<table>
<thead>
<tr>
<th>Type of leave</th>
<th>Description</th>
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<td>1</td>
<td>Anticipation of mandatory maternity leave (Law 1204/1971)</td>
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<td>2</td>
<td>Maternity leave (Law 28/06/2012 no. 92 and article 27 bis Legislative Decree 151/2001)</td>
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<td>3</td>
<td>Alternative paternity leave (Article 26 Legislative Decree 151/2001)</td>
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<td>Compulsory paternity leave (Legislative Decree 26/03/2001, No 151 and subsequent amendments)</td>
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<td>5</td>
<td>Parental leave in case of adoption/foster care (Legislative Decree 26/03/2001, No 151 and subsequent amendments)</td>
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<td>Child sick leave (Legislative Decree No 151 of 26/03/2011, as amended)</td>
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<td>Leave for parents with a severely disabled child in cases of adoption or fostering (Legislative Decree 151/2001 and subsequent amendments)</td>
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Pregnancy at risk and risky work (risky work) are the two cases in which a mother may abstain from work during the first months of pregnancy. In fact, Italian law recognises the possibility for pregnant workers to abstain from work earlier than the ordinary time limits for compulsory maternity leave.

Maternity leave is the period before and/or after childbirth, during which the mother is obliged to abstain from work. The total duration of the leave is five months.

In the event of the death or serious infirmity of the mother, or of abandonment, as well as in the event of the child's exclusive custody of the father, the working father has the right to abstain from work for the entire duration of the maternity leave or for the residual part that would have been due to the working woman.

Maternity leave is the period during which the father is obliged to abstain from work. The total duration of leave is 10 days. In the case of multiple births, the duration of leave is increased to 20 days.

Parental leave may be taken for a total of 10 months between both parents within the child's 12 years of life. The limit can be raised to 11 months if the father abstains from work for a continuous or fractionated period of not less than 3 months.

Parents may take parental leave within the above-mentioned limits, as follows:
- The mother, after the period of maternity leave, may abstain from work for a continuous or fractionated period not exceeding 6 months;
- The father, after the birth of the child, may abstain for a continuous or fractionated period not exceeding 6 months, increased to 7 if he exercises his right to abstention for a period of not less than 3 months;
- A single parent, or a parent to whom sole custody of the child has been granted, may abstain for a continuous or fractionated period not exceeding 11 months.

In case of multiple births, the periods of parental leave described above are granted for each child.

Adoptive and foster parents may also take parental leave, regardless of the child's age, within 12 years of the child's entry into the family, but no later than the child reaching the age of majority.

Both parents are also entitled to apply for parental leave at the same time.

Both parents, alternately, are entitled to take time off work for periods corresponding to the illness of each child as follows:
- For all periods corresponding to the illness of the child aged three years or less;
- For all periods corresponding to the illness of the child aged three or eight years.

The working mother, or alternatively the working father, of a child recognised as suffering from a serious handicap within the meaning of Article 3, paragraph (3) of Law no. 104 of 5.2.1992*, is entitled to extend parental leave by the child's twelfth birthday for a maximum period of no more than three years (including normal parental leave), provided that the child is not placed full-time in specialised institutions where (according to the health authorities) the presence of the parent is not required.

The extension of parental leave starts from the end of the period of normal leave. Until child's third birthday, an as an alternative to extension of parental leave period, parent is entitled to take leave for disability in proportion to working hours:
- To the extent of 2 hours of leave for each working day of the month if working time is equal to or more than 6 hours per day,
- To the extent of 1 hour if less than 6 hours per day.

In the case of adoption or international adoption or fostering, the extension of parental leave:
- May be taken for a maximum period not exceeding three years inclusive of the normal parental leave theoretically available to the applicant parent;
- May be taken regardless of the child's age, within 12 years of the child's entry into the family and, in any case, no later than the child reaches the age of majority.

As an alternative to extending the period of parental leave, the parent shall be entitled to take disability leave, within the three year of the child's entry into the family, in proportion to working hours:
- To the extent of 2 hours of leave for each working day of the month if working time is equal to or more than 6 hours per day,
- To the extent of 1 hour if less than 6 hours per day.

For people who have been recognised as severely disabled and their carers, there are certain benefits in the employment sphere. In general, the rest periods, permits and leave provided are usable by employees if the severely disabled person to be cared for is not hospitalised full-time (for the full 24 hours).

- An employee who cares for a seriously disabled family member, relative or kin within the 2nd degree (or within the 3rd degree, in specific situations), is entitled to 3 days of monthly leave, which can also be used continuously.
- The worker may apply for extraordinary leave to assist seriously disabled persons for a maximum total duration of 2 years, for each person assisted, during the whole working life.

The provisions apply to childbirth, adoption or fostering events occurring after 13 August 2022, the day on which Legislative Decree No. 105 of 30 June 2022 came into force, and also for events prior to 13 August 2022, provided that the working father can still take advantage of residual periods not taken under the father's compulsory leave under Law 92/2012.
Leave under Article 13 Presidential Decree 382/1980

- Non-tenured position
- Absence from work due to an accident at work or occupational disease (arising from work).
- Leave taken to join spouse during his or her stay abroad for work purposes.

Extraordinary leave

- Non-tenured position - the Superior Council of Law 333/1985 (spouse abroad)
- Law 11/2/94 no. 109 - Member of the Public

Sick leave and health leave (Consolidation Act - Law 23/8/88 No. 400 - Member Expert Council

- Article 37 Presidential Decree No. 3 of 10/1/97

Prime Minister’s Decree - Decree of the President of the Council of Ministers (D.P.C.M.)

Non-tenured position - article 168 Decree of the President of the Republic - D.P.R. 5/1/67 No. 18

Non-tenured position - Law 14/11/95 n. 481 - Authority for Electricity Gas Regulation

Non-tenured position - Article 58 Presidential Decree 10/1/57 No. 3

Non-tenured position - Article 10 Law 287/90 Supervisory Authority

Non-tenured position - the Superior Council of the Magistracy

Non-tenured position - Constitutional Judge

Non-tenured position - Law 27/7/62 No. 1114 - International organisations/foreign Executive

Non-tenured position - Law 27/7/62 n. 1114 - International organisations/foreign Professor

Non-tenured position - International Organisation (Article 32 Legislative Decree No. 165/2001)

Non-tenured position - Secretary General Presidency Council of Ministers

Accidents at work and illnesses due to cause of service (Legislative Decree 81/2008)

Law 785 No. 428 article 10 - Member Expert Council Presidency Council of Ministers

Law 11/2/94 no. 109 - Member of the Public


*Law 104: A person with a physical, psychic or sensory impairment, stabilised or progressive, which causes learning, relationship or work integration difficulties such as to result in social disadvantage or marginalisation, may obtain recognition of the status of severe handicap, provided for by Law 104.