




THE EQUAL OPPORTUNITIES REGIONAL ADVISOR

PREVENTING AND REDUCING
GENDER DISCRIMINATION AT WORK

PROMOTING EQUAL OPPORTUNITIES
AND NON-DISCRIMINATION
IN THE REGIONAL LABOUR MARKET





A fair and efficient society of law works thanks to the cooperation of many cogs, different in shape, material and colour. A labour market without discriminations is the necessary condition to start these cogs.

Translation by Carolina Midi

THE EQUAL OPPORTUNITIES REGIONAL ADVISOR

Valentina Cardinali - Main Equal Opportunities Regional Advisor

Loredana Pesoli - Substitute Equal Opportunities Regional Advisor

REGIONE LAZIO

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IT IS FORBIDDEN TO DISCRIMINATE!

In our set of rules:

All forms of job discrimination, regarding access to work, based on sex are forbidden – whether employed, self-employed or any other type - this includes the selection criteria and the conditions of hiring and promotion in every sector or branch, at every level of the professional hierarchy;

Any discrimination, direct or indirect, concerning every aspect or condition of the salary, in a specific job or a job with the same value, is forbidden;

Any gender discrimination concerning the assignment of roles and tasks, and concerning career development, is forbidden;

All forms of discrimination regarding access to the social security benefits, also supplementary, are forbidden..

WHO IS THE EQUAL OPPORTUNITIES REGIONAL ADVISOR

The Equal Opportunities Regional Advisor is an expert in job market, equal opportunities and gender politics, that plays an institutional role of promotion, oversight and control on topics such as equal opportunities and anti-discrimination in the regional labour market. (Legislative Decree 198/2006, 5/2010, 80/2015).

The term lasts 4 years.

The advisor sits in the Regional Agency, as required by the law, but it is a third party and therefore cooperates with all the branches of the regional Administration and with all the local entities working on the topics of job market and equal opportunities.

As outcome of the open call by the Regione Lazio on August 9th, 2016 and the Decree of appointment of the Minister of Labour and the social policies, starting May the 9th 2017 **Valentina Cardinali** took office as Main Equal Opportunities Regional Advisor and **Loredana Pesoli** took office as Substitute Equal Opportunities Regional Advisor.

DISCRIMINATION AT WORK /1

It is defined as direct discrimination any device, action or behaviour (including the order to carry them out), that create a detrimental effect by discriminating workers, women or men, because of their sex, or causing a less favourable treatment compared to another worker, women or men, in the same situation.

It is defined as indirect discrimination when an enacting, a criteria, a procedure, an action, an agreement or a behaviour neutral in appearance that create or can create a position of particular disadvantage a worker of one sex compared to a worker the other sex, unless concerning qualifications required for the job functions, provided that the aim is legal and the means employed for its achievement are appropriate and necessary.

(Legislative Decree 198/2006,
supplemented by the Legislative Decree 5/2010)

DISCRIMINATION AT WORK /2

Any unfavourable treatment for reasons of pregnancy, maternity or paternity leave, also adoptive, or ownership and preservation of the related rights is considered discrimination.

Harassment, seen as unwanted behaviour for reasons related to sex, with the aim or the effect to violate the dignity of a worker man or woman and to create an intimidating atmosphere, hostile, degrading, humiliating or disrespectful, is also considered discrimination.

It is considered discrimination also any retaliation by the employer to a complaint or to an action aimed at achieving equality of treatment among men and women.

(Legislative Decree 198/2006, supplemented by the Legislative Decree 5/2010)

THE ROLE OF THE EQUAL OPPORTUNITIES REGIONAL ADVISOR /1

The functions of the Equal Opportunities Regional Advisor are provided by law (Legislative Decree 198/2006, 5/2010, 80/2015) and include:

Surveying the situations of gender unbalance at work and in particular with respect to the access to employment, training, career advancement and related to retirement and compensation in general.

Reducing gender discrimination at work, of collective nature (responsibility belonging solely to the Advisor as public official, as compared to the others equality entities). Action against an instance of discrimination starts upon the reception of a claim of alleged discrimination or

activated autonomously by the Advisor, in the cases provided by the law.

The resolution of such situations requires the enacting of measures ranging from promoting sensibility, to attempting reconciliation among the parties, up to court action (in accordance with Articles 36-37 of the Legislative Decree 198/2006).

Individual discriminations are ruled by the Equal Opportunities Provincial Advisor.

THE ROLE OF THE EQUAL OPPORTUNITIES REGIONAL ADVISOR /2

Monitoring the conditions of the workforce of companies with more than 100 workers operating at the regional level as required by the Article 46 of the Legislative Decree 198/2006 and following, with respect to gender.

Supervising the organisations and the processes of decision making, in terms of anti-discrimination:
Controlling the gender structure of the selection boards of Public Administration (under law 215/2012);
Compulsory opinion (under Article 48 of the Legislative Decree 198/2006) about the Positive Action Plans (PAP) of the Public Administration;
Strategic cooperation with the Guarantee Act Committee (Directive 4/3/2011 of the Presidency of the Council of Ministers);

Oversight on the coherence of scheduling of local development politics according to the directions given by the EU in terms of mainstreaming. To this regard, the Advisor is member of the Monitoring and Partnership Committee.

Promoting a culture of equal opportunities on a large scale, also in the context of the active employment policies (Directive 2006/54/EC).

THE SERVICES: NO-D DESKS

NO-D (No-Discrimination) Desks for individuals, enterprises and local public and private entities are innovative instruments promoted by the Equal Opportunities Regional Advisor and used to:

- Collect claims of situations actually or potentially discriminatory;
- Stimulate local synergies and initiatives.

Discrimination at work can actually manifest in different ways: a behaviour that violates directly the rules on equality of treatment and the ban on discrimination, or, as it often happens, as a consequence of actions resulting from procedures considered apparently neutral, which does not necessarily come from a precise will to discriminate. The NO-D counters, through the cooperation with the Equality Regional Advisor Office, will try to verify these kind of situations and de-escalate their effects, providing the parts with a way to improve the employee wellbeing, with positive impacts in terms of loyalty and productivity, with the aim to improve cooperation and harmony, at every level.

CONTACTS

If you are a worker, man or woman, and you want to report a discriminatory situation for a group of people, a category, a precise target, as well as problems of gender imbalance in your working environment...

If you are an employer and you want to have information on or assistance with:

Writing the PAP (Positive Action Plan);

Writing the biennial Report on the situation of the employees;

Discovering the opportunities offered by the laws in the matter of work-life balance and equal opportunities;

Solving problems or gender inequalities and adopt non-discriminatory strategies and organizational innovations;

Finding out more on how to ensure equal opportunities in your company...

In case you are an institution, a public or private entity, and you want to connect to undertake initiatives on equal opportunities topics and operate for a non-discriminatory regional job market...

CONTACTS

Write to **consiglieradiparita@regione.lazio.it**

1) Mention in the subject line:

PEOPLE NO-D DESK

ENTERPRISES NO-D DESK

NETWORK NO-D DESK

According to the category of the applicant;

2) Leave a message and your contacts.

Or call +39 6 5168.5129/5646

Monday to Friday, from 10 am to 1 pm

The Office of the Equal Opportunities Regional Advisor
serves the interests of the territory



CONSIGLIERA REGIONALE
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