



## Italy: Bilingual Guidelines and online software to collect gender data

**Presented by:** FRD - Fondazione Risorsa Donna (IT)

**Key words:** software tool; gender data; equal pay; international project

**Main target group:** companies with more than 100 employees

### Part. 1: General description of the measure

Country and title of the measure	<b>ITALY</b>  <b>Bilingual Guidelines and online software to collect gender data from companies with more than 100 employees at local level</b>
<b>Type of Measure:</b> Please specify if it is a law, a policy, a program, a recommendation, a tool, etc	Part of a wider project
<b>Who started the Measure:</b> if possible, please give the name and/or function of the person or department.	Associazione Rete donne-lavoro (Network women-labor Association)
<b>Who is Implementing the Measure?</b> If it is a company, please specify the size and sector.	Associazione Rete donne-lavoro
<b>Partnership.</b> Who are the partners and/or others actors involved? Which role do they have?	The partnership for the activities included: the Equality Advisor and the Department of labor and equal opportunities of the Bolzano Province and AFI-IPL (Institute for the advancement of workers), a public administration body at provincial level. Other involved actors included: gender equality counselors of local authorities (Tuscany, Veneto, Lombardia and Friuli Venezia Giulia Regions and the Province of Trento), local administrators of the Bolzano Province,

	<p>networks of employers and companies at regional level, workers involved in the companies, local organizations focusing on gender equality issues; the Centre for Interdisciplinary Gender Studies (CISG) of the University of Trento.</p>
<p><b>Short Description of the measure.</b> Please mention content, objectives, target groups, beneficiaries; time frame or duration and the activities carried out. Please mention the legal framework and if there are specific sanctions foreseen for non compliance with the measure</p>	<p>Within the wider European project “Gender pay gap: good practices and experimental models” (aimed at activating a pilot-model for the collection and analysis of statistical data, fighting against stereotypes fueling discrimination and segregation on working women and increasing awareness on the structural nature of gender issues) the following activities were carried out: provision of an <b>on-line software and guidelines to collect genderized data</b>. This measure addressed local companies with more than 100 employees so as to urge them to prepare the reports containing genderized data on hiring, training, qualification upgrades, career, dismissals, etc. As a matter of fact according to Italian legislation (art. 46 of the Legislative Decree N. 198/2006 “Code on Equal Opportunities between men and women”, as in the former Law 125/1991 “Positive actions for equality between men and women in labor”) these reports must be delivered every two years to the regional Equality Advisor, but since no sanctions are foreseen, companies do rarely comply with this fulfillment. The measure therefore coped with the reticence of the companies at local level in providing requested data. The software and the guidelines were presented and made available during public meetings and seminars at the end of 2012. Since the Trentino Alto Adige and the Bolzano Province are mainly German speaking, the guidelines and the software were prepared in Italian and German.</p>
<p><b>Purposes.</b> Which are the direct purposes of</p>	<p>The purpose of the measure (within the</p>

the Measure, if applicable, the indirect ones?	project) was to get data from the companies in order to directly tackle the GPG issue at local level (Bolzano Province). Indirect purposes mainly concerned awareness raising on this issue among involved stakeholders at four levels: employers and workers, local authorities (included those involved in education) and civil society organizations concerned in gender equity (policies, research, education, etc.).
<b>Funds.</b> Which are the funding sources for the Measure?	European Social Fund (150.000€ for the overall project).

## Part. 2: Qualifying aspects of the measure relative to OGGP

<b>Effectiveness.</b> Please describe which aspects relevant to problems about the Gender Pay Gap are considered and overcome by the Measure.	At present more than 80% of the companies with more than 100 workers in the relevant area (Province of Bolzano and Trentino Alto Adige Region) prepare the mandatory reports. The described activity succeeded in raising the issue and in quantifying the GPG, which previously was not at all acknowledged as a real phenomenon by the majorities of policy-makers, employers and even workers themselves.
How did the Measure manage to reduce Gender Pay Gap?	Not applicable.
Does the Measure involve other stakeholders and different actors (e.g. Local Government)	Yes, as above mentioned.
<b>Monitoring.</b> Does the Measure provide internal assessment and monitoring of the results?	Yes, since European project do ask for internal assessment and monitoring of the results
Has the Measure foreseen an analysis of the satisfaction of the women's needs?	No, it was not foreseen.
<b>Innovation.</b> Has the Measure produced new working conditions, especially referring to female employees? ( e.g. develop new policy and service, introduce new ways of working as smart-working?)	No. It is important to highlight, nevertheless, that starting from the conclusion of this project the Regional Statistic Office (ASTAT) each year collects data on GPG at local level.
<b>Reproducibility.</b> Can the Measure easily be reproduced in other contexts?	Yes, the online software and its guidelines were already requested by the equality

	counsellors of other Regions during the implementation of the project activities.
<p><b>Comment (own evaluation or experts' opinion).</b> If possible, please specify what facilitates the success and where are the obstacles</p>	<p>This action was accompanied by other awareness raising activities carried out in the previous years as well as by research activities which were mainly promoted by the Province of Bolzano together with the relevant Equality Advisor.</p> <p>A very significant facilitating factor was represented by the availability and openness of local administrators to cope with the raised issues concerning GPG and to modify their opinions and subsequent actions in every day working activities.</p> <p>A constraint refers to the lack of money to carry out further activities, apart from those promoted at local level by the Equality Committee of the Bolzano Province.</p>
<p><b>Further Information</b></p>	<p>The activities on gender pay gap of the Associazione donne-lavoro are available at <a href="http://www.donne-lavoro.bz.it/287d6926.html">http://www.donne-lavoro.bz.it/287d6926.html</a></p> <p>A form on the European Project "Gender Pay Gap: good practices and experimental models" is available (in Italian) at: <a href="http://ideeallapari.it/pratica/134/">http://ideeallapari.it/pratica/134/</a></p>