

Supplementary Materials for

Paternity and parental leave in Italy: the parents' perspective

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Questionnaire on

Survey on paternity and parental leave aimed at mothers/fathers of children born between 2018 and 2023

SURVEY ON PATERNITY AND PARENTAL LEAVE AIMED AT MOTHERS/FATHERS OF CHILDREN BORN BETWEEN 2018 AND 2023

4E-PARENT is a national project funded by the European Union (<https://4e-parentproject.eu/>) whose goal is to promote the involvement of fathers in the care and education of children.

This **questionnaire** aims to collect the **opinions** of mothers/fathers of children **born between 2018 and 2023** regarding the two types of **leave from work** granted to parents in order to care for the child during their early years:

- **Paternity leave:** a mandatory 10-day period of absence from work for employed fathers, which can be used around the time of the child's birth and is fully paid.
- **Parental leave:** leave from work granted to employed parents, amounting to a total period (shared between mother and father) of 11 months, of which 3 months are reserved for fathers. The benefit is equal to 30% of the average daily wage and can be used optionally and flexibly by parents within the first 12 years of the child's life.

Although the questionnaire focuses on fathers' leave, please note that references to proposals for increased parental leave pay refer both to leave for fathers and for mothers.

If you are a father, please go to this questionnaire:

<https://form.jotform.com/231224311822341>

If you are a mother, please go to this questionnaire:

<https://form.jotform.com/231432481993359>

The questionnaire is anonymous and the data collected will be used in aggregate form, in compliance with EU Regulation 2016/679 on the protection of personal data – GDPR

In order to proceed with the questionnaire, your consent is required. Please select "I CONSENT" to continue.

- **"I CONSENT"**
 - **"I DO NOT CONSENT"**
-

If the option “I DO NOT CONSENT” is chosen:

Warning!

It is not possible to proceed with the questionnaire without consenting to the use of your data (even anonymously).

If you wish to give your opinion, go back and select “I CONSENT”.

Otherwise, close the browser window or press submit. Thank you anyway!

Region of residence:

Level of education

(Note: The educational levels listed refer to the Italian education system)

- Primary school
- Lower secondary school diploma
- Upper secondary school diploma
- Bachelor’s degree
- Master’s degree
- First-level postgraduate Master’s diploma
- Second-level postgraduate Master’s diploma
- PhD/Doctorate

In what year was your youngest child born?

On that occasion, did you/did the father take paternity leave?

- Yes
- No

If the option “Yes” is chosen:

Specify the type of paternity leave you/the father took

- Only public leave
- Only leave paid by the company
- Both

If the option “No” is chosen:

Why did you/he not take paternity leave?

- I/He was not entitled to it
- I/He didn’t know I was entitled to it
- I/He could not take it
- It wasn’t necessary to take it
- Other

Please specify “Other”

Do you think you/the father would have taken a longer paternity leave during the first month of life?

Express your level of agreement with each of the following statements (5 levels).

Statement	1	2	3	4	5
Yes, definitely, provided it was paid 100%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Yes, but it would have created me/him problems at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It wasn’t necessary because mum/I was at home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It wasn’t necessary because the grandparents (or another family member) were there	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

No, it's more useful to take it later when needed, in case of emergency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No, it's more useful when mum/I return to work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Further comments on paternity leave

Since your child was born, have you/the father taken parental leave (not paid by the company)?

- ☐ Yes
- ☐ No

If the option "Yes" is chosen:

For how many days? If you do not remember the number of days, write "*I don't remember*" in the field

Do you believe that if the leave had been better paid (at least 80%), you/the father would have taken more?

Express your level of agreement with each of the following statements (5 levels).

Statement	1	2	3	4	5
Yes, definitely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I don't know, it's always an economic loss	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maybe, but it would have or would create	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

me/him problems at work					
No, it wasn't/isn't necessary for me/him to take it (unless in case of emergency)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Do you agree with the following proposal to extend leave: increase the number of paternity leave days (currently 10 working days paid at 100%), extend them to categories that currently do not benefit (e.g., freelancers), and raise the parental leave allowance from 30% to no less than 80%?

Express your level of agreement with each of the following statements (5 levels).

Statement	1	2	3	4	5
They're more or less fine as they are, since in the first years (especially the first) the mother's presence is most important	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
They're more or less fine as they are, because it's normal for the mother to care for the children and house, and the father to focus on earning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It's important, and the conditions must be created so fathers can take them without worry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It's important, but it can be difficult to take them	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It's important, but they will not do it do it because it would be too expensive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Further comments on the proposal to extend leave

In addition to mothers, adequately paid leave for fathers is important because...

Express your level of agreement with each of the following statements (5 levels).

Statement	1	2	3	4	5
Fatherhood is a very enriching experience for a man; it is his right to be there from the beginning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The father can ease the mother's caregiving burden, especially after birth, a period that can be tiring and stressful	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The father can support the mother's return to work after maternity leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The father has the right to care for his child	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The father-child bond is created after birth, by spending time together	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When involved in the first two years of life, the father plays an important role in the child's development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The mother is the most important figure in the first year, but leave allows the father to step in later when his role is more important	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Scale: 1=Strongly disagree | 2=Disagree | 3=Neutral | 4=Agree | 5=Strongly agree

The leave available to mothers (maternity leave and non-reserved parental leave for fathers) and those available to fathers (paternity leave and reserved parental leave for fathers) should be equal in duration and pay over the first 2–3 years of the child’s life

Express your level of agreement with each of the following statements (5 levels).

Statement	1	2	3	4	5
Definitely, but to be used at different times (the mother in the early months, the father later)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It’s fair as a goal, but we’ll get there gradually – fathers and employers are not ready yet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Definitely, because mothers and fathers have equal rights and duties in child and home care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
This would make men and women - if they take equal leave - equal in the eyes of employers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The father should have more leave than now, but in general the mother needs more months, for her the functions, e.g., for breastfeeding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I think things are already fine as they are	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Scale: 1=Strongly disagree | 2=Disagree | 3=Neutral | 4=Agree | 5=Strongly agree

Other observations, comments or proposals

Thank you.

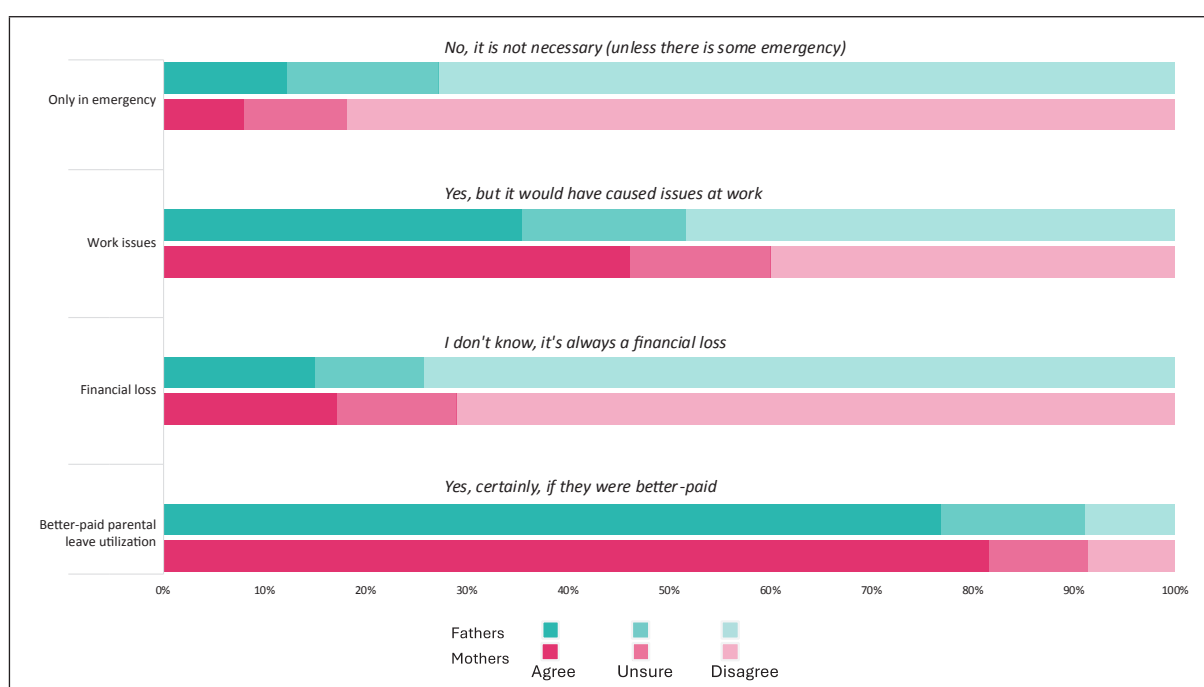


Figure S1
Fathers' and mothers' opinions on a longer father's parental leave utilization (n mothers=577; n fathers=147).
Question: "If they were better paid (at least 80%) would you/dad have taken more?"

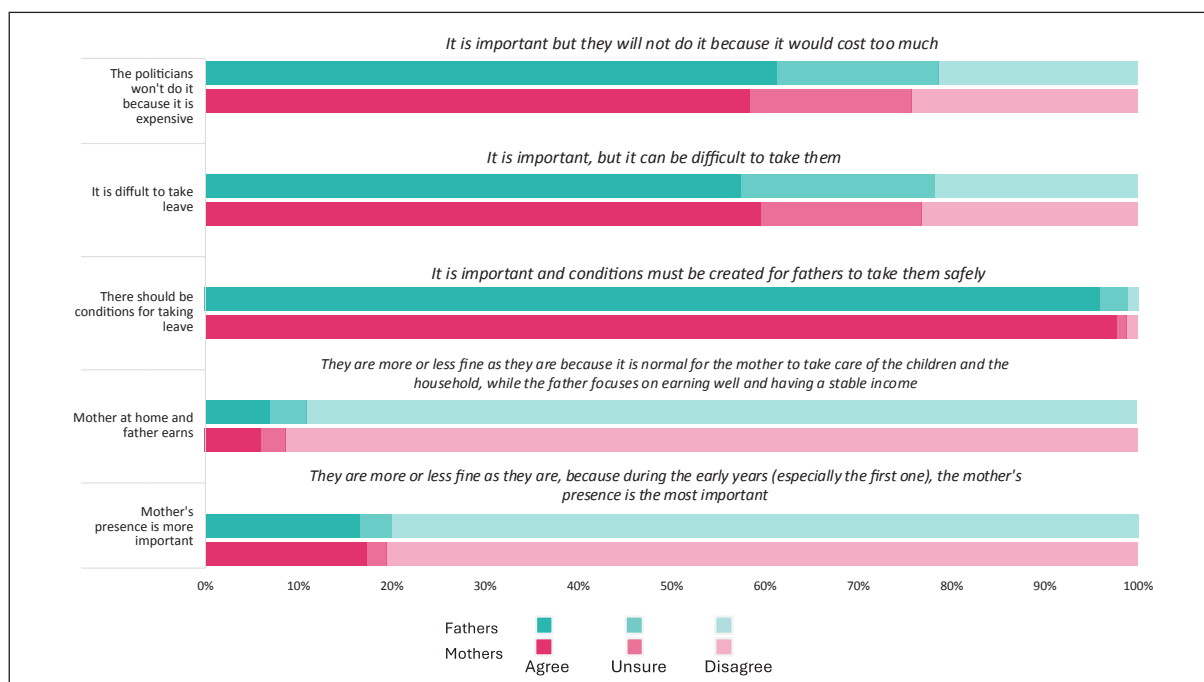


Figure S2

Fathers' and mothers' opinions on the proposal to extend work leaves (n mothers=3,811; n fathers=720).

Question: "Express the degree of agreement with the following proposal: increase paternity leave days (now 10 working days paid 100 percent), extend them to categories that do not now take them (e.g., freelancers), and increase parental leave pay from 30 percent to no less than 80 percent".



Figure S3

Fathers' and mothers' opinions on the importance of leave for fathers (n mothers=3,811; n fathers=720).

Question: "In addition to mothers, leave (properly paid) for fathers is important because...".

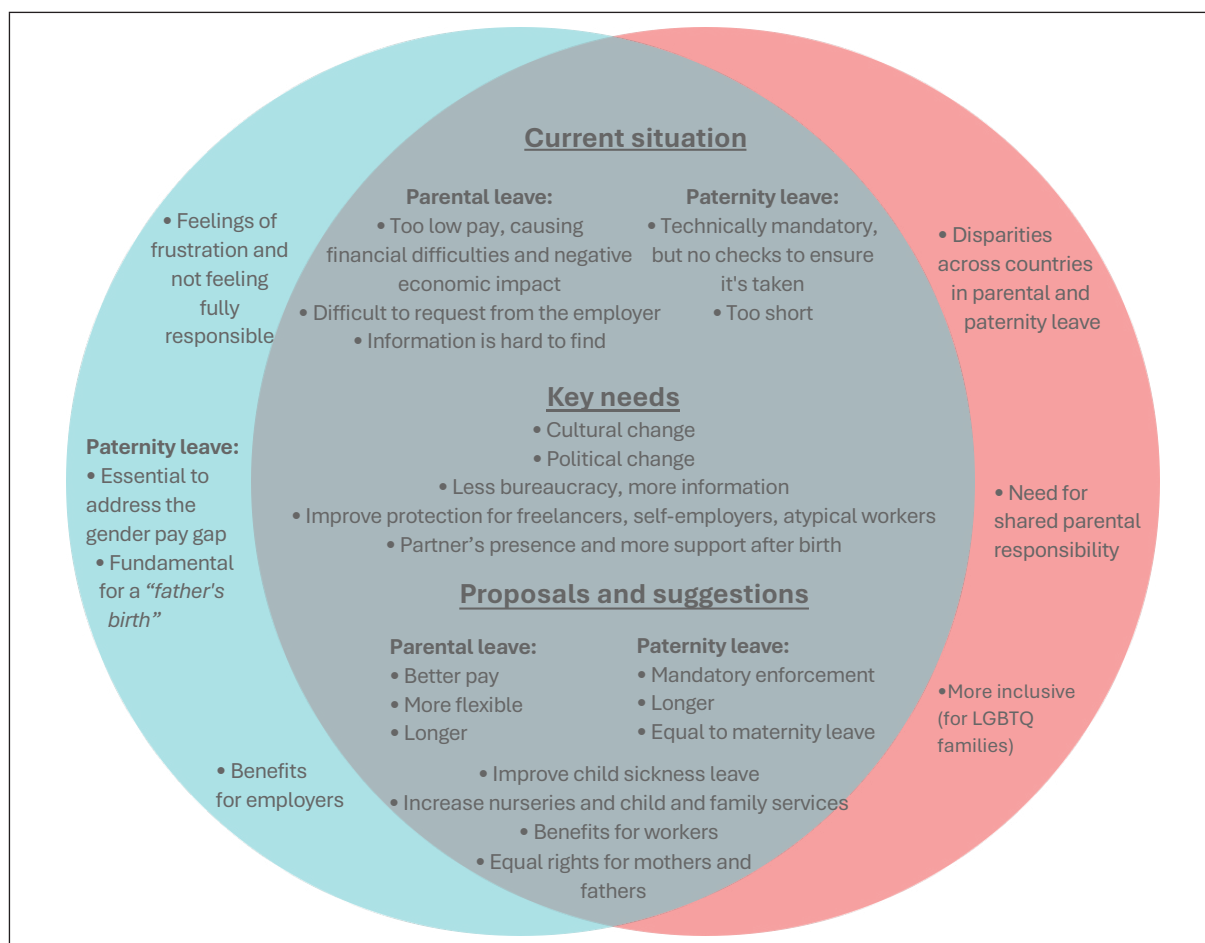


Figure S4
Themes and categories of open-ended questions.
Question: "Other observations, comments or proposals".

Table S1

Factors associated with paternity and parental leave utilisation at multivariate analysis by logistic regression (n mothers=3,811; n fathers=720)

Paternity leave utilisation (Fathers)			
	ORadj	95% CI	p-value
Educational level			
High	1.00		
Medium	0.78	0.44-1.39	0.411
Low	0.34	0.13-0.86	0.023
Italian macro area			
North	1.00		
Centre	0.49	0.28-0.87	0.014
South	0.32	0.15-0.64	0.002
Child's year of birth (1=2020)			
Child born in 2020	1.00		
Child born in 2021 or later	1.82	1.21-2.73	0.004
Mother's presence is more important			
Disagreement	1.00		
Unsure	1.11	0.32-3.87	0.873
Agreement	0.59	0.36-1.01	0.054
Mother at home and father earns			
Disagreement	1.00		
Unsure	0.89	0.29-2.75	0.839
Agreement	0.30	0.14-0.65	0.002
There should be conditions for taking leave			
Disagreement	1.00		
Unsure	0.27	0.02-2.54	0.223
Agreement	0.29	0.03-2.89	0.295
It is difficult to take leave			
Disagreement	1.00		
Unsure	1.71	0.91-3.23	0.096
Agreement	0.84	0.51-1.38	0.487
The politicians won't do it because it is expensive			
Disagreement	1.00		
Unsure	1.07	0.58-1.96	0.837
Agreement	1.82	1.10-3.00	0.019
To facilitate the mother's return to work			
Disagreement	1.00		
Unsure	0.38	0.08-1.71	0.207
Agreement	0.47	0.12-1.91	0.292
The leave allows the father to step in later			
Disagreement	1.00		
Unsure	0.49	0.29-0.84	0.010
Agreement	0.55	0.34-0.89	0.016
Different period of utilization			
Disagreement	1.00		
Unsure	0.84	0.50-1.42	0.519
Agreement	0.49	0.31-0.78	0.003

Continues

Table S1
Continued

	ORadj	95% CI	p-value
It's a fair goal but fathers and employers are not ready			
Disagreement	1.00		
Unsure	1.34	0.75-2.38	0.325
Agreement	1.19	0.75-1.88	0.458
Fathers and mothers have equal rights and duties			
Disagreement	1.00		
Unsure	2.42	0.43-13.45	0.313
Agreement	2.81	0.64-12.29	0.169
In this way, men and women are equal with employers			
Disagreement	1.00		
Unsure	1.76	0.63-4.89	0.278
Agreement	1.44	0.64-3.24	0.374
The mother needs more months for breastfeeding			
Disagreement	1.00		
Unsure	1.83	0.85-3.96	0.122
Agreement	1.61	0.91-2.86	0.100
It's already going well			
Disagreement	1.00		
Unsure	0.59	0.24-1.45	0.256
Agreement	1.01	0.39-2.60	0.982
Parental leave utilisation (Fathers)			
	ORadj	95% CI	p-value
Educational level			
High	1.00		
Medium	0.70	0.40-1.22	0.213
Low	0.55	0.17-1.76	0.315
Italian macro area			
North	1.00		
Centre	0.57	0.31-1.04	0.069
South	0.24	0.09-0.69	0.008
Child's year of birth (1=2020)			
Child born in 2020	1.00		
Child born in 2021 or later	0.97	0.62-1.53	0.915
Mother's presence is more important			
Disagreement	1.00		
Unsure	4.37	1.26-15.17	0.020
Agreement	0.47	0.22-0.99	0.046
Mother at home and father earns			
Disagreement	1.00		
Unsure	0.39	0.09-1.63	0.197
Agreement	0.76	0.22-2.55	0.662
There should be conditions for taking leave			
Disagreement	1.00		
Unsure	0.55	0.06-5.34	0.608
Agreement	1.25	0.19-8.19	0.813

Continues

Table S1
Continued

	O _{Adj}	95% CI	p-value
It is difficult to take leave			
Disagreement	1.00		
Unsure	0.70	0.39-1.26	0.235
Agreement	0.43	0.26-0.72	0.001
The politicians won't do it because it is expensive			
Disagreement	1.00		
Unsure	1.69	0.86-3.31	0.125
Agreement	1.96	1.14-3.38	0.015
To facilitate the mother's return to work			
Disagreement	1.00		
Unsure	0.48	0.13-1.81	0.282
Agreement	0.68	0.24-1.95	0.474
The importance of father's role in child development			
Disagreement	1.00		
Unsure	0.15	0.02-1.24	0.078
Agreement	0.17	0.03-1.02	0.053
The leave allows the father to step in later			
Disagreement	1.00		
Unsure	0.67	0.39-1.16	0.158
Agreement	0.89	0.53-1.47	0.640
Different period of utilization			
Disagreement	1.00		
Unsure	0.84	0.51-1.39	0.499
Agreement	0.56	0.33-0.95	0.031
It's a fair goal but fathers and employers are not ready			
Disagreement	1.00		
Unsure	1.93	1.11-3.35	0.020
Agreement	0.98	0.59-1.62	0.953
In this way, men and women are equal with employers			
Disagreement	1.00		
Unsure	1.09	0.35-3.39	0.875
Agreement	1.26	0.48-3.34	0.634
The mother needs more months for breastfeeding			
Disagreement	1.00		
Unsure	1.43	0.71-2.87	0.310
Agreement	0.91	0.52-1.61	0.759
It's already going well			
Disagreement	1.00		
Unsure	0.79	0.25-2.54	0.699
Agreement	1.64	0.51-5.24	0.403
Paternity leave utilisation (Mothers)			
	O _{Adj}	95% CI	p-value
Educational level			
High	1.00		
Medium	1.16	0.93-1.44	0.192

Continues

Table S1
Continued

	OR _{Adj}	95% CI	p-value
Low	0.63	0.34-1.19	0.339
Italian macro area			
North	1.00		
Centre	0.70	0.57-0.85	0.000
South	0.52	0.42-0.65	0.000
Child's year of birth (1=2020)			
Child born in 2020	1.00		
Child born in 2021 or later	1.49	1.28-1.73	0.000
Mother's presence is more important			
Disagreement	1.00		
Unsure	0.80	0.48-1.32	0.378
Agreement	0.69	0.56-0.85	0.000
Mother at home and father earns			
Disagreement	1.00		
Unsure	1.02	0.63-1.65	0.936
Agreement	0.30	0.21-0.44	0.000
There should be conditions for taking leave			
Disagreement	1.00		
Unsure	0.25	0.77-0.80	0.019
Agreement	0.09	0.08-0.49	0.000
It is difficult to take leave			
Disagreement	1.00		
Unsure	1.07	0.85-1.35	0.551
Agreement	1.04	0.87-1.25	0.643
The politicians won't do it because it is expensive			
Disagreement	1.00		
Unsure	1.13	0.90-1.72	0.291
Agreement	1.10	0.92-1.32	0.277
It is a father's right to be present			
Disagreement	1.00		
Unsure	0.43	0.13-1.45	0.173
Agreement	0.99	0.34-2.90	0.998
Lightening the mother's burden			
Disagreement	1.00		
Unsure	1.12	0.31-4.08	0.306
Agreement	0.66	0.25-1.75	0.403
To facilitate the mother's return to work			
Disagreement	1.00		
Unsure	1.40	0.83-2.35	0.208
Agreement	0.76	0.50-1.17	0.220
The father's right to care for his children			
Disagreement	1.00		
Unsure	2.53	0.26-24.66	0.424
Agreement	3.53	0.43-28.55	0.238

Continues

Table S1
Continued

	O _{Adj}	95% CI	p-value
The importance of father's role in child development			
Disagreement	1.00		
Unsure	0.71	0.33-1.54	0.389
Agreement	1.23	0.63-2.40	0.534
The leave allows the father to step in later			
Disagreement	1.00		
Unsure	0.69	0.57-0.84	0.000
Agreement	0.56	0.47-0.66	0.000
Different period of utilization			
Disagreement	1.00		
Unsure	1.00	0.83-1.22	0.932
Agreement	0.70	0.58-0.84	0.000
It's a fair goal but fathers and employers are not ready			
Disagreement	1.00		
Unsure	1.25	1.01-1.55	0.039
Agreement	1.32	1.11-1.56	0.001
Fathers and mothers have equal rights and duties			
Disagreement	1.00		
Unsure	2.03	0.97-4.22	0.059
Agreement	1.14	0.61-2.11	0.678
In this way, men and women are equal with employers			
Disagreement	1.00		
Unsure	0.90	0.56-1.46	0.670
Agreement	1.34	0.90-2.02	0.151
The mother needs more months for breastfeeding			
Disagreement	1.00		
Unsure	0.93	0.72-1.20	0.573
Agreement	1.09	0.89-1.32	0.402
It's already going well			
Disagreement	1.00		
Unsure	0.84	0.52-1.34	0.463
Agreement	0.99	0.58-1.71	0.985
Parental leave utilisation (Mothers)			
	O _{Adj}	95% CI	p-value
Educational level			
High	1.00		
Medium	0.72	0.54-0.97	0.028
Low	0.63	0.24-1.61	0.333
Italian macro area			
North	1.00		
Centre	0.83	0.64-1.07	0.153
South	0.67	0.49-0.92	0.013
Child's year of birth (1=2020)			
Child born in 2020	1.00		
Child born in 2021 or later	0.96	0.78-1.17	0.665

Continues

Table S1
Continued

	ORadj	95% CI	p-value
Mother's presence is more important			
Disagreement	1.00		
Unsure	0.31	0.11-0.89	0.030
Agreement	0.74	0.55-1.00	0.051
Mother at home and father earns			
Disagreement	1.00		
Unsure	1.38	0.70-2.70	0.349
Agreement	0.53	0.28-1.01	0.052
There should be conditions for taking leave			
Disagreement	1.00		
Unsure	0.48	0.08-2.77	0.412
Agreement	1.00	0.41-2.45	0.992
It is difficult to take leave			
Disagreement	1.00		
Unsure	0.75	0.56-1.01	0.062
Agreement	0.73	0.58-0.92	0.007
The politicians won't do it because it is expensive			
Disagreement	1.00		
Unsure	0.82	0.62-1.10	0.195
Agreement	0.90	0.72-1.13	0.388
It is a father's right to be present			
Disagreement	1.00		
Unsure	1.07	0.18-6.33	0.940
Agreement	1.05	0.23-4.86	0.951
Lightening the mother's burden			
Disagreement	1.00		
Unsure	4.94	0.50-48.45	0.170
Agreement	3.79	0.49-29.12	0.201
To facilitate the mother's return to work			
Disagreement	1.00		
Unsure	1.08	0.57-2.03	0.817
Agreement	1.00	0.59-1.70	0.994
The importance of father's role in child development			
Disagreement	1.00		
Unsure	3.47	0.74-16.35	0.116
Agreement	3.87	0.91-16.47	0.067
The leave allows the father to step in later			
Disagreement	1.00		
Unsure	0.93	0.72-1.20	0.584
Agreement	1.03	0.82-1.30	0.790
Different period of utilization			
Disagreement	1.00		
Unsure	0.81	0.63-1.03	0.083
Agreement	0.71	0.58-0.91	0.008

Continues

Table S1
Continued

	ORadj	95% CI	p-value
It's a fair goal but fathers and employers are not ready			
Disagreement	1.00		
Unsure	1.10	0.84-1.45	0.481
Agreement	1.04	0.84-1.30	0.702
Fathers and mothers have equal rights and duties			
Disagreement	1.00		
Unsure	0.60	0.22-1.66	0.327
Agreement	0.95	0.42-2.16	0.909
In this way, men and women are equal with employers			
Disagreement	1.00		
Unsure	0.82	0.45-1.49	0.521
Agreement	0.61	0.37-1.00	0.050
The mother needs more months for breastfeeding			
Disagreement	1.00		
Unsure	1.17	0.85-1.59	0.335
Agreement	0.86	0.68-1.10	0.245
It's already going well			
Disagreement	1.00		
Unsure	0.99	0.50-2.03	0.991
Agreement	1.07	0.48-2.36	0.869