



Getting engaged

Women in Local Development

Turin Mapping



The photos were taken from the partners' websites

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- **Pas di via Ivrea**
- **Report progetto L'Shangai**

1. The project Getting Engaged

1.1. Description

1.2. The Local Action Group constitution

1.3. Objectives and focus of work

1.4. Methodology of work

1.5. Main concerns and focus themes of the Local Action Group



1.1. Description

www.qec-eran.org/projects/womenlocaldevindex.htm

The overall aim of this project is to bring about an exchange of experience and transfer of learning between partners seeking to strengthen their approach and commitment to an 'inclusive' approach to local development which incorporates a gender equality dimension. In so doing the project will also aim to:

- Disseminate research and information relating to gender and local development initiatives.
- Identify and disseminate good practice where it does exist.
- Promote positive action to address gender equality within local social and economic development.

To realise this overall aim, this project has the following specific objectives:

- Undertake three trans-national local development peer review workshops. The workshops would focus on the following three specific sub-areas directly linked to the two overarching themes of the project:
 - Strategies, priorities and monitoring issues in relation to local development and gender equality
 - Patterns of involvement and consultation issues in relation to gender equality
 - Methodologies for assessing women needs and relationship to service provision issues

The lead agency is QeC-ERAN, partners are:

Regional Social Welfare Resources Centre

Euroconsult s.c.ar.l

Fondazione mondo digitale

Comitato Progetto Porta Palazzo - The Gate

Municipality of Rotterdam, department of Youth, Education and Society Rotterdam

Polska Federacja Klubow Business and Professional Women

Innovacion, Transferencia y Desarrollo (ITD)

Birmingham Race Action Partnership

1.2.The Local Action Group constitution

The LAG has been constituted with an attention to a balanced presence of representative of Institution and of “workers on field”.

For the Institutional level in the LAG participate the following professionals:

Susanna Canestri – Urban Regeneration and Development Area

Luca Palese and Annamaria Tafuri – Time and Motion Department;

Susanna Rorato – Gender Equality Policies Department;

Claudia Gilli and Giovanna Clerico - Employment, Guidance and Training Sector - ESF, ERDF, European projects;

Maria Consiglio – Employment Services V District;

Giovanni Garbarini – Town Councillorship to Decentralisation and to Metropolitan Area.

For the Agencies of Local Development participate:

Luciano Calaresu and Antonietta Manfredonia – Social Accompanying Plan - Via Ivrea;

Elisabetta Garigali – Agency for Local Development Falchera

Tiziana Ciampolini – Social Accompanying Plan – Corso Grosseto

Isabella De Vecchi and Davide Tabor– Plan for Urban Regeneration Via Artom;

Giulia Cordella - "Contratto di Quartiere" (Quarter Agreement) Via Dina;

Emanuela Meduri, Carlotta Servente, Elisabetta Rosa - Agency for Local Development San Salvario

Deana Panzarino, Claudia Mattarella - Agency for Local Development - Corso Taranto

Amelia Andreasi and Elda Perone - "Contratto di Quartiere" (Quarter Agreement) Via Arquata.

All the Agencies involved in projects of Local Development or Urban Regeneration have been contacted; the Agencies are co-ordinated from the Urban Regeneration and Development Area of the City. The Departments have been chosen for their work in Gender Policies.

Sometimes could participate to the LAG some experts, co-ordinators or receivers of particulars projects. This is important to analyse thoroughly themes, practices and problems.

The LAG is co-ordinated by Stefania Gavin and Raffaella Gonella of The Gate Project.

Time and Motion Department

www.comune.torino.it/tempieorari

The Time and Motion Department works since 1994. It's a will of the Municipality to have an interpretation and lecture of the time of territory and services. This kind of information is important to:

- produce shared reflections and choices;
- advance projects improving time balances.

The methodology of work is based on sharing and participation of different actors: Municipality, School and University, Prefecture, Health Services, Trade Union, Public Transport Company, etc.

A Territorial Plan of Time and Motion of the City has been produced.

The Plan aims:

- to improve the Services accessibility;
- to simplify relation between Public administration and Citizens;
- to conciliate life, care and working time

The Department promote:

- researches and enquires;
- information about timetable;
- "social time" (volunteer and self-help).

Gender Equality Policies Department

www.comune.torino.it/politichedigenere

The office aims to integrate, in each city policies, gender objectives and to product services for gender equality trough:

- The diffusion of a gender equality culture with positive actions,
- To divulge the Laws on Gender Equality in working place, training and education opportunities, in the policy and in free time,
- Action-researches finalised to know women situations in family, in working place, in policy, in the community.

One of the main areas of commitment is represented by the fight against the violence. The Department promote and support the Town Co-ordination that fight Violence Against Women. The Co-ordination aims:

- to develop of networking between associations and Institutions to strengthen interventions;
- to help women victims of violence in actual fact;
- to improve social consciousness and solidarity.

Employment, Guidance and Training Sector - ESF, ERDF, European projects

www.comune.torino.it/lfs

The Sector carries out activities to facilitate the integration of the unemployed, women and persons running the risk of unemployment, paying greatest attention to the weak and disadvantaged.

The department it's responsible for:

- Social Policies for Job;
- Vocational training and Guidance to job
- Observatory on Job and policy for employment
- Economical Development
- European Project and Urban 2

The office promotes and co-ordinates interventions directed to a better use of national and European funds through the following activities:

- research and documentation about programs and public announcements;
- information, counselling and organisation of seminars;
- planning, management and co-ordination of projects;
- management of institutional relationships, constitution of national and international networks;
- monitoring, evaluation and diffusion of the projects outcomes.

The office collaborates with local institutions, trading associations, training agencies, trade unions, public institutions, school, universities and research institutions, no profit organisations.

Decentralised Job Services of V District

<http://www.comune.torino.it/lfs/pag/p25.html>

The Decentralised Job Service provides reception, information and counselling on job questions.

The co-ordination is of Employment, Guidance and Training Division.

Services offered are:

- to provide information about
 - o job research
 - o vocational training
 - o projects of the City, Province and other Public Offices
- to give reception and counselling about:
 - o the draft of curricula and job letters
 - o orienting interviews
 - o laws and regulations
 - o participation to city projects and initiatives.

Town Councillorship to Decentralisation and to Metropolitan Area

www.comune.torino.it/pariopp

www.irma-torino.it

One of the sphere of intervention of the Councillorship concerns policies on Gender Equality.

The Town Councillor chairs the Equal Opportunities Committee, administrative agency with the following tasks:

- to carry out researches and enquires on the application of laws and rules on gender equality;
- to propose projects and actions on positive actions for workers;
- to express opinions on administrative acts on gender equality;
- to report on activities of Committee;

Other specifically tasks are:

- to carry out researches and enquires on the application of Laws n.903/1997 and n. 125/1991
- to detect obstacles to gender equality on work and to propose initiatives to overcome the difficulties;
- to promote women reintegration to job after maternity;
- to promote actions contrasting sexual harassment.

The Committee puts forward proposals about:

- the access to vocational training;
- work time flexibility;
- effective gender equality on job position;
- information and communication initiatives.

Town Councillorship to Urban Regeneration and New Citizens Integration

www.comune.torino.it/periferie/index.htm

The Councillorship is competent on urban regeneration and suburbs. The Urban Regeneration and Development Department (formerly Suburbs Sector) implements politics for the development of the city, intervening on urban environment from both the physical and the social point of view. Deep changes has been introduced on planning. An overall and innovative strategy has been adopted to face urban regeneration, as the definition of integrated intervention adopted by European Union Programs.

The Settore Rigenerazione Urbana e Sviluppo (Urban Regeneration and Development Department) looks after urban regeneration to contrast the phenomenon of social and environmental deterioration of urban areas (the suburbs). The suburbs are often areas characterised by: problems of desegregation and social exclusion; loss of identity and belonging by the habitants; absence of aggregative places; need of support to economical and productive activities; need to valorise their history, environment and culture.

The interventions permitted:

- to allow urban and environmental regeneration so to improve the quality of life of the habitants;
- to create economical and social development starting from the valorisation of local resources: promotion of local economical and commercial activities, creation of job opportunity, use of local workforce for regeneration projects;
- to support the sense of belonging to the neighbourhood trough the development of conflict resolution, problem solving and communication between groups.

Plan and action follow the next lines:

- the restitution of public spaces to citizens: the square become an "agora";

The project

- social yards characterised by active listening of citizen and conflict management;
 - the buildings of new centre for socialisation and local development
 - strengthening of the local groups leading role;
 - cultural action to valorise identity;
- administrative innovation.

The Gate Project

www.comune.torino.it/portapalazzo

History

Porta Palazzo was the site of a major project - "The Gate - Living Not Leaving" - which received assistance under Article 10 of the European Regional Development fund. The Porta Palazzo Project Committee was officially established on 16/1/98. It was a non-profit mixed public/private organisation, which was functional for a pre-determined period only. In June 2002 the proposal was presented to the Mayor of Torino which foresaw the transformation of The Gate from Urban Pilot Project to a Local Development Agency, a tool for the Public Administration to be used within the framework of the most complex development projects in the Suburb Sector. The Committee is a tool of the administration of the City of Torino and its partners, for a series of initiatives regarding integrated and co-ordinated regeneration.

Territory

Porta Palazzo is a neighbourhood with architectonic heritage reach of history and memories. During the years the neighbourhood have receive different flow of immigrants creating a melting pot of cultures, histories and uses. The commerce is the identity of the neighbourhood: the neighbourhood host one of the largest open market of Europe and thousand of shops and stores.

Social Accompanying

The Services of Social Accompanying (give to the Metodi society) has competence on management of psycho-social dynamics of the community. A community development approach it's utilised as methodology and strategy for the intervention; the work of Social accompanying is developed in synergy with other professionals of the staff. Urban security, Youth, Women, School and immigration are some fields of planning and intervention.

The Committee for the Development of Falchera

www.comune.torino.it/periferie/azioni_sviluppo_locale/Falchera

History

The actions started in the Falchera neighbourhood are part of an overall project of participated planning. To facilitate the direction, to accompany the process and to realise the foreseen actions it was constituted, in the 1998, a social network of local actors organised around a "Social Table". In the autumn of 1999 the Social Table has given life to the Committee for the Development of Falchera.

Territory

The Falchera neighbourhood born in the early '50, at the border of the city, with a popular residential complex. The history of the neighbourhood it's marked by the housing problems, the fights for the allocation of popular housing, structural difficulties caused by an urban environment grown very hurry. The cohabitation of the two parts of the neighbourhood (the old part and the new one) was not easy and still prejudices and closures persist. Today the situation it's better thanks to the positive role played by the cultural and social association of the territory, to the strong presence of the Institution and to the presence of several commercial stores.

Situation of environment decay and social hardships still persist caused by the economic precariousness and the absence of high value-added service industry.

Social accompanying

The Social Accompanying Agency works to improve the rootedness and the responsibility of the citizens for their territory, but also works to support the willingness to fight the old stereotype of Falchera as an isolated part of the City, through actions connecting the neighbourhood and the City. Other areas of intervention: relationships with schools and interventions for Youth, women and older people. The different actions are connected to the physical and socio-economical analysis of the territory. Regarding the difficulties about

the work, several actions have been implemented on economical fields to improve a better integration between habitants and territory.

Pru of Via Ivrea

www.comune.torino.it/periferie/PRU/Ivrea/ivrea_pas.htm

www.lavaldoeco.it/pas

History

Interventions for the physical regeneration of the neighbourhood regard extraordinary maintenance of popular buildings, valorisation of green areas, improvement of the road network of the neighbourhood, private house building.

Territory

The area concerned by the PRU is a part of territory that, until the '50, it's mainly an agricultural area, with several farmsteads. An exception was the building of "Villaggio SNIA" during the '20. In the '50 and until the '70 there was a consistent urbanisation with the construction of house building and the growth of large industrial activities. The neighbourhood was characterised by houses of small dimension, but during the early '80 the population growth considerably: indeed 600 new families settled on the neighbourhood.

Social accompanying

The focal point of the PAS (Plan of the Social Accompanying) it's the involvement of local protagonists and actors that operate on cultural, economical and social level. Local actors are considerate the "propulsor" of regeneration plan. No regeneration of territory could be possible if citizens aren't the protagonists of the change. Privileged instrument of work are the relationships with habitants and workers of the area. The management of the PASS it's entrusted to the Cooperativa Valdocco.

PRU of Corso Grosseto

www.prugrosseto.to.it

www.comune.torino.it/periferie/PRU/Grosseto/index.htm

History

In the 1999 Turin Municipality and region Piedmont initialled an agreement to realise the PRU of Corso Grosseto.

The PRU expects large activities for the regeneration of private and public areas. Particularly important interventions of extraordinary maintenance are planned in two neighbourhood of public housing.

Territory

The area is spreading in the North Area of the Town. From an historical point of view, the area was the theatre of one battles of the siege of 1706, the seat of a film production companies at the beginning of 1900 and it was a forefront neighbourhood s for the firs half of 1900 with kindergarten and swimming pool for residents.

Social Accompanying

The Social Accompanying Plan (entrusted to Avventura Urbana) born from an opportunity to avail the area's renewal for the "social regeneration". Specific instruments are prepared to achieve this aim. Local economical and social actors, habitants and associations, are the protagonist to comprehend and find the solutions to the problems. These instruments are: active listening, participated planning, conflicts resolution, "the yard-event", local development. In each part the plan there is a strong communication to guarantee widespread and clear information on the state of work.

PRU of Via Artom

www.comune.torino.it/periferie/PRU/Artom/index.htm

www.mentelocale.org

History

The PRU of Via Artom is built around seven objectives: to find again the geography of the area, to invent places that could be an important centre at a civic level, to renew environmental resources, to valorise historical memory of the neighbourhood, to strengthen the services

and the signs of a collective identification, to develop a more solidly and well-balanced town, to renew the habitat.

Territory

The area of the PRU is inside the X District. The area change in a radically way in the 1939 for the building of FIAT fabric and the consequent construction of housing in the surrounding area.

Social Accompanying

Mentelocale has the task to accompanying the expected transformation and to be a point of reference for habitants and local actors.

The shared principles of the work are: to use a bottom-up approach, for the valorisation of the community resources; to privilege the relationships between local actors; to concept the planning as a work in progress open to the reality; to pay attention to group and community dynamics; to invest resources also to the process and not only to the results.

Local Development Agency of San Salvario

www.sansalvariosviluppo.it

www.comune.torino.it/periferie/azioni_sviluppo_locale/San_Salvario_Agenzia.htm

Territory

San Salvario is a neighbourhood in the centre of Turin, between the Porta Nuova railway station and the Valentino Park. It was built mainly during the second half of the 19th century. Since the 90s, it has become a multicultural neighbourhood. It's densely populated: 12.241 people live there, 2.382 of which are foreigners (19%). It hosts a high number of shops and workshops (693), hotels (37) and restaurants (60). About a hundred of such businesses are managed by foreigners (15%).

Moreover, a large number of associations have their seat in San Salvario.

The Agency

The Agency was born in 1999 as a project of a local NGO, with the agreement and contribution of the City of Torino. In 2003 it became an independent body in the form of a Committee, participated by the community and the associations of the neighbourhood. Today the Committee has 16 members.

The Agency is a place where to listen to the inhabitants, a link between the community and the local government, a space where the community can plan and set up projects to upgrade and develop the area, an entity which promotes actions to enhance the cultural, social, economical resources of the area, a community technical aid centre which works also as an information desk for those who live or work in the area.

The Agency works to enhance the quality of life in San Salvario: promoting interventions to upgrade public and private space; supporting the extant businesses and the creation of new ones; organising cultural events to make visible and develop the resources of the neighbourhood; planning community development actions.

Social Accompanying

The Agency predisposes plans and instruments for the participation of habitants and groups in different activities; keeps direct contacts with the civil society taking care of the relations with people and groups; supports the activities of citizens' associations; supports groups in planning and implementing activities; promotes and co-ordinates social networks; offers services of conflicts resolution and problem solving; offers expertise on meeting management and social research.

Local Development Agency of Corso Taranto

www.comune.torino.it/periferie/azioni_sviluppo_locale/Taranto/taranto.htm

History

During the October 1998 the Turin Municipality, The Province of Turin, the Region Piedmont and the VI District constituted a working group to plan a urban transformation of the neighbourhood. The Progetto

Speciale Periferie organised the realisation of the plan. At the beginning of work local actors are called together around a table to define the program.

Territory

The area of public housing has been edified at the North side of the city, at the end of '60. Social composition of habitants and building characteristic are typical of the popular settlement. The area has about 5000 residents.

Social Accompanying

During the 1998 the actors of Social Table constitute an association named Gruppo per la Promozione Locale (GPL) Uniti per il Quartiere. The aim is to organise the citizen to develop the territory, to offer services to population, to involve habitants on the governance and management of the neighbourhood .

Quarter Agreement of Via Arquata

www.comune.torino.it/periferie/CdQ/Arquata/index.htm

History

The Quarter Agreement of Via Arquata has been financed in 1999. The private actors of Social Table take the task to promote participated actions of local development and to contribute to the planning and the programme of the actions. In the 2000 has been founded an association named Agenzia per lo Sviluppo di Via Arquata O.N.L.U.S.

Territory

The neighbourhood of Via Arquata is a settlement of fairly good value popular housing that date back to the 1920. It's constituted from 42 buildings for a total of 900 flats. It's in a central area of the Town but it's cut from the rest of the city by the railway.

Social Accompanying

The Integration Plan of Social Action (PIAS) has the following aims: to accompanying the realisation of works; to integrate the social action

The project

realised by different agencies; to promote active participation of citizens. To realise these objectives the actions are developed inside three fields: to follow regeneration works; to favourite the accessibility to local services; to improve the quality of life in the neighbourhood.

1.3. Objectives And Focus Of Work

The Women in Local Development project represents an occasion, for the Agencies and the Institutions involved, to confront the work on local development from a specific gender perspective. The LAG proposes to tackle on practices and critical states met on work and to elaborate thoughts and strategies.

In particular, the LAG has started the reflection from the following questions:

The Local Development Projects have in their practices a gender perspective? This perspective is implicit or explicit? What kind of model it's been adopted in the work? What kind of action have been adopted to encourage women participation?

1.4. Methodology Of Work

The co-ordinators have met all the participants to present the Women in Local Development Project.

During the first LAG, participants introduced themselves and their work and shared objectives of the projects. The group focused some topics, problems and themes to analyse thoroughly in the following meetings.

From the second LAG the Agencies present some cases study interesting for economical or social development of women. To the presentation follow discussion and questions. The co-ordinators moderate the discussion and summarise the topics emerged.

To compile the local mapping the co-ordinators collect materials and documents form each participants.

1.5. Main Concerns And Focus Themes Of The Local Action Group

- a. Different approaches and models of work on gender perspective.
- b. Points of force and points of weakness of a gender perspective on local development work.
- c. Limits of the guidelines of the Lisbon Special European Council (2000) and of Equal.
- d. Local Sustainable Development.
- e. Services important to support women (the services timetables, the promotion of self-help, the support to entrepreneurship, the starting of "Time Banks", the services of children accompanying to school, different form of social communication on existing services).
- f. Work and Identity
- g. The limited length of social project and the importance to have a more stable context to work.

2. General Context

2.1. Turin

2.2. Statistics: women in Italy, women in Turin

2.2.1. The population

2.2.2. The family

2.2.3. Education

2.2.4. Social participation

2.2.5. Violence against women

2.2.6. Labour market

2.2.7. The gender budget of Turin

2.3. Law and legislation

2.3.1. National

2.3.2. Regional

2.4. Administrative Bodies and Organisations for Gender Equality

2.4.1. National



2.1.Turin

Capital of Piedmont, Turin is situated on the banks of the Po in north-west Italy. With a population of about 915 000, it is the fourth-largest city in the country. Its metropolitan area covers 130 km² and has a total of 1.7 million inhabitants.

Since the early 20th century Turin's reputation has been based on an economy marked by the automobile, mechanical engineering, robotics, automation and industrial design. However, given today's economic changes and the need for cities to find a role within the overall European context, Turin is now looking for a new image, a reputation for being more than just "Fiat City". This involves making the transition from a simple "assembly-line" to a city open to the new. This aspiration is equally justified by the clear evidence of its magnificent but too often unrecognised history. As capital of the Kingdom of Piedmont, Turin became the first capital of a united Italy. Its cultural and architectural heritage are of considerable interest and it is also a first-rate academic and research centre, with one of its two universities being the famous Polytechnic.

Just some years ago the political determination of Municipality really got Turin thinking about its strategic approach. Initially based on promoting the city itself - with its candidacy for the 2006 Winter Olympics as the catalyst - this approach quickly took on a much more comprehensive aspect.

What's currently happening in Turin shows that the will to look to the international sphere has to be underpinned by aims and projects firmly anchored in local reality.

2.2. Statistics: women in Italy, women in Turin

www.istat.it

2.2.1. The population

The population ageing and the increasing presence of foreign citizens are two phenomena that more than others contributed to the demographic and social changes of western Europe countries. Women, thanks to their greater longevity, represent the most relevant percentage of the elderly population (58,8%). At the beginning of 2006, women residents in Italy are 30.019.535 (51,4% of the total population), 4,4% of them are foreigners. Foreign women contribute to the lowering of the mean age of the population: foreign women are the 9% of the female population between 27 and 28 years old and less of 1% of the women over 63 years.

2.2.2. The family

The traditional family (couple with children) is still the widespread form of family in Italy but we registered some changes in family structures: the growth of families composed by one person and the growth of families with one parent only. The first change is due to the population ageing and to a greater number of elderly women living alone. The second change is due to the choices people make after a divorce: mostly, men live alone and women live with their children. This two kinds of families more easily could fall into critical situation, from a social and a economic point of view.

Families composed by one person and elderly living alone – Italy and Piedmont

	Families composed by one person (% over families composed by one person)		Over 65 living alone (% over elderly living alone)	
	Male	Female	Male	Female
Piedmont	17,2	82,8	40,5	59,5
Italy	16,1	83,9	36,1	63,9

2.2.3. Education

The last decades in Italy are characterised by a growth of the education level of women. In the population between 25 and 44 years, women with a high school diploma or a degree are more numerous than men.

2.2.4. Social participation

The belonging to voluntary organisations and offering free work for trade unions and associations constitute an important aspect of social participation: in Italy nearly 5 millions people undertake freely their activities. Women participate less than men, but, in the younger and in the working population, women who participate are more than men.

2.2.5. Violence against women

Violence and abuse against women have, in Italy, a large relevance: the studies estimate that nearly 7 millions of women between 16 and 70 years old suffered, during their lives, inside or outside the family, a form of violence, physical or sexual; 1 million and 400.000 women suffered from rapes before 16 years; over 7 millions of women suffer from psychological violence.

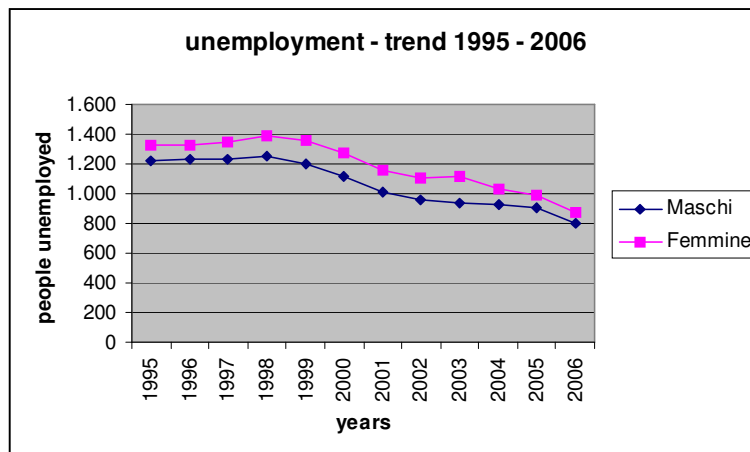
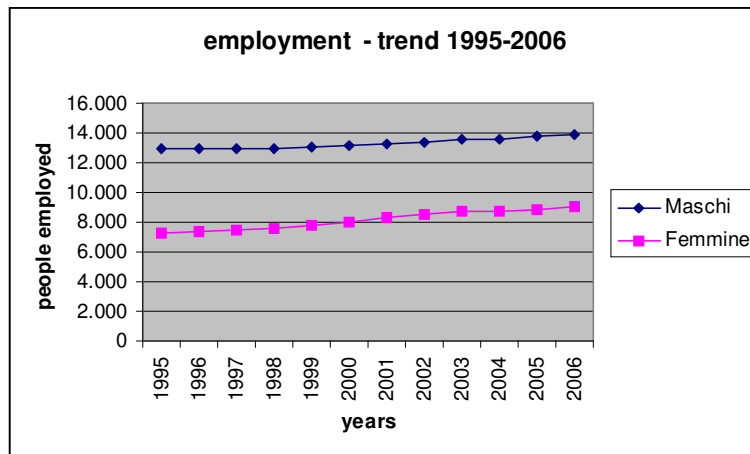
2.2.6. Labour Market

The Lisbon Agenda aims to reach the 60% of women employed in 2010.

In 2006 in Europe the employment rate of women is 57,2%, in Italy is 46,3%, in Piedmont is 55,9%.

The employment rate of women increased in the last decades, but the difference between men and women is still relevant.

http://www.istat.it/dati/catalogo/20070824_01/ann0712_forze_di_lavoro_media_2006.pdf



The Italian Government planned different actions to increase women occupation through: incentives for child services, for work/family

conciliation, for women entrepreneurship, for business that employ women (Piano di Lavoro del Governo Italiano 2007).

http://www.innovazione.gov.it/ministro/pdf/PNR_finale.pdf

2.2.7. The Gender budget of Turin

www.comune.torino.it/bilanciosociale/analisiidigenere

On 2004 the Social Budget of the Town of Turin has been integrated with some analysis regarding gender budget. Gender Budget consider the impact on men and women citizen of the policies and the actions: it's the tool that allow to:

- allocate the public expenses in accordance with criteria that promote gender equality;
- realise the integration of gender perspective on policies and budget planning.

These process aims to realise the effective allocation of expenses between men and women planning and evaluating the modality to answer to needs of the population.

Turin Today: a photography of a community, the policies for the development

Demographic data allow to the administrators to allocate resources and to orientate the choices.

Population resident on Turin at 31/12/2004, divided on age and sex

Age	Male	%	Female	%	Total
0-9	35.511	51,4	33.638	48,6	69.149
10-19	33.783	51,6	31.717	48,4	65.500
20-29	50.391	51,0	48.379	49,0	98.770
30-39	78.469	51,5	73.969	48,5	152.438
40-49	65.588	50,1	65.245	49,9	130.833
50-59	57.336	47,9	62.333	52,1	119.669
60-69	54.951	46,3	63.811	53,7	118.762
70-79	40.178	41,7	56.190	58,3	96.368
80-89	13.981	33,1	28.289	66,9	42.270
90-99	1.870	22,2	6.566	77,8	8.436
100 and over	22	15,0	125	85,0	147
Total	432.080	47,9	470.262	52,1	902.342

Population over 65

Age	Men	Women	Total
65-69	27.606	32.999	60.605
70-74	23.192	30.582	53.774
75-79	16.986	25.608	42.594
Over 79	15.873	34.980	50.853
Total	83.657	124.169	207.826

Services for old people

The great part of elderly live with relatives. Usually are the women that care for own or husband parents. To invest in services for old people means, indirectly, to support women on their care works and to conciliate family and job.

Elderly living alone

Age	Men	Women	Total
65-69	4.181	8.823	13.004
70-74	3.702	11.392	15.094
75-79	3.012	12.677	15.689
80-84	2.415	12.345	14.760
85-89	1.006	5.459	6.465
90-94	638	3.546	4.184
Over 94	152	735	887
Total	15.106	54.977	70.083

Elderly living in family

Age	Men	Women	Total
65-69	23.207	23.743	46.950
70-74	19.301	18.664	37.965
75-79	13.790	12.383	26.173
80-84	8.002	7.169	15.171
85-89	2.282	2.227	4.509
90-94	905	1.418	2.323
Over 94	126	383	509
Total	67.613	65.987	133.600

Elderly living in Community/institute

Age	Men	Women	Total
65-69	218	433	651
70-74	189	526	715
75-79	184	548	732
80-84	176	609	785
85-89	100	480	580
90-94	53	446	499
Over 94	18	163	181
Total	938	3.205	4.143

Life expectancy of Turin Population

Male	Female
74,2	80,6

Family composed by one person

Men who live alone	Women who live alone
74.269	100.589

Typology of Family

Typology of Family	Number
Couples without children	80.283
Couples with children	103.730
Father with children	6.342
Mother with children	31.611
Father with children and relatives	592
Mother with children and relatives	2.491

Workers of Municipality for category and sex

General Context

Professional Category	Men 2004	Women 2004	Total 2004	% Men 2004	% Women 2004
A	35	42	77	0,3	0,3
B	1.141	2.479	3.620	8,7	19,0
C	1.394	4.797	6.191	10,7	36,7
D	1.503	1.458	2.961	11,5	11,2
Managers	144	70	214	1,1	0,5
Total	4.217	8.846	13.063	32,3	67,7

Workers of Municipality using part-time for category and sex

Professional Category	Men 2004	Women 2004	Total 2004	% Men 2004	% Women 2004
A	7	9	16	0,6	0,8
B	41	237	278	3,8	22,0
C	52	567	619	4,8	52,6
D	31	135	166	2,9	12,5
Total	131	948	1.079	12,1	87,9

ABCD is a classification of public employees based on the length of service and the degree.

2.3. Law and legislation

2.3.1. National

Italian Law about the promotion of gender equality is reach; acknowledging the European Union directives the Laws upholds policies for equal opportunities in different fields:

- job,
- family responsibilities,
- rights,
- political participation and representation.

Below are reported the most recent laws against discrimination and violence and laws that regulates the welfare and the job. A whole survey of the history and the jurisprudence about equal opportunities and the complete texts of the laws are available on the following web sites: www.pariopportunita.gov.it; www.retepariopportunita.it; www.kila.it; www.irma-torino.it.

Laws promoting gender equality and combating violence and discrimination:

- D.lgs 11/04/2006 n. 198 *Codice delle pari opportunità tra uomo e donna: riordino delle norme esistenti in Italia sulle pari opportunità e contro le discriminazioni, che abroga molte delle leggi precedenti e riunisce in un testo unico l'insieme della legislazione in materia.*
- DPCM 27/03/1997 *Azioni volte a promuovere l'attribuzione di poteri e responsabilità alle donne, a riconoscere e garantire libertà di scelte e qualità sociale a donne e uomini*
- L. n. 66 15/02/1996 *Norme contro la violenza sessuale*
- L. n. 154 5/04/2001 *Misure contro la violenza nelle relazioni familiari: allontanamento dalla casa familiare del coniuge o*

convivente violento e interventi di protezione contro gli abusi familiari

Work and Welfare. Laws that protects women and men on job and that guarantee support for maternity:

- L. n. 125 10/04/1991 *Azioni positive per la realizzazione della parità uomo-donna nel lavoro*
- L. n. 215 25/02/1992 *Azioni positive per l'imprenditoria femminile*
- L. n. 53 8/03/2000 *Disposizioni per il sostegno della maternità e della paternità, per il diritto alla cura e alla formazione e per il coordinamento dei tempi delle città: istituzione dei congedi parentali per donne e uomini*
- L. n. 328 8/11/2000 *Legge quadro per la realizzazione del sistema integrato di interventi e servizi sociali*
- L. n. 30 14/02/2003 *Delega al Governo in materia di occupazione e mercato del lavoro (Legge Biagi)*
- DL n. 216 09/07/2003 *Attuazione della direttiva 2000/78/CE per la parità di trattamento in materia di occupazione e di condizioni di lavoro*
- D.lgs n. 276 10/09/2003 *Attuazione delle deleghe in materia di occupazione e mercato del lavoro di cui alla Legge 14/02/2003 n.30*

2.3.2. Regional

Each Region produces laws and regulations to encourage the development of gender equality. Below it's reported a list of laws and administrative acts passed from Piedmont Region. Full texts are available on the web site www.kila.it.

- Statuto della Regione Piemonte (Legge Regionale Statutaria n. 1 del 4/3/2005)

- LR n. 46 12/11/1986, Commissione regionale per la realizzazione delle pari opportunità fra uomo e donna
- LR n. 43 29/10/1992, Informazione, promozione, divulgazione di azioni positive per la realizzazione di pari opportunità tra uomo e donna
- LR n. 63 13/04/1995, Disciplina delle attività di formazione e orientamento professionale
- LR n. 1 8/01/2004, Norme per la realizzazione del sistema regionale integrato di interventi e servizi sociali e riordino della legislazione di riferimento
- Deliberazione della Giunta Regionale n. 1-1151 del 24 ottobre 2005, Articolo 2, comma 3 legge regionale 39/1995, Criteri generali di nomina - Principio della pari opportunità
- Documento di programmazione economico-finanziaria 2006-2008
- Disegno di legge regionale, Norme di attuazione della parità di trattamento e del divieto di ogni forma di discriminazione nelle materie di competenza regionale
- Disegno di legge regionale, Integrazione delle politiche di pari opportunità di genere nella Regione Piemonte
- Delibera del Consiglio Regionale n.194 del 21 dicembre 2006, Politica di coesione regionale 2007-2013. Approvazione del documento di programmazione strategico-operativa. Indirizzi alla Giunta regionale per la programmazione integrata dei fondi europei, nazionali e regionali

2.4. Administrative Bodies and Organisations for gender equality

In Italy several administrative bodies, structures and institutional roles that at a local or national level have the task to promote and realise policies of gender equality.

Some of these subjects have tasks of counselling and proposal and are composed by representatives of trade union, politics, civil society and professional categories (for instance Regional Council); others born inside elect assembly and have counselling, proposal and informative tasks (for example Equal Opportunity Commission).

Below it's reported a list of administrative bodies that at a national, regional and local level aim to support equal treatment between men and women.

2.4.1. National

(<http://www.pariopportunita.gov.it/>)

- Department for the Rights and Equal Opportunities
- National Commission for the Equality and Gender Equality
- Cross-ministerial Commission for the accomplishment of the art. 18 of Law on Immigration (Social Protection)
- Committee for Female Entrepreneurs
- Commission for the prevention and fight to practices of Female Genital Mutilation
- National Committee for Equal Opportunity on Job
- National "Equality Advisor"
- National network of Equality Advisor
- Office for Female Entrepreneur

Focus on: The Department for the Rights and Equal Opportunities

(www.pariopportunita.gov.it)

In the 1996, at the Presidency of the Council of Ministers, it's established the Office of Minister for Equal Opportunities. The Department is competent on:

- policies, co-ordination and proposal of legislative and administrative initiatives;
- acquisition and organisation of information; to promote and co-ordinate activities of knowledge, evaluation, control, training and information on gender equality;
- the co-ordination of studies and projects;
- the relation with local, regional, national, European and world-wide organism.

3. Economical development

3.1. Critical Points and Needs

3.2. Tools and services

3.3. Projects

3.3.1. Quarter Agreement of Via Arquata

3.3.2. PRU of Corso Grosseto – V District

3.3.3. The Gate – L’Shangai project

3.3.4. PRU of Via Artom

3.3.5. The Agency for San Salvario Development



The economical development of women it's explored trough different topics: analysis about employment, time conciliation, the relationship about job and maternity, the meaning gave to the job (a way for the self-realisation or only a source of income) are some topics emerging from research and practices. The factors that help the success in the accompanying disadvantaged women to find a job are:

- action directed to support job inclusion as services for job guidance and vocational training,
- services developed to support women on family management as kindergarten or "baby-parking".

Through a gender interpretation of data about the employment, we can see a positive trend on women employment but a significant gap is still present face the employment of men. From data of ISTAT resulted that on 2005, the 61,3% of women are employed against the 91,2% of men with an age between 35-44. Some variables influenced these data as:

- education: rate of women employment is of 17,5% for women with elementary degree and of 73,3% for graduated women;
- geographic provenience: the rate of employment is higher for the North of Italy.

For the Town of Turin an overview of statistic about job and employment is given by the Osservatorio sul lavoro e sulla formazione (Observatory on job and training).

From these data emerge that (for 2004):

- estimated value of women unemployment is 9,81% (national date is 10,5);
- the rate of job starting for women is 48,4%;

- the wider sectors of women employment are health and education (50.000 employed), services for enterprises (40.000), family services (28.000) and trade (24.000).

To analyse thoroughly:

www.istat.it/salastampa/comunicati/non_calendario/20070307_00

www.comune.torino.it/osservatoriolavoro

3.1. Critical points and needs

Conflict between job and maternity

Current data confirm that maternity could be an obstacle to find and maintain a job. The rates of women employment change with the number of children (source: Cnel-ISTAT 2003). For women between 35-44, the singles have higher rate of employment (86.5), followed from women living with a partner but without children (71,9%) and finally from women with children (51,5%). Between the last group the rate are proportionally inverse to the numbers of children: higher for one child (63.8%), lower if the number of children is more than three (35.5%) (source: ISTAT 2004).

The factors that influence the choose between maternity and work are:

- contractual situation;
- job precariousness,
- the high cost for children care services.

Another face emerging from research is that the job is principally an important income for the family and less an occasion for personal development or economical independence. The first motivation to return to job for mothers is to contribute to family budget (55% of interviews). After the child birth there are economical difficulties for

women (26% for housewives, 16.7% for unemployed women faced to 13.5% for double income families) (source ISTAT 2006).

To analyse thoroughly:

www.istat.it

www.afi-ipl.org/downloads/IPL_2003_Docu_23_maternita.pdf

www.retepariopportunita.it

The Time Conciliation of Work and Family Life

For Women, time conciliation represents another key obstacle on maintaining a job. Difficulties on time conciliation could be attributed to:

- family typology: for example for the presence of children under three years, or for single parents;
- kind of job: no-flexible work time, night shift;
- supportive services shortage: for example on child care.

To analyse thoroughly:

www.comune.torino.it/dadonnaadonna/Rapportofinalefase1.pdf;

www.istat.it

Job Flexibility

The data on job flexibility are not of univocal interpretation. In fact flexible job (part-time or limited time job) has profound gender differences: in 2005 women working on part time jobs are the 25.6%, faced to a 4.6% of men (national date). From one side flexible job is associated to a risk of precariousness, unemployment and low income. On the other side, the research point out that flexible job represents, for women, a possibility to conciliate work and family life.

Discrimination about remuneration

Another problem pointed out is the gap existent between male and female remuneration.

The typology of employment and unfavourable economical treatment weigh upon women remuneration and salary. Considering individual incomes results that a woman earn the 30% less than a man; this data are quiet similar also for manager women.

(www.labitalia.com/articles/News/12030.html).

Usually, before the implementation of the projects, a research or a inquiry it's conduct to assess needs, problem and resources.

Below are reported some critical elements emerging from the work on field and from local researches.

Presence of irregular job

Irregular job influence heavily on national economy (from ISTAT researches emerge that the value added by black economy on national PIL vary from 16.6% to 17.7%) and on family budget. From the experiences of the Agencies emerge that women work in many different black jobs: assembling of pencils, home bread production, cleaning services. Black jobs represent an important income for women and their families and women could work on time free from family management. In some cases it's possible to transform the black job into regular one by the constitution of co-operatives or the women introduction on vocational training.

To analyse thoroughly:

www.istat.it/salastampa/comunicati/non_calendario/20061214_00/testointegrale.pdf

Empowerment process

One of the common elements emerging it's the importance of support women with an empowerment process. Women involved in the projects came from problematic situation and need to be

supported into developing their capacities, knowledge and identity. Capacity building is important for developing awareness with the neighbourhood and improving linguistic abilities. A work to support identities it's also important because women have a self image anchored to a traditional idea.

A stable support during the years

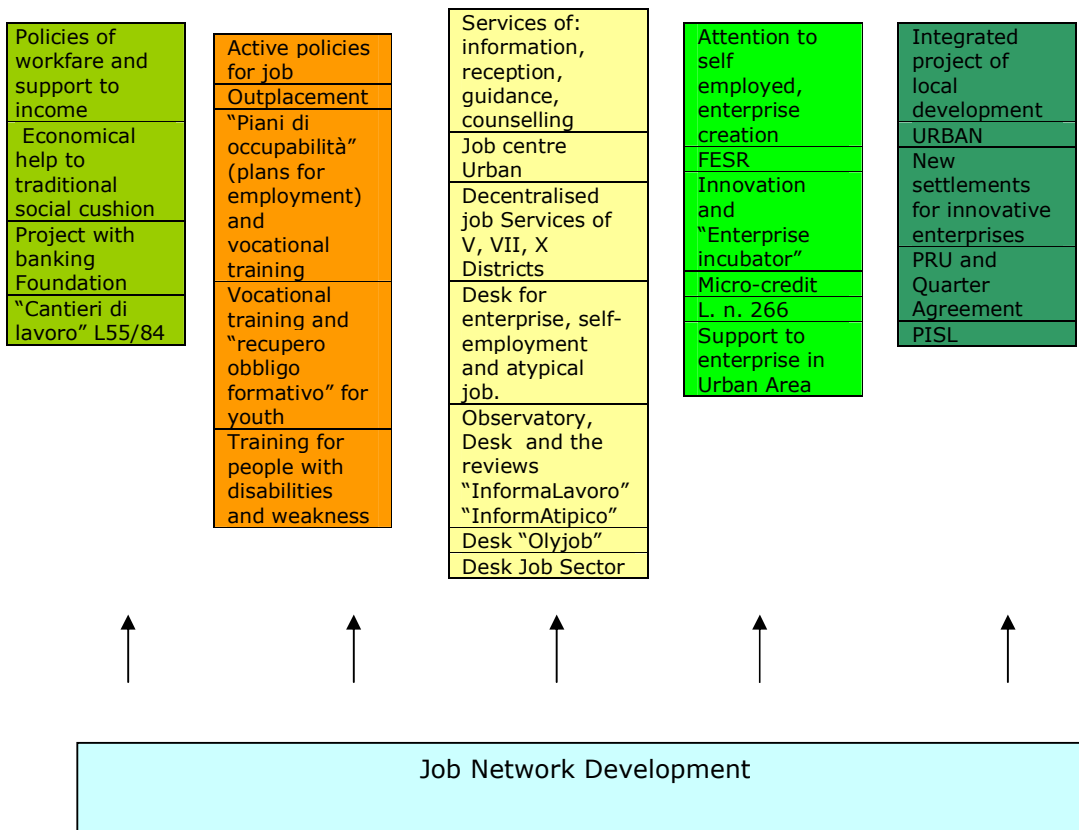
Years later from the job insertion, women could have a crisis into the preservation of the work place. Into the difficulties women look for a support from agencies or workers known during their vocational training. It's important to build stable "contexts" and steady supportive social networks, that could represent an "anchor" for women during difficulties. To guarantee this stability is hard for not institutional subjects working for short or medium term projects.

Extended vocational training

Vocational training showed as an important instrument for the job insertion of women. Women could try themselves in a working activities; the employers could, by the other side, know women on their capacities. Short vocational training are not sufficient to guarantee that women keep the jobs; more useful are extending apprenticeships that in some cases has been transformed into engagements.

3.2. Tools and services

To present the tools used to promote employment we report a comprehensive maps of policies, services and activities of the city (available on web site: <http://www.comune.torino.it/osservatoriolavoro/>) and a short presentation of two instruments.



Vocational training and guidance

The Service aim to support the job insertion of people that look for a job, with an attention to long time unemployed, to gender equality and to weakness people trough:

- Planning and implementation of vocational training
- Planning and implementation of guidance
- Promotion of local network for the development "employment plan"
- Co-ordination of Decentralised Job Services
- Co-operation with urban regeneration projects
- Planning and implementation of counselling activities for compulsory education

A particular attention is given to:

- Women with an age higher than 25, unemployed, with difficulties on conciliating work and family;
- Single parents with children.

Plan for the employment (Piani di occupabilità) and District workshop

The plan for the employment are characterised by an alternation of job and training; this alternation consent to users to try themselves as workers a know job-world. The job sector and decentralised job services, in collaboration with other local actors, selects users and detects job opportunities.

Some data

For the 2004-2005 people contacted has been 338, the interviews effectuated 245.

Person contacted by District has been 112. Women represent the great part of users.

Economical Development

	Plan for the employment	District workshop
Women	77%	69%
Men	23%	31%

Outcome

	Plan for the employment	District workshop
Insertion	108	80
Renunciation	26	38
Engagement	15	18

Follow up for 2003-2004

	Men	Male %	Women	Female %	Total
People engaged	17	39.53	26	60.47	43
People traced for the follow up	13	38.24	21	61.76	34
Working	10	41.67	14	58.33	24
Working in the same place of vocational training	5	45.45	6	54.55	11
Positive evaluation of vocational training	12	54.55	10	45.45	22

Service for weakness groups

The Sector works to help and support the engagement for “weakness people”, people with drugs or psychiatric problems, relational or socio-economic difficulties, former prisoners, etc.

The actions are: projects, counselling plans, training and vocational training: the aim is to support and empower job abilities and autonomy of receivers.

Vocational training realised on 2005

	Number	%
Men	40	81,63
Women	9	18.37
Total	49	100

Decentralised Job Services

The Decentralised Job Services are offices displaced nearby three urban districts: the services offer reception, information and counselling. The job Division of the Town is the co-ordinator of the services.

Some data

People inserted on data base of V District on 2005

total	men	%	women	%
715	245	34.3	470	65.7

Reconciling Work and Family Life

The Time and Motion Department of the City of Torino deal with work and family life reconciliation. In the last year the Department promoted different actions born in the Local Action Group of the project "Genderwise: the role of men in reconciling work and family life".

In particular:

a. Seal of quality for family friendly organisations

This project aims to "reward" with a seal of quality, that is a public acknowledgement and has a value in terms of availability for spending on the market, the organisations that pay great attention to the conciliation between to work and private life.

A work group has been created for the study of the documentation, the planning and the implementation. The project will be implemented with the collaboration of the Region, the Province, the enterprises and the trade unions.

b. Dissemination and sensitisation to the use of parental leaves

The aim is to increase knowledge of the Law 53/2000. The Department has been activated a campaign of social communication for the sensitisation on the theme of conciliation and gender stereotypes.

The Time and Motion Department, in collaboration with The Gate, published a comic strip on stereotypes and on the problems of sharing domestic works will be published on Vivacemente2. Vivacemente2 is a magazine for children of 7-11 years and for their families; it's published in 15.000 copies and it's delivered in each school of Turin and of the Municipalities of Piedmont that asked for (www.vivacemente.it). The publication of the comic is foreseen for the beginning of March. The comic strip is 3 pages long and it's theme will be "the pleasure to care the family by the father".

c. Informative point on conciliation

The action expected to open an informative point on the conciliation with the aim to give information and guidance on rights and duties for workers and on Local Services.

d. Website

The website of the Time and Motion Department contains a wide documentation and numerous to Italian and European experiences on equal Opportunities. In the website there is a discussion forum.

Project: "Da donna a donna"

www.comune.torino.it/dadonnadonna

Da donna a donna is an Equal project that aims to promote gender equality, to answer to the conciliation of life, work and social needs of people, and to support the entrance and the permanence of women in the labour market. The project started on the 1st September 2002 and ended on the 30th July 2005.

The target: women and men that has daily to manage life and work engagements; companies wishing to innovate the human resources management.

The aim of the project:

- To create and promote new services for the real needs of men, women and companies;
- To create new models of work organisation to let the conciliation with family and social responsibilities;
- To create employment opportunities for women wishing to enter or re-enter in the labour market: ad hoc training in new areas of employment.

The actions of the project:

- Informational campaigns about life and work conciliation;
- A study on women and men needs and on companies trends through case studies;
- Creation and testing of services supporting conciliation.

The services: Punto Informativo (Information Desk), BabySi, Sostegno in famiglia (Family Support), Servizio TuttoExpress, Figura di Sostituzione (replacement of the firm owner), ConciliaImpresa.

The services in companies: Baby Parking "Policino" at the University Politecnico of Torino, Punto Gioco "Baby Porto" at Caselle Airport Station.

The services planned (feasibility studies): Micro-nido aziendale ASL4 (Public Health Service); Punto Gioco - GTT Gruppo Torinese Trasporti (Public Transport); Infant and conciliation service in Villaretto neighbourhood.

Promotion and products:

- Operative handbook *Da donna a donna*;
- Informative campaign (February-April 2005);
- Kit with services profiles;
- The guide “Dal dire al fare: percorsi per servizi di conciliazione” (“From saying to making: path for conciliation services”);
- Final congress (with a survey about the knowledge of the conciliation subject);
- The issue “La parola alle protagoniste e ai protagonisti” (“Words from the protagonists”): the actors of the project accounts;
- Solutions for the conciliation: different models of flexibility;
- Monitoring and evaluation of the Partnership Network;
- Construction of the web-site.

The continuity of the project

In the months following the end of the project, the partners, thanks to the network relationships, aimed to support the continuity of the services created during the project. So they promoted some projects with European, national and private funds:

- Figura di Sostituzione: the service of replacement of the firm owner is supported by a trading association;
- The services TuttoExpress/BabySi/Familt Support: the partners continue to work at these services thanks to regional funds;
- Baby Parking “Policino”: the University Politecnico of Torino warrants the continuity of the service;
- Punto Gioco “Baby Porto”: the Torino Airport administration company warrants the continuity of the service.

Project: “Women’s inclusion and Employment”

Promotion of Women’s Participation in the Work Market

Por Fse Misura E1 Year 2005

This project is directed to women resident and/or domiciled in Districts 5 and 6 of Turin, who live in situations of social hardship and are excluded from the work market because of unfavourable conditions of an economic type, past or present family problems, their low educational level or their cultural environments of origin. The project plans a first phase of acceptance at the offices of the territorial network of the Employment Centres of Turin (CPI) present in the 2 districts.

The objective of the project is to start up 20 women in a training course lasting 5 months.

The actions planned:

- tutoring backed by apprenticeship or work activities also with cultural support and mediation with the company interlocutors
- administrative management of practices and income support
- individuation of valid answers to requests of skills with sustainable training modules, and to the difficulties that arise through the activation of the network in a flexible and personalised way

The project provides personal support and accompaniment, aimed at overcoming the limits of a cultural nature, helping the persons to test themselves on paths that are not familiar and to question the image of their own role.

The City of Turin is director of the project and exercises functions of coordination, planning, management, the diffusion of the results, monitoring and assessment.

Partnerships

Promoter: the City of Turin

Partners: the Kairos Consortium, Liberitutti Scrl, Cnos, ForCoop, Api Training, Csea, the Valdocco Animation

Cooperative, ORSO Scarl, the Almaterra Association, the Provincial CNA of Turin.

3.3. Projects

In this section are proposed some projects realised by the Local Development Agency to promote women economical development and social involvement. The projects represent an occasion to compare obstacles, models, tools and strategies. To facilitate the comparison and discussion the presentations answer to the following questions:

The assessment of women needs: what kind of tolls are used? What needs typology emerged?

The involvement of women: how has been the women contacted and involved? Which are obstacles met?

Project description: target, objectives, phases, obstacles, resources.

Evaluation of results: which indicators? What kind of tolls are used?

The project proposed are:

- Quarter Agreement of Via Arquata: project "Women protagonist of local development" - "Donne protagoniste dello sviluppo locale", a project for engagement of unemployed women with low education.
- PRU of Corso Grosseto – V District: project for engagement of unemployed women with low education.
- The Gate: action realised with Moroccan women who are irregular street-sellers of bread in the Porta Palazzo Area. The action has been developed inside a project on urban security.
- PRU of Via Artom presents the Enterprise Incubator, realised to support the start up and growth of new enterprises located in the neighbourhood .
- Local Development Agency of San Salvatio presents general services for job engagement and a project addressed to immigrant women.

3.3.1. Quarter Agreement of Via Arquata

Below it's reported the experience of training and work inclusion of women residents in Via Arquata, realised in the POM (Operating Multiregional Plan) "Women protagonists of local development". The City of Turin was the lead agency in partnership with the Province of Pavia and the City of Milan.

Times of the project: from 1998 to 2001.

Needs analysis	<p>Tools Research (local mapping, made for the Quarter Agreement through listening points in the courtyards). Individual orientation meetings.</p> <p>What is emerged The typical needs of weak areas: economical needs but also familial, relational, cultural and social needs.</p>
Elements facilitating the realisation of the project, women involvement	<p>A trust relationship: the initial involvement has not been so simple. The local area 7 years ago was characterised by a deep mistrust in the institutions. In these 7 years we worked a lot on this subject and many things have changed. The contribution of some operators who were points of reference for the people of the neighbourhood was essential: they built a trust relationship with the women and the families being for a long time in a listening attitude. Another very important element that allowed the trust relationships was the attention that the public authority gave to this neighbourhood through his candidature to big funding.</p> <p>The practicability of the plan: the women contacted were highly needy and the practicability of the plan met their needs. This aspect favoured the participation.</p> <p>An "outreach" work: the women were got in touch in the streets and in the courtyards, we did not wait for them at the desk.</p> <p>A stable framework: sometimes, after years from the beginning of the project, people could have some difficulties with the job they found, so they look for the agency that helped them. In our case, 5 women, after years, left their jobs because of different problems (a change in the contract, an organisation move, an employees cut ...). These concrete difficulties often have personal relapses (depression, passiveness); all this needs should have a known service available to meet them and help women to enter again in the labour market. We are submitting this problem to the Equal Opportunity City Councillorship, to the Labour City Councillorship and to the Province: a more stable service could be an important point of reference for the people.</p>

	<p>Involving enterprises: it is very important to involve enterprises and to obtain their alliance through the taking on of social responsibility. We chose to work with little artisan enterprises because they are more sensitive to this subject and are more rootedness on the territory. On the contrary, middle and big enterprises pay more attention to formal aspects, such as the seal of quality.</p> <p>The city participation. The partnership with the City of Torino and the synergy with some of its Departments was fundamental, for example to allow the extension of the training time (from 2 to 6 months). This extension of the training time was important because it allowed the employer to evaluate better the women work and to hold in consideration a possible hiring.</p> <p>The construction of a services network (conciliation): we tried to offer all the services needed for the care and helpful for the conciliation of work and family life (baby-sitting, flexible timetables) to facilitate the participation of women to the project.</p>
Target	<p>26 women (plus 4 that entered in the training step - 2 women and 2 men).</p> <p>Project for women with a long period of unemployment, women head of a family with children, women with mental health problems, foreign newcomer women.</p>
Steps	<p>The research</p> <p>Group guidance</p> <p>We worked on personal empowerment and on women expectations (at the beginning they thought they would find automatically a job). We work to highlight and stress their skills, to open new possibility of thoughts and to let them see themselves as protagonists of a choice, of a possible and realistic project.</p> <p>80 hours in 2 groups of about 13 people, managed by senior operators.</p> <p>Individual meeting</p> <p>The individual meeting allowed to give a continuous support in the more critical moments (doubts, concrete difficulties), we work to support motivation and on conciliation problems</p> <p>Knowing the territory: a critical point was the sense of belonging: at the beginning people did not want to stress their identification with the territory (with a bad social image). A time to know the territory and its resources allowed to work indirectly on the level of trust and of self-esteem, in other words, it created a possibility of relationship: a territory ready to receive and people ready to offer their resources outside their houses.</p> <p>Course of basic competencies: strengthening of competencies such as computer, languages, care work, writing.</p> <p>Training: thanks to the City of Turin, we could lengthen the training period (from 2 to 6 months). Also the selection of the work places has been very important, we preferred places that already had experience in educational training, that is situations that could get employees not completely adequate to the work role and that could give a longer period for the insertion.</p> <p>During the training period women got a payment of 300 Euro.</p> <p>28 women got a work contracts.</p> <p>Monitoring after the end the project: through our desk.</p>

3.3.2. PRU of Corso Grosseto – V District

The action has been realised between 2001 and 2005

Needs assessment	<p>Mapping and needs assessment has been made by the Social Accompanying. Youth and women has been identified as weak population. The area is characterised by a traditional culture in which the work of women is mostly the care of the house and the children. This area is characterised by a process of gradual impoverishment of the families managed by single women.</p> <p>Constitution of a "Social Table" with local public and private actors, to reflect and to plan on the theme "women and job". Action-research.</p> <p>Needs expressed: to have a job near home, not in conflict with family life; job as: tool to overcome emergencies, to have an income, to fill the time; training is an obstacle because it takes time and extends the period of unemployment.</p>
Elements facilitating the realisation of the project, women involvement	<p>Motivation and participation of members of Social Table.</p> <p>To speak the same language of women: the language and representations used by women is a <i>care-language</i>. Women have experienced listening and confidence.</p> <p>Individual support to women: it has permitted to work on initial expectations. Women saw job in an instrumental way and have a low planning capacity. It's important to be present during crises and difficulties.</p> <p>Accompanying: it's the possibility to have a place to express doubts and perplexities, to find new forces and not surrender faced difficulties.</p> <p>Collaboration with institution.</p>
Target	<p>47 women involved on action-research. 10 women inserted on Plan for the employment (Piani di occupabilità); 8 employed.</p>
Steps	<p>Action-research: 47 women contacted; needs assessment; representations of job; financing of 3000 € by the Municipality. At the beginning women did not express any representations about job; they had a traditional idea (work at home or care to children or elderly) and accepted black job. Sometimes job had seen as dangerous because it could destabilise the family system and put in crisis their traditional role. The Action-research has permitted to establish a relation with the women and the emerging of hidden needs.</p> <p>Realisation of engagement planning: in collaboration with V District, Employment Department and Urban Regeneration and Development Area. The engagement planning has been characterised by flexibility and presented many analogies with the project of Via Arquata.</p> <p>Selection of women: for the project has been selected women that satisfied requisite, but a different work has been made also with other women.</p> <p>Group meetings: women has been involved in meetings that permitted to understand better their situation. In a "drawing-room conversation" women and operators spoke about job related problems. Women has been supported on talking about their own history: biographies has been collected and the most important facts have been pointed out. Afterwards the women have narrated their working-autobiography.</p>

3.3.3. The Gate-L’Shangai project

The project is an action of a larger project about urban security in the Porta Palazzo Area. The project has been financed by the Region Piedmont in the 2004; the aim was to reduce the sense of insecurity produced by the immigrants who have irregular activities on the area, above all irregular street sellers. The groups involved has been: mint and food sellers; home-made bread sellers, abusive taxi drivers, mounters of market-stands.

First phase of the project: since 2005 to 2006.

Needs analysis	Mapping. The Gate exists since the 1998 and have a great knowledge of the territory. Participant observation: to identify persons, timetable, space about the commerce. Individual and group meetings
Elements facilitating the realisation of the project, women involvement	Accompanying and support to resolve problems: for example the extension of residence permit, the lease, sanitary card. Linguistic mediator
Target	11 women coming from Morocco; age between 30-50 years, bakery and irregular bread sellers.
Steps	Participant observation Contact with women: Women has been contacted to explain the aims and objectives of the project, the reduction of abusive selling on the streets. The contact was very simple, the women were open and available. From the social workers point of view the street selling was a problem, on the contrary, from the women point of view the irregular selling was a solution to problems: economic but also socialisation problems. The street selling represent a way to come out the loneliness too. Mostly the women had a working husband, children attending school, and had a regular resident permission. For a less part women had not a resident permission, had young children; for them the bread selling represented an important income (5-10 € a day, 50 during the WE). These kind of activity (street-selling for women) is not present in Morocco culture, women say they aren't in a favourable light for people coming from the same country. Points shared between women and operators: to go away from the street, to preserve socialisation and income. Group meetings: - Meeting with police to share a strategy for the intervention and to permit a relation not based on repression. - SWOT analysis: profile of sellers; point of force and point of weakness to change the activity Good relations has been established. From the meetings emerged the idea to build a collective oven. The group has been a tool to stimulate mutual-help, leadership emerging,

comparison. The solution to this problem is possible only if all women share the solution and take the responsibility.

Vocational training in baking. The course has been realised with the collaboration of a agency specialised on job research and guidance. Women has been insert in an Equal Project "Prime ali". The course included: competence balance, job observation, support to competence, vocational training. 14 women have started the course (3 retreated). During the training was present a mediator.

Course of Italian language. The language represent an obstacle to access to vocational training; many women are illiterate in Arabic. Women have been introduced in a course of Italian language. The frequency was elevated and constant for the high motivation.

Vocational training

The future: to find job by a baker; to have a collective oven in Porta Palazzo.

3.3.4. PRU of Via Artom

This project is about an Enterprise Incubator. At the beginning the action of job insertion has been made steering persons to the Counter Job of the District and through actions directed mainly to men. Afterwards with a larger group involving different actors of the territory (as the co-operative Biloba, Social Services, co-operative Mirafiori, Association Arcobaleno, Legambiente, etc.) has been planned a project for youth that supported the entrepreneurship from the bottom. The Enterprise incubator of the PRU is not as the incubator of Polytechnic or MIP project of Province that ask for previous competence. The project is addressed to people unemployed that are thinking to start up an own activity; often the idea of enterprise concerned a current black job or a job person had in the past. The incubator is directed to all the habitants of Turin but a preferential criterion is to have the residence on the quarter. The new enterprise must be located in the PRU area. The idea is to link job access with local development.

The project started on 2004.

Needs assessment	<p>Tools: The action of Social Accompanying and the Counter of the Agency (opened all days between 9 and 13 and addressed to the habitants of the quarter) had permitted to know territory and population.</p> <p>What has been emerged: the Counter has been born as counter to manage "social yard", for the extraordinary maintenance and the organisation of the move of people living in two building that has been foreseen to be knocked down. All the interviews are collected in a database. The real strong need is to find a job. Lots of problems (for instant the delay in payment of rent) result from unemployment or from irregular work.</p>
Elements facilitating the realisation of the project, women involvement	<p>Collaboration with different territorial networks: Yepp (International network for Youth), Lisem, Services for employment, Table of Enterprise Incubator of the Region Piedmont. The comparison with subject working in economical field has permitted to: reason about the practicability of projects; go over and supplement the social point of view.</p> <p>Heterogeneous working group: the presence of different approaches, belonging, gender, is important to work on these theme.</p> <p>Stable and durable funding: in these years the continuity of funding (from the Municipality and the San Paolo Company) has made easy the work and to long time plan. The territory of Via Artom has had consistent funding in past years; for the future fund raising will be necessary. The Enterprise I Incubator costs 40.000 € for year (in addition to 20.000 € of social accompanying work).</p> <p>Gender parameter: some criteria for project selection favour the women participation. These criteria have been introduced during the second year of activities: the past experience pointed out that with general criteria the great part of selected plans came from men. Past year, on 32 plans presented, 20 were women and 9 began an enterprise. For example: enterprise for cleaning, tailoring, education, services for children care.</p>
Target	<p>Single or enterprise groups composed for the 70% by women and 50% by youth between 18 and 23 years.</p> <p>In 3 years 52 persons has been in contact. The enterprise realized are 10 for a total of 22 persons.</p>
Steps	<p>Counter to collect needs and offer guidance. The enterprise incubator has been published through flyers and direct contact. Other possible actions are: guidance, insertion to vocational training.</p> <p>Enterprise Incubator</p> <p>Collect ideas: the enterprise idea is presented by a gender balanced group</p> <p>Development of idea and drawing up of application. The group (or single person) that presents the idea is followed for 12-14 hours to evaluate the practicability and to compile the application form.</p> <p>Selection. The selection has made following fixed criteria corresponding to a score (see annex).</p> <ol style="list-style-type: none"> a) Accompaniment to set up an enterprise. Selected ideas are followed by a tutor for three years. The first period is to understand what kind of enterprise is possible to set up. The project pay a professional accountant for the first year of the activity. The tutor offers help to: fund raising (Legge Bersani), complete the bureaucratic paperwork, find an office (there is an agreement with local owner to have a fixed rent). b) Insertion in a existing enterprise. Since this year the Agency try to apply the model of French "couveuse": to insert subject not at all autonomy to establish an enterprise inside co-operative societies already existing. The co-operatives offer own entry VAT number and civil responsibility to permit to try a kind of protect entrepreneurship. In this way the persons can think only to their activities and not to bureaucratic aspects. The project go on for a year, after the subjects can found an enterprise or leave the project.

3.3.5. The Agency for San Salvario Development

Below are presented some experiences and micro-projects of past years. The initiatives has been addressed to weak-groups: the target are mainly immigrant women. The fields of projects are education, job and socialisation.

Needs analysis	<p>Tools: the previous knowledge of the territory by the Agency; Counter "Infoimpresa" (open on Monday 11.30-13.30 and Wednesday 9.30-13.30).</p> <p>What emerges: Italian women that come to the counter have a high school level and have previous resources to manage an enterprise: they have information about the opportunities and administrative way to start up the activity. Immigrant women, instead, don't know legislation, meet difficulties face the bureaucracy, have linguistic problems with Italian Language and the business plane represents an obstacle. The enterprises they want to have are ethnic. Immigrant women look for a job search a job with low professional profile also if they have an university degree. During the 2007 Ciscene in collaboration with ASAI realised a project of Province directed to job insertion of 20 immigrants (10 women). Women (from Morocco, Peru, Nigeria and Congo) look for care job apart from their degree. They need to be reinforced on basic capacities: Italian language, work legislation, IT.</p>
Elements facilitating the realisation of the project, women involvement	<p>Internal network: the job counters (ASAI, Infoimpresa) and conflict management counter (Gruppo Abele) are connected and are in the same place. The staffs work in close co-operation.</p> <p>Networks on the territory. In San Salvario there is a close network between the different agencies.</p> <p>Legislative resources: L30 (part time); L 22/97 (Youth and women enterprise); Found of Women Guarantee, L215; micro-credit.</p>
Target	<p>Italian and immigrant women.</p> <p>Since January 2007 women came to the counter Infoimpresa has been 13 (2 from Senegal and Nigeria)</p>
Steps	<p>Counters: the contact with target people is trough the job counters.</p> <p>Information on Territory: widespread information on quarter initiatives has made trough flyers, various communication, the activities of associations.</p> <p>Accompanying: The accompanying is characterised as overall and large plane concerning, in special way, all the aspects facilitating the access to job: from technical side (as business plane, income declaration, receipted bills) to conciliation support between work and family. Accompanying means help, support and facilitate to understand the meaning of the way made.</p> <p>Results evaluation: continuous monitoring.</p>

4. Cross-projects important elements

4.1. Obstacles to women involvement

4.2. Facilitating aspects for women involvement into job insertion courses

4.3. Actors involved

4.4. Strategies for women development

4. Cross-projects important elements

4.1. Obstacles to women involvement in the area of local development projects. The obstacles are referable to women, services and projects.

Obstacles	
Women	Economic disadvantage: women are often unemployed or have a black job
	Social disadvantage: women without a social support network
	Women have scarce links with the resources of territory
	Traditional role: a traditional and rigid vision of women and men role could contrast the changes and participation
	Family and domestic responsibilities
Services	Services have accessibility problems such as the timetables and the little visibility
Projects	General approach of projects: without a clear reference to gender into the projects women run the risk to be under-represented
	Short-term projects offered by social workers

4.2. Facilitating aspects for women involvement into job insertion courses

Facilitating aspects	Examples
To build contexts that facilitate relationship and communication	Intercultural mediator, to use the same language of women; outreach work.
To keep confidence relationships and self-help	Confidence relation, accompanying and support to the individual and to the group
To propose a project that fits women needs	The practicability of a plan and its flexibility (in terms of personalization of the courses)
To work with a long time perspective and to have a long time monitoring	To guarantee stable point of references
The networking with the territory	The enterprise involvement,

Cross Project aspects

	the Municipality participation, the collaboration with institution, the realisation of a social support network
The activation of support and conciliation services	Services for time conciliation, care services for children

4.3. Actors involved in the plan

Actors involved	Tasks
Local Development Agencies	Link between users and other actors (institutional and territorial); The accompanying of users; The research of vocational training The selection of users Needs assessment Planning the actions and the projects Monitoring and support "Front office" activities
Municipality	Allocation of resources Technical support through the work of Divisions and Sectors Guidance Services Needs assessment Realisation of favourable policies Dissemination of the projects Sensitisation campaigns
Local Association and Co-operatives	Needs assessment Planning the actions and the projects
Enterprises	Availability to vocational training and job insertions
Trade Union	Allocation of resources
Other Agencies	Initial research Job guidance

4.4. Strategies for women development

Strategies
To have a model of sustainable development: it's important to confront with the bounds of welfare model and also with the strategies pointed out in the Lisbon Agenda
To guarantee and improve the accessibility to the existent Services
To remove access constraints (cultural, administrative and juridical)
To have a gender(s) attention in the planning
Promote equal opportunity through quotas
Evaluation culture: the institutions should consider the effects of their politics also from a gender point of view

Annexes

- **Mandato 2006 – estratto pari opportunità**
- **Criteri per l'incubatore di impresa**
- **Profilo sintetico di Mirafiori**
- **Falchera si muove**
- **Pas di via Ivrea**
- **Report progetto L'Shangai**