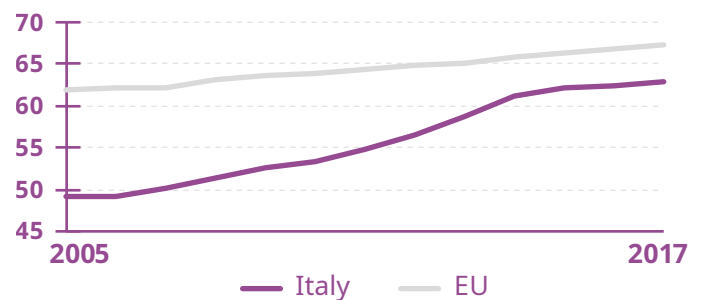


With 63.0 out of 100 points, Italy ranks 14th in the EU on the Gender Equality Index. Its score is 4.4 points lower than the EU's score. Between 2005 and 2017, Italy's score increased by 13.8 points. Italy is progressing towards gender equality at a much faster pace than other EU Member States. Its rank has improved by 12 places since 2005.

Italy's scores are lower than the EU's scores in all domains, except the domain of health. Gender inequalities are most pronounced in the domains of power (47.6 points), time (59.3 points) and work (63.1 points). Italy has the lowest score of all EU Member States in the domain of work. Its highest score is in the domain of health (88.7 points). Since 2005, Italy's scores have improved the most in the domains of power (+ 31.5 points) and knowledge (+ 7.1 points). Challenges remain in the domain of time, where Italy's progress has stalled (- 0.8 points) since 2005.

Between 2005 and 2017, Italy's Index score remained lower than the EU's score. Italy's score has improved at a faster pace than the EU's score, reducing the gap between them over time.

Italy is progressing towards gender equality faster than the EU average

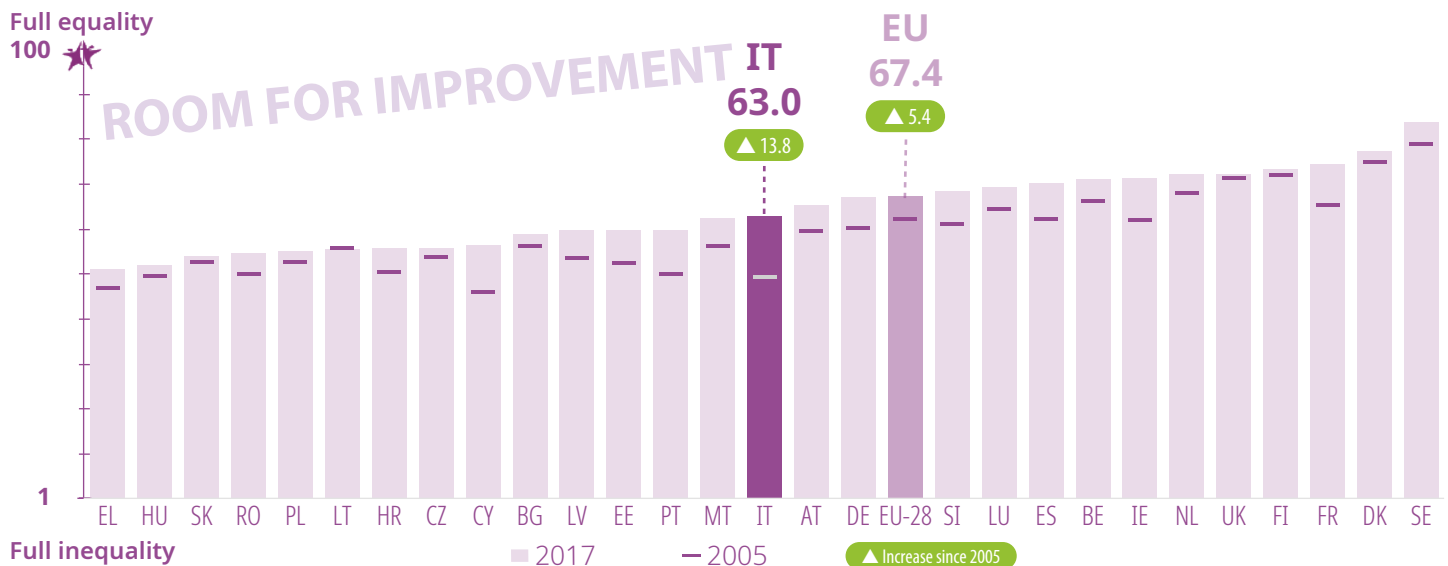


Each year we score EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

The scores are based on the gaps between women and men and levels of achievement in six core domains: work, money, knowledge, time, power and health. Two additional domains are integrated into the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence.

In addition to providing a snapshot into the Index scores, the Gender Equality Index 2019 includes a thematic focus on work-life balance.

Gender Equality Index scores for EU Member States, 2005 and 2017



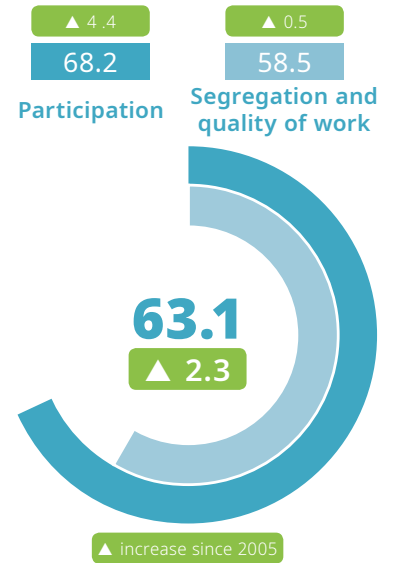


Work

Italy's score in the domain of work is 63.1, showing progress of 2.3 points since 2005 (+ 0.7 points since 2015). Although the gender gap decreased in the sub-domain of participation, Italy is last in the EU in this domain.

The employment rate (of people aged 20-64) is 53 % for women and 73 % for men. With the overall employment rate of 63 %, Italy has not reached its national EU 2020 employment target of 67-69 %. The full-time equivalent (FTE) employment rate remained similar for women (around 31 %) and decreased for men (from 56 % to 51 %) between 2005 and 2017, narrowing the gender gap (from 26 percentage points (p.p.) to 20 p.p.). Between women and men in couples with children, the gap is far wider than in couples without children (37 p.p. and 8 p.p.). The gender gap decreases as education levels increase: it is almost three times lower among highly educated women and men (8 p.p.) than among people with lower levels of education (24 p.p.).

Around 33 % of women work part-time, compared to 9 % of men. On average, women work 33 hours per week and men work 40. The uneven concentration of women and men in different sectors of the labour market remains an issue. Around 26 % of women work in education, health and social work, compared to 7 % of men. Fewer women (6 %) than men (31 %) work in science, technology, engineering and mathematics (STEM) occupations.

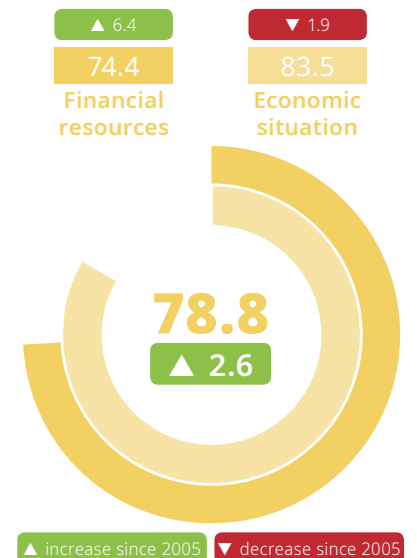


Money

Italy's score in the domain of money is 78.8, showing progress of 2.6 points since 2005 (+ 0.2 points since 2015), with improvements in the financial situations of women and men, but increased poverty and inequality in income distribution.

Although mean monthly earnings of both women and men increased by around 19 % from 2006 to 2014, the gender gap persists: women earn 18 % less than men. In couples with children women earn 30 % less than men (26 % less in couples without children). The gender gap is also wider among women and men with high levels of education (35 %) than among people with low or medium levels of education (25 % and 26 %).

The risk of poverty remained similar for women (20 %) and increased for men from 16 % to 18 %, between 2005 and 2017. People facing the highest risk of poverty are lone parents (36 %), people born outside Italy (35 %) and single women (28 %). Inequalities in income distribution increased among women and among men between 2005 and 2017. Women earn on average 95 cents for every euro a man makes per hour, resulting in a gender pay gap of 5 % (among the lowest in the EU). The gender pension gap is 32 %.

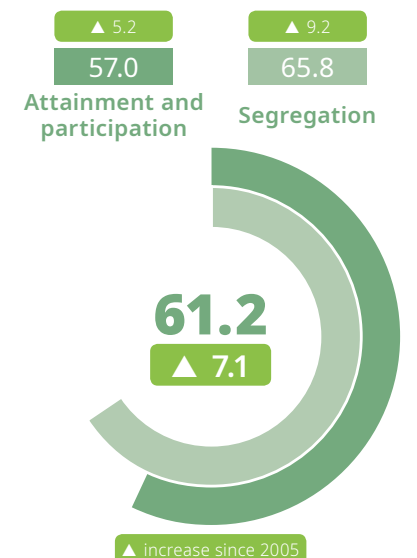


Knowledge

Italy's score in the domain of knowledge is 61.2, showing progress of 7.1 points since 2005 (- 0.2 points since 2015). Italy has moved forward six positions to rank 12th in the EU in the domain of knowledge. There are improvements in both attainment and participation, as well as segregation.

Tertiary educational attainment increased in Italy between 2005 and 2017, from 9 % for both women and men, to 15 % for women and 13 % for men. The gender gap in attainment is wider between women and men in couples with children (7 p.p.) and between women and men aged 25-49 (9 p.p.), with more women tertiary graduates in both groups. Italy has met its national EU 2020 target of having 26-27 % of people aged 30-34 with tertiary education. The current rate is 28 % (with 34 % for women and only 22 % for men). Participation in lifelong learning slightly increased for both women and men between 2005 and 2017 (from 11 % to 13 % for both), and is the seventh lowest rate in the EU.

The uneven concentration of women and men in different study fields in tertiary education continues to be a challenge for Italy: 44 % of women students compared to 27 % of men students study education, health and welfare, or humanities and art.



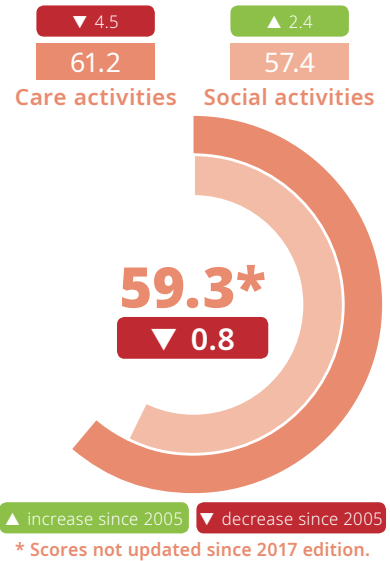


Time

Italy's score in the domain of time has not changed since the last edition of the Index, because new data is not available. The next data update for this domain is expected in 2021. More frequent time-use data would help to track progress in this domain.

In the domain of time, Italy's score is 59.3, which is below the EU's score of 65.7, with increased gender gap in the distribution of time spent on cooking and housework since 2005. Women are four times more likely (81 %) than men (20 %) to spend time cooking and doing housework every day for at least one hour. More women (34 %) than men (24 %) have daily care responsibilities of an hour or more. In couples with children, 81 % of women and 66 % of men spend time on daily care activities.

The rates of involvement of women and men in social activities have increased since 2005. Women are less likely to participate in sporting, cultural and leisure activities outside the home (24 % compared to 28 % of men), but more likely to be involved in voluntary or charitable activities (13 % compared to 11 % of men).

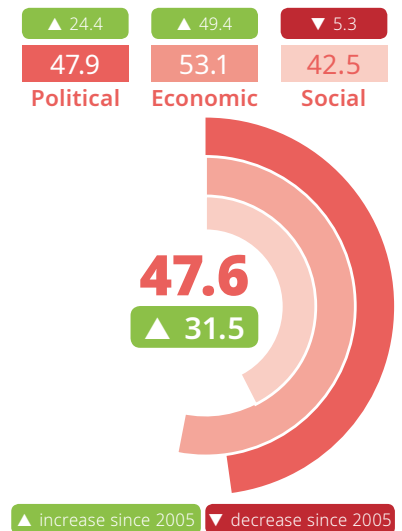


Power

Italy's score in the domain of power is 47.6, showing progress of 31.5 points since 2005 (+ 2.3 points since 2015). Although this is the lowest score for Italy across all domains, it has improved the most over time. Italy's progress, in this domain, is the second strongest in the EU.

The sub-domain of economic power is progressing at a faster rate than the EU, it is the second fastest improvement among all Member States. The share of women among the board members of the central bank jumped from 0 % in 2005 to 22 % in 2018. Italy introduced a legislative quota of having 33 % of women on company boards. The share of women on the boards of the largest publicly listed companies increased by 33 p.p. (from 3 % to 36 %), between 2005 and 2018.

Italy introduced legislative candidate quotas in 2017 and the representation of women in parliaments improved after their application. The share of women parliamentarians rose from 11 % to 34 % between 2005 and 2018, and the share of women among ministers increased from 9 % to 22 % in the same period. Women comprise 70 % of board members of research-funding organisations, 25 % of board members of publicly owned broadcasting organisations and just 12 % of members of the highest decision-making bodies of national Olympic sports organisations.

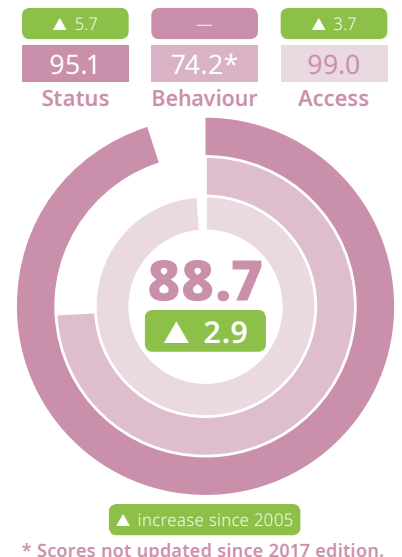


Health

Italy's score in the domain of health is 88.7, with a 2.9-point increase since 2005 (+ 2.4 points since 2015). Italy ranks 12th in the EU in the domain of health. There are improvements in both sub-domains of health status and access to health services. There is no new data for the sub-domain of health behaviour.

Self-perceptions of good health increased significantly from 54 % to 74 % for women and from 62 % to 80 % for men, between 2005 and 2017. Health satisfaction rises in proportion to levels of education and declines in proportion to increases in age. The gender gap is most significant between single women and men (22 p.p.) and women and men with low levels of education (11 p.p.), with more men than women perceiving their health as good. Life expectancy increased for both women and men between 2005 and 2016. Women on average live five years longer than men (86 years compared to 81 years).

Unmet needs for medical examinations decreased from 8 % for women and 6 % for men to 2 % for both, between 2005 and 2017. Unmet dental needs also dropped: 3 % of women and 2 % of men report unmet needs for dental care (compared to 11 % and 10 % in 2005). Women and men with disabilities report higher unmet needs for dental care (15 % and 12 %) compared to women and men without disabilities (6 % and 7 %).





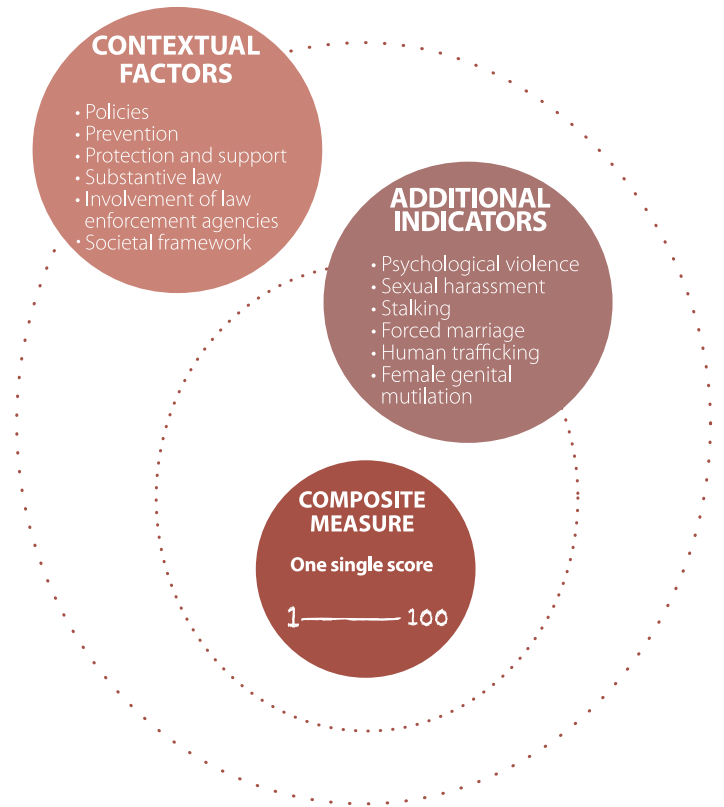
Violence

Violence against women is both a consequence and cause of persisting gender inequalities in the areas of work, health, money, power, knowledge and time. In contrast to other domains, the domain of violence does not measure differences between women's and men's situations but examines women's experiences of violence. For this reason, the domain of violence is not captured in the calculations of the Gender Equality Index. Instead, it is calculated as a separate composite measure of three aspects: prevalence, severity and disclosure of violence against women. The calculation of scores relied on the 2014 European Union Agency for Fundamental Rights survey data results. No EU-wide survey on gender-based violence has been carried out since then. Until the completion of the next survey, the scores cannot be updated.

Italy signed and ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in September 2013.

The domain of violence presents updated data on three additional indicators to help monitor femicide, female genital mutilation and trafficking in human beings. However, not all Member States collect such data and improvements in data collection are necessary.

Italy recorded 76 women victims of intentional homicide by an intimate partner in 2016. The country does not provide data on women victims of intentional homicide by a family member. EIGE's estimates show that 15 % to 24 % of the 76 040 girls (in the migrant resident population) are at risk of female genital mutilation. Statistics on trafficking in human beings are gathered and reported. There were 747 registered women victims of trafficking in human



beings in 2016. Comparable data, disaggregated by sex, is essential to the development of EU-wide strategies on preventing and eliminating violence against women across Member States.



Thematic focus on work-life balance

Gender Equality Index 2019 focuses on work-life balance — an issue of high political importance in the EU. In addition to work-life balance related indicators captured by the Index (e.g. in the domains of work, time and knowledge), the thematic focus presents additional indicators — a work-life balance scoreboard (WLB scoreboard). The WLB scoreboard cuts across three broad areas: paid work, unpaid work (care) and education and training. It presents 15 indicators in six specific areas of concern: parental leave policies; caring for children and childcare services; informal care for older persons and persons with disabilities and long-term care services; transport and infrastructure; flexible working arrangements; and lifelong learning.

Parental leave policies

Parental leave helps parents balance their caring duties and work life. However, it is often unavailable to potential parents as their eligibility might be dependent on criteria such as whether a person is in paid work; if they are an employee or self-employed; the sector in which they work; the length of service; or leave might not be accessible to same-sex couple or migrants. Changes in the labour market, such as the spread of atypical forms of employment (e.g. temporary contracts and on-demand work, bogus self-employment, voucher-based work) have increased concerns about par-

ents' access to leave, especially in cases where it is based on definitions of traditional standard employment.

In 2016, 46 % of women and 27 % of men aged 20-49 (potential parents) were ineligible for parental leave in Italy. Unemployment or inactivity was the main reason for ineligibility for 86 % of women and 51 % of men. In Italy, there are certain eligibility conditions for self-employed men linked to the sector of service. Working in these excluded sectors was a reason for non-eligibility for 42 % of ineligible men. In addition, Italy excludes domestic workers, among whom

women are overrepresented, from accessing parental leave. Domestic workers accounted for 14 % of the total ineligible population of women and 7 % of the total ineligible pop-

ulation of men in 2016. Same-sex parents are eligible for parental leave in Italy. Among employed population, 10 % of women and 15 % of men were ineligible for parental leave.

Informal childcare and childcare services

As the number of dual-earning and single-parent families grows, new needs for childcare services appear. High quality, available, accessible and affordable childcare services are essential to allow parents to stay in or join the labour market and reduce the gender gap in employment.

In Italy, 58 % of all informal carers of children are women. Overall, 61 % of women and 53 % of men are involved in caring for or educating their children or grandchildren at least several times a week. Compared to the EU average (56 % of women and 50 % of men), more women and men are involved in caring for or educating their children (or grandchildren) in Italy. The gender gaps are wider among women and men who are not working (57 % and 35 %).

Italy is close to reaching the Barcelona targets to have at least 33 % of children below the age of three and 90 % of children between the age of three and school age in childcare. About 29 % of children below the age of three are under some form of formal care arrangement, and 17 % of children this age are in formal childcare for at least 30 hours a week. Formal childcare is provided for 89 % of children from age three to the minimum compulsory school age (68 % are in formal childcare for at least 30 hours a week). Around 13 % of households in Italy report unmet needs for formal childcare services. Lone mothers are more likely to report higher unmet needs for formal childcare services (20 %), compared to couples with children (13 %).

Informal care for older persons and persons with disabilities and long-term care services

Available, accessible, and affordable care services and infrastructure are crucial if people with caring responsibilities are to maintain a healthy balance between their care duties and work life. This is especially relevant for women, who are often more engaged than men in both formal and informal care of older persons and/or persons with disabilities. In light of emerging demographic trends, such as ageing societies, lower birth rates and consequently the decline of the working age population, the need for formal and informal long-term care services becomes more important than ever.

Most informal carers for older persons and/or persons with disabilities in Italy are women (66 %). The shares of women and men involved in informal care for older persons and/or people with disabilities several days a week or every day

are 14 % and 8 %. The proportion of women involved in informal care is 1 p.p. lower than the EU average, while the involvement of men is 2 p.p. lower. About 22 % of women and 11 % of men aged 50-64 take care of older persons and/or persons with disabilities, in comparison to 10 % of women and 6 % of men in the 20-49 age group. Around 29 % of women carers for older persons and/or persons with disabilities are employed, compared to 64 % of men combining care with professional responsibilities. There are also fewer women than men informal carers working in the EU. But the gender gap is wider in Italy than in the EU (35 p.p. compared to 14 p.p. for the EU). In the 50-64 age group, 36 % of women informal carers work, compared to 78 % of men. Around 35 % of women and men in Italy report unmet needs for professional home care services.

Transport and infrastructure

Access to affordable and quality public infrastructure, such as care and educational facilities, health services and transportation, impacts women's and men's opportunities to balance paid work with other activities. The uneven division of caring duties and household tasks between women and men influences the ways in which they use or need certain types of transport and infrastructure. Time spent commuting is a good indication of whether existing public infrastructure helps or hinders women and men in juggling their everyday activities.

In Italy, women and men spend almost equal amount of time commuting to and from work (about 27-28 minutes per day). Women in couples without children tend to trav-

el longer than men (32 minutes compared to 28 minutes), while men spend more time than women commuting in couples with children (29 minutes compared to 25 minutes). Women spend less time commuting than men, if they work part-time, but travel slightly longer than men, if they work full-time. Women working part-time travel 25 minutes from home to work and back, while men commute 27 minutes, compared to 30 minutes for women and 29 minutes for men working full-time.

Generally, men are more likely to travel directly to and from work, whereas women make more multi-purpose trips, to fit in other activities such as school drop-offs or grocery shopping.

Flexible working arrangements

Flexible working arrangements, such as opportunities to transition between part-time and full-time work, flexibility in working hours and remote work, typically give employees a greater ability to control how much, when and where they can work. If carefully designed, keeping in mind the different needs of women and men, flexible working arrangements can make it easier to balance work and family life. They can support people with caring responsibilities to enter the labour market, as full-time employees.

Around 59 % of women and 50 % of men have no control over their working time arrangements. Access to flexible working arrangements is slightly lower for women and higher for men in Italy than in the EU where 57 % of women

and 54 % of men have no possibility to change their working time arrangements. Around 53 % of women and 48 % of men working in the private sector have no control over their working time arrangements. Access to flexible working time is lower in the public sector, especially for women: 79 % of women working in the public sector have no control over their working time arrangements, compared to 60 % of men.

Even though there are more women than men working part-time in Italy, fewer women (13 %) than men (31 %) part-time workers transitioned to full-time work in 2017. The gender gap is wider than in the EU, where 14 % of women and 28 % of men moved from part-time to full-time work.

Lifelong learning

Constant advances in technology require workers to continuously upskill and stay up-to-date with new developments and technologies over the course of their careers. Lifelong learning is a catalyst for gender equality as it gives women and men greater choice in their work options and more opportunities to achieve their full potential. Insufficient financial resources and time-related barriers such as conflicts with work schedules and/or family responsibilities can prevent access to lifelong learning for both women and men. Lifelong learning can help women re-enter the labour market after career breaks due to care responsibilities.

Italy's participation rate in lifelong learning (8 %) is below the EU average (11 %), with a narrow gender gap (1 p.p.). Women (aged 25-64) are more likely to participate in edu-

cation and training than men among employees (10 % compared to 7 %), while economically inactive men are more likely to participate in lifelong learning than economically inactive women (10 % compared to 6 %). Conflicts with work schedules are a greater barrier to participation in lifelong learning for men (46 %) than for women (36 %). Family responsibilities are reported as barriers to engagement in education and training for 47 % of women compared to 29 % of men. Both work schedules and family responsibilities are more of an obstacle for participation in lifelong learning in Italy than in the EU overall. In the EU, 38 % of women and 43 % of men report their work schedule as an obstacle, and 40 % of women and 24 % of men report that family responsibilities hinder participation in lifelong learning.

Read more about the Gender Equality Index at <http://eige.europa.eu/gender-equality-index>

European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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