

Discrimination between men and women In Italy

In these two years, International group of academies has been interested in differences and discrimination between men and women in Italy.

In Italy women in positions of power, women membre of Parliament and in general women engaged in politics are still too few as are few women executives of the company.

Only 40% of Italian women work and the percentage decreases in southern Italy. Generally in Italy, women who work are subjected to strong discrimination in salaries even at equal work

The theme of equality between men and women in the world of work, with reference also to the the issue of pay discrimination, has been the subject of various address and control acts submitted to the Italian Parliament: by way of example, one can cite the resolution in Commission XI of the Chamber of Deputies (8/00070, of the day 8/6/2010), as a result of a debate on issues of equality between men and women, resolution that has among the co-affirmative members of almost all major Parliamentarians groups. This resolution obliges the Government to take action to give further to the "Italy 2020" Action Plan, adopted by the Minister of Labor and Social Affairs, social policies and the Minister for Equal Opportunities, which identifies the lines of action and strategies to promote equal opportunities in access to employment.

Regarding Directive 2006/54 / EC, it was implemented in Italy by the Legislative Decree January 25, 2010, no. 5. The latter states a few articles of the "Code of Conduct" for equal opportunities between men and women "(referred to in Legislative Decree No. 198 of April 2006).

Article 25 of the Code (as subsequently shortened) and it provides the definition of direct and indirect discrimination in workplaces.

In the matter of equal pay, the following article 28 of the code prohibits each different remuneration, direct or indirect discrimination, with respect to an identical work, or a job with equal value. In addition, the classification criteria for the purposes of determining remuneration must be common to men and women.

Articles 27, 29 and 30 of the Code have the prohibitions of other possible forms of discrimination in the field of work (with reference to: access to employment, to training and professional promotion; working conditions; work performance and progression of career; social security benefits).

Article

30-BIS prohibits the discrimination in collective complementary pension forms.

articles 36 to 41-BIS of the Code guarantee judicial protection and lay down penalties for violating anti-discrimination provisions in working matter.

Article 46 provides for public and private companies with more than one hundred employees must draw up a report at least every two years on the situation of male and female staff, with reference, inter alia, to remuneration actually paid.

Collective labor contracts may include specific measures for the prevention of forms of discrimination (Article 50-BIS

Concerning equality bodies, they are covered by Title IV of Title II of the Code (which provides for the appointment of a Councilor or Equal Opportunity Advisor each of the national, regional and provincial levels).

The observation on the labor market is that, despite the legislation is adequate, the gender pay gap is still wide and the resource represented by female work is under used. The present

Political and trade union debates on labor market reform usually comes recognized as one of the most important requirements for the improvement of the conditions of female work

The CNEL (National Economic and Labor Council), in a recent research

, found that in Italy the pay gap between men and women still constitutes a major problem: according to the results of this survey, for the same qualification and employment, the difference in pay between men and women in Italy is true between 10% and 18%, and is entirely due to discrimination.

Based on these researches, took place at CNEL itself, an initiative aimed at to highlight the critical factors of the female working conditions in Italy and the related initiatives to be taken, including with reference to the pay gap. Between other important initiatives on the subject, the Charter for Equal Opportunities can be cited Equality at Work signed, on a basis volunteer, from companies of all sizes, for the dissemination of a corporate culture and of Inclusive Human Resources Policies, Free of Discrimination and Prejudice, Capable to empower talents in all their diversity.