

Observatory on Domestic Work in Italy

• ANNUAL REPORT ON DOMESTIC WORK

Analysis, Statistics, National and Local Trend | 2019



Observatory on Domestic Work in Italy

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* ANNUAL REPORT ON DOMESTIC WORK

Analysis, Statistics, National and Local Trend

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Observatory on Domestic Work – 2019 Report

Index

	Pag
Introduction	9
Presentation	11
Preface	13
CHAPTER 1	15
CURRENT SOCIO-DEMOGRAPHIC TRENDS	15
INFOGRAPHIC 1: CURRENT SOCIO-DEMOGRAPHIC TRENDS	16
1.1 Italian population ageing: trends and scenarios by Maria Castiglioni, University of Padova	17
1.2 The evolution of family networks: social and economic impact	19
1.3 Forecasts on assistance needs in Italy	25
CHAPTER 2	33
THE DIMENSION OF DOMESTIC WORK IN ITALY	34
INFOGRAPHIC 2: FAMILIES DOMESTIC EMPLOYERS: DATA AND FUTURE PROJECTIONS	34
INFOGRAPHIC 3: DOMESTIC WORKERS IN ITALY	35
2.1 Comparison between domestic work in Italy and across Europe	36
2.2 Characteristics of families domestic employers	39
2.3 Household spending in Italy	43
2.4 Characteristics of domestic workers	45
2.5 Estimate and effects of irregular domestic work	51
CHAPTER 3	55
DOMESTIC WORK AT LOCAL LEVEL — Regional detail	55
INFOGRAPHIC 4: DOMESTIC WORK IN THE REGIONS OF ITALY	56
3.1 NATIONAL OVERVIEW	57
3.2 NORTH-WESTERN REGIONS	59
3.3 NORTH-EASTERN REGIONS	71
3.4 CENTRAL REGIONS	83
3.5 SOUTHERN REGIONS AND ISLANDS	95
CHAPTER 4	119
THE SOCIO-ECONOMIC IMPACT OF DOMESTIC WORK	119
INFOGRAPHIC 5: PUBLIC SPENDING FOR SOCIAL CARE	120
4.1 Welfare and forms of support for households in Italy	121
4.2 The role of households	126
4.3 Estimate of State savings	129
4.4 The contribution of domestic work to the Italian GDP	133
4.5 The fiscal impact of domestic work: households' recommendations	136
4.6 The impact of domestic work in countries of origin	142
INFOGRAPHIC 6: THE ECONOMIC IMPACT OF DOMESTIC WORK	146
INFOGRAPHIC 7: THE FISCAL IMPACT OF DOMESTIC WORK	147

The National Collective Agreement on the regulation of domestic work (CCNL)	149 149
INFOGRAPHIC 8: THE NATIONAL COLLECTIVE AGREEMENT ON DOMESTIC WORK	150 151
Special section: The author's voice	156
Bibliography	159
The authors	162

Methodological note

In the domestic work sector, workers are divided in "care workers" and "domestic workers". To ease the reading of this study, and in accordance with the classifications of the Italian National Institute for Social Security (INPS), terms as "caregiver" or "personal care assistant" (as synonyms of "care worker") and "housekeeper" (for "domestic worker") will also be used. Furthermore, the expression "Personal and Household Services" will be used as a synonym of care and domestic services, in accordance with the definition provided by the European Commission *Staff Working Document on exploiting the employment potential of the personal and household services* (SWD(2012) 95 final).

In the Italian original document, the feminine gender is generically used to talk about care and domestic workers, although the male domestic workforce has been growing in recent years.

INPS data related to the years before 2018 might display different figures if compared to previous publications. This discrepancy is motivated by INPS's updates of its previous years databases.

Below are the main statistical sources used by the Observatory to draft the 2019 Annual Report.

- Italian National Institute for Social Security (INPS), Observatory on Domestic Work, 2018 annual data;
- DOMINA Association, Database on Domestic Work;
- Italian National Institute of Statistics (ISTAT), Resident population and demography, update of 31 December 2018;
- Italian National Institute of Statistics (ISTAT), National accounts main aggregates: Production and added value by sector of activity;
- Italian National Institute of Statistics (ISTAT), Population forecasts years 2018-2065;
- EUROSTAT, Population as of 1 January, by age group and gender;
- EUROSTAT, Population as of 1 January, by age, gender and type of projection;
- EUROSTAT, Expenditure on social protection by functions and groups EUR millions;
- INTERNATIONAL LABOUR ORGANIZATION UNITED NATION;
- UNITED NATIONS, Department of Economic and Social Affairs, Population Division;
- ITALIAN GENERAL ACCOUNTING OFFICE;
- EUROPEAN PARLIAMENT, Committee on Women's Rights and Gender Equality.

For further bibliographical notes, please refer to the Bibliography.

Introduction

By Lorenzo Gasparrini, DOMINA Secretary General – National Association of Families Domestic Employers

In more than 25 years of experience in the domestic work sector, we have noted both the positive aspects and difficulties that households encounter when managing a domestic work relation. Simultaneously, we monitored and anticipated households' needs and requests, while tracking down and contributing to the ongoing changes in our sector.

In the last years DOMINA, in the quality of signatory employers' association of the National Collective Agreement on Domestic Work (CCNL – *Contratto Collettivo Nazionale sulla Disciplina del Rapporto di Lavoro Domestico*), and as a representative of families domestic employers, has decided to value its information asset by creating a statistical observatory. The observatory aims to monitor the occupational structure of the domestic work sector, the extent to which retributions weight on households' financial assets, the impact of the sector on the overall national GDP, regional differences, the comparison of data and national and European policies, and other aspects related to domestic work.

DOMINA national observatory on domestic work has been created with the aim to track the evolution of domestic work, thus to contribute dynamically to the evaluation of social, economic and regulatory transformations of the sector and to the designing of policies which protect and support households in the uptake of care responsibilities. This is why the Observatory seeks to make available to all stakeholders (national and local governments, journalists, research institutes and think tanks, etc.) information, data, analysis, and reports useful to any relevant planning and organization activity. Given the shortage of comprehensive data, the Observatory aims to generate a solid, updated and continuous literature on domestic work.

The research work carried out to date under the impulse of DOMINA means to open a constructive and documented dialogue among institutions and among all stakeholders who deal with domestic work issues. Accordingly, DOMINA wishes to create a welfare that is closer to households and able to trak down all relevant societal changes.

Therefore, I wish my friend and Director of the Observatory, Lawyer Massimo De Luca, every success in the important work he is leading.

Presentation

by Massimo De Luca, Director of DOMINA National Observatory on Domestic Work

When talking about domestic work, we tend to focus on the regulation that governs it, but we rarely reflect on the real economic and social impact that the sector has on the whole society and on household spending.

In recent years, domestic work in Italy has not been affected by the economic crisis – except for a slight downturn – and has instead played the great role of social safety net for many people. Over time an invisible welfare system has been built, thanks to private individuals who spontaneously replaced a public sector unable to take action, and thus contributed to giving importance and dignity to an entire sector which has not been considered as such until a few decades ago.

Therefore, it is crucial to monitor the sector in order to better understand the socio-economic aspects that underpin its functioning and that differentiate it from all other sectors. In these terms, research work is a *conditio sine qua non* to intercept the needs, necessities and future projections of families domestic employers.

Against this background DOMINA decided to produce and publish the Annual Report. This comprehensive research analysis, carried out in cooperation with the research institute Fondazione Leone Moressa, allowed us to depict the articulated scenario of domestic work in Italy, highlighting the sector's role, social impact, and the economic value that it generates.

In this introductory note, I will go through the most significant aspects of our research work, leaving the details to the chapters that follow.

The first aspect I would like to highlight concerns demography, namely population ageing. In recent years, Italy has been facing a momentous series of demographic, social, and economic changes that will inevitably affect future generations.

The current demographic winter represents a challenge for all European countries, but among Member States Italy is the most severely confronted with the phenomenon. In fact, this trend has deep roots: in Italy, the birth rate started declining at the end of the '60s, after the post-war "baby boom". Since 1977 the Italian birth rate dropped below the threshold of two children per woman, reaching the lowest rate in 2018. Hence, the Italian population is shrinking and not even immigration, which has also decreased in the last ten years, could balance this demographic decline.

As explained in the first chapter, Italy is quickly ageing and it will not be possible to revert this trend in the near future. By 2055, the Italian population will decrease and get older: people above 65 years old will represent 33.8% of the population, ten percentage points more compared to the present quota. In this context, changes in family structure should also be considered: extended families (with grandparents or other relatives living under the same roof) have almost disappeared and single-component households (usually constituted by lone elders) have increased.

In light of the demographic scenario just described, and considering that the demand for personal care services is strictly related to demographic trends, we can infer that the need for care and domestic workers will increase.

Another trend – a positive one – with strong socio-economic implications is the increase of women employment, with 10 million women currently working outside their household. Although the gap with other European countries, where female employment is far more widespread, is still consistent, our country is making remarkable steps forward. Moreover, it has been proved that higher women employment does not affect the birth rate: in Northern Europe, for example, where female participation in the labour market is stronger, the birth rate is even higher. The elements which make a difference are instead household's socio-economic stability and access to adequate services.

These phenomena (population ageing, changes in family structure, female employment) increase Italian households' demand for care services, whose burden falls on family members in the absence of adequate public support.

Consequently, families have become employers, not in pursuit of profit but out of necessity. The increased demand for domestic and care services generated over 2 million jobs (housekeepers, caregivers, babysitters, etc.) and these workers have been directly employed by Italian households. In the Italian domestic sector, workers mainly come from Eastern Europe, even if the Italian component is rather relevant and has grown by 30% in the last 6 years.

The domestic sector's growth not only is crucial from a social point of view, but has also a significant economic impact. This aspect is particularly highlighted by data observed in the annual report on domestic work. Let's analyse some of these data.

Household spending for domestic and care services exceeds EUR 7 billion for regular employment contracts. This amount doubles and reaches EUR 15 billion when considering also irregular employment. Overall domestic work produces an added value of about EUR 19 billion, corresponding to 1.2% of the Italian GDP. In addition, considering the high share of foreign care and domestic workers, the economic impact of domestic work on the country of origin is equally significant, especially in terms of remittances.

Lastly, household spending allows the government to spare about EUR 10 billion: without households' economic contributions, public expenditure for elderly care in dedicated facilities would reach EUR 31.3 billion, +45% compared to the current amount of EUR 21.6 billion.

Data suggest that domestic work plays a key role at national level and guarantees the adequate functioning and efficiency of the care economy. Nonetheless, a structured regulatory framework is strongly needed and would improve both public and private domestic and care services, while contributing to reducing undeclared work and further protecting two weak contractual actors: families and domestic workers.

In this regard, DOMINA puts forward some proposals, detailing the possible impact of each measure. For instance, introducing new targeted tax incentives would reduce costs for households by 15% to 30%, and would also foster regular employment and counter undeclared work. Moreover, given the high share of foreign care and domestic workers, DOMINA also proposes to establish a temporary residence permit for domestic work purposes.

Finally, considering the high tax evasion rate in the domestic sector, DOMINA proposes to extend the scope of the employment declaration submitted to the National Institute for Social Security (INPS – *Istituto Nazionale di Previdenza Sociale*), which already has a multi-effective nature. This would allow to share data on workers' remuneration – in accordance with the employer's declaration – with the national Revenue Agency, thus to extend fiscal controls also in the tax return phase. Considering that almost 6 out of 10 care and domestic workers are irregular, this method would increase tax revenue by up to EUR 2 billion, in addition to the current volume of EUR 1.4 billion.

Preface

by Gianni Rosas, Director of International Labour Organization Office for Italy and San Marino

The contribution of domestic work to households' and overall social well-being is often underestimated. It is usually believed that anyone can perform domestic tasks and that domestic work does not require specific skills and responsibilities. In fact, if we reflect on the job carried out daily by care and domestic workers, we realise that they take care of our houses, our goods, and our dear ones: children, older people, and other relatives in need of continuous care and assistance. The degree of responsibility and competence required to perform these tasks is indeed very high as workers have to meet specific personal needs.

The demand for care services is constantly growing. According to the estimates of the International Labour Organization (ILO), the number of care and domestic workers around the world reaches around 70 million units. Of these, more than 73% are female and more than 17% are migrant workers. In Italy, in 2018 the National Institute for Social Security (*INPS – Istituto Nazionale di Previdenza Sociale*) registered about 860 thousand regular care and domestic workers (of which 88% were women), while 75.4% of the total domestic workforce appeared to be represented by migrant workers. These data report only partially the actual figures, as this sector is heavily characterized by informal work.

It is estimated that the demand for care services will increase in the future. The growing participation of women in the labour market – who have always carried out domestic tasks informally – the ageing population in several countries and the expansion of care services at home will boost the demand for domestic work in the following years. At world level, ILO estimates that 269 million new jobs will be created in the assistance and care sector, many of which in the domestic sector. In Italy, increased investments in the care sector could create up to 1.4 million new jobs by 2030.

A comprehensive analysis of labour legislation carried out in 2010 confirmed that only 10% of the total of domestic workforce around the world benefited from labour rights and social protection. In light of this legal vacuum, two new international instruments have been adopted in 2011: the ILO Convention n.189 on domestic work and the related Recommendation n. 201. Although international labour standards apply to all workers – except where expressly provided – including care and domestic workers, the adoption of a specific agreement on domestic work aims to ensure that labour laws and regulations on social security equate care and domestic workers to all other workers. The convention contains a regulatory framework that groups together fundamental rights and other labour rights, while recognizing the specificities of domestic work and the vulnerabilities of certain groups of workers in the sector.

The adoption of the Convention n. 189 and the mobilisation of social partners and of care and domestic workers have activated an unstoppable and irreversible process aimed at giving equal dignity to domestic work compared to other jobs. In just over seven years, some 80 countries have ratified the Convention or reformed the legislation to extend labour rights and protections to care and domestic workers, or are currently introducing reforms on related policies.

Besides being the first European Union country that ratified the Convention n. 189, since 1953 Italy has introduced a set of reforms that have equated domestic work to other jobs by extending labour rights and social protection to all care and domestic workers. These reforms have shown that it is possible to apply standard labour regulation to the domestic work sector.

These reforms are complemented by a set of good practices and by the cooperation between Italian employers' organisations and trade unions operating in the domestic sector. Social partners cooperate since 1974, when they put in place a mechanism of dialogue and negotiation on the terms and working conditions of domestic work, through collective bargaining at national level. The Italian employers' organisations – representing families domestic employers – offer an example of good practice to many countries willing to develop a system of industrial relations in the domestic sector, including through the creation of employers' organisations. In addition to signing national collective agreements, the National Association of Families Domestic Employers (DOMINA) provides support services to employers, namely households, who would otherwise have difficulties in managing the domestic employment contract and related obligations.

The social and economic transformations that impact the domestic sector highlight the need for a more updated regulatory framework on assistance and care services, towards the implementation of policies and services supporting the sector, households, and other employers.

In this context, the first annual report on domestic work was produced, as a result of the collaboration between DOMINA's National Observatory on domestic work and Fondazione Leone Moressa. This report analyses domestic work in Italy by tracing a profile both of families domestic employers and care and domestic workers. It estimates the economic impact of the domestic sector both on the Italian economy and on the economy of the countries of origin of migrant workers. It also estimates the amount of public saving thanks to household spending on care and domestic services, as well as the sustainability of the national welfare system. Lastly, the report proposes an in-depth analysis of the next national collective agreement, that is currently negotiated.

My wish is for this report to contribute to an enhanced understanding of domestic work and the achievement of dignified work for all care and domestic workers, also thanks to the continuous collaboration and dialogue between families and care and domestic workers, and among social partners.

CHAPTER 1

CURRENT SOCIO-DEMOGRAPHIC TRENDS



DOMINA ANNUAL REPORT ON DOMESTIC WORK 2019

In collaboration with Fondazione Leone Moressa

Current socio-demographic trends



DEMOGRAPHIC WINTER

8.1 M YOUTHS (UNDER 15s) 13.4% OF TOTAL POPULATION

7.7 M SENIOR CITIZENS (OVER 74s) 11.6% OF TOTAL POPULATION



EMPTY CRIBS

2.3 HOUSEHOLD COMPONENTS (AVERAGE)
31.9% SINGLE HOUSEHOLDS



NEW LIFESTYLES

49.5% WORKING WOMEN
24.0% CHILDREN IN EARLY CHILDHOOD EDUCATION AND CARE



FORECASTS 2030

11.8% UNDER 15s 13.7% OVER 74s

2055

11.9% UNDER 15s 21.6% OVER 74s



SOCIO-ECONOMIC FACTORS

- Increasing elderly population
 - Higher life expectancy
- Higher women employment rate
 - Smaller households



GROWING DEMAND FOR DOMESTIC WORK

+230% from 2000 to 2018

2 M in 2018

Including IRREGULAR workers

1.1 Italian population ageing: trends and scenarios

by Maria Castiglioni, University of Padova

Italian demography is currently subject to a swift ageing process. This dynamic is common to other European countries, but the transformations taking place in Italy are quicker and greater in magnitude. We can identify four main factors that boost this trend.

First of all, the demographic patterns of the last 70-80 years have shaped the Italian population structure by triggering the current ageing trend, which is expected to increase in the near future. The numerous children born in the '60s are now approaching retirement age. Vice versa, following the gradual but continuous decrease of births, the current number of working-age adults is shrinking. The imbalance between the numbers of older people and that of working-age adults will increase in the next years.

This imbalance is intensified by increased life expectancy. Today, a 65-year-old person could expect to live – on average – another 21 years, about two years more compared to 15 years ago. Furthermore, Italy is one of the countries with the longest life expectancy. This is indeed an achievement of the Italian qualified, universal, public, and free healthcare system.

The impact of population ageing on the Italian overall demographic structure is intensified by the shrinking of the youth population. Births increased in Italy at the beginning of the 2000s, but this trend did not last long. Since 2008, the birth rate has declined and consequently this drop in the number of new-born children cannot counterbalance the increasing number of elders. This results from a lower inclination to have children and, most importantly, from a decreased number of potential mothers, since these women are also born in a context of overall birth rates decline. This decline has become a long-lasting trend and is expected to continue in the future.

The generational imbalances characterising the Italian population structure have been partially compensated at the end of '90s and the beginning of the new century by the immigration of work-age youths and adults for work purposes. Unfortunately, the post-2008 economic recession has heavily hit this section of the population, that was employed in low-skilled sectors that more than others suffered from the crisis. Therefore, many low-skilled foreign workers were forced to go back to their country of origin or to search a new job abroad. From a generational relationship perspective, their contribution to countervail the Italian demographic imbalance has been disrupted.

Such a critical and swift ageing process is a first in human history. This process challenges the society, which is called to re-think and re-organise itself. The debate over the sustainability of the pension system is just one of the examples. The imbalance between the retirement age generation and the working-age generation calls to renew the elderly support system. Increased life expectancy, and accordingly the increased number of years spent in retirement on average, are topical issues which should no longer be ignored, and whose costs cannot affect the younger generation. However, these issues should be faced with flexibility, keeping in mind the actual differences in life expectancy according to the typology of occupation (more or less demanding and fatiguing). Several studies have shown that mortality differently affects people than during their working life have undertaken more or less physically demanding activities.

One of the critics moved against pension reforms – i.e. that they delay access to retirement for the sake of the system sustainability – arises from the idea that older people staying in the labour market prevent youths from accessing it. Actually, such a generalisation does not take into account the complexity of this problem. Elder generations have acquired lower qualifications compared to younger generations, and the jobs that they leave behind when retiring are not attractive occupations for the youths, who look for jobs where they can unleash the full protentional gained thanks to longer and more articulated education. The different competences and educational level of the elders and the youths does not make the older generation fully replaceable in employment.

Nevertheless, the increase in levels of education that marked the XX century will gradually lead to a growing number of more qualified elders. This is another very important transformation. More qualification implies better access to information, better ability to care for one's own health and one's dears' health, increased interests, a better capacity to manage one's own leisure time. Accordingly, older people will stay active longer, from a mental, physical and economical point of view.

Furthermore, it would also be misleading to consider elders as an inactive component. In fact, they are already largely implied in a solid network of mutual help within households, deeply rooted in the Italian society. Blood ties and residential proximity between household's members generate – both implicitly and explicitly – expectations regarding physical and emotional support among relatives. A lot of older people help their children by taking care of their grandchildren care and by managing daily chores. It is unlikely that these solid exchange networks of mutual help and support will decline in the future.

The increase in life expectancy corresponds to an increase in the number of years spent in good health. This process is expected to continue and will help people age more actively. Better medical instruments will support the fight against chronical diseases and against the loss of autonomy. Hopefully, differences in the level of health among social groups (by level of education, income, region of residence, etc.) will be reduced. It is also necessary to make further efforts as for the provision of accessible and efficient health and care services.

Besides health, the economic conditions of the elders also improved. In Italy, the over-65 component is the least affected by poverty. According to the National Institute of Statistics (ISTAT), in 2018 the number of people over 65 in absolute poverty was just above 4%, less than half compared to 18-34-year-old youths, one third less than the underaged population. Furthermore, compared to 2017, absolute poverty among elders stalled, while it increased among younger people. Better living conditions, both physical and economic, are a necessary condition to unleash the maximum potential of older people. The topic of active ageing and of how old age should be considered a resource for the society will become crucial and will engage elders, households, companies, public actors, non-profit and volunteer organisations, etc. In this context, access to higher financial resources allows older people to externalise a number of activities (for example, household chores) which would otherwise weight on them.

However, the extension of life expectancy also causes a progressive loss of autonomy. The Italian welfare system, strongly based on family solidarity, is not always able to face the new challenges associated with the growing numbers of elders with physical and mental disabilities. Some could argue that it is necessary to increase the capacity of residential structures. This is certainly a vital element under certain circumstances: when the elder is alone, when the family network is weak and not able to meet the elder's needs, or when the level of self-sufficiency is low. Nevertheless, hospitalisation is considered a last resort. To keep elders in their own home, in a place full of memories, close to their dearests, remains the best solution to ensure their wellbeing. Such family organisation is possible thanks to two elements. First, as mentioned above, strong blood ties and residential proximity. Second, the externalisation of care and domestic responsibilities to others – often foreigners. Only these two conditions combined allow older people's children and close relatives to provide for their assistance at home in case of dependency: being able to frequently visit them and to rely on the support of external collaborators. Such conditions – although not without difficulties – enabled many people, especially women, to remain in the labour market ensuring care support to their own family members.

However, it is not always easy to manage this whole organisation. It is not uncommon that people give up their job to assist their dear ones, endure fatiguing hours of assistance, or renounce holidays. It is vital to promote joint solutions that bring together households, the private sector, and public services, in order to meet the different care needs of dependent people in a flexible and personalised way. Too often, those who do not have family or have lost family members find themselves alone and without support – especially in Italy where caregiving is provided and/or organised by the family network. Considering this context, those who are left without any family risk to experience severe social deprivation.

In light of a rapid and widespread ageing process, a question arouses: is it possible to slow this trend down? Among the four factors previously mentioned, two keep boosting it and could not be reversed: the population structure, determined by demographic trends; and the improvement of life expectancy and medical advances, which are indeed much welcomed since they help reduce the impact of chronical and disabling diseases. As regards the other two factors, it is possible to intervene through long-lasting and coherent public policies. Immigration is a useful means to balance the structural imbalances characterising the Italian demography. In order to manage immigration, social and labour market integration policies are required, including targeted interventions on children's educational integration and on training and professional qualification for youths and adults. Yet, the most effective and urgent policies to counterbalance ageing are those aiming to increase the birth rate. Couples should be given the chance to have as many children they wish for, clearly more than the new-borns actually registered. It is necessary to intervene both on resources for families with children, also through tax differentials, and on reconciliation policies between care and work responsibilities, by deploying a set of targeted and differentiated actions in support of households. Most importantly, the ageing process, which will continue in the near future, should not by its urgency jeopardise and overshadow the wishes and expectations of younger families.

1.2 The evolution of family networks: social and economic impact

During the last seventy years, Italy has gone through relevant demographic changes which affected, and still do, all economic and social shifts. In the second post-war period, until 1964, the birth rate increased. In the so-called baby-boom era, the Italian population increased by 8.5 million unit, from 1945 to 1964. Since the '70s, on the contrary, births have declined and the effects of such shrinking are still visible today.

Furthermore, the post-1970 has been marked by other societal changes: besides the drop in the birth rate, life expectancy increased. Italy, which had been so far a country of emigration, became a country of immigration, while the number of inhabitants of big urban areas decreased.

The effects of these changes became visible in the mid '80s: according to the National Institute of Statistics (ISTAT), "in 1986, the number of people living in urban areas decreased for the first time since 1918. During the '70s and more rapidly in the following decades, the population of urban centers with over 250 thousand inhabitants has started shrinking and decreased by 8.8 million unit (14.8% of the total population) in 2011. People mostly moved in metropolitan areas".1

The birth rate continued to decline in the '80s and '90s, to the extent that since 1993 the natural growth rate has become structurally negative, i.e. the number of new-borns is lower than the number of deaths.

Furthermore, life expectancy increased. As reported by ISTAT, "women's life expectancy at birth in 1990 was over 80 years old, a threshold that man only reached in 2014: at the beginning of the previous century, llife expectancy for both sexes was just above 40 years old".

The comparison between the population structures of 1981 and 2018 frames ongoing demographic transformations. In 1981, the youth population was larger than the elderly population: *baby boomers* were still the majority of the population (17 to 36-year-old), the youngest component (0 to 14-year-old) represented a fifth of the population, while the elders (over 65 years old) were only 13.3% of the total.

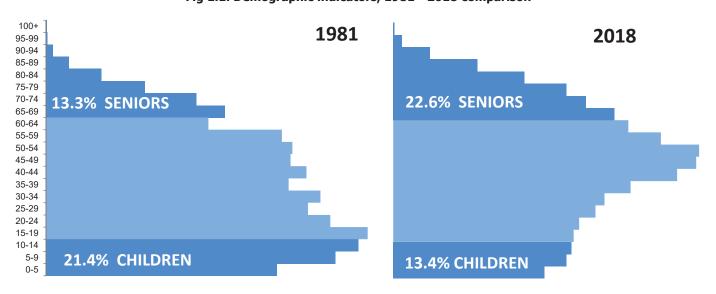


Fig 1.1. Demographic indicators, 1981 - 2018 comparison

Source: DOMINA and Fondazione Leone Moressa, elaboration on the Population Census and Demo-ISTAT data

¹ ISTAT. *L'evoluzione demografica in Italia dall'Unità a oggi* [The Italian demographic evolution from the Unity to date]. 2019. Cfr. <u>HTTPS://WWW.ISTAT.IT/IT/ARCHIVIO/225841</u>

Graphics on the Italian population structure show that in 2018 the demographic curve is no longer pyramid-shaped (meaning that there are more children and fewer elders): the younger component accounts only for 13% of the total population, while elderly people represent one in four Italian nationals. The number of household members decreased (from 3.0 to 2.3) and 31.9% of households are now composed by one single member (in 1981 single households only accounted for 17.9% of the total).

This demographic trend is mainly characterised by two significant phenomena: the declining birth rate and the extension of life expectancy, determined by improved health conditions and increased care. The Total Birth Rate² (number of children per woman) has been dropping from the mid-60s and, by 2018, it fell to 1.34 children per woman.

Tab 1.1. Demographic indicators, 1981 - 2018 comparison

	1981	2018
Average household components	3.0	2.3
Single households	17.9%	31.9%

Source: DOMINA and Fondazione Leone Moressa, elaboration on the Population Census and Demo-ISTAT data

30000000 5 4.0 26 ML 24.6 ML 4 3.6 25000000 3.3 4 20 MIL 3.0 20000000 3 2.6 24 2.3 3 18.6 ML 15000000 16 ML 2 14 ML 2 10000000 12 ML 1 5000000 1 00000 0 1951 1961 1971 1981 1991 2001 2011 2018

Fig 1.2. Time series analysis of households and family members

Source: DOMINA and Fondazione Leone Moressa, elaboration on the Population Census and Demo-ISTAT data

No. Components

→ No. Families

Thus, there has been a shift from former multigenerational households to more simplified households, while new family structures appeared. The extended family model – which was previously widespread mainly in the countryside in North-Eastern and Central Italy – has gradually disappeared. In this regard, demographic changes correspond to an overall social transformation. In Italy, in the post-war period, there were 12 million households with an average of 4 members each, women had on average two children each and the age at first birth was just over 25. More recently, new family structures appeared, with one or both partners coming from previous relationships: from 4% in 1994, this new family models exceeded 7% in 2015. Also, the number of vulnerable households is increasing, that is families composed by single-parents – more than one million in 2015, compared to 490 thousand in 1995. All these trends explain why the number of households increased, despite a decline in the numbers of family members.

As the number of family members decreased, family networks on which to rely also shrank. In 1998 an 18-year-old person could rely on at least 5.7 relatives, while in 2016 this figure dropped to 5.4. However, what is most alarming is that older people are those who can rely on fewer relatives. According to the ISTAT 2018 report, "Socio-demographic transformations – including the increase of life

² The Total Birth Rate (*Tasso di Fecondità Totale* -TFT) represents the average number of children per woman in childbearing age (15-49-year-old). From a generational point of view, fertility rate should be of 2,1 children per woman in order to ensure that a population keeps its structure unchanged through reproduction.

expectancy, the continuous shrinking of birth rates, the slowdown in the growth of the foreign population, rising relational instability and the decrease in numbers of family members have deeply modified the dimension and structure of family networks. Such changes deeply affected the roles and interconnections between family members. The average number of close relatives (grandparents, parents, children, brothers, sisters, and grandchildren) decreased compared to the past, especially for older people."³

Another indicator which helps understand the social transformations taking place in households is the amount of support offered and received. The existence of networks extended to and beyond households allows exchange between members while easing family obligations. "From 1998 to 2016, the share of caregivers (i.e. people who offered free support in the four weeks before the interview) has increased by more than 10 percentage points, going from 22.8% to 33.1%. Instead, the number of households receiving some help (in the four weeks before the interview) from non-cohabiting people (16.1%) has substantially stalled since 1998."

The number of households that received help and support is the same for both studies, whereas the type of support received changes based on the different needs of different age groups. For example, childcare represents 77% of the total support received by couples with at least one child aged 14 or less.

Data on the distribution of support show that domestic services and accompaniment rank first and the related demand is still increasing (by 8%). Such support services mainly target the elderly population. "Regarding domestic chores, support services and help in the management of administrative tasks, single households of people aged 65 and over receive higher support compared to all other family types. Households with elderly members also need healthcare support (for injections, medications, etc.): more than one-third of couples without children and where at least one partner is aged 65 and over receive healthcare support. This share almost doubles the average figure on healthcare support (18.2%)".

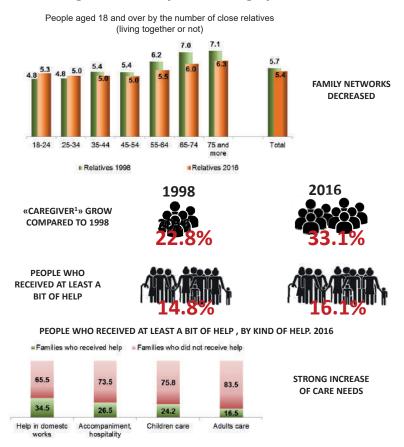


Fig 1.3. Social impact of demographic trends

¹people who have declared offering free support in the four weeks before the interview Source: DOMINA and Fondazione Leone Moressa, elaboration on ISTAT data

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³ ISTAT, 2018. Rapporto annuale 2018. [2018 Annual Report]. Cfr. https://www.istat.it/it/archivio/214230

This paragraph analyses the Italian demographic evolution: after the baby boom, Italy moved to a negative demographic balance which has been lasting for decades, combined with a significant extension of life expectancy and the consequent increase of the elderly population.

The number of households increased, while the number of family members dropped and family networks shrunk. Therefore, at demographic level the number of people in need of assistance increased, while at family level the number of people providing support decreased. Consequently, the need for externalised services escalated, thus implying an occupational increase in the personal and household services (PHS) sector as well as an increase of women employment rates.

Other two topics strongly related to demographic trends (and care work) are immigration and the participation of women in the labour market.

Concerning migrations, until the '70s Italy had mainly been a country of emigration (with a negative net migration rate). From 1970, this trend reversed and in the '90s and 2000s the migration rate increased, with economic, social, and demographic effects. With the beginning of the economic crisis (2007), on the contrary, incoming migration decreased and the number of Italians moving abroad started rising again: from 2010 to 2017 the net migration rate was negative (- 400 thousand units). Accordingly, Italy became once again an emigration country.

The second aspect to be considered is women employment rate, which deeply changed in the post-war era. In 1951, for example, women participation in the labour market was rather low: 26% of women were in employment, compared to 81% of men. Then, economic development also inaugurated an era of social and cultural transformation: the patriarchal extended family, where adult relatives became responsible for orphan children and the elderly, was replaced by the nuclear family, composed by parents and their children. Furthermore, following changes in consumption and in the cost of living, women started working outside the household. Today, women employment is fundamental for our economy: working women in Italy are almost 10 million and represent 42% of the total workforce,⁵ a figure steadily growing even during the economic crisis. ISTAT 2018 Report highlights that the pre-2008 employment level was reached exclusively thanks to women employment. The female workforce increased by 404 thousand units, while working men decreased by 471 thousand units. Furthermore, contrary to what is commonly believed, women employment is not linked to the declining birth rate. On the contrary, regions where women employment is higher, the fertility rate is also higher. This phenomenon is even more patent in Europe. Until 2000 the lack of work allowed women to stay home and take care of children, whereas today the trend is opposite: the participation of women in the labour market has contributed to increase the fertility rate. A multiplier effect has been associated with female employment. Such effect was identified by Kathy Matsui, a Goldman Sachs analyst, author of "Womenomics",6 meaning "women's economics", a report that analyses how the increase of women participation in the labour market could enhance the overall economic situation. In his publication "II fattore D" [The "W" Factor], Maurizio Ferrera⁸ supports the idea that promoting women employment has become an urgent matter in Italy, not only to achieve equal opportunities and social justice but especially because women employment is crucial for overall economic growth. Indeed, every 100 women accessing the labour market, 15 jobs can be created in the service sector (i.e. restaurants, laundry shops, transports). However, it is clear that increased female employment must be accompanied by an increased offer of childcare services, namely kindergartens. The graph shows that in Southern regions - where the level of women employment is lower - only few children attend early childhood education, while this percentage grows in Northern regions where women participation in the labour market is higher. This explains the positive correlation between female employment and access to kindergartens, and it is no coincidence that other services related to childcare have also been developed in recent years. In Italy there are overall 13,262 facilities providing early childhood socio-educational services (nurseries and other complementary services). Only 24% of the pool of potential users (children under three years of age, resident in Italy) can access early childhood education and care facilities. However, this figure increased compared to 2004, where available places covered only 11% of the overall potential demand.

⁶ Kathy Matsui, Hiromi Suzuki, Yoko Ushio. *Report Portfolio Strategy Women-omics*. 13 August 1999.

⁴ Participation rate: active population (employed and unemployed) on the total population. From 1861 to 1961 data on the active population and participation rate referred to people over 10 years old. ISTAT.

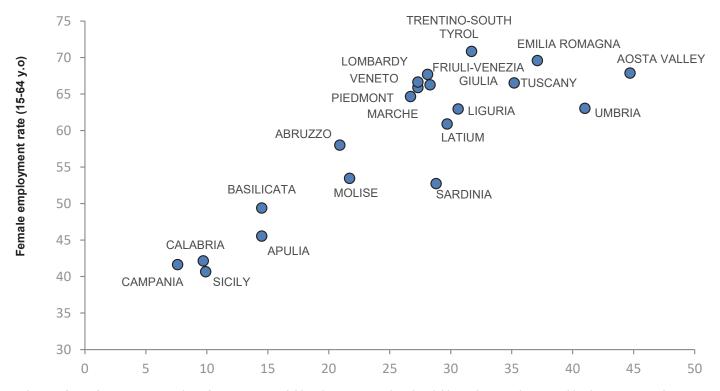
⁵ Employed women over 15 years old. 2018. ISTAT.

⁷ Il fattore D. Perché il lavoro delle donne farà crescere l'Italia. [The "W" Factor. Why women employment will foster Italian growth]. Mondadori, 2009.

⁸ Full Professor of Political Science at the Political, Economic, and Social Sciences Faculty (SPES) of the University of Milan.

The demand for services regarding the extension of school hours is also increasing: in 2017/18, the number of first-year pupils enrolled in full-time primary school programmes reached 40%, one percentage point more compared to the number of students enrolled in 2014/2015. Part-time school programmes (24 hours per week) have been chosen only by 3% of the total enrolled students.

Fig 1.4. Comparison between women employment (15-64 years old, 2018) and the indicator of users' acceptance in early childhood services (2017)



Indicator of users' acceptance: number of users per 100 children between 0 and 2 y/o. Children who attend municipal kindergartens or other complementary services for early childhood.

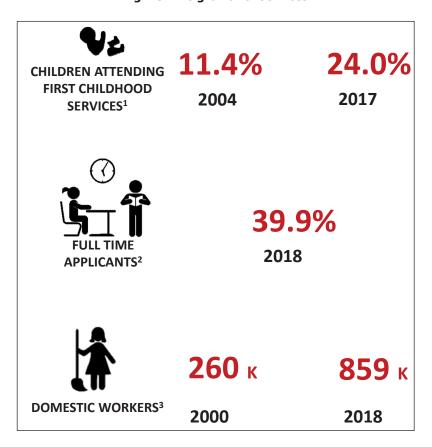
Source: DOMINA and Fondazione Leone Moressa, elaboration on ISTAT data

Therefore, the social and demographic changes analysed so far had an impact on households' lives and access to services. One of the most important effects, which is also the focus of this Observatory, is the increase of externalised domestic work. INPS database registered a shift from 260 thousand workers in 2000 to 859 thousand workers in 2018.

Furthermore, it should not be forgotten that in Italy, employment in the personal and household services sector often takes the form of undeclared work, due to the high cost of such services and the strong competitiveness of the informal sector. In any case, the factual development of the sector helps understand the important role played by households today as economic and social actors.

⁹ ISTAT. L'offerta comunale di asili nido e altri servizi socio-educativi per la prima infanzia. [Nurseries and Other Socio-Educational Services for the Early Childhood]. 2019. Cfr. https://www.istat.it/en/archive/129420

Fig 1.5. The growth of services



¹ Indicator of users' acceptance: the number of users per 100 children between 0 and 2 y/o. Children who attend municipal kindergarten or complementary services for early childhood (for example, "Tagesmutter" or family nurseries services). Last available information; ² First-year pupils enrolled in primary school by school time choice - 2017/2018 a.y.;

Souce: DOMINA and Fondazione Leone Moressa, elaboration on ISTAT, INPS, and Miur data

³ Care and domestic workers who received at least one social contribution payment during the year.

1.3 Forecasts on assistance needs in Italy

In light of the dynamics analysed in the previous paragraph, it appears that the Italian population increased from the aftermath of the Second World War until 2016. In 2016, for the first time, data recorded a negative net balance (- 130 thousand units). This decrease was also confirmed in the following years and, according to ISTAT, will continue for a long time to come.

ISTAT forecasts for the next years are not optimistic: by 2055 the Italian population is expected to decrease by 3.5 thousand inhabitants, with a relative increase in the elderly population compared to other age groups.

This ageing trend is shared by the vast majority of developed countries for several reasons. Firstly, medical progress and the improvement of living conditions have significantly reduced mortality and increased life expectancy, i.e. the average time a person may expect to live. To give an idea of the evolution of life expectancy in Italy from the post-war period until today, this report offers a comparison of data from Italy, Japan (where statistics register a strong presence of elderly people) and the United States (model of economic growth especially since the post-war period).

In 1950, average life expectancy in Italy was 66.5 years, sharply lower compared to the USA data (68.7 years); since then, living and health conditions in Italy have improved and life expectancy has increased. Already in the '90s, life expectancy at birth Italy was higher than in the USA (where access to healthcare, as we know, is not granted to everyone) and today on average an Italian lives almost 4 years longer than an American and only few months less than a Japanese. Forecasts for the near future show a continuous improvement of living conditions in Italy, although at a slower pace compared to previous years; in 2050-55, an Italian could expect to live almost 88 years, while an American only 85 years.

Tab 1.2. Time series analysis of life expectancy at birth

	1950-1955	1990-1995	2015-2020	2030-2035	2050-2055
Italy	66.5	77.5	83.3	85.4	87.8
Japan	62.8	79.4	84.0	86.0	88.6
USA	68.7	75.7	79.6	81.9	84.7

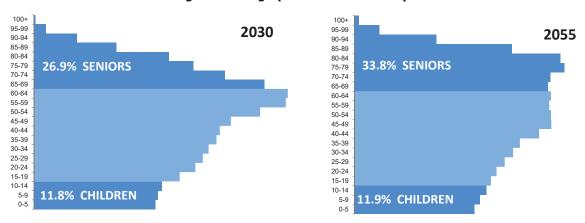
Source: UN, Department of Economic and Social Affairs, Population Division (2017). World Population Prospect

This increase in life expectancy, combined with decreased fertility and other phenomena previously analysed, has modified the age structure of Italy and will have significant social effects in the future. In 2030, *baby boomers* will have passed the age of 65 and entered the less productive age group; more than a fourth of the population will be over 65 years old, while the youngest age group (0 to 14-year-old) will represent less than 12% of the overall population.

In 2055, population ageing will reach its peak: 34% of the population will be at least 65 years old. This implies that 20 million elderly will need support from an active population (15 to 64-year-old) comprising less than 31 million units.

Antonio Golini, an Italian scholar and statistician, ISTAT president from 2013 to 2014, and author of the book "Italiani poca gente" [Italian little people], writes: "If a country reaches a percentage of over-sixties equal to or greater than 30% of the total population, then that country – unless in the event of massive immigration – will reach a point of demographic non-return". According to this "ageing axiom", with such percentage figures, deaths will excessively exceed births and the population would lose its endogenous capacity to reproduce.

Fig 1.6. Demographic forecasts in Italy



Source: DOMINA and Fondazione Leone Moressa, elaboration on Population Census and Demo-ISTAT data

When did this process towards the point of non-return started? Since 1977 the TFT¹⁰ has registered values below those allowing an appropriate generational change;¹¹ this, together with the extension of life expectancy, has excessively increased the elderly population component compared to the youth population.

The times series analysis of population distribution in the youngest (0 to 14-year-old) and oldest (over-75) age groups offers a historical background of the ageing evolution.

Since the beginning of the 1900s, 34% of the population was younger than 14 and only some 1% lived until the so-called grand old age. Throughout the 19th century, the share of children has progressively dropped and by the '90s it was halved. The number of people over 75 years old kept increasing, reaching 7% of the total population in 1991 and exceeding 10% in 2010. Currently, the share of children under 14 years old is still higher than the number of over-75 seniors, but accordingly to ISTAT predictions, by 2020-30 the situation will be reversed. In 2055, one in five Italians is expected to be older than 75 and only one in ten will be younger than 14.

34.4% 33.8% 34.2% 32.5% 32.2% 31.0% 29.7% 30.6% 24.5% 24.4% 21.4% 21.1% 21.6% 5.9% 13.7% 14.2% 14.0% 12 9% 12.0% 10.4% 8.49 11.9% 11.7% 11.8% 1.1% 1.4% 1.3% 1.6% 1.8% 1.9% 2.1% 2.3% 2.6% 3.3% 3.9% 4.7% 1861 1871 1881 1901 1911 1921 1931 1936 1951 1961 1971 1981 1991 2001 2011 2021 2031 2041 2051 **─**% Pop. 0-14 y.o. → % Pop.75 y.o. and more

Fig 1.7. Time series analysis of the 0-14-year-old population and the over-75 population.

Source: DOMINA and Fondazione Leone Moressa, elaboration on Population Census and Demo-ISTAT data

¹⁰ The total fertility rate (*Tasso di Fecondità Totale* - TFT) shows the average number of children per woman during the fertility age period (15-49 years old).

¹¹ From a generational point of view, fertility rate should be of 2,1 children per woman in order to ensure that a population keeps its structure unchanged through reproduction.

The whole country is affected by ageing, but in some areas the trend is more accentuated. In 2018, the difference between the share of children and that of over-75 seniors was still positive at national level (+1.8%), whereas in some regions it was already negative. This is the case of Liguria, where the indicator records a negative value of -4.5%. More precisely, the share of elderly in the grand old age group is 4 percentage points higher compared to the national average, while the percentage of children in the youngest age group is 2 percentage points lower. Other regions picturing a worse situation compared to the national average, although not so critical, are: Piedmont, Friuli-Venezia Giulia, Tuscany, Umbria, Marche, and Molise. While in the past the fertility rate was higher in Southern Italy compared to other regions, since 2005 the Total Fertility Rate (TFR) in higher in Northern Italy. Therefore, the number of births in the South is lower compared to the North. Furthermore, Southern regions are less attractive, and many youths move to the North or abroad. As a matter of fact, in 2018 the population growth rate¹² in Southern regions (South and Islands) was negative (- 4.2 %) compared to +0.6% registered in the North. This situation, as it will be shown in the demographic projections below, will lead to deep changes in the South.



Fig 1.8. Difference between the share of the 0-14-year-old population

and the share of over-75-year-old population. 2018. (ITALIAN average +1.8%)

Source: DOMINA and Fondazione Leone Moressa, elaboration on Demo-ISTAT data

In 2030, the net balance between younger and older age groups will be negative. Only two regions will continue recording positive ratios: Trentino-Sout-Tyrol and Campania.

In the forthcoming years, the South will become less and less attractive, as reported by ISTAT demographic projections: 13 "In the intermediate forecast period (2025-2045) the Nort-West, North-East, and Centre will experience an extended phase of demographic growth, albeit at modest average annual levels (respectively of +0.5, +0.1, and +0.3‰). In the same time lapse, the South and Islands, on the contrary, will go through a rapid demographic decrease, respectively of -4.5 and -4‰ per year". The South is penalised both by the negative net migration rate and by a lower fertility rate compared to Northern regions.

¹² The population growth rate is the ratio between demographic variations in a given year (difference between the number of inhabitants as of December 31st until January 1st) and the average annual population per thousand people.

¹³ ISTAT, 2018. Il futuro demografico del Paese [The Demographic Future of the Country, 2017-2065]. Cfr. https://www.istat.it/en/archivio/214235

Fig 1.9. Difference between the share of 0-14-year-old population and the share of over-75-year-old population. 2030.



Source: DOMINA and Fondazione Leone Moressa, elaboration on Demo-ISTAT data

By 2055, all regions will have a higher share of over-75s than of 0-14s. Furthermore, population distribution will significantly change and impact the South. According to ISTAT demographic projections "a shift in population distribution is expected in the years to come, from the South to the North-Centre of the country. In 2065, 71% of the total Italian population would concentrate in the North-Centre (compared to 66% today); only 29% of Italian residents would remain in Southern regions, compared to the current value of 34%".

As previously analysed, the total population will decrease by 3,5 million units. The number of over-75 seniors will increase from 7 million to over 12 million units and such escalation will have a significant social impact on households and the whole society.

Fig 1.10. Difference between the share of 0-14-year-old population and the share of over-75-year-old population. 2055.



(ITALIAN average -9.7%)

Source: DOMINA and Fondazione Leone Moressa, elaboration on Demo-ISTAT data

The growth of the elderly population will first and foremost increase the need for appropriate care services. In Italy, although older people live on average one year longer compared to other European countries, the number of years lived in good health is lower than in the rest of Europe.

According to ISTAT, "older Italians, who are statistically expected to live one year longer (22.2 years for women and 18.9 for men) compared to the 2015 EU 28 average, are below the European average when it comes to the numbers of years spent without any

limitation in activities. For men, life expectancy without restrictions¹⁴ in activities at the age of 65 is 7.8 years compared to the European average of 9.4 years; for women, the level is 7.5 years compared to the European average of 9.4 years'. ¹⁵

For example, ISTAT report on old people's health¹⁶ reveals that the number of pathologies increases in old age: "*About one in two old people¹⁷ suffers from one or multiple serious chronic illness. Across the over-80-year-old, the rates are respectively of 59.0% and 64.0%.*"

Overall, the number of chronic illnesses and related possible limitations is increasing. Therefore, the demand for help and support for daily activities is also rising. This situation is highlighted in the 2017 *Osservasalute* report: ¹⁸ "*Regarding limitations in old age, it has been observed that 11.2% of the over-65s have great difficulties or are unable to carry out daily personal self-care activities without receiving any help, such as eating alone and preparing food, lying down and getting out of bed, sitting down and getting up from a chair, getting dressed and undressed, using the restrooms and taking a bath or shower. The share of dependent people unable to carry out such activities autonomously is of 3.2% in the 65-74 age group, 12% in the 75-84 age group and reaches 36.2% among the over-85s".*

So far, households have been responsible for meeting the rising need for long-term care of the older population. In this context, households resorted either to services for senior citizens (such as residential health and care facilities, home assistance) or to private operators (personal care assistants, in Italy named "badanti").

In 2018, the National Institute for Social Security (INPS) registered a total of 402 thousand caregivers across Italy, and this figure is steadily growing compared to previous years. To understand this trend better, it might be useful to compare the absolute number of caregivers with the over-75 population. Nationally, there is an average of 6 caregivers every 100 over-75s. Locally, with the exception of Sardinia (where the overall situation is also influenced by administrative and economic factors), Northern-Central regions register the highest figures of caregivers per senior citizens. In Tuscany there are 8.4 caregivers every 100 elders, 7.9 in Emilia Romagna. Looking at the map, the number of caregivers is particularly high in the municipalities of Siena, Tuscany (9.8), Florence, Tuscany (9.2), Modena, Emilia-Romagna (9.2), and Bologna, Emilia-Romagna (8.9). Other regions with high numbers of caregivers are Valle d'Aosta (7.9), Trentino-South Tyrol (7.6), and Friuli-Venezia Giulia (8.5).

The presence of caregivers in the South is significantly lower: in Sicily there are only 2.4 caregivers every 100 senior citizens, and similar values are registered in Apulia and Basilicata.

The modest presence of caregivers in the South is partly explained by lower women employment levels and accordingly by the higher share of inactive women. For example, in Siena (Tuscany) the employment rate¹⁹ of women reaches 62%, whereas in Syracuse (Sicily) – where there are 1.5 caregivers per 100 senior citizens – the rate drops to 32.8%. There is therefore a strong negative correlation between care and female employment.

¹⁴ Life expectancy without limitations in activities at 65yo: Expresses the average number of years that a 65-year-old person can expect to live without experiencing limitations in activities due to health problems. Figures are calculated based on the share of respondents who declared to have experienced limitations, at least for the previous 6 months, due to health problems in performing everyday activities.

¹⁵ ISTAT, 2017. *Rapporto BES 2017: il benessere equo e sostenibile in Italia*. [BES 2017 Report: Equitable and Sustainable Wellbeing in Italy]. Cfr. https://www.istat.it/en/archivio/210706

¹⁶ ISTAT, 2017. *Anziani: le condizioni di salute in Italia e nell'Unione europea*. [Elderly People: Health Conditions in Italy and in the European Union]. Cfr. https://www.istat.it/it/archivio/203820

¹⁷ Over-75s.

¹⁸ Osservasalute Report, 2017.

¹⁹ Women employment rate, 15-64 y/o age group. 2018. ISTAT

Caregivers per 100 seniors
More than 7
Between 5 and 7
Between 3 and 5
Less than 3

Fig 1.11. Number of caregivers every 100 over-75 senior citizens. 2018

Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS-ISTAT data

Finally, based on the projections concerning the growth of the older population, the demand for assistance is also expected to increase, and accordingly all those services in response to the basic needs of the elderly. The rising numbers of senior citizens (over 75 yo) is in fact the first factor, although not the only one, to determine the presence of caregivers across the territory (positive correlation).

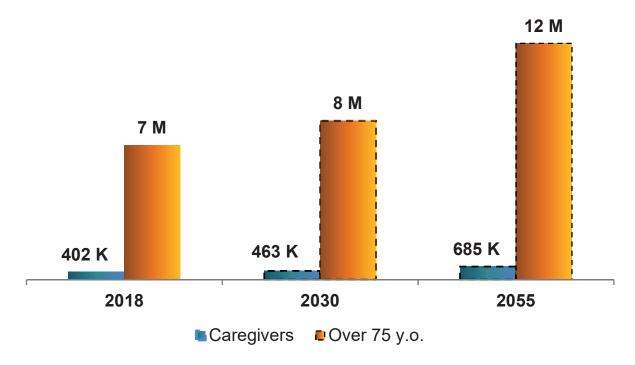
Households are responsible for choosing the type of care services for self-sufficient/dependent seniors in need for assistance. In Italy, there is a stronger inclination to care at home rather than in residential facilities. While in the North the number of caregivers providing long-term care at home is higher, in the South the trend to externalise care is slowed down by the higher rate of inactive women and therefore by a different approach to the management of care. At local level, the availability of incentives, management services, partner facilities, or semi-residential care services also influence households' choices.

Based on these assumptions, it is possible to calculate how many caregivers will be necessary to maintain the current ratio between caregivers and over-75s, given that the elderly population will keep growing. We calculated the number of caregivers needed to face population ageing by comparing local data on the number of caregivers with ISTAT estimates on older population growth across Italian municipalities for the period 2030-2055.

Compared to 2018, the over-75-year-old population will increase by 18% in 2030. Thus, 463 thousand caregivers will be needed, corresponding to a 17% increase compared to current figures.

In 2055, the elderly population will exceed 12 million people and 685 thousand caregivers will be needed, corresponding to a 70% increase compared to the current value. This market is therefore significantly growing, and this expansion will have inevitable social and economic effects.

Fig 1.12. Over-75s and Caregivers in 2018, 2030 and 2055 forecasts.



Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS-ISTAT data

Tab 1.3. Estimate of the future demand for caregivers

	Caregivers 2018	Caregivers necessary in 2030	Caregivers necessary in 2055
Piedmont	33,097	37,300	50,800
Aosta Valley	1,210	1,500	2,100
Liguria	16,071	15,900	19,700
Lombardy	61,326	71,700	113,700
Trentino-South Tyrol	8,585	10,300	17,200
Veneto	34,868	41,200	62,900
Friuli-Venezia Giulia	13,901	15,100	20,500
Emilia Romagna	44,696	49,900	76,000
Tuscany	42,031	46,400	64,700
Umbria	9,302	10,000	14,200
Marche	14,061	14,900	21,400
Latium	35,663	42,200	66,400
Abruzzo	7,551	8,600	12,200
Molise	1,142	1,300	1,700
Campania	16,663	21,500	33,900
Apulia	11,039	14,100	20,200
Basilicata	1,637	1,900	2,700
Calabria	5,822	7,000	10,000
Sicily	12,173	14,400	21,000
Sardinia	31,575	37,700	53,700
Italy	402,413	462,900	685,000

Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS and ISTAT data

CHAPTER 2

THE DIMENSION OF DOMESTIC WORK IN ITALY



DOMINA ANNUAL REPORT ON DOMESTIC WORK 2019

In collaboration with Fondazione Leone Moressa

Families Domestic Employers : Data and Scenarios



Pop. over 75 yo 11.6% in 2018 21.6% in 2055



Working women

Employed (15-64 yo) 40.1% in 1998 49.5% in 2018



Public expenditure for households and childcare 1.8% GDP (2.4% in EU)



Employers

Average age 65 yo

51% M / 49% F



Matching of
Supply and Demand
64% informal
Word-of-mouth, private networks

Domestic Work Increase

2 million Workers 6 out of 10 irregular



Households increasingly play a key role

Famiy Expenditure of EUR 14.9 Billion Public Saving EUR 9.7 Billion





DOMINA ANNUAL REPORT ON DOMESTIC WORK 2019

In collaboration with Fondazione Leone Moressa

Care and domestic workers in Italy

2 million workers

859 K

regular (41.7%) (INPS)

2009-2018 -12.9% 2017-2018 -1.4% 1.2 M

irregular (58.3%) (estimate)







42.2% Eastern Europe

28.6% Italy

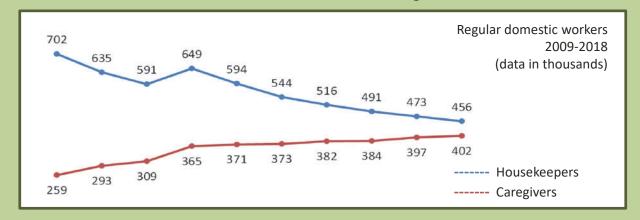
8.0% Philippines

6.8% South America

Italian domestic and care workers

59.6% Housekeepers **53.7%** Over 50 yo **9.5%** M **+46.0%** 2009-2018

Foreign domestic and care workers: 640 K units
Remittances sent to their countries of origin: EUR 1.4 B





% FOREIGNERS75.4% Caregivers
67.8% Housekeepers



% OVER 50 56.6% Caregivers 43.6% Housekeepers

2.1 Comparison between domestic work in Italy and across Europe

As analysed in the first chapter, figures on domestic work in Italy reveal the importance of this sector, which has been growing in recent years. Besides the direct impact on households' care needs, the domestic work expansion enables many women to access the labour market. In fact, there is a correlation between the domestic sector's growth and the increase in women employment. Nevertheless, these trends are not uniformly distributed across Europe.

Thanks to Eurostat data, it is possible to make a comparison at European level and highlight that domestic work is not so uniformly spread, both in size and characteristics: in many countries, for example, care and domestic workers are employed by agencies/ companies and not directly by households. It should be reminded that these data derive from a survey carried out in different European countries, therefore they differ from those collected by the Italian National Institute of Social Security (INPS) at national level. Furthermore, these data tend to underestimate the phenomenon, but they are still valuable since they allow a comparison of national domestic sectors at European level.

Tab 2.1. Care and domestic workers directly employed by households and workers employed by social care services (residential and non-residential) in Europe (2018)

	Distribution % Workers in social care services		Distribution % Workers employed directly by families domestic employers
UE15	9,882,900	UE15	2,063,500
Germany	23.8%	Italy	35.2%
France	20.2%	Spain	29.8%
UK	19.2%	France	15.0%
Netherlands	7.1%	Germany	9.3%
Italy	5.7%	Portugal	4.9%
Spain	5.3%	UK	2.2%
Sweden	4.2%	Greece	1.4%
Belgium	3.8%	Netherlands	0.5%
Denmark	3.3%	Ireland	0.4%
Finland	2.3%	Finland	0.4%
Portugal	1.9%	Austria	0.3%
Austria	1.7%	Luxemburg	0.2%
Ireland	1.2%	Belgium	0.2%
Greece	0.4%	Denmark	n.d.
Luxemburg	0.2%	Sweden	n.d.

Figures not available for Denmark and Sweden

Source: DOMINA and Fondazione Leone Moressa, elaboration on Eurostat data

Overall, there are over 2 million²⁰ care and domestic workers directly employed by households²¹ across the EU. This figure refers only to regular workers and is probably underestimated compared to actual national data. It is significant that 80% of these workers are concentrated in only 3 countries (Italy 35.2%, Spain 29.8%, France 15.0%).

The number of care and domestic workers grows if we consider also the workforce employed in residential and non-residential social care services (approximately 10 million units). Differences in the management of care needs are highlighted in the below graph, where the total number of workers is compared to the percentage of workers in social care services and that of workers directly

²⁰ UE15

²¹ This item includes all activities carried out by care and domestic workers including domestic helpers, cooks, waiters, housekeepers, baby-sitters, carers, etc. whose employer is a family or cohabiting household.

employed by households. The domestic sectors of Italy, Spain, and Portugal are characterised by a higher presence of workers employed by households rather than in social care services, compared to the EU 15 average. Instead, in Germany, Belgium, the Netherland, the United Kingdom, and Finland the trend is opposite.

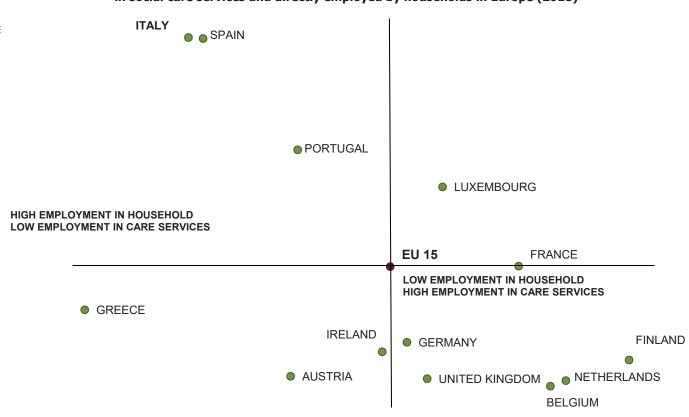


Fig 2.1. Comparison between the number of care and domestic workers in social care services and directly employed by households in Europe (2018)

Source: DOMINA and Fondazione Leone Moressa, elaboration on Eurostat data

In the Mediterranean countries, care and domestic workers are more often employed by households with dependent elderly members. This is true for Italy, but also for Spain and Portugal. In the Scandinavian countries, on the contrary, there are few foreign care and domestic workers, although employment is growing in the sector of social care services provided at home and in residential care facilities. Such trends are influenced by different lifestyles, but also by different fiscal and social contributions systems.

In Italy, in particular, households represent a key actor given the shortage of both social care services and the fundamental relevance of money transfers from national and local authorities. In this context, since 1974 the National Collective Agreement on domestic work (CCNL – *Contratto Collettivo Nazionale sulla Disciplina del Rapporto di Lavoro Domestico*) regulates the Italian domestic sector. Signed by trade unions and association of families domestic employers, the National Collective Agreement allows a "bottom-up" management of domestic work.

In Spain, personal and household services are regulated by the employment contract for home-based service providers. The agreement can be concluded either in the written or oral form, could be a permanent or fixed-term, full or part-time employment contract. If not expressed in the contract, the duration of the employment relation is one year.

For Denmark and Sweden, Eurostat does not release data on care and domestic workers directly employed by households, probably because direct employment is very rare in these countries: personal and household services are managed by agencies that offer an extensive network of day centres, home services, nursing and rehabilitation centres.

In Sweden, the welfare system is considered to be one of the most efficient and fair at European level. It is managed by the central government which provides guidelines through the Ministry of Health and Social Affairs. This model is based on four pillars: strong trade unions, a flexible labour legislation, active household and labour market policies, and an inclusive welfare system. Sweden

offers an extensive network of day centres, home services, nursing and rehabilitation centres, and both childcare and long-term care services addressed to older people. Given the absence of direct domestic employment in Sweden, the country does not appear in the previous chart.

In Denmark, care and domestic workers and gardeners are employed through accredited service providers, i.e. agencies acting as domestic employers. Citizens should submit a request for domestic and care services to these agencies, which appoint the designated worker.

In the UK, employment in the care services sector is growing both at public and private levels. Despite this increase, the "Welfare and Long-Term Care" report estimates that the supply still does not cover the overall demand for care services targeting dependent seniors. More precisely, only 56.5% of the over-65 yo population with long-term care needs is included in a Long-Term Care program. Because of current demographic trends, the number of people in need for care services is expected to increase, therefore accessing care services will become even more critical.

In Germany, the number of personal care assistants remains very low, and care services are too expensive. Introduced in 1995, the compulsory social insurance for care services in case of dependency gives rights to an allowance to access residential care. However, hospitalisation costs are increasing, and in recent years many households have opted for the hospitalisation of dependent elderly members in residential facilities abroad (Poland). Generally, domestic employment through public or private service providers decreases job precariousness and reduces the risk of irregular work.

The European Parliament is also moving in this direction, and in 2016 it adopted a resolution guaranteeing social rights and introducing a European legal status for care and domestic workers.²²

The (non-binding) resolution highlights the need for adequate inclusion of care and domestic workers in all national labour, health, social care and anti-discrimination legislation. Furthermore, examples of best practices have been identified in Belgium and France and are strongly recommended, since they contributed to fight black labour. In both countries, the State has taken over the "gross" cost of domestic work, by relieving households and increasing the added value of regular employment compared to undeclared work.

In Belgium, proximity services are provided and include all tasks that could be performed at home or outside the households (daily shopping and errands, support to disabled people, etc.). Workers are paid through service vouchers (paper or electronic), each worth EUR 20.80 euros per hour of service. The actual costs of service vouchers for private users is EUR 7.50 each, while the remaining amount is financed by the State. Individuals also benefit from a 30% tax deduction on service vouchers, therefore the final cost of each service voucher for private users is EUR 5.25.

The French experience of CESU (*Chèque Emploi Service Universel*) is also considered an innovative practice since it contributed to reducing undeclared work thanks to a double intervention: on the one hand, the CESU system introduced a mechanism of allowances on taxes and social security contributions towards the regularisation of domestic work; on the other hand, it fostered the revision of the care services system. CESU is a voucher used by private employers to purchase a number of services provided at home. Through CESU, the French government ensures significant tax reliefs that reduce the gross cost of domestic work for private employers, and allow to unveil figures on undeclared work while promoting regular employment. The system is grounded on the idea that by reducing costs for families domestic employers, the share of undeclared work could also be reduced. Accordingly, the increase in regular employment would generate an additional tax revenue, allowing the State to compensate the costs of tax reductions and benefits.

In some European countries, the adoption of new contractual forms introducing tax benefits for households has contributed to increase the share of regular domestic employment. These are positive policy examples that should also be implemented in Italy, where the share of undeclared work remains very relevant.

38

²² Report on female domestic workers and carers in the EU (2015/2094 (INI)). Committee on Women's Rights and Gender Equality. Supervisor: Kostadinka Kuneva. A8-0053/2016.

2.2 Characteristics of families domestic employers

In recent years, Italian households became responsible for a significant share of the national welfare, a challenging task which regards both the care of people in need of assistance (the elderly, children, people with disabilities), and housekeeping activities.

In addition to the National Institute for Social Security (INPS) database, which offers a detailed overview on the number of regular domestic workers, DOMINA database anonymously draws on DOMINA members' contractual information and produces further valuable figures based on a sample of over 13 thousand employment relationships across the country.

While INPS data only refer to the year in question, DOMINA offers a broader and more detailed overview, allowing to better understand the type of contracts in effect, the remuneration level of care and domestic workers, and other relevant information regarding the National Collective Agreement.

However, since DOMINA database refers to just a sample – although very large – of employment relationships, these figures do not always correspond to national data. Firstly, the type of contract is different: INPS data only refer to the distinction between domestic workers ("colf") and personal care assistants ("badante"), while the National Collective Agreement (CCNL) includes a wider variety of occupations. On the other hand, DOMINA database, although based on a sample of domestic work relationships limited to DOMINA's network, refers to the sectoral collective agreement signed by DOMINA. Furthermore, INPS collects data based on the declarations made by households at the time of recruitment. Therefore, these figures might be inaccurate and influenced by an initial lack of knowledge of the contract and, more generally, of how to manage the domestic employement relationship in accordance with the legislation in effect. The measurement of working time is an example of methodological difference. Figures could refer either to the contract duration (DOMINA) or the number of weeks worked (INPS). INPS bases its data collection on an annual observatory, detecting how many people worked more than 50 weeks per year (46.3% in 2018). DOMINA, instead, focuses on the contract duration, showing that less than 10% of the total workforce is employed under contracts valid for less than a year (including both fixed-term and permanent contracts).

This helps understand the difference between the two databases: INPS collects data on all care and domestic workers who received at least one social contribution payment during the year, therefore it also considers occasional workers. DOMINA database, instead, only refers to working relationships which are correctly established thanks to the support of sectoral representative associations. This helps avoid errors in the draft of the employment contract and in any related administrative obligations. Managing the domestic work relationship in a regular and transparent way, in compliance with the National Collective Agreement and the current legislation, ensures professional stability and continuity, by increasing mutual trust between employers and workers.

Tab 2.2. INPS / DOMINA data comparison (2018)

Contract terms (DOMINA)		N° o
Less than 1 year	9.9%	Less
Between 1 and 2 years	6.7%	At lea
Between 2 and 3 years	4.6%	
Between 3 and 4 years	4.1%	
Between 4 and 5 years	4.2%	
Over 5 years	70.5%	
	100.0%	

N° of weeks worked per year (INPS)

Less than 50 weeks 53.7%

At least 50 weeks 46.3%

100.0%

Source: DOMINA database / INPS data

Against this background, the next paragraphs will focus on the analysis of DOMINA database, which provides interesting information about the role of domestic employers. The first figure analysed is gender: the category of domestic employers is substantially gender-balanced, represented by 51% men and 49% women.

The first difference between male and female employers regards age groups. If the average age of domestic employers is 65 years old, this value drops to 62.5 for men and increases to 68.3 for women.

In particular, almost half of the male sample (49%) is under 60 years old. 30% of male employers are aged between 60 and 79, while one fifth (21%) are over 80 years old.

The age distribution of female employers is rather different: the under-60-year-old component decreases to 37.9%. Also the 60-79 years-old age group is modest and represents about a fourth of the sample (24.7%). The over-80 component is instead much larger and reaches 37.4%, 16 percentage points more compared to the male sample.

In order to better understand these data, it is appropriate to highlight some aspects related to the representativeness of the sample. First of all, the sample includes only part of DOMINA's members – stil quite large (over 13 thousand) – and members are not selected through criteria reflecting the real composition by region, age, and other characteristics.

Secondly, the sample includes both employers of care workers (caregivers) and domestic workers (housekeepers). Although it is not possible to analyse the detail, it is possible instead to infer that younger employers might establish employment relationships with domestic workers, while older employers might employ personal care assistants.

However, in the case of personal care, the employer does not necessarily coincide with the person being cared for. This argument would deny the previous hypothesis. For example, the category of under-39-year-old domestic employers is likely to include two different groups: on the one hand young families hiring domestic workers (for housekeeping services) or babysitters (for childcare services), on the other hand people with senior parents hiring personal care assistants for the dependent elderly.

Lastly, data on different groups of domestic employers do not reveal much about the family composition: in some cases, it is the entire household that benefits from the employment relationship (both spouses are assisted). In others, services are adressed to only one family member (child, parent, spouse, etc.).

Such an unclear framework reveals how diverse are the groups of families domestic employers in Italy. The social and demographic phenomena analysed in the previous chapters (drop in births, extended life expectancy, reduction in the size of family units, participation of women in the labour market, etc.) have strongly influenced the demand for domestic work. But what is commonly referred to as "demand for domestic work" is indeed much complex and many actors are involved: there are households in which both parents work and need childcare services; or singles who demand housekeeping services; or people who employ personal care worker to assist their older, often sick parents. Domestic work is therefore a complex, diversified sector in which households' multiple needs are counterbalanced by the many professional skills required to domestic workers.

A further element to be investigated concerns the type of employment relationship. 35% of DOMINA sample is represented by live-in workers, while 65% are non-cohabiting workers. Cohabitation is therefore determined by the type of employment relationship, and is almost exclusively referred to caregivers. It is not by chance, therefore, that the percentage of foreigners is much higher among live-in workers (91%) than among non-live-in workers (77%).

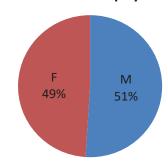


Fig 2.2. Distribution of employers by gender

Source: DOMINA database on a 13.000 sample of domestic employment relationships

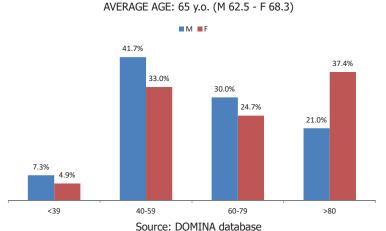
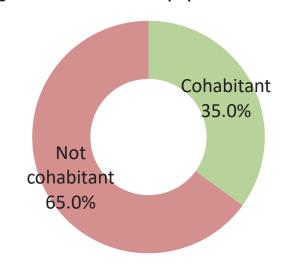


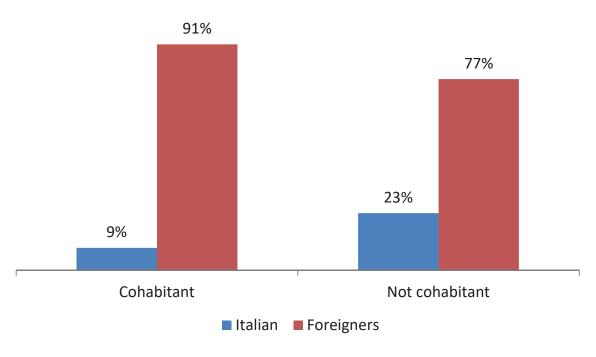
Fig 2.3. Distribution of employers by gender and age groups

Fig 2.4. Detail of domestic employment relationships



Source: DOMINA database

Fig 2.5. Type of domestic employment relationships and worker's nationality



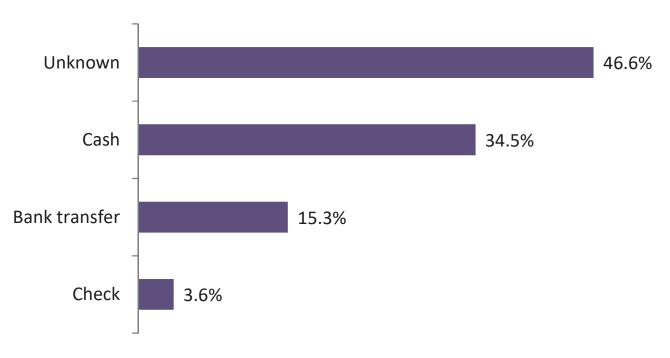
Source: DOMINA database

DOMINA database also provides interesting figures on the payment methods used for the remuneration of care and domestic workers. Paradoxically, the most significant figure is the one not available: almost half of the sample (46.6%) does not indicate the method used for payment, possibly because they alternate different payment methods, without a fixed preference.

Over a third of employers settle the remuneration in cash (34.5%). Indeed, it is also very significant that less than a fifth (18.9%) uses traceable forms of payments, as bank transfers or cheques.

On this matter, it is intersting to underline that since 1 July 2018, Law 205/2017 forbids to settle the remuneration in cash payment for any employment relationship, except for domestic work.

Fig 2.6. Methods of payment used for the remuneration of domestic workers



Source: DOMINA database

Article 10 of the National Collective Agreement classifies domestic workers into four main categories, based on their qualifications and the type of activities. For each category, 2 levels (basic and super) are identified, which differ both in terms of tasks and remuneration.

50% of domestic workers are classified in Super B and B levels, thus they are either experienced domestic workers or personal care assistants for dependent people. Also very frequent, levels A and A Super include general domestic collaborators without professional experience and personal care assistants for self-sufficient people. Instead, levels C and C Super include cooks and personal care assistants for dependent people. As the level of qualifications and training grows, skills and remuneration increase.

Tab 2.3. Domestic workers by contract category (2018)

LEVEL A or AS	24.5%
LEVEL B or BS	49.5%
LEVEL C or CS	23.8%
LEVEL D or DS	1.4%
Night assistance / care	0.8%

Source: DOMINA database

2.3 Household spending in Italy

Against this background, it is possible to calculate the total volume of Italian household spending for care and domestic services, by adding various components including salaries, social contributions and severance pays. In this case, INPS data clearly refer to the regular component only.

First of all, domestic workers' remuneration varies depending on the type of services provided (as indicated in the contract). This is crucial to fix minimum salaries, which are annualy revised. In addition to the minimum wage set by law for each job level, retribution also takes into account seniority – the wage level increases after two years of service performed at the same employer – as well as extra allowances on productivity, in Italy called *superminimi*. Furthermore, when hiring live-in personal care assistants, the employer should also ensure: healthy and sufficient food; a work environment that is not harmful, both physically and morally; a suitable accommodation that guarantees the worker's dignity and privacy.

Based on these elements, it is possible to group the 859,233 care and domestic workers surveyed in 2018 by their annual remuneration. This distribution clearly depends on the number of hours worked and the duration of the employment relationship. It appears that in 2018 over one quarter of care and domestic workers (26.6%) received an annual salary lower than 3 thousand euros, while half of them received less than 6 thousand euros. This indicates that in the domestic sector the number of hours worked per week is very modest, especially among housekeepers. Indeed, only 14.3% of the total workforce received a salary higher than 12 thousand euros for the year 2018. Salaries are the first item to consider when calculating household spending. In 2018, the total amount paid for wages reached EUR 5.7 billion. In addition to salaries, household spending also include severance pays (EUR 421 million) and social security contributions (EUR 976 million). Therefore, household spending on regular domestic employment relationships reached the overall amount of EUR 7 billion in 2018.

In addition to this EUR 7 billion, it is also important to include the amount spent on undeclared care and domestic workers' salaries, knowing that black labour represents about 60% of the domestic economy in Italy.

Annual salary No. workers **Distribution** Total amount of salaries (EUR) < 3 K 350,302,000 228,826 26.6% 3-6 K 179,754 20.9% 800,948,000 6-9 K 183,896 21.4% 1,377,813,000 9-12 K 143,461 16.7% 1,485,350,500 > 12 K 123,296 14.3% 1,669,444,000 Total 100.0% 859,233 5,683,857,500

Tab 2.4. Domestic workers by annual remuneration groups (2018)

Figures: DOMINA and Fondazione Leone Moressa, elaboration on INPS data

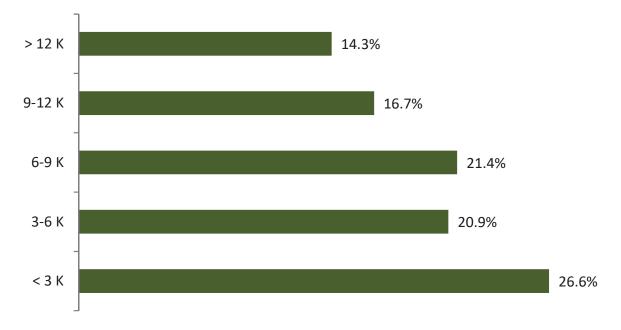


Fig 2.7. Total expenditure of families (2018)

FAMILY EXPENDITURE (REGULAR DOMESTIC WORKERS) 7,081 MILLION EURO

5,684
MILLION EURO

social security CONTRIBUTION 976
MILLION EURO

SEVERANCE PAY
421
MILLION EURO

Figures: DOMINA and Fondazione Leone Moressa, elaboration on INPS data

2.4 Characteristics of domestic workers

In the previouxs chapters we defined the role and characteristics of families domestic employers. This paragraph instead will analyse the other actor involved in the employment relationship: care and domestic workers.

According to INPS data, in 2018 in Italy there were 859,233 care and domestic workers hired by families.²³ This figure has been slighlty decreasing compared to last year (-1.3%), while since 2009 the overall variation has been -12.9%.

In recent years, the trend has been however fluctuating, strongly influenced by administrative and regulatory measures, in particular by the regularisation measure of 2012 which brought the number of domestic workers above one million (in 2012 a total of 134,576 regularisation applications were filed). In the same year, more severe sanctions were introduced for non-compliant employers, although they also had the opportunity to "correct" the irregular employment relationship.

Many are the scenarios leading to the increased regularisation of the domestic sector. On the one hand, the 2012 measure fostered the regularisation of many long-standing domestic work relationships. On the other hand, however, part of the applications are attributable to other sectors. Indeed, this tool was exploited to regularise workers at a lower cost compared to other channels, but workers later changed sector and employer once the regularisation process was completed.

This practice is confirmed by the decrease in numbers of care and domestic workers recorded in the following years. For instance, the total domestic workforce decreased by 122 thousand units from 2012 to 2015, despite the ongoing ageing process and a sligh increase in women employment.

With regard to the difference by type of occupation, the share of housekeepers (53%) is slightly higher compared to caregivers (47%): this gap has been gradually narrowing, given the simultaneous increase in the number of personal care assistants (+ 56% from 2009 to 2018) and drop in domestic workers (-35%).

Over the last ten years, figures clearly show that the share of personal care assistants increased keeping a continuous and regular pace, while housekeepers suffered more from administrative regularisation measures (2009 and 2012) and therefore decreased. The shrinking of the number of domestic workers can also be explained by an increase in undeclared work (according to ISTAT data,²⁴ the rate of irregular domestic workers reaches 58.3% and is significantly higher than the average of other economic activities, where the irregularity rate is 13.5%).

As further analysed in the next chapters, by applying the irregularity rate provided by ISTAT, the total number of care and domestic workers in Italy reaches 2 million units.

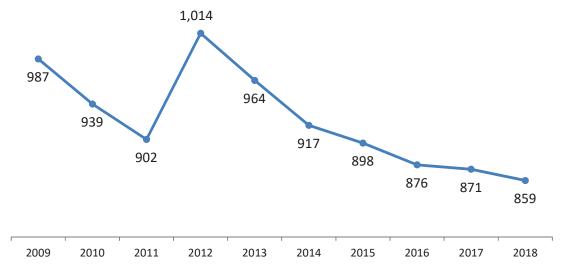


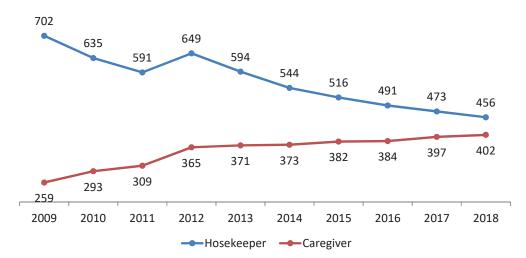
Fig 2.8. Domestic workers in Italy, time series analysis 2009-2018 (in thousands)

Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS data

²³ The statistical unit is the domestic worker who received at least one social contribution payment during the year or quarter, if referred to quarterly data (source INPS).

²⁴ ISTAT national accounts, *Attvitià di famiglie e convivenze come datori di lavoro per personal domestico, produczione di beni e servizi indifferenziati per uso* [Activities of households and cohabitations as employers of domestic staff; undifferentiated goods and services-producing activities of households for own use], year 2015. The estimate of irregular workers is calculated by applying the same coefficient of irregularity to housekeepers and caregivers (58.3%).

Fig 2.9. Domestic workers in Italy, time series analysis 2009-2018 (Housekeepers / Caregivers)



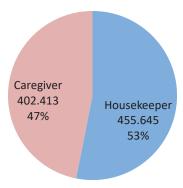
Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS data

Tab 2.5. Domestic workers in Italy, time series analysis²⁵

	Housekeepers	Caregivers	Total
2009	701,878	258,662	986,684
2010	634,646	292,695	939,432
2011	591,356	309,329	902,345
2012	648,736	364,798	1,013,621
2013	593,534	370,586	964,235
2014	544,228	372,698	917,134
2015	515,726	382,262	898,448
2016	491,456	383,716	875,617
2017	473,239	396,630	871,040
2018	455,645	402,413	859,233

Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS data

Fig 2.10. Domestic workers by occupation, year 2018



Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS data

The detailed analysis of the domestic workforce composition in Italy in 2018 shows that over 40% of care and domestic workers

²⁵ The total figure includes care and domestic workers that could be classified by their occupation (1,175 in 2018).

(362,000 units) come from Eastern European countries. The second largest national group is represented by Italian domestic workers who account for 28.6% of the total workforce (246,000 units).

Filipinos are the third largest group with over 68,000 domestic workers (8% of the total workforce). South American domestic workers represent 6.8% (58,000 units), whereas workers from East Asia account for 46,000 units, equal to 5.4% of the total workforce. Finally, other national groups are more modest and account alltogether for 10% of the total workforce.

In this context, it is interesting to observe recent migration trends based on migrants' countries of origin. This evaluation considers post-2012 variations, following the implementation of the last regularisation measure, in order to exclude all external factors unrelated to the domestic labour market.

Overall, in six years, the number of regular domestic workers has decreased by 15.2%. More precisely, the workforce component of foreign origin has dropped: Eastern Europeans, who represent the largest group, decreased by 19.2%; Filipinos by 9.6%, East Asians dropped by 54.6%. By contrast, the Italian workforce has recorded a 29.6% increase over six years, going from 190,000 units to 246,000 units.

The strong increase in the Italian component, especially among caregivers, is motivated by several factors. First of all, the economic crisis has played a significant role, pushing many women to enter or return to the domestic labour market to cope with the loss of their jobs or that of their partners. In this case, domestic work has represented a social safety net, mitigating the impact of the crisis. Another explanation could be the increase in the acquisition of the Italian citizenship. The expansion of the domestic workforce could thus be linked to the increased number of naturalised Italian citizens among workers already operating in the sector, rather than to new workers entering the domestic labour market. Knowing that in the last ten years the number of naturalised Italian citizens increased by almost one million units, many of them are likely to be care and domestic workers.

Tab 2.6. Areas of origin of care and domestic workers, 2012-2018 comparison

Areas of origin	Added Value 2018	Distribution %	Variation % 2012-18
Eastern Europe	362,294	42.2%	-19.2%
Italy	245,964	28.6%	+29.6%
Asia: Philippines	68,441	8.0%	-9.6%
South America	58,279	6.8%	-23.6%
Eastern Asia	46,220	5.4%	-54.6%
North Africa	30,367	3.5%	-51.8%
Central-Southern Africa	18,284	2.1%	-34.4%
Central America	13,911	1.6%	-0.4%
Middle East Asia	12,274	1.4%	-10.2%
Western Europe	2,950	0.3%	-1.8%
North America	125	0.0%	-45.2%
Oceania	121	0.0%	-32.0%
Total	859,233	100.0%	-15.2%

Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS data

A detailed analysis by type of contract allows to further investigate these aspects. Caregivers (Tab 2.7) have increased in the last six years (+10.3%). Among them, Italians have more than doubled, going from 46 to 99 thousand units (+115.5%), a figure that accounts today for 24.6% of the total workforce. The number of Filipino carers also grew (+17.1%), as well as that of Middle East Asians (+6.0%), Central Americans (+39.5%) and carers from Central and Southern Africa (+17.3%). On the other hand, Eastern European caregivers have slightly decreased (-3.8%), although they still represent about half of the sectoral workforce. Lastly, the number of caregivers from South America and Northern Africa is also decreasing (respectively of -1.7% and -17.4%).

As for domestic workers (Tab 2.8) the largest national group is represented by Italians (32.2%), more numerous than Eastern Europeans (31.3%). This latter component has suffered a significant drop in the last six years (-35.2%), losing almost 80 thousand workers. Instead, a modest increase has been observed in the Italian component (+2.0%).

The third largest national group is Filipinos, with almost 58,000 workers (12.7% of the total workforce). In a community that counts

less than 170 thousand residents in Italy, the strong specialisation of this ethnic group becomes evident (about 40% of Filipino residents are employed in the domestic sector).

Regarding the territorial distribution of the domestic workforce (Table 2.9), the highest concentration of care and domestic workers is recorded in Northern regions. In particular, the first area for population density is the North West, with approximately 255 thousand care and domestic workers (29.7% of the national workforce). If combined with the 172 thousand units in the North East, care and domestic workers in the North represent about half of the national domestic workforce. In Central regions, instead, there are aproximatelly 244 thousand care and domestic workers (28.4% of the total), while the workforce in the South and in the Islands accounts in total for 188 thousand units (about one fifth of the total). When it comes to the ratio between domestic workers and the resident population, in Italy there are on average 14.2 care and domestic workers every 1,000 inhabitants. This ration increases to 20.3 workers per thousand inhabitants in the Centre and is slightly above the average also in the North (15.9 workers per thousand inhabitants in the North West and 14.7 workers per thousand inhabitants in the North East). The ratio is instead considerably lower in the South and in the Islands, with barely 9.1 workers per thousand inhabitants.

Tab 2.7. Areas of origin of caregivers, 2012-2018 comparison

Auran of autoto		CAREGIVER	S
Areas of origin	Added Value 2018	Distribution%	Variation% 2012-18
Eastern Europe	219,069	54.4%	-3.8%
Italy	99,190	24.6%	+115.5%
South America	25,688	6.4%	-1.7%
North Africa	14,417	3.6%	-17.4%
Eastern Asia	11,835	2.9%	-41.7%
Asia: Philippines	9,980	2.5%	+17.1%
Middle East Asia	9,003	2.2%	+6.0%
Central America	6,554	1.6%	+39.5%
Central-Southern Africa	5,599	1.4%	+17.3%
Western Europe	1,011	0.3%	+61.0%
Oceania	44	0.0%	-10.2%
North America	22	0.0%	-38.9%
Total	402,413	100.0%	+10.3%

Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS data

Tab 2.8. Areas of origin of housekeepers, 2012-2018 comparison

Avone of ovinin		HOUSEKEEPERS	
Areas of origin	Added Value 2018	Distribution%	Variation % 2012-18
Italy	146,677	32.2%	+2.0%
Eastern Europe	142,800	31.3%	-35.2%
Asia: Philippines	57,970	12.7%	-13.7%
East Asia	34,343	7.5%	-57.8%
South America	32,564	7.1%	-35.0%
North Africa	15,913	3.5%	-65.0%
Central-Southern Africa	12,660	2.8%	-45.2%
Central America	7,342	1.6%	-20.8%
Middle East Asia	3,261	0.7%	-36.9%
Western Europe	1,934	0.4%	-18.5%
North America	103	0.0%	-46.4%
Oceania	77	0.0%	-40.3%
Total	455,645	100.0%	-29.8%

Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS data

Tab 2.9. Domestic workforce: territorial distribution. Year 2018

Area	Domestic workers	Distribution %	Care and domestic workers per 1,000 inhabitants
North West	255,282	29.7%	15.9
North East	171,644	20.0%	14.7
Centre	244,220	28.4%	20.3
South and Islands	188,087	21.9%	9.1
Total	859,233	100.0%	14.2

Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS data

With regard to the overall characteristics of domestic workers, it appears that the domestic sector is not attractive for young people: the under-30 population represents only 6.1% of housekeepers and 5.4% of caregivers. The over-50s, instead, represent 43.6% of housekeepers and 56.6% of caregivers.

The under 19-year-old component is very modest and accounts only for 0.2% of both housekeepers and caregivers. This component has been significantly declining in recent years. More precisely, from 2009 to 2018 the share of under-19 caregivers decreased by -48%, while the number of housekeepers in the same age group dropped by -80%.

Looking at the detail by gender, it appears that the female component – representing on average 88.4% of the whole domestic workforce - escalated to 92.3% for caregivers and to 85.0% for housekeepers.

The male component remains a minority (on average 11.6%, with a peak of 15% in the housekeepers component). Yet, the participation of men in the domestic labour market has recorded significant variations in recent years. Men employed as caregivers were over 31,000 in 2018, an increase of 7.9% compared to 2010. Instead, those employed as housekeepers – just over 68,000 units – decreased by -48.1% compared to 2010.

In short, we can say that, although the domestic sector remains strongly feminised, the male component is far from being negligible. In particular, the male component is particularly relevant among workers coming form East Asia (51.1%). It also exceeds 25% among workers from North Africa (25.8%), Central and Southern Africa (29.1%) and from the Philippines (24.7%). Instead, it remains much more modest among Italian workers (9,5%) and Eastern European workers, where the female component strongly prevails.

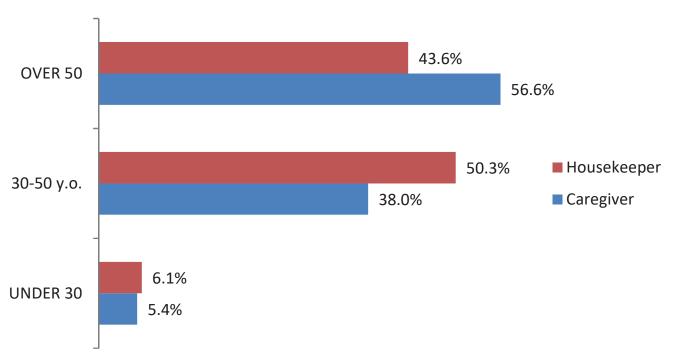
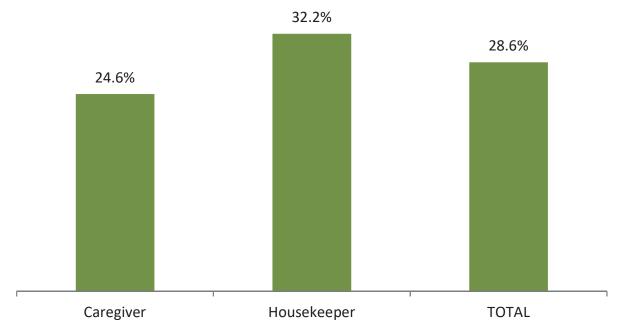


Fig 2.11. Domestic workers by age groups (Housekeepers / Caregivers)

Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS data

Fig 2.12. Share of Italian domestic workers by type of contract (%)



Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS data

Tab 2.10. Male domestic workforce in focus (2018)

	Male domestic workers	Variation % 2012-18	Ratio % Male/Total	Italian male workers %
Caregivers	31,078	+7.9%	7.7%	37.7%
Housekeepers	68,289	-48.1%	15.0%	17.0%
Total	99,476	-38.4%	11.6%	23.5%

Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS data

Tab 2.11. Male domestic workforce in focus – detail by area of origin (2018)

Areas of origin	Male domestic workers	Ratio % Male/Total per area
Eastern Asia	23,630	51.1%
Central-Southern Africa	5,327	29.1%
North Africa	7,821	25.8%
Asia: Philippines	16,926	24.7%
South America	7,188	12.3%
Italy	23,344	9.5%
Central America	1,291	9.3%
Middle East Asia	723	5.9%
Eastern Europe	12,851	3.5%
Total	99,476	11.6%

Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS data $\begin{tabular}{ll} \end{tabular} \label{table_equation} \end{tabular}$

2.5 Estimate and effects of irregular domestic work

It is well known that the domestic sector is, by definition, one of those with the greatest share of services provided informally, and with the highest share of undeclared work. Many factors determine these trends, first and foremost the workplace: domestic work does not take place within a company, but within the household, i.e. at the domestic employer's private home. Besides making labour inspections more difficult, this peculiarity fuels the spread of irregular employment. Somehow, the idea that domestic work is not a real occupation seems to be widely accepted (domestic tasks are too often identified as small "gigs"), thus justifying the high share of irregularity. Although the fight against evasion and irregularity has always been a top priority for all political forces, achievements in this field are still unsatisfactory. This paragraph will try to quantify the phenomenon of irregular domestic work and to highlight some possible solutions.

In Italy the irregularity rate in the domestic sector remains significant because of both the lack of sufficient incentives to formalise the sector and the high share of irregular foreign workers without a residence permit. "It is possible to demonstrate that a particular correlation exists between illegal immigration and undeclared work. In specific economic terms, such correlation is called "strategic complementarity": the larger the informal sector, the more advantageous illegal immigration is for potential migrants. The higher the number of illegal immigrants, the more attractive the undeclared economy is for businesses". ²⁶

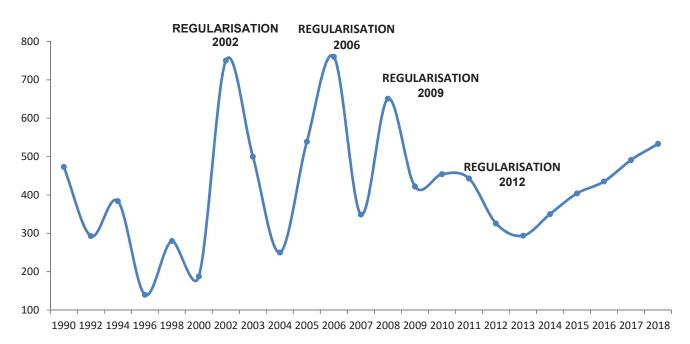


Fig 2.13. Estimate of irregular immigrants in Italy, time series analysis

Source: Ismu Foundation

According to the ISMU²⁷ Foundation's latest estimates, the number of irregular immigrants in Italy on 1 January 2018 reached 533,000 units. Illegal migration has been growing in the recent years, with peaks close to 800 thousand units, and has been countered though a number of regularisation measures. These measures were often exclusively targeted on the domestic workforce. Hence, it is essential to quantify the phenomenon of irregular migration in the domestic sector.

First of all, data from the INPS Observatory provide information on the number of domestic workers who benefit from an INPS insurance and have therefore a regular employment contract. In this context, the statistical unit is the domestic worker who received at least one social contribution payment over the last guarter or year.

²⁶ Luca Pensieroso, Fabio Mariani, *Gli immigrati irregolari? Calano se si riduce il sommerso*. [Irregular migrants? Numbers drop when the rate of undeclared work decreases]. Lavoce.info. 2019.

²⁷ ISMU Foundation. *Iniziative e Studi sulla Multietnicità*. [Initiatives and Studies on Multi-Ethnicity]. Milano.

However, INPS surveys detect a number of domestic workers lower than the actual figure, since it does not consider illegal migrants (both in the black economy, i.e. undeclared workers employed without contract, and in the grey economy, i.e. declared workers who work longer hours than what is declared in their employment contract).

The following charts analyse data provided by ISTAT national accounts, processed from the annual ISTAT labour force sample survey (RCFL) and integrated with administrative sources. ISTAT national accounts also include figures on irregular employment, therefore they cover the whole internal workforce i.e. all workers employed in any production unit across the country's economic territory (hence, ISTAT refers to the production unit's location rather than to the worker's residence).

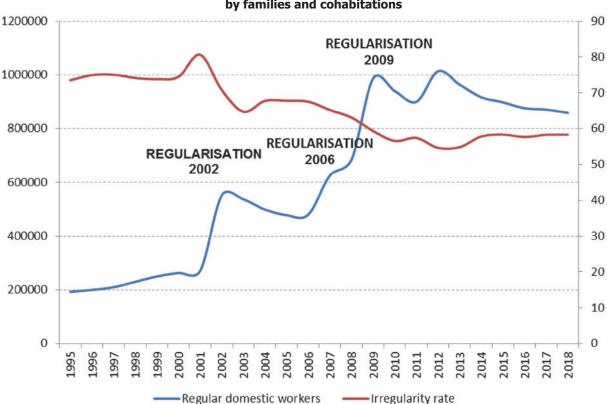


Fig 2.14. Time series analysis of regular and irregular care and domestic workers in Italy employed by families and cohabitations

The last available figure on irregular workers was registered in 2017 and was also used for 2018 Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS data

In this context, we will consider the ATECO "T"²⁸ category, which overall corresponds to the domestic workforce. According to ISTAT, the rate of irregular workers classified in this category reaches 58%. This means that the 859 thousand regular workers registered by INPS only account for 42% of the total workforce. Therefore, based on the numbers of regular workers registered in 2018, and considering the rate of irregular workers of 2017 (latest data available), it is estimated that currently in Italy there are over 2 million care and domestic workers, most of whom irregular.

These figures also foster an overall reflection on irregularity in the Italian domestic sector. Comparing the time series on regular workers with the rate of irregularity, it appears that as the number of regular workers increases (through regularisations measures), the rate of irregularity decreases and *vice-versa*.

This trend was indeed observed in recent years: in the absence of new regularisations measures (the last dates back to 2012), the number of domestic workers registered to INPS decreased.

²⁸ The ATECO classification of economic activities (*ATtività ECOnomiche*) is a classification method adopted by the Italian National Institute of Statistics (ISTAT - *Istituto nazionale di statistica italiano*) for national statistics on economic activities. Class T: Activities of households and cohabitations as employers of domestic staff; undifferentiated goods and services-producing activities of households for own use.

The increase of undeclared work is also confirmed by the fact that in recent years the demand for care and domestic services has not diminished at all, as it is extensively demonstrated in this report.

Indeed, the drop in the number of regular workers in the last few years is motivated by a new increase of irregular workers. In the absence of a far-sighted political roadmap, regularisation measures have been the main instrument for controlling and managing the domestic workforce in Italy, contributing to a rapid increase of regular domestic work.

Therefore, more than seven years after the last intervention, it would be appropriate at least to bring the topic back to the centre of the debate, admitting that the number of irregular domestic workers is much higher compared to INPS figures.

Fig 2.15. Care and domestic workers in Italy, 2018 data

859,233
REGULAR
DOMESTIC
WORKERS
(INPS, 2018)

58.3%
IRREGULARITY
RATE

(ISTAT, 2017)

2 million

TOTAL

DOMESTIC

WORKERS

(ESTIMATED, 2018)

Source: DOMINA and Fondazione Leone Moressa, elaboration on ISTAT and INPS data

Tab 2.12. Time series analysis of regular care and domestic workers in Italy and estimate of irregular workers (data in thousands)

	REGULAR	IRREGULAR (estimated)	TOTAL	
2009	987	1,441	2,428	
2010	940	1,225	2,165	
2011	900	1,213	2,113	
2012	1,014	1,222	2,236	
2013	964	1,171	2,135	
2014	917	1,257	2,174	
2015	898	1,258	2,156	
2016	876	1,194	2,070	
2017	871	1,218	2,089	
2018	859	1,200	2.059	

Source: DOMINA and Fondazione Leone Moressa, elaboration on ISTAT and INPS data

CHAPTER 3

DOMESTIC WORK AT LOCAL LEVEL — Regional detail



DOMINA ANNUAL REPORT **ON DOMESTIC WORK 2019**

Domestic work in the regions of Italy

859,233 Regular care and domestic workers (INPS, 2018)

53.1% Housekeepers

46.9% Caregivers

28.6% Italians

71.4% Foreigners

11.6% M 88.4% F

1,400 Under-19

0.2% of total workforce



Contribution to GDP EUR 18,8 Billion

Tot. workers	Per 1000 inhabitants	GDP contribution
155,467 Lombardy	28.4 Sardinia	2.6% Sardinia
127,219 Latium	21.6 Latium	2.0% Umbria
75,397 Emilia-Romagna	20.7 Umbria	1.7% Tuscany
74,599 Tuscany	20.0 Tuscany	1.5% Latium, Liguria,
68,666 Piedmont	19.0 Liguria	Marche

MUNICIPALITIES WITH MORE CARE AND DOMESTIC WORKERS



Milan 30.631 Rome 29,793 18,547 Turin 14,911 Cagliari Florence 12,552

Rome 83.981 Milan 59,699 Turin 22,109 Naples 19,868 HOUSEKEEPERS Florence 11,720

% MEN NATIONAL AVERAGE

TOTAL 11.6% ITALIANS 9.5%

3.1 NATIONAL OVERVIEW

General trend

According to INPS data, in 2018 there were 859,233 domestic workers regularly employed by Italian households: a slight decrease compared to 2017 (-1.4%). This figure has indeed been decreasing since 2012, when the number of domestic workers reached its peak following the last regularisation measure. In fact, despite the drop of 154 thousand care and domestic workers recorded since 2012, households' demand for domestic services has increased. Furthermore, the rate of irregularity in the domestic sector (activities of households and cohabitations as employers of domestic staff) has increased from 54,6% in 2012 to 58,3% in 2017 (last available data). Besides, ISTAT demographic provisions reveal that by 2050 the need for domestic workers is likely to increase, especially regarding baby sitter and caregivers: compared to 2018, older people (over-80 years old) and children (0-14 years old) will represent one fourth of the total population (respectively 13,6% and 12,0%).

Domestic workers and family domestic employers' profiles

Although housekeepers still represent the majority of domestic workers (53%), in recent years the number of domestic collaborators has been decreasing while the number of caregivers has been increasing. Possibly, the growing number of older people in Italy increases the need for personal care services, while the economic crisis has negatively impacted the employment of domestic personnel dedicated exclusively to household activities.

Regional time series on domestic work confirm these trends, except for Friuli-Venezia Giulia and Sardinia, where the increase of caregivers has been a driving force for the entire domestic sector. The average age of domestic workers is 48 years old, although there are 1,400 under-19s.

On average they work 26.8 hours a week and in 46% of cases they remain in the sector for the full year. To provide some examples, in Sicily workers are younger than the average (45.7 years old) but they work fewer hours per week (17.2). Instead, regions where workers exceed 30 hours worked per week are the Aosta Valley (36.4 h/per week), Trentino-South Tyrol (33.4 h/per week), Emilia Romagna (31.7 h/per week) and Friuli-Venezia Giulia (30.6 h/per week).

INPS data provide a quantitative analysis of the domestic work phenomenon, whereas DOMINA data (based on the elaboration of pay checks selected from a sample of employment contracts managed by DOMINA across the territory) provide significant qualitative figures. First of all, male domestic employers (51%) are on average 62.5 years old, while women are on average 68.3 years old. Regarding domestic workers, 50% are classified as experienced domestic collaborators who perform their duties with specific competences (level B).

Territorial distribution

As for the territorial distribution of care and domestic workers, one-third of the workforce is concentrated in only two regions: Lombardy (18%) and Latium (15%). Analysing data per number of inhabitants, the number of regular domestic workers is above 18 units per thousand inhabitants in five regions. Sardinia registers the highest ratio of domestic workers per thousand inhabitants (28 domestic workers per 1,000 inhabitants), followed by Latium (22 domestic workers per 1,000 inhabitants) and Umbria (21 per 1,000 inhabitants), and finally Tuscany and Liguria (with respectively 20 and 19 workers per 1,000 inhabitants).

Across the Italian territory, the distribution of care and domestic workers is heterogeneous. 37% of caregivers are concentrated in three regions (Lombardy, Emilia Romagna, and Tuscany). Overall, the ratio of caregivers per senior citizen is higher in Central and Northern regions, compared to the South (except for Sardinia). The analysis of housekeepers' distribution is even more peculiar: 40% of domestic workers are concentrated in Lombardy and Latium. In particular, in Latium there are almost 15.5 housekeepers per 1,000 inhabitants, whereas the national average is lower than 8. In the municipality of Rome there are 84 thousand housekeepers, 18% of the total workforce at national level. Another 60 thousand are registered in Milan, 13% of the total workforce. When it comes to caregivers, 15% of the whole workforce is employed in these two municipalities.

Although the domestic sector is historically a highly-feminised sector, in recent years the male component has grown and currently represents 11% of the total workforce. Furthermore, the male component is more widespread in the South: Sicily records the highest percentage of men domestic workers (24%), followed by Campania (17%), and Calabria (16%). Instead, the male component in Trentino-South Tyrol is definitely a minority (4.9%).

The foreigner workforce

At national level, foreign domestic workers are prevalent (71%), although in some regions the rate of Italian workers is significant: 80% in Sardinia, 54% in Molise, 49% in Apulia. With regard to the areas of origin of foreign workers, the largest component comes from Eastern Europe (42% of the total domestic workforce). The number of Eastern European workers is higher in North-Eastern regions (60%), also due to the geographical proximity to their countries of origin.

Asian domestic workers represent 15% of the workforce at national level and exceed 20% in regions with the highest numbers of housekeepers such as Lombardy (21%), Latium (26%) and Sicily (25 %).

58 thousand care and domestic workers come from South America. At national level they represent 7% of the total workforce, however they reach 24% in Liguria and 15% in Lombardy.

As for the almost 49,000 African care and domestic workers, they represent only 6% of the national domestic workforce but reach 12% in Sicily.

The economic impact

Given the number of care and domestic workers, the domestic sector's impact on GDP is estimated at 1.2%, i.e. EUR 19 billion (generated added value). In some regions, the contribution of the domestic sector to the GDP is even greater: 2.6% in Sardinia, 2.0% in Umbria and 1.7% in Tuscany.

This added value is clearly generated by household spending, since in 2018 families employers of care and domestic workers spent EUR 5.7 billion on salaries, EUR 421 million on severance pays and EUR 976 million on social security contributions, for a total of EUR 7 billion spent by households for regular care and domestic services. Considering the household spending for the irregular component (including only salaries, and excluding severance pays and social contributions), it is estimated that overall Italian families spent a total of EUR 14.8 billion in 2018.

3.2 NORTH-WESTERN REGIONS

Piedmont

General overview

In Piedmont there are overall 68,666 care and domestic workers regularly employed by households. This workforce has been constantly decreasing since 2012 (-14%). INPS registers a higher number of housekeepers (51.8%) compared to caregivers. However, these two categories are facing different trends: caregivers are growing, whereas housekeepers have continuously decreased since 2012.

Domestic workers' characteristics

The evolution of the sector also has an impact on domestic workers' profiles: 48.1% of workers come from Eastern Europe and the female workforce component prevails (92.3%).

The average domestic worker is 48.3 years old. As regards the number of weeks worked per year, there is a perfect balance between those who remained in the sector for the full year and those who left before completing the year. The number of Italian workers is higher among non-cohabiting domestic collaborators (24% of the Italian workforce), while the two most frequently performed occupations are: care to dependent people (caregivers represent 38% of the workforce) and generic domestic chores (housekeepers represent 24% of the workforce).

Household spending and economic impact

The average employer is 66 years old and the female employers prevail (55%). Altogether, in 2018 households in Piedmont spent EUR 608 million to remunerate care and domestic workers (including salaries, social security contributions, and severance pays). The added value produced by household domestic spending in Piedmont corresponds to approximately EUR 1.6 billion.

Territorial distribution

At municipal level, domestic and care services are mostly concentrated in the area of Turin, the capital city of Piedmont. Here there are 62.3% of domestic workers and 56.0% of caregivers in the region. Turin registers higher values than the average also in relative terms, i.e. the ratio between domestic workers and the number of inhabitants, both for housekeepers (9.7 per 1,000 inhabitants, compared to the regional average of 8.1) and for caregivers (10.5 per 100 older people, compared to the regional average of 9.4).

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) in Piedmont will grow by 227 thousand units, whereas there will be 40 thousand fewer children (0-14 y.o.). Accordingly, the elderly population (14.2% of the total population) will outnumber youths (12.0%).

REGION: PIEDMONT

68,666 egular care and domest

Regular care and domestic workers (INPS, 2018)

HOUSEKEEPERS 51.8% CAREGIVERS 48.2%

> M 7.7% F 92.3%

FOREIGNERS 70.5% ITALIANS 29.5% AREA OF ORIGIN

48.1% Eastern Europe

29.5% Italy

5.3% Asia

7.2% Africa

9.6% America

0.3% Western Europe

1.6 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



1

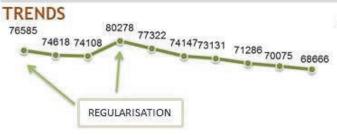
486 M € SALARIES

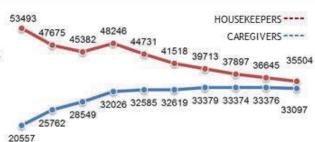
86 M € SOCIAL CONTRIBUTIONS

36 M € SEVERANCE PAYS

608 M €

HOUSEHOLD SPENDING





Domestic workers, INPS data

CAREGIVERS / HOUSEKEEPERS, INPS data

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

TERRITORIAL DETAIL

Municipalities	Domesti workers	Distr. %	Domestic workers per 1000 inhabitants	Care workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
Turin	22,109	62.3%	9.7	18,547	56.0%	10.5	7.8%
Alessandria	2,964	8.3%	7.0	2,735	8.3%	7.1	9.1%
Asti	1,674	4.7%	7.8	1,604	4.8%	8.6	8.7%
Biella	1,168	3.3%	6.6	1,403	4.2%	8.5	9.4%
Cuneo	3,663	10.3%	6.2	4,532	13.7%	10.1	7.7%
Novara	2,280	6.4%	6.2	2,194	6.6%	7.9	7.5%
Verbano-Cusio- Ossola	686	1.9%	4.3	1,087	3.3%	8.3	8.2%
Vercelli	960	2.7%	5.6	995	3.0%	6.3	9.1%
PIEDMONT	35,504	100.0%	8.1	33,097	100.0%	9.4	8.0%

FONDAZIONE LEONE MORESSA elaboration on ISTAT and INPS data

REGION: PIEDMONT

DOMESTIC WORKER



AVERAGE AGE 48.3 y.o.

N° of WEEKS WORKED PER YEAR

Less than 50 weeks 50.0% At least 50 weeks 50.0%

N° of HOURS WORKED PER WEEK 28.8

GROSS ANNUAL SALARY 7,082 €

33% LIVE-IN 67% NON COHABITING

15% SHARE OF LIVE-IN ITALIANS WORKERS

24% SHARE OF NON COHABITING ITALIAN WORKERS

DETAIL	Distr.%
General multi-task domestic collaborator	24%
Personal care assistant to DEPENDENT untrained	38%
Personal care assistant to SELF -SUFFICIENT	16%
Housekeeper	9%
Domestic collaborator - less than 12 months of experience	3%
Baby Sitter	2%
OTHER TASKS	8%
	100%



GENDER



M 45% F 55%

AVERAGE AGE



66 y.o.

DOMINAdata

POTENTIAL BENEFICIARIES -FORECAST

2050

POPULATION AGED 80 AND OVER

> 590 K (14.2%)

+227 K

DIFF. 2019/2050

YOUTH POPULATION AGED 0-14

> 500 K (12.0%)

-40 K

DIFF. 2019/2050

FONDAZIONE LEONE MORESSA elaboration on DOMINA, ISTAT and INPS data

Aosta Valley

General overview

In Aosta Valley there are overall 1,754 care and domestic workers regularly employed by households. This workforce has been constantly decreasing since 2012 (-14%).

INPS registers a higher number of caregivers (69.1%) compared to housekeepers. However, these two categories are facing different trends: despite last year slowdown, caregivers are overall growing since 2012, whereas housekeepers have continuously decreased since 2012.

Domestic workers' characteristics

The evolution of the sector also has an impact on domestic workers' profiles: 52.3% of domestic workers come from Eastern Europe and the female workforce component prevails (94.2%).

The average domestic worker is 49.4 years old. Workers who left the sector before completing the year prevail (62.6%).

The most frequently performed occupation is personal assistance to dependent people (caregivers represent 50% of the workforce).

Household spending and economic impact

The average employer is 60 years old and male employers prevail (63%).

Altogether, in 2018 families in Aosta Valley spent EUR 16 million to remunerate care and domestic workers (salaries, social security contributions, severance pays). The added value produced by household domestic spending in Aosta Valley correspond to approximately EUR 50 million.

Territorial distribution

In Aosta Valley there are 4.3 housekeepers per 1,000 inhabitants and 13.4 caregivers per 100 older people.

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) will grow by 8 thousand units, whereas there will be 500 fewer children (0-14 y.o.). Accordingly, the elderly population (13.8% of the total population) will slightly outnumber youths (13.0%).

REGION: AOSTA VALLEY

1,754

Regular care and domestic workers (INPS, 2018)

HOUSEKEEPERS 30.9% CAREGIVERS 69.1%

> M 5.8% F 94.2%

FOREIGNERS 71.1% ITALIANS 28.9% AREA OF ORIGIN

52.3% Eastern Europe

28.9% Italy

2.9% Asia

9.2% Africa

6.4% America

0.3% Western Europe

0.05 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



13 M € SALARIES

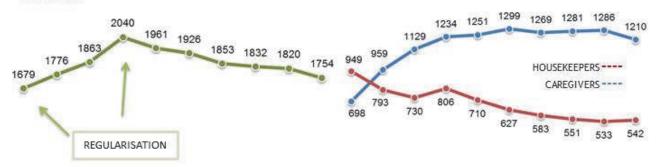
2 M € SOCIAL CONTRIBUTIONS

1 M € SEVERANCE PAYS

16 M €

HOUSEHOLD SPENDING

TRENDS



Domestic workers, INPS data

CAREGIVERS / HOUSEKEEPERS, INPS data

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

TERRITORIAL DETAIL

Municipalities	Domestic workers	Distr. %	Domestic workers per 1000 inhabitants	Care Workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
Aosta	542	100.0%	4.3	1,210	100.0%	13.4	7.1%
AOSTA VALLEY	542	100.0%	4.3	1,210	100.0%	13.4	7.1%

FONDAZIONE LEONE MORESSA elaboration on ISTAT and INPS data

REGION: AOSTA VALLEY

DOMESTIC WORKER



AVERAGE AGE 49.4 y.o.

N° of WEEKS WORKED PER YEAR

Less than 50 weeks 62.6%

At least 50 weeks 37.4%

N° of HOURS WORKED PER WEEK 36.4

GROSS ANNUAL SALARY 7,082 €

40%

60%

LIVE-IN

NON COHABITING

n.d.

SHARE OF LIVE-IN ITALIANS WORKERS

n.d.

SHARE OF NON COHABITING ITALIAN WORKERS

DETAIL	Distr.%
Personal care assistant to DEPENDENT - untrained	50%
Personal care assistant to SELF -SUFFICIENT	10%
General multi-task domestic collaborator	20%
Housekeeper	20%
	100%

EMPLOYER

GENDER

ത്

M 63%

F 37%

AVERAGE AGE



60 y.o.

DOMINA data

POTENTIAL BENEFICIARIES -FORECAST

2050

POPULATION AGED 80 AND OVER

17 K (13.8%)

+8 K

DIFF. 2019/2050

YOUTH
POPULATION AGED
0-14

16 K (13.0%)

-0.5 K

DIFF. 2019/2050

FONDAZIONE LEONE MORESSA elaboration on DOMINA. ISTAT and INPS data

Lombardy

General overview

In Lombardy there are overall 155,467 care and domestic workers regularly employed by households. This workforce has been constantly decreasing since 2012 (-20%). INPS registers a higher number of housekeepers (60.5%) compared to caregivers. However, these two categories are facing different trends: caregivers are slowly but steadily growing, whereas housekeepers have continuously decreased since 2012.

Domestic workers' characteristics

The evolution of the sector also has an impact on domestic workers' profiles: a third of domestic workers come from Eastern Europe (34.1%) and the female workforce component prevails (87.2%).

The average domestic worker is 48.1 years old. As regards the number of weeks worked per year, there is a perfect balance between workers who remained in the sector for the full year and those left before completing the year. The number of Italian workers is higher among non-cohabiting domestic collaborators (14% of the Italian workforce), while the two most frequently performed occupations are: generic domestic chores (housekeepers represent 33% of the workforce) and care to dependent people (caregivers represent 18% of the workforce).

Household spending and economic impact

The average employer is 63 years old and male employers slightly prevail (52%). Altogether, in 2018 households in Lombardy spent EUR 1.45 billion to remunerate care and domestic workers (including salaries, social security contributions, and severance pays). The added value produced by household domestic spending in Lombardy corresponds to approximately EUR 3.8 billion.

Territorial distribution²⁹

At municipal level, domestic and care services are mostly concentrated in the area of Milan, the capital city of Lombardy. Here there are 63.6% of domestic workers and 49.9% of caregivers in the region. Milan registers higher values than the average also in relative terms, i.e. the ratio between domestic workers and the number of inhabitants, both for housekeepers (14.5 per 1,000 inhabitants, compared to the regional average of 9.4) and caregivers (10.8 per 100 elderly people, compared to the regional average of 9.0).

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) in Lombardy will grow by 713 thousand units, whereas there will be 6 thousand fewer children (0-14 y.o.). Accordingly, the elderly population (13.4% of the total population) will outnumber youths (12.9%).

²⁹ The regional detail takes into account the division prior to the 2004 reform, as reported by the INPS database.

REGION: LOMBARDY

155,467

Regular care and domestic workers (INPS, 2018)

HOUSEKEEPERS 60.5% CAREGIVERS 39.5%

> M 12.8% F 87.2%

FOREIGNERS 80.8% ITALIANS 19.2% AREA OF ORIGIN

34.1% Eastern Europe

19.2% Italy

21.2% Asia

6.7% Africa

18.3% America

0.4% Western Europe

3.8 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



/ 1.167 M € SALARIES

/ 199 M € SOCIAL CONTRIBUTIONS

86 M € SEVERANCE PAYS

1,452 M €

HOUSEHOLD SPENDING





Domestic workers, INPS data

CAREGIVERS / HOUSEKEEPERS, INPS data

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

Municipalities	Domestic workers	Distr. %	Domestic workers per 1000 inhabitants	Care workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
Milan	59,699	63.6%	14.5	30,631	49.9%	10.8	6.9%
Bergamo	5,477	5.8%	4.9	4,842	7.9%	7.5	5.8%
Brescia	8,122	8.6%	6.4	6,418	10.5%	8.1	6.2%
Como	3,708	3.9%	6.2	3,339	5.4%	8.2	6.8%
Cremona	1,807	1.9%	5.0	1,737	2.8%	6.5	7.5%
Lecco	1,617	1.7%	4.8	1,867	3.0%	8.0	6.9%
Lodi	1,115	1.2%	4.9	961	1.6%	6.8	6.2%
Mantua	2,539	2.7%	6.2	2,332	3.8%	7.5	7.6%
Pavia	3,730	4.0%	6.8	2,737	4.5%	6.3	7.9%
Sondrio	591	0.6%	3.3	1,129	1.8%	8.7	7.2%
Varese	5,507	5.9%	6.2	5,333	8.7%	8.4	7.1%
LOMBARDY	93,912	100.0%	9.4	61,326	100.0%	9.0	6.8%

REGION: LOMBARDY

DOMESTIC WORKER



AVERAGE AGE 48.1 y.o.

N° of WEEKS WORKED PER YEAR

Less than 50 weeks 50.0% At least 50 weeks 50.0%

N° of HOURS WORKED PER WEEK 28.5

GROSS ANNUAL SALARY 7,505 €

29%

71%

LIVE-IN

NON COHABITING

5%

SHARE OF LIVE-IN ITALIAN WORKERS

14%

SHARE OF NON COHABITING ITALIAN WORKERS

DETAIL	Distr.%
General multi-task domestic collaborator	33%
Personal care assistant to DEPENDENT - untrained	17%
Personal care assistant to SELF -SUFFICIENT	18%
Housekeeper	15%
Domestic collaborator with less than 12 months of experience	7%
OTHER TASKS	10%
	100%



GENDER

ፙ

M 52%

F 48%

AVERAGE AGE



63 y.o.

DOMINA data

POTENTIAL BENEFICIARIES -FORECAST

2050

POPULATION AGED 80 AND OVER

> 1,425 K (13.4%)

+713 K

DIFF. 2019/2050

YOUTH POPULATION AGED 0-14

> 1,367 K (12.9%)

> > - 6 K

DIFF. 2019/2050

FONDAZIONE LEONE MORESSA elaboration on DOMINA, ISTAT and INPS data

Liguria

General overview

In Liguria there are overall 29,395 care and domestic workers regularly employed by households. This workforce has been constantly decreasing since 2012 (-12%). INPS registers a higher number of caregivers (currently 54.7% of the total workforce) compared to housekeepers. However, these two categories are facing different trends: caregivers are slowly but steadily growing, whereas housekeepers have continuously decreased since 2012 and were outnumbered by care workers in 2015.

Domestic workers' characteristics

The evolution of the sector also has an impact on domestic workers' profiles: a third of domestic workers come from Eastern Europe (33.2%) and the female workforce component prevails (89.4%).

The average domestic worker is 48.7 years old. Workers who left the sector before completing the year slightly prevail (54.4%). The number of Italian workers is higher among non-cohabiting domestic collaborators (27% of the Italian workforce), while the two most frequently performed occupations are: personal assistance to dependent people (caregivers represent 42% of the workforce) and generic domestic chores (housekeepers represent 21% of the workforce).

Household spending and economic impact

The average employer is 72 years old and female employers prevail (57%). Altogether, in 2018 households in Liguria spent EUR 257 million to remunerate care and domestic workers (including salaries, social security contributions, and severance pays). The added value produced by household domestic spending in Liguria corresponds to approximately EUR 700 million.

Territorial distribution

At municipal level, domestic and care services are mostly concentrated in the area of Genoa, the capital city of Liguria. Here there are 65.2% of domestic workers and 57.9% of caregivers in the region. Genoa registers higher values than the average also in relative terms, i.e. the ratio between domestic workers and the number of inhabitants, both for housekeepers (10.3 per 1,000 inhabitants, compared to the regional average of 8.5) and caregivers (13.0 per 100 elderly people, compared to the regional average of 10.6).

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) in Liguria will grow by 62 thousand units, whereas there will be 13 thousand fewer children (0-14 y.o.). Accordingly, the elderly population (15.3% of the total population) will outnumber youths (11.3%).

REGION: LIGURIA

29,395

Regular care and domestic workers (INPS, 2018)

HOUSEKEEPERS 45.3% CAREGIVERS 54.7%

> M 10.6% F 89.4%

FOREIGNERS 72.9% ITALIANS 27.1% AREA OF ORIGIN

33.2% Eastern Eu

27.1% Italy

6.1% Asia

5.1% Africa

28.1% America

0.5% Western Eu

0.7 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



√ 206 M € SALARIES

√ 36 M € SOCIAL CONTRIBUTIONS

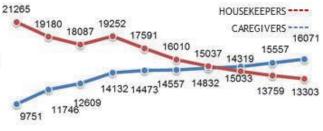
√ 15 M € SEVERANCE PAYS

257 M €

HOUSEHOLD SPENDING

TRENDS





Domestic workers, INPS data

CAREGIVERS / HOUSEKEEPERS, INPS data

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

TERRITORIAL DETAIL

Municipalities	Domestic workers	Distr. %	Domestic workers per 1000 inhabitants	Care workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
Genoa	8,673	65.2%	10.3	9,300	57.9%	11.2	9.8%
Imperia	1,577	11.9%	7.4	1,713	10.7%	8.6	9.3%
La Spezia	1,405	10.6%	6.4	2,692	16.8%	13.0	9.5%
Savona	1,648	12.4%	5.9	2,366	14.7%	8.7	9.8%
LIGURIA	13,303	100.0%	8.5	16,071	100.0%	10.6	9.7%

FONDAZIONE LEONE MORESSA elaboration on ISTAT and INPS data

REGION: LIGURIA

DOMESTIC WORKER



AVERAGE AGE 48.7 y.o.

GROSS ANNUAL SALARY 7,002 €

N° of WEEKS WORKED PER YEAR

32%

68%

Less than 50 weeks

54.4%

LIVE-IN

NON COHABITING

At least 50 weeks

45.6%

9%

27%

SHARE OF LIVE-IN ITALIAN WORKERS SHARE OF NON COHABITING ITALIAN WORKERS

N° of WORKED HOURS PER WEEK 28.8

DETAIL	Distr.%
General multi-task domestic collaborator	17%
Personal care assistant to DEPENDENT - untrained	42%
Personal care assistant to SELF -SUFFICIENT	21%
Housekeeper	6%
Domestic collaborator with less than 12 months of experience	2%
Baby Sitter	2%
OTHER TASKS	10%
	100%



GENDER



M 43% **F 57%**

AVERAGE AGE



72 y.o.

DOMINAdata

POTENTIAL BENEFICIARIES -FORECAST

2050

POPULATION AGED 80 AND OVER

> 216 K (15.3%)

+62 K

DIFF. 2019/2050

YOUTH POPULATION AGED

160 K (11.3%)

- 13 K

DIFF. 2019/2050

FONDAZIONE LEONE MORESSA elaboration on DOMINA. ISTAT and INPS data

3.3 NORTH-EASTERN REGIONS

Trentino-South Tyrol

General overview

In Trentino-South Tyrol there are overall 12,413 care and domestic workers regularly employed by households. This workforce has been increasing since 2012 (+6%), despite a slight decrease last year (-1%).

INPS registers a higher number of caregivers (currently 69.2% of the total workforce) compared to housekeepers. However, these two categories are facing different trends: caregivers are slowly but steadily growing, whereas housekeepers have continuously decreased since 2012 and were outnumbered by care workers in 2011.

Domestic workers' characteristics

The evolution of the sector also has an impact on domestic workers' profiles: 59% of domestic workers come from Eastern Europe and the female workforce component prevails (95.1%).

The average domestic worker is 50.5 years old. Workers who left the sector before completing the year strongly prevail (64.5%). The number of Italian workers is higher among non-cohabiting domestic collaborators (47% of the Italian workforce), while the two most frequently performed occupations are: personal assistance to dependent people (42% of the workforce) and to self-sufficient people (24%).

Household spending and economic impact

The average employer is 68 years old and female employers prevail (57%). Altogether, in 2018 households in Trentino-South Tyrol spent EUR 111 million to remunerate care and domestic workers (including salaries, social security contributions, and severance pays). The added value produced by household domestic spending corresponds to approximately EUR 300 million.

Territorial distribution

At municipal level, domestic and care services are equally distributed in the two autonomous municipalities. In Trento caregivers slightly prevail (50.1%), whereas in Bolzano the situation is opposite with 53.3% housekeepers. In relative terms, i.e. the ratio between domestic workers and the number of inhabitants, Bolzano has the highest concentration of both housekeepers (3.9 per 1,000 inhabitants, compared to 3.3 in Trento) and caregivers (13.9 per 100 elderly people, compared to 11.9 in Trento).

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) in Trentino-South Tyrol will grow by 85 thousand. Instead, the increase of the youth population (0-14 y.o.) will be much more modest with only 10 thousand children more. Overall, the youth population (14.1%) will remain more numerous than the elderly population (12.7%), although this gap will progressively narrow. It is important to underline that this situation is rather atypical compared to the national scenario, since in almost all regions the senior population tends to prevail.

REGION: TRENTINO-SOUTH TYROL

12,413

Regular care and domestic workers (INPS, 2018)

HOUSEKEEPERS 30.8% CAREGIVERS 69.2%

> M 4.9% F 95.1%

FOREIGNERS 71.7% ITALIANS 28.3% AREA OF ORIGIN

59.0% Eastern Europe

28.4% Italy

3.3% Asia

3.3% Africa

5.0% America

1.1% Western Europe

0.3 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



✓ 88 M € SALARIES

√ 16 M € SOCIAL CONTRIBUTIONS

7 M € SEVERANCE PAYS

111 M €

HOUSEHOLD SPENDING



Domestic workers, INPS data

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

TERRITORIAL DETAIL

Municipalities	Domestic workers	Distr. %	Domestic workers per 1000 inhabitants	Care workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
Bolzano	2,037	53.3%	3.9	4,285	49.9%	13.9	5.9%
Trento	1,786	46.7%	3.3	4,300	50.1%	11.9	6.7%
TRENTINO- SOUTH TYROL	3,823	100.0%	3.6	8,585	100.0%	12.8	6.3%

REGION: TRENTINO-SOUTH TYROL

DOMESTIC WORKER



AVERAGE AGE 50.5 y.o.

GROSS ANNUAL SALARY 7,123 €

N° of WEEKS WORKED PER YEAR

51%

49%

Less than 50 weeks At least 50 weeks

N° of HOURS WORKED PER WEEK

64.5%

LIVE-IN NON COHABITING

14%

47%

SHARE OF LIVE-IN ITALIAN WORKERS SHARE OF NON COHABITING ITALIAN WORKERS

DETAIL	Distr.%
General multi-task domestic collaborator	13%
Personal care assistant to DEPENDENT - untrained	42%
Personal care assistant to SELF -SUFFICIENT	24%
Housekeeper	3%
Domestic collaborator with less than 12 months of experience	2%
Accompaniment for SELF-SUFFICIENT	2%
Personal care assistant to DEPENDENT - trained	2%
OTHER TASKS	12%
	100%

33.4



GENDER



M 57%

F 43%

AVERAGE AGE



68 y.o.

DOMINAdata

POTENTIAL BENEFICIARIES -FORECAST 2050

ELDERLY POPULATION AGED 80 AND OVER

> 155 K (12.7%)

+85 K

DIFF. 2019/2050

YOUTH POPULATION AGED 0-14

> 171 K (14.1%)

+ 10 K

DIFF. 2019/2050

Veneto

General overview

In Veneto there are overall 65,098 care and domestic workers regularly employed by households. This workforce has been constantly decreasing since 2012 (-17%).

INPS registers a higher number of caregivers (currently 53.6% of the total workforce) compared to housekeepers. However, these two categories are facing different trends: caregivers are continuously growing, whereas housekeepers have continuously decreased since 2012 and were outnumbered by care workers in 2016.

Domestic workers' characteristics

The evolution of the sector also has an impact on domestic workers' profiles: 52.7% of domestic workers come from Eastern Europe and the female workforce component prevails (91.8%).

The average domestic worker is 49.3 years old. Workers who left the sector before completing the year prevail (55.3%).

The number of Italian workers is higher among non-cohabiting domestic collaborators (19% of the Italian workforce), while the most frequently performed occupations are generic multi-purpose domestic chores.

Household spending and economic impact

The average employer is 63 years old and male employers prevail (59%).

Altogether, in 2018 households in Veneto spent EUR 562 million to remunerate care and domestic workers (including salaries, social security contributions, and severance pays). The added value produced by household domestic spending in Veneto corresponds to approximately EUR 1.5 billion.

Territorial distribution

At municipal level, Padua registers higher figures for both housekeepers (26.2% of the total regional domestic workforce) and caregivers (20.4% of the total regional care workforce). Padua registers higher values than the average also in relative terms, i.e. the ratio between domestic workers and the number of inhabitants, both for housekeepers and caregivers. In Padua there are 8.4 housekeepers per 1,000 inhabitants (compared to the regional average of 6.2) and 11.2 caregivers per 100 elderly people (compared to a regional average of 10.4).

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) in Veneto will grow by 345 thousand units, whereas there will be 71 thousand fewer children (0-14 y.o.). Accordingly, the elderly population (14.6% of the total population) will outnumber youths (12.3%) with patent socio-economic consequences.

REGION: VENETO

65,098

Regular care and domestic workers (INPS, 2018)

HOUSEKEEPERS 46.4% CAREGIVERS 53.6%

> M 8.2% F 91.8%

FOREIGNERS 75.0% ITALIANS 25.0% AREA OF ORIGIN

57.2% Eastern Europe

25.0% Italy

8.8% Asia

6.0% Africa

2.7% America

0.3% Western Europe

1.5 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



√ 449 M € SALARIES

✓ 80 M € SOCIAL CONTRIBUTIONS

✓ 33 M € SEVERANCE PAYS

562 M €

HOUSEHOLD SPENDING

TRENDS





Domestic workers, INPS data

CAREGIVERS / HOUSEKEEPERS, INPS data

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

TERRITORIAL DETAIL

Municipalities	Domestic workers	Distr. %	Domestic workers per 1000 inhabitants	Care workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
Venice	4,191	13.9%	4.9	6,611	19.0%	10.6	6.8%
Belluno	720	2.4%	3.5	1,632	4.7%	10.2	6.4%
Padua	7,895	26.2%	8.4	7,108	20.4%	11.2	7.8%
Rovigo	1,252	4.1%	5.3	1,608	4.6%	8.3	6.5%
Treviso	4,556	15.1%	5.1	5,422	15.6%	9.4	7.3%
Verona	6,518	21.6%	7.1	6,923	19.9%	11.1	6.8%
Vicenza	5,039	16.7%	5.8	5,564	16.0%	10.1	8.2%
VENETO	30,171	100.0%	6.2	34,868	100.0%	10.4	6.9%

REGION: VENETO

DOMESTIC WORKER



AVERAGE AGE 49.3 y.o.

GROSS ANNUAL SALARY 6,894 €

N° of WEEKS WORKED PER YEAR

37% 63%

Less than 50 weeks 55.3%
At least 50 weeks 44.7%

LIVE-IN NON COHABITING

N° of HOURS WORKED PER WEEK 29.9

5% SHARE OF LIVE-IN ITALIAN WORKERS

SHARE OF NON-COHABITING ITALIAN WORKERS

19%

DETAIL	Distr.%
General multi-task domestic collaborator	40%
Personal care assistant to DEPENDENT- untrained	20%
Personal care assistant to SELF -SUFFICIENT	16%
Housekeeper	10%
Domestic collaborator with less than 12 months of experience	7%
Accompaniment for SELF-SUFFICIENT	2%
OTHER TASKS	5%
	100%



GENDER

\$

M 59% F 41%

AVERAGE AGE



63 y.o.

DOMINA data

POTENTIAL
BENÉFICIARIES FORECAST

2050

ELDERLY POPULATION AGED 80 AND OVER

692 K (14.6%)

+345 K

581 K (12.3%)

- 71 K

YOUTH

POPULATION AGED

0-14

DIFF. 2019/2050 DIFF. 2019/2050

Friuli-Venezia Giulia

General overview

In Friuli-Venezia Giulia there are overall 18,736 care and domestic workers regularly employed by households. This workforce has been constantly growing since 2012 (+15%).

INPS registers a higher number of housekeepers compared to caregivers (currently 74.3% versus 25.7%). However, these two categories are facing different trends: although domestic workers still outnumber care workers, caregivers are constantly growing, whereas housekeepers have continuously decreased since 2012 and were outnumbered by care workers in 2011.

Domestic workers' characteristics

The evolution of the sector also has an impact on domestic workers' profiles: 58.5% of domestic workers come from Eastern Europe and the female workforce component prevails (94.2%).

The average domestic worker is 50.6 years old. Workers who left the sector before completing the year prevail (61.5%).

The number of Italian workers is higher among non-cohabiting domestic collaborators (27% of the Italian workforce), while the most frequently performed occupation is personal assistance to dependent people (caregivers represent 49% of the workforce).

Household spending and economic impact

The average employer is 70 years old and women employers slightly prevail (51%).

Altogether, in 2018 households in Friuli-Venezia Giulia spent EUR 160 million to remunerate care and domestic workers (including salaries, social security contributions, and severance pays). The added value produced by household domestic spending in Liguria corresponds to approximately EUR 400 million.

Territorial distribution

At municipal level, almost half of the domestic and care workforce is mostly concentrated in the area of Udine (respectively 46% of housekeepers and 45.3% of caregivers in the region). In relative terms, e. the ratio between domestic workers and the number of inhabitants, Trieste has the highest concentration of housekeepers (4.3 per 1,000 inhabitants, compared to the regional average of 4), while Pordenone registers the highest number of caregivers (16.8 per 100 elderly people, compared to the regional average of 14.3).

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) in Friuli-Venezia Giulia will grow by 71 thousand units, whereas there will be 12 thousand fewer children (0-14 y.o.). Accordingly, the elderly population (14.9% of the total population) will outnumber youths (11.7%).

REGION: FRIULI-VENEZIA GIULIA

Regular care and domestic workers (INPS, 2018)

> HOUSEKEEPERS 25.7% CAREGIVERS 74.3%

> > M 5.8% F 94.2%

FOREIGNERS 71.6% ITALIANS 28.4%

AREA OF ORIGIN

58.5% Eastern Europe

28.4% Italy

6.2% Asia

4.1% Africa

2.3% America

0.4% Western Europe

0.4 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



128 M € SALARIES

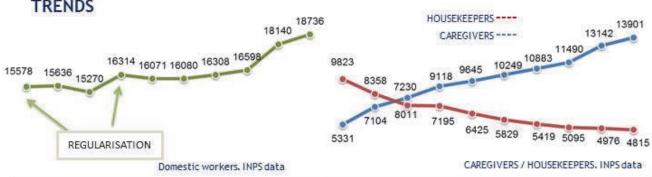
23 M € SOCIAL CONTRIBUTIONS

9 M € SEVERANCE PAYS

160 M €

HOUSEHOLD SPENDING

TRENDS



2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

TERRITORIAL DETAIL

Municipalities	Domestic workers	Distr. %	Domestic workers per 1000 inhabitants	Care workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
Trieste	1,002	20.8%	4.3	2,436	17.5%	11.1	9.4%
Gorizia	288	6.0%	2.1	1,453	10.5%	12.1	8.6%
Pordenone	1,289	26.8%	4.1	3,721	26.8%	16.8	7.1%
Udine	2,236	46.4%	4.2	6,291	45.3%	15.3	7.7%
FRIULI-VENEZIA GIULIA	4,815	100.0%	4.0	13,901	100.0%	14.3	8.0%

REGION: FRIULI-VENEZIA GIULIA

DOMESTIC WORKER



AVERAGE AGE 50.6 y.o.

N° of WEEKS WORKED PER YEAR

Less than 50 weeks 61.5% At least 50 weeks 38.5%

N° of HOURS WORKED PER WEEK 30.6

GROSS ANNUAL SALARY 6,838 €

49%

51%

LIVE-IN

NON COHABITING

20%

SHARE OF LIVE-IN ITALIAN WORKERS 27%

SHARE OF NON COHABITING ITALIAN WORKERS

DETAIL	Distr.%
General multi-task domestic collaborator	27%
Personal care assistant to DEPENDENT - untrained	49%
Personal care assistant to SELF -SUFFICIENT	12%
Housekeeper	5%
Domestic collaborator with less than 12 months of experience	2%
OTHER TASKS	5%
	100%



GENDER

ф

M 49% F 51%

AVERAGE AGE 99999

70 y.o.

DOMINA data

POTENTIAL BENEFICIARIES -FORECAST 2050

ELDERLY POPULATION AGED 80 AND OVER

171 K (14.9%)

+71 K

DIFF. 2019/2050

YOUTH POPULATION AGED 0-14

134 K (11.7%)

-12 K

DIFF. 2019/2050

Emilia-Romagna

General overview

In Emilia-Romagna there are overall 75,397 care and domestic workers regularly employed by households. This workforce has been constantly decreasing since 2012 (-19%).

INPS registers a higher number of caregivers (currently 59.4% of the total workforce) compared to housekeepers. However, these two categories are facing different trends: caregivers are steadily growing, whereas housekeepers have decreased since 2012 and were outnumbered by care workers in 2014.

Domestic workers' characteristics

The evolution of the sector also has an impact on domestic workers' profiles: 60.4% of domestic workers come from Eastern Europe and the female workforce component prevails (92%).

The average domestic worker is 50.1 years old. Workers who left the sector before completing the year prevail (58.8%).

The number of Italian workers is higher among non-cohabiting domestic collaborators (11% of the Italian workforce), while the two most frequently performed occupations are generic multi-purpose domestic chores (housekeepers represent 32% of the workforce).

Household spending and economic impact

The average employer is 59 years old and is usually a woman (61%).

Altogether, in 2018 households in Emilia-Romagna spent EUR 694 million to remunerate care and domestic workers (including salaries, social security contributions, and severance pays). The added value produced by household domestic spending in Emilia-Romagna corresponds to approximately EUR 1.9 billion.

Territorial distribution

At municipal level, domestic and care services are mostly concentrated in the area of Bologna, the capital city of Emilia-Romagna (respectively 30.4% of housekeepers and 26.7% of caregivers in the region). In relative terms, i.e. the ratio between domestic workers and the number of inhabitants, Bologna has the highest concentration of housekeepers (9.2 per 1,000 inhabitants, compared to the regional average of 6.9), while Modena registers the highest number of caregivers (14.9 per 100 elderly people, compared to the regional average of 12.7).

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) in Emilia-Romagna will grow by 258 thousand units, whereas there will be 15 thousand fewer children (0-14 y.o.). Accordingly, the elderly population (13.5% of the total population) will outnumber youths (12.5%).

REGION: EMILIA-ROMAGNA

75,397

Regular care and domestic workers (INPS, 2018)

HOUSEKEEPERS 40.6% CAREGIVERS 59.4%

> M 8.0% F 92.0%

FOREIGNERS 82.0% ITALIANS 18.0% AREA OF ORIGIN

60.4% Eastern Europe

18.0% Italy

11.2% Asia

6.7% Africa

3.4% America

0.3% Western Europe

1.9 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



√ 557 M € SALARIES

√ 96 M € SOCIAL CONTRIBUTIONS

✓ 41 M € SEVERANCE PAYS

694 M €

HOUSEHOLD SPENDING



Domestic workers, INPS data

CAREGIVERS / HOUSEKEEPERS. INPS data

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

TERRITORIAL DETAIL

Municipalities	Domestic workers	Distr. %	Domestic workers per 1000 inhabitants	Care workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
Bologna	9,299	30.4%	9.2	11,927	26.7%	14.3	8.3%
Ferrara	1,983	6.5%	5.7	3,191	7.1%	10.1	9.1%
Forlì-Cesena	1,679	5.5%	4.3	3,852	8.6%	12.4	7.9%
Modena	4,853	15.9%	6.9	7,635	17.1%	14.9	7.3%
Parma	3,875	12.7%	8.6	3,826	8.6%	11.1	7.7%
Piacenza	1,921	6.3%	6.7	2,232	5.0%	9.3	8.4%
Ravenna	1,921	6.3%	4.9	4,116	9.2%	11.9	8.8%
Reggio Emilia	3,142	10.3%	5.9	4,608	10.3%	12.6	6.9%
Rimini	1,873	6.1%	5,6	3,309	7.4%	13.7	7.2%
EMILIA-ROMAGNA	30,546	100.0%	6.9	44,696	100.0%	12.7	7.9%

REGION: EMILIA-ROMAGNA

DOMESTIC WORKER



AVERAGE AGE 50.1 y.o.

N° of WEEKS WORKED PER YEAR

Less than 50 weeks 58.8% At least 50 weeks 41.2%

N° of HOURS WORKED PER WEEK 31.7

GROSS ANNUAL SALARY 7,381 €

28%

72%

LIVE-IN

NON COHABITING

8%

SHARE OF LIVE-IN ITALIAN WORKERS 11% SHARE OF NON COHABITING ITALIAN WORKERS

DETAIL	Distr.%
General multi-task domestic collaborator	32%
Personal care assistant to DEPENDENT- untrained	16%
Personal care assistant to SELF -SUFFICIENT	12%
Housekeeper	11%
Domestic collaborator with less than 12 months of experience	13%
General multi-task domestic collaborator - only housekeeping	3%
OTHER TASKS	13%
	100%



GENDER



M 61% F 39%

AVERAGE AGE



59 y.o.

DOMINAdata

POTENTIAL BENEFICIARIES -FORECAST 2050

POPULATION AGED 80 AND OVER

619 K (13.5%)

+258 K

DIFF. 2019/2050

YOUTH POPULATION AGED 0-14

> 570 K (12.5%)

- 15 K

DIFF. 2019/2050

3.4 CENTRAL REGIONS

Tuscany

General overview

In Tuscany there are overall 74,599 care and domestic workers regularly employed by households. This workforce has been constantly decreasing since 2012 (-11%). INPS registers a higher number of caregivers (currently 56.4% of the total workforce) compared to housekeepers. However, these two categories are facing different trends: caregivers are steadily growing, whereas housekeepers have continuously decreased since 2012 and were outnumbered by care workers in 2014.

Domestic workers' characteristics

The evolution of the sector also has an impact on domestic workers' profiles: 45.7% of domestic workers come from Eastern Europe and the female workforce component prevails (89.1%). The average domestic worker is 49.2 years old. Workers who left the sector before completing the year prevail (56.1%). The number of Italian workers is higher among non-cohabiting domestic collaborators (24% of the Italian workforce), while the most frequently performed occupation is personal care assistance to dependent people (45% of the workforce).

Household spending and economic impact

Average employers are seniors aged 71. The demand is balanced between male and female employers. Altogether, in 2018 households in Tuscany spent EUR 641 million to remunerate care and domestic workers (including salaries, social security contributions, and severance pays). The added value produced by household domestic spending in Tuscany corresponds to approximately EUR 1.8 billion.

Territorial distribution

At municipal level, domestic and care services are mostly concentrated in the area of Florence, the capital city of Tuscany (respectively 36.1% of housekeepers and 29.9% of caregivers in the region). In relative terms, i.e. the ratio between domestic workers and the number of inhabitants, Florence has the highest concentration of housekeepers (11.6 per 1,000 inhabitants, compared to the regional average of 8.7), while Siena registers the highest numbers of caregivers (15.4 per 100 elderly people, compared to the regional average of 13.7).

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) in Emilia-Romagna will grow by 190 thousand units, whereas there will be 12 thousand fewer children (0-14 y.o.). Accordingly, the elderly population (13.5% of the total population) will outnumber youths (12%).

REGION: TUSCANY

74,599

Regular care and domestic workers (INPS, 2018)

HOUSEKEEPERS 43.6% CAREGIVERS 56.4%

> M 10.9% F 89.1%

FOREIGNERS 73.7% ITALIANS 26.3% AREA OF ORIGIN

45.7% Eastern Europe

26.3% Italy

15.7% Asia

4.1% Africa

7.9% America

0.4% Western Europe

1.8 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



514 M € SALARIES

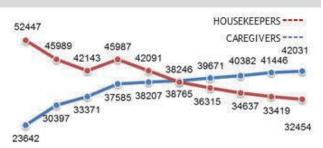
89 M € SOCIAL CONTRIBUTIONS

38 M € SEVERANCE PAYS

641 M € HOUSEHOLD SPENDING

TRENDS
78370
83578
80305 77035,76095 75097 74971 74599

REGULARISATION



Domestic workers, INPS data

CAREGIVERS / HOUSEKEEPERS. INPS data

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

Municipalities	Domestic workers	Distr. %	Domestic workers per 1000 inhabitants	Care worker s	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
Florence	11,720	36.1%	11.6	12,552	29.9%	14.8	8.3%
Arezzo	2,610	8.0%	7.6	4,045	9.6%	14.4	8.2%
Grosseto	1,552	4.8%	7.0	2,001	4.8%	10.3	8.7%
Livorno	2,441	7.5%	7.3	3,586	8.5%	12.8	8.3%
Lucca	3,245	10.0%	8.3	4,438	10.6%	14.3	8.0%
Massa-Carrara	1,144	3,5%	5.8	1,657	3.9%	9.8	8.6%
Pisa	3,710	11.4%	8.8	4,567	10.9%	14.3	7.6%
Pistoia	1,978	6.1%	6.8	3,145	7.5%	13.1	8.2%
Prato	1,708	5.3%	6.7	2,305	5.5%	13.2	6.8%
Siena	2,346	7.2%	8.8	3,735	8.9%	15.4	9.0%
TUSCANY	32,454	100.0%	8.7	42,031	100.0%	13.7	8.2%

REGION: TUSCANY

DOMESTIC WORKER



AVERAGE AGE 49.2 y.o.

GROSS ANNUAL SALARY 6,890 €

N° of WEEKS WORKED PER YEAR

56.1%

At least 50 weeks

Less than 50 weeks

43.9%

WORKED HOURS PER WEEK

29.3

55%

45%

LIVE-IN

NON COHABITING

6%

SHARE OR LIVE-IN

24%

SHARE OF NON COHABITING ITALIAN WORKERS

DETAIL	Distr.%
General multi-task domestic collaborator	20%
Personal care assistant to DEPENDENT - untrained	45%
Personal care assistant to SELF -SUFFICIENT	16%
Housekeeper	7%
Domestic collaborator with less than 12 months of experience	4%
Baby Sitter	2%
OTHER TASKS	6%
	100%



GENDER

ത്

M 50% F 50%

AVERAGE AGE



71 y.o.

DOMINA data

POTENTIAL BENEFICIARIES -FORECAST

2050

POPULATION
AGED 80 AND OVER

504 K (13.5%)

+190 K

DIFF. 2019/2050

YOUTH POPULATION AGED

0-14

450 K (12.0%)

- 12 K

DIFF. 2019/2050

Umbria

General overview

In Umbria there are overall 18,300 care and domestic workers regularly employed by households. This workforce has been constantly decreasing since 2012 (-14%).

INPS registers a higher number of caregivers (currently 50.9% of the total workforce) compared to housekeepers. However, these two categories are facing different trends: caregivers are steadily growing, whereas housekeepers have continuously decreased since 2012 and were outnumbered by care workers in 2018.

Domestic workers' characteristics

The evolution of the sector also has an impact on domestic workers' profiles: 55.5% of domestic workers come from Eastern Europe and the female workforce component prevails (91.7%).

The average domestic worker is 49 years old. Workers who left the sector before completing the year prevail (54.7%).

The number of Italian workers is higher among non-cohabiting domestic collaborators (32% of the Italian workforce), while the most frequently performed occupation is personal care assistance to dependent people (caregivers represent 27% of the workforce).

Household spending and economic impact

Average employers are seniors aged 68 and are mostly men (53%).

Altogether, in 2018 households in Umbria spent EUR 144 million to remunerate care and domestic workers (including salaries, social security contributions, and severance pays). The added value produced by household domestic spending in Umbria corresponds to approximately EUR 400 million.

Territorial distribution

At municipal level, domestic and care services are concentrated in the area of Perugia, the capital city of Umbria (respectively 75.9% of housekeepers and 77.9% of caregivers in the region). Perugia registers higher values than the average also in relative terms, i.e. the ratio between domestic workers and the number of inhabitants, for both housekeepers (10.4 per 1,000 inhabitants, compared to 9.6 in the municipality of Terni), and caregivers (13.3 per 100 elderly people, compared to 10.3 in Terni).

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) in Emilia-Romagna will grow by 46 thousand units, whereas there will be 15 thousand fewer children (0-14 y.o.). Accordingly, the elderly population (14.6% of the total population) will outnumber youths (11.3%).

REGION: UMBRIA

18,300

Regular care and domestic workers (INPS, 2018)

> HOUSEKEEPERS 49.1% CAREGIVERS 50.9%

> > M 8.3% F 91.7%

FOREIGNERS 75.5% ITALIANS 24.5% AREA OF ORIGIN

55.5% Eastern Europe

24.5% Italy

5.6% Asia

5.5% Africa

8.5% America

0.4% Western Europe

0.4 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



115 M € SALARIES

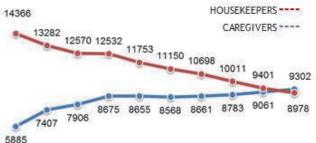
20 M € SOCIAL CONTRIBUTIONS

9 M € SEVERANCE PAYS

144 M €

HOUSEHOLD SPENDING





Domestic workers, INPS data

CAREGIVERS / HOUSEKEEPERS, INPS data

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

TERRITORIAL DETAIL

Municipalities	Dometic workers	Distr. %	Domestic workers per 1000 inhabitants	Care workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
Perugia	6,811	75.9%	10.4	7,242	77.9%	13.3	8.3%
Terni	2,167	24.1%	9.6	2,060	22.1%	10.3	8.8%
UMBRIA	8.,78	100.0%	10.1	9,302	100.0%	12.5	8.4%

REGION: UMBRIA

DOMESTIC WORKER



AVERAGE AGE 49 y.o.

GROSS ANNUAL SALARY 6,312 €

N° of HOURS WORKED PER YEAR

54.7%

45.3%

Less than 50 weeks At least 50 weeks

N° of HOURS WORKED PER WEEK

41%

59%

LIVE-IN

NON COHABITING

7%

SHARE OF LIVE-IN ITALIAN WORKERS 32%

SHARE OF NON COHABITING ITALIAN WORKERS

DETAIL	Distr.%
General multi-task domesticcollaborator	20%
Personal care assistant to DEPENDENT- untrained	27%
Personal care assistant to SELF -SUFFICIENT	20%
Housekeeper	16%
Domestic collaborator with less than 12 months of experience	8%
OTHER TASKS	9%
	100%

26.2



GENDER

AVERAGE

AGE



M 53% F 47%

68 y.o.

DOMINAdata

POTENTIAL **BENEFICIARIES** -**FORECAST**

2050

ELDERLY POPULATION AGED 80 AND OVER

> 123 K (14.6%)

+46 K

DIFF. 2019/2050

YOUTH POPULATION AGED 0-14

95 K (11.3%)

- 15 K

DIFF. 2019/2050

Marche

General overview

In Marche there are overall 24,102 care and domestic workers regularly employed by households. This workforce has been constantly decreasing since 2012 (-14%).

INPS registers a slightly higher number of caregivers (currently 58.4% of the total workforce) compared to housekeepers. However, these two categories are facing different trends: caregivers are steadily growing, whereas housekeepers have decreased since 2012 and were outnumbered by care workers in 2014.

Domestic workers' characteristics

The evolution of the sector also has an impact on domestic workers' profiles: 51.7% of domestic workers come from Eastern Europe and the female workforce component prevails (92.2%).

The average domestic worker is 49.4 years old. Workers who left the sector before completing the year prevail (57.8%). The number of Italian workers is higher among non-cohabiting domestic collaborators (24% of the Italian workforce), while the most frequently performed occupations are generic multi-purpose domestic chores (29% of the workforce).

Household spending and economic impact

Average employers are seniors aged 69 and are mostly men (59%).

Altogether, in 2018 households in Marche spent EUR 189 million to remunerate care and domestic workers (including salaries, social security contributions, and severance pays). The added value produced by household domestic spending in Marche corresponds to approximately EUR 550 million.

Territorial distribution³⁰

At municipal level, domestic and care services are equally distributed across municipalities. In the area of Pesaro-Urbino, the capital city of Marche, there are 29.4% of housekeepers and 32.4% of caregivers in the region. Pesaro Urbino registers higher values than the average also in relative terms, i.e. the ratio between domestic workers and the number of inhabitants, both for housekeepers (6.9 per 1,000 inhabitants, compared to the regional average of 6.5) and for caregivers (12.4 per 100 elderly people, compared to the regional average of 11.1).

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) in Emilia-Romagna will grow by 76 thousand units, whereas there will be 28 thousand fewer children (0-14 y.o.). Accordingly, the elderly population (14.5% of the total population) will outnumber youths (11.6%).

³⁰ The regional detail takes into account the division prior to the 2004 reform, as reported by the INPS database.

REGION: MARCHE

24,102

Regular care and domestic workers (INPS, 2018)

> HOUSEKEEPERS 41.6% CAREGIVERS 58.4%

> > M 7.8% F 92.2%

FOREIGNERS 69.7% ITALIANS 30.3% AREA OF ORIGIN

51.7% Eastern Europe

30.3% Italy

5.3% Asia

6.7% Africa

5.6% America

0.3% Western Europe

0.55 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



153 M € SALARIES

25 M € SOCIAL CONTRIBUTIONS

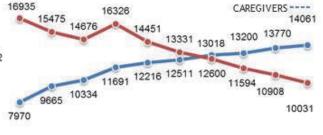
11 M € SEVERANCE PAYS

189 M €

HOUSEHOLD SPENDING

TRENDS





Domestic workers, INPS data

CAREGIVERS / HOUSEKEEPERS, INPS data

HOUSEKEEPERS ----

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

TERRITORIAL DETAIL

Municipalities	Domestic workers	Distr. %	Domestic workers per 1000 inhabitants	Care workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
Ancona	3,203	29.4%	6.8	4,558	32.4%	11.5	8.4%
Ascoli Piceno	2,210	20.3%	5.8	3,128	22.2%	9.7	8.4%
Macerata	2,135	19.6%	6.7	2,879	20.5%	10.7	8.5%
Pesaro e Urbino	2,483	22.8%	6.9	3,496	24.9%	12.4	7.8%
MARCHE	10,031	100.0%	6.5	14,061	100.0%	11.1	8.3%

REGION: MARCHE

DOMESTIC WORKER



AVERAGE AGE 49.4 y.o.

GROSS ANNUAL SALARY 6,354 €

N° of WEEKS WORKED PER YEAR

35%

65%

Less than 50 weeks At least 50 weeks 57.8%

LIVE-INE

NON COHABITING

42.2%

4%

24%

SHARE OF LIVE-IN ITALIAN WORKERS SHARE OF NON COHABITING ITALIAN WORKERS

N° of HOURS WORKED PER WEEK 25.7

DETAIL	Distr.%
General multi-task domestic collaborator	29%
Personal care assistant to DEPENDENT- untrained	20%
Personal care assistant to SELF -SUFFICIENT	20%
Housekeeper	6%
Domestic collaborator with less than 12 months of experience	14%
Accompaniment for SELF-SUFFICIENT	5%
OTHER TASKS	6%
	100%



GENDER

T

M 59% F 41%

AVERAGE AGE



69 y.o.

DOMINAdata

POTENTIAL BENEFICIARIES -FORECAST

2050

ELDERLY POPULATION AGED 80 AND OVER

> 206 K (14.5%)

+76 K

DIFF. 2019/2050

YOUTH POPULATION AGED

0-14

165 K (11.6%)

- 28 K

DIFF. 2019/2050

Latium

General overview

In Latium there are overall 127,219 care and domestic workers regularly employed by households. This workforce has been constantly decreasing since 2012 (-18%).

INPS registers a number of housekeepers (71.9% of the total workforce) significantly higher compared to caregivers. This scenario is atypical compared to the overall national state of play. Despite the decline in the number of domestic workers and the stabilisation of the care workforce, the gap remains significantly broad.

Domestic workers' characteristics

The evolution of the sector also has an impact on domestic workers' profiles: 42.9% of domestic workers come from Eastern Europe and the female workforce component prevails (84.9%).

The average domestic worker is 47.5 years old. Workers who remained in the sector for the full year slightly prevail (51.9%).

The number of Italian workers is higher among non-cohabiting domestic collaborators (18% of the Italian workforce), while the most frequently performed occupations are generic multi-purpose domestic chores (housekeepers represent 34% of the workforce).

Household spending and economic impact

Average employers are seniors aged 67 and are mostly women (54%).

Altogether, in 2018 households in Latium spent over EUR 1 billion to remunerate care and domestic workers (including salaries, social security contributions, and severance pays). The added value produced by household domestic spending in Latium corresponds to approximately EUR 2.5 billion.

Territorial distribution

At municipal level, domestic and care services are strongly concentrated in the area of Rome (respectively 92.1% of housekeepers and 83.5% of caregivers in the region). Rome registers higher values than the average also in relative terms, i.e. the ratio between domestic workers and the number of inhabitants, both for housekeepers (19.3 per 1,000 inhabitants, compared to the regional average of 15.5), and for caregivers (10.7 per 100 elderly people, compared to the regional average of 9.3).

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) in Latium will grow by 370 thousand units, whereas there will be 18 thousand fewer children (0-14 y.o.). Accordingly, a balanced will be reached between the elderly (12.4%) and the youth population (12.5%).

REGION: LATIUM

127,219

Regular care and domestic workers (INPS, 2018)

> HOUSEKEEPERS 71.9% CAREGIVERS 28.1%

> > M 15.1% F 84.9%

FOREIGNERS 82.6% ITALIANS 17.4% AREA OF ORIGII

42.9% Eastern Europe

17.4% Italy

26.1% Asia

4.1% Africa

9.3% America

0.3% Western Europe

Added value generated by domestic work

HOUSEHOLD SPENDING



835 M € SALARIES

138 M € SOCIAL CONTRIBUTIONS

62 M € SEVERANCE PAYS

1,035 M €

HOUSEHOLD **SPENDING**

TRENDS





35930 34908 34198 34684 34934 35595 35663 25266

Domestic workers, INPS data

CAREGIVERS / HOUSEKEEPERS, INPS data

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

TERRITORIAL DETAIL

Municipalities	Domestic workers	Distr. %	Domestic workers per 1000 inhabitants	Care workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
Rome	83,981	92.1%	19.3	29,793	83.5%	10.7	6.4%
Frosinone	1,527	1.7%	3.1	1,379	3.9%	4.0	7.0%
Latina	2,521	2.8%	4.4	1,677	4.7%	4.9	5.9%
Rieti	957	1.0%	6.1	1,125	3.2%	8.8	8.1%
Viterbo	2,240	2.5%	7.0	1,689	4.7%	7.5	7.1%
LATIUM	91,226	100.0%	15.5	35,663	100.0%	9,3	6.5%

REGION: LATIUM

DOMESTIC WORKER



AVERAGE AGE 47.5 y.o.

N° of HOURS WORKED WEEKS

Less than 50 weeks 48.1%

At least 50 weeks

51.9%

N° of HOURS WORKED PER WEEK 23

GROSS ANNUAL SALARY 6,570 €

37%

63%

LIVE-IN

NON COHABITING

7%

SHARE OF LIVE-**IN ITALIAN** WORKERS

18%

SHARE OF NON COHABITING ITALIAN WORKERS

DETAIL	Distr.%
General multi-task domestic collaborator	34%
Personal care assistant to DEPENDENT - untrained	16%
Personal care assistant to SELF -SUFFICIENT	23%
Housekeeper	13%
Domestic collaborator with less than 12 months of experience	4%
OTHER TASKS	10%
	100%



GENDER O



M 46%

54%

AVERAGE AGE



67 y.o.

DOMINAdata

POTENTIAL **BENEFICIARIES** -**FORECAST**

2050

ELDERLY POPULATION AGED 80 AND OVER

> 764 K (12.4%)

+370 K

DIFF. 2019/2050

YOUTH POPULATION AGED 0-14

> 767 K (12.5%)

- 18 K

DIFF. 2019/2050

3.5 SOUTHERN REGIONS AND ISLANDS

Abruzzo

General overview

In Abruzzo there are overall 13,326 care and domestic workers regularly employed by households. This workforce has been constantly decreasing since 2012 (-10%). INPS registers a higher number of caregivers (56.7% of the total workforce) compared to housekeepers. In recent years housekeepers have continuously decreased and were outnumbered by care workers in 2014.

Domestic workers' characteristics

The evolution of the sector also has an impact on domestic workers' profiles: 47.9% of care and domestic workers come from Eastern Europe and the female workforce component prevails (93%).

The average domestic worker is 49.1 years old. Workers who left the sector before completing the year prevail (58.5%). The number of Italian workers is rather high (39.3% of the Italian workforce), especially among non-cohabiting domestic collaborators (40%), while the most frequently performed occupations are generic multi-purpose domestic chores (housekeepers represent 25% of the workforce).

Household spending and economic impact

Average employers are seniors aged 67 and are mostly women (56%). Altogether, in 2018 households in Abruzzo spent over EUR 89 million to remunerate care and domestic workers (including salaries, social security contributions, and severance pays). The added value produced by household domestic spending in Abruzzo corresponds to approximately EUR 200 million.

Territorial distribution

At municipal level, the distribution of domestic and care services is overall homogeneous. However, housekeepers are mostly concentrated in the area of Pescara (34.9%), whereas caregivers are equally distributed in the four municipalities. As for housekeepers, Pescara registers higher values than the average also in relative terms, i.e. the ratio between domestic workers and the number of inhabitants (6.3 per 1,000 inhabitants, compared to the regional average of 4.4), whereas Teramo registers the highest concentration of caregivers (8.4 per 100 elderly people, compared to the regional average of 7.4).

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) in Abruzzo will grow by 67 thousand units, whereas there will be 28 thousand fewer children (0-14 y.o.). Accordingly, an overall balanced will be reached between the elderly and youth populations, with older people slightly outnumbering children (14.1% compared to 11.3%).

REGION: ABRUZZO

13,326

Regular care and domestic workers (INPS, 2018)

> HOUSEKEEPERS 43.3% CAREGIVERS 56.7%

> > M 7.0% F 93.0%

FOREIGNERS 60.7% ITALIANS 39.3% AREA OF ORIGIN

47.9% Eastern Europe

39.3% Italy

3.6% Asia

5.7% Africa

3.0% America

0.5% Western Europe

0.2 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



72 M € SALARIES

12 M € SOCIAL CONTRIBUTIONS

5 M € SEVERANCE PAYS

89 M € HOUSEHOLD **SPENDING**



Domestic workers, INPS data

CAREGIVERS / HOUSEKEEPERS, INPS data

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

TERRITORIAL DETAIL

Municipalities	Domestic workers	Distr. %	Domestic workers per 1000 inhabitants	Care workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
L'Aquila	1,196	20.7%	4.0	1,824	24.2%	7.7	7.9%
Chieti	1,373	23.8%	3.5	1,849	24.5%	6.0	8.0%
Pescara	2,013	34.9%	6.3	1,952	25.9%	8.1	7.5%
Teramo	1,190	20.6%	3.9	1,926	25.5%	8.4	7.4%
ABRUZZO	5,772	100.0%	4.4	7,551	100.0%	7.4	7.7%

REGION: ABRUZZO

DOMESTIC WORKER



AVERAGE AGE 49.1 y.o.

GROSS ANNUAL SALARY 5,414 €

43%

N° of WEEKS WORKED PER YEAR

58.5% 41.5%

Less than 50 weeks At LEAST 50 weeks

N° of HOURS WORKED PER WEEK

LIVE-IN

38%

57%

NON COHABITING

40%

SHARE OF LIVE-IN SHARE OF NON ITALIAN WORKERS COHABITING ITALIAN WORKERS

DETAIL	Distr.%
General multi-task domestic collaborator	25%
Personal care assistant to DEPENDENT- untrained	15%
Personal care assistant to SELF -SUFFICIENT	24%
Housekeeper	12%
Domestic collaborator with less than 12 months of experience	5%
Baby Sitter	6%
OTHER TASKS	13%
	100%

24.3



GENDER

M 45% F 56%

AVERAGE AGE



67 y.o.

DOMINAdata

POTENTIAL **BENEFICIARIES** -**FORECAST**

2050

ELDERLY POPULATION AGED 80 AND OVER

> 170 K (14.1%)

+67 K

DIFF. 2019/2050

YOUTH POPULATION AGED 0-14

> 135 K (11.3%)

- 28 K

DIFF. 2019/2050

Molise

General overview

In Molise there are overall 2,056 care and domestic workers regularly employed by households. This workforce has been constantly decreasing since 2012 (-12%).

INPS registers a higher number of caregivers (55.5% of the total workforce) compared to housekeepers. In recent years, caregivers have continuously increased and housekeepers have continuously decreased and were outnumbered by care workers in 2015.

Domestic workers' characteristics

Contrarily to the national trend, Italian nationals represent the majority of care and domestic workers (54,2%), whereas Eastern European workers are 38.2%. The female workforce component prevails also in Molise (93.8%).

The average domestic worker is 48.6 years old. Workers who left the sector before completing the year slightly prevail (52.7%). The number of Italian workers is higher among non-cohabiting domestic collaborators (47% of the Italian workforce), while the most frequently performed occupations are generic multi-purpose domestic chores (housekeepers represent 20% of the workforce).

Household spending and economic impact

Average employers are seniors aged 67 and are mostly women (54%).

Altogether, in 2018 households in Molise spent over EUR 13 million to remunerate care and domestic workers (including salaries, social security contributions, and severance pays). The added value produced by household domestic spending in Molise corresponds to approximately EUR 30 million.

Territorial distribution

At municipal level, two-thirds of domestic and care workers are concentrated in the area of Campobasso, the capital city of Molise (respectively 66.5% and 66.7%). However, Isernia registers higher values than the average in relative terms, i.e. the ratio between domestic workers and the number of inhabitants, both for housekeepers (3.6 per 1,000 inhabitants, compared to 2.7 in Campobasso), and caregivers (5.1 per 100 elderly people, compared to 4.2 in Campobasso).

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) in Molise will grow by 13 thousand units, whereas there will be 10 thousand fewer children (0-14 y.o.). Accordingly, the elderly population (14.2% of the total population) will largely outnumber youths (8.8%).

REGION: MOLISE

2,056
Regular care and domestic workers (INPS, 2018)

> HOUSEKEEPERS 44.5% CAREGIVERS 55.5%

> > M 6.2% F 93.8%

FOREIGNERS 45.8% ITALIANS 54.2%

AREA OF ORIGIN

38.2% Eastern Europe

54.2% Italy

2.0% Asia

2.9% Africa

2.2% America

0.4% Western Europe

0.03 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



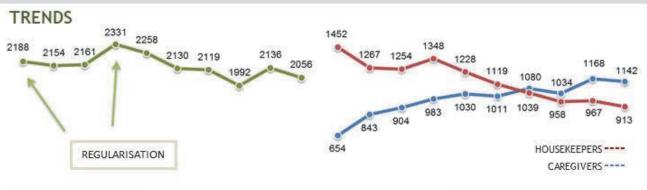
10 M € SALARIES

2 M € SOCIAL CONTRIBUTIONS

1 M € SEVERANCE PAYS

13 M € HOUSEHOLD

SPENDING



Domestic workers, INPS data

CAREGIVERS / HOUSEKEEPERS, INPS data

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

TERRITORIAL DETAIL

Municipalities	Domestic workers	Distr. %	Domestic workers per 1000 inhabitants	Care workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
Campobasso	607	66.5%	2.7	762	66.7%	4.2	8.2%
Isernia	306	33.5%	3.6	380	33.3%	5.1	8.7%
MOLISE	913	100.0%	3.0	1,142	100.0%	4.4	8.4%

REGION: MOLISE

DOMESTIC WORKER



AVERAGE AGE 48.6 y.o.

N° of WEEKS WORKED PER YEAR

Less than 50 weeks 52.7% At least 50 weeks 47.3%

WORKED HOURS PER WEEK 21.8

GROSS ANNUAL SALARY 4,940 €

43%

57%

LIVE-IN

NON COHABITING

31%

47%

SHARE OF LIVE-IN ITALIAN WORKERS

SHARE OF NON

COHABITING ITALIAN WORKERS

DETAIL	Distr.%
General multi-task domestic collaborator	20%
Personal care assistant to DEPENDENT - untrained	10%
Personal care assistant to SELF -SUFFICIENT	33%
Housekeeper	7%
Domestic collaborator with less than 12 months of experience	13%
Accompaniment for SELF-SUFFICIENT	17%
	100%



GENDER



M 46% F 54%

AVERAGE AGE



67 y.o.

DOMINA data

POTENTIAL BENEFICIARIES -FORECAST

2050

ELDERLY POPULATION AGED 80 AND OVER

39 K (14.2%)

YOUTH POPULATION AGED 0-14

24 K (8.8%)

+13 K

DIFF. 2019/2050

- 10 K

DIFF. 2019/2050

Campania

General overview

In Abruzzo there are overall 48,159 care and domestic workers regularly employed by households. This workforce has significantly decreased since 2012 (-31%).

INPS registers a higher number of Housekeepers (65.4% of the total workforce). Despite the recent decline in the number of domestic workers and the stabilisation of the care workforce, the gap remains significantly broad.

Domestic workers' characteristics

As for the workforce composition, 38.9% of domestic and care workers come from Eastern Europe, whereas more than one third (35.3%) are Italian nationals. The female workforce component prevails (83.4%).

The average domestic worker is 47.3 years old. Workers who left the sector before completing the year prevail (54.8%). The number of Italian workers is higher among non-cohabiting domestic collaborators (32% of the Italian workforce). The distribution of care and domestic services across the region is rather homogeneous.

Household spending and economic impact

Average employers are seniors aged 69 and are mostly men (51%).

Altogether, in 2018 households in Campania spent over EUR 334million to remunerate care and domestic workers (including salaries, social security contributions, and severance pays). The added value produced by household domestic spending in Campania corresponds to approximately EUR 900 million.

Territorial distribution

At municipal level, domestic services are concentrated in the area of Naples (63.1%), whereas the distribution of care services is more homogeneous (although 40.7% of the overall care workforce is concentrated in Naples). In relative terms, i.e. the ratio between domestic workers and the number of inhabitants, Naples has the highest concentration of housekeepers (6.4 per 1,000 inhabitants, compared to the regional average of 5.4), whereas Salerno registers the highest number of caregivers (7.4 per 100 elderly people, compared to the regional average of 5.7).

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) in Campania will grow by 329 thousand units, whereas there will be 267 thousand fewer children (0-14 y.o.). Accordingly, the elderly population (12.5% of the total population) will outnumber youths (11.4%).

REGION: CAMPANIA

48,159

Regular care and domestic workers (INPS, 2018)

HOUSEKEEPERS 65.4% CAREGIVERS 34.6%

> M 16.6% F 83.4%

FOREIGNERS 64.7% ITALIANS 35.3% AREA OF ORIGIN

38.9% Eastern Europe

35.3% Italy

18.6% Asia

4.2% Africa

2.8% America

0.2% Western Europe

0.9 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



1

268 M € SALARIES

46 M € SOCIAL CONTRIBUTIONS

20 M € SEVERANCE PAYS

334 M €

HOUSEHOLD SPENDING

TRENDS HOUSEKEEPERS ----73726 69415 51522 CAREGIVERS ----61514 45681 43250 43248 40270 38427 35814 33526 56808 55304 50828 48159 21953 19633 20688 REGULARISATION 16530 16865 16030 17276 16663 15173 13682

Domestic workers, INPS data

CAREGIVERS / HOUSEKEEPERS. INPS data

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

TERRITORIAL DETAIL

Municipalities	Domestic workers	Distr. %	Domestic workers per 1000 inhabitants	Care workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
Naples	19,868	63.1%	6.4	6,777	40.7%	5.1	4.3%
Avellino	1,803	5.7%	4.3	1,894	11.4%	6.3	7.1%
Benevento	1,111	3.5%	4.0	1,335	8.0%	6.3	7.6%
Caserta	3,087	9.8%	3.3	1,635	9.8%	3.9	4.5%
Salerno	5,605	17.8%	5.1	5,022	30.1%	7.4	6.2%
CAMPANIA	31,474	100.0%	5.4	16,663	100.0%	5.7	5.1%

REGION: CAMPANIA

DOMESTIC WORKER



AVERAGE AGE 47.3 y.o.

GROSS ANNUAL SALARY 5,554 €

N° of WEEKS WORKED PER YEAR

Less than 50 weeks 54.8%

At least 50 weeks 45.2%

N° of HOURS WORKED PER WEEK

32% 68%

LIVE-IN NON COHABITING

23%

32%

SHARE OF LIVE-IN ITALIAN WORKERS SHARE OF NON COHABITING ITALIAN WORKERS

DETAIL	Distr.%
General multi-task domestic collaborator	20%
Personal care assistant to DEPENDENT- not trained	16%
Personal care assistant to SELF-SUFFICIENT	20%
Housekeeper	20%
Domestic collaborator with less than 12 months of experience	10%
Accompaniment for SELF-SUFFICIENT	6%
OTHER TASKS	8%
	100%

24.5



GENDER

જ

M 51% F 49%

AVERAGE AGE



69 y.o.

DOMINA data

POTENTIAL BENEFICIARIES -FORECAST

2050

POPULATION AGED 80 AND OVER

> 630 K (12.5%)

+329 K

DIFF. 2019/2050

YOUTH POPULATION AGED 0-14

> 574 K (11.4%)

- 267 K

DIFF. 2019/2050

Apulia

General overview

In Apulia there are overall 25,881 care and domestic workers regularly employed by households. This workforce has been constantly decreasing since 2012 (-13%). INPS registers a higher number of housekeepers (57.3% of the total workforce). Despite the recent decline in the number of domestic workers and the stabilisation of the care workforce, the gap remains significantly broad.

Domestic workers' characteristics

Contrarily to the national scenario, almost half of care and domestic workers in Apulia are Italian nationals (49.2%) and the female workforce component prevails (89.5%).

The average domestic worker is 47.6 years old. Workers who left the sector before completing the year prevail (56.6%). The number of Italian workers is rather high especially among non-cohabiting domestic collaborators (49% of the Italian workforce). The distribution of care and domestic services across the region is rather homogeneous.

Household spending and economic impact

Average employers are seniors aged 70 and are mostly men (52%).

Altogether, in 2018 households in Apulia spent over EUR 171 million to remunerate care and domestic workers (including salaries, social security contributions, and severance pays). The added value produced by household domestic spending in Apulia corresponds to approximately EUR 400 million.

Territorial distribution³¹

At municipal level, domestic workers are concentrated in the area of Bari (42.4%), the capital city of Apulia, whereas caregivers are homogeneously distributed across the territory. However, caregivers are slightly more concentrated in the area of Lecce (33.1% of the total care workforce). In relative terms, i.e. the ratio between domestic workers and the number of inhabitants, Lecce registers the highest concentration of both housekeepers (5.9 per 1,000 inhabitants, compared to the regional average of 3.7) and caregivers (6.4 per 100 elderly people, compared to the regional average of 4.3).

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) in Apulia will grow by 231 thousand units, whereas there will be 148 thousand fewer children (0-14 y.o.). Accordingly, the elderly population (14.3% of the total population) will outnumber youths (11.0%).

³¹ The regional detail takes into account the division prior to the 2004 reform, as reported by the INPS database.

REGION: APULIA

25,881

Regular care and domestic workers (INPS, 2018)

> HOUSEKEEPERS 57.3% CAREGIVERS 42.7%

> > M 10.5% F 89.5%

FOREIGNERS 50.8% ITALIANS 49.2% AREA OF ORIGIN

30.2% Eastern Europe

49.2% Italy

13.6% Asia

5.6% Africa

1.1% America

0.3% Western Europe

0.4 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



1

137 M € SALARIES

/ 24 M t

24 M € SOCIAL CONTRIBUTIONS

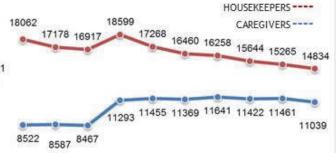
10 M € SEVERANCE PAYS

171 M €

HOUSEHOLD SPENDING

TRENDS





Domestic workers, INPS data

CAREGIVERS / HOUSEKEEPERS. INPS data

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

TERRITORIAL DETAIL

Municipalities	Domestic workers	Distr. %	Domestic workers per 1000 inhabitants	Care workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
Bari	6,292	42.4%	4.8	3,633	32.9%	4.6	6.1%
Brindisi	924	6.2%	2.3	947	8.6%	3.6	6.6%
Foggia	1,402	9.5%	1.4	1,377	12.5%	2.4	6.0%
Lecce	4,752	32.0%	5.9	3,657	33.1%	6.4	7.2%
Taranto	1,464	9.9%	2.5	1,425	12.9%	3.9	6.3%
APULIA	14,834	100.0%	3.7	11,039	100.0%	4.3	6.4%

REGION: APULIA

DOMESTIC WORKER



AVERAGE AGE 47.6 y.o.

GROSS ANNUAL SALARY 5,315 €

N° of WEEKS WORKED PER YEAR

LIVE-IN

63%

Less than 50 weeks 56.6%

N° of HOURS WORKED PER WEEK

NON COHABITING

At least 50 weeks

43.4%

11% 49%

SHARE OF LIVE-INITALIAN WORKERS

37%

SHARE OF NON COHABITING ITALIAN WORKERS

DETAIL	Distr.%
General multi-task domestic collaborator	20%
Personal care assistant to DEPENDENT- untrained	19%
Personal care assistant to SELF-SUFFICIENT	20%
Housekeeper	16%
Domestic collaborator with less than 12 months of experience	9%
Accompaniment for SELF-SUFFICIENT	7%
OTHER TASKS	9%
	100%

23.2



GENDER

M 52% F 48%

AVERAGE AGE



70 y.o.

DOMINAdata

POTENTIAL BENEFICIARIES -**FORECAST**

2050

ELDERLY POPULATION AGED 80 AND OVER

> 496 K (14.3%)

+231 K

DIFF. 2019/2050

YOUTH POPULATION AGED 0-14

> 380 K (11.0%)

- 148 K

DIFF. 2019/2050

Basilicata

General overview

In Basilicata there are overall 3,266 care and domestic workers regularly employed by households. This workforce has been constantly decreasing since 2012 (-15%).

Overall, INPS registers a higher number of caregivers (50.2% of the total workforce). In recent years domestic workers continuously decreased while the care workforce stabilised, thus the gap between these two categories has been progressively bridged.

Domestic workers' characteristics

Almost half of care and domestic workers in Basilicata come from Eastern Europe (48.6%), although the Italian workforce component is also relevant (43%). Overall, the female workforce component prevails (92.4%).

The average domestic worker is 48.5 years old. Workers who left the sector before completing the year prevail (60.4%).

The number of Italian workers is rather high especially among non-cohabiting domestic collaborators (24% of the Italian workforce). The distribution of care and domestic services across the region is overall homogeneous.

Household spending and economic impact

Average employers are seniors aged 76 and are mostly women (53%).

Altogether, in 2018 households in Basilicata spent over EUR 20 million to remunerate care and domestic workers (including salaries, social security contributions, and severance pays). The added value produced by household domestic spending in Basilicata corresponds to approximately EUR 100 million.

Territorial distribution

At municipal level, care and domestic workers are concentrated in the area of Potenza, the capital city of Basilicata (74.4% of housekeepers and 72.8% of caregivers). Overall, the domestic workforce is rather low, more concentrated in Potenza than in Matera.

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) in Basilicata will grow by 28 thousand units, whereas there will be 23 thousand fewer children (0-14 y.o.). Accordingly, the elderly population will be significantly more numerous, almost twice as big as the youth population (15.2% of the total population compared to 9.3%).

REGION: BASILICATA

3,266

Regular care and domestic workers (INPS, 2018)

> HOUSEKEEPERS 49.8% CAREGIVERS 50.2%

> > M 7.6% F 92.4%

FOREIGNERS 57.0% ITALIANS 43.0%

AREA OF ORIGIN

48.6% Eastern Europe

43.0% Italy

2.4% Asia

4.3% Africa

0.3% America

0.2% Western Europe

0.1 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



16 M € SALARIES

3 M € SOCIAL CONTRIBUTIONS

1 M € SEVERANCE PAYS

20 M € HOUSEHOLD **SPENDING**



2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

TERRITORIAL DETAIL

Municipalities	Domestic workers	Distr. %	Domestic workers per 1000 inhabitants	Care workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
Potenza	1,211	74.4%	3.3	1,191	72.8%	4.1	7.9%
Matera	416	25.6%	2.1	446	27.2%	3.2	7.1%
BASILICATA	1,627	100.0%	2.9	1,637	100.0%	3.8	7.6%

FONDAZIONE LEONE MORESSA elaboration on ISTAT and INPS data

REGION: BASILICATA

DOMESTIC WORKER



AVERAGE AGE 48.5 y.o.

N° of WEEKS WORKED PER YEAR

Less than 50 weeks 60.4% At least 50 weeks 39.6%

N° of HOURS WORKED PER WEEK 24.4

GROSS ANNUAL SALARY 5,024 €

46% 54%

LIVE-IN NON COHABITING

0% 24%

SHARE OF LIVE- SHARE OF NON IN ITALIAN COHABITING WORKERS ITALIAN WORKERS

DETAIL	Distr.%
General multi-task domestic collaborator	22%
Personal care assistant to DEPENDENT - untrained	11%
Personal care assistant to SELF -SUFFICIENT	22%
Housecleener	17%
Domestic collaborator with less than 12 months of experience	11%
Accompaniment for SELF-SUFFICIENT	7%
OTHER TASKS	10%
	100%



GENDER

3

M 47% F 53%

AVERAGE AGE



76 y.o.

DOMINA data

POTENTIAL BENEFICIARIES -FORECAST

2050

ELDERLY POPULATION AGED 80 AND OVER

72 K (15.2%)

YOUTH POPULATION AGED 0-14

44 K (9.3%)

+28 K

DIFF. 2019/2050

- 23 K

DIFF. 2019/2050

FONDAZIONE LEONE MORESSA elaboration on DOMINA. ISTAT and INPS data

Calabria

General overview

In Calabria there are overall 12,975 care and domestic workers regularly employed by household. This workforce has been constantly decreasing since 2012 (-18%).

INPS registers a higher number of housekeepers (55.1% of the total workforce). In recent years domestic workers continuously decreased while the care workforce grew, reducing the gap between these two categories.

Domestic workers' characteristics

Contrarily to the national scenario, the largest national group in Calabria is represented by Italian care and domestic workers who account for 42.1% of the total workforce, followed by Eastern Europeans who represent a third of the domestic workforce (34.6%). Overall, the female workforce component prevails (83.8%). The average domestic worker is 46 years old. Workers who left the sector before completing the year prevail (59.7%). The number of Italian workers is higher among non-cohabiting domestic collaborators (33% of the Italian workforce). The distribution of care and domestic services across the region is overall homogeneous.

Household spending and economic impact

Average employers are seniors aged 71 and the female component prevails (57%). Altogether, in 2018 households in Calabria spent over EUR 84 million to remunerate care and domestic workers (including salaries, social security contributions, and severance pays). The added value produced by household domestic spending in Calabria corresponds to approximately EUR 200 million.

Territorial distribution

At municipal level, the distribution of care and domestic workers is deeply polarised. Reggio Calabria registers the highest concentration of housekeepers (37.8%), while caregivers are mostly concentrated in the area of Cosenza (35.7%). In relative terms, i.e. the ratio between domestic workers and the number of inhabitants, Reggio Calabria registers the highest concentration of housekeepers (4.9 per 1,000 inhabitants, compared to the regional average of 3.6), whereas Catanzaro – the capital city of Calabria – has the highest concentration of caregivers (5.7 per 100 elderly people, compared to the regional average of 4.5).

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) in Calabria will grow by 97 thousand units, whereas there will be 75 thousand fewer children (0-14 y.o.). Accordingly, the elderly population (13.4% of the total population) will significantly outnumber youths (10.7%).

REGION: CALABRIA

12,975

Regular care and domestic workers (INPS, 2018)

> HOUSEKEEPERS 55.1% CAREGIVERS 44.9%

> > M 16.2% F 83.8%

FOREIGNERS 57.9% ITALIANS 42.1% AREA OF ORIGIN

34.6% Eastern Europe

42.1% Italy

15.6% Asia

6.6% Africa

0.9% America

0.2% Western Europe

0.2 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



1 6

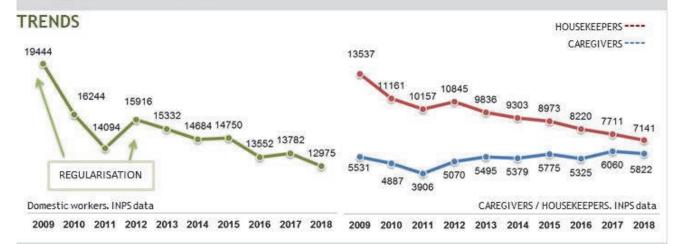
67 M € SALARIES

12 M € SOCIAL CONTRIBUTIONS

5 M € SEVERANCE PAYS

84 M €

HOUSEHOLD SPENDING



TERRITORIAL DETAIL

Municipalities	Domestic workers	Distr. %	Domestic workers per 1000 inhabitants	Care workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
Catanzaro	1,478	20.7%	4.1	1,380	23.7%	5.7	6.7%
Cosenza	2,183	30.6%	3.1	2,080	35.7%	4.3	6.8%
Crotone	303	4.2%	1.7	470	8.1%	4.8	5.5%
Reggio Calabria	2,697	37.8%	4.9	1,354	23.3%	3.7	6.6%
Vibo Valentia	480	6.7%	3.0	538	9.2%	4.9	6.8%
CALABRIA	7,141	100.0%	3.6	5,822	100.0%	4.5	6.6%

FONDAZIONE LEONE MORESSA elaboration on ISTAT and INPS data

REGION: CALABRIA

DOMESTIC WORKER



AVERAGE AGE 46.0 y.o.

GROSS ANNUAL SALARY 5, 212 €

N° of WEEKS WORKED PER YEAR

27%

73%

Less than 50 weeks

N° of HOURS WORKED PER WEEK

59.7%

24.3

LIVE-IN

NON COHABITING

At least 50 weeks

40.3%

8%

33%

SHARE OF LIVE-IN

SHARE OF NON COHABITING ITALIAN WORKERS

ITALIAN WORKERS

DETAIL Distr.% General multi-task domestic collaborator 17% Personal care assistant to DEPENDENT- untrained 19% Personal care assistant to SELF -SUFFICIENT 15% Housekeeper 13% Domestic collaborator with less than 12 months of experience 10% Accompaniment for SELF-SUFFICIENT 10% Baby Sitter 6% OTHER TASKS 10% 100%



GENDER



M 43%

F 57%

AVERAGE AGE



71 y.o.

DOMINA data

POTENTIAL BENEFICIARIES -**FORECAST**

2050

ELDERLY POPULATION AGED 80 AND OVER

> 228 K (13.4%)

+97 K

DIFF. 2019/2050

YOUTH POPULATION AGED

> 182 K (10.7%)

- 75 K

DIFF. 2019/2050

FONDAZIONE LEONE MORESSA elaboration on DOMINA, ISTAT and INPS data

Sicily

General overview

In Sicily there are overall 35,820 care and domestic workers regularly employed by household. This workforce has been constantly decreasing since 2012 (-11%). INPS registers a significantly higher number of housekeepers (66% of the total workforce). In recent years domestic workers slowly decreased while the care workforce slightly grew, reducing the gap between these two categories.

Domestic workers' characteristics

Contrarily to the national scenario, the largest national group in Sicily is represented by Italian care and domestic workers who account for 41.3% of the total workforce, followed by Eastern Europeans who represent one fifth of the domestic workforce (20.1%). Although the female workforce component prevails, the share of men care and domestic workers is significant (24.4%). The average domestic worker is 45.7 years old. Workers who left the sector before completing the year prevail (53.2%). The number

The average domestic worker is 45.7 years old. Workers who left the sector before completing the year prevail (53.2%). The number of Italian workers is higher among non-cohabiting domestic collaborators (34% of the Italian workforce) and the most frequently performed occupations are generic multi-purpose domestic chores (33%).

Household spending and economic impact

Average employers are seniors aged 65 and are usually men (54%).

Altogether, in 2018 households in Sicily spent over EUR 240 million to remunerate care and domestic workers (including salaries, social security contributions, and severance pays). The added value produced by household domestic spending in Sicily corresponds to approximately EUR 550 million.

Territorial distribution

At municipal level, the distribution of domestic workers is rather polarised with 42.0% of the domestic workforce concentrated in Palermo, the capital city of Sicily. Instead, the distribution of care workers is more homogeneous, although Palermo has the highest concentration of caregivers (27.1%). In relative terms, Palermo registers the highest concentration of housekeepers (7.9 per 1,000 inhabitants, compared to the regional average of 4.7), whereas Messina has the highest concentration of caregivers (5.5% per 100 elderly people, compared to the regional average of 3.9).

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) in Sicily will grow by 255 thousand units, whereas there will be 179 thousand fewer children (0-14 y.o.). Accordingly, the elderly population (13% of the total population) will outnumber youths (11.7%).

REGION: SICILY

35,820

Regular care and domestic workers (INPS, 2018)

> HOUSEKEEPERS 66.0% CAREGIVERS 34.0%

> > M 24.4% F 75.6%

FOREIGNERS 58.7% ITALIANS 41.3% AREA OF ORIGIN

20.1% Eastern Europe

41.3% Italy

24.8% Asia

12.5% Africa

1.1% America

0.2% Western Europe

0.55 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



192 M € SALARIES

34 M € SOCIAL CONTRIBUTIONS

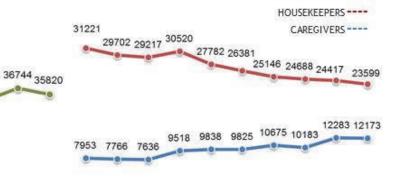
14 M € SEVERANCE PAYS

240 M €

HOUSEHOLD **SPENDING**

TRENDS 40466 40045 37625 36213 35828 34883 38106 36949

REGULARISATION



Domestic workers, INPS data

CAREGIVERS / HOUSEKEEPERS, INPS data

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

TERRITORIAL DETAIL

Municipalities	Domestic workers	Distr. %	Domestic workers per 1000 inhabitants	Care workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
Palermo	9,917	42.0%	7.9	3,296	27.1%	4.5	5.8%
Agrigento	929	3.9%	2.1	956	7.9%	3.2	6.8%
Caltanissetta	576	2.4%	2.2	584	4.8%	3.6	6.1%
Catania	4,557	19.3%	4.1	1,925	15.8%	3.1	5.6%
Enna	354	1.5%	2.1	562	4.6%	4.7	7.2%
Messina	4,248	18.0%	6.7	2,446	20.1%	5.5	7.1%
Ragusa	699	3.0%	2.2	803	6.6%	4.2	5.9%
Siracusa	909	3.9%	2.3	604	5.0%	2.7	5.7%
Trapani	1,410	6.0%	3.3	997	8.2%	3.4	6.7%
SICILY	23,599	100.0%	4.7	12,173	100.0%	3.9	6.2%

REGION: SICILY

35,820

Regular care and domestic workers (INPS, 2018)

> HOUSEKEEPERS 66.0% CAREGIVERS 34.0%

> > M 24.4% F 75.6%

FOREIGNERS 58.7% ITALIANS 41.3% AREA OF ORIGIN

20.1% Eastern Europe

41.3% Italy

24.8% Asia

12.5% Africa

1.1% America

0.2% Western Europe

0.55 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



192 M € SALARIES

34 M € SOCIAL CONTRIBUTIONS

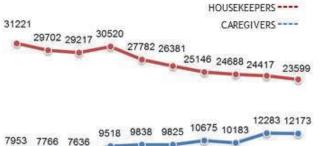
14 M € SEVERANCE PAYS

240 M € HOUSEHOLD

SPENDING

TRENDS





Domestic workers, INPS data

CAREGIVERS / HOUSEKEEPERS, INPS data

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

TERRITORIAL DETAIL

Municipalities	Domestic workers	Distr. %	Domestic workers per 1000 inhabitants	Care workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over-79 population / Total pop.
Palermo	9,917	42.0%	7.9	3,296	27.1%	4.5	5.8%
Agrigento	929	3.9%	2.1	956	7.9%	3.2	6.8%
Caltanissetta	576	2.4%	2.2	584	4.8%	3.6	6.1%
Catania	4,557	19.3%	4.1	1,925	15.8%	3.1	5.6%
Enna	354	1.5%	2.1	562	4.6%	4.7	7.2%
Messina	4,248	18.0%	6.7	2,446	20.1%	5.5	7.1%
Ragusa	699	3.0%	2.2	803	6.6%	4.2	5.9%
Siracusa	909	3.9%	2.3	604	5.0%	2.7	5.7%
Trapani	1,410	6.0%	3.3	997	8.2%	3.4	6.7%
SICILY	23,599	100.0%	4.7	12,173	100.0%	3.9	6.2%

Sardinia

General overview

The case of Sardinia is atypical compared to the national scenario. In Sardinia there are overall 46,604 care and domestic workers regularly employed by household. This workforce has been constantly increasing since 2012 (+15%).

INPS registers a significantly higher number of caregivers (67.8% of the total workforce). In recent years, the number of domestic workers has sharply decreased, while caregivers grew and outnumbered housekeepers in 2011.

Domestic workers' characteristics

Contrarily to the national scenario, the vast majority of care and domestic workers in Sardinia is represented by Italian nationals (80.2%). The female workforce component strongly prevails (90.8%).

The average domestic worker is 46.3 years old. Workers who left the sector before completing the year prevail (56.2%).

The number of Italian workers is higher among non-cohabiting domestic collaborators (85% of the Italian workforce). The distribution of care and domestic services across the region is rather homogeneous.

Household spending and economic impact

Average employers are seniors aged 65 and the female component prevails (63%).

Altogether, in 2018 households in Sardinia spent over EUR 263 million to remunerate care and domestic workers (including salaries, social security contributions, and severance pays). The added value produced by household domestic spending in Sardinia corresponds to approximately EUR 800 million.

Territorial distribution³²

At municipal level, care and domestic workers are concentrated in the area of Cagliari, the capital city of Sardinia (51.8% of house-keepers and 47.2% of caregivers). It is important to highlight that the concentration of caregivers is sharply higher in Sardinia compared to other Italian regions: on average there are 28.7 caregivers per 100 elderly people.

Demographic forecasts

Demographic forecasts reveal that the number of caregivers is expected to increase: by 2050, senior citizens (over-80 y.o.) in Sardinia will grow by 114 thousand units, whereas there will be 58 thousand fewer children (0-14 y.o.). Accordingly, the elderly population will be significantly more numerous, almost twice as big as the youth population (16.4% of the total population compared to 9.0%).

³² The regional detail takes into account the division prior to the 2004 reform, as reported by the INPS database.

REGION: SARDINIA

46,604

Regular care and domestic workers (INPS, 2018)

> HOUSEKEEPERS 32.2% CAREGIVERS 67.8%

> > M 9.2% F 90.8%

FOREIGNERS 19.8% ITALIANS 80.2% AREA OF ORIGIN

13.5% Eastern Europe

80.2% Italy

3.4% Asia

1.7% Africa

0.7% America

0.5% Western Europe

0.8 B €

Added value generated by domestic work

HOUSEHOLD SPENDING



209 M € SALARIES

38 M € SOCIAL CONTRIBUTIONS

16 M € SEVERANCE PAYS

263 M € HOUSEHOLD **SPENDING**



Domestic workers, INPS data

CAREGIVERS / HOUSEKEEPERS. INPS data

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

TERRITORIAL DETAIL

Municipalities	Domestic workers	Distr. %	Domestic workers per 1000 inhabitants	Care workers	Distr. %	Care workers per 100 seniors over 79 y.o.	Over 79 population / Total pop.
Cagliari	7,765	51.8%	10.1	14,911	47.2%	30.1	6.5%
Nuoro	1,159	7.7%	4.6	5,846	18.5%	31.6	7.3%
Oristano	1,313	8.8%	9.0	3,903	12.4%	33.4	8.0%
Sassari	4,743	31.7%	9.8	6,915	21.9%	23.0	6.2%
SARDINIA	14,980	100.0%	9.1	31,575	100.0%	28.7	6.7%

FONDAZIONE LEONE MORESSA elaboration on ISTAT and INPS data

REGION: SARDINIA

DOMESTIC WORKER



AVERAGE AGE 46.3 y.o.

N° of WEEKS WORKED PER YEAR

Less than 50 weeks 56.2% At least 50 weeks 43.8%

N° of HOURS WORKED PER WEEK 17.2

GROSS ANNUAL SALARY 4,483 €

23%

77%

LIVE-IN

NON COHABITING

27%

85%

SHARE OF LIVE-IN ITALIAN WORKERS SHARE OF NON COHABITING

COHABITING ITALIAN WORKERS

DETAIL	Distr.%
General multi-task domestic collaborator	10%
Personal care assistant to DEPENDENT- untrained	54%
Personal care assistant to SELF -SUFFICIENT	14%
Housekeeper	10%
Domestic collaborator with less than 12 months of experience	2%
Accompaniment for SELF-SUFFICIENT	2%
OTHER TASKS	8%
	100%



GENDER



M 37% F 63%

AVERAGE AGE



65 y.o.

DOMINA data

POTENTIAL BENEFICIARIES -FORECAST

2050

ELDERLY POPULATION AGED 80 AND OVER

> 228 K (16.4%)

+114 K

DIFF. 2019/2050

YOUTH POPULATION AGED 0-14

125 K (9.0%)

- 58 K

DIFF. 2019/2050

FONDAZIONE LEONE MORESSA elaboration on DOMINA. ISTAT and INPS data



THE SOCIO-ECONOMIC IMPACT OF DOMESTIC WORK



DOMINA ANNUAL REPORT ON DOMESTIC WORK 2019

In collaboration with Fondazione Leone Moressa

Public spending for social care



CONSERVATIVE WELFARE
Related to the job position
Residual role of the State



NORDIC WELFARE Rights guaranteed to all Social fairness Strong role of the State



LIBERAL WELFARE

Only minimum rights are guaranteed Strong role of the Market

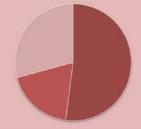


MEDITERRANEAN WELFARE
Care services managed by familie

EUR 29.5 Billion

Expenditure (2017)

for Long-Term Care 73% for over-65 seniors



52.0% Cash benefits 29.2% Residential Care 18.7% Home Care

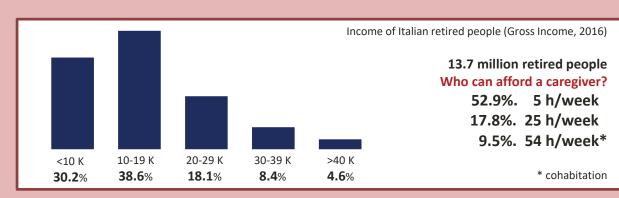


40% of populationsuffering from chronic diseases23,9 million in 2017

Forecasts

2028 +6,0%

2038 +7,5%



SOCIAL SPENDING COMPOSITION IN ITALY AND IN THE EU28 (% GDP 2016)



16.5% Pensions 8.3% Disability

1.8% Famillies

0.3% Social exclusion



12.4% Pensions 10.0% Disability

2.4% Families

1.1% Social exclusion

4.1 Welfare and forms of support for HOUSEHOLDS in Italy

As previously analysed (chapters 1 and 2), in recent years the increase in longevity raised the average age and care needs of the elderly population. In Italy, it led to the expansion of care services managed directly by families (and to the increase in numbers of personal care assistants). This trend, combined with the reduction of public spending, generated the so-called "invisible welfare"33, meaning that families play an ever-increasing key role in managing welfare, replacing public actors.

This chapter analyses the relationship between the State and families, assessing the existing instruments in support of families as well as the impact of domestic work on public spending.

Firstly, as regards the composition of public spending, Italy is one of the EU Member States with the highest level of social spending compared to GDP (28.6% in 2016). The EU28 average stands at 27.1%, while Member States with the highest social spending are France (32.1%), Finland (31.3%), and Denmark (30.3%). However, the composition of social spending across Member States is very different.34

Because of its social security structure and its large elderly population, Italy is the country that spends more on pensions (16.5% of GDP), over 4 percentage points more than the European average (12.4%). On the other hand, social spending for families and children and for disability and sickness is quite low.

For instance, Italy has allocated only 1.8% of GDP for families in 2016, against an EU average of 2.4%. Italy has invested 8.3% of GDP on sickness and unemployment benefits, compared to the EU average of 10.0%.

Furthermore, Italy is among the EU countries with the highest tax burden (42.4% of GDP in 2017), above the EU 28 average (40.2%) and close to Scandinavian countries such as Finland and Sweden.

When it comes to welfare measures, the number of non-EU citizens who benefit from such measures is a matter of great criticism and debate. Indeed, the 2018 Annual Report³⁵ presented by the Ministry of Labour and Social Policies revealed that the share of non-EU beneficiaries is higher than the average of Italian nationals accessing measures related to the number of children (maternal leaves and family allowances) and to income support (unemployment benefits and redundancy fund). However, the share of non-EU beneficiares drops significantly for social security measures linked to the demographic composition of the population (1.8% for welfare pensions and 0.4% for old age and invalidity pensions). Therefore, although a significant share of migrants benefit from measures against poverty, the overall incidence of foreigners on Italian public spending is rather modest. Indeed, the most substantial measures target the elderly population (healthcare and pensions) whereas the migrant elderly component is rather law.

³³ Maurizio Ambrosini. *Immigrazione irregolare e welfare invisibile*. [Irregular immigration and the invisible welfare]. Il Mulino, 2014.

³⁴ Source: Eurostat 2016.

^{35 8}th Annual Report 2018 Gli stranieri nel mercato del lavoro in Italia. [Foreigners in the Italian labour market]. Ministry of Labour and Social Policies.

Tab 4.1. Structure of the public spending, % incidence on EU28 GDP (2016)

Complete	Incidence %	Composition of public spending					
Countries	Public spending / 2016 GDP	Family and childcare	Unemployment benefits	Disability and sickness	Pensions	Social exclusion	
France	32.1	2.4	2.0	11.2	14.6	1.8	
Finland	31.3	3.1	2.6	10.2	13.6	1.9	
Denmark	30.3	3.5	1.4	10.2	13.0	2.2	
Austria	29.1	2.8	1.7	9.2	14.5	0.9	
Sweden	29.0	3.0	1.0	10.7	12.6	1.8	
Italy	28.6	1.8	1.7	8.3	16.5	0.3	
Belgium	28.2	2.1	2.6	9.9	12.7	0.9	
Germany	28.2	3.2	1.0	12.1	10.9	1.0	
Netherlands	28.0	1.1	1.3	11.9	11.9	1.8	
EU28 average	27.1	2.4	1.3	10.0	12.4	1.1	
Greece	26.2	1.0	1.0	6.9	17.1	0.2	
UK	26.0	2.6	0.4	10.2	11.0	1.9	
Portugal	24.1	1.2	0.9	7.8	14.0	0.2	
Spain	23.9	1.3	1.9	8.3	12.0	0.4	
Slovenia	22.9	1.7	0.6	8.8	11.0	0.7	
Luxemburg	21.6	3.3	1.3	7.7	8.5	0.8	
Croatia	20.9	1.8	0.5	9.3	9.0	0.3	
Poland	19.9	2.5	0.2	6.0	11.1	0.2	
Hungary	18.9	2.3	0.3	6.4	9.5	0.5	
Cyprus	18.7	1.3	1.0	4.3	10.5	1.6	
Czech Rep.	18.3	1.6	0.5	7.1	8.6	0.5	
Slovakia	17.9	1.6	0.5	7.4	8.0	0.3	
Bulgaria	17.0	1.8	0.5	5.9	8.5	0.3	
Malta	16.5	1.0	0.4	6.0	8.7	0.4	
Estonia	16.4	2.1	0.5	6.8	6.9	0.2	
Ireland	15.2	1.3	1.5	6.6	5.1	0.6	
Latvia	14.9	1.6	0.7	5.1	7.3	0.2	
Lithuania	14.6	1.1	0.5	6.0	6.7	0.3	
Romania	14.3	1.4	0.1	4.9	7.8	0.2	

Sources: DOMINA and Fondazione Leone Moressa, elaboration on Eurostat data

Hence, data show that public spending in Italy is strongly targeted on the elderly population, and is expected to increase significantly and inexorably due to population ageing. The causes of this process are to be found, on the one hand, in the increase in life expectancy and strong reduction of child mortality, achieved thanks to scientific progress and increased health and hygiene standards; and on the other hand, in the progressive drop of birth rates, as a result of social, cultural, and economic changes that have impacted all Western countries since World War II.

According to the 2018 Osservasalute Report³⁶, current demographic and economic dynamics "will have a strong impact on society and the economy. Indeed, family structures are expected to become increasingly weaker, mainly composed by elderly people, many of whom living alone. As for the economy, the whole welfare system will be most certainly confronted with a problem of sustainability, due to the decrease of the active population on the labor market and the simultaneous increase in the demand for social care and assistance. Furthermore, a substantial change in (and reduction of) the demand for consumer goods is also expected. In conjunction with the fall in investments, this would cause a contraction of the country's economic growth".

This demographic scenario would certainly affect the population health and wellbeing.

For example, the rates of chronicity and disability are expected to increase, not so much in terms of age-specific rates, but rather in terms of the absolute number of people affected by health issues.

In 2017, chronic diseases affected 40% of the population, that is almost 24 million Italians, of whom over 12.5 million suffered from multiple chronic conditions. Women are more frequently affected by chronic diseases – 42% compared to 37% of men – partly because the elderly women population is larger (Table 4.2).

According to *Osservasalute* projections, the number of people with chronic diseases will increase by 6.0% by 2028, and by 7.5% by 2038 (Table 4.3). Currently, the most common chronic diseases are hypertension (10.6 million subjects affected) and arthrosis and arthritis (9.7 million subjects affected). The incidence of both these pathologies will increase significantly over the next ten years (respectively +11.7% and +11.6%) and will escalate even more in the next twenty years (+18.1% and +18.9%).

Another indicator concerns the average length of stay in hospital. In 2016, 40% of the 41 million nights spent in hospital referred to over-75 patients. Thie figures escalates to 60% of the total overnight hospital stays when including also over-65 patients. Instead, only 13% of the nights spent in the hospital involved patients under the age of 45 (Fig. 4.1).

Tab 4.2. Incidence of chronic diseases in Italy (2017)

	М	F	Total
People with chronic diseases (Million)	10.8	13.1	23.9
Incidence on total population	37%	42%	40%

Sources: DOMINA and Fondazione Leone Moressa, elaboration on Osservasalute data

Tab 4.3. Forecast on trends of chronic diseases in Italy (2017)

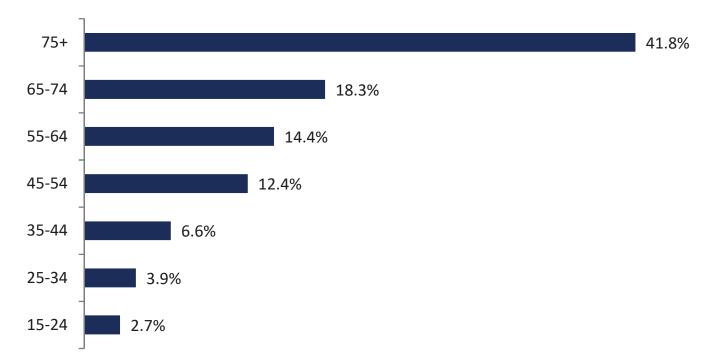
data in thousands

	2017	Var. 2017-2028	Var. 2017-2038
Hypertension	10,605	+11.7%	+18.1%
Arthrosis, Arthritis	9,678	+11.6%	+18.9%
Allergic diseases	6,504	-2.9%	-8.7%
Osteoporosis	4,644	+13.7%	+24.0%
Bronchitis	3,519	+6.0%	+9.6%
Diabetes	3,242	+12.1%	+20.5%
Nervous disorders	2,767	+5.7%	+7.6%
Heart disorders	2,405	+11.8%	+21.7%
Gastric or duodenal ulcer	1,476	+7.5%	+9.1%
People with at least one chronic disease (Million)	23,813	+6.0%	+7.5%
			-

Sources: DOMINA and Fondazione Leone Moressa, elaboration on Osservasalute data

Fig 4.1. Average number of nights spent at the hospital by age groups (2016)

³⁶ Università Cattolica del Sacro Cuore. *Osservatorio Nazionale sulla salute nelle regioni italiane.* [National Observatory on Healthcare across Italian Regions]. 2018.



The following paragraphs will analyse the main forms of public support to people who are not self-sufficient. The report of the General Accounting Office (henceforth RGS – *Ragioneria Generale dello Stato*) ³⁷ identifies the three components of the Italian public spending for care services (henceforth LTC – Long Term Care): healthcare expenditure for LTC; allowances for dependent people; and social welfare services provided at local level, targeting dependent older and disabled people.

According to the latest report available (2017), the total public spending for LTC amounts to EUR 29.5 billion, equal to 1.7% of GDP, 73.5% of which allocated for subjects aged over 65 (EUR 21.6 billion). In 2015, public spending for LTC reached its peak (1.9% of GDP).

Public spending for LTC can be analysed under two different perspectives: by analysing its distribution and by identifying its macro-functions.

With regard to the distribution of public spending for LTC (Tab. 4.4), 46% of the total expenditure is used for allowances to dependent people (EUR 13.7 billion) whereas 40% is allocated for healthcare (EUR 11.8 billion). The remaining 14% (EUR 4.0 billion) refers to other social welfare services, generally managed by local authorities.

As for public spending on healthcare, almost two-thirds of the total expenditure is allocated for elderly and disabled people. Public healthcare spending includes both services provided in residential care facilities (about half of the total expenditure) and in non-residential care, i.e. the aggregation of services provided in the form of semi-residential care and home care.

The healthcare component of public spending for LTC in 2017 represented 10.3% of the total healthcare expenditure.

Allowances on care services for dependent people (Law 18/1980, henceforth care allowances) are in-cash benefits provided to civilian invalids, civilian blind and deaf-mute persons exclusively depending on the psycho-physical condition of the subject. Such allowances are granted only to citizens whose total disability has been certified, and who permanently reside in Italy, regardless of their annual income and age group. For 2019 the amount spent on care allowances was estimated at EUR 517.84 euros per person.

Care allowances granted to disabled people account for almost the whole healthcare expenditure and are strongly correlated with age. Indeed, the number of beneficiaries on the resident population who belong to the same age and gender group remains substantially stable up to 65 years of age, and rapidly escalates in the subsequent age groups.

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³⁷ General Accounting Office. *Le tendenze di medio-lungo periodo del sistema pensionistico e socio-sanitario.* [Mid and Long-Term Trends of the Italian Pension, Health and Social Care Systems]. *2018.*

The last component represented by "Other LTC benefits" mainly includes in-kind benefits (i.e. services in the form of residential and semi-residential care) and to a lesser extent in-cash benefits.

Expenditure on LTC can be further analysed by identifying its macro-functions (Tab. 4.5), namely: home care and semi-residential care (at home), residential care (in institutions) and monetary benefits (in-cash allowances). Out of the total EUR 29.5 billion invested, over half (52.0%) is used for in-cash subsidies; 29.2% is allocated to beneficiaries residing in care facilities; while 18.7% is allocated for home care.

Tab 4.4. Long Term Care expenditure in Italy – components (2017)

	LTC expenditure (EUR billion)	Incidence on GDP	LTC expenditure over-65 pop. (EUR billion)	Incidence over-65 pop./TOT
Healthcare component	11.8	0.68%	7.7	64.7%
Care allowances	13.7	0.79%	10.6	77.2%
Other LTC	4.0	0.23%	3.3	82.6%
Total	29.5	1.70%	21.6	73.5%

Source: DOMINA and Fondazione Leone Moressa, elaboration on General Accounting Office data

Tab 4.5. Long Term Care expenditure in Italy - macrofunctions (2017)

	LTC expenditure (EUR billion)	% Distribution	LTC expenditure over-65 pop. (EUR billion)	% Distribution
In-Cash benefits	15.4	52.0%	11.7	54.4%
Home Care	5.5	18.7%	3.6	16.8%
Residential Care	8.6	29.2%	6.2	28.8%
Total	29.5	100.0%	21.6	100.0%

Source: DOMINA and Fondazione Leone Moressa, elaboration on General Accounting Office data

4.2 The role of households

Despite Italy devotes a significant share of its public spending to the elderly population, it has been often highlighted that care responsibilities mainly fall on families.

This happens because older people in Italy do not have very high incomes on average. The Italian Ministry of Finance provides an overview on the conditions of Italian retired people, considering only tax payers for whom old age pensions represent the main source of income: 30% receive less than EUR 10 thousand per year and 70% are below the threshold of EUR 20 thousand. Instead, very few receive more than EUR 40 thousand per year (only 4.6% of the retired population).

DOMINA already observed in previous studies³⁸ how difficult it is for pensioners to hire care and domestic workers without the support of their family network or without relying on other savings.

ISTAT data reveal that on average the elderly population is not affected by poverty,³⁹ meaning that they can afford primary goods such as food and a home. However, in Italy, older people who need assistance because of the growing difficulties linked to old age could only rely on their personal resources. In fewer cases, they are entitled to care allowances (granted in case of total disability). Based on income tax returns, is is estimated that around 14.6 million people declare to receive the old age pension. Among them, 13.6 million state that the old age pension is their main source of income.

Almost a third receive less than EUR 10 thousand per year (29.5%), whereas 38.4% receive between EUR 10 and 19 thousand per year. Instead, only 4.9% of people who benefit from the old age pension receive over EUR 40 thousand per year.

Finally, it is important to highlight also that gross income is subject to taxation, therefore the net amount received is significantly lower.

Tab 4.6. Gross income class for persons with predominantly retirement income 2018 – a.i. 2017 Reports

Income class	No. Taxpayers	Distribution
< 10 K EUR	4,013,042	29.5%
10-15 K	2,622,786	19.3%
15-20 K	2,595,976	19.1%
20-29 K	2,523,131	18.5%
29-40 K	1,201,099	8.8%
40-80 K	586,703	4.3%
> 80 K	78,447	0.6%
Total	13,621,184	100.0%

Source: DOMINA and Fondazione Leone Moressa, elaboration on the Ministry of Economy and Finance (MEF) data - Department of Finance

In order to estimate what costs are faced by families in need for extra help, this paragraph will focus on DOMINA⁴⁰ data processing. With regard to minimum wages⁴¹, we will consider the threshold fixed for personal care assistants, in particular for one specific category of workers (BS level – Personal care assistant to self-sufficient person: workers providing at-home assistance to self-sufficient – both elderly and children - including, when required, feeding activities and household services). Three cases will be presented based on different working hours. First, workers providing five hours of services per week cost slightly more than EUR 2 thousand per year. Second, families in need for more assistance (25 hours per week) should calculate over EUR 10 thousand for care and domestic services. Third, long-term care assistance provided by live-in carers (54 hours per week) costs almost EUR 15 thousand per year. The ISTAT⁴² consumption survey provides useful data to understand the financial resources of older people. The survey reveals an

³⁸ Il Sole 24 Ore. Pensionati, badante troppo cara per il 70%. [70% of Italian pensioners cannot afford a caregiver]. 29 April 2019.

³⁹ In the last Istat report on poverty, only 3.8% of individuals over-65 y.o. suffer from absolute poverty, against 12.5% of minors and 7.9% of the total population.

⁴⁰ See Chapter 2

⁴¹ Cfr. https://associazionedomina.it/retribuzioni/

⁴² Spese per consumi delle famiglie. [Household consumption costs]. 2017.

average expenditure of EUR 1,366 per month for single individuals aged 65 and over; costs related to imputed rents⁴³ should be deducted from this amount as most of the elderly live in their own houses. Accordingly, a total consumption of over EUR 11 thousand per year is estimated, mainly concerning food, clothing and utilities. This amount should be taken into account when calculating the economic capacity to hire caregivers.

To estimate how many elderly people can afford care services, DOMINA added the annual consumption expenditure to the cost of domestic workers. The total amount was thus compared with the net retirement income of almost 14 million pensioners. Based on these declared incomes and average consumption figures emerging from the ISTAT survey, it appears that pensioners in need for help are able to save very little.

Tab 4.7. Estimate of seniors who can afford care services and rely on their retirement income

Typology of Domestic Worker	Current annual cost (permanent contract – min. wage 2019)	Estimated percentage of pensioners who can afford care services and rely on their retirement income
BS level – Personal care assistant to self-sufficient people (5 h/week – non-cohabiting)	2,135.64 €	53.8%
BS level – Personal care assistant to self-sufficient people (25 h/week – non-cohabiting)	10,312.32 €	18.6%

^{*}Costs projections includes domestic workers' gross salary, thirteen-month pay, severance pay, monthly social contributions and Cas.sa Colf contributions paid by the employer, and replacement allowances for board and lodging. Minimum wage without cohabitation: BS level, EUR 6.13 per hour.

Source: DOMINA and Fondazione Leone Moressa, elaboration on ISTAT and the MEF data - Department of Finance

So far, only the domestic workforce performing care services has been considered, not housekeepers (i.e. level B). As concerns care workers employed for just few hours a week (5 hours), corresponding to an annual cost of around EUR 2,000, it is estimated that more than half of the Italian pensioners can afford care services. However, if the working time increases to 25 hour a week, related costs exceed EUR 10,000 and the percentage of seniors who can afford care services drops below 20%.

These two examples concern self-sufficient seniors, able to live their daily life independently and who need little assistance, probably because they are also supported by family members. Instead, if the beneficiary is a dependent, the need for assistance grows and consequently care costs also increase. In this case, very few elderly people are able to meet their care needs by relying only on their pensions.

DOMINA observed three scenarios of daily care without cohabitation, where care workers are employed for 40 hours per weeks, and three scenarios of live-in care, where workers are employed for 54 hours per week. Scenarios change based on the worker's profile (untrained or trained - BS/CS/DS levels), the employer's profile (self-sufficient or dependent) and the possibility of cohabitation as required in the employment contract.

Only 8% of self-sufficient pensioners can afford care services without cohabitation, 10% if the employment relationship implies cohabitation. As for dependent people, the percentage of those able to afford care services decreases to 6% in employment relationships not requiring cohabitation and to 7.9% in employment relationships with live-in care workers. These shares drop even further in case care services are addressed to dependent people and in case the worker is trained; in this context, only 4% of Italian pensioners receive a sufficiently high pension to bear the cost of care services.

Tab 4.8. Estimate of seniors who can afford care services and rely on their retirement income

⁴³ Imputed rental: non-monetary component of the consumption expenditure of households living in a dwelling owned, usufructed or used free of charge, or owning a secondary dwelling; it represents the cost they would have to bear to rent a dwelling unit with identical characteristics to the one they live in or to the secondary dwelling they own.

BS level – Assistance to self-sufficient (40 h – non-cohabiting)	16,499.76 €	7.9%
CS level – Assistance to self-sufficient – untrained (40 h – non-cohabiting)	18,169.80 €	6.1%
DS level – Assistance to self-sufficient – trained (40 h – non-cohabiting)	21,533.88 €	4.0%
BS level – Assistance to self-sufficient (54 h – live-in)	14,859.48 €	10.0%
CS level – Assistance to dependent – untrained (54 h – live-in)	16,474.68 €	7.9%
DS level – Assistance to dependent – trained (54 h – live-in)	22,092.96 €	3.9%

^{*} The costs projection includes domestic workers' gross salary, thirteen-month pay, severance pay, monthly social contributions and Cas.sa Colf contributions paid by the employer, and replacement allowance for board and lodging. Minimum wage without cohabitation: BS level, EUR 6.13 per hour - CS level, EUR 6.82 per hour - DS level, EUR 8.21 per hour. Minimum wage with cohabitation: BS level, EUR 867.55 per month - CS level, EUR 983.22 per month - DS level, EUR 1,214.56 per month + EUR 171.04.

Source: DOMINA and Fondazione Leone Moressa, elaboration on ISTAT and the MEF data - Department of Finance

However, it is clear that a more complete estimate should consider family incomes and not retirement incomes, as the economic situation of pensioners is varied: they may have other sources of income or even rely on two pensions. Against this background, it must also be considered that the majority of people aged 65 and over live alone or with another person and, as argued above, they own the house where they live. Two different types of elderly households are thus analysed: the "over-65-year-old single person" and the "couple without children and including one family carer⁴⁴ aged 65 and over". The second category corresponds to the majority of elderly households (over 80%).

It is evident that even in this case annual savings are not sufficient to cover the costs of long-term assistance, but only care services provided for few hours a week.

In conclusion, current data show that the average costs of care services are not sustainable for an average pensioner and become affordable only on an hourly aid basis. The situation improves when considering the care allowance, which injects over EUR 6,000 more in the annual income.

Tab 4.9. Net income and annual expenditure (imputed rent excluded) – average values

Household	Net income (2017)	Annual expenditure (2017)	Estimation of available savings
Over-65 single person	14,960	11,047	3,913
Couple without children, with one over-65 family carer	25,772	19,409	6,363

Source: DOMINA and Fondazione Leone Moressa, elaboration on ISTAT and MEF data - Department of Finance

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⁴⁴ PR: Persona di Riferimento.

4.3 Estimate of State savings

By analysing the relationship between the State and households with regard to family assistance, it is possible to quantify how much the State saves thanks to the involvement of families. While Chapter 2 presented data on household spending in 2018, this paragraph will consider instead data from 2017 and compare them with public spending for personal care assistance for the same year (last data available).

In recent years, in Italy, the domestic work sector developed discontinuously, despite the elderly population grew at a regular pace. In the last ten years, for example, the share of seniors (65 years old and over) increased only of two percentage points, from 20.3% to 22.6%. The increase in the number of carers (considering only those regularly registered to INPS) was instead much more abrupt. In 2008, in fact, there were 9.3 carers per 1,000 inhabitants over 65 years old. Three years later, in 2011, the number of carerers per 1,000 inhabitants escaletad to 25. Today it reaches 28.8 carers per thousand seniors.

Accordingly, data show that demographic ageing alone is not sufficient to explain the recent phenomenon of personal care assistants in Italy. There are indeed other complementary factors which affect the domestic sector and the presence of caregivers, such as: proximity (or lack of) with family members, the household's financial resources, the presence of a workforce available for the job, State support, the legislation in effect (and namely regulatory measures, knowns as "sanatorie").

Because of progressive cuts of public spending on care services, households have therefore become the main actor bearing the burden of care for dependent elderly people.

Hence, the current scenario with household spending will be compared to a hypothetical scenario excluding this component.

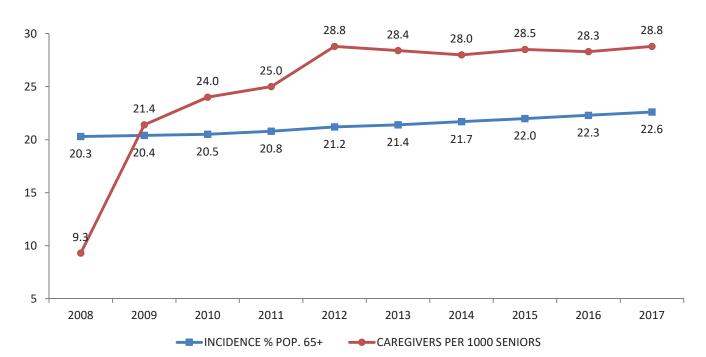


Fig 4.2. Elderly population and ageing trend (over 65 y.o.) and caregivers (2008-2017)

Source: DOMINA and Fondazione Leone Moressa, elaboration on Eurostat and INPS data

Based on INPS data, it is possible to estimate household spending for care and domestic services. As anticipated, although INPS data updated to 2018 are available, this paragraph will consider 2017 data to compare them with public spending recorded by the General Account Office for the same year. In 2017, Italian families spent around EUR 7.0 billion to remunerate 864,526 regular domestic workers (including salaries, severance pays – known as TFR – and social security contributions), equally divided between housekeepers and caregivers.

Considering ISTAT estimates on the irregular component⁴⁵ (about 58% of the total workforce), it is possible to calculate the overall

⁴⁵ ISTAT national accounts, "Attvitià di famiglie e convivenze come datori di lavoro per personal domestico, produczione di beni e servizi indifferen-

number of care and domestic workers. This figure is slightly above 940 thousand units for caregivers and slightly above 1.1 million units for housekeepers, for a total of over 2 million workers.

If the expenditure for the regular component (registered to INPS) is added to that of irregular workers (considering only salaries and clearly excluding severance pays and social security contributions), a total of EUR 14.8 billion is estimated to be spent by Italian households, equally divided between housekeepers and caregivers.

Tab 4.10. Estimate of household spending on care and domestic services (2017)

	Caregivers	Housekeepers	Total
Regular component (INPS)	393,478	469,922	864,526
Household spending for the regular component (EUR billion)	3.5	3.5	7.0
Total domestic workers (estimated)	943,592	1,126,911	2,070,503
Total family expenditure (estimated) (EUR billion)	7.4	7.4	14.8

Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS and ISTAT data

Against this background, it is interesting to compare households spending for care services (EUR 7.4 billion) with public spending for the assistance of elderly people in residential care facilities (a component that is worth 29.2% of the total expenditure for long-term care).

As previously described, according to data from the State General Accounting Office updated to 2017, State expenditure for elderly care accounted for EUR 21.6 billion (1.25% of GDP).

In a possible scenario without household spending for care services, 940,000 elderly who are currently assisted at home by their families (i.e. this figure corresponds to the total estimate of regular and undeclared care and domestic workers, assuming a 1:1 ratio between assistant and assisted) would be hospitalised in residential care facilities (hospitals and nursing homes). It is clear that in this case public spending would be much higher than current household spending, given that households bear supplementary fixed costs that are excluded from calculations, first of all housing. On the contrary, if the State was to provide for the care of 940,000 elderly, it would need additional facilities, staff, and resources.

According to a 2015 Report produced by the *Network Non Autosufficienza* (i.e. Dependency Network) and promoted by the Cenci Gallingani Foundation, the cost of care services increases in the transition from home care to residential care. The report, in particular, refers to a British study (*Dementia* 2012, published by the UK Alzheimer's Society, Lakey et al., 2012), which reveals that the cost of home care borne by public welfare for each senior with dementia amounts to EUR 17,300 a year (in case of mild pathology at its initial stage). Costs increase to EUR 24,200 and 34,000 respectively for the intermediate and terminal stages. If the patient is forced to move to a residential facility, care costs escalate to EUR 37,200 a year. The economic burden generated by the transition from home care to the residential care system is also confirmed for other categories of dependent people (Chappell et al., 2004; Genworth, 2012). It therefore emphasises the need to strengthen the network of local services - traditionally not very widespread in Italy compared to other Northern European countries - to allow patients to remain home as long as possible.

According to the Report "I presidi residenziali socio-assistenziali e socio-sanitari" [Residential care facilities] published by ISTAT in May 2018 (data updated to 2015), there are about 288 thousand seniors hospitalised in residential facilities. Given that public spending for residential care amounts to EUR 6.2 billion (residential long-term care for seniors aged 65 and over), an average per capita expenditure of EUR 22 thousand per elderly person is estimated (assuming a permanent stay of the elderly in the facility). Clearly, this is only part of the total expenditure, to which the household would once again contribute.

Assuming a 1:1 ratio between caregivers and elderly people assisted at home, it is possible to calculate the hypothetical public expenditure generated by the 940,000 seniors currently assisted by carers. In this scenario, the State should invest EUR 20.3 billion. This amount should be added to the EUR 7.6 billion euros currently spent on the healthcare component of LTC and to the EUR 3.3 billion spent on other services (generally those managed at the local level). The overall expenditure would thus reach EUR 31.3 billion.

ziati per uso" [Activities of households and cohabitations as employers of domestic staff; undifferentiated goods and services-producing activities of households for own use], year 2015. The estimate of irregular workers is calculated by applying the same coefficient of irregularity to housekeepers and caregivers (58.3%).

This figure is EUR 9.7 billion higher than what the State currently spends on long-term care for seniors aged 65 and over. In other words, without the EUR 7.4 billion spent by families for care services, the State should invest almost 10 billion more compared to current public spending for care.

Tab 4.11. Estimate of State savings (data in EUR billion, 2017)

	CURRENT SCENARIO WITH HOUSEHOLD SPENDING	CASE SCENARIO WITHOUT HOUSEHOLD SPENDING
Household spending for long-term care (Regular and irregular caregivers)	7.4	0
Public spending	21.6	31.3
healthcare component care allowance other LTC expenditure for 940,000 more seniors	7.7 10.6 3.3	7.7 0* 3.3 20.3
Variation (State savings)	9.7	

^{*} The care allowance, although not linked to the need for family assistance, has been preventively set at zero as it is impossible to estimate the precise number of persons concerned.

Source: DOMINA and Fondazione Leone Moressa, elaboration on General Accounting Office, ISTAT, and INPS data

Fig 4.3. Estimate of State savings (2017)

PUBLIC SPENDING

EUR 21.6 B

LONG-TERM CARE

OVER 65 Y.O.

(1.25% GDP)

PUBLIC SPENDING
EUR 31.3 B

+940 K SENIORS
IN RESIDENTIAL CARE
(1.81% GDP)

EUR 9.7 B STATE SAVING 0.56% of GDP 2017

Elaborations of DOMINA and Fondazione Leone Moressa on RGS, ISTAT, and INPS data

Finally, as previously mentioned, it is useful to recall the indirect benefits that family domestic employment brings to Italy. These are empirical analysis, supported by data elaborated so far and by the experience of millions of families.

The management of domestic work by households not only saves the State the cost of running care facilities (almost EUR 10 billion a year), but also brings many other positive effects.

Firstly, it allows Italian women to enter - and remain - in the labour market. The reconciliation between private and work responsibilities, an issue that the public welfare system is unable to settle, is in fact solved from below, thanks to the matching of supply and demand managed directly by families. As a consequence of the recent economic and employment crisis, the current trend shows a growing participation of women in the labour market, along with the development of domestic and care work. These two variables mutually reinforce one another, generating a self-sustaining virtuous circle: a greater share of working women requires more domestic and care services and, vice versa, the availability of such services fosters women's access into the labour market.

Besides housekeepers and caregivers, the category of care and domestic workers also includes baby sitters, who are responsible for childcare and whose role is increasingly important. The spread of this professional figure has indeed contributed to increase the level of female employment, by ensuring an essential service for working women.

However, if on the one hand the private management of family welfare guarantees adequate quality standards for care and domestic services, this cannot - and must not - lead the State to withdraw from its responsibility to manage the health and care system; on the contrary, it should rather represent a contribution to be valued and rewarded also from a fiscal point of view.

According to the Bank of Italy's estimates, if women employment rate grew from the current 47% to 60%, the GDP would increase by 7%.⁴⁶ A second effect, still very important, would be the increase in fertility and birth rates, which would contribute in the long run to foster growth and increase the sustainability of a country with one of the highest share of seniors in the world. Furthermore, female labour generates real multipliers which increase consumptions, services, investments, and innovations, thus contributing to the development of the whole economic system.

The commitment of households also helps reduce hospitalisations and residential care for the elderly, promoting instead care at home. In Italy, more than in Northern European countries, home is sacred. In addition to reducing public spending, being assisted at home makes the same interventions more effective and alleviates suffering. Although "deinstitutionalisation" strategies are still slow to prevail (small cohabitation units, assisted housing and services, integrated multi-service centres, etc.), the Ministry of Health and many Regions are working in an integrated home care perspective.

Finally, it is also necessary to recognise the social and economic contributions provided by families to the whole community, since they employ more than two million domestic workers, corresponding to over 10% of the total employed workforce in Italy. Furthermore, given the high percentage of foreigners in the sector, families also become the first actors for the reception and integration of migrants.

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⁴⁶ Le donne e l'economia italiana. [Women and the Italian economy], Magda Bianco, Francesca Lotti e Roberta Zizza. Bank of Italy. 2013.

4.4 The contribution of domestic work to the Italian GDP

As it was highlighted in the previous paragraphs, the State saves almost EUR 10 billion euros thanks to the commitment of households and the private management of domestic employment relationships. However, this is not the only positive economic outcome generated by domestic work.

The level of economic activity of a country is measured by its GDP, that is the value of goods and services produced in a country in a year, net of goods and services consumed to produce them. GDP is influenced by the rate of employment, and this correlation has been analysed by many scholars: in 1962, the American economist Arthur Melvin Okun correlated the rate of economic growth with variations in the unemployment rate in the USA. Melvin Okun observed that when the GDP grows significantly, unemployment decreases; when it grows little, unemployment increases. As a matter of fact, in the USA, the GDP and unemployment follow inversely proportional trends. In Italy, GDP and unemployment trends are not as specular as in the US, due to labour market rigidity. There is however a correlation between product and employment. Accordingly, both the 859 thousand regular domestic workers and the over one million undeclared workers produce an impact on the Italian economy that will be analysed in this section.

To estimate this economic impact, it is necessary to quantify the economic value produced by each domestic worker employed on a continuous and full-time basis. In order to quantify this value, we should identify a source that provides a broader analysis of domestic work compared to INPS data. Indeed, as repeatedly highlighted in this Observatory, there are many forms of "non-formal" labour due to the type and modes of work in the domestic sector, and informal labour not taken into account by INPS data.

We therefore observed data provided by the national accounts of the Italian National Institute of Statistics (ISTAT), and processed from the "Sample Survey on Labour Force", which is carried out annually by ISTAT (ISTAT RCFL) and integrated with administrative sources. In general, national accounts also include data on undeclared employment, i.e. on the whole employed workforce: workers employed in production units spread across the economic territory of a country (therefore such data consider the location of the production unit rather than the residence of the worker).

Information collected across the population is the basis for official estimates on employement and unemployement, along with data on the main aggregates of the job offer– professional category, sector of economic activity, number of hours worked, type and duration of the contracts, training.

The domestic workforce also includes workers who are temporarily inactive but who maintain a formal connection with their job position, for example in the form of a guarantee to resume work or an agreement on the date of work resumption (for example, workers in unemployment).

Regarding the ATECO "T" professional category, it covers activities of households and cohabitations as employers of domestic staff; undifferentiated goods and services-producing activities of households for own use. This category includes two groups of workers:

- >> T 97. Activities of households and cohabitations as employers of domestic staff:
- Activities of households and cohabitations (including apartment buildings) as employers of domestic staff such as domestic workers, cooks, waiters, cloackroom attendands, butlers, laundresses, gardeners, porters, stable grooms, drivers, watchpersons, housekeepers, babysitters, caregivers, tutors, secretaries, etc.

Category ATECO T47 excludes:

- meal preparation services, gardening and other services provided by independent suppliers (companies or individuals), cf. categories excluded based on the type of service provided;
- activity of building superintendents.

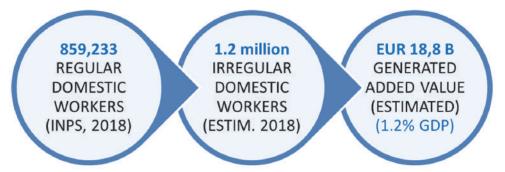
>> T 98. Undifferentiated goods and services-producing activities of households for own use. This category includes all activities of families and cohabitations aimed at the of production of subsistence goods and services.

In order to calculate the added value⁴⁷ produced by each worker, this work refers to data on the ATECO T category (last available figure at territorial level: 2016). The added value generated by workers classified under this category is therefore divided by the number of domestic work units at regional level, in order to provide an accurate estimate. The work units uniformly measure the volume of work performed by all those who, regardless of their residence, contribute to the production activities carried out on the

⁴⁷ The Added Value is the difference between the price of the finished product/service and the costs of production; it allows to measure the growth of the economic system in terms of new goods and services available for final uses.

economic territory of a country. The work units represent all job positions (main or secondary) held by the employed workforce, converted into full-time equivalent units.⁴⁸

Fig 4.4. Estimate of GDP generated by DOMESTIC WORK (data in billion EUR)



Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS and ISTAT data

It is thus possible to calculate the added value generated by every full-time domestic worker. The added value is applied both to the average number of regular workers (INPS 2018 figures), and to the estimated number of irregular workers (based on the irregularity rate of the domestic sector).

Accordingly, it is estimated that the over 2 million domestic workers produce overall EUR 18.8 billion of added value (GDP of domestic work), of which EUR 7.5 billion are generated by regular workers, while the remaining EUR 11.3 billion are produced by the irregular component.

Tab 4.12. Estimate of GDP generated by DOMESTIC WORK (data in billion EUR) per region

Region	Estimated GDP of domestic work	Distrib. %	GDP of domestic work on regional GDP
Piedmont	1.65	8.8%	1.4%
Aosta Valley	0.05	0.2%	1.2%
Liguria	0.67	3.5%	1.5%
Lombardy	3.82	20.3%	1.2%
Trentino-South Tyrol	0.32	1.7%	0.9%
Veneto	1.55	8.2%	1.1%
Friuli-Venezia Giulia	0.45	2.4%	1.3%
Emilia-Romagna	1.95	10.3%	1.4%
Tuscany	1.76	9.4%	1.7%
Umbria	0.39	2.1%	2.0%
Marche	0.55	2.9%	1.5%
Latium	2.48	13.2%	1.5%
Abruzzo	0.23	1.2%	0.8%
Molise	0.03	0.2%	0.6%
Campania	0.91	4.8%	1.0%
Apulia	0.43	2.3%	0.7%
Basilicata	0.05	0.3%	0.5%
Calabria	0.21	1.1%	0.7%
Sicily	0.55	2.9%	0.7%
Sardinia	0.80	4.2%	2.6%
Italy	18.83	100.0%	1.2%

Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS and ISTAT data

At local level, three regions produce 44% of the GDP generated by domestic work: Lombardy, Latium, and Emilia Romagna. In particulare 420% petathic GDP de nemerated by domestic work: Lombardy, Latium, and Emilia Romagna. In particulare 420% petathic GDP de nemerated by domestic work: Lombardy, Latium, and Emilia Romagna. In particulare 420% petathic GDP de nemerated by domestic work: Lombardy, Latium, and Emilia Romagna. In particulare 420% petathic GDP de nemerated by domestic work: Lombardy, Latium, and Emilia Romagna. In particulare 420% petathic GDP de nemerated by domestic work: Lombardy, Latium, and Emilia Romagna. In particulare 420% petathic GDP de nemerated by domestic work: Lombardy, Latium, and Emilia Romagna. In particulare 420% petathic GDP de nemerated by domestic work: Lombardy, Latium, and Emilia Romagna. In particulare 420% petathic GDP de nemerated by domestic work: Lombardy, Latium, and Emilia Romagna. In particulare 420% petathic GDP de nemerated by domestic work: Lombardy petathic GDP de nemerated by do

in this region. The almost EUR 19 billion generated by domestic work represent 1.2% of the total added value produced in Italy, although in some regions this ratio is higher. In Sardinia, care and domestic workers produce 2.6% of the regional GDP, 2% in Umbria. In Sardinia, municipalities invest 45% of their public spending on welfare and social services⁴⁹ adressed to people with disabilities, against an average of 25.5% at national level. As for per capita investments⁵⁰, Sardinia annually allocates EUR 8,846 for disabled people and EUR 164 for the elderly, compared to the national average of respectively EUR 2,854 for the disabled and EUR 92 for the elderly. In Sardinia, higher funding could foster greater levels of employment in the domestic sector, and could thus produce a greater added value.

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⁴⁹ La spesa dei comuni per i servizi sociali [The Expenditure of Municipalities for Social Services]. ISTAT. 2016 data, published in January 2019.

⁵⁰ Per capita values are the ratio between the expenditure and the reference population for each user group. The reference population for the disabled group, calculated on the last available annual figures, includes people with disabilities under the age of 65 and is obtained from the projections on the number of disabled people living with their families (as shown in the *Multiscopo* survey "*Condizioni di salute e ricorso ai servizi sanitari*" - [Health conditions and use of health services]) and on the number of disabled people hospitalised in residential care facilities (as shown in the Survey "*Rilevazione sui presidi residenziali socio-assistenziali*" – [Survey on residential care facilities]).

4.5 The fiscal impact of domestic work: households' recommendations

Domestic work contributes to the public budget balance through a significant amount of fiscal contributions. It is therefore important to quantify the domestic sector's contribution in fiscal terms.

In 2018, there were 859 thousand regular domestic workers and, as previously highlighted, social security contributions paid by households as domestic employers amounted to EUR 976 million.

Further fiscal contributions include the income tax (i.e. *Imposta sul reddito delle persone fisiche – Irpef*) and the local surcharge tax, calculated on the income class declared to the National Institute for Social Security. These additional fiscal contributions amounted to EUR 462 million.

It should be noted, however, that employees whose incomes do not exceed EUR 8,000 are exempt from filing their tax return (form 730 or Income form), and consequently do not pay neither the income tax nor local surcharges. According to the National Institute of Social Security (INPS), 62% of domestic workers fall into this category. This explains why the final revenue of this professional category is rather modest.

In addition to these fiscal contributions, the "missing" taxation of irregular workers (1.2 million units) should also be considered. Such fiscal contributions are calculated based on the assumption that the income of irregular workers is distributed similarly to that of regular workers. In this case, it is possible to estimate an additional EUR 1.4 billion of missing social security contributions and EUR 645 million of income tax and local surcharge tax, for a total State revenue of about EUR 2 billion

Tab 4.13. Revenues of regular domestic workers and estimate of "potential" revenues of irregular workers

REGULAR DOMESTIC WORK	Social security contributions	Income tax and Local surcharges	TOTAL TAX REVENUE
859 K	EUR 976 M	EIR 462 M	EUR 1.4 B
IRREGULAR DOMESTIC WORK	Social security contributions	Income tax and Local surcharges	POTENTIAL TAX REVENUE
1.2 M	EUR 1.4 B	EUR 645 M	EUR 2.0 B

Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS and MEF data - Department of Finance

The main reason why families prefer "informal" work is the cost of formal employment and taxation. However, increasing the number of regular employment relationship is essential to allow the recovery of evaded taxes and to offer adequate assistance to households. At present, domestic employers can only count on two types of aid: tax credits⁵¹ and tax deduction⁵². Only dependent people are eligible for tax credits: a 19% deduction is applied on the price paid for the care of dependent older people, for incomes below EUR 40,000 and on amounts not exceeding EUR 2,100. Provided that the total cost of care services varies from EUR 15,000 to EUR 22,000 – based on the caregiver's professional category – the maximum deduction allowed is EUR 399.

Furthermore, domestic employers are allowed to deduct the amount of social security contributions paid to domestic workers or carers, up to a maximum of EUR 1,549.37. For workers whose taxable income is EUR 25 thousand approximatelly, and based on the worker's professional category, domestic employers can obtain a maximum deduction on the income tax of approximatelly EUR 450 euros. The table below shows tax credits and deductions currently in force.

136

⁵¹ Presidential Decree of 22/12/1986 no.917 Article 15. *Detrazione per Oneri* [Deduction of Charges].

⁵² Presidential Decree of 22/12/1986 no.917 Article 10. *Oneri deducibili* [Deductible Charges].

Tab 4.14. Tax savings based on tax credits and deductions for families domestic employers according to the current legislation

	WORKER COST	2	X SAVINGS TAX DEDUCTION coss income 25 K
A - General domestic collaborator – initial training (5 hours)	EUR 1,678.68	Not provided	EUR 80
B – General multi-task domestic collaborator (5 hours)	EUR 2,029.68	Not provided	EUR 80
C - Cook, responsible for meal preparation (5 hours)	EUR 2,238.68	Not provided	EUR 80
D - Family assets administrator (5 hours)	EUR 2,701.08	Not provided	EUR 92
AS - Personal care assistant – accompaniment services (54 hours – live-in worker)	EUR 13,244.40	Not provided	EUR 453
BS - Personal care assistant to self-sufficient people – untrained (54 hours – live-in worker)	EUR 14,859.48	Not provided	EUR 453
CS - Personal care assistant to dependent people – untrained (54 hours - live-in worker)	EUR 16,474.68	EUR 399	EUR 453
DS Personal care assistant to dependent people – trained (54 hours – live-in worker)	EUR 22,092.96	EUR 399	EUR 453

^{*} Costs projections includes domestic workers' gross salary, thirteen-month pay, severance pay, monthly social contributions and Cas.sa Colf contributions paid by the employer, and replacement allowances for board and lodging.

Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS and MEF data - Department of Finance

Therefore, even in the case of dependency, the maximum tax relief remains below EUR 1,000, compared with an average annual expenditure of about EUR 20 thousand. Accordingly, the State faces a budgetary loss of EUR 2 billion, corresponding to the potential fiscal contributions that would be paid if all care and domestic workers were regularly hired.

With regard to the great scourge of illegal work, grey jobs and tax evasion that affects the domestic sector, DOMINA advances some proposals that could favour the regularisation of domestic workers, the increase in tax revenues by the State, direct savings on the part of families domestic employers, as well as the integration of undocumented migrant workers employed by Italian households.

FIRST RECOMMENDATION. New tax incentives for households with income below EUR 40.000:

- Tax deduction of 15% on domestic workers' salaries and deduction of the entire amount of social security contributions;
- Tax deduction of 30% of the personal care assistants' salaries and deduction of the entire amount of social security contributions.

Social security contributions represent the main obstacle to the regularisation of undeclared workers, since the State does not sufficiently recognises costs incurred by households as domestic employers. To further promote the regularisation of domestic employment relationships, it is necessary to implement policies that reduce the tax burden on families, by reducing the gap between the cost of a regular worker and that of an irregular worker.

^{**} This estimate refers to households employers of care and domestic workers: whose main income recipients are domestic workers with taxable incomes of EUR 25,000, with no dependent family members, who pay an additional income tax of 0.64% and local surcharges of 1.59% (average rates recorded in 2017 tax returns - last year available).

Tab 4.15. Estimate of tax savings of domestic employers for the employment of domestic workers, based on DOMINA recommendation

	Domestic Worker Cost	TAX SAVINGS THANKS TO THE RECOMMENDED DEDUCTION*	ADDITIONAL FAMILY SAVINGS COMPARED TO THE CURRENT SITUATION **
A - General domestic collaborator – initial training (5 hours)	1,678.68 €	138 €	+ 57 €
B – General multi-task domestic collaborator (5 hours)	2,029.68 €	153 €	+ 73 €
C - Cook, responsible for meal preparation (5 hours)	2,238.68 €	162 €	+ 82 €
D - Family assets administrator (5 hours)	2,701.08 €	192 €	+ 100 €

^{*} Costs projections includes domestic workers' gross salary, thirteen-month pay, severance pay, monthly social contributions and Cas.sa Colf contributions paid by the employer, and replacement allowances for board and lodging.

Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS and MEF data - Department of Finance

The transition from undeclared work to regular employment contracts involves an increase of the monthly costs borne by house-holds. Accordingly, the suggested fiscal measures would incentivise the regularisation of black and grey labour, which is also a scourge in the domestic sector. These "discounts" on the final cost of domestic work would thus create a significant, additional tax revenue for the State. DOMINA's recommendation allows households employers to save between EUR 138 and 192 a year for domestic services, by reducing social security contributions by at least 50%.⁵³

As for care services, family savings would be even higher, since the cost of social security contributions would be reduced by around 70-80%, and would be instead completely eliminated for the employment of trained personal care assistants for dependent people.⁵⁴

Tab 4.16. Estimate of tax savings of domestic employers for the employment of personal care assistants, based on DOMINA recommendation

	Care Worker Cost	TAX SAVINGS THANKS TO THE RECOMMENDED DEDUCTION*	ADDITIONAL FAMILY SAVINGS COMPARED TO THE CURRENT SITUATION **
AS - Personal care assistant – accompaniment services (54 hours – live-in worker)	13,244.40 €	1,543 €	+ 1,090 €
BS - Personal care assistant to self-sufficient people – untrained (54 hours – live-in worker)	14,859.48 €	1,685 €	+ 1,232 €
CS - Personal care assistant to dependent people – untrained (54 hours - live-in worker)	16,474.68 €	1,826 €	+ 974⁵⁵ €
DS Personal care assistant to dependent people – trained (54 hours – live-in worker)	22,092.96 €	2,319 €	+ 1,467⁵6 €

^{*} Costs projections includes domestic workers' gross salary, thirteen-month pay, severance pay, monthly social contributions and Cas.sa Colf contributions paid by the employer, and replacement allowances for board and lodging.

Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS and MEF data - Department of Finance

^{**} This estimate refers to households employers of care and domestic workers: whose main income recipients are domestic workers with taxable incomes of EUR 25,000, with no dependent family members, who pay an additional income tax of 0.64% and local surcharges of 1.59% (average rates recorded in 2017 tax returns - last year available).

^{**} This estimate refers to households employers of care and domestic workers: whose main income recipients are domestic workers with taxable incomes of EUR 25,000, with no dependent family members, who pay an additional income tax of 0.64% and local surcharges of 1.59% (average rates recorded in 2017 tax returns - last year available).

⁵³ This estimate refers to households employers of care and domestic workers: whose main income recipients are domestic workers with taxable incomes of EUR 25,000, with no dependent family members, who pay an additional income tax of 0.64% and local surcharges of 1.59% (average rates recorded in 2017 tax returns - last year available).

⁵⁴ Ibid

⁵⁵ Dependent people are currently entitled also to tax credits (amounting to EUR 399), therefore their savings are lower compared to those of the previous category.

⁵⁶ Ibid.

These fiscal incentives foster the regularisation of care and domestic workers, particularly when the recipient is a dependent. These measures would indeed reduce the burden of informal family care and recognise the difficulty of managing dependency privately. At the same time they allow recipients to be cared for ar home and close to their family members, in the framework of a regular employment contract.

Although this benefits are difficult to measure in precise economic and predictive terms, it is however evident that such incentives will contribute to foster regular domestic wmployment, allowing the State to increase tax revenues. Furthermore, it should also be remembered that tax revenues are lowered by tax losses, and this generates a vicious circle: in order to compensate for the lack of tax revenue, the State must raise taxes so that it can continue to guarantee services to citizens, and this increase in taxes pushes citizens into the informal economy.

Therefore, in order to break this vicious circle, the recommendations above propose to use fiscal incentives to foster the transition from undeclared to regular employment. This would make both workers and households employers less vulnerable and would allow the State to recover approximatelly EUR 2 billion (estimated) in additional tax revenues.

Workers with a regular employment contract are better protected since all their labour rights are fully respected (as regards working hours, sick leaves, holidays, social security contributions and severance pays). On the other hand, households who decide to hire domestic workers through a regular employment contract abandon the informal economy, thus avoiding both penalties and possible disputes with the worker.

Moreover, demographic forecasts reveal that in 2055 the over-75 population will reach 12 million individuals and the demand for care and domestic services will increase significantly. Therefore, it is essential to reguarise all care and domestic workers through adequate fiscal instruments, both to acquire the whole tax revenue generated by the domestic sector, and to protect households and domestic workers.

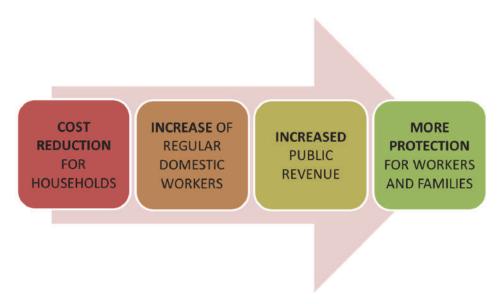


Fig 4.5. Effects of DOMINA's recommendations

Source: DOMINA and Fondazione Leone Moressa

SECOND RECOMMENDATION. Allow families to regularise non-EU workers without a residence permit or without a residence permit for work purposes, through a temporary residence permit for domestic work purposes.

It has been repeteadly highlighted that the domestic work sector has the highest incidence of foreign workers (7 out of 10) and of workers without a regular employement contract (6 out of 10). These two parameters are deeply correlated: indeed, it is not certain whether all the estimated foreign domestic workers in Italy have a regular residence permit. This is one of the pitfalls that households face when regularising the domestic employment relationship.

The shortage of regular care and domestic workers and informal recruitment methods in the domestic sector often force households to rely on workers without a residence permit, despite the risks that this entails. The problem is not only related to "irregular" stays, since many workers legally enter the national territoy (for example with a three-month tourist visa). However, these workers often remain in Italy after the expiration of their permit and alternate different jobs.

Generally, these workers enter the labour market irregularly and are later regularised through specific measures known as "sanatorie". The last regularisation measure dates back to 2012, however in the last seven years the irregularity rate has continued to increase. Furthermore, despite their immediate benefit on workers, employers, and the State, these measures do not represent a lasting and sustainable solution as they are ex-post interventions aimed at correcting breaches of the current legislation.

Other measures have been introduced over the years, some of which were rapidly waived without thotoughly assessing their results. For instance, the introduction of sponsorhip measures has been periodically discussed in the framework of migration policies. These measures were firstly introduced by the Turco-Napolitano law of 1998, and later repealed by the Bossi-Fini law of 2002. Under this institution, employers could rely on qualified guarantors. However, over time it was observed that the sponsorship measures overburdened households with excessive social and economic responsibilities.

Non-EU workers can regularly enter Italy under the mechanism established by the current legislation on migration, namely the Decree on migration flows (i.e. *Decreto Flussi*). However, in recent years the inflow of migrants has been greatly reduced and, in any case, there are no specific visas for care and domestic workers. The last Decree on migration flows (2019) allows the entry of maximum 30,850 non-EU workers (about a tenth compared to the numbers of ten years ago), 60% of whom should be seasonal workers. On the other hand, current demographic dynamics and the structure of the labour market in Italy make labour immigration necessary. This is proved by the increase of the irregularity rate in sectors with a strong incidence of foreign workers, precisely in conjunction with the shutdown of legal migration channels. This argument is also is supported by the annual INPS report (2018),⁵⁷ which highlights that "given the current unrealistic legislation on migration, the demand is met by irregular migrants". Care work performed by irregular workers – undocumented and without a regular employment contract – neither offers adequate and professional services to recipients and their families, nor ensures dignifying working conditions to the worker.

Given the current demographic and social trends in Italy, an increase in care and assistance jobs will be inevitable in the coming years. This demand will generally be met by low-qualified workers. In this context, introducing a specific temporary residence permit for domestic work purposes is fundamental to promote the regularisation of the care and domestic workforce.

THIRD RECOMMENDATION. Share information regarding the remuneration of care and domestic workers, as indicated in the employment declaration submitted to the National Institute for Social Security (INPS) and to the Revenue Agency, which considers it as an indicator for taxation.

Unlike other employers, households are not tax substitutes: the worker must therefore communicate to the Revenue Agency the total income received in the year preceding the declaration, by filling the Form 730 and the Income form (i.e. *Modello Redditi Persone Fisiche*).

Unfortunately, there are still many care and domestic workers who – whether maliciously or due to lack of knowledge – do not declare their income, as it was also underlined in the last report of the Italian Ministry of Economy and Finance on the non-observed economy.⁵⁸

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⁵⁷ INPS Report, 2018.

⁵⁸ Relazione sull'economia non osservata e sull'evasione fiscale e contributiva anno 2019. [Report on the non-observed economy and on tax evasion, year 2019] (art. 10 (ii) paragraph 3, Law no. 196 of 31 December 2009).

This report reveals that, although domestic workers are often classified as self-employed (having regard to the possibility for the worker to choose how many hours to work and the *ex post* payment of taxes), they are instead employees who must present the tax return and pay the income tax if their total income exceeds EUR 8,150. Accordingly, many people try not to exceed this amount so they are not subject to taxation.

The analysis of care and domestic workers' incomes shows anomalies around incomes of EUR 8,000: "the distribution is homogeneous up to an income of about EUR 5,500; then records a peak around the threshold of EUR 8,000 (as predicted by the theory) and returns more homogeneous from EUR 13,000 onward". Basically, all individuals earning between EUR 8,000 and EUR 15,700 have an incentive to move their incomes below the EUR 8,000 threshold.

In order to counter tax evasion, it would be useful to consider the multi-effective nature of the employment declaration submitted to the National Institute for Social Security: when hiring a domestic worker, the Institute could transmit the economic details on retribution required in the application to the Revenue Agency, and attach the fiscal code of the domestic worker. Accordingly, a cross-comparison of the two databases would allow to identify any anomalies, ensuring direct control to the Revenue Agency.

Furthermore, an additional control by the Revenue Agency would take place in case of tax policies favourable for the domestic employer. In order to obtain a tax deduction on the cost of domestic work, the employer should indeed declare the amount indicated as remuneration in the document replacing the income form, that should be provided to the worker in accordance with the National Collective Agreement.

The regularisation of undeclared workers and the intensification of controls, combined with the implementation of policies targeted on the needs of families, are some of the challenges to be faced in a sector whose role will become increasingly important in Italy. Why should the State waive a possible increase in tax and social security contributions?

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⁵⁹ Ibidem.

4.6 The impact of domestic work in countries of origin

Finally, the strong presence of foreign domestic workers has an impact not only on the Italian economy but also in countries of origin. As previously analysed, the foreign component represents a considerable share of the almost 900 thousand regular domestic workers in Italy. In particular, at the end of 2018, Italian workers represented 24.6% of the total workforce, while foreigner were the vast majority: 75.4%.

In recent years the Italian domestic sector has grown significantly, also following the increase in the number of workers (especially women from Eastern Europe) available to perform care and domestic services. Although it is not easy to determine whether this growth was driven more by demand (the growing needs of Italian families, linked to social, demographic and economic factors) or by supply (the growing presence of women available to work in the sector), it is instead unquestionable that foreign workers strongly contributed to the growth of the sector.

As repeatedly argued in this report, the foreign workforce component has provided - and continues to provide - a great contribution to the Italian society and to private households.

Furthermore, it is also evident that the domestic workforce activity (about 2 million workers in Italy, including illegal immigrants) has an impact not on the Italian economy but also in countries of origin. This subject is analysed in detail in DOMINA Dossier n. 11,60 published in June 2019.

The Dossier aimed to highlight the main positive and negative elements related to the growth of domestic work in Italy, from the point of view of the countries of origin of foreign workers.

FOREIGNERS 75.4% ITALIANS 24.6%

Fig 4.6. Composition of the domestic workforce by country of origin (2018)

Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS data $\label{eq:control} % \begin{subarray}{ll} \end{subarray} \begin{su$

With reference to the study mentioned above, the following paragraph will focus on the largest national groups in Italy as for the number of domestic workers. Four cases will thus be analysed: Romania, Ukraine, the Philippines, and Moldova.

Romania is the largest foreign community in Italy, representing almost a quarter of the total foreign population (23.0%). 57.5% of Romanians in Italy are women, while 30% of the population is employed in the personal and household services sector, where domestic chores are among the most frequently performed activities.

Romanian nationals living in their home country account for 19.58 million individuals. In the period 2005-2018, the national population decreased by -8.6%. Furthermore, for the period 2005-2015, the net migration rate - i.e. the difference between the number of immigrants (people coming into an area) and the number of emigrants (people leaving an area) - was also negative (- one million units approximatelly). Instead, the Romanian economy is growing: in 2016, the GDP increased by + 4.8%.

Ukraine represents the fifth largest community in Italy, with almost 240 thousand individuals. In this case, the female component represents the vast majority (77.6%), showing that migration for domestic work purposes (especially among caregivers) plays a significant role. In fact, 62% of Ukrainians in Italy work in the personal and household services sector.

⁶⁰ DOMINA, Dossier 11. L'impatto socio-economico del lavoro domestico nei paesi d'origine. [The socio-economic impact of domestic work in countries of origin]. 2019.

Ukraine has overall 44.01 million inhabitants. Like Romania, this figure has dropped in the period 2005-2018 (-6.1%). The net migration rate (2005-2015) is instead slightly in surplus (+ 70 thousand units). In 2016, the GDP recorded an increase of + 2.3%. Philippinos represent the sixth largest migrant community in Italy, counting over 168 thousand individuals. Also in this case, workers in the personal and household services sector are the vast majority (62%).

The total Philippino population is composed by 106.51 million inhabitants, and has grown significantly from 2005 to 2018 (+ 23.5%), despite a negative migration rate of over 2 million people. In this case, it is clear that the high birth rate compensates for outgoing migration flows. Like Romania and Ukraine, the 2016 GDP increased by + 6.9%.

Finally, Moldova is the ninth largest community in Italy. Of the 130 thousand Moldavians living in Italy, 48% are employed in personal and household services. The population in Moldova only counts 4.04 million inhabitants. From 2005 to 2018, the population decreased (-2.9%), also influenced by the negative net migration rate (-57 million units). Moldova also scored positive results as for its GDP in 2016 (+ 4.3%).

ROMANIA 19.58 M TOTAL POPULATION (2018) -1.1 M NET MIGRATION RATE (2005-2015) +4.8% GDP GROWTH (2015-2016) **RESIDENTS IN** 57.5% **30%** EMPLOYED ITALY (2019) IN PHS SERVICES WOMEN 1,206,938 UKRAINE 44.01 M TOTAL POPULATION (2018) +70 K NET MIGRATION RATE (2005-2015) +2.3% GDP GROWTH (2015-2016) **RESIDENTS IN** 77.6% **62%** EMPLOYED ITALY (2019) IN PHS SERVICES WOMEN 239,424 **PHILIPPINES** 106.51 M TOTAL POPULATION (2018) -2.2 M NET MIGRATION RATE (2005-2015) +6.9% GDP GROWTH (2015-2016) **RESIDENTS IN** 56.7% **63%** EMPLOYED ITALY (2019) IN PHS SERVICES WOMEN 168,292 MOLDOVA 4.04 M TOTAL POPULATION (2018) -57 K NET MIGRATION RATE (2005-2015) +4.3% GDP GROWTH (2015-2016) RESIDENTS IN 66.2% **48%** EMPLOYED ITALY (2019)

Fig 4.7. Overview: presence of foreign domestic workers in Italy by nationality

Sources: DOMINA and Fondazione Leone Moressa, elaboration on INPS, ISTAT, and United Nations data

WOMEN

128,979

IN PHS SERVICES

Main opportunities for countries of origin

On the other hand, labour emigration for domestic work purposes also has a positive impact on countries of origin, both on individual households and at community level. The most significant and tangible outcome are remittances, i.e. the flows of money that migrant workers (in this case domestic workers) send to their families back to their countries of origin.

Remittances are overall a complex phenomenon. On the one hand, they contribute to meeting the primary needs of households back to the worker's country of origin (e.g. healthcare, education). On the other hand, however, remettances can lead to a certain level of dependency and therefore determine the loss of autonomy of beneficiary families.

Over the past year, a total amount of EUR 6.2 billion euros was sent from Italy to foreign countries, 25% of which to the four countries analysed above (Romania, Ukraine, the Philippines and Moldova). In this context, it is possible to estimate the volume of remittances attributable to domestic workers only, by applying the proportion of care and domestic workers to the total number of workers for each national group.

Accordingly, it is estimated that foreign domestic workers send abroad a total volume of EUR 1.4 billion in the form of remittances, EUR 579 million of which go to the four countries above. The first country of destination is the Philippines (EUR 255 million), followed by Romania (EUR 184 million), and Ukraine (EUR 99 million).

Tab 4.17. Estimate of remittances sent by domestic workers (main countries)

Countries	Remittances 2018 (EUR million)	Variation % 2017/18	Estimated remittances of domestic workers
Romania (2^)	718.23	+0.3%	184.00
Ukraine (11^)	172.82	+11.2%	99.00
Philippines (3^)	451.13	+37.0%	255.00
Moldova (15^)	109.45	+26.2%	41.00
Total 4 countries	1,451.63	+12.7%	579.00
Total	6,200.98	+20.7%	1,400.00

(Annual values recalculated in 2018 according to FOI Index - National index of consumer prices for blue- and white-collar households) In brackets: national ranking as for remittances sent from Italy.

Source: DOMINA and Fondazione Leone Moressa, elaboration on INPS data

Finally, according to the Italian Embassies abroad and to migrant associations, the benefits generated by the phenomenon of remittances are globally greater than the related risks, both for foreign countries and for Italy.

In general, work represents the first source of social integration for migrants in Italy, ensuring economic stability and a daily contact with colleagues, customers, suppliers, etc. In the domestic sector, integration takes place thanks to the contact between the foreign worker and the household employer, but also with neighbours and local services (in most cases domestic workers also manage daily tasks, including going to the supermarket, buying medicines, booking medical appointments and other errands). In the absence of specific policies, households are responsible for managing the integration process, by teaching the worker both the language and local customs. This is not a one-way process, on the contrary it often involves an exchange useful for both parties (as an example, on traditional cooking). In order to facilitate this process, it is important to foster both training and awareness-raising activities on rights and obligations of workers and employers.

Main challenges for countries of origin

Firstly, from a demographic point of view, the strong demand for care and domestic workers in Western and Southern Europe led to massive emigration in the 1990s and 2000, particularly from Eastern Europe. For some national groups, like Filipinos or Latin Americans, emigration flows have been spread over time, for other groups, instead, the flows concentrated in limited periods of time. It is the case, for example, of Romania, where massive outflows followed its entry into the European Union in 2007.

In some countries of origin, labour migration for domestic work purposes lead to a decrease in the working age population, and to strong gender imbalance. In fact, the domestic sector mainly attracts women (especially in the role of caregivers). In most cases, women domestic workers emigrate alone, leaving their husbands and children at home, with the aim to support their families through remittances and, in any case, planning to return after a few years.

Precisely because of the particular composition of this outflowing group (wives and mothers), this phenomenon has social and psychological repercussions on the families of origin and on the women themselves. The most frequent risks faced by migrant workers are:

- **Burnout Syndrome** A type of stress that affects several actors and professionals engaged in activities that contemplate interpersonal relationships. Caregivers are often alone when they assist elderly people, be they self-sufficient or dependent, and feel even more lonely since they are away from their loved ones. Moreover, especially for live-in workers, rest periods are not respected and workers must renounce their personal and social life.
- **White orphans** Children left with only one parent, with grandparents or in orphanages in countries of origin. According to UNICEF data, there are at least 350,000 white orphans in Romania, 100,000 in Moldova. Based on ILO figures on the number of domestic workers around the world currently estimated at 67 million units it is impossible to quantify the number of children left alone by mothers domestic workers across the world.
- **Italy Syndrome** A psycho-social phenomenon that affects many family carers who went back to their country of origin from Italy. Particularly spread in Eastern Europe, it affects care workers who assisted older people, who kept working although the elderly barely managed to pay them, who cohabited with the assisted in critical conditions and therefore fell ill. The anxiogenic and depressive state observed in women suffering from the Italy Syncrome is linked to deep identity troubles and a weakening of their sense of motherhood accompanied by guilt and shame. These workers struggle to reintegrate into their communities.

As pointed out by Professor Vergari in DOMINA Dossier 11, personal care assistants risk becoming the "second victims of the disease", precisely because their involvement in care activities expose them to an excessive level of stress.

In addition to somatic symptoms, psychological symptoms also occur: feelings such as guilt towards the assisted elderly, or towards one's family in the country of origin, feelings of failure, resentment and cynicism towards the client, aggressiveness, suspicion, paranoia, rapid shifts in mood. These symptoms lead to depressive feelings, resistance to care work and poor attention to one's own needs. Sometimes this complex situation can even lead to drug or alcohol abuse and to gambling addiction.

These examples show very clearly that care work (especially in the role of personal care assistants) is one of the most exhausting and demanding occupations. Among the main difficulties that domestic workers could face directly or indirectly within the household, there are: lack of sleep, difficulties in communicating with the family employer who often overcharges the worker, nervousness, tiredness, lack of appetite, insomnia, sometimes cohabitations where the client pays little attention to the personal care assistant's primary needs (in terms of nutrition, rest, etc.). In addition to this already stressing situation, workers are often concerned about the family they left in their country of origin, about children growing up or about losing loved ones.



DOMINA ANNUAL REPORT ON DOMESTIC WORK 2019

In collaboration with Fondazione Leone Moressa

The economic impact of domestic work

Household spending **EUR 14.9 Billion**

EUR 7.4 billion for caregivers including irregular workers





Domestic employers and beneficiaries of PHS services:

1.5 million



Public spending on long-term care assistance

EUR 21.6 B with household spending (current figure) **EUR 31.3** B without household spending (hypothetical scenario)

EUR 9.7 B STATE SAVINGS

(0.6% GDP)

Care and domestic workers:

2 million

53% Housekeepers

47% Caregivers

CONTRIBUTION TO ITALIAN GDP



EUR 18.8 Billion

60% from irregular workers



FOCUS ON HOUSEHOLD SPENDING (2018)

EUR 7.0 Billion

regular component 80% salaries, 14% contributions, 6% severance pays **EUR 7.9 Billion**

Estimate for irregular workers (only salaries)



DOMINA ANNUAL REPORT ON DOMESTIC WORK 2019

In collaboration with Fondazione Leone Moressa

The fiscal impact of domestic work

Current situation

- Strong presence of irregular workers (58%)
- NO TAX AREA for incomes below EUR 8 thousand per year (62% of domestic workers)
- Household spending up to EUR 22,000 per year (for live-in personal care assistant)
- 19% deduction (through tax credits) on contributions only for DEPENDENT beneficiaries: max EUR 399 per year
- Tax deduction on domestic workers' contributions: max EUR 453 per year

DOMINA recommendations:

- **1.** 15% deductibility on HOUSEKEEPERS's salaries and 30% deductibility on CAREGIVERS's salaries, 100% deductibility of contributions for both
- **2.** Regularisation of irregular foreign workers through a specific Temporary Residence Permit for domestic work purposes
- **3.** Economic data on workers's retribution to be transmitted to the Revenue Agency by INPS (data should correspond to what is mentioned in the domestic employment contract)

TAX REVENUE OF DOMESTIC WORK

CURRENT

859 k REGULAR WORKERS
EUR 1.4 BILLION

POTENTIAL (TRANSITION FROM UNDECLARED TO REGULAR WORK)

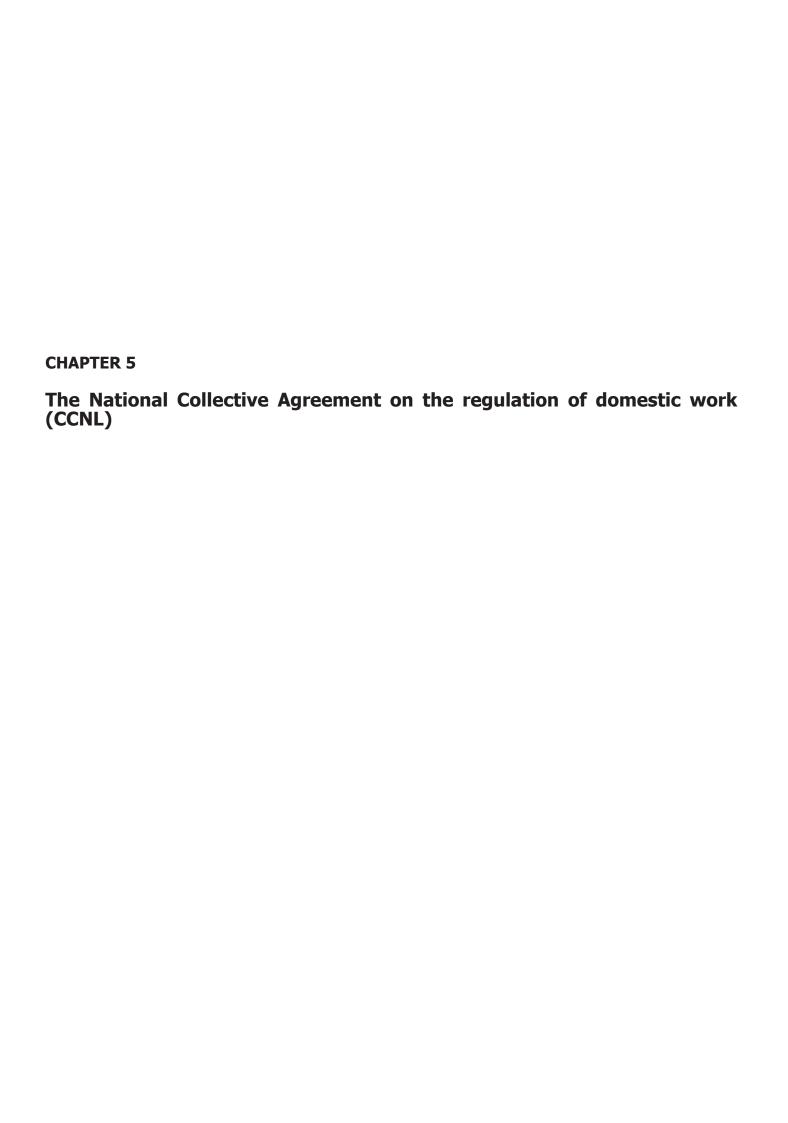
1.2 million IRREGULAR WORKERS **EUR 2.0** BILLION

POSSIBLE IMPACTS

- Lower costs for families
- Incentive to regular employment



- Greater protection for families and workers
- Additional revenue for the State





DOMINA ANNUAL REPORT ON DOMESTIC WORK 2019

In collaboration with Fondazione Leone Moressa

National Collective Agreement on the regulation of domestic work (CCNL)

It ensures dignity,
protection and security
for all

3.5 million

people involved (domestic workers, households)

1974

first version of the CCNL on domestic work

- Part-time contracts for personal care assistants to DEPENDENT people
- Career advancement in case of recognised educational qualifications?

OPEN ISSUES

- Baby sitter. Simplify the profile by creating one single professional category?
- Difficult to regulate extra work
- Trial period too short (8 days)
- Simplification of the CCNL text

TIMELINE OF THE NATIONAL COLLECTIVE AGREEMENT

1958 First organic discipline on domestic work (L.339/1958)

1971 Social insurance and accident insurance extended to domestic workers (DPR 1403/1971)

1974 First CCNL (22.05.1974)

1982 Right to severance pay extended to domestic workers (L. 297/1982)

1992 Extension of the CCNL to all domestic workers

2007 Redefinition of professional categories and tasks

2011 ILO Convention on Domestic Work (189/2011)

2013 Last revision of the CCNL

Last news (2013)

- Replacement employment
- Bureaucratic clarifications
- Maternity and sick leaves
- Regularisation of work permits and rest periods
- Contract termination and notice period



Main positive outcomes

Improved the domestic employment relationship for 76% households

- Better relations between employers and workers
- More protection for employers

5.1 Forecasts and objectives towards the renewal of the National Collective Agreement on Domestic Work

The National Collective Agreement on the regulation of domestic work (CCNL – Contratto Collettivo Nazionale sulla Disciplina del Lavoro Domestico) is a guarantee of safety and protection for over 3.5 million actors operating in the domestic sector, including care and domestic workers as well as households. It currently represents one of the most used regulatory instruments for employment and is of crucial relevance for all families who hire domestic workers. Its first version dates back to 22 May 1974. Over time it has been modified and renewed eight times, always keeping pace with the social and economic context in which it operates.

Each new version has integrated some changes: the most significant amendments were introduced in 1992, with the extension of the contract to the whole domestic workforce (whereas previously it only applied to non-occasional family helpers); and in 2007, with the revision of domestic professional categories and related tasks.

The following paragraphs will analyse the timeline evolution of the CCNL on domestic work.

In addition to the statutory provisions contained in Articles 2240 et seq. of the Italian Civil Code, in 1953 the "Christmas bonus" was extended to all domestic workers – i.e. an amount equal to the cash value of one month's salary. Law no. 339 of 1958 introduced the first organic regulation on domestic work, which applied to all domestic workers who provide services on a continuous basis, for at least four hours a day, to one single employer.

Only a few years later, a Constitutional Court Judgement (no. 69 of 1969) repealed Article no. 2068, paragraph II, of the Italian Civil Code, with regard to the following provision: "the collective agreement does not apply to employment relationships concerning personal or domestic services". This Judgment paved the way for the first National Collective Agreement on the regulation of domestic work signed on 22 May 1974.

In 1971, the Presidential Decree DPR. no. 1403 extended the insurance cover against accidents at work and compulsory social insurance to all domestic workers, including those employed for less than four hours a day. Furthermore, Law no. 1204 of 1971, supplemented by Law no. 53 of 2000 and by the Legislative Decree no. 151 of 2001, extended the regulation concerning the protection of working mothers to women domestic workers, assisting and protecting them during their maternity leave. Finally, Law no. 297 of 1982 entitled employees to receive the severance package.

Over time, several regulatory interventions have brought improvements to the regulation on domestic work. Over the last ten years, the most significant improvement is attributable to the ILO.⁶¹ In 2011, more than 67 million domestic workers around the world called on ILO to implement Convention No. 189,⁶² which brought to light several shortcomings in the regulations on domestic work around the world. The Convention, ratified by Italy on 22 January 2013, immediately became a social and regulatory compass for all stakeholders operating in the sector, namely for the Social Partners signatory of the National Collective Agreement on domestic work.

As of 2019, the National Collective Agreement on domestic work involved around one and a half million families of domestic employers and 2 million domestic workers, over a tenth of the employed workforce in Italy. These figures reveal the crucial role played by Social Partners representing and regulating the sector. The continuous and virtuous dialogue between DOMINA, FIDALDO, FILCAMS CGIL, FISASCAT CISL, UILTuCS, and FEDERCOLF has achieved excellent results with regard to both bilateral initiatives⁶³ and the path towards the CCNL renewal.

Analysing the last CCNL, it is interesting to highlight the improvements brought by the 2013 amendments, to the benefit of both employers and workers. In the same vein and with the same objectives, Social Partners are today committed to renewing the CCNL, by working on simplifying the text and updating the discipline on the basis of recent regulatory and social changes.

The following paragraphs will summarise some of the most significant recommendations presented by domestic employers.

It is increasingly common for families domestic employers to find themselves in difficulty when, at the end of the employment relationship, workers report that they have educational qualifications, recognised by the Italian State, which entitle them to an upgrade from level C Super to level D Super. In this case, it remains uncertain whether the career advancement should be automatically recognised on the ground of these qualifications or if it should instead be communicated to the employer when the employment relationship is established or settled. This issue becomes particularly relevant since the employer has to pay for the worker's career

⁶¹ International Labour Organization – United Nations.

⁶² Ilo Convention 189 on domestic workers.

Cfr. https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:2551460

⁶³ Cas.Sa.Colf and Ebincolf.

advancement, as provided for by the National Collective Agreement, without having chosen or budgeted it. This automatic procedure is indeed very problematic for households from an economic point of view.

Furthermore, the proper classification of babysitters is also an issue, since families still wonder about the differences between professional levels A Super, B Super and C Super. Workers who provide childcare services are generally classified as B Super or C Super, based on whether the child is self-sufficient or not. However, the line between self-sufficiency and dependency for a child remains very fuzzy. The Super A level, on the other hand, includes babysitters who perform occasional supervision duties when family members are not available, excluding any care services. A question is therefore raised: can a baby-sitter supervise a child who is not self-sufficient without performing care duties? A recommendation was therefore formulated regarding the classification of baby-sitters under one a single professional category, in order to simplify the management of the employment relationship.

Actors operating in the domestic sector also call for the revision of the regulation on replacement jobs (art. 15, paragraph 9 - Table G), i.e. on the employment of substitute domestic workers during the rest period of regular full-time workers. It is indeed very difficult for families to apply the regulation on replacement jobs in the domestic sector. In this regard, DOMINA supports the proposal made by trade unions, that recommend to define a conventional working time for the payment of social security contribution also for occasional night shifts for personal care services and exclusively waiting services (articles 11 and 12 of the CCNL).

Another problematic issue for household domestic employers is the work trial period (Article 13), considered too short especially in the case of employment relationships implying cohabitation. Families complain about the difficulty of assessing the work and attitudes of the chosen worker in just eight days, especially if the client is a dependent or disabled person.

Lastly, families domestic employers highlight the need to review the provisions on reduced working time in the case of live-in domestic work. The regulatory framework in effect allows to apply the reduced working time only to live-in workers classified in the C, B and B Super levels, and working up to 30 hours per week. Instead, the current regulation excludes the possibility of employing part-time live-in workers framed in the C Super or D Super levels (personal care assistants to dependent persons – trained and untrained). Accordingly, households ask to consider the possibility of extending the application of part-time work also to cohabiting workers framed in the C Super and D Super levels if the dependent person has a formal job – which is the case for people with disabilities – or if they are involved in daily health and care programmes outside their households and with the support of care workers – which is the case for people suffering from Alzheimer's or other forms of dementias.

These are some of the recommendations drafted by families domestic employers represented by DOMINA in view of the renewal of the National Collective Agreement on the regulation of domestic work. All these recommendations have been widely discussed with the civil society. A broad range of actors involving DOMINA members were invited to participate in the discussion on the renewal of the CCNL through a questionnaire sent via e-mail and published on the website and social networks of the Association. Beside raising the enthusiasm of the participants, this initiative allowed DOMINA to measure to level of satisfaction of domestic employers with regard to the private management of the domestic work relationship. The consultation was also extended to a sample of professionals spread across the national territory, via the submission of a more technical questionnaire addressed to about 200 operators working in CAF centres (providing fiscal assistance), professional centres, qualified accountants and other employers' associations that joined DOMINA. Finally, all the proposals were extensively discussed with DOMINA spokespersons in the negotiations on the CCNL renewal, and were later compared and integrated with those of FIDALDO.

The following paragraph presents instead the proposals put forward by the Trade Unions Associations - FILCAMS CGIL, FISASCAT CISL, UILTuCS, and FEDERCOLF - to the employers' organizations DOMINA and FIDALDO, at the beginning of the renewal phase of the National Collective Agreement on the regulation of domestic work. Negotiations started in 2019 and currently ongoing.⁶⁴

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⁶⁴ The proposals presented by Trade Unions in the initial stage of the negotiations for the renewal of the CCNL and published in this report are devoid of any comment. To date, many of them could be outdated, modified or supplemented as a result of the confrontation that took place in recent months. However, since the union negotiations have not concluded yet, the final text of the renewed CCNL was still not available at the time of drafting this report.

Trade union recommendations signed by Filcams CGIL - Fisascat CISL - UILTuCS - Federcolf, presented at the beginning of the negotiations on the renewal of the CCNL

ART. 6 (O) LETTER OF EMPLOYMENT

In the letter of employment, where it concerns the application of "all other institutions" provided for in the collective agreement, add an explicit reference to the registration to Cassa Colf.

ART. 6 – paragraph 3 MODIFICATION OF THE LETTER OF EMPLOYMENT

Require the written form for any modification of the working conditions indicated in the letter of employment.

ART. 8 SHARED EMPLOYMENT CONTRACT

To be suppressed, as required by law (art. 55, paragraph 1(d), Legislative Decree. n. 81/2015).

ART. 9 VOCATIONAL TRAINING LEAVES

In order to meet the continuous need for professional training, increase the annual number training hours to 64 for all those who attend qualification programmes organised or recognised by Ebincolf, regardless of their seniority.

ART. 10 CLASSIFICATION OF DOMESTIC WORKERS

Level A(a): repeal the provision concerning the classification of general domestic collaborators as level A workers for the first 12 months of activity. The general domestic worker should be classified directly in level B.

Enhance training courses for the purpose of providing qualifications and/or ensuring horizontal career progression. Qualifications should include all certifications recognised by Ebincolf and by local and regional authorities, also in case they do not correspond to the titles already recognised for the classification as level D-super workers.

Introduce the professional figure of educators, whose function is not related to the assistance of people with disabilities, but rather aims to ease their clients' life and help them progressively overcome their difficulties. Educators should be classified as super D workers.

ART. 11 OCCASIONAL NIGHT SHIFTS FOR PERSONAL CARE – CONVENTIONAL WORKING TIME

For the purpose of fulfilling the social contribution obligation under Article 52, establish a conventional working time of eight hours per day.

ART. 12 EXCLUSIVELY WAITING SERVICE – CONVENTIONAL WORKING TIME

For the purposes of fulfilling the social contribution obligation under Article 52, establish a conventional working time of five hours per day, in addition to any paid service performed under paragraph 2.

ART. 15, paragraph 9 WORKING TIME

Clarify the applicability of art. 35 (conventional conditions of board and lodging) also for substitute workers replacing full-time workers during their rest period.

ART. 16, paragraph 2 OVERTIME

Establish a 15% pay increase for services performed in addition to the normal working hours agreed in the letter of employment, without exceeding the ordinary time limits beyond which work is considered overtime.

ART. 16, paragraph 4 OVERTIME FOR NON-COHABITING WORKERS – UP TO 44 HOURS

Repeal the paragraph and unify the provisions on pay increases for 40 hours overtime and more.

ART. 18 ANNUAL LEAVES

Extend annual leaves to 30 days.

ART. 20 WORK PERMITS

Extend the number of work permits, in compliance with the current legislation on paid leaves for the assistance of family members with disabilities. Introduce specific paid work permits for foreign domestic workers, granting extra time for the renewal of residence permits and for bureaucratic procedures for family reunification.

ART. 22 RIGHT TO EDUCATION

Establish a threshold for paid leaves (150 hours for live-in domestic workers, to be proportionally reduced for non-cohabitants) and extend current provisions on the attendance of training courses that favour the integration of migrant workers.

ART. 24 PROTECTION OF WORKING MOTHERS

Extend the prohibition of dismissal to mothers of children up to one year of age.

ART. 26 SICK LEAVES

Extend the economic coverage of sick leaves, also in relation to the type of illness s (e.g. oncological illnesses) and include express reminders of the services provided by Cassa Colf.

ART. 26, paragraph 10 LEAVES SUSPENSION FOR MEDICAL REASONS

In case of illness, grant the suspension of normal paid leaves.

ART. 32 TRAVELLING

Raise the travel allowance from 20% to 50% and include the possibility of providing services outside the household in the event of hospitalisation of the assisted person in hospitals, residential care facilities, rehabilitation centers etc.

Provide the travel allowance even if the related travelling obligation was contractually agreed in the letter of employment.

ART. 32, paragraph 4 REMUNERATION AND SALARY STATEMENTS

Require employers to submit the declaration of the total amount paid on salaries during the year.

ART. 33 REMUNERATION

Provide an allowance for those who assist more than one person.

ART. 36 SENIORITY

Clarify that the seniority-based pay increase is applicable from the month following the completion of the 24th month of service.

ART. 38a FOURTEEN-MONTH SALARY

Establish and regulate the fourteen-month salary.

ART. 39, paragraph 1 TERMINATION OF THE EMPLOYMENT RELATONSHIP AND NOTICE

Standardise the notice period, providing that the employment relationship may be terminated by either party in compliance with the following terms, reduced by 50% in case of resignation of the employee:

up to 5 years of seniority for employment contracts with the same employer: 15 calendar days;

over 5 years of seniority for employment contracts with the same employer: 30 calendar days.

ART. 39, paragraph 8 JOINT AND SEVERAL LIABILITY OF COHABITING FAMILY MEMBERS

In case of death of the employer, extend the joint and several liability to civil unions and cohabitation contracts.

ART. 45 TERRITORIAL CONCILIATION COMMISSIONS

In the proceedings before the Territorial Conciliation Commissions (referred to in Article 45), provide that parties may jointly and severally refer the dispute and related conciliation to the Territorial Commission.

ART. 52, paragraph 4 CONTRIBUTIONS OF CONTRACTUAL ASSISTANCE

Employers who omit to pay social security contributions referred to in paragraph 1 shall be required to pay the employee a separate non-absorbable amount of EUR 0.06, as part of the overall de facto remuneration and of the basis for the calculation of severance pay.

ART. 52, paragraph 5	CONTRIBUTIONS OF CONTRACTUAL ASSISTANCE
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Establish civil sanctions for those who omit to pay social security contributions. Add a 5th paragraph to clarify that the employer is in any case required to guarantee the services provided for by bilateral agreements, otherwise they shall compensate the damage caused to the worker by the omission of social security contributions payment.

SECOND-LEVEL BARGAINING	Establish a second level of regional/territorial bargaining on specific matters identified in the national collective agreement, and consequently a related regulation on guaranteed pay.
OCCUPATIONAL SAFETY	Strengthen the regulation on the application of Article 2087 of the Italian Civil Code concerning occupational safety. Establish a link between such regulation and the compensation insurance provided by National Institute for Insurance against Accidents at Work (INAIL) and other benefits provided by Cassa Colf.
INTERPROFESSIONAL FUND	Provide for the establishment of a joint interprofessional fund for life-long learning and training, under Article 118 of Law No 338 of 23 December 2000, i.e. on membership of existing funds.
SUPPLEMENTARY SOCIAL SECURITY	Provide access to supplementary social security services.
COMMON NOTICE ON OCCASIONAL WORK	Draft a joint notice of Social Partners in the domestic sector, in order to counter occasional work in the care services sector, or at least to limit its spread and, if necessary, confine it to gig jobs, while establishing a compulsory period of notice at the Employment Centre.
SALARY	Grant a salary increase that considers and rewards professionalism. Adjust minimum wages and increase the allowance replacing in-kind remuneration in accordance with the actual value of board and lodging.

Special section: The author's voice

By Paolo Mosanghini, author of "Sbadanti"

The doorbell rings. Ludmilla stands at the door, her suitcase in her hand. From this moment on, the world will never be the same. You don't know that lady, and yet you have to entrust her your mother or father, or your grandmother or grandfather. You feel relieved from the daily fatigue of care, and yet guilty. This sense of guilt accompanies those who find it hard to entrust a loved one to a stranger. But that's the way it is, and life will change for the entire family.

You are confronted with a new daily experience that makes clichés fall and changes the way you cared for the family member in need of support.

Can you welcome light-heartedly a new friend, coming from far away, who will become part of your family? The relationship with carers is multifaceted: in some cases, the assisted and the caregiver become friends; in other cases, it will take at least a dozen attempts (of hiring personal care assistants on trial) before finding the perfect match; or even, the assisted will vent their anger on the unfortunate assistants, just for the fact they hate not being sufficient anymore. "I have felt so bad since she arrived", instead of "She came because I was feeling bad".

This new family life is punctuated by opposed feelings, constantly changing like reflections in mirrors mazes. Nothing but a carousel of contradiction and complementarity, but it cannot be otherwise.

Life gets longer and longer, thus the welfare system pushes us to find new private solutions for care needs. There are few places in nursing homes and hiring a domestic worker is as expensive as residential care. Also, at home people live better and longer: "home sweet home", that's for sure. However, if the invisible army of foreigners was not there, nobody would be able to stay at home.

There are tens of thousands of women from Eastern Europe - and elsewhere - who leave their families to join ours, to come help us in our homes. What do we know about their lives? What are they leaving? What does this new life offer them?

What do we know about white orphans, children who suffer from depression because their mother are away and come back only once a year? What do we know about the Italy syndrome, a form of depression and personality split that occurs when some domestic workers return after years of work abroad?

Two worlds meet and we only know ours, while we care little about the others. Instead, we shall ask ourselves a few questions. We become small - unprepared - entrepreneurs and employ domestic workers, thus we become responsible for managing pay slips, vacations and overtime work, and in some cases even sick leaves certificates.

Let's accept the reality: it is not easy to combine such distant lives.

The law of supply and demand brings together two needs: the need to look after a sick and lonely person and the job search of a woman who tries to save up a little nest egg to improve her life and that of her family.

But there is more. From the meeting of these two worlds, thousands of life stories unfold. Each person brings one's own story and experience, complemented by the many daily difficulties that arise from cohabitation.

Housekeepers or caregivers represent a real example of cultural integration, against the slogan "let's help them at home" (meant their home abroad, of course).

Economic integration should be granted, trivially by following the administrative procedure and starting a new regular employment relationship in compliance with current labour legislation.

Accordingly, domestic work fosters social integration, since the domestic workers obtains a legal status recognised within a family and consequently by a community. The contract is indeed a guarantee of rights and obligations for both parties.

Furthermore, we should add examples of cultural and gastronomic integration: many carers proudly tell us that they have learned to cook typical dishes of the region where they work, but there are also nice old people who have dared taste (and appreciate) foreign dishes and new tastes.

The phenomenon of carers has changed over the last two decades. At the beginning, when caregivers' role became fundamental, the first flows came from Croatia and Slovenia. Back in the days, Croatia and Slovenia were two developing countries that needed to run their economy in order to grow; hence, women crossed the border to work in Italy just for few weeks and then alternate with friends or relatives. The current scenario is completely different. The flows of origin have changed radically and the matching of supply and demand - once guaranteed by word-of-mouth – is now managed by dozens of employment agencies set up exclusively for carers. It is a huge business, though it remains undervalued since users only know their own, small reality. Instead, the care sector is an infinite mosaic of faces: those of domestic workers who help us in our households.

However, the forced cohabitation between the client and the assistant is not always easy. The pace of daily life is a decisive test. While collecting stories from dozens of households which host a caregiver, I listened to all kind of episodes that made me think about the fact that we pay too little attention to domestic work, often considered as a distant reality. Children face critical periods or others who distance themselves everyday more from their families, old people wisely welcome live-in workers of different faiths who have cultural and nutritional habits that shall be respected. It is not easy to spend whole days indoors, sometimes without even being able to talk to the elderly. Perhaps this is why assistants often take refuge in their smartphone, which becomes a form of recreation and leisure, the only connection with the outside world and above all with their own country and family. And of course, there are a number of crime news involving carers who committed some forms of crimes. This is all true, there are indeed good and bad people among carers as well as in any other occupation. The social phenomenon of personal care assistants is widespread in Italy, much more than in other European countries. In the coming decades, considering that the Italian population is steadily ageing, the demand for care services will increase and we will need more foreign women meeting this demand.

Let's keep this in mind, unless the Italian welfare system will be improved to the benefit of people in need of care services. At the moment, this is very unlikely.

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DOMINA – National Association of Families Domestic Employers

DOMINA – National Association of Families Domestic Employers, is a national employers' association assisting and protecting families in the management of the domestic employment relationship with domestic workers and family carers. DOMINA operates across the country with a sold network of Operational Points offering specialised consultancy to households. The Association is one of the signatory Social Partners of the National Collective Agreement on Domestic Work (CCNL). Accordingly, DOMINA works on a daily

basis to ensure the correct application of the CCNL and promotes it as an indispensable protection tool for those hiring domestic workers. Since 2016, DOMINA leads in-depth thematic studies on "The value of Domestic Work - The economic and social role of family employers". Since 2019, DOMINA publishes the Annual Report on Domestic Work, produced by its Observatory. Finally, in the quality of signatory body of the National Collective Agreement on Domestic Work, DOMINA is member of the bilateral bodies Cas. Sa.Colf, Ebincolf and Fondo Colf.

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LA FONDAZIONE LEONE MORESSA

Fondazione Leone Moressa is a research institute founded in 2002, based on an initiative of the Association of Craftsmen and Small Enterprises of the municipality of Mestre (Cgia Mestre). The Foundation aims at carrying out research and studying phenomena and issues related to the presence of foreign nationals in Italy. It collaborates with national and local institutions such as the Ministry of Labour and Social Policies, the Ministry of the Interior, the Ministry of Foreign Affairs and International Cooperation, the International Organization for Migration (IOM), the UN High Commissioner for Refugees (UNHCR). At academic level, it collaborates with the Ca' Foscari University of Venice, the University of Padua and the University of Milan. The Foundation also collaborates with a number of daily and economic newspapers (Il Sole 24 ore, Il Corriere della Sera, La Repubblica, etc.). Since 2011, the Foundation publishes the Annual Report on the Economics of Immigration (editor: Il Mulino).

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