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Sud news



La newsletter sui Fondi strutturali comunitari

A gender perspective A gender perspective

Sud news (the newsletter of the Italian Ob.1 Community Support Framework) dedicates a special issue to gender equality to show the progresses made towards mainstreaming of equal opportunities and the goals reached so far, together with the difficulties to overcome and the targets for the future



Ministero dell'Economia e delle Finanze



Dipartimento per le Politiche di Sviluppo
Ministero dell'Economia e delle Finanze



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August - Higher education

Between August 31 and September 3, the "Fourth European Conference on Gender Equality in Higher Education" was held in Oxford. The initiative, targeted to academic people, entrepreneurs, students, and researchers, was based on three main themes: understanding gender – when and why men and women behave differently; implementing gender equality in higher education: evaluation methods; academic people and entrepreneurs working together – implementing partnerships and realising together projects to promote a culture of gender.

September - Gender perspective in the co-financed projects

On 16th September 2005 took place in Val d'Aosta the seminary "Gender perspective: integrating Equal Opportunities between women and man dimension in the projects financed by the UE. The national methodology and the regional actions system", promoted by the collaboration between the Office of the regional councillor of equal opportunities and the Presidency of the Region. During the meeting it has been debated the topic in the perspective of the 2007-2013 planning.

September - Women and enterprise

According to the project "Women in Job Creation" of the European program "Leonardo da Vinci", the seminary "Tools and services to support the professional development of the women in the enterprise- experiences in comparison" took place on 26th September 2005 in Ferrara. During the meeting had been presented different initiatives and approaches to support the participation of women in the entrepreneurship system.

October - Open Days

From 10 to 13 October Brussels hosts the European week of cities and regions, known as Open Days, and realised in cooperation with

the Committee of the Regions and 16 groups of European Regions. The initiative of the DG Regio aims to highlight the issues of local development, in particular, there will be a debate on the issue of "Working together for regional growth and employment: preparing the next generation of structural fund programmes". The Department of Equal Opportunities will take part in the event, through two Regions which will present two case studies.

October - Technical seminar on equal opportunities

In light of the new programming, the Department of Equal Opportunities is promoting a technical working seminar to be held in Rome at the end of October, in order to tackle the intervention priorities with regard to gender equal opportunities for 2007-2013.

November - National event dedicated to women

Under the patronage of the Department of Equal Opportunities and of the Fondazione Marisa Bellisario, from 10 to 13 November Universo Donna (Women's Universe) will be held in Rimini. The main aim of the meeting is to create a social/cultural focal point to actively bring together women of all ages, from youngsters to senior managers, who wish to have a role in and promote the emancipation of a new and real equal opportunity: women's ability to rise to the great challenges and concerns created by globalisation.

November - Textile enterprise in a women perspective

In the context of the project Interreg III b "La tela di Aracne", in which the region of Tuscany is the promotor, will be organize different free seminars and workshops concerning the topic "Undertaking the textile field in a woman perspective", an opportunity given to the women entrepreneurs by UE. The first seminar will take place in Marseille (France) in November 2005, the second in Granada (Spain) in March 2006.

Equality between men and women, priority of the EU

by **Danuta Hübner***

Dear friends of the cohesion policy, equality between men and women constitutes one fundamental objective of the European Union. As the Commissioner responsible for Regional Policy, I am committed to the inclusion of the concept of gender mainstreaming at all stages of the policy. Eliminating discrimination will lead to gains in both employment and productivity, and will also allow a better organisation of working and private life, which so often constrains the participation of many women in the labour market and in public life. So far, 13 directives have been drawn up and 200 rulings have been pronounced by the Court of Justice showing how, at the European Institution's level, we value this subject. Last June the European Commission designated 2007 as the European Year of Equal Opportunities for all, as part of a concerted effort to promote equality and non-discrimination in the EU. With respect to Structural funds, it is evident that the core objectives of growth, competitiveness and employment can only be achieved through the fullest mobilisation and participation of all citizens. This "mainstreaming" approach to equal opportunities in the Structural Funds was present in the 2002 Communication (COM (2002) 748 final), where the Commission referred to it as "a way to ensure sustained and integrated efforts to overcome the persistent inequalities between women and men that exist in all Member States". They include for instance aspects linked to rates of unemployment, full and part-time work, pay and conditions of employment, access to transport and other services, sharing of unpaid domestic and family care work. Most of the issues are already being tackled in the current programming period of the Structural Funds, and will continue to be addressed in the future one, as illustrated in the Community Strategic Guidelines for Cohesion policy for 2007-2013. I strongly support, in this context, the work done by the managing authorities of the Structural Fund programmes, who use project selection criteria to promote the integration of equal opportunities between men and women. Furthermore, a High Level Group on gender mainstreaming has been created within the Directorate-General for Regional Policy, composed of officials from the managing authorities of all 25 Member States, plus Romania and Bulgaria as observers. This Group contributes to the development of tools and mechanisms to integrate the gender dimension at every stage of the regional and cohesion policy process and provides opportunities for the exchange of experiences and best practices. The promotion of gender equality in the European Union's agenda also includes the investment in human and social capital in the knowledge society, high level training and employment in innovative sectors, female entrepreneurship, and qualifications for women in non-traditional areas. The increased integration of women into the workforce aims at releasing the productive potential of the EU and increase social cohesion, in line with the renewed Lisbon strategy. Such measures are essential in a context of modern social protection systems and family-friendly working environments, allowing for the reconciliation of professional and private life and addressing weaknesses of the system, such as occupational segregation and gender pay gaps, which are still a reality in several Member States. However, proposed measures will only be effective if they are discussed and implemented at all levels. Therefore, I praise the initiative of "Sud News" to contribute, with this special issue, to raise awareness on this crucial issue, and I am confident that the decision-makers will find within its pages interesting sources of inspiration.

* Commissioner for Regional Policy

European union policies and equal opportunities for women and men: results and challenges

by **Stefania Prestigiacomo***

At a European level, as at national level, the issue of equal opportunities has become increasingly important through successive stages of strategic, theoretical and methodological development. The theme of equality between men and women is, today, a fundamental democratic principle enshrined in the Amsterdam Treaty and the introduction of elements of equal opportunities between men and women in all public policies is not just an option which is ethically preferable, but is an obligation.

Moreover, the achievement of equality at work and in careers is increasingly not just a moral requirement, an imperative of our civil conscience, but also, and above all, a social and economic necessity. Nowadays the world of women constitutes the greatest reservoir of human resources for a labour market which needs ever more quality, innovation and creativity in order to be able to face competition in the global market; particular female qualities to which women can add their natural morality and the fact that they are outperforming men, quantitatively and qualitatively at all levels of higher education, including in the technical disciplines, which until recently were an exclusively male preserve. Any contribution which helps to identify and overcome obstacles to access to work and forms of discrimination is, thus, a precious contribution towards the economic, social and civil development of our Country.

It is within this framework that the Ministry that I represent has endeavoured to orientate the policies and the activities carried out both in general and at European Union programming level.

The results obtained have been numerous and substantial, even though real equal opportunities between men and women in every day life are still undermined by the fact that in practice men and women do not fully enjoy the same rights. The under-representation of women that persists in many different sectors, from the labour market to the social and political spheres, reveals structural gender inequalities that are still present in our Country.

That is why Italy's commitment to European values has been firm and consistent. First of all the concept of gender mainstreaming, that is, the integration of equal opportunities in the creation, implementation and evaluation stages of all policies, thus enabling the gender perspective to become the norm and not the exception; along with the dual approach, which has allowed policies specifically aimed at problems deriving from gender inequality to be implemented through positive actions targeting women.

Indubitably, developing such strategies requires time, but this programming period has been

particularly crucial for the evolution of gender policies and approaches, also because of the many obstacles to their implementation that have been eliminated. It has in fact been characterised by numerous possibilities both in the programming and implementation of policies capable of promoting equal opportunities between men and women, thanks also to the impetus provided by Structural Funds and the emphasis, agreed upon at European and at national level, to focus on good governance, in which the decentralisation of policies and the concept of subsidiarity take on an increasingly important role.

However, these practices must still become institutionalised, also through procedural and administrative regulations. Despite an undeniable evolution, various obstacles still remain in the creation and programming of policies, as well as in their actual implementation.

“**The general feeling towards gender is, unfortunately, still one of scepticism in relation to the true effectiveness and importance of the incorporation of a gender perspective, into public policies**”

There are still great difficulties in this becoming an important issue: the passage from a simple analytical approach of the “female condition” to a more complex incorporation of the “gender perspective” into all aspects and policies, entails moving from a specific and definite subject matter to a different type of approach in relation to programmes and policies in which gender aspects represent an essential element. The permanent difficulties in programming, outside of specific Axes and Measures aimed at improving female employment, are in fact, a concrete sign of scarce dissemination of the issue together with the persistent difficulties in programming actions or policies aimed at systems rather than at individual and specific beneficiaries.

In order to programme with a gender dimension, and to use the specific evaluation methods and tools (in the first place ex-ante potential impact evaluation from a gender perspective), requires a greater awareness and ability within the administrative culture, as well as a specific political stance. The general feeling towards gender is, unfortunately, still one of scepticism in relation to the true effectiveness and importance of the incorporation of a gender perspective into public policies; those who work on these issues often have a feeling of marginalisation or, at worst, of imposing “something that must be done”.

Therefore, the challenge in the future is to continue on the course embarked upon in such a way that gender mainstreaming strategies can be further developed, understood and supported.

This special issue of *Sudnews* dedicated to equal opportunities between men and women is part of a policy of dissemination and awareness-raising which aims to increase and support



a gender culture.

This edition opens with a brief legislative history of equal opportunities in Italy, with a view to highlighting how our commitment to these issues come from afar and how important objectives have been achieved in a Country, Italy, which is marked by deep contradictions and differences between various territorial contexts.

The section dedicated to the female condition in the labour market in the Objective 1 Regions focuses on these differences, as well as the situation in Italy in relation to the objectives set out, in terms of female employment, by the European Council in Lisbon in March 2000. An analysis which, despite all that still needs to be done, shows encouraging signs of improvement especially in relation to female employment and activity figures in the labour force: between 2000 and 2004, the rate of female employment increased by 5.7% compared to an increase of 2.2% for men, while the rate of female activity increased by 4.3% against an increase of 0.9% for men.

Having started out with the Italian context, the central part of the issue moves on to equal opportunities and gender mainstreaming at a European level with a detailed analysis of the norms and regulations that support these themes and programming orientation.

The central part focuses on the possibilities provided by European Union programming 2000-2006, and in the light of this highlights what has been achieved in the "Italian case", both in terms of figures and in terms of approaches and strategies. For example, it must be remembered that Italy has devised a series of technical evaluation tools (primarily the VISPO guidelines) which have consented the Ministry and the Department of Equal Opportunities to provide regional and provincial administrations with highly qualified tools, which have been tested at a national level, aimed at promoting gender equal opportunities in the different areas and fields of intervention that characterise Objective 1 in our Country.

As regards the importance of dissemination and awareness-raising, this issue includes the presentation of initiatives and projects developed in the course of the current programming period, and also the methods the Department of Equal Opportunities has used in order to promote the incorporation of the principle of gender equal opportunities by, for example, setting up local support task forces or the Equal Opportunities Network, whose characteristics and possibilities of future development are illustrated.

It deals with particularly interesting and topical indications and information which not only contribute to the development of an administrative culture which takes on the gender perspective as something more than an accessory, but above all, with a view to the new European programming period 2007-2013, in which Italy should fully exploit the excellent results obtained in facing the challenges that lay ahead

*** Minister for Equal Opportunities**



Gender equality : Italian steps in an ongoing process

Constitutional principles

The Italian Constitution sanctions the principle of “gender equality” recognising equal social standing for both men and women before the law and includes among the duties of the Republic the removal of social and economic obstacles which limit citizens’ freedom and equality and which prevent the full development of the person (art. 3). Recognising in particular, equality between women and men in the workplace (art.4 and 37), the moral and legal equality of partners within marriage (art. 29) and equality of access to public offices and elected positions under the same conditions (art. 51), the Constitution sets out the bases for the development of future legislation.

The recognition of the fundamental right to equality was followed by legislation which established bans on discrimination and made access to all public offices open to women. Subsequently the problem of physical and economic protection of female workers was addressed, underlying women’s interest in employment, which led to the passing of Law no. 860 of 1950 setting out “Regulations on the physical and economic protection of working mothers”.

The 70s

In the 70s there was a keen debate on the relationship between maternity and work. Law no. 1024/71 on the “protection of working mothers”, which replaced the previous Law no. 860/1950, sanctioned the ban on dismissing working mothers, the inclusion of the period of

obligatory absence from work for maternity leave, the payment of maternity compensation for the whole period of absence from work. Law no. 1044/71 “on the five-year plan for the establishment of local authority nurseries with state help”, represented the first legislative tool aimed at moving the care and protection of the child from the family to the community, through a precise programme of social services with direct support from the Regions and local Authorities. Law no. 903 of 1977 “Equality of treatment between men and women in employment” sanctified the passing from protective regulation, to the concept of equality of treatment.

Indirect discrimination and positive actions

In the 80s, however, it was noticed that there had been no solution for the forms of discrimination which were indirectly applied against women, i.e. those situations of uniform treatment which in reality produce differing effects on the two sexes. And it was through the acquisition of the concept of indirect discrimination that steps were taken not only regarding the obligation to refrain from illegal practices, a concept that had already been adopted with Law 903/77, but there was also a recognition of the need to adopt positive actions. In January 1983 the first draft law was presented to the Senate, at the behest of the Ministry of Labour, and aimed to regulate the promotion of positive actions as a tool aimed at favouring and achieving equal opportunities and protecting women from indirect discrimination. In the meantime in 1984, through a specific Recom-

mentation of the European Union Council of Ministers, positive actions became the EU's operational policy tool to promote the involvement of women in all the levels and sectors of work.

However, it was necessary to wait until 1991 for that draft law, following a slow and difficult passage, transformed into Law no. 125 of 10 April 1991 "Positive initiatives for the realisation of equality between men and women in employment", which put into concrete terms the concept of positive action by reiterating and broadening the principles and aims which other laws had introduced. Art. 8 defined the figure and respective spheres of activity for the Equality Counsellor present nationally, regionally and provincially, who is charged with overseeing the condition of women on the labour market. Art. 5, on the other hand, set up the National committee for the implementation of the principles of equality of treatment and equality of opportunity for male and female workers in order to eliminate discriminatory behaviour in relation to sex or any other

obstacle which in practice limits the equality of women in access to work and at work, as well professional and career advancement.

In 1992 another very important law was introduced, Law no. 215/92, which adopted positive initiatives to promote and support female entrepreneurship through periodic public competitions open to all businesses consisting of only or mainly women. The same law set up the Committee for female entrepreneurship operating at the Ministry of Productive Activities with functions to coordinate relations with the Regions and initiatives to promote female entrepreneurship and to monitor the initiatives put into place.

Structures to promote equal opportunities

In 1996 in Italy the Minister for Equal Opportunities was appointed – by Prime Ministerial Decree no. 405 of 28 October 1997 – and the Department of Equal Opportunities was created under the Prime Minister's Office, with the aims of directing, proposing and coordinating

The Department of Equal Opportunities

The Department of Equal Opportunities (DEO) is the support structure which operates in the functional area relating to the promotion and coordination of equal opportunity policies and of Government actions aimed at preventing and removing discrimination.

The Department sees to:

- obligations regarding the acquisition and organisation of information and the promotion and coordination of activities regarding knowledge, verification, control, training and information in relation to equality and equal opportunities;
- handling relations with interested local administrations and bodies that operate in Italy and abroad;
- adoption of the necessary initiatives to ensure Government representation in national and international bodies.

The Department of Equal Opportunities, therefore, places attention, in all the areas where policies and initiatives are established, on the adoption of a "gender approach" in order to assess their main differential impact for the sexes.

all the Government initiatives in a cross-cutting and interdisciplinary sense. The Department also houses the Commission for equal opportunities between men and women – consisting of twenty-five members chosen from the most broadly representative women’s associations and movements, trade union organisations, business associations, and female cooperatives – with the role as a consultative and proposal-making body.

With Legislative Decree no. 196 of 23 May 2000 the Network of equality Counsellors was set up, consisting of the regional and provincial Counsellors and the national one (appointed by the Ministry of Welfare and the Department of Equal Opportunities), who has a coordinating role. The Network sets in motion initiatives to support employment policies, to check the respect for the principles of equality and equal opportunities, and to report on any irregularities and take legal action against discriminatory actions in the workplace.

The reconciliation of family and working life

The promotion of women in the employment field brings to the fore the issue of reconciling professional and family life. The concept arises from the need to encourage, through the identification of the critical factors that prevent women fully participating in the labour market, policies that are better able to reduce or even better remove these problems. The responsibility for looking after children, the elderly and people with special needs is in fact a brake on women’s active involvement in the work field. Against this background, a decisive step was taken with the passage of Law no. 53 of 8 March 2000 “Regulations to support maternity and paternity and to har-

monise work, care and family schedules”, which implemented the Directive on parental leave (96/34/CE) by stressing the equality in law and, therefore, the sharing of the choices to suspend careers on the part of the father and the mother. Law 53/2000 is among the most innovative laws in Europe giving full realisation of the principle of equality of rights between the two sexes. Addressing both women and men, the legislator thus wished to favour a different organisation of work and life schedules by reiterating, on the one hand, the social worth of maternity and paternity and by setting out, on the other, the prerequisites for the satisfaction of the varying needs which each individual may have during the course of their life (for example care activities for the elderly and disabled).

The latest steps

On 8 March 2002, in order to ensure the presence of more women in public offices, art. 51 of the Constitution was changed. The change makes it possible to adopt specific provisions aimed at implementing equal opportunities between men and women in their representation within institutions and, against this background, reopens the debate on the opportunity to insert the mechanism of quotas for the creation of electoral lists.

The path of equal opportunities in Italy has, therefore, passed from a stage of combating discrimination and continued on to the affirmation of full equality in all the areas of a person’s life (work, family, institutions), regardless of gender. This journey, which is still far from complete, offers stimuli and challenges for the construction of policies and tools that can in the near future interpret and create value from gender differences.

Gender equality in EU policies: from “equal pay” to a global approach

A lot of progress has been made in the field of equal opportunities thanks to the initiatives undertaken by the European Union. For EU law too it is possible to highlight its development, distinguishing three periods.

Pay equality for equal work

The principle of equal opportunities at EU level was in fact initially developed as part of the more general process of building the single European market, therefore initially with an economic thrust, as the principle of wage equality between men and women at work. In the Treaty establishing the European Economic Community of 1957 the necessity is in fact stated (art. 119) for each Member State to ensure the application of the principle of wage equality between workers of different sex in relation to the same job.

The principle of equal treatment and non discrimination

The second stage is characterised by the appearance of the commitment by the European Union in relation to equal opportunities as part of secondary EU law and in particular through the use of directives to harmonise the legislation of Member States. This development was heavily influenced by the impact of European Court of Justi-

ce sentences, which interpreted the aforementioned art. 119 broadly, with a view to protecting its effectiveness in the cases brought to the Court’s judgment.

Directive 75/117/CEE was fundamental, as it expressly extended the principle of wage equality among male and female workers with specific reference to jobs of equal value. Subsequent EU directives further broadened the conceptual and legislative framework of Directive 75/117/CEE. In particular, Directive 76/207/CEE on equal treatment in access to employment, training, professional advancement and work conditions was responsible for the broadening of the concept of discrimination and the appearance of the new idea of “indirect discrimination”. Direct discrimination is the easiest form to identify and is evident when a person, owing to their sex, is treated explicitly less favourably than another person of the opposite sex has been or would be treated in a similar situation; indirect discrimination, on the other hand, alludes to all those “insidious” behavioural concepts, which apparently are not discriminatory, but in practice prove harmful, such as the adoption of selection criteria that are generally possessed by one of the two sexes, normally men, and which are not essential in carrying out work, such as physical strength, appearance, personality traits or also the require-



ment for particular educational qualifications that are not strictly necessary to carry out the duties envisaged.

Directive 79/7/CEE in relation to the implementation of the principle of equal treatment between men and women regarding social security, further extended the concept of equal treatment to legal regimes which ensure protection against the risks of illness, invalidity, old age, workplace injury, professional illness and unemployment, while Directive 86/378/CEE and Directive 86/613/CEE of 1986 provide a further extension of the aforementioned principle in relation to specific professional regimes and among self-employed workers and also to the protection of maternity.

The action programmes

Directive 76/207/CEE doesn't "undermine the measures aimed at promoting equality of opportunity for men and women, in particular by putting an end to the inequality in practice which undermines their possibilities (...)". This is the aim of "positive actions", which are not intended just to sanctioning formal bans, but above all eliminating situations of serious disadvantage, which arise not only from the work situation, but also from social and cultural aspects. Consequently, the Recommendation of the Council 84/635/CEE sets out the need to adopt a policy of positive action aimed at eliminating the inequalities in practice, to which women are subject in their working life and to promote employment.

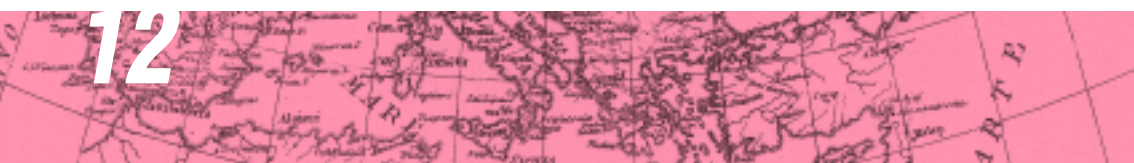
In this framework, from the 80s, the EU adopted specific action programmes on equal opportunities, which also fostered a significant push in promoting the realisation of other actions by individual Member States. Each of these aimed to make more concrete the objectives that had already been identified by EU documents. In particular, the first three action programmes focussed mainly on the correct application of the directives issued (first, 1981-1985), on women's access to new technologies and the redistribution of family duties (second, 1986-1990), on the involvement of women in the labour market through the creation of value from professional training from a gender viewpoint and the use of positive actions, on the promotion of reconciliation measures and generally on improving the condition of women in society through increasing the involvement in decision-making processes (third Programme, 1991-1995).

The Maastricht and Amsterdam Treaties

The limitation on the implementation of the principle of gender equality to the workplace alone, for a long time represented a great limit to its more extensive and effective application.

In this regard, as from 1992, it is possible to highlight a third stage in the development of EU gender law, characterised by the consolidation of social policies, thanks to the Treaties of Maastricht and Amsterdam.

The Maastricht Treaty, signed in 1992, envisages an agreement on social po-



licy signed by eleven Countries, aimed at extending the competences of the European Union, for some sectors, including equal treatment between men and women.

The Amsterdam Treaty of 1997 represented the chance to make significant progress in enhancing the principle of equal opportunities between women and men. In fact it does not limit itself to asserting parity between the sexes (art. 2), but goes further by formalising the commitment of the European Union towards the integration of equal opportunities as part of EU policies

and not only in relation to specific actions to protect female interests, thus welcoming the principle of mainstreaming as a strategic/political priority tool (art. 3).

In relation to equal treatment at work, the treaty reformulates art. 118, through the promotion of equal opportunities on the labour market, and art. 119 which was rewritten (now art. 141), by definitively introducing the principle of same pay for the same job or for a job of equal value and finally by sanctioning the possibility for Member States to adopt in the employ-

What's what

The gender mainstreaming - The term gender suggests a systematic integration of attention to situations, priorities and needs of women and men in all policies. This strategy, therefore, requires that in planning, implementing, monitoring and assessing initiatives, their effects on the respective situations of women and men are considered, in accordance with a prospective that can be defined as "gender based".

Men and women in fact have different needs, resources, situations and this diversity influences the way in which they access/use/live their different work, personal, family and social situations.

Although formally sanctioned in the Amsterdam Treaty, the principle was included in the policies of the European Union as from the Communication of the Commission entitled "Integrating equal opportunities between women and men in the overall range of EU policies and actions" COM (96) 67.

The key points of the strategy of mainstreaming were subsequently adopted by the Council in the "Resolution on the integration of equal opportunities for women and men in structural funds" of 2 December 1996 and made operative in the Community Framework Strategy 2001-2005 (COM 335).

The most recent regulations at European level have stressed the need to consider the gender dimension in the whole programming of Structural Funds, as an essential tool for the development of equal opportunities between women and men, in accordance with an approach which aims both at promoting specific measures to favour women and parity between the sexes (positive actions) and adjustment of all policies in general, through mainstreaming actions ("dual approach").

ment field positive actions to provide specific advantages in favour of the “underrepresented sex”. The Amsterdam Treaty also introduced art. 13, which establishes the possibility for the Council to adopt due measures to combat discrimination based on sex, race or ethnic origin, religion or personal convictions, handicap, age or sexual tendencies.

It is in fact thanks to the Amsterdam Treaty that for the first time we have the inclusion of a general principle which sanctions equality of opportunity between men and women in all sectors and not just in employment. This regulation, therefore, allows the European Union to take the appropriate positive action aimed at removing the obstacles which prevent achieving equality between the sexes in any sector.

A new generation of action programmes

The fourth (1996-2000) and fifth (2000-2005) action programmes sanctioned the definitive change, by introducing, alongside the inclusion of specific measures aimed at women, the practice of mainstreaming in accordance with the new global and cross-cutting approach formally sanctioned at EU level by the Amsterdam Treaty.

The fifth action programme, aimed at mobilising all the EU policies towards the objective of equality, is a real Framework Strategy in relation to the intervention sectors specifically identified (equality in economic life, participation and representation under equal

conditions, equality of access and the enjoyment of civil rights, equality in civil life) and in relation to which the programme identifies objectives, initiatives and links with general policies.

The new directives

On the basis of article 13 of the Treaty, two directives were adopted: Directive 2000/43/CE (implemented in Italian legislation by Legislative Decree 215/2003), which sanctions the principle of equal treatment between people regardless of race and ethnic origin and which ensures protection against such discrimination in the employment sector and in working conditions; and Directive 2000/78/CE of the Council (implemented in Italian legislation by Legislative Decree 216/2003), which establishes a framework for equal treatment in relation to employment and working conditions. The Directive bans discrimination based on religion or personal beliefs, handicap, age, sexual orientation, by providing antidiscrimination regulations and measures, as well as judicial and non-judicial remedies.

Both the directives provide a timely definition of indirect discrimination, identifying it as the situation which is consequent on an arrangement, criterion or practice which is apparently neutral, which put, or may put, people of one sex in a disadvantageous position in relation to the other sex, unless that arrangement criterion or practice is objectively justified by a legitimate aim and the means used to achieve this

aim are appropriate and necessary.

The issuing of these directives made it necessary to provide coherent definitions relating to gender.

To this end, Directive 2002/73/CE was adopted to modify Directive 76/207/CEE in relation to the implementation of the principle of equal treatment between men and women as regards access to work, training and professional promotion and working conditions.

This Directive, besides expressly referring to gender mainstreaming and supplying, in keeping with the aforementioned directives, the same definition of indirect discrimination also in reference to gender, deals with sexual harassment and equates it expressly to sex discrimination, nor does it fail to underline how sexual harassment arises not only in the workplace, but also in the stage of accessing employment and during training.

The Beijing platform

The year 1975 was declared "International Year of Women" by the UN and the years 1975 – 1985 were declared "United Nations' Decade for Women" on occasion of the first "World Conference on Women" held in Mexico City.

However, a key moment in developing equal opportunity policies was the Fourth United Nations World Conference on the condition of women in the world, which was held in Beijing in 1995. During this meeting, the "**Beijing Action Platform**" was drawn up, which defined a reference framework for policies in favour of women. The document identifies twelve critical environments within which to undertake specific actions: women and poverty; education and training of women; women and health; violence against women; women and armed conflict; women and the economy; women, power and the decision-making process; institutional mechanisms for the promotion of women; human rights of women; women and the mass-media; women and the environment, and young women. The Beijing Conference also highlighted the concept of gender and the need to include equality between the sexes in all the institutions, policies and actions of the members of the United Nations, by identifying as necessary conditions to improve the position of women: increasing their presence in managerial positions; the importance of policies considering their needs; equality of access to education, employment and business; and an increase in the resources invested for their health.

On 14th - 16th of september 2005, there has been, in New York, the UN World Summit in which, among results on human rights, democracy and rule of law, it has been reaffirmed the will to "cancel and punish the persistent discriminations between women and men, like disparities in matters of education and property rights, violences against women and young women, and to end impunity in such cases".

The latest steps

An important contribution to progress in gender policies also came from the European Councils held in Lisbon and Nice in 2000.

The strategy defined by the Council of Lisbon identified the promotion of equal opportunities among the essential goals to support and develop, identifying in particular new objectives for

women centred largely on increasing female employment. At the European Council of Nice the Charter of fundamental rights was adopted within which there is full recognition of the principle

of non-discrimination in a broad sense and of gender equal opportunities, in relation to the legitimisation of positive actions (art. 23) and recognition of the rights linked to the protection of family and professional life (art. 33). Under this latter aspect the rights to protection against dismissal for maternity, to maternity leave and to parental leave were reiterated in particular.

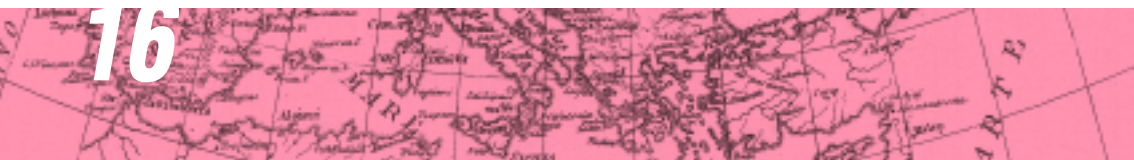
Five years on from the meeting in Lisbon, the Council of Europe in Brussels (22-23 March 2005) noted that the objectives set had only been reached in part and that it was necessary to relaunch

the Lisbon Strategy, by focussing attention on the initiatives to promote growth and employment coherently with the goal of sustainable development, among which female employment is underlined. The new social Agenda for the period 2006-2010 also is an essential element for the European Council, thanks to its crucial role in deve-

loping the social dimension of economic growth. In particular, the Agenda indicates employment and equal opportunities and social inclusion as the priorities in order to orient the ac-

tion of the EU towards the development of the European social model. The Commission also defined the year 2007 as the European year for equal opportunities, so as to highlight this issues and making visible at the same time the results achieved, and setting up the European gender Institute which will deal mainly with the gathering and dissemination of information and good practice, as well as assisting the Commission and the Member States in implementing the EU objectives to promote equality between men and women and their integration into EU policies.

To boost female employment rates, is a part of wider economic and social objectives set out in Lisbon in 2000



Women and labour market, still under-represented in Ob. 1 Regions

As part of the European Employment Strategy – EES, the European Council of Lisbon in March 2000 invited the European Commission and the Member States to favour all aspects of equal opportunities in their employment policies. The Council also set quantitative goals aimed at bringing

the employment rate of women up to 57% by 2005 and to 60% by 2010.

The social and economic analysis of the Italian situation in terms of equal opportunities must, therefore, be read together with both the intermediate and final Lisbon goals. A first reflection is provided by the evidence of a conti-

Activity, employment and unemployment rates - men, women, total

	Activity rates (1)			Employment rates (2)			Unemployment rates (3)		
	men	women	total	men	women	total	men	women	total
anno 2004									
ITALY	74,5	50,6	62,5	69,7	45,3	57,5	6,4	10,5	8,0
North-West	77,0	57,8	67,5	74,4	54,3	64,4	3,4	6,1	4,5
North-East	77,8	59,1	68,5	75,8	55,7	65,9	2,5	5,7	3,9
Centre	75,6	55,1	65,2	71,9	50,2	60,9	4,9	8,7	6,5
South	70,3	38,7	54,3	61,8	30,7	46,1	11,9	20,5	15,0
anno 2003									
ITALY	74,4	48,3	61,4	69,3	42,7	56,0	6,8	11,6	8,7
North-West	76,2	55,6	66,0	73,9	52,3	63,2	2,9	6,0	4,2
North-East	77,2	57,8	67,6	75,6	55,1	65,4	2,2	4,7	3,2
Centre	74,9	51,8	63,2	71,4	46,9	59,1	4,5	9,3	6,5
South	71,4	36,3	53,7	61,4	27,1	44,1	13,8	25,3	17,7
anno 2002									
ITALY	74,0	47,9	61,0	68,8	42,0	55,4	7,0	12,2	9,0
North-West	75,4	54,8	65,2	73,1	51,2	62,3	3,0	6,4	4,4
North-East	76,9	57,0	67,0	75,1	54,2	64,8	2,2	4,9	3,3
Centre	74,0	50,8	62,3	70,5	46,0	58,2	4,7	9,4	6,6
South	71,4	36,8	54,0	61,2	27,0	44,0	14,1	26,4	18,3
anno 2001									
ITALY	73,6	47,3	60,4	73,6	47,3	60,4	7,3	13,0	9,5
North-West	74,9	53,7	64,4	74,9	53,7	64,4	2,9	6,3	4,3
North-East	76,7	56,3	66,6	76,7	56,3	66,6	2,3	5,4	3,6
Centre	73,6	50,3	61,9	73,6	50,3	61,9	5,4	10,3	7,4
South	71,0	36,4	53,6	71,0	36,4	53,6	14,8	28,1	19,3
anno 2000									
ITALY	73,6	46,3	59,9	67,5	39,6	53,5	8,1	14,5	10,6
North-West	74,6	52,7	63,7	72,0	48,4	60,3	3,4	8,0	5,3
North-East	76,4	55,3	66,0	74,5	52,1	63,4	2,4	5,9	3,8
Centre	73,6	49,1	61,3	69,1	43,4	56,1	6,1	11,6	8,3
South	71,3	35,5	53,3	59,5	24,6	42,0	16,3	30,4	21,0

Notes:

- (1) The activity rates are calculated as the ratio of the work force (aged 15-64) to the population aged between 15 and 64.
- (2) The employment rates are calculated as the ratio of employed workers (aged 15-64) to the population aged between 15 and 64.
- (3) The unemployment rates are calculated as the ratio of the unemployed to the work force.

Source: IRS elaboration of ISTAT data on the work force.



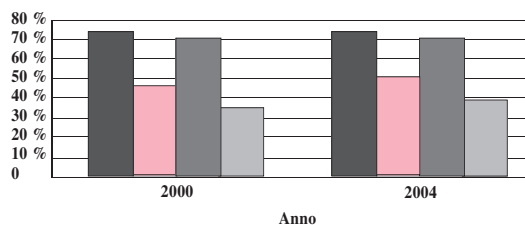
nuing gap in relation to both the intermediate (up to 2005) and final Lisbon goals. ISTAT in its report on the work force in relation to the years from 2000 to 2004 showed that, despite the fall in unemployment, the female employment rate in Italy in 2004 (45.3%) is 11.7% below the intermediate goal set for 2005 and 14.7% below the goal set for 2010. Comparing the labour market involvement of men and women, the largest gap is found for women.

Unfortunately, despite the progress made, Italy is still a long way from the goals identified by the European Union, and the road toward 2010 is clearly complex.

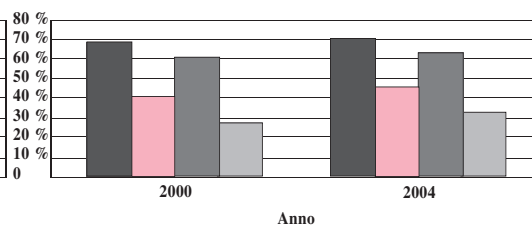
This divide tends to widen if we consider the local levels between the North and South of the Country in terms of employment rates (ER) and activity rates (AR). Specifically for women, the activity rate in the South (38.7%) is 19.7%

below that of the North (the average of the North-East and North-West is in fact 58.4%), while in relation to the female employment rate the difference between the North (the average of the North-East and North-West is 54.9%) and the South (30.7%) is 24.2%. The figures clearly highlight that if the analysis was limited just to the areas of the North-East, North-West and Centre, the Italian gap in relation to the intermediate Lisbon goals would be reduced. It is also important to stress that the activity and employment rates show a constantly rising trend from 2000 to the present day. There emerge from the analysis some signs of improvement, especially concerning female employment and activity rates: between 2000 and 2004 the former improved by 5.7% compared to an increase of 2.2% for men, while the latter grew by 4.3% compared to growth of 0.9% for men.

Activity rate 2000 - 2004



Employment rate 2000 - 2004



■ Italy men ■ Italy women ■ South Italy men ■ South Italy women

Programming 2000-2006, a key to change for gender equality in Italy

For the highly disadvantaged situation of the female population in Italy, above all in the South, the implementation of equal opportunity policies has taken on an important role in the programming of Structural Funds for 2000-2006.

The current programming of Structural Funds in fact takes the dual approach as an essential element and thus the differentiation between equal opportunity policies (direct policies) and mainstreaming policies (indirect policies) becomes very important, in line with the approach adopted by the European Union.

If in previous programming the initial commitment of the Structural Funds was concentrated on some vertical priorities (adoption of positive actions to enable women to overcome access barriers in the use of services, training, the labour market and, therefore, with projects about participation and on "specific issues" which concerned women), the adoption of the mainstreaming approach implies, instead, the adoption of both vertical and horizontal priorities (to integrate the equality objectives between the sexes in all policies and measures).

If this approach proves functional as part of Objective 3, by enabling the differentiated highlighting of the extent of the value added by the principle of equal opportunities and by that of mainstreaming, as part of Objective 1 the importance of the division between direct and indirect policies is even shown to be of strategic value.

The Objective 1 Community Support Framework (CSF), in fact, has the aim of creating significant economic growth in key territories "in order to reduce the social and economic gap in areas of the South in a sustainable fashion, i.e. by increasing long-term competitiveness, creating full and free employment access conditions, as well as protecting and leveraging environmental and equal opportunity values".

The Objective 1 CSF provides for six broad areas for intervention (Priorities): natural resources, cultural resources, local development systems, cities, networks and service nodes. Against this background, indirect policies take on particular importance and equal opportunities become a resource to exploit to encourage local development of the area. Indirect policies are included in "Policy field E", aimed at the promotion of female participation in the labour market, as part of Priority III – Human Resources; this policy field benefits from the 10% of the ESF resources of this Priority (which are the largest share of all ESF resources). The mainstreaming approach (indirect policies) is applied in relation to other types of action, in the implementation of which particular attention must be paid to the promotion of equal opportunities as a "cross-cutting principle" of the CSF.

This point is reiterated both within Priority III, for initiatives targeted at human resources, and with reference to other Priorities, given the importance that the Ob.1 CSF places on integrating equal op-

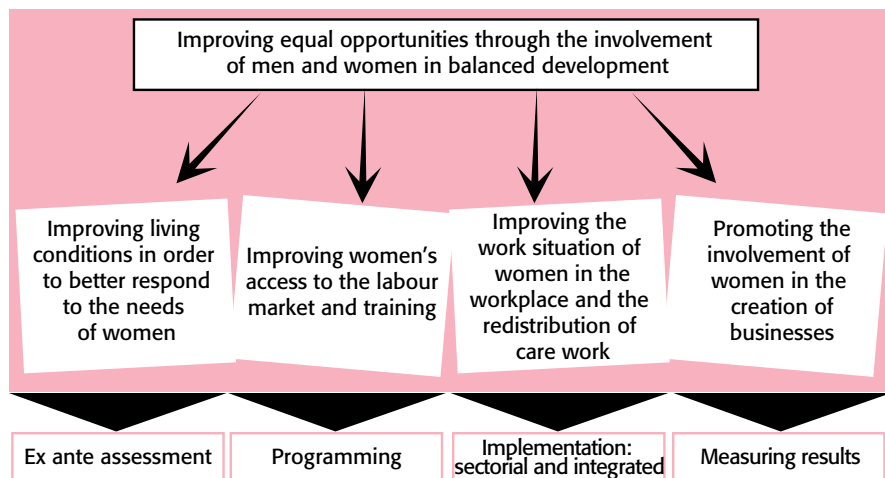
portunities into all aspects of the development strategy. At national level the dual approach strategy has been promoted through the adoption of a general methodology, the VISPO Guidelines (Valutazione dell'Impatto Strategico sulle Pari Opportunità, 1999, Assessment of the Strategic Impact on Equal Opportunities) which, by offering support both for definition of the Programmes and in terms of the assessment approach in relation to all the stages of EU programming, have enabled a stimulus to be given to the internalisation of the gender viewpoint and increasing effectiveness of the mainstreaming principles at all levels and in all policy fields. The general aims of the VISPO model are:

- to identify directions and pointers in methodology to enable the expansion of the information base on the condition of women in relation to the labour market and

to the initiatives launched with EU resources to improve that condition;

- not to limit equal opportunity initiatives to the realisation of specific measures, but rather to highlight the aspects linked to equal opportunities in all the stages of programming, implementing and assessing the Operational Programmes (both through the identification of the sectors most favourable to equal opportunities and the range of services and policies relating to access to work and reconciling professional and family life);
- to identify the quality standards to use in assessing Operational Programmes, with particular attention to the application of the principle of gender mainstreaming;
- to define methods of equal opportunities, also through a network of local players interested in implementing the related policies.

The VISPO Guidelines



Evaluation from a gender viewpoint

The Objective 1 Community Support Framework gives an important role to evaluation in all the three stages envisaged by the EU Regulations on Structural Funds: *ex ante*, *in itinere* and *ex post*. In the *ex ante* evaluation, the VI-SPO Guidelines provided a specific evaluation system for the Regional and/or Provincial Operational Programmes (OP). In the intermediate evaluation stage, at the behest of the "National evaluation system" (comprising the public structures responsible for coordinating the evaluation of the various policies cofinanced by the Structural Funds), as part of the definition of the Guidelines for the Evaluation of OPs, the Department of Equal Opportunities – DEO – provided a specific module (Gender analysis in intermediate evaluations of Ob.1 OPs), which sets out the main information goals and the essential logical steps in an intermediate evaluation from a gender viewpoint.

The main recipients of the guidelines have been the Managing Authorities (MA) for the OPs, the institutional figures interested in the issue (relevant offices, equality promoters, etc.) and the equal opportunity experts of independent evaluators. In a subsequent stage, in order to check how and with what results the guidelines have been applied, the DEO conducted a cross-cutting analysis from a gender viewpoint of the intermediate evaluations reports (IERs), also in order to provide some suggestions for the updating of the intermediate evaluations. The main results proved to be:

Growth of equal opportunities awareness and culture

Most IERs analysed showed a good level of involvement by the institutional figures in place to ensure the respect of equal opportunities in EU programming (e.g. equality promoters) or other important institutional and social players (equality counsellors, associations representing women's interests, etc.), as well as a gradual and developed dissemination of the culture of equal opportunities.

Areas of excellence and areas to improve

Some areas of excellence were recorded, especially in cases where the analysis was in relation to equal opportunities in accordance with innovative and modern methods: in some cases the IERs stressed, for example, the level of coherence between the indications of programming in terms of equal opportunities, the selection criteria, the orientations provided in the public tenders and the initiative financed.

Mid term review from a gender viewpoint

The evaluation activities had a significant impact on the procedures for the mid-term review of the OPs: the specific recommendations and operative indications formulated by the IERs were taken on board and generally used by MAs, in order to implement as effectively as possible equal opportunity policies and gender mainstreaming. In most cases the evaluation was carried out both through the drawing up of a specific research

study and through a gender readout in all the analysis fields (gender mainstreaming), also in the parts of the Report that were not specifically dedicated to the priority, thus providing a significant contribution towards the mid term review.

Also other analyses of the status and methods of implementing the Programmes can contribute to improve their effectiveness. To this end, a “qualitative monitoring” project is ongoing. Generally, a monitoring system is basically set up as an exercise to systematically collect data and information of both quantitative and qualitative nature, which are needed to construct the

indicators/variables to check the implementation status of a Programme and, specifically, of the initiatives that the Programme has introduced. “Qualitative

monitoring” is an activity aimed at following the main intervention stages (design, programming, realisation) in order to adequately describe the implementation status in the moments where it has the most significant impact on the beneficiary of the initiative itself and/or with the agent implementing the service. From a gender viewpoint, qualitative monitoring has the aim of checking how some projects have concretely implemented equal opportunities in carrying out their activities in relation to various variables/elements that are considered especially pertinent to gender. The first test was carried out in relation to three Objective 1 Regions which had shown the most interest and analysed 20 projects

for each Region, distributed over the ROP Measures relating to various Funds. Included in the analysis were Measures which, on the basis of the VISPO method, were considered as having a potential impact both of the “open” type (sufficient) and of the “set” type (good), in such a way as to not concentrate exclusively on Measures dedicated to the promotion of equal opportunities and female employment, financed through the ESF. The choice of project samples was made in accordance with the state of progress of the financial execution of the Measures, the integration of gender into the implementation of the Measures and

A monitoring analysis is ongoing to find out the implementation of equal opportunity policies in a cluster of selected project

the drawing up of public tenders, the mark awarded to cross-cutting priorities, the size of the budget, and attention to the criterion of work/family reconciliation. The

subsequent stage involves the identification of specific information/variables to be recorded. Besides investigating the set objectives, the activities undertaken and the results achieved, importance is also given to “process” variables aimed at encouraging, from a gender viewpoint, the presence/creation of networks, the implementation of joint programming procedures, the adequacy and completeness of the design and implementation framework, the reproducibility or transferability of the projects, and the presence of innovative elements (in process and/or product), etc. A field study will be undertaken, as well as the drawing up of a summary document for information purposes.

The pinker hue of the CSF after mid term review

The increase in the awareness and sensitivity of public bodies to the principle of gender equal opportunities, as well as the greater knowledge arising from the structures and tools put into place, have had a significant impact on the mid-term review of the Ob.1 Community Support Framework (CSF) and of Operational Programmes (OP). As for the CSF, although both direct policies and the general principle of mainstreaming were already included in the version of the CSF approved in 2000, specific initiatives were identified only for some areas. With a view to favouring a mid-term review more sensitive to gender mainstreaming, the DEO provided a specific analysis of the state of the art of what had been produced in the programming cycle to support the application of the equality principle as part of Ob.1 programming. This

analysis aimed at providing operative indications to support the Administrations that run Operational Programmes in order to optimise the mid term review stage from a gender viewpoint. As for OPs, the mid-term review has enabled better definition of the policies to support equal opportunities. This review has taken advantage not only of the experience gained in the first stage of implementation by the Managing Authorities, but also the study and analysis undertaken in 2000 – 2004, such as “gender readout”. The gender readout has confirmed the presence of elements connected to equal opportunities in the OPs and in the related Programme Complements, by using the VISPO method of assessment, in order to monitor the ways that Managing Authorities take on board the directions from the Department of Equal Opportunities.

Examples of initiatives introduced in the Ob.1 CSF following the mid term review

- Cultural resources Priority – attention paid to the employment impact for women from initiatives to support the development of SMEs in manufacturing, crafts, tourism, and dedicated to typical activities of the area.
- Human resources Priority – presence of skills in the field of equal opportunities in employment services; specific attention in active labour policies to the job offers for women; initiative to develop the technical and scientific skills of young girls as part of the policies for education and training; importance of accompaniment actions to support involvement in services for teaching, training and employing disadvantaged women and integrated programmes aimed at victims of domestic violence and people trafficking.
- Local development systems Priority – integration of the initiatives already planned in order to encourage the broadening of women’s access to the industrial system and to promote female entrepreneurship with initiatives to raise awareness of and use of information technology, as well as greater planning of financial incentives to include assessment criteria on horizontal issues, such as equal opportunities;
- City Priority – increased partnership with the organisations representing women’s interests as part of the initiatives to improve services for people; actions aimed at facilitating the reconciliation of work and family life, such as services for children and the elderly or pilot projects regarding city life, or the testing of innovative models and tools to support the social integration of those at higher risk of exclusion (also through the introduction of tools such as social care vouchers).

The integration of gender policies in Structural funds

In the 2000 – 2006 programming period, the Department of Equal Opportunities of the Presidency of the Council of Ministries (DEO) carries out support activity for the various Administrations involved in managing Structural Funds for the internalisation of the principle of equal opportunities between men and women, as also with the broader and cross-cutting principle of gender mainstreaming, in the various stages of programming and implementation. The aim is to launch – for Administrations that run Operational Programmes (OP) – a major initiative of directing, orienting, identifying and transferring good practices, as well as collecting and processing data and statistical information, so as to ensure the necessary homogeneity and effectiveness for the activities undertaken at the various programming and implementation levels.

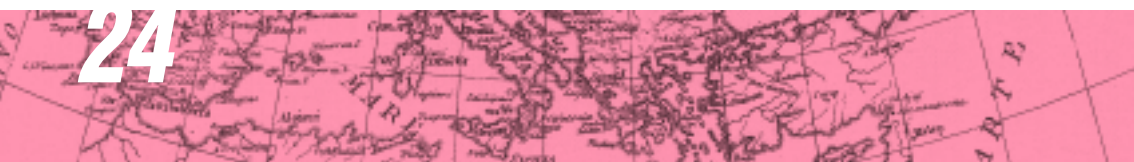
To this end, some operative projects have been activated within the National OP “Technical Assistance and System Actions” for Ob. 1 Regions (Ob. 1 TASA NOP), managed by the Ministry of Economics and Finance, and within the NOP “System Actions” for Ob. 3 Regions (Ob. 3 NOP SA), managed by the Ministry of Labour. Both the Programmes are aimed to support, not only the management of the related CSFs, but also the implementation of the respective Regional OPs by the Regions concerned. As part of the Ob. 1 NOP TASA 2000-

2006, the DEO is in charge of two operative projects relating to equal opportunity policies between men and women, financed with European Regional Development Fund (ERDF) resources, and which fall under Priority I: measure 1.2 “Technical assistance actions and operative support for the organisation and realisation of activities to direct, coordinate and orient central Administrations” and measure 1.4 “Actions for communication, information and advertising”. As part of the Ob. 3 NOP SA 2000-2006, the DEO is in charge of the operative project “Actions to support the application of mainstreaming and the dissemination of a culture of equal opportunities between men and women”, as part of Measure E.1, co-financed by the European Social Fund (ESF).

In particular, the specific aims of the Objective 1 operative project are: to permit the continuous updating of the VI-SPO guidelines; to contribute to the implementation, monitoring, and assessment of the effectiveness and control of the measures and actions adopted by the Objective 1 CSF, in order to achieve the principle of equal opportunities for men and women; to develop a network of stakeholders and actions to raise awareness throughout the territory; and to develop a constructive programme of experience sharing and growth.

Local task forces

The activities envisaged by the Ob.1



operative project are of various kinds and refer to two main levels of action: central and regional. The DEO set up task forces at the Managing Authorities of the Objective 1 ROPs consisting of two people per Region who are experts in the subject. Their activities can be summarised in two broad categories: activities to support and assist the implementation of equal opportunities and gender mainstreaming in carrying out the ROP; activities regarding institutional networking and contact enhancement aimed at carrying out initiatives to promote the culture of equality and equal opportunities. Their presence in the Regions, which is part of an increasingly broader decentralisation of activities, has enabled the realisation of more effective and efficient technical support to develop regional programming from a gender viewpoint, with particular reference to the activities linked to mid-term review and to the need for progressive diversification of technical assistance activities in the various regional contexts.

The equal opportunities network

As part of the operative projects, the Department of Equal Opportunities has carried out a pilot project at European level: the website "The equal opportunities network" (www.retepariopportunita.it). This is the first institutional portal wholly dedicated to the issue of equal opportunities, and contains important news, documents, in-depth analyses on specific subjects of interest, and minisites dedicated to various players belonging to the "network". The project, ma-

naged directly by the DEO, is financed by the European Regional Development Fund, by the European Social Fund, and by national funds, through the Objective 1 NOP TASA and the Objective 3 NOP SA. The equal opportunities network is a quick and easily accessible means to encourage the exchange of planning experiences, the sharing of work and operative methodology tools for the implementation of gender mainstreaming and the realisation of specific initiatives as part of the policies co-financed by the Structural Funds. Particularly important is the communication through the web, thus providing timely and full information. On the site, besides the news published on the home page, there is also available to users all the specialist documentation produced for the areas of interest set out in sections divided by theme. The network involves various institutions engaged in programming Structural Funds, with particular reference to the Regions which, on the site, have reserved areas. The project, owing to its peculiar and unique nature, was also presented as good practice at a European level at the first meeting of the High Level Group for gender mainstreaming in Structural Funds, promoted by the European Commission – DG Regional Policy, which took place in Brussels on 1 June 2004.

The Ob.1 equal opportunities working Group

The Department of Equal Opportunities, in its coordination role, also chairs the Ob.1 Equal opportunities Working Group, set up as part of the Monitoring Committee for the Ob.1 CSF as a tool to

coordinate and study in depth the specific issues. The aim of the Group is to promote the application of the principle of equal opportunities in the initiatives envisaged by the Ob.1 CSF and, to this end, to offer technical support to the Managing Authorities of the Regional and National Operational Programmes. In particular the Group has the role of: carrying out technical investigations in relation to specific issues at the request of the Monitoring Committee; ensuring adequate information and technical support to the Managing Authorities of Operational Programmes on the deve-

lopment and direction of national and EU policies in relation to equal opportunities for the initiatives co-financed by Structural Funds; examining issues and solutions in relation to the implementation of the principle of equal opportunities, where possible shared over the whole national territory, also by bringing the available documentation to the attention of the members of the Group; ensuring technical support to the Managing Authorities in the stages of programming and implementing the initiatives, in particular in the stage of project selection.

Equal opportunities working Group

Chair

Head of the Department of Equal Opportunities, Presidency of the Council of Ministers

Fixed element

Managing Authorities of the CSF
Central administrations in charge of the Funds
Managing Authorities of the ROPs and NOPs
Ministry of Economics and Finance, General Inspectorate for financial relationships with the European Union
European Commission

Variable element

Central Administrations responsible or otherwise involved which form part of the CSF Monitoring Committee, in relation to the issues addressed, including the Ministries of Labour and Social Affairs – Department for Social Affairs; Prime Minister’s Office – Department of Public Administration; Prime Minister’s Office - Department for the Coordination of EU Policies; Service for the Negotiated Programming, Evaluation Unit of the Technical Office for Evaluation and Control of Public Investments – UVAL, both of the Department for Development and Cohesion Policies of the Ministry for Economics and Finance.
Economic and social parties and NGOs, in relation to the issues of direct interest to them

Others

As observers: exponents of organisations for the economic and social parties and NGOs not designated to be part of the Group itself, at the invitation of the Chair

As experts: experts in the sector as occasionally identified, in relation to the specific issues to be addressed, by the equal opportunities Group or its Chair, which will inform the CSF Monitoring Committee

The promotion of gender policies in the Regions

During the first stage of 2000 – 2006 programming period, several Regions took steps to equip their administrative structures with two new positions dedicated to the dissemination of attention to equal opportunities in administrative action.

Authorities for Gender Policies

The launch of Authorities for Gender Policies is an organisational and managerial solution in order to correctly and efficiently integrate the principle of gender mainstreaming in all the initiatives undertaken by the Regional Operational Programmes (ROP).

This structure, identified first by the Region of Sardinia, is represented by the Responsible for Equal opportunities of the Managing Authority, which makes use of the support of the local task forces of the Department of Equal Opportunities (DEO) and the team of the network of equal opportunity promoters, the latter consisting of one or more managers who work in the regional administration offices and in the operative bodies of the Region.

The body acts in all the implementation stages of the Programme and carries out a role of consultation, proposal and promotion with regard to equal opportunities in relation to the ROPs Managing Authorities. It also carries out a function of bringing together the various institutional players who for various reasons take part in the implementation of equal opportunity policies. This Authority also has the task of taking action in the stage of drawing up public tenders, through an initial opinion, which is set up as obligatory, even if not binding, in order to suggest adjustments and corrections in the case that, during the definition of the initiative, adequate account

had not been taken of the cross-cutting priority.

Equal opportunity promoters

The equal opportunity promoter arises from the lead of the DG Employment and Social Affairs of the European Commission which, as part of the current programming period, promoted the identification of such figures in order to support the Managing Authorities in implementing the Programmes and in making an effective technical contribution to the implementation of the principle of mainstreaming. The promoter carries out local promotion to develop favourable conditions to improve the understanding and promotion of the values and principle of equal opportunities. This figure is useful in the situations in which it is intended to bring significant added value to the implementation of the strategy of equal opportunities, and especially for the implementation of mainstreaming at the level of the Managing Authority or of the players involved in the realisation of the policies. Several regions, both under Objective 1 and Objective 3, have nominated promoters, both from among external consultants who are expert in equal opportunities, or turning to internal figures, identified among the staff of the Administration. The organisational placement of the promoters employed – owing to the varying procedures used and the organisational peculiarities of each Administration – is very varied, while there is a notable similarity in the activities undertaken by the promoters, who are above all engaged in drawing up public tenders, in taking part in the definition of the selection criteria for projects, and in information activities.

The Governance of equal opportunities in the EU countries

Among the countries in the EU, the functions concerning gender policies and equal opportunities are mainly allocated with delegated responsibility to the Ministry of Labour, Social Policies, Welfare and so on. Only a few countries have a Minister/Ministry which deals with equal opportunities exclusively or jointly with other related issues.

The distinction between Ministry and Minister derives from the fact that in some cases – Luxembourg – there is a structure which operates independently and with its own budget; in other cases – France and Italy – there is an organisation which operates under the direction of an ad hoc Minister, but without portfolio and with delegated responsibility from the Prime Minister's Office or other Ministry. In some cases, despite the presence of specific structures, each Ministry is responsible for the dissemination and implementation of gender policies in its area of competence.

In Luxembourg, based on the former Ministry for the Promotion of Women, since 2004 there has been a Ministry for Equal Opportunities, which deals solely with issues regarding gender equality and the strategies of gender mainstreaming. The Ministry has its own budget, which over time has seen a slight increase (from 0.10% of the state budget in 1995 to 0.14% in 2004). The initiatives implemented are lar-

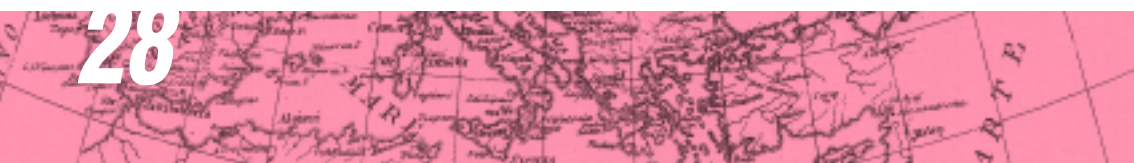
gely concentrated in three areas: education and training; employment and equality between the sexes in professional carrier; combating violence against women.

The experiences in Denmark and Sweden are particularly interesting.

In both countries the Ministry for Equal Opportunities, although working on several related themes, about the equal opportunities concentrates solely on the promotion of gender policies.

In Denmark, although the individual Ministers are responsible for the application and dissemination of gender policies in their own area of competence, as from July 1999 there has been a specific Ministry for Social Affairs and Gender Equality. Among its duties this Ministry lead the Government policies concerning the gender equality and coordinates gender policies manage by the various administrations of the central Government.

In Sweden, as in Denmark, each individual Ministry is responsible for the application of gender policies in their own area of competence. Nonetheless, there exists a Ministry for Democracy, Metropolitan Issues and Gender Equality, which acts under the sphere of competence of the Ministry of Justice and is responsible for the coordination of all the Government policies concerning the issue of gender equal opportunities.



The institutions which deal with equal opportunities in EU countries

Minister Ministry for Eq. Opp.	France Italy Luxembourg	<p>In France there are two different Ministries: a Ministry for Equal Opportunities, which acts on behalf of the Prime Minister and deals with equal opportunities in a broad sense; a Minister for Social Cohesion and Equality who deals with equality of treatment in employment acting within the sphere of competence of the Ministry for Employment, Social Cohesion and Housing Policies.</p> <p>Ministry for Equal Opportunities Ministry for Equal Opportunities</p>
Ministry with incorporated functions	Austria Belgium Denmark Sweden	<p>Federal Ministry for Health and Women Ministry for Civil Service, Social Integration, Urban Policy and Equal Opportunities Ministry for Social Affairs and Gender Equality Minister for Democracy, Metropolitan Issues, Gender Integration and Equality- – Ministry of Justice</p>
Department for Eq. Opp. within another Ministry	Hungary Cyprus Estonia Finland Germany Great Britain Greece Ireland Lettonia Lithuania Malta Holland Poland Portugal Czech Republic Slovak Republic Slovenia Spain	<p>Ministry of Childhood, Youth and Equal Opportunities Ministry of Justice and Public Order Ministry for Social Affairs Ministry for Social Affairs and Health Federal Ministry for the Family, the Elderly, Women and the Young In Great Britain the Government body which deals with equal opportunities is the Unit for Women and Equality. This operates independently supporting the work of the Minister for Women and the Deputy Minister for Women. Ministry for the Interior, Public Administration and Decentralisation Department for Justice, Equality and Legislative Reform Ministry of Welfare Ministry of Labour and Social Security Ministry of the Family and Social Solidarity Ministry for Social Affairs and Employment The competent Government body is the Plenipotentiary for equality between women and men. The competent Government body is the Commission for Equality and Women's Rights which operates under the Prime Minister's Office as Directorate of the same Ministry of Labour and Social Affairs Ministry of Labour, Social Affairs and the Family The competent Government body is the Office for Equal Opportunities Ministry of Labour and Social Affairs The competent body is the Institute for Women, an independent body which operates as part of the Secretariat for Equality Policies – Ministry of Labour and Social Affairs</p>

Structures for the coordination of gender policies

The equal opportunities bodies in the various Member States interact, at a European level, through specific bodies which deal with the coordination and orientation of the development of Community policies.

The High Level Group for the integration of the gender dimension

This was set up in Paris in 2000, following an informal meeting between the Equal Opportunities Ministers from individual Member States. The Commission – DG Employment, Social Affairs and Equal Opportunities presides over the Group which is composed of High Level representatives from the governmental authorities of Member States which deal with gender equality.

Its main mission is to carry out liaison activities between Member States and the Commission for political bodies exclusively of a high administrative profile which deal with equal opportunities. The group is also the main office, at Community level, for the planning and strategic monitoring of actions that have been launched on the basis of the Beijing Platform. To this end its role consists of disseminating and sharing between all Member States the new indicators defined by the rotating Presidencies for monitoring and evaluation of the implementation of the twelve gender themes launched on that occasion. Furthermore, as of 2003, it provides support to the Commission in drafting the annual report on equality between women and men which is submitted to the Spring European Council.

The High Level Group for gender mainstreaming in Structural Funds

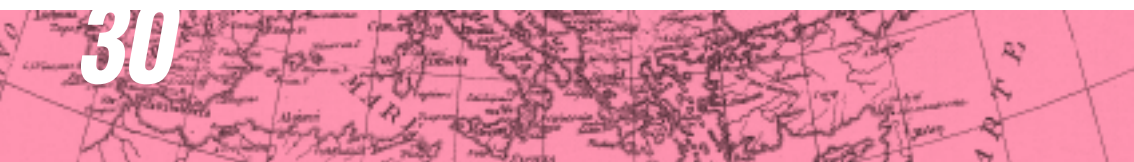
This unites officials responsible for the coor-

dination of the Structural Funds in the Member States and Accession Countries, and is presided over by the European Commission – DG for Regional policy. The group's tasks are to:

- contribute to the development of the strategies and tools used to apply the principle of gender mainstreaming and specific actions for equal opportunities between men and women in all Structural Funds;
- facilitate the exchange and dissemination of good practice;
- support the discussion on the future of Structural Funds, starting from the experience gained from the current programming period;
- provide for suggestions for the presentation of Annual Reports;
- highlight possible problem areas relating to the implementation of gender mainstreaming;
- set up a partnership network between Member States.

The Group also aims to consolidate relations between individual members so as to facilitate the flow of information, best practice, experience and documents.

In particular, the exchange of information focuses on several macro-areas of interest, including: the integration of the various Structural Funds in order to implement the strategies and tools for the development of the gender perspective; the dissemination of statistical gender data and the identification of relevant indicators; training for administrators and stakeholders; and the methodologies used to monitor and evaluate the implementation of the programming cycle.



Reconciliation between work and private life

In the glossary "One hundred words for equality" the European Commission defines reconciliation as "The introduction of family and parental leave schemes, care arrangements for children and the elderly, and the development of a working environment structure and organisation which facilitates the combination of work and family/household responsibilities for women and men". On this basis, it is easy to understand how the low activity level of Italian women in the socio-economic context of the Country, is closely linked to problems of reconciling work and family responsibilities. As of the 90s, the theme of reconciliation of work and family life has taken on a pivotal role in European and national equal opportunities policies. At a European level, the first actions undertaken in favour of reconciliation, as well as for the equal distribution of care work, consisted of communications and recommendations, promoted in order to encourage Member States to adopt measures which reconcile professional life and family life. This was done with a view to adopting a new model of work organisation, favouring the involvement and permanence of women in active employment policies and supporting less rigid gender, male and female models. To this end, it is important to remember Directive 96/34/EC of the European Council of 3 June 1996 regarding "Parental and family leave" (subsequently amended by Directive 97/75/EC of the Council of 15 December 1997), as well as the Resolution of the European Council and the Ministers of Employment and Social Affairs of June 2000, concerning a balanced participation of women and men in professional activities and family life. Thanks to the evolution of a deep awareness of the need for reconciliation of work and family life, Italy enacted Law no. 53 of 8 March 2000:

"Regulation in support of motherhood and fatherhood", which is among the most innovative in the European context, not only because it addresses both women and men, but also because of the amount of institutions involved. Italian legislation incorporated the 1996 Directive on parental leave by drawing up a wide-ranging provision which aims to enable people to fulfil their professional and personal lives through particular attention to working schedules. This provision emphasises equal rights, and thus the sharing of interruptions in their working lives by both fathers and mothers, reaffirming on the one hand the social value of motherhood and fatherhood and on the other laying down the conditions to fulfil the differing needs that each individual may have during their lifetime (for example activities to care for the elderly and disabled). To date this law has financed:

- actions devised to allow working mothers or fathers, also when one of the two is self-employed, or if they foster or have adopted a minor, to benefit from particular forms of flexible working times and work organisation (among which reversible part-time, teleworking and home working, flexible starting or finishing times, hour banks, flexible shifts, concentrated timetables, with priority for parents with children up to age eight, or up to age twelve for parents who have fostered or adopted children);
- training programmes to reintegrate workers after periods of absence;
- projects which consent the substitution of entrepreneurs or self-employed people, who benefit from the obligatory period of leave or parental leave, with another entrepreneur or self-employed worker.

The VISPO guidelines also envisaged reconciliation as an equal opportunities objective within

the framework of the four strategic impact areas, which aim to integrate the gender dimension into Managing Authorities' programming relative to the allocation of Structural Funds. The contribution provided by Structural Funds to the issue of reconciliation is of major importance.

In particular, the types of actions financed by the ESF for reconciliation focussed on Priorities/Measures specifically aimed at promoting equal opportunities between men and women (Priority E for Objective 3 and Policy field E of Priority Human Resources for Objective 1). They concerned mainly the arrangement and implementation of care services for children and the elderly to favour reconciliation; accompaniment actions to rearrange working times and innovation in organisational models, as well as support measures and services to allow access

to and permanency of women in the labour market. Throughout the current programming period, the Department of Equal Opportunities has carried out intense activities of awareness-raising on this theme and provided support for testing innovative tools with particular reference to the use of reconciliation vouchers, a sort of coupon for the acquisition of services which help to reconcile work and the needs of family care. Assessment and monitoring activities on the implementation of vouchers in Objective 1 Programmes have been carried out, on the basis of which operational indications have been drawn up to support the various Managing Authorities, taking into particular account the suggestions that emerged from the experience of implementing these reconciliation vouchers in other Regions.

Best practices implemented by Ob. 1 Regions on the theme of reconciliation

<p>Basilicata Region</p>	<p>Public tender in support of reconciliation, which finances two types of actions:</p> <ul style="list-style-type: none"> • a reconciliation voucher for unemployed or inactive women, resident in Basilicata, who care for children under the age of 14, disabled or elderly family members. The voucher is a supplementary contribution to acquire care services, so as to enable these women to participate in training courses funded by European Funds of the Basilicata Regional Operational Programme 2000/2006. • incentives for firms which, in order to meet employed women's needs, intend to try out different forms of work organisation in terms of flexibility or activate services which contribute to improving reconciliation opportunities (from shuttle services to reduce travelling times, to setting up company nurseries, to arrangements with structures which provide care services).
<p>Calabria Region</p>	<p>Multi-measure public tender (2004) for the presentation of personal voucher requests, which specifically envisages service vouchers to help women in family care responsibilities, in order to assist their re-entry into the labour market.</p>
<p>Siciliana Region</p>	<p>Provisions regulating the procedures and modalities of implementation of the accompaniment measure "personal vouchers". In particular a bonus is provided, which can be used for public and private services and entitles regularly paid and documented expenses to be reimbursed. The beneficiaries shall be unemployed or occupied in permanent training, priority will be given to women, resident in the Sicilian region, who have care responsibilities (of young children, elderly people who are not self-sufficient, people with differing degrees of ability, the chronically and/or terminally ill) and are involved in training actions co-financed by the ESF under the Sicily ROP 2000-2006.</p>

Information points for women in Employment services

As is well-known in 2000, following the transfer to the Regions and the local Authorities of the functions and duties relating to job placement and employment policies – as part of a general role for the State in directing, promoting and coordinating such policies, as set out in Legislative Decree 469/97 – a reform was launched of employment services (Servizi per l'Impiego). These are now directly under the Provinces and carry out functions and duties to facilitate the matching of employment demand and supply, operating in close contact with the individual players on the local labour market.

As a support for the full establishment of the new employment services, as well as to implement the recent labour market reform, the National Operational Programme "Technical Assistance and Systems Actions" for Ob.1 Regions (TASA NOP) includes a line managed by the DG Employment of the Ministry of Labour (Measure II.1.A). Within this line, a project has been promoted for consultancy, information and sharing of experiences aimed at the employment services and centres in implementing specific female-oriented initiatives.

This initiative envisages the testing of orientation projects and group competence audits aimed at young and mature women who use the employment services in the provincial structures of: Benevento (Campania); Bari, Lecce (Puglia); Caltanissetta, Enna (Sicily); Sassari, Oristano (Sardinia). The test has enabled the diversification of the offer of specific services aimed at female users who are resident locally, has contributed to enhancing the tools employed by operators in the employment structures and has

had a double role: for the user, orientation initiatives to help them with their integration or re-integration into work have been proposed; for the employment services, the initiatives have been an opportunity to disseminate and provide active employment services that pay attention to gender issues. In fact, it has been possible to see how the women asked to be "helped" and accompanied to regain a "place" within the labour market, which is perceived as hostile or indifferent; in addition, female work brings to the fore the social services system, the methods of reconciling work and family, local culture and family negotiations on care responsibilities, which can favour or hinder the entry, re-entry, and the permanence of many women in the labour market. Fourteen group competence audit projects have been undertaken, lasting 20 hours, spread out over 5 days. The recipients of the course were 120 unemployed women registered at the employment centres involved in the testing, within an age range set by the employment services themselves in relation to the local labour market, being mainly between 25-29 (38 participants) and 40-44 (29 participants). Around 70% of the women had a good level of education, with a high school leaving certificate and a degree, but 26% of the participants held a lower qualification without any specialisation and this aspect was indicated by them as being important in determining their unemployed state. The women most interested in the orientation programmes were, on the one hand, young school leavers who have been unemployed for a few years or with limited professional experience and, on the other, women aged 40-45, who wished to rejoin the labour market following a period dedicated

to looking after their children and who had general, non-specialist academic qualifications.

The projects included: an initial information giving stage, an exploration stage (on the expectations and motivations of the user; the related training, personal and professional history; their personal characteristics and values; the objective and subjective obstacles which could interfere with the realisation of the project; their experiences and their translation into skills in terms of know-how, self-knowledge and knowledge); a reflection and re-elaboration of the elements that emerged in the previous stage; an action stage consisting of the preparation of a professional project; a final monitoring stage, after 2-3 months, on the outcomes of the competence audits and a check of the performance of the developed project. All the projects included a meeting with operators of the employment centres in order to provide participants with information that may be useful in terms of the labour

market in each territory and the services offered by the centres. From the monitoring of the effectiveness of the programmes, conducted by the employment service operators involved, it emerged that the orientation projects and the competence audits enabled "breaking of the vicious circle" of increasing despair at finding a job and limited effort made to find one, motivated by women's fear of not being sufficiently skilled for the market and from the lack of experience of accessing the services present locally. For this reason, the recipients asked for longer training courses and individual accompaniment periods during the job hunt, and also work experience programmes to give them the opportunity of "getting a foot" into the labour market. The orientation is, therefore, a resource to face the difficulties of employment integration or re-integration, since it can structure project plans to include the professional sphere without losing sight of the personal and family element.

What's what

The competence audit

The objective of a competence audit programme is the awareness of the collection of skills and knowledge acquired and of the potential for personal and professional progress in order to define a professional project (where necessary a training project) and its realisation. It was created and developed in Canada in the latter half of the 80's and then moved onto Europe and in particular France, where the orientation culture had already been particularly widespread for some time, thanks also to the concept of continuous training and to the tradition of support initiatives for people in the transition "to" and "in" work.

The year 1991 was the moment when the audit really became widespread in France: the initiative, recognised in regulatory terms by French legislation on active labour policies, became a right for workers, for whom there was recognition of the importance of "analysing one's personal and professional skills in order to establish a professional project and, if necessary, a training project". In France, the provision of competence audits was entrusted mainly to the public structures of the CIBC (Centres Interinstitutionnelles de Bilan de Compétences) which largely worked with employed or unemployed workers of both sexes who were looking for a new job or in situations of changing jobs. They are normally adults with at least some professional experience.

This is a list of significant projects aimed at fostering gender equal opportunities in the Structural Funds 2000 – 2006 Programmes.

The projects are organised by Region and they are classified on the basis of the field of intervention.

Some projects for equal opportunities

Improving women's quality of life

EMILIA ROMAGNA

- **STOP project (Sospensione Temporanea e Opportunità professionali)** analysis of the needs in reconciling the work and life of female entrepreneurs and realisation of a communication campaign and dissemination of equal opportunity issues
- **Equal for women and work:** testing of new tools to combat inequality in the employment field through career programmes that can be reconciled with family life
- **Equality Logo:** Regional quality logo given to companies that adopt gender policies
- **La Rete In/Comune:** "testing laboratories", within companies, public structures that are linked with the social private sphere in order to favour flexibility and reconciliation

FRIULI

- **FUTURA:** Equal opportunity services aimed at women involved in training programmes or integration into the labour market that require care of children or relatives

LOMBARDY

- **New school hours** to reconcile work and family life for women and to improve their position on the labour market
- **Methodology, technology, @-quality:** new training models for the inclusion and employment of women in the ICT sector, from a quality of work perspective
- **Self-employed women:** service centre for businesses with under three years of operations. Awareness-raising initiatives undertaken and operators trained with the role of "Mentor for new female-run businesses" and a network system tested, for online information between the bodies that supply services aimed at the needs of new female-run businesses
- **Project n.i.do** (new ideas for women) analysis and detailed mapping of the needs and willingness of companies to enhance their alternative/integrated socio-educational services for children. Creation of an information point and consultancy for the creation of structures for children to support business initiatives.
- **Varese online for equal opportunities:** analysis aimed at highlighting the most sought after professional figures for local companies. Creation of study groups on the issues of eq. opp. and "info point". Analysis of the services offered by those operating in the employment policy field and testing of support for a group of new businesses

TUSCANY

- **Time laboratory:** space dedicated to reconciling everyday life with training programmes. Welcome and orientation services have been realised, as have initiatives for ITC training, Internet Point, with the possibility of accessing trans-European communication forums, language laboratories and theatre with an area devoted to looking after children
- **Trio technologies research innovation and orientation for professional training Hermes:** testing in companies of innovative methods in work organisation in order to reconcile family and work
- **Net-WORK:** an integrated network of information points for female employment which offers services for employment and for business

Women and the labour market

CALABRIA

- **Young entrepreneurship:** concession of a 1st place prize for young entrepreneurs and young female entrepreneurs in agriculture
- **Calabria female business:** initiative aimed at including women in “Local development” and a training programme for female owners of SMEs
- **Professional training from a gender perspective in Calabria:** research which identifies the features of the professional training system in Calabria from a gender perspective
- **La vie en rose – female projects:** promotion activities through exchanges aimed at unemployed women resident in rural areas and who have particular practical skills

CAMPANIA

- **Creo in rete:** network of the Centre for Female Employment (COF), the Laboratories and the human resources (equal opportunity promoters, partnership networks, the technical staff and experts) present in the areas for the testing of innovative initiatives for the reduction of unemployment and female inactivity. The COF are centres for promoting the female resources of the area, in order to increase the presence of women in employment and female employability
- Policies, tools and mainstreaming practices to integrate the principle of equal opportunities between women and men into the Regional Operational Programme: “Guidelines for the implementation of the Principle of Equal opportunities in managing Structural funds”, “Operative indications for the management, assessment and mid term review of the ESF MEASURES”, “Guidelines for the assessment of the impact on Equal opportunities in integrated projects”

MARCHE

- **Service of professional training and work issues:** training initiatives aimed at long-term unemployed women in order to favour their entry or re-entry to the labour market

Autonomous Province of TRENTO

- **Tools and skills for the management of sales in SMEs:** tools to provide specialist skills, in particular for women with children, in order to manage the whole sale process effectively and efficiently
- **STARTECH 2 - Between education and society: gender as a resource and enhancement of technical, technological and scientific culture:** models aimed at forming links between education/training and the employment field and professions to bring out possible synergies and to test reconciliation initiatives
- **DOTS – Women and technical/scientific training:** actions to provide orientation and information in relation to the technical and scientific sectors. Training programmes to stimulate integration of the female workforce into connected employment roles
- **LA D.O.TE – Female labour, orientation and technology:** technical and scientific training programmes to favour women's access to ITC sector jobs
- **ESC – Women and science - Scientific education and careers in technical and scientific professions:** analyses aimed at understanding the factors that direct women's choices to technical and scientific training programmes and professions; finalisation of an orientation model to support women in developing their career possibility and in exploring new professional possibilities in the technical and scientific field
- **MARTHA 2002:** Training of professional figure (social assistance operator) to support the social and professional inclusion of immigrant women in social/assistance work situations

UMBRIA

- **Job & Gender:** Centres for female employability” testing of services aimed at specific targets of users of employment centres and construction of a network to encourage female employability

Gender mainstreaming in the implementation of Structural Funds

MINISTRY FOR EDUCATION

- **Measure 7:** training for teachers on equal opportunities; orientation, development of technical-scientific competences, and support to entrepreneurship in secondary schools; orientation, motivation to studying and training on basic skills for adult women

LIGURIA

- **Female schedules, City schedules:** information of women of their rights regarding the reconciliation of work and family life
- **Do-Praxis:** research of best practice; analysis and definition of models and start of monitoring of the opportunities that IT and teleworking can offer to women
- **Lavoro doc:** communication, logo and quality marking aimed at integrating "the quality of work with the quality of life", creating value from the empowerment and mainstreaming of women

VENETO

- **Multiethnic trainer:** training of professional figures with specialist psycho pedagogic skills who can tackle the process of the transformation of Italian society into a multicultural body
- **Female work in the social sector:** initiatives aimed at development such as – quantitative development of female employment in the social sector, also through the use of the possibility of female self-employment
- **Net economy expert** (women, family, businesses): business training to allow women to take an increasing role in family businesses and to assume decision-making positions
- training on **Expert in molecular Biotechnologies**

Women and empowerment

BASILICATA

- **Artistic crafts:** initiatives of communication and training for the support, integration and reintegration of women into work
- **SVI.P.O. – Development of equal opportunities:** creation of new services and skills to increase the presence of women within local public and private organisations through the involvement of all the players in the area

Autonomous Province of BOLZANO

- **Extra EU Immigrants - Women@Work :** training programmes for social/work and cultural integration
- **Information point Women-work network:** employment integration programmes for women
- **"ALBA" Combating the exploitation of prostitution:** full range of support for foreign women who intend to leave behind the exploitation of prostitution

SARDINIA

- **"Advantage for everyone"** Communication plan, local promotion and awareness raising on issues of social and employment inclusion of disadvantaged subjects: Action A – Information and consultancy support service for women-run businesses, Action B – Interest free loans in favour of individual female run companies

VALLE D'AOSTA

- **BLG:** gender readout of public bodies' budgets, by defining the impact of the use of the economic resources for men and women
- **EVA** realisation of awareness raising and information campaign from female administrators in Valle d'Aosta to construct a network for their visibility and effectiveness in elected assemblies, in the executives of local bodies and in a broader context (regional, national, European)

Follows a list of the documents issued by the Italian Department for Equal Opportunities on mainstreaming the Structural Funds.

- *Guidelines on the implementation of the equal opportunities principle among men and women and evaluation of the gender balance in the programming cycle of the Structural funds 2000-2006 - VISPO Guidelines* (Assessment of the Strategic Impact on Equal Opportunities), June 1999.
- *Guidelines for drawing up and assessing Program Complements in relation to respect of the principle of equal opportunities between men and women*, July 2000.
- *Gender readout*, June 2002. (An analysis of how the principle of equal opportunities has been incorporated in the Ob. 1 programming documents).
- *Gender readout of the Transport, Fishing, Security for the Development of Southern Italy, Technical Assistance and system actions NOPs, and of the Ob. 1 CSF*, September 2003.
- *Analysis of implementation of the principle of equal opportunities in Ob. 1 public tenders and calls*, July 2002.
- *Update of the analysis of implementation of the principle of equal opportunities in Ob. 1 public tenders and calls -period 2002-2003*, September 2003.
- *Update of the analysis of public tenders of the Ob.1 Regions*, September 2004.
- *Vouchers for work/family reconciliation in the ESF*, May 2002.
- *The use of vouchers for reconciling work and family in order to promote gender equal opportunities in Objective 1 2000-2006 programming period*. November 2003.
- *Orientation for the figure of promoter of equal opportunities*, February 2002.
- *Selection criteria for projects and possible indicators for the realisation of gender mainstreaming with the contribution of the ESF*, April 2002.
- *Selection criteria for projects and possible indicators for the realisation of gender mainstreaming with the contribution of the ERDF and the FEOGA*, April 2002.
- *Selection criteria for projects and possible indicators for the realisation of gender mainstreaming with the FIG*, June 2003.
- *The integration of mainstreaming in public tenders: legal aspects and operative indications*, April 2005.
- *4% performance reserve Guide Lines on how to identify the projects that incorporate the principle of equal opportunities*, February 2002. (The document aims to provide a methodology to use for the specification of the minimum requirements indicated by the VISPO guidelines to which reference is made in setting the identification and selection criteria for projects in relation to the application of the selection criterion A.2.3 of the 4% performance reserve, as specified by the Italian Ob.1 CSF).
- *Guidelines for the intermediate evaluation of the Operational Programmes - Module V: gender analysis in the intermediate evaluation of Ob. 1 OPs*, December 2002. (The module aims to provide a single reference framework that can be used to give the issue of gender mainstreaming real value in the intermediate assessment of Operational Programmes).
- *Survey of the outcomes of the intermediate evaluation, support for a mid term review from a gender perspective*, March 2005.
- *Objective 1: state of implementation of the VISPO guidelines. Indications for the mid term review*, July 2003.



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