

# Childcare in Italy



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*We must defend our culture of childhood, our kindergartens and our schools must respond to the needs of emotional and social cognitive development of all children.*

*We are convinced of the importance that these services have in our society. All children are entitled to a place in a public nursery without any distinction of race, language, religion, social class.*

*We are convinced, as many studies now show, that attending a quality nursery is the only way to ensure a true recovery of the disadvantages of departure.*

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- The average coverage of the 0-2 years old potential users is only 7.6% in the south, with the negative limit of Calabria and Molise covering respectively up to 4.1% and 5%. The coverage reaches 23% in the north and 26.5% in the center.
- In 2016, on 30.000 women who have resigned from the workplace, one in five has done so because the children were not admitted to the nursery school, almost one in four for incompatibility between work and child care, 5% because of high newborn assistance costs.
- The average monthly fee in 2017/18 is € 301 (it was €309 in 2014/15) for an average family (3 people with a child under 3 years and a ISEE of €19,900). Molise is the most economical region (€167), the most expensive is Trentino Alto Adige (€472)
- In the “0-6 Years Old 2017” Act the system of governance is underlined. The childcare service is no longer considered as a request-service, but as an educational service. In order to promote such new approach, the State allocated 200 million to support childcare services.

## Open problems

**Chiedo ASILO!**

Gli asili nido sono un diritto. Per tutti. E come ogni buon diritto vanno finanziati e rafforzati.

La legge di Stabilità non prevede risorse per fare degli asili nido un diritto e non più un servizio a domanda individuale.

Un diritto che va finanziato, per il bene dei bambini, degli educatori, degli insegnanti e di tutta la comunità.



**FP CGIL DIFENDE E VALORIZZA  
GLI EDUCATORI E GLI INSEGNANTI  
A TUTELA DEI BAMBINI**

FUNZIONE  
PUBBLICA

**#ChiedoAsilo CGIL**

fpcgil.it

**Chiedo ASILO**

L'asilo nido non è un privilegio. È un diritto. Perché l'educazione è un diritto a partire dalla nascita.

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## Service coverage

Extreme inhomogeneity in the country, in some cities the nurseries cover only 2-3% while in others we are above the percentage of Lisbon. To increase the service's coverage Fp Cgil did the campaign CHIEDO ASILO

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## Outsourcing

The trend of direct management of services in local administrations is in decline: In 2012 direct Management services were 70%.

The latest data is dated 2015 when there was a sharp decrease: it was in fact at 65%.

We can imagine that today the percentage has fallen further.

This means that the issue of outsourcing and procurement must also acquire centrality in the field of trade union relations.

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## Turn over

We have laws that allow intakes, the decree 113, obtained also thanks to the mobilization that the CGIL has put in the field, allows to unlock the turn over by replacing 100% of the ceased, but the administrations do not always apply it and therefore we must be the constant stimulus for this to happen.

As regards the intakes in our services after the DL 113 the situation, despite a thousand difficulties, is improving. Many large bodies are hiring: Milan, Bologna, Rome, Turin but also Ravenna and Venice and also Florence that has halved the losses.

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## Temporary workers and differences between public and private

You need to make stabilization pathways stable or imagine permanent rankings.

The problem of the inequality of both economic and public treatment must be resolved between the educators of the public sector and those of the private sector: only contracts could succeed.

In the private sector or in the private social sector work personnel who perceive about 2/3 of the remuneration and far fewer rights than a public worker. It is necessary to have a contract of supply chain that assumes the National Collective agreement of local autonomies as a reference contract, moreover we may think that it could be defined at the national contract level some common elements essential for all those who carry out the educational profession.



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## Other problems

- We need a new classification for the staff to whom the university qualification is required from today, staff who have lived the dyscrasia for years to have, in front of the same tasks, different contractual status. It is necessary to define the profile of the pedagogical Coordinator, currently not present in the CCNL but repeatedly mentioned in the law 0/6
- It is necessary to reduce the number of children for a teacher which is often too high
- We ask that the CCNL finally regulates in a clear manner the school calendar. Today the norms are identical for nurseries and kindergartens and include 42 weeks of work. In Some nurseries are excluded the closures for Christmas and Easter (many institutions do not apply the judgments) and therefore it is expected that work will be carried out in July without any additional incentive (only the fourth week). This is also different from the new Law 0-6 given that there are different calendars in a system that should be integrated
- The ageing of educators and teachers in these services (you can not work up to 67 years!). They have included in the category of heavy work, but this is not a sufficient solution

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## An accomplished action

In order to increase the representation and the unionization, in collaboration with the Inca patronage, **a research has been developed to bring out the occupational diseases** in the educational services, which has been carried out in an experimental way in some institutions and is expanding.

The questionnaire will then have to be analyzed both from the point of view of the individual results (through the doctor of the patronage indicated territorially), and for the collective content for the more general and category of membership analyses.



## NIDI E SCUOLE DELL'INFANZIA

Informazioni a cura dei rilevatori

Anno di compilazione | | | | |

Codice questionario | | | | | | | | | |

Region

Provincia

### B. Storia lavorativa e lavoro attuale

12. A che età ha iniziato a lavorare? Età in anni compiuti: | | |

13. Ha mai svolto altre professioni prima di quella attuale?

Si	<input type="checkbox"/>
No	<input type="checkbox"/>

13.1 Se Sì, con quali mansioni specifiche? (es. facchino, autista, saldatore, muratore).  
Se ha svolto diverse mansioni in passato, indichi quella in cui è stato impegnato più a lungo

mansione: \_\_\_\_\_ | \_\_\_\_ | \_\_\_\_ | anni con quella mansione

14. Da quanti anni lavora in questo settore? | | | anni

15. Provincia in cui lavora (sigla): |\_\_|\_\_|

16. Nome dell'azienda presso cui lavora:

**16.1** L'attività svolta presso questa azienda costituisce il suo lavoro principale?

**17. La sua azienda opera in appalto?**

Si	<input type="checkbox"/>
No	<input type="checkbox"/>

(INF1) Indichi la sua mansione:

Educatrice/educatore	<input type="checkbox"/>
Maestra/maestro	<input type="checkbox"/>
Operatrice/operatore	<input type="checkbox"/>
Addetta/o di cucina – cuoca/cuoco	<input type="checkbox"/>
Auxiliare	<input type="checkbox"/>

23. Ha sofferto di Lombalgia acuta? (dolore acutissimo alla bassa schiena che costringe a stare a casa immobile per almeno 1 giorno; c.d. "colpo della strega")

Si	<input type="checkbox"/>
No	<input type="checkbox"/>

37.1 Se Sì, in che anno è comparsa la prima volta? | | | |

37.2 Se Sì, dopo di allora ha avuto attacchi dello stesso tipo?

Si	<input type="checkbox"/>
No	<input type="checkbox"/>

37.2.a Se Sì, quanti attacchi in totale? Indichi il numero: | | |

37.2.b Quanti attacchi negli ultimi 12 mesi? Indichi il numero: | | |

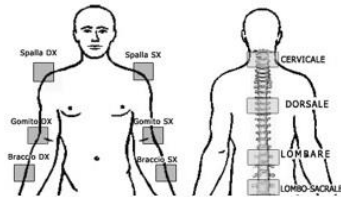
24. Negli ultimi 2 anni, ha avuto episodi di contrattura muscolare?

Si	<input type="checkbox"/>
No	<input type="checkbox"/>

25. Osservi la figura sottostante: soffre da più di 12 mesi di disturbi in corrispondenza di una o più zone indicate?

Si	<input type="checkbox"/>
No	<input type="checkbox"/>

**39.1** Se Sì, metta una X sulla parte del corpo interessata dal disturbo:



39.2 Se soffre da più i 12 mesi di dolori localizzati come nella figura, se ne è mai lamentato con il medico competente aziendale?

Si	<input type="checkbox"/>
No	<input type="checkbox"/>

(INF39.2) Se soffre da più i 12 mesi di dolori localizzati come nella figura, se ne è mai lamentato con il suo medico di base?

Si	<input type="checkbox"/>	No	<input type="checkbox"/>
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# The survey



How FP CGIL Milan  
organizes the  
workers?

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## Issues to be addressed

1. Battle against outsourcing
2. Employment policies
3. Organizational issues (service management, work organisation)

## Tools

- a) Negotiation with administration
- b) Mobilisation of workers
- c) Legal actions
- d) Citizens' awareness





## The involvement of workers

Fp Cgil is related to workers even before they become employees by organizing preparatory courses for public competitions.

Attends also at the signature of contracts.

Each year in September, assistance is made for internal mobility procedures.

Regular meetings are convened to inform and consult workers.

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## Communication

Various communication channels are active:

- Front office
- Telephone support
- Groups WhatsApp
- Mailing List
- Communication by social media
- Specific assistance and accompanying protocol for the period of maternity and for the care of the elderly and the disabled
- Training

For trade union activists, two annual dinners and other informal moments of comparison are organised.

For some battles involving parents and citizens, were organized for example snacks with children.



**A battle involving  
citizens**



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## Some numbers

Workers employed in educational service: **3425** (of which **165** alternates).

**800** members of the union between the educational staff.

They have elected delegates to the Council RSU (Unitary Union Representations).

Attendance at meetings also of **500** educators.

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There are some innovations to be investigated and some regulations need to be updated with respect to the attitude of today's parents and the growing use of new technologies.

In addition to addressing the demand for cameras, it is necessary to regulate the use of images that do not protect children or workers. We want to build and agree with the administration a shared policy for the use of social media by families.

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**Thank you for your attention**

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