



**Get in shape for Europe (GISE)  
C9 short-term joint staff training Events –  
"European Values: Gender Equality and Equal Opportunities"**

**20-22 April 2021  
(Vaslui, Romania)**

**GENDER EQUALITY**

**I.I.S. «E. Majorana-A. Cascino»  
Piazza Armerina**



# CHARTER OF FUNDAMENTAL RIGHTS OF THE EUROPEAN UNION

## EQUALITY

### Article 20

Equality before the law: Everyone is equal before the law.

### Article 21

#### Non-discrimination

1. Any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited.

2. Within the scope of application of the Treaty establishing the European Community and of the Treaty on European Union, and without prejudice to the special provisions of those Treaties, any discrimination on grounds of nationality shall be prohibited.



# CONSTITUTION OF THE ITALIAN REPUBLIC

## Article 3

All citizens shall have equal social dignity and shall be equal before the law, without distinction of gender, race, language, religion, political opinion, personal and social conditions.

It shall be the duty of the Republic to remove those obstacles of an economic or social nature which constrain the freedom and equality of citizens, thereby impeding the full development of the human person and the effective participation of all workers in the political, economic and social organisation of the country.



## BIRTH OF ITALIAN REPUBLIC

An institutional referendum was held in [Italy](#) on 2 June 1946. Following the [civil war](#) and the [Liberation](#) from fascism in 1945, a popular referendum on the institutional form of the State was called and resulted in voters choosing the replacement of the monarchy with a [republic](#). A [Constituent Assembly](#) was elected on the same day. Only 21 out of 566 were women

# SEX VS GENDER

## What is sex?

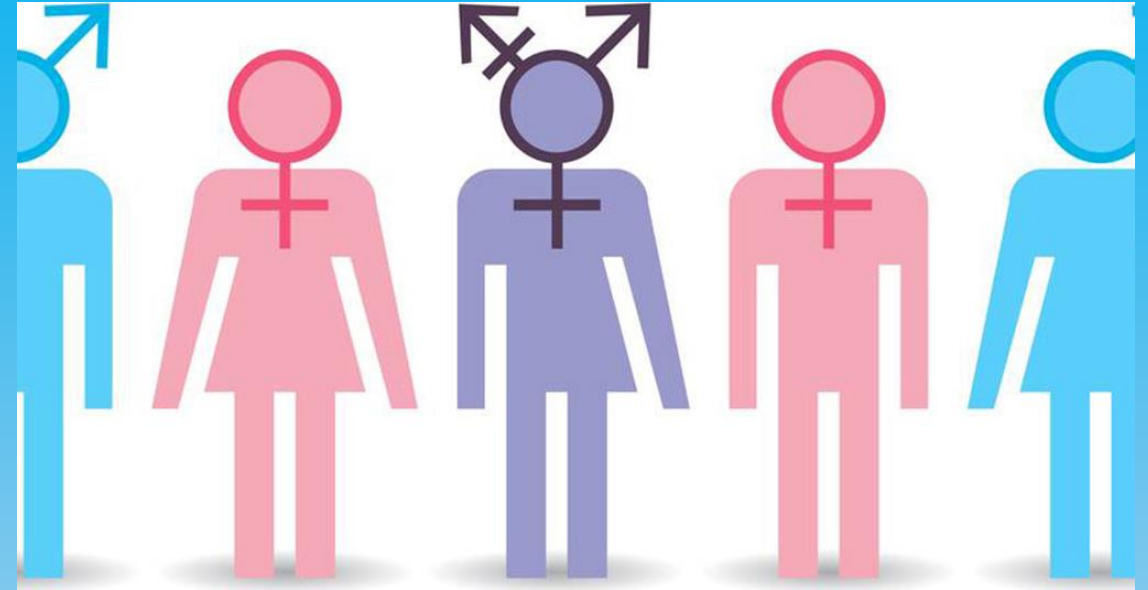
- It refers to the biological aspects of an individual as determined by their anatomy, which is produced by their chromosomes, hormones and their interactions
- It is generally male or female
- It is something that is assigned at birth

## What is gender ?

- a social construction relating to behaviours and attributes based on labels of masculinity and femininity

## What is gender identity?

- gender identity is a personal, internal perception of oneself and so the gender category someone identifies with may not match the sex they were assigned at birth
- where an individual may see themselves as a man, a woman, as having no gender, or as having a non-binary gender – where people identify as somewhere on a spectrum between man and woman



## What is gender equality?

**Gender equality**, also known as **sexual equality** or **equality of the sexes**, is the state of equal ease of access to resources and opportunities regardless of gender, including economic participation and decision-making; and the state of valuing different behaviors, aspirations and needs equally, regardless of gender.



## Gender Equality Index

The Gender Equality Index is a tool to measure the progress of gender equality in the EU, developed by EIGE. It gives more visibility to areas that need improvement and ultimately supports policy makers to design more effective gender equality measures.



6 Core domains

WORK, MONEY, KNOWLEDGE, TIME, POWER AND HEALTH

2 Additional domains

VIOLENCE AGAINST WOMEN AND INTERSECTING INEQUALITIES

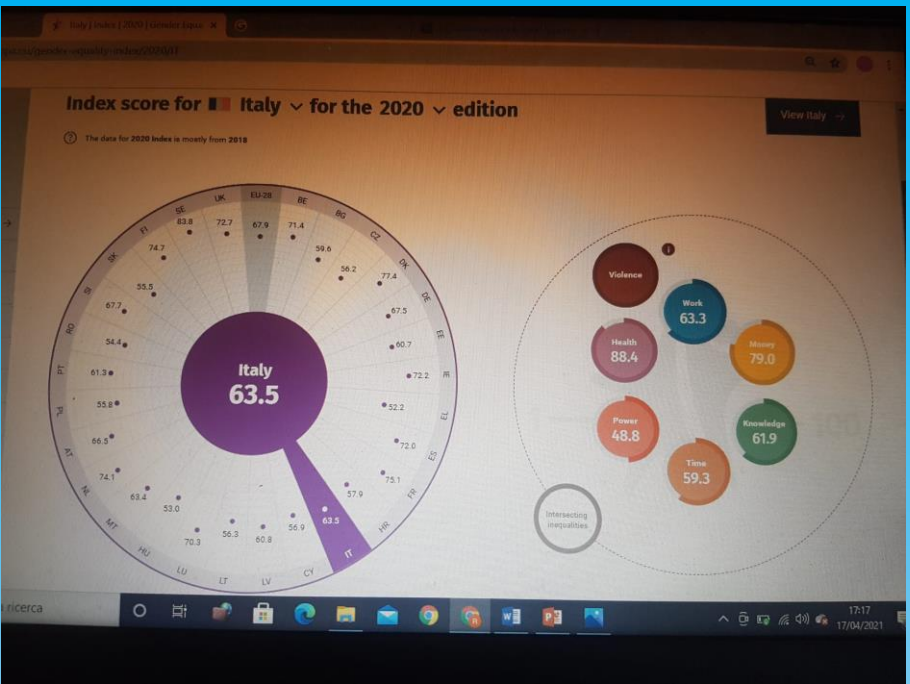
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Indicators

28 EU countries

6 Years

2005, 2013, 2015, 2017, 2019, 2020



With 63.5 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. Since 2010, Italy's score has increased by 10.2 points (+ 0.5 points since 2017). Italy is progressing towards gender equality at a faster pace than other EU Member States. Its ranking has improved by eight places since 2010.



### **Best performance**

Italy's highest scores are in the domains of health (88.4 points) and money (79.0 points), in which it ranks 12th and 15th in comparison with other Member States.

### **Most room for improvement**

Gender inequalities are most pronounced in the domains of power (48.8 points), time (59.3 points) and knowledge (61.9 points). Italy has the lowest score in the EU in the domain of work (63.3 points).

### **Biggest improvement**

Since 2010, Italy's scores have improved the most in the domains of power (+ 23.6 points) and knowledge (+ 8.1 points). Its rankings have gone up by eight and nine places, respectively, in these domains.

### **A step backwards**

Italy has made least progress in the domain of money (+ 0.1 points) since 2010. Its ranking has not changed (15th

<https://eige.europa.eu/gender-equality-index/2020/domain/power/IT>

<https://eige.europa.eu/gender-equality-index/2020/domain/money/IT>

<https://eige.europa.eu/gender-equality-index/2020/domain/time/IT>

## Key highlights

### Positives

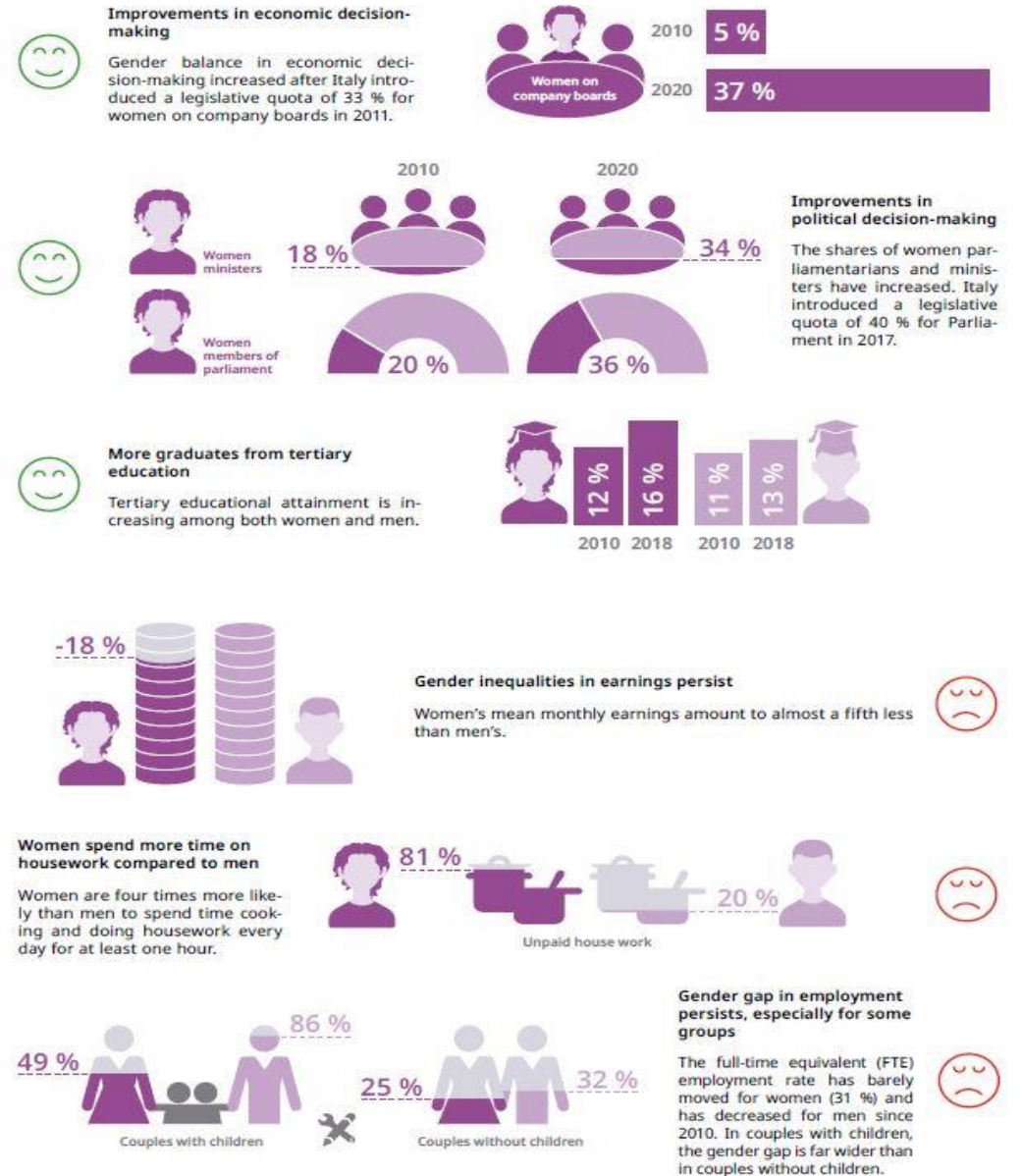
1. Gender balance in economic decision-making increased after Italy introduced a legislative quota of 33 % for women on **company boards** in 2011.
2. The shares of women **parliamentarians and ministers** have increased. Italy introduced a legislative quota of 40 % for Parliament in 2017.
3. **Tertiary educational attainment** is increasing among both women and men.

### Negatives

1. Women's **mean monthly earnings** amount to almost a fifth less than men's.
2. Women are four times more likely than men to spend **time cooking and doing housework** every day for at least one hour.
3. The **full-time equivalent (FTE) employment rate** has barely moved for women (31 %) and has decreased for men since 2010. In couples with children, the gender gap is far wider than in couples without children.

<https://eige.europa.eu/gender-equality-index/game/IT/W>

## Key highlights





## Government responsibilities

The Ministry for Rights and Equal Opportunities was created in 1996, in line with the UN's Beijing Platform for Action (BPfA) and EU guidelines on gender mainstreaming. Its functions were established in 1997. Its broad mandate is to represent the Italian position on gender issues at EU level, prepare government gender equality policy and implement the EU Equality Directives, as well as gender mainstreaming. Unfortunately, the Ministry lacks financial autonomy and resources, limiting the implementation of its mandate.



ELENA BOSETTI is the current minister for Rights and Equal Opportunities and Family

Italy's main government gender equality body is the Department for Equal Opportunities (DEO) of the Italian Presidency of the Council of Ministers (since 1996), which has supported the Office of the Minister for Equal Opportunities since 1997. The DEO has a broad mandate to promote and coordinate government actions to support women's human rights, with a focus on combating violence against women, exploitation and trafficking in human beings since 2015. It also coordinates the adoption of the necessary initiatives for the programming, guidance, coordination and monitoring of the ESI Funds for gender equality policies, and all relations with state, regional and local authorities,

## ACHIEVEMENTS IN ITALIAN LEGISLATION

Divorce is introduced in Italian legislation on the 1st December 1970

Prohibition of dismissal of mother workers introduced on 30 December 1971

Absolute equality between spouses introduced in 1975

Right to abortion introduced on the 22 May 1978

In 1981 shotgun wedding and honour crime were abolished

Violence against women became a crime against person in 1996 (in the past it was considered a crime against public morality)

Military service for women on a voluntary base is introduced on October 1999

In 2000 paternity leave, alternate to the maternity leave, is introduced for public workers/employees





Stalking entered the Italian legislation in 2009

Law on femicide was issued in 2013; the law on Red Code, against domestic or gender based violence, has recently been issued in 2019 (the new law promises tougher penalties, including longer prison sentences, for the perpetrators of violence, sexual abuse and stalking. The law also criminalises acid attacks and [revenge porn](#) , It also means cases will be dealt with by courts as a priority and investigations will be fast-tracked)

Italy has recognised same-sex civil union since 5 June 2016, providing same-sex couples with most of the legal protections enjoyed by opposite-sex married couples. A bill to allow such unions, as well as gender-neutral registered partnerships, was approved by the Senate on 25 February and the Chamber of Deputies on 11 May and signed into law by the Italian President on 20 May.

A law punishing discrimination and hate crimes against LGBT+ individuals (ddl Zan) has been approved by Italian Camera but it still hasn't been approved by the Senate. Currently, Italy punishes hate crimes for racial, ethnic and religious reasons, as well as neo-Nazi and neo-fascist actions and slogans, through the so called "legge Mancino". With the new law, those who discriminate against gay and transgender people would be sanctioned with up to four years imprisonment, and generally any discrimination based on sexual orientation, gender identity, as well as gender-based violence will be punished.

## The Importance of Gender Equity and Equality in the Classroom



From an early age, children make assumptions that confirm gender stereotypes. Children learn how to think about themselves and others from the messages they hear in society. And often, these messages include stereotypes about gender that stick with them for the rest of their lives.

In the classroom, students often encounter implicit or explicit assumptions about gender. For example, girls interested in STEM subjects may be discouraged if others say such topics aren't very "feminine" pursuits. Also, some transgender students report feeling unsafe at school, which affects their academic achievement in very serious and harmful ways.

We as teachers can make a difference for younger students by teaching them to find strength in their gender identity and to treat kindly those with different identities than their own.. We can help facilitate their thoughts and discussions in healthy ways. We can also promote better understanding among your students for those who are different from themselves.



## Four Ways to Promote Gender Equity and Equality in Education

### Be a Role Model for Your Students

Students, especially younger children, often learn by imitation. [As a teacher, be aware of your own assumptions about gender and try to correct your biases as you notice them.

In relevant situations, empower your students to believe in their potential to achieve their dreams regardless of their gender identity—and that their gender is a strength, never a weakness. Also, use language in class that is inclusive of transgender and non-binary students, such as using the name and pronouns that a student goes by, even if it is different from their school records.



### Don't Connect Gender to an Ability or Personality Trait

Sometimes our language can reinforce assumptions about gender. Be aware of the language you use in class, and avoid making assumptions about anyone's ability, profession, or personality based on their gender. It can also be helpful to avoid making wide generalizations about gender in class, such as the assumption that boys are louder and girls are quieter, or assuming that all of your students identify as their birth sex.

## **Include Gender Equality in Your Curriculum**

Many textbooks are problematic when it comes to gender. Often they don't include many notable female figures, tokenize the experiences of women, and stereotype gender roles in harmful ways. If you're able to pick the textbook you use, try to find one that is known for its equitable treatment of gender.

If not, try to supplement your curriculum by teaching your students about both men and women who challenged their society's ideas about gender and changed their communities in meaningful ways. It can also be helpful to include gender non-conforming and transgender people in your curriculum to help students with these identities feel represented and accepted.



## **Teach Students to Be Aware of Personal Biases**

One of the best ways to confront gender discrimination in the classroom is by simply making your students aware of it. Teach students about implicit bias, or beliefs we might hold about ourselves or others because of sexist messages we have heard.

Tell your students that many people hold these biases, and it doesn't mean they are bad people. The important thing is for students to acknowledge their own assumptions. Once they do, they can challenge them to actively change those assumptions—to recognize that a person's abilities are not linked to their gender.