**ITALY**

***Ministry of Foreign Affairs and International Cooperation***

*Inter-ministerial Committee for Human Rights*

*Comitato Interministeriale per i Diritti Umani*

**ITALY’S CONTRIBUTION TO UN WORKING GROUP ON DISCRIMINATION AGAINST WOMEN AND GIRLS’ THEMATIC STUDY,**

**TO BE PRESENTED AT UN HRC44**

*August 27, 2019*

**ITALY’S CONTRIBUTION**

 *To the attention of*

*wgdiscriminationwomen@ohchr.org*

Italian Authorities are in a position to provide the following remarks, for your information only.

One of the main goals is to ensure equal opportunities and equal treatment for men and women and to combat all forms of discrimination on the grounds of gender. With a view to achieving this fundamental goal, Italy has put in place measures having a constitutional, legislative, and administrative nature in the economic, social, cultural, and political life. From a constitutional standpoint, the general principle of equality between women and men is enshrined in Article 3 of the Constitution, “*All citizens have equal social dignity and are equal before the law without distinction of sex, race, language, religion, political opinion, personal and social conditions. It is the duty of the Republic to remove those obstacles of an economic or social nature which constrain the freedom and equality of citizens, thereby impeding the full development of the human person and the effective participation of all workers in the political, economic and social organization of the country*”.

In addition to Article 3 of the Italian Constitution, Art. 1 of the Code on Equal Opportunities Between Women and Men (Legislative Decree 198/2006)[[1]](#footnote-1) sets forth: “*Relevant provisions envisage measures, aimed at eliminating whatsoever distinction, exclusion or limitation based on sex, which might affect or hinder the enjoyment and exercise of human rights and fundamental freedoms (...)” in all spheres of life*. Thus, there is no legal discrimination with regard to civil, political, social, economic or cultural rights between women and men.

**Main Issues**

*Women and Labour Market*

In light of last Italy’s consideration before UN CEDAW Committee, we would like to recall and report, as follows:

Relevant labour-related measures aim at: decreasing the unemployed rate; combating horizontal and vertical segregation; removing barriers preventing women from entering and/or re-entering the labour market; fighting all forms of discrimination; and improving reconciliation policies. However, opportunities must be enhanced, especially when considering both structural problems and the economic crisis, impacting on women, especially those living in southern Italy

From a legislative standpoint, in 2016, Legislative Decree 90/2016 amended Law 196/2009 on public accounting and finance by introducing in Art.38-septies, the experimental adoption of gender budgeting for the impact assessment of budget policies on women and men in terms of money, services, unpaid time and work. The measure was aimed at evaluating the different effects of budget policies on women and men, respectively. The ad hoc Decree on Gender Budgeting, signed in June 2017 by the Minister of Economy and the Under-Secretary of State to equal opportunities, aims to assess the impact of public policies on women and men in order to monitor gender inequalities in pay, services, time, and unpaid work. By joint Decree by President of Ministers’ Council and Ministry of Economy and Finance, dated 16 June 2017, “Gender budgeting” was launched, on an experimental basis, “to evaluate the different impact of budget policies on men and women, in terms of money, services, time and unpaid work”.

Act 92/2012 (Art.4, paras.16-23) aims to combat blank resignations: the resignation letter is the first step of the exit path from work since the resolution becomes effective only after a specific procedure. In particular, after receiving resignation, the employer must invite the employee in writing, within 30 days, to formally confirm his/her intention to leave the position. Within seven days, the worker has several options to validate his/her resignation, either by involving the local job centre or those entities identified by the Collective Bargaining, and indicated by the most representative national trade unions. For parent workers with children up to the age of 3, the law confirms the special procedure of validation, which shall take place upon inspection by the ad hoc service of the Ministry of Labour or by the employment centres. In this regard, the period for this specific procedure has been extended from 1 to 3 years of the child. With regard to sanctions, the law provides for a fine between 5,000-30,000 Euros — which does not preclude the legal action. Furthermore, the above Act introduces specific provisions to promote women’s access and retention in the labour market, especially in those sectors characterized by their limited participation, particularly in the South. The law provides for reductions in social security contributions for employers who, starting from 1 January 2013, hire women of any age who have not had a regularly paid job for at least six months and live in one of the Regions eligible for funding from the EU Structural Funds, or in different areas identified in Commission Regulation (EC) 800/2008 (the so-called disadvantaged workers), and for those employers who hire women of any age who have not had a regularly paid job for at least twenty-four months and live in any regions of the country. Women can be hired with both a fixed-term contract and a staff-leasing contract. By this Act (Art. 4, paras. 24-26), Italy has introduced the mandatory paternity leave besides testing the monthly vouchers to buy baby-sitting-related services, to be used at the end of the mandatory maternity leave and as an alternative to the parental leave. As for the latter, by Law-Decree dated October 28, 2014 (Official Bulletin 287), the vouchers-provision has been extended to women employed in Public Administration; and the amount has been risen to 600 euros, per month — the annual plafond amounts to 20 million euros for the biennium, 2014-2015; Legislative Decree 80/2015, implementing Art. 1 paras. 8-9, of Act 183/2014, envisages, inter alia, specific leaves for women victims of violence besides extending the parental leave for workers with children up to the age of 12.

The 2019 Budget Law (Act 145/2018) increased the paternity leave to five days, for 2019. Compulsory paternity leave must be taken within the first five months of the child's life. In 2019 it is possible to add one more day of voluntary leave if not used by the mother. By recalling Legislative Decrees 80/2015 and 81/2015 relating to reconciliation measures, Act 124/2015 establishes that public administrations adopt organizational measures for the implementation of teleworking, establish agreements with nurseries and kindergartens, and organize support services for parents to be made available during school closure periods. Within this framework, it was issued "*Directive of the President of the Council of Ministers containing guidelines for the implementation of paragraphs 1 and 2 of Article 14 of Act 124/2015 and guidelines containing rules on the organization of work aimed at promoting the reconciliation of living and working time of employees*" (Directive Madia No. 3/2017). This Directive and relevant guidelines contain indications concerning work’s organization and staff management, to promote both family and work reconciliation and organizational well-being and to ensure workers’ rights. Specific attention is paid to organisational aspects, technological infrastructures, performance evaluation, and health and safety at work-place. Act 81/2017 introduced measures for both the protection of self-employment (excluding entrepreneurship) and the promotion of new flexible working arrangements for employees of the public and private sectors.The Department for Family Policies carried out an awareness-raising campaign for the promotion of paternity leave. Moreover, as for work-life balance, it published, on December 17, 2017, a one-million-euro Call for proposals to finance innovative projects for “Work-life balance”.

Art.1, para. 9, (h), of Act 183/2014 with regard to leaves for women victims of violence, has been enhanced and enacted by Legislative Decree 80/2015, the Art.  1, para. 9, (i) of which also envisages the rationalisation of gender equality-related bodies within the labour sector, as well as of those procedures relating to the Ministry of Labour-launched positive actions.[[2]](#footnote-2)

Act 228/2012 has introduced parental leave, on an hourly basis, by demanding the National Bargaining to finalize relevant rules. Legislative Decree 80/2015 envisages a five-month maternity allowance for mothers of new baby-born, who work under INPS separate position “*Gestione Separata*”. Similar allowances will cover also free-lance men workers — though under given circumstances. As for **tele-working and family-care,** the above Decree envisages that employers opting for this formula will get specific benefits (Art. 1, para. 9, (d) of Act 183/14, “Jobs Act”).

As for relevant policy measures, the Department for Family Policies is in charge of the implementation of positive actions at the workplace pursuant to Art.9 of Act 53/2000 on Reconciliation. Starting from 2010, within the framework of the “Italia 2020” Plan and by coordination between State and Regions, the Department for Equal Opportunities (DEO) has been promoting the 2010 “Agreement on reconciliation between private life and work”, among the Government, Regions, Autonomous Provinces and Local Authorities. This allowed the implementation, at the regional level, of initiatives for working women and men, which, at the same time, take care of children or adults in difficult situations. The experience gained with the implementation of the first Agreement, the allocation of which amounted to 40 million Euros, has been the basis for the second Agreement with Regions, signed in 2012. Its strategic aim is to promote female employment, with a 15-million-Euro budget. The second Agreement aims at: Improvement of reconciliation services for women and men; Promotion of job contracts meeting the reconciliation needs; Creation of new and qualified job opportunities in the sectors of personal care and family and community services; Promotion of parental leave for fathers. To promote reconciliation and women’s labour participation, “Italia Lavoro spa” carried out “*LaFem.Me*” project to provide training and counselling on: family support; support for businesses introducing relevant services; role models; and a specific focus on energy sector and renewable energy. The initiative is part of the 2014 European Year for Reconciliation. The Department for Family Policies also introduced the so-called “Family Audit”. OnAugust 3, 2016, thanks to Minister for Family Policies, the Government signed an Agreement with Regions and Autonomous Provinces of Trento and Bolzano aimed at spreading, nation-wide, “Family Audit”: a “quality label” addressed to companies particularly attentive to work and family life balance.

- The “Family Audit” certification can be obtained by public and private businesses willing to reorganize themselves by paying special attention to their employees’ family needs. It is issued at the end of a three-year-and-a-half period during which such companies, supported by specialized consultants, introduce new organisational models. Regions adhering to “Family Audit” draft MoUs aimed at identifying local-related implementation methods.

Furthermore, Department for Family Policies yearly promotes and finances relevant measures. In 2015 and 2016, it allocated 5 million Euros for implementation of activities aimed at supporting families and parental responsibilities and for the establishment and/or development of Family Centres; and 7.5 million Euros to finance activities foreseen under regional intervention programs, such as *Bonus Nido* and support for early childhood services. This Department signed an Agreement with Ministry of Labour, to implement a project for “multi-problem” families, and/or disadvantaged persons or victims of discriminations, on innovative social services, including dissemination and exchange of best practices about tutoring, family and cultural mediation, local Centres for families, abuse and mistreatment within the family, and violence (European Social Fund 2014-2020). Within this framework, additional measures put in place are, as follows:

* **Birth or Adoption Premium “*Mamma Domani*” –** 2017Budget Law states that, “starting from 1 January 2017, a birth or adoption premium of 800 Euros will be granted by INPS in a single *tranche*, following one event (pregnancy, child delivery, adoption or fostering). This is a structural measure in force also for 2019;
* **Birth allowance (also known as "*Bonus Bebé*")**, established by 2015 Budget Law, is a monthly family allowance for each child born, adopted or in pre-adoptive foster care. The amounts of the 2019 birth allowance for the second child has changed: the second child's bonus amounts to 192 Euros per month, for families with ISEE up to 7,000.00 Euros; the second child's bonus amounts to 96 Euros per month for families with ISEE up to 25,000.00 Euros;
* **Support Fund for an Higher Birth Rate –** 2017 Budget Law established the Fundaimed at facilitating access to credit for households with one or more children, born or adopted starting from 1 January 2017 up to the age of 3 or within three years from the adoption, through the issuing of direct guarantees and surety agreements to banks and financial intermediaries;
* **National Fund for Family Policies -** Established at the Presidency of Ministers’ Council, to promote and implement actions supporting families, birth, motherhood and fatherhood in order to face the demographic crisis, and measures to support older people in the households;
* **Nursery Voucher –** 2017 Budget Lawestablished this measure in a structural and definitive way from 1 January 2017, to pay the fees related to the attendance of public and private nurseries (granted by INPS). When children cannot attend the nursery because of serious pathological conditions, the benefit is given to the parent with whom the child lives. By 2019 Budget Law, the Nursery Voucher has been increased to 1.500 Euros, for 2019, 2020 and 2021, respectively;
* **Directive on Smart Working -** As for reconciliation measures, Prime Minister issued in June 2017, Directive on Smart Working in Public Administration, to implement smart working arrangements to further support families, as well as work-life balance and promotion of the rights of both sexes. By 2019 Budget Law, amending Act 81/2017, priority shall be given to working women within three years after the end of the mandatory maternity leave, as well as to workers with children with disabilities;
* **Mandatory Paternity Leave –** 2019Budget Law extends for 2019 the mandatory paternity leave introduced by Act 92/ 2012, thus raising the duration of the leave to five days;
* **Postponed mandatory maternity leave –** 2019 Budget Law introduced the possibility for pregnant women, to use the 5-month mandatory maternity leave after birth event;
* **Family Card** - Introduced by 2016 Budget Law, it allows access to both discounts for the purchase of goods or services and tariff reductions granted by public or private entities participating in the initiative for households with valid ISEE not exceeding 30,000.00 Euros;
* **Support for families with three or more children** - 2019Budget Law provides that, up to a 50% share of state-held agricultural lands, as well as lands owned by municipalities (municipalities agricultural lands in Abruzzo, Basilicata, Calabria, Campania, Molise, Puglia, Sardinia and Sicily) are given for free, for not less than twenty years, to parents who give birth to a third child or more, between 2019 and 2021. Similarly, companies run by young agricultural entrepreneurs, who reserve for the above-mentioned families, at least 30% of company’s share, can receive those lands for free.

In order **to promote female entrepreneurship**, the Department for Equal Opportunities established in 2013 a Special Section of the Central Guarantee Fund for SMEs following the agreement — signed on 14 March 2013 – among the Presidency of the Council of Ministers — DEO, the Ministry of Economic Development and the Ministry of Economy. This Section has been operational since January 2014. It aims to promote women’s entrepreneurship by facilitating access to credit for women-owned businesses. The initial 10-million-Euro budget of the Section, financed by DEO, was increased by further 20 million euros, by Law-Decree 145/2013, converted with amendments into Act 9/2014 (the so-called “*Destination-Italy Plan*”). Therefore, it currently amounts to 30 million euros, 50 per cent of which is destined to female business start-up. The endowment of the Section allows benefits granting as: direct guarantee, co‑guarantee; and countersecurity. It covers financial transactions for businesses with a majority female ownership. In December 2014, DEO, the Ministry of Economic Development and the Ministry of Economy signed the additional Act to extend this benefit to self-employed women. Also an MoU among DEO, the Ministry of Economic Development, Italian Banking Association (ABI), Confindustria, Confapi, Enterprise Network Italy and Alliance of Italian Cooperatives provides for an intervention plan, aimed at facilitating access to credit by women-led SMEs — as defined by Act 215/1992, on women entrepreneurship and EU legislation — and for self-employed women, including freelancers. It introduces a specific *plafond* dedicated to initiatives for female enterprises and self-employed women. In particular it aims at: supporting women-led start-ups; new investments; helping women when encountering difficulties during business. To enhance **women’s economic capacity and commercial networks**, Italy has adopted incentives for women entrepreneurs, with the provision of financing women entrepreneurs and services. Two key measures have been promoted and implemented not only to start up new women’s businesses, but also to extend and consolidate the existing female companies:

a) A Special Section *Presidenza del Consiglio dei Ministri – Dipartimento per le Pari Opportunità of the Central Guarantee Fund for SMEs* was created as a financial engineering instrument exclusively dedicated to female companies and (since July 2015) to women professionals. It facilitates their access to credit by involving a financial entity already operating in the market: the Guarantee Fund for Small and Medium-Sized Enterprises at Ministry of Economic Development. The initial 10-million-euro budget of this Section financed by DEO has been gradually increased up to 38 million Euros, to cover financial costs of 16.000 operations (between 2014 and 2018).

b) An MoU for the Development and Promotion of Women’s Entrepreneurship and Self-Employment was signed in June 2014 by DEO, Ministry of Economic Development, ABI, General Confederation of Italian Industry, Italian Confederation of Industry-SMEs, Italian Enterprise Network and Alliance of Italian Cooperatives, providing until 31 December 2019, for a specific plan of interventions to support access to credit, for over 1,400,000 SMEs with prevailing female participation and for self-employed women.

By Act 120/2011 (Golfo-Mosca Law), increased representation of women on boards of publicly-listed and State-owned companies has been recorded. This Act requires that boards (executives and non-executives) of relevant companies include at least 33% of either gender by 2015, besides setting the 20% target for the transitional period. Following Act 120/2011, the percentage of women in publicly-listed companies is currently over 33%. The percentage of women in the Boards of Directors of publicly-listed companies has substantially increased (if compared to 2010 women’s representation in publicly listed companies, which was equal to about 6%). A further substantial increase in women’s representation in the Boards of Directors and Boards of Statutory Auditors of State-owned companies has been recorded with percentage currently equalling to 32.6%. Pursuant to Presidential Decree 251/2012, from 12 February 2013 onwards, President of Ministers’ Council, or the Minister for Equal Opportunities, has the power to give warning to companies under the control of the State, Regions and the local bodies. In the event of non-compliance, a progressive warning system can culminate in the eventual dissolution of the board. Legislative Decree 175/2016 concerning State-owned companies set the appointment of one-third of board membership according to gender ratio. As for representation of women in Parliament, the last elections’ round marked an increase to 35,4%.

DEO, over the past years, has undertaken several actions to improve the role of women in the scientific field and to fight against gender-based discrimination in this strategic sector. With the aim of bridging the gap, in 2016 the initiative "In summer we learn STEM - Summer Camps of Science, Mathematics, Informatics and Coding" was launched and implemented by DEO-PCM, in partnership with the Ministry of Education. Given the success marked in 2017, it was replicated in 2018. With a 3-million-euro budget, about 300 schools were financed nationwide, to organize STEM-related summer camps in both 2018 and 2019, for about 18,000 students (of whom girls are at least 60%).

As for data, please consider the following – provided within the framework of last discussion before CEDAW (2017):

As for female employment **by professional status and occupation,** women are more present among employees than among self-employed persons. Women are overrepresented in the group of white collars (44.3 per cent of women versus
23.4 per cent of men) but they are strongly underrepresented among executives (1.2 per cent versus 2.2 per cent among men). Among the self-employed, women are underrepresented among the entrepreneurs, while they are above average among free-lancers (with fixed-term contract); and work in the “service-economic sector” much more than men. Women remain in the typically “female” activity sectors: 71.9 per cent in the “Education, health and social work” sector; and 69.3 per cent in the “Other personal and public services” sector — in which mainly men-work include: Industry (where women are 20.9 per cent) and “Transport and storage” sector (where women are 20.5 per cent).

Part-time employees are more numerous among women. Since 2008, the number of part-time employed women exceeded 2 million; in 2014 never stops growing and reached 2,520,000, mainly concentrated in the North.

Provided that in the temporary employment, gender differences are less pronounced, part-time employed women rate rose, between 2011-2014, from 29.8 per cent to 33.1 per cent. Part-time jobs in various forms have contributed to increasing labour opportunities, helping women reconcile work and family. However, it also reflects negatively on women’s work conditions, qualifications, and career’s advancement.

The **female activity rate** is strongly linked to family workload. For people, aged 25-54, the activity rate of women living alone is close to men’s (86.2 per cent versus 88.6 per cent), while the indicator decreases for women living in couples and even further, for mothers (60.2 per cent versus 93.3 per cent of fathers living in couples — Table 4.18). Consequently, the unemployment rate for women with family responsibility is higher (11.1 per cent), in couple with (+3.8 per cent from 2011) or without children (+3.4 per cent from 2011) than those who live alone (10.1 per cent =+4.4 per cent from 2011). Conversely, unemployment rate for men who live in couple without children is the lowest one, 7.7 per cent. Approx. 10 million women, aged 18-74 (44.1 per cent), have exited the labour market mainly due to family care-related responsibilities (versus 19.9 per cent of men).

The employment gap between women and men has thus decreased, owing to the increase in four factors: the employment rate of elderly women; retirement age in the public sector (following Act 214/2011); the use of involuntary part-time work; foreign women. Another aspect is the persistence of horizontal and vertical segregation: Women’s participation is mainly in the services sector while in sectors with strong male prevalence, such as IT, transportation, building and construction, women’s percentage is still particularly low, and even in those sectors where the presence of women is higher than average, their access to top level positions is extremely difficult (vertical segregation). However, the situation of women in not-for-profit organizations (acronym hereinafter, NPOs) is of a positive note and greatly contributes to the Italian economic system.

The female contribution to **NPOs** accounts for: 1,800,000 volunteers; 494,000 employees; 142,000 outworkers; 3,000 temporary workers; 9,000 seconded; 26,000 religious people; and 10,000 volunteers performing the National Civil Service. Hence, women are the main component of NPOs paid workers (in 1999, they were 60.7 per cent of paid workers; and in 2011 they reached 66.9 per cent). In comparison to 1999, female workers have grown more than males (+71.4 per cent versus +31 per cent). Women-led NPOs or those ones with a prevalence of women as managers are 5,500 (almost half of organizations managed by only men or with a prevalence of men as managers — 9,800), while 1.1 thousand are the NPOs with the same share of women and men as managers. By clustering NPOs with managers, 33 per cent of them is mainly led by women; 60 per cent is exclusively or mainly managed by men; and 7 per cent of them reflect gender balance. The Italian economic system is vertically and horizontally segregated, however gender inequality in the third sector is somewhat less than in private’s. In the smaller NPOs, women represent a larger proportion of managers that usually employ more women than men. These organizations, where female workers prevail on men and are more likely to hold leading positions, mainly focus on: Social services, Health and Education. Despite glass ceiling in advancing career and horizontal segregation, women result to work more steadily in the NPOs sector, through contracts guaranteeing them long-term and stable jobs. As for the types of contract in NPOs, women workers are more likely to be employed under permanent/stable contracts (representing 72.7 per cent of the employees versus 27.5 per cent of men). By focusing on employees, 72.7 per cent of women are employed through a long-term contract while in the public and private sectors, the number of women hired with the same form of contract declines to 55.6 per cent and 38.6 per cent, respectively.

In NPOs, women are more likely to have a more stable form of contract rather than in other economic sectors: 3 women per 1 man have a permanent contract in the Third sector. Notwithstanding the existing regulatory provisions against discrimination on the grounds of sex at the workplace, women continue to be paid less than men for equal work of equal value. According to the ISTAT-report-2013, gender pay gap equals to 11.5 per cent. The average hour wage of women is 11.5 per cent lower than men’s.

Act 92/2012 on “Provisions on the reform of the labour market” focuses on the need to promote equal pay by a monitoring system to verify the effects of the application of said reform through databases providing knowledge on the trend of female employment. From the outcome of the monitoring, useful elements will be gathered for the implementation, if any — where necessary — of measures so introduced. In this regard, **the Office of the National Equality Councillor** has promoted many initiatives on professional training for women: a) training sessions for unemployed women (750 participants) in some areas of North, Centre and South of Italy; b) training sessions for students of technical institutes to promote work and equal opportunities (4,130 students); c) radio and television campaign “*Sicuramente noi*”, on women’s health and safety at the workplace; d) Training of trainers — Internal initiatives on gender equality (180 officials), and similar activities for regional and provincial equality offices. As for Equal Opportunities Councillors, by recalling information in periodic Reports VI and VII, the Councillor for Equal Opportunities performs its duties, in accordance with Articles 12-20 of Legislative Decree 198/2006, as amended. The tasks are to detect and consider cases of gender-based discrimination at work-place, throughout labour life. With *locus standi,* Equality Councillors work together with labour inspectors at all levels of local administrations (The labour inspections service has been recently reformed, following Legislative Decree 149/2015). The network of Equality Councillors covers the whole Italian territory. As for Public Administrations, triennial Plans on positive actions are mandatory pursuant to Art.48 of Legislative Decree 198/2006, otherwise no new recruitment can take place (Art. 6, para.6, Legislative Decree 165/2001). Plus, territorial Equality Councillors provide opinions on the above Plans (Art. 48, para.1, g, Lgs. Decree 198/2006).

To raise awareness among women about gender pay gap, a brief guide, entitled “Equal pay for men and women: how and why” has been elaborated.

More recently, following the Support for Active Inclusion (SIA) experience and the further extension of the so-called “experimental social card”, in 2018 it entered into force the first national measure against poverty (called REI – Minimum Income for Inclusion) providing both financial and services support to families in need, covered by the Anti-Poverty Fund. The Financial Law for 2019 establishes the Fund for Income for Citizenship (*Reddito di Cittadinanza)*, the new minimum income-related measure replacing the Anti-Poverty Fund, as a measure to combat poverty, inequality and social exclusion. Act 26/2019 (converting Law-Decree 4/2018, “Urgent provisions for *Reddito di Cittadinanza* and pension”) aims to ensure economic support and social inclusion for those people exposed to the risk of social and labour marginalization. It envisages: 5 billion and 906.8 million Euros, for the year 2019; 7 billion and 166.9 million Euros, for the year 2020; 7 billion and 391 million Euros, for the year 2021; 7 billion and 245.9 million Euros, for the year 2022. Starting from April 2019, the above Law provides for the introduction of the new income measure for individuals and households under particular economic and social hardship. It provides mechanisms that guarantee a minimum level of subsistence, and the promotion of conditions making the right to work and training effective.The benefit will range between 480 and 9.360,00 Euros per year, depending on specific parameters, and it is provided for a continuous period up to 18 months (to be renewed after one month’s suspension). The work placement is ensured by: a pathway of service-related activities for the community; professional re-training; completion of studies; other commitments to social inclusion; and integration in labour market

**Specific Issues**

As for information about *tele-working and reconciliation measures,* please kindly refer to information above.

As for *sustainable development* and *women in rural areas,* please kindly consider information below:

In accordance with Article 2, para.4, of Inter-ministerial Committee on Economic Planning (acronym in Italian, CIPE) Resolution No. 108/2017, it has been approved the National Strategy for Sustainable Development (acronym in Italian, SNSvS), as later issued in the Official Gazette, on May 15, 2018. Each year, starting from 2018, the Minister on Environment reports on the relating developments, achievements and state of play, accordingly.

Indeed, Italy has been at the forefront within the negotiations and adoption of UN Agenda 2030 and prior to that, with regard to MDGs.

In accordance with Legislative Decree No. 221/2015, the above Strategy replaces the National Strategy on Environmental Action-2002. The new Strategy defines the national framework for the relevant planning and evaluation-related measures and is to be considered the coordination tool to implement Agenda 2030 in Italy. The final version of this Strategy focuses on six areas, in light of the “five Ps”, namely People, Planet, Peace, Prosperity, Partnership and Sustainability-related vectors.

Against this background, mention has to be made of the contribution from civil society, in particular ASviS. Established in 2016, it gathers about 200 different institutions and organizations and, inter alia, organizes the yearly festival on sustainable development with over 700 events, between the end of May and early June (http://asvis.it/asvis-italian-alliance-for-sustainable-development).

 - This Festival is an ASviS national awareness-raising campaign, organized jointly with its members and support from its partners, “over the course of 17 days, as many as the Sustainable Development Goals (SDGs) envisaged by the 2030 Agenda. This initiative constitutes a single large-scale, inclusive and widespread event (<http://asvis.it/the-> sustainable-development-festival/).

Along these lines, mention has to be made of the so-called “General States on Women” presented on May 16, 2019, at **EXCO 2019, “The women pact for environment and climate”** as a follow-up activity to their participation, inter alia, in Milan Expo-2015.

* Exco2019 (May 15-17, 2019) is the first international fair on development cooperation in Rome, which is hosting, among others, the Development Cooperation Agencies of EU Member States (<http://www.exco2019.com/>).Exco2019 conference took place under the patronage of the European Commission, the Ministry of Foreign Affairs and International Cooperation of Italy, the Italian Agency on Development Cooperation,IFAD Investing in rural people, and Deposits and Loans Fund. **Exco2019** is a unique occasion to *inter alia* facilitate networks among relevant stakeholders, finding investments, facilitating coordination of sustainable interventions. On this occasion, the European Commission was to present its External Investment Plan, to facilitate development cooperation projects by NGOs, with the aim of implementing Agenda 2030 and its 17 SDGs[[3]](#footnote-3).

As indicated within the framework of Italy’s VII periodic report before UN CEDAW Committee (July 2017), the Ministry of Agriculture (acronym in Italian, Mipaaft) is focussing on rural women’s participation by supporting reconciliation measures and a more adequate reorganization of time and extra-work activities, such as language courses for women migrant workers — by means of the National Rural Network, which received 2.3 billion Euros. In this context, social care services mainly focus on: “kindergarten farms”, overall in the South; prizes for the best services-network planned for the elderly and children; and support for reducing digital divide. More generally, about 70 per cent of the Italian population live in rural areas. As at 2015, women in rural areas account for 22 million, equalling to 69 per cent of Italian women. Plus, 19.5 per cent of rural population, of which 50 per cent are women, lives in the so-called Least Developed Areas. In terms of rural workforce (16 million), women amount to 41 per cent, of whom 18 per cent in the LDA.

According to the VI Census on the Agricultural Sector, female farming enterprises amount to 500,000, of which 58 per cent are in Southern Italy; and the number of women in holder/leading/control positions has increased from 26 per cent to 31 per cent, between 1990-2010, especially in the South with Molise region topping at 39.4 per cent.[[4]](#footnote-4)

* With a progressive increase from 26% in 1990 to 31% in 2010, 9% of women-run farms are under the age of 40 (=32% of young farmers). Younger entrepreneurs achieve, on average, higher production levels, per farm.
* Women hold higher education, show greater propensity towards the markets and a greater diversification of farm activities.

As for lands’ acquisition/purchase, physical persons make 87 per cent of this trade; and women are 40 per cent. In addition to women farmers, mention has to be made of those indirectly contributing to farming (another 40 per cent).

Migrants represent 25% of the agriculture workforce, of which 7% are women, mostly with temporary job (80%), generally connected to seasonal harvest, and mainly working in the Centre-South of Italy (60%), with higher percentages in Calabria, Apulia and Campania.

Most migrant women working in agriculture are young (47% aged less than 40) and wish to change work due to *inter alia* low salaries.

As for migrant women, they represent 29 per cent of the rural workforce (INEA-CRA on INPS data-2013), namely 22 per cent of the total female rural workforce, most being geographically distributed in five Regions: Emilia Romagna (17 per cent); Apulia (12.4 per cent); Calabria (11 per cent), Sicily (8 per cent); and Veneto (9 per cent).

* In 2015, to combat irregularities in the agricultural sector (which affect mainly women and migrants), the Government has established (Art.6 Law Decree 91/2014 as amended) *inter alia* the Network for the quality agricultural job,[[5]](#footnote-5) which certifies the quality of agricultural farms.
* The Parliament passed Act No. 199/2016 in October 2016, to fight against undeclared work and labour exploitation in agriculture (“*Legge sul Caporalato*”), which extends the objectives of the Fund for trafficked victims under Act No. 228/2003 also to victims of illegal recruitment and labour exploitation, including assistance and social integration/protection programs.[[6]](#footnote-6) Plus, when a migrant worker files complaint against the employer and collaborates with the justice is entitled to a residence permit for humanitarian reasons. The 6-month permit can be extended for 1 year or for the entire duration of the legal proceeding, and enables him/her to work.

There are numerous regional (21 Rural Regional Programmes — PSR) and local (through i.e. “Leader approach”, integrated projects) initiatives, to enhance women’s participation and access to farming.

Under Rural Policy, women’s participation in Regional Rural Programs accounts for about 32%; and this Policy focuses on measures to increase human capital through educational and informational activities, strengthening the competitiveness, and facilitating generational exchange or new agricultural farms.

Women’s participation in new forms of relevant local governance has to be acknowledged when considering the progress made in the last decade. More specifically,as a way of examples, it is worthy of mention, as follows: Integrated Local Projects (acronym, PIT); and local Development Plans (acronym, PSL), the latter being implemented by Local Action Groups (acronym, GAL), within the EU Initiative-Leader. In fact, thanks to their skills and abilities, 70 per cent of the workforce in this area is made of women who play a primary role, as project managers and trainers, besides facilitating new channels between Institutions, businesses and recipients

Both ISTAT[[7]](#footnote-7) and the Ministry of Agriculture monitor this situation. The latter **(**Mipaaft) is committed to monitoring this situation also thanks to its researches institutions (CREA, ISMEA). More generally, under the Programme of activities of the National Rural Network (2014-2020), it promotes several measures, such as the project on “Female job, juvenile entrepreneurship, first establishment in agriculture”, aimed at awareness-raising and at valuing and exchanging best practices (CREA, ISMEA).[[8]](#footnote-8)

 - Mipaaft also promoted measures, such as: the Atlantis of Women in Agriculture; a gender perspective in agriculture under the Rural Development Programmes, 2007-2013 (the above Leader); and best practices to reconcile work and family care (a survey on kindergartens and the strengthening of relevant services to qualitatively improve life).[[9]](#footnote-9)

Within the National Rural Network, Mipaaft set up a WG on gender equality.[[10]](#footnote-10) Finally, specific mention has to be made of relevant women’s Associations (*Donne in Campo, Donne impresa, Confagricoltura Donna*) that promote women farming-support measures[[11]](#footnote-11).

Last but not least, by recalling the above information, mention has to be made in particular of the National Office of Statistics (acronym in Italian, ISTAT) that has been requested to play a national coordination role in both the production of indicators to measure sustainable development and the monitoring of relevant Objectives[[12]](#footnote-12). It periodically presents an update besides broadening the disaggregation of relevant indicators. Finally ISTAT annually submits a Sustainable Development Goals Report ([www.istat.it](http://www.istat.it)).

1. Please kindly refer to Arts.37, 51, 117 of the Italian Constitution. [↑](#footnote-ref-1)
2. http://pariopportunita.gov.it/index.php/primo-piano/2670-jobs-act-piu-diritti-per-le-lavoratrici-e-i-lavoratori. [↑](#footnote-ref-2)
3. https://www.esteri.it/mae/it/sala\_stampa/areagiornalisti/notestampa/nota-di-accreditamento-conferenza-stampa-di-apertura-di-exco2019-farnesina-10-maggio-2019.html [↑](#footnote-ref-3)
4. “Feminization of the agricultural sector” [↑](#footnote-ref-4)
5. https://www.inps.it/search122/ricercaNew.aspx?sTrova=Rete+del+lavoro+di+qualità. [↑](#footnote-ref-5)
6. Art. 603bis c.p., as amended, envisages that employers recruiting and exploiting irregular migrant workers are punished with detention penalty from 1 to 6 years and penalty sanctions from 500 to 1,000 Euros for each migrant worker. When above crimes are committed using violence or threats, the following penalties are applied: 5 to 8 years of jail and a fine of 1,000-2,000 Euros for each recruited worker. [↑](#footnote-ref-6)
7. “*Capitale umano e stratificazione sociale nell’Italia agricola*”, Chapter on “Women”, ISTAT, 2013; Seminar, “*Donne e agricoltura: un connubio di qualità*”, Rome, April 2014, in collaboration with Mipaaft. [↑](#footnote-ref-7)
8. www.reterurale.it. [↑](#footnote-ref-8)
9. www.reterurale.it. [↑](#footnote-ref-9)
10. According to the Milan Chamber of Commerce, by 2020 and following EXPO-2015, some 2,600 female enterprises will be set up

(http://www.mi.camcom.it/c/document\_library/get\_file?uuid=cc95b471-12b2-4121-abe3-4197fe7e7fda&groupId=10157). [↑](#footnote-ref-10)
11. The ONILFA (*Osservatorio Nazionale per l’Imprenditoria Femminile in Agricoltura*) was also on service up to 2012 when activities have been entrusted to DISRII-Office at MIPAAF, by Act No. 135/2012. As a way of examples, this Office organized the XIII Edition of the Prize *DeaTerra-2014*. [↑](#footnote-ref-11)
12. (<https://www.istat.it/it/benessere-e-sostenibilit%C3%A0/obiettivi-di-sviluppo-sostenibile>). [↑](#footnote-ref-12)