

WELFARE: EASY TO SAY, HARD TO DO

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Does a woman really have to choose between her career and becoming a mother?

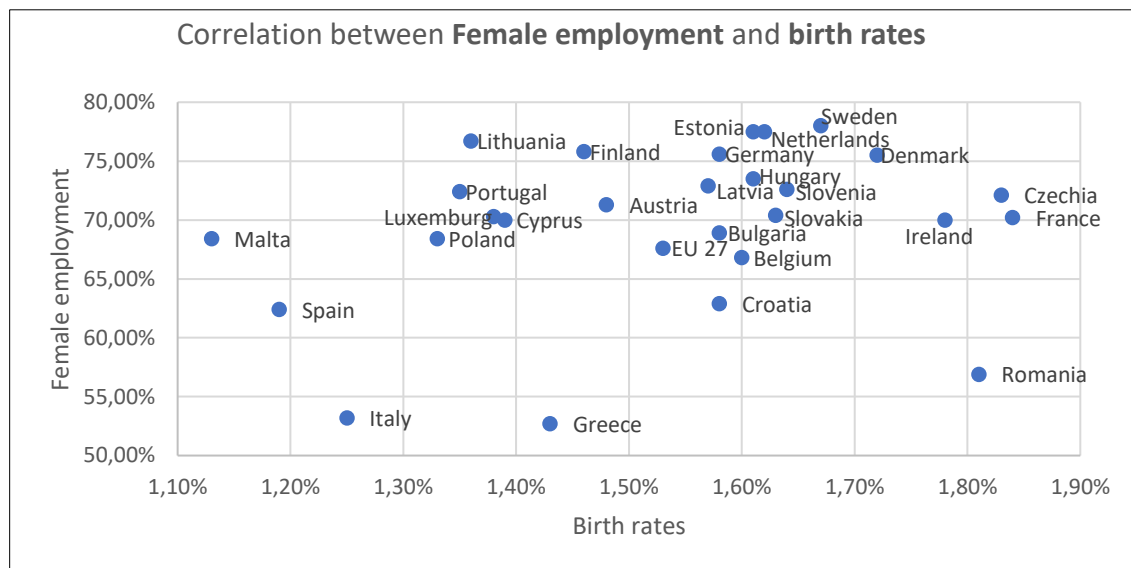


Maternity can pose the risk of putting your career in jeopardy, as both social and work pressures can make it difficult to return to work or progress in your career once you become a mother. This condition leads women to postpone the moment of choice, prioritizing employment at the expense of the birth rate.

In Italy, compared with other countries, women decided less and less to undertake motherhood and increasingly decide to delay this choice until an advanced age. Among the 27 states of the European Union, Italy ranks 1st for being the country where women are on average the highest age at the time of the birth of their first child, 31.7 years. Furthermore, there are 22 out of 27 EU countries in which women with 3 children have higher employment rates than Italian women with 1 child.

As we can see from the graph, Italy is among the European countries with the lowest birth rates (1.2%) and level of female employment (54%). This reflects the outdated economic logic according to which the countries that became richest were those in which there were fewer births. Romania confirms the old theory that linked poverty to a higher birth rate (1.8%). However, today this economic relationship is no longer valid for many countries. A clear example is France, a

developed country that has one of the highest birth rates (1.8%) and female employment (70%) in Europe.



So, what's the problem in our country?

In Italy precariousness and the absence of an adequate economic support are important aspects that discourage women from deciding to have children.

For rich countries, having an high birth rate is only possible with important welfare policies. Therefore, are needed more family-friendly public policies, initiatives to promote a more inclusive organizational culture and a commitment from companies to actively support women in the world of work by helping them to balance work and family needs: aspects to which Gemels is sensitive.

For these reasons Gemels S.p.A. from several years has introduced a corporate welfare aimed at supporting the families of its collaborators, without distinction of gender, recognizing costs relating to nursery. A clear demonstration of the success of this project is represented by the 12 births celebrated by Gemels S.p.A. after the introduction of this incentive, an important number for a company of around 50 collaborators.

This benefit is not only an immediate financial assistance, but it also reflects the company's commitment to supporting parenting and promoting gender equality by creating an inclusive work environment in the long term. Would you like to know more? Click here → ["Piccolo sarai tu!": anche nel 2021 Gemels rimborsa nido e materna ai dipendenti - BergamoNews.](#)

At this point Gemels S.p.A. asks itself, is it really necessary that women have to choose between their professional ambitions and motherhood?

SOURCES, ISTAT data:

- [TASSO NATALITA' E OCCUPAZIONE FEMMINILE](#)
- https://ec.europa.eu/eurostat/databrowser/view/lfsi_emp_a/default/table?lang=en