



Città di Siderno

(Città Metropolitana di Reggio Calabria)

AVVISO DI SELEZIONE PUBBLICA, PER ESAMI, PER L'ASSUNZIONE A TEMPO PIENO ED INDETERMINATO DI N. 1 "ISTRUTTORE DIRETTIVO CONTABILE" – CATEGORIA GIURIDICA D – POSIZIONE ECONOMICA D1;

PROVA ORALE (1 marzo 2021)

Quesito 1: DUP E PROGRAMMAZIONE STRATEGICA

Quesito 2: PAREGGIO DI BILANCIO

Quesito 3: GLI ONERI DI URBANIZZAZIONE: NATURA, UTILIZZO E CONTABILIZZAZIONE

Quesito 4: IL CANDIDATO LEGGA E TRADUCA IL TESTO ALLEGATO

Quesito 5: IL CANDIDATO DOPO AVERE CREATO L'INTESTAZIONE DI UN ARGOMENTO PROCEDA CON L'UTILIZZO DEL COMANDO DI STAMPA UNIONE

I COMPONENTI

Dott. Antonio QUATTRONE

Dott. Francesco CONSIGLIO

I COMPONENTI AGGIUNTI

Angelo GALLO

Caterina Rita FRANCO

IL PRESIDENTE

Dott.ssa Antonia CRIACO



BUSA NON
PRESELETA

IL SEGRETARIO VERBALIZZANTE

Dott. Sergio SCIGLITANO

Maternity leave and maternity protection

Female workers have special protection in case of pregnancy and maternity (Sect. 2110 Civil Code, Act 1204 of 30 December 1971).

From the beginning of pregnancy to one year after the child's birth, the employee cannot be dismissed (except for just cause) and during this period, a woman who resigns has the right to the same indemnities due for dismissals (provided she gives due notice).

Maternity leave is compulsory for female workers, from two months before until three months after childbirth. Pre childbirth leave can start at an earlier date than two months, if the worker's work is dangerous for her health or that of the unborn child. On the other hand it is possible to postpone pre-childbirth leave in order to increase the leave granted after childbirth.

Some rights, reserved for the mother by Act 1204/1971, have been gradually extended to the father, at first only in case of the mother's impediment, but more recently with many alternative choices being made available to both parents.

In 1987, for the first time, the Constitutional Court (decision no.1/1987) extended to the father the right to leave for three months after birth, where the mother's caring for the child had become impossible due to illness or death.

It is also possible for both parents of an adopted child to obtain paid leave for three months after the effective introduction of the child into the family (Act no.903 of 1977, Act no. 184 of 1983, Constitutional Court no. 322/1998).

But only with Act no .53/ 2000 has Italian Legislation really improved in considering parental leave as a right of the family in order to protect children.

Both parents have the right to leave for no more than a total of 10 months during the first eight years of a child's life. A longer period is possible (up to two years) in case of children with handicaps (Act 388/2000).

During compulsory maternity leave, the mother is entitled to 80% of her regular pay from Social Security and the period is counted as actual work time. Collective agreements usually oblige the employer to make up the difference to the regular wage.

Subsequent parental leave has now the same economic consequences for both parents: 30% of regular pay (from Social security) for six months. For additional time there are different indemnities depending on the family income.

Both parents have equal right to leave in case of a child's illness; without limitation for the first three years of age and for five days a year until age eight.

More flexibility in the working time schedule for both parents is now foreseen in article 9 of Act 53 /2000.

The working mother, during the first year, has the additional right to two hours of daily rest, initially intended for breast-feeding. Supplementary time is also foreseen in case of twins or multiple births.

A recently approved law (Act 151 of 26 March 2001) has consolidated most of the above provisions into a single text.

