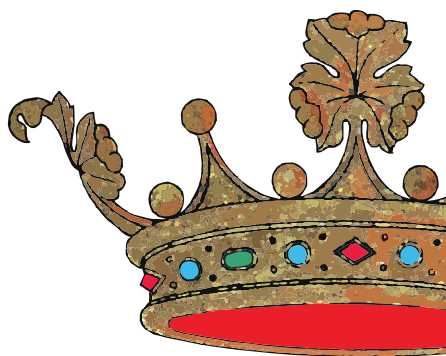


# EXTRAORDINARY STRATEGIC PLAN FOCUSSED ON FAMILIES AND BIRTH RATE PROMOTION TO COUNTER DEMOGRAPHIC DECLINE

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Art.8b – Provincial Law 1/2011  
on Family Welfare

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# **Autonomous Province of Trento Agency for Family, Birth and Youth Policies**

EXTRAORDINARY STRATEGIC PLAN FOCUSED  
ON FAMILIES AND BIRTH RATE PROMOTION TO COUNTER  
DEMOGRAPHIC DECLINE

*Art.8b – Provincial Law 1/2011 on Family Welfare*

**Provincia Autonoma di Trento**

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e le politiche giovanili

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# Foreword

The Provincial government intends to confirm the role played by family policies in its government action by focusing on the full promotion of the family and its social function. The particular value of the family lies indeed in its intrinsic nature as a place for the creation of fundamental bonds, as an entity able to provide care and support for people, give meaning to life, and as an organization able to promote social and economic development and social cohesion.

In recent years, the implementation of Law No.1/2011 has favoured the development of an integrated system of family policies aimed at fostering a local culture conducive to family welfare. Birth rate indicators are better than the national average, though not sufficient. The Provincial government intends to activate a *Strategic Plan for Family Welfare* to introduce those trust-based conditions in our community that are necessary to enable families and young people to carry out their life projects. The goal of this legislative term is to increasingly qualify Trentino as a "*family-friendly*" territory that is welcoming and attractive for families and for those who interact with them.

We live in a country that has fewer and fewer children: in just ten years, from 2008 to 2018, births declined by 22% and statistical forecasts hint at dramatic "demographic winter" scenarios for the years to come. This is a real demographic emergency that inevitably brings with it a social and an economic emergency. This trend is present not only in countries with a slowed-down economy, but it affects all European countries, even those with high growth rates, almost suggesting a sort of intrinsic incompatibility between "economic growth" and "demographic growth".

As far as the causes are concerned, it is now scientifically evident that the drop in birth rates is not due to just one single reason, but to a number of reasons of economic, social, cultural, ethical nature... What is certain is that the demographic shock will have a direct impact not only on the society, but also and above all on the economy, both at a macro-system level (sustainability of welfare and public accounts) and at a micro-system level, with repercussions on families (that will be smaller and smaller in size, ever older and with ever smaller parental/family networks) and on businesses (with ever older workers and with repercussions on company productivity and the transfer of skills).

Data are extremely critical and the future demographic trend hints at further birth rate declines. In order to reverse this trend, strong measures are needed, able to have an impact at different levels and in different areas. Policies generally need long periods before bearing fruits, and there is no guarantee of good results.

# 1. Birth rate and territorial competitiveness

Demographic dynamics are set to become one of the challenging factors for the national and local economy, as they can increase competitiveness, productivity and territorial attractiveness. The socio-economic development of Trentino will increasingly depend not only on economic policies, but also on family welfare policies, which, by keeping people on the territory, can trigger balanced demographic dynamics with a sustainable ratio between young and elderly people. In this way, it will be possible to guarantee economic well-being for future generations together with sustainable and high-quality social and health policies, together with social security services.

The Autonomous Province of Trento has long since undertaken a challenging process, aimed at creating a system of structural and integrated family policies at a territorial level to support family welfare. In 2011, this process led to the approval of a specific framework law entitled "Integrated System of Policies for Welfare and Birth Rate", which places family policies at the centre of the local government activity. The Trentino community has always considered the family to be a vital resource not only for its members, but also for the entire community. Family policies - based on innovative operating paradigms compared to traditional ones - take on a strategic dimension, covering all the sectors of public and private life. Public and private operators are encouraged to develop partnerships and collaborations to promote not only the well-being of the family, but also the social and economic growth of the territory.

For some time now, experts have been pointing out that ageing and birth rate decline are constant trends in Western countries and in Italy in particular. This jeopardizes generational turnover and the survival of the population itself. There are many points of view from which these phenomena can be observed: composition of the population by age group, average age trend, birth rate, structural demographic indexes (ageing, dependence, etc.).

A relevant indicator of the current social change is the trend of the average age. In Trentino, this has gone from 38.1 to 43.9 in about thirty years: almost six years more. The old-age index is another useful and concise indicator to summarise and highlight these trends, as it shows the percentage ratio between the number of people over 65 and the number of young people up to 14. In 2016, the old-age index in Italy was 161.4: this means that there were 161 over-65s every 100 young people up to the age of 14. Our country has the highest value in Europe, after overtaking Germany which today ranks second in Europe.

In this scenario, Trentino reports a limited ageing trend, as compared with the national average data, although it is a "slight" difference in terms of seniority and does not certainly mean that there is a much larger number of young people. One of the factors favouring this process is the birth rate decline. The overall number of births and the average number of children per woman have shown a sharp decrease in Italy over the last few decades. The average number of children per woman has recorded a constant decrease throughout the West, with our country at the bottom of the list with one of the lowest rates. Despite the generally difficult situation, the Province of Trento has one of the highest fertility rates in Italy, second only to the Province of Bolzano.

When looking at these figures, it is inevitable - and a source of concern - to observe a rapid ageing of the population, following the drop in births and the rise in average life expectancy. The result is an increasingly higher social burden and an increasingly scarce turnover in the economy. In social terms, this means fewer and fewer workers who produce wealth and pay pension contributions to the State, and a growing number of elderly people who, on the contrary, need welfare services, and social and health care. This means an increasingly greater imbalance between revenues and expenditure that will require many welfare measures, especially in anticipation of the retirement of baby boomers, i.e. workers born around the mid-60s. These people, who now represent the largest age group in the population, will gradually retire from work in the next few years, thus overloading an already critical welfare and social security system, without a corresponding equal injection of young workers into the labour market. Indeed, the new generations, apart from being small in number, seem to have less organized and more discontinuous careers, with a consequent impact on the Italian treasury.



## 2. Governance model

### 2.1. Provincial Development Plan

The Provincial Development Plan, approved by the Provincial government by resolution No. 1075 of July 19, 2019 "*Approval of the Provincial Development Plan of the XVI Legislative Period*" is the general planning agenda of the Province and the reference framework for the arrangement of all the provincial planning tools.

This document recalls the willingness of the Provincial government to base its next decade development plan on "*the family, the pillar on which the process of maturation of young people rests, where children can learn to be open to the world, where they learn how to look for opportunities for growth, face and align with the ongoing global and rapid changes, in line with the values of cooperation and subsidiarity that have always characterized our territory*".

The Provincial Development Plan, after outlining some specific characteristics of Trentino (territorial, generative, empowering and facilitating), identifies the areas of intervention, the objectives and the strategies. Particularly relevant are the proposals contained in objective No. 3: "*For a healthy Trentino, with quality services able to ensure well-being for all and for all ages*".

In this regard, the Plan states as follows: "*In terms of health and well-being, Trentino is called upon to face a situation characterised by trends that have a strong impact both on models of coexistence and on public policies. It is sufficient to observe the demographic dynamics, with the birth rate reduction and the progressive ageing of the population... The individual, the family and the community are essential assets that have to be involved as partners in care and help processes, thus supporting their ability to improve the quality of life. The family must be supported in its educational and social functions through integrated and cross-sectoral policies in favour of families and parenthood. The family must be supported also when helping young people to pursue their life projects*".

With regard to the medium-to-long-term projects of the Provincial Development Plan, it is worth recalling objective No. 3.5: "**Increase in the birth rate and full implementation of family life projects**". The Plan therefore identifies the following strategies, aimed at pursuing the above macro objective:

- a) **Cross-sectoral policies to increase the birth rate, one of the key issues for the future.** Ensuring full promotion of the family, supporting it in its educational and social functions, by promoting integrated and cross-sectoral policies in favour of families and parenthood. In particular, we want to have a combination of economic measures and services, in order to shape a positive territorial context and promote trust-based conditions enabling families and young people to pursue their life projects.
- b) **Resources, also related to the marginal position of some territories.** Adjusting income-support measures for families, with different benefits according to the number of children, parents' age and the marginal position of the place of residence.
- c) **Work-life balance.** Strengthening the supply chain of public-private services for work-life balance and strongly support women's employment, peripheral areas and consumption.
- d) **Trentino System of Family Quality as an engine for local development.** Developing the “Trentino System of Family Quality”, based on the involvement of local stakeholders in order to increase the territorial awareness about the social role of the family and at the same time make Trentino more attractive and competitive.
- e) **Favourable conditions to pursue one's own life projects.** Promoting a range of opportunities for young people in the 18-35 age group, to facilitate their transition to adulthood and the implementation of their own family projects.
- f) **Relational capital.** Strengthening family networks and other stakeholders' networks by enhancing the experience of existing services and family districts, thus helping increase opportunities for families and territories and the sense of belonging and security.
- g) **Focus on family associations.** To enhance the role of family associations when implementing family welfare policies, thus contributing to increase the social capital and the sense of territorial identity.

## 2.2. Provincial budget-adjustment law No.5/ 2019

Provincial Law No. 5 of August 6, 2019 “Budget-adjustment of the Autonomous Province of Trento for the financial years 2019–2021” has amended the Family Welfare Law No. 1/2011 by introducing Article 8 b: 'Birth rate measures'. The budget-adjustment law envisages the following family support measures:

- 1) Adoption of an extraordinary strategic plan for the family and parenthood;
- 2) Adoption of an extraordinary allowance to support birth rate, starting from January 1, 2020;
- 3) Reduction of family fees for the use of work-life balance services;
- 4) A series of measures aimed at supporting women's employment.

## 2.3. Extraordinary strategic plan for families and birth rate

### 2.3.1. Law 5/2019 and the Extraordinary Plan on birth rate support

The first paragraph of Article 8 b states: "The Province, in order to pursue and promote the actions included in the integrated system of family policies, as envisaged by Article 2, paragraph 2, approves *an extraordinary strategic plan in favour of the family and the birth rate*, to counter the demographic decline".

The second paragraph of Art.8 sets out the timeframe and the contents of the Plan. In particular, the article states that: "The extraordinary strategic plan in favour of the family and the birth rate, approved by a resolution of the Provincial government within ninety days from the date of entry into force of the adjustment law, is aimed at:

- a) Designing **income support measures** for families, with a system of benefits and allowances based on the number of children, the place of residence and the permanence in the territory;
- b) Facilitating access to **work-life balance services** to support female employment, residence in the territory and consumption;
- c) Developing the **Trentino System of Family Quality** referred to in Chapter IV of the Family Welfare Law;
- d) Expanding **opportunities for young people over 18 years**, in order to encourage the process of independence from the family and the implementation of their life projects;
- e) Strengthening **family networks, community networks and family associations**.

### 2.3.2. *The framework of the Strategic Plan on birth rate support*

The Strategic Plan for families and parenthood is divided into three parts: a statistical analysis of the population by ISPAT (Annex No. 1), a demographic analysis carried out by the University of Trento (Annex No. 2) and the action plan for this legislative period as described in the following chapter 3.

#### 2.3.2.1. *Statistical analysis: families, women and youths*

The statistical analysis carried out by ISPAT focusses on birth rate decline and its consequences on the population and individual behaviours. The analysis, based on the fertility index and on the comparison with other regions' data, shows the long-term evolution of the Trentino population, both local people and immigrants. It also highlights a set of aspects that characterise the population today: from the demographic boom of the '60s to today's declining birth rates and the ageing of the population, with the consequent increase in mortality rates, that have led to a negative natural growth in the last few years. However, the resident population in Trentino continues to grow, albeit with limited intensity, thanks to the contribution of immigrants coming both from other Italian regions and from foreign states. The number of immigrants has so far been higher than the number of residents moving out of Trentino. Demographic outlooks confirm current trends and predict a steady group of working age population, a reduction in the number of young people and a significant increase in the number of elderly people, as compared to the situation observed in 2018.

The behavioural changes and the ageing of the population cause a reduction in the size of families and an increase in the number of households as a proportion of the total population. There has been an increase in the number of single person households and in the number of single parent families. As far as couples are concerned, there is an increase in the number of childless couples. As far as couples with children are concerned, in the last decade there has been an increase in those with three children and a decrease in those with one child: a different evolution from that of the other regions in the North of Italy and in the rest of the country in general.

Young people leave their family pretty late and tend to postpone their choices about having their own family and children. In the last twenty years, the percentage of young people living at home with their families has not changed, but the composition has changed: while twenty years ago young people were predominantly employed, today there is an evident group of job-seeking young people and a much smaller number of employed people. The investment in education seems to be fruitful. The analysis shows that with regard to a category of young people particularly watched today, i.e. the NEETs (*Not in Education, Employment or Training*), not all of them are in a "no-work and do-nothing" situation: indeed, a significant subset is represented by young people who are

actually looking for jobs and therefore by people who are part of the labour force. It is true, however, that the majority is made by inactive people. These young people are predominantly high school graduates and, to some extent, even university graduates. There is a greater inactivity rate among educated young women.

Women's participation in the labour market is constantly increasing. In the central age categories, male employment rates are very high and therefore it is important to stimulate and support female employment. In Northern European countries, there is apparently no conflict between employment and fertility: there are indeed high activity rates and significantly higher birth rates than in the Mediterranean countries. Trentino is in a good position, but anyway below the European average, even if the Province of Trento ranks high in Italy and is aligned with the European average as far as early childhood services are concerned.

#### *2.3.2.2. Demographic analysis Report: "Decreased birth rates in Trentino"*

The birth rate situation in Trentino, as based on its evolutionary trends, is analysed in conjunction with other demographic trends that come with it. The situation is then compared with the trend in Italy and in neighbouring regions. Finally, the demographic data is analysed in conjunction with other trends that directly or indirectly connected with the birth rate, such as the social and economic development, the change in family structures, cultural changes, migration flows and the impact of welfare policies.

The first part of the report highlights the great demographic changes that have characterized the Province of Trento in the last twenty years: the increase in the number of residents, the number of foreigners, the increase in life expectancy, the aging of the population, and the shrinking number of young people.

The decline in fertility is specifically addressed in the second part of the report. Trentino, though having a higher fertility rate as compared to the general rate in Italy and other north-eastern regions, shows very similar trends to those of other regions: a slow, though progressive recovery until 2010, followed by an evident fall at the time of the financial crisis. The economic recovery of these last few years has not been able to stop the demographic decline. The report analyses some facts that have an impact on this birth rate decline: a) the percentage of women who do not have children is growing; b) the number of women of childbearing age is decreasing; c) the unemployment rate is growing, while births are declining.

The outlooks based on the stabilisation of the fertility rate at today's levels and a complete stop in migration flows do not offer an optimistic scenario for the coming years. Can this decline be stopped? The comparison with South Tyrol shows that this is the only region in Italy where the fertility rate has never decreased, not even at the time of the economic

crisis, but, on the contrary, it has always increased and reached levels that guarantee the reproduction of the population.

The example of South Tyrol, where effective policies for mothers are implemented, testifies to the possibility of a trend reversal. For many years to come, however, the decline in the fertile female population will put a strain on the birth rate, unless the average number of children per woman increases significantly.

## 3. Strategic Plan measures for families and birth rate promotion

### 3.1. Income support measures for families

The measures identified in this plan may be subject to review in the light of the reorganisation of family support measures to promote parenthood that are currently being drawn up at a national level. Our strategic objective is to achieve an overall review of family support measures in the light of a new model of governance of the Province, aimed at eliminating the current, sometimes disordered measures and replace them with the payment of a voucher in line with the economic situation of families (single allowance).

#### *3.1.1. Territorial marginality indicator*

The Province intends to support the Trentino population living in the mountains. To this end, the Province intends to diversify measures based on the territorial marginality of the municipality, starting from the birth grant. Article 39, paragraph 5 of Law 5/2019 states that a portion of the birth grant may be calibrated based on the number of years of residence in the Province of Trento, in excess of the standard five years period necessary to have access to benefits, and based on the degree of territorial development of the place of residence. Some of the measures provided for in the Plan will be reinforced according to the territorial marginality index of the municipality, to the demographic situation and other equalizing parameters. In addition to the birth grant, there are other measures envisaged by the Plan and/or other Provincial policies that may be calibrated on the basis of the marginality indicator, so as to differentiate financial resources or the duration of the measures according to the place of residence, either in the city or in peripheral areas. The final objective of the indicator is to create the proper conditions so that families, services and businesses can remain in the territory and thus counter mountain depopulation.

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**Provincial government objectives:** a) approval of the territorial marginality indicator by 31/12/2019; b) review of the measures to which the indicator will be applied.

**Competent Offices:** Directorate General, Office for the coordination of local authorities, territorial policies and mountain policies (UMST).

### 3.1.2. Extraordinary birth allowance

Law 5/2019 has experimentally introduced a special childbirth allowance to counter demographic decline. Article 8 b of Provincial Law No.1/2011, included in Provincial Law No. 5/2019 states as follows: "*For the purposes of paragraph 2, letter a) on an extraordinary basis, the Province will grant to families having a child from 1 January 2020 to 31 December 2024, a birth grant for a maximum duration of thirty-six months starting from the month following the birth of the child. This allowance is also granted in the case of adoption, starting from the month following the month of adoption and in any case up to the child's 18<sup>th</sup> birthday*". Access requirements to birth-support measures, as ruled by the law, require that at the date of the application submission, the applicant must have completed a continuous period of residence in the Province of Trento of at least five years over the last ten years. The applicant must comply with the relevant citizenship, residence and stay requirements as provided for in Article 2, paragraph 1, letter a), of Decree No. 4 of 28 January 2019 (Urgent provisions regarding citizens income and pensions) and amended and implemented by Law No. 26 of 28 March 2019. For the sole purpose of calculating the time of residence, the provisions of Article 2(6) of Provincial Law No. 12 of November 3, 2000 (Provincial Law on Trentino emigrants 2000) remain unchanged. In any case, in order to be entitled to submit the application and maintain the above benefits, the requirement of residence in the Province of Trento remains unchanged.

The Provincial government has approved a resolution establishing the criteria for determining the childbirth allowance, the procedures and time limits for the submission of applications, the procedures for the grant, any possible inconsistency or overlapping with similar national benefits having the same purpose. These criteria will take into account the economic condition of the family. The access requirements to the childbirth grant and the data necessary to calculate the benefit may be inferred from the application form for the Provincial income grant, as provided for in Article 28 of Provincial Law No. 20 of 29 December 2016. The maximum yearly amount of the childbirth allowance is € 1,200 for the first child, € 1,440 for the second child, € 2,400 for the third and subsequent children.

The resolution provided for in paragraph 5 may establish that a portion of the birth grant may be calibrated based on the number of years of residence in the Province of Trento and the degree of territorial development of the place of residence. The Provincial Agency for Social Security and Welfare, established pursuant to Article 34 of Provincial Law No. 23/1993, shall be responsible for the provision of the grant.

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**Provincial government objectives:** a) approval of the criteria necessary to issue the birth grant, to be included in the single grant regulation; b) by 31/12/2021 beginning of the



*assessment activity of the impact produced by the measure on birth indicators, with a special focus on peripheral municipalities; c) definition by 31/12/2022 of the structural policy on birth rate, following the results achieved by the above measure.*

**Competent Offices:** Directorate General, Provincial Agency for Family, Birth and Youth Policies, Health and Social Policies Department, Provincial Agency for Social Security and Welfare.

### *3.1.3. Measures to reduce nursery fees*

The Budget-adjustment law includes a specific measure in support of women employment, aimed at promoting access to work-life balance services. The Province may intervene on the portion of the single Provincial allowance provided for in Article 28(2) (b) of Provincial Law No. 20/2016 with extraordinary benefits aimed at further reducing nursery monthly fees and thus help families bear the costs for nurseries, home-based family nurseries (*Tagesmutter*) and early childhood services.

The relevant resolution shall be adopted within thirty days of the date of entry into force of the Regulation provided for in Article 28(5). The application for the single Provincial allowance provided for in Provincial Law No. 20/2016 and submitted in 2019 in order to obtain the benefit in 2020 is considered valid also for the purposes of granting the childbirth grant.

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**Provincial Government Objectives:** *a) approval of the criteria for granting fee reductions within the framework of the single allowance regulation; b) by 31/12/2021, beginning of the assessment activity of the impact produced by the measure on female employment; c) definition by 31/12/2022 of the structural policy on birth rate, based on the results achieved by the above measure.*

**Competent Offices:** Directorate General, Provincial Agency for Family, Birth and Youth Policies, Health and Social Policies Department, Provincial Agency for Social Security and Welfare, Education and Culture Department.

### *3.1.4. Sports vouchers*

In the past few years, sport vouchers have been issued in Trentino to promote and support the practice of sport, as a way to counter the social exclusion of the potentially most vulnerable groups of the population. The recipients of these measures are families who benefit from the A) share of the single income support allowance and all children of large families (families with three or more children) who benefit from the B1) share of the

single allowance. The activity was started on an experimental basis in some areas of Trentino by the Vallagarina Sports Agency and the Provincial Family Agency, involving about 700 youths. The objective of the measure is threefold: a) to make the measure permanent after the experimental phase; b) to involve all families in Trentino; c) to streamline bureaucracy, by including this measure into the single income support allowance. Together with the measures aimed at families for the promotion of sport activities for children and youths, we aim at increasingly prompting local sports associations to obtain the specific family certification. Indeed, the criteria for the family certification want to highlight the educational and socializing function of sports activities, in order to create strong alliances between families and sports associations and pursue the goal of promoting the educating community of Trentino. Sports clubs are indeed educational environments that have a significant impact on the development and growth of children. The environments where sports activities are practiced are important places for the maturation of the child, from the acquisition of body skills aimed at pursuing sporting targets to education in social values and respect for the rules.

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***Provincial Government Objectives:*** approval of the criteria for granting the sports voucher within the framework of the single allowance regulation.

***Competent Offices:*** Health and Social Policies Department, Agency for Social Security and Welfare. Directorate General, Provincial Agency for Family, Birth and Youth Policies, Department of Crafts, Commerce, Sport and Tourism.

### *3.1.5. Cultural vouchers*

The "cultural voucher for families" is a project aimed at encouraging the participation of minor children of large families or basic income beneficiaries in cultural activities. The plan provides for contributions to favour the participation in courses organized by music schools, choirs, concert bands and theatres or film making organizations. The project was implemented in 2017/2018 and financed by the Regional Fund for family and employment support, in the framework of Regional Law 4/2014. Resources are still available for the 2019/2020 and 2020/2021 periods. Subsequently, and based on the level of acceptance by families, the project will be implemented on a permanent basis and will be part of the single income support allowance. Also in this case, as for the measure concerning sports voucher, we recall the same considerations made about the educating community of Trentino. In this case, the educational alliance is made with the actors of the cultural sector who will be helping families in their educational project. In this way, the well-known African proverb "*It takes a village to raise a child*" becomes true.

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**Provincial Government Objectives:** (a) approval of the administrative framework for granting cultural vouchers for the years 2019/2020 and 2020/2021; (b) approval of the criteria for granting cultural vouchers within the Provincial single allowance regulation for the period 2021/2022 and subsequent years.

**Competent Offices:** Directorate General, Provincial Agency for Family, Birth and Youth Policies. Education and Culture Department. Health and Social Policies Department, Agency for Social Security and Welfare.

### 3.1.6. School transport services

Every year the Autonomous Province of Trento defines the transport fee for children/youths attending nursery schools, primary, lower and higher secondary schools, vocational training centres and socio-educational centres. The fee is calculated based on the economic and financial condition of the family according to the provincial ICEF model (Indicator of Family Economic Condition). In the absence of this certificate, the maximum fee is applied. Transport is free of charge from the third child on, as well as for families benefiting from the minimum subsistence allowance.

Resolution No. 11/2019 of the Provincial government halved school transport rates. For the school year 2019/2020, pupils and students attending pre-school, primary school and lower or higher secondary school will pay the following transport fares:

- a. **Travel card without free circulation:** maximum fare of €59 (for one child) or €90 (for two or more children). In addition to the specific school transport service, students residing and/or domiciled in urban areas are also entitled to use the scheduled service throughout the urban network at any time and day, including holidays. Students residing and/or domiciled outside urban areas, in addition to the school transport service, are also entitled to use suburban bus services on the authorized home-school route at any time and day, including holidays.
- b. **Travel card with free circulation:** €97 (for one child) and €150 (for two or more children) on all scheduled urban and suburban services, including rail, in the Provincial territory at any time and day, including public holidays.
- c. **Free travel card:** for pupils who are entitled to free school transport because attending primary school and living in villages over 500m above sea level with no primary school in their territory.

Fees may be reduced to €31 upon submission of the ICEF form, issued by “help-desks for the public” of the Provincial suburban offices and the accredited CAF offices (Tax Assistance Offices).

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***Provincial Government Objectives:*** approval of the administrative framework for transport services for the 2019/2020 school year.

***Competent Offices:*** Infrastructure and Transport Department - Public Transport Service

### *3.1.7. Pension scheme at child's birth*

The Autonomous Province of Trento intends to promote a measure aimed at starting a supplementary pension scheme at the child's birth. This measure will be activated in close cooperation with the Autonomous Region of Trentino - South Tyrol.

The transformation of the labour market has profoundly changed people's working careers and contribution mechanisms. Indeed, it will be very difficult and increasingly uncertain for people to know in advance how long they will have to work and the amount of contributions paid at the time of retirement. It is therefore appropriate to promote a social security culture by setting up supplementary pension schemes enabling workers obtain a final total pension suited to their needs when they grow older.

This measure aims to support the family at the birth of the child and encourage the start of a supplementary pension scheme, bearing in mind that even the payment of small amounts over a long period can produce appropriate pensions. The birth of a child is a very special time in the life of the family. It is a time when parents and the whole family network are particularly focussed on the "care" and "protection" of the newborn in the long term. This measure - at a time when young people's careers are less certain and continuous - promotes a greater awareness about the importance of retirement savings, in order to be better equipped for the future. This instrument encourages savings that produce immediate economic benefits for families, in terms of tax deductions, and for the child in terms of return on capital, seniority, favourable taxation... During the first years of the child's life, the Province will contribute to an individual pension scheme account with an affiliated pension fund, which will be used to collect the contributions made by the owner and his/her family network.

Of particular importance is also the fact that the resources invested on the financial markets and managed by the Region according to Regional Laws No. 7/1992, No. 3/1997 and No. 1/2005, apart from producing direct benefits for the participants, generate positive effects on the local economy, as the fund is locally managed.

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***Provincial Government Objectives:*** approval of the Regional legal framework.

***Competent Offices:*** Directorate General, Provincial Agency for Family, Birth and Youth Policies, Financial Affairs Department.

### *3.2. Work-life balance services and measures supporting female employment*

Work-life balance has lately become one of the central objectives of social and family policies in all EU countries. Work-life balance policies have to be implemented according to a synergic approach inspired by subsidiarity and social and technological innovation. Despite the economic crisis, these actions can strengthen local development policies and thus support female employment levels, birth rate, family welfare and at the same time also business productivity, thanks to the development of new services and opportunities for businesses and families. These measures require a new public policy architecture, strongly oriented to support participatory governance models involving all the actors. The implementation of polyarchy-inspired policies, based on the principle of horizontal and vertical subsidiarity and supported by new technologies can certainly help the involvement and active contribution of the diverse territorial capital. It should be noted that work-life balance policies are not only labour and/or equal opportunities policies, but they belong to a larger vision that potentially involves all the policies that can be implemented at a territorial level to offer opportunities to women, men and families. Increasing female employment can positively modify the overall labour market, support demand for goods and services and GDP. Moreover, as demonstrated in several countries, the increase in female employment is often accompanied by an increase in the fertility rate. The current system of labour policies in Trentino already includes some good practices, which should certainly be maintained and further enhanced.

#### *3.2.1. Deduction of female employment income*

Art.41 of the Budget-adjustment Law No. 5/2019 called: "*Measures for the promotion of women's work*" states that when establishing the share of the single allowance intended to meet the special needs for the care, raising and education of children aged between zero and three years, the Provincial government can increase the deduction of women's earned income. This provision will be applied when defining the criteria for charges deductible from the income of the household, with a view to assessing the household' economic condition under Article 6 of Provincial Law No.3/1993: "*Rules for the assessment of the economic conditions of applicants for subsidies*".

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**Provincial Government Objectives:** a) to increase female employment; b) to contribute to reducing the gender gap between mothers and fathers in the care of their children; c) to make the regulation definitive.

**Competent Offices:** Health and Social Policies Department, Provincial Agency for Social Security and welfare.

### 3.2.2. Revision of work-life balance services from 0 to 3 years

In Trentino, the system of work-life balance services for children aged 0-3 years is very comprehensive: it includes planning, financing, management and monitoring activities of the 0-3 year service system. Different Provincial departments carry out these activities. At the date of this Family Plan, the ecosystem of work-life balance services for children aged 0-3 years can count on the following services:

#### **Social-educational services**

These services are regulated by Provincial Law No. 4/2002, which introduced a system of different early childhood services, either organized or supported by local municipalities. These services include: *nurseries, home-based family nurseries (Tagesmutter) and supplementary services* (children and parents centres, play and reception areas and experimental services). The responsible office at a Provincial level is the Education and Culture Department, which deals in particular with the structural, organizational and operational requirements of the services and the qualification and training/updating of the school staff. The same law, in line with the Law on local finance, envisages that the Province shall allocate resources to municipalities to cover the costs related to the supply of socio-educational services, as established by Provincial Law No. 4/2002. The competence in this case lies with the Local Authorities Office of the Province, which works in close synergy with the local municipalities.

#### **Work-life balance services**

These are financed through vouchers pursuant to Article 4, paragraph 4, of the Decree of the President of the Province No.18-125/Leg. dated 9 May 2008 and concerning the "*Regulations for the coordination and implementation of Provincial policies co-financed by the European Social Fund*". The management of these vouchers is the responsibility of the European Affairs Office. In line with Art.9 of Provincial Law No.1/2011, the Family Agency has the task to define the professional requirements of the staff, based on the resolutions of the Provincial government No.322/2018 and No. 1238/2019.

## Company nurseries

Existing company nurseries are currently financed through own resources by the relevant organizations (Provincial Agency for Personal Care Services, University of Trento, ITAS Spa) and/or with vouchers (E-Pharma Spa).

Accredited **babysitters** referred to in the Budget Law of 2015 that added letter c) b in Art. 9 of LP 1/2011 on family welfare, establishing "the extension up to 36 months of the child's life of the vouchers used by working mothers to pay for assistance (baby sitters), also using the contributions of the European Social Fund".

As of the date of this Plan, the system of early childhood services in Trentino is structured as follows: 188 socio-educational services subdivided into 94 nurseries belonging to either Municipalities/Mountain Communities for a total of 3,754 places; 2 accredited private nurseries supported by 4 local authorities for a total of 30 places; 89 home-based family nurseries (*Tagesmutter*) for about 450 places; 1 centre for children and parents; 1 play and reception area; 1 experimental nursery-preschool service. From 1/1/2019 to 30/9/2019, 750 vouchers were allocated for the 3 month-3 year life period, involving about 650 families for a total amount of 1.9 million euros. These vouchers can be spent either on services provided by nurseries or accredited babysitters. There are about one hundred places available in company nurseries.

The plan aims to simplify the supply of 0-3 years services through a Provincial single accreditation system, with different requirements for urban and mountain areas. The working hypothesis is to give families a voucher to be used in the accredited facilities. The system will then be assessed by an independent organization.

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**Provincial Government Objectives:** *a) to streamline the Provincial and municipal procedures for the management of 0-3 years services and for the identification and choice of providers; b) to simplify households' access to services; c) to support service providers who work in compliance with quality accreditation criteria based on citizens' evaluation;*

**Competent Offices:** *Education and Culture Department, Directorate General, European Affairs Office, Provincial Agency for Family, Birth and Youth Policies.*

### 3.2.3. School services from 0 to 6 years

The organization of socio-educational services for early childhood, as regulated by Provincial Law No. 4/2002 and subsequent amendments and additions, has favoured the

creation of a territorial network of socio-educational opportunities for early childhood, offering families a set of different choices for the 3 months - 3 years old age group. The system focuses on the growth and the social/educational development of children, in connection with the other educational services for the 0-6 years age group, with the final aim of favouring work-life balance.

The system has so far worked very well thanks to the support given by the Province to the planning, implementation and management activities carried out by local authorities. As a result of these measures, today there is no valley community without at least one socio-educational service: a nursery school – sometimes really a micro-nursery school in scarcely populated areas or a home-based family nursery (*Tagesmutter*) involving several educational operators, and experimental nursery-school services in minority languages territories.

This system will be maintained and continued in order to increase the presence and geographic distribution of early childhood services, their economic sustainability and their accessibility in peripheral mountain areas, without compromising on quality standards that give equal opportunities for children's growth and social and educational development. The sustainability of these actions must be achieved by making the best use of existing facilities, by increasing the availability of places, by restructuring dismissed buildings and identifying solutions for the integration/rationalisation of the entire system of 0-6 year services through regulatory interventions.

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***Provincial Government Objectives:*** overall revision of the 0-6 year childcare system based on standards of accessibility, availability and economic sustainability.

***Competent Offices:*** Education and Culture Department.

#### *3.2.4. Companies' work-life balance strategies*

Family Audit is a voluntary-based tool adopted by public or private, profit or non-profit organizations interested in certifying their commitment to balancing the interests of the company with improvements in the working and family conditions of their employees (work-life balance policies). In Trentino, 178 organisations have adopted the Family Audit standard and 20.4% of employees (for a total number of 38,534 people) work in organisations that have adopted work-life balance plans.

With resolution No. 2082/2016, the Province adopted the guidelines for the standard. The benefits achieved are the result of a win-win approach that creates advantages for the employees, for the organizations and for the territory. Workers obtain economic advantages, greater personal well-being, and time for their personal and family needs



thanks to greater flexibility. On the other hand, organisations experience an increase in productivity, greater visibility on the market, greater loyalty of customers and employees, fewer losses of human resources, reduction in absenteeism and employee turnover. These data come from a family impact assessment carried out on a sample of certified organizations. The results have been approved by the Provincial government with Resolution No.995/2018. The following table reports the benefits produced by the Family Audit standard in organizations in terms of working time flexibility, productivity, female employment and improvement in women's careers.

Indicator	Year 0	Year 3	Variation	% Variation
Flexibility Index	31.9%	41.4%		+9.5%
Average number of overtime hours/employee	27.9	24.0	-3.9	-13.9%
Average number of paid sick days	5.4	4.6	-0.7	-13.9%
Women out of the total number of employees	60.4%	61.1%		+0.7%
Women Managers/Middle managers out of the total number of managers	50.9%	51.9%		+1.0%

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**Provincial Government Objectives:** a) to raise the number of Trentino workers employed in organizations that have implemented work-life balance plans from the current 20% to 40%; b) to use the Family Audit certification in public tendering procedures for the choice of suppliers and consider it at the same level as other quality certifications (additional scores and bank guarantees), in compliance with the indications established by the National Family Plan; c) to contribute to the development of a system of corporate and inter-company welfare services in the territory.

**Competent Offices:** Directorate General, Provincial Agency for Family, Birth and Youth Policies, Public Procurement Agency, Department of Economic Activities, Employment Agency, Agency for business incentives.

### 3.2.5. *Inter-company work-life balance services*

The Province is determined to involve all the various stakeholders and the whole territory in order to improve the working and personal conditions of workers and their families in Trentino-based companies and to increase awareness on issues related to work-life balance policies. Today, private for-profit and non-profit organisations are ready to look beyond the borders of their single companies and be integrated in the territorial system as a whole, so as to design a new system of company welfare, involving different actors in the territory.

This welfare model can produce further benefits both for companies and for the territory, in addition to taking advantage of the tax incentives contained in the national regulations governing company welfare, and of the opportunities (both fiscal and contributory) linked to the conversion of the performance bonus into pension contributions. This system, based on the principle of cooperation, multiplies the supply of services in the territory and helps implement new social measures. In particular, by stipulating contracts and agreements with service providers, it involves and encourages commercial activities and the local economy - specifically the social economy and the third sector - to create a virtuous circuit for the entire territory.

This new way of involving local organisations can have a major impact on the various stakeholders involved. Families will benefit from new opportunities, including economic ones, and new services provided locally. Companies are expected to improve efficiency, their corporate environment and their corporate image. In general, companies that adopt corporate welfare initiatives reduce internal conflicts, improve communication, increase efficiency and productivity. Companies need methodologies and tools to spread knowledge and assess the impact of social responsibility actions related to corporate welfare. Thanks to this system, also social partners may strengthen their social responsibility function during bargaining processes. Moreover, the system will encourage employment and the creation of new service enterprises. As far as the third sector is concerned, its presence and services will be better known and its reputation in the community will increase, with a consequent rise in the number of users and an improvement in its image and reputation. To be part of a network made by public authorities and market operators can generate synergies and give rise to new opportunities for "social business". The Province will coordinate the provision of services, in particular, those aimed at families, the elderly and people with disabilities and will thus become more aware of the needs of workers and businesses in the area.

This scenario is strategic for Trentino, which in recent years has seen the development of the following important experiences that in fact are enabling factors of the territorial inter-company welfare:

- a) Supplementary pension funds based in the Region, such as Laborfonds, Sanifonds and the Trentino Solidarity Fund;
- b) Family Districts, established by Provincial Law 1/2011 and the system of family brands, which now involves almost 900 organizations working in the field of services for families, sports associations, accommodation, cultural offer, municipalities and other public authorities.....;
- c) The Family Audit experience, involving a network of local/national entities that provide services for employee well-being, with a special focus on the local territory. At a local level, just under 200 organizations have joined the Family Audit system, 70% of which are private organizations;
- d) The recent revision of Art. 22b of Provincial Law 6/1999 concerning incentives for companies and which includes company welfare among the innovations that can be financed by public authorities;
- e) The acknowledged social capital of the territory, with its history and its practices of civilian commitment as expressed in the social, cultural, political and economic life and in the management of the anthropic and natural ecosystem;
- f) The significant experiences of inter-company welfare activities, coordinated by industry associations.

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**Provincial Government Objectives:** *a) development of Family Audit districts at a territorial level, with the involvement of social partners; b) activation of inter-company time-saving services; c) testing of innovative inter-company nursery services taking into account the work-life balance needs of the sandwich families, according to Art.10, paragraph 1 of the Family Welfare Act.*

**Competent Offices:** *Directorate General, Provincial Agency for Family, Birth and Youth Policies, Department of Economic Activities, Employment Agency, Agency for business incentives, Office for the coordination of local authorities, territorial policies and mountain policies (UMST).*

### 3.2.6. Male work-life balance: fathers involved in care activities

Work-life balance is a source of well-being for individuals and families in the short term, while in the long term it can also encourage an increase in birth rate. All too often, however, reconciliation is seen as something related only to the 'female' world, included in plans and programmes to improve female employment rates. However, work-life balance should not only be thought of as a proposal allowing women to devote more time to non-family work. It should be seen as a policy that allows everybody (both men and women) to have an improved experience as workers and parents, fulfilling their aspirations without suffering labour market rigidities. It is therefore necessary to do something and reduce the unbalanced burden of care now borne by women, by promoting a greater involvement of fathers through a more widespread use of parental leave. New measures need to be introduced in order to foster a model of joint responsibility for women and men in child and home care activities and support women's long-term employment. It is therefore necessary to make employers aware of the care responsibilities of fathers and at the same time inform and make fathers more aware of the possibility of experiencing a better parental role also thanks to specific work-life balance measures.

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**Provincial Government Objectives:** a) to increase female employment; b) to contribute to reducing the gender gap between mothers and fathers in the area of child care.

**Competent Offices:** Health and Social Policy Department, Office for Equal Opportunities, Department of Economic Activities. Employment Agency, Directorate General, Provincial Agency for Family, Birth and Youth Policies.

## 3.3. Trentino System of Family Quality

The "Trentino System of Family Quality" could become one of the strategic and therefore qualifying elements of Trentino, helping it compete with other regions and territories. Family welfare policies based on the *New public family management* paradigm available both to residents and guests can increase the attractiveness of the territory. A family-friendly territory is a welcoming and attractive territory for families and their networks, capable of offering services and opportunities in line with the expectations of families, residents and non-residents alike. In Trentino there are many organizations that are different in terms of scope of activity and mission, but they have in common the interest for the well-being of their community. The *New public family management* paradigm qualifies the territory as a strategic laboratory, where public policies are tested, integrated, administrative cultures are compared, and revised, organizational models are renewed,

always looking at other experiences at a national and European level. These *family-friendly territories* offer families information, recreational and cultural activities, while continuing to develop plans and ideas based on the needs and requirements of families.

### *3.3.1. Territorial attractiveness*

Outside national borders, there are different types of public policies and different organizations - also in the private and non-profit sector – that plan and promote family welfare: a mix of actors and measures that respond to a continuously evolving society, where there are different needs and different models of family organization and work-life balance. There is a strong relationship between quality of life and territorial competitiveness. In our global and interconnected world, the competitiveness of territories will increasingly depend on their ability to face market competition by enhancing the social capital and the leading role of the families living there. However, this is possible only where all the actors in the system manage to work together in a synergic way, maximizing both the efficiency of their respective activities and the results, thus producing benefits and opportunities for all the social, economic and environmental components of the territory.

This is the objective that the Trentino System of Family Quality wants to pursue, through the strategic and synergic reorientation of the activities of the local players towards the well-being of resident and guest families. The competitiveness of a territory is determined by the combined and simultaneous presence of a set of essential factors: communities, businesses, families, institutions, social cohesion, well-being, scientific expertise, culture and environment. All these factors contribute to the final product. They are all strategic, indispensable and closely interconnected. The bad performance of one of them will inevitably undermine the final result, by cancelling all the efforts made. On the other hand, the quality of life is determined by what the territory offers in terms of infrastructure, good administration, education, welfare, security, environmental quality, culture and opportunities for citizens. Alongside with economic factors, quality of life is an important component of a territory's attractiveness, because it attracts individuals and businesses, thus generating capital for development.

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***Provincial Government Objectives:*** *to channel public policies and public and private services towards citizens/families, based on the New public family management method, aimed at increasing territorial attractiveness;*

***Competent Offices:*** *Directorate General, Provincial Agency for Family, Birth and Youth Policies.*

### 3.3.2. Saturation of the territorial capital

In order to offer new services to families and increase territorial attractiveness without further economic measures, it is necessary to apply the principle of saturation of the existing territorial capital. The mix of services already existing in the territory - activated over time by different public or private actors - can generate further value for the community, as they can be used - virtually at no cost – by resident citizens and families. Indeed, since the services to be used are already there (their fixed costs have already been covered by the service provider), it is possible to increase their use without raising the variable costs of the service itself. It is a *win-win* measure, able to integrate different policies and offer new and important opportunities to families, thus increasing the attractiveness of the territory. The saturation of the existing territorial capital increases the efficiency and the productivity of the system.

In recent years, saturation actions have been implemented in the sectors of city and suburban public transport services, museum services, access to winter ski resorts and currently in the sector of public housing. Based on this approach, it is possible to identify other areas where saturation processes can be activated. Finally, it worth noting that "saturation" cannot be a top-down process, but rather a bottom-up process that has to be co-designed by all the actors involved.

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**Provincial Government Objectives:** a) to carry out an evaluation of the territorial capital to be saturated by 30/6/2020; b) to define an operational plan for the saturation of the territorial capital with the involvement of all Provincial departments and stakeholders.

**Competent Offices:** Directorate General, Provincial Agency for Family, Birth and Youth Policies.

### 3.3.3. Trentino: a living-lab for welfare policies

The various welfare needs their solutions and applications and - in general – their boundaries often define the frontier for the economic and social innovation of a territory. That frontier involves a large number of stakeholders, competences and responsibilities, public and private institutions, social and territorial networks, even single stakeholders who contribute to co-designing projects, services and measures addressed to the fundamental expressions of citizenship that is individuals and families.

Alongside the "state" welfare, i.e. public, universal welfare as envisaged by the Constitution, a different type of welfare can thus be developed. A welfare system that is based on horizontal and vertical subsidiarity at the same time, involving companies and

local entities. This new type of welfare finds inspiration and effectiveness in situations of need, in the principle of reciprocity and, above all, in the ability to experiment. It is precisely in this context and along these lines that the Family Agency of the Autonomous Province of Trento and the Bruno Kessler Foundation, a Provincial research and innovation centre, intend to extend their collaboration (already started in the field of "Family Audit" and "Territorial Welfare") to new experiences, where technology and research can promote and trigger a real paradigm shift.

The Bruno Kessler Foundation's consolidated experience in designing and implementing "Living Labs", i.e. "territorial ecosystems" capable of integrating innovation and research processes into collaborative experiences between "public and private" stakeholders, can make available to the Family Agency the necessary set of technologies, knowledge and methodologies to reaffirm the role of Provincial institutions in the regional, national and European context.

The welfare sector and the initiatives of the Family Agency represent a significant application field for the research activities carried out by the Bruno Kessler Foundation in the ICT field. The "AI for the Territory" mission (which is part of the Foundation's Strategic Plan for 2018-2027) involves ICT as a transformation technology that plays a key role in improving the quality of life and social inclusion in cities and territories. The inspiring vision is that of a safe and inclusive territory, where technologies – above all ICT - contribute to facilitating access to services, spaces and goods in the territory and encourage the participation of different communities and individuals in urban and territorial planning.

This vision is expressed by the "Digital Society" project of the Foundation, an integrated set of research objectives and areas of action, related to:

- 1) **Sustainability**: to make cities and territories healthier and more environmentally, socially and economically resilient habitats - in particular through data collection and analysis and through awareness campaigns addressed to citizens to promote more sustainable behaviours.
- 2) **Inclusion**: to promote social inclusion and integration, prevent misinformation, discrimination and marginalization, with particular attention to vulnerable groups, by testing solutions based on participatory innovation and digital community tools (community currencies, time banks) for the co-production of other services aimed at social inclusion.
- 3) **Schools**: to test innovative digital solutions for the "school community" as a place of innovation and well-being; particular attention to solutions aimed at removing barriers and fostering the social integration of the whole school community and to solutions that, starting from school, can engage the whole

school community in projects of behavioural change, to foster sustainability and inclusion.

These objectives are closely connected with the activities of the Family Agency relating to family welfare and territorial integration policies, thus creating the conditions for the above-mentioned "living labs" of social innovation and public-private collaboration to become a strategic tool for the achievement of the Foundation's research and innovation objectives.

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**Provincial Government Objectives:** *approval of an annual operating plan including the activities jointly carried out by APF (Provincial Family Agency) and FBK.*

**Competent Offices:** *Directorate General. Provincial Family Agency, Department of Economic Activities, Bruno Kessler Foundation.*

#### *3.3.4. Trentino: an educating community*

The economic crisis and the growing fragility of the territories have placed the issue of human capital at the centre of the debate. In this context, education is of paramount importance. Today there is a growing discussion about the crisis of education, the inability of parents to play their proper educational role, the difficulties of schools and their legitimacy on educational issues, the extreme difficulties in controlling kids and teens and the widespread social indifference. It is a scenario of strong fragility in which education is crucial and cannot be dismissed as a mere process of accumulation of knowledge, skills, competences, but as a system that places the person at the centre and works on his/her ability to become the protagonist of his/her life by exploiting their talents and increasing the quality of the human capital of the whole community. Education is therefore an investment for the future. It is the very best instrument for the growth of kids and the "production" of human capital, the primary and strategic asset of the community.

There is a growing demand for "good education". Parents are certainly fundamental to raise children properly and help them find their proper place in the society, - the prime responsibility of child raising rests with the family - but they alone are no longer sufficient. This reflection opens up new scenarios and new perspectives on the role of local communities, which is reinterpreted also by pursuing a social and educational mission: the well-being of children depends also on the well-being of the other families' children, on the density and quality of relationships within and between families and on the messages expressed by the real and virtual community.



Therefore, the educational task cannot be left only in the hands of parents, teachers, or specialized training agencies. In a context in which "education is everywhere" and consequently "everything educates", it is necessary to set up territorial alliances involving all the possible stakeholders in the pursuit of good and widespread education and put the future of the younger generations, and more generally the future of our society and our country at the centre of a collective educational action.

If it is true that parenting has fallen into a crisis, and that it is all the more necessary to identify the most appropriate ways to activate processes of "good education", capable of positively involving all the stakeholders in order to implement significant systems of "widespread education". Within the educating community, new paths can be identified that enhance the importance of the educational action of families on the one hand, and of the great generative potential of widespread education on the other. The final aim is to design a real "ecosystem" of territorial educational agents based on the interaction of four macro-actors: a) the educational activity carried out by families; b) the educational policies of public agencies; c) the educational action of local organizations; d) the educational role played by the territory itself.

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***Provincial Government Objectives:*** a) education-oriented revision of the existing optional/compulsory requirements (8 regulations) for the accreditation of family welfare organisations under the Family Welfare Act; b) definition of strategic partnerships with national/international organisations to strengthen policies with a focus on educational issues.

***Competent Offices:*** Directorate General, Provincial Agency for Family, Birth and Youth Policies, Health and Social Policies Department, office for Social Policies, Provincial Agency for Health Services.

### *3.3.5. Municipal Plans for Family Welfare*

In Trentino 90% of the population lives in a "family-friendly municipality": i.e. a municipality certified according to the standards established by the Provincial government by means of specific regulations, or belonging to a Family District that has undertaken to apply for the certification. About one hundred municipalities have the "Family in Trentino" certification, another 60 are in the process of being certified, for a total number of 160 family-friendly municipalities (in 2015 the number was 67). Among these, 13 municipalities have also taken the Family Audit certification, which focuses on work-life balance policies for their employees. On top of that, there are 19 Family-Friendly Districts, which involve 850 organizations: the large majority, that is 17.8%, are municipalities. In just a few years, this model has spread throughout the Trentino region

and was first transferred to Italy in 2017, in partnership with the National Association of Large Families and the Municipality of Alghero, which was the first Italian municipality to get the certification. Last year the project became international, with the setting up of the "European Network of Family Friendly Municipalities". Thanks to the help of ELFAC (European Confederation of Large Families), the Network first involved Spanish, Portuguese and Hungarian municipalities and then expanded to other countries.

The "Family-friendly" certification process for Trentino municipalities started in 2007. It is a voluntary-based membership process whose requirements have been defined by the Autonomous Province of Trento in agreement with the Consortium of Trentino Municipalities and the Forum of Family Associations. The regulations require the "Family-friendly" municipality to comply with both mandatory and optional requirements. The main mandatory requirement states that the municipal council has to develop a municipal family plan, describing the actions that the municipality intends to implement in a given year. At the end of the year the mayor, or one of the councillors, is required to make a formal self-assessment - in percentage terms – about the level of implementation of the actions contained in the family plan.

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**Provincial Government Objectives:** a) to raise from the current 56% to 100% the number of municipalities certified as "Family-Friendly Municipality", also with the support of a management platform; b) to strengthen - through training activities (including distance learning) the skills of local actors on the issue of family welfare. To promote territorial culture on the importance of family welfare based on the slogan: "If the family is fine, the whole society is fine"; c) to ask family-friendly municipalities to give importance to the Family Audit certification in the public procurement procedures, as is the case now with UNI EN ISO 9000 quality certifications (additional scores and bank guarantees); d) to encourage, upon request, the extension of the local certification process to the national and European level; e) to develop partnerships outside one's own territory based on the mutual acknowledgement of family brands, as well as on the promotion of local services according to a co-branding strategy.

**Competent Offices:** Directorate General, Provincial Agency for Family, Birth and Youth Policies, Consortium of Trentino Municipalities.

### 3.3.6. Family Districts and Family Brands in Trentino

Family Districts, established by Provincial Law on Family Welfare, are local economic, cultural, educational circuits, involving different organizations, with the aim of promoting family welfare. Family Districts are based on voluntary agreements, as regulated by Art.34 of the Family Welfare Law. In this way, the Autonomous Province of Trento

wants to implement policies and initiatives aimed not only at family welfare, but also at other objectives, as for example promotion of the territory and its social capital, public administration innovation and related organizational models, economic growth and the generative nature of new territorial welfare processes.

In order to qualify the territory as more and more family-friendly the Province of Trento, pursuant to Art.16 of Provincial Law No. 1/2011, has established the system of family brands with the aim of giving visibility to public and private organizations that have voluntarily decided to focus on families. The Province has therefore established the standards necessary to award the family-friendly brand to municipalities, museums, hotels, sports associations, family services, information desks, B&Bs, bars and restaurants and holiday farms. As of December 31 2018, more than 300 family brands were awarded. By resolution 1872 of November 16, 2017, the Province together with the Autonomous Province of Bolzano and Land Tyrol established the EuregioFamilyPass. The purpose of this Family Pass is to make it easier for families with children under the age of 18 to benefit from cost and fare reductions and discounts when buying goods and services from public and private organizations other than the Province, subject to agreement with them. As of the date of this plan, more than 7,000 family passes have been issued in Trentino.

Provincial Law No. 1/2011 classifies the entire Trentino territory as a Family District, thus underlining the focus on the role of families and local for-profit and non-profit actors in the implementation of public policies. Since 2010, Family Districts have been spreading throughout Trentino, taking up different forms in terms of methods, structure and recruitment models. Based on the experience gained in recent years, three types of Family Districts have emerged a) Territorial Family Districts; b) Family Audit Districts; Thematic Family Districts.

At the date of this Strategic Plan, 19 Territorial Family Districts have been set up in Trentino, involving up to 850 organisations, 30% of which are public and 70% private in nature. Out of the total number of organisations belonging to the districts, 28% (232 organisations) have acquired the "Family in Trentino" certification. There are 601 organisations that are not certified: 295 of these (35%) could potentially get the "Family in Trentino" certification because there is a specific regulation for their category, while for the other 306 (37%) it is not possible to be certified, because there is no specific regulation for them.

Districts promote the exchange of practices and ideas, and member organizations are prompted to apply for the family certification, if the relevant regulation is available. Family Districts are characterized by the joint definition of action plans for the promotion of participation, social innovation and generative welfare, based on the principle of territorial capital saturation. Furthermore, partnerships and networks are favoured, with the aim of further developing and empowering the local community. Family Districts are

social structures that create relational "platforms" helping member organizations offer goods and services to the community. Family Districts encourage the creation of networks as a strategy to attract new actors, to promote the mobilization of material and immaterial resources, and facilitate the transfer and exchange of expertise and good practices between the districts. By way of example, these are some of the services created in Family Districts and then transferred to other districts: the "Ski family in Trentino" service; family-friendly paths; "Baby little home"; work-life balance services during the summer break; the "Young people co-living" project, which puts to good use many vacant houses and flats...

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**Provincial Government Objectives:** a) to promote the birth of Family Districts throughout the Provincial territory; b) to promote the certification of member organizations, also through the definition of new regulations; c) to develop the Family Districts management platform; d) to organise training programs - also through distance learning and in English - with the support of TSM srl - to increase knowledge and skills of local and regional actors; e) to encourage, where required, the transfer of know-how to local and regional networks; f) to define, also with the involvement of Trentino Sviluppo spa, a strategy to promote family brands for the hospitality sector; g) to define, with the support of Trentino Sviluppo spa, a business model aimed at increasing the economic value deriving from family brands at a local and regional level; h) to support and train new institutional coordinators; i) to define strategic agreements with the Trentino cooperation system to coordinate/integrate activities aimed at strengthening social cohesion, protecting the environment, offering economic opportunities and pursuing the goal of the educating community; m) to revise the existing regulations and introduce mandatory/optional requirements in the field of environmental protection, in order to redirect the activities of certified organizations towards the Provincial objectives of environmental sustainability; n) to revise existing specifications by providing for mandatory/optional requirements on the use of local products in order to redirect the action of certified organisations towards the Provincial objectives of local economic development; o) to increase the number of EuregioFamilyPass-accredited services and the number of passes issued to families in Trentino, also in connection with the measures implemented by EGTC and update the management platform.

**Competent Offices:** Directorate General. Provincial Agency for Family, Birth and Youth Policies, Province-owned companies

### 3.3.7. Territorial Manager

Article 16, paragraph 2b of Provincial Law No. 1/2011 - introduced by the budget-adjustment Law No. 5/2019 - establishes that the Province may allocate contributions to

Family Districts to cover the cost of territorial managers, who support the implementation of the Family District. Family Districts can receive the contribution only if their territorial managers are enrolled in the register referred to in Article 16, paragraph 2 of Provincial Law on Family Welfare. The beneficiaries of the contribution are public and private organizations referred to in Article 1, paragraph 1, letter b) of Provincial Law on Family Welfare, which take up the role of Lead Organizations of Family Districts, as described in paragraph 4.2 of the Family Districts Guidelines approved by resolution of the Provincial government No. 1898 of 12 October 2018. The territorial manager supports the process of planning, management, monitoring and evaluation of the work programs of the Family Districts and ensures the continuity of activities, also when new municipal councils are elected. The territorial manager increases the relational capital of the territory by promoting exchange of information, stakeholders' loyalty, exchange of experiences and creation of economic opportunities.

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**Provincial Government Objectives:** a) approval by 31/12/2019 of the criteria for the grant allocation for territorial managers working for the development of Family Districts; b) organization of training programs to increase the knowledge and skills of territorial managers also through distance learning; c) differentiation of the contribution based on the territorial marginality indicator, to support social cohesion in mountain territories; d) extension of functions to other Provincial sectors.

**Competent Offices:** Directorate General, Provincial Agency for Family, Birth and Youth Policies.

### 3.3.8. Family-friendly infrastructure

The "family friendly infrastructure" criterion takes into consideration the physical and informative elements related to the organisation of a service (layout of spaces, safety and security, access to information) and offers a series of standards that the applicant organisation has to comply with. The final aim is to provide tangible answers to the needs of the family as a whole (babies, children, future mothers, parents and the elderly, including people with mobility and personality difficulties), based on the guiding principles of *universal design*.

Member organisations of Family Districts, willing to qualify as "Family-friendly" are invited to give tangible answers to the needs expressed by families and be ready to introduce changes in the following areas: a) indoor services; b) outdoor services; c) information; d) evaluation.

"Indoor services": a) spaces for baby breastfeeding and relaxation corners, ...; b) changing tables in both men's and women's toilets; c) "child-friendly" toilet facilities, possibly with

non-slip floor and safe seating equipped with adapters; d) indoor recreational areas with safety features (soft floor ...), safe and resistant games, books, creative spaces where children can play in a safe environment, benches or chairs where parents can seat and watch their kids; e) technical solutions for storing pushchairs and other heavy objects; f) adaptability of tables and chairs in the dining rooms to accommodate large families; g) the presence of high chairs to allow parents to sit their children safely in the dining rooms; h) the presence of water dispensers.

"Outdoor services" : a) dedicated car parks, especially for large families and/or families with small children requiring the use of pushchairs, prams, tricycles...; b) the possibility of renting pushchairs, backpacks, prams, baby carriers (only for services that require long transfers); c) outdoor recreational areas with safety devices (soft floor...), safe and resistant games, books, creative spaces allowing children to play in a safe environment and also benches or chairs where parents can sit and watch their children.

As far as "information" is concerned, it is necessary to ensure that the family entering a family-friendly infrastructure can immediately identify the range of services available. Information can be provided using tables and pictograms inspired by the "Family in Trentino" brand. Finally, as far as the "evaluation" is concerned, families must be given the opportunity to express their opinion on the quality of family-friendly services offered by the organisation and give an overall assessment of the service provided.

Other information services concern: a) the presence of general documentation on the "family- friendly territory" project (brochures, updated publications...); b) information about other nearby family points (baby little homes, museums, town halls, bars and restaurants, hotels, ski lifts, cinemas...), so as to have a territorial network that strengthens the system; c) the indication of any playgrounds, family-friendly paths, bike lanes, "family-friendly" public or private transport services offered by the territory.

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**Provincial Government Objectives:** *a) awareness raising activities for organisations belonging to Family Districts (850 as of 30/6/2019), prompting them to adopt family-friendly infrastructure standards; b) dissemination activities, also through Trentino Sviluppo Spa and the Bruno Kessler Foundation, about existing family-friendly services at a territorial level through the IT management platform.*

**Competent Offices:** *Directorate General, Provincial Agency for Family, Birth and Youth Policies.*

### 3.3.9. *Single helpdesk for citizens and families*

The Province will set up a single, free of charge helpdesk open to anyone wishing to obtain information on benefits, incentives, support and family policies in Trentino. The helpdesk can be contacted in person, by telephone, by e-mail, through the Public Relations Office or through the Cinformi office". This helpdesk will give families information about all the policies implemented by the Autonomous Province of Trento, by local authorities and by the State. Information will be provided in person, by telephone and through a dedicated website. At the helpdesk, it will be possible to apply for the SPID (Public Digital Identity System) and for the EuregioFamilyPass and obtain a printout of the relevant cards. The Province intends to guarantee the same information services throughout its territory by means of peripheral offices and the network of fiscal help offices that already help families have access Provincial services.

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***Provincial Government Objectives:*** a) *to set the single helpdesk starting from 1/1/2020;* b) *extension of the information activity on family policies to the entire network of tax assistance centres and associations and to the peripheral offices of the Province.*

***Competent Offices:*** *Directorate General, Office for Simplification and Digitalization, Provincial Agency for Family, Birth and Youth Policies, Health and Social Policies Department, Provincial Agency for Social Security and Welfare.*

## **3.4. Measures supporting transition to adulthood**

The transition to adulthood was long defined by socially determined and shared steps: after finishing school, one quickly entered the labour market; a short time later, one acquired economic and housing independence from the family of origin through marriage, often crowned by the birth of children. A common situation for many people who became "grown-up" in the 80s and 90s, and which completely changed following the most recent socio-economic transformations: the steep demographic decline; the fact that the traditional family, represented by the married couple with children, is no longer the exclusive model of cohabitation; finding a job has become a slow and difficult process; a growing number of fixed-term contracts that do not allow to make plans beyond the short term. Against this background, the shortcomings of our policy system have become evident and the family has unwittingly become a social shock absorber and welfare provider. New policies are therefore needed to connect youth and family policies and open up future scenarios for young people. Each society must share the responsibility to accompany its young people along the best life paths for them, so that they can fully explore their potential and embark on their life projects, thus becoming a generative

resource in their community. The word "young" comes from *iuvare*, which means to help, to be useful, and to contribute. A community that does not involve its young people and does not respond to their needs, expectations and resources risks imploding. Educational and policy processes need to go back to their major function and help new generations play a central role in society and thus drive the country towards growth and shared, collective well-being.

### *3.4.1. Generational Turnover*

In the coming decades, the birth rate decline will necessarily lead to a rise in the retirement age, also due to the need to balance the pension system. In a labour market where the workers' average age is already high, this trend will cause a further progressive increase in the average age of the labour force. Consequently, the labour supply will be less dynamic and less flexible, and there will be an increasing misalignment between the available and required skills. The lengthening of working careers may indeed lead to a further increase in the risk of skills obsolescence, with a consequent loss of productivity.

The estimates of the European Commission's *Ageing Report 2015* confirm that the employment rate of *older workers* will increase from 50.3% in 2013 to an estimated 60.9% in 2023. This will make it even more difficult for young people to enter the labour market, thus worsening the stalemate in generational turnover.

Against this background, the Province intends to promote the so-called "generational handover", to promote youth employment in public and private organisations through specific experiments. The basic idea is that older workers can transfer their expertise to new, young workers through mechanisms that favour full-time employment of young people, while at the same time more experienced workers may continue to work, though with a reduced working plan. In this way, it will be possible to favour the involvement of young professionals, who will be more ready to face the new challenges raised by a continuously evolving socio-economic and technological context.

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***Provincial Government Objectives:*** a) to implement "generational handover" experiments in the public sector and in personal care services organizations; b) inclusion of this measure in the Employment Policy Plan of the Employment Agency.

***Competent Offices:*** Organisation, Personnel and General Affairs Department, Health and Social Policy Department, Economic Development, Research and Employment Department, Employment Agency, Directorate General, Provincial Agency for Family, Birth and Youth Policies.



### *3.4.2. Housing policies in favour of youth's independence*

It is very difficult for young people and young couples to leave their family of origin and live independently, especially if they can rely only on temporary jobs. Two conditions that can certainly contribute to young people independence are a stable, full time job and affordable housing.

From a psychological and emotional point of view, becoming independent from the family of origin leads to a marked increase in the general level of personal satisfaction. Both continuing to live with parents or leaving the family of origin appear to be rational choices, but they both correspond to different needs: on the one hand, instrumental advantage, and on the other, the possibility of creating an independent and structured way of life, in line with the personal identity of the young adult and favouring the implementation of one's own life projects.

In the framework of the overall revision of its housing policies, the Province intends to introduce specific measures to encourage young people to leave their parents' homes.

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***Provincial Government Objectives:*** *revision of the Provincial regulations and approval of a specific administrative regulation.*

***Competent Offices:*** *Health and Social Policy Department, Office for Housing Policies.*

### *3.4.3. Public housing, mountain areas and young people*

Mountain areas are experiencing depopulation, with a consequent loosening of the social networks that make a community alive and active. At the same time, young generations, also as a result of the economic crisis, are experiencing growing difficulties in finding affordable housing and in having access to credit. Against this background, Trentino intends to implement some experimental territorial measures aimed at reallocating unrented public houses first to young families, so as to help them become independent, build their own life project and contribute to the development and vitality of mountain areas. The Province also wants to test a set of community development processes aimed at promoting shared cohabitation when unused real estate assets are made available. Mountain communities can be revitalised through participatory processes and training courses focused on social skills. This policy has its legal basis in Provincial Law on Family Welfare No. 1/2011 and Provincial Law on Housing No.15/2005. Art.15b of Provincial Law No. 1/2011 "*Housing independence of young people over 18 years of age*" envisages as follows: "*Member organizations of Family Districts may develop shared projects for the pursuit of the goals set out in Article 6 ter, paragraph 1, of Provincial Law No. 5 of February 4, 2007, making available public or private assets to*

young people who wish to carry out forms of cohabitation or carry out their own life projects. For the implementation of this article, the voluntary target agreements provided for in Article 34 of Provincial Law No. 1/2011 shall apply". Article 38 of the budget-adjustment Law No. 5/2019 envisages that in the case of these projects, houses can be made available also free of charge. Collaborative co-living can therefore become a way to promote the development of disadvantaged territorial areas that are far away from towns and cities, and it can also contribute to reducing depopulation and demographic ageing. It is also by repopulation that a territory can generate new opportunities.

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**Provincial Government Objectives:** a) development and definition of the working methodology based on a pilot case; b) survey of the unused Provincial and municipal public housing assets and development of an operational plan for the widespread application of this experimental model; c) allocation of at least 30 flats to young people; d) identification of specific active labour and/or self-entrepreneurship policies within the Employment Agency Plan to be developed also taking into consideration the local projects.

**Competent Offices:** Directorate General, Provincial Agency for Family, Birth and Youth Policies, Health and Social Policy Department, Office for Housing Policies, Department for Economic Development, Research and Employment, Employment Agency.

#### 3.4.4. Universal Civilian Service

Civilian service is an important experience for young people, helping them in the delicate transition process to adulthood. During the period of voluntary civilian service (from 3 to 12 months), youths have the opportunity to learn, train and improve their sense of citizenship and social responsibility. They will learn new skills and horizontal competences and will grow in terms of their personal maturity. The civilian service is a safe, monitored "place" where young adults are helped to "learn".

Since 1/4/2015, when the Universal Civilian Service (SCUP) was launched by the Province, almost 2,000 young people have participated in the project; there have been almost 5,000 contacts; the number of community service organisations involved has doubled to 214; the number of projects submitted has been equal to almost 1,000. All these data can be found in the *General Monitoring Report on the management of the "Provincial universal civilian service"* for the years 2015 to 2018. In the previous period, the number of young people involved did not reach 100 per year. The resources allocated to this project by the Provincial budget currently amount to over 2 million euros.

It is important to consider both individual and subjective elements and cultural factors, in particular the (self-) perception of "feeling adult" and/or "being recognised" as such by

other adults. It is necessary to understand who among those participating in civilian service projects are in the transition phase to adulthood and those who, on the other hand, are still experiencing an adolescent phase, with the resulting differences in attitude and problems. At the same time, it is important to highlight the major role that adults working with them can play, in particular their tutors, who need to have the right attitude and proper educational skills. Civilian service can be understood as a challenge addressed to adults who play an important role in the development of a motivating proposal for young people, so that this experience becomes a real opportunity for growth. Adults represent the active interface between young people and the civil society: a valuable role for the success of projects and, above all, for the growth of young people.

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**Provincial Government Objectives:** *a) to carry out fact-finding surveys about individual and cultural factors, to better understand the needs of young people; b) to focus the training activity on the issues related to transition to adulthood; c) to highlight the importance of the transition to adulthood and improve the support to young people in order to capitalise on past experience; d) to provide information on the opportunities offered by the territory regarding the transition to adulthood.*

**Competent Offices:** *Directorate General, Provincial Agency for Family, Birth and Youth Policy.*

#### *3.4.5. Youth policies and the transition to adulthood*

More than ten years ago, the Autonomous Province of Trento started to implement projects throughout its territory, involving young people as the main protagonists, so as to promote their growth and that of their communities. The starting point was Provincial Law on Young People No. 5/2007, envisaging so-called Area Youth Plans (PGZ), Territory Youth Plans (PGA) and the establishment of Technical and Organisational Managers (RTO), then certified as territorial managers starting from 2018. Their task is to support young people, participate in the processes of development and implementation of projects and support tangible actions carried out by young people, (target 11-35 years for PGZ and 18-39 for PGA) based on their needs and dreams. Provincial Law No. 6 of May 28, 2018 amended Provincial Law on Young People, taking into account the more than ten-year experience. Thanks to this new law, Provincial youth policies have made a significant step forward and taken up a new role: from a top-down role to a bottom-up coordination role, in compliance with the principle of simplification. Among other things, the legislative amendment has profoundly revised the centre-to-periphery governance model; it has strengthened the strategic vision of the youth plans, the role of territorial stakeholders and, above all, the major role of young people. Provincial youth policies, increasingly focussed on the specific characteristics of the various territories, are

increasingly targeted to the development of young people's skills and talents, by encouraging the implementation of processes of emancipation and autonomy, starting from the desires of young people, their needs of new experiences, their vision and projects.

Youth policies must therefore give voice to the new generations, asking adults to change their attitude and start looking at young people in a different way, trying to understand their dreams and desires, without any judgemental approach. The serious demographic problem and the tragic birth rate decline can be better understood by trying to study the anthropological conditions that are at the basis of social problems, directly involving young people who are affected by this situation and who feel to be part of the problem, but also part of the solution.

The toolbox of youth policies, together with family policies, makes it possible to co-design measures together with young people, to test new forms of cooperation, mutuality, to build social networks helping face a condition of permanent vulnerability determined by the current social and economic conditions. Against this background, youth policies can favour generative processes and contribute to rebuild new forms of social bonds, rediscover the advantage and beauty of daily life and offer young people privileged contexts where to envision and/or experiment "future scenarios" and/or "life projects".

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**Provincial Government Objectives:** a) to confirm the strategic plan of strong integration between family policies and youth policies and develop projects aimed at the independence of young people; b) to link family policies carried out in Family Districts with the youth policies included in the Area Youth Plans, in order to combine measures and focus on the central role of young people; c) to build and implement cooperation networks involving local and Provincial authorities; d) to investigate, develop and implement actions aimed at highlighting ideas, talents, innovative systems; e) to feed a training and information system aimed at increasing the skills of those qualified to work with young people and the whole educating community; f) to create a network of youth centres and co-designed action plans; g) to evaluate the impact of the implemented policies.

**Competent Offices:** Directorate General, Provincial Agency for Family, Birth and Youth Policies.

#### 3.4.6. Summer and seasonal work for young people

In the past, summer work for young people was specifically planned by the Provincial youth policy system. Today the link between summer activities and the youth has

loosened, also because of alternative school projects. However, this does not mean that there is no educational and training value in seasonal work by young people.

Summer work can indeed represent an important springboard for the transition to adulthood, which today more than in the past, can be difficult and delayed, as shown by the data relating to the progressive increase in the age at which one leaves the family of origin to go and live independently.

Summer work can be an opportunity for youths and young students to get in touch with the world of labour and it entails an important educational and training potential (non-curricular summer internships). It is a precious opportunity to learn new skills, to show responsibility and be responsible, and to experience the pleasure and satisfaction of being able to earn a small amount of money independently from parents. Above all, it is an enlightening experience to understand how much time and effort it takes to earn that pay.

The participation in internships and/or seasonal work will add value to a young person's curriculum, improve their interdisciplinary skills, give them stories that will remain in their memory, build resilience and humbleness, and make them appreciate the value of money, the importance of education and study. For young people, the summer work period becomes a way to experience a form, albeit temporary, of independence from the family of origin.

In addition, given the well-known difficulties by potential employers in finding people for seasonal work, and considering the advantages of a seasonal job for young people, the Province deems it important to encourage the matching of supply and demand for seasonal work through the network of Youth Plans and Employment Centres already present throughout the Provincial territory.

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***Provincial Government Objectives:*** a) to channel Area Youth Plans towards summer internship projects, which should be coordinated with similar plans implemented by schools and with projects organized by the Employment Agency; b) to foster synergies with the Employment Agency and the employers' associations aimed at promoting summer work opportunities for young people.

***Competent Offices:*** Directorate General, Provincial Agency for Family, Birth and Youth Policies. Department for Economic Development, Research and Employment, Employment Agency, Education and Culture Department.

### **3.5. To strengthen family networks, institutional networks and family associations**

#### *3.5.1. Integrated planning*

Against a background of decreasing resources, there is an increasing need to update and integrate Provincial policies on citizens/families issues, in order to make the system more efficient. This implies the empowerment of all public and private stakeholders in the community, so as to combine public guarantees, efficiency and effectiveness, without sacrificing the fundamental contribution of social solidarity as a founding cultural value of our society. The focus on territories makes it possible to empower local communities and integrate social policies, thus facilitating the synergy between various actors who have different institutional or social responsibilities for the provision of welfare services.

The Province intends to support the integration of social, youth and family policies throughout the territory, by promoting the development of strategic connections between the planning activities of Family Districts (Law No. 1/2011 on Family Welfare) welfare plans (Provincial Law on Social Policies No. 13/2007) and youth plans (Law on Youth Policies No. 5/2007). The objective of integrated planning is to activate synergies and a constructive dialogue between policies, plans and operations, to overcome fragmentation and focus on the family throughout the different phases of its life cycle at difficult times, by promoting an informal and formal context that is conducive to its growth.

At a local level existing planning tools will be used (social plans, Family District plans, youth plans, municipal family welfare plans), with the direct involvement of the valley communities, in order to implement an effective territorial policy with the common goal of providing quality services to young people and families.

This confirms the determination of the Province to work based on the participatory planning method, i.e. involving stakeholders in the definition of policies, thus making the community a protagonist in the development and growth of its territory. Indeed, thanks to this participatory method, the measures are aligned with the real needs of local inhabitants, and a shared process of policy implementation is introduced, based on the idea that there is a common interest in collaborating in the creation of a combined and coordinated network of services and opportunities. Thanks to this new approach, the public administration intends to move away from the usual bureaucratic-administrative attitude and adopt a user-centred perspective. In this way, the strategies and actions implemented are all the more valid, the more local authorities are ready to read, listen to and therefore understand the needs of their citizens, anticipate their needs and improve their capacity to respond to emerging needs.

These processes are particularly complex and require the use of new skills. With this in mind, the Province of Trento, through the professional work of the "Territorial Manager" (referred to in Resolution No. 1733/2018), has set the objective of supporting the various territories in learning the skills needed to guide the above-said process. The main areas of competence development are related to stakeholder involvement processes (organization of groups, meetings, etc.) network development, design and evaluation of measures implemented and the definition of indicators related to services and improvement actions.

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**Provincial government objectives:** *a) to link together territorial policy plans for young people, family and social issues, also by means of policy agreements based on specific objectives and timeframes; b) to enhance the role of the territorial manager in supporting the development of the territory; c) to develop integrated training courses for the actors working in social, family and youth services.*

**Competent Offices:** *Directorate General, Provincial Agency for Family, Birth and Youth Policies, Health and Social Policies Department, Office for Social Policies.*

### *3.5.2. To be born and to grow up in Trentino*

In 2018 the Provincial government published the document "To be born and to grow up in Trentino" (s. Resolution of the Provincial government No.1656/2018) focussed on the need of effective synergic actions and measures aimed at supporting parents in their life projects and positive parenting and informed choices for their own and their children's well-being. The document highlights the role of parenthood and the importance of measures able to directly or indirectly support resources, skills, good practices and healthy family lifestyles, based on a healthy perspective, which focuses on existing resources rather than highlighting mistakes and dysfunctions. The document highlights the need to acknowledge, respect and support the skills, potential, resources and abilities of the child and the family, through a competent institutional and cross-sectoral network including social workers, educators, health care workers, etc.... This network should be able to support parents in raising their children, offer respectful and attentive support for the problems that a family may face and guarantee, where necessary, support for the management of daily life, fostering parents' self-esteem and sense of self-efficacy. Based on a coordinated, cross-sectoral and universal approach, that is able to identify difficult situations, the project aims to foster the development of a community that increasingly places children and their parents at the centre through concrete interventions, investing in their future in an increasingly effective and synergic way and within an effective network of alliances for children and families (Trentino Amico dei bambini e delle famiglie, Trentino, friend of families and children).

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**Provincial government objectives:** to spread the logo, the vision and the measures provided for in the agreement "To be born and to grow up in Trentino", enhancing, connecting and implementing what is already in place in the communities to support positive, informed and responsive parenting.

**Competent Offices:** Health and Social Policy Department, Provincial Health Services Unit, Directorate General, Provincial Agency for Family, Birth and Youth Policies.

### 3.5.3. Supporting the first 1000 days

Attention to the period of conception and the first 1000 days of each individual is considered by all the evidence as the most tangible and effective investment in the health and well-being of the entire community, with the maximum return on investment. Research studies in economics, biology and neuroscience, psychology, epidemiology, pedagogy and paediatrics have produced important international articles that increasingly appeal to all stakeholders and policy makers, for them to work together during this period of opportunity (and vulnerability), considering this one as of the best investments a country and a community can make to increase its prosperity, promote economic growth and counter inequalities in health and education. This priority is reaffirmed in various WHO documents (in particular in the document *Nurturing care framework for early child development* of 2018). In 2019, the Italian Ministry of Health drew up a guidance document on actions and strategies to be implemented in the first 1000 days of life, currently submitted to the State and Regions Commission. All these documents and articles state that it is possible to help parents be better equipped in raising their children by acting well before conception, then during pregnancy and in the first years of life. The measures to be implemented have to support parental skills, positive parent-child interactions, healthy lifestyles, appropriate use of community services and resources, suitable conditions for healthy birth and growth (nurturing care). It is equally important to prevent risks that may hinder the optimal development of children and families, promote quality-based responses to the health and social needs of families and children for the benefit of the whole community and the planet itself (early childhood development has been placed at the heart of the UN Agenda 2030 Sustainable Development Goals). Starting from the progress achieved and making the most of what is already in place, the aim is therefore to address the critical issues still to be overcome, to face new challenges and deal with them in an appropriate and sustainable way.

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**Provincial government objectives:** a) to strengthen already existing programs for pre-conception health, early child development and parenting such as *GenitoriPiù*,



*Children's Friendly Hospitals and Communities, Born to Read and Play Music, Peer-support from mother to mother, etc.. b) to disseminate information about parenthood support programmes throughout the community, starting from peripheral territories; c) to involve all stakeholders, in order to monitor and support families in need and help solve parenthood difficulties; d) to include good practices among the criteria necessary in order to get the Family in Trentino brand (e.g. Baby pit stop according to UNICEF requirements).*

**Competent Offices:** *Health and Social Policy Department, Provincial Health Services Unit, Directorate General, Provincial Agency for Family, Birth and Youth Policies.*

#### *3.5.4. Supporting children's growth process*

Provincial Law No. 1/2011 provides for measures aimed at supporting parents in the implementation of their life projects and in the care for their children. Families, at times puzzled by confusing messages and strained by loneliness in facing current educational challenges, have to tackle increasingly complex situations. It is therefore a priority to promote coordinated and cross-sectoral, territory-based initiatives and projects that support and implement parenting resources and skills, create participation-based and integrated networks, starting from the early measures implemented in the very first years of children's lives.

Territorial meetings organized in collaboration with Family Districts become good opportunities to develop a model of shared responsibility, aimed at strengthening parenting skills and preventing difficult situations. A family, which is supported in its activities and work, becomes the protagonist of its own well-being and actively cooperates for the development of an educating community. Based on the principles of social equity and family subsidiarity, it is possible to offer educational guidance to families, to support informed choices for their own well-being and encourage the dissemination of timely and correct information on good practices. These activities can positively influence the development and well-being of individuals and communities alike.

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**Provincial government objectives:** *a) to further develop good practices for the health and development of children, in cooperation with the private sector, based on integration and complementarity and respecting each other's specificities; b) to organise, starting from the peripheral territories, local meetings in support of parenting and with the involvement of already existing educational and social health networks; c) to adopt appropriate and innovative communication strategies to reach as many parents and families as possible with timely and easily accessible information.*

**Competent Offices:** *Health and Social Policies Department, Office for Social Policies, Provincial Health Services Unit, Directorate General, Provincial Agency for Family, Birth and Youth Policies.*

### *3.5.5. Investing in family relations*

In situations of vulnerability, support measures for children and families can help foster a suitable environment for children's growth and for the prevention of risk situations. The implementation of projects to support fragile families, such as the "Programme for the prevention of children institutionalization" (PIPPI) and the national guidelines called "Support programmes for children and families in vulnerable situations" are an important guidance for social, educational and health operators but, above all, for families and children who can take up responsibility and tackle their own needs. Early interventions can help identify the elements of vulnerability from which negligent and potentially mistreating behaviour can arise, encouraging parents to become more aware of their children's needs in a process of growth and enhancement of their parenting skills.

Promoting and fostering family mediation in situations of conflict separations offers parents the opportunity to deal with the different dimensions that characterize separation and divorce processes. Shared agreements are proposed, aimed at reorganizing family relationships, offering a space for reflection on the needs of children and the enhancement of parental function. Family mediation can be considered a valid instrument to prevent possible troubles and contain conflicts that, if not dealt with, can lead to particularly serious outcomes, especially with regard to the children. It is particularly important to disseminate information about these support processes throughout the whole Provincial territory. These measures must be constantly offered not only to citizens, but also to the institutional entities involved in separation and divorce processes.

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**Provincial government objectives:** *to support fragile families and minors, through the implementation of the PIPPI programme and other measures; activation of community networks for family hosting and support.*

**Competent Offices:** *Health and Social Policy Department, Office for Social Policies, Provincial Health Services Unit, Directorate General, Provincial Agency for Family, Birth and Youth Policies.*

### 3.5.6. *Family associations, family relations and participation*

The family is the first cornerstone for the education of children and is the first place for socialization. Indeed, the first relational experiences of children take place in the family and are fundamental for the development of children's personality. Families are the place where children have their first experiences; they support and teach children to listen to other people, to help others and enhance differences. Families can find the way to listen and respond to their own needs and potential, and often develop initiatives in response to their needs and requirements, thus activating generative territorial processes.

The promotion of family welfare, understood as personal and relational well-being, must be considered as a collective responsibility. The specific contribution given by public institutions, in the framework of a mutual relationship with families and profit and non-profit organisations, helps spread a concept of health that goes beyond the strict meaning of the word and hints at the promotion of healthy lifestyles for the individual and the community. The final aim is to enhance local resources, to develop skills and knowledge to be included within a shared welfare project, where citizens can find competent partners with a view to promoting a community that is increasingly aware and responsible for its own well-being.

Particular attention is paid to the promotion, development and support of family plans in the local territories, in order to support fragile family situations, through a process of community-based empowerment aimed at enhancing local resources and skills, based on horizontal subsidiarity and virtuous integration between institutional services, third sector and citizens.

In an increasingly complex and continuously evolving society, it is therefore fundamental to support the family in its various life periods, by promoting training initiatives aimed at strengthening family relationships, relational, parental and educational skills, and at the same time creating informal meeting places and spaces organised by associations. In this context, an increasingly important role is played by family associations, which, by promoting the active participation of families, represent a fundamental resource for the territory as they implement supplementary welfare measures, increase social capital and strengthen fragile and weakened ties. For this reason, it is important to encourage the involvement and inclusion of family stakeholders in the governance model, by promoting subsidiarity and enhancing the role of family associations in the planning, management and evaluation phases of the policies implemented.

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***Provincial government objectives:*** a) *to promote a systemic approach to improving family relations and health by developing supply chain activities (counselling centres, accredited third sector organizations, family associations, etc.); b) to highlight the role of family associations in the governance model of welfare/health policies; c) to broaden*

*alliances aimed at fostering healthy lifestyles, by supporting the participation of all local stakeholders and the various family members.*

**Competent Offices:** *Health and Social Policy Department, Office for Social Policies, Provincial Health Services Unit, Directorate General, Provincial Agency for Family, Birth and Youth Policies.*

### *3.5.7. Grandparents: resource for the family and for the society*

The Province intends to support the value, importance and role taken up by grandparents both within their primary family network and in the wider social context. The Italian tradition of entrusting children to the care of grandparents has become a need for many families. According to the ISTAT survey "Families, social entities and life cycles" of 2017, 37% of families with children up to 14 years of age rely on grandparents' care on a daily basis, while in Europe the figure is much lower (15% in Germany and 2% in Sweden). Forty-five per cent of Italian parents rely on grandparents' help once a week (30% in France and 20% in Sweden).

Today's elderly are very different from those of the past. Today, grandparents not only continue to have important social and economic functions for the benefit of their own children and grandchildren, but they also actively manage their time, take care of their health, look and clothing, use new technologies, lead a dynamic life and continuously keep up to date.

Grandparents have interesting stories to tell and teach. They are important because they take care of their grandchildren, especially when both parents work. A unique and special relationship generally develops between grandparents and grandchildren. Grandparents pass on their values and knowledge to the younger generations and support their children and grandchildren by referring to their own life experiences.

The role of grandparents is important also from an economic point of view, as they often support families where parents have uncertain professional situations or incomes that in some cases are not sufficient to bear the cost of raising a child. The economic aid is both direct (they share the monthly costs of their children by offering part of their own pension) and indirect (they take the place of babysitters and day nurseries).

Grandparents also help ensure that the children do not suffer because their parents are not there. Staying with grandpa and grandma encourages children to be more independent and develops their social skills. Having lunch with their grandparents or staying over is one of the first outings without parents.

Grandparents are fundamental also for the society: much of their free time is in fact devoted to voluntary social, health, sports, cultural activities...

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**Provincial government objectives:** a) to enhance the role of grandparents when planning support measures in various fields (social, health, family, youth...); b) extension to grandparents of the benefits currently provided by the EuregioFamilyPass in favour of families with children in order to support/promote the parental network.

**Competent Offices:** Health and Social Policy Department, Office for Social Policies, Provincial Health Services Unit, Directorate General, Provincial Agency for Family, Birth and Youth Policies.

### 3.5.8. To be born and to grow up in Trentino: a kit for new parents

To welcome all newborn babies in Trentino and support their growth according to good practices and based on Provincial alliances for family support, all parents of new born babies in Trentino will receive a kit containing a handbook describing services and opportunities offered to children and their families during the very first years of life. For example, useful information will be provided on the choice of the paediatrician or about access to the network of territorial health services. The handbook will then provide information about work-life balance services, nurseries, *Tagesmutter* services, etc.... The kit will also contain information about family benefits issued by the Province.

The kit is an agile tool allowing new parents, already struggling with the daily frenzy of life and often confused by too many offers, to quickly access useful information and helping to make the family feel part of the community. The handbook will be updated and supplemented over the years (also thanks to the collaboration of service providers and service users), so as to describe how the Autonomous Province of Trento is attentive to the needs of families, in line with the provisions of the Law on family welfare, which aims to enhance, disseminate and promote what the territory offers to children and parents. The kit will also contain a book and a toy for older children, together with the UNICEF brochure "Welcome to the world", an issue of the UPPA magazine and brochures on good practices for early childhood development such as "Born to read". The kit will also contain a baby leotard ("I sleep with my belly up, and I play with my belly down") and a brochure with health and safety information offered by the Programme "GenitoriPiù". All these items will be collected in a nice bag, to customize with the child's name or picture.

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**Provincial government objectives:** a) to design the kit for new parents; delivery through the hospital network starting from 1/6/2020.

**Competent Offices:** *Health and Social Policy Department, Directorate General, Provincial Agency for Family, Birth and Youth Policies.*

## Fanno parte della Collana “TRENTINOFAMIGLIA”:

### 1. Normativa

- 1.1. Legge provinciale n. 1 del 2 marzo 2011 “Sistema integrato delle politiche strutturali per la promozione del benessere familiare e della natalità” (maggio 2020)
- 1.2. Ambiti prioritari di intervento – L.P. 1/2011 (luglio 2011)
- 1.3. Legge provinciale 2 marzo 2011, n. 1 – Legge provinciale sul benessere familiare – RELAZIONE CONCLUSIVA (maggio 2018)

### 2. Programmazione \ Piani \ Demografia

- 2.1. Libro bianco sulle politiche familiari e per la natalità (luglio 2009)
- 2.2. Piani di intervento sulle politiche familiari (novembre 2009)
- 2.3. Rapporto di gestione anno 2009 (gennaio 2010)
- 2.4. I network per la famiglia. Accordi volontari di area o di obiettivo (marzo 2010)
- 2.5. I Territori amici della famiglia – Atti del convegno (luglio 2010)
- 2.6. Rapporto di gestione anno 2010 (gennaio 2011)
- 2.7. Rapporto di gestione anno 2011 (gennaio 2012)
- 2.8. Rapporto di gestione anno 2011 (gennaio 2013)
- 2.9. Rapporto di gestione anno 2012 (febbraio 2014)
- 2.10. Manuale dell'organizzazione (dicembre 2017)
- 2.11. Rapporto di gestione anno 2014 (gennaio 2015)
- 2.12. La Famiglia Trentina: 4 scenari al 2050 – Tesi di Lidija Žarković (febbraio 2016)
- 2.13. Rapporto di gestione anno 2015 (marzo 2016)
- 2.14. Rapporto di gestione anno 2016 (marzo 2017)
- 2.15. Rapporto sullo stato di attuazione del sistema integrato delle politiche familiari al 31 dicembre 2016 – art. 24 L.P. 1/2011 (dicembre 2017)
- 2.16. Rapporto di gestione anno 2017 (marzo 2018)
- 2.17. Rapporto di gestione anno 2018 (marzo 2019)
- 2.18. Piano strategico straordinario a favore della famiglia e della natalità per contrastare il calo demografico. Art. 8 bis Legge provinciale n.1/2011 sul benessere familiare (febbraio 2020)
- 2.19. Rapporto di gestione anno 2019 (marzo 2020)

- 2.20. Linee guida della Provincia autonoma di Trento per la gestione in sicurezza dei servizi conciliativi ed estivi 2020 per bambini e adolescenti (giugno 2020)
- 2.21. Manuale dell'organizzazione

### **3. Conciliazione famiglia e lavoro**

- 3.1. Audit Famiglia & Lavoro (maggio 2009)
- 3.2. Estate giovani e famiglia (giugno 2009)
- 3.3. La certificazione familiare delle aziende trentine – Atti del convegno (gennaio 2010)
- 3.4. Prove di conciliazione. La sperimentazione trentina dell'Audit Famiglia & Lavoro (febbraio 2010)
- 3.5. Estate giovani e famiglia (aprile 2010)
- 3.6. Linee guida della certificazione Family Audit (marzo 2017 )
- 3.7. Estate giovani e famiglia (aprile 2011)
- 3.8. Estate giovani e famiglia (aprile 2012)
- 3.9. La sperimentazione nazionale dello standard Family Audit (giugno 2012)
- 3.10. Family Audit – La certificazione che valorizza la persona, la famiglia e le organizzazioni (agosto 2013)
- 3.11. Conciliazione famiglia-lavoro e la certificazione Family Audit – Tesi di Silvia Girardi (settembre 2013)
- 3.12. Estate giovani e famiglia (settembre 2013)
- 3.13. Conciliazione famiglia e lavoro – La certificazione Family Audit: benefici sociali e benefici economici – Atti 18 marzo 2014 (settembre 2014)
- 3.14. Family Audit - La sperimentazione nazionale – Il fase (novembre 2015)
- 3.15. I benefici economici della certificazione Family Audit . Conto economico della conciliazione. Cassa Rurale di Fiemme– Tesi di Martina Ricca (febbraio 2016)
- 3.16. Scenari di futuri: la conciliazione lavoro-famiglia nel 2040 in Trentino – Elaborato di Cristina Rizzi (marzo 2016)
- 3.18. Politiche di work-life balance – L'attuazione nelle misure di Welfare aziendale. Tesi di Monica Vidi (giugno 2017)
- 3.19. Il part-time e la conciliazione tra tempi di vita e tempi di lavoro - Tesi di Martina Ciaghi (settembre 2017)
- 3.20. Occupazione femminile e maternità: pratiche, rappresentazioni e costi. Una indagine nella Provincia Autonoma di Trento – Tesi di Stefania Capuzzelli (ottobre 2017)
- 3.21. Age Management: la valorizzazione delle competenze intergenerazionali dei lavoratori nel mondo delle cooperative sociali – Tesi di Emma Nardi (febbraio 2018)
- 3.22. Smart working - Esempi della sua applicabilità in Trentino - Tesi Sabrina del Favero (settembre 2018)



- 3.23. Eventi Family Audit - -Estratto dagli Atti del Festival della Famiglia 2017 (ottobre 2018)
- 3.24. Linee guida FA paragrafo 9.3 interpretazioni autentiche (ottobre 2019)
- 3.25. Linee guida FA paragrafo 4.1.2 Manuale del consulente Family Audit (ottobre 2019)
- 3.26. Linee guida FA paragrafo 4.1.3 Manuale del valutatore Family Audit (ottobre 2019)
- 3.27. Linee guida FA paragrafo 4.2 Tassonomia e catalogo degli indicatori (ottobre 2019)

#### **4. Servizi per famiglie**

- 4.1. Progetti in materia di promozione della famiglia e di integrazione con le politiche scolastiche e del lavoro (settembre 2009)
- 4.2. Accoglienza in famiglia. Monitoraggio dell'accoglienza in Trentino (febbraio 2010)
- 4.3. Alienazione genitoriale e tutela dei minori – Atti del convegno (settembre 2010)
- 4.4. Family card in Italia: un'analisi comparata (ottobre 2010)
- 4.5. Promuovere accoglienza nelle comunità (giugno 2011)
- 4.6. Vacanze al mare a misura di famiglia (marzo 2012)
- 4.7. Dossier politiche familiari (aprile 2012)
- 4.8. Vacanze al mare a misura di famiglia (marzo 2013)
- 4.9. Le politiche per il benessere familiare (maggio 2013)
- 4.10. Alleanze tra il pubblico ed il privato sociale per costruire comunità (aprile 2014)
- 4.11. Vacanze al mare a misura di famiglia (maggio 2014)
- 4.12. Dossier politiche familiari (maggio 2016)
- 4.13. 63° edizione del Meeting internazionale ICCFR "Famiglie forti, comunità forti" (17-18-19 giugno 2016) (settembre 2016)
- 4.14. Dossier delle Politiche Familiari. Anno 2020/2021 (ottobre 2020)

#### **5. Gestione/organizzazione/eventi**

- 5.1. Comunicazione – Informazione Anno 2009 (gennaio 2010)
- 5.2. Manuale dell'organizzazione (gennaio 2010)
- 5.3. Comunicazione – Informazione Anno 2010 (gennaio 2011)

5.4. Comunicazione – Informazione Anno 2011 (gennaio 2012)

## **6. Famiglia e nuove tecnologie**

- 6.1. La famiglia e le nuove tecnologie (settembre 2010)
- 6.2. Nuove tecnologie e servizi per l'innovazione sociale (giugno 2010)
- 6.3. La famiglia e i nuovi mezzi di comunicazione – Atti del convegno (ottobre 2010)
- 6.4. Guida pratica all'uso di Eldy (ottobre 2010)
- 6.5. Educazione e nuovi media. Guida per i genitori (ottobre 2010)
- 6.6. Educazione e nuovi media. Guida per insegnanti (aprile 2011)
- 6.7. Safer Internet Day 2011 - Atti del convegno (aprile 2011)
- 6.8. Safer Internet Day 2012 - Atti del convegno (aprile 2012)
- 6.9. Piano operativo per l'educazione ai nuovi media e alla cittadinanza digitale (giugno 2012)
- 6.10. Safer Internet Day 2013 - Atti dei convegni (luglio 2013)

## **7. Distretto famiglia – Family mainstreaming**

- 7.0. I Marchi Family (novembre 2013)
- 7.1. Il Distretto famiglia in Trentino (settembre 2010)
- 7.2. Il Distretto famiglia in Val di Non (giugno 2020)
- 7.2.1. Il progetto strategico "Parco del benessere" del Distretto Famiglia in Valle di Non – Concorso di idee (maggio 2014)
- 7.3. Il Distretto famiglia in Val di Fiemme (aprile 2020)
- 7.3.1. Le politiche familiari orientate al benessere. L'esperienza del Distretto Famiglia della Valle di Fiemme (novembre 2011)
- 7.4. Il Distretto famiglia in Val Rendena (luglio 2019)
- 7.5. Il Distretto famiglia in Valle di Sole (luglio 2019)
- 7.6. Il Distretto famiglia nella Valsugana e Tesino (luglio 2020)
- 7.7. Il Distretto famiglia nell'Alto Garda (luglio 2019)
- 7.8. Standard di qualità infrastrutturali (settembre 2012)
- 7.9. Il Distretto famiglia Rotaliana Königsberg (luglio 2020)

- 7.10. Il Distretto famiglia negli Altipiani Cimbri (luglio 2019)
- 7.11. Il Distretto famiglia nella Valle dei Laghi (luglio 2019)
- 7.12. Trentino a misura di famiglia – Baby Little Home (agosto 2014)
- 7.13. Il Distretto famiglia nelle Giudicarie Esteriori – Terme di Comano (luglio 2019)
- 7.14. Economia e felicità – Due tesi di laurea del mondo economico (settembre 2014)
- 7.15. Il Distretto famiglia nel Comune di Trento – Circoscrizione di Povo (giugno 2016)
- 7.16. Il Distretto famiglia nella Paganella (luglio 2020)
- 7.17. Welfare sussidiario (agosto 2015)
- 7.18. Rete e governance. Il ruolo del coordinatore dei Distretti famiglia per aggregare il capitale territoriale (agosto 2015)
- 7.19. Comuni Amici della famiglia: piani di intervento Anno 2014 (agosto 2015)
- 7.20. Il Distretto famiglia nell'Alta Valsugana e Bernstol (luglio 2020)
- 7.21. Programmi di lavoro dei Distretti famiglia – anno 2015 (ottobre 2015)
- 7.22. Distretti famiglia: politiche e valutazione. Il caso della Valsugana e Tesino e della Val di Fiemme – tesi di Serena Agostini e di Erica Bortolotti (marzo 2016)
- 7.23. Il Distretto famiglia in Primiero (luglio 2019)
- 7.24. Comuni Amici della famiglia - Piani annuali 2015 (maggio 2016)
- 7.25. Il Distretto famiglia in Vallagarina (giugno 2020)
- 7.26. Programmi di lavoro dei Distretti famiglia - anno 2016 (settembre 2016)
- 7.27. Distretti famiglia: relazione annuale 2016 (aprile 2017)
- 7.28. Distretti famiglia: un network in costruzione (settembre 2018)
- 7.29. Trasformare il marchio in brand – Il "Progetto Family" della Provincia Autonoma di Trento – tesi di laurea di Lorenzo Degiampietro (aprile 2017)
- 7.30. Comuni Amici della Famiglia. Piani annuali 2016 (maggio 2017)
- 7.31. Il Distretto famiglia dell'educazione di Trento – anno 2017 (luglio 2020)
- 7.32. Il Distretto famiglia nella Valle del Chiese (luglio 2019)
- 7.33. Programmi di lavoro dei Distretti famiglia - anno 2017 (marzo 2018)
- 7.34. Formazione a catalogo. Percorsi di autoformazione per i Distretti famiglia e la loro comunità (ottobre 2017)
- 7.35. Distretto famiglia in valle di Cembra (luglio 2019)

- 7.36. Evoluzione di una rete . L'analisi della comunità dei Distretti famiglia e dei Piani giovani (novembre 2017)
- 7.37. DISTRETTI FAMIGLIA IN TRENTINO - Rapporto sullo stato di attuazione de sistema integrato delle politiche familiari Art. 24 L.P. 1/2011 sul benessere familiare (maggio 2018)
- 7.38. Comuni Amici della Famiglia. Piani annuali 2017 (aprile 2018)
- 7.39. Programmi di lavoro dei Distretti famiglia - anno 2018 (settembre 2018)
- 7.40. Linee guida dei Distretti famiglia (aprile 2019)
- 7.41. Atti del 4° meeting dei Distretti Famiglia (aprile 2019)
- 7.42. La mappatura dell'offerta dei servizi nell'ambito della conciliazione famiglia-lavoro: il caso del Distretto famiglia Valsugana e Tesino di Elisa Greter (aprile 2019)
- 7.43. Distretti famiglia: relazione annuale 2018 (aprile 2019)
- 7.44. Catalogo formazione Manager territoriale (aprile 2019)
- 7.45. Comuni Amici della Famiglia. Piani annuali 2018 (maggio 2019)
- 7.46. Il Distretto Family Audit di Trento (agosto 2019)
- 7.47. Programmi di lavoro dei Distretti famiglia - anno 2019 (settembre 2019)
- 7.48. Atti del 5° Meeting dei Distretti famiglia (febbraio 2020)
- 7.49. Comuni amici della famiglia Network (gennaio 2020)
- 7.50. Comuni Amici della Famiglia. Piani annuali 2019 (febbraio 2020)
- 7.51. Distretti famiglia: relazione annuale. Anno 2019 (aprile 2020)

## **8. Pari opportunità tra uomini e donne**

- 8.1. Legge provinciale n. 13 del 18 giugno 2012 "Promozione della parità di trattamento e della cultura delle pari opportunità tra donne e uomini" (giugno 2012)
- 8.3. Genere e salute. Atti del Convegno "Genere (uomo e donna) e Medicina", Trento 17 dicembre 2011" (maggio 2012)
- 8.4. Educare alla relazione di genere - esiti 2015-2016 (maggio 2016)
- 8.5. Educare alla relazione di genere. Percorsi nelle scuole per realizzare le pari opportunità tra donne e uomini – Report delle attività svolte nell'a.s. 2016/2017 (maggio 2017)

## **9. Sport e Famiglia**

- 9.2. Atti del convegno "Sport e Famiglia. Il potenziale educativo delle politiche sportive" (settembre 2012)

## **10. Politiche giovanili**

- 10.1. Atto di indirizzo e di coordinamento delle politiche giovanili e Criteri di attuazione dei Piani giovani di zona e ambito (gennaio 2017)
- 10.2. Giovani e autonomia: co-housing (settembre 2016)
- 10.3. L'uscita di casa dei giovani italiani intenzioni e realtà – tesi di Delia Belloni (settembre 2017)
- 10.4. Crescere in Trentino. Alcuni dati sulla condizione giovanile in Provincia di Trento (dicembre 2016)
- 10.5. Il futuro visto dai giovani trentini. Competenze, rete e partecipazione (giugno 2017)
- 10.6. Valutazione dei progetti e prime considerazioni strategiche finalizzate alla revisione del modello di governance (gennaio 2018)
- 10.7. Sentieri di famiglia. Storie e territori (maggio 2018)
- 10.8. Due modelli che dialogano. Formazione congiunta per le politiche giovanili delle Province autonome di Trento e Bolzano (luglio 2019)
- 10.9. Crescere in Trentino – 2018 (giugno 2019)

## **11. Sussidiarietà orizzontale**

- 11.1. Consulta provinciale per la famiglia (ottobre 2013)
- 11.2. Rapporto attività Sportello Famiglia – 2013, 2014 e 2015, gestito dal Forum delle Associazioni Familiari del Trentino (maggio 2016)
- 11.3. La Famiglia allo Sportello – Associazionismo, sussidiarietà e politiche familiari: un percorso di ricerca sull'esperienza del Forum delle Associazioni Familiari del Trentino (novembre 2016)
- 11.4. Rapporto attività Sportello famiglia – 2016, gestito dal Forum delle Associazioni familiari del Trentino (aprile 2017)

## **12. Formazione**

- 12.1. In formazione continua. Temi e contenuti dei percorsi territoriali politiche giovanili e Distretti famiglia. Anno formativo 2019 (aprile 2020)
- 12.2. Catalogo formazione Manager territoriale 2020 (giugno 2020)

### **Provincia Autonoma di Trento**

Agenzia per la famiglia, la natalità  
e le politiche giovanili

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