



Reconciliation between work & family in Italy



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Parental Leaves



Rebalancing parental
responsibilities
NEW CULTURAL MODELS

Positive Actions for
reconciliation



Collective bargaining to
experiment new forms of labour
organisation
**ENTERPRISES/SOCIAL
PARTNERS**

Parental leaves

- Both for mother and father for children under 8 of age
- Total length: 10 months (+1 if the father gets at least a 3 months leave)
- Indemnity: 30% of the salary for maximum 6 months, if the child is under 3 of age (no salary is due after this date)
- Economic and cultural obstacles

National Plan on childcare services

- Almost 800 million € to strengthen the childcare service system
- Objective: affordable and available childcare services for 16% of children under 3 of age (as a national average)

Positive actions for reconciliation

| TYPES OF PROJECT | Actions | Applicants | Targets | Needs |
|------------------|-----------------------|--|---|--|
| 1 | Flexible working time | 1. Enterprises 2. Public Health Service 3. Hospitals | Employees | Children, elderly or disabled relatives care |
| 2 | Vocational training | | Employees back from leave periods of at least 60 days | |
| 3 | Support services | | Employees | |
| 4 | Substitution | Self employed workers | Children care | |

The implementation

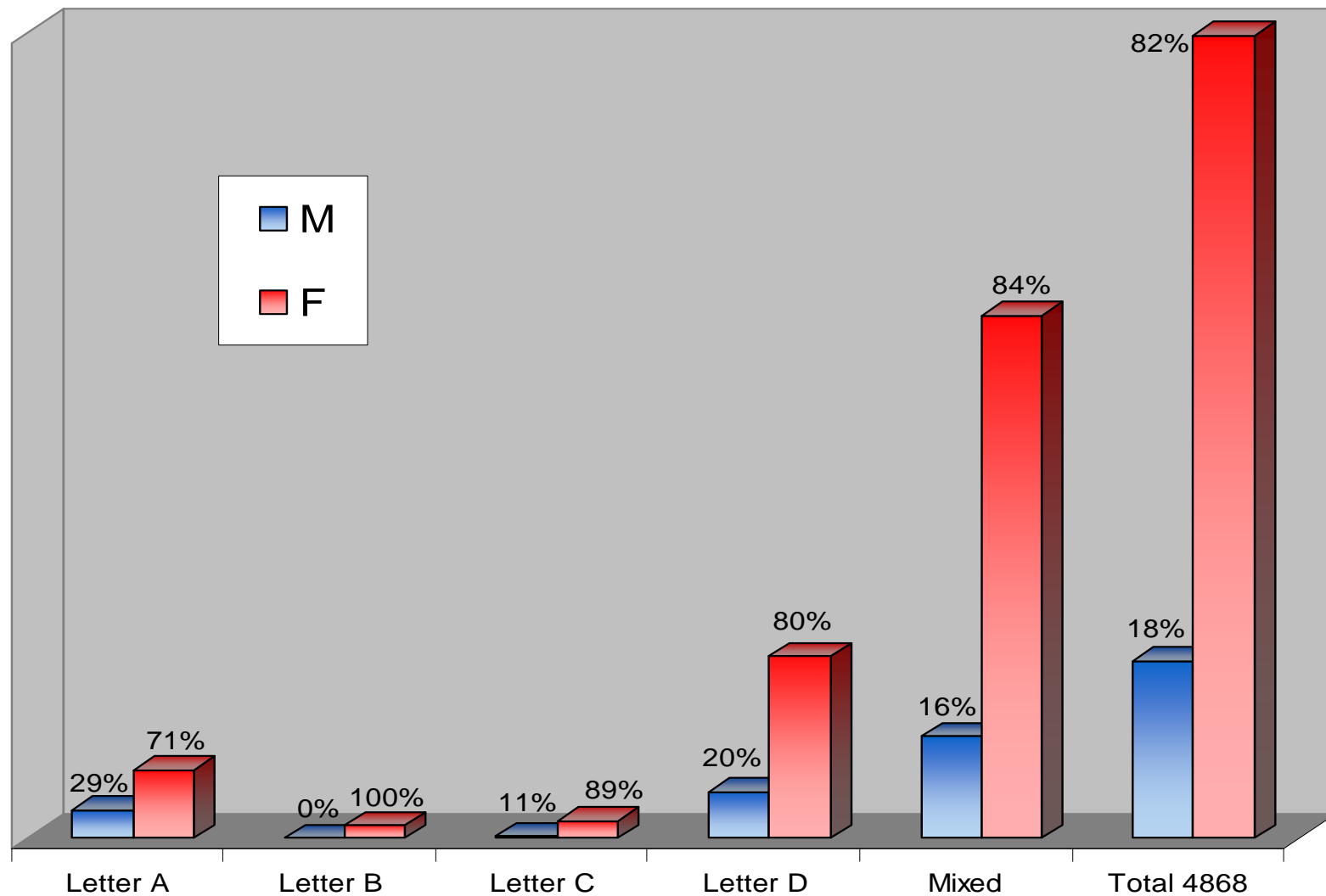
Years 2001-2008

| Year | Submitted projects | Approved projects | % successful projects | Approved financing |
|--------------|--------------------|-------------------|-----------------------|------------------------|
| 2001 | 34 | 13 | 38,24% | € 432.613,80 |
| 2002 | 86 | 39 | 45,35% | € 4.360.627,23 |
| 2003 | 94 | 47 | 50,00% | € 3.216.700,21 |
| 2004 | 128 | 67 | 52,34% | € 2.272.724,57 |
| 2005 | 157 | 52 | 33,12% | € 3.962.459,41 |
| 2006 | 205 | 99 | 48,29% | € 6.288.549,44 |
| 2007 | 232 | 142 | 61,21% | € 8.702.702,27 |
| 2008 | 288 | 225 | 78% | € 13.617.839,79 |
| Total | 1224 | 684 | 55,88% | € 42.854.216,72 |

Source: MLPS - DG Employment (2001-2006); Isfol and Dip. for family policies, PCM (2007-2008)- September 2009

Gender division among direct recipients by type of project

Year 2008



Source: Isfol and Dip. for family policies, PCM - September 2009