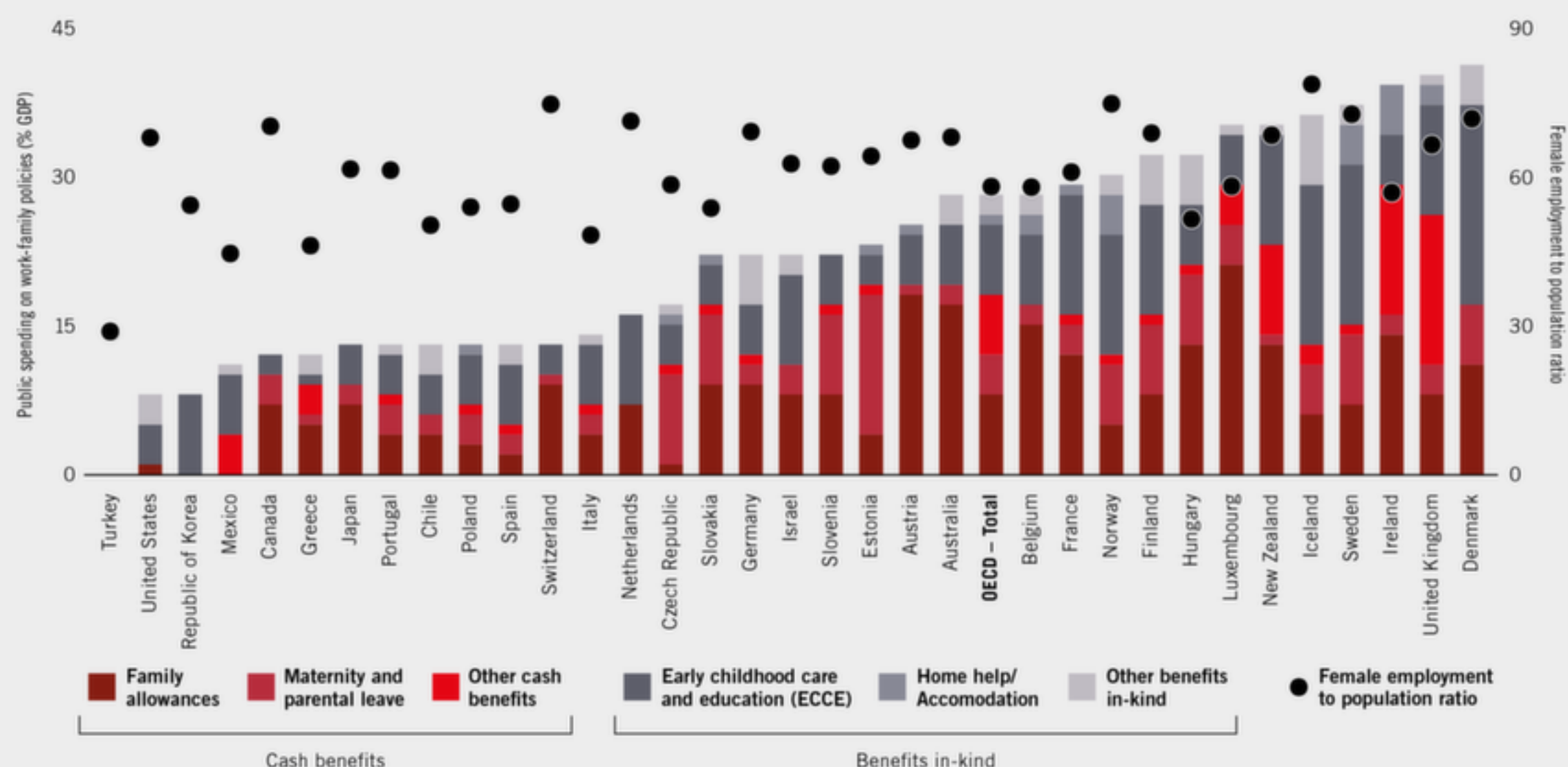


Figure 35

## Public spending on work-family policies and women's employment, 34 OECD countries, 2011



While public spending on work-family support is important, the nature and mix of supportive policies may result in different employment outcomes and may either narrow or worsen gender inequalities in the labour market. For instance, when these policies are only directed at women or they discourage women's attachment to the labour market, or when employers are liable for the direct cost of their provision, women's employment is likely to suffer. As discussed in this section, policy design is therefore of paramount importance (ILO, 2011d). As called for by ILO international labour standards, workers' and employers' organizations and, in addition to them, domestic workers, early childhood care and education and LTC personnel and their employers, representatives of civil society, including women, parents, elderly and persons with disabilities, all have a key role to play in designing, implementing, monitoring and evaluating work-family policies and ensuring that they are adequately and sustainably funded.

## Box 13

## Integrated measures to support parents' co-responsibility in Italy

In 2013, 22.4 per cent of mothers employed before pregnancy were out of a job two years later. In Italy, women were also overrepresented among involuntary part-time and precarious workers and the gender wage gap increased from 4.9 per cent in 2008 to 7.3 per cent in 2013. In Italy, only 12 per cent of fathers took the compulsory one day of paternity leave (Bruno, 2015). In 2015, Italy adopted a package of policy reforms with a view to improving gender equality at work, maternity protection and the sharing of care responsibilities between women and men. The new laws introduced non-discrimination clauses to promote a better representation of women in electoral lists; an education programme on diversity and non-discrimination; the provision of maternity leave cash benefits even where employers did not contribute to social security; the option to use part-time work with reversibility to replace parental leave; financial incentives for workplace work-family measures including telework and an investment of €100 million for the creation of childcare services. Lastly, a new system of centralized registration of employees' voluntary resignations was set up. It is expected to stop the widespread practice of "blank resignations", undated resignation letters that workers are forced to sign upon hiring, which are used to dismiss them if they become pregnant or are faced with a long-term illness or family responsibilities. A November 2015 bill also proposes to extend paternity leave from the current one day to 15 days paid at 100 per cent of previous earnings; increase parental leave cash benefits from 30 to 50 per cent of previous earnings for low-income workers; introduce a tax reduction of up to 80 per cent of a domestic worker's salary as well as tax incentives for companies adopting work-family workplace policies based on collective bargaining agreements.

Source: Bruno, 2015; Bettio et al., 2015.