

Gender equality plan

Framework

In Italy women are still disadvantaged in many fields, especially when it comes to the labour market. According to 2020 data, only 52,7% of the female population between 20 and 64 years old is employed, versus the 72,6% of men.

An inequality that is even deeper in households with preschool-age children, with less than half mothers working (49,8%) while almost all fathers are occupied (84,7%). Women are also more employed in part-time jobs (32,1% of overall employed women) rather than full time ones, which is another sign of the gender disparity in care work. Moreover, in our country women experience difficulties in reaching leadership positions, gaining economic independence, and having equal incomes. In fact, the gender overall earning gap in Italy is about 43%, in the face of an Eu average of 36,7%.

At both community and national levels, strategies and plans have been implemented to reduce gender gaps in the labour market. From Eu side, the [gender equality strategy 2020-2025](#) sums up all the measures addressing this objective. Such as the [Work-Life-Balance directive](#), which introduced minimum standards for family leave and flexible working arrangements for workers, and promotes equal sharing of caring responsibilities between parents. On the other side, at national level, [gender equality is one of the cross-cutting priorities](#) of the National recovery and resilience plan (Pnrr). It means that many different measures included in all the six plan's missions are supposed to have a positive impact on social and economic conditions of women. Starting from an increase of women's participation in the labour market, a growth of mothers' employment and a reduction of imbalances between men and women in family and private life.

Gender data in openpolis activities

Gender disparity is a complex phenomenon because it involves every sphere of women's life from childhood to adulthood and is deeply rooted in our culture and society. That is why data must have a central role in analysing this phenomenon in all of its aspects.

Gender data is needed to monitor the real and effective impacts of these inequalities, acknowledge them and use those data as a basis to decide which political solutions to implement against the disparity. In other words, only through certain numbers and information, it could be possible in the long term to undermine stereotypes and lead to an effective cultural change.

That is why at openpolis we apply gender perspective on all our topics of analysis: national and Eu politics, working conditions, migration, environment and other political, economic and social issues. We recognize the transverse nature of the phenomenon and the need to use gender data as a lense to create articles that cut across the different columns of our online magazine. All these products are collected in a dedicated section called "[gender disparity](#)".

We also carry out advocacy actions, for example through our collaboration with the feminist think tank [Period](#). Among its activities they strongly ask national and local institutions to make a real commitment to introduce [gender balancing](#). An analysis and programming tool that evaluates public administration's political choices and economic-financial commitments, through a gender perspective. More generally, we strongly ask for more transparency on gender data, which should be more open and accessible for all the citizens. Unfortunately, this is something that in Italy still seems really far to reach.

Internal situation

Openpolis follows an ethical standard in its internal organisation and daily activities. We have our own [manifest](#), [statute](#) and a consolidated methodology of work.

We practice unconditional gender equality in every aspect of our activities. From the recruitment stage, where gender does not influence in any way the decision-making process, to the career progression. In fact, there are no gender disparities in the possibilities an employee has, on the income side as on the position covered or decision-making possibilities. Moreover, the foundation promotes a fair balance between work and personal life, giving everyone flexibility of time and physical presence in the office.

Openpolis also put in place practical measures to ensure gender equality is practised and respected by everyone in every occasion. That is why we have an ongoing process to create an internal committee that employees can turn to denounce gender-based violence episodes and ask for help. This committee will consist of two openpolis employees, plus an expert figure in the field of gender-based violence.