

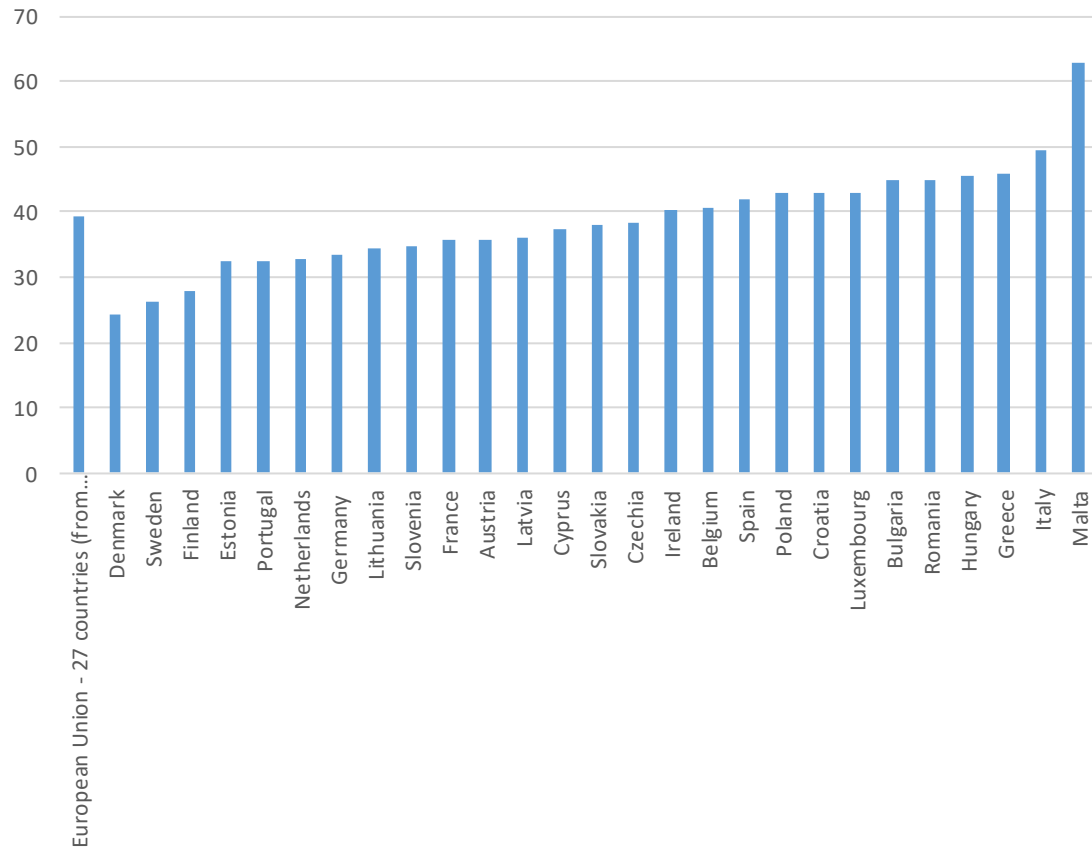
RRP and Gender Equality in Italy

Barbara Martini

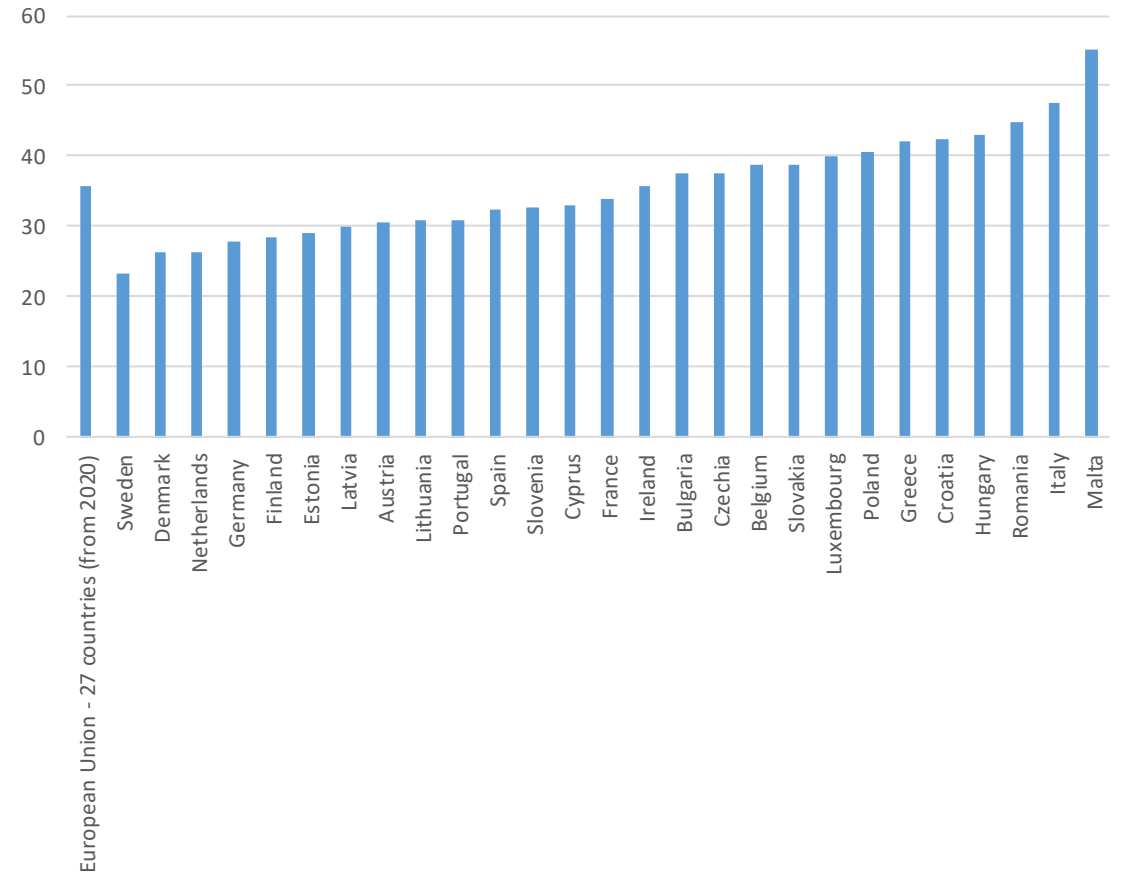
University of Rome Tor Vergata

Initial conditions matter!

2005-Q1



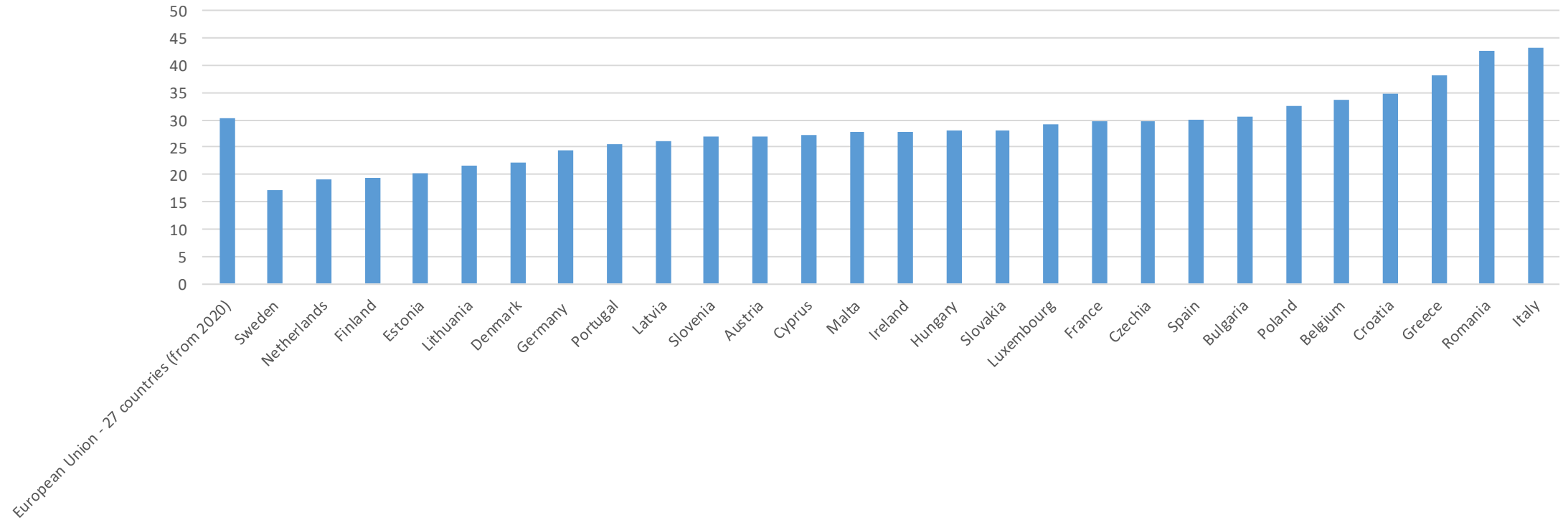
2011-Q4



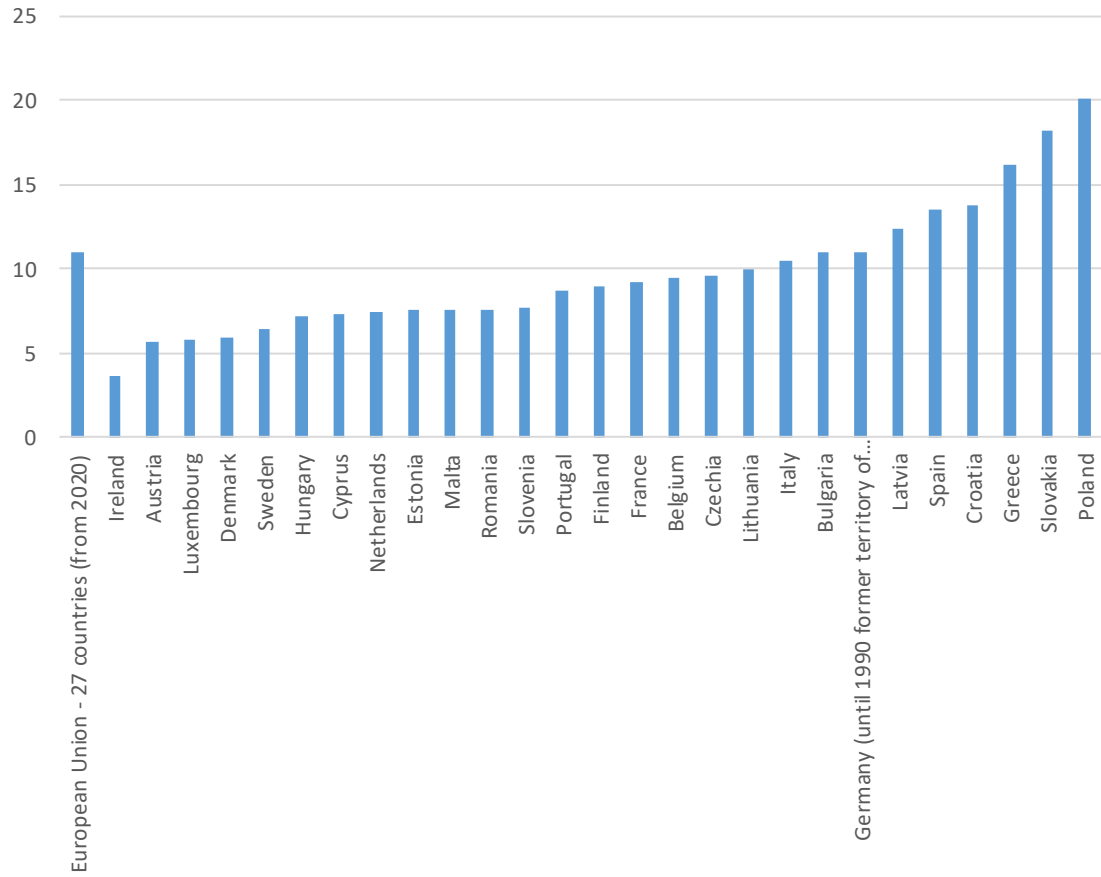
Females' inactivity rate

Females' inactivity rate

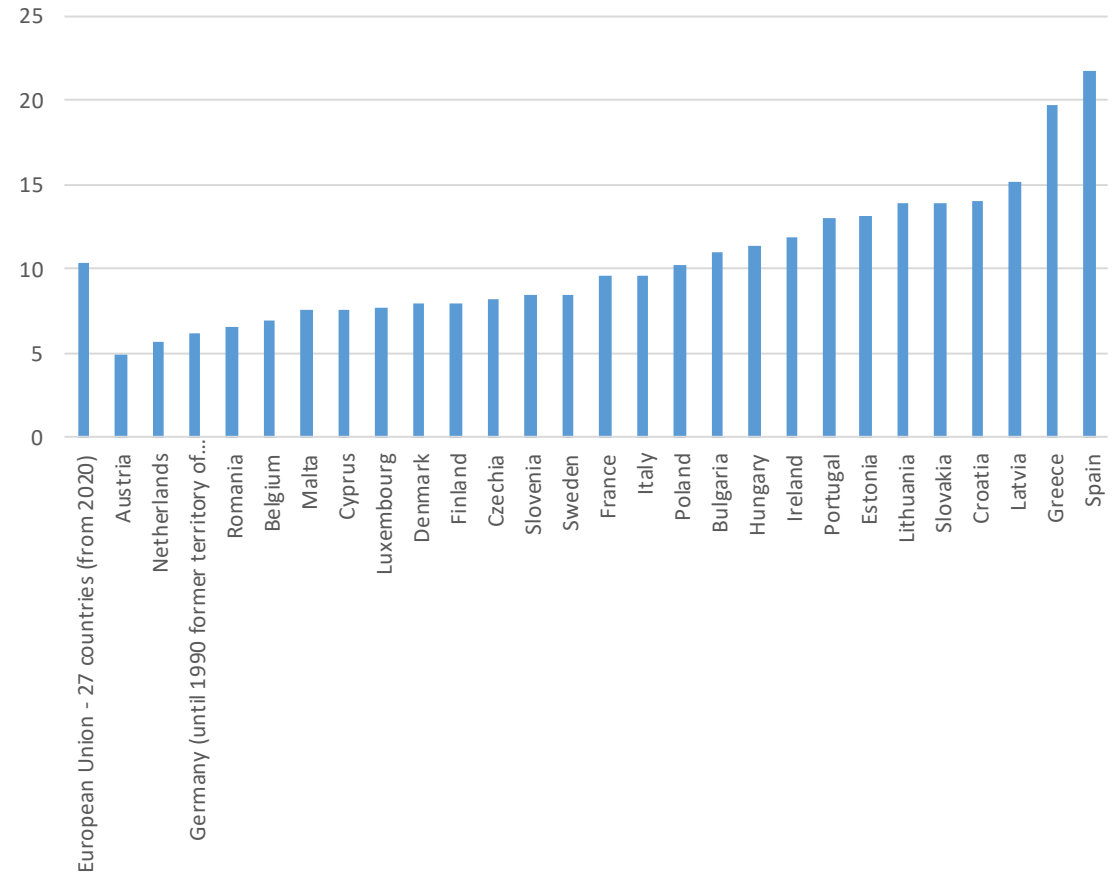
2022-Q2



2005-Q1



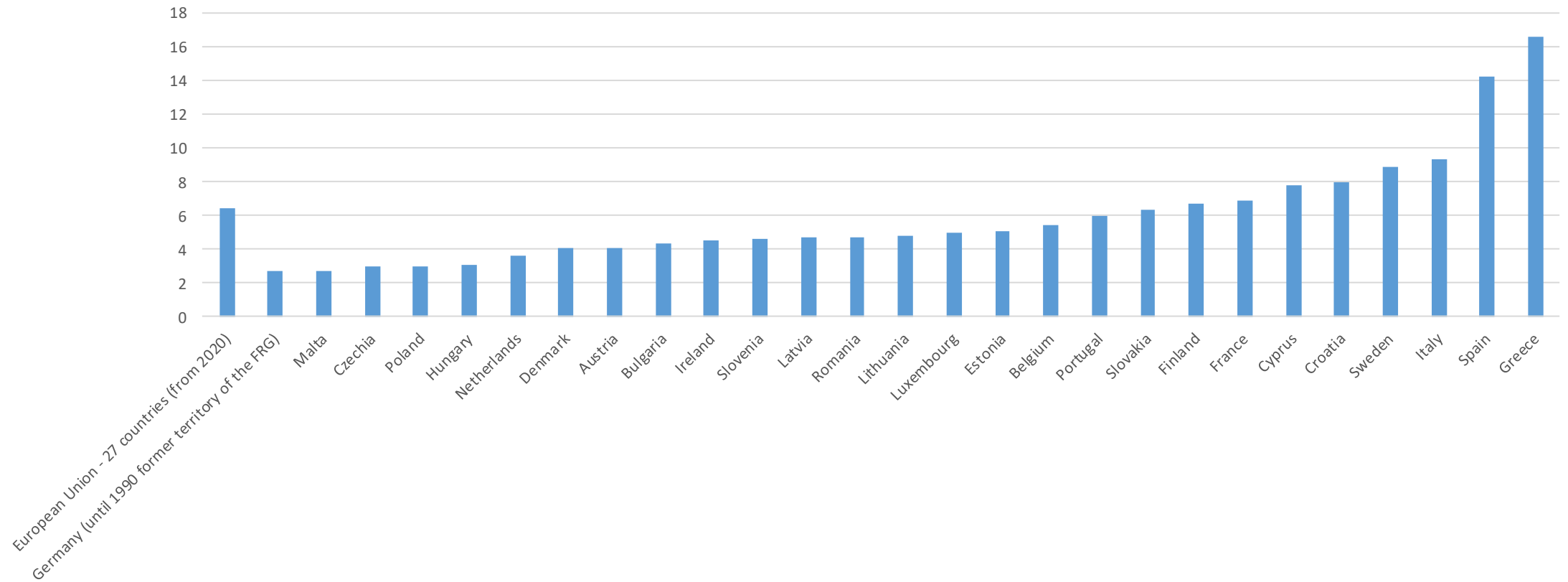
2011-Q1



Females' unenployment rate

Females' unenployment rate

2022-Q2



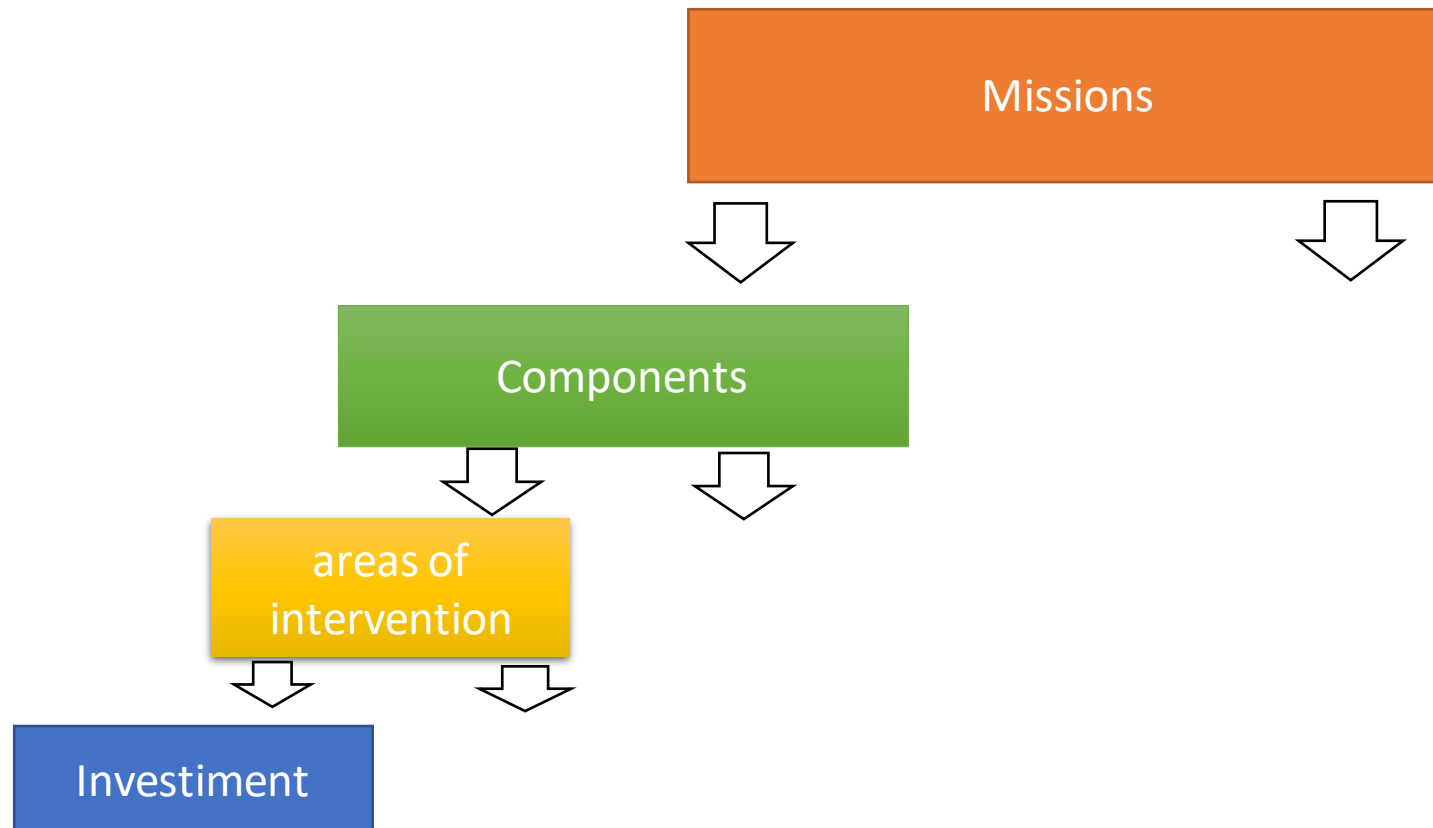
Conclusion

In Italy, the females' **inactivity rate & the females' unemployment rate** are very high in comparison with the EU average.

Gender Equality Index

Italy 65; EU 68.6

RRP in Italy- organization



Missions in Italian RRP

Mission	Name	Ammount	Share on total
M1	Digitalization, innovation, competitiveness, culture and tourism	40,290,000,000.00 €	21.054
M2	Green revolution and ecological transition	59,460,000,000.00 €	31.053
M3	Infrastructure for sustainable mobility	25,400,000,000.00 €	13.263
M4	Education & Health	30,880,000,000.00 €	16.124
M5	Inclusion & Cohesion	19,850,000,000.00 €	10.344
M6	Health	15,630,000,000.00 €	8.161
		191,510,000,000.00 €	100

Ex ante evaluation- dimensions

Measures to

Increase female labor participation rate and increase the female employment rate

increase employment of working mothers

reduce persistent asymmetries in family work (unpaid job)

increase number of graduate stems

reduce situations of severe housing deprivation (mainly women)

life expectancy and good health of women

DIRECT EFFECT

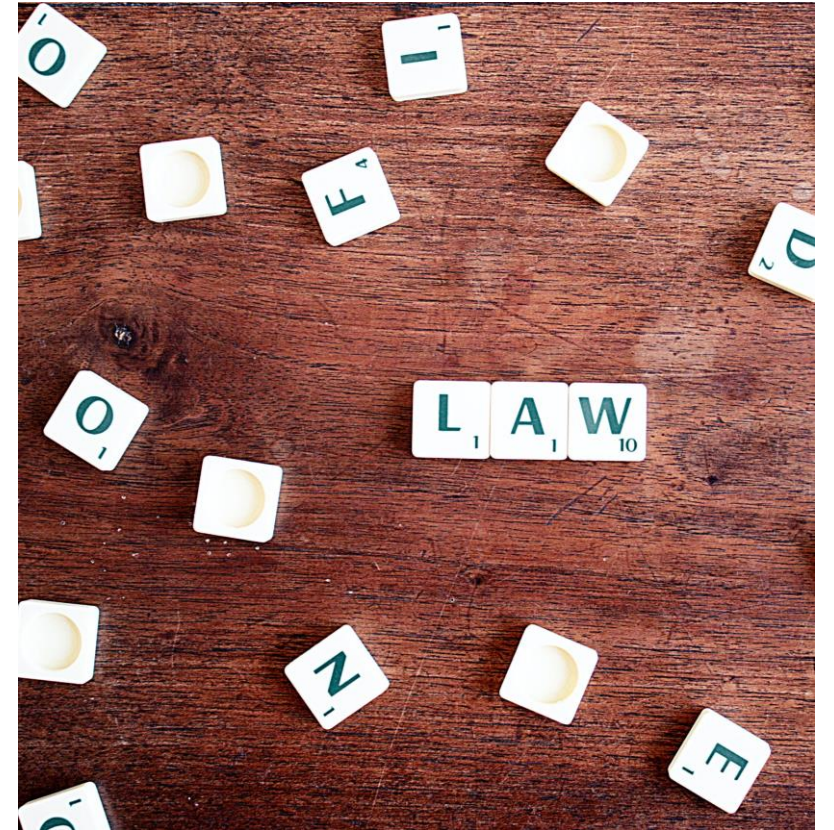
	Mission	Investment	Billion RRP s	share
Measures to				
increase female labor participation rate and increase the female employment rate				
	Education and research (M4)	Partnership extended to universities, research centers, companies and funding of basic research projects	1.64	0.86
	Inclusion and cohesion (M5)	Creation of women's enterprises	0.4	0.21
increase employment of working mothers				
	Education and research (M4)	Plan for extension school full time	0.96	0.5
	Education and research (M4)	Plan for pre-school and nursery childhood education and care services	4.6	2.4
increase number of graduate stems				
	Education and research (M4)	New skills and new languages	1.1	0.57
reduce situations of severe housing deprivation				
	Inclusion and cohesion (M5)	Housing first and Post station	0.45	0.23
	Green revolution and ecological transition (M2)	Safe green and social	2	1.04
Total			11.15	5.82

INDIRECT EFFECTS

INDIRECT	Mission	Investment	Billions	RRP share
Measures to				
increase female labor participation rate and increase the female employment rate				
	Digitalization, innovation, competitiveness, culture and tourism (M1)	Carreers path in PA; Outcome oriented PA; Reforms in the pA job mkt	0.04	0.02
		Ultra broad bend and 5G (Schools, municipalities, hospitals etc.,)	6.71	3.5
	Green revolution and ecological transition (M2)	Strengthening regional lines; upgrading regional railways;	0.94	0.49
		Upgrading railway stations in the south	0.7	0.37
		Strengthening metropolitan nodes and key national links	2.97	1.55
		Upgrading eletrification and resilience of railways in the south	2.4	1.25
	Inclusion and cohesion (M5)	Gender & equality certification system	0.01	0.01
		Supporting vurnalable people	0.5	0.26
		Homecare	4	2.09
			18.27	9.54

Moreover

- **Art 47 DL 77/2021 (GU #309 30/12/2021) legge 108/2021 regarding all the investments made using the RRP funds at the least the 30% of new employment (from the investment) must be women;**
- **Decreto 7/12/2021: *Rapporto periodico sulla situazione del personale maschile e femminile;***
- ***DL 18/04/2016 #50 has been modified since May 1°, 2022, including the gender certification (Uni 122/2022).***



Discussion

Direct effects are mainly concentrated in M4 and M5;

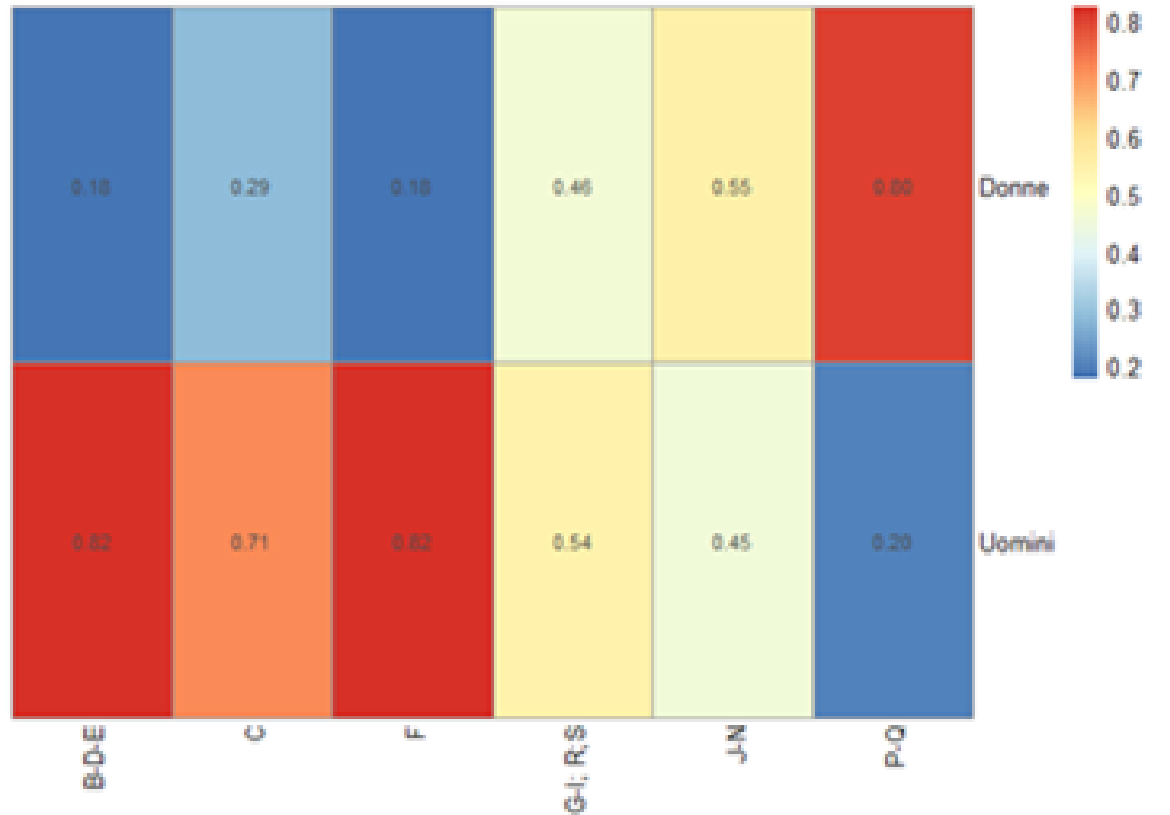
Nevertheless, Italian RRP dedicates 30.8800 million to M4 (share 16.12%) and 19.850 million to M5 (share 10.34%) while to M1 & M2 are attributes 40.320 million and 59.470 million (share 21% and 31%)

Those missions are not pro gender. Furthermore, Italy has a gender bias between industries.

Gender distribution between industries

In Industry and Construction, the females' share is around 20% while the highest concentration of females is in Health & Education (P-Q)

Where can we find women in some industries to respect law constrains?



RRP Italian version (no in the english one)

M1 Gender equality (Gender gap)

- *La Missione 1 può attivare una spinta all'occupazione femminile in termini di quantità e di qualità. Le riforme nella pubblica amministrazione, storicamente un veicolo decisivo dell'ingresso delle donne nel mercato del lavoro, possono potenzialmente svolgere un ruolo centrale. Nuovi meccanismi di reclutamento - basati su modelli all'avanguardia utilizzati nelle organizzazioni internazionali - e la revisione delle opportunità di carriera verticale e di promozione alle posizioni dirigenziali di alto livello, possono contribuire al riequilibrio di genere sia in ingresso che nelle posizioni apicali della pubblica amministrazione e rappresentare un modello anche per il settore privato.*
- *Anche le misure dedicate allo smart-working nella pubblica amministrazione possono svolgere un ruolo di rilievo. Esse possono portare benefici in termini di conciliazione vita-lavoro e cambiare le modalità di valorizzazione degli individui, privilegiando il raggiungimento degli obiettivi piuttosto che la mera presenza in ufficio. Saranno, tuttavia, tanto più efficaci per ridurre le diseguaglianze di genere, quanto più accompagnati da modelli culturali che spingono gli uomini a fruire di queste forme di flessibilità per assumersi un maggiore ruolo nei compiti domestici. Gli investimenti in banda larga e connessioni veloci sono un presupposto per una maggiore partecipazione femminile all'economia digitale, soprattutto nelle aree del Paese dove c'è minore copertura. Sono anche la base per fornire all'imprenditoria femminile strumenti con cui ampliare il proprio raggio d'azione.*
- *Infine, il potenziamento e l'ammodernamento dell'offerta turistica e culturale possono generare significative ricadute occupazionali sui settori che sono già a forte presenza femminile come quello alberghiero, della ristorazione, delle attività culturali.*

M1-gender gap

PA reforms → enhance females' employment;

Smart working → work life balance;

Touristic industry → increase in females' employment

Question

Is it good or bad increasing the females' employment in industries in which they are already segregated? Which is the impact on growth?

Calls for implementation

- AIM : Municipalities have to switch to cloud some services;
- The number of services depends on the inhabitants' number of the Municipality, and it varies from 7 to 21 among 96.
- So, each municipality, based on its dimension (number of inhabitants) has to choose a certain number of services to switch in cloud.
- Some services are gender-neutral such as certificates and documents, while some others are pro-females such as welfare and social cohesion.
- There is NO constraint in choosing services.
- Moreover, the 66% of people in Italy, lives in a municipality with less than 50.000 inhabitants. Those municipalities have to switch to cloud at the most 14 services out of 96..

The Devil
is in the
Details

Thank you very much

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