



European network of legal experts in gender equality and non-discrimination

FLASH REPORT

Country:	Italy
Title:	New Policies regarding Equal Opportunity
Date:	12 November 2019
Expert:	Simonetta Renga
Context	
Issue at stake:	Equal opportunity
Grounds of discrimination:	Gender
Field of application:	Equal pay, Family leave
Source:	Policy development

Content

Policy development: Recently a new Government took office, supported by the 5star movement and the main left-wing party. It replaces the previous government which also enjoyed the support of the 5star movement as well as that of the main right-wing party. This change of government has also incurred a stronger focus on equal opportunity issues with the appointment of a Minister for Equal Opportunities and Family. Moreover, the programme of the new government expressly includes provisions aimed at assuring gender equality in pay as well as the full implementation of recent EU Directive on compulsory paternity leave and on conciliation between private and working life.

Key points of analysis: Since 2013, the development of equal opportunity policies was left to the Undersecretary of the Prime Minister and to the different Ministers. With the new Government taking office, the appointment of a dedicated Minister and the concrete objectives outlined by the Government to eliminate the gender pay gap and the proposed conciliation measures should contribute to placing these issues back on the agenda.

The need to take action regarding gender equality, is evident from the results of the *Gender Balance* for 2018. The gender balance has been established by Article 38septies of Act No. 196/2009,¹ and its purpose is both to provide Parliament data on issues including gender equality in the labour market, education and health and to evaluate the impact of Budget Policies on gender equality.

The *Gender Balance* confirms that gender inequality is still high in Italy. Women's occupational rate is only 49.5 %, and more than 40 % of young employed women are overqualified for their job. The percentage of low-paid female workers is still 3.3 % higher than for men. The percentage of female entrepreneurs is not increasing while female employment is mainly concentrated in the service sectors, such as commerce, health and education. In 2017 the risk of poverty affected about 21 % of women compared to 19 % of men.

¹ Art. 38septies of Act No. 196 of 31 December 2009 on the Ruling of Public Accounting and Finance, published in OJ No. 303 of 31 December 2009, o.s.n. 245,
http://www.rgs.mef.gov.it/Documenti/VERSIONE-I/Selezione_normativa/L-/L31-12-2009_196.pdf.

As regards education, the report shows that about 60 % of people obtaining a degree in scientific subjects are men.

Internet link source: Article 38septies of Act No. 196 of 31 December 2009 on the Ruling of Public Accounting and Finance, published in OJ No. 303 of 31 December 2009, o.s.n. 245, http://www.rgs.mef.gov.it/Documenti/VERSIONE-I/Selezione_normativa/L-/L31-12-2009_196.pdf.

2018 Gender Budget Report, published in <http://www.rgs.mef.gov.it/Documenti/VERSIONE-I/Attivit--i/Rendiconto/Bilancio-di-genere/2018/Bilancio-di-genere-2018-Relazione-Parlamento.pdf>, and also as a synthesis in an English version <http://www.rgs.mef.gov.it/Documenti/VERSIONE-I/Attivit--i/Rendiconto/Bilancio-di-genere/2018/Summary-and-main-results-.pdf>.