



DOMINA

ASSOCIAZIONE NAZIONALE FAMIGLIE
DATORI DI LAVORO DOMESTICO

Firmataria del C.C.N.L. sulla disciplina del rapporto di lavoro domestico

ON THE SIDE OF FAMILIES

LORENZO GASPARRINI

General Secretary
of DOMINA



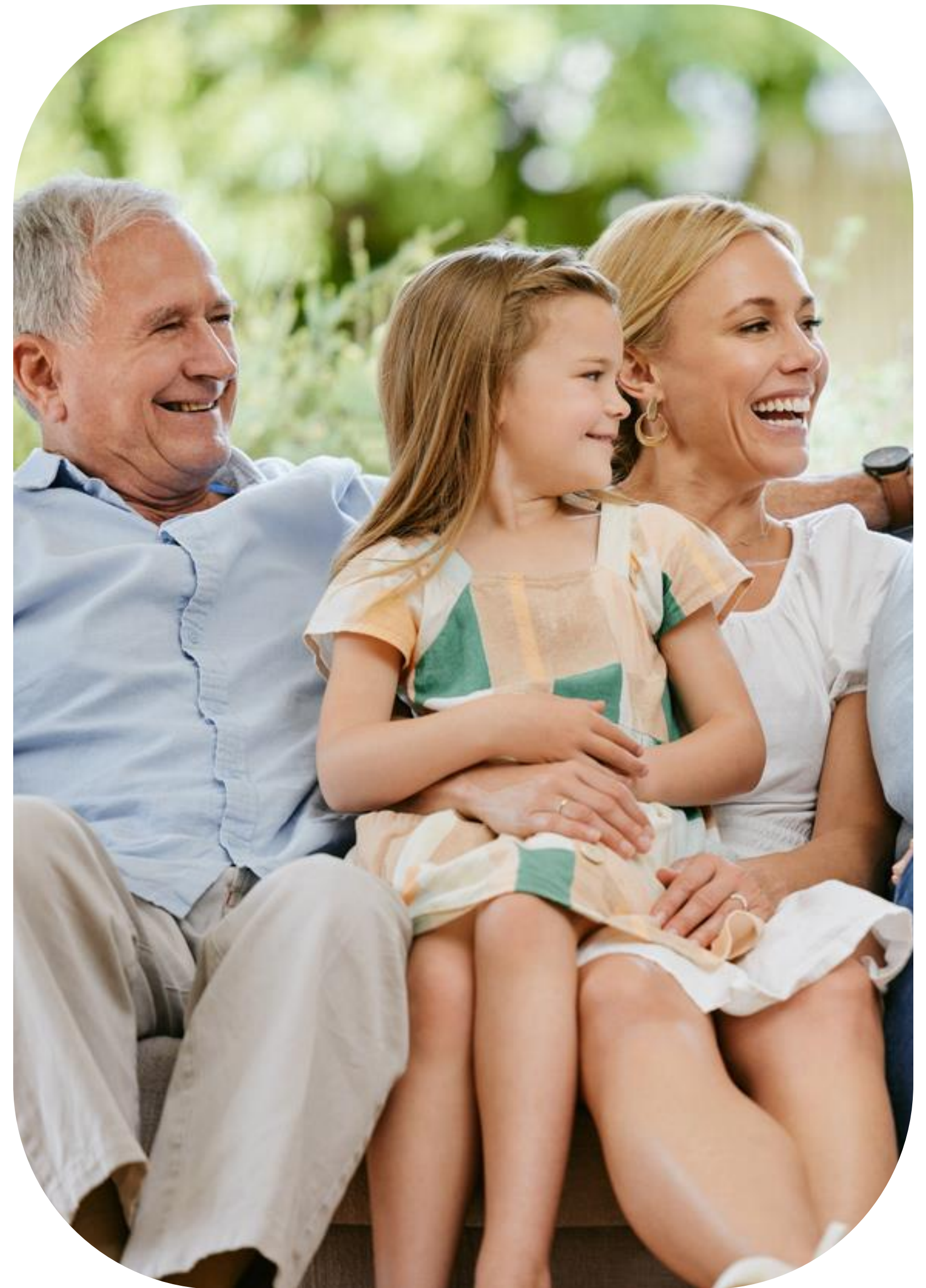
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THE ASSOCIATION

DOMINA, as a representative of the needs of families who hire domestic staff, is an authoritative and privileged interlocutor with national and local government institutions.



DOMINA promotes the centrality of **the National Collective Agreement for domestic work**, to which it is a signatory as a representative of the employer. It advocates for the agreement as an essential tool for management and protection for those who employ domestic workers.

OUR SERVICES

1

REPRESENTATION, PROTECTION AND ASSISTANCE

2

SIGNATORY OF THE CCNL FOR EMPLOYERS

3

250 DOMINA OFFICES ON THE ITALIAN TERRITORY

4

ACADEMY OF CARE WORK: TRAINING AND CERTIFICATION

5

EMPLOYMENT AGENCY

6

MANAGEMENT OF DOMESTIC WORK

7

OBSERVATORY ON DOMESTIC WORK

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TELEVISION NEWS ON CARE WORK

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VESTA, THE NETWORK OF CARE AND PERSONAL ASSISTANCE WORK

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ANALYSIS, STATISTICS, NATIONAL AND LOCAL TRENDS
2024 EDITION



Following the increases recorded in the 2020-2021 biennium, considered “physiological” because of the pandemic containment measures (see DOMINA Report 2021-2023), domestic work in Italy appears to have returned to a more stable dimension.

Thanks to the **DOMINA database, based on a sample of nearly 20,000 employment relationships**, and analysis of INPS data – including a customised data set prepared for DOMINA – **the Observatory provides an accurate picture of the characteristics of Italian families employing domestic workers and of the domestic workers themselves.**

The sector involves 834,000 workers directly employed by families and 918,000 families registered as employers with INPS. This represents a total of over **1.7 million individuals involved.** Furthermore, given that the domestic sector has **the highest rate of informal employment in Italy (47.1%),** it can be estimated that the overall number of individuals involved exceeds 3.3 million.

The sector continues to be **characterised by a significant presence of women (88.6%) and immigrants (68.9%),** although the Italian workforce has grown in recent years. Among foreign workers, the largest group comes from Eastern Europe, representing more than a third of the entire sector.

In addition to providing a quantitative snapshot of the current situation, **the annual DOMINA Report seeks to highlight the main ongoing social and economic trends,** assessing both their actual and potential impact.

Population ageing, for instance, is one of the key trends affecting Italy and Europe. The effects of this trend are already evident in certain areas of society, while in others they have yet to fully manifest. In the personal care and assistance sector, for example, **demographic trends are driving an increase in demand for care services.**

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DOSSERVATORIO MINA
SUL LAVORO DOMESTICO
WITH THE SCIENTIFIC COLLABORATION OF
LEONE MORESSA FOUNDATION

Domestic Work Employer Families

917,929

Domestic work
Employer Families
(2023)

+14.4% 2019-21
-6.1% 2022-23



Italians **95%**
Extra EU **2%**
EU foreigners **3%**

Women **58%**
Men **42%**



100,849 Severely Disabled (11.0%)
3,077 Clergy (0.3%)

215,254 Cohabitants (23,4%)
17,911 Spouses or relatives (2.0%)

INPS data customised release

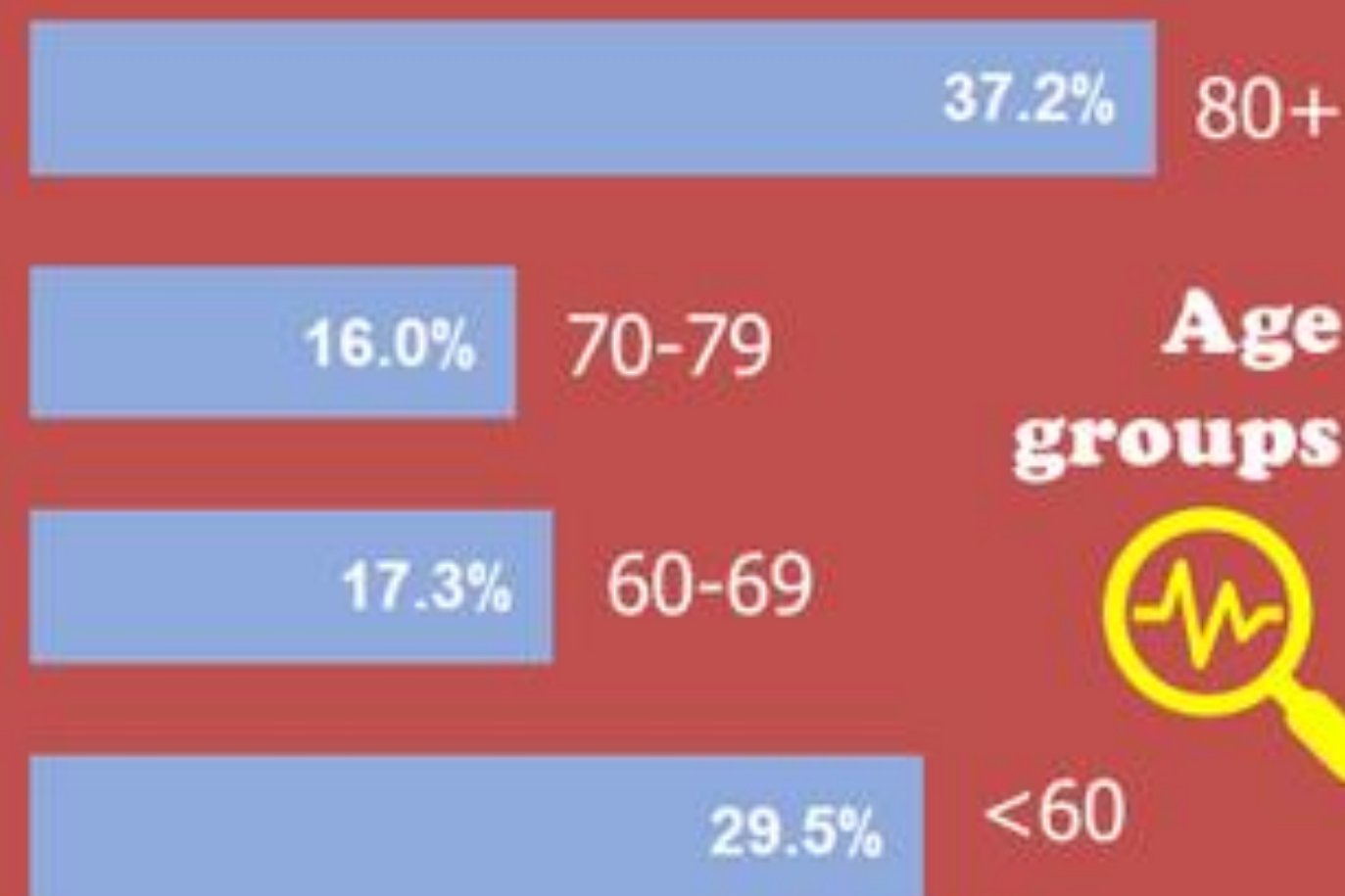
Total Employer Families



1.7 millions

Regular 918 thousand
(110.1 every 100 workers)

Irregular 817 thousand
(irregularity rate **47.1%**)



Age groups



INPS, ISTAT data

Contract Management

23.7% 13^o month advance
33.0% Absorbable Superminimum
65.5% Contract over 5 years
1.7% No Sunday rest

Salary Payment

39% Cash **31%** Varying
27% Wire transfer **3%** Check



Contract Termination

50% Dismissal
27% Resignation
11% Death of the Assisted
11% End of Contract
1% Just Cause

DOMINA sample data

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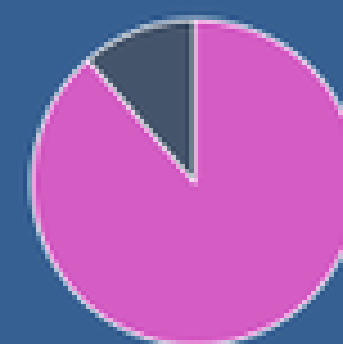
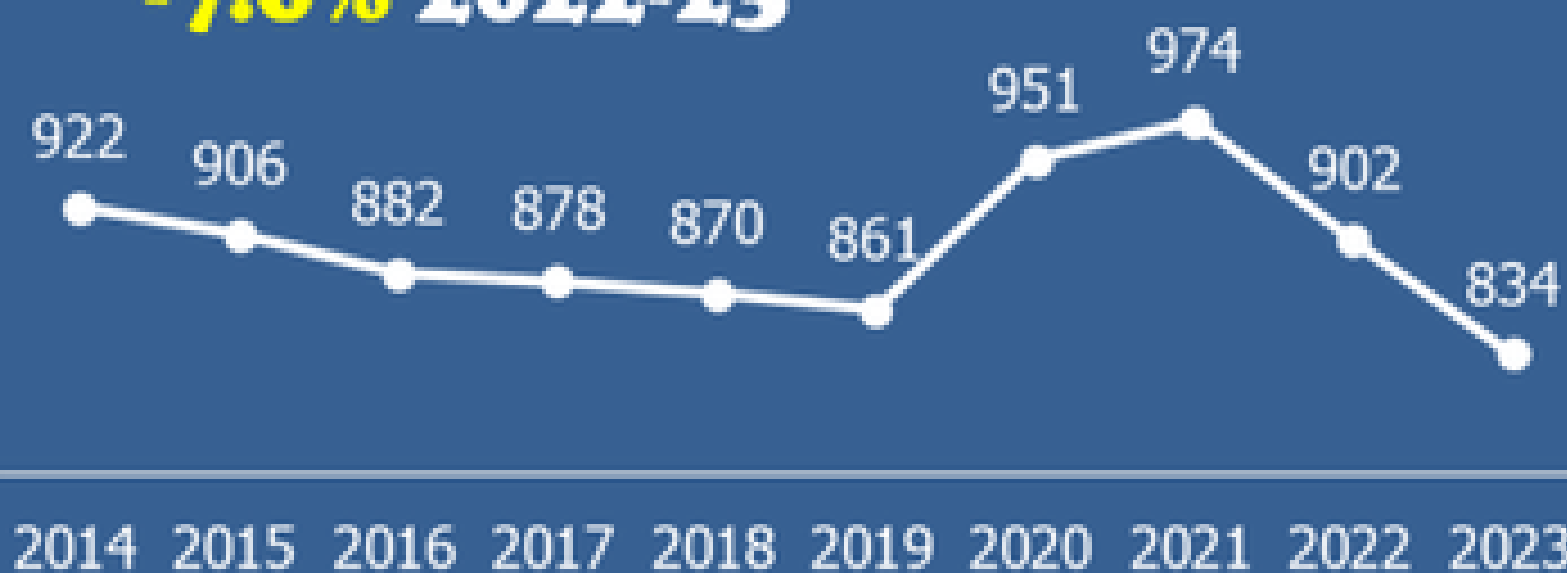
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Domestic Workers in Italy

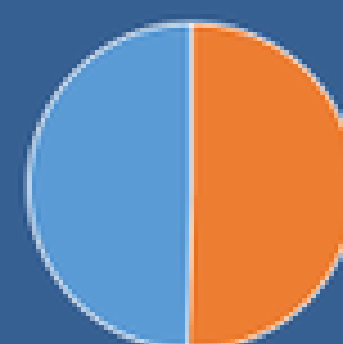
833,874
Domestic
Workers (2023)
+13.1% 2019-21
-7.6% 2022-23



Women 88.6%
Men 11.4%



Italians 31.1%
Foreigners 68.9%

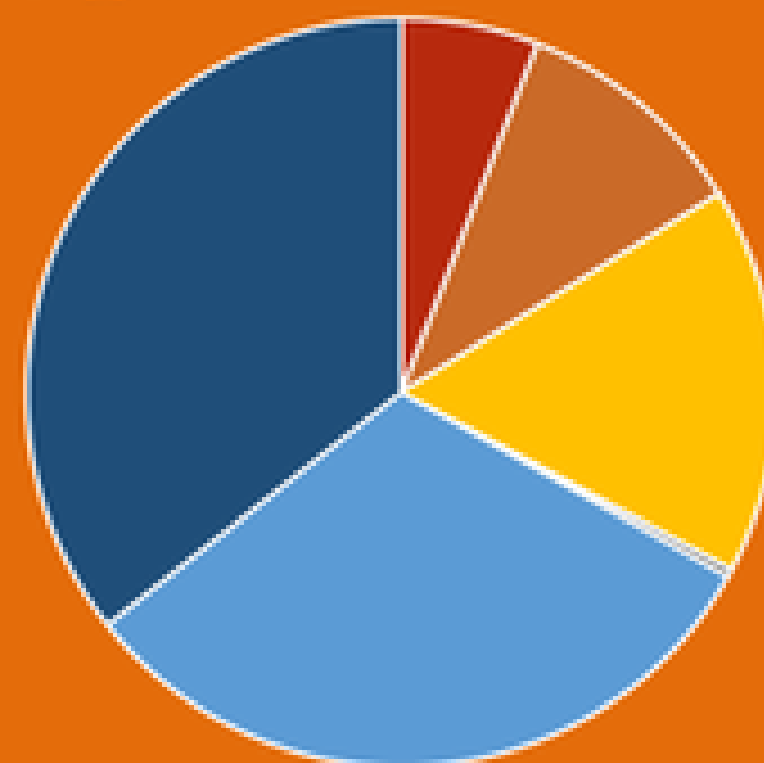


Housekeepers 50.4%
Carers 49.6%

INPS data

Origins

Eastern Europe 36%
Italy 31%
Asia 17%
Latin A. 10%
Africa 6%

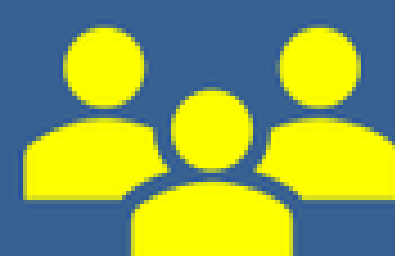


Foreigners' detail

Romania 122,587 (21.3%)
Ukraine 89,618 (15.6%)
Philippines 62,933 (11.0%)
Peru 36,141 (6.3%)
Moldova 32,573 (5.7%)

INPS data customised release

**Domestic
Workers
Total**
1.6 millions



Regular 834 thousands
Irregular 742 thousands
(irregularity rate 47.1%)

Foreign caregiver
36.1% (-4.2%)

Foreign housekeeper
32.8% (-12.5%)

Italian housekeeper
17.6% (-6.5%)

Italian caregiver
13.5% (-5.0%)

INPS data

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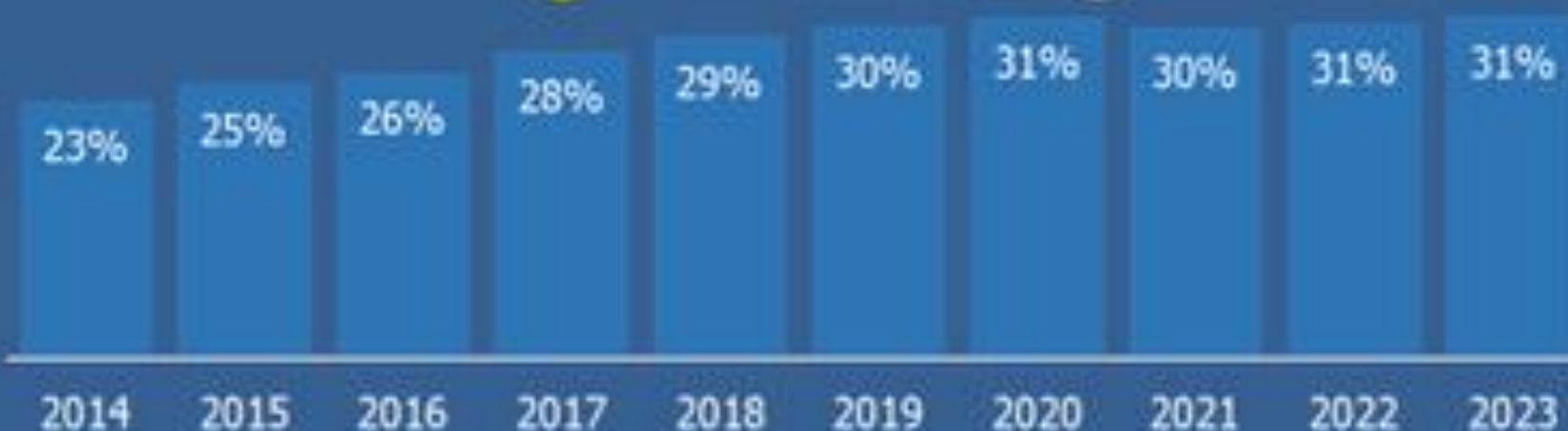
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Focus on Italian-national Domestic Workers



259,689
ITALIAN
Domestic Workers
(2023)

+12.9% 2019-21
-5.8% 2022-23



Housekeeper F **52.2%** (-6.7%)
Carer F **38.8%** (-4.9%)
Carer M **4.7%** (-5.5%)
Housekeeper M **4.3%** (-4.4%)

Average age
Women **51.3**
Men **48.4**
Tot. **51.1**



INPS data

% Italian workers

Sardinia 82.2%
Molise 60.9%
Puglia 54.7%
Lombardy 20.1%
Lazio 20.1%
Emilia Romagna 20.1%



Distribution by age

	F	M
< 30	5.4%	12.3%
30-39	9.2%	14.6%
40-49	20.7%	18.5%
50-59	40.8%	28.9%
60+	24.0%	25.6%

INPS data

Households' expenditure
For **ITALIAN**
domestic workers (2023)

1.8 billions

1.5 Retribution
0.2 Contributes
0.1 TFR (severance pay)



Distribution by
annual retribution

	Housekeeper	Caregiver
< 3 K	38.6%	33.6%
3-6 K	23.4%	22.3%
6-9 K	17.8%	17.6%
9-12 K	10.9%	13.6%
>12 K	9.3%	13.0%

INPS data

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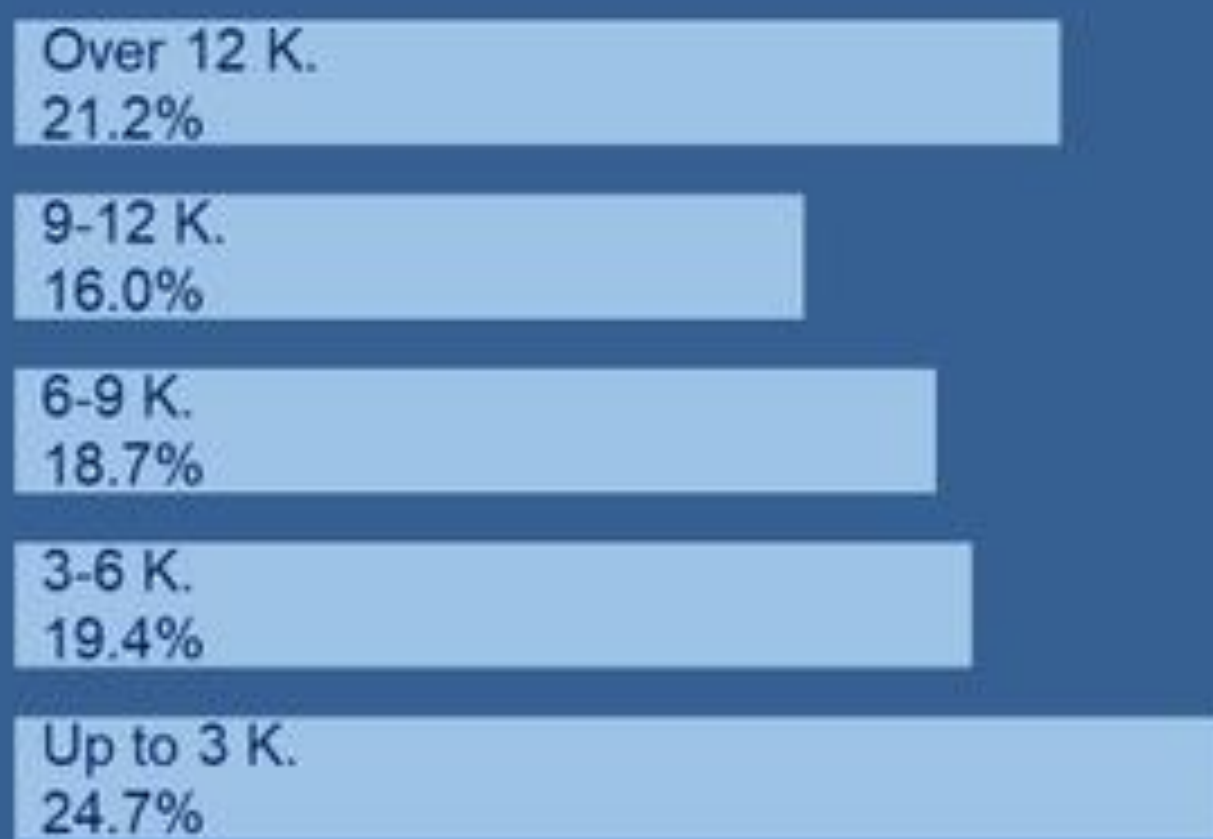
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Economic and Fiscal Impact of Domestic Work

Domestic Workers by Annual Retribution



Public Expenditure (% GDP 2021)

«Social Total»

30.7% Italy (3[^])
28.7% EU average



«Pensions»

17.2% Italy (1[^])
13.0% EU average



«Family»

2.4% EU average
1.2% Italy (24[^])



INPS, Eurostat data

Domestic Work GDP 2023

15.8 B
0.8% GDP

Public Expenditure

Long Term Care
(+65-year-old)
25.5 billions

Saving for the State

6.0 B
0.3% GDP



**Scenario WITHOUT
households' expenditure**
31.5 billions



INPS, ISTAT, RGS data

Households' Expenditure (2023)

Regular Component

7.6 billions

6.0 Retributions

1.1 Contributes

0.5 TFR (severance pay)

Irregular Component

5.4 billions

(Retrib. only)

2.4 Housekeepers

3.0 Caregivers

Total expenditure

13.0 billions



INPS, ISTAT data

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Economy Generated by Domestic Work

Families Consumptions

995 B euros (2014)
1,062 B euros (2023)
+6.7% in 10 years

+33.5% Communications
+24.0% Sport and culture
+17.7% Healthcare

+1.0% Grocery
-2.0% Clothing

Silver economy / Baby economy

Healthcare 130 / 117 / 114
Clothing 65 / 168 / 103
Hotels and restaurants 65 / 192 / 134
Transports 165 / 366 / 266
Personal care 106 / 153 / 120
Sport and culture 58 / 145 / 92

Average monthly expenditure **elderly families** / **Families with minors** / average families

ISTAT data

Effects on Production

Calculated through Input/Output matrix

Households' Expenditure for Domestic Work
13.0 billions



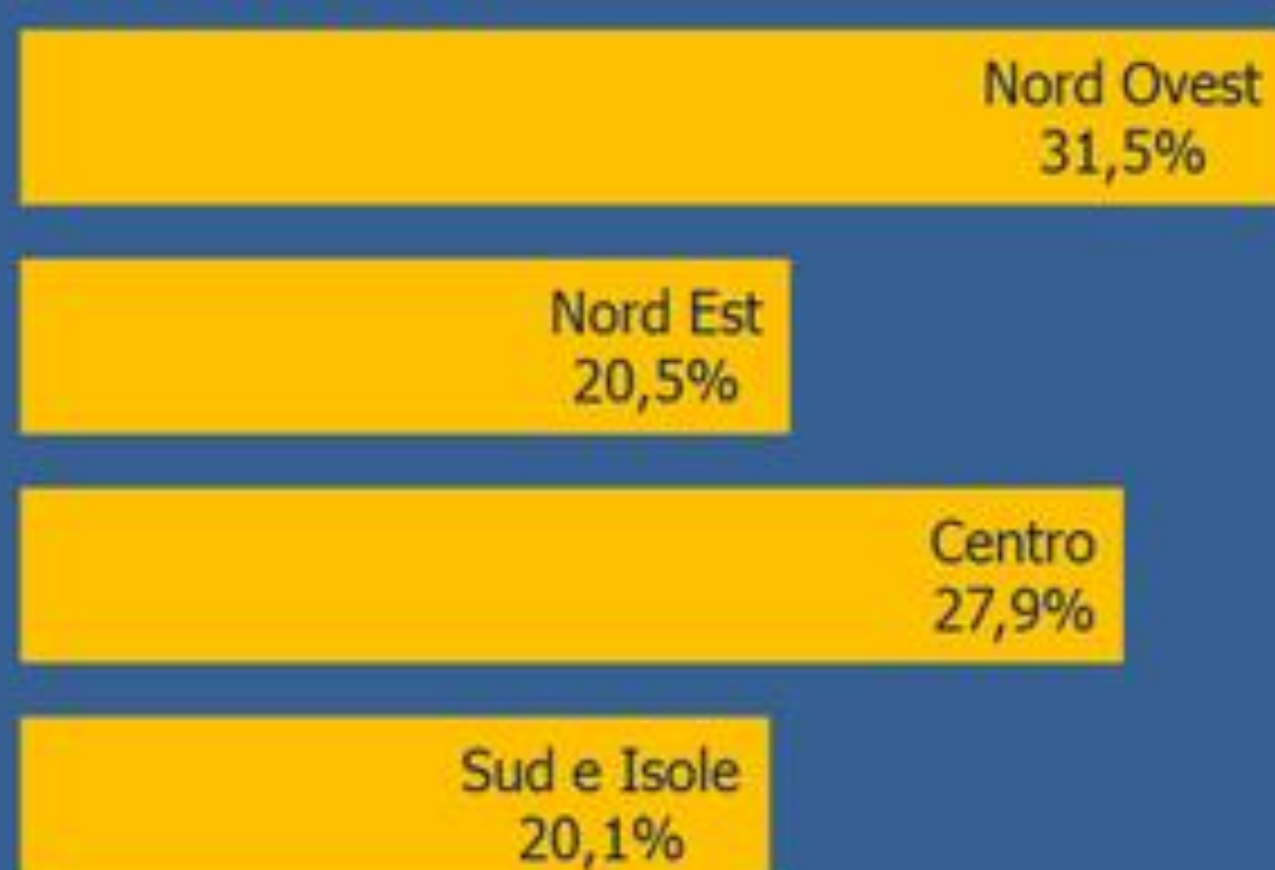
21.9 billions
Production Value generated of which
63% in the same Region
Multiplier effect 1.7



253.8 millions
Generated working hours

INPS, ISTAT data

Generated Production Value Distribution



Regional Distribution

18.7% Lombardy
13.1% Lazio
9.7% Tuscany
9.1% Emilia-R.
8.6% Piedmont
7.6% Veneto
5.0% Campania
4.7% Sardinia
4.0% Sicily
3.9% Liguria

INPS, ISTAT data

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Domestic Work in Italian Regions

917.929 Domestic Work Employer Families (2023)

173,691 Lombardy	29,300 Puglia
153,988 Lazio	22,894 Marche
78,891 Tuscany	19,438 Friuli V.G.
72,979 Emilia-R.	18,383 Umbria
67,996 Piedmont	13,315 Abruzzo
65,101 Veneto	11,426 Calabria
53,002 Sardinia	10,881 Trentino A.A.
47,399 Campania	3,297 Basilicata
40,611 Sicily	1,886 Molise
31,807 Liguria	1,612 Valle d'Aosta

Impact of Domestic Work on Regional GDP (2023)

Umbria 1.2%	Emilia R. 0.8%
Sardinia 1.2%	Sicily 0.8%
Lazio 1.0%	Marche 0.8%
Liguria 1.0%	Veneto 0.7%
Tuscany 0.9%	Abruzzo 0.7%
Calabria 0.9%	Puglia 0.6%
Friuli V.G. 0.9%	V. d'Aosta 0.6%
Piedmont 0.9%	Trent. A.A. 0.5%
Campania 0.8%	Molise 0.5%
Lombardy 0.8%	Basilicata 0.5%

INPS data customised release

Domestic Workers every 1.000 inhabitants

29.7 Sardinia
20.5 Lazio
20.1 Tuscany
20.0 Umbria
19.0 Liguria
16.3 Lombardy
16.1 Emilia-R.
14.1 Italia



420,177 Housekeepers

92,980 Lombardy; 80,314 Lazio;
32,083 Piedmont; 30,891 Tuscany;
28,032 Campania

413,697 Caregivers

62,247 Lombardy; 44,477 Emilia-Romagna;
42,818 Tuscany;
37,186 Lazio; 35,915 Veneto

INPS, ISTAT data

% Women

96% Rovigo
96% Udine
96% Trento

% Men

28% Palermo
27% Messina
22% Catania



% Foreigners

84% Milano
82% Bologna
82% Roma

% Italians

88% Oristano
87% Nuoro
82% Cagliari



Domestic workers per 1,000 inhabitants

32.9 Oristano
32.1 Cagliari and Southern Sardinia
31.9 Nuoro
29.9 Milano
25.1 Roma
24.4 Firenze
24.2 Ascoli P.



INPS, ISTAT data

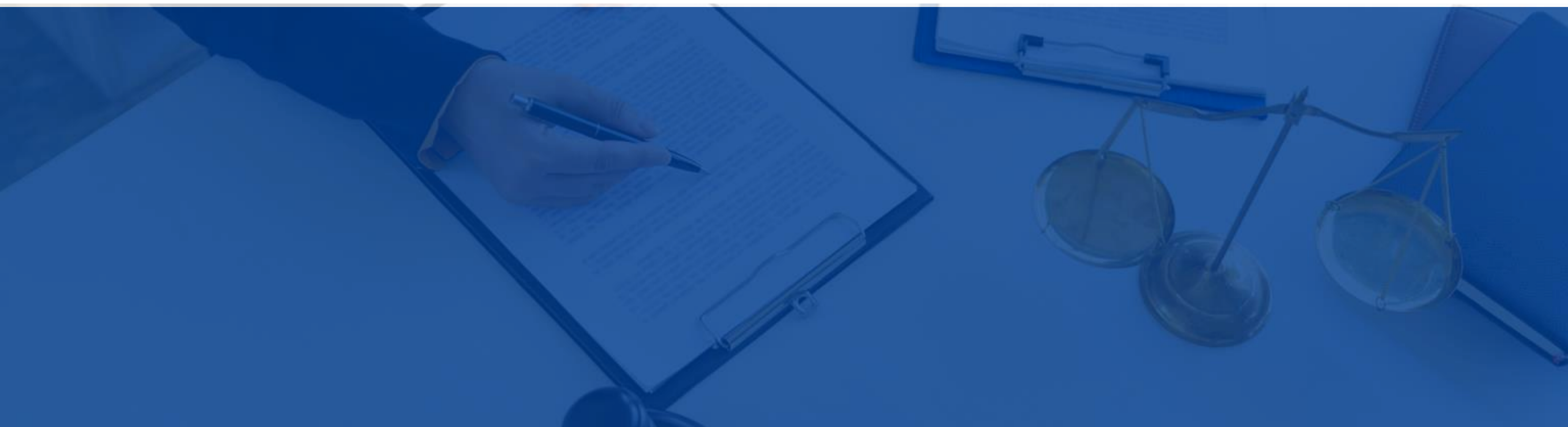
THE UNDECLARED WORK

Considering ILO Convention 189/2011 and the numerous reforms that have taken place over the years, we believe that **a regulatory review is necessary to adapt the sector to social and economic changes**, ensuring greater protection for workers and greater sustainability for families. The domestic work sector currently involves **around 900 thousand workers**, but the rate of **irregularity is estimated at 47.1%**, with **over 800 thousand undeclared domestic workers** (DOMINA elaborations on ISTAT 2023 data). The emersion and regulation of the sector would have a significant impact on tax revenues and on the quality of care work in Italy.



With this perspective in mind, **we consider the following proposals to be fundamental for improving the sector:**

- **Revision of the current legislation**, with the amendment of Law No. 339/1958 to adapt it to current times, guaranteeing domestic workers equal rights compared to other sectors, in particular regarding maternity, sickness and welfare.
- **Introduction of tax incentives, such as a cashback system for domestic work**, which allow employers to obtain a refund graduated according to the duration of the employment relationship, which can be used for direct payments to workers or for the payment of INPS contributions.
- **Measures to regularize the social security position:** granting a window for a retroactive regularization with minimum and defined sanctions for the emersion of irregular work and certainty of maximum sanctions for those who persist in undeclared work.
- **Strengthening of inspections**, with innovative, digital and multilingual tools to facilitate complaints and checks.
- **Tax relief for corporate welfare**, by incentivising the reimbursement of expenses for family assistance.
- **Improvement of bureaucratic procedures** for hiring and managing domestic work relationships at INPS.
- **Linking income support for family care to the existence of a regular domestic work contract** and strengthening the universal allowance for non-self-sufficiency.
- **Incentives to regular employment**, such as the transfer of some monthly NASpl payments to the employer for the payment of the domestic worker, available in the year following recruitment if the relationship remains in place.
- **Facilitation of the entry of migrant workers** through the strengthening of quotas outside the Flows Decree for vocational training abroad and the introduction of an individual amnesty for workers already informally employed.



**THANK YOU
FOR YOUR
ATTENTION**