



# Emilia-Romagna. A Female identity

The regional  
framework  
legislation  
for equality and  
against gender  
discrimination

L.R. June 27, 2014 n. 6



Regione Emilia-Romagna | Commissione  
per la parità e per  
Assemblea legislativa i diritti delle persone

# Emilia-Romagna. A Female Identity

The regional framework legislation for equality  
and against gender discrimination

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Regional Law June 27th, 2014, n. 6

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# Preface

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**Simonetta Saliera**  
*president of the Regional Legislative Assembly*

Since its beginnings, the Italian region of Emilia-Romagna has always been committed to reinforcing and overseeing the implementation of the constitutional right to a fair and equal people-oriented society. This is a civic duty which in recent years has focused above all on gender equality. Initially, through specific legislation, and later under the work of the Commission for Equality, which

has introduced an electoral law establishing double gender preference, our involvement has certainly contributed to Emilia-Romagna's Regional Legislative Assembly achieving the status of being one of the most 'women-friendly' (*rosa*) in Italy. In fact, compared to the national 18% average of elected women in council elections (162 female councillors out of the 910 elected), Emilia-Romagna's 34% (17 female out of the 50 elected) is the highest figure in Italy with regards to female representation in our regional institutions. However this success is not restricted to mere arid electoral statistics: it is the product of a lengthy process of emancipation and progress for the female citizens of Emilia-Romagna. Nevertheless, this is a result that cannot be taken for granted once and for all, but has to be cultivated day to day. For too long our society



has claimed to reward merit when in fact the opposite happens. The reality is quite different: society has within it a plethora of inherent discriminations and inequalities. There are those who are born at the top of the social pyramid, and those who are crushed by it, regardless of personal merit. Not by chance our Constitution clearly affirms that it is the duty of the Republic to remove all obstacles to achieving equal rights and equal opportunities for all male and female citizens. It must be underlined that the Fathers and Mothers of the Constitution did not limit themselves to introducing the concept of equal opportunities; they clearly stated that all citizens had equal rights and that the State through its laws and policies should take active measures to remove these obstacles. The Founding made explicit that it was not enough to say ‘we are all equal’, but the conditions had to be created whereby there was a real and consistent equality of rights and responsibilities regarding all citizens before the law. It is the law itself, moreover, that should bring about these objectives and give body to equality. However, not even the best legislation alone will suffice. The accomplishment of equal rights within every economic, social, cultural and gender category always descends from social struggles as well as from civil and political commitment. History has shown that nothing is ever simply given to us. Without creating false myths or resorting to declamatory rhetoric, Italian women do not want to go backwards. This remains the case even in the wake of the profound crisis that has hit the country at its most vulnerable social levels, that are struggling with unemployment and a lack of spending power due to reduced salaries and pensions. Women cannot allow themselves to regress back to the merely private sphere. Unfortunately statistics and individual experiences show that women are the first to lose their jobs, the first to be underpaid and therefore the first to have to withdraw to the private sphere, in a subordinate role within society. It is our institutional duty not to let this happen. This is a debt we owe to those who came before us, and a torch of hope that we want to be able to pass on to our children.

# Presentation

## The Driving Force for Development in Gender Equality

**Roberta Mori**

*president of the Commission for Equality and Human Rights  
and national coordinator of the regional Bodies for Equal Opportunities*

Bipartisan collaboration and deep innovation: these are the characteristics of an ever-evolving work in progress that in the ninth legislature saw the institution of a Commission for equality, which then became, in the current 10<sup>th</sup> legislature of the Italian region of Emilia-Romagna, a Commission for equality and human rights. This is a powerful Commission, at the service of structural anti-discriminatory and equality policies. This Standing Commission, endowed with legislative power, is made up of male and female regional councilors who, at the end of their mandate, will report back on the incisiveness of their own commitment in important areas for the development of human beings and of society, in the perspective of a more modern and mature civil coexistence. The Emilia-Romagna experiment represents a unique experience in the national landscape, in which equal opportunity bodies perform an important but essentially advisory role. **Fundamental human rights**, as set forth in the European Charter of Nice, have become the cornerstone for an original political-institutional mainstreaming



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action, in which the innovative representative role of the Commission - in relation to the Regional Institutes of Guarantee and Consultation of Emilia-Romagna citizens in the world - strikingly stands out, strengthening strategic alliances designed to achieve the most important outcome, namely a more equal society.

The **framework law for equality and against gender discrimination** (L.R 6/2014), of which I was the promoter in the previous legislation, represents the highest expression of the convergence and sharing of a value-based platform and of principles which, overcoming a plethora of simultaneous and abstract claims for rights, opens up new horizons of corrective actions that enable the achievement of a full democracy of equality, in the spirit of the Constitution.

### L.R. 6/2014 IN SUMMARY

Coming into effect 27th June 2014, the legislation comprises 45 articles. The protocol of the **Representation System** introduces criteria for equal access to all positions and a double gender preference in the electoral ballot. The norms for **Gender Citizenship** in schools, at every stage and on every level, support a multi-disciplinary and inter-disciplinary approach with respect to gender differences, and the overcoming of stereotyping, promoting studies and degrees on gender differences, women's archive and documentation centres and libraries, and the adoption of a non-discriminatory language. The realm of '**Female Health and Wellbeing**' entails measures for equal access to personalised treatments, the use of gender-based medical health plans, the 'prevention code' against violence in hospital emergency rooms and the promotion of sporting activities for women and girls. From the **Prevention of Gender Violence** stem Anti-Violence Centres which act as spokespeople for the prevention of such violence; the institution of permanent monitoring and observation; new modes of assistance both for underage witnesses of violence and for abusive men; the development of residential structures for victims and also measures against female slavery, forced marriages and female genital mutilation. Female job positions are offered according to reward criteria: an example of this is the so-called 'Ged' (Gender equality and diversity). Regional guarantee funds are also offered

for hiring women along with grants for professional training. The norms for **Conciliation and Sharing of Social Responsibilities and Treatments** entail a rehabilitation process in roles undertaken by women and men in society, at work, in the spheres of private and family life and even through the implementation of a counselling system and a system for access to educational services. **Female Representation in Communication** looks to achieve a responsible use of media in order to overcome demeaning stereotypes. Tools for the promotion of an equality system have been implemented, such as a Gender Budget, a permanent regional Forum which coordinates territorial actions, and the Conference for Elected Women, which unites all female representatives with an electoral position in Emilia-Romagna.

The cultural revolution which our Region is also committed to fostering through policies for the promotion and the practice of rights, that can be verified by an attentive and involved public, combined with the reformist vision that seventy years ago saw women as the protagonists of universal suffrage and likewise the aware protagonists of the occupation of new public spaces from which until then they had been excluded. This is a constant battle for self-determination that has not yet eradicated the **all-powerful stereotypes of gender and social roles** that **limit the potentialities and progress of the entire society**. On average, women are better educated than men, yet one in three women leave work to look after children and raise a family, earning from 20% to 30% less than their male counterparts, and make up barely 20% of members of governing bodies. Thanks to a series of national regulatory interventions (even if of a fragmentary kind), the female presence in representative institutions has increased, but the unresolved question of how to conciliate duties in private life and the sharing of responsibilities for care are still difficult obstacles to overcome, if not though an integrated and massive action adopted at all institutional levels.

The introduction of double gender preference in Legal Framework 6 of 2014 brought about changes in the regional electoral system which nearly doubled the number of female councilors elected to the Legislative Assembly. **The division of political power** remains an unavoidable issue as it embodies democratic representation and the same contents and levels of fairness of the decision-making process. This

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is why we must definitively overcome, including in the communication process, the concept of ‘female quotas’, ensuring once and for all that the prerequisite for a public position is always merit, and that the responsibility for a modern democracy that is efficient and truly representative, belongs to the whole community.

The **keyword** therefore becomes ‘**alliance**’. An alliance between men and women, between public institutions and intermediate bodies, and between schools and their communities, cemented by a real factual and legal progress. The **Conference of Elected Women in Emilia-Romagna**, which met for the first time on 16 March 2016, in fulfilment of the framework law, aims precisely to coordinate and promote similar alliances in every aspect of public life. The regional and local Conferences are therefore the new institutional site in which local female administrators, women who are aware of the community’s needs, can collaborate in promoting increasingly integrated policies in the welfare sector. We are already experimenting **collaboration protocols** that Law 6 stipulates between **Regions and Municipalities**, precisely to ensure that these equality policies are operative and practicable in these local areas, concerning the range of disciplines covered by our legislation, including: access to female health and hygiene services; formation regarding cultural and gender differences; employment opportunities and measures for conciliating work and family life. In the wake of the anti-discriminatory actions that are at the heart of our political and institutional commitment, I would like to give mention to the unprecedented and important alliance, ratified by an **agreement** between **the two national co-ordinating bodies for equality and regional civic defense**, particularly with regards to the implementation of Law 56/2014. This is a further step forward to ensure a concrete balance in gender representation in order to overcome discrimination and to pursue gender equality in all spheres.

It is certainly thanks to this method that Law 6/2014 was unanimously approved in the assembly. The proposed popular initiative with the involvement of male and female citizens, follow-up progress seminars, visits to anti-violence centres and multiple comparative local meetings has allowed the drawing up of a clear and incisive framework of aims and objectives. This is a **work in progress** which has not come to an end with the law, but continues in the relentless effort of realization, of which Commission for equality and Human Rights is the principal

guarantor. Every anti-discriminatory project born in a given municipality or health organisation finds support in the law, and contributes to promoting the culture of equality that is its aim. The same goes for the educational programmes offered in schools, the training courses provided in universities; projects for associations that valorize the historical contribution of women to the achievement of society at large, or for the initiatives for enhancing employment that cooperative organisations and private companies wish to promote. Today we are already seeing results of meritorious **local initiatives inspired by the framework law** which the Emilia-Romagna region contributes to extending in its territories, by means of suitable implementation protocols.

The **first Regional Plan against Gender Violence**, approved in May 2016, in accordance with Article 17 of Law 6, has marked a decisive step forward in the wake of the **Istanbul Convention**, obliging those European states that ratified it - including Italy- to effectively oppose domestic violence against women. These are practical and verifiable actions which are, above all, able to accomplish the outcome that we are most concerned with, namely to prevent male violence that is not only odious and unbecoming to a civilised community, but is so pervasive and widespread that it gives rise to **unsustainable social costs**. The actions foreseen in the plan are specifically tailored towards, amongst other things, prevention through widespread education and training projects, with the aim of opposing stereotypes and promoting respect for differences; the establishment of an Observatory and permanent monitoring system of the Emilia-Romagna Region; the consolidating of treatment services for male perpetrators of gender violence; support for coordination of the antiviolence centres and of the system of protection from, and measures against, female violence, through a substantial network of associations.

We offer this strengthened system of actions and guarantees as a tribute to the courage of the many women who came before us, and who have made a lasting impression on the history of women's rights, and of the many women and girls of today who with the same courage take on global challenges in an ever smaller world, in which the 'female condition' still represents a crucial crossroads in the choice we must make: the choice between being truly human or losing oneself in the oblivion of indifference.

## Concrete and Transversal Actions for Equality

**Antonio Mumolo**

*vicepresident of the Commission for Equality and Human Rights*

Our Commission has a diverse and interconnected range of expertise, precisely because society itself improves as gender equality increases and legal protection, eligibility and constitutional rights advance. Law 6/2014 is without a doubt one of the most significant products of the work carried out by the preceding regional legislature. I believe that the most fruitful intuition

of this framework law, at a distance of two years since its approval, is its transversal nature. In fact, gender policies do not only concern women, but society as a whole, its quality and the wellbeing of its citizens, and for this reason are of interest to and affect all regional policies. The strength of this law lies precisely in the fact that it has prompted various local government departments to adapt the attention to gender to their own fields (the Employment Pact, for example) a little at a time, with a governing culture that is increasingly aware and organic, rendering the actions more effective. It is society as a whole which must advance, empowering women to live fully and equally to men all areas of their lives, from their own workplace (overcoming wage inequality and other forms of discrimination), to



sport (where stereotyping is still difficult to overcome) to female political appointments (active places of true leadership) to leisure. The law, in all its articles, has led to concrete actions alongside another fundamental element, namely the conception and dissemination of a culture of equality and of respect for gender differences. Without a significant change in mentality, we would remain trapped within the confines of abstract claims, when instead equality should become the common ground of all political actions, daily behaviour and attitudes. Monitoring vocabulary and communication, together with initiatives and training in schools, are essential steps in this direction. In order to achieve these aims in the long term and to continue working towards the prevention of gender violence, it remains fundamental at this stage to support and aid female victims, consolidate anti-violence centres, increase the number of shelters for battered women, and to protect underage witnesses of violence. It is also necessary to continue experimenting projects directed towards men who commit acts of physical and psychological violence. I consider it important likewise to underline the collaboration with safe houses which allows us to continuously monitor underage subjects, adults who live on the margins of society, disabled people or those deprived of their personal liberties. The Commission visited a detention unit to see firsthand the problems faced by prisons and labour centres, places which should aim at social reintegration yet often become places of suffering and violation of rights. If substantial progress has been made, from the closing of judicial psychiatric hospitals thanks to alternative forms of shelter, to innovative new projects in prisons (work-study, dramatic and sporting activities), many others have to be identified and put into practice. In conclusion, we consider of crucial importance a day-to-day commitment of the institutions in the promotion of civil rights, in order to enable the advancement of society at large, improve the wellbeing of all citizens, ensuring that no one gets left behind.

## Equality and Meritocracy: a Possible Synthesis

**Daniele Marchetti**

*vicepresident of the Commission for Equality and Human Rights*

The concept of Gender Equality is one of those that today give rise to greatest controversy and differences of interpretation and, as a result, political speculation on the very principles of equality amongst men and women as set forth by the Constitution. Within the Legislative Assembly, our Commission is the institutional site where these topics are worked out, developed and synthesized, in order to produce public policies that have a positive impact on people's rights. With this common aim we exchange ideas, in order to face and solve problems, including new ones, regarding equality and coexistence, characteristic of a society that is increasingly plural and complex: a society in which it is important not to generate further inequalities in an attempt to redress them, as can happen if and when gender differences legitimate political asymmetry, for example in the access to professional careers and public offices. We need to find a balance: between women's rights not to be discriminated in their life choices - as unfortunately is often the case in all countries where patriarchal cultures derives from religious precepts - and the imposition of 'gender guarantees' which fail to take individual merit or expertise into account.

It is necessary to act with determination against existing inequalities that, according to available statistics, characterize the female condition both in Emilia-Romagna and Italy. Such inequalities are undoubtedly due to the last residues of 'androcentric' culture and a diehard patriarchal system, which women's social and economic empowerment has overcome but not completely erased. What is still left open in the debate on gender equality regards the modes and kinds of initiatives to undertake today. If precluding or limiting access to a role, a job or an institutional office to one of the two genders is a form of discrimination, in order to prevent it we need to find more flexible tools, respectful of the individual person and adequate to a merit-based and egalitarian system. Benefits and preferential tracks, which have been necessary during certain moments in history, should never become privileges or disregard the very anti-discriminatory objectives for which they were created. The challenge is therefore to place men and women on the same level, giving them equal opportunities from the outset of their social and educational careers: in other words, equip society and its people, from both a cultural and a juridical point of view, in order to prevent and not redress a posteriori the discriminations to which they may have fallen victim. All of these considerations meet the objectives of equality and transparency of the rules for a civil society today. To this should be added the concept of social quality whereby male and female citizens are put in a position to contribute to community life, with the full awareness of their social role, made up of democratic rights and duties. Likewise with regards to political participation and representation in elective institutions, genuinely egalitarian methods should be adopted, that will eventually overcome the rigidity of gender quotas. Political parties and movements have the responsibility to promote the growth of political participation, setting an example by their internal procedures and by the ways through which their candidates are selected. The legal norms concerning a just distribution between men and women in electoral lists are not sufficient, neither is the electorate's right to express double gender preference while a mature culture of political representation is lacking or underdeveloped. The rules are easy to elude: it is enough to respect them in a merely formal fashion. Our commitment is addressed primarily to the construction of a solid democracy over time, in which participation is a freely-exercised right for all men and women who consciously wish to be of service to their own community.



**Regional Law June 27th, 2014, n. 6<sup>(1)</sup>**

# The regional framework legislation for Equality and against Gender Discrimination

1) This is not the official text. Only the printed version of the Official Bulletin has legal value.  
*Official Bulletin n. 182, June 27th, 2014*



## SECTION I

### **General Dispositions and Legislative Principles**

#### **Art. 1**

#### *Principles*

- 1.** In implementation of the Convention on the elimination of all forms of discrimination against women (CEDAW), approved and made executive through the 14<sup>th</sup> March 1985 n.132 legislation, (Ratification and enactment of the Convention on the elimination of all forms of discrimination against women, approved in New York 18<sup>th</sup> December 1979), the 11<sup>th</sup> May 2011 Istanbul Convention, approved and made executive through the 27th June 2013 n. 77 Law (Ratification and enactment of the Convention on preventing and combating violence against women and domestic violence, signed in Istanbul the 11th May 2011), of the charter of fundamental rights of the European Union, of the Treaty of the European Union (TUE) and of the Treaty of the functioning of the European Union (TFUE), of the principles related to the articles 2, 3, 37, 51 e 117, subsection 7, of the Constitution and of the regional charter, the Region of Emilia-Romagna and the local authority, in accordance with the principles of the European Charter for equality of women and men in local life, promoted by the Council of European municipalities and regions, in observance with the State competences, will contribute to the realization of substantial equality and equal democracy, to the development of a regional system based on the principles of the social responsible citizenship, to the respect of the culture of diversities that form the Regional community, and to the implementation of equal opportunity.
- 2.** The Region of Emilia-Romagna promotes the development of the individual and supports female subjectivity and self-determination as crucial elements of societal change and progress; Region of Emilia-Romagna opposes any type of violence and gender discrimination that threaten human rights, freedom, dignity and the inviolability of the individual; the Region of Emilia-Romagna promotes a culture of equal representation, of a shared power, of the individual's prevention, health and well-being also in relation to gender; it also promotes an idea of gender education and acknowledgement of gender differences in order to oppose all the discriminations based on gender stereotypes; the Region of Emilia-Romagna also favors a balance between the professional, the personal and domestic life for both men and women; it promotes and

coordinates actions and instruments devoted to the implementation of this legislation in accordance with the international, European and national laws and with regional laws and programmes.

**3.** The Region and the local authorities, in the execution of the functions envisioned by the present legislation, conform their activity to the method of institutional co-operation, following the principle of co-ordination and co-operation among the different sections of the governing body together with the principle of subsidiarity. The collaboration and the participation of different social and economic sections, devoted to the policies of equality and against gender discrimination, will therefore be promoted by means of constant discussion.

## **Art. 2** *Objectives*

**1.** The present legislation aims to remove any form of detrimental inequality and any type of direct or indirect discrimination towards individuals, in particular towards little girls, young girls and women, which restrict freedom, impeding the full development of identity and the effective participation in the political, economic and social organisation of the Region.

**2.** The Region endorses gender difference and the affirmation of female specificity, freedom, and autonomy for the achievement of social and legal equality among women and men, together with the women elected in the institutions, social partners and all those organizations engaged in dealing with equal opportunities, gender discrimination, the anti-violence centres, the female representatives of the economic, entrepreneurial, professional and labour organizations, and also together with women's associations, women's documentation centres and cultural institutes devoted to the promotion of the culture of gender differences present in the Region of Emilia-Romagna.

**3.** The Region acts against gender violence i.e. that violence against women, as discriminatory manifestation and the heaviest expression of unequal power relationships between men and women.

**4.** The Region develops policies of prevention through equal corrective actions and equality indicators in order to contrast inequalities in every field and to evaluate the fulfillment of the goals of the current legislation.

5. The following legislation indications are proposed, promoted and made also in collaboration with private and public institutions, and/or with the approval of the Region.

### **Art.3**

#### *Definitions*

1. For the purpose of the current legislation, we will agree with the following definitions:

- 1) Gender: we accept the definition approved by Art 3, c) of the **Council of Europe Convention on preventing and combating violence against women and domestic violence, 11<sup>th</sup> May 2011** approved and made executive with the legislation n. 77, 2013, according to which ““gender” shall mean the socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for women and men”.
- 2) Equal democracy: substantial equality among women and men who share power, and private and public space in observation of the principles of the Constitution.
- 3) Equal corrective actions: supporting instruments that will enable the complete fulfillment of the Constitution in order to guarantee equality between women and men.
- 4) Gender medicine: the study of the different vital functions between men and women and their experience related to the same disease in order to offer the appropriate health care. Gender medicine also investigates the relations between sexual identity and efficacy of the therapies in the treatments of different pathologies.
- 5) Measures of equality: indicators directed to evaluate the fulfillment of the goals established by legislation.
- 6) Gender Language: a language that respects and conveys a notion of identity originating from the socio-cultural characteristics that regard gender and a language that is intended to contrast an assumed language neutrality.
- 7) Violence against women: we agree with the definition approved by Art. 3, letters a), b) and d) of **The Council of the Europe Convention on preventing and combating violence against women and domestic violence**, according to which: a) “violence against women is understood as a violation of human rights and a form of discrimination against women

- and shall mean all acts of gender-based violence that result in, or are likely to result in, physical, sexual, psychological or economic harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life”; b) “domestic violence shall mean all acts of physical, sexual, psychological or economic violence that occur within the family or domestic unit or between former or current spouses or partners, whether or not the perpetrator shares or has shared the same residence with the victim”; d) “gender-based violence against women shall mean violence that is directed against a woman because she is a woman or that affects women disproportionately”;
- 8) Centres against violence: social, medical and cultural centres for women that work in favour of practices of women’s relations in collaboration with the network of people devoted to the prevention of gender violence. The purpose of the centres is primarily the care of women and mothers with children who are being threatened or have been subjected to violence. These centres will also offer consultancy, listening and support.
- 9) Women’s shelters: centres whose existence and location are kept secret in order to protect and look after women and their children who have been victims of violence, following a specific and personalized programme devoted to their rehabilitation and social integration.
- 10) Gender discrimination: every difference, disposition, criterion, custom, act, agreement, behaviour or limitation, based on sex or gender orientation, that has the direct or indirect effect or aim to enact a disparity of treatment that might be harmful to personal self-respect with reference to sex, according to the definitions of direct and indirect discrimination, harassment and sexual harassment approved by the directive 2006/54 CE adopted through the 25 January 2010 n.5 legislative decree (on the implementation of the directive 2006/54 CE related to the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast).
- 11) Reconciliation and involvement policies: a set of measures that aim at enabling people to better harmonise and face all the different aspects of life, such as a remunerated occupation inside the domestic sphere, the possibility of having leisure time, time devoted to social and political

- engagement, in order to provide new tools for a new involvement and development of female and male roles within the division of tasks and responsibilities both in the private and the public sphere.
- 12) Diversity management: discipline that supervises human resources and organizes different instruments, actions and projects directed at the management and promotion of diversities.
  - 13) Gender education: training in equality and respect of the differences through a Gender approach in educational and didactic practice both in theory and in practice.
  - 14) Gender budget: general report on the integration of the use of Gender perspective in the economic planning of public policies through a reclassification of budget-entries, survey forms or any other procedure that will underline the impact on female and male population.

## **SECTION II**

### **System of Representation**

#### **Art. 4**

##### *Equal Representation in the Election System*

1. The Region of Emilia-Romagna, in observance of art. 117, sub-section 7, of the Constitution, favors the removal of all the obstacles that impede an equal access to electoral appointment. Region of Emilia-Romagna will thus acquire, also through further legislative actions, a specific legislation by introducing equal corrective actions devoted to the achievement of a successful democracy based on equality until the next regional election.

#### **Art. 5**

##### *Equal Representation in Subsidiary Companies*

1. The Region of Emilia-Romagna with reference to the subsidiary companies in observance of art. 2359, subsection 1 and 2 of the Civil Code, guarantees the implementation of what is provided for in the 12<sup>th</sup> July 2011 legislation, n. 120 art. 3 (revisions of the laws related to financial intermediation, with reference to the 24<sup>th</sup> February 1998, n. 58, concerning equal access to the administrative and supervisory organs of listed companies in regulatory markets).

**2.** The Region of Emilia-Romagna favors monitoring actions by constituting a specific gender section within the regional board of the nomination, with reference to the 27<sup>th</sup> May 1994, art. 9, Regional Legislation. (Regulation regarding the nomination of regional jurisdiction and of the administrative boards' extension. Dispositions concerning the regional organisation).

### **Art. 6**

#### *General Equal Representation*

**1.** The Region of Emilia-Romagna in collaboration with the local institutions favors activities devoted to the promotion of equal representation in all the associations working on the regional district.

**2.** The Region of Emilia-Romagna, together with the local institutions, with regard to applications, forms of collaboration, selections, in accordance with national legislation and the European Union law, will adopt specific evaluation criteria devoted to the promotion of all the subjects contributing, within their own organizations, to the observance of equal and anti-discriminatory principles with reference to the present legislation. An example might be the balance in representative governance, forecasting the corporate social responsibility in matters of anti-discrimination as well as the adoption of solutions to harmonise life- and work for women.

**3.** The applicable criteria of the equal corrective actions in regional administrative acts, approvals and proceedings will be developed and implemented by each general directorate according to their competences.

### **SECTION III**

#### **Gender Citizenship and Respect for Diversity**

### **Art. 7**

#### *Education*

**1.** The Region of Emilia-Romagna, also in collaboration with the regional Centre against discrimination, with reference to art. 41, the anti-violence centres and women's associations with consolidated experience and local permanent interventions, sustains projects and initiatives in every school of any level and order devoted to achieve the gender educational and training objectives

in terms of gender citizenship and of anti-discriminatory culture. Particular attention will be given to the overcoming of all those stereotypes concerning social role, the meaning and representation of being women, men, girls, boys and male and female children respecting gender, cultural, religious identity as well as sexual orientation and different opinions, different economic and social status.

2. The Region of Emilia-Romagna, also in collaboration with the regional educational department, universities, schools, institutions, educational institutions and women's and gender documentation centres, supports projects that:

- a) promote in every school of every order and level, as well as the primary schools and the University, a multidisciplinary and interdisciplinary approach in order to favor the recognition of differences and their respect, the overcoming of gender stereotypes and different discriminations, the analysis of the socio-cultural meanings of sexuality and gender identity.
- b) recognise and underline the success of all those women who have distinguished themselves in the field of Philosophy, History, Fine Arts, Culture, Scientific and Mathematical studies, as well as in social engagement, the labor market, the private sector, politics and institutions, and in each area related to the various levels of education.

3. The Region, in accordance with the Regional Commission devoted to the promotion of equality among men and women, implemented through the 15<sup>th</sup> July 2011, n.8 Regional Legislation (Establishment of the Regional Commission for the promotion of conditions of equality among men and women, afterwards, denominated Commission for equality) supports the creation of scholarships for final dissertations on gender and topics related and functional to this issue.

### **Art.8** *Culture*

1. The Region of Emilia-Romagna recognizes the role of women and female networks devoted to the development and implementation of a culture of equality as the primary and necessary step towards the improvement of society, knowledge, behavior, understanding and inclinations in order to

assert the mutual respect of diversities and differences, as well as a tool for the prevention of and opposition against any kind of violence, sexual discrimination also including homophobic and transphobic discrimination.

2. The Region encourages the awareness of the role of women in history, their contribution to the rise of the Italian Republic, to the Constitution and to the Establishment of civil and social rights and therefore to promote and support initiatives and projects devoted to increasing the historical research of records, biographies, iconographies, also in collaboration with universities, women's documentation centres, historical and cultural institutes, women's archives, women's libraries, museums and places of remembrance.

3. In order to achieve all these different goals, the Region supports local institutions that intend to name public spaces, streets, squares, rounds about of the different cities of Emilia-Romagna after worthy and exemplary women who might function as positive models for the new generations.

4. The Region supports women's documentation centres and women's libraries in their effort to spread literacy in gender culture. The Region updates its magazines, catalogues, publications, information campaigns aiming at respecting the female subjectivity and for adopting an equal approach. The Region conducts a census on the women writers' visibility through the institute for Cultural, Natural and Artistic heritage (IBACN), and also thanks to other public Institutions such as Cultural and Documentation Centres. The aim is to integrate women writers' presence and visibility through the library system, with special attention to children's literature. The Region supports women's talents in every field.

#### **Art. 8 bis**

*Regional actions to support the initiatives of local authorities,  
associations for social improvement, voluntary organisations  
and non-profit social organisations (NPO)*

(article added as set forth in Art. 17 L.R. 29<sup>th</sup> December 2015, n.22)

1. To achieve the objectives set forth in Article 2, the Region of Emilia-Romagna promotes, directly implements and contributes to carrying out events, initiatives and educational and in-depth study and research projects, aimed at developing and achieving equal opportunities and opposing discrimination and gender violence.

2. The Region of Emilia-Romagna intervenes by awarding grants to fund initiatives, projects and events proposed by local authorities individually or collectively, for the promotion and attainment of equal opportunities to prevent discrimination and gender violence.

3. The Region of Emilia-Romagna intervenes by awarding grants to support initiatives, projects and events proposed by social associations, voluntary and NPO organisations whose statutes or deeds of incorporation provide, eventually as alternatives:

- a) the dissemination and implementation of the principle of equal opportunities for men and women;
- b) the promotion and enhancement of the female condition;
- c) opposition to and prevention of all forms of sexist discrimination or violence.

4. In order to access regional grants, the above-mentioned persons as of subsection 3 must be respectively recorded on the regional register for social advancement initiatives as set forth in the regional law of 9<sup>th</sup> December 2002, n.34 (Norms for the promotion of social advancement initiatives. Annulment of the regional law of 7<sup>th</sup> March 1995, n.10 (Norms for the promotion and enhancement of associationism)), on the regional register of voluntary organisations as set forth in the regional law of 21<sup>st</sup> February 2005, n.12 (Norms for the promotion of voluntary organisations. Annulment of L.R. 2<sup>nd</sup> September 1996, n.37 (New norms for the regional implementation of the law of 11<sup>th</sup> August 1991, n.266-legal framework on volunteering. Annulment of the regional law of 31<sup>st</sup> March 1993, n.26)), in NPO's central civil registry, set forth in article 11 of the legislative decree of 4<sup>th</sup> December 1997, n.460 (Reorganisation of tax regulations for non-commercial authorities and non-profit social benefit organisations)).

5. The regional council identifies the procedures and criteria for the granting of subsidies and the implementation of initiatives referred to in the present article.

## **Art. 9**

### *Gender Language and Lexicon of Differences*

1. The Region acknowledges that language mirrors the culture of a given society and that language represents an important and symbolic part of that society. Furthermore, the Region acknowledges that the general use of the

masculine form in language represents a powerful means of neutralization of cultural and gender identity that does not allow an adequate representation of men and women in society.

2. The Region acknowledges, guarantees and adopts an anti-discriminatory language that is respectful of gender identity by identifying both the female and the male subject in all the administrative deeds and communication, by identifying both female and male titles and positions, and finally in all political and administrative roles.
3. With reference to subsection 2, the appointed staff will be provided with adequate information to simplify the legal terminology and that will sustain a comprehensible and truthful language which will also be respectful of gender.
4. In order to develop a new consciousness of language that recognizes dignity, equality, and the importance of female and male gender, the general offices that deal with simplification, equal opportunity, and communication, dispose the revision of legal and administrative language, actions, and communication by following European and national directives through the adoption and analysis of good practices, through the training on internal and external communication strategies- They will adopt guidelines that strengthen gender communication, and will spread and promote the results.

## **SECTION IV**

### **Female Health and Wellbeing**

#### **Art. 10**

##### ***Gender Medicine and Personalised Healthcare***

1. The Region of Emilia-Romagna guarantees the right to healthcare in accordance with art. 32 of the Constitution. The Region guarantees equal treatment and access to healthcare with special attention to gender differences and their related specificities. The Region favours the training of professionals and representatives of the workers employed in the healthcare system in order to develop a gender medicine approach in healthcare.
2. Healthcare and public utilities related to hospitals and other social- and healthcare structures and centres of Emilia-Romagna favour a gender approach

in care and assistance of women and girls, men and boys. They provide adequate information on healthcare problems and gender differences. They promote a gender approach in scientific and research analyses, reinforcing research programmes, prevention, diagnosis, pharmacological care and rehabilitation that favour gender equality. They offer permanent professional training devoted to the improvement of specific issues related to gender diversity and occupational safety.

3. The Emilia-Romagna Region, along with the national state, universities, public and private institutions, mass media and associations, promotes communication campaigns, information and raising awareness activities on gender healthcare, on gender-based pathologies, and on gender differences in prevention and treatment.

4. All the regional healthcare programmatic documents will be adapted to this present section (Title). Special attention will be paid to the Regional Social and Healthcare Plan aiming at contributing to the identification, promotion, and monitoring of gender determiners in workplace organisation, in interdisciplinary research, in school and academic curricula, in therapeutic and diagnosis processes. The same attention will be devoted to the way in which medicines are used; the data of the healthcare system are evaluated according to efficiency and productivity in order to guarantee adequate and personalized care including the whole staff of healthcare system, particularly family doctors.

5. The regional healthcare public utility, according to its competences, and in accordance with the present law, adopts the equity oriented approach in its programmes and budgeting, with special focus on gender differences.

## **Art. 11**

### *Network of Local Services and Structures*

1. The integrated network of the socio-health services, according to the 12<sup>th</sup> March 2003 n. 2 Regional Law (Legislation for the promotion of social citizenship and for the implementation of the integrated system of intervention and social services), uses a gender approach in order to intervene, plan and implement the Regional programme concerning social actions and services and their related local plans, together with the training of staff and management through standard modality in tune with a diversity management perspective.

2. Region of Emilia-Romagna, in observance with the full implementation of 29<sup>th</sup> July 1975 n. 405 Law (institutions of families counselling) and with 22<sup>nd</sup> May 1978 n. 194 Legislation (Norms for the social care of motherhood and voluntary interruption of pregnancy), is willing to guarantee, consolidate and develop all those areas of activities that are related to families counselling within the integrated primary care system and within the planning of health centres such as assistance to families, to responsible motherhood and fatherhood, to sexual education and conscious contraception as well as promoting the well-being of women and girls according to a gender medicine perspective.
3. In order to fulfil all these objectives, the counselling centres, following the new and emerging needs of the people and in accordance with the norms related to this specific issue, will identify organizational, communicative, and technological measures in order to favour the access to structures and services for prevention and early diagnosis, for sexual education and the awareness of intimacy, for the treatment of behavioural and eating disorders. These measures will guarantee continuity and flexibility, facilitated access and opening hours, qualified staff together with of a multi-professional team devoted to the entire birth process including medically assisted procreation, infertility and sterility through the valorisation of midwives and permanent collaboration between society and hospitals.
4. A gender approach, multidisciplinary integration among the various representatives and health care organizations of the local network will be monitored through a system based on specific quality indicators in order to establish the budget allocated to each organisation and to select projects and programmes devoted to the improvement of services and productivity.
5. In collaboration with the local governing bodies of Emilia-Romagna, the regional social health organ together with the regional health care organizations promote training platforms devoted to the consumers and employees that will guarantee equality, respect for differences and struggle against inequality.
6. Gender medicine will be taken into account within the organisation of the local network of services in order to consolidate the activities devoted to the prevention and promotion of women's well-being and in order to promote equality, to contrast inequality and to favor the respect for differences within planning, training, access and use of these services.

7. The Region promotes a process of integrated and multidisciplinary care called the “prevention code” devoted to victims of violence that provides access to all the Emergency Rooms of the regional territory, guaranteeing privacy and protection for the victims of domestic violence as well as the involvement of all the representatives of the network of anti-violence centres.
8. Through the creation and the equipment of the private and public social- and health structures, the commissioning body will promote the implementation of projects based on gender perspectives, on the recognition of the differences and the various needs of all patients including those with disabilities.

## **Art. 12**

### *Sport and Leisure Time Quality*

1. For the purposes of the present legislation, the Region recognizes sports activities as prevention against ill health and a means to promote the health and physical, social and mental well-being of the individual, thus fostering a better quality of social life, promoting socialization and social integration and functioning as a crucial educational tool for the promotion of a healthy and active life-style.
2. The Region recognizes that women and men have equal access to sports activities and to areas devoted to cultural, sports and leisure time activities; it promotes equal participation of women and men, boys and girls, female and male children in all sports without following the traditional stereotypes of female or male categories; it promotes projects that encourage sports activities conciliating women’s work, respectful of cultural diversities.
3. The Region, in collaboration with local institutions, federal and sports associations, universities, educational and training institutions, favours the involvement of girls and women in a range of sports activities; it favours the awareness of gender issues; it favours education and training supporting a female sports culture, as well as the creation of women’s network in sports programmes.
4. The Region, in collaboration with the regional Commission for communication (CORECOM), favors a more effective advertisement in different media involving women practicing all types of sport at all levels.

## **SECTION V**

### **Directives for the Prevention of Gender Violence**

#### **Art. 13**

##### *Gender Violence*

1. The Region of Emilia-Romagna, within the limits of its duties:
  - a) Acts in order to prevent any kind of violence and gender discrimination that is damaging for the liberty, dignity and inviolability of the individual;
  - b) Recognizes violence against women as cultural and social phenomena, as a violation of human rights, as well as an expression of a discriminatory and stereotypical culture based on unequal relationships among men and women that therefore needs to be contrasted in all its different manifestations;
  - c) Promotes culture and education fully respecting the rights, fundamental liberty, gender differences and equality among men and women;
  - d) Develops policies of prevention and sustainability for victims and minors, as well as programs devoted to the rehabilitation of abusive men;
  - e) Promotes, in collaboration with various associations, training programmes devoted to the occupation of women who are included in rehabilitation programmes.

The present legislation, among its various goals, intends to reinforce the current operative legislative regional system of prevention of gender violence and to evaluate the different competencies of all the public and private representatives committed to this specific issue, in order to promote policies and integrated actions devoted to the abolition of violence against women in all its different manifestations. This present legislation is in observance of the principles and actions approved through the 4<sup>th</sup> December 2003/ 24 regional legislation (Discipline of the administrative and local police and promotion of an integrated system of security.)

#### **Art. 14**

##### *Anti-Violence Support Centres*

1. The Region of Emilia-Romagna recognizes the essential role of the Anti-Violence support centres (see the 14<sup>th</sup> of August 2013/93 legislation- on urgent dispositions for security and against gender violence as well as for civil defence and receivership

of the provinces, modified through the 15<sup>th</sup> of October 2013/119 legislation) as socio-health care and cultural spaces, run by women and addressed to women. These spaces are primarily devoted to the prevention of and opposition to male violence against women and their goal is to provide counseling, advice, support and care for women, also with their children, who have been threatened or are victims of violence. The Region of Emilia-Romagna increases the value of their experience and of the models of intervention that have been experienced over the years in order to support women and sustain and reinforce the autonomy of women victims of violence through personalized programmes committed to their empowerment, inclusion and social reinforcement.

2. In observance of the European Commission parameters, the Region, within the local organisation of the system of social services organized by the local authorities, encourages the homogeneous presence in the local area of the region of anti-violence support centres and works together with the local institutions in order to favor their installment on the territory and to offer a proper assistance to the victims according to the requirements of accessibility, security and privacy.

3. According to art 5., subsection 4, letter f, of the 2003 regional legislation, anti-violence shelters and centres are an integral part of the local services devoted to the individual and constitute an essential reference point for the policies of prevention of violence against women.

4. In order to outline strategies and synergies amongst the various representatives of the network, performance levels and access criteria, the competent regional body, upon agreement with the competent Commissions, issues specific guidelines within the regional plan against gender violence, upon approval of the Council of local authorities.

5. The management of anti-violence centres is organized either independently or through agreements with the following local organs and Unions of Municipalities: women's associations, associations that are registered in the regional registry for voluntary work or social promotion, non profit organisation of social benefit and social cooperatives that have developed specific experiences and competencies in the field of violence against women and that operate according to a method of care conducted by dedicated staff and based on the collaboration between women.

6. The antiviolence centres offer free of charge consultations on legal, psychological, social and work-related issues to those women who have been victims of violence, helping them to choose the most appropriate social, health and voluntary local services, i.e. shelters that could help provide ways to social and work-related reintegration.
7. In order to prevent any form of discrimination and violence based on emotional relationships, the anti-violence centres are engaged in informing and sensitizing the public on the causes and reasons of violence and discrimination, as well as on training and cultural activities for the promotion of a culture that is conscious and respectful of gender differences and devoted to the opposition of such acts. The anti-violence centres promote the monitoring and detection of acts of violence and discrimination that occur in the local regional area and prepare periodical reports on those activities that have already been implemented and are hereafter sent to the Region to implement those objectives set out in present section of the law.
8. The Region of Emilia-Romagna recognizes the regional coordination of the anti-violence centres as the main representative in the planning of these activities following efficient and operative principles in the prevention and contrast of gender violence. The coordination of the anti-violence centres, that operates together with the network of existing services, annually reports on the result and consistency of its activity to the competent Commissions.
9. The Region of Emilia-Romagna, in order to implement the above described policies, further involves representatives of women's associations and representatives of gender issues in bodies and organizations that contribute to the prevention of gender violence.

### **Art.15**

#### *Women's Shelters and Temporary Residential Services*

1. Shelters that ensure sustainability to and care for women who have been victims of violence and their children should be able to guarantee the secrecy of the location in order to protect the people hosted there and in order to enable the reintegration of their autonomous individuality in full respect of privacy and anonymity.
2. Women who have been victims of violence together with their children, regardless

of their legal status, their nationality, the location of the shelter, can turn to those shelters that have already implemented the methodology of care outlined in a services charter that observes the guidelines approved by the regional Commission.

3. Shelters may be promoted by local bodies, associations or organizations, either individual or associate entities, that have already acquired experiences and competencies in the specific matter of violence against women.

4. Anti-violence centres and women's shelters work together with the network of local social-health and care services, adopting a specific services charter.

5. The Region and the local bodies may identify available and non-profit properties to be given on an extended loan to anti-violence centres for the purposes and aims outlined in the present article.

6. Municipalities may promote regulations in favor of the assignment or rent of accommodation for women, single or with children, that have been victims of violence.

7. The municipality, following a public security or administrative disciplinary action, can identify a temporary housing cluster and allocate it directly to a woman in need, making its property available in accordance with what is expected through the regional law of August 8, 2010, n. 24 (General discipline of public intervention in the housing field).

## **Art.16**

### *Regional Integrated Network of Prevention of and Contrast to Gender Violence*

1. In order to prevent, monitor and contrast the phenomenon of gender violence, the Region of Emilia-Romagna implements the coordination of the institutionalised and non institutionalised representatives engaged in this specific field.

2. Through the implementation of active policies devoted to jobs and professional training the Region, favors actions that enable women to overcome physical economic and psychological violence also through trainings devoted to educational and work-related integration, in collaboration with the more representative confederate union organizations, employment services, professional and entrepreneurial associations, anti-violence centres and a female council member adviser for equal opportunities.

## **Art. 17**

### *Regional Programme Against Gender Violence and Directives for Women's Care*

1. In order to efficaciously achieve the aims linked to the programme of prevention within ninety days from the implementation of the present legislation and implement the proposal of the regional Commission, the legislative assembly approves the three years regional programme against violence that defines the actions promoted in the areas already identified.
2. The guidelines for the care of women who have been victims of violence are an integrated part of the regional programme as they work in accordance with all the representatives involved in the network for women's care both in emergency situations and on a daily basis.
3. Once approved by the Commission for equality in the relevant field, the Regional Programme is submitted by the Regional board for the approval of the Legislative assembly.
4. The local meetings held at the Region regarding social and health issues (CTSS) participate in the implementation of the various directives and in the achievement of the objectives related to the programme, by virtue of the system of integrated planning of interventions in observance with the n.2, 2003 Regional law.

## **Art. 18**

### *Functions of the Regional Observatory for a Permanent Monitoring of Gender-Based Violence*

1. The Region functions as an observatory for issues concerning gender, gender based violence and for actions aimed at preventing and eliminating gender based violence.
2. The Regional Commission, after consulting the Assembly Commission for the equality, regulates the organizational aspects, identifies the regional structures that will collaborate for the implementation of the regional observatory and will appoint the person in charge of it.
3. In order to function as an observatory, the Region promotes collaboration

with all the subjects that will favor the establishment of a Network Supporting Knowledge (NSK) in the regional and local welfare system concerning gender issues, adopting, when possible, the regional statistic system.

4. The activities of the observatory recorded in the Regional Statistics Programme.

5. The structure, that will function as an observatory, will carry out the following duties:

- a) It will support regional policies and, according to what is expected in the attached document A.3 of the legislative decree 30 June 2003, number 196 (Code for the protection of personal data) will acquire official sources on gender issues and gender based violence. It will systematically measure the data from the Network Supporting Knowledge (NSK), and will build and manage a database for statistics and research purposes. It will define the methodologies for the analysis and integration of different data, and will disseminate the results through a dedicated section of the Regional online Portal;
- b) It will promote, in collaboration with the Network of Centres against Violence, the use of instruments to evaluate the effectiveness of gender policies;
- c) It will collaborate with the Regional Observatory for children, adolescence and youth that was established through the 28<sup>th</sup> of July 2008, number 14 Regional decree (Norm for younger generations policies) on the use of common data, and will collaborate with national, European and international institutes that focus on violence against women;
- d) It will update the networks of services and will sustain, where needed, information campaigns.

### **Art. 19**

#### *Regional Training*

1. The Region will also use the collaboration of the regional coordination of the centres against violence and of individual actors that are expert in gender issues, in order to promote initiatives and training programmes for all those subjects dealing with gender-based violence using an integrated and multi-disciplinary approach.

2. The Region, within the training planning framework, promotes specific training for social workers employed by Centres against Violence with special focus on personnel working in shelter houses.
3. The Region will implement policies devoted to raising awareness and training of social and healthcare workers.

## **Art. 20**

### *Actions for the Rehabilitation of Abusive Men*

1. The Region, in order to favor the implementation of equality between men and women addressed to the prevention of violence against women, both supports and promotes, also in collaboration with USL, specific projects and experimental actions to assist the rehabilitation of abusive men. These actions are devoted to the development of new relational approaches that help the individual to reject the use of violence in interpersonal relationships.
2. The outcome of the programmes that are activated according to subsection 1, will be presented annually to the competent Assembly Commissions.

## **Art. 21**

### *Actions Supporting Minors who Witness Gender Violence*

1. The Region, in collaboration with the regional authority for childhood and adolescence, with specific reference to the 17<sup>th</sup> February 2005, n. 9 regional law (Establishment of the Regional authority for childhood and adolescence) and with the Emilia-Romagna Foundation for crime victims according to the 2003 n. 24 regional law, by virtue of the fundamental rights that the Convention on children rights recognizes to childhood and adolescence and by virtue of the 11<sup>th</sup> of May 2011 Regional Law ratified and made executive through the 2013 n.77 law and the Council of Europe Convention on preventing and combating violence against women and domestic violence, implements actions supporting minors who have been witnesses of violence in order to overcome the traumas they have experienced and to recover their psychological and physical well-being, as well as their social and relational skills, through specific plans of action established by the regional plan against violence with reference to art. 14.

## **Art. 22**

### *Actions for the Prevention of Forms of Slavery and Slave Traffic*

1. The Region of Emilia-Romagna, in collaboration with the local institutions, promotes, in accordance with 24<sup>th</sup> March 2004 art. 12, n. 5, regional Law (Norms for the social integration of immigrant foreign citizens, amendments of the 21<sup>st</sup> 1990 regional legislation n. 14 and regional legislation 12<sup>th</sup> March 2003), the development of programmes devoted to the protection, assistance and social integration of victims subjected to serious violence and exploitation. The Region also supports preventive social- and health related actions for sex workers and for the protection of public health. The Region also enacts actions for the emergence and monitoring of this phenomenon, information on the rights and support of all those subjects in charge of local interventions.
2. The Region supports local institutions in the implementation of specific first aid programmes, of social protection and integration and of preventive social and health related actions devoted to private and public health and also devoted to the awareness and monitoring of this phenomenon through specific databases.

## **Art. 23**

### *Actions for Preventing the Phenomenon of Forced Marriages*

1. The Region of Emilia-Romagna cooperates with local authorities at all institutional levels in order to favour the adoption of all useful actions to contrast the phenomenon of forced marriages as a violation of human rights, as well as the assistance and support of girls and women deprived of their agency.
2. Within the functions of the regional monitory unit with reference to art. 18, instruments of monitoring of the phenomenon will be activated in collaboration with the network of anti-violence centres, cultural mediators, associations and migrants' communities.

## **Art. 24**

### *Actions for Preventing Female Genital Mutilation*

1. The Region of Emilia-Romagna, in accordance with the Law of the 9<sup>th</sup> of January 2006 number 7 (Dispositions for preventing and banning female genital mutilation) and in accordance with its competences:

- a) promotes training and awareness-raising initiatives among voluntary associations, non-profit organizations, health-care institutions, migrant communities coming from countries where female genital mutilation is practiced. These initiatives are meant to develop a socio-cultural integration that respects the fundamental rights of human beings, with special attention to women and girls;
- b) promotes a synergy with the Regional Offices of Education in order to organize training courses for teachers in public schools, in collaboration with cultural mediators, and with the participation of the parents of the migrant girls and boys, with the intention to promote awareness on women's and girls' rights in the classroom;
- c) promotes, among the health-care and social services, the monitoring of cases of female genital mutilation with the collaboration of the Regional Observatory mentioned in the article number 18.

### **Art. 25**

#### *Measures for Urban Security*

1. The Region, in order to promote a coherent enhancement of its gender policies, recognizes that a sensitive gendered citizenship can be fulfilled by implementing the following measures: the security of urban spaces reinforced by already existing projects, requalification in terms of quality, technology, accessibility, facilitated connections, attention to local areas and social aggregation, in accordance with the promotion of the integrated security system foreseen through the regional law number 24 of 2003.
2. In order to promote responsibility and awareness of security among men and women, the Region sustains and favors training activities for the local police, safety protocols for institutions, experimental projects for training youth in schools and for analyzing the educational system, disseminating useful information for women victims of violence, in accordance with the norms mentioned in the article number 17.

### **Art. 26**

#### *Bringing a Civil Action*

1. Emilia-Romagna Region might consider bringing a civil action in all those

cases of gender-based violence that play a specific role and have relevance in the local regional community. Any possible compensation will be donated to sustain actions that prevent violence against women.

2. In these circumstances, the Region will also use the Emilia-Romagna Foundation for victims of crimes established by article number 7 of the regional law number 24 of 2003.

3. The Region promotes the adjustment of the local institutions' charters in order to obtain the objectives mentioned in subsection number 1.

## **SECTION VI**

### **Labour and female employment**

#### **Art. 27**

##### *Measures for Equitable and Inclusive Growth*

1. The Region of Emilia-Romagna recognizes, promotes and valorizes labour as the foundation of the Republic, as a factor of development and a source of individual and social achievement of the individual.

2. The Region, in particular, promotes the economic independence of women who have been victims of violence and is committed to contrasting the phenomenon of women in fragile social, economic and occupational positions, assuming, within the limit of its jurisdiction, the promotion of female employment, the quality of women's work, equal pay, vocational training and the inclusion of young women in the labour market, as key elements of the regional system and labor policies.

3. In order to implement paragraph 2, the Region foresees a plan of initiatives, incentives and organizational incentives to increase the quality of women's employment by strengthening education, orientation, the coordination of resources dedicated to access to the labor market, ensuring effective equal treatment between men and women, also through collaboration with the equality advisors in respect of the duties and functions allocated to them according to April 11, 2006/198 Article 15 of the Legislative Decree (Code of equal opportunities between men and women, in accordance with Article 6 of the 28 November 2005/246 Law), as well as all relevant equal opportunity bodies and after consulting the largest union organizations.

4. The Region, also through the activities of the Commissions for equal opportunities, the enhancement of welfare of those who work against discrimination (CUG) in accordance with Article 57, paragraphs 01 to 05, the March 30, 2001/165 Decree (General rules on the organisation of employment by the government) and Article 32 of the November 2001/ 43 Law (the consolidated Law on organisation and labour relations in Emilia-Romagna), promotes the formation and coordination of CUGs, through the CUG of Emilia-Romagna, in order to establish equal opportunity policies at all levels, to establish best practices, to contrast gender discrimination, to promote reconciliation of work and life, and promote equality of access to careers, favouring the productivity of public work, the efficiency of services and organizational wellbeing.

### **Art. 28**

#### *Work Organisation, Recruitment and Regional Personnel Management*

1. The Region, in order to remove workplace barriers that prevent the realization of full equality and equal opportunities for men and women to access employment, in accordance with local regulations, including those relating to trade union negotiations: a) defines and implements policies that involve all levels of organisation in compliance with the principle of equal dignity and treatment at work; b) works in order to overcome gender stereotypes through internal actions of training and awareness for maximum enhancement of human capital based on skills, experience and the professional potential of individuals; c) organizes, plans and structures labour in a manner conducive to working men and women, to the reconciliation of work and life; d) activates projects aimed at enhancing organizational improvement of competencies and facilitates the reintegration of staff absent from work for long periods and to return from maternity leave, through the adoption of measures that ensure the maintenance of skills, access to training opportunities as well as ensuring the continuation of careers; e) implements rules for the composition of evaluation Commissions in observance of the principle of gender equality, in accordance with Article 57, paragraph 1, letter a) of Legislative Decree n. 165 of 2001; f) monitors the tasks entrusted to both management and non-management personnel and related allowances in order to identify any pay gap between women and men and promotes corrective actions; g) adopts initiatives to promote gender balance in the activities and hierarchical positions where there is a gender gap.

## **Art. 29**

### *Discipline and Equal Sharing of Responsibilities in the Workplace*

1. The Region Emilia-Romagna, in accordance with and within the limits set by the legislation in force, adopts the equality principle as the basis for: the construction and regulation of institutional relations and administration, the formulation of tenders, the selection of partners, equal pay for equal work, policies for recruitment and career advancement, training, work-life balance and organizational culture, including the collection and analysis of documents, statistics, interviews and surveys.
2. It thus promotes sharing of responsibility for the establishment of a system equally valuing individuals within each organisation to ensure the promotion of equality between women and men specifically in compliance with norms regarding salaries, equal pay, parental leave, flexible working times and organisation.
3. In particular, the Region, in partnership with local authorities and employment centres, promotes job offers aimed at increasing female labour, regardless of age.

## **Art. 30**

### *Diversity Label and Gender Equality*

1. The Region, in order to encourage and promote at all levels the emergence of a culture of equality in institutional, social and productive organizations, assesses the best gender practices reported by local authorities, associations, organizations and social partners, awarding recognition to exemplary companies both public and private.
2. The award will be given annually, based on the criteria indicated by the Regional Council, to those entities that have distinguished themselves by virtuous and non-discriminatory behavior, above and beyond the legal obligations, and that have considered equal opportunities, reconciliation, and social responsibility towards the workers as key elements for corporate structuring and the consequent organizational development.
3. The assignment of the best practice “GED” label (Gender Equality and Diversity Label) to the best practice, recognizes the benefits relating to the

adoption of an organizational model that promotes the welfare of workers, enhancing their diversity and skills, as well as the economic, social and cultural value of the development of non-discriminatory policies in the workplace.

### **Art. 31**

#### *Female Entrepreneurship and Professions*

1. The Region promotes the consolidation, development and startup of entrepreneurial activities run by women or with a majority of women members in accordance with article 53 of Legislative Decree n. 198 of 2006, and promotes the presence of women in the professions; in particular, the Region supports work experiences of sharing the space, capital goods and services, including technological services and the creation of an integrated professional network of business synergies in order to strengthen the social role of women.
2. Therefore, the Region also promotes and supports access to credit by: a) the establishment of regional guarantee funds, counter-guarantee and co-guarantee; b) the granting of the reduction of interest rates practiced by the financial system and credit institutions; c) support in accessing the system of regional consortia trusts; d) entering into agreements with the financial and credit system, as well as professional orders, also for specific training and conciliatory measures.
3. The board, with its own act, shall take the procedural and organizational actions for the implementation of this Article, also with reference to the procedures laid down by the rules of industry standards.

### **Art. 32**

#### *Pre-Signed Letters of Resignation and Discrimination in the Work-Place*

1. The Region contrasts the phenomenon of pre-signed letters of resignation that primarily affects women and their legitimate aspiration to motherhood.
2. The Region, also in cooperation with the inspection service of the Ministry of Labour in Emilia-Romagna, the Regional Labour Directorate of Emilia-Romagna, the most representative trade union organizations in the area and the regional councilor for provincial equality, actively monitors tools and the statistical evaluation of data collection and validation procedures that are carried out, in order to take actions devoted to the prevention of and contrasting of such discriminatory approaches at work which are acted out specifically against women.

## **SECTION VII**

### **Reconciliation and Shared Social Responsibilities**

#### **Art. 33**

##### *Strategy for Reconciliation and Harmonization*

1. The Region recognizes that the promotion of policies for reconciling work and family life, including periods of paid work, for reconciling relationships, for care of the individual, improves the quality of people's lives and determines a process of rebalancing of roles played by women and men in the organisation of society, of work, of private and family life.
2. In order to share strategic actions aimed at overcoming a discriminatory socio-economic organisation that impedes the full implementation of Article 37, first paragraph, of the Constitution, the Region promotes initiatives designed to promote the reconciliation of life, work and care times, the harmonization of the organisation of cities, companies and services of public interest as well as a rebalancing of care work within the couple, the innovation of social models and of the economic and cultural sphere in order to make work and family compatible aiming at the full realization of the individual.
3. In support of the purposes expressed in this Section, the Region, in collaboration with all institutions, organizations and agencies, social and trade union representatives under the current legislation: a) prepares studies of public organizations and integrated systems to strengthen the organizational integrated services to support the needs for conciliation expressed by people and families, to identify forms of flexibility for the elderly and in the education of boys and girls, to promote a culture of shared care work between men and women in the family and in the workplace; to counteract stereotypes; b) promotes legislation and actions to improve the organisation of public services, coordination of institutional and social subjects involved in the livability of the city; c) supports innovative experiences to share work and the use of new technologies; d) favours the implementation of the system of conciliation and access to educational services, supplementary and experimental services for childhood and adolescence, to support services and care for the elderly and sick people at home, also through the provision of service checks to those families living in the region that meet the criteria of objective hardship; e) recognizes

and supports the activities of the family caregiver as of Regional Law March 28, 2014, n. 2 (Rules for the recognition and support of the family caregiver (person who provides care and assistance) in the integrated social and health system as governed by the regulations for the sector; f) adopts as part of the PTR (Regional Territorial Plan) and of all instruments of regional planning and programming, integrated measures to support the removal of all forms of socioeconomic, cultural and structural discrimination of women, according to the principle of cross-cutting interventions in all spheres of social life.

4. The Region shall endeavor to fully exercise the role of promotion, coordination, incentive, and training referred to in Article 22 of the 8 March 2000/ 53 Law (Provisions for the support of maternity and paternity, for the right to care and training, and for the coordination of local time constraints) regarding the adoption of local territorial scheduling plans, the establishment of time-banks, the reorganization of services for better cohabitation solidarity and the greater well-being of the general population.

## **SECTION VIII**

### **Female Representation in Communication**

#### **Art. 34**

##### ***Discrimination of Women in the Media***

1. The Region of Emilia-Romagna, in the interests of its own gender policies, has been deemed essential in promoting the responsible use of all tools of communication from early years to later on in life in order to reveal and combat the phenomenon of discriminatory or degrading messages, based on gender and gender stereotypes, in whatever form or from whatever media they are manifested.

2. The Region, pursuant to subsection 1, also in collaboration with CORECOM favours, to the extent that is feasible, measures to counter the discrimination of the image of women in advertising and the media, and promotes the authentic representation of gender and realistic representation of women, consistent with the evolution of roles in society and beyond gender stereotypes, in full respect of the dignity of women and equality.

3. The Region and CORECOM promote collaborations with: a) the relevant state

authorities; b) local authorities and their associations; c) antitrust authority (“Autorità garante della concorrenza e del mercato”, AGCM); d) Authority for Communications Guarantees (“Autorità per le garanzie nelle comunicazioni”, AGCOM); e) Association of journalists (“Ordine dei giornalisti”); f) operators in the field of communication, advertising and marketing, media, social network, in either individual or group formation.

4. The regional structure responsible for gender equality, in cooperation with industry experts, schools and universities, promotes actions that are useful to contrast gender stereotypes, including allocation of an annual, non-monetary recognition to advertisements that best represent women's roles.

5. In cases of offensive or discriminatory use of the image of women, CORECOM is actively partnering to report to the competent subjects the existence of behavior that does not comply with self-regulatory codes of commercial communication by persons subscribing to such codes.

## **SECTION IX**

### **International Cooperation**

#### **Art. 35**

#### *Global Relations for Equality*

1. The Region, considering essential the development of relations between the people directed to the promotion of a culture of peace, justice, equality and mutual respect, supports international projects of cooperation and solidarity to promote women's empowerment, prevents and combats violence against women, supports the reciprocal exchange of knowledge and experiences also in the public administration, through the activity and initiative of the persons referred to in Article 4 of Regional Law June 24, 2002, n. 12 (Interventions for regional cooperation with developing countries and countries in transition, international solidarity and the promotion of a culture of peace), in addition to women's associations, networks of women engaged in international cooperation and transnational networks in a recognized European dimension.

2. The planning and coordination of interventions on gender policies will be part of the work of Country Tables under Article 12 of Regional Law no. 12 of 2002, and the database and functions of the observatory on regional cooperation policies.

3. The Region, in the programmatic three-year document, as well as in the calls for contributions prepared under the Regional Law n. 12 of 2002, assumes the values, principles and purposes of this Act for the purpose of identifying objectives and the intended use of contributions. The programmatic proposal is reported to the Commission for Equality, to which the outcome is accounted annually.

## **SECTION X**

### **Tools for an Egalitarian System**

#### **Art. 36**

##### ***Gender Budget***

1. Gender budgeting, as social reporting of the integration of a gender perspective in the economic planning of public policies in accordance with the letter n) of paragraph 1 of Article 3, is prepared annually by the Regional Council to coincide with the presentation of the annual report on the basis of guidelines and according to the procedures it has established, and involves the adoption of a gender impact assessment of budgetary policies.
2. Gender budgeting: a) constitutes an instrument of monitoring and evaluation of regional policies on equal opportunities as part of the overall assessment of regional public policies; b) analyze the different impact of policies in different sectors of public intervention on the status of women and men.
3. The Region promotes the dissemination of gender budgeting between local authorities also in order to promote positive actions for the reconciliation of life and work and the sharing of care responsibilities.
4. The Regional Board manages the implementation of specific training and continuous education of personnel in the fields referred to in this article.

#### **Art. 37**

##### ***Gender Statistics***

1. The statistics produced by the regional offices or realized as part of the activity financed by the Region adapts the collection, processing and dissemination of statistical data of regional interest in terms of gender.

### **Art. 38**

#### *Regional Permanent Commission on Gender Policies*

1. In order to provide a unified framework for gender mainstreaming within regional policies, the 38 Regional Permanent Commission on gender policies has been established as a consultative body of the Region. The composition and modus operandi are defined by an act of the Regional Council. The table is presided over by the councilor for equal opportunities and involves councilors for equal opportunities of local and regional representations, and actors in the network to support equality, as identified in the act of the board. The delegate of the Area of integration shall participate in the Commission as of Article 39.
2. The President of the Commission for Equality is invited to the Commission.
3. The Commission, which can be organized into thematic subgroups, shares, reflects, and discusses, also in order to coordinate positive actions in the local area.
4. The operation of the Commission shall not incur any costs for the Region.

### **Art. 39**

#### *Area of Integration of Gender Perspective and Assessment of its Impact on Regional Policies*

1. The Regional Government establishes in which areas the gender perspective shall be adopted and assesses its impact on those regional policies responsible for providing a unified framework for gender mainstreaming in the Administration's policies. It is chaired by the Councilor who is regional delegate in matters of equal opportunities and is composed of representatives of the general directorates.
2. The area of integration, which can be organized into thematic subgroups, conducts dissemination of data collected on gender issues, monitors and coordinates the drafting of the plan referred to in Article 40.

### **Art. 40**

#### *Integrated Internal Plan for Regional Actions in the Field of Gender Equality*

1. The area of integration referenced in Article 39, draws up a plan of integrated regional actions in the field of gender equality, of three-year duration, approved by the Regional Council and transmitted to the Commission for Equality.

2. Normally, the area of integration establishes a monitoring report and a final report of the Integrated Plan and submits them to the Commission for Equality.
3. The Integrated Plan contains information and qualitative and quantitative data on regional actions in the field of gender equality with reference to indications of the European Union.
4. The Commission shall examine the plan, elaborate proposals for adjustment or normative proposals on specific acts of address, and it can promote forms of participatory assessment, involving citizens and the actuators of interventions provided, through the implementation of consultations, hearings and meetings on issues deemed of interest.
5. The Commission may require an in depth analysis and evaluation of the Area of integration, both upon examination of the Integrated Plan, and on themes deemed to be of interest from a gender perspective. During the discussion, the Commission may also require the presence of competent assessors.
6. The Commission for Equality works with the regional government to ensure the widest possible dissemination of the Integrated Plan for Regional Actions in the field of gender equality and of the results of any clarifications requested by the Integration Area.

#### **Art. 41**

##### *Regional Centre Against Discrimination*

The Regional Centre against discrimination, in accordance with Article 9, paragraph 2, of the regional law n. 5 of 2004, and Article 48 of Law 22 December 2009 n. 24 (Regional finance law adopted in accordance with Article 40 of Law 15 November 2001 n. 40 in connection with the approval of the budget of the Emilia-Romagna for the financial year 2010 and the multi-year budget in 2010-2012), constitutes a key point of the regional network against gender discrimination that, in an integrated manner with the active subjects on gender policies, contributes to the prevention, monitoring and removal of discrimination as defined in Article 21 of the Chart of Fundamental Rights of the European Union.

#### **Art. 42**

##### *Regional Conference of Elected Women*

1. The Region convenes the regional conference of elected women, in order to

promote the full affirmation of the rights of women through the coordination and active participation of women in the political and institutional life of the Region in a gender perspective, the comparison and exchange of positive actions that have been locally implemented as a premise for the mindful acceptance of the objective of fairness and gender equality.

2. The Region promotes the organisation, at the local level, of the Regional Conference of elected women that will provide local fora or conferences intended to implement gender policies at all institutional levels, through dialogue and constant coordination, engaging with the citizens and municipalities of Emilia-Romagna, both in associate or single form.

3. The regional conference of elected women is convened by the Commission for Equality and meets in joint session at least once a year.

4. The activities of the regional conference of elected women is supported by the technical structure of the Commission for Equality, which will identify the best solutions for sharing digital content on the portal of the Region, for updating data and for fostering permanent dialogue among the elected women

5. The elected councilor with responsibility for equal opportunities is invited to the conference.

6. The operation of the regional conference of elected women shall not incur any costs for the Region.

## **SECTION XI**

### **Verification and Evaluation System**

#### **Art. 43**

##### *Evaluation Clause*

1. The Legislative Assembly exercises control on the implementation of this Act and assesses the results obtained. To this end, every three years the Council, making use of the analyses carried out by the Centre under Article 18, the work developed by the Table of gender policies, and by the Conference of elected women, submits to the Commission a report providing information

on: a) the evolution of the phenomenon of gender violence in the region in its various manifestations, including its relation to the national situation, also taking into account the implementation of interventions under the Regional Plan referred to in Article 17 and the results obtained in the prevention and contrast of this phenomenon; b) the process of implementation, territorial coverage and operation of the Regional integrated network of prevention and contrast as of Article 16; c) the framework of the implementation and results of operations with the aim of advancing gender equality and contrasting discrimination provided under the system of representation, gender citizenship and respect for differences, health and well-being of women, prevention of gender violence, work and employment for women, reconciliation and shared responsibility and social care, female representation in communication, international cooperation and tools for an equal opportunity system; d) the amount of resources and their allocation to finance the initiatives required by law, together with the number and type of beneficiaries, including those evaluated on the basis of the results from the adoption of gender budgeting; e) any problems encountered in the implementation of the law and the indication of proposals to overcome them.

2. The appointed entities of the Assembly and the Board cooperate to provide the best integrated assessment of the present law.

3. The Region can promote forms of participatory evaluation practices by involving citizens and the actuators of the interventions provided in all areas.

#### Art. 44

##### *Transitional Arrangement*

1. In the first application and until otherwise provided by the Regional Council, the area of integration laid down in Article 39 shall be governed by the resolution of the Regional Council n. 1057 of 2006.

#### Art. 45

##### *Financial Provision*

1. For the implementation of this Act, with reference to the sectorial laws in force, the Region provides, as part of allocated expenditure already authorized in the

2014 budget and multiannual 2014-2016. The board is authorized to provide, with its own act, compensatory changes to budget and cash flow in 2014, the establishment of appropriate basic budget units and related chapters and any amendments to existing chapters and basic units, that may be necessary.

2. For the years subsequent to 2014, the region provides funding for the interventions provided under this Act within the limits of the allocated expenditure authorized annually, pursuant to the provisions of Article 37 of Law 15 November 2001, n. 40 (Accounting of the Emilia-Romagna, repeal of LR July 6, 1977, n. 31 and March 27, 1972, n. 4).





## Regional Council Commission for Equality and Human Rights



## **RESPONSIBILITIES**

- ▶ **Gender and equality policies**
- ▶ **Equal opportunities, rights of citizenship and people's rights**  
(*EU Charter for Basic Rights - Nice, 7/12/2000*)
- ▶ **Relations with Regional Institutes of Guarantee<sup>(1)</sup>**
- ▶ **CORECOM (Regional Committee for Communication)**
- ▶ **Reporting commission for the implementation of L.R. 27/06/2014, n.6**
- ▶ **Gender Medicine**
- ▶ **Permanent regional observatory and monitoring of gender violence**
- ▶ **Relations with relevant national and European institutes and bodies**
- ▶ **GCEO [CUG] - Guarantee Committees for Equal Opportunities**
- ▶ **Elected women's forum**
- ▶ **Administrative Responsibility Measurement [MOA] - evaluation and implementation of laws and evaluative clauses on the Commission's areas of competence**
- ▶ **Reporting commission for the Advisory Body for Emilia-Romagna Citizens Worldwide**

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1) See Italian version

## REPRESENTATIVES

### PRESIDENT

**MORI ROBERTA**, President of the Commission (*Partito Democratico*)

### VICE-PRESIDENT

**MARCHETTI DANIELE** Vice-Chairman of the Commission (*Lega Nord*)

**MUMOLO ANTONIO** Vice-Chairman of the Commission (*Partito Democratico*)

### MEMBERS

**AIMI ENRICO** (*Forza Italia*)

**ALLEVA PIERGIOVANNI** (*L'Altra Emilia-Romagna*)

**DELMONTE GABRIELE** (*Lega Nord*)

**FOTI TOMMASO** (*Fratelli d'Italia - AN*)

**GIBERTONI GIULIA** (*Movimento 5 Stelle*)

**LIVERANI ANDREA** (*Lega Nord*)

**LORI BARBARA** (*Partito Democratico*)

**MARCHETTI FRANCESCA** (*Partito Democratico*)

**PRODI SILVIA** (*Partito Democratico*)

**PRUCCOLI GIORGIO** (*Partito Democratico*)

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