

The logo features a stylized blue 'O' with a central dot, resembling an eye or a camera lens. To its left is a blue letter 'D'. To the right of the 'O' are the words 'SSERVATORIO' and 'MINA' stacked vertically in a blue serif font. Below the 'O' and the stacked text is the phrase 'SUL LAVORO DOMESTICO' in a red sans-serif font.

D **O** **SSERVATORIO**
MINA
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DOMINA Observatory on Domestic Work

5°

ANNUAL
REPORT
ON DOMESTIC
WORK

Analysis, statistics, national and local trends

2023

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It is important to note that the opinions provided by the authors involved in the preparation of the Annual Report are personal expressions and do not reflect an official position of the DOMINA Association. The voluntary and free collaboration of the authors contributes to enriching the data analysis of the Annual Report.



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V Annual Report on Domestic Work

Edited by the DOMINA Observatory on Domestic Work

2022 can be considered a year of transition for domestic work. At a quantitative level, INPS records a 7.9% decrease compared to 2021 (almost 80,000 fewer domestic workers), which is considered physiological following the increases recorded in the 2020-2021 two-year period due to a "spontaneous regularization of work relations to allow domestic workers to go to work during the lockdown period" and "the entry into force of the legislation that regulated the emergence of irregular work relations (Decree Law No. 34 of 19/05/2020 - "Relaunch" decree).

However, many of the critical issues that emerged during the pandemic, concerning the system of care in general and home care in particular, have not yet been solved.

At a national and European level, therefore, there is great anticipation for the announced reforms in the sector. In Italy, the care-dependency reform envisaged by the RRP saw the approval of the Delegated Law in March 2023 and awaits the enactment of the implementing Decrees by January 2024.

There is also great interest at a European level around the European Strategy for Care, a programme that aims at reforming care systems in the Member States, albeit limited to long-term care (LTC).

The DOMINA Observatory's Report 2023 thus starts with an analysis of reform proposals, highlighting their goals and possible operating lines.

According to the latest available INPS data (2022), there are just under 900,000 domestic workers, down from the previous year. This sector is characterized by a strong foreign presence (69.5% of the total), especially from Eastern Europe, and a predominance of women (86.4%), although in recent years there has been an increase in both men and Italians.

The sector is still characterized by a high rate of irregularity (51.8%, compared with a national average of 11.3% for all sectors), from which the total number of people involved, including workers and employers, can be estimated at about 4 million.

As in the previous three years, the 2023 Report contains the analysis of the database provided exclusively by INPS to DOMINA. This made it possible to analyse data on employers in a timely

manner, which exceed 1 million (108 per 100 workers) in 2022. Numbers that, moreover, are bound to grow, given the now unstoppable demographic winter that results in a steady increase in the elderly population.

As usual, moreover, the Report emphasizes the key role of families as welfare players, since their engagement as employers results in savings for the public coffers. In fact, families now spend 7.7 billion on regular domestic workers, plus 6.6 billion on irregular workers. This is therefore a total expenditure of more than 14 billion, which gives the State a saving of about 9 billion (0.5% of GDP), which is the amount the State would have to bear if the elderly cared for at home were admitted to a facility.

A final consistent section is devoted to a regional focus, thus specifying the different territorial characteristics of the Italian peninsula. Overall, domestic work contributes one point of GDP (17.1 billion), although the presence (as well as the wealth produced) is not uniform across the territory. This year as well, an overview of the main family support tools (local regulations, pilot projects, forms of allowances) is proposed-and expanded. Indeed, in our Country, local specificities are a great asset but at the same time they require deep and constantly updated knowledge. This mapping is therefore a useful tool both for families, looking for support tools, but also for local governments themselves, who can compare family-support policies and draw valuable lessons from different experiences.

Thus, the Annual Report is intended to be a useful tool for different types of users. On the one hand, it offers employer families interesting insights into the world of domestic work, with accurate numbers and data.

At the same time, however, it provides policymakers - at various levels - with a basis to develop and evaluate policies to support families. In this sense, the social partners' programmatic platform represents the heart of the sector's demands to the (in this case national) policymaker. DOMINA also sought to quantify and update those proposals in terms of their economic and fiscal impact, estimating what the burden on the State would be and what the benefits to the community would be.

Domestic work reforms at a European and national level

As explained in detail in DOMINA European Dossier 2023¹ on domestic work in Europe, the "European Strategy for Care," presented by the European Commission in September 2022, is the challenge for Member States to "*ensure quality, affordable and accessible care services across the European Union and improve the situation for both care receivers and the people caring for them, professionally or informally*"².

The Strategy is an ambitious programme that starts from the recognition of the difficulties Member States face in meeting ongoing demographic, social and economic challenges.

While demographic challenges affect the entire EU area, Italy is undoubtedly among the countries most affected by population ageing. As of today, in fact, Italy is the EU Country with the highest share of people aged 65 and 75 and older. However, healthy life expectancy at age 65 is 9.5 years in Italy, below the EU average (9.9 years) and lower than that of most EU-15 Member States.

Despite a fairly high public expenditure on long-term care (LTC), Italy's public system is still heavily reliant on informal care and the presence of migrant family caregivers, most of them without regular employment contracts. In addition, more than half of public expenditure on LTC goes to the helplessness allowance, that, while giving concrete support to families, has several critical issues.

Based on this evidence, the Investment Plan approved after the Covid Crisis (RRP) earmarked 8% of funds to the Health mission, aimed at ensuring "Effective improvement of the National Health System to make facilities more modern, digital and inclusive, ensure equity of access to care, strengthen local prevention and services by promoting research".

Reform for the dependent elderly is actually still in progress, with legislative decrees expected by March 2024. Long time, in which it will be possible to improve and correct where necessary the text of the law and, above all, make sure that some initial funding is allocated.

Another measure of particular relevance to the domestic work sector is the National Plan to Combat Undeclared Work, provided for in the National Recovery and Resilience Plan (RRP).

The first action involves improving data collection to enhance knowledge of the phenomenon. The second introduces direct and indirect measures to transform undeclared work into regular

¹<https://www.domesticworkobservatory.com/>

² https://ec.europa.eu/commission/presscorner/detail/en/ip_22_5169

work. These measures can be deterrent, e.g., increasing inspections and penalties, but also persuasive measures that promote regular work with financial incentives. The third action is promotion through the launch of an information campaign targeting employers and workers, with the active involvement of social partners. Eventually, the last action provides for a governance structure to ensure effective implementation of the actions.

With regard to domestic work, a sector strongly affected by the phenomenon, the following specific actions are identified:

- Develop within the INPS website a portal dedicated to the registration and management of domestic work relations. So as to answer all users' questions as well;
- A more targeted use of the helplessness allowance, which is currently paid to the beneficiary without any restriction on its use;
- The introduction of a bonus, based on the family ISEE, to cover part of the total work costs incurred for domestic workers. Currently, a tax deduction is allowed only for social security contributions paid to domestic workers up to 1,549.36 per year. This covers only a small part of the cost of domestic work;
- Promote experimentation with new procedures in the area of domestic work, administrative streamlining paths (Family record book);
- Analysis of the application of the Occasional Work Contract (PrestO), aimed at private employers in order to restore services habitually performed off the books to legality.

The characteristic of domestic work employer families

From the customized data supply granted by INPS, it is possible to derive the peculiarities of domestic work employers: employers in 2022 return below one million (977,929), down slightly from the previous year (-6.6%). As with domestic workers, this is likely the data is flat after increases in 2020 and 2021 due to pandemic containment measures.

Domestic work employers by Region (individuals, 2022)

Regions	Data 2022	Distr. % 2022	Change % 2019-21	Change % 2021-22
Lombardia	185,968	19.0%	+19.5%	-5.5%
Lazio	159,316	16.3%	+6.6%	-4.4%
Toscana	83,391	8.5%	+13.3%	-4.4%
Emilia-Romagna	79,966	8.2%	+16.8%	-8.5%
Piemonte	72,399	7.4%	+11.6%	-8.1%
Veneto	71,040	7.3%	+18.5%	-8.8%
Sardegna	53,759	5.5%	+6.4%	+1.0%
Campania	52,048	5.3%	+22.1%	-11.9%
Sicilia	43,648	4.5%	+11.7%	-8.4%
Liguria	33,720	3.4%	+9.7%	-4.5%
Puglia	31,679	3.2%	+35.5%	-10.3%
Marche	24,727	2.5%	+12.9%	-10.2%
Friuli-Venezia Giulia	20,321	2.1%	+16.5%	-5.2%
Umbria	19,541	2.0%	+9.8%	-6.8%
Abruzzo	14,175	1.4%	+15.6%	-8.6%
Calabria	12,997	1.3%	+17.1%	-11.3%
Trentino-Alto Adige	11,745	1.2%	+13.0%	-10.6%
Basilicata	3,662	0.4%	+33.3%	-12.3%
Molise	2,069	0.2%	+13.1%	-10.4%
Valle d'Aosta	1,726	0.2%	+7.6%	-4.4%
Italy	977,929	100.0%	+14.4%	-6.6%

DOMINA and Leone Moressa Foundation elaborations on INPS data - customized supply

Another source used in the Report is the DOMINA database, consisting of a sample of about 20 thousand work relations. Additional qualitative data on domestic work relations can be derived from it. Looking at the type of work relationship, the DOMINA sample shows a strong prevalence of non-cohabiting workers (67%) compared to cohabiting workers (33%). The number of foreigners is higher among cohabitants (91%) than among non-cohabitants (76%).

In terms of classification levels, about 50% of the DOMINA sample is in B and BS levels. Level B includes family caregivers who perform their duties with specific competence, albeit at an executive level. In contrast, the BS level includes family caregivers who assist self-sufficient persons or children (baby sitters). In both cases, activities related to the needs of food and cleaning of the house where the care receivers live are included, if required.

About a quarter of workers surveyed by DOMINA are also classified in the CS level, or (untrained) family caregivers who assist dependent persons. This again includes, if required, activities related to the needs of food and cleaning of the house where the care receivers live.

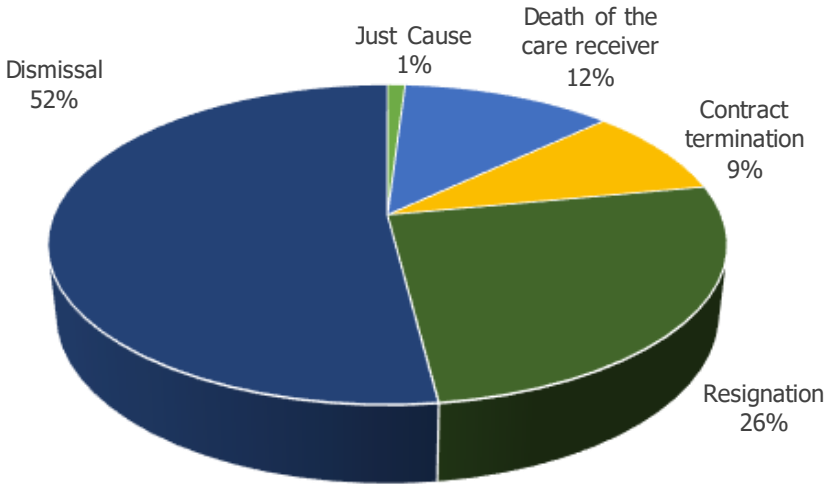
It is also possible to observe the composition by gender and citizenship for each classification level. First, for each job classification level, there is a greater presence of women in the Super levels, which are those dedicated to personal care. In particular, the largest presence of women is in the BS and CS levels. In contrast, the highest presence of men is in the A and D levels, those with the lowest and highest specialization.

Regarding citizenship, there is a higher number of Italians in the most qualified levels (D and DS), with more than 40%. In lower qualification levels, however, the number of foreigners exceeds 75%, regardless of whether it is home care or personal care. The only exception is the C level, where the number of Italians reaches 36%.

Among the reasons for termination, the most common is termination of the worker (52%). 26% are terminated by resignation, 12% by the death of the care receiver, and 9% by the expiration of the contract. Only 1% of contracts was terminated for just cause.

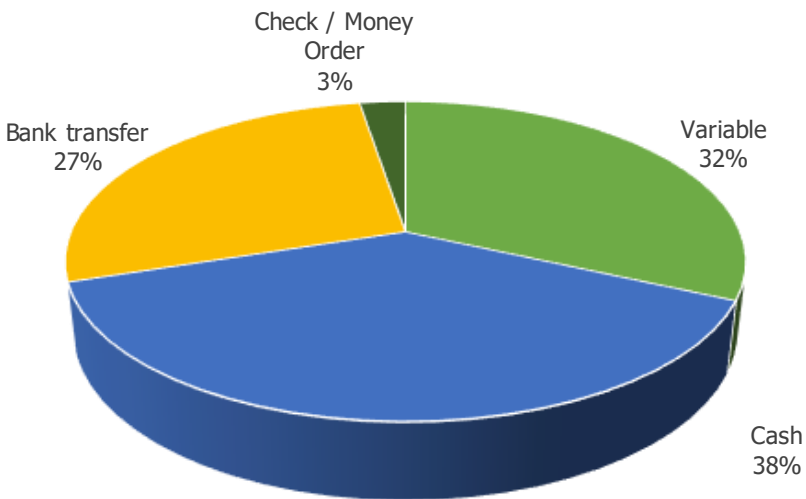
Among of the ways of paying domestic workers' salaries, Italian families continue to make little use of traceable instruments: 27% use bank transfers and 3% use checks or money orders. The most common form of payment remains cash (38%), while nearly a third of families have no fixed method (32%).

Reasons for work termination



DOMINA and Leone Moressa Foundation elaborations on DOMINA data

Salary payment method

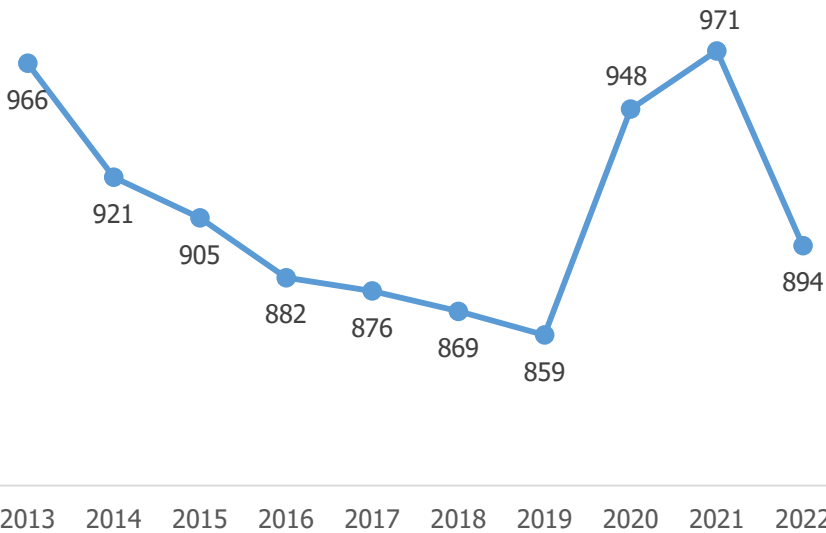


DOMINA and Leone Moressa Foundation elaborations on DOMINA data

(Regular) domestic workers in Italy

In 2022, there are 894,299 domestic workers contributing to INPS, a decrease compared to - 7.9% of 2021 (-76,548 workers), after increases recorded in 2020-2021 due to spontaneous legal formalization of work relations to allow domestic workers to go to work during the lockdown period and the entry into force of the legislation regulating the emergence of irregular work relations (Decree Law No. 34 of 19/05/2020 - "Relaunch" decree).

Time series of Domestic workers in Italy (data in thousands)



DOMINA and Leone Moressa Foundation elaborations on INPS data

Employers/Domestic workers proportion

	2019	2020	2021	2022
Employers	914,853	992,587	1,046,937	977,929
Workers	859,174	947,966	970,847	894,299
Employers per 100 Workers	106	105	108	109

DOMINA and Leone Moressa Foundation elaborations on INPS data

Thus, while overall in 2022 domestic workers decreased from 2021 by 7.9%, there are significant differences by gender and citizenship. The largest decline in 2022 is in the category of foreign men (-21.1%), precisely the group that increased more intensely between 2019 and 2021 (+66.6%).

Foreign women, despite a modest decline in 2022 (-5.6%), remain dominant in the domestic sector, accounting for 58.7% of the total. The second largest group is Italian women, accounting for 27.8% of the total.

Among the 621,716 foreign workers, one-fifth are from Romania (131,000). The second most represented country is Ukraine, with 91,000 workers, followed by the Philippines with 65,000.

Over the past year, all nationalities - except Georgia - have declined: the largest changes affect people from Bangladesh (-34.0%) and Pakistan (-27.8%). The "caregiver" component among domestic workers is more numerous among Eastern European nationalities: Georgia (82.4%), Bulgaria (73.8%), Ukraine (65.7%) and Romania (63.0%). Among workers of Asian origin, however, the presence of caregivers is less numerous, falling below 20 percent for citizens from Bangladesh, the Philippines and Pakistan.

Domestic workers by gender and citizenship, 2022

	2022 data	Distrib. 2022	Change % 2019-21	Change % 2021-22
Foreign women	524,649	58.7%	+5.5%	-5.6%
Italian women	248,276	27.8%	+13.7%	-6.7%
Foreign men	97,067	10.9%	+66.6%	-21.1%
Italian men	24,307	2.7%	+6.4%	-5.1%
Total	894,299	100.0%	+13.0%	-7.9%

DOMINA and Leone Moressa Foundation elaborations on INPS data

Foreign domestic workers by Country of origin (2022)

Top 20 foreign nationalities	2022 data	Distrib. % (out of tot. Foreigners)	of which Caregivers	Change % 2021-22
Romania	131,387	21.1%	63.0%	-9.9%
Ukraine	91,254	14.7%	65.7%	-4.3%
Philippines	65,715	10.6%	16.3%	-3.3%
Peru	37,333	6.0%	51.0%	-3.9%
Moldova	35,113	5.6%	60.6%	-8.9%
Sri Lanka	29,172	4.7%	28.8%	-2.8%
Albania	26,188	4.2%	35.8%	-10.4%
Morocco	24,598	4.0%	54.3%	-14.6%
Georgia	24,372	3.9%	82.4%	+4.6%
Ecuador	17,814	2.9%	48.2%	-2.2%
Poland	11,802	1.9%	49.4%	-10.1%
India	10,878	1.7%	47.4%	-14.8%
Pakistan	7,660	1.2%	10.6%	-27.8%
El Salvador	7,361	1.2%	38.7%	-3.0%
Bangladesh	7,234	1.2%	16.2%	-34.0%
Bulgaria	6,982	1.1%	73.8%	-14.8%
Senegal	5,812	0.9%	39.4%	-18.0%
Dominican Rep.	5,581	0.9%	62.7%	-6.4%
Russia	5,466	0.9%	59.6%	-11.3%
Nigeria	5,377	0.9%	46.0%	-12.4%
Brazil	4,734	0.8%	35.8%	-7.2%
Foreigners	621,716	100.0%	50.2%	-8.4%

DOMINA and Leone Moressa Foundation elaborations on INPS data - customized supply

Family expenditure and economic impact

According to INPS data, in 2022 family spending on domestic work posts a decline for the first time after a gradual increase since 2017. Considering only the regular component, we can look at the sum of domestic workers' remuneration, severance pay and contributions paid.

Considering the irregularity rate at 51.8% provided by ISTAT³, it is possible to estimate the irregular component, both in terms of the number of workers and family spending. This gives the total number of domestic workers, which is 1.86 million. Thus, family spending reaches 14.3 billion, including 7.7 billion for caregivers and 6.6 billion for housekeepers.

Estimated irregular component (workers and family spending)

	REGULAR Component	IRREGULAR Component	Total Workers
<i>Total Workers, 2022</i>			
Caregivers	429,426	461,499	890,925
Housekeepers	464,873	499,594	964,467
Total	894,299	961,093	1,855,392
<i>Total family spending (Billion euros)</i>			
Caregivers	4.2	3.6	7.7
Housekeepers	3.6	3.1	6.6
Total	7.7	6.6	14.3

DOMINA and Leone Moressa Foundation elaborations on INPS data

³ In this case, item T is considered, which includes activities of families and cohabitations as employers for domestic staff (Ateco T97) and production of undifferentiated goods and services for own use by families and cohabitations (Ateco T98). In terms of employment, T97 (domestic work in the strict sense) accounts for 98.1% of total T.

http://dati.ISTAT.it/OECDStat_Metadata/ShowMetadata.aspx?Dataset=DCCN_OCCNSEC2010&ShowOnWeb=true&Lang=it

Total family spending by individual item (Billion euros)			
	REGULAR Component	IRREGULAR Component	Total Workers
Remuneration	6.1	6.6	12.8
Contributions	1.1	0.0	1.1
Severance pay	0.5	0.0	0.5
Total	7.7	6.6	14.3

DOMINA and Leone Moressa Foundation elaborations on INPS data

Despite having a rather low productivity compared to other economic sectors, domestic work still makes a positive contribution to Italian GDP. To assess its impact, the ratio of the Value Added generated by Domestic Work⁴ to the total Value Added generated by the Italian economy is highlighted.

In recent years, the Value Added produced by domestic work has been slightly but steadily decreasing and, in 2022, stands at 17.1 billion euros (-3.4% compared to 2021). The simultaneous growth in total Value Added, recorded in 2022 (+7.0%), results in a live decline in the percentage incidence of 1.0%.

⁴ In this case, item T is considered, including activities of families and cohabitations as employers for domestic staff (Ateco T97) and production of undifferentiated goods and services for own use by families and cohabitations (Ateco T98). The indicator considered is Value Added at current prices, simplified into the definition "GDP of domestic work"

ESTIMATED GDP of Regional Domestic Work, 2022⁵

Regions	Estimated GDP of Domestic work (million euros)	% Distrib.	% Incidence Regional GDP
Lombardia	3,692	21.5%	1.1%
Lazio	2,340	13.7%	1.4%
Emilia-Romagna	1,507	8.8%	1.1%
Piemonte	1,314	7.7%	1.2%
Veneto	1,314	7.7%	1.0%
Toscana	1,300	7.6%	1.4%
Campania	1,031	6.0%	1.1%
Sicilia	813	4.7%	1.1%
Liguria	601	3.5%	1.5%
Puglia	570	3.3%	0.9%
Sardegna	478	2.8%	1.7%
Friuli-Venezia Giulia	425	2.5%	1.3%
Marche	390	2.3%	1.1%
Calabria	338	2.0%	1.2%
Umbria	316	1.8%	1.7%
Trentino-Alto Adige	299	1.7%	0.8%
Abruzzo	254	1.5%	0.9%
Basilicata	78	0.5%	0.8%
Molise	41	0.2%	0.8%
Valle d'Aosta	36	0.2%	0.9%
Italy	17,136	100.0%	1.0%

DOMINA and Leone Moressa Foundation elaborations on INPS data

⁵ The data used is Value Added at current prices, provided by ISTAT. The 2022 regional data estimate is calculated by dividing the 2022 national value by the regional distribution of the last available year (2020). The impact on regional GDP also refers to 2020.

Thus, LTC spending for the over-65 population amounts to 24.5 billion or 74.2% of the total (33.0 billion).

In this context, the welfare system supported thanks to 7.7 billion spent by families on caregivers (including the irregular component).

Without family spending, which ensures the possibility of in-home care, the State would have to spend about 19.8 billion more on facility management for nearly one million elderly people (per capita average 22 thousand euros annually, calculated in the DOMINA 2020 Report⁶).

Even if we completely reset the helplessness allowance, which today supports home care, government spending would rise to 33.3 billion. Thus, we can say that, thanks to the burden on families, the State saved 8.8 billion euros in 2022, equal to 0.5% of GDP.

Estimated savings for the State (2022)
data in Billion euros⁷

	Current scenario (with family spending)	Hypothetical scenario (without family spending)
Family spending on elderly care (regular and irregular family caregivers)	7.7	0.0
LTC - Health Care Component	9.0	9.0
LTC - Helplessness allowance	10.7	0*
LTC - Sundry	4.8	4.8
New elderly care		19.6
Total Public Expenditure	24.5	33.3
Savings for the State	8.8	

* helplessness allowance, although not related to the need for family care, has been reset as a precaution because it is impossible to estimate the precise number of people concerned.

DOMINA and Leone Moressa Foundation elaborations on RGS, ISTAT and INPS data

⁶ See DOMINA 2020 Annual Report, chap. 4.3

⁷ Family spending and GDP refer to 2020. Public LTC spending refers to 2019.

The contribution that, through remittances sent home, migrant domestic workers make to their Countries of origin should also be considered. Overall, remittances sent by immigrants residing in Italy to support families in their Countries of origin will stand at 8.2 billion euros in 2022, despite a slight decrease from 2021 (-1.8%). Compared with 2017, the total volume increased by +44.9%. The top destination Country is Bangladesh with 1.2 billion, equal to 14.6% of the total. Pakistan and the Philippines follow.

The impact of remittances on the GDP of receiving Countries is also significant. Considering the top Countries by number of domestic workers in Italy, according to the World Bank, remittances from abroad account for more than 10% in Moldova (15.5%) and Georgia (14.2%). Ukraine (9.0%), the Philippines (9.3%) and Albania (9.4%) also register high dependence from abroad.

Focus on Countries of origin (top 10 Countries by number of domestic workers)

Countries of origin	Residents of Italy (Istat data, 2022)	Domestic workers (INPS data, 2022)	Remittances sent from Italy, million euros (2022)	Incidence of Remittances from abroad/recipient GDP (World Bank, 2021)
Romania	1,083,771	131,387	498.9	3.2%
Ukraine	225,307	91,254	239.1	9.0%
Philippines	158,997	65,715	623.4	9.3%
Peru	94,131	37,333	290.9	1.6%
Moldova	114,914	35,113	139.1	15.5%
Sri Lanka	108,069	29,172	234.4	6.2%
Albania	419,987	26,188	185.9	9.4%
Morocco	420,172	24,598	566.7	7.5%
Georgia	22,907	24,372	398.3	14.2%
Ecuador	66,590	17,814	176.7	4.1%

DOMINA and Leone Moressa Foundation elaborations on data from ISTAT, INPS, Bank of Italy

Regional peculiarities

One-third of all domestic workers are concentrated in only two regions: Lombardia (19.5%) and Lazio (13.8%). In relation to the number of elderly residents (over 80), a higher incidence of caregivers is recorded in North-Central regions than in Southern regions (with the exception of only Sardegna). Even more distinctive is the analysis of housekeepers, 40.7% of whom are concentrated in Lombardia and Lazio. In Lazio in particular, there are nearly 14.9 domestic helpers per 1,000 inhabitants. About 78,000 housekeepers work in the province of Rome, 16.8% of total housekeepers nationwide; over 65,000 are in Milan (14.0%).

The decrease in domestic workers recorded in 2022 is not uniform in all areas: in some regions the effects of the amnesty having run out seems to be more significant, particularly in Campania (-13.5%), Basilicata (-13.3%) and Calabria (-13.1%). In other parts of the Country, however, the decline was less significant, such as in Sardegna (-1.9%), where the domestic work market has always experienced steady growth, Toscana (-5.3%) and Friuli-Venezia Giulia (-5.5%).

All regions except Sardegna (+1.0%) report a decline in the number of domestic workers. In particular, it is the North-Eastern regions that record the largest decrease (-8.4%) in the number of domestic work employers, immediately followed by those in Southern Italy (-7.7%).

Workers from Eastern Europe are more present in the North-Eastern regions, where due to geographic proximity the percentage reaches 54.4% in Trentino-Alto Adige and averages 51.5%. Asian domestic workers, on the other hand, account for 17% of workers nationwide; they exceed 20% in regions with a strong presence of housekeepers, such as Lazio (27.7%), Sicily (24.7%), Campania (23.8%) and Lombardia (22.5%).

In some regions, the presence of Italian workers is very strong, if not prevailing. In addition to Sardegna, where Italians account for 82.2% of domestic workers, the native component also accounts for more than half of the total in Molise (61.1%). While in Emilia Romagna and Lombardia the Italian component is around 19%.

From the number of domestic workers, we can calculate an impact on GDP of 1.0%, or 17.1 billion euros in 2022 (generated Value Added). In some areas, the contribution affects even more: Umbria (1.7%), Sardegna (1.7%) and Liguria (1.5%).

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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

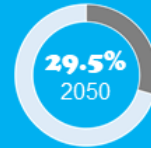
Early childhood and education

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 (EFISI 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

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Domestic Work Employer Families

977,929
**Domestic work
Employer Families (2022)**
+14.4% 2019-21
2021-22 -0.6%

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

Sources: INPS customized supply

Sources: INPS, ISTAT

Sources: DOMINA sample

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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
52.2% 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%



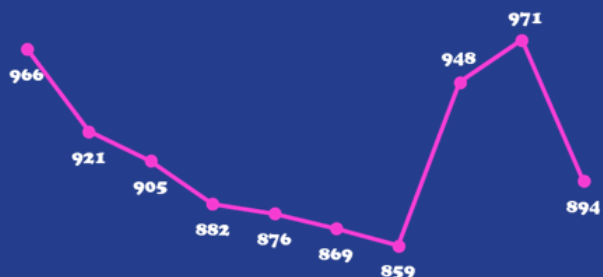
37,333 Peru 6.0%



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%

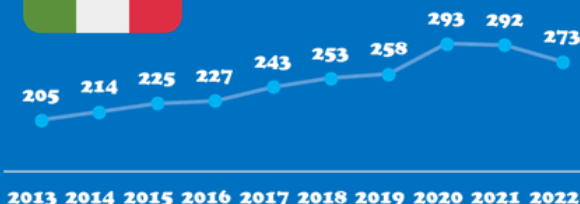
**Irregular
workers**
961,000
51.8%

Sources: INPS

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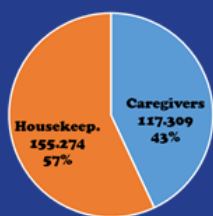
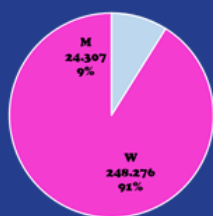
**Focus on Domestic Workers
of Italian nationality**



272,583
ITALIAN domestic
workers (2022)
30.5% of the total

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

Sources: INPS



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

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

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

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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

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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 Caregivers

Lombardia 104,291	Lombardia 70,322
Lazio 85,088	Emilia-R. 45,739
Piemonte 35,358	Toscana 43,858
Toscana 34,281	Lazio 38,069
Emilia-R. 32,544	Veneto 37,306
----	----
Italy 464,873	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

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PER I PROBLEMI SOCIALI
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EMBASSY

**OF THE REPUBLIC OF MOLDOVA
IN THE REPUBLIC OF ITALY**



REGIONE
ABRUZZO



REGIONE BASILICATA



Regione Calabria



Regione Emilia-Romagna



REGIONE
LAZIO



REGIONE LIGURIA



REGIONE PUGLIA



**REGIONE AUTONOMA
DE SARDIGNA
REGIONE AUTONOMA
DELLA SARDEGNA**

**REGIONE
TOSCANA**



Regione Umbria



Région Autonome
Vallée d'Aoste
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Valle d'Aosta



**PATROCINIO
REGIONE DEL VENETO**



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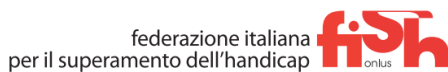
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www.osservatoriolavorodomestico.it

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