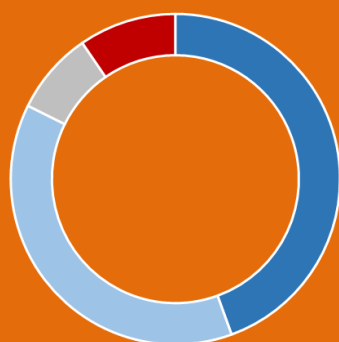


THE SOCIO-ECONOMIC EFFECTS OF INFORMAL WORK

Invisible economy (Shadow + irregular economy)

44.5% ■ understated work
37.9% ■ irregular work
8.1% ■ other – shadow ec.
9.6% ■ illegal activities

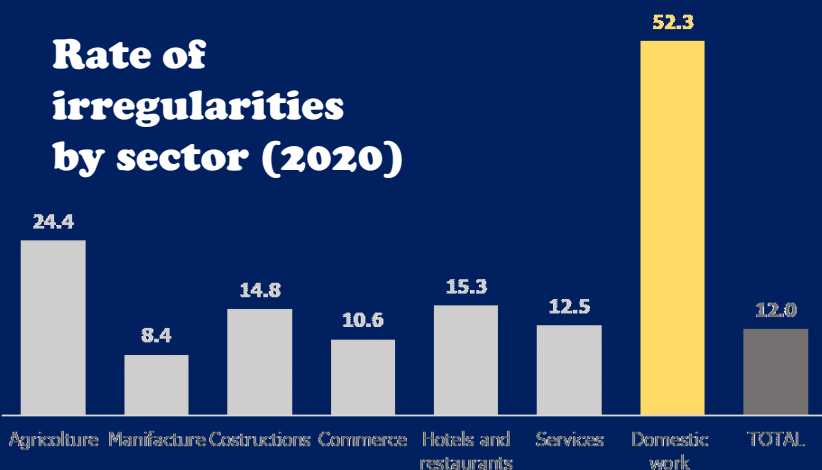


Source: ISTAT

Enforcement actions

- Qualification of workers (training)
- Strengthened controls
- Assistance for regularization of working relationships
- Economic incentives for regular employment

Rate of irregularities by sector (2020)



Specificity of the sector (families)

- Hires in emergency situations
- Inexperience (laws, bureaucracy)
- Difficult to monitor (private households)
- Mindset («gig» jobs)

Source: INPS

**Surveyed Families (employers)
(542 respondents)**

17.3% Without contract
13.2% Without paycheck
16.8% Undeclared working relationship

**Surveyed Domestic workers
(428 respondents)**

24.1% Without contract
36.4% Without paycheck
23.4% Undeclared working relationship

THE PROGRAMMATIC PLATFORM

Five proposals to shift the focus on INDIVIDUALS as DOMESTIC EMPLOYERS and WORKERS

1 Allowing **SICK** allowance (borne by INPS)

Today, domestic workers' sickness is borne by families. In 2021, families spent **87 million** of euros. Introducing the sick allowance would reduce costs and increase domestic workers' rights.

2 allowing **MATERNITY** and **PARENTHOOD**

Only 5,5 thousand female domestic workers on 816 thousand are in maternity leave (0,7%). In other sector, the incidence reaches 3,7%. Equalizing the domestic work sector with others would cost **10 million**.

3 **INCOME DEDUCTION** of costs for domestic work (Retribution and contributions)

6,8 billion to deduct (potential)

- Concrete support to families (25 to 29% possible saving)
- Incentive to regularization
- Increasing safety and protection
- New tax income

1,6 billion max cost for the State

4 **IMMIGRATION REFORM** and entrance quotas for domestic work

People's initiative proposal: «**ERO STRANIERO**» (2017)

It re-introduces entry-flow quotas

It introduces «SPONSORS» for new entries, Permesso per «PROVEN INTEGRATION» Permit and «IN PURSUIT OF AN OCCUPATION» Permit (12 months)

5 **UNIVERSAL ALLOWANCE** for non self-sufficiency (deduction of contributions)

Creation of a **Non-self-sufficiency Universal Allowance**

- More resources to non-self-sufficient persons;
- Creation and regularization of job palaces;
- Tax revenue increase thanks to new workpalces.

The Programmatic Platform presented to the Government by the **NCBA signatory SOCIAL PARTIES**



FIDALDO

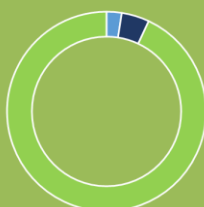


DOMESTIC WORK EMPLOYER FAMILIES

1,036,533

Domestic Work
Employer Families
(2021)

+4.4% since 2020
+13.3% since 2019



93% Italian
5% Non-EU
2% EU foreign



56% Women
44% Men



9.7% Severe disability
0.3% Clergymen



23.4% Cohabitation
2.0% Spouse or relative

Source: INPS exclusive data

Regular employers
(108 per 100 workers)

1.04 million

Irregular (estimate 52.3%)

1.14 million

Total employers (estimate)

2.17 million

Age

group

F

M

<60

28.3%

38.1%

60-69

15.5%

18.2%

70-79

14.9%

16.0%

80+

41.3%

27.8%

Source: INPS



Payment

39.0% Cash
32.5% Varying
26.1% Transfer
2.4% Cheque



**Termination of
working relationship**

52% Dismissed
23% Resigned
13% Death of assisted per.
11% Expiry of contract
1% Just cause

93%
**Permanent
contract**

63.4%
**Contract
period:
>5 anni**

Source: DOMINA data

DOMESTIC WORKERS IN ITALY

961,358

**Regular domestic
workers (2021)**



15.1% Men 144,882
84.9% Women 816,476



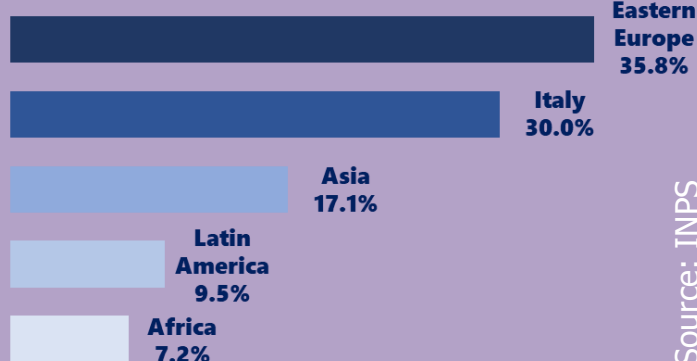
47.0% Caregivers 451,371
53.0% Housekeepers 509,581



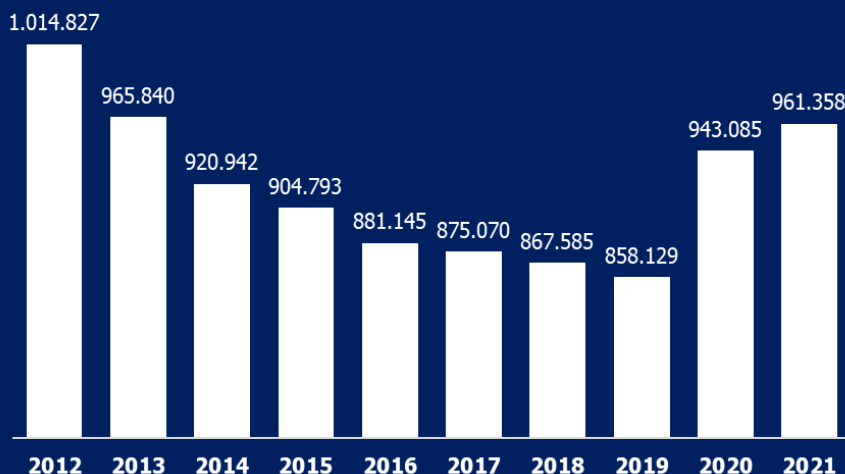
30.0% Italians 288,749
70.0% Foreigners 672,609



Origin



Source: INPS



2019-2021

Variation

Total **+12.0%**
Men **+48.3%**
Women **+7.4%**
Caregivers **+9.5%**
Housekeepers **+14.4%**
Italians **+12.4%**
Foreigners **+11.9%**

Source: INPS

Average age (years)

48.7 Total workers
47.0 Housekeepers
50.5 Caregivers

**Total workers
(2021 estimate)**
2 million

More than 40 hours/week

21.8% Total workers
6.6% Housekeepers
39.0% Caregivers

Regular

961,358

47.7%

Irregular

1,054,000

52.3%

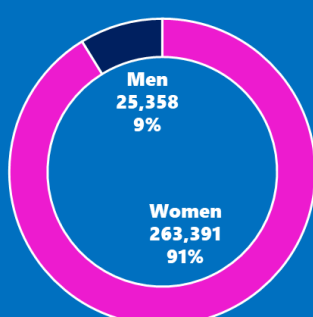
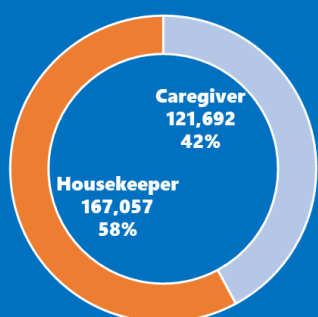
Source: INPS

ITALIAN-CITIZEN DOMESTIC WORKERS



288,749
ITALIAN Domestic
workers (2021)

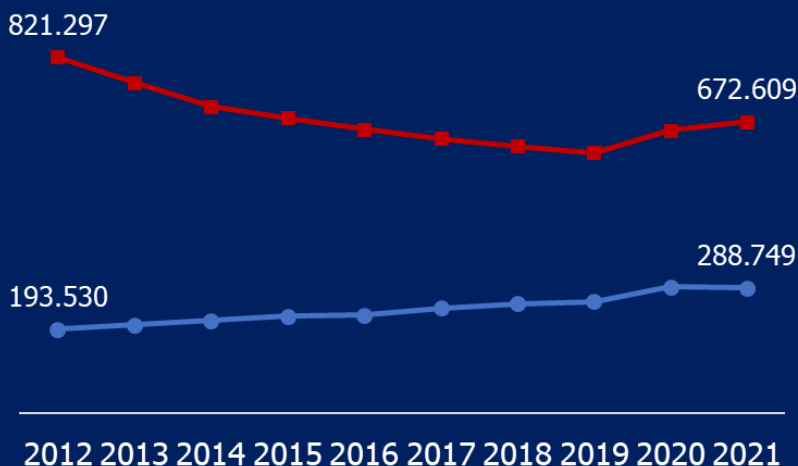
30%
of the total



Families' expenditure
1.8 Bn of Euro



22.9%
of the total



2012-2021 Variation

Foreigners
-18.1%

Italians
+49.2%



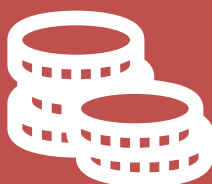
Italian-citizen workers by region (national average 30.0%)

81.9% Sardegna	27.2% Trentino A.A.
59.5% Molise	25.7% Veneto
49.2% Puglia	19.6% Lazio
48.6% Basilicata	19.3% Lombardia
46.9% Sicilia	19.2% Emilia-Romagna

THE ECONOMIC AND FISCAL IMPACT OF DOMESTIC WORK

1.1%
**Contribution to the GDP
in 2021,
thus**
**17.6
Billion**

**Families'
expenditure
(2021 total)**
**15.1
Billion**



**Regular
component 8.1 Bn**
6.4 Retribution
0.5 Severance pay
1.2 Contributions

**Irregular
component 7.0 Bn**
(Retribution only)
3.7 Caregivers
3.3 Housekeepers

Source: ISTAT

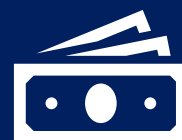
**Current
scenario**
24.4 billion

Public expenditure for
long-term assistance,
due to families'
expenditure for
elderly care
(8.0 billion)

**Without-
families'
expenditure
scenario**

34.5 billion
Public expenditure
for elderly care in
institutes
(+41%)

**10.1 billion
Public savings**
(0.6% 2021 GDP)



Source: DOMINA's estimates
on ISTAT, INPS, RGS data

(% 2019 GDP)
Pensions exp.
16.5% Italy
12.4% EU-27

**Families and
disabilities**
2.7% Italy
4.4% EU-27

**2020 Regularization
Impact**

**220 thou. Regularization
applications**
85% in the domestic sector
62% Processed applications
(updated in March 2022)

Source: EUROSTAT, INPS,
Min. of the Interior

THE NON-SELF-SUFFICIENCY SINGLE ALLOWANCE

Current measure to address non-self-sufficiency:

- Disability Fund (i.e. FNA). **100 M** (2022), 300 M dal 2025
- «Dopo di noi» Fund. **76.1 M** (2021)
- Family caregiver Fund. **30 M** (2021)
- Disability and Non-self-sufficiency Fund. **200 M** (2021)
- Fund for the rights of workers with disabilities. **71.9 M** (2021)
- Fund for autistic persons. **50 M** (2021)
- Funds for tourism accessibility for people with disabilities. **6 M** (2022)

33.0 Bn Long-Term Care total expenditure (2021)

13.7 Bn Healthcare spending

14.1 Bn Carer's allowance

5.2 Bn Other benefits

Source: RGS,
DOMINA's survey

Social Parties' proposal (2020 Policy Platform)

**Non-self-sufficiency
Universal Allowance**

Objective: to rationalize the existing funds, as previously implemented for the Single Family Allowance (2022).



Related to regular employment



Tax deductibility



Higher amounts for the allowance

Source: Social Parties'
Policy Platform

Cost estimates

of the new measure:

Carer's allowance beneficiaries **2.2 million**

CS labor cost (54 h/week) **16.000 euro**

Measure's overall cost **35,0 Bn euro**

Cost after tax and deductions **32.4 Bn euro**

Source: DOMINA's estimate

THE DOMESTIC WORK IN ITALIAN REGIONS

Domestic workers per 1,000 residents

30.8 Sardegna

22.8 Lazio

22.6 Umbria

16.3 Italian average

7.9 Molise

7.8 Calabria

7.4 Basilicata



Regional GDP

Impact

17.6 Bn Italy (1.1%)

3.9 Bn Lombardia (1.1%)

2.5 Bn Lazio (1.4%)

1.5 Bn Emilia-Romagna (1.0%)

1.3 Bn Piemonte (1.1%)

1.3 Bn Toscana (1.2%)

Source: INPS

Housekeepers

Lombardia **113,001**

Lazio **90,318**

Piemonte **39,210**

Veneto **37,034**

Toscana **37,030**

Italy **509,987**

Caregivers

Lombardia **71,805**

Emilia-Romagna **48,109**

Toscana **44,847**

Lazio **39,722**

Veneto **39,428**

Italy **451,371**

Distribution

■ North West

30.5%

■ North East

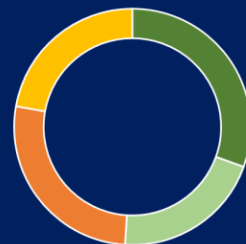
20.5%

■ Center

26.8%

■ South and Islands

22.2%



Source: INPS

Provinces' Ranking

% Women

94.1% Udine

93.6% Oristano

93.4% Aosta



% Foreigners

84.9% Milano

82.9% Bologna

82.6% Roma



% Men

28.9% Palermo

28.2% Messina

25.4% Napoli



% Italians

87.1% Oristano

86.9% Nuoro

81.6% Cagliari



Domestic workers per

1.000 res.

58.4 Cagliari

35.5 Oristano

34.3 Nuoro

32.6 Milano

29.2 Ascoli P.

27.4 Roma



Source: INPS