



zaposlena

Learn2Be!

**Edukacija žena za povećanje rodne ravnopravnosti na tržištu rada
KA2 - KA210-ADU - Mala partnerstva u obrazovanju odraslih**



**Co-funded by
the European Union**



zaposlena

Learn2Be!

Rodni stereotipi na tržištu rada

I. Rodni jaz u svijetu rada



Co-funded by
the European Union



zaposlena

Learn2Be!

Rodni jaz u plaćama razlika je između plaća muškaraca i žena i temelji se na prosječnoj razlici u bruto satnici svih zaposlenika.

Žene u EU-u u prosjeku zarađuju oko 16 % manje po satu od muškaraca



Co-funded by
the European Union



zaposlena

Learn2Be!

1. Rodni jaz u plaćama razlikuje se diljem Europe. Manji je od 10% u Sloveniji, Poljskoj, Italiji i Luksemburgu, ali veći od 20% u Ujedinjenoj Kraljevini, Slovačkoj, Češkoj, Grčkoj, Njemačkoj, Austriji i Estoniji.

2. Iako se ukupni rodni jaz u plaćama smanjio u posljednjem desetljeću, u nekim zemljama rodni jaz u plaćama zapravo se povećava (Latvija, Portugal)

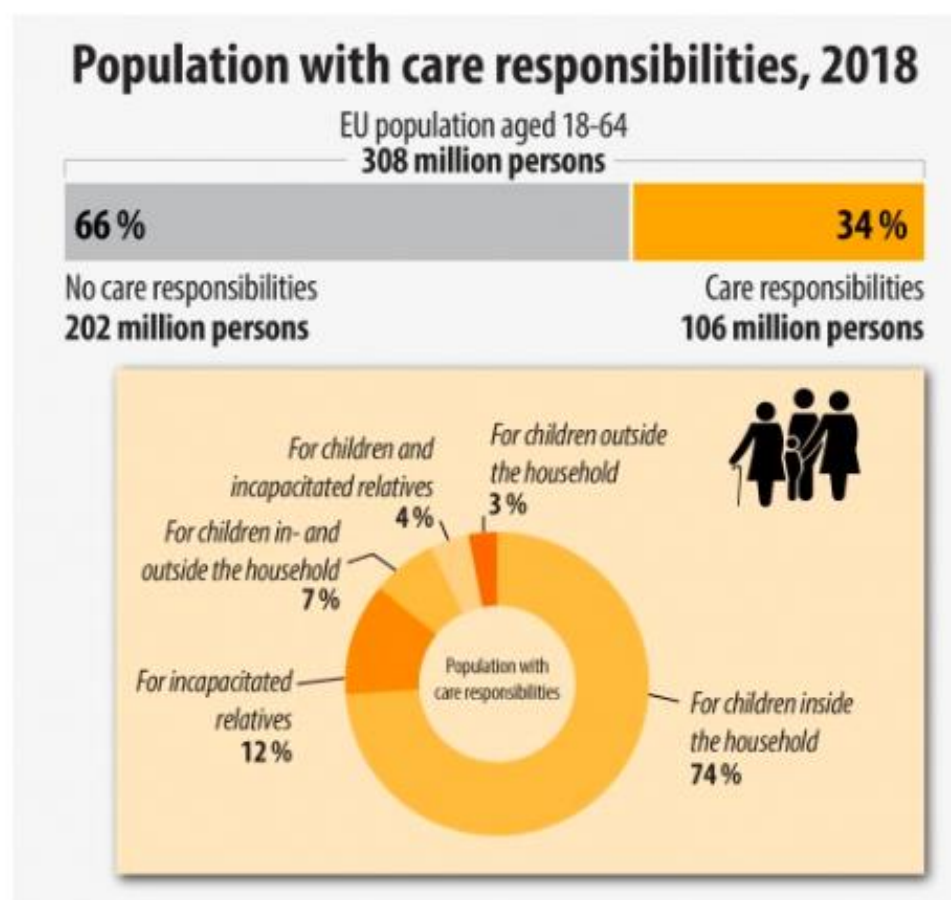


Co-funded by
the European Union



Rodni jaz u plaćama - Primjer:

Usklađivanje poslovnog i obiteljskog života (statistika)



ec.europa.eu/eurostat 





zaposlena

Rodni jaz u plaćama - Primjer :

Usklađivanje poslovnog i obiteljskog života (statistika)

Obiteljski rad

5 sati 30 minuta (žene)

35 minuta (muškarci)



Co-funded by
the European Union



zaposlena

Rodni jaz u plaćama - Primjer :

Usklađivanje poslovnog i obiteljskog života (statistika)

Rodne razlike u skrbi: Nerazmjerno negativan utjecaj pandemije na tržište rada

može se djelomično objasniti sektorskim

sastavom šoka, a dijelom i kroz količinu posla skrbi koja je pala na žene jer su

zatvorene ustanove za skrb o djeci i škole – obrazac odgovornosti za skrb koji

je već bio izražen prije pandemije.



Co-funded by
the European Union



zaposlena

Na temelju analize podataka iz 2019. godine iz 33 zemlje, koje predstavljaju 54% svjetske radne populacije, udio vremena koji su muškarci proveli u neplaćenom radu kao udio vremena utrošenog u ukupnom radu bio je 19%, dok je za žene bio 55%. Uz povećanje troškova skrbi o djeci, postoji visok rizik da će se neuravnotežene obaveze vezane uz neplaćenu skrb i dalje nametati ženama



Co-funded by
the European Union



zaposlena

Dobre vijesti (Dobre vijesti?)

Europa ima drugu najvišu razinu ravnopravnosti spolova, koja trenutno iznosi 76,6%. Na temelju stalnog praćenja skupine od 102 zemlje od 2006. godine, **regiji je preostalo 60 godina čekanja da se zatvori jaz.** Island, Finska i Norveška zauzimaju najviše položaje u svijetu i regiji.



Co-funded by
the European Union



zaposlena

Rad vezan uz srb izaziva stres

Rodni jaz u razinama stresa: Na temelju podataka Hologica, u izvještaju se navodi da je između 2021. i 2022. godine prijavljeni stres bio 4% veći kod žena nego kod muškaraca. To doprinosi rastućem globalnom opterećenju u zdravstvu vezano uz mentalne i emocionalne poremećaje, koji nerazmjerno utječu na zdravlje i dobrobit žena.



Co-funded by
the European Union



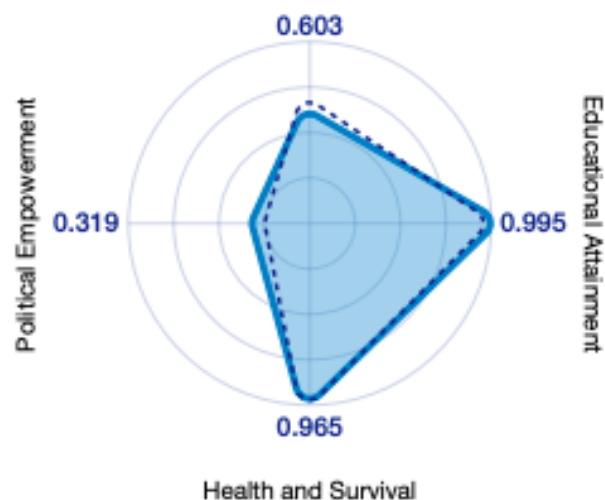
U našim zemljama. ----- [Italija:](#)

Economy Profile	Score (imparity = 0, parity = 1)	Rank (out of 146 countries)	Index Edition
Italy	0.720	63rd	2022

Global Gender Gap Index 2022 Edition

Italy score average score

Economic Participation and Opportunity



Overview

Index and Subindex

Index and Subindex	2022		▼ 2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.720	63rd	0.721	63rd
Economic Participation and Opportunity	0.603	110th	0.609	114th
Educational Attainment	0.995	59th	0.997	57th
Health and Survival	0.965	108th	0.965	118th
Political Empowerment	0.319	40th	0.313	41st





Italija:

Economy Profile

Italy

Score

0.720

Rank

63rd

Page 2 of 2

Complementary Targets and Contextual Indicators

2022

General indicators

Indicator	Unit	Value
GDP	US\$ billions	1,888.71
GDP per capita	constant '17, intl. \$ 1000	39.00
Population sex ratio	female/male	1.05
Population growth rate	%	-0.47

Indicator	Million people	Female	Male	Value
Total population		30.50	28.94	59.45

Work participation and leadership

Indicator	Unit	Value
Gender pay gap (OECD only)	%	7.64
Share of women's membership in boards	% (OECD countries only)	38.80
Firms with female majority ownership	% firms	11.50
Firms with female top managers	% firms	15.30
Share of workers in informal sector	% workers	n. a.

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.03

Indicator	1 Million people	Female	Male	Value
Labour-force		10.85	14.65	0.43

Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	11.03	8.37	9.51

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	2.47
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.20
Mean age of women at birth of first child	years	31.84

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		150.00	14.00	n. a.

Education and skills

Graduates	Attainment %	Female	Male	Value
STEM Graduates		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		50.36	49.64	1.01
Arts & Humanities		71.17	28.83	2.47
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		93.34	6.66	14.01
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.





Italija:

Advancement of women to leadership roles				4.03
Indicator	1 Million people	Female	Male	Value
Labour-force		10.85	14.65	0.43
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	11.03	8.37	9.51
Workers employed part-time	% of employed people	0.55	0.30	0.41
Proportion of time spent on unpaid domestic and care work	%	2.30	1.10	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Near-equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1946
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	35.00

Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

Indicator	0-1 (Equal rights)	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Arts & Humanities	71.17	28.83	2.47
Business, Admin. & Law	n. a.	n. a.	n. a.
Education	93.34	6.66	14.01
Engineering, Manuf. & Construction	n. a.	n. a.	n. a.
Health & Welfare	n. a.	n. a.	n. a.
Information & Comm. Technologies	n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics	57.95	42.05	1.38
Social Sci., Journalism & Information	71.43	28.57	2.50
Vocational training	16.07	25.69	21.06
PhD graduates	0.38	0.43	0.40

Graduates %	Female	Male	Value
Graduates from tertiary education	50.24	33.92	41.76

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	19.00
Births attended by skilled personnel	% live births	99.90
Maternal mortality	deaths per 100,000 live births	2.00
Total fertility rate	births per woman	1.27

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.





Italija:

Global Gender Gap Index Indicators 2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male	Min Max
Economic Participation and Opportunity	110th	0.603		-	Min - Max	-
Labour-force participation rate %	99th	0.693		-17.70	39.89 - 57.59	0-100
Wage equality for similar work 1-7 (best)	114th	0.567		-	-	-
Estimated earned income int'l \$ 1,000	96th	0.581		-20.88k	28.90k - 49.78k	0-150k
Legislators, senior officials and managers %	97th	0.376		-45.36	27.32 - 72.68	0-100
Professional and technical workers %	87th	0.869		-7.03	46.49 - 53.51	0-100
Educational Attainment	59th	0.995		-	-	-
Literacy rate %	60th	0.997		-	-	-
Enrolment in primary education %	80th	0.997		-0.30	96.35 - 96.65	0-100
Enrolment in secondary education %	88th	0.985		-1.55	100.39 - 101.94	0-200
Enrolment in tertiary education %	1st	1.000		19.55	56.65 - 76.20	0-200
Health and Survival	108th	0.965		-	-	-
Sex ratio at birth** %	126th	0.941		-	-	-
Healthy life expectancy** years	105th	1.020		-	-	-
Political Empowerment	40th	0.319		-	-	-
Women in parliament %	36th	0.572		-27.20	36.40 - 63.60	0-100
Women in ministerial positions %	33rd	0.571		-27.27	36.36 - 63.64	0-100
Years with female/male head of state (last 50)	78th	0.000		-50.00	0 - 50.00	0-50





zaposlena

Korisne informacije

https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_statistics

<https://composite-indicators.jrc.ec.europa.eu/gem-monitor>



Co-funded by
the European Union