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For comparisons with other countries in this review on leave provision and early childhood education and care services, please see the cross-country tables at the front of the review (also available individually on the Leave Network website). To contact authors of country notes, see the members page on the Leave Network website.

## 1. Current leave and other employment-related policies to support parents

### a. Maternity leave (*Congedo di Maternità*) (responsibility of the Ministry of Labour and Social Policies and (for public employees) Ministry of Economy and Finance)

#### *Length of leave (before and after birth)*

- Twenty (20) weeks (five months): at least four weeks before the birth. It is obligatory to take this leave. Absence from work can take place before two months if pregnancy is certified as "at risk", or the Territorial Department of Labour certifies that the job is incompatible with pregnancy.

#### *Payment and funding*

- Eighty (80) per cent of earnings with no ceiling for salaried workers. For home helps, self-employed workers and agricultural temporary labourers, earnings are 80 per cent of conventional earnings determined each year by the law; for non-fixed term workers, Maternity leave depends on accredited contributions, though each professional sector has the possibility to determine, with approval by the Ministry of Labour, Health and Social Policies, a higher ceiling, after considering income and contribution potential of the professional sector and compatibility with its financial.
- Funded by INPS (National Institute for Social Security), financed by contributions from employers and employees at a rate that is related to the sector and to the type of contract (for example, in manufacturing it is 0.46 per cent of earnings for employers and 0.28 per cent for employees). Workers on Maternity leave may be paid direct by INPS or else by their employer, who is recompensed by INPS. These contributions are directed to maintain pension rights.

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- Pension contributions for women taking leave are made by INPS. Maternity leave periods outside an employment relationship are counted as social security contributions for retirement pensions, provided that the claimant has at least five years of employment and paid social security contribution at the time of her application.

#### *Flexibility*

- For employees and workers enrolled in '*Gestione separata*'<sup>2</sup>, the 20 week period is compulsory, but there are two options for taking this leave: four weeks before the birth and 16 weeks after (upon presentation of a medical certificate); and eight weeks before the birth and 12 weeks after. The allowance is accorded to autonomous female workers from eight weeks before the birth to 12 weeks after; Maternity leave, however, is not compulsory for this category. The Jobs Act provides that, in case of premature birth, which take place before the 7th month, the amount of leave not yet used before birth is in addition to that postpartum same.

#### *Eligibility (e.g. related to employment or family circumstances)*

- All employees and self-employed women with social security membership, including workers enrolled in *Gestione separata*.

#### *Variation in leave due to child or family reasons (e.g. multiple or premature births; poor health or disability of child or mother; lone parent) or delegation of leave to person other than the mother*

- In the case of multiple or premature births, the length of leave increases by 12 weeks.
- In the case of a premature birth, the mother may take unused prenatal leave after the birth; and if the infant is hospitalised, the mother has the right to suspend the Maternity leave, taking up the leave again after the child is discharged.
- The mother can transfer one day of Maternity leave to the father, or a longer period if certain conditions prevent the mother from using the leave.

#### *Additional note (e.g. if leave payments are often supplemented by collective agreements; employer exclusions or rights to postpone)*

- Public sector employees receive 100 per cent of earnings.
- In general national collective agreements guarantee 100 per cent of earnings, with employers paying the additional 20 per cent.

### **b. Paternity leave (*congedo di paternità*) (Ministry of Labour, Health and Social Policies)**

#### *Length of leave*

- Four days which are obligatory. A further one day of 'optional' leave is available if the mother transfers part of her Maternity leave. Both types of leave are not yet permanent and are still experimental and linked to budgetary approval (e.g. the optional part of the leave has not been funded in 2017).

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<sup>2</sup> INPS enrolls in *Gestione separata* ('separate administration') workers who do not contribute to other forms of welfare and who do not have any type of pension, e.g. workers on a fixed-term research project.

### *Payment and funding*

- One hundred (100) per cent of earnings with no ceiling.

### *Flexibility*

- Leave can be used until five months after childbirth.
- Leave can be taken as separate days.

### *Eligibility*

- All employees.

*Additional note (e.g. if leave payments are often supplemented by collective agreements; employer exclusions or rights to postpone)*

- Employed fathers, including those who are self-employed and enrolled in *Gestione separata*, may take three months paid leave following childbirth in the following circumstances: the mother's death or severe illness; the child being left by the mother; or the child being in the sole care of the father. An important verdict by the Tribunal of Florence extends the possibility of obtaining Paternity leave, paid at 80 per cent of earnings, to two months before childbirth. This means that the father can take the whole period of Maternity leave in certain circumstances, i.e. if the mother is a housewife or ill or, alternatively, if she is a self-employed worker who cannot take advantage, for various reasons, of the leave. The Tribunal is a civil court and its decision acts as an important precedent for other Tribunals, but is not automatically binding on them. Conditions are the same as for Maternity leave.

## **c. Parental leave (*Congedo Parentale*) (responsibility of the Ministry of Labour, Health and Social Policies and (for public employees) Ministry of Economy and Finance)**

### *Length of leave (before and after child's birth)*

- Six months per parent. Leave is an individual entitlement and non-transferable.
- The maximum total length of leave per family is ten months unless the father takes at least three months of leave; in which case the total length of leave can be extended to 11 months and the father can extend his leave to seven months. During this period, parents receive pension credits so they do not suffer a reduced pension because of taking leave.

### *Payment and funding*

- Thirty (30) per cent of earnings when leave is taken for a child under six years; unpaid if taken when a child is six to twelve years.
- Funded as Maternity leave.
- Pension contributions for parents taking leave are made by INPS.

### *Flexibility in use*

- Leave can be taken at any time until a child is twelve years old.
- Leave can be taken as a single leave period up to a maximum of six months; or as shorter periods amounting to a maximum of six months.

- Leave can be taken on an hourly basis, up to half of the daily hours worked during the month immediately preceding the start of Parental leave; but this 'hourly based leave' cannot be combined with another kind of permitted absence from work on the same day.
- Parents can take leave at the same time.
- From the end of Maternity leave until 11 months after the birth, mothers who meet the requirements of the law can exchange their Parental leave for vouchers of €600 per month for use in reducing childcare costs. It is an experimental measure until 2018 and is realized as part of the annual budget defined by specific regulations. Fathers are not eligible.

*Eligibility (e.g. related to employment or family circumstances)*

- All employed parents, except domestic workers and home helps. Self-employed workers are generally entitled to three months, which can be taken only during the first year after child's birth.
- The father is entitled to leave even if the mother is not, for example if she is a housewife. Circular letter B/12-5-2009 from the Department of Labour, Health, and Social Policies extends the right to fathers to make use of the leave indicated in the art. 40c, Act of Law n. 151/2001 (right to work reduced hours with full earnings compensation for the first 12 months after childbirth) if the mother is a housewife; previously this right was limited to fathers where the mother was self-employed. This change gives equal value to the domestic work of non-employed mothers as to paid work.
- Parental leave of three months, to be taken within the first year of the child, is available to workers enrolled with *Gestione separata* by the INPS.
- Same-sex couples are eligible.

*Variation in leave due to child or family reasons (e.g. multiple or premature births; poor health or disability of child or mother; lone parent); or delegation of leave to person other than the parents*

- As the leave is per child, each parent is entitled to additional leave in the case of a multiple birth (e.g. the length is doubled for twins, tripled for triplets).
- A lone parent may take ten months of leave.

*Additional note (e.g. if leave payments are often supplemented by collective agreements; employer exclusions or rights to postpone)*

- Public sector employees receive 100 per cent of earnings during the first 30 days of leave.

#### **d. Childcare leave or career breaks**

No statutory entitlement.

#### **e. Other employment-related measures**

*Adoption leave and pay*

- For adoptive and foster parents the same regulations for Maternity, Paternity and Parental leave apply as for other parents. The period of Maternity leave does not depend on the age of the child adopted and must start within five months of entering the family; in case of international adoption, the leave can be taken also for overseas

visits in connection with adoption. Paternity leave can be taken within five months of a child's entry into the family or into Italy, in the case of national or international adoption. The Parental leave for adoptive and foster parents can be taken within eight years of the child entering the family and not after his/her eighteenth birthday; payment, generally, is 100 per cent of earnings for the first 30 days and 30 per cent for the following five months, if taken within three years of the entrance of the child into the family.

#### *Time off for the care of dependants*

- Without limit for a child under three years; five days a year per parent for a child aged three to eight years. Unpaid.
- Employees are entitled to two years leave over the course of their entire working life in the case of a serious need in their family, for example the disability of a child or other relative, even if not co-resident. The order of priority for taking leave is: husband/wife, parents, children, brothers and sisters of the person who needs care. During the period of leave, the applicant is entitled to receive an allowance of 100 per cent of their previous earnings, up to a ceiling of €47,351 per year.

#### *Flexible working*

- Until a child is 12 months old, women who are employees are entitled to work reduced hours (one hour less per day if working six hours a day or less; two hours less per day if working longer) for breast feeding, with full earnings compensation. Fathers are entitled to use this benefit in certain conditions, for example: if the mother is self-employed or freelancer; if the mother opts not to use it; if the mother is not employed; or if the father has sole custody of the child. Home helps, domestic workers and autonomous workers are not entitled to reduced hours, but in this case too the father can work reduced hours.
- Employees (mothers and fathers) who have parental responsibility for a child under six years or a disabled child under 18 years have a legal right to apply to their employers to work flexibly (e.g. to reduce their working hours). Employers have a legal duty to consider these requests and may refuse them only 'where there is a clear business ground for doing so...[and must give] a written explanation explaining why'.

#### *Leave for women victims of gender violence*

- The victims of gender violence employed in the public or private sectors who have care responsibilities (as certified by municipal social services or anti-violence centres) may request leave from work for three months, with a right to full pay. For the same period they are also entitled to switch from full-time to part-time employment. The Italian National Institute of Social Security (INPS) produced an explanatory implementation statement on leave for women victims of gender violence in April 2016.

## **2. Relationship between leave policy and early childhood education and care policy**

The maximum period of post-natal leave available in Italy is 14 to 15 months (depending on bonus months if the father takes Parental leave), and there is only around four months of well-paid leave entitlement. There is no entitlement to ECEC, though nearly all children attend ECEC from three years of age. However, despite being recognized as a social right for children and working mothers by Law 1044/1971, provision of ECEC for children under three years is much lower and very variable between different regions. Levels of attendance

at formal services for children under three years are below the average for the countries included in this review and for OECD countries, but above average for children over three years. For actual attendance levels, see 'relationship between leave and ECEC entitlements' on [cross-country comparisons](#) page.

### **3. Changes in policy since April 2017 (including proposals currently under discussion)**

Following the Budget Law 2017, employed fathers are entitled to four days of compulsory Paternity leave, which is an individual right and independent of the mother's right to Maternity leave. In addition, the mother can transfer one day of Maternity leave to the father, reduced from two days previously; this optional leave is conditional on the choice of the mother not to take advantage of the same number of days of Maternity leave .

An important debate in Italy is the location and funding of work-life balance policies, and the link between them and industrial relations. Second-tier, corporate or territorial bargaining is seen as the place where, with the use of special tax incentives, it is possible to apply work-life reconciliation measures.

## **4. Take-up of leave**

### **a. Maternity leave**

Maternity leave is obligatory for employees. The most recent data (INPS, 2016) for the private sector shows that there were 197,019 beneficiaries, of whom 11,037 were fixed-term employees, 184,846 permanent workers, 1,136 seasonal workers and 7,758 domestic workers. There is a specific regulation for the Agricultural sector in which the beneficiaries employed were 9,149. With regard to self-employed workers, in 2016 there were 14,110 beneficiaries, of whom 4,753 were in the craft sector, 8,118 in commerce and 1,239 in agriculture. Amongst professional workers, there were 4,863 beneficiaries.

### **b. Paternity leave**

In 2016 in the private sector, 92,858 fathers took compulsory Paternity leave and 9,186 'optional' leave (INPS). There has been an increase by 27 per cent in their use. However, as the figures show, the majority of fathers do not take advantage of this leave; monitoring as well as more information about the right to take Paternity leave is needed to increase the number of fathers taking the compulsory leave.

### **c. Parental leave**

In 2016, Parental leave was used by 308,682 employees (256,115 women and 52,567 men). Over 90 per cent of leave is taken by permanent workers.

## **5. Research and publications on leave and other employment-related policies since April 2017**

### **a. General overview**



The literature analysed relates to different topics: changes in family structure and its effects on childcare and child well-being; childcare supply (new models, fiscal sustainability, effects on child well-being); fatherhood and its intergenerational transmission; and public and private policies that foster work-life balance.

## **b. Selected publications since April 2017**

Addabbo, T. (2017) 'Work and public policies: the interweaving of feminist economics and the capability approach', *Ekonomiaz. Revista vasca de Economía*, No. 91: 83-105.

This paper starts with an assessment on how the capability approach within a feminist economic framework can be used to analyse the determinants of gender inequalities and then to address public policies that are able to contrast them. To analyse public policies within a feminist economic framework and in the capability approach reference is made to the methodology proposed in Addabbo, Lanzi, Picchio (2010) and a special focus is devoted on work that is analysed with reference to the indicators developed to measure it and in a feminist economics perspective (Picchio, 2003). Its link with other relevant dimensions of well-being is highlighted together with the extent of gender inequalities in its achievement. In this setting a selection of public policies is evaluated to uncover their effects on the capability of working and gender inequality in its development and in its conversion into observable functionings with a special focus on the role of childcare services.

Addabbo, T. and Kjeldstad, R. (2017) 'Living Arrangements of Young Adults in Italy and Norway: The Significance of Gender, Sociocultural Background, Work, and Money', in: F.E. Caroleo, O. Demidova, E. Marelli and M. Signorelli (eds.) *Young People and the Labour Market: A Comparative Perspective*. London: Routledge.

Italy and Norway are characterized by different household patterns with young Italians being more likely to live in their parents' house and young Norwegians being more likely to live independently. This paper asks why, and how these differences can be understood. By means of multivariate analyses of the interaction of gender, sociocultural background, and economic activity indicators at the individual level, the paper shows that the propensity of young adults to live with parents and not in a couple appears to be generally more sensitive to individual characteristics in Italy than in Norway. This applies to both sociocultural and economic characteristics.

Aloè E. (2017) *Conciliazione. Meno fondi più sperimentazione [Work-family reconciliation. Less funds more Experimentation]*. Available at: <http://www.ingenere.it/articoli/conciliazione-meno-fondi-piu-sperimentazione>

This paper analyses the Report of the Equal Opportunity Department of the Italian National Government on the allocation of public funds (allocated on the basis of two Directives between State and Regions) to achieve a better work-life balance. A first important issue is the reduction in public resources: the first 2010 Directive allocated €40 million against 15 million allocated by the second 2012 Directive, therefore jeopardizing the extension of the policies to achieve the targets. Together with a cut in public funding, the paper highlights a step towards a privatization of the policies in terms of an increased involvement of private firms through the direct managing of welfare. However, the paper stresses the risk that this approach would have as it targets working women without the involvement of fathers, therefore producing a backward step in the achievement of equal opportunity in parental care and further negative effects on gender equity. Different results can be achieved also in relation to the type of authority (economic or social) that at regional level manages the resources and the communication effort provided. The paper reports the case of Piedmont region where in a first phase childcare supply has been extended and then been re-organized according to the needs expressed in the region; and the case of Lombardia region that has been able to promote co-funding by private institutions to increase the impact of work-life balance on the area by promoting 'work-life balance local coalitions'.

Arachi A. (2017) *Le 970 mila famiglie italiane dove lavora soltanto la donna [The 970,000 Italian families where only the woman works]*. Available at: [http://27esimaora.corriere.it/17\\_marzo\\_21/italia-che-cambia-970-mila-famiglie-italiane-dove-lavora-soltanto-donna-98d551ce-0e75-11e7-bc58-c287e833415a.shtml](http://27esimaora.corriere.it/17_marzo_21/italia-che-cambia-970-mila-famiglie-italiane-dove-lavora-soltanto-donna-98d551ce-0e75-11e7-bc58-c287e833415a.shtml)

According to the statistics reported in this paper, there are almost one million families in Italy in which only women work and men cannot find a job. Women as well as working outside the home are also very busy at home with childcare, grocery shopping, laundry and cooking. This is certainly a strong overload situation for women. There are also just over a million households where there are no members employed. These households are mainly located in the South (587,000 households), followed by the North (300,000), and from central Italy (198,000).

Bramanti, D. Rossi, G.; Meda, S.(2017) 'A Relational Sociological Approach to Active Ageing: The Role of Intergenerational Relations and Social Generativity', *STAN RZECZY*, Vol.1, No.12:215-239

This paper considers the concept of active ageing from the perspective of relational sociology. Active ageing is the process of optimizing opportunities for health, participation, and security in order to enhance quality of life as people age. Ageing occurs in a relational network (the family, society), with a whole range of reciprocal mutual interactions (support, care, etc.). Starting from an operationalization of the relational components (Donati 2011) of the active ageing process, SHARE data were considered, as well as data collected for the Italian survey Non mi ritiro: l'allungamento della vita, una sfida per le generazioni, un'opportunità per la società ("I'm Not Withdrawing: The Lengthening of Life, a Challenge for the Generations, an Opportunity for Society", 2013–2014, N=900), in which the way Italians and other Europeans face ageing was explored. Finally, the focus was on a sub-sample of older adults active in various relational networks, such as their families (grandparents and caregivers aged 65+ of the older generation) and third-sector organizations. By embracing a relational (intergenerational) lens it was possible to grasp the differentiation that characterizes the ageing process, the transformations and standstills of individuals, as well as different orientations and ideas that facilitate or hinder the path to active ageing.

Bratti M., Meroni E.C. and Pronzato C. (2017) *Motherhood Postponement and Wages in Europe*, CESifo Research Report. Available at : <https://www.cesifo-group.de/DocDL/dice-report-2017-2-bratti-meroni-pronzato-june.pdf>

This article represents a first attempt to investigate the differences in the labour market returns from motherhood postponement in Europe ('postponement premia') using highly comparable EU data. The analysis shows a high variability in the 'postponement premia' related to wages. In some countries delaying first childbearing by one year may produce an increase in wages as high as 2.5 per cent (Germany or Poland), while in other countries the effect can be negative. We provide some evidence that these premia are related to the policies and institutions in place in the different countries. Namely, the wage gains from postponing motherhood are larger in countries lacking family friendly policies and in more traditional societies, and smaller in countries promoting higher gender equality.

Cardinali.V (2017) *Analisi dell'occupazione femminile e proposte di policy per incrementare la partecipazione delle donne al mercato del lavoro* INAPP

Cardinali.V (2017) *Occupazione femminile e gender policies: un confronto internazionale*, INAPP

Both papers aim to develop a comparative view of what the individual countries envisage for the increase in female employment, in order to identify some policy suggestions to be adapted to each context.

Del Boca, D., Martino, E. M., & Piazzalunga, D. (2017) 'Investments in early education and child outcomes: Short and long term effects', *ifo DICE Report*, Vol.15, No.1: 43–48.



This paper reports recent findings from the literature focusing on the impact of parental and non-parental investments on child outcomes, with attention to cognitive and non-cognitive outcomes as well as short-run and long-run effects.

Galasso V., Profeta P., Pronzato C. and Billari F. (2017) 'Information and Women's Intentions: Experimental Evidence about Child Care', *European Journal of Population*, Vol. 33, No.1: 109-128.

The paper investigates the effect of providing information about the benefits to children of attending formal child care when women intend to use formal child care so they can work. The authors postulate that the reaction to the information differs across women according to their characteristics, specifically their level of education. They present a randomized experiment in which 700 Italian women of reproductive age with no children are exposed to positive information about formal child care through a text message or a video, while others are not. The paper reports a positive effect on the intention to use formal child care and a negative effect on the intention to work. This average result hides important heterogeneities: the positive effect on formal child care use is driven by high-educated women, while the negative effect on work intention is found only among less-educated women. These findings may be explained by women's education reflecting their work-family orientation, and their ability to afford formal child care.

INPS (2017) *XVI Rapporto annuale [Annual Report]*, July 2017. Available at: [https://www.inps.it/docallegatiNP/DatiEBilanci/rapportiannualiinps/Documents/INPS\\_XVI\\_Rapporto\\_annuale\\_intero\\_030717%20.pdf](https://www.inps.it/docallegatiNP/DatiEBilanci/rapportiannualiinps/Documents/INPS_XVI_Rapporto_annuale_intero_030717%20.pdf)

This report analyses the (in)stability of employment and social protection, policies for the dependent population in Italy, the reform of the pension system and the labour market.

Istat (2017) *Annuario statistico italiano 2017 [Italian Statistical Yearbook 2017]*. Available at: <https://www.istat.it/it/files/2017/12/Asi-2017.pdf>

The Italian Statistical Yearbook offers a detailed portrait of Italy and its evolution, favouring an integrated interpretation of the phenomena taking place.

Istat (2017) *Il mercato del lavoro [The labour market]*. Available at: <http://www.istat.it/it/files/2017/12/Rapporto-Mercato-Lavoro-2017.pdf>

This first annual report is the result of the collaboration developed through the Framework Agreement between the Ministry of Labour and Social Policies, Istat, Inps, Inail and Anpal, aimed at producing harmonized, complementary and coherent information on the structure and dynamics of the labour market in Italy and implementing a shared statistical information system. The goal is to enhance the potential of the different sources of data on employment - administrative and statistical - to respond to the growing demand for an integrated reading of the labour market. The proposed analyses, based on the joint use of data from the institutions involved, offer an interesting perspective on the reading of the Italian labour market, and show how the integration of information in this field can be an important tool for users and policies makers.

Istat (2017) *Rapporto annuale 2017 – La situazione del Paese [Annual Report 2017 - The situation of the country]*. Available at:

<https://www.istat.it/it/files/2017/05/RapportoAnnuale2017.pdf>

The 25th edition of the Istat Annual Report deals with the theme of the social structure through the characteristics of groups, describing and interpreting the phenomena from different points of view. The reading keys proposed make it possible to highlight a plurality of aspects, widening the view from individuals to social subjects and economic actors.

Istat (2017) *Rapporto Bes 2017: il benessere equo e sostenibile in Italia [Bes report 2017: the equitable and sustainable well-being in Italy]*. Available at:

[https://www.istat.it/it/files/2017/12/Bes\\_2017.pdf](https://www.istat.it/it/files/2017/12/Bes_2017.pdf)

Now in its fifth edition, the Bes Report offers an integrated picture of the main economic, social and environmental phenomena that characterize Italy, through the analysis of a wide set of indicators divided into 12 domains: health; education and training; work family reconciliation; economic well-being; social relations; politics and institutions; safety; subjective well-being; landscape and cultural heritage; environment; research, innovation and creativity; quality of services.

Macchioni, E. (2017) 'Il family audit nelle imprese trentine: una survey sui benefici prodotti da una politica locale di conciliazione famiglia-lavoro' ['Family audit in Trentino companies: a survey on the benefits produced by a local family-work reconciliation policy'], *Autonomia locali e servizi sociali*, No.1: 159-182.

This paper presents the results of a survey on the effects of work-life balance measures on workers' lives. The analysis shows that the creation of well-being at a personal, professional and family level emerges as a complex effect and establishes a 'reflexive equilibrium' through work-life balance measures and couple relationship. The effect is strongly conditioned by intervening variables concerning the worker, his/her family and measures characterized by flexibility and personalisation.

Macchioni, E., Orlandini M. and Vanelli V. (2017) 'Il benessere familiare tra i working carer che usano misure di FamilyAudit', *Sociologia e Politiche Sociali*, No.20: 75 – 93.

Working carers deserve increasing attention by welfare regimes and workplaces. Using the work family interface approach, the authors analyse the effects of Family Audit workplace measures – an Italian worklife balance policy – on family well-being. The research has been carried out through a CAWI survey, addressed to the employees of the organizations that participated in the policy programme in 2012. The results show that the measures implemented by companies are able to improve the employees' family well-being. The more effective ones are characterized by high levels of flexibility and personalization. These features allow a reduction of the negative effects produced by some socio-biographic variables and some work-related aspects).

Maino F. and Ferrera M. (2017). *Terzo Rapporto sul secondo welfare in Italia 2017 [Third Report on second welfare in Italy 2017]*, Torino: Centro di Ricerca e Documentazione Luigi Einaudi. Available at: [http://secondowelfare.it/edt/file/Terzo\\_Rapporto\\_sul\\_secondo\\_welfare\\_in\\_Italia\\_2017\\_Versione\\_integrale.pdf](http://secondowelfare.it/edt/file/Terzo_Rapporto_sul_secondo_welfare_in_Italia_2017_Versione_integrale.pdf)

The Third Report addresses some central issues to understand the evolution of the second welfare in our country - such as social innovation, the empowerment of the recipients of the interventions, the interaction with the public and the 'bottom-up' activism - and deepens ways of operating projects and strategies of the many realities that are an integral part of the second welfare.

Maino F., (2017) *Welfare aziendale tra dimensione organizzativa e cura della persona [Corporate welfare between organizational dimension and personal care]*, *I Quaderni di Sviluppo & Organizzazione*, n. 23. Milano: ESTE.

In societies challenged by the crisis of public welfare, corporate welfare as a tool that allows balancing two interests at stake - work and people's needs - becomes an architrave of the European social model. Benefits for the company (tax benefits, strengthening of the link with workers, increase in productivity) and advantages for the workers (satisfaction of some essential needs, of some "gratifying" requests and greater organizational well-being) travel on the same track with the result that is substantiated in a new pact of trust between the company and the person. The incentives reward companies that sign agreements to increase productivity and has expanded the basket of services that can fall within the tax-free welfare. The extension of the welfare contracted to small and medium-sized enterprises remains a knot to be dissolved: an inter-confederal framework agreement between Confindustria and trade union confederations was signed in July 2016, but the road ahead is

still a lot, even to avoid the traditional asymmetries that characterize our country and that are the reflection of differences between the territories, between the size of the companies and between the categories of workers. In this scenario, corporate welfare is configured as an instrument of "organizational engineering" and social innovation. Here, welfare from "shopping cart" is increasingly configured as an opportunity to "redesign" the workplace of the future and create opportunities for greater participation of workers while encouraging a change based on new organizational logic.

Mazzucchelli S. (2017) 'Flexibility and work-family balance: a Win-Win Solution for Companies? The case of Italy', *International Review of Sociology*: 436-456. Available at : <https://doi.org/10.1080/03906701.2017.1377411>

Flexibility of working time is currently coming to the fore, with varying degrees of intensity, in European countries. After a brief analysis of flexibility (origin, characteristics, spread) in Europe, this paper focuses on the Italian case by presenting a phenomenon attracting growing attention: 'Smart Working.' This is an innovative approach to work organisation that integrates and exceeds concepts such as teleworking and mobile working, thus questioning traditional constraints (such as physical space or work times and tools) and seeking new balances based on greater freedom for workers, as well as their empowerment. By taking advantage of two recent empirical investigations carried out in Italy (2011–2012) we could illustrate the relevance of S.W. in terms of both aspiration and practice, and its high incidence on core issues such as care, fertility rate, and the daily challenge of balancing family and work. In light of this, we tried to discover whether and under what conditions the introduction of different S.W. forms could be a win-win solution for companies and employees alike.

Minguez A. M. and Crespi I. (2017) 'Future perspectives on work and family dynamics in Southern Europe: the importance of culture and regional contexts', *International Review of Sociology*, Vol.27, No.3: 389-393

The Southern countries model (Portugal, Spain, Italy, and Greece) take a specific family-oriented approach to work–family reconciliation. They are family-oriented in that they entrust the family with more responsibilities than in other countries. Work–family reconciliation is considered as a political action that gives quite limited and unstable support to encourage women's labour-market participation; this results in the poor development of external services and in few benefits for women, who have to undertake multiple roles inside and outside the family. In these countries, negotiation is left to the private spheres of the couple or local communities, so that each family can decide on the best way to use the existing policies and consider the possibilities available to them. In this sense it is not possible only to apply 'outside models' (such as the Nordic, French, German, etc.) to find an effective approach for these countries. The special issue, starting from the current situation explores possibilities for future scenarios in Southern Europe countries concerning work–family dynamics. It includes general comparative papers or case study on work-care arrangements, family and care policies, early childhood education and care (ECEC) with regard to family well-being, gender equality, fertility or father involvement in Southern European countries.

Minguez A. M. and Crespi I. (2017). 'Gender equality and family changes in the work–family culture in Southern Europe', *International Review of Sociology*, Vol.27, No.3: 389-393: 394-420.

The wider context of the trade-off between work and family is not just a matter of changing preferences. The focus of the literature in this area has been strongly concerned with the identification of factors promoting high levels of female employment than with the location of policy determinants of cross-national fertility variation. Work–family reconciliation is considered as a political action that gives quite limited and unstable support to encourage women's labour market participation, this results in the poor development of external services and in fewer benefits for women, who have to undertake multiple roles inside and outside the family. The Southern European countries (SEC) model take a specific family-

oriented approach to work–family reconciliation. They are family-oriented in that they entrust the family with more responsibilities than in other countries and take a conservative/corporatist-family-oriented approach to work–family reconciliation. The key role and the interconnection between fertility and employment among women, as well as the influence of the gender system and, on the whole, of the welfare system depend on the specific culture of different countries. Based on these theoretical premises, this paper reviews the academic discussion of the meaning of work–family balance concept in the cultural context of SEC from a comparative perspective, taking in account the gender equality debate.

Narazani, E. and Figari, F. (2017) *Female labour supply and childcare in Italy*, JRC Working Papers on Taxation & Structural Reforms 2017-02, Joint Research Centre (Seville site).

It is widely recognized that childcare has important pedagogical, economic and social effects on both children and parents. This paper is the first attempt to estimate a joint structural model of female labour supply and childcare behaviour applied to Italy in order to analyse the effects of relaxing the existing constraints in terms of childcare availability and costs by considering public, private and informal childcare. Results suggest that Italian households might alter their childcare and labour supply behaviours substantially if the coverage rate of formal childcare increases to reach the European targets. Overall, increasing child care coverage is estimated to be more effective in enhancing labour incentives than decreasing existing child care costs, at the same budgetary cost. [Abstract from Authors]

Pesenti L. (2017), *Welfare e lavoro [Welfare and work]*, in: V. Cesareo (ed.), *Welfare responsabile*. Milan: Vita&Pensiero, pp.405-418

The chapter analyzes the policies implemented in Italy on borderline between welfare and work: life-work reconciliation; transition from education to work; and activation policies for people in poverty.

Pesenti L. (2017), *La territorializzazione del welfare aziendale: spunti di discussione [The territorialization of corporate welfare: points of discussion]*, in: V. Cesareo (ed.), *Welfare responsabile*. Milan: Vita&Pensiero, pp.201-224

The chapter analyzes a number of empirical cases of occupational welfare at firm level, showing in particular the spread of territorialization cases that exploit network models to make welfare accessible even in small and medium-sized businesses.

Pronzato C. (2017), *Fertility decisions and alternative types of childcare*, IZA World of Labour. Available at : <https://wol.iza.org/articles/fertility-decisions-and-alternative-types-of-childcare/long>

Theoretical models predict that a larger availability of childcare and reductions in childcare costs should affect both the labour supply of mothers and the fertility of couples. By lowering the cost of having children, the demand for children should, theoretically, increase. However, the effect of childcare on fertility is likely to depend on the mother's labour supply decision (i.e. does the mother wish to work more or have more children), so that the link between childcare and fertility remains an empirical issue. A number of empirical studies look at the relationship between different modes of childcare (formal childcare, childminders, grandparents) and fertility decisions. There is evidence of a positive impact of childcare availability (regional public childcare coverage, regional availability of childminders, grandparents' proximity) on the probability of having children. To answer the question of what types of childcare should be promoted in order to increase fertility, it is necessary to account for the costs and benefits of each childcare mode for different kinds of families.

Riva, E. (2017) 'Background and rationale of collective bargaining around work-family issues in Italy: The duality of the business case argument'. *Employee Relations*, Vol. 39, Issue 4: 459-474

This paper outlines and assesses the role of industrial relations in introducing work-family-related policies and investigates the drivers, nature and scope of contract provisions revealing that the industrial relations framework influences collective bargaining in work-family-related fields.

Tiraboschi M., Dagnino E., Pelusi L.M. and Menegotto M. (2017) *Guida pratica al lavoro agile dopo la legge n. 81/2017. Formule contrattuali, schemi operativi, mappatura della contrattazione collettiva [Practical guide to agile work after the law n. 81/2017. Contractual formulas, operational schemes, collective bargaining mapping]*. Modena: ADAPT University Press

After having illustrated the rules on 'agile' work, agile work in company bargaining and in public administration is analyzed

Addabbo, T. (2018) 'Le disuguaglianze di genere nel lavoro e nelle retribuzioni' ['Gender inequalities in work and wages'], in: M. Franzini and M. Raitano (eds.) *Il mercato rende diseguali? La disuguaglianza dei redditi in Italia*. Bologna: Il Mulino.

The chapter analyses the gender inequalities that characterize the Italian labour market having an effect in wage gaps to women's disadvantage. The Italian situation is analysed in comparison with the European conditions of women and men in the labour market showing how the gender gap in employment to women's disadvantage is much higher than in Europe and the discouraging effect on women's labour supply of the presence of children. The most recent surveys on time allocation by gender show a decrease in the asymmetry in the distribution of unpaid work within the couple amongst some groups of the population, like Millennials and more educated partners' couples. However, the gender inequality in the distribution of unpaid work is still persistent in Italy as well as there is a persistent inequality in the access to apical positions. The chapter then deals with the measurement of wage differentials by gender in Italy showing how the observed inequality in the access to employment affects the value of the gender gap at their disadvantage and concludes with policies suggestions. In particular the A. stresses the importance of family friendly policies and the positive effect that a higher equality in wages by gender can have on the distribution of unpaid work within the couples.

Addabbo, T., Klatzer, E., Schlager, C., Villa, P. And de Villota, P. (2018) 'Challenges of Austerity and Retrenchment of Gender Equality', in: A. O'Hagan and E. Klatzer (eds.) *Gender Budgeting in Europe. Developments and Challenges*. Basingstoke: Palgrave Macmillan, pp.57-85.

This chapter focusses on the multidimensional pressures on increasing gender inequalities by presenting a summary of new EU economic governance and the implications on equality, focusing on Italy and Spain, two country case studies that exemplify the dynamics and effects of austerity policies at country level. With regards to the Italian case the essay analyses the effects of the fiscal austerity on a welfare system that was already characterized by poor family policies and insufficient and with regional heterogeneity public services for care dealing also with the effects on the provision of child-care services and the effect on gender equality.

Biroli, P., Del Boca, D., Heckman, J.J., Heckman, L.P.; Koh, Y.K.; Kuperman, S.; Sidharth Moktan, S.; Pronzato, C.D., Ziff and A.L. (2018) 'Evaluation of the Reggio approach to early education', *Research in Economics*, Vol.72, No.1:1-32.

The authors evaluate the Reggio Approach using non-experimental data on individuals from the cities of Reggio Emilia, Parma and Padova belonging to one of five age cohorts: ages 50, 40, 30, 18, and 6 as of 2012. The treated were exposed to municipally offered infant-toddler (ages 0–3) and preschool (ages 3–6) programs in Reggio Emilia. The control group either did not receive formal childcare or were exposed to programs offered by municipal systems (outside of Reggio Emilia), or by state or religious systems (in all three cities). We exploit the city-cohort structure of the data to estimate treatment effects using three



strategies: difference-in-differences, matching, and matched-difference-in-differences. Most positive and significant effects are generated from comparisons of the treated with individuals who did not receive formal childcare. Relative to not receiving formal care, the Reggio Approach significantly boosts outcomes related to employment, socio-emotional skills, high school graduation, participation in elections, and obesity. Comparisons with individuals exposed to alternative forms of childcare do not yield strong patterns of positive and significant effects. This suggests that differences between the Reggio Approach and other alternatives are not sufficiently large to result in significant differences in outcomes. This interpretation is supported by a survey we conduct, which documents increasing similarities in the administrative and pedagogical practices of childcare systems in the three cities over time.

Bosoni M.L., Mazzucchelli S. (2018) 'The invisible gap between public policy and company practices in supporting fatherhood - The Italian case', *Community, Work & Family*, pp. 193-208. <https://www.tandfonline.com/doi/full/10.1080/13668803.2018.1428176>

Work and family reconciliation is a key issue for many countries; in Italy it is also an important and crucial challenge. Though initially considered a predominantly female issue impacting the maternal employment rate, the importance of fathers in the family domain is now widely acknowledged in policy discourses (such as leave policies). However, an emphasis on 'fathers' rights' has not yet produced the expected improvements in term of men's sharing care responsibilities and fathers' involvement in children's lives. This paper first describes the legislative context along with data on the use of leaves by employed parents. Then three company case studies in the North of Italy are presented and analyzed, where both managers and fathers were interviewed to understand the facilitators and barriers for fathers' leave-taking within companies.

Del Boca, D., Piazzalunga, D. and Pronzato, C. (2018) 'The role of grandparenting in early childcare and child outcomes', *Review of Economics of the Household*, Vol.16, No.2: 477-512.

This paper examines the short and medium term impact of early childcare provision by grandparents and formal care settings on child cognitive outcomes, using data from the Millennium Cohort Study (UK). Compared with children placed in formal childcare, children cared for by their grandparents are better at naming objects, but perform worse on tests of basic concept development and non-verbal reasoning. These results mask strong heterogeneities. On the one hand, the positive association between grandparental care and child outcomes is stronger for children from more advantaged households; on the other, the negative association is only significant for those from more disadvantaged households. The results of OLS estimations used for our analysis are confirmed using panel methods and an instrumental variable approach. [Abstract from the Authors]

Mazzucchelli, S. and Bosoni M.L. (2018) 'Researching fathers through surveys: methodological challenges', in : E. Dermott and C. Gatrell (eds.), *Fathers, Families and Relationships: Researching Everyday Lives*. Bristol : Policy Press, Bristol, pp.47-71

Large international surveys have been used to investigate relevant topics, including family life, gender roles and care. Such topics are addressed with ad hoc scales and variables, covering many countries, thus allowing useful comparisons. However, in researching fathers, qualitative methods (narrative and biographic) have largely been used because they allow a deeper investigation of actions and motivations but also due to a lack of detailed questions on fatherhood or small numbers of items in large-scale surveys. This chapter starts from a question on why and how to investigate fathers from a quantitative perspective, using existing large and sophisticated surveys proving a big amount of interesting data (without costs) that, however, are not built to merely investigate fatherhood. The aim of this chapter is to provide an analysis of how existing large data sets – not specifically focused on fathers – can nevertheless be used by scholars to learn more about fathers and fathering: a brief overview of the topic, scales and aspects of fatherhood and gender roles will be discussed in



three relevant surveys (the European Values Study, the Generations & Gender Programme, and International Social Survey Programme) providing critical methodological considerations regarding researching fathers.

Musumeci R. and Santero A. (2018) (eds.), *Fathers, Childcare and Work: Cultures, Practices and Policies*. Bingley: Emerald Publishing Limited.

The work–life balance of fathers has increasingly come under scrutiny in political and academic debates. This collection brings together qualitative and quantitative empirical analyses to explore fathers' approaches to reconciling paid work and care responsibilities in twelve countries characterized by different gender norms, labour markets and welfare regimes: Austria, Czech Republic, Denmark, Finland, Iceland, Italy, Japan, Mexico, Norway, Spain, Sweden, and United States. Taking a global perspective, contributors explore how fathers realize and represent their gendered work–care balance and how enterprises and experts, in country-specific institutional contexts, provide formal and informal resources, constrains, expectations and social norms that shape their practices. Chapters explore how fathers from different social and economic backgrounds fulfill their roles in both family and workplace, and what support they rely on in combining these roles. Further, the collection explores an area of research that has been little investigated: the role played by organizational cultures and experts (such as obstetricians, gynaecologists, paediatricians and psychologists) in shaping notions of 'good' fatherhood and fathering, to which individuals are required to confirm, and to which they, variously, comply or resist. The book empirically explores, through both quantitative and qualitative methods developed mainly (but not only) in the context of a sociological approach, the interplay between individual, meso and macro levels in influencing the fathers' reconciliation between childcare and paid work. Such an approach, involving 21 contributors around the world (four continents including Europe, North and South America and Asia and in some areas of Africa, that is, areas of origin of migrant fathers interviewed for some of the contributions presented in the book) offers original insights on the interconnections between individuals, family, market and State.

Prandini, R. (2018) 'Themed section: the person-centred turn in welfare policies: bad wine in new bottles or a true social innovation?', *International Review of Sociology*, Vol. 28, No. 1: 1-19.

This themed section is aimed at evaluating different personalised policies and at drawing a clear map of opportunities and challenges for future implementations. All the essays are based on evaluative researches and on original case studies. They concern different policies: the Australian National Disability Scheme (NDIS) a first serious venture into personalised funding; personalisation in the management of offenders in probation services within the English criminal justice system; social care services for young disabled people attempting to personalise their transition from childhood into adulthood (in Redbridge, UK); health personal plans for disabled people (in Sardinia, Italy). These case studies address the question of how transferable the concept of personalisation is from the social care sector to other and outline different methodologies for developing and evaluating person-centred policies. Last but not least they reflect on a bundle of issues which seem to emerge autonomously from such different case studies. We can sum up their results affirming that personalisation is not an individual consumer-client technology, simply confronted with a single market context and new professionals. It has to be steered within an appropriate context, including new type of professionals, users' led associations and a new governance's architecture. If the public role has to shape freedom and control, helping people to exercise choice in a collectively responsible way and, consequently, to participate in creating public goods, then the *person-centred turn* will have to confront, at least, some emergent issues, which in turn need specific forms of governance.

Prandini R. and Orlandini M. (2018) 'The morphogenesis of disability policies and the personalisation of social services. A case study from Italy', *International Review of Sociology*, Vol. 28, No. 1: 86-109.

Across Europe, and particularly since the 2008 Financial Crisis, new demands for tailor-made services came from different actors and perspectives: user-led organizations, intellectuals, policy makers, social workers, advocacy organizations, which call for a new way of programming, realizing and evaluating social policies. Personalization became a relevant part of the so called 'welfare innovation narrative', which concerns – to name but a few – English personalization agenda, Scottish self-directed support, Finnish education system, Norwegian cash-for-care policies. Even the European Commission is addressing new social services, reshaped through users' capabilities. The aim of this paper is to critically explain, through a case study focused on the Sardinian disability policy, how social policy's morphogenetic cycles influence the governance of personalized disability plans and, consequently, the possibility of their implementation.

Tiraboschi M. (2018) *Welfare for people. Primo rapporto su il welfare occupazionale e aziendale in Italia [Welfare for people. First report on the employment and business welfare in Italy]*. Modena: ADAPT University Press

After outlining the legislative framework and a literature review, the volume offers a proposal for mapping and representing corporate and occupational welfare in Italy, trying to quantify the spread of the phenomenon. The book also contains two in-depth analyses: a welfare analysis in the main industrial relations systems of the engineering sector and a review of occupational Welfare in the Bergamo area.

### **c. Ongoing research**

*Men, work and family life* [2011-in progress]. Giovanna Rossi, Maria Letizia Bosoni and Sara Mazzucchelli, Università Cattolica del Sacro Cuore di Milano.

This research on fatherhood provides an in-depth look at the theme of reconciliation between family and work from the point of view of the father within the research network Oxford Network of European Fatherhood Researchers (ONEFaR - <http://www.brookes.ac.uk/onefar/>), coordinated by Professor Tina Miller (Oxford Brookes University, UK). Contact Maria Letizia Bosoni at: marialetiziabosoni@unicatt.it

*Turning parenthood into a competitive advantage: the Improving Welfare Management Project* [2011-in progress]. Sara Mazzucchelli and Maria letizia Bosoni, Catholic University of Milan.

In recent year, different models of maternity management have emerged within Italian companies, with an increasing attention for maternal competencies. In this context, Improving Welfare Management Project is an innovative method of parenting enhancement (focused not only on maternity) with and within companies, born from a synergic action of different partners (Family Studies and Research University Center of the Catholic University of Milan, EDWIHR business consulting, Lexelent law firm and Niklas Events). The project aims at creating a new culture of parenting based on both behaviours and values, engaging all company levels. The aim is to understand how parenthood is perceived and managed in the company, in order to enhance it, turning it from a problem to a benefit for all the stakeholders (for the company, for the employees and their families and for all the community). The project is developed in steps: 1. Listening (contest analysis with managers and employees), 2. Diagnosis, 3. Planning and 4. Implementation of long term parenthood management strategies. Contact: Sara Mazzucchelli at sara.mazzucchelli@unicatt.it

*Talenti senza età. Analisi del potenziale delle donne in middle-late career e proposte di intervento [talent without age. Analysis of the potential of women in middle-late-career and proposals for action]*. [2011-in progress]. Claudia Manzi, Paola Castello, Sara Mazzucchelli,

Maria Letizia Bosoni, Semira Tagliabue, Mara Gorli and Fabio Paderi, Catholic University of Milan.

The project, commissioned and funded by D value - an association of companies that promotes diversity, talent and women's leadership for the growth of enterprises and the country - intends, through a methodology of quantitative investigation, to analyse the employment status of women aged 50-65 years; define the specific potential of women of this age group; locate the organizational aspects that support and promote it; and identify specific tools to enhance the performance and motivation of women in the age group examined. Contact: Claudia Manzi at [claudia.manzi@unicatt.it](mailto:claudia.manzi@unicatt.it)

*Intergenerational Family Solidarity across Europe (INTERFASOL) - SCH COST Action [2013 – in progress].* Italian research group: Camillo Regalia, Daniela Barni and Stefania G. Meda, Università Cattolica del Sacro Cuore di Milano. Funded by the European Commission.

This is an Action that is promoted and sustained by the European Community with the aim of creating a multidisciplinary network for the realization of a research project to: a) investigate the intensity and the benefits of intergenerational family solidarity, focusing on exchange between elderly and adult generations; and b) explore the modalities and best practices for reinforcing intergenerational solidarity. The action is coordinated by Anne Marie Fontaine (University of Porto) and involves 23 European countries.

*Nuove frontiere del benessere: misurare e valutare il benessere relazionale nei luoghi di lavoro [New frontiers of well being: measure and evaluate the relationship being in the workplace].* [2014-in progress]. Sara Mazzucchelli and Maria Letizia Bosoni, Catholic University of Milan.

The project, in agreement with Best Nest Ltd., aims to: 1) enhance and further develop cases of services / interventions that show a character of innovation and who have made a strong impact in Italian companies (among them the "progetto90giorni", conceived and produced by BEST NEST); and 2) carry out studies aimed at developing knowledge of people working in the company, evaluation of satisfaction with work-life balance measures already in place (if any) and, above all, the identification of needs/latent resources they can find appropriate and prompt answers. The methodology used is based on an original and innovative approach to the person's knowledge of their criteria of values in relation to work-life balance and their consequent behaviour. The technique favours a quantitative tool (questionnaire) online, divided into seven main areas aimed at reaching a large part of the workforce and adjustable area, depending on the specific nature and needs of different companies. In case of need for special investigations, the questionnaire tool can be supplemented by targeted focus group activities.

The proposed methodology is aimed at the construction of measures (indices) able to assess relational wellbeing, with a specific focus on work-family relationship. Contact: Maria Letizia Bosoni at [marialetiziabosoni@unicatt.it](mailto:marialetiziabosoni@unicatt.it)

*Early Childcare and Child Non-Cognitive Outcomes* [2016-in progress]. Daniela Del Boca, Enrica Maria Martino, Chiara Pronzato, CHILD - Collegio Carlo Alberto, Turin.

This study analyses the impact of formal early childcare on a number of non-cognitive child outcomes, conditional on several socio-demographic characteristics of the household and the child. Non-cognitive skills were found to be particularly malleable at young ages and to positively affect cognitive ones, in addition to having direct positive impact on a number of later life outcomes. Using a newly available data set for Northern Italy, the study examines the impact of formal childcare on non-cognitive outcomes, such as attitudes to schooling, sociability, generosity and reciprocity, as well as strengths and difficulties identified among children born in 2006 at the end of the first year of primary school. The results of this research are likely to have important policy implications, since increasing availability of formal childcare can be an effective policy for improving subsequent child outcomes and reducing inequality among children from different backgrounds, in addition to facilitating

maternal labour market participation. Contact: Enrica Maria Martino at [enricamaria.martino@unito.it](mailto:enricamaria.martino@unito.it)

*Labour Cost of Motherhood and the Length of Career Break around Childbirth.* [2016-in progress]. Enrica Maria Martino. CHILD - Collegio Carlo Alberto, VisitInps

The aim of this project is to analyse the effect of career breaks around childbirth on maternal labour market outcomes and the role of parental leave policies in affecting maternal labour supply, using access to newly available Italian administrative data including monthly information on dependent workers in the private sector. The study adopts an event study approach that accounts for individual fixed effects to explore the impact of childbirth on maternal earnings and labour supply at the extensive and intensive margin. It also exploits the introduction of a childcare subsidy conditional on early return to work as a quasi-experimental setting that allows estimation of the causal impact of the length of the career break around childbirth on maternal labour market performance (earnings, labour supply at the extensive and intensive margins, wage, career path) in the short and medium run. Preliminary results show that women experience more than 35 per cent loss in earnings after the birth of a child, mostly driven by a reduction in labour supply, and the loss is persistent up to three years after Maternity leave. The shorter leave induced by the introduction of conditional childcare subsidy increases maternal earnings only in the very short run. Contact: Enrica Maria Martino at [enricamaria.martino@unito.it](mailto:enricamaria.martino@unito.it)

*Labour market and gender policies: a comparative approach (2017-2020)* Valentina Cardinali and others, INAPP (National institute for Public Policy Analysis).

Without a modern family policy that allows work to be reconciled to family tasks (both for women and men), European countries will not be able to overcome the problems linked to demographic change or to mitigate the consequences of the aging of European countries. Starting from this premiss, the research will classify policies in two major areas: a) Measures aimed at women's employment (i.e. studied and explicitly addressed to the target); and b) indirect and contextual measures (which are not explicitly addressed to the target but which intervene on the socio-economic context, where the critical issues of female participation are born). Policies in both areas will be further classified by type and scope of application. This approach can give a comparative view of what the individual countries envisage for the increase in female employment, in order to identify some policy suggestions to be adapted to each context. Contact: Valentina Cardinali