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# Learn2Be!

**Educating women to increase gender equality in the labour market**

**KA2 - KA210-ADU - Small-scale partnerships in adult education**



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## **Gender-based stereotypes in the labour market**

### I. Gender gap in the job's world



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The gender pay gap is the difference between men's and women's pay, based on the average difference in gross hourly earnings of all employees.

On average, women in the EU earn around 16 % less per hour than men



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1. The gender pay gap varies across Europe. It is below 10 % in Slovenia, Poland, Italy and Luxembourg, but wider than 20 % in the United Kingdom, Slovakia, Czech Republic, Greece, Germany, Austria and Estonia
2. Although the overall gender pay gap has narrowed in the last decade, in some countries the national gender pay gap has actually been widening (Latvia, Portugal)

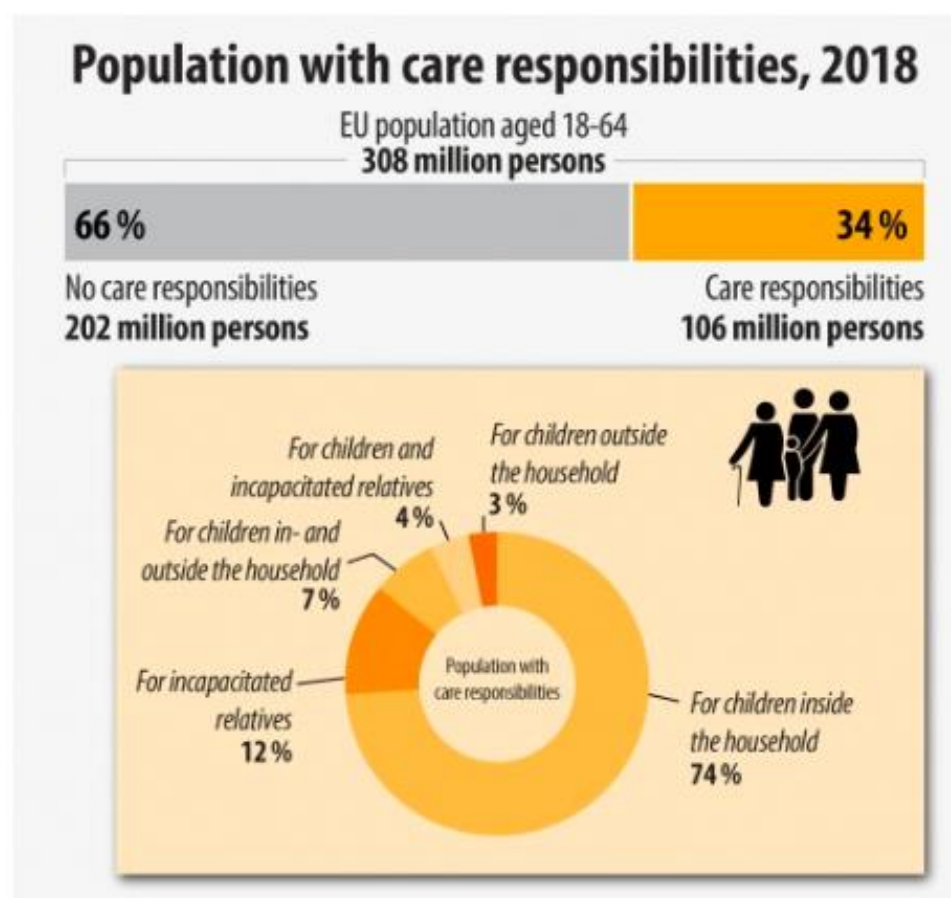


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Gender pay gap. Example:

Reconciliation of work and family life (Statistics)



[ec.europa.eu/eurostat](http://ec.europa.eu/eurostat) 







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Gender pay gap. Example:

Reconciliation of work and family life (Statistics)

Work in family

5h 30"(women)

35" (men)



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Gender pay gap. Example:

Reconciliation of work and family life (Statistics)

Gender gaps in care work: The disproportionately negative labour market impact of the pandemic can be explained partly through the sectoral composition of the shock and partly through the amount of care work that fell on women as childcare facilities and schools were closed – a pattern of caregiving responsibility that was already pronounced before the pandemic.



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Based on an analysis of 2019 data from 33 countries, representing 54% of the global workingage population, men's share of time spent in unpaid work as a proportion spent in total work was 19%, while for women this was 55%. With rising childcare costs, there is a high risk that an asymmetric demand to provide unpaid care work will continue to be imposed on women



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Good news (Good news?)

Europe has the second-highest level of gender parity, currently standing at 76.6%. Based on the constant set of 102 countries covered since 2006, **the region has a 60-year wait to close the gap.** Iceland, Finland and Norway hold the topmost ranks in the world and in the region.



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## Care work generates stress

Gender gaps in stress levels: Based on data by Hologic, the report finds that between 2021 and 2022, reported stress was 4% higher in women than in men. This adds to a growing global health burden of mental and emotional disorders, which is disproportionately affecting women's health and well-being.



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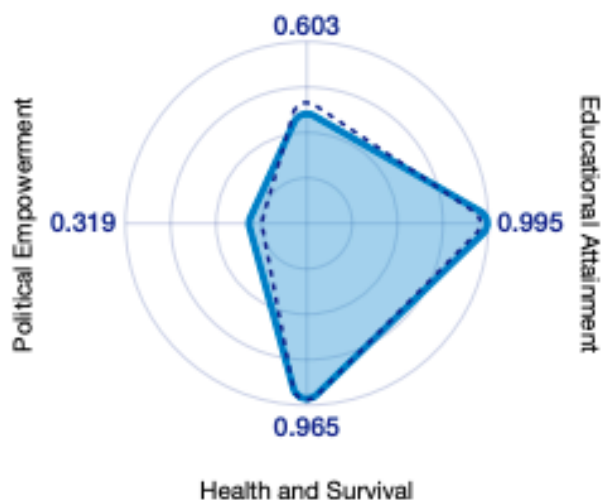
In our countries. ----- Italy:

Economy Profile	Score (impairity = 0, parity = 1)	Rank (out of 146 countries)	Index Edition
<b>Italy</b>	<b>0.720</b>	<b>63rd</b>	<b>2022</b>

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



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Italy:

Economy Profile

Italy

Score

0.720

Rank

63rd

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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.







## Italy:

Indicator	Unit	Female	Male	Value
Advancement of women to leadership roles				4.03
Labour-force	1 Million people	10.85	14.65	0.43
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	Unit	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	Unit	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Indicator	Female	Male	Value
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

Indicator	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	Unit	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.







Italy:

**Global Gender Gap Index Indicators 2022**

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





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## Useful information:

[https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender\\_statistics](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_statistics)

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



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