

The National Equality Councillor **Alessandra Servidori**

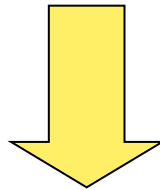
Ministry of Labour and Social Affairs



MINISTERO DEL LAVORO
E DELLE POLITICHE SOCIALI

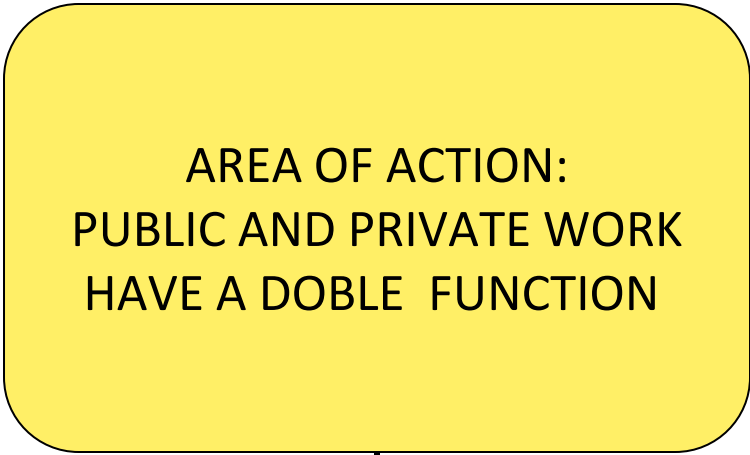


The Italian Councillors for equal opportunities at work perform the goals of the Directive 2006/54/EC. The Councillors are public officers operating at national, regional and local level



The Code for Equal Opportunities between Men and Women (Legislative Decree no. 196/2006, amended by Legislative Decree no. 5/2010) regulates the anti-discrimination legislation





AREA OF ACTION:
PUBLIC AND PRIVATE WORK
HAVE A DOBLE FUNCTION



SUPPORTING
EQUAL OPPORTUNITIES



FIGHTING GENDER
DISCRIMINATION AT WORK



- The National Equality Councillor works together with the Ministry for Labour and Social Affairs in the active policies area.
- The National Councillor works with all the public authorities in the area of female employment, work-life balance, social security and social welfare, fighting gender discrimination in the job places.
- She develops actions and projects together with labour inspectors, job consultants and other institutional partners.



Main projects developed according to the European Strategy for Gender Equality 2010-2015



Observatory on national and secondary bargaining work–life balance, agreements and best practices



It collects agreements and best practices regarding the active policies favouring flexibility, a “women friendly” organization of work, work-life balance and gender health and safety in the workplaces.



<http://consigliernazionale.lavoro.gov.it/>



Data Bank on judicial and extra-judicial anti-discrimination activity: collecting judicial decisions, legal acts, and out of court agreements concerning gender discrimination.



The Charter for Equal Opportunities and Equality at Work.

The Charter, supported by the Italian Minister of Labour and the Minister of Equal Opportunities, was launched by the National Councillor for Equality and a Steering Committee of Promoters.

It is a voluntary instrument of active policies for the diffusion of an inclusive corporate culture, supporting the principle of subsidiarity and greater female employability, in order to achieve overall well-being in the workplace.

The 10 concrete actions listed by the Charter are relating to the priorities identified by the EU, with particular emphasis on creating and improving female employment policies.

More than 700 private enterprises (including around 450 SMEs) and 160 public authorities, employing more than 700 000, had signed the Charter.





Actions for gender health and safety at work in collaboration with the Commission of the Ministry of Labour, to adopt gender-oriented prevention measures.

A communication campaign, “***Sicuramente noi***” (safely us) was conducted to inform women on the Equality Councillors’ role on struggling discriminations, promoting female employment and work-life balance, equal opportunities and gender health and safety at work.





Training actions

The National Councillor organized 4 training courses on equal opportunities and a new organization of work, targeting public managers, in order to generate awareness of the equality laws and the concrete instruments available to achieve an effective equality between man and women at work, and to identify criterias to improve the performance ratings according to gender issues.





20 Orientation meetings with unemployed women to support them during their search for a permanent job, to help them to have a better professional position, informing them on local job opportunities, on different approaches to look for a job and focusing on the easiest way to access to public and private employments.





Orientation meetings at secondary school level to help young people entering into the labour market and taking up a regular, innovative job. A particular attention was paid encouraging women to consider new professions in the technical and scientific area, and self-employment activities.

Simple tools and a brochure on the 2012 reform of the labour market were distributed to point out how to approach and to access to an employment.





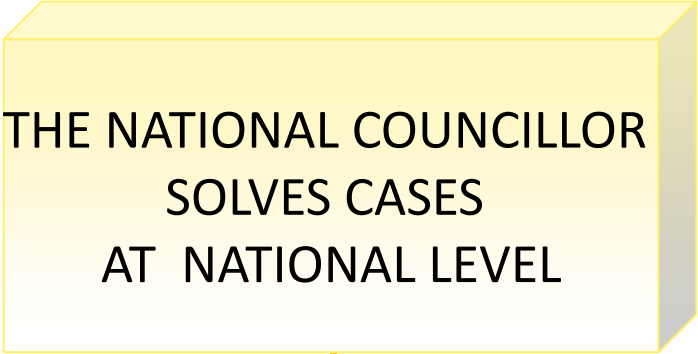
A brochure on equal pay was produced in collaboration with job consultants and labour inspectors.

This instrument, distributed to workers, labour market operators and companies, provides information on:

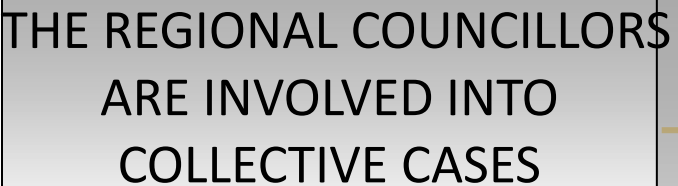
- ❖ What the gender pay gap is;
- ❖ Why it is important to fight gender pay gap;
- ❖ The potential factors contributing to gender pay gap;
- ❖ Italian laws on equal pay;
- ❖ The different parts of wage which may hide opportunities gender pay gap discriminations.



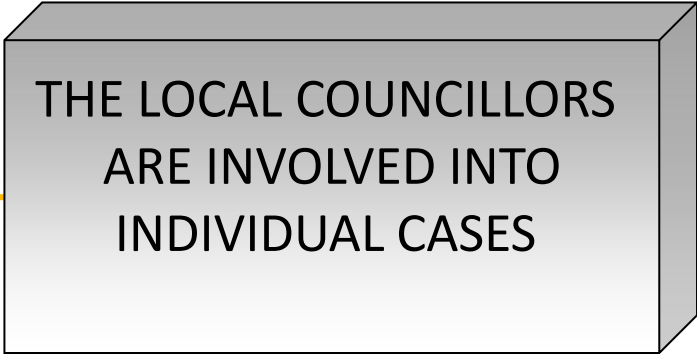
ANTI-DISCRIMINATION ACTIONS



THE NATIONAL COUNCILLOR
SOLVES CASES
AT NATIONAL LEVEL



THE REGIONAL COUNCILLORS
ARE INVOLVED INTO
COLLECTIVE CASES

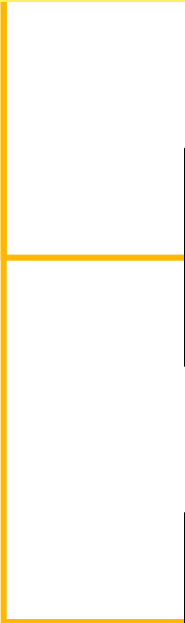


THE LOCAL COUNCILLORS
ARE INVOLVED INTO
INDIVIDUAL CASES

LEGAL MEASURES FOR PROBLEM-SOLVING



Looking for agreement, which may be formal or informal, through standard legal procedures



If conciliation fails, legal actions may be pursued on behalf of women workers

Ad adiuvandum intervention is possible for legal proceedings started independently by women workers

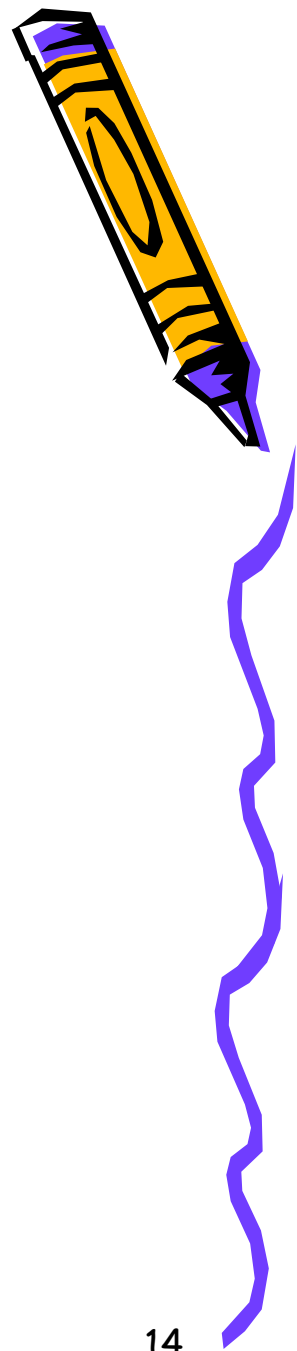


REMEDIES IN LEGAL CASES



- The judge orders to stop the discrimination
- An agreed plan stop the discrimination
- Financial compensation for damage





Thank you for your kind attention!

Alessandra Servidori

