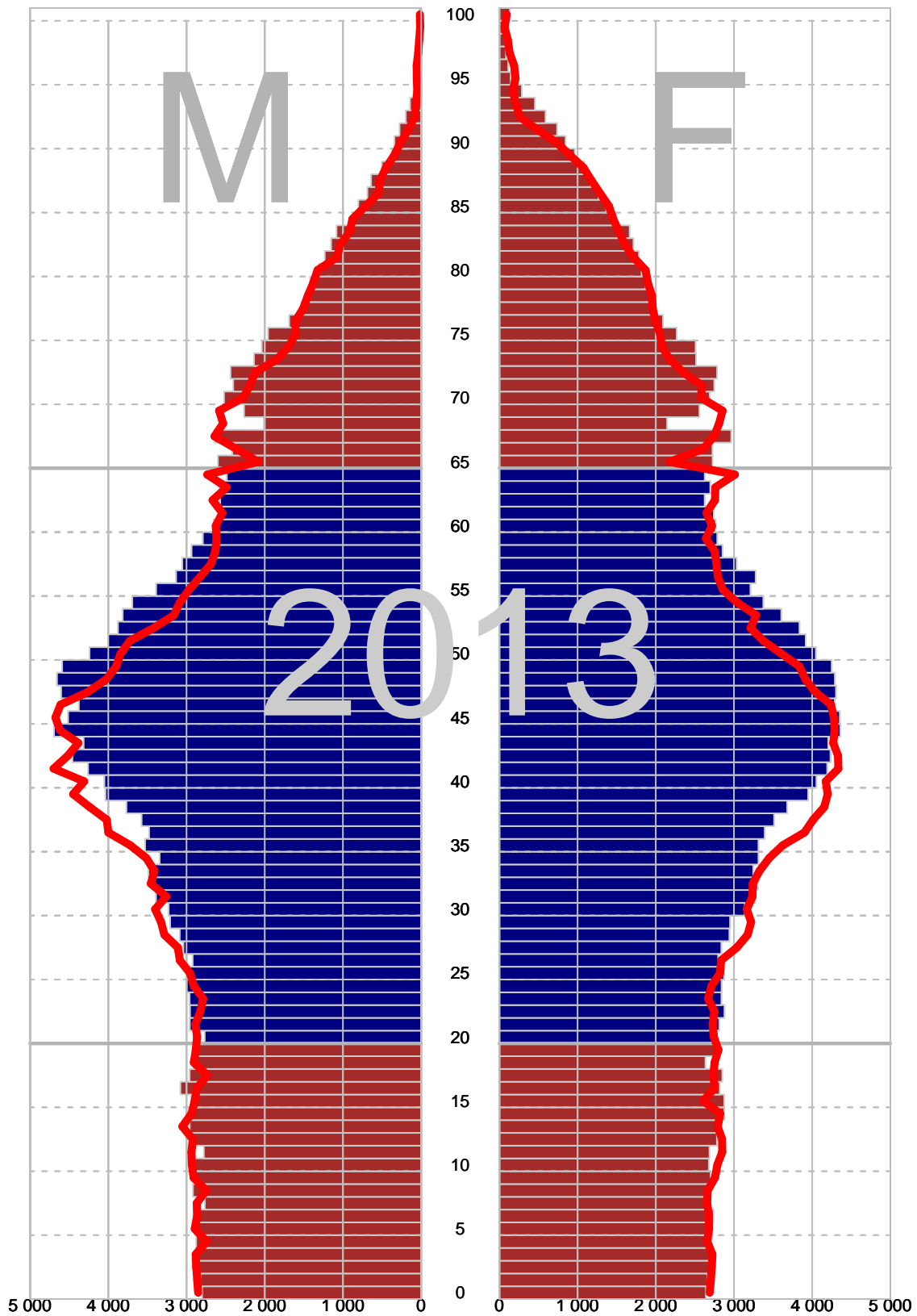


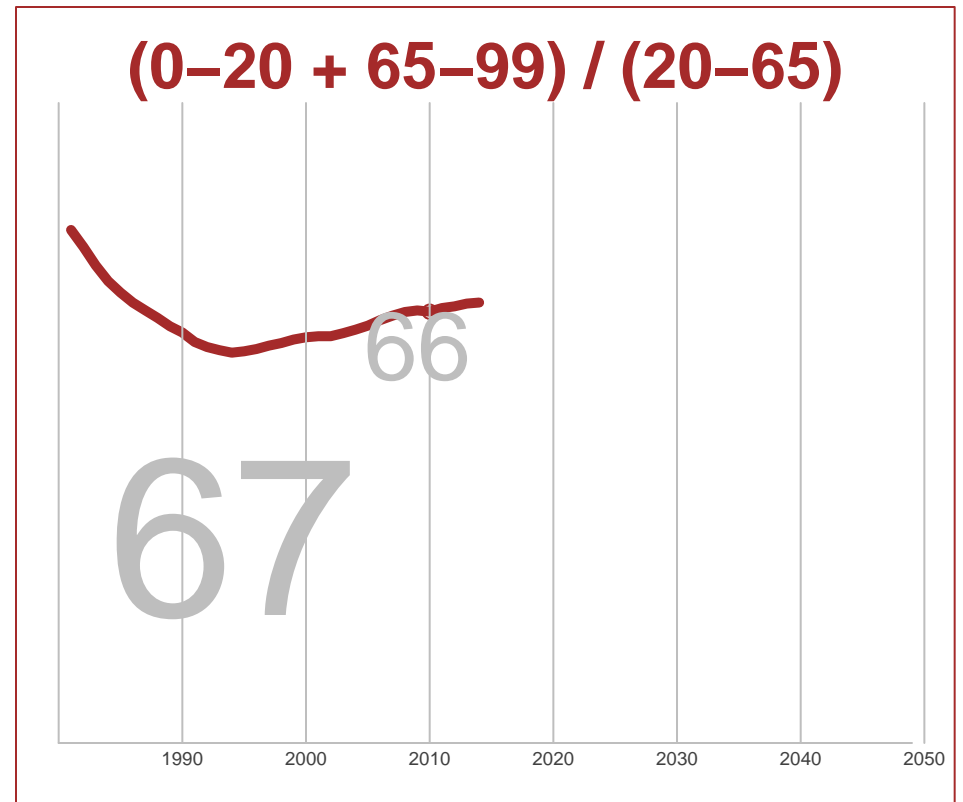
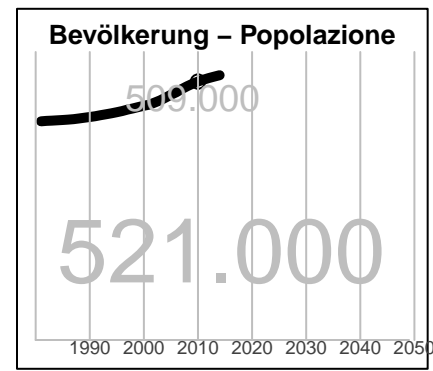
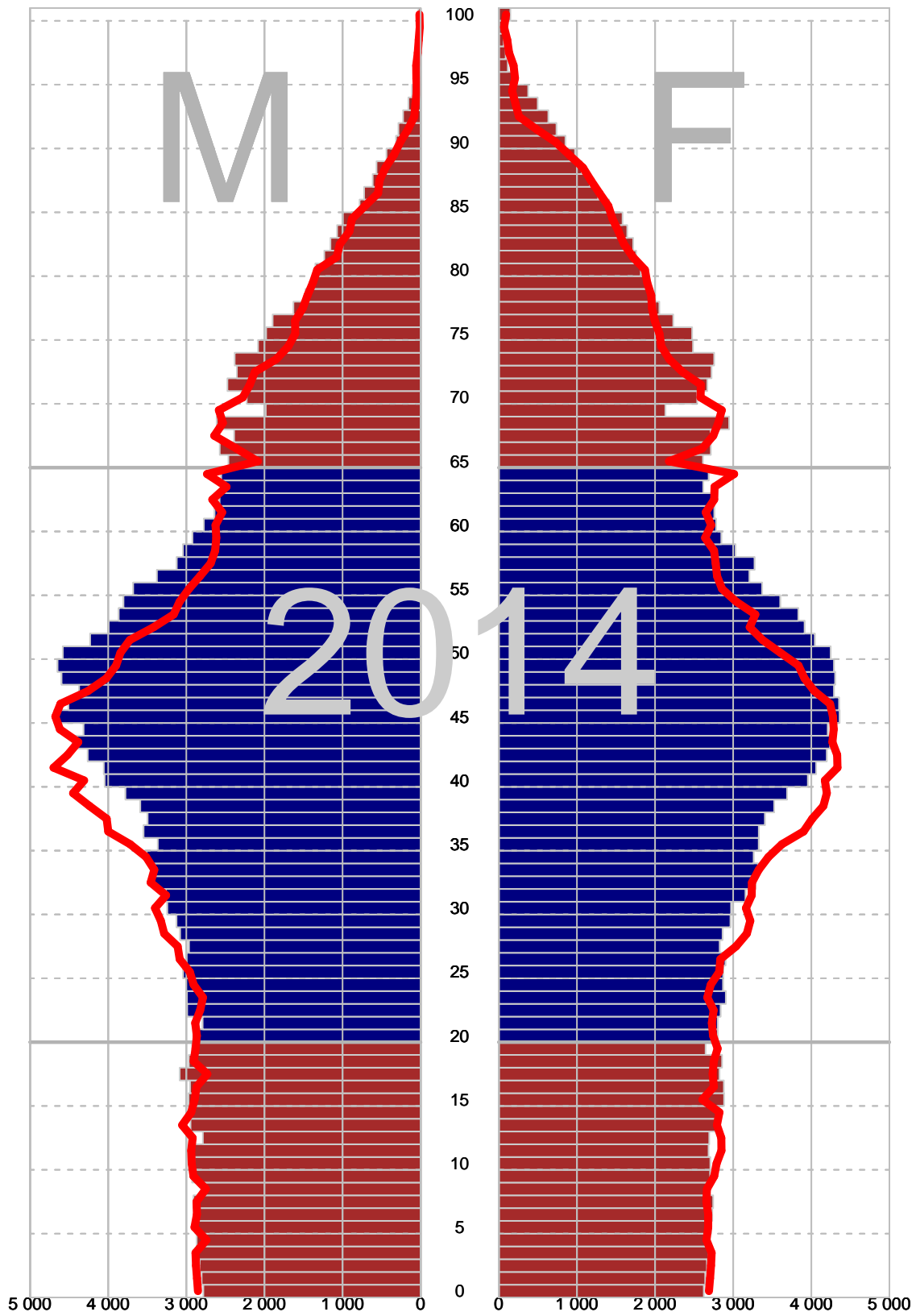
$$\text{PIL/Pop} = \text{PIL/FL} \times \text{FL/Pop}$$

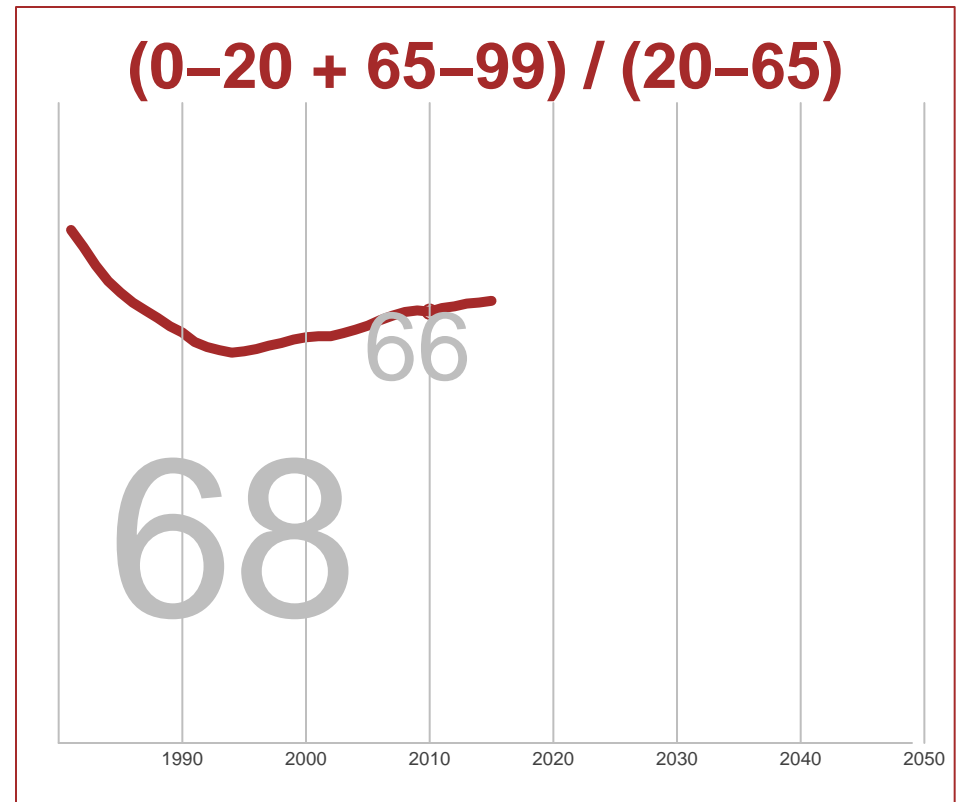
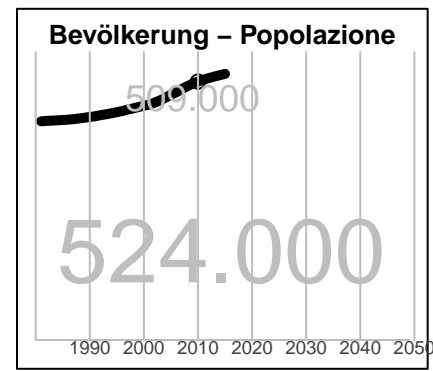
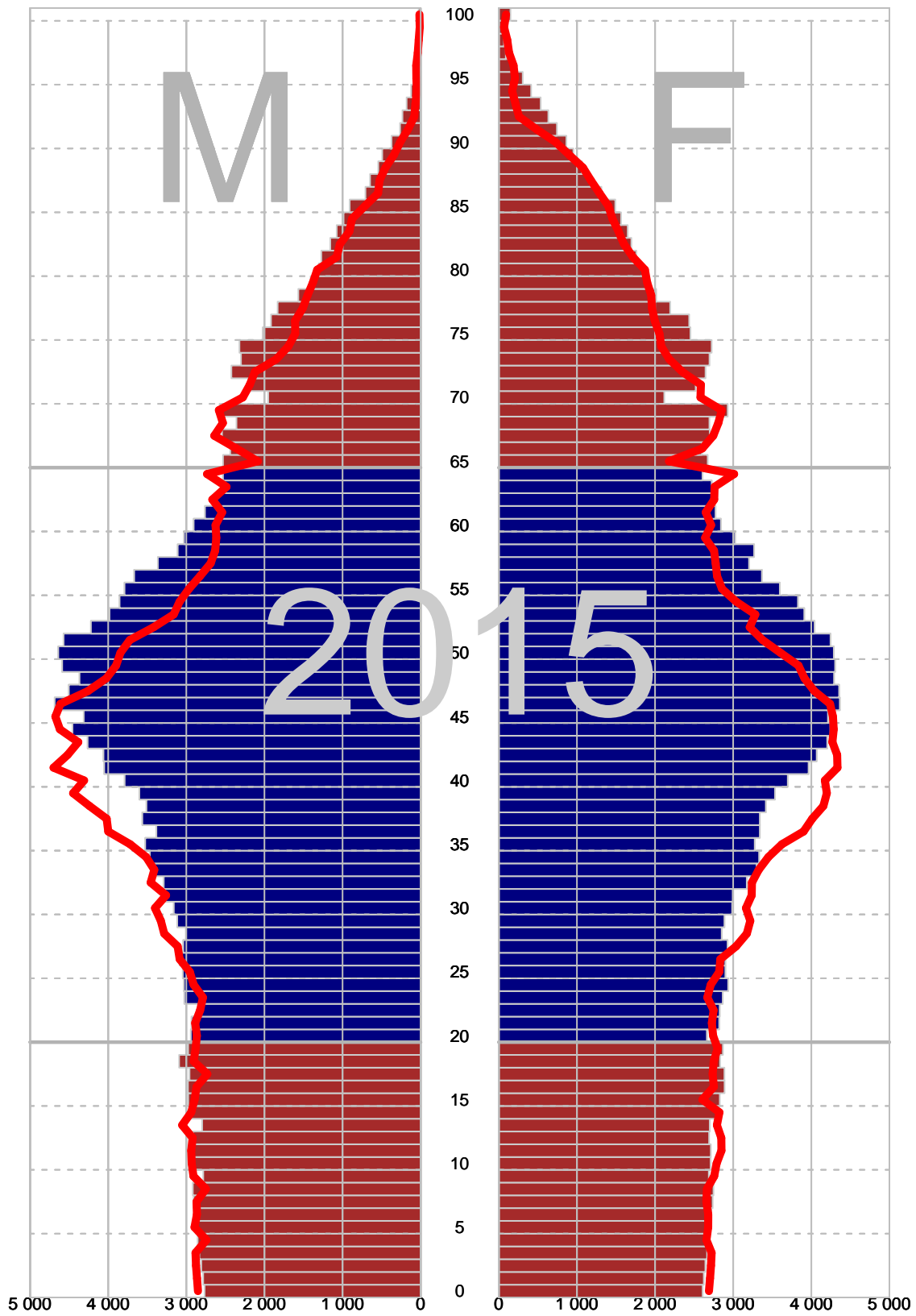


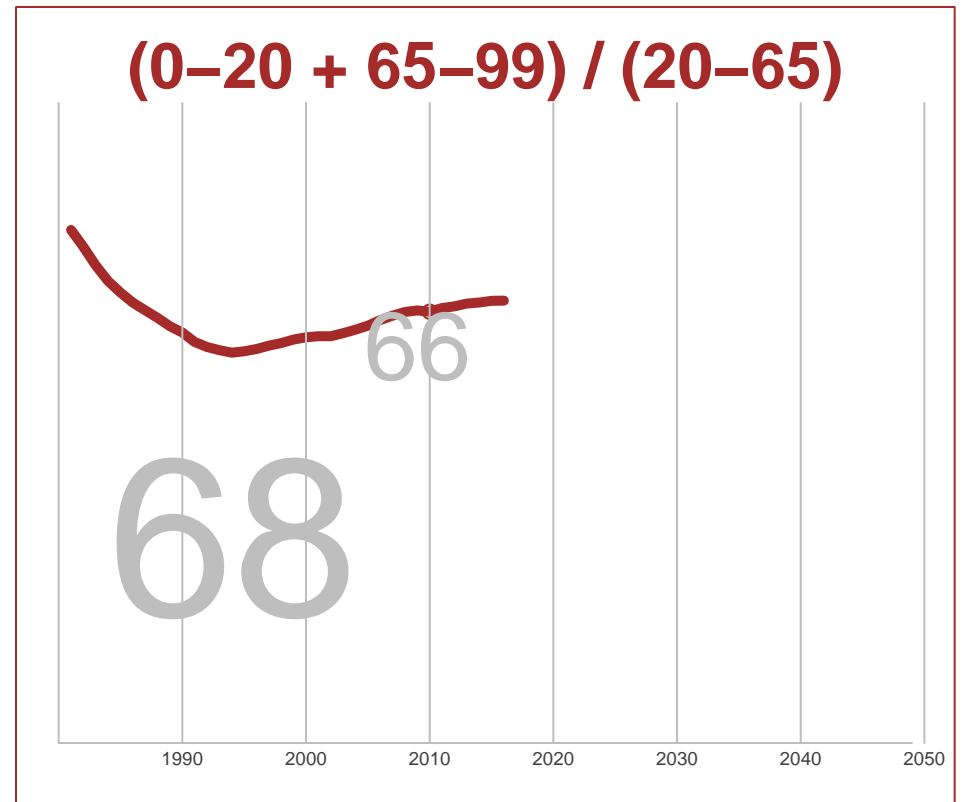
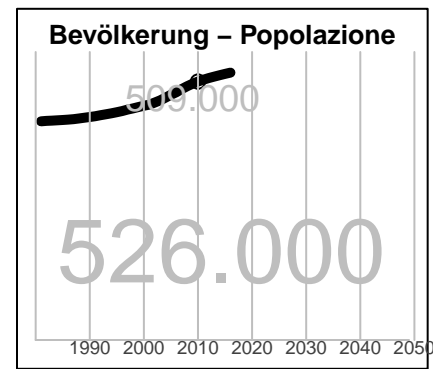
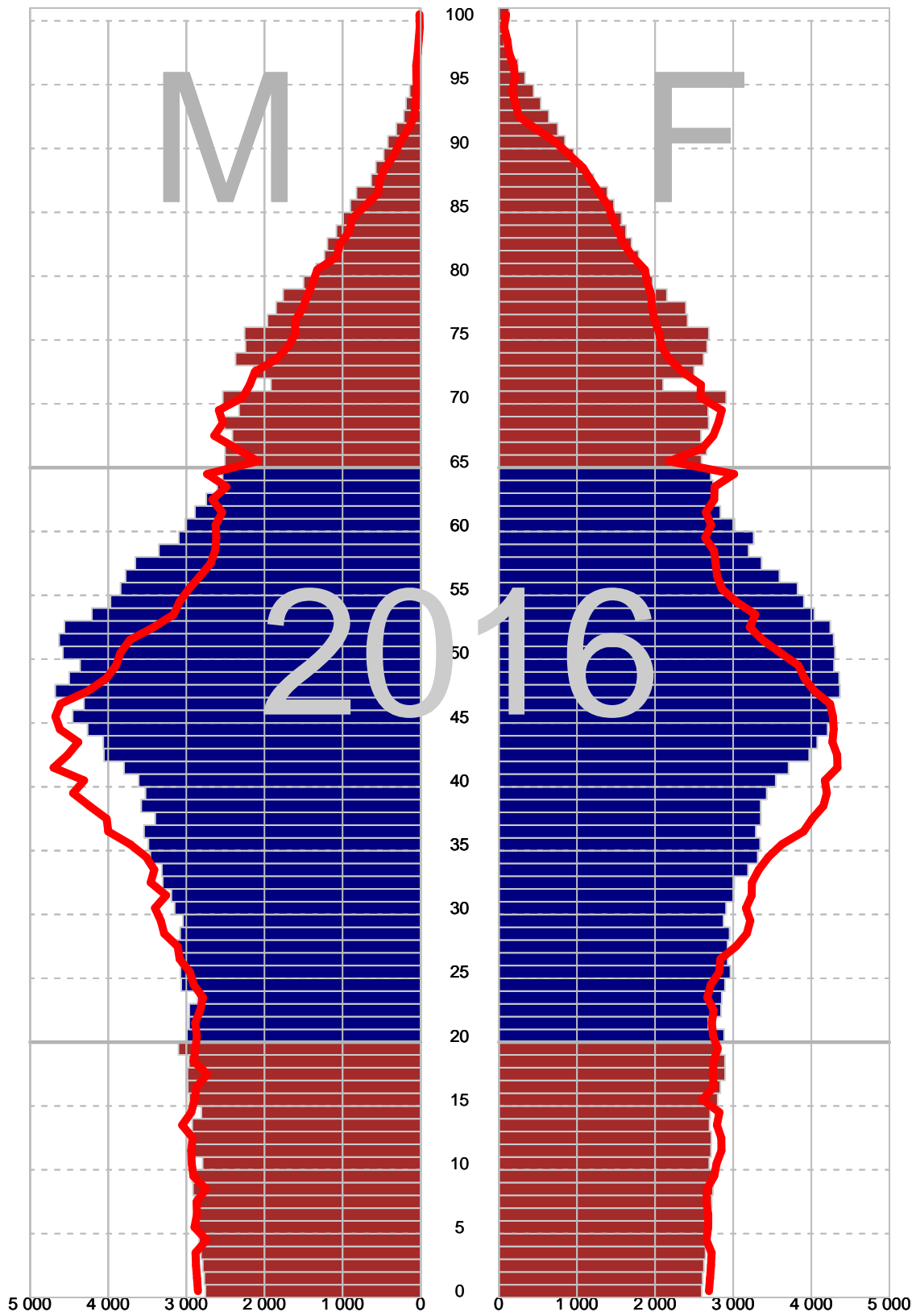


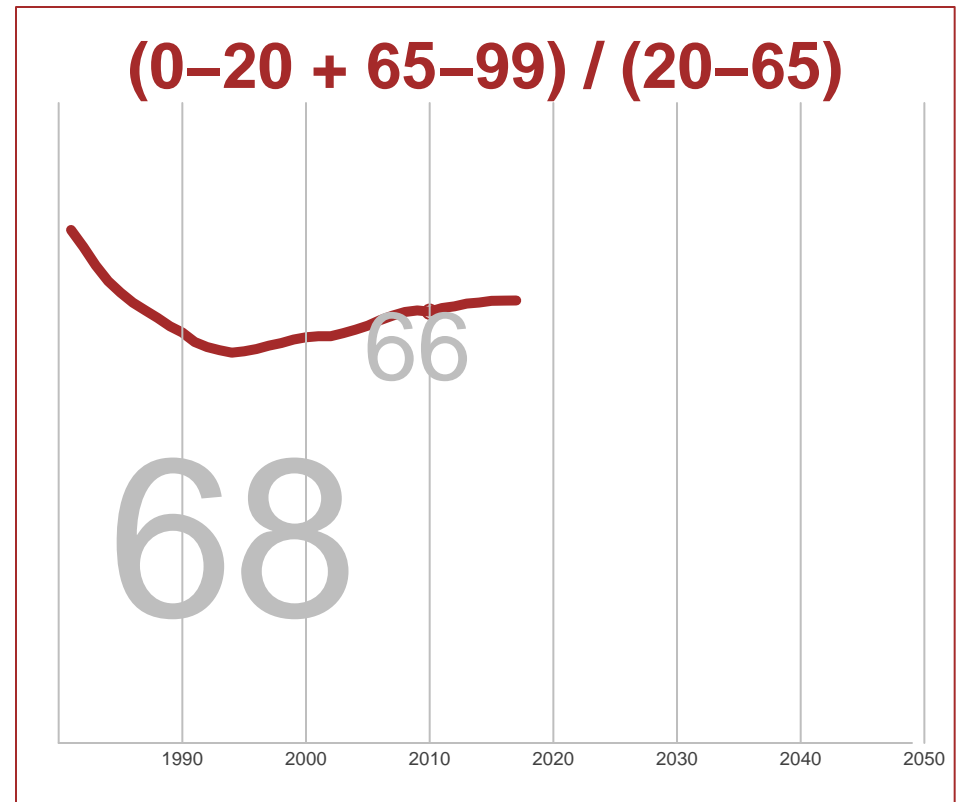
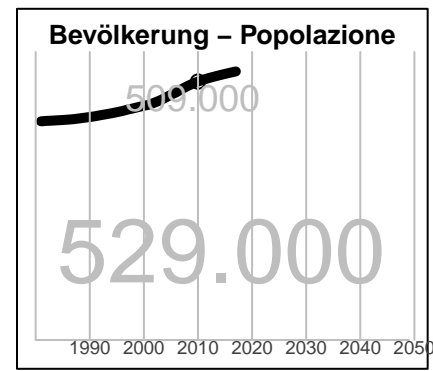
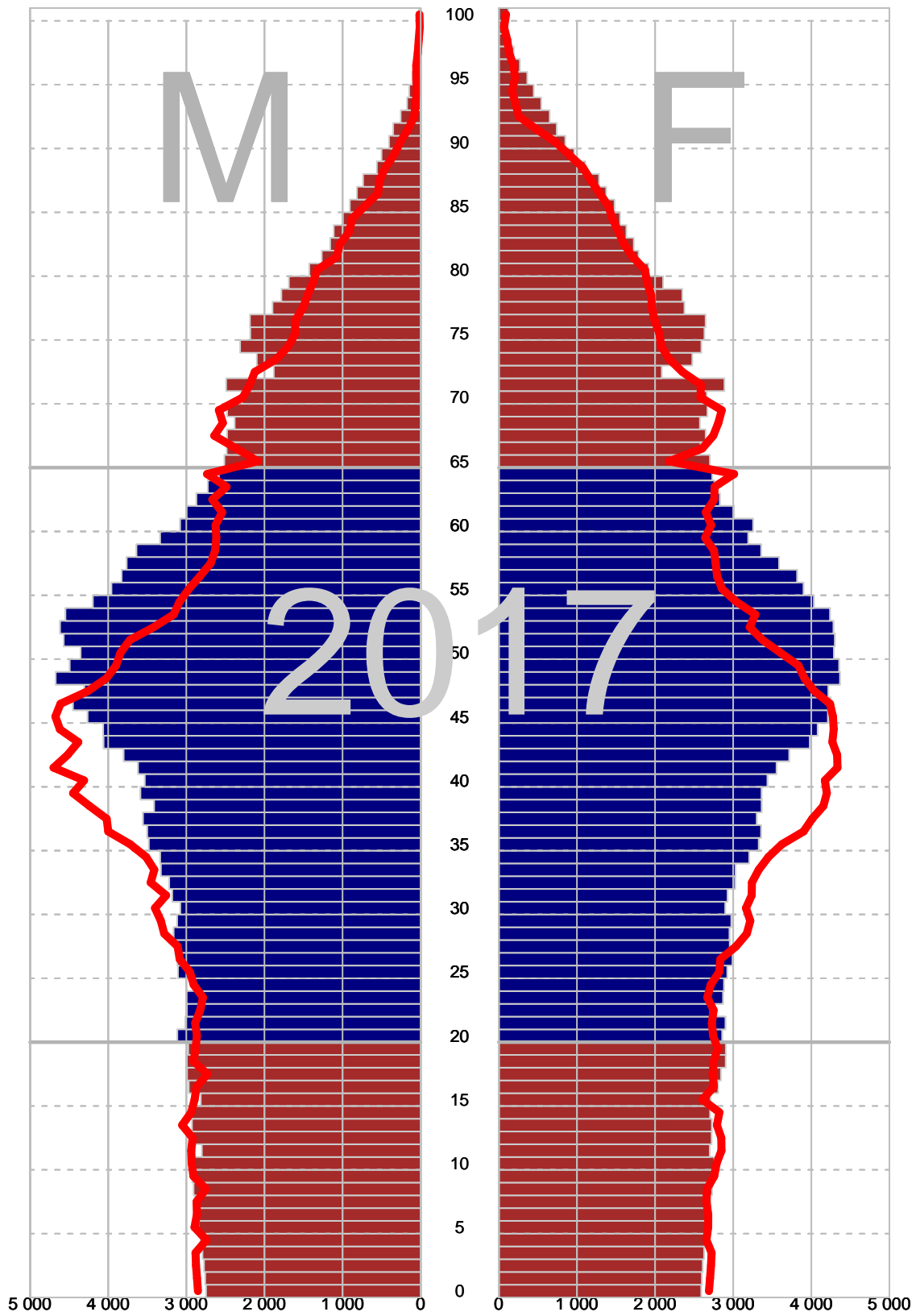


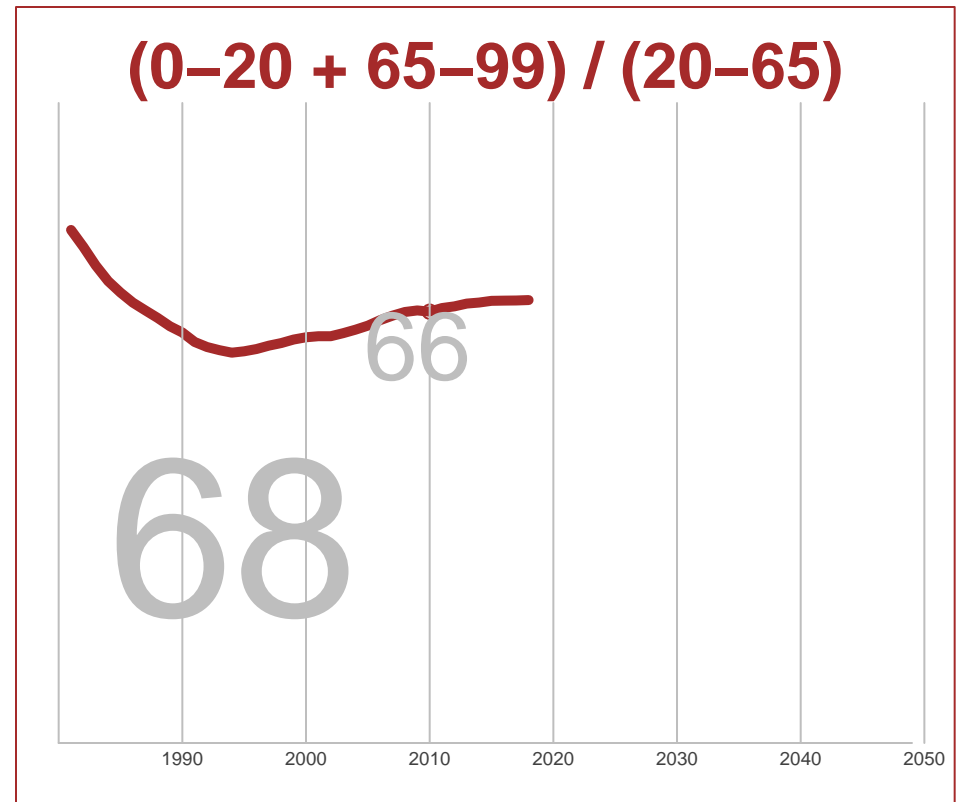
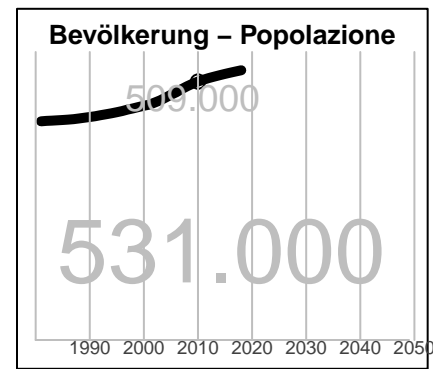
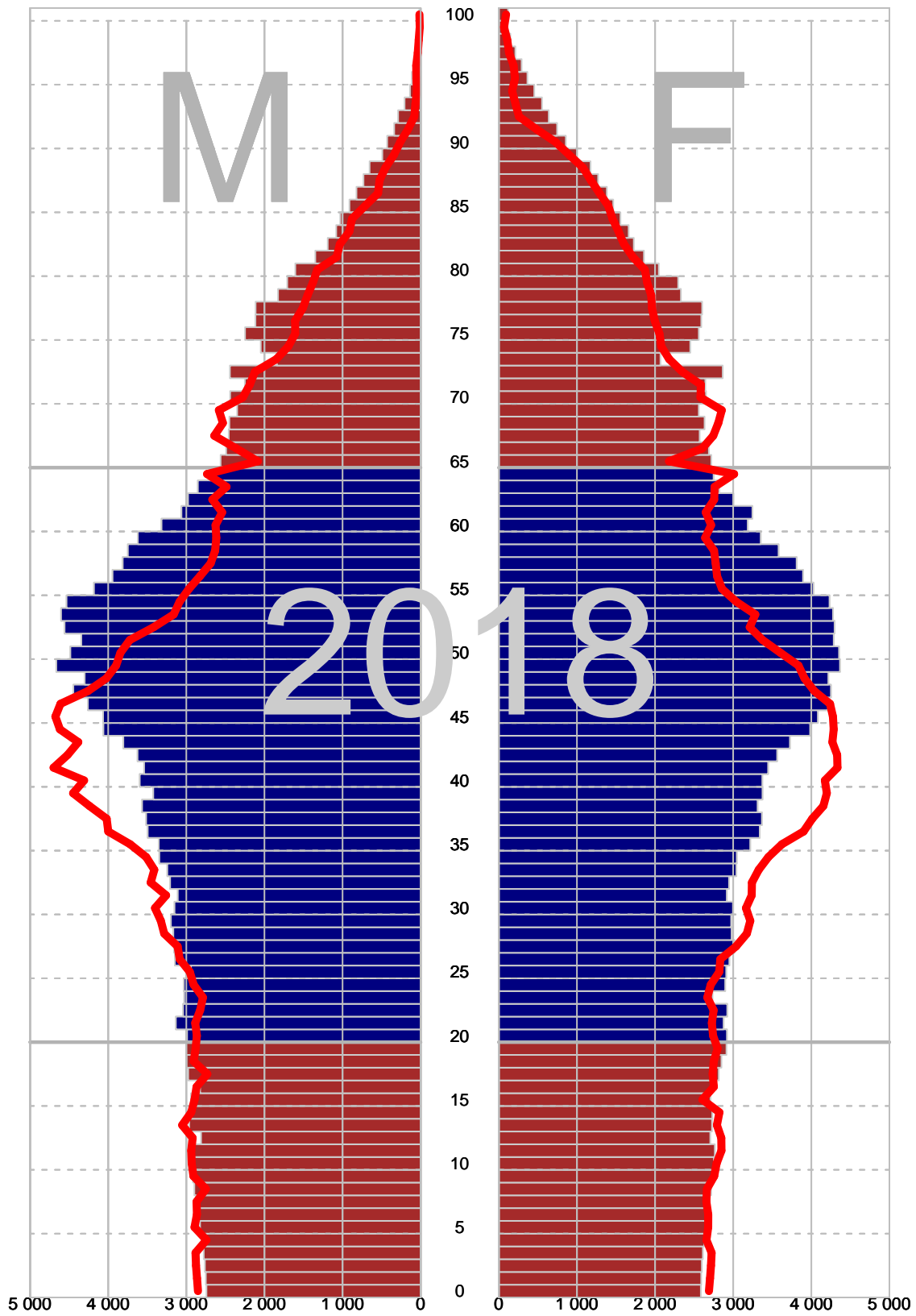


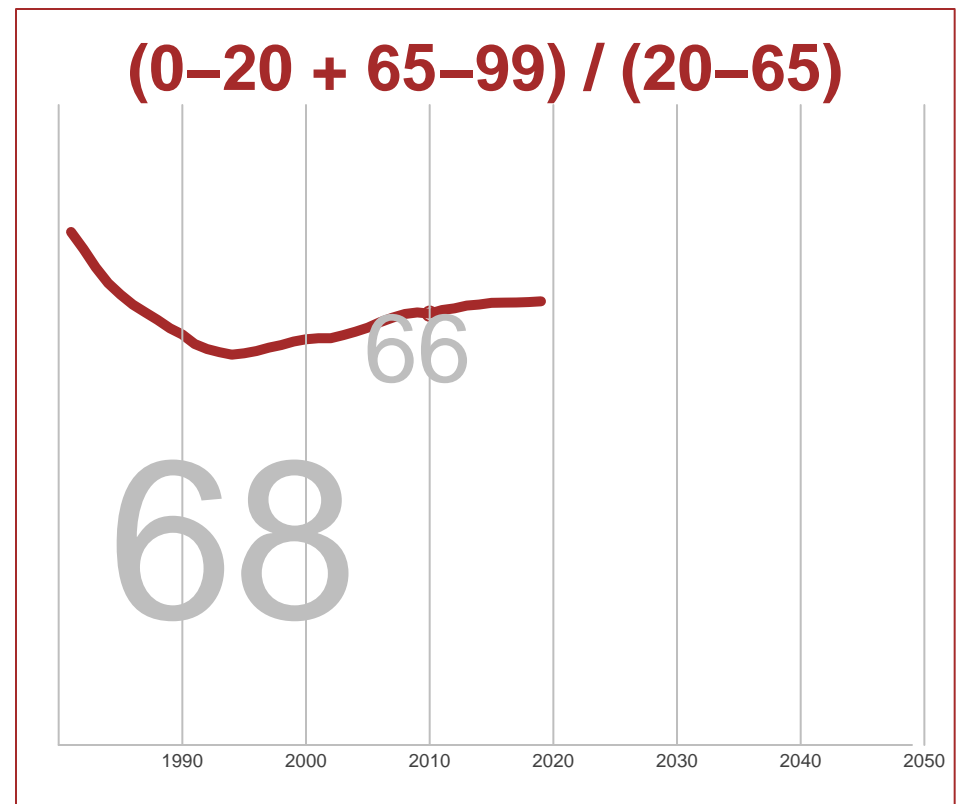
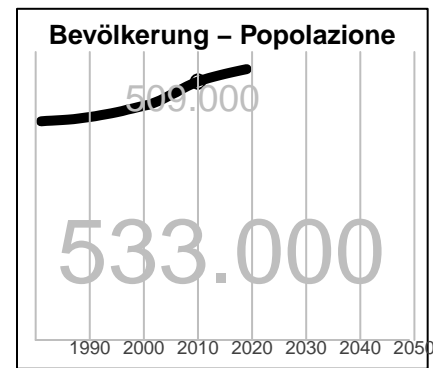
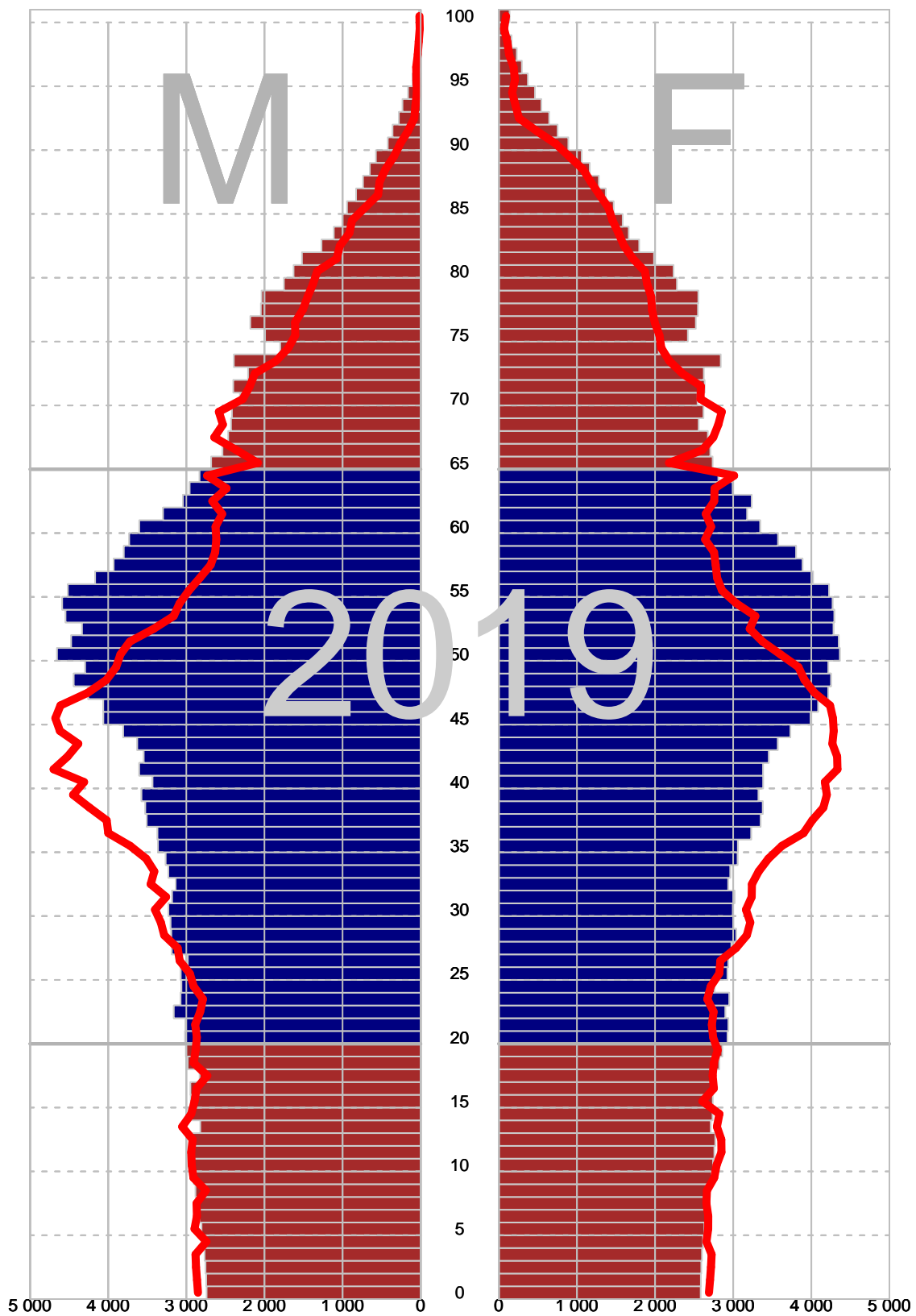


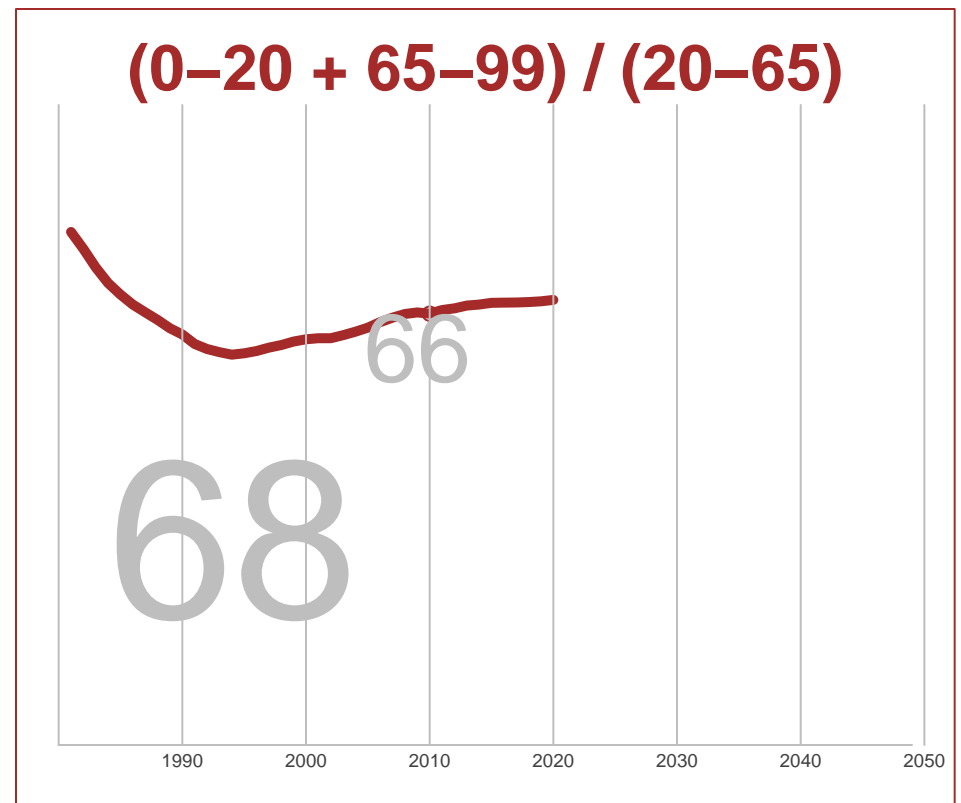
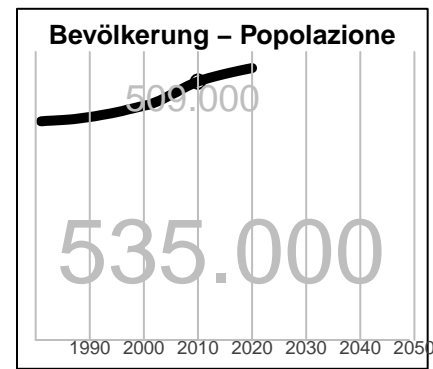
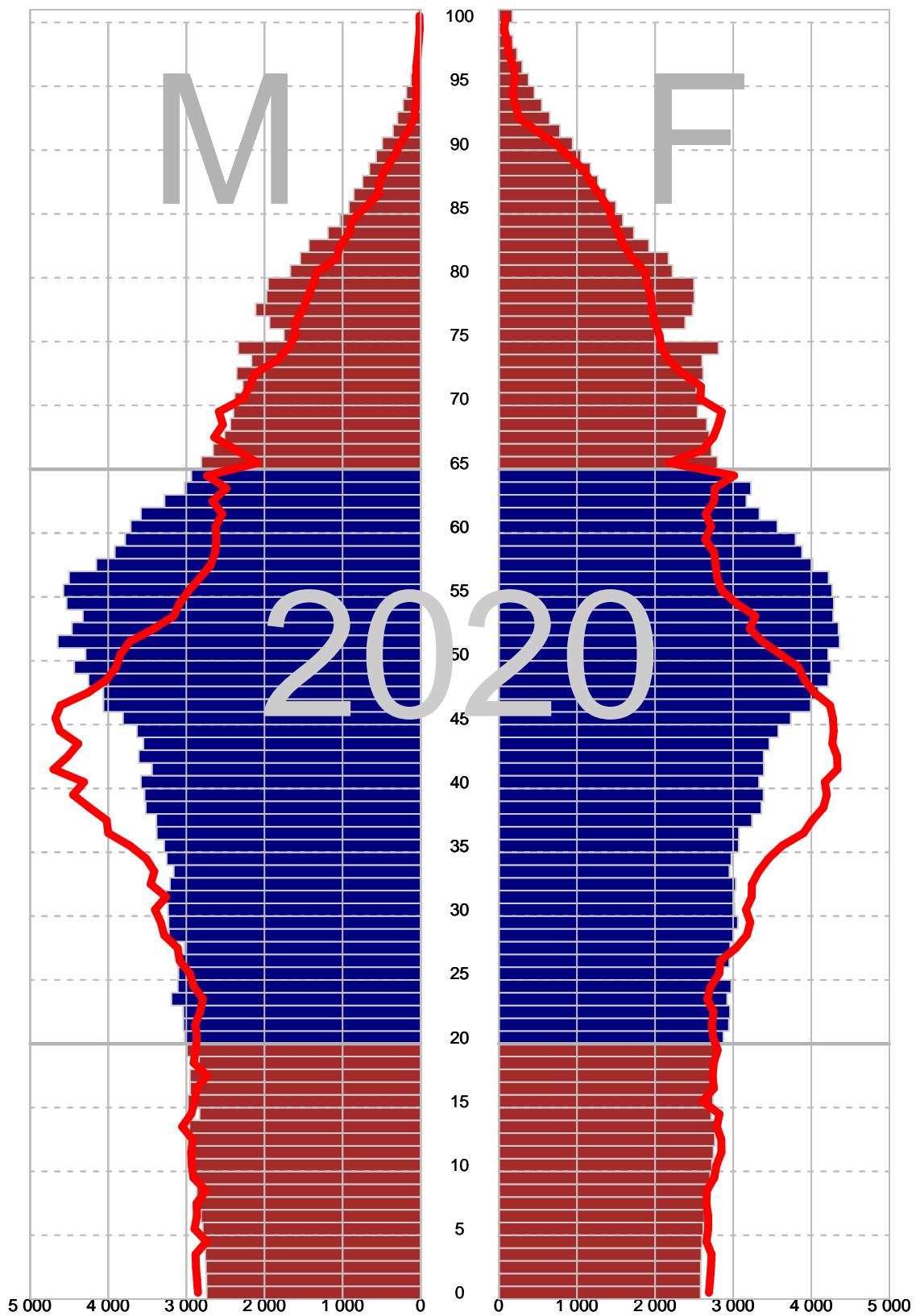


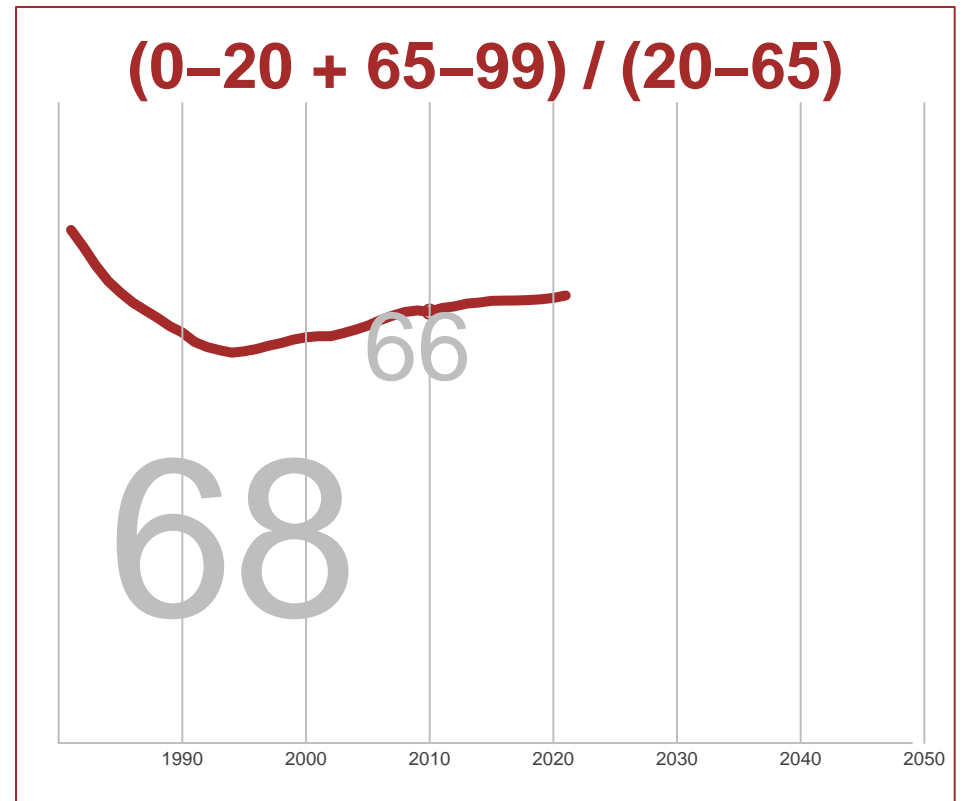
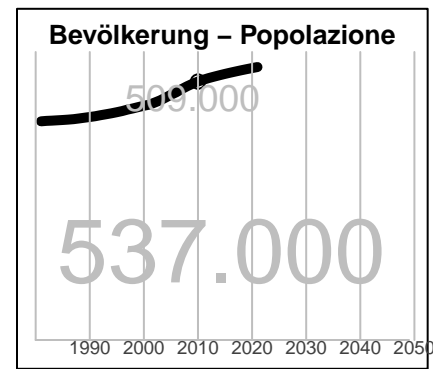
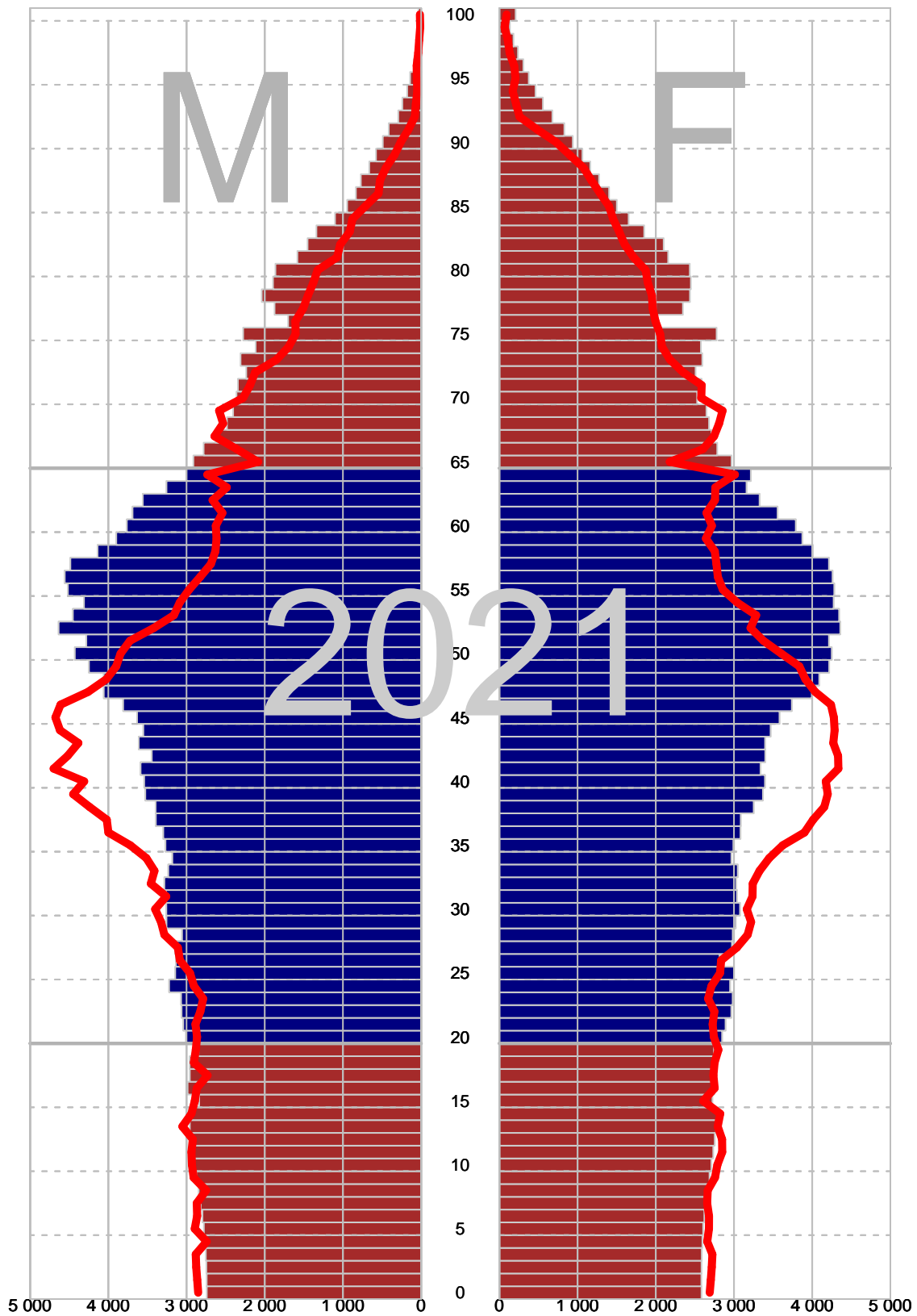


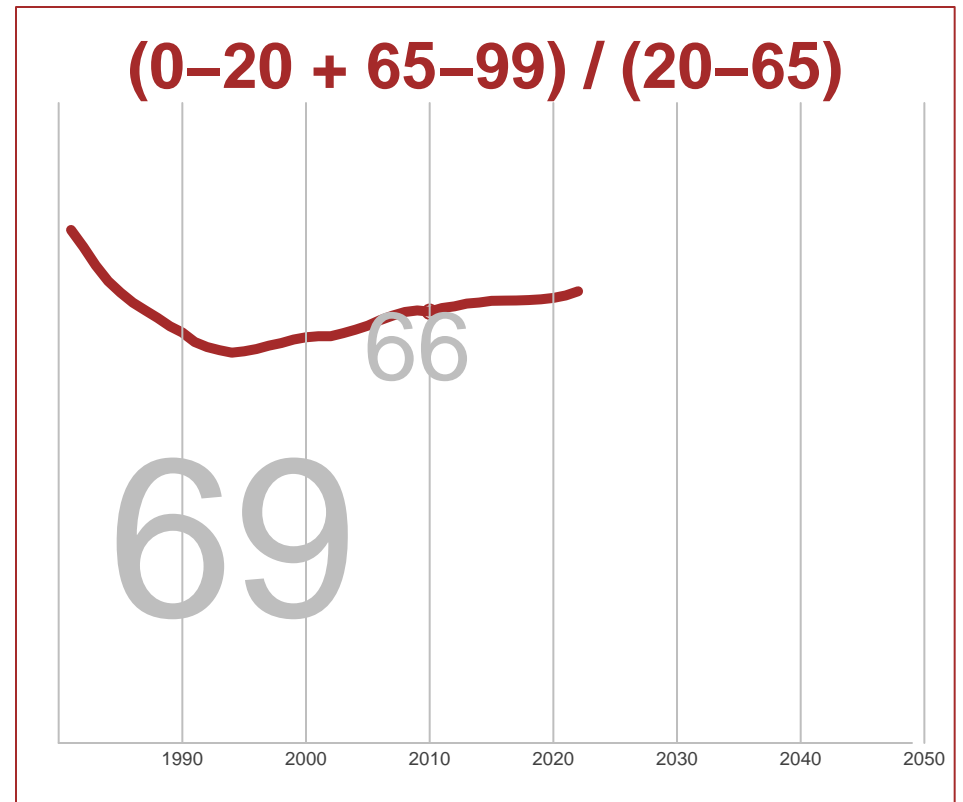
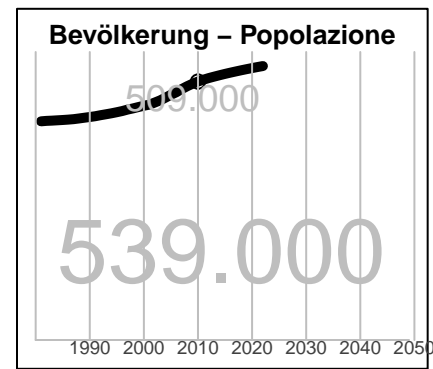
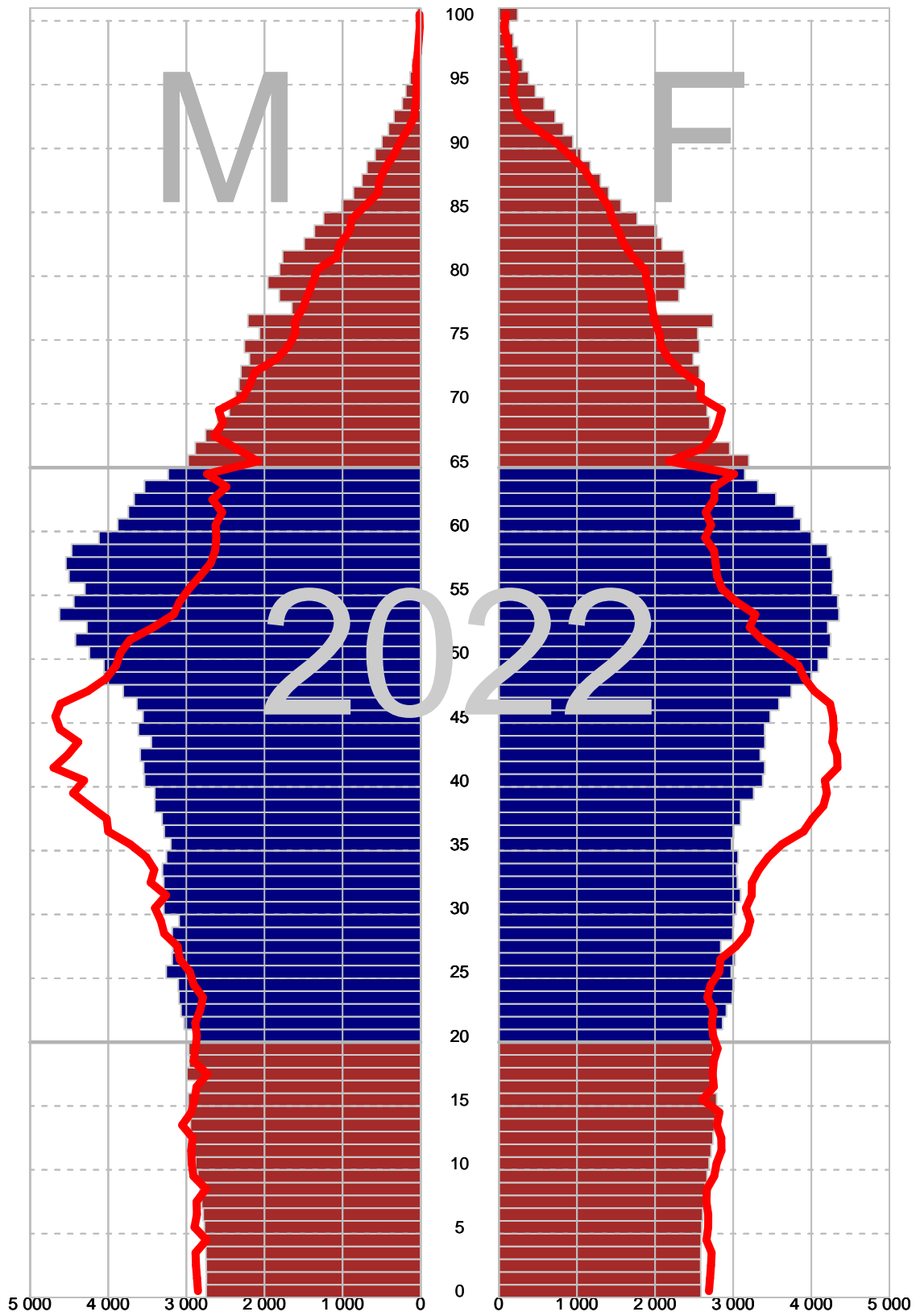


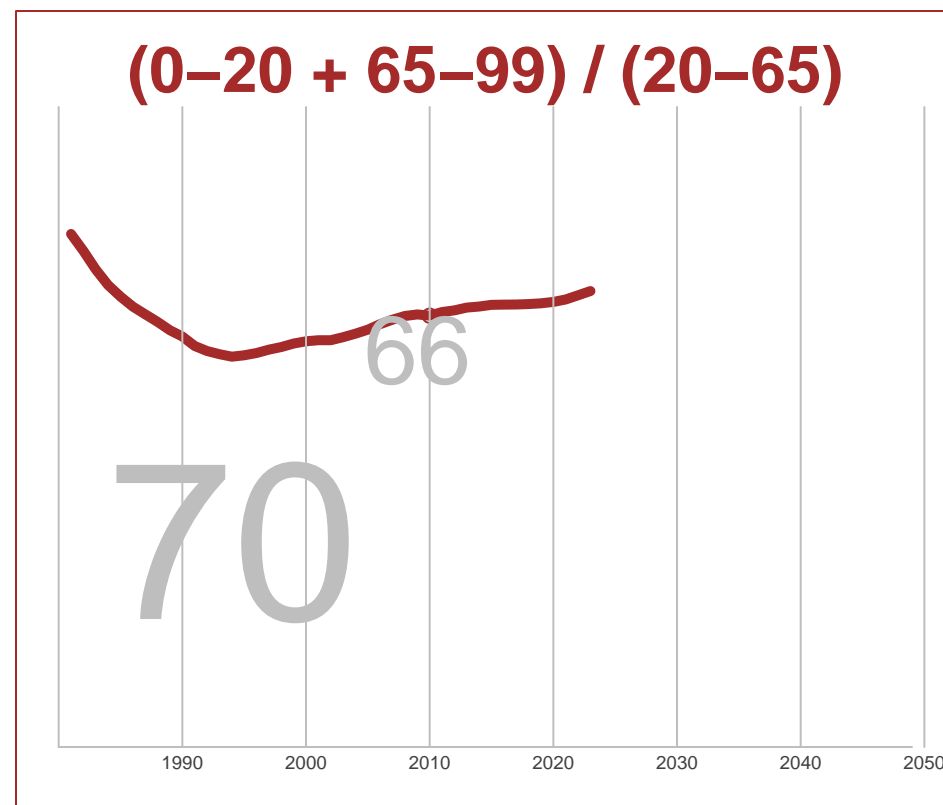
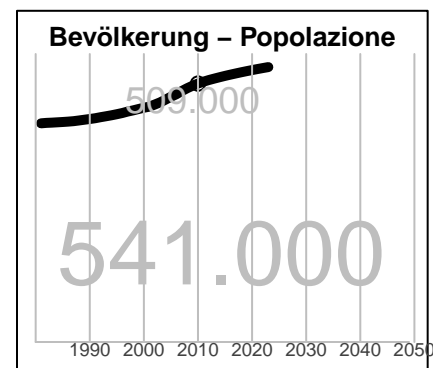
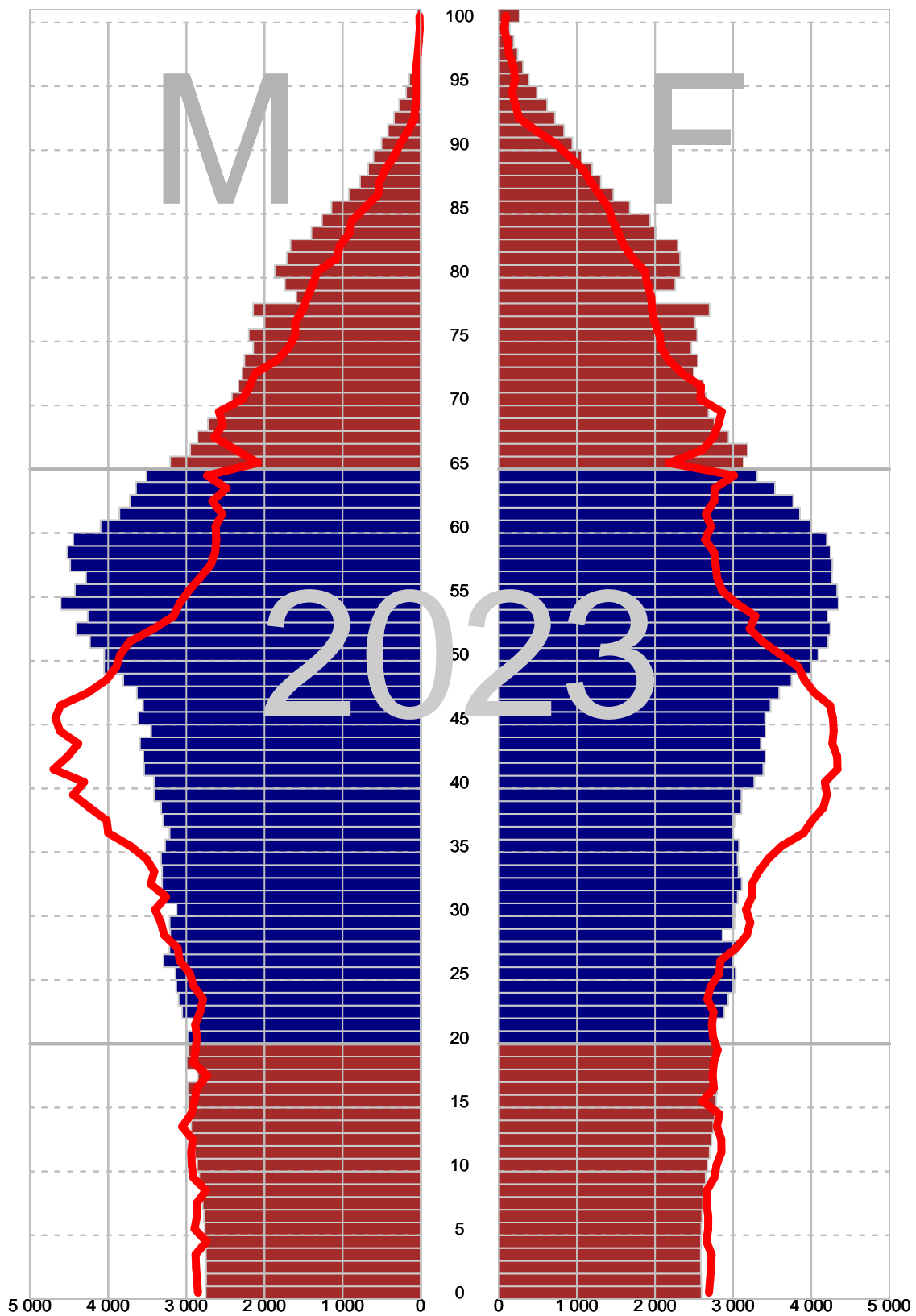


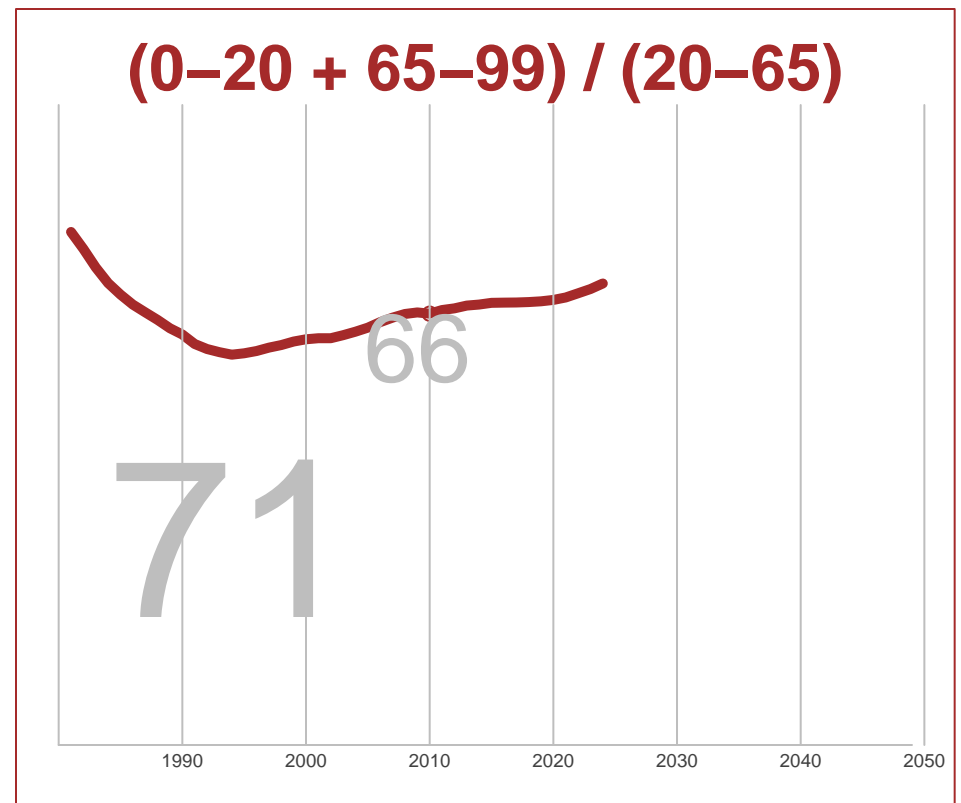
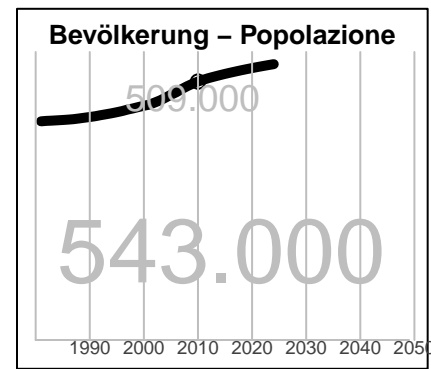
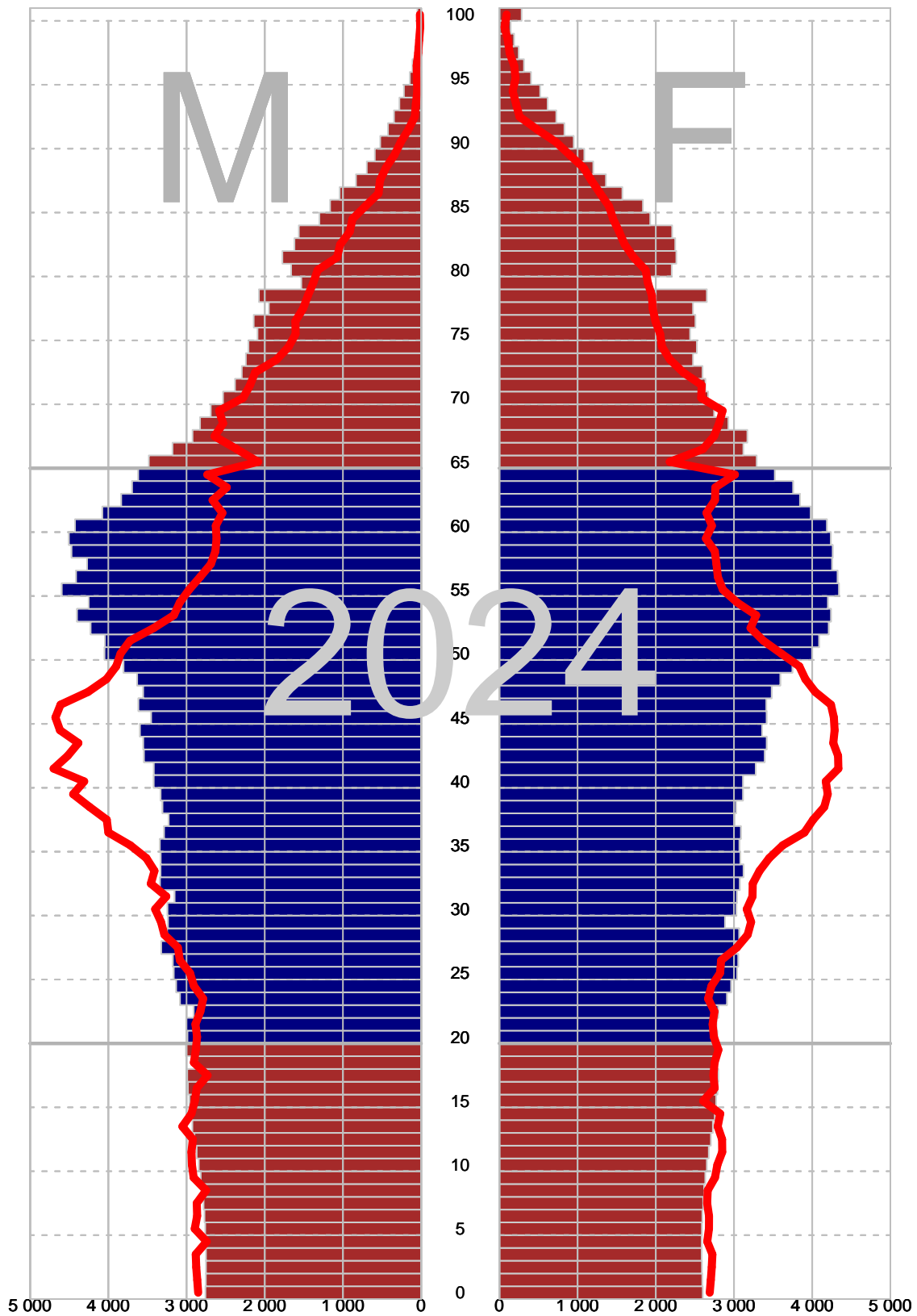


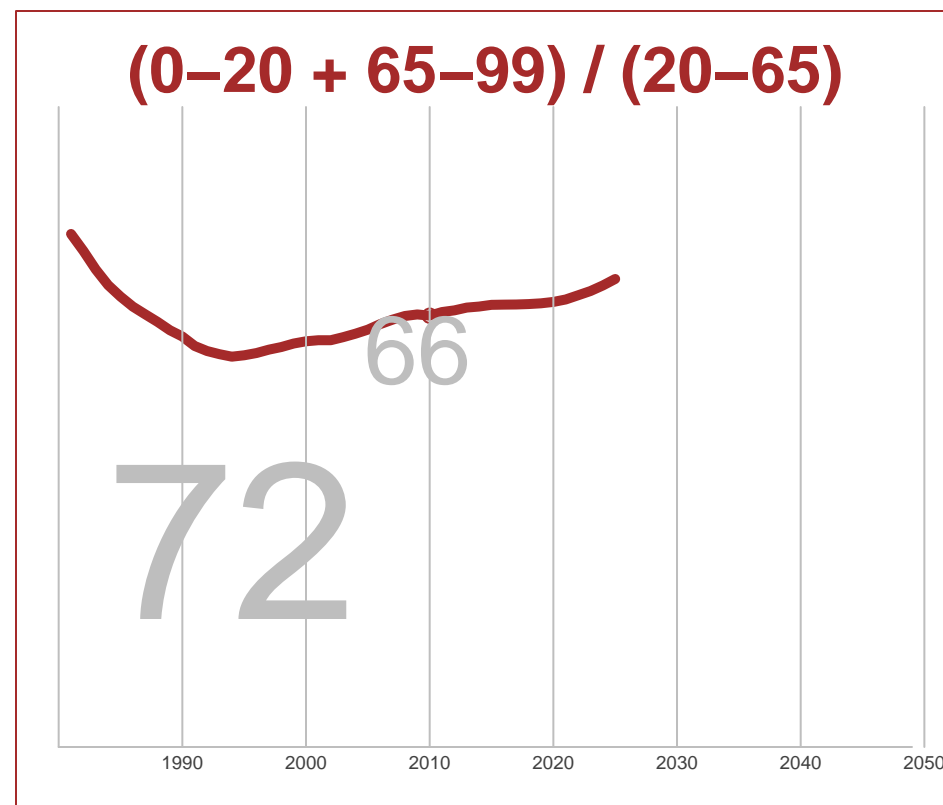
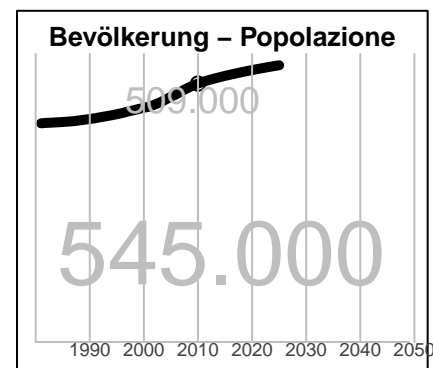
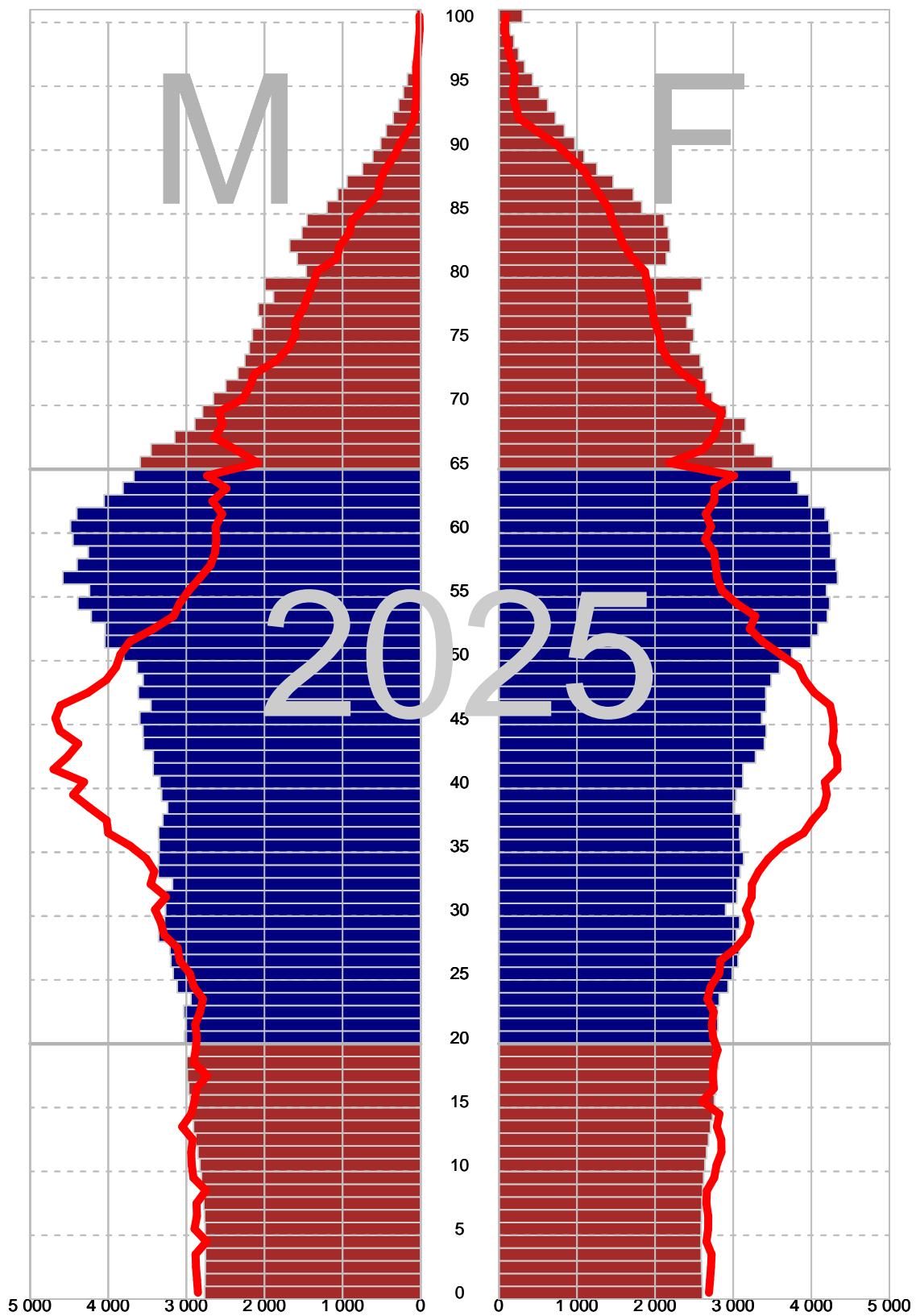


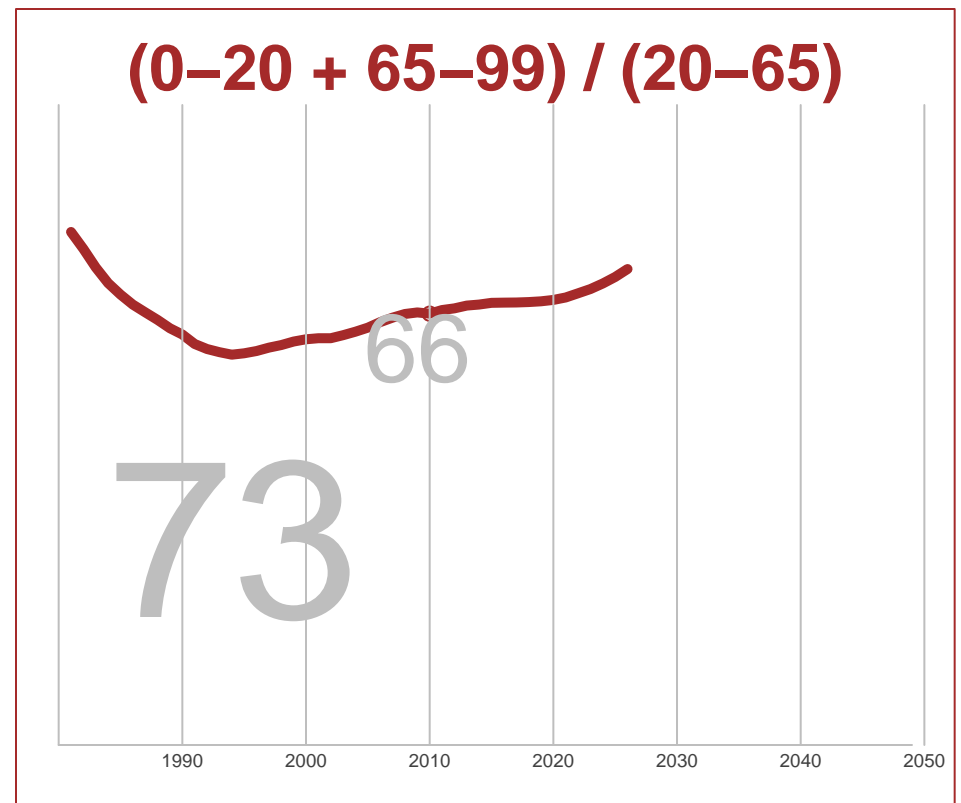
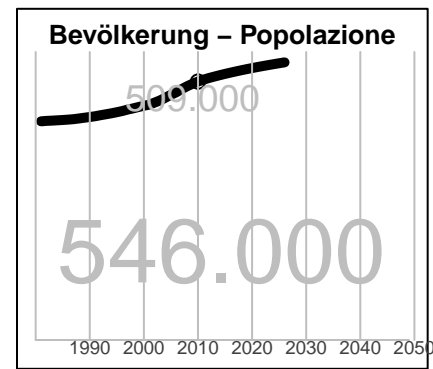
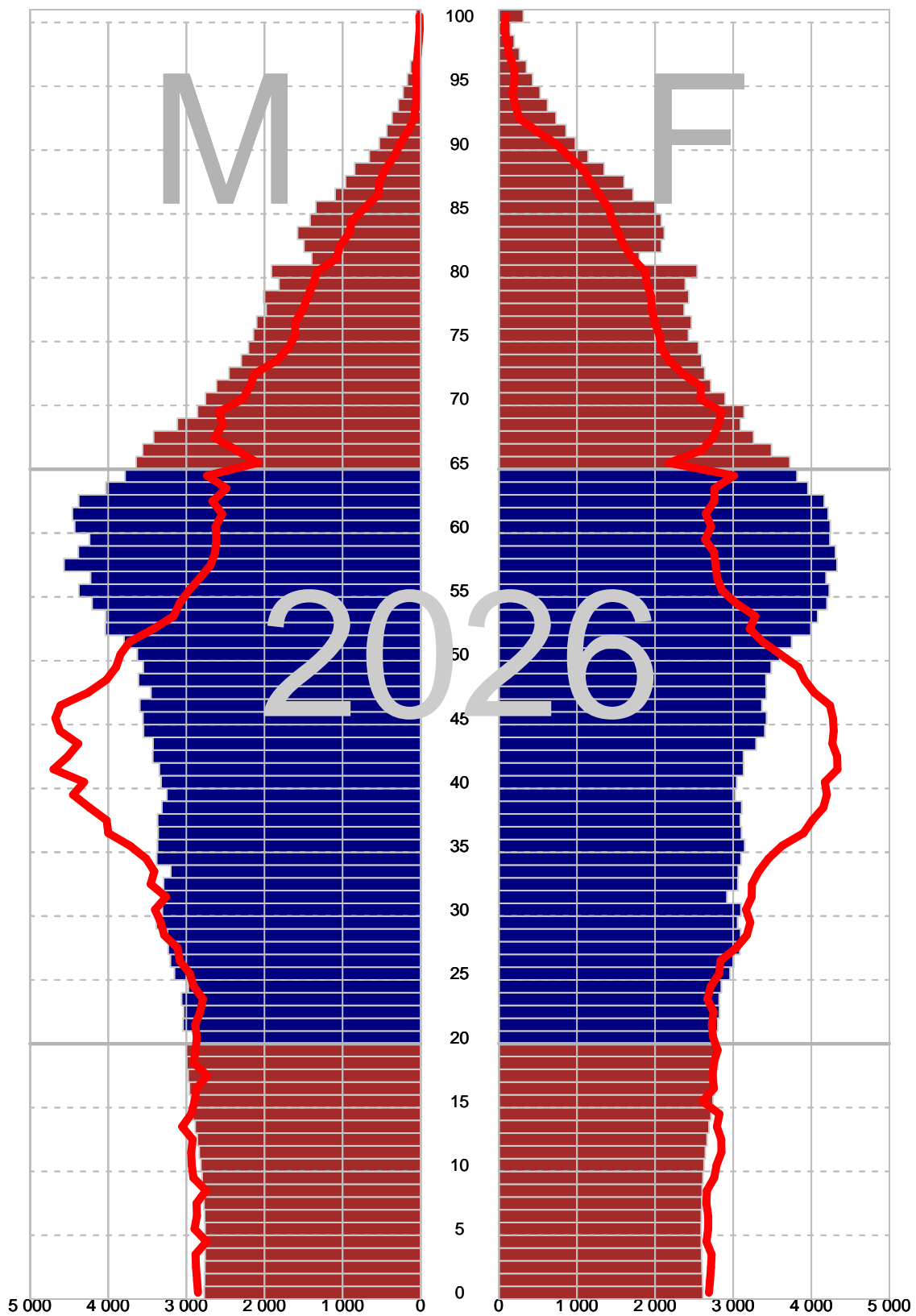


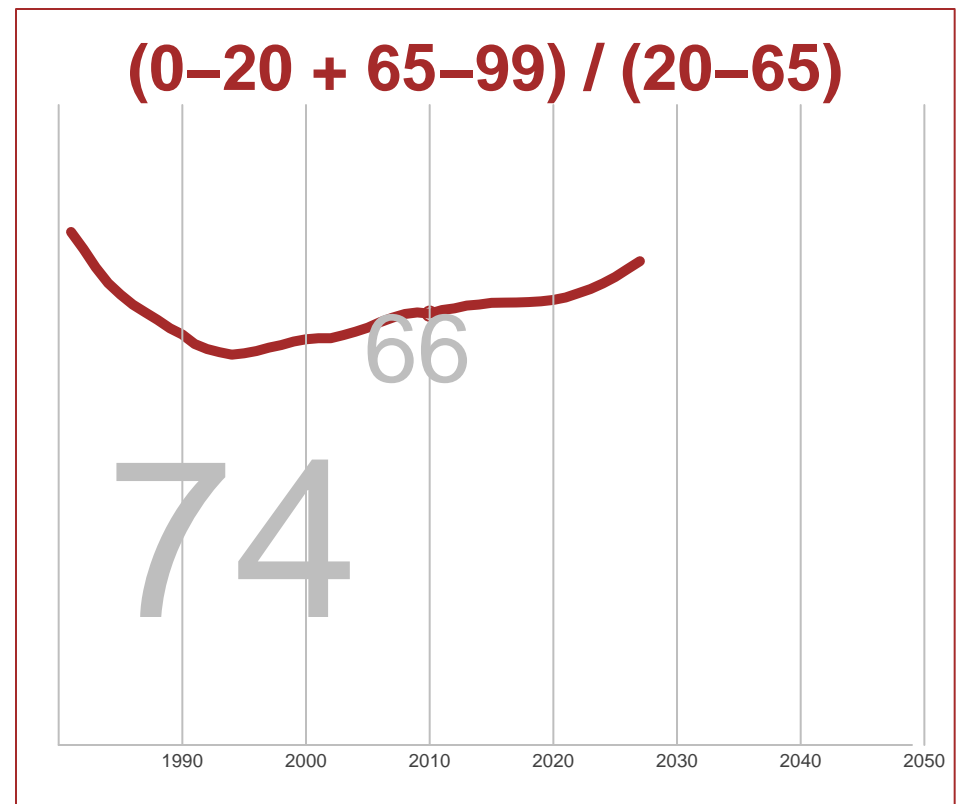
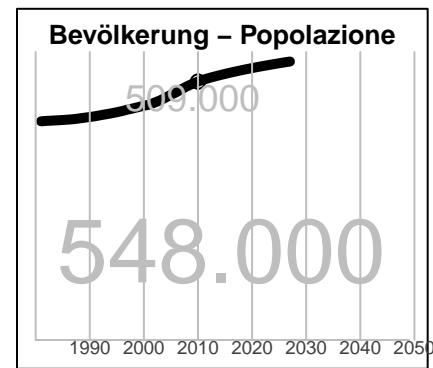
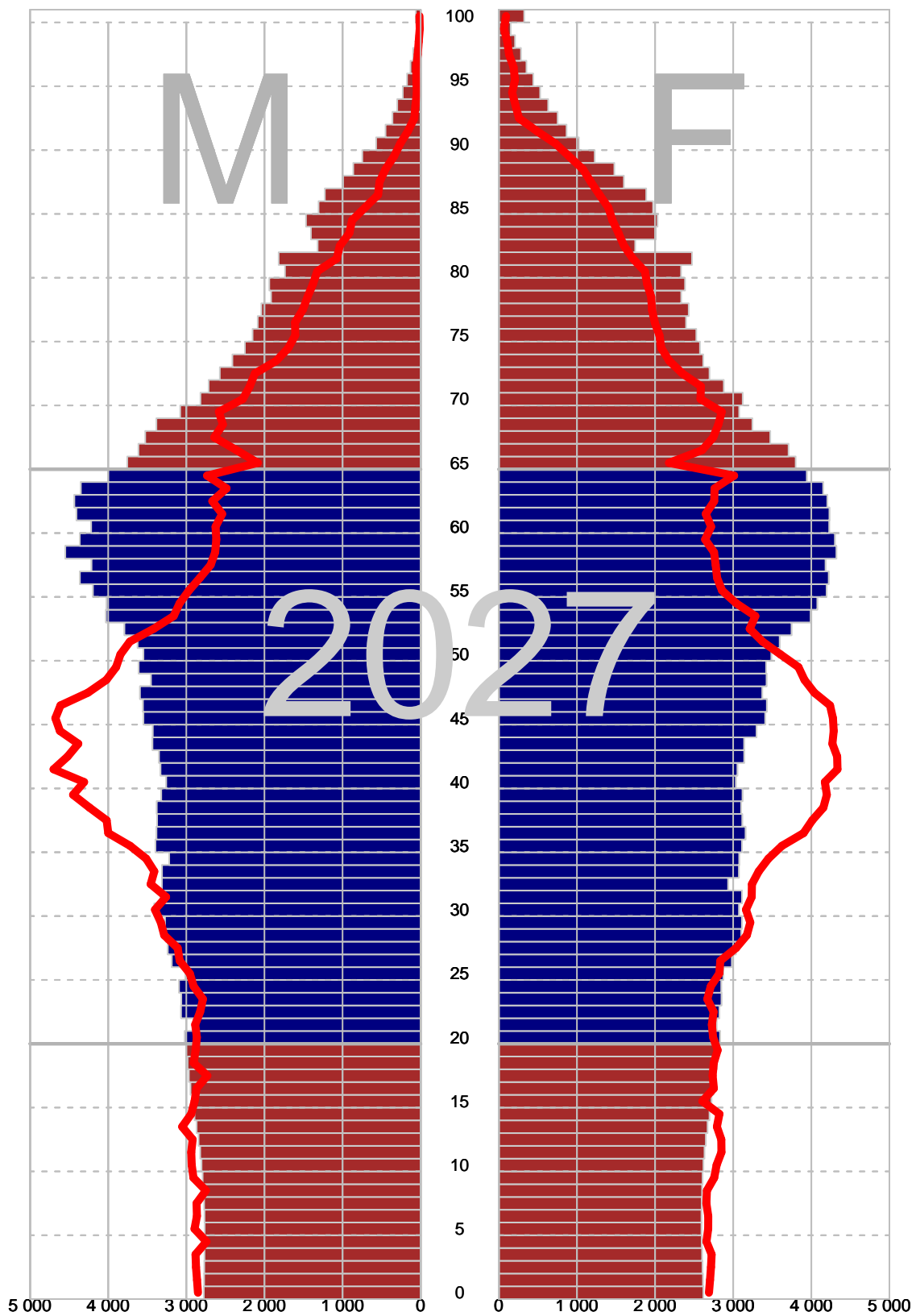


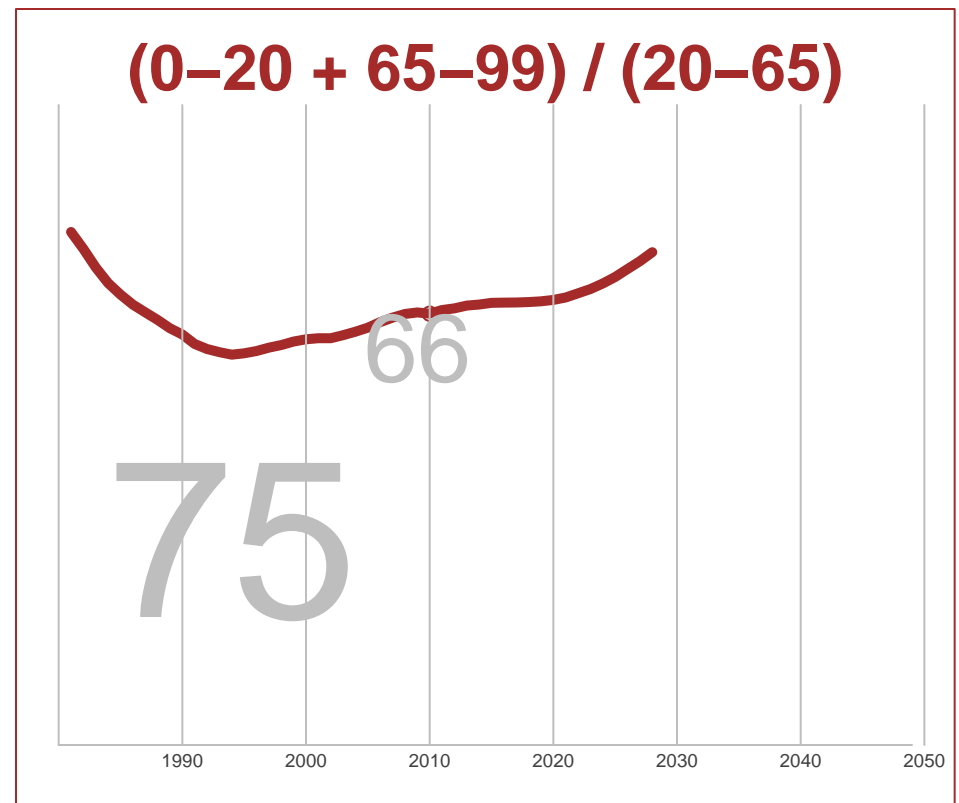
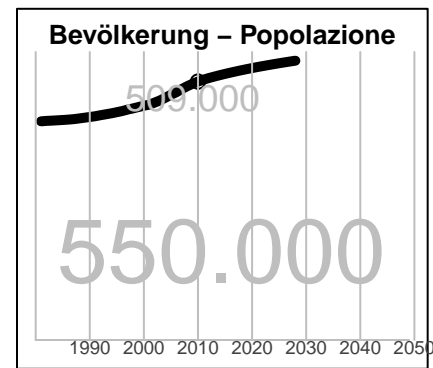
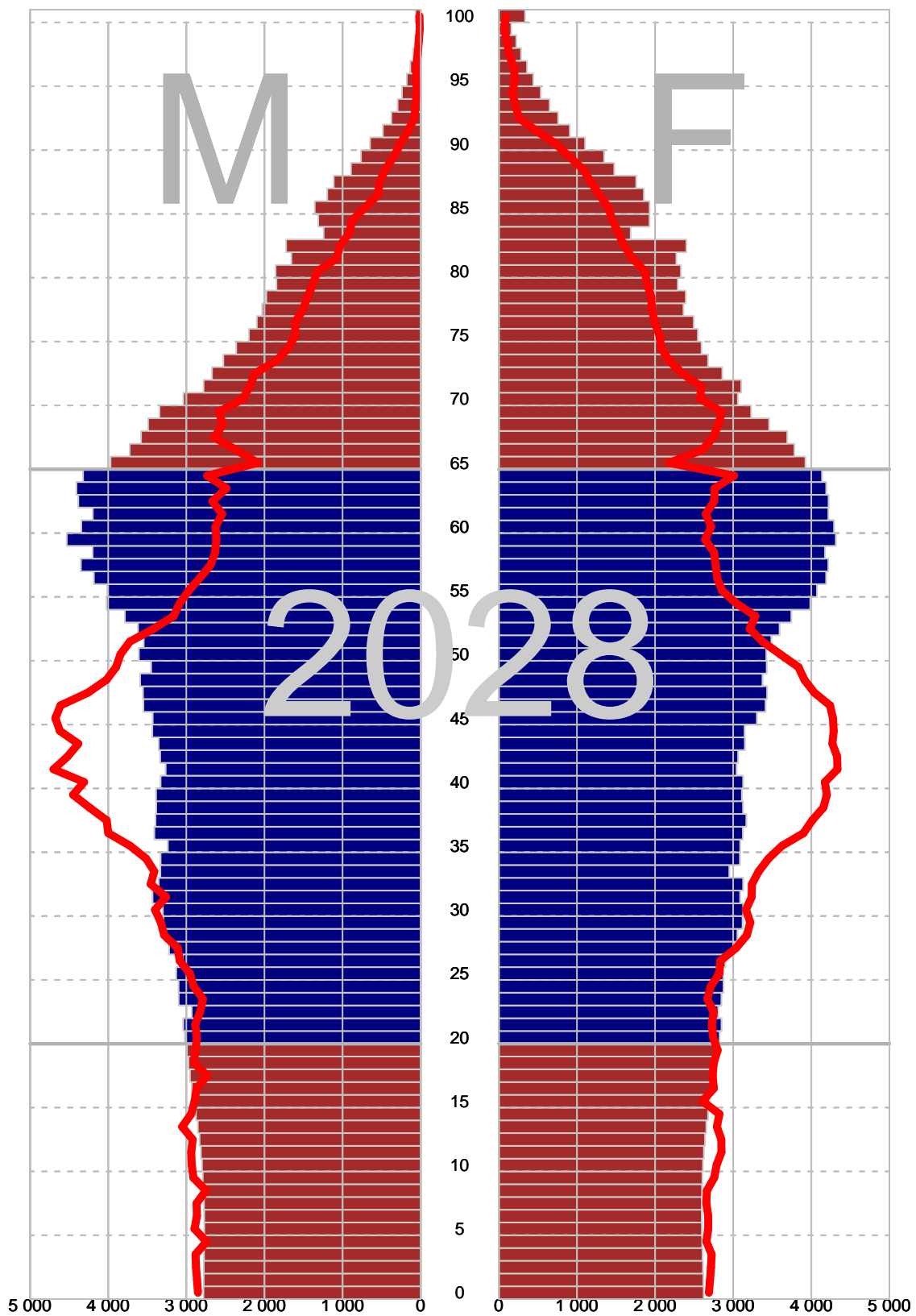


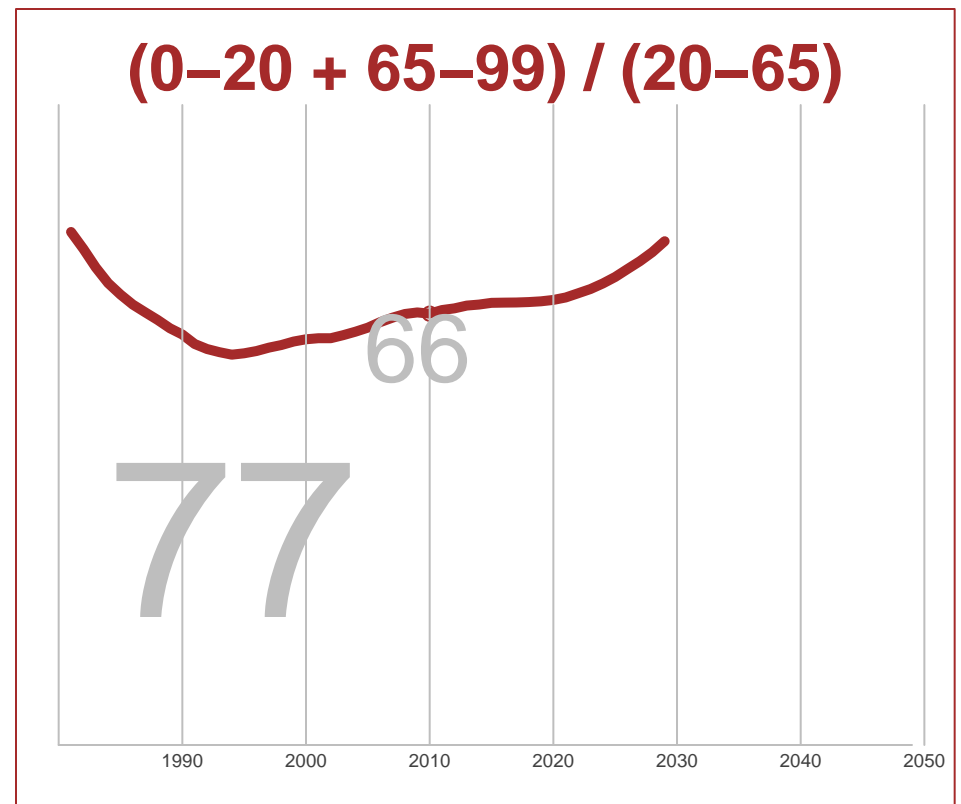
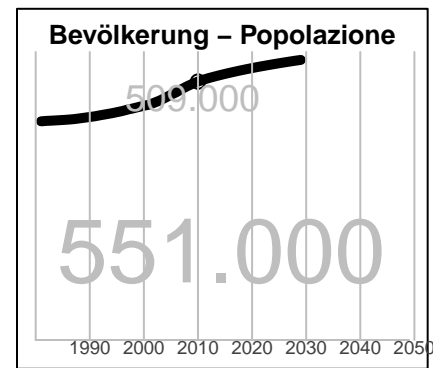
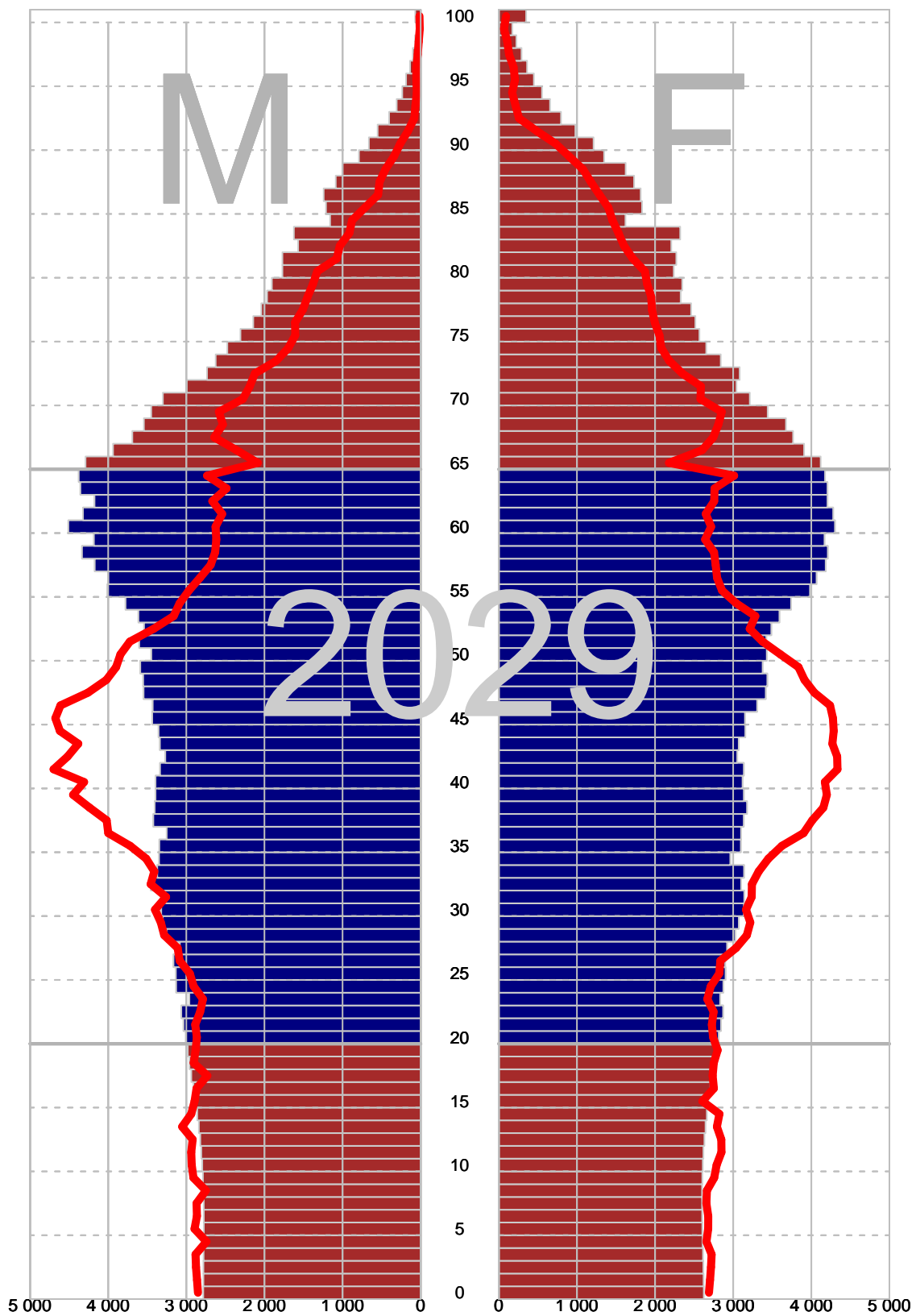


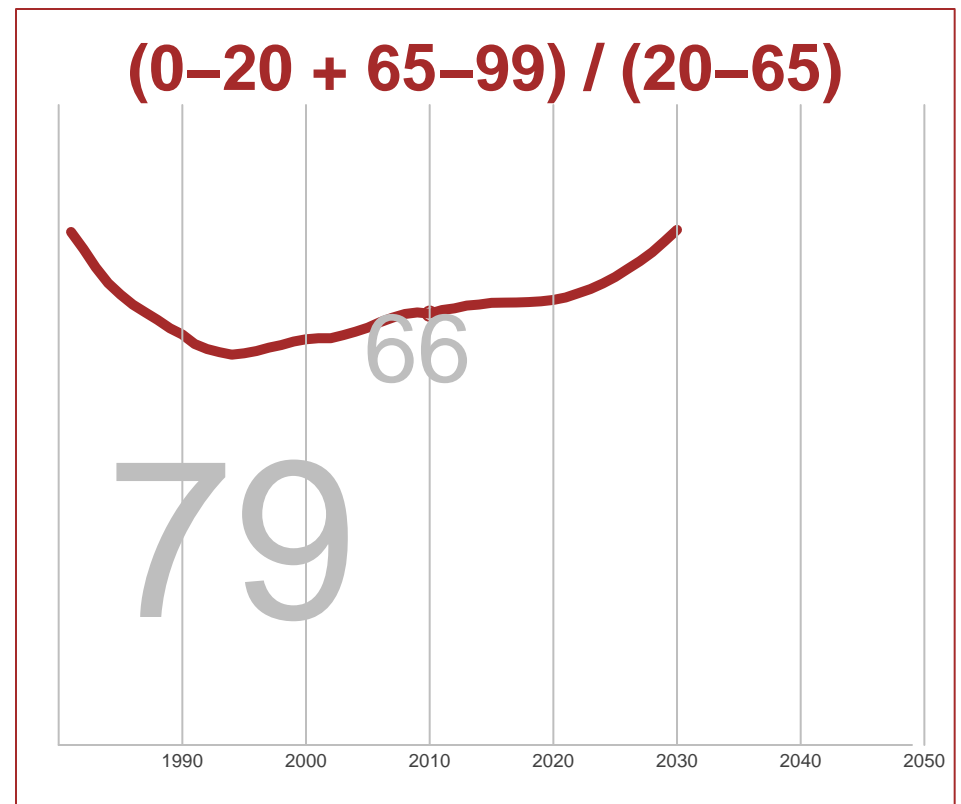
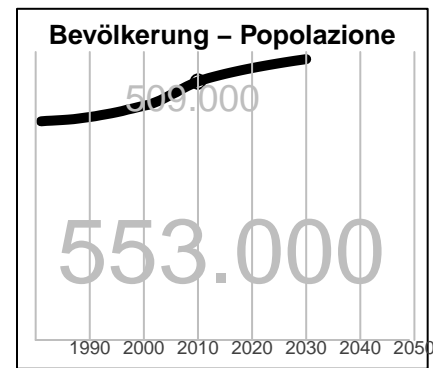
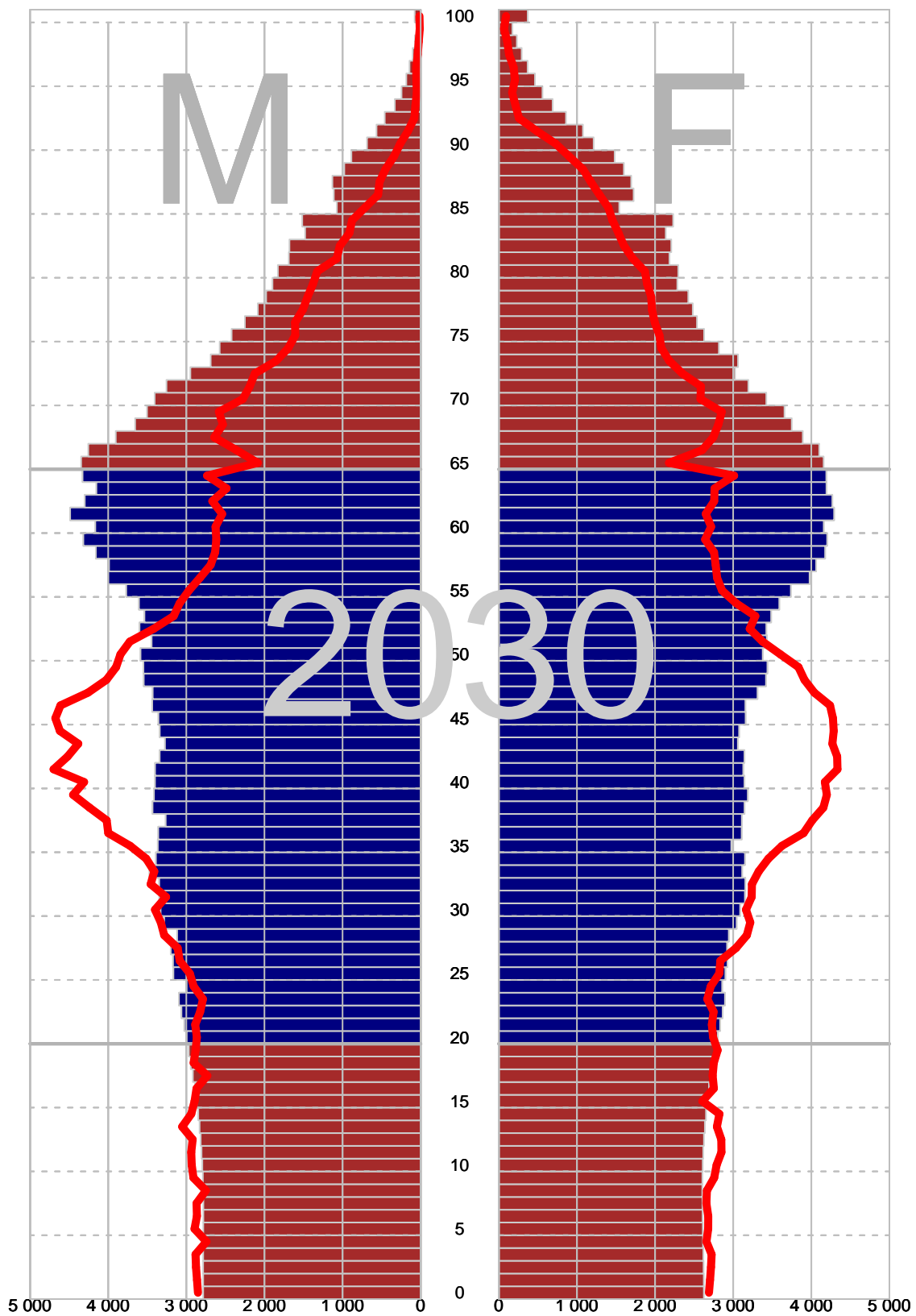


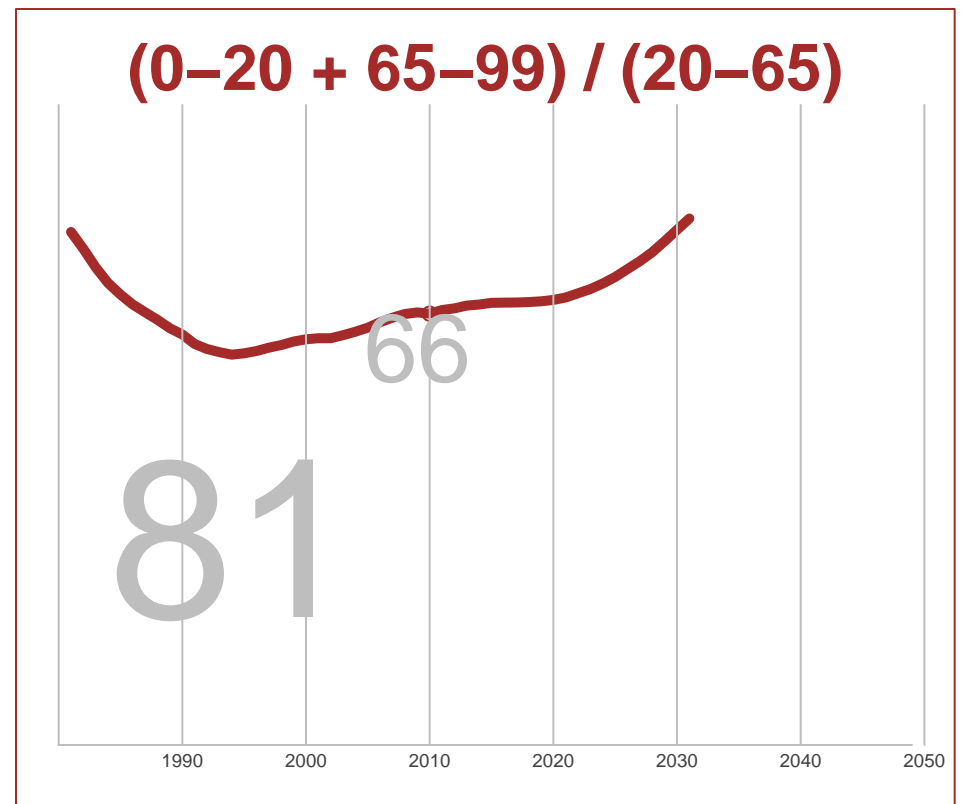
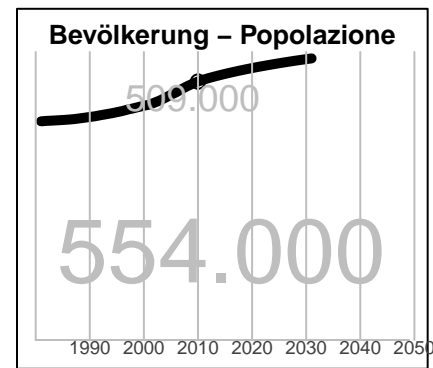
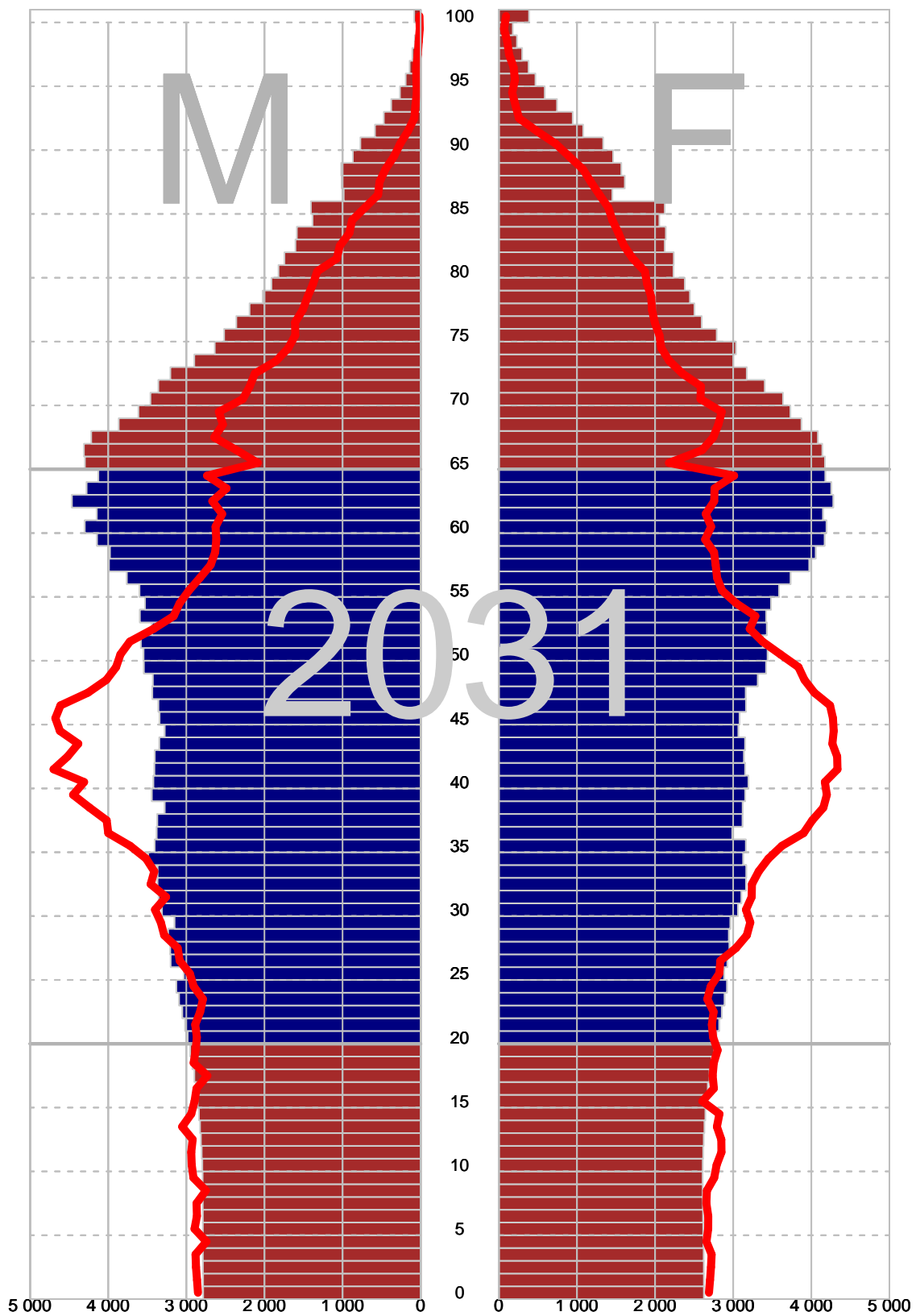


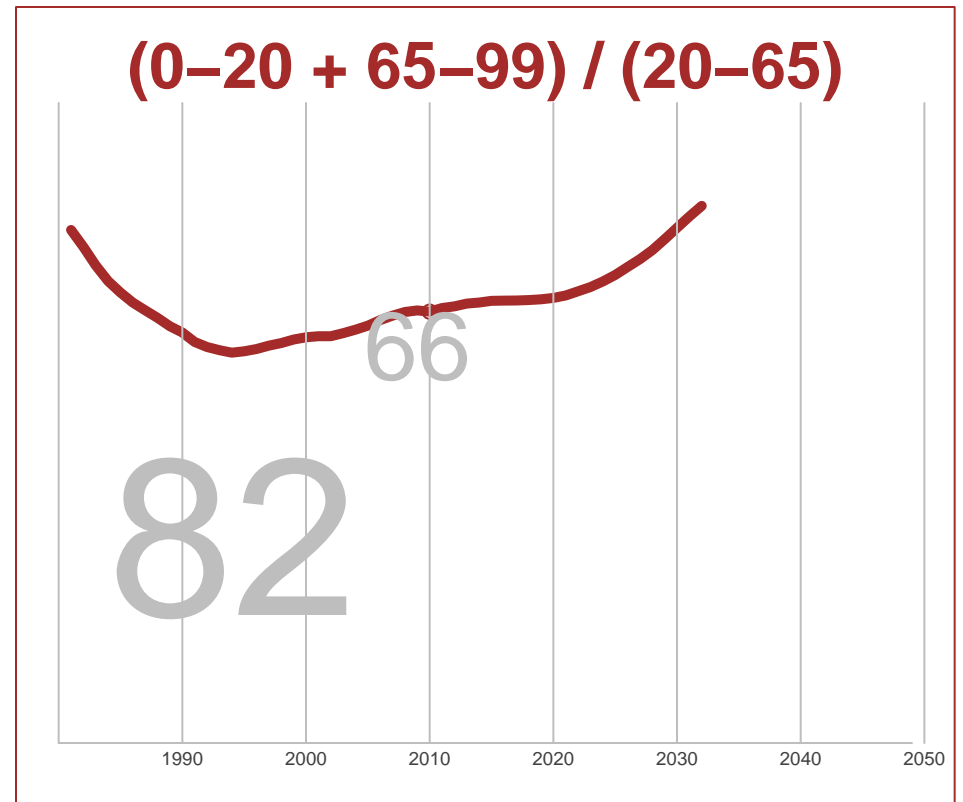
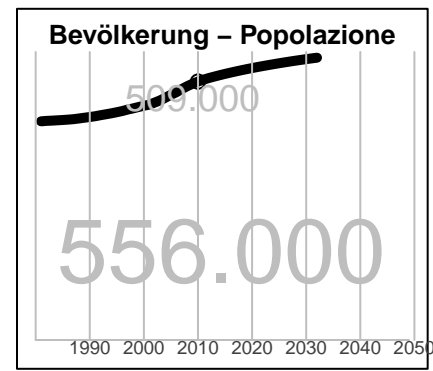
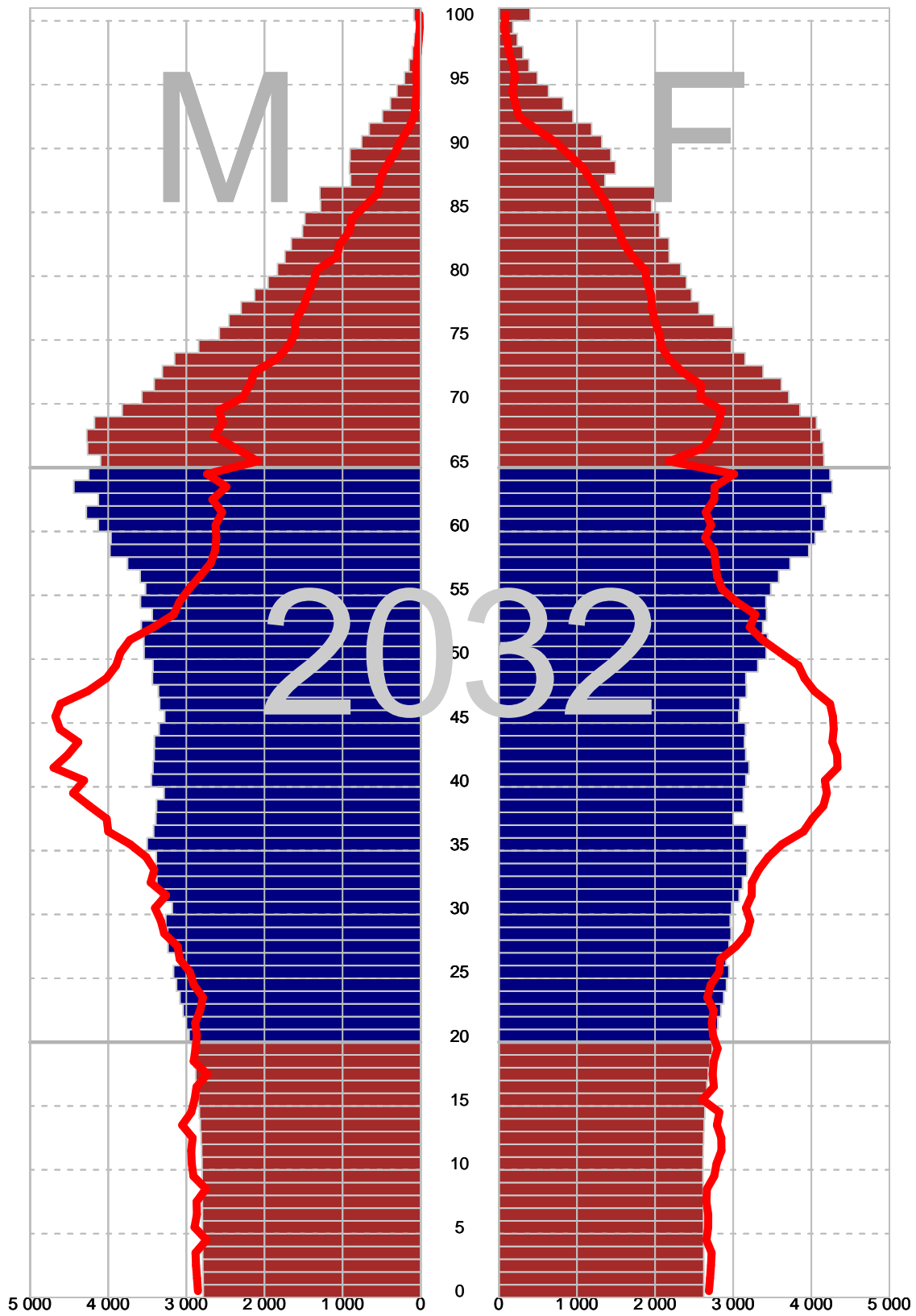


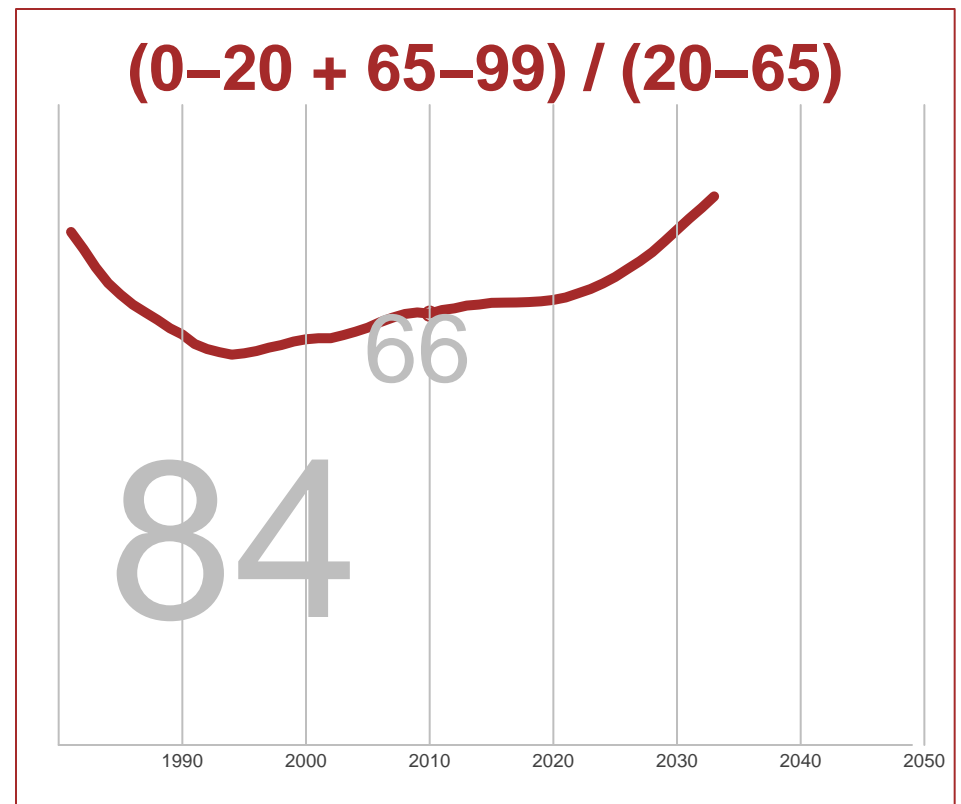
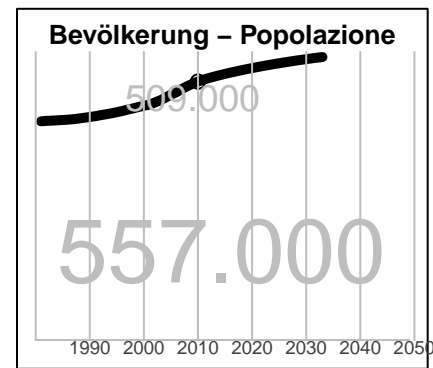
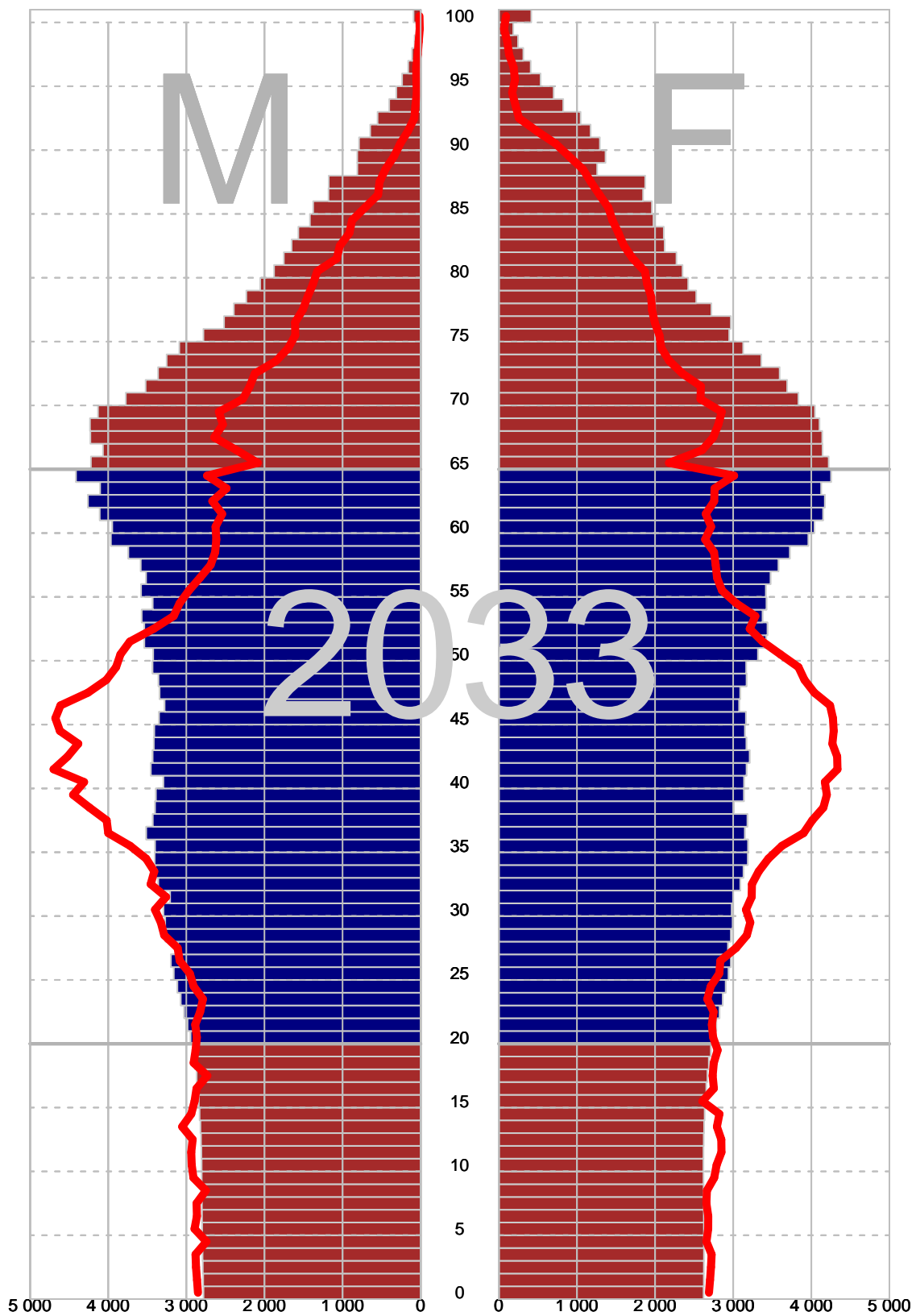


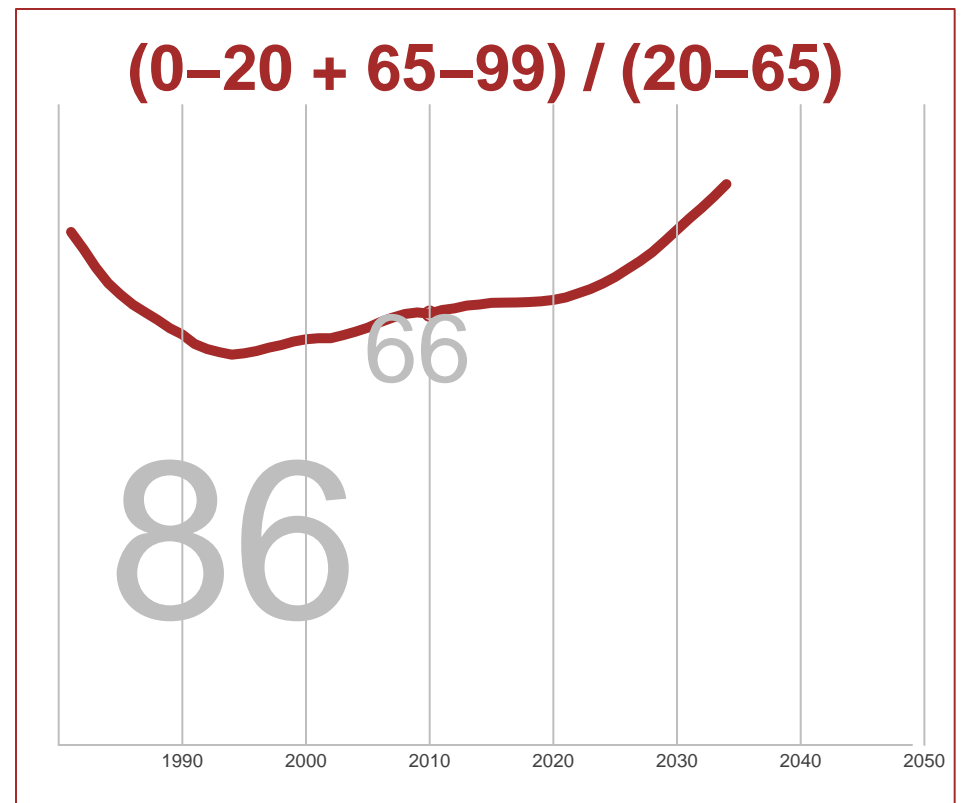
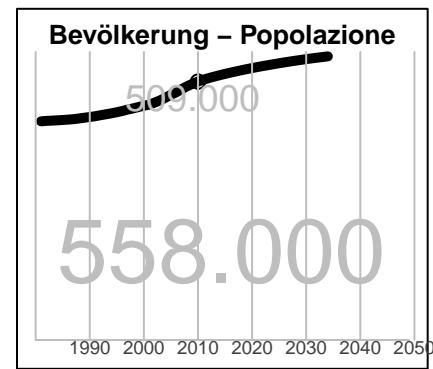
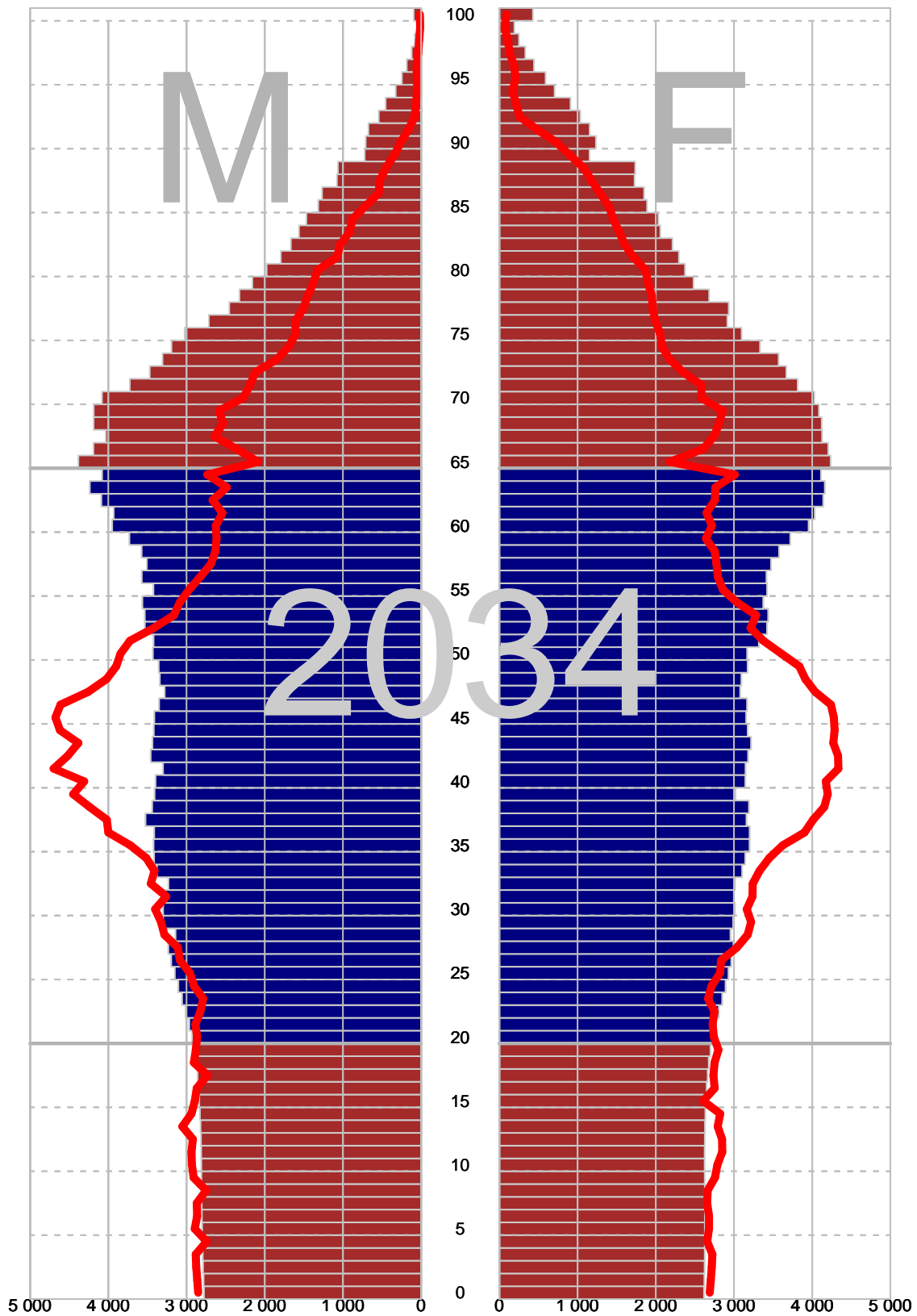


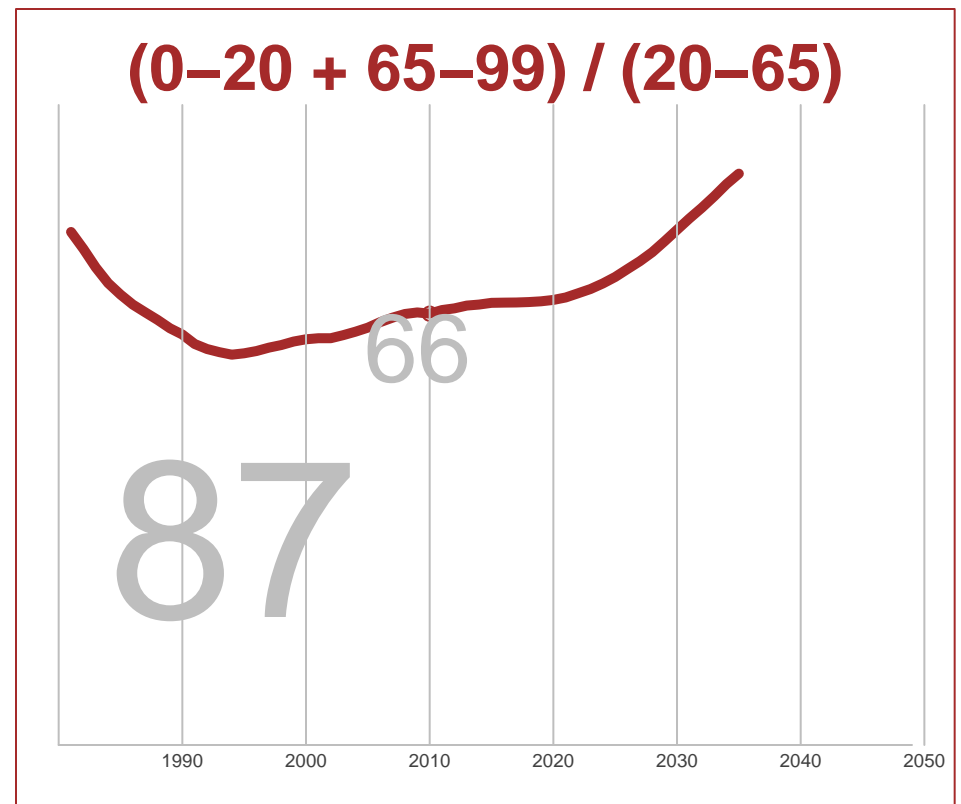
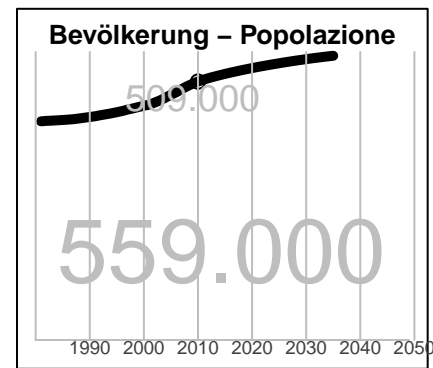
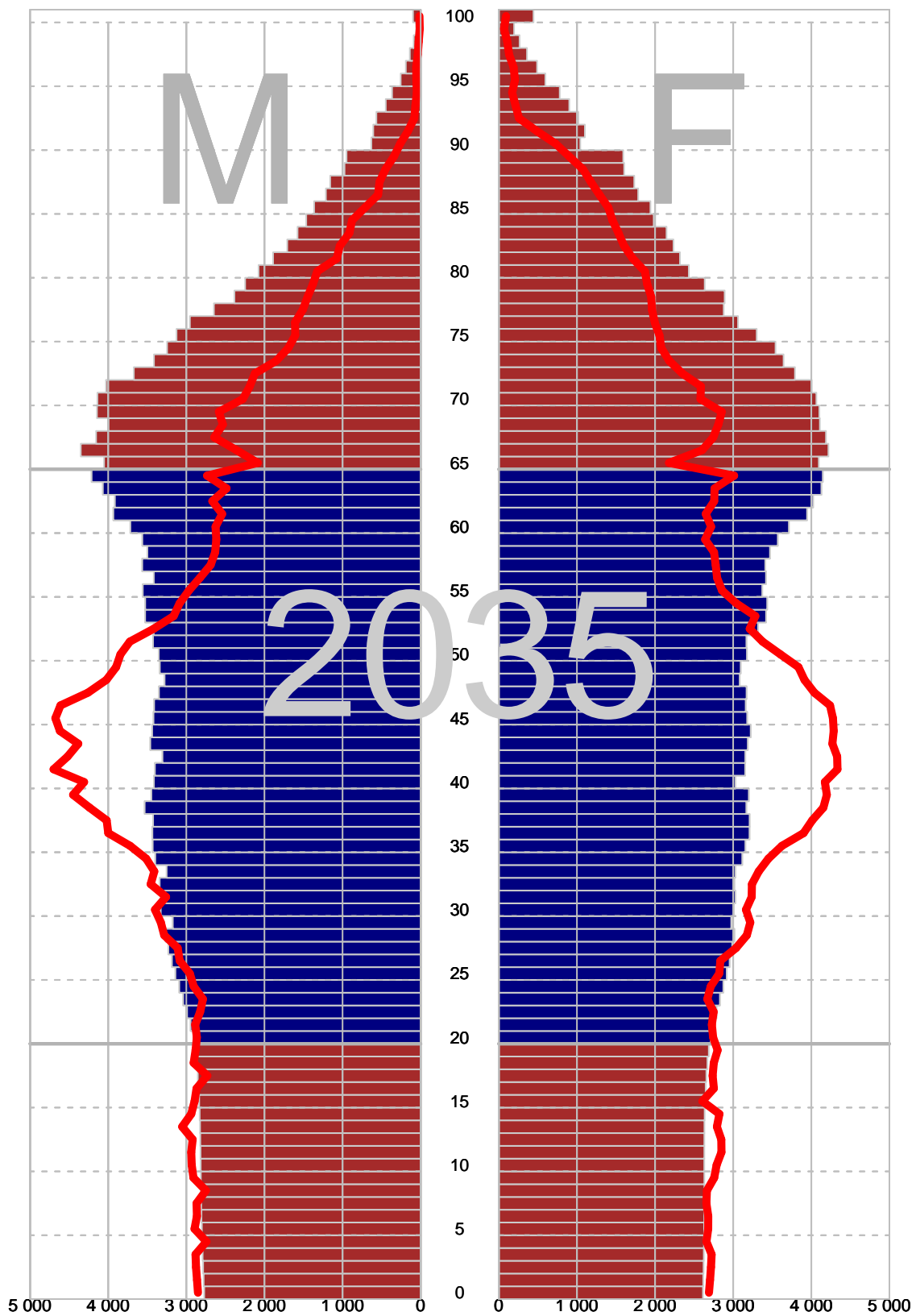


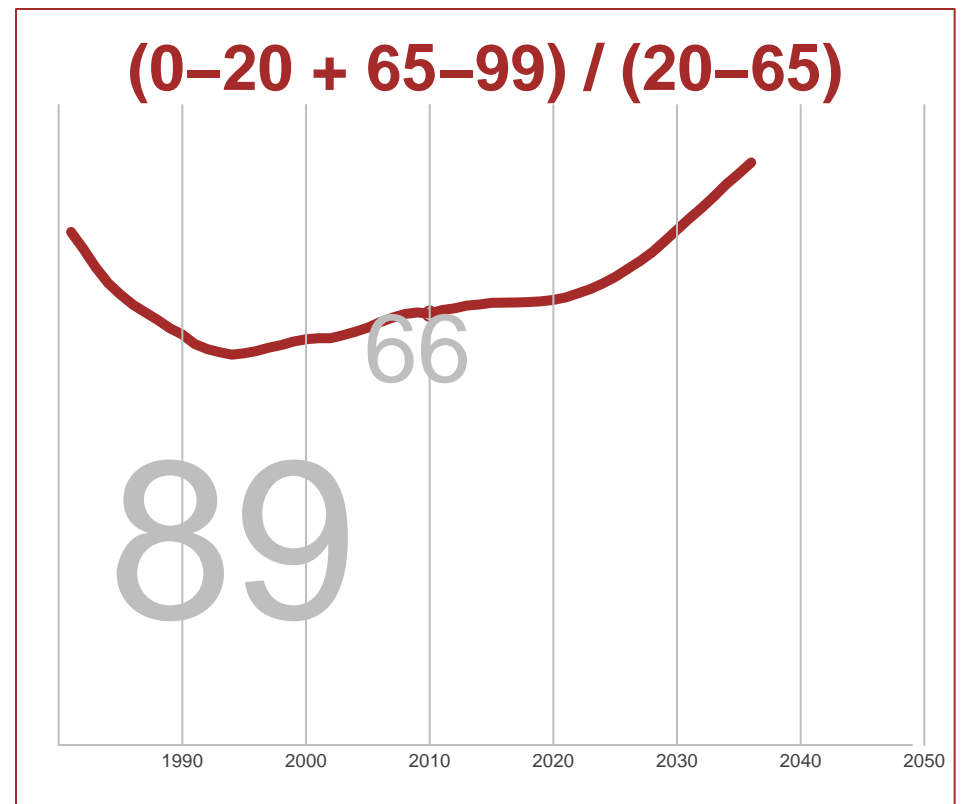
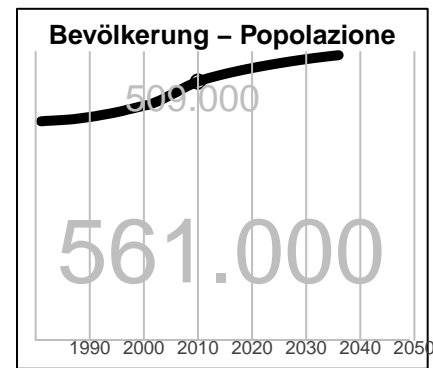
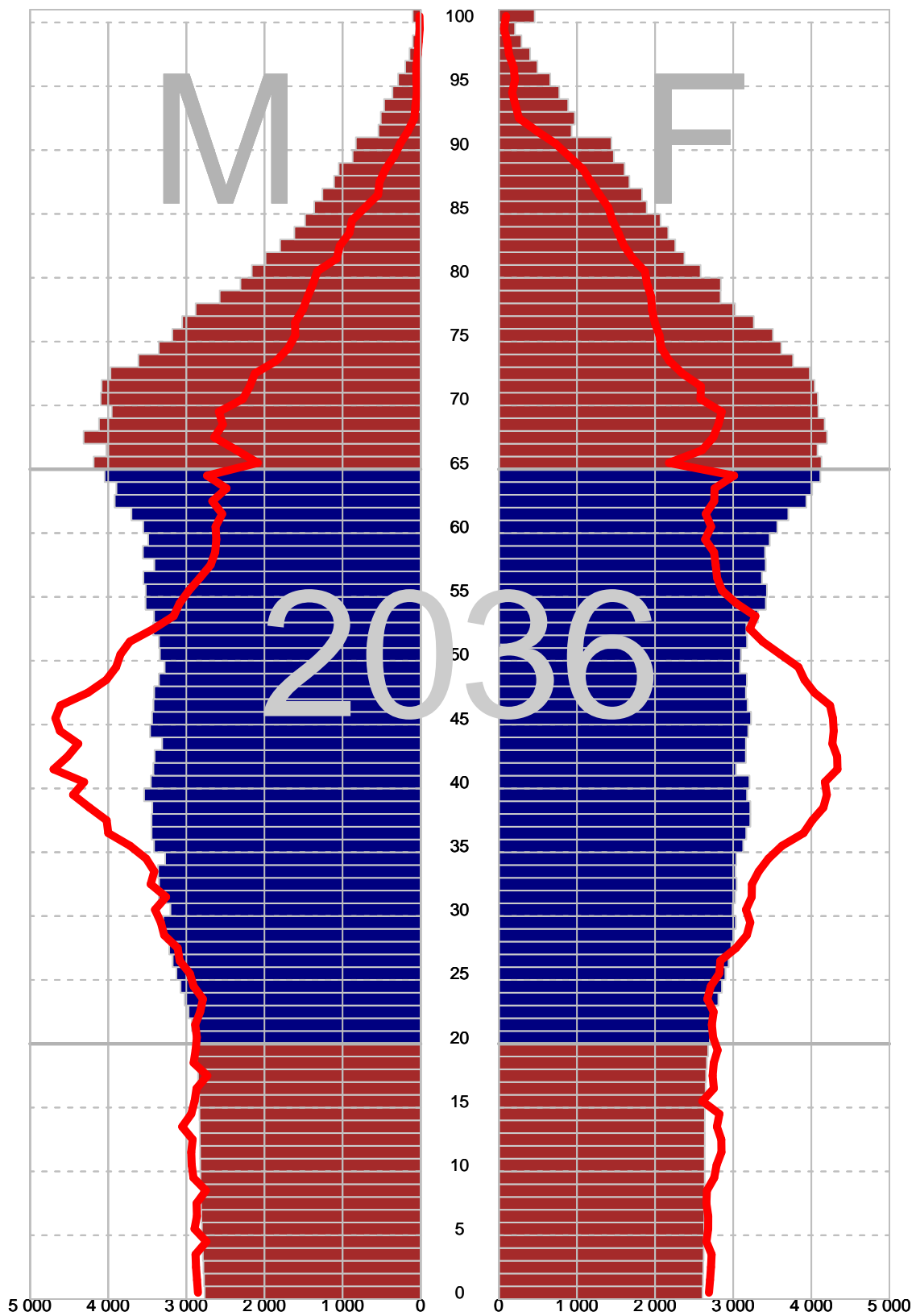


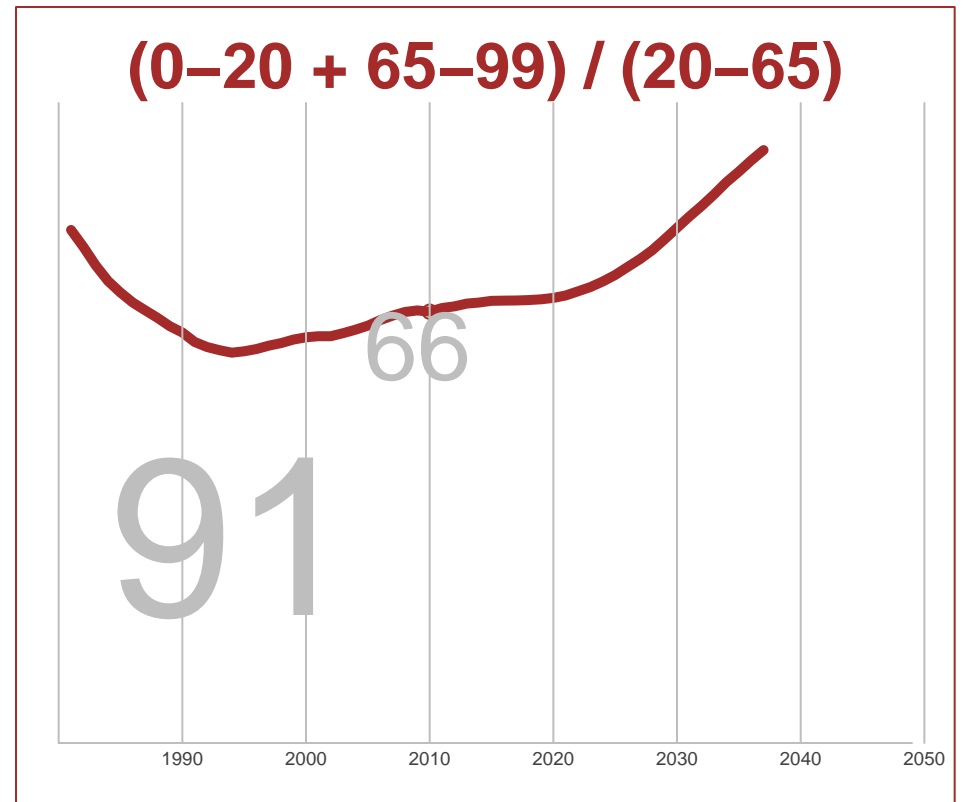
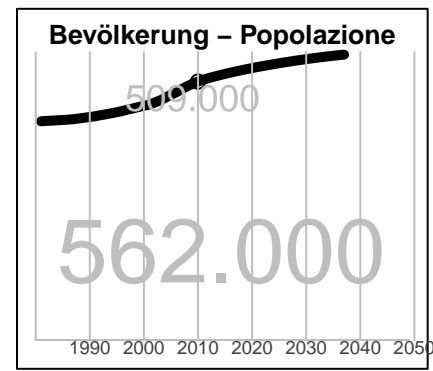
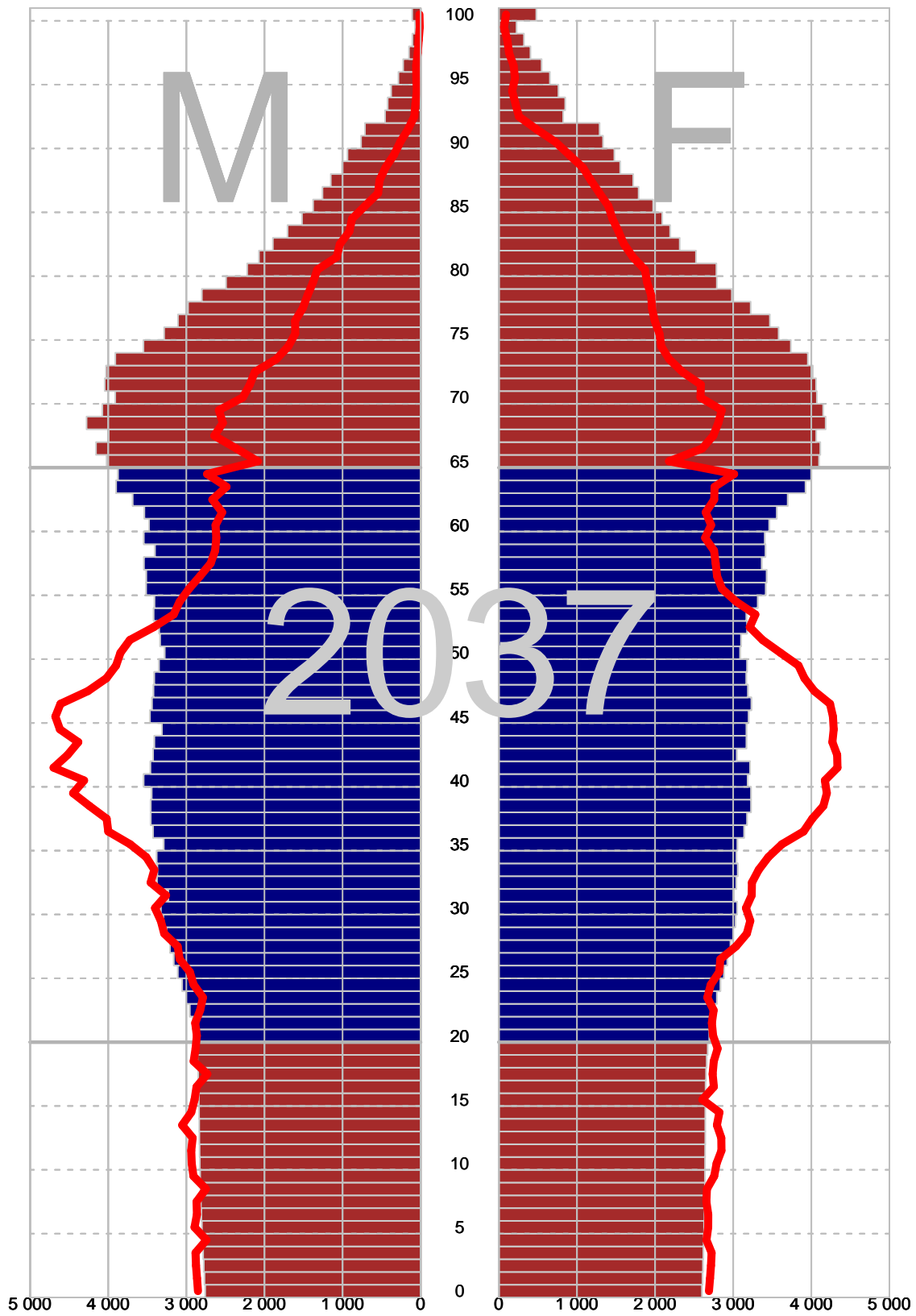


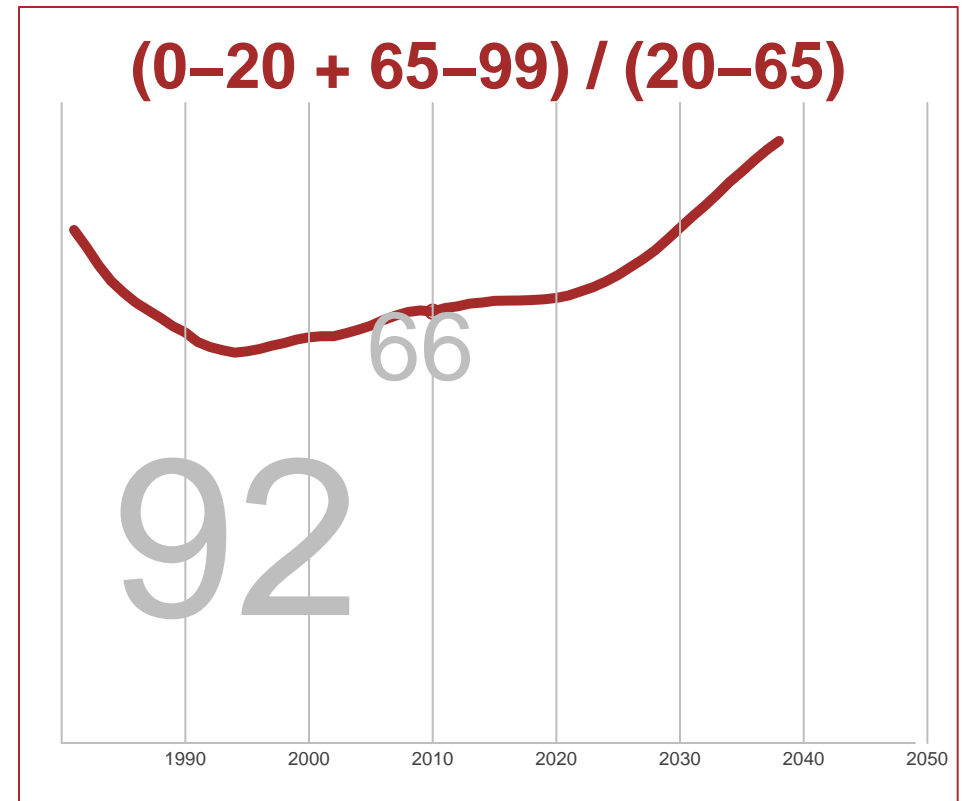
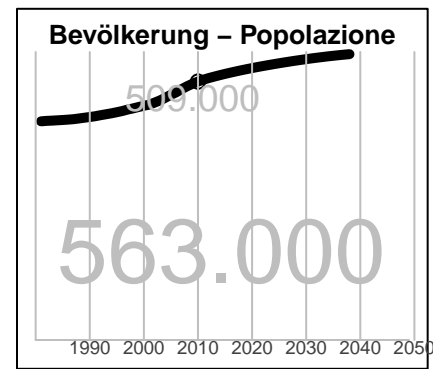
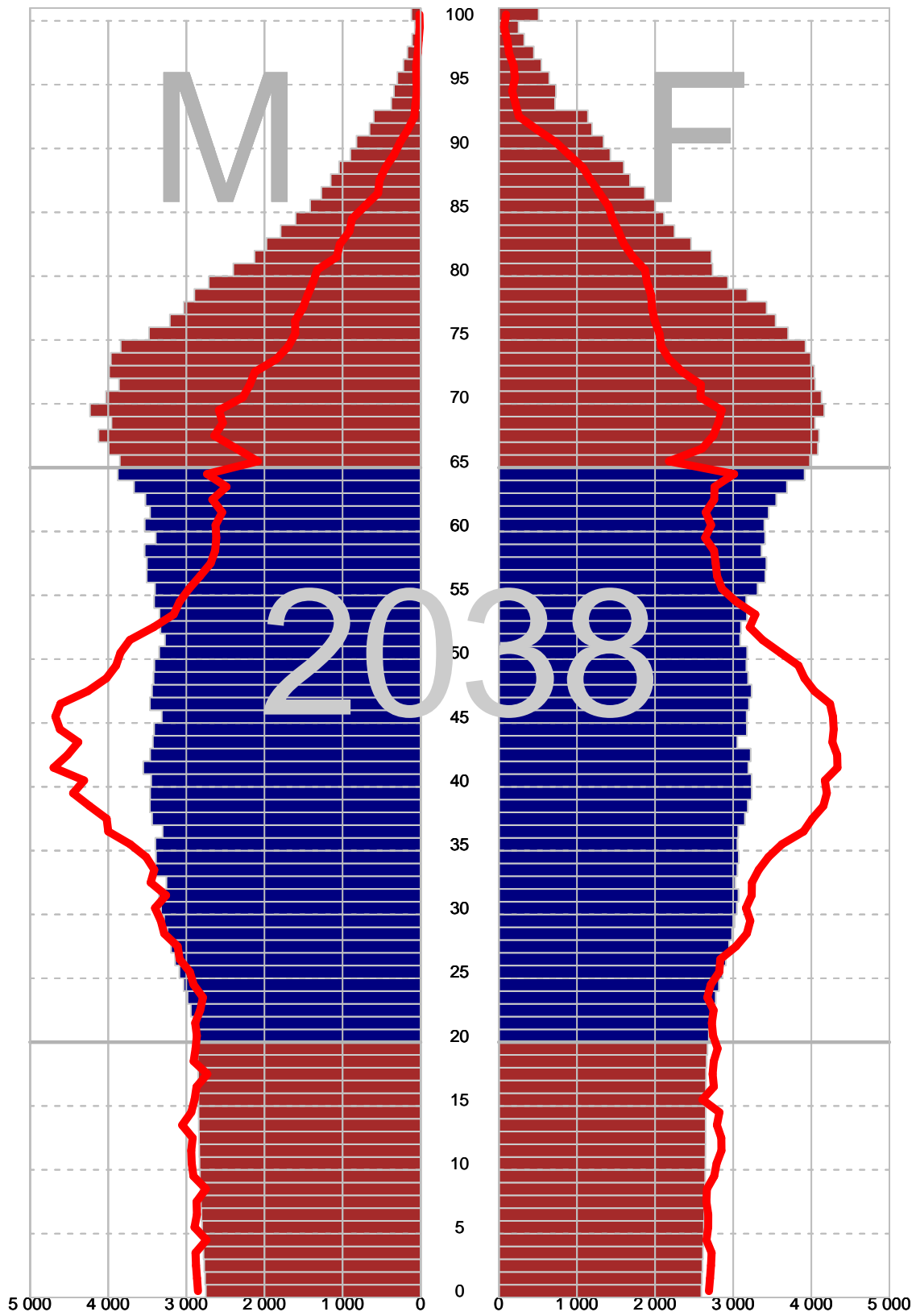


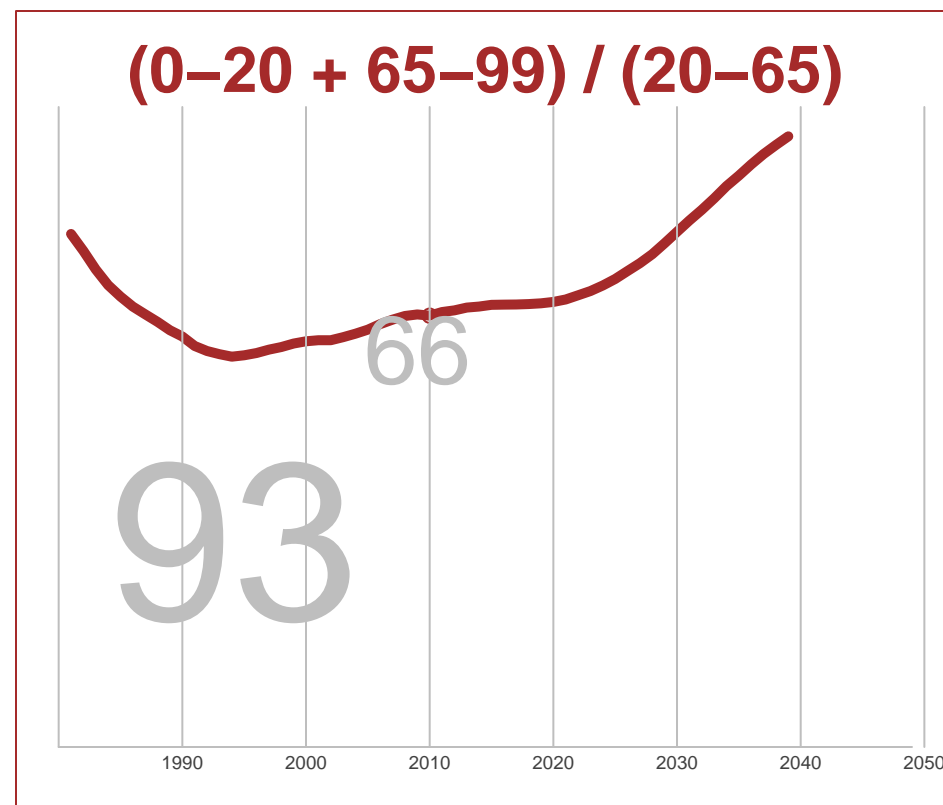
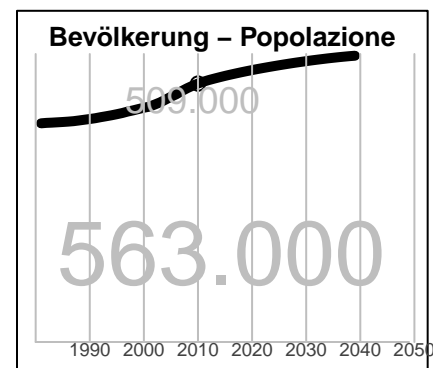
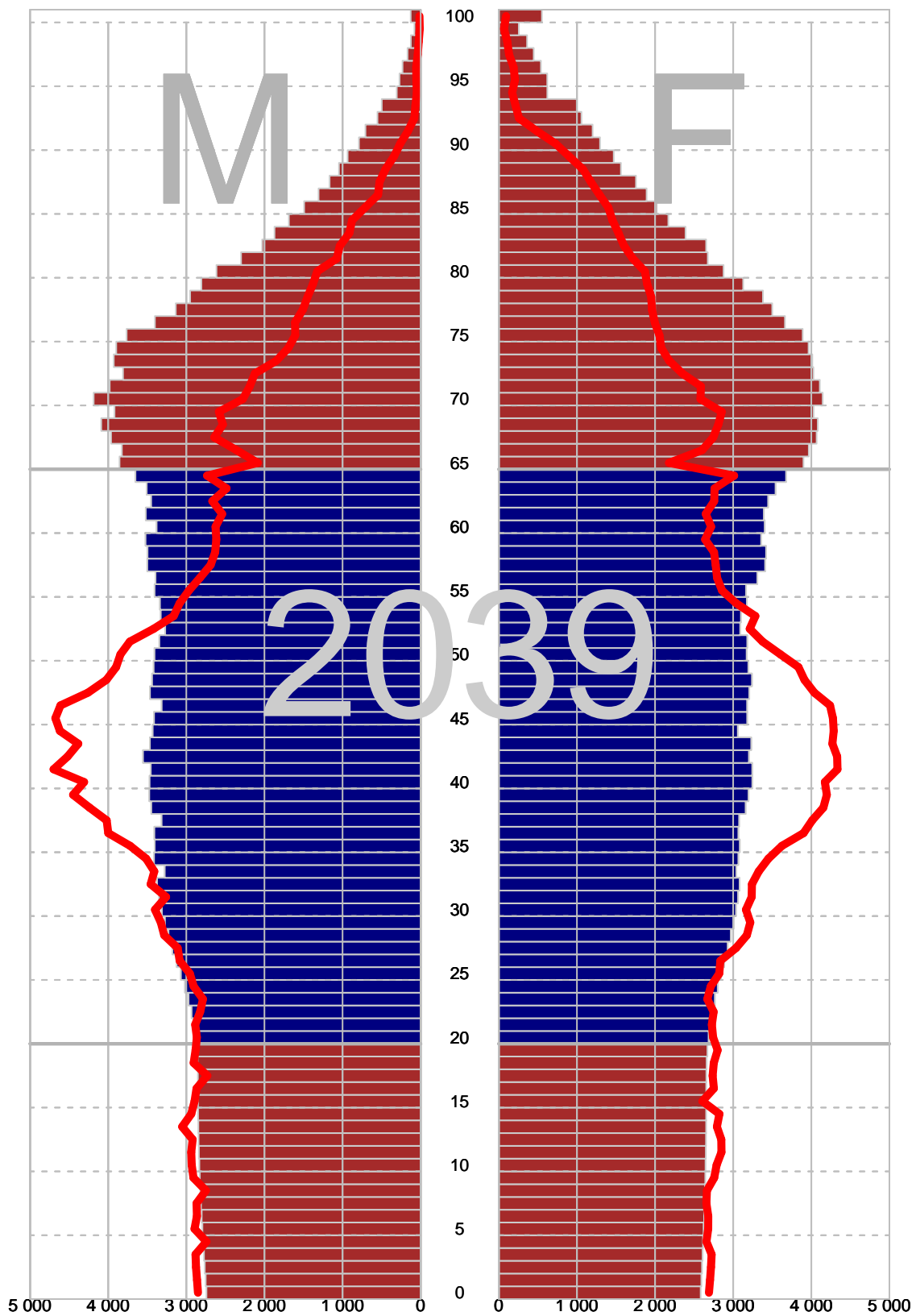


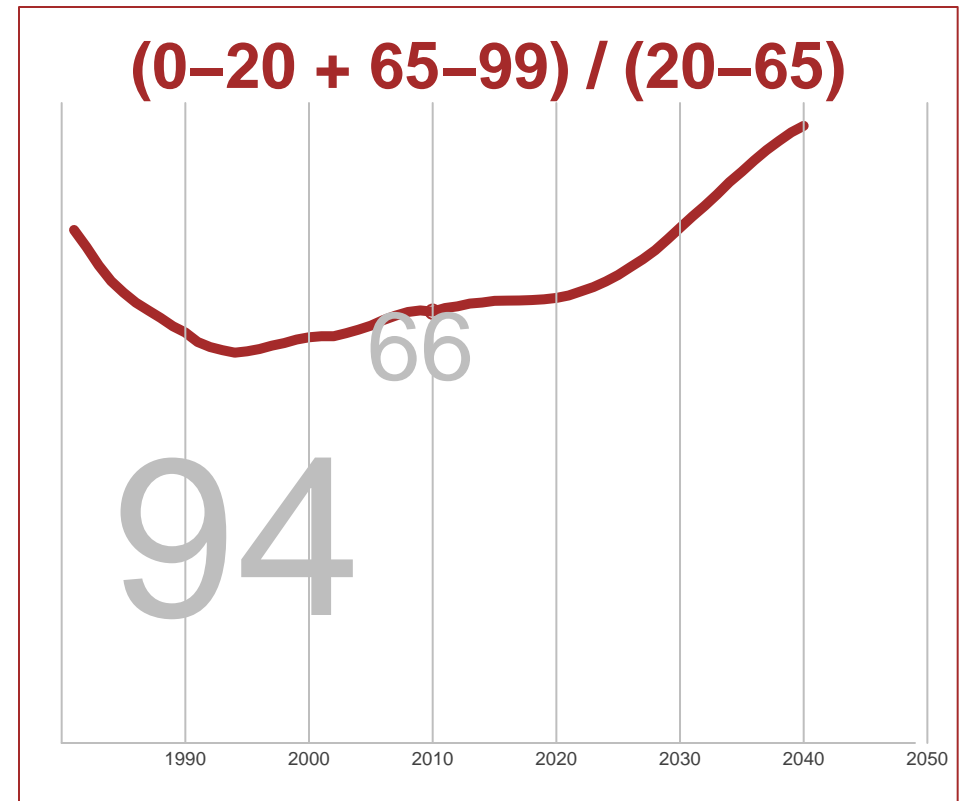
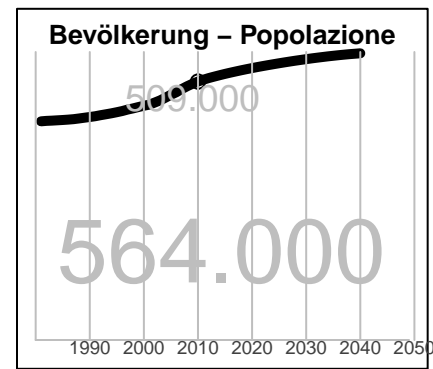
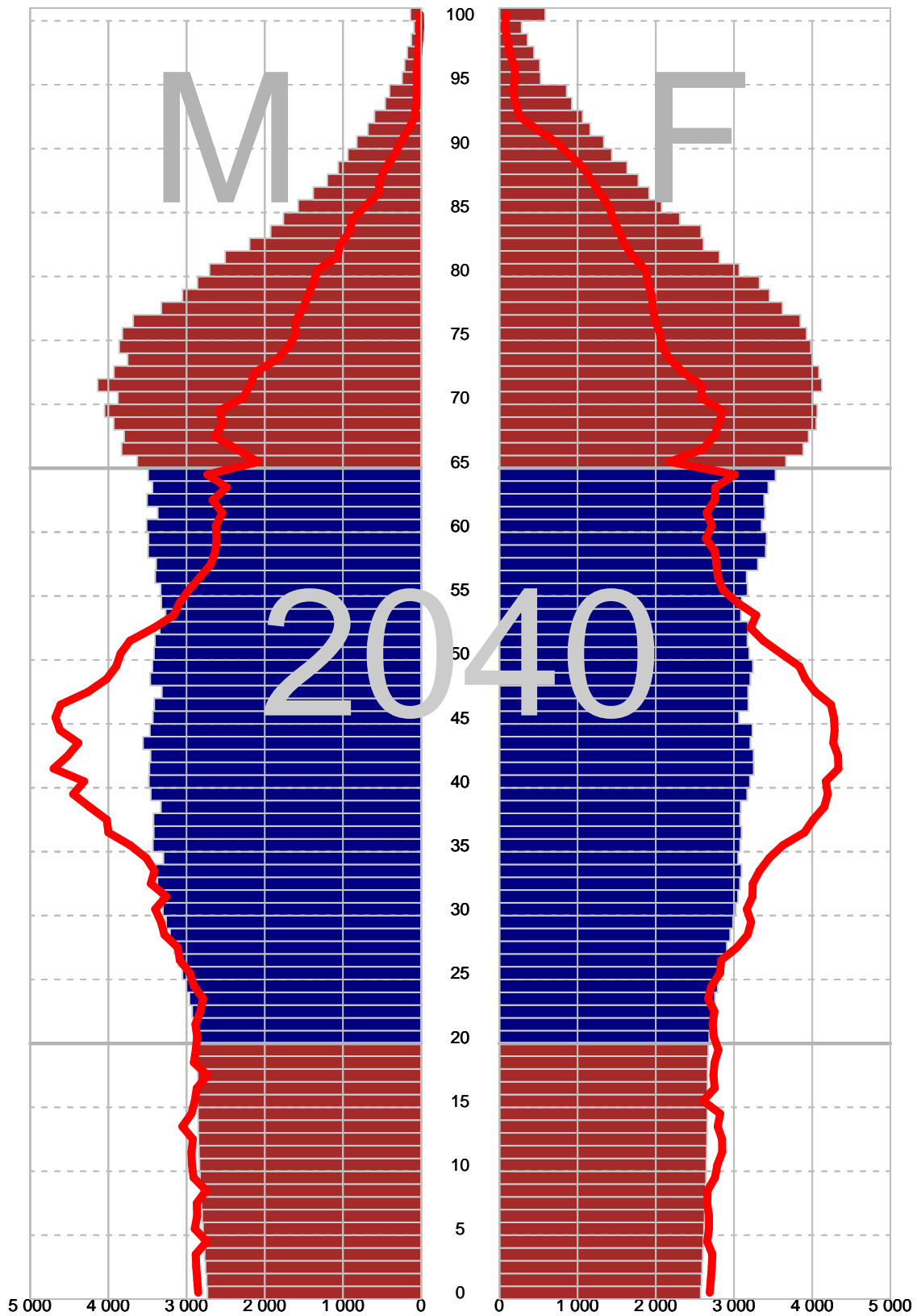


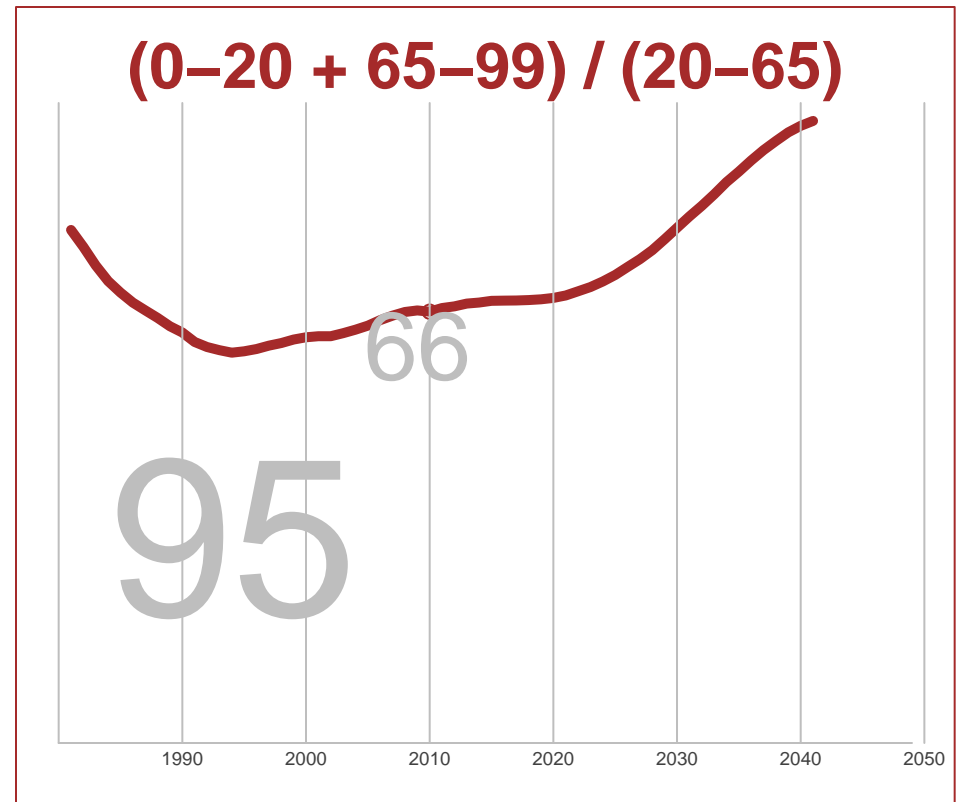
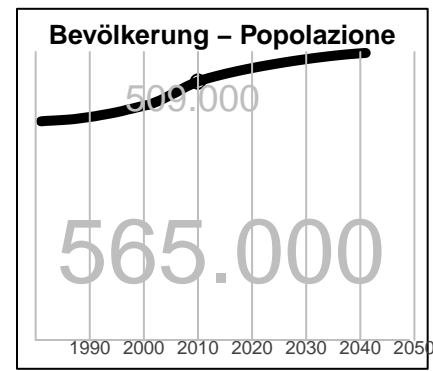
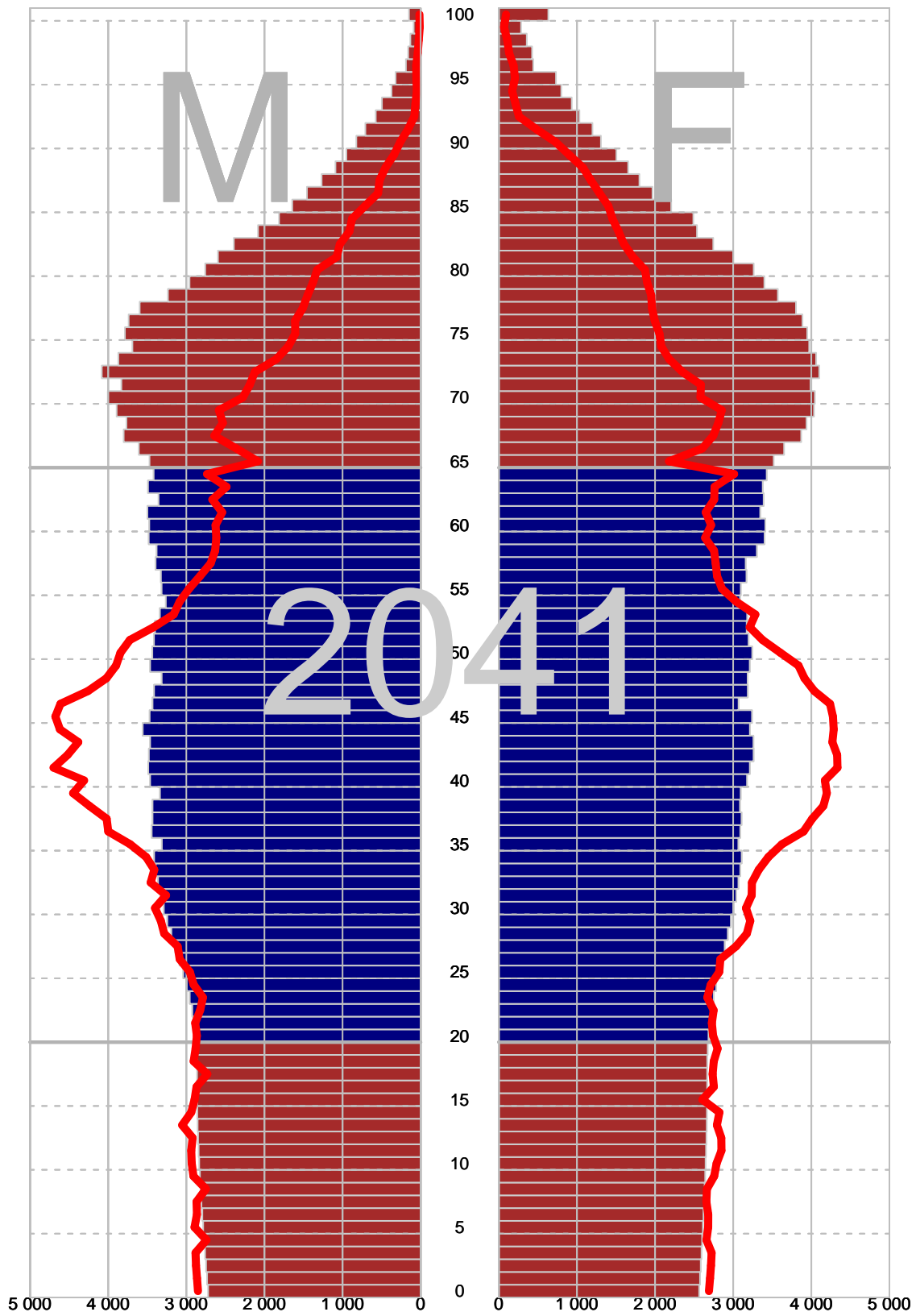


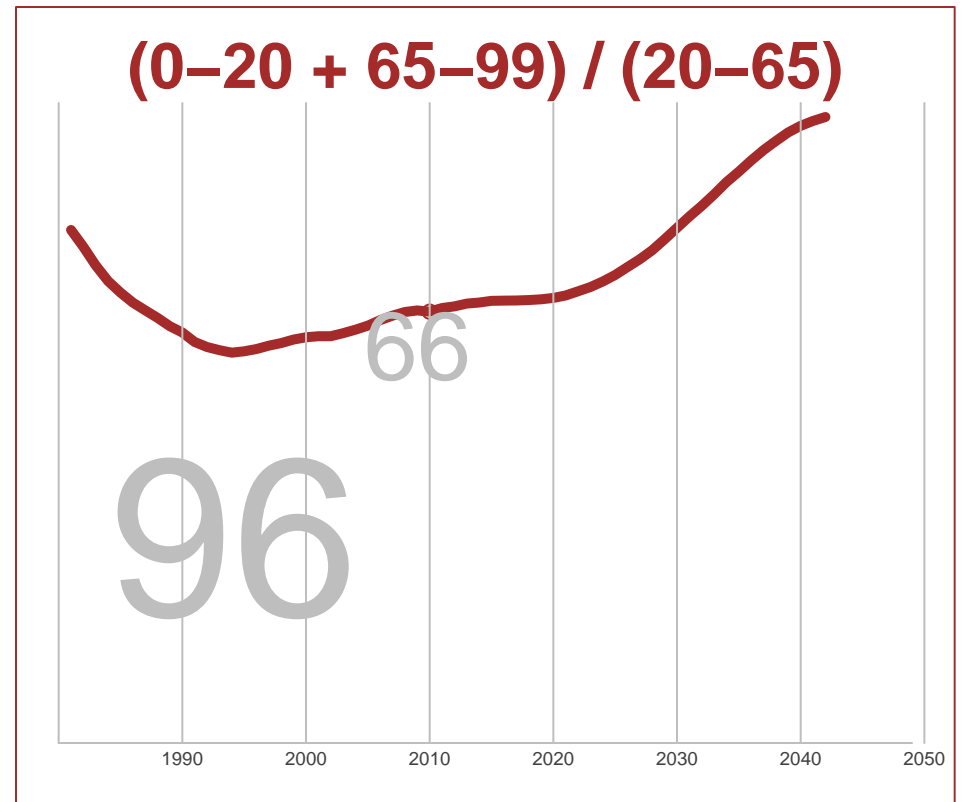
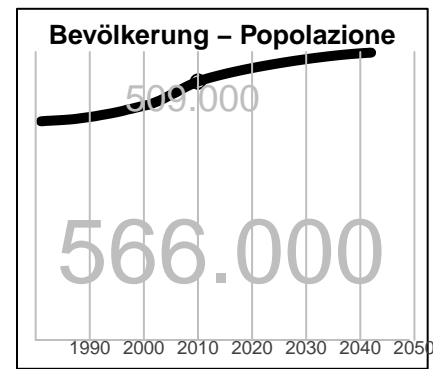
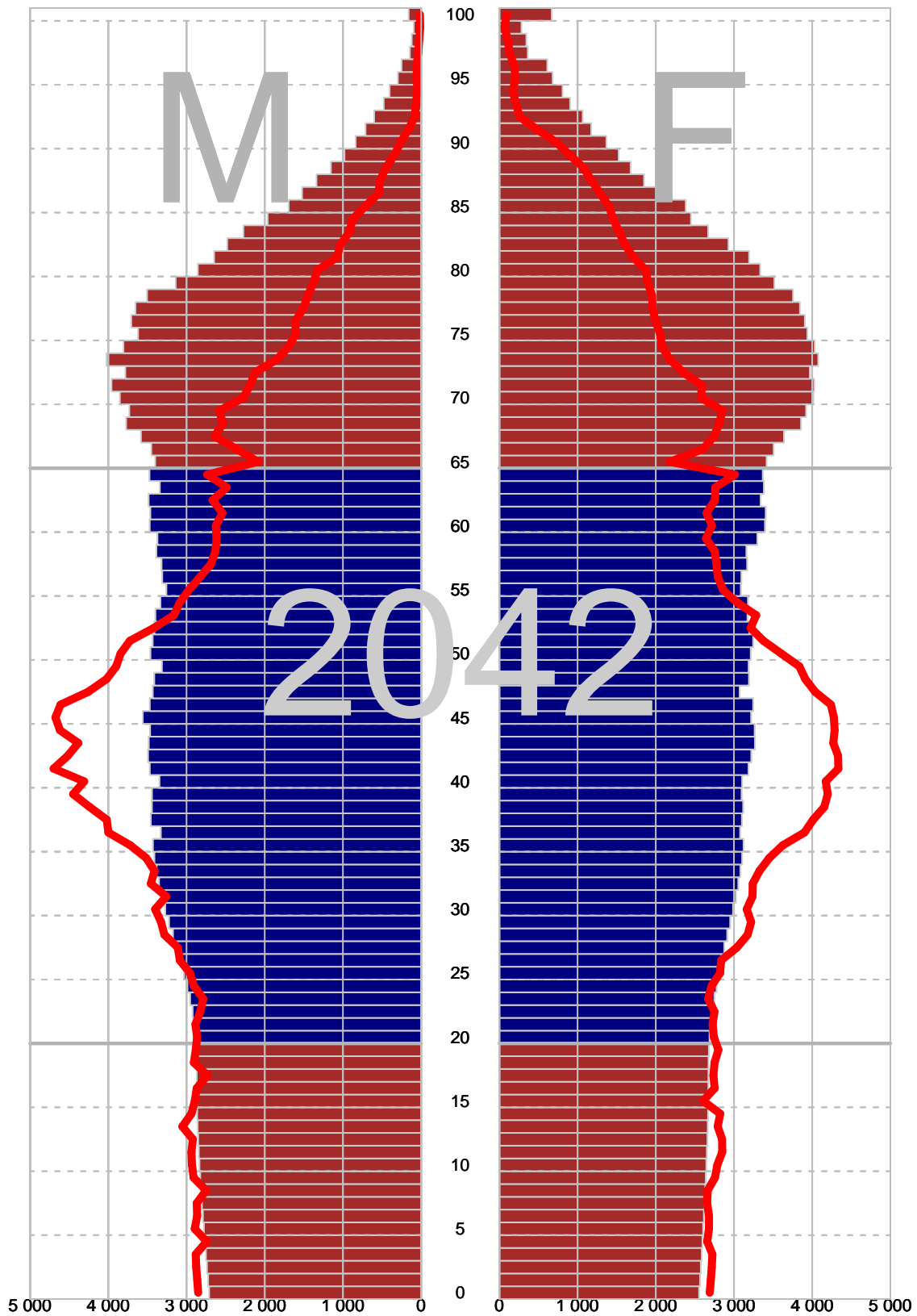


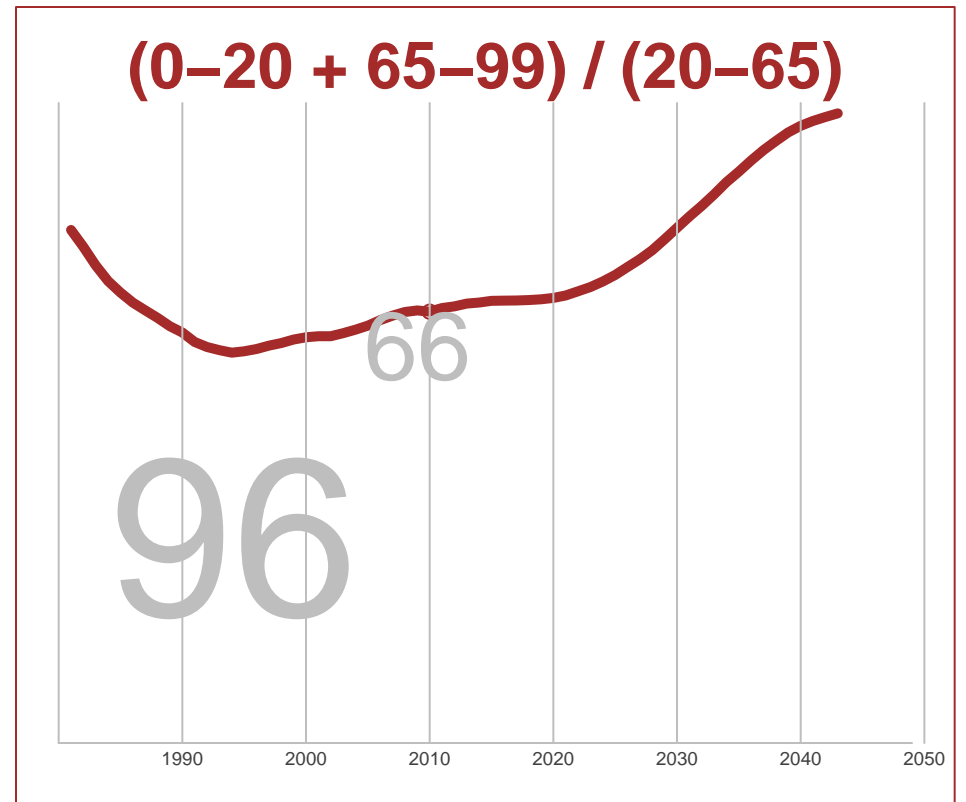
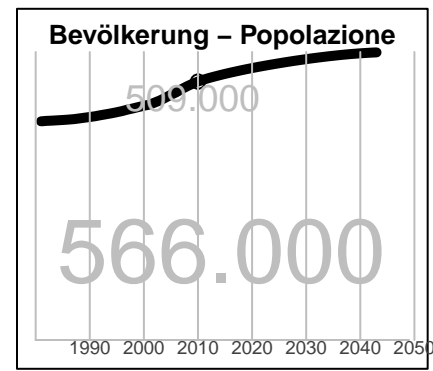
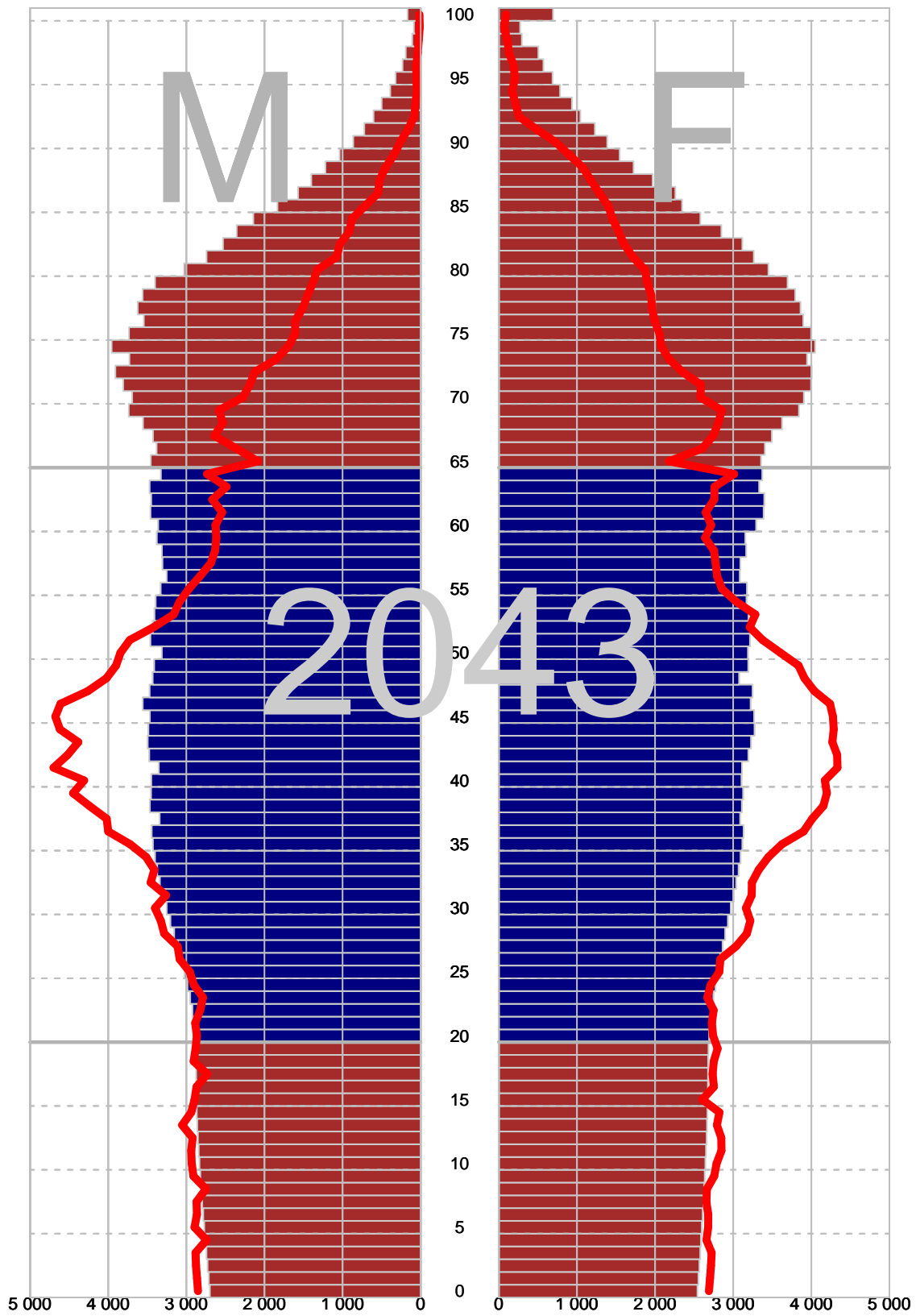


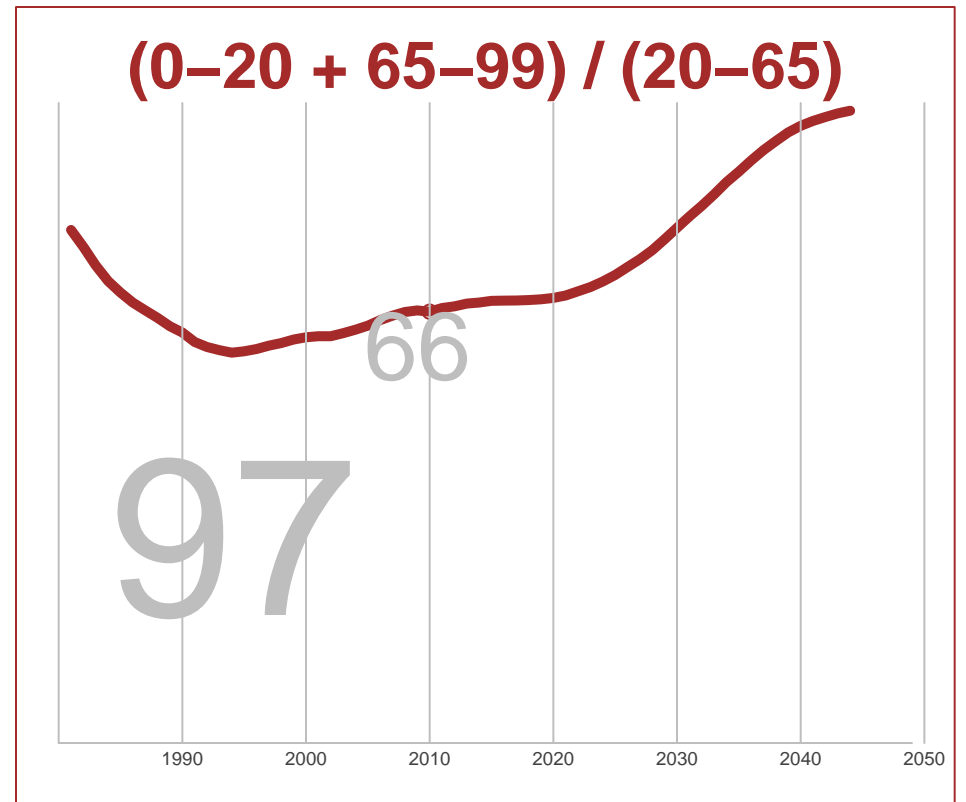
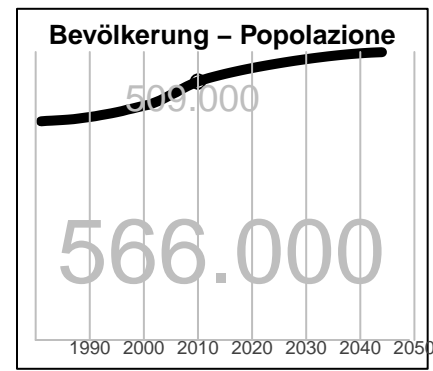
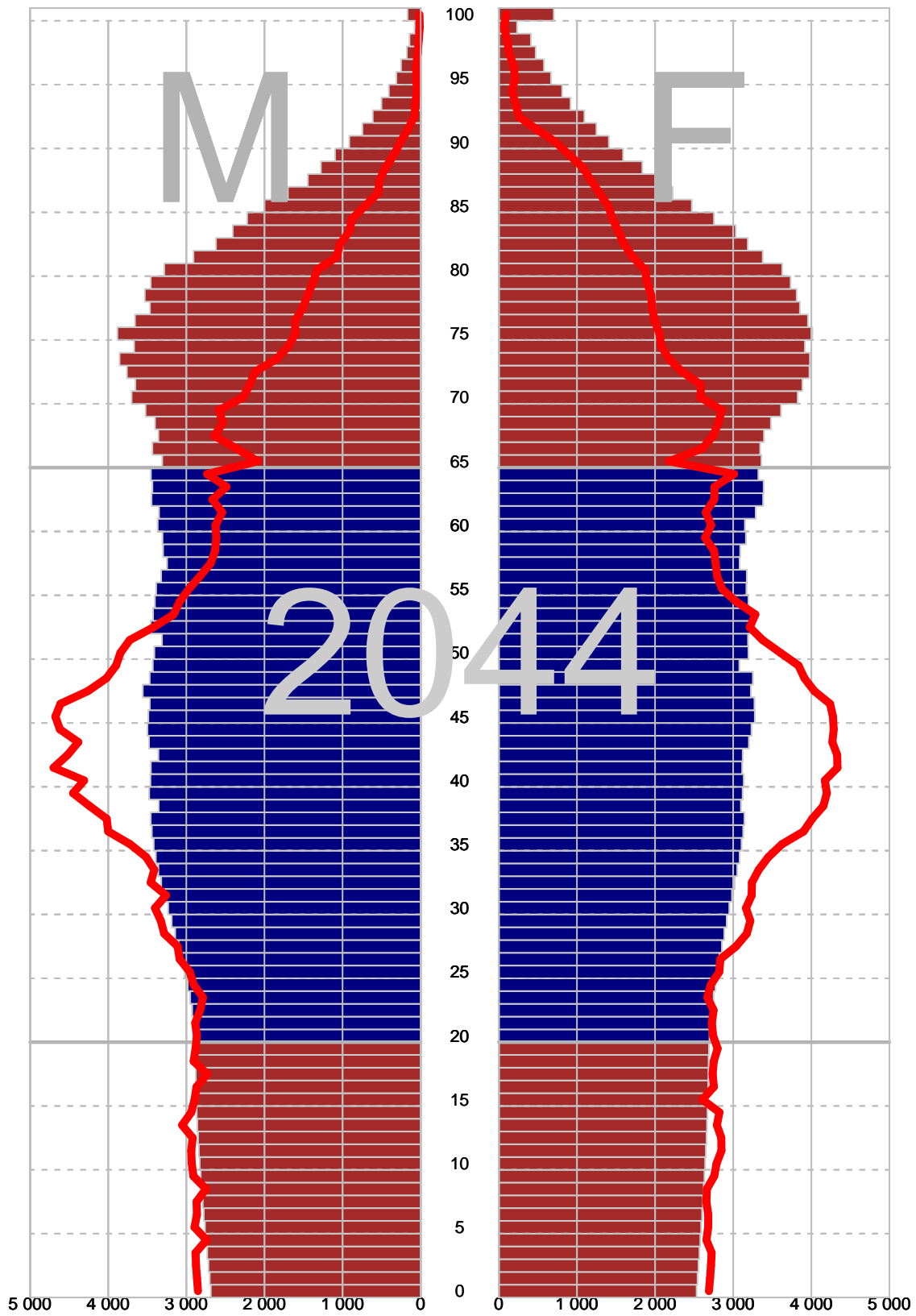


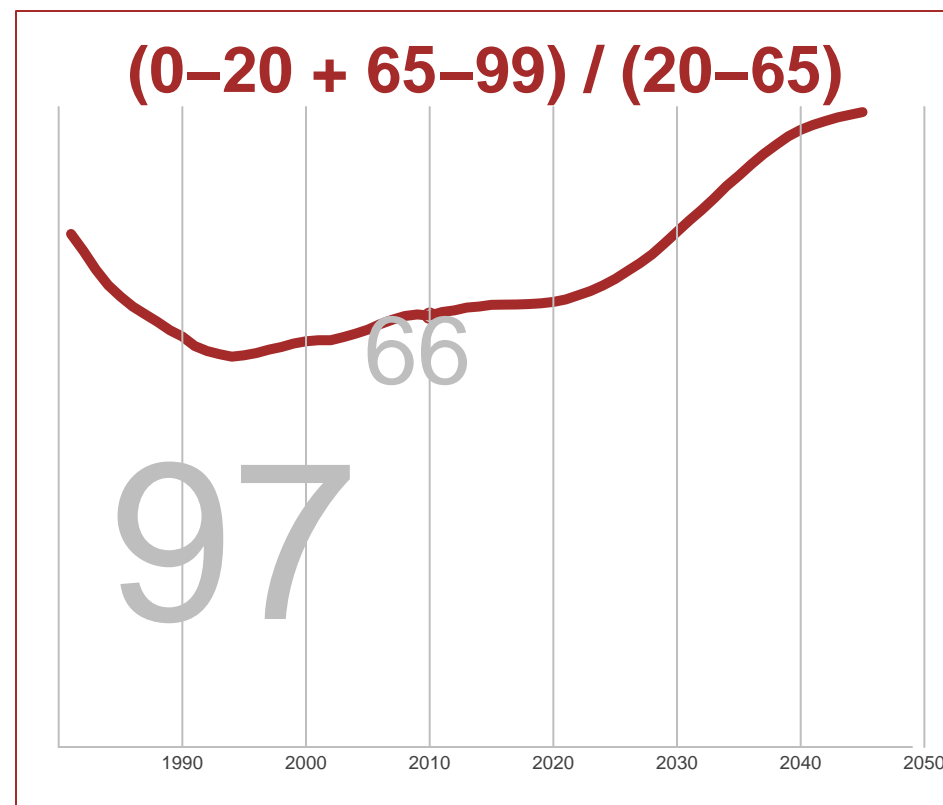
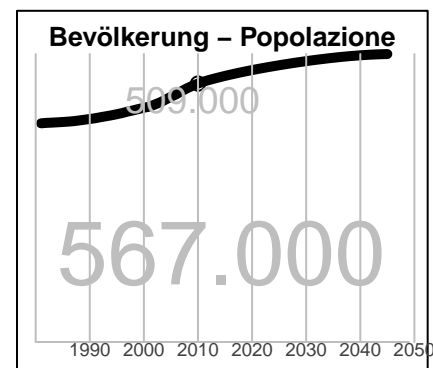
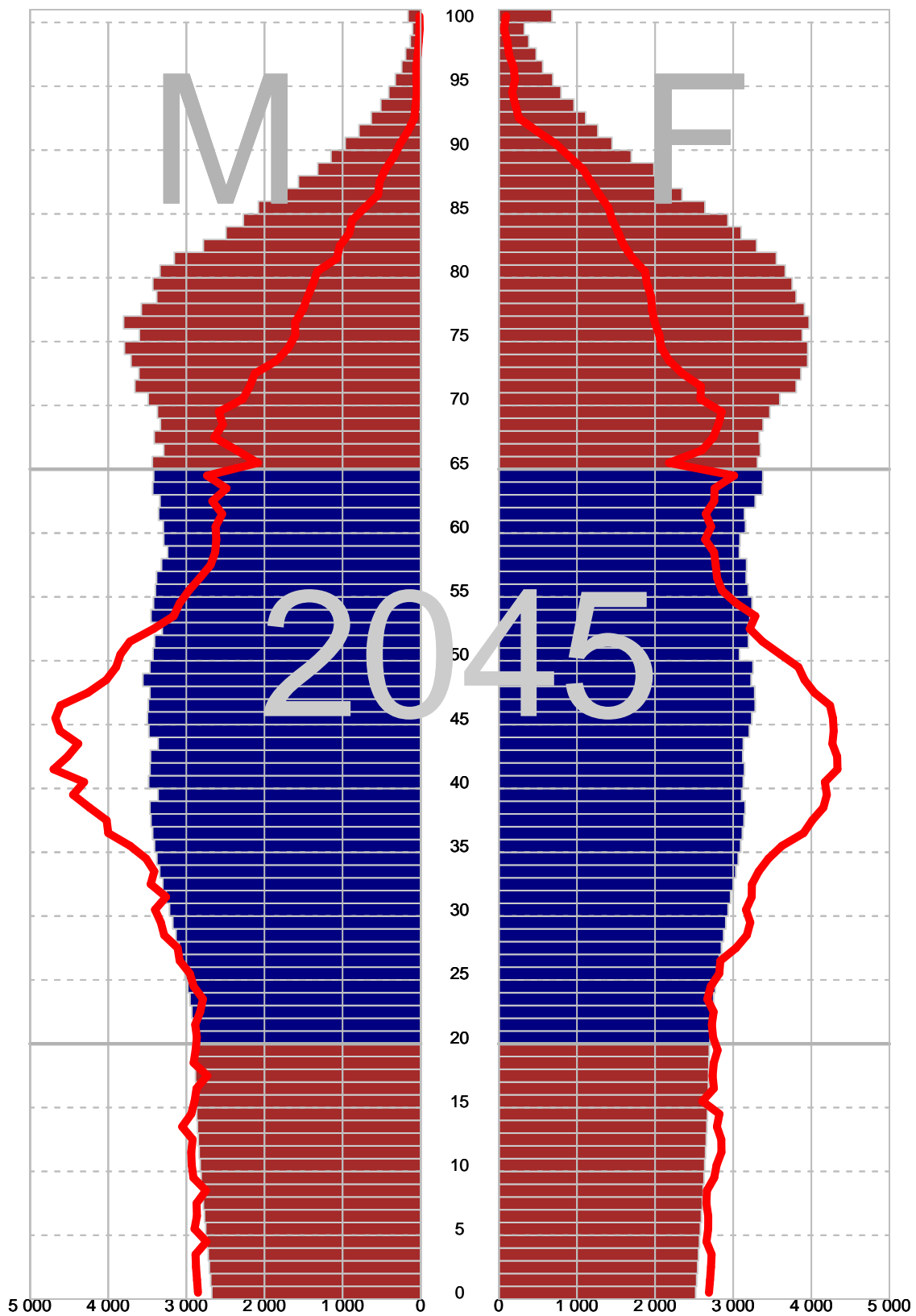


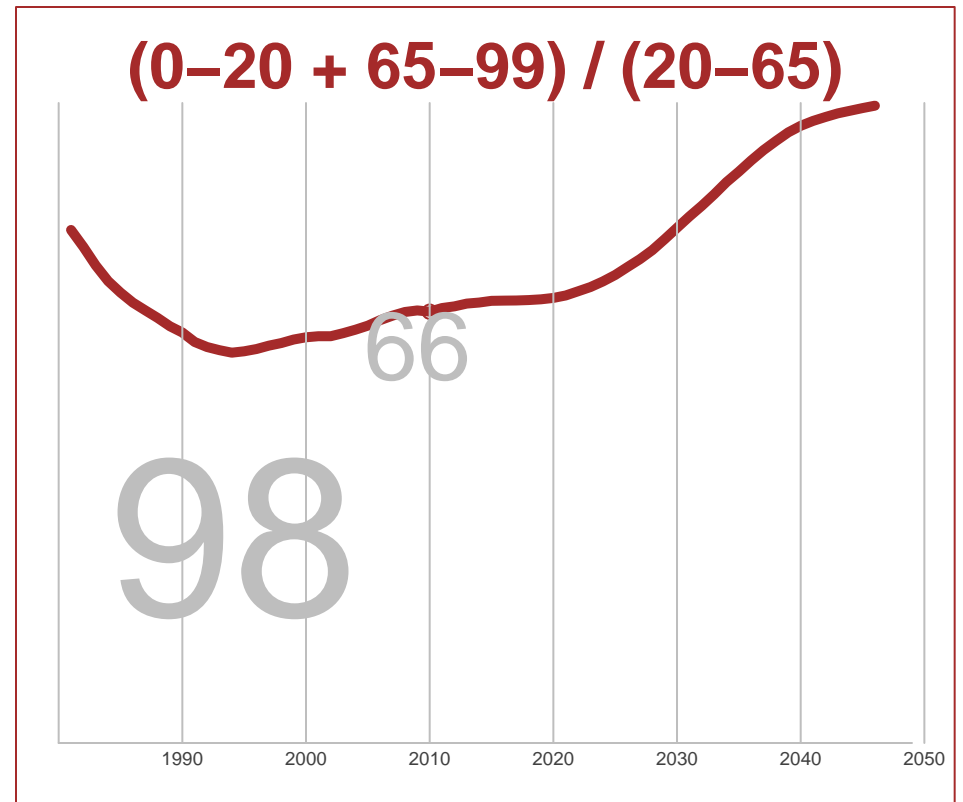
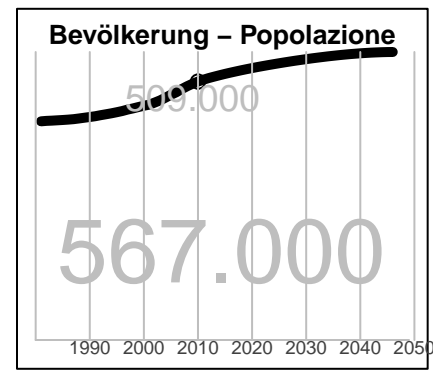
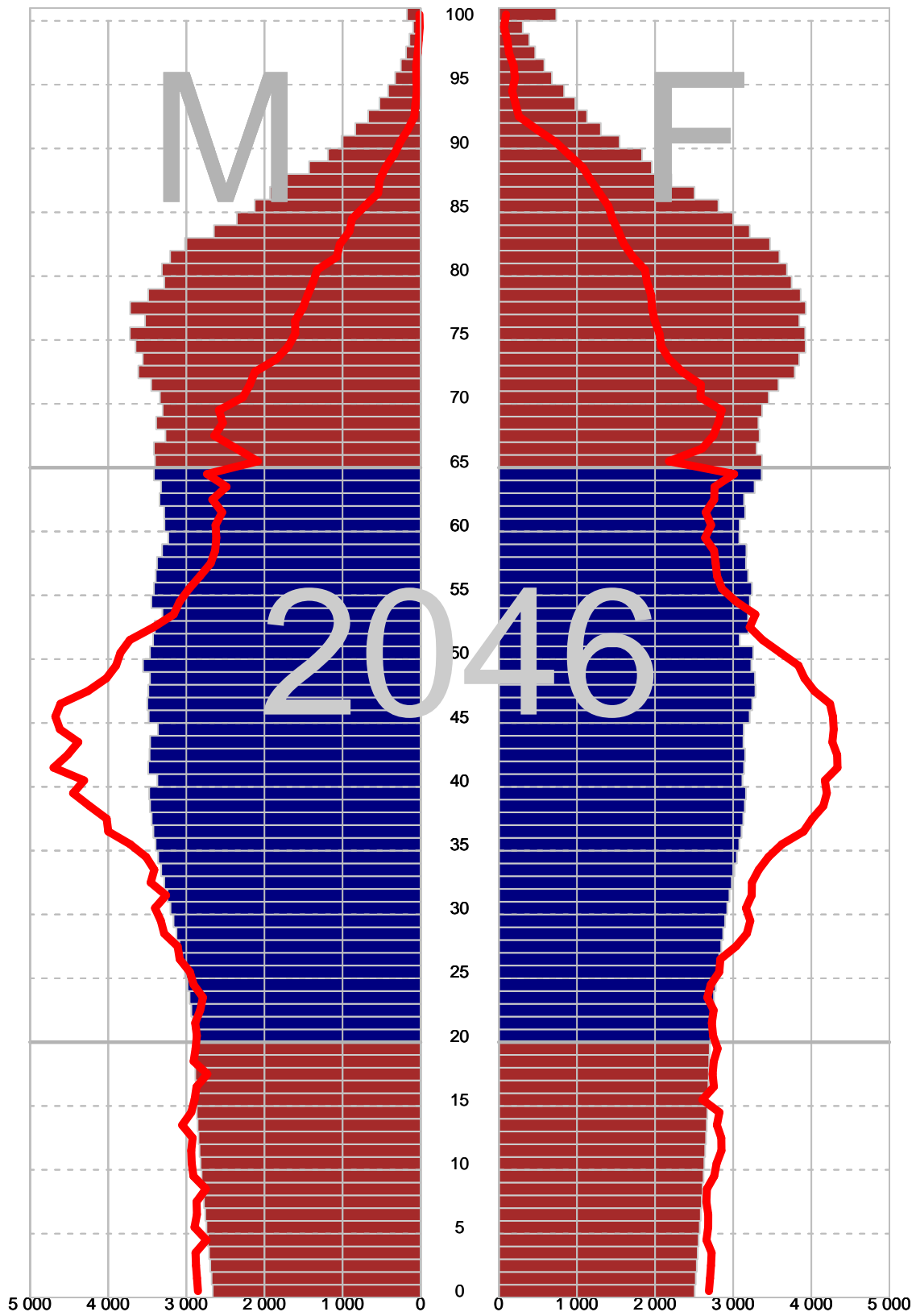


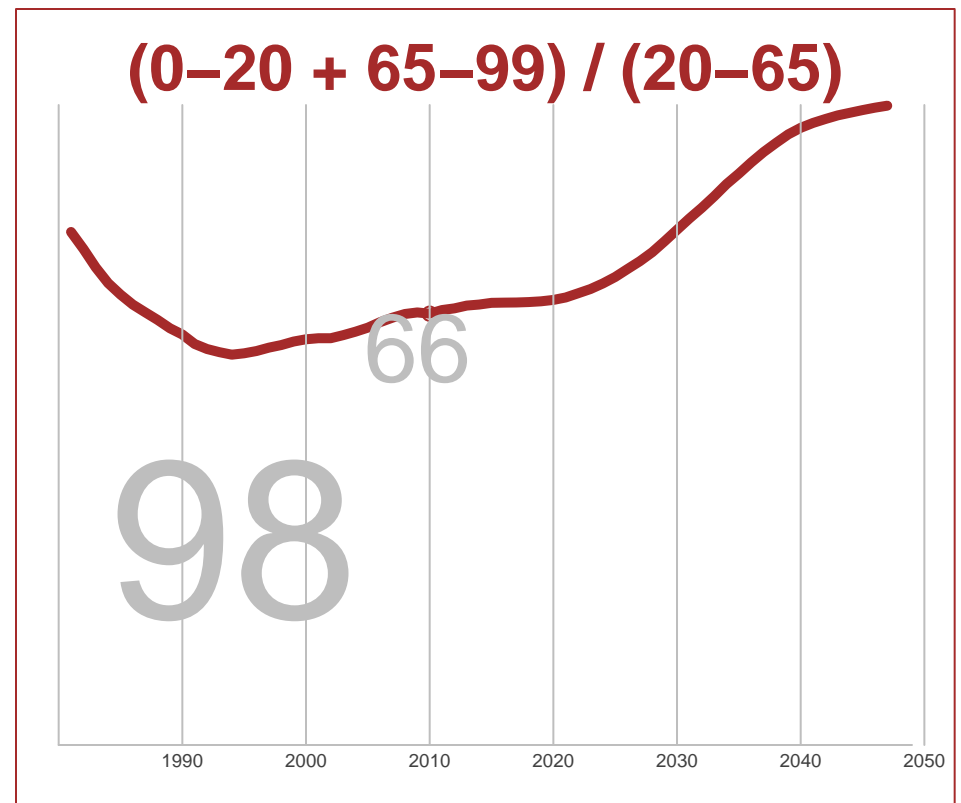
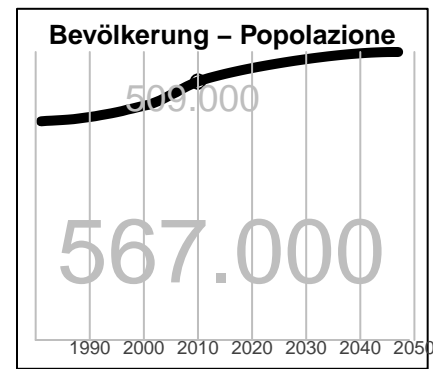
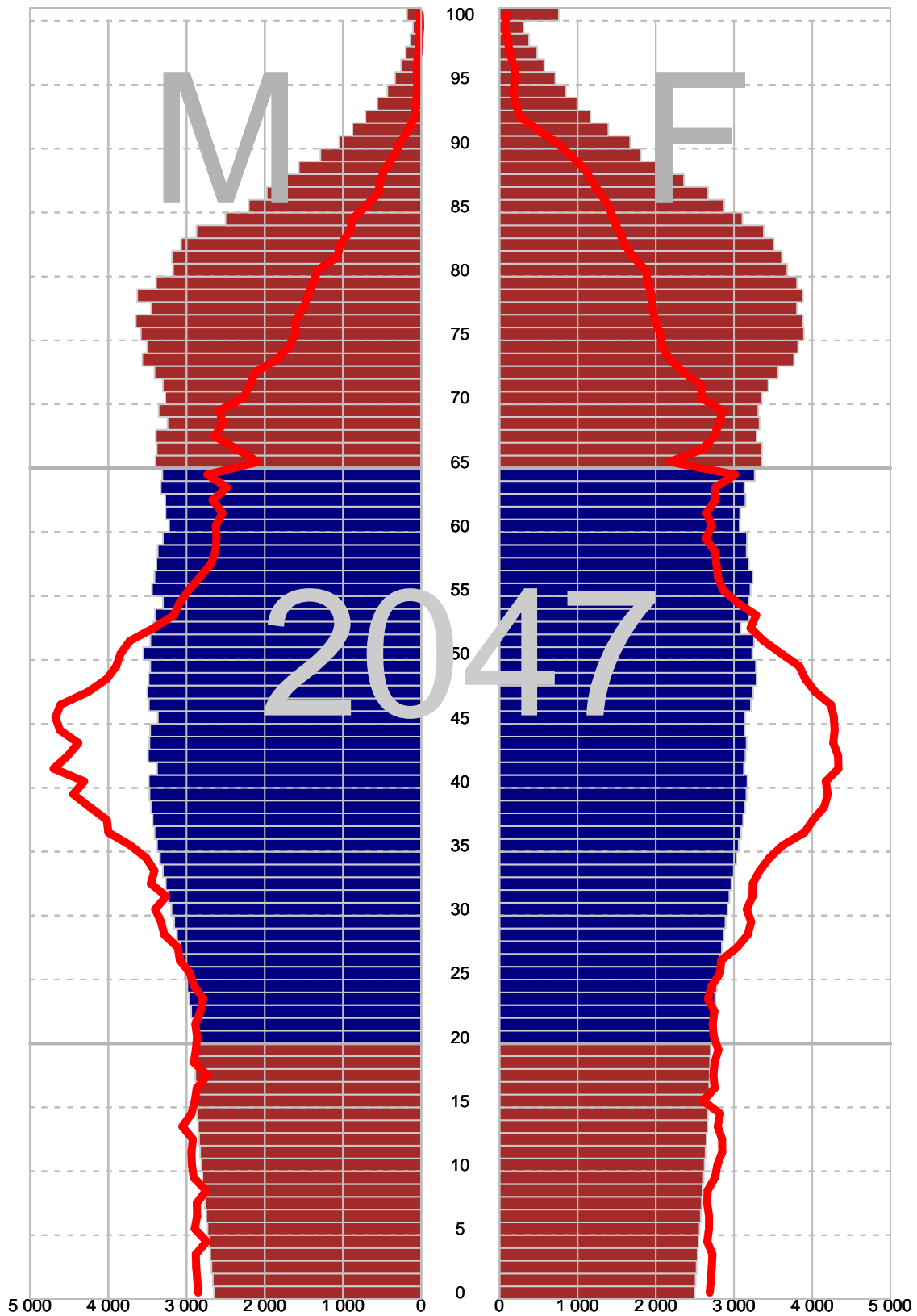


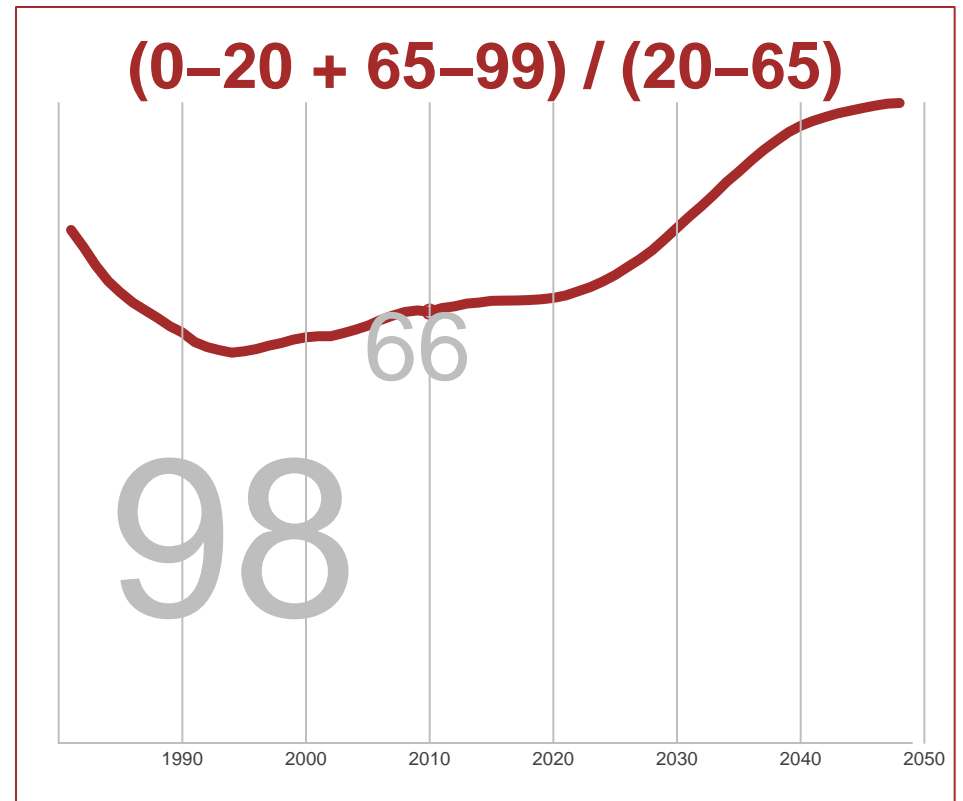
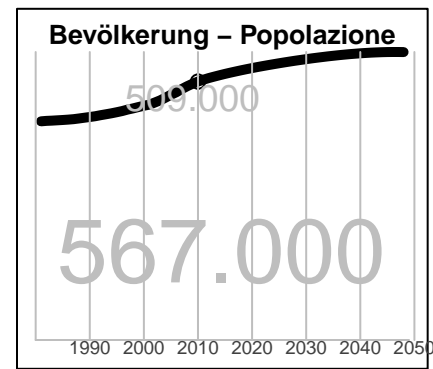
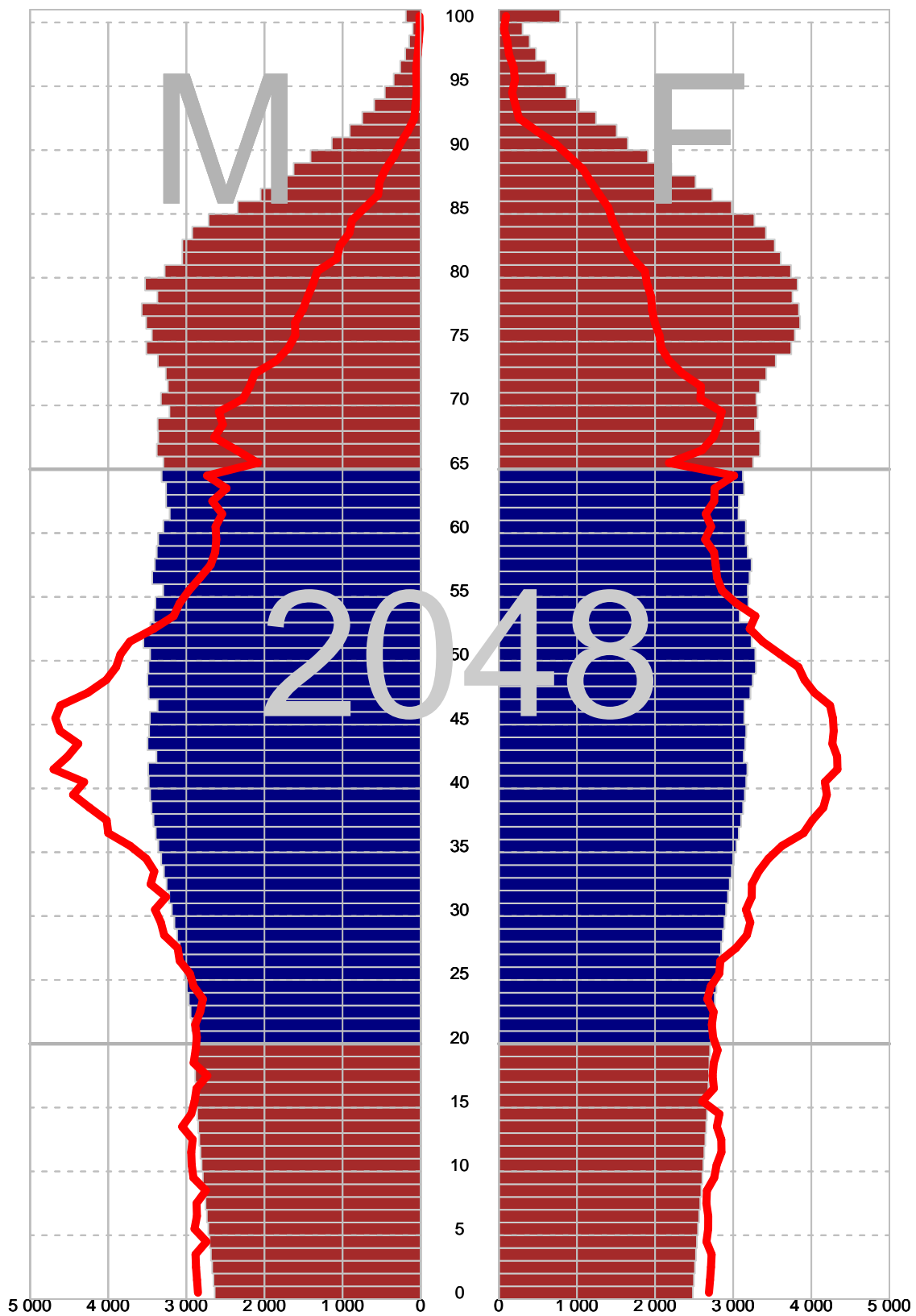


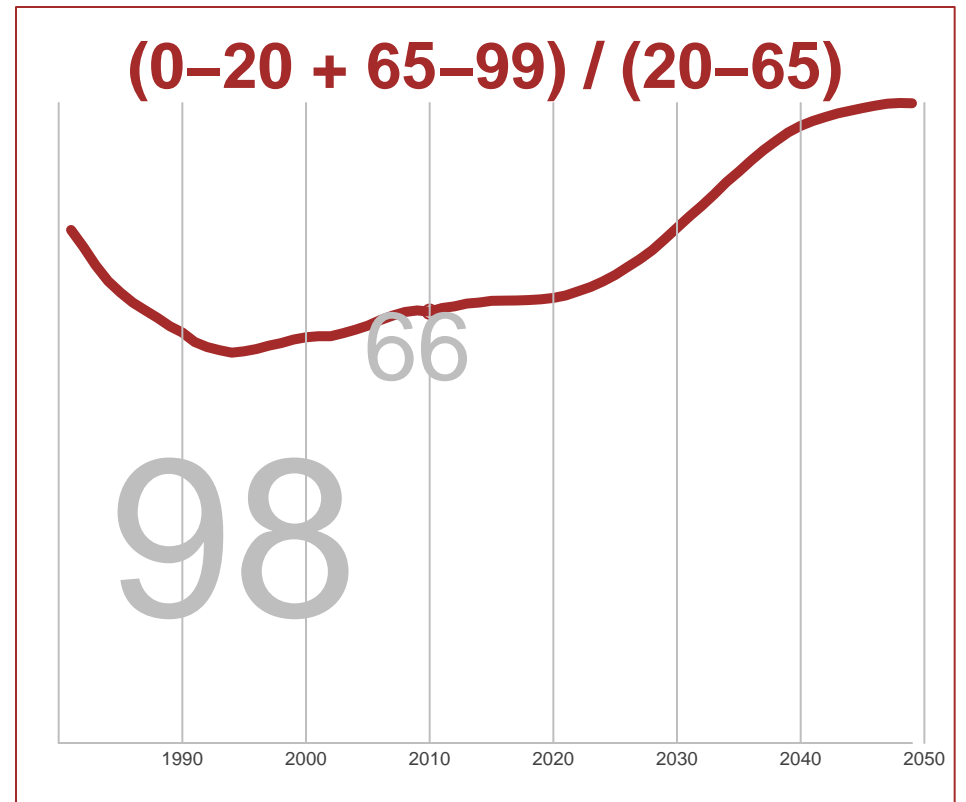
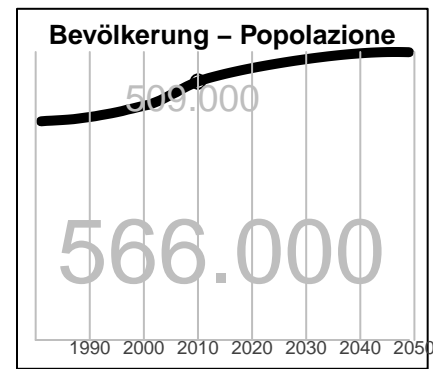
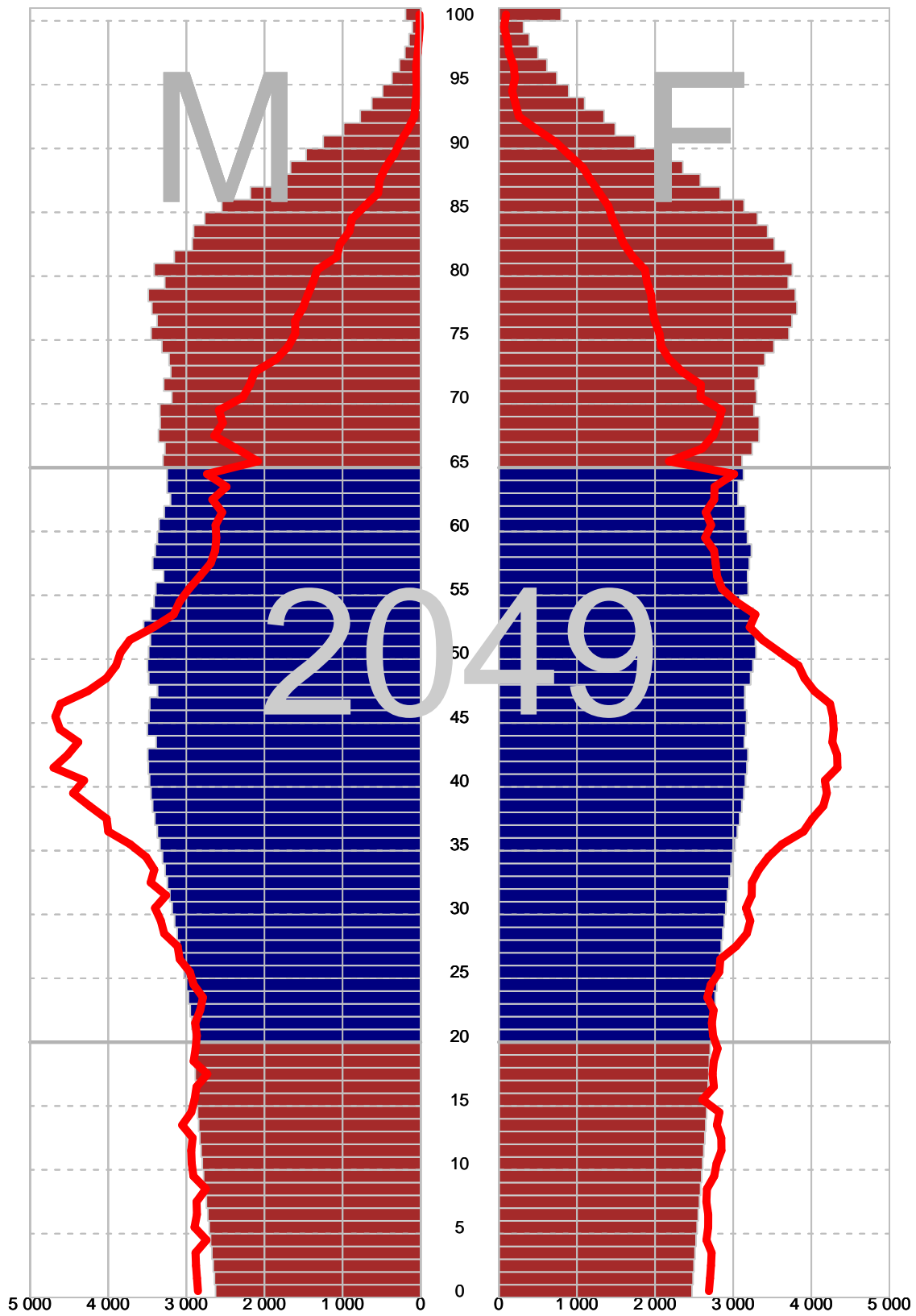


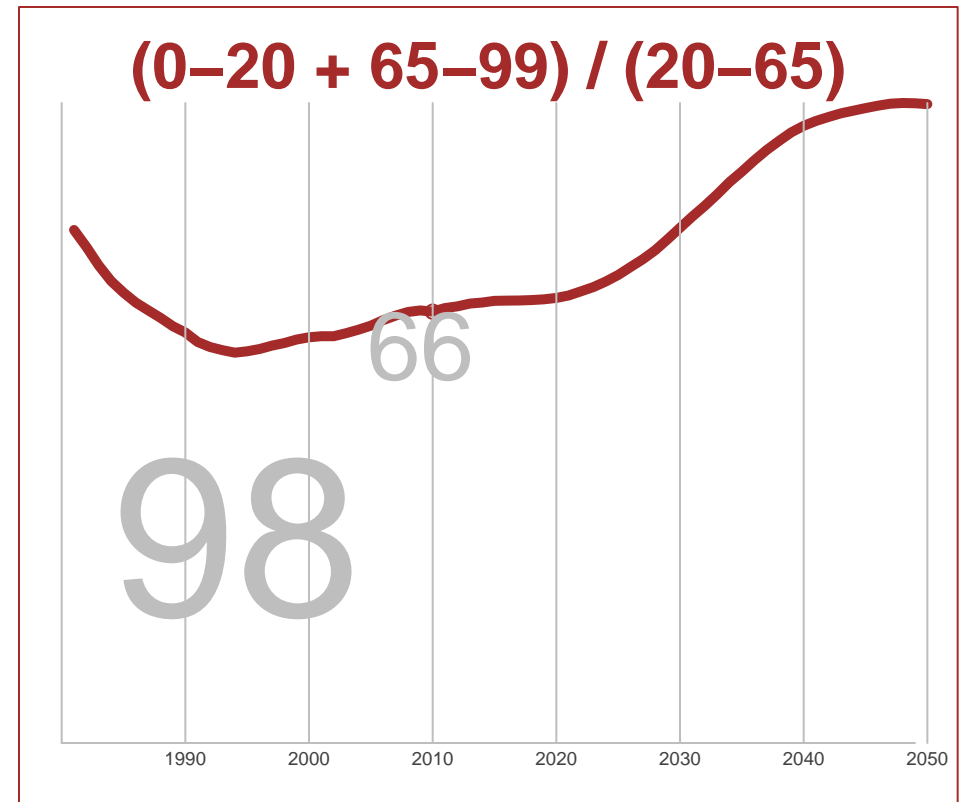
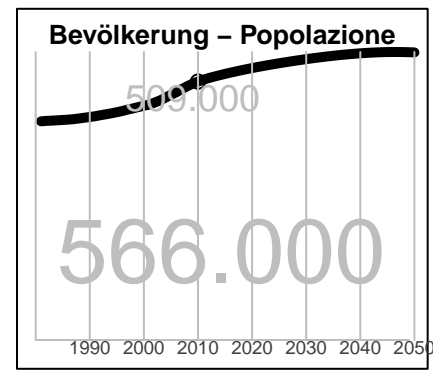
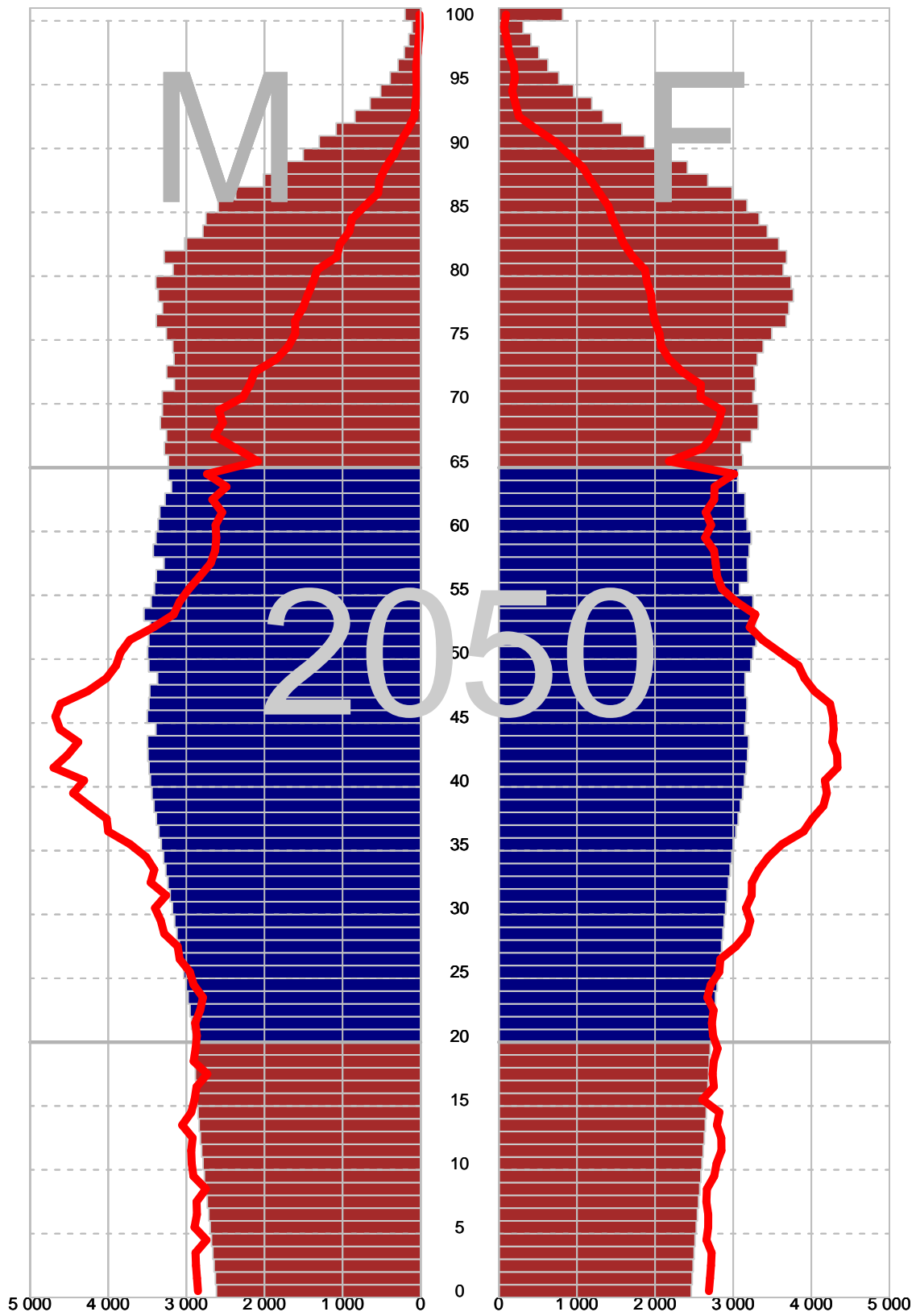












Von der
Bevölkerung
zu den
Arbeitskräften

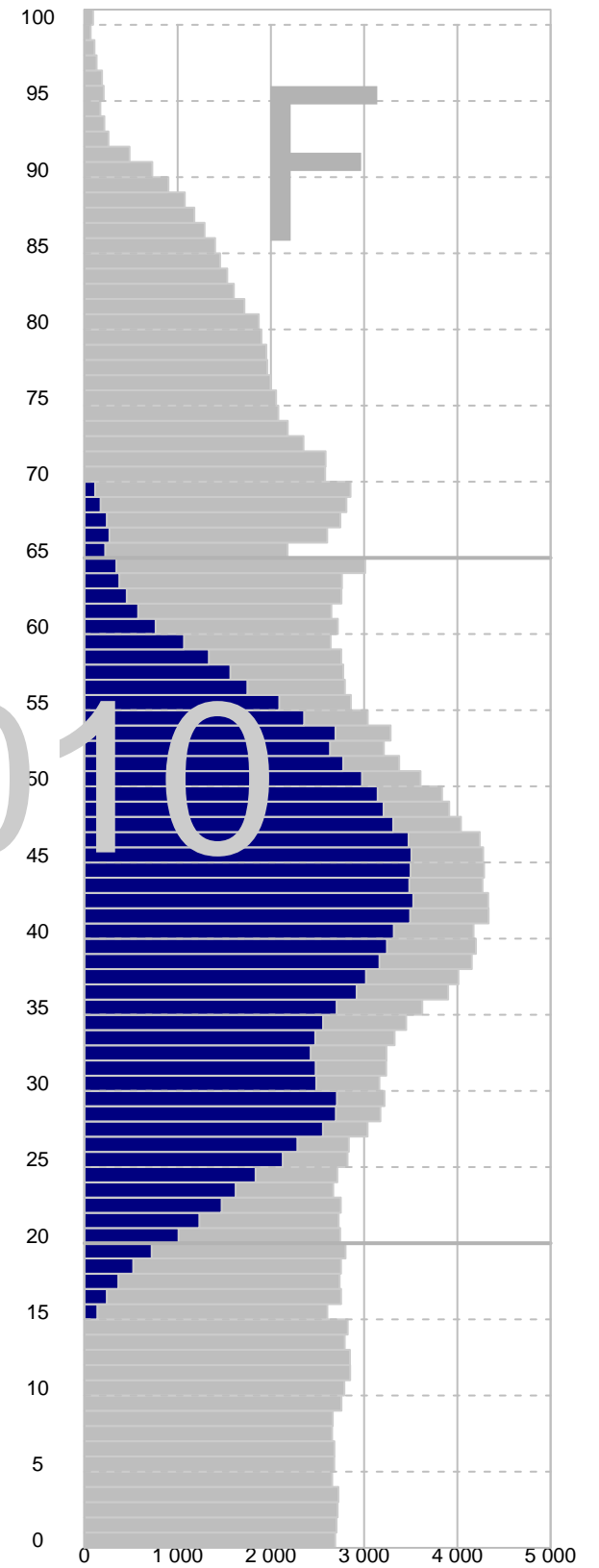
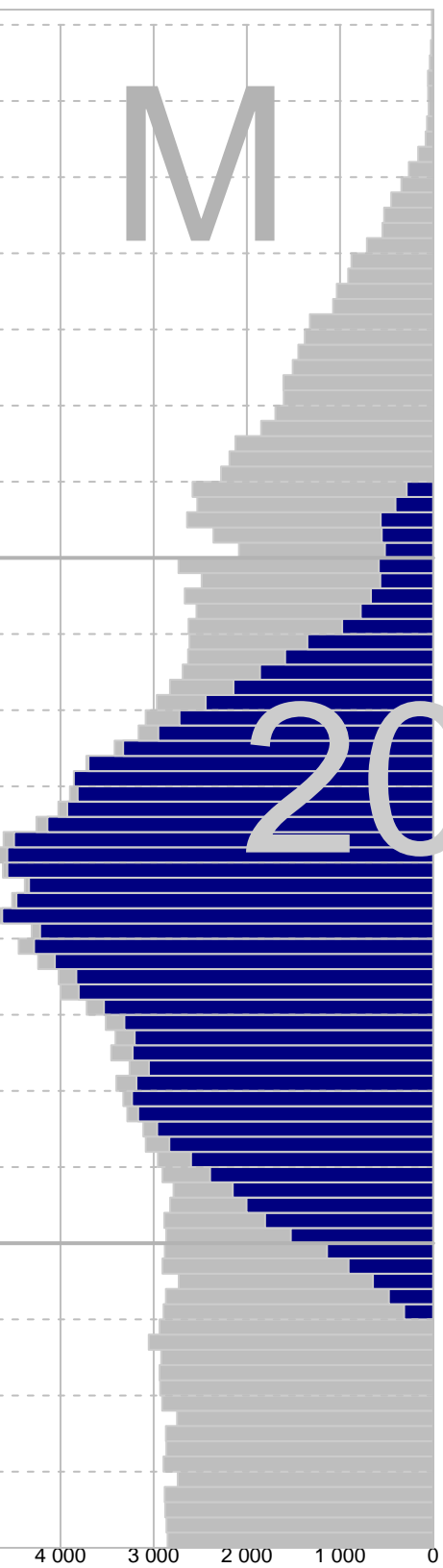
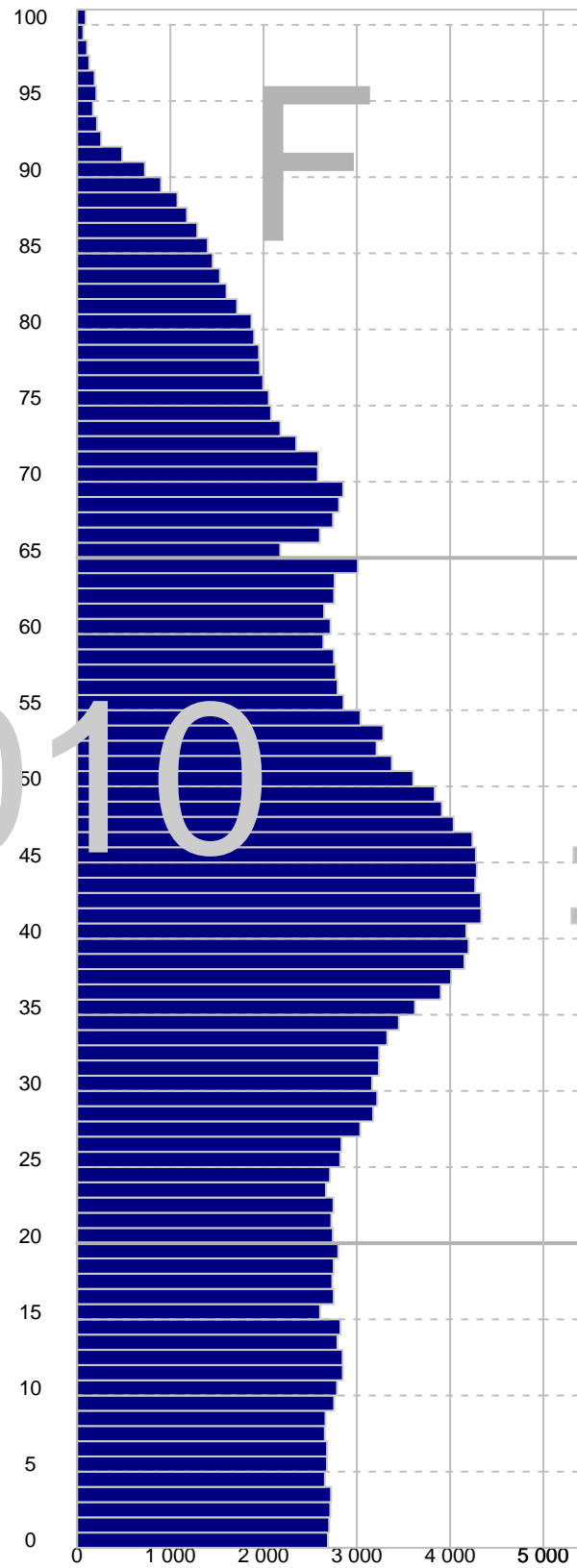
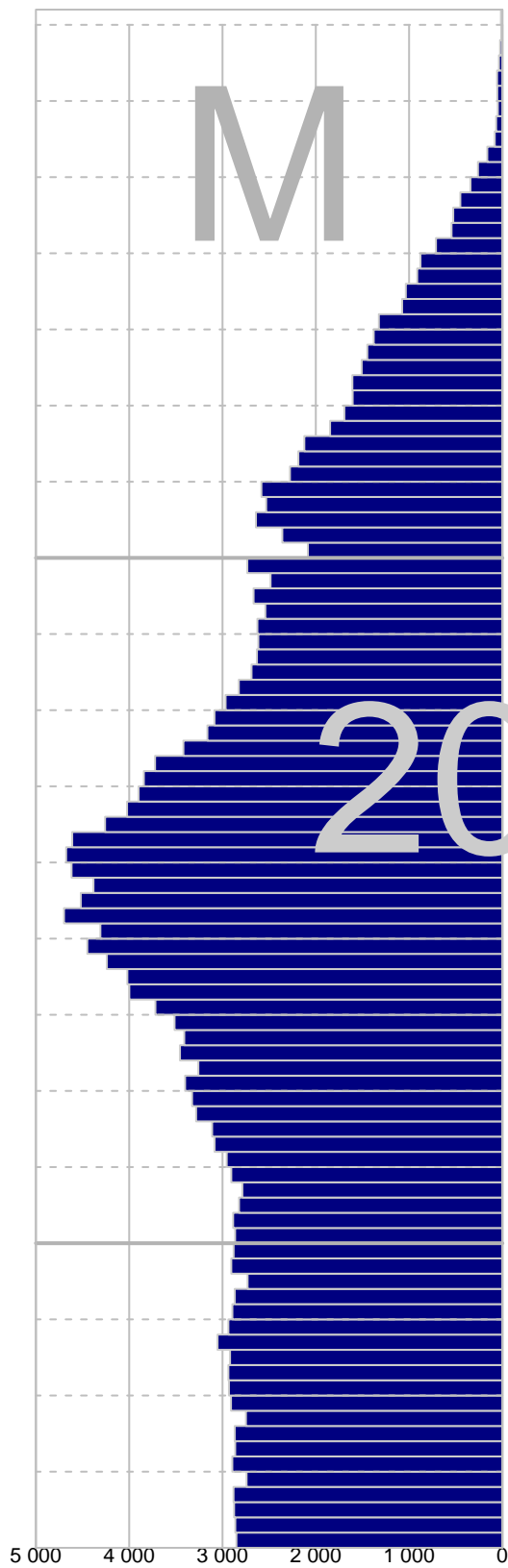
Dalla
popolazione
alle
forze di lavoro

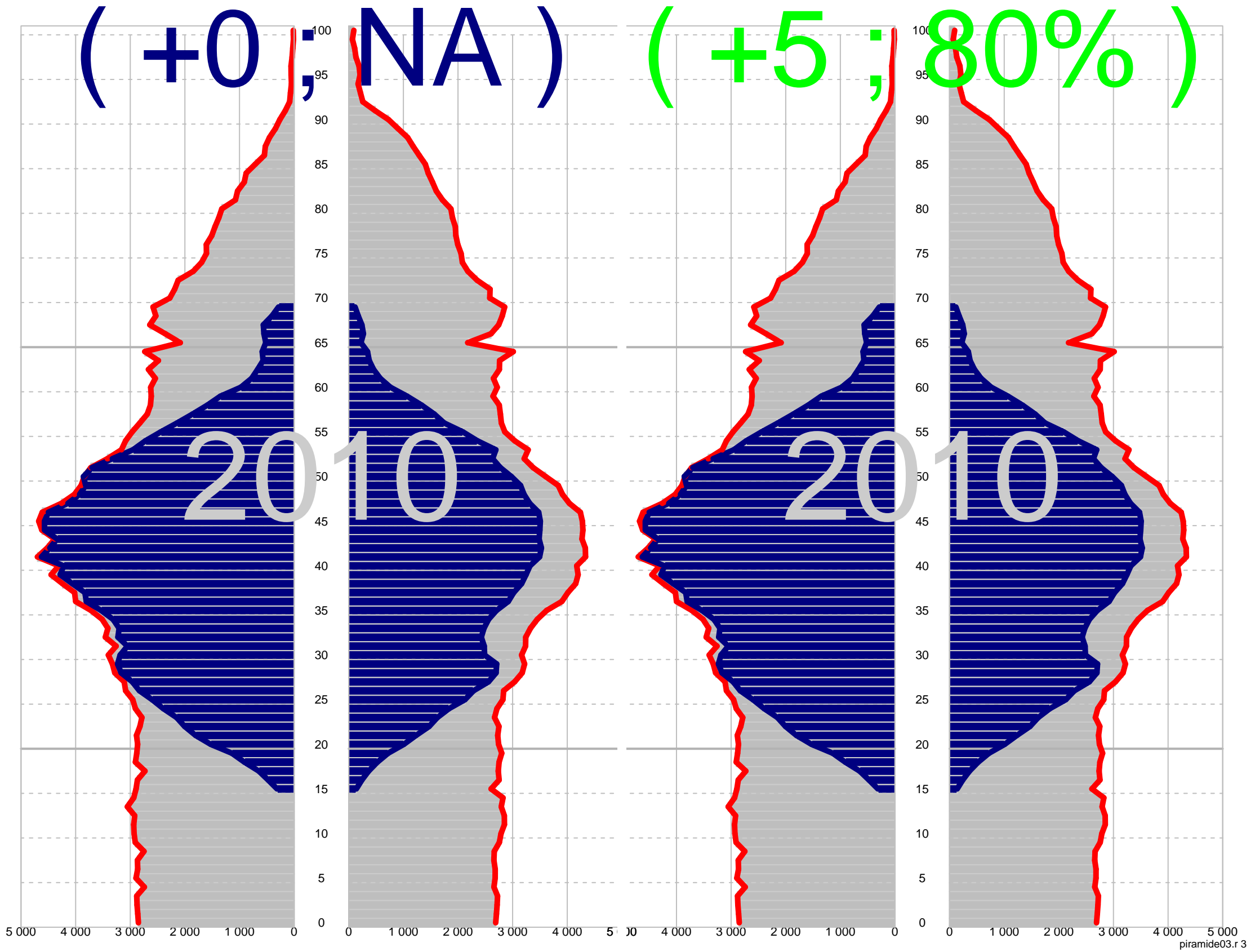
von den
Indikatoren, die nur Alter und
Geschlecht unterscheiden
zu den
**Indikatoren, die auch die
Teilnahme auf dem
Arbeitsmarkt berücksichtigen**

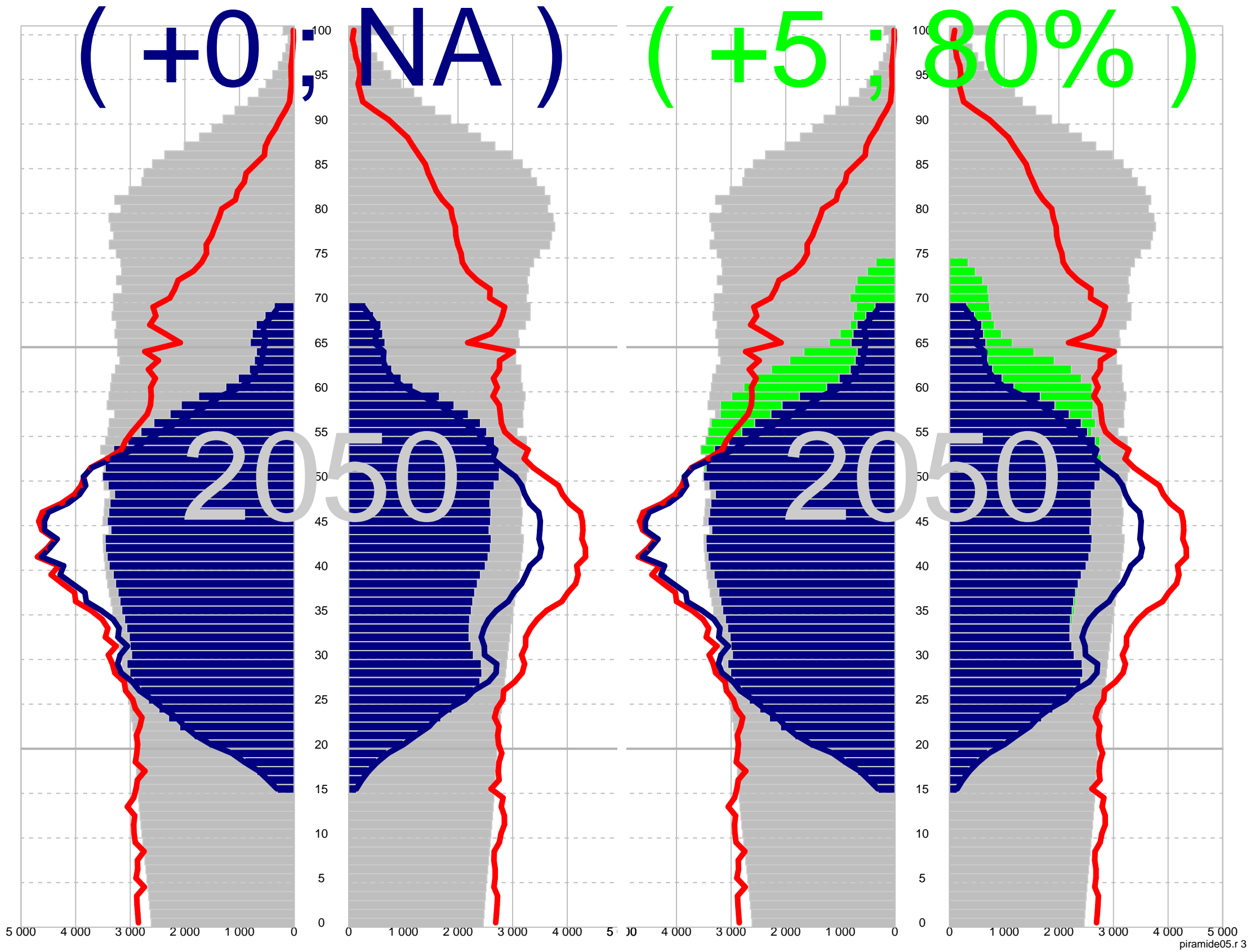
da
indicatori che distinguono solo
età e sesso
a
**indicatori che distinguono
anche per partecipazione al
mercato del lavoro**

Bestätigungen und
Überraschungen

Conferme e
sorprese







Szenario (+0, NA)

- Erwerbsquote nach Alter und Geschlecht bleibt 40 Jahre lang unverändert

Szenario (+5, 80%)

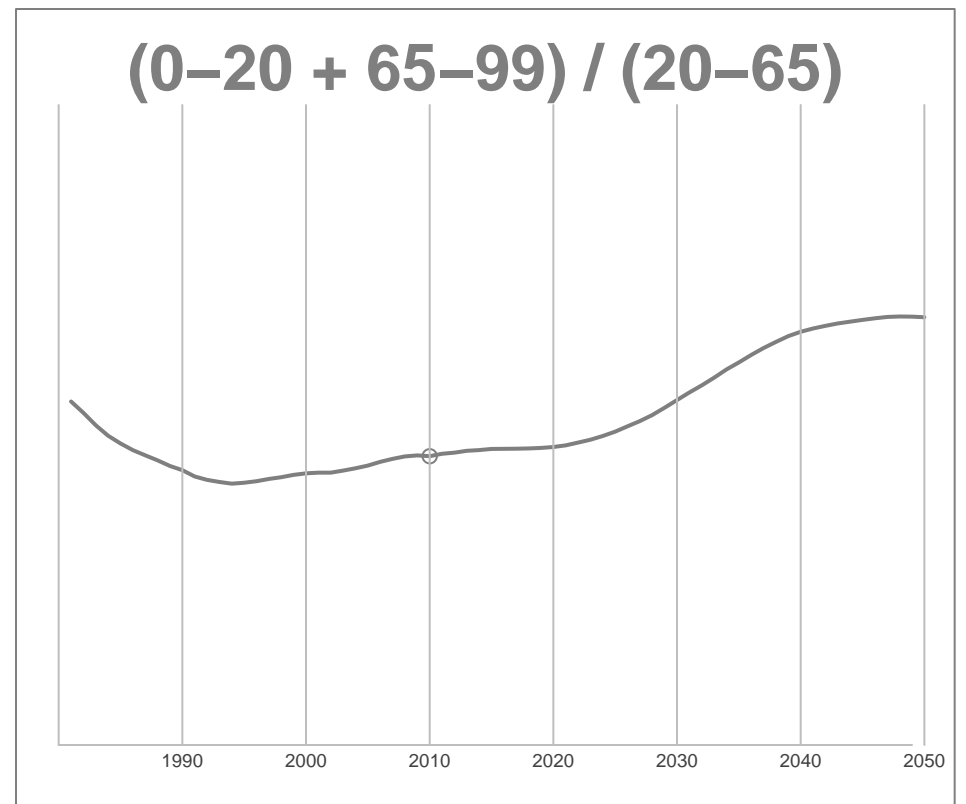
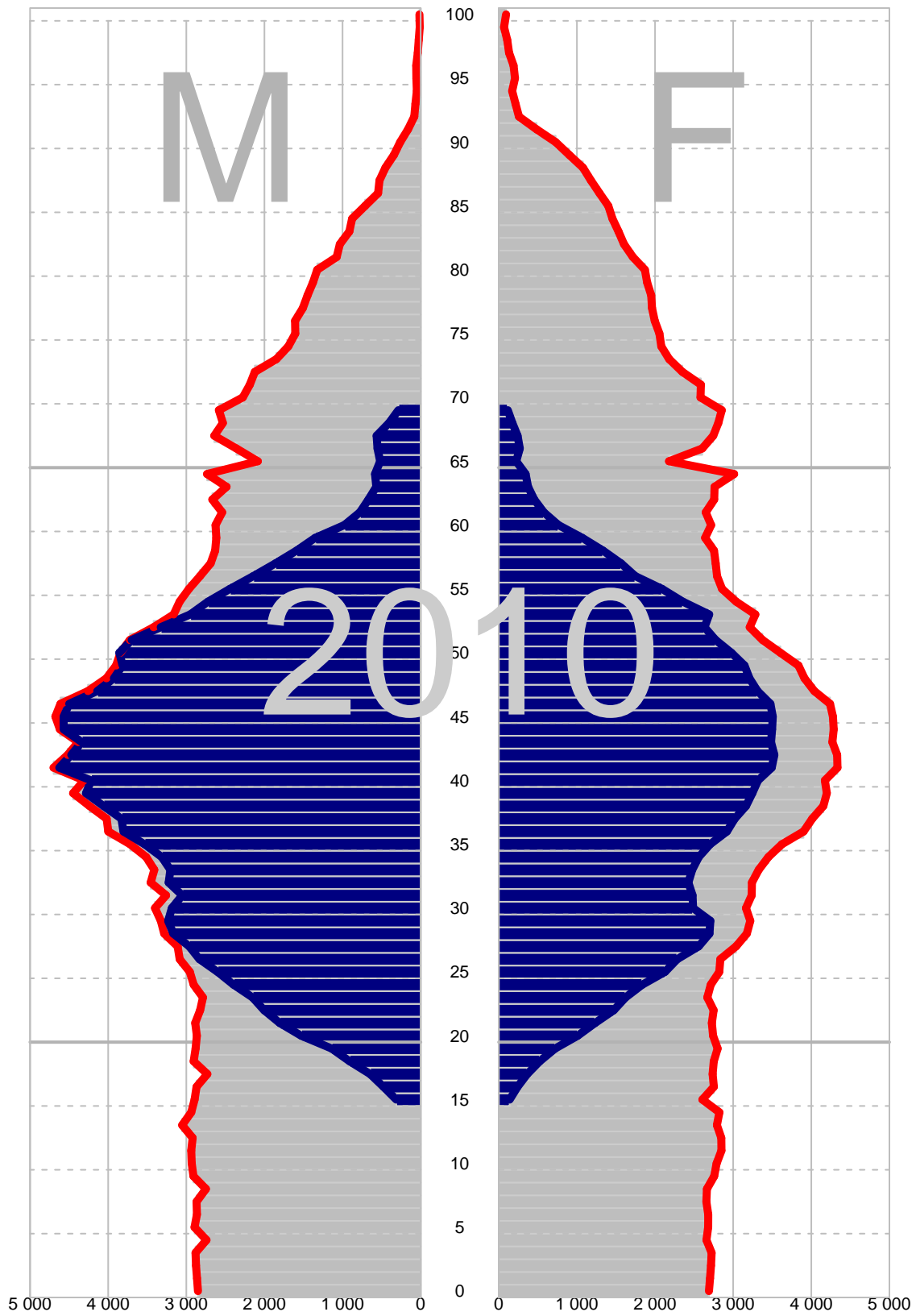
- Effektives Ausstiegsalter steigt stetig um 1 Jahr alle 8 Jahre. 2050 wird es um 5 Jahre mehr sein.
- Die Frauenerwerbsquote steigt stetig und erreicht 2050 in jeder Altersklasse 80% der männlichen Erwerbsquote

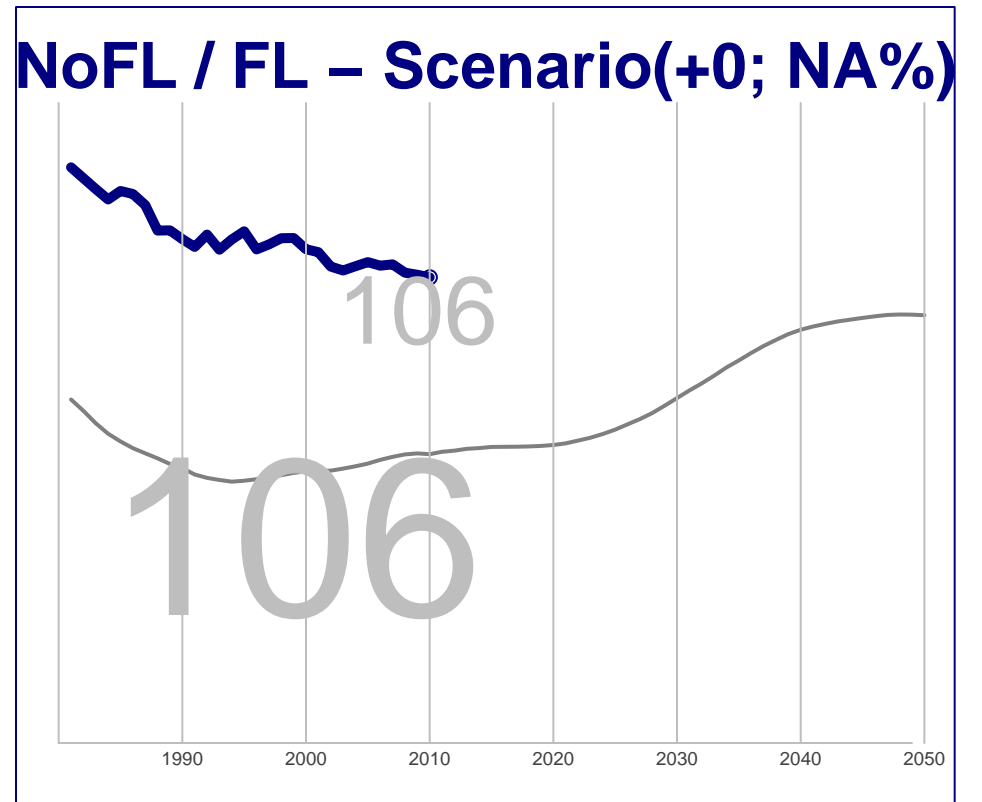
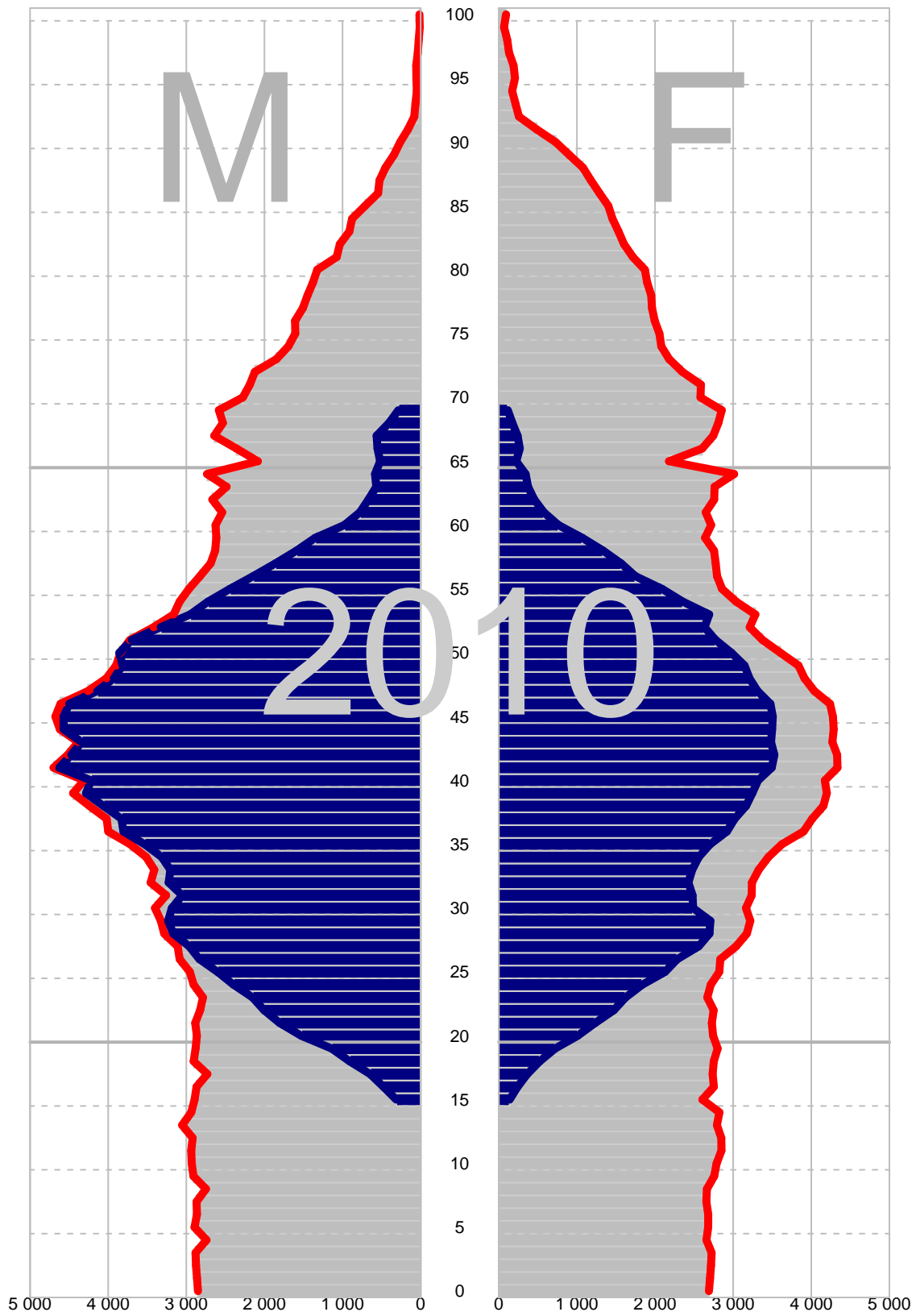
Szenario (+0, NA)

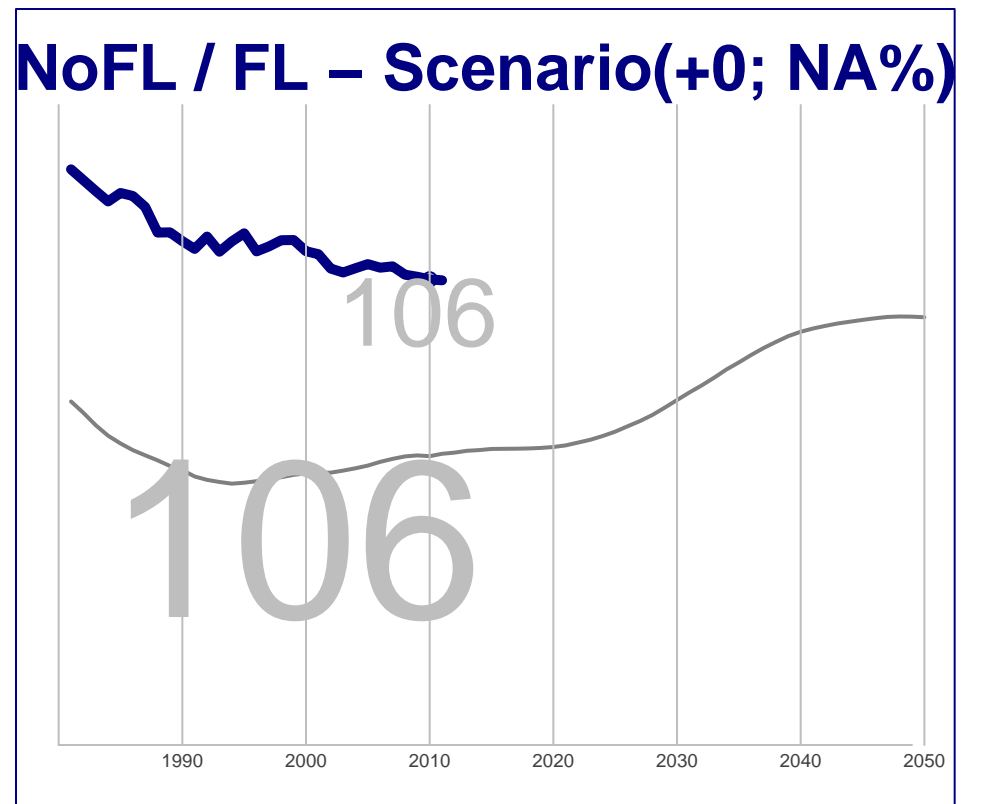
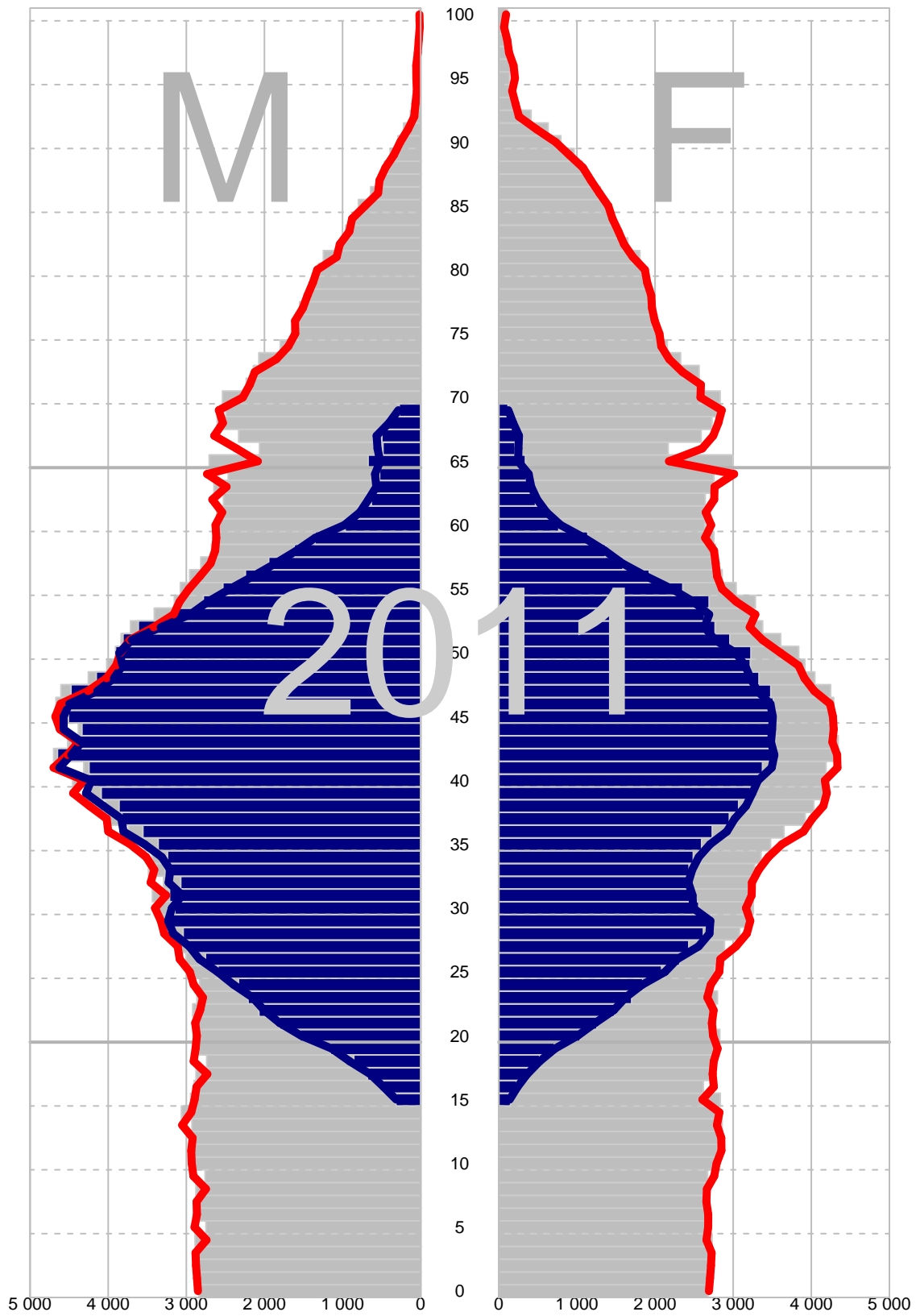
- Il tasso di attività per età e sesso rimane invariato per i prossimi 40 anni

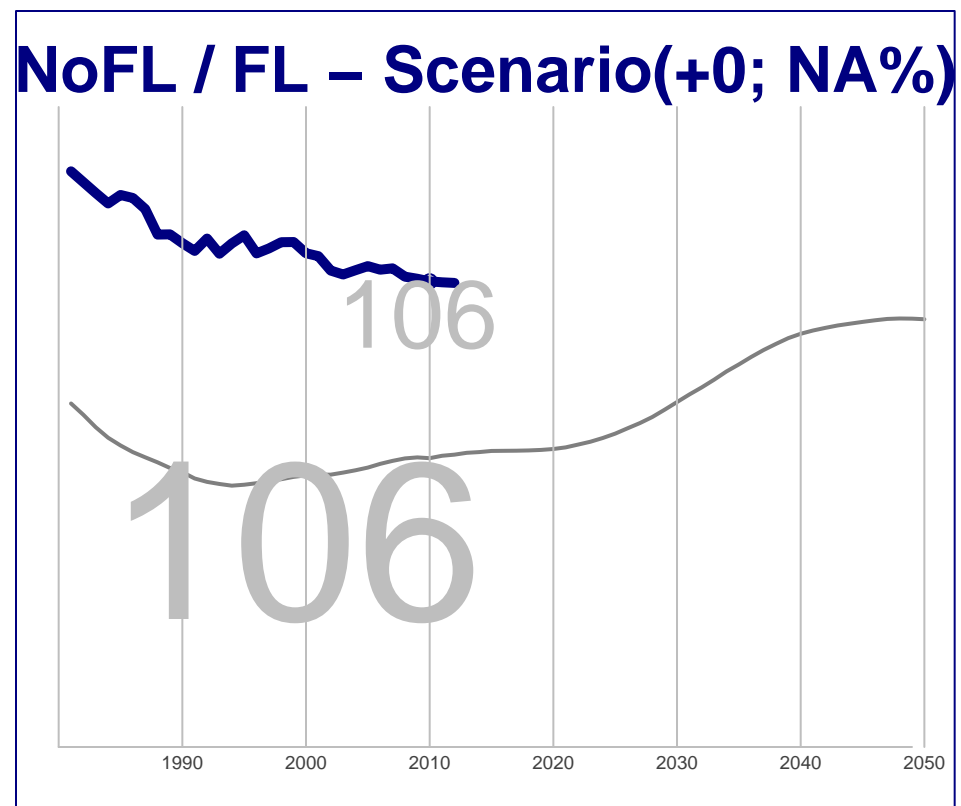
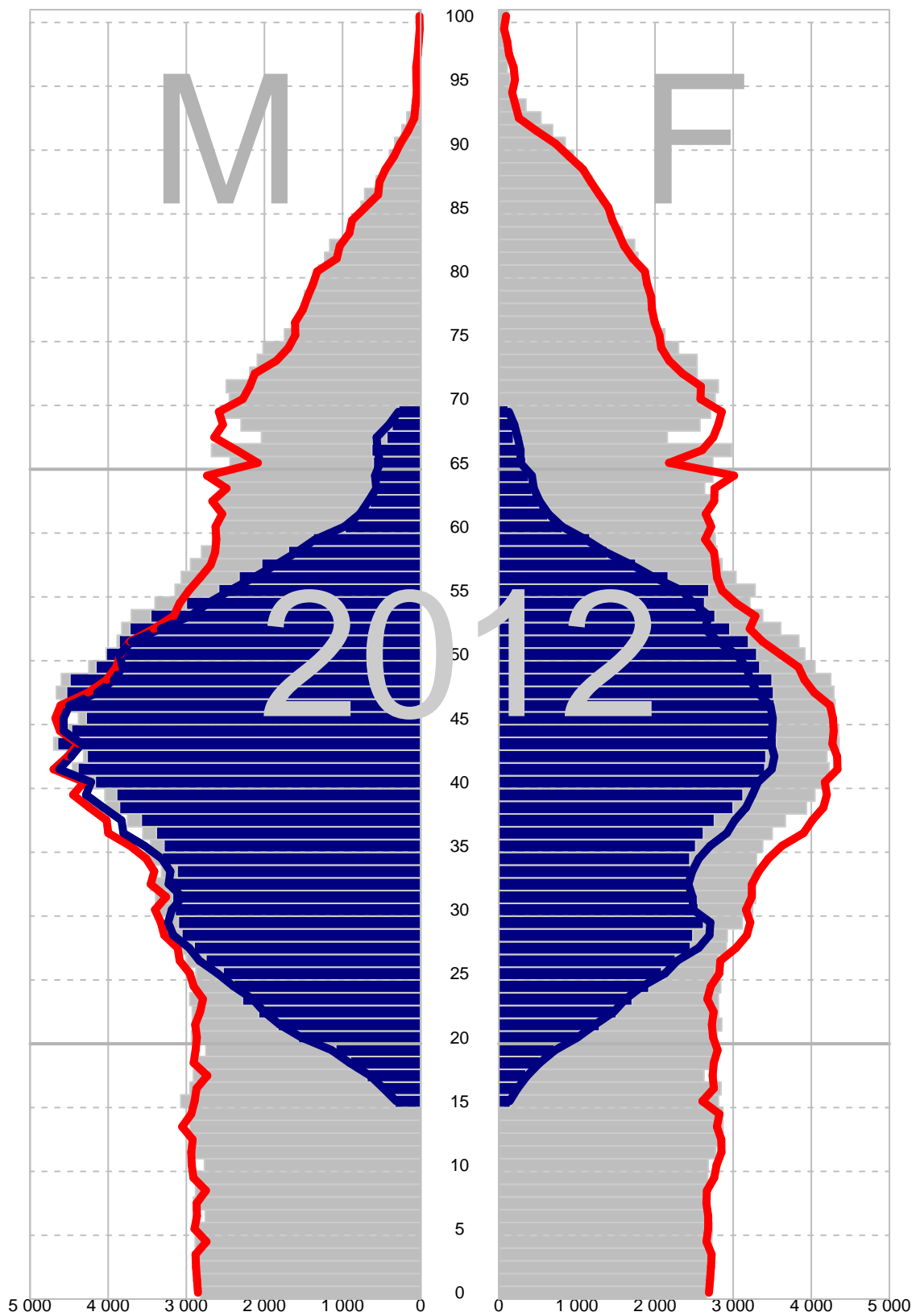
Szenario (+5, 80%)

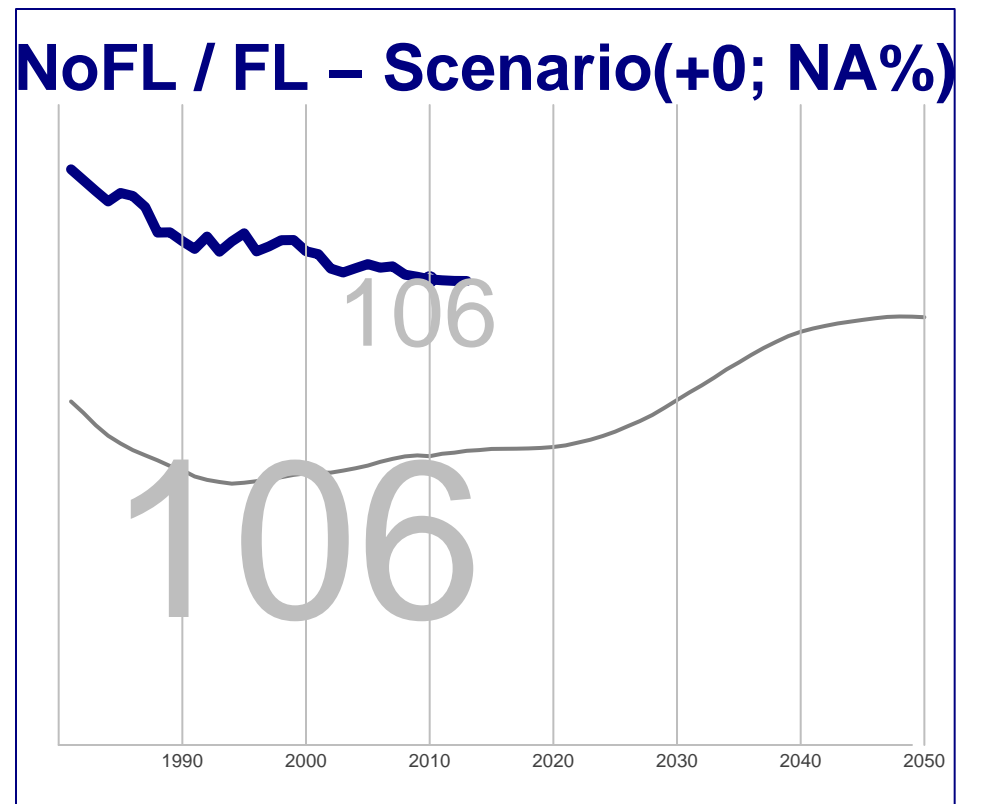
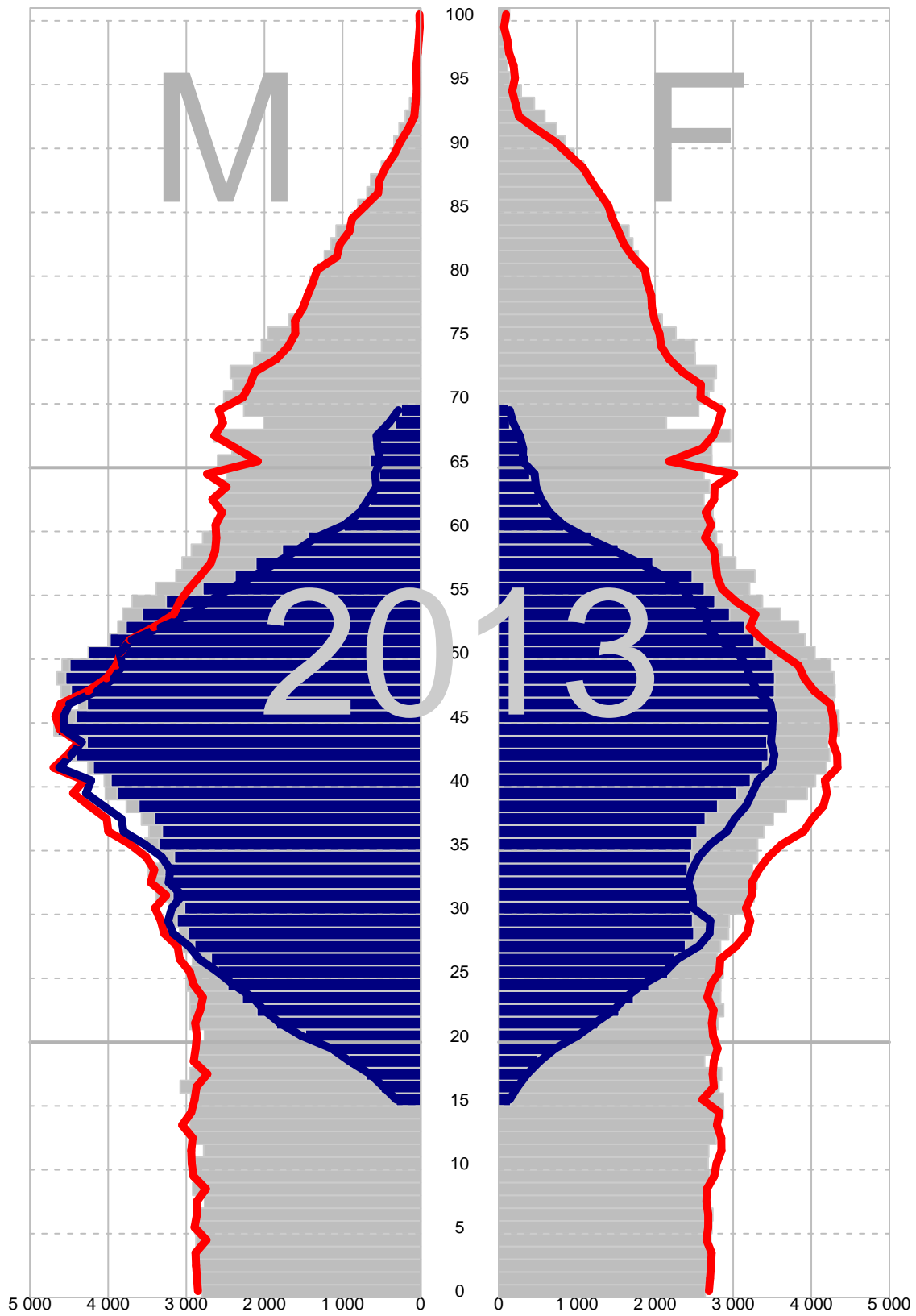
- L'età media effettiva di pensionamento aumenta gradualmente di 1 anno ogni 8 anni, risultando nel 2050 di +5 anni maggiore rispetto a oggi
- Il tasso di attività femminile raggiunge per tutte le età l'80% di quello maschile, crescendo in modo lineare da oggi al 2050

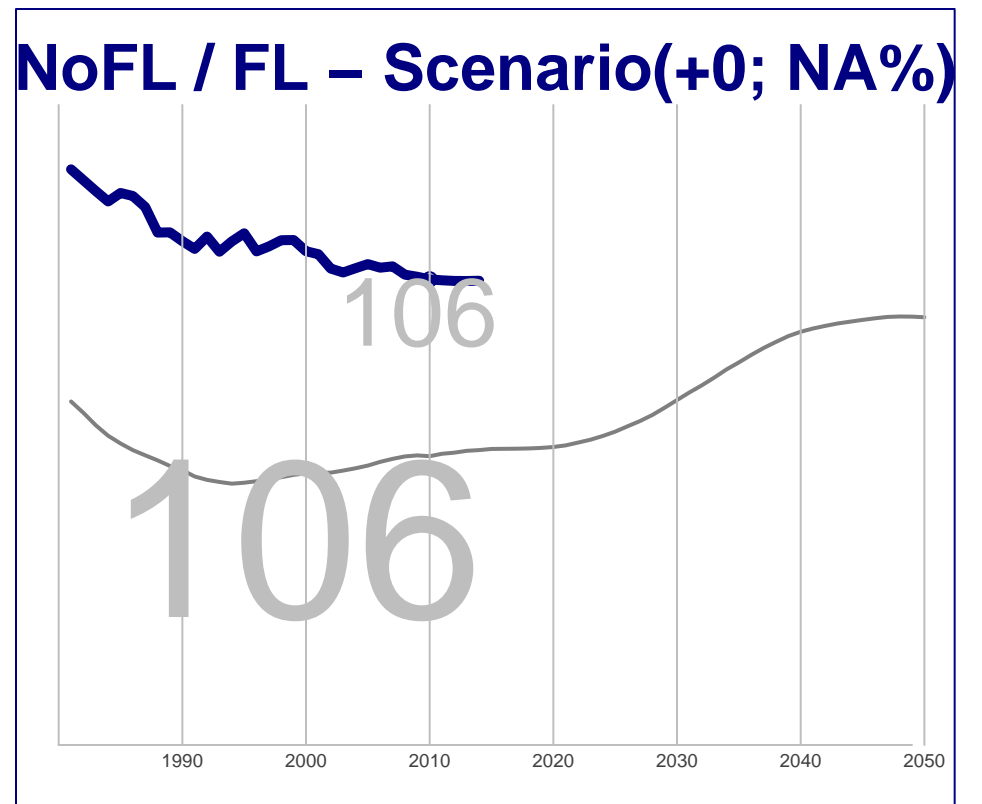
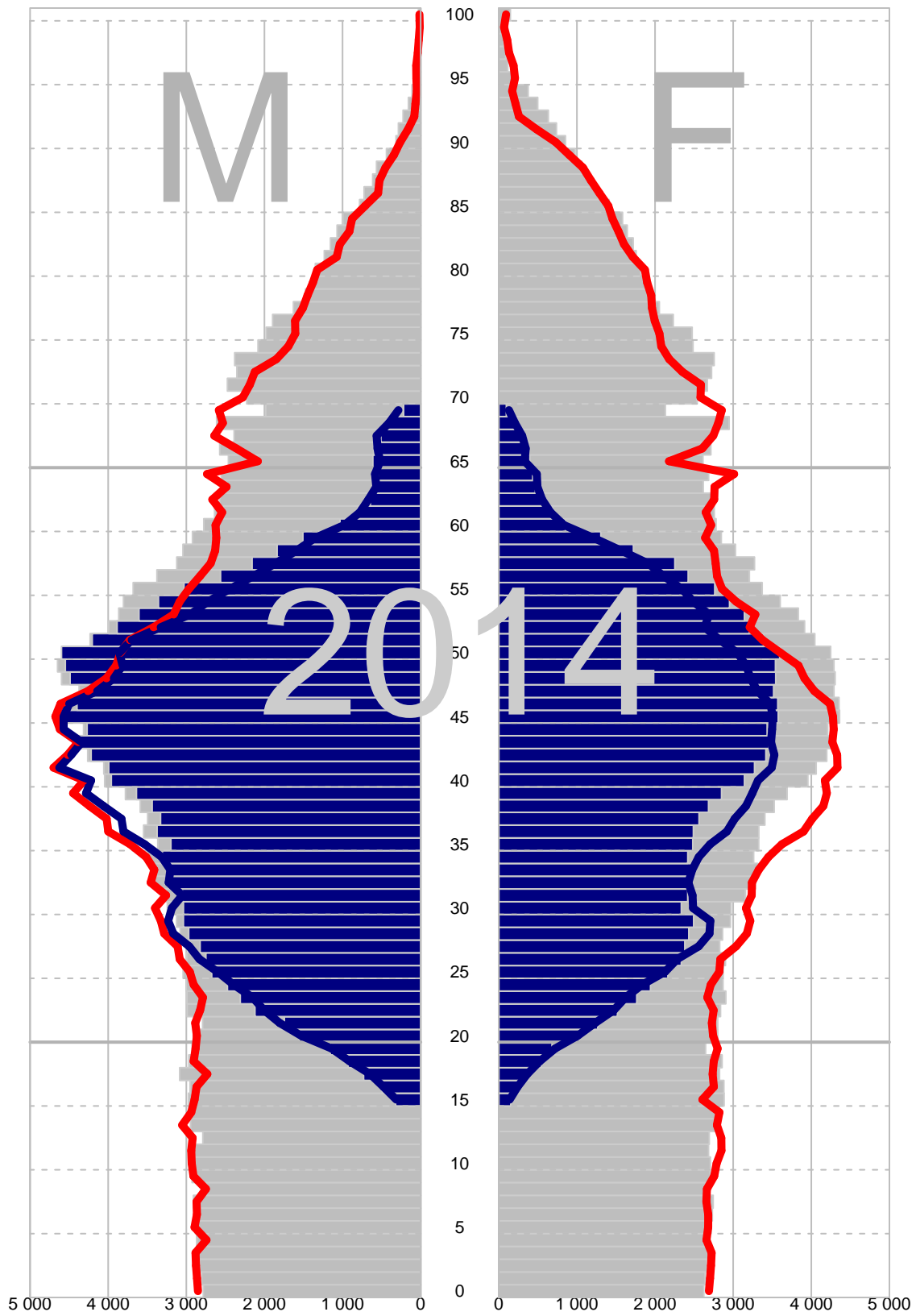


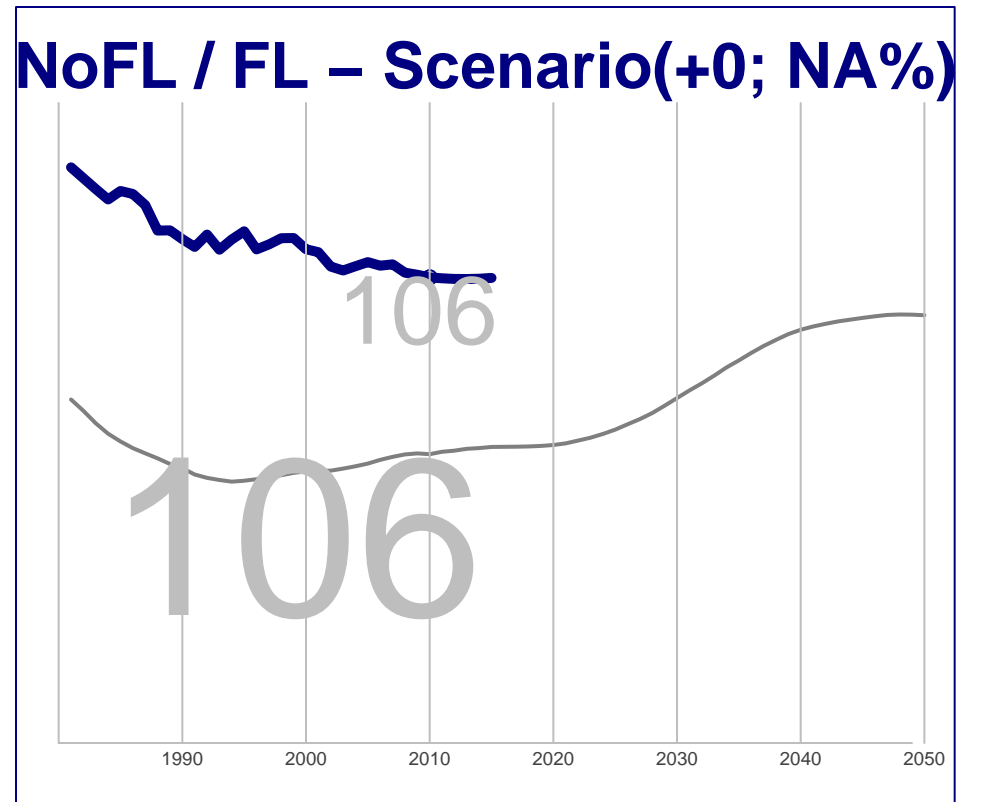
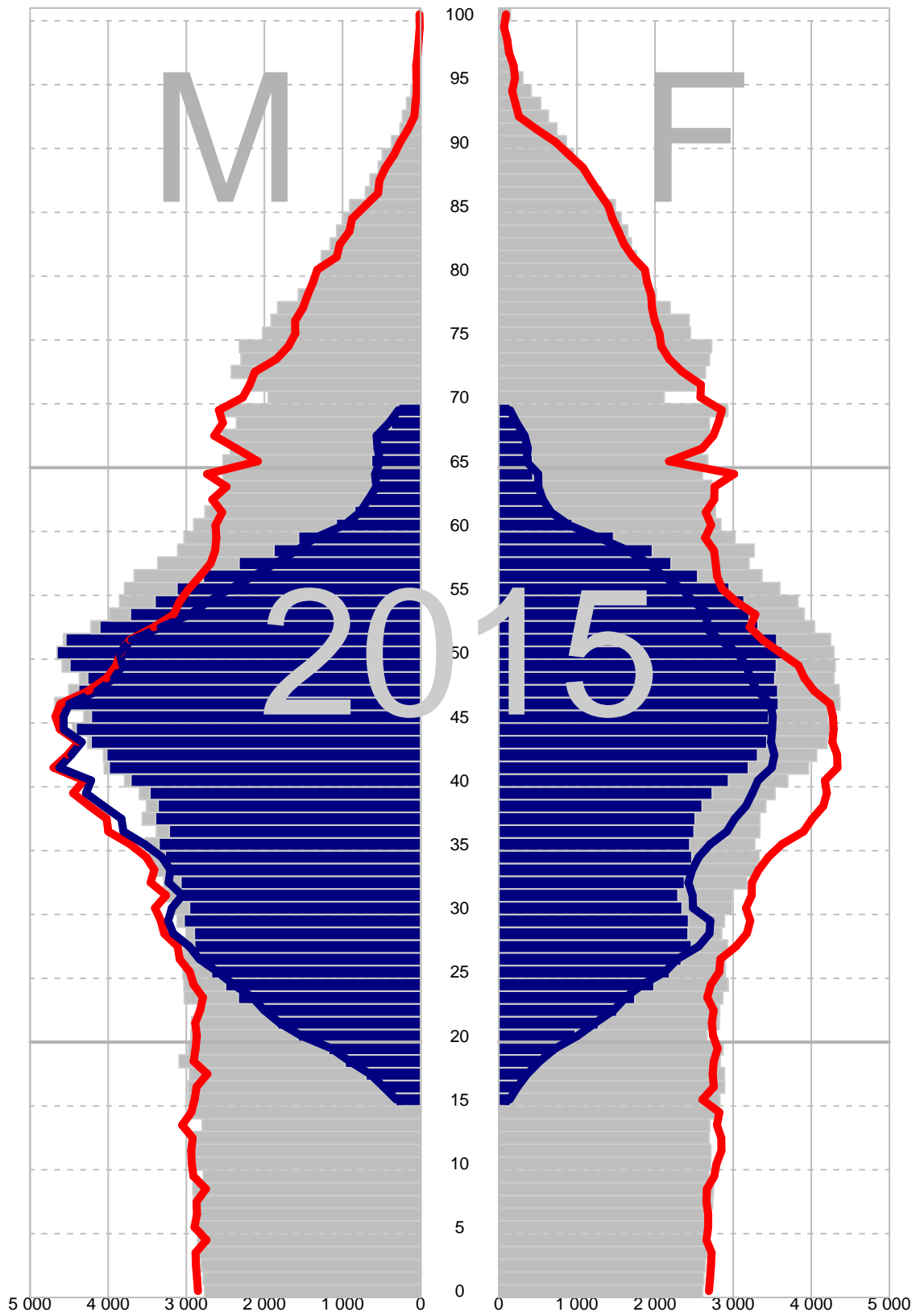


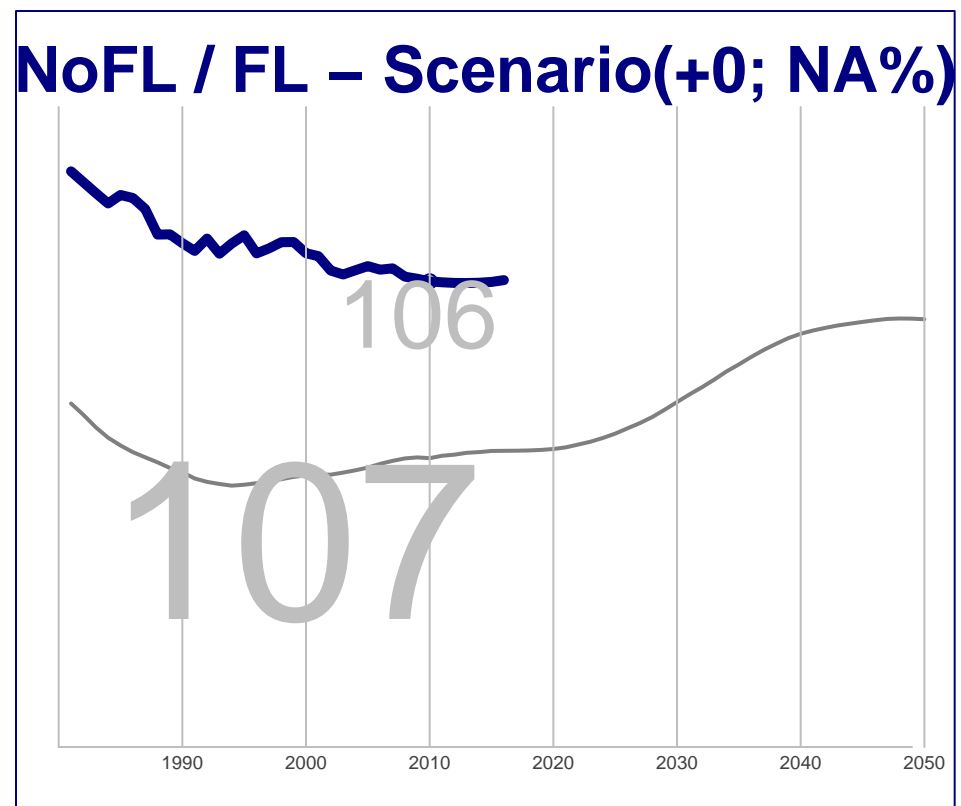
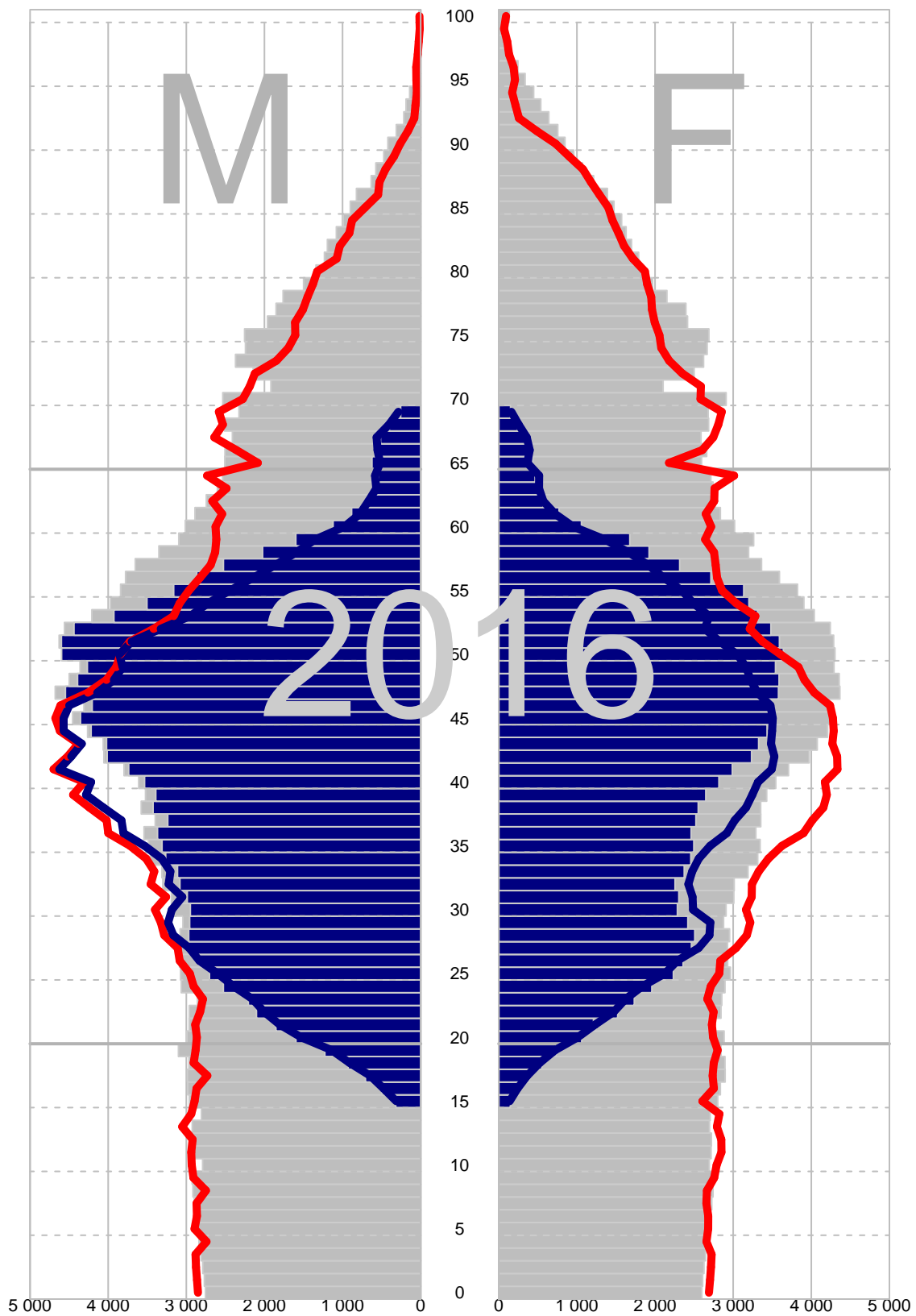


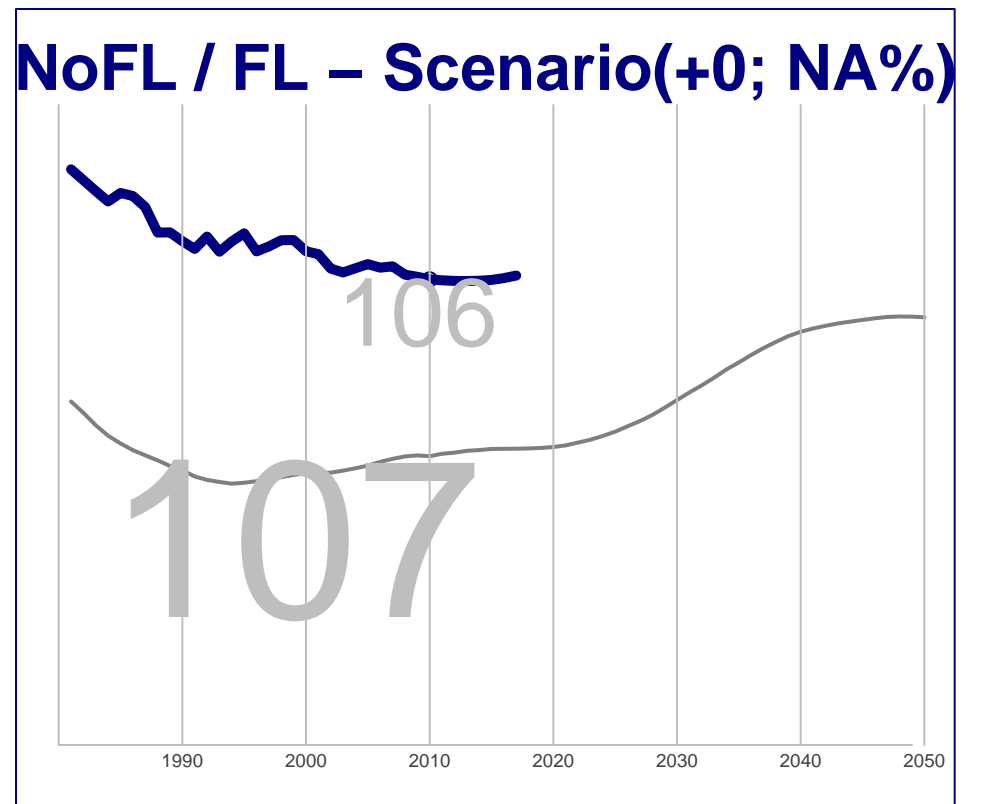
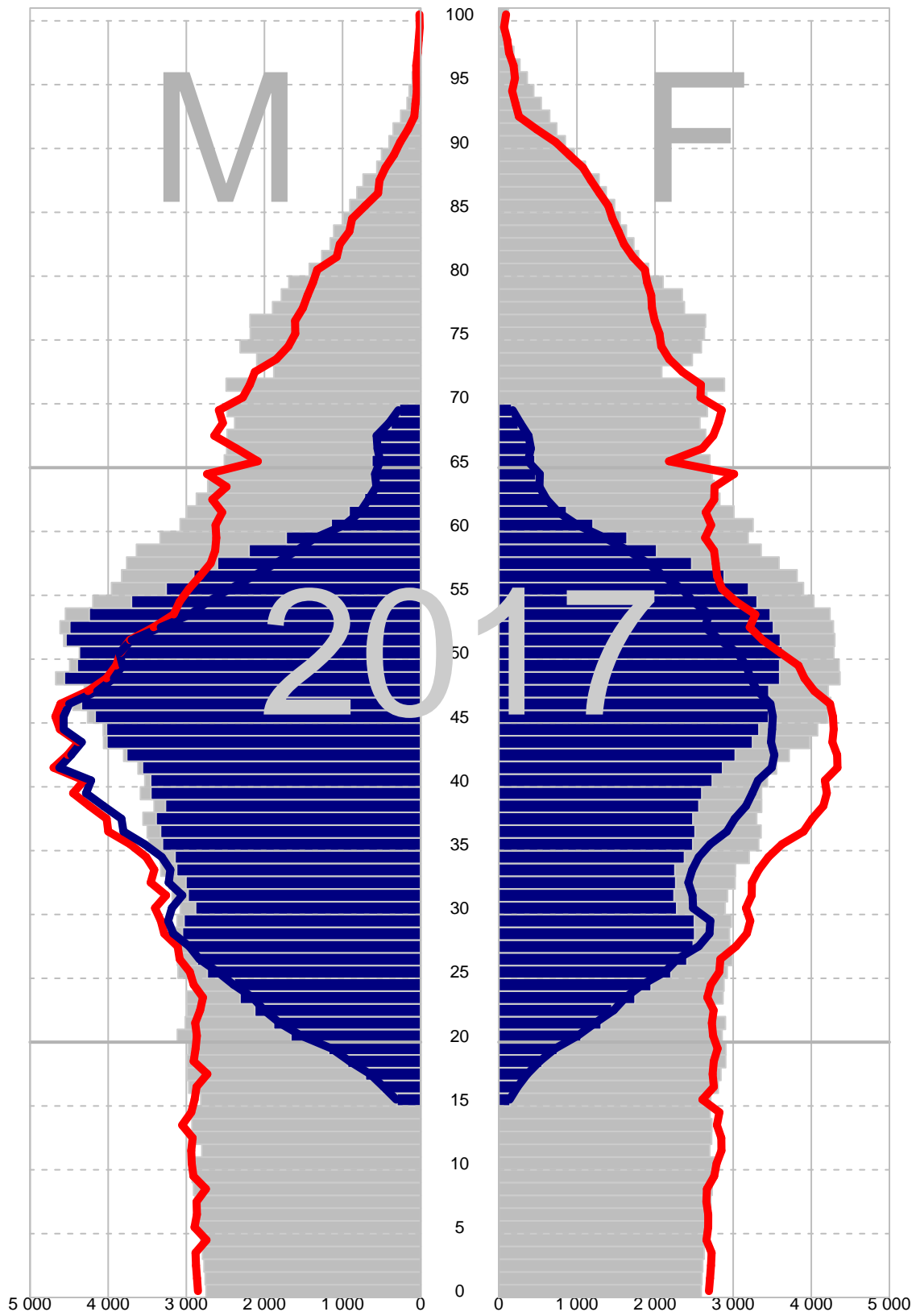


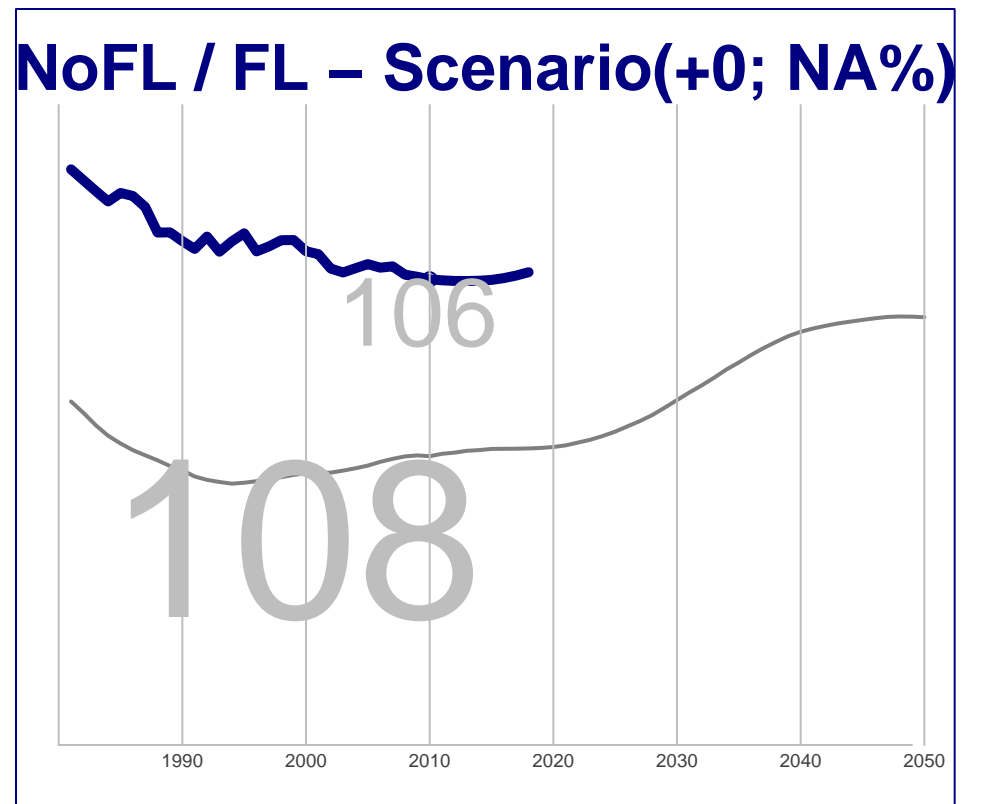
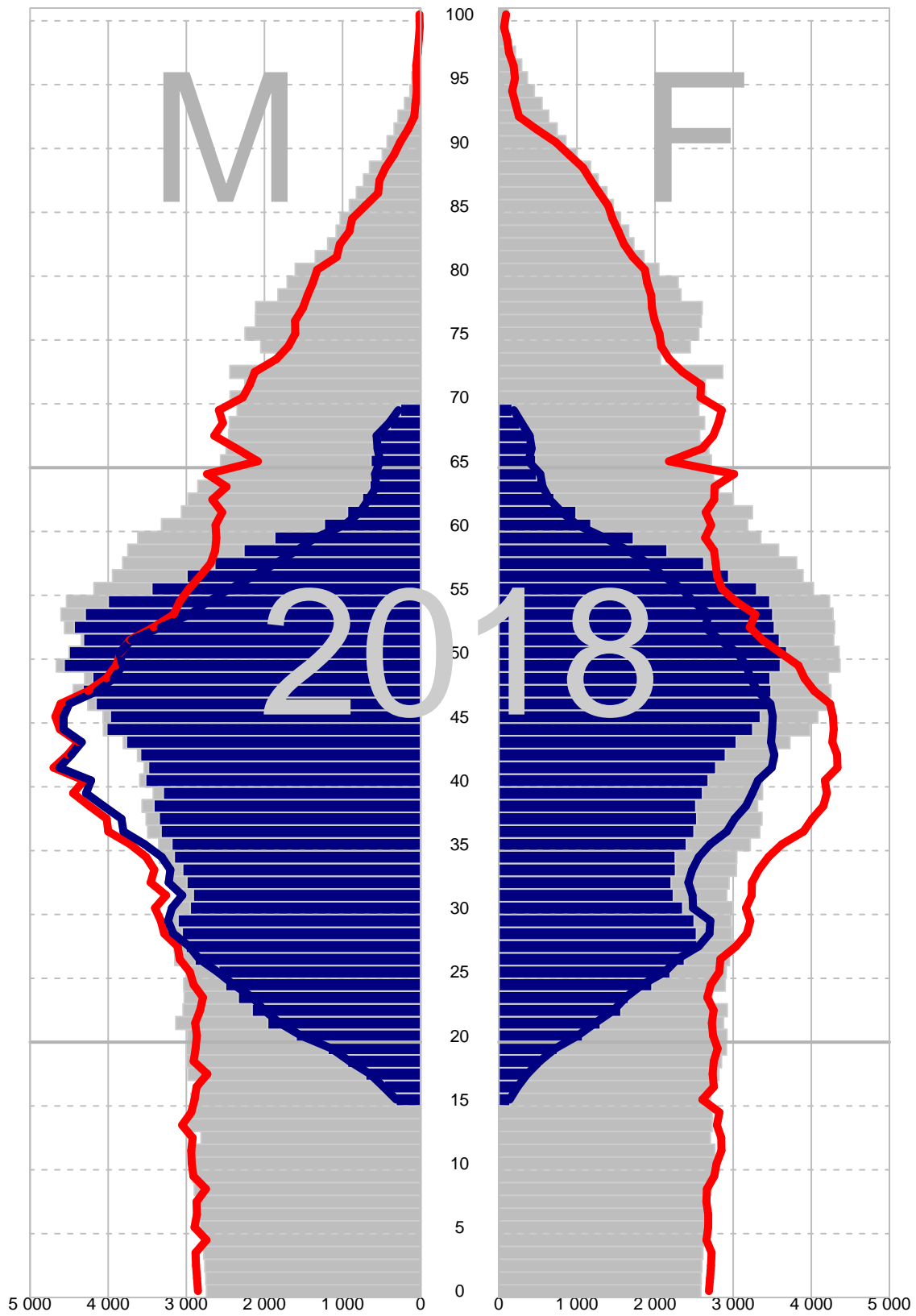


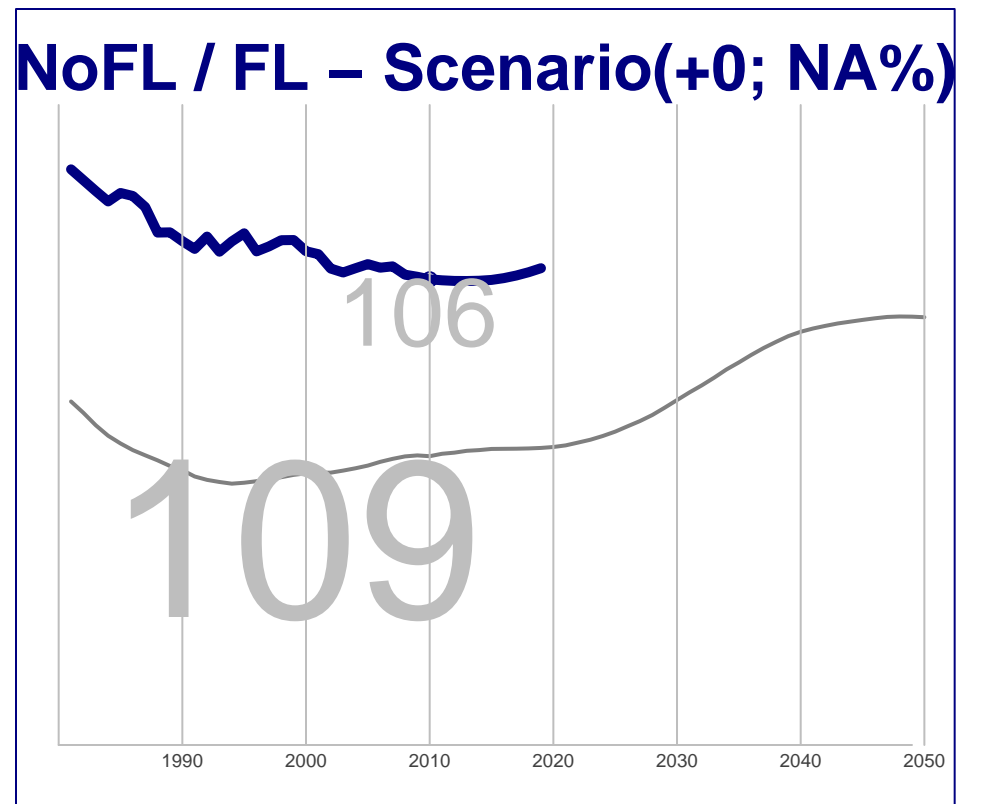
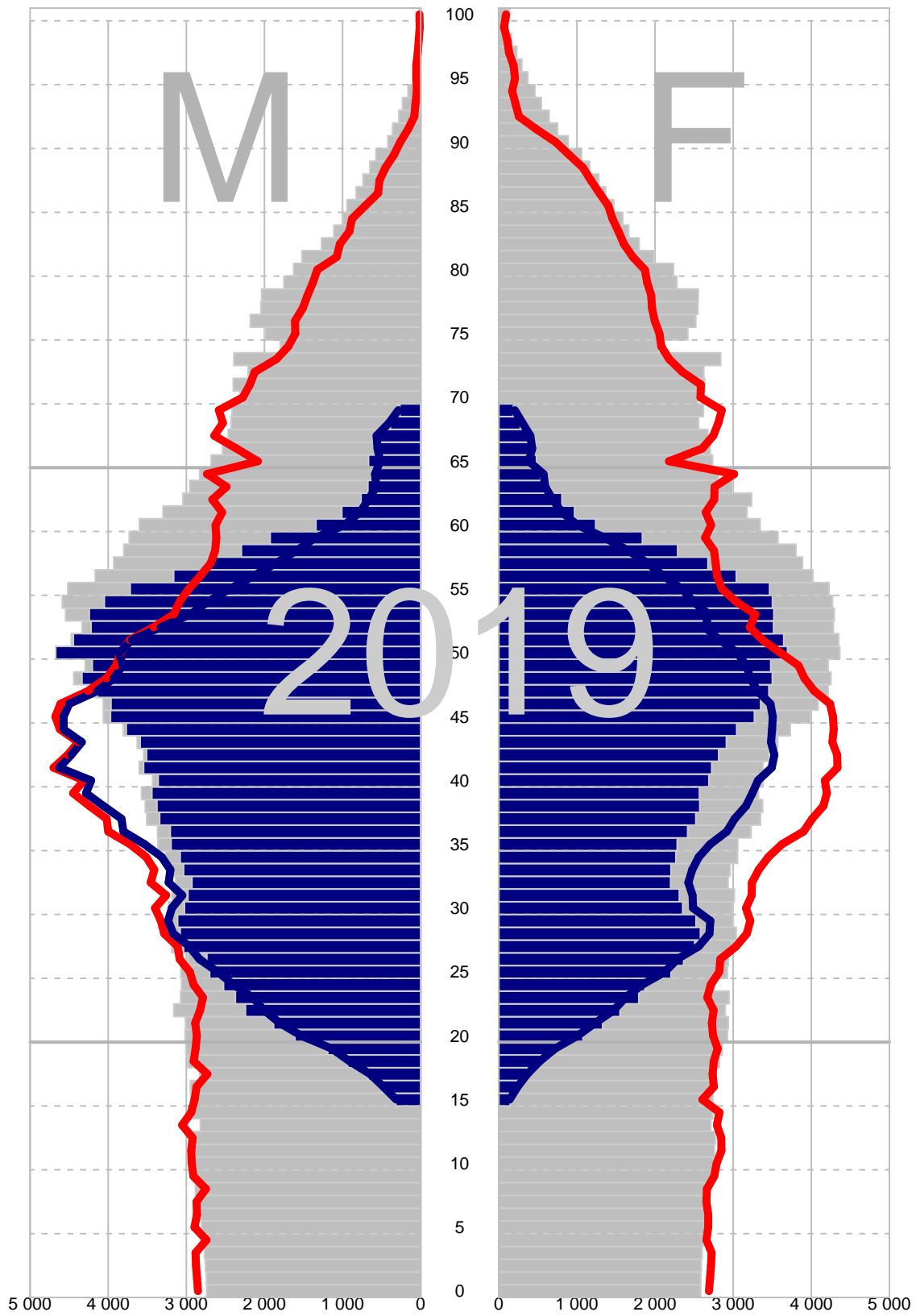


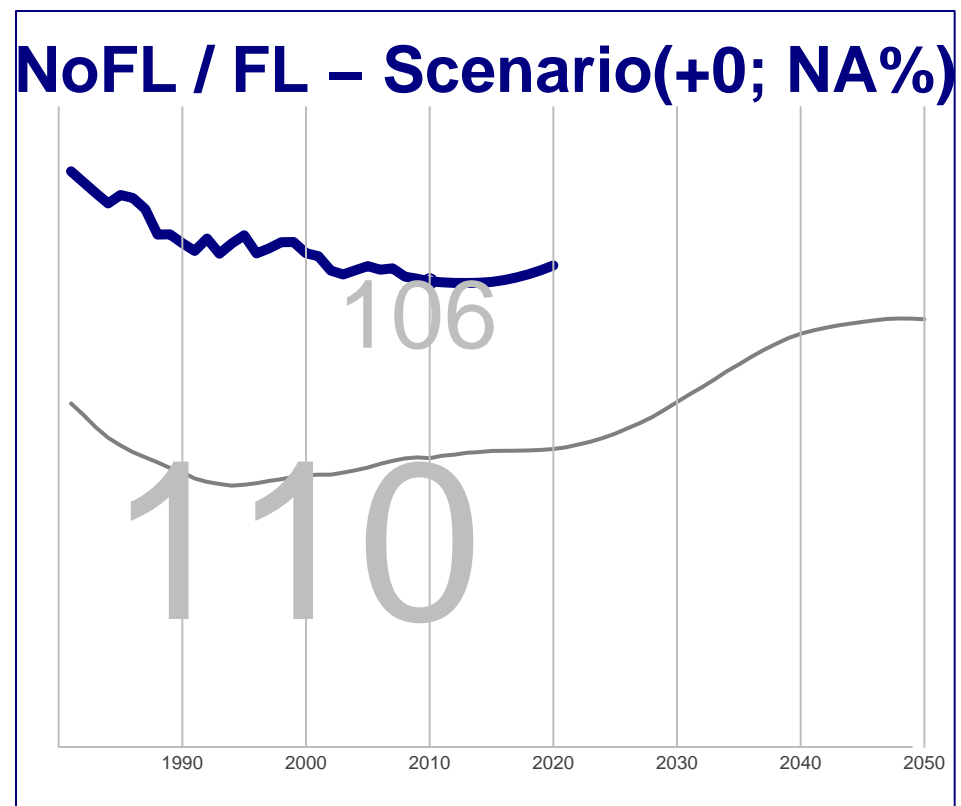
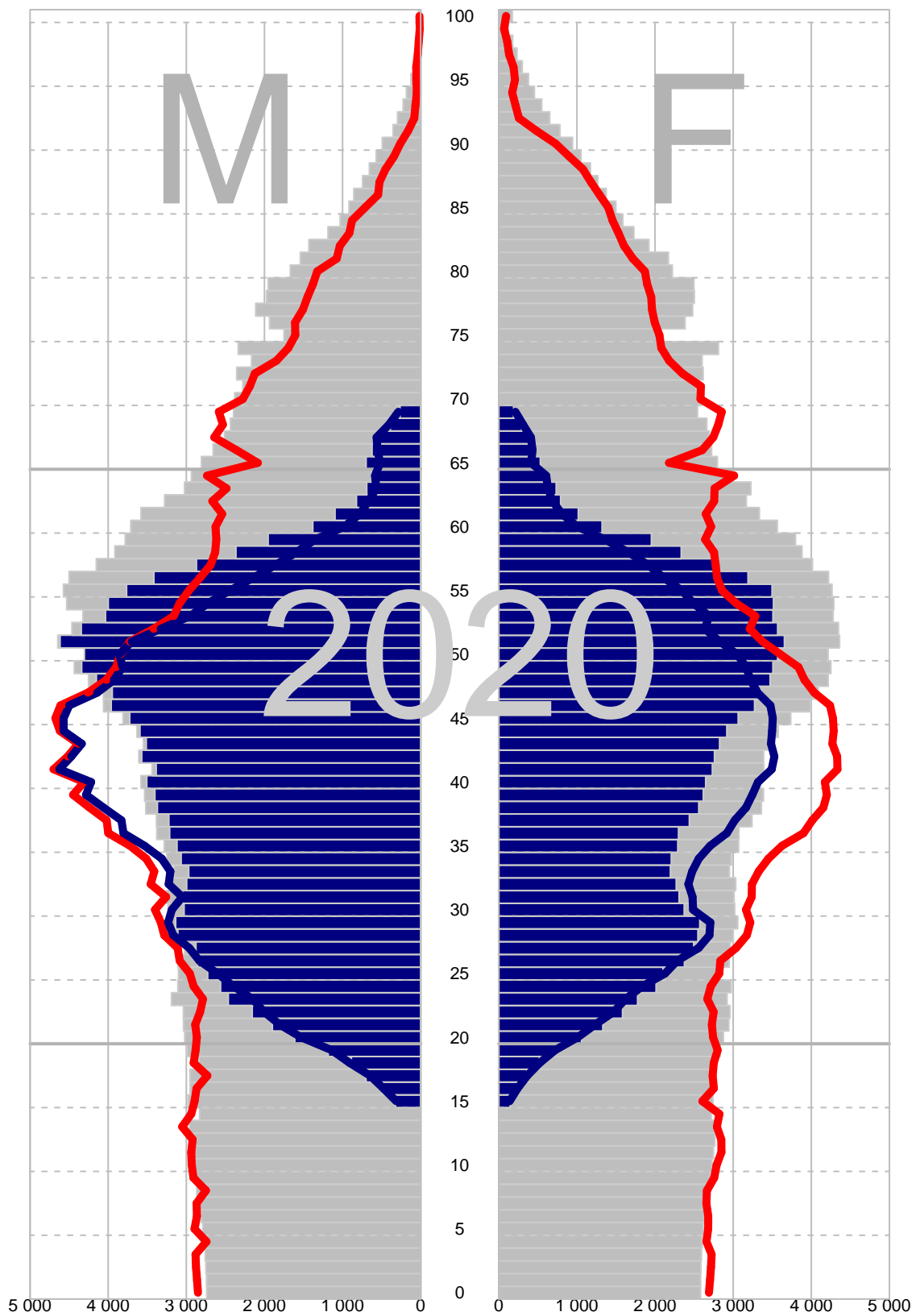


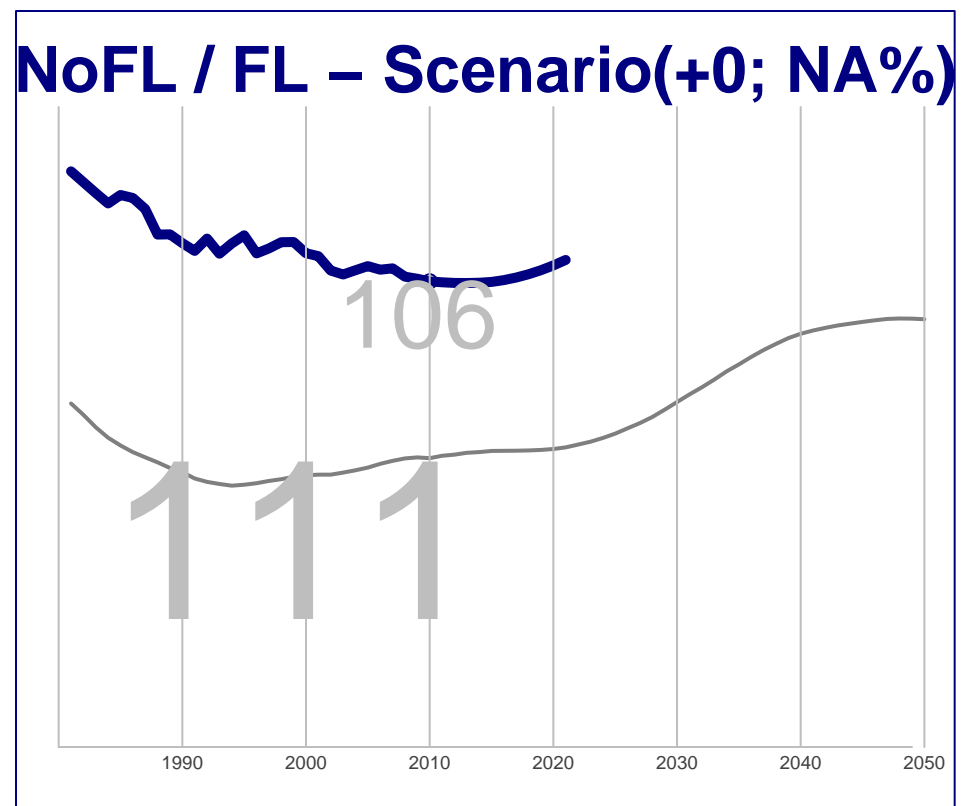
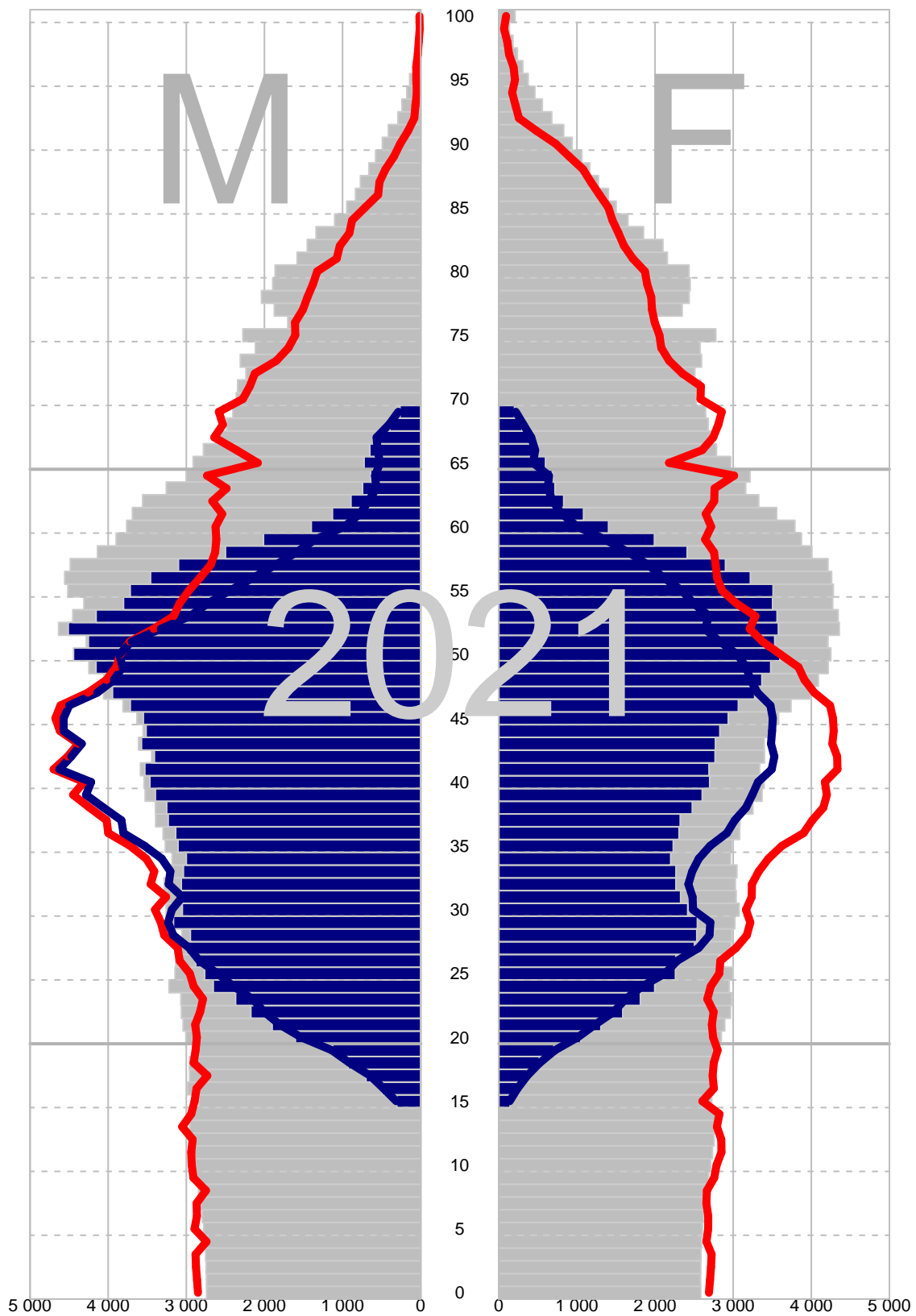


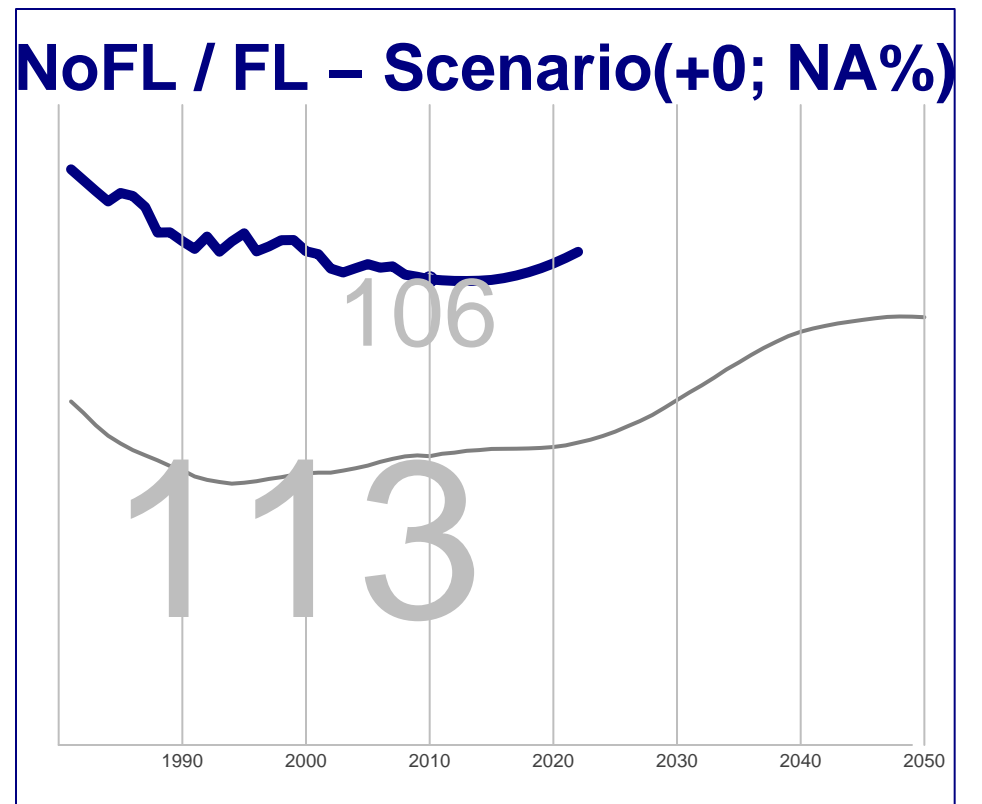
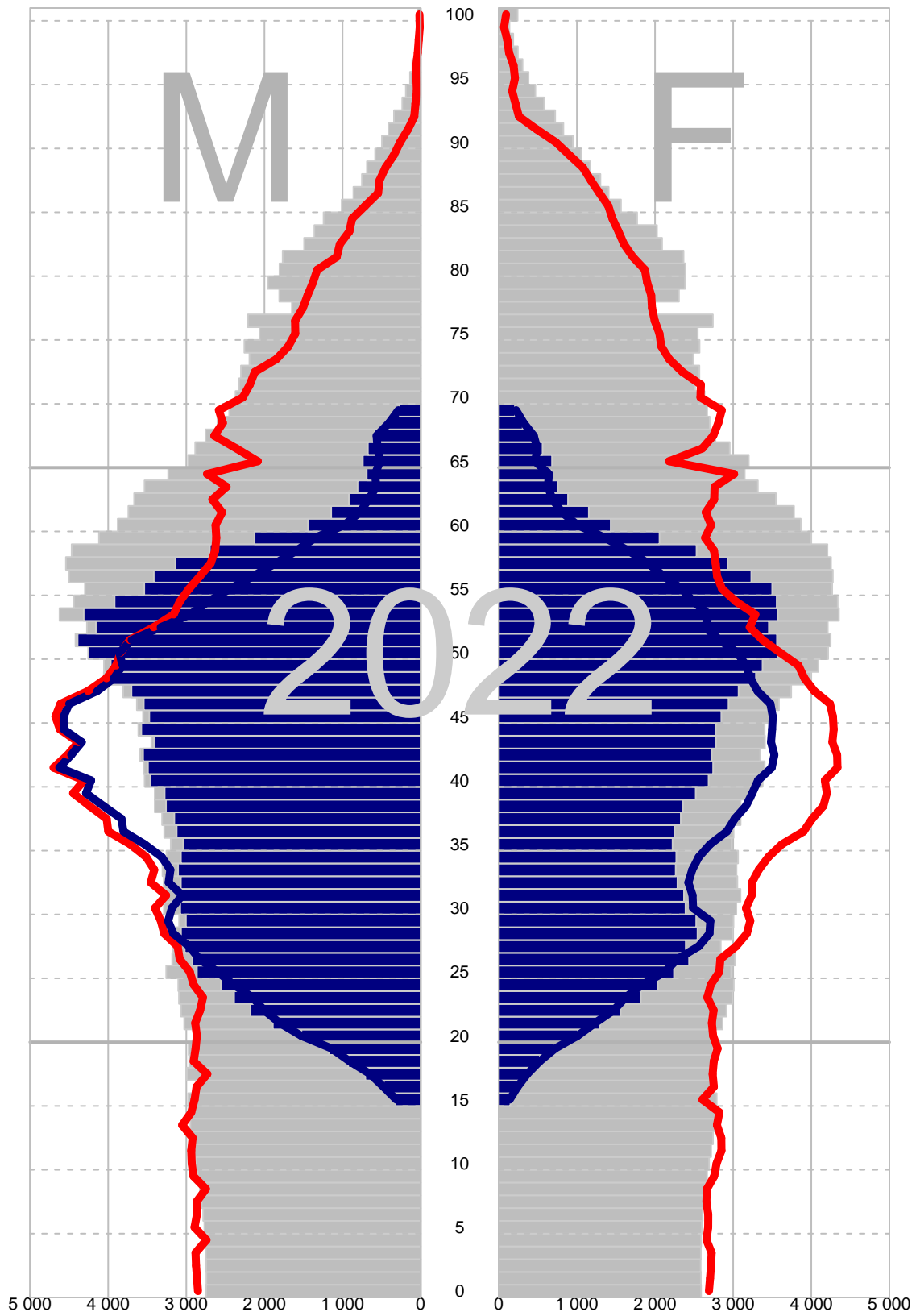


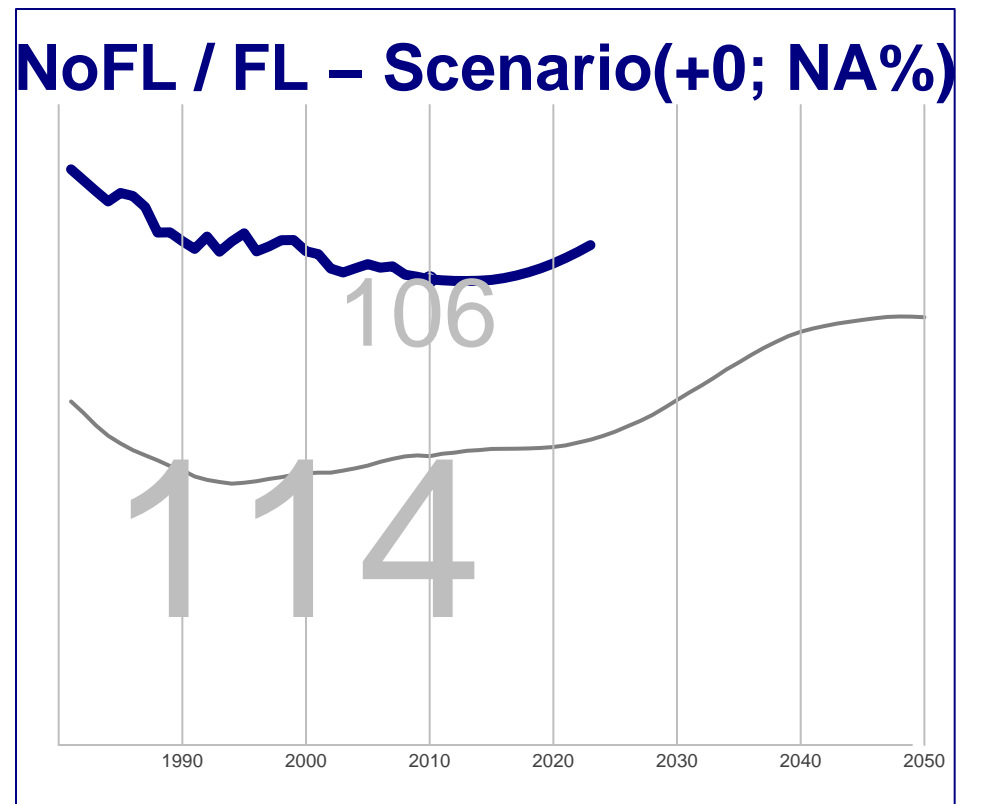
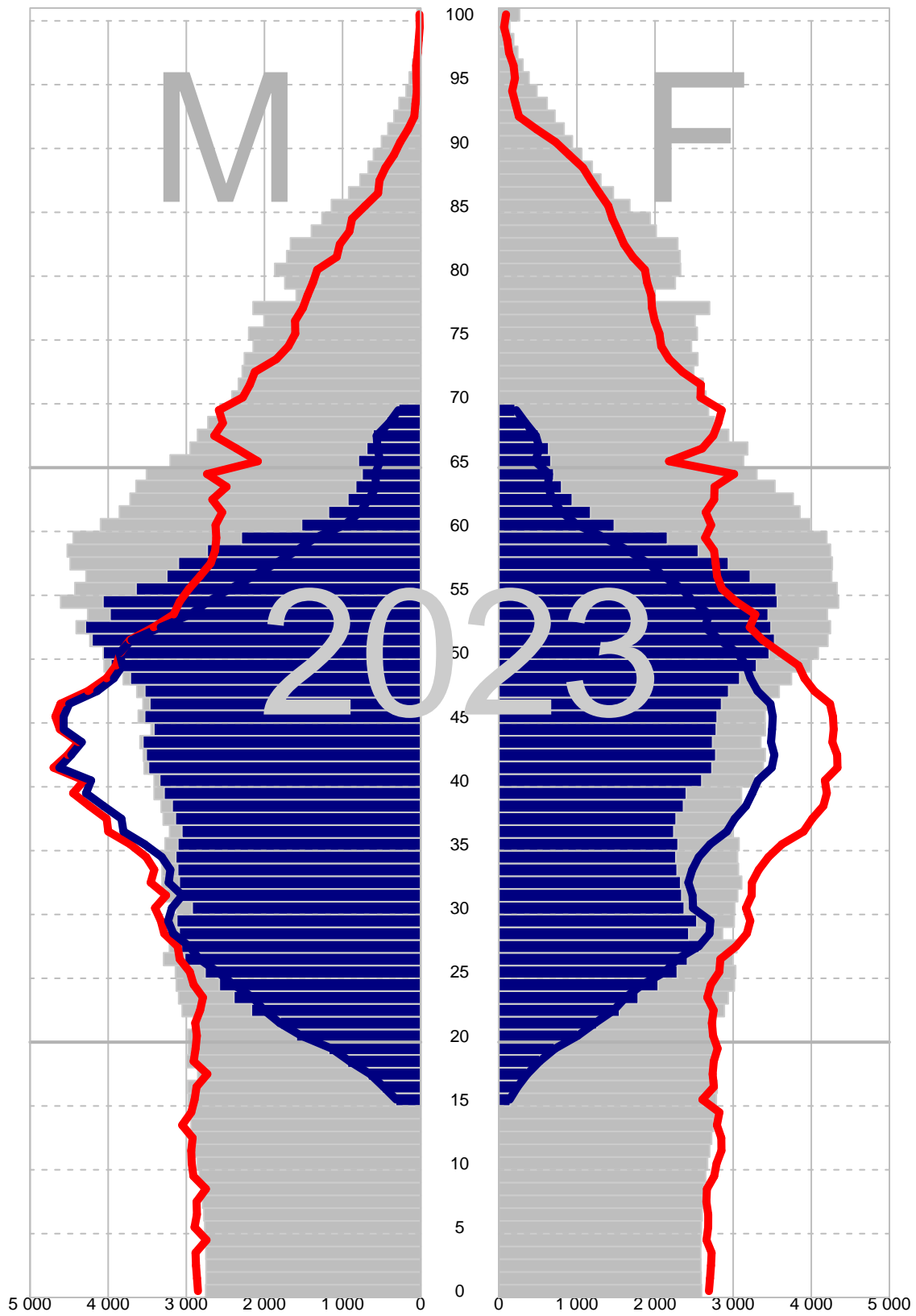


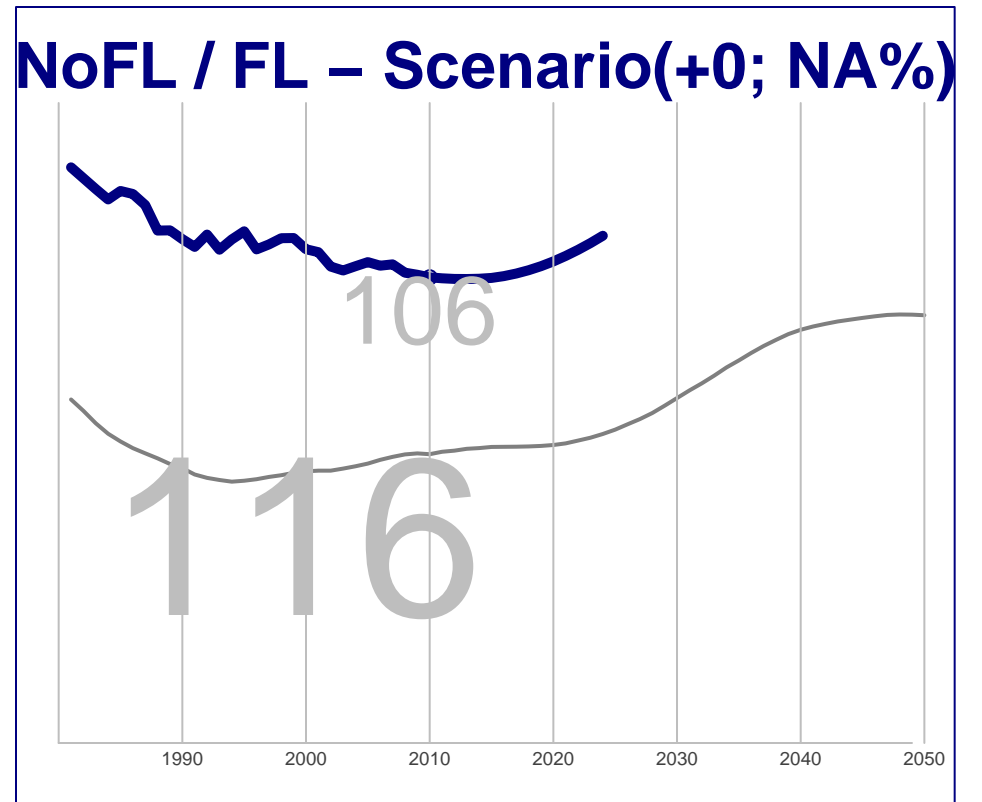
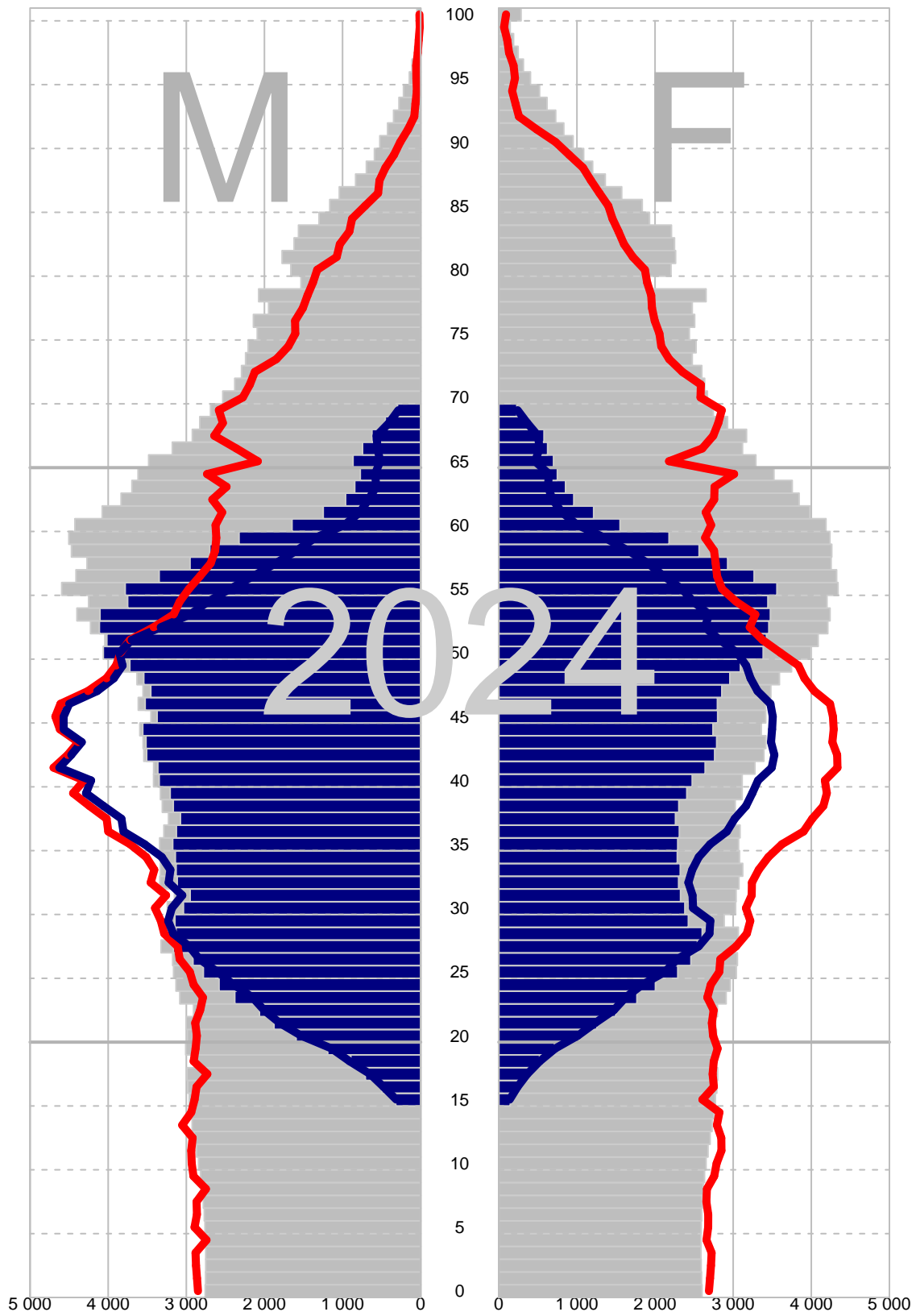


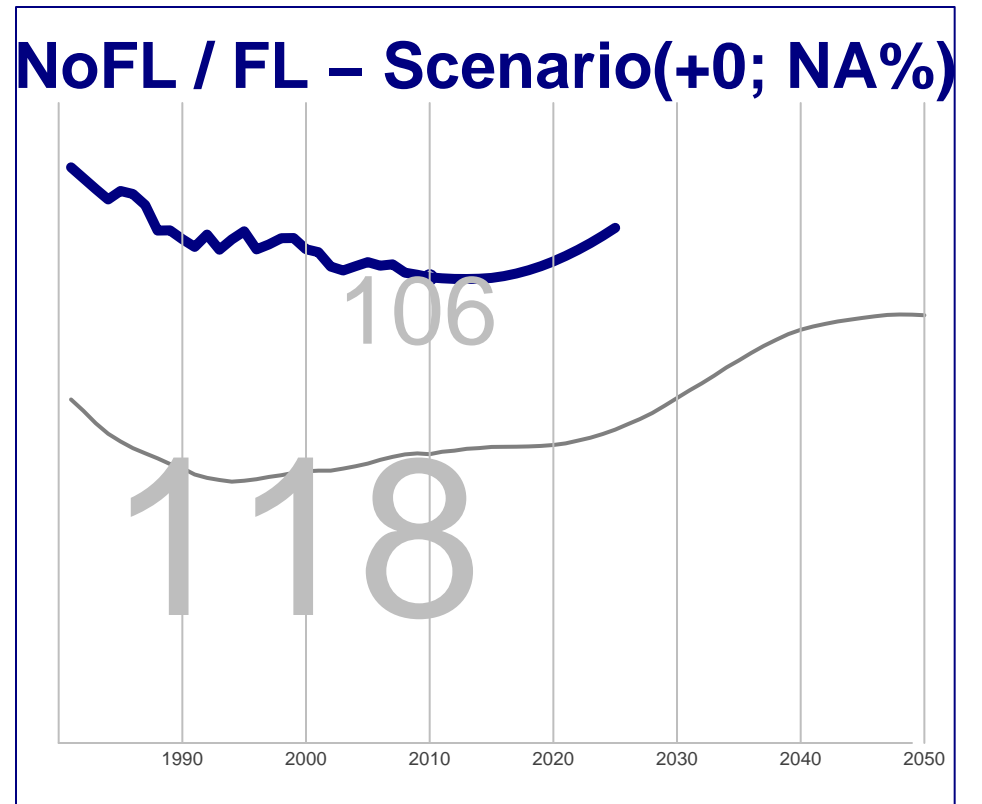
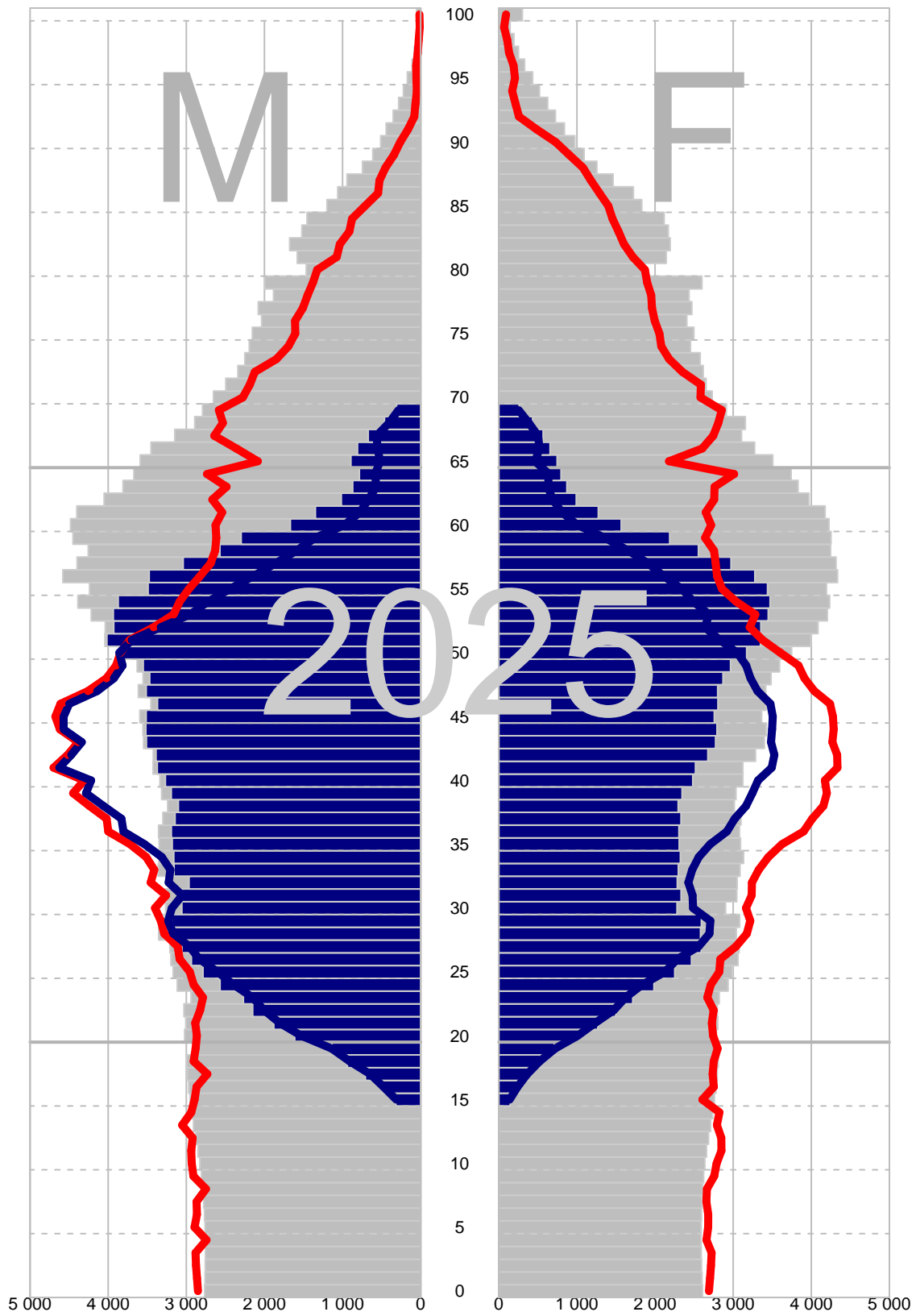


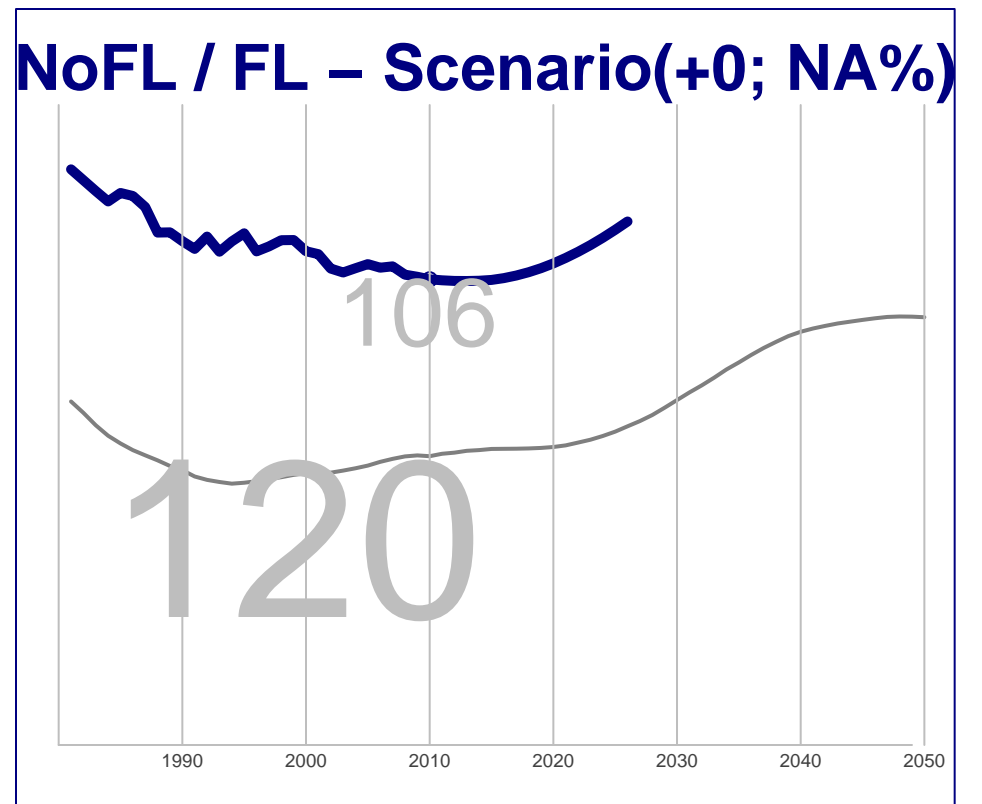
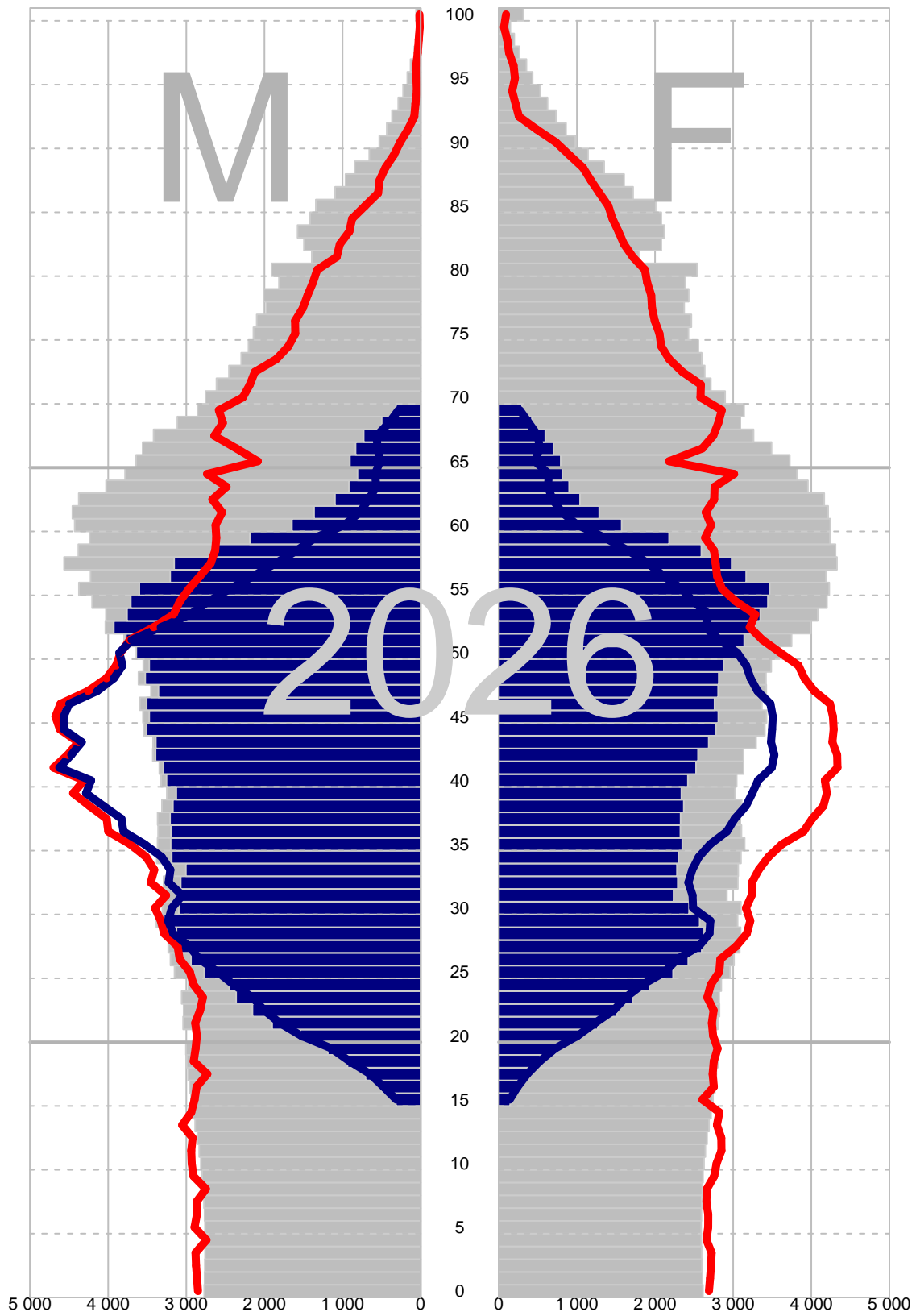


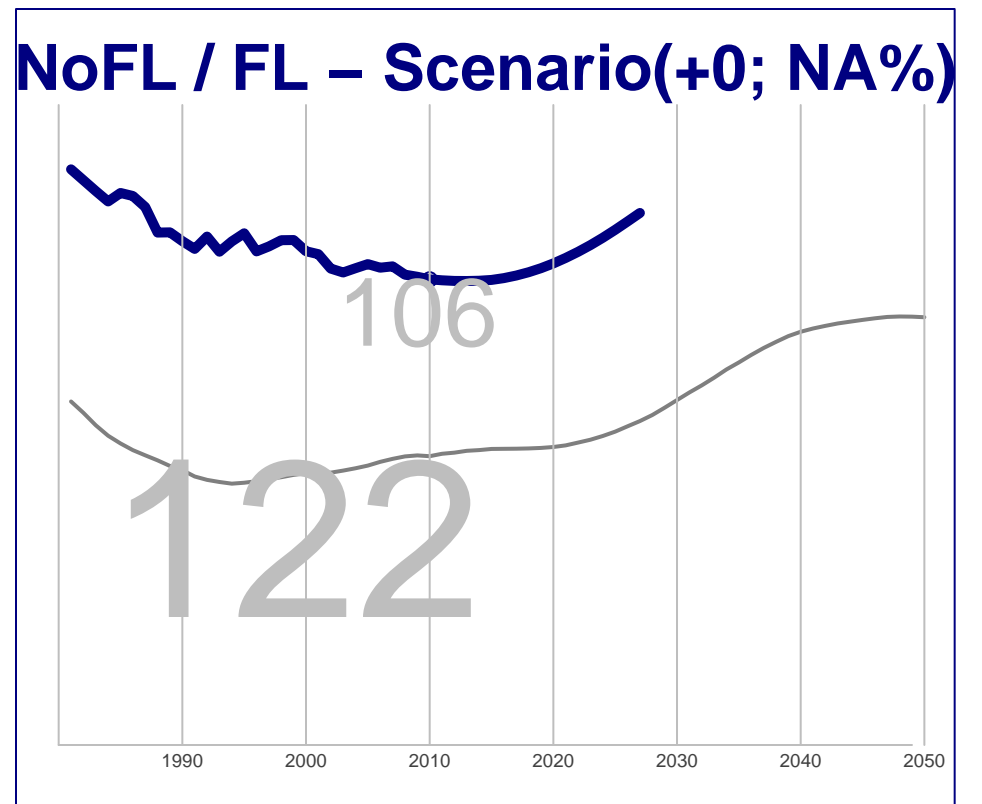
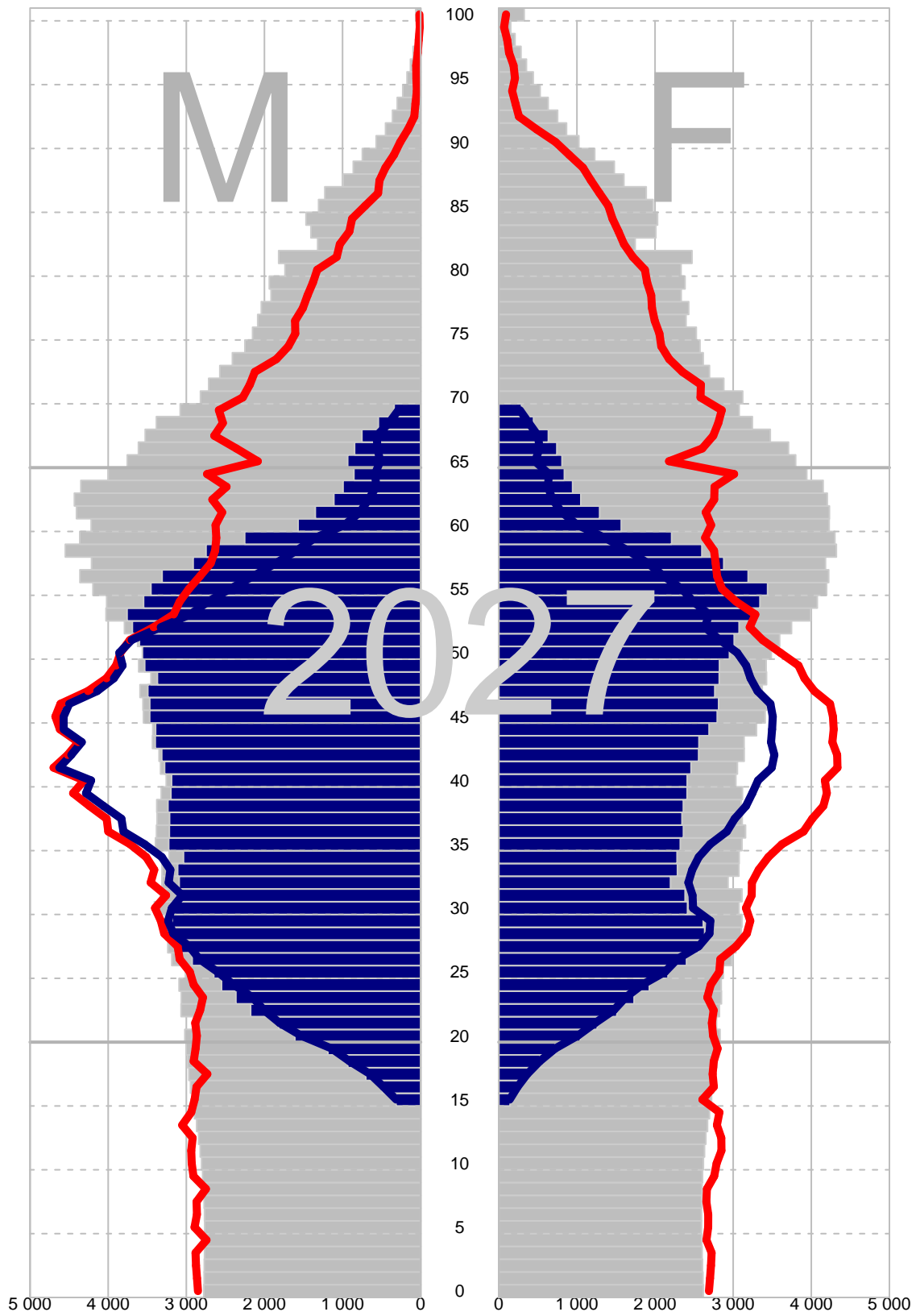


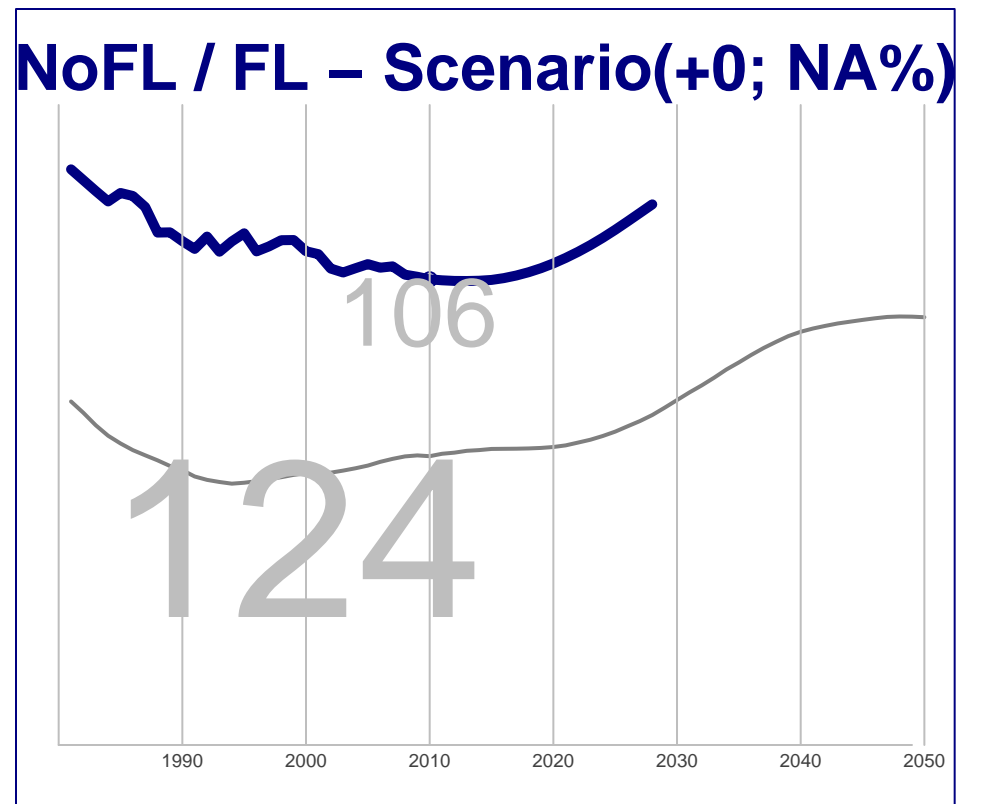
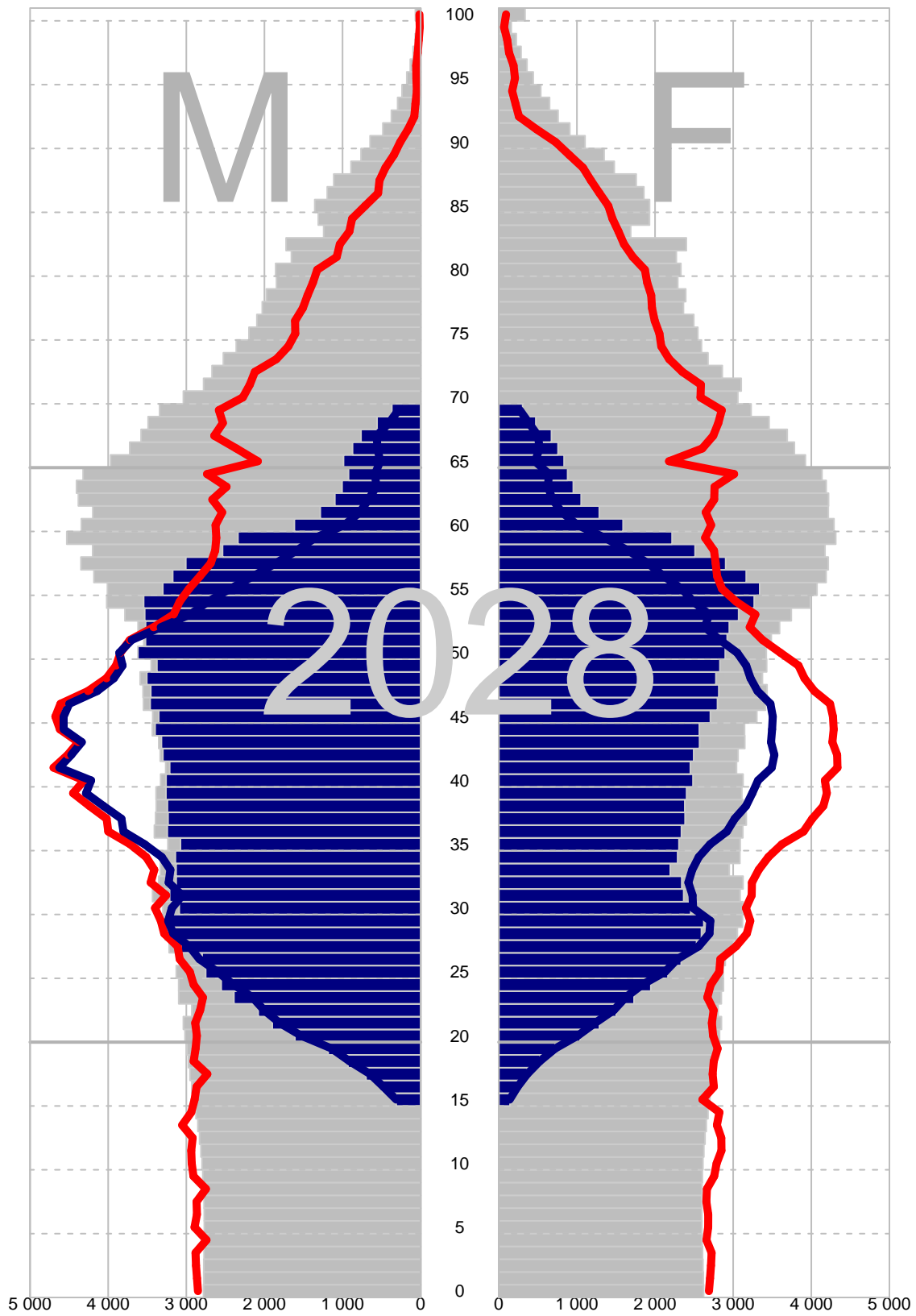


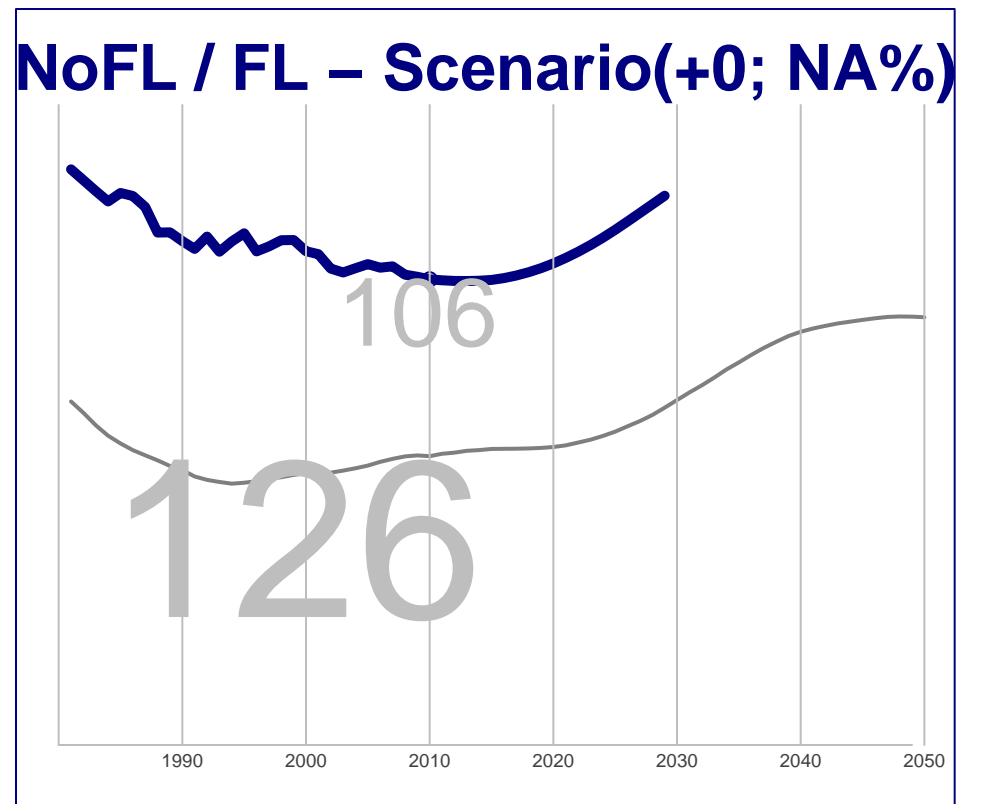
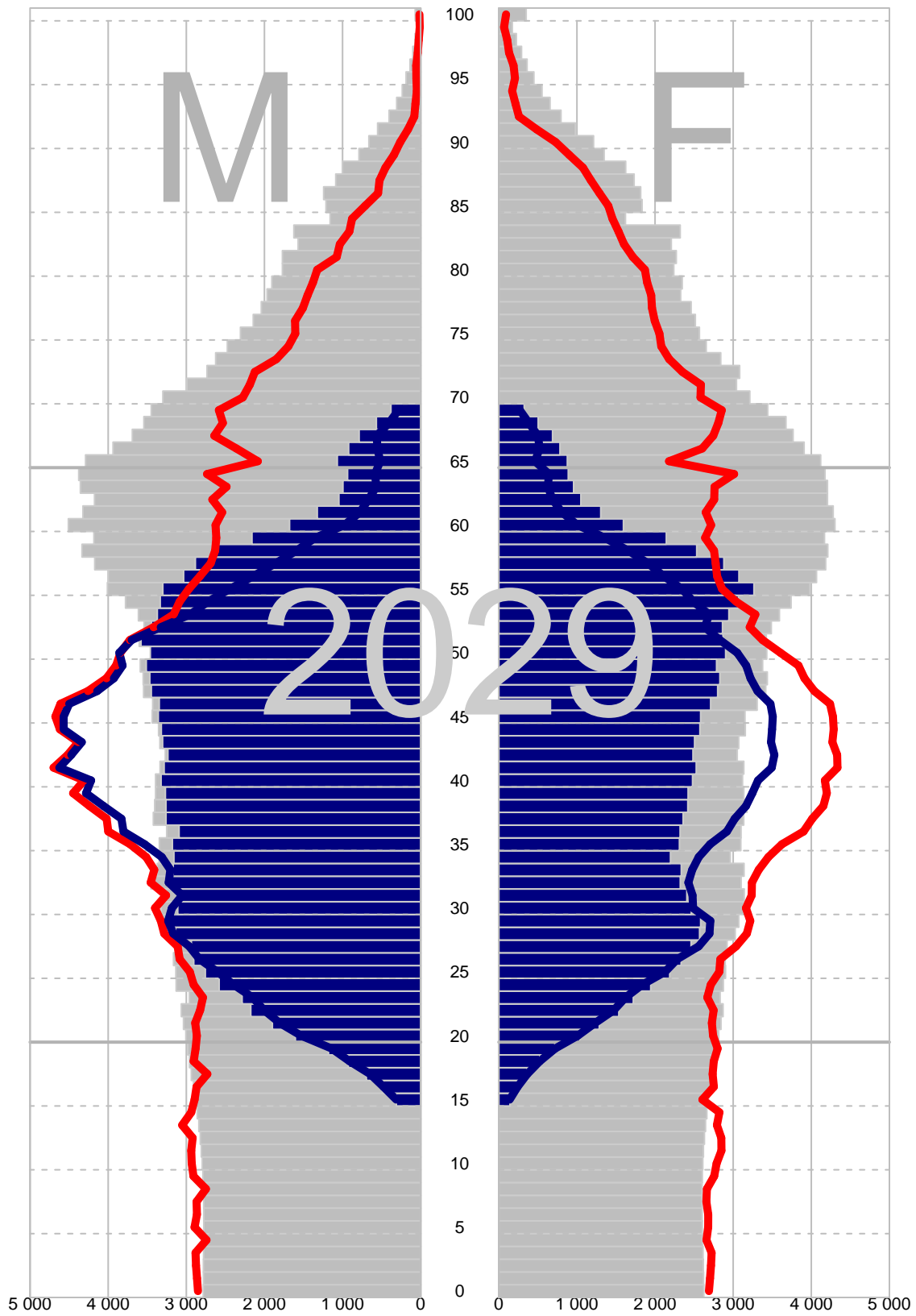


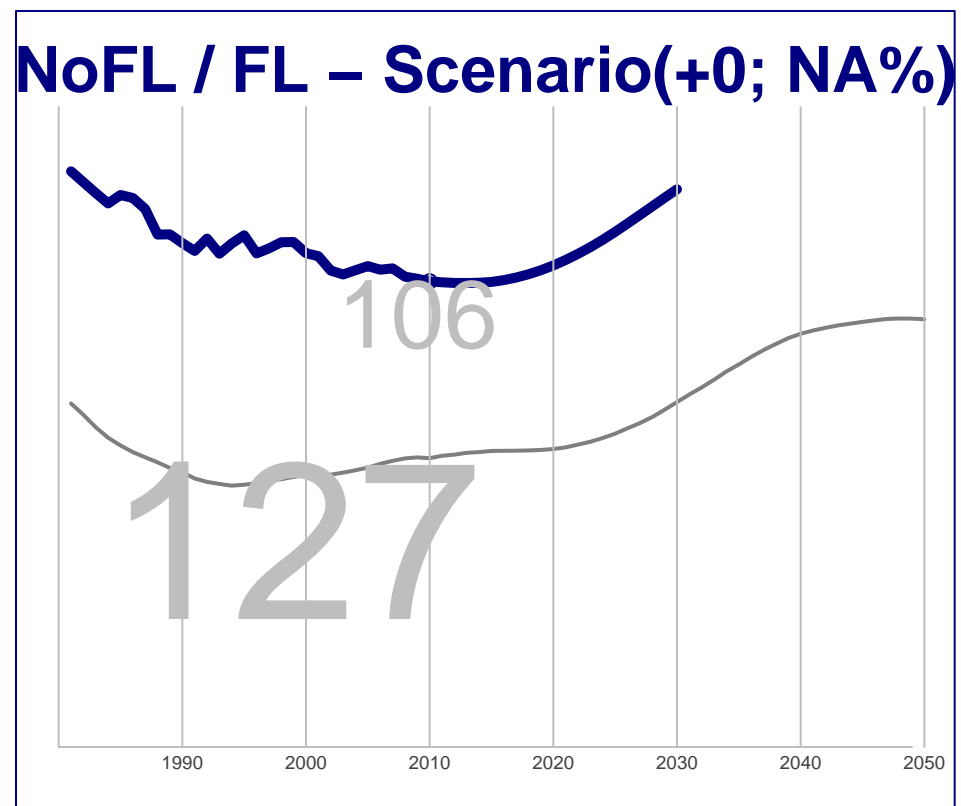
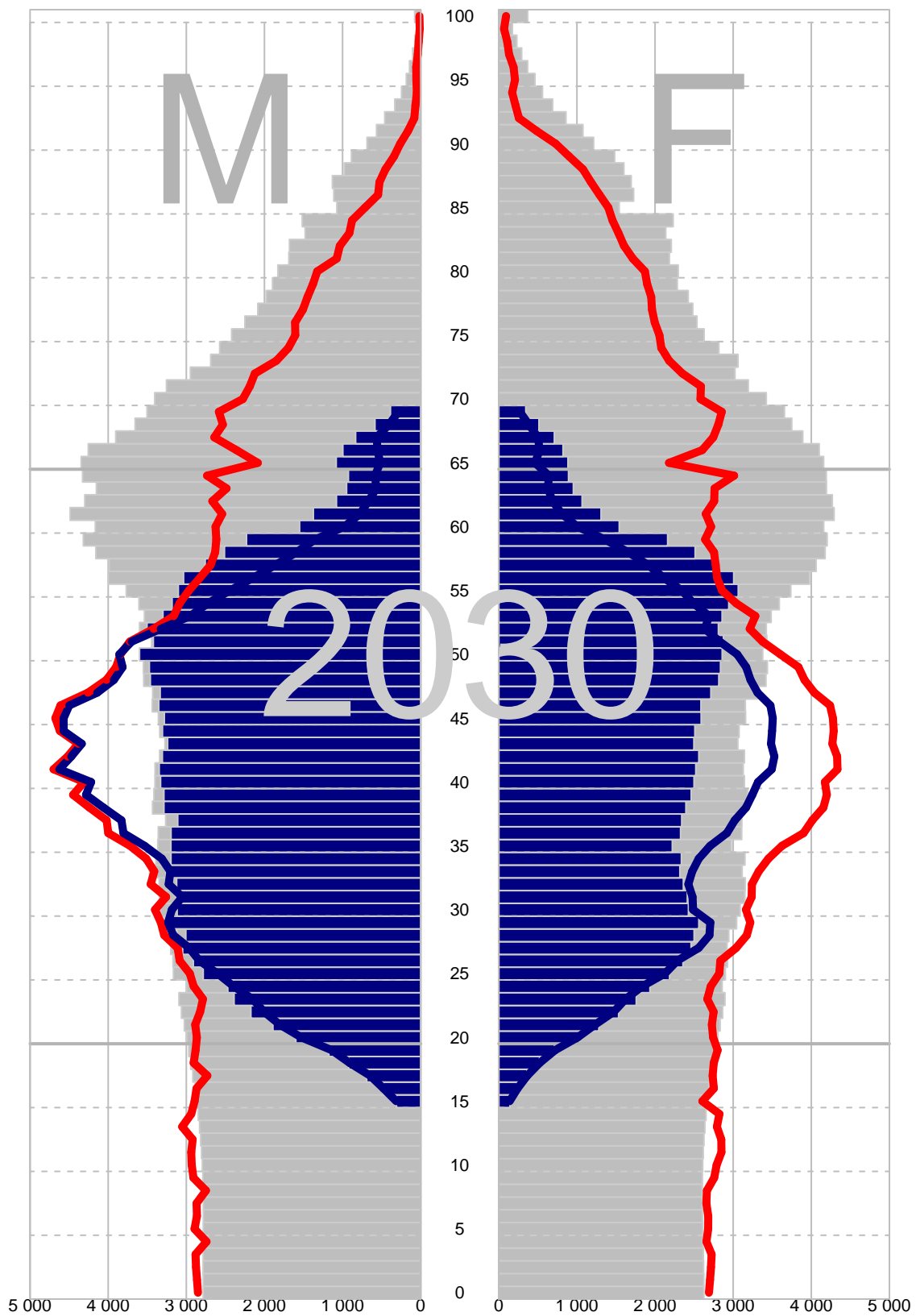


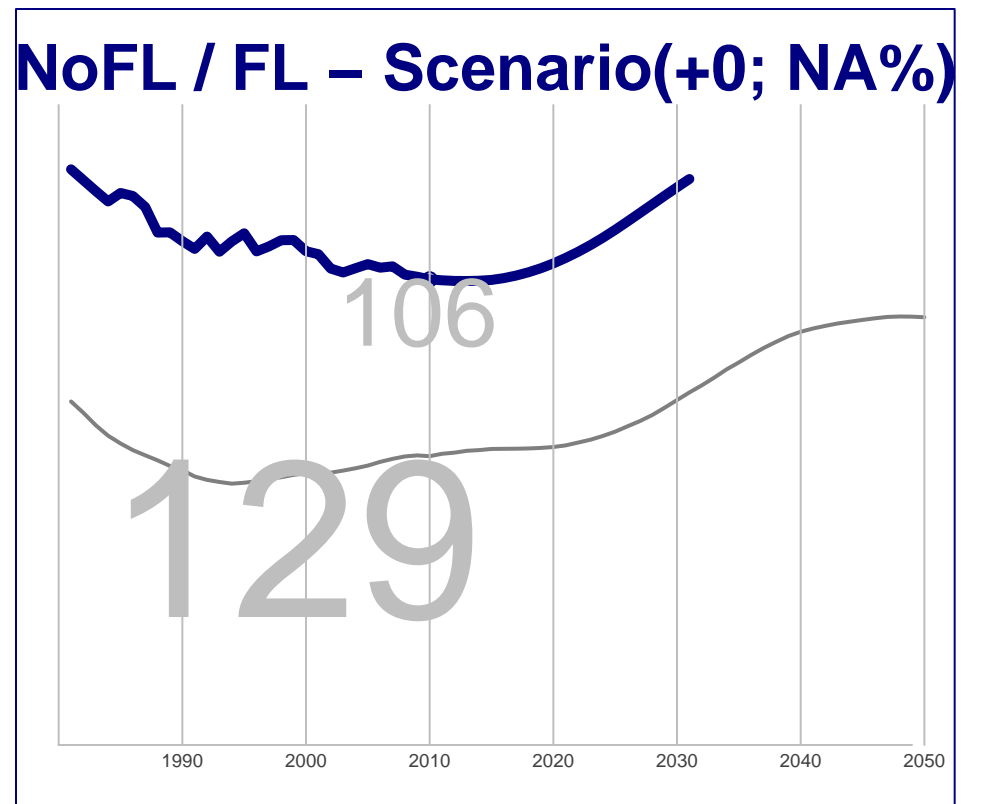
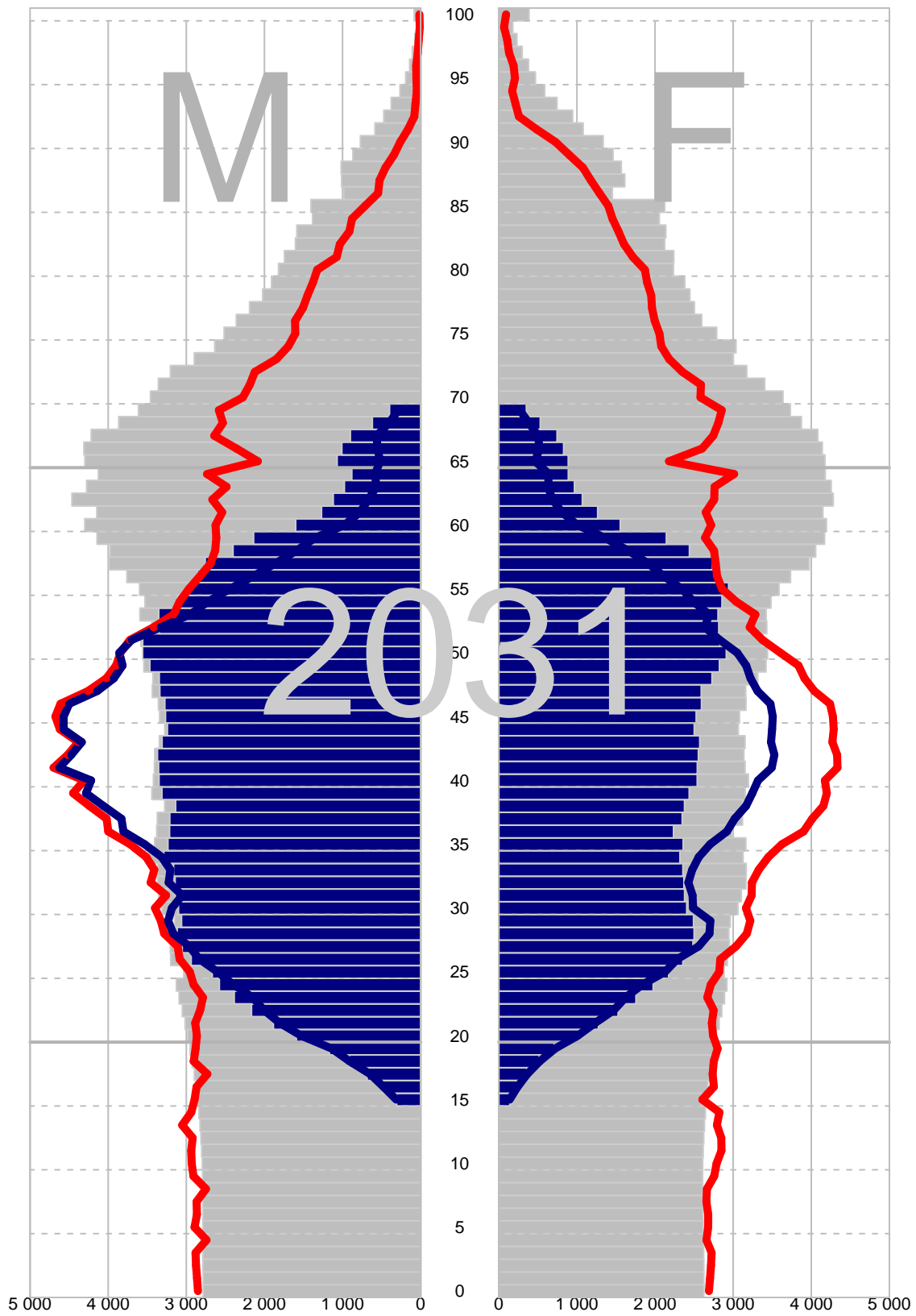


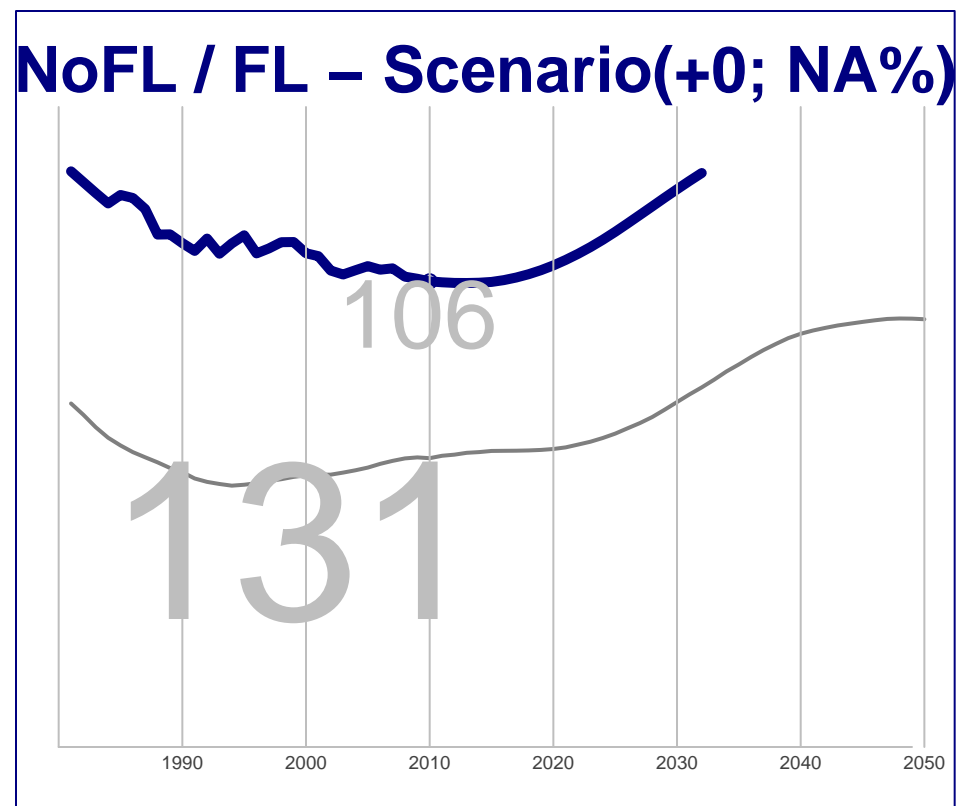
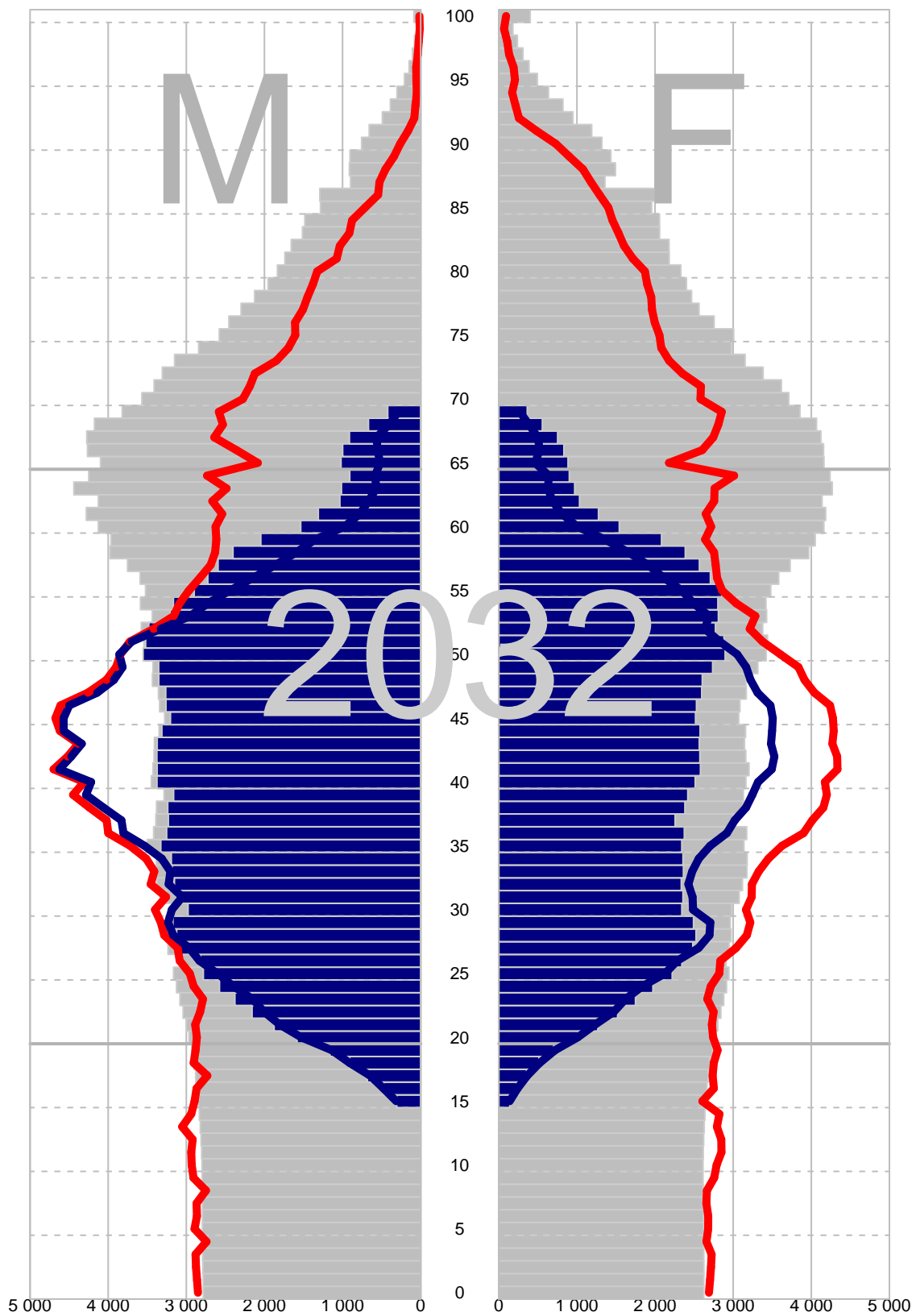


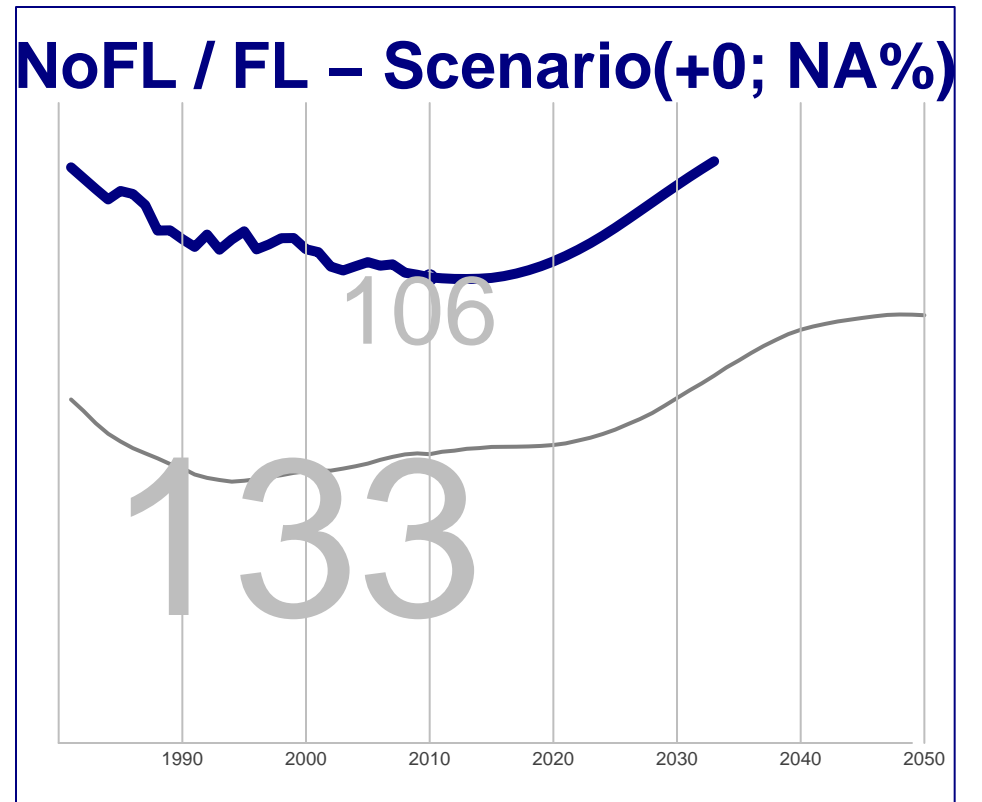
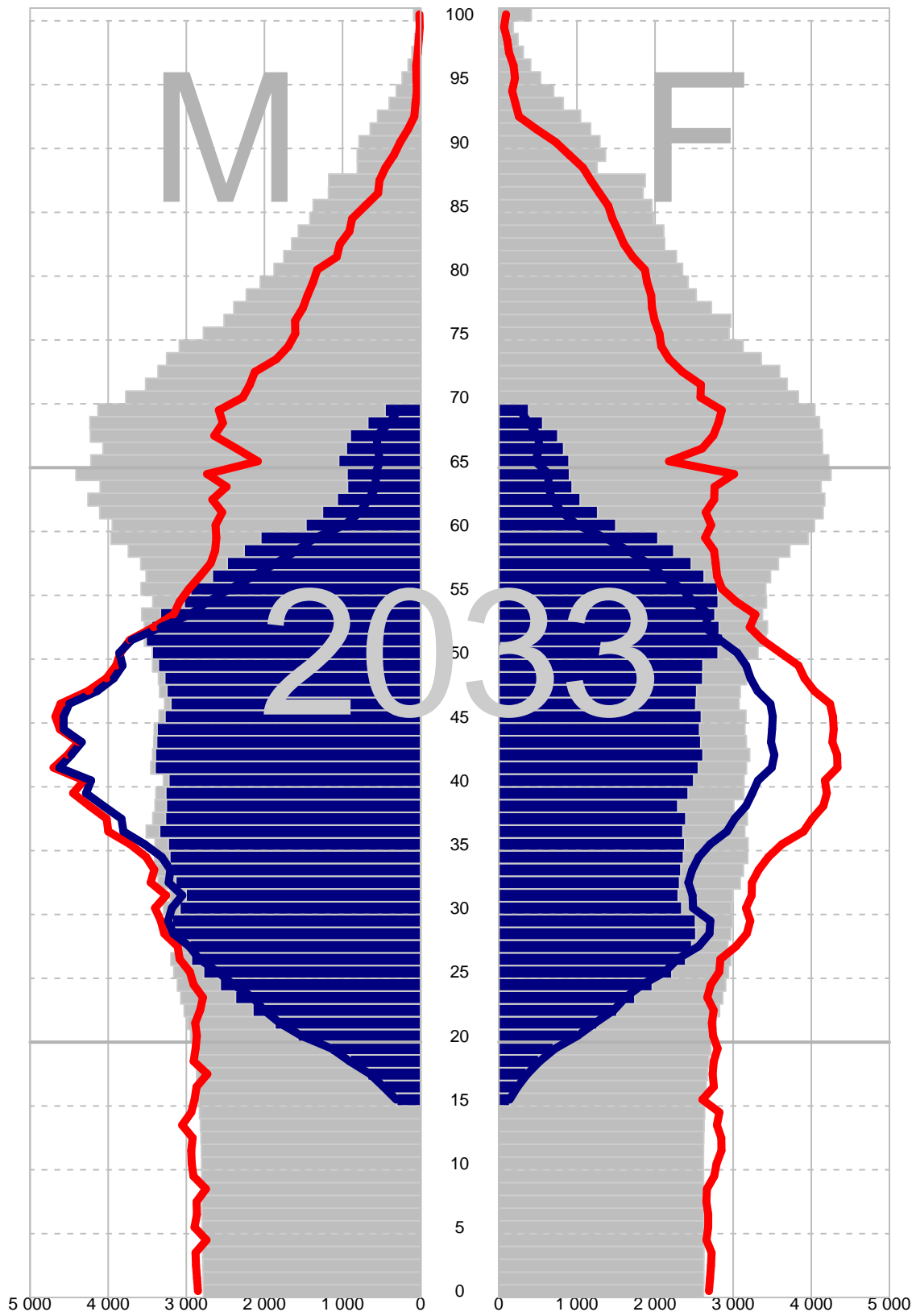


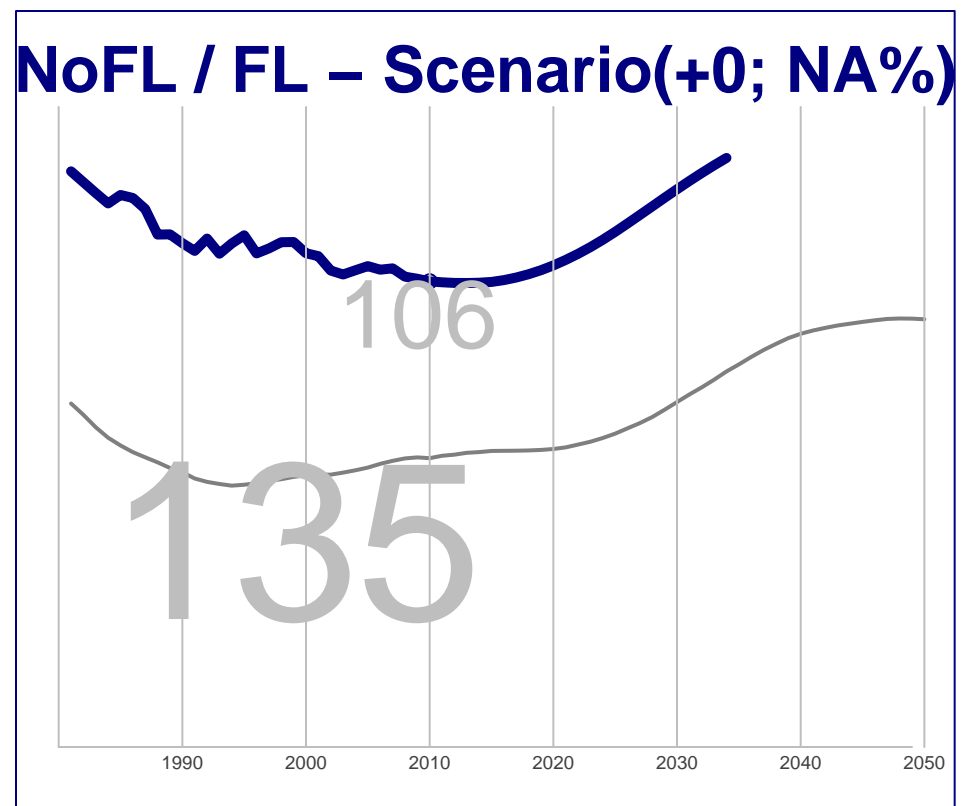
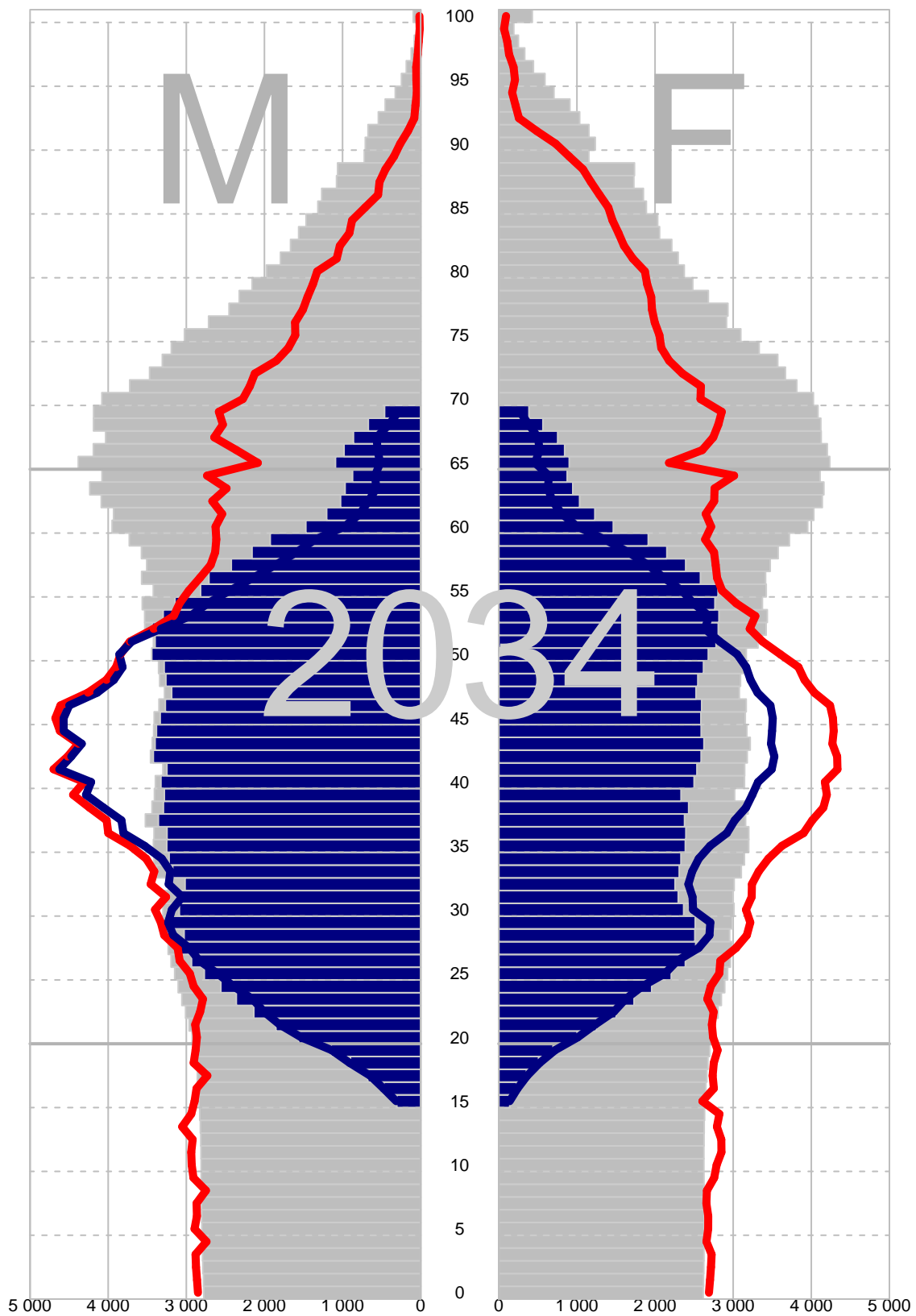


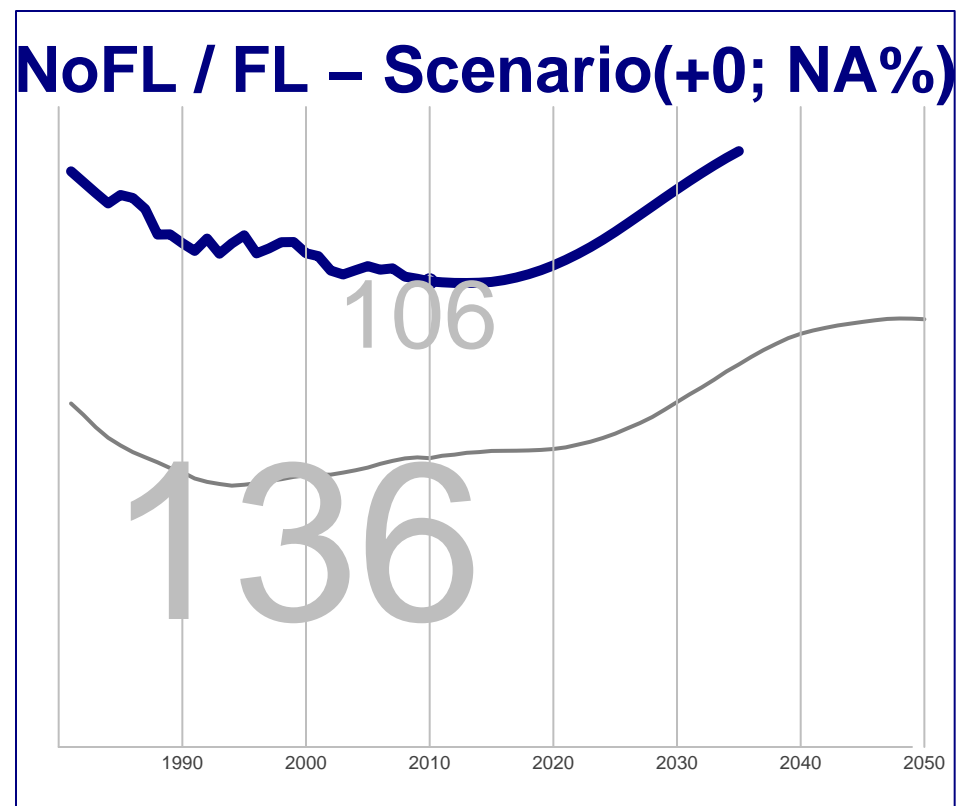
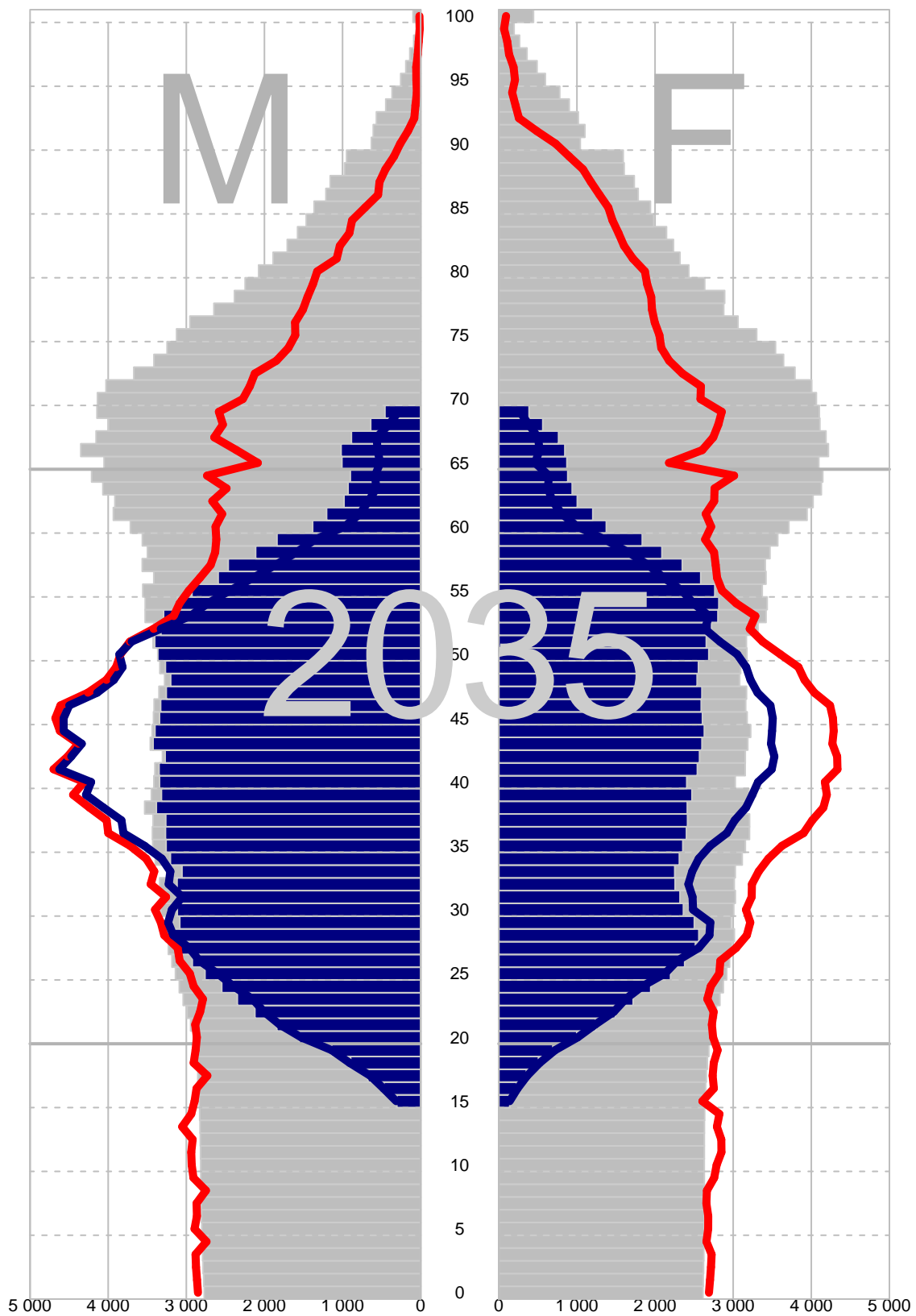


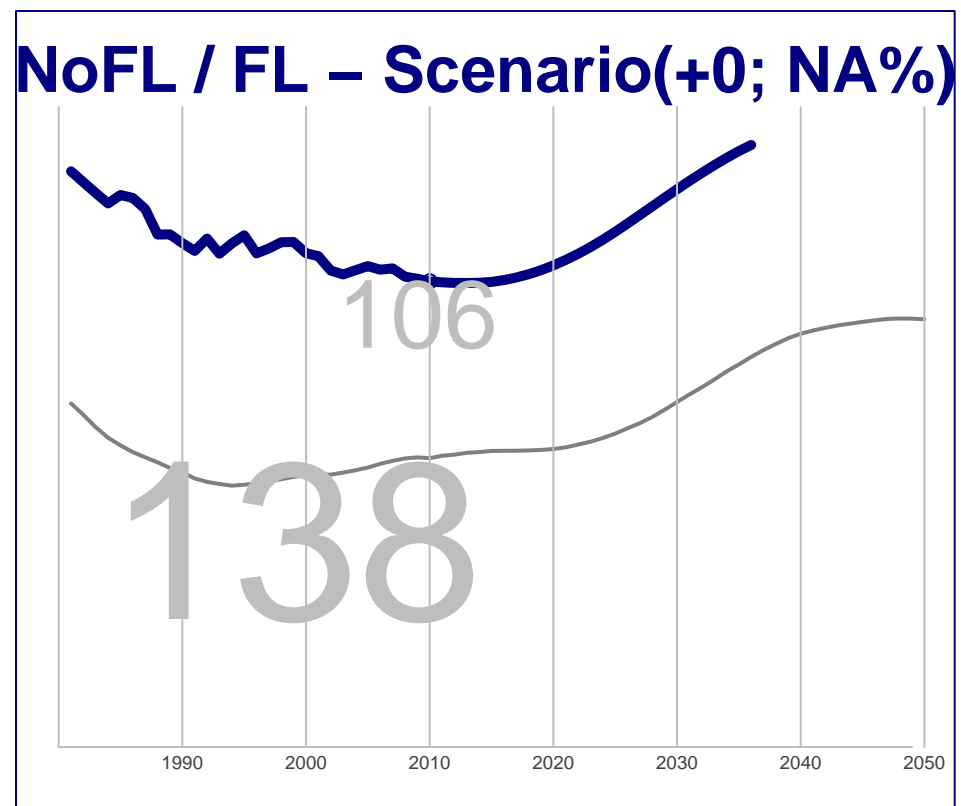
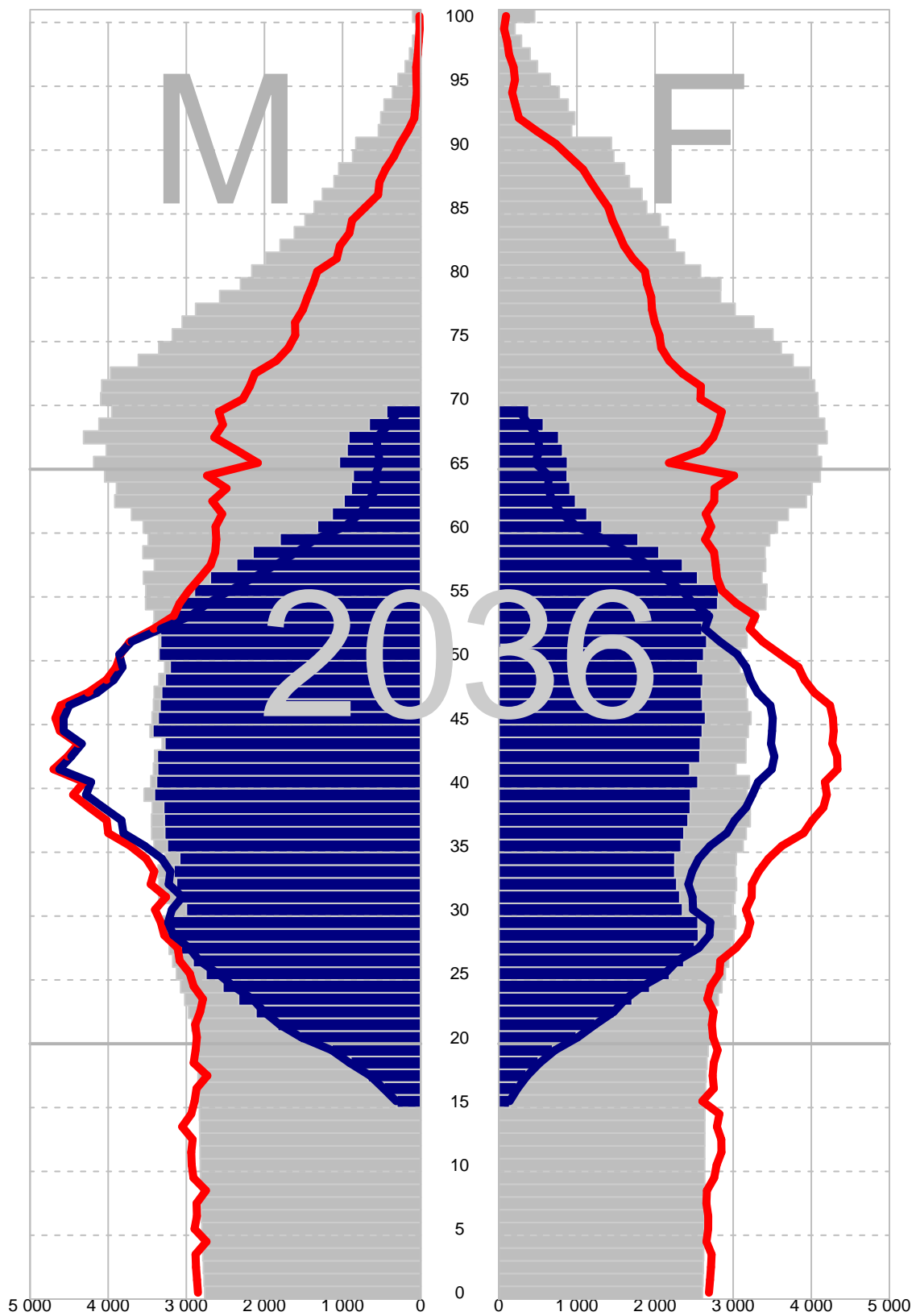


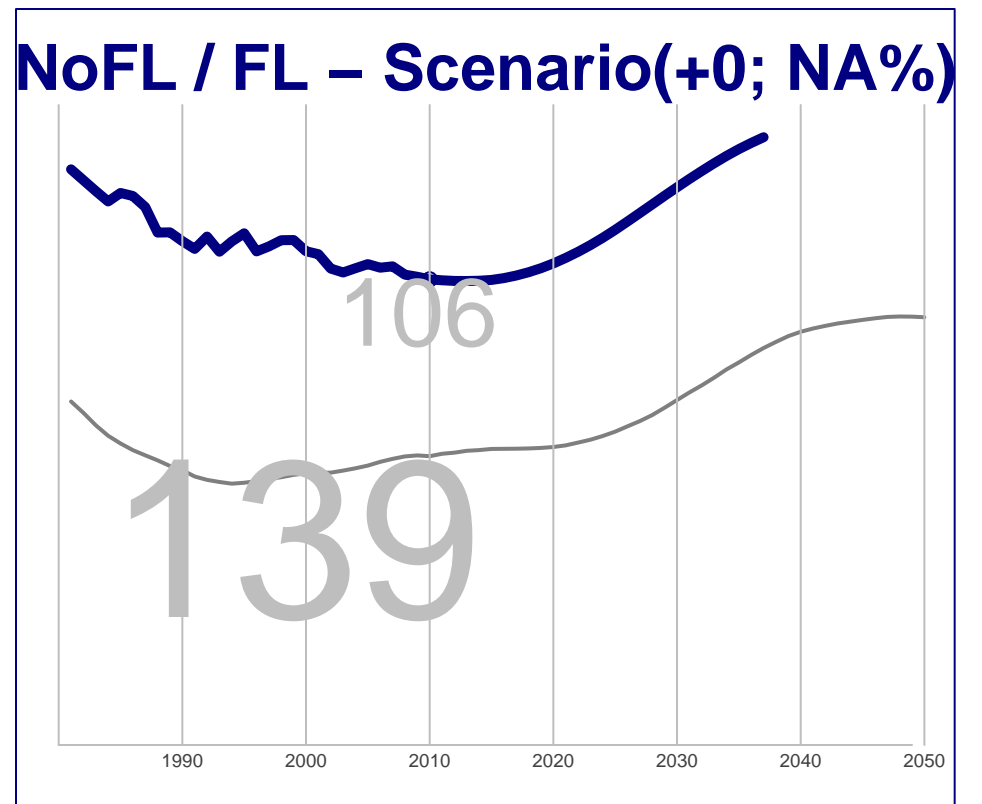
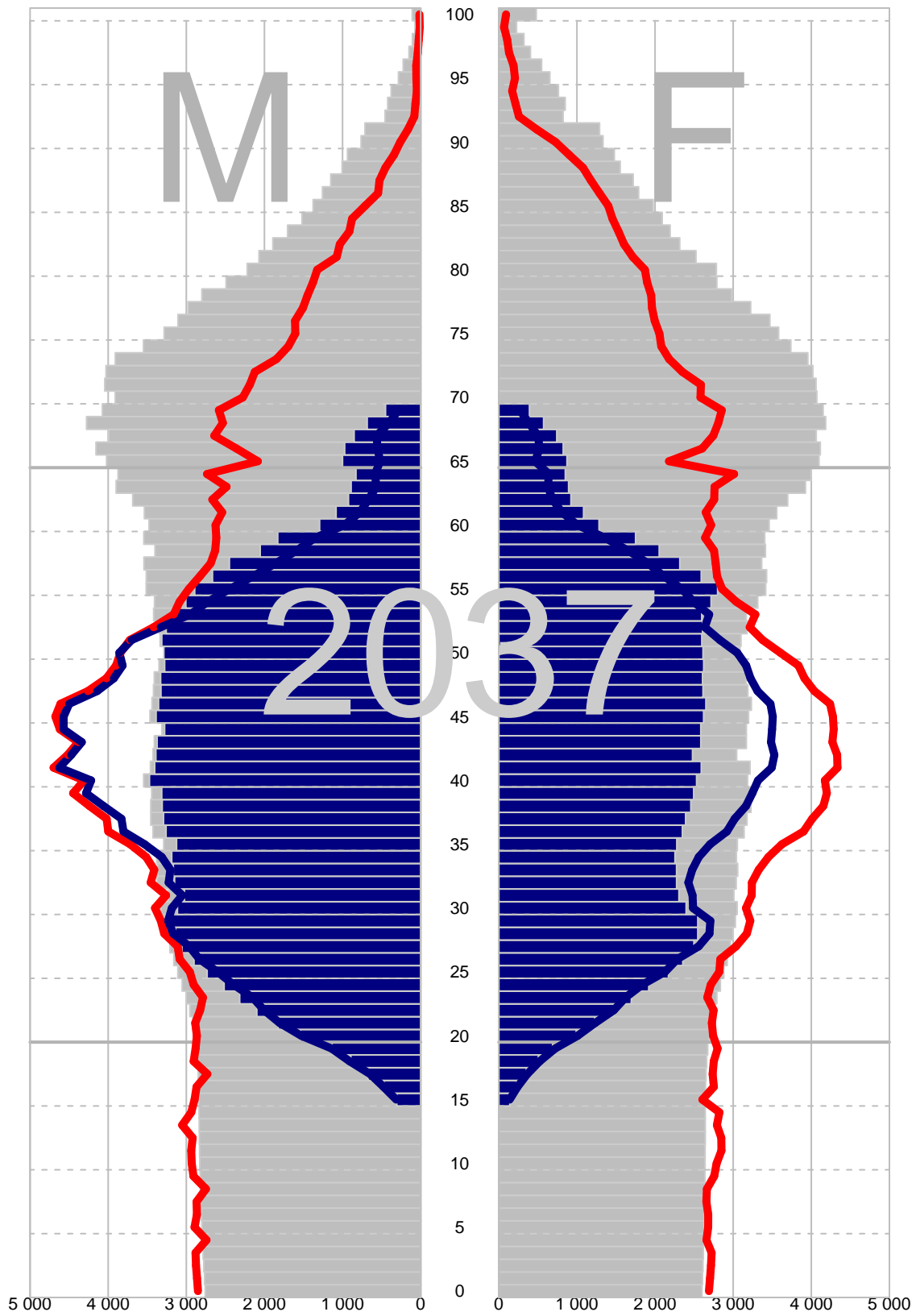


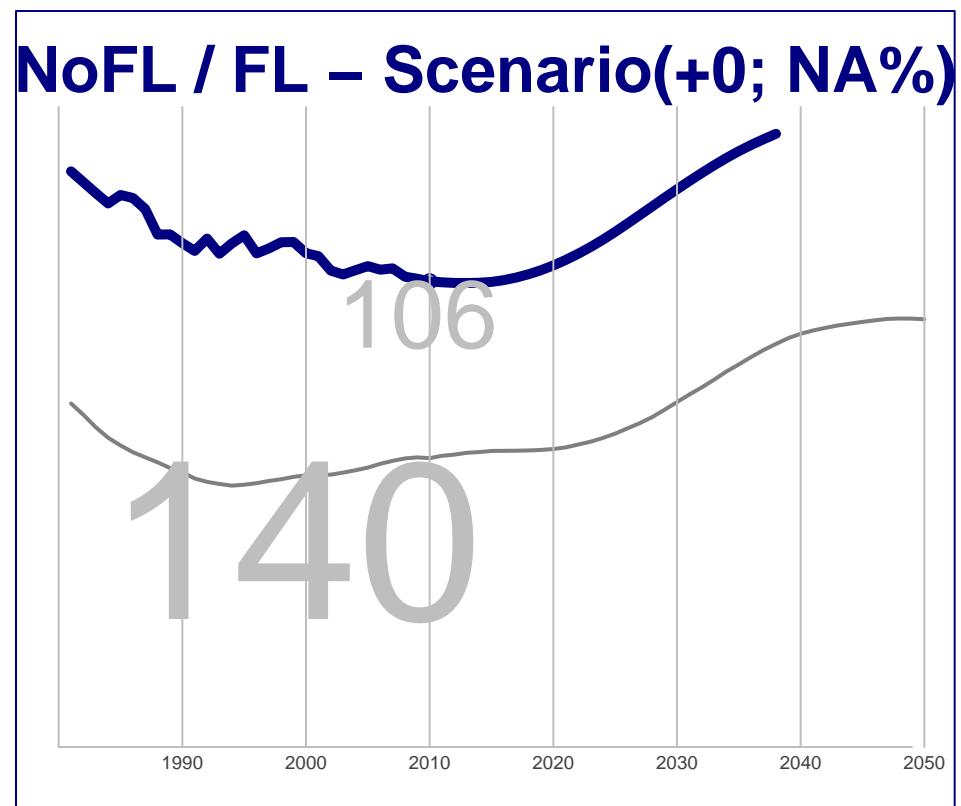
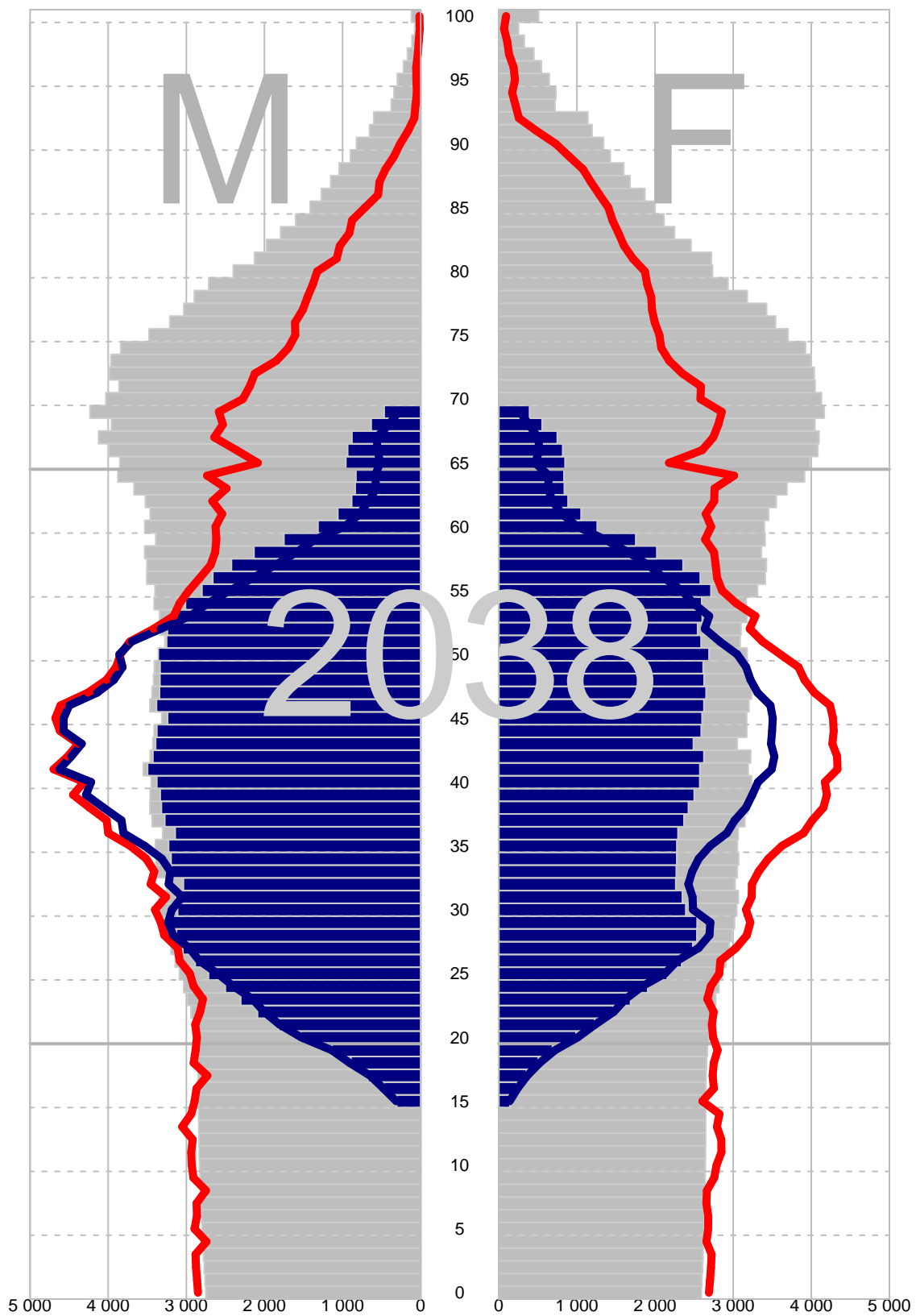


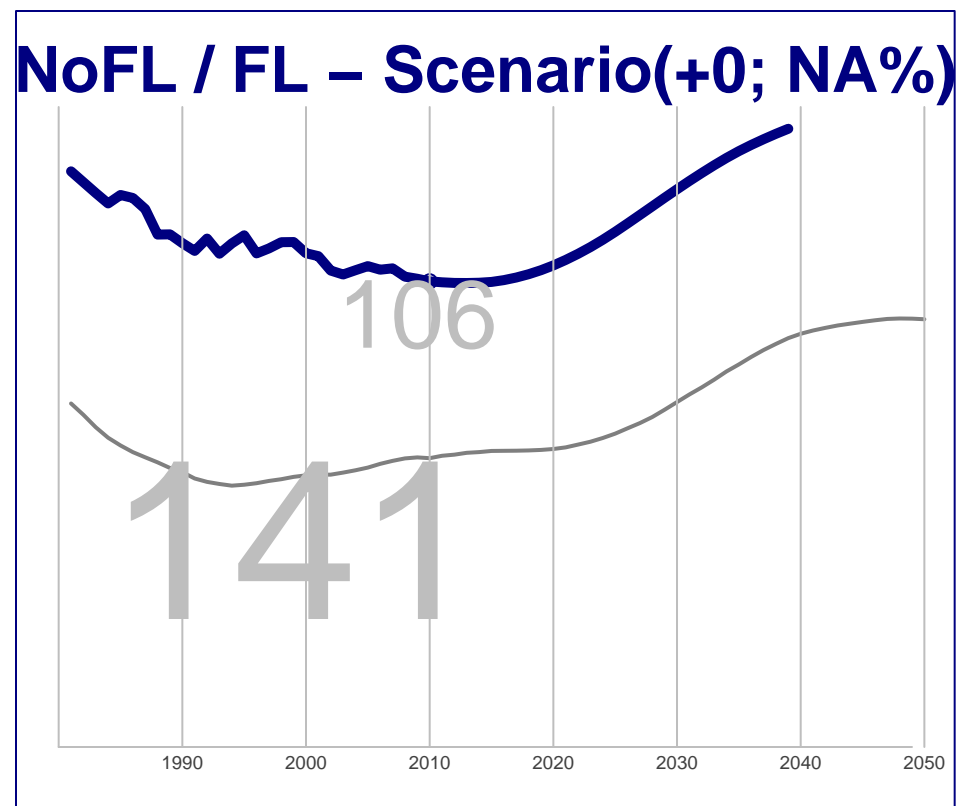
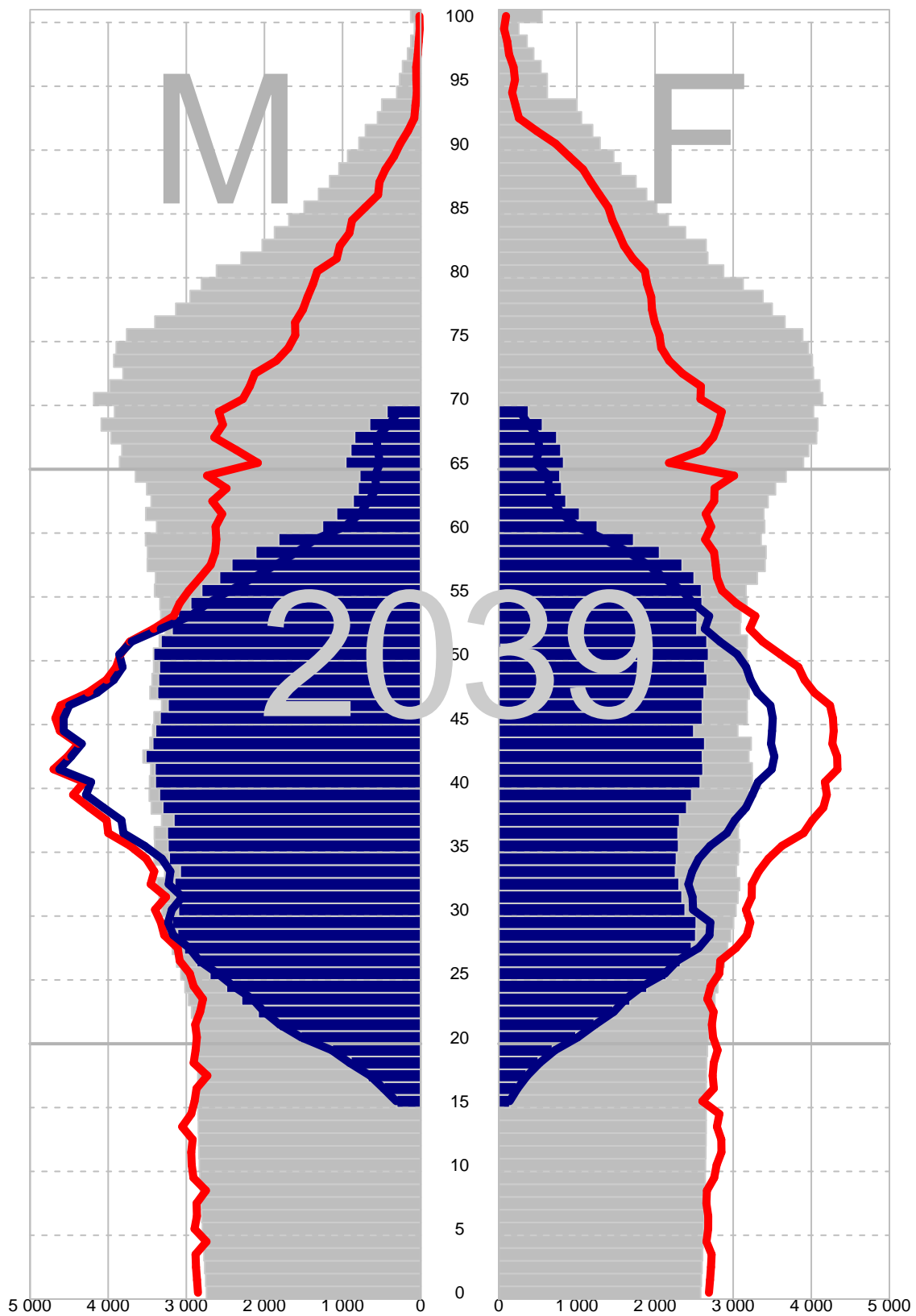


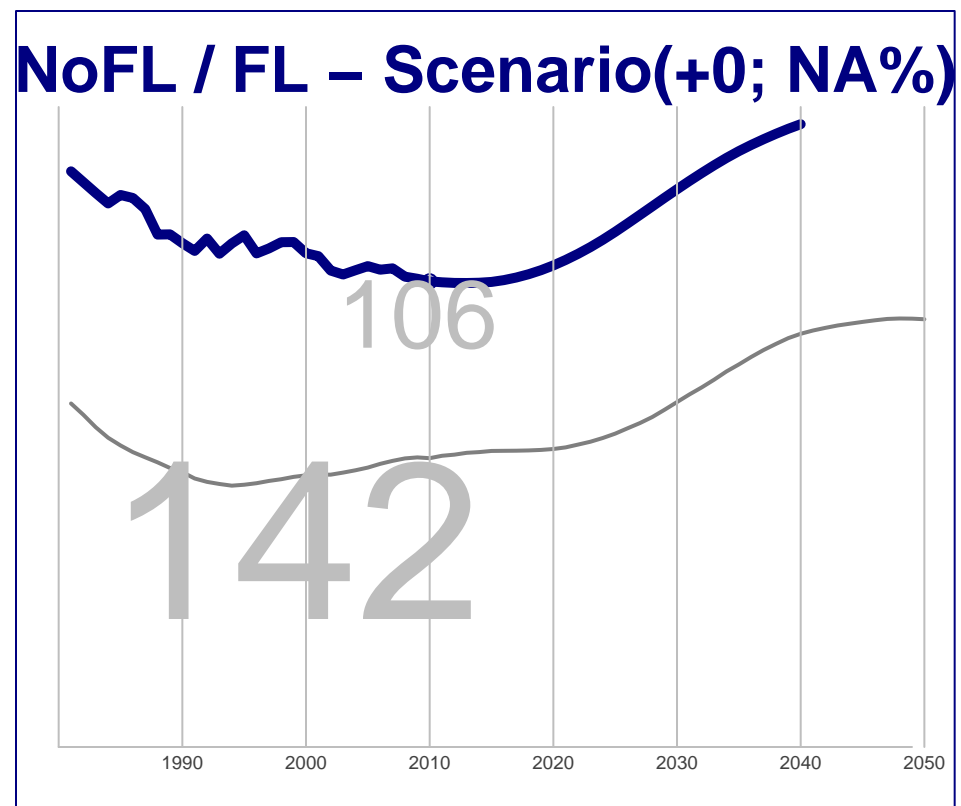
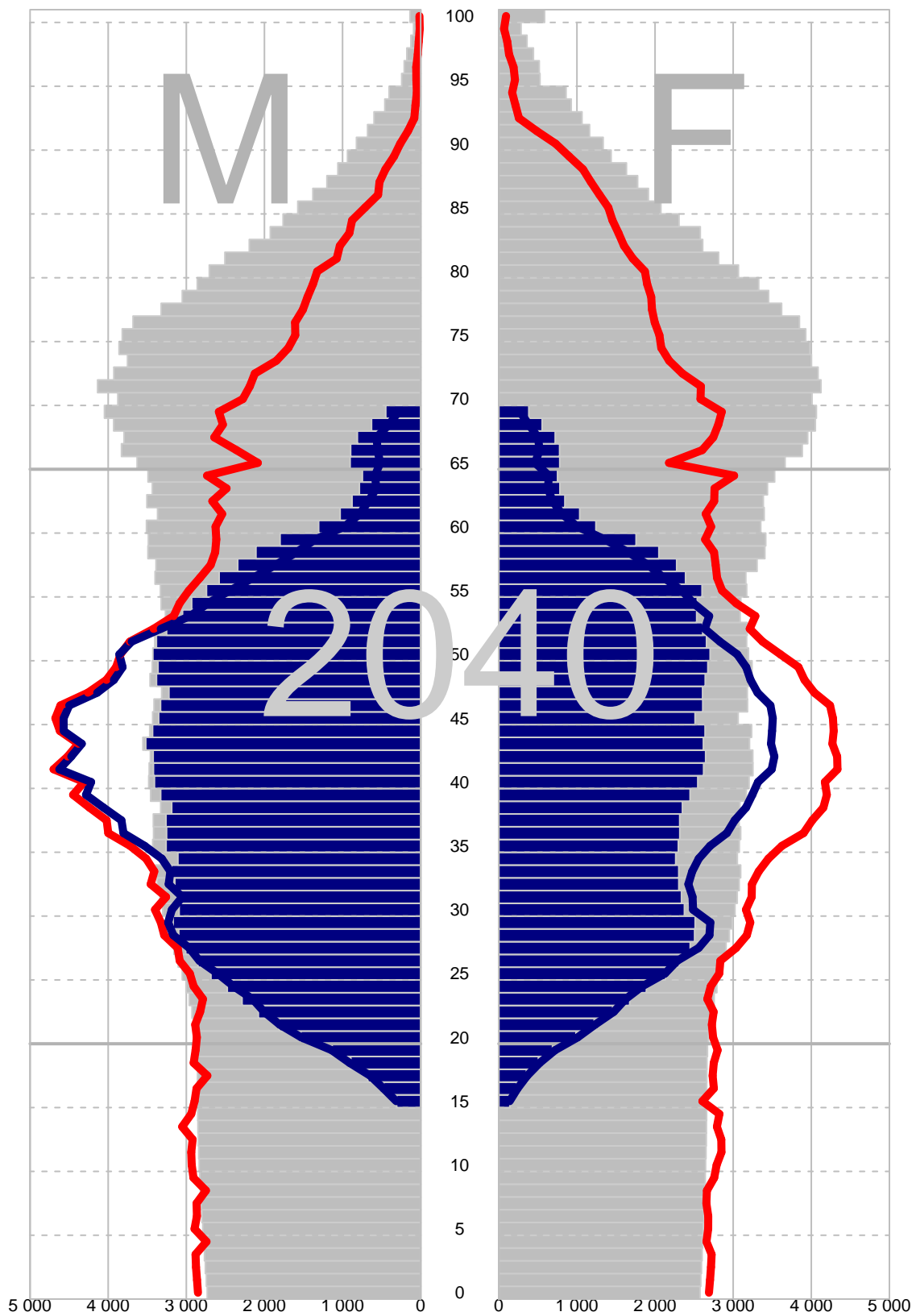


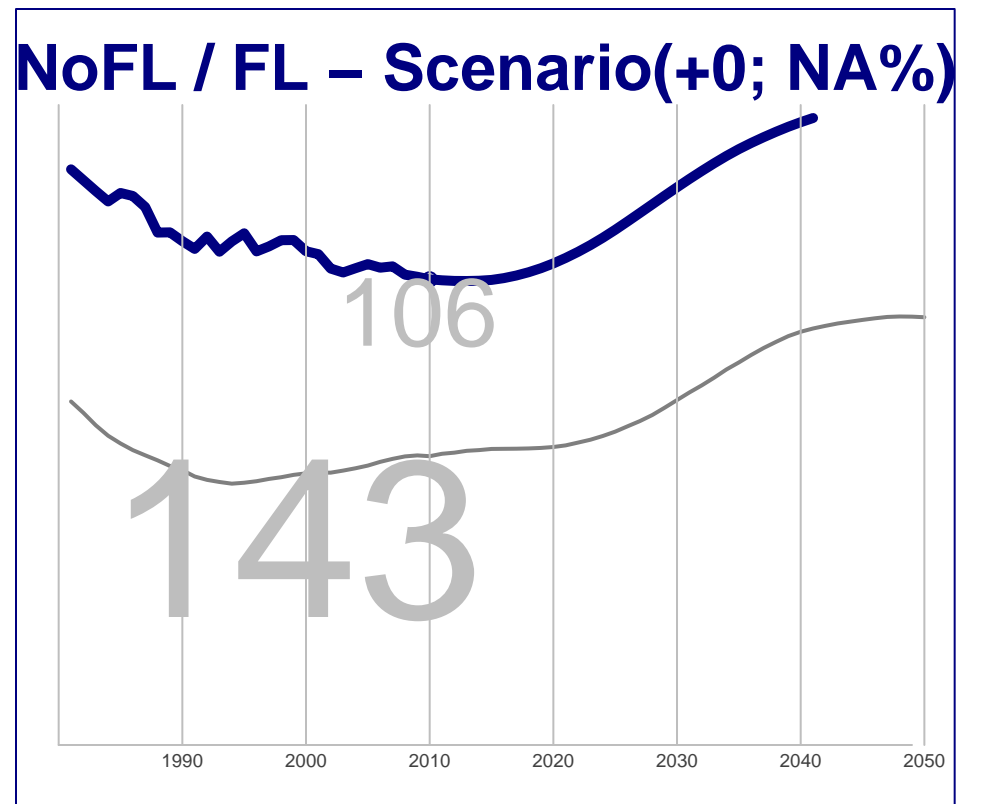
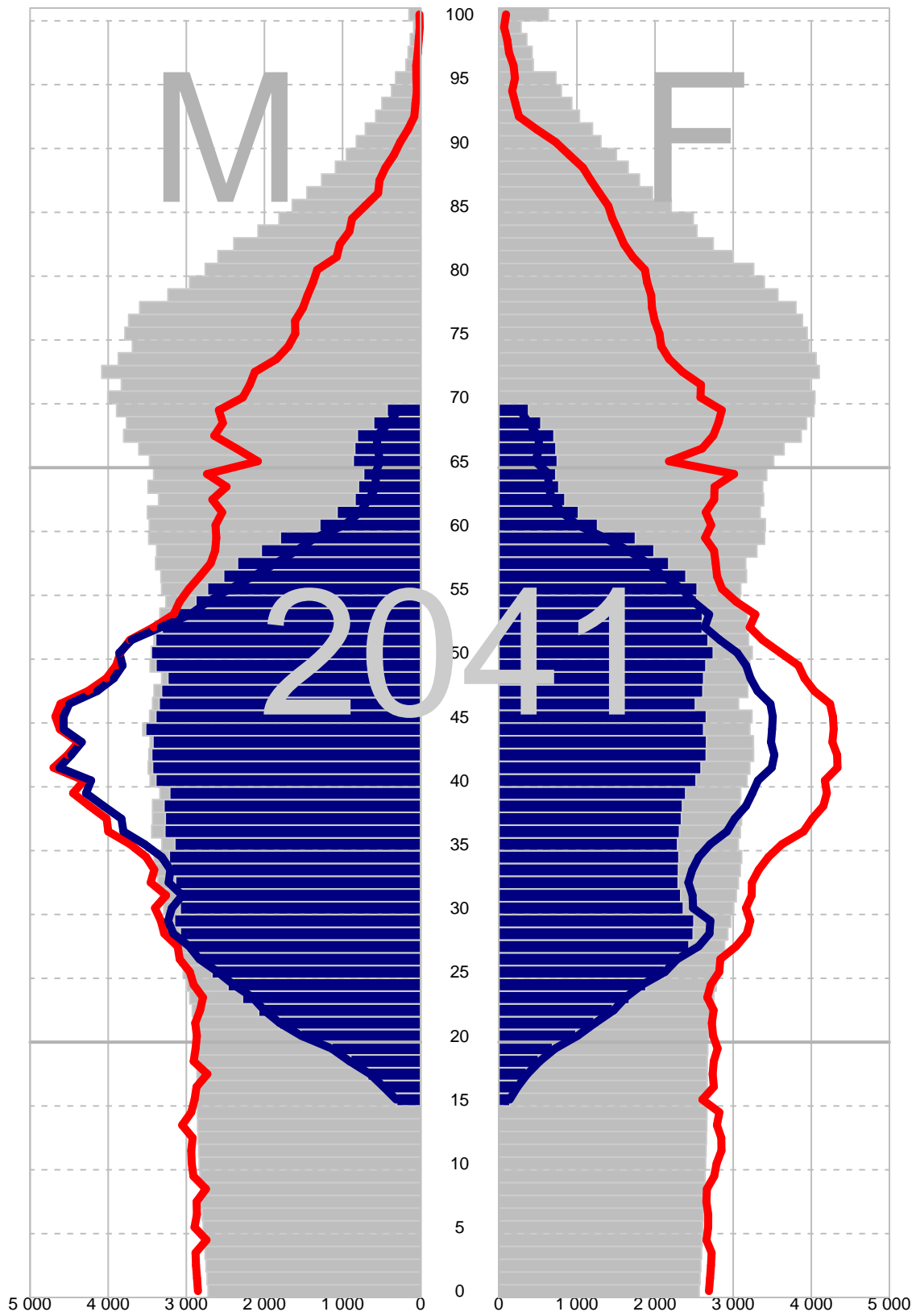


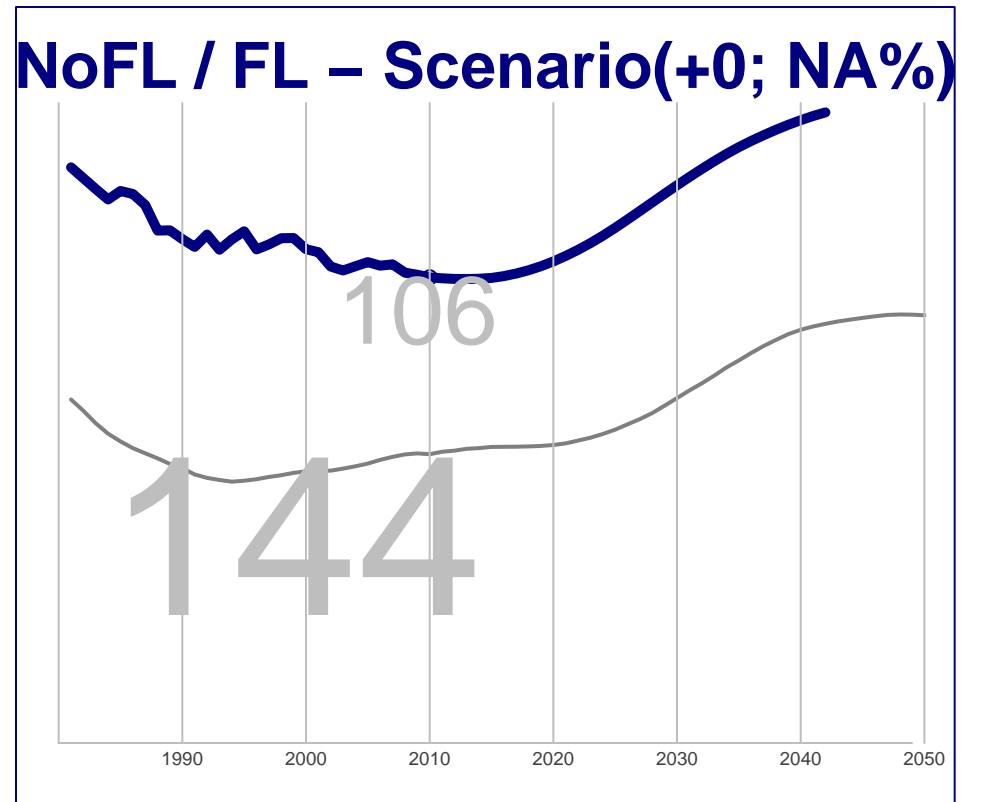
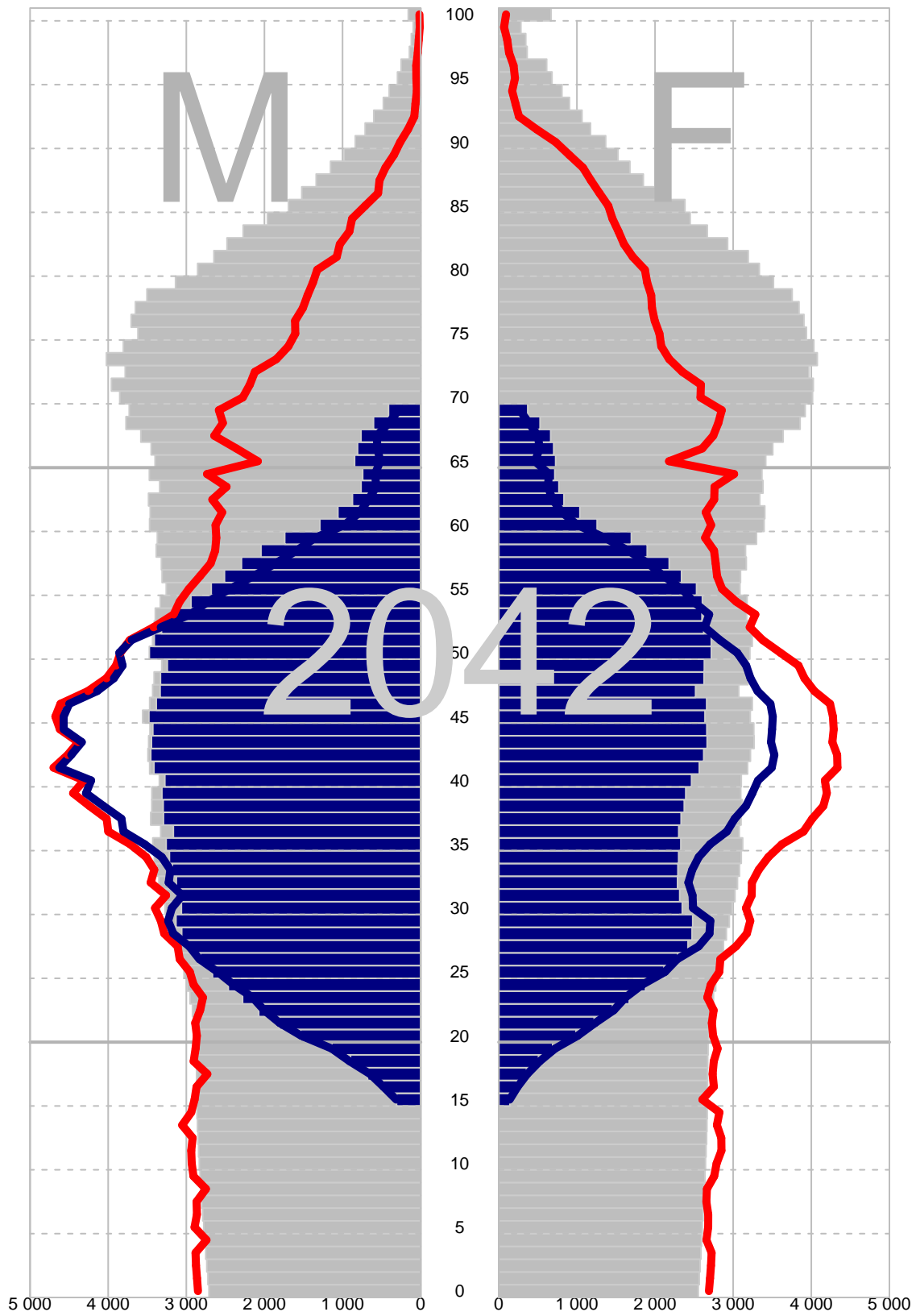


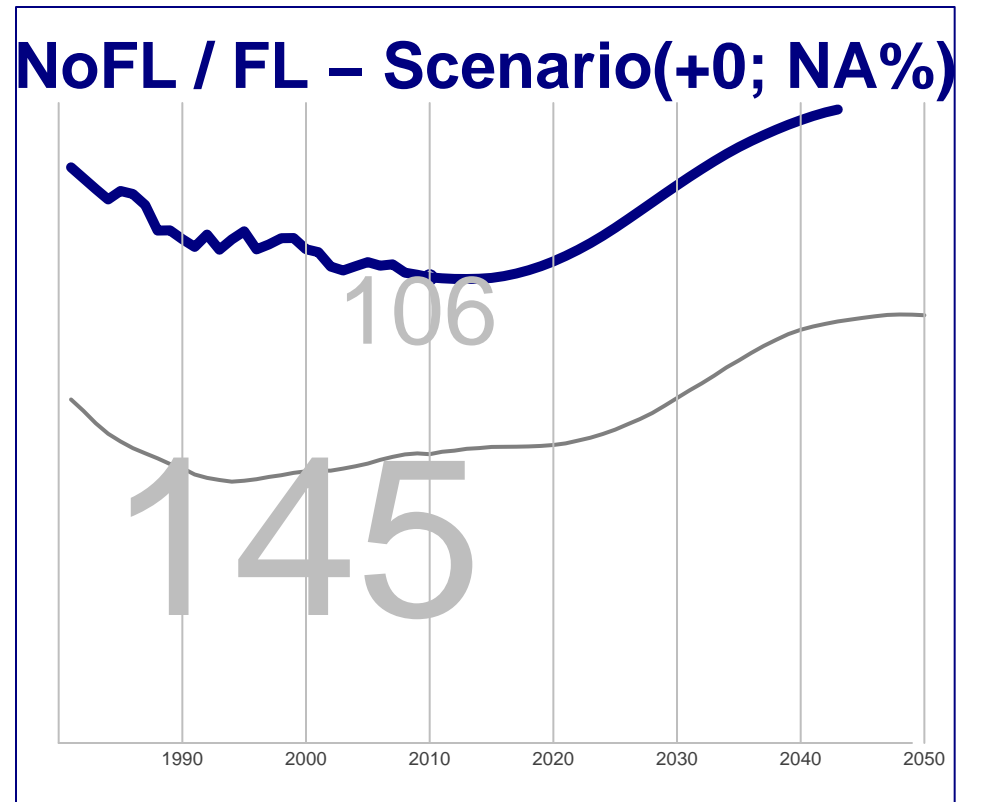
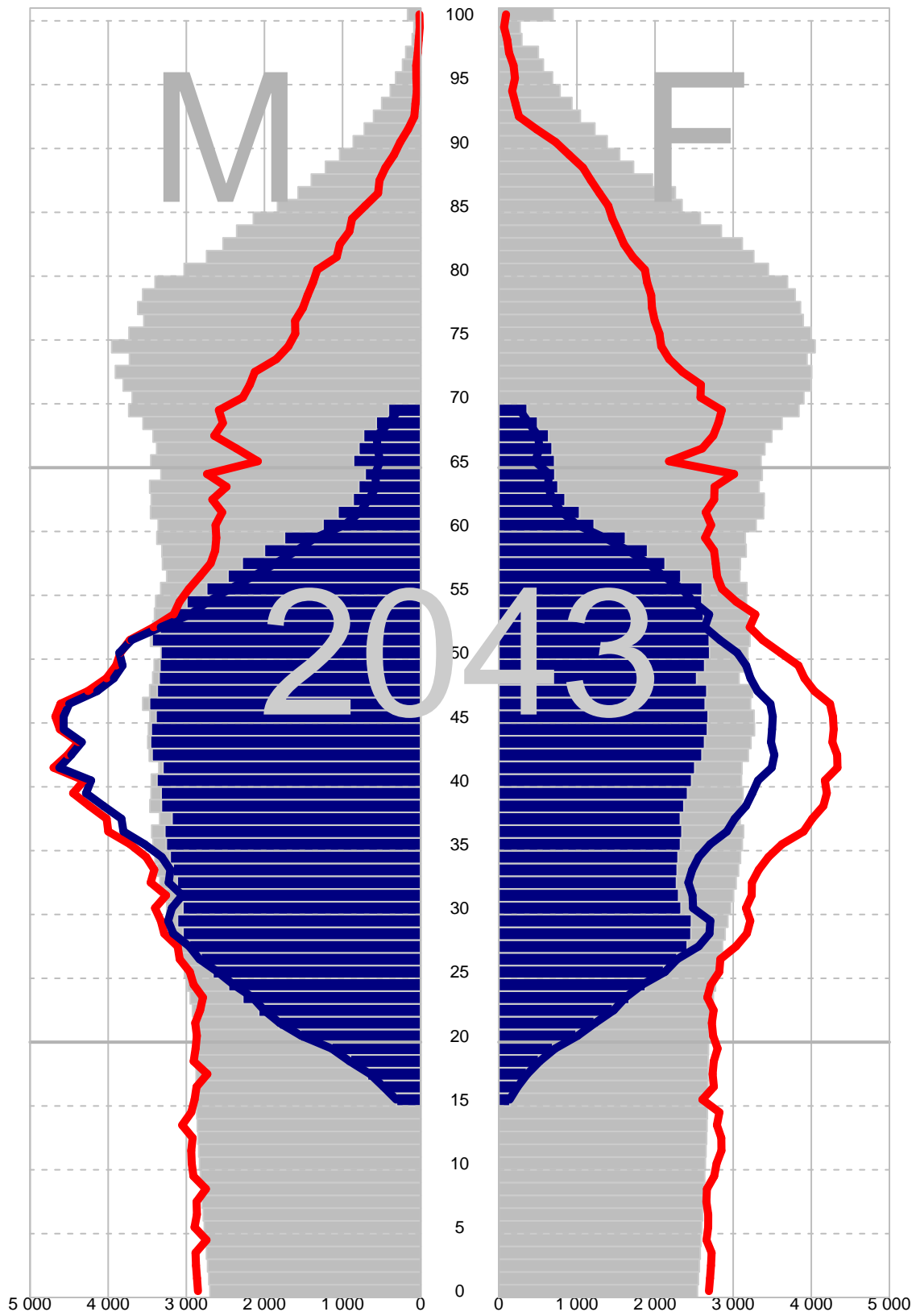


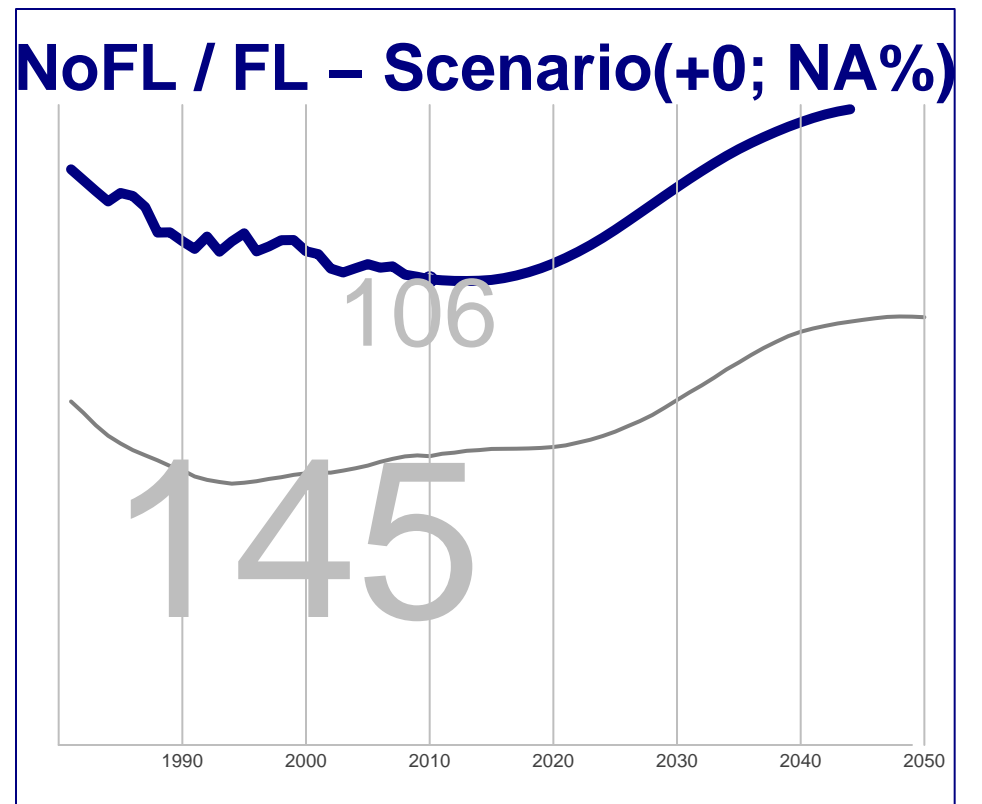
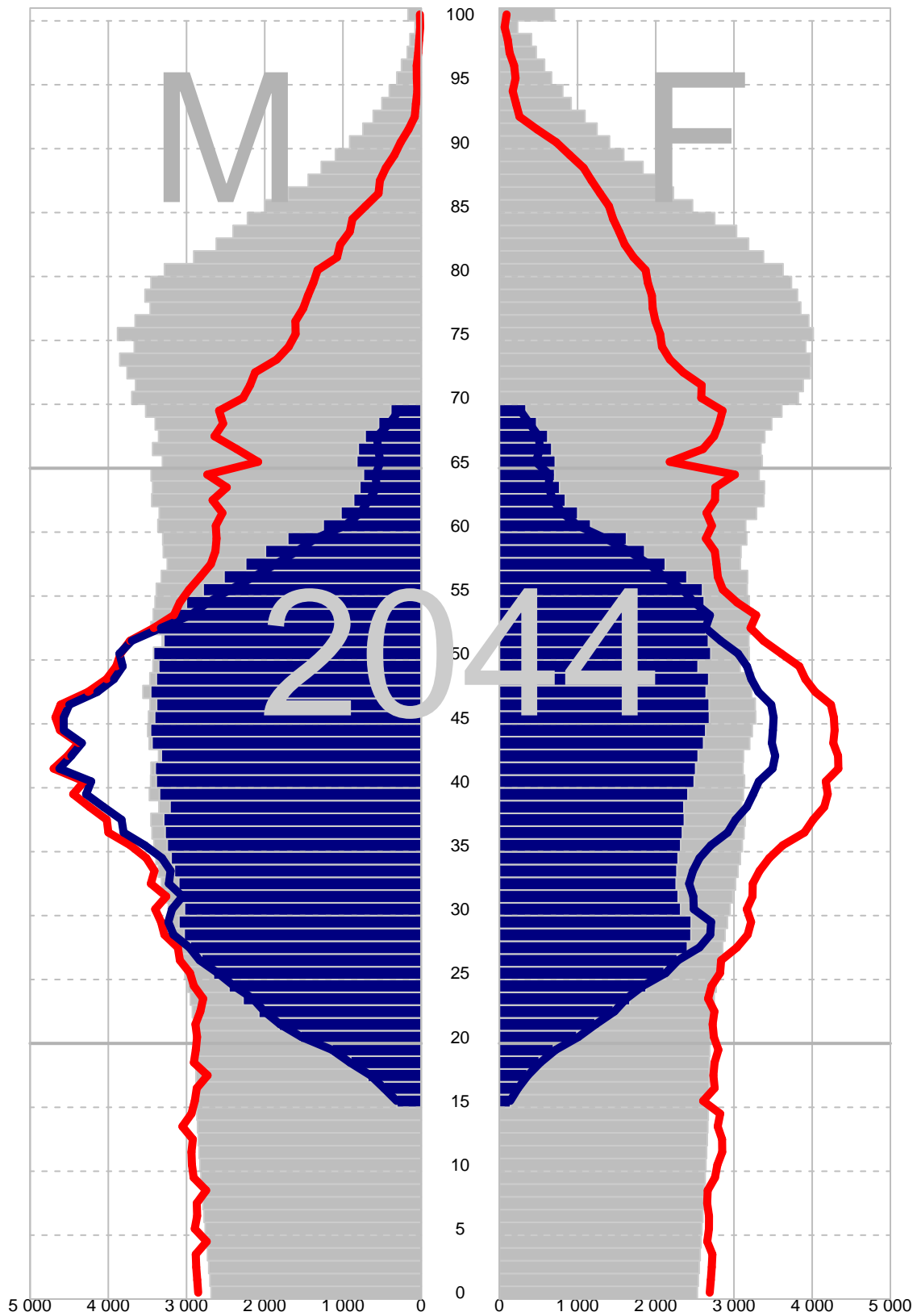


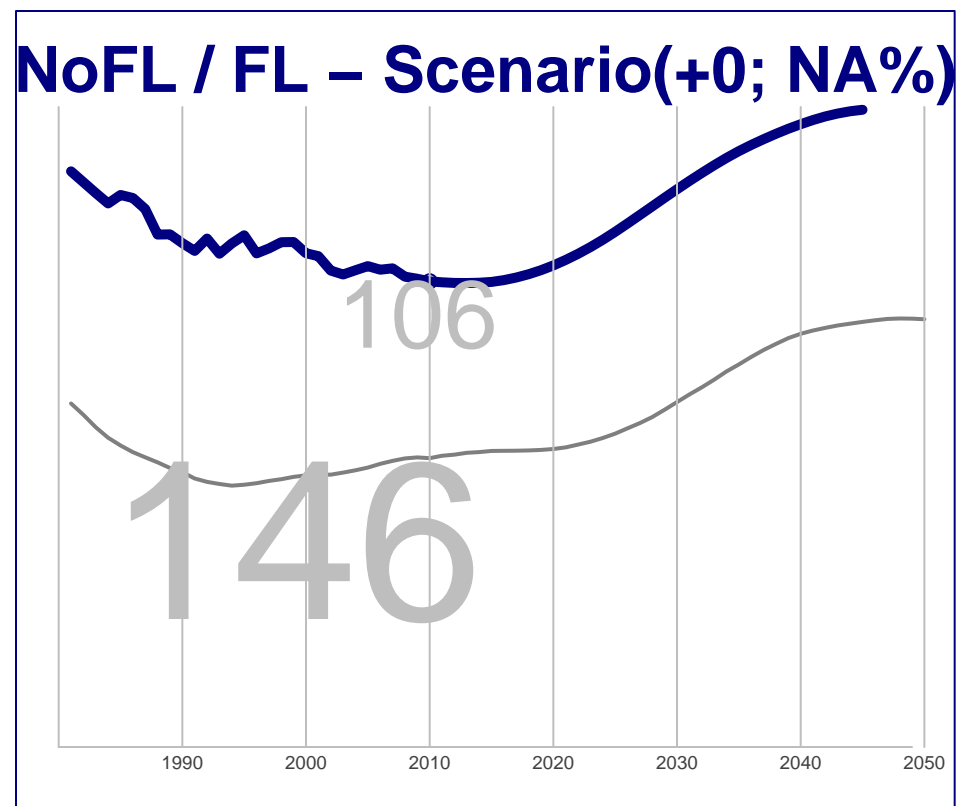
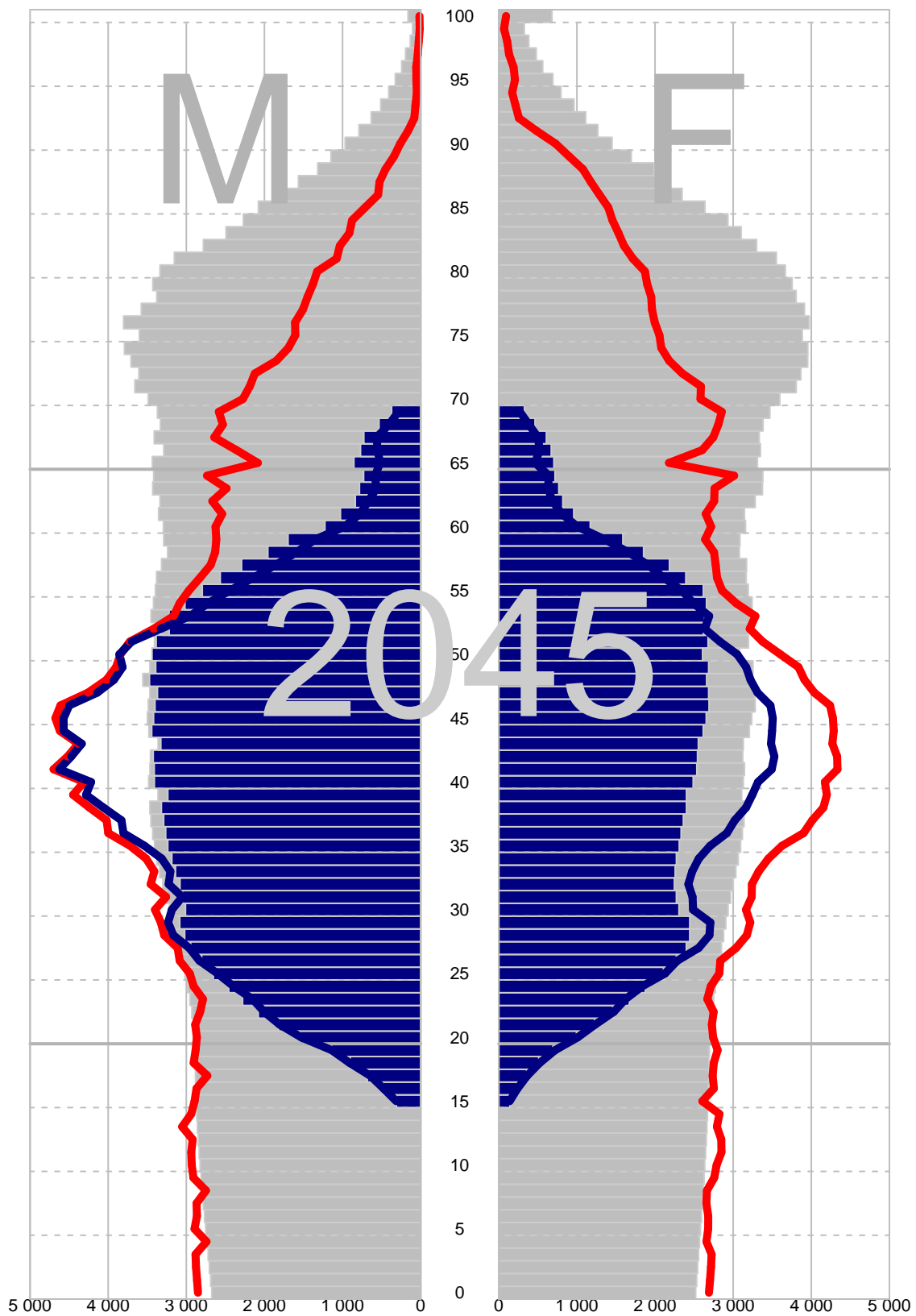


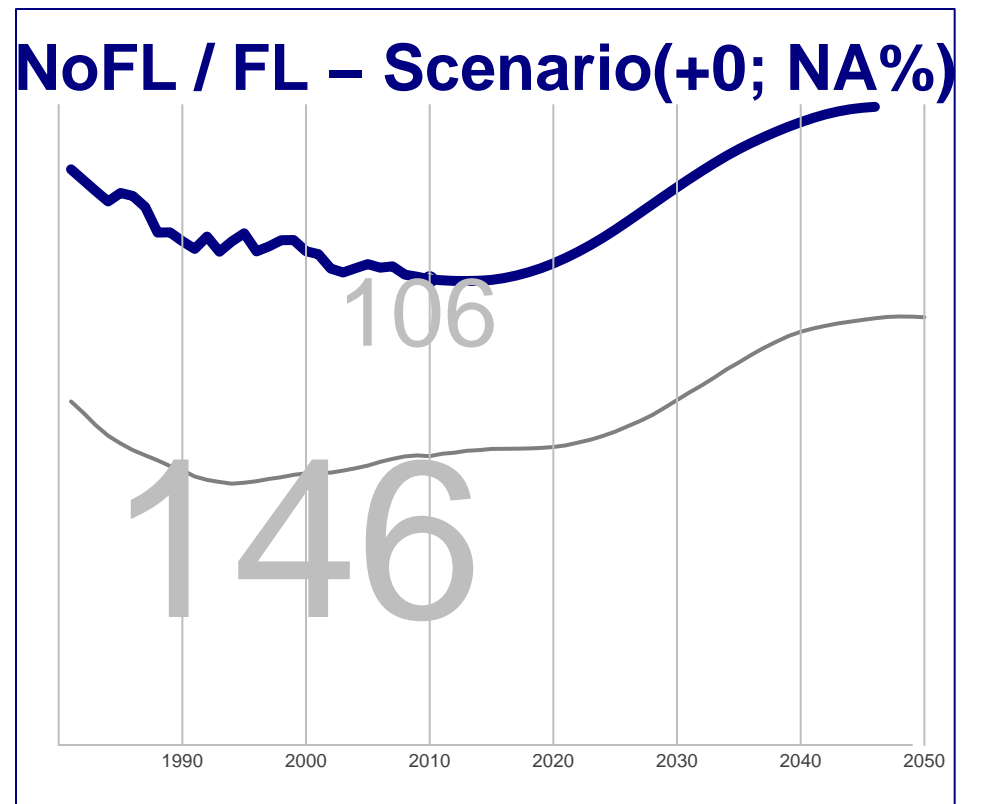
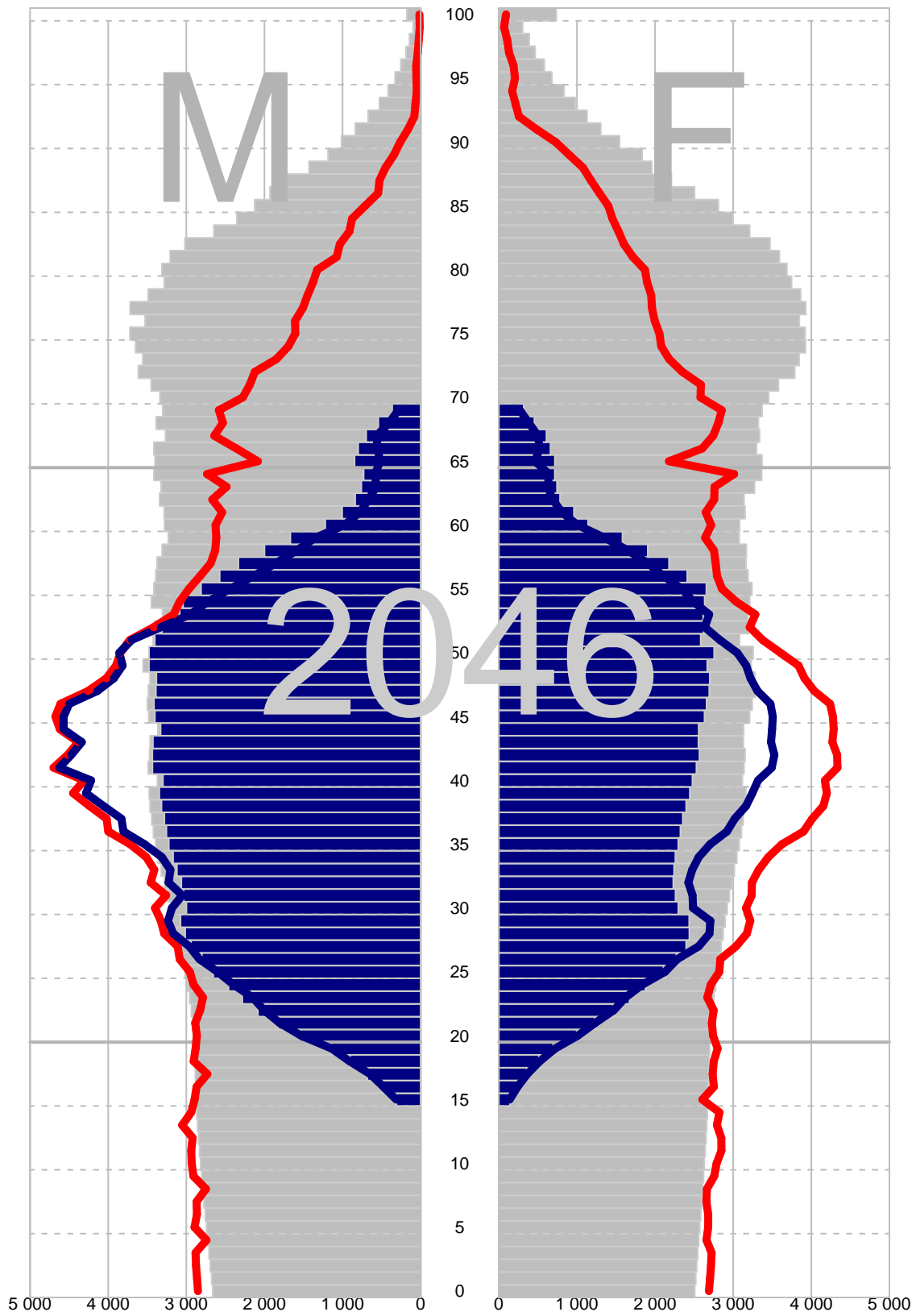


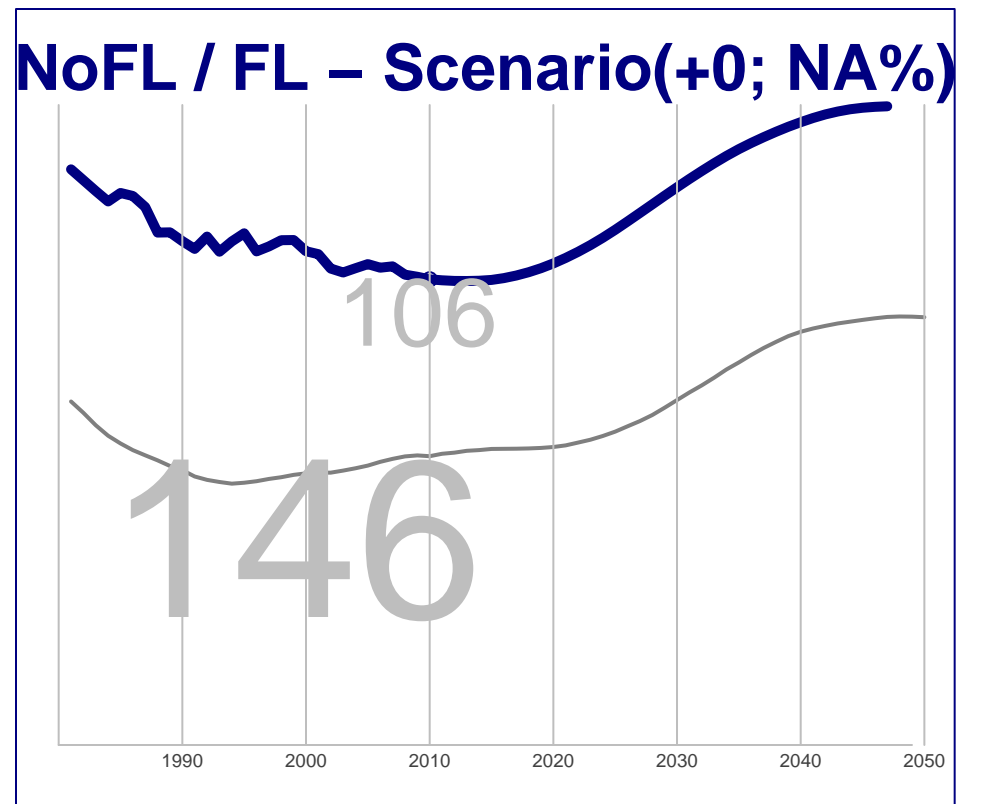
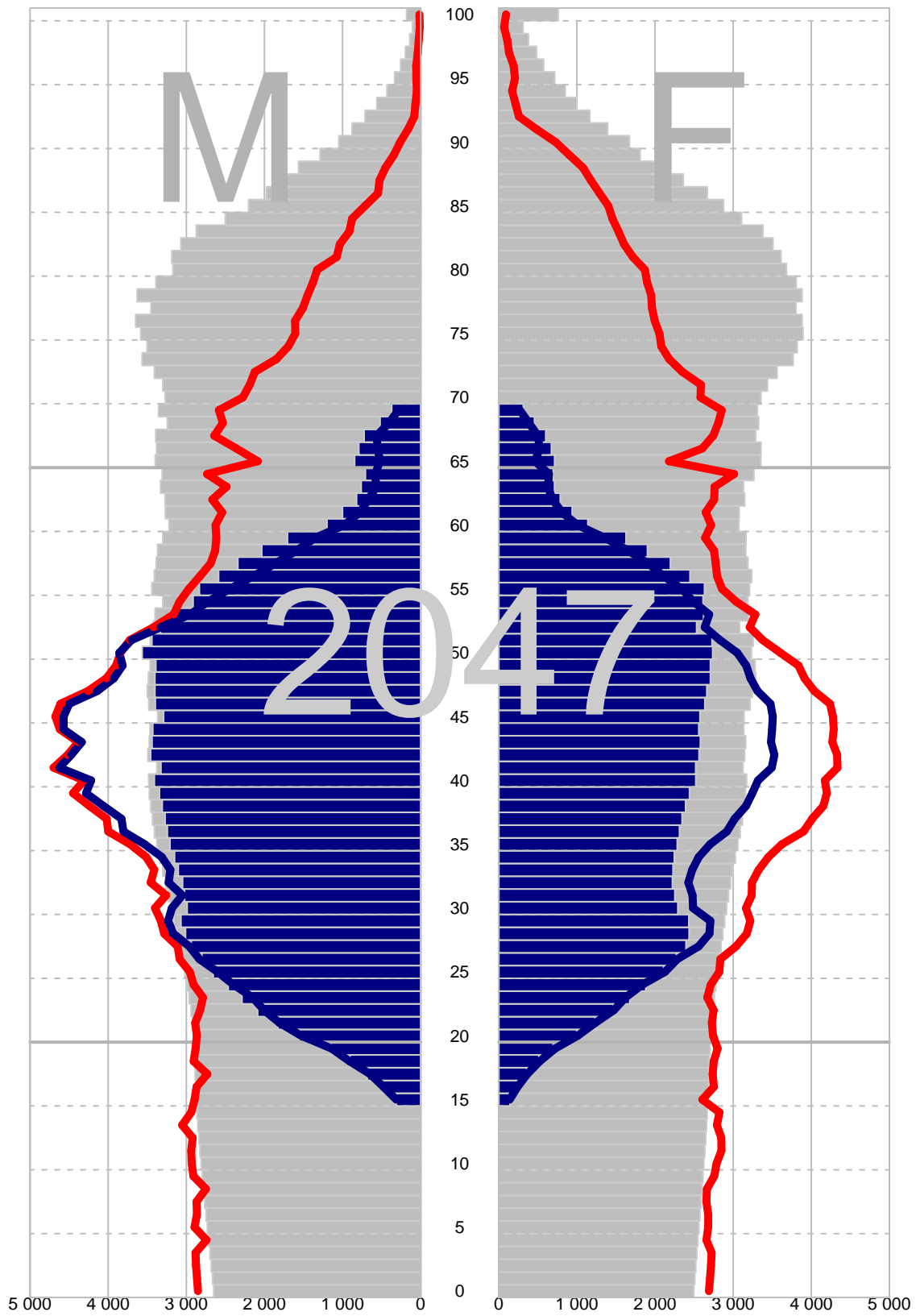


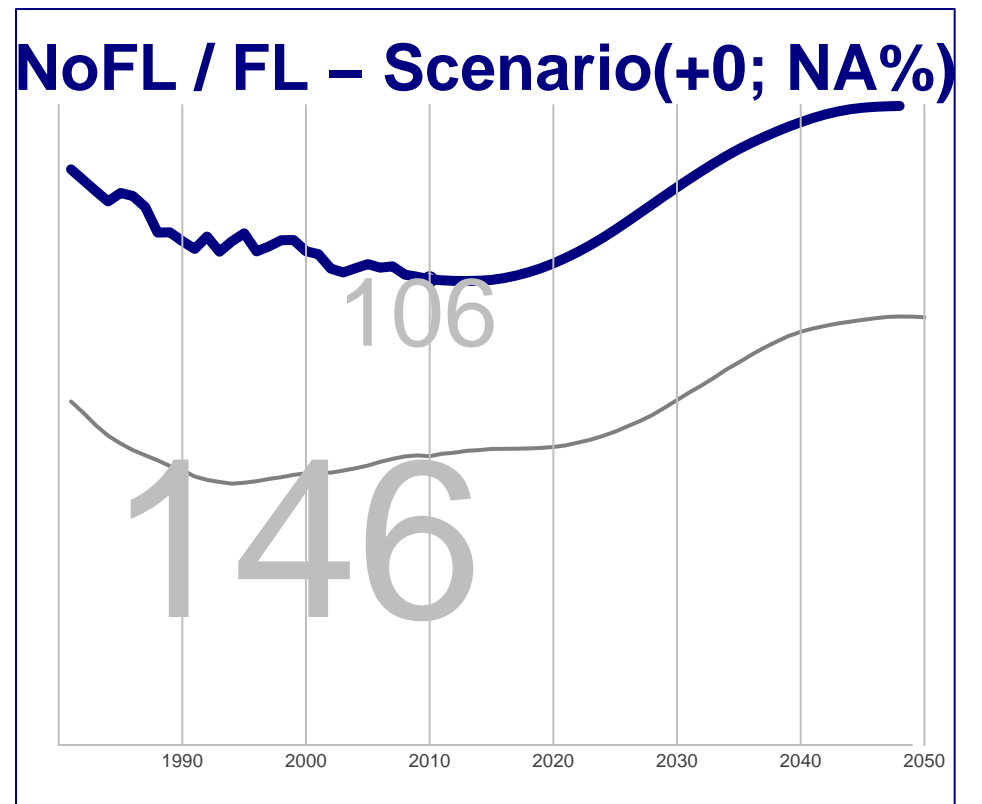
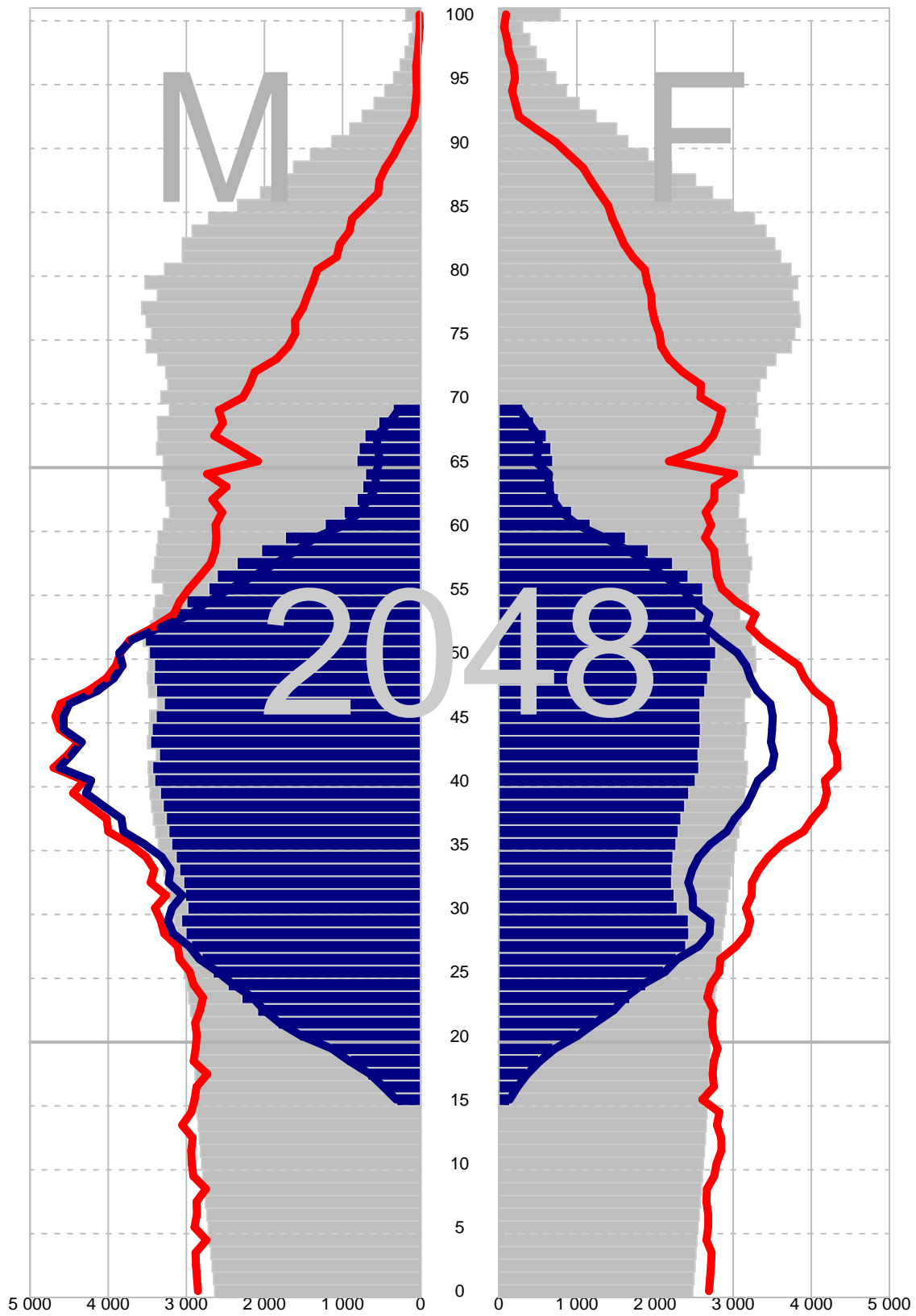


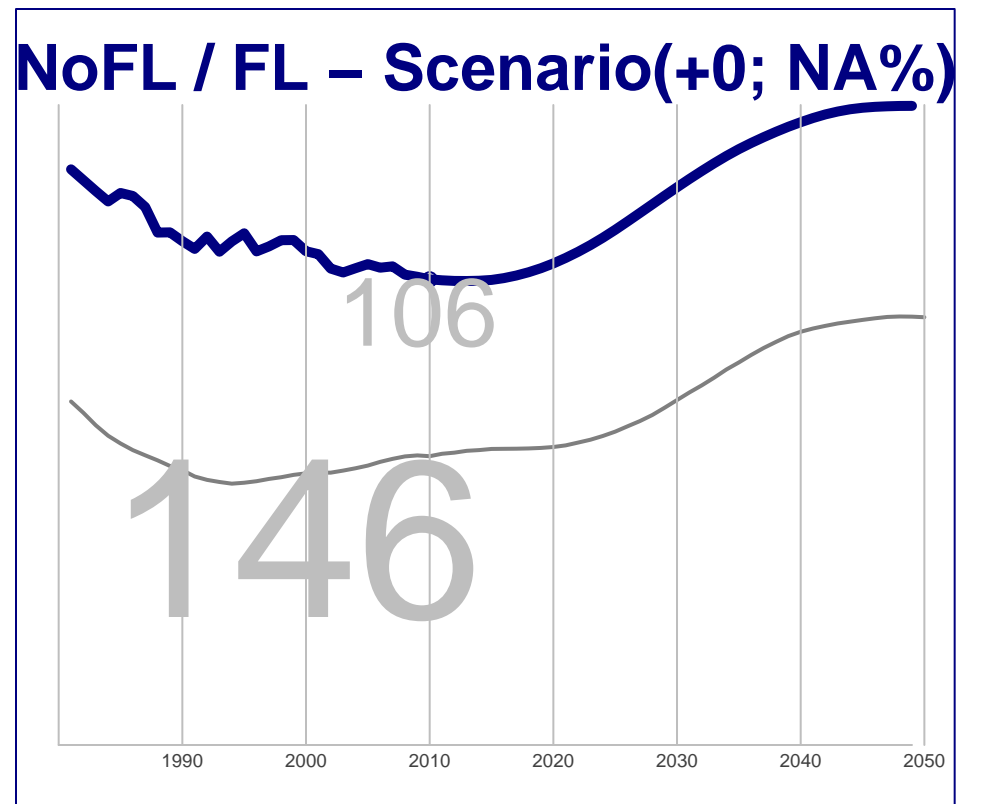
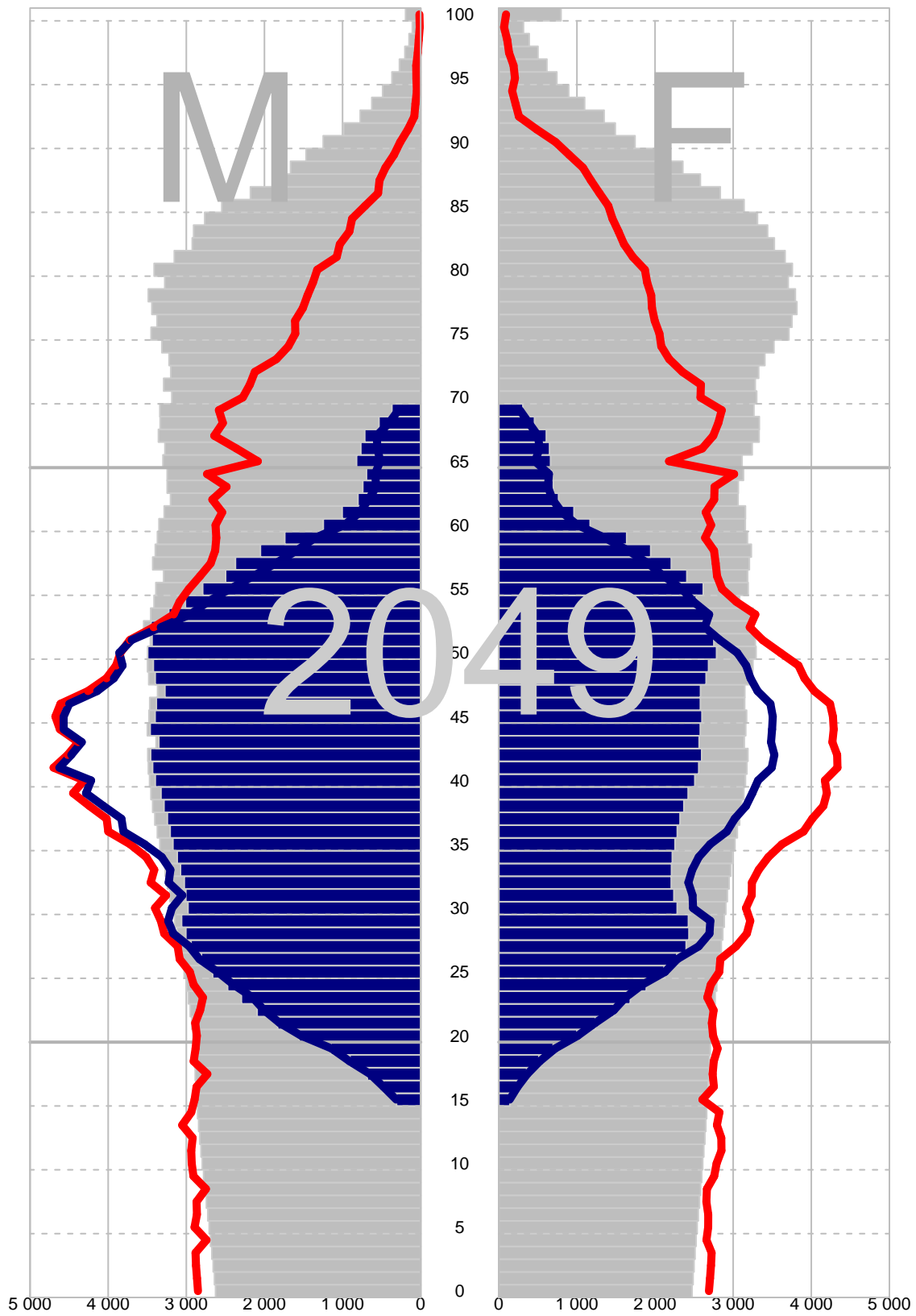


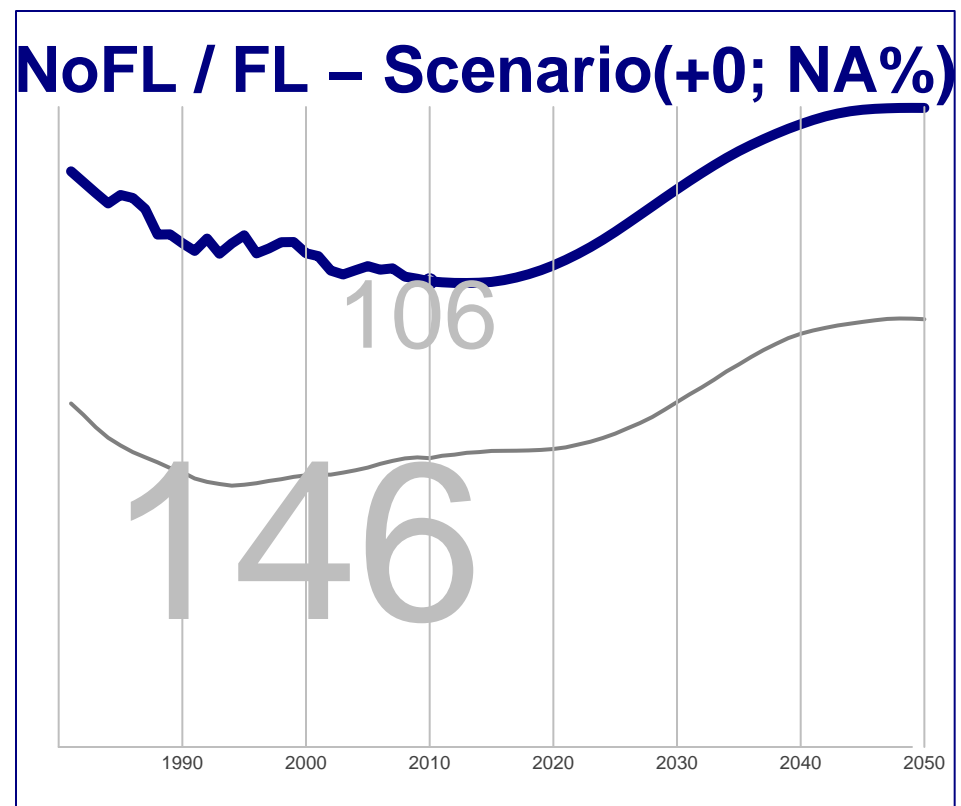
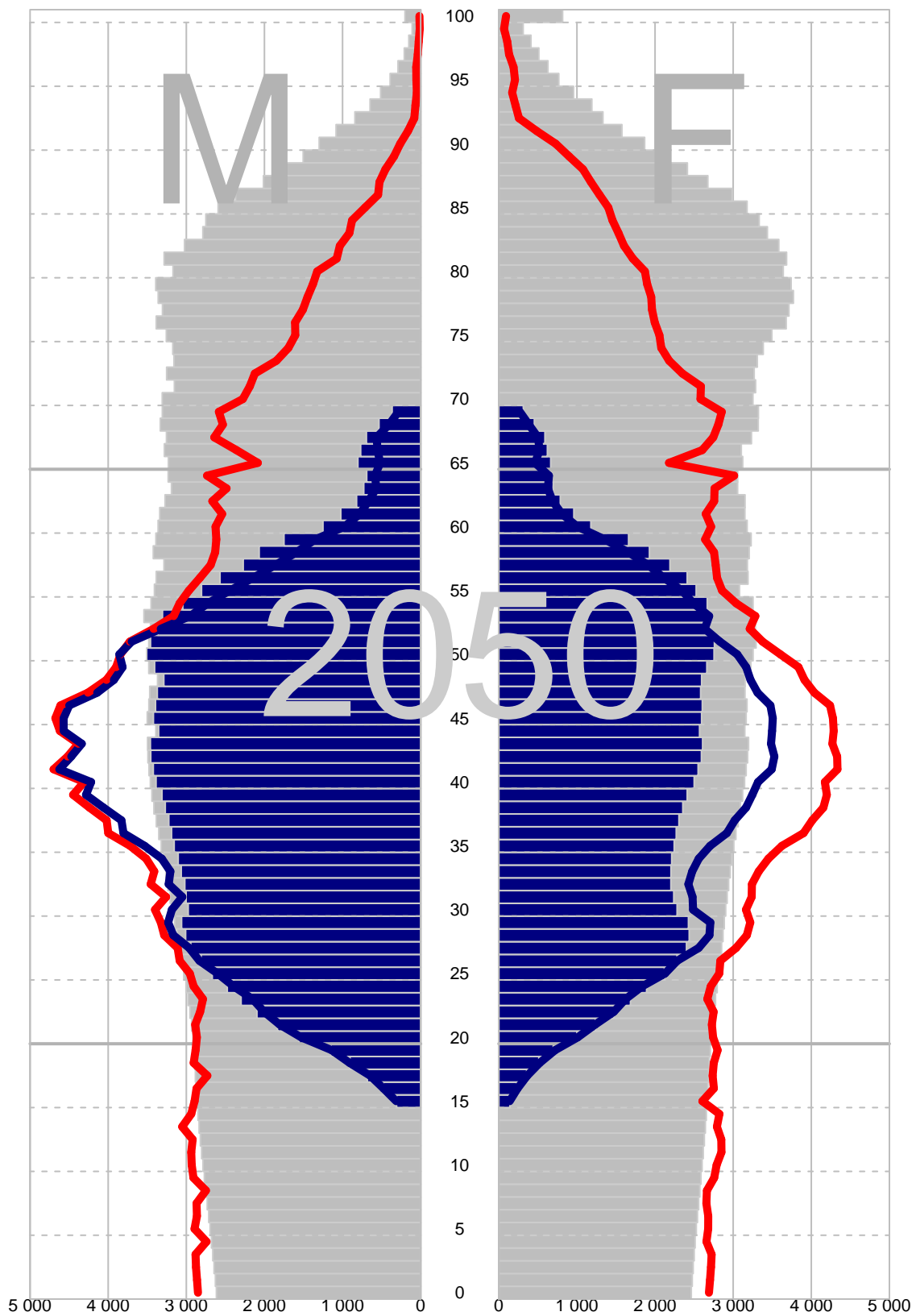


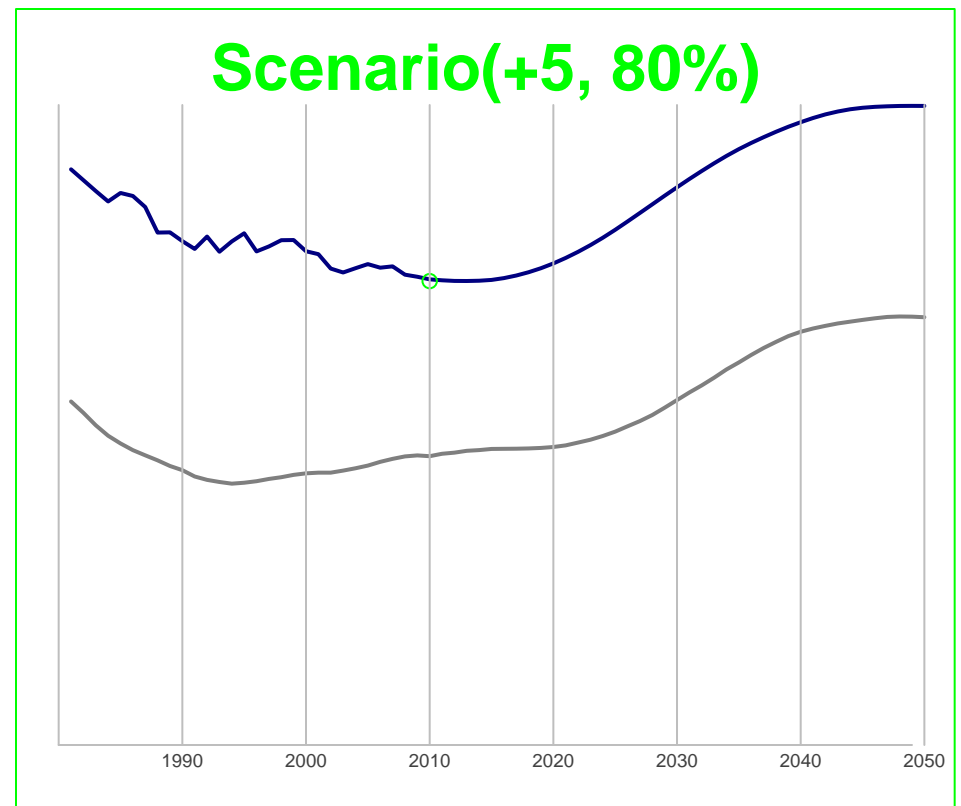
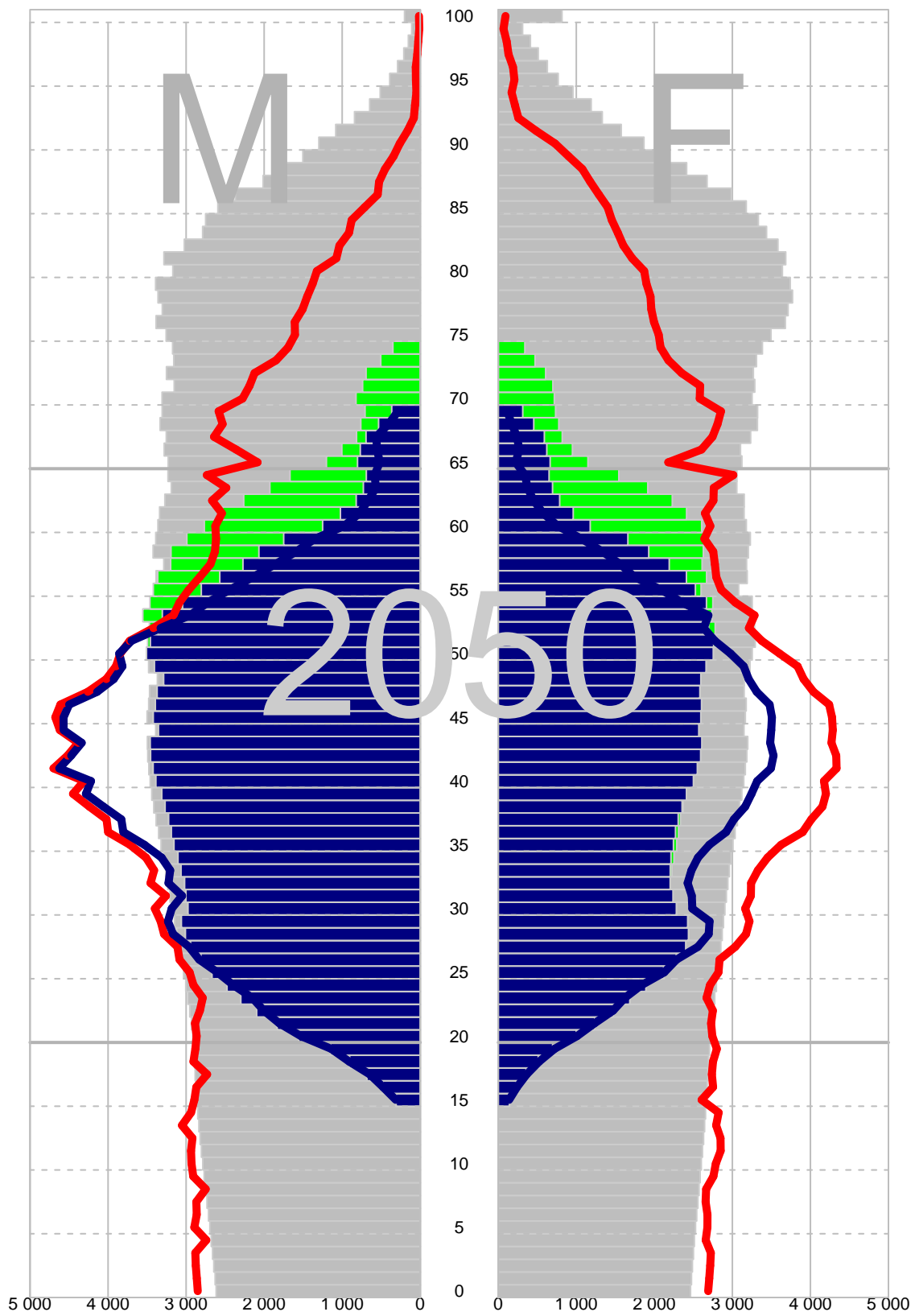


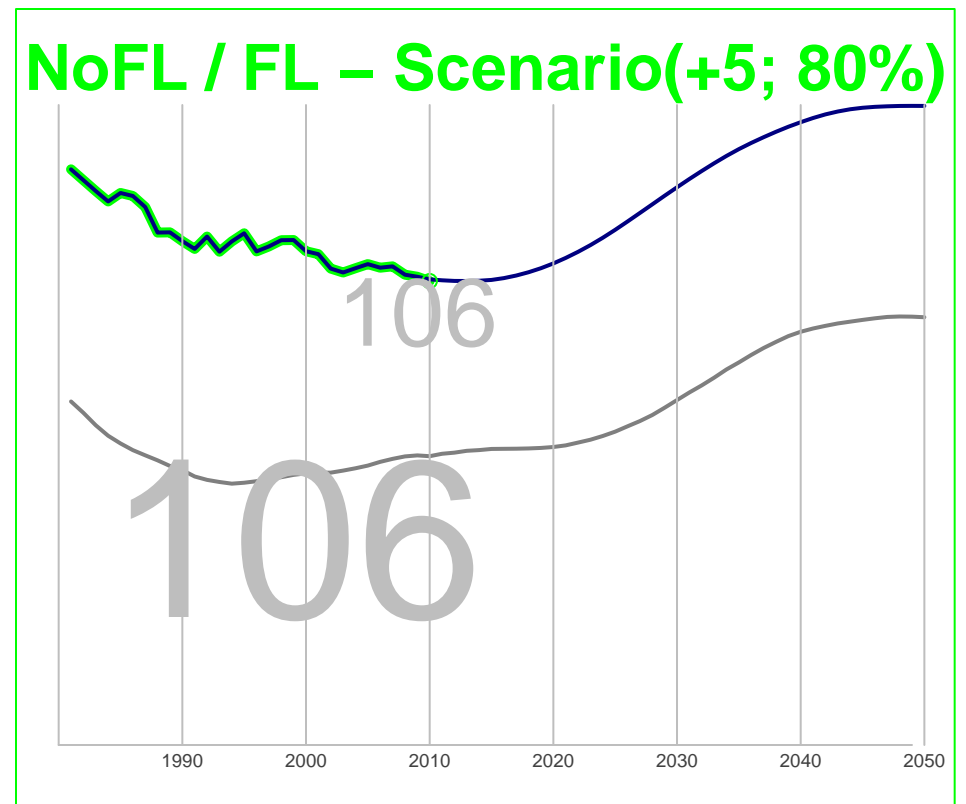
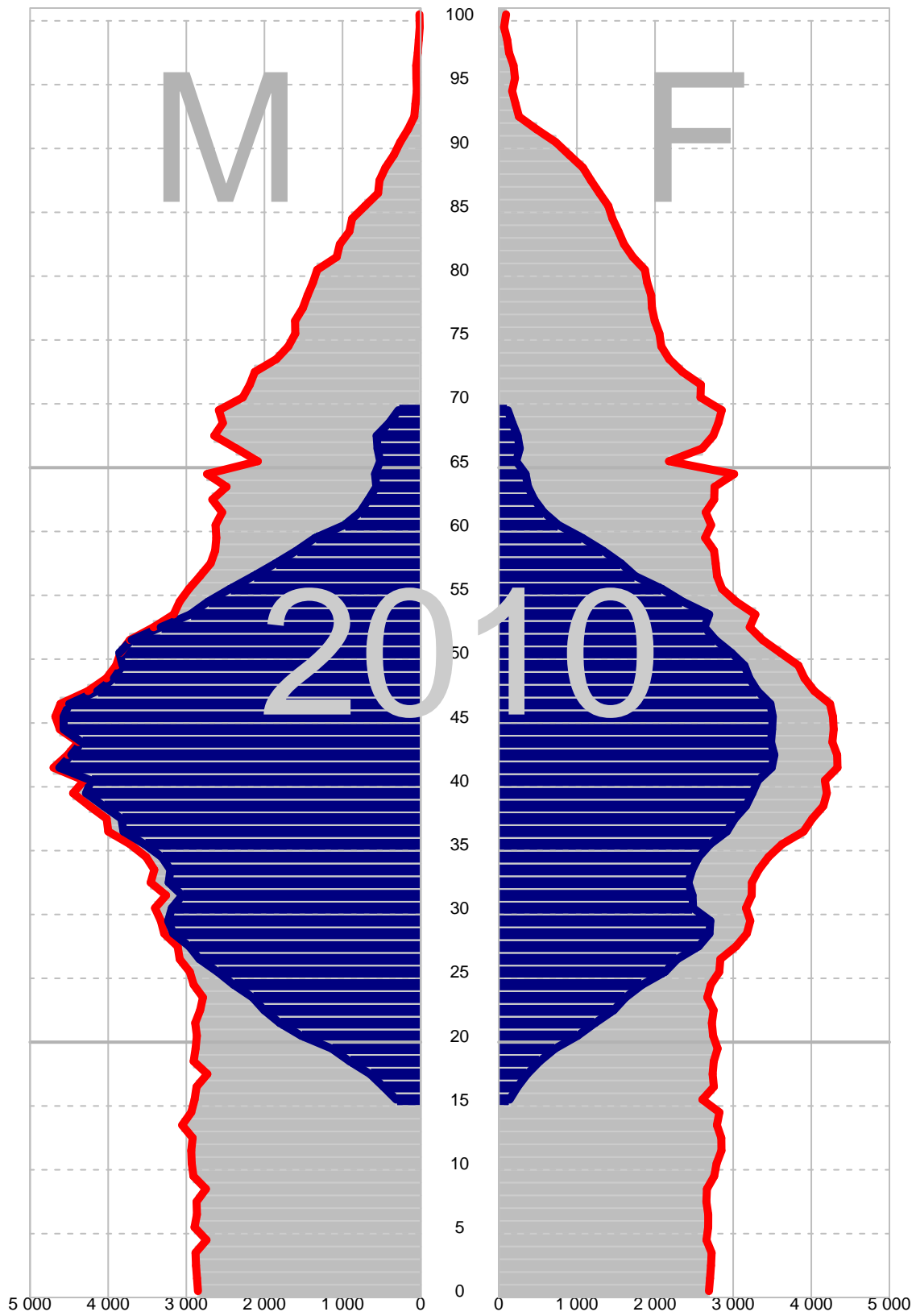


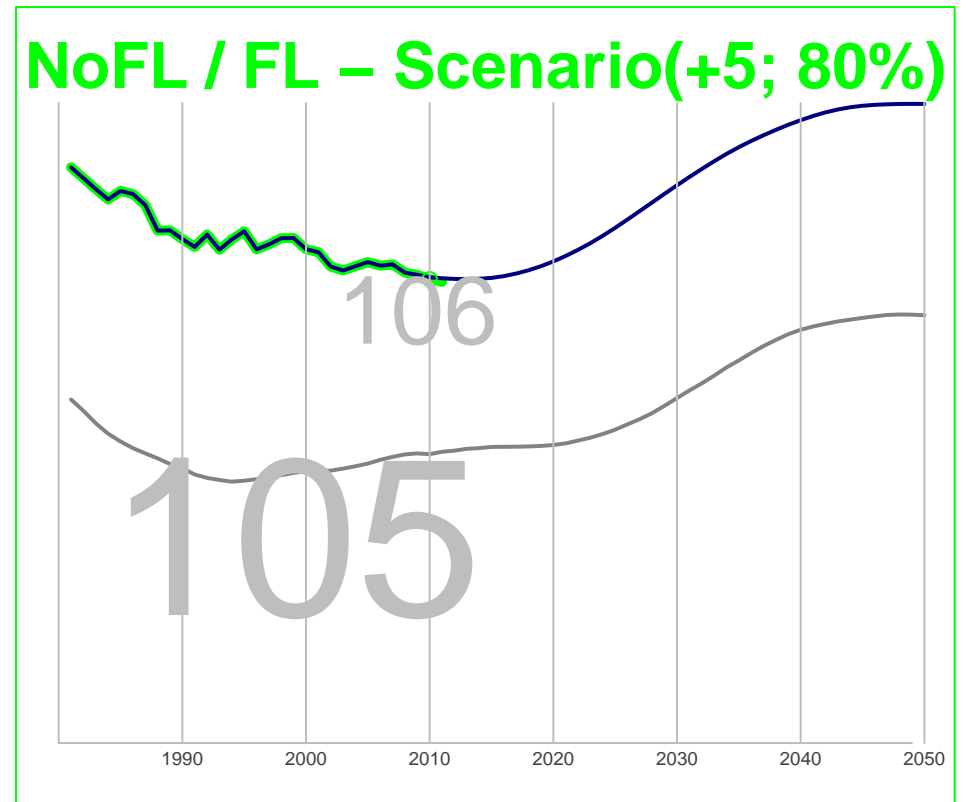
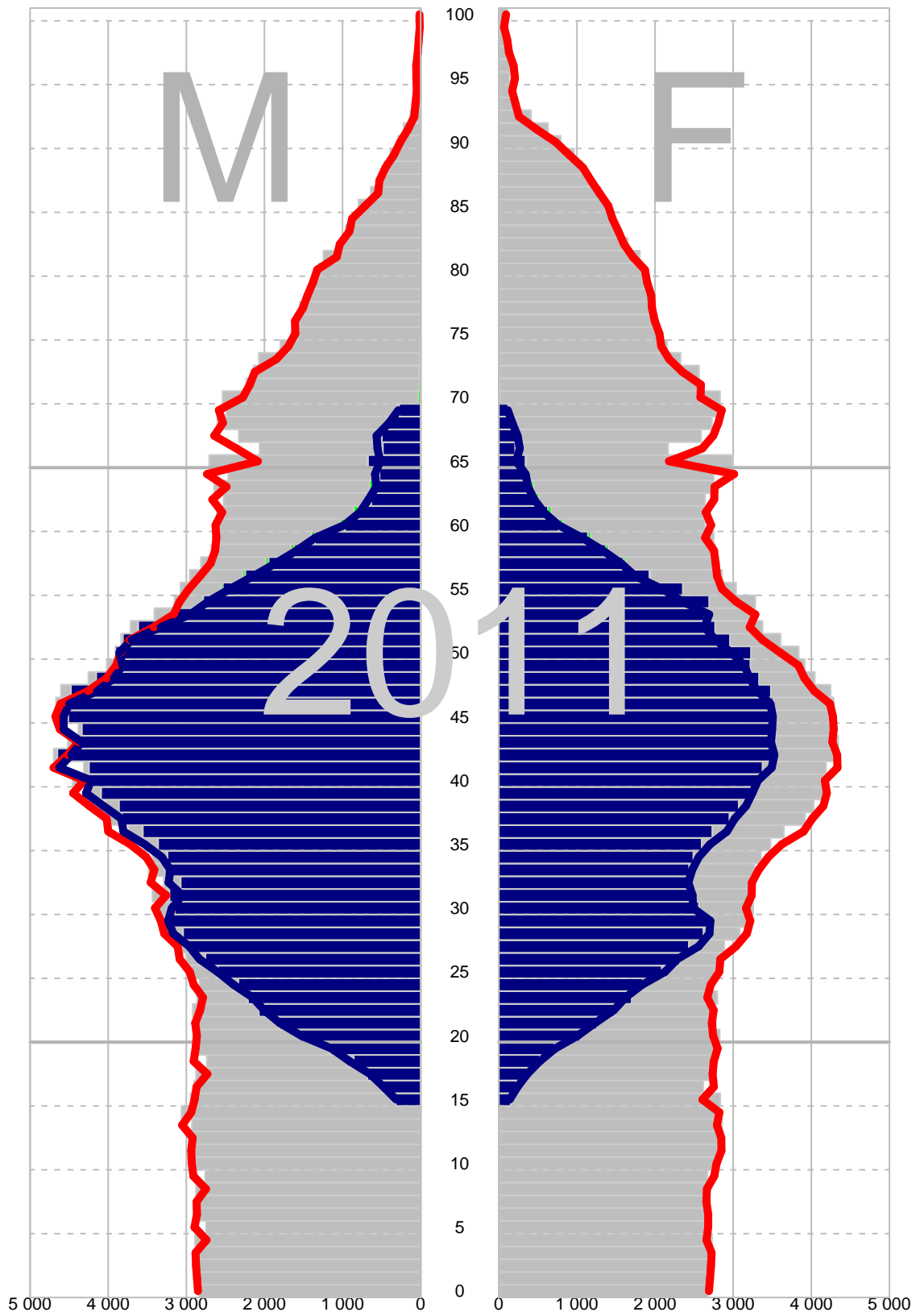


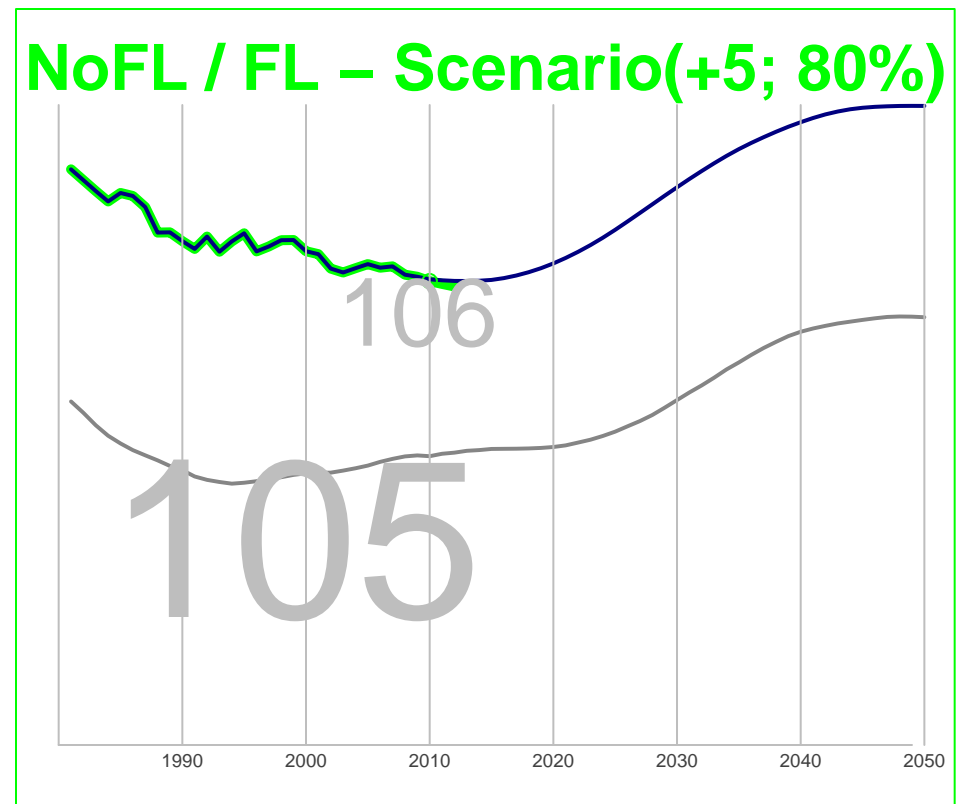
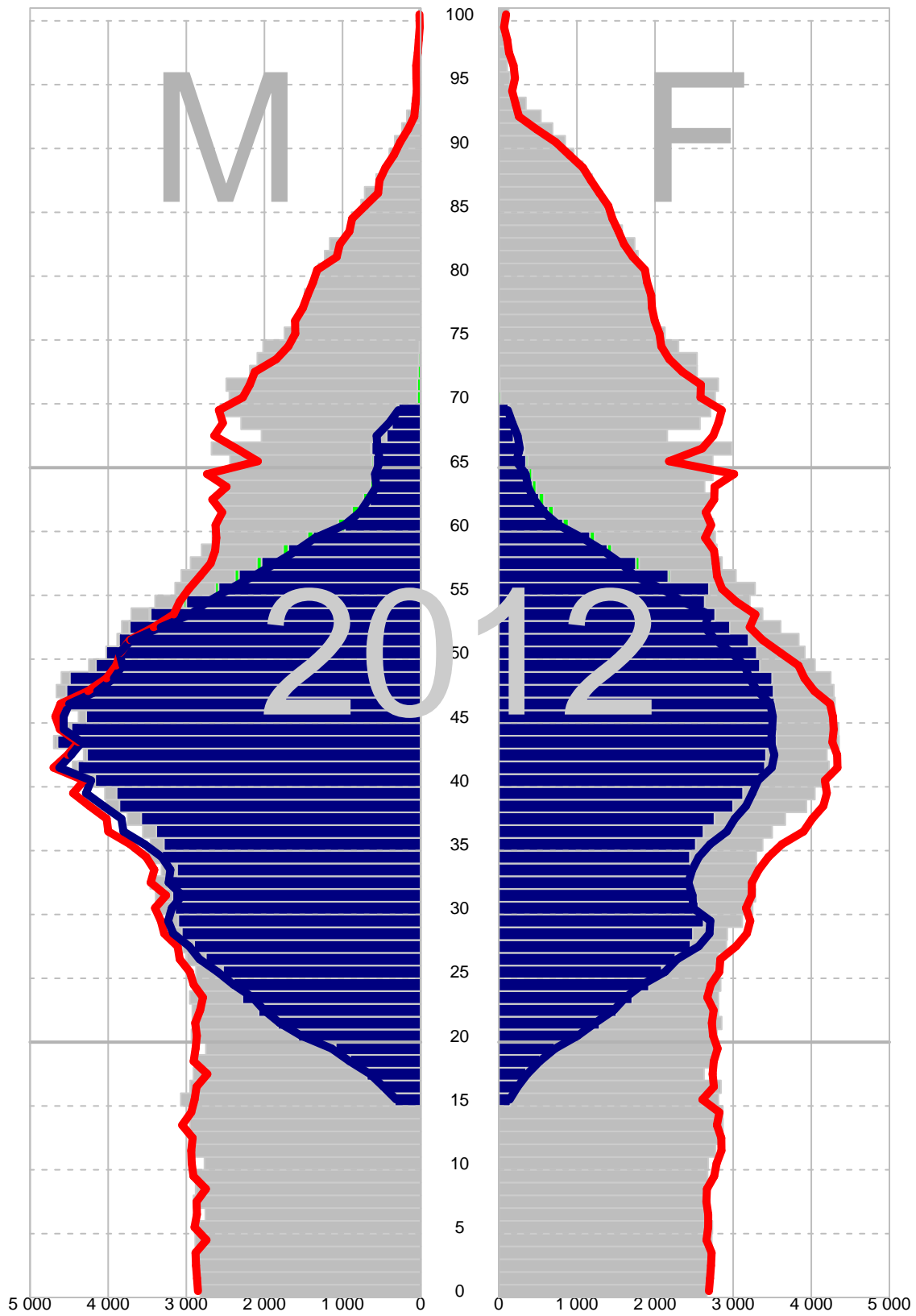


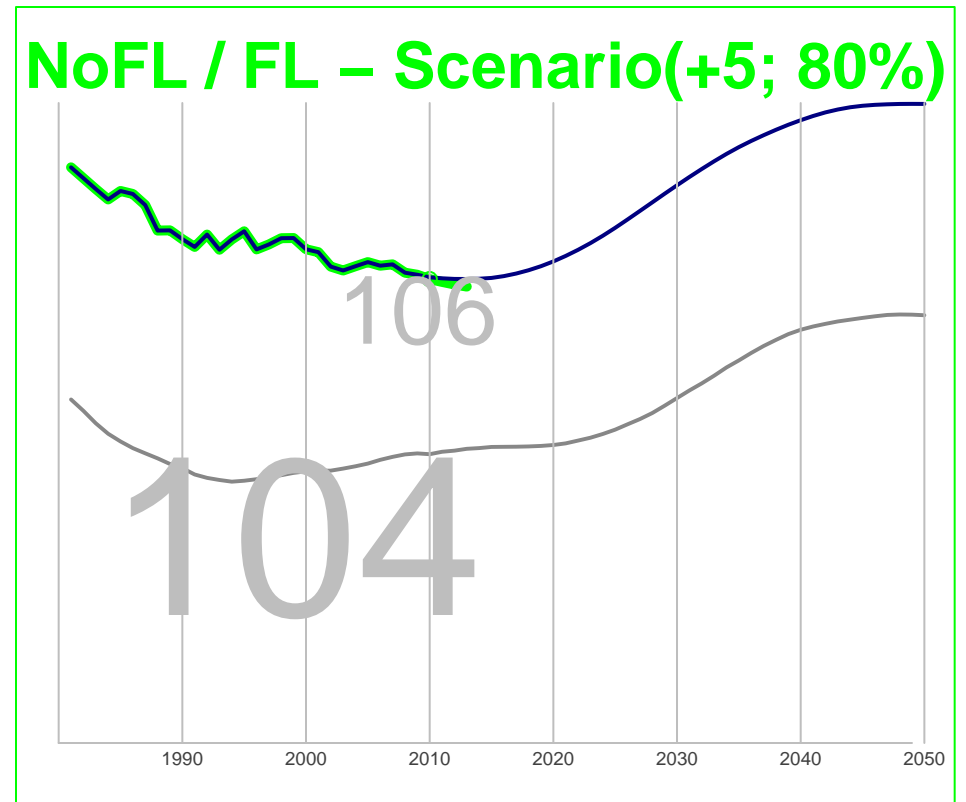
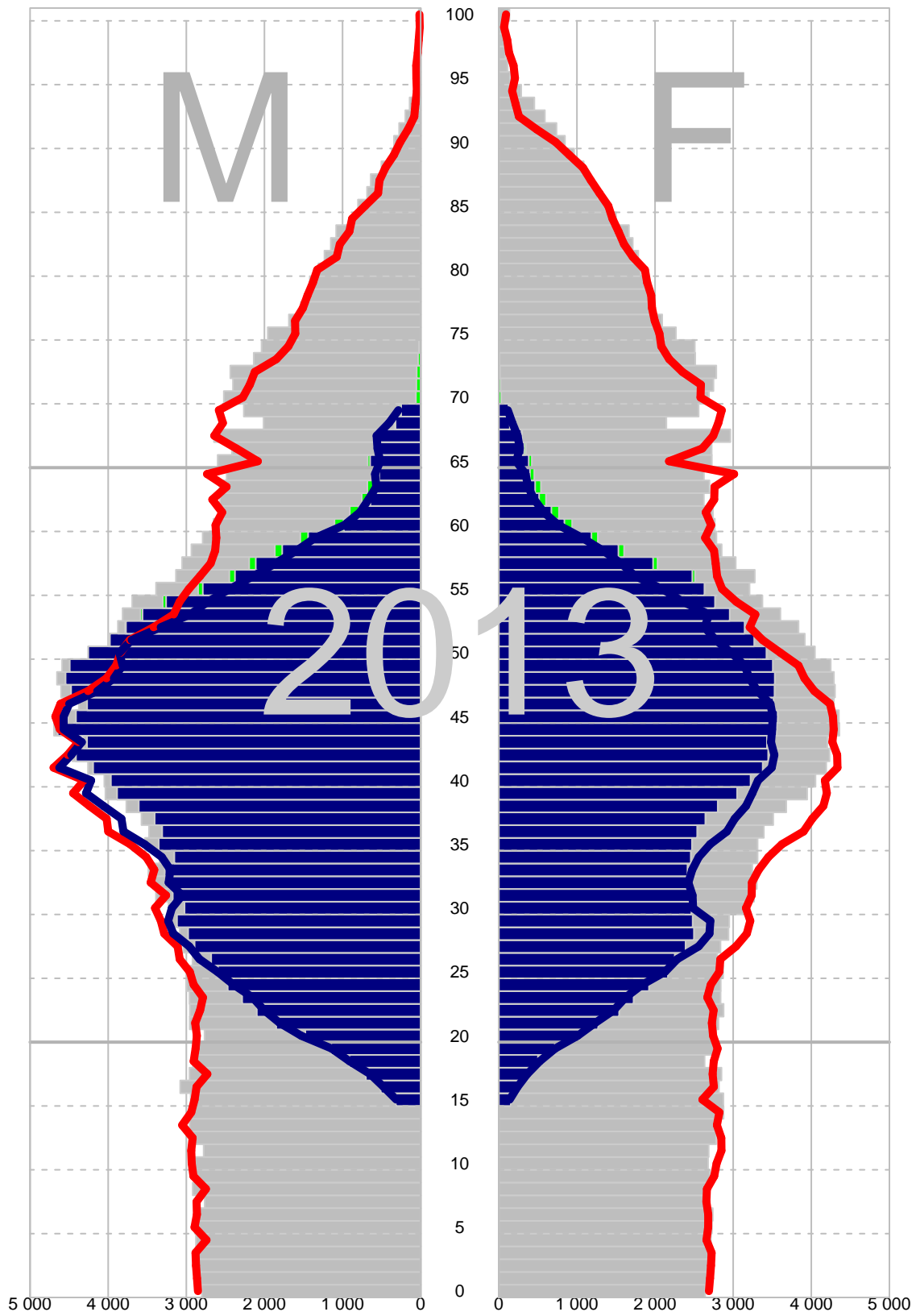


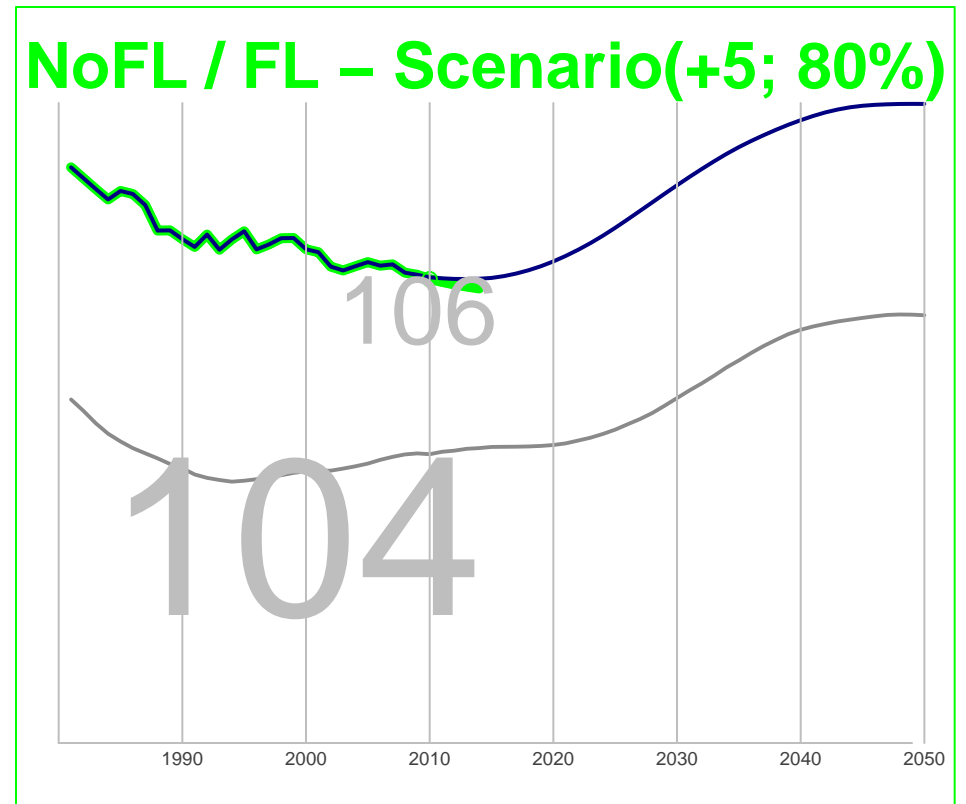
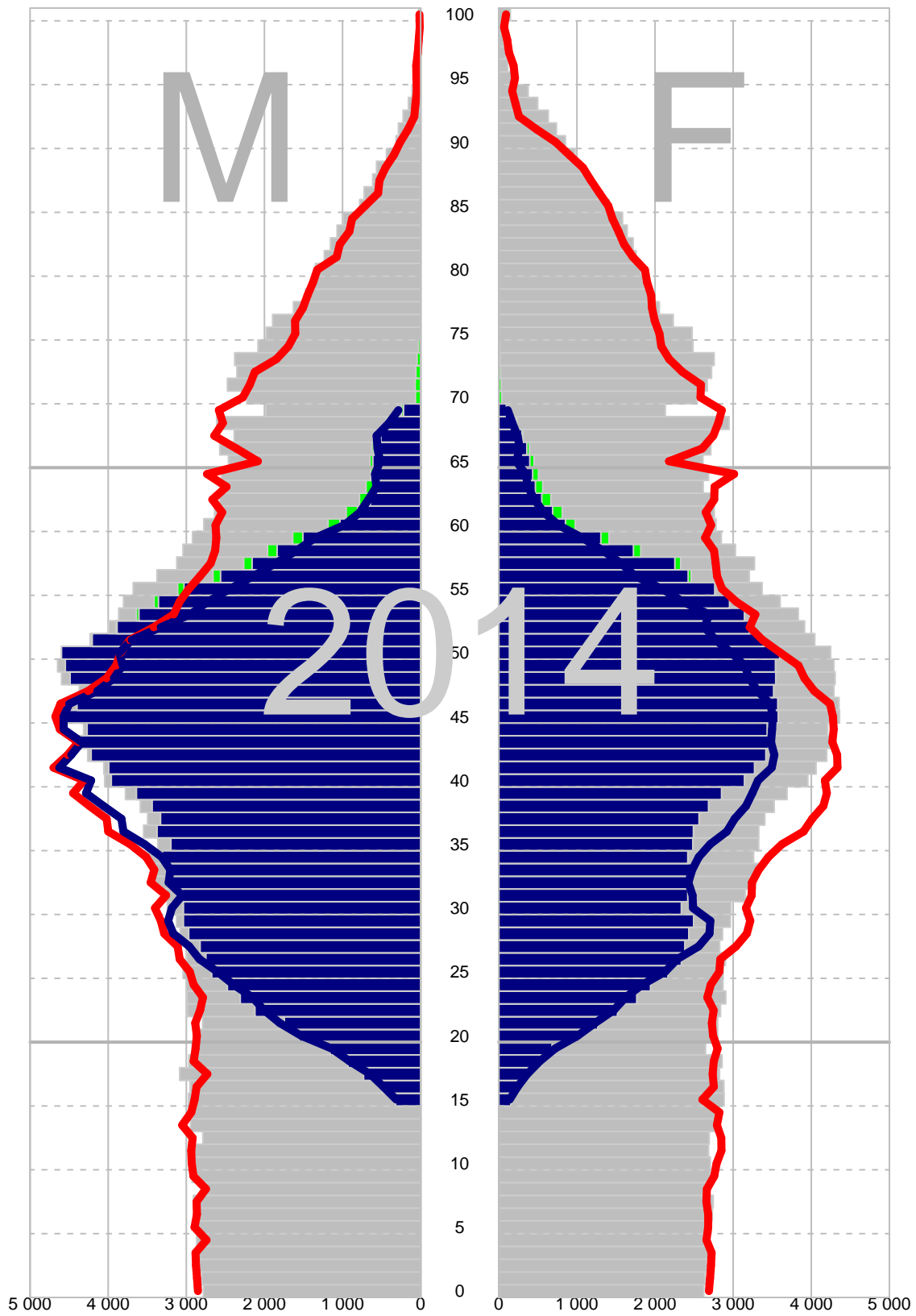


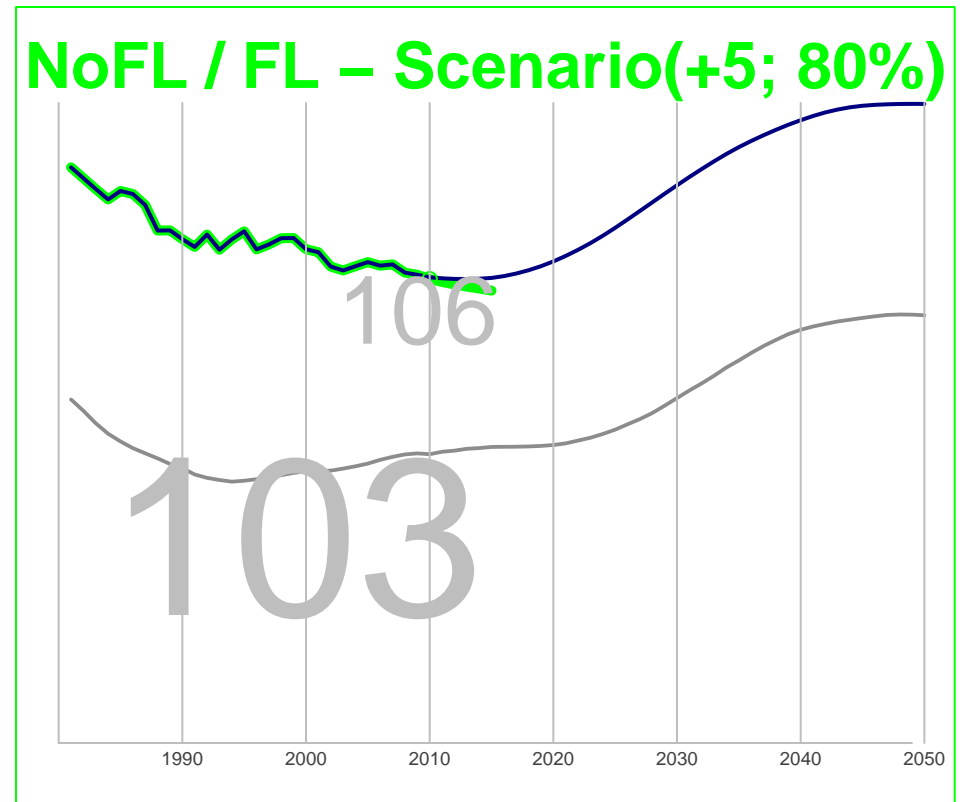
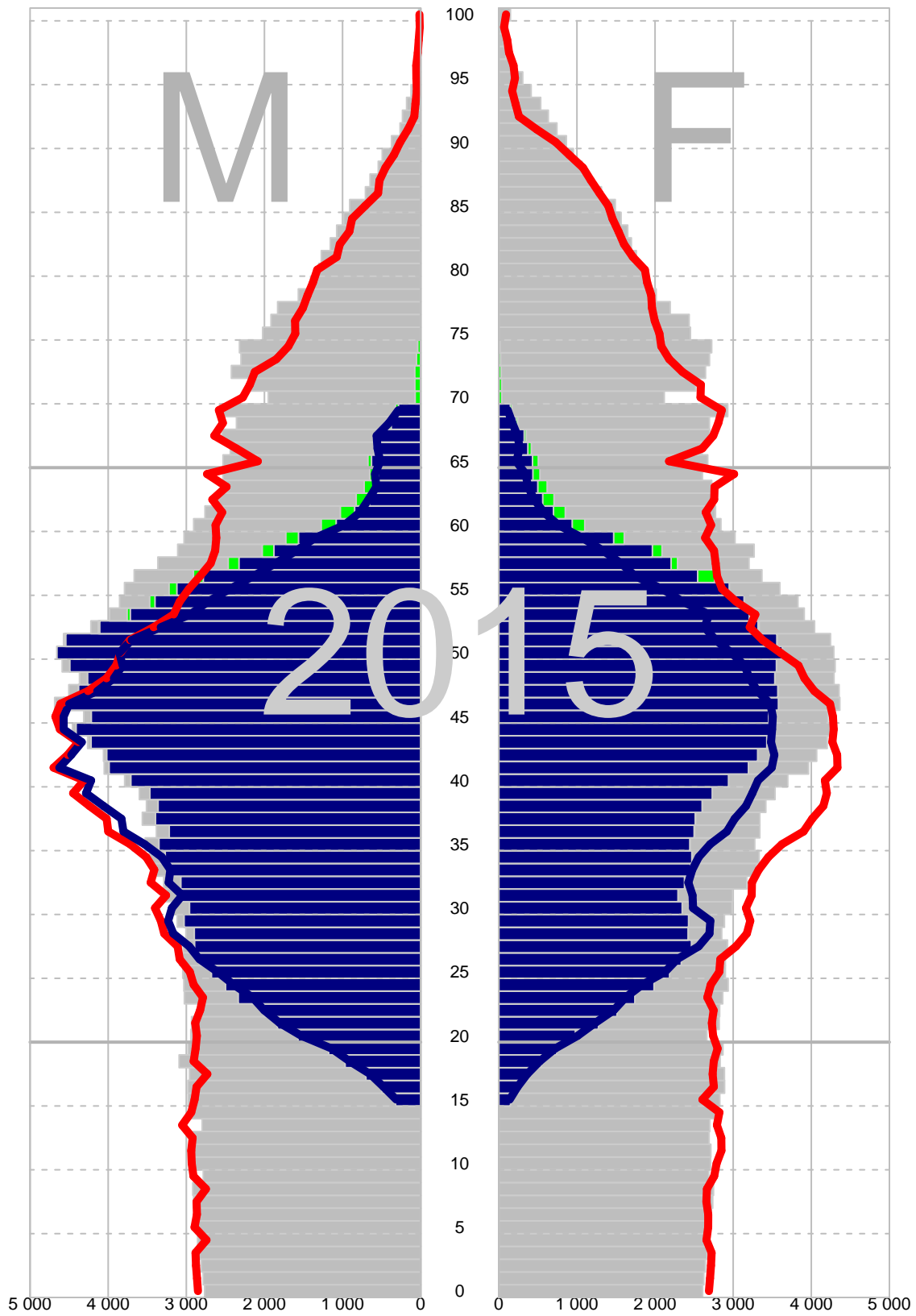


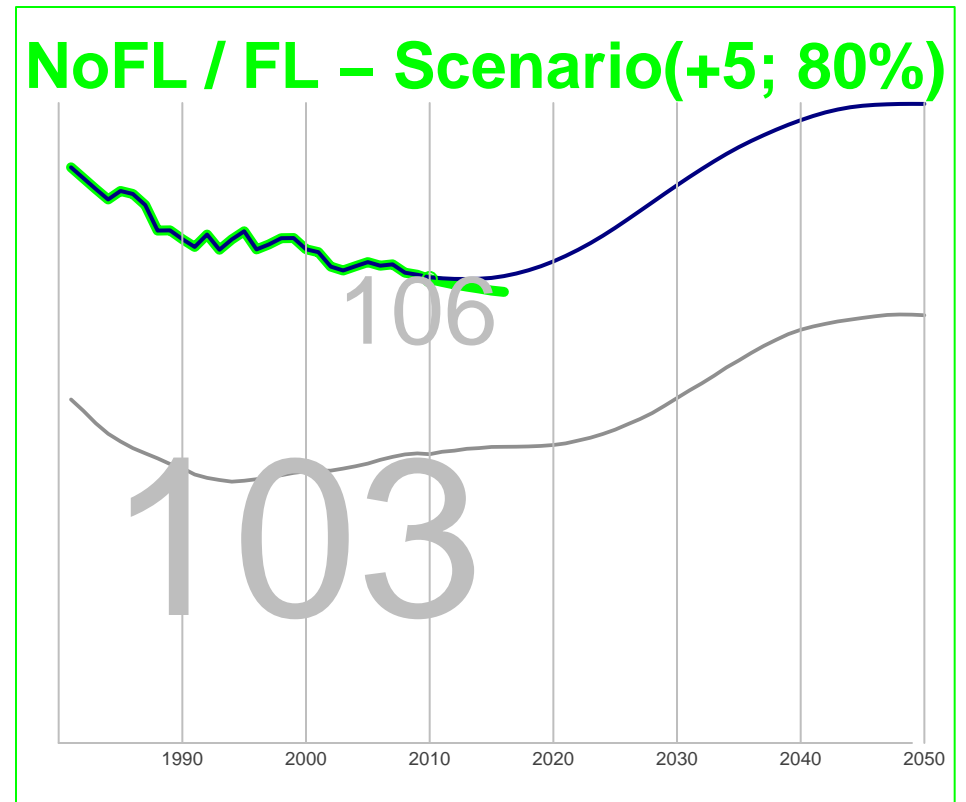
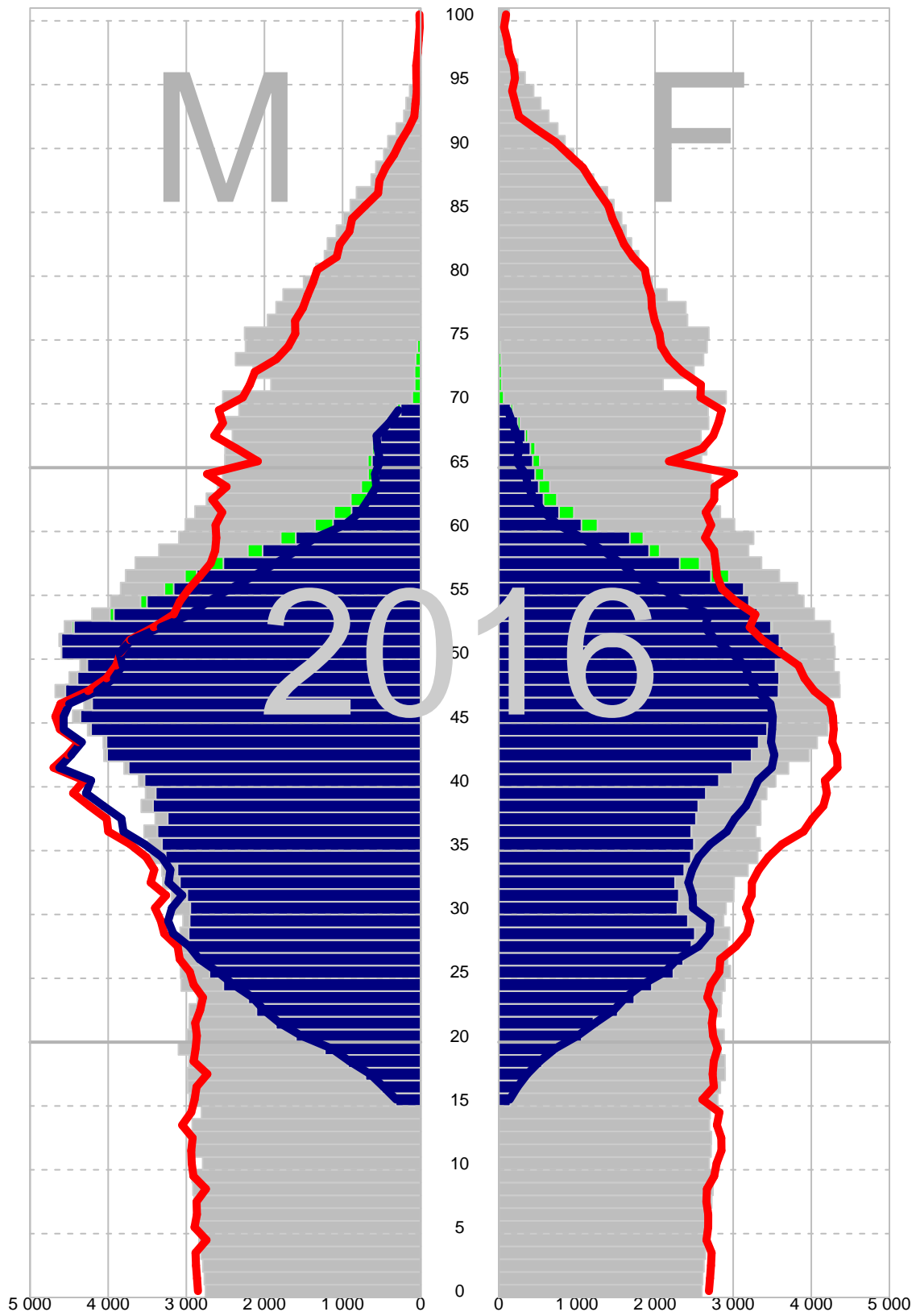


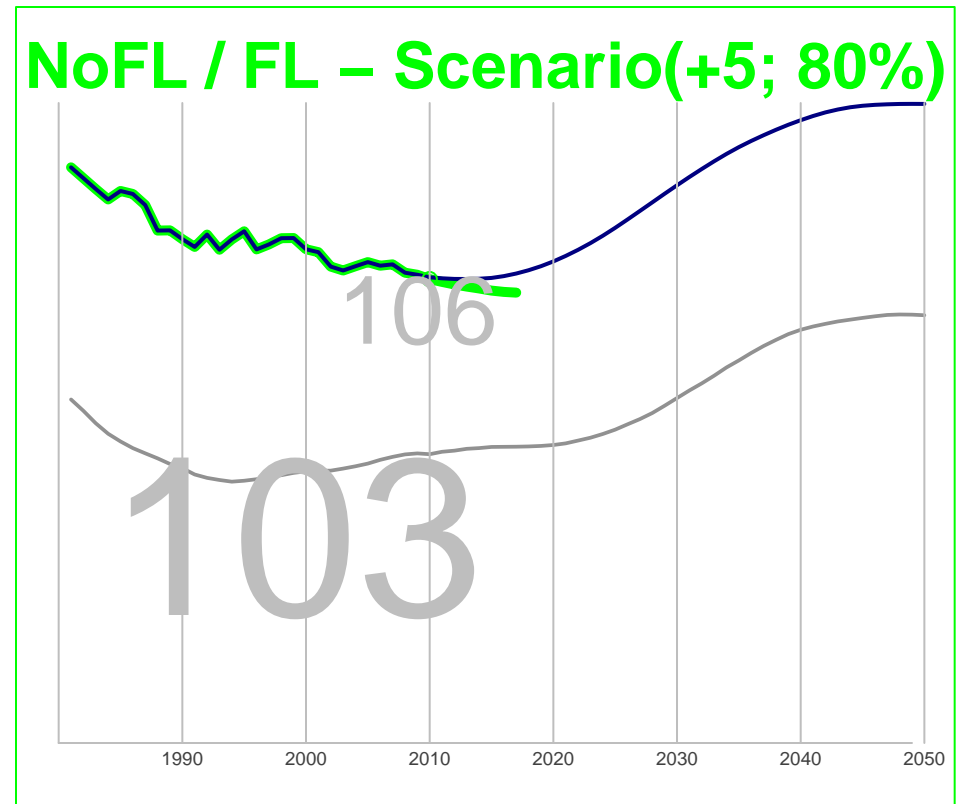
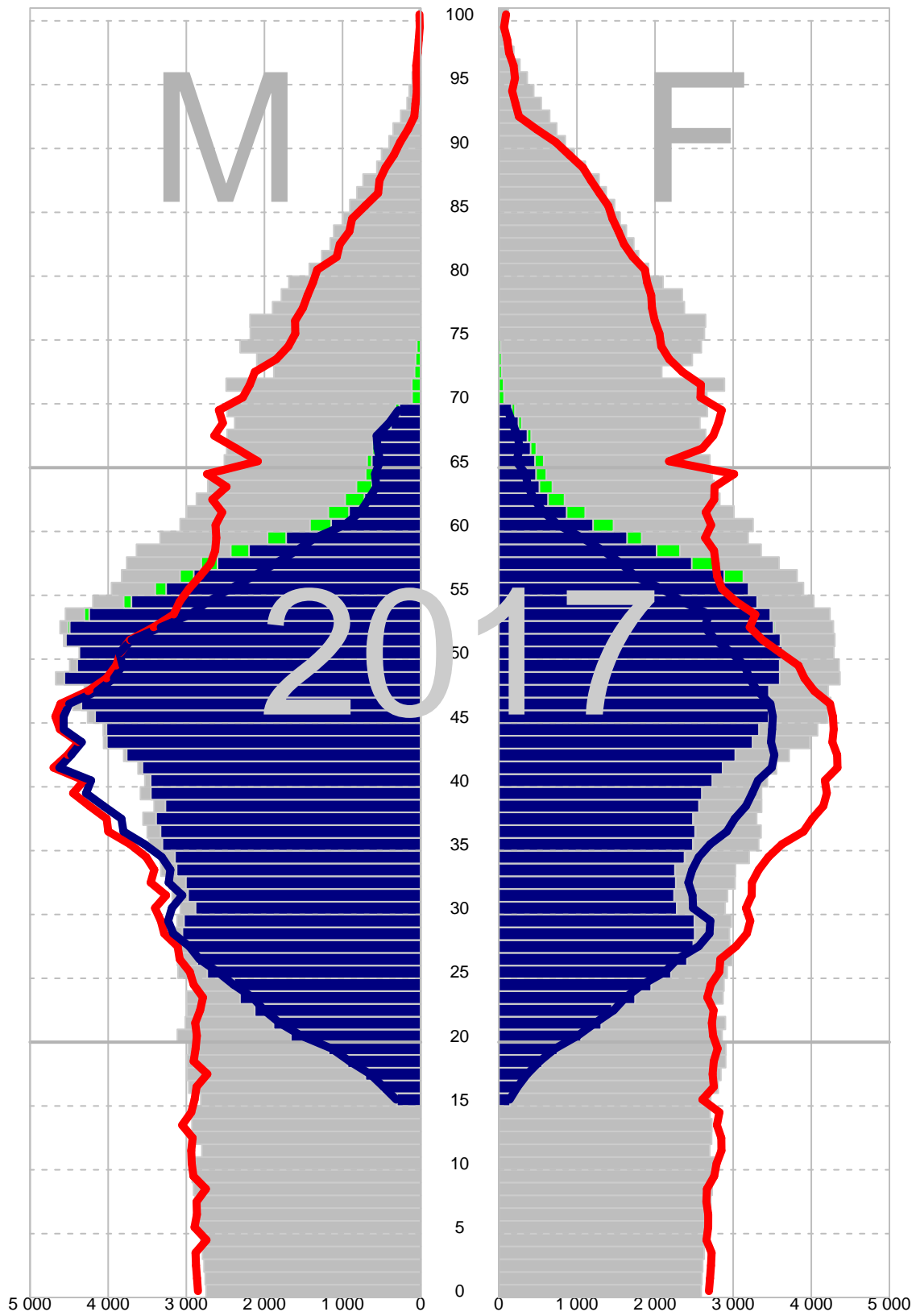


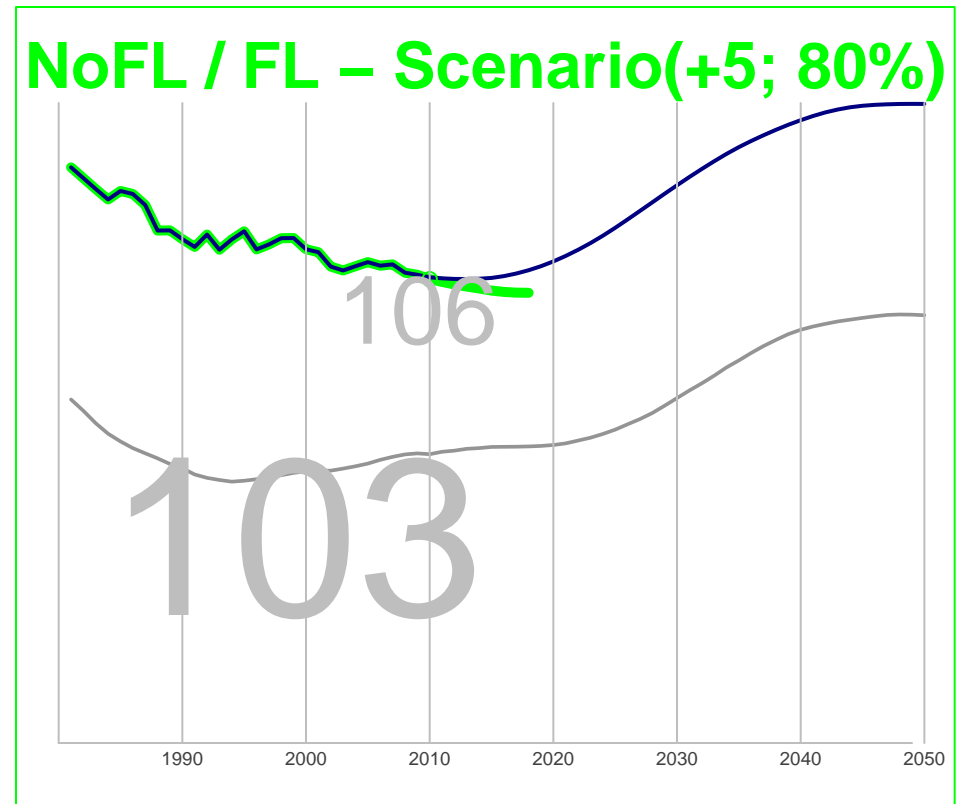
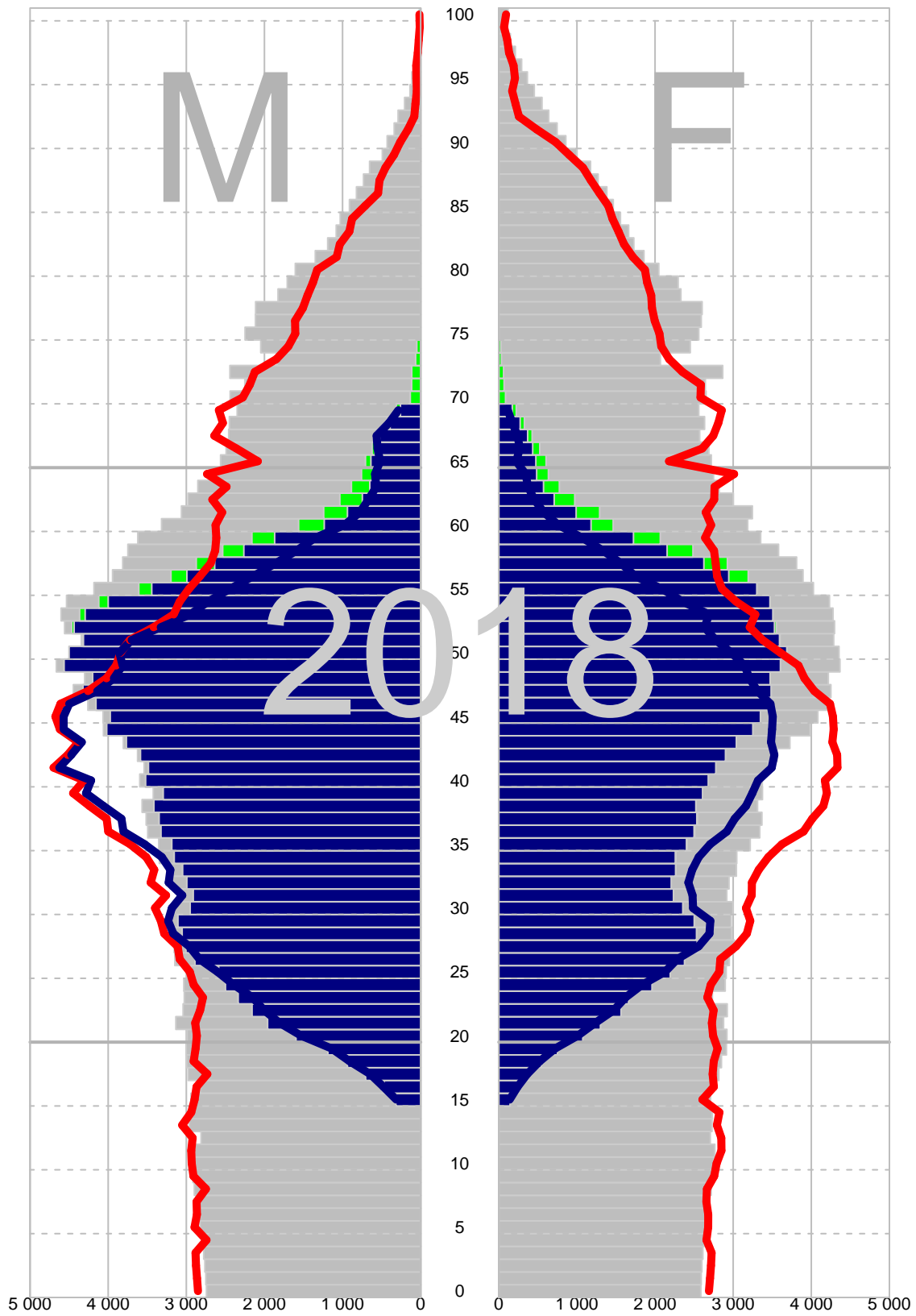


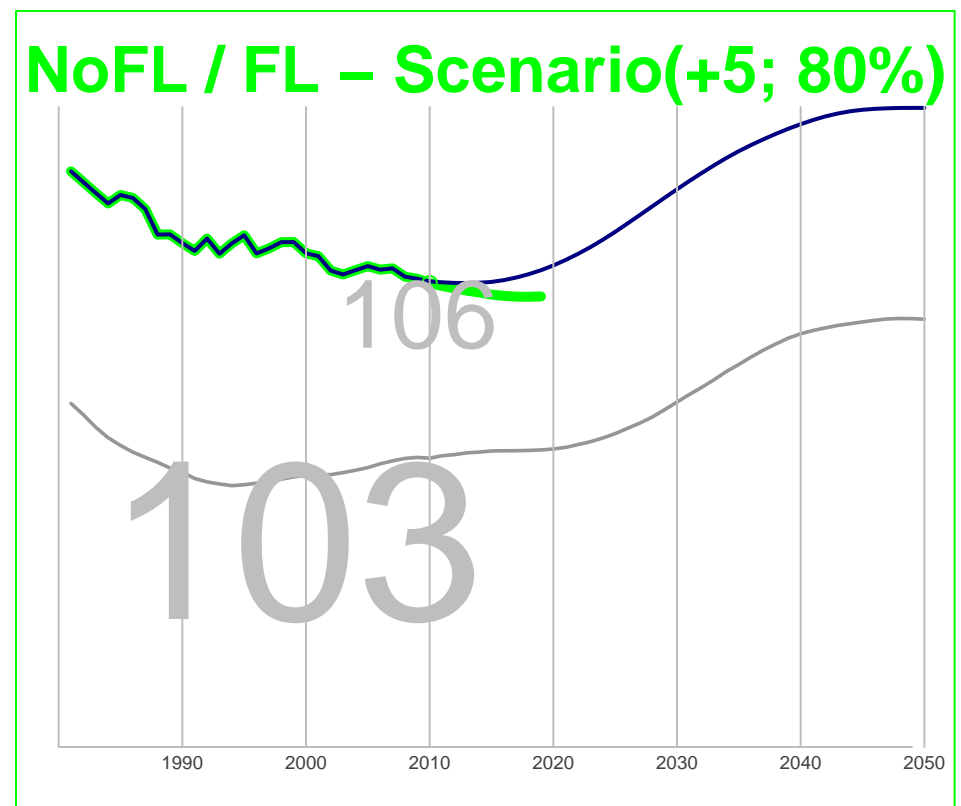
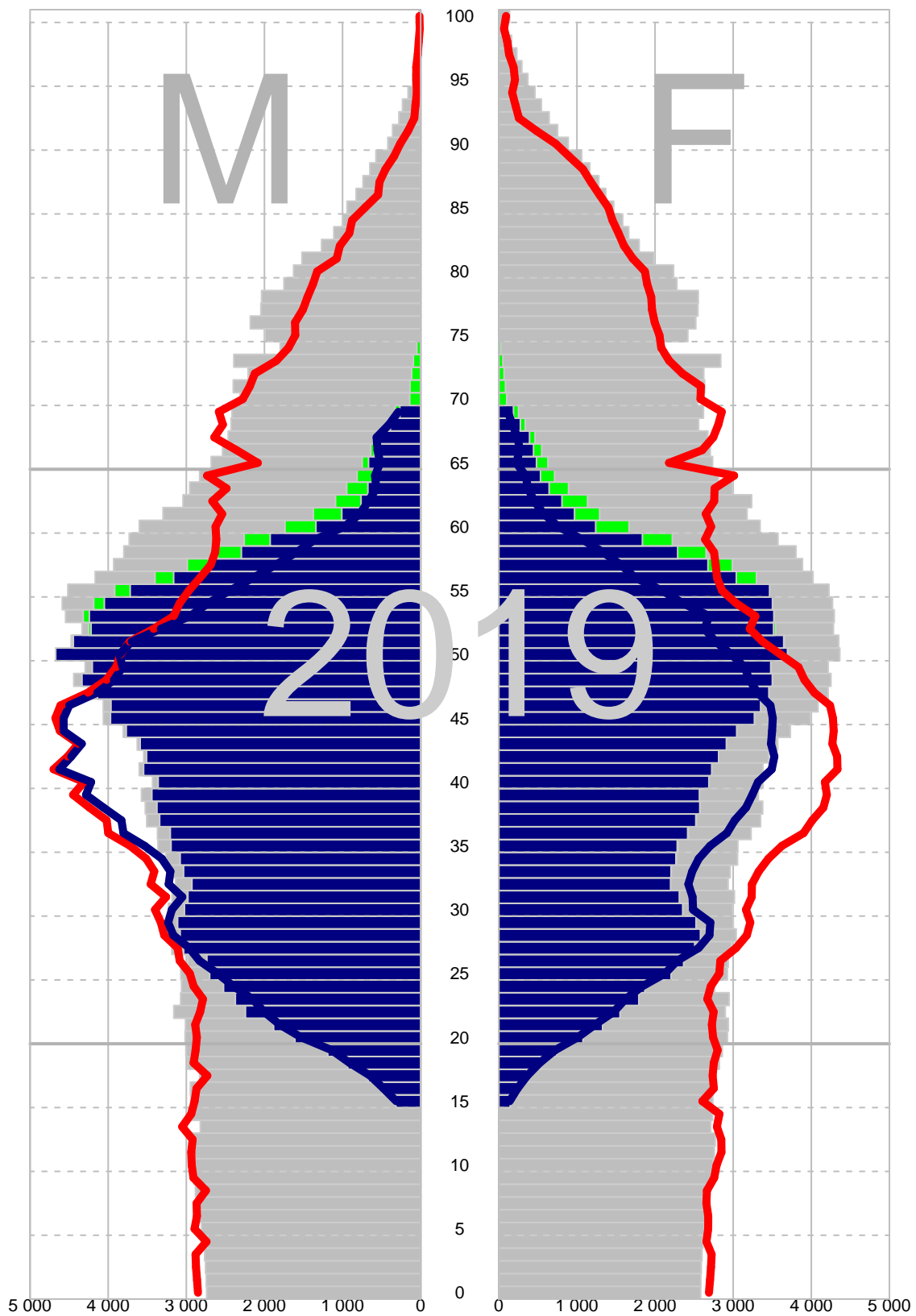


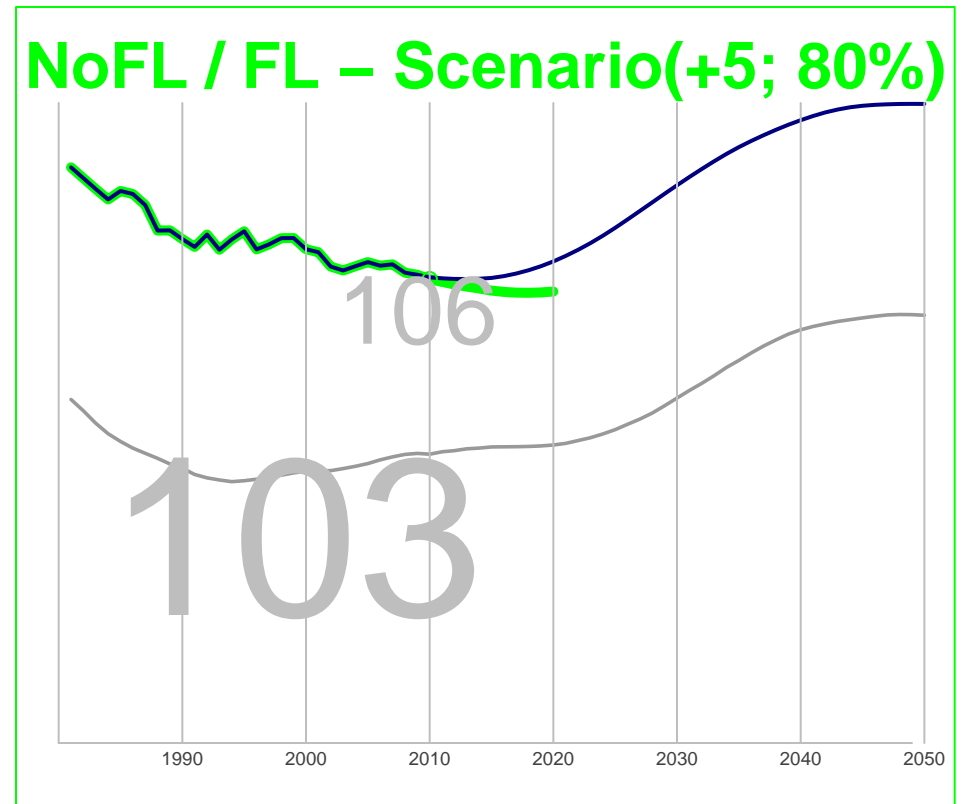
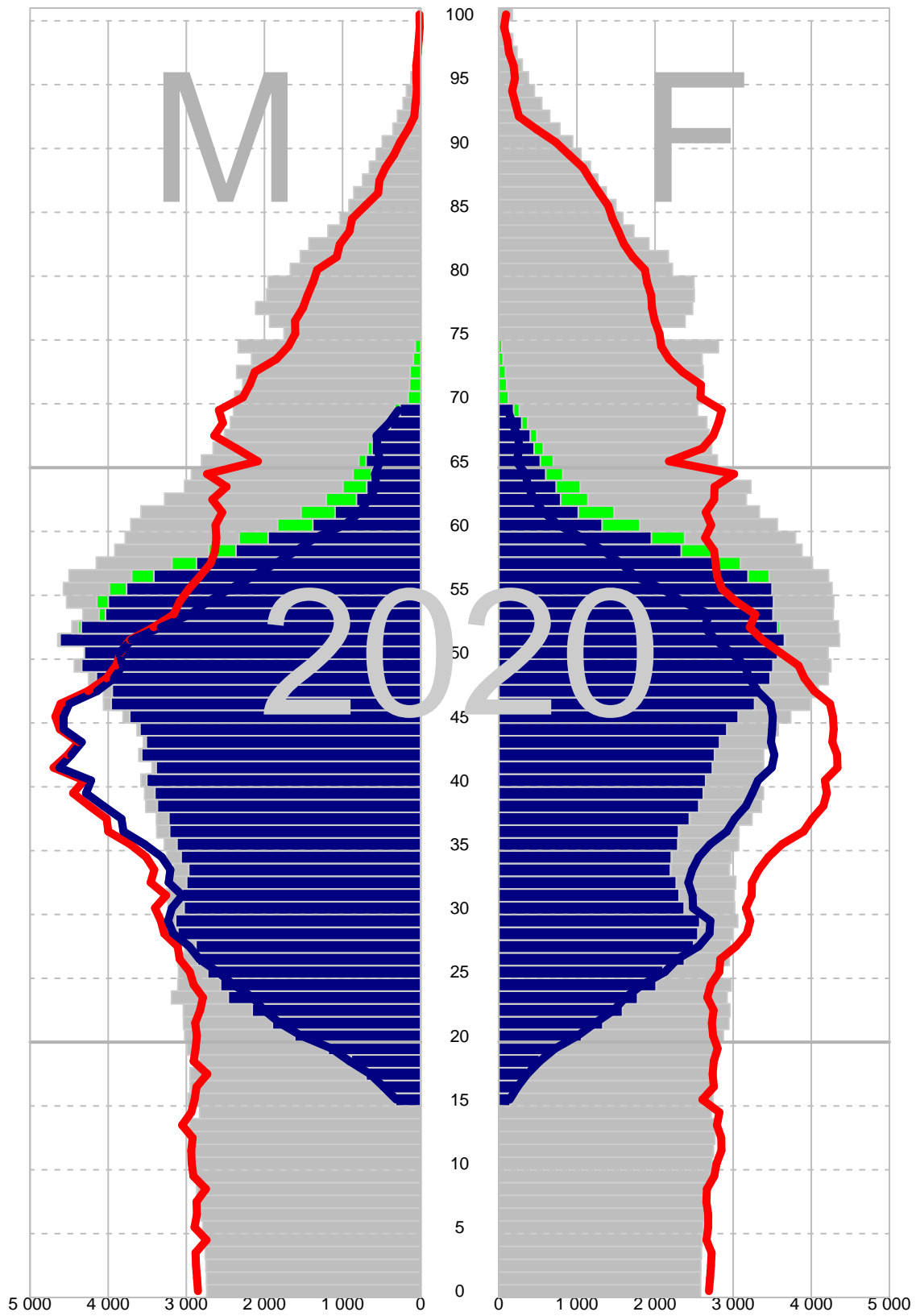


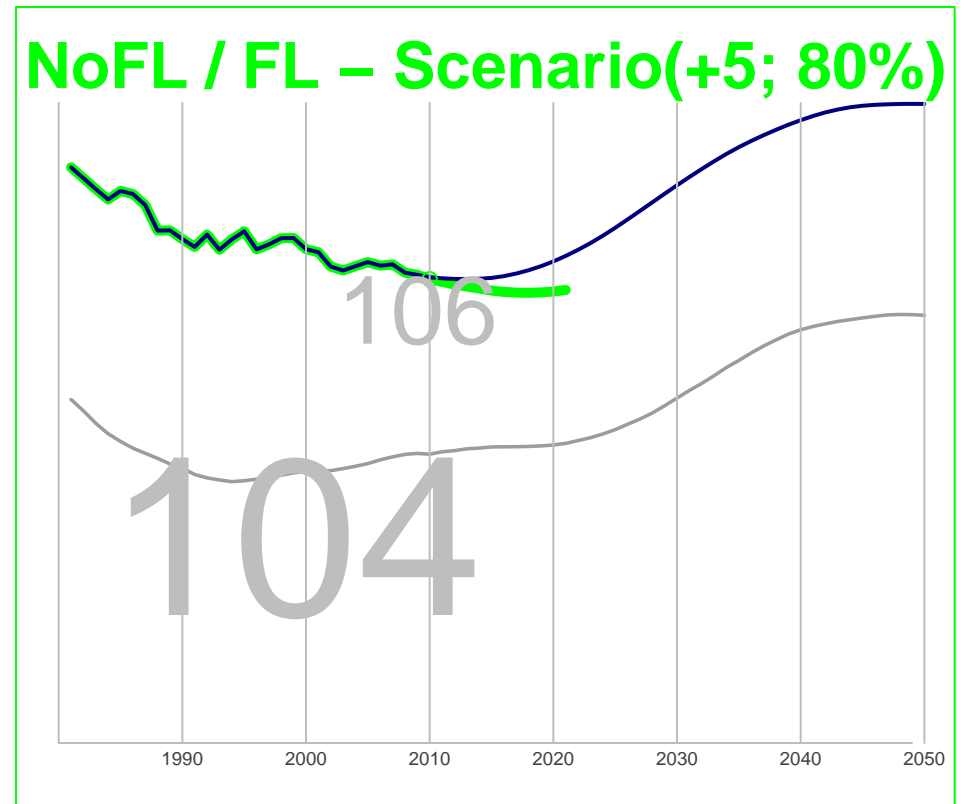
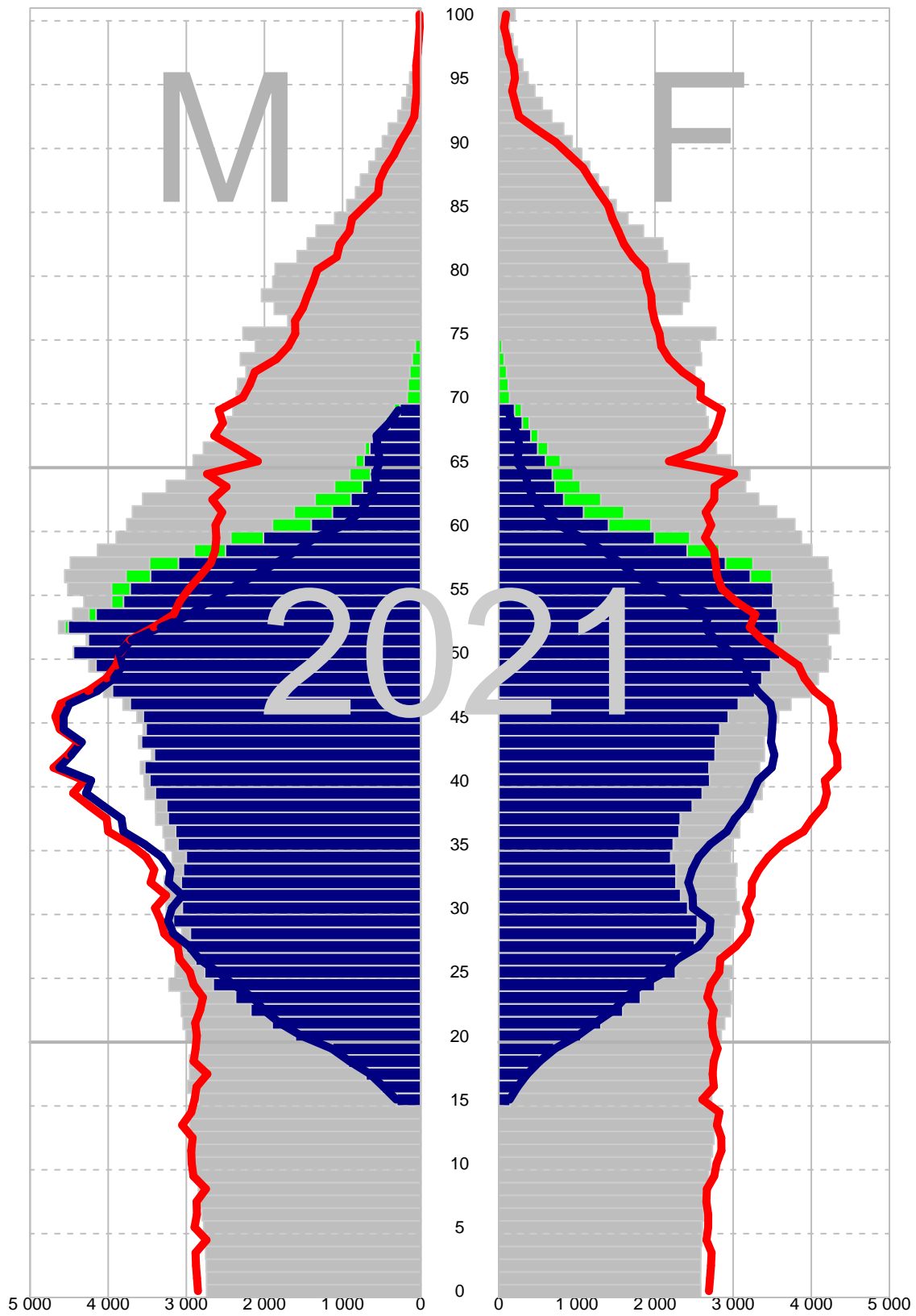


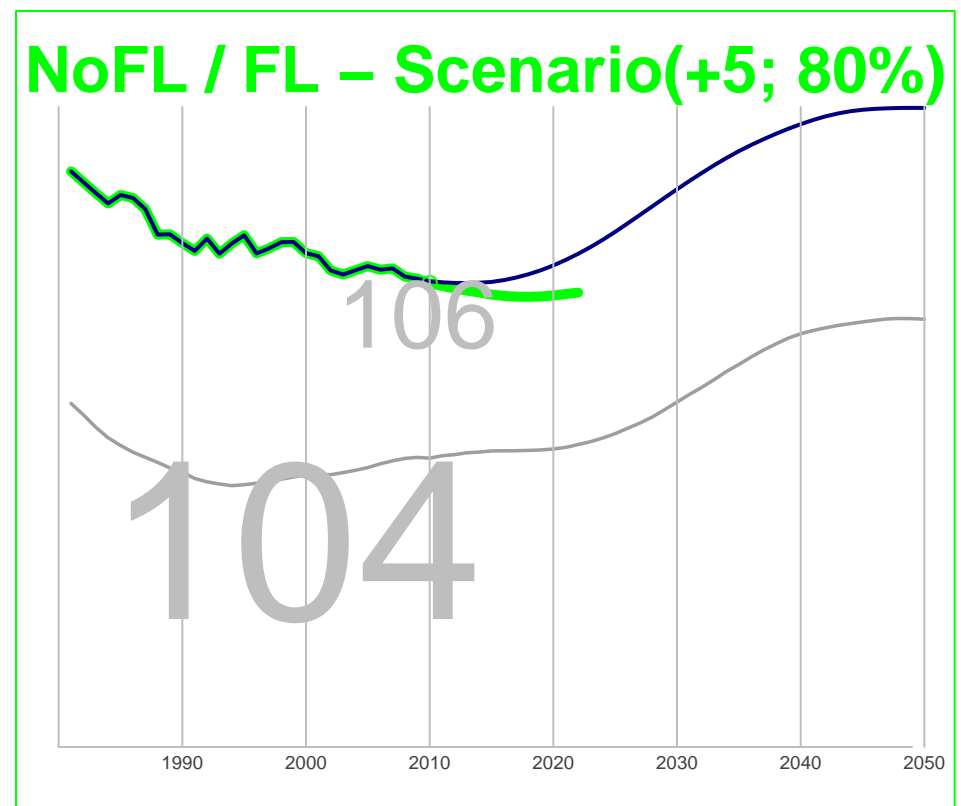
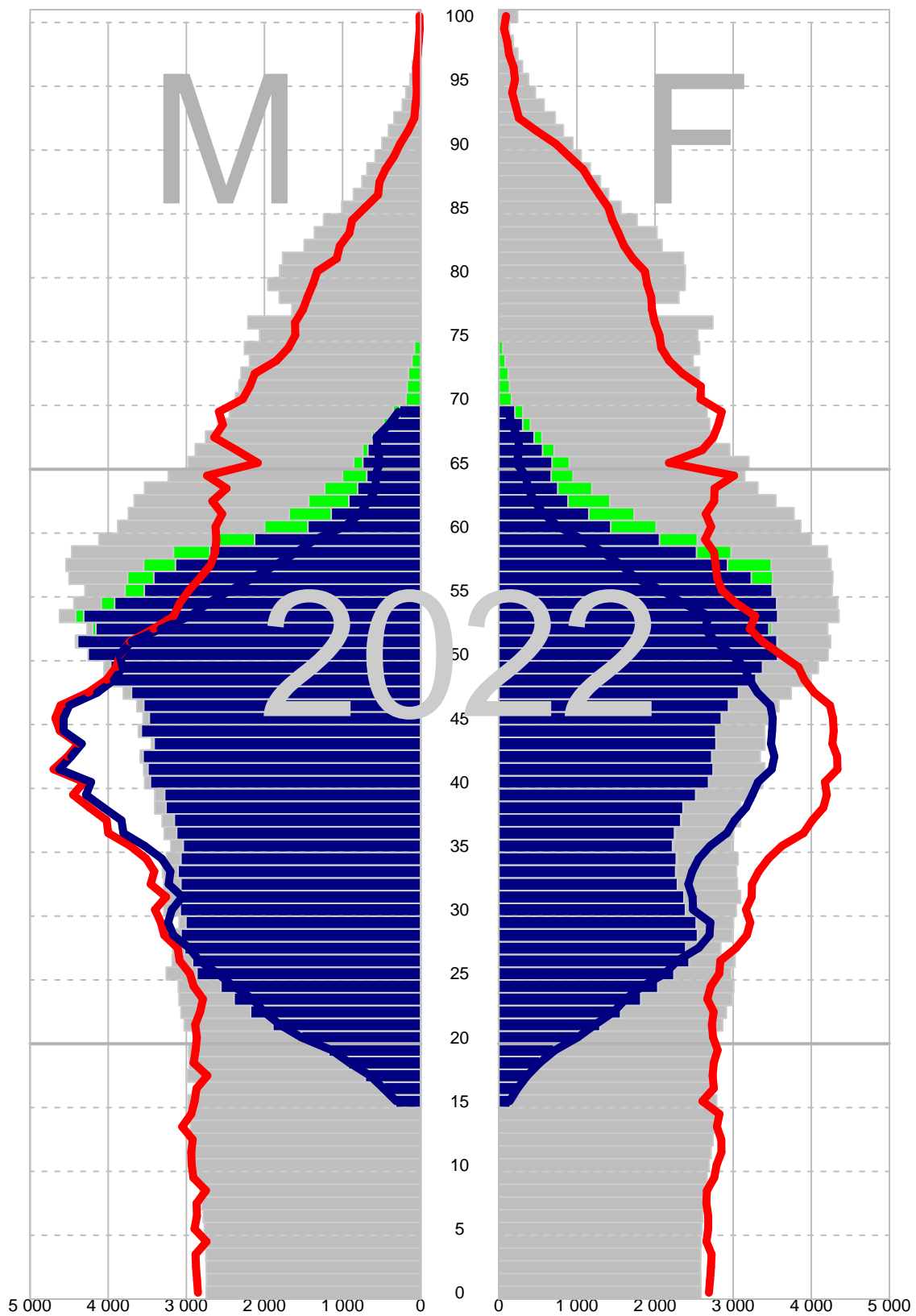


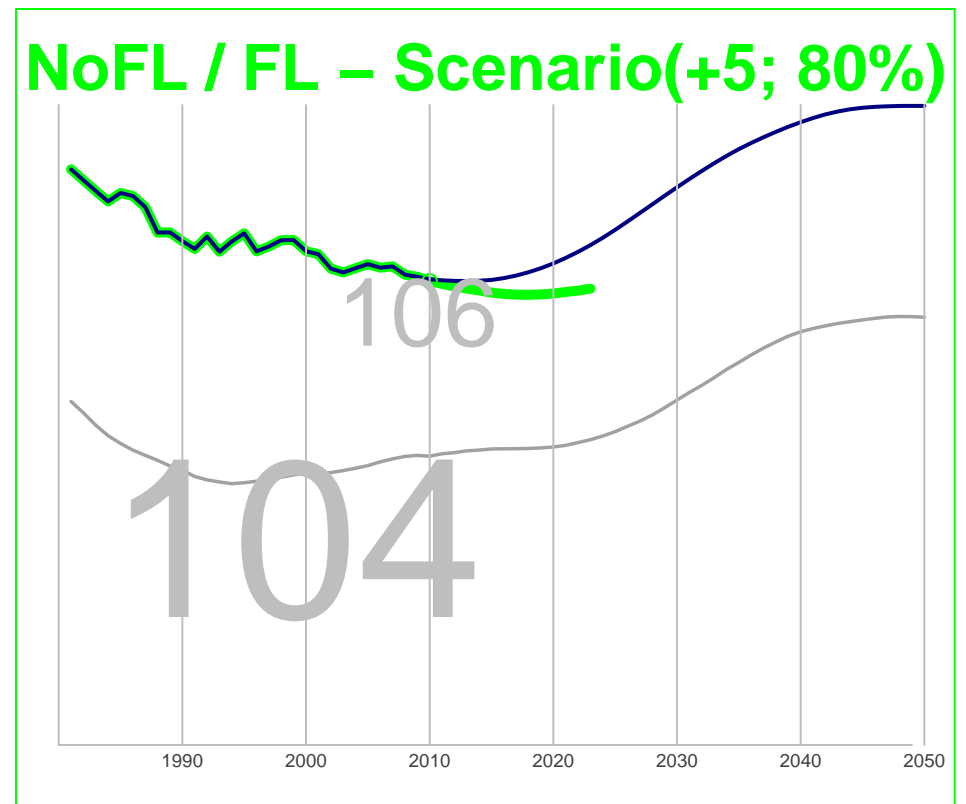
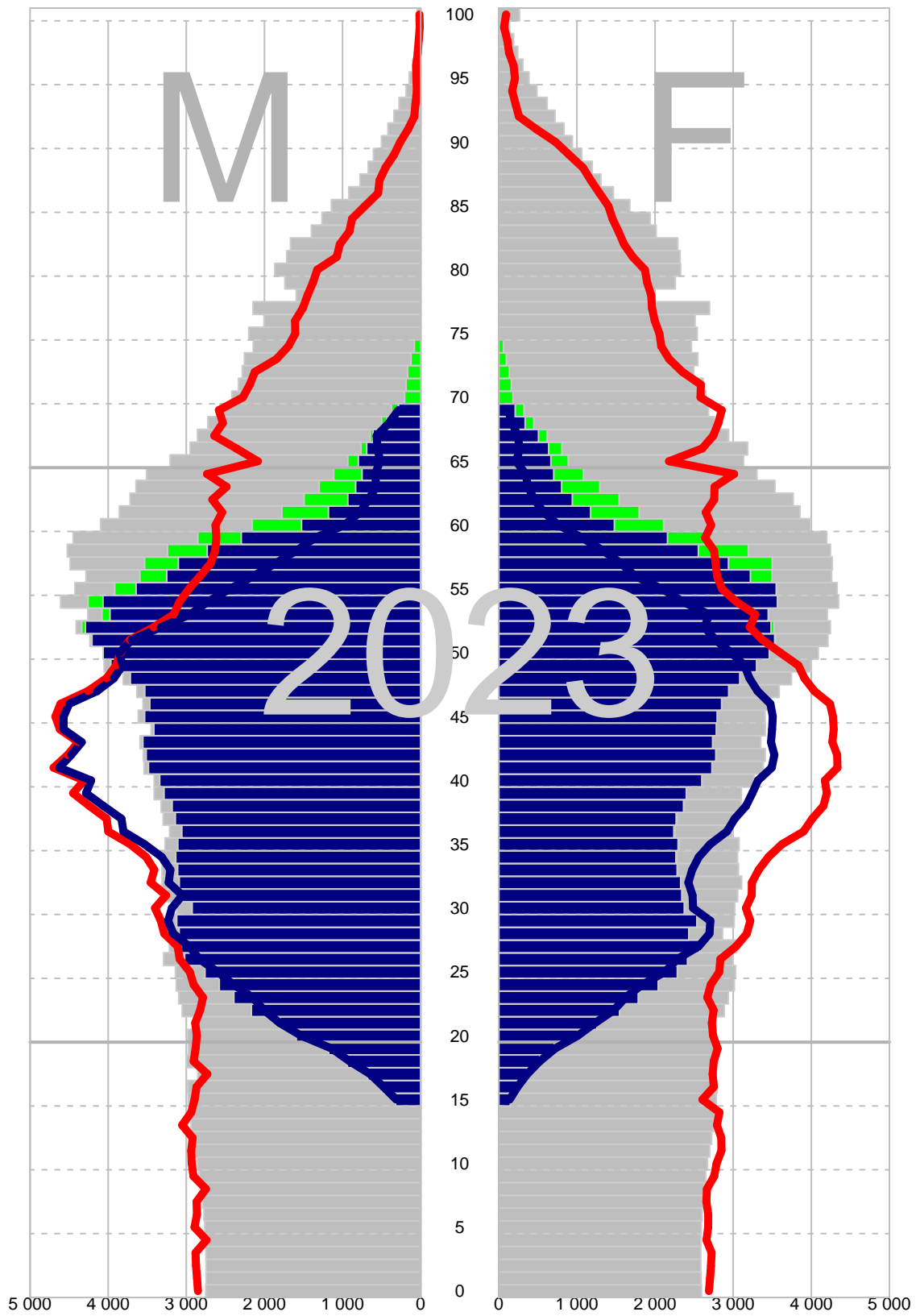


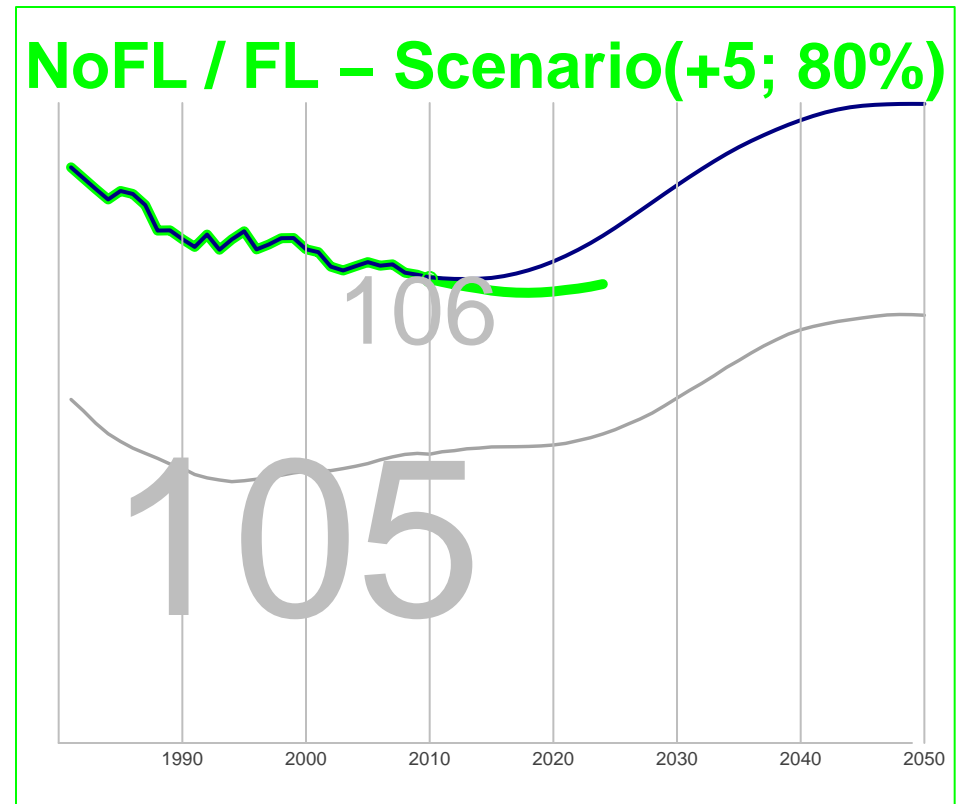
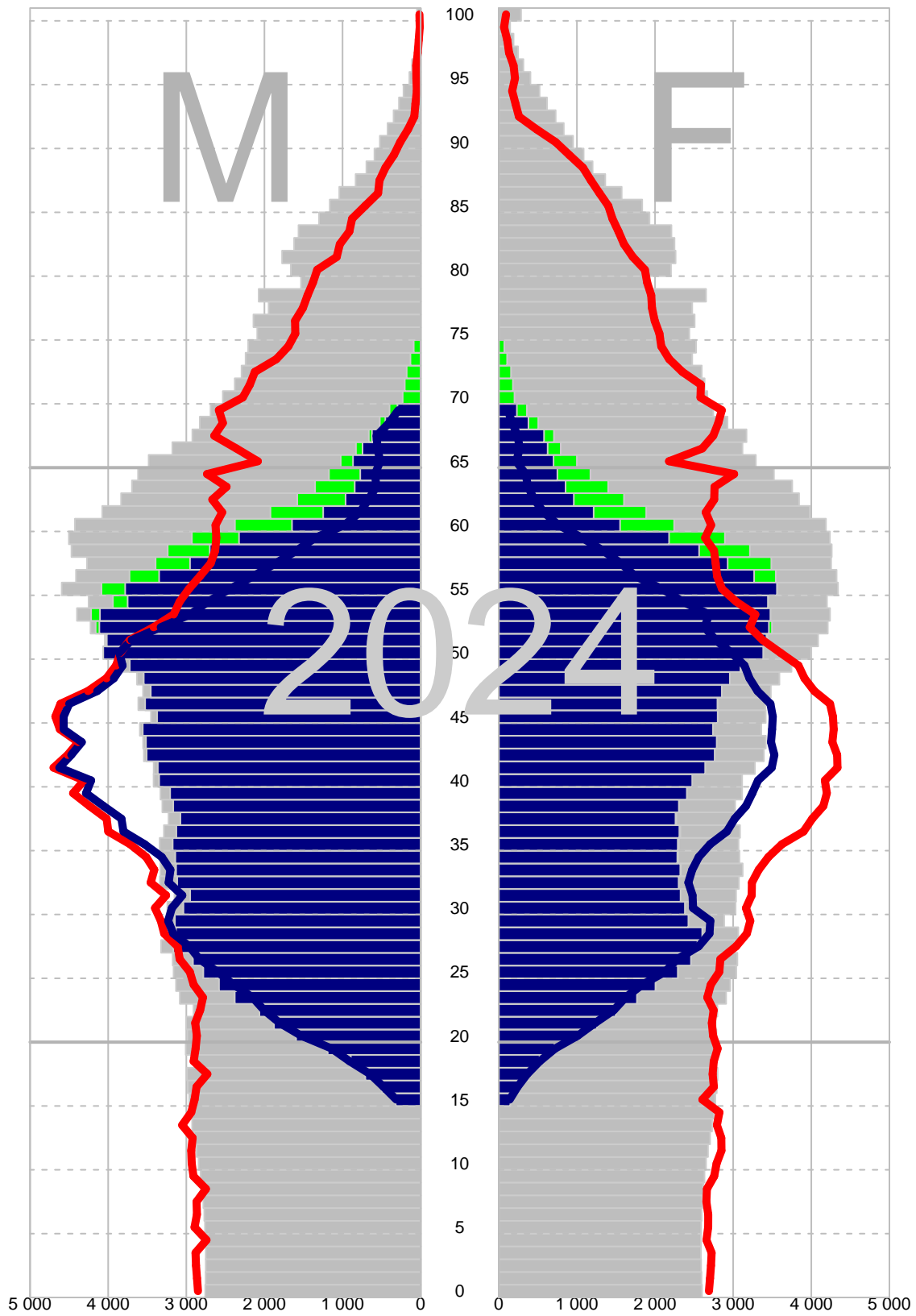


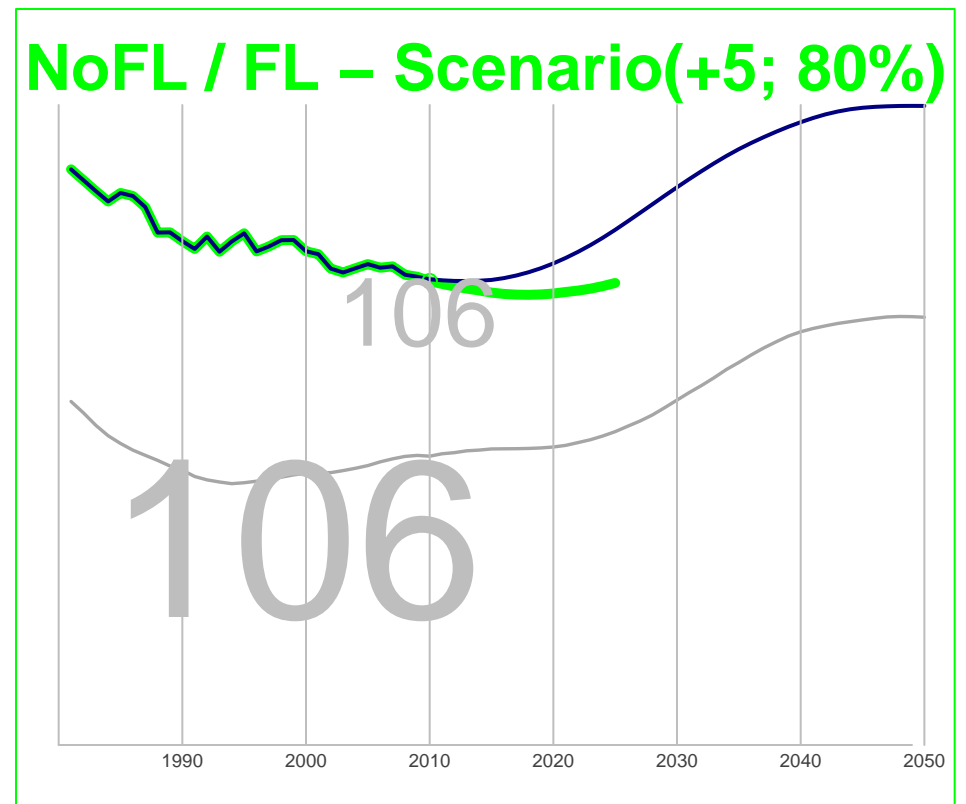
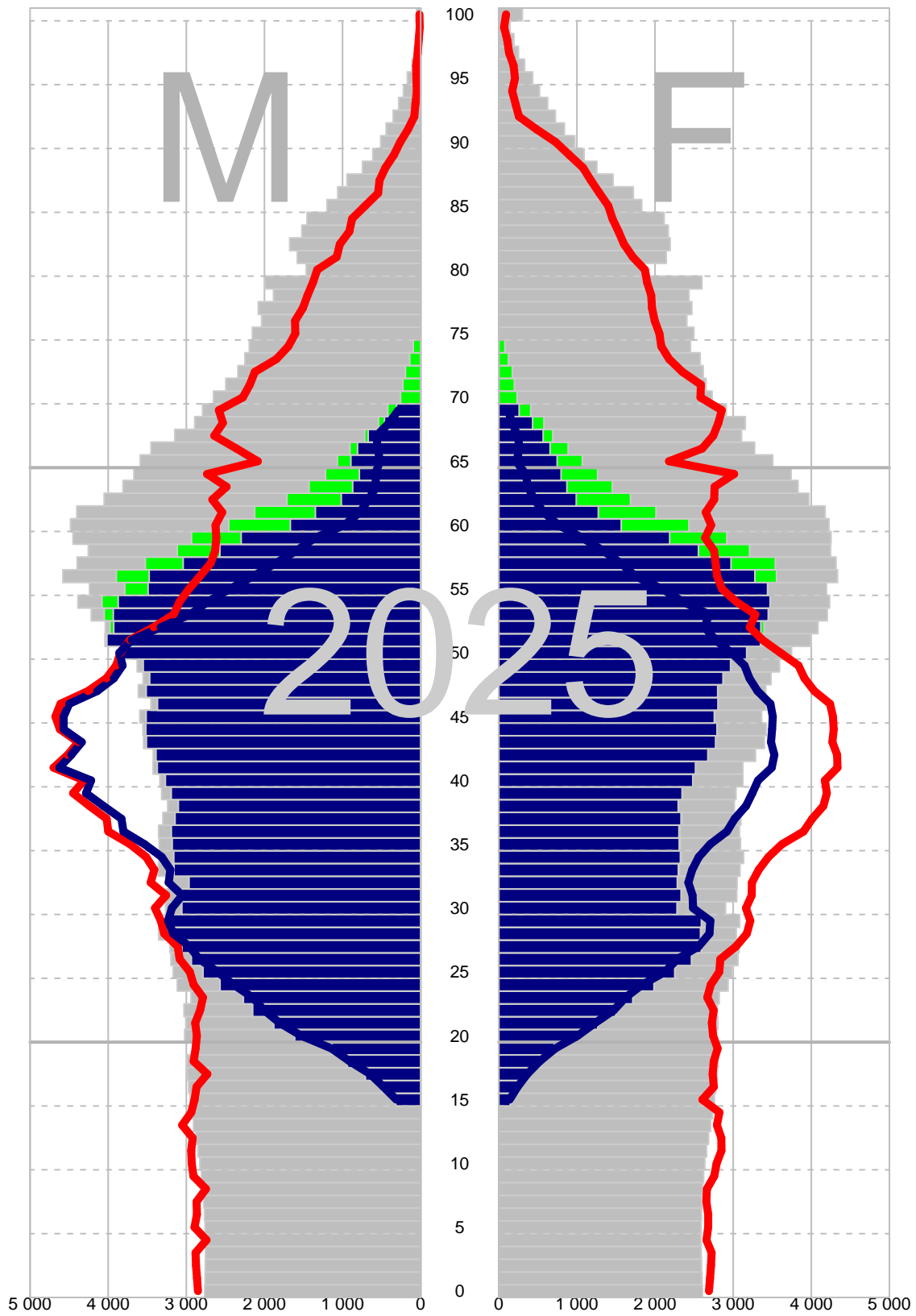


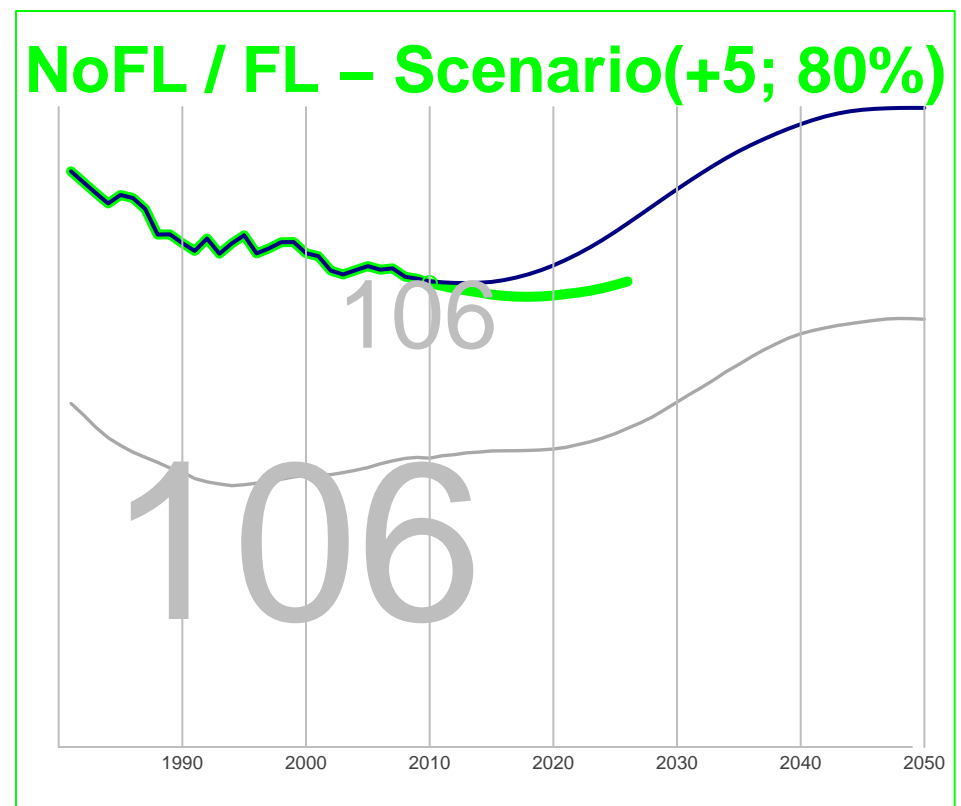
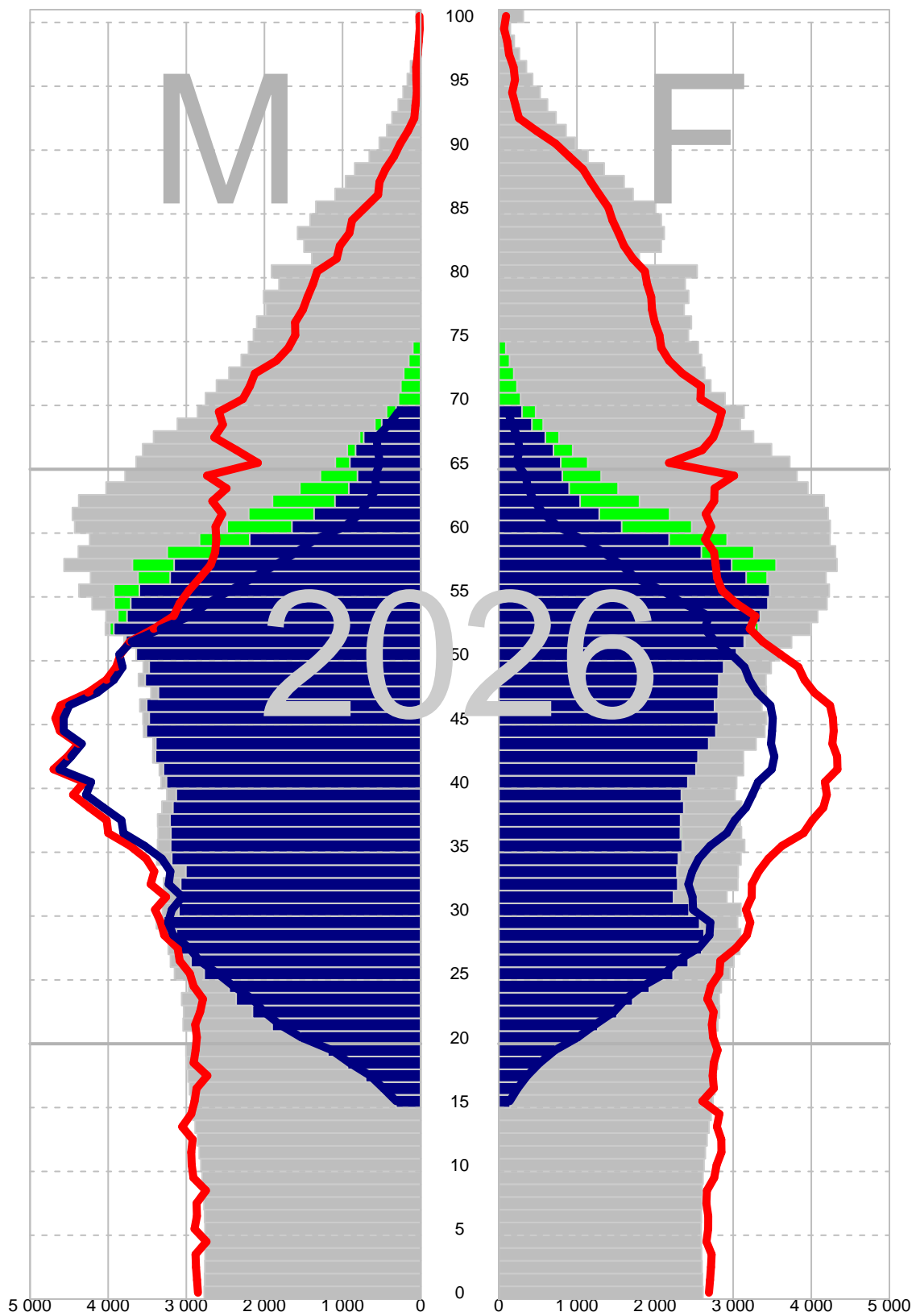


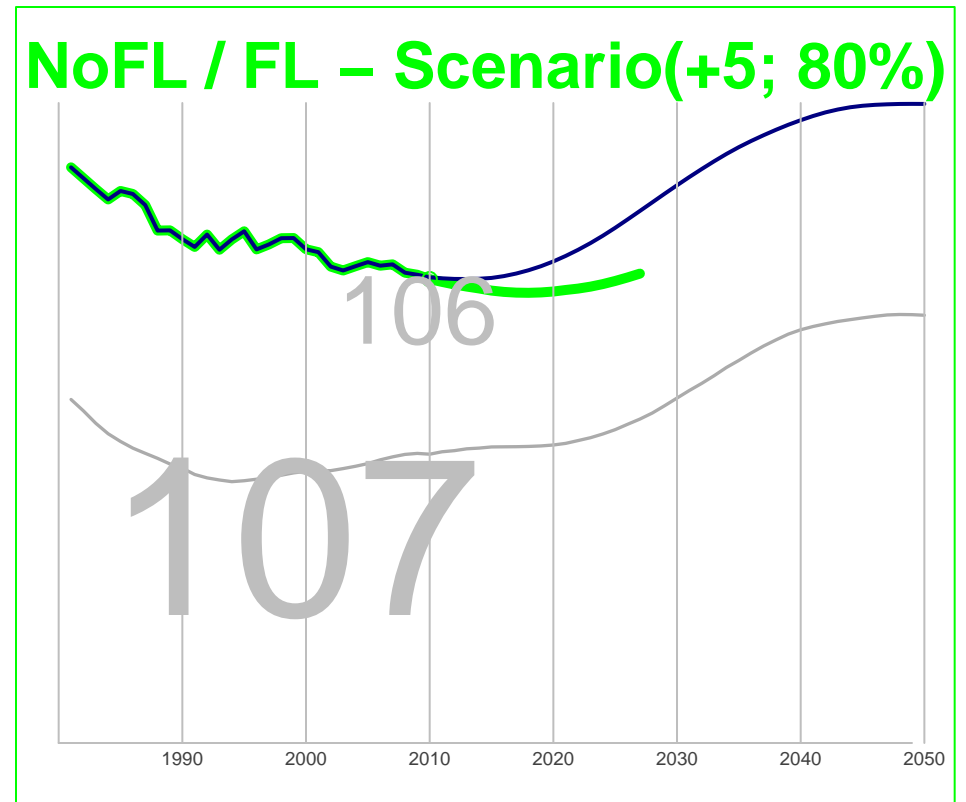
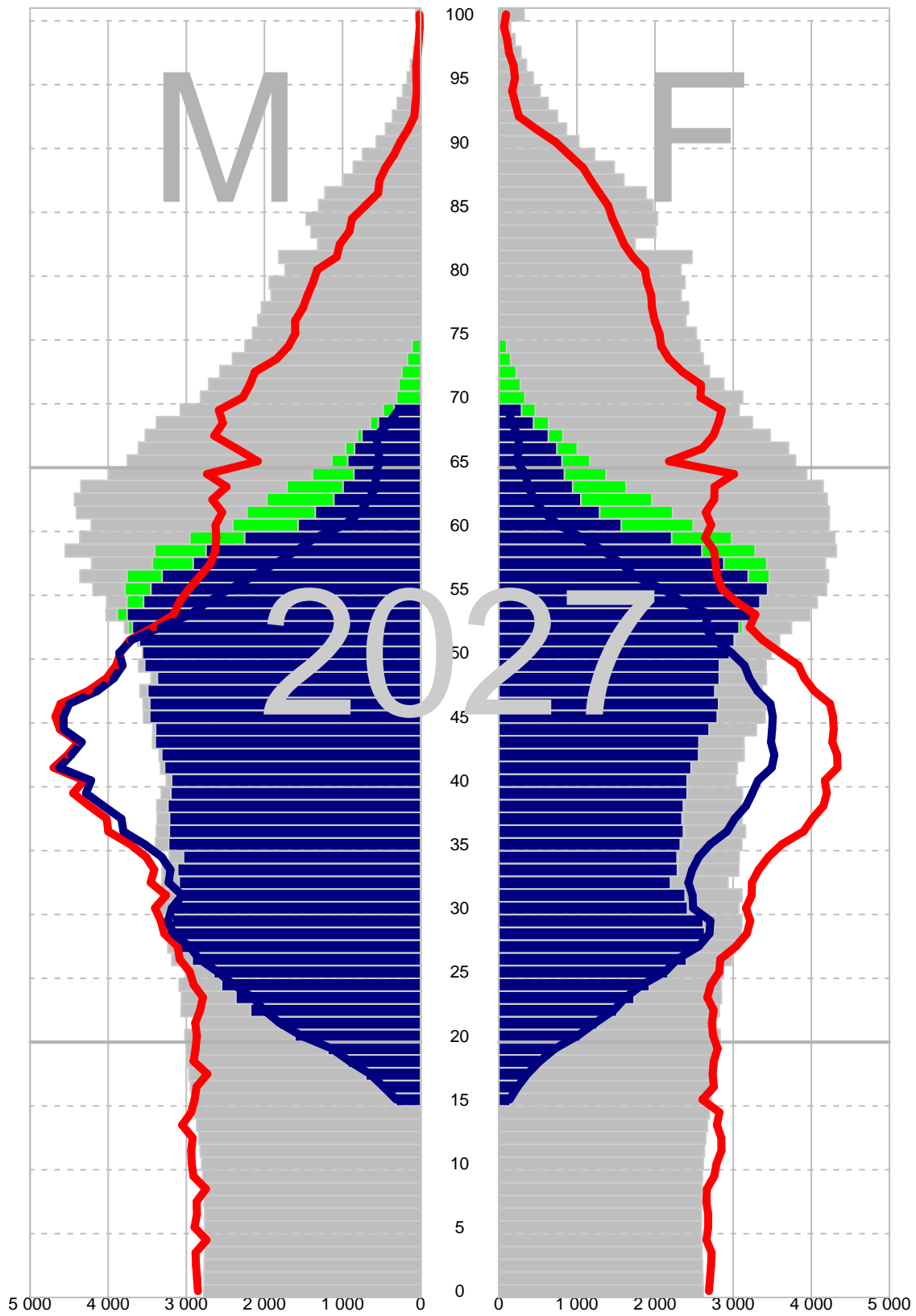


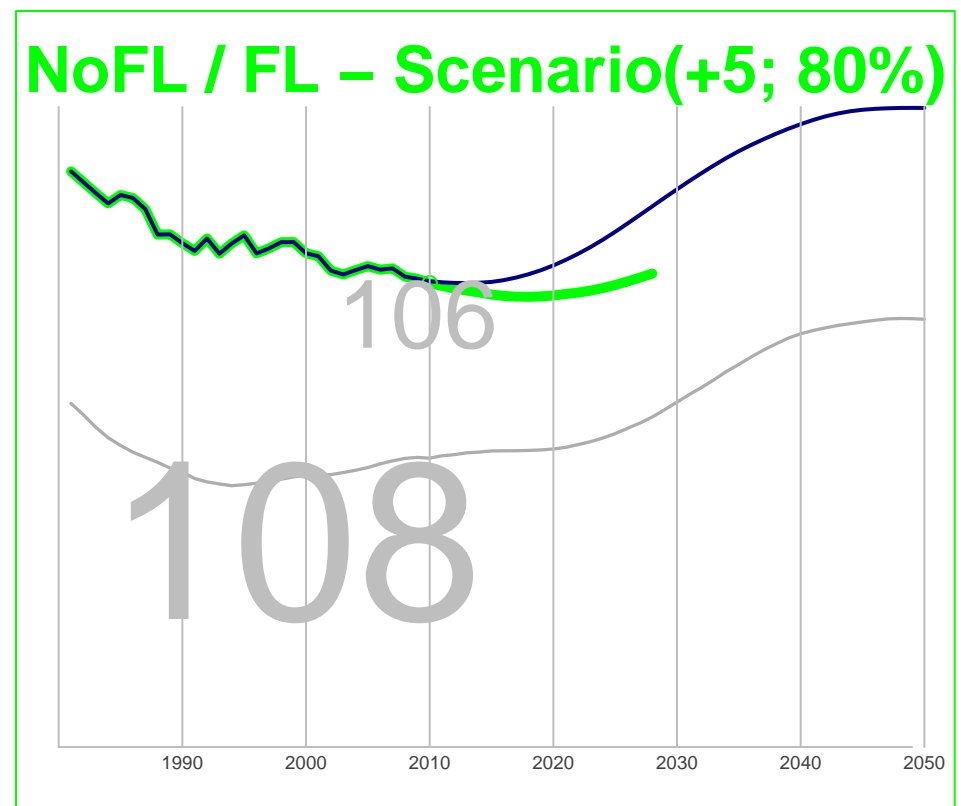
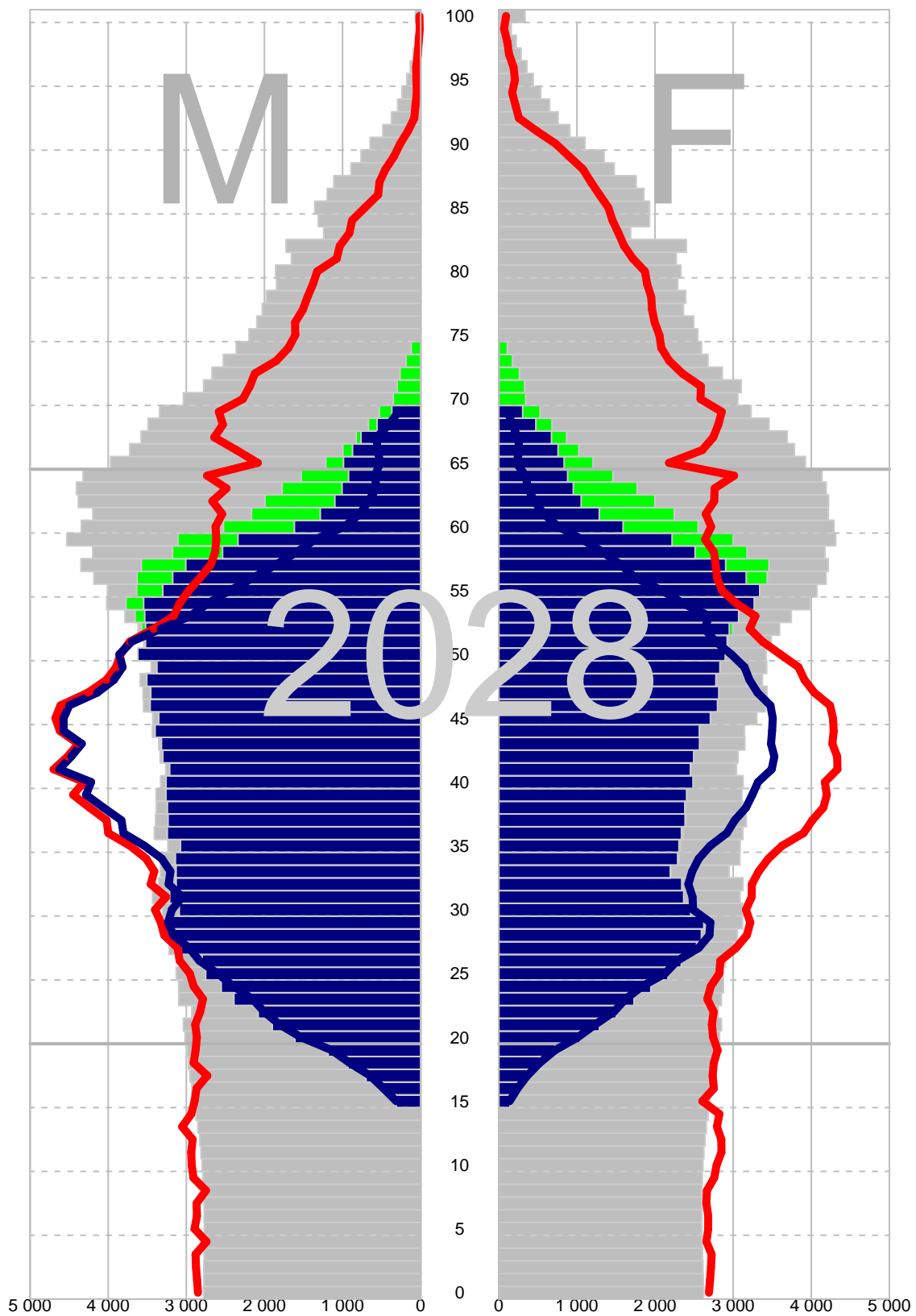


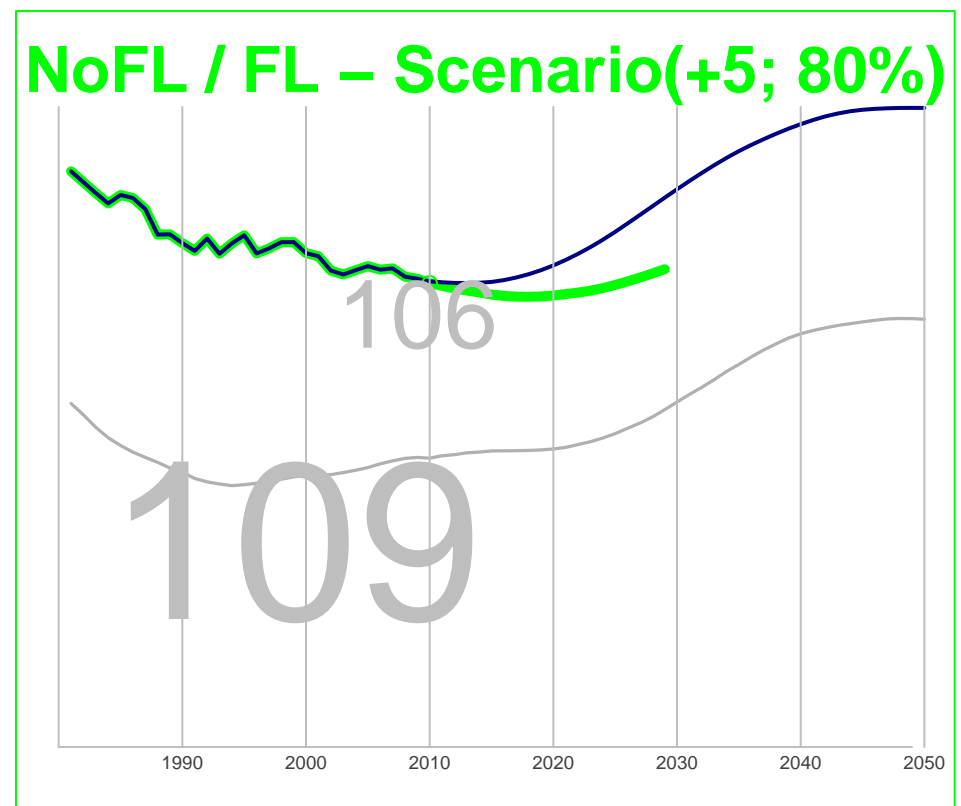
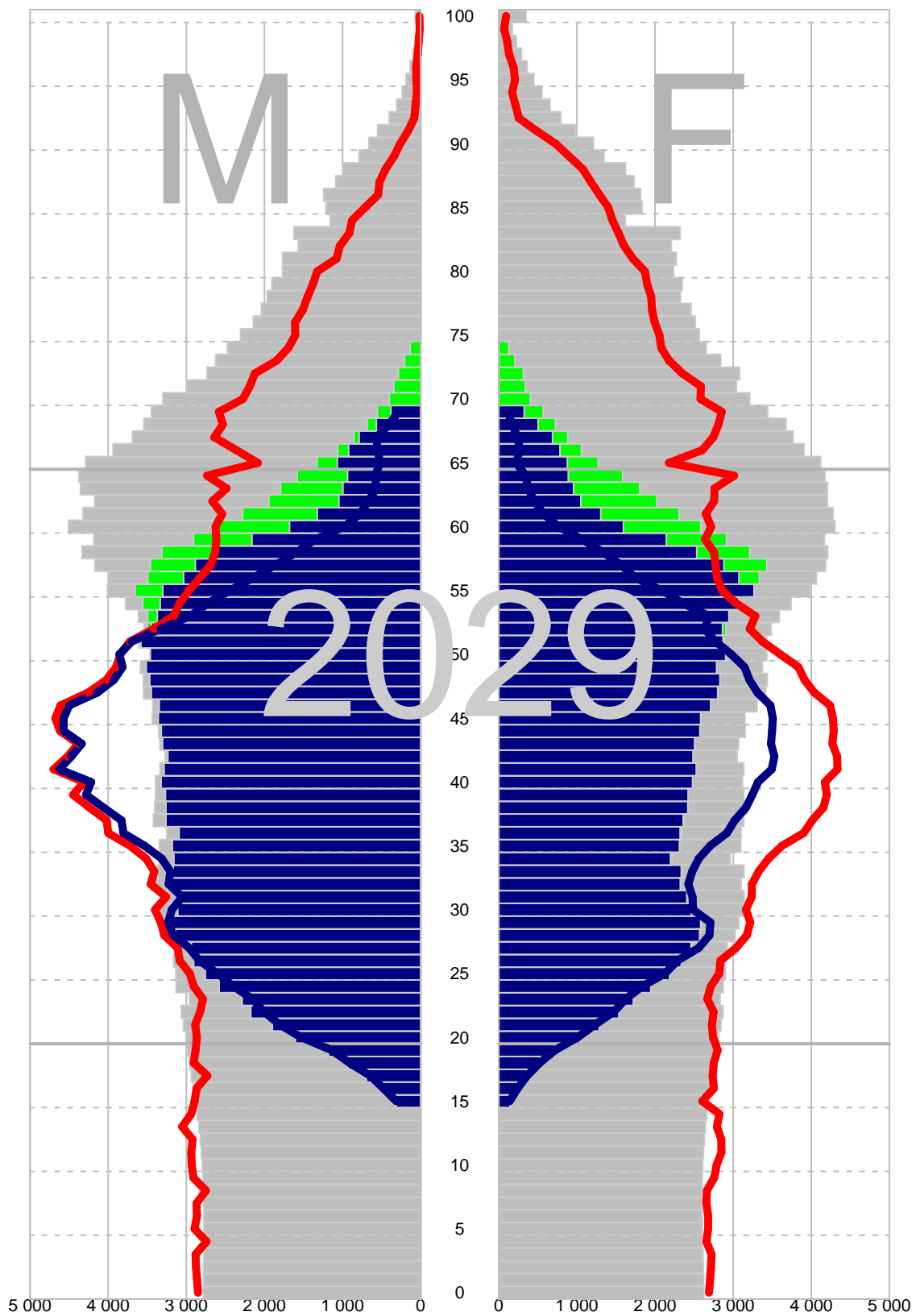


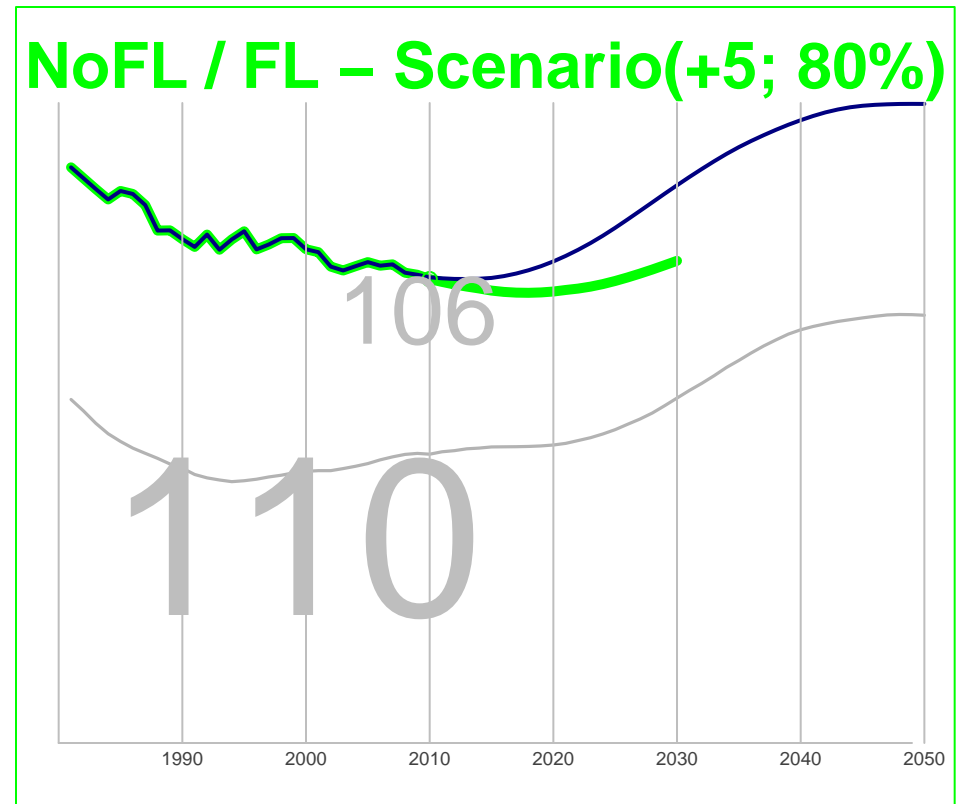
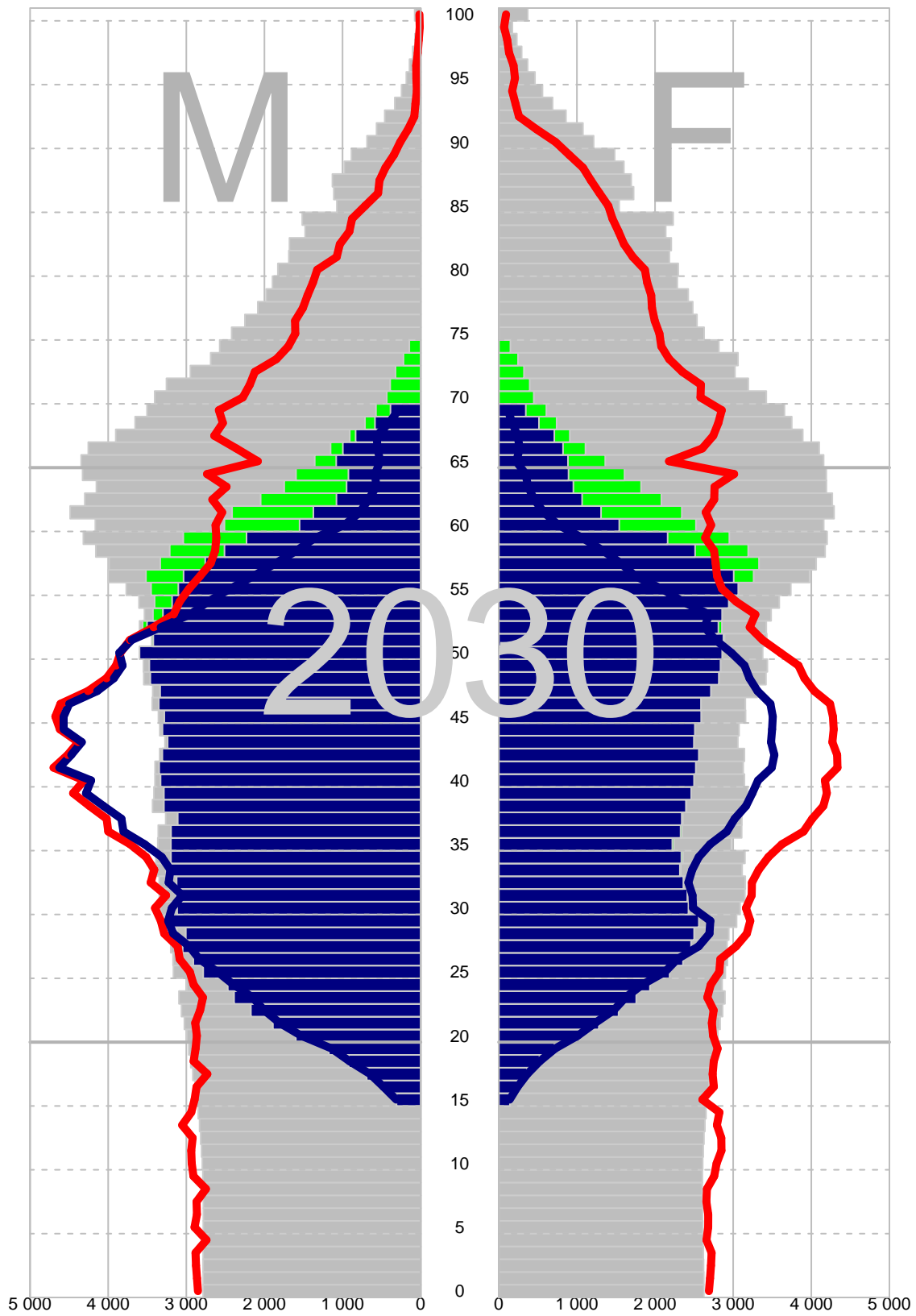


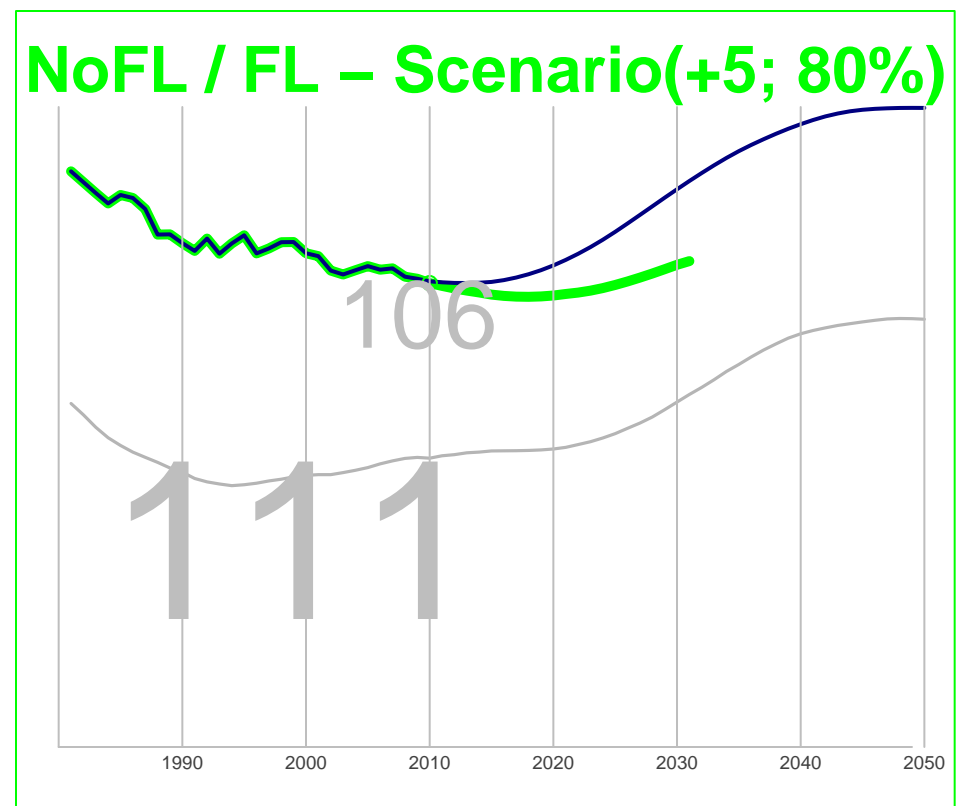
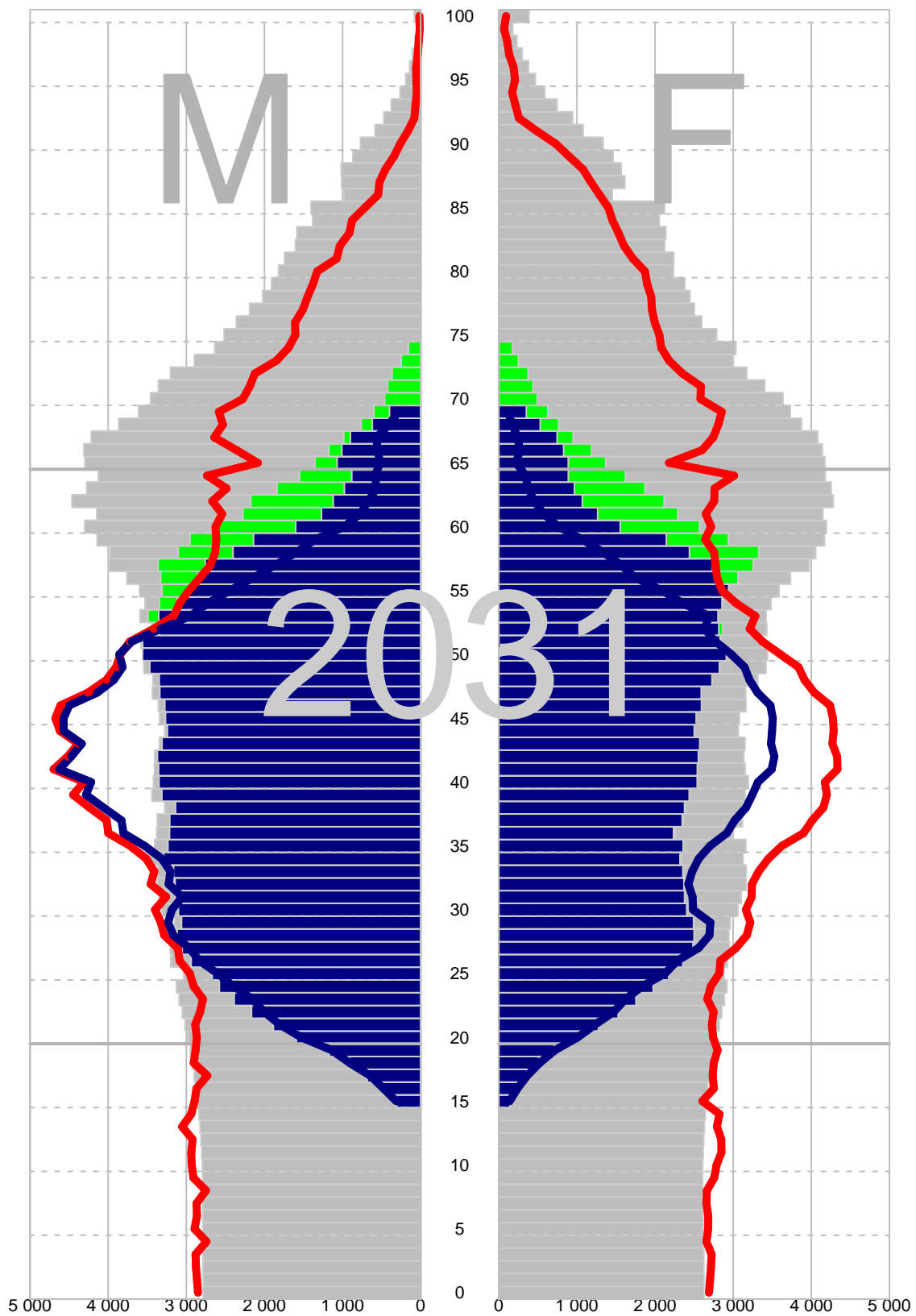


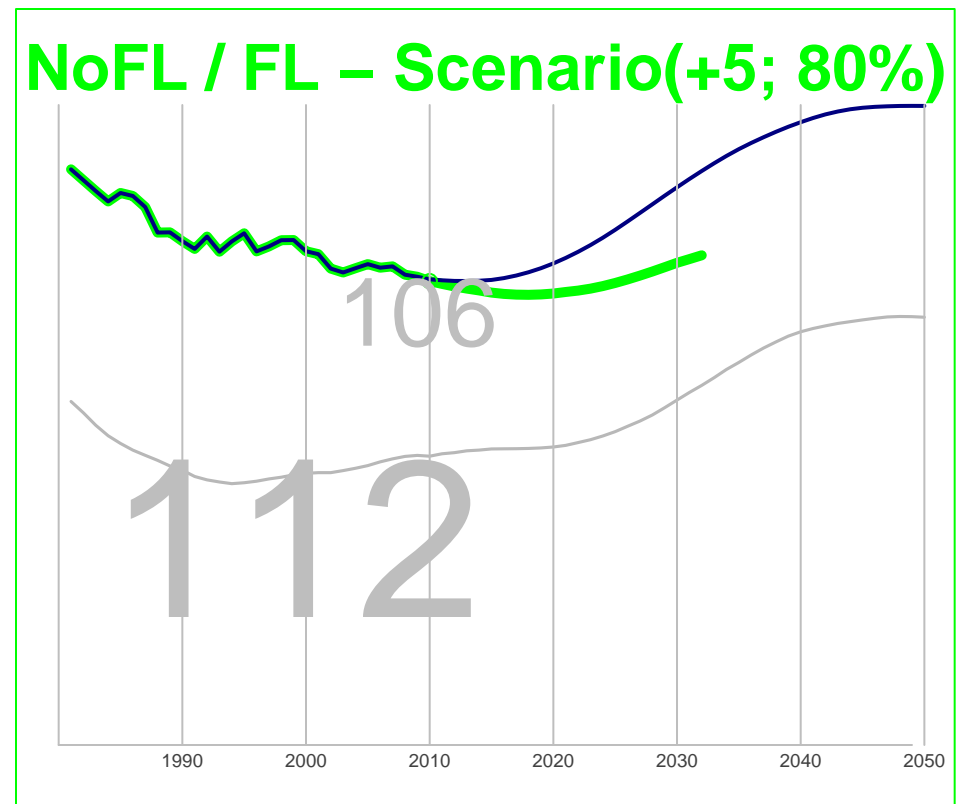
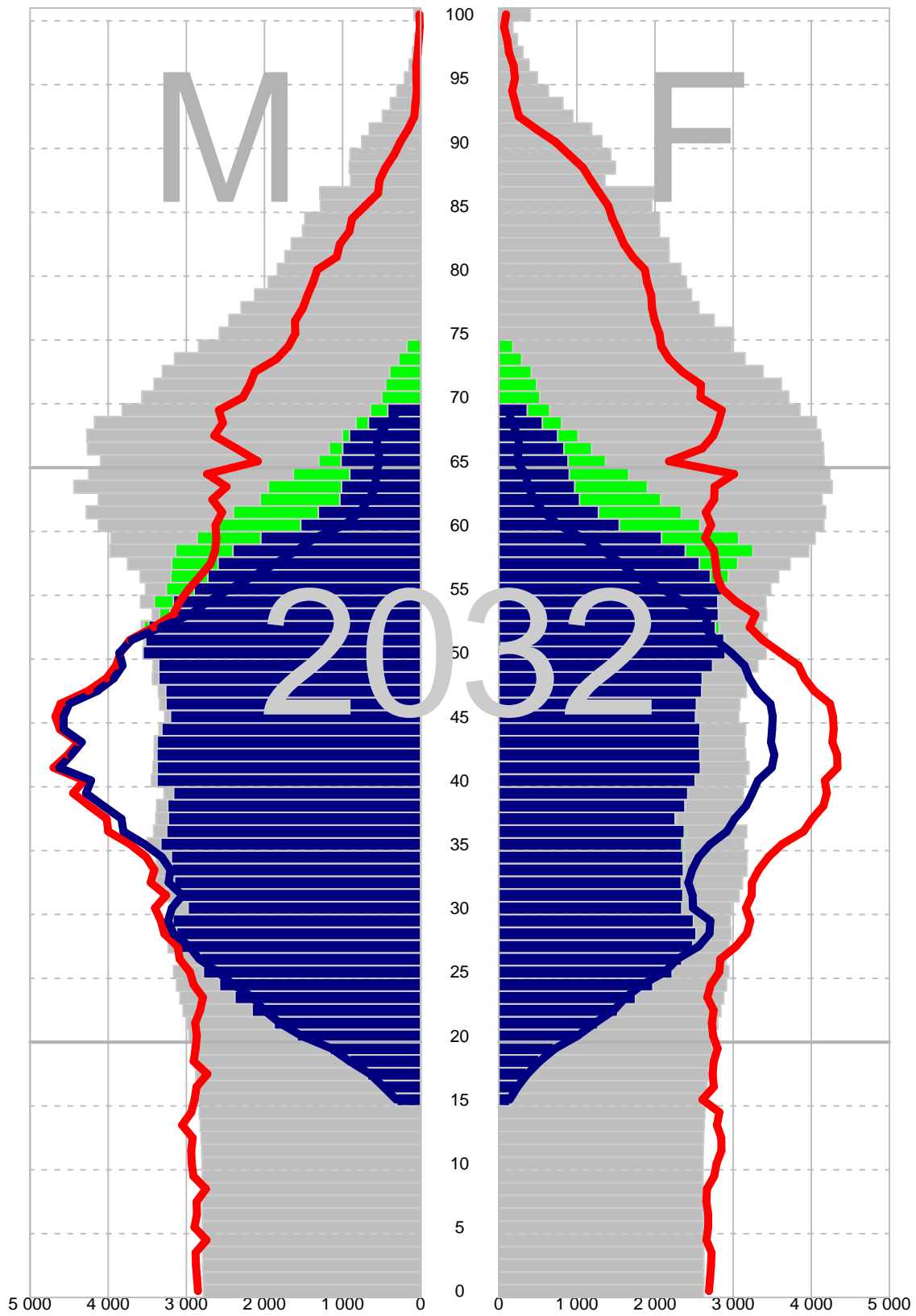


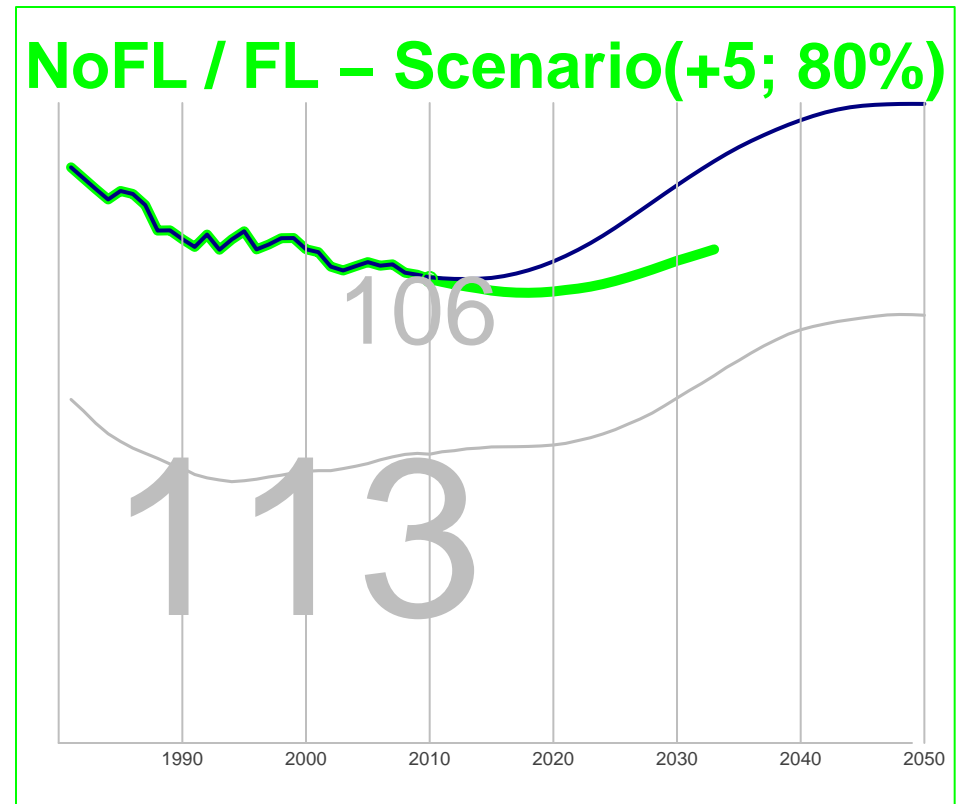
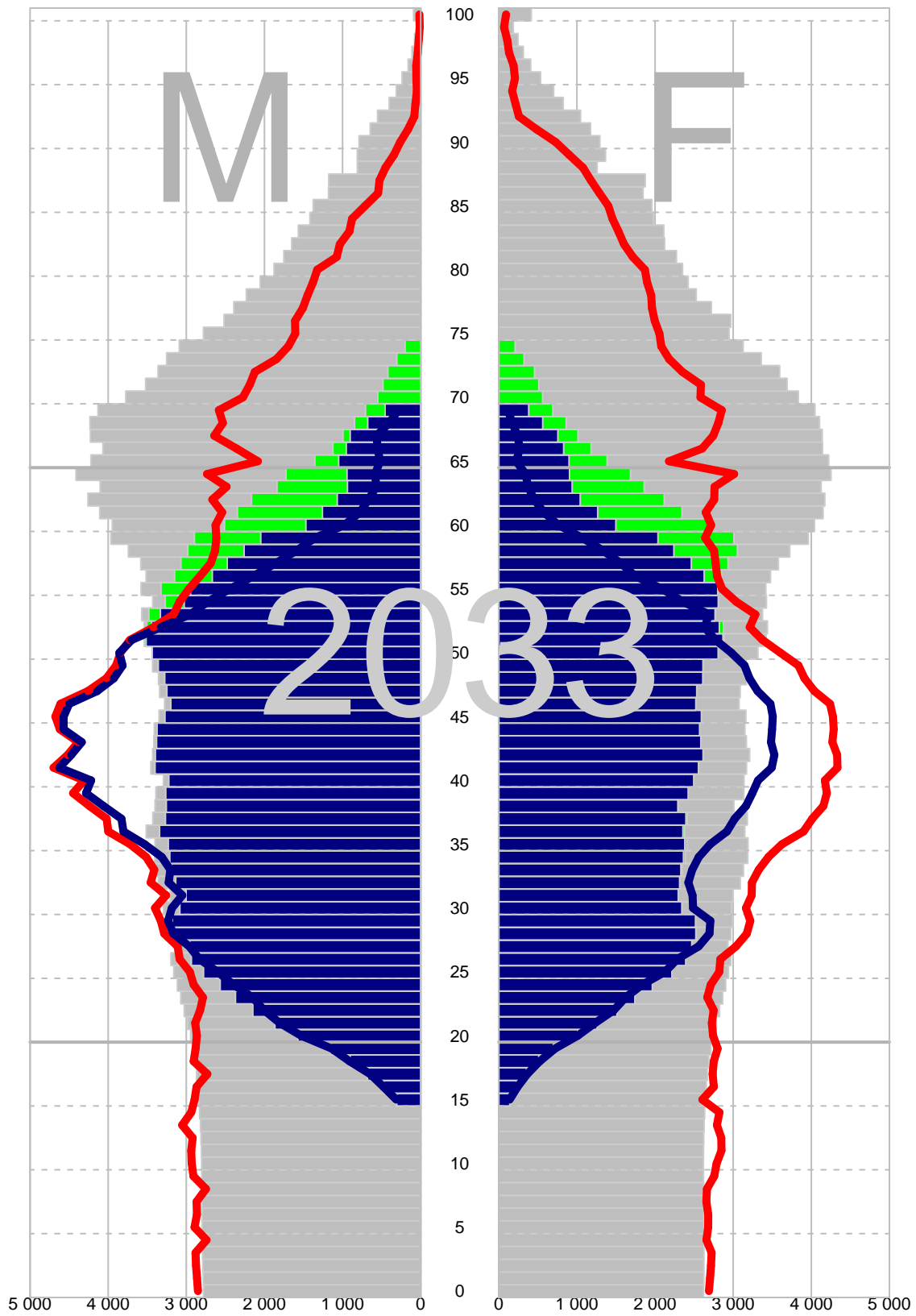


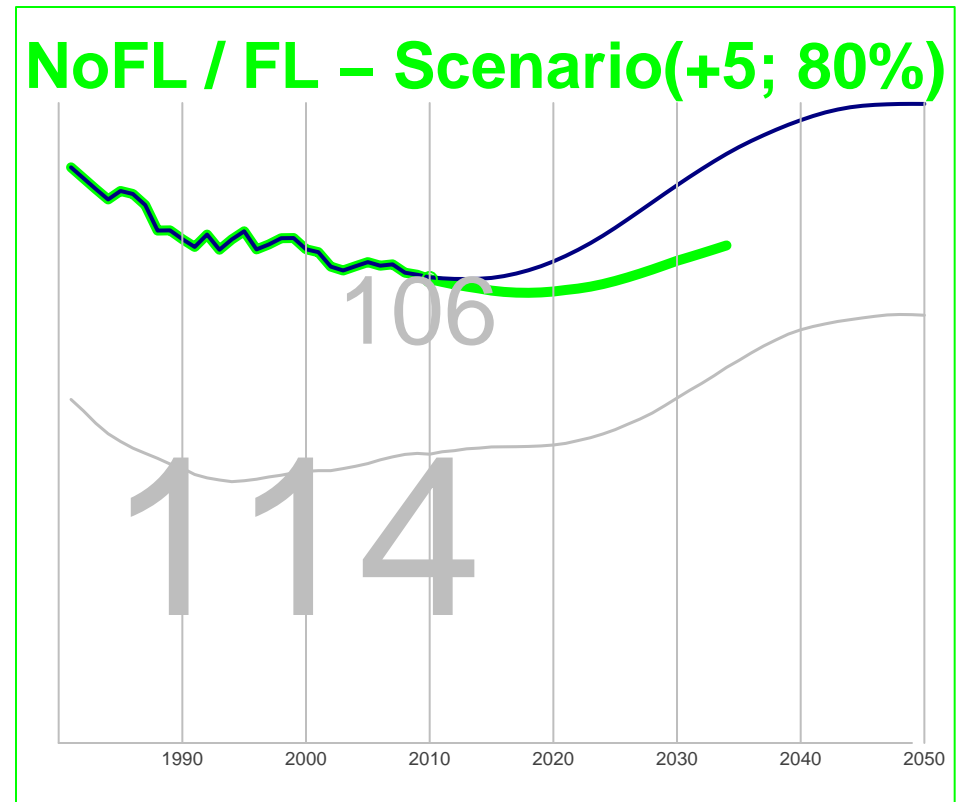
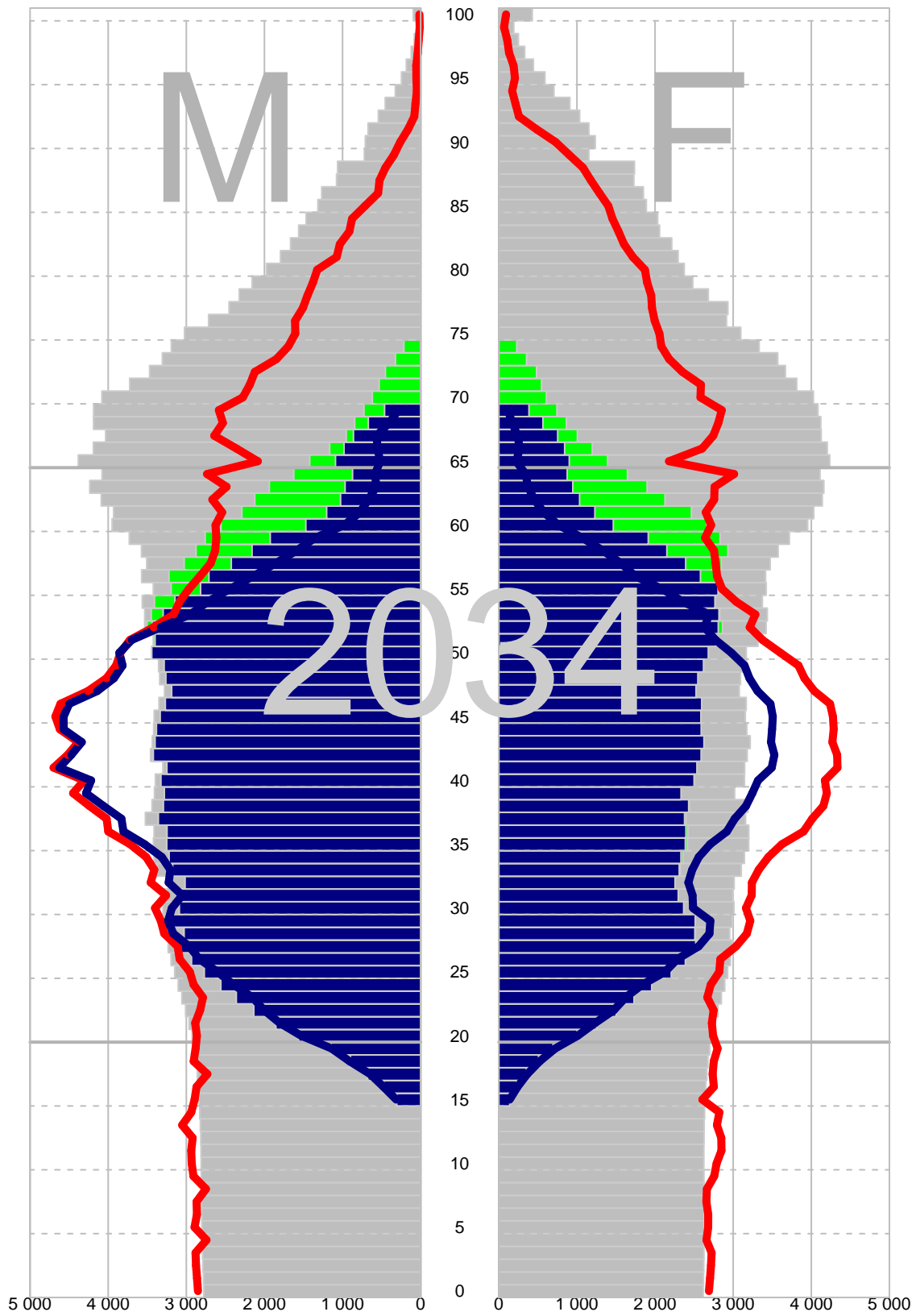


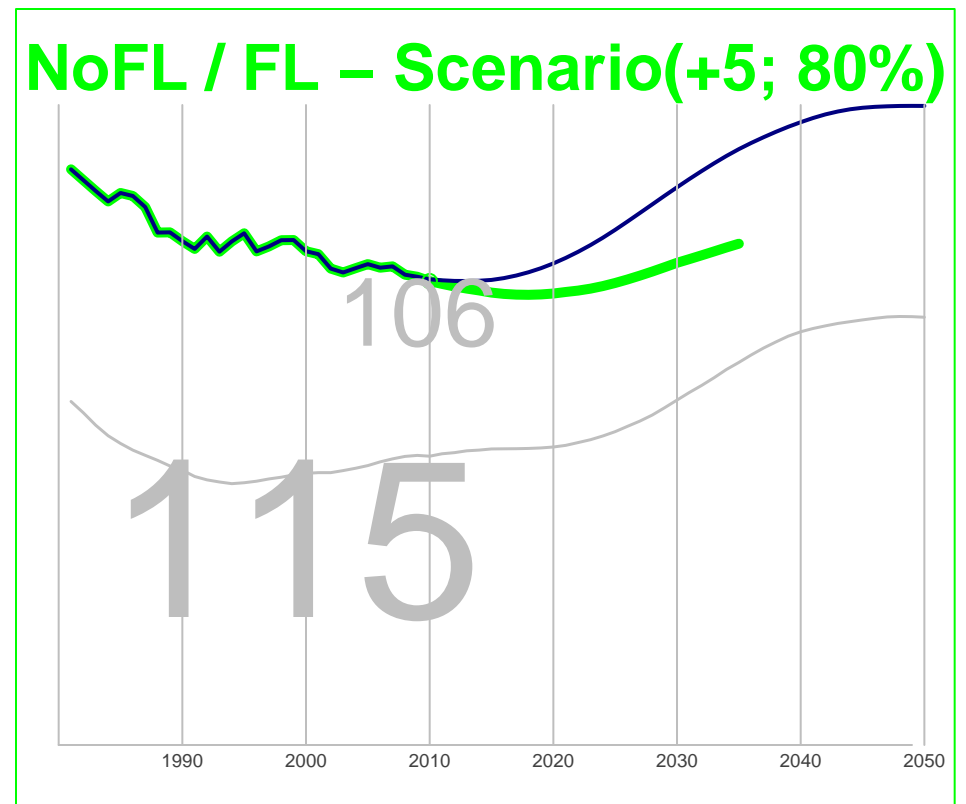
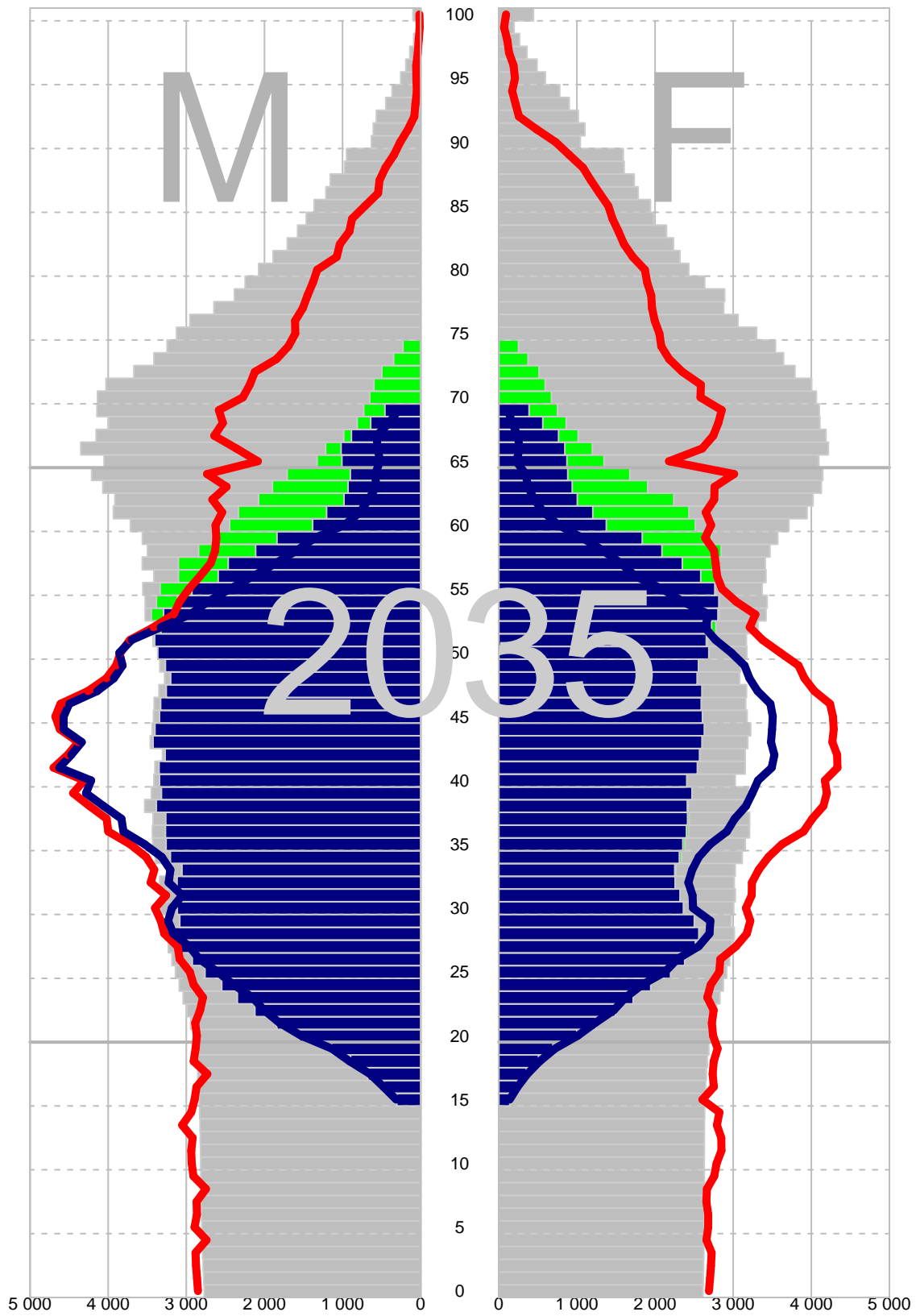


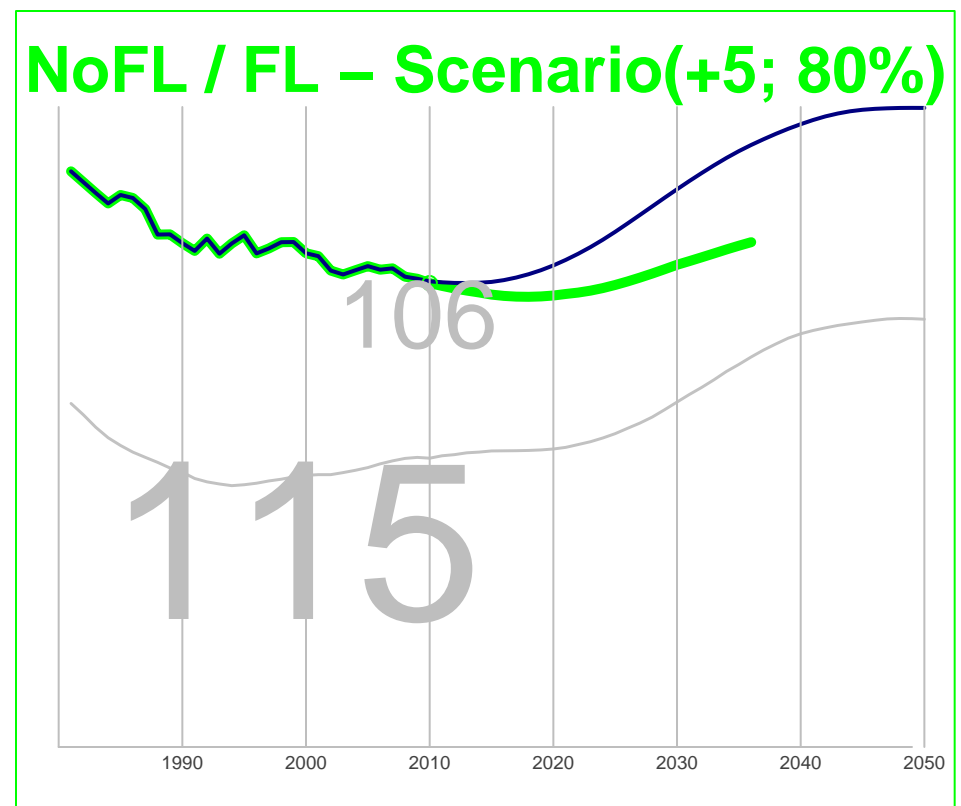
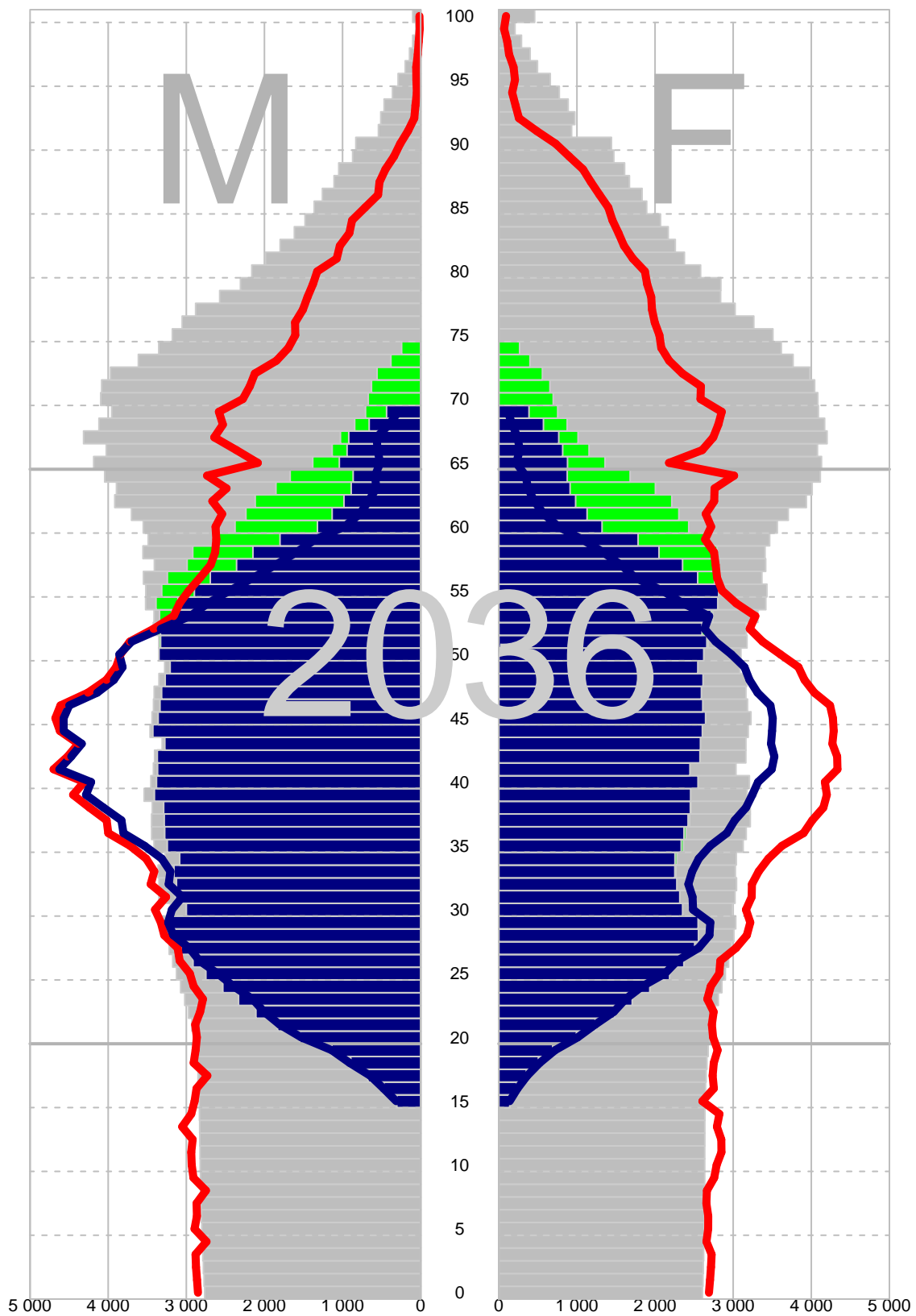


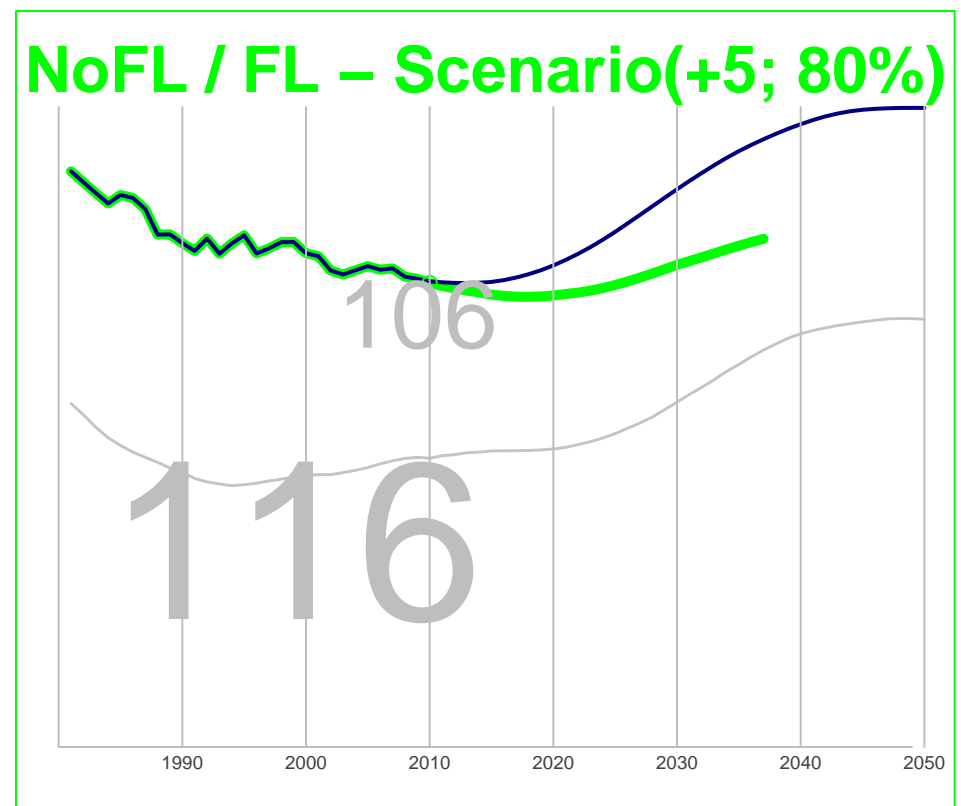
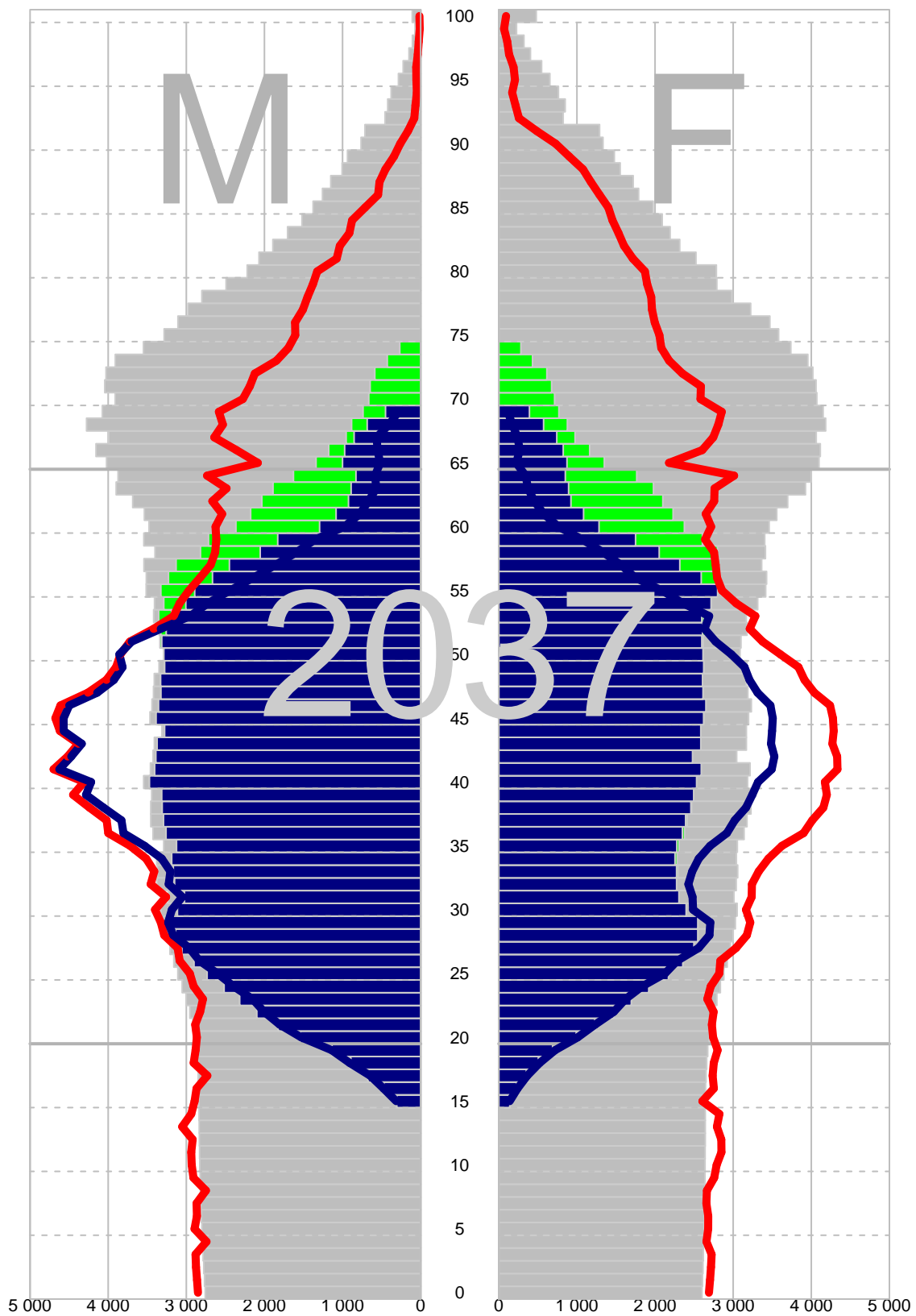


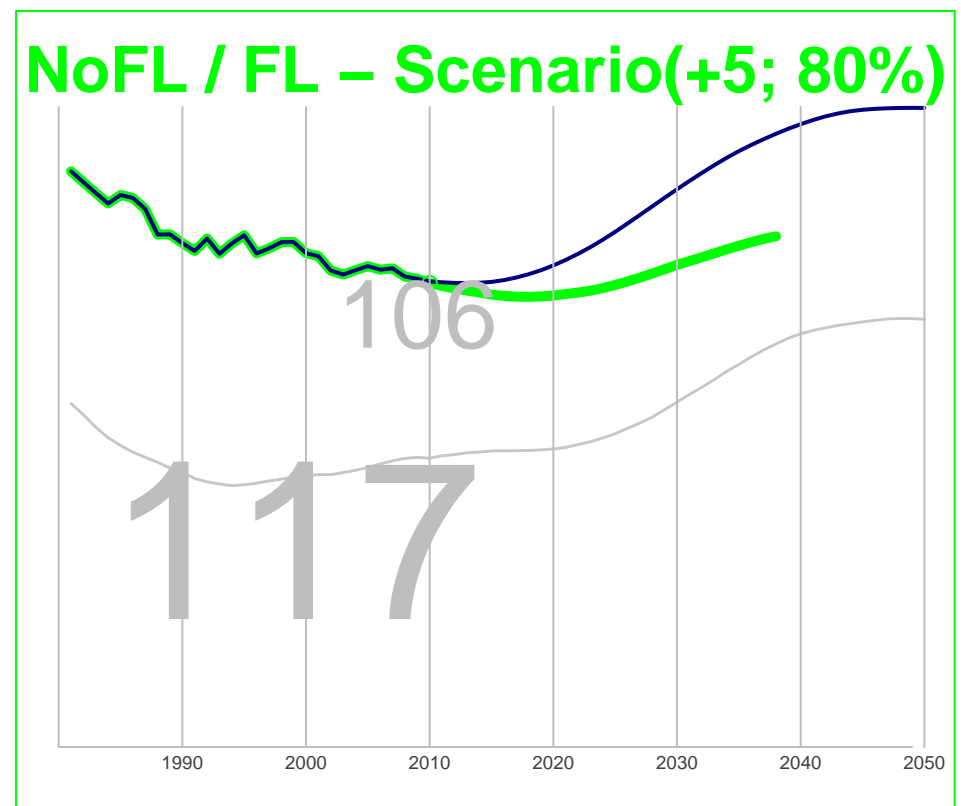
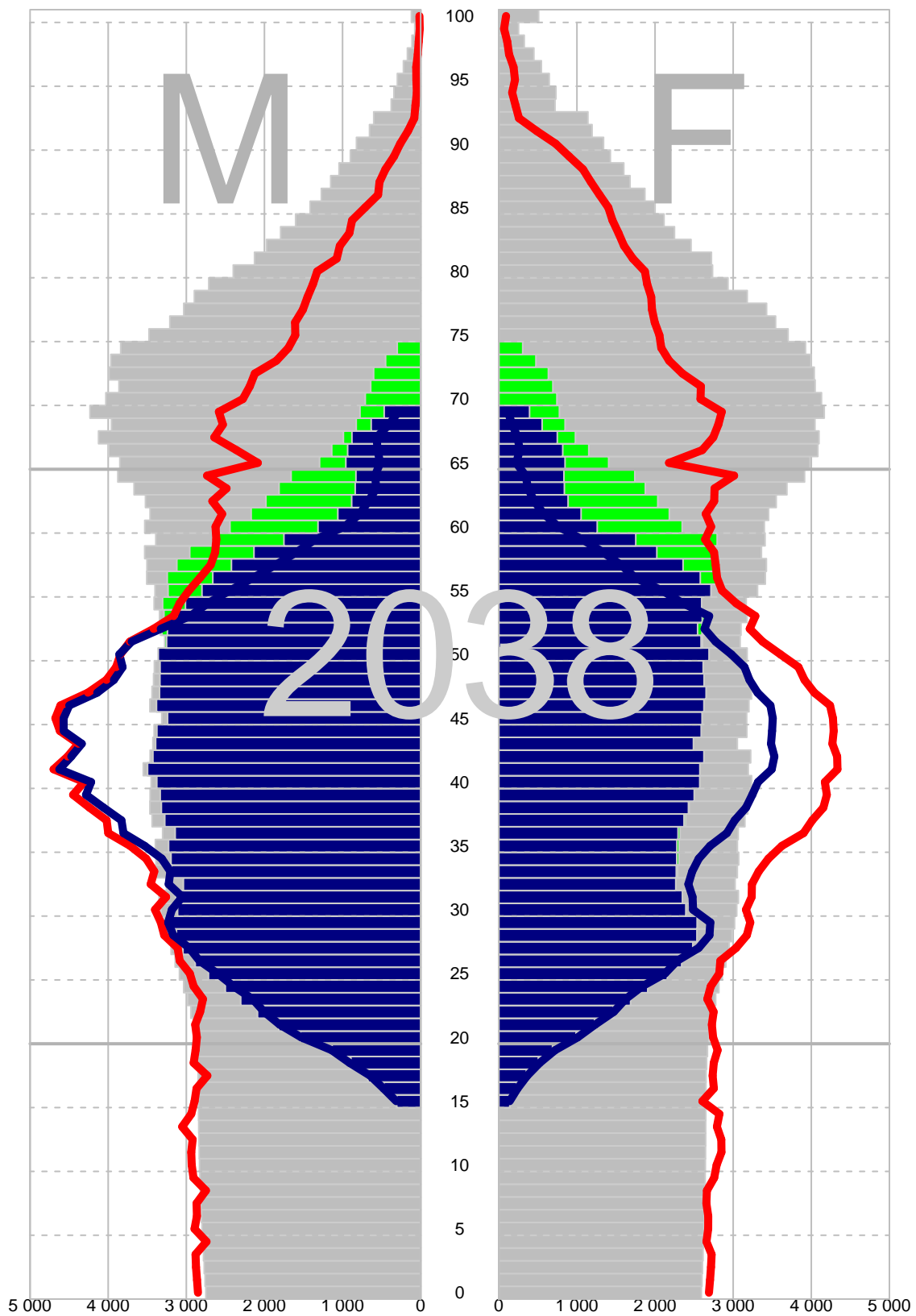


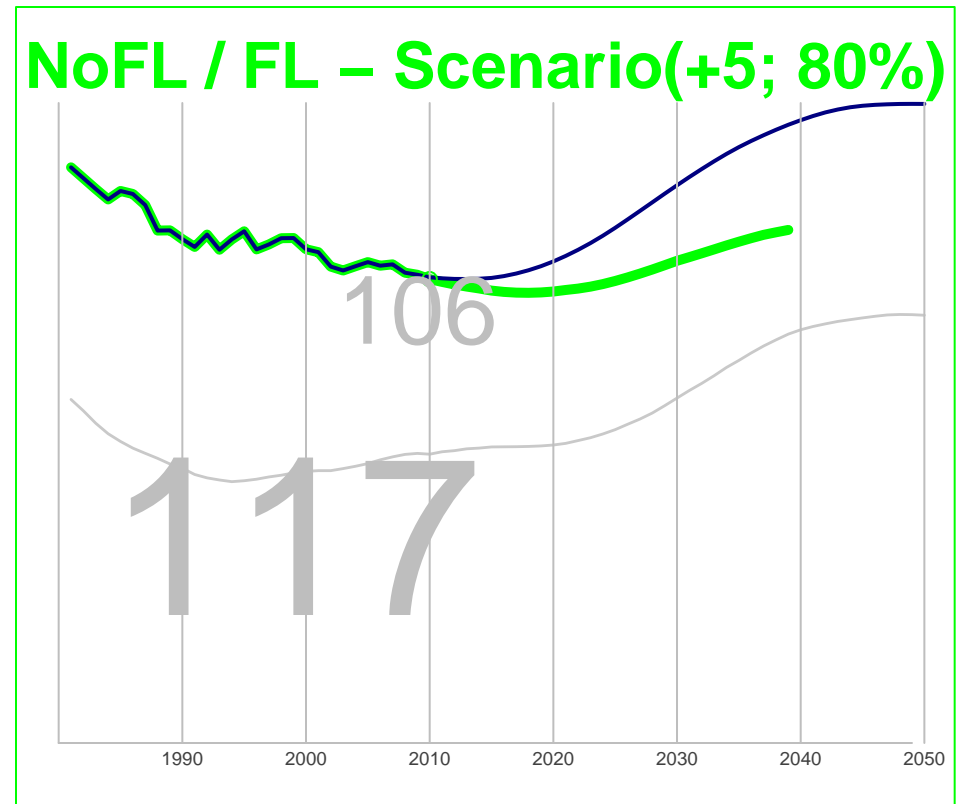
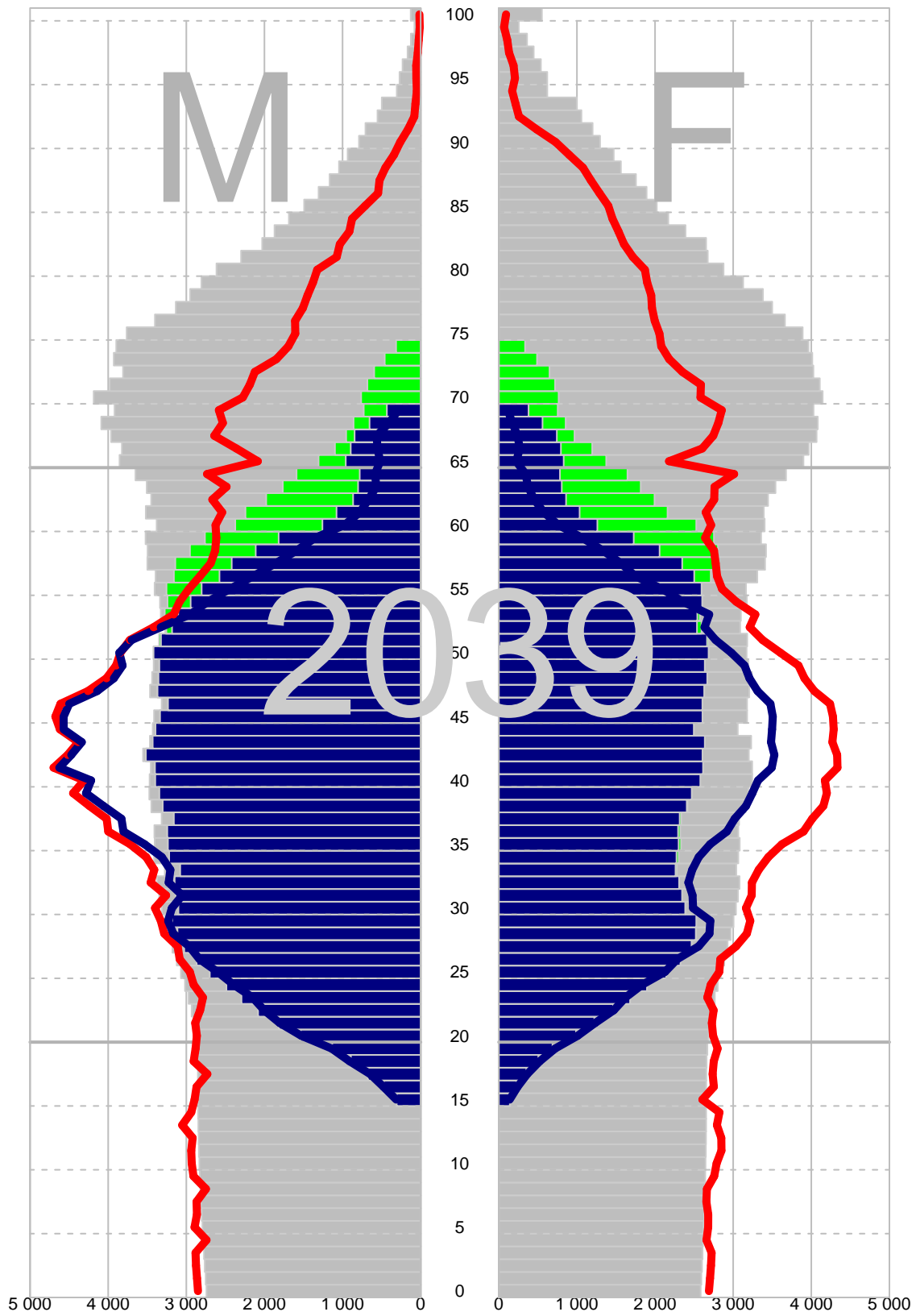


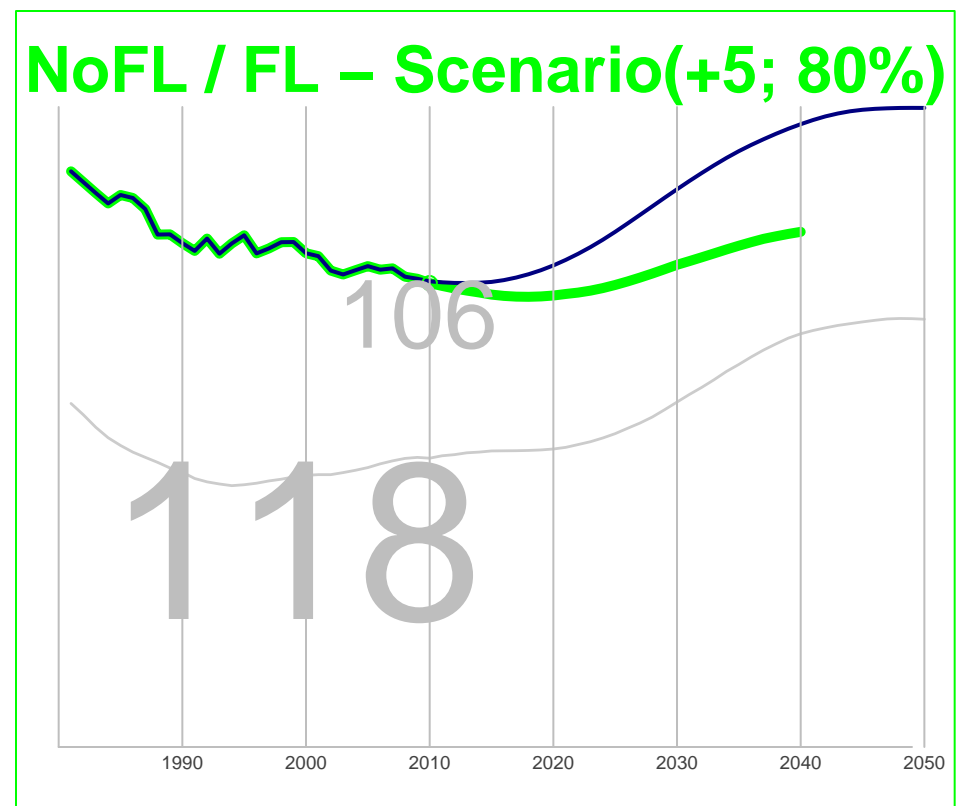
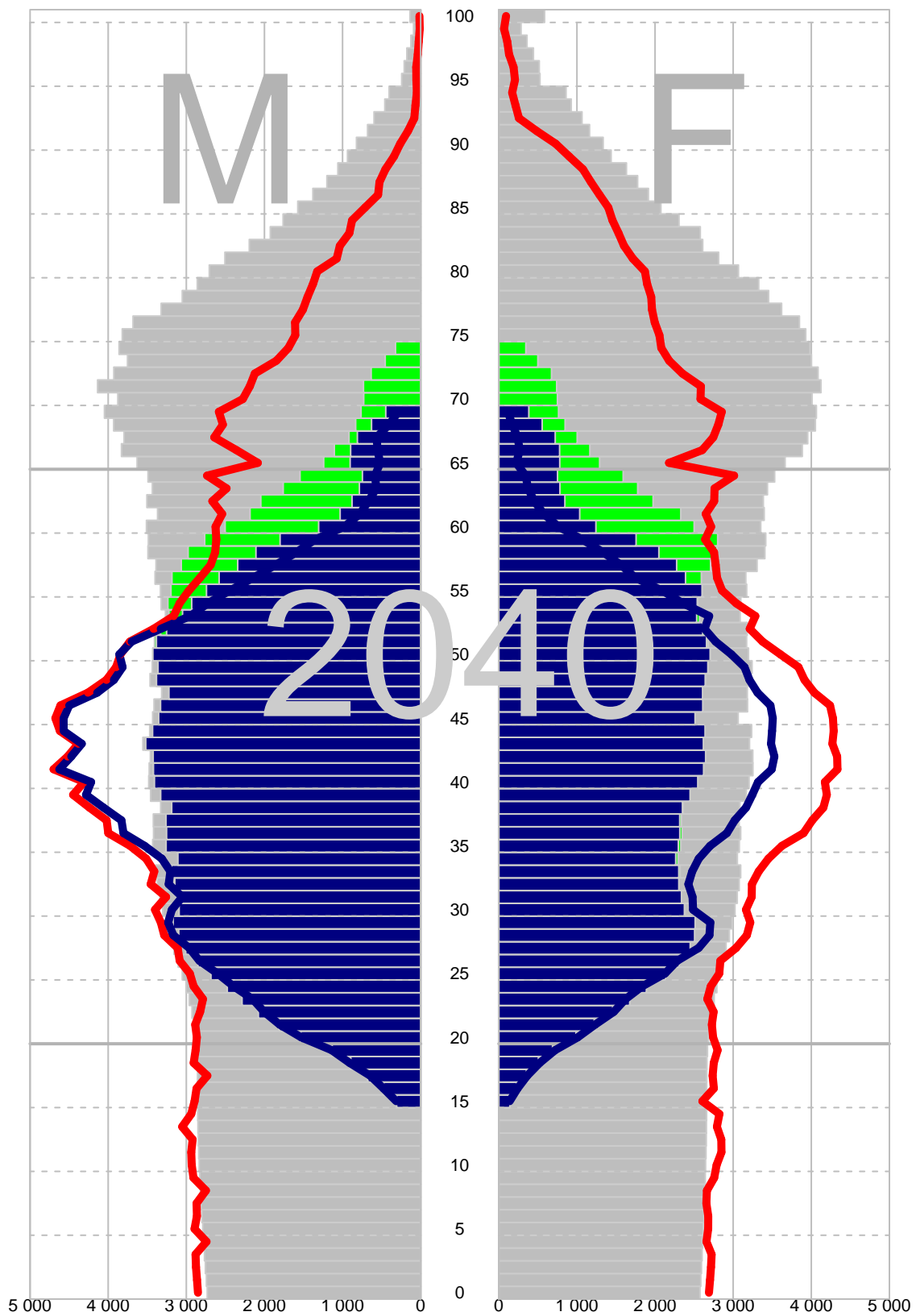


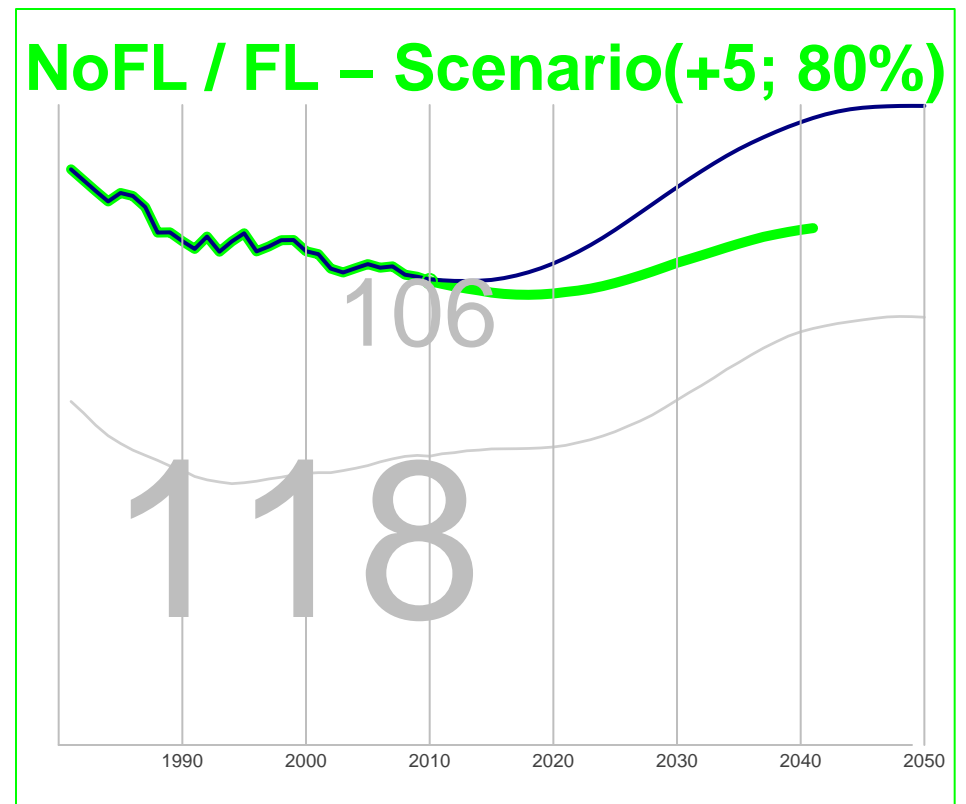
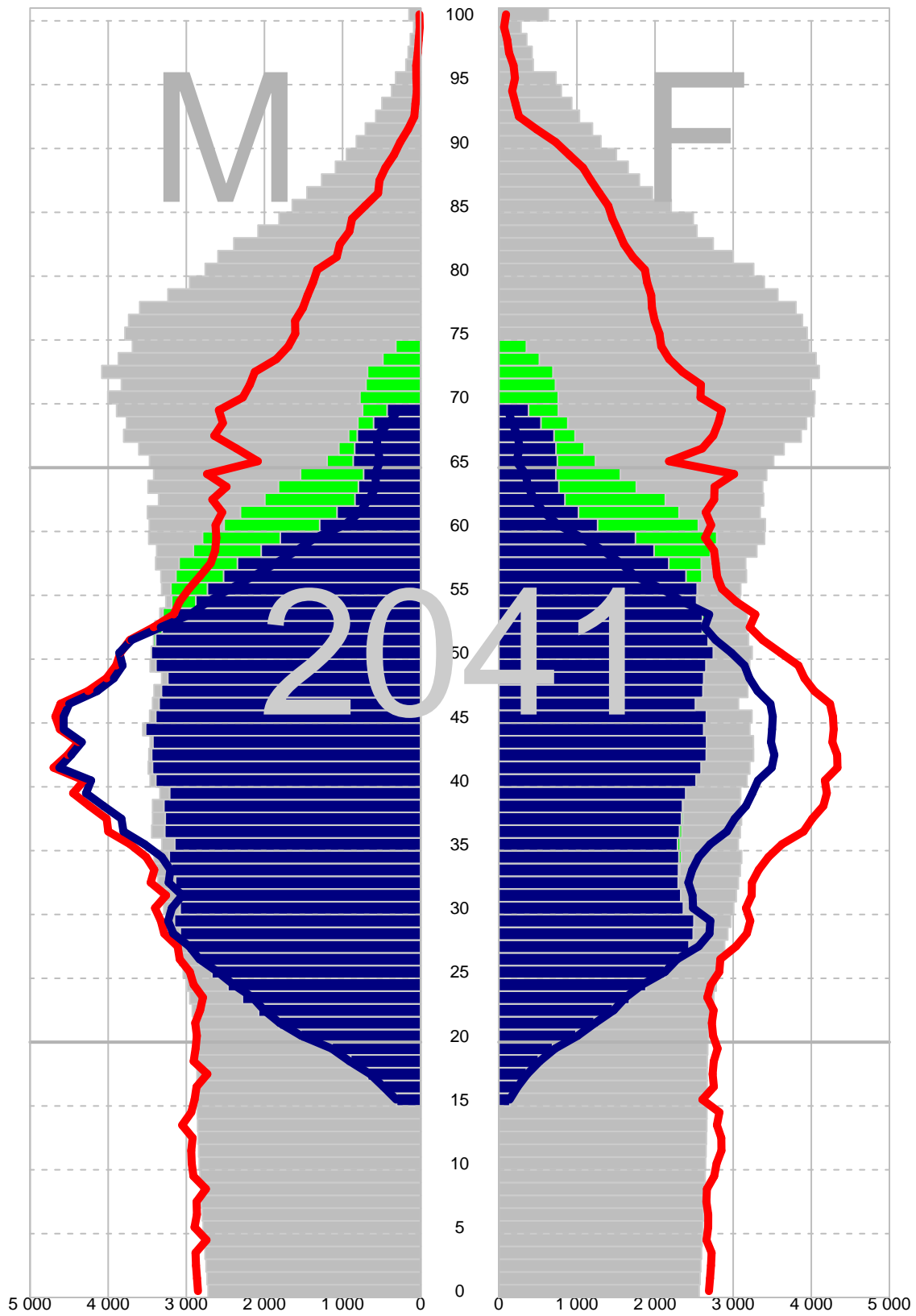


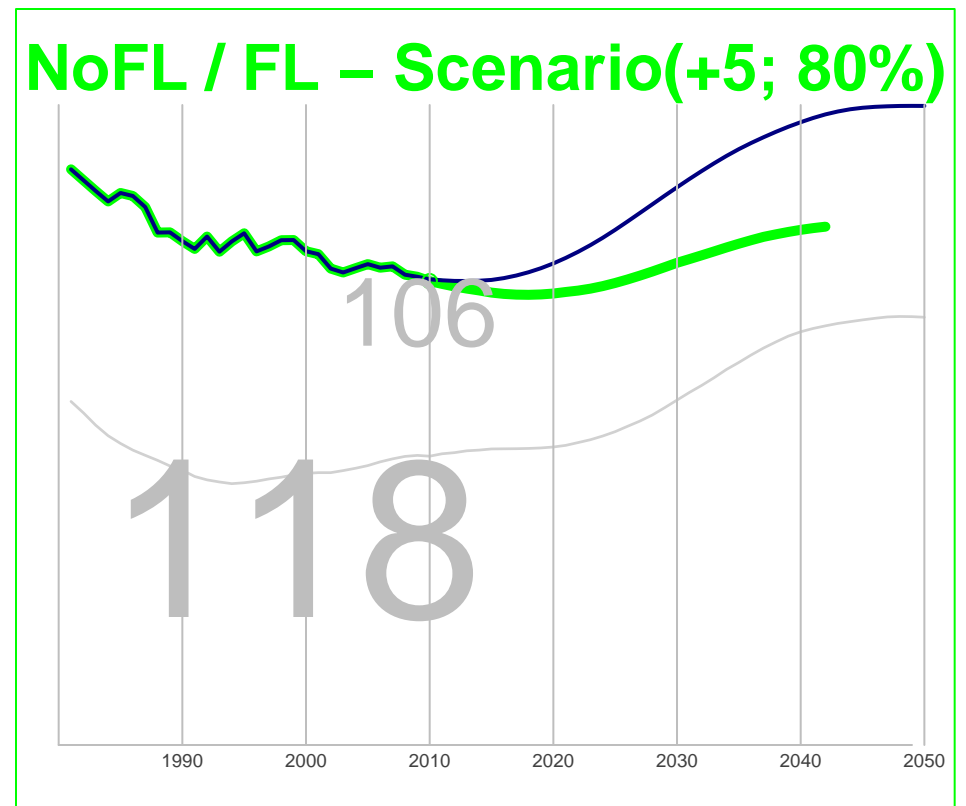
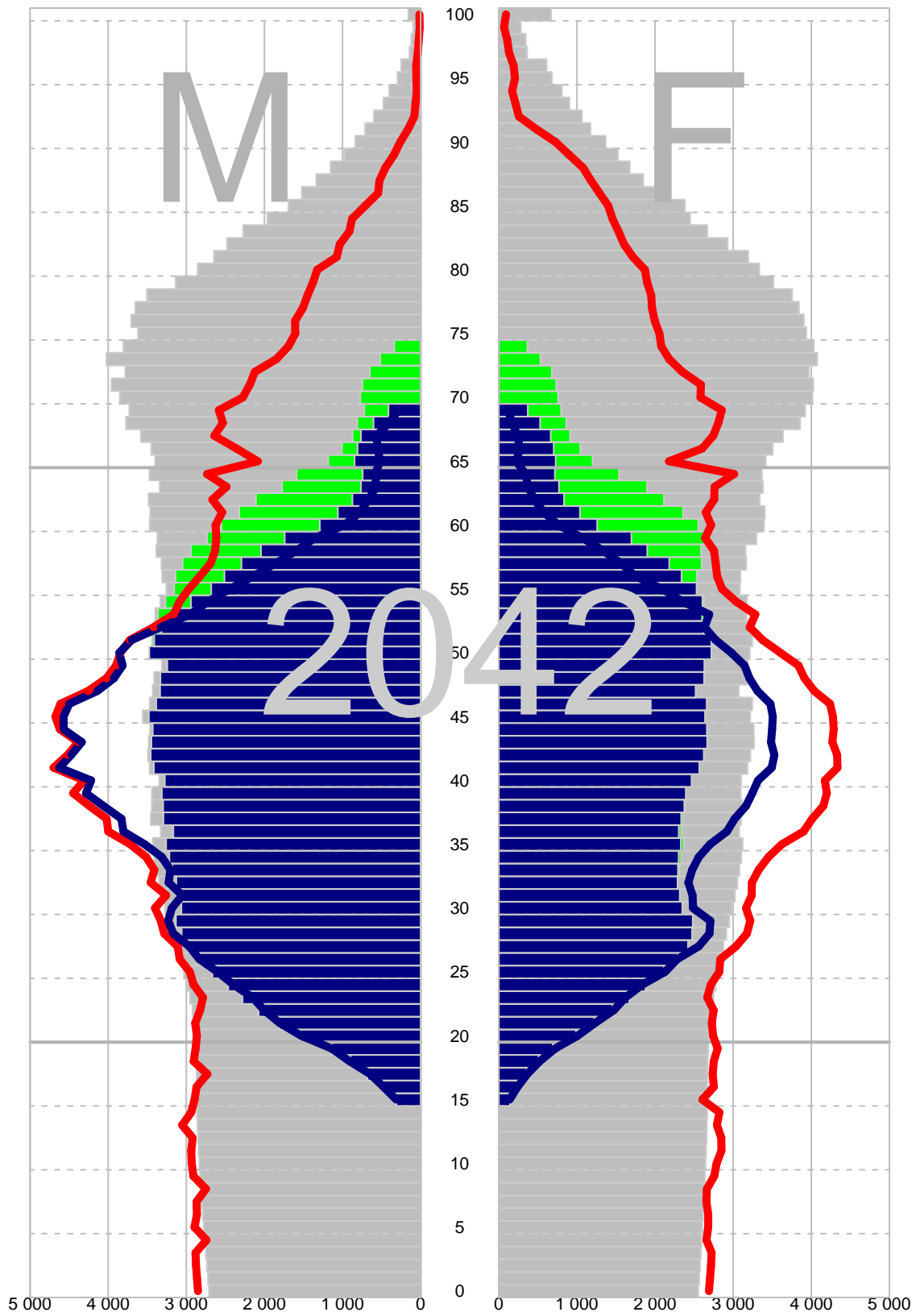


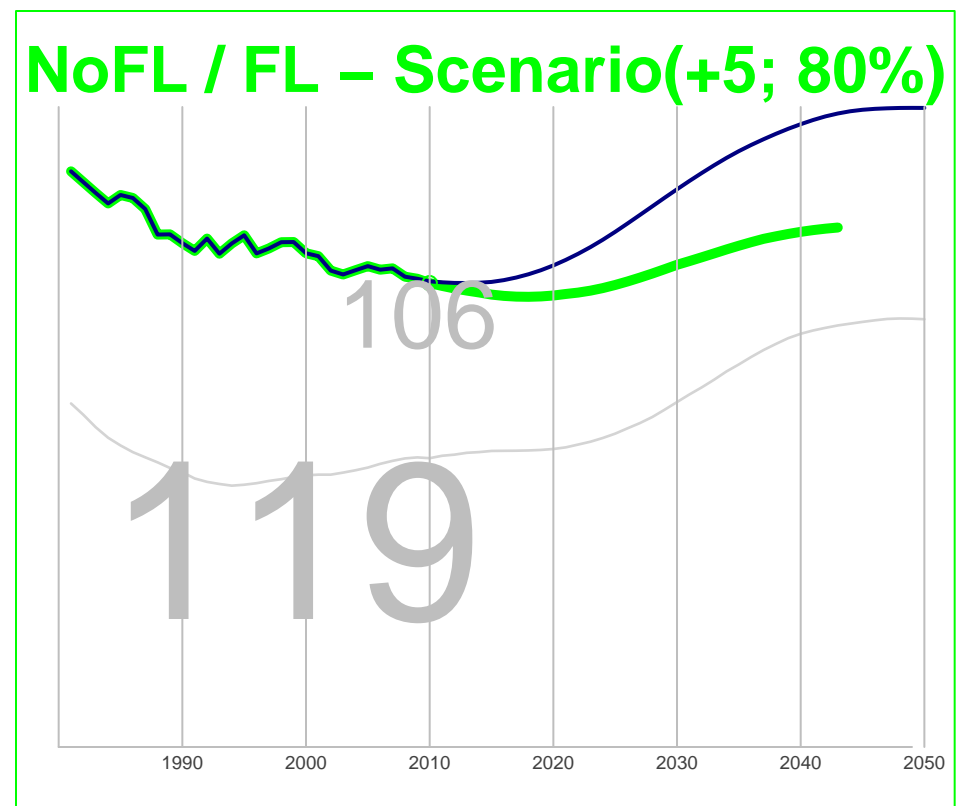
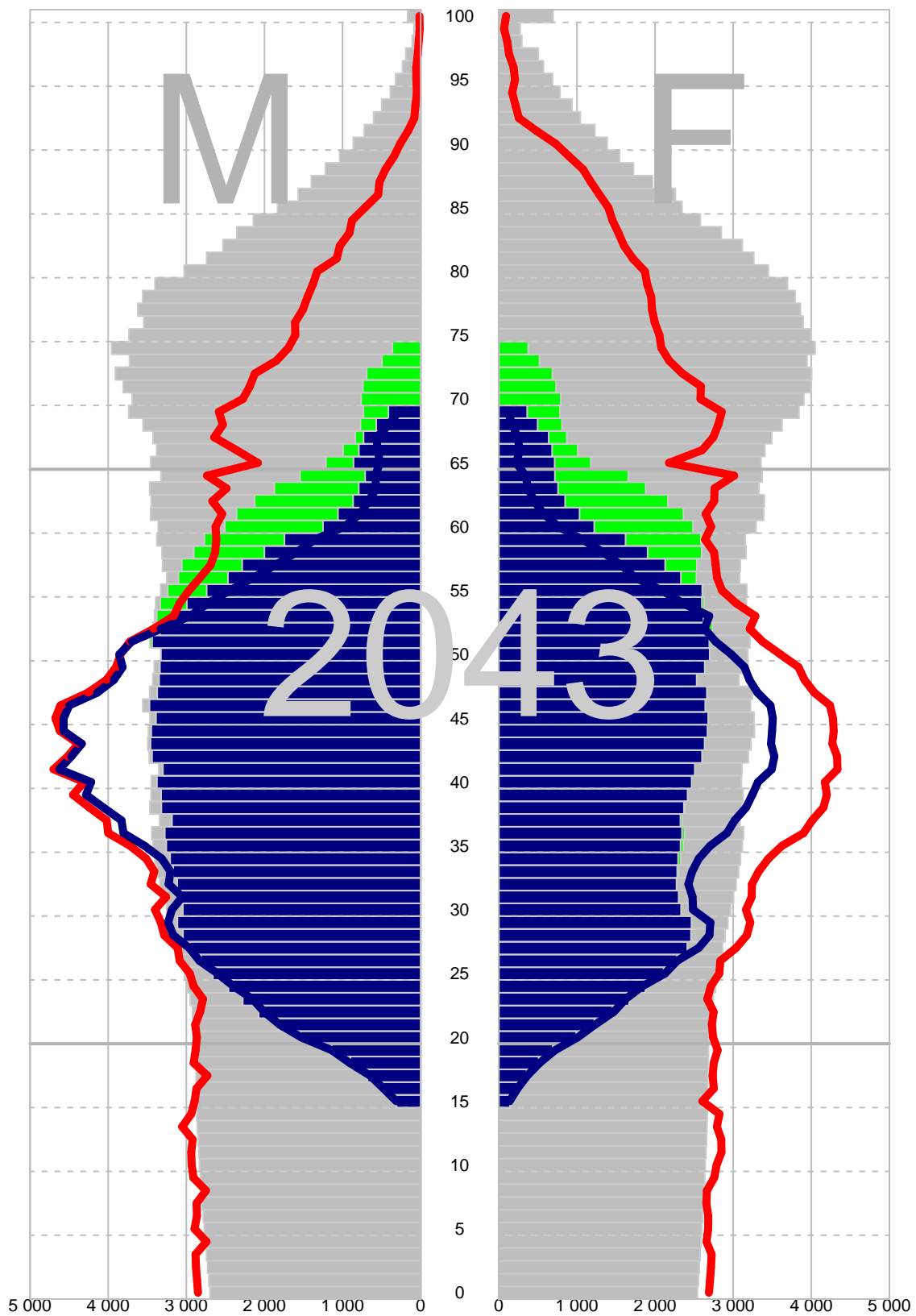


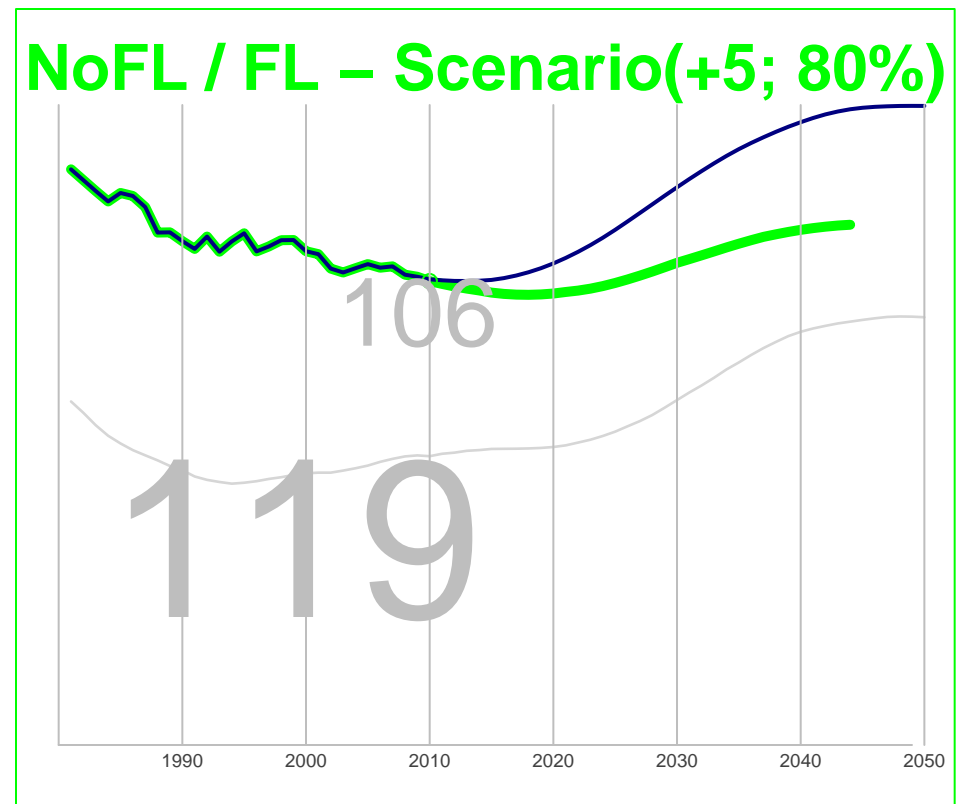
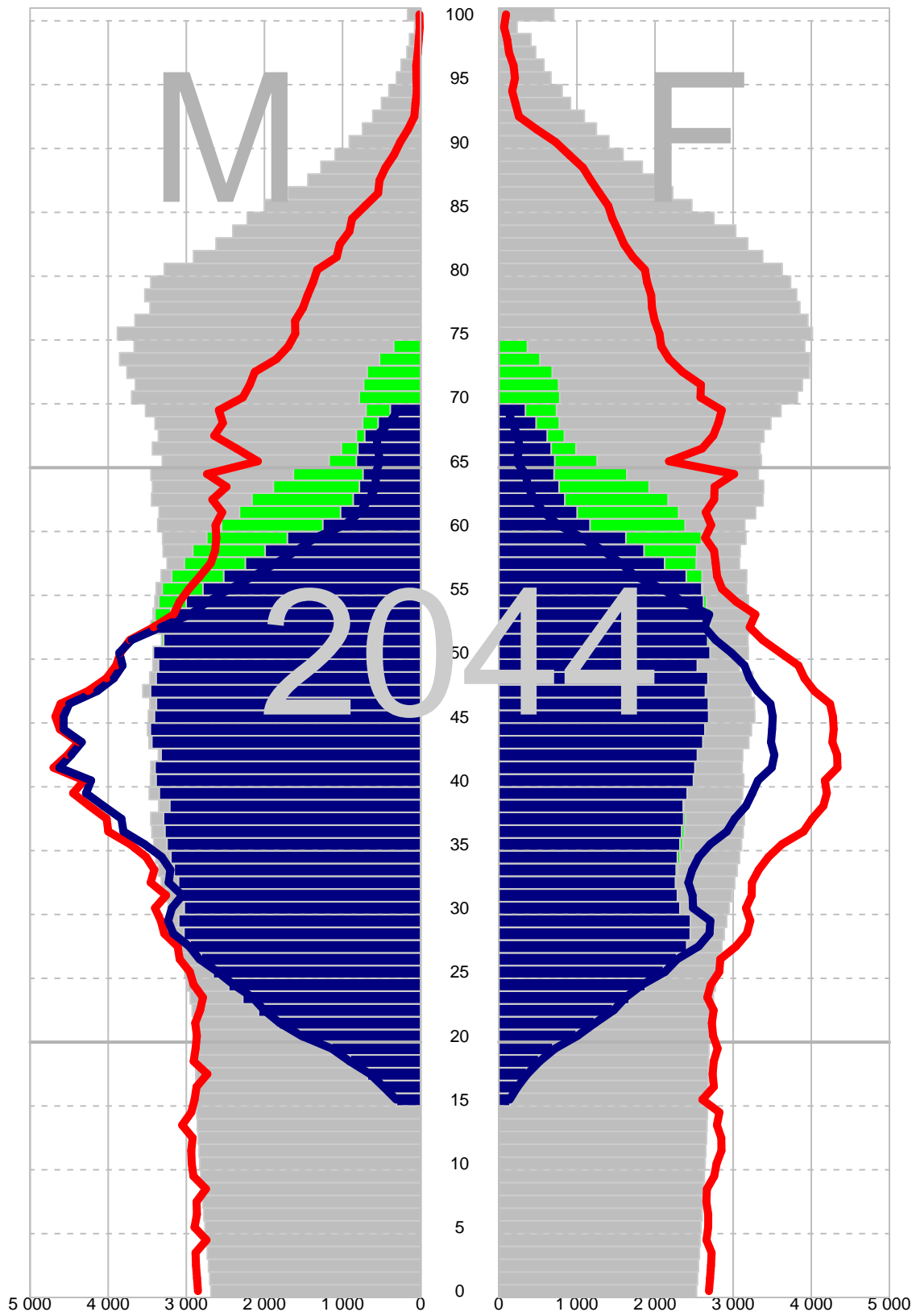


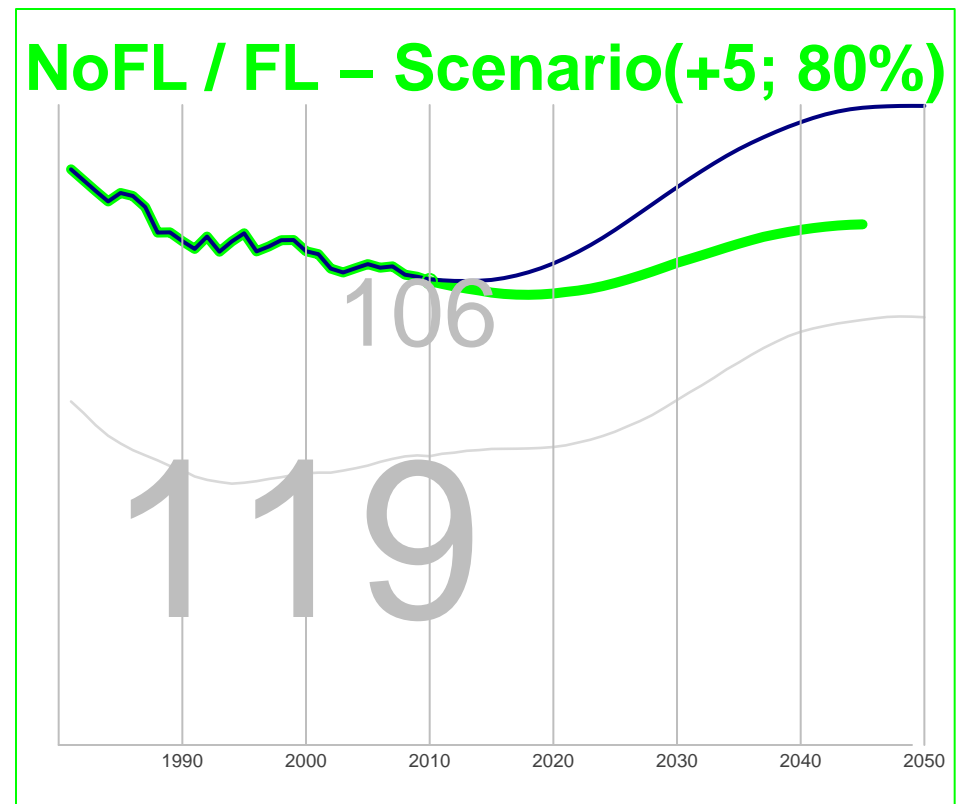
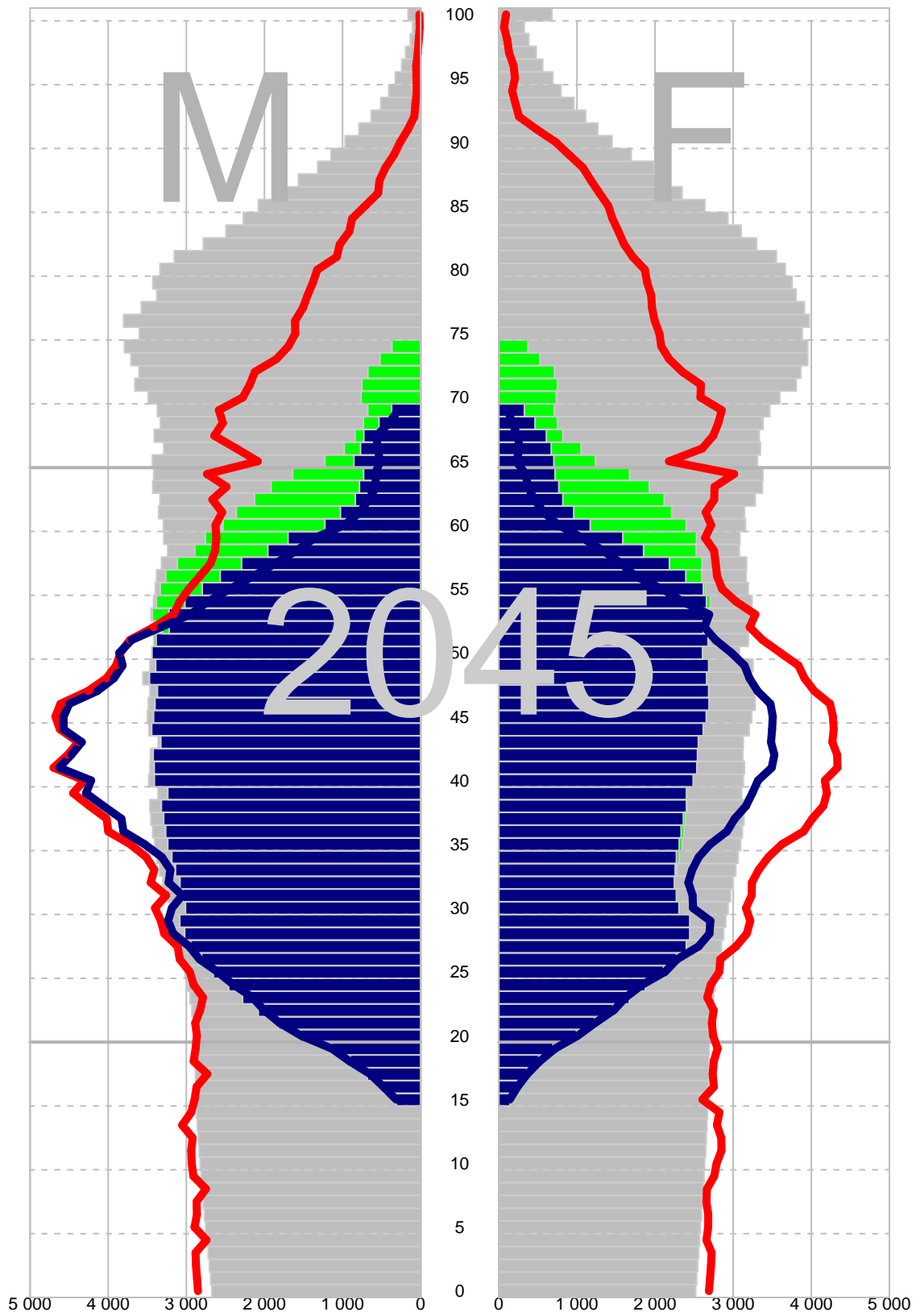


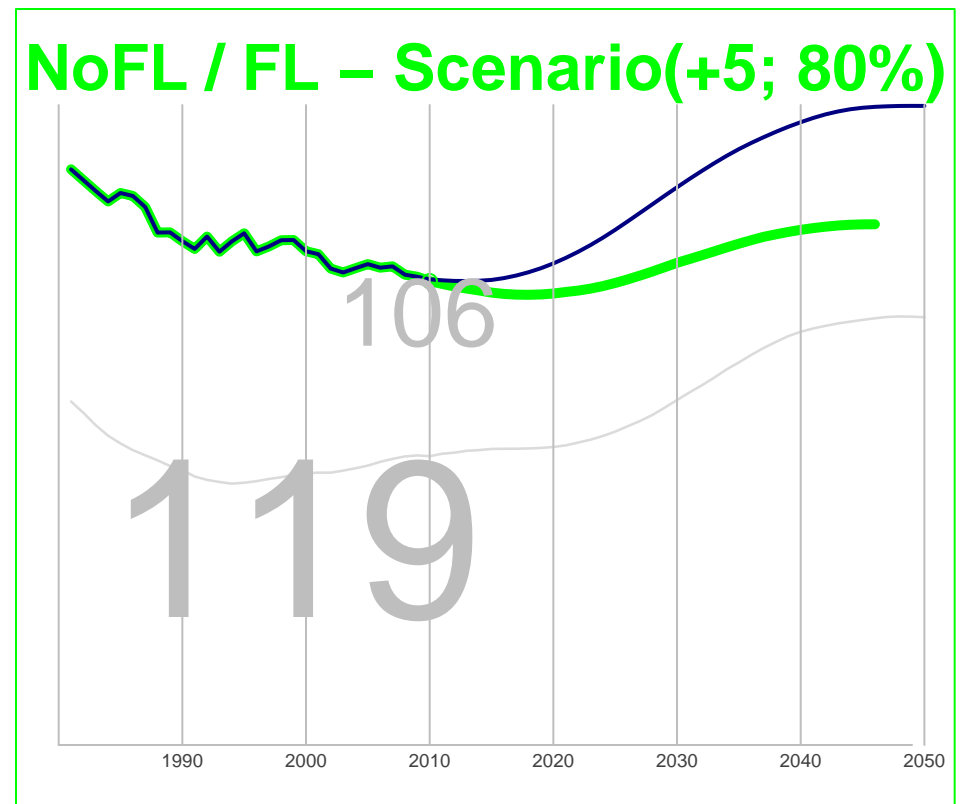
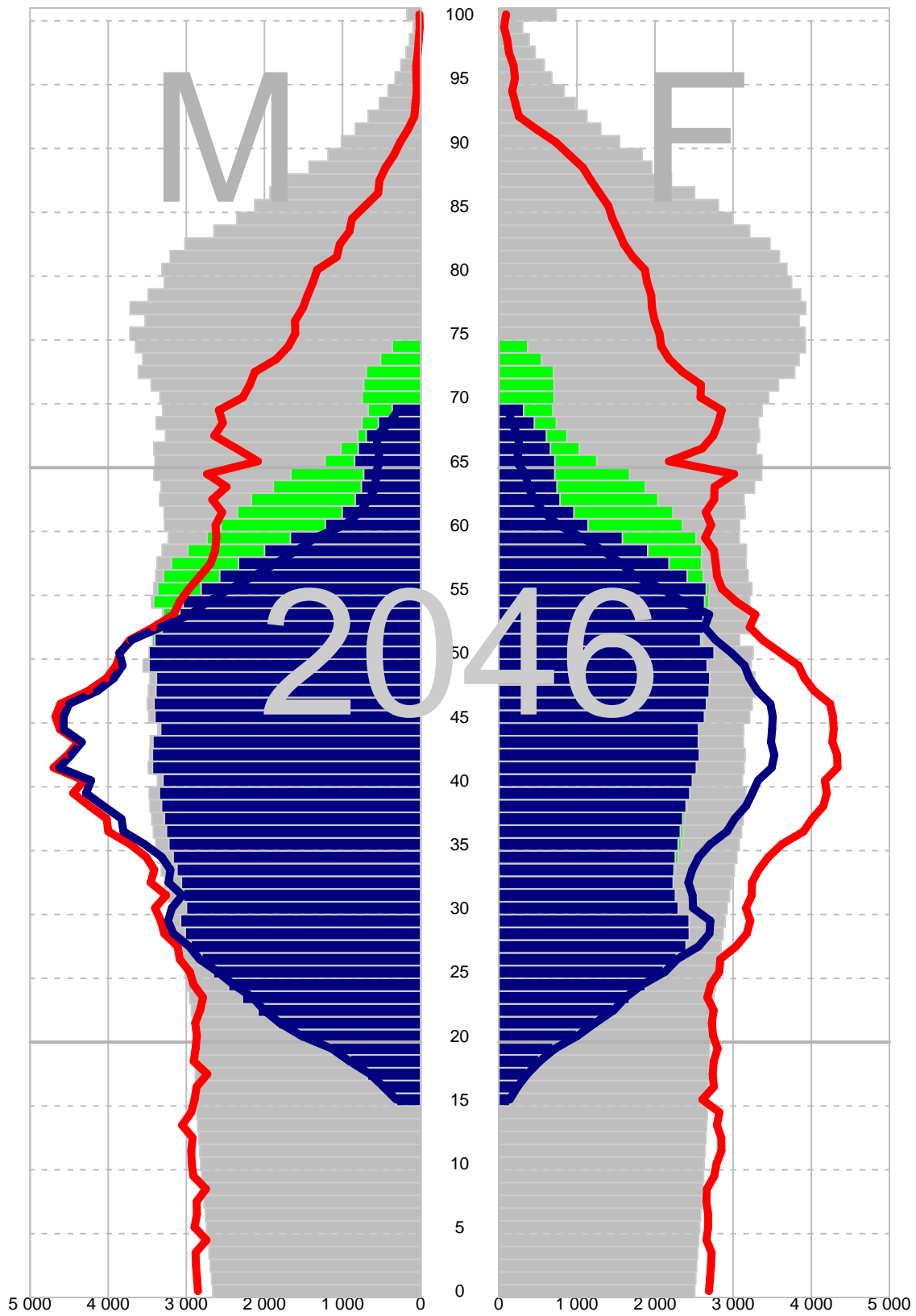


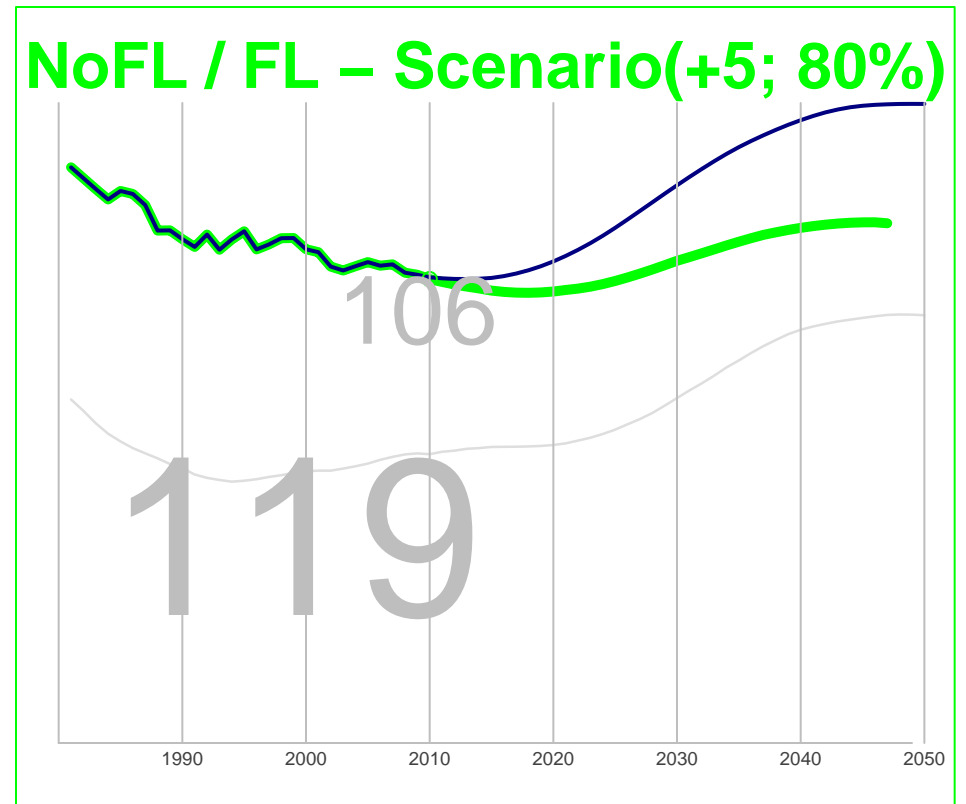
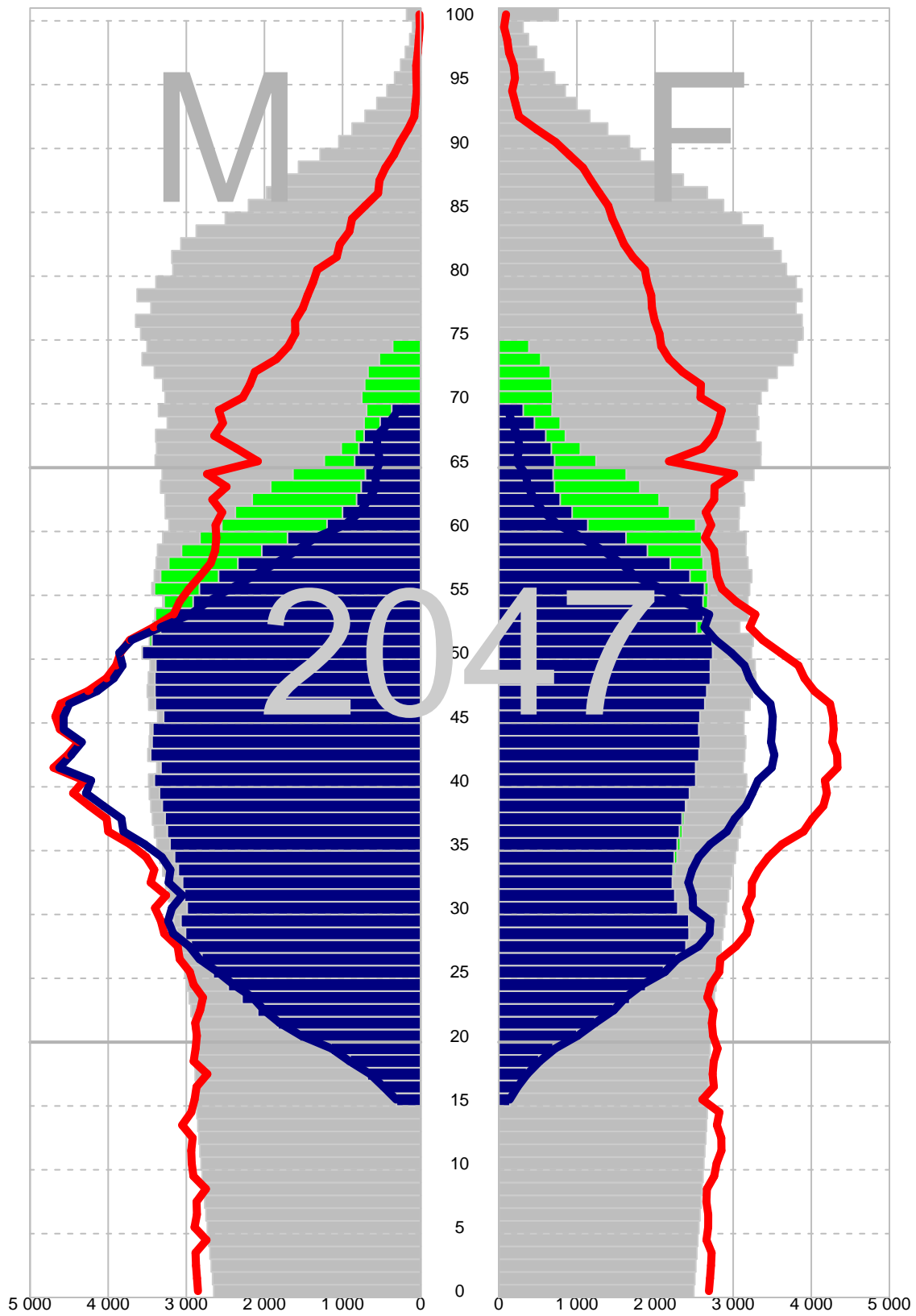


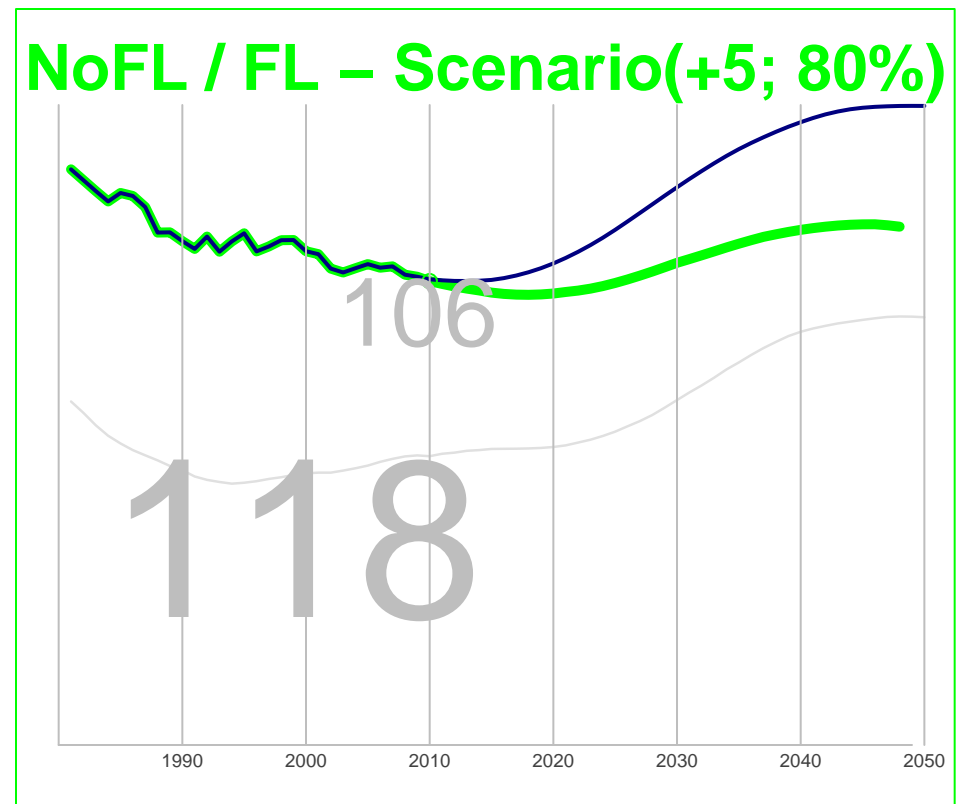
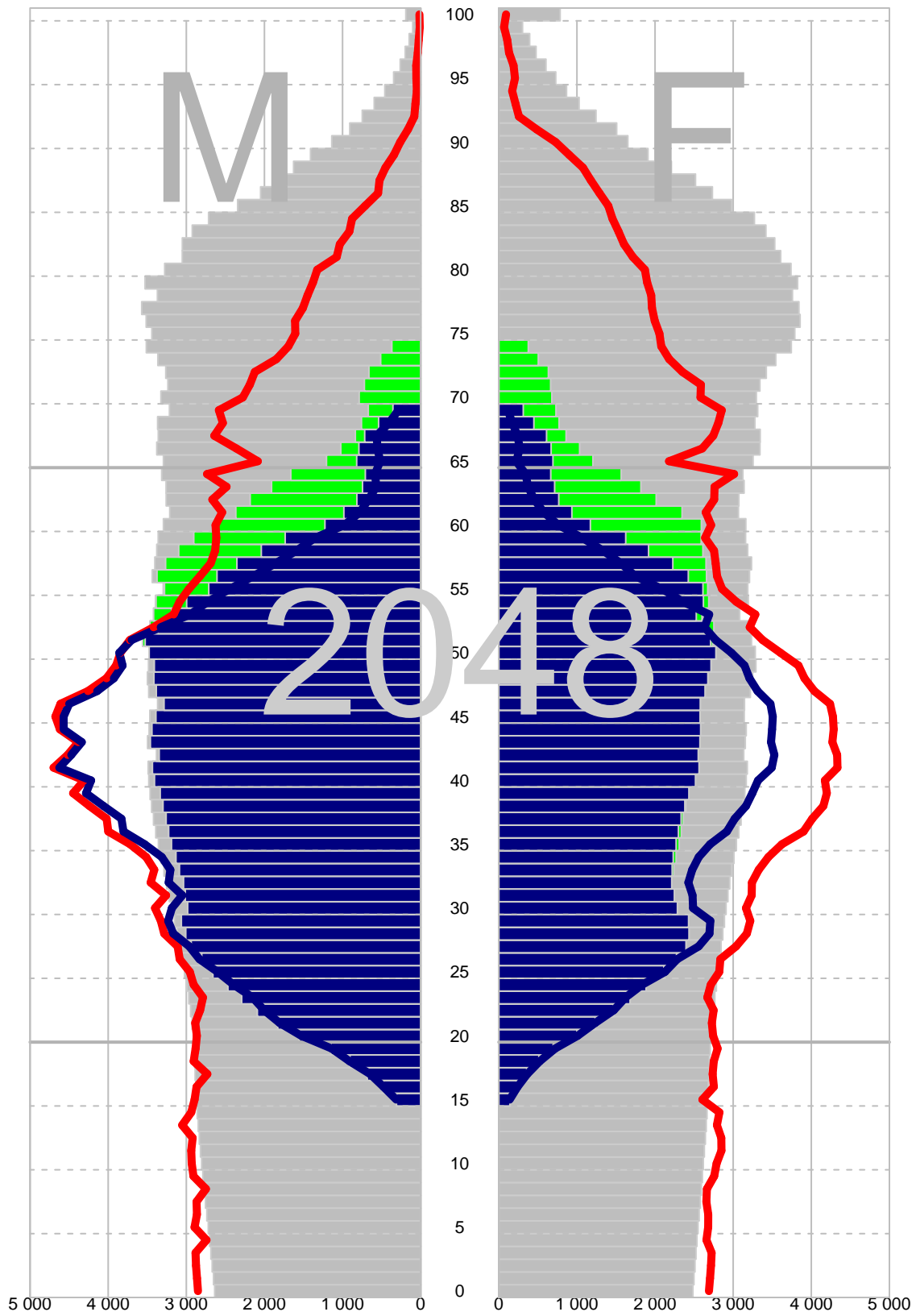


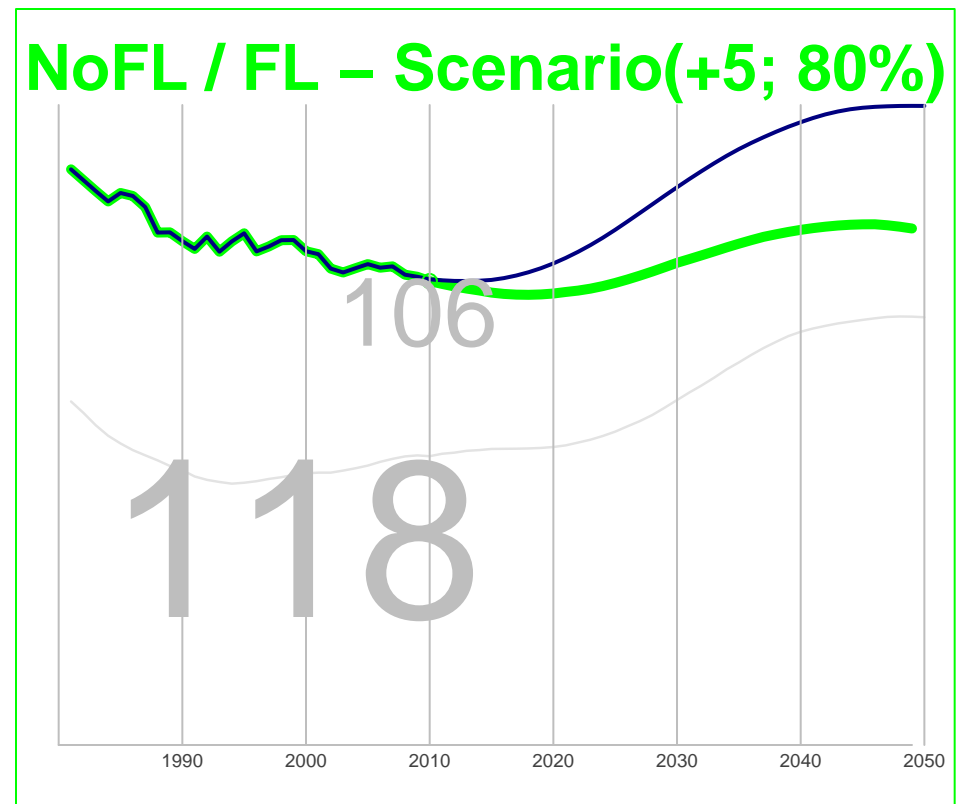
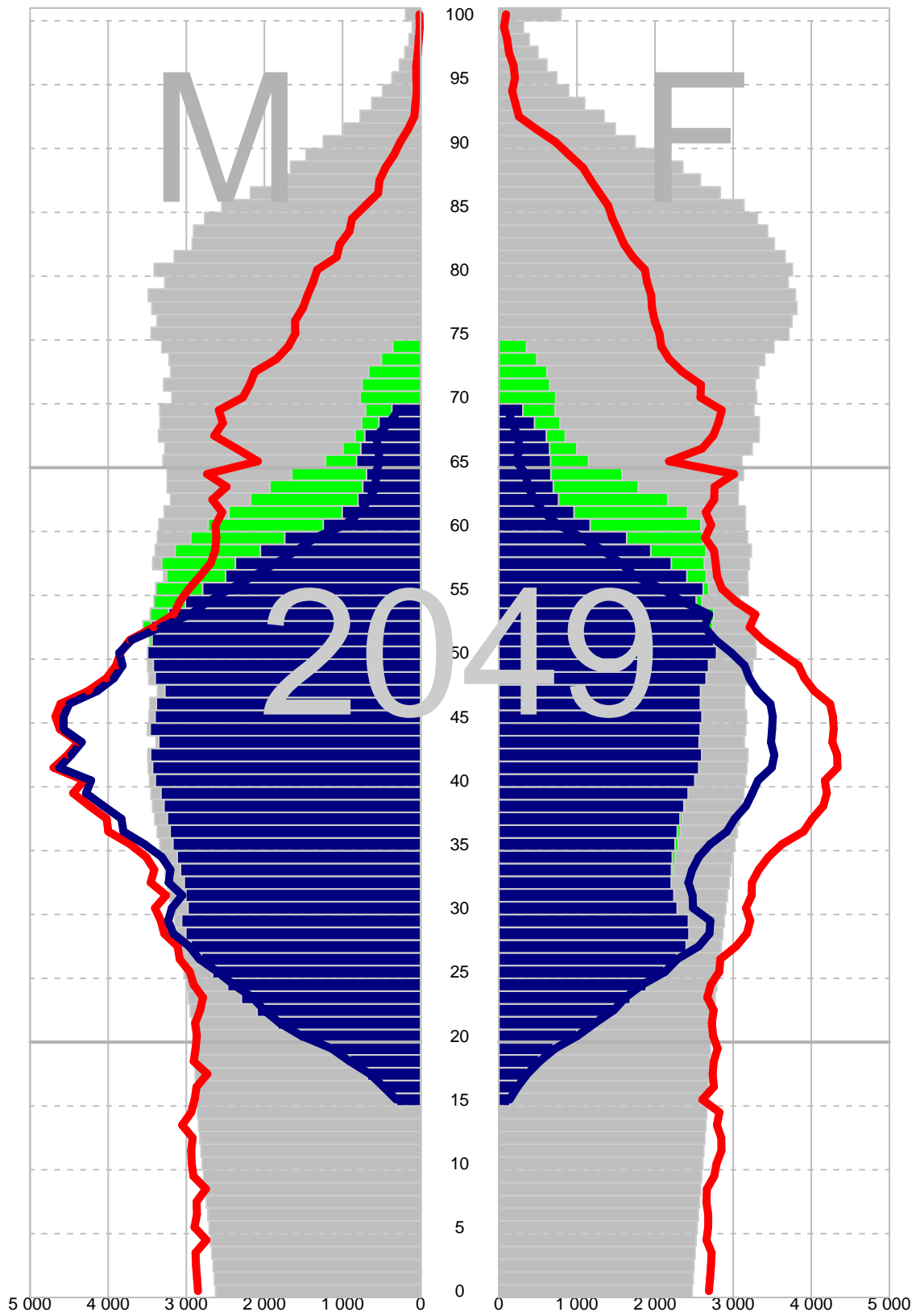


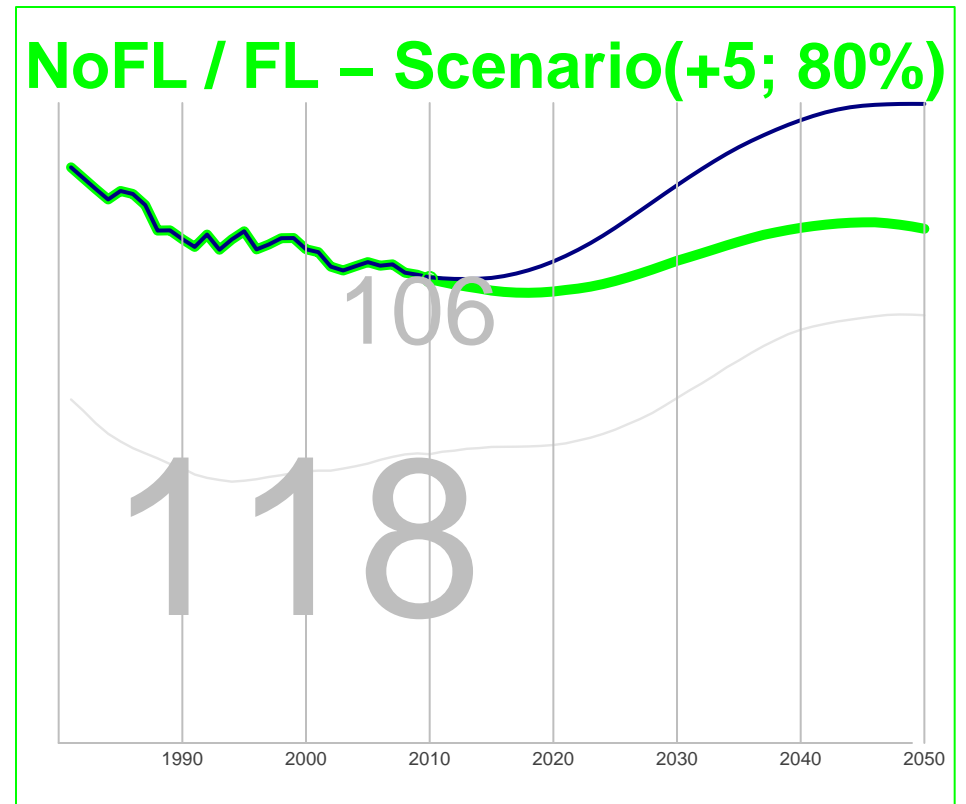
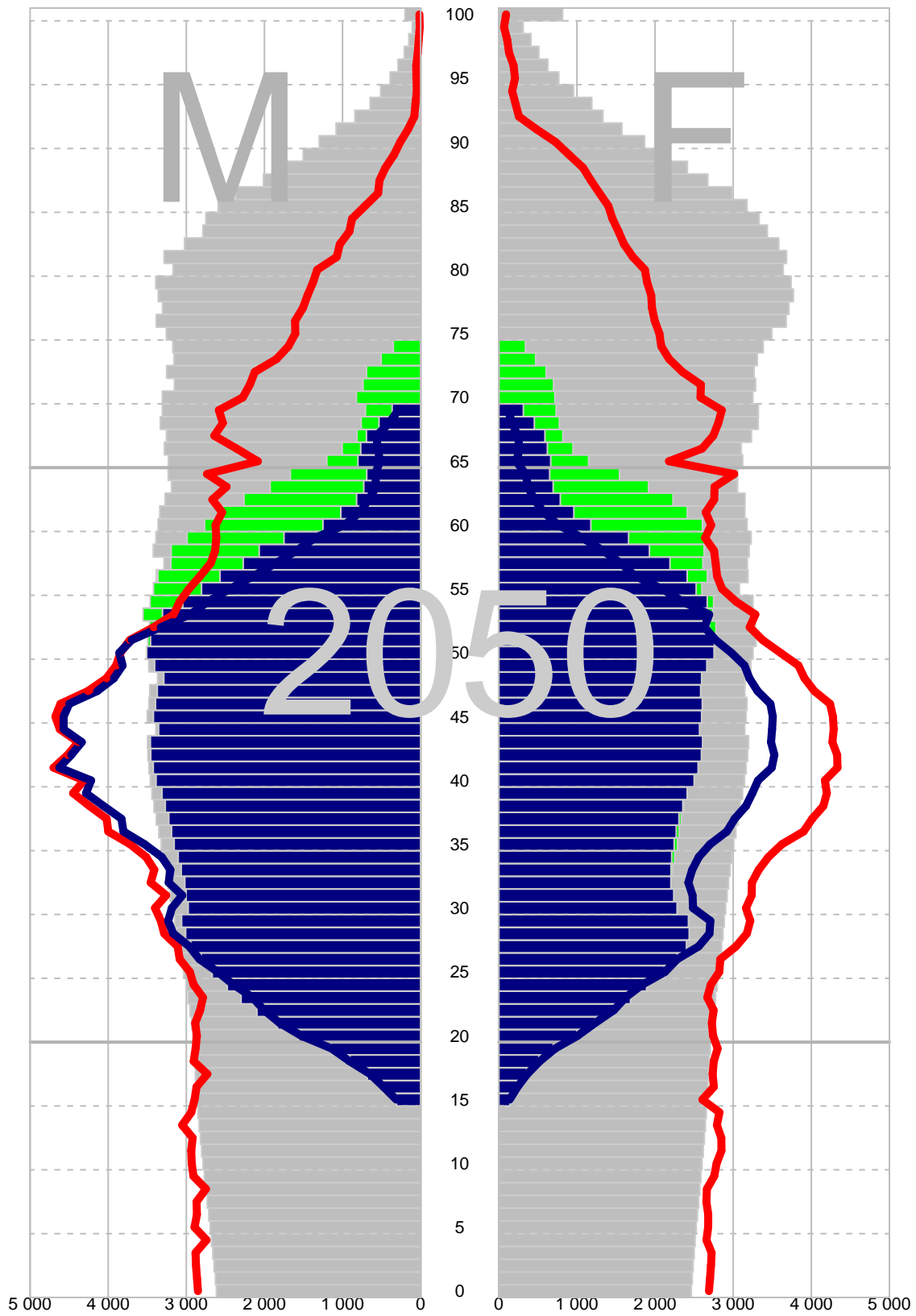












Ergebnis (?)

Arbeitskräftemangel

$$\text{BIP/Bev} = \text{BIP/AK} \times \text{AK/Bev}$$

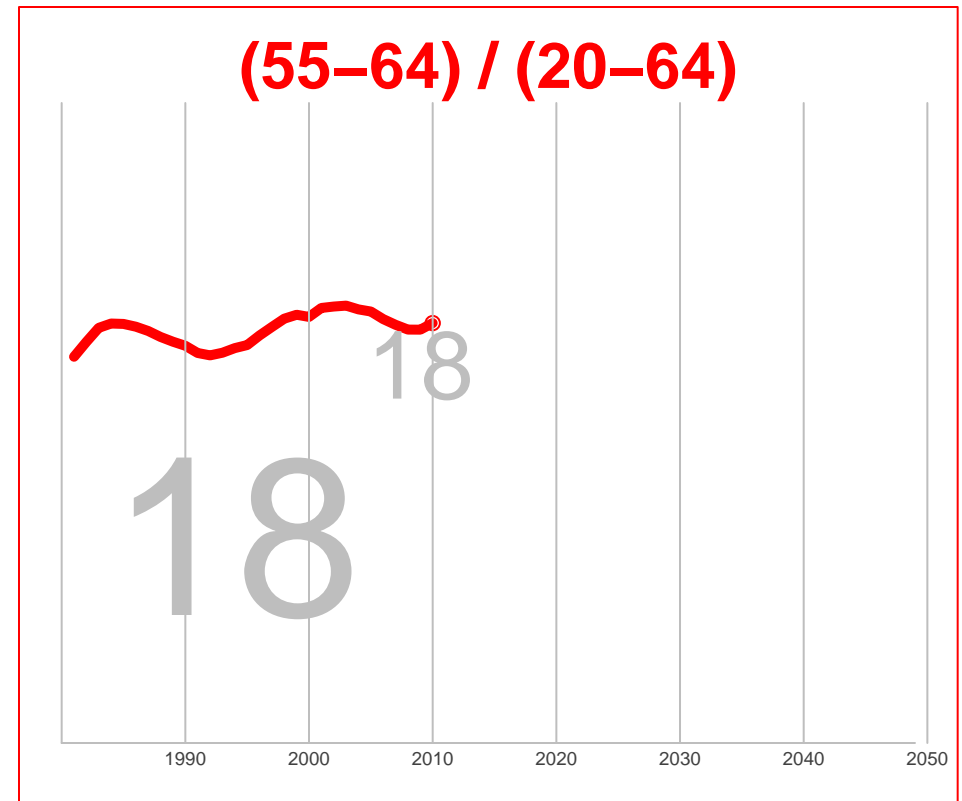
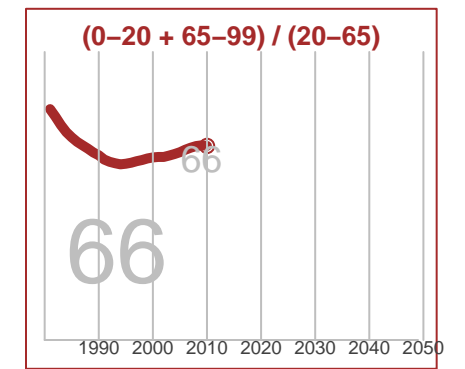
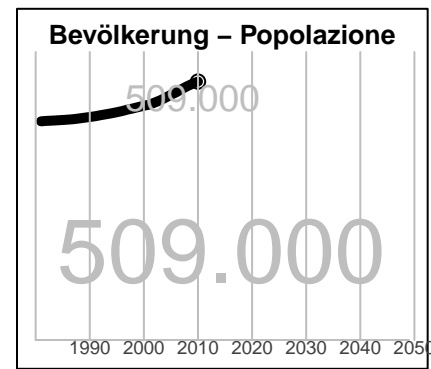
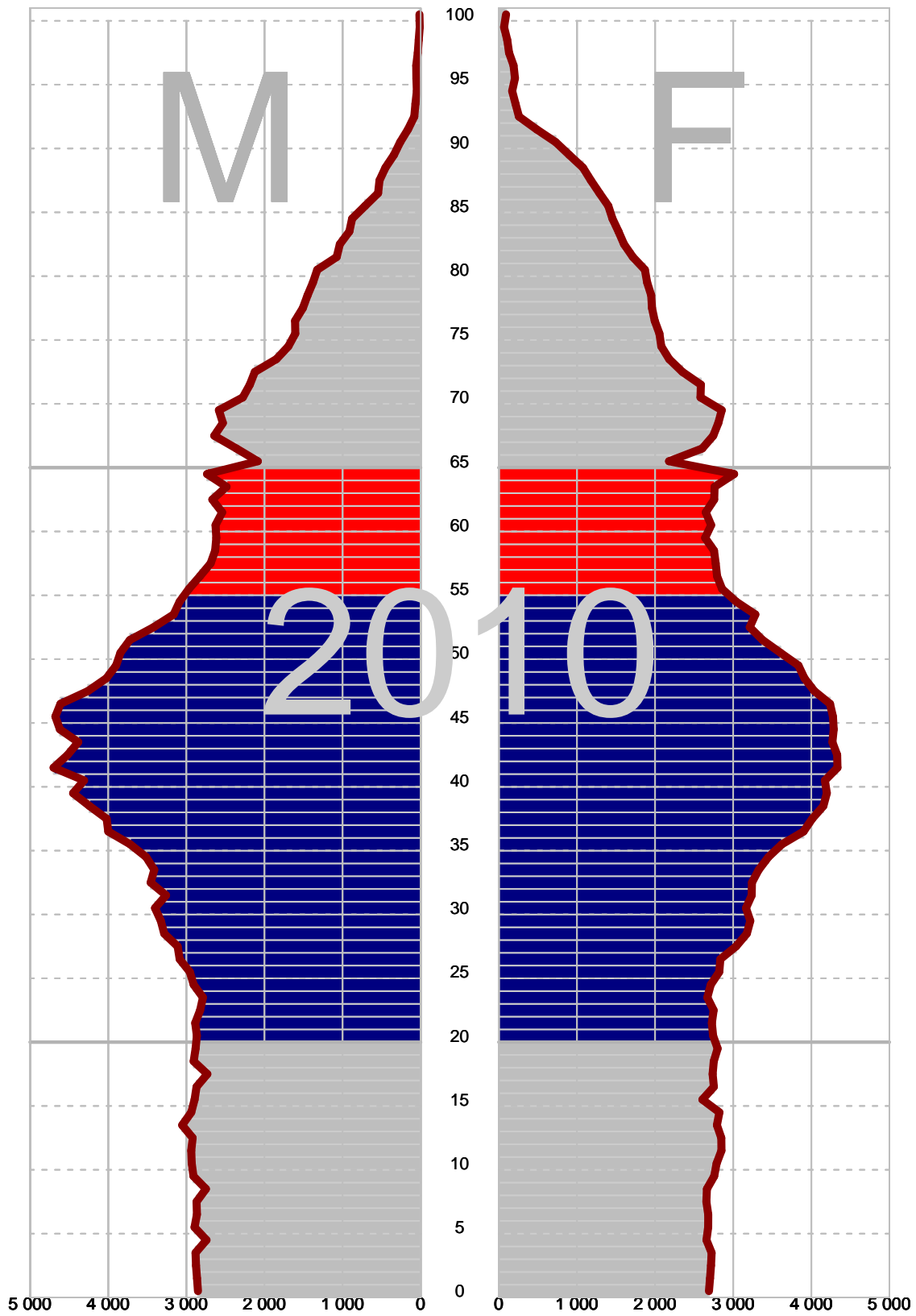
- Rückgang des Wohlstands (BIP/Bev)
- Verlängerung Arbeitsleben (AK/Bev)
- Frauen: Höhere Teilnahme am Arbeitsmarkt (Pers. oder h) (AK/Bev)
- Wirtschaft – Steigerung der Produktivität (BIP/AK): Sektoren / Technologie / Organisation
- Jugend: früher arbeiten
- Jugend: “produktiver” ausbilden
- Arbeitskräftepotential ausschöpfen: entgegenkommen (mögliche Arbeitsstunden, flexible Arbeitszeiten, Nähe zu Arbeitsort, usw.)
- Einwanderung: nur kurzfristige Lösung

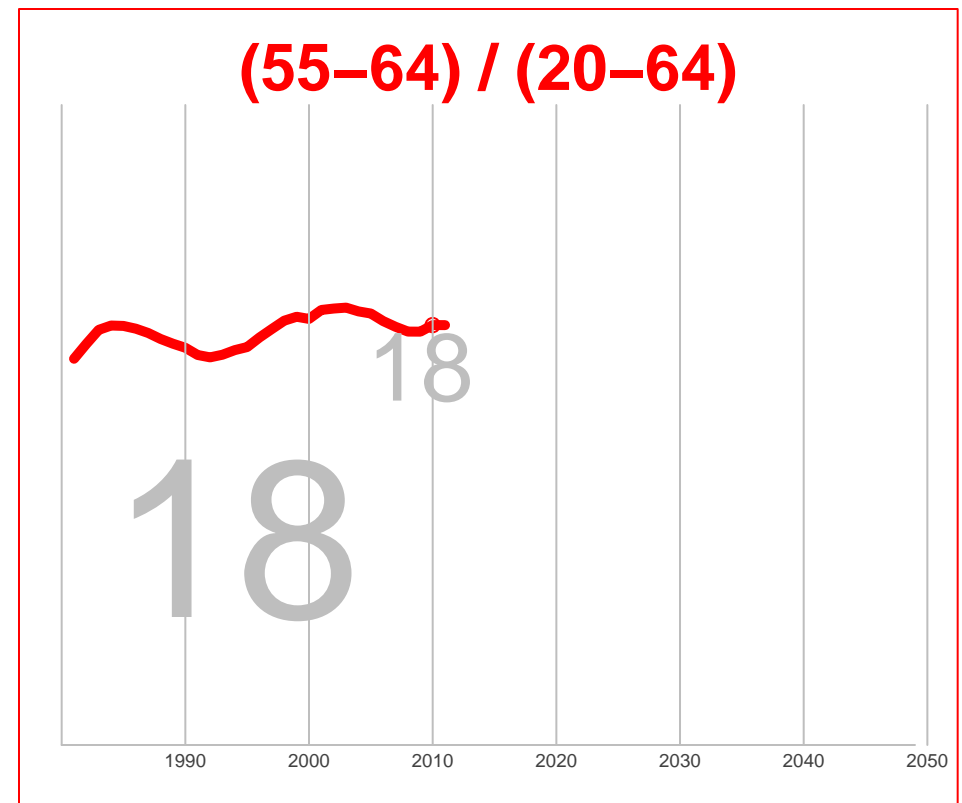
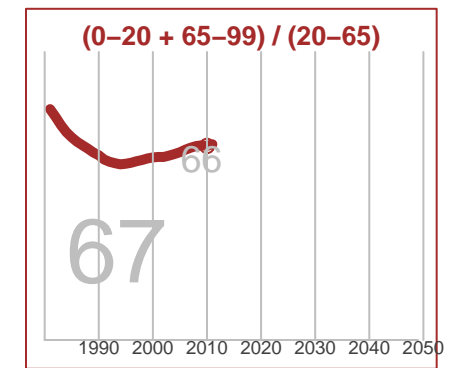
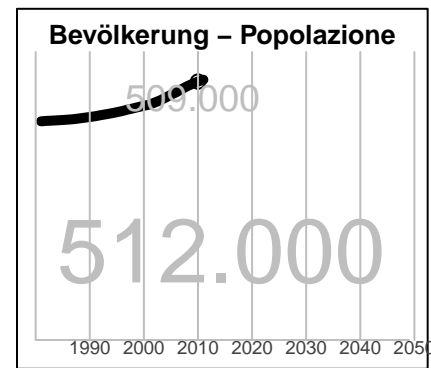
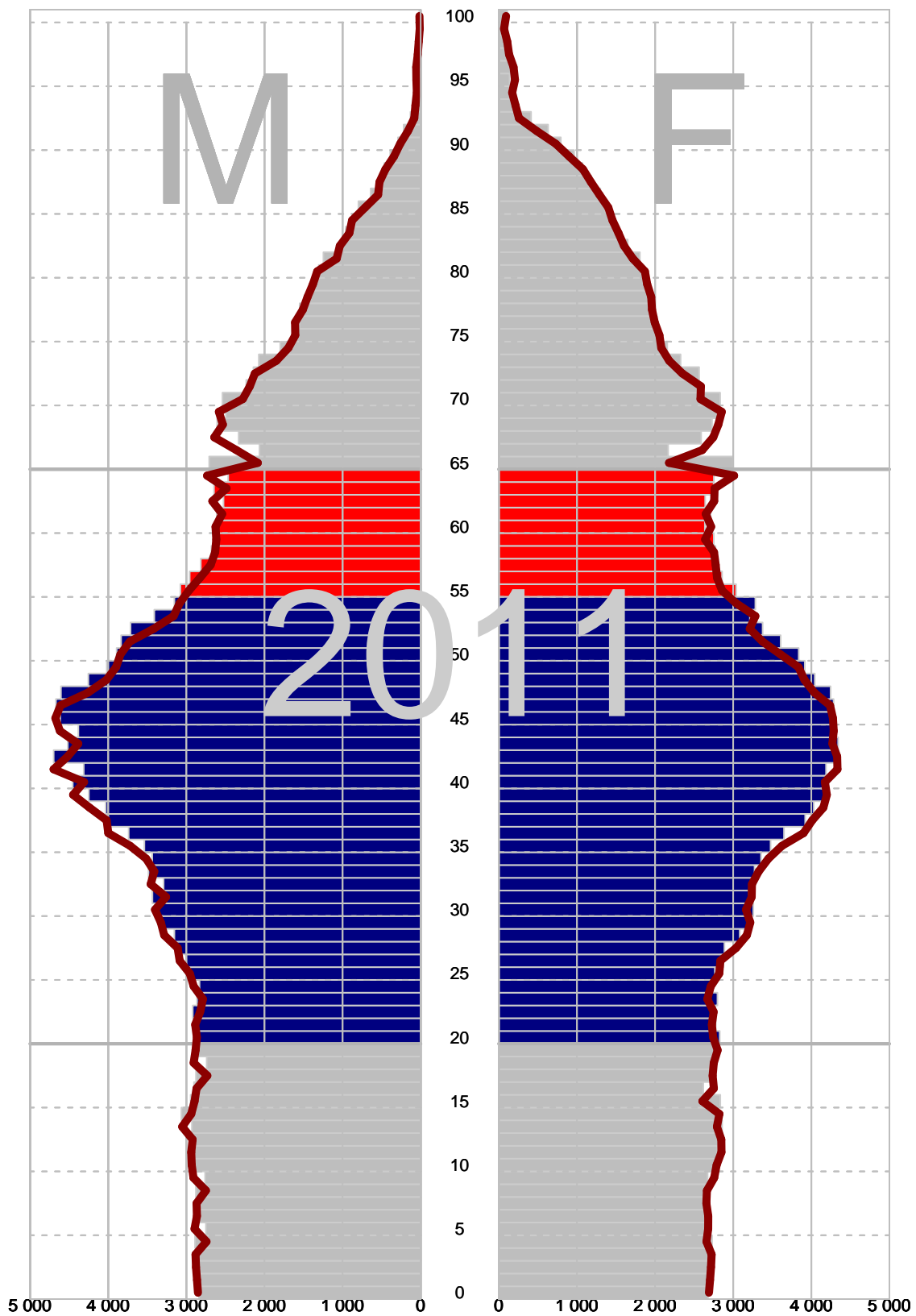
Conclusioni (?)

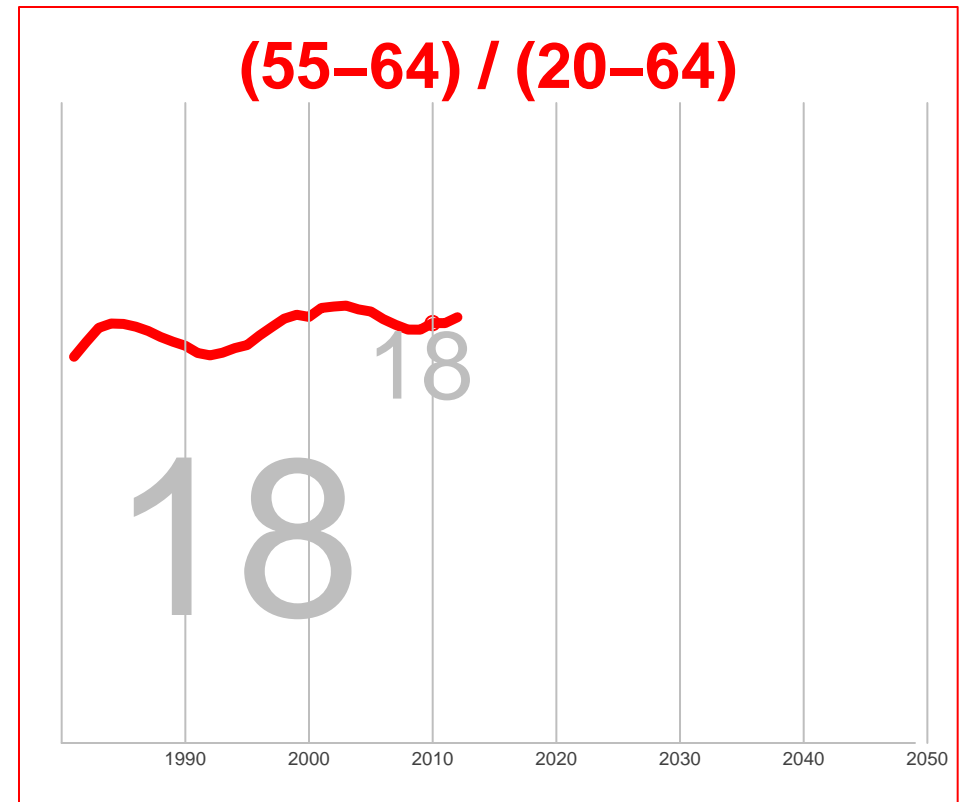
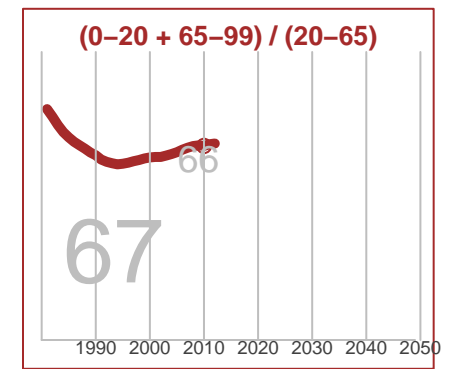
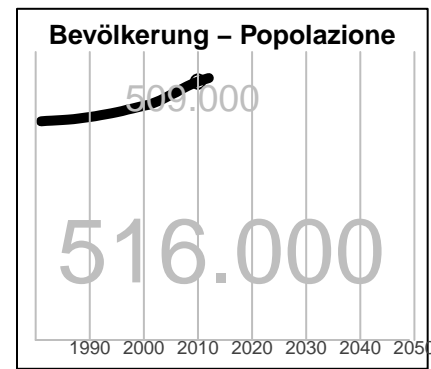
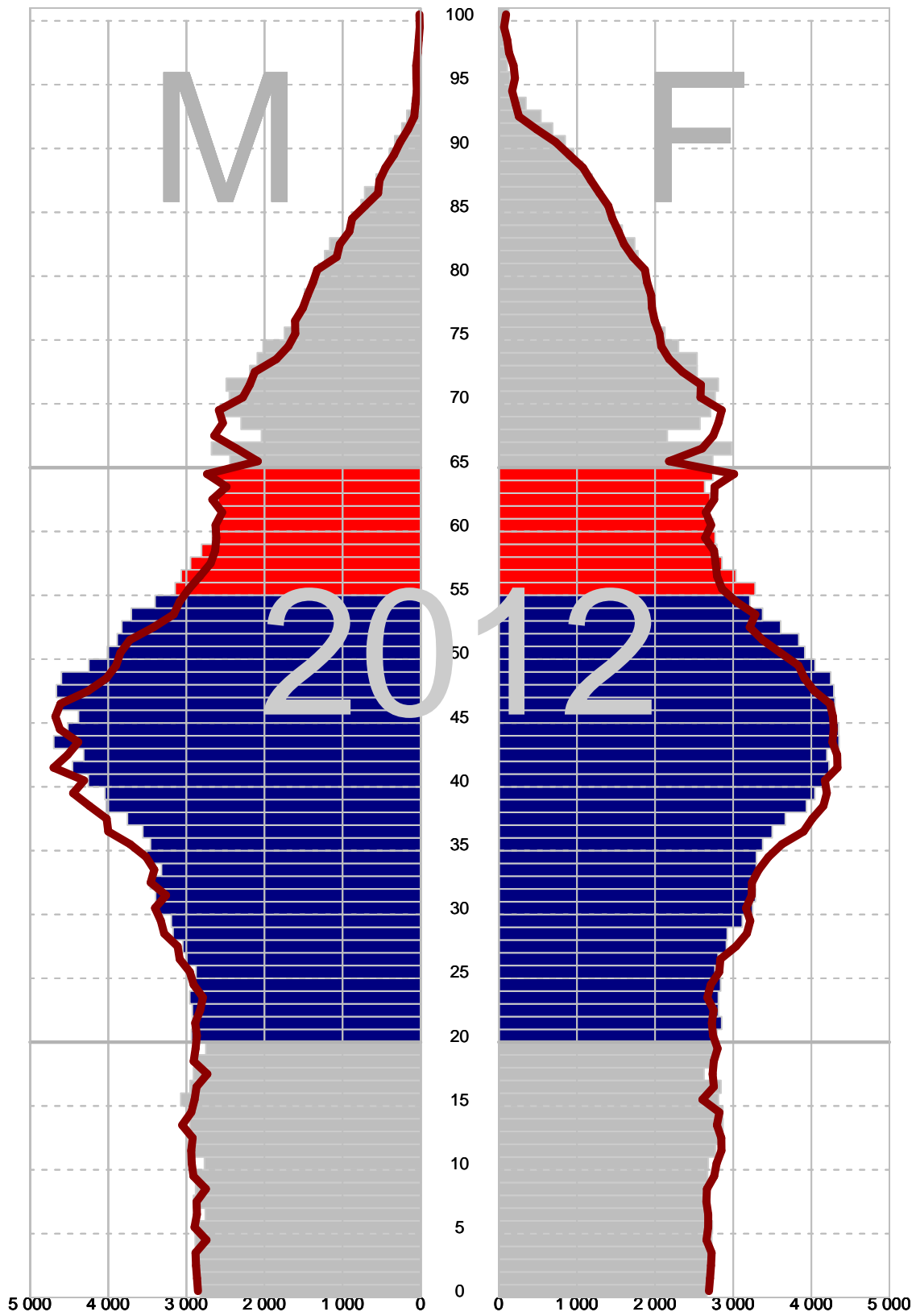
Insufficiente forza lavoro

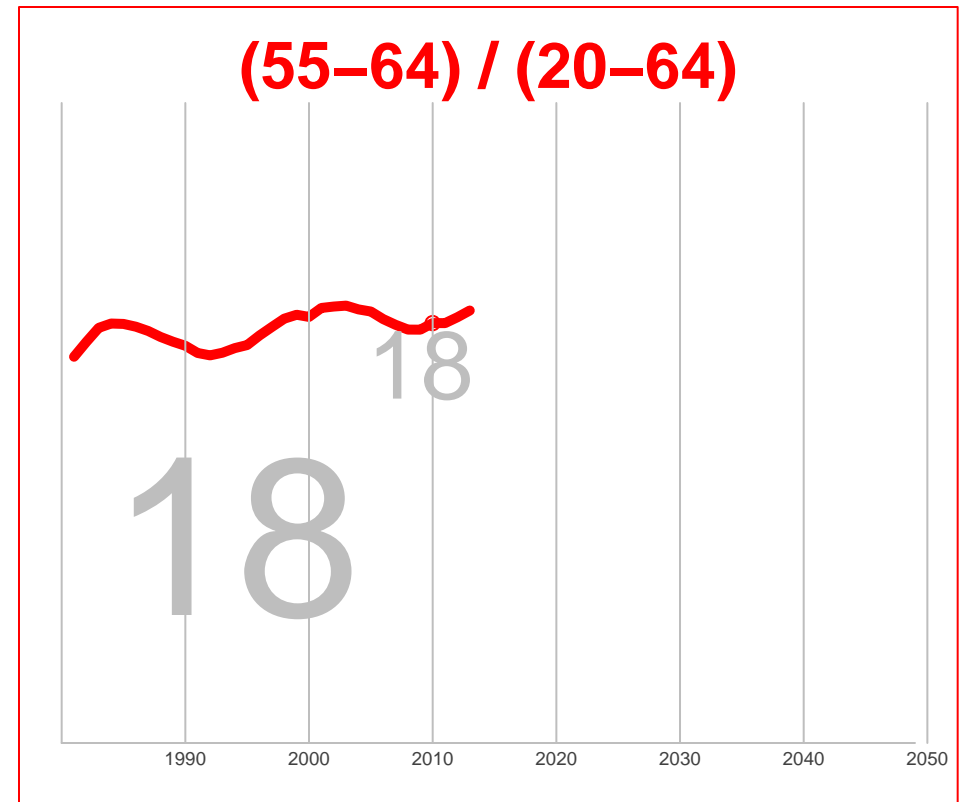
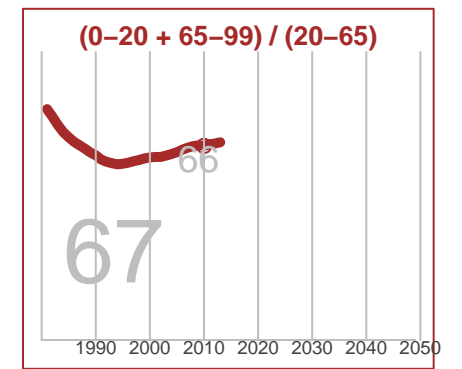
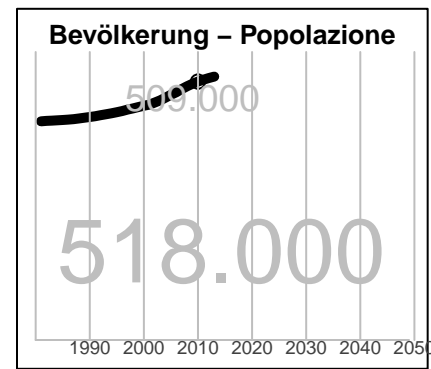
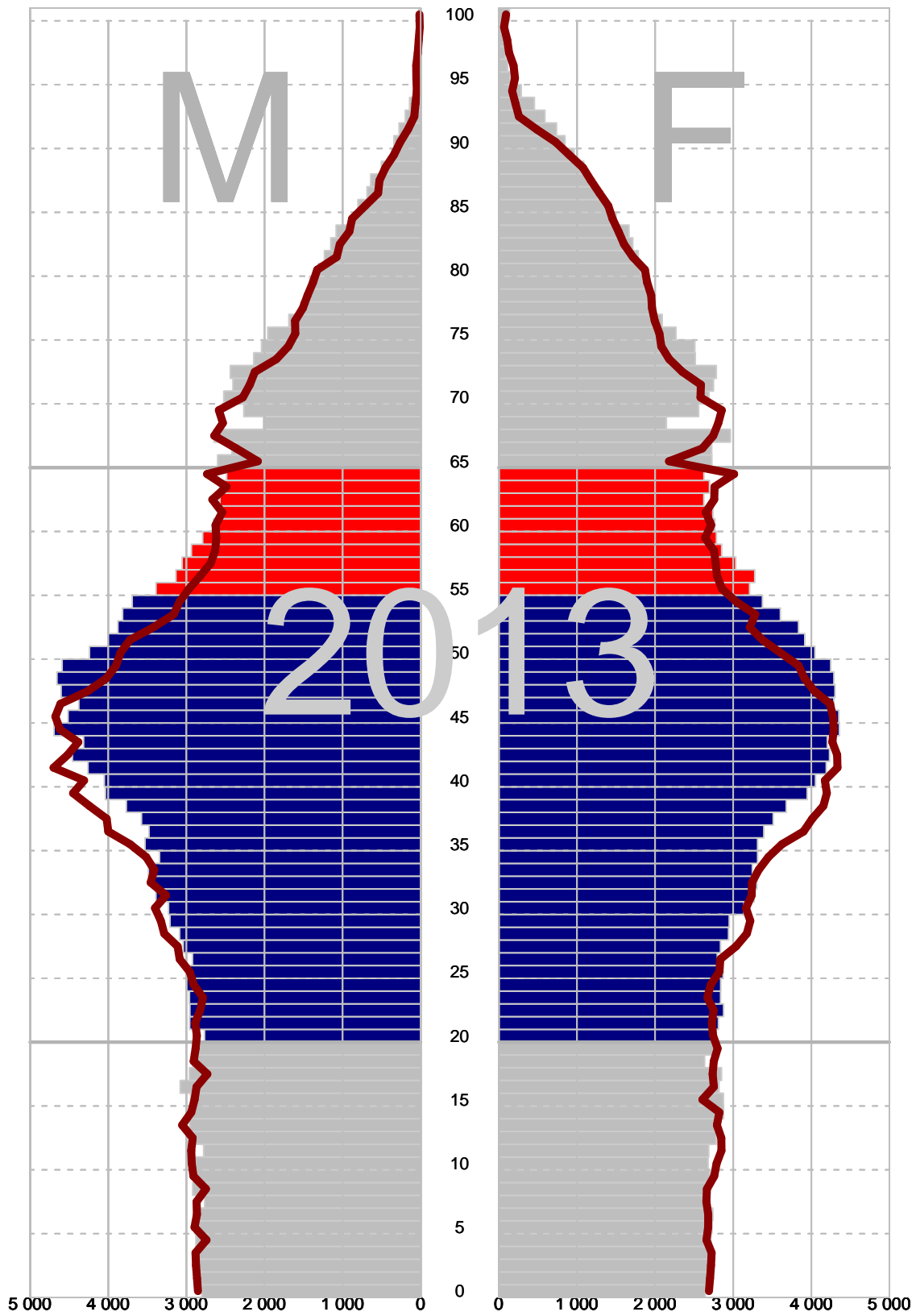
$$\text{PIL/Pop} = \text{PIL/FL} \times \text{FL/Pop}$$

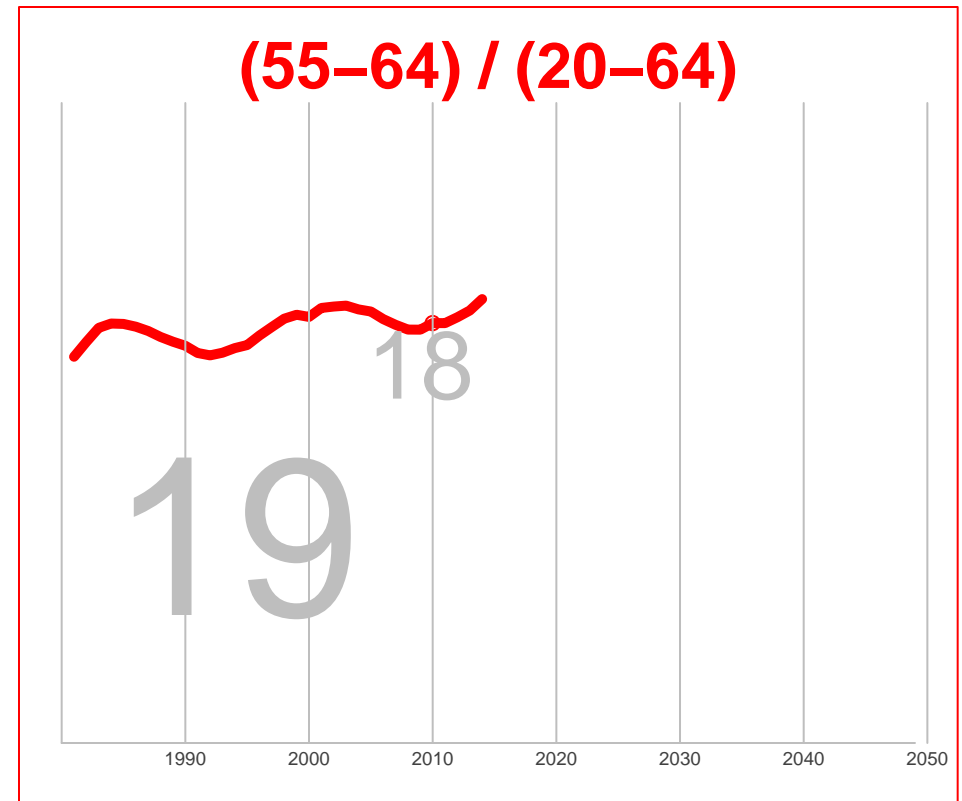
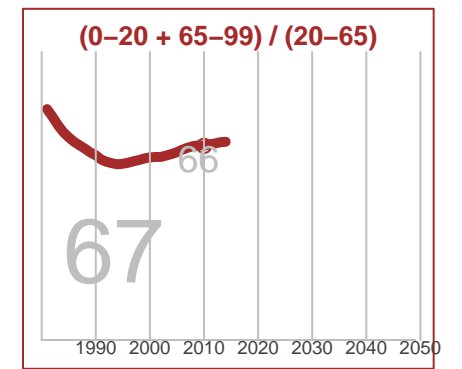
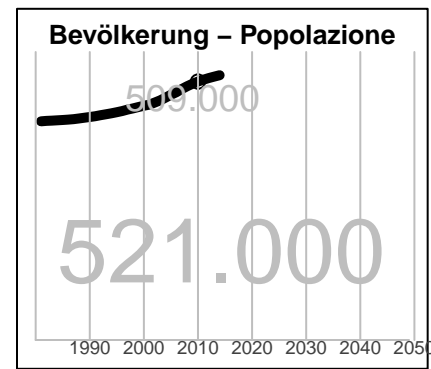
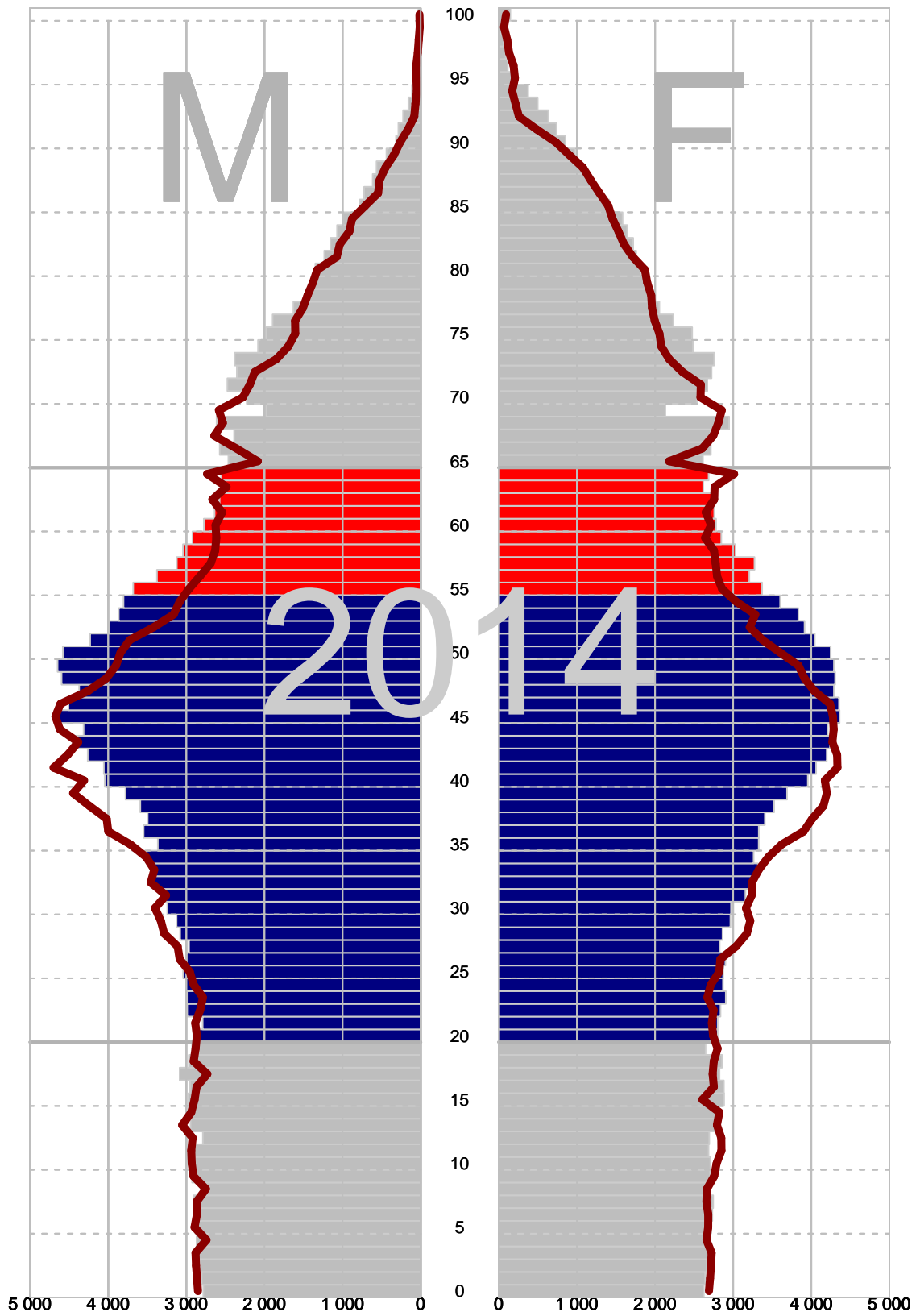
- Calo del benessere (PIL/Pop)
- Allungamento vita lavorativa (FL/Pop)
- Donne: aumentare lavoro retribuito (persone o ore/lavoratrice) (FL/Pop)
- Economia - aumento della produttività (PIL/FL): settori / tecnologia / organizzazione
- Giovani: lavorare prima
- Giovani: aumentare “produttività” dello studio
- Forza lavoro potenziale: accettarne le condizioni (numero ore lavorabili, flessibilità orari, vicinanza, ecc.)
- Immigrazione: soluzione solo di breve periodo

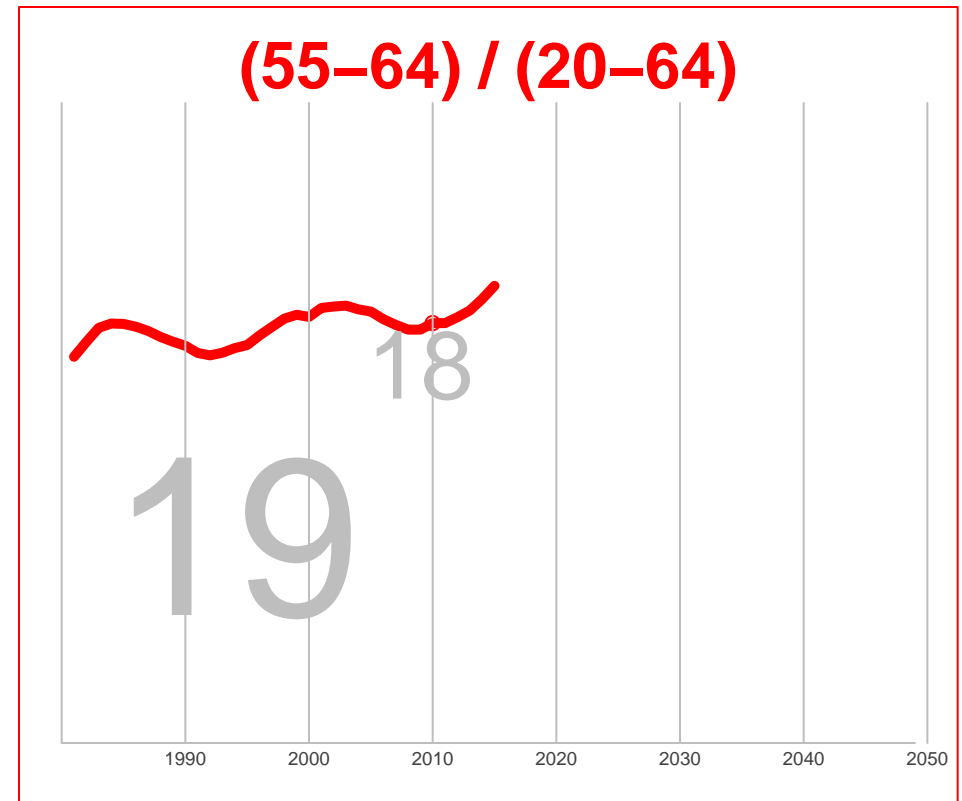
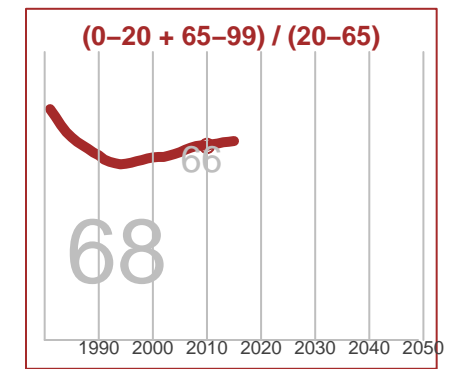
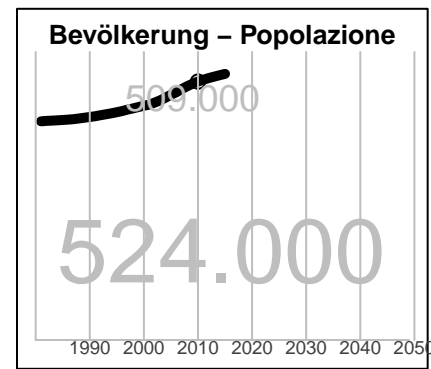
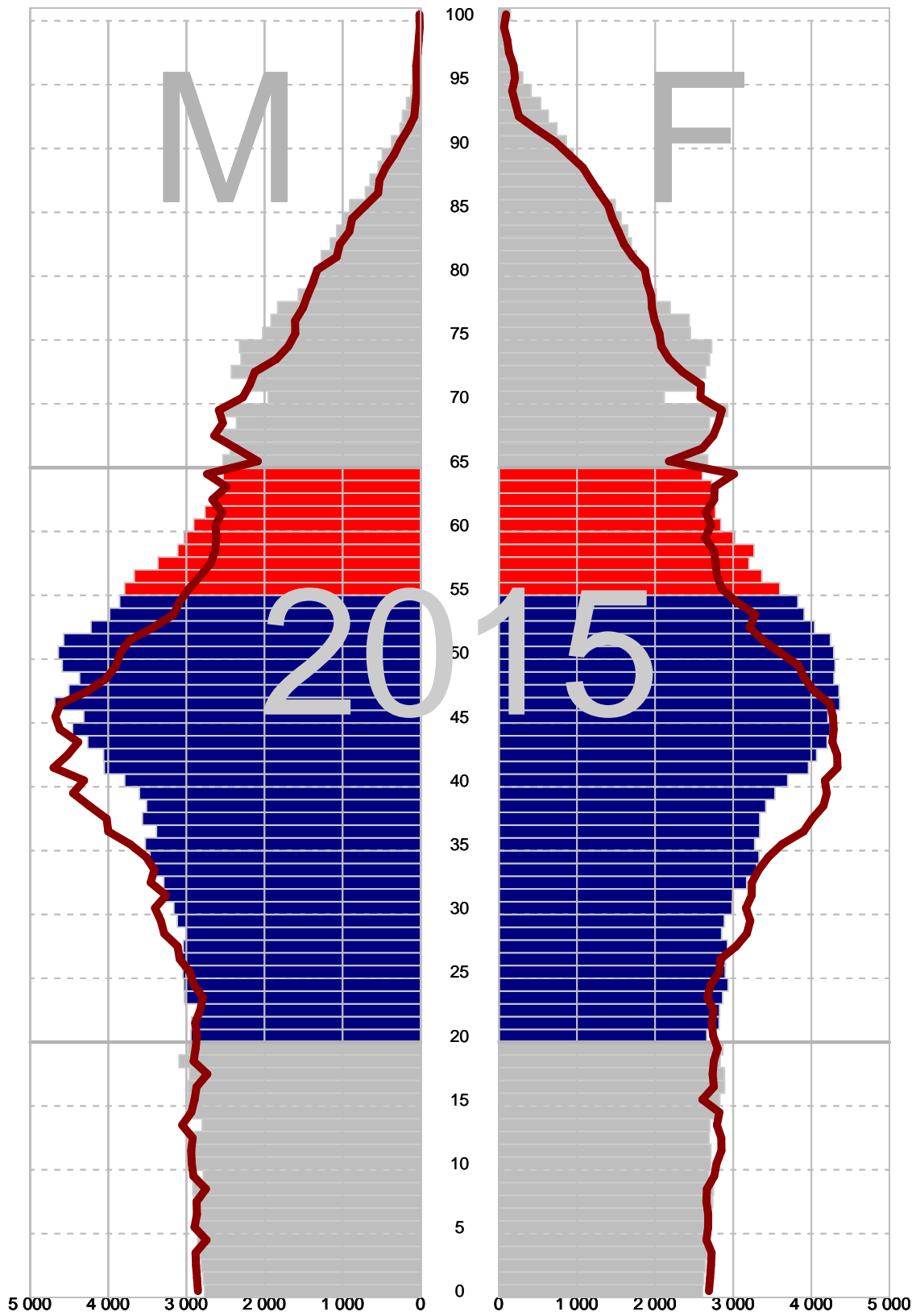


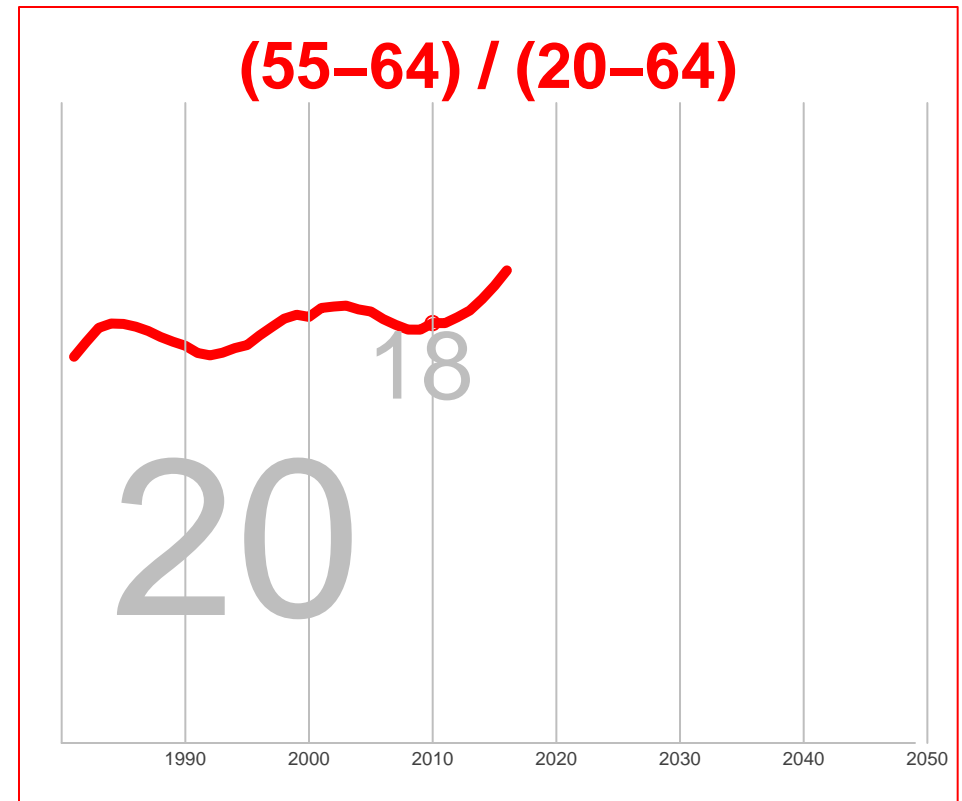
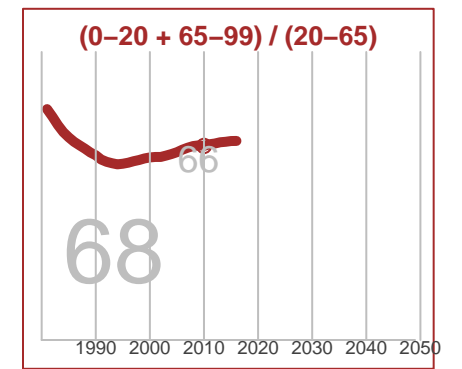
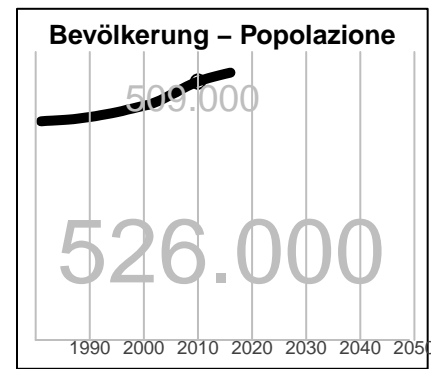
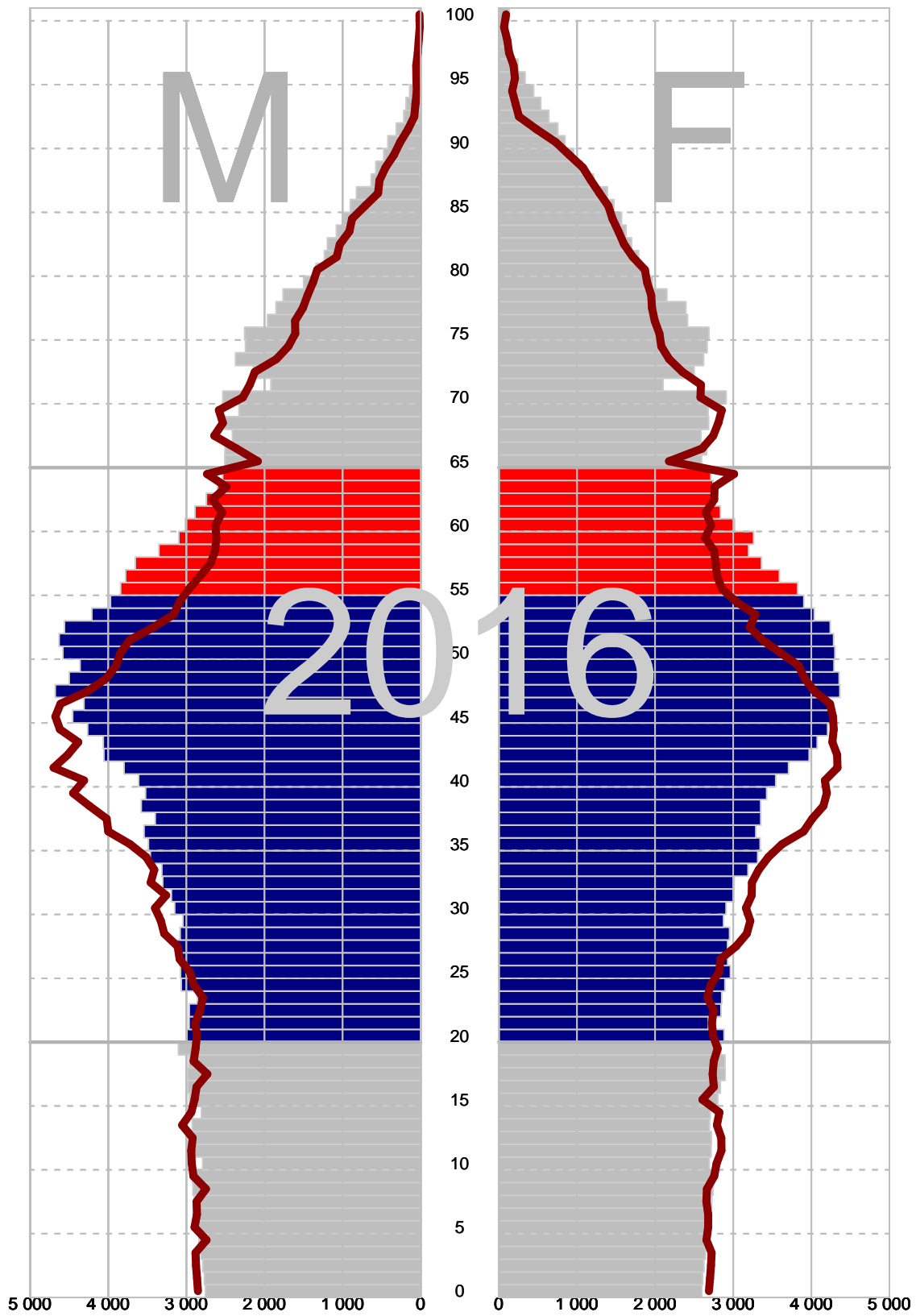


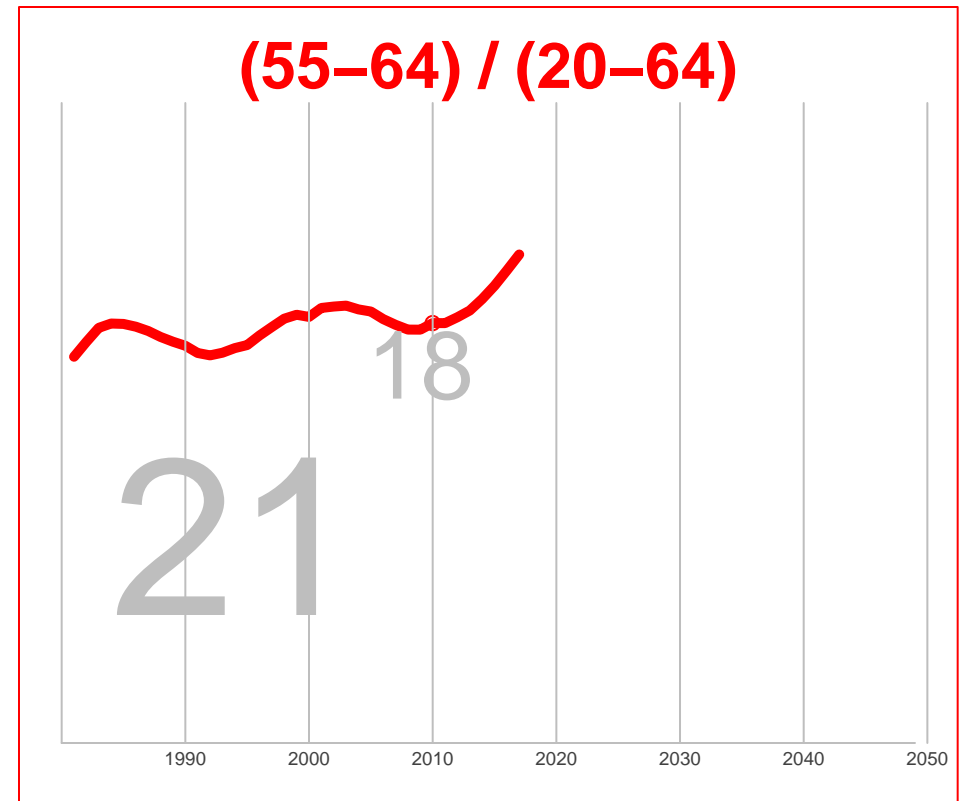
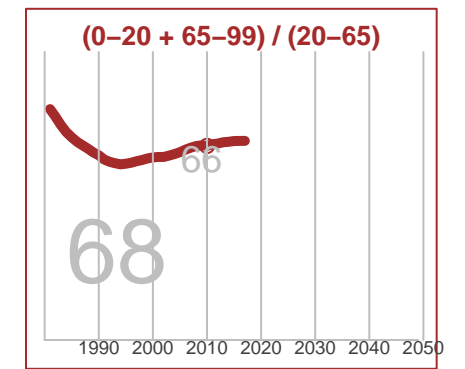
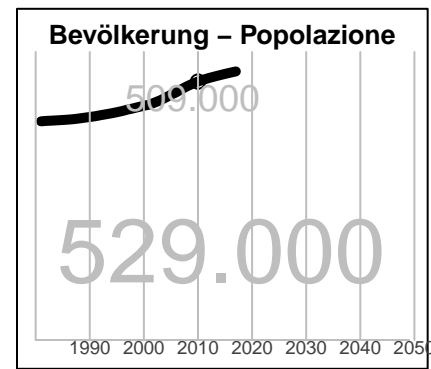
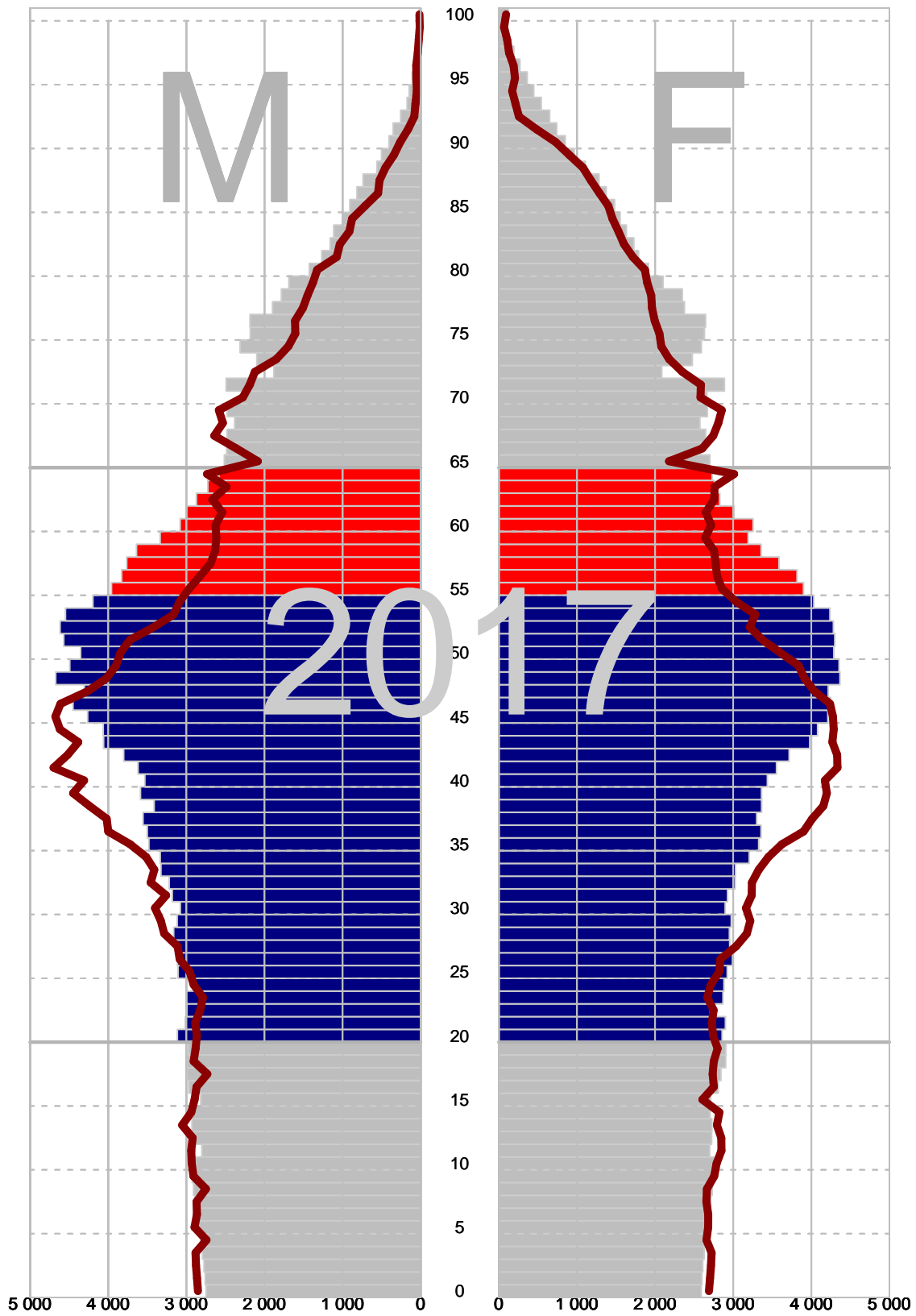


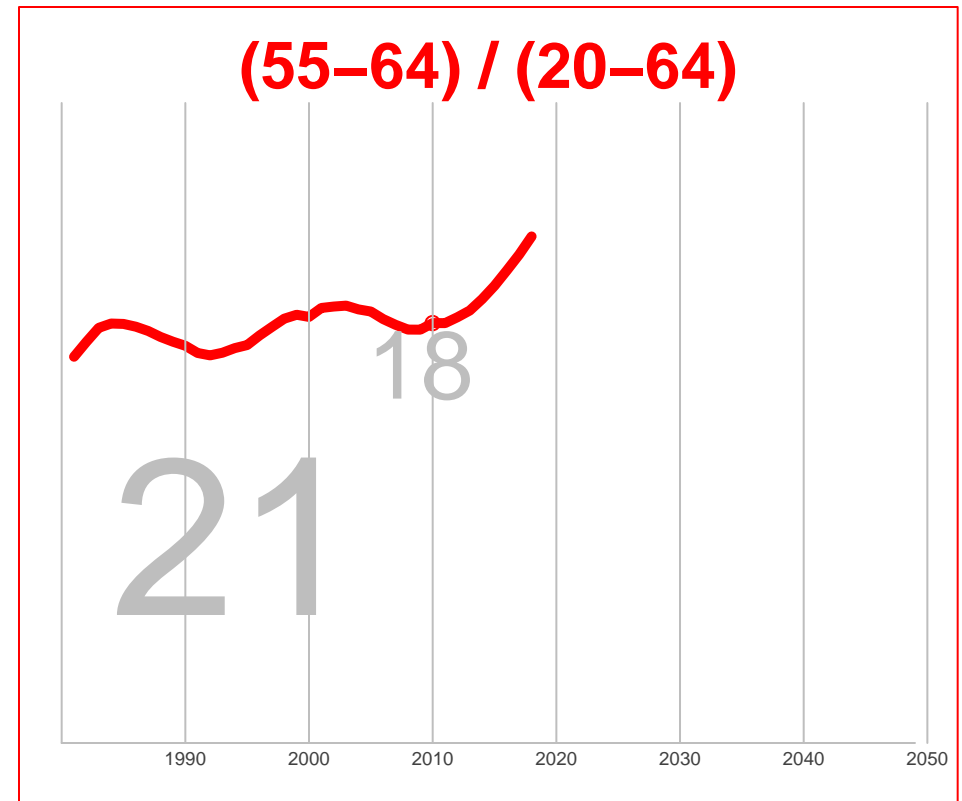
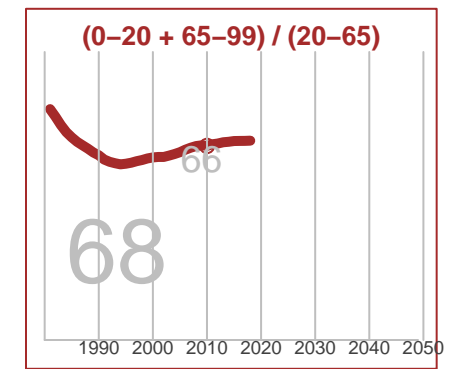
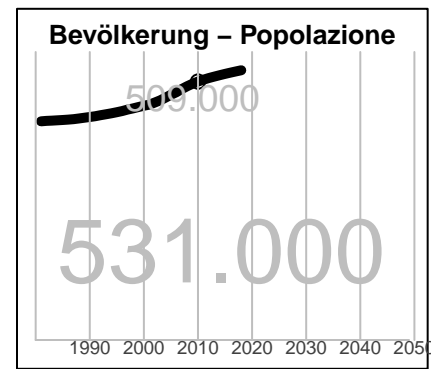
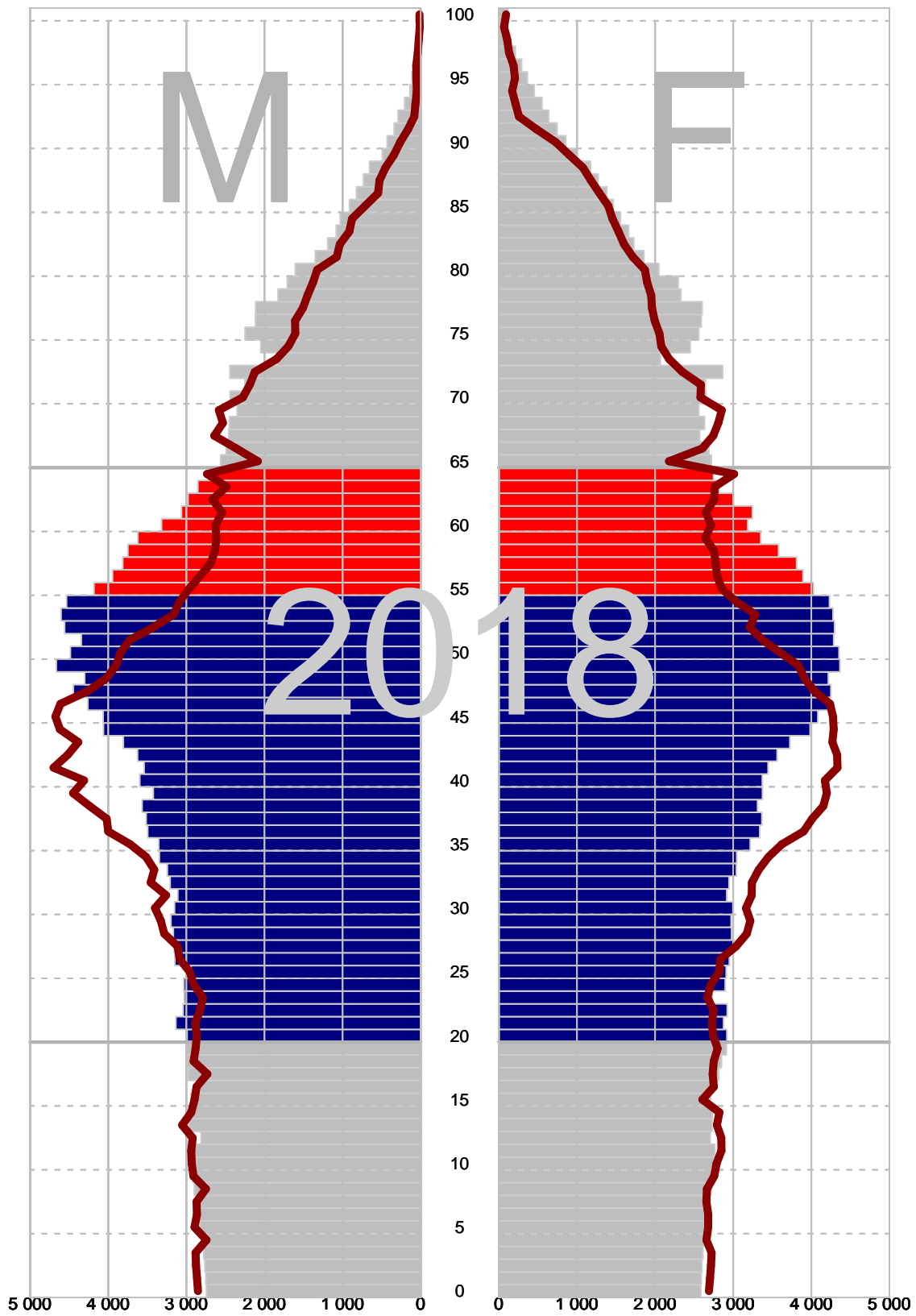


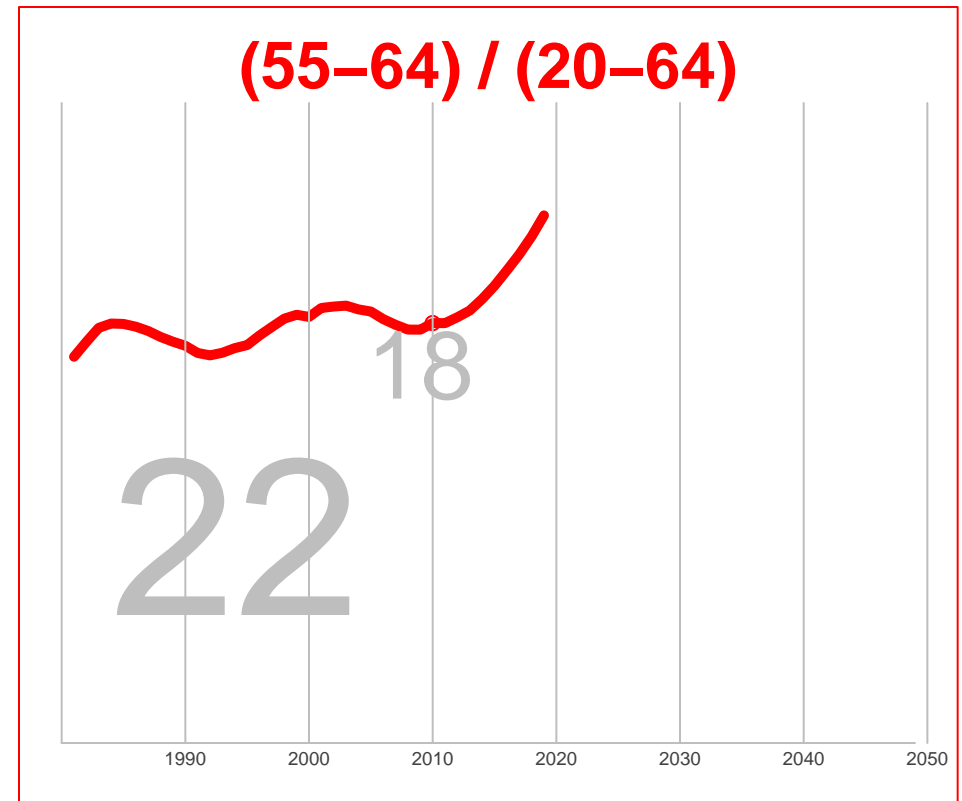
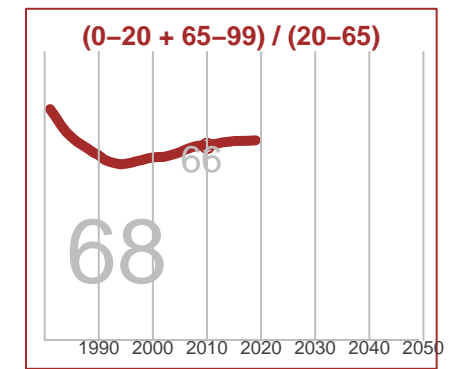
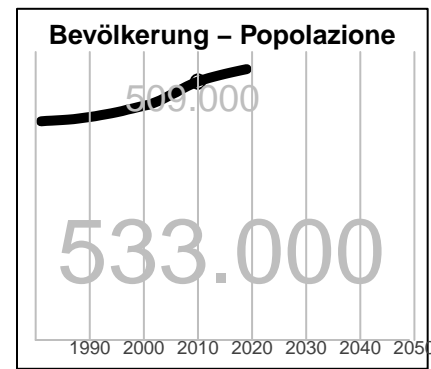
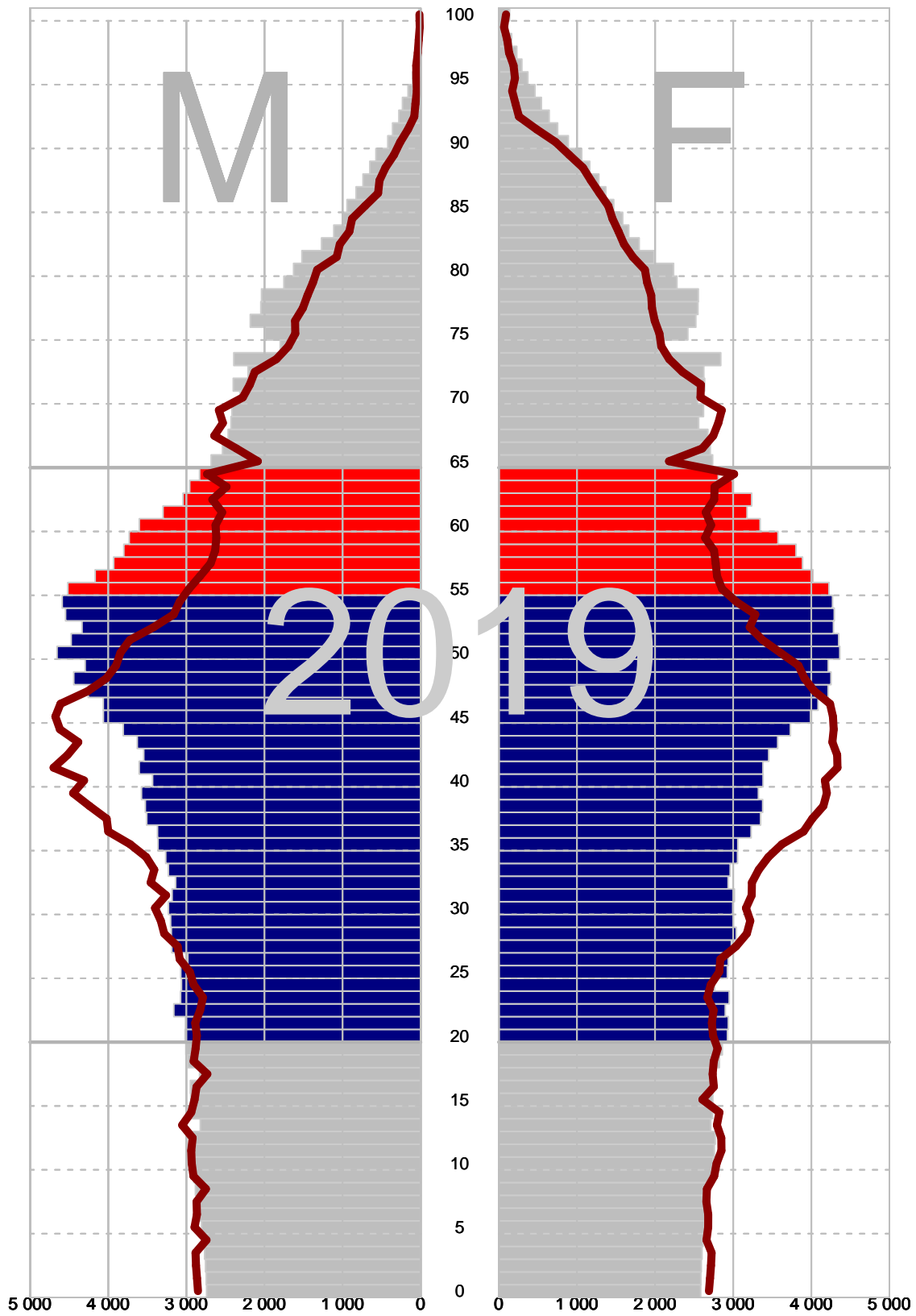


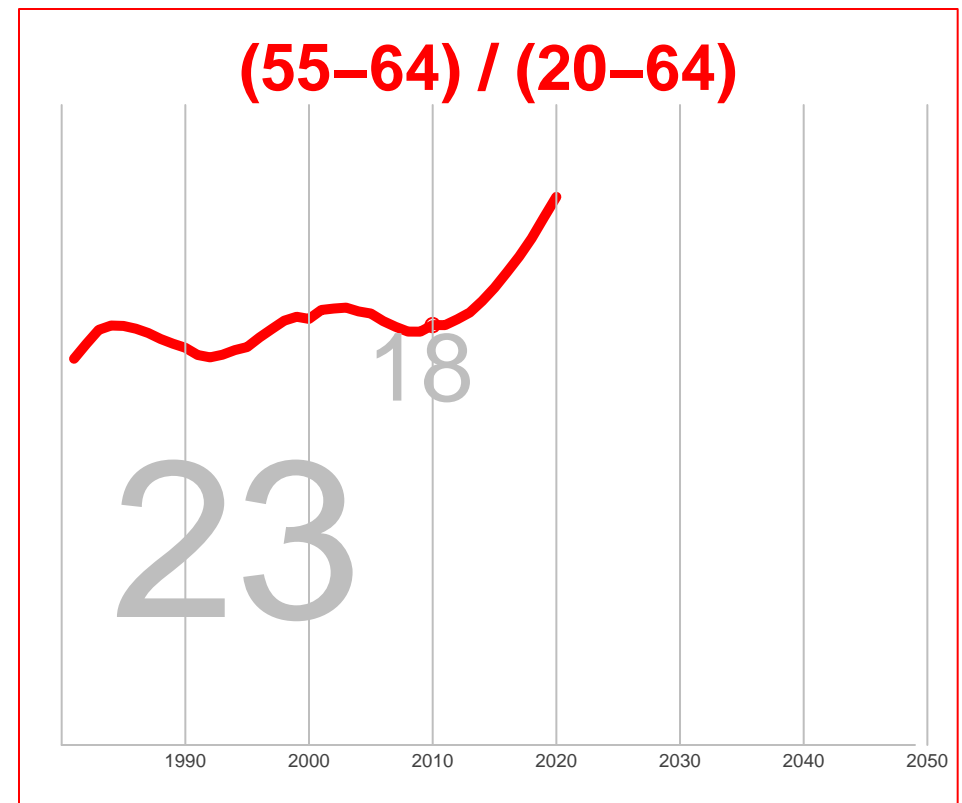
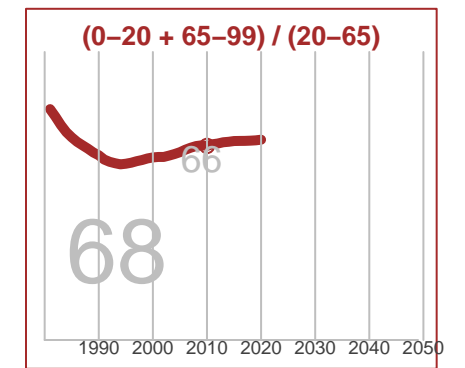
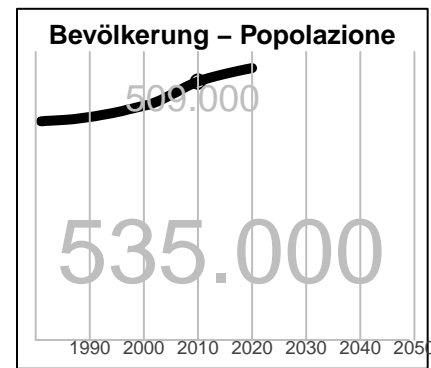
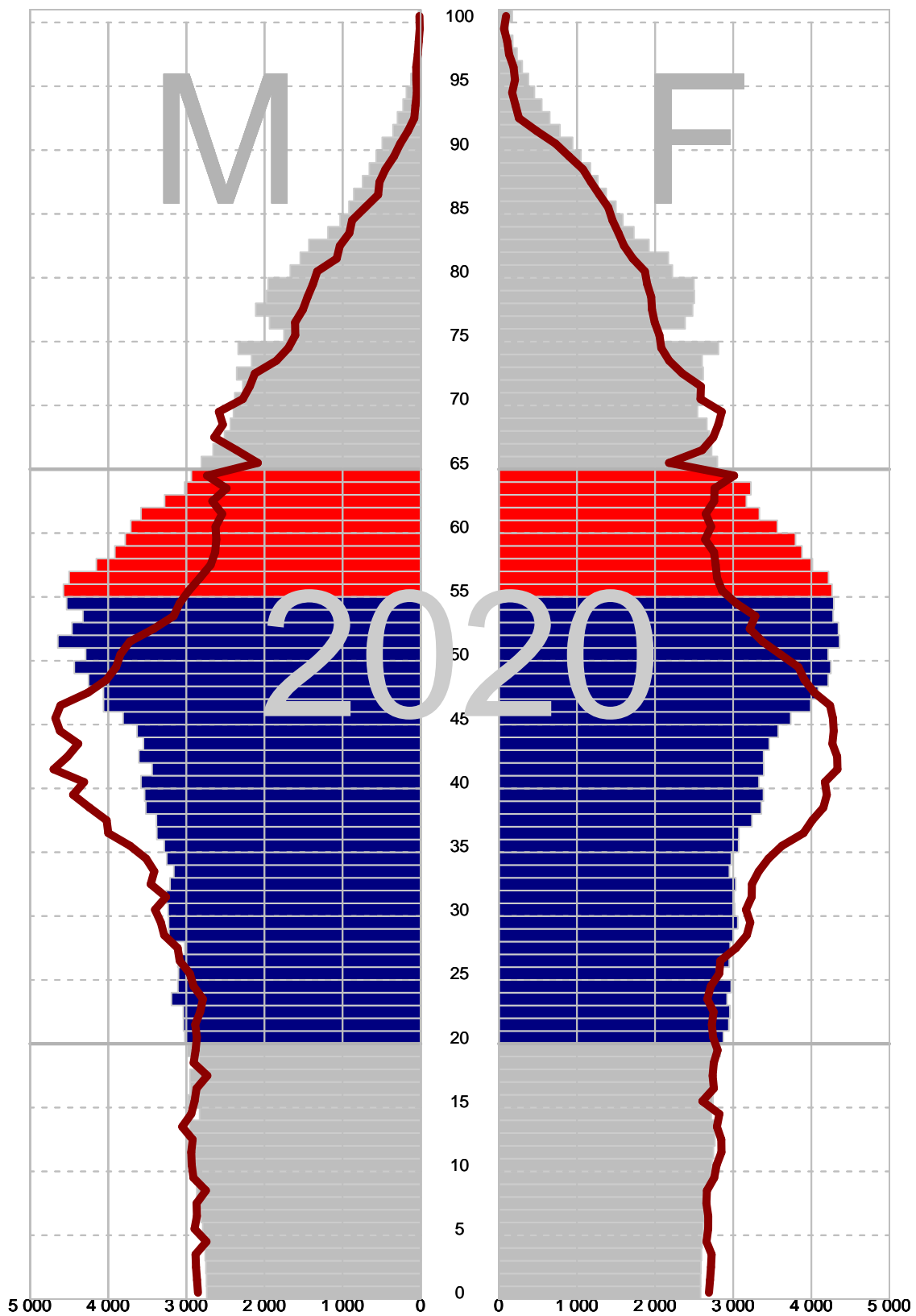


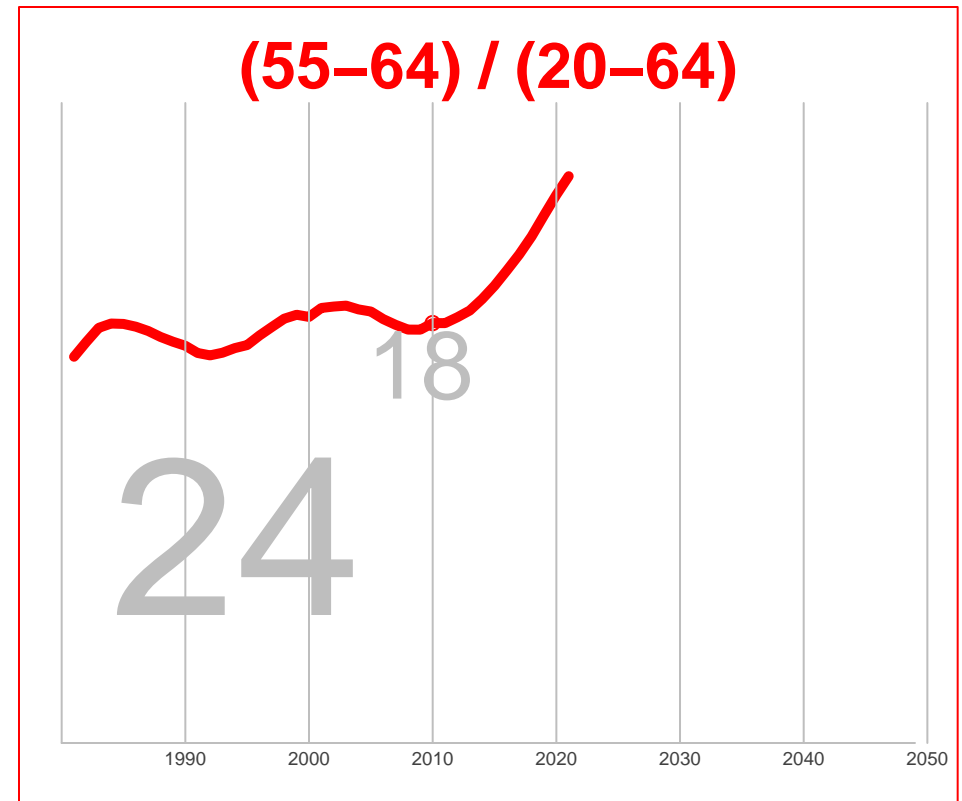
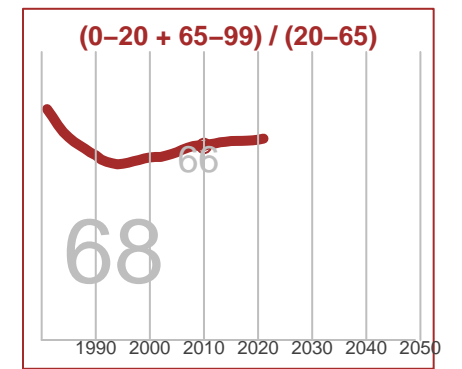
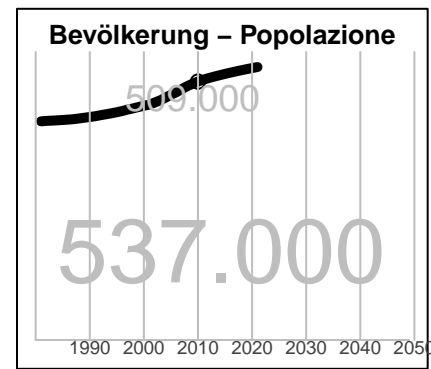
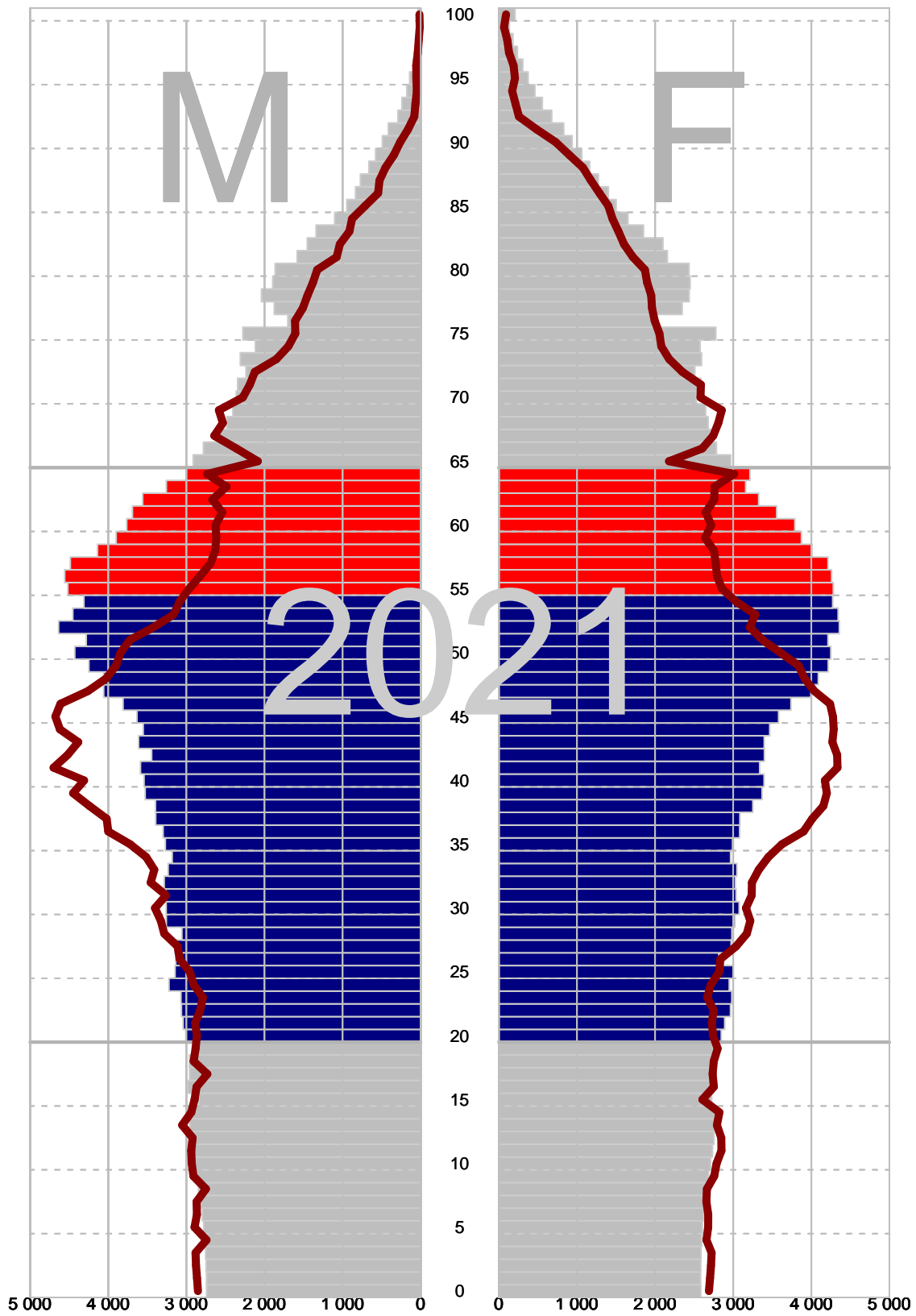


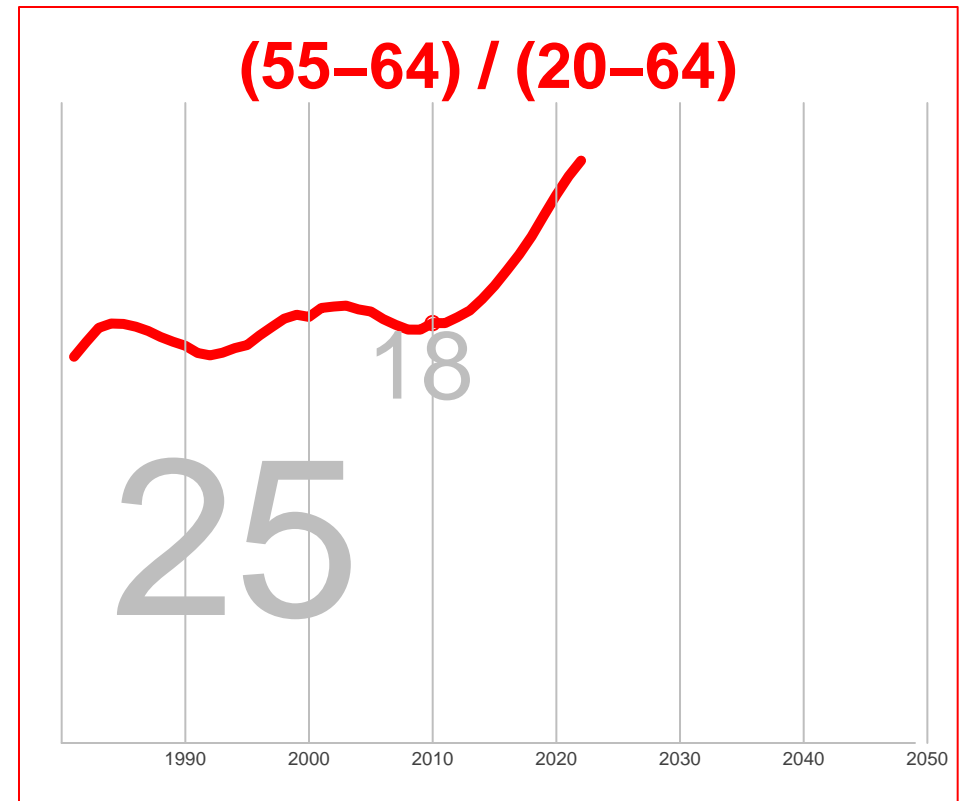
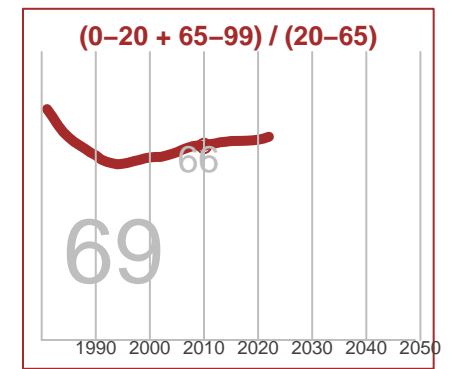
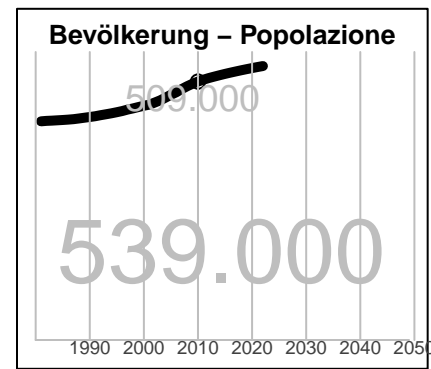
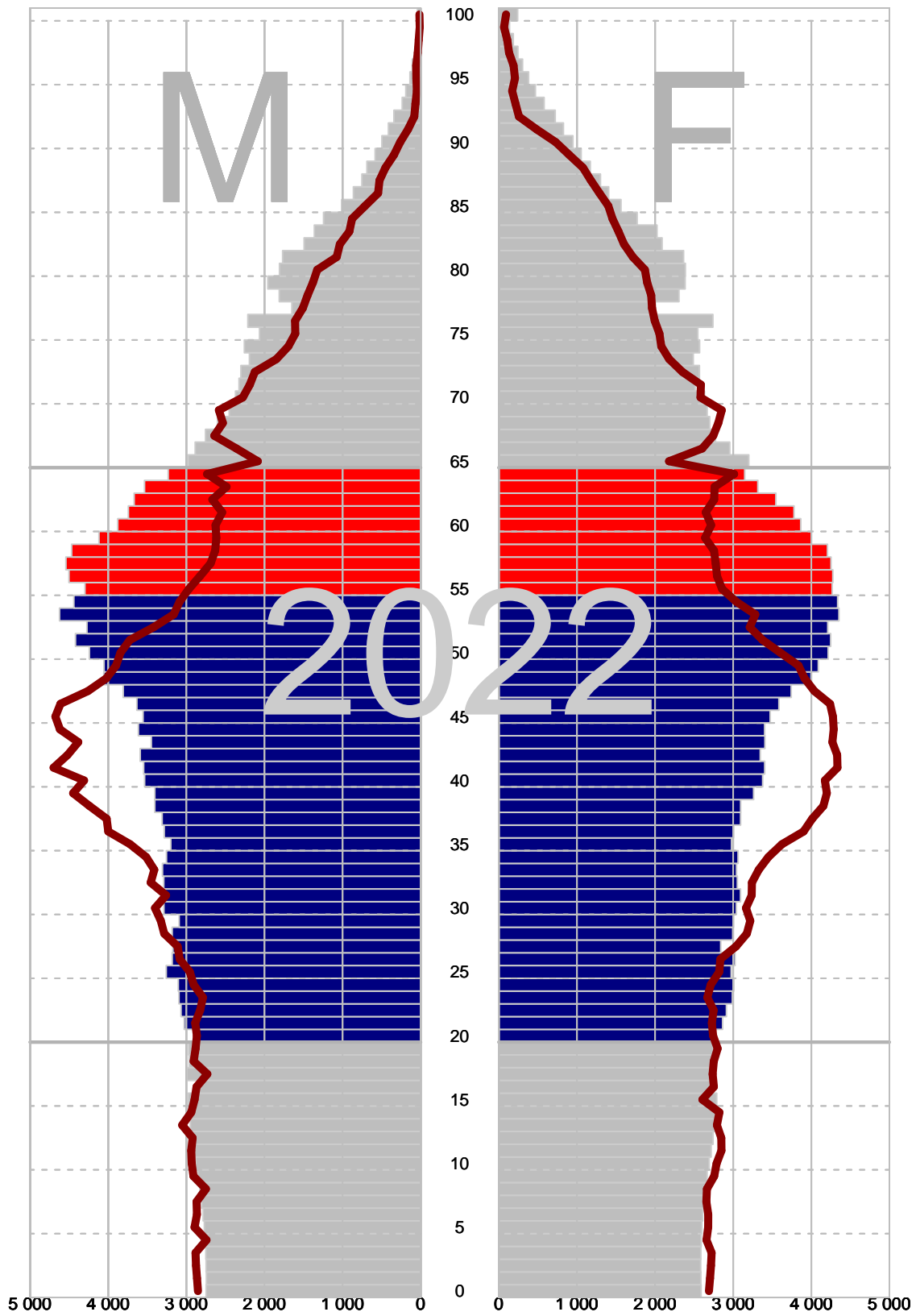


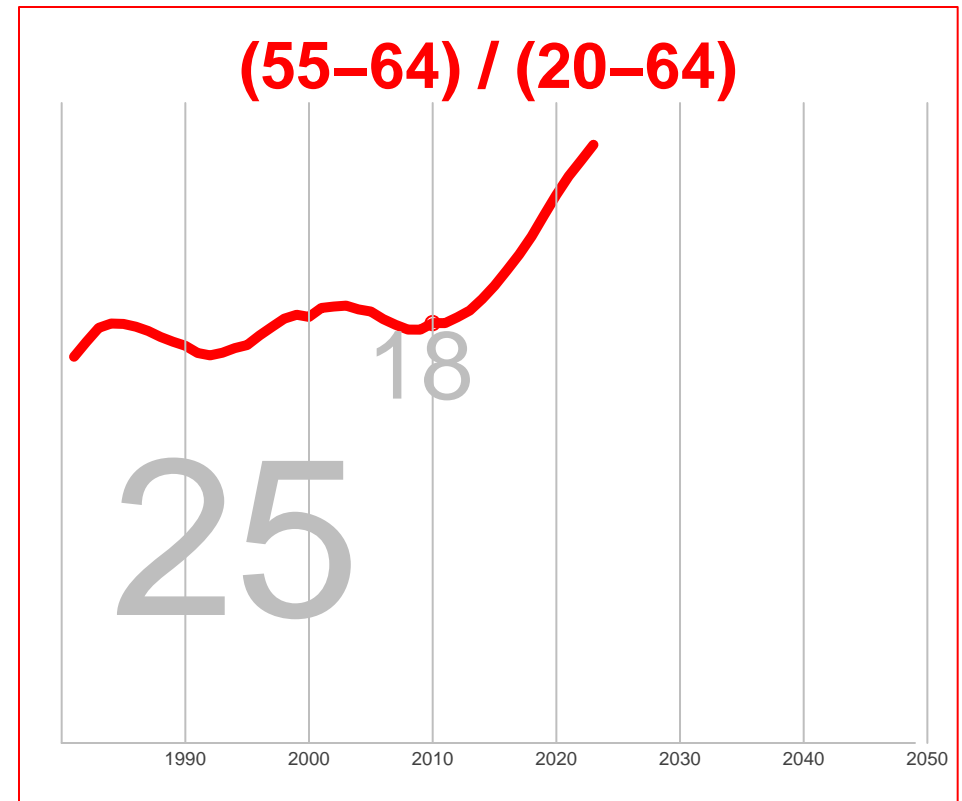
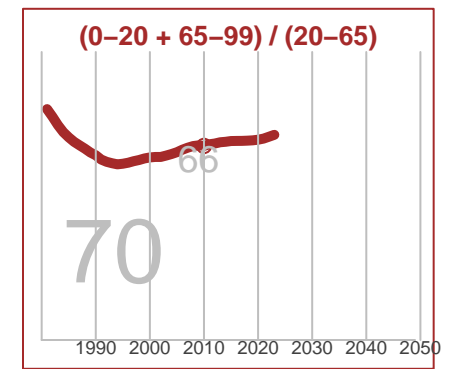
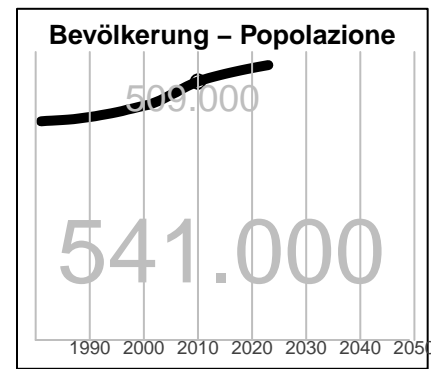
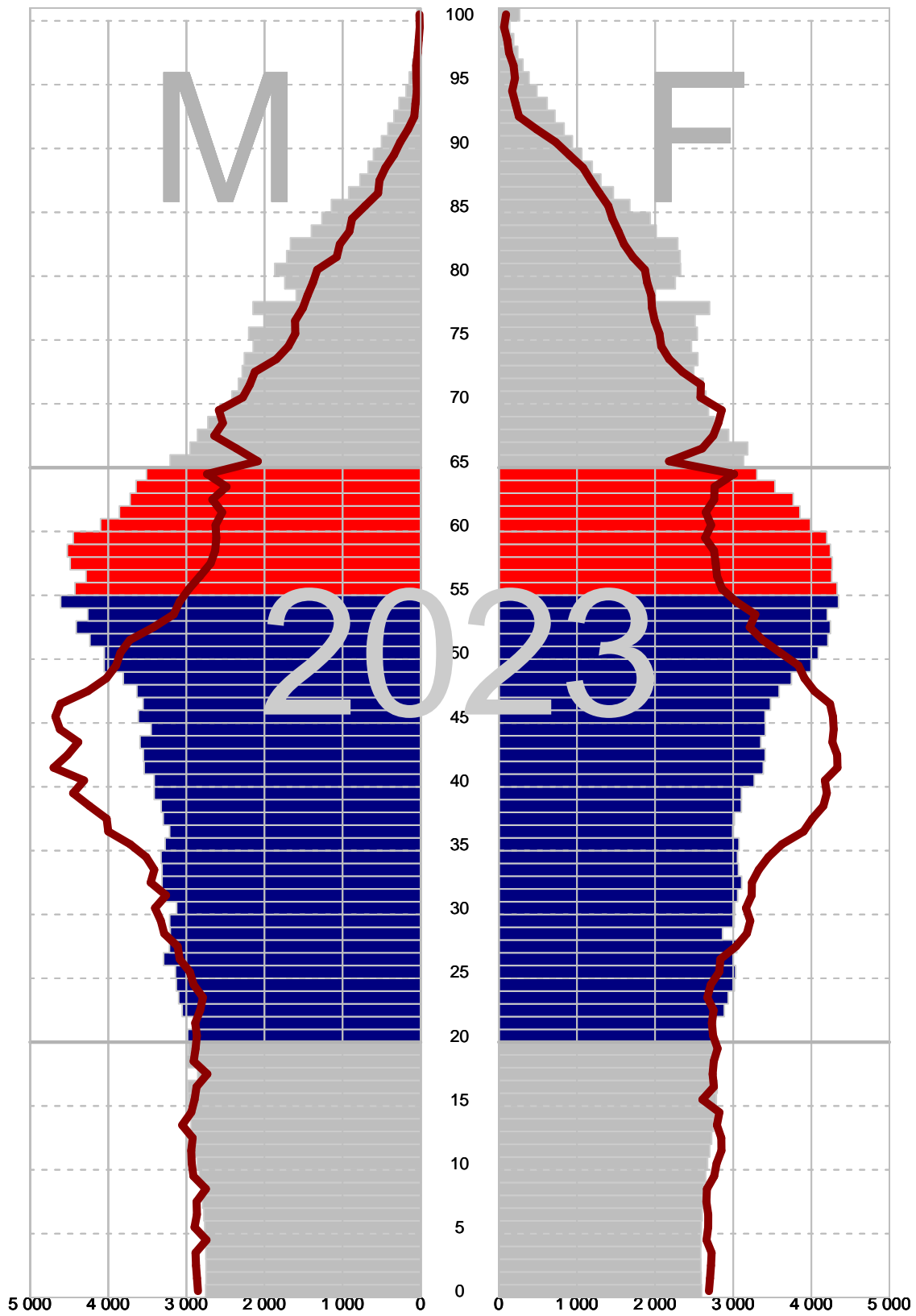


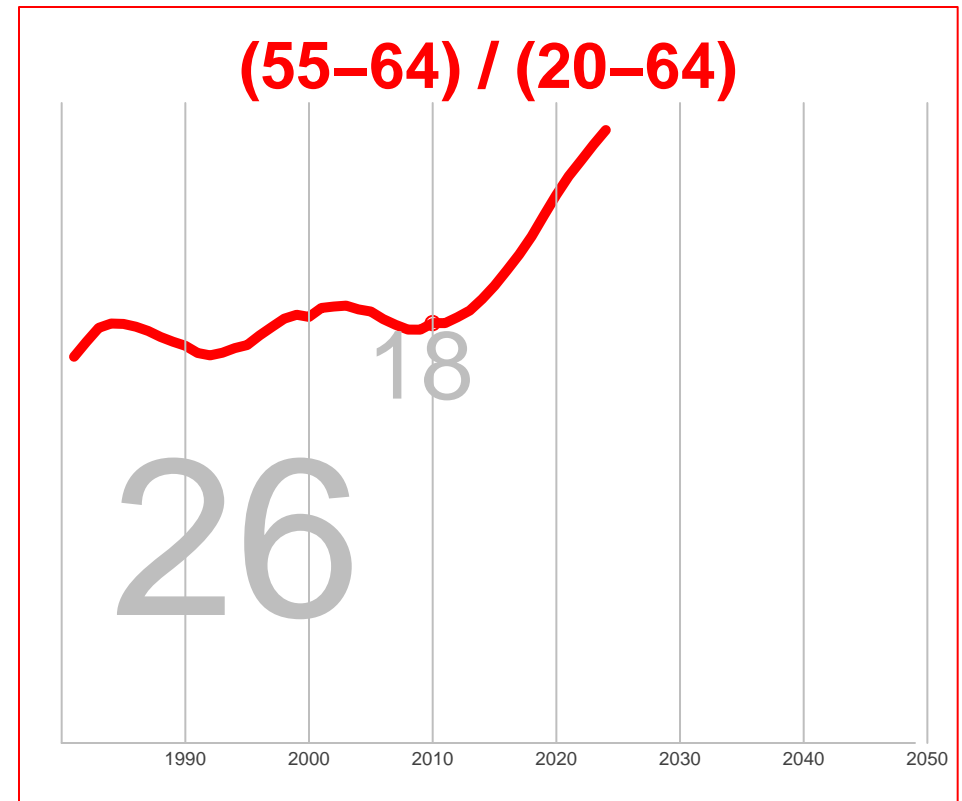
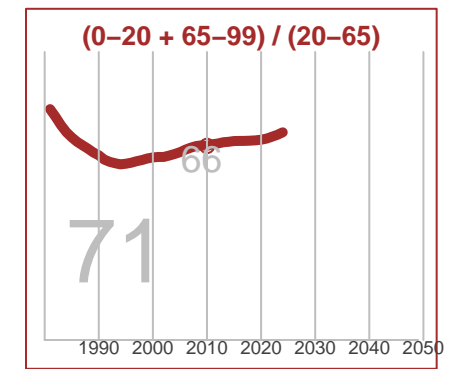
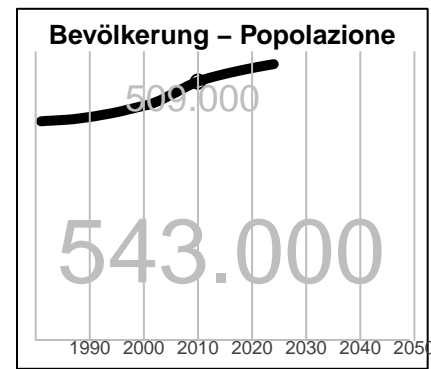
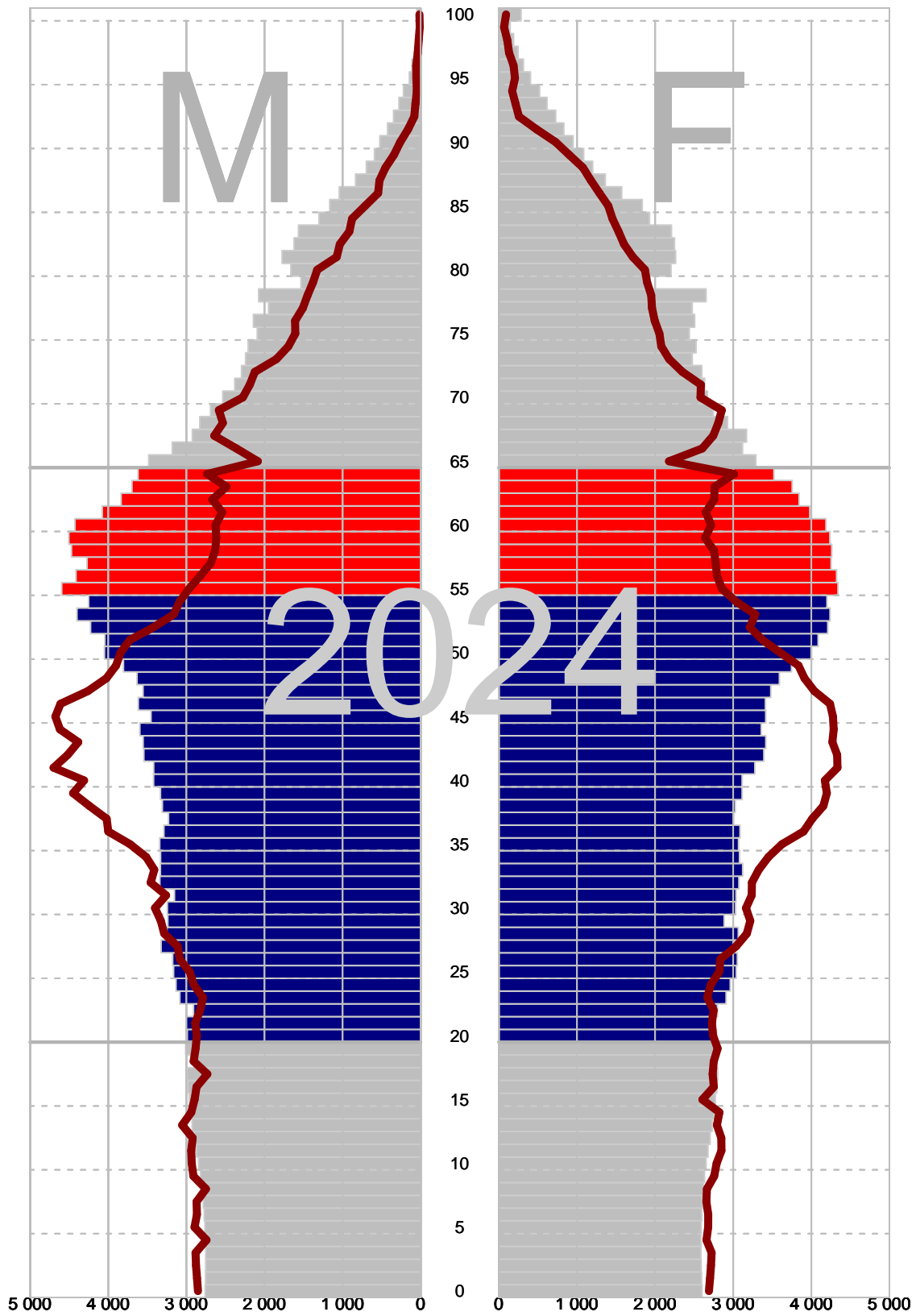


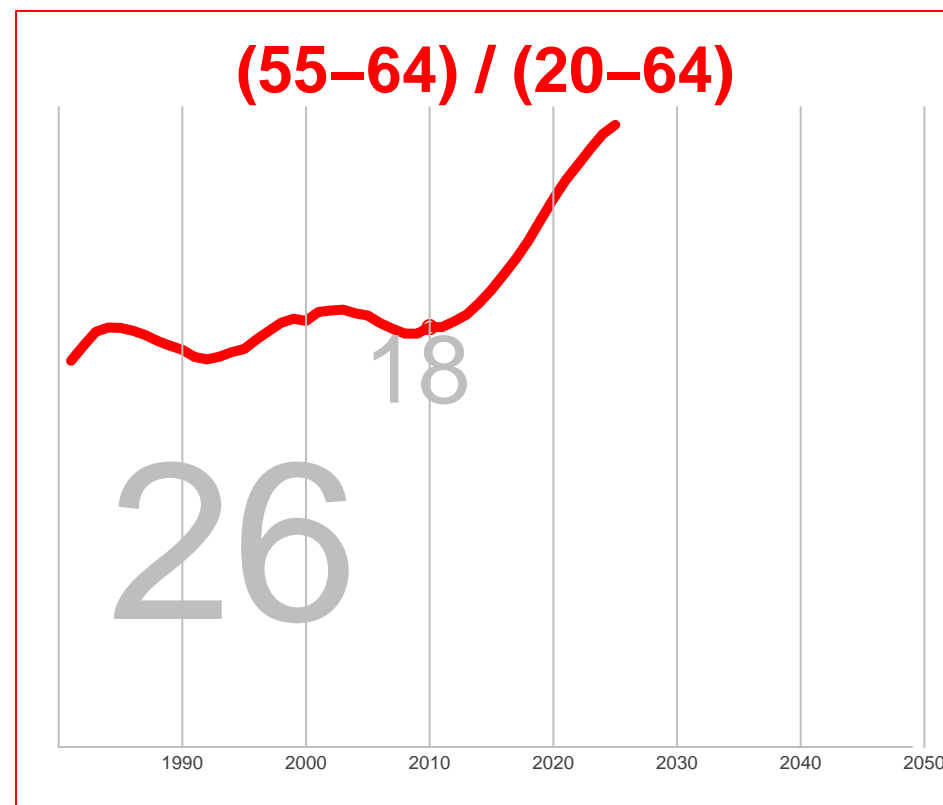
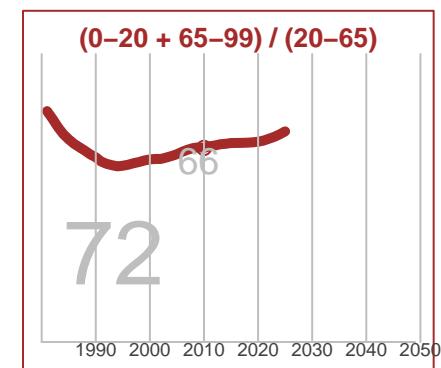
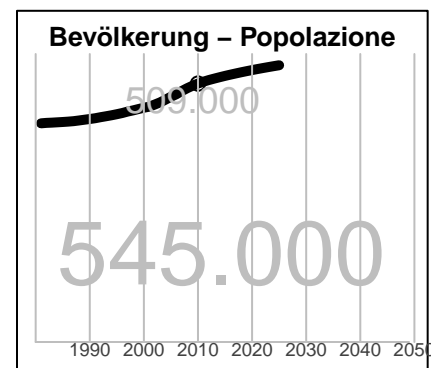
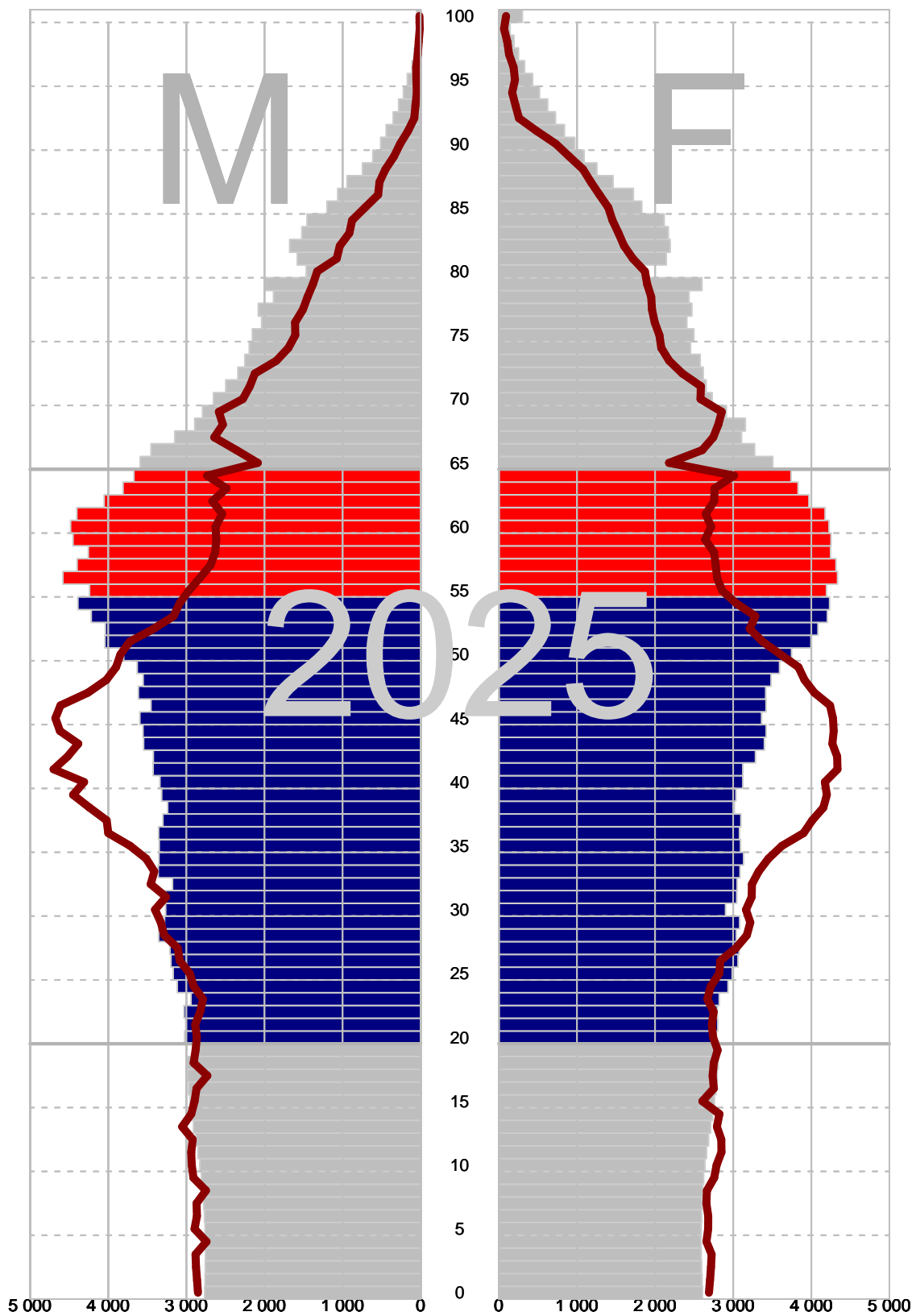


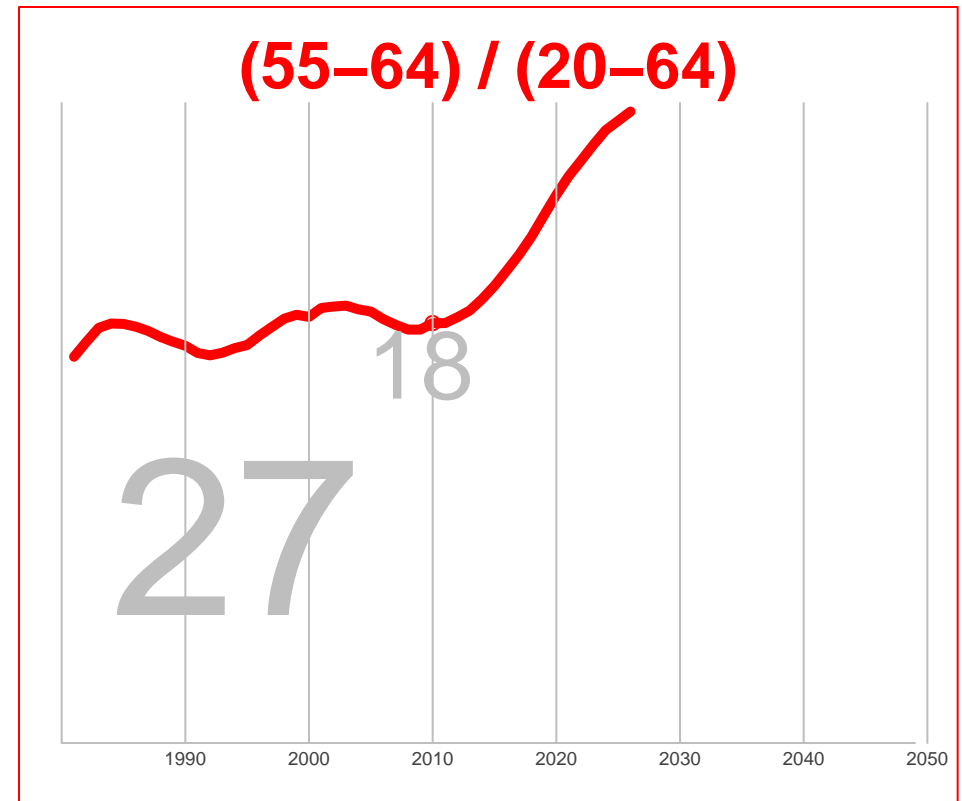
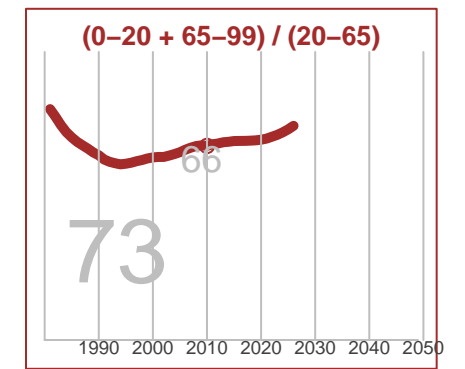
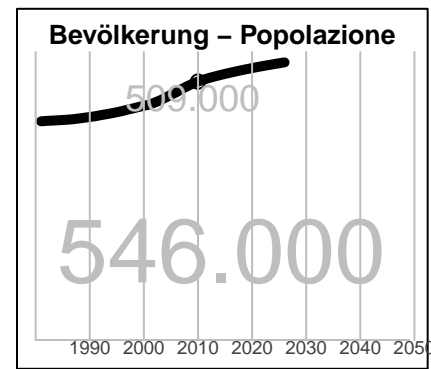
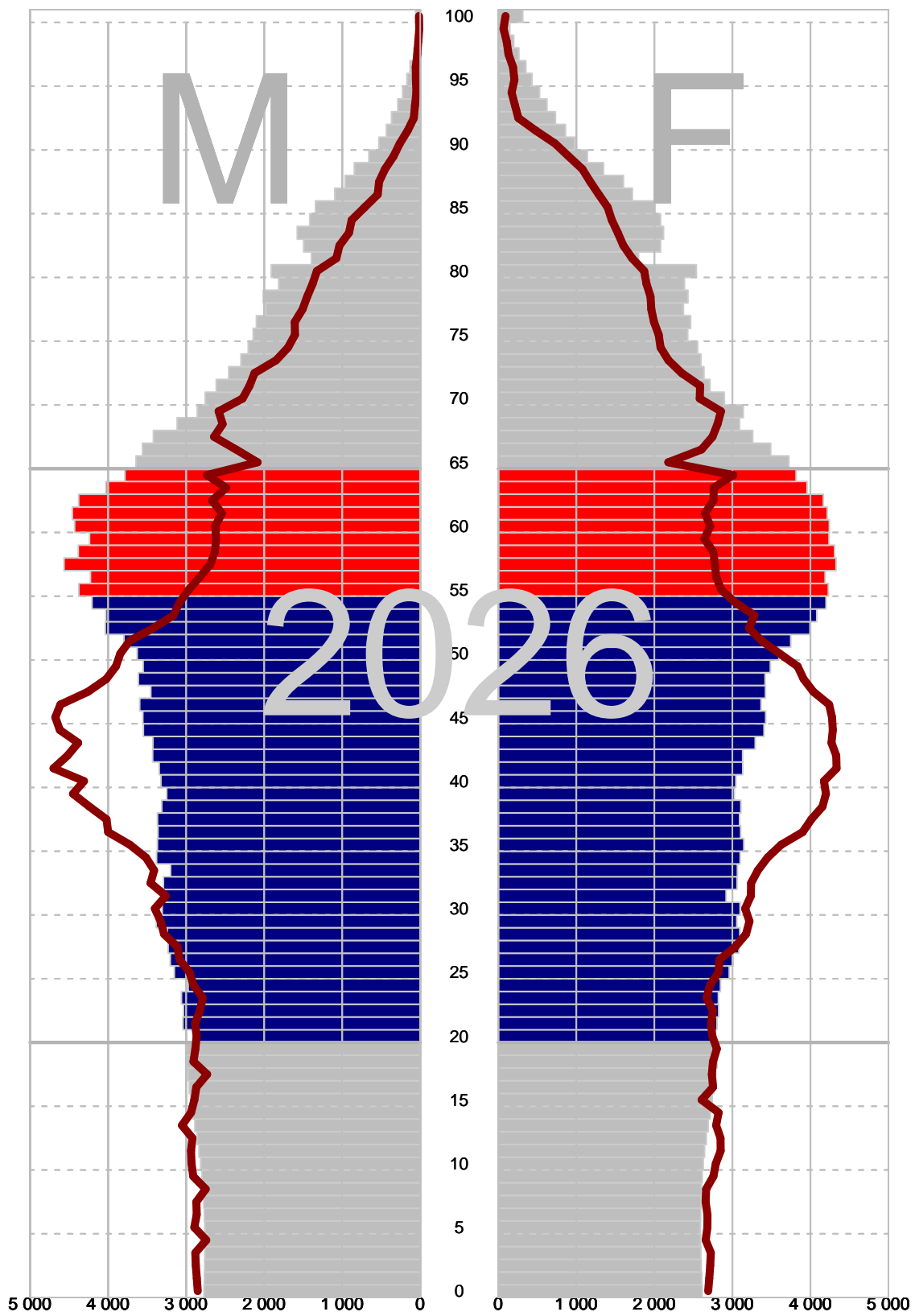


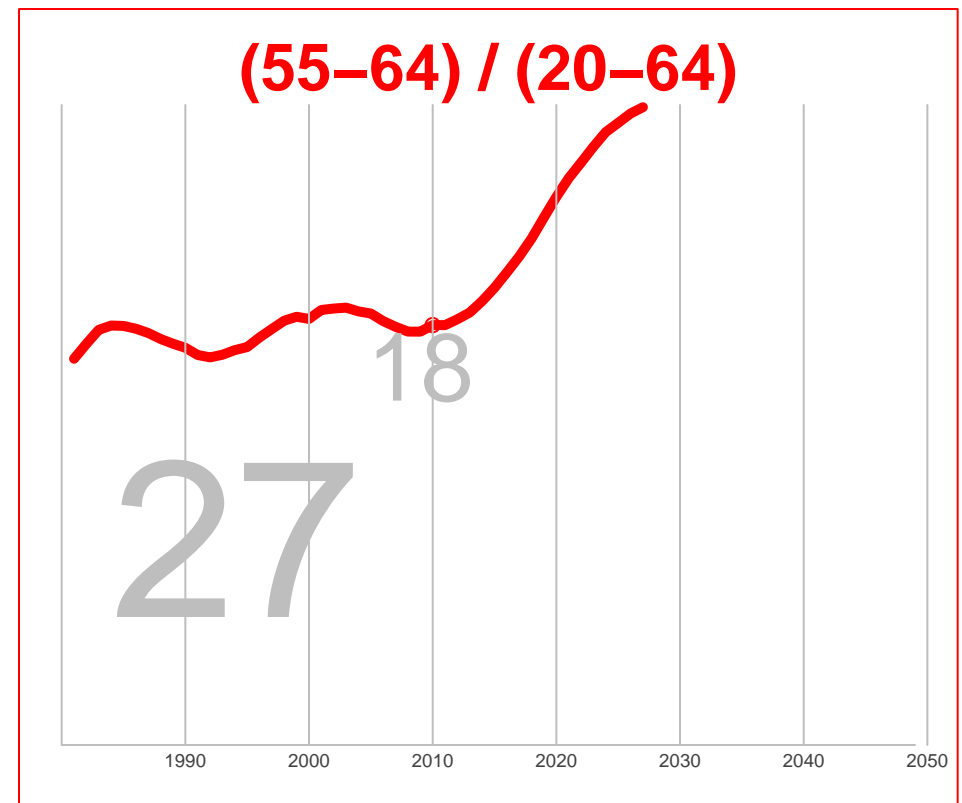
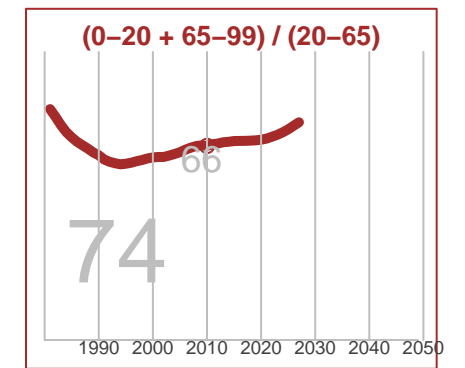
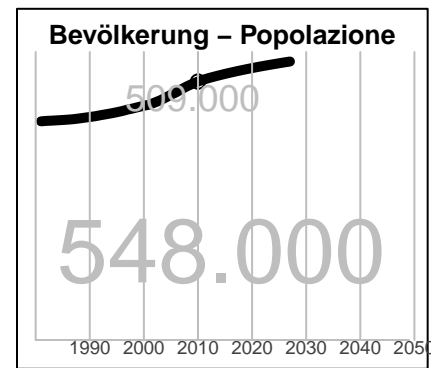
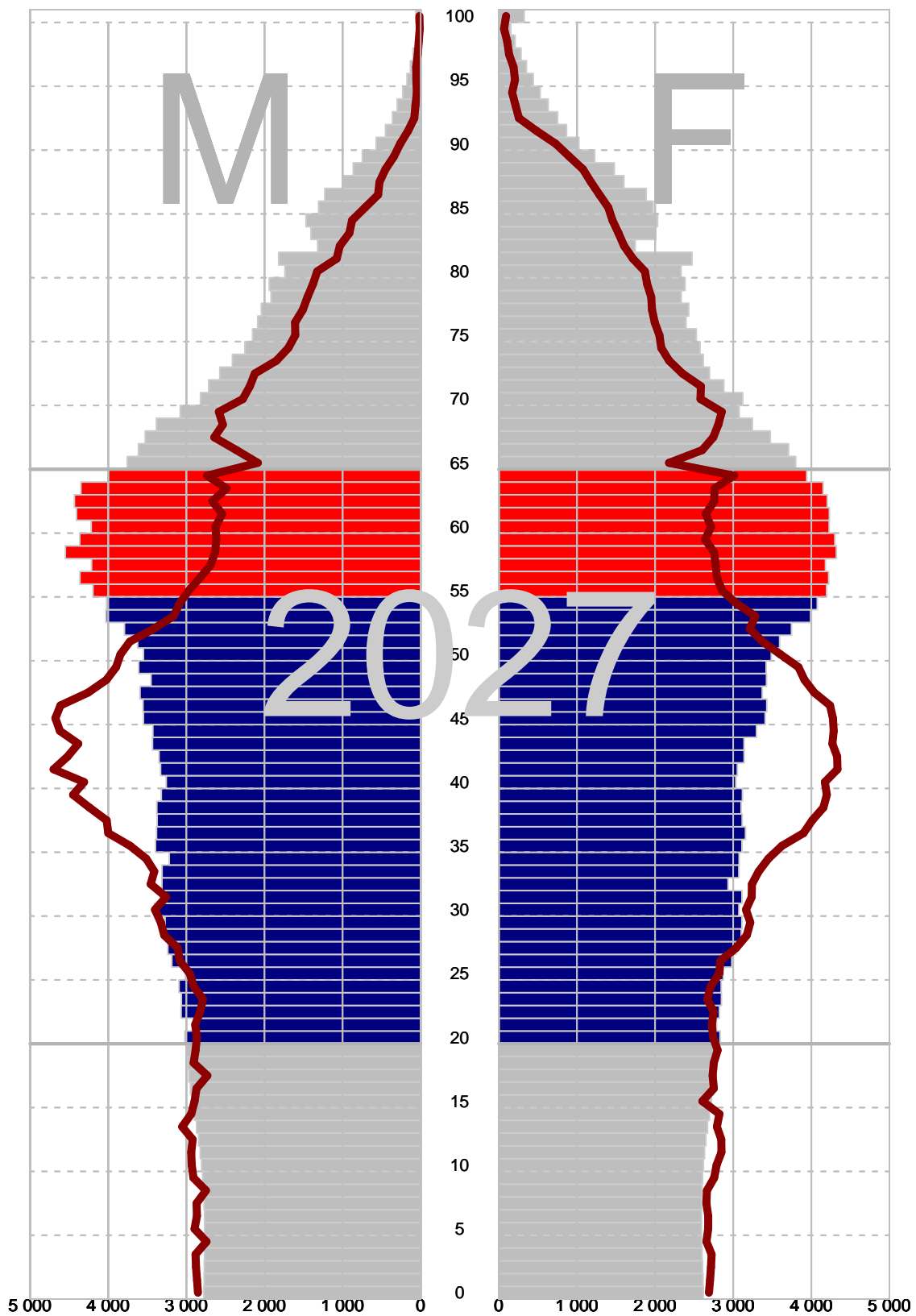


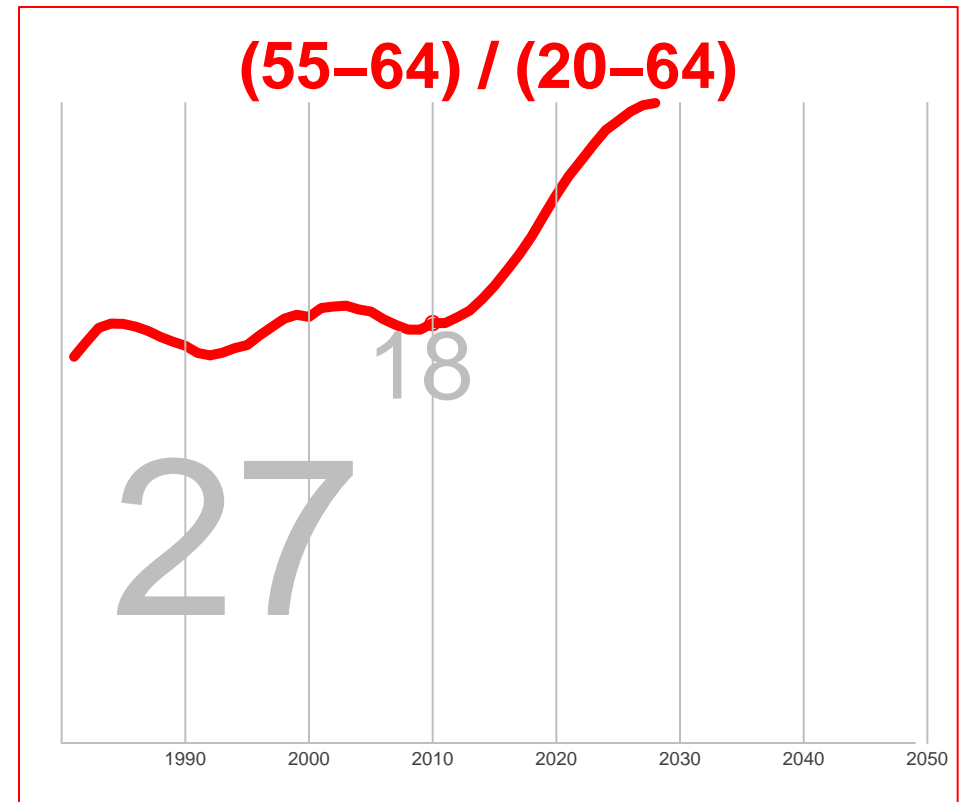
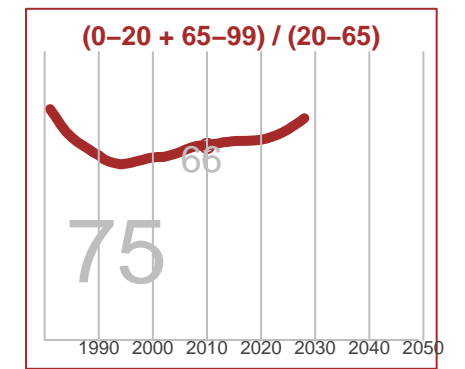
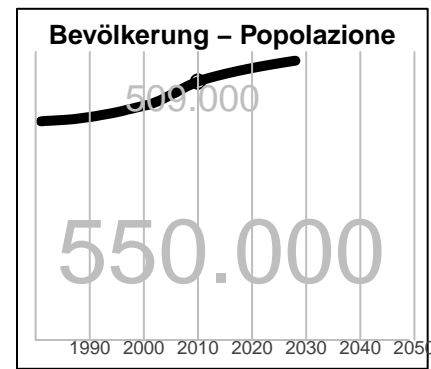
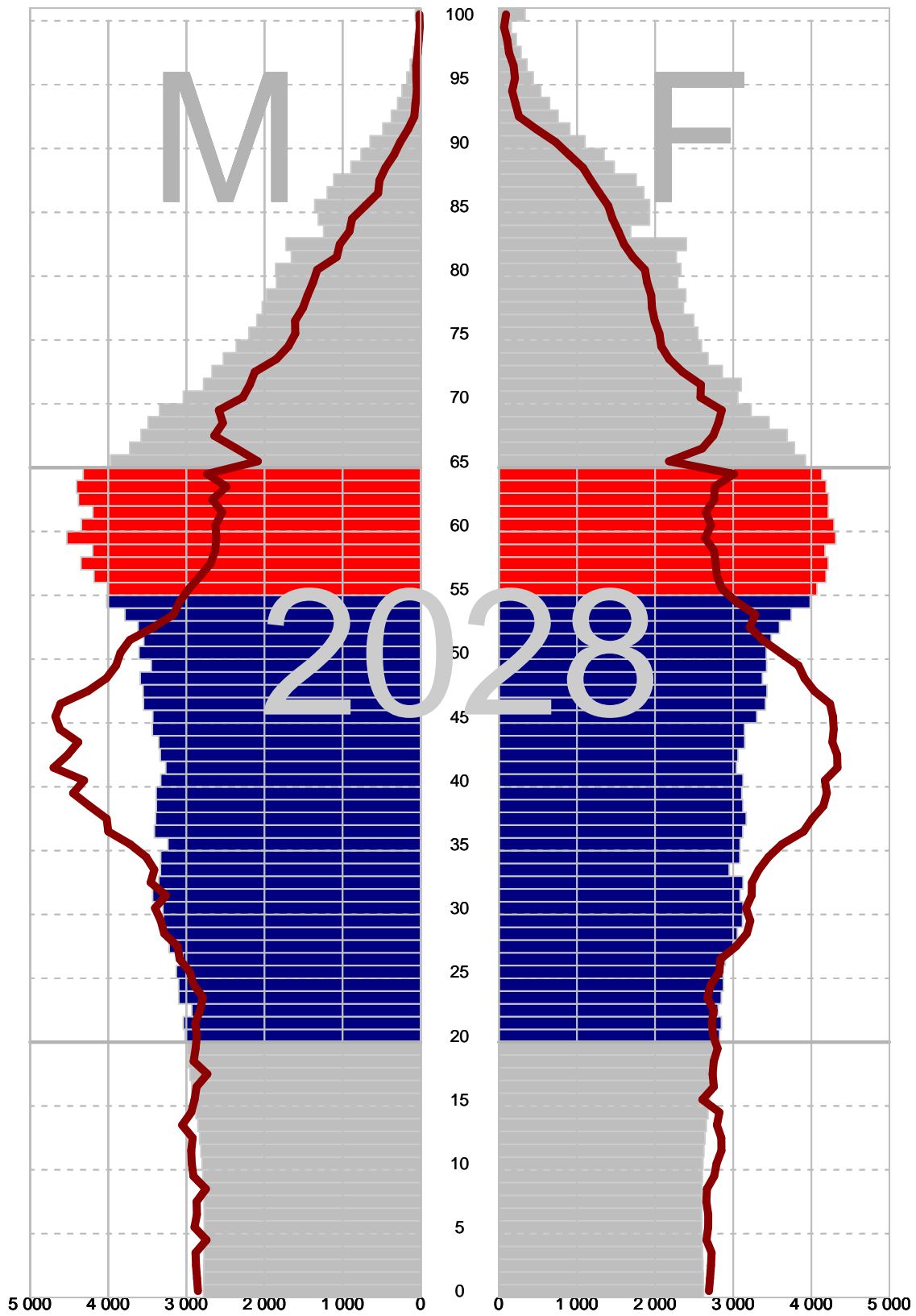


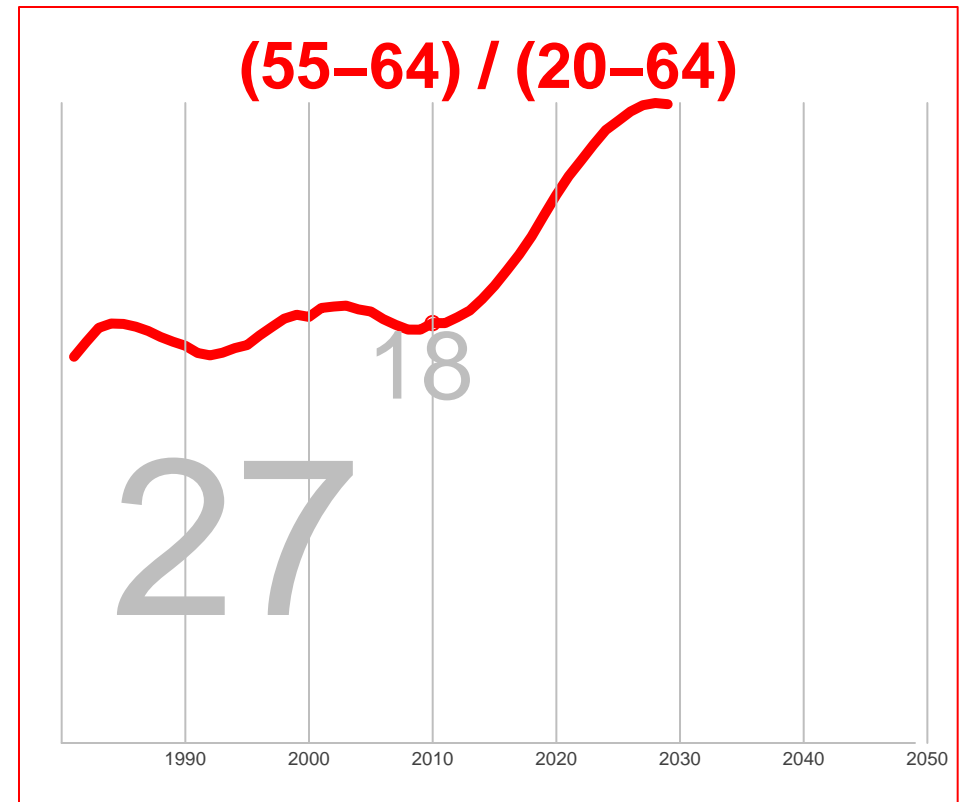
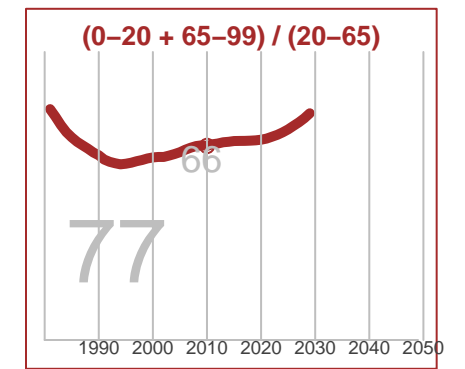
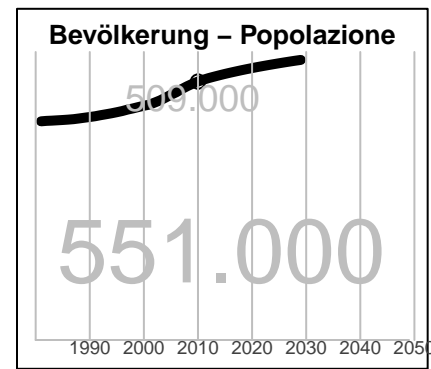
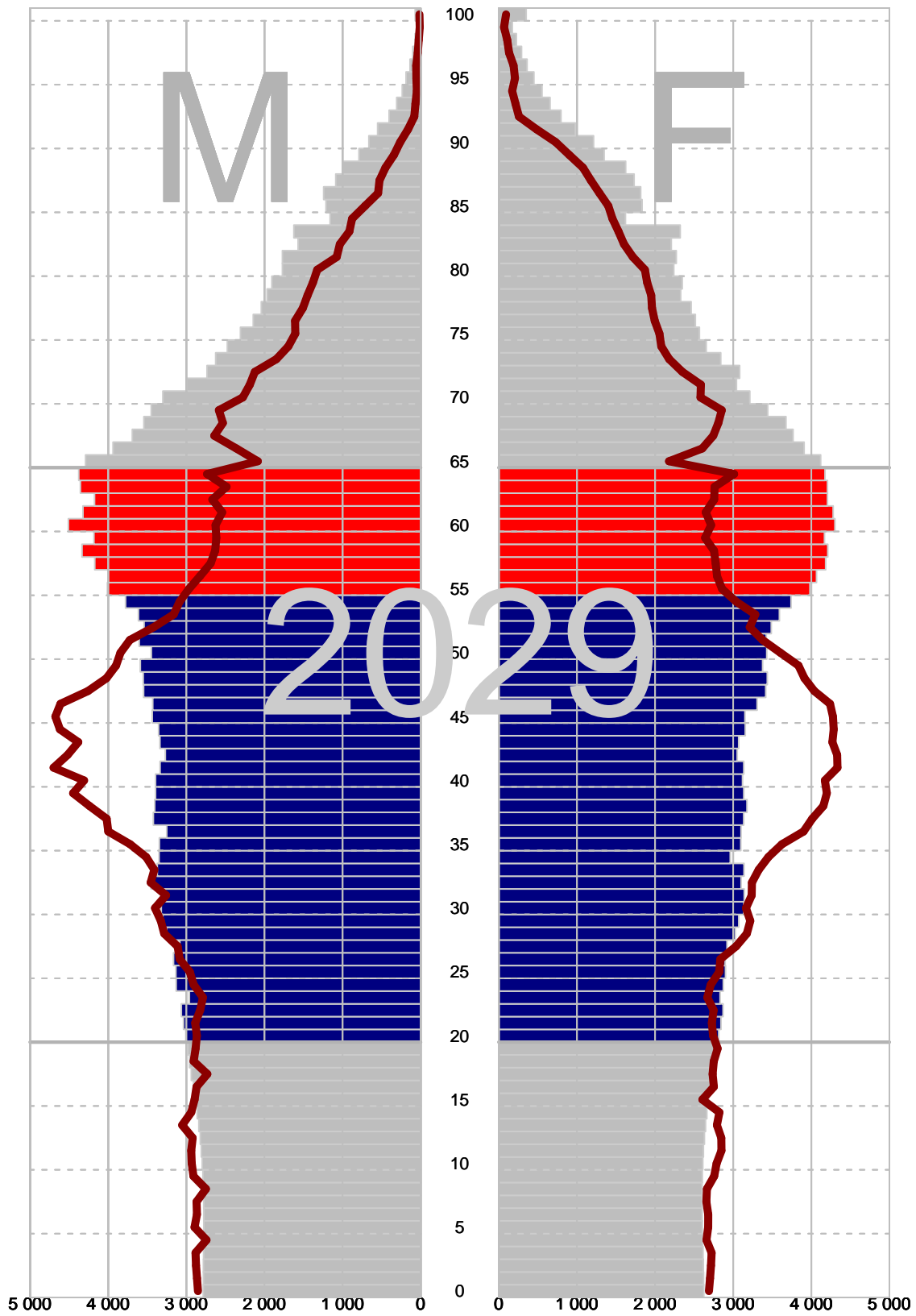


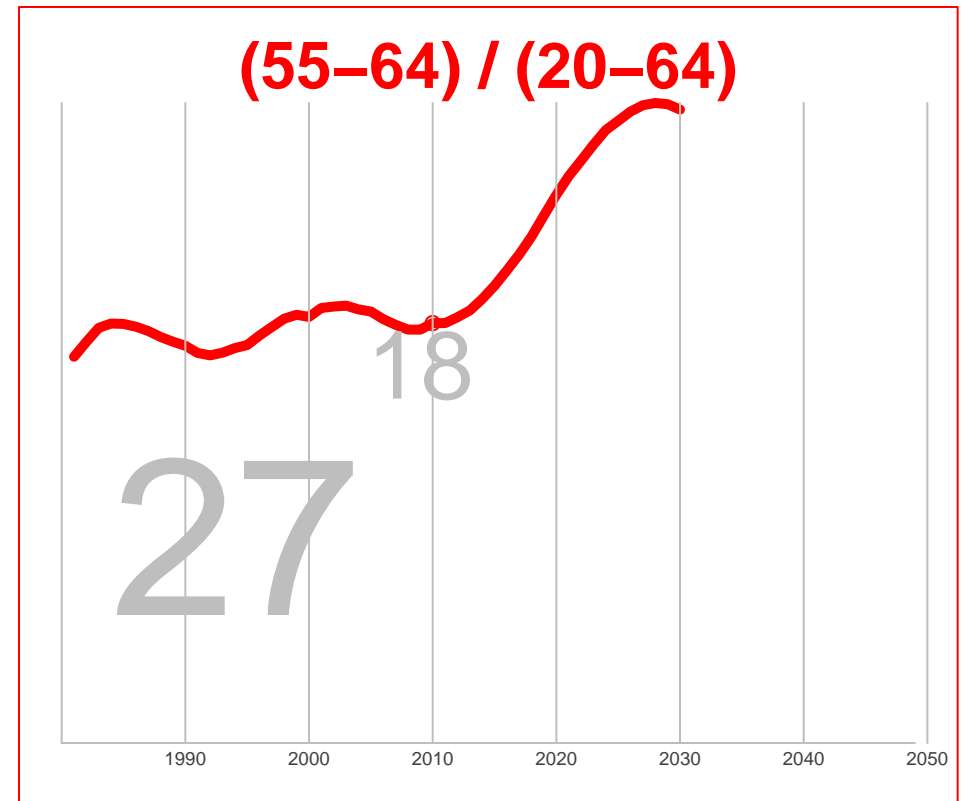
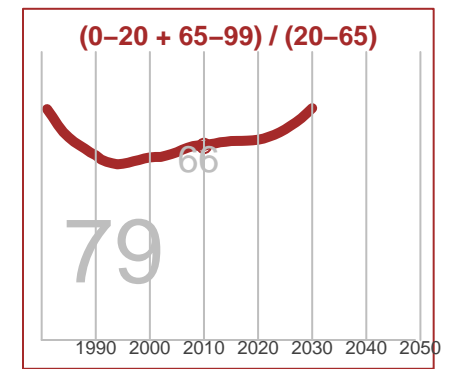
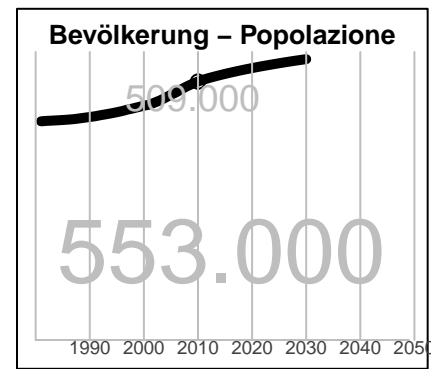
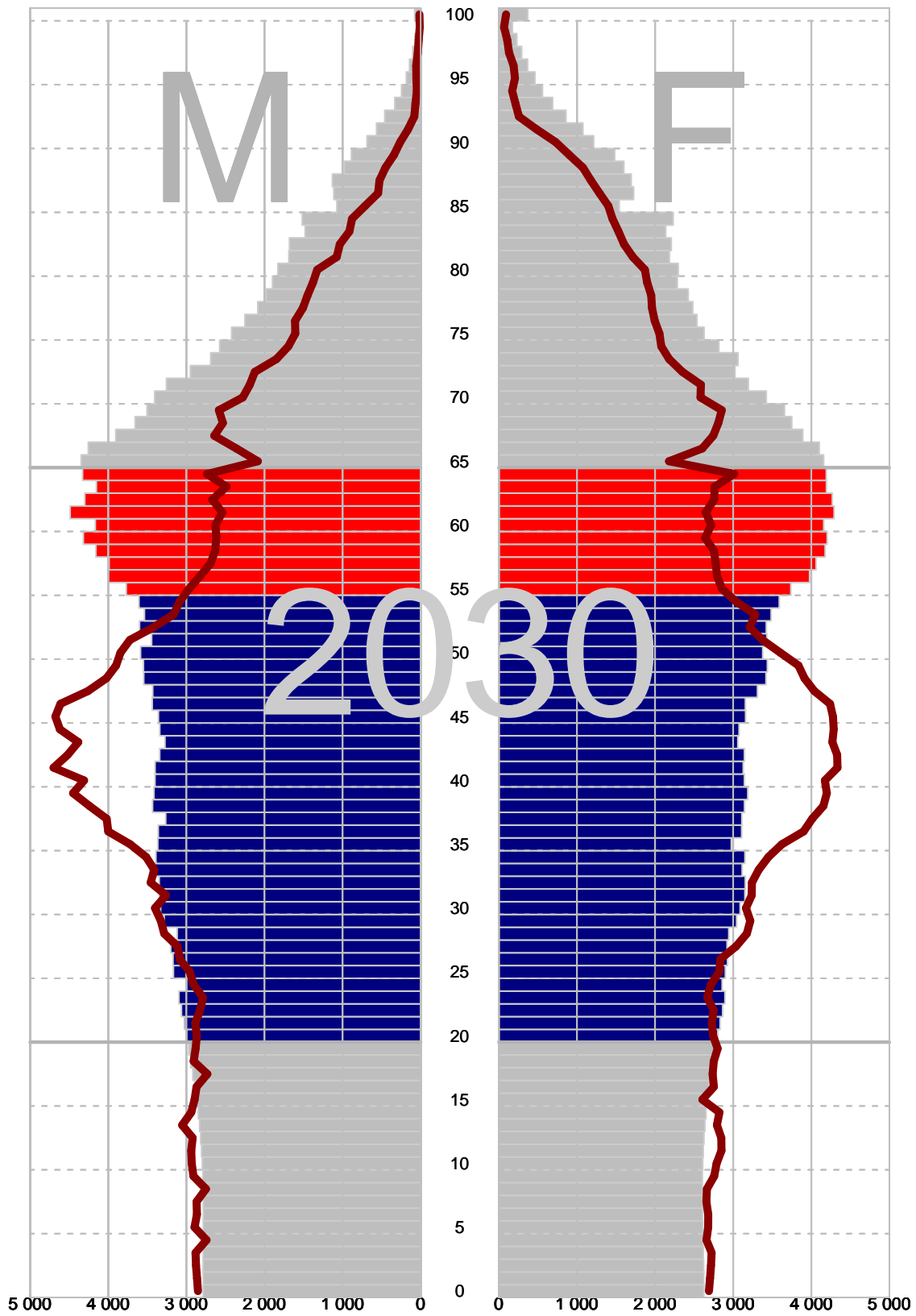


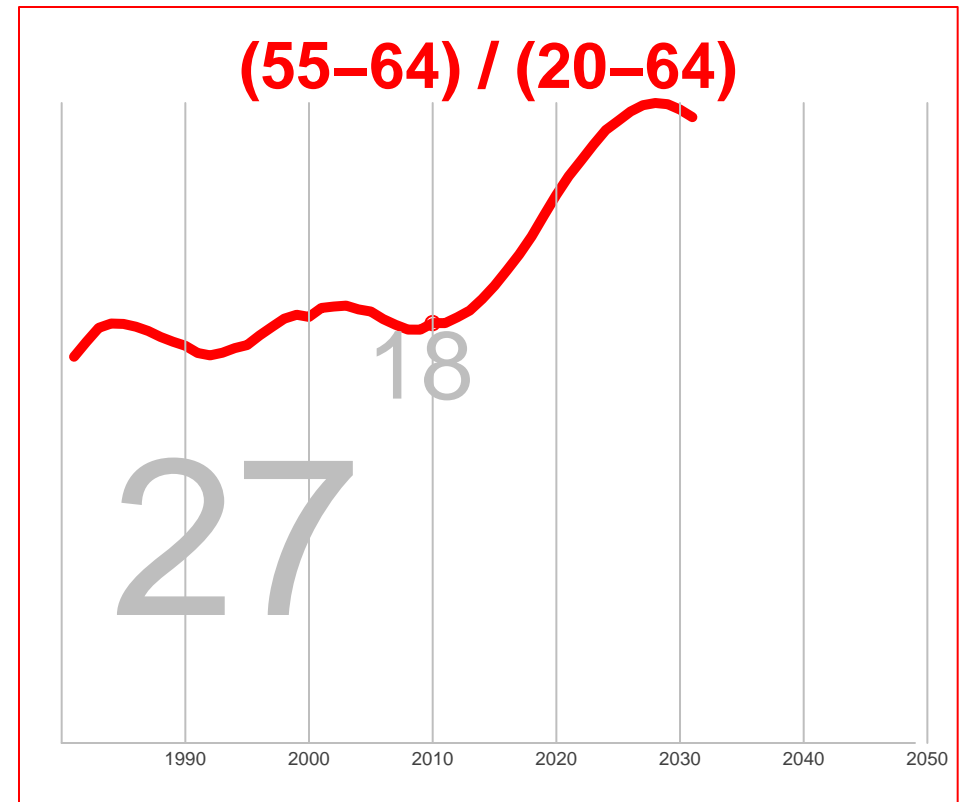
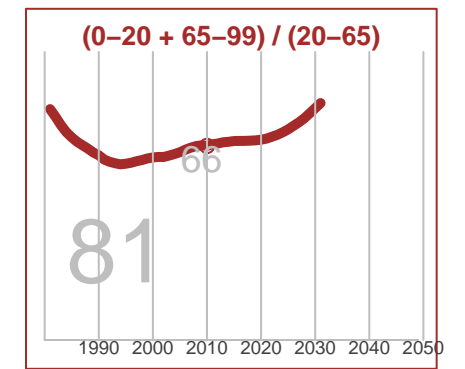
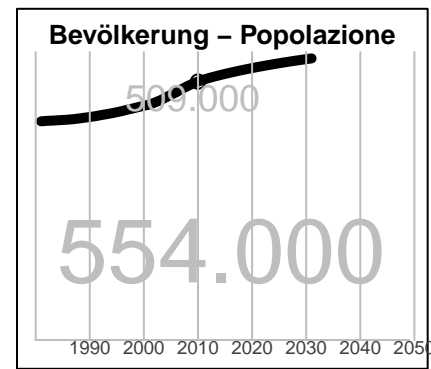
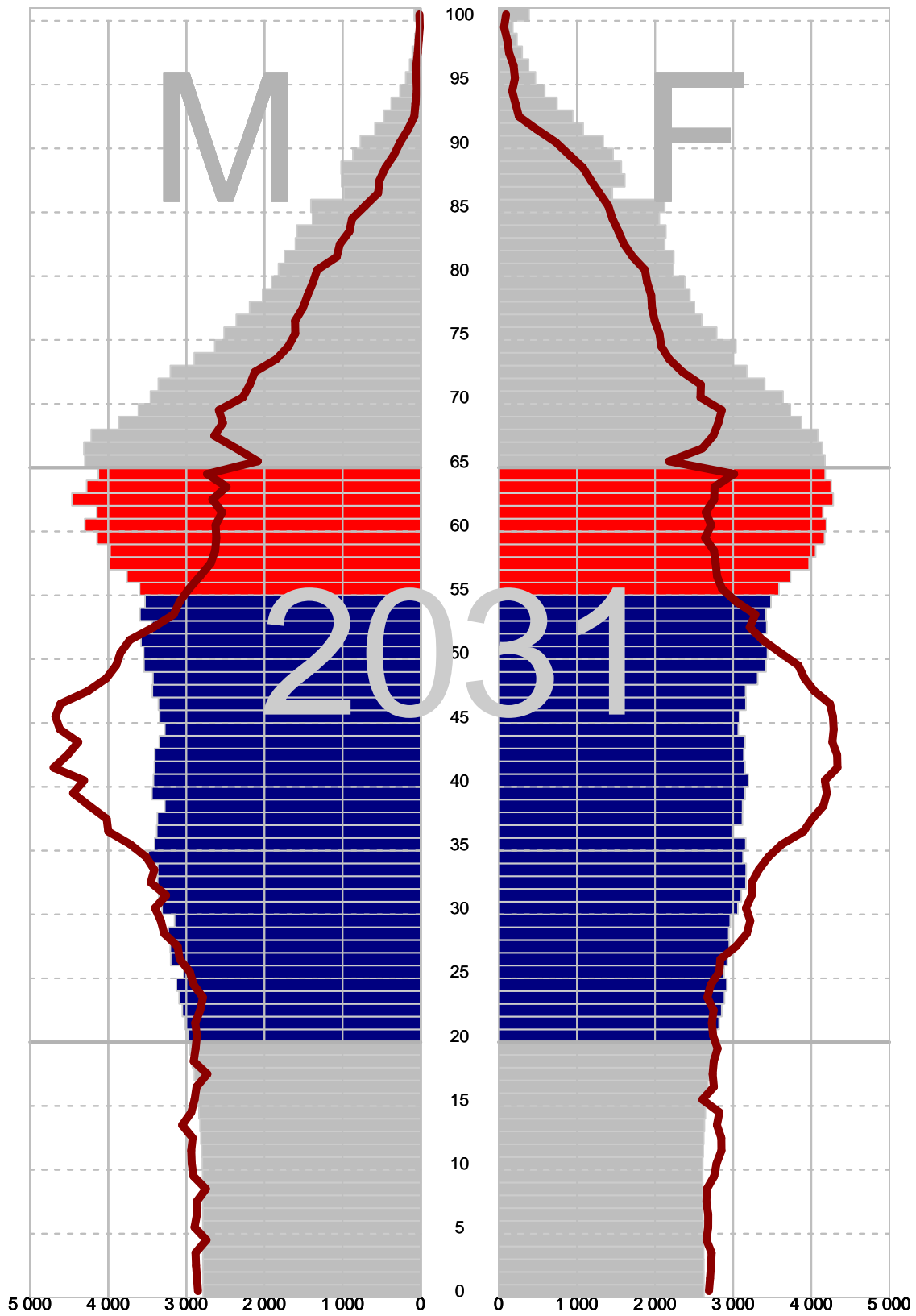


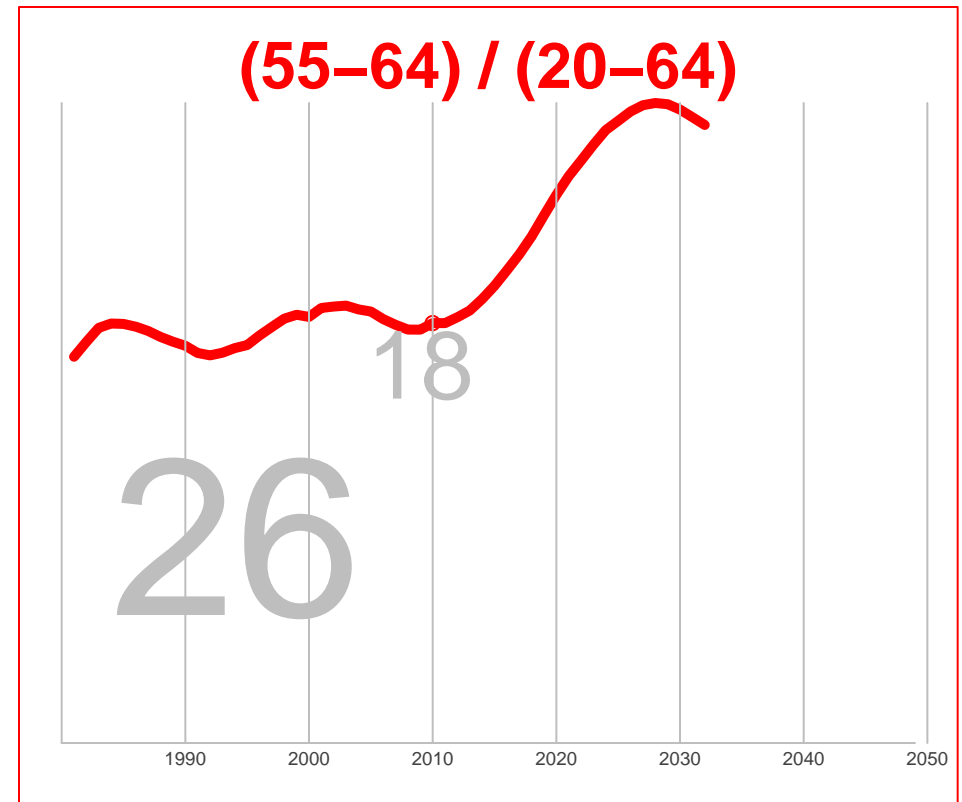
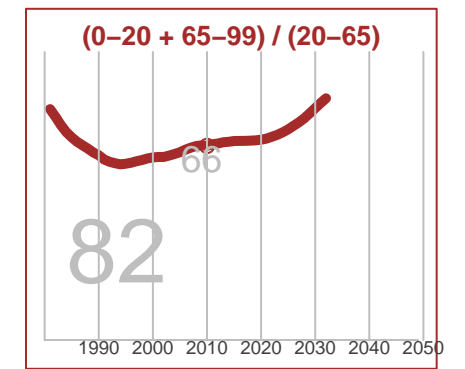
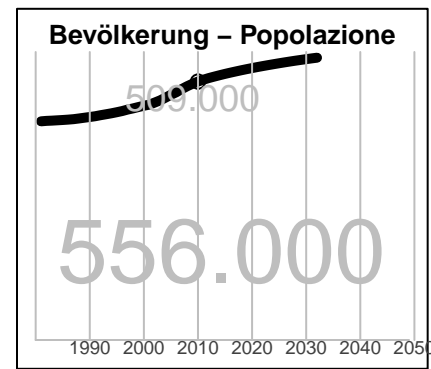
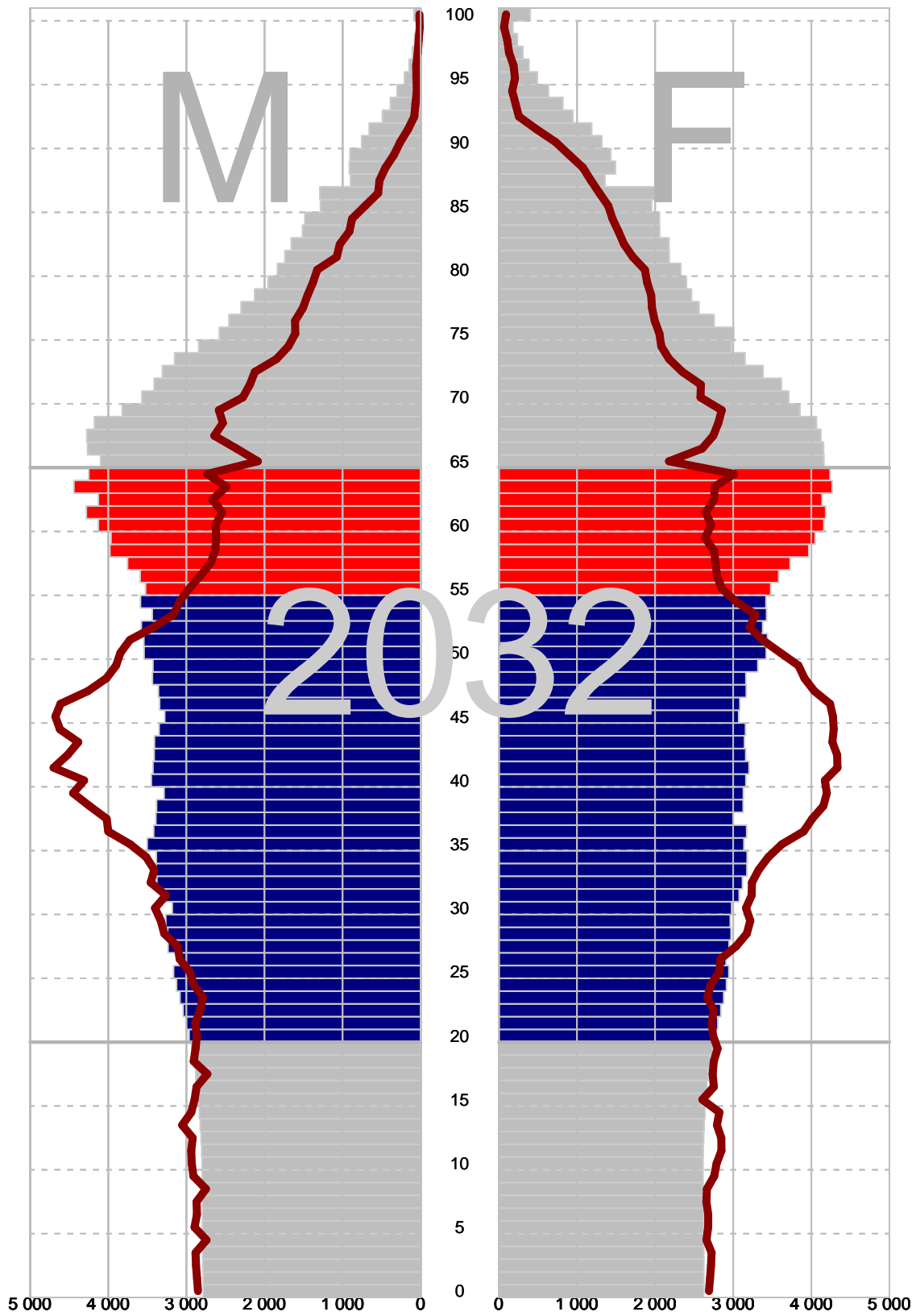


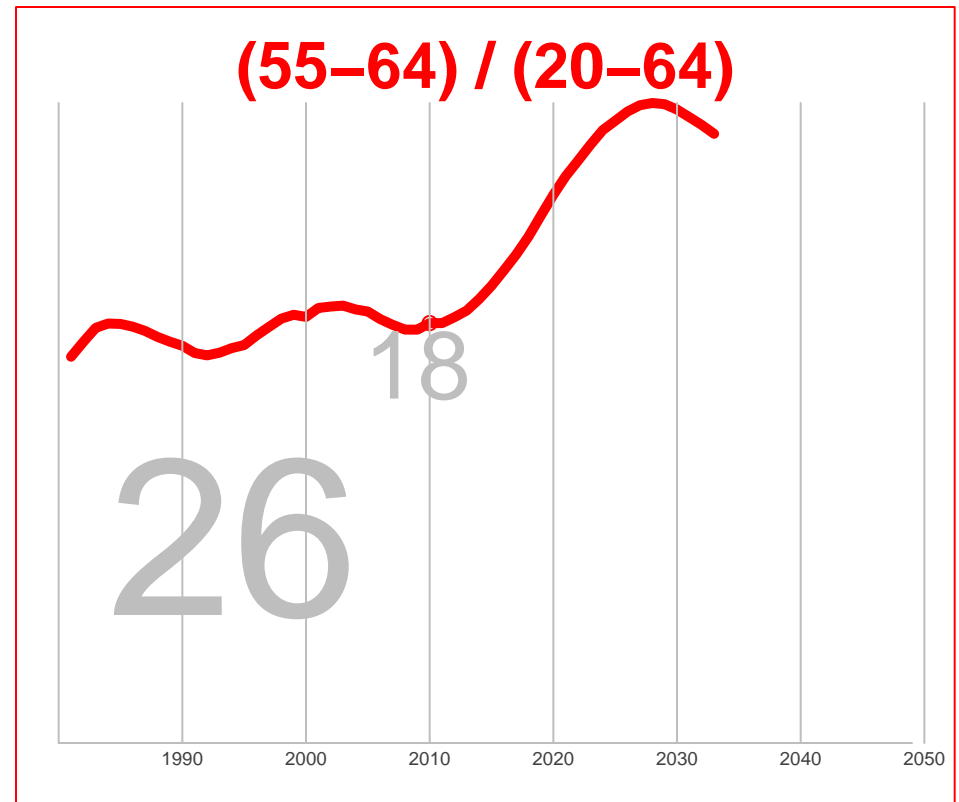
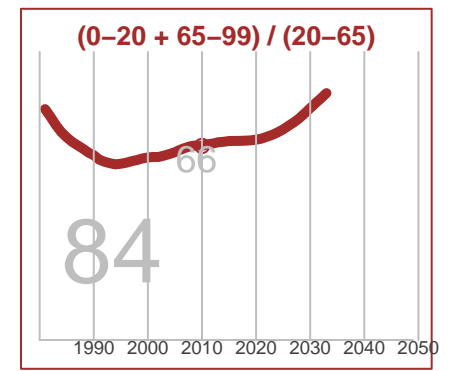
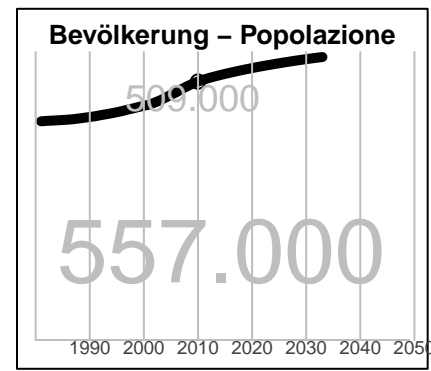
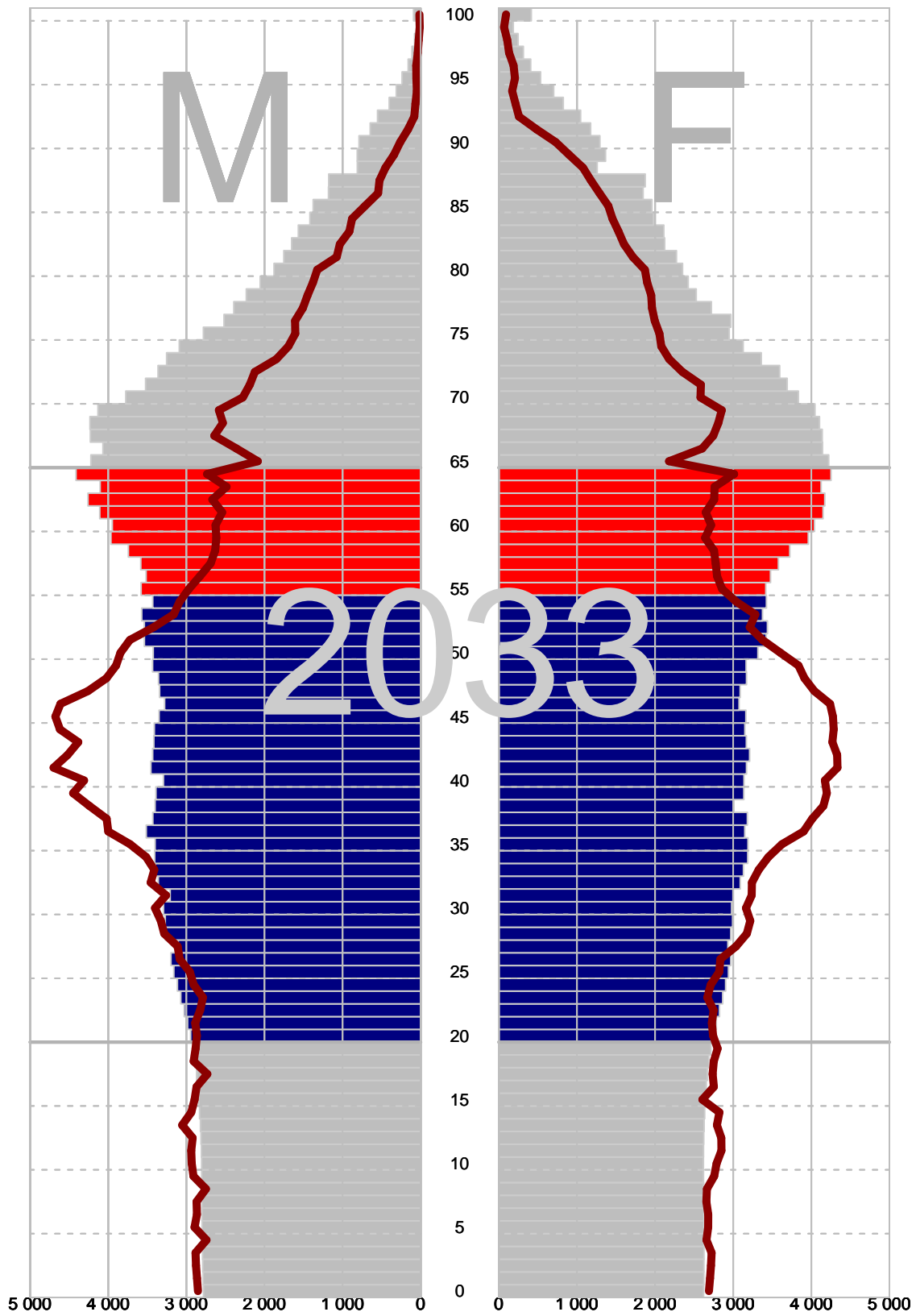


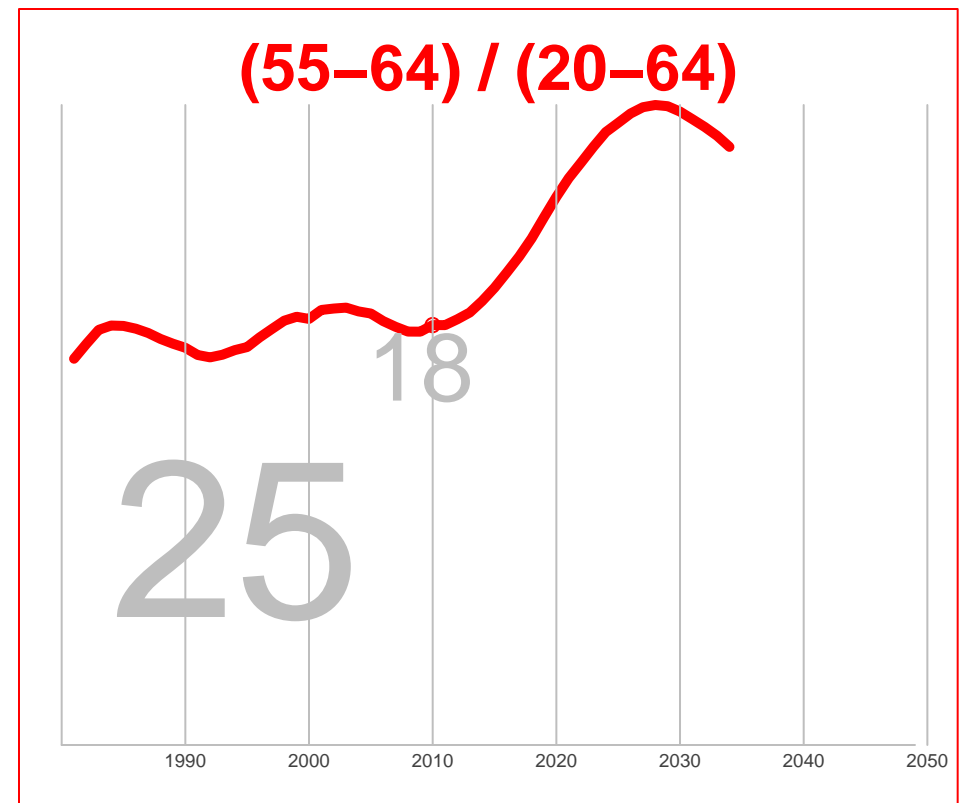
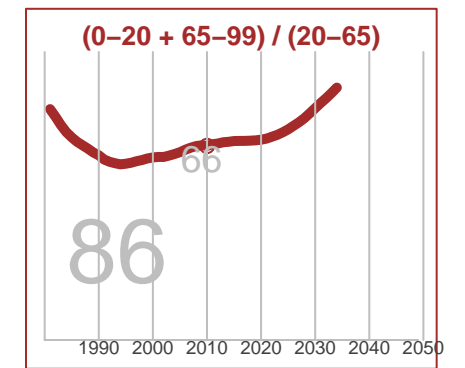
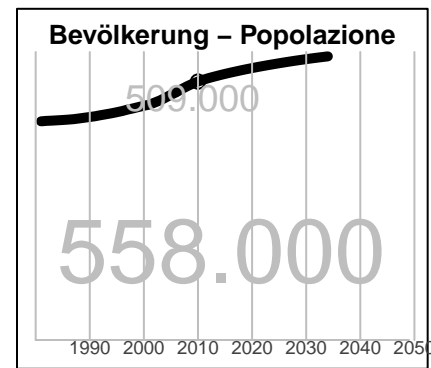
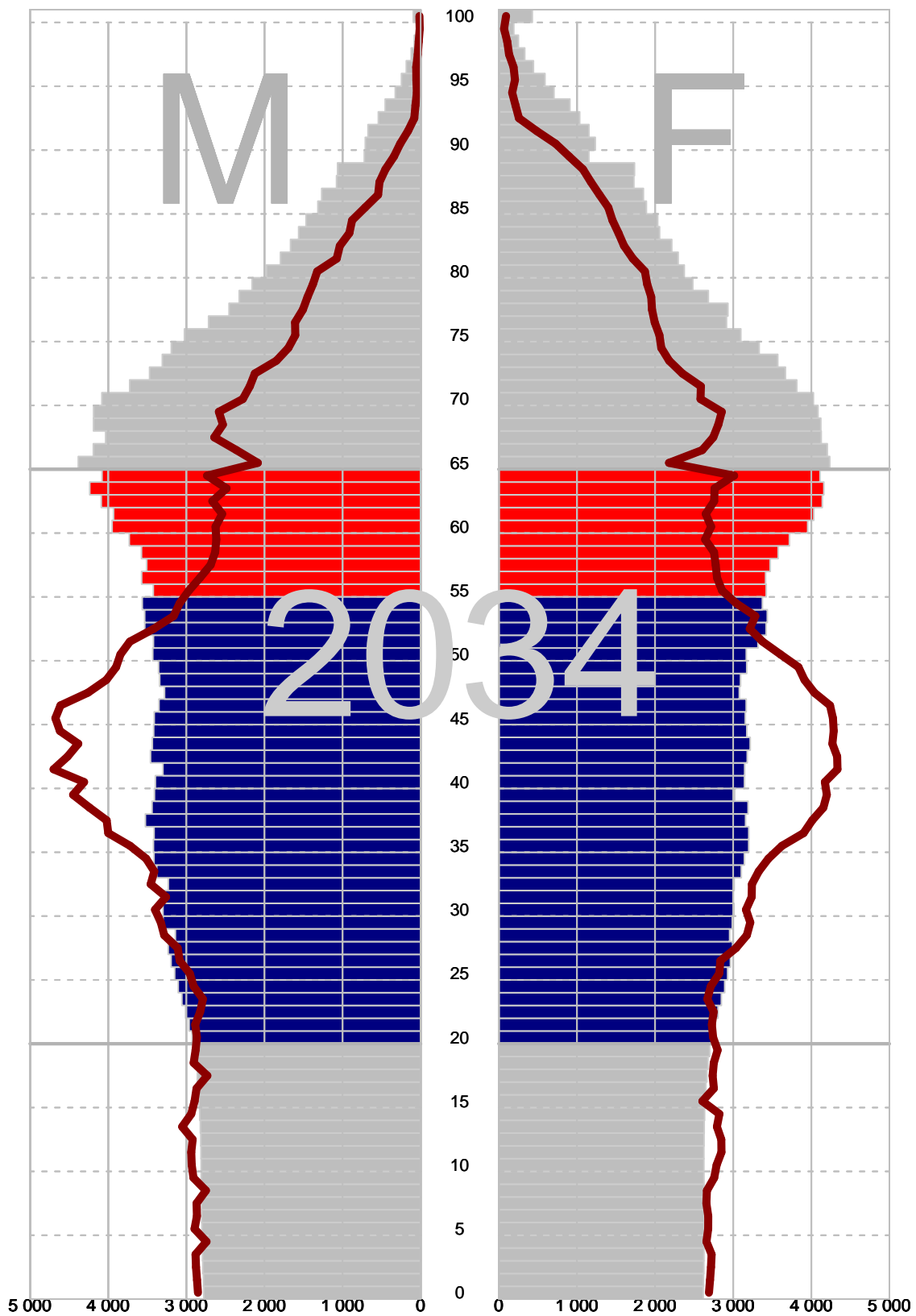


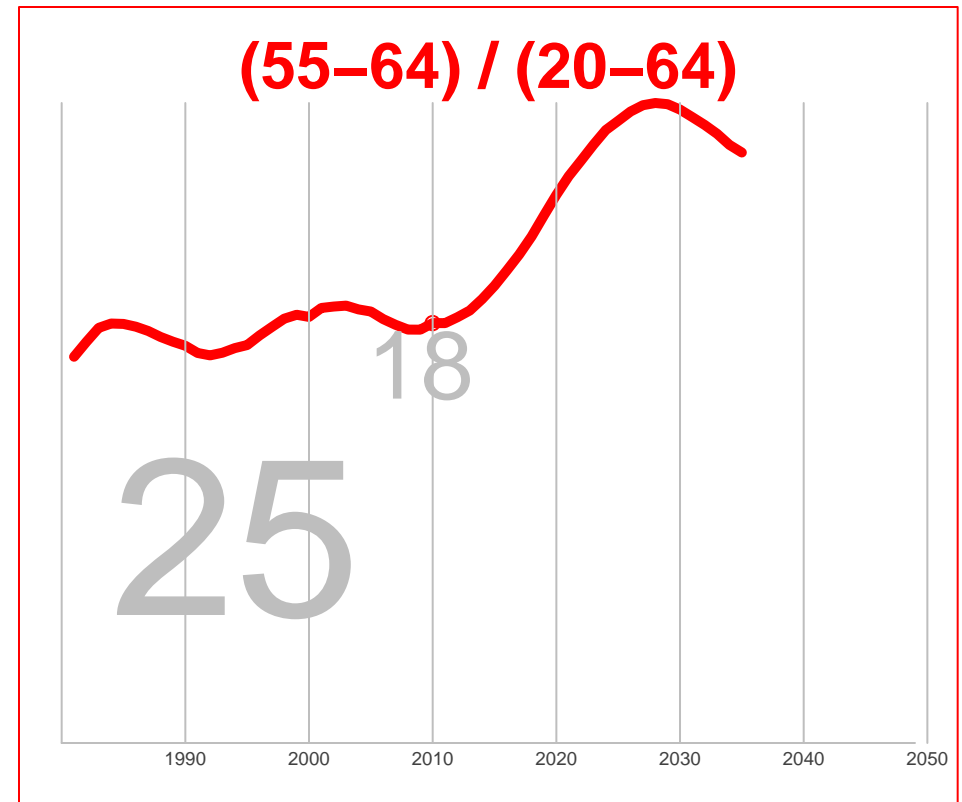
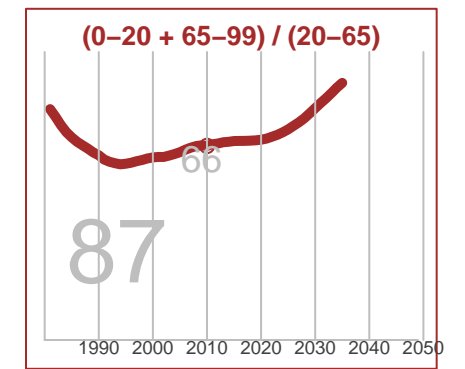
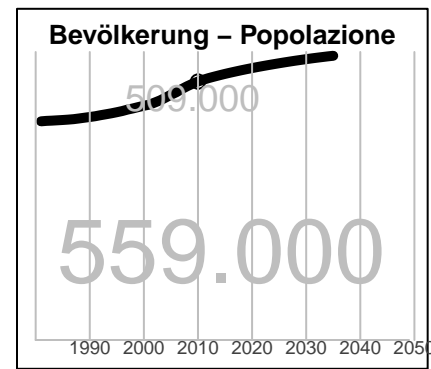
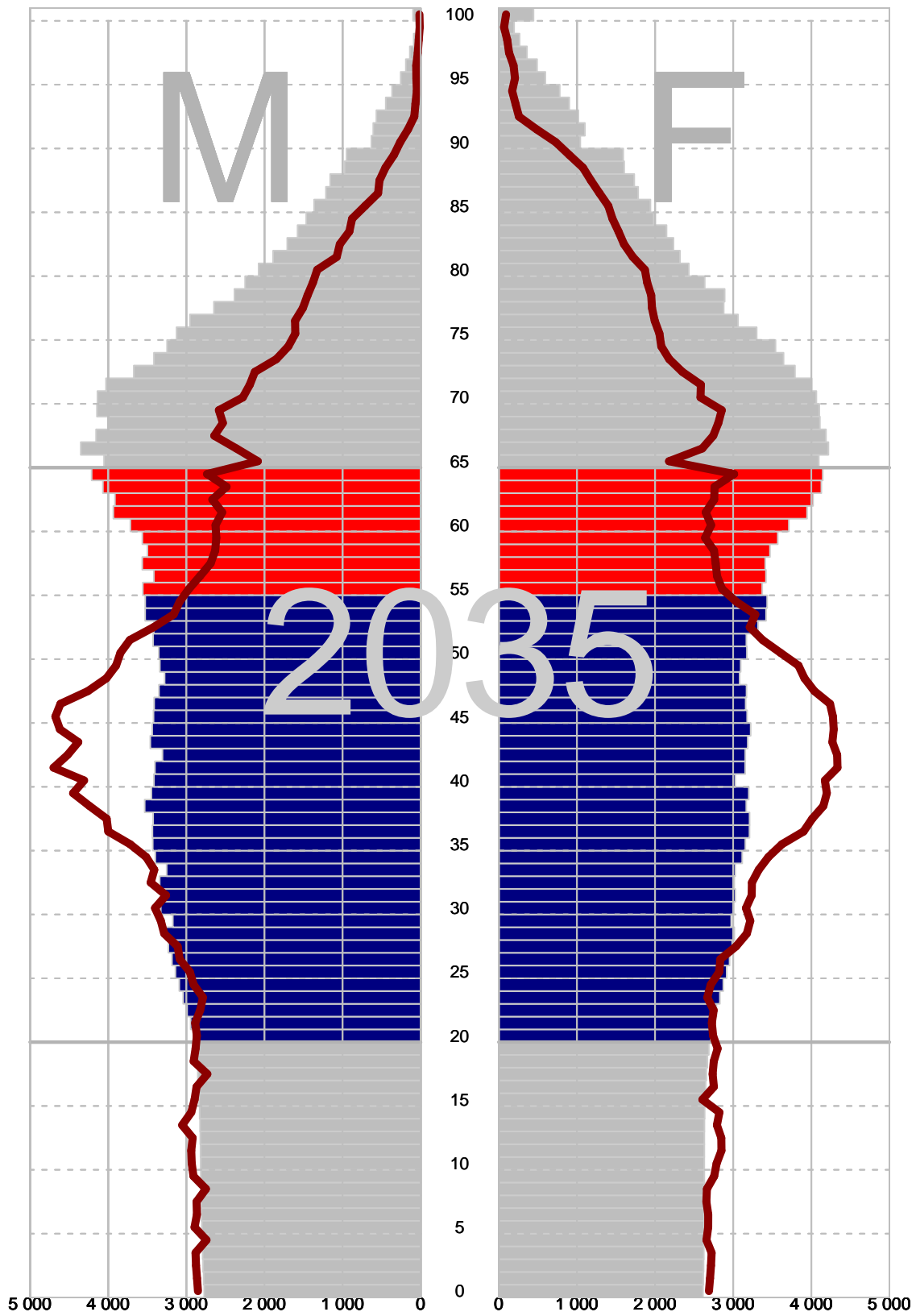


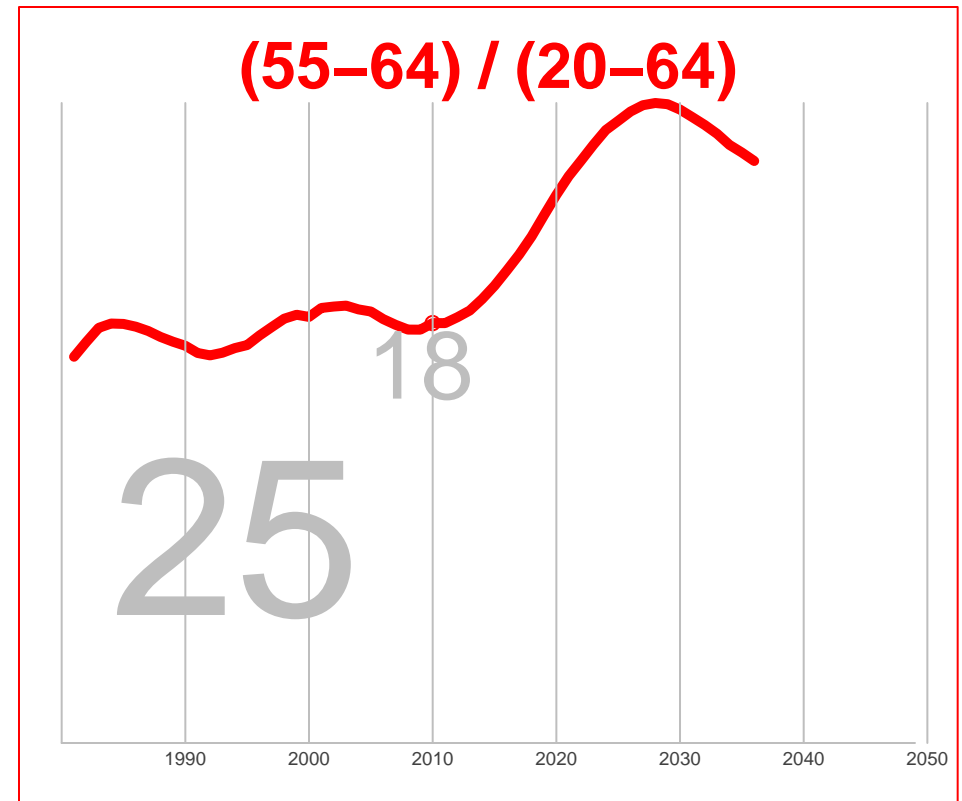
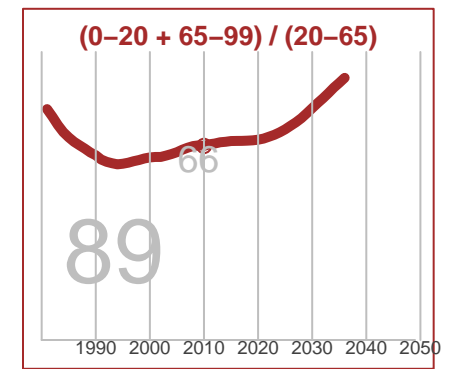
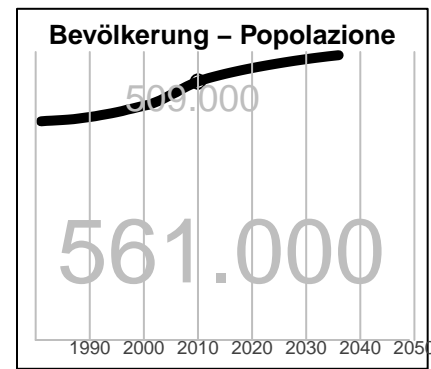
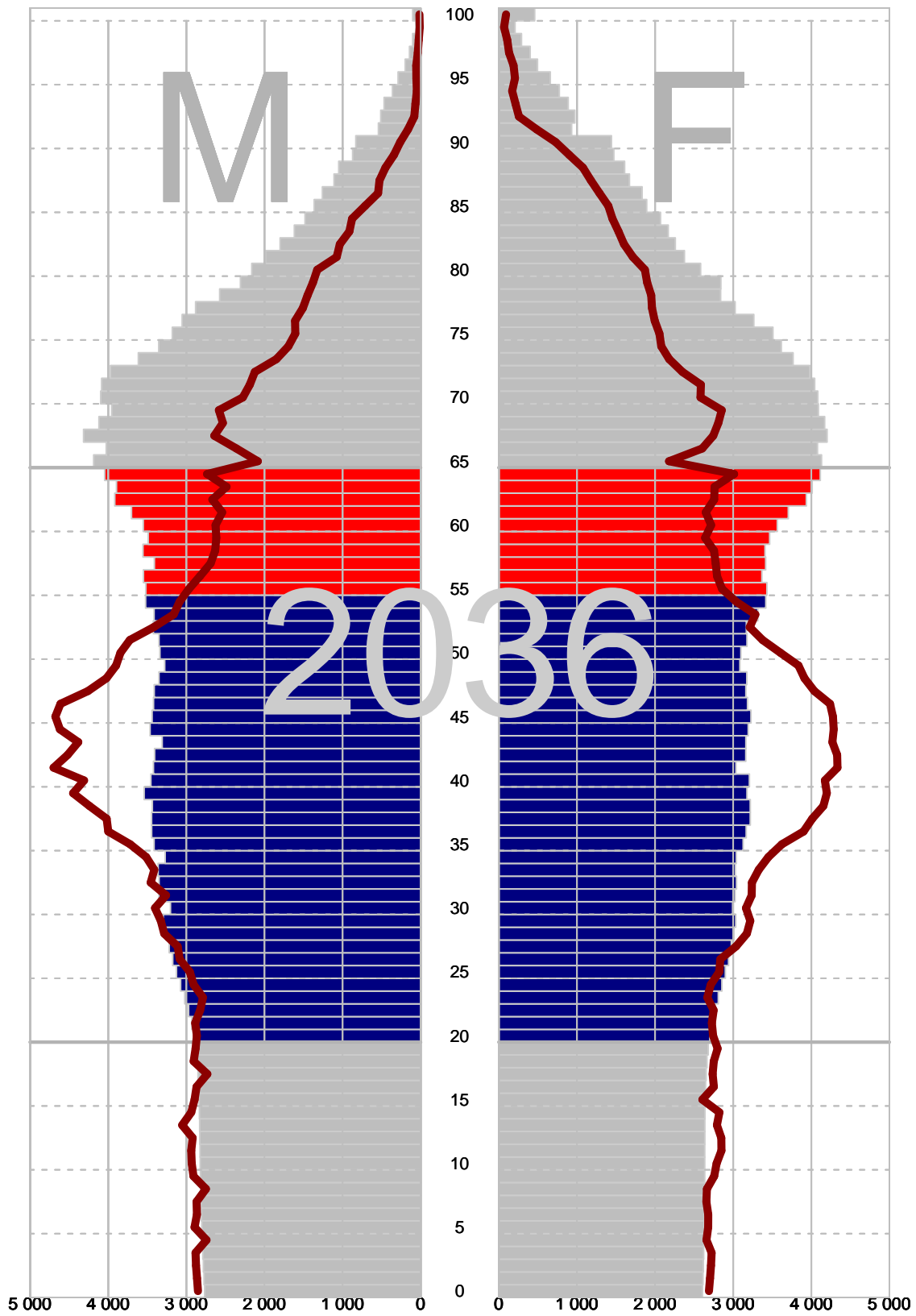


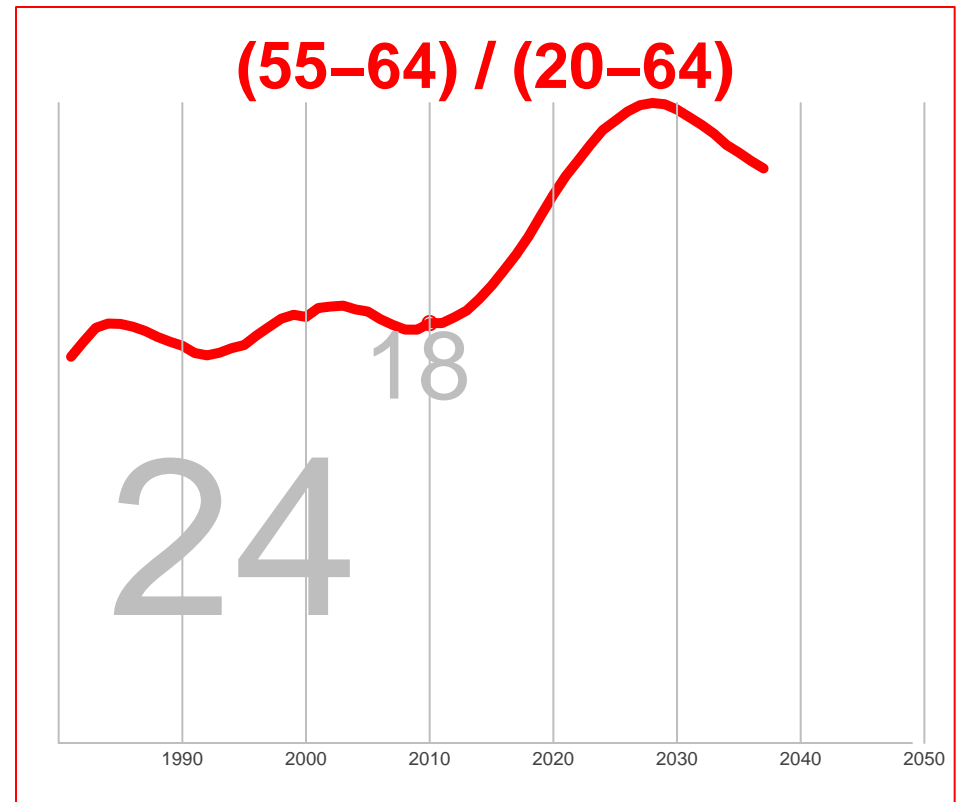
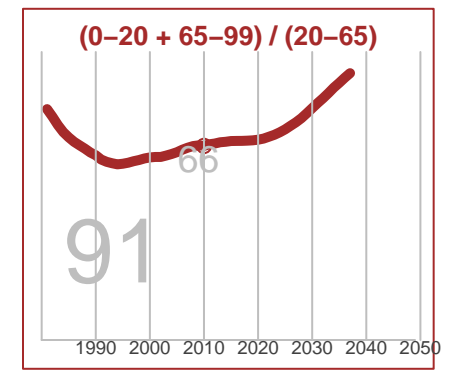
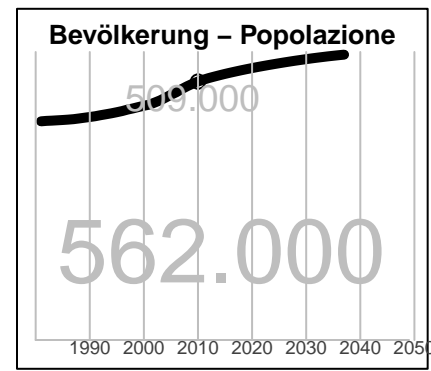
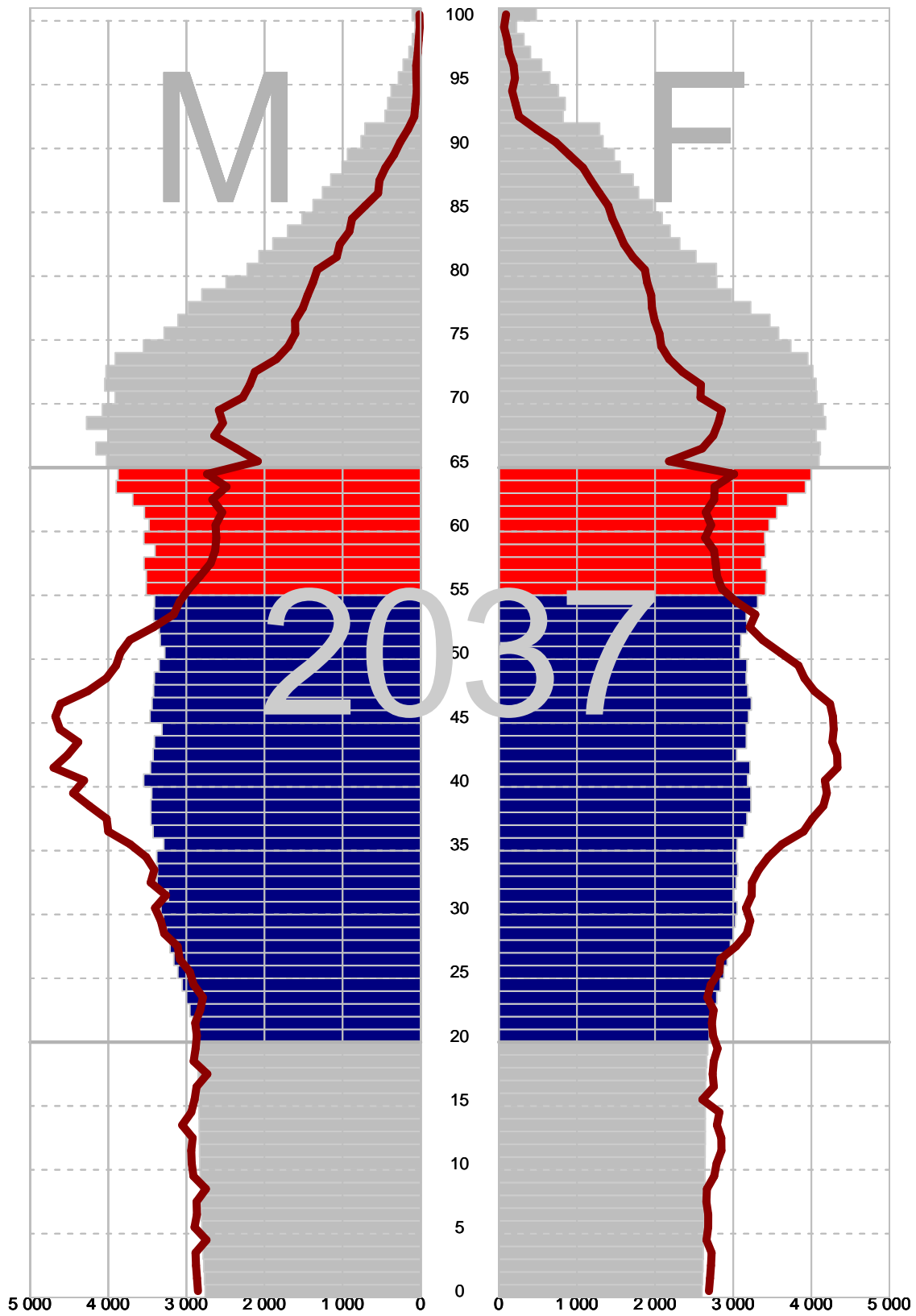


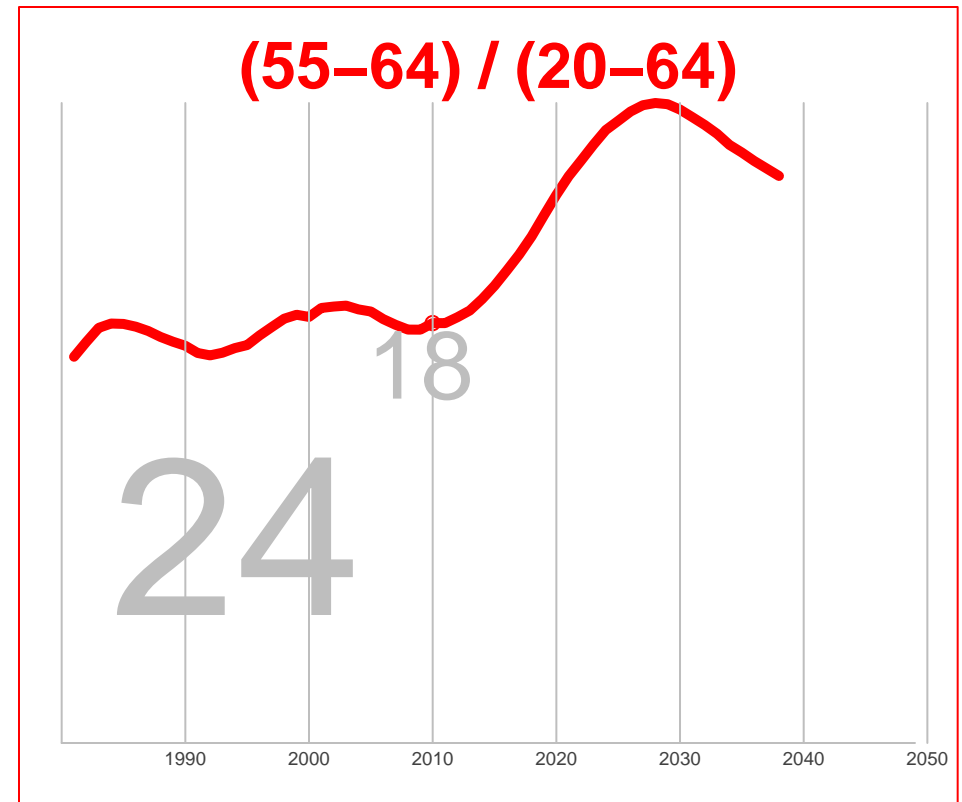
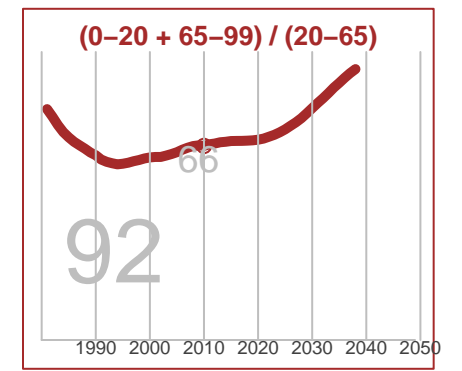
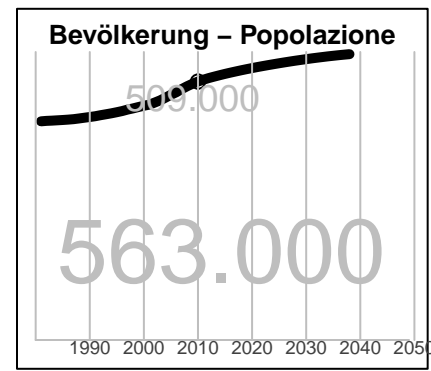
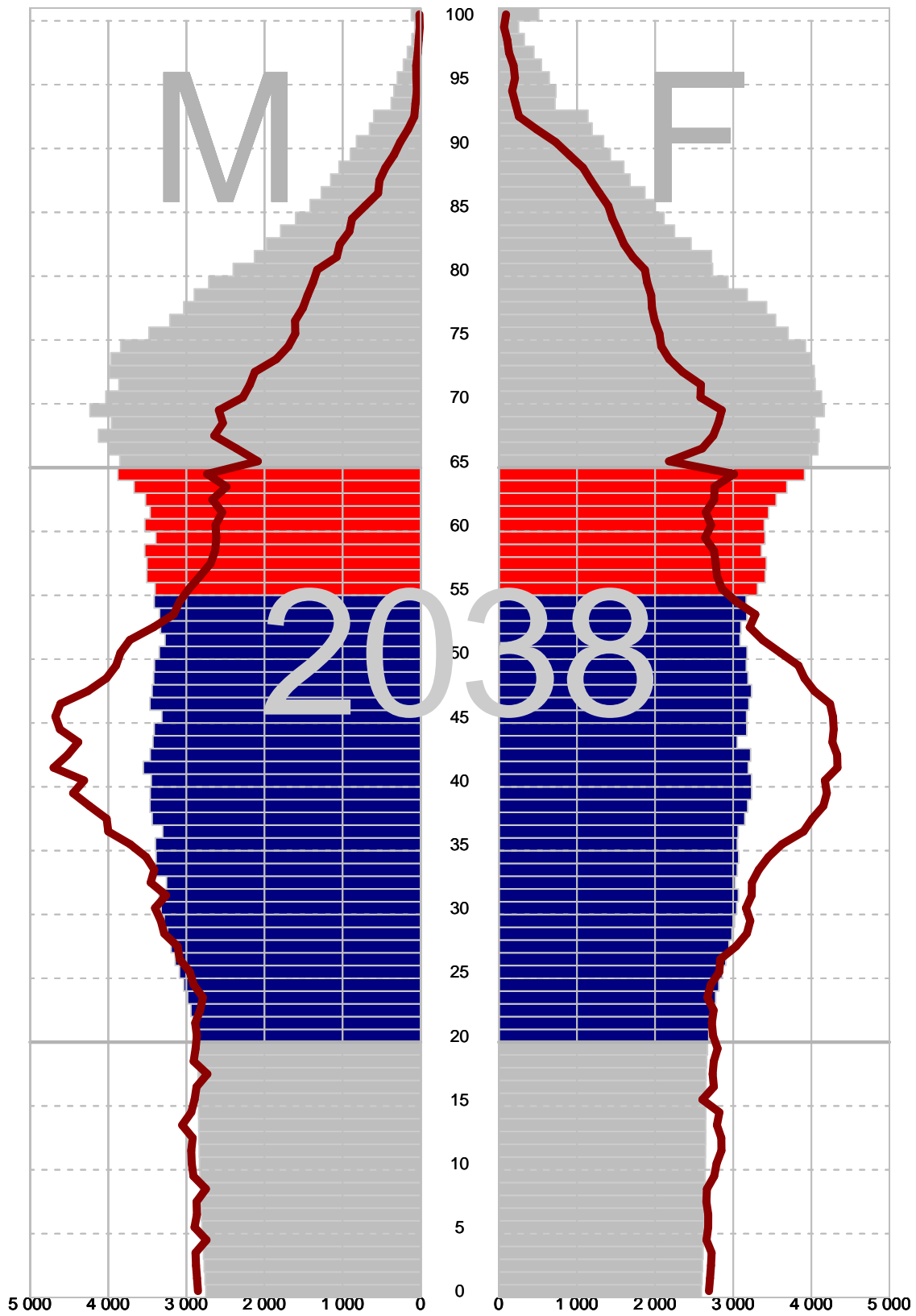


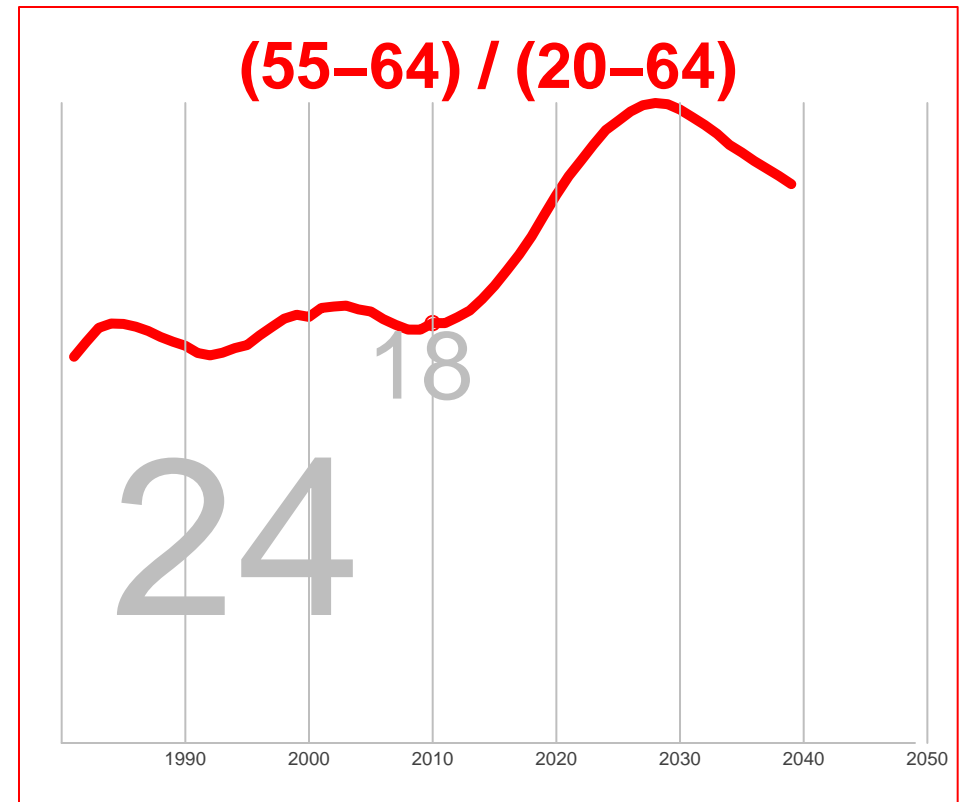
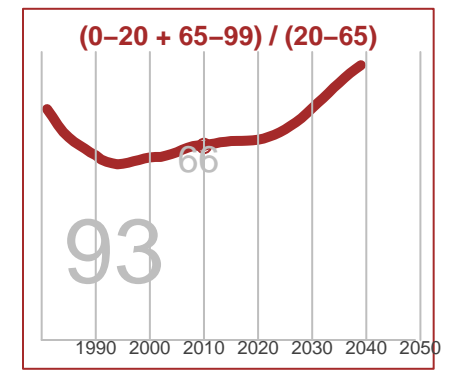
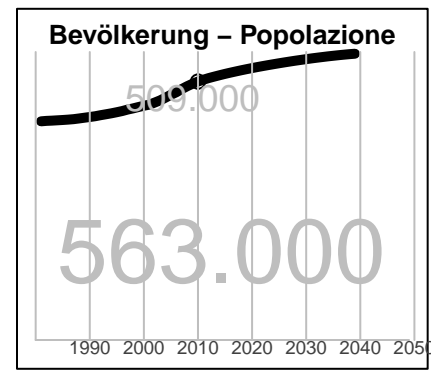
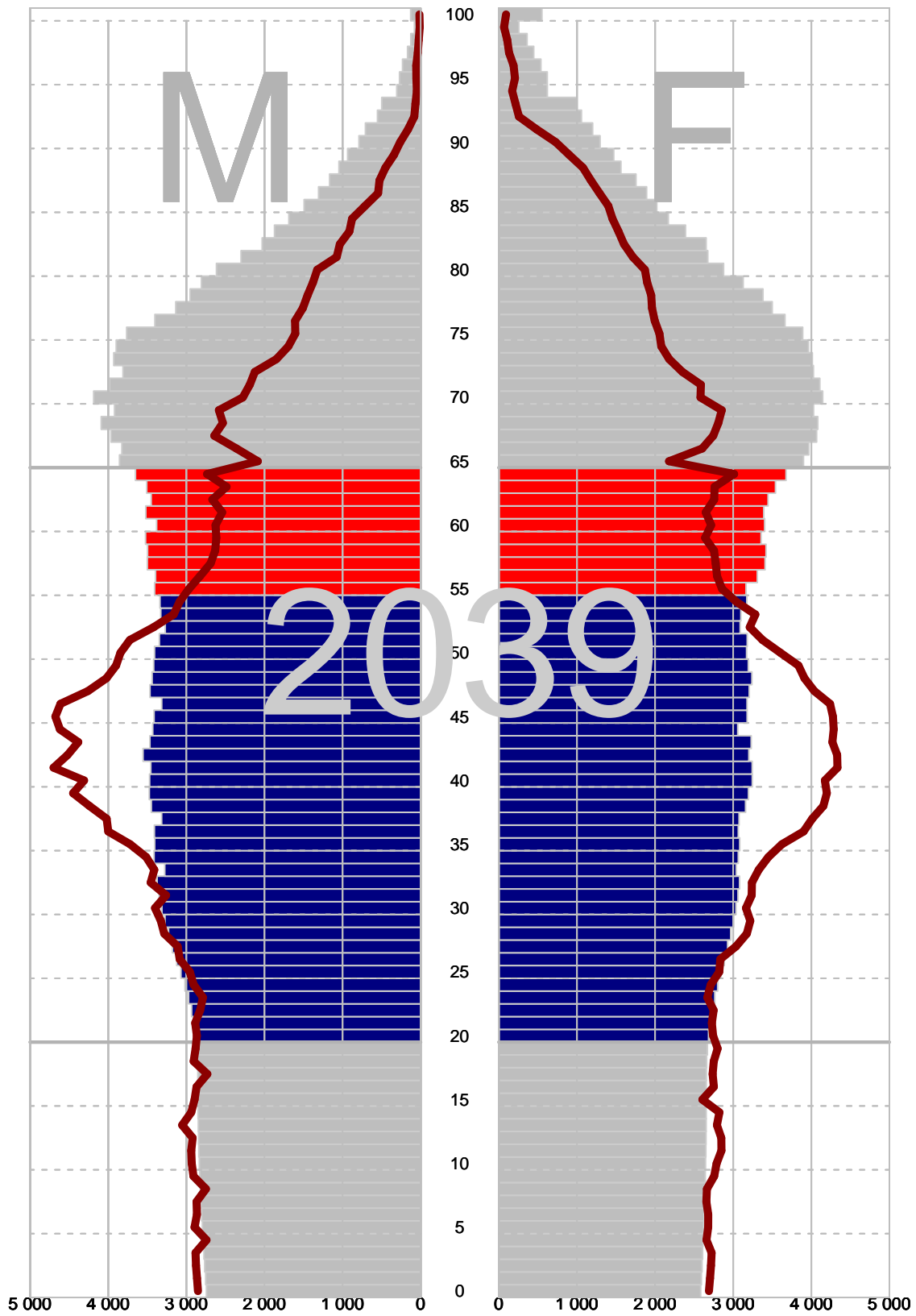


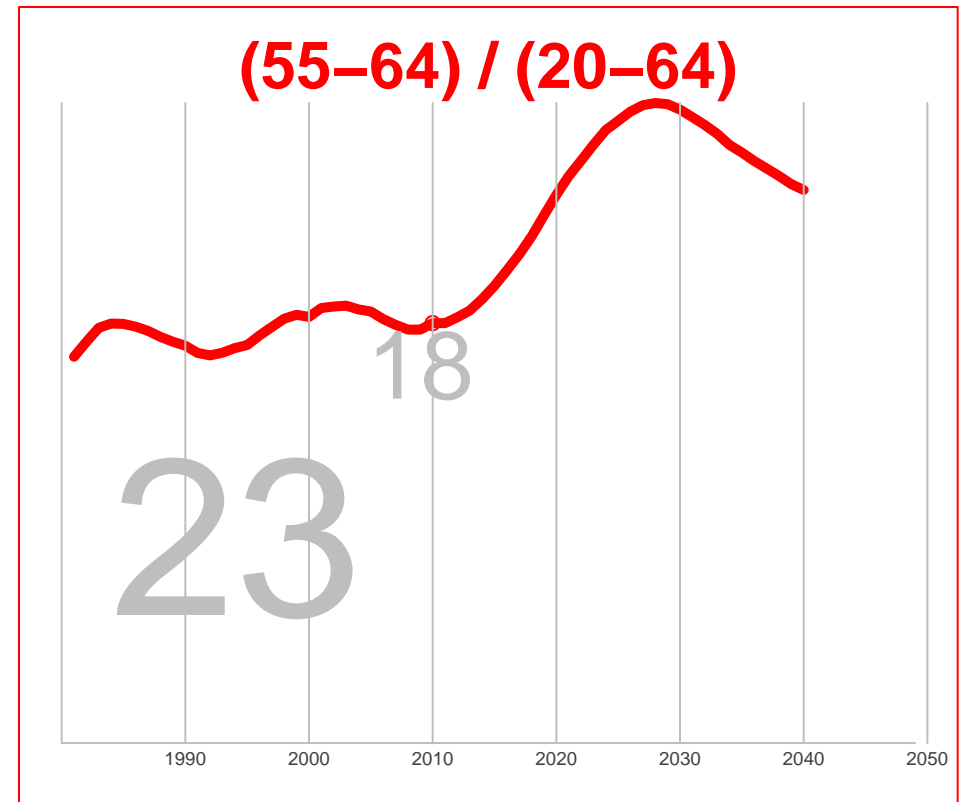
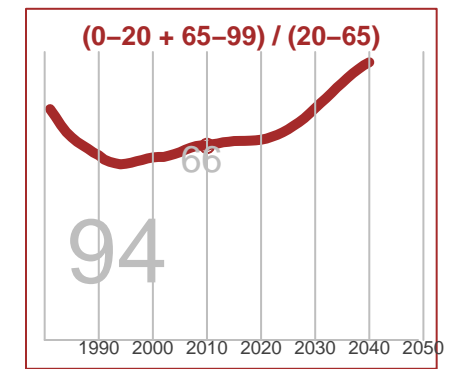
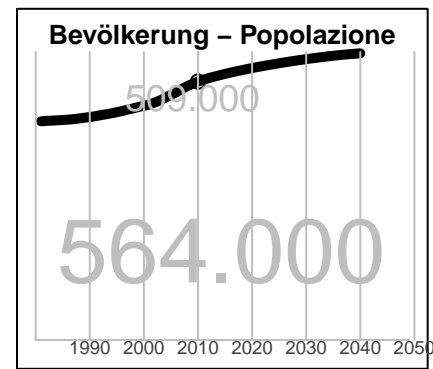
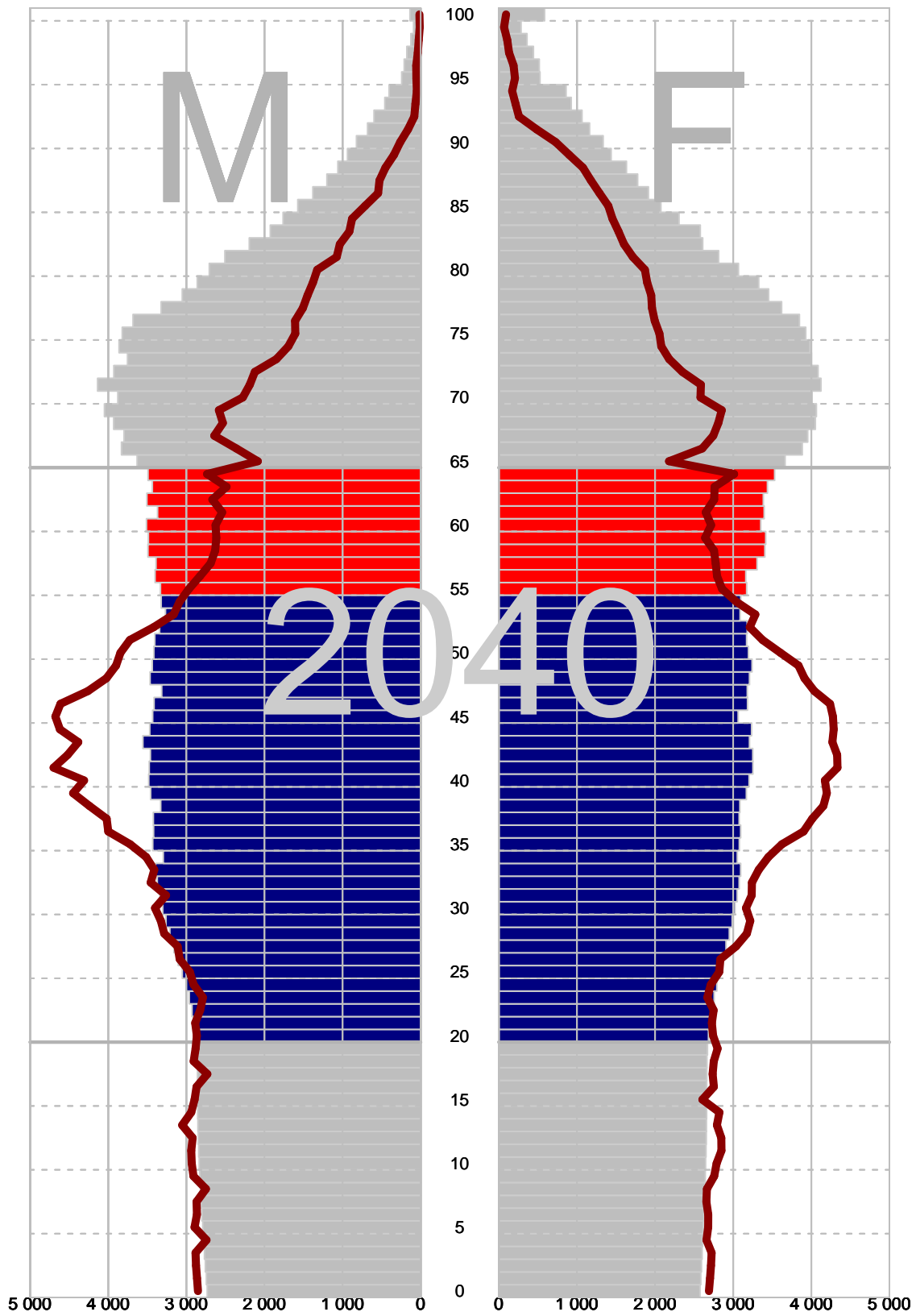


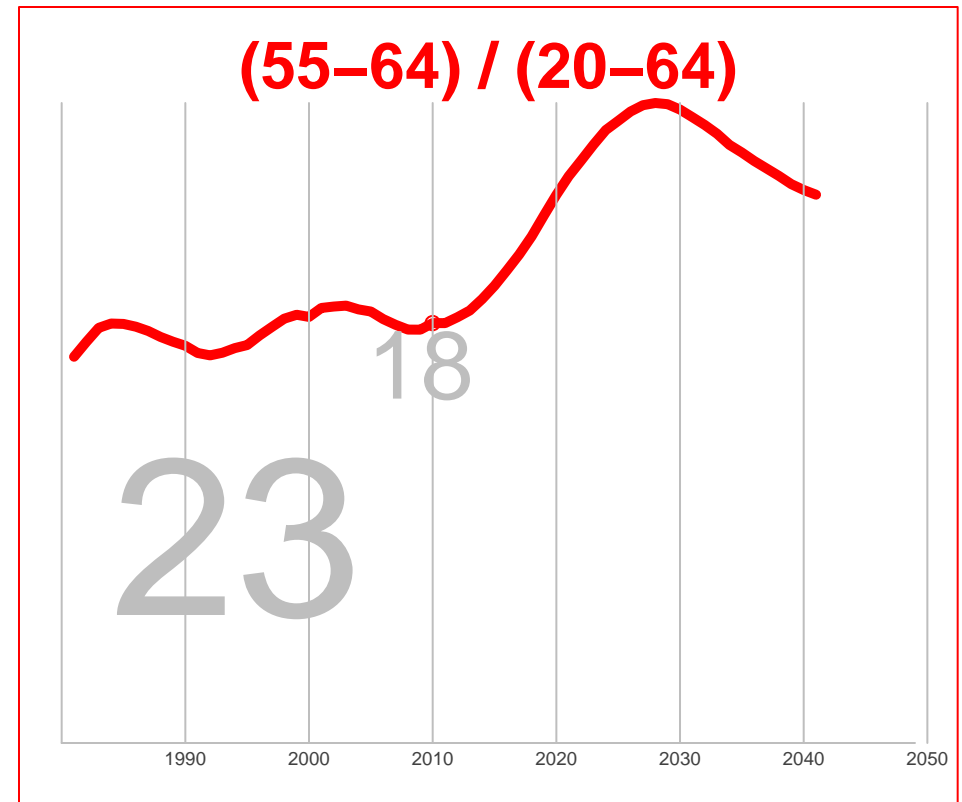
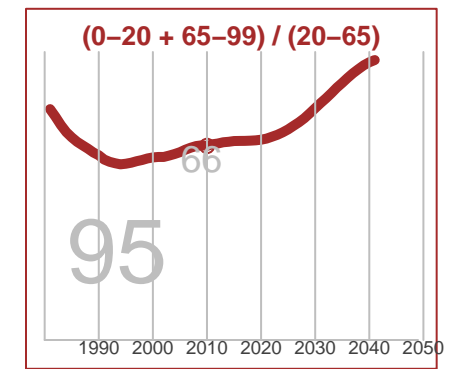
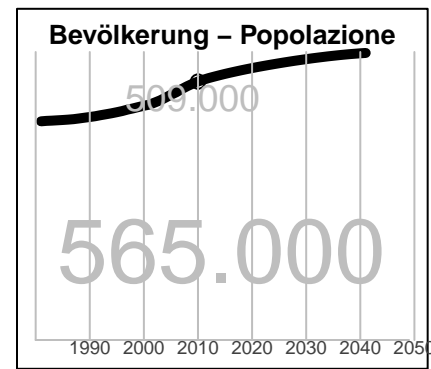
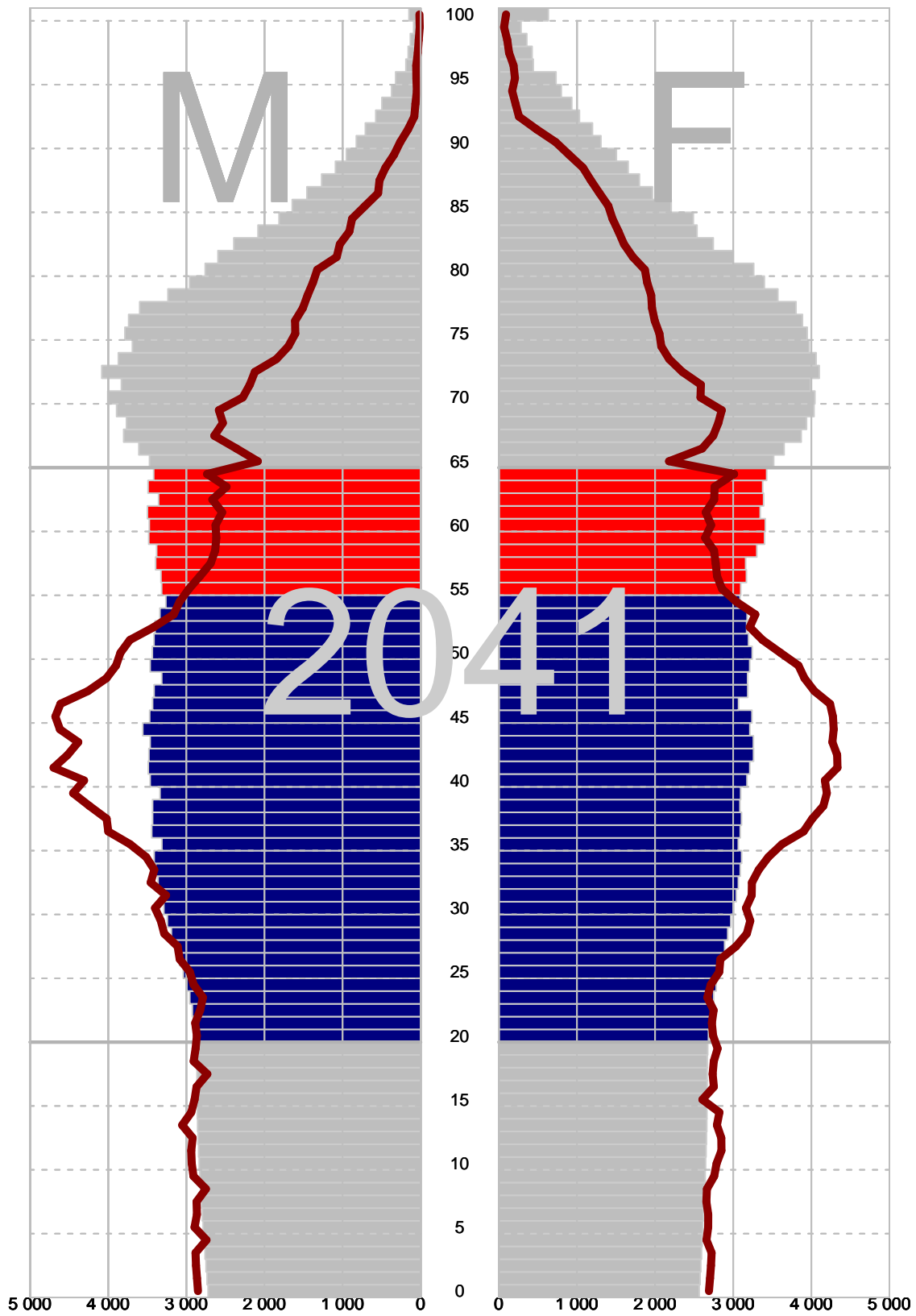


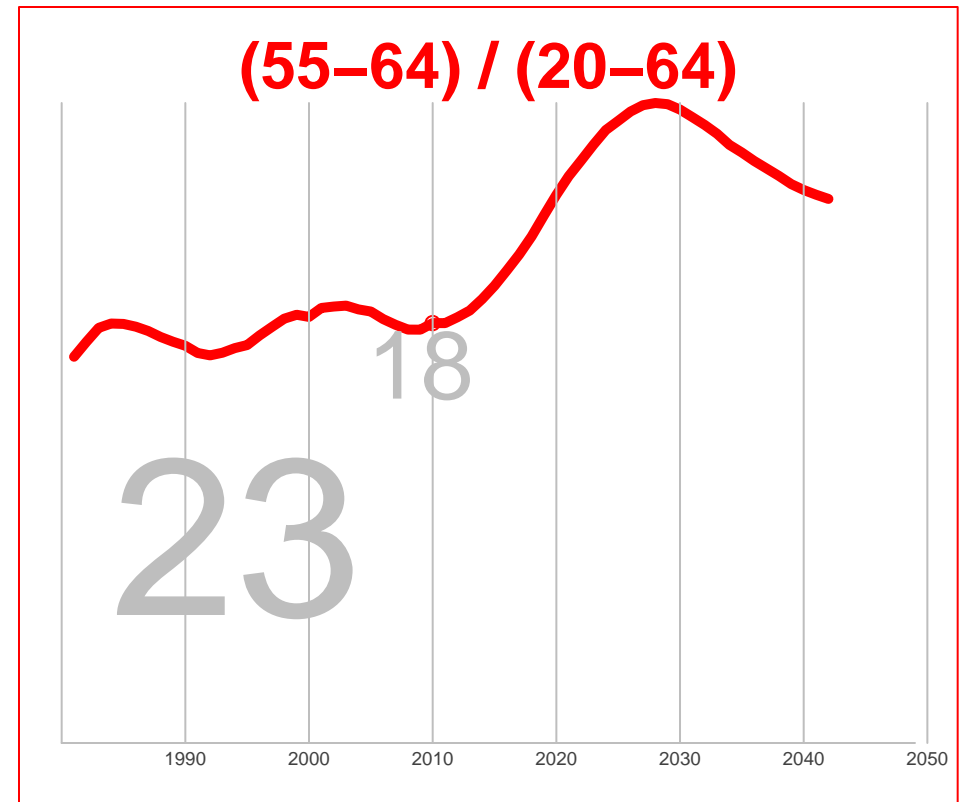
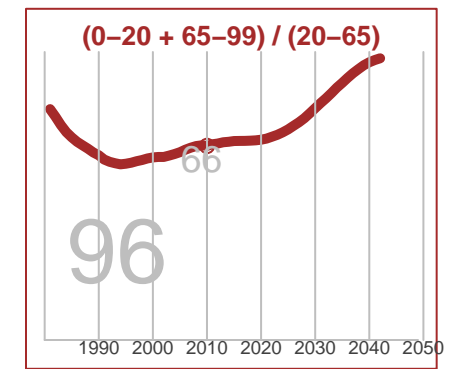
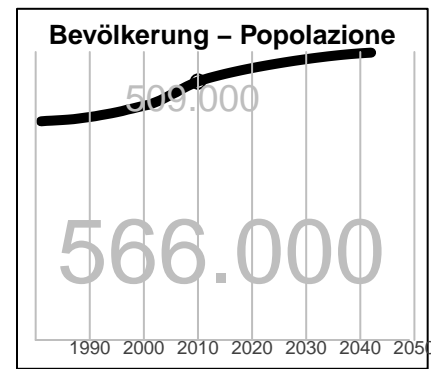
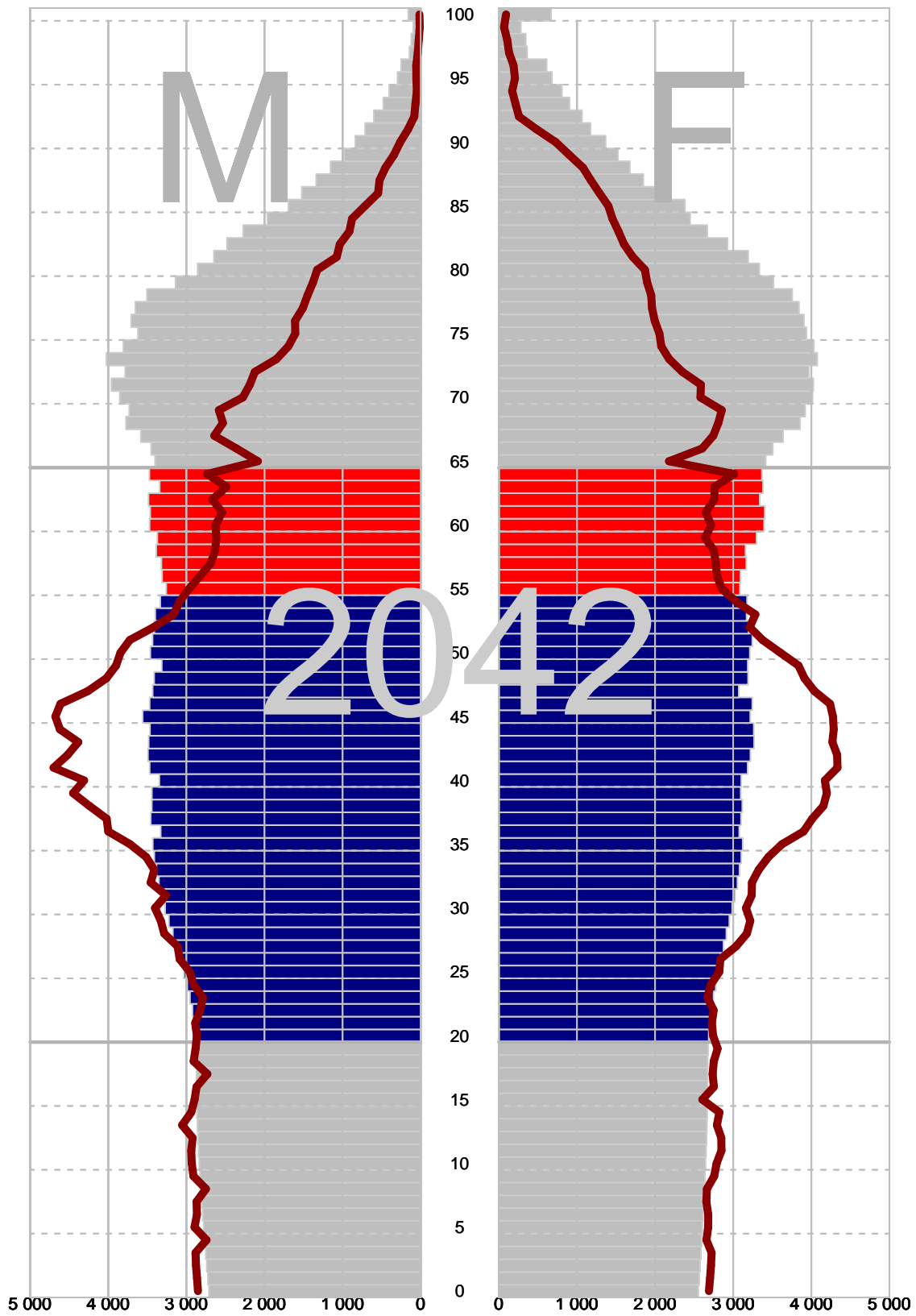


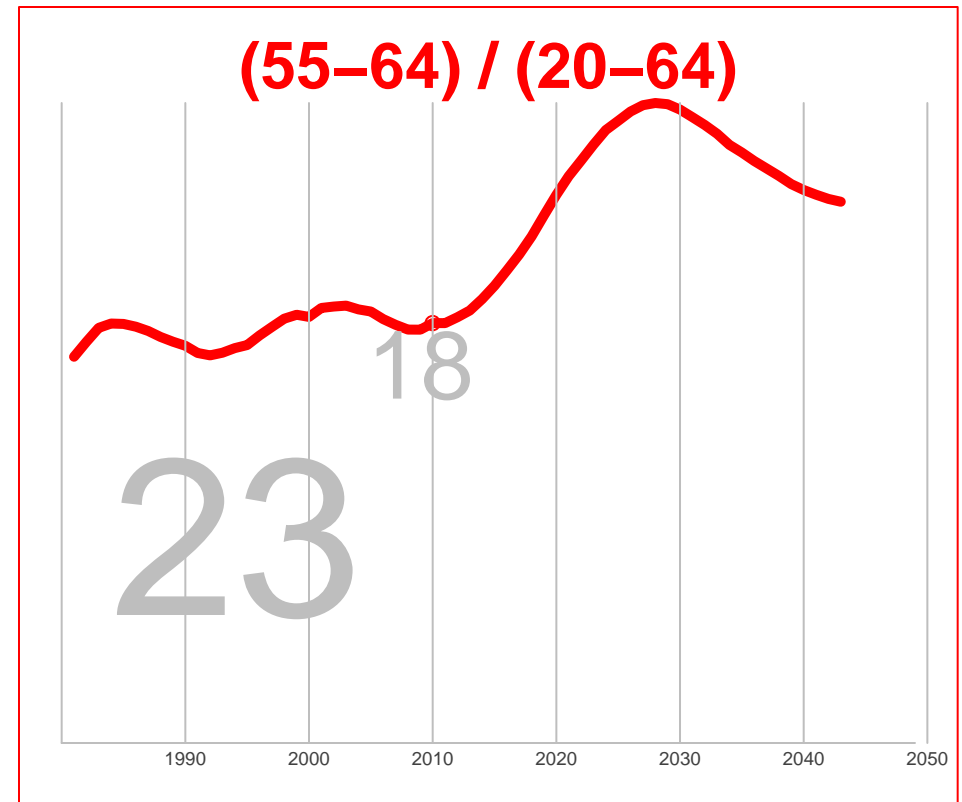
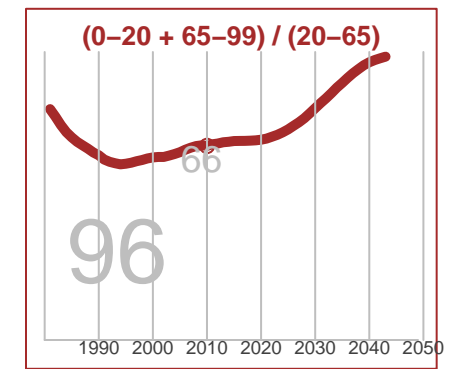
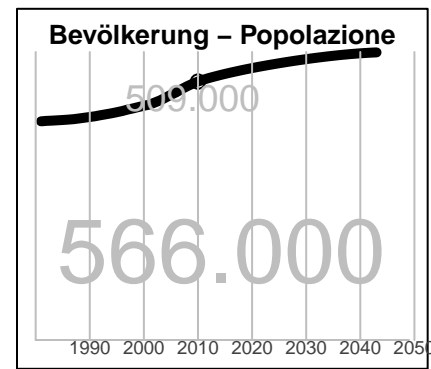
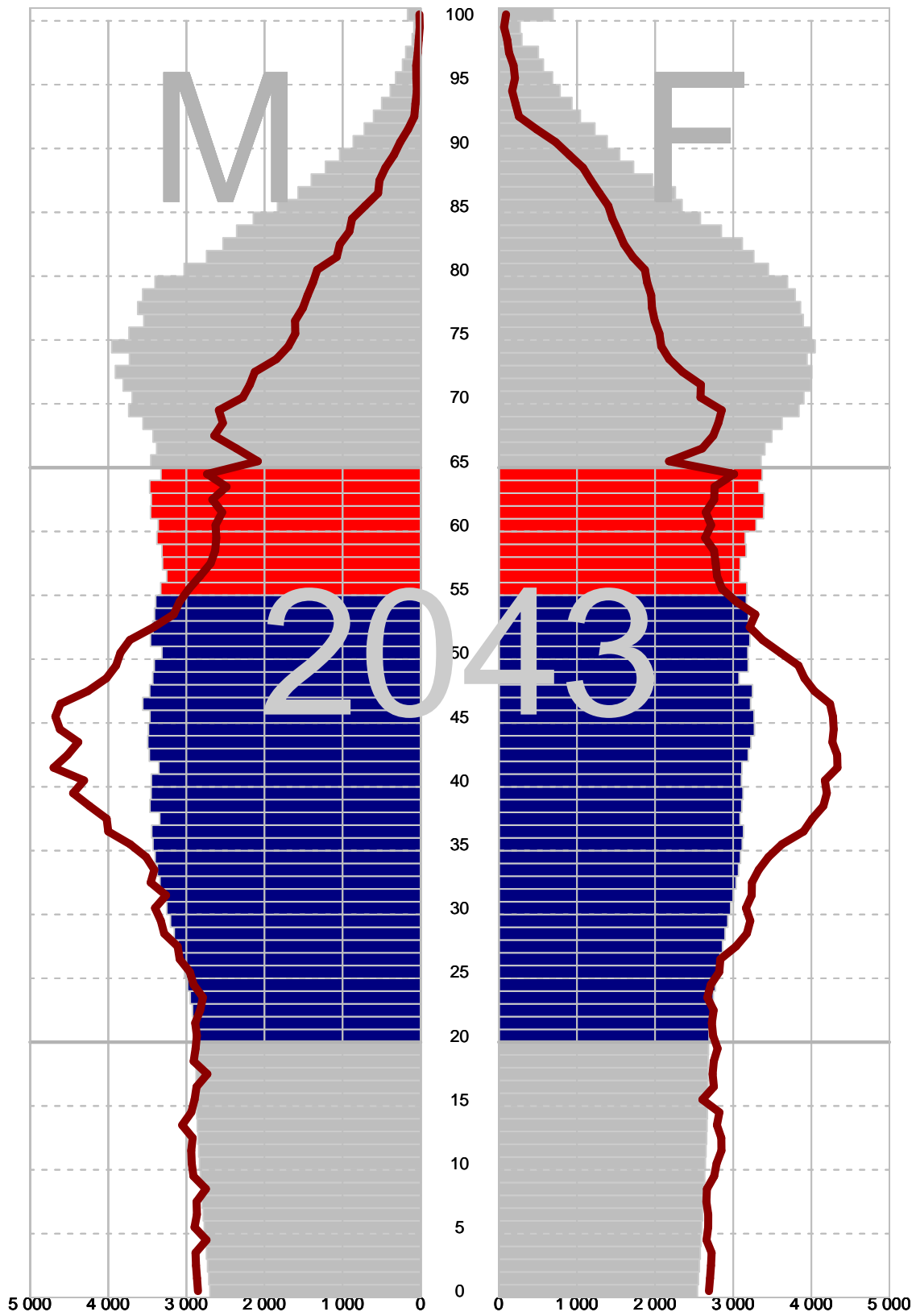


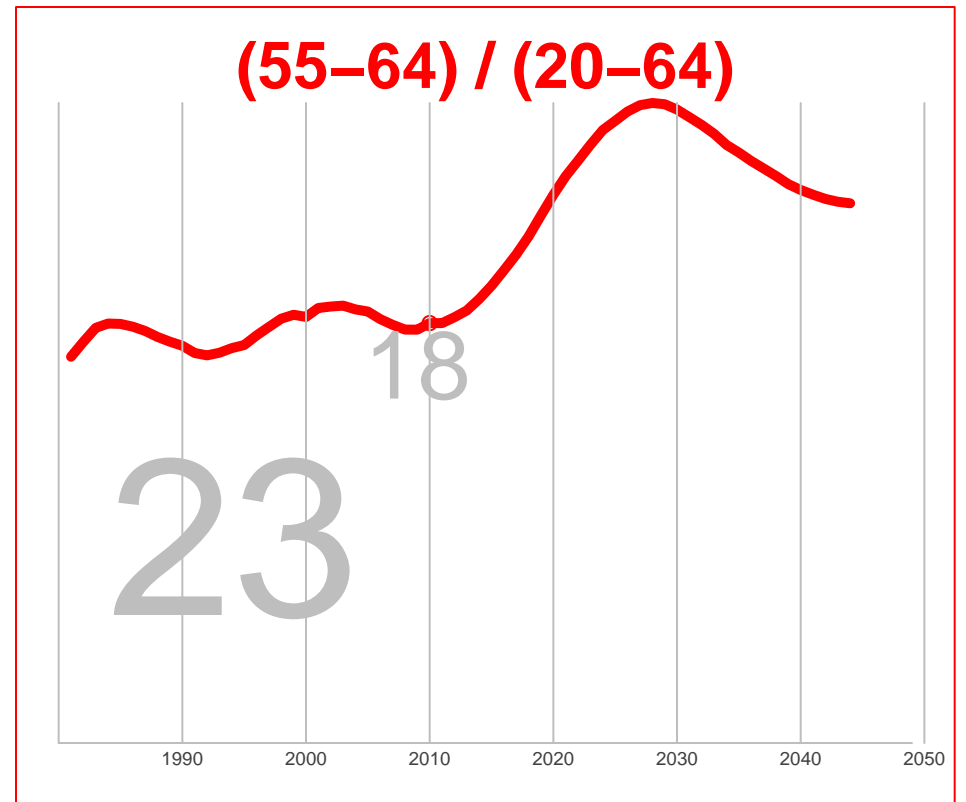
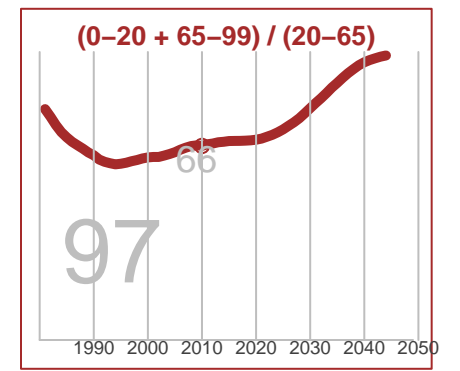
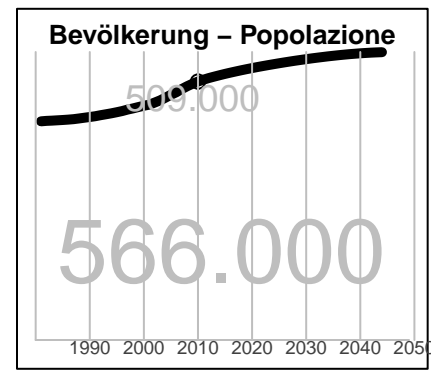
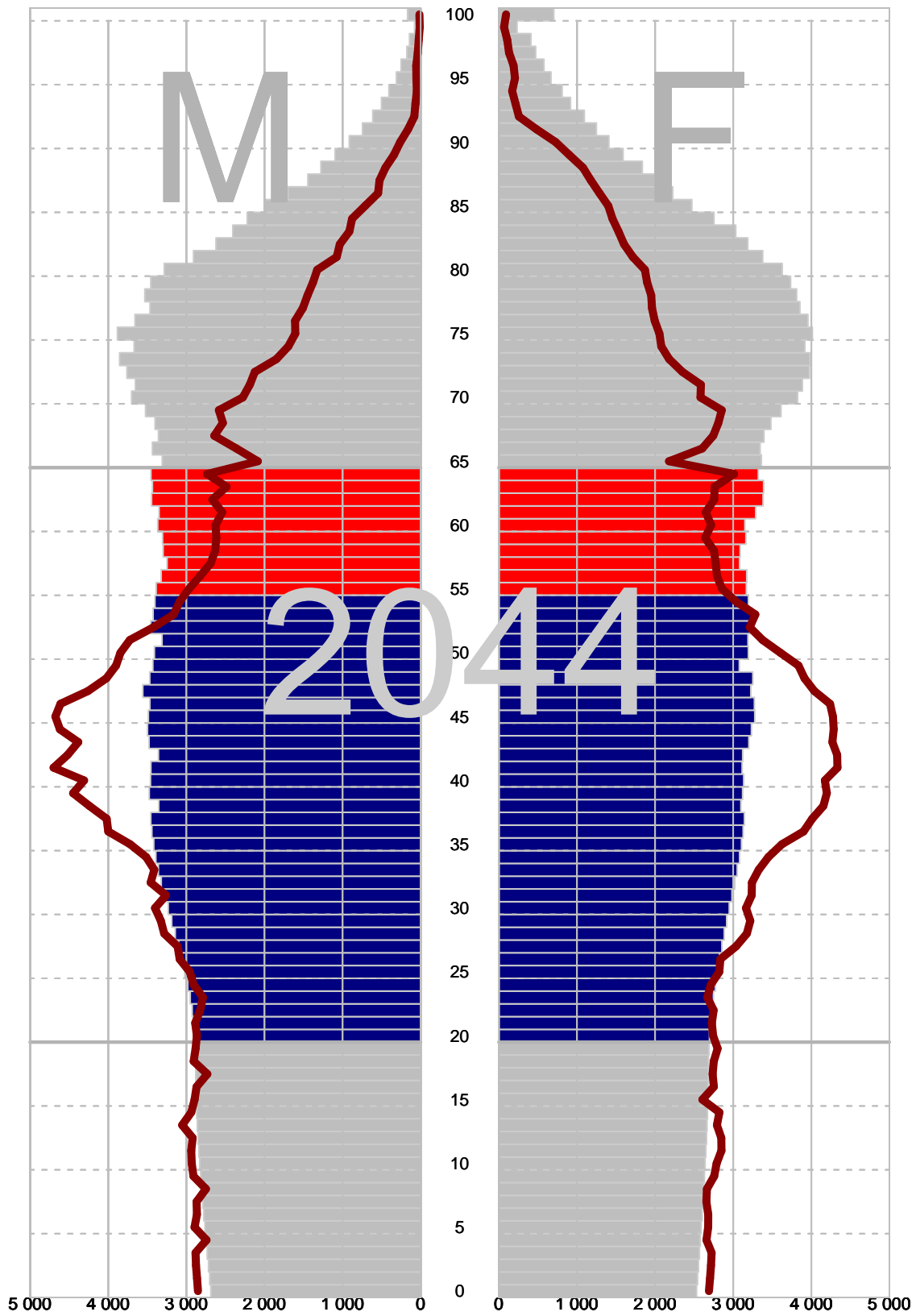


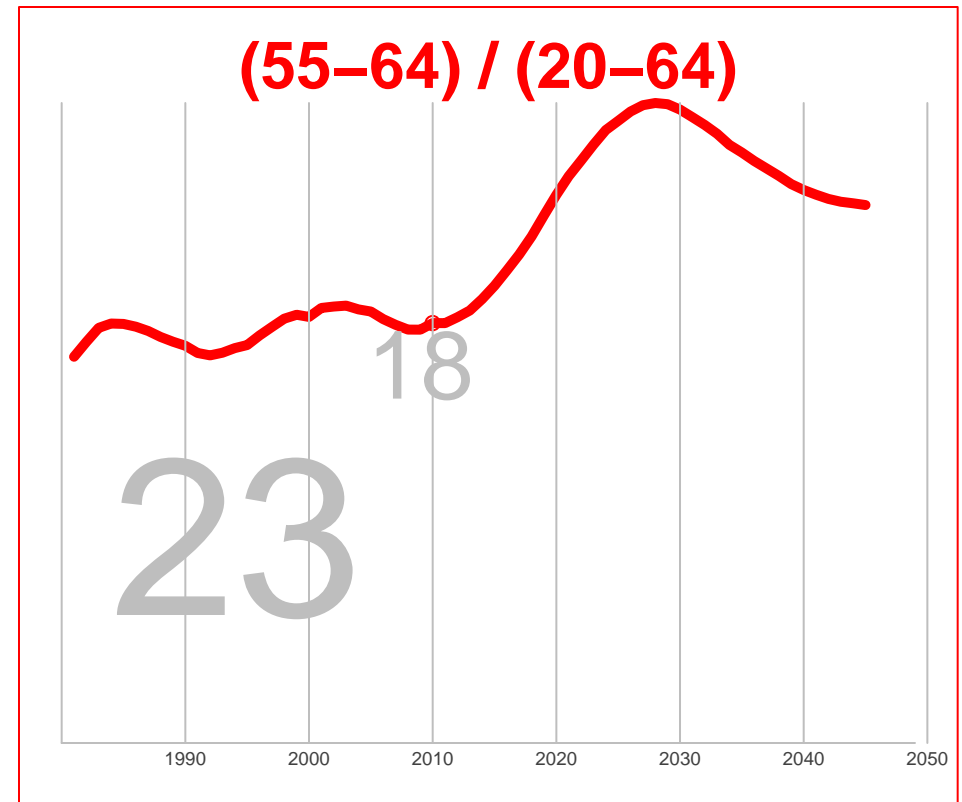
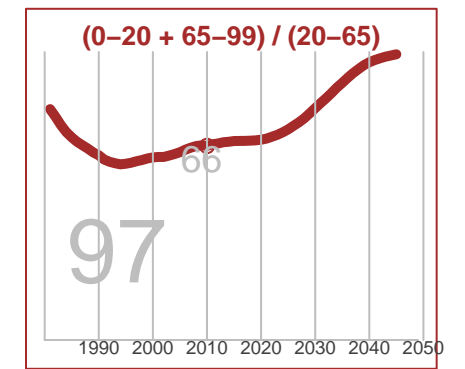
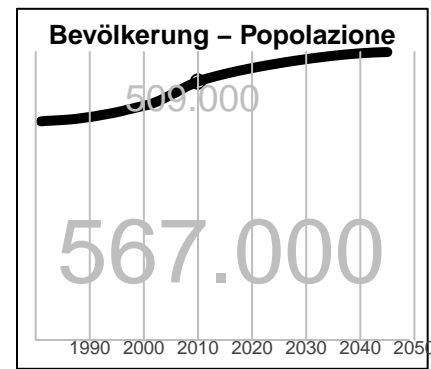
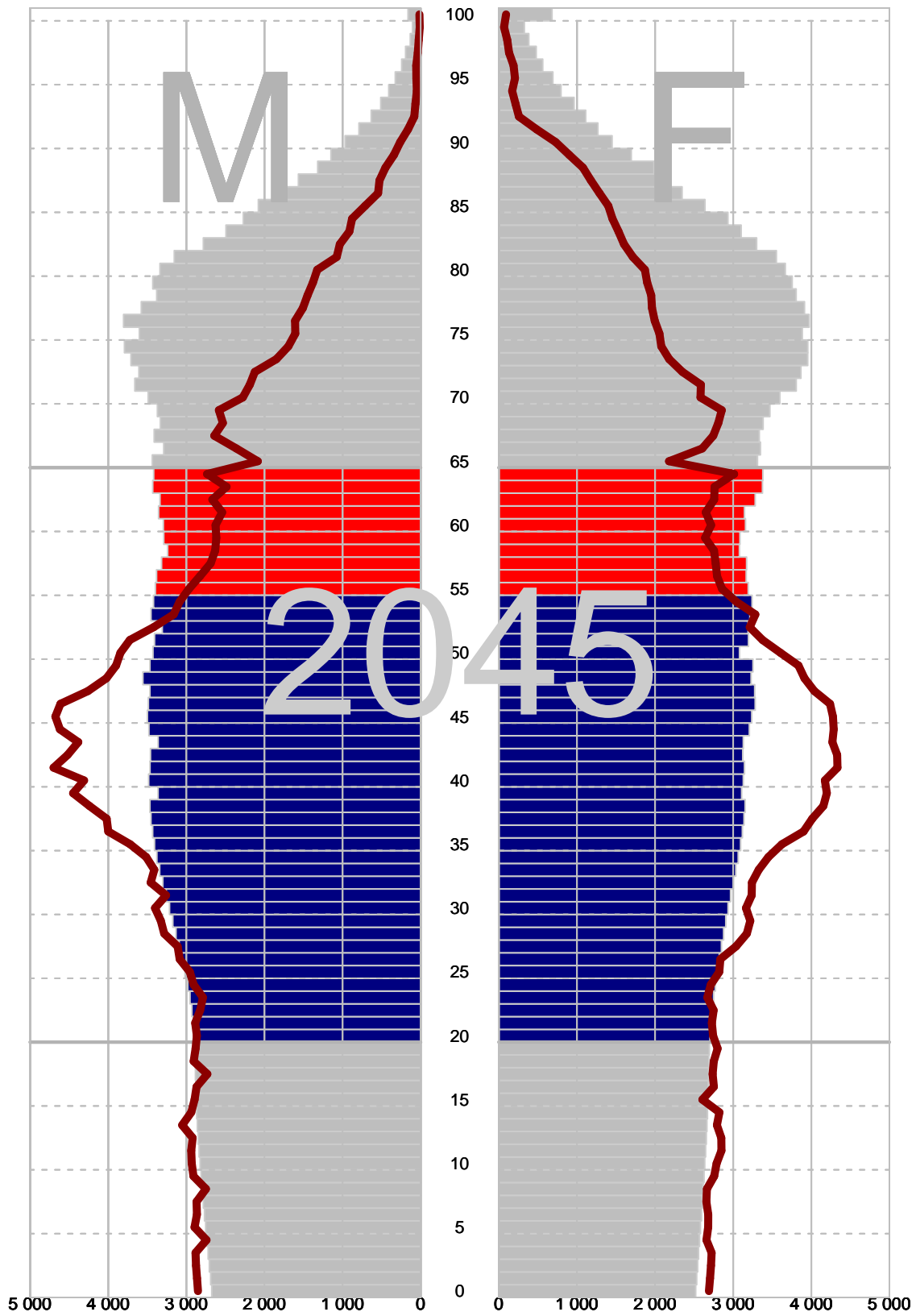


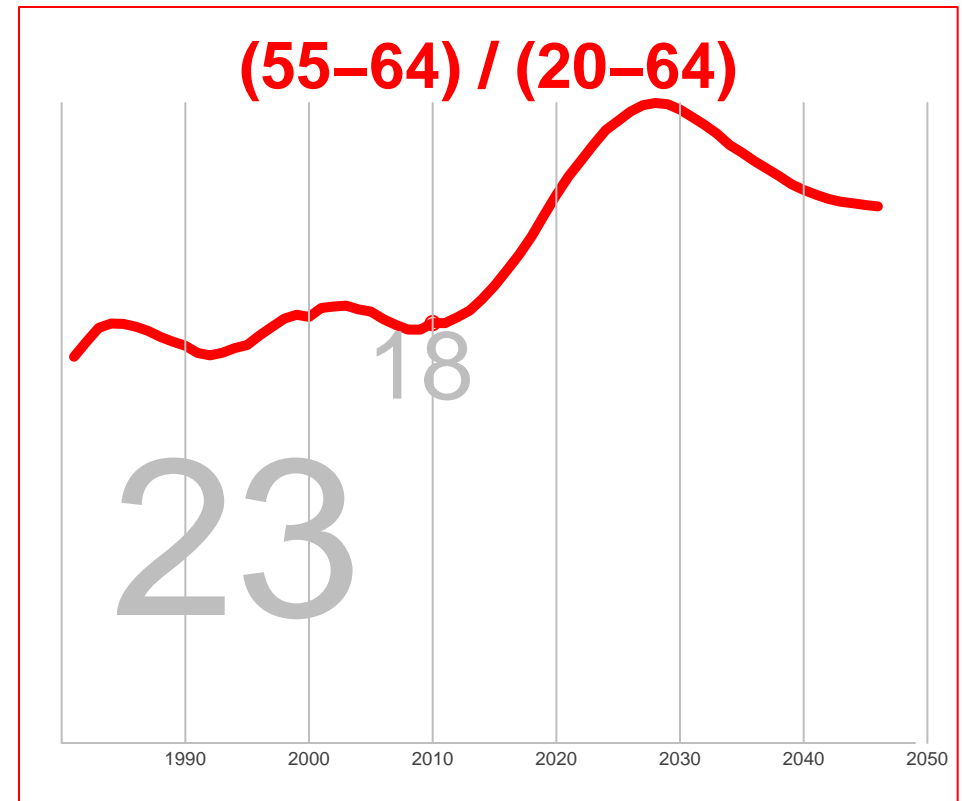
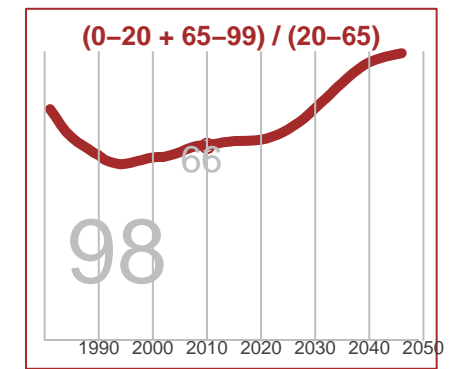
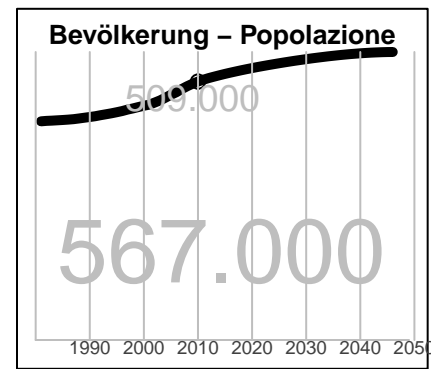
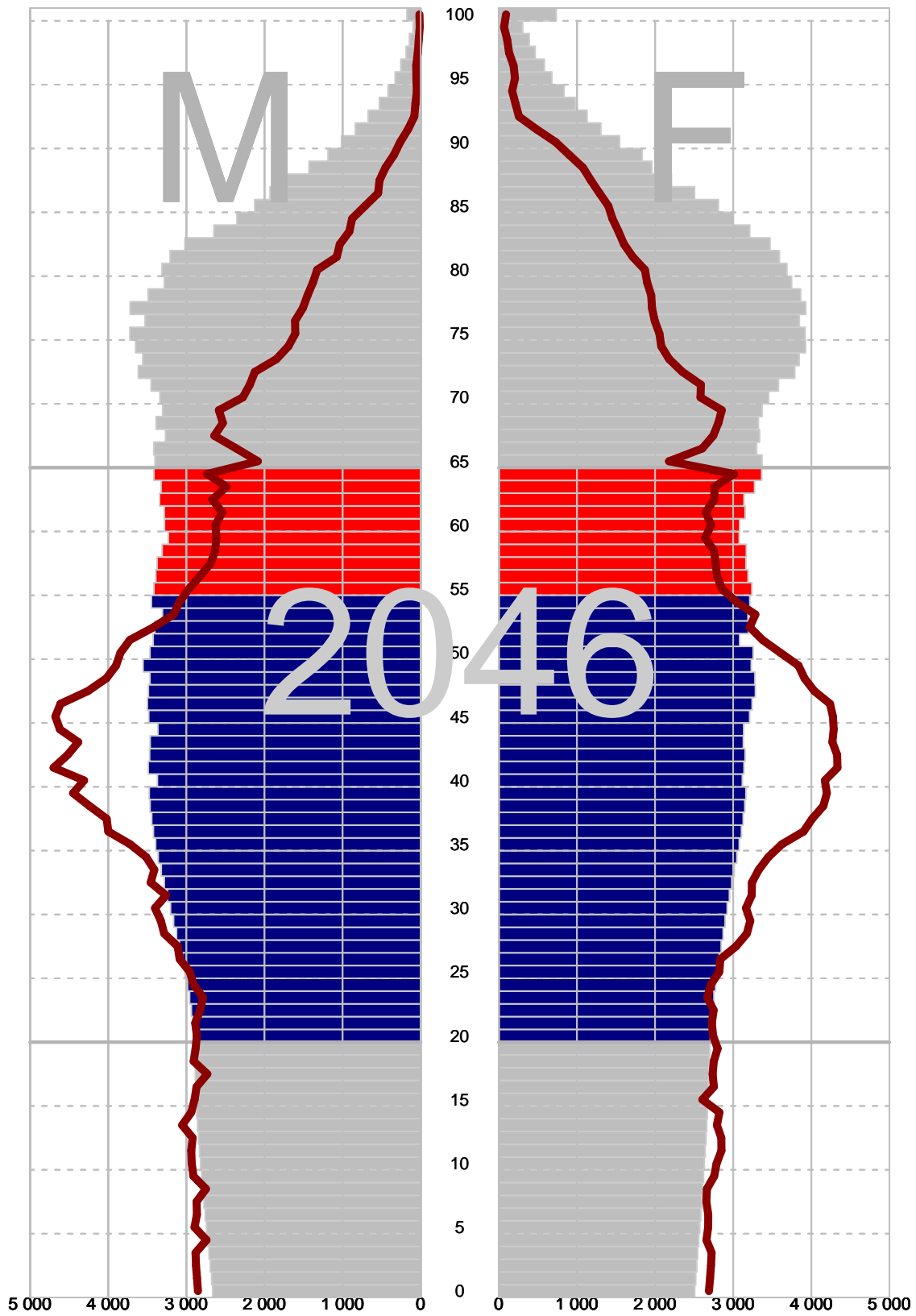


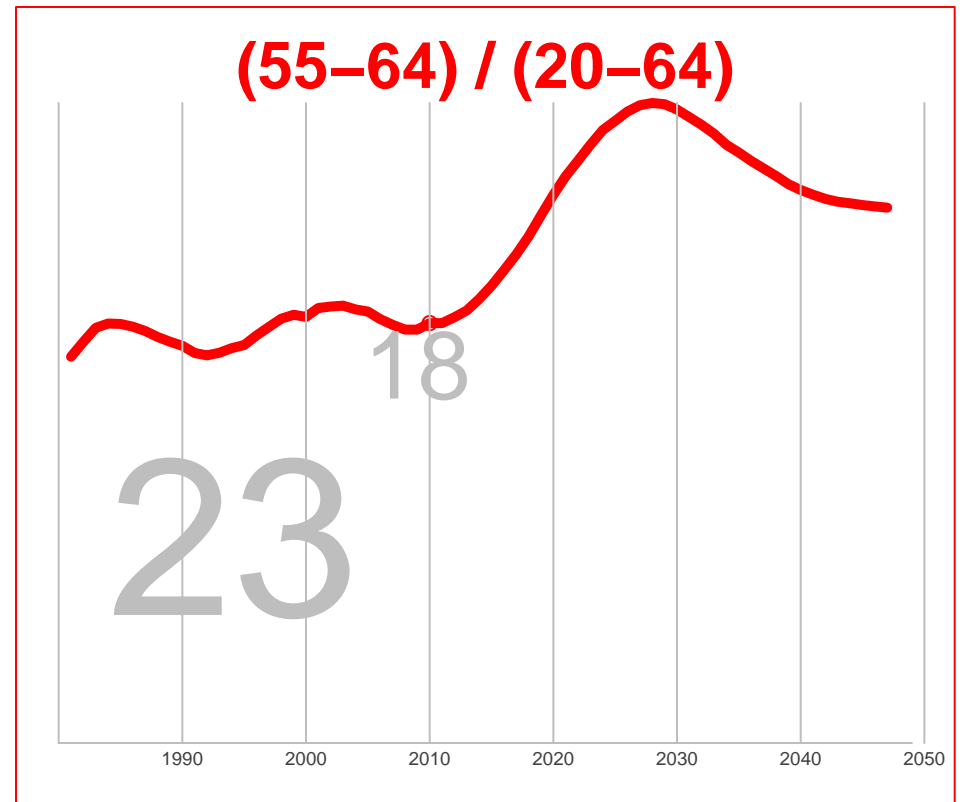
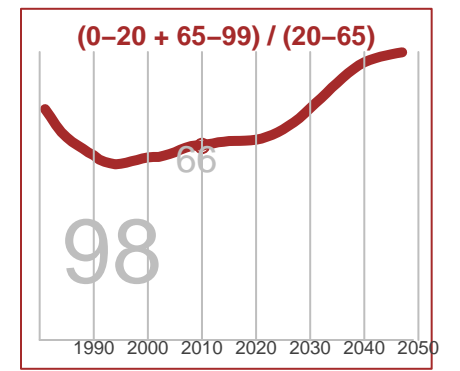
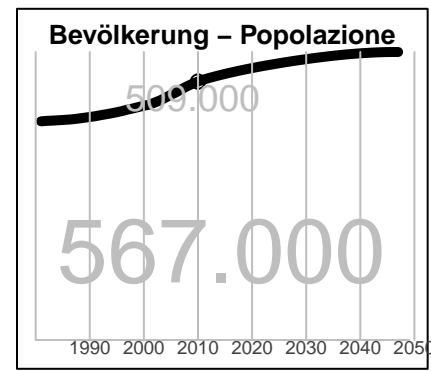
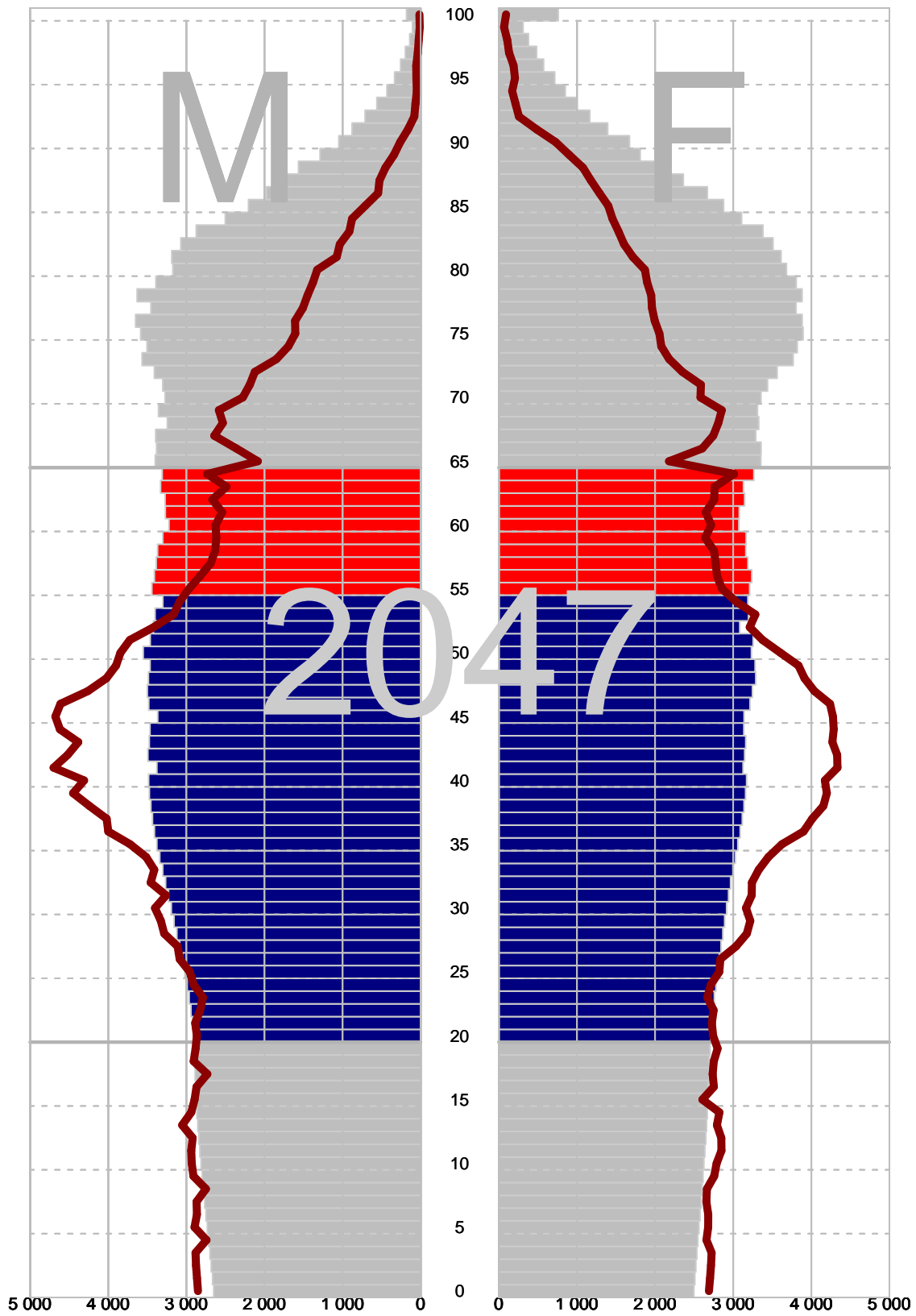


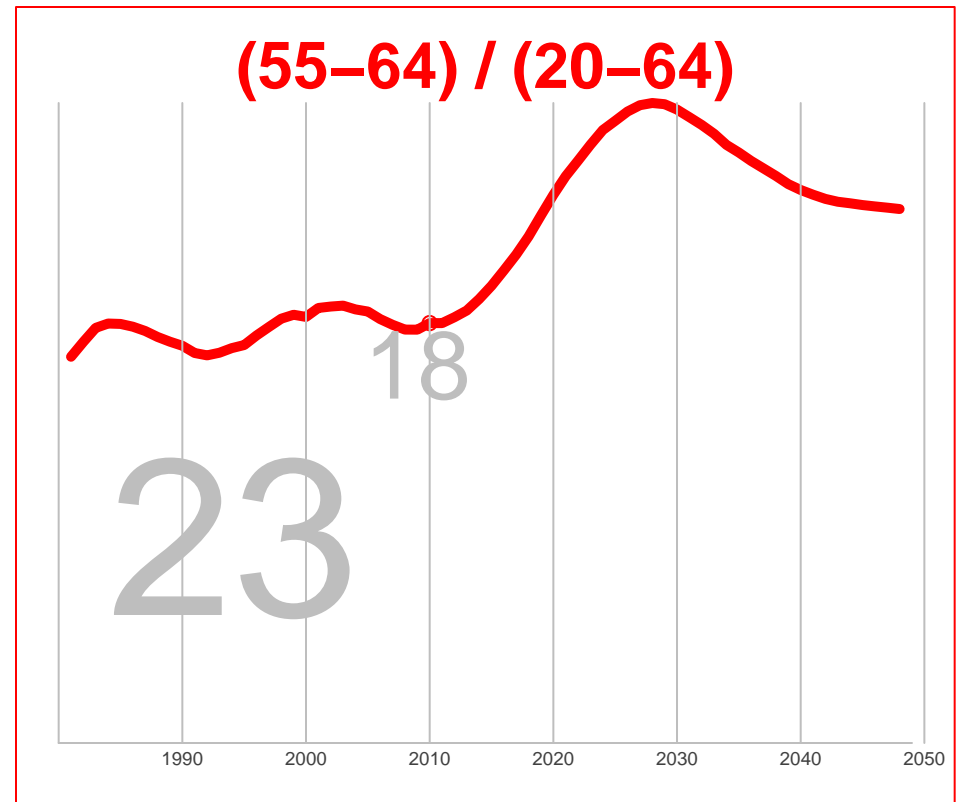
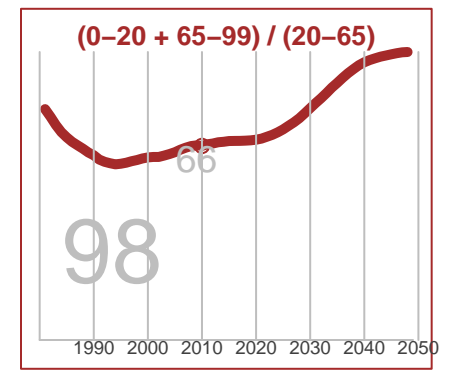
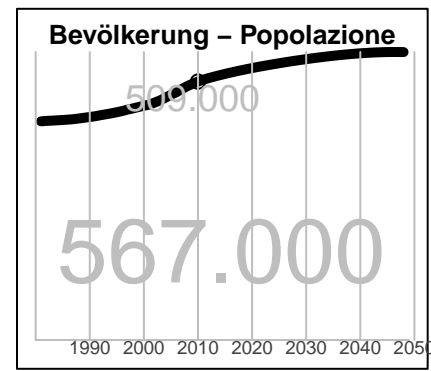
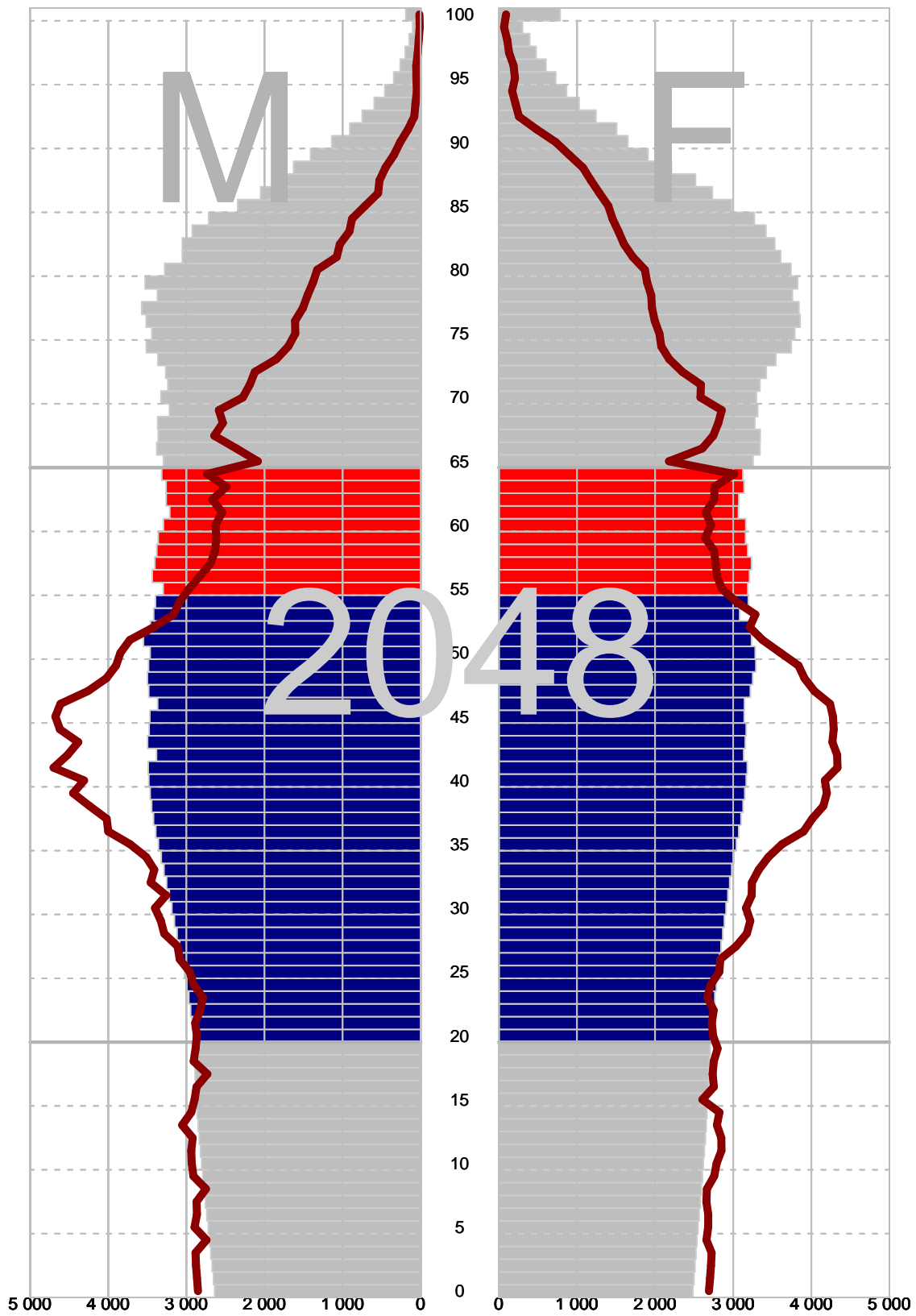


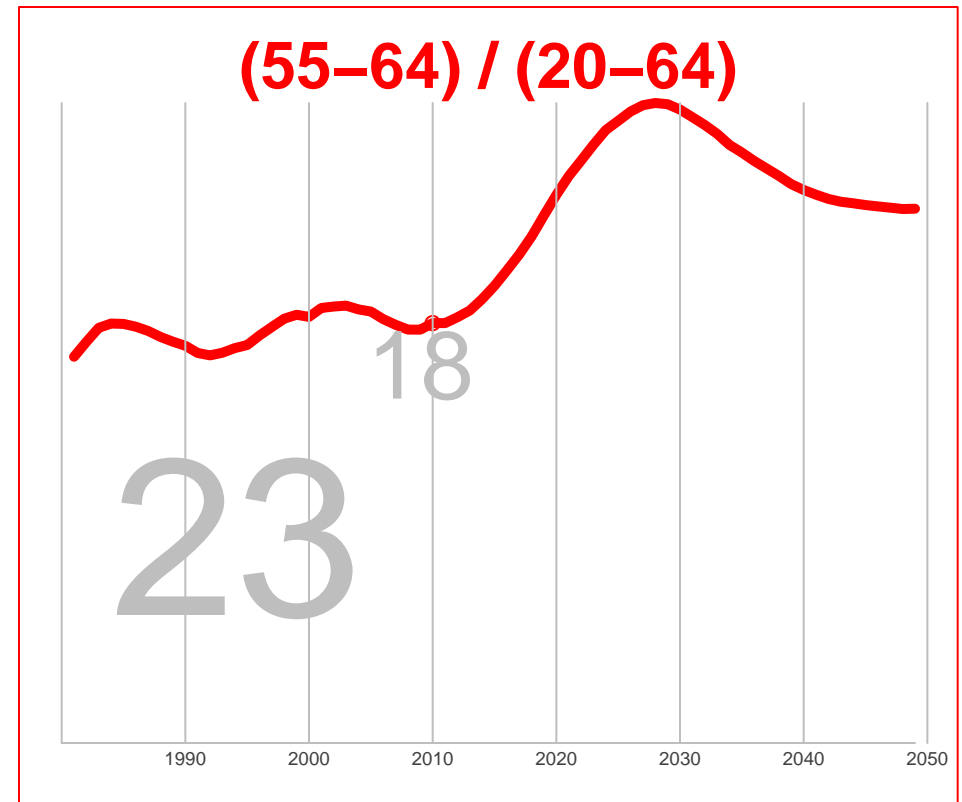
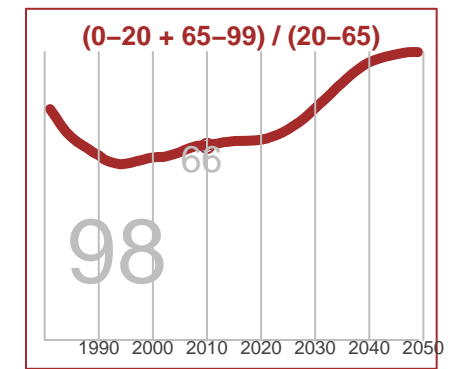
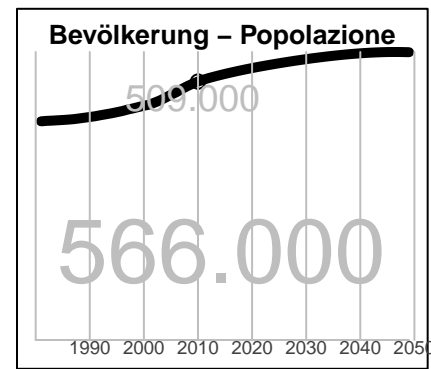
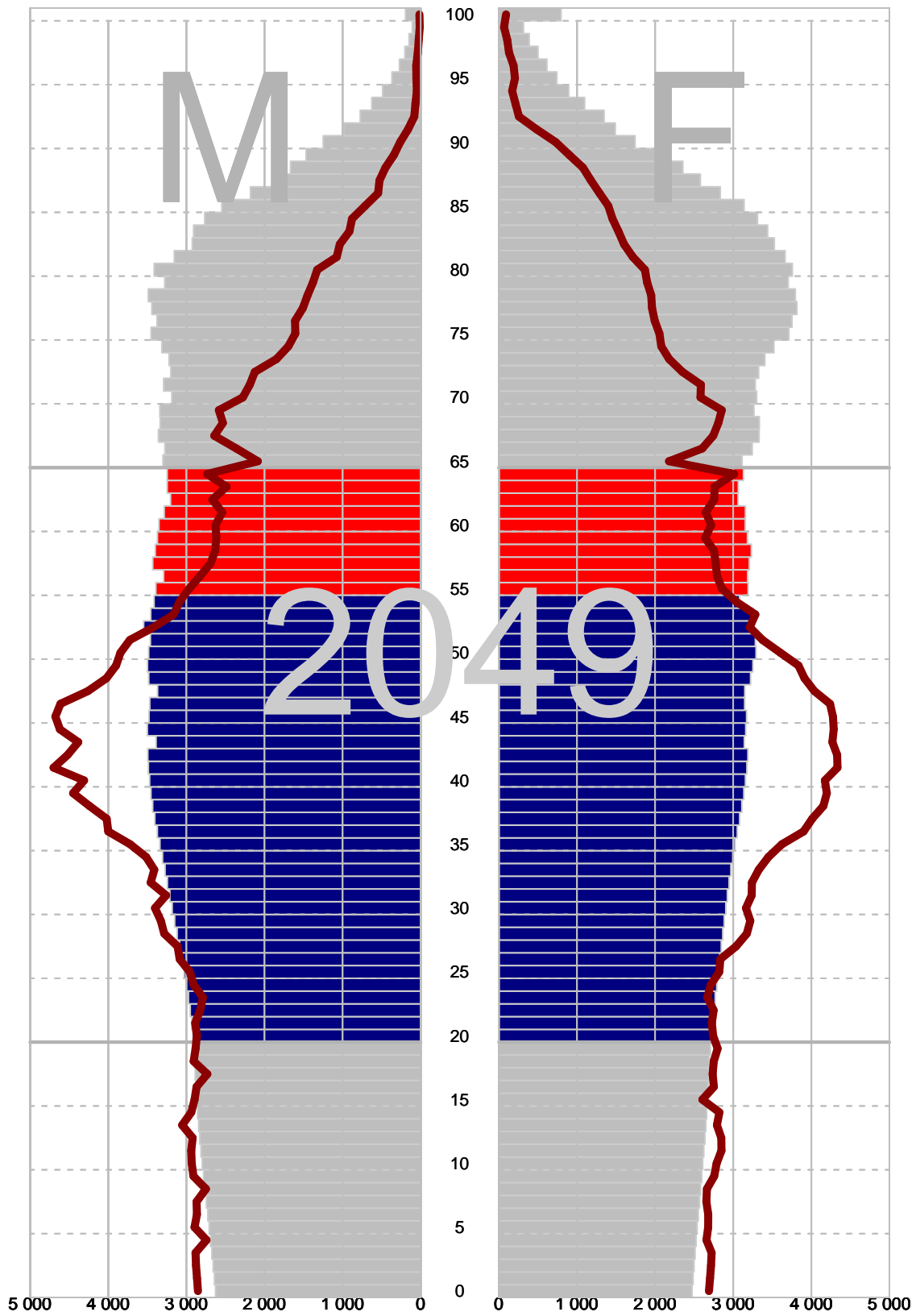


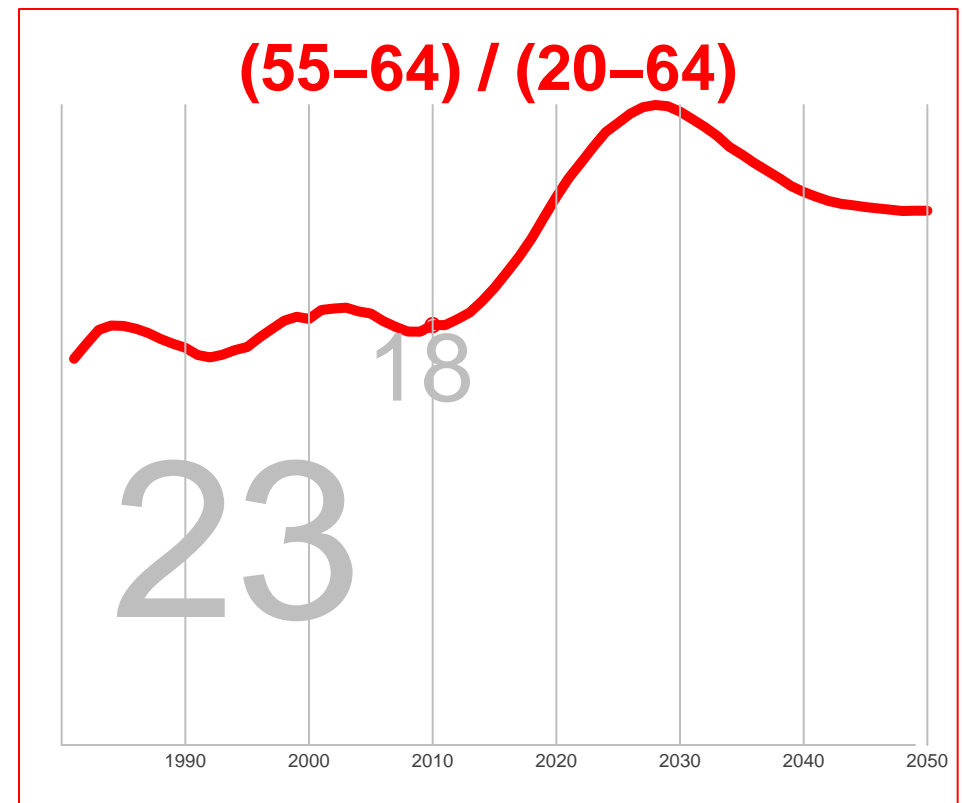
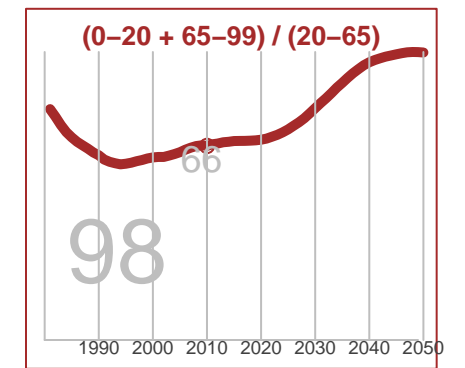
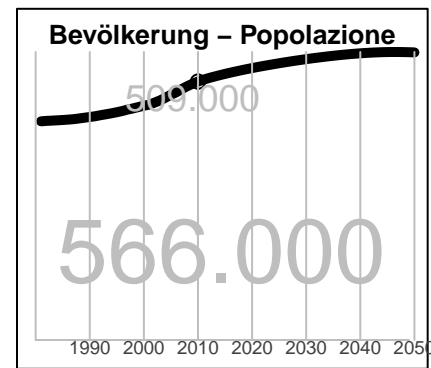
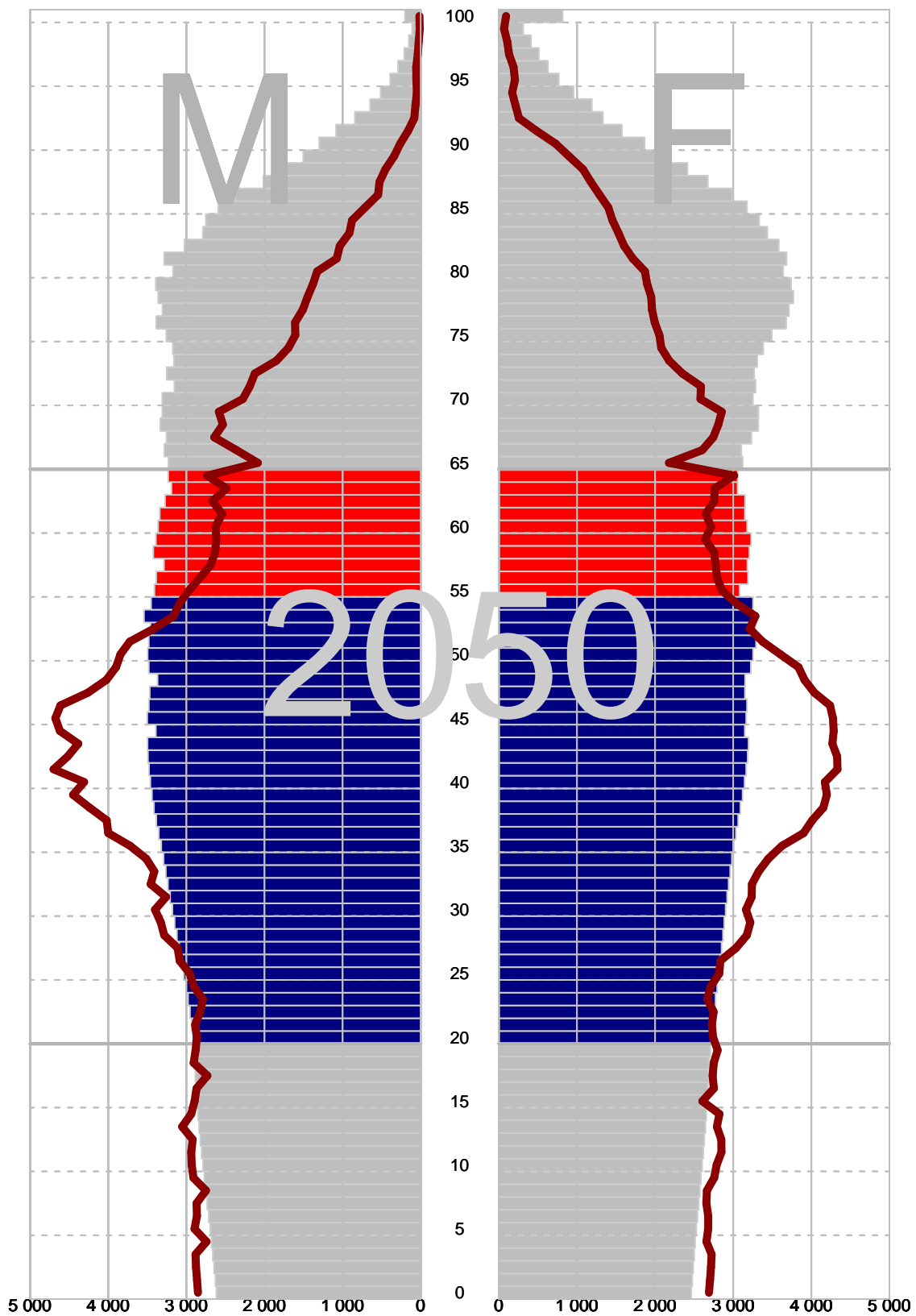


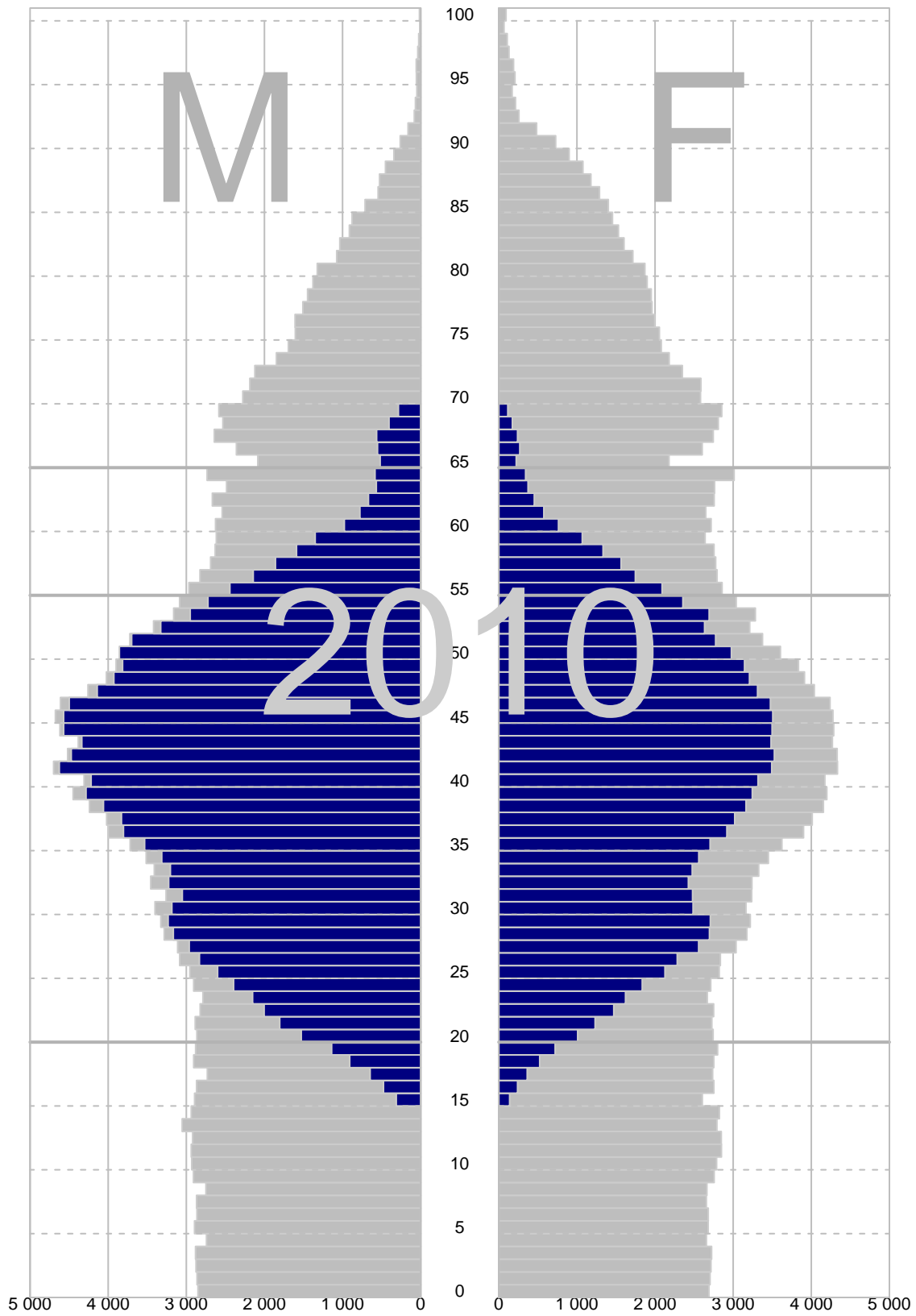


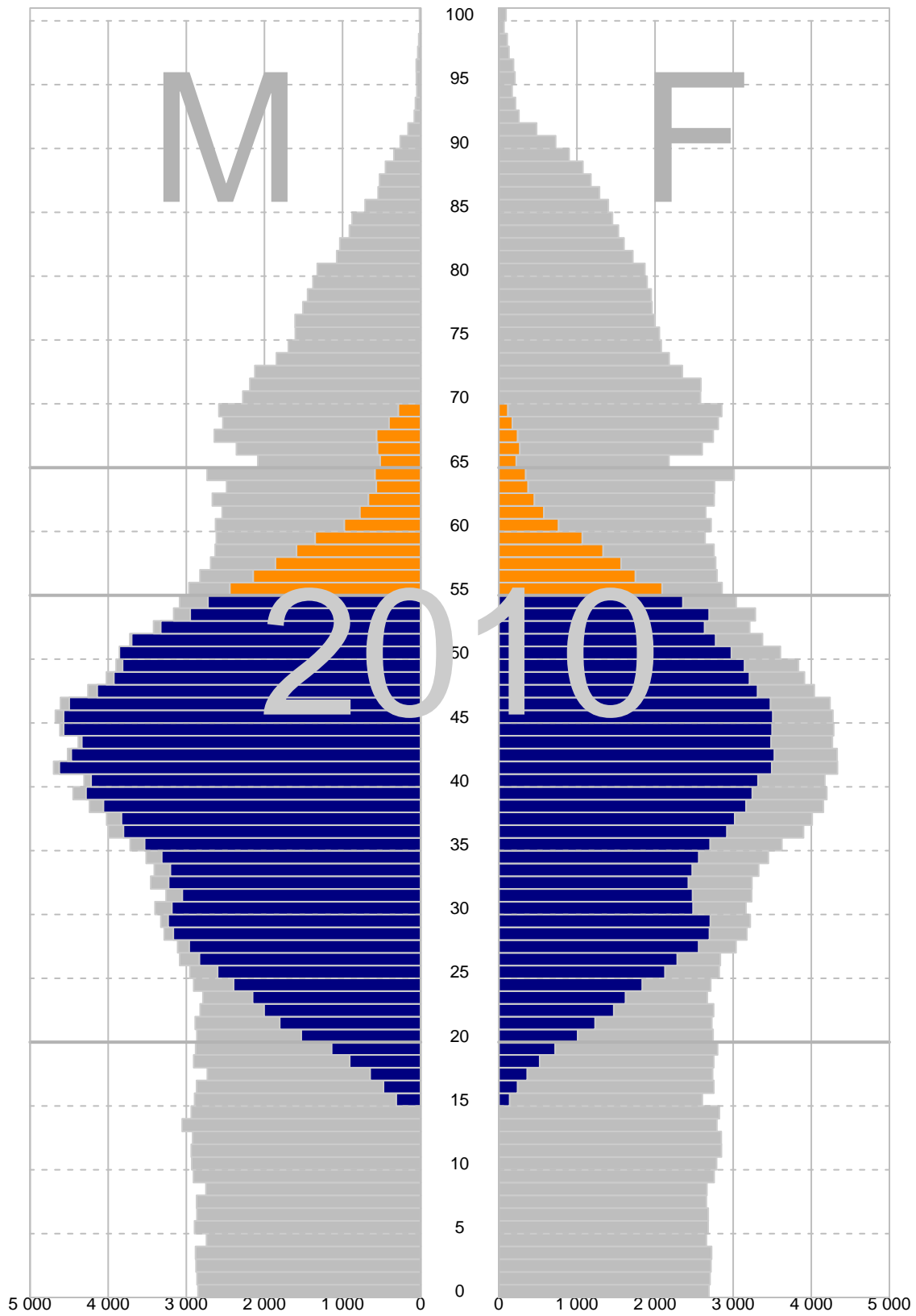


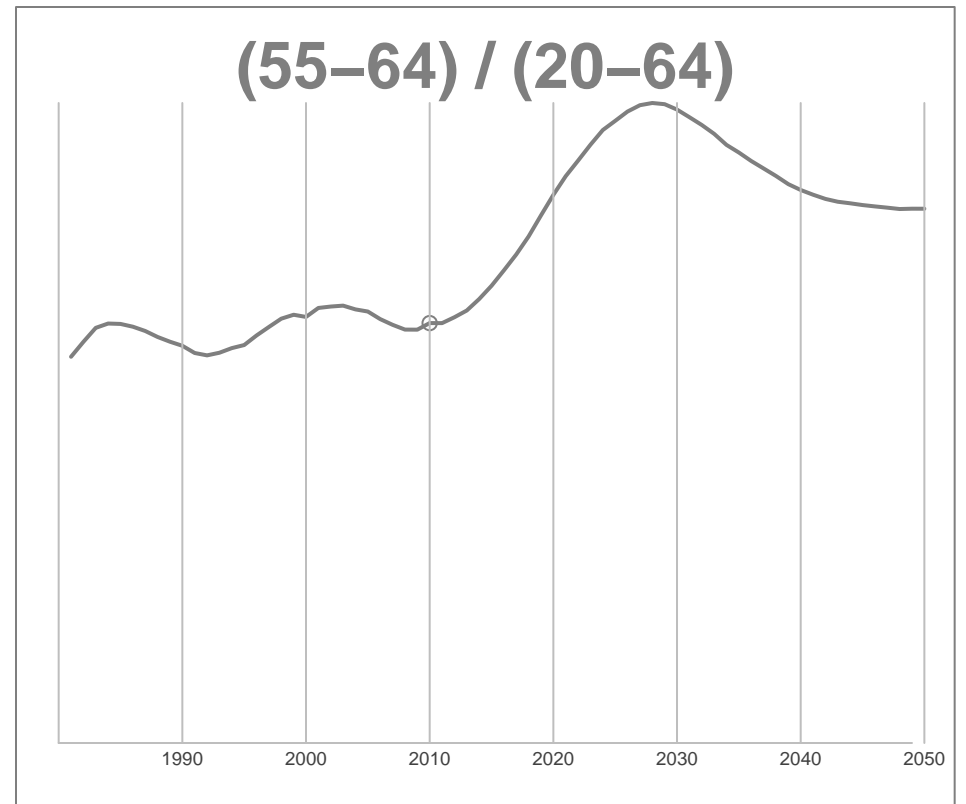
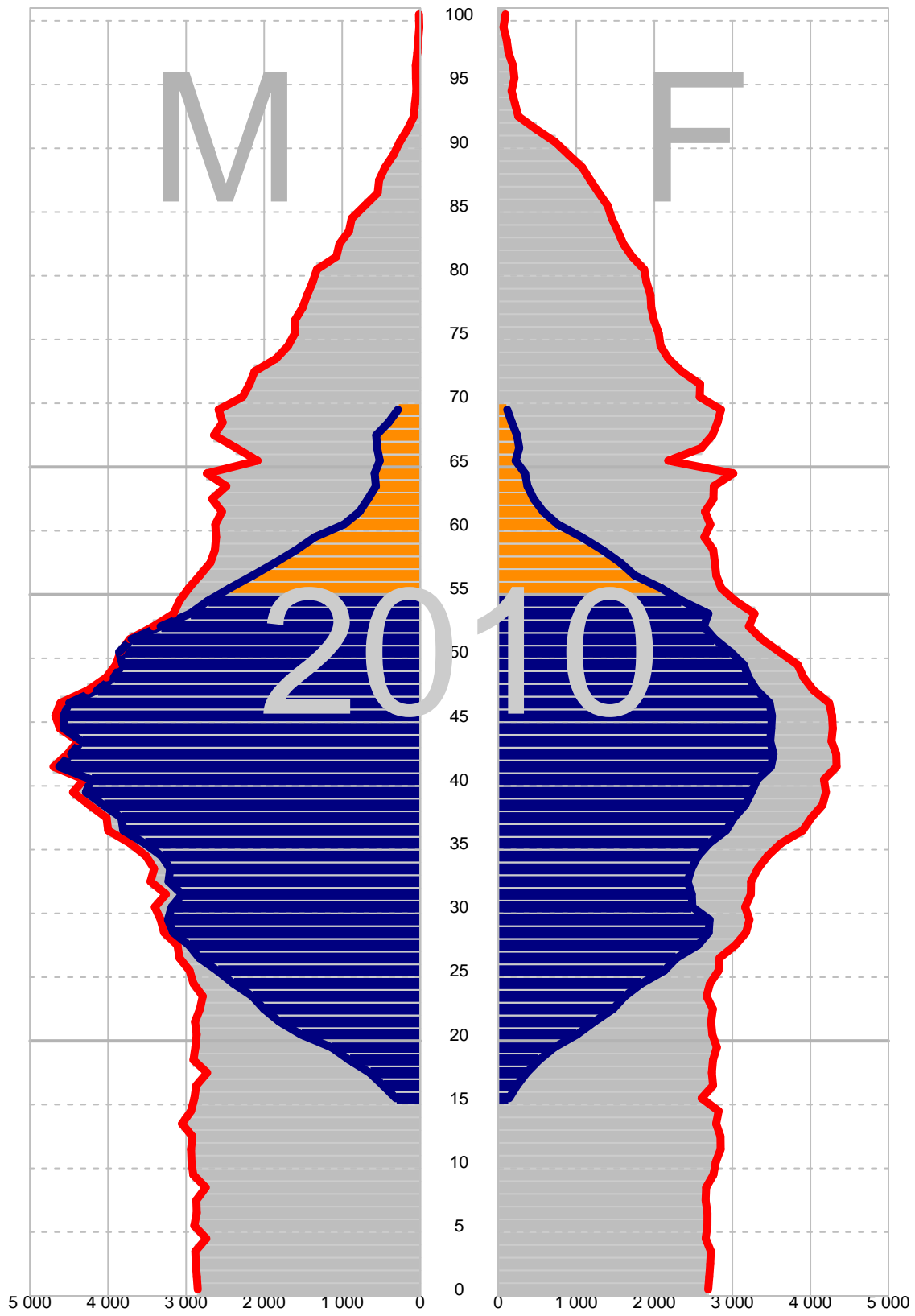


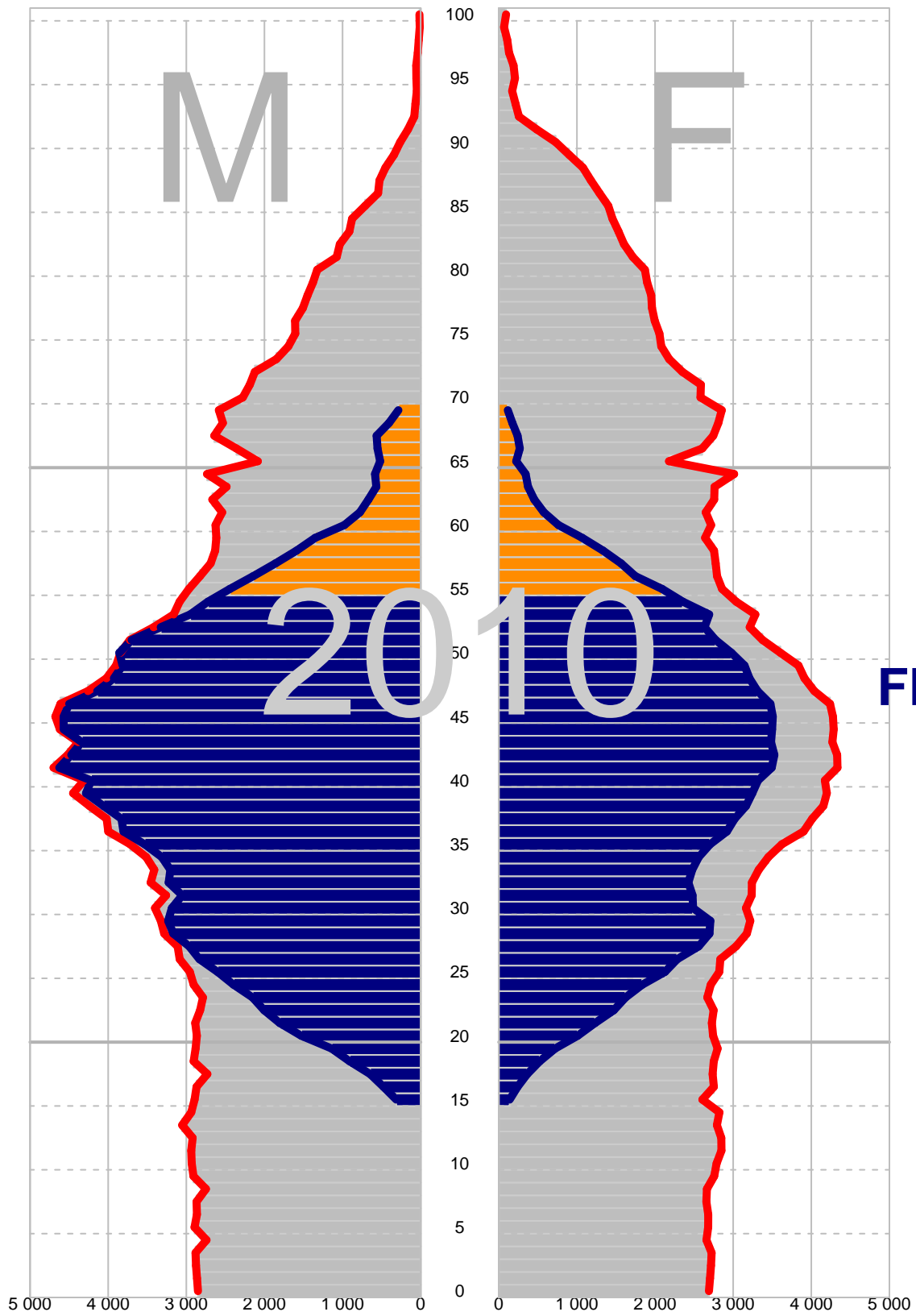




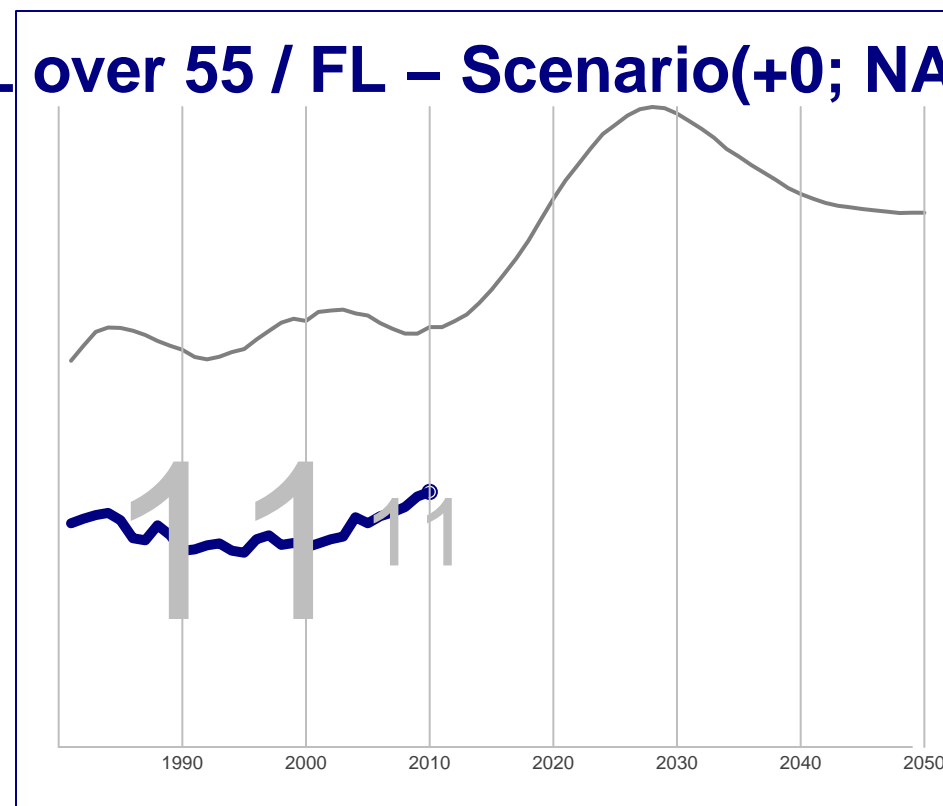


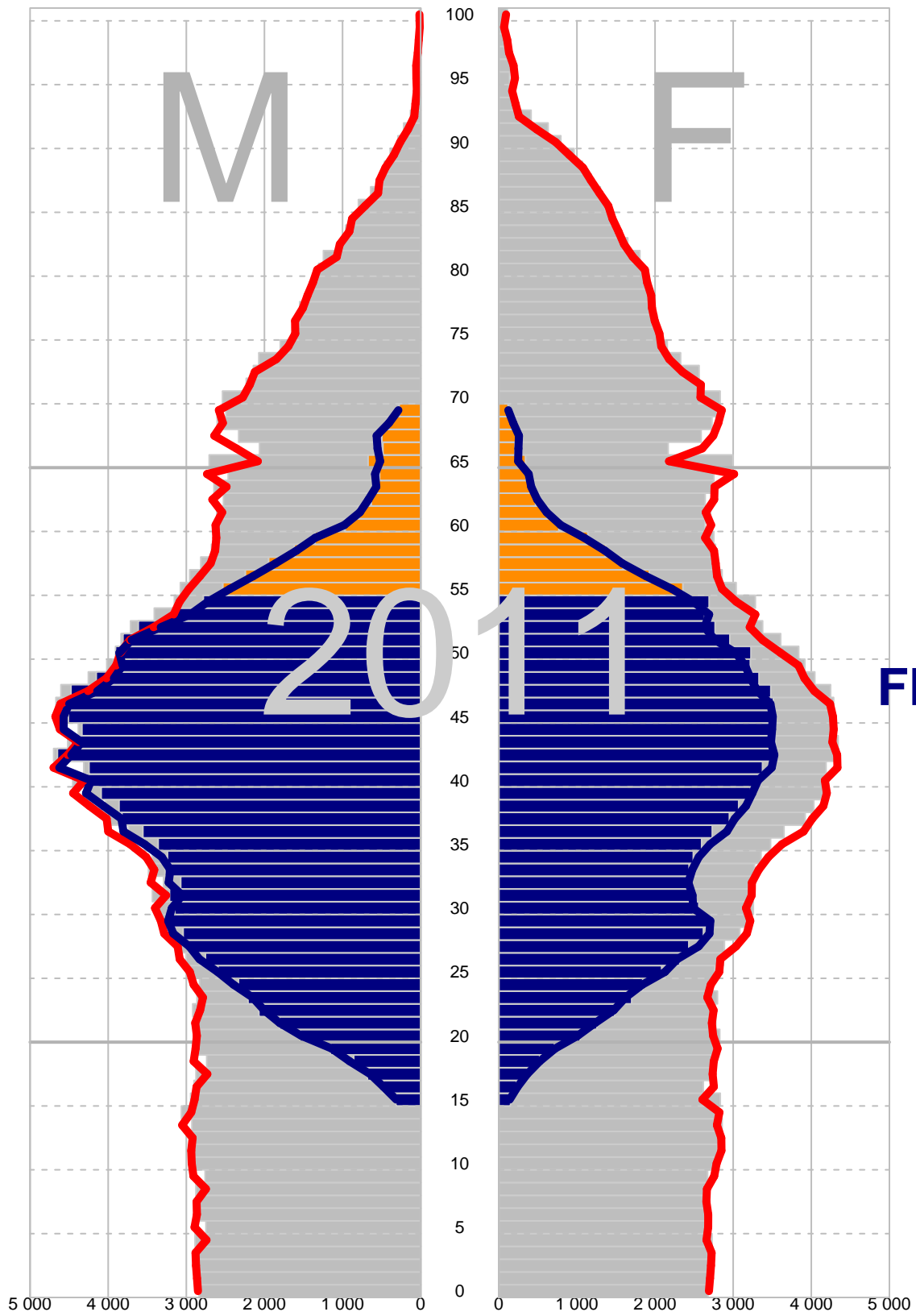




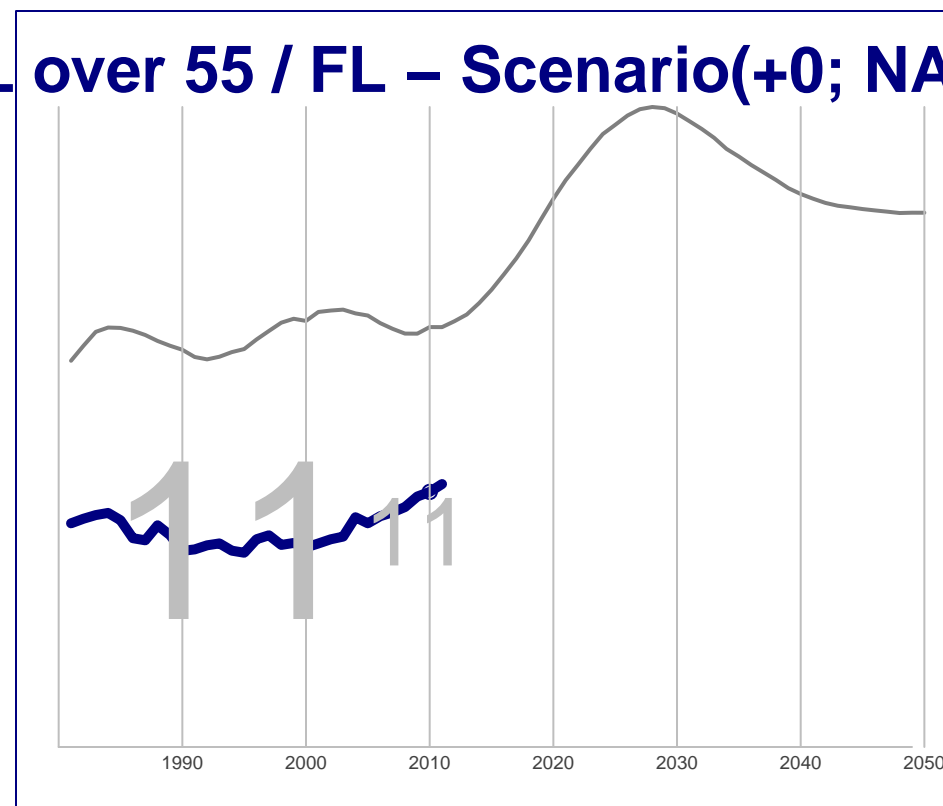


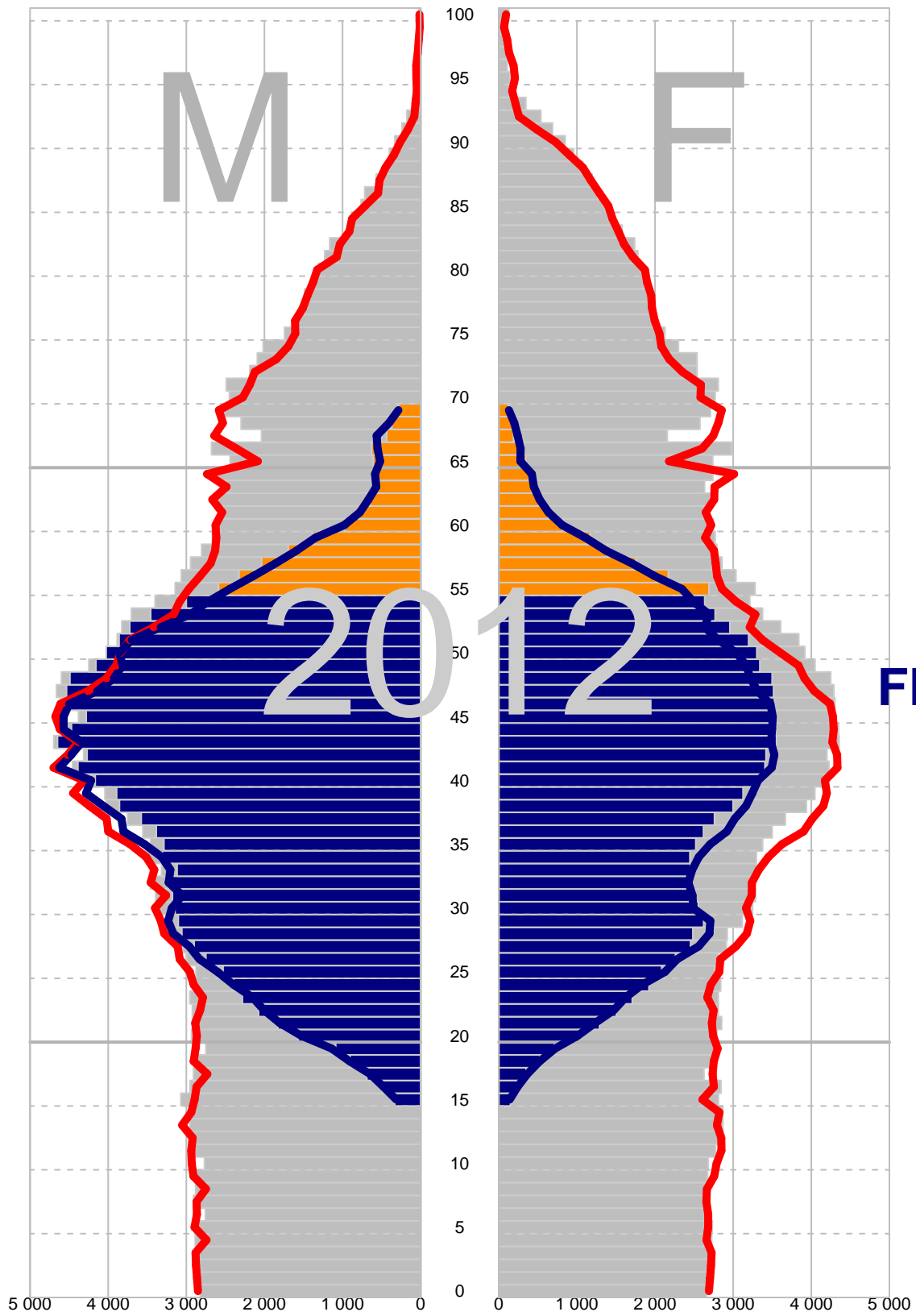
FL over 55 / FL – Scenario(+0; NA%)



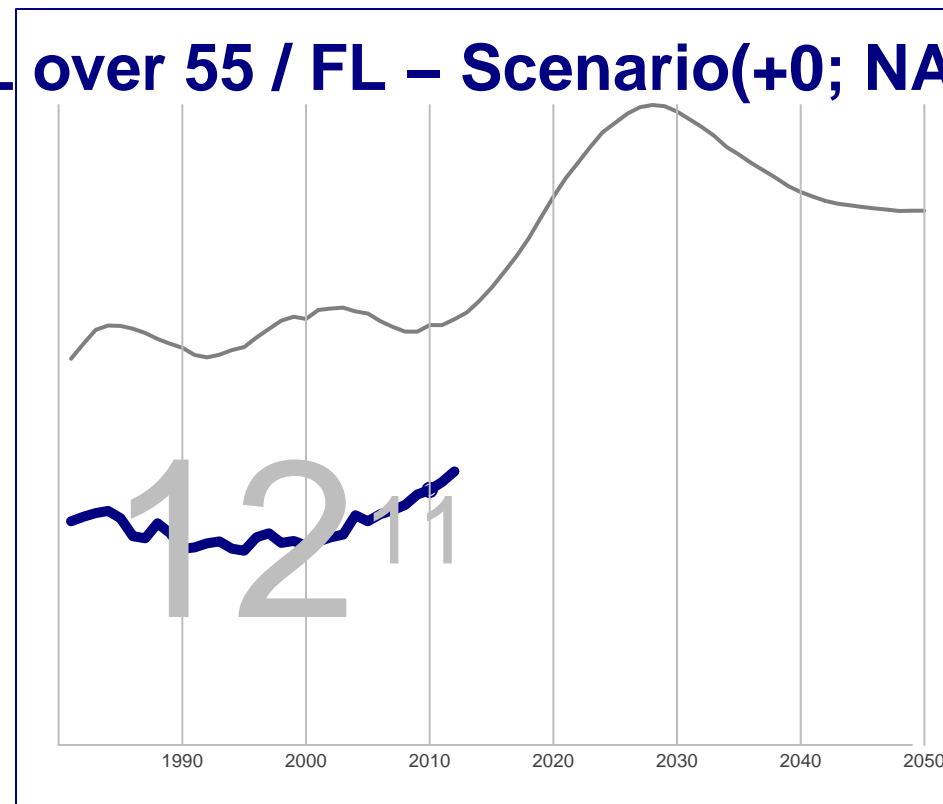


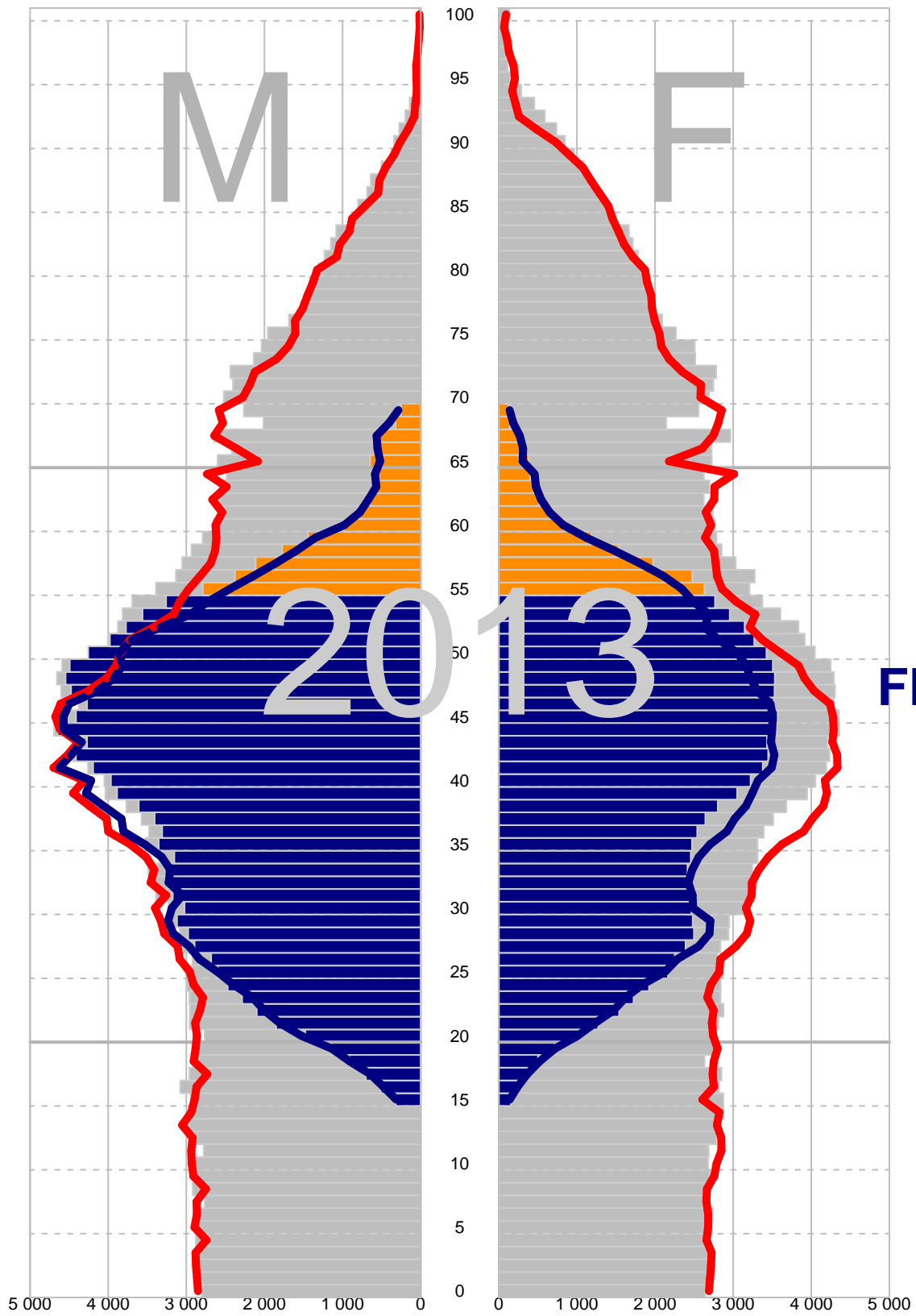
FL over 55 / FL – Scenario(+0; NA%)



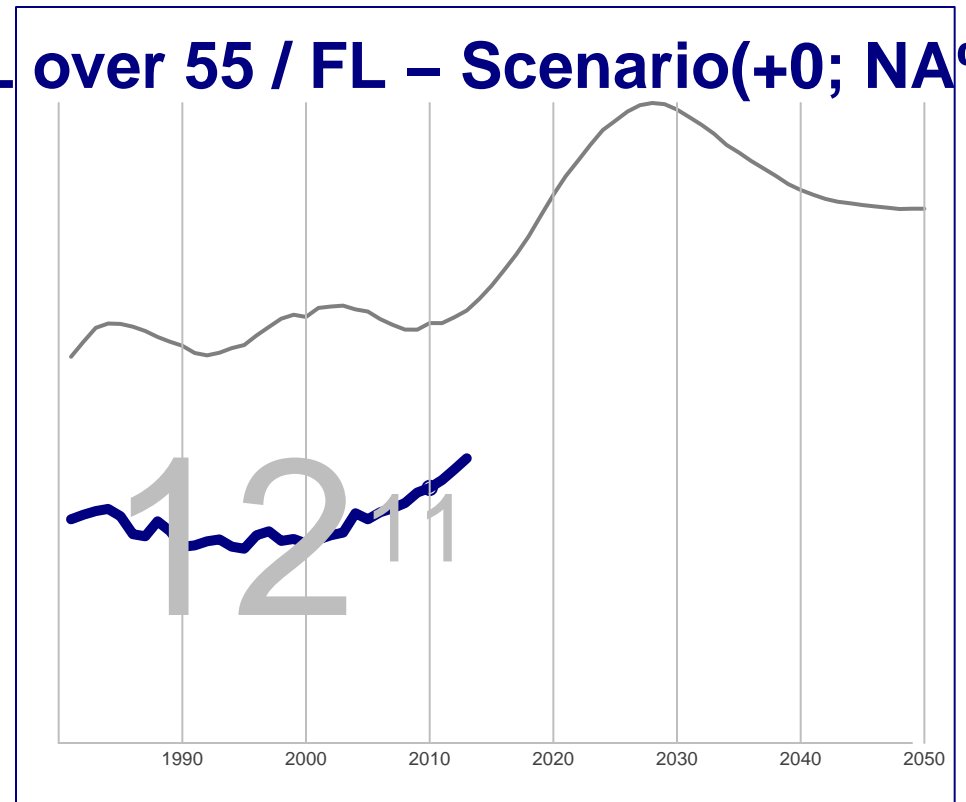


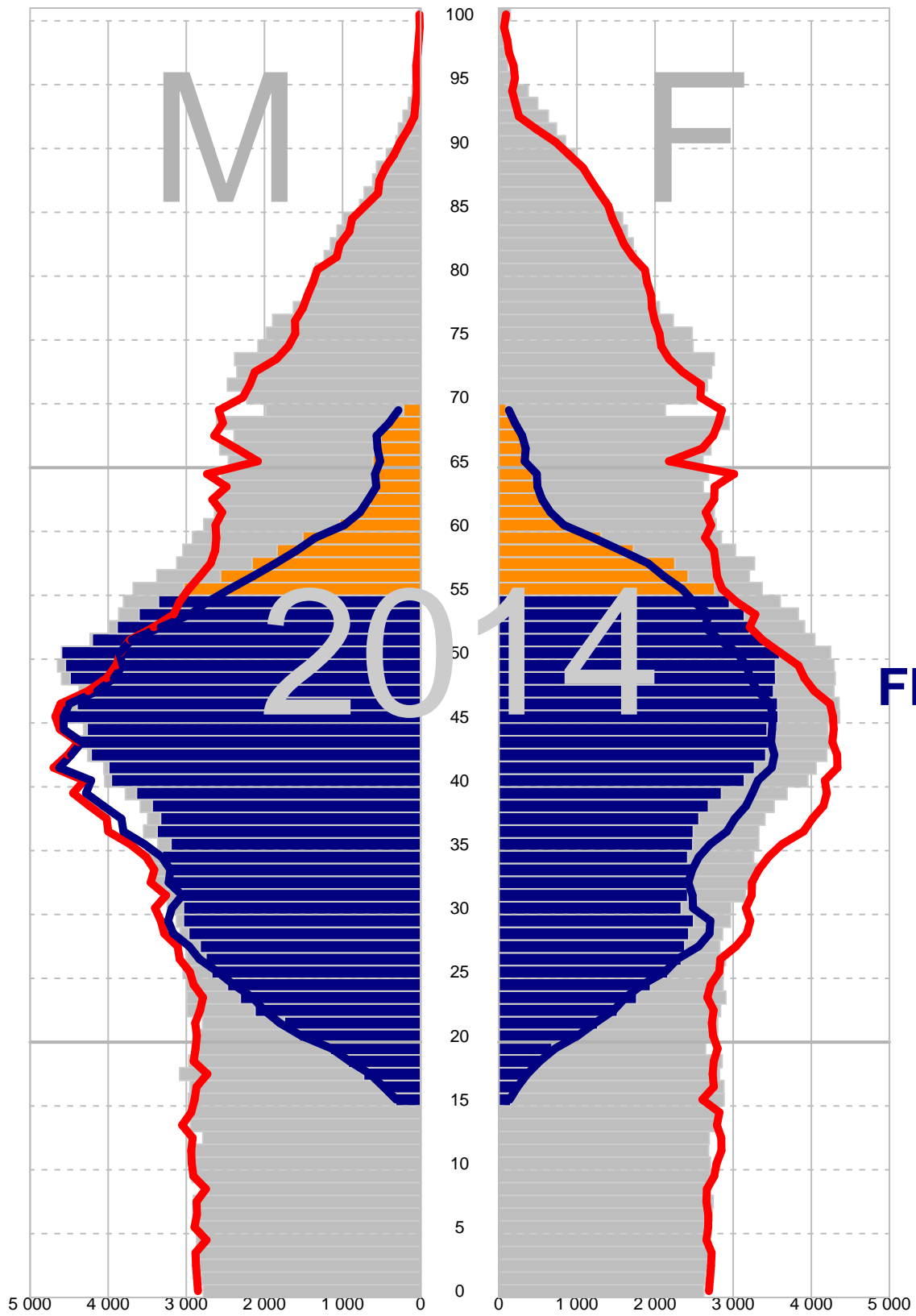
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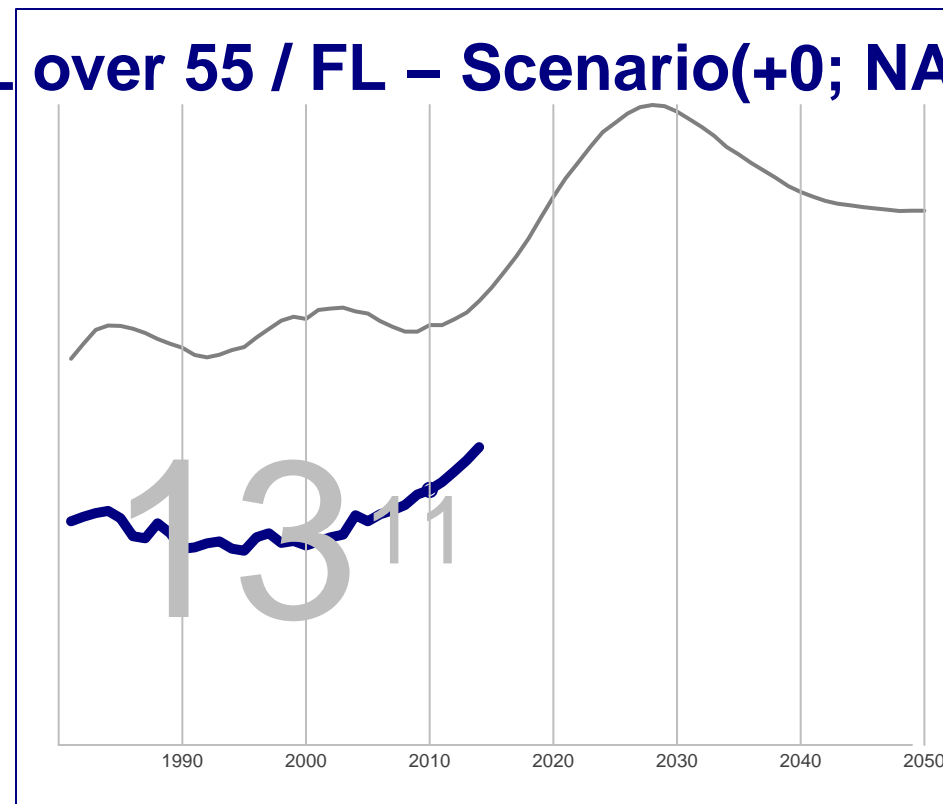


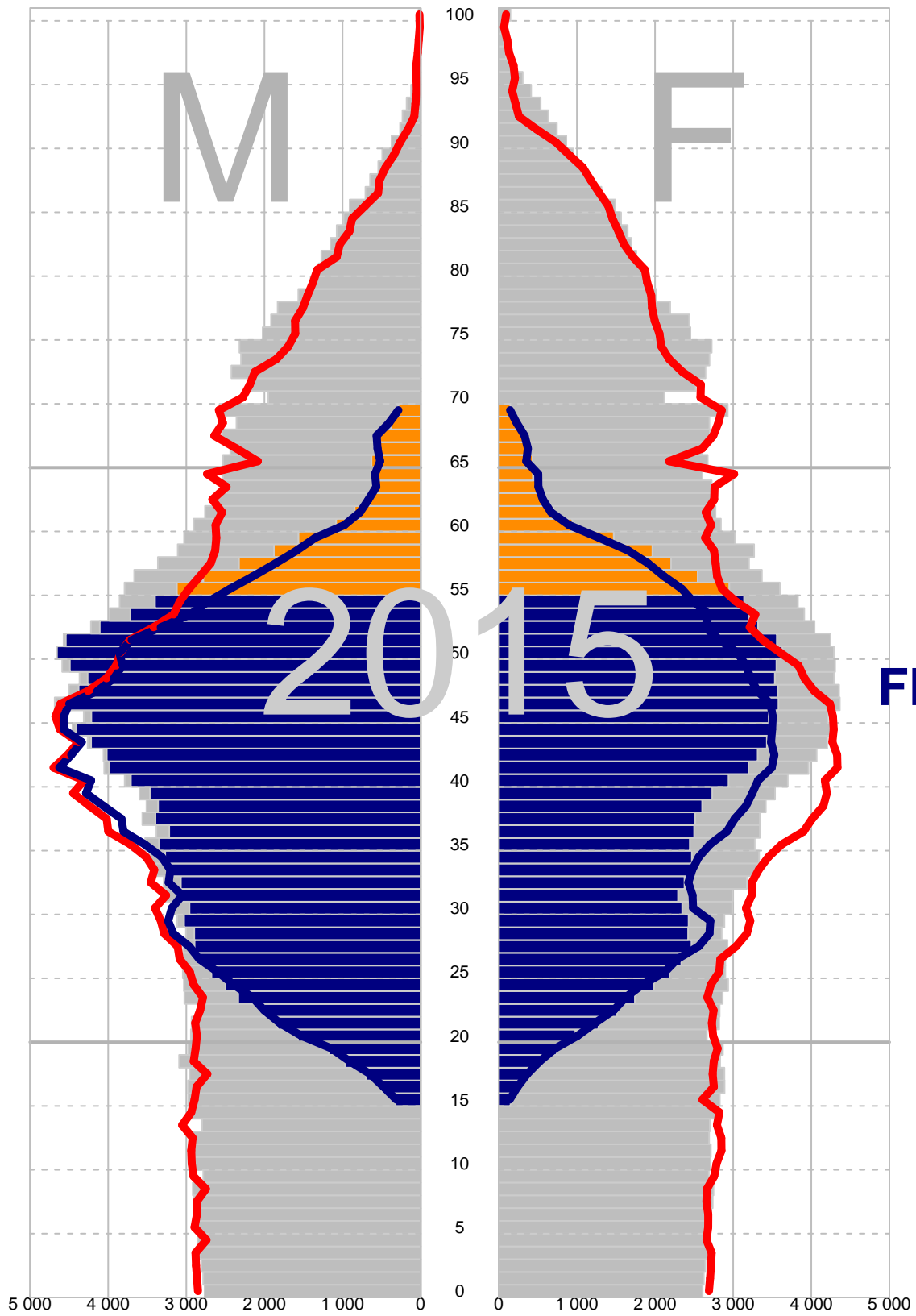
FL over 55 / FL – Scenario(+0; NA%)



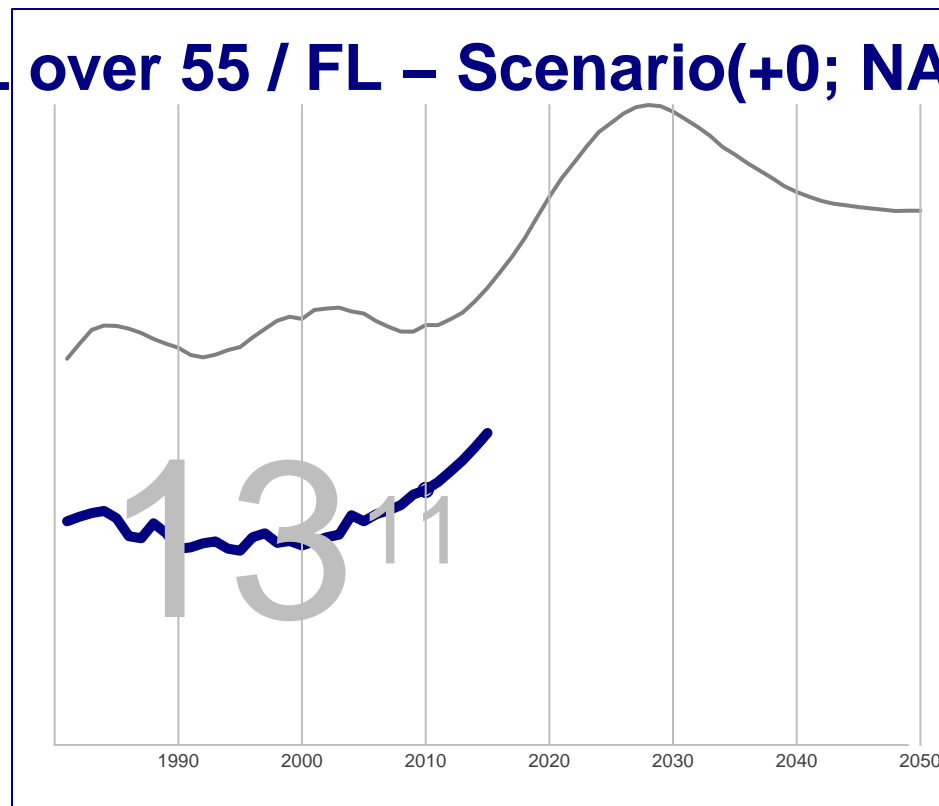


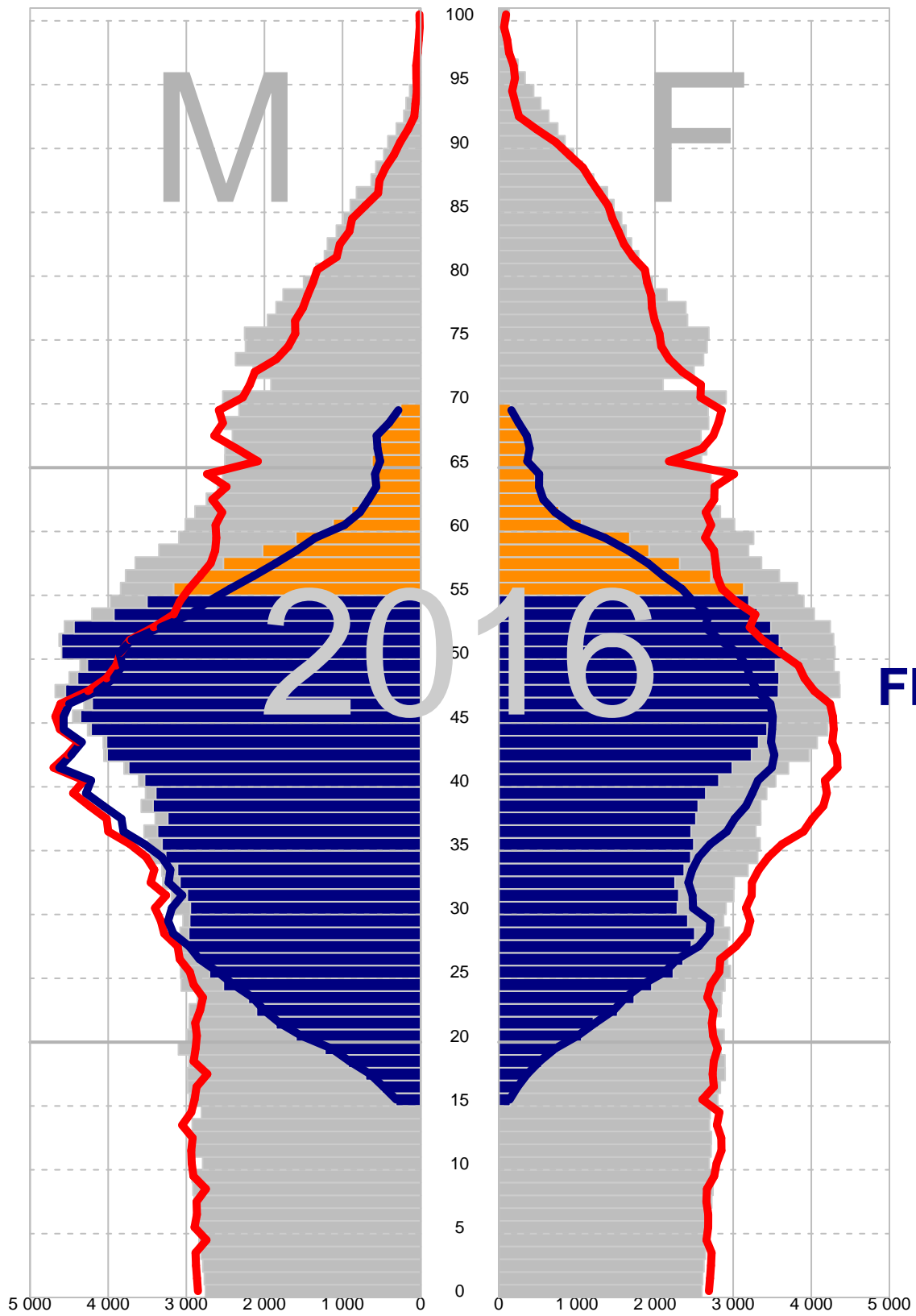
FL over 55 / FL – Scenario(+0; NA%)



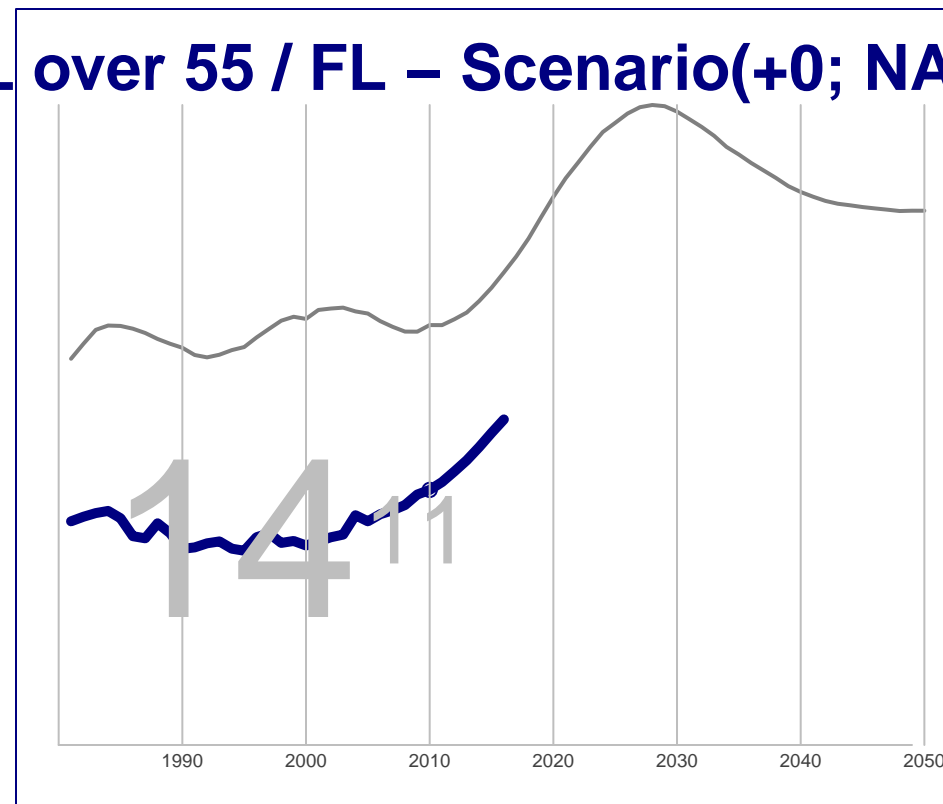


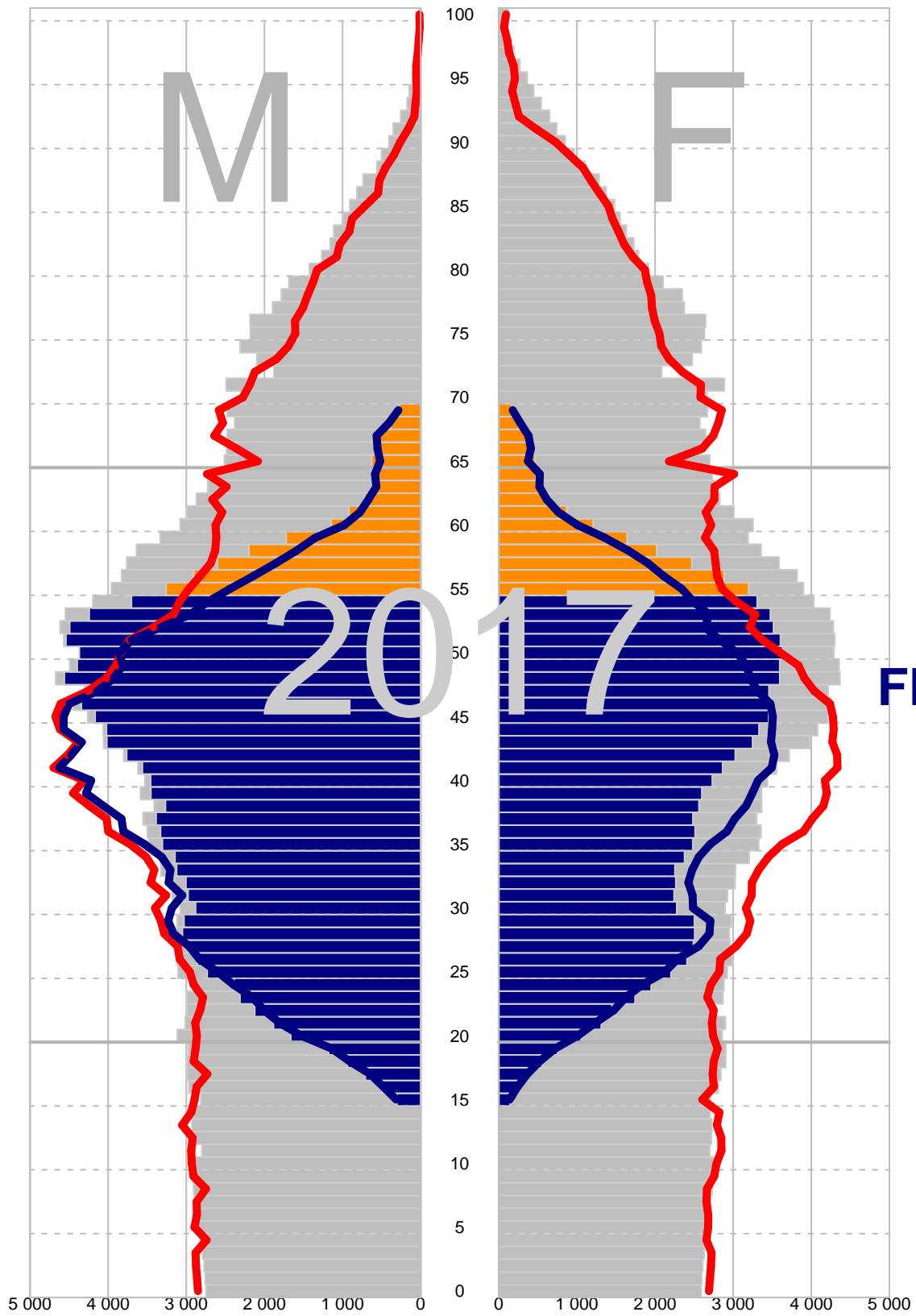
FL over 55 / FL – Scenario(+0; NA%)



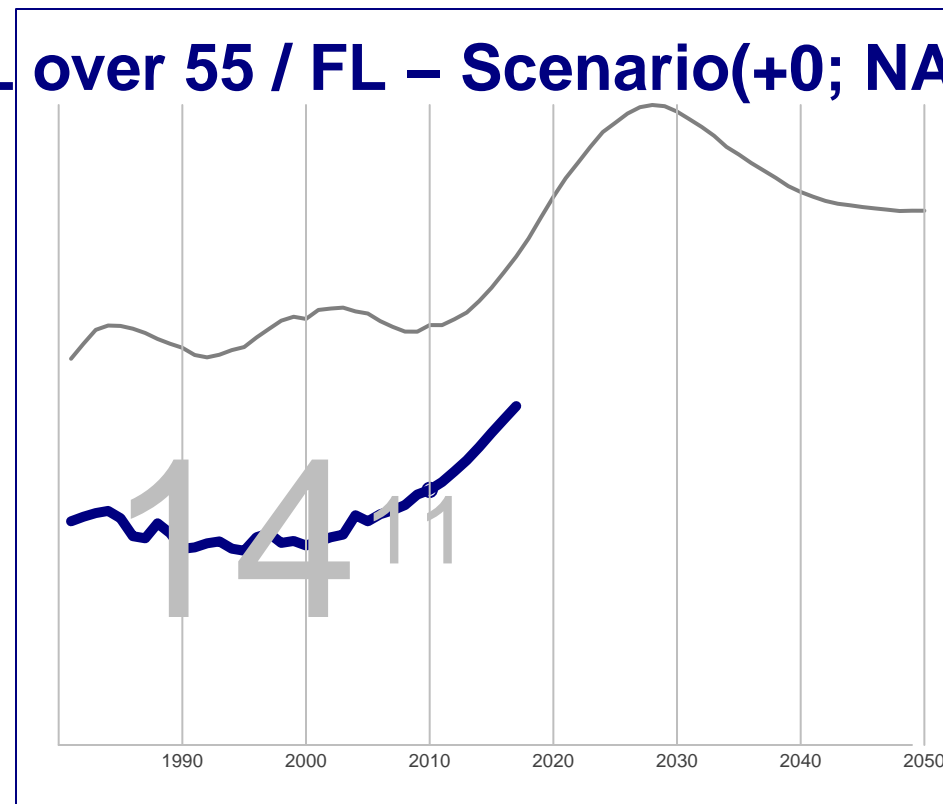


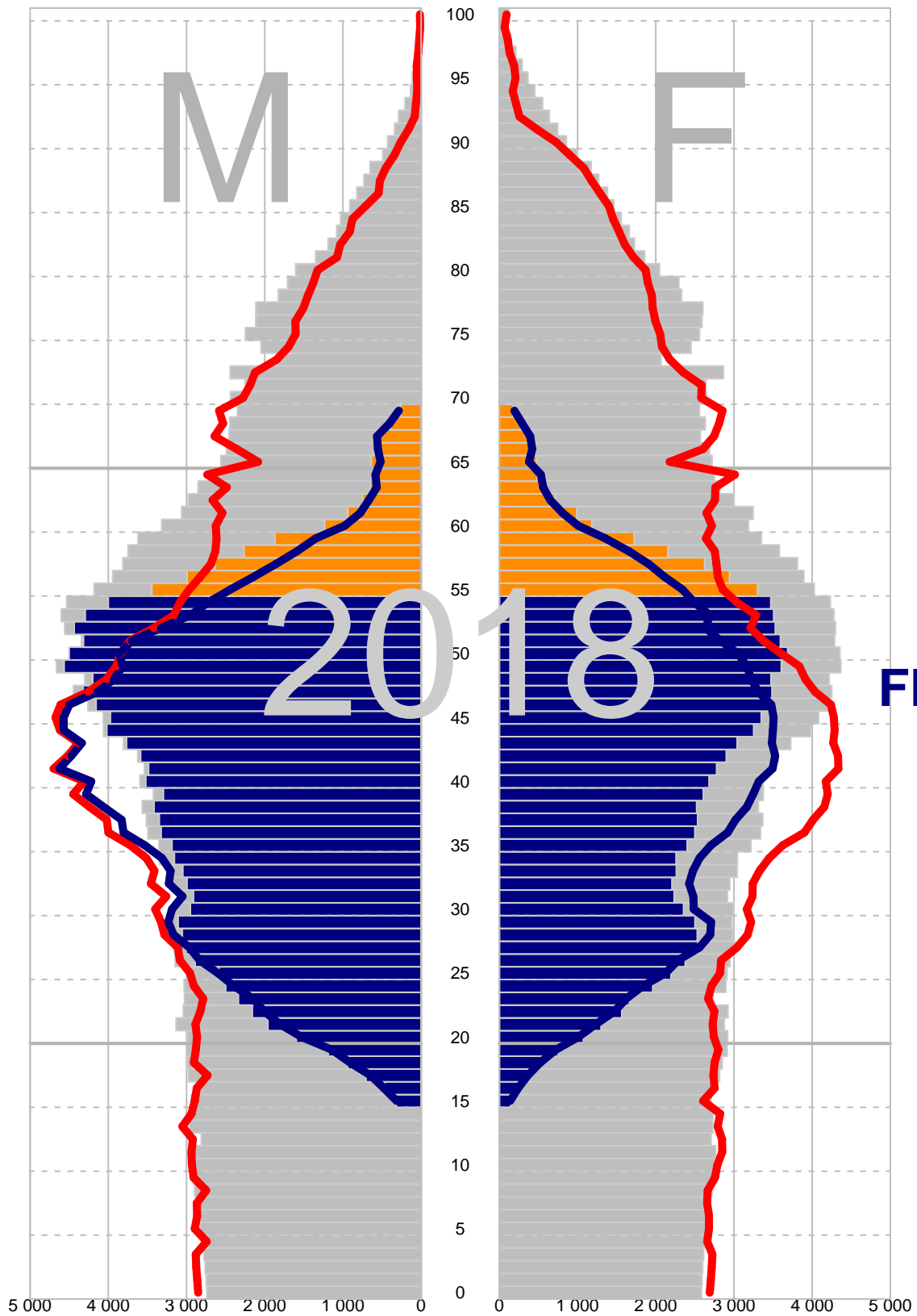
FL over 55 / FL – Scenario(+0; NA%)



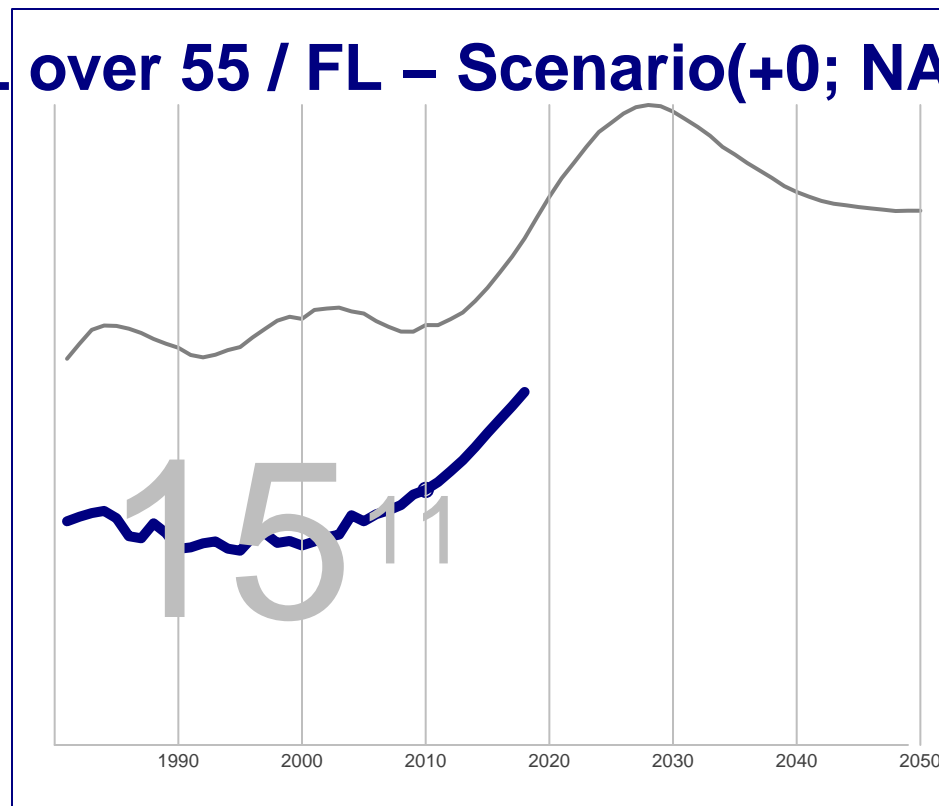


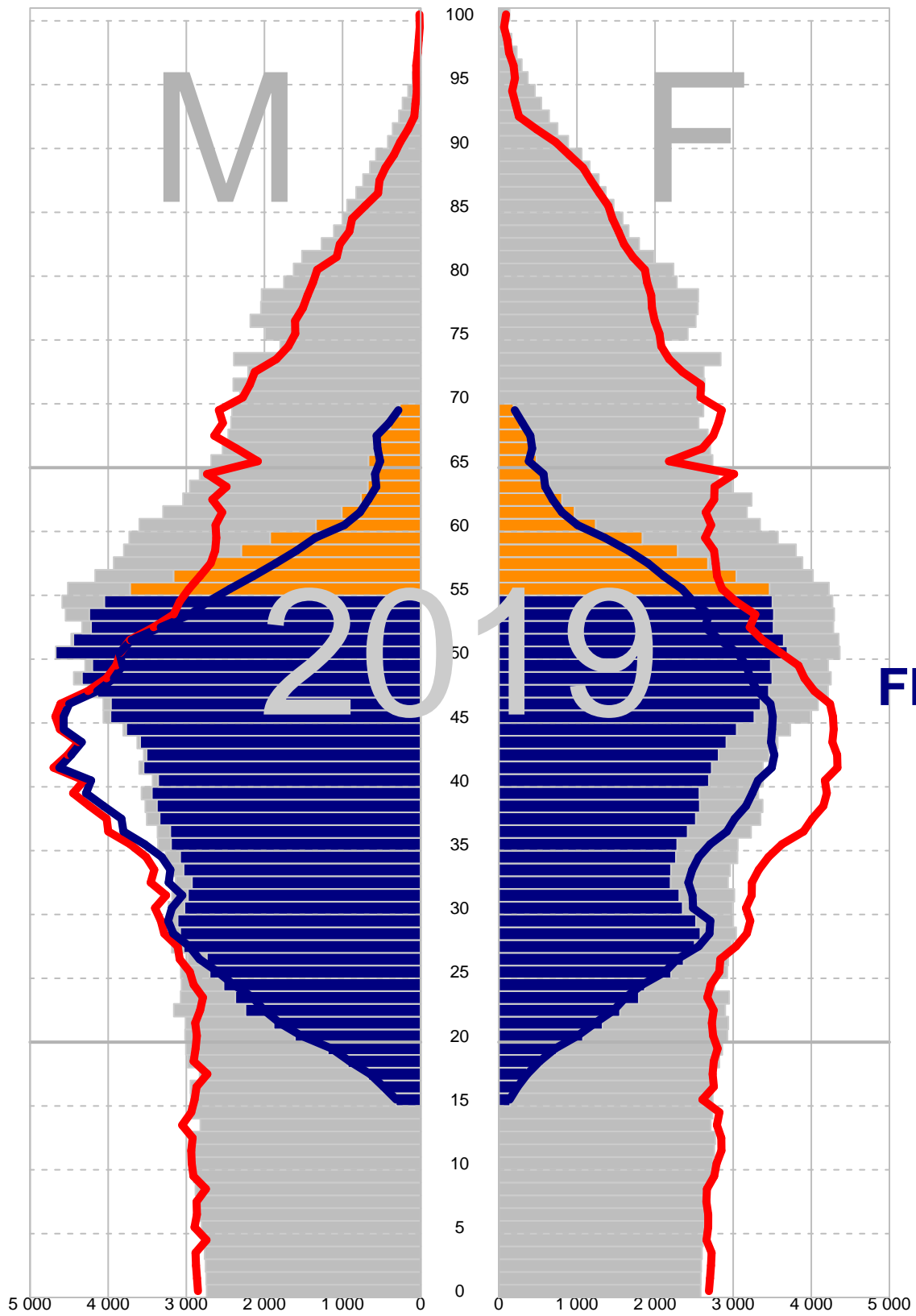
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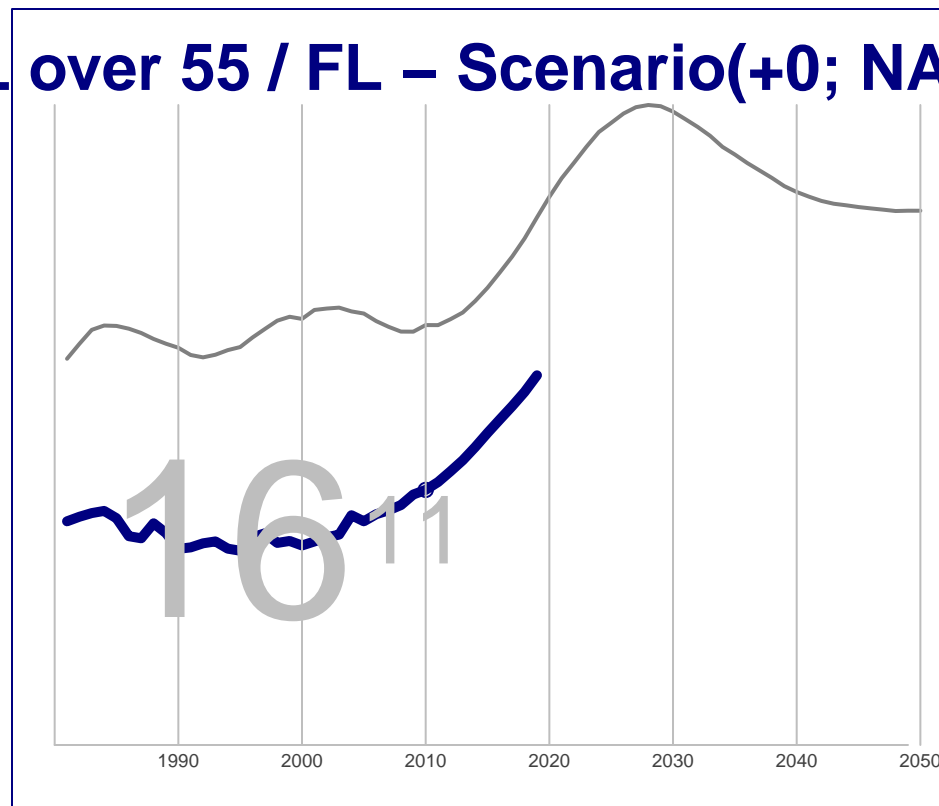


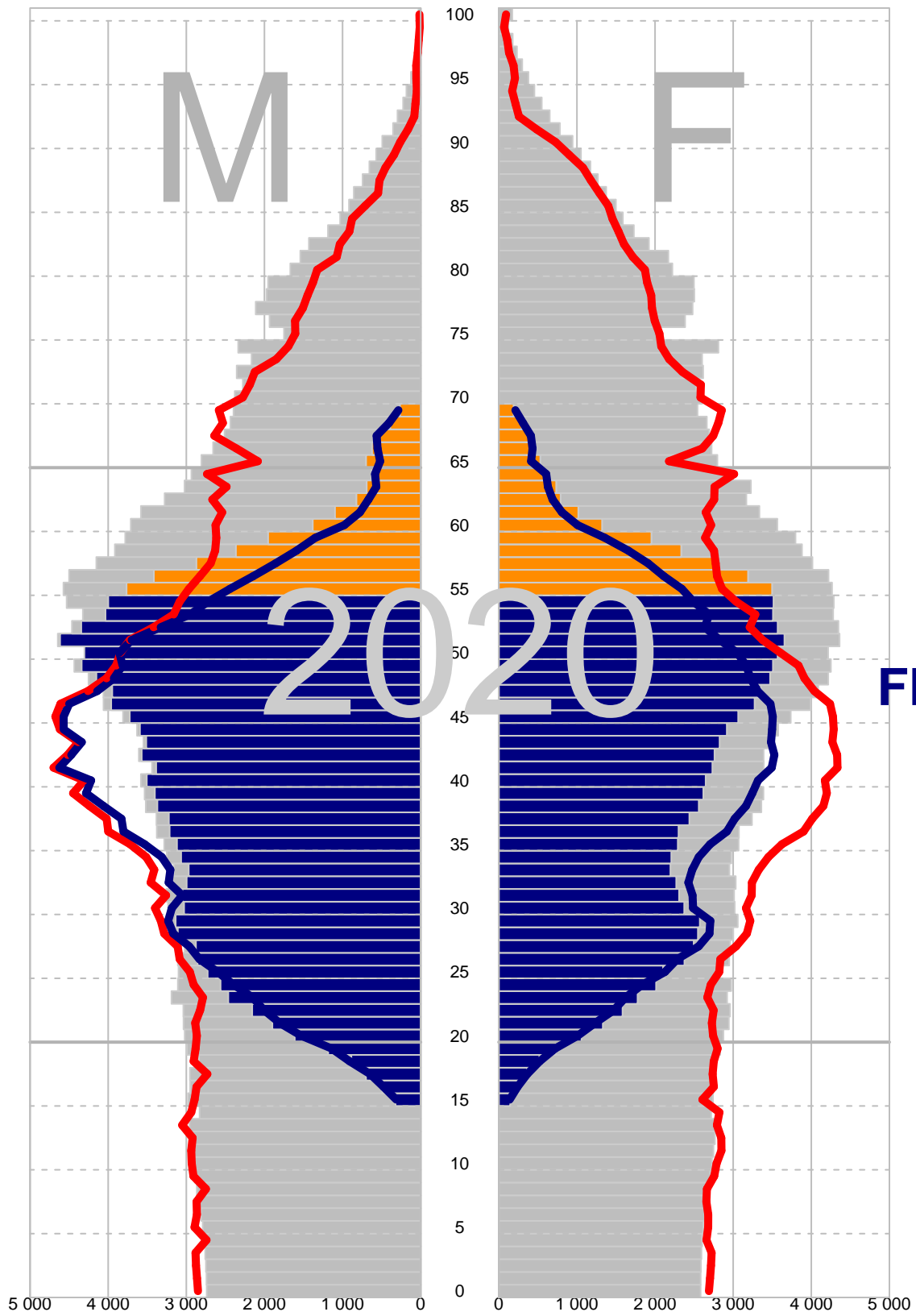
FL over 55 / FL – Scenario(+0; NA%)



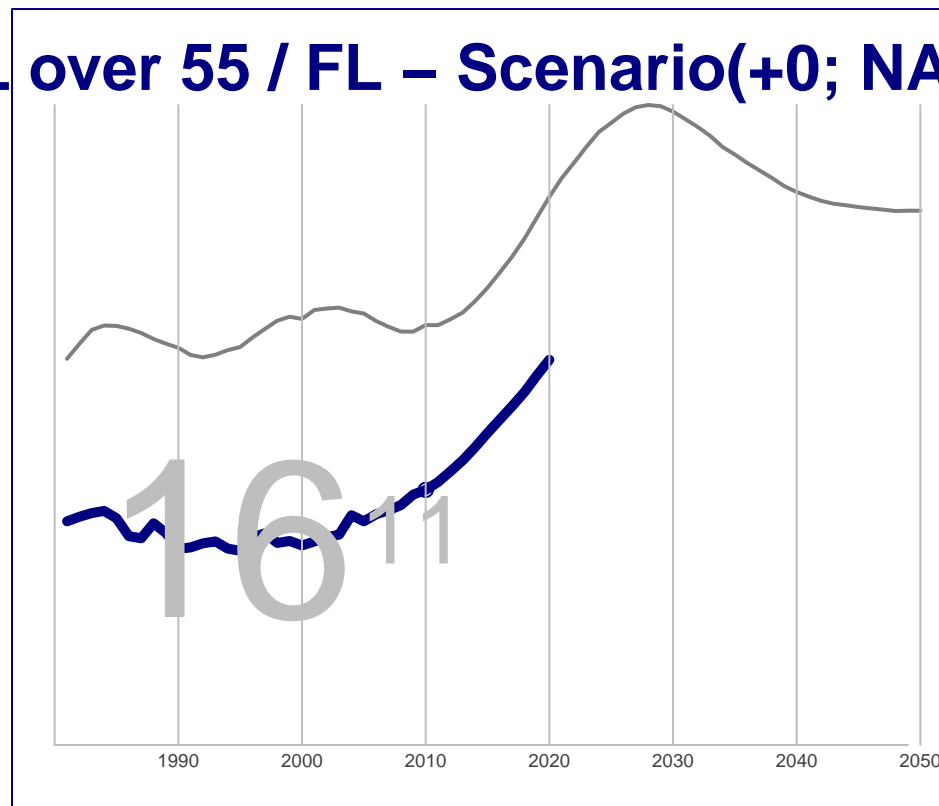


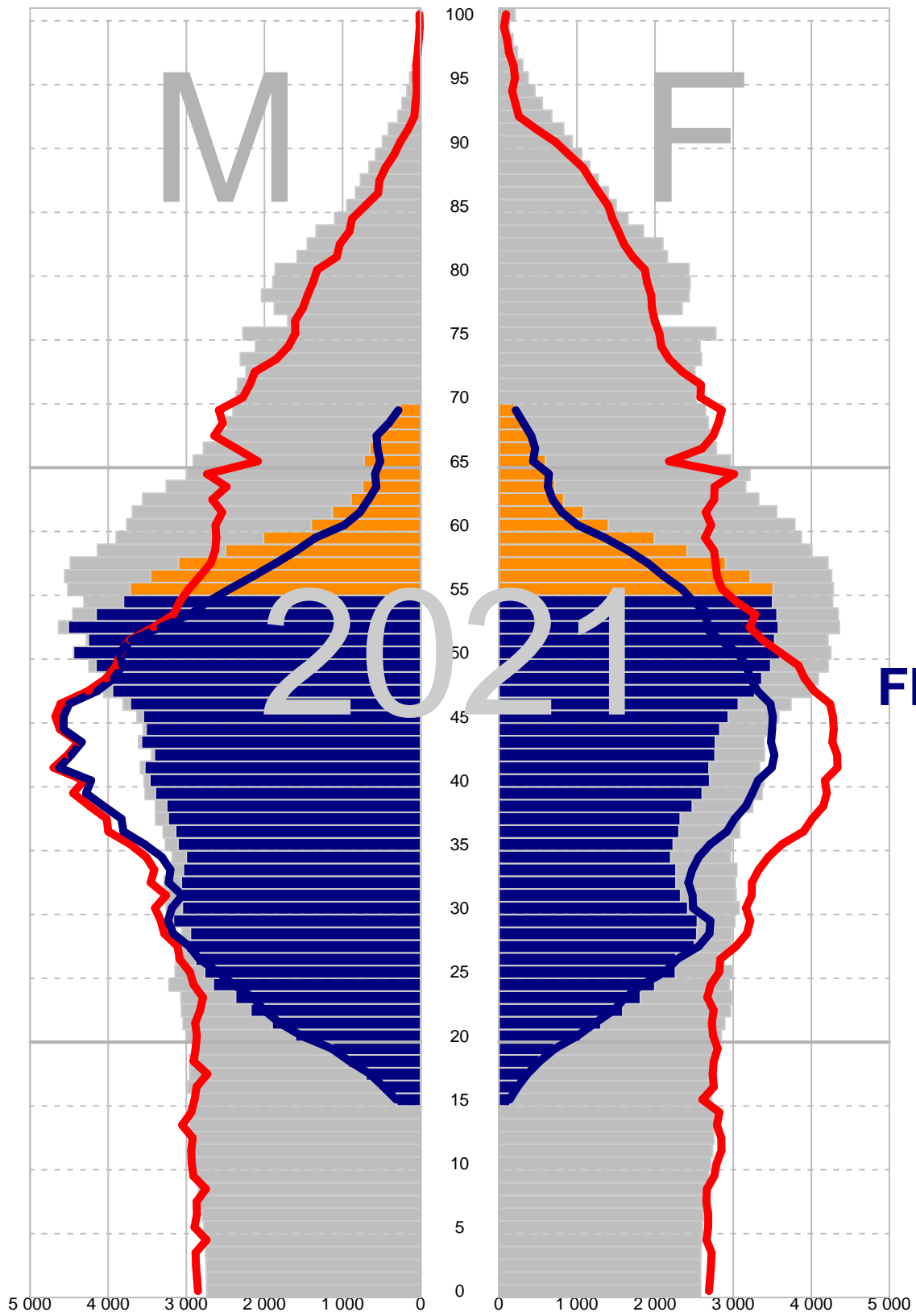
FL over 55 / FL – Scenario(+0; NA%)



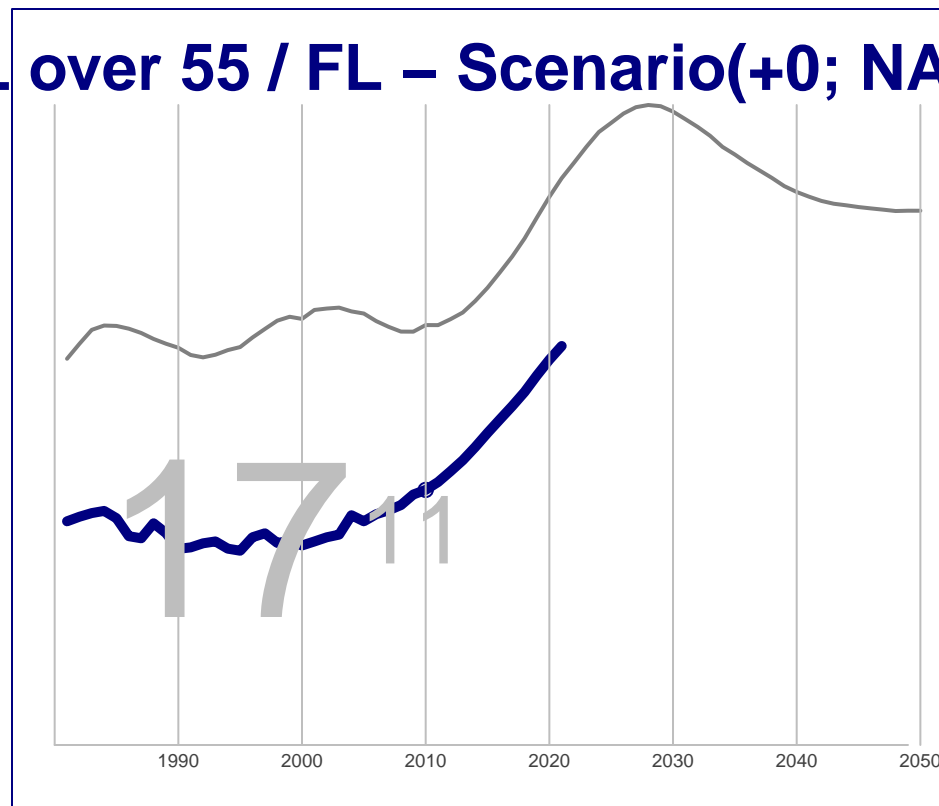


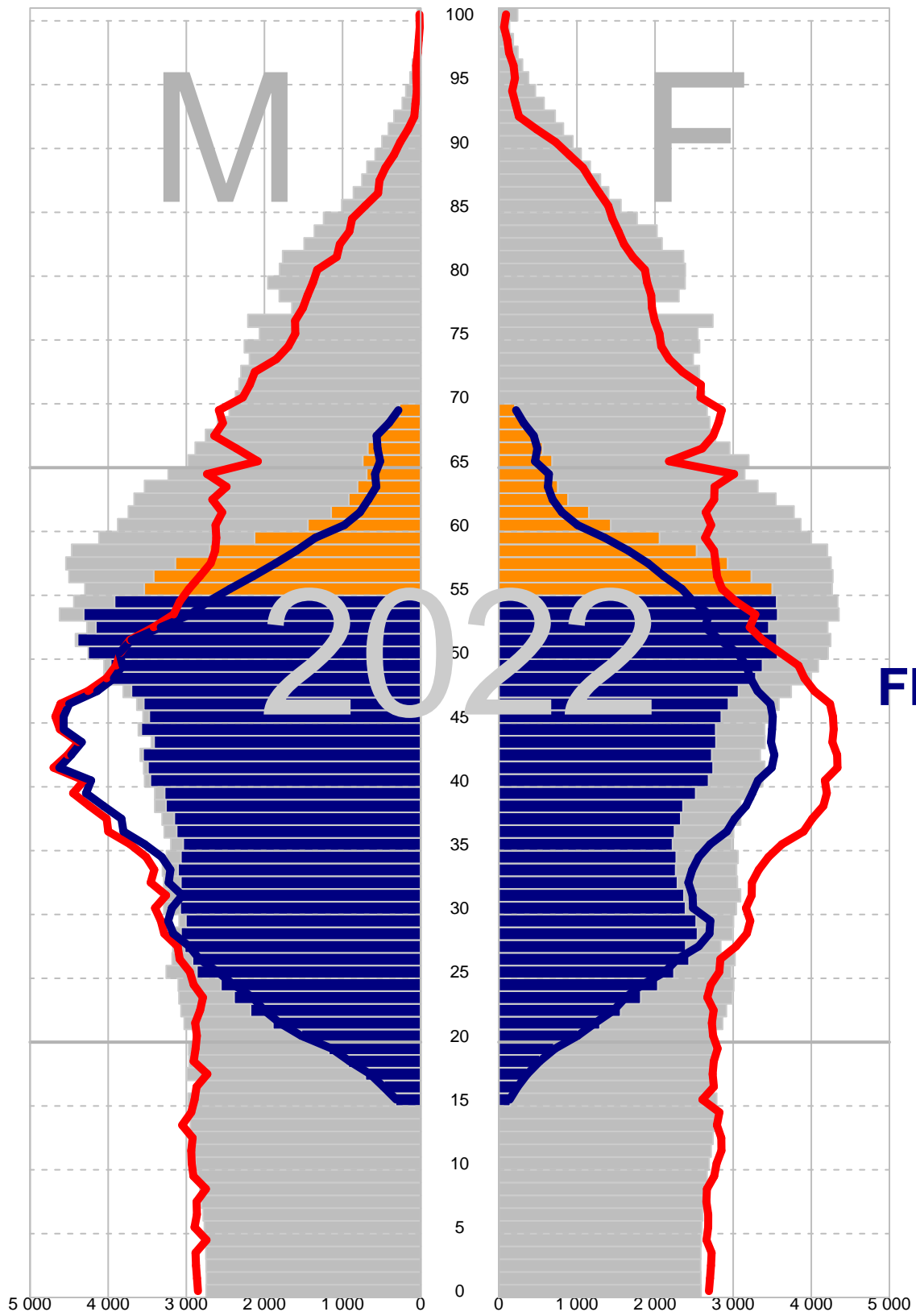
FL over 55 / FL – Scenario(+0; NA%)



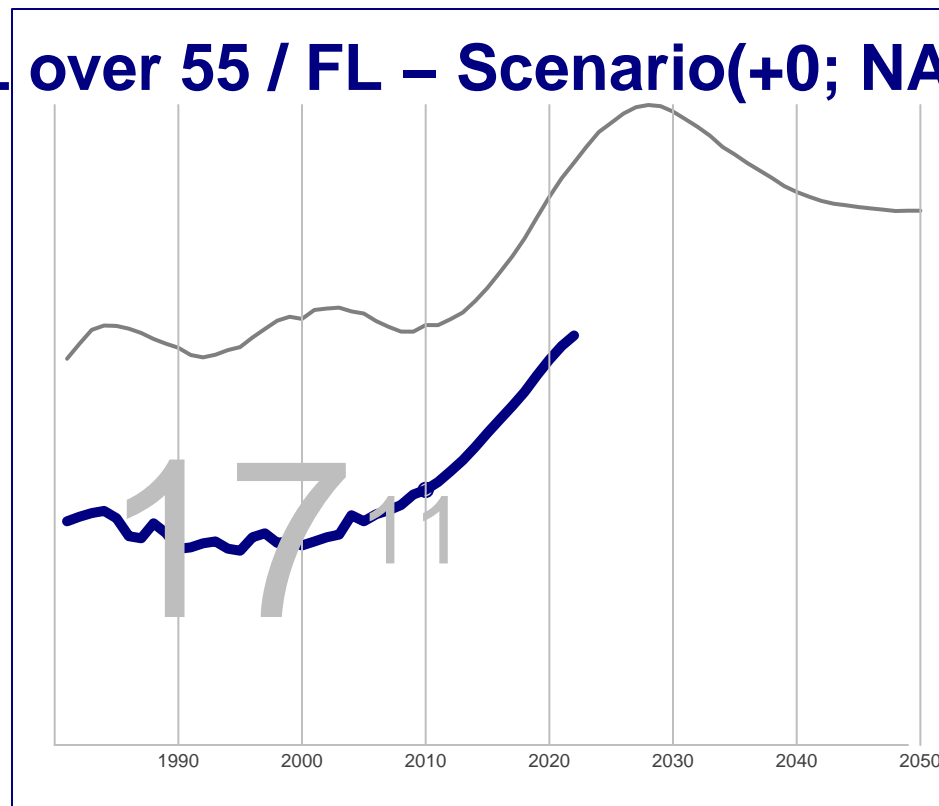


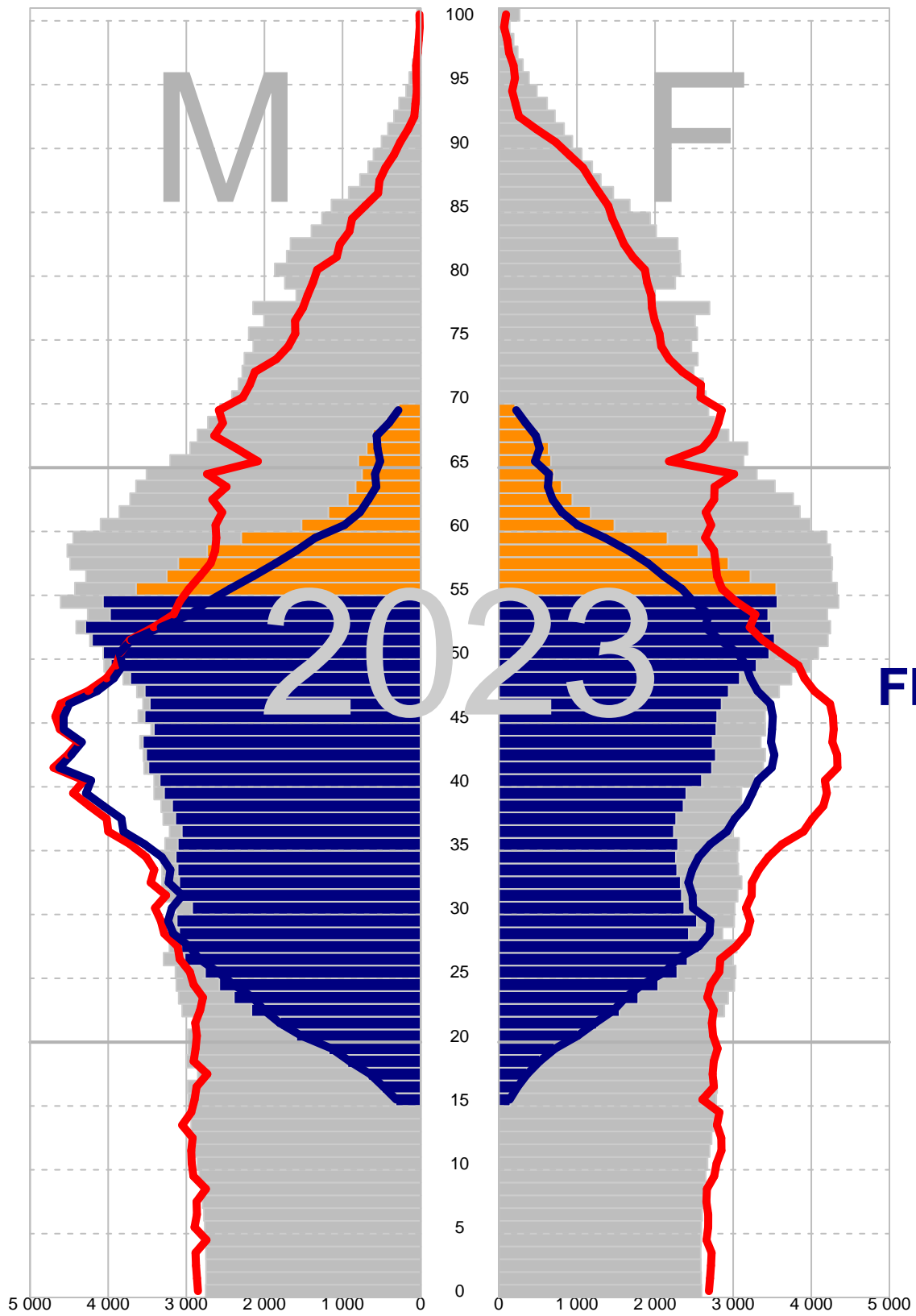
FL over 55 / FL – Scenario(+0; NA%)



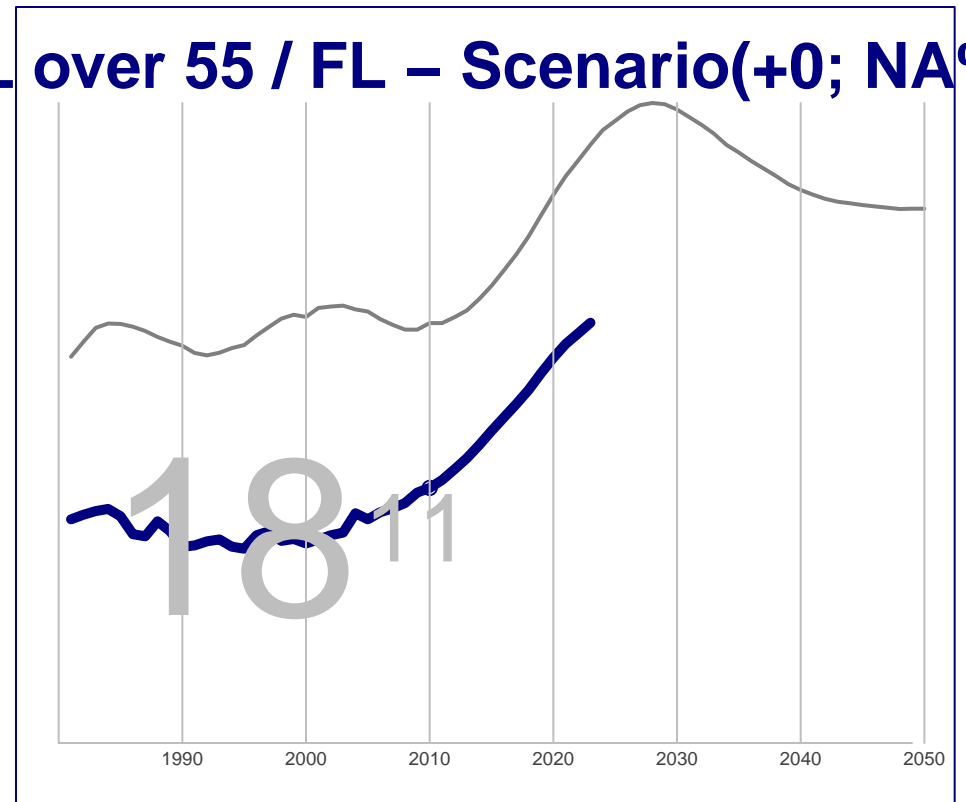


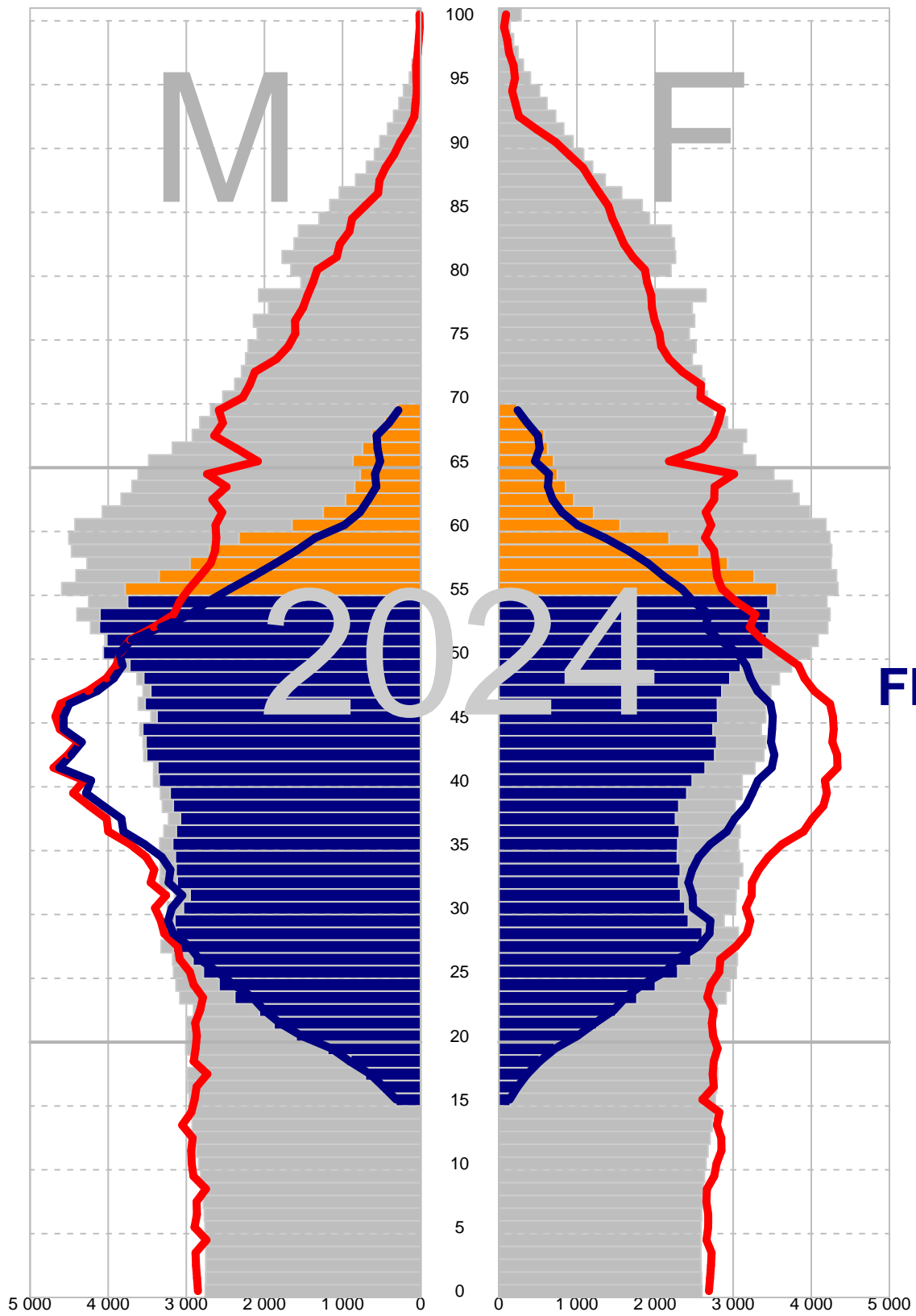
FL over 55 / FL – Scenario(+0; NA%)



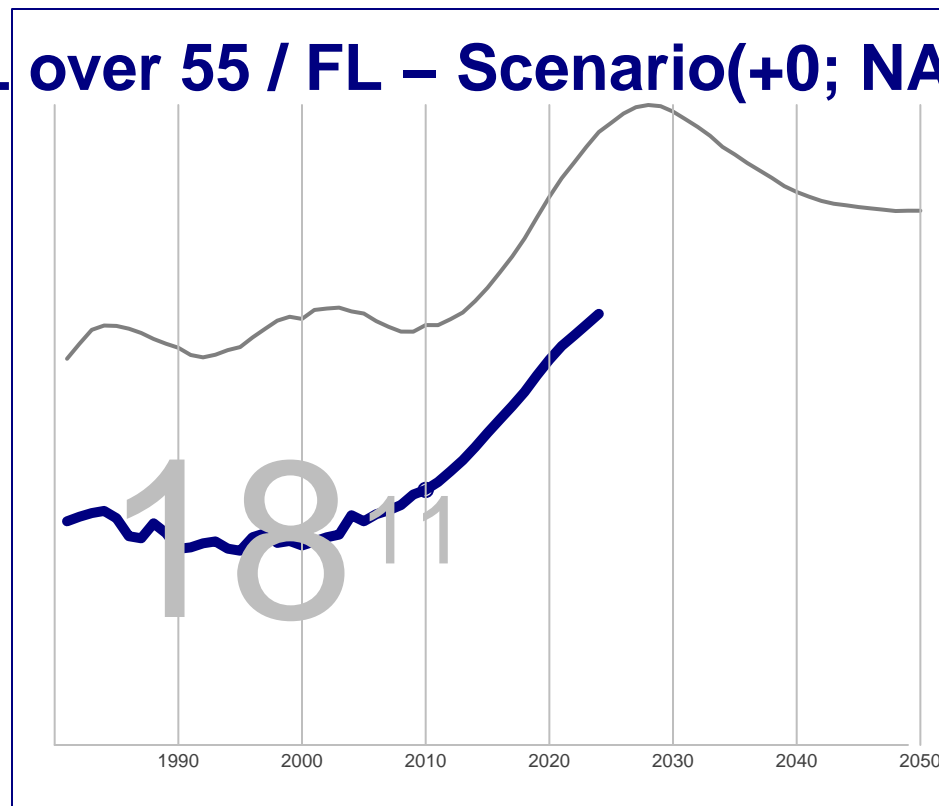


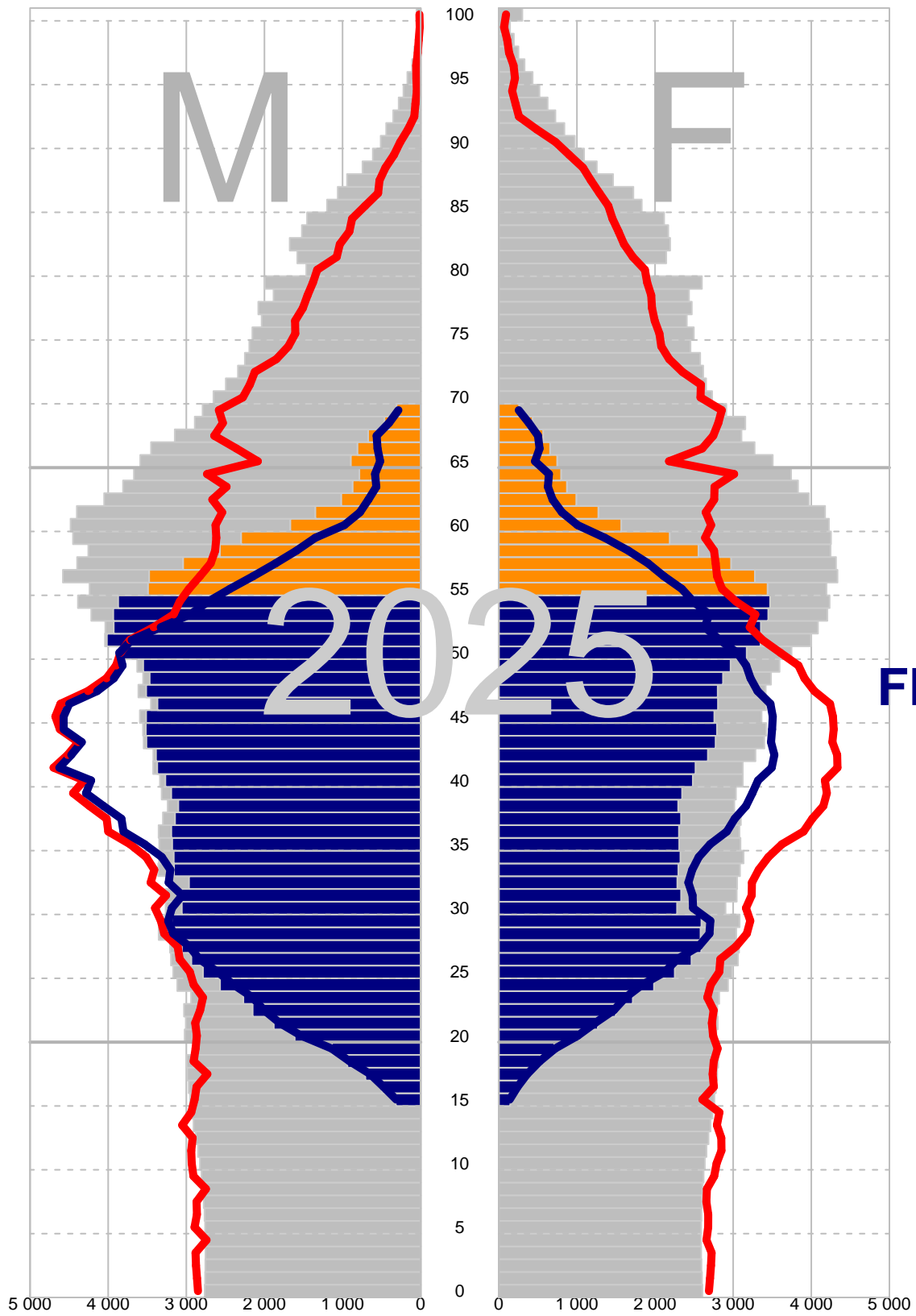
FL over 55 / FL – Scenario(+0; NA%)



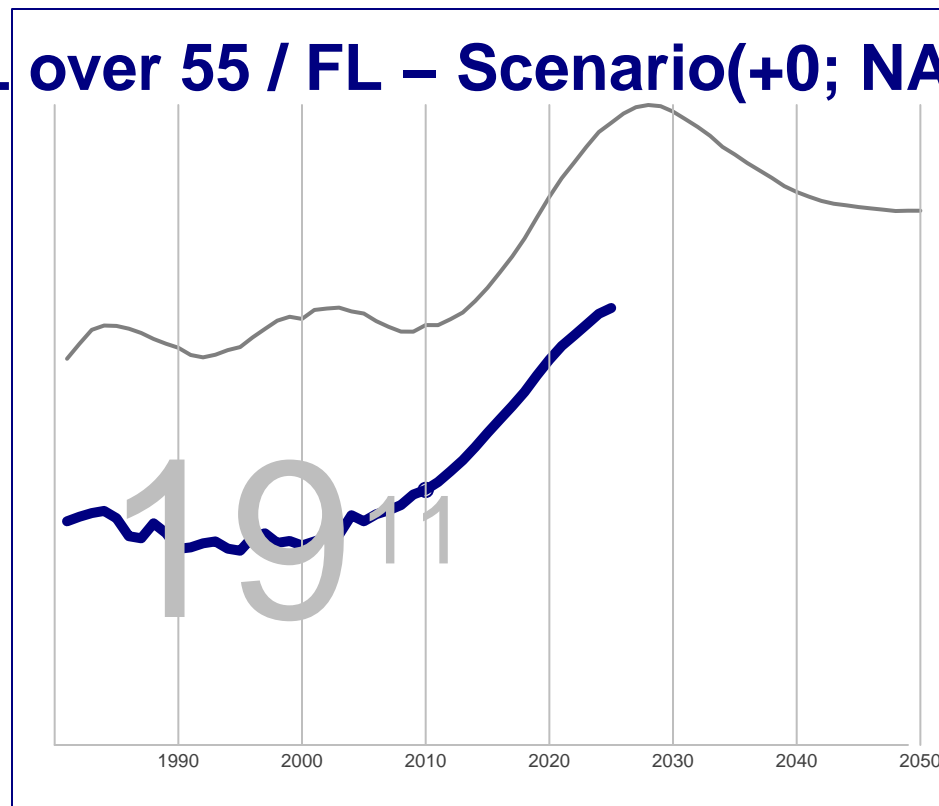


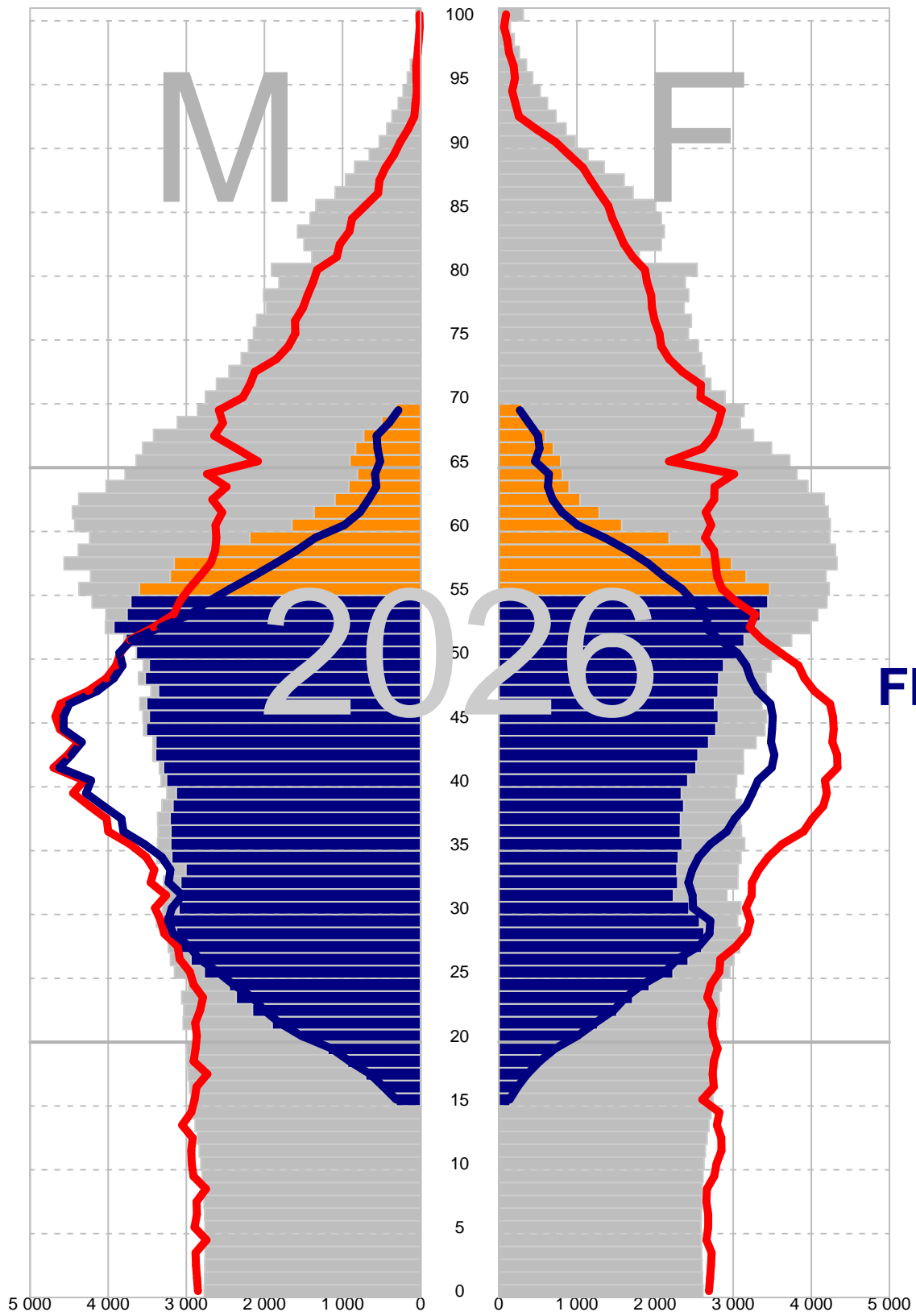
FL over 55 / FL – Scenario(+0; NA%)



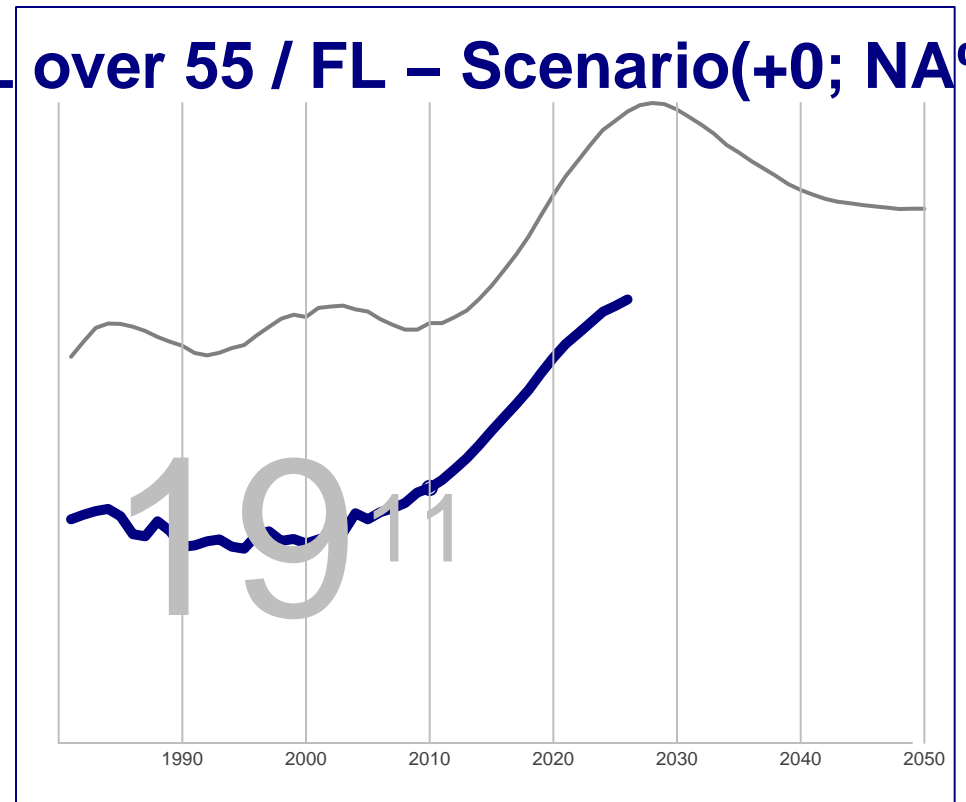


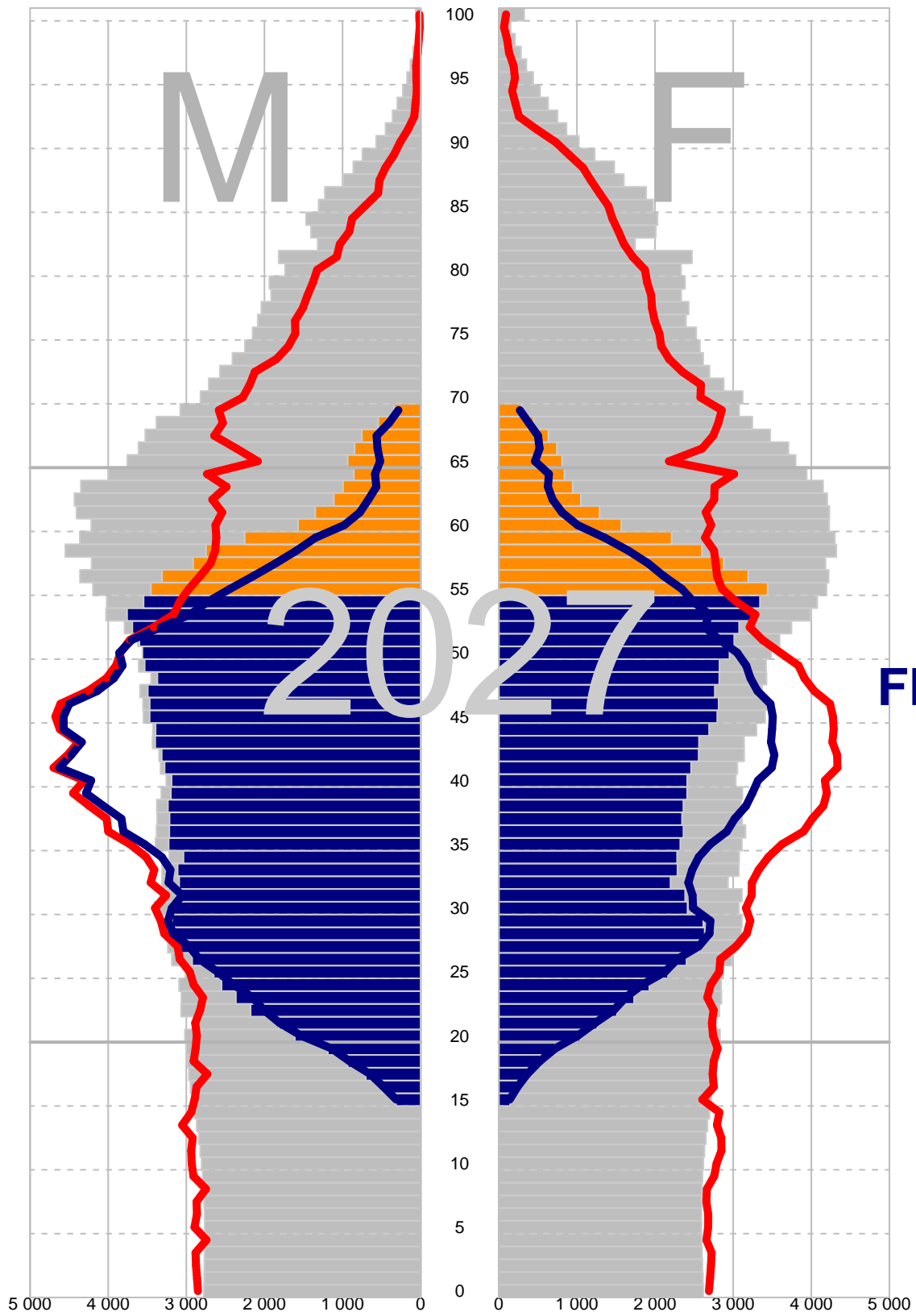
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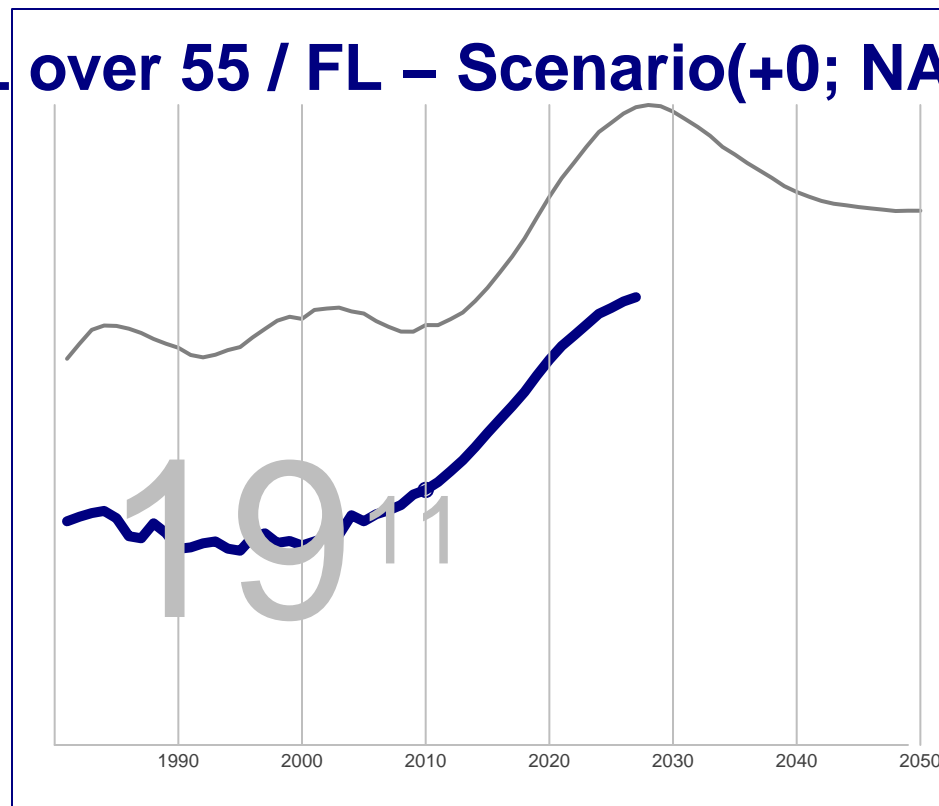


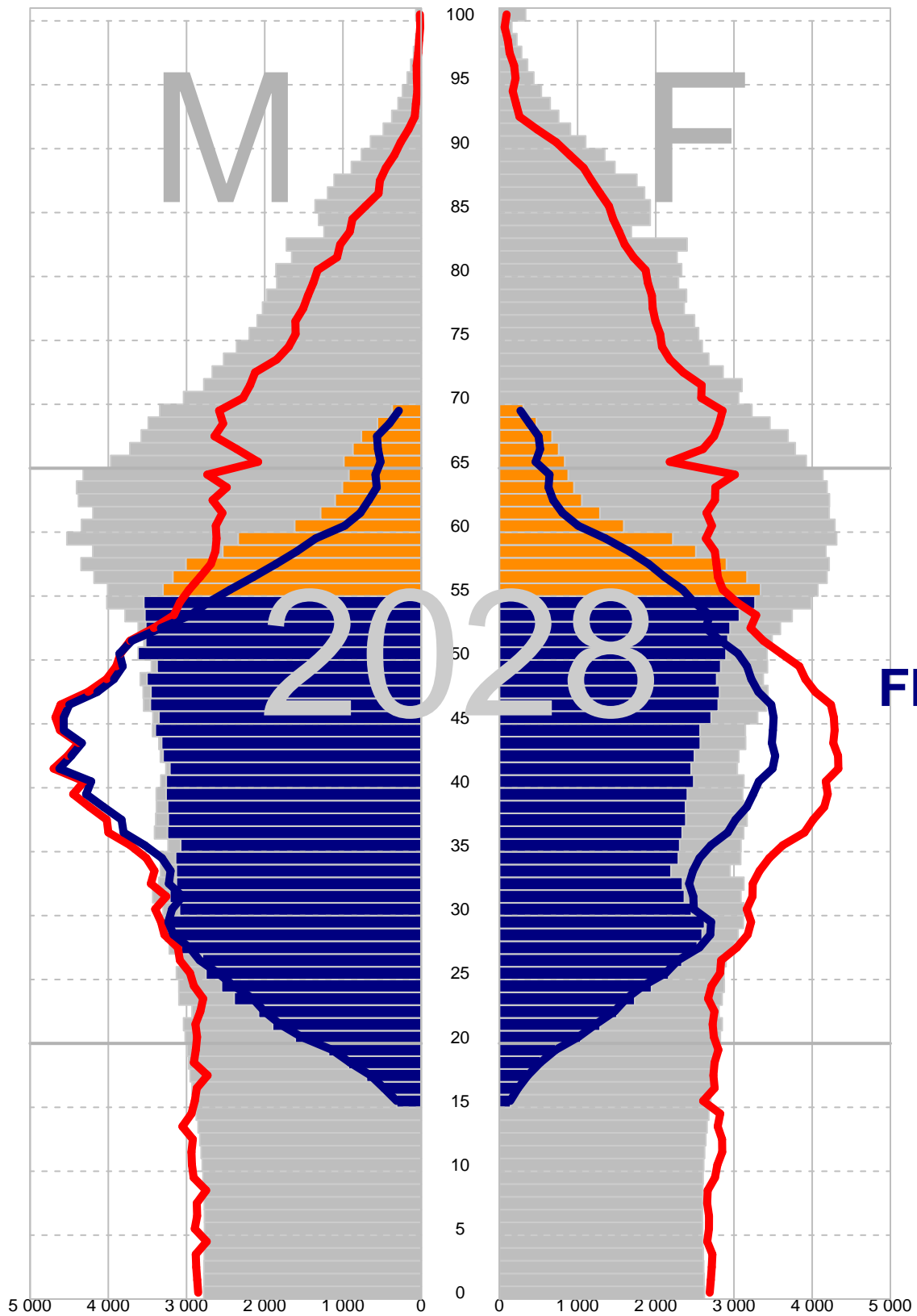
FL over 55 / FL – Scenario(+0; NA%)



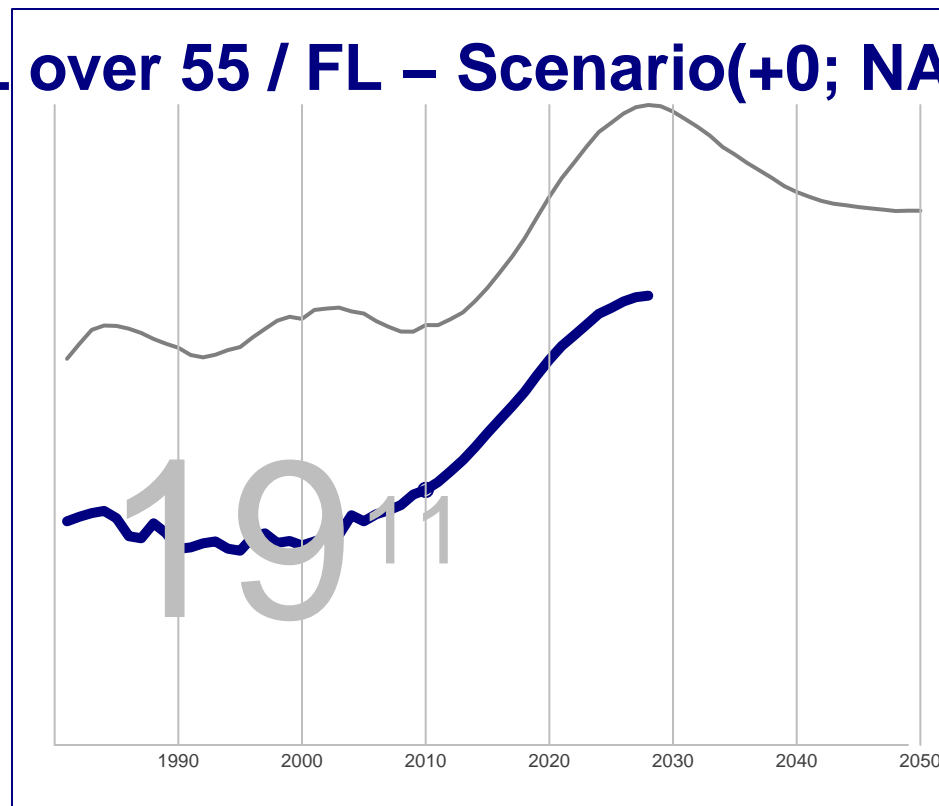


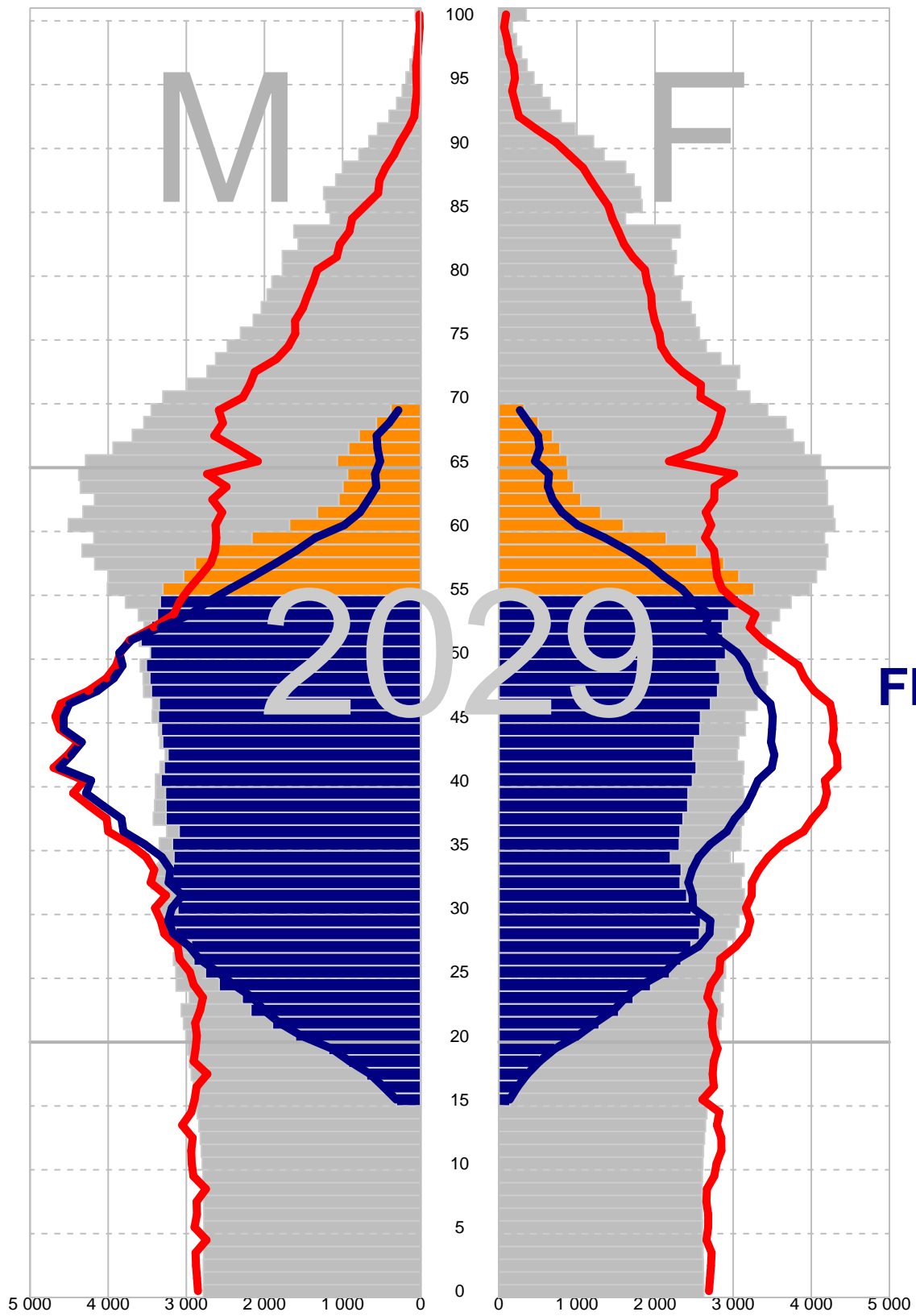
FL over 55 / FL – Scenario(+0; NA%)



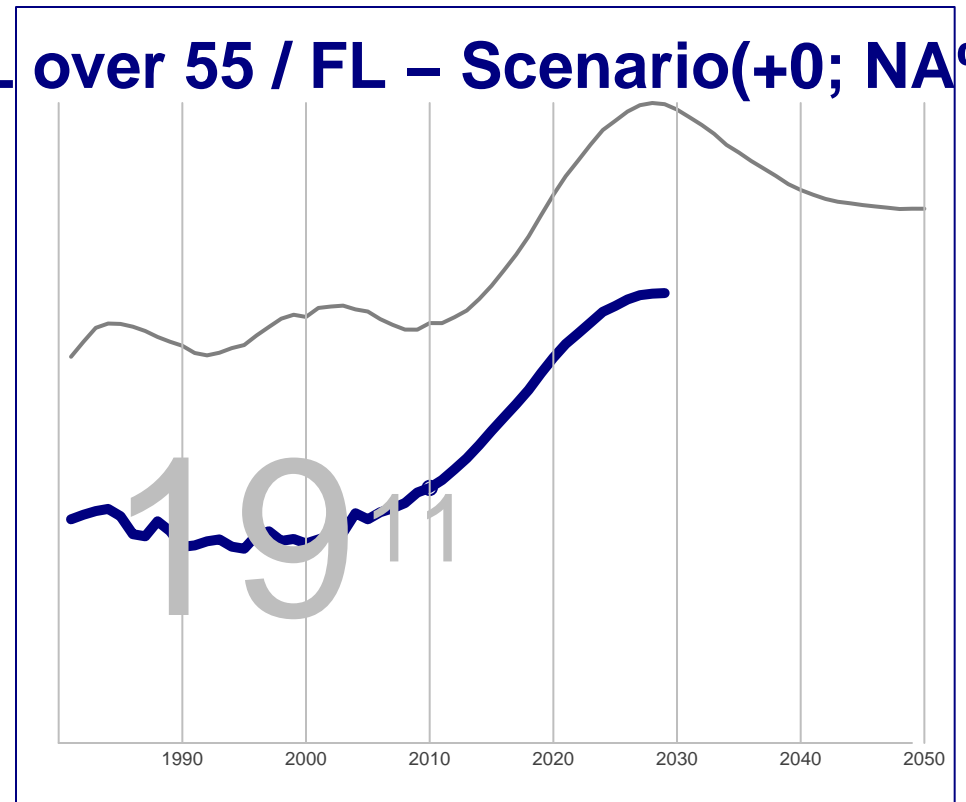


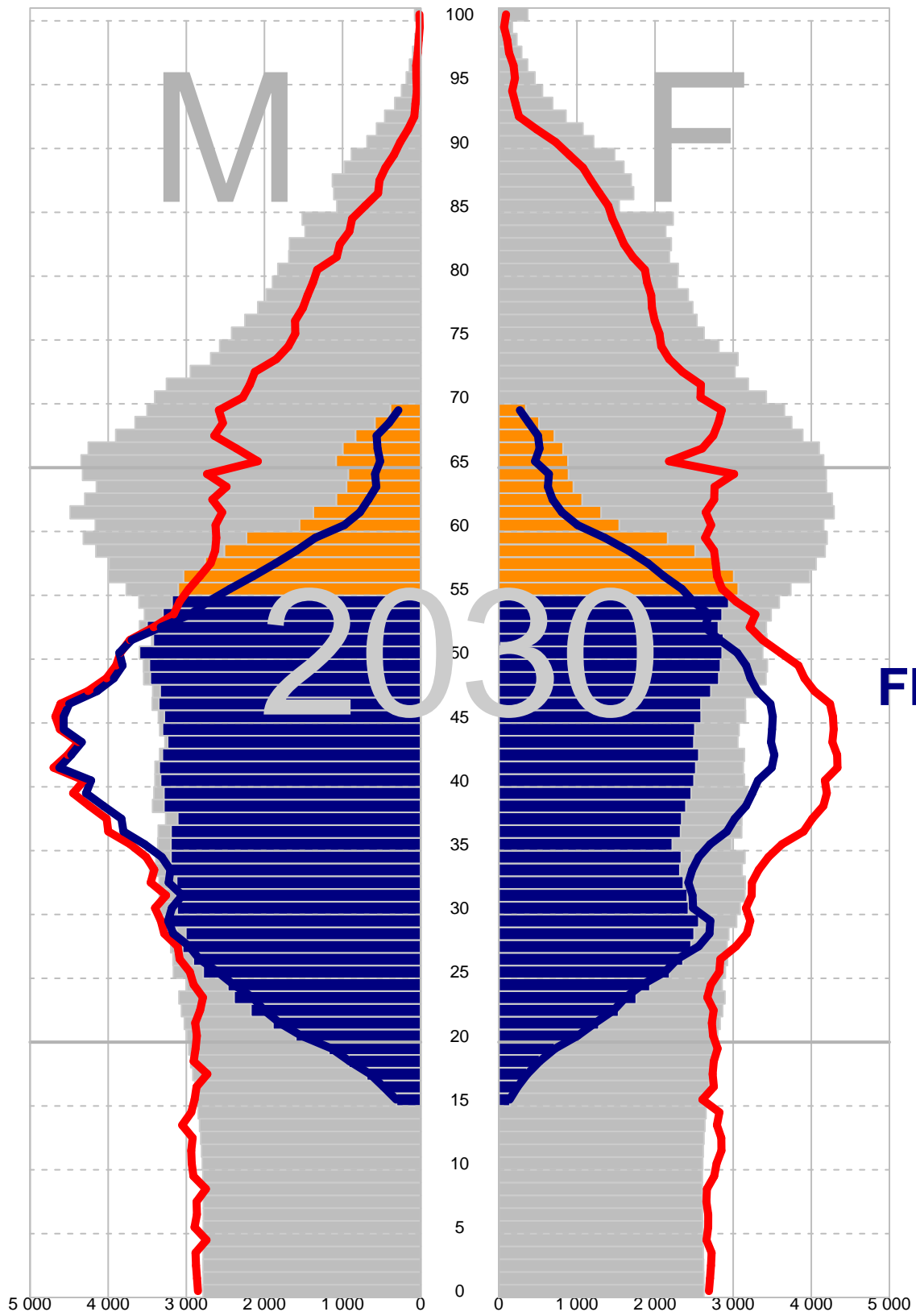
FL over 55 / FL – Scenario(+0; NA%)



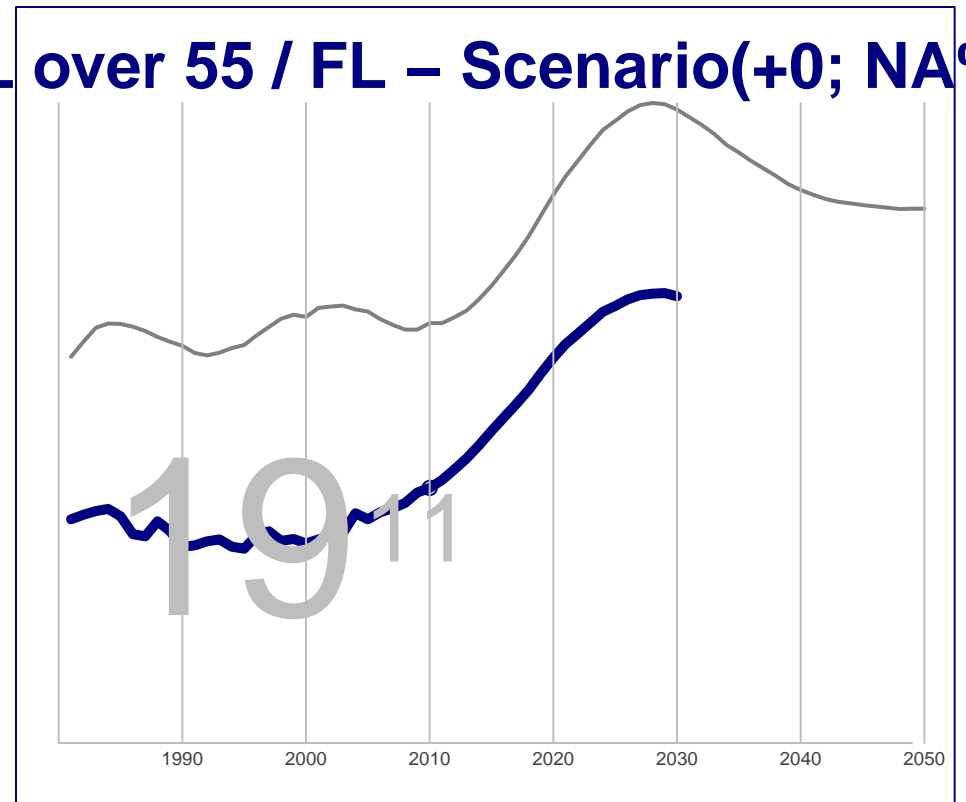


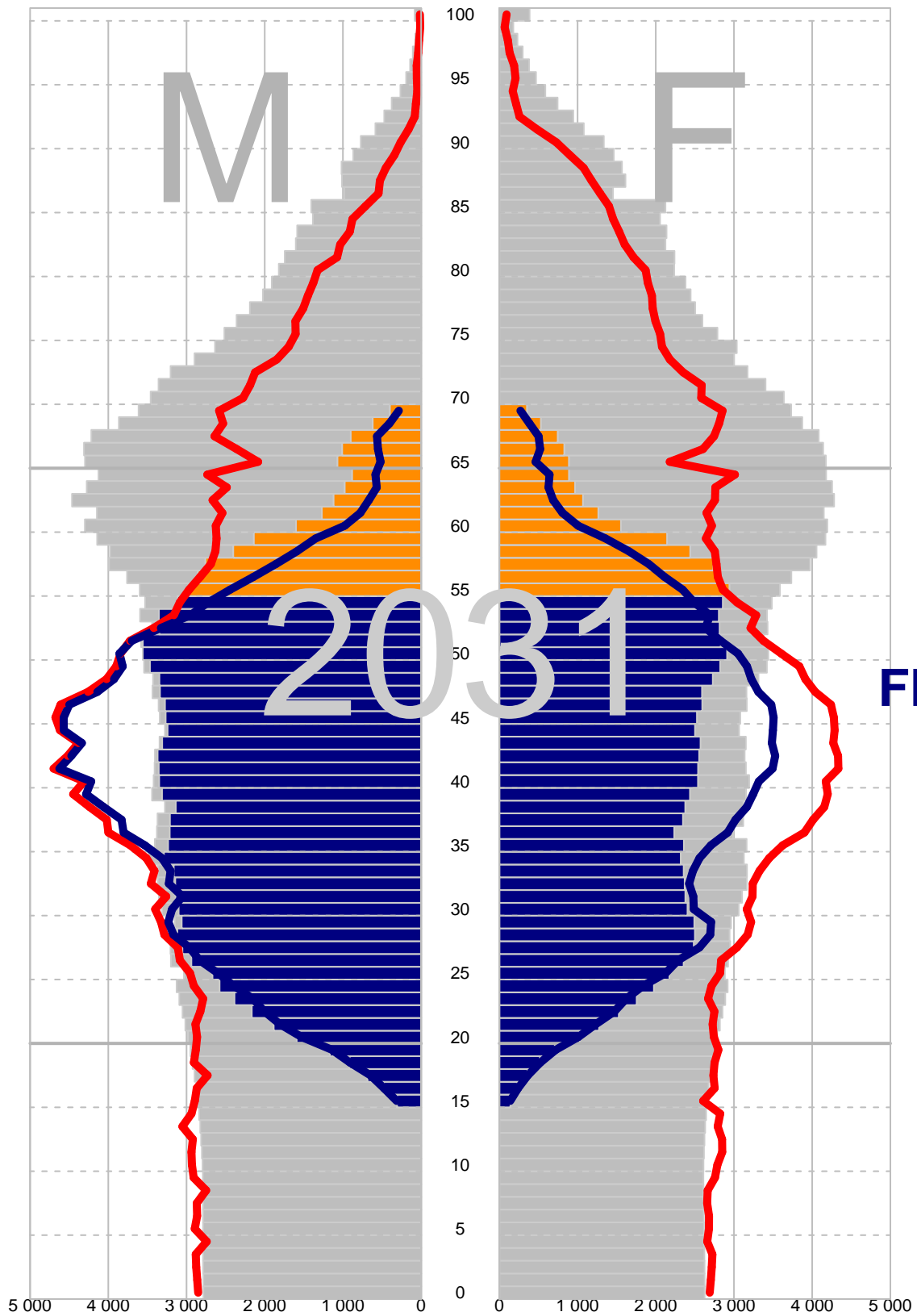
FL over 55 / FL – Scenario(+0; NA%)



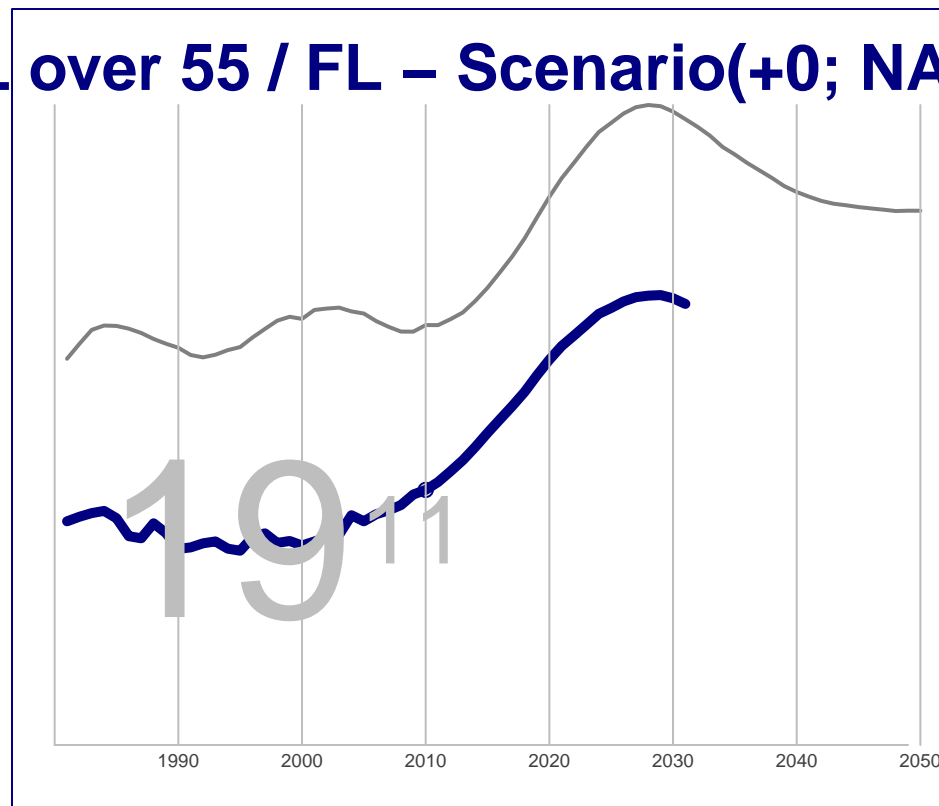


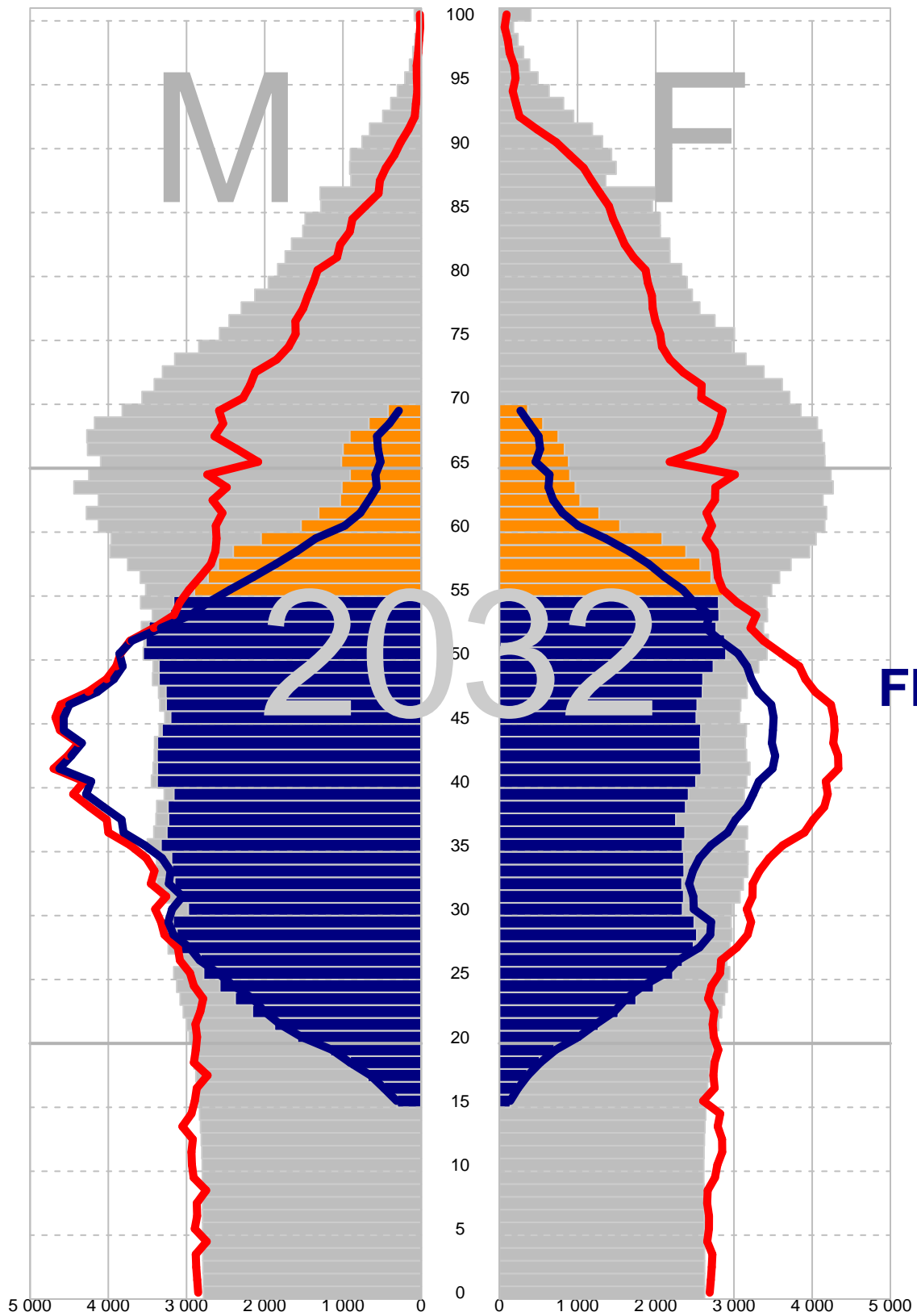
FL over 55 / FL – Scenario(+0; NA%)



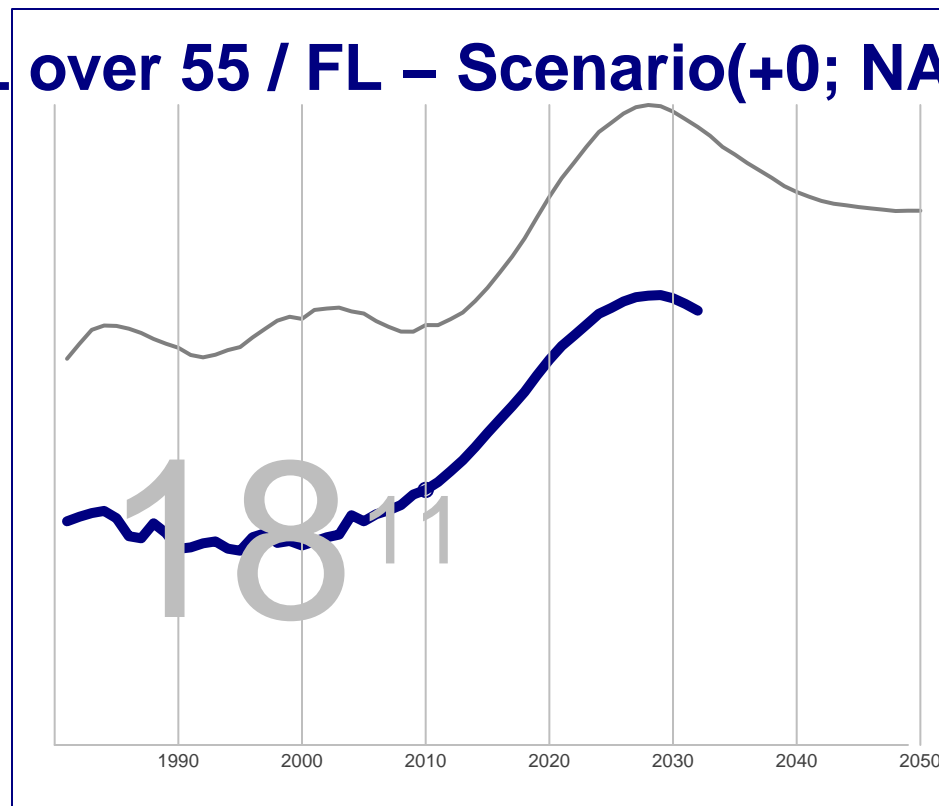


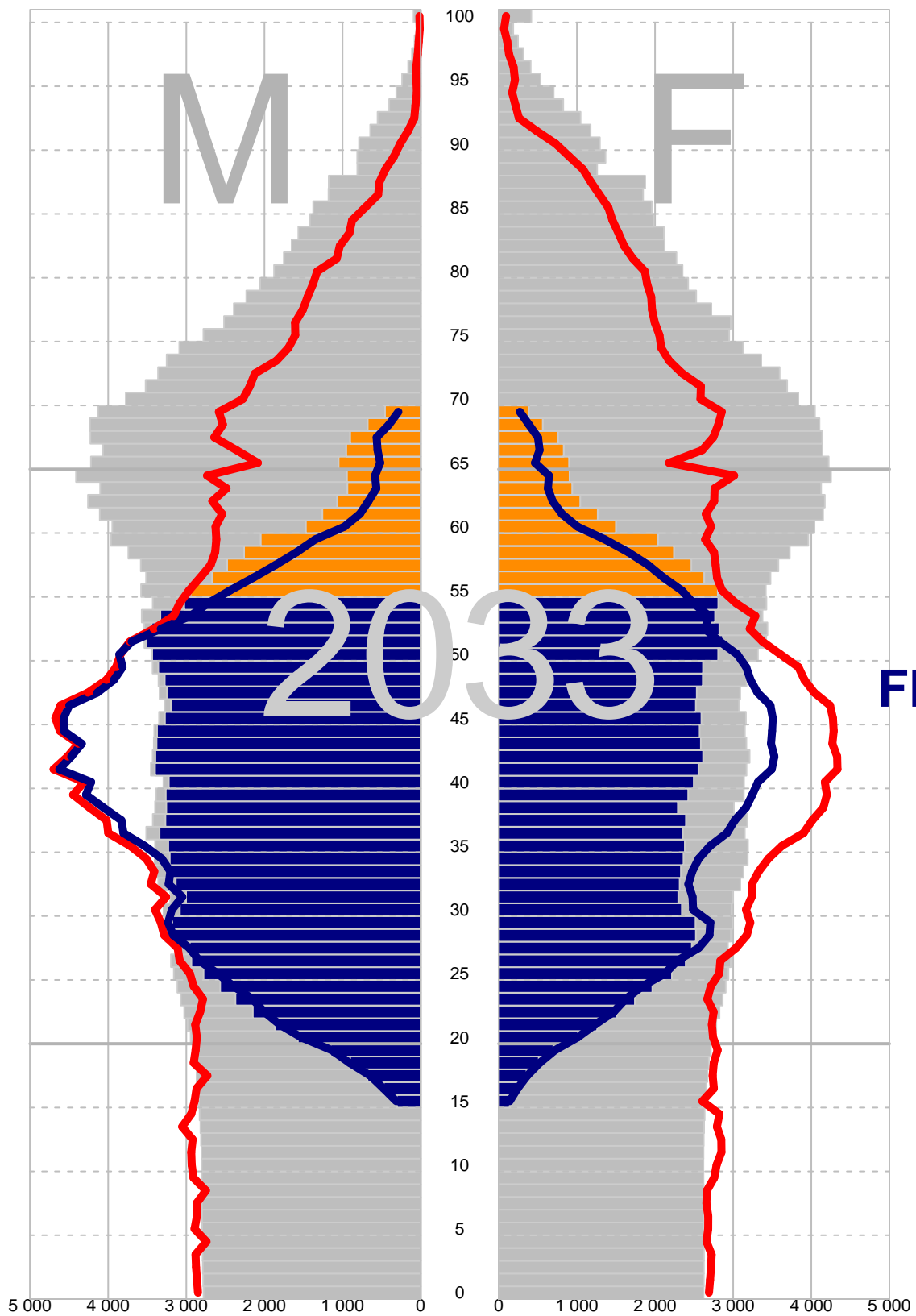
FL over 55 / FL – Scenario(+0; NA%)



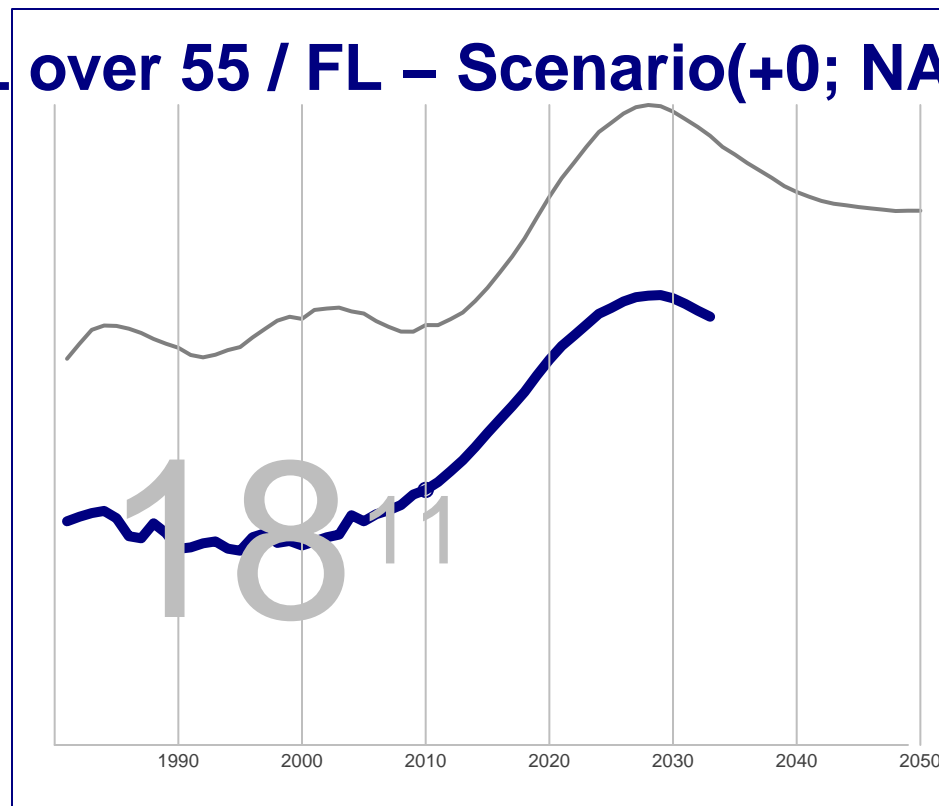


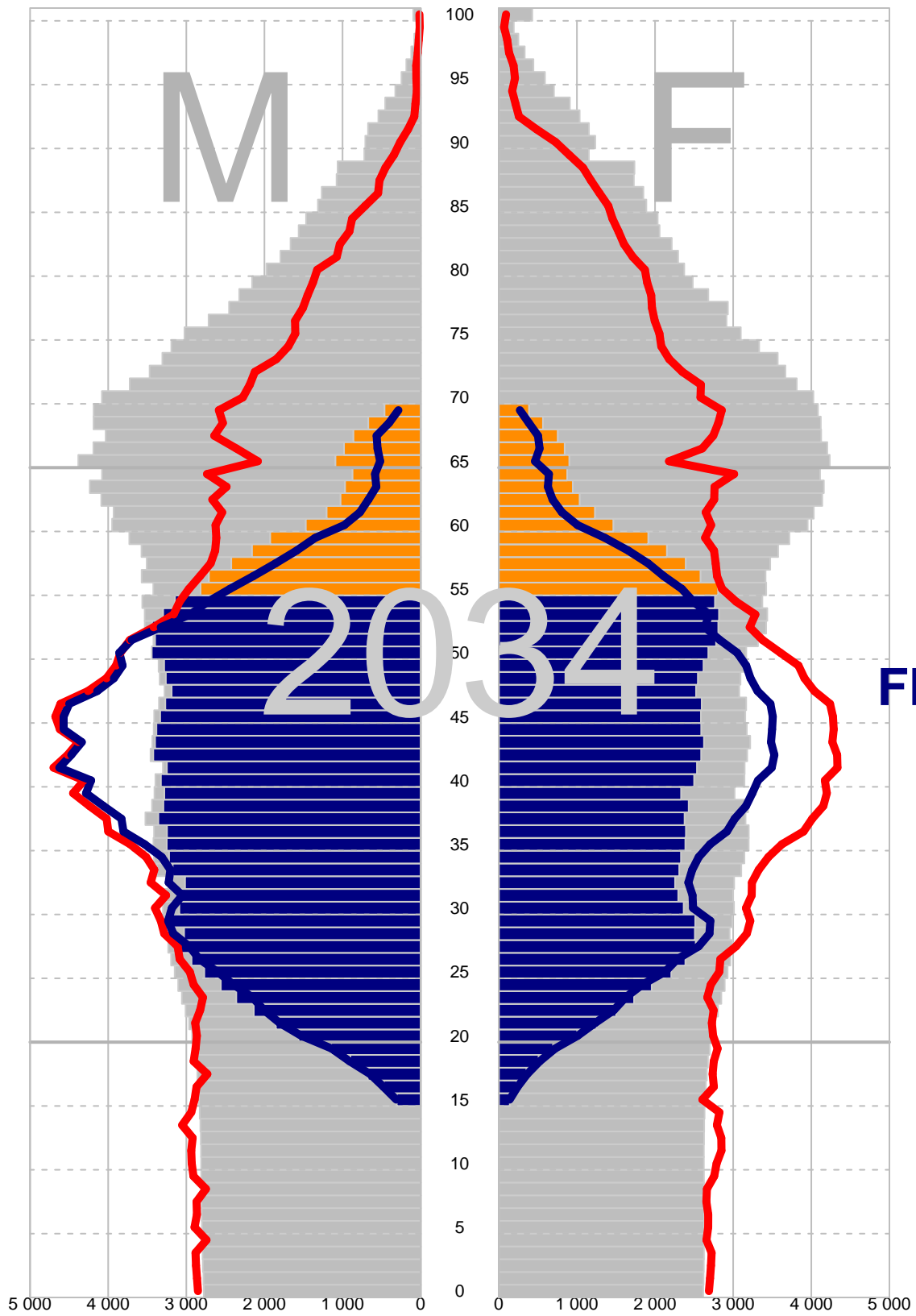
FL over 55 / FL – Scenario(+0; NA%)



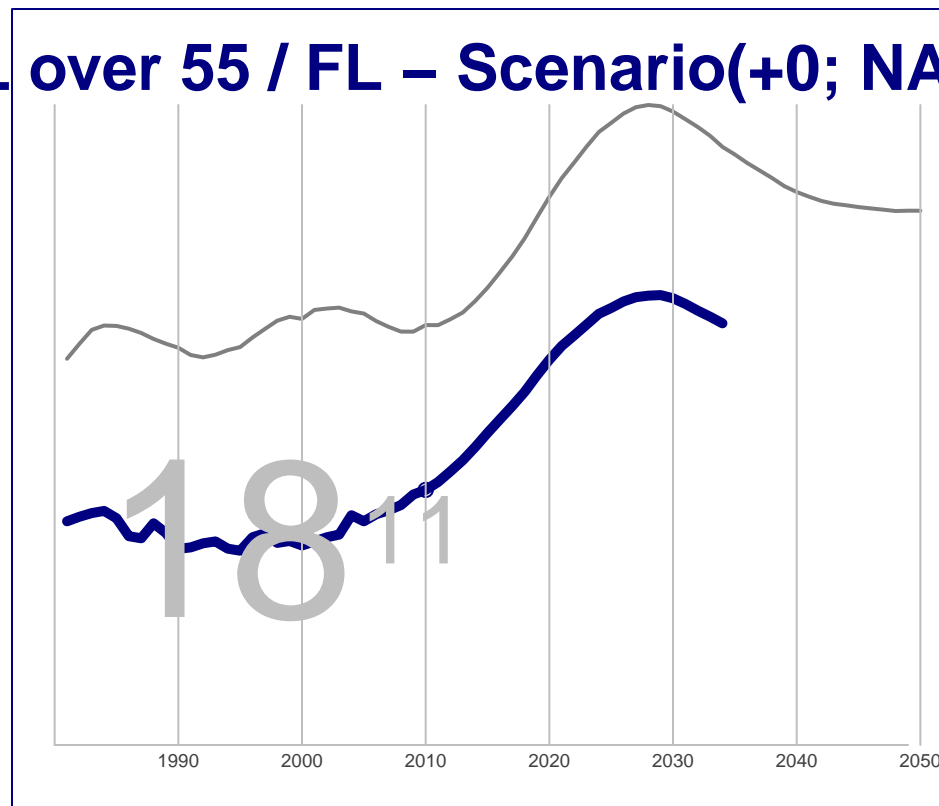


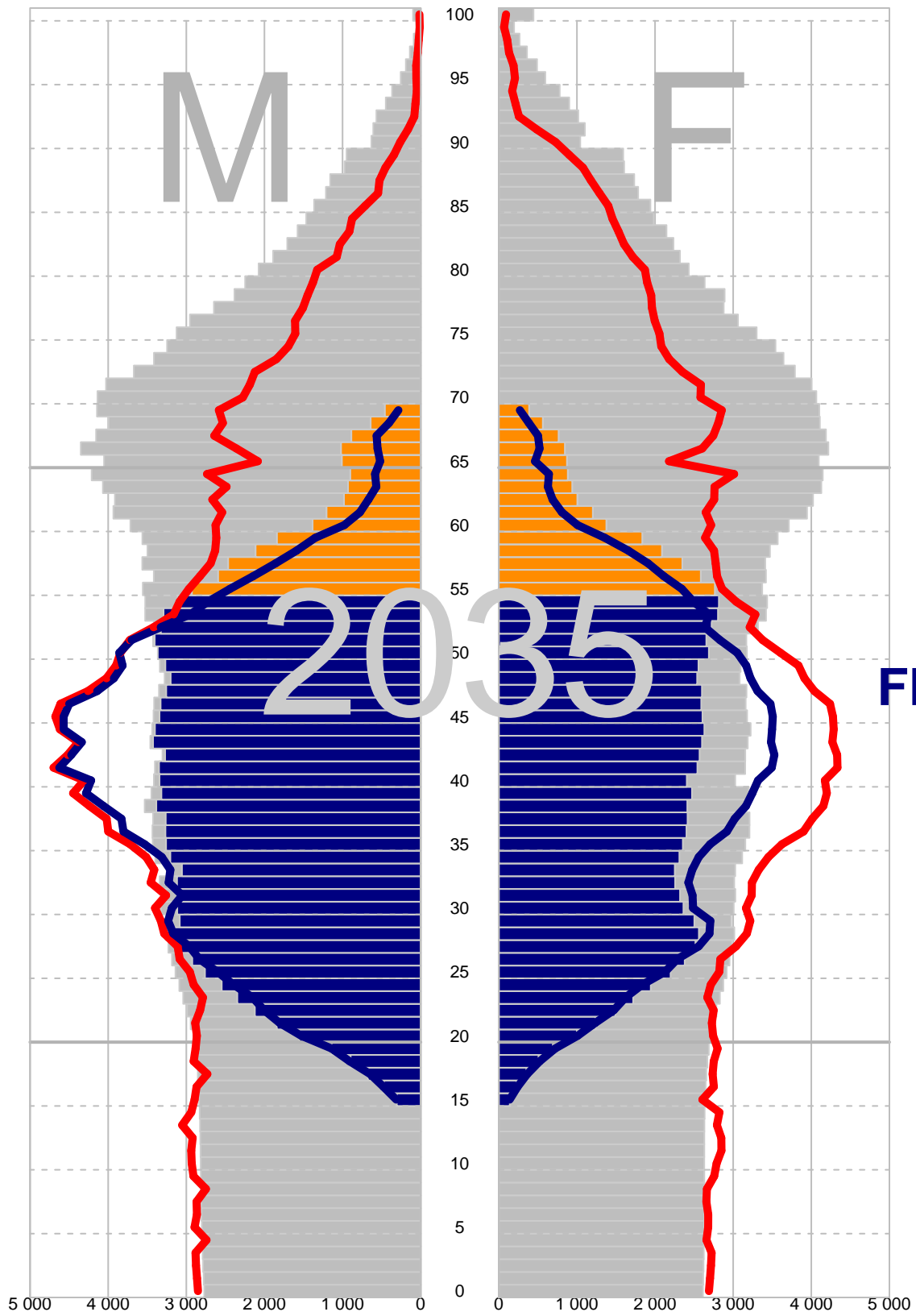
FL over 55 / FL – Scenario(+0; NA%)



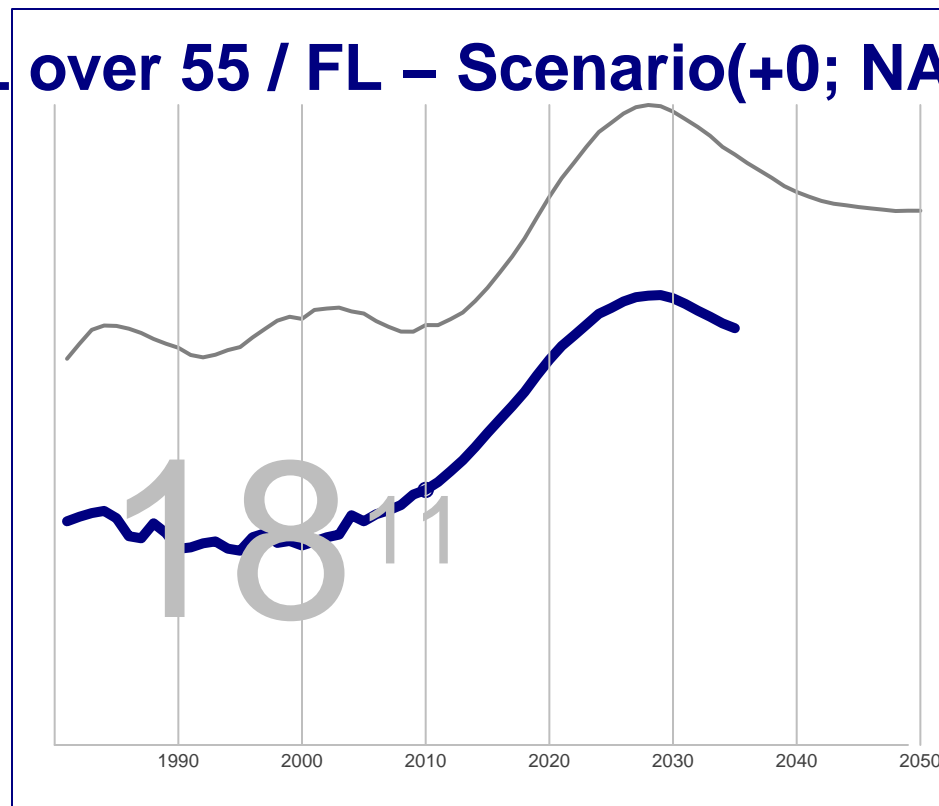


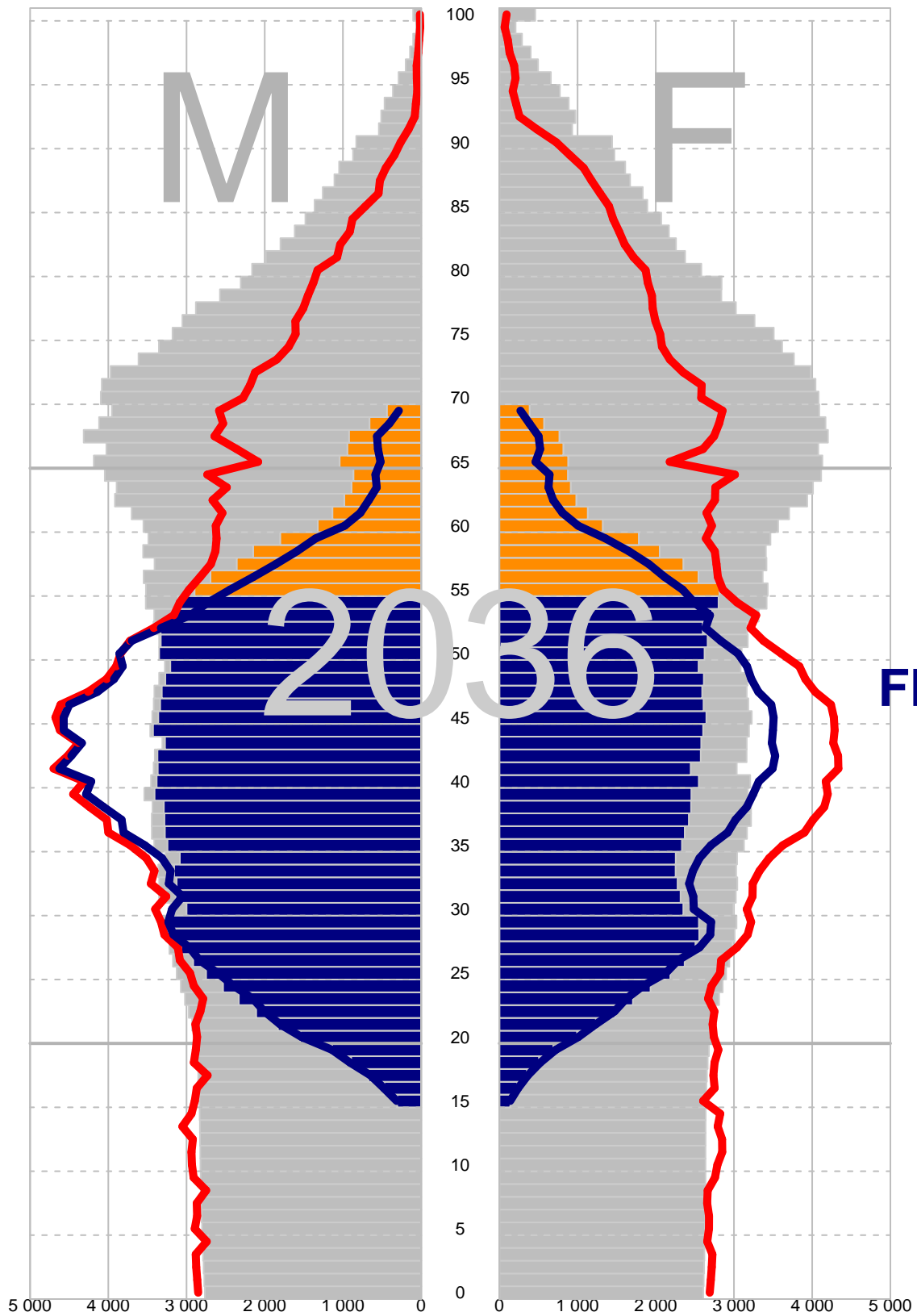
FL over 55 / FL – Scenario(+0; NA%)



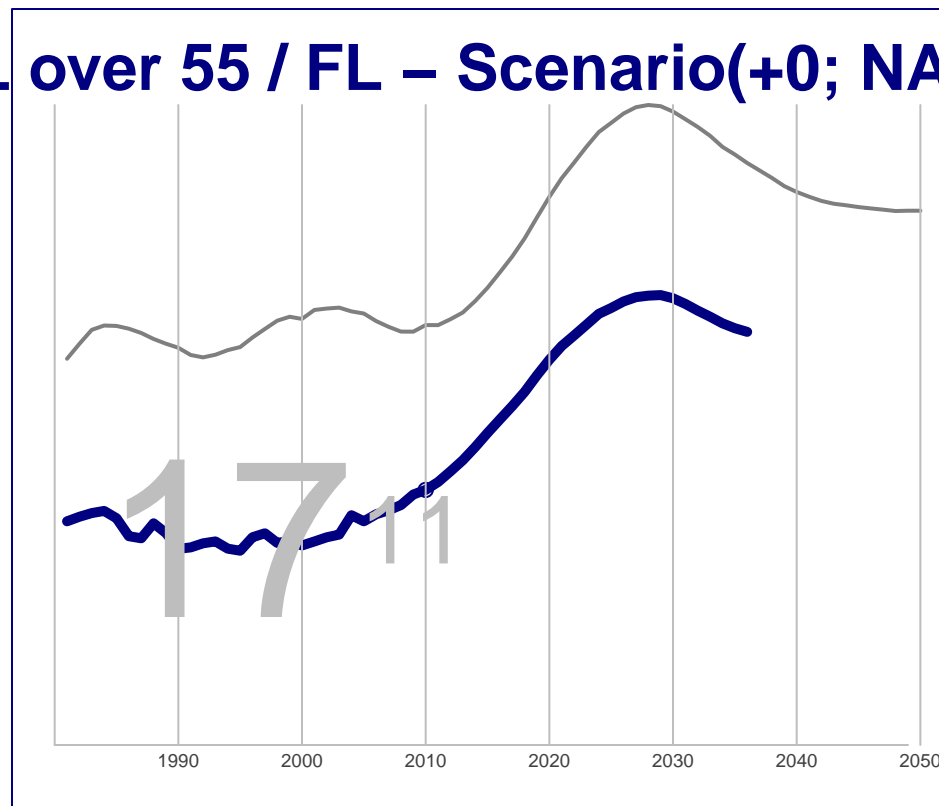


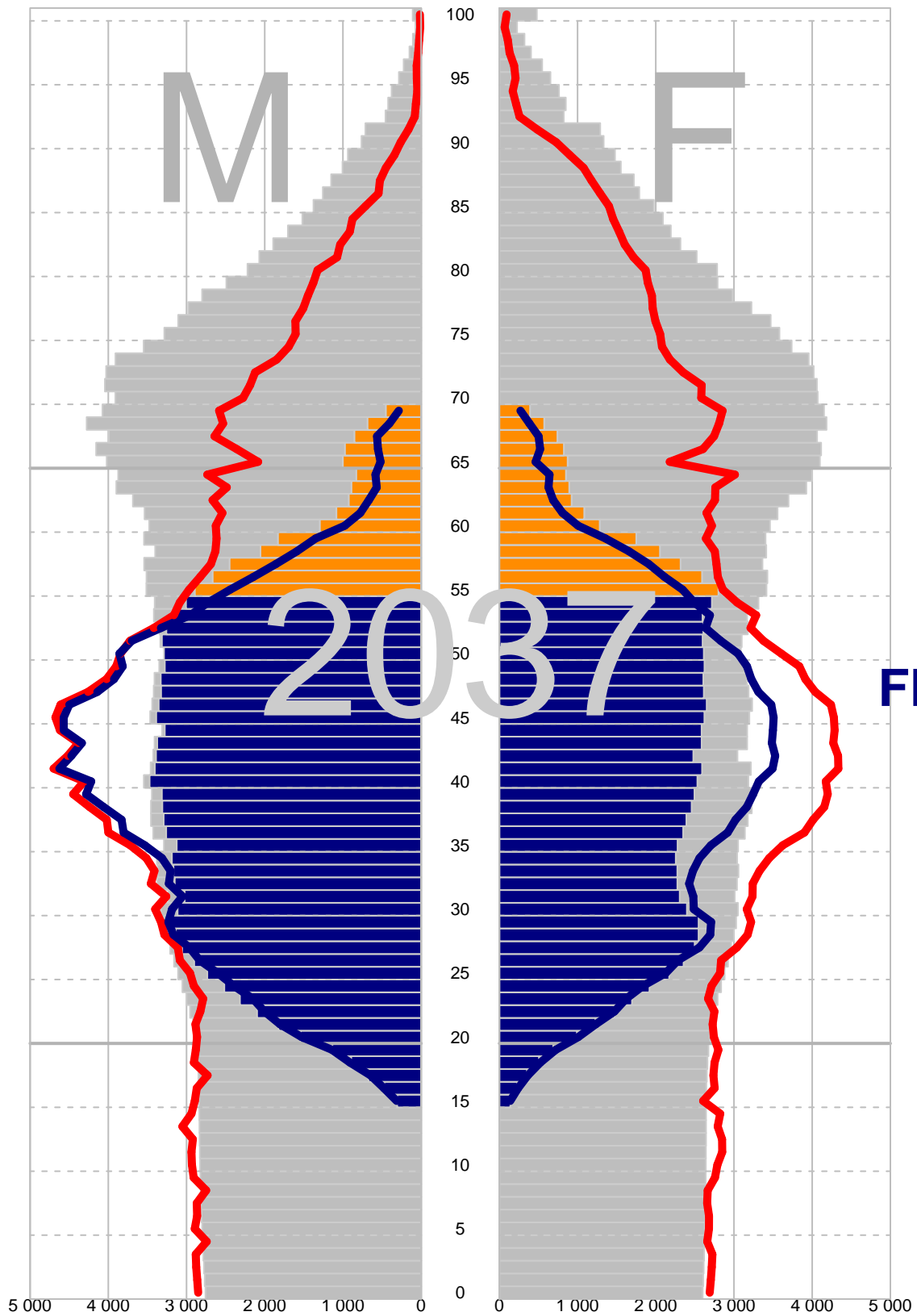
FL over 55 / FL – Scenario(+0; NA%)



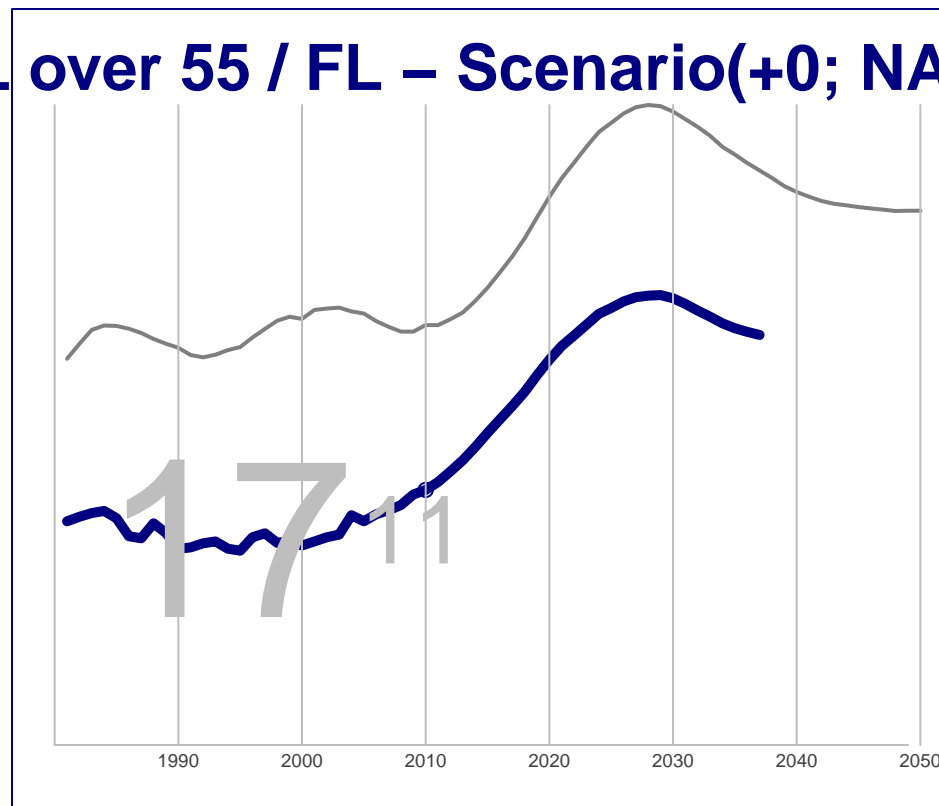


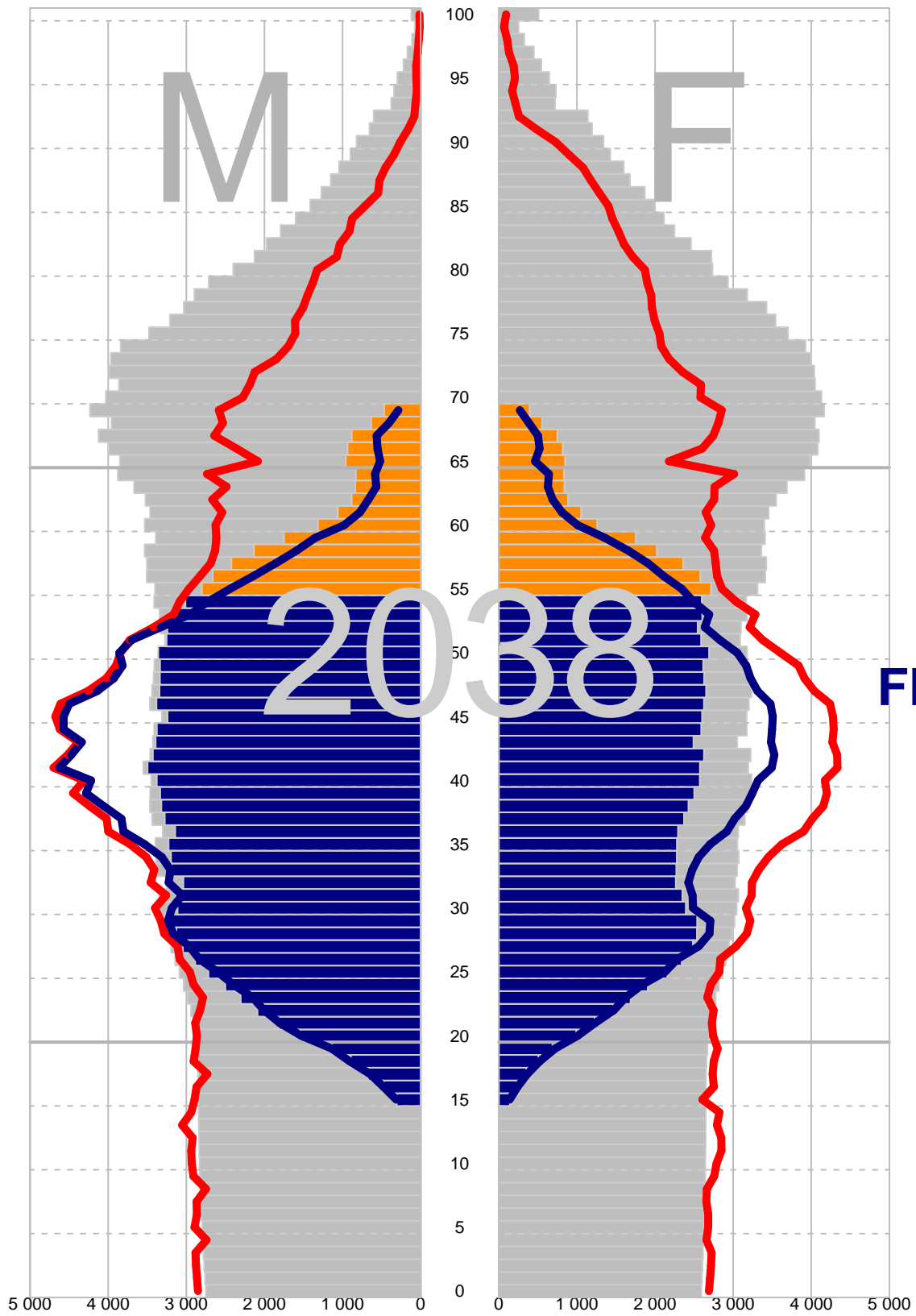
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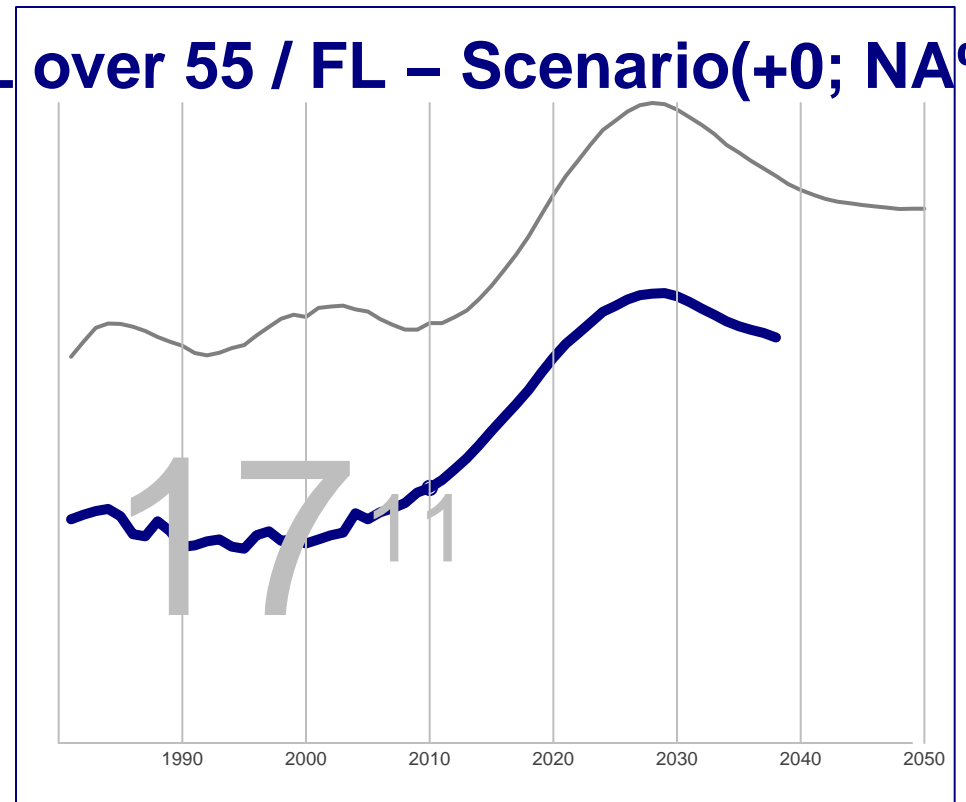


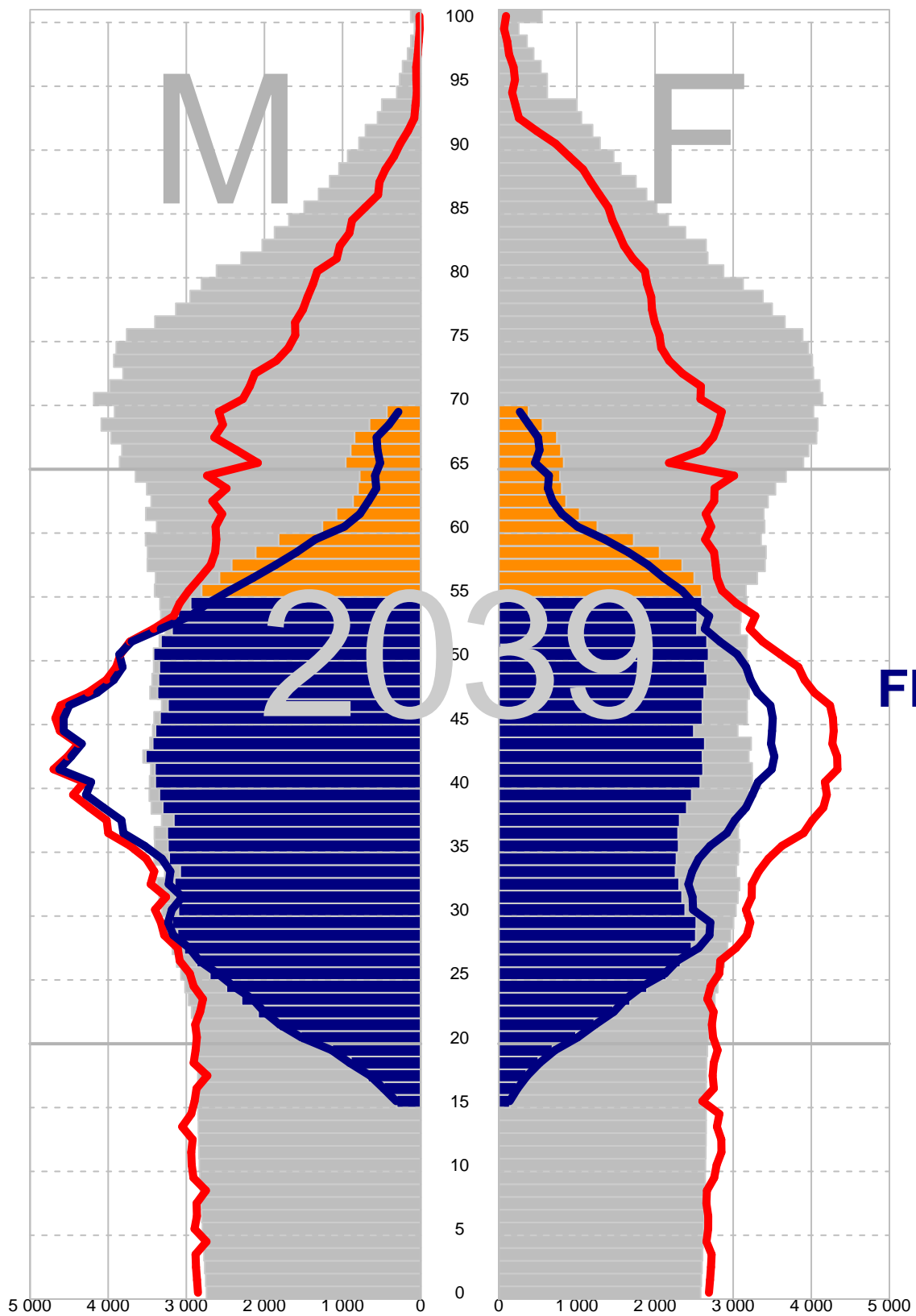
FL over 55 / FL – Scenario(+0; NA%)



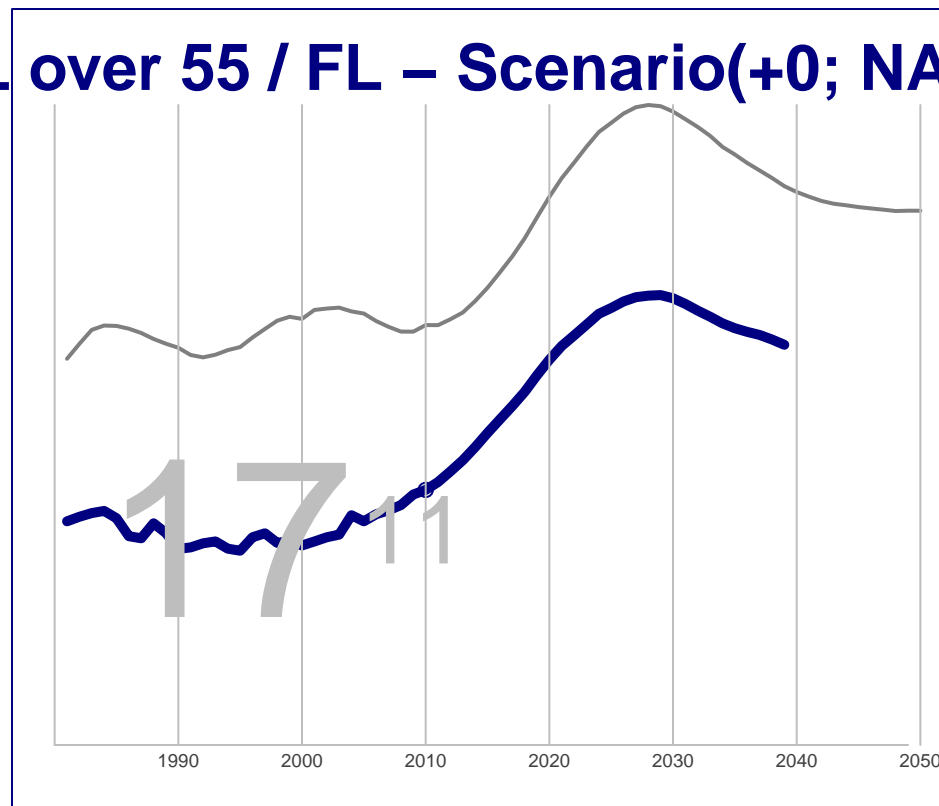


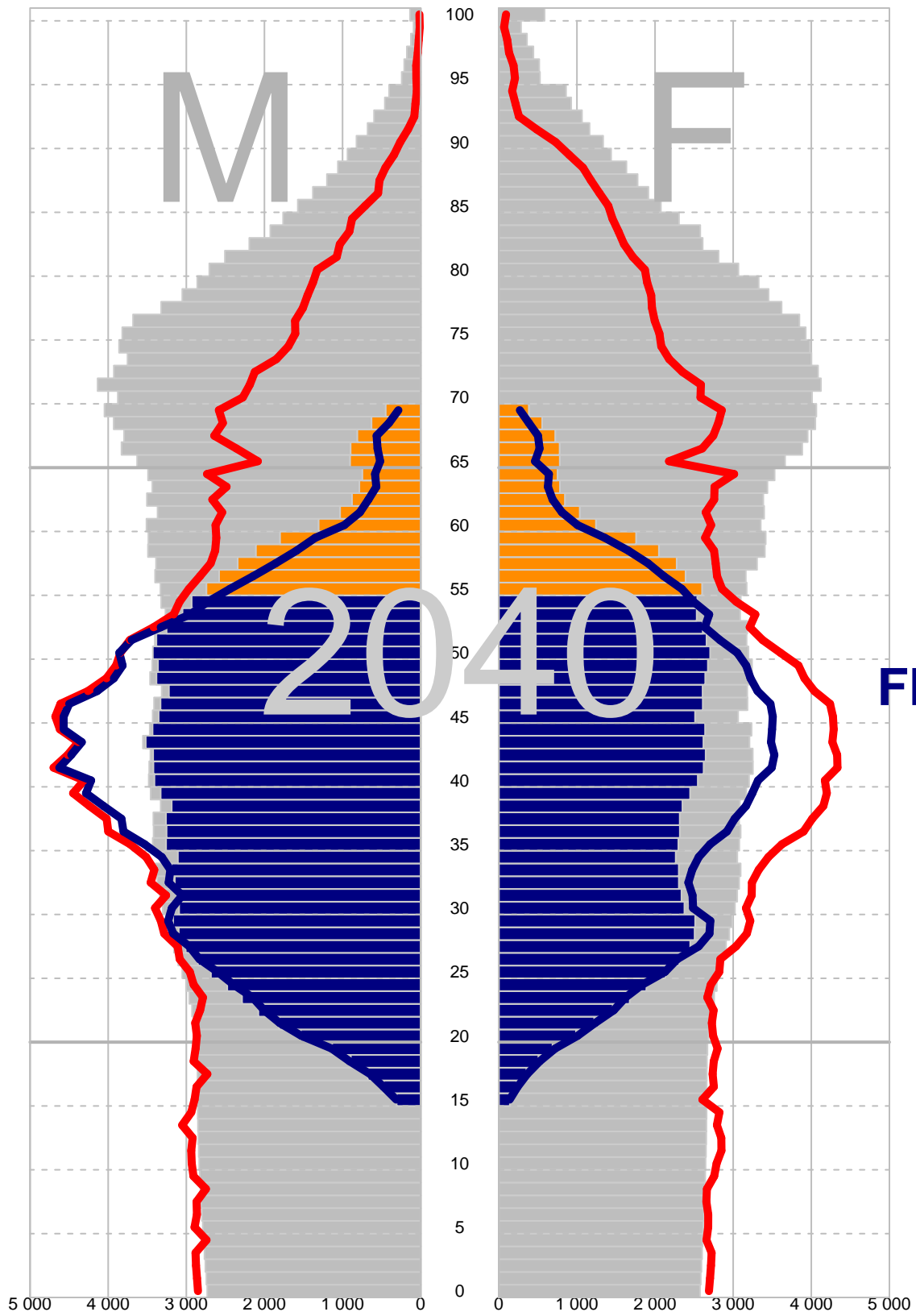
FL over 55 / FL – Scenario(+0; NA%)



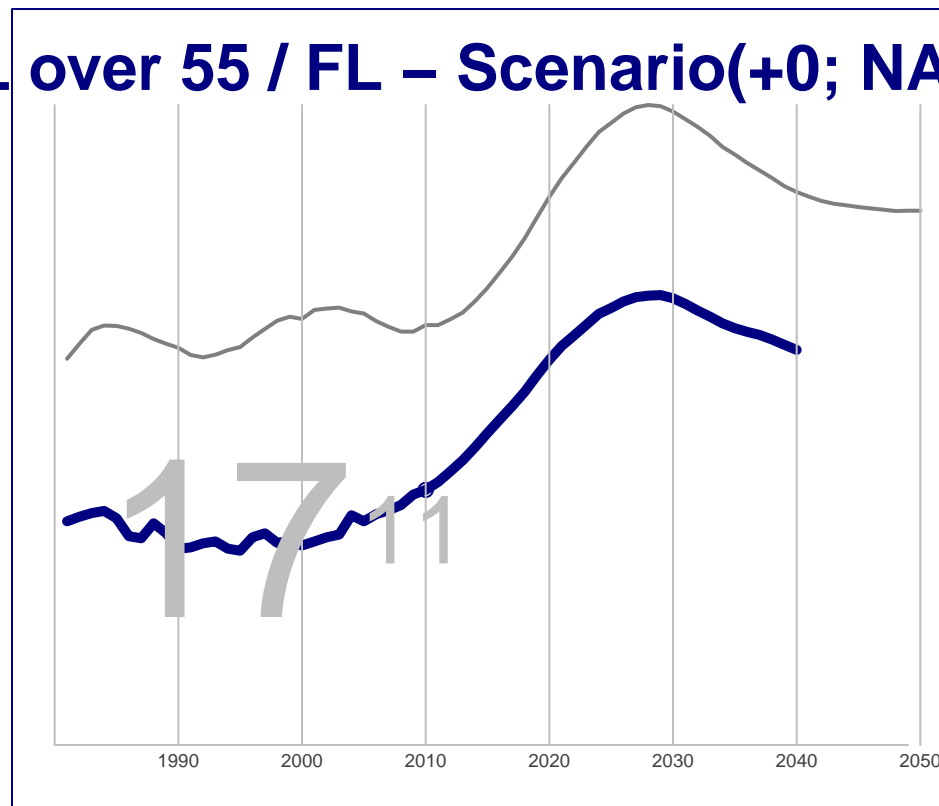


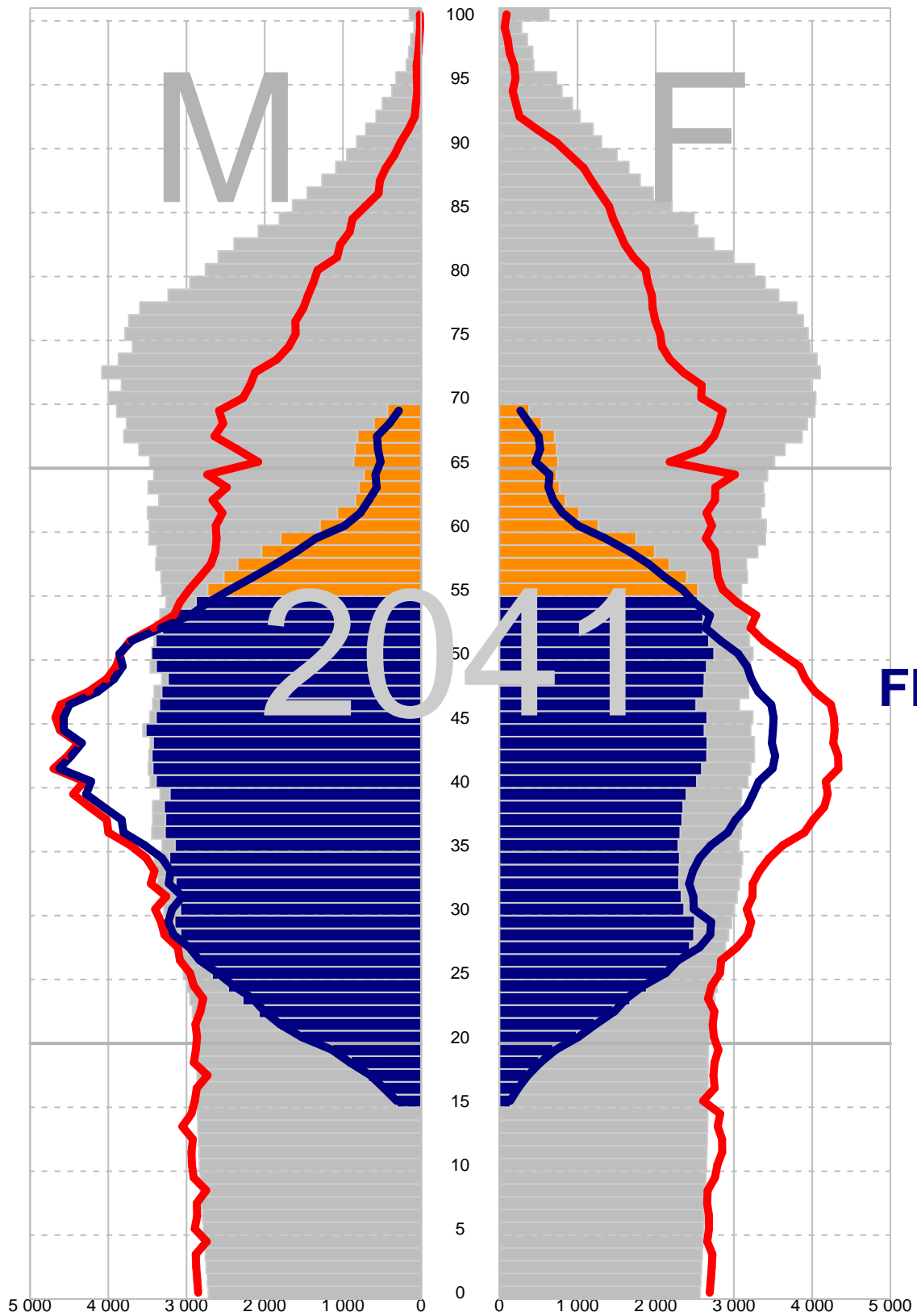
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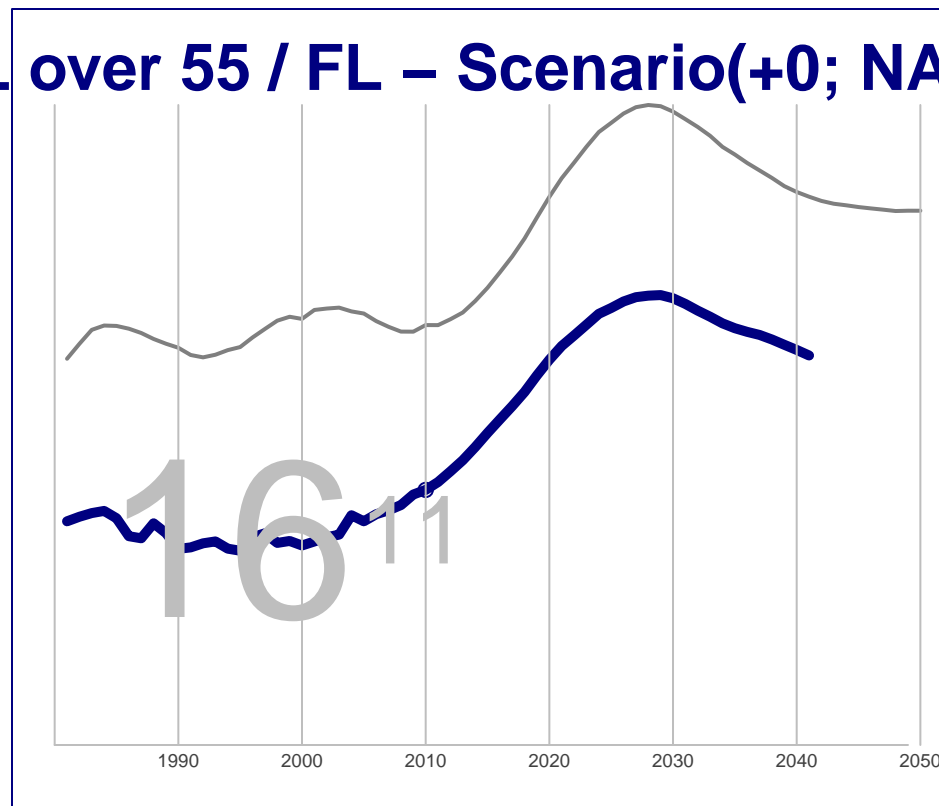


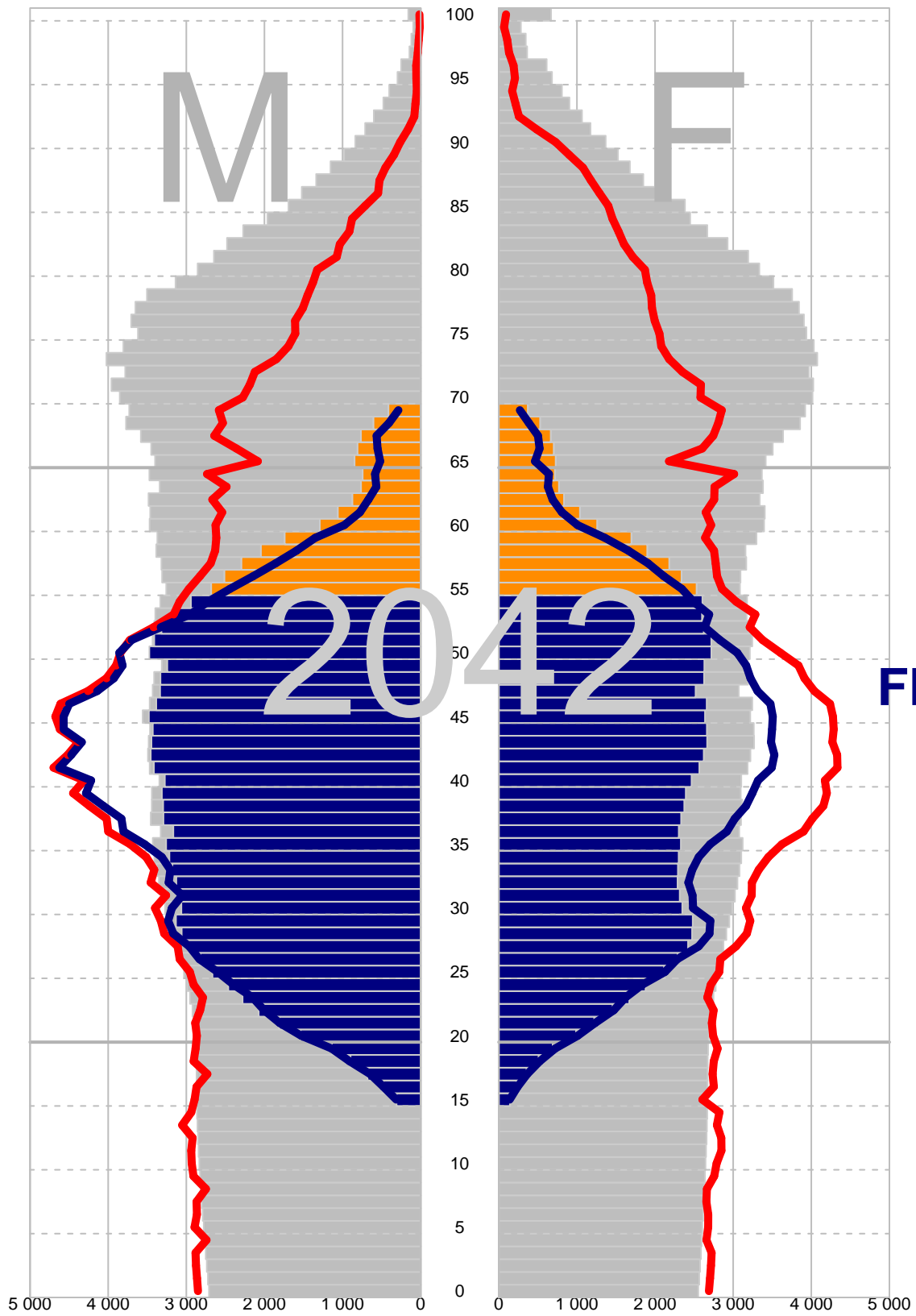
FL over 55 / FL – Scenario(+0; NA%)



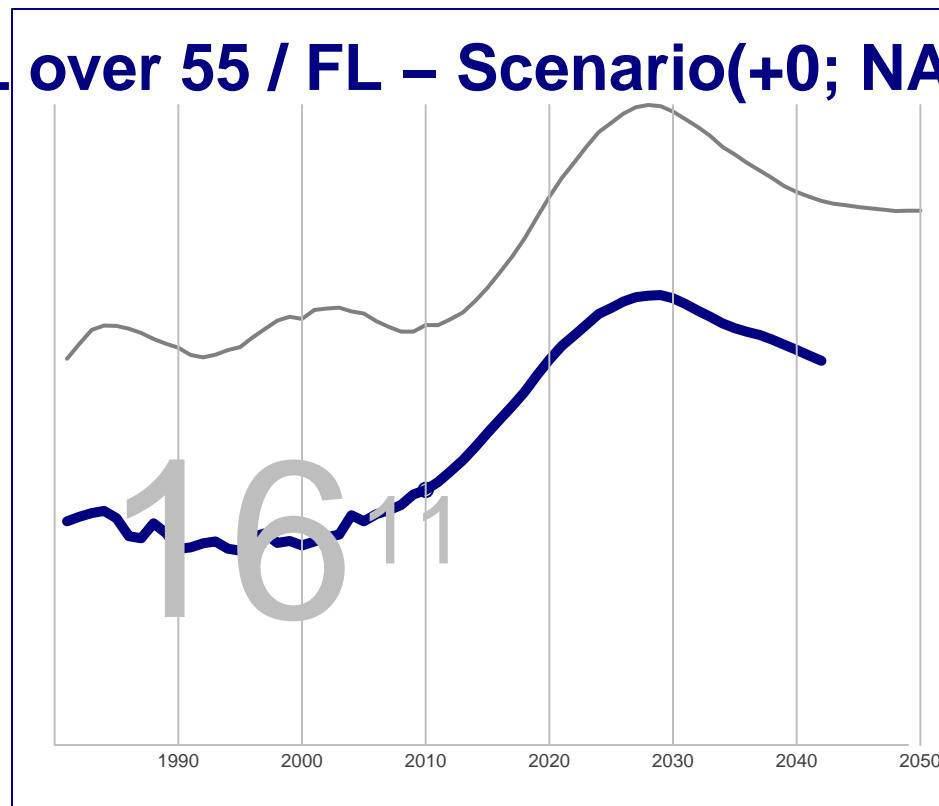


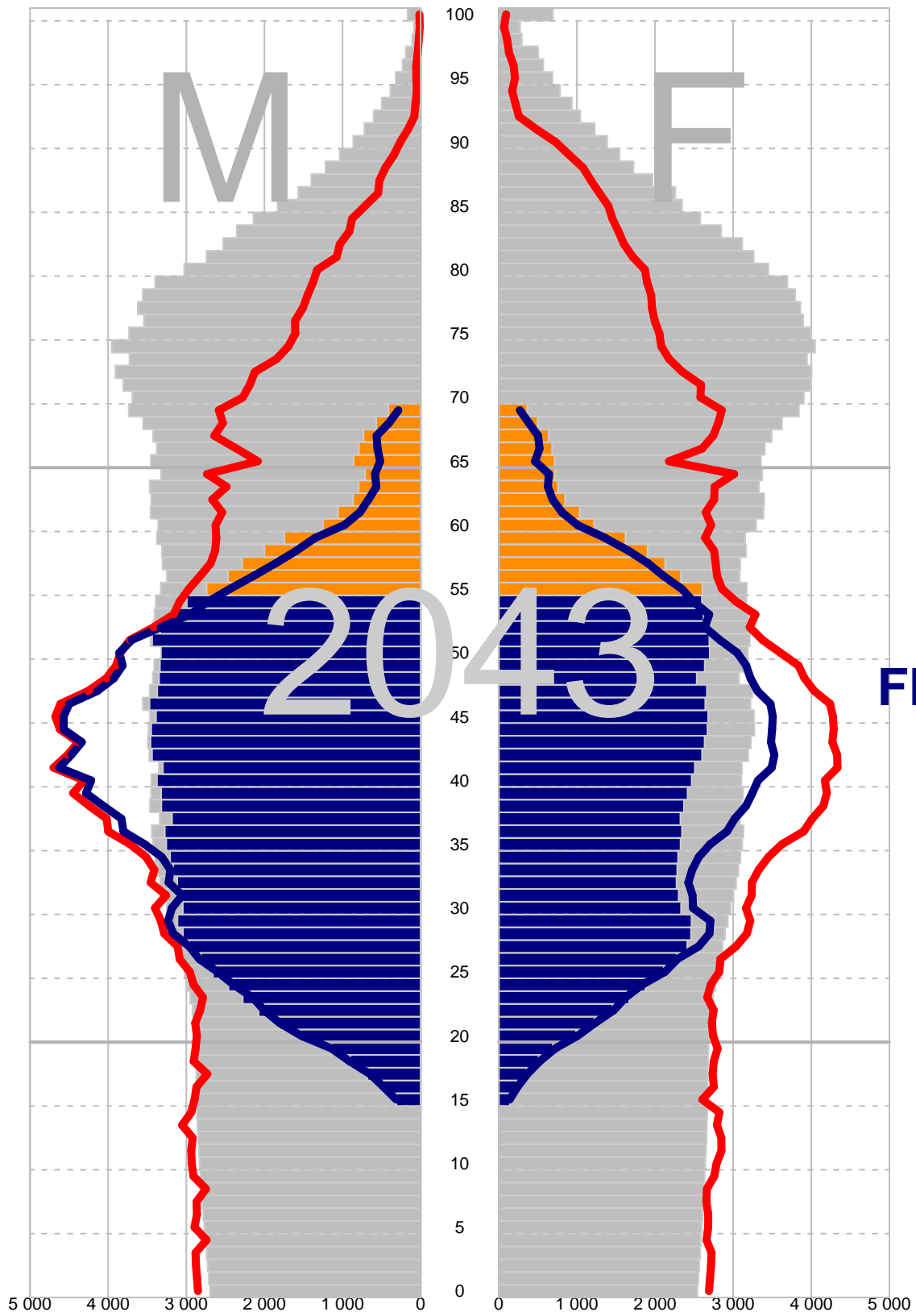
FL over 55 / FL – Scenario(+0; NA%)



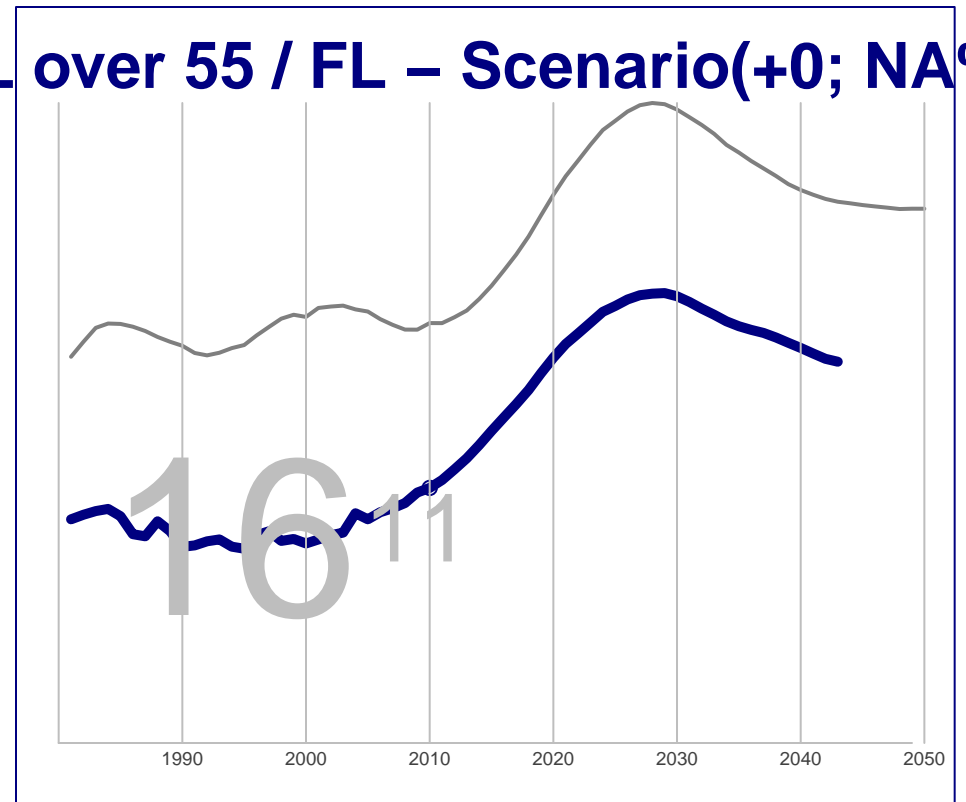


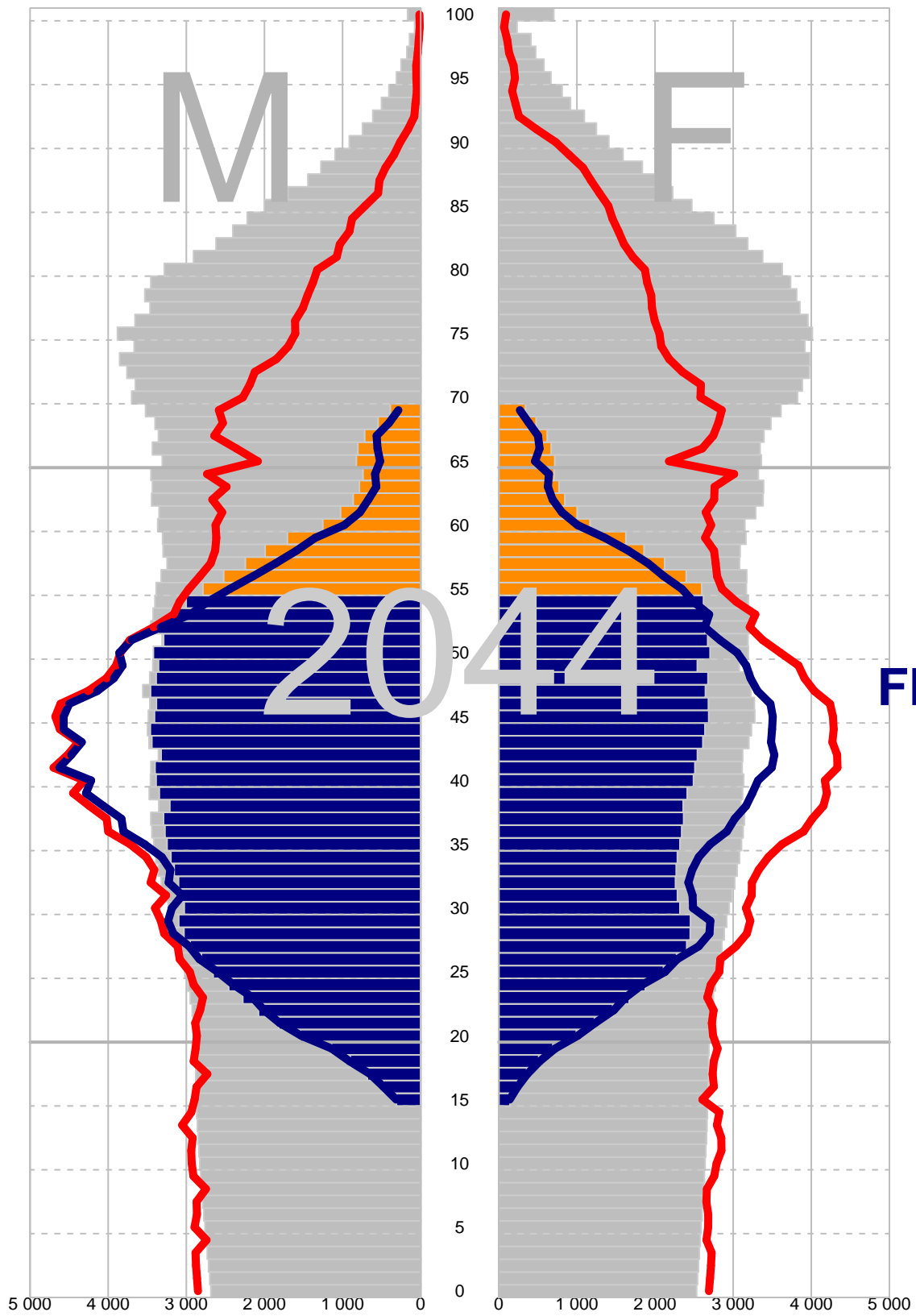
FL over 55 / FL – Scenario(+0; NA%)



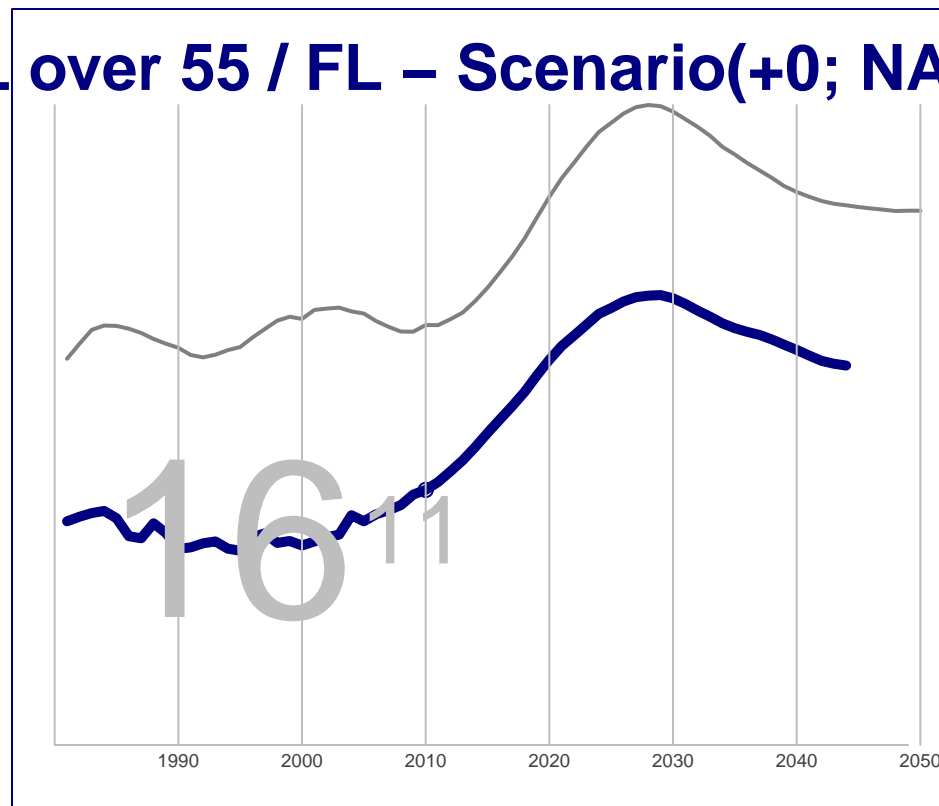


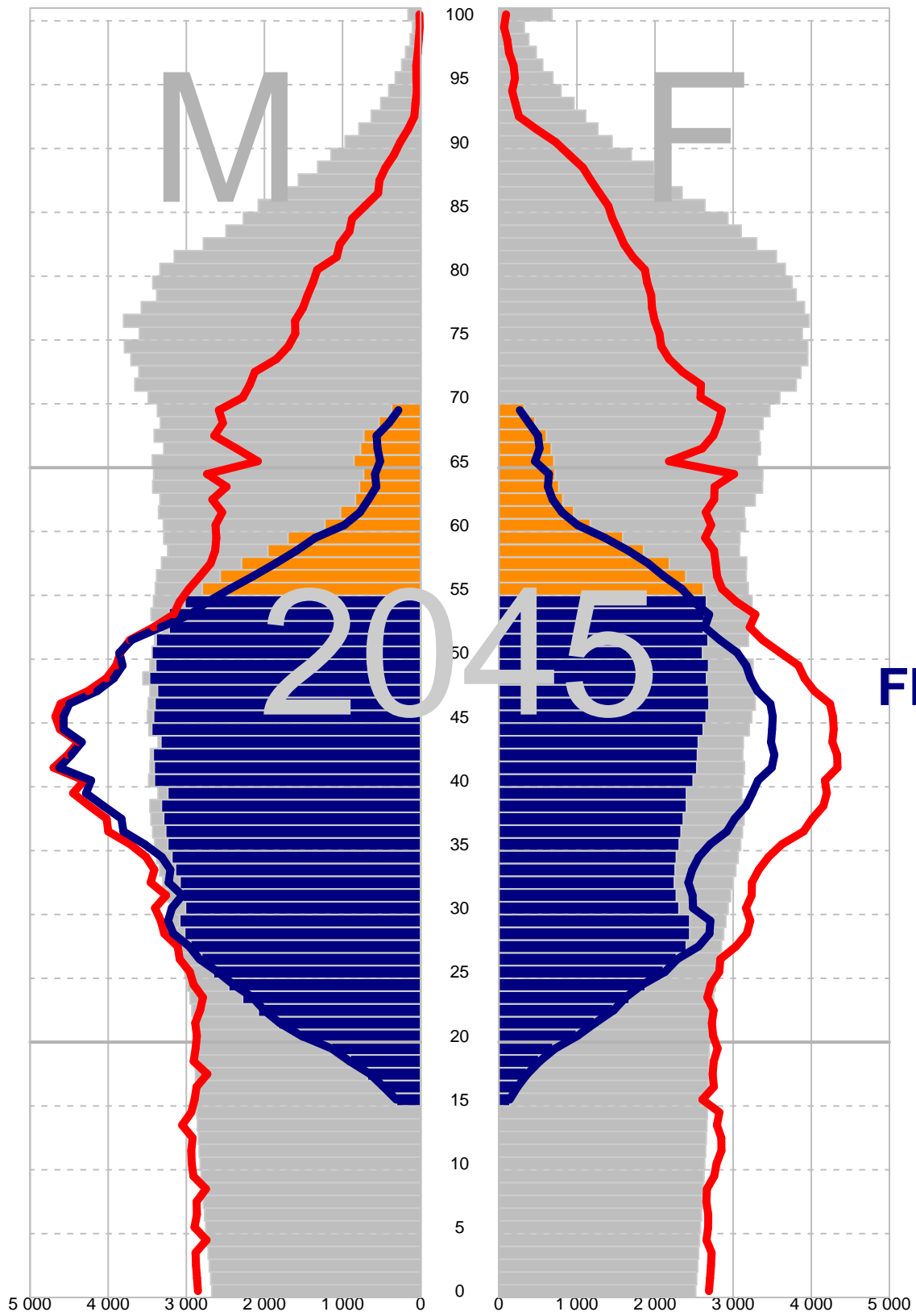
FL over 55 / FL – Scenario(+0; NA%)



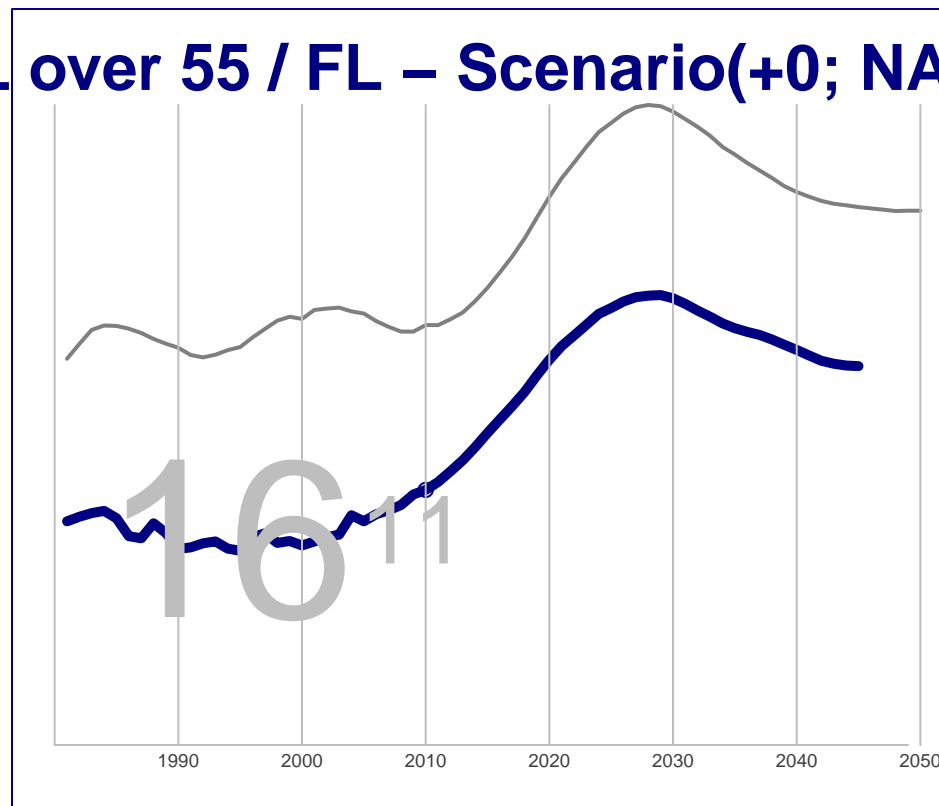


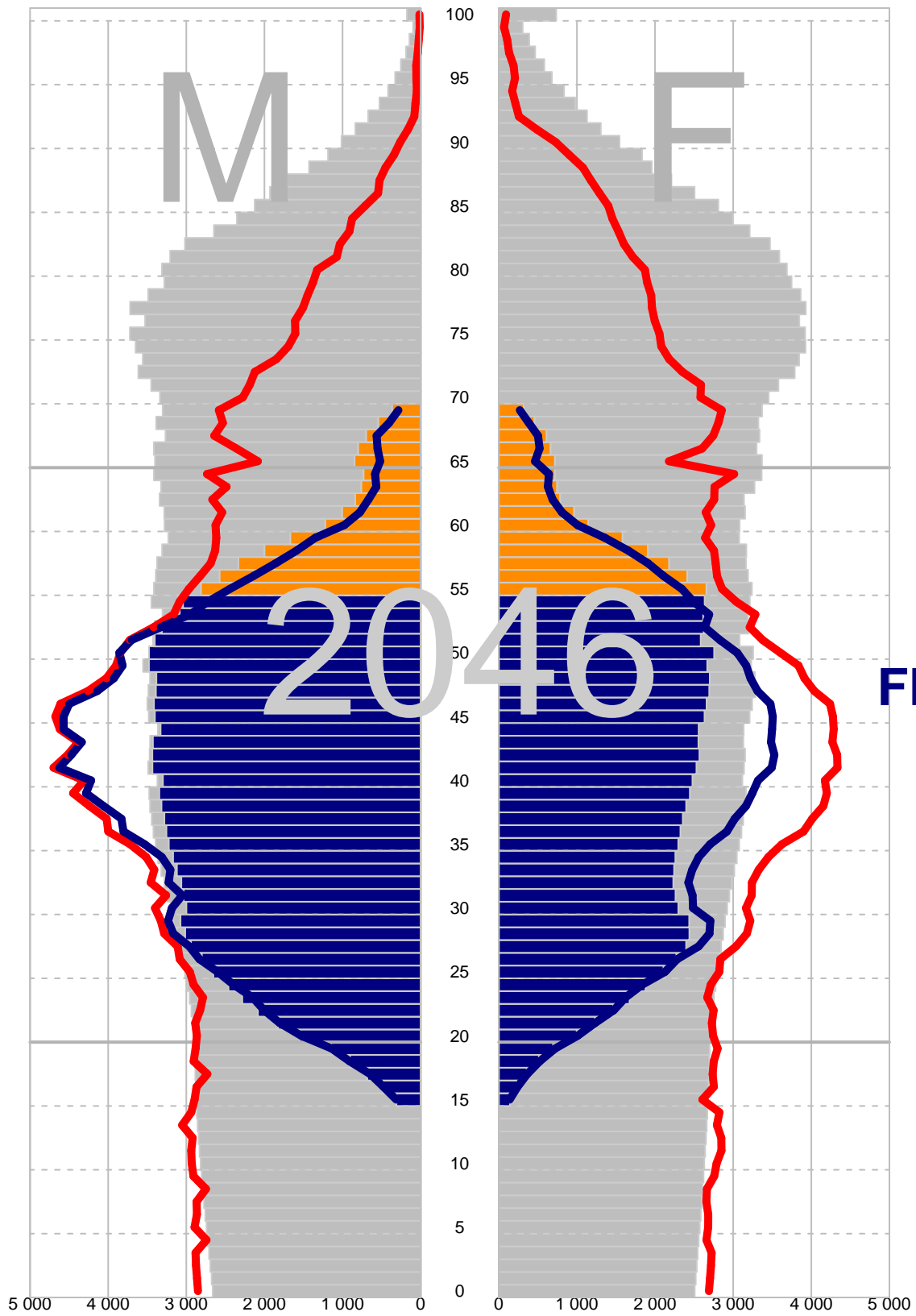
FL over 55 / FL – Scenario(+0; NA%)



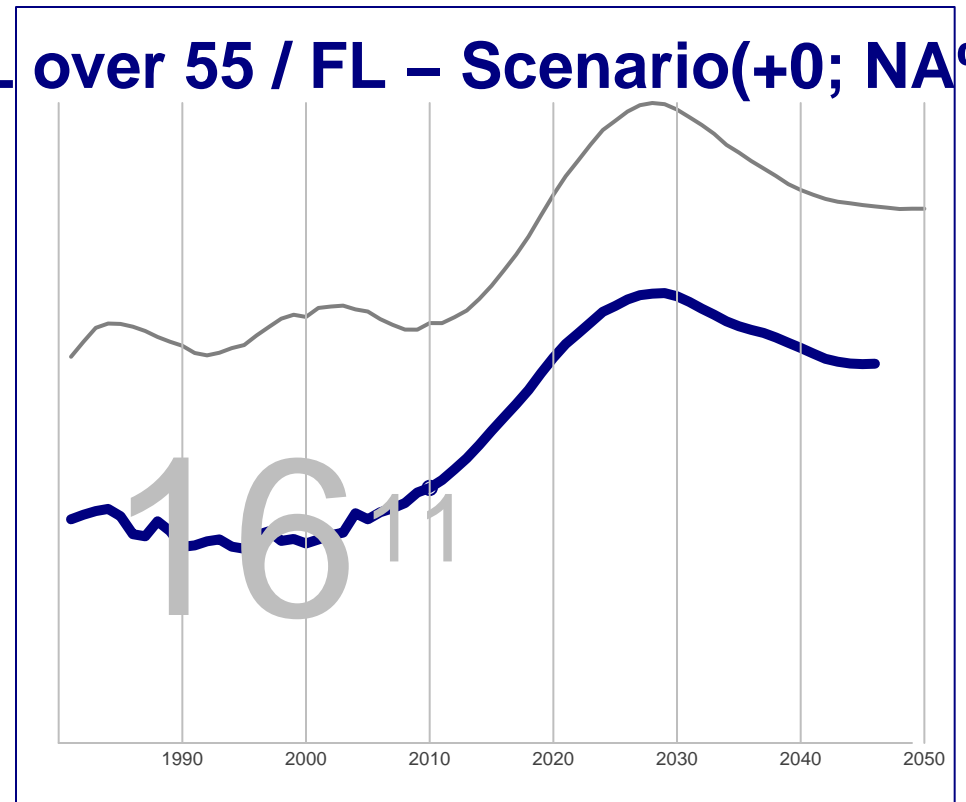


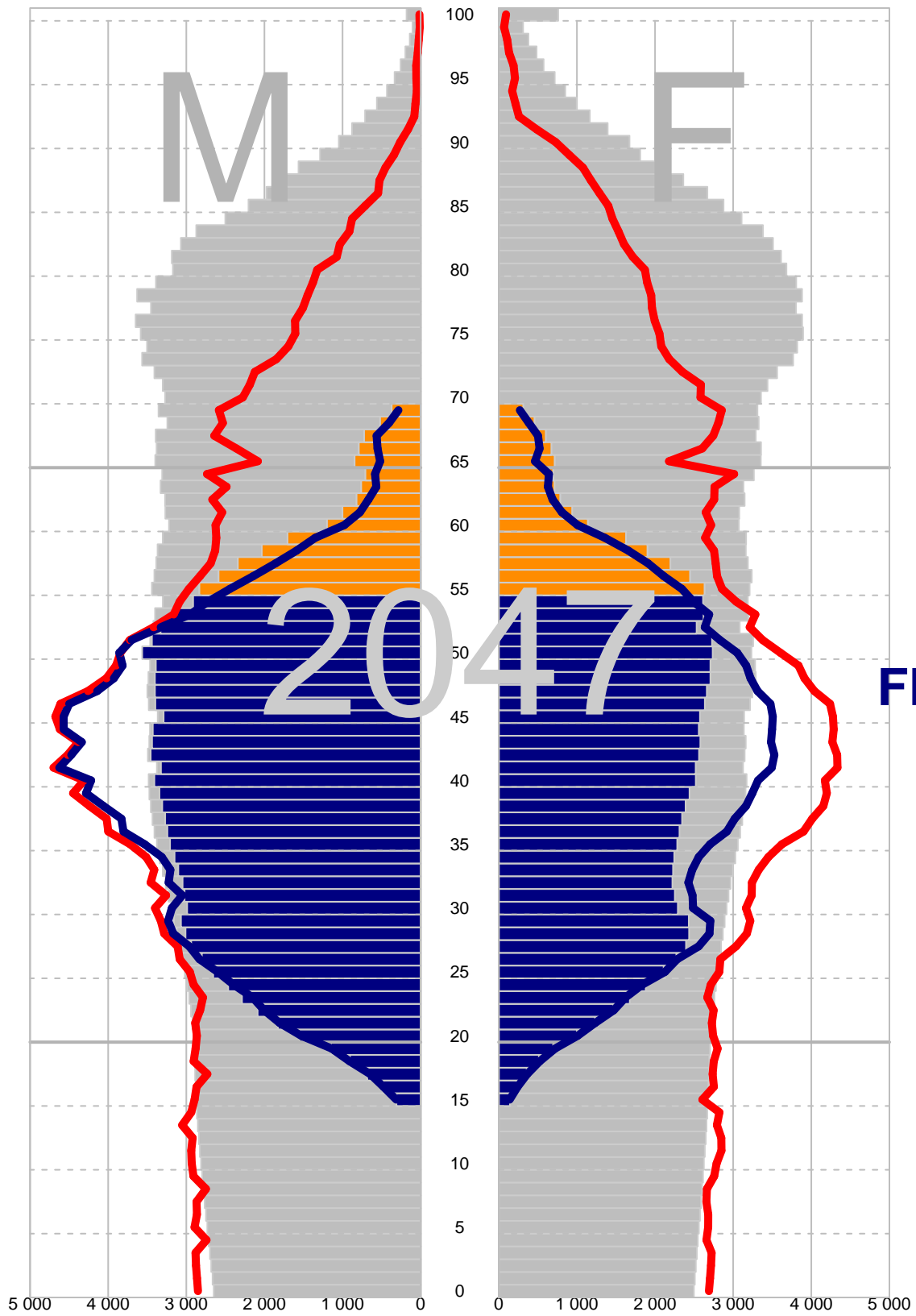
FL over 55 / FL – Scenario(+0; NA%)



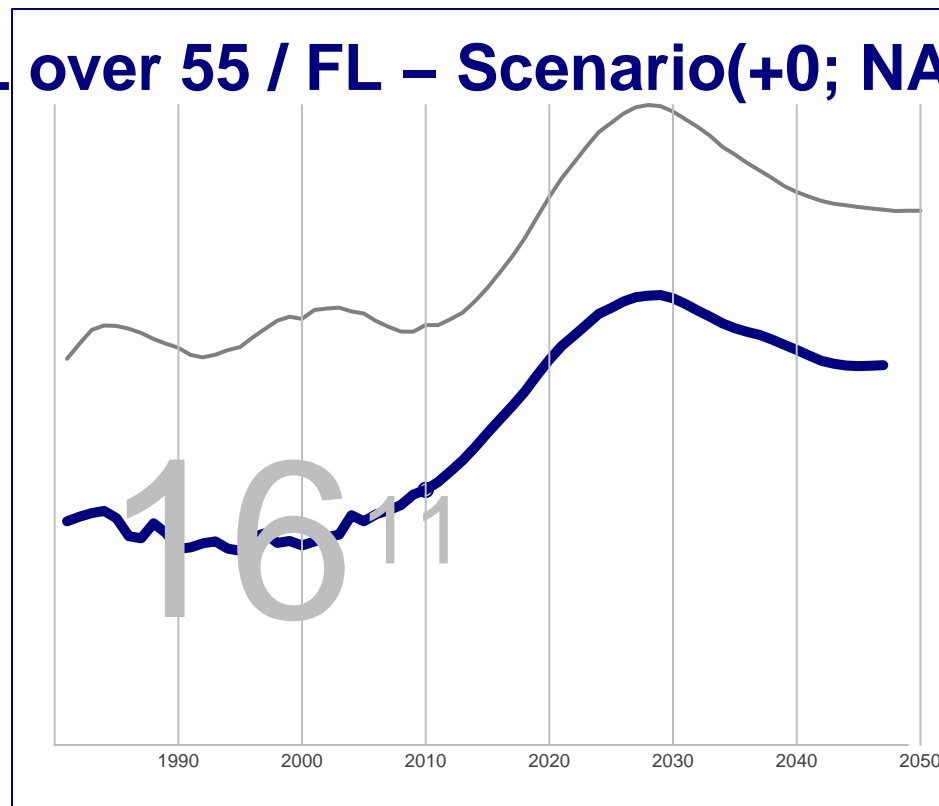


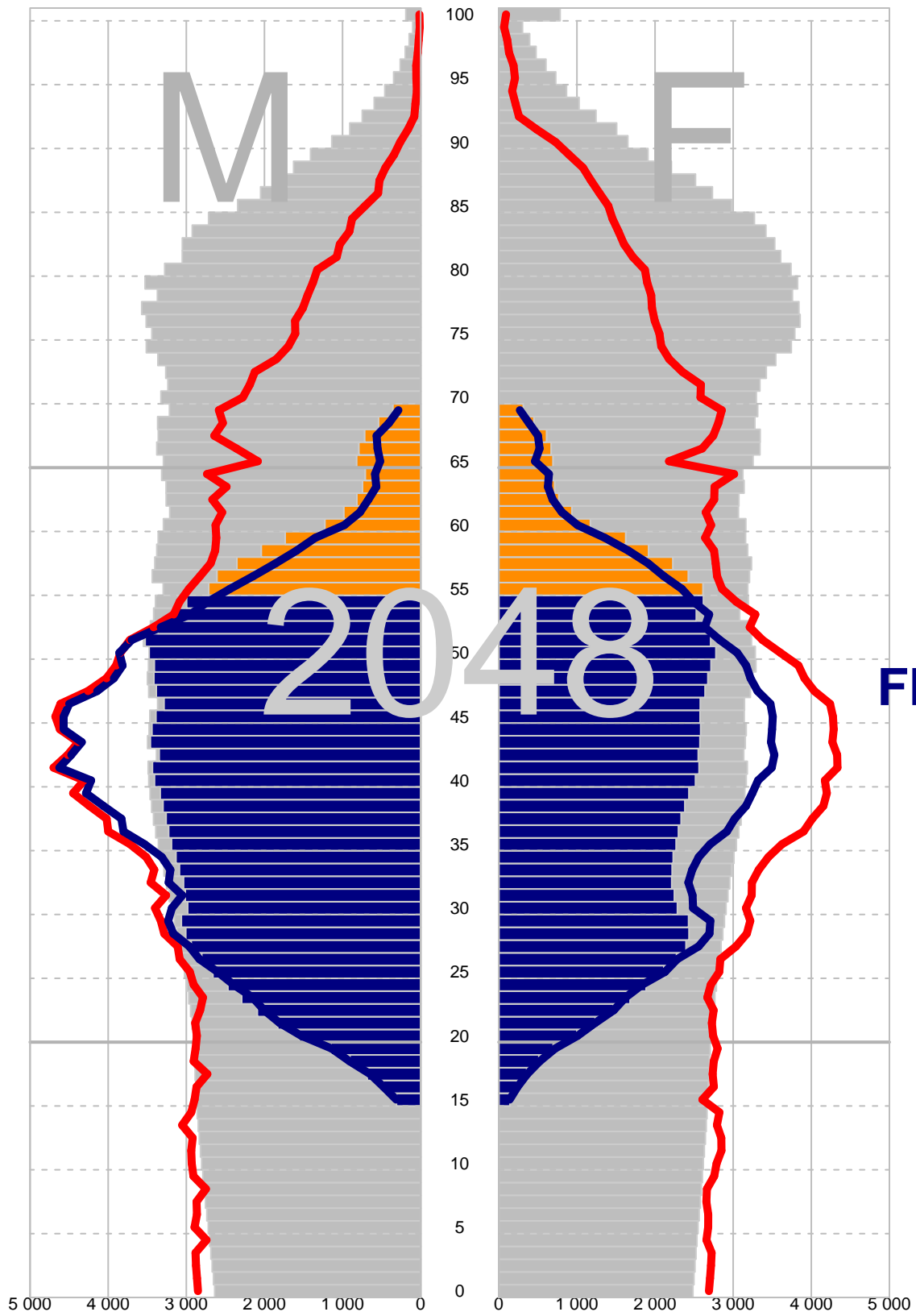
FL over 55 / FL – Scenario(+0; NA%)



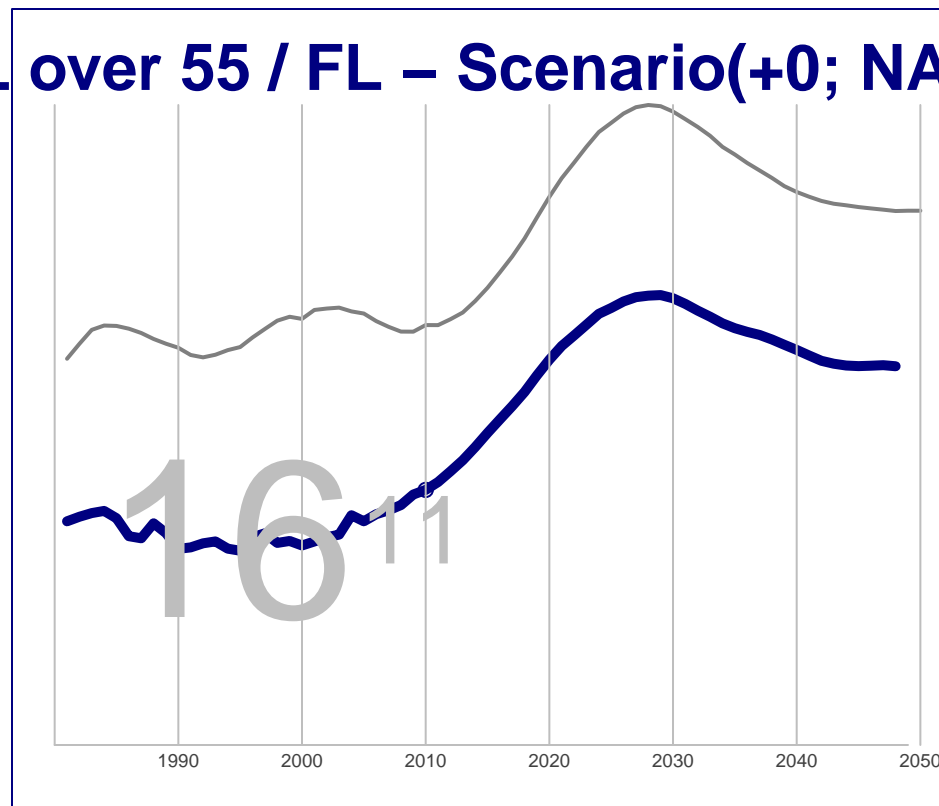


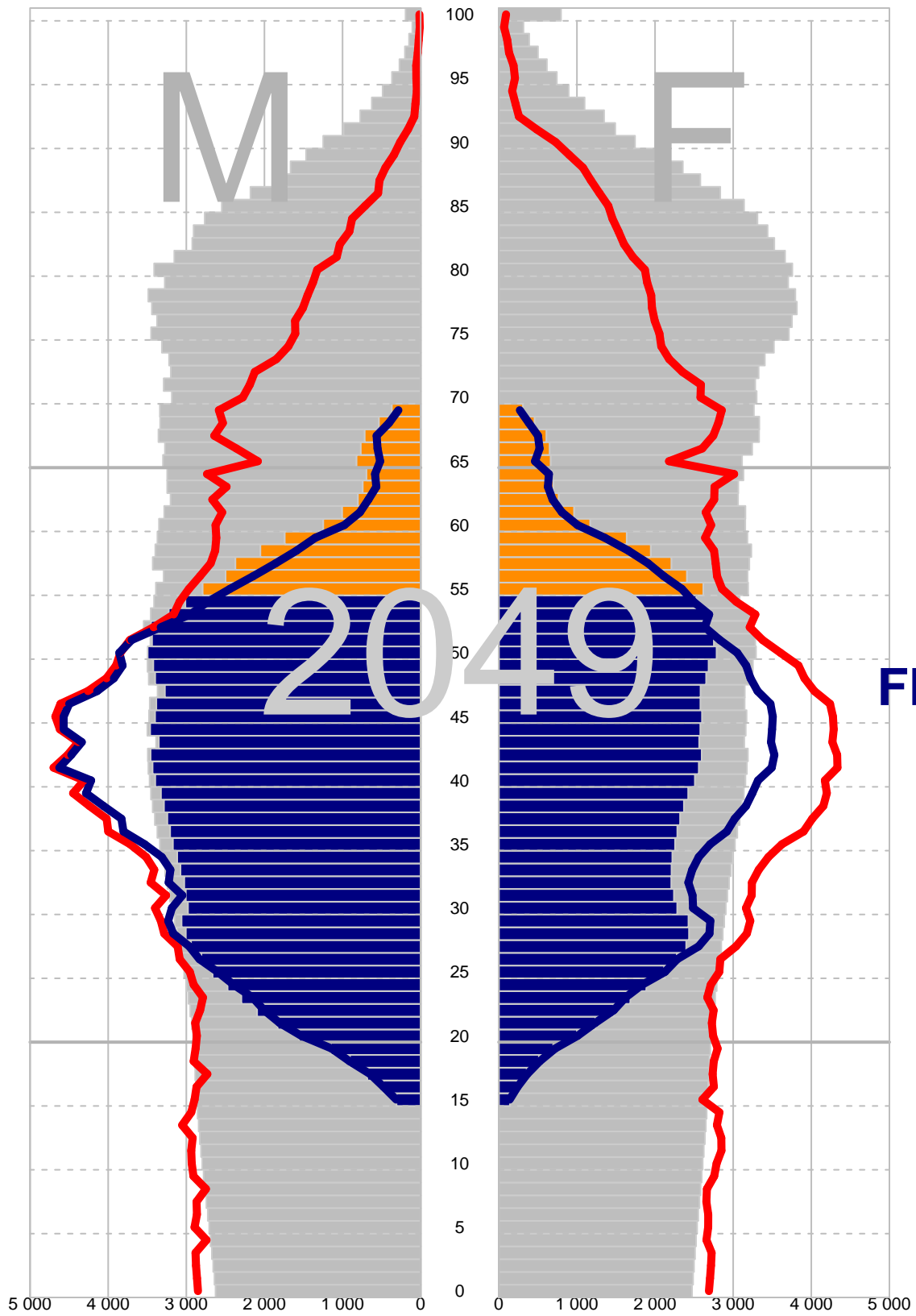
FL over 55 / FL – Scenario(+0; NA%)



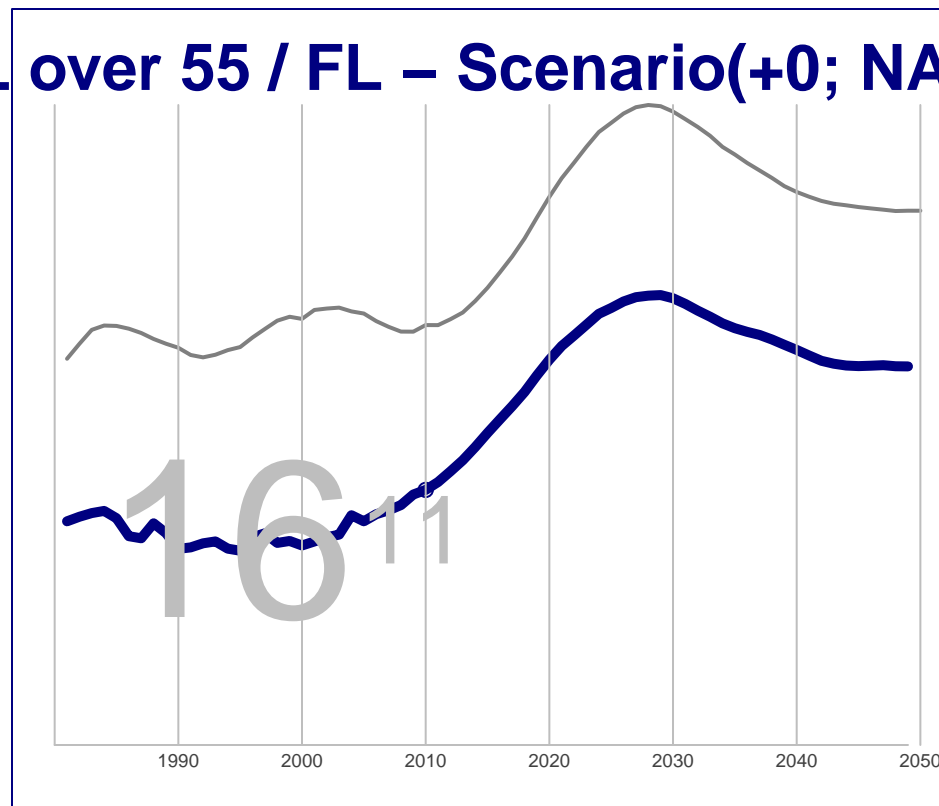


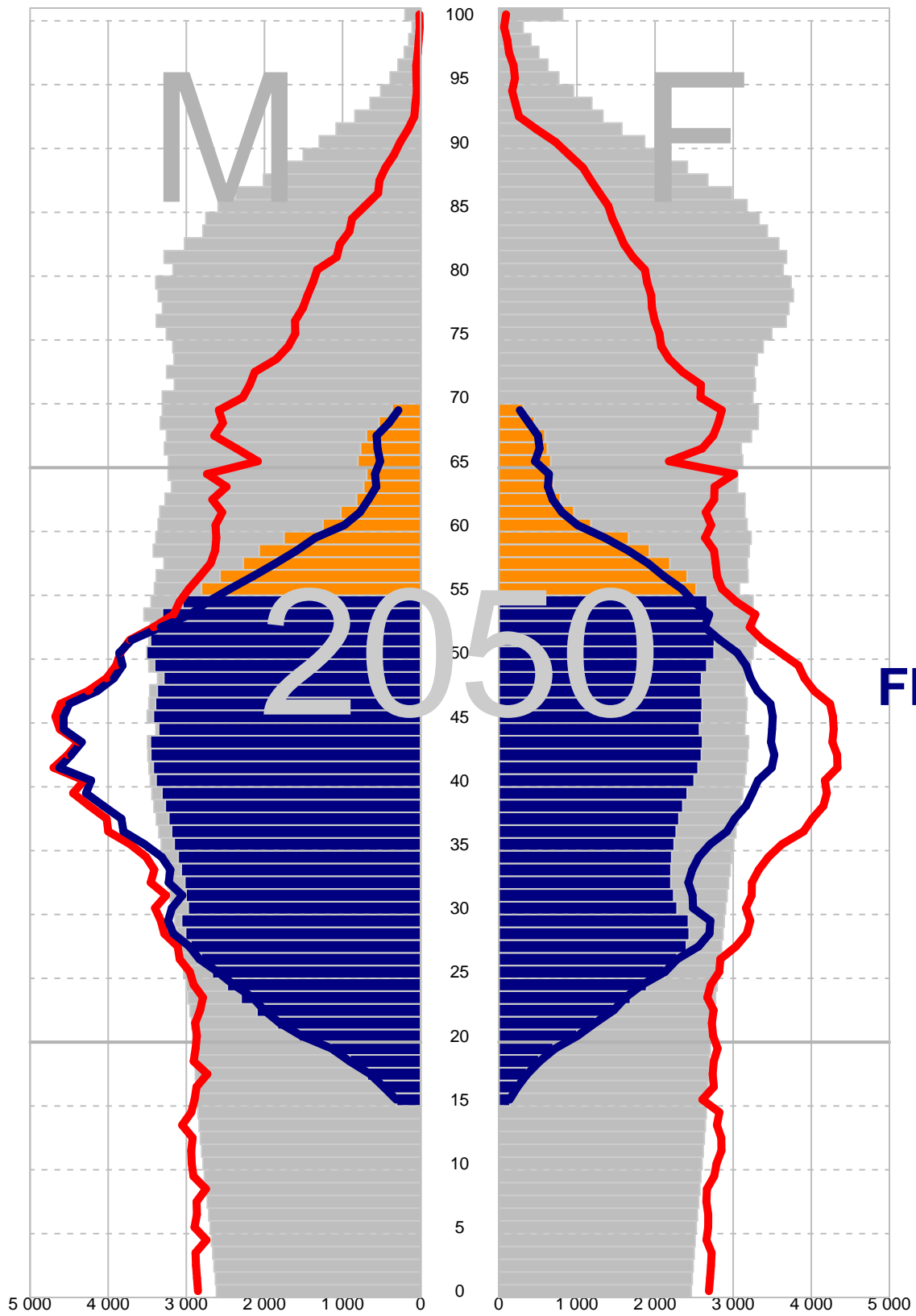
FL over 55 / FL – Scenario(+0; NA%)



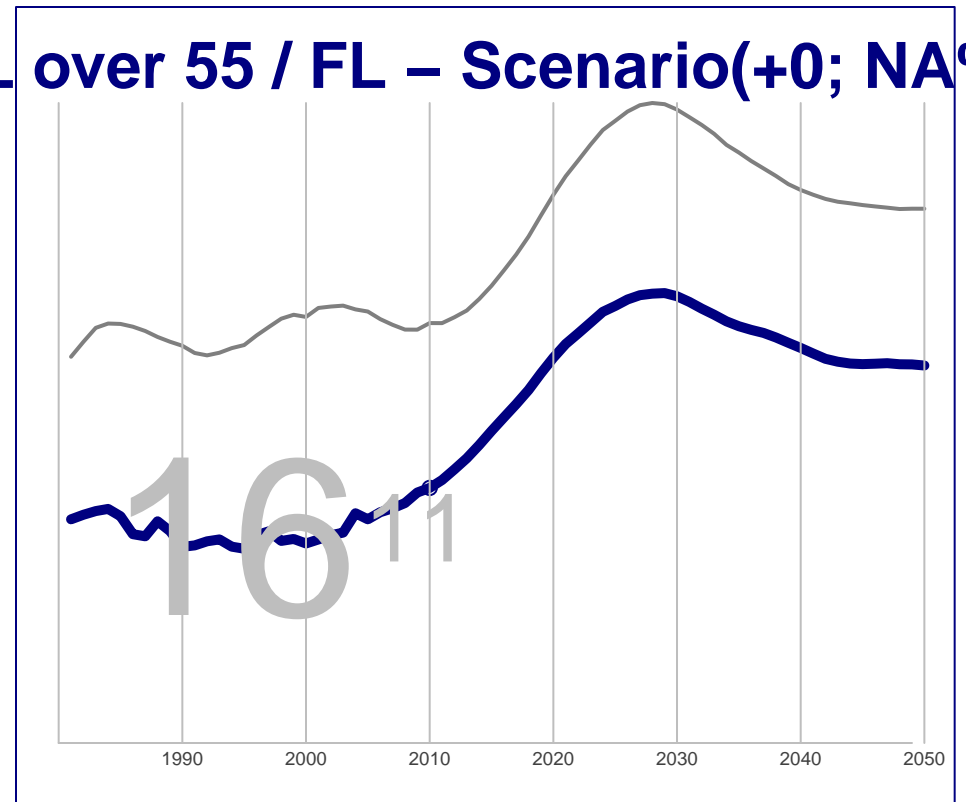


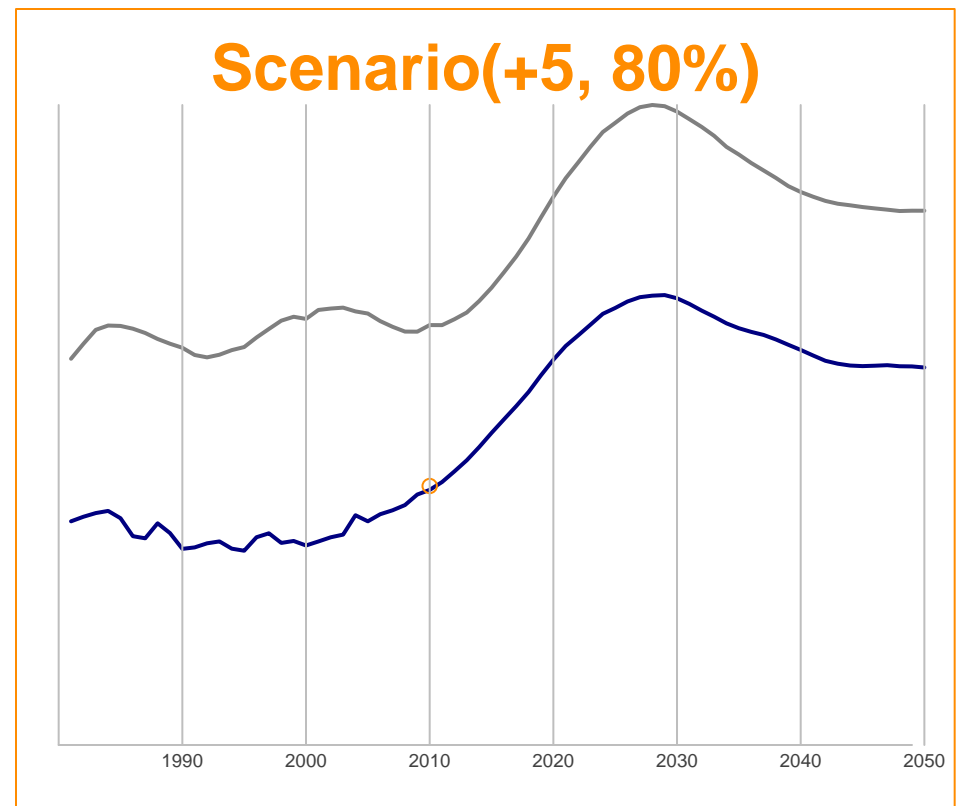
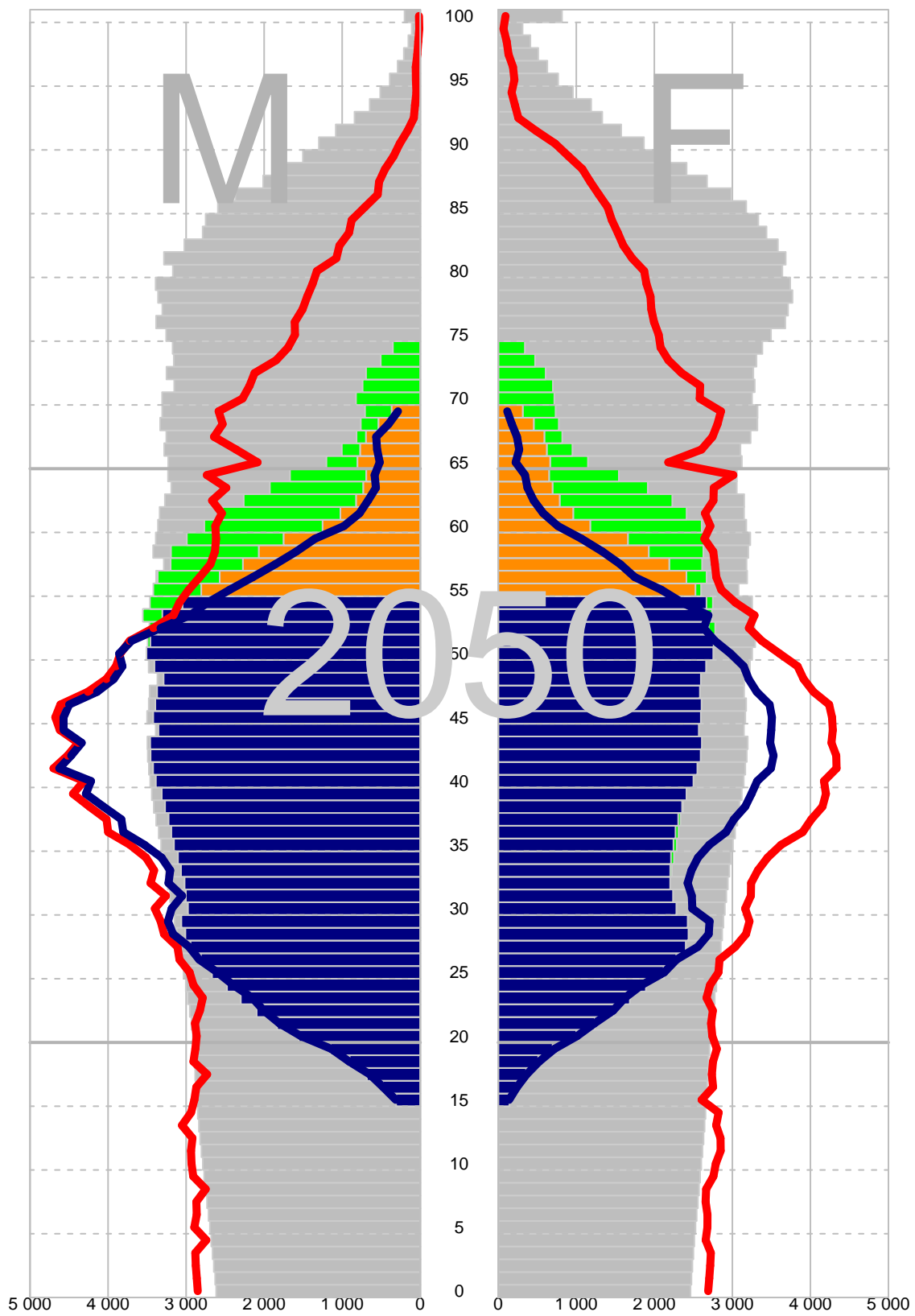
FL over 55 / FL – Scenario(+0; NA%)

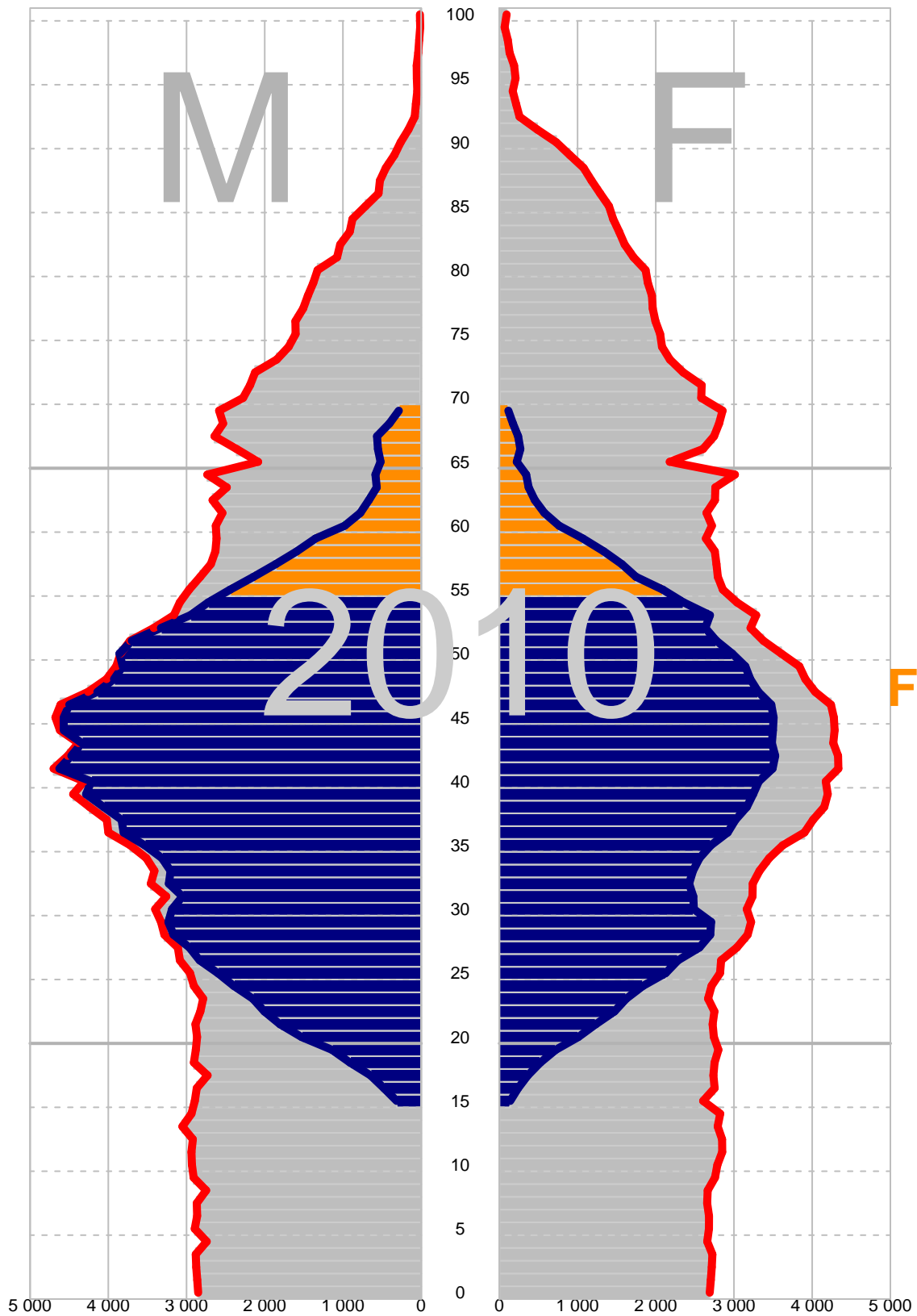




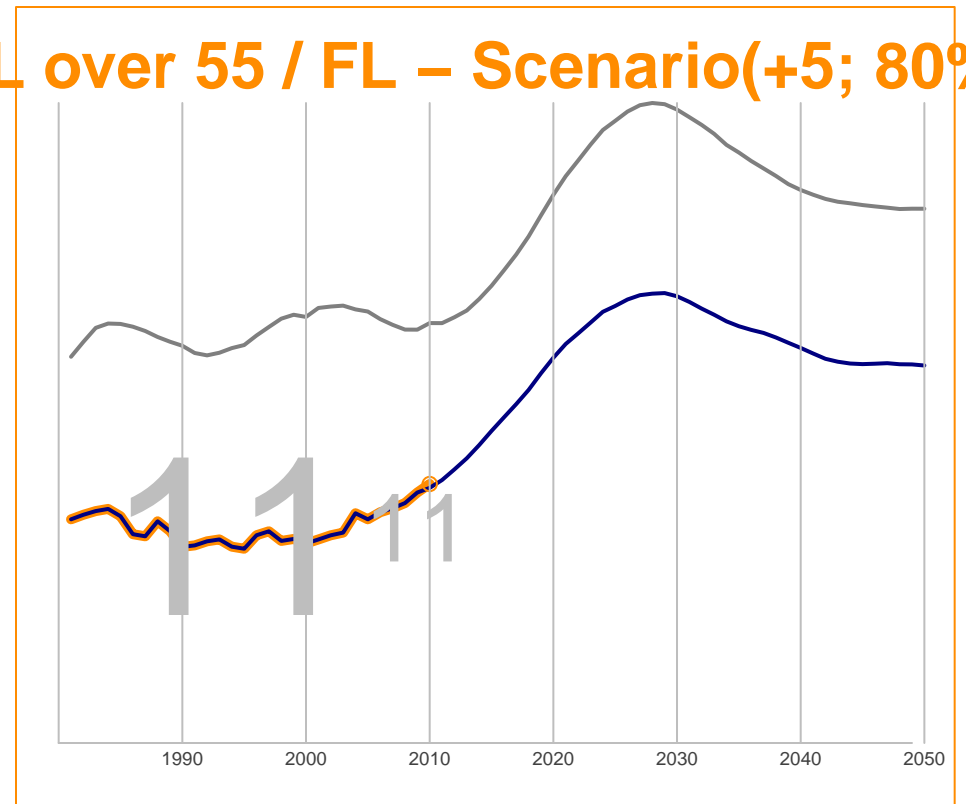
FL over 55 / FL – Scenario(+0; NA%)

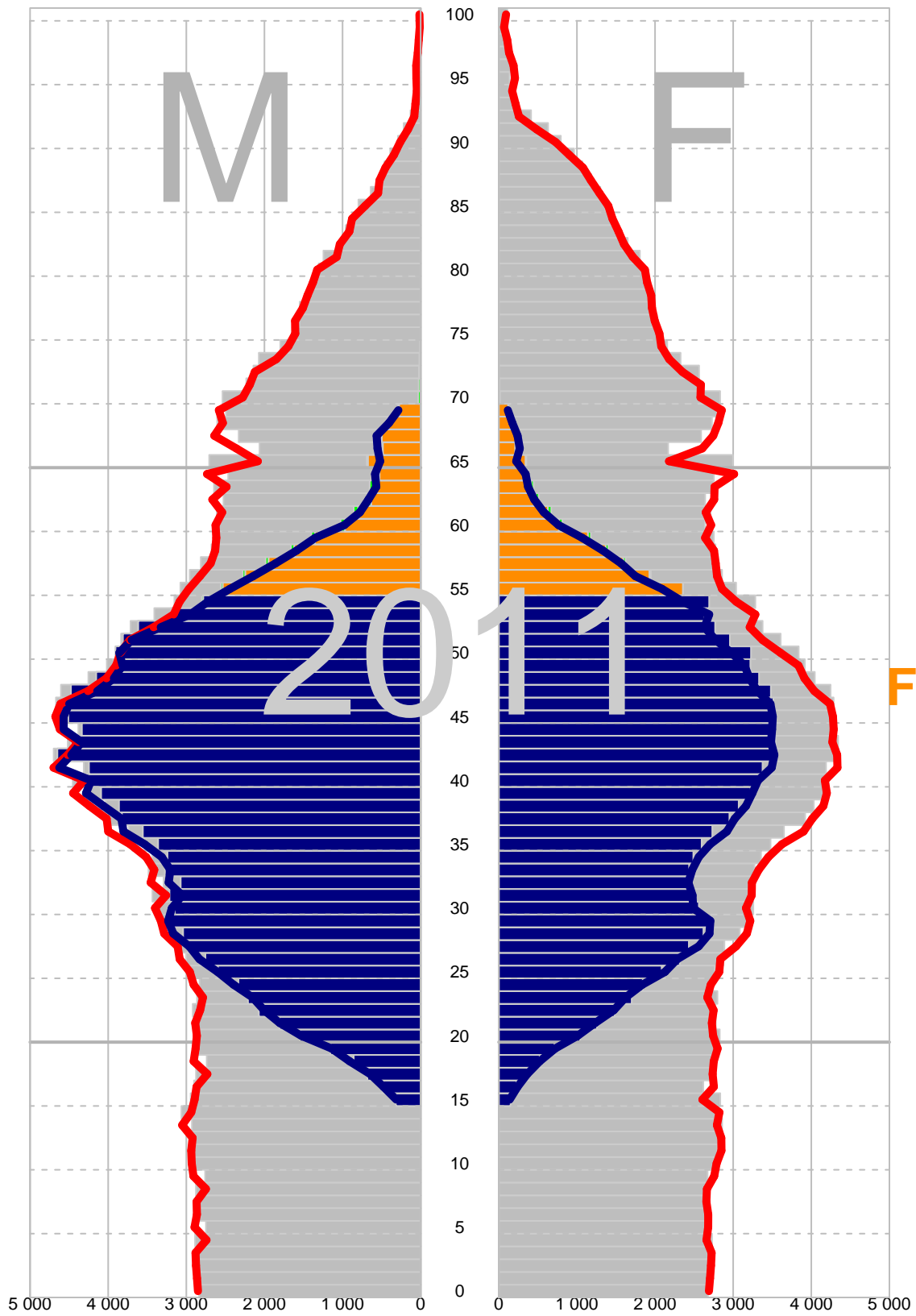




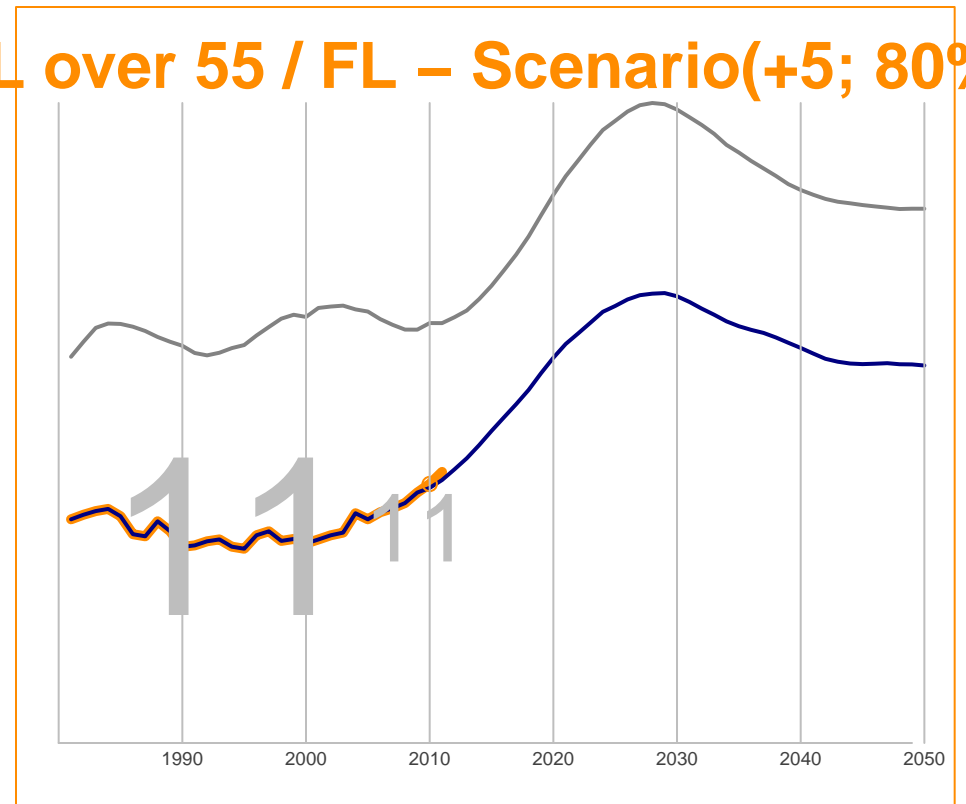


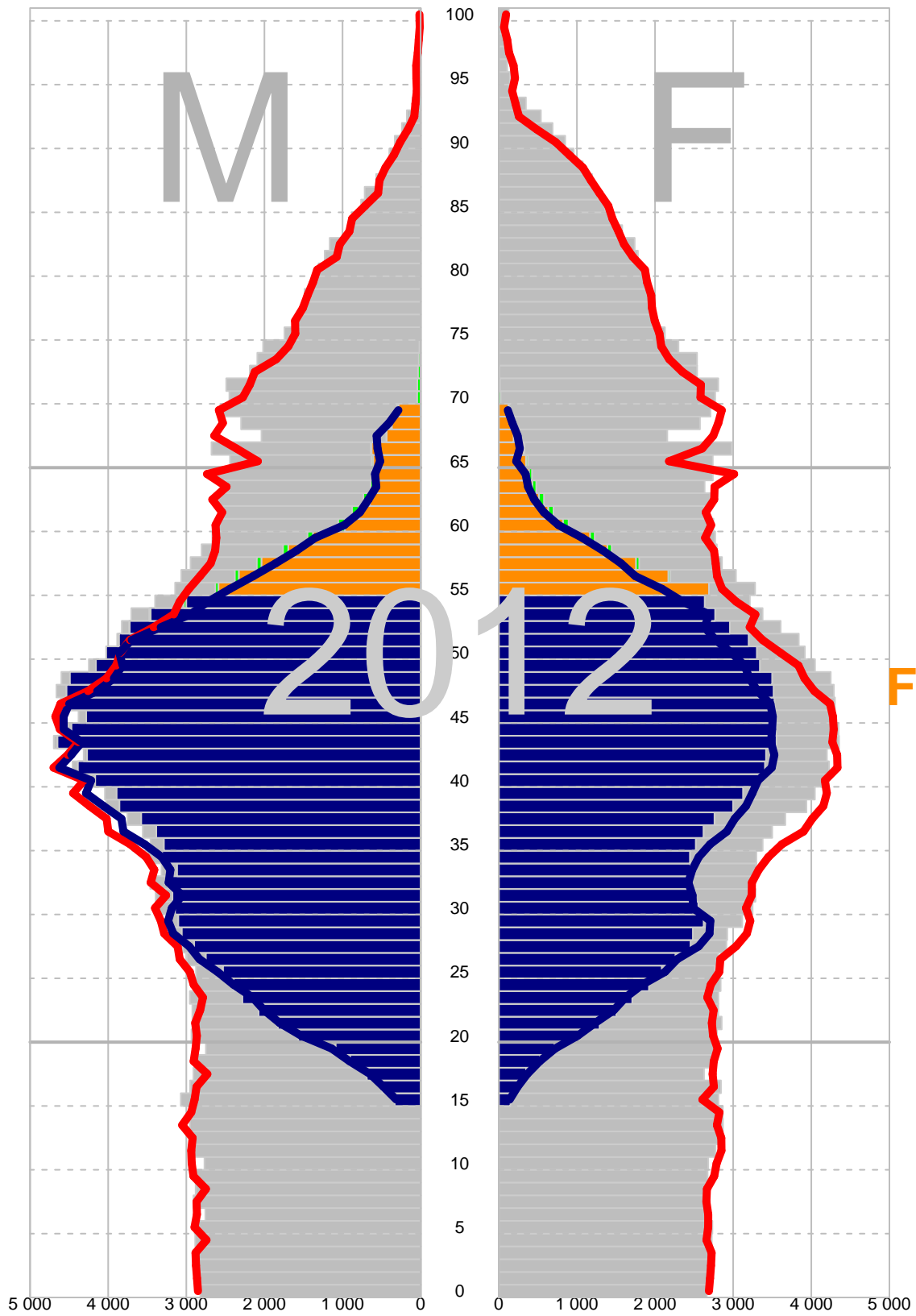
FL over 55 / FL – Scenario(+5; 80%)



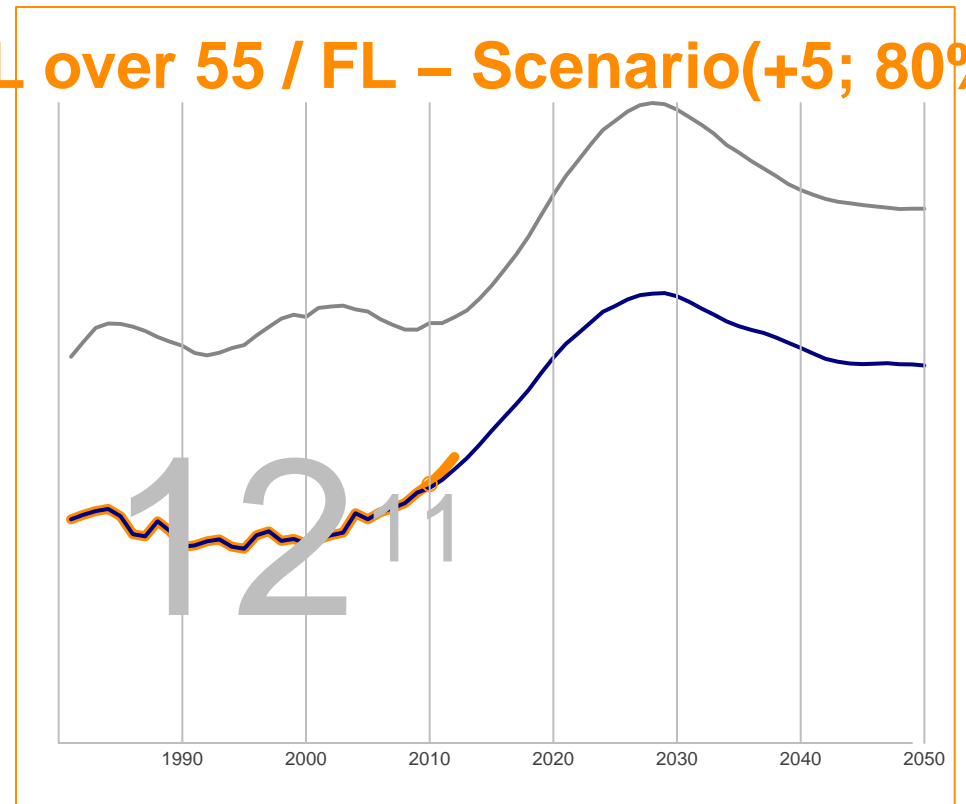


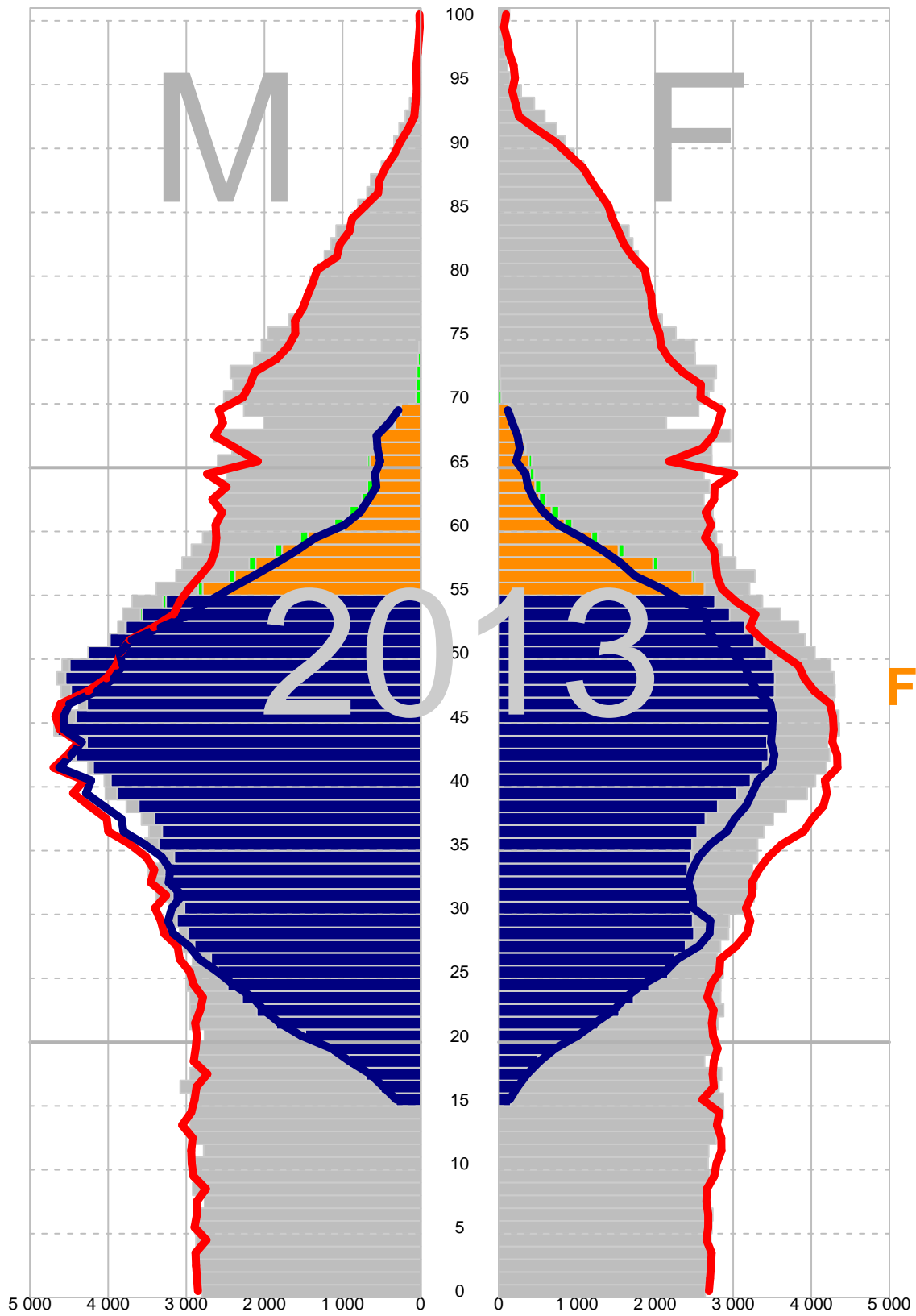
FL over 55 / FL – Scenario(+5; 80%)



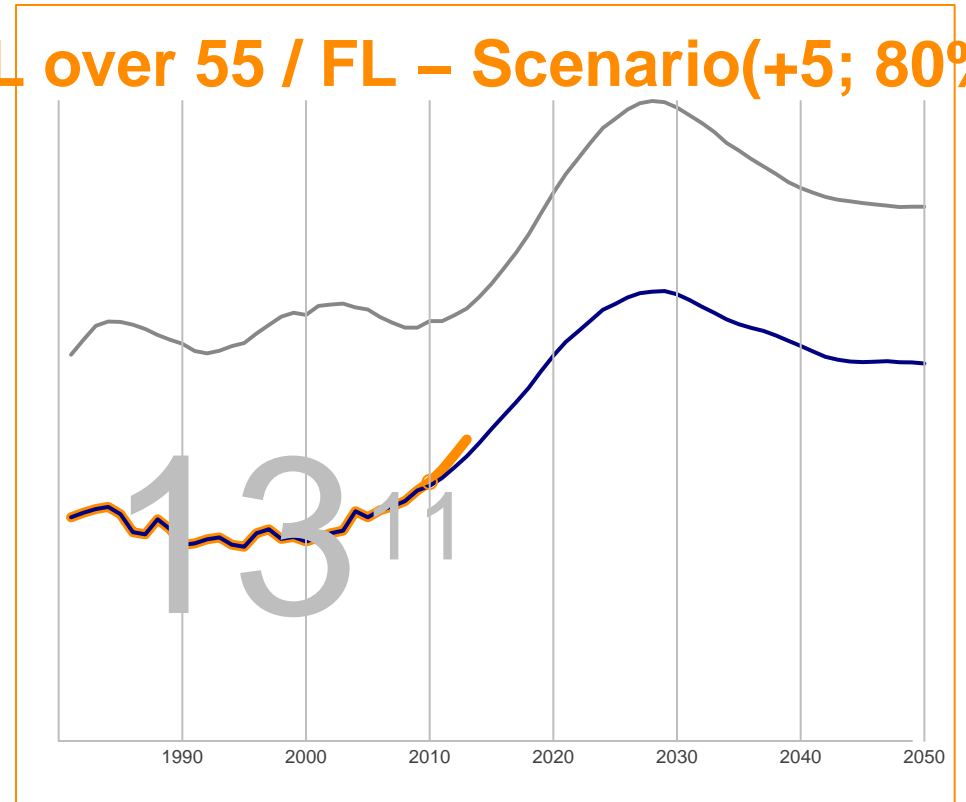


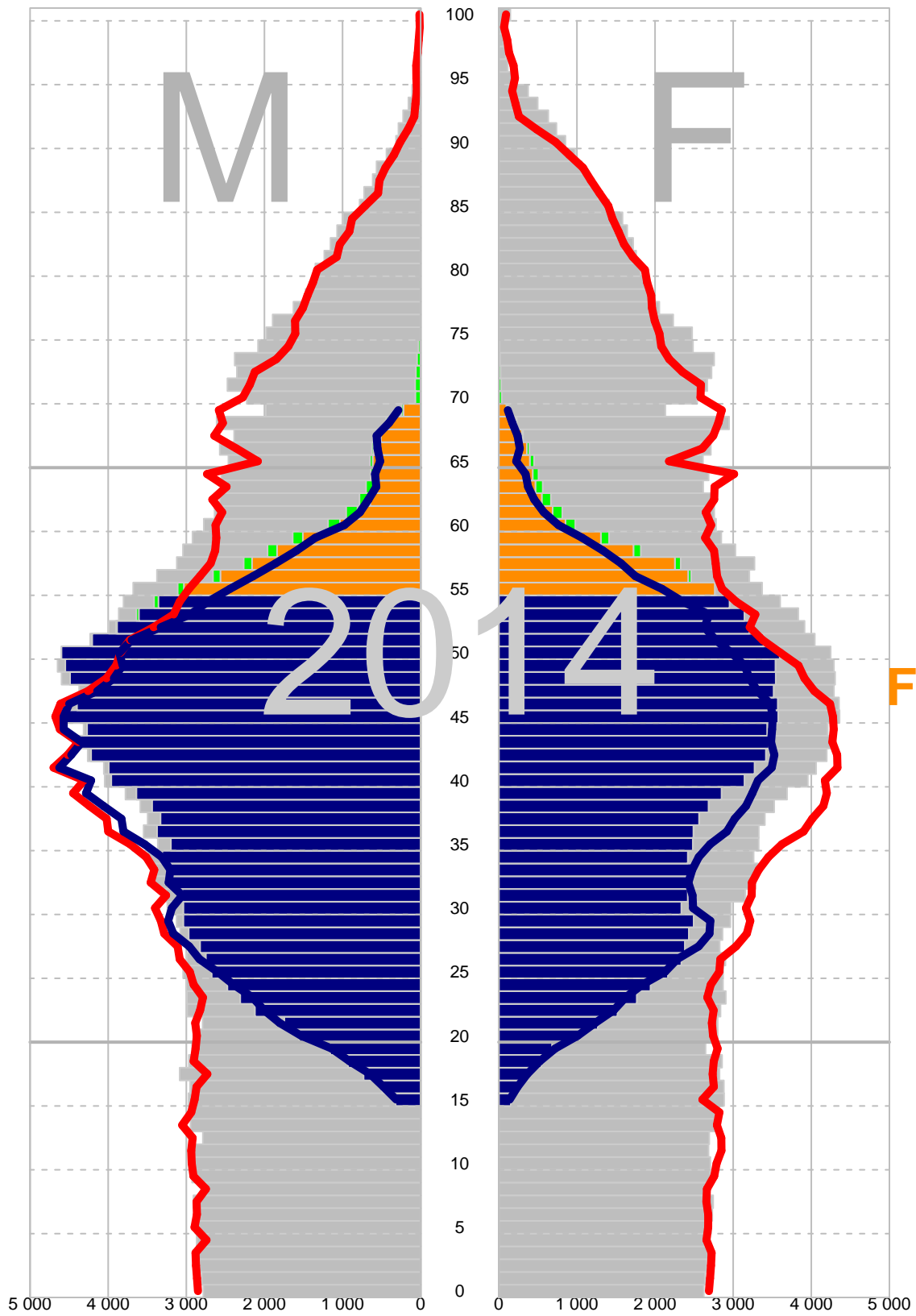
FL over 55 / FL – Scenario(+5; 80%)



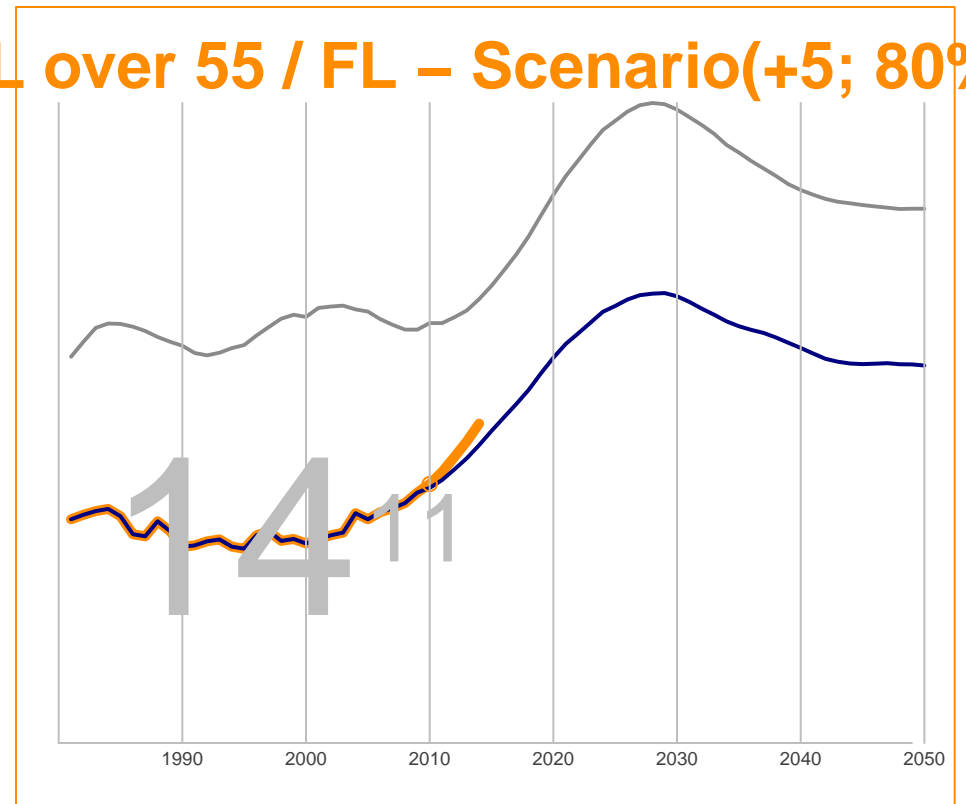


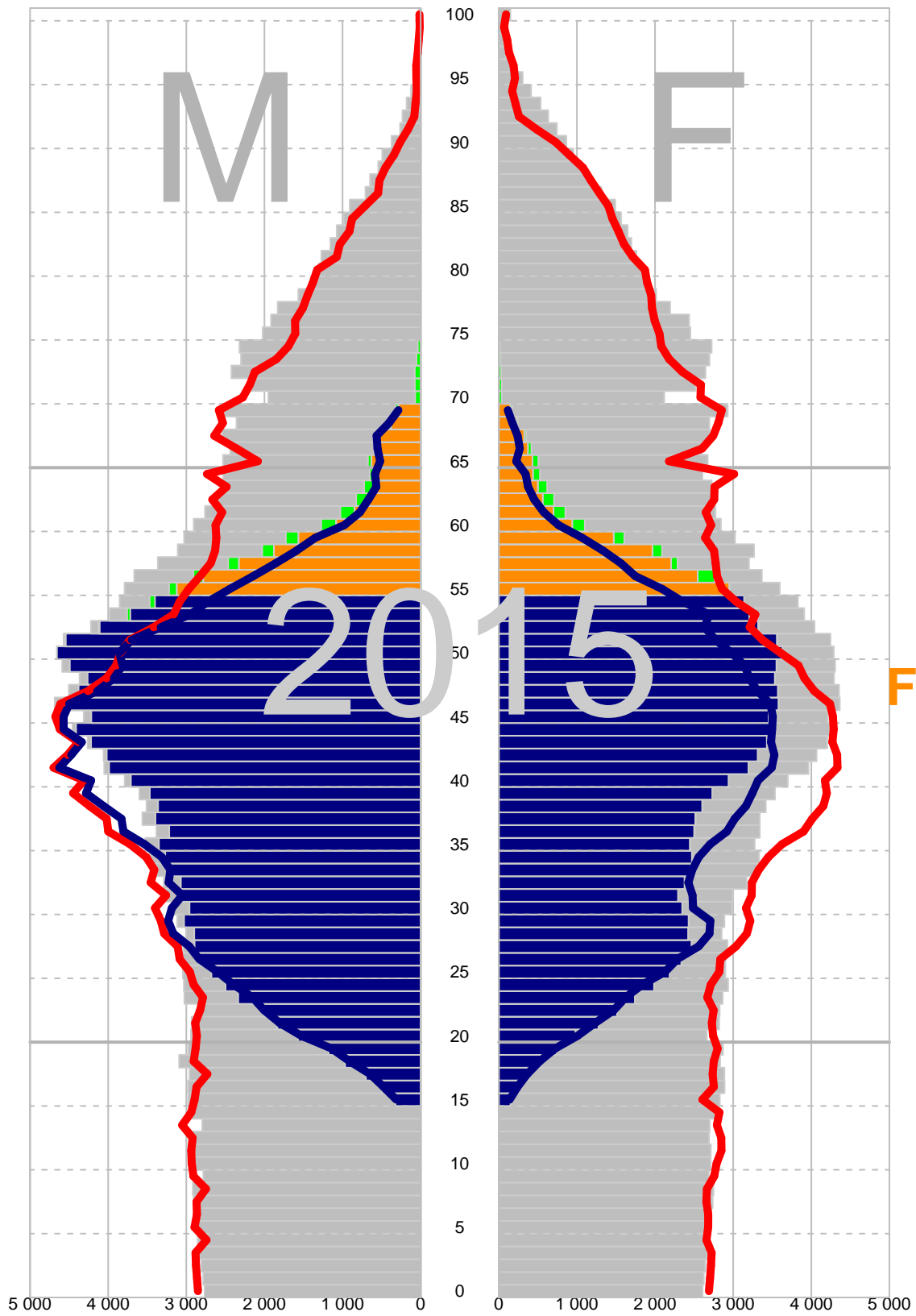
FL over 55 / FL – Scenario(+5; 80%)



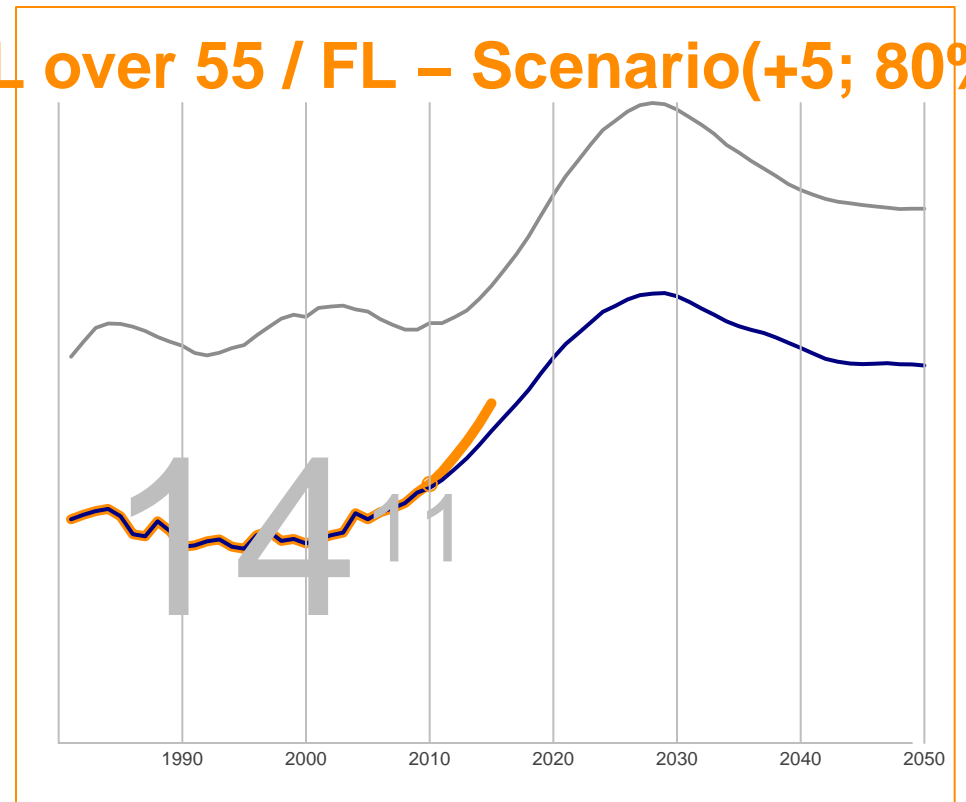


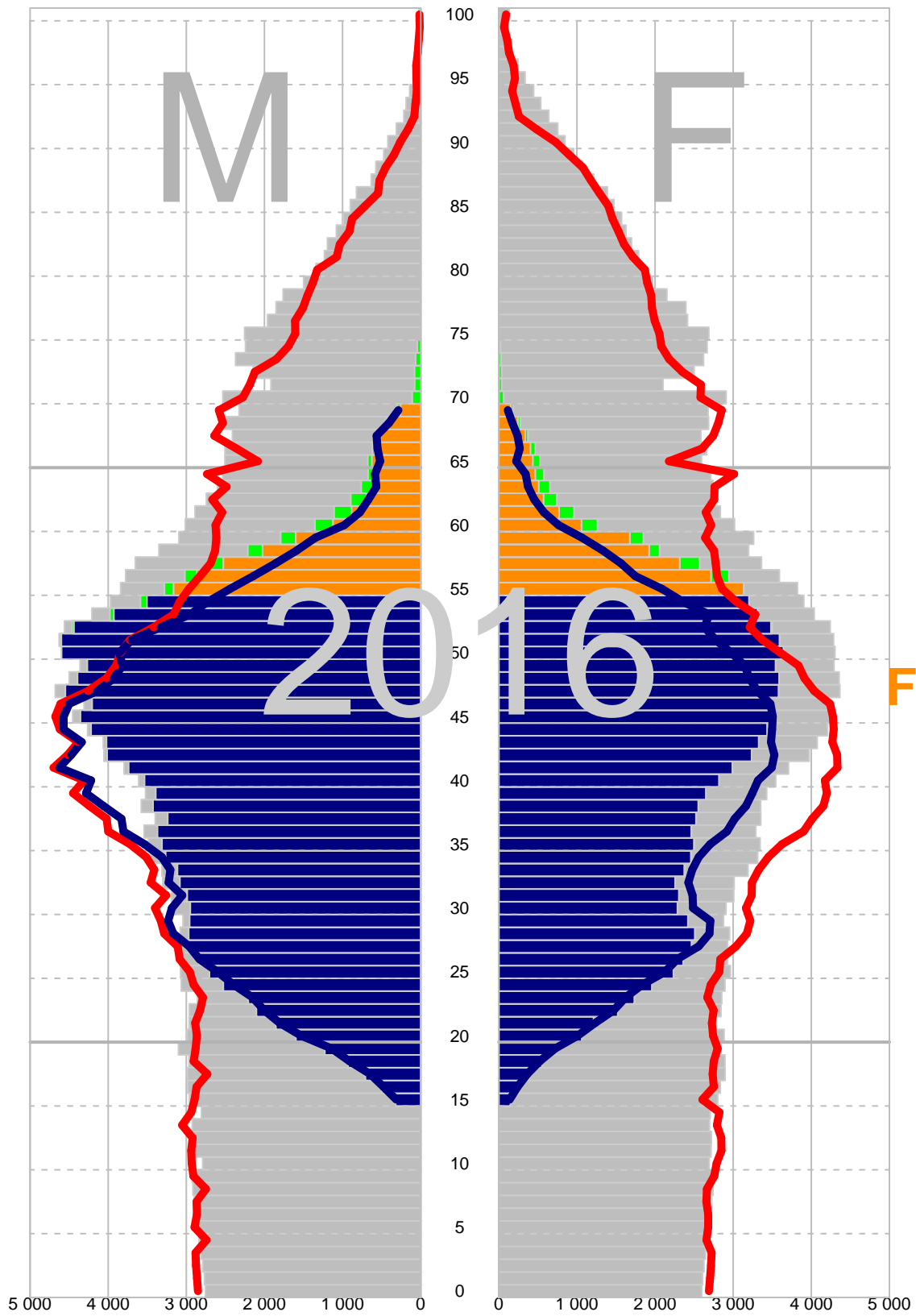
FL over 55 / FL – Scenario(+5; 80%)



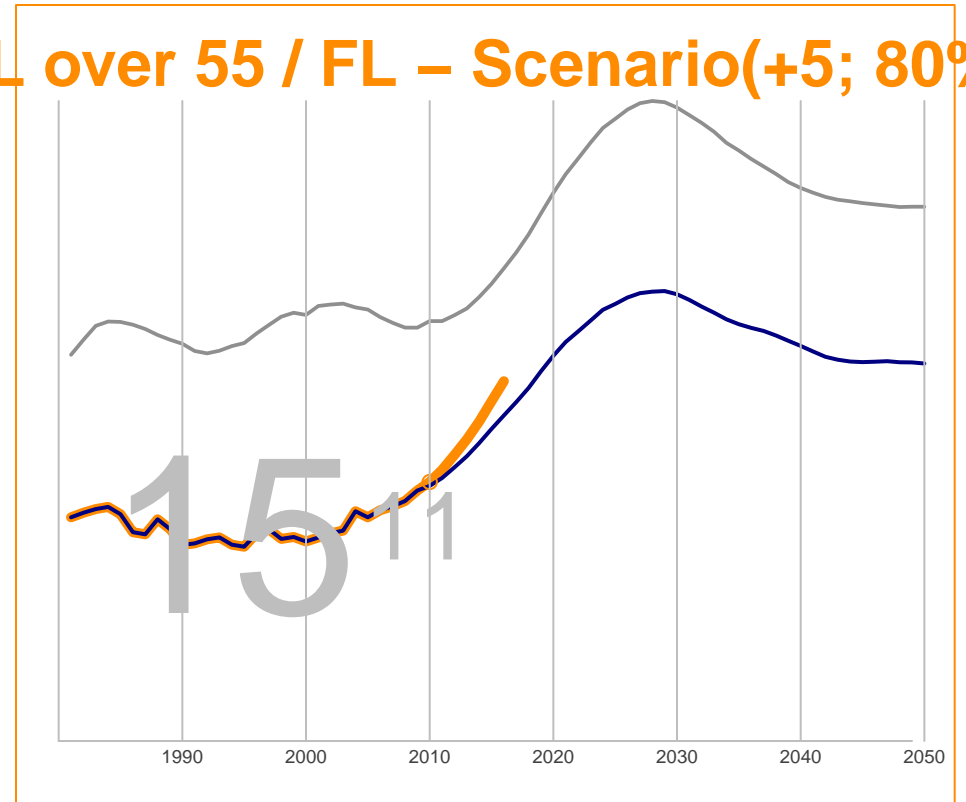


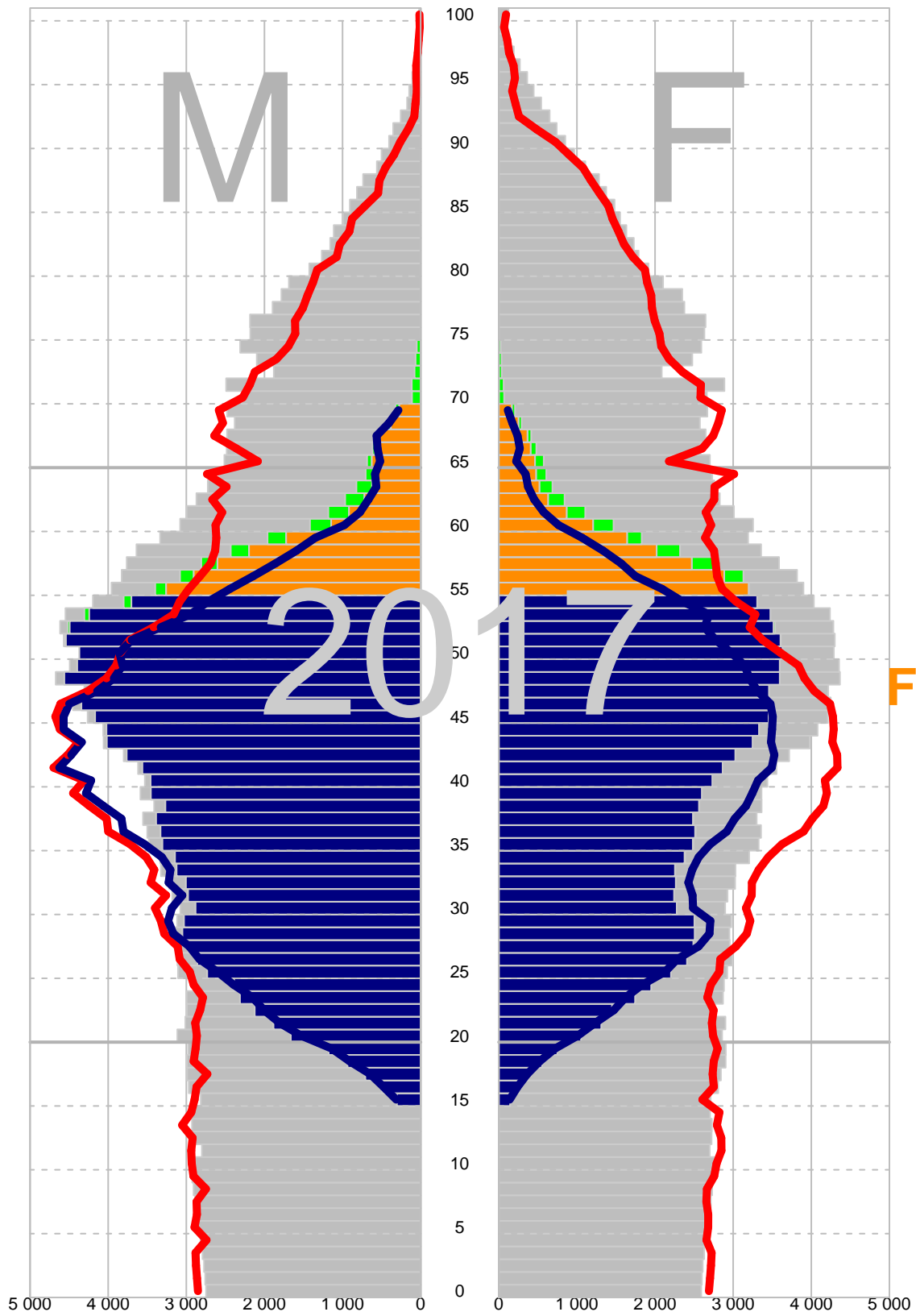
FL over 55 / FL – Scenario(+5; 80%)



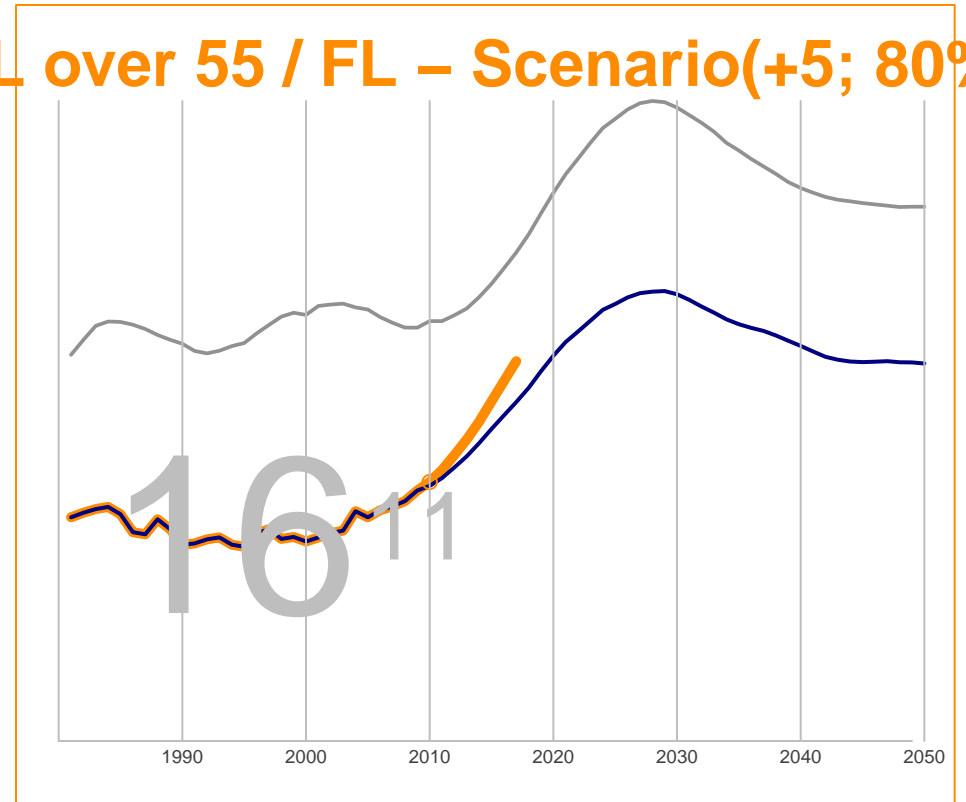


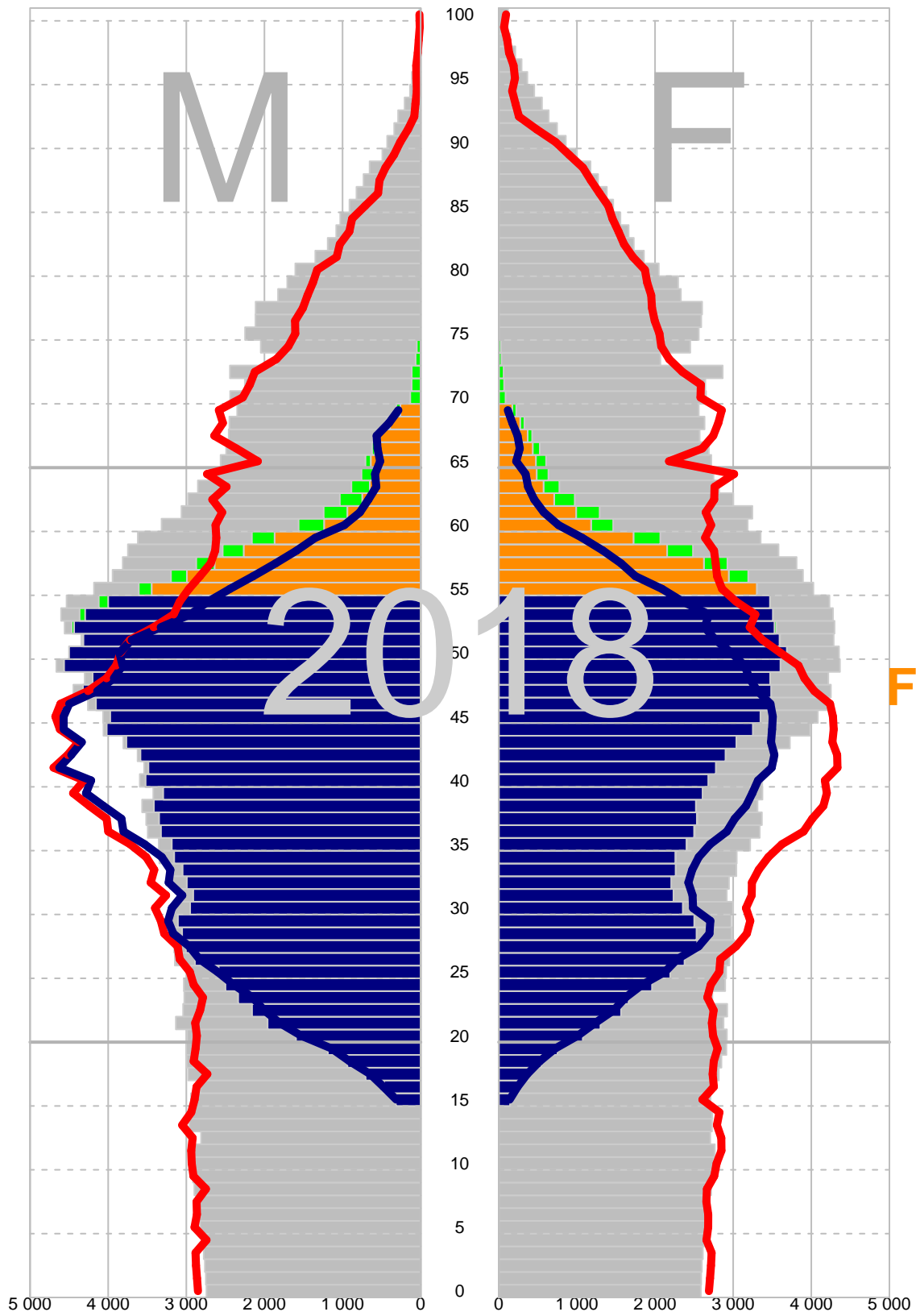
FL over 55 / FL – Scenario(+5; 80%)



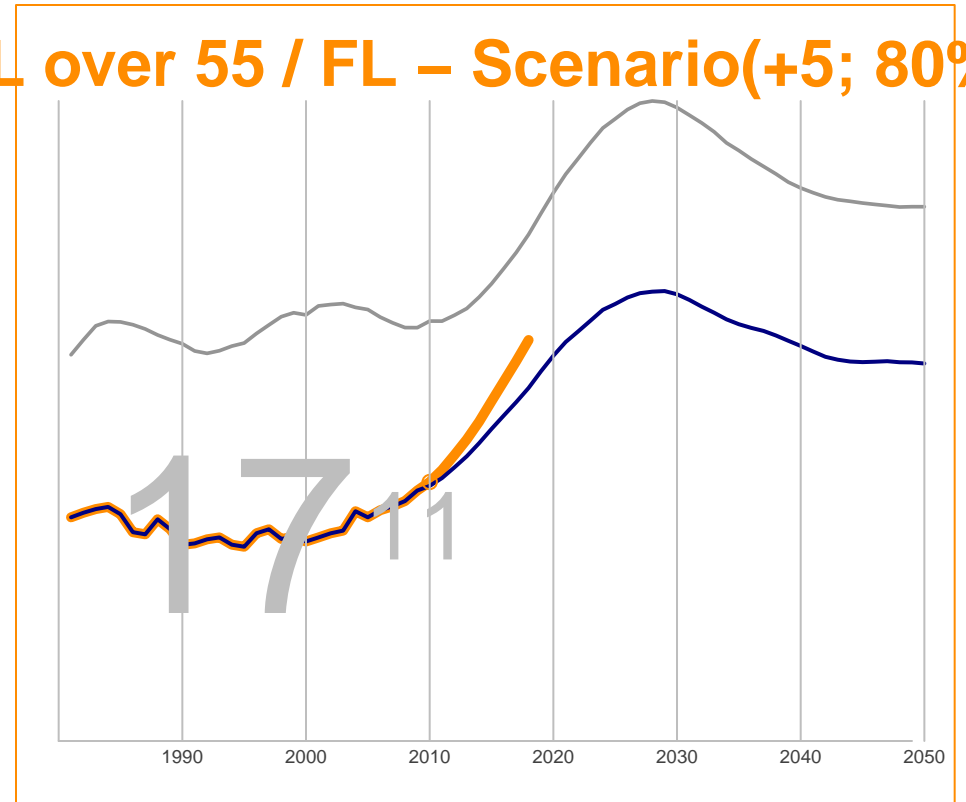


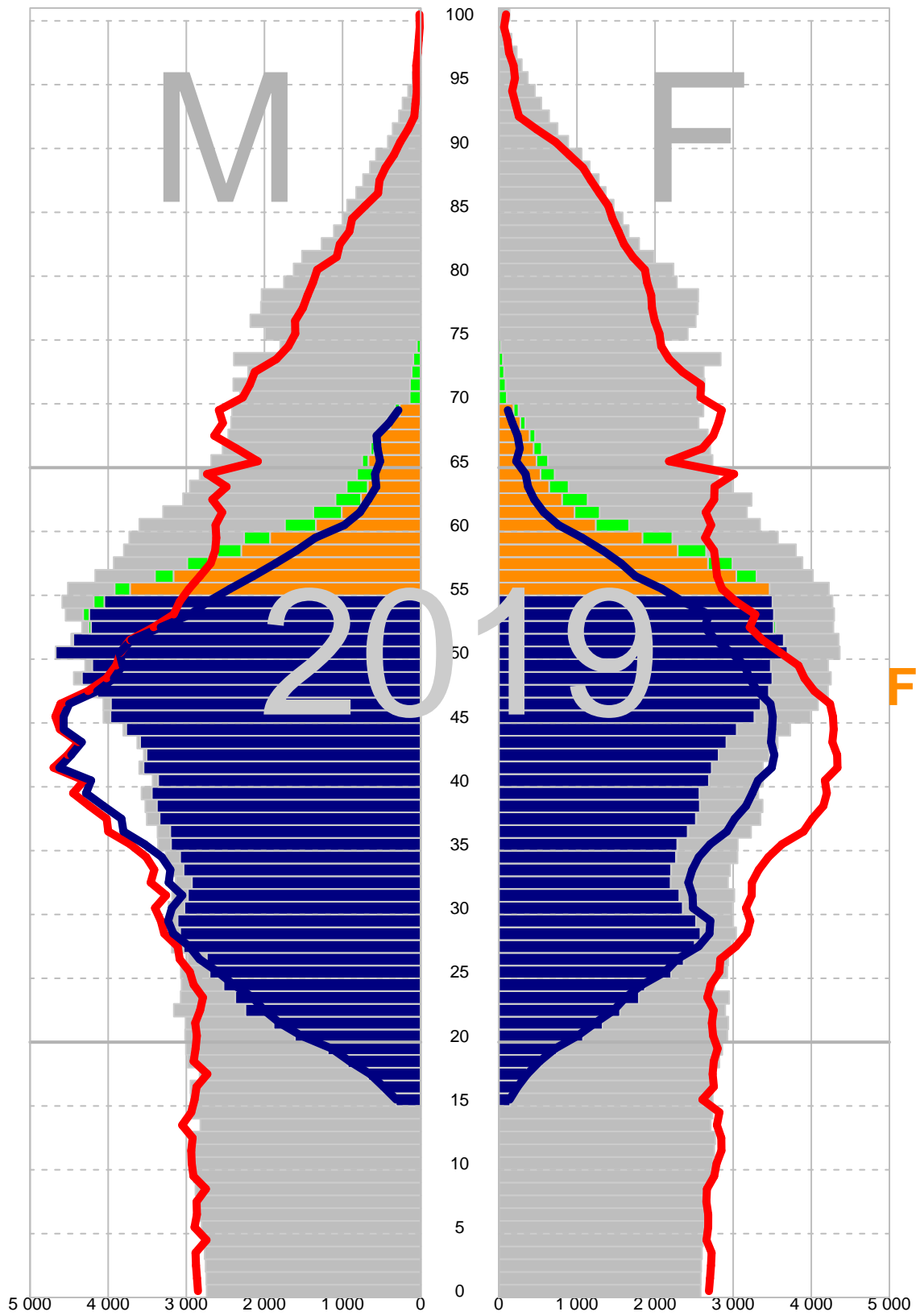
FL over 55 / FL – Scenario(+5; 80%)



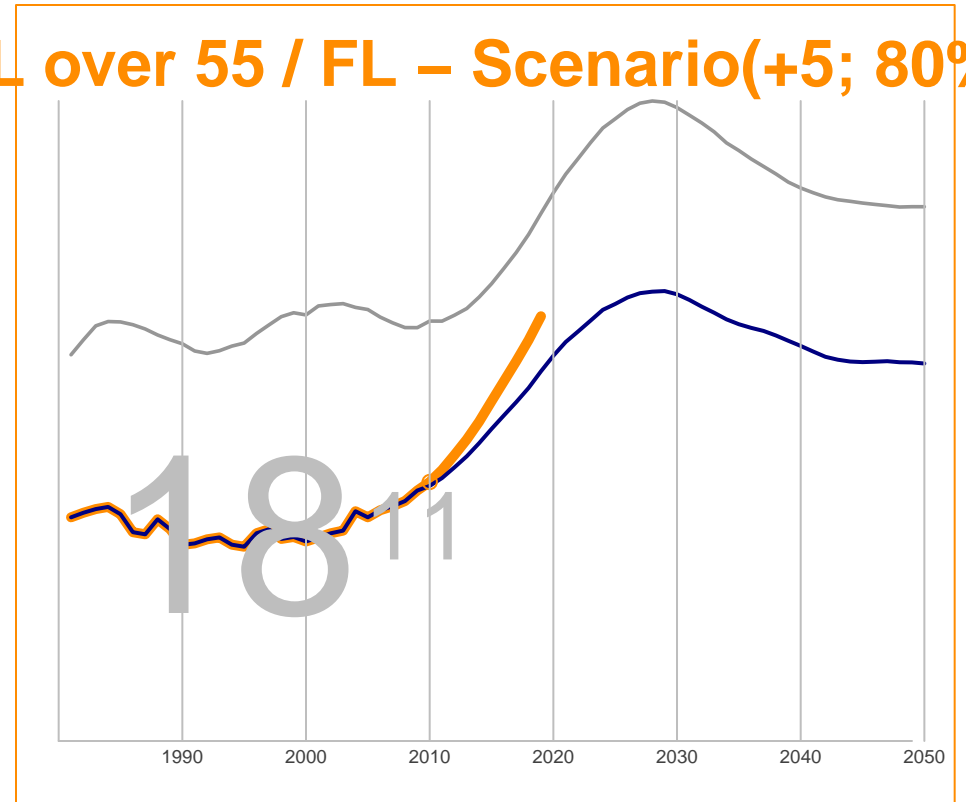


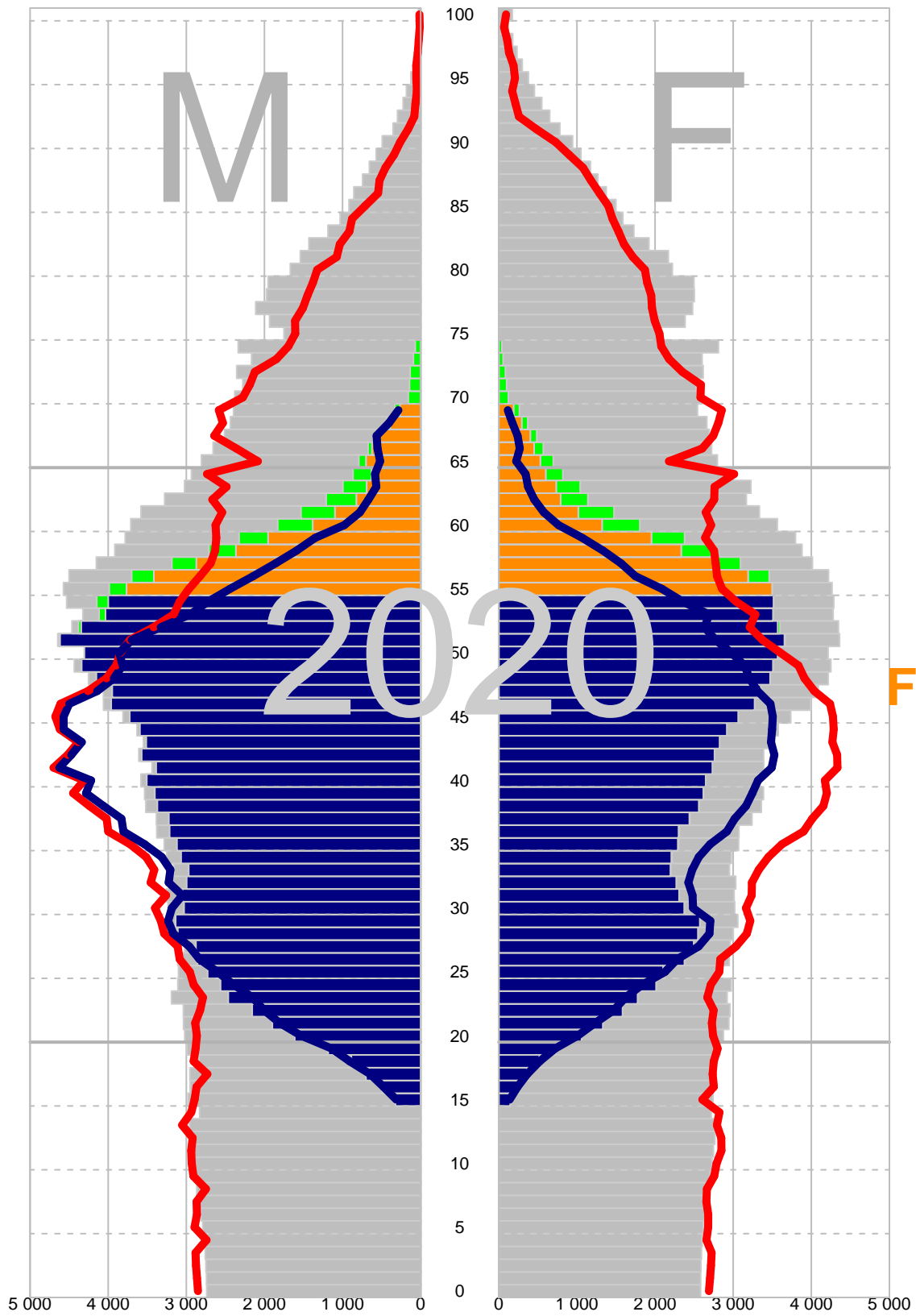
FL over 55 / FL – Scenario(+5; 80%)



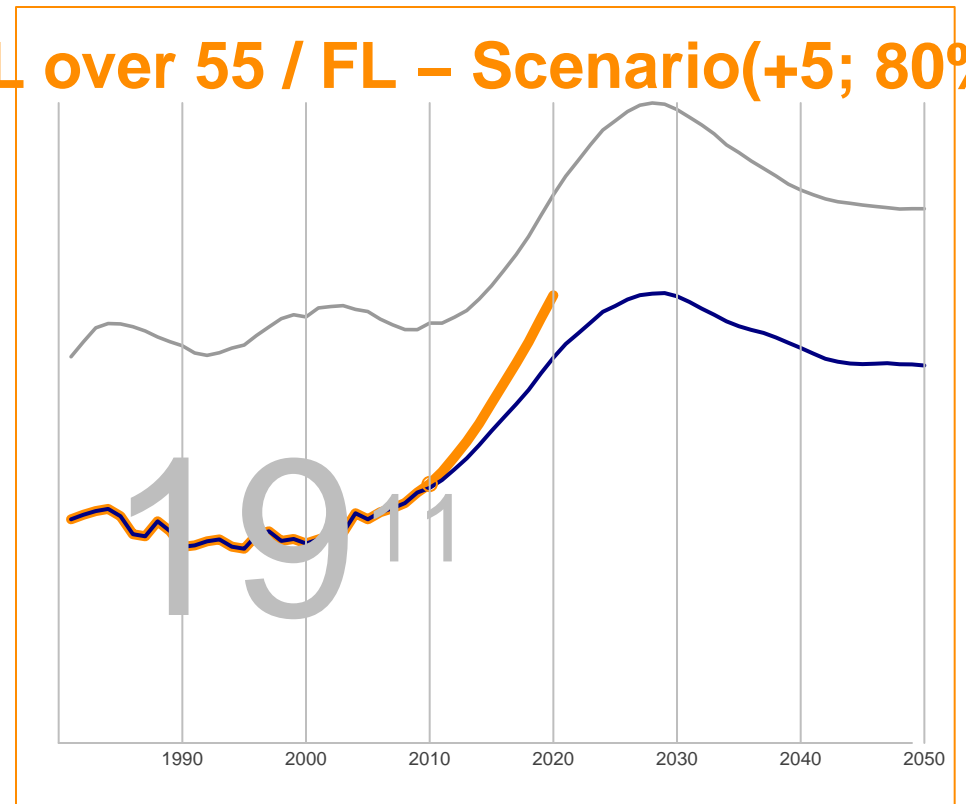


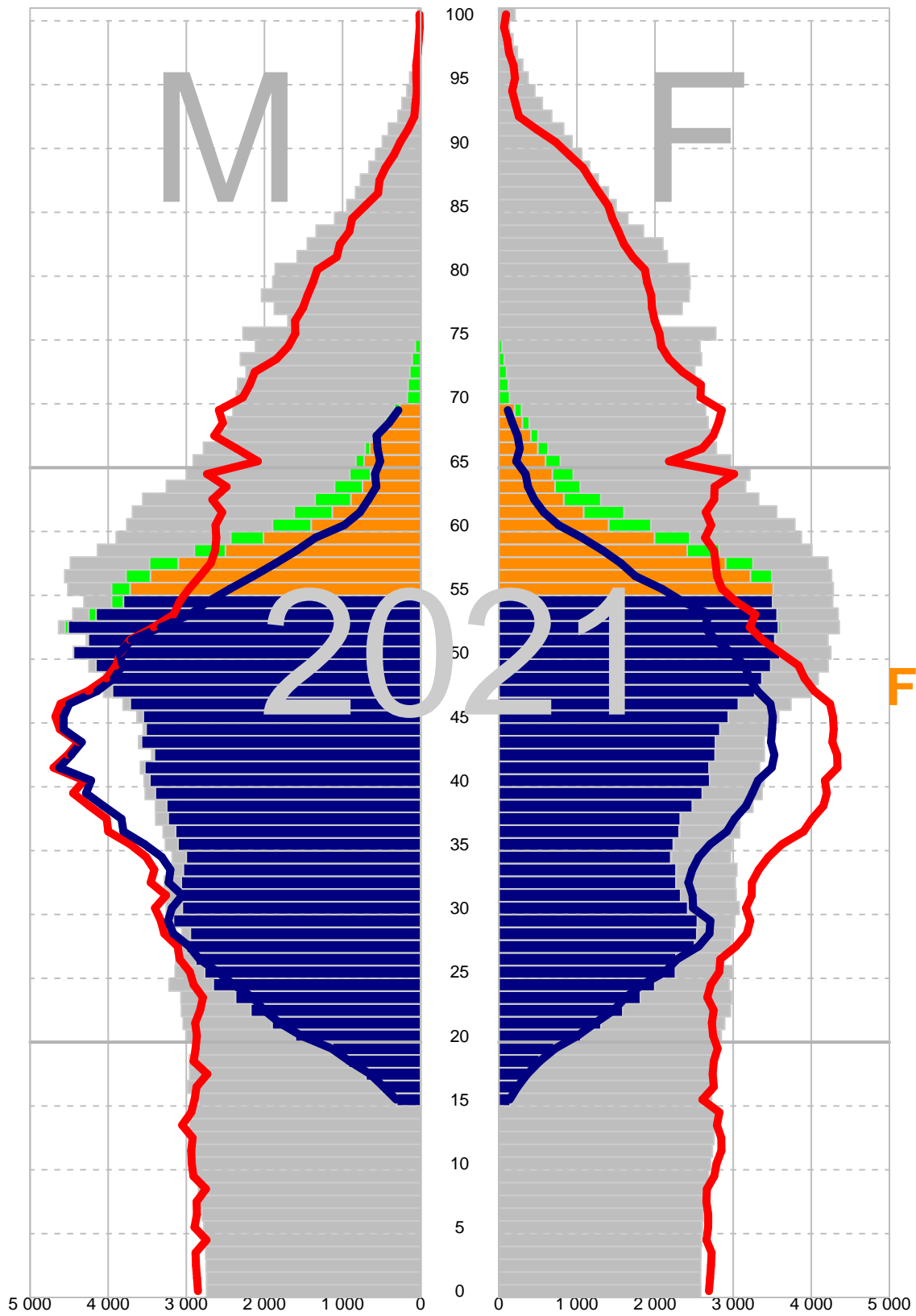
FL over 55 / FL – Scenario(+5; 80%)



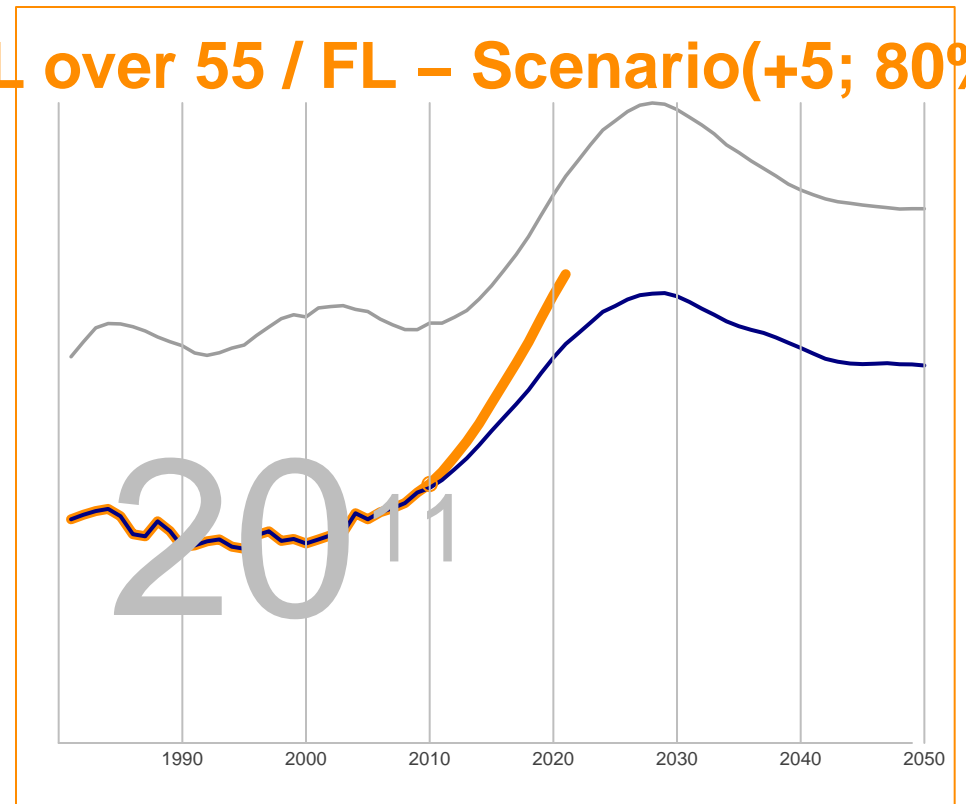


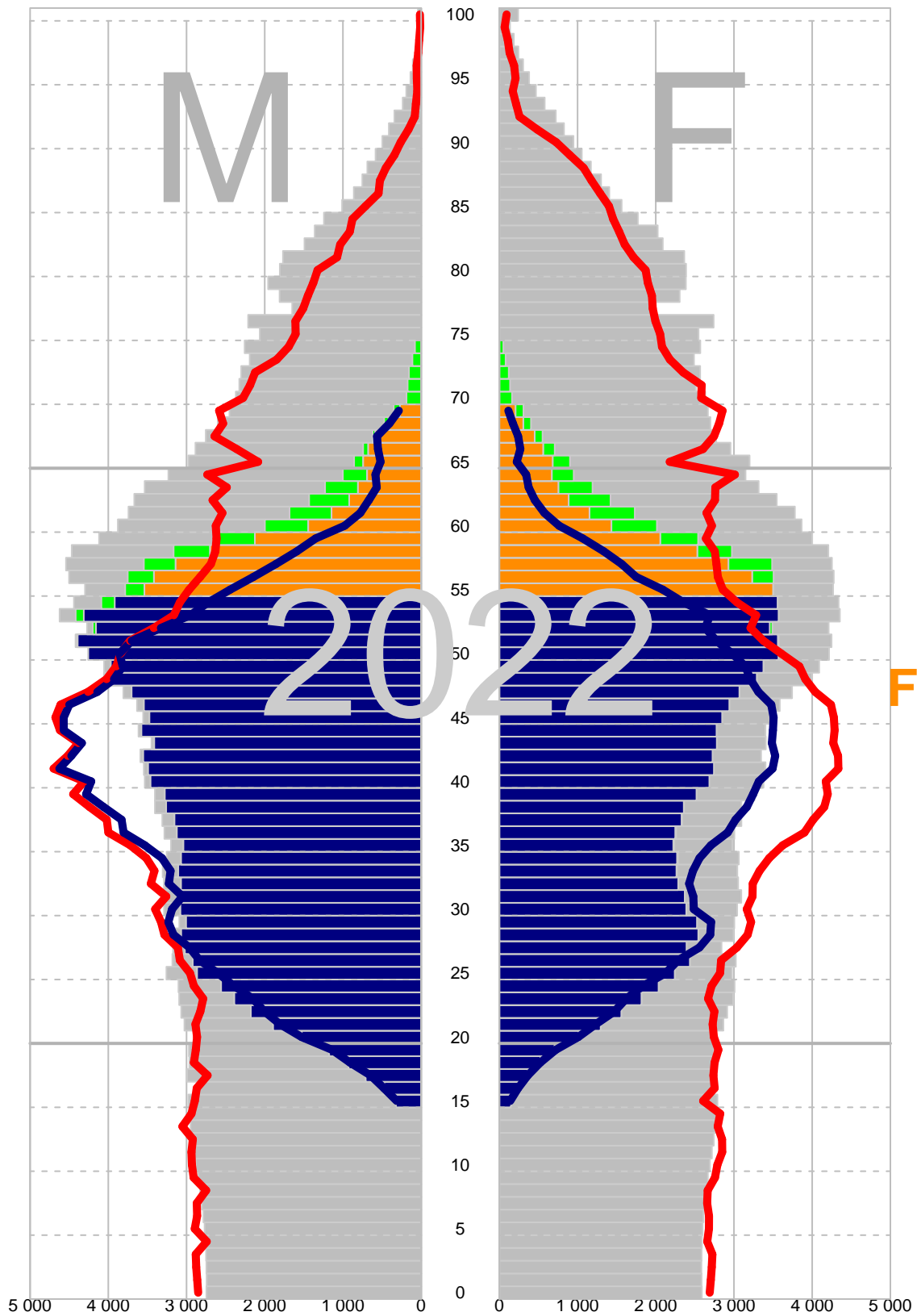
FL over 55 / FL – Scenario(+5; 80%)



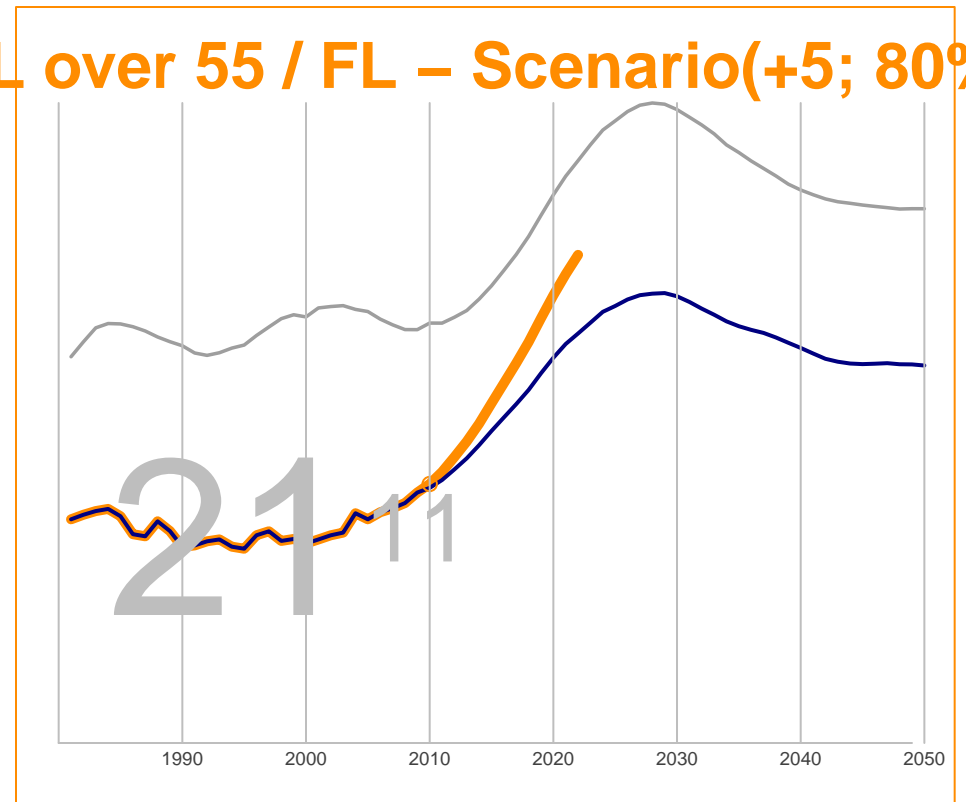


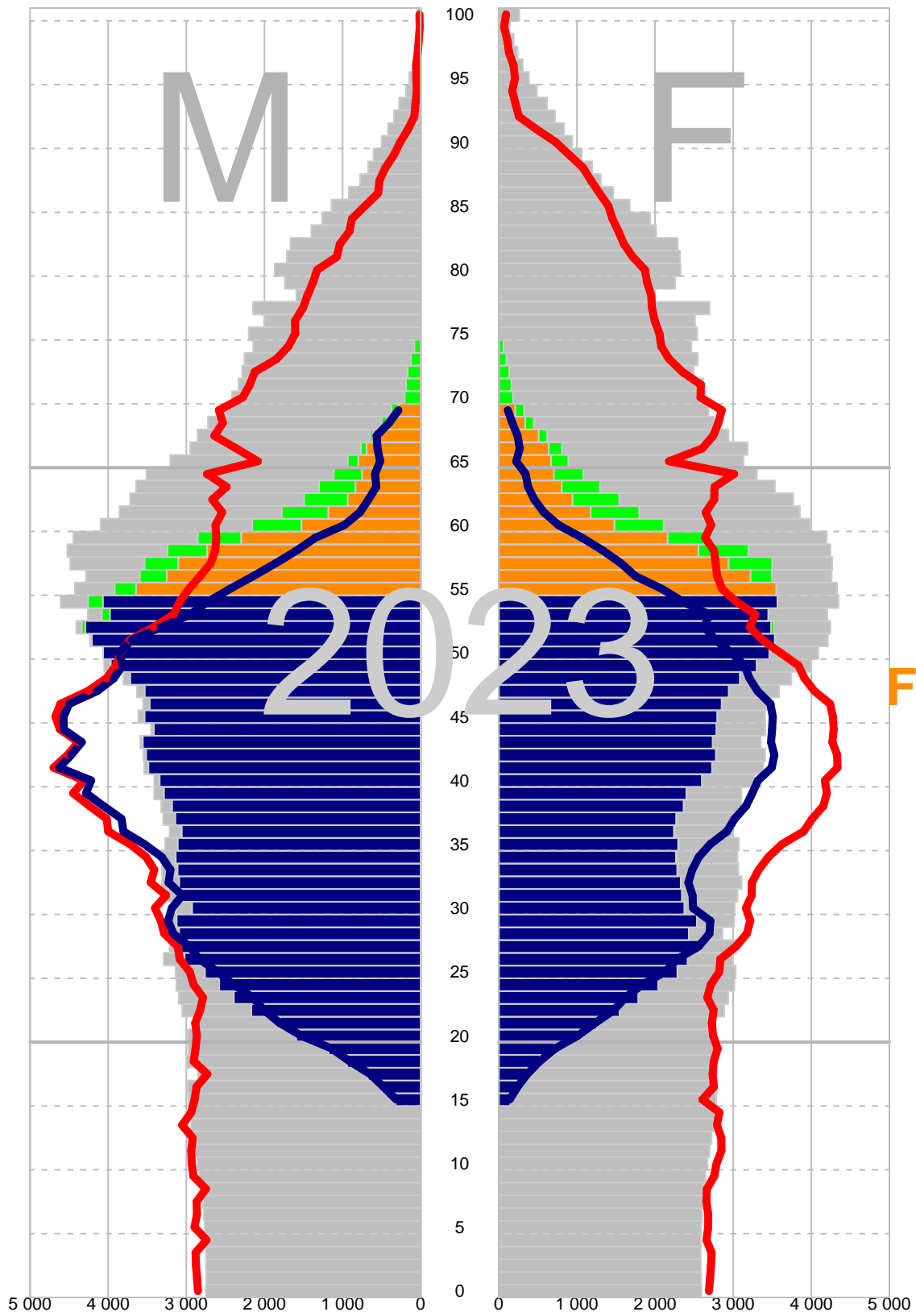
FL over 55 / FL – Scenario(+5; 80%)



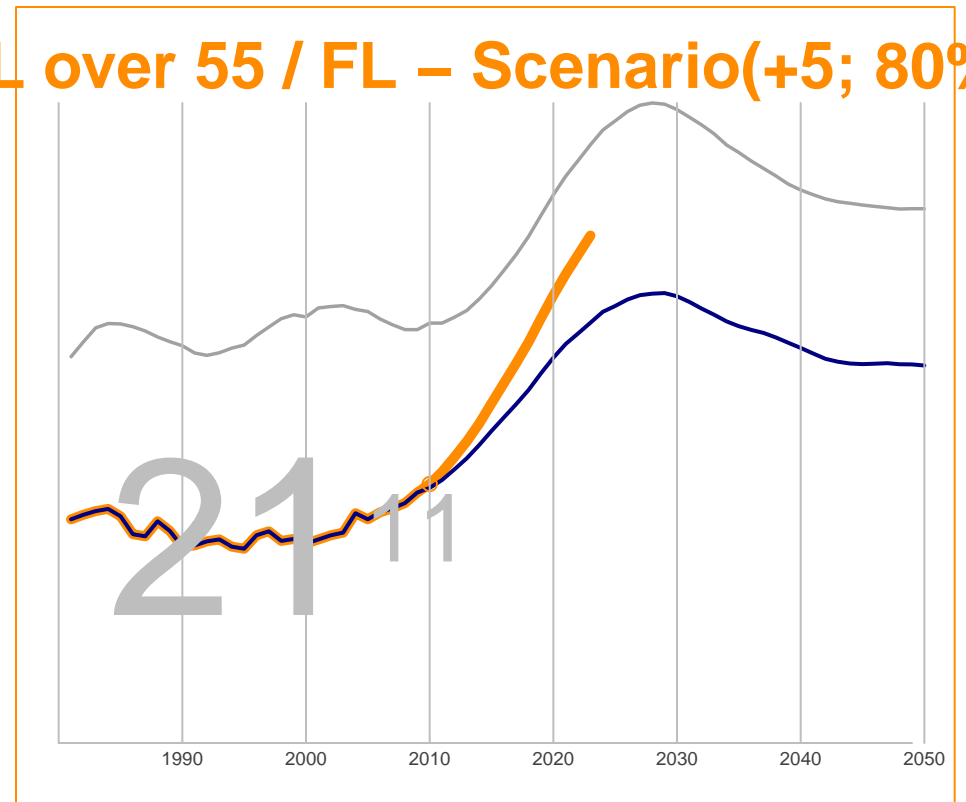


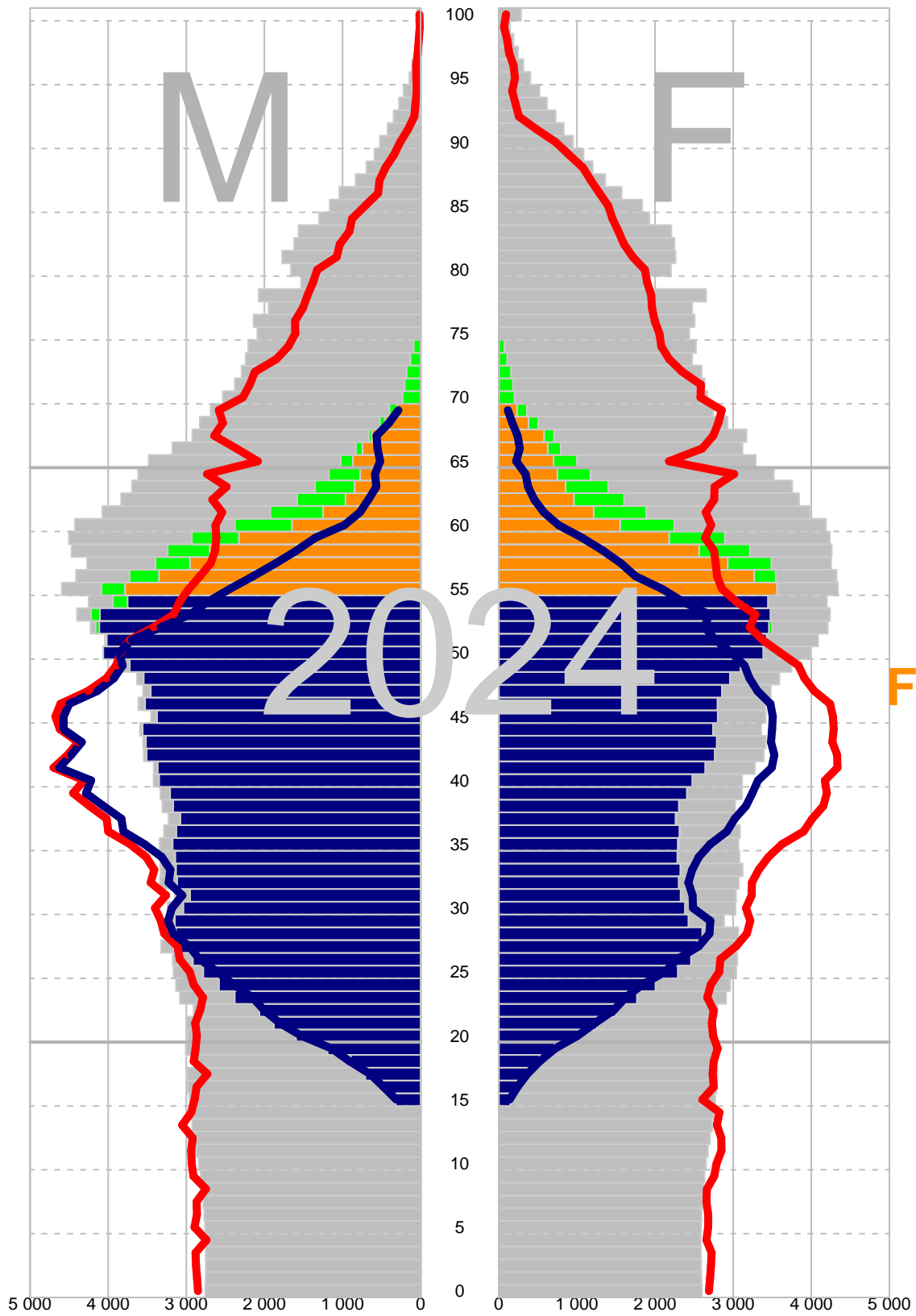
FL over 55 / FL – Scenario(+5; 80%)



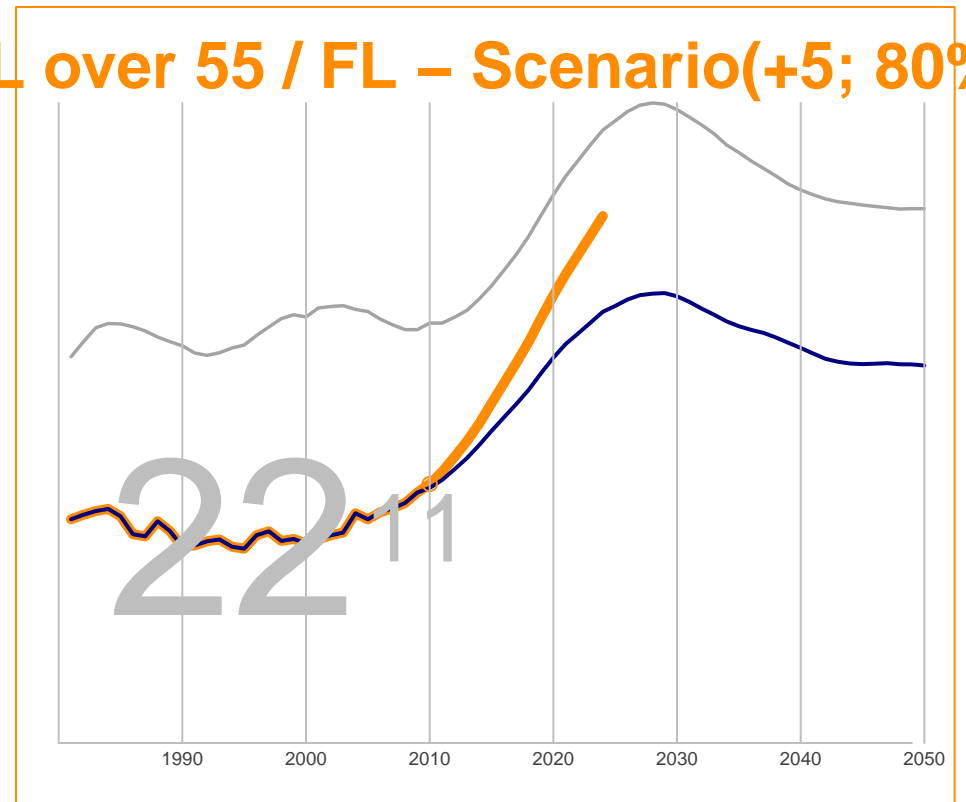


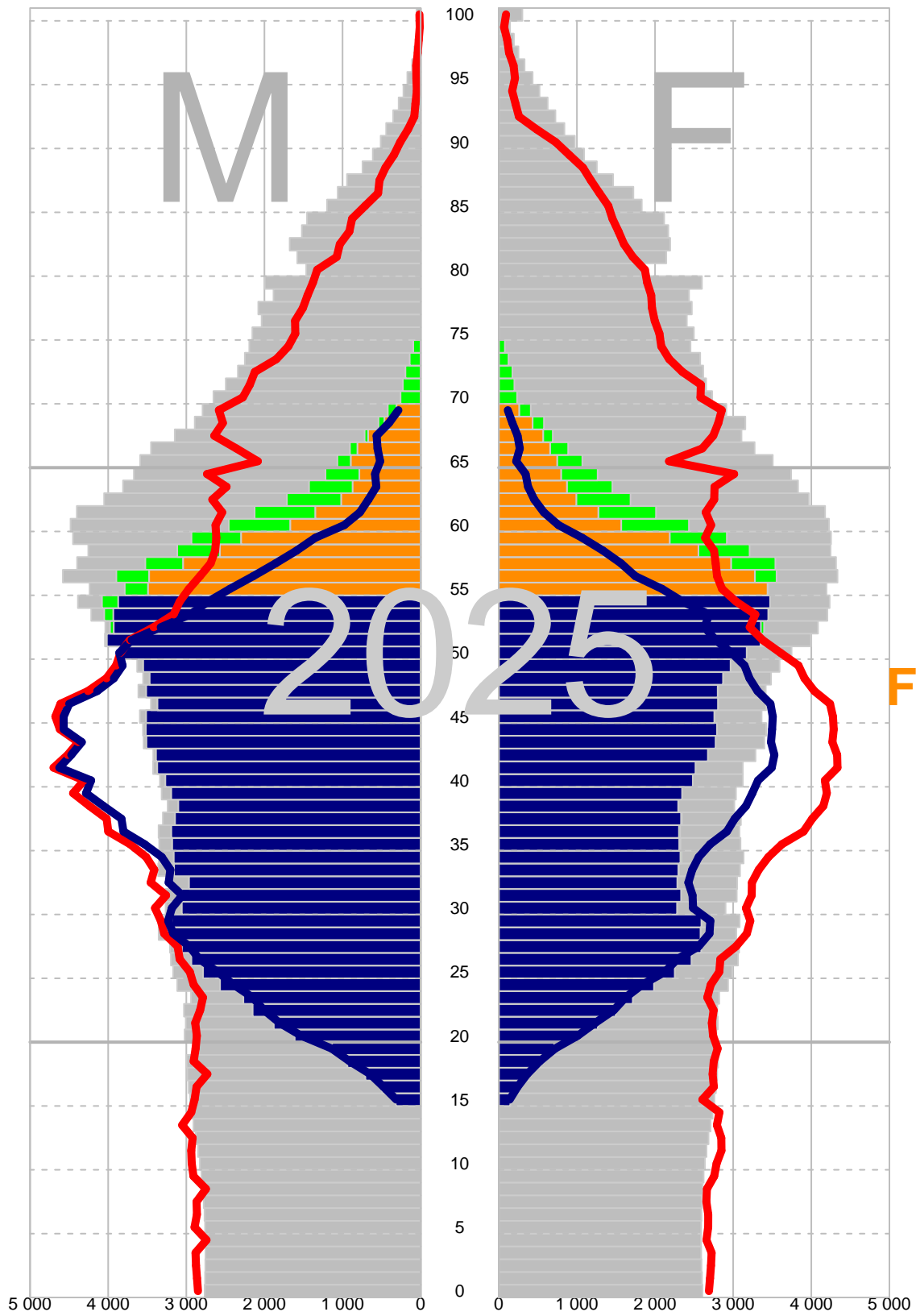
FL over 55 / FL – Scenario(+5; 80%)



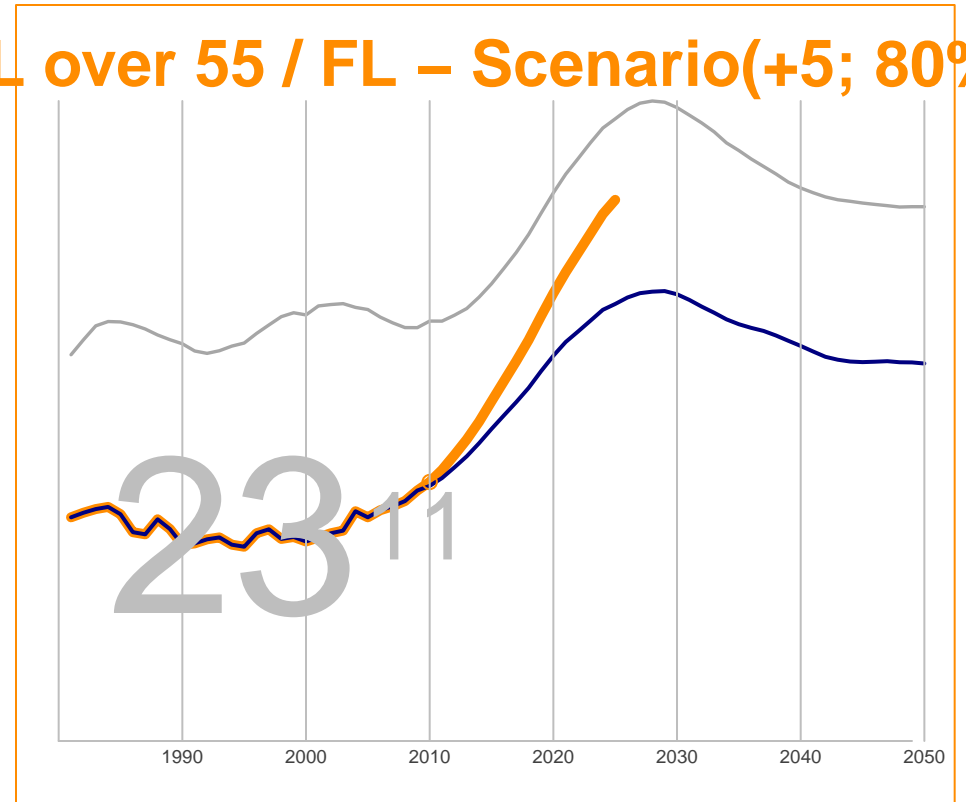


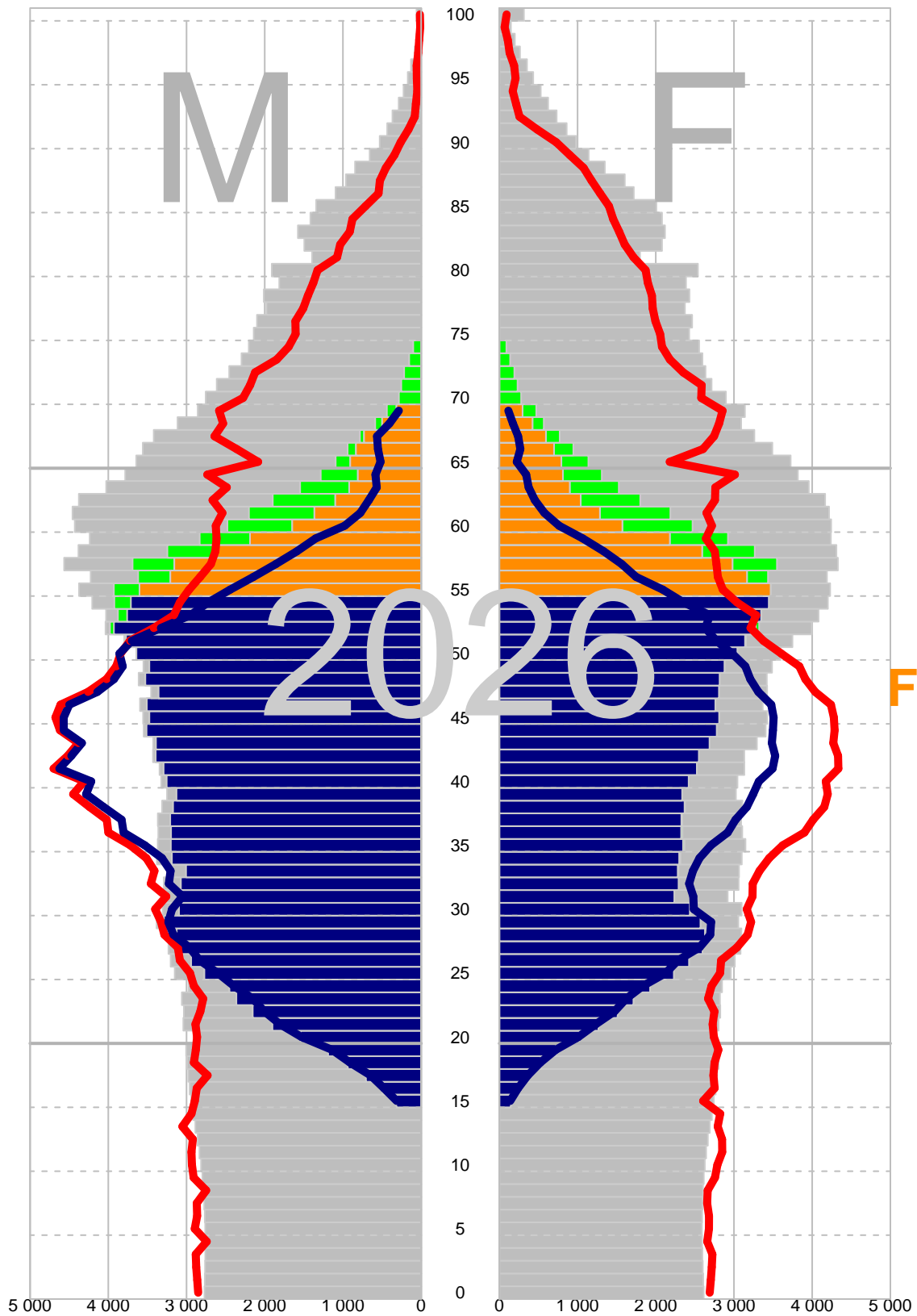
FL over 55 / FL – Scenario(+5; 80%)



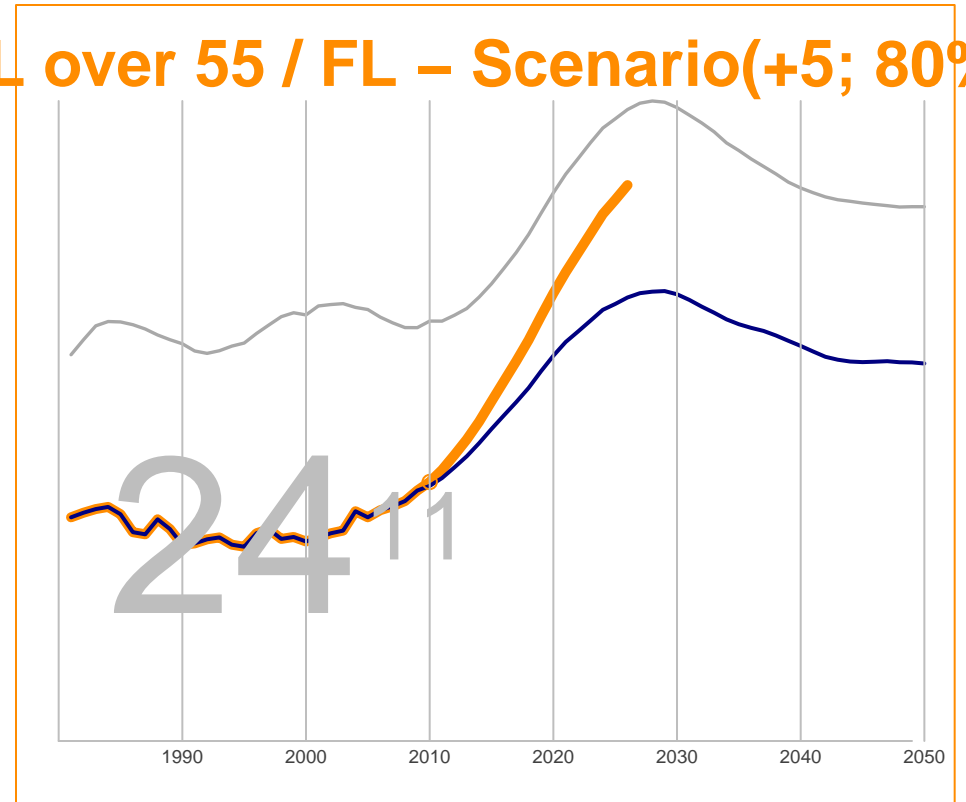


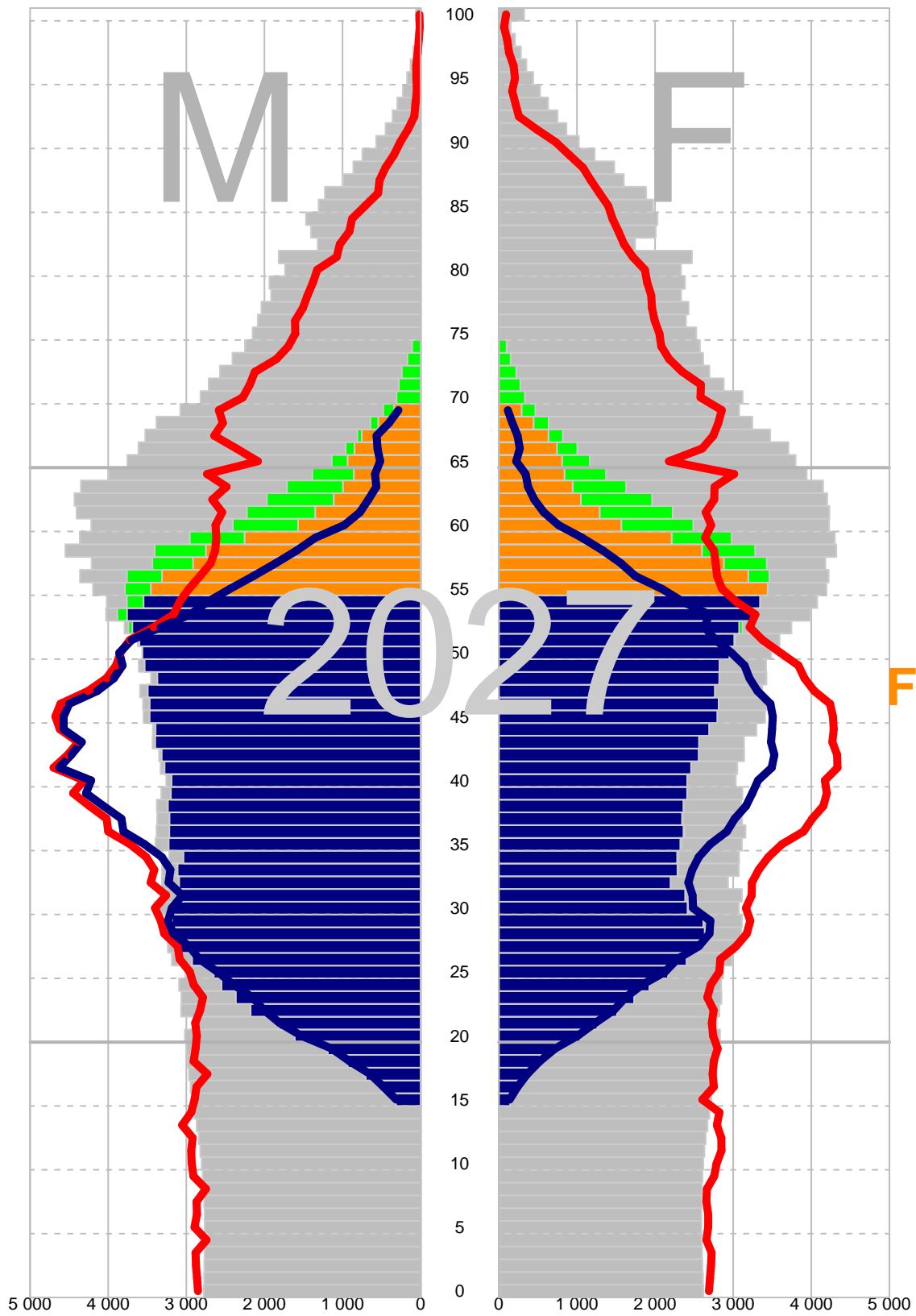
FL over 55 / FL – Scenario(+5; 80%)



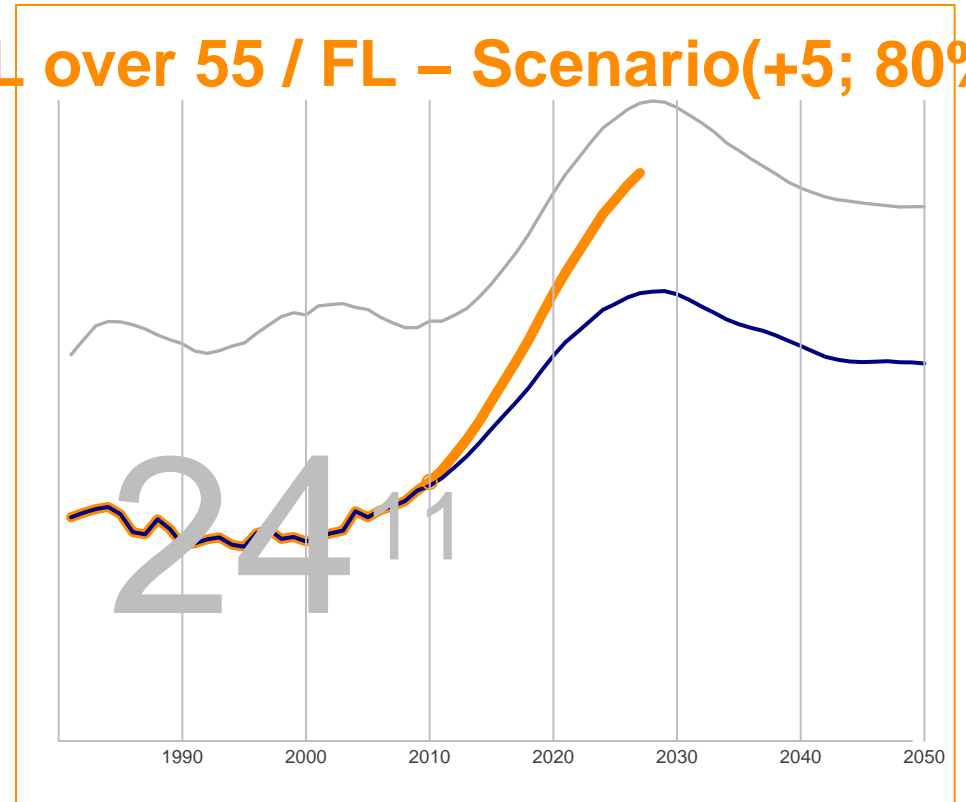


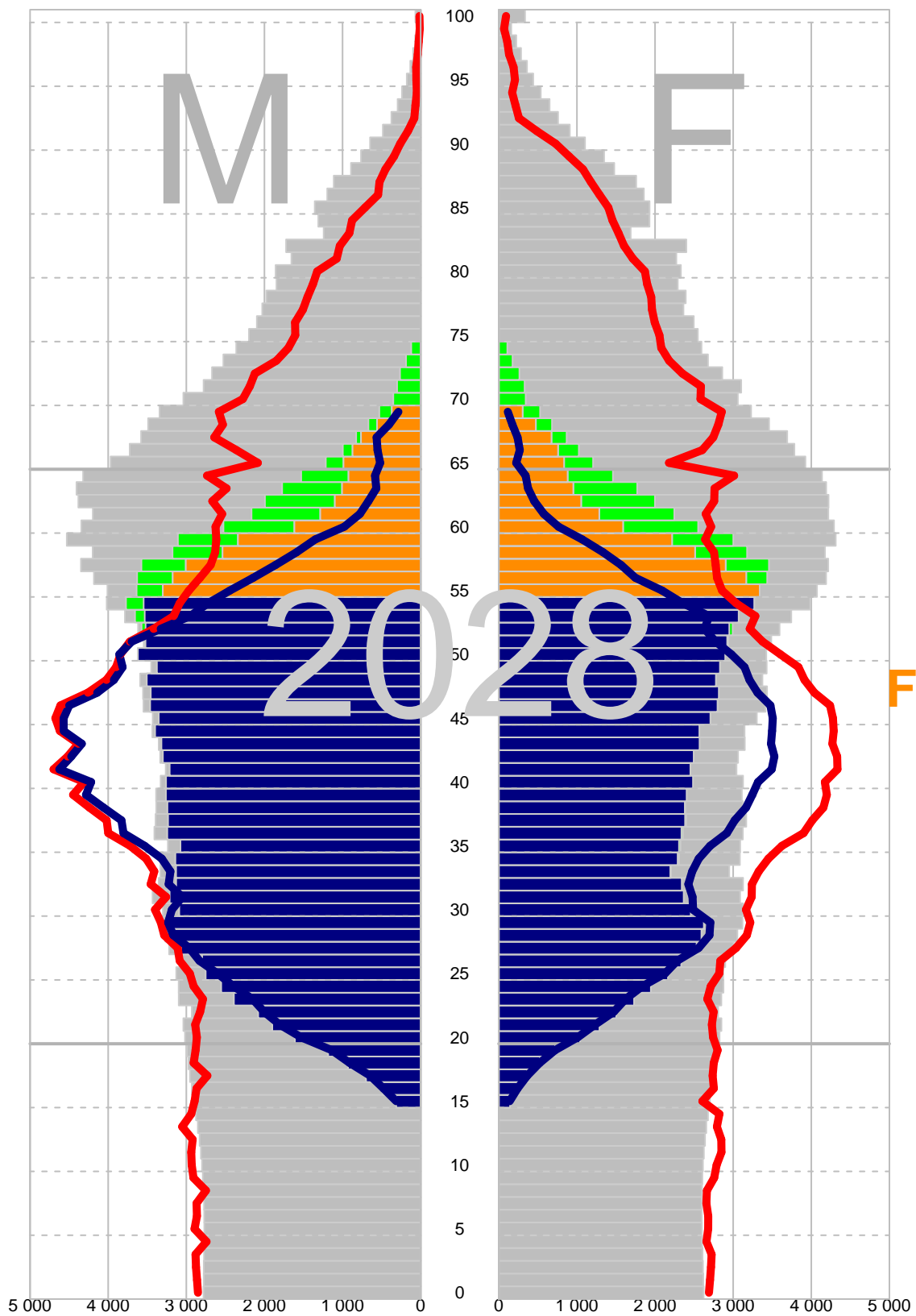
FL over 55 / FL – Scenario(+5; 80%)



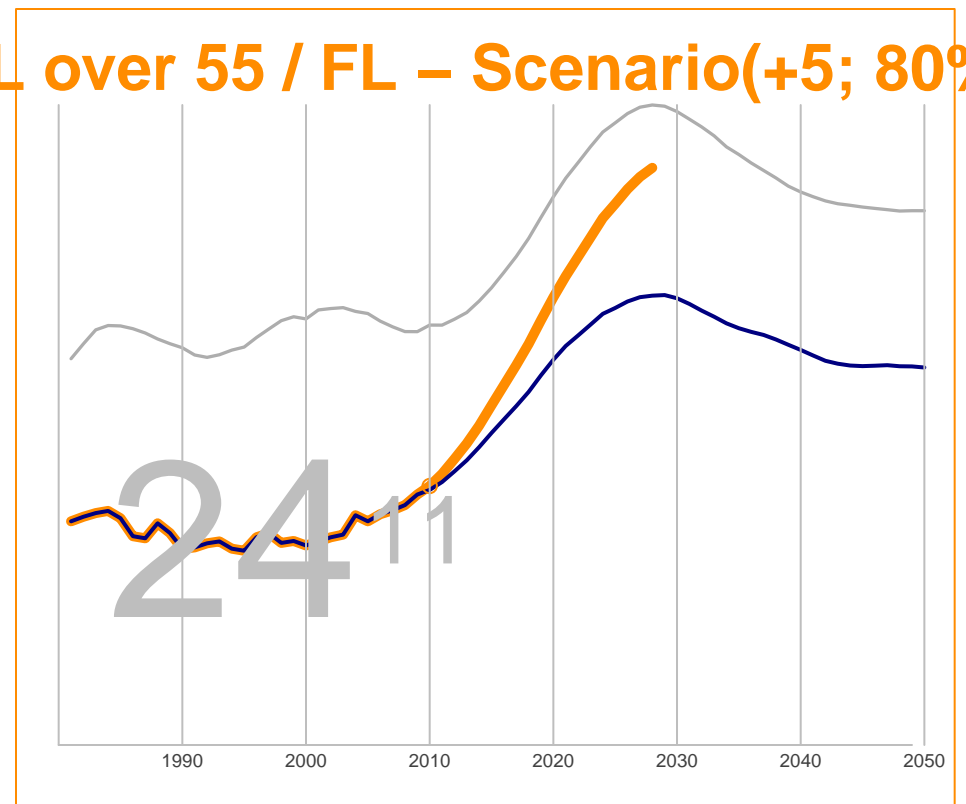


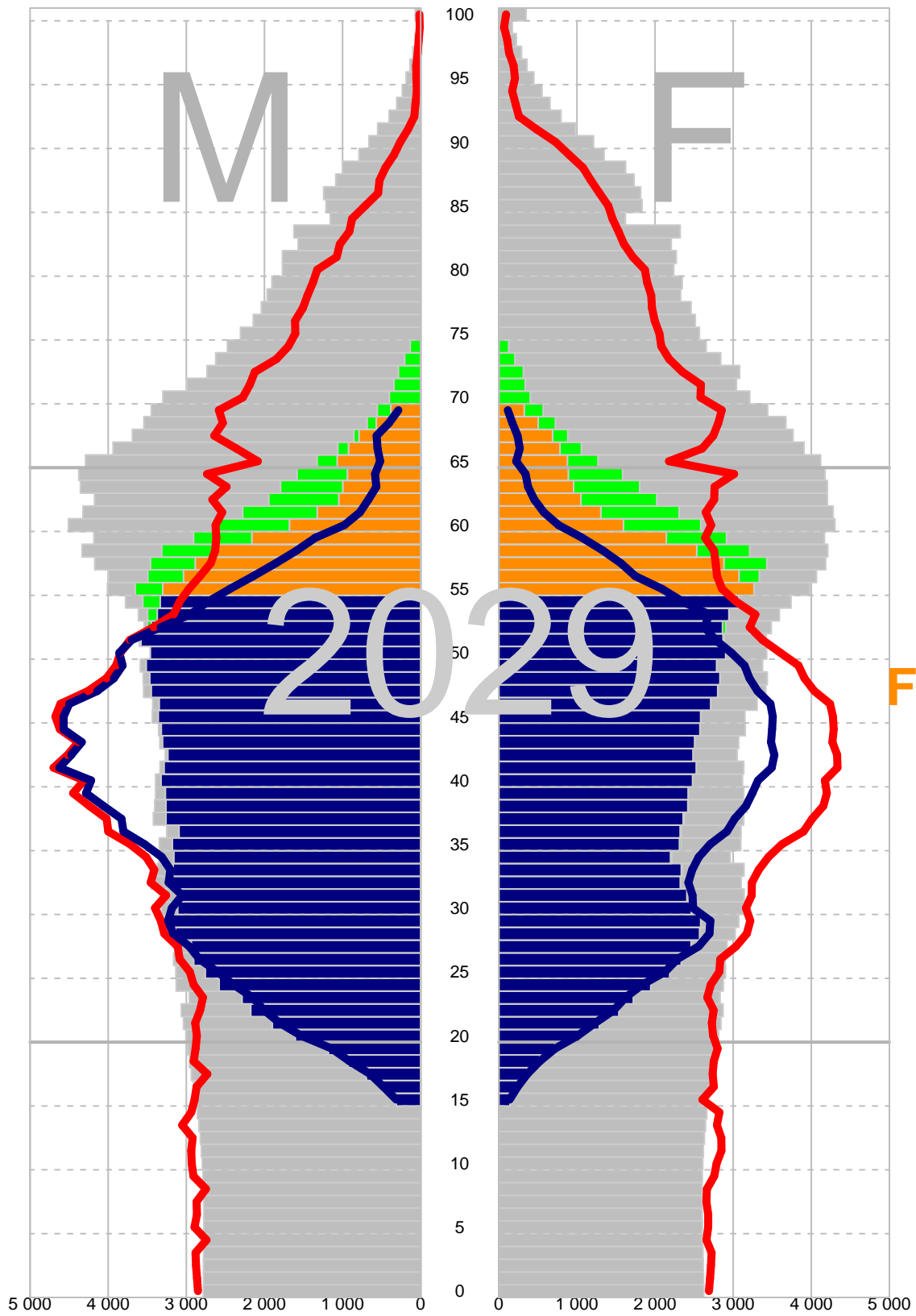
FL over 55 / FL – Scenario(+5; 80%)



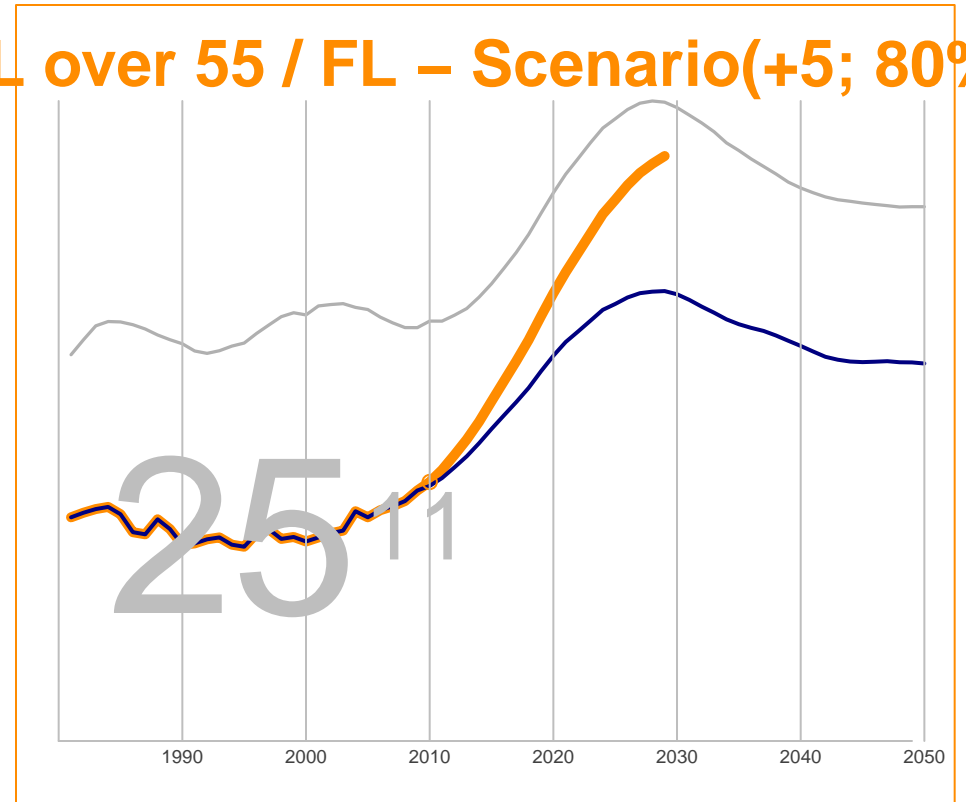


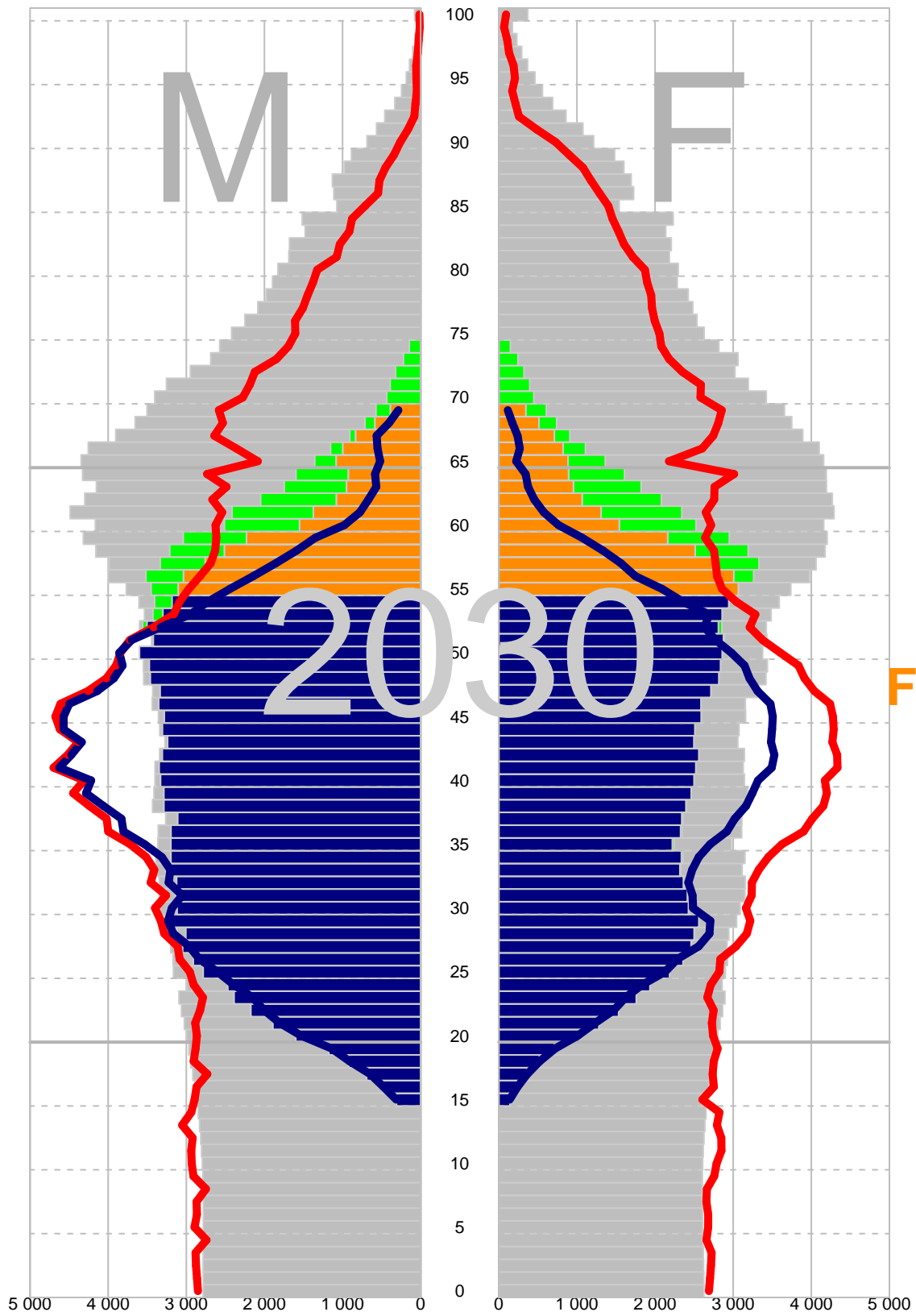
FL over 55 / FL – Scenario(+5; 80%)



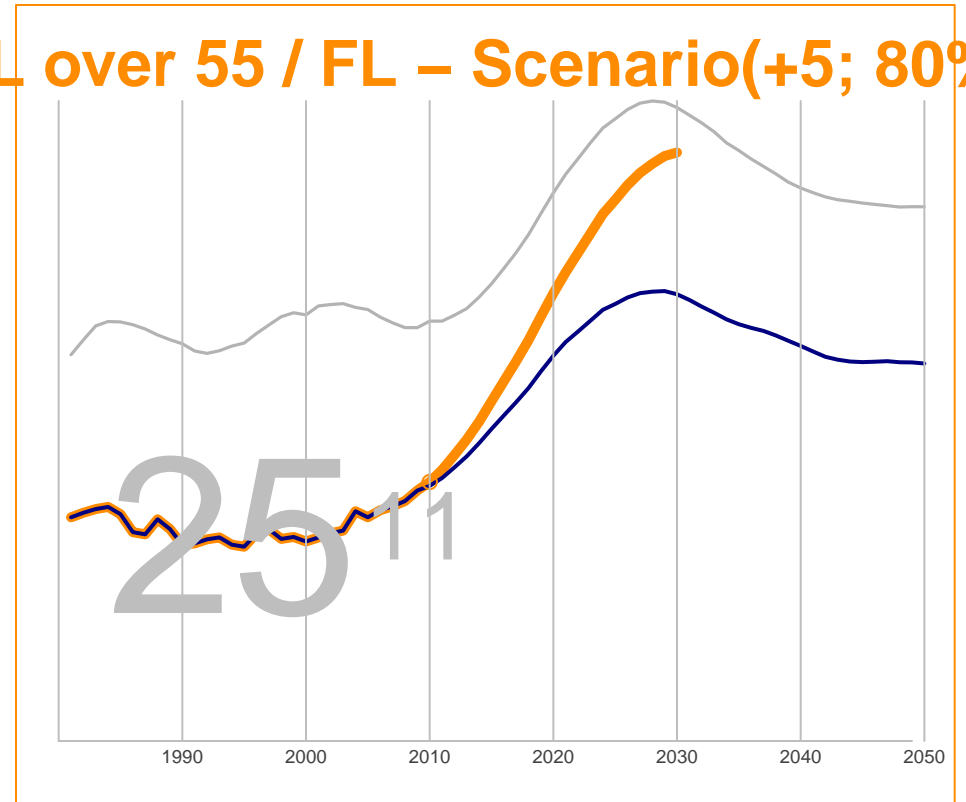


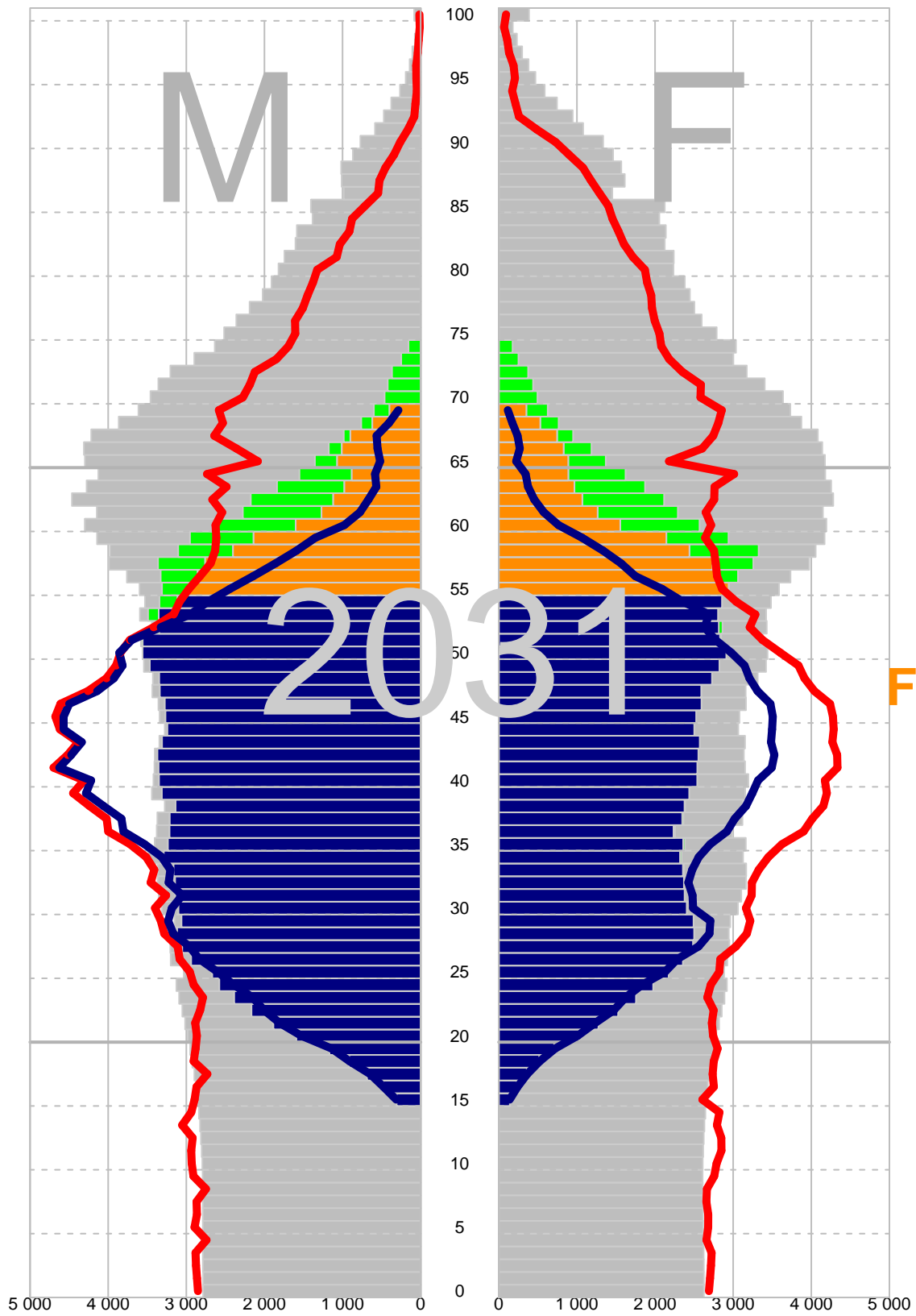
FL over 55 / FL – Scenario(+5; 80%)



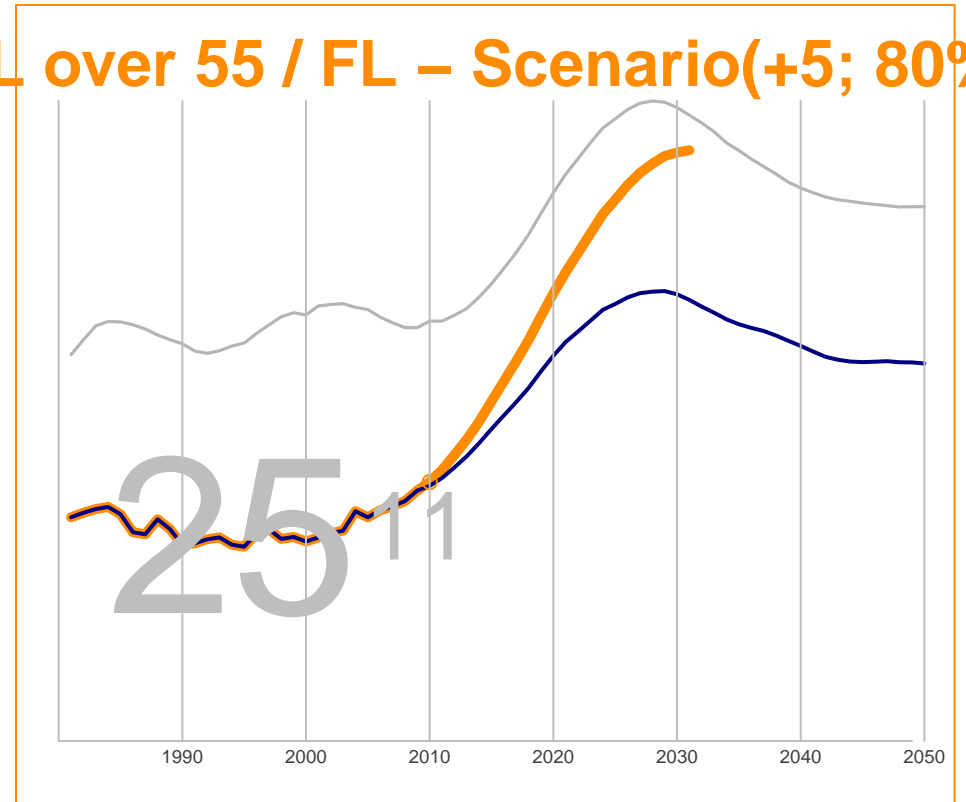


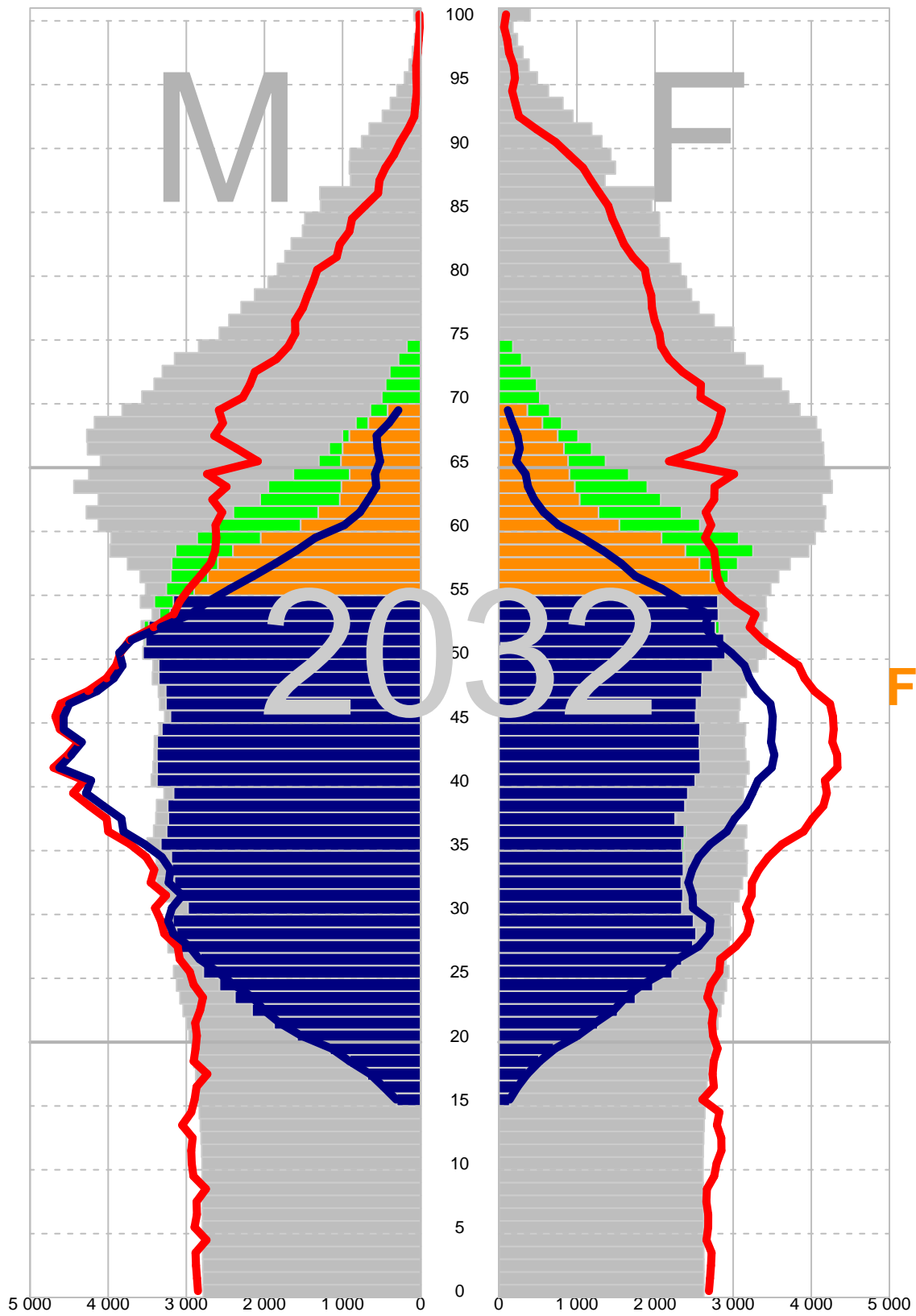
FL over 55 / FL – Scenario(+5; 80%)



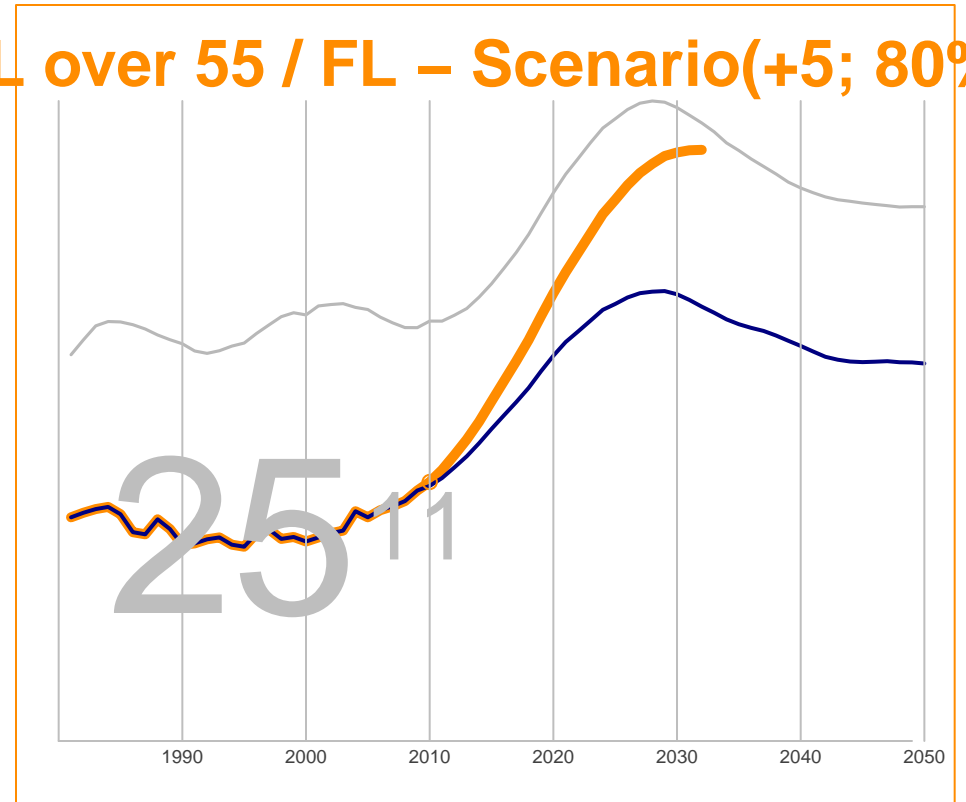


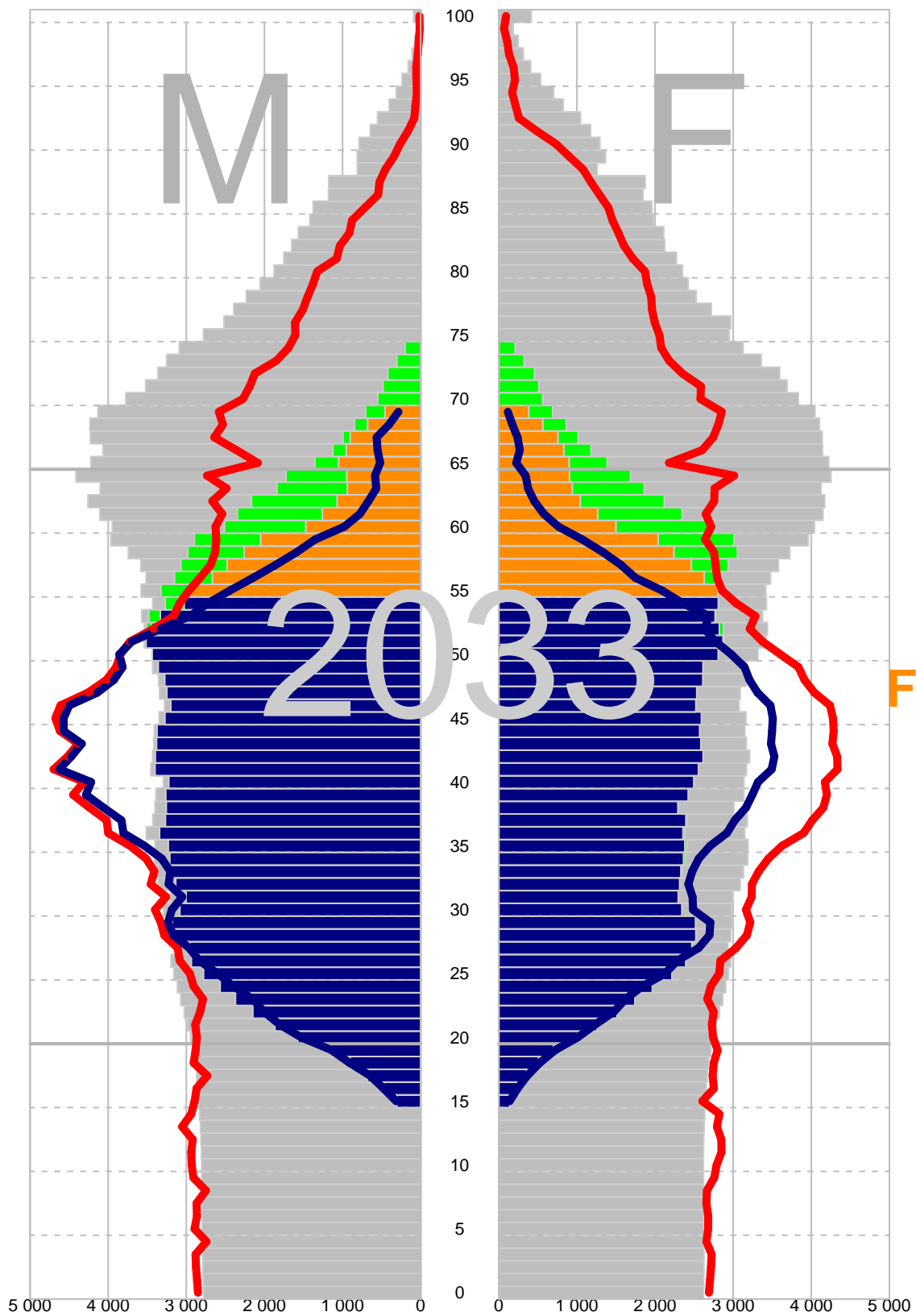
FL over 55 / FL – Scenario(+5; 80%)



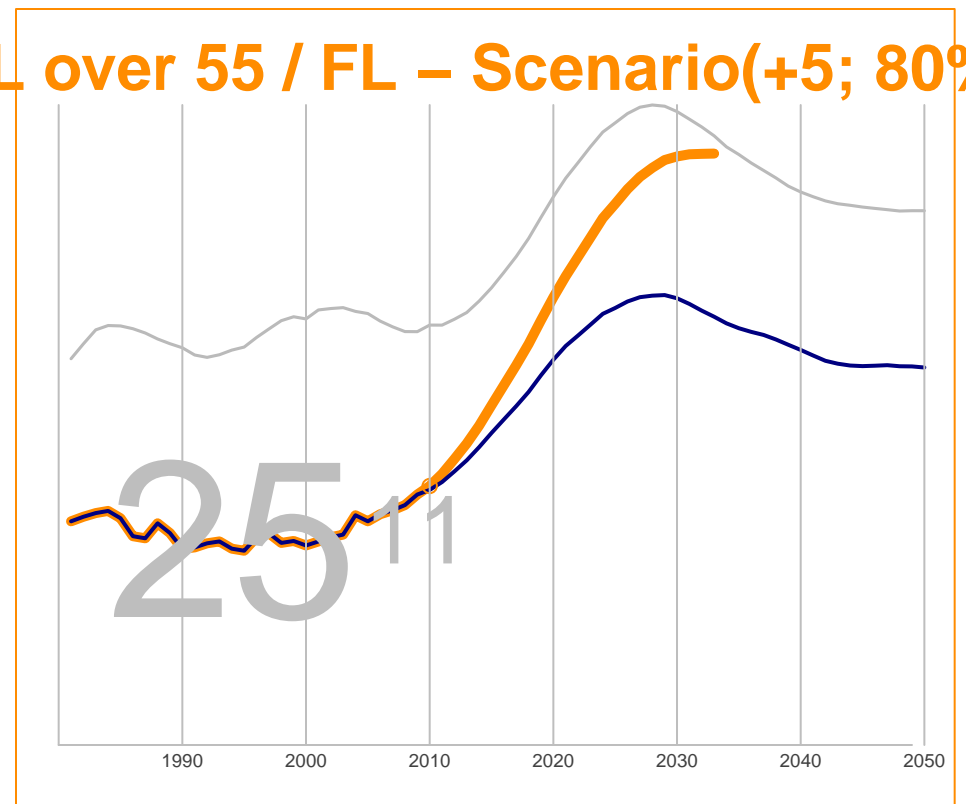


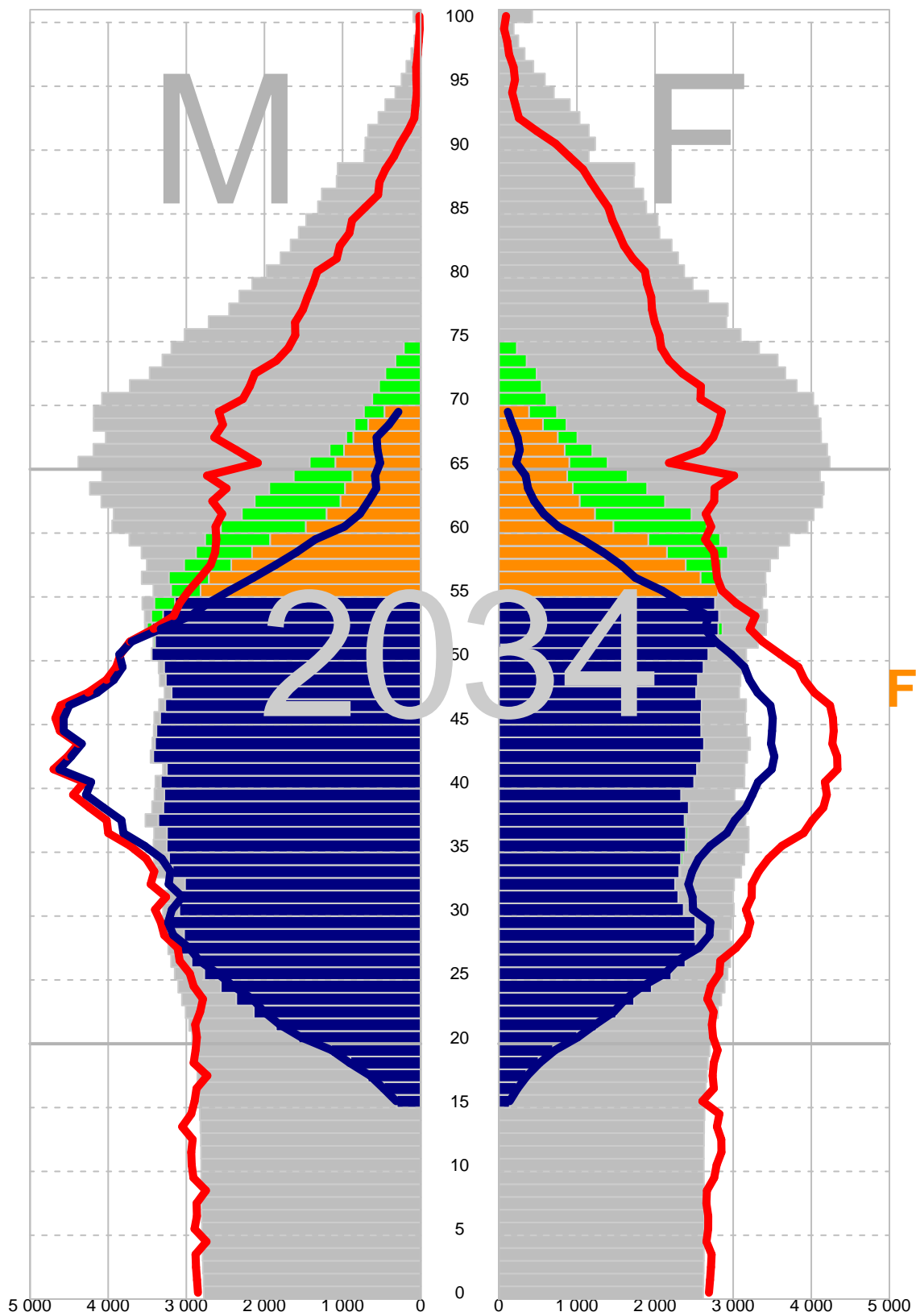
FL over 55 / FL – Scenario(+5; 80%)



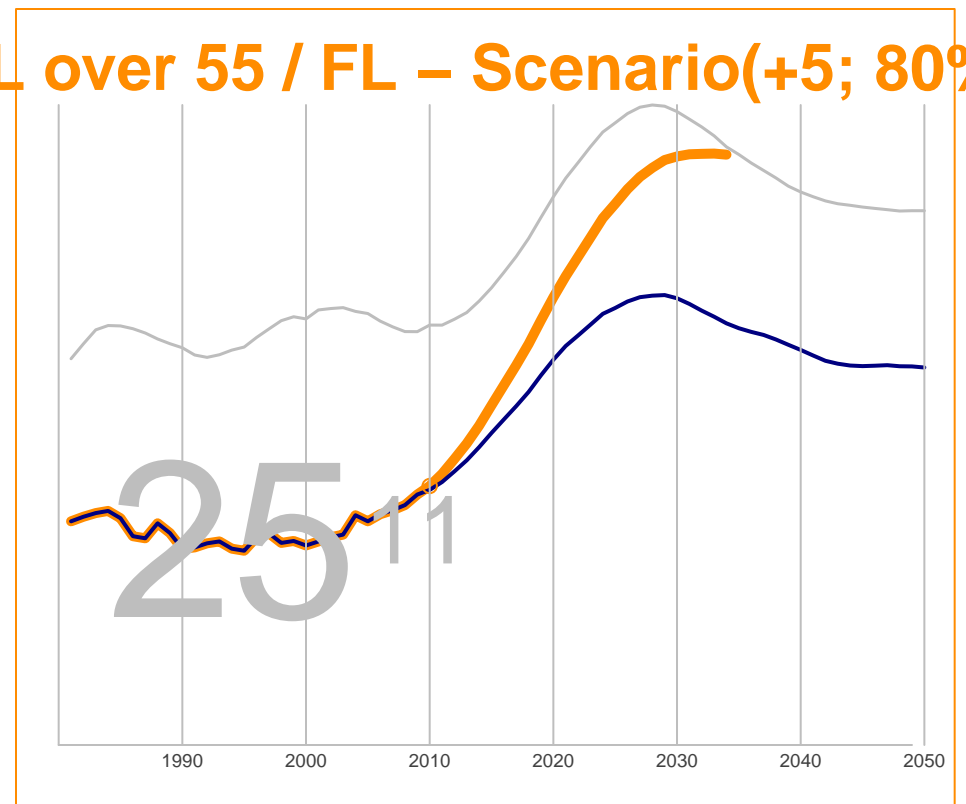


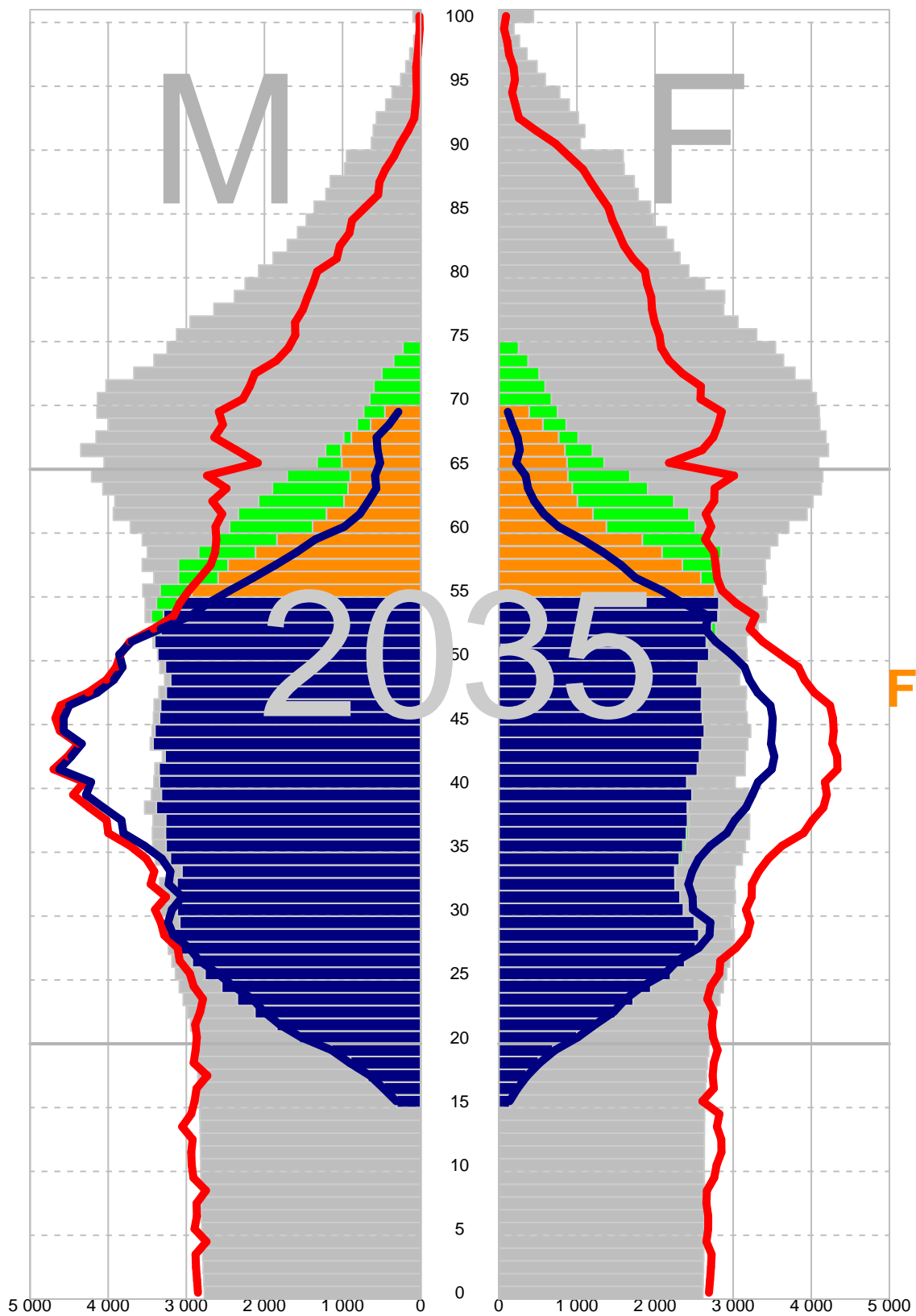
FL over 55 / FL – Scenario(+5; 80%)



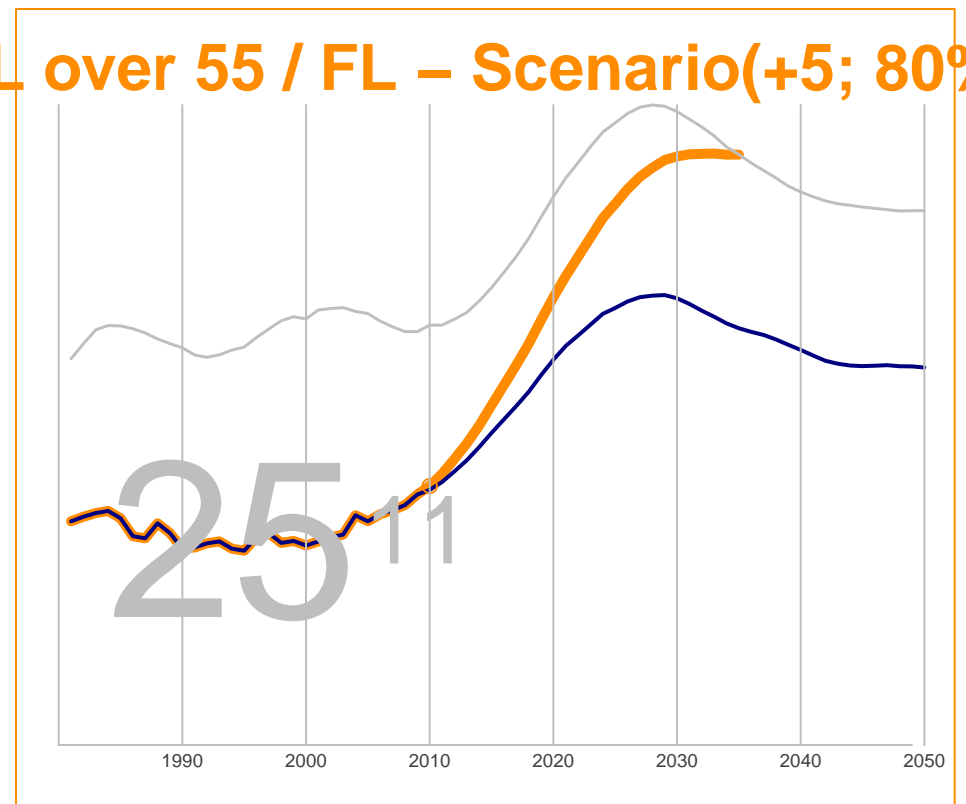


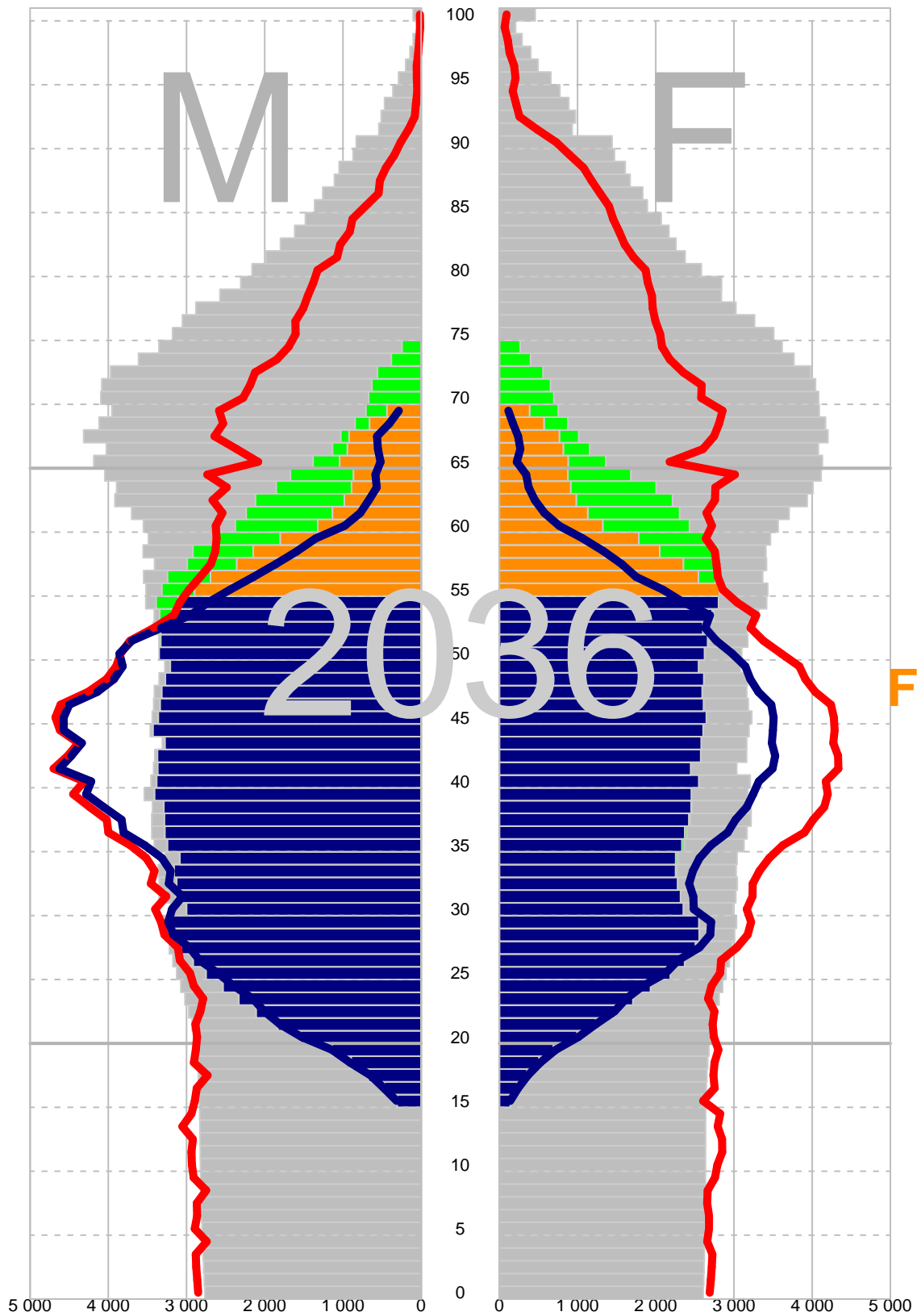
FL over 55 / FL – Scenario(+5; 80%)



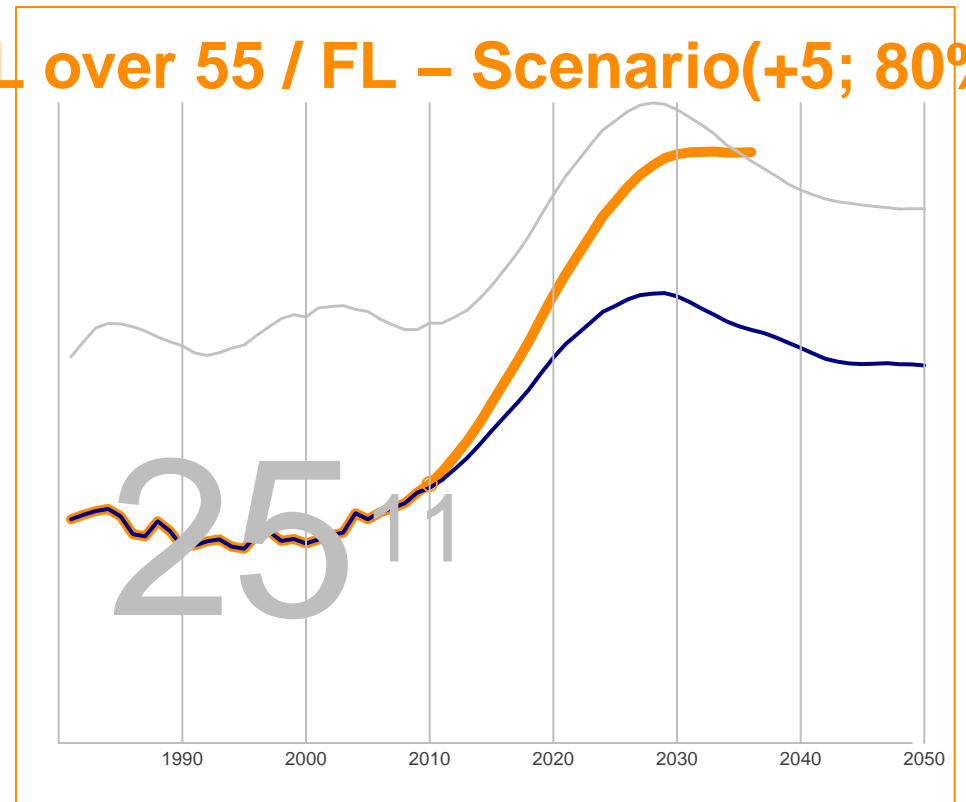


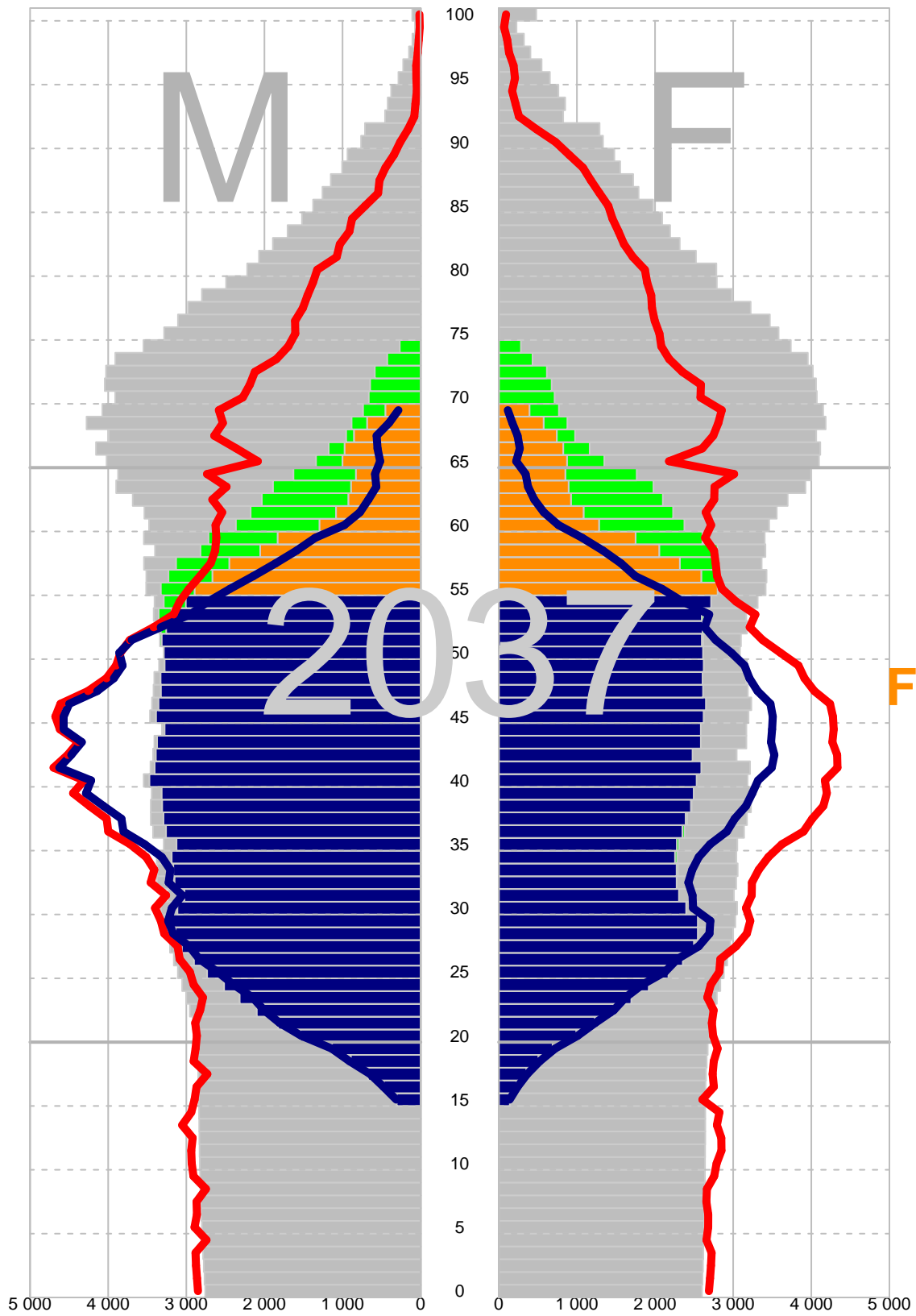
FL over 55 / FL – Scenario(+5; 80%)



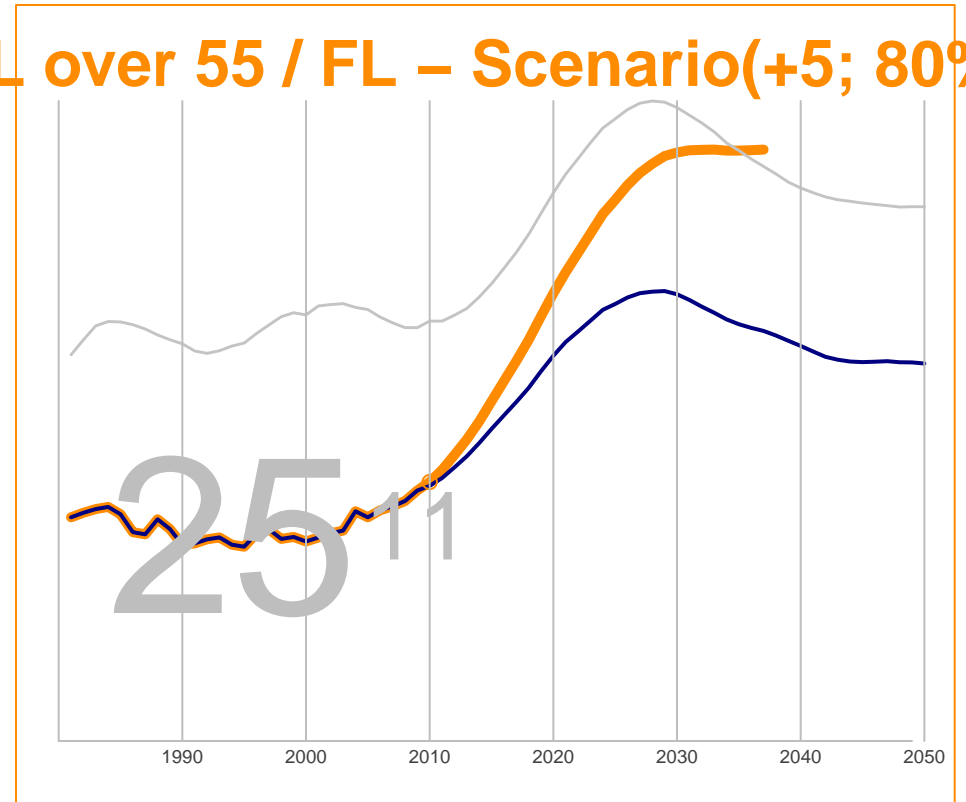


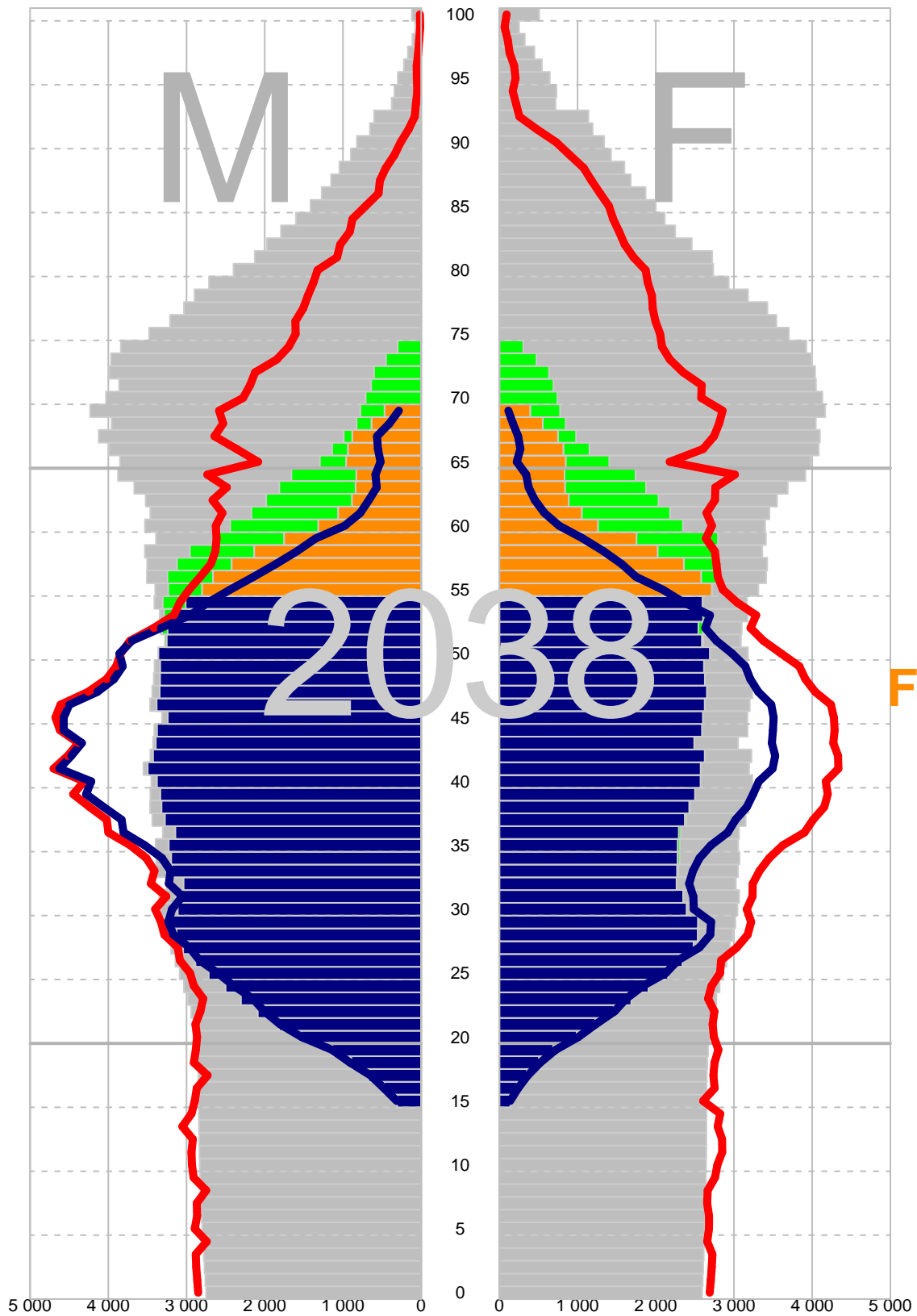
FL over 55 / FL – Scenario(+5; 80%)



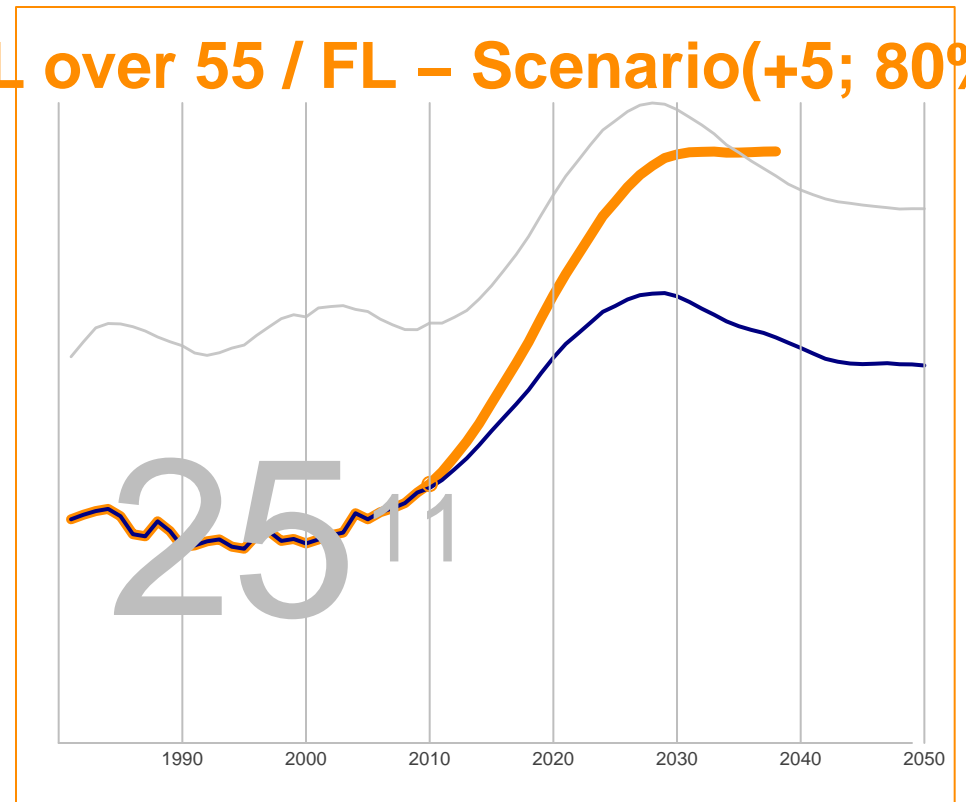


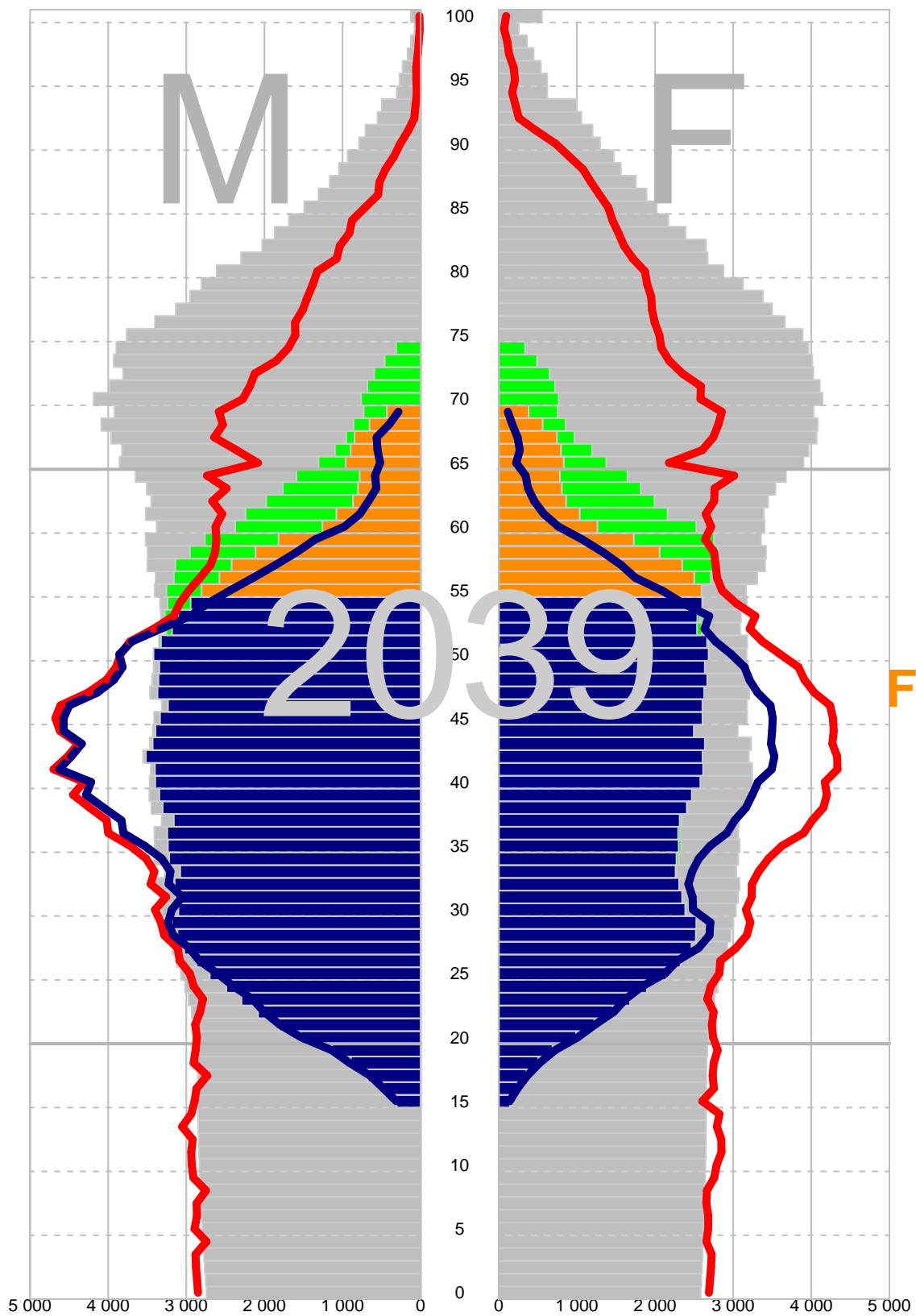
FL over 55 / FL – Scenario(+5; 80%)



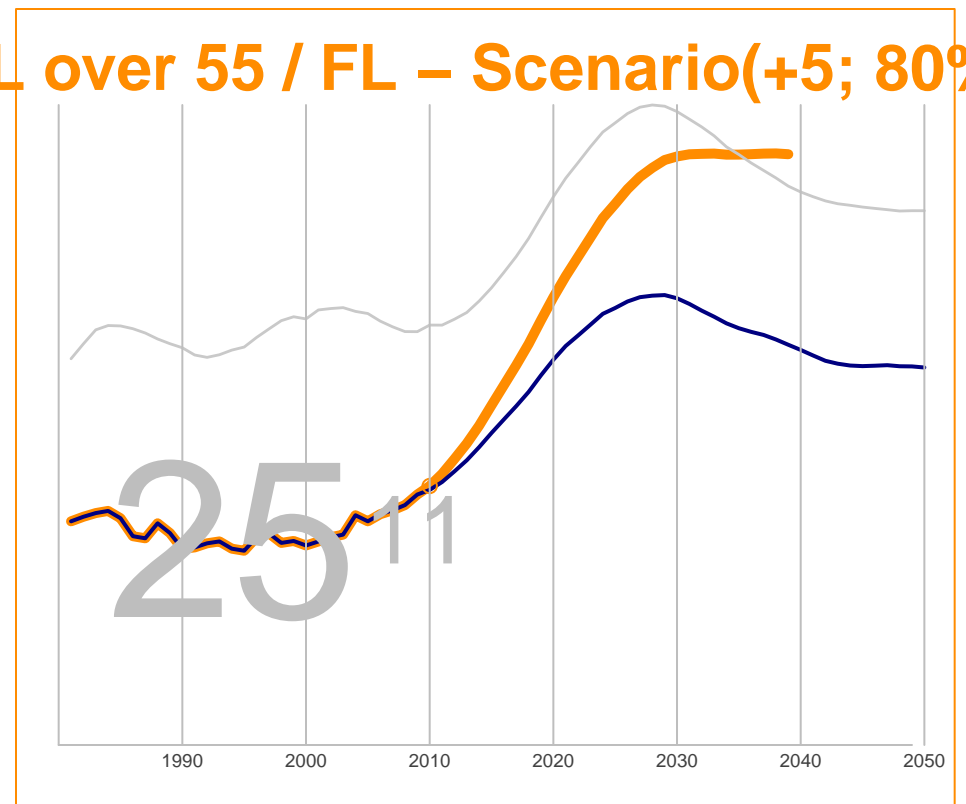


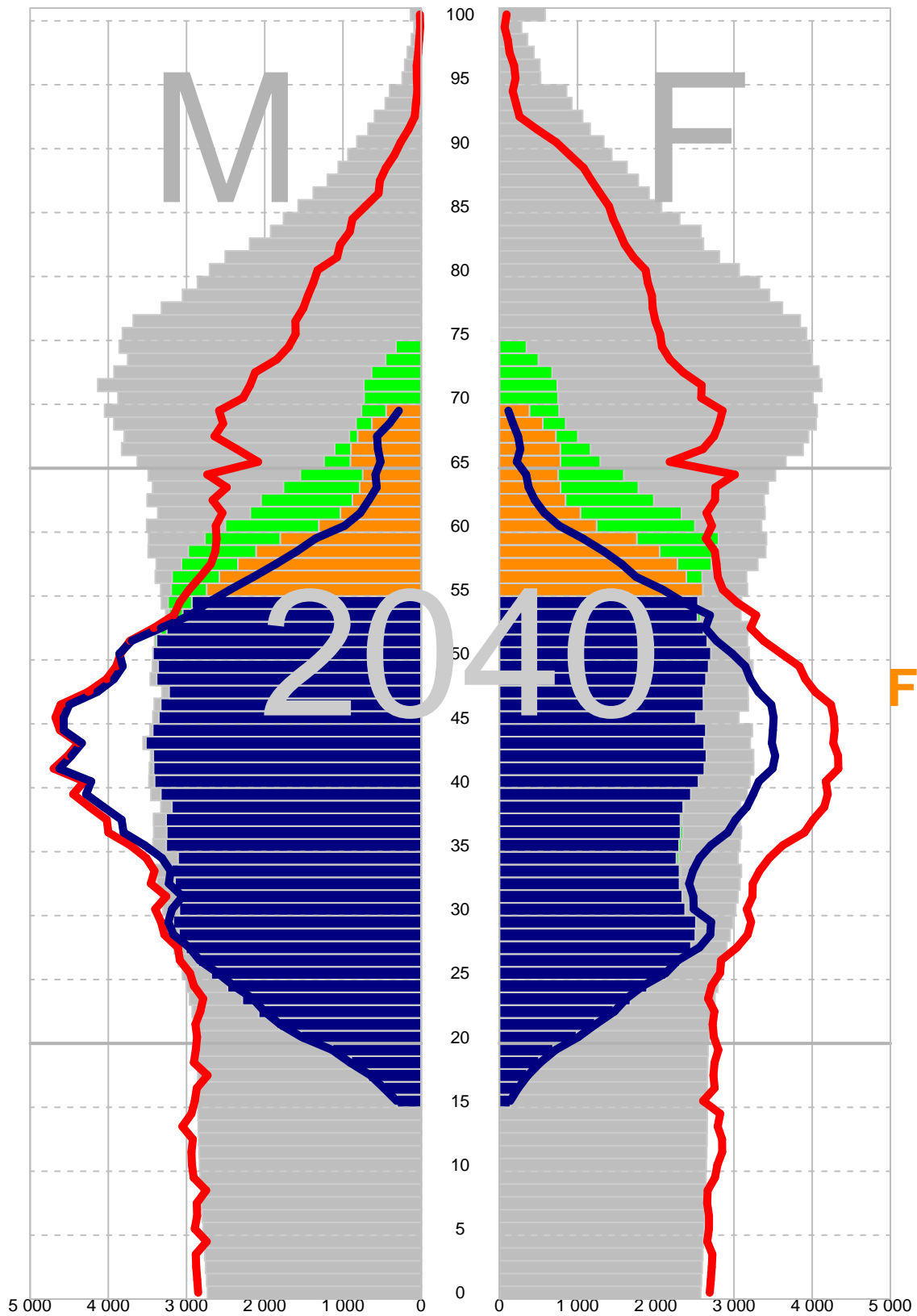
FL over 55 / FL – Scenario(+5; 80%)



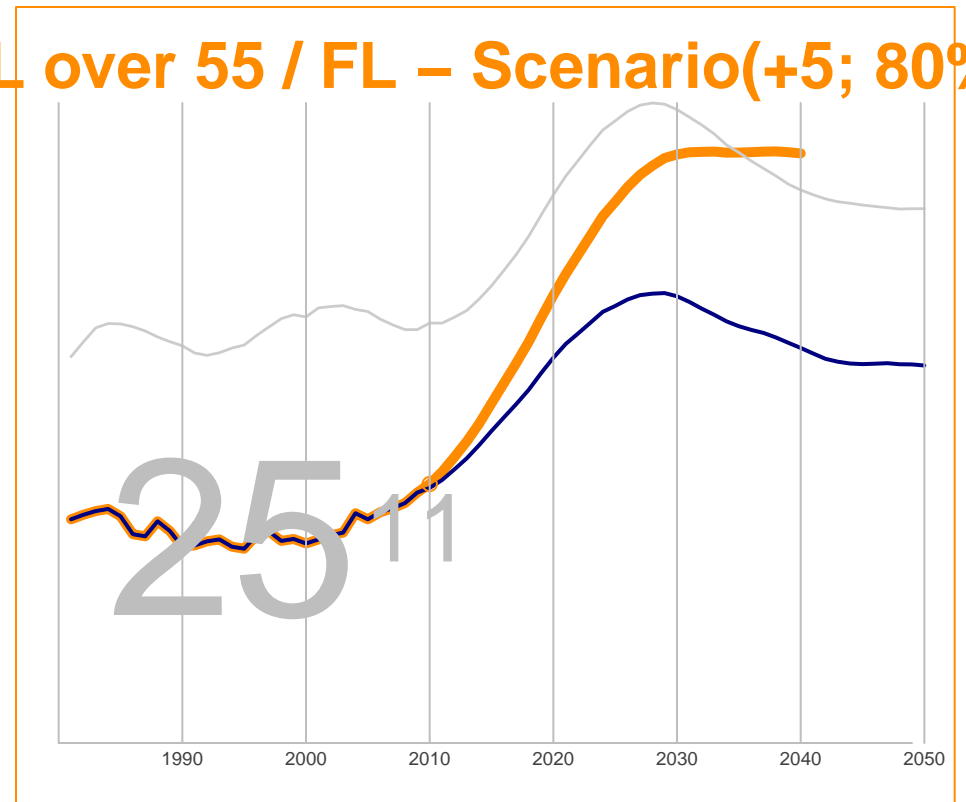


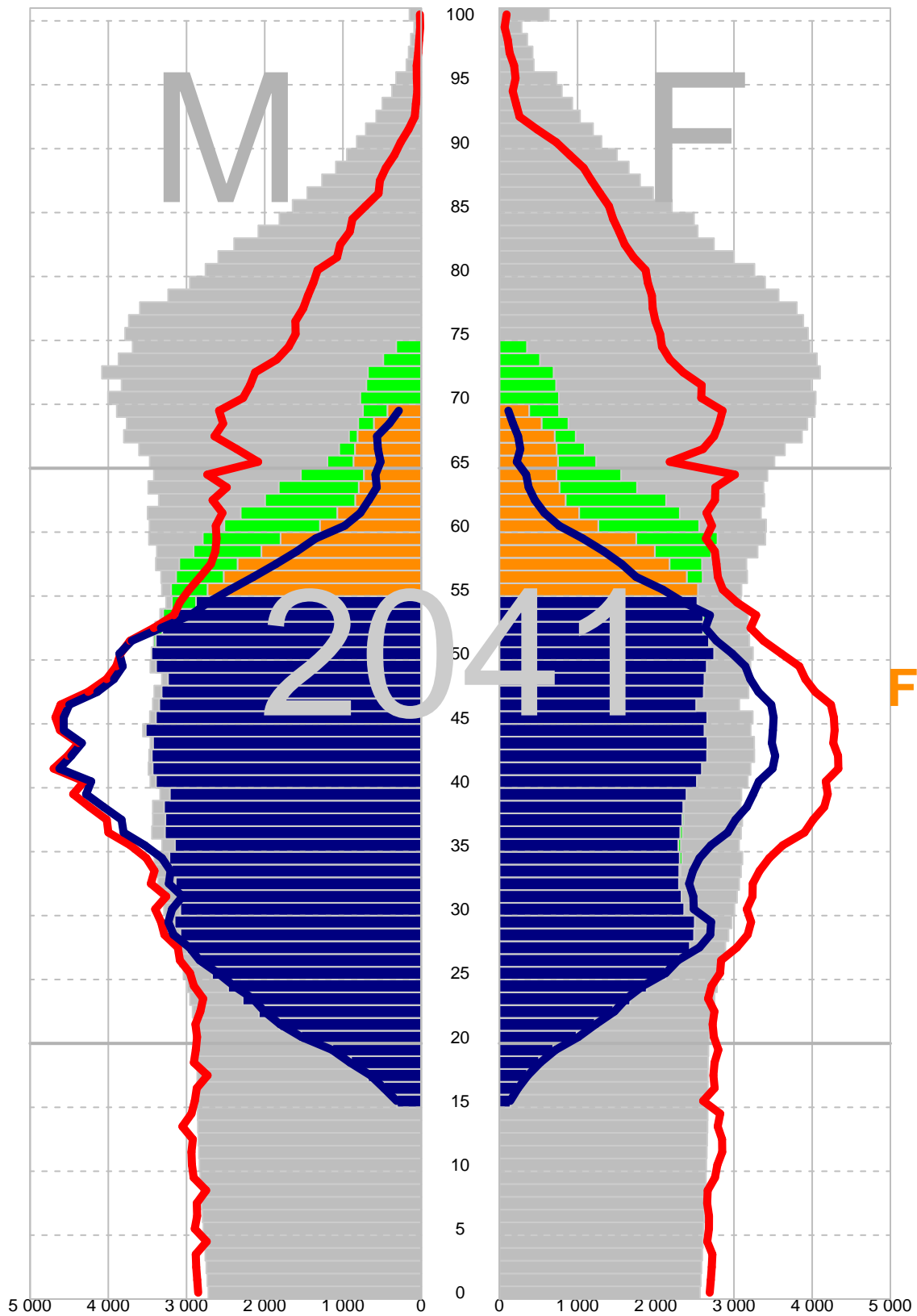
FL over 55 / FL – Scenario(+5; 80%)



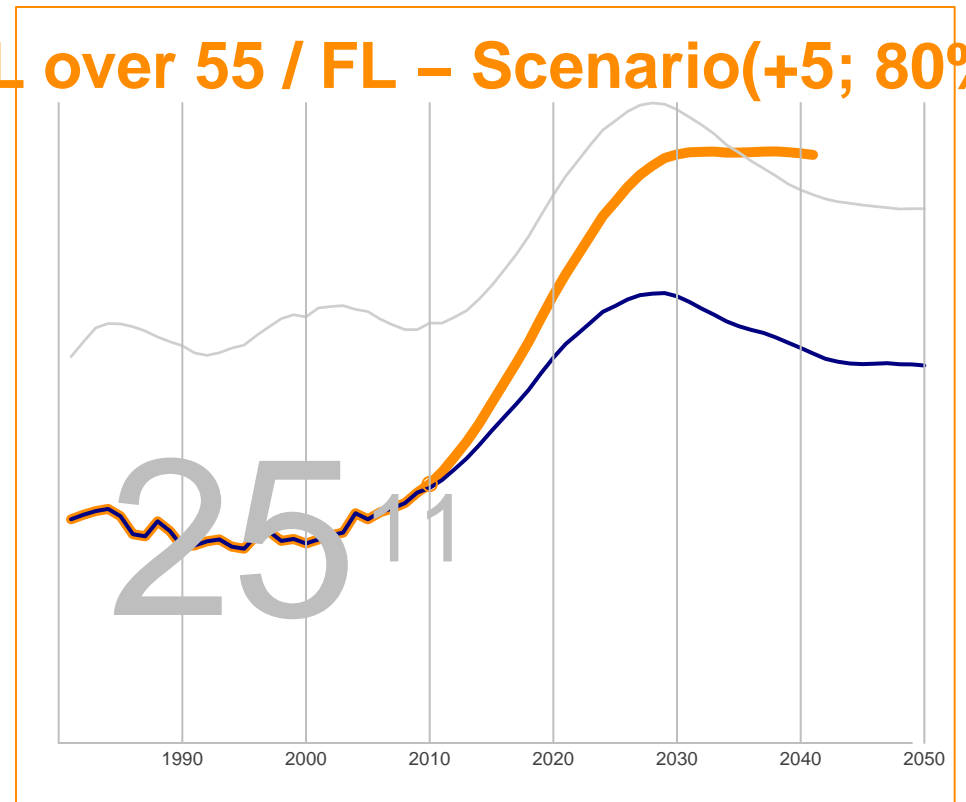


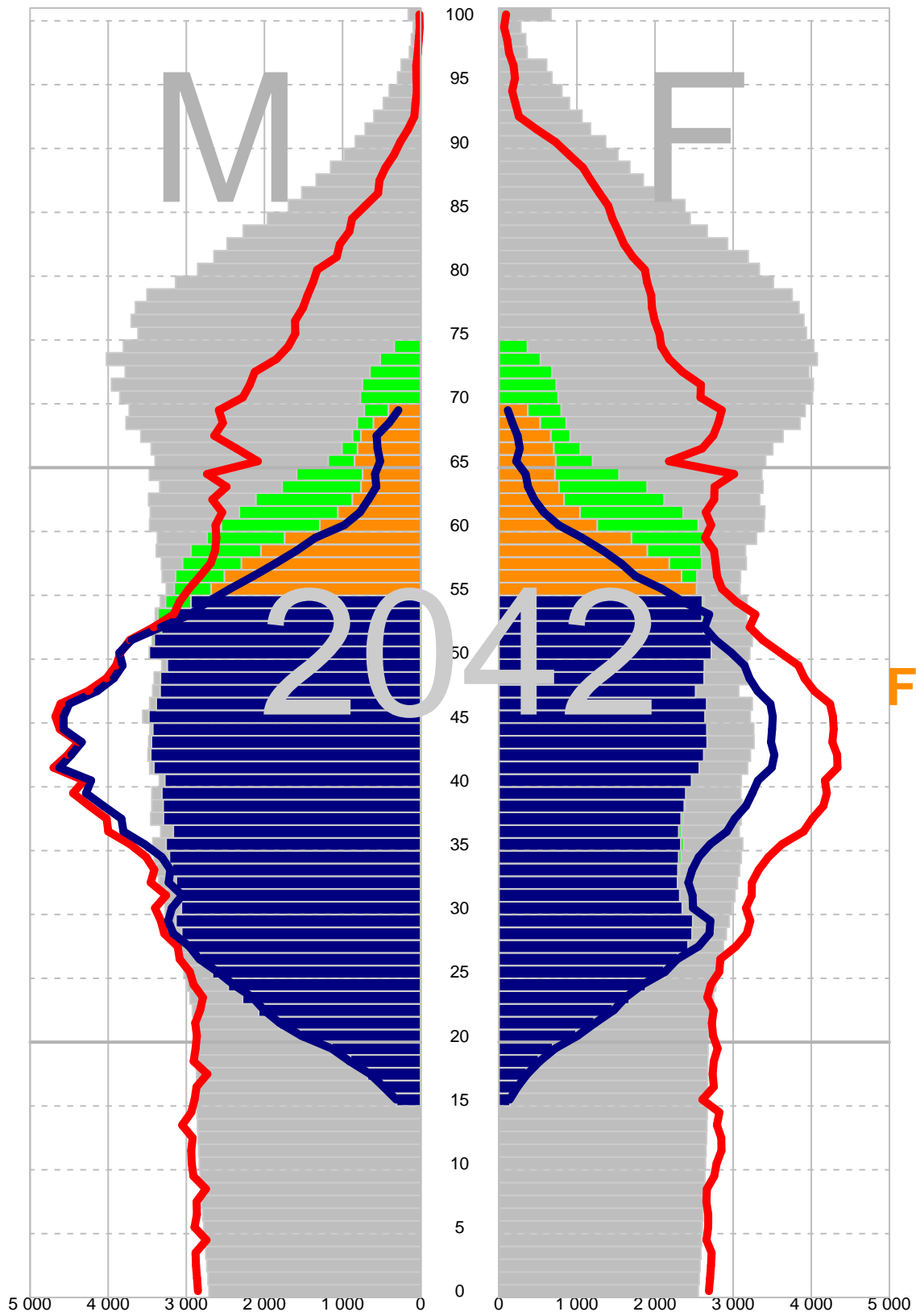
FL over 55 / FL – Scenario(+5; 80%)



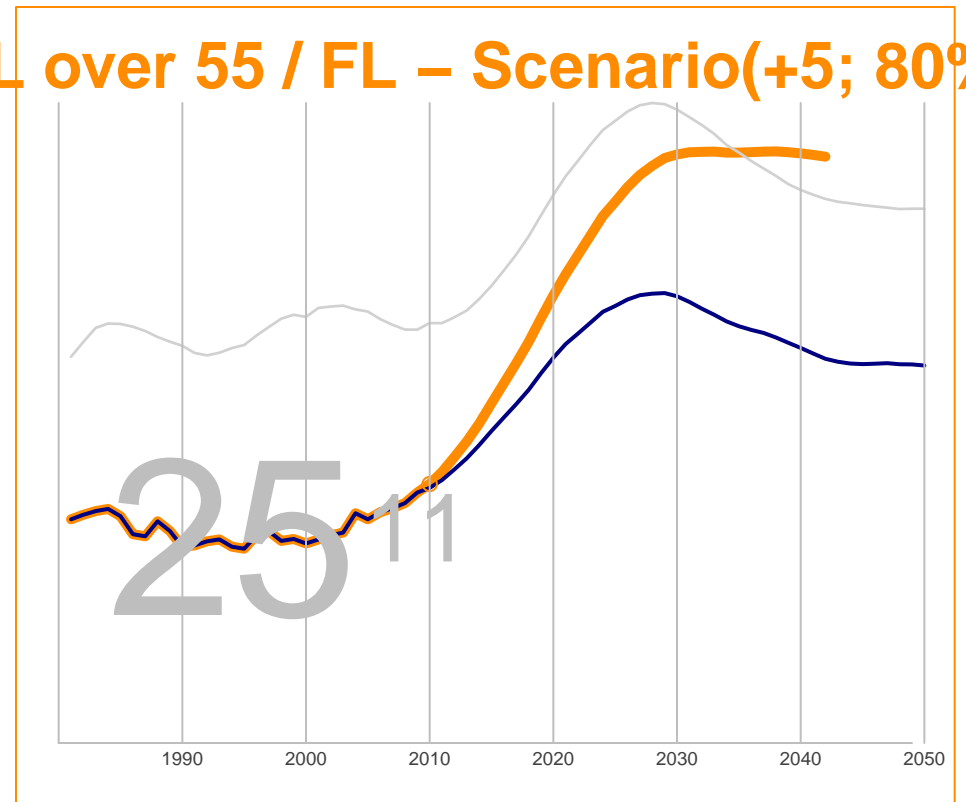


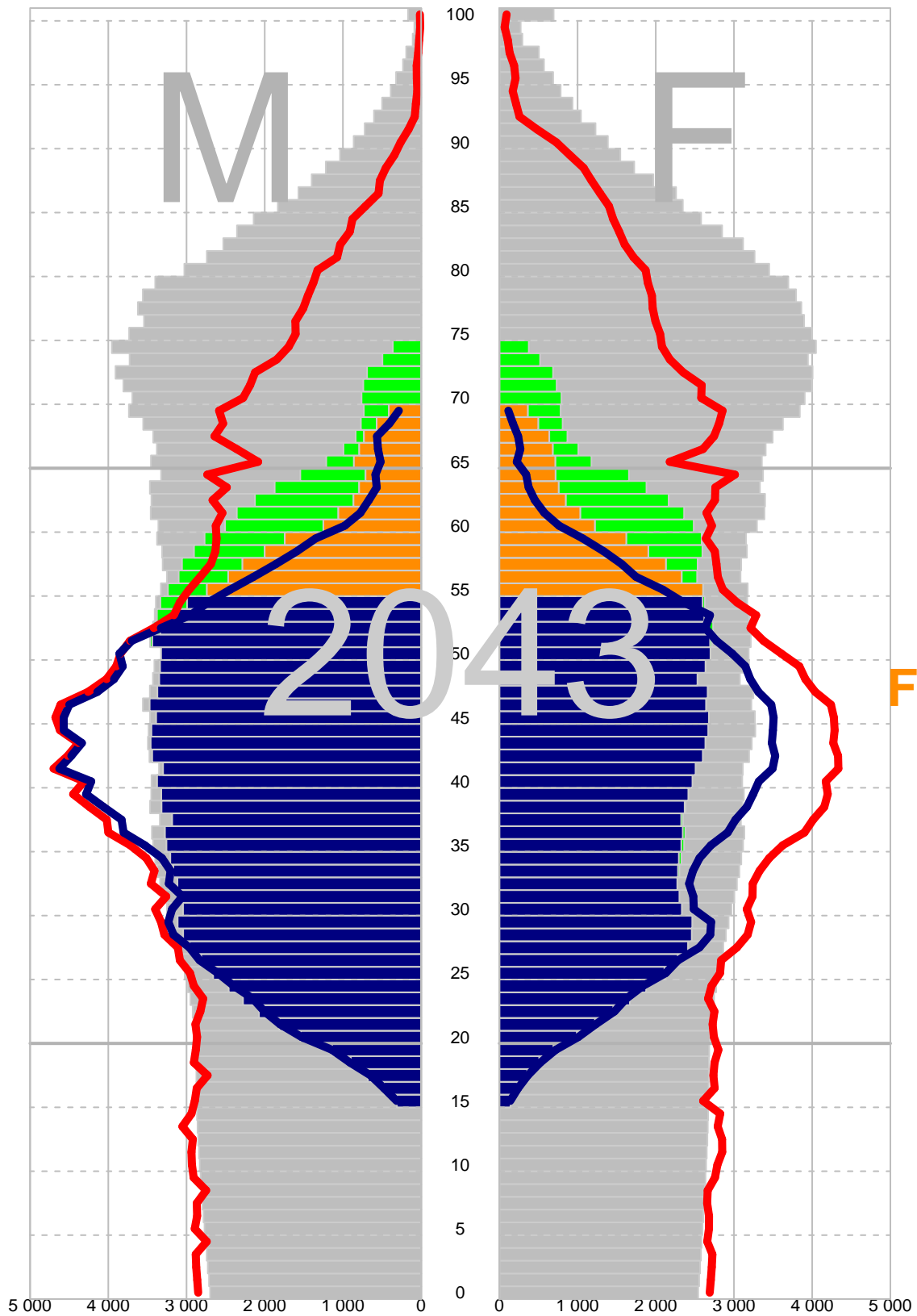
FL over 55 / FL – Scenario(+5; 80%)



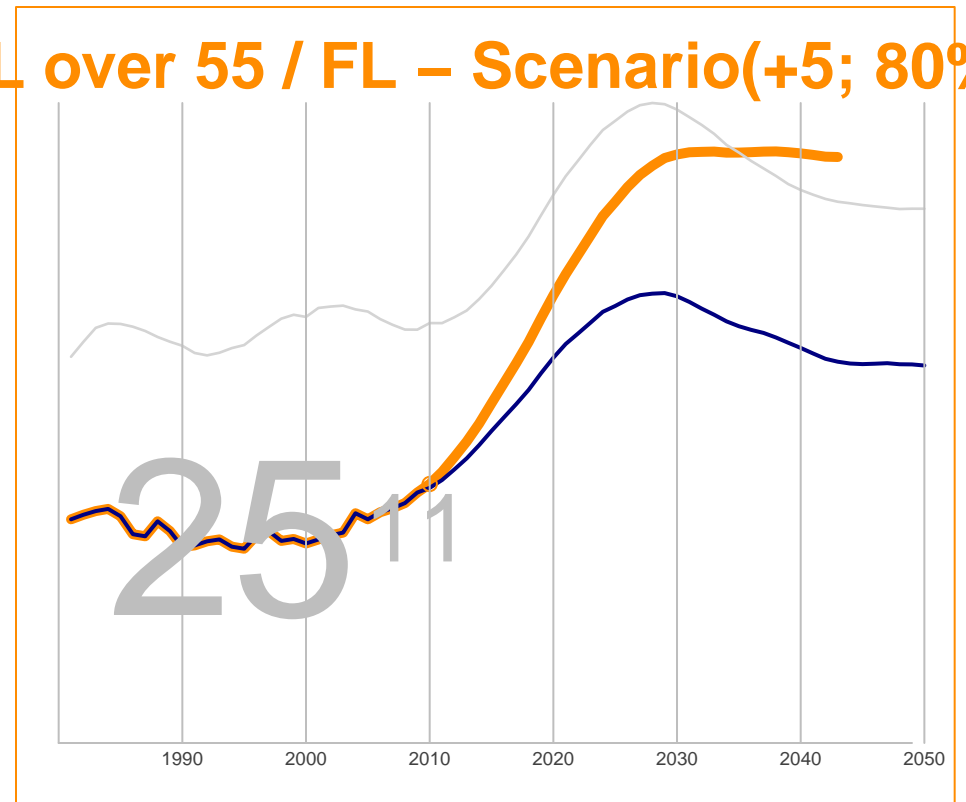


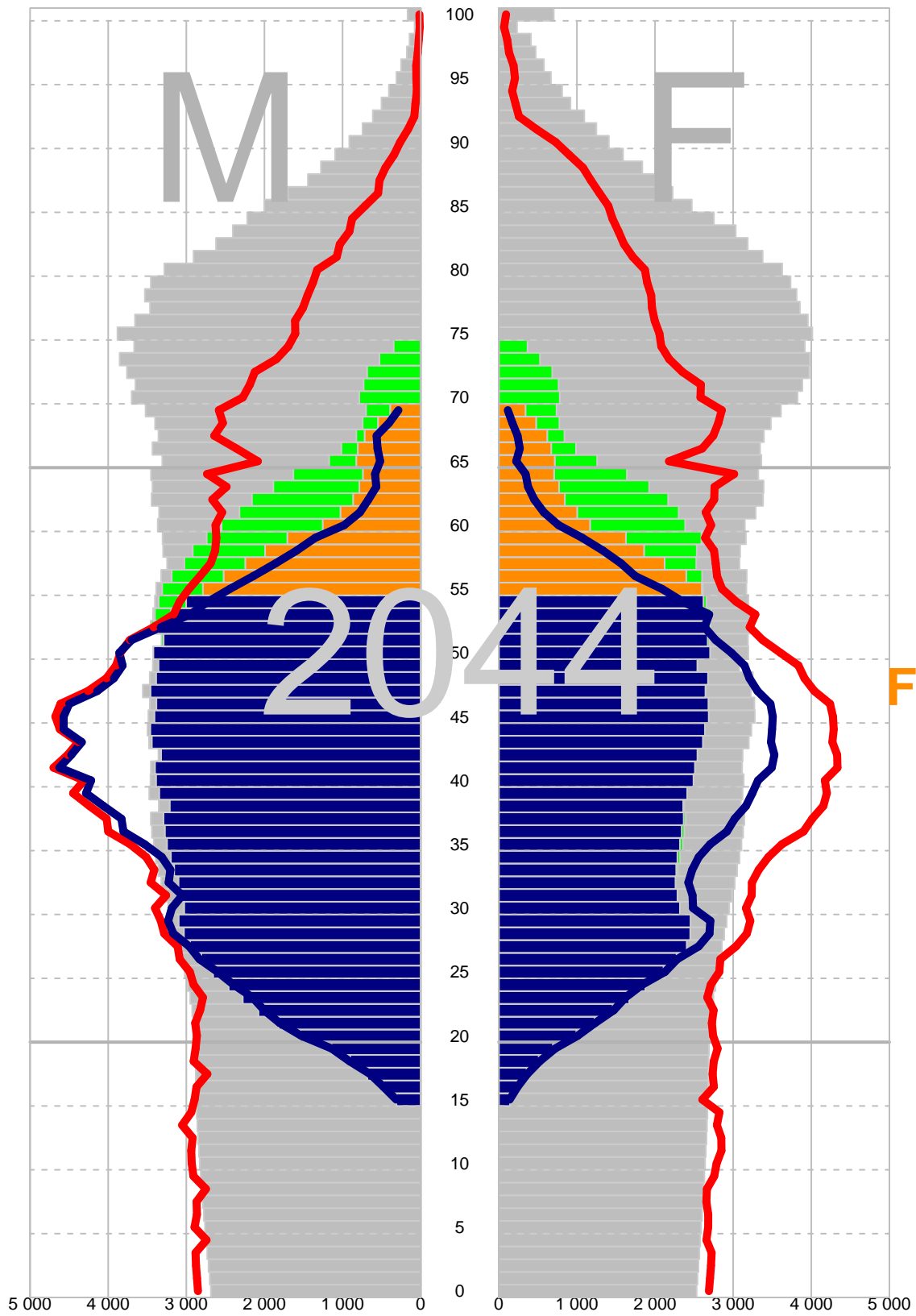
FL over 55 / FL – Scenario(+5; 80%)



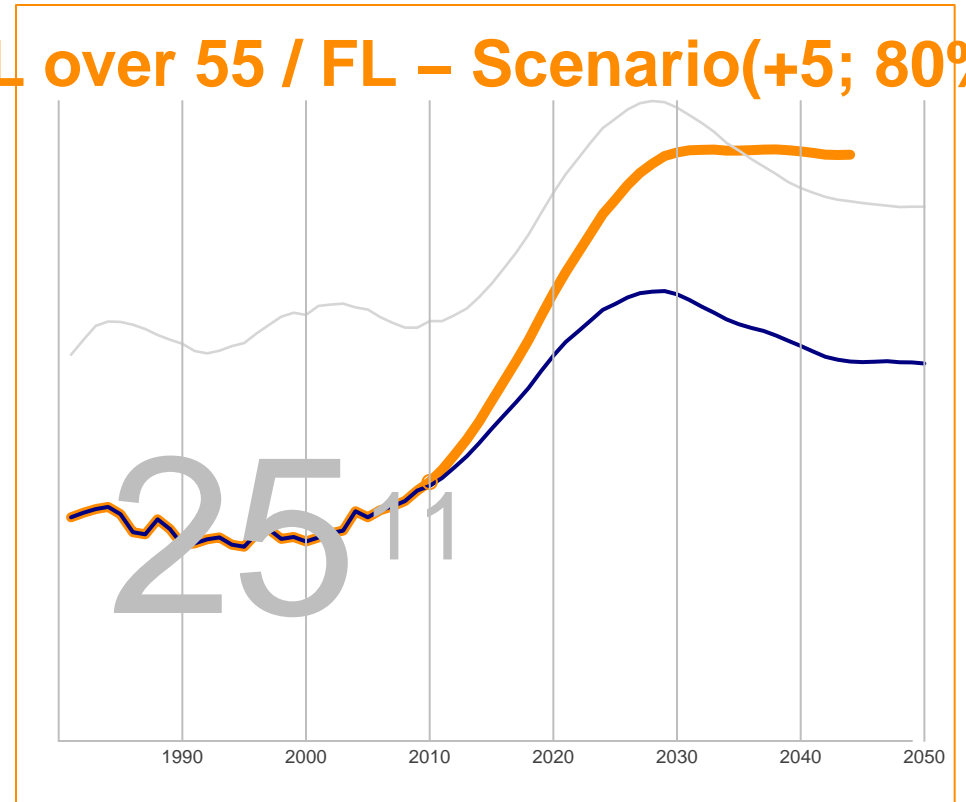


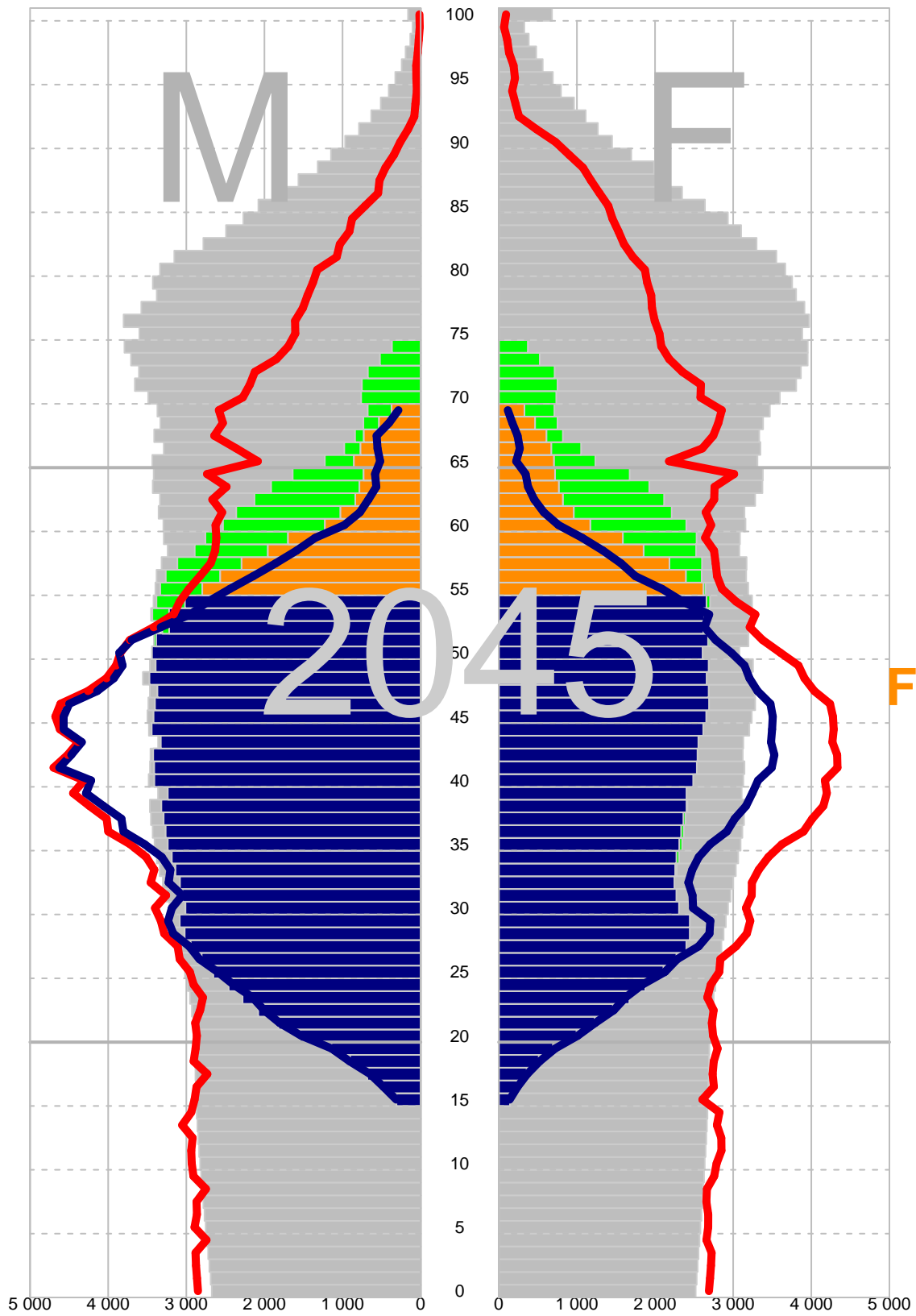
FL over 55 / FL – Scenario(+5; 80%)



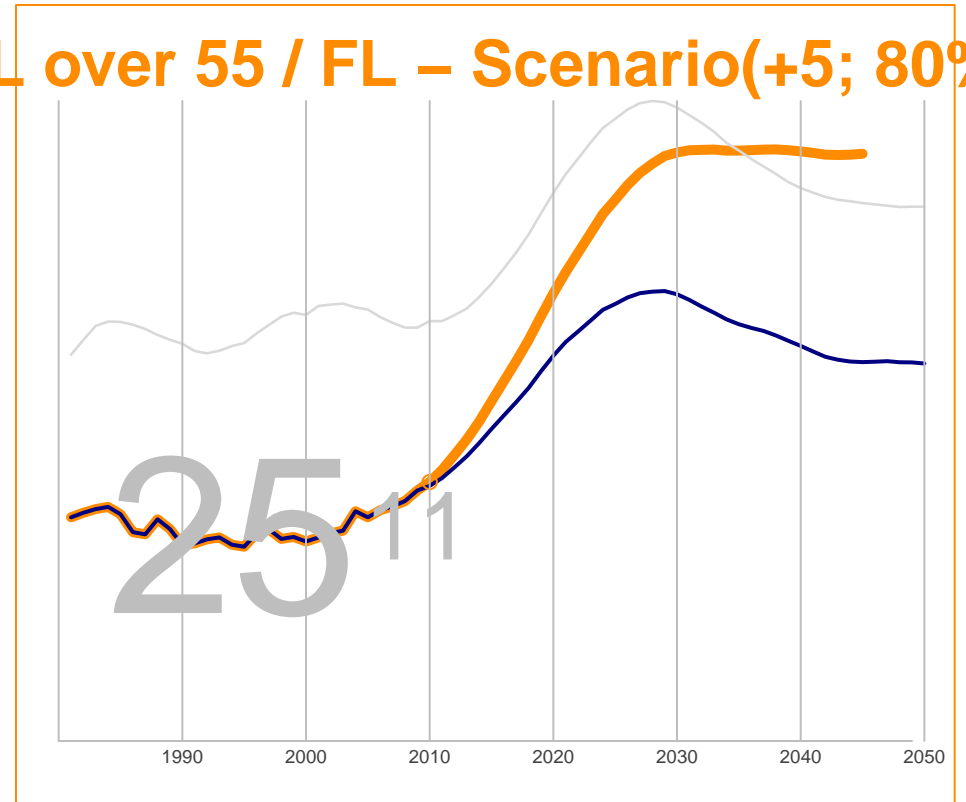


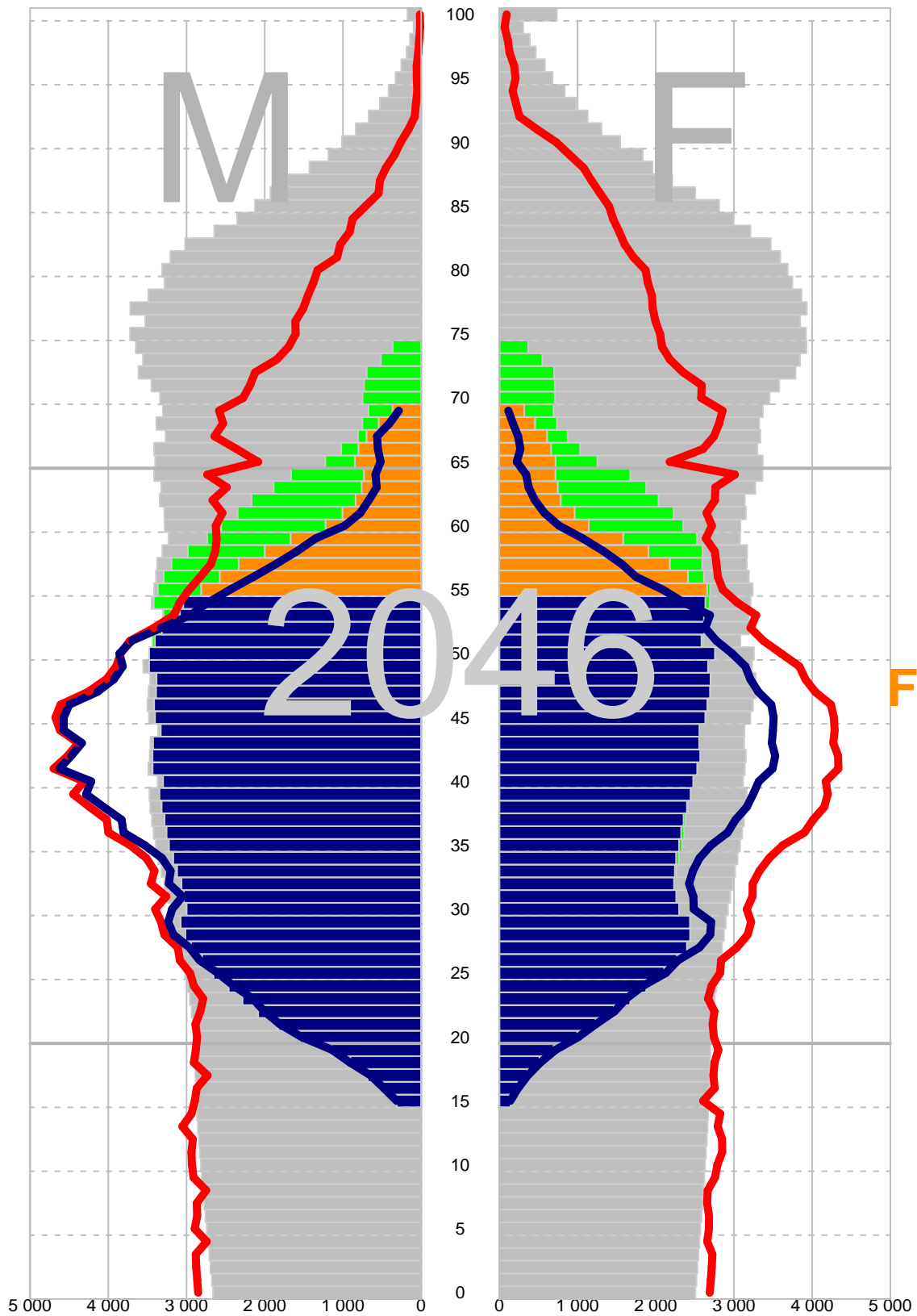
FL over 55 / FL – Scenario(+5; 80%)



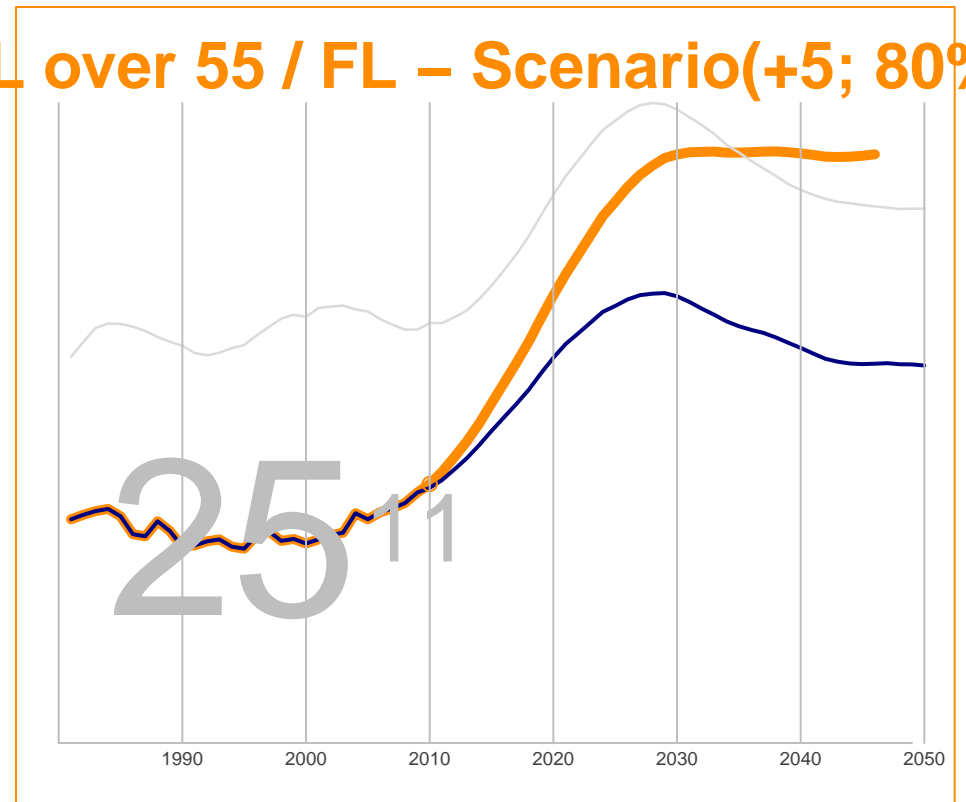


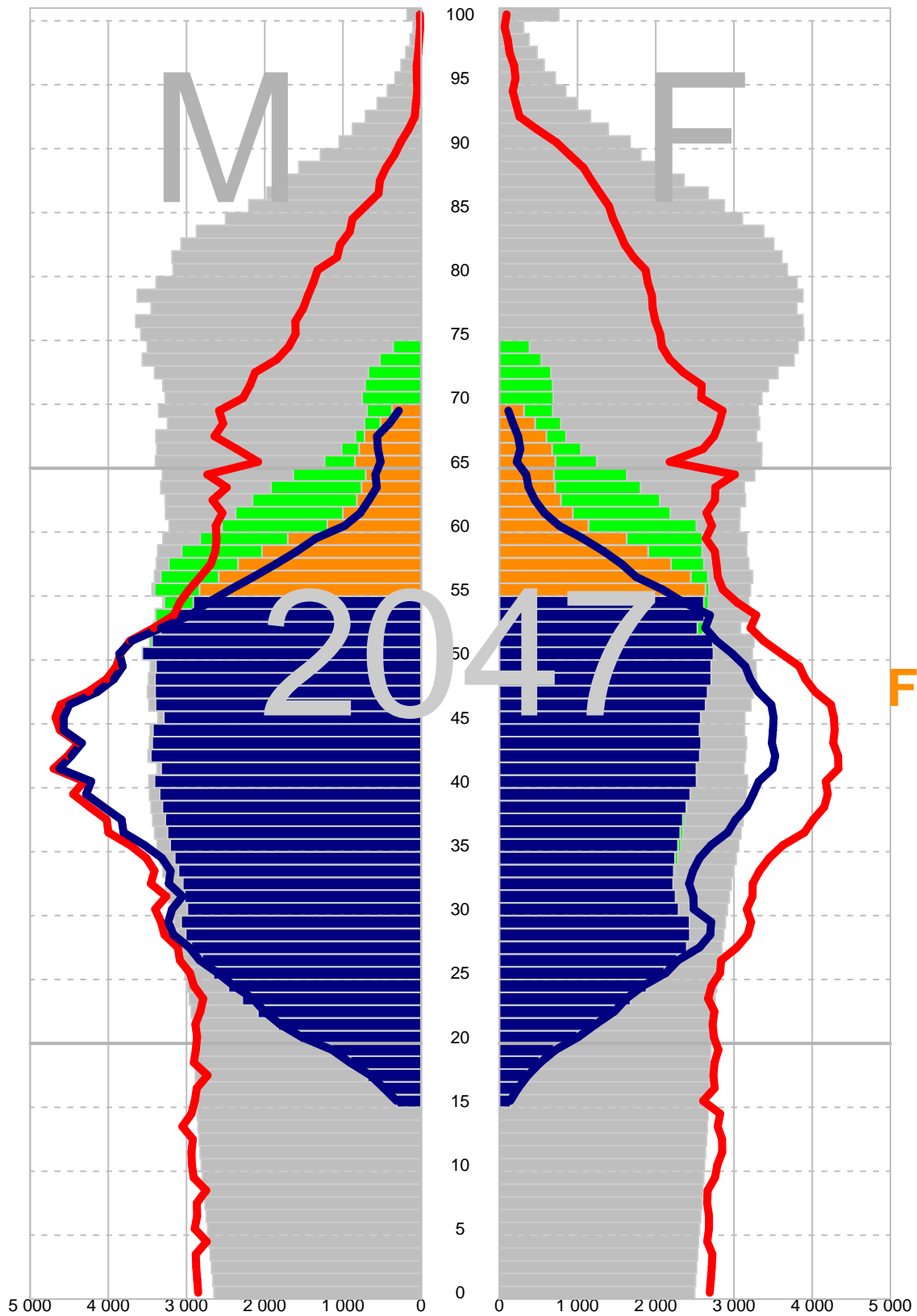
FL over 55 / FL – Scenario(+5; 80%)



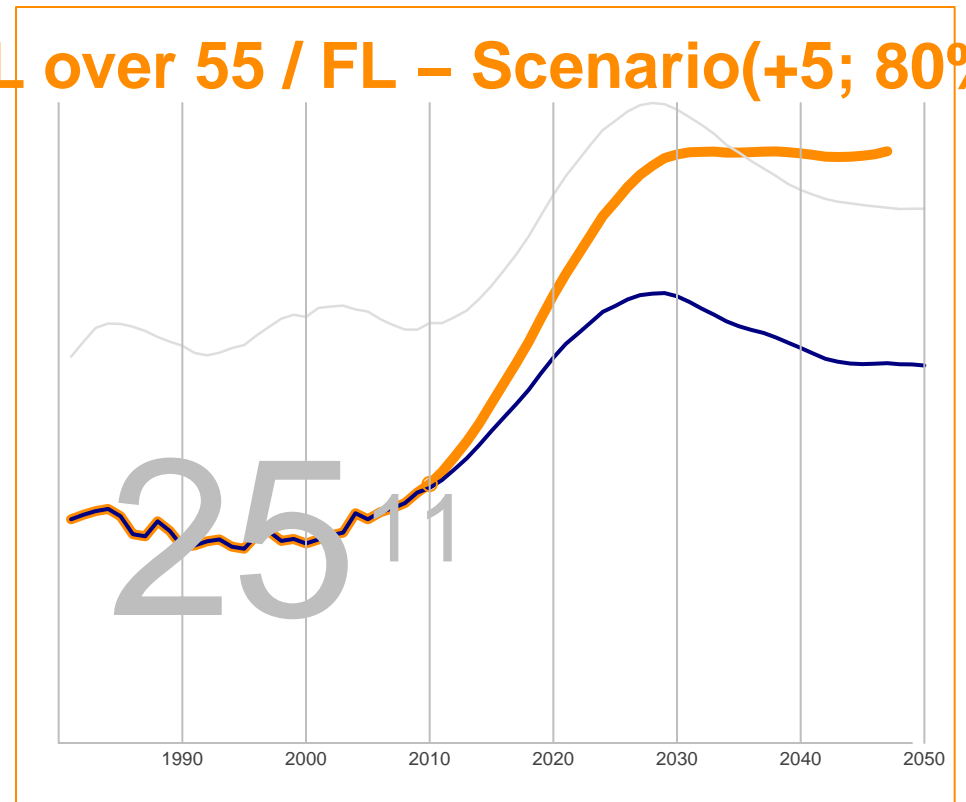


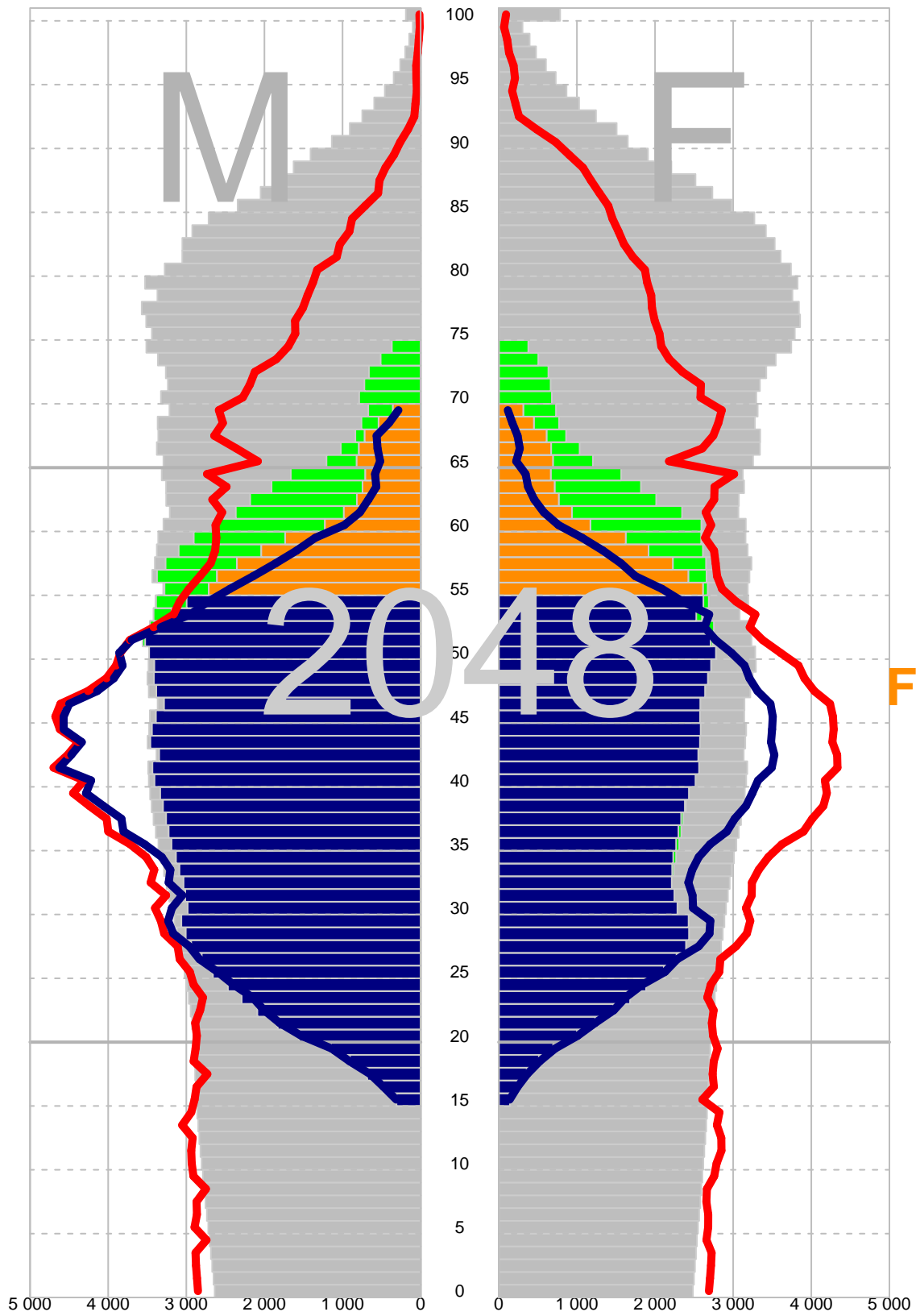
FL over 55 / FL – Scenario(+5; 80%)



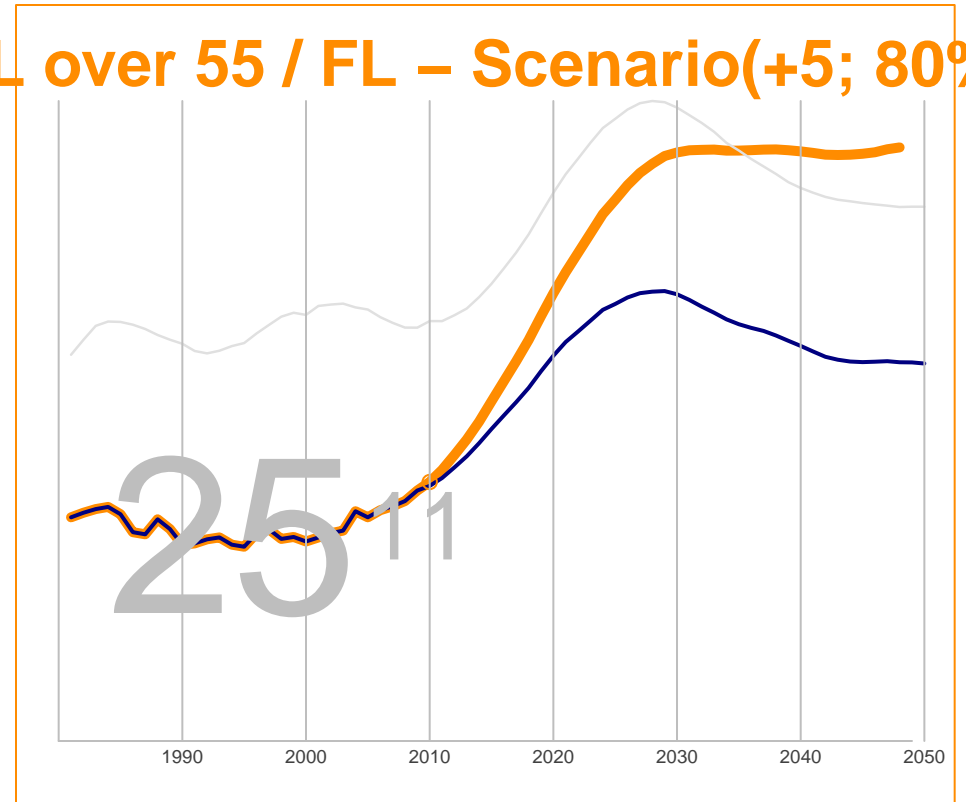


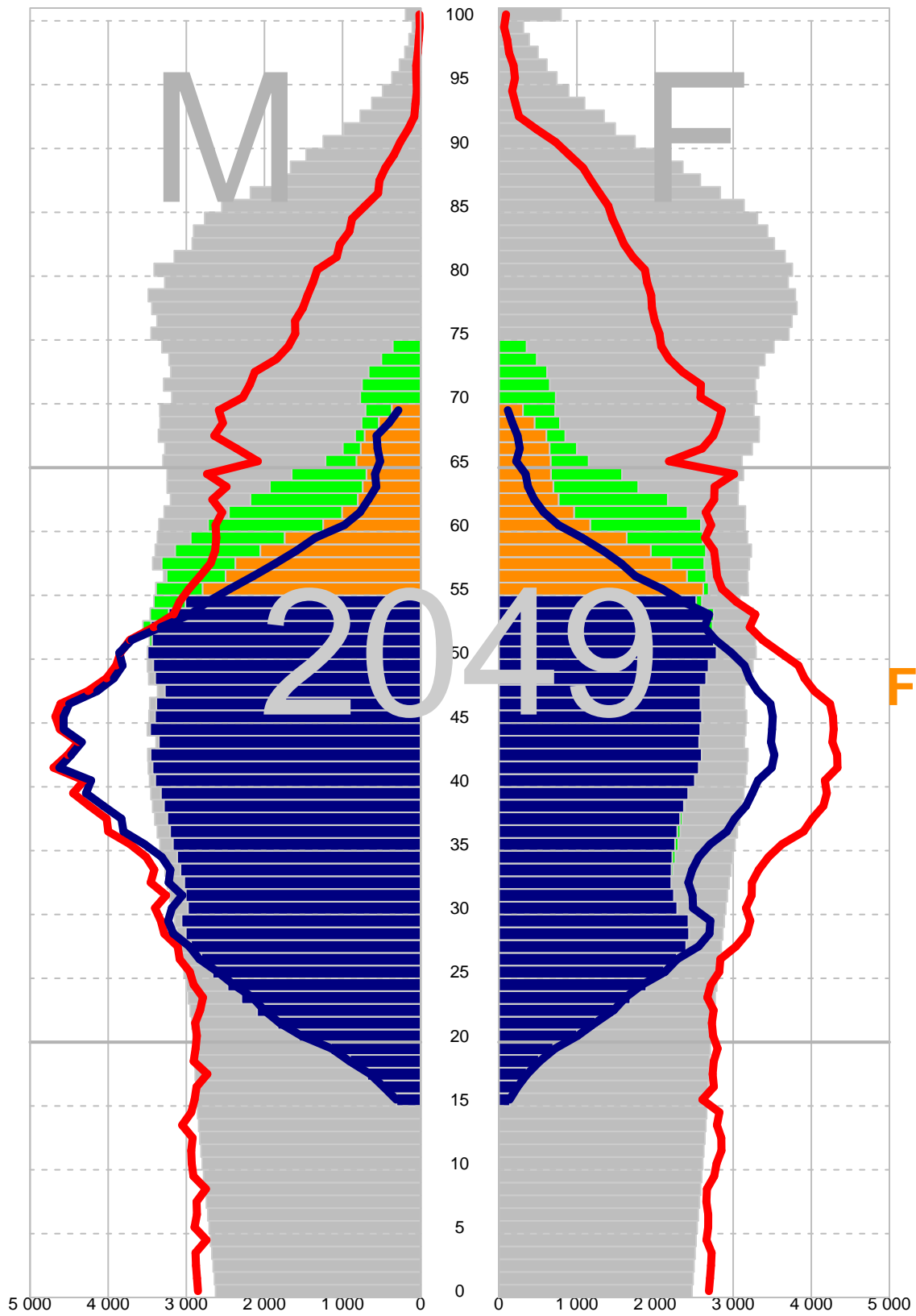
FL over 55 / FL – Scenario(+5; 80%)



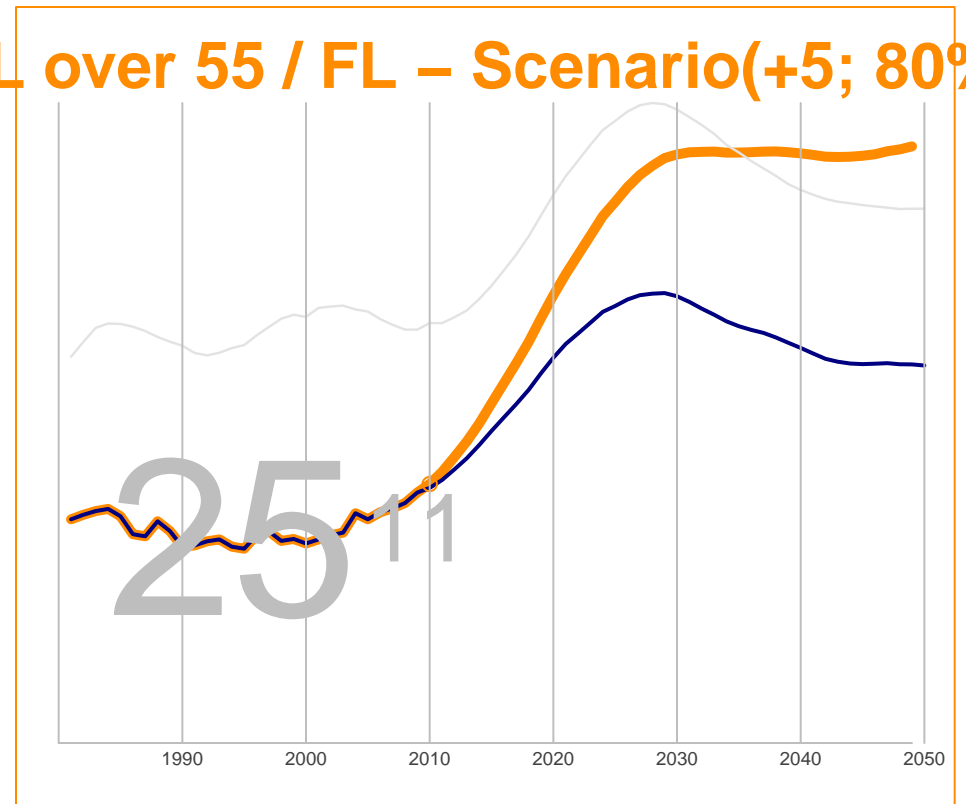


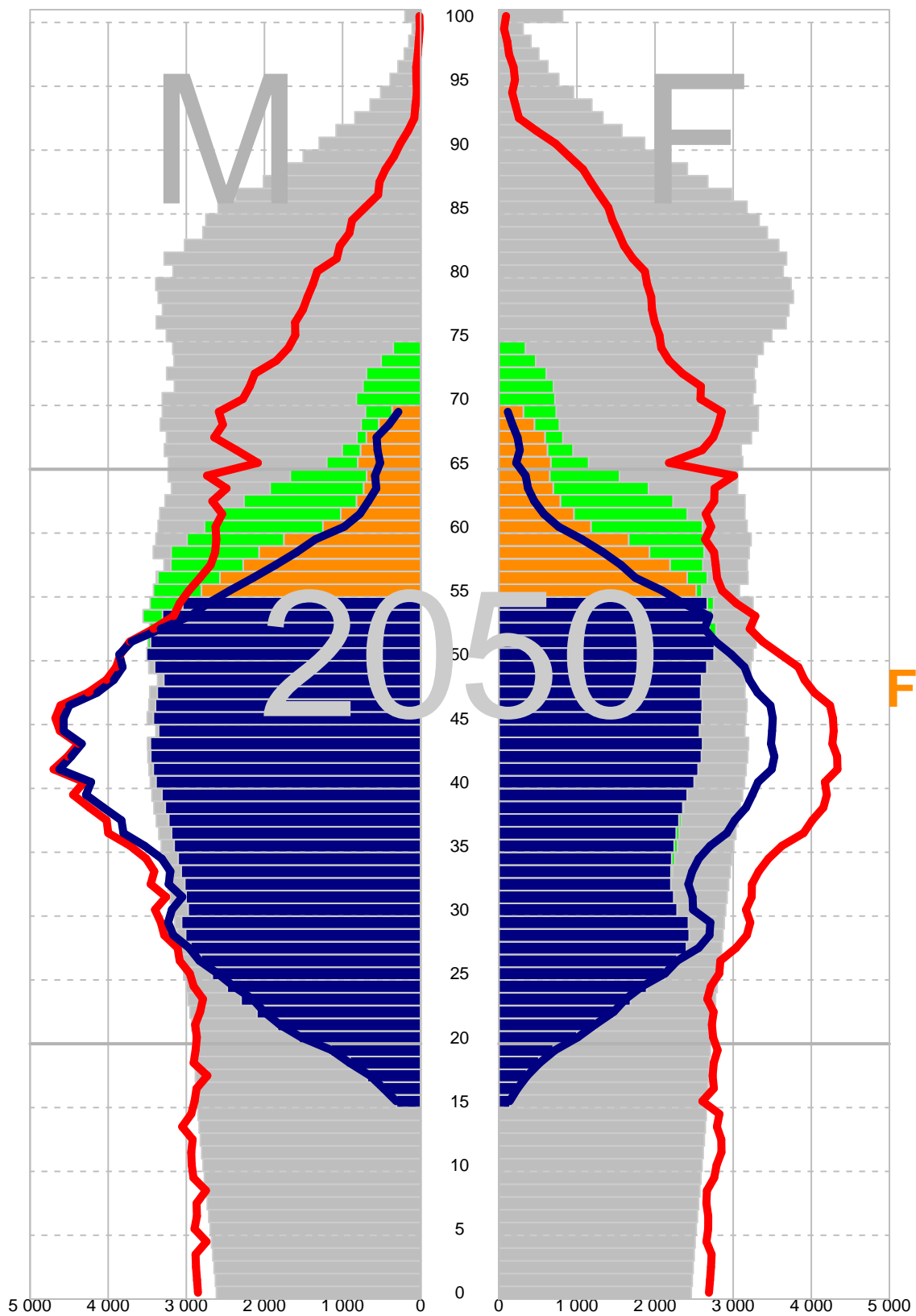
FL over 55 / FL – Scenario(+5; 80%)



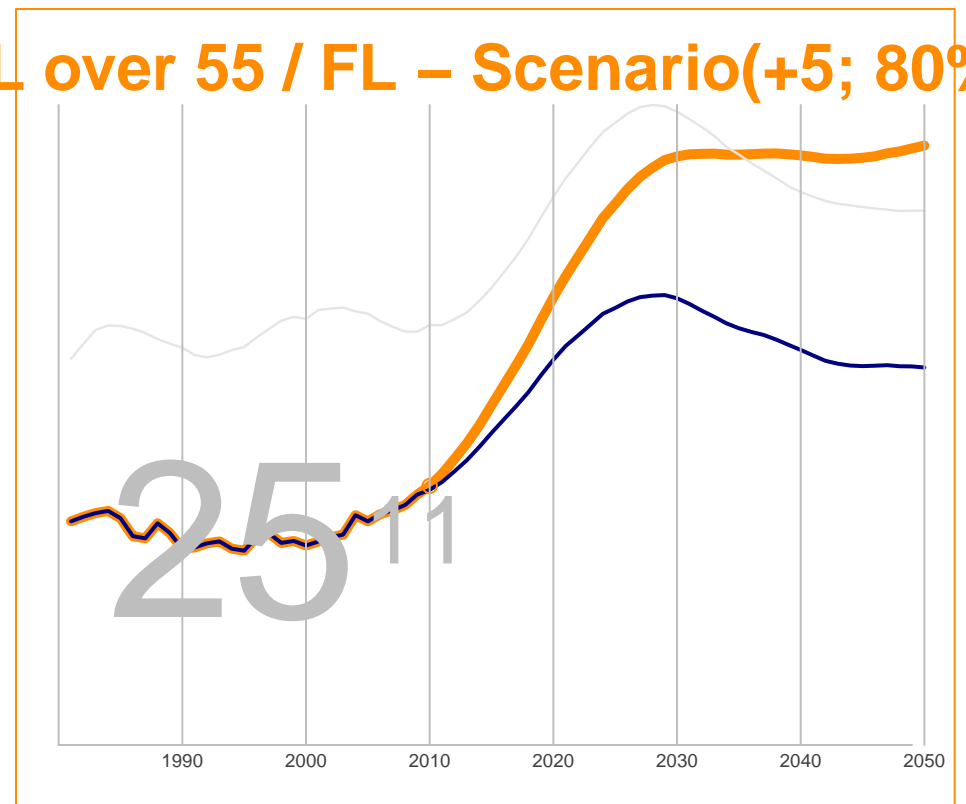


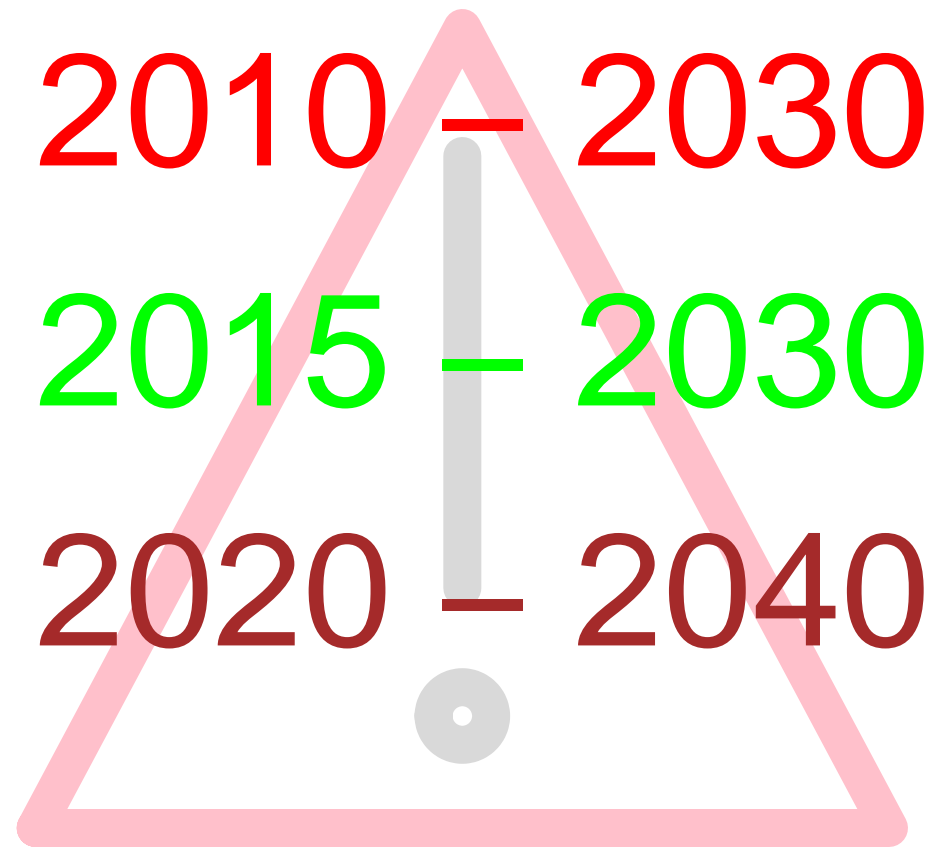
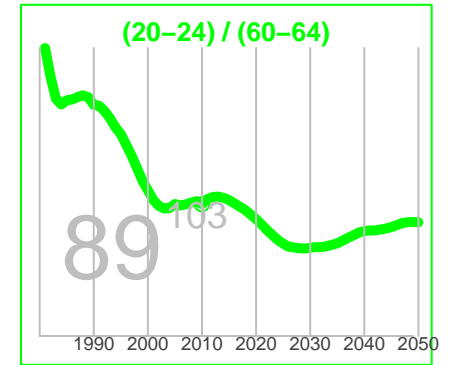
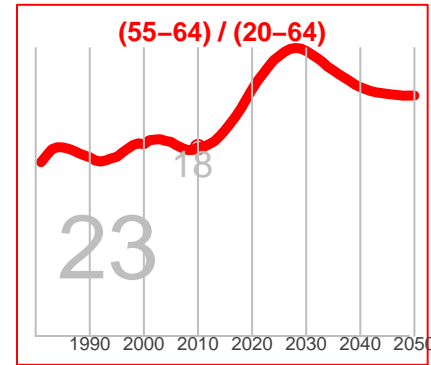
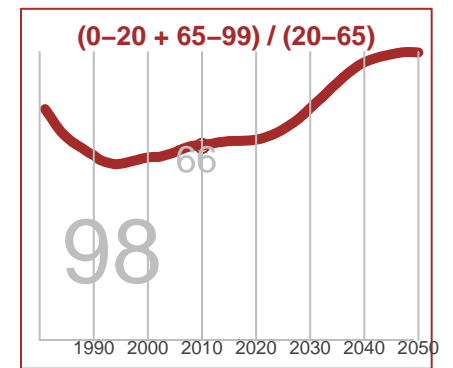
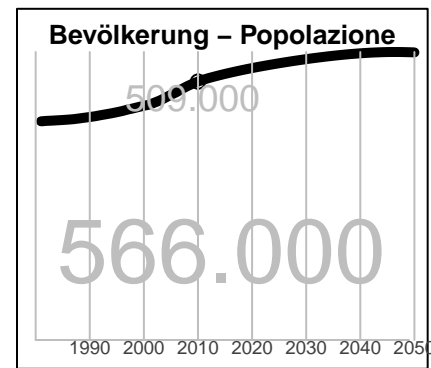
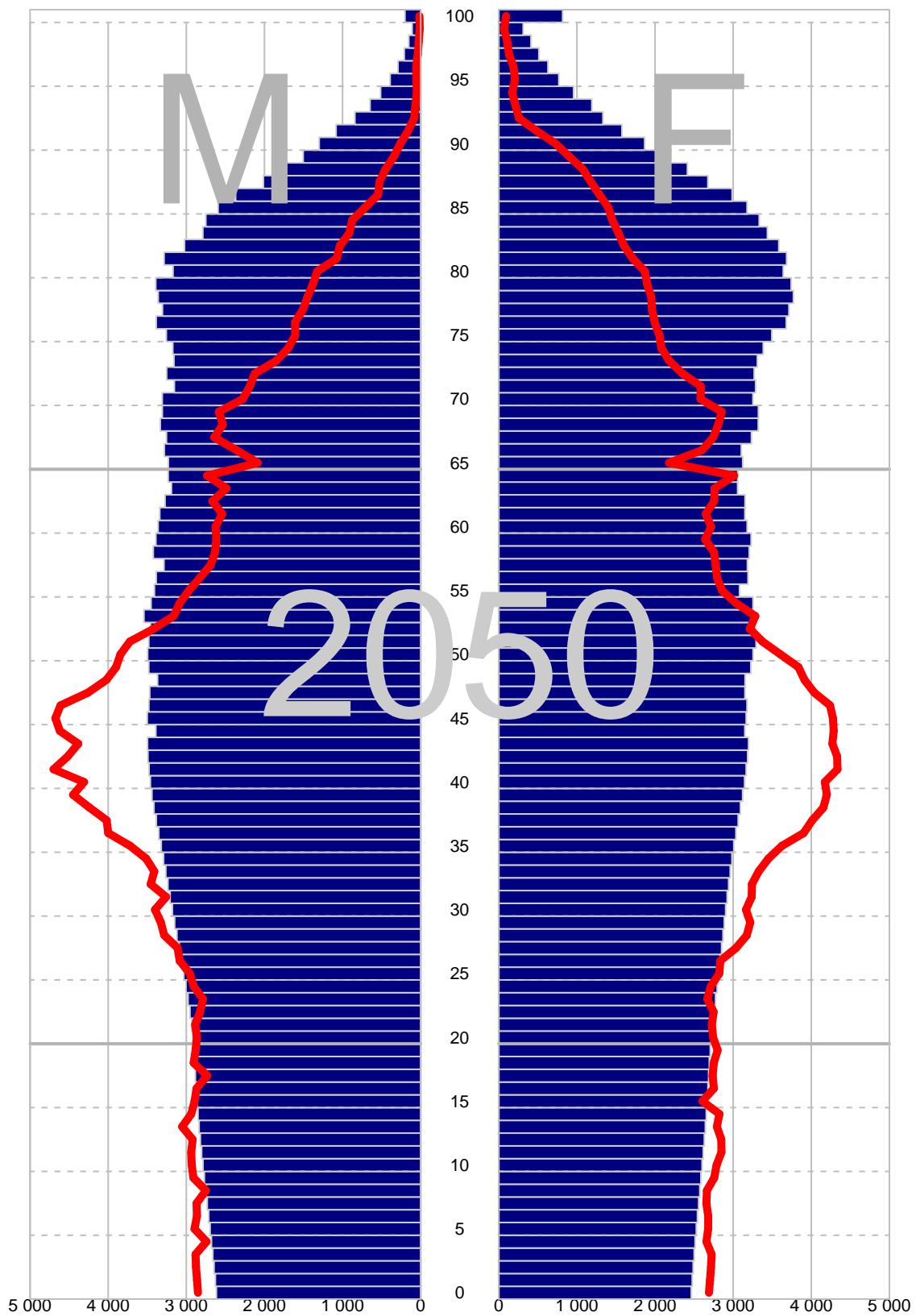
FL over 55 / FL – Scenario(+5; 80%)





FL over 55 / FL – Scenario(+5; 80%)





Schon ab jetzt beginnt der Anteil der älteren Beschäftigten zu steigen und wird in 15 bis 20 Jahren noch nie da gewesene Werte erreichen

Der Anteil nicht-beschäftigter Personen je Personen im arbeitsfähigen Alter wird weiterhin ansteigen, aber in 10-15 Jahren wird eine Beschleunigung stattfinden

Fin da adesso la percentuale di over-55 nella popolazione in età lavorativa crescerà attestandosi tra 15-20 anni su valori mai visti

La crescita del rapporto tra popolazione in età lavorativa (retribuita o meno) e coloro ancora in formazione o già in pensione subirà una accelerazione tra 10-15 anni

Mehr ältere Beschäftigte

- Risikoberufe: Kindergärtnerinnen, Fliesenleger (verlorene Erfahrungen)
- Gesetze anpassen: von Kinder- zur Elternbetreuung, längere Krankheiten
- Organisationen anpassen: ältere Kindergärtnerinnen als Hilfen für die Jüngeren
- "Part-Time Renten": Fliesenleger, aber nur mehr für wenige Stunden

Sehr alte Bevölkerung

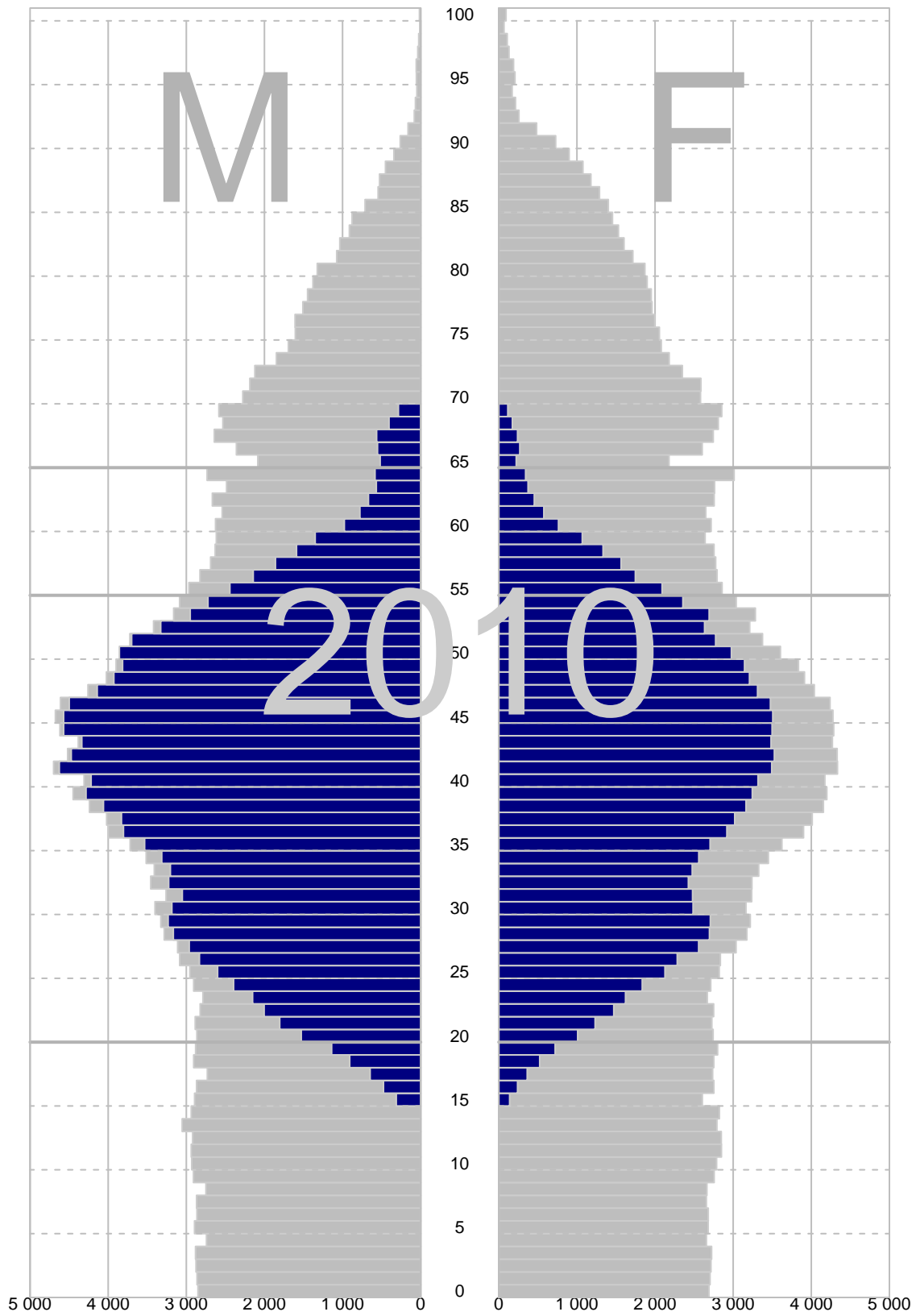
- Soziale Kosten -> Arbeitskosten
- Frauen: Arbeitsmarkt und ältere Familienangehörige streiten sich darum
- Ausländische Haushaltshilfen (welche Länder haben nicht diese Probleme?)

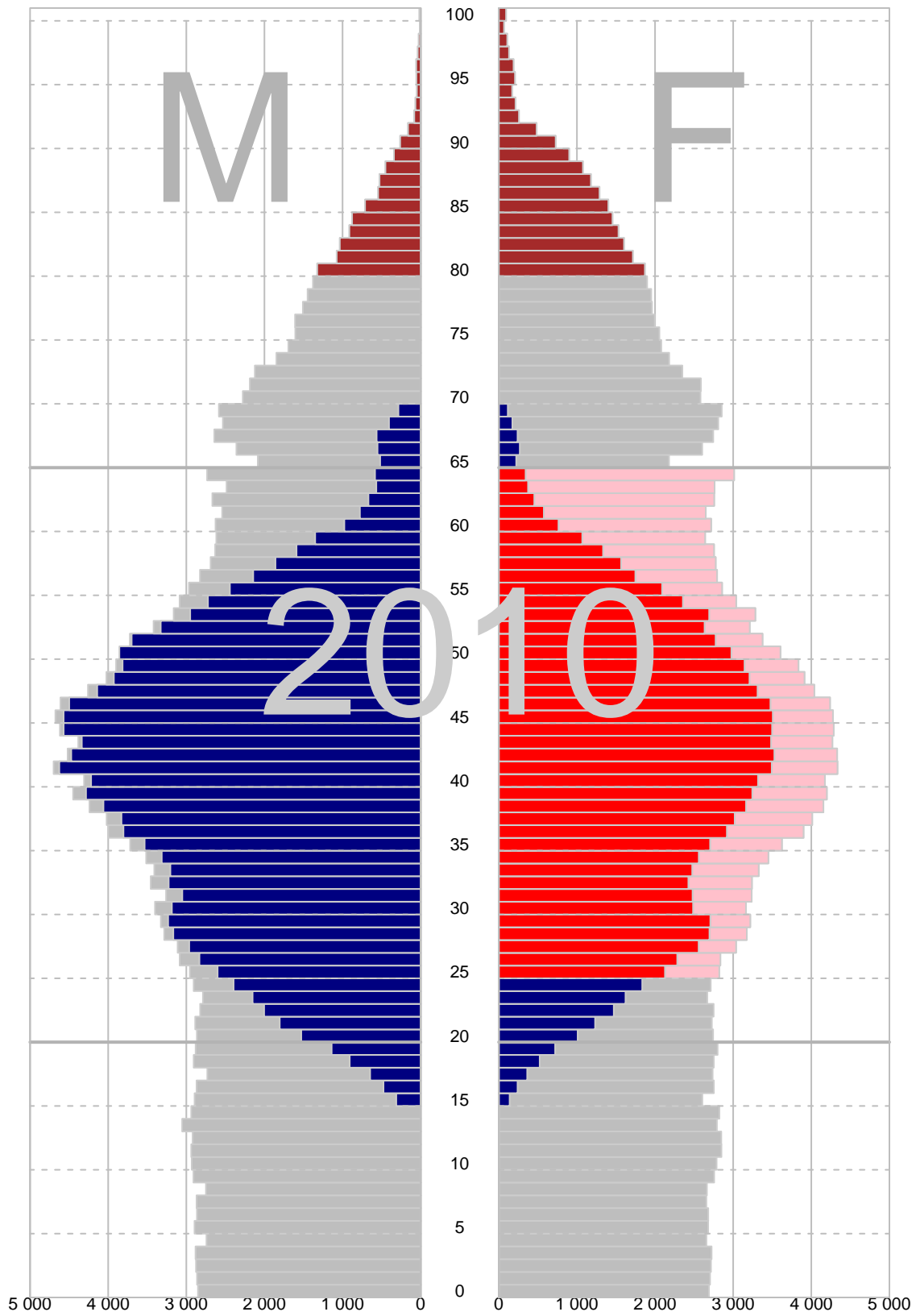
Aumento di lavoratori anziani

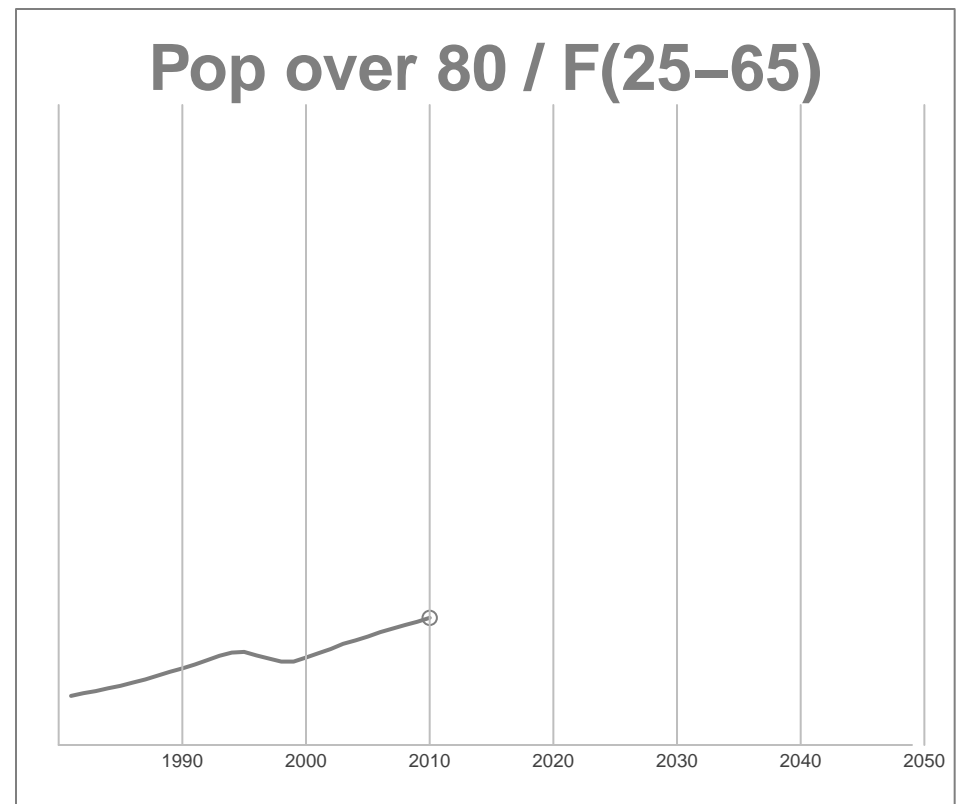
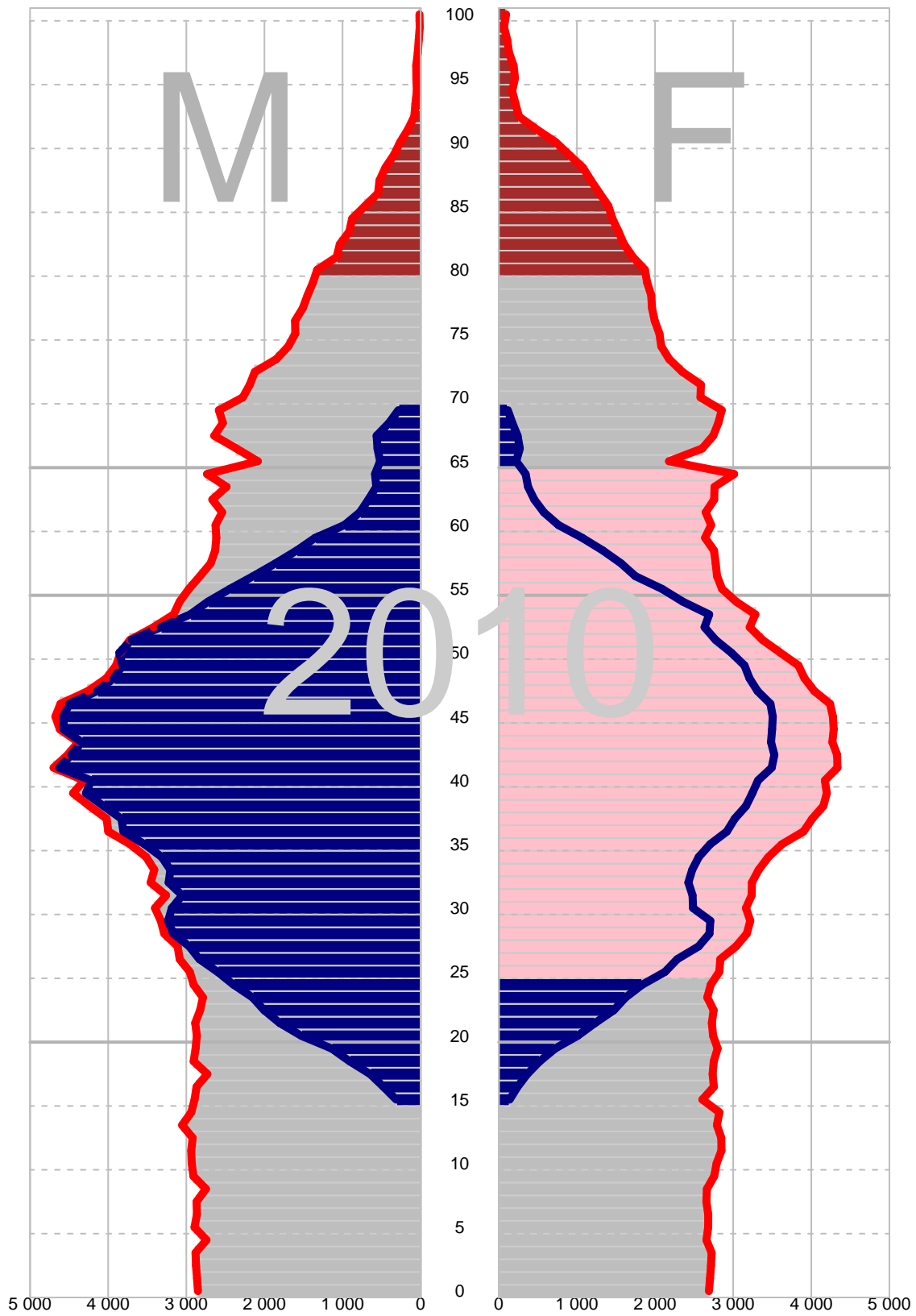
- professioni a rischio: maestre d'asilo, piastrellisti (esperienze sprecate)
- adeguare normative: dalla cura dei figli alla cura dei genitori, malattie lunghe
- adeguare organizzazione: maestre d'asilo anziane come supporto alle giovani
- "pensionamento part-time": piastrellisti per poche ore

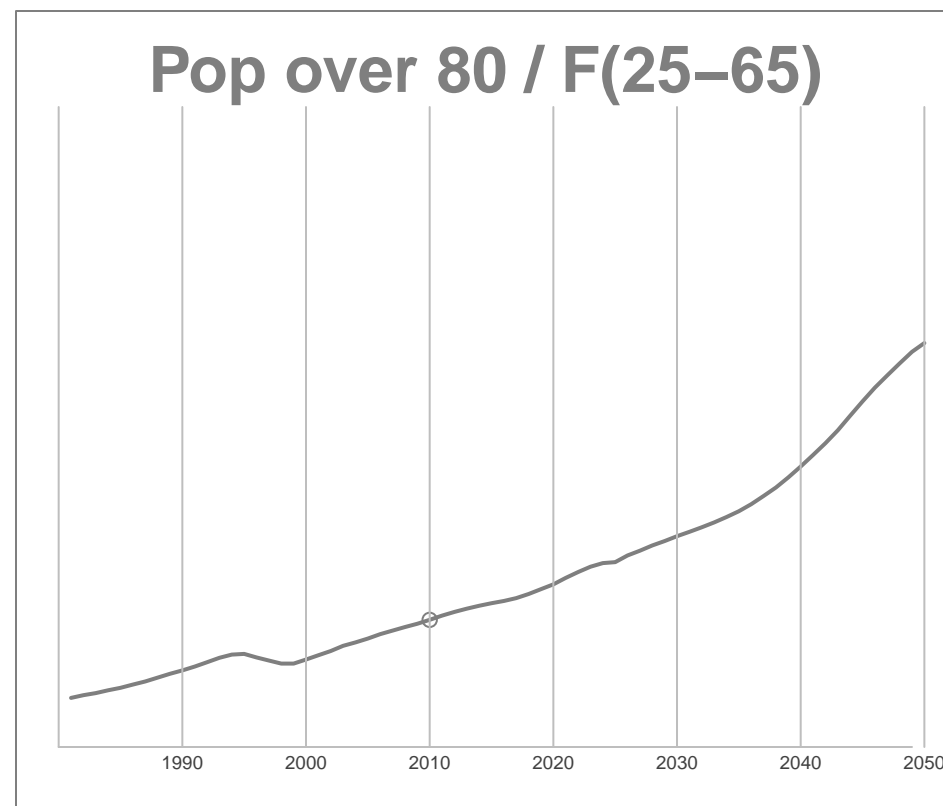
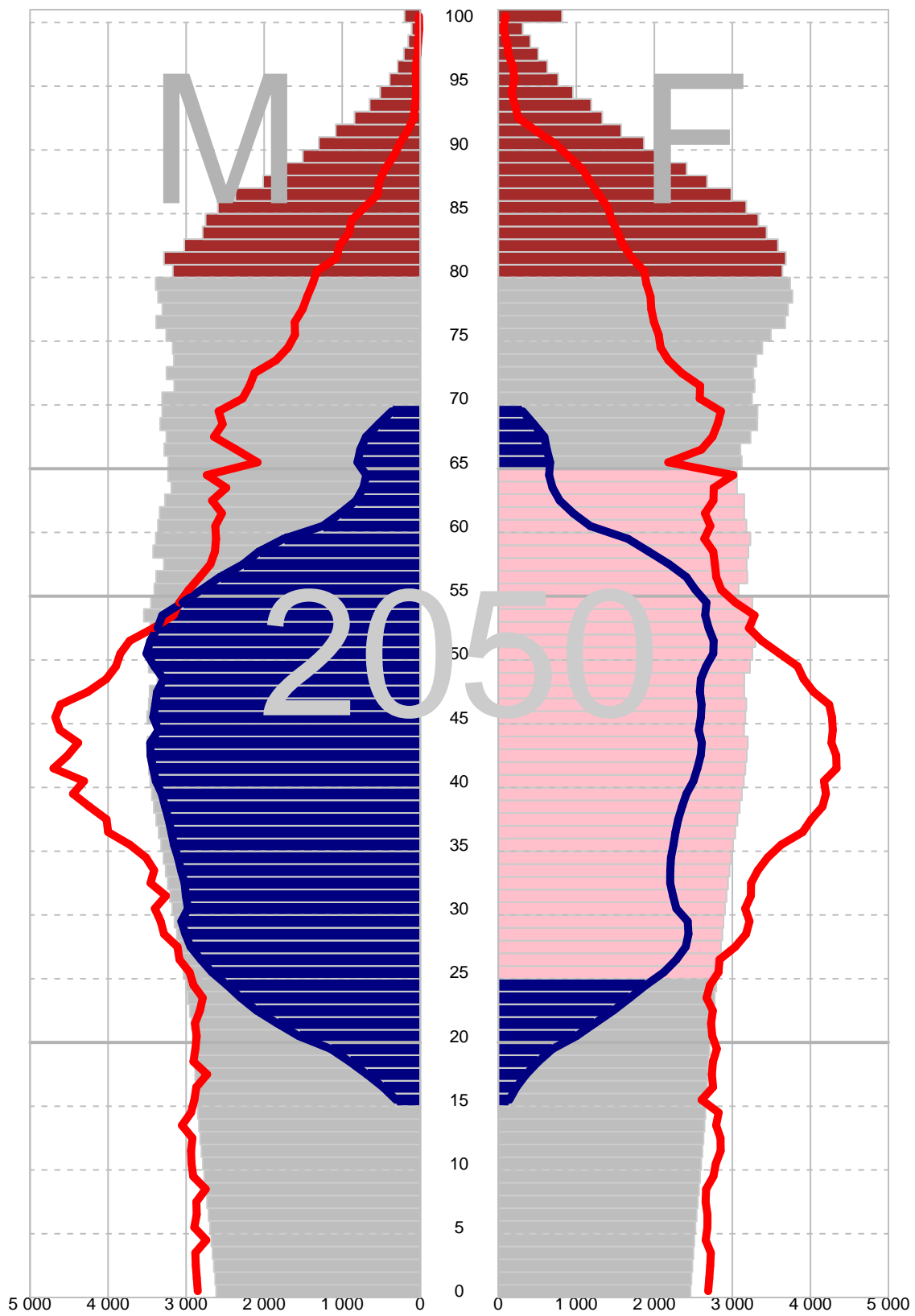
Popolazione molto anziana

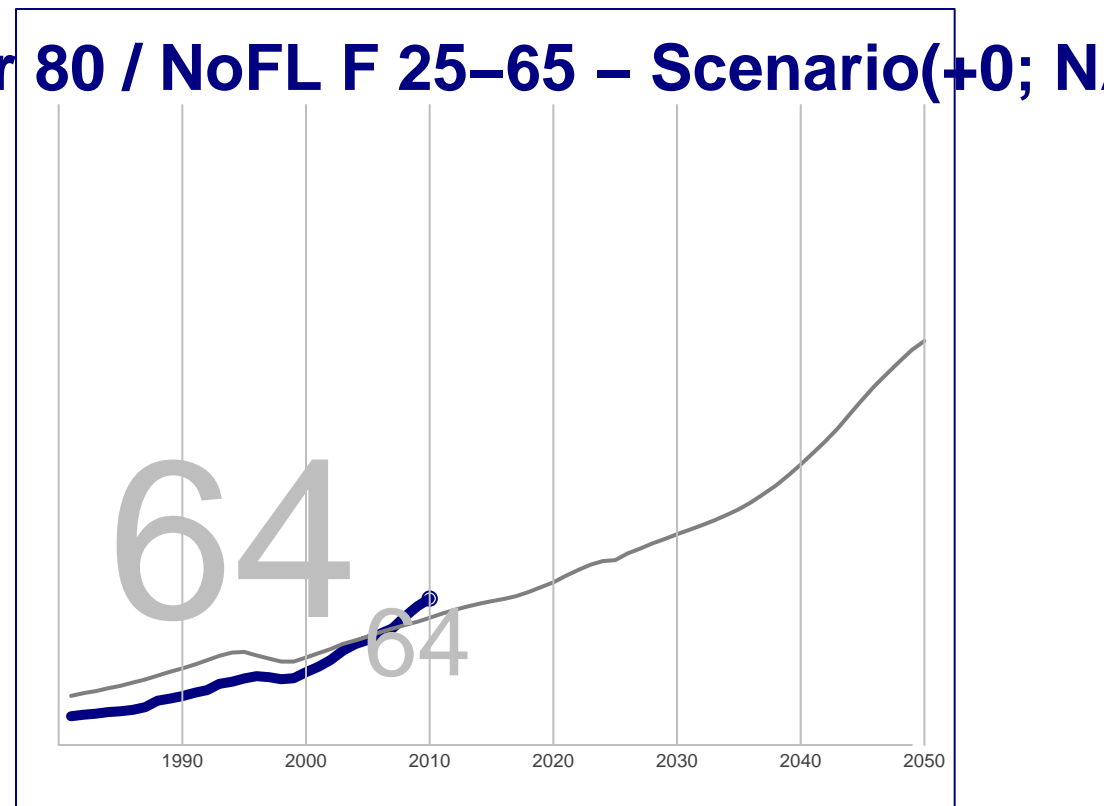
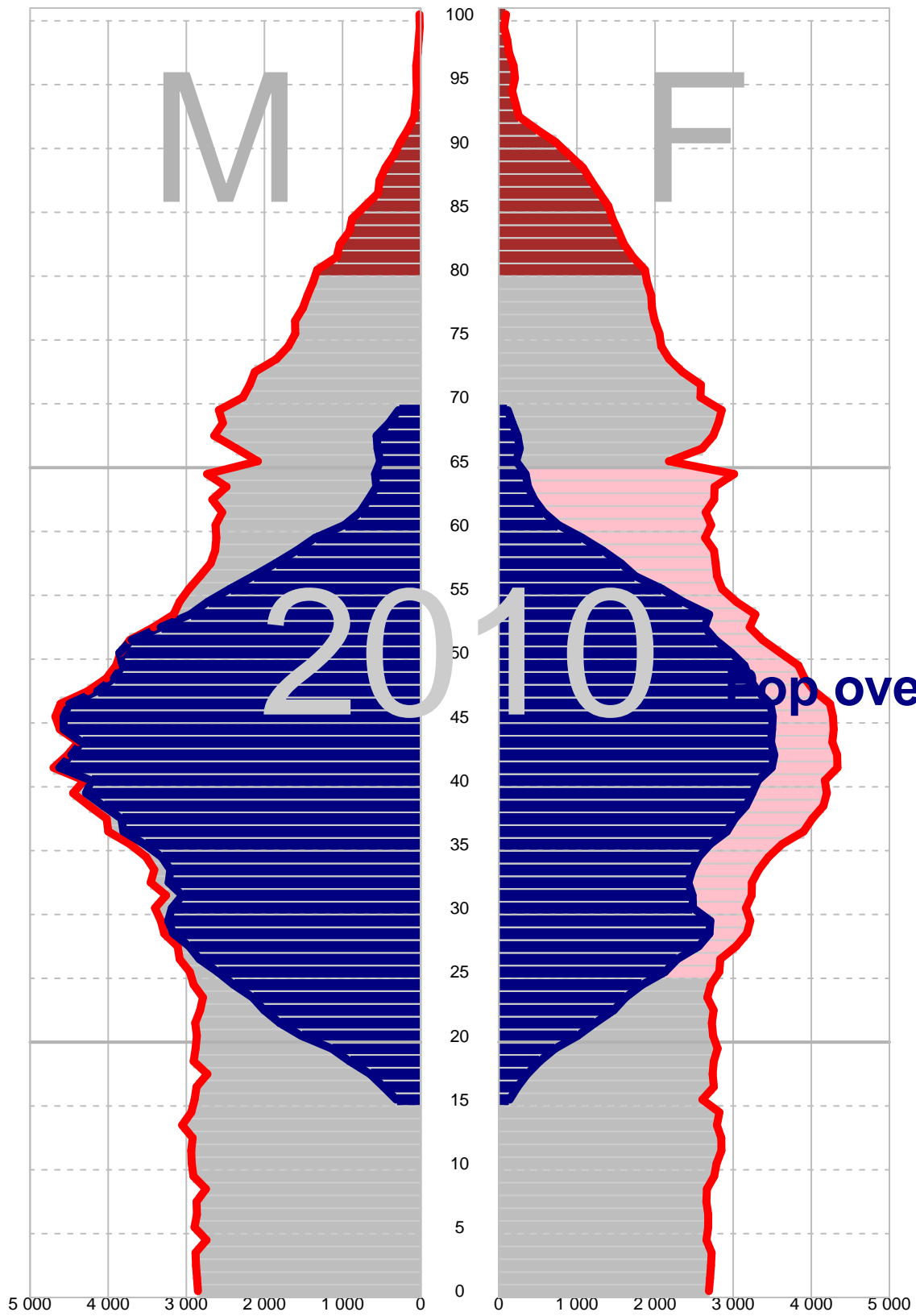
- costi sociali -> costo del lavoro
- donne: mercato del lavoro e i familiari anziani se le contendono
- badanti immigrate (da Paesi che non hanno lo stesso problema?)

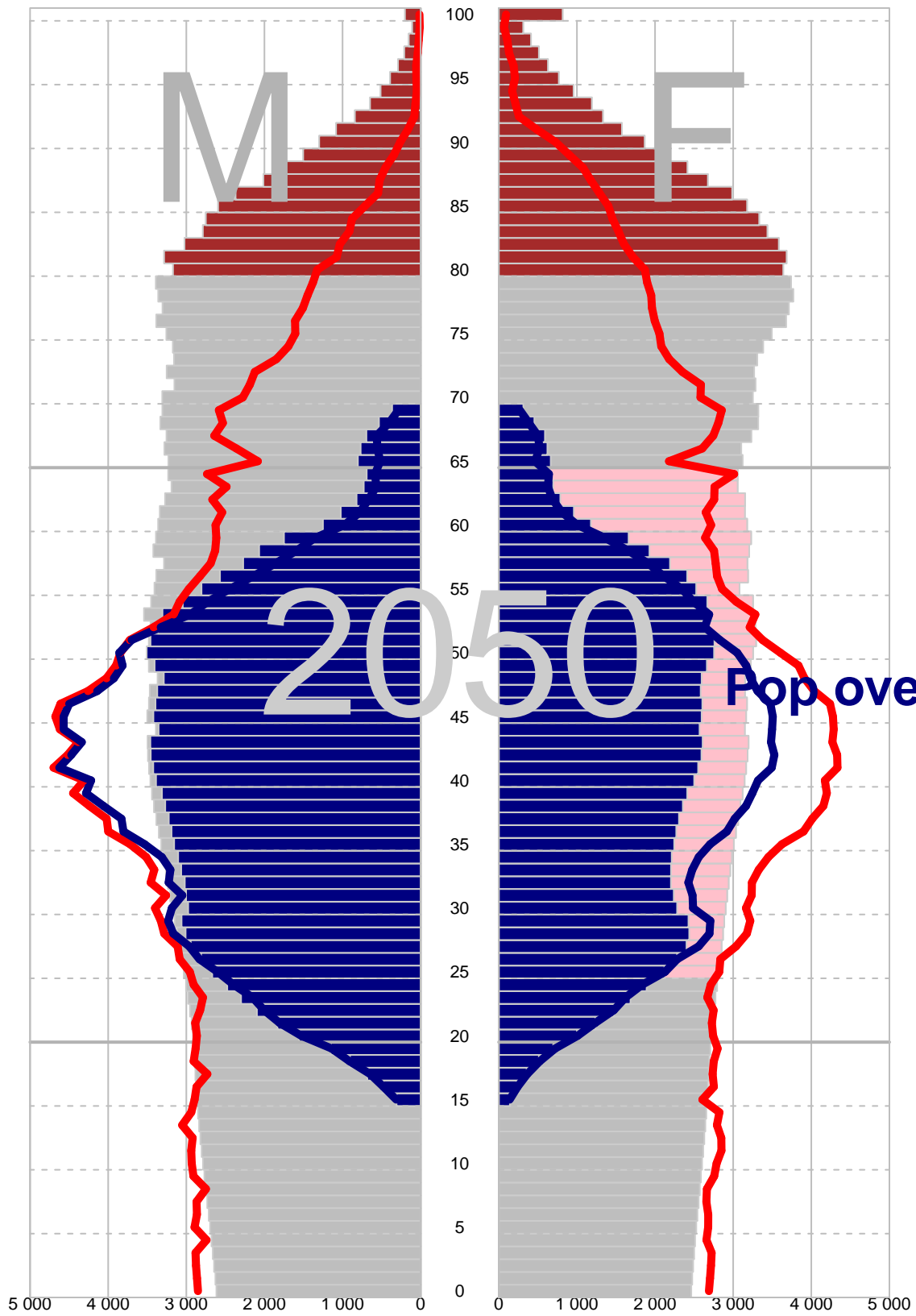




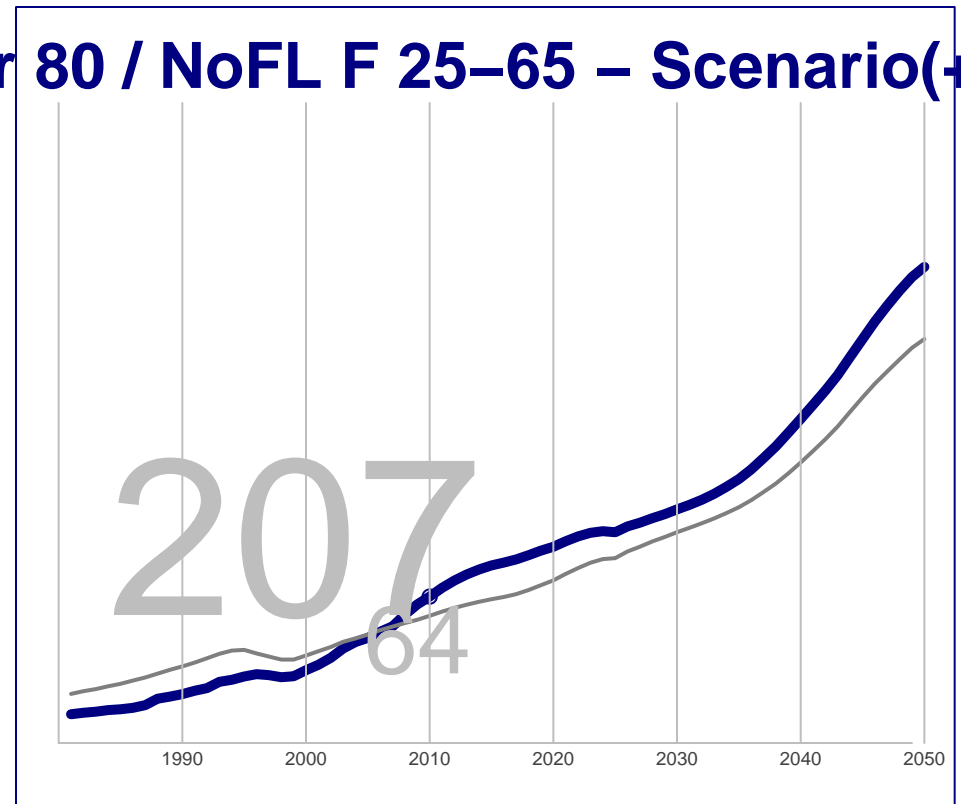


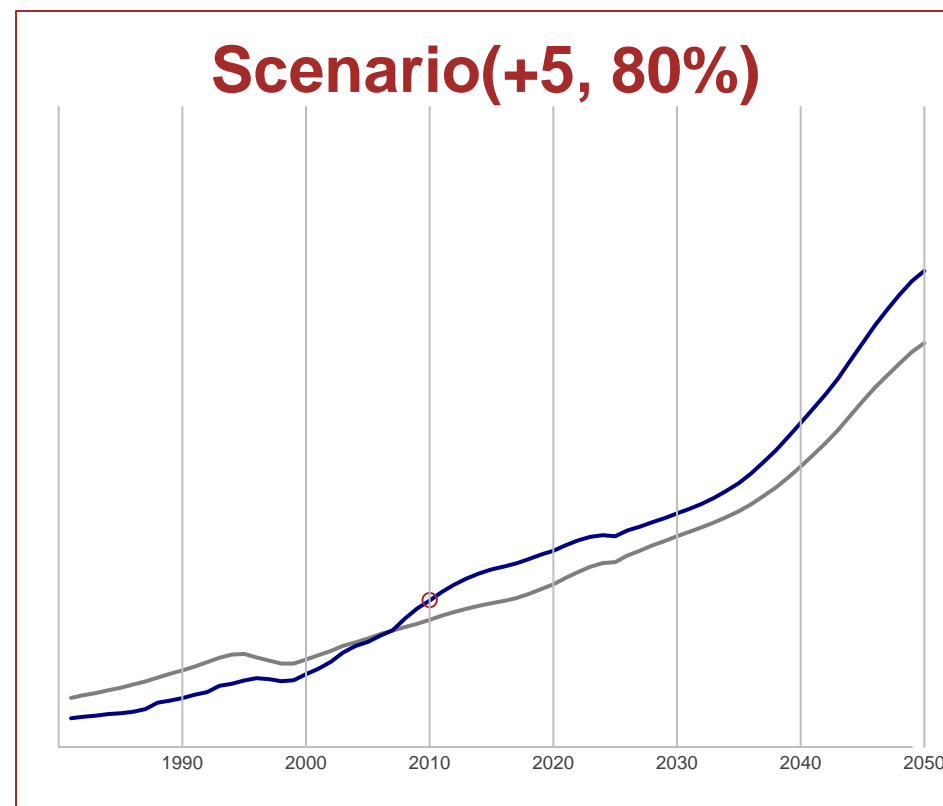
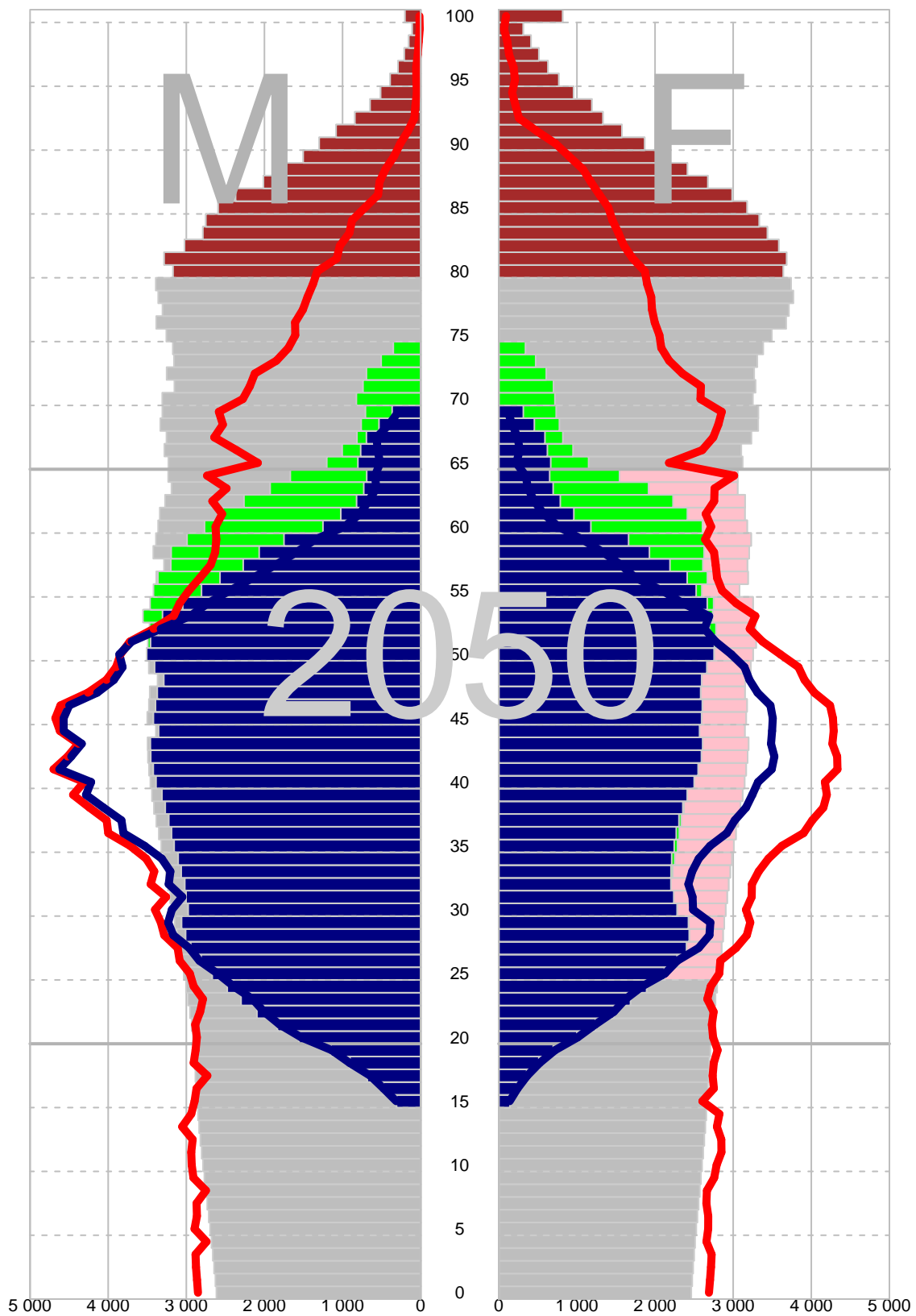


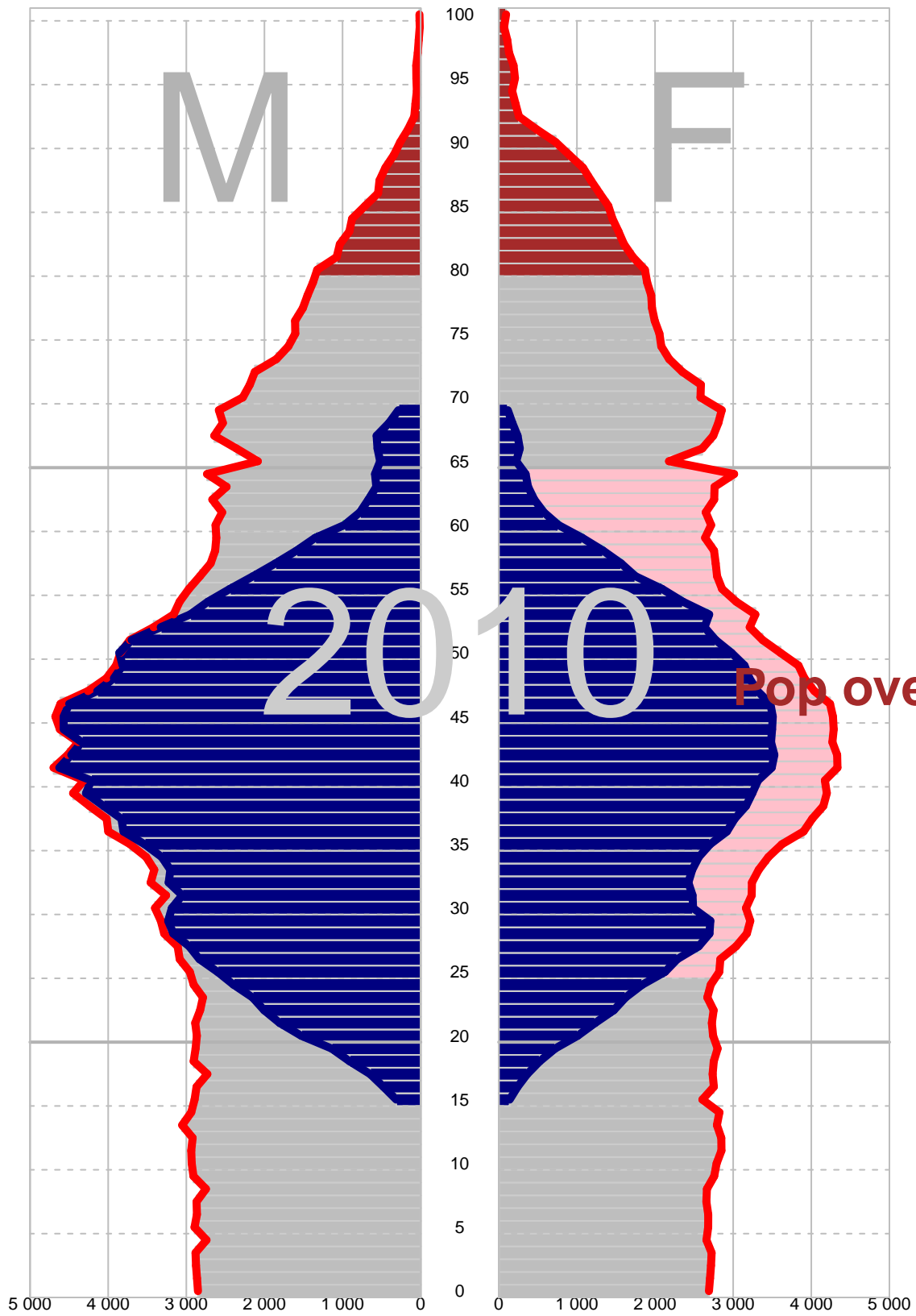




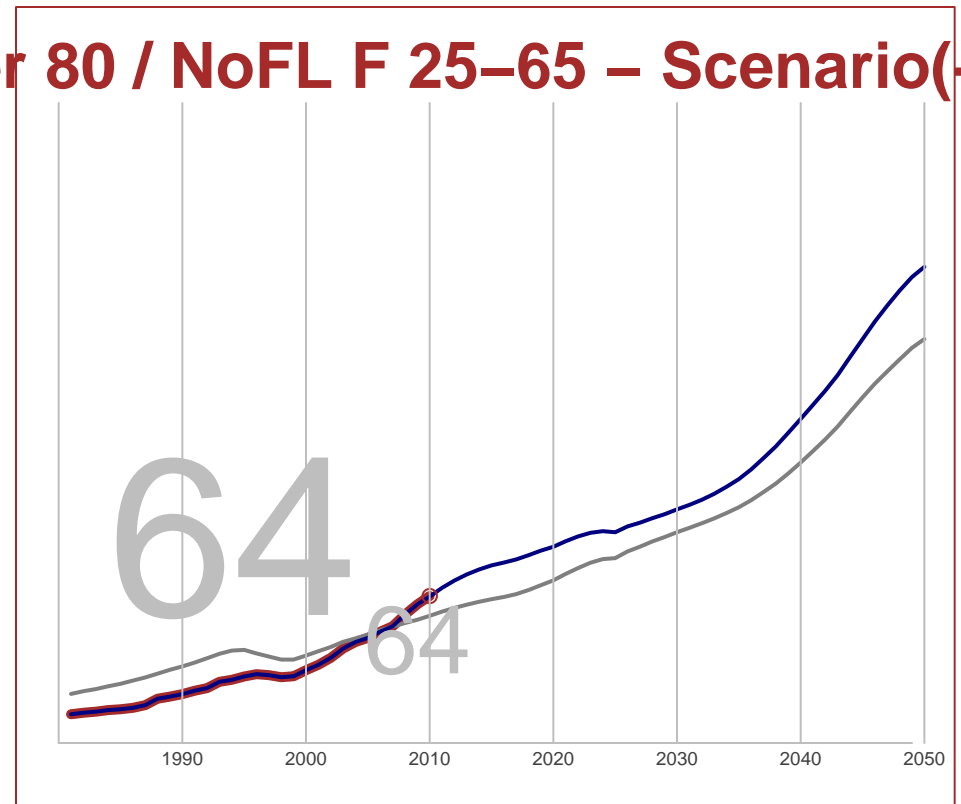
Pop over 80 / NoFL F 25-65 – Scenario(+0; N

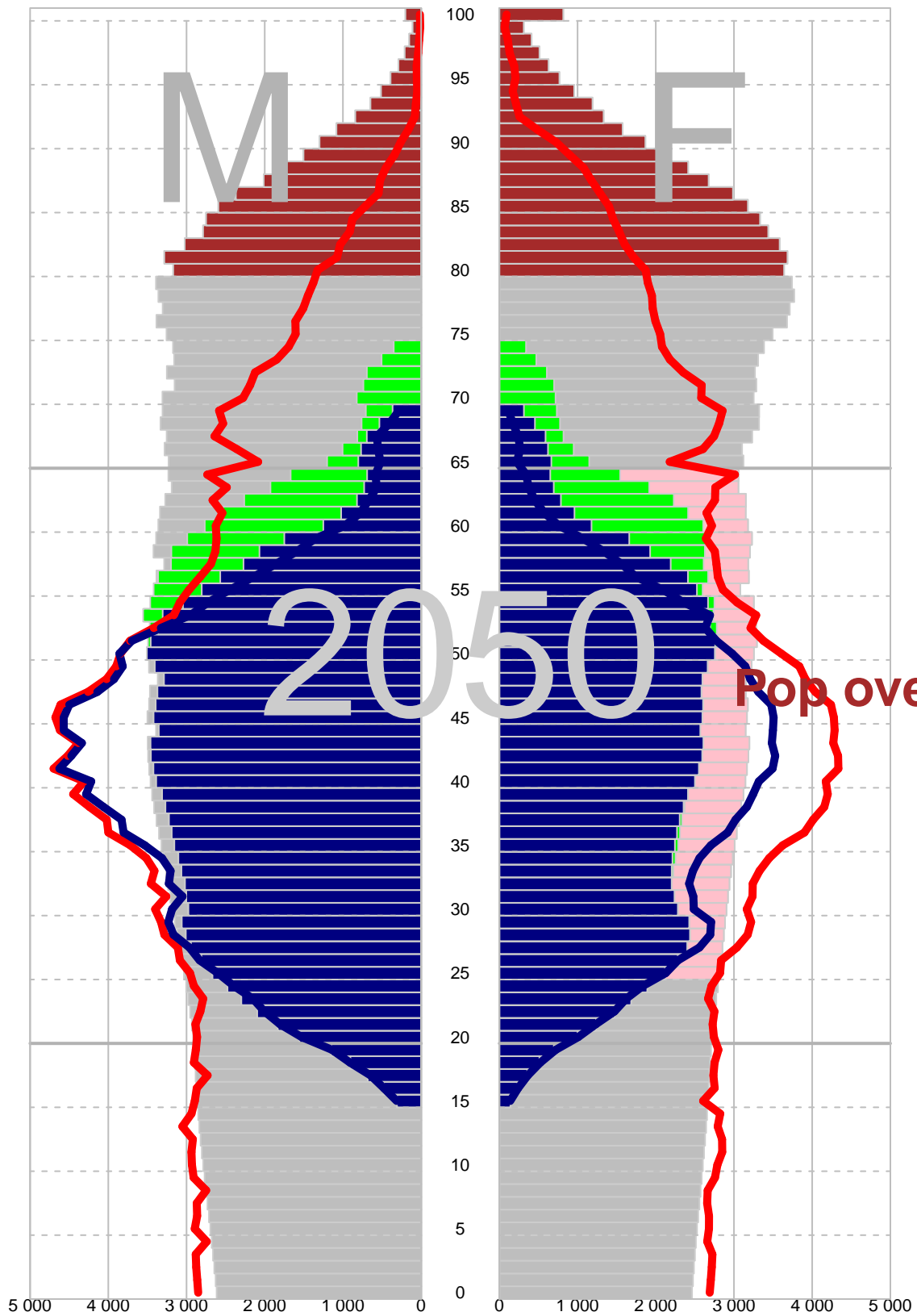




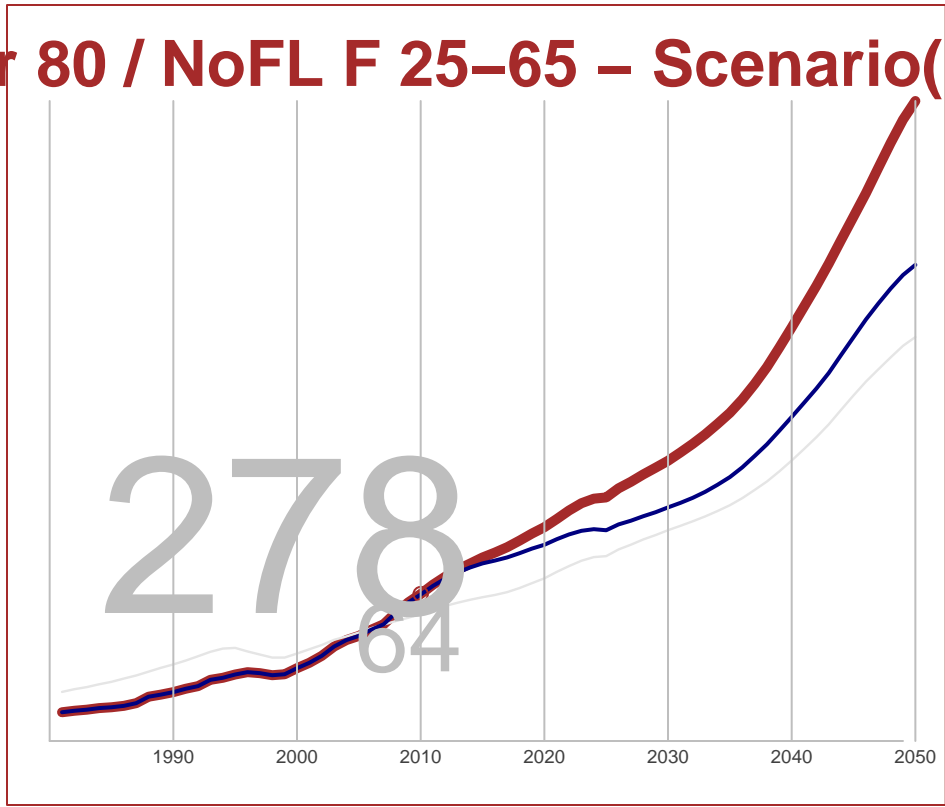


Pop over 80 / NoFL F 25-65 – Scenario(+5; 8)





Pop over 80 / NoFL F 25-65 – Scenario(+5; 8)



Zusammenfassend

Demographie weist
auf möglichen
Arbeitskräftemangel hin

Die zwei wichtigsten Lösungen:
Verlängerung des Arbeitslebens
Höhere Frauenbeschäftigung
haben negative Konsequenzen

Eine Lösung
Einwanderung

Zeigt nur kurzfristig Wirkung,
hat aber Langzeitfolgen

Wann? Ab heute!

Riassumendo

Demografia suggerisce che
rischiamo di avere carenza di
forza lavoro

Le due principali soluzioni:
aumento età pensionabile
aumento lavoro femminile
hanno conseguenze negative

Una soluzione
immigrazione

è solo di breve periodo, ma con
impatto sul lungo periodo

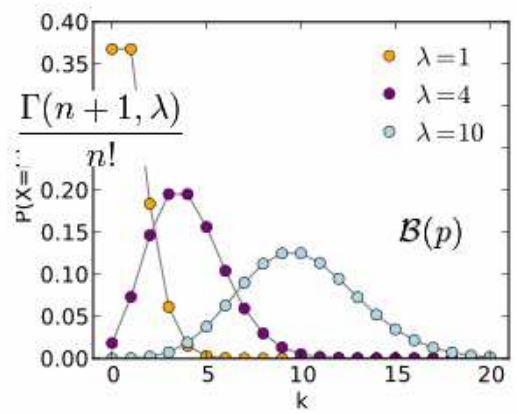
Quando? Da oggi!

DANKE GRAZIE

für die
Geduld



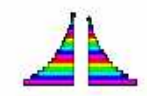
per la
pazienza



1+1=2

$$\bar{x} = \frac{\sum_i x_i}{n}$$

$$x = \frac{-b \pm \sqrt{b^2 - 4ac}}{2a}$$

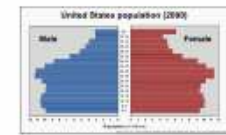


$$g(x) = e^{\mu x + \sigma^2 \frac{x^2}{2}}$$

7

4

$$S_n = X_1 + X_2 + \dots + X_n$$

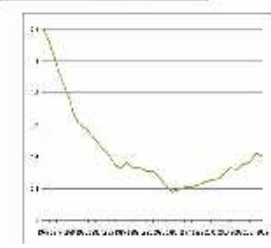


2

$$r(n) = e^{-\frac{1}{n!}}$$

$$M_n = C(1+i)^n$$

$$p_X(x) = \frac{1}{\sqrt{2\pi\sigma^2}} e^{-\frac{(x-\mu)^2}{2\sigma^2}} \text{ con } -\infty < x < \infty$$



$$TFT = \sum_{x=\alpha}^{\beta} f_x$$