Regulations for maternity and paternity leave

The D.L.vo 151/2001, Law n° 296/2006 (2007 Budget) and the D.M. 12/07/2007 have introduced provisions on maternity/paternity for registered members of Gestione Separata INPS.
PhD students are eligible for these provisions on the basis of the following specifications.
Additional information on INPS provisions is available at the site: www.inps.it.

MATERNITY LEAVE

Compulsory leave

Attendance at activities of the doctorate has to be interrupted two months before the expected date of birth until three months after the delivery or one month before the expected date of birth until four months after if authorized by the doctor of SSN (Servizio Sanitario Nazionale) and the competent doctor for health and safety measures in the workplace.

To that end, the PhD student, as soon as she acknowledge her pregnancy, must inform the Doctoral School and her PhD program Coordinator.
According to the lapse of time for compulsory maternity leave the conclusion of the PhD course will be postponed for the effective duration of the interruption. Given the duration of suspension, the PhD Board will organize an individual study plan for the PhD student and will evaluate, at the conclusion of her studies, the possibility to undertake the final exam in a special session or during a session of the next cycle.

Methods for requesting the postponement (abstention 1 + 4 or 0+5)

If a PhD student is interested in requesting the postponement of the compulsory leave to a month before the expected date of delivery before achieving the middle of the seventh month of pregnancy she has to submit a request to the Doctoral School enclosing:

- a certificate by her gynecologist attesting that the continuation of the activity until the eight month will not adversely affect the health of the pregnant woman and her unborn child. If the gynecologist does not operate within the SSN (Servizio Sanitario Nazionale), it is necessary to apply for a certification of the ASL (Azienda Sanitaria Locale) to certify the suitability to the doctorate activities.

- a certificate of the doctor responsible for health surveillance at the Politecnico di Torino certifying that the extension will not damage the health of the pregnant woman and the unborn.

Suspension

At the end of the period of compulsory leave the PhD student may apply for a further period of suspension.

The fruition of this additional period will result in the suspension of a year of studies. The year of suspension is calculated from the first day of compulsory leave.

To take advantage of this period before the completion of the compulsory maternity leave the PhD student has to submit a request to the Doctoral School that will in turn communicate it to the PhD program Coordinator requiring to suspend her participation to the PhD course.

At the end of the year of suspension, the PhD student has to resume her doctorate activities.

Suspension of the scholarship

During the period of maternity leave/maternity suspension the scholarship is blocked and postponed for the effective duration of the interruption.

General rules

Within one month of birth, the PhD student must certify the actual date of delivery.

Prevention and Protection

Physical agents (for example ionizing and non-ionizing radiation, static magnetic fields, vibration, shock), chemicals (for example carcinogenic, mutagenic, toxic for reproduction R40, R45, R46, R47, R60, R61), biological agents and particular working conditions (such as transport and handling of loads, noise, thermal stress) may be harmful to the mother and the unborn child.

The danger may result from direct handling of substances or exposure to potentially hazardous environments such as laboratories, especially in the first three months of pregnancy. To avoid any risk to health of the pregnant PhD student which operate in such conditions and the unborn, the pregnancy must be communicated to the Prevention and Protection centre and the Director of the Centre/laboratory where they work. Actions to avoid any undue risk will be indicated in collaboration with the competent doctor for health and safety measures in the workplace.

Maternity

In case they have paid at least three monthly contributions in the twelve months preceding the

two months before delivery, Phd students enrolled in the Gestione Separata may further more request a separate maternity leave from INPS.

To receive the indemnity during the seventh month the PhD student must submit to the INPS office (of her residence or to the one the Politecnico di Torino refers to in Corso Turati) the documentation shown in the application form SR29 which can be found at:

ABSTENTIONS / SUSPENSION FOR PATERNITY

Abstentions for paternity can be required by the PhD student, in case of death or serious illness or abandonment of the mother and in case of full custody of the child, for all the duration of maternity leave or for the residual part of the maternity leave (according to art. 28 del D.Lgs 151/2001 and subsequent amendments).

The student is also granted a further period of suspension from the end of the period of abstention or from the date of the birth.

The student willing to take advantage of abstention/suspension for paternity has to submit to the Graduate School a request, attaching documents to prove its motivations, the birth certificate or a substitutive declaration stating the date of delivery.

For a period of abstention/suspension up to five months, the duration of his PhD program will be extended for the effective duration of the interruption while for longer periods the program will be suspended for one year.

The suspension of one year is calculated from the date of the first day of abstention/suspension.

During the period of leave/suspension the scholarship is blocked and postponed for the effective duration of the interruption.

Paternity leave

To receive paternity allowance, the candidate must fulfill the conditions required by the regulations, submit an application to INPS and deliver the documents specified in the application form SR29 which can be found at:
 https://www.inps.it/NuovoportaleINPS/default.aspx?itemdir=50586&lang=IT