

W A



W A g r e e m e n t

WVA

# PROBLEM

*High gap between women  
and men employment*

SOURCE: Ministry of  
Welfare, Istat data



# PROBLEM

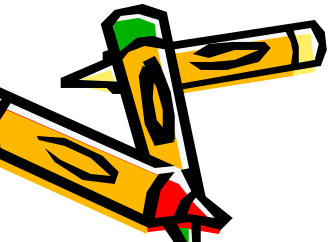
## DATA

### Employment

In 2003, the difference between employed women and employed men got to 26.6%

national employment average rate: 56%

employed men	69.3%
employed women	42,7%.





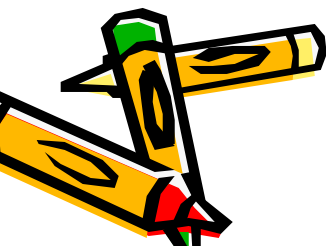
# PROBLEM

## DATA

### Unemployment

In 2003, the difference between unemployed women and unemployed men got to 4.8 %

national <u>unemployed average rate</u> :	8.7%
unemployment men	6.8%
unemployment women	11.6%





# PROBLEM

## GENDER GAP FACTORS

### Low educational qualifications:

- Employed women with a certificate of secondary school up to the age of 13 are even *34.7% less than men* with the same education  
It goes down to 18.9% among people with a certificate of secondary school up to the age of 18  
Among graduated it is `only` 11.2%.
- Unemployment women with a certificate of secondary school up to the age of 13 is *6.7% higher than men* among those with a certificate of secondary school up to the age of 18 it is 4.5%  
Among graduated it is 3.3%.

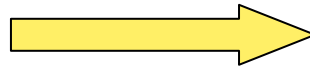


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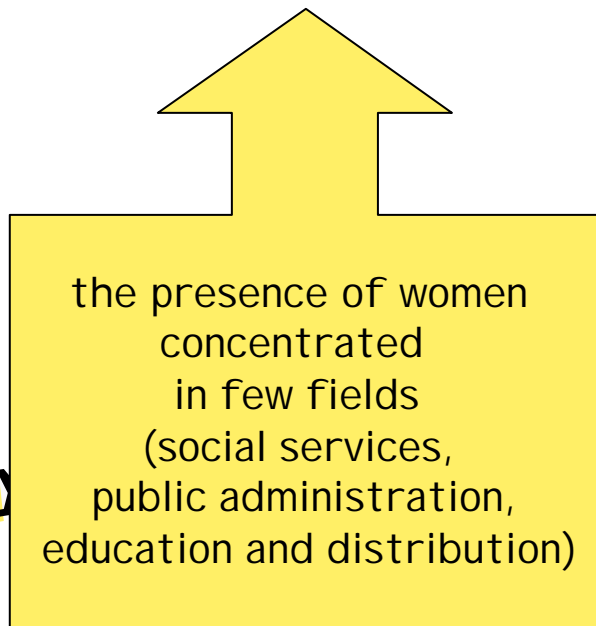
# PROBLEM

Working sector

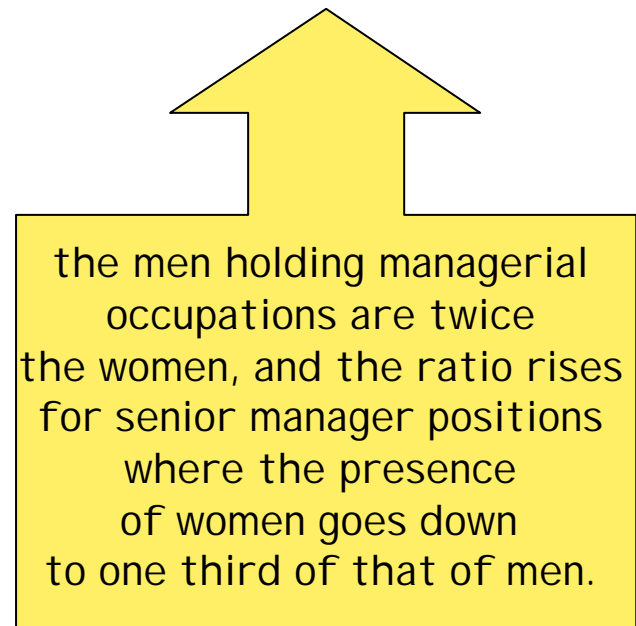
*horizontal segregation*



*wage differences*



the presence of women concentrated in few fields (social services, public administration, education and distribution)



the men holding managerial occupations are twice the women, and the ratio rises for senior manager positions where the presence of women goes down to one third of that of men.



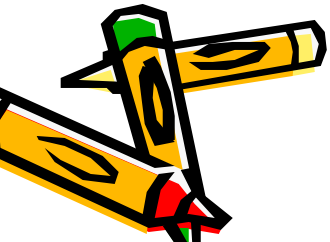
# PROBLEM

## GENDER GAP FACTORS

### Family

women single women employment without children 87%

married women employment with children 50%



# WVA

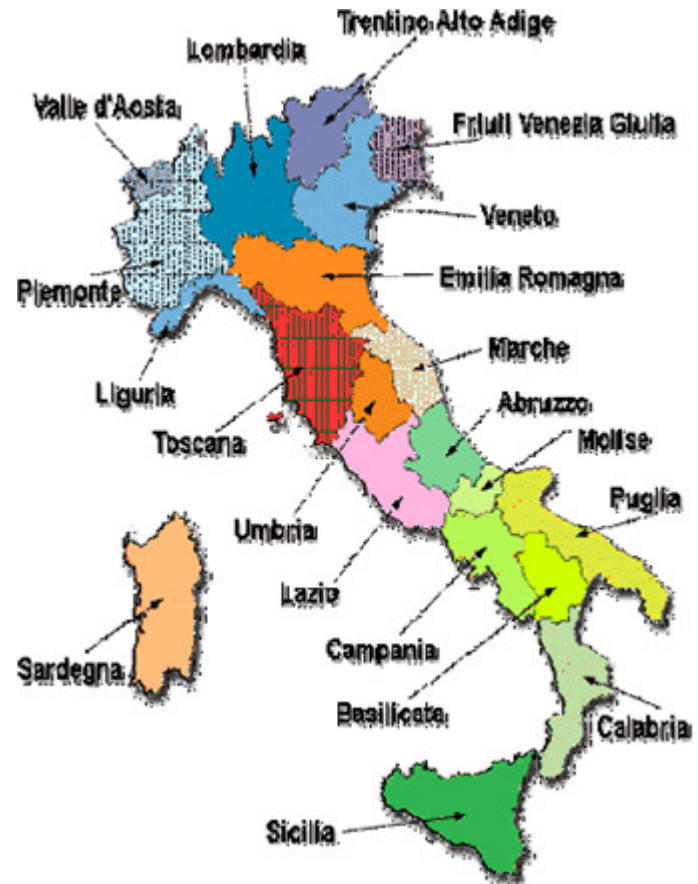
# TERRITORY

The territorial area referred to in the project is central-south Italy. In particular DS wants to develop its activity in the regions of

Latium (Lazio)

Marches (Marche)

Calabria



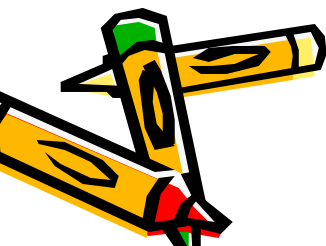




# STRATEGY

## GOALS

Supporting favourable conditions for an equal treatment between men and women when entering the labour market and the training

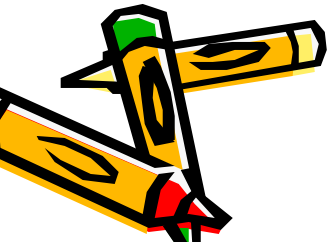




# STRATEGY

## GOALS

To eliminate the obstacles interposing between women and their entry and permanence in the labour market

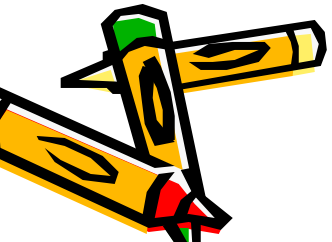




# STRATEGY

## GOALS

Preventing the compatibility between family requirements and professional expectations

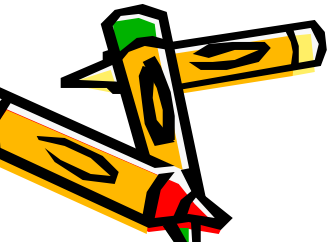




# STRATEGY

## Lines of actions

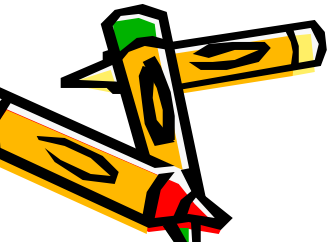
- Experimenting territorial management instruments aiming at the creation of a widespread net of local enterprises and bodies.
- Experimenting instruments of equality aiming at realizing the possibility for women to enter the labour market and to continue in active life.





# OBJECTS

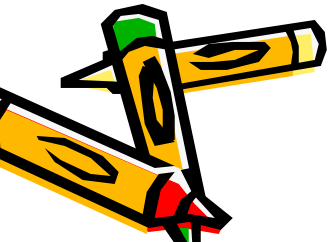
- Contrasting all forms of discrimination, direct and indirect, towards the entry or re-entry of women in the labour market
- Giving value to woman as a resource in all her characteristics, particularly in the cultural and social fields.
- Experimenting (with local bodies, employed women, firms) new services and way of organizing times and work that can support women employment in the local firms and the compatibility of family and working times.





# OBJECTS

- Awakening local public and private enterprises and bodies with the aim of eliminating the prejudices that relegate woman in low-level and low-wage jobs
- Improving working conditions and compatibility with non-working life





# OBJECTS



The project also includes the creation of a service provided with the following:

- A research and documentation centre
- An information and hearing service
- A meeting among local bodies, public administrations, Local Health Enterprise, trade unions and entrepreneur organizations, in order to elaborate concrete actions for overcoming underlined problems and to experiment time flexibility interventions





# PARTNERS

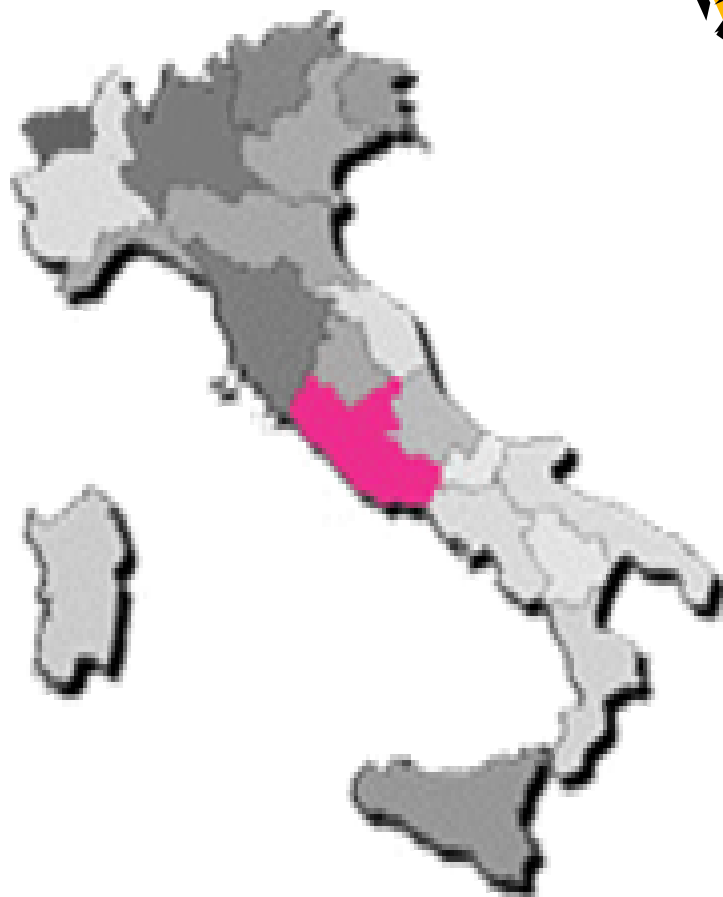


**FIDET COOP**  
(Lazio, 1986)

Regional association of co-operatives

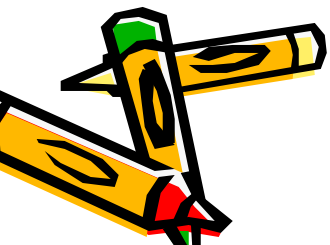
## ACTIVITIES:

- Vocational training
- Job orientation
- Research
- Assistance



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# PARTNERS

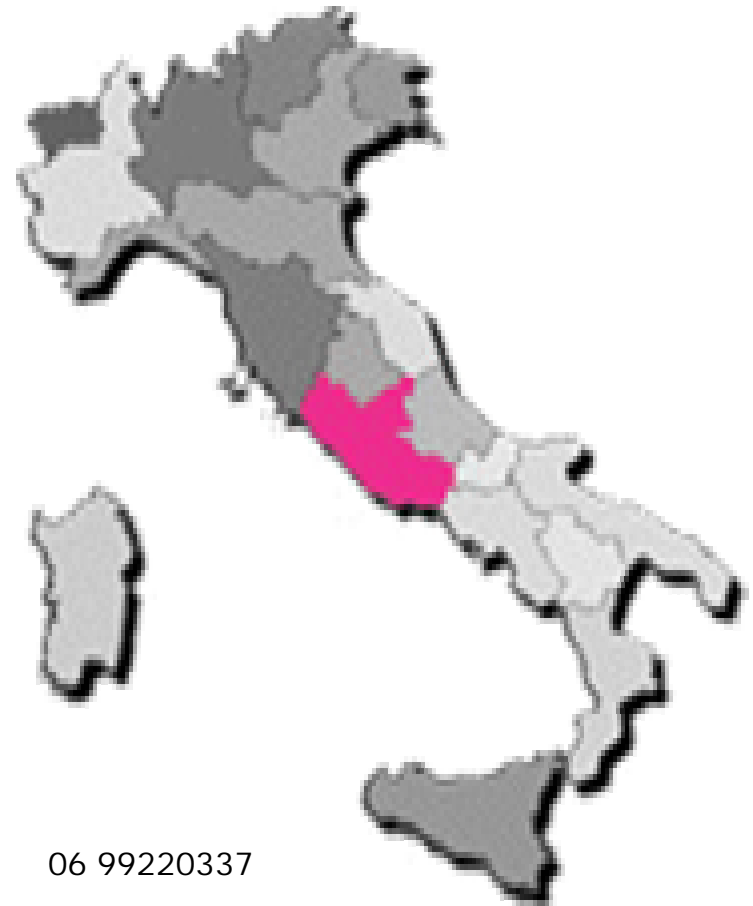


**EUROFOR**  
(Lazio, 2000)

Association for promotion of  
training and research projects

## ACTIVITIES:

- Vocational training
- Job orientation
- Research
- Assistance

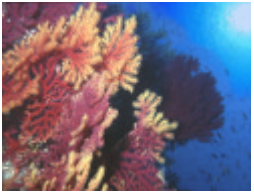


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# PARTNERS



## LE GORGONIE

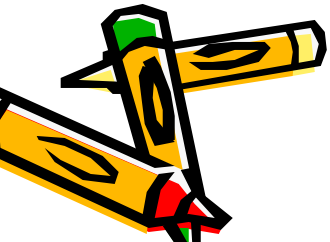
(Calabria, 2001)

Co-operative enterprise



### ACTIVITIES:

- Management of social-therapeutic structures
- Management of socio-educational services and laboratories
- Home assistance
- Social research
- Sensitizing local community to disadvantaged people



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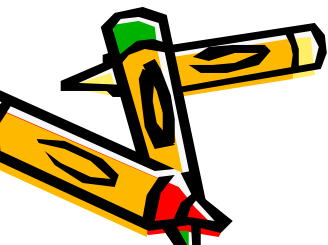
# PARTNERS



SERVICE COOP  
(Marche, 1987)  
Cooperative Enterprise

## ACTIVITIES:

- Social projects
- Social-educational interventions
- Territorial social services
- Vocational training
- Social and economic researches
- Informative and guidance services



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# WVA

# PARTNERS



**IDREA IDREA**

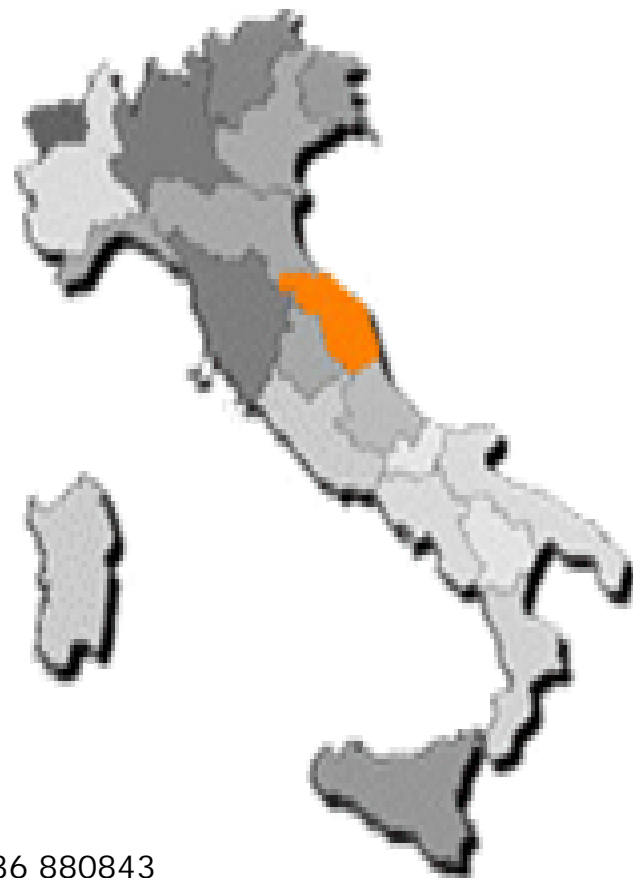
Piccola società cooperativa a r.l.  
SERVIZI CULTURALI  
E AMBIENTALI

(Marche, 1999)

Co-operative enterprise

FIELDS OF ACTION:

- Environmental
- Cultural
- Social
- Tourism
- Education



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