



*Ministero del Lavoro  
e delle Politiche Sociali*  
National Equality Councillor



The National Equality Councillor is based at the Ministry of Labour and Social Policies, covering the institutional role created by Law to guarantee compliance with the principles of equal opportunities and non-discrimination between men and women in both public and private workplaces, including the question of protection against sexual harassment in the workplace. Ms Servidori acts as a public official in this role, and is obliged to report any crimes she is aware of to the relevant judicial authorities.

The National Equality Councillor coordinates the Network of regional and provincial Equality Councillors located in Regions and Provinces respectively. She undertakes initiatives directed at complying with the principles of equal opportunities and non-discrimination between genders, including the provision of legal protection to victims of discrimination. The institutional functions assigned to her are detailed in article 15 of Italian Legislative Decree no. 198/2006, which was recently amended by Legislative Decree no. 5/2010 to incorporate Directive 2006/54/CE. Her activities are conducted both independently and in her capacity as a member of various commissions, committees, and work and study groups at both national and international level. An operational fund has been established to implement these activities, which is replenished annually by the State Budget Law; the extent of funding can vary from year to year.

The National Equality Councillor has focused her attention on promoting pro-active employment policies, with special emphasis on female employment, and engaging in constructive cooperation with national and international institutions in the sector (Ministry of Labour, Ministry for Equal Opportunities and the National Office against Racial Discrimination, Department of Public Administration, Department for EU Policies, Ministry of Foreign Affairs, welfare stakeholders in the employer and male and female workers' sector, associations of national importance, EU institutions, UN structures, etc.).

By way of example, some of the more significant activities conducted recently by the National Equality Councillor are listed below.

- Promoting instruments for policies that are pro-active and related to contracts, also working in conjunction with welfare stakeholders to identify actions aimed at developing employment policies, with particular reference to the reform of social welfare safety nets and the reform of female employment (the so-called "Collegato Lavoro" or Employment Law Reform under Italian Law no. 183 of 4 November 2010) and the employment market reforms (Italian Law no. 92 of 28 June 2012).

- Establishment of Monitoring Unit - "*Monitoring Unit on decentralised bargaining and reconciling of deadlines, agreements and informal practices*" and the "*Data banks on anti-discriminatory activities in and out of court*" The Monitoring Unit is an innovative choice of strategy within the context of Italy's 2020 Plan, directed at raising awareness and developing all the pro-active policies supporting female and youth employability, as required by the Joint Communication signed by welfare stakeholders on 8 March 2011, with the relevant range of instruments it identified. The Monitoring Unit collects and documents national and decentralised agreements, so as to monitor their application, with a particular focus on the innovative practices used in terms of policies that support the flexibility of organising labour, the regional controls that enforce these agreements, the use of vouchers, etc. The Data Banks collect sentences, emergency decrees, settlements and negotiations issued in order to settle disputes associated with the failure to apply or inadequate application of labour and equal opportunities regulations, which are useful to sector operators in avoiding recourse to legal action.
- Initiatives associated with implementing Italian Legislative Decree no. 81/2008 - the Consolidated Law on Health and Safety in the Workplace, which contemplates a more detailed assessment of risk related to gender differences, implemented in particular by participating in the work groups and committees envisaged by the Consolidated Law. Information was provided on this issue of risks associated with gender differences, adopted on the 21 September last year by the relevant Advisory Committee. The National Council Member also established an advisory committee with welfare stakeholders, based on EU instructions, so as to develop initiatives in support of men and women workers affected by oncological and invalidating disorders.
- Working in collaboration with the Department of Public Administration in order to implement Italian Legislative Decree no. 150 of 27 October 2009, dealing with optimising productivity in the public sector and ensuring greater efficiency and transparency in the public administration. Initiatives to promote optimising female employment in the public administration, with seminars organised for National Equality Councillor, focusing on disseminating the new aspects introduced by the reform, which require an assessment of administrative performance (of the Public Administration) as well as of individuals (employees) to be carried out paying attention to gender. In addition, in this area: planning, coordination and organisation of information seminars, in conjunction with the Graduate School of Public Administration, aimed at representatives of the Independent Evaluation Commission (provided for by Italian Legislative Decree no. 150/2009 referred to above), to promote the adoption of performance evaluation criteria conducted from a gender viewpoint.
- Promotion, support and development of the "Charter for Equal Opportunities and Equality at Work" directed at companies, employer associations, trade union organisations, entities, etc. All the signatories to the Charter share a direct commitment to the fight against any form of discrimination in the workplace (relating to gender, age, disability, ethnicity, religion, sexual orientation), and are committed to optimising diversity within the corporate organisational structure, with a special focus on equal opportunities for men and women, based on the ten tangible action plans identified by the Charter. A Steering Committee was established at national level, which has worked towards establishing regional committees to promote the Charter throughout the relevant regions, together with the relative action plans. The Committee has also introduced a monitoring system for the initiatives implemented by signatories, which will allow for governance. The EU holds the experience gained in Italy on the Equal Opportunities Charter in high regard and sees it as a prototype; this was the subject of a meeting organised by the European Commission to look at disseminating initiatives and practices being adopted among Member States.

- Working with the Ministry of Foreign Affairs to draw up the VI Periodic Government Report on eliminating all forms of discrimination towards women based on the CEDAW Convention and subsequent amendments; participated in presentation submitted by the CEDAW Committee to the UN.

The National Equality Councillor :

- was identified as the Ministry of Labour and Social Policies contact for the Italian Committee of UNIFEM - Part of UN Women, which forms part of the international UN Women's body that serves as a qualified interface in the context of the UN;
- is a member of the Advisory Committee for Equal Opportunities for women and men, set up in accordance with the EU Commission Decision of 16 June 2008;
- is a member of National Gender Equality Bodies, appointed pursuant to Directive 2002/73/CE. In this context, the National Council Member is the reference person at institutional level for consultation on female employment policy issues.

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