



WOMEN IN BUSINESS AND SOCIAL DEVELOPMENT

*How redressing gender deficit could positively
impact on growth and competitiveness*


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Ministry for Labour and Social Affairs

Good morning,

I'm the **National Councillor for equality and equal opportunities** of the Ministry of labour and I'm proud to represent the Italian government in this very important event.

The Policies of Equal Opportunities in Italy regards mainly the active policies to afford women to enter and to remain at the work place.



In this role, The National Councillor, who works with all the Ministries, actively participates to International and European organizations.

In Italy, the Government, within an extremely difficult economic situation, works coherently with the EU Strategy on Gender Equality, which provides five priorities:

- 1) Equal economic independence for man and women
- 2) Equal pay
- 3) Equality within decision-making processes
- 4) Prevention and opposition to violence against women
- 5) Fostering equality in non-EU activities

WE ADOPTED MANY IMPORTANT LEGISLATIVE MEASURES AND BEST PRACTICES

Legge 12 luglio 2011, n. 120 – Art. 1 “Modifiche al testo unico delle disposizioni in materia di intermediazione finanziaria, di cui al decreto legislativo 24 febbraio 1998, n. 58, concernenti la parità di accesso agli organi di amministrazione e di controllo delle società quotate in mercati regolamentati - **Gender quotas on companies boards**

Legge 23 novembre 2012, n. 215 Disposizioni per promuovere il riequilibrio delle rappresentanze di genere nei consigli e nelle giunte degli enti locali e nei consigli regionali. Disposizioni in materia di pari opportunità nella composizione delle commissioni di concorso nelle pubbliche amministrazioni; - **Gender quotas in the electoral lists of small municipalities. Presence of women in the Committees for supervision of competition**

Legge 24 dicembre 2012 n. 228 (Legge di stabilità) - Art . 1 comma 339 – Fruizione del congedo parentale a ore; - **Use of hours-based parental leave only in the private sector**

Legge 28 giugno 2012 n.92 – riforma del mercato del lavoro in una prospettiva di crescita, **incentives for the female employability and apprenticeship**

Legge 9 agosto 2013 n. 98 (Di conversione del “decreto del fare” n. 69 /2013) Art. 34 Assenze per maternità e paternità dei dipendenti pubblici; - **Maternity and Paternity absence in public administrations**

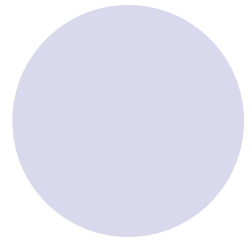
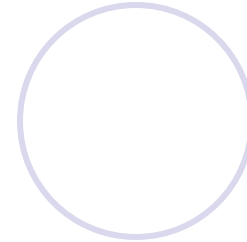
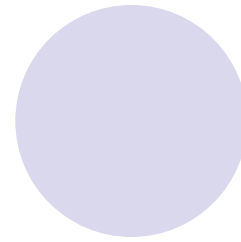
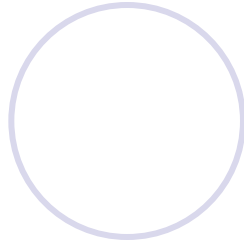
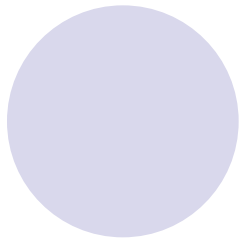
Legge 27 giugno 2013 n. 77 Ratifica ed esecuzione della Convenzione del Consiglio d'Europa sulla prevenzione e la lotta contro la violenza nei confronti delle donne e la violenza domestica, fatta a Istanbul l'11 maggio 2011; - **Approval and Execution of Istanbul Convention**

Decreto Legge 14 agosto 2013, n. 93 (convertito in legge 15 ottobre 2013 n. 119)
Disposizioni urgenti in materia di sicurezza e per il contrasto della violenza di genere...*omissis*...”⁴
2013 - **Law to contrast the gender violence**

..... AND THE NATIONAL COUNCELLOR'S OFFICE HAVE TAKEN THE FOLLOWING CONCRETE MEASURES:

- ➡ The National Equality Councillor joins EQUINET, representing the Italian Government relating to the active labor policies, that are subjected to a deep reform process in order to be adapted to the European labor market
- ➡ Awareness actions at work place regarding the convention on prevention and opposition to violence against women
- ➡ Local work orientation meetings for unemployed and unpaid women;
- ➡ Seminars, in collaboration with job councillors and labour inspectors, on the job tools of the new laws in private and public sector
- ➡ Orientation meetings in junior and senior secondary schools for introduction of young people into the world of work with steady jobs, for fostering introduction of women into new professions, and for fostering self-entrepreneurship;
- ➡ Preparation of a paper to distribute in the workplace to struggle pay gap.

FOR FURTHER INFORMATION, SEE
<http://www.lavoro.gov.it/consiglieranazionale/Pages/default.aspx>



*Through these concrete actions we
contribute to positively redress gender
deficit.*

Thank you for your attention!