

## 2019 Gender Budget Report - Summary and main results

<p>The gender budget report is an assessment of the different impacts of budgetary policy on women and men, in terms of money, services, time and unpaid work. It was introduced as a pilot project at the national level by article 38-septies of Law 196 of 2009 and performed for the first time on the 2016 State final accounts. Methodology for the gender budget report is laid out by Decree of 16 June 2017 of the President of the Council of Ministers, in concert with the Minister of Economy and Finance, and more detailed criteria are given in subsequent circulars of the State General Accounting Department. The gender budget report provides end-of-year data, looking at both expenditure and revenues.</p> <p>In brief, the gender budget report consists of:</p> <ul style="list-style-type: none"><li>• an analysis of the main gender gaps in the economy and in society;</li><li>• an analysis of the gaps existing among personnel of State central administrations and the Presidency of the Council of Ministers;</li><li>• a review of the provisions and laws introduced to promote equal gender opportunities or take action with respect to gender inequalities;</li><li>• an analysis of the impact of taxation on gender and of specific tax facilitations aimed at reducing gender divides;</li><li>• a reclassification of the State budget expenditure from a gender perspective, along with a summary of the sector-based policies enacted by each administration.</li></ul> <p>Not all public policies entail expenditure for the State budget (e.g., those which are regulatory in nature or under the exclusive responsibility of other levels of government) or are exhaustively represented therein (e.g., those consisting of transfers to other public administrations or funds managed off budget). This is true for various measures that aim at reducing gender gaps, like the rules relating to “gender quotas” (regulation); expenditure for nurseries and other childhood services (under the responsibility of municipalities); personal income tax deductions for the “brain return” or for domestic services (which are not distinctly quantified among the budget revenues); or the guarantee fund for small and medium enterprises - female business section (which is an extra-budgetary fund).</p> <p>Despite the ongoing improvements, the gender budget still faces some challenges in Italy and, in particular, it is not part of a national strategic plan setting gender equality objectives. Positive signs come from some administrations that have issued guidelines on how to integrate the gender perspective in their decisions and policy implementation. For example, the Guidelines for the Gender Budget in Italian Universities laid out by the Conference of Rectors of Italian Universities (CRUI) in collaboration with the Ministry of Education, University and Research; the Guidelines for Gender Equality and Empowerment of Women in International Cooperation 2020-2024 issued by the Ministry of Foreign Affairs and International Cooperation and the Italian Development Cooperation Agency (AICS); the Directive of the Presidency of the Council of Ministers containing measures to promote equal opportunities and strengthen the role of the Committees for the Guarantee of Equal</p>	<p><b>State budget gender report.</b></p>
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<p>Opportunities and the Promotion of Workers' Welfare and Non-Discrimination in public administrations.</p> <p>The complete version of the 2019 Gender Budget Report to the Parliament is available on the website of the State General Accounting Department (<a href="http://www.rgs.mef.gov.it/VERSIONE-attivita_istituzionali/formazione_e_gestione_del_bilancio/rendiconto/bilanci_o_di_genere/">http://www.rgs.mef.gov.it/VERSIONE-attivita_istituzionali/formazione_e_gestione_del_bilancio/rendiconto/bilanci_o_di_genere/</a>), along with a review of the provisions aiming to reduce gender gaps adopted in Italy post World War II to date (Appendix I), questionnaires relating to personnel and sector-based policies from a gender perspective filled in by administrations (Appendix II) and databases containing statistical indicators to monitor gender gaps (Appendix III). Some results are also disseminated through the Open Budget App (<a href="http://bilancioaperto.mef.gov.it/landing.html">http://bilancioaperto.mef.gov.it/landing.html</a>).</p>	
<p>At the international level, gender inequalities are measured in terms of distance from a situation of perfect equality between women and men in various areas of the economy and society and as a whole. The European Union's Gender Equality Index summarizes six "domains", described by 31 indicators, with the aim of reporting critical areas that should be addressed. Although Italy climbed from the 26<sup>th</sup> position out of 28 in 2005 to the 14<sup>th</sup> in 2017, it remains the last country in the ranking in terms of gender divide in the labour domain, which is also the one for which it has made the least progress. Recent Eurobarometer surveys show that Italians consider gender equality a less relevant issue than other European citizens do: the importance of promoting gender equality for a fair and democratic society is crucial for only around four out of ten citizens (compared to 54% at European level, 84% in Sweden and 72% in Spain). The smaller importance gender has for Italians could be depend on their feeling that there are other issues to tackle, such as work, immigration, security - as if these were separate topics, not related to gender. At the same time, compared to European citizens, Italians perceive the greater state of inequality between men and women in their own country. For example, only half of men and even fewer women – just a third – believe that there is an equal situation in the labour market. Stereotypes about the image and role of men and women are culturally consolidated and in Italy they appear more established than in other countries. While men and women have a different perception of what the role of women should be in the family, they substantially agree on that of men.</p> <p>The 2019 Gender Budget Report includes a broad range of indicators to highlight various characteristics and different behaviours of men and women with respect to multiple economic and societal phenomena. These indicators are organised according to typical public policy areas and the main trends are described as follows:</p> <ul style="list-style-type: none"> <li>• <b>labour market:</b> female employment gained the 50% threshold in 2019, although it still remains far from the levels of other European countries (64.1% in EU-28) and the gap with men is still significant (around 18 percentage points), even in terms of pay. There also is a marked territorial difference between the employment rate of women in the North and the South (60.4% and 33.2% respectively). Women between 45 and 54 years-old have benefited the most from the increase in employment in recent years, while the youngest and those living in the South are lagging behind. Women who do not actively seek work are</li> </ul>	<p><b>Gender inequalities in the economy and society</b></p>

decreasing (22.6% in 2019), although this is still a significant phenomenon among the youngest (33% among 15-34 year olds). Compared to women in employment without children, only three out of four women with children under the age of five are employed. Part-time workers are on the rise and make up a third of women in employment (compared to 8% of men) and in 60.8% of cases they work less hours not by choice (compared to a European average of 20.5%). One in nine women is employed in a low-wage job and more than one in four is over-educated compared to their jobs. The presence of women in the professions and entrepreneurship remains low despite the interventions of the Guarantee Fund for small and medium-sized enterprises, which in 2019 granted coverage for about 1,173 million euros. Most women are employees in the trade, health and education sectors.

- **life-work balance:** more than a third of those employed with child care responsibilities, regardless of gender, are uncomfortable in reconciling family and professional life. Nevertheless, those more often adopting flexible working arrangements are women. Women with more than one child are more likely to stop working, as well as young women following the birth of their first child. Families rely on the help of grandparents, mostly when both spouses are employed or when only the woman works. Paternity leave, partly mandatory and partly optional, increased from 4 days in 2016 (two of which mandatory) to 8 in 2020 (7 of which mandatory). About 139 thousand fathers benefitted in 2019 but propensity to take optional leave remains low (there are 2.7 recipients of optional leave for every 100 recipients of compulsory leave in 2019). The number of fathers taking parental leave, i.e. a voluntary period of leave from work granted to parents to care for children up to the age of 12, is increasing (among beneficiaries of parental leave the share of fathers went from 15.1 per cent in 2015 to 21.3 per cent in 2019) but is significantly lower than that of mothers. The share of children in nurseries is increasing slightly, although very limited (only 12.5% of children under the age of three in 2017), while the use of integrated childcare services is stable (about 1% under the age of three). Childcare services are differentiated according to the region in terms of hours, time limits and flexibility and in terms of household participation to expenses. The so-called "spring sections", a pilot project set up in 2006 to encourage a gradual transition of children from 24 to 36 months to kindergartens, are proving to be useful to make up for the lack of supplementary services for early childhood, especially in the South. They offer about 10% of the supply of childhood education services nationally, with a strong variability among regions. Applications for the use of "nursery bonuses" increased between 2017 and 2019 (346,805 in total last year), as well as total expenditure (from 93 million to 238.8 million euros). On the other hand, the "childcare bonus", which provided working mothers who decided to give up parental leave, with vouchers for the purchase of babysitting services or for the payment of childcare services from 2013 to 2018, is no longer operating.

- protection of work, social welfare and assistance:** women's average disposable household income, after social benefits, has gradually increased (on average 18.9 thousand euros, after social benefits, in 2018 compared to 18.3 thousand in 2017). The gap with men remains significant (around 700 euros). Social benefits increase disposable income for both genders, with a more favourable effect for men because the main welfare and social protection measures are somewhat linked to participation in the labour market, a field in which women are more absent. In 21.2% cases, a woman's income is below the poverty line. Young and very young people are more at risk of ending up in poverty, but the gap with men is greater (3.8 percentage points) for the older women living in this condition (which are 16.9 per cent). Single-adult families with multiple dependent children are the most at risk of poverty (41.6%). In the last decade, there has been an increase in women who fail or have difficulty buying essential goods and services: 14.4% live in relative poverty, while 7.6% are in absolute poverty. Women receive, on average, a pension which is 32% lower than men's, but they have a longer life expectancy, which contributes to increasing their retirement wealth (i.e. the entire flow of payments that the pensioner will receive up to an average survival, net of the contribution and tax levy). With the introduction of the "100 quota" retirement option, schemes such as the "women's option" and the women's early pension loans, meant to anticipate or accompany retirement, are being used less frequently. In 2019, there were 45,100 pensions granted according to "women's option" scheme, while women's early pension loans covered 5,312 women.
- education and gender stereotypes:** the latest evidence from the OECD-PISA survey shows a worsening of the gender gap among 15-year-old students in reading skills, while there is an improvement in mathematics and science. Some lesser-known divides, such as those in the field of financial literacy, have become more marked. Although early-leavers have decreased over the years, it is more common for boys than for girls to leave education or training prematurely: about one in seven 18 to 24-year-old boys do, which is a higher share than for girls (1 out of 9) and compared to the average EU figure for boys (1 out of 8). In the 15-34 age group, the percentage of those who do not work or study is decreasing for both genders, but is still 19.9% for boys and 27.9% for girls, higher than in 2006. Young women with a university degree are rapidly growing: in 2019 they are 33.8% in the 30 and 34 year old age group compared to 21.1% in 2006. The difference with their male peers is all to women's advantage (more than 12 percentage points in 2019). STEM courses are still chosen by girls residually; 51.5% of STEM courses are male-dominated compared to 21.1% of female-dominated courses and to 27.3% of gender-neutral courses. At the same time, among young people who acquire a higher degree, a significant share leaves Italy. The migration rate is higher among men and among residents in the South (in 2018 in Italy it is -4.7 per thousand for men compared to -3.1 for women while in the South it is -26.5 per thousand for men and -20.3 per thousand for women).

- participation in economic, political and administrative decision-making processes:** for the first time in 2019, the presidency of the European Commission and the European Central Bank were entrusted to women. In Italy, a woman was elected for the first time president of the Constitutional Court; more than half of the judges are women in local offices (but only a little more than one in three at central level). Italian women elected to the European Parliament reached 41.1% in 2019, while in the National Parliament they represent 36.1% of the Chamber of Deputies and 35.3% of the Senate. In the boards of directors of listed and controlled companies, female representation continues to grow and progress in Italy is higher than in other countries (in 2019, 36.4% of the board members of the largest national listed companies are women compared to 28.8% of the EU average). The path to full gender equality is, however, still long and perceived as fragile; so much so that the legislature felt that it had to continue to support it with the extension and strengthening of the expiring gender quota rules. Decline in civic and political participation among Italians was interrupted, but the gender differences are sharp (in 2018, 51.3% of women are interested in politics, compared to 66.9% of men) and even more so in the higher age groups.
- combating gender gender-based violence:** international efforts are increasing, but the phenomenon persists and remains mostly hidden. According to 2014 surveys, 31.5% of Italian women have experienced physical or sexual violence during their lifetime, perpetrated mainly by their partner or family members. The domestic dimension of this problem is holding victims back from report it and public opinion tends to minimise it. Few adults between the age of 18 and 74 consider physical violence in the couple acceptable (6.2%). Perception of domestic violence is wider spread among women (it exists for about one in three men and for half of women). Stereotypes about gender roles and attitudes towards violent behaviour are the cultural context in which violent relationships are born and justified. About one in three people in 2018 agree very much or fairly with the statement that it is very important for men rather than for women to succeed in their job. Voluntary homicides are down overall in 2018, but not those involving women, and a growing amount of women homicides are perpetrated by their partner or former partner (54.9%). Calls to the toll-free number 1522 decreased in 2015-2017 but since 2018 they are increasing again and reached 21,290 in 2019. The regulatory framework to prevent and combat gender-based violence has been strengthened with the introduction of the so-called "red code" and with compensation for victims. State funding to support anti-violence centres and shelters has increased from 10 million in 2013 to 30 million in 2019, and paid-leave for victims of violence has also been extended to domestic workers.
- health, lifestyle and safety:** life expectancy at birth is 81 years for men and 85.3 years for women in 2019, but the difference in favour of women has been decreasing over the last decade. Men have a higher life expectancy in good health (2.2 years longer than women) and with no restriction in activities at 65 years of age (10 years for men and 9.8

years for women in 2018). The mental health index is also less favourable to women (in 2019, it was 70.3 for men and 66.6 for women), suggesting that women's advantage in terms of quantity of life (which has decreased over the years) becomes a disadvantage when health conditions are considered. With the exception of sedentary lifestyles, men assume health-damaging behaviours more frequently. They are more overweight or obese than women (53.9% men vs. 36.4% women in 2019), routinely smoke (22.5% men compared to 15.2% women) and exhibit risky habits in alcohol consumption (22.3% men and 9.5% women). The cancer death rate is decreasing for all but remains lower for women: from 2006 to 2017 it went from 12.7 to 9.3 for men and from 8.8 to 7.7 for women. Men are more exposed to road accidents (in 2019, 85.4 men died per million of same-sex inhabitants compared to 20 women), while women are at greater risk of domestic accidents (in 2019, 15.6 women are involved versus 9.2 men per 1,000 inhabitants of the same sex).

The 2019 Gender Budget Report presents some research work on gender inequalities. In particular, the following are analysed: the relationship between unexpected changes in the availability of municipal budgets and childcare services (and women's employment); the regional dimension of parental leave for mothers and fathers; and the effects of early childhood care services on gender divide in children's cognitive and non-cognitive development. As part of an agreement between the State General Accountant Department and the National Social Security Institute (INPS), a call for "Visitinps Fellowship" grants was published at the beginning of 2020 and it is entirely dedicated to research projects on the impact of public policies aimed at reducing inequalities and gender discrimination.

Women make up the majority of public workers in many European countries. However, they are concentrated in some sectors of activity more than in others. Referring to the NACE classification by economic category used by ILOSTAT, in Italy women accounted for 35 percent of the total employed in the "Public Administration and Defence, Social Security and Mandatory" sector in 2018. They accounted for more than three-quarters of the total in "Education" and 65 percent in "Health", which are sectors with a strong public share in most countries. The prevailing presence of women in schools, however, does not extend to tertiary education and in health the contribution of women is decisive among nurses but less among doctors and specialists. In any case, irrespective of the sector of activity, female employees tend to decrease when considering the top positions, although they are more educated than the men who work there and, also, than women working in the private sector. In Italy, among central government managers the share of women with a post-graduate degree is 5 percentage points higher than men. However, the share of female managers in ministries has grown by only 7 percentage points since 2008 to reach an overall 46% in 2018.

The greater gender balance achieved in central government over the past decade stems from a more favourable turnover rate for women in almost all administrations, with retirements occurring mostly for males and recruitment involving more frequently females in recent years. There still are gender

**Gender gaps relating to personnel in the State's central administrations**

imbalances in the number of hours worked. The annual overtime pay is around 2,700 euros per year for men, compared to 1,800 euros for women in 2019. On the other hand, more women than men are in part-time work, in all ministries. The Ministry of Transport and Infrastructure and the Ministry of Environment, Land and Sea Protection, have the highest rate of women in part-time (these represent 15.9% and 14.5% of total women employees, respectively, in 2019). These percentages are higher than part-time men in the same administrations (5.1% and 7.1%, respectively). At the Presidency of the Council of Ministers, women benefit from part-time work less than in the other administrations (they are 4.4% compared to 1.5% of men). Based on the available data, about 7.4% of new mothers opts to reduce their working hours in 2019. Nevertheless, having young children is not necessarily the main motivation for choosing part-time work. The share of men and women with children up to 12 years of age who work reduced hours out of the total number of part-timers has decreased over the years, partly as a result of the decrease in this category among total employees. At the Ministry of Interior, in 2019, more than a third of part-time workers are fathers with young children (they were 42.7% in 2017); however, mothers with young children are not the most important category among female employees with reduced hours (they represent 9% in 2017 and fall to 7.7% in 2019). The gender composition of the staff of the Ministries affects the number of men and women taking parental leave, but the average number of days of leave taken by mothers is always higher than for fathers, even in administrations with purely male representation. In 2019, female employees of the Ministry of Environment and Land and Sea Protection took 57.3 days on average compared to 11.5 days taken by men, while in the Ministry of Foreign Affairs and International Cooperation women went on leave for an average 38.1 days against 23.8 of men. Smart working appears much more frequent among women than men and it is growing, although in some administrations it is not yet fully operational in 2019. For example, in the Presidency of the Council of Ministers, smart-working women rose from 41 in 2017 to 312 in 2019, while men rose from 16 to 123. In the Ministry of Economy and Finance, smart workers grew from 130 in 2017 to 483 in 2019 for women and from 88 to 239 for men. Telework is adopted by a small number of Ministries, mainly the Ministry of Economic Development, where it concerns a smaller number of employees compared to smart-work. Most State central administrations organize childcare services, such as nurseries, summer and/or after-school centres, for their employees. Among those provided a nursery service, there is a strong demand at the Ministry of Defence and the Ministry of the Interior (where it serves annually more than two thousand employees). For the Ministry of Justice, on the other hand, the most frequently used service is the summer or after-school centre (1,822 employees served in 2019). In 2019 most administrations provided some training on issues relevant to developing a gender culture, equal opportunities or gender budgets and, although participants increase, they are mostly women. Administrations are required to prepare, and publish on their institutional website, a three-year plan of positive actions in order to identify specific measures to eliminate forms of discrimination that do not allow the full realization of equal employment opportunities between men and women. The 2019 plans focus on initiatives relating to children's services for employees, the activities of the Committees

<p>for the Guarantee of Equal Opportunities and the Promotion of Workers' Welfare and Non-Discrimination and the adoption of flexible forms of work. Over the years, more and more attention has been paid to the introduction of tools to promote organisational well-being. These initiatives were adopted exclusively by the Presidency of the Council of Ministers until 2019, but other administrations are initiating plans to reintegrate their staff following long periods of absence (e.g. maternity leave, parental leave, etc.). In line with the "National Strategic Plan on Male Violence Against Women 2017-2020" initiatives to raise awareness of gender-based violence have been reported by most administrations. They have organised events on the international day for the elimination of violence against women in 2019. Among the actions for direct support to the victims of violence, the Finance Police report the availability of psychological assistance; the Ministry of Foreign Affairs and International Cooperation and the Ministry for Cultural Heritage and Activities report the set up of a listening desk for unwanted sexual acts, while the Air Force reports a psychological service to support victims of gender violence.</p>	
<p>New legislation to reduce gender inequalities in the economy and society was introduced in 2019. The 2019 budget law included several work-life balance measures. Resources for the "Fund for the Support of the Role of Care for Family Caregivers" were confirmed and increased; the aims of the Family Policy Fund were partially revised in support of children who witnessed violence and orphans of domestic crimes; the so-called "nursery bonus" was increased from 1,000 to 1,500 euros. Finally, smart working rules were revised to prioritise female workers at the end of maternity leave and workers with children with disabilities. Legislation on compulsory maternity leave has changed: employees can decide to abstain from work only after the event of childbirth and within the next five months.</p> <p>The so-called "Red code" to combat gender-based violence was passed, while the "women's option" early retirement scheme was confirmed, and the Pension Fund Supervisory Commission (Covip) issued a proper resolution to reiterate the prohibition of any discrimination between men and women in supplementary collective pension schemes. Value-added tax on the purchase of compostable feminine hygiene protection products (tampons) was lowered from 22% to 5% and the existing provisions on gender-based equal access to board of listed companies were extended for three more mandates.</p> <p>The 2020 budget law also enacted numerous equal opportunity measures, among which the renewal of temporary or pilot initiatives such as the birth allowance ("baby bonus"), the "nursery bonus", the women's early retirement loan, and the "women's option" early retirement scheme. The least-represented gender quotas for boards and trade unions of listed companies (the Golfo-Mosca Act) have been further strengthened and compulsory paternity leave extended from five to seven days. A fund was set up to build or maintain nurseries and kindergartens; another fund is meant to support the purchase of breast milk substitutes and one more is dedicated to a reform on universal allowance and family services. Resources to combat gender-based violence have been increased. Further, gender studies were introduced among possible university courses; zero-rate loans granted to the development or consolidation of women businesses in agriculture; social security exemptions to promote professionalism for women in sports; and resources for researching and</p>	<p><b>Legislation to reduce gender inequalities enacted in 2019.</b></p>

<p>assessing the incidence of endometriosis. Finally, the Institute for National Research Agency (ANR) requires equal gender representation in its steering and scientific committees.</p> <p>Directive of 26 June 2019 by the Minister for Public Administration and the Under-Secretary for Equal Opportunities strengthened the role of the Committees for the Guarantee of Equal Opportunities and the Promotion of Workers' Welfare and Non-Discrimination in public administrations, in order to integrate gender-mainstreaming policies into public action. Finally, the Decree of the Minister of the Interior of 22 November 2019 raised the amount of compensation for victims of gender-based violence.</p> <p>The Senate's "Parliamentary Commission of Inquiry into Femicide, as well as all forms of gender-based violence" was extended until the end of the legislature. European institutions also took action to overcome gender inequalities in the economy and society. The European Parliament's Resolution of 15 January 2019 concerns gender equality and tax policies, and after a long discussion among Member States that began in 2017, the EC enacted a Directive on 20 June 2019 about work-life balance for parents and caregivers.</p>	
<p>Most EU countries have long abolished systems that explicitly differentiate the men and women by opting, during the 1970s and 1980s, for taxation on an individual basis at progressive rates, with deductions on household dependents. However, this solution does not exclude indirect effects on gender. Personal income taxes can impact gender gaps through the choice of the tax unit, the structure of rates and their combination with possible forms of tax relief.</p> <p>Analyses of the redistributive effects of income tax, by gender and according to income classes, show that the "equivalent" average income of women (i.e. the adjusted per capita income to take into account the number of household members) represents about 59.5 percent of that of men at the overall level and, within each equivalent income class, the average female income is between 50 and 70 percent men's. The difference stems mainly from the "specialization" that couples tend to adopt: women devote more time to housework by accepting lower pay (in exchange for more flexibility and non-paid time). Progressive taxation on such different incomes results in a lower levy (i.e. a lower average rate) for women, with the only significant exception of lower income-group taxpayers excluded from the "80 euro monthly bonus".</p> <p>Tax systems can result in a different marginal rate implied when entering the labour market for inactive or low-income second earners (more frequently for women). The average tax wedge on the second earner of a household with two children is estimated in Italy at 45.8 percent in 2019 and 45.4 in 2020. Although showing a gradual decrease from 47.4 percent in 2014, it still appears high compared to other European countries (such as France and Spain where it is 45 and 40 percent respectively in 2019).</p> <p>In the area of tax breaks, there are deductions of expenses for personal care services and the attendance of nurseries, as well as deductions of contributions for domestic and family service workers. For the tax years 2006 – 2018 there are no significant differences in either the number of beneficiaries, nor in the corresponding amounts of deductions, except for the facilitations related to expenses on nurseries for which, in 2018, there is a general decrease in both number of beneficiaries and amount of deductions.</p>	<p><b>Revenues in the 2019 State budget from a gender perspective.</b></p>

<p>The "brain return" subsidized tax regime reached 8,590 beneficiaries in 2018. Some 31% are women. They have benefited proportionately more than men, since workers with high and medium incomes (over 55,000 euro) who are women in only 25.6% cases, rise to 31% cases over the total number of skilled workers returning from abroad thanks to this measure.</p>	
<p>Reporting on the expenditure of the State budget from a gender perspective involves a "reclassification" according to the following categories:</p> <ul style="list-style-type: none"> <li>• expenditures <b>"aimed at reducing gender disparities"</b> for measures directly related to or aimed at reducing gender inequalities or fostering equal opportunities;</li> <li>• <b>"sensitive"</b> expenditures that have, or could have, an indirect impact on inequalities between men and women;</li> <li>• <b>"neutral"</b> expenditure for measures that have no direct or indirect impact on gender.</li> </ul> <p>The 2019 guidelines strengthened and clarified the definitions underlying this expenditure reclassification, by better specifying sensitive expenditures. In addition, the way of dealing with personnel costs has changed. Since these expenditures do not have a finalization of their own but are instrumental in the implementation of different State interventions, in the 2019 gender budget, they are analysed separately. The reclassification is carried out by each administration, through direct knowledge of the activity carried out and the object of the expenditure. Questionnaires sent out to administrations to learn about the measures they have adopted for gender equality have also been revised, with a section this year dedicated to gender-based violence.</p> <p>Total expenditure of the State budget for the year 2019 amounted to 823.2 billion euros in terms of commitments (830.3 billion euros in terms of payments). Excluding personnel expenses, the expenditure committed in 2019 amounts to 720.2 billion euros. Some 0.3% (2.17 billion euros) was identified as committed to reduce gender inequalities, while about 16.5% (118.4 billion euros) was recognized as gender-sensitive and the remaining 83% (599.4 billion euros) considered neutral.</p> <p>From a financial point of view, expenditure on reducing gender inequalities is mainly in the welfare sector. Maternity benefits and paternity leave expenses represent about 65% of the expenditure aimed at reducing gender inequality, while another 24% includes expenses to provide care for disabled family members and parental leave. Other significant expenditures include contributions to international organisations or development projects aimed at promoting gender equality in third countries. Although smaller in financial terms, there are also expenditures to combat gender-based violence and in the health and education areas. There are also some expenses for central government staff, such as initiatives for corporate nurseries and summer centres or for the after-school activities provided to children of employees and, in some cases, training for a gender culture or the adaptation of facilities to better satisfy different needs of men and women. In the State budget, expenditure with a gender characterization is strongly concentrated in three Missions: "Social Rights, Social Policies and Family" (1.42 billion euros in terms of commitments); "Italy in Europe and in the world" (0.12 billion euros); "Social security policies" (0.6 billion euros).</p>	<p><b>The 2019 expenditure reclassification from a gender perspective.</b></p>

<p>Expenses classified as gender sensitive are largely made up of transfers to other public administrations and used to finance monetary contributions to individuals (and to a lesser extent to companies) in the context of pension and assistance and employment policies. They fall mainly in the Missions "Social Policies" (for 61% in terms of commitments), "Social Rights, Social And Family Policies" (29%), "Labour market Policies" (6%).</p>	
<p>Among the political guidelines or administrative acts on equal opportunities issued by administrations in 2019, the Department for Family Policies of the Presidency of the Council of Ministers reports the extension of a call for the establishment of a technical table with the business world aimed at promoting work-life balance and supporting birth and motherhood in the corporate sector. The Department of Equal Opportunities reports on a decree allocating resources to anti-violence centers, shelters and various other activities to prevent and combat gender-based violence. The Ministry of Labour and Social Policy indicates that it has reconstituted the National Equality Committee for the implementation of the principles of equal treatment and equality of opportunity among workers, as it had ended its term. In addition, together with the Ministry of Economy and Finance, sectors and professions in the private sector with at least 25% of the average gender disparity were identified for 2020 eligibility to a 50% discount on social security contributions paid by employers for each new woman employed. According to the Ministry of Foreign Affairs and International Cooperation's general directive for the year 2019, gender equality should be considered a priority for the reform of administrative action and with regard to migration, priority should be given, at European and multilateral level, among other things, to the protection of the most vulnerable refugees including women and minors. The Ministry of Education, University and Research, in collaboration with the Conference of Rectors of Italian Universities (CRUI), issued Guidelines for a Gender Budget in Italian universities. The Ministry of Health implemented a series of initiatives on the development of gender medicine, to ensure fairness and appropriateness of care, as well as to ensure the protection of women. Some administrations provided more detailed information on actions taken to reduce gender inequalities, but few actually reported on monitoring systems with data and indicators by gender and even less made a gender analysis of the context and/or policy impact. Some interventions announced in 2019 are new, while others are the continuation of actions already reported in 2018. Among the new initiatives, the Presidency of the Council of Ministers, for example, mentions the communication campaign disseminated through the <i>#hodettono</i> e-book. The Ministry of Economy and Finance indicated two initiatives to bring the female public closer to the world of finance. Several administrations mention activities during the International Day Against Violence against Women and the Ministry of Education, University and Research reported some new projects aimed at female and male students for the prevention of domestic violence and on the issue of equality and gender respect. Only three administrations report gender-sensitive interventions. The Presidency of the Council of Ministers mentioned awareness-raising actions to integrate gender strategies into national anti-drug policies. The Ministry of Labour and Social Policy illustrated social security deductions for particular sectors of activity and work categories and specific measures to combat poverty,</p>	<p><b>Actions undertaken by the administrations - Sector policies.</b></p>

<p>while the Department of Prison Administration of the Ministry of Justice mentioned jobs and cultural and recreational activities for prisoners.</p>	
<p>Public policies aimed at promoting gender equality go beyond those implemented through the State budget resources.</p> <p>Gender equality is a cross-cutting principle in cohesion policies co-financed by European Structural Funds. Data from the National Monitoring System (published on the OpenCoesion portal) identify, as of 31 December 2019, more than 97,000 projects related to the reduction of gender disparities, at a public cost of about 411.5 million euros under the ESF and ERDF 2014-2020 programming period. Compared to 31 December 2018, more than 29,000 new projects entered the monitoring phase with a total public cost of 144.1 million euros and over 75.7 million euros spent. 74.8% of these projects relate to the labour market and account for 34.6% of the total financial value. Educational and training interventions aimed at reducing gender inequalities are 24.2% and account for 34.3% of the public cost. Interventions to promote work-life balance represent less than 1% of the projects with a total value of around 20%.</p> <p>In the context of international cooperation, in 2019 the share of resources involved in projects related to gender equality and the empowerment of women in third countries, through the Italian Agency for Development Cooperation (AICS), is equal to about 9 percent of the total resources committed by AICS (over 42 million). This percentage is similar to that of 2017 and one point higher than in 2018. Most of the activities focuses on promoting the integration of women into the socio-economic fabric and on the prevention of gender-based violence. To a lesser extent, there are humanitarian aid projects and those promoting women’s access to health and reproductive policies. Other activities were distributed among the areas of education, agriculture, infrastructure, and the environment.</p>	<p><b>Some further analyses on off budget expenditure: contribution of European structural funds 2014-2020 and international cooperation initiatives.</b></p>