

EVENT DESCRIPTION SHEET

PROJECT	
Participant:	1 - CNS – Confcommercio Nord Sardegna
PIC number:	885449272
Project name and acronym:	[Europe Plural Feminine] — [EPF]

EVENT DESCRIPTION			
Event number:	23		
Event name:	Local Meeting 14		
Type:	Conference		
In situ/online:	In situ		
Location:	C. Cristóbal Bordiú, 54 – Madrid (Sp), University Campus - Corte (Fr), c/o beyond – Berlin (Ger), University of Sassari - Sassari (It)		
Date(s):	26/06/2025 (Sp), 2/10/2025 (Fr), 12/11/2025 /Ger), 26/02/2026 (It)		
Website(s) (if any):	https://www.epf-cerv.eu/...		
Participants			
Female:	102		
Male:	49		
Non-binary:			
From country 1 [France]:	77		
From country 2 [Germany]:	16		
From country 3 [Italy]:	23		
From country 3 [Spain]:	35		
Total number of participants:	151	From total number of countries:	4
Description			
<i>Provide a short description of the event and its activities.</i>			
<p>The 14th Local Community Meeting of the Europe Plural Feminine (EPF) project started in Spain at the Italian Chamber of Commerce for Spain on 26 June 2025. The event was organized by CCSI and the main focus was on mental health and employment, aiming to dismantle stereotypes and break both visible and invisible barriers that continue to hinder the full social and professional participation of individuals—especially women—living with mental health conditions. The meeting was attended by 35 individuals,</p>			

bringing together key voices from public and private institutions, active citizens, and civil society organizations.

Organized by the Italian Chamber of Commerce and Industry for Spain (CCIS) in collaboration with the NGO SSF, this event formed part of the Europa Plural Feminine project, co-funded by the European Union. At the start of the event, Francesca Dadomo, Head of the EU Desk at CCIS, introduced the EPF Project highlighting its mission to promote gender equality and inclusion across Europe. She emphasized the importance of a transversal approach that considers gender stereotypes, mental health stigma, and the double discrimination often experienced by women in this context. Francesca stressed the need to rethink what we mean by employability: Who has the right to work? Under what conditions? And how can we transform workplaces to make them truly inclusive, safe, and accessible for all?

The four speakers from different sectors—public institutions, social economy, private enterprise, and youth activism— contributed to unique perspectives and tools for inclusion.

Belén García Díaz: General Director, Public Employment Service of the Community of Madrid, opened the discussion with an institutional perspective, highlighting how the regional public employment service has evolved to better support individuals with mental health conditions. She addressed the specific challenges faced by women, presented public policy initiatives, and emphasized the role of collaboration between the public and private sectors to ensure real inclusion. She underlined that policy alone is not enough—attitudes must change too.

María Vizcaino: Coordinator of the Technical Employment Inclusion Team, Arroupa Santiago, shared impactful experiences from the social economy sector, focusing on labor support programs for individuals with mental health conditions. She explored how gender-based stereotypes intersect with mental health stigma, and how employment can significantly impact self-worth and empowerment. She encouraged other organizations to adopt inclusive approaches, reminding us that work is not just an economic need—it's a source of identity and dignity.

Roberta Sciacca: Founder and Director of RP LEADER, Communications and Equality Consultant, moderated a powerful session on revictimization in the workplace, especially concerning women who have experienced violence. She explained how workplace dynamics often perpetuate trauma and shared good practices, such as internal protocols and staff training programs, that companies can implement to foster psychological safety and gender equality. Her message was clear: true inclusion also requires emotional intelligence and structural accountability.

Daniel García Leiva: CEO of AHORA NGO and representative of the EU Project JOB-U, concluded the session by presenting a youth-focused, integrative model that combines training, psychosocial support, and job placement for young people with mental health challenges. He showed that inclusion is possible when institutions believe in potential over limitations. His innovative project demonstrates that employment pathways tailored to individual needs lead not only to jobs—but to sustainable futures.

The event fostered meaningful dialogue around key themes:

- The urgent need to combat stigma,
- The power of employment as a transformative tool, and
- The importance of intersectionality in addressing mental health and gender discrimination together.

Participants were encouraged to share the messages of the event widely, and to continue advocating for inclusive, equitable, and mentally healthy workplaces across Europe.

As one of the recurring messages of the event stated:

"Mental health is not a barrier—lack of understanding is."

To conclude the event, participants were invited to share reflections informally during a small networking aperitif graciously organized by APAMA (Asociación de Padres y Alumnos con Discapacidad). This moment of conviviality offered a valuable opportunity for exchange, connection, and community building.

The French session of the event, on October 10, explored the intersection of female healthcare, social equality, and the cultural representation of women as healers through history and literature. The morning session - Health as a Matter of discrimination - began with an introduction by a diverse panel of experts, including representatives from health promotion, women's rights delegates, clinical directors, and psychiatric specialists. The discussion focused on:

- **Combatting Inequalities:** Analyzing how gender influences access to and quality of healthcare.
- **Local Action:** Reviewing prevention and support initiatives within the Corsican territory.
- **Clinical Insights:** A specific focus on postpartum mental health disorders.

The Afternoon session - Literary and Anthropological Perspectives - shifted toward a cultural analysis of "the woman who heals," moderated by Caroline Ettori. Key themes included:

- **The Healer Archetype:** Exploring the figure of the healer as a symbol of female power in the collective imagination.
- **Literary Analysis:** Examining specific works such as Maryse Condé's *I, Tituba: Black Witch of Salem* and Virginia Woolf's *A Room of One's Own* (focusing on the concept of "creative prevention/hindrance").
- **Historical Ambiguity:** Investigating the thin line between the "witch" and the "caregiver" during the Classical age.

On November 12, 2025, ITKAM hosted the German session – a workshop "Mental health and risks on the workplace", which was attended by high-school students from Italy.

The workshop took place as part of a study visit in the Berlin tech scene: during one week, the students visited companies working at the forefront of Industry 4.0, from IoT to cybersecurity.

The ITKAM staff introduced the students and their teacher to ITKAM's involvement in the EPF project and its consortium of partners. They illustrated the important role these organizations play in building a strong European network to raise awareness and promote opportunities for growth in a more inclusive and equitable society.

After the introduction, the workshop focused on hands-on, interactive activities designed to help students understand the link between mental health and risks in modern digital workplaces.

- Interactive Session 1: Recognizing Stress Signals

Through a brainstorming, students explored how mental stress can emerge in fast-paced, tech-driven environments. They discussed signs such as cognitive overload, digital fatigue, and pressure from constant connectivity.

- Interactive Session 2: Designing a Healthy Workplace

In a collaborative brainstorming exercise, participants created simple prototypes of “healthy workplace guidelines” for young professionals. Ideas included regular digital breaks, peer-support moments, and clearer boundaries between online and offline time.

The workshop concluded with a short open discussion in which students shared their thoughts and how the insights from the workshops could support their own study habits and future career paths.

Finally, ITKAM shared the final survey from the European Commission with the group.

The last session of the event took place in Sassari on Feb 26th 2026, hosted by the University of Sassari.

The event opened with institutional greetings from the President of Confcommercio Nord Sardegna, Dr Sebastiano Casu, and continued with an introduction to the meeting on the theme of “Well-being at work and gender issues” by Dr Alberto Marrone, Director of Confcommercio Nord Sardegna, during which the EPF project and its objectives were presented. In his introduction to the meeting held in the Toso Lecture Hall of the University of Sassari – Department of Humanities and Social Sciences, Alberto Marrone focused primarily on some fundamental parameters for assessing mental and organisational well-being, and on the fact that certain personalised support measures in the workplace can contribute significantly to worker productivity and engagement. Dr Marrone continued his speech by pointing out that, according to a report recently published by the European Agency for Safety and Health at Work (EU-OSHA), psychosocial risk factors — such as work overload and time pressure — are not directly caused by the health emergency linked to the Covid-19 pandemic, but are instead structural and chronic issues rooted in the system. The current challenge is to address these issues with a long-term sustainable vision.

Finally, an important cultural change documented by the Censis-Eudaimon 2025 report is highlighted: Italian workers now place psychological and physical well-being in the workplace above pure economic gain. Work is losing its exclusive centrality in people's lives to become part of a quest for “holistic” wellbeing, which must guarantee physical, mental, social and emotional balance. In this scenario, personalised support measures become essential to reduce phenomena such as staff turnover and absenteeism, while promoting a healthier and fairer workplace.

Dr Claudia Doro – Head of Prevention Project Management at the INAIL Regional Directorate for Sardinia – presented the “INAIL Dossier on Wellbeing and Gender Issues”. The document provides a detailed analysis of the situation regarding women's safety and wellbeing at work in Italy, highlighting how gender-based data analysis is an essential prerequisite for adopting effective prevention policies. The picture that emerges is characterised by a marked gender gap: Italy ranks last in Europe for female employment (53%), more than 16 points below the EU average. Italian female workers often face precarious conditions, low pay and frequent recourse to involuntary part-time work, which affects 30% of women compared to 7.5% of men. With regard to accident trends, Dr Doro pointed out that in 2024, 212,588 accidents involving women were reported, an increase compared to previous years and representing approximately 35% of the total number of reports. A particularly critical aspect is that of accidents while commuting, i.e. on the way to and from work, where the incidence is much higher for women than for men (23.49% compared to 14.14%). This phenomenon is most likely linked to the difficulty of balancing professional and private life. This attempt to combine home and work clearly forces women to travel frequently, resulting in reduced recovery time, generating stress and negatively impacting mental health. The dossier also highlights the so-called “public administration paradox”. Although women represent the majority of civil servants (59.1%), they face the so-called “glass ceiling”: an invisible barrier fuelled by gender stereotypes and unconscious biases that prevents them from reaching top positions, so much so that women occupy only 16.3% of senior management positions. Finally, in terms of occupational diseases, women report musculoskeletal and nervous system disorders in 92%

of cases, with an incidence of mental disorders that is three times higher than that of their male colleagues.

The event was closed by Dr Maria Lucia Piga, associate professor of General Sociology at the Department of Humanities and Social Sciences of the University of Sassari. During her speech, Prof. Piga highlighted in particular how, unfortunately, there is still a clear gender gap in the workplace, even in the academic context. In addition to the so-called “glass ceiling”, it should be borne in mind that in certain areas of work there is a “glass door”, i.e. an invisible barrier that prevents women from entering certain environments and contexts, which are mostly reserved for men. During the meeting, ideas were put forward for a more in-depth reflection on the importance of certain essential social services. These services should be guaranteed by public administrations and not by private entities. Only with adequate family support services provided by the “State”, i.e. through the adoption of concrete measures and actions to support women in relation to the various needs associated with caring for family members, will it be possible to combat and overcome the persistent gender gaps in the world of work.

The event offered participants an in-depth overview of the challenges and opportunities related to well-being at work and gender equality, highlighting how the analysis of INAIL data is an essential prerequisite for identifying priority risks and adopting truly effective prevention policies.

The speakers then remained available to participants after the meeting, opening a debate, answering further questions and interacting with participants.

At the end of all sessions, participants were requested to answer to the EU survey on justice, rights and values.

HISTORY OF CHANGES		
VERSION	PUBLICATION DATE	CHANGE
1.0	01.04.2022	Initial version (new MFF).