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**GEAR – Gender Equality and Antidiscrimination for Roma**

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T3.4 Training for practitioners from public and private entities

**GEAR**

# GENDER EQUALITY AND ANTIDISCRIMINATION FOR ROMA

## Training course on gender issues

The training course on gender discrimination, organized as part of the European GEAR project, consisted of six sessions that addressed various aspects of the topic, starting from the legal framework. Key issues explored included combating gender-based violence, abuse against women, and discrimination, along with the economic and workplace dimensions that often place women in subordinate positions. Trainers had about thirty minutes to introduce and discuss the topics, followed by approximately ten minutes for participant questions and group discussions.

### First training meeting on combating forms of gender discrimination - 25/04/2024

The first training meeting, held on the Zoom platform on 05/25/2024 at 4:30 p.m. and with the participation of 20 people, addressed the issue of combating gender discrimination in the areas of: education, development, training, health and nutrition.

#### Trainers:

- **Mariangela Barletta:** A doctoral student in Public, Comparative and International Law at “La Sapienza” University of Rome, she serves as a lecturer and tutor in the Advanced Training Course “Women, Peace and Mediation.”
- **Elena Fierli:** Vice President Scosse. Research and training on gender studies, valuing differences, combating gender violence and discrimination, and difference education. In particular, she works on representation and deconstruction of stereotypes and training for teachers in the 0-14 age group through illustrated books.

In the first part of the training, trainer Mariangela Barletta provided an overview of forms of gender discrimination in the fields of education, development, health, and nutrition, as well as the legal tools to counter them at both international and European levels.

In the international context, the rights of women and girls to education and health were analyzed, highlighting obstacles such as gender-based violence, stereotypes, and early marriage. Conventions such as the Universal Declaration of Human Rights, CEDAW, and the 2030 Agenda promote education and health without discrimination. Topics such as safe abortion, surrogacy, and adequate nutrition were also covered, supported by international regulations and initiatives like the Generation Equality Forum.

In the European context, the training examined EU regulations and initiatives such as the Gender Equality Strategy 2020-2025, which promotes gender equality in education and professional training through programs like Erasmus+. A proposal for an EU directive to combat gender-based violence was also discussed, aiming to establish common standards of protection for women across all Member States.

In the second part of the training, trainer Elena Fierli took the floor, using illustrated books to introduce the concept of “intersectionality.” She explained how this concept describes the condition in which a person possesses multiple characteristics (such as gender, race/ethnicity, class, sexual orientation, citizenship, ability, and others) that can confer privileges or, conversely, expose them to oppression, placing them in different positions within society. Fierli illustrated how women are often subject to gender stereotypes, prejudices, and discrimination. These three levels are interconnected: cognitive (stereotypes), emotional (prejudices), and behavioral (discrimination), creating forms of social oppression.

## **Second training meeting on countering discriminatory practices, promoting girls' rights, and protecting their participation in social and political life - 12/06/2024**

The second training meeting on gender discrimination, held on June 12, 2024 with the participation of 17 people, focused on three topics in particular:

- Countering negative cultural practices and attitudes toward girls;
- Promotion and awareness of girls' rights;
- Protecting girls' participation in social and political life through increased awareness of their needs and potential.

### Trainers:

- **Valentina Zambrano.** Associate professor of International Law at the Department of Political Science, Sapienza University of Rome. Director of the Sapienza University Advanced Training Course in “Women, Peace and Mediation.”
- **Raffaele Cadin.** Associate Professor of International Law in the Department of Political Science at La Sapienza University. Directs the Master's degree in International Protection of Human Rights “Maria Rita Saulle.”
- **Cristina Gasperin.** Many years of experience in training and facilitation of pathways centered on bullying, violence and gender stereotypes, homophobia, gender-based violence, social-affective education pathways.

In the introductory part of the training, thanks to the presentation by Professor Raffaele Cadin, an overview of the international legal framework on discrimination and the fight against violence toward women was provided. This included treaties, declarations, and general regulations affirming and supporting the rights and non-discrimination of women, such as the Declarations of Fundamental Human Rights and the United Nations Covenants.

Moving from the theoretical and legal perspective, with contributions from trainers Valentina Zambrano and Cristina Gasperin, the focus then shifted to exploring ways to ensure women's participation in social and political life, highlighting their needs and potential. To achieve this, a collective effort is essential to dismantle negative cultural practices and attitudes toward girls and women, with the goal of effectively promoting and raising awareness of their rights. For this collective effort to be effective, it is crucial to adopt a neutral perspective, broaden our vision through gender studies, and recognize and value diversity.

Cristina Gasperin emphasized the need to deconstruct gender stereotypes and create a new narrative. Where to start? In schools, by proposing intervention strategies to combat gender-based

violence in its various forms, with the understanding that schools are a CRUCIAL space for prevention and intervention, though they are still too often lacking adequate resources.

### Third training meeting on countering economic exploitation and strengthening family responsibility to improve the status of girls - 24/06/2024

The third training session on gender inequalities, held on June 24 on the Zoom platform with the participation of 15 people, adopted an economic approach in the first part, focusing on labour exploitation from a gender perspective. The second part, however, was dedicated to the role of the family and the importance of strengthening it to improve women's conditions.

#### Trainers:

- **Mauro Di Giacomo.** Digivis Director, economist expert on labor market, undeclared work and employment inclusion. He has been part of international research groups on nonregular labor and migrant inclusion with Anpal Servizi, Ministry of Labor and Inapp/Isfol. He has also participated in several projects on labor legality and employment with Ires and CENSIS. He currently directs Assolavoro's Datalab laboratory with Digivis;
- **Sandro Gallittu.** Head of family and children's policies and CGIL New Rights Office;
- **Giuliano Ferrucci.** He has worked for the Di Vittorio Foundation (formerly IRES) since 2006 and currently holds the labor market observatory. As a statistical researcher, he collaborates with the heads of other research areas (welfare, immigration, health and safety) on national and international projects on socio-economic issues.

Mauro Di Giacomo explored gender inequalities in the labour market, highlighting the specific challenges women face. He demonstrated how female participation in the workforce is lower than male participation, with many women working part-time roles to balance family responsibilities, due to limited access to adequate support services. This situation contributes to the gender pay gap, as women are overrepresented in lower-paying sectors and underrepresented in high-growth areas such as technology and engineering. Di Giacomo also pointed out the presence of invisible barriers, known as the "glass ceiling," which limit women's access to leadership positions. Further compounding this issue is the "second shift" of unpaid domestic work, which reduces women's time and energy for professional advancement.

Subsequently, researcher Giuliano Ferrucci presented a Save The Children study on child labour, explaining its definitions and measurement methods. Gallittu then connected to this topic by adopting a gender perspective, emphasizing the importance of a preventive and empowering approach to counter patriarchal and sexist culture. Gallittu highlighted the need to promote respect for differences, starting within the family context.

### Fourth training meeting on combating gender-based violence and abuse against girls – 08/07/2024

The fourth training session on gender discrimination, held on July 8, 2024, with the participation of 16 people, was entirely dedicated to combating gender-based violence and abuse against girls.

**Trainers:**

- **Carla Centioni:** Ten years' experience in training, supervision and implementation of services and projects to combat gender-based violence, in formal and informal settings, within organizations, institutional venues, social and health services. Responsible for anti-violence centers and shelters for women and children victims of trafficking and domestic violence;
- **Sabrina Lucantoni:** Criminal lawyer with decades of experience, former President of the Criminal Chamber of Velletri for the 2019-2023 biennium. Legal consultant and advocate at the anti-violence centers "Il Filo di Arianna" and "Marielle Franco."

The first part of the training, led by attorney Sabrina Lucantoni, explored gender-based violence and its legal framework within the Istanbul Convention and Italian laws, including recent measures such as the "Codice Rosso" law, aimed at punishing domestic violence, revenge porn, and forced marriage. Gender-based violence manifests in various forms, including domestic violence, witnessed violence (when minors are exposed to domestic violence), and stalking. The trainer also presented preventive and protective measures for victims, such as restraining orders and emergency removal from the family home. Lucantoni emphasized the importance of prevention through education and awareness, with the aim of countering the culture that legitimizes gender-based violence and highlighting the essential role of institutions and society in supporting victims.

In the second part of the training, Carla Centioni introduced the fundamental role of Anti-Violence Centers, envisioned as places of freedom and self-determination that have brought domestic violence to light as a social and structural issue. These centers provide active support and listening 24/7, psychological assistance, job counseling, and legal aid. The role of the anti-violence operator was also presented, emphasizing how they work through a non-judgmental approach and attentive listening to the needs and timelines of the women they support.

### **Fifth workshop meeting on skills emergence – 04/10/2024**

The fifth meeting, which was attended by 9 participants, was designed to highlight participants' personal skills and deepen the analysis of work contexts, as well as those of activism and volunteering. The objective was to assess and enhance the ability to take action on the topic of combating gender discrimination. This session proved to be a valuable opportunity to share resources and create a space for dialogue and collaboration, encouraging active participation among all involved.

**Trainer:**

- **Roberto Latella.** Sociologist Trainer and Counselor expert in social and educational work is author of several publications in the pedagogical and social field. He collaborates with many cooperatives and training institutions in the Lazio Region as a trainer, supervisor of socio-educational services and researcher, with a focus on adolescent and childhood issues. He has been measuring himself for several years with narrative methodologies and the use of metaphor in the training and educational field.

Trainer Roberto Latella led the session with a focus on bringing out participants' personal skills and, with their active collaboration, identifying those competencies that can support gender equality initiatives and facilitate understanding and connection between diverse groups. Latella emphasized that competencies are closely tied to what we are passionate about; they are not neutral but intrinsically linked to personal engagement.

He then introduced the concept of competence as the individual's ability to mobilize, within a given context and for effective job performance, a combination of internal and external resources. As explained, competencies are observable through actions and can be categorized into different types: technical-professional, foundational, and transversal. Transversal competencies, in particular, are valuable in today's world due to their flexibility and adaptability across various contexts.

Latella also highlighted that there are often skills we don't fully recognize as our own, using them only partially. This is particularly significant for women, who, within a patriarchal society, often face more challenges in acknowledging certain competencies, which thus remain invisible. It is therefore essential to undertake a journey of awareness to give value to these latent abilities, breaking free from societal limitations that often push women into roles of service without recognizing their full worth.

During the session, tools like the competency map were used to promote self-assessment and help participants identify their skills. The final aim was to reflect on how these competencies could be applied in areas like combating discrimination, with a particular focus on gender issues.

### **Sixth training meeting on nationalism, patriarchy and intersectionality – 15/10/2024**

The session, led by Patrizia Fiocchetti and Diletta Alese and with the participation of 9 people, explored the concepts and relationship between nationalism and patriarchy, with a focus on the instrumental use of gender issues in the context of the growing phenomenon of "femonazionalism." This was followed by an in-depth look at intersectional approaches and theories. The divisive political use of violence against women's bodies in wartime contexts was next analyzed, presenting other often underestimated forms of systemic violence, such as obstetric violence, not yet included in war crimes legislation.

Trainers:

- **Patrizia Fiocchetti.** With over twenty years of experience across Europe and beyond, she has worked with refugees, amplifying the often-isolated voices of women in war zones. She authored *Afghanistan fuori dall'Afghanistan* (Poiesis Ed., 2013, with Enrico Campofreda) and *Variazioni di Luna – Donne combattenti in Iran, Kurdistan, Afghanistan* (Lorusso Editore, 2016). She also contributed to the books *Una mattina ci siam svegliate* (Round Robin, 2015), *Si può ancora fare* (Safarà, 2016), and *Fuoco!* (Red Star Press, 2018). Her articles have been published in *Il Manifesto* as well as in the magazines *Laspro*, *Confronti*, and *Guerre e Pace*.
- **Diletta Alese.** Sociologist and social planner at Arci Solidarietà Società Cooperativa Sociale, specializing in the study of gender issues in relation to the migration phenomenon, with a particular focus on the intersectional approach. For years she has been promoting and organizing seminars and initiatives on issues of European and global citizenship. She has held numerous positions in the European Federalist Movement, European Federalist Youth and JEF Europe. Currently, he is president of the European Federalist Movement of Lazio.

In the first part of the training, Diletta Alese introduced the concept of intersectionality, a theory that examines the interaction between different identity categories—such as gender, ethnicity, social class, sexual orientation, and ability—and how these intersections generate complex forms of inequality and discrimination. Intersectional theory criticizes feminism and anti-racist movements for often overlooking the interactions between different forms of oppression. The training then explored the link between gender and nationalism, highlighting how nationalism creates specific roles for men and women, with men assigned to the public sphere and women to the private. In this way, nationalism and patriarchy reinforce each other, portraying men as warriors and women as symbols of national identity. This is where the term "femonationalism" comes into play, referring to the instrumental use of feminism by nationalist forces to promote a xenophobic agenda, using the theme of gender equality to demonize women from other cultures.

The second part of the training, led by Patrizia Fiocchetti, explored and analyzed war contexts in which women's roles are crucial. It examined female resistance movements, such as those in Syria, Kurdistan, and Iran, where women are at the forefront of the struggle against dictatorial regimes, becoming active agents of change. In these contexts, women are no longer seen as mere temporary participants; instead, their liberation and that of the nation become both political and structural issues. They push beyond the limits imposed by patriarchal systems and social and cultural norms, and their bodies become a battleground, symbolizing the front line of conflicts that also concern broader social and political issues.



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