

EQUAL PAY FOR WORK OF EQUAL VALUE

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QUESTIONNAIRE ADDRESSED TO NATIONAL PARLIAMENTS FOR A WRITTEN CONTRIBUTION

Answer to question n. 1. The issue of gender equality in the workspace, also with reference to the problem of pay discrimination, has been the subject of the Chamber of Deputies Labour Committee resolution n. 8/00070 of June 2010. This resolution urges the Government to take actions to further follow the Plan of Action "Italy 2020", adopted by the Minister of Labour and Social Affairs and the Minister for Gender Equality, which identifies strategic actions to promote equal opportunities in the labour market.

Answer to question n. 2. Directive 2006/54/EC, transposed in Italy by Legislative Decree 25 January 2012, n. 5, amends some articles of the "Equal Opportunities Code" (Legislative Decree 11 April 2006, n. 198).

Article 25 of the Code (as amended) provides the definition of direct and indirect discrimination in the workplace, while Article 28 prohibits pay discrimination in respect of identical work or of work considered of equal value. Moreover, job ranking criteria for the discrimination of remuneration should be the same for men and women. Articles 27, 29 and 30 of the Code prohibit any other possible form of discrimination in the workplace, intending access to employment, vocational training and promotion, working conditions, job performance and career development.

Article 30-bis prohibits discrimination in collective complementary pension schemes, while Article 36 to 40-bis of the Code provide for legal protection and establish penalties for breaking anti-discrimination provisions.

In the actual labour market, despite adequate legislation the gender pay gap is still wide and the resource of women's work is still underused. Actually, the issue to improve women's working conditions is mainly a priority for the Italian Government.

Answer to question n. 3. In recent years, on February 2nd 2011 the so called "States General on Women's Work in Italy" were held in order to highlight the challenges to women's labour in Italy and the actions to take, also with reference to the pay gap.

We also must cite the "Charter for Equal Opportunities and Equality at Work", launched in Italy on 5 October 2009 and endorsed by companies of all sizes: the Charter aims to spread a corporate culture and an approach to human resources that should be inclusive, free from discrimination, unbiased and capable of enhancing diverse talents.