



Italy: Work and life: from making everybody fit into the system to being open and respectful of our co-workers' needs

Presented by: Sapienza University of Rome (IT)

Key words: private sector (IKEA); training for women during maternity leave; transition from maternity leave to gainful employment

Main target group: female employees of IKEA (near Naples) during maternity leave

Part. 1: General description of the measure

Country and title of the measure	ITALY – Work and life: from making everybody fit into the system to being open and respectful of our co-workers' needs.
Type of Measure: Please specify if it is a law, a policy, a program, a recommendation, a tool, etc	The measure represents a project implemented in IKEA location near Naples
Who started the Measure: if possible, please give the name and/or function of the person or department.	Human Resources Department at IKEA Naples
Who is implementing the Measure? If it is a company, please specify the size and sector.	IKEA
Partnership. Who are the partners and/or others actors involved? Which role do they have?	N.A.
Short Description of the measure. Please mention content, objectives, target groups, beneficiaries; time frame or duration and the activities carried out. Please mention the legal framework and if there are specific sanctions foreseen for noncompliance with the measure	The measure involves a group of women during the period of maternity leave. They can use a part of maternity period, before returning to their workplace, to follow training courses. They choose voluntarily to participate in the project. The HRD has organized every aspect of training for making the participation of women easier: particular timetable, nursery near the meeting room, breastfeeding room.

Purposes. Which are the direct purposes of the Measure, if applicable, the indirect ones?	The direct purpose is easing women in maternity leave in re-accessing their workplace without losing position or skills, keeping their employability and productivity.
Funds. Which are the funding sources for the Measure?	IKEA funds managed by the Human Resources Department

Part. 2: Qualifying aspects of the measure relative to OGP

Effectiveness. Please describe which aspects relevant to problems about the Gender Pay Gap are considered and overcome by the Measure.	Every women receives a promotion and a salary increase when they return to work after maternity leave.
How did the Measure manage to reduce Gender Pay Gap?	Maternity leave is usually a period of decrease of the income of women and this measure contrasts this reduction, with respect to income and career
Does the Measure involve other stakeholders and different actors (e.g. Local Government)	No
Monitoring. Does the Measure provide internal assessment and monitoring of the results?	N.A.
Has the Measure foreseen an analysis of the satisfaction of the women's needs?	The satisfaction of women was very high, for women directly involved and for the other women who worked inside the shop.
Innovation. Has the Measure produced new working conditions, especially referring to female employees? (e.g. develop new policy and service, introduce new ways of working as smart-working?)	The measure has introduced an important aspect favouring women during maternity leave: professionalism of women is always a resource. There are no obstacles for women to participate in training courses during maternity leave.
Reproducibility. Can the Measure easily be reproduced in other contexts?	The measure is rather expensive, but it can be easily reproduced when organizations understand the importance of keeping a good motivation and atmosphere and of enhancing women's resources.
Comment (own evaluation or experts' opinion). If possible, please specify what facilitates the success and where are the obstacles	<p>The success of the measure concerns the action promoted for the project sustainability, especially for women involved in care work.</p> <p>First of all, the flexible timetable of courses helps women with kids: no more than four continuous hours during the morning or in the afternoon.</p> <p>Secondly, there is the possibility to leave kids in a space near the training room, also for breast</p>

	feeding.
Further Information	<p>The project is described in a book on work-life balance: <i>E. Riva, Quel che resta della conciliazione</i>, Ed. Vita e Pensiero, 2009 Milano (Italy)</p> <p>Also see: http://www.unimib.it/upload/pag/46057/ti/tipologieesempidimisureconciliazionecompatibile.pdf</p>