



Contract No. 028545-2

QUING

Quality in Gender+ Equality Policies

Integrated Project

Priority 7 – Citizens and Governance in a knowledge Based Society

7.1.2. Gender and Citizenship in a Multicultural Context

Deliverable No. 8: LARG - state of the art and mapping of competences report: Italy

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Due date of deliverable: 31.03.2007
Actual submission date: 30.03.2007

Start date of project: 01.10.2006

Duration: 54 Months

IWM Vienna

Project co-funded by the European Commission within the Sixth Framework Programme (2002-2006)		
Dissemination Level		
PU	Public	X
PP	Restricted to other programme participants (including the Commission Services)	
RE	Restricted to a group specified by the consortium (including the Commission Services)	
CO	Confidential, only for members of the consortium (including the Commission Services)	

This State of the Art report is part of the comparative research project QUING that is financed by the European Commission. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy making? And also: What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey. QUING will present results from January 2009 on, and will be finished in 2011.

For its analysis, QUING has chosen three gender equality relevant issues: non-employment, intimate citizenship and gender based violence. The comparative study will enable a better understanding of differences and similarities, and of the quality of gender+equality policies. This comparative analysis is the heart of QUING that will generate new theory, that will be relevant to the whole of Europe. These parts of QUING are named LARG and WHY. In a related part, named STRIQ, the project will further develop theories on intersectionality, on the relationship between gender inequalities and inequalities originating in ethnicity, class, religion or sexuality, and describe and analyze to what extent and how intersectionality is incorporated in gender equality policies with across Europe. Additionally, QUING will also be preparing the ground for comparative research on the history of feminist ideas in Europe. In this part, named FRAGEN, QUING will start with the construction of a database that will 'open' selected core feminist texts to researchers by storing original second wave feminist texts in the database together with an analytic description of these texts in English. QUING will open this database to the research community in its last year. In its last two years, QUING will also be very active with its fifth part, named OPERA, actively translating its knowledge in gender training for all actors in policy making, and it will develop high quality standards for such training, that will be tested in practice. For a more extensive presentation of the QUING project please consult the website at www.quing.eu.

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different parts of the QUING project (LARG, WHY and STRIQ). Added to this, some information is asked for that facilitates the preparation of the activities in FRAGEN.

This report is structured as follows. In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the gender equality aspects of policies relating to these issues. The four sections itself have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centres specialized in gender equality policies on national level.

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Acknowledgments

We would like to thank all the experts who have helped us with their competent suggestions and their time to prepare this state of the art. In particular we wish to thank those people with whom we had a personal interview: Marina Calloni (Università Bicocca, Milano), Marila Guadagnini (Università di Torino), Manuela Naldini (Università di Torino), and Marina Piazza (Former Director of National Commission for Equality and President of Gender, Milano). A special thank to those who have contributed by sending us information and studies about their activities as scholars and/or gender experts and trainers: Franca Balsamo and the CIRSDE staff (Università di Torino), Francesca Brezzi (Università di Roma), Elisabetta Palici di Suni (Università di Torino); Maria Antonietta Salvucci (ISFOL, Unità Pari Opportunità); Simonetta Cavazza and Carlo Zampogna (ILO Training Centre), and Valeria Cappellato (Università di Torino).

Introduction

When assessing the State of the Art of the academic debate on gender equality policies in Italy, it is important to take into account the history of Gender Studies within Universities, which is a recent one. Until the first half of the 1990s, the integration of gender issues and approach into academic research was not really achieved, apart from individual contributions from professors and scholars close to the feminist movement. From the 1980s onwards feminists and activists committed to develop women's and gender studies have not agreed upon the goal of institutionalising gender within the Academic structure. This debate has mirrored a more general division which has marked the history of gender equality policies at the national level: a strong influence by the most radical wing of the feminist thought, the philosophy of sexual difference, has led to the belief that the most suitable strategy for women to change the structures of a patriarchal society, included the ones devoted to the production and the transfer of knowledge such as Universities, was to stay out of institutions. This would guarantee the independence of women's thought and a real transformation of the so-called (patriarchal) "symbolic order" itself. This opinion was also reinforced by a strong fear that women's knowledge and studies could be reduced to marginalized ghettos within Universities.

However, at the end of the 1980s the overall policy orientation started to change and the first branches of a State machinery for gender equality were set up. Both theory and practice of Equal Opportunities agencies slowly began to prevail over the sexual difference- oriented approach with effects on the academic world itself: during the 1990s some women scholars, individually or in groups, started up a process of "informal institutionalisation", making use of the devices offered by existent teaching structures. Some interdepartmental centres and PhD courses explicitly referred to Women's Studies were set up, even if Women's Studies were not officially recognized within the academic world.

This resistance to the institutionalization of gender that characterized Italian feminist movement has weakened the interactions between the various levels of State feminism institutions, activists, and feminist scholars and academics along the years. Moreover, it has fragmented the work of academics themselves, leading to a multiplicity of sites devoted to the production of feminist knowledge, both within and outside the academic world. However, some recent changes have been introduced by an Agreement between the Ministry for Equal Opportunities and the Deans Conference in 1998 (which established the role of 'Delegate for Gender Equality and Equal Opportunities') and the 2001 law reforming Italian Universities (Calloni 2006: 70).

In spite of these signs of change, concerns about the risks of an institutionalization of gender studies persist. In a relatively recent book on gender studies in Italy sociologist Franca Bimbi warns about the risk for women's studies to be relegated into an invisible aura or into an ambiguous position of difference as 'otherness' (Bimbi 2003).

Another feature of the academic knowledge production on gender in Italy has been its main orientation towards theoretical, philosophical, historical and even literary

aspects (Di Cori, Barazzetti 2001). Many women sociologists have produced highly qualified surveys and analysis even if approximately until the second half of the 1990s the greatest part of the research and works have not been focused on policy analysis, as one of the Italian main experts on welfare policies argues in an article on welfare policies with a gendered approach:

“There is a clear discrepancy between the good level of theoretical analysis which has produced innovative, leading and striking conceptualisations and have often been acknowledged abroad (Balbo, Saraceno, Negri) and a radical lack of concrete, empirical analysis, serious and systematic at a time, of single policies from a gender perspective. We risk not to be able to contribute to a comparative and systematic analysis which European feminists have started and that we all wish would impact on the necessary reform of national welfare states toward a European model (Trifiletti 1997: 174).”¹

Non employment

Looking at the issues that are central to the QUING project analysis, gendered violence, intimate citizenship and non employment, we notice that from 1995 onwards an unbalanced situation has emerged: most of the attention has been given to the issues of women’s employment, care and unpaid work, work life balance and related policies. On these themes a noticeable amount of academic studies have been produced with different disciplinary and theoretical approaches, many of which were also published in international collective anthologies, comparative studies and Journals, especially in English.

Academic research and debate mirror a parallel orientation in policy making: during the 1990s the main innovations in policy making and the new bodies created to promote gender equality in Italy have focused on the area of women’s employment, anti-discrimination in the work place, and work-life reconciliation (Donà, 2006). Similarly, many of the publications, especially the most recent ones, investigate the impact of employment policies on women’s conditions, and the possibility to improve policy mechanisms and machineries in the area of employment. To a limited extent the knowledge production on employment has included an intersectional approach. Age is sometime present as one of the differences which are taken into consideration, more recently also ethnicity² due to the transformation of the labour market caused by the new presence of migrant workers with immigrant women becoming the main suppliers of domestic services.

In this State of the art, given the priority to academic studies (particularly those focused on policy analysis), a wide amount of reports, books and publications from EU Projects on those issues, training courses assessment, empirical/local surveys have not been included.

Intimate citizenship

¹ Translation by Maria Sangiuliano

² It is worth stressing that the concept of ethnicity is almost absent from the Italian sociological language: cultural and/or intercultural differences is a preferred expression. Ethnicity, together with the ‘race’ concept is considered to contain inheritances from the colonialist/racist thought (Rivera, 1999).

As regards intimate citizenship³ we could detect a small availability of studies on homosexual partnerships. This reflects the taboo that these issues have represented until recently in Italy, in a cultural and political context focused on traditional/catholic values and a welfare state based on the unpaid work of women within heterosexual 'normal' families. The few existing volumes and articles often miss a gendered approach, and adopt the male –homosexual experience as the neutral-universal norm (Bertone 2001). Moreover they are focused on the general life conditions of homosexual persons, and discriminations against them, rather than on questions related to partnership or more policy oriented issues. Greater attention is expected in the next future as a debate on “new forms of partnerships” and their members’ rights and entitlements has recently started in the Italian political arena.

A considerable amount of literature has been published on the issue of reproductive choices and in vitro fertilization, both of which have been central in the political debate from the year 2000 to 2005 (approval of the Law N°40/2005 and referendum for its partial repeal). Most of the literature on this issues has been produced mainly outside the academic world and often without a real focus on homosexual partnerships’ rights. The debate on abortion and its regulation is recalled in some studies as one of the emblematic results of women’s agency in policy making and has re-emerged again as the new Law n°40/2005 contains articles which are inconsistent with the former Law n°194/1978 that guaranteed women’s self determination of reproductive choices.

Gender-based violence

The issue of gender-based violence has been the subject of many studies and researches produced both by academics and experts from NGOs (mainly from the shelter centres’ movement) or national/local bodies involved in support projects for victims. The main thematic focus of gender+ violence in Italian studies is that on domestic violence and rape. A smaller number of studies foster the inclusion of sexual harassment and mobbing in the definition of violence itself. More recently an academic production on the issue of prostitution has started, often paying attention to intersections of gender and ethnicity especially after the increased presence of migrant women among trafficked persons sold to the sex market. Many of the books and articles focus on the implementation and the limits of Law 269/1998 on sexual exploitation and prostitution of minors and others aim at giving practitioners methodological tools to work with women prostitutes. An attention to the male perpetrators of violence is almost always neglected here, apart some cases we have reported.

Our analysis enabled us to detect that a real attention to intersectionality of gender with other differences and categories along the lines of sexual orientation, age, disability, religion, ethnicity, has not been fully integrated in Italian Women’s Studies yet. Age is to a certain extent an exception, as many of the studies on women in general about various issues tend to take into consideration the age dimension. Ethnicity + gender is something that has become a matter of interest during the 1990s but mainly as a separate theme from gender. We record a considerable amount of studies on migrant women, many qualitative researches collecting immigrant women’s voices and life experiences, some studies on migration

³ The term has not entered the Italian debate yet.

and care/domestic work and/or prostitution. However, it is still uncommon to find that migration is taken into account when tackling gender issues in general and/or when addressing gender equality policies and strategies. From this point of view, publications like “Donne, Migrazione, Diversità” (Women, Migration and Diversity 2002) by the National Commission for Equal Opportunities, Tamar Pitch’s reflections on women’s rights and multiculturalism (Pitch 2004), or some papers by feminist NGOs reflecting on gender, transnational feminism and North/South relations within anti globalization movements and international cooperation⁴ have marked the landscape of gender and intersectionality in Italy. At least these studies have contributed to open up relevant (and often uncomfortable) questions at the edge between theory and politics. Among the various dimensions of identity/difference/discrimination, sexual orientation is undoubtedly the most neglected one even within feminist studies: as stated above a thick layer of silence has covered and removed the issue from the Italian public and academic debate.

A note on availability of publications in languages other than Italian: here again the most covered issue is non employment, with focus on work life balance and care work. Many of them come from comparative studies at the European level. Studies on gender+ violence have gained only limited attention in the international debate, even if through the Urban Antiviolence Network and some international cooperation projects, the Italian experience with Women’s Shelters has been benchmarked in EU and non European countries. Most of the articles in English on intimate citizenship seem to focus on reproductive rights, abortion and more recently the law on medically assisted reproduction (L. 40/2005), which has strongly been contested by feminists scholars.

Most of the volumes and articles selected for this report come from academic sources. Sources for civil society documents are basically women’s NGOs and national and regional projects carried out mainly through EU programs which often include researches and surveys⁵; some of the main feminist weekly or monthly reviews usually publishing very interesting news reports are of great interest as well, even if they have not been included in the SoFA⁶. The issues that have stimulated many non-academic feminists to contribute by publishing articles and books are by large those related to intimate citizenship, and especially regulations on medically assisted reproduction.

This state of the art is far from being exhaustive and there are indeed many relevant studies which could not be included in this review and many actors who could not be included in the mapping of competences, due to the time and context constraints of the research.

⁴ Percovich Luciana, Cecè Damiani and Franca Petronio (eds.). 1997. *Pensare globalmente, agire localmente. Atti del convegno “Progettualità a confronto. Prospettive aperte a Pechino per i movimenti delle donne”, Milano 25-26 Novembre 1995* [Thinking globally, acting locally. Proceedings of the conference “Comparing projects: perspectives from Beijing for women’s movements]. Milano: Associazione per una Libera Università delle Donne.

Melchiori Paola and Paola Grandi. 1999. *Donne Mediterranee. Atti dei Seminari di Bologna, Forlì e Napoli*. [Mediterranean Women. Proceedings of the workshops in Bologna, Forlì and Napoli]. Bologna: Futura Press.

⁵ In these cases it is difficult to define them as “Civil society” tout court as researches are often carried out by NGOs together with institutional bodies.

⁶ Noidonne; Il Paese delle donne; Marea; Dwf.

Annotated Bibliography

1. General Gender Equality Policy

1.2 Italian sources

1) Donà, Alessia, 2006. *Le pari opportunità. Condizione femminile in Italia e integrazione europea*. Bari: Laterza.⁷ [Equal opportunities. Women's condition in Italy and European integration]

Keywords: gender equality policy analysis; 'Europeanisation' of gender equality policies in Italy; national and supra national policies for equal opportunities.

The influence of European policies on national ones is the core issue of the volume: Donà defines the transformation of Italian policies for women from a paradigm of protection and support to women and their role as mothers to a model of rights' promotion as the main result of the national EU policies impact on the national ones. Goal of the study is to investigate how the changes in women's roles in society provided a spin off for State, the family and market. After a thorough analysis of the EU policies' for Equality from the '50s onwards, the author investigates the consequences of social and economic changes and the new Europeanised gender equality policies on the welfare state and labour market's regulations. A separate chapter gives space to the specific problem of women's political representation. She traces the emergence and evolution of state feminism in Italy describing the different agencies that operate in the area of equal opportunities and anti-discrimination.

2) Simonazzi Annamaria, ed. 2006. *Questioni di genere, questioni di politica. Un'analisi delle trasformazioni economiche e sociali in una prospettiva di genere*. Roma: Carocci. [Gender issues, politics issues. An analysis of economic and social transformations with a gender perspective]

Keywords: sociology; policies' studies; gender equality policies; work life balance; occupational segregation; migrant women and care work; trafficking of women; women in politics; women and education; city times' planning.

The book highlights intersections among different aspects of social labour division and conflicts which may emerge from various policies' goals: women's employment's promotion; work life balance, occupational segregation's reduction, strategies to contrast discriminations along gender, class and ethnicity lines. The volume is divided into four sections. The first stresses the interconnections between family and market (Rossana Trifiletti on daily life's practices for work life balance in a comparative perspective; Stefania Scarponi on legislation for work life balance and Paola Villa on the effects of reconciliation policies on families and enterprises); the second is dedicated to desegregation of labour market, through a general overview of the problem (Luisa Rosti), and specific essays on

⁷ Useful for mapping and understanding gender equality policy agencies and structures (Timelines, WHY).

men in care's professions (Paola di Cori), women in politics (Marina Piazza), women in top management positions (Tindara Addabbo, Vando Borghi and Donata Favaro). The third part underlines 'globalisation's effects through the essays by Francesca Bettio, Annamaria Simonazzi and Paola Villa on Mediterranean welfare for elderly people and migrations, and by Francesco Carchedi on prostitution and women's trafficking. Last section gives an idea of specific policies and their impact in various fields: positive actions within Structural Funds through the evaluation of two good practices (Chiara Luigini, Daniela Pieri, Loredana Venditti); equal opportunities in educational and training systems (Paola Mengoli) and Urban times ' policies for work-life balance (Sandra Bonfiglioli).

3) Arcidonna et al., 2005. *Shadow Report sullo stato di attuazione di Cedaw in Italia. [Shadow report on the implementation of CEDAW in Italy]-*

Keywords: policy analysis; women's ngos and movements' voices on national policies for gender equality.

This report, signed by more than 100 NGOs and individual feminists, results from a big seminar held in Rome in October 2004 organized by some feminists organizations to discuss how to present the Italian situation on gender equality policies at the Cedaw Conference in New York 2005, to contrast and criticize governmental policies. The main criticism to the Ministry for Equal Opportunities is about the missed implementation of gender mainstreaming and the reduction of the Equal Opportunities' Commission to a consultive body headed by the Minister herself. Other core issues identified as very problematic concern the new Labour Market Regulation (L. 30/2003) worsening especially women workers' conditions thorough insufficient measures to contrast precarious jobs and the Law on Immigration (189/2002) threatening immigrant women's rights. Changes introduced in the structure of the Ministry for Equal Opportunities to include ethnic discriminations and antiracist policies are criticized as measures that risk to flatten all differences and to cancel specific gender equality policies.

4) Cardinali, Valentina. 2005. *Pari opportunità ed "effetti perversi" [Equal Opportunities and "perverse effects"]*, Milano: Franco Angeli.

Keywords: policies' studies, gender equality/equal opportunities and the national institutional machineries; antidiscrimination policies; diversity; intersectionality⁸.

The volume highlights the transformative process that is currently occurring in the Italian national machinery for Equal Opportunities: a shift from gendered equal opportunity policies to antidiscrimination policies targeted at a wider range of 'disadvantaged subjects'. Stating with a review of debates on concepts such as equality of chances, diversity management, redistributive equity, Cardinali offers a detailed description of the institutional gender equality institutional machinery and legislation. Recent changes (2003) in the structure of the Ministry for Equal Opportunities are taken as evidence of perverse effects that the extension of meaning and policies' targets may imply when not supported by a redefinition of political strategies and institutional roles. The author concludes with some

reflections and proposals to overcome actual impasses and future risks (basically victimisation's processes and the multiplication of uncontrollable claims).

5) Ministero delle Pari Opportunità. 2005. *Italia. I diritti delle donne 1998-2002. IV e V rapporto dello stato Italiano sullo stato di attuazione della CEDAW.* www.pariopportunita.gov.it (EN version provided) [Italy. Women's rights 1998-2002. IV and V report of the Italian state on the implementation of CEDAW]

Keywords: policy report; gender equality policies; political representation; employment; health; education; violence.

The report sums up 4 years of Italian policies on gender equality issues with the explicit goal to stress the many steps ahead in spite of a situation that still has to be improved on many aspects. It contains a comprehensive review starting with the so called "new policies on gender equality" undertaken by the Ministry for Equal Opportunities of the Berlusconi Government (on political representation, human trafficking, paedophilia, antidiscrimination and work life balance policies and the re-organization of the Commission for Equal Opportunities). Specific chapters are dedicated to single themes like women in politics, gender and education, employment, health (with paragraphs reporting on immigrant women's access to services), violence on women and children (with an assessment on the implementation of Law 269/1998⁹). The appendix contains a statistical data report.

6) Ministero delle Pari Opportunità. 2006. *La geografia delle pari opportunità. Mappa delle commissioni pari opportunità a livello regionale e provinciale.* www.pariopportunita.gov.it [The geography of equal opportunities. Map of equal opportunities committees at the regional and provincial levels]

Keywords: gender equality institutional bodies and their policies at the regional and provincial level.

This research gives a complete picture of the situation of regional and local (provincial) Commissions for Equal Opportunities and aims at contributing to a redefinition of the roles, tasks and composition to such bodies. For each region/province attention is paid to aspects such as positioning of the Commission within the institutional structure, financial autonomy, composition, activities and issues. Last section includes an address book all bodies and the questionnaire used for the survey.

7) Ministero delle Attività Produttive, Unioncamere. 2005. *Impresa in genere. Primo rapporto nazionale sull'imprenditoria femminile* [Enterprise in gender. First national report on female entrepreneurship]. Roma: Metastudio Stampa.

Keywords: sociological survey and policy analysis; female entrepreneurship

This report gives a picture of the realities of women's entrepreneurs in Italy and it is based on data from Local Chambers of Commerce and the regional authorities

⁹ On extraordinary permits to stay issued for reasons of social protection to victims of human trafficking organizations.

in charge of financial support to female entrepreneurship according to Law 215/1992. Data and analysis are divided according to productive sectors and geographically. A series of profiles of women entrepreneurs are traced taking into account motivations, strategies and obstacles. An assessment of the financial tools provided through the Law 125/1992 is included in the report.

8) Vincenti, Alessandra. 2005. *Relazioni responsabili. Un'analisi critica delle politiche di pari opportunità*. Roma: Carocci [Responsible relations. A critical analysis of equal opportunities policies]

Keywords: sociology of law; gender equality policies' analysis; law on positive actions in the labour market; feminist theories on law and justice; ethics of care and responsibility.

The author discusses the issue of discriminations against women and legislative solutions to contrast them. Using and reinterpreting the paradigms of feminist theories on law, Vincenti criticizes the belief that the multiplication of legislative measures may solve equality problems when they're based on processes of abstraction and individualization of reality that is always complex and relational. Evidence for this comes from assessing the impact of law n°125/1991 on affirmative actions and comparing Italian with USA strategies for equality, as the author stresses how low has been the number of gender discriminations' cases brought to courts for judgements.

The shift from positive actions to mainstreaming characterizing the evolution of gender equality policies both at national and European level is given to the emergence of responsibility as main concept instead of juridical prescription. This trend seems to be in line with feminist claims for reciprocity, an ethic of care and "mild" legislative systems.

9) Bimbi, Franca, ed. 2003. *Differenze e disuguaglianze. Prospettive per gli studi di genere in Italia*, Bologna: Il Mulino. [Differences and inequalities. An overview of gender studies in Italy]

Keywords: sociology; women studies; employment, education, political representation, poverty, health, domestic and sexual violence, finally prostitution

This study proposes an outline of sociological surveys on 8 issues particularly significant in order to analyze the ways in which feminist studies risk to remain invisible or relegated to a position of difference as otherness: employment, education, political representation poverty, health, domestic and sexual and finally prostitution are the themes the volume focuses on. In her introduction Bimbi traces the complex intersections between feminist reflections and their reception by sociology and statistics trying to connect the spread of a differentialist paradigm within Italian feminist thought with more general processes of otherness definition and construction that are typical of multicultural societies.

10) Di Cori, Paola and Donatella Barazzetti, eds. 2001. *Gli studi delle donne in Italia. Una guida critica*. Roma: Carocci. [Women's studies in Italy. A critical guide]

Keywords: research study; women's studies; Italy

This anthology offers a picture of the situation of Women's Studies in Italy, of their slow institutionalisation and the difficulties Academic women have met in this process. After having analysed more general questions including relations with feminist and social movements with some insights on Women's Studies situation in Europe, the authors investigate the issue of intergenerational knowledge-transfer within gender studies and focus on the new generations of scholars. Some chapters are dedicated to the main academic results gained in specific disciplines: anthropology, Law Studies, literature, history, social sciences and economics, psychoanalysis and philosophy.

1.2. English sources

1.2.1 Comparative Studies

11) Guadagnini, Marila and Alessia Donà. 2007. Women's Policy Machinery in Italy between European Pressure and Domestic Constraints. In *Changing State Feminism*. Eds. Joyce Outshoorn and Johanna Kantola. Houndmills: Palgrave MacMillan¹⁰.

Keywords: policy analysis; state feminism; Italy.

'This chapter provides an overview of Italian women's policy machinery in the period – from the mid-1990s up to the present-day – in which the structure of women's policy agencies has been consolidated at both national and local level. First, it examines the changes in the political-institutional context. Second, it shows the institutional changes in women's policy machinery at the national level, partly in response to EU pressure, and the implications they had on the working agenda and on relationships with the women's movements. Third, it discusses the new issues addressed by the agencies, such as the gender mainstreaming approach and the degree of its implementation. Finally, it examines the development of state feminism at the local level.'

12) Calloni, Marina. 2006. (Feminist) Academics and Policy Makers in Italy: a 'Marriage' in Crisis or Still Alive?. In *The Making of European Women's Studies*. Eds. Rosi Braidotti and Berteke Waaldijk, 56–82. Athena. Utrecht: Drukkerij Zuidam & Uithof¹¹.

Keywords: political philosophy analysis; gender studies in Italy; feminist movement; feminist academics; state feminism's institutions

In its first part the article deals with an historical summarized reconstruction of the Italian approach to gender equality policies and the complexities of the national political and cultural context. Calloni focuses on the transformation of the relations between feminist movement, academics with expertise on gender issues and state feminism's institutions and bodies. The initiative taken by Anna Finocchiaro, former Minister for Equal Opportunities in 1997 to re-frame the

¹⁰ Useful for Timelines, policy documents' selection, WHY

¹¹ Useful for timelines and WHY

interactions between the above mentioned actors and to introduce a bottom up/top down approach is taken as good example of synergy between different perspectives, competences and roles in gender equalities policy making. The focus here is on the impact the so called "Directive Prodi/Finocchiaro" had in reinforcing the role of gender studies within Academia.

13) Della Porta, Donatella. 2003. The women's movement, the Left and the State. In *Women's Movements facing the reconfigured state*. Eds. Lee Ann Banaszak, Karen Beckwith and Diether Rucht, 48-68. Cambridge: Cambridge University Press.

Keywords: social movements' theory; women's movement; Italy; state feminism.

The author analyses the main characteristics of the contemporary Italian women's movement and its relations with the state. She explores the evolution of the movement and existing links between the new women's movement and the Old Left movement. The study focuses in particular on how changes in the restructuring of the state, both in terms of creating equality agencies (state feminism) in the nineties, and of contracting out public services, have affected the women's movement. It argues that state feminism has offered some opportunities to women's movement but that the male dominated character of Italian political (and public administrations) high-level hierarchies make access difficult for women. It also argues that the increasing state trend of contracting out social services to Third sector has risks both for the cooptation of the women's movement (due to dependence on state funding) and for the decreasing quality of public services.

14) Calloni, Marina. 2002. From Maternalism to Mainstreaming: Femocrats and the Reframing of Gender Equality Policy in Italy. In *Europeanisation, governance of gender (in)equalities, and public discourses in EU-member states*. Ed. Ulrike Liebert, 117-148. New York: Peter Lang¹².

Keywords: gender equality state machineries' and policies' analysis.

The author traces the history of the Italian regulations and national machinery for gender Equality from the '50 s onwards showing how a major shift has occurred from what she calls a 'maternalist' approach aimed at protecting women's role as mothers to the (partial) implementation of gender mainstreaming strategy. Calloni offers a thorough description and analysis of the socio-political national context, from the tensions between feminist movements and State institutions, to the influence of the Catholic Church and the role of political parties' system. She consider Italian legislation concerning self employment and positive actions, protection of women's workers and night work, parental leave and reorganization/planning of urban times, stressing how it has been influenced by international agreements and EU directives.

15) Guadagnini, Marila, 2001¹³. Limited Women's Policy Agency Influence Produces Limited results in Italy. In *State Feminism, Women's Movements and Job Training*.

¹² Relevant for Non Employment issue as well; useful for Timelines, policy documents' selection, WHY.

¹³ The article is relevant for non employment issue as well.

Making Democracies Work in a Global Perspective. Ed. Amy Mazur. New York: Routledge

Keywords: policy analysis; institutional gender equality machinery; vocational training and gender dimensions.

This chapter traces the evolution and changes in gender equality institutional machineries at the national level focusing on vocational training policies as tools for reducing women's unemployment and investing on human (women's resources). After describing the Italian context of training and life long learning policies that have not included gender as a relevant dimension, the author gives a picture of what she calls "the equal employment policy subsystem" from the late '80s onwards. Specific attention is paid to debates and conceptual/political frames they have been articulated within. Two debates are investigated and reported: the first on Law 863/1984 for job training to reduce unemployment and the second on the reform of Labour market in 1997. Guadagnini shows how limited women's agency has been in integrating gender equality issues in employment policies. She points out how the mechanisms created to promote gender equality have remained marginal and how gender equality institutions have worked separately from women in Trade Unions or in the vocational training system.

2. Non Employment

2.1 Italian sources

1) Abbatecola, Emanuela. 2005. *Alterità Multiple: percorsi di inserimento lavorativo delle migranti vittime di tratta*. *Polis*, 1(anno XIX): 31-57.

[Multiple otherness: paths of work integration of migrant victims of trafficking]

Keywords sociology; migrant women; trafficking; employment policies; social protection policies.

The article analyses labour inclusion paths of migrant women from a particular view point: work experiences of foreign women, formerly forced into prostitution, who have joined social protection programmes. Usually in western labour markets migrant women are almost exclusively relegated to jobs related to housework and care. This kind of job seems however to be poorly suited to women who experienced prostitution, as they are not considered 'real jobs'. Since prostitution, especially when forced, damage one's identity, inclusions paths require jobs guaranteeing a strong social identity. For this reason social workers involved in social protection programmes have recently started to seek alternative labour inclusion strategies. Through the analysis of findings of research conducted in Milan and Genoa, positive and negative aspects of these new labour opportunities are examined.

2) Calafà Laura. 2005. Azioni positive possibili tra lotta alle discriminazioni e promozione dell'uguaglianza. *Lavoro e Diritto* XIX(2): 87-107¹⁴. [The possibility of positive actions between tackling discriminations and promoting equality]

Keywords: labour law studies; gendered and neutral positive actions; antidiscrimination policies; intersectionality.

The author considers the implementation of EC directives 2000/43 and 2000/78 by the Italian Government raising the issue of a possible and desirable transition from gendered positive actions to a more comprehensive and multilayered approach including other differences and discriminations. The implementation of Law 125/1991 on positive actions for gender equality and article n°9 of Law 53/2000 fostering work life balance within private companies. Calafà sees a first shift toward a neutral version of positive actions precisely art.9 of Law 53/2000, which includes the possibility to extend reconciliation measures to men as well. She shows how the opportunity to open up antidiscrimination policies to other differences is already included into EU directives but is non implemented yet at the national level.

3) Di Nicola, Paola and Maria G. Landuzzi, eds.2005¹⁵. *Crisi della natalità e nuovi modelli riproduttivi. Chi raccoglie la sfida della crescita zero?*. Milano: Franco Angeli. [Birth-rate crisis and new reproductive models]

Keywords: work life balance; labour market's flexibility and precariousness; low fertility rates; parental leaves and policies for "reconciliation".

The volume collects the proceeding of the conference held in April 2004 organised by the University of Verona. The authors look at the issue of low fertility rates in Italy and work life balance problems from different perspectives: cultural and symbolic factors; economy's transformations and job market regulations, welfare state's structure and services. The contributions from Donata Gottardi and Giovanna Rossi are particularly interesting for policy analysis. The first considers the maternity and paternity protections and rights as reinterpreted in the Labour Market Reform (Law n°30/2003), showing how the new regulations do not sufficiently guarantee workers rights both at the level of parental leaves and their acknowledgment in pension benefits, especially for precarious/flexible workers. Rossi reflects on welfare state service and social policies finalised to support work life balance and presents results of the project "Lavoro Amico" financed by the Ministry for Labour Policies in 2001 through funds from the Law n° 125/1991 for positive actions. The project was carried out by Fondazione Pietro Seveso and Gender. It mapped and analysed more than 800 companies' agreements and 250 best practices to reconcile work and family life within enterprises.

4) Fabeni Stefano and Maria G. Toniollo. 2005. *La discriminazione fondata sull'orientamento sessuale. L'attuazione della direttiva 2000/78/CE e la nuova disciplina per la protezione dei diritti delle persone omosessuali sul posto di lavoro*. Roma: Ediesse. [Discrimination based on sexual orientation. The implementation of

¹⁴ Useful for Timelines and Policy documents' selection.

¹⁵ Useful for policy documents' selection and WHY. Relevant for NON EMPLOYMENT section as well.

directive 2000/78/EC and the new regulation on the protection of homosexual people in the workplace]

Keywords: law studies and policy analysis; discrimination based on sexual orientation; EU Directive 2000/78/CE implementation in Italy and EU countries.

This anthology has been promoted by the CGIL, the most representative trade union in Italy, as a way to foster the implementation and improvement of the first Italian law against sexual orientation based discriminations in the workplace. Law n°216/2003 is seen as a partial transposition of the EU directive. The essays range from the origin of the Italian law and the debate around it, the EU directive itself, the specific questions which are regulated or ignored by the Law n°216; the notion of direct and indirect discrimination and the exceptions to the rule and principle of equal treatment; the privacy protection norm, the relations between discriminations, harassment and mobbing. The authors question the need to establish dedicated authorities to watch over the application of the law (with a survey of the specific bodies operating in EU countries) and analyse the characteristics of civil law's actions' procedures. Some of the aspects which have been excluded by the Law are also considered, like the rights of homosexual couples and bisexual persons, social dialogue and the role of Trade Unions. The appendix contains the full text of both the EU directive and the Italian Law, together with the text of a bill proposed by MP Titti De Simone aimed at modifying it.

5) Zanfrini, Laura, ed. 2005. *La rivoluzione incompiuta. Il lavoro delle donne tra retorica della femminilità e nuove disuguaglianze*. Roma: Edizioni Lavoro. [The unfinished revolution. Women's work between femininity rethoric and new inequalities]

Keywords: sociology and policy studies; women's work; labour market's gendered discriminations; women's entrepreneurs; care work; migrant women's work.

This collective volume is aimed at showing how the labour market is still highly marked by strong discriminations against women in spite of the rhetoric on women's resources and the centrality assumed by issues such as work life balance. The authors develop a series of analysis and a rich set of data on specific areas like work life balance, women's education and human capital's waste, women's unemployment, women entrepreneurs. Last chapter focuses on commodification of domestic and care work and the role migrant women are assuming in the transformations of families which is coherent with the familistic feature of Italian welfare state. Occupational segregation in the care sector for migrant women is creating a 'parallel' and hidden welfare regime and leading to disqualification of care skills and competences.

6) Calafà, Laura. 2004¹⁶. *Congedi e rapporto di lavoro*. Padova: Cedam. [Parental and care leaves and employers-employees relationships]

Keywords: law studies; parental and care leaves' European and Italian regulations, work life balance policies and employment policies; part time work.

¹⁶ Useful for Timelines, Policy documents' selection and WHY.

The author analyses the cultural and philosophical models and influences behind the Italian law on work life balance and parental leaves (Law n°53/2000) together with the inputs coming from the Nice Charter. The second chapter is entirely dedicated to a presentation of the Italian law in its many aspects (parental, care and training leaves) while the third one focuses on work stoppage for care reasons. In the final section of the research Calafà investigates the broader issue of employment and work life balance policies in Italy analysing the contradictions between the national White Book on Labour market and the White book on Welfare stressing their different approaches and models highlighting a missing implementation of the principle aimed at adjusting work to human being needs.

7) Cagarelli, Monica. 2002. *I congedi parentali*. Torino: Giappichelli. [Parental leaves]

Keywords: law studies; parental and maternal leaves' legislative regulations; night work prohibition.¹⁷

The author presents and analyses the changes introduced by the new laws on parental/maternal leaves and reconciliation of work and family life (L. 53/2000; Testo Unico 151/2001 and legislative decrees for the accomplishment of the laws) with a detailed description of all the innovations. Showing how the new regulations allow to solve previously raised controversies, Cagarelli describes the changes in terms of expansion of rights (to fathers, to autonomous workers), flexibility and maintaining of the maternity's safeguard/protection principle. Specific attention is given in different chapters to maternal and parental leaves (new right for parents of adopted children), leaves for illness of the children, the assistance to disabled persons, or for exceptional situations, and night work prohibition. The book includes an appendix with the complete texts of Laws and Decrees.

8) Eurispes. 2002. *Il lavoro domestico in Italia: regolare e sommerso*. Roma. [Domestic work in Italy: regular and informal economy]

Keywords: sociologic survey; regular and shadow/black domestic work in Italy.¹⁸

This research focuses on domestic work both regular and black one, with a specific attention paid to gender and ethnicity factors. The data come from surveys carried out by ISTAT (National Institute for Statistics), CNEL and other sources like INPS (the National Institute for Social Security). The definition of domestic work includes assessment of its black market portion, differently from other approaches which name and include shadow domestic work in the category of 'informal economy (i.e. CNEL report, 2001). The authors shows how feminised is this sector and how wide is its shadowed portion, which is increasing the especially among migrant women. Data are presented with detailed regional differentiations and analysed in the frame of changing behaviours of women in the labour market. The whole bureaucracy which is needed to regularize domestic work is described together with the conditions of the national contract for domestic workers, including recent fiscal advantages introduced for employers who hire them. A proposal to facilitate the regularization process gives

¹⁷ Useful for selecting documents.

¹⁸ Useful for timeline.

to temporary Work Agency the task to facilitate offer/demand matching and to complete the required paperwork.

9) Garofalo, Mario Giovanni, ed. 2002¹⁹. *Lavoro delle donne e azioni positive. L'esperienza giuridica Italiana*. Bari: Cacucci. [Women's work and positive actions. Italian Law experience]

Keywords: law and policy studies; positive actions at work place; national gender equality machinery and laws; positive actions and women's entrepreneurship.

The volume originates from a research financed by MURST (Ministry for University and Scientific Technologic Research) and by the Universities of Bari, Verona and Firenze. The contributors cover the whole range of positive actions policies and related debate. Donata Gottardi analyses the impact of positive action projects carried out and financed by Law n°1 25/1991 from 1991 to 1998 stressing the impact of public administrations renouncing to funding and/or delayed funding. Monica Mc Britton maps the national gender equality machinery and its many bodies revealing the high level of fragmentation, contradictions, overlapping of competences and areas which lacks of regulations. Giuseppe A. Recchia focuses on positive actions within private enterprises collective bargaining while Maria L. Vallauri's essay is concerned with Public Administrations' positive actions' plans and Cristina Sunna offers a picture of Regional Legislations on equal opportunities and positive actions. Roberto Voza dedicates his article to the analysis of Law n°215/1992 on female entrepreneurship and its impact. The last two chapters give space to the definition of positive actions themselves within law studies Italian debate (Rosalba Valenzano) and EU legislative system (Laura Calafà).

10) Magatti, Mauro, Massimiliano Monaci and Lucia Ruggerone. 2000. *Donne esploratrici. Percorsi nell'imprenditorialità femminile*. Milano: Guerini e Associati. [Women explorers. Paths in female entrepreneurship]

Keywords: sociology; women's entrepreneurship; work-life balance.

The volume offers an interpretation of women's entrepreneurship focusing on the relations between trends and features of the socio-cultural context and the transformations of role models, in management and life in general. Discussing six individual case studies taken as examples, the authors analyse the practical and symbolic ways women entrepreneurs define their role towards social expectations, relations with a traditionally male dominated professional world and work life balance problems. The authors define women's entrepreneurs' role as explorers and mediators needing abilities and informal competences to find balanced solutions which contribute in changing and innovating both private life and organizational/entrepreneurial behaviours.

11) Frey Luigi and Renata Livraghi. 1998. *Lavori atipici, flessibilità del lavoro e problematica del lavoro femminile. Quaderni di Economia del Lavoro 62: 7-58*. [Atypical jobs, work flexibility and the problem of female work]

¹⁹ Relevant also for the section on Gender Equality Machineryes; useful for policy document's selection, Timelines and WHY.

Keywords: sociological study; labour market, atypical, unstable flexible work; part time jobs; women's employment.

The authors trace the evolution of the Italian labour market from the 80's to the end of the '90s comparing it with other EU countries mainly from OSCE data. The atypical job's definition is the one introduced by OSCE itself and includes part time work, excluding, the so called informal economy. Great attention is paid to the evolution of the phenomena through the years, showing how it has been involving more and more women and young people. The analysis of the difference between voluntary and involuntary part time work, and surveys on workers' needs and motivations for a stable work are included, together with a discussion about the potentials and risks for part time and tele-work as solutions for a better work life balance.

12) Sozzi Mancini, Maria Assunta, ed. 1998. *Lavoro di casa, lavoro in casa*. Milano: Guerini e Associati [Domestic work, home-work]

Keywords: care work; domestic work; housewives conditions and rights in a changing labour market; externalization of domestic and care work; telework and flexibility.²⁰

The volume contains the proceedings of a Conference organized by the Province of Milan on the issue of domestic work, expanding its definition to include care work, paid and non paid one, work at home, telework. The contributors are mainly state feminists at the regional level, trade unionists and representatives from housewives' associations and/or domestic workers leagues, together with some academics. The contributors share the idea that public policies should recognize and turn domestic work as a choice to a better account, considering that in the Italian labour market structure and welfare state the number of women coming in and out paid work is increasing. Most of them argue that work life reconciliation policies should be developed in general. Some empirical examples of positive actions for housewives focuses on training courses targeted at former housewives who try to re enter the labour market in order to support them in using the care-competences they have gained in the newly privatized care services' market. A critique of the new legislation²¹ (1995) on pensions for housewives (and househusbands) is only mentioned as a "virtual program", a "good intentions" norm, together with the introduction of means tests for social security provisions²² (Leonzi: 165)²³

13) Addis, Elisabetta. 1997. *Economia e differenze di genere*. Bologna: CLUEB. [Economics and gender differences]

²⁰ Useful for documents selection.

²¹ Policy Document: Dlgs 565/1996.

²² Policy Document: D.L. 503/92.

²³ Analysis and proposals contained in the book are not carefully argued and documented basically due to the fact that the conference hosted plenty of short contributions and debates in a one day program.

Keywords: applied economics; economic theory and gender; domestic and care work; time reduction's policies; fiscal treatment of families.

The book starts with a theoretical chapter on the exclusion of domestic and reproductive work operated by the so called mainstream economic theories, focusing on the debates raised by their encounter with discrimination theories. Situating herself in the post Keynesian tradition of A. Sen and K.J Arrow, the author presents a comparative analysis of women's participation to the labour market rate and gender pay gap in all the OSCE countries, with a specific section on Italy based on a wide econometric study. The last two chapters are the most relevant for policy analysis: chapter 4 stresses the need for working time reduction for all workers, men and women, more flexible working hours, making concrete proposals to change the (at the time) current regulations on maternity leave²⁴ and promoting part time use reducing the employers' *social contributions* quota. In the last chapter Addis clarifies how the Italian fiscal system is still encouraging women housewives not to enter extra domestic work²⁵: analyzing a bill proposed by MP Serra on the "care cheque" the author proposes to replace family benefits with a half tax relief for each child entitled to both parents independently from their being employed or not and under a given income threshold.

14) Bimbi, Franca. 1997²⁶. La debolezza delle politiche familiari in Italia: un caso di federalismo mancato. In *Genere e democrazia. La cittadinanza delle donne a cinquant'anni dal voto*, Franca Bimbi and Alisa Del Re, 193-215. Torino: Rosenberg & Sellier. [Weak family policies in Italy: a case of missing federalism? In Gender and democracy. Women's citizenship after 50 years from the vote]

Keywords: welfare policies and gender inequalities; welfare models in Italy; the family's autonomy paradigm"; care work and services and or cash transfers; pensions' and the social security system.

Bimbi looks at the differentiated developments (1960's-1990's) and weaknesses of the Italian welfare state and its "Mediterranean model" based on the concept of the autonomy and centrality of families as supporting networks as discursive rhetoric to justify a poor welfare state system, using a gender perspective. She defines the Italian case as a lack of federalism, with inhomogeneous and often incoherent relations among the national administrative levels and the regional-local ones. Welfare mechanisms have privileged and protected the elderly more than children and youngsters, regularly employed people in Industry and in the public administration sector from Northern Italy more than workers and unemployed from Southern regions. Women have been favoured through services and social security mainly as mothers or widows rather than workers (i.e. the recent pensions' reform and the new housewives pension, 1995, and new cash transfers to poor families). The state have supported women basically in the last part of their lifecycle and in accordance to their dependency from

²⁴ The main ideas regard: shifting from a parental leave entitled to either mother or the father to a leave period when they would be allowed to alternate. Including elderly and disabled relatives' care in the leave regulations; not forcing individual to choices, in a liberal perspective (p. 143-146).

²⁵ An interesting analysis of a bill proposed by On. Serra on the 'care cheque'.

²⁶ Relevant also for the Intimate Citizenship Issue.

families and husbands. The author proposes to redefine and reorganize the functioning of the W.S. with a federalist perspective, to shape a new comprehensive Framework Law on Social Security based on the definition of basic-minimum social rights: a positive example/good practise mentioned is the French CNAF (Caisse Nationale des Allocations Familiales).

15) Trifiletti, Rosanna. 1997. Le politiche sociali in un'ottica di genere: il caso Italiano. In *Genere e democrazia. La cittadinanza delle donne a cinquant'anni dal voto*. Eds. Franca Bimbi and Alisa Del Re, 173- 191. Torino: Rosenberg & Sellier. [Social policies with a gender perspective: the Italian case. In Gender and democracy. Women's citizenship after 50 years from the vote]

Keywords: gender and the welfare system; social security system's transformations and its impacts on gender based inequalities.

The author presents the chapter as a first tentative analysis of how the recent changes in the Italian social security system are fostering gendered inequalities and worsening women lives. Trifiletti argues that the necessary efforts made to rebalance the national pension system are mainly born by women and this is an invisible and un-explored consequence. The author bases her analyses on data and phenomena such as the recent decrease in women's rates over the total amount of pensions, the general reduction in covering for old age pensions, disability pensions and non contributory ones, the reduction of family allowances which were a 'recognition' or compensation for care work. She shows how the shifting of the system from a welfare to a contributory model is and will be affecting mainly women, as the possibility for them to have a continue and stable working life is still hindered by a series of complex discriminatory mechanisms.

16) Villa, Paola. 1997. Donne e lavoro: alcuni nodi irrisolti. In *Genere e democrazia. La cittadinanza delle donne a cinquant'anni dal voto*. Eds. Franca Bimbi and Alisa Del Re, 141-156. Torino: Rosenberg & Sellier. [Women and work: some unresolved problems. In Gender and democracy. Women's citizenship after 50 years from the vote]

Keywords: women's unemployment; work life balance; labour market segregation, part time and flexible work.

Villa analyses the Italian labour market and its trends along the years 80's until half of the 90's considering how the "male bread winner" model is still the prominent one in Italy. Concepts of stratification and differentiation of women workers conditions and the concentration- non redistribution of care work within the families are crucial in her research. Considering the so called "active work policies" Villa notes how the trade unions' policies oriented towards working hours' reduction have been 'compensated' by the increasing use of overtime work by (male) employees to meet the firms' need for flexibility. She criticizes the so called 'part time solution' to contrast women low activity rate referring also to other European countries and argues potential solutions would be a whole redistribution of paid work and care work among the sexes through a greater flexibility on the side of work offer, the possibility for temporary coming out of the

labour market and facilities to re-enter it together with part time as a temporary solutions for everybody. She finally questions the reforms.

17) Bimbi, Franca, 1995. Metafore di genere tra lavoro non pagato e lavoro pagato. Il tempo nei rapporti sociali di sesso. *Polis* 3(anno IX): 380-400. [Gender metaphors in paid and unpaid work. Time in sexual social relationships].

Keywords: sociologic theory and analysis; gender and time use; time budgeting; reproductive/care/unpaid work; gift economy and breadwinner regimes.

The article's aim is to show how the studies on time use (time budgeting) which are becoming more and more relevant in post-modern/tertiary economies are able to demonstrate the persistence of gender patterns and inequalities in the distribution of paid and unpaid work, spare time use and 'social reproductive' time. The argument is developed through the analysis of data from national time budgets elaborated by the Danish Institute for Social Research on 8 European countries + Canada, Australia, USA and Japan, and by the Italian Institute for Statistics (ISTAT) in 1993. Bimbi stresses how the whole debate is biased by some ambiguous/undemonstrated hypothesis: the presumption that women aim at the same male temporal models; the idea that, being given for free, care work has to be considered as having less value than paid work; the taken for granted presumption that national differences in terms of gendered inequalities in time use have to be connected to effectiveness or delays in modernization's processes.

18) Ruspini, Elisabetta and Francesca Zajczyk. 1993. Omosessuali e discriminazione sul lavoro. *Rivista Critica di Diritto del Lavoro* 1: 243-260. [Homosexuals and discrimination at work].

Keywords: sociological survey; sexual orientation and discriminations at work.

Presented as one of the few surveys on the conditions of homosexual people in Italy, the research summarized in the article was based on a sample of 465 interviewees only 60 of whom were women. The difficulty in identifying and contacting the interviewees in a general context of invisibility of the issue from Italian social sciences' studies and policies is mentioned as main reason for the unbalanced characteristics of the sample. The investigated issues concern reality and feelings of being discriminated against at workplace, the trust in trade unions and associations for the defence of gay and lesbians' rights. Discrimination and homophobia are found out as being concrete phenomena, differentiated along the class and gender lines: male teachers and women shows the highest degrees of victimization for their sexual orientation even if the latter seem to ascribe it more to their being women than lesbians.

19) Gaeta, Lorenzo and Lorenzo Zoppoli, eds. 1992. *Il diritto diseguale. La legge sulle azioni positive. Commentario alla Legge 10 aprile 1991, n°125*. Torino: Giappichelli.²⁷ [Unequal law. The law on positive actions. Comments to the Law 10 April 1991, n°125].

²⁷ Useful for timeline.

Keywords: labour law studies; policy analysis; positive actions; anti discrimination policies.

This anthology, published one year after the Law n°125/1991 came into force, has the aim of presenting it in all its aspects, examining the interpretative problems that it may mean and the questions concerned to its application, giving also some hypothesis for solutions. All the contributions share the analysis of two basic questions: the dialectic between the equality principle and the recognition of differences. Specific issues are the law cases' analysis about positive actions until the end of the '80s, often seen as being in contradiction with the antidiscrimination law n° 903/1977; different kind of positive actions as provided in the law; resources and procedures; public authorities and the compulsory annual plan of positive actions; the national committee for equality; the ombudsman for gender equality; lawsuits and the burden of proof's reversal.

2.1.1 Comparative Studies

20) Naldini, Manuela. 2002. Le politiche sociali e la famiglia nei Paesi mediterranei. Prospettive di analisi comparata. *Stato e Mercato. Quadrimestrale di analisi dei meccanismi e delle istituzioni sociali, politiche ed economiche* 1(April): 73-100. [Social policies and family in Mediterranean countries. Elements for a comparative analysis. In State and Market].

Keywords: sociological study; family policies; social policies; Mediterranean countries.

The historical variations in the relationship between the state and the family and the definitions of public and private responsibilities with regard to the needs of "dependent" individuals on the basis of age, generation, gender and kinship's degree are the issues discussed in this paper. The article is focused on two aims. First, opening the "black box" of the family in welfare state analysis. To this end it provides a new theoretical perspective for analyzing social policies in Mediterranean welfare states. The second aim of the article is to testify the validity of the previous argument by providing some empirical examples. To this end the author illustrates the way in which social policies and legal norms have defined the family in two Mediterranean countries: Italy and Spain. In these two countries social policies, fiscal policies and family law have incorporated an extended concept of family relationships. In particular, the male breadwinner family model which informed the assumptions underlying social policies and legal norms in most other European countries was of much lesser importance in Mediterranean countries. Rather, in these two countries, the principle of the male breadwinner family model had always been "stretched" to include a "family/kinship solidarity" model.

2.2 English and other languages sources

21) Gelambí, Monica. 2006. L'experiencia de Genova. In *Presupuestos locales en perspectiva de género*. Eds. Maria de la Fuente Vasquez and Laia Ortiz, 103-130.

Barcelona: Institut de Ciències Polítiques i Socials (Catalan) [Genoa experience. In Local budgets with a gender perspective].

Keywords: gender budget analysis; Genoa experience of gender budget; policy analysis of a case study.

The chapter describes the experience of gender budget in the province of Genoa in 2003. It is included in a book that tackles the issue of gender budget from both theoretical and empirical perspectives. Gelambi describes the context of initiatives on gender budget in Italy and more specifically in Genoa, giving all the details of the experience. The case of Genoa as well as the other Italian experiences of gender budgets are included in the web www.genderbudget.it . (accessed on March 9th 2007)

2.2.1 Comparative Studies

22) Bleijenbergh, Inge and Conny Roggeband. 2007 forthcoming. Equality machineries matter: The impact of women's political pressure on European social care policies. Forthcoming in: *Social Politics*.

Keywords: social care policies, policy change, women's movements, equality machineries, gender equality, Qualitative Comparative Analysis, sequence analysis, Denmark, the United Kingdom, the Netherlands, France, Spain, Italy.

This study examines the impact of feminist pressure and EU policies on national policy changes, such as the introduction or extension of public childcare provision, parental leave, and part-time work legislation. The authors compared six countries (Denmark, the United Kingdom, the Netherlands, France, Spain and Italy) on the basis of Qualitative Comparative Analysis and found that women's political pressure, especially through national equality machinery, is a prerequisite for the emergence and extension of social care policies. Sequence analysis showed that national machineries are crucial in translating European Union measures into national policies.

23) Anxo, Dominique, Colette Fagan, Mark Smith, Marie-Thérèse Letablier, and Corinne Perraudin. 2006. *Parental leave in European companies*. European Foundation for the Improvement of Living and Working Conditions EN <http://www.eurofound.europa.eu/publications/htmlfiles/ef0687.htm> (accessed on 9 March 2007).

Keywords: Working Time and Work–Life Balance; parental leave; 21 European countries; comparative review of the different national parental leave systems.

The Foundation's Establishment Survey on Working Time and Work–Life Balance 2004–2005 set out to map the use of a variety of working time arrangements in companies, to assess the reasons for their introduction and their impact. This analytical report addresses the issue of parental leave as well as other forms of extended leave, such as leave to care for sick children or other adult family members. It offers a comparative review of the different national

parental leave systems in operation, the differential use of parental leave by women and men across the 21 European countries and a discussion of the factors which influence take-up of parental leave by employees.

24) Biletta, Isabella and Mike Eisner. 2006. *Youth and work*. European Foundation for the Improvement of Living and Working Conditions
<http://www.eurofound.europa.eu/publications/htmlfiles/ef06100.htm>.

Keywords: employment situation of young people; unemployment of young people; comparative analysis of 26 European countries; policy analysis.

This study examines the employment situation of young people in 26 European countries, looking at unemployment data, the regulatory framework and programmes at national level specifically targeted at raising employment levels. The study also presents the role and views of the social partners and highlights the main issues for policy consideration. It is based on national reports on the subject, drawn up on the basis of a questionnaire, available on the Foundation's website.

25) European Commission, Directorate-General Employment and Social Affairs, Unit G1. 2006. *Report on equality between women and men, 2006*. Luxembourg: Office for Official Publications of the European Communities. EN, FR, D (accessed 9 March 2007) http://ec.europa.eu/employment_social/publications/2005/keaj05001_en.pdf

Keywords: policy report; 2006 report on equality between women and men; EU 25 Member States; EU gender equality policy developments; gender contribution to growth and employment; Lisbon strategy; effective reconciliation of work and private life; effective institutional mechanisms for gender equality; external dimension of gender equality.

This yearly report presents an overview of the main developments on equality between women and men in the European Union in 2005. It also outlines challenges and policy orientations for the future.' The report covers the policy and legislative developments of the EU gender equality policy until 2005. It addresses the issues of exploiting gender equality policy contribution to the EU Lisbon strategy for growth and employment, promoting an effective reconciliation of work and private life, supporting gender equality with effective institutional mechanisms, and addressing the external dimension of gender equality to respect the Beijing Platform for Action and the Millennium goals.

26) European Foundation for the Improvement of Living and Working Conditions. 2006. *The gender pay gap: background paper*. European Foundation for the Improvement of Living and Working Conditions
<http://www.eurofound.europa.eu/publications/htmlfiles/ef06101.htm> (accessed on March 9th 2007)

Keywords: economic analysis; gender pay gap, comparative EU members,

Although collective agreements and minimum wage laws are in principle gender-neutral, women still end up earning less than men. This paper briefly explores

some different facets of the 'gender pay gap' issue, based on data collected from two of the Foundation's projects: the European Industrial Relations Observatory (EIRO) report Pay developments – 1 2005, and the fourth European Working Conditions Survey, due to be published early in 2007.

27) Ponzellini, Anna M. 2006. Work-life balance and industrial relations in Italy. *European Societies*. 8(2): 273-294.

Keywords: work-life balance; welfare state; industrial relations; trade unions

This article examines the work-life balance system in Italy, with particular regard to the role played by extra-statutory arrangements and provision - extra leave, benefits and allowances for parents provided by employers, in-company crèches, family-friendly working hours, etc. - originated from collective bargaining and industrial relations at company-level. The Italian pattern of welfare state and women's employment is characterised by weak state support, a relevant role of intergenerational solidarity, one of the lowest fertility rates and still low women's activity rates. As for human resource management and industrial relations' contribution to work-life balance, empirical evidence shows that a certain number of extra-statutory arrangements and provision has been implemented at company level. Though, they are not enough to fill the gap with countries where state social protection is higher. The articles argue that industrial relations may play an important role in fostering a better work-life balance, on condition that a priority is given to decentralised collective bargaining and new 'territorial pacts' involving a wider range of social actors - not only unions and the companies, but also families, local governments, caregivers and the cared-for. Particularly for unions, this could be a possible response to unionisation decline.

28) European Commission, Directorate-General Employment and Social Affairs, Unit G1. 2005. *Report on equality between women and men*. Luxembourg: Office for Official Publications of the European Communities. EN (accessed 9 March 2007) http://ec.europa.eu/employment_social/publications/2005/keaj05001_en.pdf

Keywords: policy report; 2005 report on equality between women and men; EU of 25 Member States; EU gender equality policy; development in the situation of women and men in education, employment and social life; immigrant women and men.

'The second annual report on equality between women and men, as requested by heads of state and government at the Spring European Council, in March 2003, is the first to cover the enlarged EU of 25 Member States. This report shows the main development in the relative situation of women and men in education, employment and social life. It focuses on immigrant women and men and addresses challenges for the further promotion of equality between women and men.' The report covers the evolution of the EU gender equality policy including recent developments since 2004 EU Constitutional Treaty. It addresses the issues of strengthening women's participation in the labour market, promoting reconciliation measures, addressing the role of men for achieving gender equality, and integrating a gender perspective into immigration and integration policies. EN, FR, D

29) Fagan Colette, Peter Urwin, Kathryn Melling, Daniele Meulders and Aleksandra Kanjuo-Mrčela. 2005. *Gender inequalities in the risk of poverty and social exclusion for disadvantaged groups in thirty European countries*. Manchester: The University of Manchester.

Keywords: policy report; European Union, gender inequality, social exclusion, poverty, unemployment, one-parent family, ethnic groups, migrants, violence.

Gender mainstreaming is specified as a key requirement in the Social Inclusion Process; however, this approach to policy design and monitoring is still under-developed and often absent from National Plans. The aim of this report is to inform and help develop the gender mainstreaming of the Social Inclusion Process, drawing on national reports for 30 European countries. It reviews gender differences and inequalities in the risks of poverty and social exclusion, followed by chapters which focus on selected examples of disadvantaged groups to illustrate the relevance of gender mainstreaming for social inclusion policy.

30) Plantenga, Janneke, Chantal Remery, Petra Helming, Daniele Meulders and Aleksandra Kanjo-Mrčela. 2005. *Reconciliation of work and private life: a comparative review of thirty European countries*. Luxemburg: Office for Official Publications of the European Communities

http://ec.europa.eu/employment_social/publications/2005/ke6905828_en.pdf

(accessed on March 8th 2007)

Keywords: policy analysis; Integration into employment, social integration, equal rights of men and women, child care, working time, maternity leave, parental leave, Europe, comparative study

The increasing labour market participation of women, changing family forms and the demographic pressure from an ageing population have made the reconciliation of work and family one of the major topics on the European social agenda. Yet countries differ in their policy responses, sometimes stressing the need for more flexible working hours, sometimes encouraging the supply of public and private services and sometimes focusing on a more equal distribution of paid and unpaid work. This report contains an overview of policies targeted towards the reconciliation agenda of the 25 EU Member States. In addition, information is provided for three EEA countries, Iceland, Norway and Liechtenstein, and two Candidate countries, Bulgaria and Romania. An innovative element of this study – besides the scope – is that the focus is not only on national, public strategies. If possible, complementary provisions emerging at sector or company level are included as organizations may either supplement or substitute public provisions. In fact, it is at the organisational level where the details of the reconciliation of work and family life are worked out.

31) Saraceno, Chiara, Manuela Olagnero and Paola Torrioni. 2005. *First European Quality of life survey. Family works and social networks*. Dublin: European Foundation for the Improvement of Living and Working Conditions. <http://bookshop.europa.eu/eGetRecords> (accessed 14 March 2007)

Keywords: sociological study; quality of life survey; EU 28; work-life balance; employment policies; families.

This report explores the importance of family support, social contact, and overall work-life balance for individual quality of life. The findings are based on the Foundation's First European Quality of Life Survey that was carried out across 28 countries: EU-25, two acceding countries Bulgaria and Romania and one candidate country, Turkey. The report shows that time constraints at work resulting from changing work and family patterns are impacting negatively on aspects such as quality of life, formation of families and family life. It highlights that many people find it difficult to provide the necessary care for children and the elderly because of work commitments. Above all the report argues that in order to take full advantage of social capital in a changing Europe employment policies will have to take account of the needs of families, households and children.'

32) Bettio, Francesca and Janneke Plantenga. 2004. Comparing Care Regimes in Europe. *Feminist Economics* 10: 85-113.

Keywords: economic analysis; care regimes; Europe.

Throughout Europe, the family is still an important provider of care, but welfare state policies of individual countries may support and/or supplement the family in different ways, generating different social and economic outcomes. This article compares and categorizes care strategies for children and elderly persons in different member states of the European Union, while also taking into account the varied modalities for providing care, like leave arrangements, financial provisions, and social services. In EU countries, care regimes function as "social joins" ensuring complementarity between economic and demographic institutions and processes. As these processes and institutions change, they provide impetus for care regimes to change as well. However, because ideas and ideals about care are at the core of individual national identities, care regimes also act as independent incentive structures that impinge on patterns of women's labour market participation and fertility.

33) Bleijenbergh, Inge. 2004. *Citizens who care: European social citizenship in EU-debates on childcare and part-time work*. Amsterdam: Dutch University Press.

Keywords: European social policy, national social policy, childcare policies, part time work policies, European institutions, social citizenship, Denmark, France, Italy, the Netherlands, the United Kingdom.

With the introduction of European measures on childcare (1992) and parental leave and part-time work (1997) in the 1990s, care giving came to be a significant issue within European social policy. The European Union entered a topic that was formerly an exclusive national affair, based on very different welfare traditions. Some states offered citizens extensive social rights for childcare and leave facilities, while others left care giving support to the private sector or individual families. This study chronicles the entry of the controversial issue of combining work and family life into the European political agenda and shows how concrete policies on childcare and part-time work were debated

between different member states (Denmark, France, Italy, the Netherlands and the United Kingdom) and European institutions. Moreover, it argues that European debates on social care rights exemplify traces of an emerging European citizenship. European rights regarding time of care and care services unite the contradictory demands for social equality and a free market, offering citizens basic social equality, while simultaneously supplying the common market with a female labour force.

34) European Foundation for the Improvement of Living and Working Conditions. 2004. *Equal opportunities for women and men in services of general interest*. European Foundation for the Improvement of Living and Working Conditions paper no 6. <http://www.eurofound.europa.eu/publications/htmlfiles/ef04128.htm> (accessed on 7 March 2007)

Keywords: research report; services of general interest; women's quality employment; education, healthcare, and social services; comparing EU members.

This paper considers information and analysis based on the Foundation's data and case study examples on the role of services of general interest in promoting women's quality employment in the European Union. It highlights the importance of equal opportunity policies in shaping and modernising these services in line with the current EU political agenda. The examples provided relate to services, such as education, healthcare, and social services which are seen as key to the equal participation of women in the labour force.

35) Fine Davis, Margaret, Jeanne Fagnani, Dino Giovannini, Lis Hojgaard and Hilary Clarke. 2004. *Fathers and Mothers: Dilemmas of the Work-Life Balance. A Comparative Study in Four European Countries*. Dordrecht: Kluwer Academic

Keywords: sociology; comparative policies' analysis; work life reconciliation's measures and indicators.

This book presents a comparative analysis of the dilemmas faced by working parents with young children in four European countries - France, Italy, Ireland and Denmark - each of which represents a different "experience" of the evolving gender role process. It was the aim of the study to identify the key issues concerning the reconciliation of work and family roles, with particular emphasis on examining the barriers to men's greater involvement in domestic and family activities. A major purpose of the study was to develop new social indicators to measure issues of work life balance, which could be utilised in other national and cross-national studies. The book provides an overview of the latest research findings in the four countries, as well as a comparison and synthesis of the situations in these countries. It then presents the results of a survey carried out simultaneously in France, Italy, Denmark and Ireland and a comparative analysis of people's dilemmas and coping strategies in these countries. The research identifies which factors in the workplace, the home and society at large are associated with ease vs. difficulty in combining work and family life and with parental well-being. The comparative results contribute to a better understanding of the realities of life of young working parents and also highlight the critically important role played by public social and family policies in

facilitating equal opportunities and quality of life for this group of workers. Reconciling work and family is now on the social and political agenda. It is to be hoped that the EU, national governments and individual workplaces will continue to develop new and better policies to promote work-life balance for men as well as women, for - as the data in the study clearly show - people's well-being very much depends on it.²⁸

36) Larsen, Trine P. 2004. Work and Care Strategies of European Families: Similarities Or National Differences?. *Social Policy and Administration* 38(6): 654-677.

Key words: research report; European families; Reconciliation of work and family life; Childcare; Care patterns; Britain; Finland; Italy; Portugal.

This paper examines the work and care strategies chosen by full-time working families with children in Finland, Italy, Portugal and the UK. It asks whether European families in different countries, facing the same problems of balancing employment and childcare responsibilities, respond to their situations in similar ways. An increase in dual-earner families where both parents work full-time represents a general employment trend in today's Europe. Also, within families with children, such employment patterns are now more common than they were previously. National differences may not be as marked as often indicated by country-based surveys. The qualitative data from the SOCCARE Project offer a way to examine this issue. The focal point of the paper is to make a comparative analysis of couples in similar work and care situations. Using their working hours as the common denominator, this paper analyses their daily childcare arrangements and how these are impacted by gender roles, working schedules, flexibility of workplace, income levels, parents' educational background and availability of care facilities. Mothers in Portugal and Finland often work full-time despite the differences in the coverage levels of care services between these two countries. A large group of families (including three from Finland, three from Italy, three from Portugal and one from the UK) rely on a care pattern where it is primarily the mother who gets the children ready in the morning. The paper concludes that European families' work and care strategies have many similarities whereby national differences may not be as marked as often indicated by contemporary research. the analysis clearly indicated that families in similar work and care situations, facing the same problems in balancing two full-time jobs and childcare responsibilities, employ very similar care patterns. As a result, a family living in, for instance, Portugal had more in common with a Finnish family than with their next-door neighbour. (4)

37) Charles, Maria. 2003. Deciphering Sex Segregation: Vertical and Horizontal Inequalities in Ten National Labour Markets. *Acta Sociologica* 46(4): 267-287.

Key Words: sociology study; culture, gender, inequality, international, labour market, segregation

Scholars and policymakers increasingly treat occupational sex segregation as a generic indicator of female economic disadvantage. This view is difficult to

²⁸ Abstract from the publisher's web site.

reconcile with evidence that levels of sex segregation are lower in reputedly 'gender-traditional' countries such as Italy, Japan, and Portugal than in 'progressive' Sweden and the US. Understanding such seemingly anomalous patterns requires a two-dimensional conceptualization of occupational sex segregation. In particular, an analytical distinction between vertical and horizontal gender inequalities. Based on data from 10 industrialized countries, claims regarding (1) the hybrid nature of sex segregation, and (2) the cultural and structural factors that influence its various components are empirically assessed. Results confirm that unequal distributions across the manual-non-manual divide ('horizontal segregation') and status differentials within these sectors ('vertical segregation') account together for a considerable share of occupational gender inequality. Gender-egalitarian cultural norms are associated with lower levels of vertical segregation in the non-manual sector, while post-industrial economic structures coincide with greater horizontal segregation (and more vertical segregation of non-manual occupations). Manual occupations are overall less male-dominated in Portugal, Italy, and Japan than in countries with more post-industrial economies. In two countries – Portugal and Italy – weak sex segregation is found on both vertical and horizontal dimensions. Women who are formally employed fall largely into two groups: academic qualified women and unqualified women who work out of necessity. The complex horizontal and vertical dynamics revealed here cast further doubt on one-dimensional conceptualizations of sex segregation. They also provide the key for deciphering some long-standing empirical puzzles in the field.(4)

38) Del Boca, Daniela and Margherita Repetto Alaia, eds. 2003. *Women's work, the family, and social Policy. Focus on Italy in a European Perspective*. New York: Peter Lang.

Keywords: social sciences; women's employment and unemployment; work life balance; wage differentials; welfare system.

The essays comprised in the book revolve around the issue of women's work, the family and social policies in Italy. The analyses focus on the changes of women's employment and unemployment, the interactions with family behaviour in productive and reproductive activities in the last three decades, using a comparative approach with EU countries. Saraceno's article investigates the relationship between women's changing behaviours in the labour market and families in the last 3 decades. Del Boca explores how characteristics of the rigidities in the labour market, the social services and the credit market have contributed to the increase of costs of participating to the labour market for mothers. Addabbo shows the recent changes in flexibility of the labour market as encouraging ways to reconcile work and family. Renata Livraghi and Lia Fubini consider patterns of employment and unemployment and the increasing long run labour market attachment by Italian women. Stefania Rossetti and Paola Tanda find explanations for the increased women's labour supply in the increasing education rate of women and in the relative decline in gender wage differentials. Del Boca, Pasqua and Locatelli analyse the relationship between employment status and earnings of husbands and wives at the micro level while

Brandolini and d'Alessio explore the deteriorating condition of younger and larger families in the last decade.

39) Griffin, Gabriele. 2003. *Employment and Women's Studies: The Impact of Women's Studies Training on Women's Employment in Europe: Final Report*, <http://www.hull.ac.uk/ewsi/Final%20report.htm> (accessed on 7 March 2007)

Keywords: research report; Women, employment, education

The Amsterdam Treaty (1997) identified a gap in the employment rates between women and men in Europe, resulting in the greater economic and social exclusion of women. The report is based on the project on 'Women's Employment, Equal Opportunities and Women's Studies in Europe' which addresses the issue of women's employment by focusing on a particular group of women, those with Women's Studies training in Finland, France, Germany, Hungary, Italy, Spain, Slovenia, the Netherlands, and the UK. Conducted between October 2001 and October 2003, this is the first cross-European project producing systematic comparative research into the issue of what happens to women with Women's Studies training in the employment market. The project found that Women's Studies as a discipline is not fully established in any European country, that most women take it as a module within a traditional discipline and come across Women's Studies by chance once they are at university. Those who take Women's Studies are more likely than students from other arts and humanities disciplines to want to remain in education. The latter is a key factor in determining labour market participation. The EU should therefore use the Bologna process to ensure that Women's Studies as a discipline is fully established in all European countries.

40) Haas, Linda. 2003. Parental Leave and Gender Equality: Lessons from the European Union. *Review of Policy Research* 20(1): 89–114.

Keywords: EU parental leave policy analysis; 15 EU member states.

This article describes the development of European Union parental leave policy and its impact on mothers' and fathers' access to parental leave in the individual nations that make up the union. Cross-national variations in parental leave policy are described and analyzed. Although the 15 countries belonging to the EU in 2002 are concerned about helping working parents reconcile employment and family responsibilities, so far, only one—Sweden—has begun to develop a parental leave policy likely to facilitate men's and women's sharing of responsibility for breadwinning and child care²⁹.

41) Koopmans, Ivy, Teun Jaspers, Trudie Knijn and Janneke Plantenga. 2003. *Zorg in het huidige stelsel van sociale zekerheid en pensioen: een vergelijking tussen zes landen*. Utrecht: de Graaff. DU

²⁹ Abstract available at: <http://www.blackwell-synergy.com/links/doi/10.1111%2F1541-1338.d01-6> on the 10th March 2007.

Keywords: work, care, social security, unemployment, illness, unable to work, pensions, comparative research, Belgium, Netherlands, Great Britain, Germany, Italy, Denmark

The main research question is in whether and how caring is taken into account in the social security system and more in specific in laws concerning unemployment, illness, being unable to work and pensions. By comparing Belgium, the Netherlands, Great Britain, Germany, Italy, Denmark, the researchers indicate the main differences and similarities within the European Union concerning the way social security systems deal with care.

42) Picchio, Antonella. 2003. *Unpaid work and the economy. A gender analysis of the standards of living*. London: Routledge.

Keywords: economic theory/econometrics/income policies analysis with a gender approach, unpaid-social reproductive work.

The research uses the visibility of unpaid work made possible by the data from the Italian Statistical Service (ISTAT) on Time Use Survey to investigate the question of the living conditions of the working population. It proceeds "on three levels: the conceptualization of links between unpaid work and the structure of the economic system; the formulation and calibration of some tools for bringing data on unpaid work into direct relation with incomes, consumptions and the labor market, the indication of possible areas in which to assess the gender impact of economic policies focusing on total work and extended incomes" (page 5). In this collective research the authors offer different contributions: they measure the distribution of total working time and resources between men and women; they explore alternative ways to measure the contribution of unpaid work to the economy using a fuzzy logic approach; they analyze the links between use of time, consumption of goods and consumption of time -saving goods; they link use of time in paid and unpaid work and demographic variables; they study how the choice between paid and unpaid work is affected by taxation and subsidies and the assess the impact of some policy measure; and they recommend public policies that explicitly take into account the economic value of unpaid work.

43) Spiess, Katharina and Ulrike Schneider. 2003. Interactions between care-giving and paid work hours among European midlife women, 1994 to 1996. *Ageing and Society* 23: 41-68.

Key words: sociology study; Care-givers, labour force participation, working women, family-work relationship

This paper uses data from the European Community Household Panel surveys of 1994 and 1996 to study the association between changes in care giving and changes in weekly work hours. Our sample comprises women ages 45-59 who participated in the labour force in at least one of the two years studied. Controlling for country variation, we find significant relationships between starting or increasing informal care giving and changes in weekly work hours. No such association is found however among women terminating a care giving

commitment or reducing their care hours. Starting care giving significantly reduces work hours for women in northern European countries (except Ireland). By contrast, women in southern Europe and Ireland respond to an increase in care giving hours by a smaller increase or a higher decrease in work hours compared to non-caregivers. In summary, our results show that the impact of care giving on adjustments of weekly work hours is asymmetrical and that it differs in southern and northern Europe. Portugal is characterized by relatively little institutional care and formal home-help, as well as, common family support and intergenerational households. Group A countries – all of which are in northern Europe – feature higher usage rates of formal elderly care services than Group B countries (Ireland, Spain, Portugal, Italy and Greece).

44) Del Boca, Daniela, 2002. The effect of child care and part time opportunities on participation and fertility decisions in Italy. *Journal of Population Economics* 15(3 August): 433-454.

Keywords: economic studies; women's employment, flexibility and fertility rates.

The author explains how and why the Italian case contradicts economic models of household behaviour which typically yield the prediction that increases in schooling levels and wage rates of married women lead to increases in their labour supply and reductions in fertility rates: in Italy, low labour market participation rates of married women are observed together with low birth rates institutional structure, particularly as reflected in rigidities and imperfections in the labour market and characteristics of the publicly-funded child care system. These rigidities tend to simultaneously increase the costs of having children and to discourage the labour market participation of married women. Del Boca analyzes a model of labour supply and fertility, using panel data. The empirical results show that the availability of child care and part time work increase both the probability of working and having a child.

45) Fagan, Colette and Brendan Burchell. 2002. *Gender jobs and working conditions in the EU - a summary*. European Foundation for the Improvement of Living and Working Conditions
<http://www.eurofound.europa.eu/publications/htmlfiles/ef0277.htm> (accessed on 9 March 2007)

Keywords: research report; gender and working conditions; health and well-being of the people in paid employment; 15 EU Member States; survey.

The Third European survey on working conditions was carried out in 2000 by the European Foundation for the Improvement of Living and Working Conditions; information was collected on the working conditions, health and well-being of the people in paid employment in the 15 EU Member States. The information was collected from individual workers in face-to-face interviews, in which they were asked to describe a number of aspects of their work and workplaces through a series of structured questions. Two previous surveys were carried out in 1991 and 1995/6 that permit an analysis of trends in some working conditions, and this latest survey has been expanded to include a much wider range of issues. This summary relates some of the main findings of the

third survey in terms of gender-related issues and relies on extensive secondary analysis of the third survey dataset. It is a synopsis of the report *Gender, jobs and working conditions* by Colette Fagan and Brendan Burchell.⁷

46) Chambaz, Christine. 2001. Lone-Parent Families in Europe: A Variety of Economic and Social Circumstances. *Social Policy and Administration* 35: 658-671.

Key words: lone-parent families, family policy, employment rates, Europe.

The third wave of the European Community Household Panel Survey (ECHP) shows that 12 per cent of European families were lone-parent families in 1996. Nine single parents out of ten are women, usually divorced or separated. The proportion of lone parents families varies from country to country, but in Portugal is 12 per cent, compared to 23 per cent in the UK. Most lone parents are working, and very often occupy a full-time job, but the employment rate ranges from only 40 per cent in the United Kingdom to 75 per cent in Portugal. Lone-parent families benefit from social transfers more often than other families, but in Portugal social transfers are not so significant, the role of private transfers in reducing poverty is as great as that of social transfers. In Portugal, 80 per cent of isolated lone-parent families receive incomes from work, which accounts for 70 per cent of their income. Also, in Portugal 80 per cent of families receive family allowance payments, and lone-parent families receive higher amounts. Even in countries where poverty is quite widespread, such as Portugal, lone-parent families account for proportionately less of poverty. The housing circumstances of lone-parent families vary widely from country to country. In the south of Europe, 25 to 40 per cent are lodging in a larger household, suggesting solidarity within the extended families. Women dominate lone parenthood, especially in Portugal (94 per cent). In countries where lone parents are older, the number of widows and widowers is larger, as in Portugal, Italy, Greece and Spain.

47) Addis, Elisabetta. 2000³⁰. Gender in the reform of the Italian Welfare State. In *Gender Inequalities in Southern Europe. Women, work and welfare in the 1990s*. Eds. Maria José González, Teresa Jurado and Manuela Naldini, 122-149. London-Portland: Frank Cass.

Keywords: sociological and economic analysis; gender and Italian welfare state.

The chapter is intended to be a first contribution toward a more systematic analysis of gender and the Italian welfare state. It takes into consideration only cash transfer programs, and will not deal with the provision of services, as transfers are the area where reform activity is most pronounced. Addis examines family allowances, unemployment transfers (mainly the CIG, Cassa Integrazione Guadagni), tax exemptions, and pensions, and the introduction in some of these areas of means-testing. She maintains that the fact that the welfare state is work based, together with the fact that women's participation and employment are so low, implies that the main way for women to access

³⁰ I would rate this article as one of the most relevant and useful to analyse and clarify the mechanisms through which the state leads women to non employment, legitimizing them as non workers (domestic workers).

transfers is through their personal relation to a working man. Moreover, the fact that the Italian welfare state provides transfers instead of services perpetuates the uneven distribution of domestic work within the family. Definitely the introduction of means testing by joint income of the couple is a way to discourage women who want to re enter the labour market, as a subsidy, especially when subjected to means testing, is but a tax by another name.

48) Andall, Jacqueline. 2000. ³¹*Gender, Migration and domestic service. The politics of black women in Italy*. Aldershot: Ashgate.

Keywords: interdisciplinary research on class, gender, ethnicity; African migrant women in Italy; domestic work; families' transformations in Italy; migrant women agency and activism.

The book seeks to document the early history of Italy as an immigration country focusing on the experiences of African female migrants from the early '70s to the early '90s. The book structure is intertwining two narratives: the first addresses pioneer migrant women in Italy and the second concerns Italian women and society. The author defines her own work as an "exploratory attempt to 'racialise' the category of gender within Italy" (page 3). She builds her analyses on quantitative data on migration primarily from the Lazio Region (the Rome area) and many in depth interviews with African women living in Italy as mainly live-in domestic workers. Andall looks into the changing in Italian class and family structures, the privileges and constraints of Italian women, the ambiguities and contradictions of their emancipation, and the limited possibilities for migrant women agency, forced into the obligations of their lives in domestic workers' condition. She also reconstructs the changing politics of one of the main (catholic) associations (ACLI Colf) representing and defending domestic workers' rights and giving an example of two mixed women's associations trying to create an arena for common action between women of different ethnicities.

49) Bettio, Francesca and Paola Villa. 2000. To what an extent does it pay to be better educated? Education and the work market for women in Italy. In *Gender Inequalities in Southern Europe. Women, work and welfare in the 1990s*. Eds. Maria José González, Teresa Jurado and Manuela Naldini, 150-170. London- Portland: Frank Cass.

Keywords: sociological analysis; women, employment, education.

Through quantitative data authors give evidence of some well known phenomena like women overtaking men in formal qualifications, the slow erosion of gendered segregation in higher education attendance, the fact that women show better performance in education and yet higher unemployment rate. They thus wonder whether education really pays for Italian women, and answer that it does at the individual level, and paradoxically it does not at the aggregate one: "even if at the individual level any increase in education reduces the risk of unemployment, at the aggregate level it is likely to expand the queue

³¹ Useful for a reconstruction of timelines for gender/class/ethnicity intersections in Italy.

of new job seekers having invested sufficiently in education to be less easily discouraged by the lack of opportunities” (167). The policy implication seems to be to shift the focus from merely supply side to demand side policies.

50) Cancedda, Alessandra. 2000. *Employment, Family and Community activities: a new balance for women and men*. European Foundation for the Improvement of Living and Working Conditions. <http://www.eurofound.europa.eu/publications/htmlfiles/ef00110.htm> (accessed on 7 March 2007)

Keywords: changing balance of activities for men and women in the spheres of employment, community and family life; Italy; employment; household services.

The report explores the impact of the changing balance of activities for men and women in the three spheres of employment, community and family life by focusing on employment in the household services sector.'

51) Cousins, Christine. 2000. Women and Employment in Southern Europe: The Implications of Recent Policy and Labour Market Directions. *South European Society & Politics* 5(1): 97-122.

Key Words: policy study; working women, labour policy, labour market, employment

This article examines the implications of European Union and national policy directions for women's integration into the labour markets of southern European countries. First, there is a discussion of the distinctive nature of women's integration into the labour markets of Greece, Italy, Portugal, and Spain. Secondly, the paper considers the implications of recent policy directions with respect to public-sector employment, payment structures, small firms, flexible work, and policies to reconcile employment and family life. Despite the welcome focus on mainstreaming gender equality into EU employment policies, many of the developments discussed in this paper would seem to be contradictory to this commitment. (2,3,4)

52) Dal Re, Alisa. 2000. The paradoxes of Italian law and practice. In *Gendered policies in Europe. Reconciling employment and family life*. Ed. Linda Hantrais, 108-123. Hampshire and London: MacMillan Press.

Keywords: policy analysis; women employment and work life balance policies.

The article reviews the different phases in the policy process and the shift from the concepts they were framed in from 'equality of opportunity' to positive actions and the ideal of combining equality and difference. This shift is examined with reference to the development of policies to help parents, more often mothers, to combine employment and family life under pressure from European legislation. The chapter assesses critically the role played by different actors in promoting or resisting change in the shaping of equal pay policies in the '70s to the positive actions' law of 1991 showing how the institutions created to promote gender equality mechanisms have often worked in opposition to one another.

53) Ruspini, Elisabetta. 2000. Social rights of women with children: lone mothers and poverty in Italy, Germany and Great Britain. In *Gender Inequalities in Southern Europe. Women, work and welfare in the 1990s*. Eds. Gonzàlez Maria José, Teresa Jurado and Manuela Naldini, 89-121. London- Portland: Frank Cass.

Keywords: sociology analysis; lone mothers; poverty

The author argues for the relevance of a study on lone mothers poverty as a good analytical category for studying the relationship between the family market and welfare states and as a challenge to social policy. She discusses some methodological issues such as the definition of lone mothers and the measurement of poverty, presenting findings from the cross sectional and longitudinal analyses on household and socio economic panels in other countries (Germany and Great Britain) and discussing the dynamic dimension of poverty and welfare use among lone mothers. She thus demonstrates that there is empirical evidence for lone mothers being at greater risk of poverty in comparison with cohabiting or married ones and the risk is greater in countries like Germany and UK due to the less strong family's ties. Support policies other than the already existing cheques and cash benefits should be provided, encouraging lone mothers to be economically independent through a set of integrate measures aimed at reconciling work and family life.

54) Addis, Elisabetta. 1999. Gender in the Italian welfare state reforms, paper presented at the Forum Fellow, 1998/99, *Recasting the European Welfare States*. San Domenico di Fiesole: European University Institute.

Keywords: policy analysis; welfare politics and gender; care work and low women's employment rate; redistribution resources through cash transfers.

The paper examines the gender relations maintained by the Italian Welfare State, and points out that the recent reforms of cash transfers programs reinforce the "male-breadwinner/female-housekeeper" model. This model fosters low participation rates and low occupation rates of women, very asymmetrical division of domestic labour, and very low fertility rates. The paper describes changes in family allowances, tax exemptions, unemployment benefits, retirement, old age, and survivors' pensions, and other means tested cash transfers for low income families, which took place after 1992. It discusses the gender effects of new forms of means testing, and the implications for labour supply, participation, and care work within the family. It argues that the misalignment between an old model of gender relations and the reality of women's activity within and outside the household is the source of commonly acknowledged problems of the Italian Welfare state.

55) Bergamaschi, Miriam.1999. Equal Opportunities and Collective Bargaining in Italy. The Role of Women. *The European Journal of Women's Studies* 6: 133-148.

Keywords: industrial relations and equal opportunities policy analysis; gender and collective bargaining.

The author article highlights difficulties and attempts in introducing signs of innovation for a fairer and more equal collective bargaining in Italy. The article reveals the existence of a greater sensitivity than in the past towards equality. Nevertheless, equality policies have failed to rise above the limits imposed by a culture (common both to employers and unions) that sees the male prevail in industrial relations. Both domestic law and European legislation have influenced collective bargaining in Italy as regards equal opportunities. The presence of women (whose role has been varied and fragmentary) in bargaining, in equal opportunities committees and in study groups has led to success regarding a core of issues such as sexual harassment, positive action, working hours and parental leave and has favoured a positive praxis both for equality and bargaining between which there is positive synergy. The article discusses the problems which hinder a general acceptance of equality bargaining and a bargaining model that places the female worker among the subjects to be represented.³²

56) Trifiletti, Rossana. 1999. Women's labour market participation and the reconciliation of work and family life in Italy. In *Work Family arrangements in Europe*. Eds. Den Dulk Laura, Anneke Van Doorne Huisjes and Joop Schippers, 75-101. Amsterdam: Thela Thesis.

Keywords: social policy analysis; women's employment; work- life reconciliation.

Within a general cultural inertia in making family the subject of political debate, Italian welfare state is described by the author as a dualist one posing big burdens on 'normal' families' tasks of caring for all its members and intervening only in support of reportedly 'inadequate families'. Trifiletti shows how women's unpaid work in Italy has remained in many respects socially invisible. She compares the picture that emerges from statistical data (EUROSTAT and ISTAT) in several countries with the findings of surveys conducted on the family to explain the changes in the recent years and the role of social policy in bringing them about. The chapter's last part examine the scope of existing and possible future interventions by employers, basically the State itself as it is the biggest women's employer, mainly positive actions and flexibility measures.

57) Bimbi, Franca, and Vincent della Sala. 1998. L'Italie. Concertation sans représentation. In *Qui doit garder le jeune enfant? Modes d'accueil et travail des mères dans l'Europe en crise*. Eds. Jane Jenson and Mariette Sineau, 173 –202. Paris: Librairie Générale de Droit e de Jurisprudence. [Italy. Concertation without representation].

Keywords: family politics analysis; work-life balance ; childcare services and parental leaves.

The authors go back to the '50s to consider the changes in Italian family policies showing how within the Italian political consensus based schemes, even some new quite progressive state interventions like the ones on maternity leave in the years '50s or the institution of municipal public kindergarten in the '70s have not been able to change the traditional family model considering care

³² Abstract from the Journal's Website. The article is useful for Timelines and WHY.

as mother's/women's responsibility. The essay is divided in four paragraphs: the post war constitutional compromise, the family model during the years '60s, the missing revolution of the '70s and the re-questioning of the family model during the financial crisis and budgetary restrictions of the '90s. After the end of the so called 'first republic' among the corruption's scandals in 1992 and the reshaping of the political spectrum, the need for coherent and integrated family politics comes back into the debate and the Ministry for Family Affairs of Social Solidarity is created. Analyzing bills and parliamentary debates Bimbi and Dalla Sala shows how difficult it is to tackle some delicate matters, where traditional/patriarchal thinking is widespread among leftist parties as well.

58) Del Boca, Daniela. 1998. Labour policies, economic flexibility and women's work. The Italian experience. In *Women, work and the family in Europe*. Eds. Eileen Drew, Ruth Emerek and Evelyn Mahon. London: Routledge.

Keywords: policy analysis; flexibility; labour policies.

The chapter describes how the industrial relations' system regulations have impacted on women's employment and earnings. It shows that Italy has become one of the most rigidly regulated countries when it comes to collective bargaining, it examines the difficulties of dismissals and layoff for big employers, and the constant fear of part time by trade unionists. On the basis of these premises, Del Boca traces the increasing trend in subcontracting which has been feeding the small firms sectors that could evade union control and social security contributions. She shows how the rigidity of the years '70s and '80s has had the effect of reducing wage dispersions (and male/female wage differentials) at the cost of reducing working opportunities for full time employment with negative implications for women's participation. Flexibility is likely to increase part time opportunity and temporary work with a positive impact on women's employment but at the cost of increasing wage dispersion and wage differentials.

59) Rubery, Jill et al. 1997. Payment structures and gender pay differentials: some societal effects. *The International Journal of Human Resources Management* 8: 131-149.

Keywords: economic study; Gender; payment systems; comparative; pay; inequality.

Comparative studies of Women's labour market position usually focus on patterns of gender segregation, considered to be the foundation of gender discrimination. Few studies trace the link between gender segregation and gender pay differences in a comparative context, and even fewer seek to identify links between payment structures and practices and the extent and form of gender pay inequality. Yet although the degree and form of gender segregation clearly vary between countries, there is even more likelihood that differences in pay structures and practices will result in differences in gender outcomes. This study explores the gender pay implications of payment structures and payment systems in three European countries, the UK, Italy and Germany. Payment systems are found to be embedded within country-specific

employment systems and result in different levels and forms of gender pay equality. They also present different obstacles to the closure of the gender earnings gap. Moreover, the trends within the general wage determination system rather than specific gender pay equity policies are found to have most impact on women's relative pay position.

3. Intimate Citizenship

3.1 Italian sources

1) Biscione, Stefania. 2006. *Affido condiviso. Patti di famiglia e nuove norme in tema di separazione e divorzio. Come cambia il diritto di famiglia dopo le leggi 54/2006 e 55/2006*. Napoli: Edizioni Giuridiche Simone. [Shared custody. Family pacts and new norms on separation and divorce. How family law changes after laws 54/2006 e 55/2006]

Keywords: legal study; family law; custody; separation and divorce.

The text gives an overview of the latest relevant changes in Italian family law. The idea of this analysis comes from the approval of Law 8 February 2006, n. 54, which has introduced new measures on children custody in case of separation and cancellation of marriage. The law has redefined criteria and practices in view of the interests of children.

2) Boccia, Maria Luisa et al. 2005. *Un'appropriazione indebita. L'uso del corpo della donna nella nuova legge sulla procreazione medicalmente assistita*. Milano: Baldini Castoldi Dalai Editore. [Undeserved property. The use of women's body in the new law on medically assisted procreation].

Keywords: critical analysis of reproductive health policies; medically assisted reproduction law; women's body control; self determination's restrictions; heterosexual normativity; secularism .

The book is an essays' collection aiming at an interdisciplinary approach to the issue: women scholars in different disciplines (sociology, medicine, law studies, historians) together with feminist activists and journalists carry out a critical analysis of the recent Italian legislation on the matter (L.19 February 2004, n°40). The book was published just a few months before the failed referendum to amend the law. The new norms are strongly criticized for being in contrast with the Constitution as they claim (art. 1) the embryo's rights and violate the principles of a secular state. This is because the new norms deny any possibility for heterologous fertilization and are punitive for women and restrictive against homosexual couples and/or single women. The book includes the entire text of the law itself.

3) Cirant, Elenora. 2005³³. *Non si gioca con la vita. Una posizione laica sulla procreazione assistita*. Roma: Editori Riuniti. [You cannot play with life. A laic position on assisted procreation].

Keywords: policy analysis; feminist/secular perspectives about medically assisted reproduction; referendum to partially repeal Law n°40/2004.

The book published one month before the national referendum for the partial repeal of law n°40/2004 has the goal to motivate from a secular and feminist perspective the reasons to participate to the consultation and to vote 'yes' to change a law which is seen as reactionary and dangerous. Cirant, a young feminist activist and scholar, presents all the 4 referendum's queries, and questions many of the most popular arguments and positions, from the scientism to the 'embryo's defenders', showing how both of them are based on an abstract concept of life that fails to consider individuals' real lives and gender relations. Global market's mechanisms, extremist catholic lobbying, the will to control women's bodies and the fear to reduce the fathers' traditional role are intertwined in a debate that recalls the one on abortion's rights in late '70s. The appendix includes a timeline of the debate and policy proposals from the '50s onwards and a review of catholic positions.

4) Monsignori, Simona, Ida Dominjanni and Giorgi Stefania, eds. 2005. *Si può. Procreazione assistita, norme, soggetti, poste in gioco*. Roma: Il Manifesto Libri. [Assisted procreation, norms, subjects, stakes]

Keywords: critical analysis of reproductive health policies; medically assisted reproduction law and referendum; self determination's restrictions; collective imagination; secularism and religious interference on legislations.

The contributors are both journalists and academics in various fields (law, biology, theology, psychology, philosophy), men and women arguing against the recently approved law on artificial reproduction (L. 19, February 2004, n°40) and trying to answer to the forthcoming questions raised by the referendum called to modify the law itself. The explicit goal is not only to give arguments but also to tell stories and experiences, by both men's and women's point of view. Special attention is given, within a biopolitics approach, to the fears and ghosts the law is based on, fears of women's control over reproduction, fears of diminishing the father's role, violating the 'natural order' and other collective imagination's mechanism. Examples varies from individual stories of medically assisted reproduction or children's adoption to the famous "Warnock Report" (1984) as the first attempt by a national government (UK) to formulate a policy on such a matter. Strong emphasis is put by many of the contributors on the catholic interference in policy making. The appendix contains a clear explanation of all the referendum's queries and an exhaustive comparative table of similar legislations all over Europe (15).

5) Valentini, Chiara. 2005. *La fecondazione proibita*. Milano: Feltrinelli. [Forbidden fertilisation]

³³ Very useful for timelines on the issue.

Keywords: medically assisted reproduction (in vitro fertilization, homologous and heterologous); reproductive health policies; public opinion and political discourse³⁴

The author (a well known journalist and essayist, a feminist) traces the genealogy of the medically assisted reproduction's techniques since the 1960's in Italy, other European countries and the USA together with the developing of a tentative legislation on the matter. In this well documented survey Valentini is paying attention both to the slow shifts in public opinion, even within the women's movement (with many activist for abortion rights standing against the right to artificial reproduction), and the political discourse, together with personal experiences from single women and couples. The desire for maternity and paternity is investigated as well as the tensions and ambiguity within heterosexual relations coming as consequences of the Medically assisted reproduction techniques, relations which have often been taken as tokens by the media to rise in public opinion the many taboos related to these issues. The story of the law n°40/2004 is covered through the reconstruction of the political debates in the Parliament and the media, since the 1994's proposal by the MP Marida Bolognesi³⁵ to pass a comprehensive law regulating the matter failed for the strong opposition of the catholic cross-parties lobby. The Law n°40 is strongly criticized by the author and the second part of the book tries to give examples of its devastating impact on the life of people, creating situations of 'therapeutic dictatorship', inequalities in having access to the treatments (who has money goes abroad) and exclusion of homosexual couples (with a short chapter on lesbian mothers having used in vitro fertilization).

6) Pitch, Tamar. 2004. *I diritti fondamentali: differenze culturali, disuguaglianze sociali, differenza sessuale*. Torino: Giappichelli. [Fundamental rights: cultural differences, social inequalities, sexual difference]

Keywords: feminist theory and philosophy of justice; feminist law studies; universal human rights and gender; reproductive rights; gender and multiculturalism; gendered violence/urban security policies.

The volume contains a comprehensive reflection on women's perspectives on law and justice. The author frames her discourse in the debate on human rights and differences/inequalities, starting with a critical reading of issues and problems conceptualising the western anthropology of human rights in 'western' political philosophy and epistemology through a thorough analysis of the confrontations among relativistic and universalistic standings. The philosophy of difference is revisited in a non essentialist perspective posing the individual at the centre of an analysis that tries to take into account the plurality and complexity of differences keeping sexual difference as the primary one. Specific chapters are dedicated to the issues of gender and multiculturalism and feminist struggles on abortion and reproductive rights/medically assisted reproduction techniques. In the last section Pitch discusses the recent policies for urban safety or women's security in the urban space and finally the discourse on 'humanitarian wars' and conflicts.

³⁴ Useful for timeline and selection of policy texts.

³⁵ Interesting for Frame Analysis.

7) Tognetti Bordogna, Mara, ed. 2004. *Ricongiungere la famiglia altrove. Strategie, percorsi, modelli e forme dei ricongiungimenti familiari*. Milano: Franco Angeli. [Reuniting families elsewhere. Strategies, paths, models and forms of families' rejoining.]

Keywords: sociology and policies' analysis, migrations; immigrant families; migrant women; families' reunifications.

The volume present a first section with analysis and description of families' reunifications' features, changes occurring within families in migration's processes: this phenomenon is investigated through quantitative and qualitative data in the Italian context with an approach based on human capital and social networks' analysis. Specific attention is paid to women's and children's perspectives in chapters 3 and 4 and individual stories are presented. Last section focuses on social policies: the author selects some best practices toward individual, families and welfare services' workers and officers and gives hints and suggestions for improving policies. The appendix contains information on legislation's changes in some European countries (Spain, Portugal, France, Belgium, the Netherlands, Germany, Sweden, Norway, Switzerland and G.B.).

8) Bertone, Chiara. 2003. *Sessualità, rapporti di coppia, convivenze*. In *Diversi da chi? Gay, lesbiche, transessuali in un'area metropolitana*. Ed. Chiara Saraceno, 9-152. Milano: Guerini e Associati [Sexuality, couple relationships, partnerships. In Different from who? Gay, lesbians and transsexuals in a metropolitan area]

Keywords: sociology; GLBT studies; same sex partnerships and gender.

This chapter is part of the collective research published in the volume edited by Chiara Saraceno which is annotated below under the same section and offers an analysis of the lives, conditions, needs and expectations of gay, lesbian and transsexual people in the urban area of Turin. It specifically investigates on the way partnerships' relations are perceived by GLBT persons. The results of in-depth interviews denies the stereotype of homosexual lives marked by occasional relations and sex-consumerism showing how the vast majority of GLBT people look for and/or live in stable partnerships. Issues such as attitudes toward marriage and/or an official register of same sex couples and claims for recognition of entitlements (rights to reversion of pensions and inheritance, rights of co-fathers/mothers, to assist one's partner when sick) are included in the study.

9) D'Angeli, Fiorella. 2003. *Il fenomeno delle convivenze omosessuali. Quale tutela giuridica?*. Padova: Cedam. [The phenomenon of homosexual partnerships. What legal protection for these subjects?].

Keywords: law studies; policy analysis; homosexual partnerships; constitutional and juridical relevance; legislative models in Europe.

The author takes into analysis the so called "new phenomenon of same sex partnerships" from the perspective of law studies and without a specific

gendered approach³⁶. Looking into the issues of entitlements to inheritance, property rights, rights to adoption, D'Angeli takes the Italian Constitution as point of reference to evaluate the possibility to assimilate homosexual partnerships to the heterosexual rights, deepening the different interpretations particularly of Art. 2 and 29 and using a wide range of case laws. An international- European perspective is also part of the book, from the EU directives to the national regulations in France, Belgium, Denmark, the Netherlands, Germany, Sweden, Norway and the non regulated situation of UK.

10) Galeotti, Giulia. 2003. *Storia dell'aborto. I molti protagonisti e interessi di una lunga vicenda*. Bologna: Il Mulino.³⁷ [History of abortion. Many characters and interests of a long story].

Keywords: abortion's conceptions and history in Europe and Italy; State, moral and religious regulations and on abortion and reproductive health; women's rights; about to be born babies' rights.

Since the XVII century up today many shifts have occurred about the ways abortion has been conceived, from the idea of the foetus as an appendix to the mother's body to the defence of the newborn's right and protection along the XIX and the first half of the XX century until the woman's central position with the concept of self-determination in the last 60 years. The book sketches this long social history quoting legislations, theological statements and philosophical texts together with Constitutional Court's judgments. The last chapters summarize the Italian history of the struggles for the abortion rights and the approval of the Law n°194/1978, with the opposite Referendums in 1981 giving also some short references to other countries like Germany, France, Belgium, USA and GB, Poland.

Galeotti tries to keep a distance from judging or standing explicitly for women's rights depicting the debate as an historical dialectic which would be destined, as any other ethical matter, to a never ending confrontation among different ideologies: examples of this recursive dynamic are, in her opinion, the recent polemics about the Law 194, which emerged around the debate on the emergency contraceptive pill RU486.

11) Saraceno, Chiara, ed. 2003. *Diversi da chi? Gay, lesbiche, transessuali in un'area metropolitana*. Milano: Guerini e Associati. [Different from who? Gay, lesbians and transsexuals in a metropolitan area].

Keywords: sociological survey; gays, lesbians and transgenders lives and condition; identities' making; discriminations; couples and living arrangements.

The volume contains the results of a wide survey (a sample made of 500 persons) conducted in the area of Milan and Turin and collects the contributions from other researchers/experts like Chiara Bertone, Alessandro Casiccia, Paola Torriani. The analyses is structured around data collected through

³⁶ The book is very useful to the selection of Policy Documents, as it refers to many parliamentary bills from 1994 onwards and to Municipal initiatives opening up local General Registries to non married and/or homosexual couples.

³⁷ Useful for selecting timelines of issues.

questionnaires and extensive quotations from in depth interviews with homosexual men and women and focus groups with heterosexual people. Great attention is paid to the processes of identities' making and coming out, relations and reactions with/within families of origin, the working organizations. Gender differences are taken into account pointing out a greater flexibility in women's homosexual experiences and identities in a context where male homosexuality is still subjected to a stronger stigmatization. Other issues are considered, such as homosexual partnerships, living arrangements, children rearing and desire for them, pointing out the trend towards stable partnerships which is becoming typical of homosexual couples in contrast with the heterosexual ones. The author and contributors stress how strong is the claim for rights and entitlements³⁸ within the G&L communities: entitlements to sharing houses and loans, the right to transfer inheritance and pensions (for dependent partners) in case one dies, to visits and decisions in case of illness. More controversial the opinion on the issue of children, and their 'need' to be raised by one man/father and one woman/mother and the access to reproductive technologies. A separate chapter is dedicated to transgender experiences, with a reconstruction of the legal-medical procedures for changing sex, when the most relevant recommendation in terms of policies is about giving the possibility to change identity on documents and certificates as soon as possible.

12) Leccardi, Carmen, ed. 2002. *Tra i generi. Rileggendo le differenze di genere, di generazione e di orientamento sessuale*. Milano: Guerini e Associati. [Between genders. Rereading differences between gender, generations and sexual orientation]

Keywords: sociology; intersectionality of gender, "ethnicity", generations and sexual orientation; post modern- post structuralist feminist theories.

The contributors are mainly sociologists sharing a common vision that looks at gender not only as a descriptive category together with social class, age, sexual orientation etc, but as a critical and political one. The aim of such a research is to start from gender to criticize and discuss the whole system of socially/discursively defined categories which tends to 'naturalize' social and power relations. The editor stresses how this post structuralist approach paying attention to the intersections of gender with culture/ethnicity/ etc has only recently been embraced by a new generation of Women Studies' researchers and academics in Italy, for a long time used to base their analysis on the classic distinction between gender and sex. Some chapters are mainly theoretical focusing on Judith Butler's and Joan Scott's contribution to this debate (Barazzetti; Di Cori); the relevance of intersectionality in the making of sociological research and theorization itself (Saraceno); the genealogy of gay and lesbian studies in Europe and the USA up to the radically constructivist queer theory (Abbatecola). Other sections give voice to the results of some empirical surveys: the power of women's self identification in a feminine genealogy in Southern Italy (Leccardi); Egyptian migrant women's lives as icons of the post modern embodying new ways of living intersubjective relations and actively relate to diversity without trying to reduce it to oneself (Giaccardi);

³⁸ Regional Antidiscrimination Bills are mentioned: Piemonte and Toscana. Useful for selection of policy texts.

ambivalent media's representations of feminine models and roles; lesbians and gays identities representing non homogeneous subjects and shifting borders between homosexual and heterosexual models (Bertone); the developing of the idea of masculinity in Italy and the crisis areas of contemporary male subjects (Bellassai).

13) Mancina, Claudia. 2002. *Oltre il femminismo. Le donne nella società pluralista*. Bologna: Il Mulino. [Beyond feminism. Women in a pluralist society]

Keywords: women's politics and ethics; separatism; philosophy of sexual difference; (philosophie de la differance); pluralism; theories of justice; reproductive choices/technologies and women's freedom; political representation and multiculturalism.

The author is a philosopher and has been an MP from 1992 to 2001. With this book she tackles many different issues and problems in women's and gender equality politics (from the concept and the experience of care to abortion and medically assisted reproduction techniques and political representation) reflecting on them especially through the ethic's and theory's of justice's lenses (Dworkin, Kimlicka, Moller Okin, Nussbaum and Sen). The main epistemic effort is made to criticize the theory and philosophy of sexual difference especially in its Italian version, questioned for its separatist effects and its essentialist views. Mancina is convinced that difference could represent an effect of women's inclusion within democracies together with the relevant and radical changes their experiences may bring into politics. The chapters contained in the second part of the book retrace the Italian debates on artificial reproduction techniques trying to challenge the radical refuse of these expressed by many representative of the 'sexual difference's thought' who looked at them as endangering women's freedom and primacy on maternity choices. The last section focuses on political representation and the quotas' debate framing the discourse of giving voice to women and minorities in multicultural societies.

14) Bimbi, Franca, ed. 2000. *Madri sole. Metafore della famiglia ed esclusione social*. Roma: Carocci.³⁹ [Lone mothers. Metaphors of family and social exclusion].

Keywords: policies for single-lone mothers; citizenship's rights; gender and welfare state politics.

As the editor stresses in the foreword, the book's interest is not to analyse in detail a specific group of emarginated subjects as lone mothers risk to become, but to look at welfare state policies and their transformations from a specific point of view: what happens to family centred policies in processes of defamiliarization of society and within an increasing instability of family relations as traditionally defined in marriage boundaries? Lone mothers are discovered to be 'embarrassing' characters in a familist welfare. This is because for them the dependency from family relations and networks does not work as a resource anymore. The analysis proceeds from discovering the social security privileges given to married couples to unveiling the apparently neutral civil rights policies as inherently discriminative ones. Starting from the historical and comparative

³⁹ Policy document: L. 67/1993 Conversione in Legge con modificazioni del decreto legge 18 gennaio 1993, n°9, recante disposizioni urgenti in materia sanitaria e socioassistenziale".

perspective of the first essays (Terragni, Simoni, Ruspini), in her own article Bimbi conducts a policy's analysis review showing how lone mothers have become invisible at the time when entitlements have been recognized directly to children. Finally, great room is given to empirical analysis of local policies for single mothers in some provinces (Venice, Naples, Ravenna) and to trace the ways social services operators and staffs are building definitions of lone mothers, operating various forms of ambiguous stigmatization of their behaviours, often with an implicit moral judgment if single or divorced clients.

15) Danna, Daniela. 1998. *Io ho una bella figlia. Le madri lesbiche raccontano*. Forlì: Zoe Media. [I have a beautiful daughter. Lesbian mothers tell their stories].

Keywords: sociological studies; lesbian mothers and couples; public debate on in vitro fertilization for lesbian women.

The author's analysis is centred on life experiences of lesbian mothers, both biological and non biological ones (so called 'women's fathers'). Danna's research is based on 51 in depth interviews with women who have raised children within homosexual couples/families. The sample is made of women aged 45 on average and living in big towns in northern and central Italy, many of them with a background in the feminist movement and/or in the movement for the rights of gay/lesbian people. The main attention is on relations, within the couple, with children, with the whole families and community networks. The goal is to show the diversities of women's experiences, often marked by difficulties and conflicts but far from the prejudices and stereotypes that characterize mainstream public opinion about them. The last chapter includes a reconstruction of the public debate on the right to medically assisted reproduction for lesbian women⁴⁰.

16) Pitch, Tamar. 1998. *Un diritto per due*⁴¹. Milano: Il Saggiatore. [Law for two].

Keywords: feminist theory and philosophy of justice; feminist law studies; autonomy, freedom; sexuality; legal change.

The book explores the way law shapes gender and the relationships between the sexes. Making use of mainly Italian examples, the author analyzes the parliamentary debate on a legal discipline for the new reproductive technologies, the making of and the social and symbolic effects of the legalization of abortion, the struggle to obtain a new rape law and its consequences, the perverse effects of the reform of family law. Social and political struggles are examined as well as the legal norms they contributed to produce⁴². The author concludes that women's freedom and citizenship rights are severely curtailed by women's continuing lack of sovereignty over their bodies, and that freedom and rights cannot be entirely delegated to legal reforms.

⁴⁰ Useful for policy's documents selection: it contains references to 11 Bills proposed by MPs in 1996.

⁴¹ Translated into Spanish by Trotta, 2002, Madrid

⁴² Useful for policy documents' selection.

17) Clara. 1993. 194: un cattivo compromesso. *Democrazia e Diritto* 2 (anno XXXIII): 231-241. [194: a bad compromise].

Keywords: philosophy analysis; philosophy of sexual difference; abortion.

This short article is interesting as evidence of the Italian tradition of the so called “philosophy of sexual difference”: the author, writer and activist from the Libreria delle Donne di Milano, argues that the Law n° 194/1 978 on abortion rights is a ‘bad compromise’ as it perpetuates a paternalistic attitude toward “women’s generative power” and it expresses the State will to control “women’s authority”. The political request is to minimize State regulations, to go toward a “light law”, especially a mild criminal law, proposing to exclude and remove any penal consequences for the violation of the Law n° 94. The argument is that women’s authority and relations among women can act by themselves as regulative principle in society⁴³.

3.2. English sources

18) Marchesi, Milena. 2007. From Adulterous Gametes to Heterologous Nation: Tracing the Boundaries of Reproduction in Italy. *Reconstruction. Studies in contemporary culture*, 7 (1). <http://reconstruction.eserver.org/> (accessed 16 March 2007).

Keywords: policy analysis; gender and reproductive rights; gender and nationalism, medically assisted reproduction.

This article traces discursive and political attempts to discipline the reproduction of the Italian nation by analyzing the approval of a controversial law disciplining access to new reproductive technologies (NRTs) in 2004. The restriction of new reproductive technologies in Italy reflects a contemporary re-negotiation of gender ideologies and a renewed ascendance of the Vatican in Italian politics and society. Although abortion remains legal in Italy, the NRT legislation recognizes the embryo as a subject while in political discourse demographic alarmism slides into warnings of social disintegration. The debate over the threat posed by technologically assisted reproduction to Italian families and society intersects with policies and discourses aimed at disciplining another form of “dangerous” national reproduction: immigration. The rejection of immigration and assisted reproduction as acceptable means of reproducing a nation concerned with its birth rates is consistent with feminist claims that women are the symbolic and material reproducers of group boundaries. The regulation of assisted fertilization, then, simultaneously disciplines different kinds of threatening reproductive bodies and multiple dimensions of social disorder. It also makes explicit the meanings and relations of power underpinning the heteronormative family and the imagined homogenous and heterosexual nation. Assisted fertilization and immigration threaten to disrupt

⁴³ It is part in of a thematic issue of the Review *Democrazia e Diritto* entirely dedicated to “Diritto Sessuato “sexed right”, with theoretical articles and more specific ones, for example on prostitution (Boccia/Tatafiore, asking for “regulative vacuum” on the issue).

imagined 'ties of blood' at the level of the family and the nation respectively and to reveal their constructedness.

19) Hanafin, Patrick. 2006. Gender, citizenship and human reproduction in contemporary Italy. *Feminist legal Studies* 14(3): 329:352.

Keywords: assisted reproduction; biopolitics; citizenship; embryo; medical law - reproductive rights.

This article examines how the recently introduced law on assisted reproduction in Italy, which gives symbolic legal recognition to the embryo, came about, and how a referendum, which would have repealed large sections of it, failed. The occupation of the legal space by the embryo is the outcome of a crusade by a well-organised alliance of theo-conservatives. These groups see in reproductive medicine an uncontrolled interference with their notion of the natural order of things. Such a worldview requires a total ban on stem cell research, limitation of access to reproductive technologies and repressive laws to govern the area. This conservative dream scenario has come closer to being realised by the introduction of a law doing all of these things in the name of the protection of "Life". In the case of this law, the "life" to be protected is the embryo. In the name of "Life", scientific advances and individual liberty have been curbed. The politics of embryo citizenship is a politics which values the yet to come over the here and now, purgation over pleasure, and the transcendent over the material.

20) Boggio, Andrea. 2005. Italy enacts a new law on medically assisted reproduction. *Human Reproduction* 20: 1153-1157.

Keywords: policy and legal analysis; fertilisation, medically assisted reproduction; embryos' status.

Although the law n°40/2004 recognizes as legal certain assisted reproduction techniques, other procedures are explicitly or implicitly banned: oocyte donation, using embryos for scientific purposes, and reproductive cloning. In this article the author outline the new legal framework, pointing out some of the shortcomings of its provisions, such as the failure to define what an embryo is, contradictions between this law and the law on abortion, the opportunities for Italian couples to circumvent some of the prohibitions by resorting to reproductive tourism, and the central role physicians play in the new legal framework.

21) Robertson, John A.. 2004. Protecting embryos and burdening women: assisted reproduction in Italy. *Human Reproduction* 19(8): 1693-1696.

Keywords: bioethical, legal and policy analysis; assisted reproduction; embryos' status.

A new law in Italy imposes strict conditions on assisted reproduction. Law n°40/2004 had been widely criticized in Italy and a broad for its exaggerate concerns with the status of embryos and disregard with the interest of women and fertile couples. The article shows that ethical concerns for respect for

human life and respect for the family need not to burden women and infertile couples to the extent the Italian law does. Defining embryos as existing only at syngamy, allowing sperm and oocyte donation and permitting the screening of embryos for detecting genetic diseases, would surely improve the situation of infertile women in Italy.

3.2.1 Comparative Studies

22) European Commission, Directorate-General for Research (Kröger, Teppo). 2004. *New kinds of families, new kinds of social care*. SOCCARE project : families work and social care in Europe. A qualitative study of care arrangements in Finland, France, Italy, Portugal and the UK. Luxembourg: Office for Official Publications of the European Communities.

Keywords: policies on social care in Europe; Finland, France, Italy, Portugal and the UK; family policies; policy study.

'The SOCCARE Project studied social care arrangements of European families in five different socio-economic and cultural environments that represent the variety of European welfare states (Finland, France, Italy, Portugal and the UK). It focused on four key family types that all are heavily affected by the ongoing demographic, socio-economic and structural changes within European societies: 1) lone parent families, 2) dual-career families, 3) immigrant families and, 4) "double front carer" families (that have young children and, at the same time, elderly family members in need of care). The project interviewed almost 400 European families in detail about their opportunities and difficulties to make flexible and responsive care arrangements and to combine these with participation in paid employment.' (...) 'the SOCCARE Project produced a state-of-the-art report on comparative social care research and finally, a final report. All reports of the SOCCARE Project are freely available at its web site (<http://www.uta.fi/laitokset/sospol/soccare/>, accessed on 7 March 2007).' 'The findings of the project have been thoroughly disseminated and discussed with policy experts at the local, national and European levels. The final aim of the project has been to provide a major contribution towards shaping a functioning framework for future policies on social care in Europe.' (...) 'According to the final and most general recommendation of the SOCCARE Project, it is highly necessary that policies do away with strict dichotomies. Citizens of Europe are not either workers or carers. They are both at the same time. As well, children, disabled people and older people are not in need of either informal or formal care. Both are essential and practically always, there is a need to integrate both at the level of everyday family life. To face the challenges of the future, an integrated policy perspective on work and care is required in Europe. The SOCCARE Project was funded by the European Commission, 5th Framework Programme, Key Action for Socio-Economic Research. It started March 1, 2000 and ended August 31, 2003. It was coordinated by the Department of Social Policy and Social Work, University of Tampere, Finland. Its main partners were: Jorma Sipilä & Teppo Kröger (Finland), Claude Martin (France), Rossana Trifiletti (Italy), Karin Wall (Portugal) and John Baldock (United Kingdom)'.

23) Yuval Merin. 2002. *Equality for Same-Sex Couples: the legal recognition of Gay Partnerships in Europe and the United States*. Chicago: University of Chicago Press.

Keywords: comparative legal and policies' studies; same sex partnerships and marriages.

The volume provides a thorough comparative analysis of the international state of same-sex unions. Merin shapes a clear and complete compendium of the differing states of legal recognition various countries and states afford same-sex unions. The first part is an examination of the evolving state of marriage from its roots until the present. The heart of the book, however, is its exhaustive description and comparison of the international state of same-sex unions in Chapters 3 through 8. In Chapters 8 through 10 the author seeks to explain how nothing but marriage qualifies as full equality for lesbians and gays. Merin compares domestic and registered partnerships to the "separate but equal" doctrine rejected in the landmark cases in the USA. The book is concluded with a discussion of the practical attainability of same-sex marriage and the author contends there is a normative progression of rights that occurs for lesbians and gays before same-sex marriage can be attained.

24) Calloni, Marina. 2001. Debates and controversies on abortion in Italy. In *Abortion Politics, women's movements and the democratic state. A comparative study of state feminism*. Ed. Dorothy Mac Bride Stetson, 181-203. Oxford: Oxford University Press.⁴⁴

Keywords: policy analysis; abortion struggles', debates and legislation historical review; decriminalization of abortion; self determination; differences and divisions within the women's movement; roman, Christian and fascist traditions and their influences on the debate.

Calloni conducts a critical review and analysis of the Italian women's movement's struggles to decriminalize abortion from the early '60s to the approval of the law. N°194/1978 and the subsequent two opposite referendums aimed at amending it in 1981. The author points out how the debate came to the public agenda after the changes of the Family Code in 1975 and the approval of the Law 405 in the same year establishing family planning services. She relates and how the Law 405 broke the women's movement in two main wings, a radical one looking at the legalization of abortion as another way for patriarchal society to control and dominate women's bodies and another one nearer to the left wing political parties struggling for a law and mediating with the catholic resistance. The Law n° 194 is well known as a cause of many discontents among most of the actors for the many mediations which were needed to have it passed and abortion remained in the criminal code. In 1981 the Christian Democratic Party and the Radical Party (a small liberal party oriented to the defence of civil freedom) promoted two opposite referendum which both failed. Referendums were preceded by a debate framed around the "women's prior needs" on one side and on the opposite one "the interests of the foetus as a person", with most of the women's movements campaigning to persuade people to vote "no" and to defend the "new" law. Calloni ends the essay with a short review on the IVF (IVF In Vitro Fertilisation) debate from 1996-1999 in a

⁴⁴ Useful for timeline

changed context where the first State feminism Agencies have been established in the meanwhile. The debate on IVF became the occasion for extremist Catholics to attack the abortion law again. Even if the Ministries for Equal Opportunities stood in favour of a legalization of IVF (Bill proposed in 1996 by MP Marida Bolognesi) and the defence of the Law n°194, the Women's Agencies kept a low profile and played a marginal role in the debate. As far as a 'defensive' strategy is concerned (more than a proactive one), women showed to be able to assume as a common goal the resistance against attacks to their acquired rights.

25) Bimbi, Franca, and Francesco Neresini. 2000. The Lack and the "Need" of Regulation for Assisted Fertilisation. The Italian Case. In *Bodies of Technology. Women's involvement with reproductive medicine*. Ed. Saetnan, Ann, Nelly Oudshoorn and Marta Kirejczyk, 207-238. Columbus: Ohio State University Press.

Keywords: sociology/policy and debate analysis; medically assisted reproduction.

The authors analyse the Italian debate on assisted fertilization 4 years before the approval of the Law n°40/2005 and read most of the proposed bills as drawing "on fears, on the need for security, on the need to identify the internal and the external. They show how distinction between "heterologous" and "homologous" fertilization conflates the socially constructed institution of heterosexual marriage with biology, thus re-naturalizing the very social relations that reproductive technologies are perceived to threaten

4. Gender-based Violence

4.1 Italian Language

1) Abbatecola, Emanuela. 2006. *L'altra donna. Immigrazione e prostituzione in contesti metropolitani*. Milano: Franco Angeli. [The other woman. Migration and prostitution in metropolitan contexts]

Keywords: social anthropology; migrant women's prostitution in urban contexts.

The volume offers an analysis of migrant prostitution basing its reflections on a rich research material from an intense field work in two metropolitan contexts, Milan and Genoa. The interviews to key actors and subjects, prostitutes themselves and observation of the "night world" allowed to reconstruct different scenarios: a Nigerian racket able to find effective strategies to subjugate women (debts, the "Madame" role, magic rituals); an Albanian racket that evolved both at the organizational level and at the strategic one (from small groups to a clan – branched structure, from the fiancée-victim to the commodified victim); and commuting prostitution (women from Eastern Europe and Central- Latin America).

2) Cadoppi, Alberto, ed. 2006. *Commentari delle norme contro la violenza sessuale e della legge contro la pedofilia. Quarta Edizione*. Padova: Cedam. [Comments on laws against sexual violence and paedophilia. Fourth edition]

Keywords: legal studies and commentaries; sexual violence; rape and sexual harassment; paedophilia; minors' sexual exploitation and prostitution; sexual tourism with minors, paedopornography on Internet.

The commentaries include to most recent case law's studies a set of comments to new legislations on the matter, particularly Law n°228 /2003 against human beings' trafficking but also Law n°38/2006 against sexual exploitation of minors and paedopornography through Internet. The authors express a very critical position in relation to this new regulation that risks to give 'real' punishments to 'virtual'crimes. The argument here is that the law is inconsistent with constitutional and criminal law and principles of materiality and offence.

3) Romito, Patrizia. 2005. *Un silenzio Assordante. La violenza occulta su donne e minori*. Milano: Franco Angeli. [A deafening silence. Hidden violence on women and minors].

Keywords: psychology, violence against women; rape and domestic violence; social perceptions and reactions, cultural patterns; language's politics to conceal violence upon women, incest.

The book has the goal to present, define and interpret the many aspects of women against violence connecting the issue to a wider set of discriminations. Romito discusses the epistemic shifts on the issue introduced by feminist analysis with an international perspective. The research is based on a rich research literature from Europe and the USA and investigates psychological responses to violence against women, psychodynamic mechanisms that induce victims to feel guilty, myths and language patterns that legitimize violence in and outside families. Last section of the volume broadens the issue and builds interrelations between prostitution and sexual abuse against children, incest and paedophilia. Legal systems are briefly summarized and compared with references to France, Spain, UK, with a focus on norms to keep perpetrators of domestic violence away from home and joint custody after divorce.

4) Smuraglia, Carlo, ed. 2005⁴⁵. *Le discriminazioni di genere sul lavoro. Dall'Europa all'Italia* - Roma: Ediesse. [Gender discrimination at work. From Europe to Italy].

Keywords: antidiscrimination and gender equality policies; law studies; mobbing and sexual harassment at work.

The volume contains proceeding of a conference organized on the 26th of march 2004 by the biggest Italian trade union (CGIL) and its Milano's branch and Foundation Malagugini on the issue of gender discriminations at work. The European perspective is opened up by the introductory contribution by Maria Vittoria Ballestrero, Professor in Law Labour Studies from the University of Genova: she questions the European trends in 'homogenising'

⁴⁵ Useful for Policy documents' selection and for Timelines.

antidiscrimination policies wondering how and if this approach may risk to underestimate gender dimensions that are always cross cutting any other differences/inequalities. Other articles focus on sexual harassment within law in force (Gisella De Simone and Maria Grazia Cassitto) and gender's dimensions in mobbing (Antonio Ianniello) with an overview on the history of law n° 125/1991. The appendix contains European Policy documents (EU Parliament and Council directives, resolutions and recommendations) and Italian legislative decrees from 2000 to 2003.

5) Andrijasevic, Rutvica. 2004⁴⁶. I confini fanno la differenza. (Il)legalità, migrazione e tratta in Italia dall'est europeo. *Studi Culturali* 1: 59-82 [Borders make difference. (Il)legality, Migration and Trafficking in Italy among Eastern European Women in Prostitution].

Keywords: sociology; women's trafficking; borders reinforcement and protection.

Instead of focusing explicitly on exploitative labour conditions, Andrijasevic's approach proposes an analysis of the material and legal immigration apparatus which fosters the legal, economic and physical vulnerability of trafficked women. The primary focus of the article is on accounts by Eastern European migrant women trafficked into Italy. By drawing on these accounts, the author critically assesses the conceptualization of trafficking in the fields of current political and the mass-media discourses and reveal some of the intricate processes that constitute the conditions of possibility for trafficking. The study is based on fieldwork undertaken in Bologna between October 1999 and February 2000, with a group of twenty-five migrant women who arrived in Italy through trafficking. The official representation of trafficking are criticized while the author maps out some of its central elements that re/appear in different sources and converge with the EU political agenda. The way in which women's narratives challenge accepted notions of victimhood is discussed by scrutinizing their accounts of border crossings and how they entered into prostitution in Italy. The centrality of borders' reinforcement and protection within the building's process of "fortress Europe" is questioned.

6) Ventimiglia, Carmine. 2003. *Disparità e disuguaglianze: molestie sessuali, mobbing e dintorni*. Milano: Franco Angeli [Differences and inequalities: sexual harassment; mobbing]

Keywords: sociology; law studies; gender dimensions in mobbing; sexual harassment; organisational and working cultures and contexts.

The author starts with defining problems and concepts distinguishing between sexual harassment and mobbing according to different organisational contexts, the global transformation of the economy and work itself, deterioration of workers' rights. A survey is presented to complete the picture, conducted through interviews to 500 women and more than 200 men working with different roles and assignments mainly in the private sector to assess their perception and eventual experience of verbal physical, relational harassment, threats.

⁴⁶ Useful for Documents' selection.

Ventimiglia defines situations at risks according to factors such as gender, age; roles, enterprises' dimensions and tracing victims and perpetrators different profiles. The third section of the book analyses in depth interviews with key actors, mainly trade unions' delegates and the fourth collects individual meaningful and emblematic stories, including strategies used by actors their solutions and/or non solutions. The last part is dedicated to law studies' analysis based on civil and penal judgements on mobbing from 1993 to 2000⁴⁷.

7) Cadoppi, Alberto, ed. 2002. *Commentari delle norme contro la violenza sessuale e della legge contro la pedofilia. Terza Edizione*. Padova: Cedam. [Comments on laws against sexual violence and paedophilia. Third edition].

Keywords: legal studies and commentaries; sexual violence; rape and sexual harassment; paedophilia; minors' sexual exploitation and prostitution; sexual tourism with minors.

The third edition of Commentaries on Law n° 66/1996 and n°269/1998 highlights how case law has been involved in difficulties trying to find common and shared definitions of "sexual acts", a notion that is crucial in Law n°66. Verdicts' analysis reveals how Courts are changing their attitudes toward the matter and sexual abuse's crimes and slowly abandoning interpretative schemes nearer to the old "Rocco Code" than to new legislation. Comments to Law n° 269 against paedophilia and minors' sexual exploitation is based on a small number of verdicts, due to the fact that the law itself is relatively young.

8) Bimbi, Franca. 2001. Prostituzione, migrazioni e relazioni di genere. *Polis* 1(XV): 13-34. [Prostitution, migration and gender relations].

Keywords: sociological studies; prostitution; social representations of gender and multicultural relations.

In a context of globalization of sex market and prostitution characterized by the increasing number of migrant prostitutes in Western European countries, the author's goal is to question some stereotyped social representations of these phenomena. In particular she challenges the common belief that migrant prostitution is massive and made by forced/trafficked women and the native one is residual and always consciously chosen. Bimbi also discusses the category of 'sex work' wondering if it is possible to assimilate prostitution to any other jobs taking into account the risk of hiding power/patriarchal relations. The article represents the theoretical reflections emerging from an empirical survey conducted by the author herself in Northern Italy on practices and social interventions' projects to help and support women looking for alternatives to prostitution. She discovers in public opinion discourses on prostitution the emerging of old representations on women' exchange among different tribal groups (Levi Strauss), the ghosts of western males losing control on 'their' emancipated women and the representation of 'traditional'/foreigner men having

⁴⁷ A brief reference to bills and proposals for new legislation identifies the bill by Regione Lazio as the most advanced on the matter.

greater possess and domination over 'their' women to such an extent that they are enabled to offer them on the global sex market.

10) Danna, Daniela. 2001. La prostituzione come issue politica: l'abolizionismo delle legge Italiana e le proposte di cambiamento. *Polis* 1(XV): 55-75. [Prostitution as a political issue: the abolitionism of Italian law and proposals for change].

Keywords: policy analysis; prostitution as a policy issue.

The article presents a review of the 22 bills proposed during the period of office of the XIII Italian Legislature to change the abolitionist law n° 75/1958, which are mainly oriented to prohibitionism. The different policy frames in all EU countries, including the more tolerant ones, are compared in a summarized chapter together with a short presentation of their impact and application in the various countries. The author identifies the main choice that has to be undertaken as an option between two opposite concepts: the State as guardian of morals or the separation of the moral sphere from the criminal laws and proceedings.

11) Pitch, Tamar and Carmine Ventimiglia. 2001. *Che genere di sicurezza. Donne e uomini in città*. Milano: Franco Angeli. [What kind of gendered safety? Women and men in cities]

Keywords: sociology; criminology; urban planning studies; women and safety; fears and/of violence.

The authors raise issues that are very popular in political propaganda during the last years both in right wing and leftist parties, insisting on the increase of street criminality in Italy even if statistics show diminishing rates of those kind of crimes. Pitch and Ventimiglia question the usual neutral approach to citizens' perceptions' analysis and present a survey based on 723 interviews through a questionnaire to a (stratified and proportional) sample of inhabitants in Ravenna and Piacenza aged over 14, 32 focus groups with 48 women and 20 men in Bologna and 160 semi structured interviews to 50 women and 30 men working in Health services, the police, and other services. The results show how policies aimed at finding scapegoats fails in understanding women's and men's fears about urban life. The authors criticize the most common approaches and suggest to implement urban policies that would increase people's (especially women's) sense of autonomy and trust in community life rather than stimulate fears of marginal subjects and groups. A critical review of gendered urban safety policies in countries such as Germany, France, the Netherlands, Great Britain, Spain and Nordic countries is included in chapter II.2.

12) Adami, Cristina, Alberta Basaglia and Vittoria Tola. 2000. *Libertà Femminile e violenza sulle donne. Strumenti di lavoro per interventi con orientamenti di genere*. Milano: Franco Angeli. [Feminine freedom and violence against women. Working tools for interventions with gendered approaches.]

Keywords: social research and policy analysis; violence against women; best practices and networks.

The book represents the final manual of an articulated project such as the Antiviolence Network financed through the Urban program. It gives fundamental knowledge about the problem addressed in a multidisciplinary way, focusing on the social, relational, psychological dimensions of violence, the ways it is perceived and framed in social beliefs and common sense (essays by Laura Terragni, Franca Bimbi and Linda Laura Sabbadini). Two chapters illustrate legal paths to defend victims (Maria Virgilio) and present an analysis of the phenomenon as it emerges from filed penal complaints from the '60s to the year 1995 (Laura Terragni). The third part is entirely dedicated to the experiences, intervention's practices and/or future projects by cities which were part of the network: Venice, Naples, Palermo, Catania, Rome, Reggio Calabria, Foggia.⁴⁸

13) Carchedi, Francesco, Anna Piccolini, Giovanni Mottura e Giovanna Campani, eds. 2000⁴⁹. *I colori della notte. Migrazioni, sfruttamento sessuale, esperienze di intervento sociale*. Milano: Franco Angeli. [Night's colours. Migrations, sexual exploitation, experiences of social intervention].

Keywords: sociology; legal studies; migrations;. human beings' trafficking, prostitution; sexual exploitation; good practices for social intervention.

The editors' aim is to clarify the complexities of interrelations between migration, prostitution, human beings' trafficking finalized at sexual exploitation. They frame their sociological reflections and analyses within the international debate on the issues. A detailed description of the Italian situation is given based on data from national surveys and distinguishing typologies and forms of prostitution, ethnic differences and the situation of transsexuals people. The main policies' guidelines for interventions are presented together with norms for repressing traffickers, preventing human beings' trafficking and stimulating victims to denounce as well as social policies. An entire chapter is devoted to describe in detail the Italian legal developments and normative frame on the matters (proposed bills included) while the last 3 sections collect and present a selection of best practices for social interventions in Italy, Spain and Greece.

14) Romito, Patrizia. 2000. *La violenza di genere sulle donne e sui minori. Un'introduzione*. Milano: Franco Angeli. [Gendered Violence against women and children An introduction]

Keywords: sociology and psychology; gendered violence; women and children; pornography, sexual harassment; domestic violence; shelter centers; men perpetrators psychology.

The book offers an introduction to violence against women and children, their consequences and measures to contrast them, with an international and multidisciplinary perspective. First Romito presents definitions and interpretations of phenomena such as sexual violence against women and children, pornography, sexual harassment at working place and gives an overview of Italian Laws. The author continues with a in depth analysis of

⁴⁸ Most of them have set up Women's Shelters and/or Counselling services for women.

⁴⁹ Useful for timelines and policy documents' selection,

domestic violence with a multifaceted approach based on psycho-sociological inputs and a focus on legal tools to contrast the problem. A specific chapter is dedicated to men as perpetrators and their resistances to change, presenting some programs that are targeted to them (mainly in the USA and GB). Last section presents Shelter Centres and Hidden Houses for women victims and initiatives involving police.

15) Romito, Patrizia. 2000. *Violenza alle donne e risposte delle Istituzioni. Prospettive internazionali*. Milano: Franco Angeli. [Violence against women and institutional response]

Keywords: sociology study; violence on women; domestic violence; rape; impacts on women's health and employment; institutional response to the problem, health services' organization and responses; women's shelters.

The volume contains the speeches presented at a Congress on Violence on women organized in Trieste in 1998. Together with an international perspective (UK, France, Belgium, and Italy) on policy making on the problem of gendered violence, the book offers a special focus on Italy.

The approach privileges a women's point of view on the problems rather than the "Family violence" frame, criticizing it both at a theoretical level and a practical one (based on the family mediation interventions). The first chapters are dedicated to national case studies and to empirical surveys on women's shelters experiences or to the way Hospital and Police personnel reacts and behave in supporting the victims; the last sections (Virgilio, Romito, Tola) analyze national policies in Italy after the approval of the Law n°66, 15 February, 1996 on Sexual Violence together with a short summary of the debate since 1978. The law itself which took 19 years to be approved finally under the impulse of the 1995 UN Beijing Conference, is considered to be insufficient in spite of the fact that it allowed an important shift from defining rape as a crime against decency to a crime against the individuals. Moreover the law is criticized for being too much focused on rape instead of on gendered violence in general and domestic violence, and for having a repressive/punitive attitude without defining precisely crucial concepts such as "sexual acts" (*atti sessuali*), thus leaving open a wide margin of manoeuvre to judges and courts. Other limits are stressed regarding the definition of violence toward minors, and the prosecution *ex officio*. One big issue is the gap between legislation and case law which is judged even more patriarchal ("new law- old case law"). More recently proposed bills to amend the Law are mentioned by the authors⁵⁰.

16) Bevilacqua, Jole, ed. 1999. *Le molestie sessuali nei luoghi di lavoro. USA, Europa, Italia*. Milano: Franco Angeli/Provincia di Milano. [Sexual harassment at work. USA, Europe and Italy].

Keywords: conference papers; sexual harassment at work.

⁵⁰ Useful for timeline and documents selection. Reference to a Policy Document: "Misure contro la violenza alle donne nelle relazioni familiari" disegno di legge approvato in Senato" [Measures against family violence against women]. It includes a reference to a manual for a course in autumn 1998 for practitioners of Health Service and a manual edited by Lucia Gonzo: luciamo@hotmail.com). Other contacts romito@univ.trieste.it; virgilio@giuri.unibo.it.

The book collects contributions from a conference on the issue of Sexual harassment at work organized on the 15 and 16 January 1999 by the Province of Milan and the Centre for Studies and Research on Gender Differences. The perspectives on the problem are multifaceted: a presentation of the State of the art of the Italian debate on sexual harassment (Miriam Bergamaschi) to a theoretical reflection of individual rights (Marzia Barbera); the analysis of a research conducted by the Italian Institute for Statistics (Maria G. Muratore and Marina Piazza) on the phenomenon together with a research on USA situation and models (Ronnie Steinberg) and a survey commissioned by the European Commission in North Western Countries (Greetje Timmerman). The bill Smuraglia "Norms for the protection of dignity and freedom of workers against sexual harassment at work place" is also considered and discussed together with a review on the issue as treated in national law cases. The experience of "Provincia di Milano" are also taken into consideration as good practices: a Code of Conduct and the institution of "Consigliere di fiducia".

17) Cadoppi, Alberto, ed. 1999. *Commentari delle norme contro la violenza sessuale e della legge contro la pedofilia. Seconda edizione*. Padova: Cedam. [Comments on regulations against sexual violence and on Law against paedophilia. Second edition].

Keywords: legal studies and commentaries; sexual violence; rape and sexual harassment; paedophilia; minors' sexual exploitation and prostitution; sexual tourism with minors.

The second edition of Commentaries on Law n°66/1996 has the goal of proposing a first evaluation of the Law's application three years after its approval, particularly with respect to what is defined as the most ambitious objective of it: protection of women victims. The analysis is based upon a wide range of verdicts in cases brought to courts, which have contributed to shape guidelines to interpret the law itself. The authors highlights gaps and discrepancies between the innovative meanings of the law and old fashioned interpretations by Courts. The second edition includes comments on Law n° 269/1998 against paedophilia, sexual exploitation, sexual tourism and pornography to minors prejudice.

18) Cadoppi, Alberto, ed. 1996. *Commentari delle norme contro la violenza sessuale. Prima edizione*. Padova: Cedam. [Comments on regulations against sexual violence. First edition].

Keywords: legal studies and commentaries; sexual violence; rape and sexual harassment.

These commentaries follow the approval of the new law n° 66/1996 against sexual violence that transformed the old identification of sexual violence (based on fascist legislation "Codice Rocco") with crimes against public morality into crimes against persons. Commenting the law's articles one by one, the authors show difficulties that emerge in applying new regulations and its limits. The volume contains timelines of the legal reform itself and include texts of the most advanced bills proposed in last 20 years.

19) Codrignani, Giancarla. 1996. *Molestie Sessuali e "in"certezza del diritto*. Milano: Franco Angeli, GRIFF. [Sexual harassment and un-certainty of law].

Keywords: public debate and policy analysis; sexual harassment; gender violence.

The author, a well known journalist, teacher and politician, challenges the lack of attention within the policy debate for an issue such as sexual harassment which has become a real hot issue by the general media and cinema. Codrignani denounces the lack of legislation on the matter in Italy. In spite of the EU Commission Recommendation of November 27, 1991 and its transposition into Italian legislation 3 years later, only a reference to a general/neutral definition of harassment is included in the Civil Code (art.2043). A more gendered one is included in the Labor Statutes (Law 300/1970 art.15, modified by the Law 903/1977, art. 13) as the main active subjects in pushing for a regulation have been women's committees within Trade Unions. The first chapter traces the history of the various law proposals since the year 1979 to 1994⁵¹. It stresses how gradually the trend has gone in the direction of connecting the definition of sexual harassment and the one of "sexual violence", by conceiving harassment as the preliminary stage of rape and trying to identify it as a crime. The problematic issue of protecting women's rights through legislation in a patriarchal system where "Law" is masculine/neutral in itself is developed in the third chapter taking the national debate (Pitch, Cigarini) into the international frame (MacKinnon, Wolgast etc.). Interviews with trade unionists, lawyers, MPs and psychologists make the picture even more complete. The appendix contains the EU recommendations' text.

4.2 English sources

4.2.1 Comparative studies

20) Modena Group on Stalking. 2005. *Donne vittime di Stalking. Riconoscimento e modelli di intervento in ambito europeo* Milano: Franco Angeli. [Women victims of stalking. Recognition and intervention models: a European study].

Keywords: sociology, psychology, law studies; stalking against women, persecutions; intervention's patterns.

This transnational research is one of the results of two projects financed through the Daphne Program on stalking⁵² addressed to women. The study covers national contexts in Italy, UK, Germany, Belgium and the Netherlands and focuses on difficulties in defining and recognising the issue, psychology (both from victims' and perpetrators' perspectives) and prevention's strategies,

⁵¹ Senato della Repubblica, Norme per la tutela della dignità e libertà della persona che lavora, contro le molestie sessuali nei luoghi di lavoro, Disegno di Legge n.193, 28 aprile 1994, Sen. Smuraglia, Galli, Palella, Prisco, Ganosso, Nageloni. Camera dei Deputati, Proposta di Legge n° 990, presentata il 20 Luglio 1994, Norme per la tutela della libertà sessuale, Bassi Lagostena, Parenti, Merluzzi, Matranga. Camera dei Deputati, Proposta di Legge n° 1434, 11 ott. 1994, on. Meandri/Amici, Norme in materia di violenza sessuale. Useful for timelines.

⁵² See also under Opera Heading a manual published within the same project.

relations between stalking and violence. Surveys have been conducted on a sample of policemen/women and general medicine doctors in the 5 countries involved in the project to identify the ways the problem is recognised and faced, giving also some guidelines for police's interventions.

21) Danna, Daniela. 2004. Italy: the never-ending debate. In *The politics of prostitution. Women's movements, democratic states and the globalisation of sex commerce*. Ed. Joyce Outshoorn, 165-184. Cambridge: Cambridge University Press.⁵³

Keywords: policy and State's regulation analysis; prostitution; debate and political actors; protection of the victims and criminalisation of clients.

The article sketches out the political debate in Italy from the second half of the 1990's to the year 2001 on prostitution, stressing how it has always been linked to questions of public order, crime, public decency and, more recently, immigration. Danna shows how, even without succeeding in repealing the old Merlin Law (L.75/1958), the questions mainly raised by the national Committee for the Defence of Prostitutes' civil rights, supported by many women MPs and the NGOs'/local authorities founders of women's shelter resulted in positive policy outcomes. Situated in a policy frame based on the principle of 'minimum state regulation' the discussions on protection permits for victims of trafficking (1996-1999), a criminalisation of clients of prostitutes aged less than 16 (1998), and on funding for projects are tackled by the author highlighting both the role of social, political and institutional actors and the dominant frames of the debates and their policy outcomes.

22) Andrijasevic, Rutvica. 2003. The Difference Borders Make: (Il)legality, Migration and Trafficking in Italy among Eastern European Women in Prostitution. In. *Uprootings/Regroundings: Questions of Home and Migration*, eds. Ahmed S., Castaneda C., A. Fortier and M. Sheller. Oxford: Berg.

Keywords: sociology; women's trafficking; borders reinforcement and protection.

Instead of focusing explicitly on exploitative labour conditions, Andrijasevic's approach proposes an analysis of the material and legal immigration apparatus which fosters the legal, economic and physical vulnerability of trafficked women. The primary focus of the article is on accounts by Eastern European migrant women trafficked into Italy. By drawing on these accounts, the author critically assesses the conceptualization of trafficking in the fields of current political and the mass-media discourses and reveal some of the intricate processes that constitute the conditions of possibility for trafficking. The study is based on fieldwork undertaken in Bologna between October 1999 and February 2000, with a group of twenty-five migrant women who arrived in Italy through trafficking. The official representation of trafficking are criticized while the author and maps out some of its central elements that re/appear in different sources and converge with the EU political agenda. The way in which women's narratives challenge accepted notions of victimhood is discussed by scrutinizing their accounts of border crossings and how they entered into prostitution in Italy. The centrality of

⁵³ Useful for timeline and frame analysis?

borders' reinforcement and protection within the building's process of "fortress Europe" is questioned.

5. OPERA: gender training books and manuals

1) Catemario, Maria Giulia, ed. 2005. *Sperimentare in un'ottica di genere. Le amministrazioni pubbliche verso una cultura organizzativa che valorizza le differenze*. Napoli and Roma: EIS [Experimenting with a gender perspective. Public administrations towards an organisational culture that values differences].

Keywords: mainstreaming a gender approach into human resources development and management in public administration with a gendered approach; gender training.

From 2003 to 2004 the National Department for Public Office has promoted and financed a series of experimental courses and projects targeted at Public Administration Units (100 entities involved) and aimed at integrating a gender based approach into HRM and Development. The methodology was based on self enquiry, training, project designing up to the experimental phase of projects' realization. Focus of this action research process was the absence of women in top management position, difficulties in balancing work and life- care especially for women, discriminations mainly in training opportunities offered to a shorter extent to women employees. The two days training offered at the beginning of the project to managers of P.A. is not described in the book, even if it includes the tools which were offered for self assessment of the internal organizations' charts and organizational styles (mainly questionnaires). Training, the setting up of Equal Opportunities Committees (Law 215/1991) and flexibility in working hours have been identified as the best possible solutions to be adopted.

2) Appelt Birgit, Verena Kaselitz and Rosa Logar. 2004. *Via dalla violenza. Manuale per l'apertura e la gestione di un centro antiviolenza. Progetto Daphne WAVE* (Women against violence in Europe).Vienna. [Away from violence. Guidelines for setting up and running a women's refuge (DAPHNE project 2003)].

Keywords: manual; violence against women; setting up and running a women's refuge.

Financial support from the EU Commission (Daphne Programme) and the co-financiers (the Finnish Ministry of Social Affairs and Health, the Austrian Federal Ministry of Health and Women's Affairs, and the Municipality of Vienna) has made it possible finally to realise a project that had been planned for several years. The WAVE Co-ordination Office / European Information Office against Violence against Women has received innumerable inquiries from women and women's groups intending to establish a refuge and needing basic information on the necessary planning and operational steps. The present Manual is designed to meet this need. "Away from Violence" sets out first and foremost to address the practical issues involved for women who establish, organise, run and work in a refuge, although the publication also deals briefly with the specific theoretical background to violence against women. A team of experts from eight countries contributed to the compilation of the material contained in this Manual.'

3) Commissione Nazionale per le pari Opportunità tra uomo e donna. 2004. *Kit Candidata*. Roma: Edizioni Giacomo F. Rech.[Woman Candidate Kit].

Keywords: woman candidate kit; manual for women candidates; equal opportunities resources and policy areas; equal opportunities legislation.

The National Commission for Equal Opportunities between men and women has prepared this kit for women candidates in view of Italian national elections. The manual includes a wide range of resources for women (potential) politicians. It covers many different areas among which are the following: guidelines on how to organise an electoral campaign (which goes from suggestions on how to gather funds to how to speak in public media); existing legislation and institutional resources not only concerning the electoral process but also on different areas of equal opportunities policies (reconciliation, work, violence, etc.); information on the situation of women's political representation and decision-making in Italy; specific sections on gender, employment and job training; reconciliation of work and family; women's entrepreneurship; women and new technologies; family policies; women and health; women and age; women and school; migration; multiculturalism; violence (sexual violence, family violence, harassment, trafficking and prostitution). Finally the manual includes information on existing legislation on equal opportunities and institutional mechanisms for equality in Italy.

4) ISFOL. 2004. *Indirizzi operativi per l'attuazione delle linee guida VISPO. I libri del Fondo Sociale Europeo*. Catanzaro: Rubbettino. [Practical directives to implement VISPO guidelines. Books of the European Social Fund]

Keywords: mainstreaming manual; gender impact assessment of policies.

The main objective of the manual is to offer public authorities a methodological support in gender impact assessment of policies not only in the intermediate stages of policy process but at the planning stage. The manual provides practical guidelines for the implementation of the gender impact assessment approach promoted by the Department of Equal Opportunities through the VISPO guidelines. The manual explicitly refers to gender mainstreaming for the selection of projects. Annex includes a series of criteria of the strategy and indicators of implementation of a gender mainstreaming approach.

5) Fellini, Ivana, Daniela Oliva, Flavia Pesce and Manuela Samek Ludovici. 2002. *Un sistema di monitoraggio e valutazione in un'ottica di genere. Un manuale per l'uso*. Bolzano: Provincia Autonoma di Bolzano/IRS.⁵⁴ [Monitoring and evaluation system with a gender perspective. Manual for use.]

Keywords: gender impact assessment manual; gender monitoring and assessment system; gender analysis of policy cycle.

The manual describes the gender monitoring and assessment system elaborated by the autonomous province of Bolzano with the help of IRS

⁵⁴ The abstract draws on the review by Claudia Villante, Osservatorio ISFOL 1, 2003. The manual seems interesting to consider for Opera.

(Institute for Social Research). It includes a section on theoretical and methodological definition, another section on operation and management articulations, and another section on concrete strategic actions. The manual identifies the analysis of the policy cycle as the starting point for an effective gender impact assessment (GIA). In particular the most relevant stages of the policy cycle in view of a GIA are the following: the ex-ante evaluation of programmes that should be based on participation, resources and norms and values; the analysis of ex ante selection mechanisms for choosing specific projects; the integration of a gender perspective throughout the whole monitoring process; and the evaluation stage in which results and impact of programmes are assessed on the basis of indicators. The manual is a more concrete and usable elaboration of the VISPO document published by the Department of Equal Opportunities. It highlights the importance for the evaluator to adopt a critical perspective of programmes, also by reconstructing the mechanisms through which a programme interacts with target groups and society.

6) OIL, Centro Internazionale di Formazione. 2002a. *Accrescere la cultura di parità nelle istituzioni, nel mercato del lavoro e nella formazione*. Report Progetto Aspasia. Di pari passo. Percorsi nelle pari Opportunità. Regione Piemonte. Torino. www.itcilo.it⁵⁵ (accessed on 14 February 2007) [*Increasing a culture of parity in the institutions, the labour market and training. Aspasia Project Report.*]

Keywords: project report; experiences of experts in equal opportunities; professional profile of equal opportunities expert; training curriculum in equal opportunities; gender mainstreaming.

The declared objective of the study prepared by ILO training centre in Piemonte is to spread a culture of parity within institutions and local (public and private) contexts. With this aim in mind, the study has selected a number of experts in equal opportunities (legislation, training, employment), who give their own account of the experience achieved in their profession, the obstacles they have encountered, and the strategies they have devised to overcome obstacles in their work as equal opportunities experts within existing institutional structures. The second objective of the report is to define competences, content, and methodologies to plan a training action targeted at completing competences (and training) professional actors such as 'Consigliere di Parità' (Equality Councillors) or other institutional roles related to gender equality. The study offers a map of competences needed for the professional role of equal opportunities expert by reconstructing a professional profile of equal opportunities expert that can then be adapted to individual personal characteristics. The project has enabled the creation of networks of gender experts operating in different social areas (institutions, trade unions, companies). The third section includes a review of positive actions projects together with an assessment of the reasons for the success or failure of the latter. At the end of the report there is a timeline of crucial moments for the development of equal opportunities in Italy and in Piemonte region in particular, including legislation.

⁵⁵ Interesting example for later stages of Opera (elaborating curriculum, profiles, etc).

7) OIL, Centro Internazionale di Formazione. 2002b. *Elementi per la definizione di un profilo di esperta/o in pari opportunità*. Report Progetto Aspasia. Di pari passo. Percorsi nelle pari Opportunità. Regione Piemonte. Torino. www.itcilo.it⁵⁶ (accessed on 14 February 2007). [Elements for a definition of a profile of expert in equal opportunities]

Keywords: project report; professional profile of equal opportunities expert; training curriculum in equal opportunities; gender mainstreaming.

The objective of the report is to reflect on the analysis of a profile of gender expert in order to identify specific Areas of competences required, to collect existing experiences and competences of people who work in the area of equality policies, and to transfer such competences and knowledge to other people. The background of the study is the creation of the institutional role of 'Consigliera/e di parità' (Equality Ombudswoman) through the Legislative Decree 196/2000. The study offers a map of competences needed for the professional role of equal opportunities expert by reconstructing a professional profile of equal opportunities expert that can then be adapted to individual personal characteristics. Methodologies used are those of experiential learning by following different gender experts along their different training curriculums. As part of the mainstreaming strategy, a participatory approach was employed in order to involve different socio-political actors in the project (equality institutions, public administrations, universities, research institutes, private companies, trade unions). Methodologies to collect elements of a gender expert profile included questionnaires, focus groups, personal interviews, whose results are analysed in the study. Finally in the third part the report draws profiles of a gender expert, including Areas of competence, diversification of possible professional roles. Annexes include the text of the questionnaire, texts of the interviews, schemas of the specific competences required for each area (political, economic, administrative, educational, etc), description of a gender audit methodology, as well as text of relevant legislation.

8) Dipartimento per le Pari Opportunità. 1999. *Vispo. Valutazione Impatto Strategico Pari Opportunità. Linee Guida. Attuazione del principio di pari opportunità per uomini e donne e valutazione dell'impatto equitativo di genere nella programmazione operativa. Fondi Strutturali 2000-2006*. www.pariopportunita.gov.it (accessed on 6 March 2007) [Equal Opportunities Strategic Impact Assessment. Guidelines. Implementation of the principle of equal opportunities for men and women and equal gender impact assessment in operative planning]

Keywords: guidelines for a gender analysis of context; gender impact assessment in the design and planning of policies.

The document, elaborated by the Equal Opportunities Department of the Italian Government, includes guidelines for carrying out a gender impact assessment in the design and planning of policies. Its main sources are European Union documents. The general guidelines which are offered are focused at how to make a context-related diagnosis of the situation for which policy planning is required. Some specific indications on how to carry out a gender impact

⁵⁶ Interesting example for later stages of Opera (elaborating questionnaire, curriculum, profiles, etc).

assessment are also provided. They include a list of global and specific objectives to achieve through the gender impact assessment strategy and a methodological proposal for carrying out the gender impact assessment of a given programme. The latter specifies different stages to follow in the analysis. However, it does not include guidelines concerning which criteria could be employed to assess whether the gender impact of a programme has been positive or negative.

6. FRAGEN

Feminist libraries and archives

Associazione Orlando: Biblioteca Italiana delle donne Centro documentazione donne, Bologna (Italian Women's Library, Women's Documentation Centre. Currently the main Italian library specialised on women's studies and work written by women) Palazzo dei Notai Via de' Pignattari 1, 40124 Bologna, Tel. 0039 051 239788 Fax 0039 051 263460 e-mail: cddbo@orlando.women.it lybbo@orlando.women.it <http://www.women.it/bibliotecadelledonne/>

Luoghi della ricerca in Italia (Bologna Women Server collects in this web the addresses of Italian associations dealing with women's studies and research) <http://www.women.it/luoghi/luoghi-ws/ricindex.htm>

Libreria delle donne di Milano (Milano Women's Library, historical library of Italian feminism, centre of research and philosophy studies, connected to Diotima/Università di Verona) <http://www.librieriadelledonne.it/>

Casa delle donne per non subire violenza Centro documentazione (Documentation Centre of Women's Shelter) Vicolo Borchetta 10 - 40125 Bologna tel. 051/265700 fax 051/261765 e-mail: casadonn@women.it

Centro informazione e documentazione delle donne - Frauen Zentrum (Documentation Centre of the Women's Centre) Via Longon, 3 - 39100 Bolzano tel. 0471/272660 fax 0471/262488 e-mail: frauenzentrum@rolmail.net

Centro di documentazione e studi delle donne Cooperativa La Tarantola Via Lanusei, 15 - 09125 Cagliari tel. 070/666882 fax 070/652412 e mail: cooplata@cooplatarantola.191.it

Centro Studi e Documentazione Pensiero Femminile Torino (it collects and classifies material produced by feminist movement in Italy) <http://www.arpnet.it/pfemm/index.htm>

SIS Società Italiana delle Storiche (Research Centre on women and gender history) <http://www.societadellestoriche.it/main.php>

[Archivio di studi di storia delle donne, Comune di Firenze.](http://www.comune.firenze.it/comune/biblioteche/bup/1frontespizio.htm) (archives on gender and history) <http://www.comune.firenze.it/comune/biblioteche/bup/1frontespizio.htm>

Biblioteca delle donne, Milano (This Library is participated by Archivi Riuniti delle Donne, Fondazione Elvira Badaracco and Unione Femminile Nazionale – and it contains more than 9.000 documents) <http://www.fondazionebadaracco.it/biblioteca/index.htm>

Biblioteca delle donne "Nosside" Library and documentation centre connected with Università della Calabria. <http://www.women.it/luoghi/luoghi-it/nosside.htm>

Centro Donna, Comune di Venezia (This Women's Centre runs a Library with more than 12.000 volumes on women's issues and gender policies)

<http://www.comune.venezia.it/flex/cm/pages/ServeBLOB.php/L/IT/IDPagina/1893>

Centro di documentazione Associazione Artemisia Via della Mezzetta, 1 - 50135 Firenze Tel. 055/602311 - 601375 fax 055/603234 e-mail: artemisia@fol.it

Fondazione Elvira Badaracco C.so di Porta Nuova 32 - 20121 Milano
Tel/fax.02/29005987 e-mail: md0564@mclink.it

Centro Documentazione Donna Via del Gambero 77 - 41100 Modena Telefono 059 / 451036 Fax 059 / 372570 bibcdd@cedoc.mo.it e cddonna@comune.modena.it

Unione Donne Italiane Via xx Settembre, 57- 90141 Palermo
Tel/fax 091/329604 e-mail: udidonne@tin.it leonde@tin.it

Archivia - Archivi, Biblioteche, Centri di documentazione delle donne. Via della Lungara, 19 - 00165 Roma tel 06 6833180, fax 06 68215557
e-mail: archivia.cid@libero.it

Centro Documentazione Donne Sviluppo
c/o PRODOCS Via Etruria 14, scala C - 00183 Roma
Tel. 06/77072773 fax 06/7003710 e-mail: prodocs@prodocs.org dosvi@prodocs.org

Centro documentazione e studi sul femminismo Via San Francesco da Sales, 1 - 00165 Roma oppure c/o Laura Capitta Via dei Silvestrini 14, pal.D, int.5 - 00149 Roma
Tel. 06/6583284 e-mail: marialauracapitta@tiscali.it

C.I.F. Centro Italiano Femminile Via della Pigna 13/A - 00186 Roma
tel. 06/76795955

Centro culturale delle donne Mara Meoni Via Tommaso Pendola 36 - 53100 Siena
Tel. e fax 0577/284242 email meoni@comune.siena.it

Associazione Piera Zumaglini Archivio storico del movimento femminista
Biblioteca Women's Studies c/o Casa delle donne Via Vanchiglia, 3 - 10124 Torino
Tel. 011/885132 fax 011/837479 e-mail: casadelledonne@tin.it

Centro studi e documentazione Pensiero femminile Corso Umberto, 40 - 10128 Torino Tel. 011 537645 Fax 011/5164883 E-mail pfemm@libero.it

Centro Studi sulla storia e cultura delle donne Biblioteca Statale di Trieste, Largo Papa Giovanni XXIII, n 6 fax 040301053 Cell.348 3956525 E-mail ceresdonne@tcd.it

University Centres for Gender Studies

The following centres tend to include a variety of documents mainly from academic feminism but also from movement feminism and, to a minor extent, policy documents on gender equality policies.

CIRSDe Centro Interdisciplinare di Ricerche e Studi sulle donne Università di Torino (Interdisciplinary Centre for Research and Study on Women),
http://hal9000.cisi.unito.it/wf/CENTRI_E_L/C-I-R-S-De/ Address: Palazzo Nuovo, Stanza n. 69 , Via S. Ottavio, 20 - 10124 Torino, Tel 011.670.31.29, Fax 011.670.32.70; e-mail: cirsde@unito.it

Centro di Women's and Gender Studies di carattere interdisciplinare, Università di Bologna (Interdisciplinary Centre of Women and Gender Studies)
<http://www.unibo.it/Portale/Non+solo+Unibo/Pari+opportunita/women/default.htm>
Centro Interdipartimentale di Women's Studies "Milly Villa", Università della Calabria (Interdipartimental Centre of Women Studies) <http://women.unical.it/>

Unidiversità: progetto di ricerca sulla soggettività di genere nelle università marchigiane (University: research project on gender subjectivities in Marche universities) Università di Camerino <http://unidiversita.unicam.it/>

Gender Studies Programme Istituto Universitario Europeo di Firenze (European University Institute) <http://www.iue.it/RSCAS/Research/Gender/Index.shtml>

Centro Studi "Osservatorio Donna" Università di Lecce (Study Centre 'Woman Observatory') <http://siba2.unile.it/centrostudidonna/>

Osservatorio Armonia: ricerche e confronti sulle differenze di genere. Diversity Management, Università Bocconi di Milano ("Harmony" Observatory: researches on gender differences in organizations and human resources management)
<http://osservatori.sdabocconi.it/armonia/>

Centro Studi "Donne e differenze di genere" Università di Milano (Study Centre 'Women and gender differences')
http://users.unimi.it/DoDiGe/ita/template_informazioni.php

Seminario interdisciplinare di studi sul genere, Università di Napoli Federico II (Interdisciplinary Seminar of Gender Studies) <http://www.storia.unina.it/donne/>

Centro di elaborazione culturale e formazione Archivio delle donne Istituto Universitario Orientale di Napoli (Culture and Women Archive Centre)
<http://www.iuo.it/sitoarchiviodelledonne/le-origini.htm>

GOLD, Il gruppo di lavoro delle donne, Università di Pisa (Working Group of Women)
<http://www.stm.unipi.it/Gold/index.html#Ricerche%20su%20tematiche>

Women's studies Dipartimento di Filosofia, Terza Università di Roma
<http://host.uniroma3.it/dipartimenti/filosofia/culturali/women2.html>

Diotima. Comunità filosofia femminile, Università di Verona (Female Philosophy Community) <http://www.diotimafilosofe.it/>

Centro studi Donna Woman Femme Università degli Studi Roma Tre
Biblioteca di Area Umanistica "Giorgio Petrocchi V. Ostiense 236, 00144 Roma

Other Centres

CERSGOSIG (Centre for Research and Comparative Law Studies on sexual orientation and gender identities)

Fabeni, Stefano

Tel. 011 30 40 934

Mail: cersgosig@unformagay.it

<http://www.cersgosig.informagay.it/>

Centro Studi Consigliera Nazionale di Parità (Studies' Centre of the National Ombudsman for Gender Equality)

DG Impiego - Divisione IV – Ministero del Lavoro

Address : Via Flavia, 6 - 00192 Roma

Tel. 06 46832562

tel. 06 46832629

Mail: centrostudiconsigliera@lavoro.gov.it