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FLASH REPORT

Country:	Italy
Title:	The Budget Act for 2020 marks an increase in the length of paternity leave and a first step in the promotion of gender equality in access to sports as professionals
Date:	25 February 2020
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<u>Context</u>	
Issue at stake:	Compulsory paternity leave, sustain of gender equality in sports
Grounds of discrimination:	Gender
Field of application:	Employment
Source:	National legislation
Applicable law:	Act No. 160 of 27 December 2019

Content

The Budget Act for 2020 provided for some changes with regard to the protection of motherhood and fatherhood and the promotion of equal opportunities in sports. Under Article 1 para 342 of Act No. 160/2019 the compulsory paternity leave to be taken within the first five months after the child's birth, which was set at five days for 2019, will be raised to seven days in 2020. Fathers are entitled to an additional one-day optional leave, instead of the mother within the period mentioned above. Both measures are still temporary.

Article 1 para 181 provides for a 100 % cut in contribution up to EUR 8 000 a year for sports club signing an autonomous or subordinate working contract with female athletes. Twenty million EUR has been allocated to finance this measure from 2020 until 2022.

Key points of analysis: The further increase of the compulsory paternity leave is to be appreciated. Nevertheless, this measure is still a temporary one and its length is too short to allow a real change in sharing care duties among parents.

The allocation of funds aimed at promoting female athletes in professional sports is a first and very important step to fight against gender discrimination in sports, where no female athlete has a working relationship. In fact, under Act No. 91/1998, ruling the sport professional relationship, the choice to have a professional sector is up to different national federations following guidelines of the CONI (the National Olympic Committee), which never issued them. Consequently, to date only four federations (football, biking, basket and golf) have a professional sector but only for high levels and only for men.

Internet link source: Act No. 160 of 27 December 2019, published on OJ No. 304 of 30 December 2019, o.s. No. 45/L, <https://www.normattiva.it/ricerca/semplice>.