



Gender equality in the Italian society

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ITALIAN LEGISLATION PROVIDES FOR GENDER EQUALITY:

The article 3 of the Italian Constitution states the equality in the Italian society.

Art. 3.

All citizens have equal social dignity and are equal before the law, **without distinction of gender**, race, language, religion, political opinion, personal and social conditions[...].

The article 37 is about the absolute equality in the labour market between men and women.

Art. 37

Working women are entitled **to equal rights** and, for comparable jobs, **equal pay** as men. Working conditions must allow women to fulfill their essential role in the family and ensure appropriate protection for the mother and child. [...].

The articles 29, 30 and 31 guarantee a modern and egalitarian family.

Art. 29

The Republic recognises the rights of the family as a natural society founded on marriage.

Marriage is based on **the moral and legal equality of the spouses** within the limits laid down by law to guarantee the unity of the family.

Art. 30

It is the duty and right of parents to support, raise and educate their children, even if born out of wedlock.[...].

Art. 31

The Republic assists the formation of the family and the fulfillment of its duties, [...].

The Republic protects mothers, children and the young by adopting necessary provisions.

ACCORDING TO THE COSTITUION, THE CONTENT OF ALL ORDINARY LAWS MUST RESPECT THE EQUALITY BETWEEN MEN AND WOMEN, OTHERWISE THESE LAWS CAN BE CANCELLED.





But what happens in the daily life?

Italy is one of the EU countries with the lowest gender equality, according to the European Gender Equality Index.

Its performance is above the EU average in one area only, namely health, thanks to Italian women's long life-expectancy.

Other situations are far from being satisfactory. Progress has been promoted mainly by Directives coming from the UE or by pressures of the Italian civil society but **Italy lacks of a proper gender infrastructure to coordinate gender equality initiatives.**

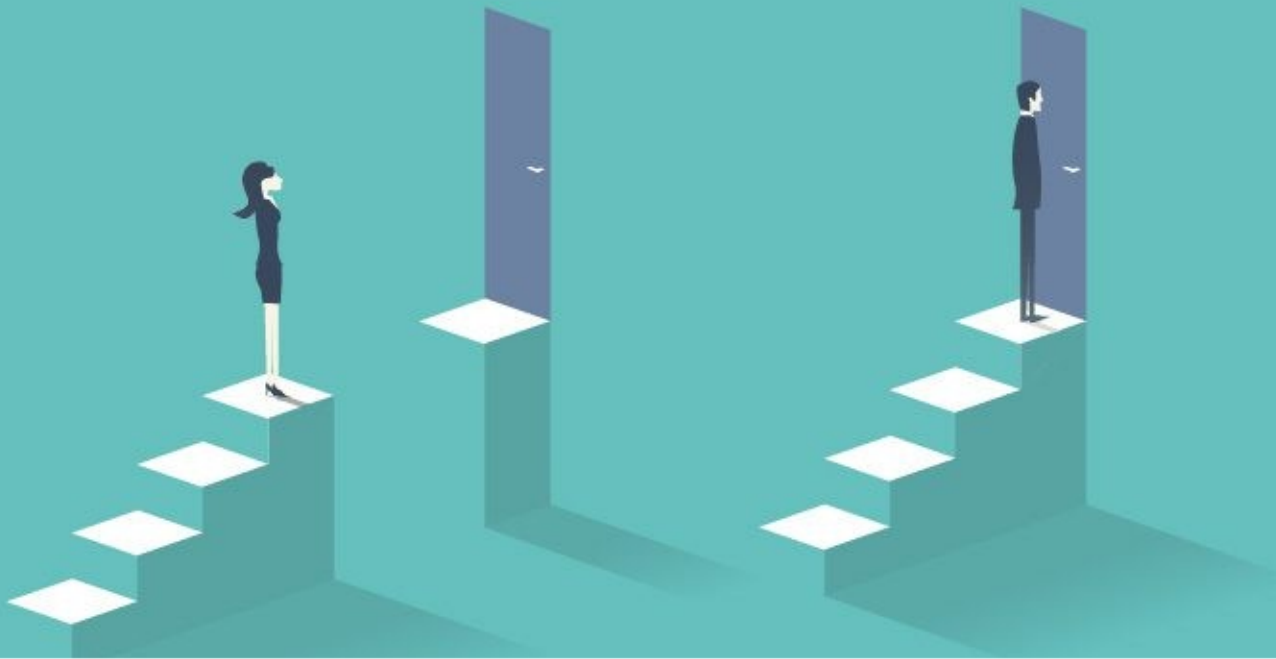
EMPLOYMENT AND RECONCILIATION OF WORK AND FAMILY LIFE:

•Family

There has been some improvement in childcare supply for children, but with differences among regions.

Care for the elderly depends heavily on the family and the help of “badanti” (migrant women, mainly from Eastern European countries) . This conforms to what has been defined the “Mediterranean model of welfare state”, based on monetary transfers from the state to the households and the unpaid work of women.





•Work

Female employment rates remain low, especially in Southern Italy.

Antidiscrimination laws have been adopted, but gender gaps are still large.

Female unemployment rates are higher than male rates; career advancement is difficult; and women are over-represented in atypical and precarious jobs.

The gender pay gap is one of the lowest in the EU due to the prevalence of highly educated women in the female labour force.

The percentage of women in top decision-making position was dramatically low until recently. Improvement has come from the introduction of mandatory quotas in the boards of companies listed in the Stock Exchange, established in 2011, and in companies owned by the public administration, established in 2013.

Anyway, there are some differences between the public and the private employment sector.

- In the **public sector** there is a more effective respect of women's rights, because workers are recruited after having done an open competition, regulated by law, where you look at the skills. Women have the same amount of pay and as many chances as men.

- In the **private sector**, women are more discriminated, because the main goal of an entrepreneur is profit, and women with children, for example, can't contribute to reach it.

The overall picture is that in many fields Italian labour market and society are still far from reaching satisfactory results in gender equality, in spite of relevant progress under the pressure of women's movement, civil society and European and Italian legislation.



9 statistics that show the state of gender equality in Italy

On International Women's Day, The Local, the English-language news network, looks what it's like to be a woman in Italy by the numbers.

1. Italy's pay gap is a little over 5 percent.

2. Fewer than half of working-age Italian women are in employment.

3. Around 62 % of Italian women's work each day is unpaid. Women in Italy work longer than men on average .

4. More than half of all Italians getting a degree are women (nearly 59 %) .



5. Just **34 %** of Italy's last parliament was female (even that it's higher than the European average).

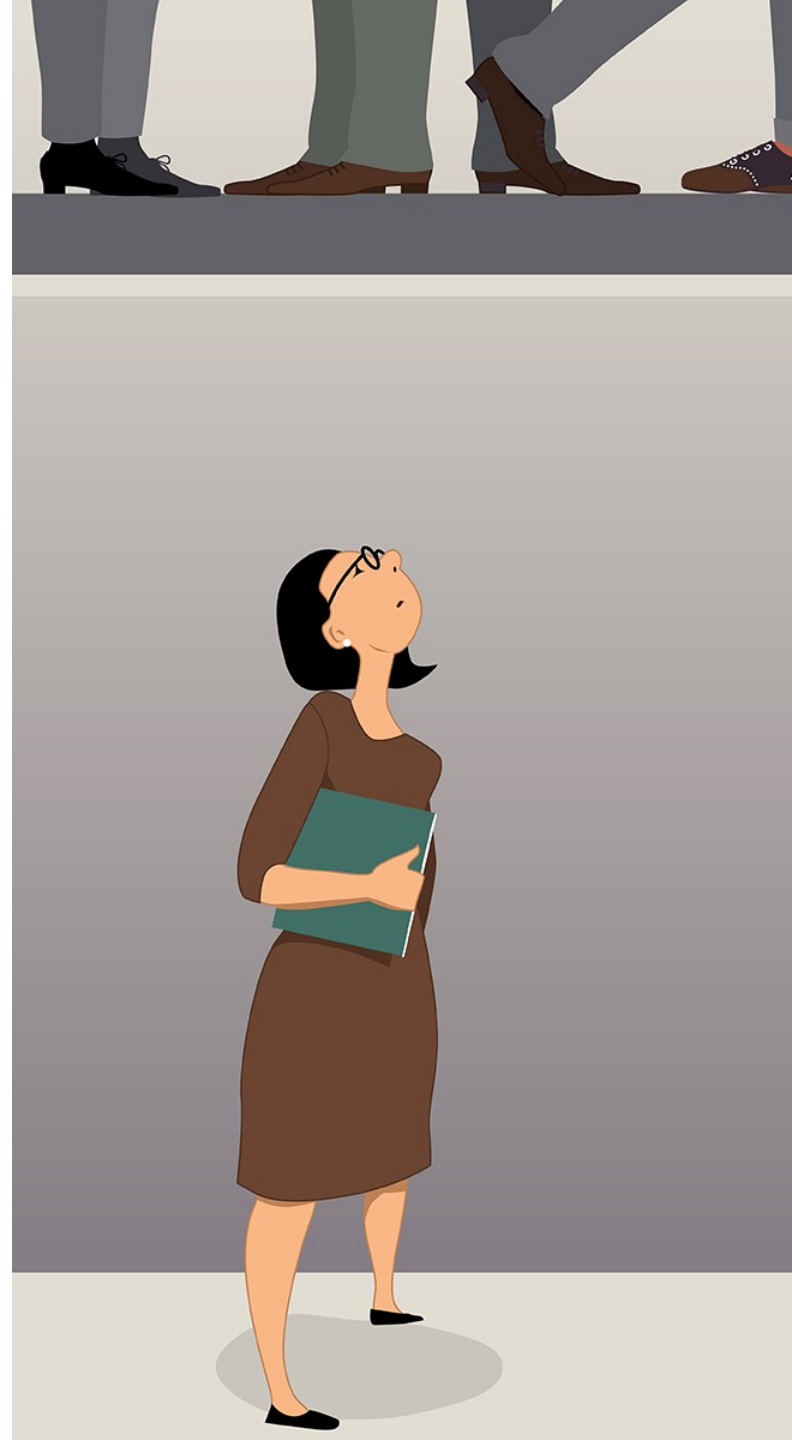
The number of female prime ministers or presidents in Italy is a big fat zero.

6. Women made up a measly 16% of decision-making bodies in 2017, says Istat.

7. In 2017, 121 women in Italy were murdered. In 59 % of cases, the killer was a partner, and 81 percent of murders took place in a family setting.

8. Women are more likely to read, go to the theatre, visit a museum or gallery, or create online content, according to Istat.

9. Women in Italy have an average life expectancy of 84.9 years, Istat says. Men are expected to live to 80.6.





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ITE PAOLO SAVI (ITALY)



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