

SERIES OF MEETINGS ON "Rights, Development and Rurality: The Collective Strength of Women"



FOURTH APPOINTMENT

Employment in agriculture. What visibility there is for women

APULIA REGIONAL GOVERNMENT HEADQUARTERS - BARI (BA)
14 DECEMBER 2022

To register, fill in the form on the [following link](#)

Courtesy of Archivio Nicola Ciletti

Series of Meetings on “Rights, Development and Rurality: The Collective Strength of Women”

Women account for more than 50 percent of the population living in Italy's rural areas (21 million). Their daily engagement in weaving the threads of the country's economic and social fabric has been and is fundamental to the resilience of these areas. However, their voices are seldom heard, and their potential is underestimated and often stymied.

Despite their tenacity and resourcefulness in preserving local ecosystems, adopting responsible management practices for territorial resources and providing innovative solutions to cope with crises, and regardless of how effective they are in setting up collaborative networks and exchanges amongst people in the supply chain, actions in support of these women are still few and sporadic.

Institutions and authorities have full discretion in deciding whether to roll out such measures and sometimes actions are not implemented on a continuous basis or underpinned by a strategic and equalitarian approach to rural development. To enhance the visibility of women and their role in rural areas and to support efforts that may overcome major structural challenges that disempower women and discriminate against them, CREA, as part of the National Rural Network, is holding a series of meetings on “Rights, Development and Rurality: The Collective Strength of Women”.

The shaping and assignment of gender roles and the social relations they inform are the themes linking the events in the series. By exploring the specific traits of the universe of rural women, the meetings will examine the common denominators that public policies should incorporate in order to promote a collective and shared agenda of actions and initiatives that may trigger change based on equity, respect and openness, for the benefit of all. Special attention will be focused on the post-2020 Common Agricultural Policy which is currently being drafted.

The meetings will address women's right to:

- economic independence, focusing on the key features that characterize women's work –whether they are self-employed or employees– such as



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safeguarding workplace health and safety or ensuring fair remuneration;

- equal access to:
 - ✓ a local public system providing basic infrastructure and services that meet national standards,
 - ✓ active participation in decision-making, political and economic processes, and
 - ✓ updates, training programmes and information on current economic and social dynamics.

The speeches and debates will highlight practices of the primary sector (agriculture, livestock and fisheries) and their synergies with various components of local economic systems and will draw from accounts and evidence provided by associations and by academic and institutional communities.

With a view to supporting and strengthening women's voices, the meetings have been jointly organized with women's trade unions and professional organizations, economic associations, local institutions and civil society representatives.

Employment in agriculture. What visibility there is for women

Bari, 14 December 2022

The 14 December 2022 seminar on “Employment in agriculture. What visibility there is for women” is the fourth of the series of seminars called “Rights, Development and Rurality: The Collective Strength of Women” organized by the National Rural Network.

The event will be held in Bari, the capital of one of the top agricultural regions in Italy where there is a strong demand for agricultural labour.

In societies with advanced economies, agriculture faces what Philip Martin aptly called “the prosperity paradox”, namely, in countries where per capita income is highest and the agricultural sector most productive and professional, working conditions and economic prospects for workers employed in agriculture are worse than in the other sectors of the economy. In essence, while agriculture produces more wealth, farm workers become poorer.

Italian agriculture seems to have completed its restructuring process; in the past few years the overall and relative number of people employed has been stable or on the increase. While farms largely remain family-run businesses, the incidence of employed workers is slowly but steadily increasing together with the trend toward professionalization but, as data from Italy’s National Institute for Social Security (INPS) show, they are mostly fixed-term workers. Hence, also in Italy agriculture is a modern sector capable of high-quality production but the jobs on offer are precarious, irregular, poorly paid, often physically demanding, and consequently unattractive. As a result, foreign workers, often temporary migrants from EU countries, are called in to fill the vacancies left by Italians seeking work placements in more favourable sectors. The hired labour force in agriculture increasingly comprises workers with little bargaining power, exposed to illegal recruitment processes and exploitation.

Amidst such vulnerability, women may be in a position of further weakness. This assumption stems from statistical evidence as measured by the regional gender equality monitor consisting of two composite indices for the European Union –the Female Achievement Index (FemAI) and the Female Disadvantage Index. The regional monitor has revealed that Italy’s regions rank among the lowest in Europe. This evidence highlights that gender equality is far from being achieved in Italy and has led to our decision to organize a series of seminars addressing the issues rural women face. The particular vulnerability of hired workers prompted us to focus on this topic, specifically in the primary sector, to enhance understanding of the condition of women. To this aim, photographs and paintings on the subject will be presented during the event. There will also be a video presentation of some of the paintings by Nicola Ciletti (1883 -1967), who was highly sensitive to the theme of rurality and the plight of its most unfortunate inhabitants, particularly women.

The seminar will examine the challenges that public policies will soon face at the local, national and international level to valorise agricultural labour, starting by narrowing the gender gaps. Our talks will take place in three working sessions. During the first session, the characteristics of the labour market in agriculture will be outlined and statistical elements, farmers’ needs, difficulties in recruitment and women’s access to training will be highlighted. In the next session, the regulatory aspects of agricultural labour will be explored in depth from a gender perspective, and the Italian experience (Law no. 162/2021: equal pay, positive sanction, gender certification, joint employment contracts; Decree Law no. 76 of 2013 converted by Law no. 99 of 2013) will be compared with the Spanish models (labour reform of 2022). The efforts of international institutions to combat the exploitation of female workers and vulnerable groups will also be considered. Finally, the third session in the afternoon will focus on rights awareness and emerging needs, the strategies of Italy’s National Plan to tackle labour exploitation in agriculture (Tavolo di contrasto al caporalato) and on social conditionality for fair and equal work for women.

During the event, Barbara Forcina and Francesco Ambrosini will carry out short video interviews which will be made available on the meeting website. The morning of the 15th will be dedicated to a field visit; representatives of CREA and ActionAid, together with a Spanish delegation, will meet Teresa Diomede, woman farmer of the Racemus farm in Rutigliano (BA).



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DRAFT AGENDA

9.00 **Welcome**

9.30 **Introduction**

Catia Zumpano, *CREA Agricultural Policies and Bioeconomy (CREA PB) - National Rural Network (NRN)*

Welcome Addresses

Valentina Romano, *Director - Welfare Department - Apulia Regional Government*

Gianluca Nardone, *Director - Department of Agriculture, Rural and Environmental Development - Apulia Regional Government*

Sabrina Liberalato, *Head - Department of ActionAid Italy Programmes*

Video: Nicola Ciletti - Women in the rural areas of southern Italy in the first half of the 20th century

10.15 **FIRST SESSION: Agricultural labour in Italy's socioeconomic context**

Moderator: Grazia Valentino, *CREA PB - RRN*

Analysis of the economic context

Maria Carmela Macrì, *CREA PB - RRN*

Labour protection and safety in agriculture, specific features regarding women

Marilena Micelli, *INL - National Labour Inspectorate*

Fruit and vegetables farmers' needs among digital innovation, precision techniques and high manual skills

Simona Caselli, *Areflh - Assembly of European Horticultural Region*

Women and marginality in agricultural and rural contexts

Fiammetta Fanizza, *University of Foggia*

11.15 **Coffee break**



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PROGRAMMA

11.45 **SECOND SESSION: Regulatory aspects, comparison between Italy and Spain**

Moderator: Grazia Moschetti, *ActionAid Italia*

The action of international institutions in preventing and combating the exploitation of women workers and vulnerable groups

Gianni Rosas, *ILO- International Labour Organization*

Agricultural workers and gender: this is a matter of male power

Leonardo Palmisano, *Cooperativa editoriale Radici future*

Beyond sanctions: legal instruments for equal opportunities

Madia D'Onghia, *University of Foggia*

The Andalusian experience between labour reform and women's representation

Ana Gomez, *Alianza por la Solidaridad*

Ana Pinto, *Jornaleras de Huelva en lucha*

Angels Escrivà, *University di Huelva*

13.00 **Debate**

13.30 **Light Lunch**

14.45 **ROUNDTABLE: TOOLS FOR CHANGE**

Moderator: Pasquale Bonasora, *LABSUS - Laboratory for subsidiarity*

Rossella Ciavarella, *University of Foggia*

Grazia Moschetti, *ActionAid italia*

Alessandro Monteleone, *CREA PB - RRN*

Serenella Molendini, *National Equality Council Member*

Rappresentanti *FAI-CISL, UILA-UIL e FLAI-CGIL*

16.15 **Summary and closing remarks**

Lucia Tudini, *CREA PB - RRN*



Working Group “Gender equality” CREA Agricultural Policies and Bioeconomy (CREA PB) - National Rural Network (NRN):

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