

# TransParent Project First Workshop

Amsterdam, April 8-9, 2010

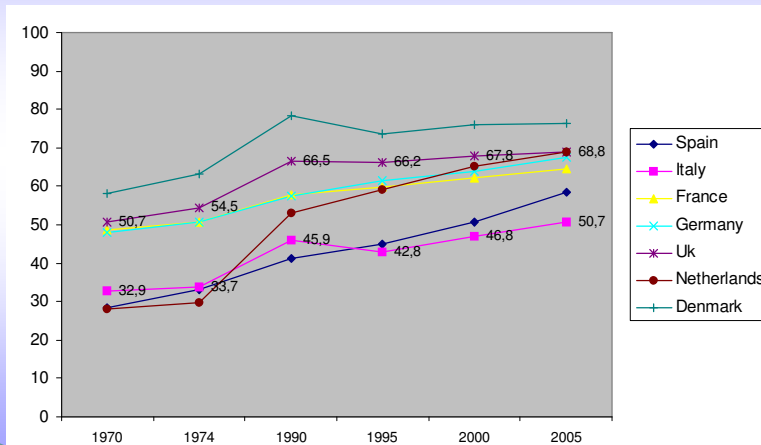
Italian team's presentation  
by *Sonia Bertolini & Paola Maria Torrioni*

Italian group's members: Sonia Bertolini, Rosy Musumeci,  
Manuela Naldini, Cristina Solera, Paola Maria Torrioni

1

## Women's activity rates in Italy

Changes in women's activity rates in Italy,  
UK and other selected European countries



Notes: data for Germany before 1991 refer to West Germany, after 1991 to Germany.  
Source: OECD (2001a) for data from 1970 to 2000; OECD (2006) for data from 2005.

2

The Italian case is marked by low female employment rate. This is mainly due to the low employment rate for adult women and for women from the South.

<b>Female employment rate</b>	<b>Male employment rate</b>	<b>Total</b>
46,3%	68,5%	59,6%
<b>Female employment rate 55-64 years old</b>	<b>Female employment rate South of Italy</b>	
23%	31,1%	

(Female unemployment rate 7,9%  
Male unemployment rate 4,9%)

Source: Istat (2009)

3

## Female employment rates (25-49 year old) 2008

Table 1: Indicators of Female Employment (25-49 year-old), 2008

Countries	Employment rate without children*	Employment rate with one child	Employment rate with two children	Percent full-time employment (age 20 to 49 years) in households of adults with children
Denmark	85	-	-	-
Germany	83.7	77.3	70.6	33.6
United Kingdom	85.3	76.1	71.2	46.3
France	83.2	80.0	78.4	65.2
Portugal	78.2	79.1	76.3	89.7
Greece	70.0	60.7	60.2	89.6
Spain	76.2	66.6	61.1	72.9
Italy	68.7	60.9	54.1	64.5

Source: Database of Eurostat, extracted on November, 2009. \* For Denmark the rate refers to all women of this age group, since there are no employment data by number of children.

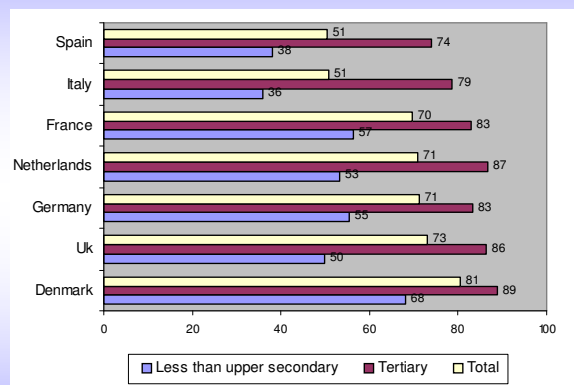
Fonte: in Jurado and Nakdini, forthcoming

4

## Model of female work participation in Italy

- Regarding generational change, in Italy, despite the strong increase of the participation rates, **the proportion of women who leave at least temporarily work for family reasons is constant from one cohort to another; the motivation for marriage decreases between the young cohorts, the motivation for the birth of children remains very strong (Saraceno 2003)**
- Today, the younger cohorts are more attached to the labour market. Literature shows two main changes. First the **time of work interruptions is postponed** (mainly because of a structural increase in levels of education among the cohorts). Second, the **youngest cohorts re-enter more frequently** both because they have more invested in education, and in some cases because they need to.
- In particular, today: **good predictors** of female work participation after maternity are:
  - female pre-marital job characteristics
  - work continuity before the born of the first child;
  - level of education

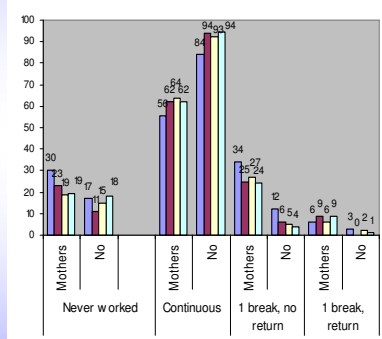
## Female employment rates (25-45 year old) by level of education 2000



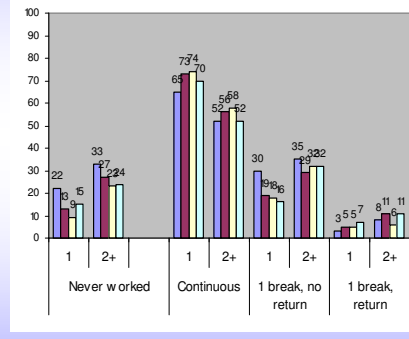
Notes: data refer to 2000 and are calculated as percentages of the population aged 25 to 54 years old  
Source: OECD (2002, table 2.2)

## Incidence of different types of work history up to age 35 in Italy, by birth cohort

Women who have had at least one child by age 35 or not



Women who have had one or more children by age 35



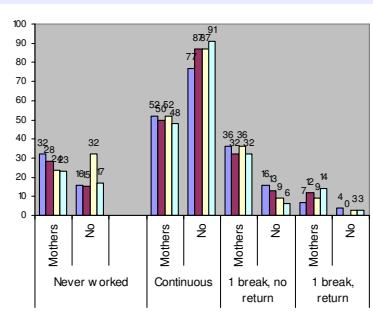
1935-44 1945-54 1955-64 1965-70

Source: ILFI, 2005 in Solera (2009, fig 5.1 pag 125)

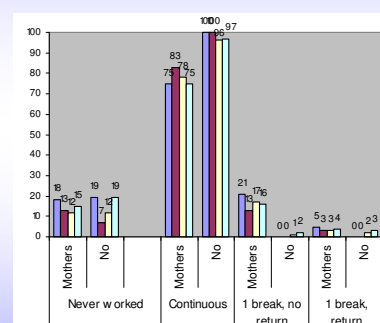
7

## Incidence of different types of work history up to age 35 in Italy, by birth cohort, education and motherhood

Low-educated women



High-educated women



1935-44 1945-54 1955-64 1965-70  
Notes: Low-educated = up to lower-secondary; High-educated = upper-secondary or tertiary

Source: ILFI, 2005 in Solera (2009, fig 5.1 pag 125)

8

## Share of part-time and fixed-term employment in Italy

(Solera, 2009, on Iifi data)

	%part-time share of			%fixed term contracts share of		
	Total employment	Female employment	Male employment	Total employees	Female employees	Male employees
<b>ITALY</b>						
1975	-	-	-	-	-	-
1985	5.3	10.1	3.0	4.8	7.0	3.6
1990	4.9	9.6	2.4	5.2	7.6	3.9
1995	6.6	13.1	3.0	7.2	9.2	6.0
2000	8.8	17.4	3.9	10.1	12.2	8.8
2005	12.8	25.6	4.6	12.3	14.7	10.5

9

## The Italian case is characterised by:

- A high level of protection for permanent workers;
- Low level of social protection for fixed-term workers;
- A strong segmentation of labour market into outsiders and insiders (Regini, 2000)
- The recent multiplication of many forms of precarious employment through two laws:
- Treu Law of 1997 and Law 30 of 2003, which introduced temporary labour and semi-dependent job forms (coordinated contracts, no fixed working hours, more than one employer);

10

# Maternity Leave Provisions

YEAR	TYPE OF BENEFITS	MAINLY ELEGIBILITY CONDITIONS	MAXIMUM DURATION	FINANCIAL SUPPORT
1971	Contributory	<i>Insured employees irrespective of length of service; compulsory 2 months before the expected confinement date, 3 months after (1987 Extension to self-employed workers depending on strict contribution requirements)</i>	22 wks	80% of earnings (some collective agreements require employers to pay an extra 20%; 100% for civil servants)
2000	Contributory	<i>Insured employees irrespective of length of service, compulsory 5 months to be taken flexibly, at least 4 weeks before the birt (+self-employed with social security membership)</i>	20 wks	80% of earnings (some collective agreements require employers to pay an extra 20%; 100% for civil servants)
2000		<i>Extension to co.co.co (employer-coordinated freelance workers) if 3 months contributions paid in previous year</i>	20 wks	80% of earnings in previous year
2003		<i>Extension to co.pro (project work contracts) if 3 months contributions paid in previous year</i>		

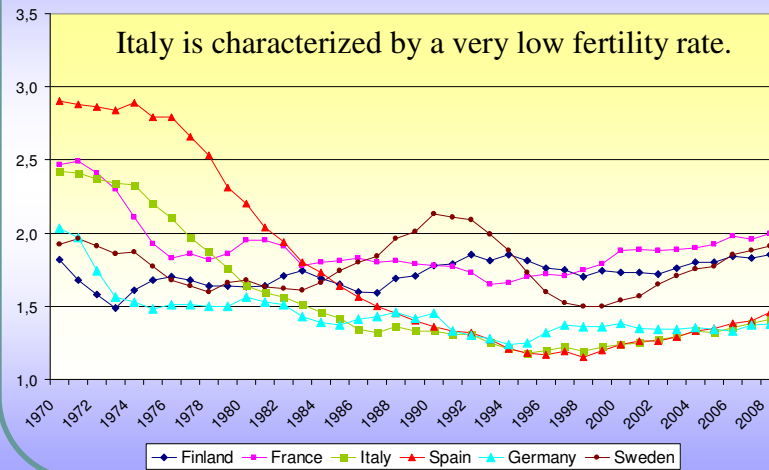
## PATERNITY LEAVE

No provision

## PARENTAL LEAVE PROVISIONS

1971	Contributory	<i>Insured employee, only for mothers, irrespective of length of service.</i>	6 mths within 1 <sup>st</sup> yr of child	30% of earnings
1977		<i>Extension of optional leave to insured employee fathers, who may benefit instead of the mother (if married)</i>		
2000	Contributory	<i>Insured employee mothers and fathers irrespective of length of service and self-employed with social security membership. Family right but individual entitlement to 6 months each. Total amount of leave not more than 10 months (11 months if the father takes at least 3 months of his quota). Leave is fractionable</i>	10 mths (o 11) within 8 <sup>th</sup> yr of child	30% of earnings of first 6 mths within child's 3rd birthday. Then mean-tested  Self-employed replaced at work receive tax relief of € 1693 (2004)
		<i>Self-employed with social security membership, but only mothers</i>	3 mths within child's 1st birthday	30% conventional earnings

## The fertility rates in Europe: from 1970 to 2008

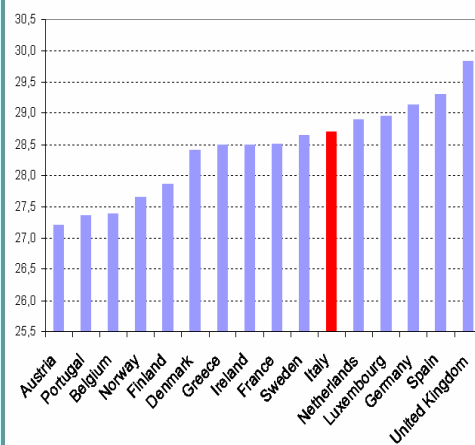


Source: Data 1970 to 2003: OECD Factbook 2006: Economic, Environmental and Social Statistics

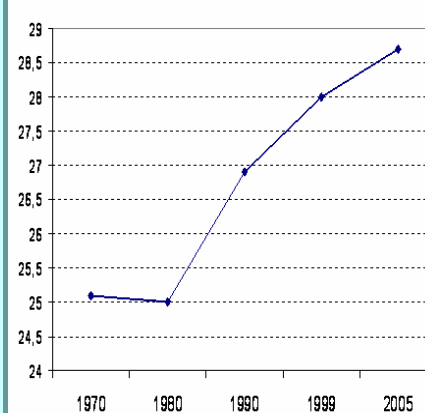
13

## The age at the first birth (1)

Mean of age of European women at first birth; 2005



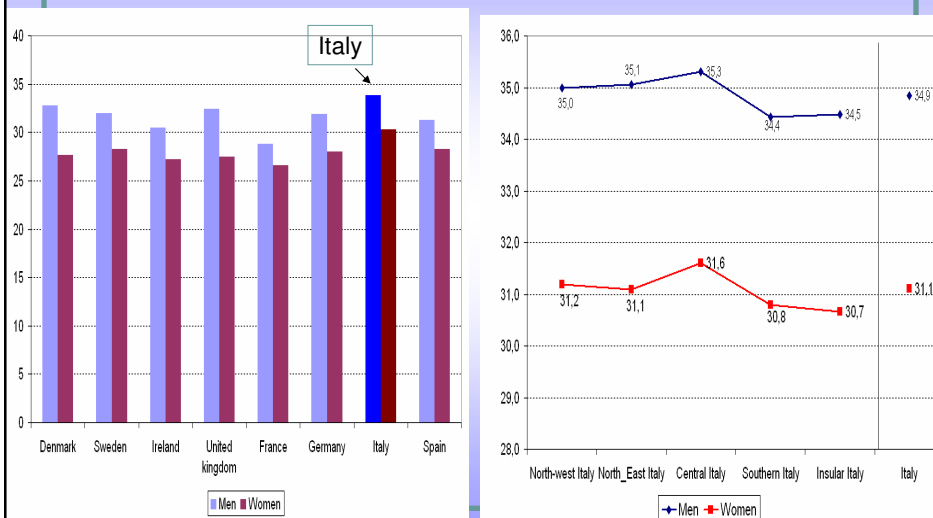
The postponement of the first birth since the 1970s (Italian women)



Source: Eurostat, 2005; Istat (Italian Office of National statistics), 2007

14

## Age at the first birth: comparison between men and women



Source: ECHP data ( see. Iacovu, 2002), for Sweden (FFS data, see Billari 2001); Demo Istat 2008

15

## Which are the reasons of the low fertility in Italy?

- The labour market;
- The system of provision of public care;
- The cultural factors;

16



# Childcare services

- Formal public childcare services in Italy are divided into different systems according to age:

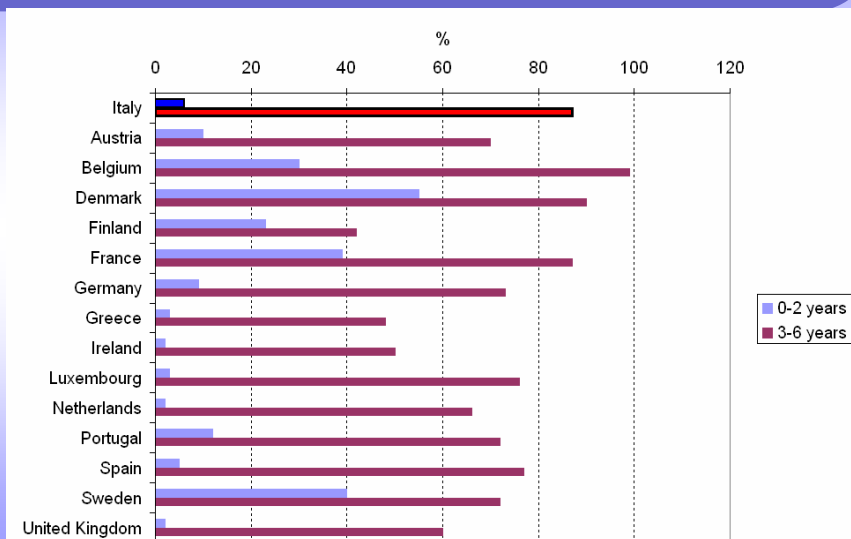
Age	0	1	2	3	4	5	6	7
Italy	Asili nidi (creches) part-time (20hrs) and full-time (<50hrs)			Scuola dell'infanzia (pre-school)			Compulsory schooling	

-“individual-demand services”  
 -the coverage rate are very low  
 - Services are provided at municipal level and the family must pay a fee

-universal educational services for the children;  
 - well developed  
 - educational service with universal national coverage

17

## Coverage of formal childcare provisions by age of children (0-2 years: creches; 3-6 years: Pre-school (places per 100 children)

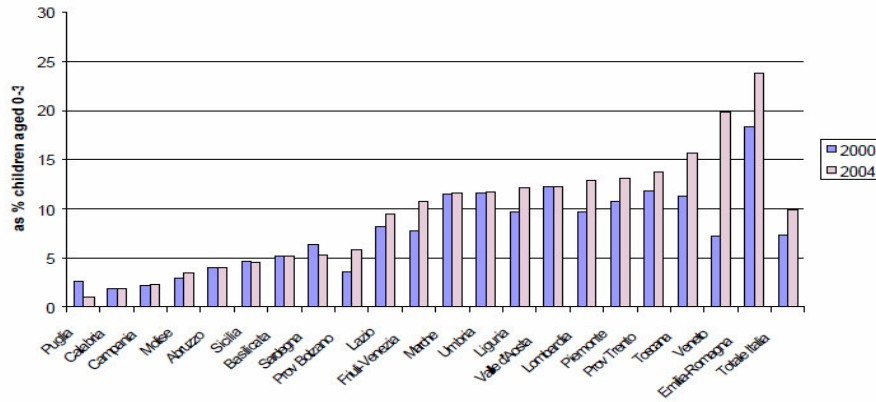


Source: De Henau et al. (2006)

18

## ChildCare Services: Children Under-3s

Formal Childcare Provisions for Children Under-3s, 2000-2004, by Regions

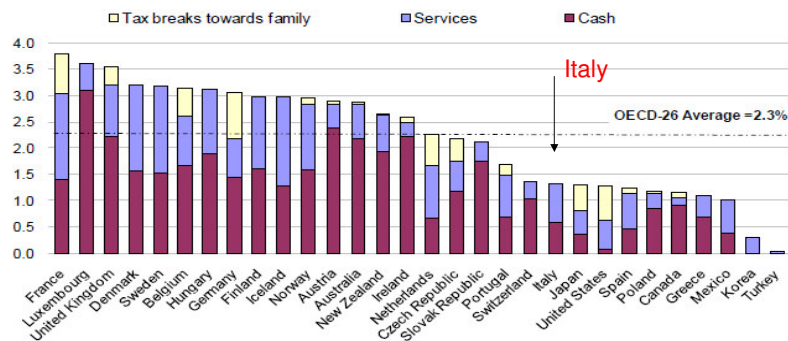


Source: Istituto degli Innocenti, 2006; tab.1.9, p.41

19

## Expenditures

Public expenditure on family benefits in cash, services and tax measures, per cent of GDP, 2005



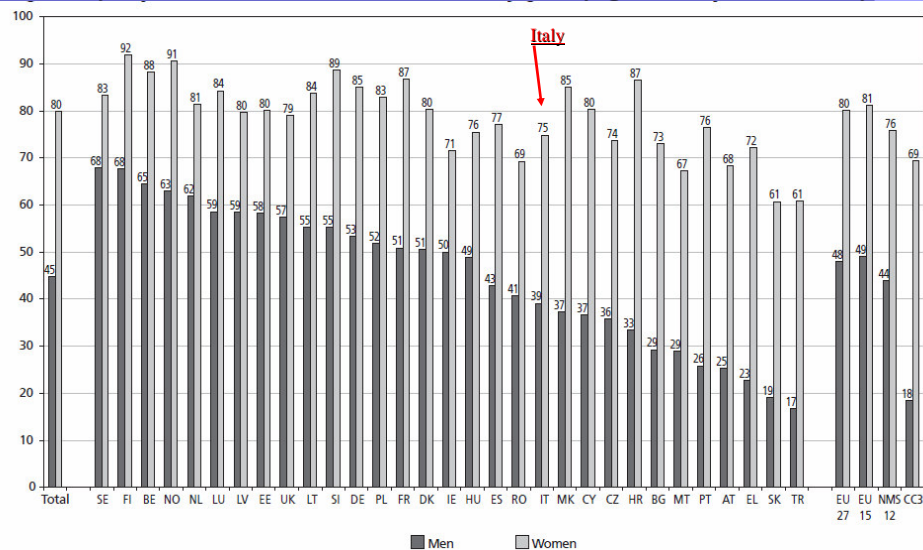
Notes: Public support accounted here only concerns public support that is exclusively for families (e.g. child payments and allowances, parental leave benefits and childcare support). Spending recorded in other social policy areas such as health and housing support also assists families, but not exclusively, and is not included here.  
Source: OECD Family Database >PF1.

## The cultural factors

- The crucial role of family in Italian culture: in Italy no market substitution has occurred for traditional family services.
- The perceptions on what children's needs are, and how children should be cared for and by whom: some data show that mothers and fathers prefer family care arrangements for young children.

21

### Daily involvement in household work, by gender and country (%)



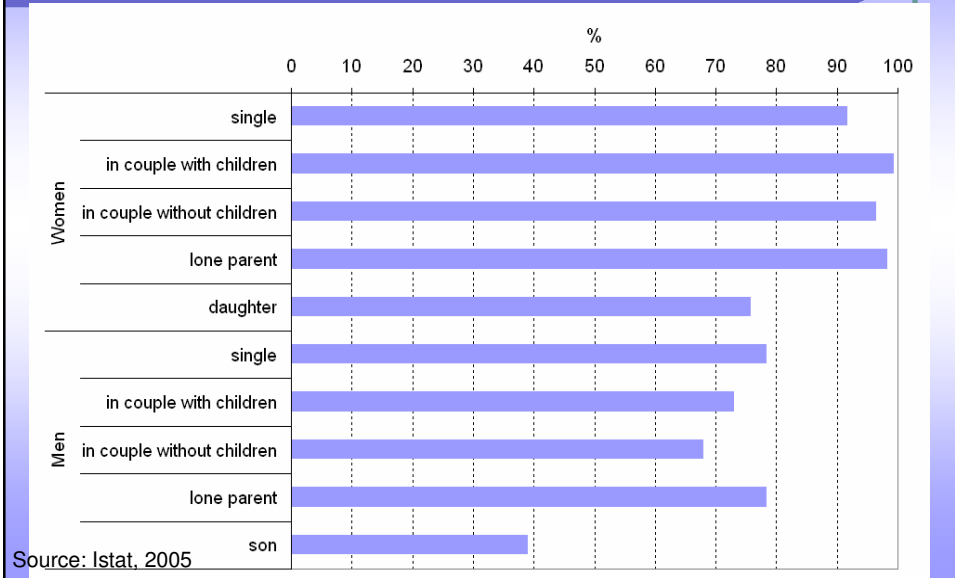
Notes: Question 36: 'How often are you involved in any of the following activities outside of paid work: a) caring for and educating children, b) cooking and housework; c) caring for elderly/disabled relatives?'

Base: Proportion of respondents involved in these activities who declare they do them every day.

Source: EQLS 2007

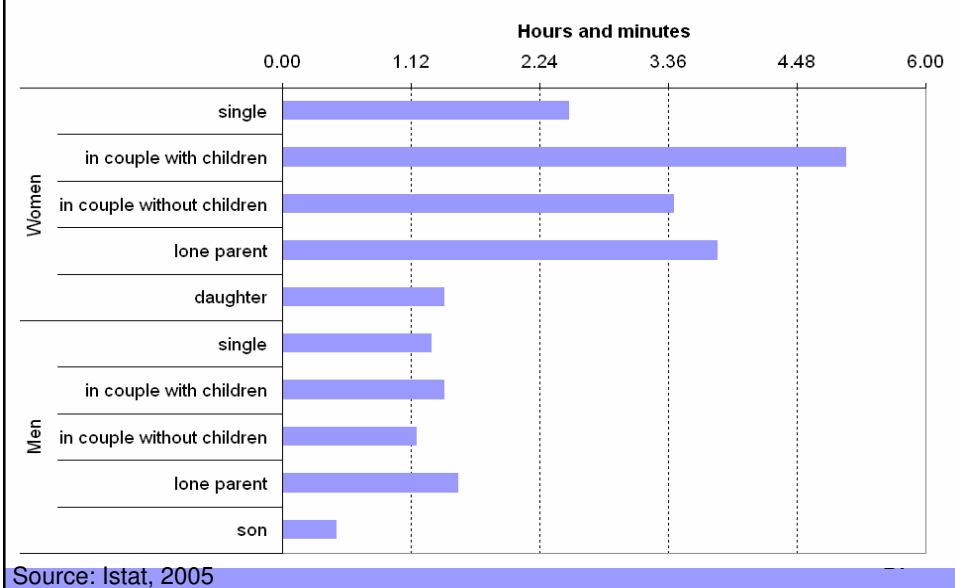
## Unpaid domestic work of employed people living in different household

(% of respondents involved in daily unpaid work; 2002-2003)

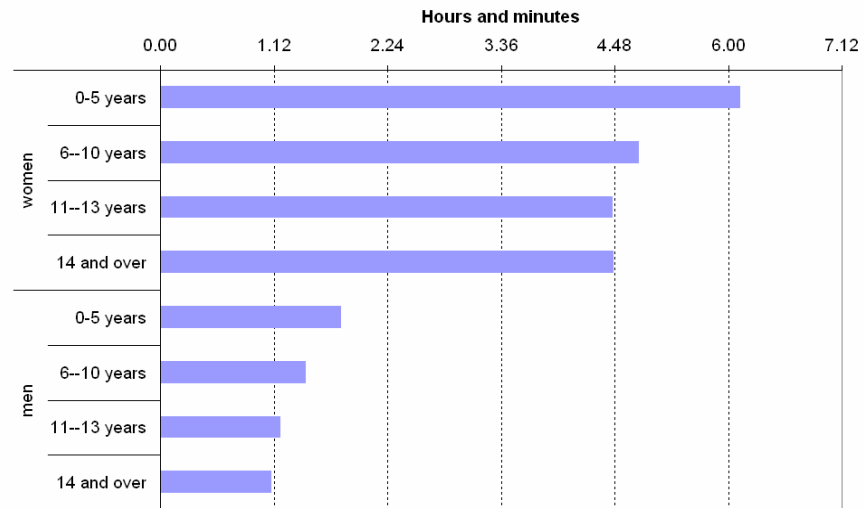


## Time spent in daily unpaid domestic work of employed people by gender and position in the household; 2002-2003

(mean duration in hours and minutes)



**Time spent in daily unpaid domestic work of employed people living in couples with children by gender and age of children 2002-2003 ; (mean duration in hours and minutes)**



Source: Istat, 2005

25

## Quantitative data (1)

- The ILFI (Longitudinal Survey on Italian Families): is a *longitudinal dataset* on a national representative sample of 9770 individuals belonging to 4,714 households throughout Italy.
- ILFI is a very rich database on behaviours, on events and "careers". It allows to study the life course of individuals and couples, and the interconnection between different life trajectories.

26

## Quantitative data (2)

- Another source is the survey "**Famiglia e soggetti sociali**" conducted by Istat every 5 years, starting from 1998. The last "wave" available is from 2003. This cross-sectional survey offers some information about gender division of domestic and care work within the couple
- A sub sample of people interviewed in 2003 has then been reinterviewed in 2006 within a project called "Criticità dei percorsi lavorativi in un'ottica di genere" (work trajectories in a gender perspective).
- This is the panel part of the FFS Italian survey and offers information about different aspects of everyday life, also domestic and care family arrangements.

27

## Qualitative study (1)

February-March 2010: *preliminary phase*

- Translation and integration of German guidelines of interviews
- Test of guidelines in Italian: we made 3 couple interviews, (dual earners, both high level of education, 2 married couples, 1 couple is cohabiting).

Actually we obtain funding for:

- 1 contract full-time (1 year)
  - 1 contract part-time
- for qualitative study. In the next months we can:
- *identify the sample and doing 15 (couple) interviews in the North of Italy*

28

## Qualitative study (2)

Construction of a *sample of dual earner couples* stratified by

- level of education: same level in the couple, but both couples with high and low level of education;
- working with typical/atypical work contracts;
- living in the North of Italy (for the moment):
- in medium/big size cities, industrial and rural areas (Torino, Cuneo).
- Selection through gynecologists/obstetricians, maternity home, pre-childbirth course + snow ball method

29

## The guidelines of interviews

- 1) Starting point → Original trace used in Sweden, Germany and Netherlands projects;
- 2) Translation in Italian language;
- 3) Relevant changes →
  - a) questions modified
  - b) questions added
  - c) biographical data about family background added

30

## Some examples (1)

### Original guideline

**Section** 1. - Einstieg: Ist-Situation

**Question** : Könnten Sie mir nun bitte beschreiben, wie ein typischer Tag [eine typische Woche] bei Ihnen aussieht? Beginnen Sie einfach mit dem Aufstehen und erläutern Sie, wer welche Aufgaben übernimmt.

Wer von Ihnen ist gewöhnlich für bestimmte Tätigkeiten zuständig, die nicht täglich anfallen, wie zum Beispiel, Wäsche waschen oder den Müll raus tragen?

*(Now, could you describe to me your typical day [a typical week], since you get/wake up until you go to bed? Does who get/wake up first? and does who take tasks/housework? Which? who is responsible for what?)*

*Who usually takes care of not-daily activities, for example, to do the washing or to empty the garbage?)*

### **In the Italian guideline, we have chosen this articulation:**

Q.3- *Now, could you describe to me your typical day?*

Q.4 - *What are the tasks for family organization which you and your partner do every day? Who is responsible for what?*

Q.7- *What are the houseworks and family works which you and your partner do weekly?*

Q.8- *Who usually takes care of these activities?*

Q.9 - *How much time devoted to each task?*

31

## Examples (2)

### Original guideline

**Section 2** → Einstieg: Ist-Situation

**Question** → War Ihre damalige Berufs- oder Ausbildungssituation dieselbe wie heute?

*(At that time was your occupation or training situation the same as today?)*

### **In the Italian guideline, we have chosen this articulation:**

Q.14- *When you decided to live together/get married, what was your employment condition?*

q.14.1. *With which contract did you work?*

q.14.2 *What was your job?*

q.14.3. *With what working time?*

q.14.4. *How much did you earn?*

32



## Example (3)

### **Original guideline**

Section 1 → - Current situation of interviewee (Interview: Ist-Situation)

Question →: Zunächst einmal würde ich gerne einen Eindruck von ihrem Alltag im Moment bekommen. Bitte beschreiben Sie mir, wie Ihre aktuelle berufliche Situation ist.

*[First of all I would have your impression on your everyday life in this moment. Please describe me, what is your current occupational status.]*

### **In Italian guideline, we have added:**

Q.1.1-Which is the work contract?

Q.1.2- Which kind of job you carry out?

Q.1.3 - How many hours do you normally work per week?

Q.1.4 - How much do you earn?

33

## Example (4)

Section 2 → Paarbildung / Zeitpunkt des Kennenslernens)

Subsection → Cohabitation Phase

### **In Italian guideline we have added these questions:**

Q.20.- Which is the division of domestic works between you and your partner?

Q20.1 Do you receive help from relatives or other people? (If yes) Who are they?

Q20.2.- How often they help you, and what kind of help do relatives or other people give you?

Q20.3.- How do you have decided this kind of housework division? Which the reasons?

Q23.- Did you refer to your parents or to other people? (models of sharing houseworks)

34

## Plans for the future

For the future we intend:

- in June 2010: to apply for funding in Cuneo, for local project;
- next year, we could apply for a National Project for doing interviews in the South of Italy
- to apply European Projects???

Question: do you think it is necessary the construction of an outline for the analysis of interviews, to compare results of interviews from different countries?

35

*Thanks for your attention!  
Have a good day!*

36