

The logo for ISFOL features a large, white, stylized graphic element on the left that resembles a thick, curved line or a partial circle. To the right of this graphic, the letters "ISFOL" are written in a bold, blue, serif font.

ISFOL

International development

*Equal opportunity and non
discrimination*

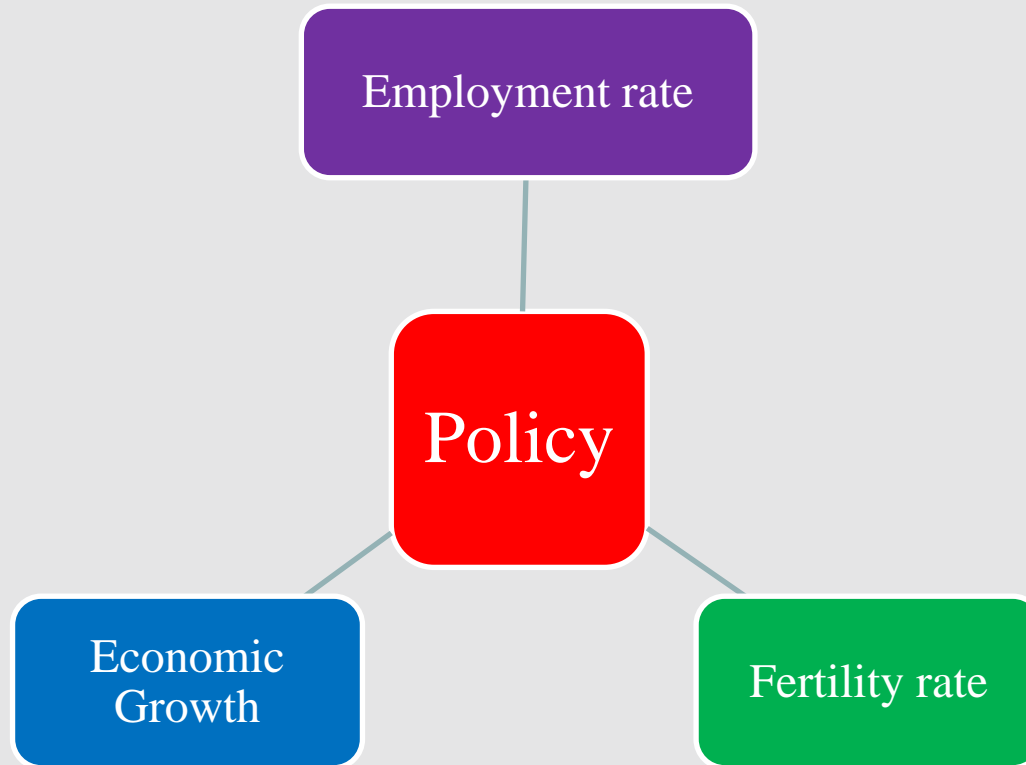
Valeria Viale

Supporting work life balance

*LIFE AND WORK ECOSYSTEMS AND LOCAL DEVELOPMENT
Policies to reconcile life and work of the Autonomous Province of Trento:
10 success stories from Trentino – Italy*

Bruxelles, 27th January 2016

European challenges



Work–family balance in the EU framework

EU policies aiming at reconciling work and family life have gradually shifted from a gender equality perspective towards the need to increase employment rates and stimulate economic growth as a means to achieve better reconciliation of work and family life. Over the past decade, these different policies have been redesigned, since they became of equal importance.

Three family facts



| OECD Countries | IT | A | DE |
|----------------|------|------|------|
| 58,5 | 47,2 | 67,3 | 70,0 |

OECD Employment rate of women% of female population (15-64) 2015

Austria



- Austria had the 10th highest female employment rate in 2015 among OECD countries, at 67.3%, compared with an OECD average of 58.5% .
- Austria had one of the lowest fertility rates in the OECD in 2015 at just 1.44 children per woman, partly due to many women not having any children at all. This is one the lowest among OECD countries and well below the OECD average of 1.67.

Germany



- Germany had female employment rate well above the OECD average in 2015, with 70% of women in employment compared to an average of 58.5%. However, almost twice as many German women work part-time than on average in the OECD.
- The German fertility rate in 2015 was at 1.98 children per women.

Italy



- Italy has one of the lowest rates of female employment in the OECD, with 47,2% of women in employment in 2015 compared to an average of 58.5%.
- The Italian fertility rate in 2015 was also amongst the lowest at 1.39 children per women, well below the OECD average at 1.67.

Work life balance National Government Initiative



- Jobs Act (Law 183/2014)
 - supporting parenthood
 - reconciliation of work and family life measures
- Measures for reconciliation of work and family life (Legislative Decree 80/2015)

News in brief



- Maternity allowance for self – employed
- Extension of parental leave
- Promoting uptake of paternity and parental leave among fathers
- Parental leave extension
- Parental leave for the victims of gender violence



Thanks for your attention
v.viale@isfol.it