

INTERNATIONAL NETWORK ON LEAVE POLICIES AND RESEARCH

# **11<sup>th</sup> International Review of Leave Policies and Related Research 2015**

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LONDON

JUNE 2015

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# 1. Introduction

The international network on leave policies and research has been producing an annual review of leave policies and related research since 2005 (for earlier reviews, go to the network's website: [http://www.leavenetwork.org/archive\\_2005\\_2009/annual\\_reviews/](http://www.leavenetwork.org/archive_2005_2009/annual_reviews/)). The review covers Maternity, Paternity and Parental leaves; leave to care for sick children and other employment-related measures to support working parents; and early childhood education and care policy. As well as policies, it provides information on publications and research.

The review is based on **country notes from each participating country**, prepared by members of the network and edited by one of the network's coordinators. Each country note follows a standard format: details of different types of leave; the relationship between leave policy and early childhood education and care policy; recent policy developments; information on take-up of leave; recent publications and current research projects.

The review also includes **definitions of the main types of leave policies**; and **cross-country comparisons**. These comparative overviews cover: each main type of leave; total leave available; the relationship between leave and ECEC entitlements; policy changes and developments since the previous review; publications since the previous review; and ongoing research in participating countries

The 2015 review includes three new countries: Malta, Mexico and Uruguay. Altogether, it covers 38 countries. In addition to the new countries, these are: Austria, Brazil, Australia, Belgium, Canada, Croatia, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Israel, Italy, Japan, Lithuania, Luxembourg, Netherlands, New Zealand, Norway, Poland, Portugal, Russian Federation, Slovak Republic, Slovenia, South Africa, Spain, Sweden, Switzerland, United Kingdom and United States of America.

N.B. It was not possible to update and revise the country notes for Netherlands and the Slovak Republic for the 2015 review; the country notes for these two countries, therefore, refer to April 2014.

The review is available online either as one complete document; or, for ease of downloading, divided into its constituent parts.

If citing the complete review, please do so as:

Moss, P. (2015) *International Review of Leave Policies and Research 2015*. Available at: [http://www.leavenetwork.org/lp\\_and\\_r\\_reports/](http://www.leavenetwork.org/lp_and_r_reports/)

If citing an individual country note, please use the citation given as a footnote on the first page of that country note.

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April 2015

For comparisons with other countries in this review – on demographic, economic, employment and gender equality indicators and on leave provision and early childhood education and care services - go to [cross-country comparisons](#) page on website. To contact authors of country notes, go to [membership-list of members](#) page on 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 weeks (five months): at least four weeks before the birth. It is obligatory to take this leave.

*Payment and funding*

- Eighty 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 Department for Social Welfare), 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.

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<sup>206</sup> Please cite as: Addabbo, T., Cardinali, V., Giovannini, D. and Mazzucchelli, S. (2015) 'Italy country note', in: P. Moss (ed.) *International Review of Leave Policies and Research 2015*. Available at: [http://www.leavenetwork.org/lp\\_and\\_r\\_reports/](http://www.leavenetwork.org/lp_and_r_reports/)

### *Flexibility*

- For employees and workers enrolled in '*Gestione separata*'<sup>207</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. If the infant suffers a hospitalization, the mother has the right to suspend the Maternity leave.
- The mother can transfer two days to the father.

### *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.

*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*

- One day of compulsory leave. Fathers can take two additional days if the mother agrees to transfer these days from her Maternity leave allocation.

### *Payment and funding*

- One hundred per cent of earnings.

### *Flexibility*

- Leave can be used until five months after childbirth.

### *Eligibility*

- All employees

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<sup>207</sup> The 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.

*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.
- The maximum total length of leave per family is ten months unless the father takes at least three months (also discontinuously) 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.

*Payment (during the length of Parental leave) and funding*

- Thirty 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 according to the implementing decree of the Jobs Act (March 2015).
- Funded as Maternity leave.

*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. Workers cannot take 'hourly based leave' and 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 - mothers who meet the requirements of the law- can exchange their Parental leave for vouchers of €300 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.

*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.

*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 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. 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 corresponding to their previous earnings, up to a maximum of €47,351.12 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.

## **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 over three years 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 2014 (including proposals currently under discussion)**

In accordance with Article 1, paragraphs 8 and 9 of Law no. 183 of 2014, approved by the Italian Parliament on 20 February 2015, the Italian government, at the end of March 2015, approved a legislative decree containing provisions on work-life balance. It is currently under examination by the State General Accounting Department (*Ragioneria dello Stato*). This decree introduces a number of changes to leave policies including: extending the period during which Parental leave can be taken from eight to 12 years after birth; extending the period during which payment is made from three to six years after birth; enabling leave to be used by reducing daily working hours; and introducing a right to leave or reduced working hours for women victims of gender violence.

## 4. Take-up of leave

### a. Maternity leave

Maternity leave is obligatory for employees. In 2012, according to administrative data referred to by Istat (2013), about 360,000 employees used Maternity leave; nine per cent were temporary workers and 91 per cent permanent workers.

### b. Paternity leave

As this was only introduced in January 2013, there is no information as yet on take-up of leave.

### c. Parental leave

In 2012, Parental leave was used by 285,000 employees (6.7 per cent with temporary contracts and 93.3 per cent with permanent contracts); as with Maternity leave, the type of contracts varied regionally. According to the INPS data used for this analysis, 89 per cent of employees using Parental leave in 2012 were women and 11 per cent men<sup>208</sup>.

Analysis of the measure that allows women to exchange paid Parental leave for vouchers to use in childcare services, introduced by Law 92/2012 and operating on a trial basis in 2013-14, shows that only a third of the €20 million allocated for this policy has been spent<sup>209</sup>. It is still to be determined if this is due to the criteria for eligibility being too strict or to a low number of applications. The low number of vouchers can also in part be related to the application procedure to be followed by childcare institutions that has been considered too complex and to be accomplished within a very limited time leading to take-up by only a few institutions amongst those that are eligible<sup>4</sup>. Moreover, as stressed by Cardinali (2013a, b<sup>210</sup>), the measure's focus on women could lead to the reproduction of the already very unequal division of care responsibilities within Italian families.

## 5. Research and publications on leave and other employment-related policies since April 2014

### a. General overview

The literature analysed deals with the different strategies enacted by parents for childcare and on their effects on parental labour supply. A discussion on the presence of 'new fathers' and new models of family is also provided. The normative changes have stimulated commentaries and a discussion on the possible effects of the new policies. Attention is also devoted to the implementation of occupational welfare schemes and to cross countries analyses. The implications of the crisis are also analysed with a special focus on parenthood in a time of crisis and to gender inequalities. Attention is also provided to youth employment increasing insecurity and to the role played by the family.

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<sup>208</sup> Istat (2013) 'Rapporto sulla coesione sociale: anno 2013 - nota per la stampa' ['Report on Social Cohesion: year 2013 - Note for the press']. Available at [www.istat.it](http://www.istat.it).

<sup>209</sup> Prioschi, M. (2013) 'Flop dei bonus per l'asilo nido. Assegnato un terzo dei fondi', *Il Sole 24 Ore*, 28/07/2013, p.17.

<sup>210</sup> Cardinali, V. (2013a) 'Voucher per asili nido. Perché così non va' ['Voucher for nurseries. Why so wrong?']. *Ingenere* online. Available at: <http://ingenere.it/articoli/voucher-nidi-e-baby-sitter-perch-cos-non-va>; Cardinali V. (2013b) par. 4.2, 4.3, 4.4.1. in: Isfol (2013). *Rapporto di monitoraggio del mercato del lavoro 2012 [Monitoring report of the labor market 2012]*. Roma: Isfol.

## b. Selected publications since April 2014

Addabbo, T. (2014) 'The gender impact of the financial, political and social crisis. The case of Italy', Research Report for UNICRI - United Nations Interregional Crime and Justice Research Institute, 2014, in: Unicri (ed.) *The impacts of the crisis on gender equality and women's wellbeing in EU Mediterranean countries*, [http://www.unicri.it/in\\_focus/on/vaw\\_report](http://www.unicri.it/in_focus/on/vaw_report).

The structural situation of Italy as regards childcare services, demographic trends and gender inequalities in employment, political participation and health before the crisis are analysed together with a discussion on violence against women. The essay then proceeds with the analysis of the impact of the crisis in a gender perspective and with policy suggestions with special reference to violence against women.

Albertini, M. and Mencarini, L. (2014) 'Childlessness and Support Networks in Later Life: New Pressures on Familistic Welfare States?' *Journal Of Family Issues*, Vol.35, No.3: 331-357.

Childlessness is an increasingly common condition in many European societies. The consequences that this demographic phenomenon might have on welfare systems—and long-term care policies in particular—are widespread. This is particularly the case for the familistic welfare states of Southern Europe. Using data from the 2003 Italian GGS, the article explores the relation between the absence of children and support received in later life. Overall, the results support the idea that in Italy elderly nonparents, compared with those who have children, do not face significantly large support deficits in terms of the likelihood of receiving support. However, it is shown that they are likely to miss those forms of support that are most needed in the case of bad health. Next, the childless are more likely to be helped by nonrelatives and not-for-profit organizations and to a lesser extent by the welfare system.

Arpino, B.; Pronzato C. and Tavares, L. (2014) 'The effect of grandparental support on mothers' labour market participation: an instrumental variable approach', *European Journal of Population*, Vol.30, No.4: 369-390.

The focus of this paper is on the effect of grandparental childcare on mother's labour supply in Italy. The authors use the Italian National Institute of Statistics (ISTAT) Families and Social Subjects Survey 2003 that provides a wide range of control variables both on each parent and on the household. They account for statistical problems connected with the estimation of the effect of grandparental childcare on mothers' labour supply by using the potential outcome framework. Their results are consistent with grandparents being a substitute for formal childcare rather than a substitute for parental childcare, with a higher effect for less educated mothers, and for mothers with young children and living in northern and central Italy. The recent pension reform increasing women's retirement age in Italy would need an increase in public childcare services to avoid reduction of mothers' labour supply.

Bertolini S. and Musumeci R. (2014) 'Diventare genitori in tempi di crisi: verso una ritradizionalizzazione dei ruoli di genere?' ['Becoming parents at times of crisis: towards a re-traditionalisation of gender roles?'], *Sociologia Italiana. AIS Journal of Sociology*, No.. 4/October.

Working from a gender and a life course perspective, this paper examines the strategies for reconciling paid work and childcare planned by dual earner couples in their first transition to parenthood, in a period of economic crisis. It stems from a longitudinal qualitative study (part of an international comparative project) that reconstructs the first transition to parenthood of 28 Italian working couples, living in Northern Italy, based on 56 in-depth interviews carried out with couples in 2010-2013, at a particular period in time, when many countries were experiencing the consequences of the economic crisis caused by the collapse of the financial institutions. The findings show ambivalences. On one hand, the strategies for reconciling paid work and childcare planned by the majority of our couples are characterised by a traditional,

unequal gender division of childcare and paid work between the partners; some respondents explicitly refer to the economic crisis to justify the traditional and unequal gender division of work outside and inside the home planned for the near future (some fathers, for example, talk about their decision or plan not to take parental leave). On the other hand, the economic crisis seems to be 'forcing' some couples to formulate reconciliation strategies between childcare and paid work and patterns for dividing paid work that are 'innovative' and characterized by interchangeable gender roles.

Berloffo, G., Modena, F. and Villa, P. (2014) 'Changing Labour Market Opportunities for Young People in Italy and the Role of the Family of Origin', *Rivista Italiana Degli Economisti*, Vol. 19, No. 2: 227-251.

The article analyses the increased incidence of insecure job conditions for youth in Italy with special attention to the role played by family backgrounds in accessing more secure job conditions. The authors use the Italian Households Longitudinal Study showing an increase in the duration of precarious employment condition in Italy between the late 1970s/early 1980s and the late 1990s/early 2000s with an increased difficulty of accessing more stable positions and a higher relevance of the role of the family of origin (with the risk of producing more inequalities amongst youth in Italy).

Bertoni S., Musumeci R., Naldini M., and Torroni P.M. (2014) *The care of the baby: a family affair in Italy*, Turin: Collegio Carlo Alberto. Available at: [www.carloalberto.org/research/working-papers](http://www.carloalberto.org/research/working-papers)

The paper aims to reconstruct how 'best for' the baby is defined by pregnant couples and addresses their main expectations in gender division of care and paid work. In reconstructing the main expected strategies of couples the authors look specifically at the role of social resources (family and social network), of social policy and work environments in shaping the nature, scope and quality of parental (leave policy) and non-parental child care (out-of-home services) arrangements. The qualitative study is based on interviews conducted with 21 Italian working (with typical/atypical contracts) couples during their first transition to parenthood, aged between 26 and 45 and living in the north of Italy in the city of Turin (a medium size city) and in the surrounding area. The sample has been selected mostly by gynaecologists/midwives, maternity homes, pre-childbirth courses. The results of the first preliminary analysis show that the main 'care ideal' for Italian working couples expecting a baby is that a new-born baby needs its mother. The 'Family care model' (which includes grandparents), if available, is a better solution until the baby is 12 to 18 months old. The assumption behind this ideal is that the mother may (or should) reduce her commitment towards job but the father should not. There is little reflection concerning the consequences of long work interruption on women's career paths. The authors predict that the majority of interviewees will act according to the normative Italian model: mothers will return work after five to nine months, some of them can add a few months of holidays (fully paid) to Maternity leave and then get the help of grandparents and/or use crèches. Fathers are entitled to six months Parental leave, but rarely take it up; if they do so they use it for a very short period. If the mother cannot interrupt paid work in order to take care of the baby, parents think that the second best solution for the baby is for a family member (grandparents) to take care of him/her. Few interviewees choose crèches for the first year. The last solution for the parents is to externalize care of the baby, for example through a childminder.

Bosoni, M. L. (2014a) "Breadwinners" or "involved fathers? Men, fathers and work in Italy", *Journal of Comparative Family Studies*, Vol. 45, No. 2, March-April 2014.

The identity transformation affecting both men and women in the last few decades as well as structural changes in the family and in the labour market have led to a reflection on the role of the so-called 'new fathers' and of fatherhood-related practices. Several empirical studies, in fact, highlight a change in the father role, both in and outside Italy, towards a more family-involved style of male parenthood. Nevertheless, the strong relationship between fathers and work remains a pivotal trait in a man's identity: the breadwinner model is, in fact, still thriving

in many European countries, including Italy. In this scenario, one of the most relevant issues is the complex relationship between family and work. This paper is aimed at understanding the transformation of the male identity and fatherhood, taking into account the strong relationship between men and work. This topic is analysed in depth with the help of data from the European Values Study, whose fourth wave was conducted in 47 European countries including Italy, in 2008-2009. This survey allows to capture some structural aspects and values concerning fundamental aspects of life, such as marriage and the family, work, leisure time, religion and inter-generational relationships.

Bosoni, M. L. (2014b) 'Men, fathers and work: the challenge of reconciliation. Case studies in some Italian companies', in: E. Carrà (ed.), *Families, care and work-life balance services: case studies of best practices*. Milano: Quaderni del Centro Famiglia, pp. 11-30.

This paper presents findings from a study on working fathers, conducted in Italy between April 2010 and February 2011, with the aim of understanding how men manage the 'double role' of fathers and workers, and how companies support their employees' needs. The hypothesis leading this research is that the expression of the father's role and the paternal reconciliation strategy are strongly influenced by the workplace. In particular, three case studies were produced, using a qualitative research technique. In total, 45 interviews were carried out: semi-structured interviews with managers, focused on corporate culture, and narrative interviews with employees (fathers of young children), focused on the transition to parenthood. The fathers interviewed were able to actively reflect on their experiences and regarded the family and work reconciliation as a matter for men too. Company culture emerged as a central, powerful element shaping male reconciliation strategies.

Bramanti, D. (2014) 'Working Women Caring for Frail Elderly: Best Practices to Promote Family Reflexivity', in: E. Carrà (ed.), *Families, care and work-life balance services: case studies of best practices*. Milano: Quaderni del Centro Famiglia, pp. 31-52.

The study analyses the conditions of women who work and care for their elder parents, in Italy, with specific emphasis on identifying best practices for frail elderly people and their families, able to support the care-giving function. The concept of best practice refers to services of excellence for efficiency and efficacy, and indicates, according to a relational perspective, programmes promoting - at family level - the we-relation, which is the family's capability to generate relational goods. Best practices are thus measures where elders and families participate in the process of coping with ageing-related issues, in a perspective supportive of the kinship networks' coping skills. Eight projects have been selected / identified as potential good practices and have become the subject of in-depth case studies. The quantitative analysis has allowed to sketch the profile of female caregivers in Italy, and the qualitative study has highlighted some major findings concerning the case studies. Finally, the research gives indications to professionals working alongside families and policy makers.

Cardinali, V. (2014) *Mercato del lavoro e politiche di genere [The labour market and family policy]*. Rome: Isfol Available at:

<http://bw5.cilea.it/bw5ne2/opac.aspx?web=ISFL&opac=Default&ids=20169>

The report highlights the features of a 'dual labour market' and some policy choices, with the aim of correcting imbalances. The gender issue of the labour market translates into a constant deficit of female participation, with women more and more educated and competitive, but increasingly less attractive for employers; and the inability of the welfare to support participation and care needs in a country demographically changed. The report looks at women labour market with a special attention to the age or citizenship.

Fuochi, G. Mencarini, L. and Solera, C. (2014) *Involved Fathers and Egalitarian Husbands: by Choice or by Constraint? A Study on Italian Couples with Small Children, Carlo Alberto Notebooks, 370*, October 2014. Available at: <http://www.carloalberto.org/assets/working-papers/no.370.pdf>.

This research examines to what extent 'new fathers' who are more involved in child care and housework are spread in Italy and whether this phenomenon is out of choice or because of constraints. The authors use the 2003 Italian survey Family and Social Subjects' by ISTAT and show that 'new fathers' are a minority in Italy; they are characterized by a higher level of education, live in double earners households, in North-Centre Italy, and are more likely to hold a position in the labour market comparable to their partner. When the partners share a more egalitarian attitude they are more likely to be affected in their behaviours by resources and constraints.

Istat (2014a) *Annual report 2014 - The state of the Nation*. Available at:

<http://www.istat.it/en/archive/126011>

This year's Report, the 22nd edition, integrates data produced by Istat and by the National Statistical System, thus offering a well-documented picture of transformations affecting Italian economy and society. Besides illustrating the economic and social effects of the crisis, the 2014 Report highlights the potentials of the country and focuses on the most relevant challenges that it has to face. The analysis of public finance and the redistributive impact of the state budget, finally, offers policy makers a useful scenario to work out appropriate recovery policies.

Istat (2014b) *BES 2014 Report: equitable and sustainable wellbeing in Italy*. Available at:

<http://www.istat.it/en/archive/128353>

The second edition of the 'Report on Equitable and Sustainable Wellbeing' (BES 2014), born of a joint initiative of The Italian National Council for Economics and Labour (CNEL) and the Italian National Institute of Statistics (ISTAT), aims to be a useful guide for policy makers, social partners and the research community to identify priorities to be addressed both in the short and long-term in order to ensure a fair and sustainable wellbeing for present and future generations. It analyses the fundamental dimensions of wellbeing and progress in Italy and its territories, providing an overall view of the main social, economic and environmental phenomena which characterise our country.

Istat (2014c) *Public offer of nurseries and other socio-educational services for children*. Available at: <http://www.istat.it/en/archive/129420>

Children between zero and two years enrolled in nurseries run by municipalities are 152,849 in the 2012/2013 school year; another 45,856 children benefit from contributions from the municipalities for private nurseries. Then the total number of children who benefit from the public offering amounts to 198,705. In 2012, the expenditure committed by municipalities for financing nurseries is about 1 billion and 559 million euro. 19.2 per cent of this expenditure is accounted for by the fees paid by families, thus the expenditure paid by municipalities is about €1 billion and €259 million. Between 2004 and 2012 current expenditure for nurseries had an overall increase of 48 per cent, net of fees paid by users. During the same period increased by 36 per cent (more than 52 thousand units), the number of children enrolled in public nurseries or in private nurseries financed by the municipalities. In 2011, for the first time since 2004, there is a decrease in the number of children beneficiaries of the municipal offer of nurseries (-0.04 per cent in 2011); the decrease is confirmed in 2012 (-1.4 per cent). In 2012/2013 enrollments for the municipal nurseries are declining (about 2,600 users in less than the previous year) and, to a lesser extent, also the contributions paid by municipalities for private nurseries are declining (about 300 users in less). The percentage of municipalities offering the service of kindergarten, both in the form of structures and of contributions for the use of private services, increased from 32.8 per cent to 50.7 per cent during the period 2003/2004 - 2012/2013. Regional differences are very strong: the children attending public nurseries or structures financed by the municipalities ranging from 3.6 per cent of residents aged between 0 and 2 years in the South to 17.5 per cent in the Center. The Calabria region shows the lowest percentage (2.1 per cent, down from 2.5 per cent the previous year) and the Emilia-Romagna region shows the highest value (27.3 per cent, a slight increase from 27.2 per cent the previous year). The percentage of municipalities that guarantee the presence of

the service varies from 22.5 per cent in the South to 76.3 per cent in the North-East. In the school year 2012/2013 children attending supplementary services for early childhood offered by municipalities amount to 1.2 per cent of residents between zero and two years (about 20 thousand). This share is decreasing over the last three years of observation. Considering both nurseries and supplementary services, the percentage of children aged 0-2 (until their third birthday) who benefit from childcare services run or financed by municipalities is 13.5 per cent.

Istat (2014d) *Natalità e fecondità della popolazione residente: caratteristiche e tendenze recenti* [Birth and fertility of the resident population: characteristics and recent trends]. Available at: <http://www.istat.it/it/archivio/140132>

Italy is in demographic decline: the average rate of fertility has fallen from 1.46 children per woman in 2010 to 1.39 in 2013. In the latter year the average number of children is 1.29 for Italian women and 2.10 for foreign women but also birth in families where there is at least one foreigner are declining. The decline in fertility is in common to the different areas of the country.

Mazzucchelli, S. (2014a) 'Moms & work: A complex relationship', in Rossi G., Mazzucchelli S. (Eds.), *Journal of Comparative Family Studies*, Vol. 45, No. 2:261-273.

This paper analyses the complex relationship between motherhood and work, a topic ambiguously dealt with in much of the socio-economic literature and current European policies. A relational perspective, on the other hand, can identify the distinctive elements of this issue, avoiding the reduction of motherhood to the procreative choice and its regulation by purely functional policies focused on workfare and individual rights. This relational framework, supported by relevant statistical findings and international literature, can thus provide an insight into the many-nuanced "new female identity".

Mazzucchelli, S. (2014b) 'Lo smart working come benefit: pratiche innovative di welfare aziendale', in : Gatti M. (ed.) *Welfare aziendale. La risposta organizzativa ai bisogni delle persone*, Quaderno di Sviluppo & Organizzazione, n.20, pp. 90-111.

The evolution of organizational models and logical management of 'human capital' represent strategic levers to improve performance and increase the competitiveness of companies, undoubtedly decisive elements in facing the current economic situation. In this context fits the growing attention to the phenomenon of Smart Working: an innovative approach to work organization that integrates and exceeds concepts such as teleworking and mobile working, questioning all the traditional constraints starting from the physical space, the times and the tools of work, looking for new balances based on greater freedom and empowerment of workers. Within this framework, taking advantage of two recent empirical investigations, the author: 1) highlights the importance of Smart Working and its effectiveness in the daily challenge of balancing family and work; 2) analyses whether, and under what conditions, the introduction of flexibility measures (or Smart Working) could be a win-win solution for companies. [

Meda, S. (2014) 'No Country for Old Men? Italian Families Facing the Challenges of an Ageing Society', *Journal of Comparative Family Studies*, Vol. 45, No. 2, March-April 2014.

The paper illustrates the Italian situation regarding ageing and the living conditions of the elderly according to a relational family perspective. The paper attempts to frame the ageing phenomenon within a family context and points out the advantages of this approach for a sociological interpretation of an extremely complex factor the consequences of which lead to problem scenarios. Relevant data from recent official sources are presented and contextualized within family relationships, with a view to providing an accurate representation of the changes presently undergone by family and society in Italy, and identifying forms of support to inter-generational relationships, crucial for the development of social capital and cohesion.

Prandini, R., Macchioni, E. and Marrone, V.. (2014) 'Dispositivi di conciliazione famiglia-lavoro e generazione di benessere relazionale: un'indagine sui dipendenti e le loro famiglie', in: *Family Audit. La certificazione familiare aziendale*. Milan: Franco Angeli, pp. 83 - 201.

This chapter presents the results of a survey oriented to investigate the effects of work-life balance measures on workers' life. The survey involved employees - along with their cohabitee partners - of 18 businesses (public and private enterprises and social cooperatives) that joined the *FamilyAudit* project of the Italian Province of Trento. All the employees who have used at least one *FamilyAudit* measure within two years from the beginning of the project, and who have family responsibilities towards partners and/or children, were asked to fill out a questionnaire. The results of the survey show the influence of work-life balance measures over the perception of improved family relationships. The quality of the relationships - perceived by the surveyed partners both in the couple and with the children - is connected with the perception of personal well-being and with the better work relationships reported by the employees. The amount of measures put in use becomes an important resource for the family: the foundation of the family well-being moves from the personal level towards the social relations in the work sphere. The more effective corporate welfare packages include a multiplicity of measures characterized by flexibility and the possibility of personalised combinations.

Rossi G., Bramanti D., Boccacin L. and Meda S. (2014) 'Active Ageing: Intergenerational Relationships and Social Generativity', in: G. Riva, P.A. Marsan P.A. and G. Grassi (eds.) *Active Ageing and Healthy Living*. Amsterdam: IOS Press, pp.57-68.

This contribution is a reflection on the concept of active ageing from the perspective of relational sociology. At the same time, it offers practical implications and outlines possible future courses of action, in the face of demographic and relational scenarios rapidly changing, and the challenges that each day people of all generations are called to cope with. Active ageing is quite a recent concept and indicates an attitude towards aging that enhances the quality of life as people become older. The goal of active ageing is to enable people to realise their potential for physical, social and mental well-being and to participate in social life also in the last stage of the life cycle. In this phase, the presence of a network of support, security and care adequate to the possible onset of problems and criticalities is crucial. Relational sociology frames the phenomenon of an aging population in a dense network of social relations, primarily at the level of family and community. For this reason, as supported by the most recent sociological literature and evidence from studies conducted in Italy and abroad (cf. SHARE), it is extremely important to investigate the link between active aging, intergenerational orientation (solidarity and exchanges) and practices of pro-sociality (i.e. engagement in third-sector activities and volunteering in later life).

Bramanti, D. and Boccacin, L. (2015) 'Active Ageing: from Individualistic Withdrawal to Social Generativity', *Familia*, No.50: 111-128.

The concept of active ageing applies especially to the young old, ie. people aged between 65 and 74 years. Living longer means a longer period of cohabitation (actual or 'at a distance') of at least three generations (grandparents, children, grandchildren) and this enables mutual relational exchanges, whose presence or absence and subjective perception as positive or problematic have to do with the quality of life of older people and all the other generations. By analysing data concerning the 65-74 year old European population gathered through the SHARE's wave 4, the authors are able to show different ways of experiencing, embodying and to give meaning to active aging: a) 'individualistic withdrawal'; b) 'competitive ambivalence'; c) 'social generativity'. This demonstrates that: a) primary relations play a crucial role in enabling young old subjects (65-74 yrs) to give a sense to the transition they are experiencing and can therefore be defined as generative; b) these generative relationships (at personal and family life level) give origin to forms of social generativity, thus excluding other forms of active ageing. The authors conclude, in accordance with the most recent international sociological and psycho-social literature, that active ageing cannot be limited to a generic activism or mainly



aimed at the preservation of a vital and meaningful sense of self, nor to a compensatory aspect of the elders' lost social and relational centrality.

Brilli, Y., Del Boca, D., and Pronzato, C. (2015 forthcoming) 'Exploring the impacts of public childcare on mothers and children in Italy: Does rationing play a role?', *Review of Economics of the Household*.

The focus of this paper is on the effects of public childcare availability in Italy on mothers' working status and children's scholastic achievements. The authors use a new data set on the test scores of pupils in the second grade of primary school in Italy together with data on public childcare availability. The results of their estimation show a positive and significant effect of childcare on mother's employment and on children's language test scores with a higher effect in presence of rationing and for lower educated mothers living in lower income areas in Italy.

Canal, T. (2015) *Storie di Padri non previsti dal Jobs Act, in genere*, 17/03/15. Available at: <http://www.ingenere.it/articoli/storie-di-padri-non-previsti-dal-jobs-act>

The author comments on the contents of the Jobs Act content in terms of the lack of innovation on Paternity leaves remain limited in duration.; and refers to the results of a survey that outlined the emergence of new fathers more involved in childcare activities.

Carinci, F. And Tiraboschi, M. (eds.) (2015) *I decreti attuativi del Jobs Act: prima lettura e interpretazioni. Commentario agli schemi di decreto legislativo presentati al Consiglio dei Ministri del 24 dicembre 2014 e alle disposizioni lavoristiche della legge di stabilità ADAPT LABOUR STUDIES e-Book series, n. 37/2015*, Adapt University Press.

This volume contains a commentary on the contents of the Jobs Act.

Casarico, A. and Del Boca, D. (2015) *Conciliazione, lavoro e famiglia: avanti a piccoli passi*, lavoce.info, 06/03/2015. Available at: <http://www.lavoce.info/archives/33476/piccoli-passi-conciliazione-famiglia/>

This essay comments on the work life balance policies in the legislative decree approved by the Italian Parliament on 20 February 2015.

Del Boca, D. (2015) *The impact of child care costs and availability on mothers' labor supply*, *ImPRovE Working Paper No. 15/04*, Antwerp: Herman Deleeck Centre for Social Policy – University of Antwerp.

This paper provides a literature review on the issue of the impact of childcare costs and availability on mothers' labour supply with reference to European countries (including Italy), Canada and the USA. The literature supports a higher impact of child care availability and their costs for the labour supply of mothers in more disadvantaged backgrounds and outline the relevance for these policies in reducing child poverty and in enhancing female labour supply.

lavoce.info (2015) *Luci e ombre del Jobs Act*. Available at: <http://www.lavoce.info/wp-content/uploads/2015/02/Luci-ed-ombre-del-Jobs-act-ULTIMO2.pdf>

This volume contains essays from different authors on the Jobs Act including the possible outcome in terms of income distribution, women's employment, unemployment benefits and wages.

Viale, V. and Zucaro, R. (2015) *I congedi a tutela della genitorialità nell'Unione Europea. Un quadro comparato per rileggere il Jobs Act. Working paper ADAPT 275, April 10 2015*.

The working paper describes and analyses the European context for Parental and Paternity leaves. The comparative analysis is the basis to reread the recent intervention of the Italian legislature aimed at the protection of motherhood, in order to promote, in this way, women's employment

### c. Ongoing research

*Do Men Care? Men's supply of unpaid labour.*(2013-2015). Leif Andreassen, Research Department, Statistics Norway; Maria Laura Di Tommaso, Dept of Economics and Statistics Cognetti de Martiis, University of Torino and Collegio Carlo Alberto; Anna Maccagnan, Dept of Economics and Statistics Cognetti de Martiis, University of Torino. Funded by University of Torino Progetti di Ateneo.

This project aims to measure men's capability to provide unpaid work, considering both childcare and housework, within the Capability Approach framework. In order to operationalize the Capability Approach, the research uses random scale modelling, a technique that allows the study of whether and to what extent men are restricted in their freedom of providing unpaid and paid work and to describe men's preferences in combining different levels of paid and unpaid work, given their capability sets. Data is drawn from the Multinational Time Use Survey (MTUS), a cross-country harmonised set of time use surveys composed of comparably recoded variables. In particular, data is used from Spain and UK, two countries with very different attitudes to gender roles in the household, in the society and in the labour market. Preliminary results suggest that, even though men do relatively little childcare, it is important to them. So men do care to care. Our estimates suggest that both individual and household variables are important drivers in shaping restrictions and preferences: men married to low educated women are more likely to be restricted into the low time unpaid work group, while highly educated men prefer to spend more time in childcare and domestic work. Contact: Maria Laura Di Tommaso at [marialaura.ditommaso@unito.it](mailto:marialaura.ditommaso@unito.it)

*Family Constellations and the Organization of Care for Children in Italy.* Tiziana Nazio Department of Culture, Politics and Society, University of Turin. Part of European Commission-funded programme *FAMILIES AND SOCIETIES: Changing families and sustainable societies: Policy contexts and diversity over the life course and across generations* (2013-2016) (Principal Investigator. Daniela Del Boca, Università di Torino, Collegio Carlo Alberto and CHILD. Contact: Daniela Del Boca at: [dani.delboca@unito.it](mailto:dani.delboca@unito.it) or [segreteria@carloalberto.org](mailto:segreteria@carloalberto.org))

Using time diary data from Italy (time use survey 2008-09), on a sample of 5200 households with children younger than 14 years of age, this research assesses the degree of gender specialization in the time mothers and fathers devote to unpaid child care in differently shaped family structures (marital or cohabiting union, single parent and blended family), and how in turn both parental and family characteristics reflect in children's time use (addressing several activities from children's time diaries). The aim is to investigate the relation between family structure and children's time use (controlling for parental and children's characteristics). Contact: Tiziana Nazio at [tiziana.nazio@unito.it](mailto:tiziana.nazio@unito.it).

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