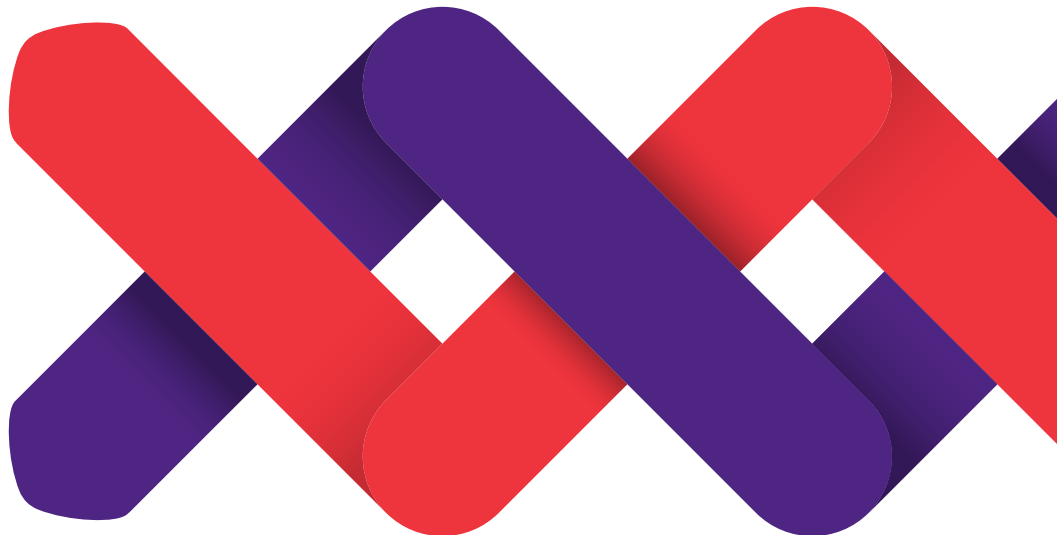


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HR News

COVID-19 emergency - First clarifications about the actions in favour of families

Last updated on 21 March 2020



Focus on...

The first clarifications by Inps about the actions in favour of families provided by Law Decree no.18 dated 17-03-2020.

Leave for subordinate employees registered to Inps contribution scheme

Beneficiary:

- parents with children not older than 12 years old: it is recognized an allowance equal to 50% of gross salary and the leave is covered imputed social security contributions
- parents with children between 12 and 16 years old: they can suspend their working activity for the same period (15 days), without any allowance and any imputed social security contributions
- parents with disable children without any age's limit, provided they are enrolled in schools of all levels or hosted in day care centers: it is recognized an allowance equal to 50% of gross salary and the leave is covered imputed social security contributions.

Duration: 15 days starting from 5 March and for all the suspension period of childcare services and of all school educational activities (currently up to April the 3rd).

Riquest:

- parents who have already required the ordinary parental leave and, at 5 March, are using the ordinary parental leave have, have not to make any other request. Parental leave's days will be converted by Inps in the following leave
- arents with disable children who have already required the leave provided by the art. 33 of Law Decree. no. 151/2001 and, at 5

March, are using this kind of leave, have not to make any other request. The days of the leave provided by the art. 33 of Law Decree. no. 151/2001 will be converted by Inps in the following leave

- parents with children not older than 12 year old, who intend to access to this leave, can make the request following the same procedure provided by the ordinary parental leave
- parents with disable children older than 12 years, who intend to access to this leave, will have to wait for the specific procedure available by the end of March
- parents with children between 12 and 16 years old, have to make the request only to their employer.

Such leaves can be granted provided that in the family there is no other parent benefitting from income support measures due to suspension or termination of the working activity and no other parent that is unemployed or simply does not work.

Leave for employees registered in the Gestione Separata contribution scheme

Beneficiary:

- parents with children between 3 and 12 years old: it is recognized an allowance equal to 50% of 1/365 of income used like computation base for the maternity leave's calculation
- parents with disable children without any age's limit, provided they are enrolled in schools of all levels or hosted in day care

centers: it is recognized an allowance equal to 50% of 1/365 of income used like computation base for the maternity leave's calculation.

It is not necessary any minimum contributory requirement.

Duration: for all the suspension period of childcare services and of all school educational activities (currently up to April the 3rd).

Request:

- parents with children not older than 3 years old can use the procedure provided for the ordinary parent leave
- parents with children between 3 and 12 years old will have to wait for the specific procedure available by the end of March
- parents with disable children older than 12 years, who intend to access to this leave, will have to wait for the specific procedure available by the end of March.

Parental leave's days used before the request of the following leave cannot be converted by Inps in the following leave.

Leave for self-employees registered to Inps contribution scheme

Beneficiary:

- parents with children between 1 and 12 years: it is recognized an allowance equal to 50% of the conventional salary provided by the law, based on the type of the activity
- parents with disable children without any age's limit, provided they are enrolled in schools of all levels or hosted in day care centers: it is recognized an allowance equal to 50% of the conventional salary provided by the law, based on the type of the activity.

It is not necessary any minimum contributory requirement.

Durata: for all the suspension period of childcare services and of all school educational activities (currently up to April the 3rd).

Request:

- parents with children not older than 1 years old can use the procedure provided for the ordinary parent leave
- parents with children between 1 and 12 years old will have to wait for the specific procedure available by the end of March
- parents with disable children older than 12 years, who intend to access to this leave, will have to wait for the specific procedure available by the end of March.

Parental leave's days used before the request of the this leave cannot be converted by Inps in the following leave.

Allowance for baby-sitting services

Beneficiary:

- parents – subordinate employees or workers registered to Gestione Separata INPS- with children not older than 12 years old at 5 March, also in case of adoption and foster care.
- parents – subordinate employees or workers registered to Gestione Separata INPS – with disable children older than 12 years old, provided they are enrolled in schools of all levels or hosted in day care centers.

Allowance: the voucher baby-sitting is equal to 600 euro per each families.

The voucher is not granted:

- if the other parent benefitting from income support measures due to suspension or termination of the working activity and no other parent that is unemployed or simply does not work
- if the parents have required the leave of 15 days.

It is possible using the voucher baby-sitting with paid leaves under Law no. 104/1992 as provided by the Law Decree n. 18/2020 and together the parent leave provided by the art. 33 of Law Decree. no. 151/2001

Request: the voucher baby sitting could be required by a specific procedure available by the first week of April, following the ordinary procedure:

1. **Web** - www.inps.it - sezione “Servizi online” > “Servizi per il cittadino” > autenticazione con il PIN dispositivo (oppure SPID, CIE, CSN) > “Domanda di prestazioni a sostegno del reddito” “Bonus servizi di baby-sitting”
2. **Contact center integrato** – toll number 803.164 or not toll number for mobile phone 06.164.164
3. **Patronage**

In order to allow the disbursement of the benefit, the beneficiaries of the bonus participate in the burden of registering promptly as users of Libretto Famiglia on the INPS website, in the special section dedicated to occasional services > *Libretto Famiglia*. Likewise, they must register as providers on the INPS platform dedicated to occasional services in subjects that provide and babysitting services, and exercising the “appropriation” of the sums within the procedure.

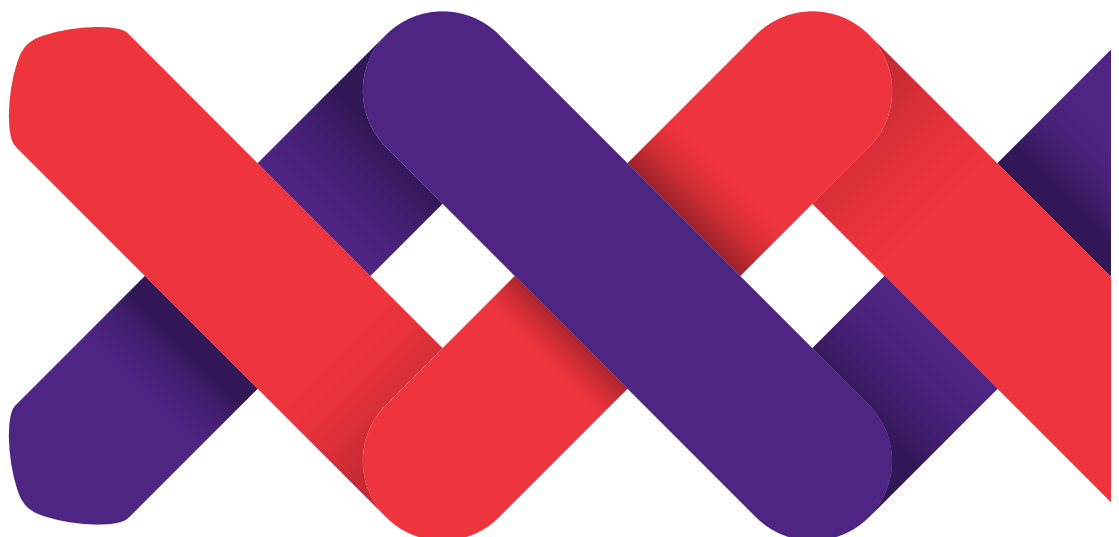
Extension of paid leaves under Law no. 104/1992

Beneficiary: employees who assist disable relatives. Based on this first information disable workers older than 18 year cannot be included. We are waiting for further clarifications.

Duration: 12 days for March and April, in addition to the three ordinary monthly paid leave. These days, can be used all in a raw or divided by hours.

Request:

- employees, who have already the authorization for March and April, can use these paid leave and they have not to make any other request
- employees without any authorization can submit the request through the ordinary procedure
- employees for whom direct payment of the allowance by INPS (agricultural workers and temporary workers of the show) is required, must submit a new application in the usual way only if it has not already been an application has been submitted relating to the months for which the number of usable days is expected to increase.



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