



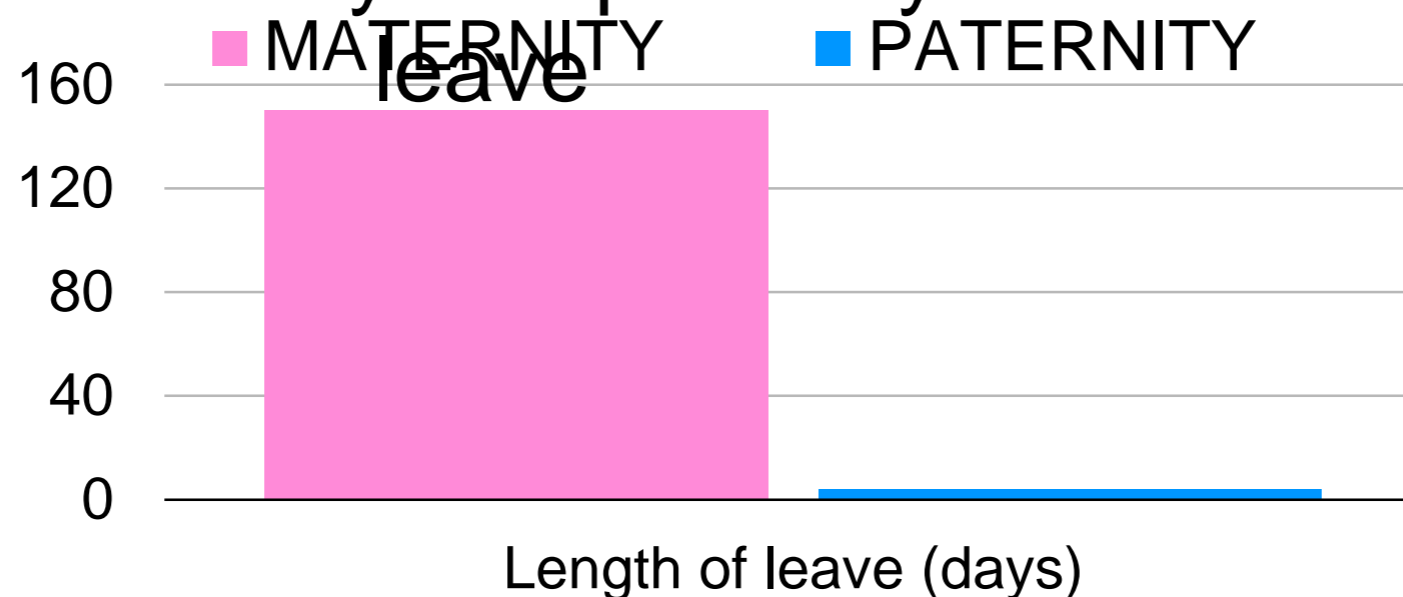
In Italy a new born  
baby is still a  
woman's business



**The difference between Maternity leave and Paternity leave is both a reflection and a cause of this situation.**



## Differences between maternity and paternity



Maternity leave (congedo di maternità): **20 weeks** mandatory, with at least four weeks before the birth.

Paternity leave (congedo di paternità): **2 days** mandatory and two days optional, to be used within the first five months.



In Italy there is another benefit for parents who want to take care of their children: **parental leave (congedo parentale)**: **10 months total per family**, where the father can take up to **6 months**, or 7 - totalling 11 months per family - if the father takes at least 3 months leave. Payment of parental leave is **30% of the salary.**

**This sounds complex, but ultimately it doesn't matter, because here comes the bad news...**





According to INPS (National Institute for Social Security), 85% of employees using Parental leave in 2015 were women and only 15% men.



We think that in Italy PLENT is the only change concerning family policies that can have a real cultural impact and ensure an effective change in men's behaviour - and that of employers.

Now, how do we introduce PLENT in Italy?

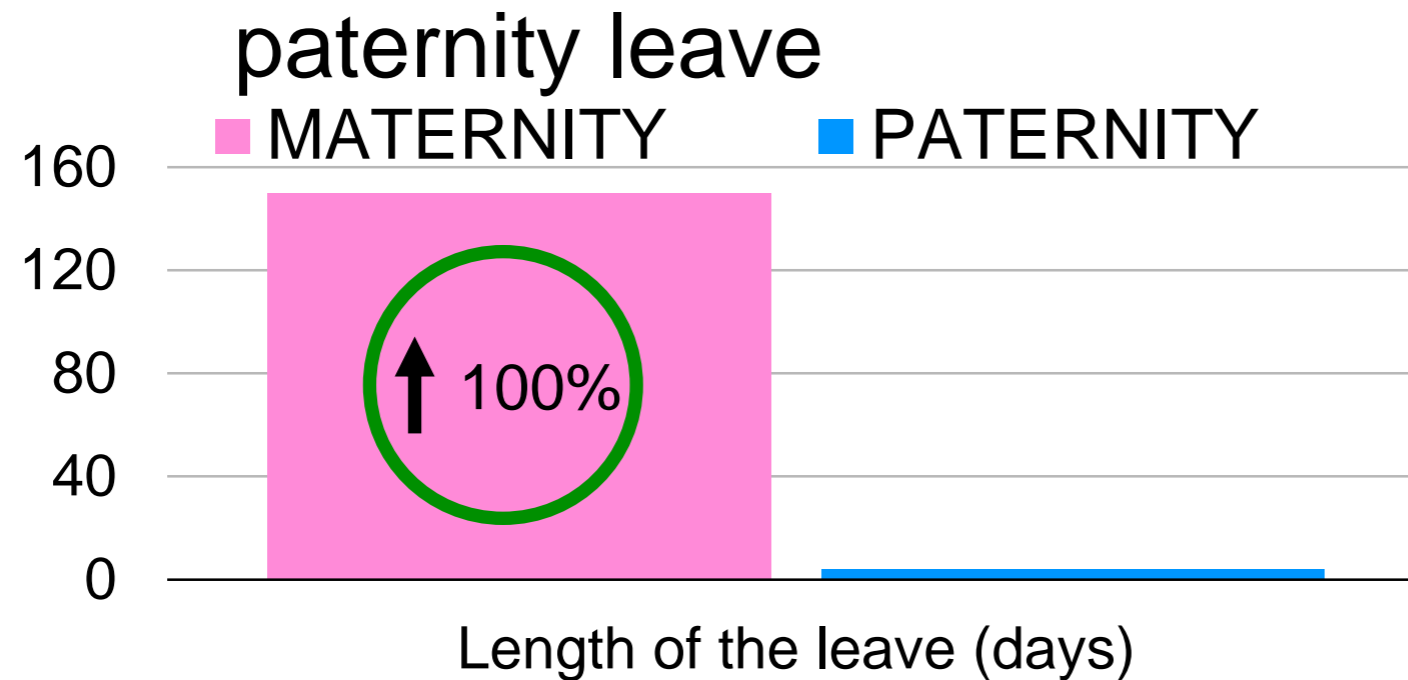
It's important to build onto existing (tiny!) **mandatory leave, which must be improved.**

Improving optional leave, which doesn't address the cultural stereotypes about masculinity and fatherhood, would therefore be risky.





# How to tackle differences **PLENT** between maternity and paternity leave



We think that **Paternity leave should be extended** over the years until it reaches the same length as Maternity leave, raising compensation of the latter to

**100% of the actual salary.**

Maternity leave should not be decreased, but its use should be **flexible.**





We believe that implementing the PLENT reform will initiate a **virtuous circle** in Italy, consisting of three steps:

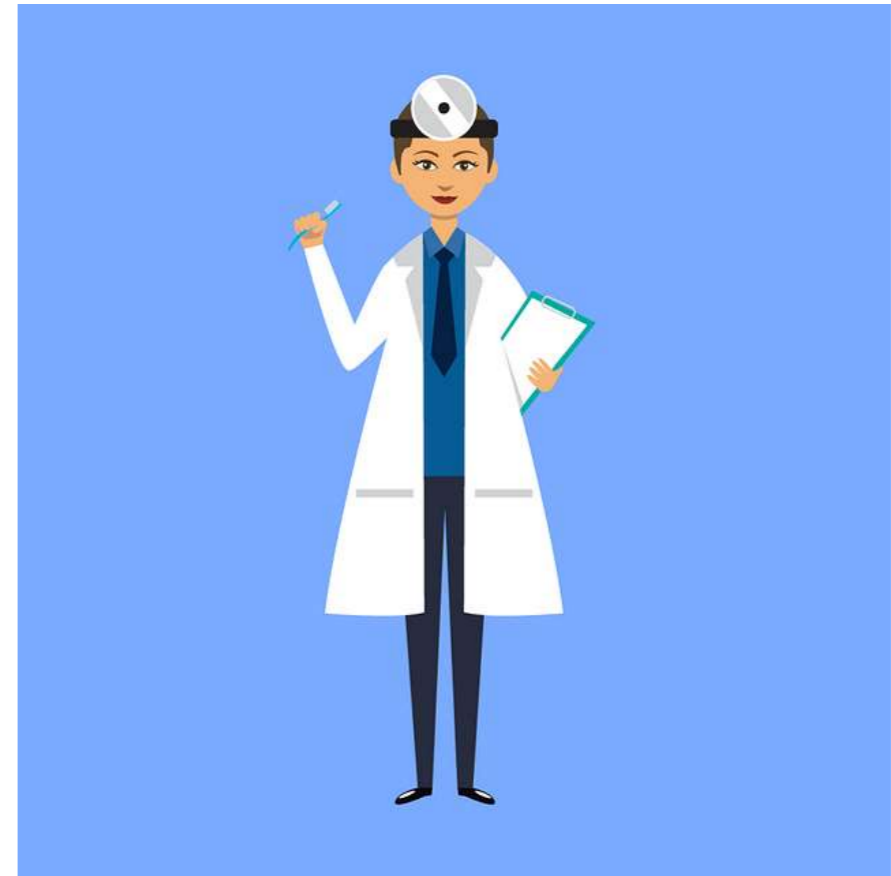
- 1 - Women will be able to count on **a real help from their partners** when it comes to caregiving and domestic work when a baby is born.





2 - Men will learn that becoming a father is an event which requires a period of pause in their lives, during which they will be allowed to process their new condition and **acquire new skills** in the delicate task of caregiving.





3 - The reform will drive the labour market to **end discrimination of women** and **close the gender employment gap** (now at 20%). At the very least, during job interviews employers will direct that hideous question, «Are you planning to have a baby?» to both men and women - and this will make it easier to fight back.



**PLENT**

**International Platform for Equal, Non-Transferable and 100% paid PARENTAL LEAVE**

In conclusion:

If you care about family  
wellbeing  
and gender equality...

**Go PLENT!**



Thank you.