

Domestic work reforms: Proposals, Goals, Impact



European Care Strategy

Communication 440/22

Improving long-term care systems in Europe after the difficulties emerged during the pandemic.

Recommendation 14785/22

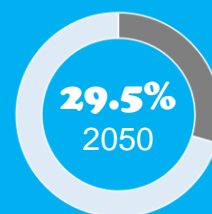
Early childhood and education

Recommendation 13948/22

Long-term care services
(Long-Term Care)

Demographic challenges

Population over 65 in EU 27



Focus areas

Social dialogue, working conditions, skills, legal migration

Critical issues (EFSD opinion)

Exclusion of non-Long Term domestic workers (difficult distinction);
Informal work not considered



National plan to combat undeclared work

RRP Mission 5/1 Adoption of a National Plan to combat undeclared work (three-year period 2023-2025),

February 2022 Board of experts

December 2022 Action Plan

June 2023 Start of work

5 Actions for domestic work

- Creation of a dedicated portal on the INPS site
- More targeted use of the helplessness allowance
- ISEE-related bonus to cover documented expenses (full deductibility)
- Review and streamlining of the Family Record Book
- Voucher Reinstatement (for individuals and families only)



Dependency reform

RRP Mission 6/2 Innovation, research and digitalization of the National Health Service

October 2022 First delegated Law Decree

March 2023 Delegated Law 33/2023

I quarter 2024 Implementation decrees

What's new

- New governance: National system for the dependent elderly population;
- Universal benefit for dependent elderly in lieu of helplessness allowance;
- Reorganization of facilitations;
- Training and assessment of operators

Domestic Work Employer Families

977,929
**Domestic work
Employer Families (2022)**
+14.4% 2019-21
2021-22 -6.6%

Italians 94%
Non-EU 4%
EU foreigners 2%



Women 57%
Men 43%



100,353 Severely disabled persons (10.3%)
3,265 Priests (0.3%)

228,526 Cohabitation (23.4%)
19,959 Spouse or relative (2.0%)

**Regular employers
(109 per 100 workers)**

978,000

Irregulars (estimated 51.8%)

1.1 million

Total employers (estimate)

2 million

Age

| classes | W | M |
|---------|-------|-------|
| <60 | 27.4% | 36.2% |
| 60-69 | 15.7% | 18.7% |
| 70-79 | 15.2% | 16.3% |
| 80+ | 41.7% | 28.7% |



Payment

38% Cash
32% Variable
27% Transfer
3% Checks



Termination

52% Resignation
26% Dismissal
12% Death of care receiver
9% Contract termination
1% Just cause

Contract management

10.6% Advance of extra month's salary
32.0% Extra bonus to wage floor
64.6% Relationship over 5 years
1.9% Rest day No Sunday

5TH ANNUAL REPORT ON DOMESTIC WORK

2023 Edition

Domestic Workers in Italy

894,299

Domestic workers
Regular workers (2022)



13.6% Men 121,374
86.4% Women 772,925



48.0% Caregivers 429,426
52.0% Housekeepers 464,873



30.5% Italians 272,583
69.5% Foreigners 621,716



35.4% Eastern Europe
30.5% Italy
17.2% Asia
9.9% Latin America
6.7% Africa

Countries of origin (% of tot. foreigners)



131,387 Romania 21.1%



91,254 Ukraine 14.7%



65,715 Philippines 10.6%



37,333 Peru 6.0%



35,113 Moldova 5.6%

Sources: INPS

2013 2014 2015 2016 2017 2018 2019 2020 2021 2022

Change

2019-21 2021-22

Total +13.0% -7.9%

Men +51.8% -18.3%

Women +8.0% -6.0%

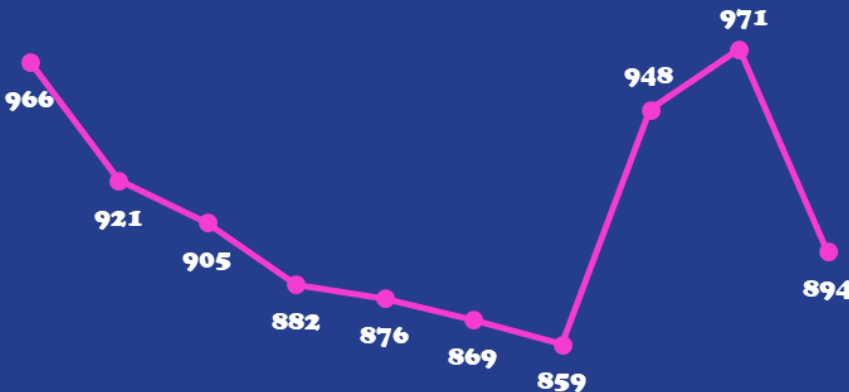
Caregivers +10.2% -5.6%

Housekeepers +15.6% -9.9%

Italians +13.0% -6.6%

Foreigners +13.0% -8.4%

Sources: INPS



Average age (years)

49.6 Total domestic workers
48.2% Housekeepers
+51.3% Caregivers

More than 40 hours a week

24.0% Total workers
7.2% Housekeepers
42.2% Caregivers

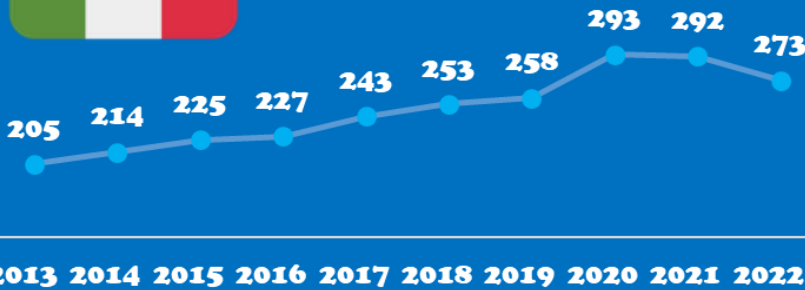
Total workers
(2022 estimate)
1.85 million

Regular workers
894,000
48.2%

Irregular workers
961,000
51.8%

Sources: INPS

Focus on Domestic Workers of Italian nationality

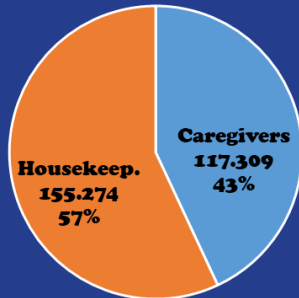
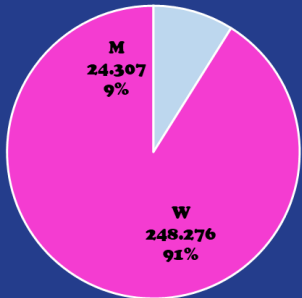


272,583

ITALIAN domestic
workers (2022)
30.5% of the total

Change
- 6.6% 2021-22
+33.0% 2013-22

Sources:



Av. age 50.8 W 47.9 M
Age distribution

| Age Group | W (%) | M (%) |
|-----------|-------|-------|
| <30 | 5.8% | 13.2% |
| 30-39 | 9.7% | 15.1% |
| 40-49 | 21.9% | 19.1% |
| 50-59 | 40.6% | 28.7% |
| 60+ | 22.0% | 23.9% |

Sources: INPS

**Women workers on maternity leave 1,311 Italians
4,064 foreigners**

Italian domestic workers

- 39,429** Sardegna
- 33,957** Lombardia
- 24,243** Lazio
- 22,098** Toscana
- 21,630** Piemonte
- 18,701** Veneto
- 18,041** Campania
- 16,635** Sicilia
- 15,277** Emilia-R.
- 15,229** Puglia



Incidence % Italians / Total

- 82.2%** Sardegna
- 61.1%** Molise
- 51.6%** Puglia
- 50.6%** Basilicata
- 46.7%** Sicilia
- 46.7%** Abruzzo
- 43.9%** Calabria
- 36.3%** Campania
- 33.7%** Marche
- 32.8%** V. Aosta
- 31.7%** Piemonte
- 29.9%** Friuli V.G.
- 29.2%** Liguria
- 28.6%** Umbria
- 28.3%** Toscana
- 27.7%** Trent. A.A.
- 26.8%** Veneto
- 19.7%** Lazio
- 19.5%** Emilia-R.
- 19.4%** Lombardia

Sources: INPS

Economic and fiscal impact of domestic work

1.0%

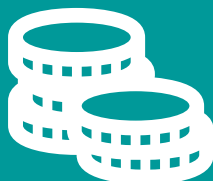
**Contribution
to 2022 GDP
equal to**

17.1

Billion Euro

**Family Spending
(Total +2022)**

**14.3
Billions**



Regular

component 7.7Bn

6.1 Remuneration
0.5 Severance pay
1.1 Contributions

Irregular

component 6.6Bn

(Remuneration Only)
3.6 Caregivers
3.1 Housekeepers

Sources: ISTAT



8.8 billions

Saving

for the State

(0.5% of 2022 GDP)

Thanks to family

spending

Current public expenditure

for Long-term care

24.5 billions

**Public expenditure WITHOUT
family spending**

**Increased number of elderly in
facilities**

33.3 billions

Sources: DOMINA
estimates

(% of 2020 GDP)

Pension spending

18.4% Italy

13.4% EU27

**Family and Disability
Spending**

3.0% Italy

4.7% EU27

Impact on Countries of origin

Remittances from Italy (2022)

Romania 499 M

Ukraine 239 M

Philippines 623 M

Peru 291 M

Moldova 139 M

Sources: EUROSTAT, INPS,
Bank of Italy

Domestic Work in the Italian Regions

Domestic work employer families

| | |
|--------------------------|---------------------------|
| 185,968 Lombardia | 31,679 Puglia |
| 159,316 Lazio | 24,727 Marche |
| 83,391 Toscana | 20,321 Friuli V.G. |
| 79,966 Emilia-R. | 19,541 Umbria |
| 72,399 Piemonte | 14,175 Abruzzo |
| 71,040 Veneto | 12,997 Calabria |
| 53,759 Sardegna | 11,745 Trent. A.A. |
| 52,048 Campania | 3,662 Basilicata |
| 43,648 Sicilia | 2,069 Molise |
| 33,720 Liguria | 1,726 V. Aosta |

Impact on regional GDP

| |
|-------------------------------------|
| 3.7 bn Lombardia (1.1%) |
| 2.3 bn Lazio (1.4%) |
| 1.5 bn Emilia-Romagna (1.1%) |
| 1.3 bn Piemonte (1.2%) |
| 1.3 bn Toscana (1.4%) |
| ----- |
| 17.1 bn Italy (1.0%) |



Sources: INPS, ISTAT

Domestic workers per 1,000 inhabitants

| |
|-----------------------|
| 30.2 Sardegna |
| 21.6 Lazio |
| 21.3 Toscana |
| 21.1 Umbria |
| 20.3 Liguria |
| 17.7 Emilia-R. |
| 17.6 Lombardia |
| 15.1 Italy |



Housekeepers

| |
|--------------------------|
| Lombardia 104,291 |
| Lazio 85,088 |
| Piemonte 35,358 |
| Toscana 34,281 |
| Emilia-R. 32,544 |
| ----- |
| Italy 464,873 |

Caregivers

| |
|-------------------------|
| Lombardia 70,322 |
| Emilia-R. 45,739 |
| Toscana 43,858 |
| Lazio 38,069 |
| Veneto 37,306 |
| ----- |
| Italy 429,426 |

Sources:
INPS

Ranking Province

% Women

| |
|--------------------|
| 95% Rovigo |
| 94% Udine |
| 94% Ferrara |

% Men

| |
|--------------------|
| 28% Palermo |
| 27% Messina |
| 23% Napoli |

% Foreigners

| |
|--------------------|
| 85% Milano |
| 83% Roma |
| 82% Bologna |

% Italians

| |
|---------------------|
| 88% Oristano |
| 87% Nuoro |
| 82% Cagliari |

Domestic workers per 1,000 inh.

| |
|---------------------------------|
| 34.1 Oristano |
| 33.1 Nuoro |
| 32.1 Cagliari+South Sard |
| 31.5 Milano |
| 26.2 Roma |
| 26.0 Ascoli P. |
| 25.9 Firenze |

Sources: INPS