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CONSEIL DE L'EUROPE

**Work-life balance as a leverage for women's  
empowerment and promoting gender equality**  
High Level Conference of the Italian Presidency of the  
Committee of Ministers of the Council of Europe

Organised by the Italian Minister  
for Equal Opportunities and Family  
and the Council of Europe

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Hybrid format

**SPEAKERS BIOGRAPHIES**

## High-level opening session

**Moderator: Caterina Bolognese**, Head of the Gender Equality Division, Council of Europe



**Benedetto Della Vedova**, born in Sondrio on 3 April 1962. After graduating in economics and social sciences from L. Bocconi University in Milan (1988), he became a researcher at IEFÉ (Institute for the Economics of Energy Sources, 1987-1990) and later a researcher at IRER (Research Institute of the Lombardy Region, 1990-1996). He has written for a number of daily newspapers, such as *Il Sole24Ore*, *Corriere Economia* and *Il Foglio*; he has also created and presented columns on economic issues for *Radio Radicale*. He served as national Secretary (1994-1997) and Treasurer (1994-1996) of the Club Pannella-Reformers movement, and an executive of *Lista Pannella* (1997-1999). In October 2005 he founded the “Riformatori Liberali” party, of which he became Chair. Elected to the

European Parliament between 1999 and 2004, he served as a Member of the Italian Parliament between 2006 and 2013 and Senator between 2013 and 2018. A member of the Radical Party for 30 years, from January 2019 to March 2021 he served as Secretary of *Più Europa*, the movement he helped found together with Emma Bonino. He previously held the position of Deputy Minister of Foreign Affairs from 2014 to 2018.



**Elena Bonetti**, Minister for Equal Opportunities and Family, Italy Elena Bonetti is Associate Professor of Mathematical Analysis at the University of Milan. Graduating in Mathematics in 1997 at the University of Pavia, in 2002 Ms Bonetti obtained a PhD in Mathematics at the University of Milan. She is committed to the Scout Movement and has experiences in the field of education and youth. On 5 September 2019, Elena Bonetti was appointed as Minister for Equal Opportunities and Family by the President of the Italian Republic.



**Claudia Luciani** joined the Directorate of Political Affairs of the Council of Europe in 1990, first in the External Relations Department and then as political adviser on South-East Europe and minorities. She held a number of positions in the Directorate of Political Affairs, including in the field, and served as Director of Political Advice and Co-operation for five years. She was appointed Director of the Office of the Directorate General of Programmes in 2011 and then of the Democratic Governance and Diversity. Since 2018, she is the Director of Human Dignity, Equality and Governance with a particular focus on the implementation of the Istanbul and Trafficking Conventions. Claudia’s work on governance focuses on the functioning of institutions, election assistance, civil society and she organises annually the World Forum for Democracy. Claudia studied

philosophy at Trinity College (Washington DC), graduated in Political Science (University of Padua) and holds a specialisation in International Public Law and studied at ENA (Paris).



**Helena Dalli** is the first EU Commissioner for Equality since December 2019. Her role is to deliver on the Union of Equality chapter within the Political Guidelines of President von der Leyen, by strengthening Europe's commitment to equality and inclusion in all of its senses. Prior to taking her role as Commissioner, Dalli held various political roles in Malta including Member of Parliament (1996 to 2019), Minister for European Affairs and Equality (2017 to 2019), and Minister for Social Dialogue, Consumer Affairs and Civil Liberties (2013-2017). She was also opposition Shadow Minister for public administration, equality, public broadcasting and national investments

(1998-2013) and Junior Minister for Women's Rights in the Office of Prime Minister (1996-1998). Dalli holds a PhD in Political Sociology from the University of Nottingham, and lectured in Economic and Political Sociology, Public Policy, and Sociology of Law at the University of Malta.

## Session 1: Policies and reforms in favour of women's employment to encourage gender equality – examples from member States

**Panel Moderator: Claudia Luciani**, Director of Human Dignity, Equality and Governance, Council of Europe



**Thomas Blomqvist** was born on 15 January 1964 in Ekenäs. He is married to Maria Blomqvist and they have three children. Blomqvist completed his upper secondary school education at Ekenäs gymnasium in 1984, after which he moved to Helsinki to study Agriculture and Forestry at the University of Helsinki. In 1992, he began his career as a farmer and entrepreneur. He was Chair of the delegation of the Central Union of Swedish-speaking Agricultural Producers in Finland in 2018–2019 and a member of its Board of Directors in 2004–2017. Blomqvist first took interest in social issues through municipal politics. He has chaired the Local Councils of Ekenäs and Raseborg and the Swedish delegation of the Association of Finnish Local and Regional Authorities, and has served as a

member of the Board of the Helsinki-Uusimaa Regional Council. He was first elected a Member of Parliament in 2007. During his time in Parliament, Blomqvist has worked with a wide range of issues. He has been Chair and a member of the Committee for the Future, a member of the International Affairs Forum, a member of the Speaker's Council and a member of the Defence, Administration, Transport and Communications, and Agriculture and Forestry Committees. Within the Swedish People's Party, Blomqvist has acted as Chair of the Party Council and Deputy Party Leader. He has also served as Chair of the Swedish Parliamentary Group.



**Élisabeth Moreno**, Minister for Gender Equality, Diversity and Equal Opportunities reporting to the Prime Minister. Born in Tarrafal, Cape Verde, Élisabeth Moreno is the Minister for Gender Equality, Diversity and Equal Opportunities reporting to the Prime Minister. With a Masters' degree in Business Law from the Paris-Est Créteil University as well as a double Executive MBA from ESSEC and the Mannheim Business School in Germany, she rounded off her education and professional training at the National School of Magistrates to qualify as judge at the Tribunal de Commerce. Élisabeth Moreno has spent most of her professional career in business. In 1990, she cofounded a company specialising in thermal rehabilitation that she managed for seven years before making a shift and joining France Télécom to manage the SME-SMI division for the southern region of Paris. In 2000, she joined the Dell group where, for twelve years, she held successive positions until she became commercial director in charge of strategic accounts for Europe, the Middle East and Africa. Following on from this experience, she joined

the Lenovo Group in 2012, where she was responsible for key accounts in southern Europe before extending this responsibility to cover the Europe, Middle East and Africa region in 2015. A year later, she was appointed Chairman and CEO of the French subsidiary of the IT group. As a socially conscious woman, she also invests her time in associations focusing on education, inclusion and professional diversity. On 6 July 2020, she was appointed by the President of the Republic, Emmanuel Macron, as Minister for Gender Equality, Diversity and Equal Opportunities, reporting to the Prime Minister.



**Andrea Orlando** was born in La Spezia on 8 February 1969. He was elected to the Chamber of Deputies, from the 15th in 2006 to the current 18th legislature, and since 27 March 2018 he has been a member of the Parliamentary Group of the Democratic Party. Since 17 April 2019, he held the position of Deputy Secretary of the Democratic Party. From 22 February 2014 to 1 June 2018, he held the position of Minister of Justice in the Governments chaired by Prime Minister Renzi and Prime Minister Gentiloni. From 28 April 2013 to 22 February 2014, he was appointed as Minister of the Environment and of the protection of the territory and the sea in the government chaired by Prime Minister Letta. He was a member of the VIII Parliamentary Commission “Environment, Territory and Public

Works” and member of the Parliamentary Delegation to the Assembly of the Council of Europe. In the Chamber of Deputies, he has also been member of the 5th Parliamentary Commission “Budget, Treasury and Planning” and of the Parliamentary Commission of Inquiry into the phenomenon of mafia and other criminal associations, including foreign ones. At the beginning of 2021, within the new government led by Mario Draghi, Andrea Orlando was chosen to lead the Ministry of Labour.



**Margareta Mađerić** was born on 2 July 1977 in Zagreb. After finishing high school, she enrolled in Zagreb School of Business where she obtained her bachelor’s degree in Marketing and Communication and worked as a marketing and communications manager before entering into politics. In 2005, as a member of Croatian Democratic Union (HDZ), Margareta Mađerić was elected to the Zagreb City Assembly, where she served three consecutive terms and served as president of the Deputy Club of the Croatian Democratic Union. In the 2013 local elections in Zagreb, she ran as the HDZ candidate for mayor, and in the 2015 Croatian parliamentary elections, Margareta Mađerić ran as a candidate for the Patriotic Coalition, led by the HDZ. She was a member of the Croatian Parliament and was named president of the Parliamentary committee for mandates and immunity,

before she assumed the position of State Secretary in the Ministry for Demography, Family, Youth and Social policy. Following the 2020 parliamentary elections she continued to serve as State Secretary in the new Ministry of Labour, Pension system, Family and Social Policy.



**Ekin Deligöz**, Parliamentary State Secretary, Federal Ministry of Family Affairs, Senior Citizens, Women and Youth, Germany. Born in Tokat, Turkey, on 21 April 1971; married with two children; German citizenship since 1997; has lived in Germany since 1979; Religion: Alevi. *Education and professional career:* 1992: Abitur (higher education entrance qualification), Gymnasium Weißenhorn; Studied administrative sciences at the University of Konstanz and at the University of Vienna; 1998: Completed her degree (Diplom) in administrative sciences; Tutor for local politics at the University of Konstanz. *Work experience:* Bau- und Umweltamt Senden (Building and Environment Authority of the town of Senden), ICLEI (International Council for Local Environmental Initiatives), Goethe-Institut Ankara; Political career; Since 1988: Member of Alliance

90/The Greens; 1991: Co-founder of the youth association GBAJ (Green Youth); Since 1998: Member of the German Bundestag; 1998 to 2009: Spokesperson for child and family policy of the Alliance 90/The Greens parliamentary group in the German Bundestag; 2002 to 2005: Parliamentary Secretary of the Alliance 90/The Greens parliamentary group in the German Bundestag; 2005 to 2009: Deputy chair of the Committee for Family Affairs, Senior Citizens, Women and Youth; 2009 to 2013: Deputy chair of the Alliance 90/The Greens parliamentary group in the German Bundestag; Since 2013: Member of the Budget Committee and the Auditing Committee; Since November 2020: Spokesperson for child and family policy of the Alliance 90/The Greens parliamentary group in the German Bundestag; Since December 2021: Parliamentary State Secretary to the Federal Minister for Family Affairs, Senior Citizens, Women and Youth Voluntary commitment; Vice-president and board member of the German Society for the Protection of Children; Member of the Committee for UNICEF Germany; Member of Gegen Vergessen - Für Demokratie e.V. (association promoting remembrance and democracy); Member of the assembly of delegates of Ulmer Volksbank e.G. (cooperative bank based in the German city of Ulm); Member of the main committee of the German Association for Public and Private Welfare) (elected on 15 September 2021 for a period of four years); Member of the Federal Association for Unaccompanied Refugee Minors (BUMF).



**Rasmus Cruce Naeyé**, areas of responsibility are labour law, EU and international affairs, gender equality, unemployment benefit and labour market entry agreements. Sweden is governed by the Swedish Social Democratic Party. On 30 November 2021, a new government took office. Born in 1983. Lives in Stockholm. Married with three children. Cruce Naeyés holds degrees in Master of Laws (LL.M.) from Harvard Law School (2011), LL.M., Lund University (2008) and a Bachelor of Social Science, Lund University (2008). Cruce Naeyés holds the position as State Secretary at the Ministry of Employment since 2019. This is his second term. Previously he was Chief of Staff, Ministry of Employment for five years and Political Adviser, Ministry of Employment for two years.

## Session 2: New policies and services to promote gender-sensitive work-life balance, including a better sharing of care responsibilities - employers' perspectives

**Panel Moderator: Tryggvi Hallgrímsson**, member of the Gender Equality Commission of the Council of Europe, Iceland



**Federica Saliola** is a Lead Economist in the Jobs Group of the World Bank Group, and co-Director of the World Development Report 2019 The Changing Nature of Work, which investigates the impact of technology on labour markets. She leads a new workstream that supports the integration of jobs into the World Bank Group development lending (investments and policies), especially for women and vulnerable groups. She also leads several policy papers and reports, including the “Jobs after Covid” position paper, the Jobs Undone report, and the Jobs Flagship (her blogs). Prior to this position, she was a Manager in the World Bank for five years. She has published in peer-reviewed journals, including

studies on firm productivity, global value chains, and the impact of regulation on growth and competition. She has also contributed to a number of World Bank reports, including the Environment for Women’s Entrepreneurship in the Middle East and North Africa Region. She holds a PhD in Economics and a Laurea in Political Science from the University of Rome, la Sapienza.



**Monika Queisser** is Senior Counsellor to the Director of Employment, Labour and Social Affairs Directorate and the Head of Social Policy Division at the Organisation for Economic Co-operation and Development (OECD), where she supervises and co-ordinates the work on social protection, social indicators, pensions, affordable housing, family and LGBTI+ policies. Furthermore, she also manages the OECD Gender Initiative which examines gender inequalities in education, employment and entrepreneurship. As a champion of gender-related issues she frequently intervenes in expert groups, forums and panels worldwide. She has been working at the OECD since 1997. In 2007-8, she worked as an adviser to the OECD Secretary-General.



**Oteryna Levchenko**, Government Commissioner for Gender Equality Policy of Ukraine, Vice-Chair of the Gender Equality Commission of the Council of Europe, Ukraine's candidate to CEDAW 2023-2026, Doctor of Law, Professor. She has more than 20 years of experience in protecting women's and human rights. She has been involved in the work of various international organisations as a member or expert (Council of Europe, OSCE, IOM, UNICEF, UNDP, ILO, UN Women, etc.).



**Paola Mascaro** is President of Valore D, the first association of companies in Italy committed to gender balance and an inclusive culture, and co-creator and promoter of "InTheBoardroom", the advanced training course for women aspiring to become board members. Paola Mascaro is Director of Marketing and Communication at Accenture Italy, Central Europe and Greece and has over 25 years of experience in global companies, with positions in Italy and internationally. She is a member of the Task Force "Women for a New Renaissance" set up by the Italian Minister for Equal Opportunities and the Family, Elena Bonetti. Under the Italian Presidency of the G20, Paola has just completed her role as Chair of the G20 EMPOWER table, which brings together private sector leaders and government counterparts to support and promote the advancement of women into top positions. Paola comes from General Electric, where she was first Director of Communications for GE

Capital and then Director of Communications & Public Affairs for GE in Italy. With the acquisition of Avio Aero, Paola also took on the role of Communications Integration Leader with the aim of integrating the company's communications strategy, processes and projects with the strategies and guidelines of GE Aviation. Paola is an adjunct lecturer at the Global Governance degree course (University of Tor Vergata) and at the Master in Corporate Communication at LUISS Business School. In 2020, Forbes magazine included her in its Top 100 Women list.



**Sonia Malaspina**, Director of Human Resources, Danone Italy and Greece, degree in French Literature at the Catholic University of Milan and Master in HR Management at SDA Bocconi. Sonia has held several HR roles in private multinational companies. Since 2011, works in Danone Italy as HR Director where she launches the Parental Policy to support mothers and fathers in the workplace. In 2017, the parental policy becomes global policy in Danone. In 2019 Sonia presents the Italian case at the Maternity Protection Century Celebration at ILO and in 2020 at the UN Women. Since 2011 Sonia has collected outstanding socio-economical KPIs and is leading a team of researchers that study the impact of care on managerial competencies. In 2020 she launches in Danone the Caregiver Policy to support people that assist fragile and elderly people. Sonia is TEDx Speaker in 2021 with How to implement Gender Equality in the Workplace.



### Session 3: The different impacts of the COVID-19 pandemic on the work and family responsibilities of women and men

**Panel Moderator: Maria Ellul**, member of the Gender Equality Commission of the Council of Europe, Malta



**Liliana Palihovici**, Special Representative of the OSCE Chairperson-in-Office on Gender, is the president of the “Institutum Virtutes Civilis” Public Association, based in Chisinau, Moldova. She is active in promoting participative democracy, advancing policies in the field of human rights and gender equality, good governance, and civil society development. She is a former MP and served as Deputy Speaker of Parliament of the Republic of Moldova from 2010 to May 2017. From April 25 to May 30, 2013, she held the position of Interim President of the Parliament of the Republic of Moldova. She was a member of the Standing Committee for national security, defence and public order and proudly served as the Head of the national delegation to the Parliamentary Assembly of the Council of Europe (PACE) and Vice-

President of the PACE. Palihovici also served as the Chairperson of the Committee for social protection, health and family, and was the co-founder of the Women’s Caucus in the Moldovan Parliament and the Women Democracy Network branch in Moldova. As of 2019, she is a member of the UN Women Europe and Central Asia Regional Civil Society Advisory Group. Mrs Palihovici has a master’s degree in law and international relations. She graduated the Harvard Kennedy School “Women in politics” Programme and Draper Hills Summer Programme of the Stanford Centre on Democracy, Development and The Rule of Law.



**Emanuela Pozzan**, Senior Gender Equality and Non-Discrimination Specialist, International Labour Organization – Gender, Equality and Diversity /ILOAIDS Branch – WORKQUALITY Department has over 20 years of experience working in the Middle East, Africa and Asia on gender equality and non-discrimination in the world of work. Her educational background includes a degree in Middle Eastern Studies and a Master of Science in Development Studies at SOAS with focus on gender equality and forced migration. Her career included serving for the Italian Ministry of Foreign Affairs, NGOs, UNFPA and the ILO. She is now working in the Gender, Equality, Diversity and Inclusion (GEDI) Branch at the ILO HQ in the capacity of Senior Gender Equality and Non - Discrimination Specialist. She co-ordinates a portfolio of initiatives in the area of access to work for women, care economy, pay equity and violence and

harassment in the world of work. She co-manages the Secretariat of the Equal Pay International Coalition ([EPIC](#)).



**Carlien Scheele** is the Director of the European Institute for Gender Equality (EIGE) in Vilnius, Lithuania. EIGE is the only European Union agency focusing exclusively on gender equality. By providing reliable and policy-oriented research, it supports the European Union (EU) and its member States to strengthen the promotion of gender equality. At the helm since February 2020, she oversees the Institute’s strategic programmes of activities and budgets. Ms Scheele aims to cement EIGE’s position as the EU’s knowledge centre on gender equality and deepen collaboration within and beyond Europe. Before taking up her post at EIGE, Ms Scheele worked as a Senior Gender Equality Adviser/Senior Human Resources Adviser in the Council of Europe, seconded from the Dutch government. Previously, she worked as the Director for Gender and LGBT

Equality for the Dutch government, where she co-ordinated the national gender and LGBT equality policies.



**Pasquale Tridico** is President of INPS and on leave from the University, where he is full Professor at the Department of Economics, Roma Tre University (Rome, Italy), and director of the 2-year master degree in “Labour Market, Industrial Relations and Welfare Systems”. He is lecturer of Labour Economics, Economic Policy, and Jean Monnet Chair of Economic Growth and Welfare Systems, and director of the Jean Monnet Centre of Excellence on Labour Welfare and social Rights. During the period 2013-2018 he was director of the master in “Human Development and Food Security”. He was also General Secretary of the EAEPE (2012-2019). During his PhD, he was working at the Sussex University in Brighton (United Kingdom) as a Marie Curie doctoral fellow, and in Warsaw, at the Warsaw University (Poland).

During his three years of post-doctoral research he was working in a European Project in several Universities: Trinity College of Dublin (Ireland), Newcastle University (UK), Lancaster University (UK). In the fall of 2009 he was visiting research scholar at the University of Los Angeles in California (UCLA). For the academic year 2010-11 he was Fulbright scholar at the New York University. He was also visiting professor at Wroclaw University of Economics (in 2011 and in 2012), Paris 8 University (in 2011), Vienna University of Technology (in 2012 and in 2013), Manchester Metropolitan University (winter 2014-15). He was economic advisor at the Ministry of Labour and Social Policy during June 2018-February 2019. He is author of more than 100 articles and books and edited books, on labour markets, inequality, institutional economics, varieties of capitalism, financial crisis and Europe. In 2011 he published “Institutions, Human Development and Economic Growth in Transition Economies” (Palgrave), and in 2017 “Inequality in Financial Capitalism” (Routledge). His last book, in Italian is: “ECONOMIA DEL LAVORO. Analisi macroeconomica, evidenze empiriche e politiche del lavoro” (Mondadori Università, gennaio 2019).



**Paola Profeta** is a Full Professor of Public Economics at Bocconi University, director of the AXA Research Lab on Gender Equality, research affiliate of CESifo and CHILD and scientific advisor of Unicredit Foundation. She is also the Director of the Master of Science of Politics and Public Policy at Bocconi. Paola is President of the *European Public Choice Society* and member of the board of management of the *International Institute of Public Finance*. She is member of the editorial board of *European Journal of Political Economy*, *International Tax and Public Finance* and *CESifo Economic Studies*. She holds a Ph.D. in Economics from Universitat Pompeu Fabra and a BA in Economic and Social Sciences from Bocconi University. Before

joining Bocconi as an associate professor, she was assistant professor at the University of Pavia and post-doc researcher at the Catholic University of Louvain. She has spent research periods at the Columbia University of New York, Nuffield College-Oxford University, Harvard Kennedy School, CESifo- Munich, University of Lugano, University of Rennes, University of Edinburgh and Trinity College Dublin. Her research focuses on public economics, political economics and gender economics. She has published in leading academic journals, among which *PNAS*, *Journal of the European Economic Association*, *Journal of Public Economics*, *Management Science*, *European Economic Review*, *Economic Journal*, *Oxford Economic Papers*, *Economic Policy*, *Journal of Public Economic Theory*, *International Tax and Public Finance*, *European Journal of Political Economy*, *Public Choice* and she has written several international books, published by *Cambridge University Press*, *Palgrave*, *Routledge*, *Elgar*. In 2020 she published the book “Gender Equality and Public Policy. Measuring progress in Europe” by *Cambridge University Press* translated into Italian by Egea. She has co-ordinated research projects financed by international organizations, private foundations, universities and research centres. She organises several international conferences on the topic of gender equality and female leadership. On the same topic, she is active in the national and international debate. She collaborates with the Department of Equal Opportunities of the Italian Presidency of the Council of Ministries and with numerous associations and institutions engaged in the promotion of gender equality and female leadership. She regularly writes editorials in *Il Sole 24 Ore* and collaborates with *Corriere della Sera- La 27esima Ora*.

## Concluding remarks

**Moderator: Caterina Bolognese**, Head of the Gender Equality Division, Council of Europe

**Conference Rapporteur: H el ene P erivier**, is a researcher in Economics at the I'OFCE, [Sciences Po](#). She is the director of the research and academic programme on gender of Sciences Po, [PRESAGE](#). Her research focuses mainly on social and family policies and gender inequalities. She has recently published *L' conomie f eministe* at the presses de Sciences (2020), and papers related to European comparisons in a gender perspective. Some of her papers include: "A dynamic toward gender equality? Participation and employment in European Labour markets", with Gr egory Verdugo, in Creel J., E. Laurent, J. Le Cacheux eds., *Report on the State of European Union*, Volume 5, *The Euro at 20 and the Futures of Europe*, Palgrave, 2018; « [Recession, Austerity and Gender: A Comparison of Eight European Labour Markets](#) », [International Labour Review](#), Vol. 157, No.1, 2018.

**Claudia Luciani**, Director of Human Dignity, Equality and Governance , Council of Europe (see page 2)

**Elena Bonetti**, Minister for Equal Opportunities and Family, Italy (see page 2)