

Parental Leave and Corporate Welfare at the Territorial Health Company of Fermo. A Cross-Sectional Prospective Study (Marche, Italy)

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Keywords: Work-Life Balance, Parental Leave, Employee Benefits, Health Personnel

ABSTRACT

Introduction: One of today's main issues is balancing work and family life, which significantly impacts the socio-economic and working conditions of the population. Since the last century, support for parenthood has been at the center of legislative attention both in Italy and Europe. The Italian Constitution of 1948 began addressing the shift from the woman's exclusively domestic role, promoting female workforce integration from the 1950s. Today, Italian legislation focuses on gender equality and worker protection, with measures aimed at reconciling work and family life. Recent terminological changes, such as "parental leave," reflect a shift towards recognizing the right and duty of both parents in child-rearing. Health companies, like the one in Fermo with its 670 nurses, need to manage absences and human resources effectively to facilitate work-family balance and ensure optimal work organization.

Objectives: This study analyzes the behaviors and needs of nurses in managing their children, aiming to improve corporate protection strategies for parents. The research investigated perceptions on the use of leave and the implications of legal rights for organizations and the services provided, proposing corporate welfare alternatives. The survey was conducted through an anonymous questionnaire.

Materials and Methods: The study employed a cross-sectional prospective method, also known as a prevalence study, to describe the frequency of phenomena in relation to variables. A quantitative and qualitative approach was used to analyze leave usage and the reasons behind it. The initial phase involved a bibliographic review and the creation of a questionnaire, which was subsequently distributed and analyzed. The setting was the U.O.C. Nursing and Obstetrics Area of the Territorial Health Company of Fermo (Italy), conducted from February 13, 2023, to July 31, 2023. The questionnaire was distributed digitally for 3 weeks, from July 10 to July 31, 2023. The sample included only nurses with minor children, excluding non-nurse professionals and employees with adult children or no children.

Results: The survey, conducted among 496 employees of the Territorial Health Company of Fermo, included 478 nurses with an average age of 41.9 years. Among the 173 nurses

with minor children, 96% are employed on permanent contracts and 57.8% work shifts including nights. Most children are between 1 and 18 years old. 30% of parents use public institutions for child care, while 25% receive family support. 28% feel they have not fully utilized their parental leave rights. 66% of users of fully paid parental leave did so out of necessity, while 74% of users of 30% paid leave cited the need to care for their children. 91% did not use the family reunion benefits provided by the national contract, and only 8.7% took advantage of the modified summer vacation period. Finally, 44% find the company contribution to daycare centers inappropriate.

Discussion and Conclusion: The study involved 71% of the nurses at the Territorial Health Company of Fermo, revealing that 36% have the right to leave for minor children care. Results show that most employees use fully paid leave more frequently than the 30% paid leave. 46% of respondents used leave for child illness, with a prevalence of requests during summer. Most respondents are aware of existing regulations and expressed a need for modifications and flexible hours. 27% requested a reduction in work hours, but only 10% received a positive response. There is a demand for new corporate welfare services, such as on-site childcare facilities and summer camps, to improve child management and reduce absences.

INTRODUCTION

One of the major challenges in today's life is balancing work and family demands, a phenomenon that greatly impacts the socioeconomic and employment conditions of the entire population, not just in Italy.

Since the last century, support for parenting has become a subject of judicial and legislative attention by bodies responsible for setting regulations in both the Italian and European legal systems.

The Italian Constitution of 1948 laid the foundations for overcoming the notion of women as solely domestic caretakers. Women are no longer considered exclusively for their family care work, but especially starting from the 1950s, an era that marked the significant entry of women into the workforce, the need to harmonize work time with family time has become more pronounced. This makes it possible for women to contribute, on an equal footing with men, to the maintenance of the family unit without neglecting the care of children. ¹

The 20th century marks the overcoming of the concept of gender inequality; men and women today should be considered on the same level and no longer within a hierarchical scale inferior to men. The "defined" roles assumed by the two sexes today are to be considered equivalent; the man is no longer seen as the worker who supports the family but as someone who contributes to child care and household needs just as women pursue a career.

In Italy, legislative action in recent years has focused on the labor world, which has been the subject of numerous regulatory interventions aimed at recognizing equal rights and greater protections for working women. In particular, these provisions are aimed at promoting the reconciliation of work and life times (including through a babysitting service bonus) and supporting parenting. ²

Today, the population has embarked on the right path to overcoming gender inequality:

everyone, whether man or woman, has the obligation to follow their dreams and goals. To emphasize this concept, measures to support gender equality in terms of parental protection have included changes in some terminologies to support an ever-evolving society with new needs. Indeed, the terms "maternity leave," "paternity leave," and "parental leave" have been introduced instead of "optional leave" to highlight that both parents have the right and duty to care for their children.³

Having a family and children requires a lot of dedication and, above all, time. Employees must deal with problems and unforeseen events not always related to work life; often they need to manage their daily life and family by being absent from their work context... the state recognizes and protects these needs, but the granted leaves are not always sufficient for the individual.

Similarly, healthcare companies must daily manage human resources. Employee absences require the involvement of their supervisors on one hand and the introduction of additional professionals to cover the shortage of remaining staff on the other. From this perspective, companies develop corporate protection strategies to make the organization of the individual's daily life easier.

In the Territorial Health Company of Fermo, 670 nurses practice their profession, distributed among hospital, territorial, and managerial areas; human resources management and employee protection are determining factors in making work planning more favorable, the private organization of the employee and management of their children, key reasons for choosing the topic of study.

OBJECTIVE

The Territorial Health Company of Fermo (Marche, Italy) operates in compliance with the current regulations and their updates, respecting and protecting its employees.

In their daily lives, employees must deal with situations complementary to their work, fitting their commitments like pieces in a puzzle.

Among the various responsibilities is the need to manage their families, particularly to care for their children.

Employees of the Territorial Health Company of Fermo (Marche, Italy) can request, using appropriate forms, leave as provided for in the relevant contract and current legislation; among these are specific forms for taking leave to care for their children.

The main objective of this study is to analyze the behaviors and needs of nurse employees who work at the Territorial Health Company of Fermo (Marche, Italy), in managing their children, so that the company can meet the needs of its employees and introduce new strategies to improve employee protection as parents.

The study was conducted to investigate the perceptions and habits of nurse professionals regarding the use of leave and absences guaranteed by law within the Territorial Health Company of Fermo (Marche, Italy).

Additionally, the study aims to evaluate the impact of legal rights on organizations and service offerings to users, as well as hypotheses for offering alternative or complementary corporate welfare services.

The investigation was carried out using an anonymous questionnaire.

MATERIALS AND METHODS

The discussion of materials and methods is the main indicator of the reproducibility and validity of the conducted study. The study was conducted using a cross-sectional prospective method, a type of investigation also known as prevalence or cross-sectional study, which belongs to the group of observational studies where the researcher does not assign the subject to any exposure. It is primarily used to describe the frequencies of one or more phenomena in relation to variables. It is considered a snapshot of the examined group, thus evaluating the phenomenon at a specific point in time.

A quantitative and qualitative investigation was carried out to search for the association between the extent of the observed phenomenon and the motivations behind its occurrence. The study analyzed the extent of use of leave and absences to protect the employee in their role as a parent and the reasons that led to the enjoyment or lack thereof.

In the initial phase of the study, a careful bibliographic search and review of the scientific literature was conducted. Following the identification of materials, a questionnaire was developed to be administered to the selected sample, subjected to detailed analysis, and modified accordingly. Subsequently, the questionnaire was distributed, and finally, the obtained data were collected and analyzed.

Setting and timing of the study

The setting was the U.O.C. Nursing and Obstetrics Area of the Territorial Health Company of Fermo (Marche, Italy). The study was conducted during the internship period stipulated by the Academic Calendar for the 2022-2023 Academic Year of the Master's Degree Course in Nursing and Midwifery Sciences, at the Faculty of Medicine and Surgery of the Marche Polytechnic University, between February 13, 2023, and July 31, 2023.

During this period, bibliographic and regulatory research related to the topic under analysis was carried out. A questionnaire aimed at investigating the phenomena surrounding the use of leave and absences entitled to employees with children was introduced to the employees, with the collaboration of the Director of the Nursing and Obstetrics Area and the Internship Coordinator.

The distribution of the analysis tool and the consequent data collection took place through digital means over a defined period of 3 weeks, from July 10, 2023, the distribution date, to July 31, 2023, after which no further responses were accepted.

Sampling

This study aims to involve the largest number of nurses in order to minimize sampling error and make inferences about the involved population. It is directed at all nurses employed at the Territorial Health Company of Fermo who have minor children, setting initial barriers to limit error and focus the analysis on specific recipients.

In the first step, all professionals who did not practice as nurses were excluded, followed by employees with adult children or without children.

RESULTS

The survey conducted via a questionnaire distributed to all nursing staff at the Fermo Territorial Health Authority shows participation from 496 individuals, of whom 478 are nurses. The average age of respondents is 41.9 years.

The study revealed that among the nurses with children under 18 years old, there are 173 individuals, of which 126 are women and 47 are men. Of the sample, 96% are employed on a permanent basis, while 4% are on a fixed-term contract. The observed population is distributed across the following macroareas:

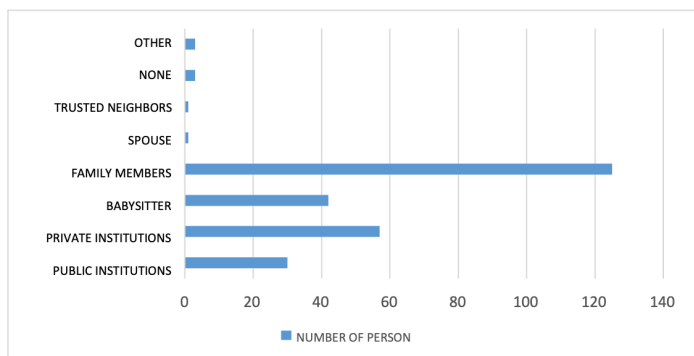
- Emergency Department: 21.4%
- Surgical Department: 13.3%
- Medical Department: 27.7%
- Territorial Department: 18.5%
- Maternal and Child Department: 5.2%
- Mental Health Department: 5.8%
- Services Department: 4.6%
- Other: 3.5%

Among the 173 nurses with children under 18, 34.1% have been employed at the Fermo Territorial Health Authority for at least 20 years, 22% have been employed for 5 to 10 years, 22% for 10 to 15 years, 15.6% for 16 to 20 years, and the remaining 6.4% have been employed for less than 5 years. The survey indicates that 57.8% of the sample works shifts that include night shifts, 69.9% work on holidays, and 34.1% have on-call shifts. The majority of employees at the Fermo Territorial Health Authority have children in the following age groups: 25% are aged 12 to 18 years, 22% are aged 8 to 12 years, 24.7% are aged 3 to 8 years, 14.3% are aged 1 to 3 years, 9% are aged 7 to 12 months, and the remaining 5% are under 6 months.

A small percentage, 3.5%, of the respondents is the sole breadwinner, while 96.5% report that the other parent of their child(ren) is also employed. Of these, 64.7% work in the private sector, and 35.3% work in public institutions. Among the latter, 44.1% (approximately 26 individuals) work at the same company as the respondent, and 57.6% of these 26 individuals, who are employed at the same company as the respondent, are also nurses.

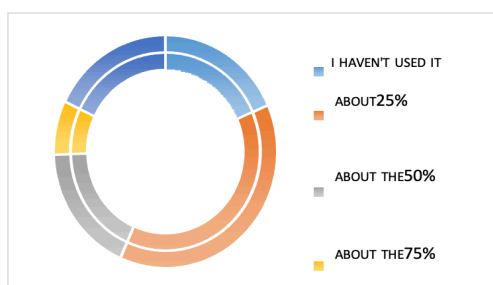
Of the 173 respondents, 60 do not have support for managing their children, 53 do not have continuous support, and 60 have support. Among those with full or partial support, 32.7% receive support throughout the week. The study shows that 82.3% of respondents receive support year-round, while 13.3% have support only during the school year. The remaining 4.4% have assistance only during the summer period. The study highlights that 30 employees rely on public institutions for child care, 57 on private institutions, 42 employ a babysitter, 125 have family support, and 3 have no support at all.

Table 1 – Childcare



28% of the sample population feels they have not fully utilized their parental leave rights, but to a lesser extent; only 18% believe they have used the maximum allowable leave, 18% have not used any leave, 8% have used about 75% of their leave, and 50% have used half of their leave entitlement. ⁴

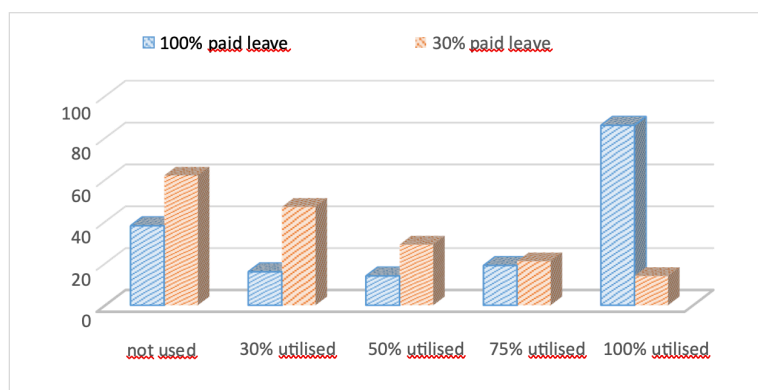
Table 2 – Leave Utilization



Regarding the use of parental leave, it is granted to both parents, including both the working mother and the working father, under the D.Lgs. 105/2022 until the child turns twelve years old. This includes a total of 30 days of leave paid at 100% and an additional 9 months paid at 30%. ⁵

The questionnaire administered identified, through specific questions, the extent of utilization of these leaves and the reasons that motivated the respondents to request them.

Table 3 – Parental Leave



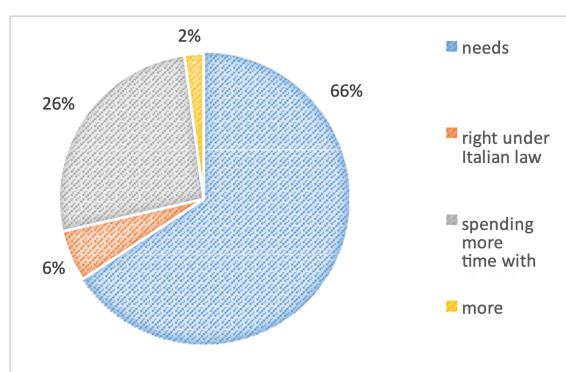
The fully paid parental leave was utilized by the analyzed population except for 38 individuals. Of the remaining participants, 86 used the full 30 days of leave, 19 used approximately 75% of the leave, 14 used half, and 16 utilized about 25% of the days provided by the regulation.

Regarding the 9-month parental leave, which can be taken in increments and is paid at a reduced rate of 30%, 62 subjects reported not having used it, 47 used 25% of the available period, 29 used half, 21 used 75%, and 14 used the full period.

In association with the characteristics of the utilization of paid leave periods, the nurses of the Fermo Territorial Health Authority were asked about the reasons for using these leaves.

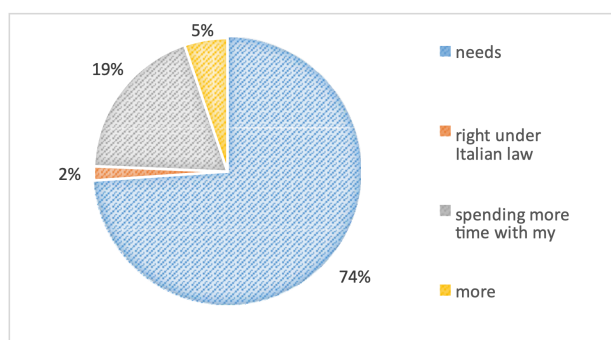
Among those who used the fully paid parental leave, 66% requested it out of necessity, 26% to spend more time with their child, 6% because it is a right under current regulations, and 2% for other reasons.

Table 4 – 100% Parental Leave



Regarding the parental leave paid at 30%, there is a 74% increase in the need to care for one's child, followed by the desire to spend more time with the child at 19%. Only 2% use the leave because it is legally mandated, and 5% use it for other reasons.

Table 5 – 30% Parental Leave



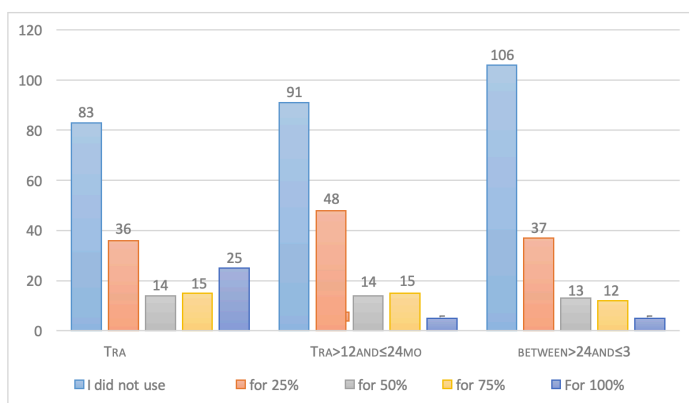
The current regulations provide all workers with the opportunity to take up to 30 paid days of leave within the first three years of their child's life, and 5 unpaid days annually until the child turns eight.

The conducted study revealed the requests for leave due to a child's illness within the first three years of life made by employees. During the first year, 83 out of 173 total employees did not request leave, while the remainder utilized it in varying proportions: approximately 25%, 50%, 75%, and 100%, as shown by the tabulated data.

Between the first and second year, 5 people used the entire leave entitlement, 15 used more than half, 14 used for 15 days, 48 used less than half, and 91 did not use it at all.

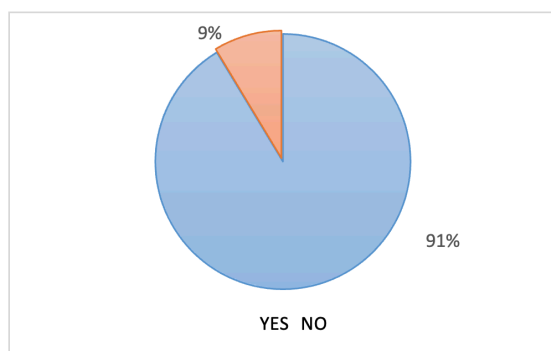
During the third year of the child's life, 106 respondents did not use the leave, 37 used it for 25%, 13 for half, 12 for approximately 75%, and 5 used it in full.

Table 6 – Child Illness Leave



91% of the sample reported not having used family reunification benefits as provided by Art. 63, paragraph 3 of the National Collective Bargaining Agreement for the Healthcare Sector, which states that “Companies and Entities give priority to requests for serious and documented health needs, for the reunification of spouses or minor children in custody, or for needs related to the care of minor or disabled children and parents.” 7

Table 7 – Family Reunification

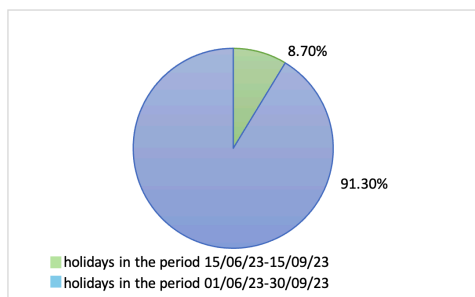


Article 49, paragraph 12 of the 2019-2021 Italian National Collective Bargaining Agreement for the Healthcare Sector introduces the possibility of taking summer vacation

days between June 15 and September 15, instead of the usual period from June 1 to September 30, subject to permission. 8

The conducted survey revealed that only 8.7% of employees utilized this option, while the remaining 91.3% took their summer vacations as per the standard routine.

Table 8 – Summer Vacation



According to Articles 43 and 73 of the 2019 Italian National Collective Bargaining Agreement for the Healthcare Sector, it is possible to stipulate and modify contracts from full-time to part-time to support parenthood. Of the employees, 9.8% have utilized part-time work, 72.8% did not request it, and 17.3% requested it but were not granted the change by the company. 9

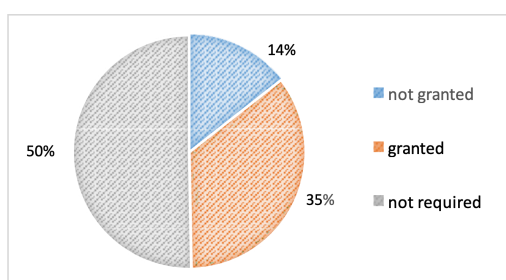
Requests for part-time work submitted to the Territorial Health Authority were made 83% due to necessity, 15% due to the desire to spend more time with their child, and 2% as a right provided by legislation.

Of the 17 employees entitled to reduced working hours, 70.6% utilized part-time when their child was between 0 and 3 years old, 23.5% when the child was between 3 and 6 years old, and the remaining 5.9% in the 12-18 years age group.

According to Article 6 of Legislative Decree 151/2001, “protection of safety and health,” paragraph 1, “... measures for the protection of the safety and health of female workers during pregnancy and up to the child’s seventh month of age ... protection also applies to female workers who have adopted or received children in foster care, up to the completion of the child’s seventh month of age,” 10 50% of respondents requested to refrain from work until their child reached seven months of age; 35% of these requests were granted, while 14% were denied despite having made the request.

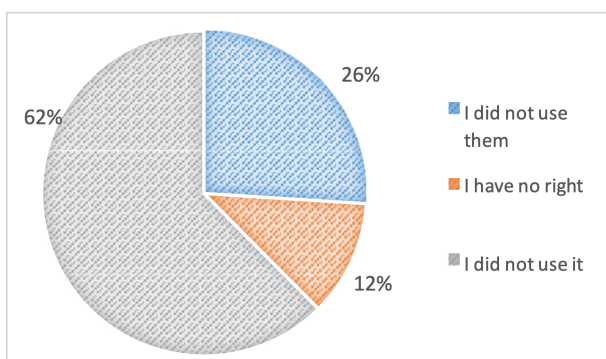
17.6% of employees utilized part-time for a period between 1 and 3 months, 29.5% between 3 and 6 months, 11.8% for more than 6 months, while 41.2% are still using part-time work.

Table 9 – Optional Maternity Leave Until the 7th Month



Italian Legislative Decree No. 151/2001 implements measures to support pathological pregnancies by advancing mandatory maternity leave for the duration of the entire pregnancy. In reference to the regulation, respondents reported that 12% are not eligible, 26% did not take advantage of it, and 62% used it. 11

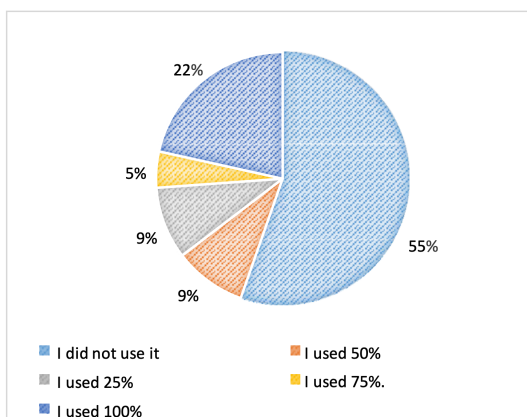
Table 10 – Mandatory Leave for Pathological Pregnancy



According to Italian regulations, working mothers are entitled to a break, ranging from 30 minutes to 2 hours, during their shift to dedicate time to breastfeeding their child.

The results of the questionnaire reveal that 55% of the respondents did not use this benefit, while the remaining 45% used it partially or fully.

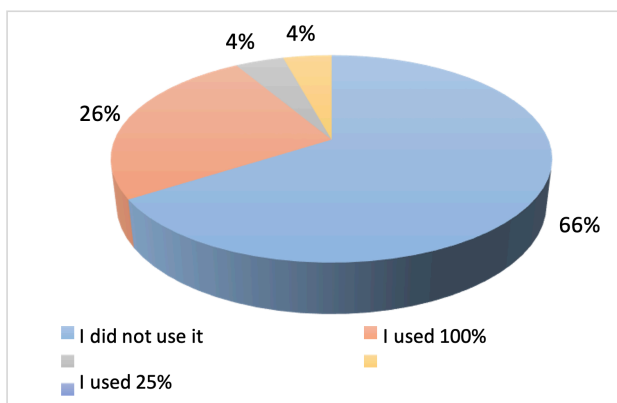
Table 11 – Nursing Leave



Regarding paternity leave, introduced in 2012 and revised by Italian Legislative Decree No. 105/2022, Art. 3, paragraph c, which states: “The working father, from two months before the presumed date of childbirth and within the five months following, shall take leave for a period of ten working days, not divisible by hours, to be used even intermittently...”, 66% of the interviewed men reported not having used it. 12

Out of a total of 47, 12 individuals fully utilized this leave, 2 used 50% of it, and 2 used about 25% of the available days. Four individuals took the leave between the third and fifth month of the child’s life, while the remaining 12 used it within the two months following the birth.

Table 12 – Paternity Leave



The sample was assessed for the possible need of employees to care for their child(ren) due to disability.

The study revealed that 6 individuals benefit from the Italian law in favor of the disabled (Law No. 104/92) to care for their disabled children.

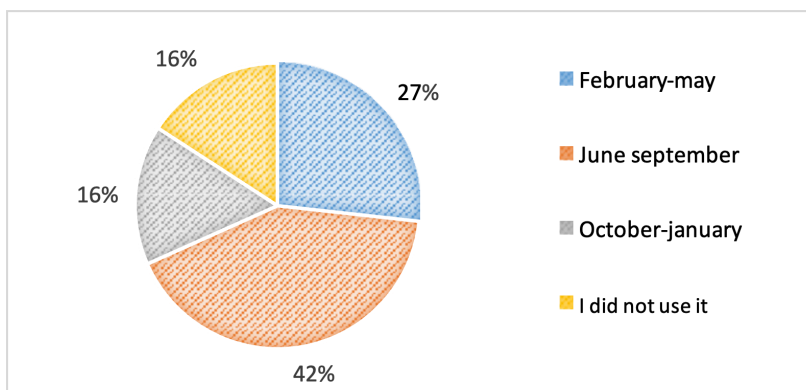
According to Article 33 of Law No. 104/1992, "Facilitations," paragraph 1: "The working mother or, alternatively, the working father, including adoptive parents, of a minor with a disability in a severe condition as per Article 4, paragraph 1, have the right to extend the optional leave period up to three years as provided by Article 7 of Law No. 1204 of December 30, 1971, provided that the child is not permanently hospitalized in specialized institutions." 13

One-third of the affected population used the optional leave until the child was three years old, requested solely out of necessity. None of them, however, utilized the 2-hour daily paid leave up to the child's third year of life, as per Article 33 of Italian Legislative Decree No. 151 of March 26, 2001. 14

Additionally, as a final data point, employees were asked about their reasons for requesting parental leave. 157 individuals reported being in a state of necessity; 44 highlighted the lack of support they had to compensate for; and 19 cited the need for more free time.

Primarily, leave requests were made during the summer period from June to September, followed by the February-May quarter, and lastly the October-January quarter.

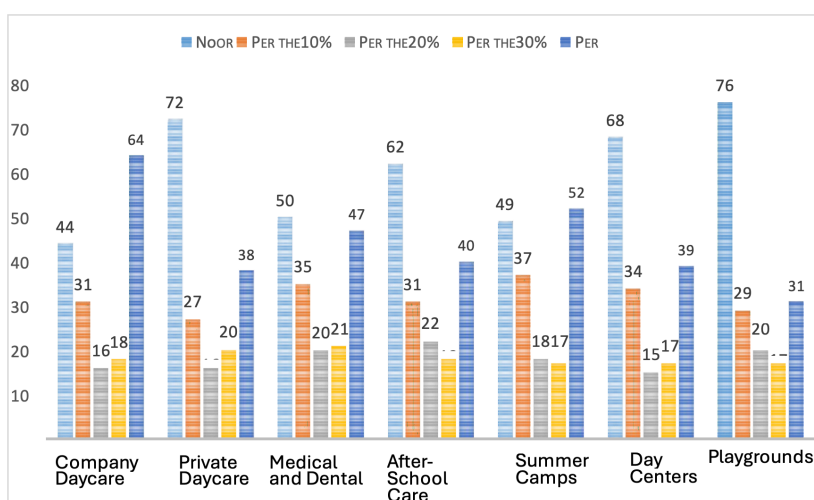
Table 13 – Leave Request Period



The last two questions of the administered questionnaire concern proposals that employees can make to enhance the company's welfare strategies. The main suggestions for improvement are focused on establishing a daycare center within the company, increasing the number of vacation days, providing summer camps, and creating agreements with daycare centers, among others.

In light of the proposed changes to facilitate employee management of a child, employees were asked whether they would be willing to receive a financial contribution from the company.

Table 15 – Availability for Cost Sharing



The collected data indicate the following:

- **Company Daycare:** 25% of respondents are opposed to receiving a company contribution for an inter-company daycare, while 18% would accept a contribution of 10%, 9% would accept a 20% contribution, 10% would accept a 30% reduction, and 37% would accept a company contribution covering 50% of the total cost.
- **Private Daycare:** 42% are against company contributions, while the remaining respondents are supportive as follows: 16% would accept a 10% contribution, 9% would accept a 20% contribution, 12% would accept a 30% contribution, and 22% would require a 50% contribution.
- **Medical and Dental Care:** 29% are opposed to company contributions, 20% would accept a 10% reduction, 12% would accept a 20% reduction, another 12% would accept a 30% reduction, and 27% would favor a 50% contribution.
- **After-School Care:** 36% are not interested in receiving contributions, 18% would accept a 10% reduction, 13% would accept a 20% reduction, 10% would accept a 30% reduction, and 23% would accept a 50% contribution.
- **Summer Camps:** 28% are not interested in receiving contributions, 21% would accept a 10% reduction, 10% would accept a 20% reduction, another 10% would accept a 30% reduction, and 30% would accept a 50% contribution.

- Day Centers: 39% are not interested in receiving company contributions for day centers, 20% would accept a 10% reduction, 9% would accept a 20% reduction, 10% would accept a 30% reduction, and 23% would favor a 50% contribution.
- Playgrounds: 44% do not find a reduction in costs for sending children to playgrounds appropriate, 17% favor a 10% contribution, 12% favor a 20% contribution, 10% favor a 30% contribution, and the remaining 18% favor a 50% contribution.

DISCUSSION

The topic addressed, which is highly relevant and directly concerns employees, involved 71% of all nurses employed by the Fermo Territorial Health Authority, totaling 670 individuals. Of this group, 36% are eligible to take leave for the care and assistance of their minor children.

The study conducted and the tool used confirmed the proposed hypotheses and provided a clear and unified view of the employees' real needs. In particular, the data collected through the digital tool allowed for the evaluation and monitoring of the requests for leave and permits by employees, and to understand the driving factors behind these requests.

Despite the fact that the sampled population is predominantly female, it was found that the reasons for requesting leave are comparable between both genders. On average, each subject involved in the study has between 1 and 2 children, with the highest numbers in the age groups of 12 to 18 years and 3 to 8 years.

Given the challenging management of children and the need for the parent to return to work, many families are forced to rely on external caregivers. In fact, it is noted that the majority of the requests for support are directed towards family members; 45% of the sample relies solely on their relatives, 7% on private institutions, 2% on public institutions, 5% on babysitters, and 4% on other sources. The remaining 37% use multiple forms of support, including combinations of family support, public and/or private institutions, and/or babysitters.

It is clear that most respondents are at least partially aware of the existing regulations on parental protection; indeed, 82% of the sample has utilized requests for child care. The usage ratio shows that the fully paid Parental Leave is more frequently requested and used by employees compared to the 30% paid Parental Leave. Specifically, 135 out of 173 individuals reported having partially or fully used the 30 days provided by the regulations, representing 78%, while the reduced-pay Parental Leave was used by about 64% of the population. 36% of the respondents have never used the 30% paid Parental Leave, and 22% have never used the 100% paid Parental Leave.

According to the study, the reasons employees requested leave under the D.Lgs. 105/22 regulations were mainly out of necessity, followed by the desire to spend more time with their children. Regarding the request for leave to care for a child under three years old due to illness, on average, 46% of respondents reported having utilized it. During the first year of the child's life, 90 out of 173 respondents used this leave.

Excluding the 35 employees who did not take sick leave for a child older than one year, as they had children under one year of age, it is evident that 59% of respondents took leave to care for their sick child between the first and second year of life, and 49% between two and three years of age.

In terms of changes and flexibility in work schedules, 27% of the analyzed population requested to reduce their working hours by modifying their contract from full-time to part-time. However, despite these requests, only 10% received a positive response from the company, with 83% of the motivations driven by necessity.

The data collected regarding leave due to pathological pregnancy should be reconsidered in light of the gender distribution of the sample. The information indicates that 62% were included in mandatory leave throughout the pregnancy; when excluding the 20 male subjects not entitled to this leave, the percentage of pathological pregnancies increases to 70%, showing that 108 women were forced to take leave from their profession.

Additionally, most respondents expressed a desire to take leave until the child reaches seven months of age, but the company did not grant this permission to everyone.

The paternity leave is a benefit that a small percentage of the sample has used, likely due to the relatively recent nature of the regulations, which have gradually increased the periods of mandatory leave.

Moreover, only six participants are in the position of having to care for a disabled child, and given the small size of this sample, the collected data cannot be inferentially applied to the population.

Special attention should be given to the analysis of the reasons for requesting leave and permits in relation to the quarters in which they were taken. The prevalence of requests during the summer period and the state of necessity, amounting to 90%, suggests that there may be a correlation between the availability of support and the employee's actual presence. Working during the summer while having a school-age child could pose challenges for a family, as public institutions and some private ones are closed.

To highlight the researcher's assumption, respondents reported significant changes in child management, such as the opening of nurseries or agreements with them, and the proposal of summer camps by the company.

Limitations

The limitations of the study identified are related to the dissemination of the selected tool. Despite the increasing prevalence of digital communication in our society, the online distribution of the questionnaire may not have reached all target individuals due to difficulties in its use. Another analyzed limitation could be related to the timing of the distribution; indeed, in July, employees take vacation time for summer holidays.

CONCLUSIONS

The observed population shows that the professional profile of nurses employed by the Azienda Sanitaria Territoriale di Fermo (Marche, Italy), predominantly female, is well-versed in the regulations related to parental support and makes extensive use of them, as managing a child is a complex matter and not easily resolved.

Therefore, 90.8% of the employees of the Azienda Sanitaria Territoriale di Fermo need to request time off, with the driving force behind their absences being the necessity of addressing personal needs. Data from the study reveal that the reasons prompting employees to request time off and numerous leave periods, particularly concentrated in

42.2% of cases during the summer, are related to the dual-career nature of both parents and the related lack or complete absence of support for child-rearing.

To further improve work quality and reduce time-off requests, it is suggested that the Azienda Sanitaria Territoriale di Fermo (Marche, Italy) implement new forms of corporate welfare, providing employees with support in managing their children. As indicated by the study, introducing on-site childcare facilities within the company could allow employees to work with the peace of mind that their children are nearby, eliminating the need for time off for transport and supervision, and offering schedules adjusted to work shifts.

Finally, the proposal of summer camps or after-school programs would provide support to parents during the summer season, especially for those with school-aged children.

ACKNOWLEDGEMENTS

The work was supported by the Territorial Health Company of Fermo (Marche, Italy).

IB, ST, AS: study concept and design, conducting the search. AG: statistical analysis and interpretation data, writing the report interpretation data and drafting of the manuscript. CG: interpretation data, writing the report and drafting of the manuscript. FL, FT: Acquisition of data, interpretation of data. RR, SM: conceived and designed the experiments, analysis and interpretation of data, critical revision of the manuscript for important intellectual content and provided feedback on the report.

We also thank everyone who participated in the study.

CONFLICT OF INTEREST STATEMENT

The authors declare no conflict of interest.

ETHICAL APPROVAL

Since this is a retrospective observation study, it was not necessary to consult the opinion of the ethics committee. The study was performed in accordance with the Code of Ethics of the World Medical Association for experiments involving humans (Declaration of Helsinki) and research on health databases (Declaration of Taipei). Employees gave their consent to use personal data at their admission to the study. The anonymity of the compiler was respected during the process of data analysis and results reporting.

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