



## Maternity and Paternity Leave

*PhD candidates are eligible for the provisions on maternity/paternity on the basis of the Ministerial Decree of 12<sup>th</sup> July 2017, published in the Gazzetta Ufficiale No. 247 of 23<sup>rd</sup> of October 2007.  
(Ministerial Decree No. 45, art. 12 paragraph 6 of 8<sup>th</sup> February 2013)*

### **MATERNITY LEAVE**

#### ***Mandatory maternity leave***

Attendance at activities of the doctorate must be interrupted two months preceding the expected date of birth and during the three months after the birth or one month before the expected date of birth until the fourth month after the birth, if authorized by an Occupational physician of the Italian National Health Services (Servizio Sanitario Nazionale), and by the competent doctor for health and safety measures in the workplace.

To that end, the PhD candidate, as soon as she acknowledges her pregnancy, must inform the Doctoral School and her PhD programme Coordinator using the form available on the Doctoral School website at [http://dottorato.polito.it/en/suspension\\_for\\_maternity\\_leave](http://dottorato.polito.it/en/suspension_for_maternity_leave)

According to the lapse of time for mandatory maternity leave, the conclusion of the PhD course will be postponed for the effective duration of the interruption. Given the duration of suspension, the Academic Board will organize an individual study plan for the PhD candidate and will evaluate, at the conclusion of her studies, the possibility to undertake the final exam in a special session or during a session of the next cycle.

#### ***Methods for requesting the postponement (abstention 1 + 4)***

If a PhD candidate is interested in requesting the postponement of the mandatory leave to a month before the expected date of birth, she has to submit a request to the Doctoral School before achieving the middle of the seventh month of pregnancy. She has to enclose to the request:

- a certificate by her gynecologist attesting that the continuation of the activity until the eighth month will not adversely affect the health of the pregnant woman and her unborn child. If the gynecologist does not operate within the Italian National Health Services (Servizio Sanitario Nazionale), it is necessary to apply for a certification of the ASL (Azienda Sanitaria Locale) to certify the suitability to the doctorate activities.
- a certificate of the doctor responsible for health surveillance at Politecnico di Torino certifying that the extension will not damage the health of the pregnant woman and the unborn child.

#### ***Suspension***

At the end of the period of mandatory leave the PhD student may apply for a further period of suspension. The fruition of this additional period will result in the suspension of a year of studies. The year of suspension is calculated from the first day of mandatory leave.

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

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

### ***Suspension of the scholarship***

For the entire length of maternity leave the scholarship is suspended and postponed for the actual length of the suspension.

### ***General rules***

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

After returning from maternity leave, the PhD candidate must submit a request in order to resume the attendance to the doctorate activities to the Doctoral School.

### ***Prevention and Protection***

Physical agents (e.g. ionizing and non-ionizing radiation, static magnetic fields, vibration, shock), chemical (e.g. carcinogenic, mutagenic, toxic for reproduction R40, R45, R46, R47, R60, R61), biological agents and certain working conditions (e.g., loads transport and handling, noise, thermal stress) may be dangerous for the mother and for the unborn child. The direct handling of agents or the exposure may be dangerous, especially in the first three months of pregnancy.

To avoid any risk to health of the pregnant PhD candidate and the unborn child, expectant mothers must inform the Health and Safety Services of their pregnancy, in order to permit the Employer to identify and implement the necessary countermeasures and to avoid any possible risks, on the basis of the Occupational physician's instructions.

More information about the current regulations and the procedures to follow are published at [https://www.swas.polito.it/intra/prevenzione/Medicina\\_preventiva/Medicina\\_preventiva.asp](https://www.swas.polito.it/intra/prevenzione/Medicina_preventiva/Medicina_preventiva.asp) (section "Medicina Preventiva").

### ***Maternity allowance***

PhD candidates registered to "gestione separata" can require a maternity allowance to INPS if they have paid at least 3 monthly contributions during the 12 months before the start of the maternity leave. Above-mentioned allowance corresponds with the 80% of the scholarship.

To receive the allowance, the candidate must submit an application to INPS through the online procedure.

More information on INPS website at:

<https://www.inps.it/NuovoportaleINPS/default.aspx?itemdir=50586&lang=IT>

From 1<sup>st</sup> January 2019, Politecnico di Torino decided that during the 5 months of mandatory leave Politecnico is going to pay to the PhD candidate the difference between the INPS maternity allowance and the gross amount of the scholarship.

PhD candidates can ask the mentioned supplement sending an e-mail to [scudo@polito.it](mailto:scudo@polito.it), after they have submitted their allowance request to INPS.

### **LEAVE / SUSPENSION FOR PATERNITY**

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

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

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

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

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

For the entire length of leave/suspension the scholarship is suspended and postponed for the actual length of the suspension.

***Paternity allowance***

To receive paternity allowance, the candidate must submit an application to INPS through the online procedure. More information on INPS website at:

<https://www.inps.it/NuovoportaleINPS/default.aspx?itemdir=50586&lang=IT>

Unità Formazione di III Livello