



STUDI
E RICERCHE
SULLA FAMIGLIA



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How does work affect family well-being?

The FamILens Model for the Assessment of family-work relationship in the Italian context

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Interim Meeting 2025

Plurality of Families:
Forms, Relationships, Experiences

TED University, Ankara
September 10-12, 2025



Work, family and well-being

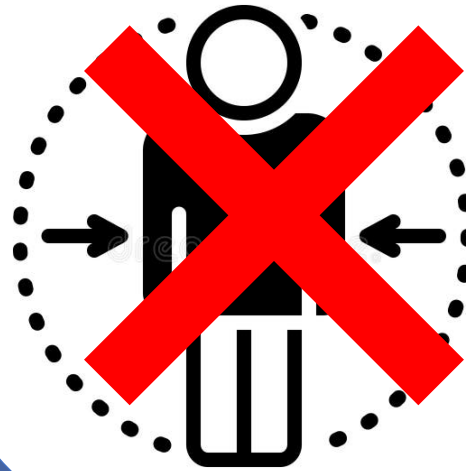
Why pay attention to the family?

Policies have **systemic effects**, not just on individuals.

Personal well-being is embedded in family relationships.

Work is also affected by the well-being of family relationships.

Company
Policies

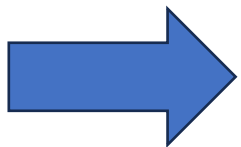
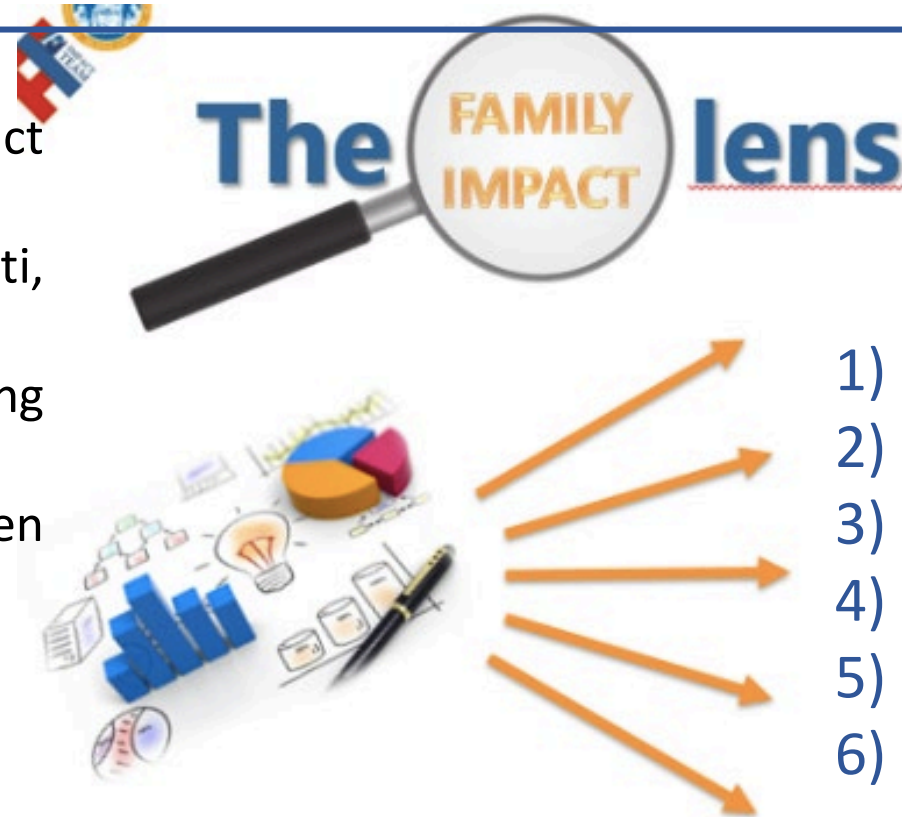


Family
Network



The Family Impact Lens

- Born in the 1980s, US from the Family Impact Institute (Bogenschneider et al., 2012)
- Used in Italy with some changes (Belletti, Bramanti and Carrà, 2018)
- Family impact should be used as a guiding criterion in policy and practice
- **Evidence-based** approach: correlation between individual and family well-being
- Based on **participatory action research**.



Family-centred approaches: individual well-being is linked to social relationships, including family relationships



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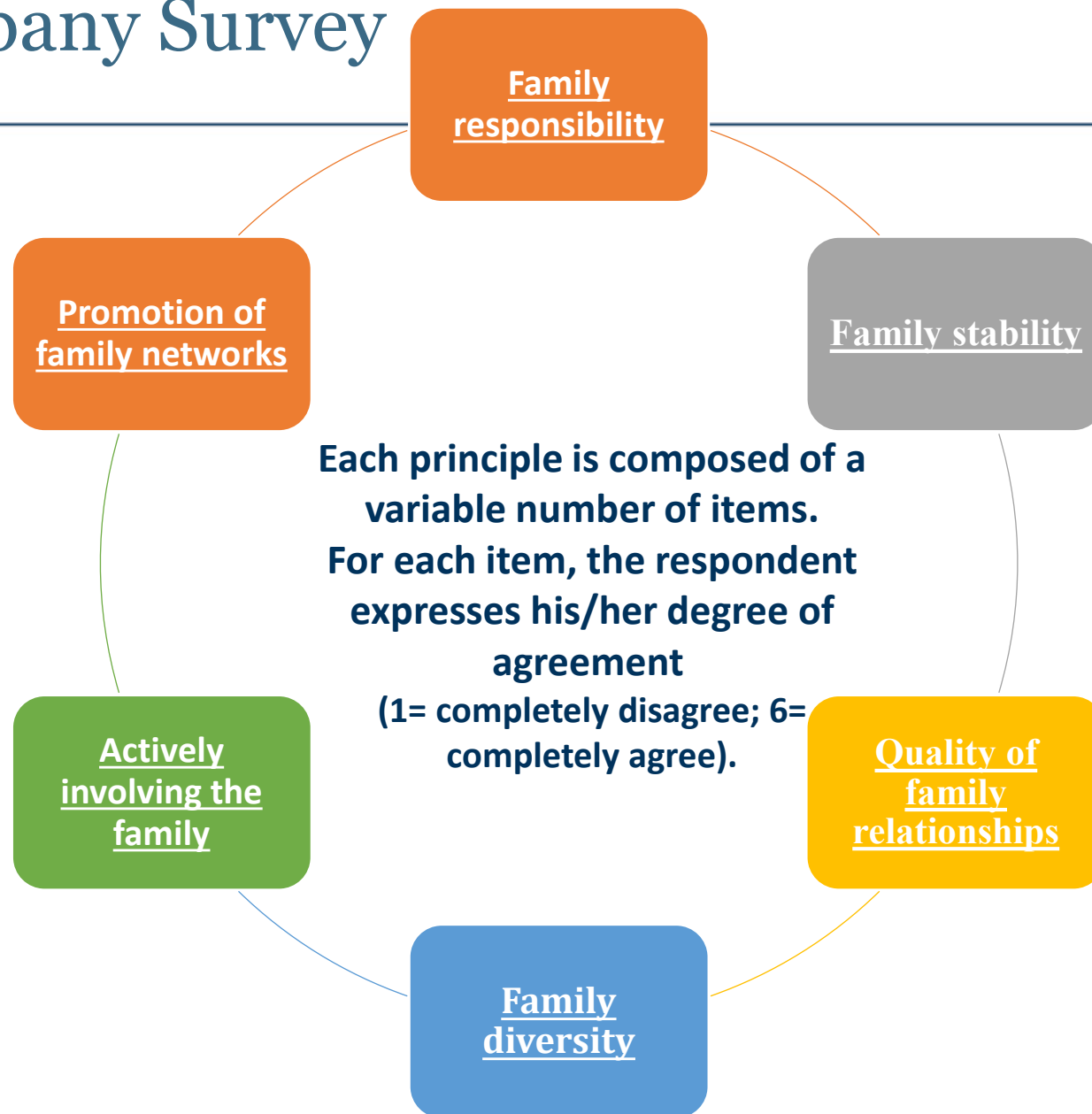
**A check list to measure the family impact produced by
organisations,
based on the principles of the FamILens model**

Objective and Method

- ✓ Develop a tool, based on the principles of the FamLLens, to **assess and evaluate the company's actions regarding the well-being** of employees and their family networks.
- ✓ **Broader view:** focusing on the impact of company policies not only on the worker, but on his/her family relationships.
- ✓ **Participatory action research** to translate principles into indicators:
 - 3 online meetings (pre-Delphi)** between experts from academia (sociologists, pedagogists and organisational experts) and business consultancy.
 - Two round Delphi** sessions with experts from companies.

The checklist consists of 33 items (approx. 5 or 6 per principle), which operationally translate the 6 principles.

Respondents are asked to comment on how they think their company promotes that specific aspect.



Analysis of corporate practices

Assessment with FamILens checklist



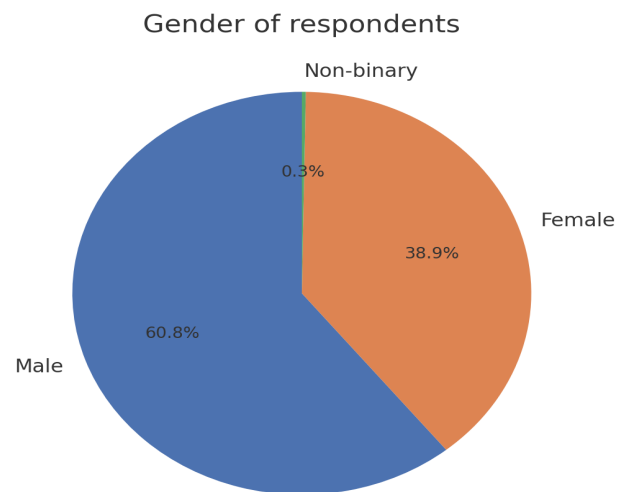
Representative sample

360 participating companies

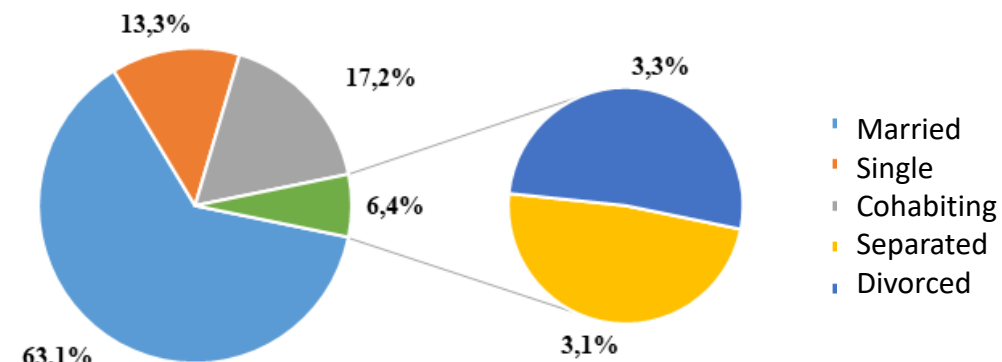
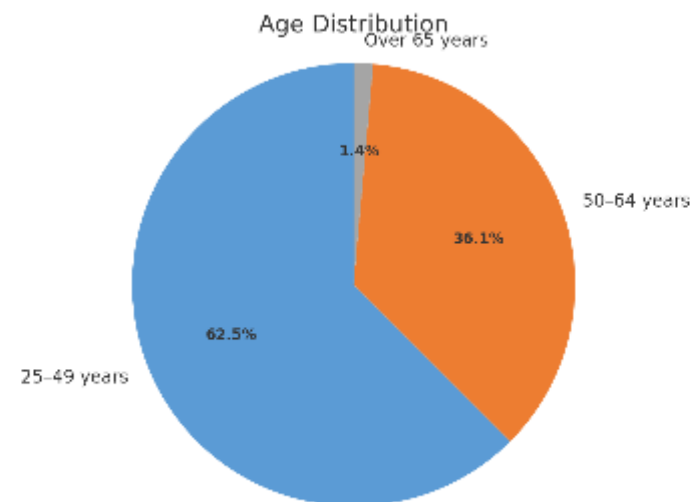


Focus on work-family balance policies

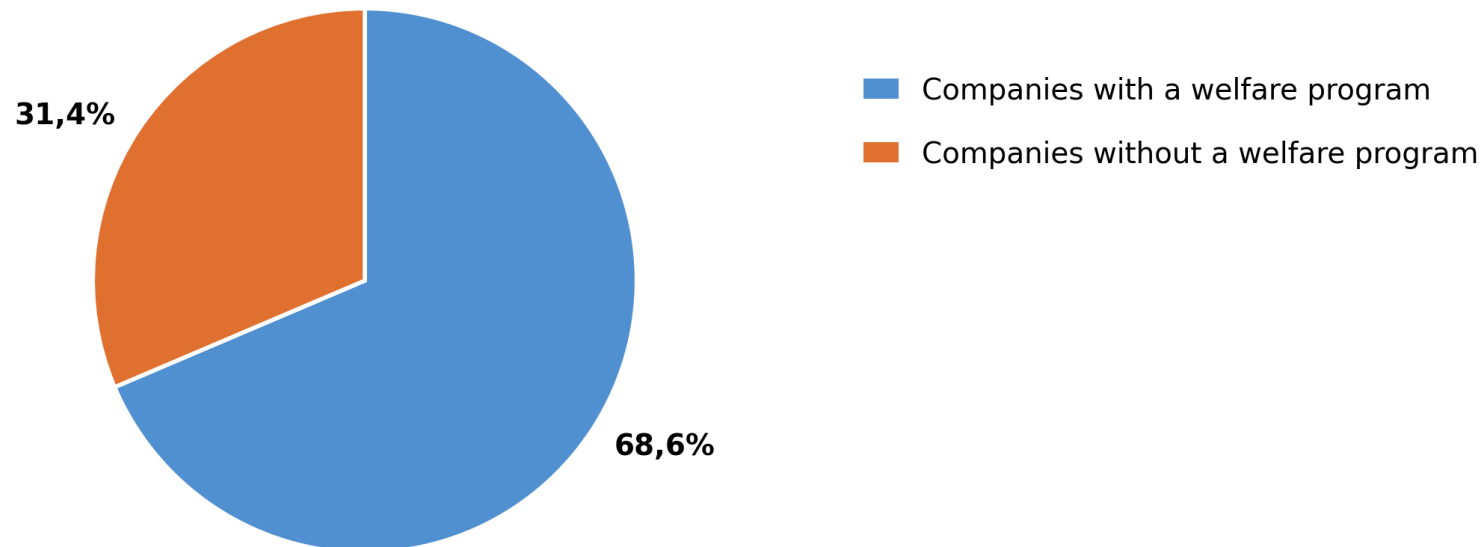
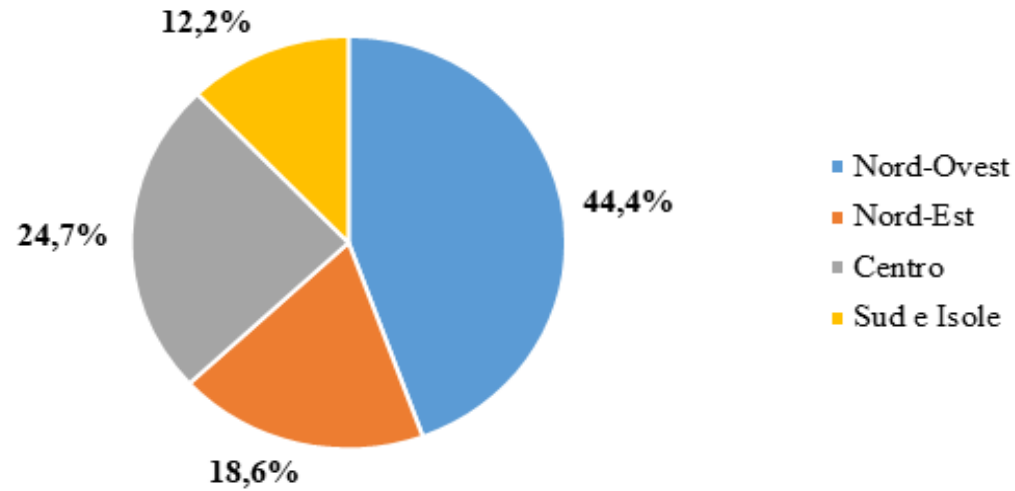
Characteristics of respondents



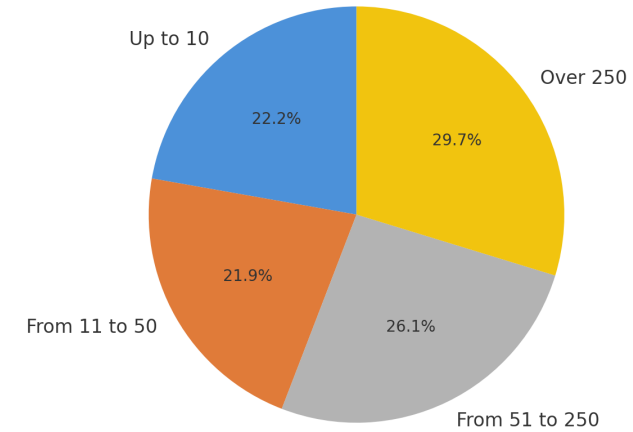
Entrepreneur: 27.2%
CEO: 5.3%
Executive: 19.7%
Middle Manager: 34.2%
Employee: 11.1%
Worker and similar: 2.5%



Companies characteristics



Company size (number of employees)

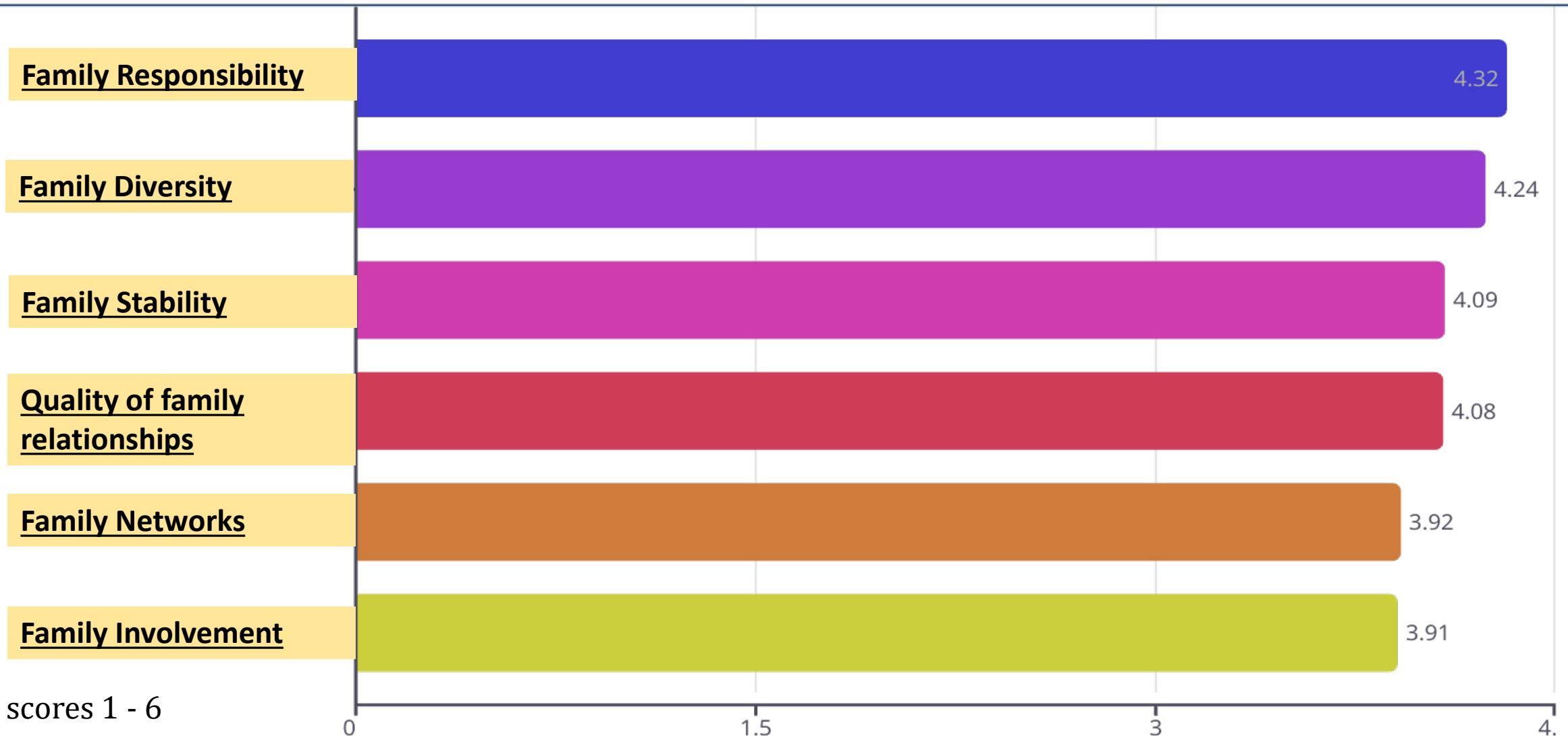


Representation of
small and medium-
sized enterprises

HR policies

Increasing focus on work-life balance
Development of corporate welfare

FamILens principles: Average scores (No. 360)



1. Promoting family responsibility

(item examples)

Items	Average
My company promotes the possibility for those with family care responsibilities (e.g. minor children, elderly people, disabled or dependent persons to care for) to request flexible working hours (e.g. flexible start/finish times, flexible lunch breaks, reduced working hours on a daily, weekly or monthly basis).	4,73



2. Promoting family stability



Item	Average
My company supports significant changes in family life through an organisational culture promoting the relationship between work and family, through opportunities for discussion/feedback on issues and reflections with employees.	4,08
My company supports significant changes in family life by creating quality relationships and trust with employees.	4,51

3. Promoting the quality of family relationships

Item

Average

My company values family relationships by recognising **parenting skills** (e.g. empathy, multitasking, stress management) as important skills for work organisation.

4,16

My company values family relationships by offering **paid leave or additional leave for parents** to encourage shared parenting (e.g. paid parental leave beyond legal requirements, extended paternity leave, etc.).

4,35



4 . Enhancing family diversity



Item

Average

My company values the potential of all employees **at different stages of their careers**, with a particular focus on senior employees, through active ageing policies.

4,41

My company uses appropriate **language** when discussing diversity.

4,50

5. Actively involving the family

Item	Average
My company encourages collaboration with families by taking into account, where possible, the views of family members when evaluating the actions undertaken (e.g. return to work after leave, company nursery, training courses, etc.)	4,01

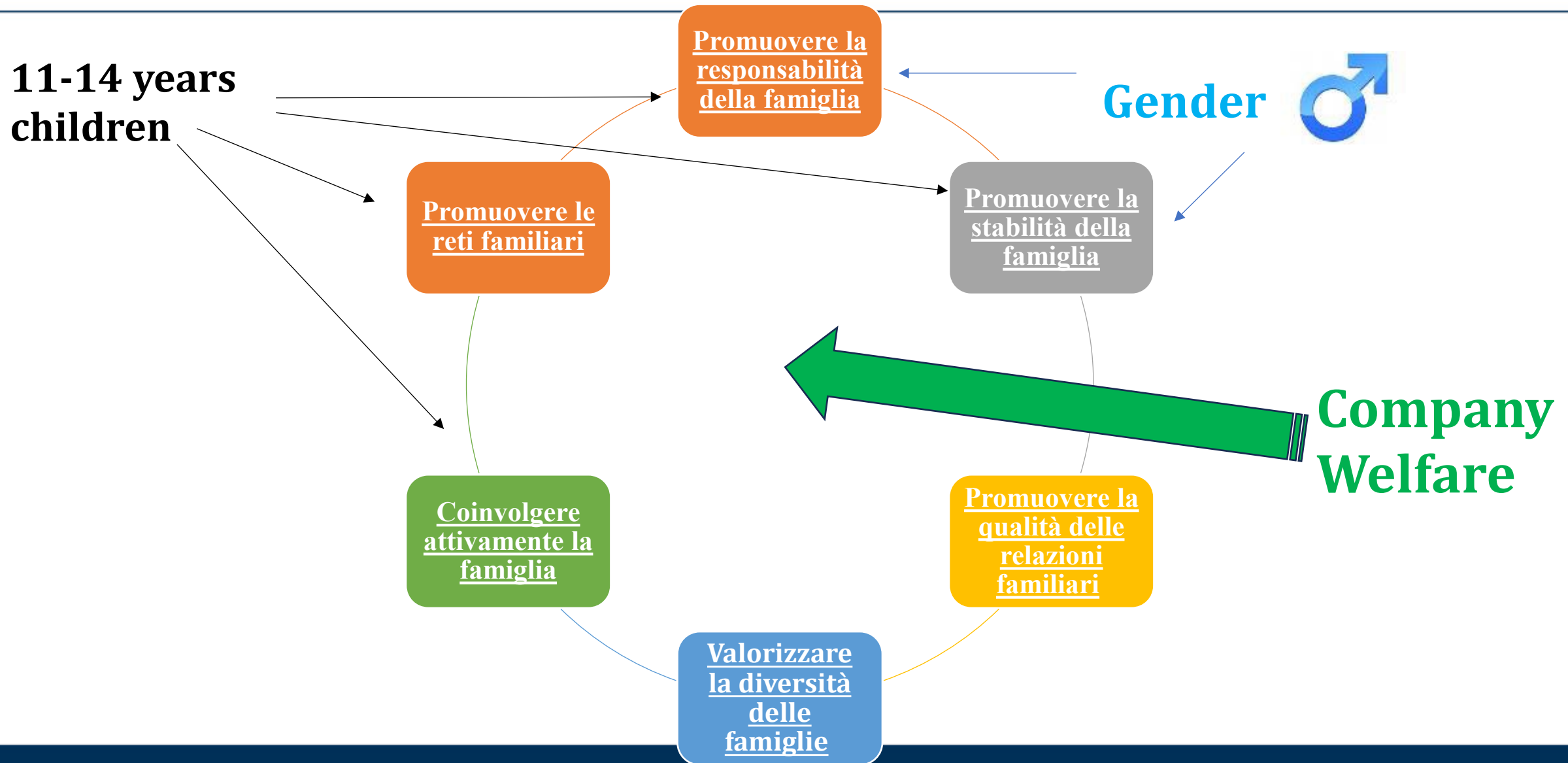


6. Fostering family networks

Item	Average
My company promotes ties between families by providing opportunities for employee and their families to meet each other (e.g. training events open to all, parties, sports tournaments, etc.).	4,00



Variables associated with principles





Promoting family responsibility

Enhancing family diversity

**Promoting family stability and
quality of relationships**

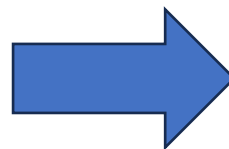


Actively involving the family

Fostering family networks



Why is it important
to adopt a family
impact analysis
model in policies
and practices?



Because the effect of policies/services and intervention falls within the network of family relationships, and it is useful to know what they generate: if they have a negative or positive impact.

Because they impact the whole family well-being s, and not just that of a single member.

Thank you!



<https://centridiateneo.unicatt.it/studi-famiglia-familens?rdeLocaleAttr=en>



Carrà, E. (2025). Bridging research and policy: The development of FamILens for family impact analysis in Italy,
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