



Female Leadership

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The area of research

The area of our research is female leadership.

Leadership means the art of motivating a group of people to act toward achieving a common goal. In a business setting, this can mean directing workers and colleagues with a strategy to meet the company's needs. (1)



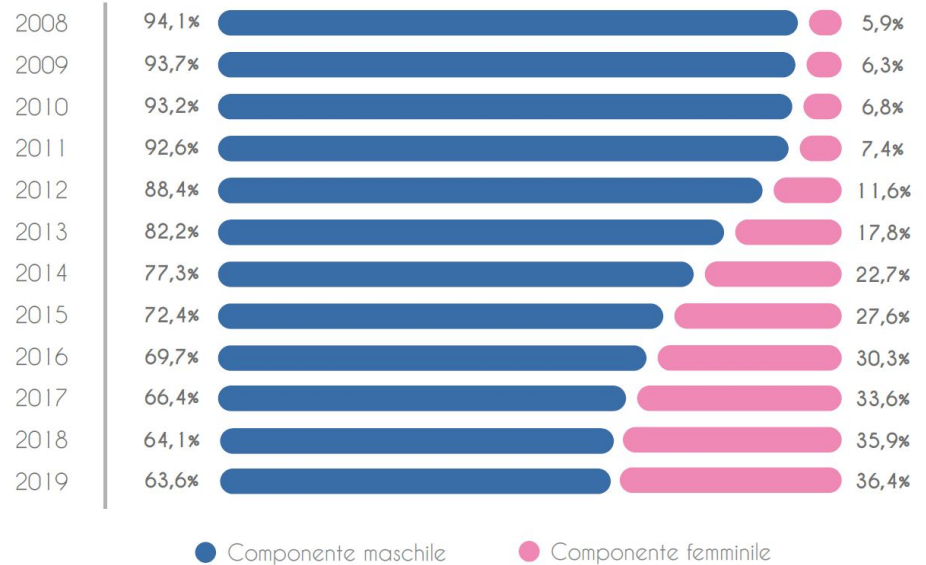
(2)

- Gender inequalities in leadership are *very widespread and obvious*
- **A lot of States decided to remove it from society in the next few years.**
- *For example*, women are under-represented in the UN (United Nations) and aid agency leadership
- They have lower representation in domestic political leadership positions.
- There is also a hard ceiling for women in school and university leader positions
- It is also limited their participation in school management committees. (3)

IN ITALY gender inequalities in leadership are a big problem to solve

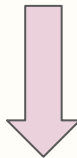
because having female leaders influences positively the theme of gender equality in policy and practice (4)

Evoluzione della composizione occupazionale per genere ai vertici delle Società Quotate



Fonte: CONSOB - Relazione 2019 sull'evoluzione della Corporate Governance delle Società Quotate

Women in high positions intend to favour



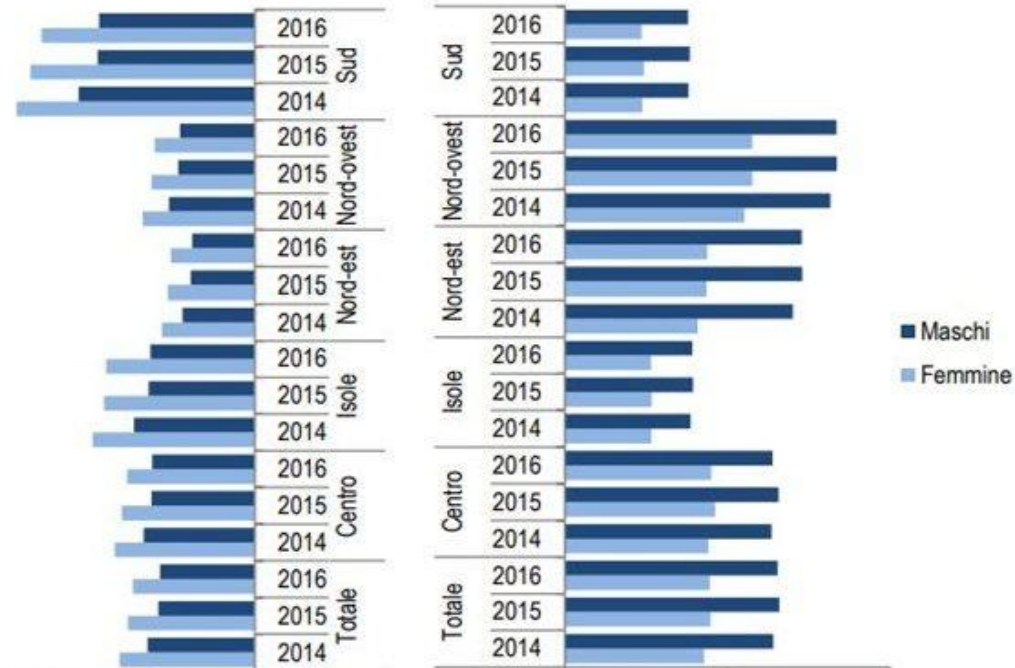
Women in high positions intend to favour the equitable redistribution of resources

Legislatures with a higher share of women on average intend to support health, education and social welfare

*In a total of **103 countries**, nations that imposed a percentage of women in their legislatures spent 3/4 percentage points more on social welfare than those that did not. (6)*

How do we reach gender parity in the next years

FIGURA 12. QUOTA DEI RAPPORTI AD ALTA (DESTRA) E A BASSA (SINISTRA) RETRIBUZIONE ORARIA PER RIPARTIZIONE GEOGRAFICA E SESSO. Anni 2014- 2016, valori percentuali





As regards the reduction of the gap in the world of work, it has been promulgated “Codice delle pari opportunità”(Equal opportunities Code)

That favors female occupation and helps women in reaching high positions in the world of work.

(8)

*The **article 46** of this code is very important and states that companies that employ more than 100 employees are obligated to draw up a report at least every 2 years on the staff situation of the remuneration actually paid.* (9)

Maria Montessori

An example of female discrimination is:

Maria Tecla Artemisia Montessori was an Italian **physician** and **educator** best known for the philosophy of education that bears her name, and her writing on scientific pedagogy.

She was met with hostility and harassment from some medical students and professors because of her gender. Because her attendance of classes with men in the presence of a naked body was deemed inappropriate, she was required to perform her dissections of cadavers alone, after hours. (10)



(11)



(12)



(14)

Social networks are digital platforms that allow free registration regardless of gender, skin color, religion, etc.

Although no specific campaigns against gender discrimination have been proposed, if someone writes offensive comments in the context of another user, social networks allow to report and block this comment.



(13)

Associations of Equal Opportunities

In our country numerous associations have been created over time with the aim of combating gender discrimination and promoting equal opportunities. (15)

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|----|---|----|---|
| 1 | A.C.I.S.J.F. Casa Trentina della Giovane | 14 | COORDINAMENTO DONNE CISL DEL TRENINO |
| 2 | ADMI Associazione Donne Musulmane d'Italia | 15 | COORDINAMENTO DONNE DI TRENTO |
| 3 | ALFID Associazione Laica Famiglie in Difficoltà | 16 | COORDINAMENTO PROVINCIALE DONNE ACLI |
| 4 | ArciLesbica L'Altra Venere Trentino-Alto Adige | 17 | DONNE IMMIGRATE AGORÀ |
| 5 | ATAS Onlus | 18 | DONNE IN CAMPO |
| 6 | BANCA DEL TEMPO DI ROVERETO | 19 | DONNE IN COOPERAZIONE |
| 7 | CENTRO ITALIANO FEMMINILE | 20 | FIDAPA Federazione Italiana Donne Arti Professioni e Affari |
| 8 | CGIL DEL TRENINO | 21 | FONDAZIONE FAMIGLIA MATERNA |
| 9 | COORDINAMENTO DONNE PENSIONATE SPI-CGIL | 22 | GRUPPO DONNE RENDENA |
| 10 | COLDIRETTI DONNE IMPRESA | 23 | IL GIOCO DEGLI SPECCHI |
| 11 | CONFARTIGIANATO DONNE IMPRESA | 24 | LA VOCE DELLE DONNE |
| 12 | CONFESERCENTI DEL TRENINO | | |
| 13 | CISL DEL TRENINO | | |

Our sources

- 1 <https://www.td.org/insights/female-leadership-is-key-to-high-performance>
- 2 <https://www.td.org/insights/female-leadership-is-key-to-high-performance>
- 3/4/5/6/7/8/9 https://gem-report-2017.unesco.org/en/chapter/gender_monitoring_leadership/#search
- 10 https://it.m.wikipedia.org/wiki/Maria_Montessori
- 11 <https://www.agenpet.it/2020/11/25/maria-montessori-un-un-anniversario-nella-scuola-della-modernita-a-150-anni-dalla-nascita/>
- 12 <https://www.repubblica.it>
- 13 <http://blog.secretary.it/social-network-lavoro/>
- 14 <https://www.asernet.it/blog/ecommerce-app-siti-web/social-network-servono-vendere-diamogli-giusto-ruolo-valore/>
- 15 <http://www.pariopportunita.provincia.tn.it>