

Quality and cost-effectiveness in long-term care and dependency prevention



POLICY SUMMARY: ITALY

Corporate welfare schemes

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Policy theme	Promoting welfare measures at company level
Design and implementation level	National design, locally implemented
Policy objective	Supporting employees with informal care responsibilities by promoting investments in welfare schemes at company level
Start date – End date	January 2016 – no end date planned at present

Aims

Strengthening the supply of services to support employees with care responsibilities, including informal elder care provision. The innovations focus on three main areas:

1. fiscal incentives for companies which decide to grant welfare benefits for their own employees;
2. adoption of a voucher system to access services;
3. option to grant performance-related benefits in the form of welfare services to employees earning less than €50,000 per year.

Implementation

This measure aims at expanding the market of services for frail (older) people and their carers, as a result of the combined effect of different factors:

1. the company has a fiscal incentive to provide performance-related bonuses in form of services, rather than as an addition to the salary (this incentive might reach up to €470 per year, i.e. 23.5% of the bonus value);
2. the employee has a fiscal incentive to receive the bonus in services (up to €367 per year, i.e. 18.4% of the bonus value);
3. these amounts can be further increased by 25%, if employees are directly involved in the organisation of work;
4. services for carers of frail (older) people are included for the first time as a possible component of company welfare schemes;
5. these services can be also provided by means of vouchers, a solution which is likely to simplify the adoption of such schemes by small and medium enterprises.

Target group

Although there is wide variability in the nature of the welfare services that might be implemented through this measure, the

programmes funded by this scheme explicitly include employees with care responsibilities.

Eligibility criteria

The option to access performance-related benefits in form of welfare services is open to employees earning less than €50,000 per year.

Resources	<p>The resources made available at national level to stimulate corporate welfare schemes reach between 300 and 350 million per year, starting in 2016, and stabilizing at 293 million per year after 2022 (www.secondowelfare.it/aziende/-welfare-e-produttivita-finalmente-il-decreto-attuativo.html).</p>	<p>However, these resources represents only the State level contribution in terms of reduced tax revenues, while the biggest source of funding comes from the performance-related resources granted by the enterprises, whose amount could reach €8–9 billion per year (meeting with Eurofamcare experts on 7 December 2016 in Brussels).</p>
Performance assessment and monitoring	<p>The collective agreements at company or regional area level concerning corporate welfare schemes have to be published within 30 days from the time of their signature.</p>	
Evidence of success (outcomes, quality, satisfaction, awareness)	<p>The first agreements between trade unions and employers' organisations are shaping up, and in the last months of 2016 the first networks of company-based welfare services specifically addressing employees</p>	<p>with caring responsibilities towards dependent adult family members made nation-wide dissemination campaigns (De Carli 2016).</p>
Transferability/ uniqueness	<p>The scheme is easily transferable to any other context in which corporate responsibility for providing benefits to own employees can be used as a viable policy tool.</p>	
Is this an emergent practice? (degree of innovation)	<p>Not an emergent practice. The innovation is at an intermediate level: other corporate welfare schemes were already available, but none addressing so specifically the needs of employees with family care responsibilities.</p>	
Sustainability	<p>Current provisions foresee a systematic funding of these measures in the long term, at least until 2022.</p>	

**Critical
assessment**

Academic literature on this action	Mainly in Italian: e.g. Maino and Ferrera 2015 www.secondowelfare.it/edt/file/Versione_integrale_2R2W.pdf Lodi Rizzini 2016 www.secondowelfare.it/privati/legge-di-stabilita-2017-conferme-e-novita-sul-fronte-welfare-e-conciliazione.html De Carli 2016 http://www.vita.it/it/article/2016/09/06/il-welfare-aziendale-affronta-la-sfida-della-non-autosufficienza/140622
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Documents	In Italian Maino 2016 www.este.it/images/Presentazioni-Relatori/2016/Presentazione_Franca_Maino_Welfare_Milano.pdf
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