

The impact of welfare and labour market policies on parental leaves and work life balance in Italy, in a gender perspective

**Valentina Cardinali, Tindara Addabo,
Dino Giovannini, Sara Mazzucchelli**

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- The last survey on young mothers shows an increase in the % of young mothers who are no longer employed two years after childbirth (from 18% in 2005 to 22% in 2012)
- The % of mothers employed with young children having difficulties in work life balance increased in Italy (from 38.6% in 2005 to 42,7% in 2012)

Istat (2014) *Rapporto annuale sulla situazione del Paese*

Work life balance: the big dilemma...

**POLICIES AT
NATIONAL LEVEL:
I.E PARENTAL LEAVE**

**POLICIES AT FIRM
LEVEL:
I.E GOOD PRACTICE
(HERA PROJECT)**

**Work life balance:
the big dilemma...**

- **Workers and employees** in constant employment, parents within the first 12 years of a child's life can take p.l. for a total period between the two parents not more than 10 months. This period can be increased to 11 if man abstains from work to a period not less than 3 months.
- For **self employed Workers or professionals** registered with the separate management, not enrolled in other pension scheme compulsory and not pensioners, it is a parental leave allowance, for up to 3 months within the first year of the child's life.
- P.l. coverage: 30% of daily pay
- Working parents employee can take parental leave **on hourly basis**

Parental leave in Italy ... at a glance

Users of parental leave in Italy, 2014 by tipology of work

	v.a	%
private sector	283.610	98,6
self employed	2.292	0,8
other	1.629	0,6
tot sum	287.531	1,0

Inps 2016

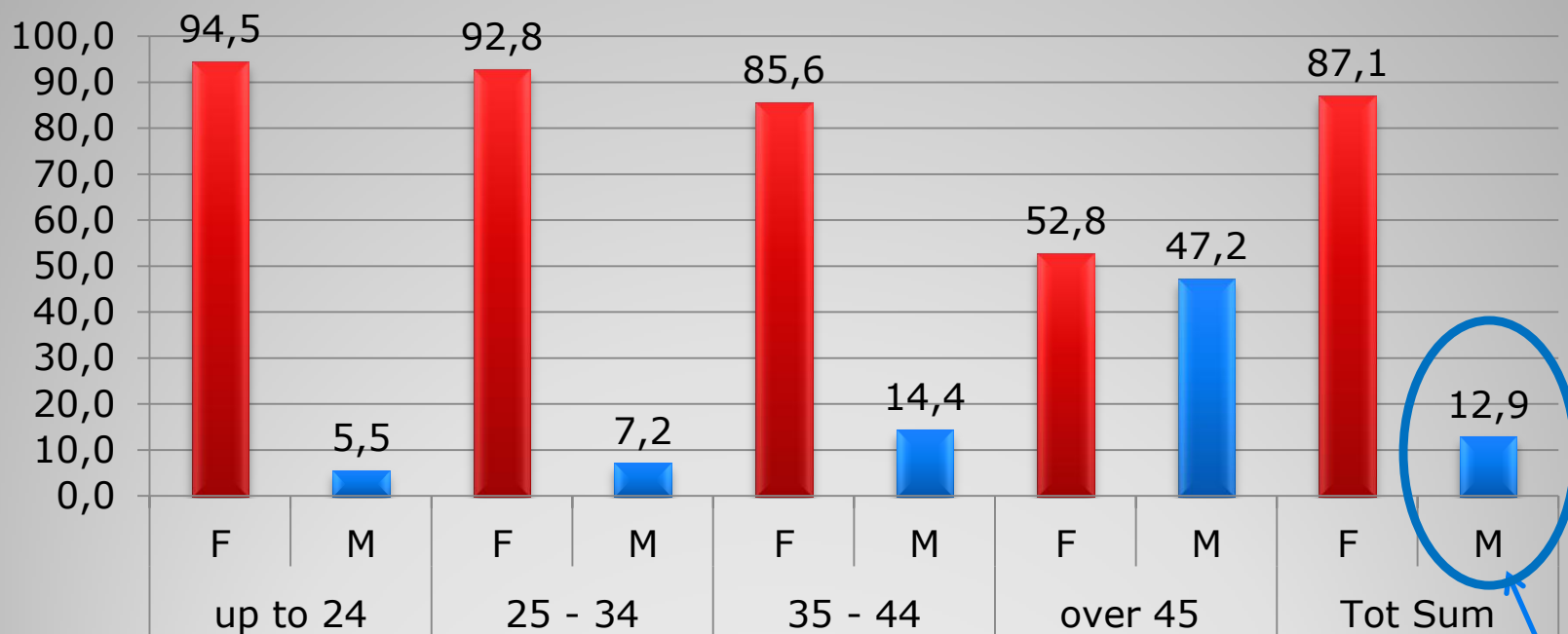
Users of parental leave in Italy, 2014 in the **private sector**

		v.a
up to 24	F	4.220
	M	247
	T	4.467
25 - 34	F	105.480
	M	8.148
	T	113.628
35 - 44	F	130.392
	M	21.927
	T	152.319
over 45	F	6.962
	M	6.234
	T	13.196
Tot Sum	F	247.054
	M	36.556
	T	283.610

Inps 2016

Parental leave in italy

Use of parental leave in Italy, 2014 % by gender and age



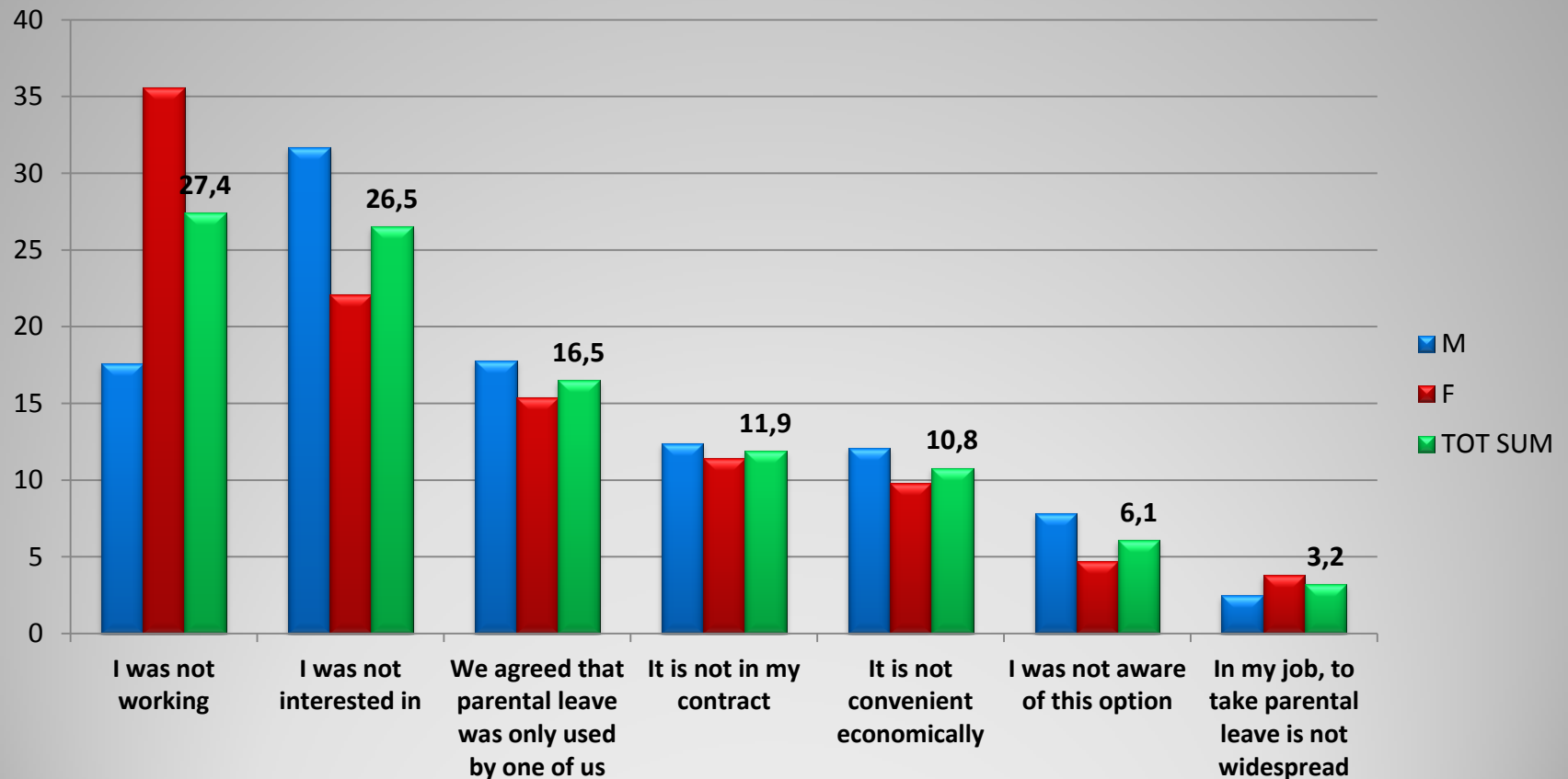
Inps 2016

Male use of parental leave
from 8,7% (2009) to 12% (2013)

Reasons for non-use of parental leaves - men and women with children under 14 years (% - multiple answers)

	M	F	TOT SUM
I was not working	17,6	35,6	27,4
I was not interested in	31,7	22,1	26,5
We agreed that parental leave was only used by one of us	17,8	15,4	16,5
It is not in my contract	12,4	11,4	11,9
It is not convenient economically	12,1	9,8	10,8
I was not aware of this option	7,8	4,7	6,1
In my job, taking parental leave is not widespread	2,5	3,8	3,2

Reasons for non-use of parental leaves - men and women with children under 14 years (% - multiple answers)



- *The Legislative Decree of 25 June 2015, 81*: employee can ask, for once, instead of parental leave the transformation of employment full time in part-time relationship, provided with a time reduction does not exceed 50 per cent.
- possibility for the working mother to request, at the end of maternity leave and within eleven months, as an alternative to parental leave, **vouchers** for the purchase of baby-sitting services, or a contribution to make use of child care services (public or private accredited) for up to six months (*Article 4, paragraph 24, letter b) of the Law of 28 June 2012, 92*)

Instead of parental leave...

They can **access** the benefits:

- female employees (public or private sector)
- self employed and professional women workers registered with the separate management, still in the 11 months of the end of the period of compulsory maternity leave, and have not yet benefited from all over the period of parental leave.

They are **excluded** from the benefit, female workers are not entitled to parental leave (eg, domestic workers, home, unemployed), self-employed and workers in the process of gestation.

The **benefits** are:

- contribution to make use of child care services ;
- **Or** vouchers for the purchase of baby-sitting services.

The amount of the contribution is € 600.00 per month and is paid for a maximum period of 6 months (3 months for workers registered with the separate management).

Budget allocated: 20 million euro per year

Focus on care contribution

The 20 million euro available would cover annually about 11,000 persons for six months.

Whereas employed women employees with children 0-2 years are estimated 735,000, it would result in a **coverage of approximately 1.5%** of the potential demand on an annual basis.

Focus on care contribution

Grants for the purchase of services for children in art. 4, paragraph 24, letter b) of the Law of 28 June 2012, n. 92. Questions admitted to financing.

Months	applications approved	% on total sum	costs
6	2565	67,8	4.617.000
5	278	7,3	417.000
4	268	7,1	321.600
3	535	14,1	481.500
2	107	2,8	64.200
1	30	0,8	9.000
Total	3783		5.910.300

Atypical work effetc

3.4% of the total allocation provided

My elaboration based on list mothers beneficiaries- workers ` requests - Inps July 2013

First results....

- economic contribution or parental leave
- the eligibility for the aid granted exclusively to women
- the comparison, as spending options, between babysitting service and child-care services provided by certificated structures

Care contribution, who cares?
An ex ante evaluation in gender
perspective

- Financial support for child care requires renunciation of parental leave: It's a **disincentive to the use of leave**
- It's a short way to work life balance. It seems that political system doesn't take into account of the issues of care-sharing responsibilities....
- Leave's coverage is low (30%) but then, safeguarding the ratio of leave, why don't raise this percentage instead of providing an alternative monetization?

The risk of switching out parental leave....

economic contribution or parental leave?

Some contradictions in gender perspective

- Do Policy makers know that the return from maternity leave is the starting place of gender discrimination processes?
- Parental leave is required by law to promote the presence of both parents in early childhood. So why allow monetary exchange only to the woman? Perhaps To facilitate the rapid return to work of the mother, ensuring, in the meantime, not the care -sharing in the family, but simply the coverage of nursing service, "in the absence" of the mother?
- the **risk** is that this measure should strengthen the more boorish corporate culture for which the return from maternity leave is required for: fear of losing a share of productivity and prejudice to check as soon as possible that the woman is still reliable, "even if Mom".

... why just for women?

Some contradictions in gender perspective

- Being government grants, can we consider at the same level a babysitting service (carried out by a non-certified professional) and the service provided by public or private structures subject to authorization processes and controls enshrined legislation?

... which childcare?

Some contradictions in gender perspective

The 20 million euro available to cover annually about 11,000 vouchers for six months. Instead of this allocation...

- Considering how pool of **beneficiaries** (men and women) employed employees with an average income of 1,500 Euros, and always considering for each of them a mountain of 180 days your leave, with 20,000 would cover the passage from 30% to 50% for 11,111 people and the passage from 30% to 70% for 5,555 people.
- Considering instead the **number of days your leave**, raising leave's coverage from 30% to 50%, the provision would cover 2,000,000 additional days; raising the coverage from 30% to 70%, the provision would cover 1,000,000 additional days.

...Alternative scenarios

- The case study: Hera multiutility (water, light, energy and environmental services) in Region Emilia Romagna established in 2002
- Amongst family friendly policies:
 - Since 2007 (inter)company crèches and
 - **“Politiche del buon rientro”** project: matching company child care centers and summer camps for employees’ children with facilitated return to work after a leave through coaching.

Policies at firm’s level

- Survey carried out on mothers involved in the project comparing the outcomes to a control group of mothers not involved in the project after their leave.
- The programme is found to make the return to work for mothers easier by reducing the negative effect on different characteristics of work experience by mothers not involved in the project (especially in terms of the perception of being in the career track or in the firm's acknowledgement of their skills)
- Mothers express a positive evaluation on the effect of the programme on the duration of adaptation after return to work, relation with colleagues after return and easier return to their tasks in the firm.

The impact of Politiche del «Buon Rientro»

Thanks...

Valentina Cardinali

v.cardinali@isfol.it

Tindara Addabo

tindara.addabo@unimore.it

Dino Giovannini,

dino.giovannini@unimore.it

Sara Mazzucchelli

sara.mazzucchelli@unicatt.it