



**CONF.A.I.L. – F.A.I.S.A.**  
FEDERAZIONE AUTONOMA ITALIANA SINDACATO AUTOFERROTRANVIERI  
**SEGRETERIA NAZIONALE**  
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**European Committee**  
**European Commissioner for Equality**  
**Ms Helena Dalli**  
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*and CC*  
**Ente Autonomo Volturmo s.r.l.**  
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Dear Commissioner,

We would like to tell you what is happening in a local public transport company as far as Equal Opportunities is concerned.

The Italian trade union confederation CONF.A.I.L. (of which O.S. FAISA is a member) has a broad representativeness among Italian workers.

In Italy the relationships between the companies of some sectors and the workers of those sectors (namely their trade unions), are regulated by the National Collective Labour Agreement (CCNL).

CONF.A.I.L. has OVER 80,000 (eighty thousand) members throughout Italy and signs CCNLs in various sectors, it includes a large proportion of women, who, as a result of short-sighted company choices, will never be represented.

In the company we want to talk about, the Ente Autonomo Volturmo s.r.l. (EAV) in Campania, Italy, was established the Equal Opportunities Committee provided by the CCNL of that sector, excluding trade unions who have not signed the CCNL because they were not summoned.

Unfortunately, even in this globalised era, the protection and position of women must be provided by specific contracts, but if the aim of establishing a department and equal opportunities committees is to protect women, the exclusion of those represented by CONF.A.I.L. F.A.I.S.A. may be regarded as a discrimination in gender discrimination.

The unethical behaviour put in place by this company, the Ente Autonomo Volturmo s.r.l., which mediatically stands as a champion of good principles but, in essence, excluding from the Equal Opportunities Committee representatives not only of CONF.A.I.L. F.A.I.S.A., has shamefully classified women in A-list women and women in B-series, at this point, also implies doubts on the criteria of business choices and career prospects.

We believe that it is necessary for the implementation of the principles of equal treatment and equal opportunities for workers, the removal of gender-based discriminatory behaviour and of any other obstacle that effectively limits equality between women and men in access to employment, promotion and vocational training, in working conditions and, least of all, in the Equal Opportunities Committee, backbone in companies to avoid discrimination and inequality.

What we want to highlight and stigmatize, is the method adopted for the composition of the constituted committee as it provides for the participation of a representative for each trade union organization that draws up the CCNL and an equal total number of members designated by the holding.

In particular, the criterion for the composition of the Committee for the participating trade unions (one representative for each individual trade union that signs the National Collective Labour Agreement) is, on one hand, contradictory to the principles that characterize "equal opportunities" and, on the other hand, discriminatory and infringing to the freedom and initiative of our trade union as it deprives us of the possibility to include one of our representatives within the said Committee, because simply we are not "signatory of the CCNL in the sector" even if we signed all the agreements in the company.

It should be noted that the this Trade Union Organization, even if not signing the National Collective Labour Agreement for local train and coach operators, is not only a signatory to the Regional Collective Labour Agreement in the sector and numerous company contracts, but it is highly representative because of the large number of members working in the holding in question.

Therefore, prevent our Trade Union Organization from participating in the Equal Opportunities Committee through the use of the discussed criterion of composition, is deprive it of the possibility, not only of contributing to the proposition of all initiatives aimed both preventing and blocking discriminatory acts and behaviours in relations between women and men in the workplace and for access to the employment, but, above all, it constitutes a clear anti-union conduct that limits, or rather prejudices our Trade Union initiatives, undermining the image of the organization, even in the eyes of its many members in the company.

It would, then, be necessary to revise, in line with the provisions of Legislative Decree of the Italian Parliament no. 198/2006, the method for the constitution of the Equal Opportunities Committee, referring to the representativeness that each trade union holds in the company.

Considering the large number of members, this trade union is entitled to participate in the Committee.

We are, therefore, of the opinion that we must insist with the Ente Autonomo Volturno in order to proceed to the drafting of a new agreement and the constitution of a new Equal Opportunities Committee according to the suggested parameters.

This to act so that the role of women can always be protected, especially in the workplace where, despite the long battles, there is still a sexist mentality and in order to not consider women as objects in a contract but social beings.

We also want to tell you that in Campania, as an example in the city of Naples, in the company ANM spa (local public transport company owned by the City of Naples) we are an active member of the Equal Opportunities Committee.

We have held the presidency of it for several years, with many initiatives to protect the rights of workers of both sex and to make easier to reconcile family and work, proposing and putting into effect a series of projects.

In the light of everything above, we ask your authoritative intervention for our insertion in the Equal Opportunities Committee of Ente Autonomo Volturno srl.

Looking forward to hearing from you.

Yours sincerely,

**The National Secretary**  
**Press and Propaganda**  
**CONF.A.I.L. F.A.I.S.A.**  
**Dott.ssa Simona Serrettiello**