

Gender Impact Evaluation
of the
Recovery and Resilience Plan
for Italy

Dr. GIOVANNA BADALASSI





Index

Executive Summary	6
1. Introduction and report objectives	9
2. A gender perspective on the IT RRP at EU level	11
3. The condition of women in Italy before and after the pandemic	13
4. The IT RRP in brief and the main investments with a gender impact	18
4.1 The gender mainstreaming approach envisaged by the IT RRP	21
5. The Gender impact evaluation of the IT RRP – The Frey Methodology	23
6. The Gender impact evaluation of the IT RRP – the Performance Oriented Gender Budgeting Methodology (Sharp)	25
6.1 The Performance Oriented Gender Budgeting methodology applied to the IT RRP	25
6.2 Gender targeting	27
6.3 Gender mainstreaming by input-output-outcome side	29
6.3.1 Input side	29
6.3.2 Output side	30
6.3.3 Outcome side	30
6.4 Gender mainstreaming by input-output-outcome side by mission	33
6.4.1 Gender issues in Mission 1: Digitisation, Innovation, Competitiveness, Culture	34
6.4.2 Gender issues in Mission 2: Green Revolution and Ecological Transition	37
6.4.3 Gender issues in Mission 3: Infrastructure for Sustainable Mobility	40
6.4.4 Gender issues in Mission 4: Education and Research	42
6.4.5 Gender issues in Mission 5: Inclusion and Cohesion	45
6.4.6 Gender issues in Mission 6 - Health	50
7 Conclusions	54
BIBLIOGRAPHY	56

Executive Summary

Research has clearly demonstrated that two years of the pandemic have hit women the hardest and slowed down their path to gender equality (the so-called SheCession), while the spill-overs of the war in Ukraine and the subsequent economic crisis might further worsen the situation in future.

It is therefore important to evaluate the Gender Impact of the EU Recovery and Resilience Facility, a huge effort by the European Union (EU) to recover from the pandemic and significantly improve the EU's competitiveness and sustainability.

Italy will receive the highest share of the EU Recovery Fund, € 191.5 billion, since it was worst affected by the pandemic in Europe at every level.

Despite being a member of the G7, in terms of Gender Equality Italy is ranked 14th at EU level and 63rd at global level. This contradiction is not only a human rights concern, but also a severe limit on economic and social development, since the connection between gender equality and GDP growth has been well proven in literature.

This report, therefore, aims to evaluate the gender impact of the Italian Resilience and Recovery Plan (IT RRP) in view of three possible scenarios: the possibility that this facility may worsen the current gender gap in Italy; that it may restore the gender gap that existed before the pandemic; or

rather that it may significantly reduce it with real advances on the situation before the pandemic.

Three different methodologies were taken in consideration for this purpose.

In the first, the Italian Ministry of Finance's Gender impact evaluation (MEF, 2021) reports that "... the Plan involves activity sectors characterized by a prevalence of male workers (according to 2019 data) for about 79.8% of resources, while sectors in which the share of female employment prevails refer to just over 18% of resources".

In the second, the so-called Frey methodology (Frey R. 2021), the gender impact from the employment perspective is estimated at 86.6% of investments expected to create or secure employment mainly for men, 3.6% of the investment projects mainly for women, and 8.7% on both men and women.

The third methodology, an adaptation of the Performance-oriented Gender budgeting methodology (Sharp R. 2003), provides different time perspectives, but confirms the overall results of the previous two.

In the short term, corresponding to the end of the IT RRP (2026), activities needed to start-up infrastructural investments (input side) will mainly

involve male workers, with the result that 74.3% of investments will offer work opportunities to men and 25.7% to women.

In the medium term, implementation of the investments (output side) will presumably improve the employment gender balance, since 39.8% of funds allocated for infrastructures will enable activities and services employing women, compared to 60.2% of funds offering job opportunities mainly to men.

In the long term (outcome side), the expected social and economic growth due to the IT RRP will impact positively on both men and women in general terms, but the gender gap, i.e. the way left to achieve the full equality, might be hardly influenced by the IT RRP: 6.8% of the overall investment.

Of the IT RRP's six Missions, Mission 1, Digitalization, innovation and competitiveness, should make a greater contribution to women's employment in the short term because of the large amount of resources allocated (6.2% of the overall IT RRP). Mission 4, Education and research, should achieve better gender equality (10.8%) in the medium term, (output side) and should primarily contribute to narrowing the gender gap (2.2%).

The three methodologies start from different perspectives and therefore calculate the gender gap with different formula and final results. However, all of them converge on the same scenario, i.e. it is highly probable that the IT RRP will be highly unbalanced in the short term, but will help restore the same gender gap seen before the pandemic in the medium-long term and provide improvements only in specific fields connected to areas with a

more direct gender impact.

A structural, significant and systemic turning point on the path towards Gender Equality does not appear to be one of the IT RRP's future achievements, despite the huge amount of resources allocated for this facility.

There is the concrete risk that the growth of the Italian GDP will be underpowered and will not express its full potential due to the gender gap, thus undermining the final achievements of the IT RRP.

On the other hand, it must be said that the EU Recovery and Resilience Facility was not specifically tailored for this purpose: gender equality is mentioned in the related EU Regulation (European Parliament, 2021) as a framework condition, but no specific goals are set, unlike those for the digital quota (20% of funds) and the green transition quota (37% of funds).

The IT RRP may instead have a positive gender impact at systemic level by raising awareness of gender inequalities in public debate and in Italy's Public Institutions, following contributions by women's and feminist movements during the IT RRP negotiation process.

As a result, Italy has adopted a few initiatives aimed at improving gender equality in different fields over the last year, including laws and government initiatives outside of the IT RRP's provisions. But they do not appear to have significantly speeded up the process of closing the gender gap so far, not least because of the counteracting negative effects of the forecast recession.

Closing the gender gap in Italy and in many other

EU Member States requires huge structural efforts that concentrate policies and investments in the domains where the gender gap is seen greatest: care-giving, work, power, money, time, segregation, stereotypes, violence.

It is therefore highly recommended that the EU's future facilities embed a stronger and more balanced vision of their expected gender impact, accurately define their targets, and allocate considerable funds for this purpose.

1. Introduction and report objectives

This report was designed to provide a gender impact analysis of the Resilience and Recovery Plan for Italy (IT RRP) (Governo Italiano, 2021), a major investment programme funded by the European Union (EU) to aid recovery from the social and economic consequences of the Covid-19 pandemic that has hit Italy so severely.

While the report was being drafted, another momentous event - the war in Ukraine - shocked Europe and the western world, marking a step back in history for Europe with terrible human losses and destruction.

This second catastrophic event in the course of three years will no doubt present Europe with previously unthinkable challenges, such as a deeper economic and social crisis, structural changes, geopolitical turnover, the mass migration of refugees, and probably a new world order.

It is highly likely that the EU will have to reconsider their policies and funding programs: the debate is already open on this issue. In this scenario, what will be the impact of the combined fall-out of the pandemic and the war in Ukraine on women and gender equality?

Although initially designed with reference to the pandemic, the report has now turned out to be a useful point of reflection for the EU's future deci-

sions on managing the gender equality goal as part of these major challenges.

Before the pandemic and the war, gender equality was considered a historical process that was progressing at different speeds around the world, but one that somehow, with ups and downs, would eventually achieve its end goal through social and economic growth. This common perspective prevented public institutions from adopting an urgent approach to speeding up the process by making extraordinary, structural and revolutionary efforts, given how recently women's emancipation has been achieved within millennia of human history. Instead, the role of governments in gender equality issues was seen in terms of supporting changes in society and the economy.

The pandemic then exacerbated gender inequalities, since it was and remains a health crisis in which women are primarily responsible for care-related activities because of their gender. As a result, women have been very closely involved in the pandemic at every level: in health and care-giving activities, both paid and unpaid, in hospitals, research centres, in families, in online teaching both as teachers and mothers, and in essential services, which did not stop during the peak of the waves.

Women have also been the main victims of the cri-

sis: domestic violence is thought to have increased and the considerable fall in women's employment has not yet recovered after two years. As the 2021 Global Gender Gap Index already stated, the pandemic has worsened the global gender gap, further distancing the years to parity: from 99.5 years globally in 2020, to 135 years in 2021 (WEF, 2021).

Now the Russian invasion of Ukraine, which is still ongoing at the time of writing, may only worsen the unbalanced gender impact of the economic crisis, the effects of which are yet to unfold. No doubt the economic crisis caused by the war will severely impact the weaker segments of the population, of which women are still a major part.

Extraordinary new public policies and funds are therefore needed to achieve gender equality, to recover from the negative impact of the crises on women and significantly reduce the number of years before full Gender Equality is achieved. An acceleration is needed at this point in history, not only because of human rights concerns and democracy, but also because gender equality ensures a speedier recovery and GDP growth. This has already been demonstrated widely in literature, because the different values of gender diversity are essential if the new world order is to be also carried forward amid the major challenges of climate change and technological innovation.

Keeping these general considerations in mind, the report presents the results of the Gender Impact evaluation of the IT RRP, part of the NextgenerationEU facility, an infrastructural EU funding programme designed in response to the pandemic crisis.

The primary aim of the report is to define the

final level of gender equality that the IT RRP is expected to achieve, since the EU regulation for NextgenerationEU (European Parliament, 2021) governing the IT RRP do not target a specific goal in terms of gender equality, but only mention it as a framework condition.

For this reason, the gender impact achievements of the IT RRP assessed in the report have been compared to three different possible outcomes:

1. The IT RRP will not aid recovery from the decline in gender equality caused by the pandemic, but will instead worsen gender inequalities.
2. The IT RRP will aid recovery from the decline in gender equality caused by the pandemic, but might only restore the previous situation and the gender gap in the mid-long term.
3. The IT RRP will contribute significantly to closing the remaining gap to full gender equality

The uncertainty of the present situation and the lack of specific gender data make it impossible to provide a fully comprehensive and detailed gender impact assessment of the IT RRP, since it cannot be distinguished from the intertwined gender impact of other national policies and funds currently in place, without considering the as yet unknown impact of the war in Ukraine.

Nevertheless, the gender impact of the IT RRP, which we analyse here with three different methodologies, turns out to be a useful way of raising awareness on the gender impact of massive investment in infrastructures. It is therefore significant

2. A gender perspective on the IT RRP at EU level

The EU's response to the crisis, the NextGenerationEU Fund, is a remarkable achievement for the EU, obtained in very little time and in the middle of the first dramatic wave of the pandemic.

NextGenerationEU is a “more than €800 billion temporary recovery instrument to help repair the immediate economic and social damage brought about by the coronavirus pandemic”, while the Recovery and Resilience Facility (RRF) is “the centrepiece of NextGenerationEU with €723.8 billion in loans and grants available to support reforms and investments undertaken by EU countries”. It “will support both investments and reforms...to speed up the recovery and reinforce the green and digital transitions. National plans for spending RRF support will have to meet binding climate and digital targets” (European Commission, 2020a), such as a minimum of 37% for expenditure on climate investments and reforms and a minimum of 20% to foster digital transition.

The regulation establishing the RRF does include Gender Equality among its main objectives: “Gender equality and equal opportunities for all, and the mainstreaming of those objectives should be taken into account and promoted throughout the preparation and implementation of recovery and resilience plans submitted pursuant to this Regulation. Investment in robust care infrastructure is also essential in order to ensure gender equality and the economic empowerment of women, in or-

der to build resilient societies, combat precarious conditions in a female-dominated sector, boost job creation, prevent poverty and social exclusion, and in order to have a positive effect on Gross Domestic Product (GDP), as it allows more women to take part in paid work...” (European Parliament, 2021).

However, it must be said that while gender equality is clearly considered an objective, none of the RRF's six pillars explicitly mentions it¹. Gender equality is in fact a minimum condition for the framework, although the facility's far-reaching ambitions and huge investments would have justified significant results on this issue too, far beyond recovering the gender gap that existed before the pandemic.

Investing extensively in gender equality and women's empowerment means, in the first instance, investing in the caring economy, service sector and welfare.

But even at first glance, the RRF reveals that investment was made primarily in infrastructure as a

swift, large-scale, strategic reaction to the pandemic, outlining the priorities typical of a stimulus

¹ The six pillars of the EU RRF are: 1. green transition; 2. digital transformation; 3. economic cohesion, productivity and competitiveness; 4. social and territorial cohesion; 5. health, economic, social and institutional resilience; 6 policies for the next generation.

response to an economic crisis rather than a care crisis, as the pandemic mainly is.

A study commissioned by the European Parliament's FEMM committee (Barry et al., 2021) is clear on this point. In the EU RRF "...despite the evidence of the importance of care activities to the functioning of the economy and wider society during the pandemic, and the crisis in care provision particularly Long Term Care, there is no ringfencing of expenditure on the care economy. Research evidence demonstrates that funding the labour-intensive care sector would generate significant growth in economic activity and enhance gender equality, consequently at least 30 per cent of this new funding should be allocated to the care economy, to place it on an equal footing with the green and digital economies"..

"..There seems to be a disconnect between widespread analysis at global, EU, EP and MS levels of the negative impact of COVID-19 on gender equality, and the lack of a focus on the care economy and little attention to gender quality in this 2021 recovery strategy.."

In this general framework, the IT RRP's approach to gender equality follows the main goals of the RRF and the related Commission Guidelines (European Commission, 2021a) requiring Member States to outline "...the most important national challenges in terms of gender equality and equal opportunities for all, including those resulting from or aggravated by the COVID-19 crisis..".

Moreover, Member States are asked to "...demonstrate that the objectives of gender equality and equal opportunities for all are mainstreamed into the plan, i.e. that the plan promotes the integration

of gender equality and equal opportunities for all across the six pillars of Article 3, including green transition and digital transformation..".

3. The condition of women in Italy before and after the pandemic

Italy is a western country with a clear contradiction between its wealthy status and wide gender gap. On one hand it is one of the top G7 economies, on the other it is ranked 63rd out of 156 countries monitored worldwide for the Gender Gap Index (WEF, 2021), with 72.1% of gender equality achieved.

Even at EU level, Italy is the 3rd country for GDP and population in 2021 (EUROSTAT) and the second as regards industrial power, but only the 14th on the European Gender Equality Index (EIGE, 2021).

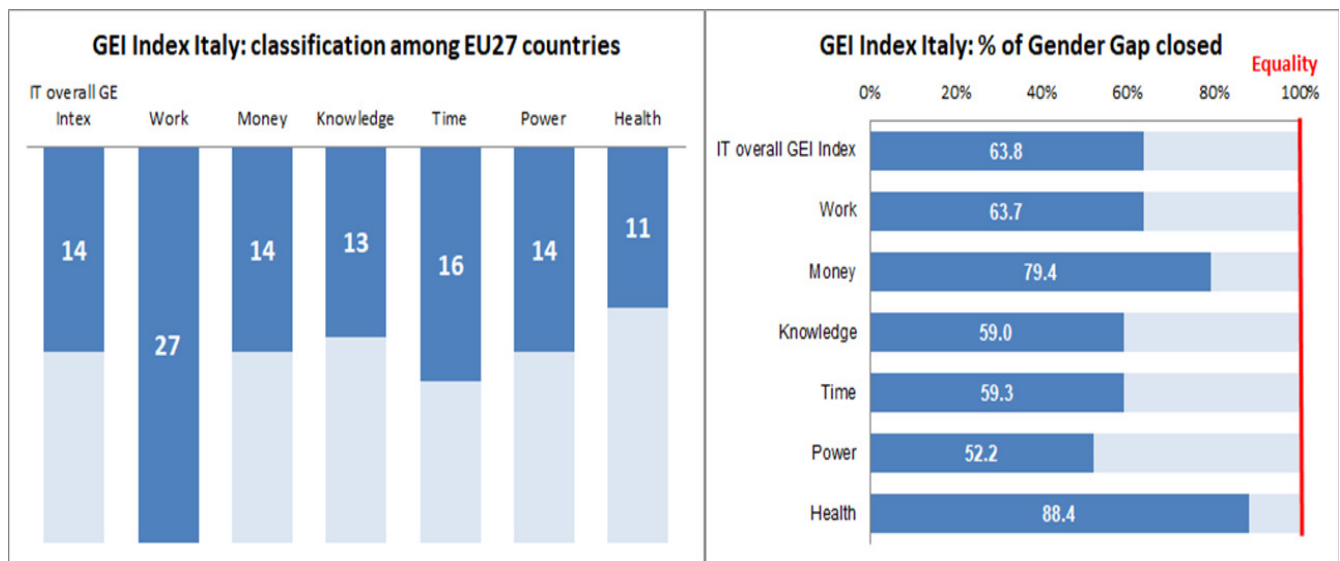
The condition of Italian women is therefore an anomaly within the EU, and a structural weakness for the country that affects not only gender inequ-

ality at social level, but also its potential economic growth in the short, medium and long term.

The Gender Equality Index (EIGE, 2021) ranks Italy 14th among EU27 Member States in its final summary of six sub-indexes for the domains of Work, Money, Knowledge, Time, Power and Health.

Looking in greater detail, the most critical domain for Italy is “Work”. It reveals that Italy has achieved 63.7% gender equality at EU27 level and is ranked last for the gender gap in employment rate, duration of working life, segregation and quality of work, horizontal segregation, time off from work for care and career prospects.

Figure 1: Italy’s Gender Equality Index, by position in the EU27 countries and by domain



Source: EIGE, 2021

The domain in which Italy is ranked highest is “Health” (11th position), meaning it has achieved 88.4% Gender Equality.

Women’s employment is a particularly crucial point of weakness for Italy at both quantitative and qualitative level.

Before the pandemic in 2019, Italy’s female employment rate for the 20-64 year age group was 53.9%, compared to 67.2% for the EU27 countries as a whole (EUROSTAT).

This indicator is also structurally influenced by significant regional inequalities: it reached 64.7% in the northern regions but fell to 35.8% in the southern regions of Italy (ISTAT)

Such a low employment rate is also affected by a very low female activity rate. In the 15-64 year age group the Italian activity rate (54.7%) was the worst among all the EU27 countries (67.7%, EUROSTAT).

These two indicators clearly reveal the social and economic weakness of women in Italy, including wide gender gaps in careers, poor political power, low availability of care services both for children and the elderly, and clear discriminatory trends in almost every field of public and family life.

The reasons for the delay in achieving gender equality in Italy are usually attributed to historical, cultural and religious factors, but they are also intertwined with the country’s social and economic development.

After achieving some progress between the 1960s and the 1990s, in the past 20 years women’s

achievements in Italy have slowed down significantly, due to a lengthy economic crisis, low GDP growth and the burden of public debt that has also led to significant welfare cuts.

The 2008-2010 economic crisis therefore further worsened the economic and social condition of women that had already been compromised over previous decades.

The first weak signs of recovery were not seen until a few years before the pandemic.

In general terms, the pandemic had a major impact on Italy in terms of health, employment and wealth: 158,700 deaths as of 26th March 2022 (Italian Civil Protection Department, 2022), a fall in GDP (-18.2% in the second quarter of 2020 compared to 2015 basis, ISTAT, 2022), job losses, and a higher level of poverty.

The economic recovery that has begun to emerge in Italy in recent months, apparently at a faster rate than in the rest of Europe (+6.4% GDP in the 4th quarter of 2021, ISTAT, 2022a) is partly due to the rebound effect of the record economic downturn seen previously. In the first months of 2022, the speed of the recovery appears to have slowed down, due to the global increase in energy costs, the rise in inflation, and, as of 24th February 2022, the Russian invasion of Ukraine.

Within this general framework, the condition of Italian women has worsened significantly during the pandemic and it does not appear to have returned fully to pre-pandemic levels, let alone to have improved on them.

As in everywhere else in the world, Italian wo-

men were closely involved in the fight against COVID-19. In paid work, women were at the frontline of the health and care sector (in Italy 70.2% of healthcare and social workers are women, EUROSTAT, year 2020) and in education, with teachers involved extensively in online schooling (74.8% of workers in education are women, Eurostat 2020). They were also employed in most of the essential jobs that continued even in the worst part of the lockdown: women account for 52.2% of workers in retail, 80% of pharmacists (Federfarma 2021), and 79.2% of cleaners, carers and service employees (EUROSTAT, year 2020). During the worst days of the pandemic, many women researchers and doctors hit the headlines because of their brilliant research results and exceptional acts of heroism and endurance.

On the other hand, women also paid a very high

price in terms of job losses during the crisis. Many economic activities remained closed for a long time, with subsequent job losses primarily affecting women: they are overrepresented in every sector of the economy covering caring activities and human interaction, for example shop assistants, waitresses, and travel agency employees. Furthermore, women working in households as housekeepers, babysitters and caregivers could not work for several months due to the lockdown rules.

After two full years of the pandemic, it is possible to give a general overview of women's employment in Italy, reflecting some of the ups and downs of each wave of the pandemic.

Recently updated to 31st December 2021, Italy's national statistics confirm that the Italian labour market is still far from reaching pre-pandemic

Table 1: Total employment and employment rate by sex, Italy 2019-2021

Employment and Employment rate 15-64 years by sex, Italy, 2019-2021			
Employment	M	F	T
2019	13,331	9,763	23,094
2021	13,043	9,484	22,527
Diff. 2019-2021	-288	-279	-567
Var % 2019-2021	-2.2%	-2.9%	-2.5%
Employment rate			
2019	0.68	50.1%	59.0%
2021	0.67	49.3%	58.1%
Diff. 2019-2021	-1.0%	-0.8%	-0.9%

Source: Fondazione Studi Consulenti del Lavoro (2022) on ISTAT Data

levels, that women have suffered more job losses than men, and that their path to recovery is still long.

According to estimates (Fondazione Studi Consulenti del lavoro, 2022) between 2019 and 2021, the number of people in employment fell by 567,000, a decrease of 2.5%. Almost half of jobs lost as a result of the pandemic (49.2%) were held by women, who suffered a much more significant loss than men in relative terms, since they form 42% of Italy's total workforce. Over the two years, women lost 279,000 jobs, a fall of 2.9% (compared to 2.2% for men).

Data provided in Mandatory Communications from Italy's Ministry of Labour provide further evidence of the weakness of women's employ-

ment: in the first 9 months of 2021, 2,315,000 women were given a new employment contract, 1.5% fewer than the same period in 2019. The data show that extensive recourse was made to temporary contracts: only 21.3% of women were hired on a permanent basis, while the incidence of part-time contracts is particularly high.

The partial recovery in women's employment in 2021 was mainly due to new contracts for female graduates, which accounted for 18.4% of all new recruitment (8.5% for men) in the education (+32.2%) and health sectors (+14.3%). On the other hand, other sectors with high levels of female workers such as hospitality-catering (-12.1%) and commerce (-10.7%) have not recovered yet.

Figure 2: EU27 and Italian employment rates (15-74 years) by sex - quarterly data 2019Q3-2021Q3

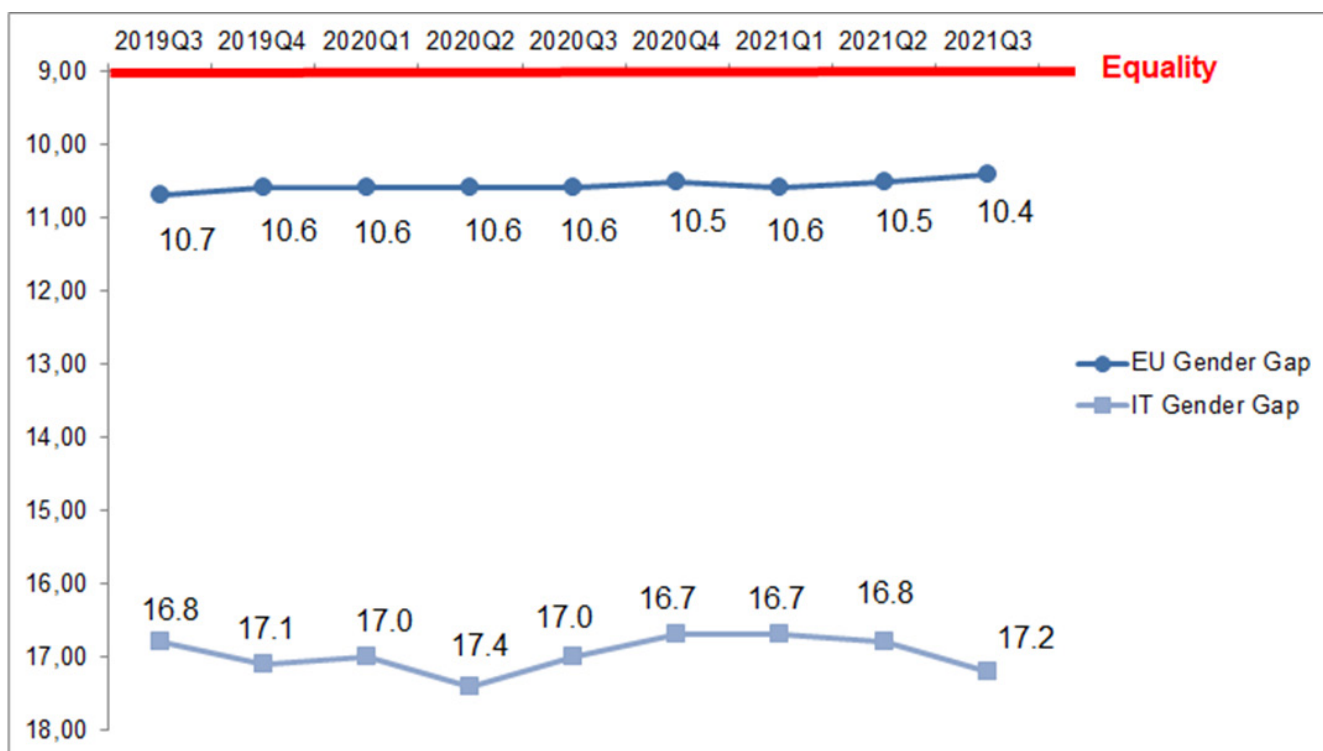
GEO	EU27			Italy		
	TOT	M	F	TOT	M	F
2019Q3	59.6	65.0	54.3	51.6	60.1	43.3
2019Q4	59.8	65.2	54.6	51.7	60.3	43.2
2020Q1	59.5	64.9	54.3	51.5	60.1	43.1
2020Q2	57.8	63.2	52.6	49.0	57.8	40.4
2020Q3	58.3	63.7	53.1	49.6	58.2	41.2
2020Q4	58.7	64.0	53.5	50.1	58.5	41.8
2021Q1	58.7	64.1	53.5	49.6	58.0	41.3
2021Q2	59.4	64.7	54.2	50.3	58.8	42.0
2021Q3	59.9	65.2	54.8	50.9	59.6	42.4
Difference 2021Q3 - 2019Q3	0.3	0.2	0.5	- 0.7	- 0.5	- 0.9

Source: Eurostat

A comparison with the EU27 trend can now be made with reference to the period between 2019Q3 and 2021Q3 (EUROSTAT). After two years of the pandemic, the employment rate in the 15-74 age-group has recovered and slightly improved in the EU27 (from 59.6% to 59.9%), with better results in the female employment rate (from 54.3% to 54.8%, +0.5) than in male employment (from 65.0% to 65.2%, +0.2).

Italy has recorded a slower process of recovery, especially for women's employment. The employment rate in the 15-74 age-group in Italy has lowered (from 51.6% to 50.9%), with worse results in female employment (from 43.3% to 42.4%, -0.9) than in the male equivalent (from 60.1% to 59.6%, -0.5).

Figure 3: 2019Q3-2021Q3 Gender gap in employment rate (15-74 years) EU27 and Italy



Source: Our elaboration on Eurostat Data

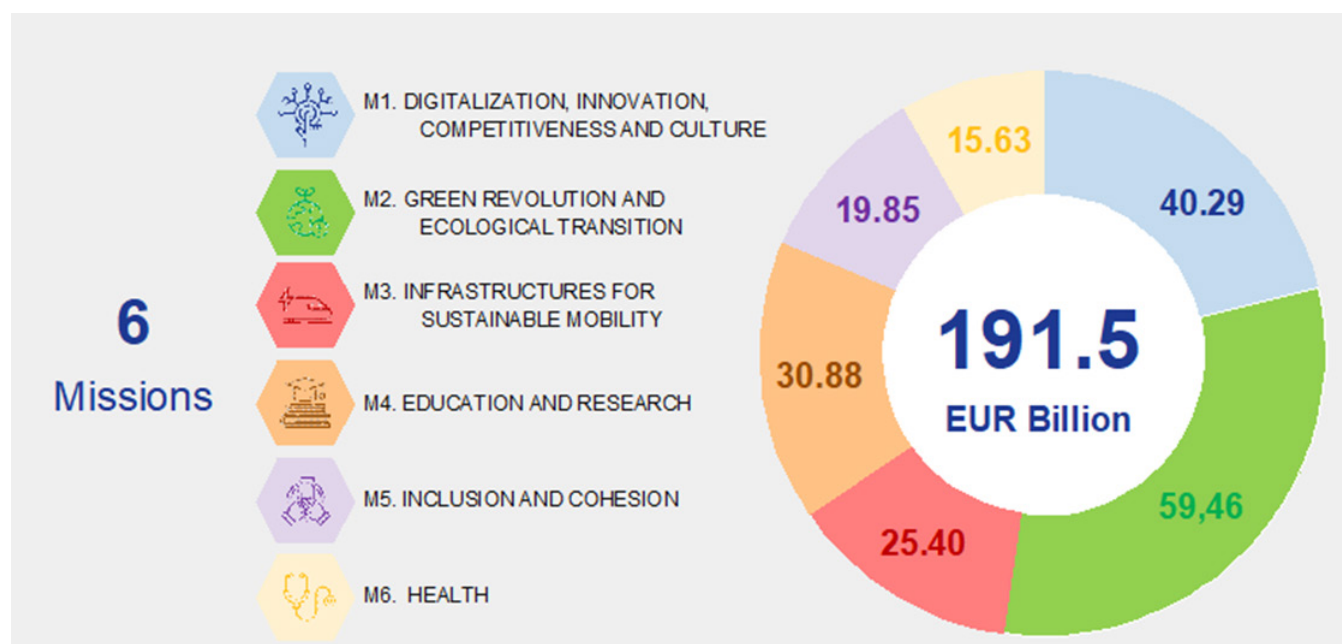
4. The IT RRP in brief and the main investments with a gender impact

After lengthy negotiations, discussions and a change of government, on 30 April 2021 the Government sent IT RRP to the European Commission. On 22 June 2021 the European Commission published its proposal for a Council Implementing Decision, giving a generally positive assessment of the IT RRP. Eventually, on 13 July 2021 it was definitively approved by the Council Implementing Decision which transposed the European Commission's proposal (Camera dei Deputati, 2022).

“...The Recovery and Resilience Plan presented by Italy envisages investments and a consistent

reform package, with € 191.5 billion in resources being allocated through the Recovery and Resilience Facility and € 30.6 billion being funded through the Complementary Fund established by Italian Decree-Law No. 59 of 6 May 2021, based on the multi-year budget variance approved by the Italian Council of Ministers on 15 April. The total amount of funds envisaged amounts to € 222.1 billion. In addition, a further € 26 billion has been earmarked for the implementation of specific works and for replenishing the resources of the Development and Cohesion Fund by 2032. A total of some € 248 billion will thus be availa-

Figure 4: The IT RRP by Mission



Source: MEF, 2022a

ble. In addition to these resources, there are also those made available by the REACT-EU programme, which will be spent in the years 2021-2023 in accordance with EU regulations. These funds amount to a further € 13 billion...”







(MEF, 2022a)

Italy is the primary beneficiary, in absolute terms, of the two main NextgenerationEU instruments, the Recovery and Resilience Facility (RRF) and REACT-EU. The total IT RRP of 191.5 billion is made up of 68.9 billion in grants and 122.6 billion

in loans. The investment package encompasses 6 policy areas (missions), including 16 actions referring to 134 investment projects.

Based on the six pillars and other RRF requirements, the IT RRP respects the digital quota of 20% and the green quota of 37%. About 40% of resources (EUR 82 billion) have been earmarked for the South of Italy, leveraging complementarities with the 2021-2027 Structural Funds and the React-EU programme. About € 87 billion will be managed by local authorities.

Table 2: The IT RRP by Mission and components (billion)

 Digitalization, innovation, competitiveness and culture	PNRR	ReactEU	Complementary Fund	Total
Digitalization, Innovation & Security in Public Administration	9.72	-	1.40	11.12
Digitalization, Innovation & Competitiveness in Production	23.89	0.80	5.88	30.57
Tourism & Culture 4.0	6.68	-	1.45	8.13
Total Mission 1	40.29	0.80	8.73	49.82
 Green Revolution and ecological transition				
Sustainable Agriculture & Circular Economy	5.27	0.50	1.20	6.97
Ecological Transition & Sustainable Mobility	23.78	0.18	1.40	25.36
Energy Efficiency & Building Refurbishment	15.36	0.32	6.56	22.24
Environment and Water Resources Protection	15.05	0.31	-	15.36
Total Mission 2	59.46	1.31	9.16	69.93
 Infrastructures for Sustainable Mobility				
Investment in Rail Network	24.77	-	3.20	27.97
Transport Intermodality and Integrated Logistics	0.63	-	2.86	3.49
Total Mission 3	25.40	-	6.06	31.46
 Education and Research				
Strengthening Education and Training: from Kindergarten to Universities	19.44	1.45	-	20.89
From Research to Business	11.44	0.48	1.00	12.92
Total Mission 4	30.88	1.93	1.00	33.81
 Inclusion and Cohesion				
Employment Policies	6.66	5.97	-	12.63
Social Infrastructures, Families, Communities & Third Sector	11.22	1.28	0.34	12.84
Measures for Territorial Cohesion	1.98	-	2.43	4.41
Total Mission 5	19.85	7.25	2.77	29.88
 Health				
Proximity Networks, Structures and Telemedicine for Territorial Healthcare	7.00	1.50	0.50	9.00
Innovation, Research & Digitalization of the National Health Services	8.63	0.21	2.39	11.23
Total Mission 6	15.63	1.71	2.89	20.23
TOTAL	191,5	13,0	30,6	235,1

Source: MEF, 2022a

The program has three horizontal issues, i.e. Gender Inequality, youth inclusion and territorial gaps.

The Plan also includes an ambitious series of reforms to facilitate the implementation phase and, more generally, to support the modernisation of the country and make the economic environment more favourable for new business activities (MEF, 2022a):

- *Public Administration reforms to provide better services, encourage the recruitment of young people, invest in human capital and increase the level of digitisation.*
- *Justice reforms to reduce the length of legal proceedings, especially civil proceedings, and the heavy burden of backlogs.*
- *Simplification measures horizontal to the Plan, e.g., in matters of permits and authorisations and public procurement, to ensure the implementation and maximum impact of investments.*
- *Reforms promoting competition as an instrument for social cohesion and economic growth.*

In the IT RRP evaluation, investments should result in a 3.6% higher increase in GDP than in the baseline scenario that does not contemplate the Plan. GDP growth would correspond to an increase of 3.2% in the overall employment rate by 2024-2026 and to a 4% increase in female employment over the same period (5.5% in the South of Italy) (MEF, 2022a).

This estimate has been produced without taking into account indirect and multiplier effects. Both the Italian Government (Governo Italiano, 2021) and the European Commission (European Commission, 2021b) are fully aware that there are too many macroeconomic, national and international variables that may influence the forecast result, both in terms of GDP and employment increases, not to mention the as-yet unpredictable impact of the war in Ukraine that began in February 2022.

4.1 The gender mainstreaming approach envisaged by the IT RRP

The IT RRP focuses on gender equality and women's empowerment as a cross-priority to be tackled via an integrated horizontal approach, alongside the priority regarding young people, the south of Italy and regional balancing.

This objective is summarized by the claim "Reform, educate and invest to ensure women and men have equal social and economic opportunities" (Italia Domani, 2022). It is then pursued throughout the six IT RRP missions, with two different approaches to gender equality, i.e. gender mainstreaming and gender empowerment. In the first case, the IT RRP mentions the indirect and diverse impact on women of investments that may appear gender blind (such as investments in digitalization, tourism and public transport). In the second, it underlines investments with a clear gender impact in fields such as care work, female entrepreneurship, gender certification, and investments in STEM studies.

In the section of the IT RRP analysing the impact on employment, the Italian government estimates a 4% growth in female employment by 2026 (5.5% in the South of Italy), higher than the overall impact on employment of 3.2% (Governo Italiano, 2021).

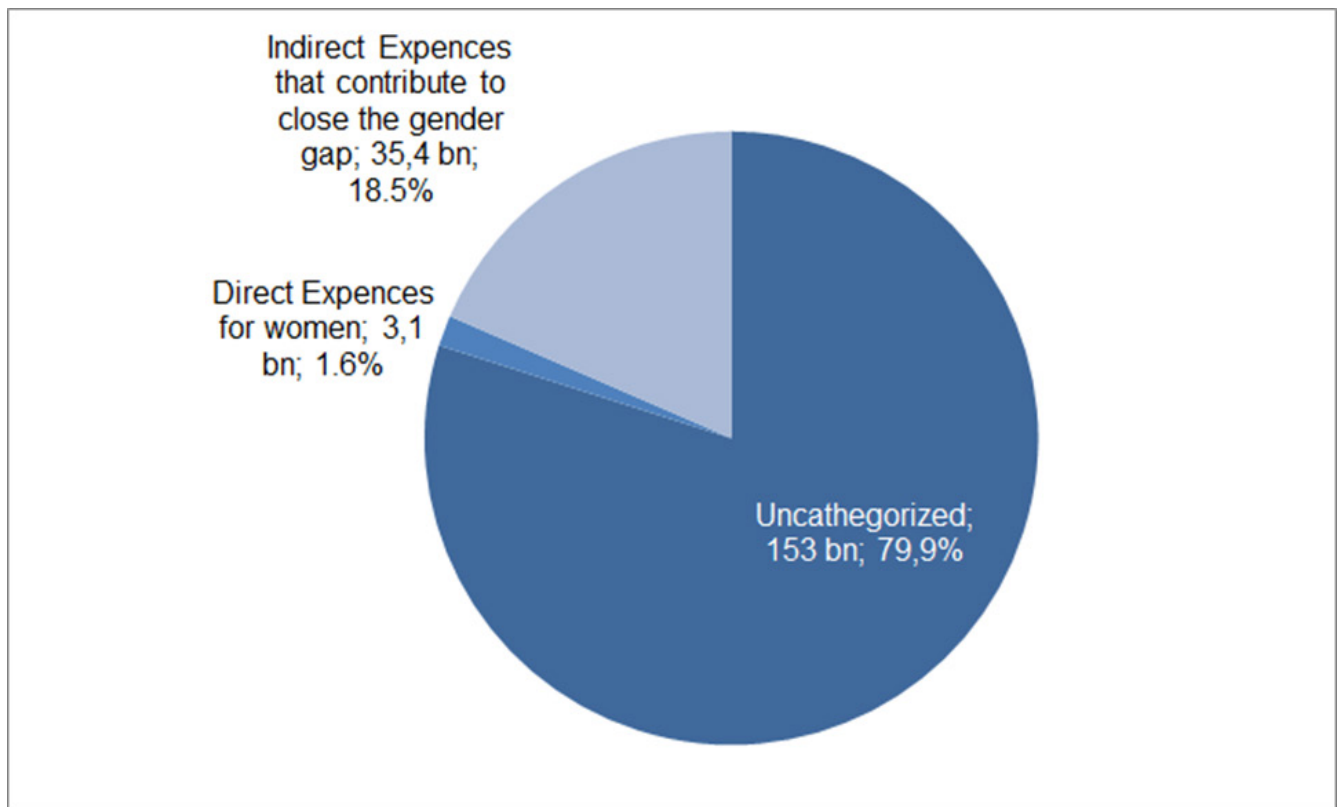
The results of the Italian Ministry of Economy and Finance's first gender impact forecast for the IT RRF (MEF, 2021a) reveal that:

"...in the first two years, male and female employment develop similarly. Only in the last 3 years do PNRR measures stimulate greater growth in female employment, with a difference of about 1.2% compared to male employment.."

... the Plan involves allocating around 79.8% of resources to business sectors with a majority of male workers (according to 2019 data), while sectors with a majority of female workers account for just over 18% of resources. The other interventions concern measures specifically aimed at promoting women's employment in several economic sectors (around 2.1% of resources)...

... interventions aimed at women account for around 1.6 percent of the total (about € 3.1 billion)...; 18.5% (€ 35.4 billion) concern measures that might have either a direct or an indirect positive impact on reducing the gender gap; for the remaining part (77.9%, or € 153 billion) the possibility of reducing existing gender gaps depends primarily on how the Plan is implemented..."

Figure 5: The gender impact of IT RRP by the Italian Ministry of Finance Evaluation



Source: MEF, 2021a

A structural and systemic tool envisaged by the IT RRP to support gender mainstreaming is the so-called “Conditionality Clause”, designed to cover all IT RRF expenditure under public procurement. The mechanism consists of equality-driven criteria in calls for tenders, and makes project funding conditional on at least 30% recruitment levels for young people and women.

Although the 30% quota does not lead to gender quality (set at 50% by definition), and is lower than the feminization rate in the Italian labour market (42.0% in 2020, EUROSTAT), the conditionality clause has been widely considered a support for women’s employment in the economic sectors with a male-dominated workforce mainly covered by the IT RRP.

The 30% quota is therefore a compromise between the gender-equality goal and the awareness that a higher percentage might be impossible to absorb in highly male-dominated sectors because of the lack of skilled women in these fields.

At the moment the implementation of this conditionality clause, as better explained in the Guidelines published in December 2021 (Department of Equal Opportunities of Italy, 2021), is subject to a number of rules and exceptions. Various doubts have emerged (Cardinali V., 2022) on its real impact and actual efficacy.

5. The Gender impact evaluation of the IT RRP – The Frey Methodology

The first evaluation methodology tested in this report is the Frey Methodology (Frey R., 2021). It was chosen to allow a cross-country comparison at EU27 level concerning the different impacts of the RRF on male and female employment, given the overall gender composition of employment in occupational sectors .

The classification considered the gender employment impact within six years of the RRF (2021-2026) and the main occupational sectors involved in the investment phase. Consideration was not given to indirect employment impacts, other minor occupational sectors or other occupational sectors covered by investments post 2026.

The occupational sectors were therefore classified according to the Frey Guidelines:

Occupational segments with more than 65% women are defined as female-dominated occupational segments. Conversely, occupational segments with a proportion of women below 35% are considered male-dominated occupational segments. All occupational segments with a proportion of women of at least 35% and less than 65% are referred to as non-gender-specific occupational segments (balanced gender ratio).

Criteria

- *Measures with the effect of securing /creating employment primarily for women (aiming at female-dominated sectors or fostering female-dominated occupational areas).*
- *Measures with the effect of securing/creating employment primarily for men (aiming at male-dominated sectors or fostering male-dominated occupational areas).*
- *Measures with the effect of securing /creating employment for women and men.*
- *Measures without employment effects to be expected directly.*

Based on the Frey guidelines, the male-dominated sectors of the Italian labour market in 2020 according to EUROSTAT are Agriculture (25.6%); Mining (13.8%); Manufacturing (25.9%); Energy (24.6%); Water Supply, Sewerage and Waste Management (16.9%); Construction (7.6%); Transportation and Storage (20.8%) and Information and Communication (30.1%).

Female-dominated sectors are Education (74.8%) and Human health and Social Work Activities (70.2%). Finally, sectors of activity with a percentage of women between 35 and 65%, gender-blind sectors, are Wholesale and Retail Trade (41.9%); Accommodation and Food Ser-

vice (49.2%); Financial and Insurance Activities (46.8%); Real estate Activities (49.7%); Professional, Scientific and Technical Activities (45.9%); Administrative and Support Service Activities (52.5%); Arts and Entertainment (41.3%) and Public Administration and Defence (35.0%).

jects in the IT RRP plan are expected to create or secure employment primarily for men, 3.6% of the investment projects primarily for women, and 8.7% for both.

Table 3 and Figure 6 show the gender impact of the IT RRP in terms of new employment. Based on this classification, 86.6% of investment pro-

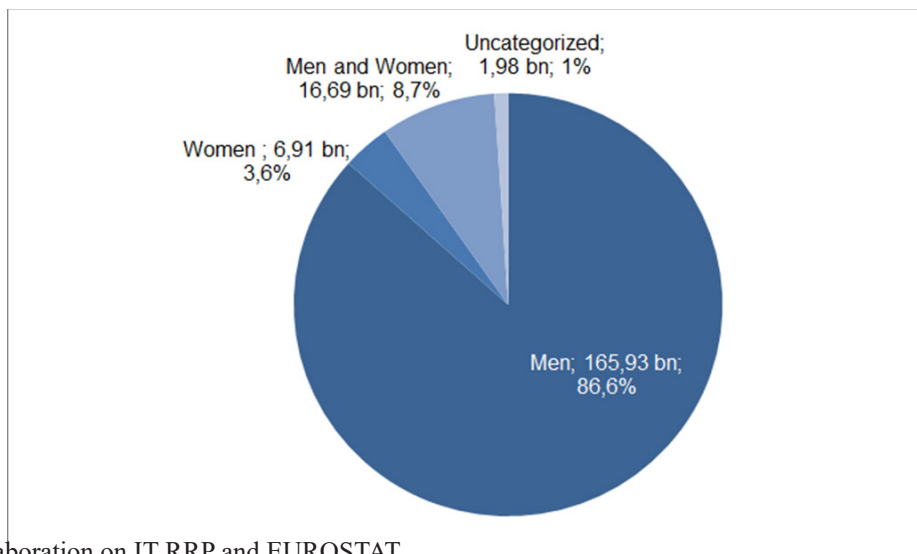
All the investments are expected to have an impact on employment, albeit at very different levels of intensity. Finally, 1% of the funds cannot be categorized due to the complexity and variety of the investment projects involved.

Investment projects with the effect of securing / creating employment primarily on:	IT RRP bn. €	% of IT RRP
Men	165.93	86.6%
Women	6.91	3.6%
Men and Women	16.69	8.7%
Uncategorized	1.98	1.0%
Total	191.51	100.0%

Table 3– Classification of Italian RRF Investment projects based on expected employment effects by gender

Source: our elaboration on IT RRP and EUROSTAT

Figure 6: Classification of the Italian RRF Investment Projects based on expected effects by gender



Source: our elaboration on IT RRP and EUROSTAT

6. The Gender impact evaluation of the IT RRP – the Performance Oriented Gender Budgeting Methodology (Sharp)

6.1 The Performance Oriented Gender Budgeting methodology applied to the IT RRP

The Performance Oriented Gender Budgeting methodology is another approach used in this report to compare results and gain further elements for analysis and points for reflection.

The methodology has been clearly explained by Rhonda Sharp (Sharp R., 2003) and tested in several Gender Budgeting initiatives. For the purposes of this report, it has been adapted to the characteristics of the IT RRP.

In first instance, it has been adopted the dual approach of gender targeting and gender mainstreaming, which represents the two pillar strategy of the Beijing Declaration and Platform for Action released during the Fourth World Conference on Women (UNWOMEN, 1995), and has been fully adopted by the EU for gender policy strategies since 1995 (European Commission (2020b)).

The **gender targeting** analysis presented in paragraph 6.2 therefore concerns IT RRP projects and related expenditure targeted specifically at empowering women and closing the gender gap directly. In this category, therefore, women are the main and direct beneficiaries of the funds.

The **gender mainstreaming** analysis presented in paragraph 6.3 evaluates the gender impact horizontally for all IT RRP items (including gender targeted budget items). It adopts three different perspectives: input, output and outcome perspective.

As explained further below, “**input side**” is defined as the gender impact of the IT RRP on employment in the start-up phase, when investments are released (short-term analysis).

The **output side** refers to the gender impact of the IT RRP on employment in the management phase, when economic activities supported by the investments will be seen fully (medium-term analysis).

The **outcome side** refers to the impact the IT RRP might have on the gender gap, net of the level of gender equality achieved before the pandemic, in the domains considered by the Eige Gender Equality Index (long-term analysis) (EIGE, 2021).

Three main sources of data were used to implement this methodology:

1. **EUROSTAT** (EUROSTAT): The database provides data for all EU27 countries. Among the numerous statistics and data available, the main indicators used here were labour market statistics, specifically the NACE classification of economic sectors by sex for employed workers over 15.

2. **EIGE** (EIGE, 2021) the Gender Equality Index is a complex index created by EIGE based on 7 domains and a set of 31 indicators, some of which come from Eurostat. It provides analogous data for all EU27 countries.

3. **BRUEGEL database** (Bruegel 2022). Brugel is an independent EU think tank that specialises in economics. It has created a highly detailed database of all RRF national

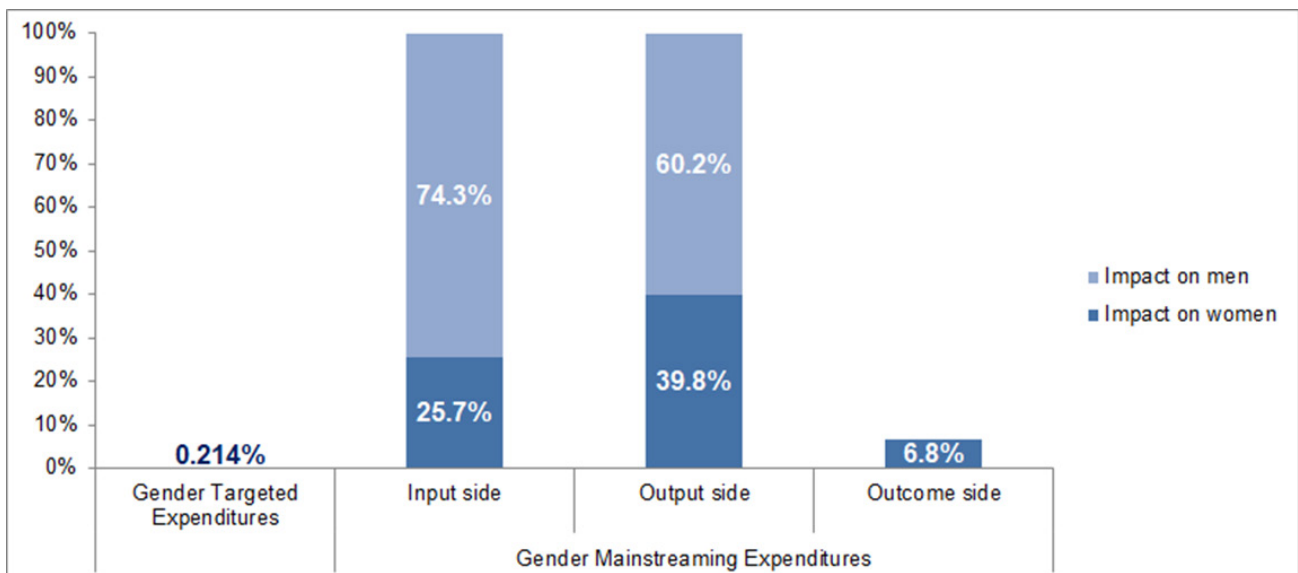
plans at project level. All national projects are classified analogously by EU pillars, flagship and NACE sectors as per the projects' expected final output.

The main results obtained with this methodology, explained in details in the following paragraphs, show gender targeted measures amounting to 0.214% of the IT RRP.

The gender mainstreaming approach resulted in a gender impact on women of the IT RRP esteemed in:

- 25.7% of IT RRP as for the input side (short term)
- 39.8% of IT RRP as for the output side (middle term)

Figure 7: The main results of the Performance Oriented Gender Budgeting Methodology



Source: our elaboration on IT RRP and EUROSTAT

6.2 Gender targeting

In the IT RRP, gender targeted measures, i.e. those that specifically consider women as direct beneficiaries of the investments, amount to € 410 million or 0.241% of the total amount (€ 191.5 billion).

would require the creation of about 3.4 million new female enterprises in the long term (Unioncamere, 2021).

The IT RRP sets two different targets. The first plans to offer financial support to 700 enterprises

Table 4: IT RRP Gender Targeted measures

Gender Targeting	IT RRP bn €
Investment 1.2: Creation of women's enterprises	0.400
Investment 1.3: System of certification of gender equality	0.010
Total Gender Targeting expenditures	0.410
Total IT RRP	191.5
% Gender Targeting/Total IT RRP	0.214%

Source: IT RRP

In detail, Investment 1.2, € 400 million for the creation of women's enterprises (M5C1-17) aims at "raising the level of women's participation in the labour market, by leveraging their creative and innovative potential, and supporting services to promote women's self-employment and entrepreneurship".

According to the National Report on female entrepreneurship, there were 1.3 million enterprises run by women in Italy in 2019, equivalent to 22% of the country's total enterprises. In terms of economic growth, and considering male entrepreneurship as a point of reference (4.7 million enterprises), the target for gender equality (50%)

by Q2 2023, and the second aims to provide financial support for a total of 2.400 new female enterprises by Q2-2026. This corresponds to 0.07% of the overall gender equality target in entrepreneurship.

Although this kind of investment has little structural impact on achieving full gender equality in entrepreneurship, it may help recover the losses in women's enterprises which occurred during the pandemic and restore the ex-ante situation.

On this point, the National Report on female entrepreneurship (Unioncamere, 2021) reported a 4.000 fall in women's enterprises in 2020

(-0.29%), mainly among those run by young women. This measure might therefore impact 67% of the women's enterprises lost due to the pandemic.

Investment 1.3, the System of certification of Gender Equality, is based on drawing up gender equality certification standards and related incentives for companies that successfully complete the certification process. This measure aims to increase enterprises' awareness of gender equality with respect to their employees, improving the quality of female employment through external gender equality certification of critical areas such as growth opportunities, equal pay for equal work, gender gap policies. The target population for this measure is "Large manufacturing enterprises with >500 employees; medium enterprises with >50 employees; small and microenterprises with <50 employees". Two key achievements are expected by Q2- 2026:

- 800 companies (SMEs or larger), of which at least 450 SMEs, participating in the gender equality certification process ;
- 1,000 companies receiving assistance and related services.

Despite the poor results of these two impact indicators, this measure might positively impact enterprises as a whole in terms of its specific goals: there is political will to use Gender Certification as a requirement for businesses to access tax benefits and public funds. At the moment, there are insufficient data to assess the extent of the impact, but the Italian government has taken its first real steps on this issue.

Italian Law n. 162/2021, passed on 5th November 2021, introduced amendments and additions to the Italian Code for Equal Opportunities between men and women. One of the main initiatives introduced by the law is a benefit for enterprises that have received gender certification. In detail, Article 5 states that in 2022 (and subsequent years, depending on the availability of resources and the results), private companies which are Gender Certified will be exempted from paying social security contributions up to a maximum of € 50 million. For each company, the exemption is limited to a maximum of 1 per cent of security contributions and up to a maximum of 50,000 euros per year. Public contracting authorities also issue a reward score for companies which are gender certified when considering project proposals involving state-aid for co-financed investments. This provision grants the legal basis for contracting authorities to apply gender certification to all public funds, and is additional to the conditionality clause and the other gender equality requirements provided under DL 77/2021. Despite these promising prospects, whether gender certification will be widely adopted by local, regional and national contracting authorities as hoped remains in any case to be seen, and will depend on widespread political will to support it.

6.3 Gender mainstreaming by input-output-outcome side

6.3.1 Input side

The input side considers the main economic sectors involved in the IT RRP start-up phase and their feminization rate for the labour force potentially involved. These economic sectors are mainly involved in the short term (one we assume will cover the duration of the IT RRP, 2021-2026).

For example, investments such as “Digitalization Investments for Public Administration” are supposed to initially employ workers from the “Information and communication” sectors (NACE: J), where 30.1% of women are employed in the EU27 and in Italy; investments in “Building new kindergartens” mainly involve workers from the construction sector (NACE: F), where 9.7% of wom-

en are employed in the EU27 and 7.6% in Italy.

Based on these criteria, all IT RRP projects were ranked to produce a synthetic index of the possible gender impact on the labour force involved in this phase.

Despite the rough approximation of this index, it is useful for highlighting the economic sectors that will mainly be involved in this phase and their related gender impact.

The input-side ranking resulted in 25.7% of IT RRP offering working opportunities to women in implementing infrastructures.

Table 5: IT RRP Gender mainstreaming measures by input side

IT RRP by Nace sector - INPUT SIDE	IT RRP bn €	%W workers	Gender impact IT RRP bn € x %W workers
A Agriculture, forestry and fishing	2.7	25.6%	0.7
C Manufacturing	35.2	25.9%	9.1
D Electricity, gas, steam and air conditioning supply	15.1	24.6%	3.7
E Water supply; sewerage, waste management and remediation activities	9.3	16.9%	1.6
F Construction	47.1	7.6%	3.6
J Information and communication	56.5	30.1%	17.0
M Professional, scientific and technical activities	16.7	20.4%	7.6
P Education	6.0	74.8%	4.5
Q Human health and social work activities	0.9	70.2%	0.7
Uncategorised	2.0	42.0%	0.8
Total	191.5		49.2
Gender mainstreaming impact INPUT SIDE 49.2 bn € / 191.5 bn €			25.7%

Source: our elaboration on IT RRP and EUROSTAT

Considering that in 2020 women accounted for 42% of Italy's total workforce, it is possible to presume that women will benefit very little from job opportunities offered directly by the IT RRP in the first 6 years. As a result, the input side will not significantly contribute to reducing the gender gap in Italy in the short term. There is even a risk that it may widen, due to more job opportunities being created in economic sectors with a very high concentration of male workers.

Possible means of improving this perspective are already provided by the IT RRP, such as investing in STEM studies (see paragraph 6.4.4), with a specific emphasis on the participation of women, and the so-called "conditionality clause" (see paragraph 4.1).

6.3.2 Output side

The Output side refers to the IT RRP's gender impact on the labour force involved in managing the infrastructures. It differs from the input side because other sectors of the economy are involved. Using the same example mentioned in paragraph 6.3.1, investments in "Digitalization Investments for Public Administration" will improve the Public Administration's efficiency in the management. The sector employs 48.7% female workers in the EU27 and 35.0 in Italy (NACE: O). The management of new kindergartens will provide women with job opportunities, since they account for 71.5% of the workforce in the EU27 and 74.8% in Italy (NACE: P). Within this perspective, we assume that the economic and social gender impact of the output side will gradually emerge as infrastructures become operational,

with the greatest impact in 2026 and a peak in the 5 years thereafter.

In the case of Italy, the classification² resulted in 39.8% of funds being allocated to infrastructures that will presumably enable activities and services employing women workers.

Considering that in 2020 women accounted for 42% of the Italian workforce, one can presume that the overall contribution of the IT RRP on the Output side might improve the country's general growth for both men and women, and help the labour market return to pre-pandemic levels, without having a significant impact on closing the gender gap.

6.3.3 Outcome side

The Outcome side refers to the impact of the IT RRP in closing the gender gap in the long term (presumably 10 years from 2026 onwards). In general terms, possible outcomes of investments such as "Digitalization Investments for Public Administration" might result in the country becoming more competitive thanks to a modern, efficient public administration, with positive effects on men and women alike; new kindergartens may support the careers of parents, mainly mothers, or

2. The output-side reclassification in this case relied on the Brugel database that already provides for an output-side NACE economic sector classification. Where NACE economic sector could not be recognized at all (uncategorized), it was classified with the overall percentage of women working in the labour market

Table 6: IT RRP Gender mainstreaming measures by output side

IT RRP by Nace sector - OUTPUT SIDE	IT RRP bn €	%W workers	Gender impact IT RRP bn € x %W workers
A Agriculture, forestry and fishing	2.9	25.6%	0.8
C Manufacturing	2.0	25.9%	0.5
D Electricity, gas, steam and air conditioning supply	14.5	24.6%	3.6
E Water supply; sewerage, waste management and remediation activities	6.5	16.9%	1.1
F Construction	15.2	7.6%	1.1
H Transportation and storage	34.8	20.4%	7.1
I Accommodation and food service activities	3.9	49.2%	1.9
J Information and communication	7.8	30.1%	2.3
K Financial and insurance activities	0.3	46.8%	0.1
M Professional, scientific and technical activities	10.3	45.9%	4.7
N Administrative and support service activities	4.1	52.5%	2.4
O Public administration and defence; compulsory social security	19.4	35.0%	6.8
P Education	22.8	74.8%	17.1
Q Human health and social work activities	23.9	70.2%	16.8
R Arts, entertainment and recreation	3.4	41.3%	1.4
S Other service activities	0.6	61.5%	0.4
Uncategorised	19.0	42.0%	8.0
Total	191.5		76.1
Gender mainstreaming impact OUTPUT SIDE 76.1 bn € / 191.5 bn €			39.8%

Source: our elaboration on IT RRP and EUROSTAT

help them find new jobs thanks to better childcare services.

Although this third perspective is unpredictable and subject to several variables, the nature of the investment itself allows us to predict whether the outcome will improve the gender balance, as in the case of kindergartens, or improve the general situation overall without closing the gender gap as in the case of investments in Public Administration.

The outcome side can be evaluated in terms of gender impact by classifying IT RRP investments based on their possible indirect impact on the six GEI domains (Work, Money, Knowledge, Time, Health, Power), and measuring the impact of investments on the remaining gender gap, net of the

part that has already been closed.

As a result of this outcome classification, IT RRP projects with an indirect impact on the gender balance correspond to € 39.23 billion of allocated funds. It should be considered that this amount will benefit both men and women, and only part of it will help close the remaining gender gap. To evaluate the share of the € 34.84 billion that will help close the gap, it is possible to consider the remaining gap towards full Gender Equality by domain of the Gender Equality Index (EIGE, 2021).

As a result, € 12.95 billion (equivalent to 6.8% of the IT RRP) might help narrow the gender gap, while the remaining part would maintain the present situation, although within the general

framework of economic and sustainable growth that should impact both men and women.

As a result of this outcome classification, IT RRP projects with an indirect impact on the gender balance correspond to € 39.23 billion of allocated funds. It should be considered that this amount will benefit both men and women, and only part of it will help close the remaining gender gap. To evaluate the share of the € 34.84 billion that will help close the gap, it is possible to consider the remaining gap towards full Gender Equality

by domain of the Gender Equality Index (EIGE, 2021).

As a result, € 12.95 billion (equivalent to 6.8% of the IT RRP) might help narrow the gender gap, while the remaining part would maintain

Table 7: IT RRP Gender mainstreaming measures by outcome side

IT RRP by GEI Domain - OUTCOME side	IT RRP bn €	GEI %	GEI GAP to 100%	IT RRP bn € x GEI GAP
1. Work	20.43	63.7	36.3	7.42
2. Money	0.45	79.4	20.6	0.09
3. Knowledge	4.49	59.0	41.0	1.84
4. Time	6.86	59.3	40.7	2.79
5. Health	7.00	88.4	11.6	0.81
6. Power	-	52.2	47.8	
Total	39.23			12.95
Gender Neutral	152.28			
Total	191.51			
Gender mainstreaming impact OUTCOME SIDE				6.8%
12.95 bn € / 191.5€				

Source: our elaboration on IT RRP and EUROSTAT

6.4 Gender mainstreaming by input-output-outcome side by mission

the present situation, although within the general framework of economic and sustainable growth that should impact both men and women.

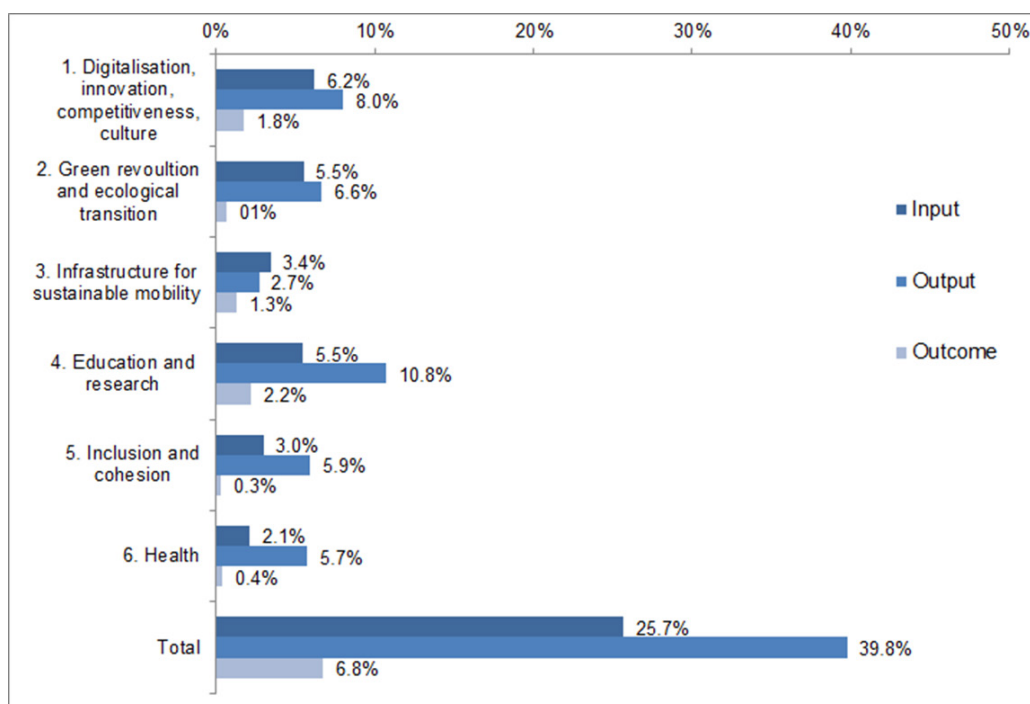
Reclassifying the Input-output-outcome methodology based on the IT RRP missions enables us to assess their contribution towards gender equality according to the three different levels of impact analysed.

As for the **input side**, missions mainly contributing to achieve the 25.7% of gender impact of the

IT RRP are: Mission 1, Digitisation, Innovation, Competitiveness, Culture (6.2% of the IT RRP), Mission 2, Green Revolution and Ecological Transition and Mission 4, Education and Research (5.5% of the IT RRP).

The **output side**, which reaches 39.8% of the IT RRP, mainly refers to Mission 4, Education and Research (10.8% of the IT RRP) and to Mission 1, Digitisation, Innovation, Competitiveness, Culture (8% of the IT RRP).

Figure 8: The IT RRP gender impact with the mainstreaming perspective by mission



Source: our elaboration on IT RRP and EUROSTAT

6.4.1 Gender issues in

Mission 1: Digitisation, Innovation, Competitiveness, Culture

The **outcome side**, corresponding to 6.8% of the IT RRP, is mainly concentrated on Mission 4, Education and Research (2.2% of the IT RRP).

Mission 1 allocates € 40,29 billion for Digitalization, Innovation, Competitiveness and culture, 21.3% of the total IT RRP. Mission 1 is made up of 4 components covering 29 investment projects. Most of the resources, 59.3% (€ 23,89 billion), are allocated to component M1C2 - Digitalisation, innovation and competitiveness in the production sector; the remainder is for M1C1 - Digitalisation, innovation and security for the public administration, 24.1% (€ 9,72 billion) and for M1C3 - Digitalisation, innovation, competitiveness, culture, 16.6% (€ 6.68 billion).

Flagship indicators of Mission 1 are:

100% of people connected by 2026;

Fast connections for 8.5 million families and businesses;

Fibre optic internet connections for an additional 9,000 schools through "Scuola connessa";

Connectivity in 12,000 NHS delivery points;

A digital approach to relaunch tourism and culture

(MEF, 2022a)

Concerning the gender gap, the resources allocated for Mission 1 have an estimated impact on women's employment equivalent to 29.3% of expenditure on the input side (compared to the overall impact of 25.7% estimated in paragraph 6.3.1), and to 38.2% on the output side (compared to the overall impact of 39.8% accounted for in paragraph 6.3.2).

As for the possible outcome results, 8.5% of Mission 1 resources might impact on narrowing the gender gap (compared to the 6.8% overall estimat-

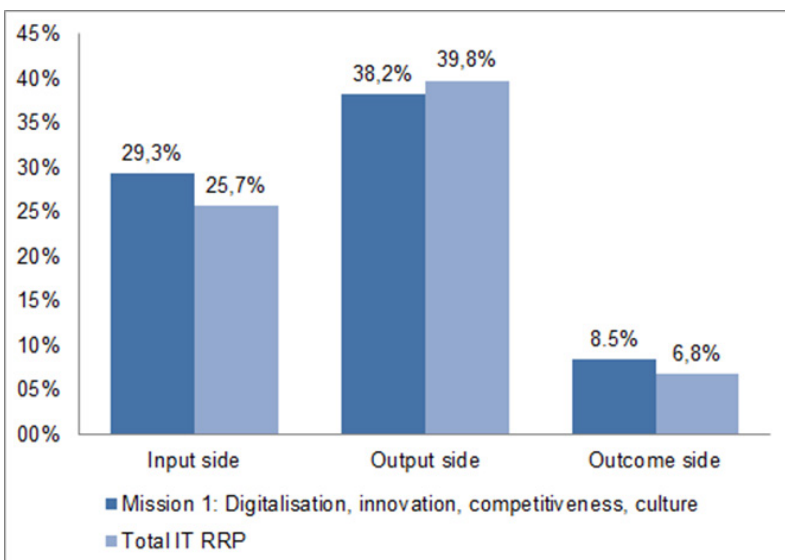


Figure 9: Mission 1 Input-output-outcome gender impact

Source: our elaboration on IT RRP and EUROSTAT

ed in paragraph 6.3.3).

Mission 1 is strategic for Italy, since the extensive investments will help close the country’s structural gap as regards digitalization. The gender impact of this mission refers to the benefits that women will

receive as part of society and the labour market involved in investments at different levels. There are no specific investments to help narrow the gender gap in Mission 1, but some initiatives may have a gender impact, even though its extent of the impact cannot be monitored or evaluated. The

1. Digitalisation, innovation, competitiveness, culture:

- a. Broadband and fast connections: to improve female participation in the digital economy, especially in areas of Italy where there is less coverage.
- b. Development and modernization of the tourism and cultural sector: to increase employment in sectors with an already strong female presence (eg: those of hotels, restaurant and cultural activities)
- c. Remote working in public administration: bringing benefits in terms of work-life balance, focusing on the achievement of goals rather than presence in the office
- d. Work flexibility for men: to promote a cultural change that encourages men to take advantage of new flexible working hours so they can take on more household chores.

Source: Italia Domani, 2022

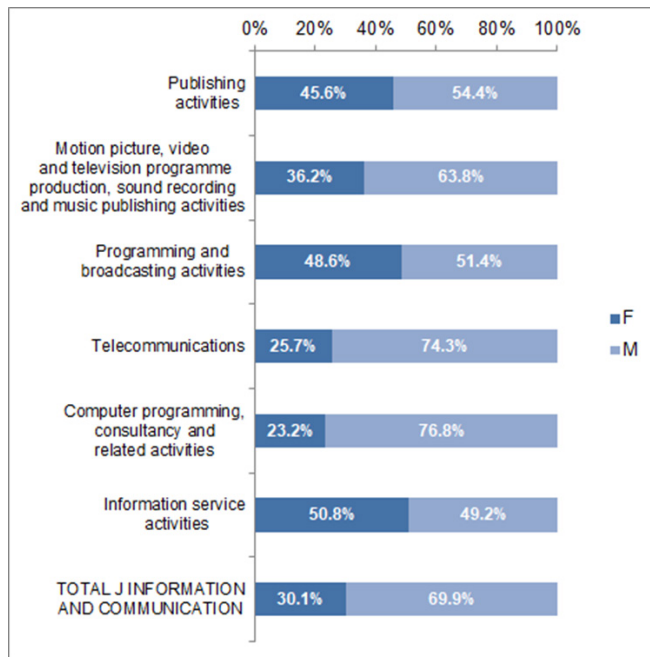


Figure 10: Percentage of female and male workers in NACE Sector J – Information and communication Italy, 2020

Source: EUROSTAT

IT RRP mentions a possible gender mainstreaming impact on:

The gender impact of Mission 1 investments in the digital economy (€ 23,89 billion for M1C2 - Digitalisation, innovation and competitiveness in the production sector) may be outlined at different levels.

As for the workers covered by IT RRP investments, it is important to remember that although 30.1% of the workers in sector “J - Information and communication” are women in Italy, some sectors have an even lower percentage of female workers. Some should be involved in the IT RRP input/start-up phase to 2026, such as “Telecommunications”, where women account for 25.7% of the workforce, or Computer programming, consultancy and related activities (23,2% women). In the later output phase, a higher participation of female

workers can be expected, since it involves activities such as Information services, where 50.8% of workers are women (EUROSTAT).

The overall impact of Mission 1 on the components related to the Digital economy remains therefore strongly unbalanced in favour of male workers.

The horizontal segregation that can be seen in the labour market is caused by gender stereotypes that see women as being less talented for ICT. They stem from families, schools, society and the economic system as a whole. From **education** right up to the labour market, ICT remains a highly segregated sector of the economy for women that in 2019 account for 14% of students enrolled in technical institutes for industry where ICT is mainly studied (ISTAT), and 14% of students enrolled in ICT university faculties. Among Academic staff, in 2020 women make up 19.1% of PHD researchers in ICT at Universities, 19.8% of Grade B and 11.5% of Grade A professors in Engineering and technology (MIUR, 2022).

On the other hand, gender segregation only appears so widespread in ICT in the education, research and business sector, since as **consumers** of ICT women have a more balanced participation rate: in 2019 64.2% of women and 71,7% of men over 6 used the internet in the three months before the IT ICT national survey. The gender gap is almost non-existent for the under-44 age group and those with a higher level of education (ISTAT).

The unbalanced presence of women in the ICT labour market and the consumer market is therefore an important issue for diversity management policies for ICT enterprises. The growth potential

of the Digital economy depends on the greater participation of women, as does strengthening GDP growth connected to ICT investments.

As for the gender impact of component **M1C3 - Digitalisation, innovation, competitiveness, culture** (€ 6.68 billion), it is important to remember that women participate extensively in the tourism and culture labour markets. We should also stress that these two economic sectors were hit hardest by the pandemic restrictions and lockdowns, suffering significant jobs losses.

Tourism is an important sector of the Italian economy, accounting for 6.2% of the total added value (ISTAT, 2022b). In 2019 this sector employed 1.64 million workers, representing 7.1% of the total workforce in Italy. Most of them, 1,28 million, were employed in activities partially related to tourism, such as food services, while 0,358 million workers were employed in specific tourist activities such as accommodation (EBNT, 2021).

The tourism industry is a major employer of women, who make up 52.6% of all employees. Female entrepreneurship accounts for 27% of enterprises in the tourism industry, a higher share than the average for Italian enterprises (22%).

It is important to remember that women also play an important role in tourism as consumers, since they are responsible for 80% of household decisions related to travel and holidays (ISNART, 2022).

Culture is also an important industry for women. The labour market in this field is affected by gender inequalities exacerbated by high levels of job insecurity that are typical of this sector. Women

in culture and in the creative industry face gender issues like the horizontal segregation, and vertical segregation. There are few women leader among columnists, newspaper directors, actresses, singers, writers, as well as women manager in the cultural and show business. On the other hand, it is important to remember that women have a very high culture consumption, also thanks to an

higher level of education than men: in 2019 women go to the theatre more than men (22.8% against 17.7% of men), read more (44.3% against 35.5%), visit museums more (32.6% against 31.0%), go more to classical music concerts (10.2% against 9.6%) (ISTAT, 2019), go more to the library in their free time, not for study or work (40.1% against 37.8%) (ISTAT, 2015a).

6.4.2 Gender issues in

Mission 2: Green Revolution and Ecological Transition

There is therefore an unbalance of female empowerment between production and consumption also in this field.

Mission 2 allocates € 59,46 billion for Green Revolution and Ecological Transition, 31.0% of the overall IT RRP. Mission 2 is composed of 4 components referring to 43 projects of investment. Most part of the resources, 40% (€ 23,78 billion) are allocated to the component M2C2 - Renewable energy, hydrogen, network and sustainable mobility, the remaining part is for component M2C3 - Energy efficiency and upgrading of buildings, 25.8% (€ 15.36 billion), for component M2C4 - Protection of land and water resources, 25,3% (€ 15.05 billion) and for component M2C1 - Circular economy and sustainable agriculture, 8.8% (€ 5,27 billion).

Flagship indicators of Mission 2 are:

Waste recycling enhancement: + 55% electric material, + 85% paper, + 65% plastic materials, + 100% textile material.

Reduction in drinking water leakage on water networks.

An additional 50,000 more efficient private and public buildings for a total of 20 million square metres.

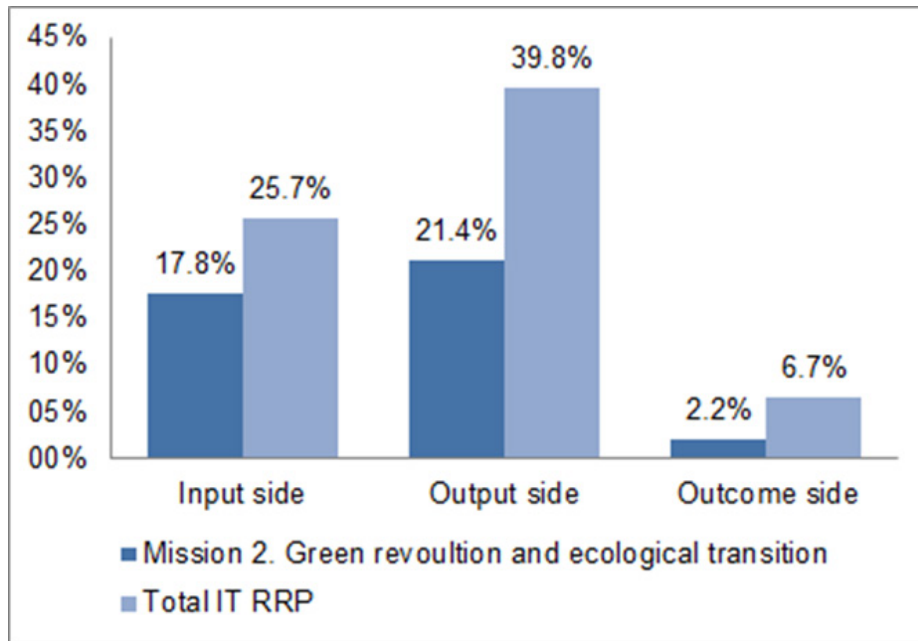
Support for research on the use of hydrogen in industry and transport.

(MEF, 2022a)

As for the gender impact, the investments for Mission 2 have an estimated impact on female's employment for 17.8% of the expenditures as for the input side (against the overall impact of 25.7% esteemed in paragraph 6.3.1) and of 21.4% as for the output side (against the overall impact of 39.8% accounted for in paragraph 6.3.2).

As for the possible outcome results, 2.2% of Mission 2's investments might impact on the gender

Figure 11: Mission 2 Input-output-outcome gender impact



Source: our elaboration on IT RRP and EUROSTAT

gap decrease (against the overall 6.8% esteemed in paragraph 6.3.3).

In the medium-long term, investments in the “Green Revolution and Ecological Transition” obviously benefit both women and men, as does the impact of climate change policies and policies aimed at reducing the health risks of the environmental crisis.

In the short term, these kinds of investments are

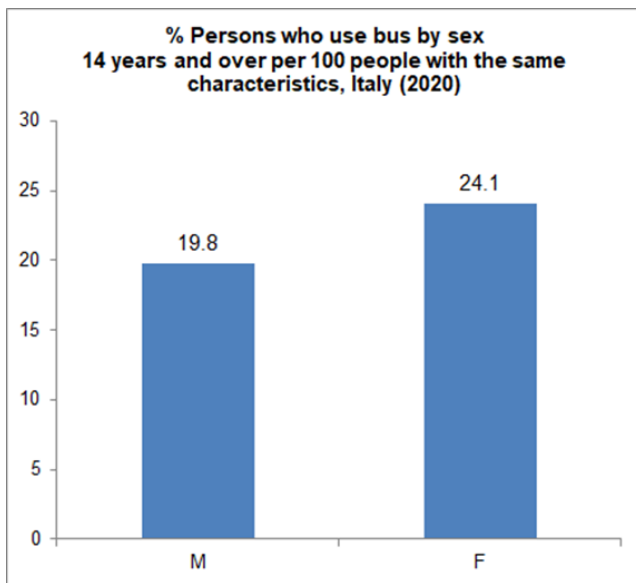
mainly male-dominated in terms of their impact on the labour market, in economic sectors where there is extensive horizontal segregation that cannot be balanced in a few years. There is no clear evidence, therefore, that the investments may contribute significantly to closing the gender gap, even though they have a positive impact on society and the economy overall, of which women are also part.

2. Green revolution and ecological transition

- a. Local public transport investments: upgrading the obsolete bus fleet to help improve infrastructure and services
- b. Public housing measures: including extensions of the 110% superbonus to public housing associations to support single parents, normally women

Source: Italia Domani, 2022

Figure 12: Persons using buses in Italy by sex (2020)

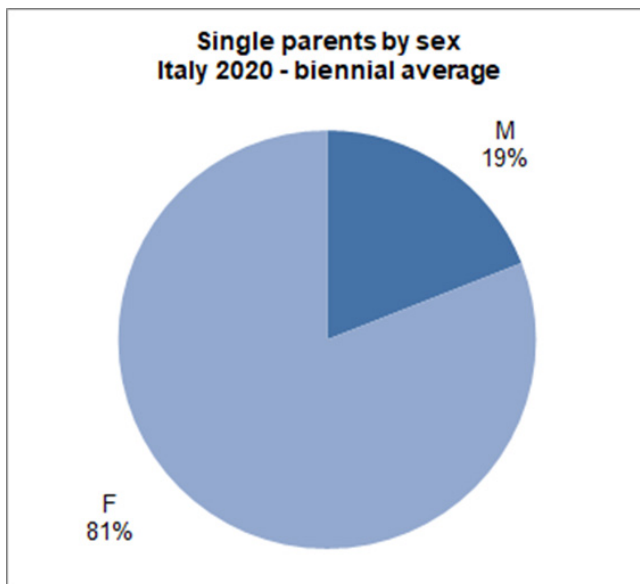


Source: ISTAT

In this gender-blind scenario, two measures may have an indirect gender impact:

The investments in local public transport, designed to upgrade the obsolete bus fleet (€ 3,64 billion for Investment 4.4: Renewing green bus and train fleets, 6,1% of Mission 2), might have a gender impact insofar as women are the main users of public transport (24.1% against 19.8% in 2020, ISTAT). A more efficient public transport system might therefore improve women’s mobility opportunities, thereby widening their access to work and leisure and easing their caring tasks.

Figure 13: Single parents by sex in Italy (2020)



Source: ISTAT

Investment in public housing measures is included under investment for energy efficiency and building safety (€ 13,95 billion for Investment 2.1: Ecobonus and “Sismabonus”, 23,5% of Mission 2).

Public housing in Italy accounts for 2.7% of the overall housing stock with access to the investment. A proportion of public housing is assigned to single parents. In Italy, single parents make up 10.7% of households in 2020, with 2.0% of the total headed by single fathers, and 8.7% by single mothers. There were around 2.9 million single parents in Italy in 2020, 2,4 million of whom were women (81%) and 0,5 million were men (19%) (ISTAT).

6.4.3 Gender issues in Mission 3: Infrastructure for Sustainable Mobility

Mission 3 allocates € 25.4 billion for Infrastructure for sustainable mobility, 13.2% of the overall IT RRP. Mission 2 is made up of 2 components covering 11 investment projects. Almost all the resources, 97.5% (€ 24.77 billion), are allocated to the M3C1 component- Investments in the rail network; the remainder is for component M3C2 - Intermodality and integrated logistics, 2.5% (€ 0.63 billion).

Flagship indicators of Mission 3 are:

- *Updating and enhancement of regional railway networks.*
- *Reduced time on railway lines; Rome-Pescara 1h20min; Naples-Bari 1h30min; Palermo and Catania 1h; Salerno-Reggio Calabria 1h.*
- *Investments in green ports.*

Investments for Mission 3 have an estimated impact on female employment equivalent to 26.0% of the expenditure on the input side (compared to the overall impact of 25.7% estimated in paragraph 6.3.1), and to 20.4% on the output side (compared to the overall impact of 39.8% accounted for in paragraph 6.3.2).

As for the possible outcome results, 10.1% of investments for Mission 3 might help to narrow the Gender gap (compared to the 6.7% overall estimated in paragraph 6.3.3).

(MEF, 2022a)

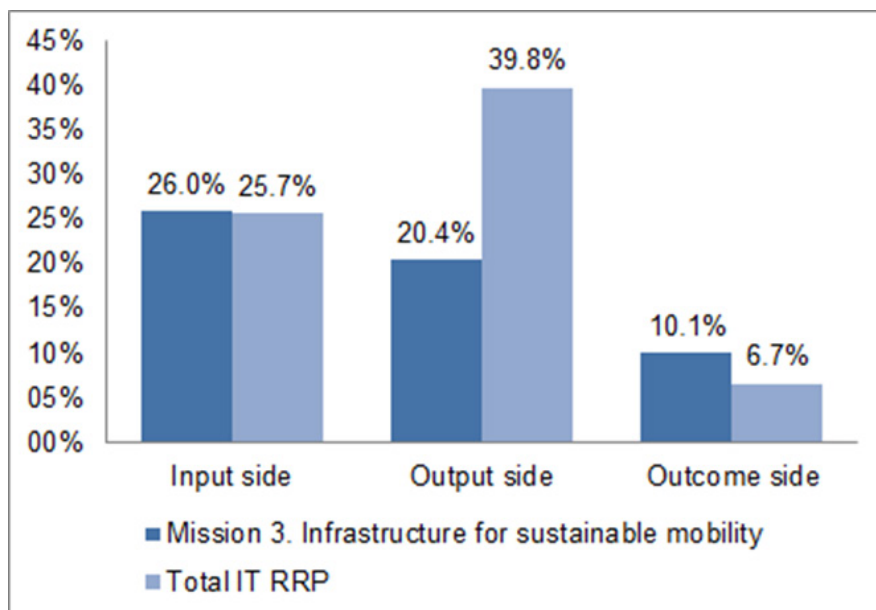


Figure 14: Mission 3 Input-output-outcome (gender impact)

Source: our elaboration on IT RRP and EUROSTAT

Mission 3 is focuses specifically on investment in railway infrastructure, aimed at improving mobility sustainability for both passengers and goods. As for the gender impact of the outputs and outcome, the improvements have a positive impact in terms of capacity and safety, since women are frequent

train users; in general terms, women use trains as much as men, although use is slightly higher in the younger age groups.

The gender mainstreaming impact mentioned by the IT RRP is therefore seen in:

3. Infrastructure for sustainable mobility

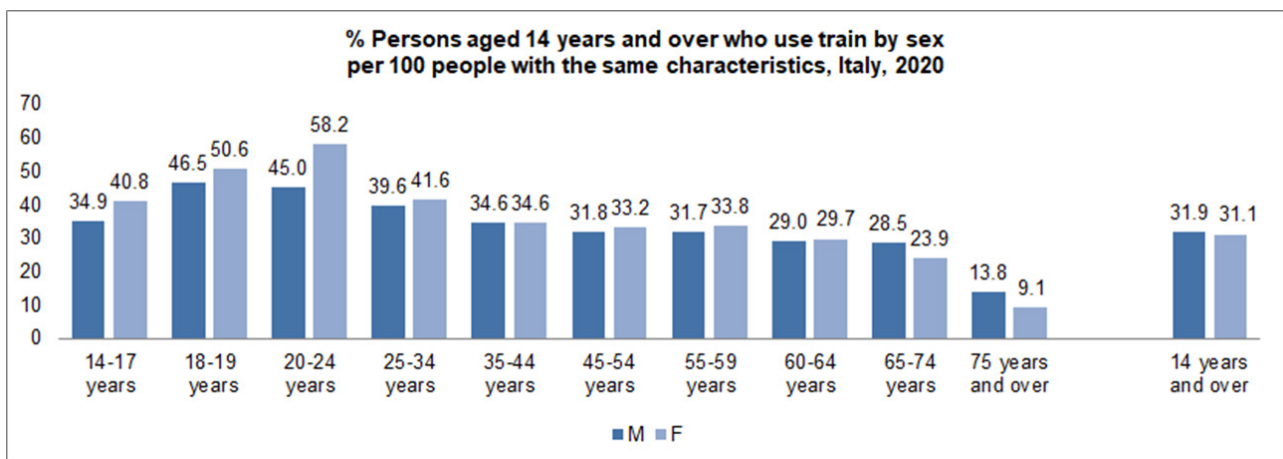
- a. Improvement of rail transport: increasing capacity and safety to improve mobility for women, who use public transport more than men.

Source: Italia Domani, 2022

The benefits of improved railway structures will reach in 2020 31.9% of male train users over the age of 14, and 31.1% of female passengers, with

a greater impact on female passengers in the age groups between 14 and 34 years (ISTAT).

Figure 15: % Persons aged 14 years and over who use train by sex (per 100 people with the same characteristics), Italy, 2020



Source: ISTAT

6.4.4 Gender issues in Mission 4: Education and Research

Mission 4, Education and Research, invests a total of € 31.9 billion (€ 30.88 billion from the RRF Facility and € 1 billion from the Fund) with “the aim of strengthening the education system, digital and technical-scientific skills, research and technology transfer”. Mission 4 accounts for 16.1% of the IT RRP investments and is made up of 2 components covering 25 projects: M4C1 - Enhancement of educational services: from nurseries to university (€ 19.44 billion) and M4C2 - From Research to enterprise (€ 11,44 billion).

Flagship indicators of Mission 4 are:

- 228,000 new nursery places for children aged 0-6.
- 100,000 classrooms converted into connected learning environments.
- School renovations for a total of 2.4 million square metres.
- Wiring of 40,000 school buildings.
- 6,000 new PhDs as of 2021.

(MEF, 2022a)

Mission 4 provides investments with an estimated impact on female employment equivalent to 33.8% of expenditure on the input side (compared to the overall impact of 25.7% estimated in paragraph 6.3.1) and to 66.7% on the output side (compared to the overall impact of 39.8% accounted for in paragraph 6.3.2).

Mission 4 provides two main areas of intervention focusing on women’s empowerment in the STEM field and the expansion of day-care and full-time nurseries. These two areas are particularly underdeveloped in Italy in terms of gender equality, and will therefore greatly benefit from the IT RRP investment.

As for the possible outcome results, 13.7% of Mission 4 investments might impact on narrowing the Gender gap (compared to the 6.8% overall estimated in paragraph 6.3.3).

According to the National Institute of Statistics, education is a weak point for Italy. In the 25-64 age group, only 20.1% of the population have completed tertiary education in 2020, compared to 32.8% in the EU27; 62.9% have completed secondary education (79.0% in the EU27) (ISTAT, 2021a).

4. Education and research

- a. Women’s access to STEM, language and digital skills: to increase female employment in all areas of work and bring Italy closer to European averages.
- b. Expansion of daycare and full-time nurseries: to increase the enrolment rate and give women complete freedom of choice and self-expression.

Source: Italia Domani, 2022

In this general context, the GEI (EIGE's Gender Equality Index, EIGE 2021) - reveals that Italy has achieved 59% gender equality in the Knowledge field, compared to the EU27 average of 62.7% , thereby ranking it in 13th position among the 27 EU.

As in most of the EU27 Member States, Italian women attain much higher levels of education than men: in 2020 65.1% complete secondary education compared to 60.5% of men; 23% are graduates, compared to 17.2% of men. Among young people, one in every three women (34.3%) is a graduate, compared to one in every five men (21.4%). Unfortunately, their greater commitment to education does not adequately support women's job opportunities.

In the STEM field, there are about half as many women graduates as men: in the 25-34 year age group, 16.5% of women graduated in Stem disciplines in Italy in 2020, while 36.8% of men graduated in the same fields (ISTAT, 2021a).

Education is similarly as important for women's employment, since it is a highly feminized sector of the economy (women make up 74.8% of employees in education in Italy, 71.6% in the EU27, EUROSTAT, 2020). The segregation reflects historical gender stereotypes, but is also the result of previous national policies supporting women's employment in Education to aid their work-life balance.

Despite the positive results in terms of overall employment, it is still possible to identify gender issues in Education, such as vertical segregation in the low numbers of women in decision making positions, particularly at Academic level, and hori-

zontal segregation.

Significant horizontal segregation in Education affects the participation of students, the gender composition of academic staff and researchers and differing participation in the labour market, particularly where STEM disciplines are concerned.

In this scenario, the IT RRP focuses on the two aforementioned education-related gender issues in Mission 4.

The first component of **Mission 4, M4C1 - Enhancement of educational services: from nurseries to university**, allocates € 19.44 billion to 13 Investment projects, with 10 reforms grouped in four main areas of intervention: 1. Improving the quality and extending the reach of education services, 2. Improving teachers' recruitment and training systems, 3 Development of skills and upgrading of infrastructures, 4. Reform and extension of Ph.D. programmes.

Considering that Education is a highly feminized sector, investments in this field will have a greater gender impact than the other missions, although the initial infrastructural investments will once again favour male employment in the construction sector.

Nevertheless, the medium-term perspective of the output side bodes well as regards gender impact.

A flagship gender-impact investment of this component is the € 4.6 billion for the Plan for nurseries and preschools and early childhood education and care services. It will have a two-fold impact on gender, by creating new employment in a highly feminized field and by favouring access to the

labour market and a better work-life balance for parents, especially mothers.

Italy has a historical gap in early childhood education for the 0 to 2 age group: the ratio between available pre-school places and the number of children aged between 0 and 2 years in Italy is 25.5% compared to the EU27 average of 35.1% (EUROSTAT) and the European target of 33%, the so called Barcellona Council Target, that was expected to be achieved by 2010 (Council of Europe, 2002).

In the age 3-6 year age group, childhood education in Italy has a much higher level of participation, 91% compared to the EU27 average of 87% (EUROSTAT).

The Plan funded by the IT RRP will create 228.000 new places in nurseries, preschools and early childhood education and care services for the 0-6 age group, thereby exceeding the European target. The investment is expected to have a significant gender impact in increasing women's employment, both among mothers (11.1% of Italian women with at least one child have never been in employment, compared to the EU27 average of 3.7%, EUROSTAT) and among pre-school teachers and staffs.

Despite the positive expectations, several obstacles threaten the implementation of the investment due to regional inequalities within Italy. Equal access to resources must be granted to local authorities in regions with less developed technical skills, to avoid the funds being allocated to areas where the supply of nurseries is already extensive. The risk was seen in practice during the first call for tenders for the measure, when local author-

ities only received projects covering half of the resources available (€1.2 billion out of 2.4), due to the lack of planning skills and interest in less developed regions (De Carli S., 2022). Although the deadline has been postponed (ANCI, 2022), the assignment procedures for this investment are under review.

Another flagship investment in terms of the IT RRP's indirect gender impact is the € 1.1 billion allocated for Investment 3.1) New skills and new languages. It aims to fully overcome gender stereotypes and support female students' participation in STEM education. The project should reach 2 million female students and 150.000 teachers by 2024/2025 according to the IT RRP. Despite the value of this project for developing women's potential in the STEM field, there are doubts that it will have a significant impact on increasing their job opportunities by 2026 in terms of balancing the gender impact of the IT RRP – input side. More benefits are expected in the medium-long term, by the end of their education cycle and entry to the labour market.

The second component of **Mission 4, M4C2 - From Research to enterprise**, allocates € 11,44 billion in three areas of intervention: 1. Strengthening R&D activities and promoting innovative models for basic and applied research in synergy between universities and companies, 2. Supporting the innovation and technology transfer processes, 3. Strengthening the enabling conditions to support R&I activities.

The gender impact of this component concerns women's access to research, both at academic and corporate level. The European survey on women in research "SheFigures 2021" (European Com-

mission, 2021c) clearly outlines the situation in Italy. As for the “pool of graduate talents”, women achieved gender equality in Italy in 2018: 50.5% of doctoral graduates are women, with a higher share than the EU27 average (48.1%). This apparently positive result hides a weakness in the field of study, revealing a high level of segregation and low participation in STEM studies: for example, women make up 75.68% of doctoral graduates in the Education field (66.64 at EU27 level), and 28.72% in Information and Communication Technology Studies (22.37 at EU27 level).

As a result, the proportion of graduates employed as professionals and technicians in the Italian labour market in 2019 is higher for men (65.64%) than for women (58.04%), revealing a gap of

7.2 points. By contrast, parity has almost been achieved in the EU27 (59.21% men and 59.03% women) .

Considering the higher education, Government and Business sector as a whole, women make up 33% of researchers. Achieving gender balance for workers in the sector is therefore vital in terms of equality and for maximizing every talent’s contribution to the country’s scientific growth. With regard to this objective, the requirement in Investment 1.3: Expanded partnerships extended to universities, research centers, companies and funding of basic research projects for increasing the percentage of women researchers temporarily covered by the investments is expected to support a better gender balance in the field.

6.4.5 Gender issues in Mission 5: Inclusion and Cohesion

Mission 5, ‘Inclusion and Cohesion’, allocates € 22.4 billion (€ 19.8 billion from the RRF Facility and € 2.6 billion from the Fund) to support labour market participation, including through training, to strengthen active labour market policies and foster social inclusion. It accounts for 10.3% of the IT RRP and is made up of three components covering 16 projects: M5C1. Employment policies (€ 6.66 billion), M5C2. Social infrastructure, households, the community and the third sector (€ 11.22 billion), M5C3. Special intervention for territorial cohesion (€ 1.98 billion).

Flagship indicators of Mission 5 are:

- *A national programme to ensure worker employability (GOL).*
- *Support for women’s enterprises through ‘Fondo Impresa Donna’.*
- *More support for people who are vulnerable, non-self-sufficient or live with disabilities;*
- *Infrastructure investments for Special Economic Zones.*

(MEF, 2022a)

Mission 5 provides investments with an estimated impact on female employment equivalent to 28.8% of expenditure on the input side (compared to the overall impact of 25.7% estimated in paragraph 6.3.1) and to 56.9% on the output side (compared to the overall impact of 39.8% accounted for in paragraph 6.3.2).

As for the possible outcome results, 3.3% of Mission 5 investments might impact on narrowing the Gender gap (compared to the overall 6.8% estimated in paragraph 6.3.3).

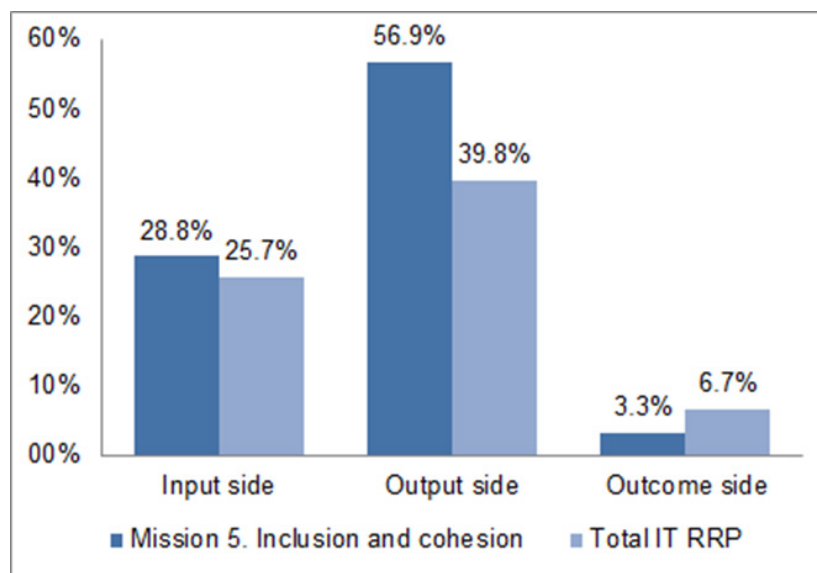
In relative terms, Mission 5 is therefore highly gender sensitive since it proposes investments to directly and indirectly address some of the most important gender issues: women’s employment,

care, poverty and inclusion.

On the other hand, in absolute terms, Mission 5 only accounts for 10.3% of the IT RRP; therefore, in the overall evaluation of the IT RRP facility, it only makes a 0.3% contribution to closing the Gender gap on the outcome side (see Figure 6), the lowest level of all 6 missions.

The flagship initiatives mentioned in the IT RRP in terms of greater gender impact refer to investments directly targeted at women, such as women’s entrepreneurship and gender certification (examined in detail in paragraph 6.2), and investments that will mainly benefit women since they impact areas with a wide gender gap:

Figure 17: Mission 5 Input-output-outcome (gender impact)



Source: our elaboration on IT RRP and EUROSTAT

5. Inclusion and cohesion

- a. Female and youth employment levels: for projects, also thanks to training and specialization contracts
- b. Promotion of women's entrepreneurship: with specific investments, crucial to providing the right tools to expand the reach.
- c. Boosting women's employment: launch of services that promote female employment across the country

Source: Italia Domani, 2022

The first component of the **Mission, M5C1 “Employment Policies”**, allocates € 6.6 billion to two lines of intervention for ““Active Labour Market Policies (ALMPs) and employment support” and “Universal Civil Service”. The first line of intervention, promotes “labour market transformation with adequate instruments to facilitate employment transitions, improve workers’ employability and skills, and achieve decent work for all (women, young people and adults)”. It therefore has a high impact on women’s employment in Italy, the weakness of which, compared to the other EU27 Member States, has already been described in Chapter 3.

This line of intervention includes investments such as “Strengthening Public Employment Services (PES)”, “Creating women’s enterprises”, “Gender equality certification system”, “Strengthening the dual system”. There are also two important reforms: “Strengthening Active Labour Market Policies (ALMPs) and Vocational Training” and “Tackling undeclared work in all its forms, illegal recruitment and tax evasion”.

Referring to paragraph 6.2 for an analysis of women’s entrepreneurship and gender certification investments, it is important to focus here on the gender impact of investments covering Em-

ployment services, training activities, undeclared work, and the Universal civil Service.

Employment services will play a big part in this component. Improvements in their efficacy and quality will mainly benefit women, considering their critical employment conditions as described in Chapter 3. In the two years 2019-2020 in Italy, 2.9 million of jobseekers were taken in charge of employment service, and 51.5% of them were women (ANPAL, 2021).

It is important to remember that Employment services also employ directly skilled operators to support jobseekers. In 2019 there were 7.758 employment service workers, 66.7% of whom (5.181) were women, thereby highlighting another highly feminized sector of the economy (ANPAL, 2021).

Training activities planned for this component IT RRP mainly refer to the “National Plan for New Skills, aimed at defining essential levels of vocational training and supporting upskilling and reskilling processes of workers, unemployed and workers in transition, including young people and adults”. Although Italian women have a higher level of education than men, as described in paragraph 6.4.4, there is a greater mismatch between

their skills and the type of employees companies are looking for. This stems from horizontal segregation and the digital gap described in paragraph 6.4.1. Women may therefore gain greater benefits from taking part in these training activities. Training is particularly important for low-skilled women, who also have to face time barriers due to their childcare or family responsibilities, “the most important reason for not participating in education and training” (OECD, 2018).

Undeclared work is part of an irregular economic system that amounts to about € 190 billion in Italy and poses an obstacle to the country’s competitiveness and growth. Irregular workers are estimated in 2018 to number 3.652 million, 15.1% of all Italian workers (Itinerari Previdenziali, 2020). Although the number of irregular women workers is unknown, it is important to remember that many of the sectors involved in irregular work are highly feminised: the personal service sector, hospitality services, education, health, care and domestic work.

Universal Civil Service, the second line of intervention for Component M5C1- Employment Policies, aims at “promoting the personal and professional development of young people aged between 18 and 28 years old, and their acquisition of basic and soft skills through the “Universal Civil Service” initiative”. Although this investment was not specifically designed to narrow the gender gap, it will have a positive impact on it. Of the volunteers who enrolled in Civil service in Italy in 2019, 61.8% were women (25.551 out of 41.297), (Governo Italiano, 2022). The wider digital divide among young women will therefore benefit from this.

Another indirect gender impact of Mission 5 may come from component **M5C2. Social infrastructure, households, the community and the third sector**. It allocates € 11.22 billion for three lines of intervention that cover “Social services, disability and social marginalization”, “Urban regeneration and Social Housing”, “Sport and social inclusion”. Two reforms are also important in terms of their gender impact: “Framework law for disability” and “Reform for non-self-sufficient elderly persons”. Target groups covered by this component (the elderly, caregivers, people with disabilities, vulnerable population groups) have specific gender issues that will positively benefit from it.

Despite social exclusion has multiple reasons, no doubt the economic condition represents a common characteristic for every target group related to it.

Women in Italy still have a weak economic condition that becomes the main basis for social exclusion above all when they can’t rely on the redistribution of wealth within their own household.

On this regard, the GEI Index well describes the gender gap related to the money domain in Italy with respect to the EU27 average. If in the overall money domain Italy is 12th, the indicators that are mainly related to the poverty issues see Italy at the lowest positions: 23rd for the overall economic situation (83.1% of gender equality achieved against 88.3% of EU27), 22nd for not at risk of poverty (92.5% of gender equality achieved against 94.6% of EU27) and 23rd for gender equality achieved in income distribution on S20/80 (73.8% of gender equality against 82% at Eu27level) (EIGE, 2021).

According to the Bank of Italy, women have a quarter less economic resources than men (Banca d'Italia, 2018). This overall figure hides important gender issues linked to the professional condition: too few women still work in Italy (in 2020, 22.7% the rate of non-participation in the labor market for women, 16% for men), work in poorer-paid sectors, suffer from the pay gap (in 2020, among employees 12.1% of women have low wages against 8.5% of men), are often forced into precarious, flexible employment relationships and involuntary part-time workers (that involve 19.6% of employed women against 6.4% of men in 2020) (ISTAT, 2021b).

If the lower availability of resources linked to the weakness of female work, however, can be mitigated by the economic protection of the family, when in presence of multiple weaknesses in the economic, professional and family conditions the risk of social exclusion increases significantly. Two target groups of female population are particularly exposed in this sense: women as single parents with children and the elderly women.

In the case of single-parent families with dependent minors, female heads of household are 8.2% of families composed of single-parents with dependent minors against 2% of men (ISTAT, 2020) and when women are heads of household, they have a risk of poverty of 28.8% against 24.2% of men (ISTAT, 2019).

Age and widowhood also define important gender issues of social exclusion: in 2021 women are 63% of the population over 80, and 82.7% of widow population (ISTAT), with an expected health worse than men's (see par. 6.4.6) but also with a particularly weak economic condition: 79.3% of

the beneficiaries of welfare pensions are women among the over 80s, among the pensions under € 750, 74.2% are still women (INPS, 2020).

Another main target group for social services specifically related to women concerns violence against women "...according to the second ISTAT survey, 6,788,000 women have been victims of some forms of violence, either physical or sexual, during their life, that is 31.5% of women aged 16-70. 20.2% has been victim of physical violence; 21% of sexual violence and 5.4% of the most serious forms of sexual violence such as rape and attempted rape: 652,000 women have been victims of rape; and 746,000 have been victims of attempted rape..." (ISTAT, 2015b)

Despite disability is an health condition that affects both men and women, some specific issues reveal how investments in social services for this target group have both a direct and indirect impact on women. People with disability in Italy are 5.2% of the population (3.150.000). Most of them are elderly people, 1.500.000 over 75 that represent 22% of the overall 75 age group (ISTAT, 2021c). The main part of elderly people over 75 with disability are women.

Besides the direct gender impact of social services on people with disability, the indirect impact on the well-being of their caregiver is also important. Family caregivers in Italy are about 7,3 million, 85% of which are women. Relatives not cohabitant, most of times elderly, are assisted by 4,1 million of women and 3,1 million of men. Women as caregiver are also more involved than men in terms of number of hours: 1.4 million women offer caring support for more than 20 hours per week, against 711 thousands of men (ISTAT,

2017).

The caregivers more under pressure, dealing with members of the family or relatives with chronic illness and non-self-sufficient are more than 3 million, 65% of which are women between 45 and 55 years old (ISS, 2020).

Caregiving is therefore an activity that is strongly involved in this component, directly connected to

the gender role and stereotypes of women related to it. This aspect concerns both the unpaid and the paid work related to social services. If “human health and social work activities” is a sector where women represent 74.8% of workers in 2020 (EU-ROSTAT), specific professions related to social services see women’s presence at a much higher rate: the National profession register of social workers has 46.158 workers enrolled, 93.3% of which are women (CNOAS, 2021).

6.4.6 Gender issues in Mission 6 - Health

Mission 6, Health, invests a total of € 18.5 billion (€ 15.6 billion from the RRF Facility and € 2.9 billion from the Fund) to strengthen local prevention and health services. It is aimed at modernising and digitising the health system, thus ensuring equal access to care.

The Mission is made up of two components covering 10 projects:

M6C1 - Innovation, research and digitalisation of the national health service (€ 7,00 billion) and

M6C2 - Proximity networks, facilities and tele-medicine for territorial health care (€ 8,63 billion).

Flagship indicators of Mission 6 are:

- *1,288 community homes and 381 community hospitals for proximity assistance;*
- *Home care for 10% of people aged 65 or*

more;

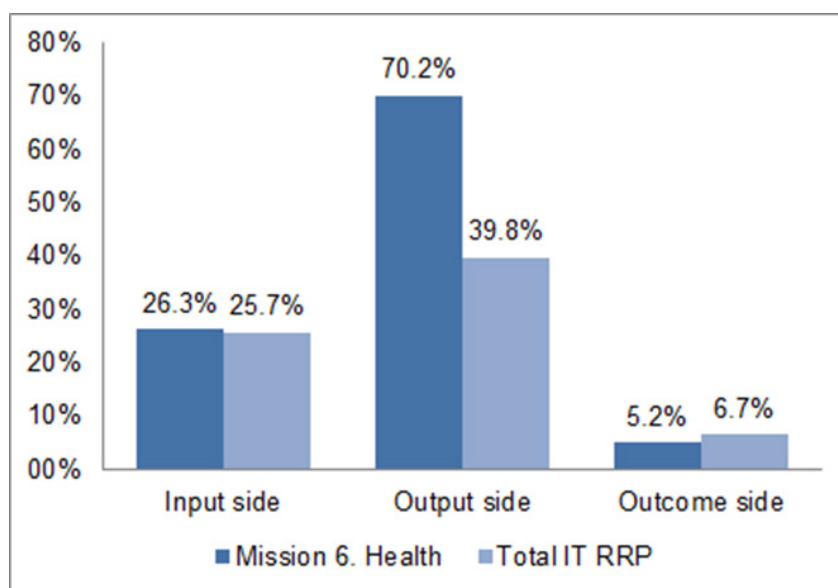
- *602 new Local Operational Centres for remote assistance;*
- *More than 3,133 new large pieces of equipment for diagnostics and care*

(MEF, 2022a)

Mission 6 provides investments with an estimated impact on female employment equivalent to 26.3% of the expenditure on the input side (compared to the overall impact of 25.7% estimated in paragraph 6.3.1) and to 70.2% on the output side (compared to the overall impact of 39.8% accounted for in paragraph 6.3.2).

As for the possible outcome results, 5.2% of investments for Mission 6 might impact on narrowing the gender gap (compared to the 6.7% overall estimated in paragraph 6.3.3).

Figure 18: Mission 6 Input-output-outcome (gender impact)



Source: our elaboration on IT RRP and EUROSTAT

6. Health

- a. Proximity support structures for communities: characterised by prevention, diagnosis and treatment courses
- b. Improvement in care and home help services: promoting proximity and support services also with the aim of dividing family commitments more equally.

Source: Italia Domani, 2022

Mission 6 directly refers to the GEI (Gender Equality Index) “Health” Domain. With reference to this overall indicator, before the pandemic Italy had achieved 88.4% gender equality in the field scoring higher than the EU27 average (87.8%). Despite this achievement, it was still ranked 11th in the EU27 (EIGE, 2021).

Gender inequalities in the Health field must be defined precisely and divided into specific topics. For historical and cultural reasons, Italian women live very long lives, although the pandemic has worsened the previously positive trend: in 2020 life expectancy at birth fell from 85.4 to 84.4

years for women and from 81.1 to 79.7 years for men. As a result, life expectancy at age 65 is higher for women, revealing a gender gap of 3.5 years in 2020 (MEF, 2022b).

While there is not yet a definitive explanation for such a difference in life expectancy, the behaviours of men and women in terms of lifestyle and risk factors undoubtedly play a major role. Italian women smoke much less than men (15.37% compared to 22.54% of men, 2020), drink less (38.21% of women have never drunk wine, beer or alcohol compared to 17.1% of men, 2020), have fewer weight problems (10.78% of women

are obese compared to 12.33% of men, 2020), and eat more healthily (54.03% eat at least one portion of vegetables a day compared to 45.03% of men, 2020). Women are also less affected by drug addiction (the hospital discharge rate for drug abuse disorders is 0.66/10,000 for women and 1.45/10,000 for men, 2020). Some causes of mortality confirm that women adopt a more prudent and cautious lifestyle than men: the death rate from trauma or poisoning is 2.25/10,000 for women and 4.54/10,000 for men (2018), 0.22/10,000 for women and 0.9/10,000 for men for transport-related accidents (2018), and 0.26/10,000 for women and 0.93/10,000 for men for suicide or self-harm (Istat, 2022c).

Life expectancy and risk factors might give the impression that women enjoy better health, but these general indicators conceal specific gender inequalities, including the following:

- literature on gender medicine has clearly shown that health research requires a specific gender perspective to tailor drugs and medical care to women's biological and sexual differences,
- women's longer life expectancy means that they live for more years, but in worse health, meaning that they require additional health and care services: in 2019 46% of women over 75 have serious chronic diseases, compared to 41.1% of men (ISTAT 2021d). In terms of political intervention, this means that elderly women require home care services more than men, and that their family caregivers, mainly women (paragraph 6.5.3), indirectly benefit more from these services. The supply of home care services in Italy is structurally very poor

and mainly relies on family-based care: home-care coverage for elderly over 64 in Italy is 2.7% (ISTAT, 2021d).

- Investments in services, infrastructure and research in the field of pregnancy and gynaecology, as well as other sex-related diseases, might suffer from a lack of resources or political attention.
- Women are at greater risk of accidents related to their caring role in the family: “..around 15.6 in 1,000 women had domestic incidents in 2019 compared to only 9.2 in 1,000 men...” (MEF, 2022b).
- Social pressure on women to perform their preconceived role as carers, compliance with gender stereotypes, the effects of domestic violence and their worse economic condition are specific risk factors related to women's worse mental health “..The mental health index reports a gender gap of 5 points in 2020 (71.0 for men and 66.0 for women). More specifically, for depression, the indicator for women is higher than the indicator for men...”. (MEF, 2022b).

Health is a crucial sector of activity for the IT RRP since it was seriously affected during the pandemic, when all the weaknesses of the health system clearly emerged and were exacerbated. They include a lack of healthcare personnel and local medical assistance as well as systemic problems such as regional inequalities and management deficiencies.

In this scenario, Mission 6 provides two components aimed at improving both the national

health service (M6C1 - Innovation, research and digitalisation of national health service (€ 7,00 billion) and local health care (M6C2 - Proximity networks, facilities and telemedicine for territorial health care (€ 8,63 billion).

In principle, as the input-output-outcome analysis has clearly confirmed, Mission 6 has a high overall impact on women, not only because it deals with the aforementioned health-related gender issues, but also because more women work in this field. In 2020, they account for 65.4% of workers in Human health activities, 78.5% of workers in Residential care activities, and 83.5% of workers in Social work activities without accommodation (EUROSTAT). Women also make up 66.8% of Italian National Health Service personnel, an average that falls between the numbers of female physicians (44.4%), nurses (77.5%) and rehabilitation professionals (81.7%) (Ministero della Salute, 2017).

As a matter of fact, much of the Mission's gender impact depends on it being successfully implemented and integrated with other national resources allocated to the health sector in Italy's national budget, which almost doubles the amount allocated in Mission 6 (MEF, 2021b).

A point requiring close monitoring for its gender impact is the high level of digitalization envisaged by this Mission which explains the low participation of female workers in the short term (input side). Although efforts to modernise Italy's national health service are clear and appreciable, areas of uncertainty remain due to the disruptive impact of investments on health-related jobs that will be replaced by technologies such as, for example, telemedicine. Telemedicine is a useful way to

implement services in remote rural areas but the high risk of job losses in the health sector - mainly impacting women – must be monitored and taken into consideration in the implementation phase.

7. Conclusions

The three methodologies examined in this report on the gender impact assessment of the IT RRP were aimed at establishing which of three initial hypothesis outlined in Chapter 1 – Introduction and report objective - is more likely to happen:

- scenario 1: the IT RRP will further worsen the gender gap,
- scenario 2: the IT RRP will restore the gender gap that existed before the pandemic/war,
- scenario 3: the IT RRP will significantly reduce the gender gap with real advances compared to the situation before the pandemic.

The three methodologies start from different perspectives and therefore calculate the gender gap with different formula and final results. However, all of them converge on the second scenario, i.e. it is highly probable that in the medium-long term, the IT RRP will restore the gender gap seen before the pandemic, with improvements limited to specific fields connected to areas with a more direct gender impact. In the short term, women might not draw any great advantage from the IT RRP investments. On this point, the Italian Ministry of Finance's Gender impact evaluation (MEF 2021a) is optimistic regarding the benefits of action taken to mitigate the initially unbalanced impact.

In the end, there are no indications that the IT RRP might significantly narrow the gender gap in existence before the pandemic, or significantly

implement women's contribution to GDP growth and social development in Italy at structural level.

There is the concrete risk that the growth of the Italian GDP will be underpowered and will not express its full potential due to the gender gap, thus undermining the final achievements of the IT RRP.

To successfully achieve this goal, there should have been specific programmes that directly address the domains in which the gender gap is seen most often: care-giving, work, power, money, time, segregation, stereotypes, violence. It is clear that the nature and the structure of the EU Recovery and Resilience Facility (and of the corresponding IT RRP) do not target these domains to any great extent.

Based on this general conclusion, it is legitimate to wonder whether the IT RRP could have placed more emphasis on Gender equality, considering the country's critical situation in this area, as described in Chapter 3.

This point remains under discussion, considering the following objective limitations:

- € 69,1 billion (36.0%) of the total IT RRP investment of 191,5 billion covers existing projects, presumably decided before the pandemic without any specific political evaluation on closing the gender gap.
- The Italian Parliament and the political forces involved in IT RRP-related decisions were elected in 2018, with political

programmes that did not specifically tackle gender inequalities at structural level; this applies to both majority and minority parties. Italy's lack of political proposals for real gender equality achievements is also due to women's limited participation in democracy and political debate and their weak sense of citizenship.

In the last European elections in 2019, only 50% of women voted (SWG, 2019). In everyday life, only 23.6% of women over 14 talk about politics every day or a few times a week compared to 36.6% of men; 40% of women over 14 never talk about politics compared to 26.2% of men (year 2020, ISTAT). Empowering women in the domains mentioned in the GEI Index is therefore essential to support their role in democracy and public debate, and to create the virtuous circle of political supply and demand for structural interventions on gender equality.

Despite the lack of political participation by Italian women, some Italian women's associations and spontaneous feminist movements reacted promptly during the IT RRP negotiation process, drawing the media's attention to the expected gender inequalities of the IT RRP's first draft.

The Italian Government received the suggestions from civil society, and did in fact make amendments to the IT RRP to overcome the potentially unequal gender impact, as described in Chapter 5.1.

As a result, some of the IT RRP measures will effectively tackle historical Italian gender gaps in fields such as care-giving facilities, social investments, the presence of women in the STEM fields

and research, although their actual impact is closely related to the implementation process.

As a matter of fact, gender inequality in Italy has structural, historical, cultural and economic causes that can only be challenged by an extraordinary political and financial commitment.

The IT RRP does make an extraordinary effort towards economic growth, enhancing competition and the green transition, with wide perspectives for advances in the country. But at the moment it may help to recover the pre-pandemic gender gap and gain specific achievements, but does not allow for significant and structural progress in accelerating the process of closing the gender gap or shortening the time needed to achieve gender equality.

On the other hand, it must be said that public debate on the gender impact of the IT RRP helped raise awareness of the need for stronger political commitment on this topic. Other national regulatory interventions supporting gender equality, also funded by national resources, were adopted in 2021. Once again, their success is subject to the general political, social and economic situation in Italy in the coming years.

Despite the wide sense of uncertainty at present, it is highly likely that the worsening economic crisis caused by the pandemic and the war in Ukraine may lead the EU Commission and Member States to implement new facilities in the near future.

In this sense, the conclusions of this gender impact assessment of the IT RRP may help improve the design of new gender equality facilities as a real pillar of EU democracy.

BIBLIOGRAPHY

- ANCI (2022) Associazione nazionale dei Comuni Italiani, Miur, proroga al 31 marzo termine bando Pnrr solo per asili nido <https://www.anci.it/miur-proroga-al-31-marzo-termine-bando-pnrr-solo-per-asili-nido/>
- ANPAL (2021) Agenzia Nazionale Politiche Attive del Lavoro, Servizi per l'impiego. rapporto di monitoraggio 2020, https://www.anpal.gov.it/documents/552016/586669/Monitoraggio+SPI+2020_Biblioteca+Anpal+n.+17.pdf/6d08ae4c-3975-f3cf-83fa-b1c5be8ad4d6?t=1636537222180
- Banca d'Italia (2018), La ricchezza degli italiani, la differenza tra donne e uomini, by Giovanni D'Alessio, Questioni di Economia e Finanza ISSN 1972-6643 (online), https://www.bancaditalia.it/pubblicazioni/qef/2018-0433/QEF_433_18.pdf
- Barry U., Jennings C. (2021), Gender equality: Economic value of care from the perspective of the applicable EU funds, pag. 73, Study commissioned by the FEMM Committee, European Parliament, June 2021, [https://www.europarl.europa.eu/RegData/etudes/STUD/2021/694784/IPOL_STU\(2021\)694784_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2021/694784/IPOL_STU(2021)694784_EN.pdf)
- Bruegel (2022), European Union countries' recovery and resilience plans, <https://www.bruegel.org/publications/datasets/european-union-countries-recovery-and-resilience-plans/> - https://www.bruegel.org/wp-content/uploads/2021/07/Bruegel_RRP_dataset.zip
- Camera dei Deputati (2022), Il Piano nazionale di Ripresa e Resilienza (PNRR) - Parliament Documents, <https://temi.camera.it/leg18/provvedimento/piano-nazionale-di-ripresa-e-resilienza.html>
- Cardinali V. (2022), Pnrr: dalle linee guida un taglio alle quote per donne e giovani, <https://www.lavoce.info/archives/92952/pnrr-dalle-linee-guida-un-taglio-alle-quote-per-donne-e-giovani/>
- Council of Europe (2002), Presidency conclusions, Barcellona European Council of 15th and 16th march 2002, https://ec.europa.eu/invest-in-research/pdf/download_en/barcelona_european_council.pdf
- CNOAS (2021) Consiglio Nazionale dell'Ordine degli Assistenti Sociali, Assistenti sociali iscritti all'Albo professionale al 30/09/2021, <https://cnoas.org/wp-content/uploads/2021/10/2021-Assistenti-sociali-iscritti-allAlbo-professionale-al-30-settembre.pdf>
- De Carli S. (2022), Osservatorio Pnrr sociale. Perché i Comuni disertano il bando del Pnrr sugli asili nido? In Vita <http://www.vita.it/it/article/2022/03/14/perche-i-comuni-disertano-il-bando-del-pnrr-sugli-asili-nido/162175/>

Department of Equal Opportunities of Italy (2021) Presidency of the Council of Ministries, DECRETO 7 dicembre 2021. Adozione delle linee guida volte a favorire la pari opportunità di genere e generazionali, nonché l'inclusione lavorativa delle persone con disabilità nei contratti pubblici finanziati con le risorse del PNRR e del PNC. (21A07771) <https://www.gazzettaufficiale.it/eli/gu/2021/12/30/309/sg/pdf>

EBNT (2021) Ente Bilaterale Nazionale del Turismo, Osservatorio sul mercato del lavoro nel turismo XIII Rapporto 2021 https://www.ebnt.it/files/documenti/studi-e-ricerche/osservatori/osservatorio-c/osservatorio-mercato-del-lavoro-turismo-2021_xiii-rapporto_def-003.pdf

EIGE (2021) European Institute for Gender Equality, Gender Equality Index 2021: Health, EIGE: Vilnius. https://eige.europa.eu/sites/default/files/documents/mhaf21001enn_002_0.pdf

European Commission (2020a), The Recovery and Resilience Facility https://ec.europa.eu/info/business-economy-euro/recovery-coronavirus/recovery-and-resilience-facility_en#national-recovery-and-resilience-plans

European Commission (2020b), A Union of Equality: Gender Equality Strategy 2020-2025, COM(2020) 152 final 05 march 2020, <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020DC0152&from=EN>

European Commission (2021a), Commission staff working document guidance to Member States Recovery and Resilience Plans Brussels, 22.1.2021 SWD(2021) 12 final https://ec.europa.eu/info/sites/default/files/document_travail_service_part1_v2_en.pdf

European Commission (2021b), Proposal for a Council implementing decision on the approval of the assessment of the recovery and resilience plan for Italy {SWD(2021) 165 final} Brussels, 22.6.2021 COM(2021) 344 final 2021/0168(NLE) <https://eur-lex.europa.eu/legal-content/IT/TXT/?uri=CELEX:52021PC0344>

European Commission (2021c), Tracking progress on Shefigures 2021. The path towards gender equality in research and innovation (r&i) <https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/61564e1f-d55e-11eb-895a-01aa75ed71a1>

European Parliament (2021), Regulation (EU) 2021/241 of the European Parliament and of the Council of 12 February 2021 establishing the Recovery and Resilience Facility OJ L 57, 18.2.2021, p. 17–75 <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32021R0241>

EUROSTAT (2019-2020-2021-2022), Database and statistics <https://ec.europa.eu/eurostat/web/main/data/database>

Federfarma (2021), La farmacia italiana 2020-2021, https://www.federfarma.it/Documenti/farmacia_italia-

[na2020-2021.aspx](#)

Fondazione Studi Consulenti del Lavoro (2022), Donne e lavoro, ancora lontana la ripresa occupazionale, 2022 https://www.consulentidellavoro.it/files/PDF/2022/FS/Dossier_Donne_2022_web.pdf

Frey R. (2021), Analysen von drei Maßnahmenpaketen des Bundes zur Bewältigung der Coronakrise aus Gleichstellungsperspektive. https://www.wsi.de/fpdf/HBS-008189/p_wsi_studies_29_2021.pdf

Governo Italiano (2021) Piano Nazionale di Ripresa e Resilienza, Italia Domani #nextgenerationitalia, <https://italiadomani.gov.it/content/dam/sogei-ng/documenti/PNRR%20Aggiornato.pdf>

Governo Italiano (2022) Dipartimento per le Politiche Giovanili e il Servizio Civile Universale, Volontari 2019, <https://www.politichegiovanili.gov.it/servizio-civile/servizio-civile-in-cifre/volontari/>

INPS (2020) Istituto Nazionale Previdenza Sociale, Osservatorio: Prestazioni pensionistiche e beneficiari del sistema pensionistico italiano <https://www.inps.it/osservatoristatistici/4>

ISS (2020) Istituto Superiore di Sanità, Differenze di genere: i Caregiver familiari. <https://www.epicentro.iss.it/coronavirus/sars-cov-2-differenze-genere-caregiver-familiari>

ISNART (2021) Istituto Nazionale Ricerche Turistiche, Turismo: plurale femminile, <https://www.isnart.it/wp-content/uploads/2021/10/ISNART-Turismo-al-femminile.pdf>

ISTAT (2015a) Istituto nazionale di STATistica, Fruizione delle biblioteche, lettura di libri e generi di libri letti, prelettura dei bambini di 3-5 anni <https://www.istat.it/it/archivio/213851>

ISTAT (2015b) Istituto nazionale di STATistica, Violence against women, September 23, 2015 https://www.istat.it/it/files//2015/09/EN_Violence_women.pdf

ISTAT (2017) Istituto nazionale di STATistica, Condizioni di salute e ricorso ai servizi sanitari in Italia e nell'Unione Europea - indagine EHIS 2015 <https://www.istat.it/it/archivio/204655>

ISTAT (2019) Istituto nazionale di STATistica, Cultura e Tempo Libero, <https://www.istat.it/it/files//2020/12/C10.pdf>

ISTAT (2020) Istituto nazionale di STATistica, Annuario statistico italiano 2020, ISBN 978-88-458-2035-9 <https://www.istat.it/it/archivio/251048>

ISTAT (2021a) Istituto nazionale di STATistica, Cresce il divario con l'Ue nei livelli di istruzione - Livelli di

istruzione e partecipazione alla formazione anno 2020 <https://www.istat.it/it/files/2021/10/REPORT-LIVEL-LI-DI-ISTRUZIONE-2020.pdf>

ISTAT (2021b) Istituto nazionale di STATistica, Rapporto bes 2020: il benessere equo e sostenibile in Italia <https://www.istat.it/it/archivio/254761>

ISTAT (2021c) Istituto nazionale di STATistica, Audizione dell'Istat presso il Comitato Tecnico Scientifico dell'Osservatorio Nazionale sulla condizione delle persone con disabilità, March 24, 2021 https://www.istat.it/it/files/2021/03/Istat-Audizione-Osservatorio-Disabilit%C3%A0_24-marzo-2021.pdf

ISTAT (2021d) Istituto nazionale di STATistica, Le condizioni di salute della popolazione anziana in Italia, <https://www.istat.it/it/archivio/259588>

ISTAT (2019-2020-2021-2022) Istituto nazionale di STATistica, Database and statistics <http://dati.istat.it/>

ISTAT (2022a) Istituto nazionale di STATistica, IV trimestre 2021, Stima preliminare del PIL, Statistiche Flash, 31 gennaio 2022 https://www.istat.it/it/files//2022/01/FLASH_21q4.pdf

ISTAT (2022b) Istituto nazionale di STATistica, Il conto satellite del turismo in Italia – anno 2019 Tavole di dati, <https://www.istat.it/it/archivio/265443>

ISTAT (2022c) Istituto nazionale di STATistica, Data Base Health for all, <https://www.istat.it/it/archivio/14562>

Italia Domani, (2022) Piano Nazionale di Ripresa e Resilienza - Gender Equality, <https://italiadomani.gov.it/en/il-piano/priorita-del-piano/parita-di-genere.html>

Italian Civil protection Department (2022), Coronavirus. The situation, Presidency of the Council of Ministers, Italian government, 26th March 2022, <https://mappe.protezionecivile.gov.it/en/emergencies-maps/coronavirus/coronavirus-situation-desktop>

Itinerari Previdenziali (2020), Osservatorio sul mercato del lavoro il lavoro sommerso in Italia Analisi, proposte e considerazioni a partire dall'ultimo Report Istat sull'economia non osservata nei conti nazionali <https://www.itinerariprevidenziali.it/site/home/biblioteca/pubblicazioni/documento32054696.html>

MEF (2021a) Ministero dell'Economia e della Finanza, Le diseguaglianze di genere in Italia e il potenziale contributo del Piano Nazionale di Ripresa e Resilienza per ridurle, 9th July 2021 https://www.rgs.mef.gov.it/_Documenti/VERSIONE-I/Comunicazione/Workshop-e-convegni/Seminario_Il_Piano_Nazionale_di_Ripresa_e_Resilienza_e_le_diseguaglianze_di_genere/PNRR-GM-ex-ante.pdf

MEF (2021b) Ministero dell'Economia e della Finanza, Documento di Economia e Finanza 2021 – Programma di Stabilità dell'Italia <https://www.mef.gov.it/documenti-pubblicazioni/doc-finanza-pubblica/index.html#cont1>

MEF (2022a) Ministry of Economy and Finance, The National Recovery and Resilience Plan (NRRP) <https://www.mef.gov.it/en/focus/The-National-Recovery-and-Resilience-Plan-NRRP/>

MEF (2022b) Ministero dell'Economia e della Finanza, Il bilancio di genere Conto del bilancio dello Stato 2020, https://www.rgs.mef.gov.it/VERSIONE-I/attivita_istituzionali/formazione_e_gestione_del_bilancio/rendiconto/bilancio_di_genere/

Ministero della Salute (2017), Personale delle A.S.L. e degli Istituti di ricovero pubblici ed equiparati. http://www.salute.gov.it/imgs/C_17_pubblicazioni_2870_allegato.pdf

MIUR (2022) Ministero dell'Istruzione, dell'Università e della Ricerca, Dati per bilancio di genere Serie storica dal 2012 dei dati sui percorsi di studio e le carriere femminili degli studenti e del personale universitario, <http://dati.ustat.miur.it/dataset/dati-per-bilancio-di-genere>

OECD (2018), Organisation for Economic Co-operation and Development, OECD Skills Strategy Diagnostic Report: Italy 2017, OECD Skills Studies, OECD Publishing, Paris, <https://doi.org/10.1787/9789264298644-en>. https://www.oecd-ilibrary.org/education/oecd-skills-strategy-diagnostic-report-italy-2017_9789264298644-en

Sharp, R. (2003), Budgeting for Equity: Gender Budget Initiatives within a Framework of Performance Oriented Budgeting, https://www.researchgate.net/publication/237129554_Budgeting_for_Equity_Gender_Budget_Initiatives_within_a_Framework_of_Performance_Oriented_Budgeting

SWG (2019), Analisi dei flussi di voto Elezioni Europee 2019, <https://www.swg.it/politicapp?id=vwvk>

Unioncamere (2021), Il Covid interrompe la crescita di imprese femminili: a fine 2020 sono 4mila in meno rispetto al 2019, 9th February 2021, <https://www.unioncamere.gov.it/comunicazione/comunicati-stampa/il-covid-interrompe-la-crescita-di-imprese-femminili-fine-2020-sono-4mila-meno-rispetto-al-2019>

UNWOMEN (1995). Fourth World Conference on Women, <https://www.un.org/womenwatch/daw/beijing/platform/>

WEF (2021) World Economic Forum, The Global Gender Gap Report 2021, ISBN-13: 978-2-940631-07-0, http://www3.weforum.org/docs/WEF_GGGR_2021.pdf



THE GREENS/EFA
in the **European Parliament**

60 rue Wiertz/Wiertzstraat 60
1047 Brussels, Belgium
www.greens-efa.eu
contactgreens@ep.europa.eu