



# *SOCIAL PROTECTION AND GENDER EQUALITY: TOOLS AND RECOMMENDATIONS FOR A RENEWED EUROPEAN SOCIAL DIALOGUE*

FRIDAY

26|09|25

SPAZIO EUROPA

Via IV Novembre, 149 - 00187 Rome



Co-funded by  
the European Union



**CONF  
PROFESSIONI**  
CONFEDERAZIONE ITALIANA LIBERE PROFESSIONI

**10:30-11:00**

**Participant registration**

**11:00-11:15**

**Opening and institutional greetings**

**ANTONELLA SBERNA** (video message)  
Vice-President of the European Parliament

**MARCO NATALI**  
President - Confprofessioni

**11:15-11:30**

**The role of the European Commission in promoting social dialogue**

**JOËL LE DEROFF**  
Policy Officer, Unit C.3 Social Dialogue, DG EMPL, European  
Commission (Remote)

**11:30-12:00**

**Keynote speech**

**Gender mainstreaming in social protection and European social  
dialogue**

**PROF. PAOLA PROFETA**

Dean for Diversity, Inclusion and Sustainability at Bocconi  
University, Full Professor of Public Economics, Director of the  
AXA Research Lab on Gender Equality, Italian representative in  
the EIGE Experts' Forum

**Q&A with the audience**

**12:00-13:30**

**SESSION 1**

**From analysis to proposal – project recommendations  
Tools for gender-sensitive social dialogue**

**MARTINA GHERLENDIA**

Confprofessioni  
Project Introduction

**DIANA LARENZA**

Confprofessioni  
Presentation of key recommendations from the Social  
Protection Committee

**LUDOVICA ZICHICHI**

Observatory on Liberal Professions, Confprofessioni  
Data and analysis on career fragmentation and pension gender  
gap



## PANEL DISCUSSION WITH PROJECT PARTNERS

**NORMA CAMILLERI**

Malta Federation of Professional Associations (MFPA)

**DERMOT CAVANAGH**

EQUAL Ireland

**GIOVANNI ESPOSITO**

Conseil Européen des Professions Libérales (CEPLIS)

**FLORIEN LEBOURDAIS**

Union Nationale des Professions Libérales et Intellectuelles de Belgique (UNPLIB)

**GABRIELE FIORINO**

Unione italiana lavoratori turismo commercio e servizi (UILTuCS)

**ROSSELLA MARINUCCI**

Eurocadres and CGIL

**13:30-14:30**

**Networking lunch break**

**14:30-15:15**

**SESSION 2**

**Tools for gender mainstreaming in social protection systems**

**SUSANNA PISANO**

Confprofessioni

Gender equality certification and incentives (Law 162/2021 - Italy)

**SAMANTHA MERLO**

Unione italiana lavoratori turismo commercio e servizi (UILTuCS)

Gender clauses in national collective agreements and automatic salary reinstatement

**MARILISA MONACO**

Eurocadres and APIQA

Negotiated flexibility and adaptive scheduling models

**Q&A with the audience**

**15:15-15:30**

**Wrap-up and closing remarks**

**Moderator:**

**FRANCESCO MONTICELLI**

Confprofessioni

GET IN TOUCH!



[sd4eu@confprofessioni.eu](mailto:sd4eu@confprofessioni.eu)



[SD4EU](https://www.facebook.com/SD4EU)



[@SD4EU\\_2024](https://twitter.com/@SD4EU_2024)



[SD4EU - Social Dialogue for a Union of Equality](https://www.linkedin.com/company/SD4EU-Social-Dialogue-for-a-Union-of-Equality)



[@SD4EU\\_2024](https://www.instagram.com/@SD4EU_2024)



The event will be held at Spazio Europa, which is managed by the European Parliament Liaison Office in Italy and the European Commission Representation in Italy.



Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or European Commission. Neither the European Union nor the granting authority can be held responsible for them