Women’s activity rates in Italy

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

- Spain
- Italy
- France
- Germany
- UK
- Netherlands
- Denmark

Notes: data for Germany before 1991 refer to West Germany, all in 1991 to Germany.
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.

<table>
<thead>
<tr>
<th></th>
<th>Female employment rate</th>
<th>Male employment rate</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>46.3%</td>
<td>68.5%</td>
<td>59.6%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Female employment rate 55-64 years old</th>
<th>Female employment rate South of Italy</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>23%</td>
<td>31.1%</td>
</tr>
</tbody>
</table>

(Female unemployment rate 7.9%  
Male unemployment rate 4.9%)

Source: Istat (2009)

Female employment rates (25-49 year old) 2008

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

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 Naldi, forthcoming
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 mains 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

Source: ILPI, 2005 in Solera (2009, fig 5.1 pag 125)
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);
### Maternity Leave Provisions

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

### Paternity Leave

No provision

### Parental Leave Provisions

<table>
<thead>
<tr>
<th>YEAR</th>
<th>TYPE OF BENEFITS</th>
<th>MAINLY ELEGIBILITY CONDITIONS</th>
<th>MAXIMUM DURATION</th>
<th>FINANCIAL SUPPORT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1971</td>
<td>Contributory</td>
<td>Insured employee, only for mothers, irrespective of length of service.</td>
<td>6 mths within 1st yr of child</td>
<td>30% of earnings</td>
</tr>
<tr>
<td>1977</td>
<td>Extension of optional leave to insured employee fathers, who may benefit instead of the mother (if married)</td>
<td>Extension of optional leave to insured employee fathers, who may benefit instead of the mother (if married)</td>
<td>10 mths (o 11) within 8th yr of child</td>
<td>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)</td>
</tr>
<tr>
<td>2000</td>
<td>Contributory</td>
<td>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</td>
<td>3 mths within child’s 1st birthday</td>
<td>30% conventional earnings</td>
</tr>
<tr>
<td></td>
<td>Self-employed with social security membership, but only mothers</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The fertility rates in Europe: from 1970 to 2008

Italy is characterized by a very low fertility rate.

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)


Age at the first birth: comparison between men and women

Which are the reasons of the low fertility in Italy?

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

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

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

<table>
<thead>
<tr>
<th>Age</th>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Italy</td>
<td>Müdèle (creches) part-time (30 hrs) and full-time (&lt;50 hrs)</td>
<td>Scuola dell'infanzia (pre-school)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- "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

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)
ChildCare Services: Children Under-3s

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

Source: Istituto degli Innocenti, 2006; tab.19, p.41

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 assist 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.
Unpaid domestic work of employed people living in different household
(% of respondents involved in daily unpaid work; 2002-2003)

Source: Istat, 2005

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)

Source: Istat, 2005
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)

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.
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.

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
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

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
Some examples (1)

Original guideline

Section 1 - Einstieg: Ist-Situation


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?

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?
Example (3)

Original guideline

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

[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?

Example (4)

Section 2 - Paarbildung / Zeitpunkt des Kennenlernens)
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?
Q.20.1 Do you receive help from relatives or other people? (If yes) Who are they?
Q.20.2.- How often they help you, and what kind of help do relatives or other people give you?
Q.20.3.- How do you have decided this kind of housework division? Which the reasons?
Q.23.- Did you refer to your parents or to other people? (models of sharing houseworks)
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?

Thanks for your attention!

Have a good day!