



NATIONAL REPORT

ITALY

Simone Petrucci, Emanuela Bisogno
simo4584@gmail.com,
emanuela.bisogno@comune.castiglione-del-lago.pg.it

Contents

1. Executive Summary	3
2. Introduction	4
3. Part A: Challenges for women in their professional life	5
3.1. Methodological framework and objective.....	5
3.2. Reaching out to the target group and collection of responses	5
3.3. Analysis of responses collected.....	5
3.3.1. Demographics.....	5
3.3.1.1 Age.....	5
3.3.1.2 Foreign Languages	5
3.3.1.3 Education.....	6
3.3.1.4 Difficulties faced.....	6
3.3.2. Professional experience	7
3.3.2.1 Current Employment.....	7
3.3.2.2 Changes in employment due to COVID-19.....	8
3.3.2.3 Career changes.....	9
3.3.2.4 Educational courses.....	9
4. Part B: the point of view of the stakeholders.....	15
4.1. Methodological framework and objective.....	15
4.2. Reaching out and engaging the stakeholders	15
4.3. Proceedings of the focus group and feedback collected	15
5. Part C: Analysis of interventions at policy and institutional level.....	18
5.1. Statistical data on women employment	18
5.2. Support provided at government level.....	18
5.3. Support provided at Programmes level	20
5.4. Support provided by CSOs.....	21
6. Conclusions.....	23

1. Executive Summary

This report aims at providing insight on the challenges women face in their professional lives as provided by living in rural areas. In order to collect all the necessary information, two questionnaires were distributed. One questionnaire targeted our desired group (women living in rural areas) and the second questionnaire was addressed to stakeholders (i.e. AE providers, career advisors, CSOs).

The questionnaire for women aimed at collecting the experiences, problems, and obstacles that women face in their efforts to (re-)integrate the labour market as well as their skill levels in various domains.

The additional information collected from the short questionnaire for stakeholders focused on the existing limitations they face when asked to facilitate women to access employment.

These questionnaires were distributed through the social-welfare municipality offices. We selected women living in rural with no distinction of ages (30-50 years old), cultural, social and economic background.

The rural area of our Municipality is overall lived by foreigner's people coming from all across the world.

2. Introduction

The conditions under which women are employed (in terms of schedule, demands, expectations) and them with their professional life form a challenge that they are forced to deal with. If one also considers the existing prejudices in terms of a woman's position, her knowledge and skills, her ability to undertake certain tasks, it becomes a multifaceted problem which, ultimately, impacts their perception of self and worth.

Empower is a multidimensional word including social, physical, spiritual, mental, political and psychological dimensions. Empower means personal growth in decision-making, analyzing critical situations, coping with all circumstances and facing challenges.

The objective of the project is the empowerment of women through the development of a training course for their digital upskilling, as well as their psychological empowerment to reinforce their position in the labour market. The course will be based on the Foundation Business Academy (FBA) a tailored professional skills platform developed by the Foundation, which offers structured and dynamic content on emerging technologies, innovation & digital transformation, which can be delivered with great flexibility. The content of the FBA will be adapted to the needs of unemployed women, as well as women who wish to pursue a career change but are reluctant. In addition to the digital skills that will be enhanced, the partners will also develop a horizontal set of modules, aiming at helping women address the psychological factors that demoralize women for claiming a better employment or even daring to. The partners will also develop a handbook to facilitate the delivery of the Empowered course by AE teachers and trainers, career counsellors and CSO representatives aimed at providing the theoretical background, the tools and methodologies of the EMPOWERED training course to facilitate its implementation after the end of the project. The handbook is expected to bring important added value to the sustainability of the results developed. Moreover, a virtual community will be set up, through which the members of the target group will be able to access the training programs and, most importantly, connect with their peers, exchange experiences and thoughts and provide support to one another.

Representatives from the stakeholders of the project will also have the opportunity to connect through the platform with the target group and disseminate information on education, training and employment opportunities, as well as initiatives at local, regional and national level aimed at the facilitation of access to employment and balance of professional with personal life.

This report is part of the first result of the project, a state-of-the-art report focusing on the obstacles women are facing to change their employment status (either access employment, or change career paths). To achieve that, the partners investigated the challenges that women need to tackle, especially in the post-pandemic era, in order to access employment or change their career path. The consortium focused on women in rural areas, women in different socio-economical difficulties, migrant women with different cultural, political and religious background, mothers who were forced to quit the job and now wish to return to employment, divorced women in situation of economic disadvantage who face an even greater challenge to balance their professional life with their personal one.

This report is the Country Report for Greece and it will form part of the Consortium Report, summarising all partners' findings.

3. Part A: Challenges for women in their professional life

3.1. Methodological framework and objective

With our main aim being to identify the obstacles and challenges women face whether when making a career change or during their work endeavors, a questionnaire was created to be distributed in different groups of women. The final result will be the development of different national reports. In our case, a national report regarding the situation in Italy and specifically regarding women living in rural areas. This questionnaire also aimed at gathering insight about potentially useful training courses. In order to gain as much insight as possible in the challenges faced by women in their professional life, we distributed this questionnaire. 30 responses were collected, and an inclusive conclusion was formed. The questionnaire was structured in a way that gathered information regarding the experiences, problems and obstacles that women face in their efforts to become an integrated part of the labour market.

3.2. Reaching out to the target group and collection of responses

The municipality of Castiglione del Lago reached out to the target group via several different means in order to collect the necessary number of responses. We had face to face meeting within the social department of the municipality. We asked the support of 2 different organization who are working with women in our town, Soggetto Donna and Laboratorio del Cittadino APS.

Both organization were engaged to collect and spread the questionnaires. In some cases, we need a translator or a facilitator. In many case, they asked to remain anonymous.

All the women who answered at the questionnaire are living in rural areas in our municipality.

3.3. Analysis of responses collected

Using google form we were able to collect answers and analysis of the entire syrvey.

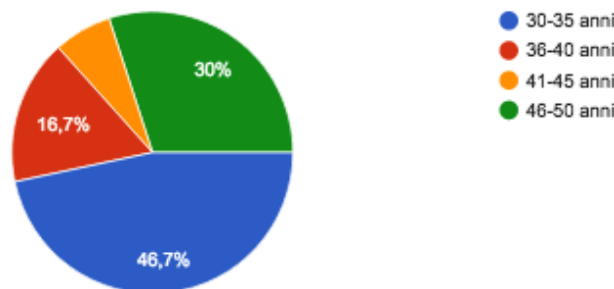
3.3.1. Demographics

3.3.1.1 Age

30 women living in rural areas responded to our questionnaire.

As we can see the age are divided as following:

- 14 women between 30-35 years old > 46,7 % BLU COLOUR
- 5 women between 36-40 years old > 16,7 % RED COLOUR
- 2 women between 41-45 years old > 6,7 % ORANGE COLOUR
- 9 women between 46-50 years old > 30 % GREEN COLOUR



3.3.1.2 Foreign Languages

Among all the women interviewed, only one answered that she doesn't talk any other language apart Italian. English is the most second language spoken.

Among all the women:

for 9 of them Italian language is the second language, their first language is Arab, Portuguese, Spanish, Romanian, Bulgarian, Albanese, Slovenian, Russian and French.

National Report- ITALY

5 of them speak very good English.

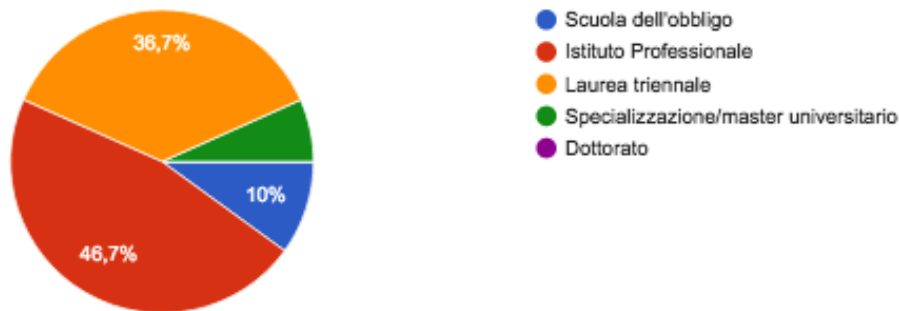
8 of them speak good English

3 of them do not speak Italian in a good way and this represented an obstacle for the survey, we needed translators, one is Albanian, 1 Russian, 1 Arab.

3.3.1.3 Education

From the 30 women who responded to the questionnaire, the education status is as following:

- 3 of them (10 %) attended only compulsory school > BLU COLOUR.
- 14 of them attended vocational/professional school (46,7 %) > RED COLOUR
- 11 of them attended a bachelor degree (36,7 %) > ORANGE COLOUR
- 2 of them attended master degree (6,7 %) > GREEN COLOUR



3.3.1.4 Difficulties faced

We changed this question with multiple answers.

1 - Lack of job opportunities in the area represent the first obstacle faced by the women in Castiglione del Lago. (70% of them choose it as first difficulty faced).

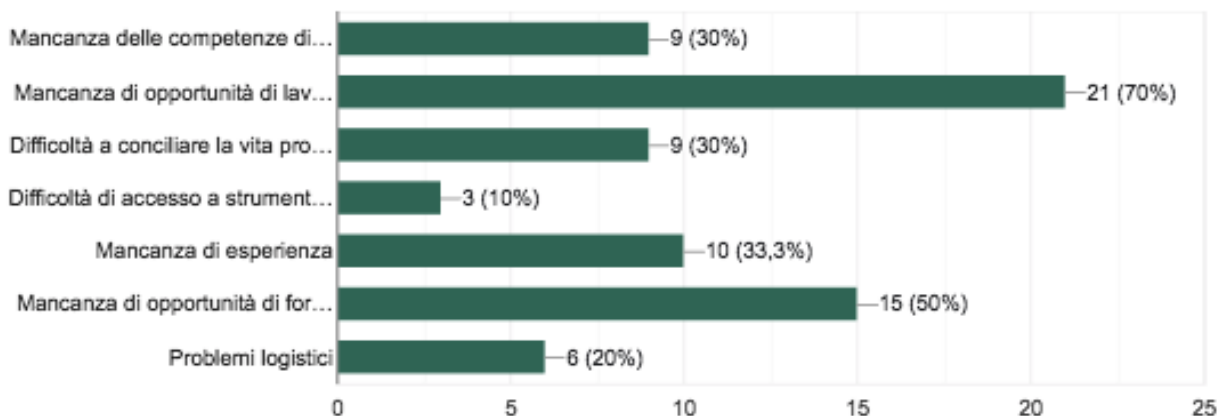
2 - The second obstacle is represented by the lack of training opportunities 15 of them choose it.

3 - Lack of experience is the third difficulty encountered. Overall among younger women. 2 of them choose it

4 - Lack of necessary digital skills and difficulties to balance professional with personal life is the fourth kind of difficulties encountered. 9 on 30 women are facing this kind of problem.

5 - Logistic problems represents a minor difficulty. 6 of them gave the priority to this difficulty. Missing of public transport and low grade of independence are the main reasons.

6 - Difficulties in managing remote work represent a difficulty for 3 women, who do not have internet access and appropriate tools.

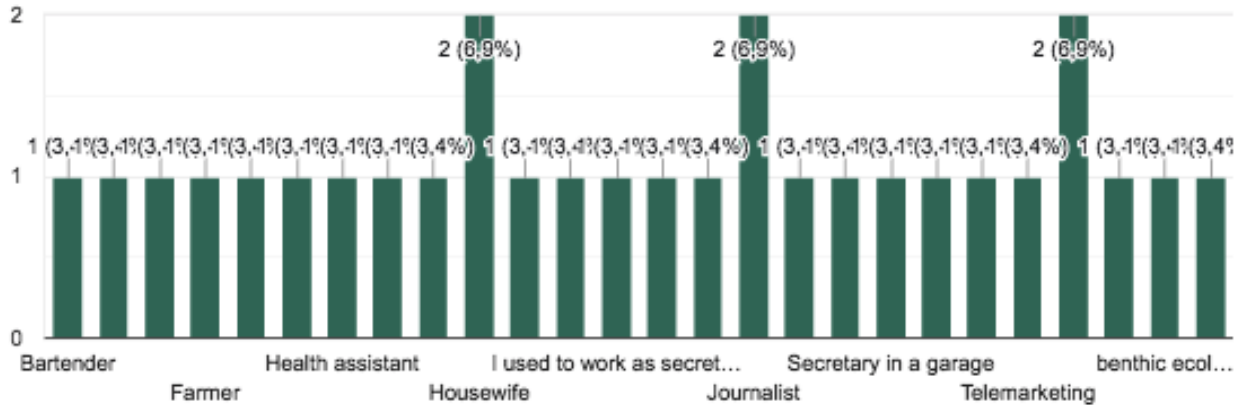


3.3.2. Professional experience

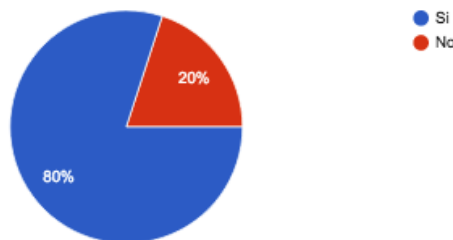
From the 30 women who responded, we have a huge variety of previous work experience: among them there are 3 journalists, 2 housewives, and 2 translators.

The other job done in the past are:

1 bartender, 1 English teacher, 1 event organizer, 1 farmer, 1 hair style assistant, 1 health assistant, 5 secretary/ receptionists, 1 care giver for elders, 3 employed in cleaning company, 1 waiters, 1 is having internship in a wine company, 1 president of a cultural NGO, 1 working in food retail, 1 teacher, 1 operates in a telemarketing company, 1 never worked in her life, 1 benthic ecology engineer, 1 private nurse.

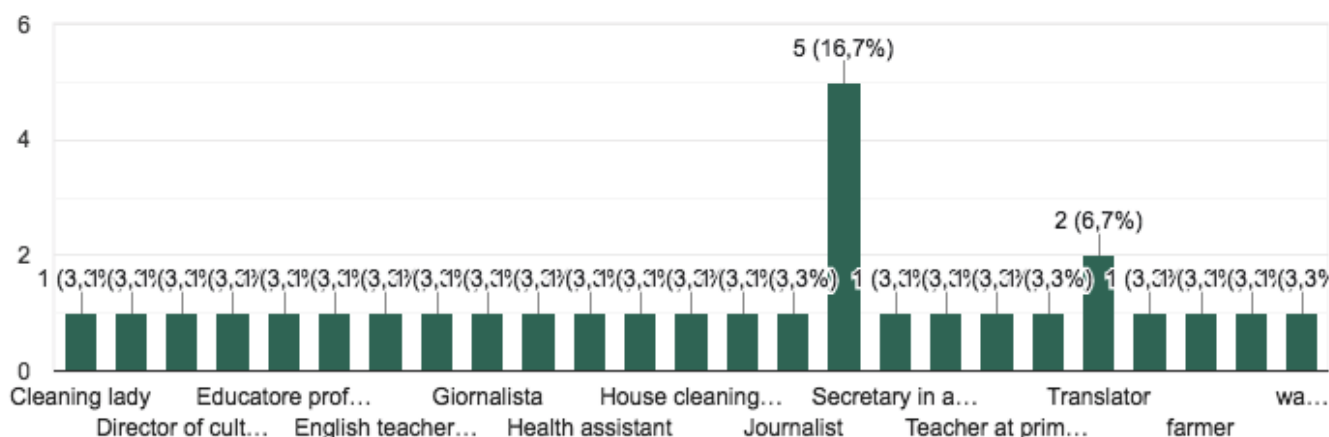


Among the 30 women interviewed 25 of them are currently working (80%) and 6 of them are unemployed.



3.3.2.1 Current Employment

- 5 out of 30 women are nowadays unemployed.
- 2 of them still work as translators
- 3 works in a cleaning company
- 1 is a consultant marketing
- 1 president of NGO and responsible for cultural activities
- 2 are working as educators in primary school
- 2 teachers
- 1 event organizer in a wine company
- 2 journalist
- 1 hair style assistant
- 1 care giver
- 2 secretary/receptionist
- 1 works in telemarketing company
- 2 translators
- 1 farmer
- 1 private nurse
- 1 waiters
- 1 environmental educator



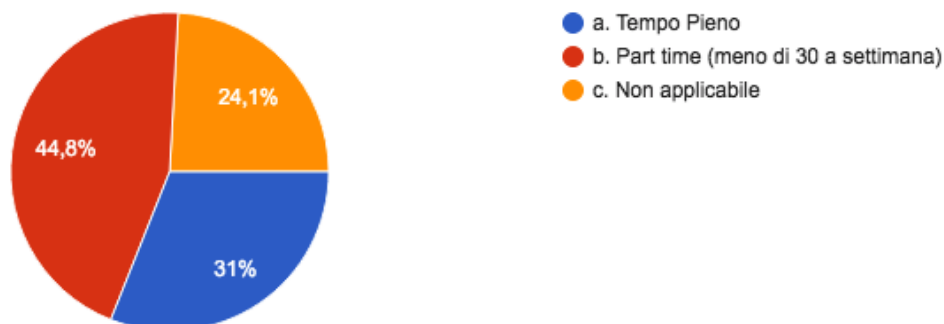
For what concerns the kind of job contract

13 women work part time 44,8 % > Red colour

9 women work full time 31 % > Blue colour

7 of them chose the “not applicable option” they work as professionals, or with a contract on call, 24,1 % > Orange colour

In our area, full-time contract is not so convenient, companies receive subsidies for each person hired and a part time contract is more convenient for them. Those who are working full time are working in public sector, or they are professionals.



3.3.2.2 Changes in employment due to COVID-19

From the 13 women (63,3 % of our reached target group) who are currently employed, stated that their positions were not affected by the COVID-19 pandemic (red colour).

Among the 9 women who said that their work changed during and after Covid (30%), their work was affected as following:

3 of them stopped to work

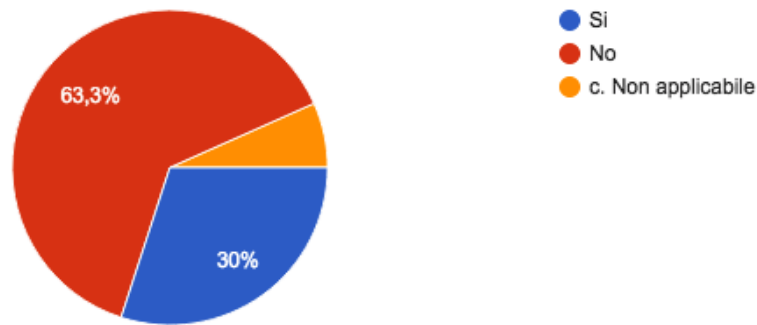
In terms of relationships with people and attention to hygiene

The quantity of work increased during Covid.

Less opportunity to meet people and run cultural and social activities.

2 women switched to e-class

We had to attend trainings on Hygiene, health protocols.

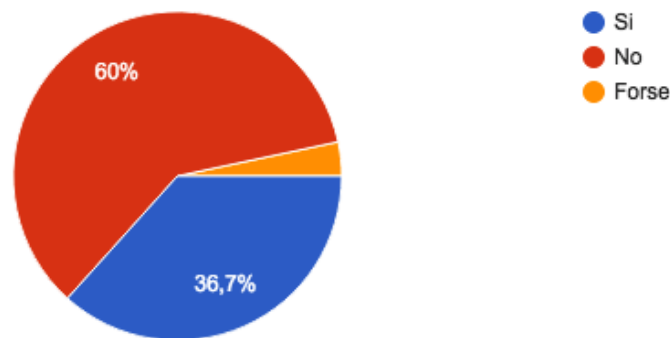


3.3.2.3 Career changes

Due to the lack of job opportunities analysed before, the logistic obstacle and the lack of training offer, 18 women interview (the 60 %) do not want to change their job position within the same job/company (red colour). Among them also 2 of those that are unemployed.

11 women would like to upgrade their position (Blue colour).

1 person doesn't know.

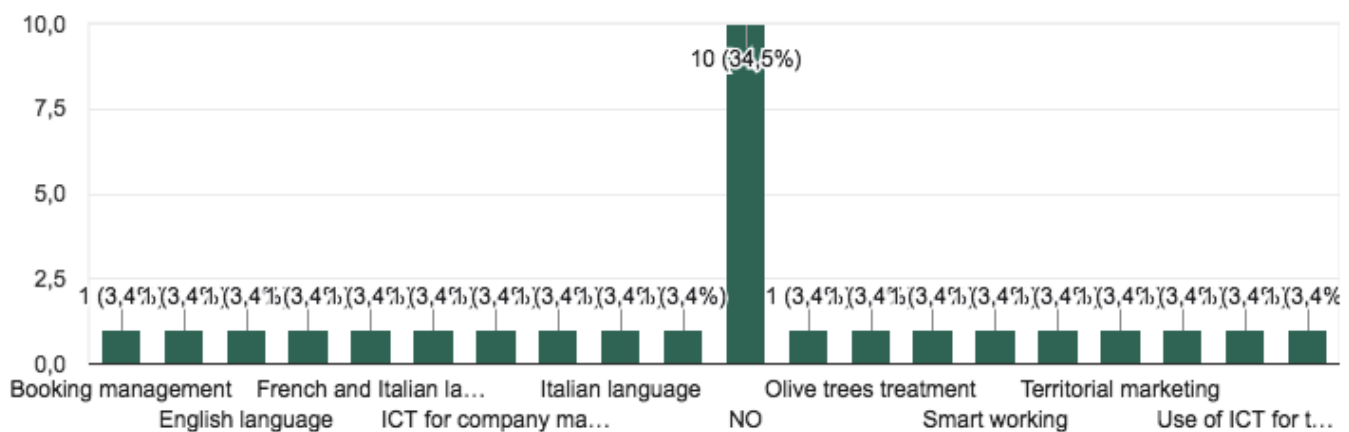


3.3.2.4 Educational courses

18 among the women who completed the questionnaire, stated that they have attended an education course in the past three years, 62,1 %.

On the other side 11 women attested that they didn't take part in any kind of training in the past 3 years, 37,9 %.

Among the different training attended, the main fields were related to remote working, foreign languages, use of ICT for company management, CLIL-pedagogy and use of ICT for teaching.



For what concerns the main obstacles to get access to training courses, among the 30 women interview: 24 of them (24 %) put the emphasis on the high cost of the training. The training they attended were proposed by the company. The second obstacle is represented by the lack of time. Many of the women interviewed said that they would like to have training courses in subjects that are different from their daily job duties (26,7 %). The distance from the training place represent another important obstacle, in our town there isn't enough training offer, so they would be obliged to move to the nearest bigger towns (Perugia, Siena, Arezzo).

7 of them denounce the missing of appropriate information and training offer (23,3%).

Another important aspect is the lack of presence of women role models and success stories. 6 women selected this option (20%).

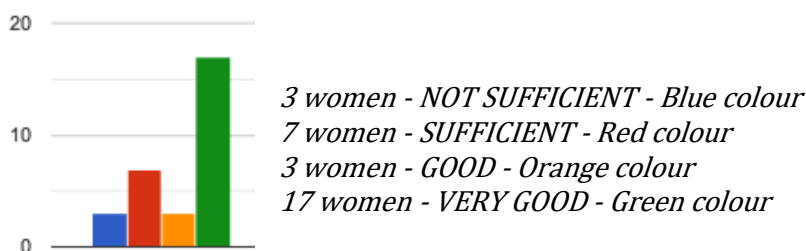
1 women answered that her husband got a good job and she doesn't need to attend training and/or find a job.

3.3.3.Skills and competencies

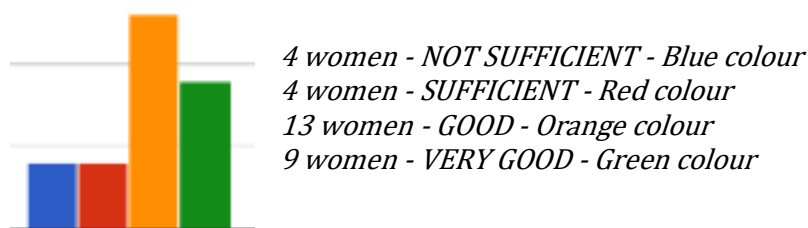
In order to identify the areas that the target group lacks knowledge as well as to estimate their skill level in said fields, certain key areas of expertise were identified and the women from our target group were asked to state their skill level ranging from sufficient to very good. In particular, these areas can be seen in the table below.

Here, divided for each topic, you can see the level of their knowledge/abilities/competences:

1 - Use of PC, laptop, Pad, mobile device for searching information



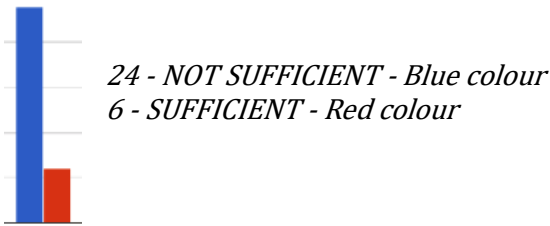
2- Use of PC, laptop, Pad, mobile device for completing tasks/ requests related to Public Administration



3 - Use of digital tools for remote working



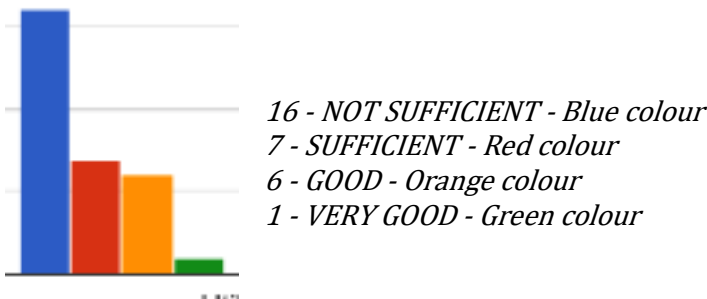
4 - Use of Software for programming and creation of Applications



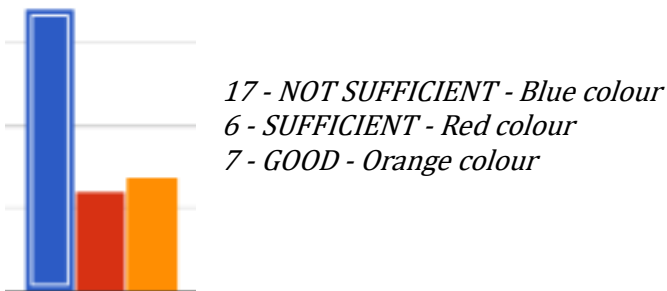
5 - Use of digital tools for time management



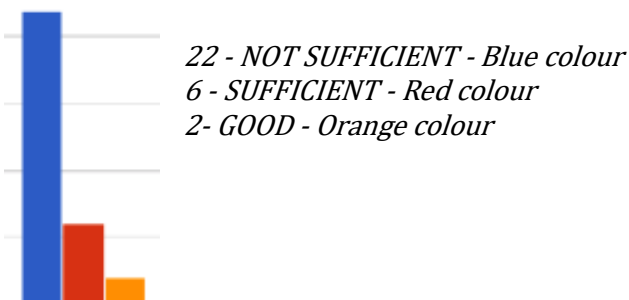
6 - Use of digital tools for financial management



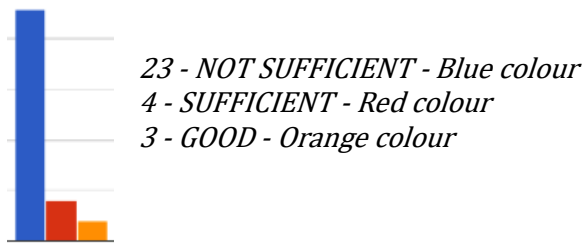
7 - Use of Software for data analysis



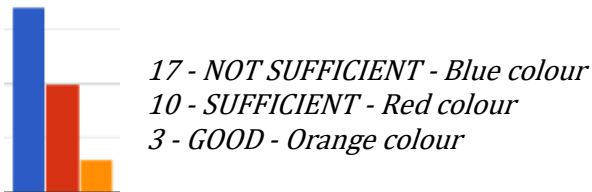
8 - Design thinking



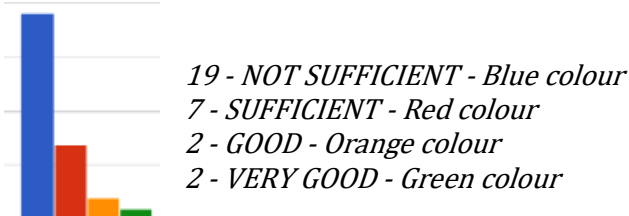
9 - Marketing strategies



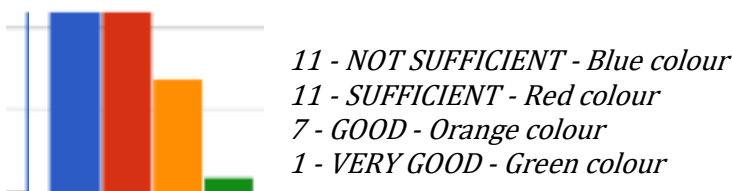
10 - Social media for business (Facebook - Instagram)



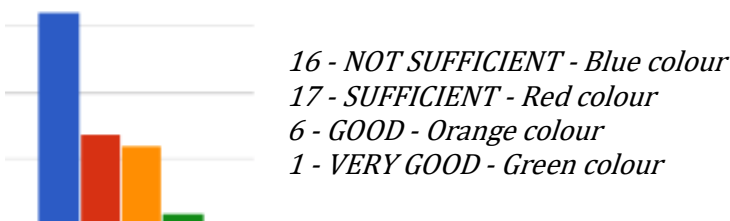
11 - Use of LinkedIn/social media for job search



12 - Best practices of remote working



13 - Principles of effective communication

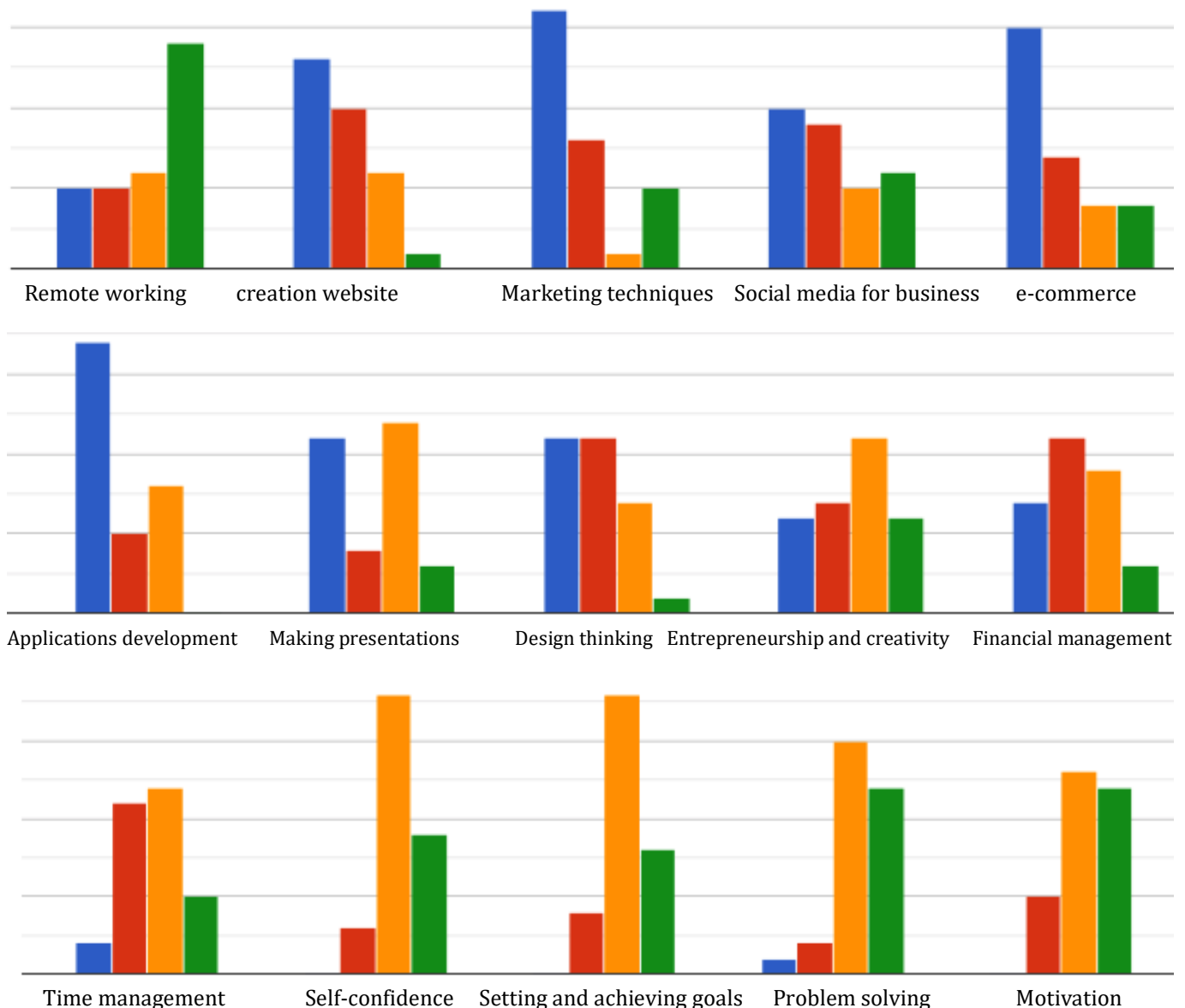


From the research, we can conclude that the key training areas in which women from our target lack knowledge and skills, are all apart the Use of PC, laptop, Pad, mobile device for searching information and for completing tasks/ requests related to Public Administration. The results reflect the real competences and knowledge and these women. Apart few of them who are daily dealing with ICT, most of them use ICT tools only to surf internet and to deal with public administration, overall in their work context.

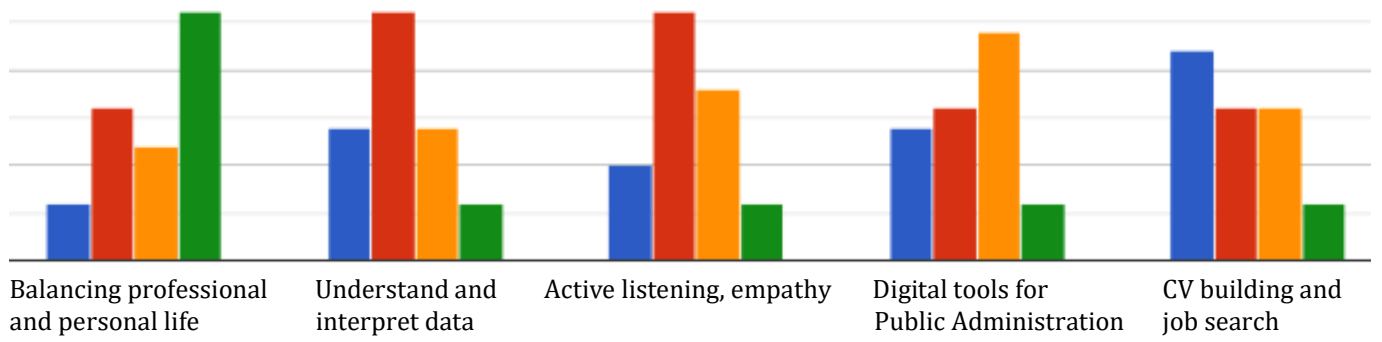
The following graphs will show the training desiderata of our women target group. Analysing the answers, we can see that the following training subjects are the most requested, we selected the 5 more chosen:

- 1) **Remote working.** The 46% of the women who responded consider this to be a very important topic.
- 2) **Self-confidence/ personal empowerment.** The 60% of the women consider it important and the 30% very important.
- 3) **Setting and achieving goals.** The 60% of the women consider it important and the 26,6% very important.
- 4) **Problem solving.** The 50% of the women consider it important and the 40% very important.
- 5) **Motivation.** The 43% of the women consider it important and the 40% very important.

The research reflects the real women needs. They are more focused on training concerning their personal growth as human more than workers. They prefer to attend training that can allow them to improve in their daily life, not only at work



National Report- ITALY



4. Part B: the point of view of the stakeholders

4.1. Methodological framework and objective

In order to collect information from the relevant stakeholders also regarding the perceived limitations women face in regard to their work as well as their access to employment, we had one to one meeting with the stakeholders. A questionnaire was developed and distributed. The responses we collected from the questionnaires allowed us to collect the corresponding data in order to form an overview of the situation. In particular, first we contact and engage the relevant stakeholders in order to establish and introduce them the EMPOWERED project and then we distributed the survey and collected the corresponding feedback.

4.2. Reaching out and engaging the stakeholders

The stakeholders we choose are 3 different companies operating in the HR - Social affair and support to women in difficulties:

- **Frontiera Lavoro.** <http://www.frontieralavoro.it>. The organization operates to:

Promote processes of social integration: a society that values and integrates differences is a richer society capable of reacting creatively to difficulties.

Experimenting with new services capable of effectively impacting the new dynamics of exclusion processes; working for the full socio-working integration of people.

Promote the implementation of the right to work, supporting individuals - especially the weakest - in all phases of active life; especially in those more risky of transition.

Promote and strengthen the network of local actors - profit and non-profit - for the improvement of people's quality of life.

To give a signal of how efficiency and solidarity can and should coexist, bringing to the world of for-profit companies a contribution of attention to the ethical and social sphere

- **ARPAL Centro per l'impiego regionale UMBRIA**- Office of Castiglione del Lago. www.arpalumbria.it. ARPAL Umbria performs the following functions:

- * management of employment centers, active policies and services for work and proceedings relating to the state of unemployment, pursuant to Legislative Decree 150/2015

- * identification and dissemination of job opportunities

- * management of services for the placement of the disabled

- * implementation of the measures envisaged by the regional system for the active inclusion of- **Siriana 2000 cooperative**. SERIANA 2000 SOCIAL COOPERATIVE was established on May 25, 2000 on the initiative of some managers, with diversified and consolidated experiences in the Social - Welfare and Educational sector, in the hotel sector operating in Social - Health structures at national and international level. The combination of these experiences has allowed the development of an efficient, flexible, modern, young organization, able to satisfy the growing demand for quality services in the Healthcare, Social Assistance, Rehabilitation and Educational sectors. Within the cooperative there is an office specialized on mentoring, recruiting and analysis of job opportunities for women.

All the three entities already collaborated with the Municipality, they are the three-main organizations expert in the field of labor rights, work, and social support.

4.3. Proceedings of the focus group and feedback collected

These are the results of the survey conducted during the meeting with the stakeholders.

Question 1: Do you think that policies and laws created to support women employment are enough? If not, which field it is lacking (training, psychological support, logistic support, maternity, salary, etc...)

Answer 1 - Female employment is still severely limited, above all due to the inability of institutions to support women in reconciling treatment times and working times.

Women are increasingly uncompetitive because they only offer their part-time jobs when they have children at school. Worse still, they come to enter the world of work when their children are grown-up (and so are they with respect to the job market)

Answer 2 - Logistical support and support to balance family life and professional career

Answer 3 - Absolutely no. A woman does not have the tools and support necessary to carry out pregnancy and her professional role at the same time. Above all from a logistical and organizational point of view.

Question 2: Do you think the gender gap in the labor market has increased or decreased in the last few years?

Answer 1 - Increased

Answer 2 - Increased

Answer 3 - We believe that the gender gap, a part from specific cases, didn't change in the last years. Still there are too many job fields in which professional competences of women are not taken into consideration.

Question 3: Dealing with your job, what are the most frequent stereotypes you encounter?

Answer 1 - Generally the most frequent stereopite is related to gender and age. What women or men may or may not do, "male duties and female duties"

Answer 2 - Lack of access to the market due to prevailing difficulties in reconciling family responsibilities.

Answer 3 - We believe that the gender gap, a part from specific cases, didn't change in the last years. Still there are too many job fields in which professional competences of women are not taken into consideration.

Question 4: Do you believe that organizations/entities like yours have enough budget to support women employment?

Answer 1 - NO

Answer 2 - NO - It is not enough for the number of project required by the institutions.

Answer 3 - We do not believe that the problem is related to money, what is missing is ability to create specific projects and actions. Often what is planned and designed from the "top" is not working in many different contexts.

Question 5: Do you think that third sector partners could help women in the process of employment, for example through active participation in the association life, volunteering works, etc...

Answer 1 - Associations and third sector can and must support women in creating a network, but it cannot be the alternative to a concrete policy of the institutions.

Answer 2 - It is also helping to strengthen self-efficacy and other soft skills.

Answer 3 - For sure, third sector can offer to women the opportunity to discover their passions and abilities (trainings, group works, family activities), it is also fundamental to create social relationships and be part of the local community.

Question 6: Describe with 4 keywords what are the most relevant problems you encounter on the exploitation of your work.

Answer 1 - Transport (absence of public t.) - SMEs (family businesses) - Network (absence of one) - Support for entrepreneurship

Answer 2 - psychological fragility, social disadvantage, skills not recognized by the labor market, low education

Answer 3 - Timinig and deadlines - Missing of communication tools and strategies - Prejudices - A weak meritocracy

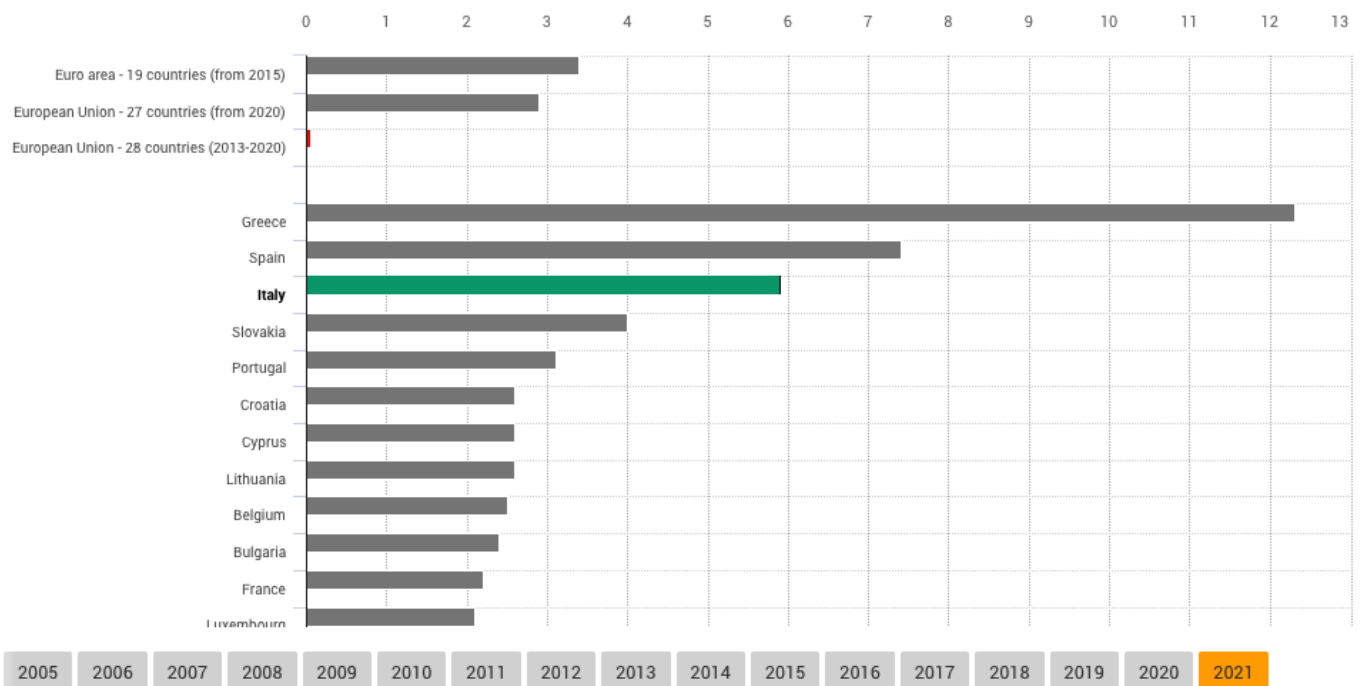
Question 7: Put in order of relevance the target you are working with more in the last 2/3 years (1 min - 5 max)

	Organization 1	Organization 2	Organization 3
Unemployed	5	5	5
Looking for a new job	3	5	1
Looking for the first job	4	3	3
Looking for training	2	1	4
Looking for advise/coaching	1	1	5

5. Part C: Analysis of interventions at policy and institutional level

5.1. Statistical data on women employment

Last researches provided by Eurostat says that in 2021 the % of unemployed women in the labor force (15-67 years old) was attested around 5.9%.



<https://ec.europa.eu/eurostat/databrowser/view/tesem130/default/bar?lang=en>

In February 2022, the unemployment rates for women was the 10% (women in labor force 15-67 years old). The same period sees a rate of 7,5% of men unemployed (men in labor force 15-67 years old). A big problem is also represented by the young unemployment rate. In the same period, 24,5 % of young people (under 25 years old) are unemployed.

In February 2022 the general Italian unemployment rate was attested at 8,6 % of the population in labor force. We are the third country for highest number of unemployed women, men and youth.

(source: [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Unemployment statistics - Unemployment by sex](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Unemployment_statistics_-_Unemployment_by_sex))

5.2. Support provided at government level

The protection of women's rights is provided for in the Italian legal system at the constitutional level (art.37) and at the level of ordinary laws, and there are also regional and municipal regulations. Specific regional plans are adopted by the different region by virtue of the principle of regional autonomy.

5.2.1. Constitution of the Italian Republic

- Art. 3 It is the duty of the Republic to remove the obstacles of an economic and social nature which, by limiting the freedom and equality of citizens, prevent the full development of the human person and the effective participation of all workers in the organization. political, economic and social of the country.

- Article 29 The Republic recognizes the rights of the family as a natural society founded on marriage. Marriage is ordered on the moral and juridical equality of the spouses, with the limits established by law to guarantee family unity.

- Article 37 The working woman has the same rights and, for the same work, the same wages as the worker. Working conditions must allow for the fulfillment of his essential family function and ensure special adequate protection for the mother and child. The law sets the minimum age limit for paid work. The

Republic protects the work of minors with special rules and guarantees them, for equal work, the right to equal pay.

- Article 51 All citizens of one or the other sex can access public offices and elected offices on equal terms, according to the requirements established by law. To this end, the Republic promotes equal opportunities between women and men with specific measures.
- Art. 117 Regional laws remove all obstacles that prevent full equality of men and women in social, cultural and economic life and promote equal access between women and men to elected offices.

5.3. Ordinary laws and regulations

- Law 38/2009 "on public safety and the fight against sexual violence (so-called" Law against Stalking ")".
- Legislative Decree 5/2010 "implementing Directive 2006/54 / EC on the principle of equal opportunities and equal treatment between men and women in matters of employment and occupation".
- Law 120/2011 "on gender quotas in the boards of directors of listed and publicly owned companies".
- Law 92/2012 "on the reform of the labor market with a view to growth (blank resignations, part-time work, mandatory paternity leave)".
- Law 215/2012 "containing rules for gender equality in municipal and provincial elections and in the composition of the councils".
- Law 77/2013 "ratifying and executing the 2011 Istanbul Convention on preventing and combating violence against women and domestic violence".
- Law 119/2013 "concerning, among other regulations, safety and the fight against gender-based violence".
- Law 65/2014 "which transitionally introduces triple gender preference for the 2014 elections (in the case of three preferences, these must concern candidates of different sexes) and for the subsequent ones in 2019 the obligation of equal composition of the lists".
- Law 52/2015 "National electoral law (so-called Italicum) the gender balance in the context of candidacies in the district lists (neither sex can be represented in excess of 50%). In the total number of lead candidates in the constituencies of each constituency, there cannot be more than 60% of candidates of the same sex".
- CONSTITUTIONAL REFORM - The amendment of art. 55 of the Constitution provides that laws establishing the modalities for the election of the Chambers must promote the balance between women and men in representation.
- JOBS ACT - Legislative Decree No. 80 OF 2015 - The decree, in implementation of the Jobs Act, also accepting some requests from the CISL (main Italian Union), intervenes by making some changes, with a view to greater flexibility in the use of the protections provided for in the single text on maternity and leave parental (Legislative Decree 151/2001).
- D.P.C.M. July 7, 2015 "Adoption by the President of the Council of Ministers on July 7, 2015 and registered by the Court of Auditors on August 25, 2015 of the extraordinary action plan against sexual and gender-based violence which provides for dual governance".
- JOBS ACT - Legislative Decree No. 151 OF 2015 "Changes added".
- STABILITY LAW for 2016 - extension of the so-called "Woman option" which allows many women left without work to access retirement with the requirements of Law 243/2004.
- LAW No. 20 of 2016 containing provisions to guarantee the balance of representation between women and men in regional councils: if the electoral law provides for the expression of preferences, in each list candidates of the same sex must not exceed 60% of the total; at least two preferences can be expressed, one of which is of a different sex, under penalty of cancellation of the preferences subsequent to the first.
- D.P.C.M. 26 FEBRUARY 2016 - Adoption by the President of the Council of Ministers, to which we actively collaborated as CISL with various proposals subsequently incorporated in the final text, of the National Plan against Trafficking.

Some historical laws to understand the evolution of women rights in Italy.

- In 1905 with the Royal Decree of that year, women were admitted to teaching in middle schools.
- In 1907 With the L. 816 (International Convention of Bern, 1906) prohibiting night work for women of any age.

- In 1910 With Law 520, the “Maternity Fund” was established, which had to pay a subsidy to women on maternity leave. This subsidy, in a fixed amount, was low and not proportionate to the salary actually received by the worker.
- In 1919 With Law 1176, the marital authorization was cancelled and women were admitted to exercise all professions, excluding those which involved "... public jurisdictional powers or the exercise of political rights and powers, or which pertain to the military defence of State".
- Law 26 August 1950 n. 860. Physical and economic protection of working mothers
- In 1956 Law 22 May 1956 n. 741. Ratification and execution of Conventions numbers 100, 101 and 102 adopted in Geneva by the 34th and 35th sessions of the General Conference of the International Labor Organization.
- O.I.L. n. 100 of 1951. Law on equal pay, which made the convention enforceable
- Law 27 December 1956 n. 1441. Participation of women in the administration of justice in the Courts of Assizes and in the Courts for minors.
- In 1958 Law 20 February 1958 n. 75. Abolition of the regulation of prostitution and fight against the exploitation of the prostitution of others ”.
- Law 13 March 1958 n. 264. Protection of home work.
- In 1960 Trade union agreement abolishing any specifically female qualification of employment contracts.
- In 1963 Law 9 January 1963 n. 7. Prohibition of dismissal of female workers for reasons of marriage and amendments to law no. 860: "Physical and economic protection of working mothers".
- Law 5 March 1963, n. 389. Pension for housewives.
- In 1971 Law 30 December 1971 n. 1204. Protection of working mothers.
- In 1975 Law 29 July 1975 n. 405. Establishment of family counseling centers.
- In 1977 Law 9 December 1977 n. 903. Equal treatment for men and women in matters of work which prohibits any discrimination based on sex with regard to access to work, pay and career.
- In 1978 Law 22 May 1978 n. 194. Rules for the social protection of maternity and on the voluntary termination of pregnancy.
- Law 14 April 1982 n. 164. Rules on rectification of attribution of sex.
- Law 29 December 1987, n. 546. Maternity allowance for self-employed women.
- Law 22 May 1990, n. 164. National Commission for equality and equal opportunities between men and women.
- Law 15 February 1996 n. 66. Rules against sexual violence.
- Law 3 August 1998, n. 269 Norms against the exploitation of prostitution, pornography, sexual tourism to the detriment of minors, such as new forms of reduction of slavery.
- Law 23 December 1998, n. 448 Allowance for families with at least three children (art. 65); Maternity allowance (art. 66).
- Law 8 March 2001 n. 40. Alternative measures to detention to protect the relationship between prisoners and minor children.
- Law 5 April 2001 n. 154. Measures against violence in family relationships.
- **Constitutional Decree 9 July 2003, n. 216 Implementation of Directive 2000/78 / EC for equal treatment in matters of employment and working conditions.**

5.4. Regional laws - Umbria Region

The regional law 15 April 2009 n. 6. Establishment of the **Center for equal opportunities and implementation of gender policies in the Umbria Region** establishes the Center for equal opportunities by identifying it as a regional equality body and entrusting it with the task of eliminating discrimination between the sexes and promoting gender policies jointly with the Regional Council, the Executive and its President.

Law 25 November 2016 "The Region establishes the **Archive of the skills of women who work or reside in Umbria in which the curricula of women with proven scientific, cultural, artistic, professional, economic and political experiences are inserted.**"

Regional law 11 April 2017, n. 3 - **Rules against discrimination and violence determined by sexual orientation and gender identity.**

5.5. Support provided by CSOs

There are no further regulations, laws, acts and ordinances, other than the Regional and National ones.

In any case, there are local associations that deal with the protection of women and their roles in the local community through information, promotion and protection activities.

The procedure for monitoring the application in Italy of CEDAW, the Convention on the Elimination of All Forms of Discrimination Against Women, adopted by the United Nations in 1979 and entered into force in 1981, exactly 40 years ago, has begun.

An important phase of the procedure is the filing by a group of 23 Italian civil society organizations for CEDAW coordinated by D.i.Re of a document called List of issues Prior to Reporting (LOIPR) Italy, i.e. the list of questions that the Committee UN CEDAW should address the Italian government on the basis of the persisting criticalities with respect to the full implementation of the Convention ratified by our country in 1985.

This is a very important document, because it guides the work of the CEDAW Committee for the four-year verification of the application of the Convention, the eighth to which Italy is subject, and the priority contents of the State's responses and the related shadow relations of society. civilian that will come out in the course of this year.

The CEDAW, ratified by almost all countries in the world, recommends that states take action to improve the condition of women in all fields of political, social, economic and cultural life to promote equality of rights and opportunities between men and women.

In Italy, "despite the progress from the legislative and social point of view, discrimination against women remains a serious problem, particularly on the labor front" and contributes "to the persistence of violence against women", reads the document deposited. Some of the major problems - and therefore the largest number of questions suggested to the CEDAW Committee - concern:

- employment, a priority issue especially given that "the measures introduced to respond to the economic and financial crisis have had a disproportionate impact on women, in particular women with disabilities and elderly women" and "only 49 per cent of women are currently employed with an estimated reduction in GDP of 8 percent ".
- violence against women, which sees little progress compared to the concerns reported by the CEDAW Committee in the previous monitoring of Italy (2017), namely "the high prevalence of male violence against women, the low number of complaints and convictions of the perpetrators of violence , the limited access to protective measures and the high number of alternative measures to punishment decided by the courts ";
- health, which sees a decline in women's access to prevention and treatment due to "the reduction of public funds allocated to health, of the various LEAs, essential levels of assistance, in the region, the reduction of services for sexual and reproductive health including access to voluntary termination of pregnancy, and the imposition of surgery without consent on intersex minors ".
- the condition of migrant women, asylum seekers and refugees, including women victims of trafficking, affected by multiple discrimination and persistent labor exploitation.

National Report- ITALY

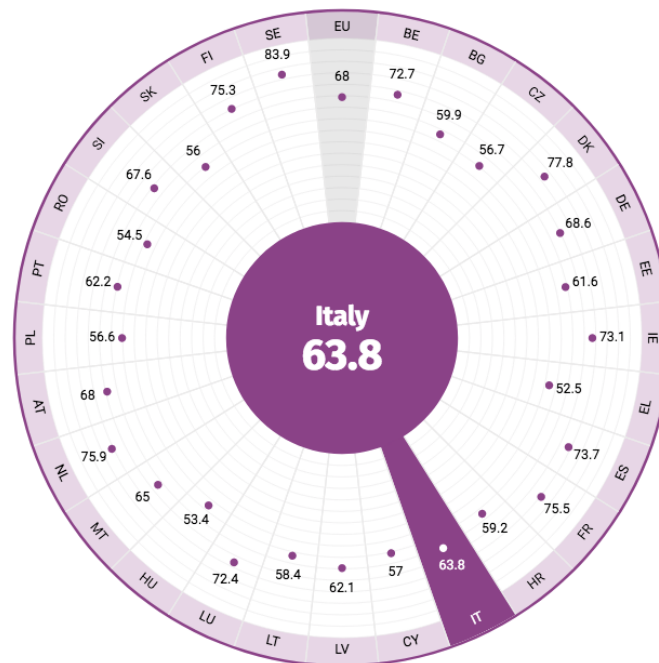
"A very important phase is opening, which will see us engaged in the coming months with a large group of experts, to take a step forward in the rights and freedoms of women in Italy, essential not only to really prevent violence against women, but also to face the great worsening of living conditions that the Covid19 pandemic caused especially for women, while they ensured all the care work, and not only, that has held the country together ", declares Antonella Veltri, president of D.i.Re .

The document, the first step of the subsequent CEDAW Shadow Report, was drawn up by a group of 23 civil society organizations coordinated by D.i.Re Donne in rete controviolenza, together with Action Aid Italia, AIDOS Italian Association of Women for Development, Amnesty International - Italian Section, BeFree - Social cooperative against trafficking, violence, discrimination, CGIL - Area of European and international policies, COSPE - Together for Change, DonneinQuota, DonnexDiritti, Escapes - Laboratory of critical studies on forced migration - Research and coordination center, Effe Feminist Magazine, Forum Association of Female Jurists, FISH - Italian Federation of Handicap Overcoming, Equal Opportunities Commission of the National Federation of the Italian Press (FNSI), GIUDI Associazione Giuriste d'Italia, GiULia, Ladynomics, LeNove - Studies and social research, The Alice project , Period Think Tank APS, Pro Choice - Italian Contraception and Abortion Network, SCoSSE Aps, SeNonOraQuando, USIGrai and with the experts Letizia Lambertini, Claudia Pecorella, Maria Cristina Valsecchi.

SOURCE: <https://www.direcontrolaviolenza.it>

EXTRA NOTE notes concerning gender equality policies in Italy:

Based on the European Gender Equality Index, Italy ranks among the EU countries with the lowest gender equality¹¹. Its results are above the EU average in only one sector, that of health, thanks to the longevity of Italian women. In all other areas, the situation is far from satisfactory. Policies to tackle gender imbalance have been cautious and progress in the legal field has mainly been promoted by EU directives or pressure from civil society. BUT THE REALITY IS DIFFERENT!!!



6. Conclusions

The research conducted among 30 women living in rural areas in the municipality of Castiglione del Lago, shows that the potential topics to be included in the training programme are the following:

1) Remote working. The 46% of the women who responded consider this to be a very important topic.

- 2) **Self-confidence/ personal empowerment.** The 60% of the women consider it important and the 30% very important.
- 3) **Setting and achieving goals.** The 60% of the women consider it important and the 26,6% very important.
- 4) **Problem solving.** The 50% of the women consider it important and the 40% very important.
- 5) **Motivation.** The 43% of the women consider it important and the 40% very important.

One of the main causes of this gap is the low representation of women in the world of work. In Italy, for example, the gap is currently 25%, with only 56.5% of professionally active women.

Increasing the participation of women in the workforce is important because it allows us to promote female empowerment on an economic level and offers us the opportunity to create more inclusive and innovative companies.

The other major cause of the gender gap in the workplace is the wage gap between men and women which - despite a slight improvement this year - worldwide is still approximately 37%. (Source: Global Gender Gap Report 2021).

To eliminate the gender gap, it is essential to change our way of thinking and engage in dissemination. In order for everyone (dis) to learn those concepts that hinder us from progressing, it would be important to start building, all together, a new culture based on equality.

From the point of view of female workers, however, there are essentially four aspects to focus on to combat the gender gap:

Training: specializing is an essential quality to make women more and more prepared and competitive on the job market. Even in those industries which, to date, are predominantly dominated by men.

Flexibility: women must promote new work formulas to define their work-life balance and be able to complete all their goals, without having to give up anything. Especially now that smart working has been cleared of customs, women have the opportunity to redefine their rhythms.

Benefit: unfortunately, women often receive unsatisfactory economic offers from companies. To reap more benefits, you can negotiate benefits that are useful for your balance and your career that do not involve excessive efforts for the company, but that could make a big difference in the life of its employees.

Personal branding: within the gender gap, the confidence gap also falls, that is, the gap in self-confidence that men and women have. To solve it, the latter must start working on their personal branding, learn to propose themselves and, above all, promote themselves.

