



The company recognises the importance of the issue of gender equality and rejects any form of direct or indirect discrimination, guaranteeing equal career, training and salary opportunities to all employees. For this reason, COPRAT undertakes to make workers aware of the opportunities provided for by current legislation on gender equality and parental leave.

Below are the main provisions in the areas of worker protection, parenting, care for the disabled, disability and gender equality.

Legislation on maternity and paternity protection and support

(Ref. Legislative Decree No 151 of 26 March 2001)

	<p>Maternity leave</p>
<p>Female workers have the right to abstain from work for a total of five months, starting two months before the expected date of birth and ending three months after the birth. It is also possible to take the full five months of compulsory abstention from work following the birth of a child. During maternity leave, mothers receive an allowance of 80 per cent of their salary.</p> <p>The company guarantees that the employee returning from maternity leave will keep her job, unless she requests otherwise. In any case, if career obstacles should arise, due to factors such as, for example, maternity absence, absence to care for disabled relatives, absence for health reasons, etc., the management is willing to redefine the role previously held by the employee by means of ad hoc training courses in order to avoid work interruptions and/or cause obstacles to career advancement.</p>	

	<p>Paternity leave</p>
<p>Working fathers enjoy a 10-day leave, which can be taken between two months before the expected date of birth and five months after the date of birth. During the 10 days, fathers receive an allowance equal to 100 per cent of their salary.</p> <p>The working father also has the right to abstain from work for the whole duration of maternity leave or for the remaining part which would have been due to the woman, in the event of the death or serious infirmity of the mother or in case of abandonment, as well as in case of sole custody of the child. In this case, salary is the same as for maternity leave (80% of salary).</p>	



Parental leave

For children in the first 12 years of life, both parents (after the period of compulsory leave) have the right to abstain from work for a continuous or fractioned period not exceeding 6 months. The period is extended to 3 years in the case of children with established severely handicapped conditions.

The relevant parental leave of parents may not exceed a total limit of 10 months, except when the working father exercises his right to take a continuous or fractioned period of not less than 3 months, in which case the total limit of parental leave of parents is raised to 11 months.

During parental leave, parents receive an allowance equal to 30% of their salary. Remuneration is raised to 80%, which can be taken alternatively by the parents, for a maximum of one month, until the child is 6 years old.



Rest and leave for mothers and fathers

During the child's first year of life, mothers are granted two periods of rest (or only one if the daily schedule is less than 6 hours), each of 1 hour, which can also be cumulated during the day.

The daily rest days allowed to the mother are granted to the working father if the child is in the sole care of the father, alternatively to the employed mother who does not make use of them, if the mother is not an employee or in the event of the death or serious infirmity of the mother.

During rest leave, the parent receives an allowance equal to 100% of salary.



Child sick leave

Both parents alternatively have the right to abstain from work for periods corresponding to the illnesses of children up to three years of age. Each parent alternatively also has the right to abstain from work, within the limit of five working days per year, for illnesses of children between 3 and 8 years of age.

The law does not provide for any allowance for leave taken for children's illness, but collective agreements may provide for more favourable conditions.

Legislation on assistance, social integration and rights of disabled people

(Ref. Law No 104 of 5 February 1992)



Leave for parents of disabled children

The working mother, or alternatively the working father, including adoptive parents, of severely disabled children, may ask their respective employers to take two hours of **paid** daily leave, as an alternative to extending parental leave for up to three years, until the children are three years old.

Workers in this case also have priority access to agile working or other forms of flexible working.



Leave for workers caring for disabled people

A worker that is the partner, relative or relative-in-law within the second degree of a severely disabled person who is not hospitalised on a full-time basis, is entitled to **three days' paid leave** per month to assist the disabled person.

In the event of absence, death, disability of the parents or partner, or when they are over sixty-five years old, the right is also granted to relatives or relatives-in-law within the third degree of kin of the severely disabled person.

The right to provide care for more than one disabled person is granted to the partner of a relative or relative-in-law within the first degree or within the second degree, in cases where the parents or spouse of the severely disabled person have reached the age of 65 or are disabled or dead or absent.


Workers in this case also have priority access to agile working or other forms of flexible working.

*Art. 42, Legislative Decree No. 151/2001 - Inps Circ. No. 32/2012, point 3.3. A two-year paid leave is provided for carers of family members with serious disabilities. The benefit of Extraordinary Leave consists of 2 years of absence from work compensated to the extent of 100% of salary. This limit is aggregate among all those who are entitled, for each severely disabled person.

Partner: spouse, party to a civil partnership or de facto cohabitee


Legislation on leave and permits

(Ref. Legislative Decree No 119 of 18 July 2011)

	Care leave for invalids
<p>Workers who are mutilated or disabled in civil law whose work capacity has been recognised as reduced by more than 50% may take care leave for a period of no more than 30 days each year, even fractionally.</p> <p>During the period of leave, which does not fall within the protected period, the employee is entitled to receive the treatment calculated in accordance with the sick leave scheme.</p>	

Measures for the reconciliation of care, life and work needs

(Ref. LEGISLATIVE DECREE No 80 of 15 June 2015)

	Leave for women victims of gender-based violence
<p>The woman worker included in protection pathways related to gender-based violence has the right to take leave from work for reasons related to the aforementioned protection pathway for a maximum period of three months.</p> <p>During the period of leave, the worker receives an allowance equal to 100 per cent of her salary.</p>	

For more information, please contact the personnel department.

Mantua, 06/07/2023