

STATISTICHE

UNDERSTANDING VENETO IN FIGURES AND DIAGRAMS

FLASH

Promoting people's talents creates a virtuous circle for the community as well as for the country: everyone has something to offer and it is essential that people be able to express themselves "without discrimination to gender, race, region etc.", as stated in our constitution.

Furthermore, the World Economic Forum recently stated that achieving gender equality is "an absolute necessity"; essentially, because it is a "matter of justice", but also because it represents a stepping stone to greater economic prosperity.

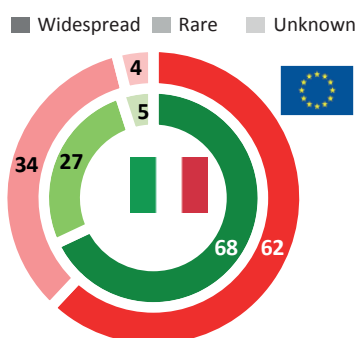
Overall, gender equality is gaining recognition thanks to cultural development, so let us take a look at what people think: 68% of Italians believe that discrimination towards women is still widespread in our country, representing a slightly higher percentage than the European one. The feedback reflects expressions of culture, different aspects of life, but is also a reflection of different individual situations. Women seem to have a greater awareness and self-belief that increases with age.

Some gender stereotypes are weakening. Only 28% of

men agreed to the following statement "in conditions of labour shortage, employers should give priority to men over women". Moreover, 71% of women think that a working mother can establish the same relationship with her children as a stay-at-home mother; the majority of men (60%) supports this. Other stereotypes persist: for example, about 50% of the population think that the man should provide financially for the household. The European Union encourages gender perspective in the adoption of all policies. Its priorities include promoting female economic independence, achieving equal pay for equivalent work, equality in decision-making and ending violence against women. But where do we stand? The Gender Equality Index indicates that Europe is far from achieving gender equality. The index, which is a summary of the gap between women and men in different aspects of life (work, education, leisure, management, political representations, health...), indicates an average of 52.9 points on a scale of 1 to 100, where 100 indicates perfect equality between men and women. Italy is confined to the lower part of the list (placed 22nd with 41.1 points), while northern European countries are the most egalitarian, with 70 plus points.

GENDER DISCRIMINATION: WHAT DO WE THINK?

"In your opinion, is discrimination between men and women widespread in your country?"



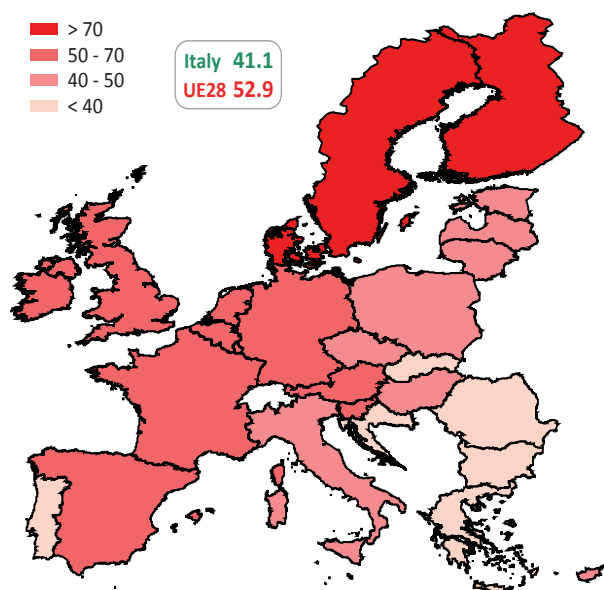
"In Italy, conditions for men are better than those for women". Expressed by....

		18-34 years	53,9%
Men	50,5%	58,0%	58,0%
Women	64,6%	60,2%	60,2%
		64-74 years	57,8%

Source: Veneto Region Statistical Office processing of European Institute for Gender Equality, Eurobarometer and ISTAT data

GENDER EQUALITY IS STILL FAR FROM BECOMING A REALITY

Gender Equality Index
(1= maximum inequality, 100= complete equality between men and women)



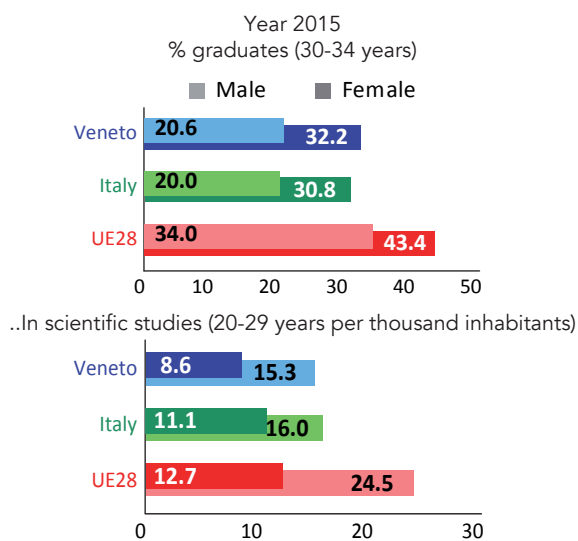
Schools have provided a major boost towards gender equality. Over the years, women have invested in education to try to improve their social standing and not only have they caught up with men but they are now better educated. In Veneto, this female overtaking occurred with the generations that are now aged 50 – 55. In Veneto, 32.2% of women aged 30-34 have a degree as compared to 20.6% of men; however, there are still some differences in the choice of study programme and future professions: men tend to study the sciences far more often than women, who prefer humanities and social studies. The increase in female education is associated with the greater participation in the labour market: over the past 20 years, the gap in Veneto between

WOMEN: BETTER EDUCATED BUT PENALISED IN THE WORKPLACE

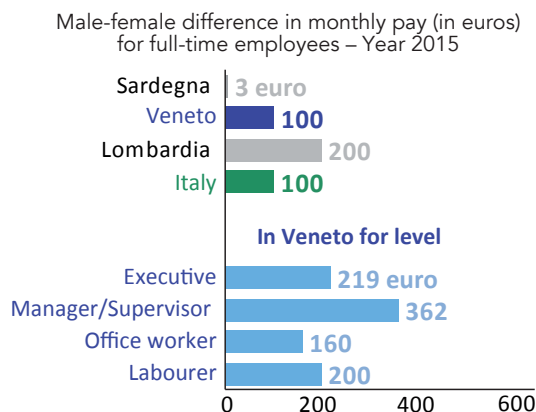
the employment rate of men and women has decreased by 12 percentage points. Today, the employment rate is 73.2% for men and 54% for women. There are different opportunities possibilities to for entering the labour market are different and numerous career opportunities are also different, given that top positions are mainly held by

men. Whereas, in general, for every 100 male workers there are 72 female workers, at the top level, for every 100 male executives/entrepreneurs there are only 39 women; there even seems to be male privilege amongst the self-employed. These differences are partially reflected in income: when considering full-time employees, a man earns around 100 euros more than a woman per month. The pay gap is also present within the same level, it is about 200 euros for executives/entrepreneurs and 160 euros for workers. A lower pay during working years and some “holes” in contributions, due to the need to interrupt careers to care for children, elderly or disabled relatives, penalises women in terms of income even at an older age. In Veneto, almost half of women live on a pension below one thousand euros a month, as compared to 22.5% of men. Lower income, from work or pensions, expose women to a greater risk of poverty and social exclusion, especially as they get older; among people aged 55 and over, 20% of women face hardships, as compared to 14% of men.

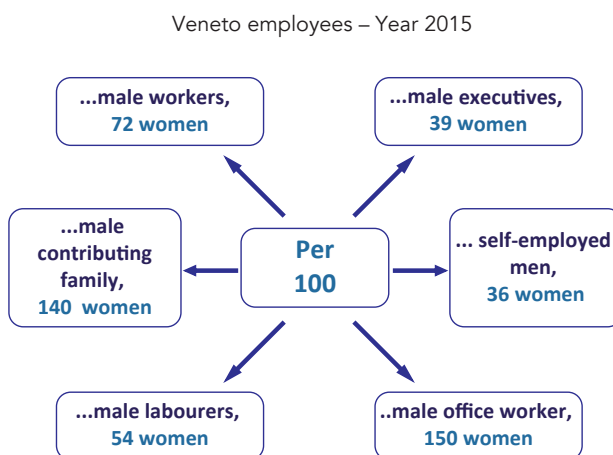
WOMEN ARE BETTER AT SCHOOL



....ARE PAID LESS...



...BUT HAVE LESS PRESTIGIOUS ROLES IN THE WORKPLACE



...AND THE ELDERLY ARE AT RISK OF POVERTY

% of people at risk of poverty or social exclusion – Year 2014

	25-54 years		55 years and above	
	Male	Femmine	Male	Femmine
Veneto	15.1	17.3	13.8	20.3
Italy	29.0	30.8	19.3	25.4
UE28	23.7	24.5	18.4	23.0

Although the female presence in the labour market is growing, in most western countries, the burden of domestic work continues to weigh mainly on female shoulders. The average European gender equality indicator for domestic tasks and care is a far cry from being equal (100), with just 42.8 points for Europe, and even lower for Italy (40.4). Women's work commitments away from home are not matched by a greater sharing of tasks between the partners within the home. This is also true for North-eastern Europe, where, if both partners work, women continue to bear 65% of the household chores. The difficulty in balancing the work and personal/family life is mainly due to cultural factors, for example, traditional roles state that male partners and

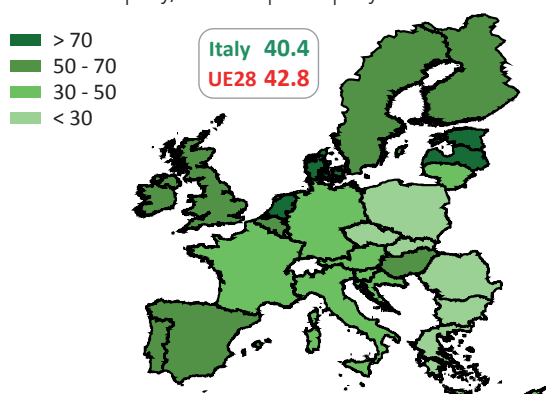
children are exempt from carrying out domestic chores, but we must also consider the effects of the limited availability of childcare services and elderly and disabled care and a certain rigidity in the labour market. People sometimes resort to part-time work to deal with inflexible work situations: in 2015, 34.1% of Veneto women chose part-time work, the sixth highest value in Italy's regions, as compared to 5% of men, the

lowest figure in the whole of Italy. However, part-time work is not always an option and sometimes full-time work is preferred (16.7% of women). Another solution is telework: it is unusual in Italy, and even more so in our region, with just 3% of workers benefiting from distance employment, as compared to higher percentages of 25% in northern Europe. The work-life balance is even more difficult when working hours are not family friendly: more than 40% of working parents must do evening, night or weekend shifts. One contributing factor that could improve this problem would be the availability of family services. Nevertheless, national public expenditure for families has not adapted to the changes in demand and, in 2013, it corresponded to 1.4% of GDP, when the UK was approaching 4%. However, in recent years, Italy has witnessed a growing awareness from public institutions regarding the topic of early childhood services, which increasingly recognises the important educational value and role they play in promoting employment for mothers.

RESOLUTION STRATEGIES

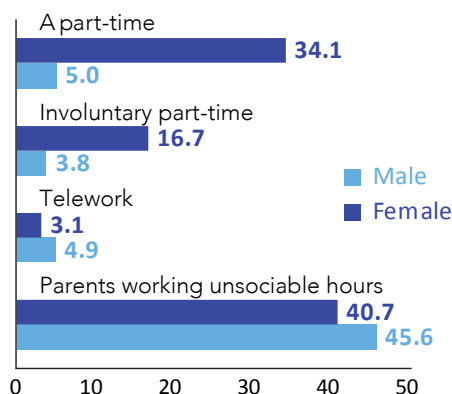
HOUSEHOLD WORK STILL UP TO WOMEN

Gender Equality index for childcare and domestic work
(1 = maximum inequality, 100 = complete equality between man and women)



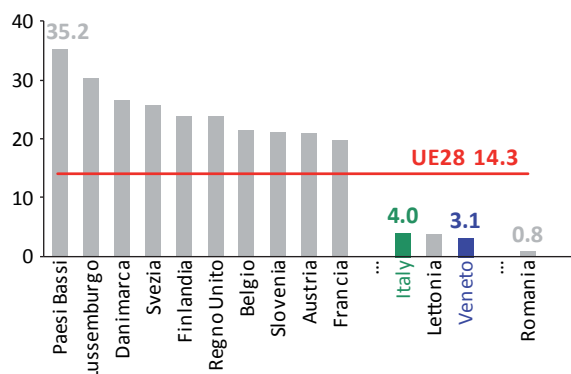
BETWEEN WORK AND FAMILY

% of employees according to gender and circumstance



ITALY IS BEHIND IN COMPARISON TO EUROPE

% of women who work from home – Year 2015



...AND STILL LACKING FAMILY SERVICES

% of GDP expenditure – Year 2013

Italy	1.4
Ocse	2.1
Francia	2.9
Regno Unito	3.8

% children aged 0-2 in nursery

Veneto	20.1
Target europeo	33.0

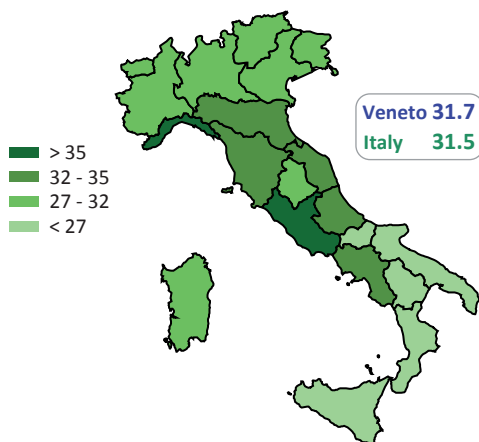
Violence towards women continues to be a severe and widespread phenomenon. According to the European Union Agency for Fundamental Rights, 33% of European women claim to have experienced some form of violence during their lifetime; for Italy, ISTAT data stands at 31.5%. In Veneto, 31.7% of women aged from 16 to 70 have experienced physical or sexual abuse: 19.1% experienced physical abuse (slapping, pushing, shaking, hitting...), 22.6% experienced sexual abuse (harassment, unwanted sex, rape) and 5.4% experienced rape or attempted rape, the most serious form of sexual abuse. The perpetrator can be in a relationship with the victim (partner or ex) or not (acquaintance, friend, relative, stranger). Of women who have been victims of sexual violence, 25% suffered at the hands of a man other than their partner, while 13.1% of women who have been in at least one relationship have suffered violence at the hands of their partners or exes. The most severe forms of abuse are carried out by partners, relatives or friends; in particular, 62.7% of rapes were committed by partners. Within a relationship, there may be various forms of physical or financial abuse: in daily life, women can suffer isolation, belittlement and control (approximately 10% of women in relationships), be victims of intimidation and threats to harm children or other loved ones (7.1%), be denied money of their own and have their expenses controlled (3.7%).

ANOTHER HURDLE: ABUSE

In comparison to the situation recorded in 2006, there are signs of improvement, insofar as violence has decreased (from 34.3 to 31.7%). Although, figures have decreased for violence outside of relationships as opposed to those for violence within relationships, where sexual violence has actually increased (from 5.1% to 7.1%), perhaps as a result of an increased awareness of the issue among women and their ability to talk about it. In fact, women are more inclined to report incidents of abuse if they occur within a relationship; they refer more frequently to victim support centres or services and are less likely to consider incidents as being 'just something that happens'. These are encouraging signs, the result of a social climate of greater condemnation of violence. Let us give value to these signs and garner positive encouragement from the open outlook of the women of the future: "The most important person in my life is me," says Sofia, 15, when interviewed last summer by Concita De Gregorio.

VIOLENCE TOWARDS WOMEN: A SEVERE AND WIDESPREAD PHENOMENON

% of women who claim to have experienced physical or sexual abuse in their lifetime – Year 2014



WOMEN OF THE FUTURE

Positive outlook for the future

"There are no differences between boys and girls but between people"

Lucia, 16, Turin

"The difference between boys and girls? I don't know if it exists, I haven't ever noticed"

Romina, 15, Messina

"Boys don't care what people think of them; girls do"

Elisa, 11, Perugia

"I'll get married one day if I think it will make me happy, otherwise I won't bother"

Anna, 16, Monza

"The most important person in my life is me"

Sofia, 15, Milan

AN INCREASE IN AWARENESS

% of women who have suffered from violence in the 5 years leading up to the interview. Italy – Years 2006 and 2014

	PARTNER OR EX		NON-PARTNER	
	2006	2014	2006	2014
Thinks the incident is just something that happens	35.2	20.0	22.8	14.8
Didn't speak to anyone	32.0	22.9	19.3	21.0
Referred to a victim support centre/service/counter	2.4	4.9	1.5	2.2
Reported it	6.7	11.8	4.2	7.4

Source: Veneto Region Statistical Office processing of ISTAT data and the 2016 interviews "What do girls think?" by Concita De Gregorio



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