



EQUA. LIBERA. INCLUSIVA.
BOLOGNA METROPOLITANA PIANO PER L'UGUAGLIANZA

ABSTRACT

**GENDER
EQUALITY
PLAN**

2021 – 2026



What is presented is an Abstract that selects the main proposals, evaluations, and evidence of the **Plan for Equality**, the complete version of which is available on the dedicated website of the Metropolitan City of Bologna:
www.pianouguaglianza.it

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PLAN FOR EQUALITY OF THE METROPOLITAN CITY OF BOLOGNA



FAIR. FREE. INCLUSIVE.

METROPOLITAN BOLOGNA – PLAN FOR EQUALITY

Matteo Lepore

The Plan is made up of practical, concrete actions, new projects, developed in the most solid municipal tradition of Bologna which combines thinking with doing, opening new paths, building new services, and proposing actions on which to invite the whole country to compete.

It addresses 5 areas (paid and unpaid work, actions to combat gender-based violence, culture of equality, and combating multiple discrimination), that is, those on which we measure how much differences can then become discrimination.

Equality between people, fairness in public policies, and equal access to opportunities are issues for us to practice every day.

Matteo Lepore

Mayor of the Municipality and of the Metropolitan City of Bologna

Simona Lembi

Equality between people, equality between men and women, and equal opportunities for all have not been fully achieved anywhere in the world. Not even in those considered avant-garde, emancipated, with certainly enviable numbers.

Every crisis, including the last one, that of the pandemic, has instead widened inequalities, all of them: between the north and south of the world, between the centre and the periphery, between rich and poor, between men and women, creating new poverties, new fragilities, and profound vulnerabilities that show disparities and social differences, of economic differences, and gender inequalities.

ISTAT tells us that 60% of the jobs lost in Emilia Romagna in 2020 were previously occupied by women. No one forgets that at the beginning of 2000 Europe set itself the goal of reaching 60% female employment by 2010. It did it. In 2022, Italy, on the other hand, is still stuck at 49%.

It is surprising to note how human intelligence has brought men and women to the moon, but that it has been less imaginative and concrete in making a vital principle such as that of equality possible, practicable, and demandable for inhabiting just and equitable societies. It is striking that scientific and technological progress has not been followed by real structural progress to inhabit fully just and equitable societies.

Simona Lembi

Head of the Plan for Gender Equality, support of the PNRR control room, relationship with Anci, Metropolitan Cities, UPI, and the Metropolitan City of Bologna



Emily Marion Clancy

With this Metropolitan Plan for Equality we build the conditions for a work in progress which will have to lead us, as Institutions and as civil society, to identify the causes of gender inequalities and to implement policies, resources, and actions for the removal of obstacles to achieving full equity.

The spirit of the Plan can be found in three concepts: the intersectionality of identities and conditions, the transversality of policies and administrative actions and, finally, the network between subjects and institutional and non-institutional realities with which to give substance to the Plan itself.

As women we know that politics passes through our bodies. With bodies, first of all women's bodies, politics is made, symbols are built and destroyed, power is exercised.

I hope that this Plan can help ensure that the bodies of women, girls, migrants, and LGBTQIA+ people can be subjects of power and no longer objects of power.

Emily Marion Clancy

Vicesindaca del Comune di Bologna, con delega alle Pari Opportunità e differenze di genere. – in attesa delle righe che sceglie la Vicesindaca

The Plan for Equality of the Metropolitan City of Bologna is a new administrative action, included in the 2021–2026 mandate programme to address the growing inequalities that the pandemic crisis has further highlighted.

The Plan for Equality of the Metropolitan City of Bologna presents measures on 5 areas of intervention:

01. **Paid work;**
02. **Unpaid Work;**
03. **Fight against Gender-Based Violence;**
04. **Culture of Equality;**
05. **Opposition to multiple, additive, and intersectional discriminations.**

5 AREAS OF INTERVENTION

The Plan for Equality of the Metropolitan City of Bologna is a systemic and innovative pioneering action, in the panorama of the autonomy of Local Authorities.

With references to:

- the European Strategy for Gender Equality 2020–2025,
- the UN Agenda 2030 and its translation in the Bologna metropolitan area
- the National Strategy for Gender Equality 2021–2026,
- the National Strategic Plan for male–on–female violence 2021–2023,
- the Law of the Emilia Romagna Region No. 6 of 2014 “Framework Law for Equality and against gender discrimination.”
- the Gender Equality Plan of the University of Bologna

Metropolitan Bologna bears in mind that discriminations are multiple and therefore include many subjects differing in geographical, social, economic, ethnic, and sexual identity. Even when not explained, for reasons of ease of reading the document, they are to be understood as valid for the entire Plan.

THE PATH TAKEN FOR WRITING AND ADOPTING THE METROPOLITAN PLAN FOR EQUALITY

Over the course of these months, multiple meetings have been held which saw thousands of people participate in workshops and discussions organized between December 2021 and June 2022, with experts on the subject, local authorities, social and economic partners, universities and local associations.

Preparation: November 2021

Started: December 2021

Adoption of the Plan in the Metropolitan Council: July 2022

Adoption of the Advice in the Municipal Councils of the 55 Municipalities: September/October 2022

Adoption of the Plan, the participatory process completed, in the Metropolitan Council, linked to the Budget Session: November/December 2022

— INSTITUTIONAL PROCESS:

within the Metropolitan City and the Municipality of Bologna (in the Councils, in the Council Commissions, in the sessions according to article 35 of the Statute of the Metropolitan City, in the Metropolitan Territorial Social and Health Conference).

— COMPARISON WITH THE TERRITORY:

hearings with Administrators and associations, in the 7 districts that make up the Metropolitan City of Bologna, presentation of the path of the Plan in the Municipal Council of Zola Predosa.

— WORKSHOPS OF THE FUTURE:

5 thematic workshops were held, in which experts from the 5 intervention areas of the Plan for Equality were invited to make choices today based on future scenarios set in 2040.

— SAFEGUARDING AND ECONOMIC RECOVERY TABLE:

of the Metropolitan City: 9 meetings have been scheduled involving and discussing with all the tables on which the work of the Safeguarding Table is articulated. The direct members which took part: companies, trade unions, trade associations, and social partners.

Further meetings with Reference Associations for writing the 5th Area of the Plan — Fighting Against Multiple, Additive, Intersectional Discriminations.



YOU RECOGNISE WHAT YOU KNOW

TRANSMITTING KNOWLEDGE OF EQUAL OPPORTUNITY POLICIES FROM THE EQUALITY STRATEGY UP TO THE EQUALITY PLAN

The Metropolitan City of Bologna had already developed a Gender Equality Strategy in the previous mandate which envisaged actions to combat violence against women, specific actions in favour of a language that respects the many differences of those that inhabit the area, and the strengthening of law enforcement activities against stereotypes and discrimination.

Strengthened by that experience, which in turn was also based on the work of the Departments of Equal Opportunities of the Province of Bologna, the decision to provide the Entity with a Plan for Gender Equality was able to develop today.

Finally, it is important to underline that the **Plan for Equality fits completely into the Organization's Planning:**

- in the Mandate Programme of the Metropolitan City and the Municipality of Bologna
- in the Single Programming Document of the Metropolitan City of Bologna
- in the future update of the Metropolitan Strategic Plan
- in the plans/programmes of the Area/Sector

The Plan for Equality outlines a new Institutional Machinery:

- Plan of Actions and Resources Dedicated to Equality, to be defined and programmed in every sector of the organization
- Integrated office
- Delegation which the Metropolitan Mayor is in charge of, to indicate the transversality of the action for equality to all Sectors and Areas of the Organization
- Assembly of Equality
- Metropolitan Control Room
- Conference of Assessors

In the Plan, the 5 areas of intervention are structured as follows:

- *Short introduction*
- *Context data*
- *Indicators of the European Strategy for Equal Opportunities, of the National Strategy, of Agenda 2030, presented on the metropolitan level*
- *Target value: priority objectives to strive for during the administrative mandate, measurable, and expressions of the principle of accountability;*
- *The crux of inequalities and unresolved issues*
- *“The country as I would like it”:* actions at national level, not strictly linked to the competences attributed to the metropolitan city, but which are intended to be pursued through discussions, interlocutions, hearings with ANCI, UPI, the Region, and participation in ministerial tables, to give only some examples
- *Actions at a metropolitan level:* competent actions of the Entity and regarding the direction and planning of the metropolitan area.
- *Major works:* on a par with infrastructures materials that “mark” the development of the country, they make explicit concrete and prioritised intangible investments, to be developed within the administrative mandate.
- *Examples of good practices in the area:* this is a first selection of the many projects reported by the 55 Municipalities.

FROM THE EQUALITY PLAN TO ADMINISTRATIVE ACTION

HOW TO TURN A PLAN INTO ADMINISTRATIVE ACTION, WITHIN THE LANGUAGE OF PUBLIC ADMINISTRATION

Among the first actions carried out was the collection of opinions in the 7 Districts of the metropolitan territory. Meetings and sessions were held at the Municipality/Union/District level, with the aim of providing the Metropolitan Council, at its meeting on 21 December, in connection with the Budget session, with opinions, work priorities and further requests concerning the Plan.

The territories expressed a favourable opinion of the Metropolitan Equality Plan, divided into the 5 areas of intervention, making clear their intention to work together to promote its implementation at District/Union/Municipal level.

One of the priority objectives of the Plan is to cover all areas of the Entity, which is why it has been included in all policy documents:

- In the 2021–26 Mandate Programme of the Metropolitan City of Bologna and the Municipality of Bologna
- In the Single Programming Document (SPD)
- In Performance: all sectors and areas of the Entity have an action plan and dedicated resources for equality

The guidelines and activities promoted and implemented in this first year of the Plan's operation have always involved a passage through Article 35 and, when necessary, through the Council Commission.

In collaboration with the Institutional and Administrative Innovation Service of the Entity, the Iter has been initiated to design a new **Institutional Machinery** to be constructed in close connection with the 55 municipalities of the metropolitan territory, with the aim of formalising the places of Governance, on the subject of Equal Opportunities, combating inequalities and discrimination, and actions to combat violence:

- Conference of the Assessors in the 55 municipalities delegated to Equal Opportunities, Combating Violence, Inequalities and Discrimination
- Metropolitan Table on Equal Opportunities and Combating Violence
- Assembly of the Elected (regulatory reference Article 42 REGIONAL LAW no. 6 of 27 June 2014) or Equality Assembly composed equally of Municipal Representatives, Women's Associations, feminists, associations against gender discrimination and inequalities, interest groups, stakeholders, (to give just a few examples)
- Metropolitan Control Room made up of: Head of the Equality Plan, Representative of the Municipality of Bologna, and a representative for each of the other 6 Districts, each of these figures together with a technical figure.

In recent months, an ongoing dialogue has also been initiated with most of the sectors of the Entity.

In collaboration with the Statistics Office, a Report entitled "Gender Measures" was produced with the aim of focusing on some gender-specific data (in particular on female employment)

With the General Secretary's Office, discussions have begun on the development of a Gender Procurement measure; with the Economic Development Area, discussions have continued on female employment issues, with a special focus on female entrepreneurship; with Together for Work (Insieme per il Lavoro), a Protocol for the employment autonomy of women emerging from violent situations is being drafted; with the Housing Policies Office, discussions have begun on the drafting of a Protocol for Housing Autonomy for women emerging from violent situations.

With the Education Office, all the activities, already started in previous years, concerning the ECCO strategy – Education Communication Culture and (Equal) Opportunities – were consolidated. With the CUG – Comitato Unico di Garanzia (Single Guarantee Committee) – there has been constant liaison over the past few months, with respect to the activities promoted.

The Press and Communication Office supported the promotion and dissemination of the Equality Plan's activities in this first year, through press releases, press conferences, newsletters and the news, which were circulated on the Entity's web and social networks.

In addition, periodic meetings with the Bologna Municipality Equal Opportunities Office to liaise with respect to the planning of activities are also worth highlighting



PAID WORK

PLAN FOR EQUALITY OF THE METROPOLITAN CITY OF BOLOGNA

The first Intervention Area of the Metropolitan Plan for Equality is linked to paid work, an area that marks a record (the metropolitan area with the highest female employment index in Italy) and in which gender inequalities had however increased during the pandemic crisis also in Emilia Romagna.

In 2020, 60% of the jobs lost in Emilia Romagna were previously occupied by women (ISTAT survey);

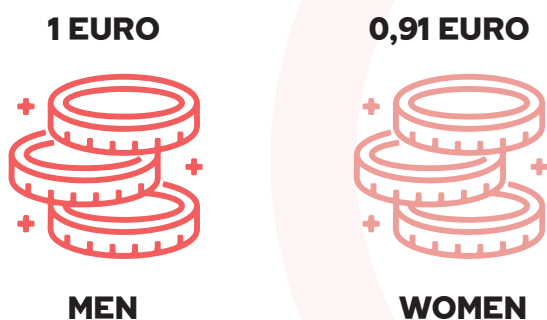
In Bologna, 80% of parents who resigned from their jobs in the first three years of their children's lives were mothers (survey by the Labour Inspectorate);

60%

**OF THE POSTS
LOST WERE
OCCUPIED BY
WOMEN**

GENDER PAY GAP

In the province of Bologna, the data relating to the gender pay gap, i.e. the difference in gross hourly wages in 2019, is 8.82%, a worse figure than the national figure which stands at 6.72%: a female worker in the province of Bologna earns on average 91 cents for every euro a man earns.



The European Union called for 60% female employment to be achieved by 2010.

Data Type	Employment Rate					
Age Group	15 – 64 Years Old					
Period	2020			2021		
Sex	Male	Female	Total	Male	Female	Total
Italy	8,8	10,5	9,5	8,9	10,8	9,7
Emilia – Romagna	5,1	7,1	6,0	4,1	7,3	5,6
Bologna	4,3	5,2	4,7	3,2	6,2	4,6

FIGURE 1 – EMPLOYMENT RATE 2020 AND 2021 (Survey on the workforce – source ISTAT – processed by Anpal Servizi)

Data Type	Unemployment Rate					
Age Group	15 – 64 Years Old					
Period	2020			2021		
Sex	Male	Female	Total	Male	Female	Total
Italy	66,6	48,4	57,1	67,1	49,4	58,2
Emilia – Romagna	74,9	61,5	68,2	75,3	61,6	68,5
Bologna	75,2	65,2	70,2	75,7	64,1	69,9

FIGURE 2 – UNEMPLOYMENT RATE 2020 AND 2021 (Survey on the workforce – source ISTAT – processed by Anpal Servizi)



With regards to the issue of **female entrepreneurship**, the number of female enterprises in the metropolitan area of Bologna is 18,136, equal to 21.5% of the total. In the Health and Social Assistance sector, 33.8% of the enterprises are female, while in the Construction sector, which is typically male, female enterprises represent only 5.8% of the total in the sector.

The sector most represented by the female gender is 'Other service activities' which includes laundry services, beauty treatments, and hairdressers, where the percentage of 52.6% of the total of the companies that operate in said environment is reached.

European Strategy for Gender Equality 2020–2025

- Create an economy based on gender equality:
- Bridge the gender gap in the labour market
- Achieve parity in participation in different economic sectors
- Tackle the gender pay and pension gap
- Bridge the gender gap in family care
- Develop, in equal measure, managerial roles in society: achieve gender equality at decision-making and political level

National Strategy for Gender Equality 2021–2026 (SOME INDICATORS)

- Increase in the female employment rate
- Difference between male and female employment rate
- Percentage of “female” enterprises compared to the total number of active enterprises
- Percentage of women in top and management positions, out of the total of these positions
- Percentage of women in councils and collegial bodies of municipalities and provinces, as well as entities, companies, institutions dependent on them

Links with Agenda 2030 Goals

- GOAL 5 – GENDER EQUALITY
- GOAL 8 – DECENT WORK AND ECONOMIC GROWTH
- GOAL 9 – BUSINESS, INNOVATION, AND INFRASTRUCTURE
- GOAL 10 – REDUCE INEQUALITIES

TARGET VALUES

- Increase in female employment by at least 3 percentage points (from 64.1 – 2021 data – to 67.1% – 2026 data) and reduction of the gender gap
- Strive to achieve 70% female employment by 2030
- Difference between female and male employment rate: reduction of 3 percentage points, by 2026: from -11.6% (year 2021) to -8.6%
- Decrease the Gender Pay Gap.

THE CRUX OF INEQUALITIES

- Unequal Presence in Paid Work
- Horizontal Segregation: wage difference for the same job
- Vertical Segregation: inequality in careers and therefore also in pensions
- Territorial segregation, understood as the diversity of opportunities for access to paid work women between urban centres of different sizes and between different territories of the metropolitan area
- Women more present in precarious and poor or inactive work
- Inequality in the relationship with parenthood

THE COUNTRY AS I WOULD LIKE IT

- Birth rate charged to General Taxation.
- Income support, to promote fair and equitable access to optional parental leave.
- Mandatory paternity leave for 12 weeks.
- 51 and 49: Gender equality in each Board of Directors (51 women and 49 men) and adoption of the measure on a local level.
- In transit/temporary Part Time for male and female workers (to be differentiated from Voluntary and Involuntary Part Time): to favour temporary Part Time in moments of fragility in the world of work (for example the burden of care for minors, the elderly, people with disabilities).
- Giving value to Care:
 - give more value, at the contractual level, to care work (for example: educators, nurses, Social-Health Care Workers).

highlighting and valuing the weight of care work also for the purpose of defining the pension.

THE ACTIONS OF THE PLAN

- Metropolitan Charter for Labour Equality and Equity.
- Metropolitan Pact for Work and Sustainable Development, updated to match the path of the Equality Plan.
- Metropolitan Lifelong Learning Network, strengthened on the principle of equality.
- New Procurement Protocol and PNRR Calls, containing principles of Gender Procurement.

BET YOU CAN DO IT? DARING EQUALITY

Experimental actions to support the equal presence of men and women who express an interest in every occupational sector, in collaboration with trade associations and trade union organizations, and professional training bodies. Let's start by talking about: female builders, female mechanics, female electricians, female tilers, female plumbers, female painters, female construction workers, female truck drivers, male educators, male social workers, male secretaries, male babysitters, male cleaners, male family assistants, male leaf cutters, just to name a few.

WOW – WOMEN ORGANIZATION WORK

Female Entrepreneurship Fund, aimed at Women and Young Women.

Consolidation and promotion of READI (Network for self-enterprise and women entrepreneurs), with the possibility of activating ad hoc services for female entrepreneurs or aspiring ones.

Actions in support of female enterprise.

Increase projects and/or funding for companies that are committed to carrying out corporate tasks or similar activities in support of working mothers and fathers.

MUM STAYS AT WORK

Experiment aimed at reducing voluntary resignations from the workplace in the first 3 years of life of sons and daughters.

- Maternity and Paternity Manager (following the example of the Safety Manager, Mobility Manager, Diversity Manager) to enhance and promote access to leave, permits and financial contributions, in favour of reconciliation and sharing, as well as for the formulation of actions dedicated to the return from the period of compulsory parental leave.
- Research on the income of working mothers who voluntarily withdraw from paid work in the first three years of their sons' or daughters' lives, in collaboration with the Emilia Romagna Region and the Regional Employment Agency.
- "A bow in the company" project, intended for companies that support of the parenthood of male and female workers.
- Agreements on single parenthood and other supplementary agreements on permits and on conciliation of time, to favour access to conciliation measures and reduce voluntary resignations from paid work.

BRAVE FATHERS

Measures that reward access to Parental Leave by fathers. (for example, through the expansion and dissemination of the project by the Municipality of Bologna Bimbobò.)

GET BACK IN THE GAME

Reorientation and reoccupation project; reduce the gender gap through an action aimed at those who have lost confidence in their skills, accompaniment and re-accompaniment to work thanks to specific training. In collaboration with Together for Work.

SUPPLY CHAIN WELFARE

Supplementary to public welfare with the establishment of a trilateral table between trade union organisations, employers' parties, and institutions.

MAJOR WORKS

EQUAL WORK

- Researching, also in agreement with ISTAT, the income of working mothers who voluntarily withdraw from paid work in the first three years of their sons' and daughters' lives, in collaboration with the Emilia-Romagna Region and the Regional Employment Agency.
- Establishment of a Fund to keep parents who tend to leave paid work for the first three years of their sons' and daughters' lives at work, in collaboration with the Emilia-Romagna Region and the Regional Employment Agency.

GENDER PROCUREMENT ACTION STARTING FROM THE PNRR CALLS:

- Systematic introduction of reward clauses to encourage good practices against the gender gap.
- Possible data mapping and best practices relating to participants in PNRR calls for tenders.

UNPAID WORK

PLAN FOR EQUALITY OF THE METROPOLITAN CITY OF BOLOGNA

The second area of intervention of the Plan is **unpaid work**. What is meant by unpaid work? It is care work (for the home, for sons and daughters, for the elderly and for people with disabilities) which cannot continue to remain a private matter, relegated to discussions between spouses or cohabitants.

Recognizing the value of caring for people and their well-being is a public issue. To date, actions of an emergency and welfare nature continue to prevail.

The Plan intends to promote more structural promotion and transformation policies. In care tasks, it is necessary to move towards their more **equitable distribution** and concrete **sharing** between men and women.

EDUCATIONAL SERVICES FOR CHILDREN 0-3 YEARS

Territorial structures

Year 2019/2020	311
Year 2020/2021	291



Taking charge index

Year 2019/2020	40,7 %
Year 2020/2021	38,4 %



PRESCHOOLS 3-5 YEARS OLD

Territorial structures

Year 2019/2020	343
Year 2020/2021	346



Taking charge index

Year 2019/2020	94,2 %
Year 2020/2021	95,1 %



The care dependence index represents the ratio between the population in need of “care” (children aged 0 to 6 and the elderly aged 75 and over) and the active population of working age (from 15 to 64 years).

This index in the metropolitan area of Bologna is 29%; this means that almost one in three adults takes care of others.

(Source: Data processing of the Metropolitan Statistical Atlas of the Metropolitan City of Bologna)

The structural dependency index is the percentage ratio between the non-working age population (0-14 years and over 64 years) and the working population (15-64 years) and expresses the social and economic burden of the working age population. For the metropolitan area of Bologna this index is 58%; this represents a situation of generational imbalance, i.e. that for every 100 adults of working age there are 58 individuals (including minors and the elderly) who are not active.

(Source: Data processing of the Metropolitan Statistical Atlas of the Metropolitan City of Bologna)

DOMESTIC WORK

Year 2011	18,609
Year 2020	19,968

PARENTAL LEAVE

Men	22,9 %
Women	77,1 %

EXTRAORDINARY LEAVE

Men	38,1 %
Women	61,9 %

EUROPEAN STRATEGY FOR GENDER EQUALITY 2020–2025

Realize in an economy based on gender equality:

- Bridging the gender gap in family care

NATIONAL GENDER EQUALITY STRATEGY 2021

- Percentage of fathers taking paternity leave
- Availability of places in existing nursery schools out of the total number of eligible children (0–3 years)

LINK WITH AGENDA 2030 GOALS

- GOAL 5 – GENDER EQUALITY
- GOAL 10 – REDUCE INEQUALITIES

TARGET VALUES

- **1 out of 2 at nursery schools:** reach 45% of nursery places (0–3 range) in relation to potential users within the Mandate, try to reach 50% in 2030
- **100% at preschools** for the 3–6 age range by 2026
- **Care Indicator:** definition of new detectable parameters that show the real conditions of a care system and that highlight the needs and the necessities for care services in new urban and productive settlements
- **Asymmetry indicator in domestic work:** definition of new parameters that highlight the percentage of domestic and care work carried out by men and women in the metropolitan area.

THE CRUX OF INEQUALITIES

- Care work is necessary
- Care work is unpaid
- Care work is not equally distributed
- Care work is a public matter, not dismissed as private fact, of which Institutions and politics must take charge.

THE COUNTRY AS I WOULD LIKE IT

- Tax exemption for care work
- Minimum salary
- Reform of Article 37 of the Constitution, in recognition of the essential family function of the worker and of the substantial equality between men and women workers.
- Strengthen the three pillars of care: health care system, social security system, social services system, strengthen the LEPS (ESSENTIAL LEVELS OF SOCIAL BENEFITS)

THE ACTIONS OF THE PLAN

GROWING TOGETHER

- Expansion and modulation of the network and timing of socio-educational services, to respond to the needs of the younger generation and to support parenthood.
- Diversification and modification of care services in the 0–1 age group, including alternatives to nursery school.
- Institutional list of “figures” trained to support the care of minors: babysitters – such as: Project Tata Bologna.

IN YOUR PLACE – SUPPORT AND SUPPORT FOR CAREGIVERS

- Analysis and valorisation of the skills of the Caregivers and of their care burden, also through the analysis of the data contained within the operational tools of the Social Services of the territory.
- Increase in multidisciplinary and linguistic training
- Expansion of home relief actions
- Creation of a metropolitan coordination of the district contact persons and integration of the Portal of Social Help Desks with the Caregivers

TAILOR – MADE CITIES

- Spaces of equality: Definition of spaces or areas of the City or Municipality to which they belong, are conceived, defined, or created by women only.
- Pro-age actions: aimed at the well-being of the elderly, starting with the redevelopment of public places
- Baby pit stop map
- Network of baby-friendly merchants

MAJOR WORKS

- Public-private protocol in favour of the increase in the number of nurseries, company nurseries, inter-companies open to the territory, with the organizations representing companies;
- Elaboration of a Metropolitan Manifesto of Care;
- Re-read the Welfare Policies in connection with demographic issues.
- Care indicator: definition of new detectable parameters that show the real conditions of a care system and that highlight the needs and the necessities for care services in new urban and productive settlements.

FIGHT AGAINST GENDER-BASED VIOLENCE

PLAN FOR EQUALITY OF THE METROPOLITAN CITY OF BOLOGNA

The term “violence against women” is understood to mean a violation of human rights and a form of discrimination against women, including all acts of gender-based violence that result in or are likely to result in physical, sexual, psychological, or economic harm or suffering, including threats to commit such acts, coercion or deprivation of liberty, both in public and private life (From the Istanbul Convention).

In 2020 there were 116 women victims of Femicide (in 2019 there were 111).

92% were killed by a known person; for more than half of the cases, the women were killed by their current partner, specifically in 51.7% of the cases, corresponding to 60 women; 6.0% were killed by their previous partner, equal to 7 women; in 25.9% of cases (30 women) were killed by a family member (including children and parents); and in 8.6% of the cases, by another person that they knew (friends, colleagues, etc.)

(ISTAT data)

WOMEN VICTIMS OF FEMICIDE

Year 2019	111
Year 2020	116

HISTORICAL DATA OF HOMICIDES

(per 100,000 individuals)

Males	1992/2018	from 4 to 0,7
Females	1992/2018	from 0,6 to 0,4

92,2%

Of the women killed in 2020, were killed by a person they knew.

In 2020, the new women accepted by the Anti-Violence Centres as part of the metropolitan agreement for the acceptance and hospitality of women who have suffered violence were a total of 1250.

Foreign women were 33% of the women accepted, with 66% Italian, and of the remaining 1.12% the nationality is unknown.

In 2020, 75% of the women accepted suffered violence from their partner or ex-partner (spouse, cohabitant, boyfriend, lover, ex-partner); this number is in continuity with that of 2019 (also 75%) and of previous years. In fact, the historical data shows that, in the whole metropolitan area, from 2016 to 2020, the women accepted who suffered violence mainly from their partner or ex-partner, were, on average, around 77%.

In 2020, 86% of women accepted suffered psychological violence, 56% physical, about 30% economic, while 16% suffered sexual violence, and 14% declare to have suffered acts of stalking.

(Source: Report for the year 2020 Equal Opportunities Office – Metropolitan City of Bologna https://www.cittametropolitana.bo.it/pariopportunita/Engine/RAServeFile.php/f/azioni_contrasto/Report_monitoraggio_accordo_anno_2020.pdf)



1250

Women accepted



66%

Italian women accepted



33%

Foreign women accepted



86%

Psychological violence

NATIONAL PLAN AGAINST GENDER-BASED VIOLENCE 2021 – 2023

The inspiring principles of the Plan:

- the right to live free from violence in the public and private spheres
- gender equality, a fundamental principle for the development of society
- gender mainstreaming, concerning the inclusion of the gender perspective in every area of social, political, and economical life
- female empowerment, as a process for the strengthening and economic autonomy of the victims
- inclusion, with a view to considering the vulnerabilities of and discriminations against the victims
- intersectionality, as gender equality is to be considered in relation to all possible discriminations.

LINK WITH AGENDA 2030 GOALS

- GOAL 5 – GENDER EQUALITY
- GOAL 10 – REDUCE INEQUALITIES

TARGET VALUES

- Doubling of Funds for Anti-Violence Centres throughout the metropolitan area.

THE CRUX OF INEQUALITIES

- Violence is the effect of the inequality of power (economic, political, social) between men and women
- Violence is transversal to age, to economic and social conditions, and to geographical origin
- Violence is widespread in all societies
- Violence is also a health issue
- Violence is a public issue and needs collective responses
- Violence generates social alarm
- Violence also has an economic cost.

THE COUNTRY AS I WOULD LIKE

To recognise **anti-violence centres** and **shelters**, and identify and stabilise adequate funds for them to function, in order to arrive at a multi-year plan that allows the enhancement and protection of the work of the operators

THE ACTIONS OF THE PLAN

WORK INDEPENDENCE PROTOCOL

WORK INDEPENDENCE PROTOCOL: in collaboration with Social Parties, Economic and Entrepreneurial Forces, Anti-Violence Centres and Institutions:

- Promote actions for the employment of women leaving paths of violence.
- Training aimed at women victims of violence in collaboration with the Employment Centres
- Permanent working table on the subject of work autonomy.

HOUSING INDEPENDENCE PROTOCOL: in collaboration with ACER and institutions

- Include the issue of violence among the conditions for access to housing.
- Permanent working table on the issue of housing independence.

INTEGRATION OF THE AGREEMENT ON THE METROPOLITAN AREA FOR THE ACCEPTANCE OF WOMEN VICTIMS OF VIOLENCE

IMPROVEMENT OF THE ACCESS OF WOMEN EXPERIENCING VIOLENCE TO TERRITORIAL SERVICES

DEVELOPMENT OF ACTIONS AGAINST MEN WHO COMMIT VIOLENCE

CONSOLIDATION AND DEVELOPMENT OF AWARENESS AND TRAINING ACTIONS

MAJOR WORKS

- **Protocol for working independence** with the Economic Parties, General Confederation of Italian Industry (Confindustria), Legacoop (Lega Nazionale delle Cooperative e Mutue), for the job placement of women who have suffered violence, in collaboration with Insieme per il lavoro (Together for work) and the anti-violence centres
- **Protocol for housing independence** of women who have suffered violence, with ACER and the territorial institutions and anti-violence centres
- **New Metropolitan Protocol for the Acceptance of Women** who have suffered violence which aims to root itself and spread itself throughout the territory, starting from its implementation in the District Tables
- **Establish a Pink Room in each District/Union** of the Metropolitan City of Bologna
- **Protocol with Social Parties, Economic Forces against harassment in the workplace**
- **An anti-violence presence in each municipality of the metropolitan area**

CULTURE OF EQUALITY

PLAN FOR EQUALITY OF THE METROPOLITAN CITY OF BOLOGNA

Equality is breathed, trained, cultivated. Cities more just and equitable are cities where everyone lives better. This is why we intend to promote a gender sensitive culture and a metropolitan city inclusive of the many differences that inhabit and experience it.

The fight against the gender gap, in the various areas of private and public life, from access to the world of work to that of health, passing through the social and political spheres, is based on the transparent sharing of quality information with the community as a necessary knowledge base of context.

The Culture of Equality is cultivated, practiced, and exercised starting from the educational, training, and cultural sphere, through the awareness and professionalisation of all the figures involved.

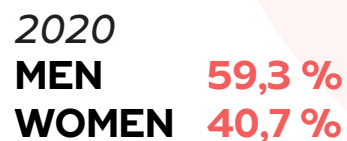
It is necessary to underline the importance of places of production and conservation of female and feminist culture and of production of a culture of gender and equality, among which Women's Centres/Libraries have particular value.

Position	Metropolitan City of Bologna			Emilia - Romagna			Italy		
	Males	Females	% of Females	Males	Females	% of Females	Males	Females	% of Females
Mayor	44	11	20	257	67	20,68	66,14	1161	14,93
Assessor	126	109	46,38	689	592	46,21	15148	10287	40,44
Adviser	472	309	39,56	2698	1638	37,78	62680	31490	34,44

Political offices held in the municipalities of the territories indicated.
Updated as of 31/12/2021.



The enrolments of the 2020/21 cohort confirm the relationship between gender and choice of study path: female students in the STEM area (Natural sciences, mathematics and statistics, Information and Communication Technologies, Engineering, manufacturing and construction) represent 15% of the total of those enrolled, while among men, these pathways appear to be the choice of 39% of those enrolled.



GENDER REPORT UNIVERSITY OF BOLOGNA

STEM SUBJECTS (Natural sciences, mathematics and statistics, Information and Communication Technologies, Engineering, manufacturing and construction)



GENDER REPORT UNIVERSITY OF BOLOGNA – STEM SUBJECTS

EUROPEAN STRATEGY FOR GENDER EQUALITY 2020 – 2025

Break free from violence and stereotypes: Everyone should be safe in their homes, close relationships, workplaces, public spaces, and online. Women and men, girls and boys, in all their diversity, should be free to express their ideas and emotions and to pursue their educational and professional choices without feeling constrained by stereotypical gender roles.

Gender stereotypes are one of the root causes of gender inequality and affect all sectors of society. Stereotyped expectations based on a standardized model of women, men, girls, and boys limit their aspirations, choices, and freedom, and must therefore be dismantled. Gender stereotypes are a major contributor to the gender pay gap. They are often associated with other stereotypes, such as those based on race or ethnic origin, religion or belief, disability, age, or sexual orientation, and such an association can reinforce their negative effects.

NATIONAL STRATEGY INDICATORS FOR GENDER EQUALITY 2021 – 2026

- Percentage of female students in Upper 5 who do not reach minimum levels of proficiency in mathematics
- Percentage of female students who enrol in degree courses in “STEM” subjects
- Percentage of full professors out of the total
- Percentage of women with “above average” digital skills

LINK WITH AGENDA 2030 GOALS

- GOAL 3 – HEALTH AND WELL-BEING
- GOAL 4 – QUALITY EDUCATION
- GOAL 5 – GENDER EQUALITY
- GOAL 10 – REDUCE INEQUALITIES
- GOAL 11 – SUSTAINABLE CITIES AND COMMUNITIES



TARGET VALUES

- Increase by 10% the amount of female students who enrol in schools/vocational training institutions with technical/professional orientations traditionally chosen by young people, further strengthening knowledge of the educational offer and educational and training guidance;;
- Increase by 10% the amount of students who enrol in schools/vocational training institutions with social/educational/linguistic orientations traditionally chosen by girls, further strengthening knowledge of the educational offer and school and training orientation;
- Increase by 10% the amount of female students who enrol in the University in STEAM disciplines, further strengthening knowledge of the educational offer and university orientation;
- Increase the percentage of women with above average digital skills, out of the total female population;
- Include at least one project on the issue of gender equality in all educational and training institutions;
- Participation of at least 50% of the Local Authorities of the metropolitan area in a training course for the use of language that is accessible, understandable to all, as well as respectful of diversity;
- Participation of at least 50% of educational and training institutions in the metropolitan area in a training course that raise the awareness of the teachers, students, and female students to the enhancement of differences.

THE CRUX OF INEQUALITIES

- Digital Divide;
- Marginalisation;
- Persistence Of Stereotypes.

THE COUNTRY AS I WOULD LIKE IT

- **Guaranteed for all:** reorganization of the guarantee and equality figures, giving them greater tools and strength in institutional action (equality adviser, trusted adviser, guarantors...).
- **Proposal for a law** to support, also economically, and spread the adoption of the gender quality plan in local authorities.
- **Proposal for a budget law that guarantees the places of women** (a legislative reference is the Finance Law no. 179 December 2020, art. 1 paragraphs 1135 and 1137.)
- **Extension to the government and parliament the anti-discrimination provisions already envisaged for Municipalities, Metropolitan Cities, Provinces and Regions**



TAILOR-MADE CITIES

- **Planning the city together**
- Calls for public employment open to women architects, engineers, etc... who may have an international training in order to introduce effective solutions in terms of urban transformation towards the needs of women.
- Actions to increase public lighting and improvement interventions in those areas that are more degraded.
- The paths of **urban redevelopment** taken, with particular attention to the distribution of territorial services, through the work of technical groups made up of women from different social and cultural backgrounds who verify the critical issues in urban places and suggest solutions through their personal experiences following the example of Vienna.
- **Toponymy of genre**
- **Equal mobility:** experimental action for a shared mobility that favours the rapid connection between places of paid labour, services and conciliation, in collaboration with voluntary associations and public and private subjects qualified in the field, with particular attention to the most disadvantaged areas (for example the Bolognese Apennines)
- **Promote equal access to services:** Develop awareness, on the part of institutions and citizens, of conditions of fragility in accessing services by some women (non-autonomous – without a driving licence, foreign, elderly, women with disabilities), in cities and in peripheral and mountainous areas and therefore later actions aimed at promoting access

EQUALITY GOES ON THE STAGE

- Promote in the production and planning of **theatrical and more generally cultural practices of gender equality** and of differences in sexual identity in the theatre (for example Teatro Arcobaleno, Collettivo Amalia expanded to metropolitan level, just to name a few).
- **Love Meetings.** Promote projects on affective education in the younger generations.
- **Fight against to the culture of stereotypes.** Encouraging projects within schools, also in collaboration with the women's associations of the area, to educate the youngest people to recognize the culture of stereotypes also in the world of theatre and the arts, also in collaboration with the University of Bologna.
- **The art of women.** In-depth study, expansion and dissemination of the archive of women artists.
- **Experimentation of babysitting services or the possibility of accessing shows with “disturbed visions”** in connection with the use of cultural services

AT THE SCHOOL OF EQUALITY

- Protocol with School Office, Metropolitan City, Institutions to promote actions in favour of gender equality.
- Promote **training actions to combat economic and labour exclusion.**
- Project to **oppose cyberbullying and revenge porn.**
- **YesSheCan:** promote the development of STEAM skills in girls, promoting orientation actions aimed at: teachers, parents, and students.
- **Digital D:** greater parity in the digital sector and greater digital parity in the lives of men and women.

WORDS OF REALITY. THE LANGUAGE THAT CREATES GENDER EQUALITY.

- Actions to promote **the gender language of the Public Administration,** on internal and external communication of the Entity.

SPORT IS FOR EVERYONE AND EVERYONE

- Encourage the presence of girls in predominantly male sports.
- Encourage the presence of boys in predominantly female sports.
- **DATA AND GENDER:** read the Data in order to have a clear understanding of the effects of administrative choices on the daily life of men and women, and build new indicators to facilitate the best measurement of the gender impact of public policies.

MAJOR WORKS

- **A Community House** dedicated to gender medicine, in collaboration with the Emilia-Romagna Region;
- **Data and indicators:** project to provide gender indicators for the Plan for Equality, the Gender Balance and the Balance of the Metropolitan City;
- **Protocol of Understanding with the Territorial Education Office and with the University of Bologna** on the many actions to be promoted with the institutions in favour of a culture of equality, which includes actions of equality, combating violence against women and minors, and raising awareness of multiple, additive and intersectional discrimination, just to name a few;
Extension to the metropolitan areas the **Charter of values for Women's Sport** of the
- Municipality of Bologna.
- **Equality on stage**

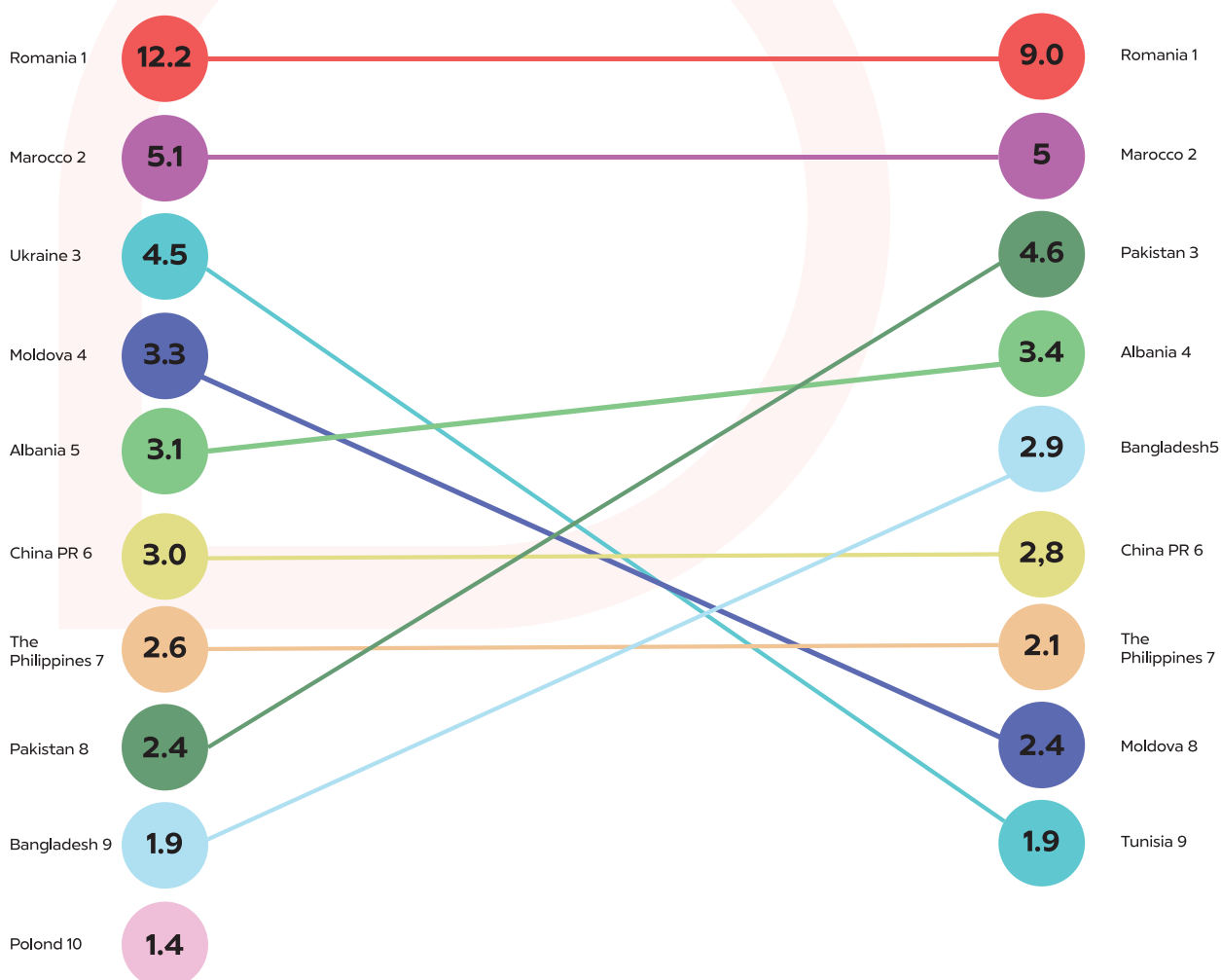
MULTIPLE, ADDITIVE, AND INTERSECTIONAL DISCRIMINATION

PLAN FOR EQUALITY OF THE METROPOLITAN CITY OF BOLOGNA

Multiple discrimination occurs when several discriminating factors add up or intersect.

They can be additional or compounded: when the coexistence and combination of various factors give rise to different types of discrimination, these add up, but remain clearly distinct and distinguishable from each other. By Intersectional we mean those contexts in which different discriminatory factors converge in the hands of a single subject/group and operate simultaneously and cumulatively, producing a different and new discrimination, far superior to the mere sum of the single factors considered. [B.G. Beautiful, *Intersezionalità*, Franco Angeli, 2020].

This is an area in which it has been more difficult to identify data and analytical indicators at the metropolitan level. The work that we intend to carry out during the Mandate aims to map this new reading of inequalities and, above all, put into a system new indicators capable of capturing the complexity of these areas.



TARGET VALUES

- Adoption of a measure in the metropolitan area that recognises the right of citizenship for children of foreign origin born in Italy;
- Activation of measures in the metropolitan area that recognize the full equality of the rights of all girls and boys, even those born to same-parent couples;
- Define a plan of training actions in respect to and in recognition of disability in the multiplicity of categories, diagnoses, and functions, aimed at all.

THE CRUX OF INEQUALITIES

Gender, sexual orientation, disability, ethnic origin, age, social, and economic status are all too often factors of disadvantage. When these factors add up and intertwine, the possibility of discrimination is amplified.

THE COUNTRY AS I WOULD LIKE IT

- IUS SCHOLAE
- Complete opposition to homo/transphobia, misogyny, and ableism
- Equality and equal dignity of all families
- Extension of the period of maternity leave to mothers with disabilities

THE ACTIONS OF THE PLAN

- Training and awareness-raising to combat discrimination
- Actions that promote access to local services and opportunities, with particular attention to people with disabilities
- Actions for female empowerment aimed at migrant communities
- Actions in favour and in support of LGBTQIA+ communities

MAJOR WORKS

- Establishment of a Metropolitan Table for LGBTQIA+ Rights, to promote shared, structural, and transversal actions, as well as good practices, made up of Representatives from the Associations and Institutions.
- Dialogue for Equality: Protocol with foreign and migrant communities, in favour of a culture of equality.
- “Put yourself in my shoes” training and awareness project on the issue of disabilities.
- Membership of the Metropolitan City of Bologna in the READY Network, the network of local authorities for LGBTQIA+ rights



A NEW INSTITUTIONAL MACHINERY

PLAN FOR EQUALITY OF THE METROPOLITAN CITY OF BOLOGNA

The Plan for Equality designs a possible new Institutional Machinery: the delegation for equal opportunities remains in the hands of the Metropolitan Mayor, to indicate the transversal nature of the action for equality to all Sectors and Areas of the Entity. **All Sectors/Areas of the Organization will have to adopt a plan of actions and resources dedicated to Equality.** The possibility of establishing an integrated office between the Metropolitan City and the Municipality of Bologna is envisaged (following the example of what is already happening for the Tourism, Statistics, and Communication sectors).

Establishment of metropolitan Tables on the 5 areas of the plan, with the function of in-depth study, analysis, and evaluation:

- paid work: trade unions, economic forces, social partners, institutions, universities, regional employment agency
- unpaid work: institutions, healthcare companies, cooperatives, associations, universities
- fight against violence: associations, institutions, universities, courts, law enforcement agencies, school offices, health agencies
- culture of equality: libraries, archives, museums, universities, foundations, school office, schools and training institutions, institutions, theatres, cinemas, cultural associations
- multiple discriminations: associations, institutions, school offices, universities

Furthermore, the objective is to formalise the following places of governance, in the subjects of Equal Opportunities, the fight against inequalities and discrimination, and actions against violence:

- Conference of Assessors who in the 55 Municipalities have the Delegate for Equal Opportunities, fight against violence, inequality, and discrimination
- Metropolitan Table on Equal opportunities and the Fight against violence
- Assembly of the Elected (regulatory reference article 42 READ REGIONAL 27 June 2014, n. 6) or Assembly of Equality composed equally by Representatives of Municipalities, Women's Associations, Feminists, Associations against gender discrimination and inequality, interest groups, stakeholders, (just to name a few)
- Metropolitan Control Room made up of: Head of the Equality Plan, Representative of the Municipality of Bologna, and a representative for each of the other 6 Districts, each of these figures together with a technical figure.

Furthermore, it is intended to set up a **table dedicated to monitoring** the actions promoted and the good practices developed by both the public and private sectors at the metropolitan level as well as the main indicators connected to gender equality, and to promote an annual report on the situation at a metropolitan level.

The Strategic Planning Office of the Metropolitan City of Bologna is entrusted with the task of monitoring the implementation of the Plan for Equality.

ABSTRACT

**GENDER
EQUALITY
PLAN**

2021 – 2026