

FEM·ABLE



FEM-ABLE

Promoting women's participation
in the political domain

ITALY

NATIONAL GENDER EQUALITY STRATEGY

Deliverable D3.2

CESIE

Co-funded by the Citizens, Equality, Rights & Values Programme of the European Union



Co-funded by
the European Union

The European Commission's support for the production of this publication does not constitute an endorsement of the contents, which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

DELIVERABLE INFORMATION

GRANT AGREEMENT	TITLE
Project acronym	FEM-ABLE
Project title	Promoting women's participation in the political domain
Project timeframe and duration	2023-2025
Project reference number	CERV-2022-GE / nº 101088295
WP	WP3 Development of National strategies and Piloting
Task	T3.2 Design and Development of the FEMABLE National Strategy
Deliverable	D3.2 National strategy on gender equality
Status	Reviewed with stakeholders' feedback, after piloting activity (T3.3)
Version number	2.0
Deliverable responsible	CSI
Dissemination level	PUB-public
Due date	18 Mar 2024
Date of submission	18 Mar 2024

Table of Contents

- I. *Glossary*..... 4
- II. *Strategic context*.....7
 - 1. Strategy purpose.....7
 - 2. Conceptual framework in Italy7
 - 2.1 Legislative and institutional framework.....7
 - 2.2 Structural bodies and institutions.....10
 - 2.3 Key challenges and opportunities identified in the research phase..... 11
- III. *Gender equality strategy* 13
 - 1. Methodology..... 13
 - 2. Overall goal..... 13
 - 3. Priority areas14
 - 3.1 Priority 1: **Education & awareness raising**.....16
 - 3.2 Priority 2: **Capacity-building & training**.....20
 - 3.3 Priority 3: **Networking & support**22
 - 3.4 Priority 4: **Inclusion & Diversity**.....24
 - 3.5 Priority 5: **Legislative measures & social welfare policies**.....26
 - 3.6 Priority 6: **Research & Monitoring**.....28
 - 4. Resources.....30
 - 5. Organizations and strategic alliances at a local and national level.....32
 - 6. Monitoring and evaluation.....33
 - 7. Communication & Advocacy34
- IV. *Bibliography*.....35

I. GLOSSARY

- ◇ **Diversity:** Refers to the full range of different social backgrounds and identities which include but are not limited to, gender, ethnic origin, nationality or citizenship, age, disability, language, political opinions, religious beliefs, social background, sexual orientation, physical appearance and colour (International Federation of Red Cross and Red Crescent Societies. 2020. *Gender & Diversity Policy.*)
- ◇ **Democratic deficit:** Limited legitimacy of democracy and impact of an inadequate gender balance, i.e. of overrepresentation of men and underrepresentation of women, on the legitimacy of democracy. (EIGE)
- ◇ **Double standard:** Defining the content of formal and informal behavioural cultures, which means that the criteria or standards used to evaluate and regulate women often differ from those for men, benefiting the latter. (EIGE)
- ◇ **Equity:** Is a value that motivates a shared concern for human dignity; the participation by all (see definition of diversity) in economic, social and cultural life (EQUINET)
- ◇ **Gender and power relations:** The ways in which gender shapes power dynamics in social, political, and interpersonal relationships, often highlighting inequalities and societal norms.
- ◇ **Gender equality:** The concept that women and men, girls and boys and other genders have equal conditions, treatment and opportunities for realizing their full potential, human rights and dignity, and for contributing to (and benefitting from) economic, social, cultural and political development (Healthline Editorial Team. *What Is the Gender Binary? Definition and Impact.* Healthline). In Italian we will refer to GE as “uguaglianza dei generi” due to the binary implications and connotations “uguaglianza di genere” and “parità di genere” have at linguistic level.
- ◇ **Gender equity:** Provision of fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognises that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. (EIGE)
- ◇ **Gender norms:** The standards and expectations to which gender identity generally conforms, within a range that defines a particular society, culture and community at that point in time, and ideas about how men and women should be and act. (EIGE)
- ◇ **Gender mainstreaming:** A strategy towards realizing gender equality. It involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes, with a view to

promoting equality between women and men and all genders and combating discrimination. (EIGE)

- ◇ **Gender roles:** Social and behavioural norms that, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex. These often determine the traditional responsibilities and tasks assigned to men, women, boys and girls (United Nations Children's Fund. 2017. *Glossary of Terms and Concepts.*)
- ◇ **Gender stereotypes:** Gender stereotypes are preconceived ideas whereby males and females are arbitrarily assigned characteristics and roles determined and limited by their sex. (EIGE)
- ◇ **Glass-ceiling:** Artificial impediments and invisible barriers that militate against women's access to top decision-making and managerial positions in an organisation, whether public or private and in whatever domain (EIGE).
- ◇ **Impostor syndrome:** A psychological pattern where individuals doubt their accomplishments and have a persistent, often internalized fear of being exposed as a "fraud", despite evidence of their competence.
- ◇ **Institutional violence:** Actions or omissions by public officials or agents that hinder or prevent women from accessing public policies and exercising their rights. This type of violence can also occur within political parties, unions, companies, sports organizations, and civil society (Ministerio de las Mujeres, Géneros y Diversidad. 2020. *Cuaderno de participación y formación. Registro de promotorxs territoriales de Género y Diversidad a Nivel Comunitario. Tejiendo Matria.* Argentina.)
- ◇ **Intersectionality:** It refers to the simultaneous forms of oppressions suffered by people in unseparated terms of race, gender, sexuality and class, among others by creating movements based on solidarity that work towards eradicating all overlapping forms of oppression (Crenshaw 1991). Intersectionality considers the complexity of identity as a process, ever-changing and non-hierarchical (Ribeiro Corossacz 2023). Without an intersectional approach the risk is perpetrating epistemological violence by imposing one-sided values by "white women gender and "race" narratives from back men" (Crenshaw 1991)
- ◇ **Matilda effect:** A bias against acknowledging the achievements of women scientists, whose work is often attributed to their male colleagues.
- ◇ **Male-centric anthropocentric cultural model:** A worldview that centers human beings (anthropocentrism) and prioritizes male perspectives and experiences, often leading to the marginalization of other viewpoints and the natural environment.
- ◇ **Media violence:** Dissemination of stereotypical messages and images through mass media, portraying women in traditional roles like dedicated homemakers or sexual objects, promoting their exploitation.

- ◇ **Patriarchy:** A system of social structures and practices, in which men govern, oppress and exploit women”. Patriarchal violence is then any kind of violence that creates or maintains men’s power and dominance, or avenges the loss of their power. (EIGE)
- ◇ **Positive action:** Positive action is a method used to alleviate initial circumstance inequalities, which require many years of cultural change to fully modify. It establishes measures that provide specific advantages to those who have been comparatively disadvantaged in society due to customs, habits, prevailing conceptions, and roles assigned in a particular social system. (Ministerio de las Mujeres, Géneros y Diversidad. 2023. *Participación política con perspectiva de género y diversidad. Colección XYZ+*. Argentina.)
- ◇ **Symbolic violence:** The power of symbols to impose, devastate, attack, suppress, and distort ways of seeing, thinking, and talking. Symbolic violence imposes and reinforces social harms caused by class, gender, and other status differences, strengthens social barriers, and reinforces culturally embedded domination games. The method used in the imposition of gender and discrimination on its basis is considered one of the most prominent examples of symbolic violence (Bourdieu, P. 1991. United Nations Population Fund.)
- ◇ **Structural discrimination:** A form of discrimination resulting from policies, despite apparently being neutral, that have disproportionately negative effects on certain societal groups (United Nations Children's Fund. 2017. *Glossary of terms and concepts.*)
- ◇ **Tokenism:** Policy or practice that is mainly symbolic, and involves attempting to fulfil one’s obligations with regard to established targets, such as voluntary or mandated gender quotas, with limited efforts or gestures, especially towards minority groups and women, in ways that will not change men-dominated power and/or organisational arrangements (EIGE).
- ◇ **Women:** We understand women from a non-binary approach to gender identity and hence every person who identifies as a woman

Check the EIGEs’ [Gender Equality glossary and thesaurus](#) for more definitions related to **gender equality, decision making and power**.

II. STRATEGIC CONTEXT

1. Strategy purpose

Why is a Gender Equality Strategy necessary? Promoting women's political participation and representation in Italy is essential for fostering a **more inclusive, representative, and effective democratic system**.

Women make up half the population, and their unique perspectives, needs, and experiences are essential in shaping policies that affect every facet of their societal life. By ensuring women's voices are heard and considered in political decision-making processes, we enrich the diversity of viewpoints and enhance the quality of decisions made, besides adhering to the **democratic representation principles**.

Moreover, allowing more women to hold political positions is not just about fairness; it is also about social justice, about reverting **long-standing inequalities** where women have been left out of key discussions and decisions. In essence, encouraging more women to participate in politics helps build a more balanced and just society. This approach aligns with Italy's values of democracy and equality, paving the way for a future where everyone has an equal chance to shape the society they live in.

** This document serves as a flexible guide tailored to a diverse range of stakeholders. It covers an extensive array of topics, enabling users to focus on the sections or priorities that align closely with their unique contexts and expertise.*

2. Conceptual framework in Italy

This section focuses on the legal and policy frameworks at Italian national level that may impact the development and implementation of the Gender Equality strategy. It encompasses an analysis of the national legal framework and relevant governmental bodies as regards to gender equality. Moreover, it includes a summarized analysis from the projects' research phase.

2.1 Legislative and institutional framework

Key Legal Framework

The Italian legal framework concerning laws on gender equality is quite extensive. Below a summary of the most significant decrees and legislative actions:

- **1947 - The Article 3 of the Italian constitution** establishes the principle of equality among all citizens regardless of sex, race, language, religion, political opinion, and personal or social

conditions: *'All citizens have equal social dignity and are equal before the law, without distinction of sex, race, language, religion, political opinion, personal and social conditions'*

And **Article 51** regarding the Equal opportunities in access to public offices establishes that *"All citizens of either sex can access public offices and elective positions under conditions of equality, according to the requirements established by law."*

- **2006 - [National Code of Equal Opportunities](#) - *Legislative Decree No. 198***: Known as the National Code of Equal Opportunities between women and men, it consolidates 11 laws on equal opportunities into a single text. It aims to rationalize and harmonize existing legislation on gender equality, covering ethical, social, economic relations, and civil and political rights.
- **2011 - The Golfo-Mosca Law** established gender quotas in the boards of directors and statutory auditors of companies listed in Italy. The Golfo-Mosca Law required a presence of at least 1/5 of each gender for the first election of these bodies in 2012. The quota increased to 1/3 for the subsequent two elections. In December 2019, the law was extended to three more elections with the quota increased to 40%.¹
- **2015 - Measures for reconciling the needs of care, life, and work - *Legislative Decree 80/2015*** - Introduces flexible work arrangements to help employees balance caregiving, life, and work, aiming to enhance work-life balance and gender equality in the workplace.
- **2016 - Promotion of equal opportunities in access to regional elective positions - *Law of February 15 No. 20*** - Promotes gender balance in regional political positions, aiming to equalize access and participation of women in regional politics.
- **2017 - Gender alternation in proportional representation candidacies - *Law No. 165/2017*** Mandates gender alternation on electoral lists for proportional representation, ensuring equal gender representation in political candidacies.
- **2018** – Budget law for the extension of mandatory **paternity leave**. Extends mandatory paternity leave to promote shared parenting responsibilities and support gender equality at work and home.
- **2020 – "Women for a New Renaissance" or [Donne per un nuovo rinascimento](#)** report, initiated by Minister Bonetti's taskforce at the Department for Equal Opportunities, outlines strategies for Italy's post-pandemic recovery. It focuses on five key areas: fostering gender equality, redefining work with an inclusive approach, leveraging science for societal advancement, investing in solidarity for universal empowerment, and using effective communication to drive change. This report emphasizes the role of women in shaping Italy's social, cultural, and economic resurgence.

¹ Camera dei Deputati. (n.d.). *Norme elettorali per le pari opportunità*. Retrieved from <https://temi.camera.it/leg19/post/norme-elettorali-per-le-pari-opportunit.html>

- **2021 – Gender pay gap - Law No. 162/2021** Establishes the Salary Equality Fund and gender certification to address the gender pay gap, incentivizing equal pay for equal work.
- **2021 - The National Recovery and Resilience Plan (PNRR)** of Italy places significant emphasis on Mission 5, which plays a key role in achieving the plan's overarching goals. These include supporting female empowerment and combating gender discrimination, increasing employment prospects for youth, and promoting territorial rebalancing and development in the South and internal areas.
- **2021 - Salary Equality Fund and gender certification - Law No. 162/2021** The [Gender Equality certification system](#) (2022) promoted by PNRR, under the responsibility of the Department for Equal Opportunities, aims to guide and encourage companies to adopt adequate policies to reduce the gender gap in all the most critical areas. These include, for example, opportunities for growth within the company, equal pay for equal work, and maternity protection.²
- **2022** Budget Law increases the share of the **Municipal Solidarity Fund (FSC)** allocated to enhancing the number of available places in kindergartens and educational services for children, and sets a guaranteed minimum level (33% locally by 2027).³

National strategy for Gender Equality

Italy adopted the '**National Strategy for Gender Equality**' or [Strategia nazionale per la parità di genere](#) to cover the 2021-2026 period. The main focus areas are work, salaries/income, competences, time, power, and COVID-19 impact.

Italy's vision to gender equality – as delineated in its GE strategy, is rooted in a comprehensive and forward-thinking framework.

“Making Italy a country where people of all genders, ages and backgrounds have the same opportunities for personal and professional development and growth, for access to education and employment, with no inequality in terms of income or dignity, and can realise their potential, knowing that equality is guaranteed with no compromises in a modern country that is ready to face the challenges ahead.”

As regards to Power focus, it aims to *support an equitable gender distribution in top management and economic, political, social and cultural leadership roles, in terms of both representation and accountability, and encourage the training and development of a large talent pool of equal gender representation.*⁴

² Department for Equal Opportunities. (2023). Attuazione misure PNRR, sistema di certificazione della parità di genere. Retrieved from: <https://www.pariopportunita.gov.it/it/attuazione-misure-pnrr/sistema-di-certificazione-della-parita-di-genere/>

³ Alleanza Italiana per lo Sviluppo Sostenibile (ASviS). (n.d.). Goal 5: Parità di Genere. Retrieved from <https://asvis.it/goal-5-parita-di-genere/>

⁴ Department for Equal Opportunities, Presidency of the Council of Ministers. (n.d.). Gender Equality Strategy. Retrieved from https://www.pariopportunita.gov.it/media/2049/strategia_parita_genere_en.pdf

However, the strategy still adheres to an **anachronic gender binarism approach**, which overlooks the wide spectrum of gender identities beyond the male-female dichotomy. This oversight fails to fully address the needs and rights of non-binary, genderqueer, and transgender individuals.

Furthermore, the strategy could benefit from a greater emphasis on **educational initiatives**. Education is a foundational pillar for societal change, and by not sufficiently prioritising initiatives aimed at dismantling gender stereotypes and promoting gender diversity from an early age, the strategy misses an opportunity to cultivate a more inclusive and equitable society from the ground up.

2.2 Structural bodies and institutions

Governmental Equality Bodies

Department for Equal Opportunities (DEO) or [Dipartimento per le pari opportunità](#) of the Italian Presidency of the Council of Ministers is the Italy's main government equality body. Created in 2006, it has supported the Office of the Minister for Equal Opportunities since 1997, now Minister for Equal Opportunities and Family (Decree of the Presidency of the Council of 12 February 2021). The Minister for Equal Opportunities and Family holds the highest level of governmental responsibility for gender equality.⁵ A variety of departments and ministries regularly consult the DEO about new and/or existing policies, laws, or programmes (in fields other than gender equality), although there is no legal obligation to do so.

Italian legislation acknowledges intersectionality and has a dedicated body for comprehensive discrimination prevention, although it focuses mainly on racial issues as per Decree No. 215/2003, it also includes gender issues. The **Italian National Office against Racial Discrimination (UNAR)** or "[Ufficio Nazionale Antidiscriminazioni Razziali: A Difesa delle Differenze](#)" addresses racial discrimination but also gender equality, in response to intersectional discrimination. In this regard, a [national strategy for LGBT+ 2002-2025](#) has been presented.

Independent equality body

The **National Equality Counsellor** or [Consigliera nazionale di parità](#) is a position established for the promotion and monitoring of the implementation of principles of equal opportunity and non-discrimination between men and women in the workplace. It is regulated by Legislative Decree 198/2006 and subsequent amendments.

The Counsellor is appointed by decree of the Minister of Labor and Social Policies, in agreement with the Minister for Equal Opportunities, from individuals who possess specific expertise and several years of experience in the field of women's work, regulations on equality and equal opportunities, as well as the labour market. This independent gender equality body is consulted on the majority of new or existing policies, laws, or programmes at both the governmental and parliamentary levels (in fields other than gender equality).

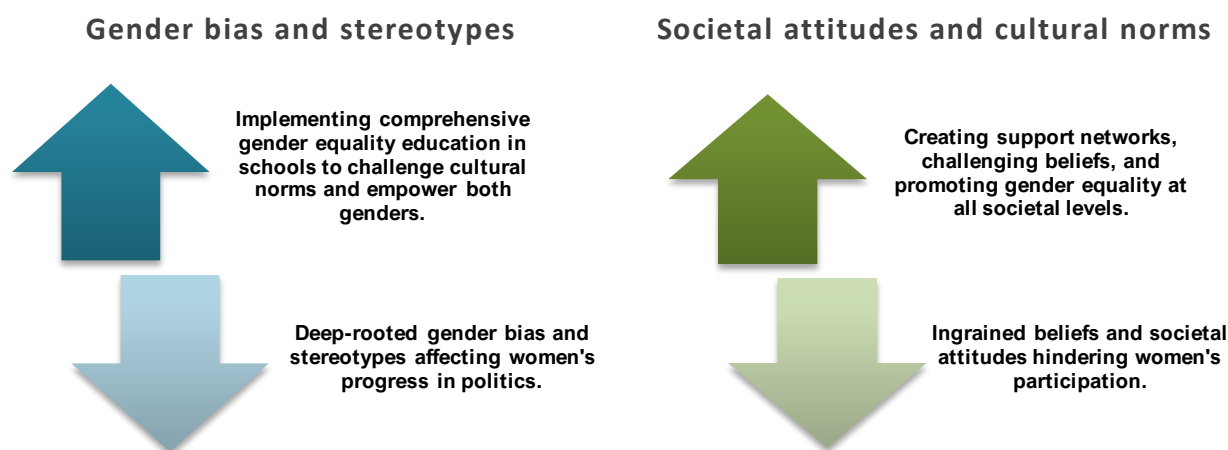
⁵ European Institute for Gender Equality. (n.d.). *Gender mainstreaming in Italy*. Retrieved from <https://eige.europa.eu/gender-mainstreaming/countries/italy#toc-references>

Launched in 2009, the **Italian Diversity Charter**, or "[Charter for Equal Opportunities and Equality at Work](#)", is a voluntary commitment by companies of all sizes in Italy to foster an inclusive corporate culture and non-discriminatory human resource policies. The Charter aims to create a workplace that offers equal opportunities and recognizes individual talents, contributing to both social equity and business competitiveness. It positions the signatory companies, along with the Sodalitas Foundation, as part of the European Platform of Diversity Charters, an initiative by the European Commission to fight workplace discrimination.

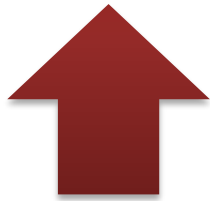
2.3 Key challenges and opportunities identified in the research phase

The initial phase of the FEMABLE project involved an extensive **desk and field research** at both national and local levels (see [FEMABLE policy toolkit & national reports](#)). This comprehensive analysis has led to the identification of several critical challenges and opportunities as regards to women political participation and representation, delving into the root causes and underlying factors that contribute to gender inequalities at decision-making and political level.

To provide a clear and insightful overview, the findings from the research phase have been visually represented, divided into different key sections or critical areas. Each section highlights the main criticalities of the current system, complemented by the positive actions proposed to respond to the needs identified.



Role models

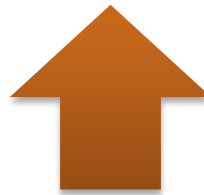


Promoting and highlighting achievements of women in leadership, ensuring symbolic representation, and involving women in key decision-making roles.



Lack of women's role models in politics.

Double standard and scrutiny



Advocating for equal standards, enforcing anti-discrimination laws, and shifting focus away from superficial aspects.



Women facing double standards and increased scrutiny in politics.

Work-life balance

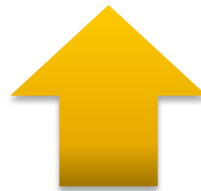


Providing support services, economic support, and flexible work arrangements to alleviate caregiving responsibilities.



Women struggling to achieve work-life balance in politics due to the disproportionate burden of care

Intersectionality



Programs to give voice to marginalized communities and promote inclusivity and diversity in political decision-making.



Lack of engagement and inclusion of women from diverse backgrounds.

Media influence

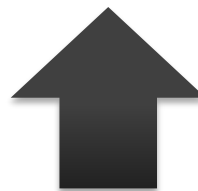


Advocating for fair and accurate representation through gender-sensitive media coverage, emphasizing diverse voices.



Unfair representation of women in politics in the media.

Other systemic barriers



Tackling barriers through training programs, promoting gender equality within political parties, and implementing quotas for women's representation.



Wage disparities, hostile work environments, limited promotion opportunities, etc

III. GENDER EQUALITY STRATEGY

1. Methodology

The methodology employed to develop this strategy is based on the guidelines provided under the ***Strategy Development Kit***, which delineates the framework and essential elements of a consistent gender equality strategy, ensuring that all crucial components, including goals, objectives, actions, indicators, and responsible stakeholders, are meticulously considered and integrated. The adoption of this approach aids in maintaining a coherent and systematic structure throughout the strategy development process.

Checklist for the development of a gender equality strategy:

- ☒ A: Review Research Findings and set overall goal (OG)
- ☒ B: Prioritize areas of focus
 - ☒ B1: Identify critical areas
 - ☒ B2: Asses the feasibility
 - ☒ B3: Asses the urgency
- ☒ C: Set clear strategic goals using SMART
 - ☒ D: Break down goals into strategic objectives (SO)
 - ☒ E: Define specific actions (SA)
 - ☒ F: Describe the expected outcomes (EO)
 - ☒ G: Target Population (TP)

2. Overall goal

The Italian FEMABLE Gender Equality Strategy aims to address and overcome deep-rooted cultural, societal and structural systemic barriers that hinder full representation and participation in politics of every person identified as a woman, ensuring they are empowered, visible, and actively engaged in all levels of political decision-making.

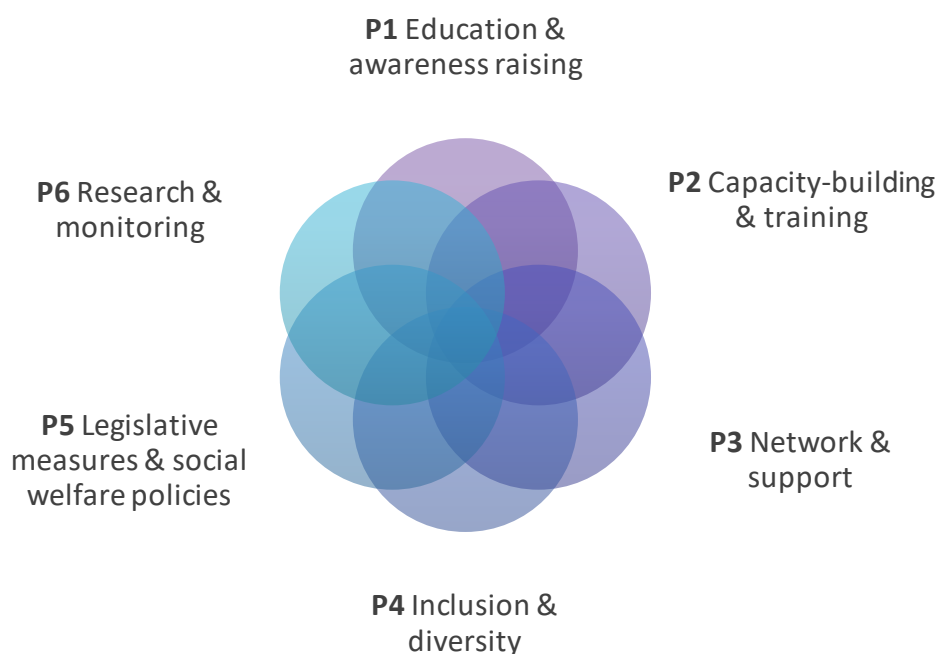
Through a multifaceted approach encompassing education, gender mainstreaming, capacity-building and training, support networks, diversity and inclusion approaches, legislative measures, and research and monitoring, the strategy seeks to bring about transformative change.

Therefore, the **overall goal (OG)** of the present strategy is;

To contribute to a more inclusive and equitable political landscape where all genders have equal opportunities, representation, and influence.

3. Priority areas

The research phase of the project within the local and national context led to the identification of **6 key priority areas**. These macro-topics are considered to effectively address the barriers and obstacles faced by women in politics and decision-making, by providing a structured and comprehensive framework.



Feasibility and Urgency

The priority areas identified in the realm of gender equality in politics and decision-making processes have been evaluated based on their feasibility and urgency. These criteria help assess how quickly and effectively each priority can be implemented and the immediate need for action in each area.

LIST OF PRIORITIES	FEASIBILITY	URGENCY
PRIORITY 1 EDUCATION AND AWARENESS RAISING	<p>High</p> <p>Initiatives in education and awareness can be rolled out relatively quickly and efficiently – actions can include school workshops & learning pills, seminars, and media campaigns, which require fewer regulatory changes.</p>	<p>High</p> <p>Educating and raising awareness are actions with a direct impact in the foundational understanding of gender equality and addresses deep-rooted stereotypes and biases. An early intervention is key to societal change.</p>

PRIORITY 2 CAPACITY-BUILDING AND TRAINING	Medium Implementing comprehensive training programs requires resources, planning, and time. It involves curriculum development, finding qualified trainers, and coordinating with multiple stakeholders.	Medium Capacity-building is essential, however is a gradual process that builds on the foundational awareness and understanding created by educational initiatives.
PRIORITY 3 NETWORKING AND SUPPORT	Medium Establishing networks and support systems involves coordination among various groups and may face some challenges. However, leveraging existing networks can ease the process.	Medium Networking is crucial for long-term support and empowerment.
PRIORITY 4 INCLUSION AND DIVERSITY	High Actions to promote inclusion and diversity can often be implemented within existing frameworks and policies, making them relatively feasible to initiate.	High There is a pressing need to address exclusion and discrimination, as these issues directly impact the fairness of political & decision-making processes.
PRIORITY 5 LEGISLATIVE MEASURES & SOCIAL WELFARE POLICIES	Low Changing laws or advocating for new policies is a complex process that involves multiple stages of approval and possible resistance. This makes it less feasible for quick implementation.	High The need to reform legal frameworks and advocate for gender-sensitive policies is urgent to protect rights and ensure equality.
PRIORITY 6 RESEARCH AND MONITORING	Medium Requires expertise, time, and resources.	Medium Research and monitoring are vital for informed decision-making and policy development but are usually part of a longer-term strategy rather than immediate action.

3.1 Priority 1: Education & awareness raising

Strategic Goal 1

To cultivate a comprehensive understanding of the gender perspective and diversity from an early age, creating a solid foundation in society that challenges and reshapes existing societal and cultural norms which are rooted in a patriarchal framework.

Strategic Objectives (SO)

SO1.1 To create a critical spirit in children and young people as regards to gender & diversity through a deep understanding of gender stereotypes, gender-based violence (GBV) and discrimination, and the influence of the patriarchy on our societies.

SO1.2 To raise public awareness for balanced gender representation and participation in the realms of governance and policy-making. Build collective recognition that diverse voices in power positions not only enrich the democratic process but are also crucial for fostering a fair and inclusive societies.

SPECIFIC ACTIONS

Actions to be conducted to reach **SO1.1**:

SA1.1.1 Implement a school curriculum that recognizes and addresses the societal, cultural, and structural challenges faced by women and other underrepresented genders. *I.e. integrating the history of (trans)feminism and gender perspectives into the existing educational framework for primary and secondary schools, and encourage a gender-sensitive communication.*

- **EO** Students develop an early understanding of gender inequalities and its importance in society from early childhood. Introducing gender equality in all subjects can help to break down stereotypes about gender roles and challenge the foundations of the patriarchal system.
- **TP** Primary, secondary and high school students.



Check the following **resources**

[Educational kit](#) developed by the *Stereotipi di genere* project

SA1.1.2 Provide specialized training for teachers on gender equality, inclusive pedagogies and how to introduce and handle gender-based discussions in the classroom.

- **EO** Educators are better equipped to teach and foster discussions related to gender stereotypes, gender-based discrimination and violence, gender-inclusive language and representation and other related topics.
- **TP** Educators and teachers, the whole school community.



Check the following **resources**

[Mind the Gap, step for gender equality](#) developed by AIDOS, APF, END FGM and *Médicos del mundo*.

[Alfabeti per l'educazione sentimentale](#), ABC project developed by AIDOS, APF, END FGM and *Médicos del mundo*.

SA1.1.3 Involve girls & women in educational and professional spheres traditionally dominated by men, debiasing education to reduce gender choices.

- **EO** A more inclusive and progressive educational environment that enhances young girls & women's autonomy in making future-oriented decisions, independent of societal expectations and gender roles.
- **TP** Young girls & women



Check the following resources

[Inspiring girls project](#) promoted by ValoreD

SA1.1.4 Conduct informative sessions & workshops in universities and higher education institutions about gender equality and political empowerment. Organize seminars with guest speakers, including women in political leadership, gender studies experts, and activists.

- **EO** Increased awareness among students about gender norms and stereotypes and their impact, and the need for empower and support women's leadership.
- **TP** Students, teachers, academia & the school community.



Check the following resources

[Cuaderno de participación y formación](#) developed by the Ministry of Women, Gender & Diversity of Argentina.

Actions to be conducted to reach the **SO1.2**:

SA1.2.1 Outreach campaigns highlighting the contributions of women in economic, social, and political spheres, aimed to raise awareness about the significance of women's participation as citizens and in decision-making roles.

- **EO** Enlightened general public on the crucial role women play and the need for their increased involvement in leadership positions.
- **TP** Civil society



Check the following resources

[Ted Talks](#) related to women's leadership

SA1.2.2 Mainstreaming EU and National gender equality legislative measures to promote women's participation and representation among political parties, public institutions, private organizations, and the civil society, in order to make them recognize women's political participation as a fundamental right.

- **EO** Well-informed political parties, institutions, organizations and the wider public about the legislative measures to be implemented for promoting gender equality.
- **TP** Political parties, public institutions & private organizations.

SA1.2.3 Raise awareness and promote the use of gender-sensitive language and images, avoiding gender-biased and gender-discriminatory communication

- **EO** Increased use of gender-inclusive language and images and a more gender-aware public that recognizes and discourages the use of gender-biased and discriminatory language or images.
- **TP** Media, public institutions, local & national governments, policy-makers, private organizations and civil society



Check the following resources

[Toolkit on Gender-sensitive communication](#) developed by EIGE

[Linee guida per l'utilizzo di un linguaggio inclusivo](#) developed by University of Genova

[Linee guida per l'uso del genere nel linguaggio amministrativo](#) developed by MIUR

[Quel genere di parole](#) developed by Open future

[La Neutralità di genere nel linguaggio](#) usato al Parlamento Europeo, developed by European Parliament

[Gender & Media resource guide](#) developed by Freepressunlimited

SA1.2.4 Boost open dialogue between women political figures and the general public by adopting a more inclusive and participatory approach

- **EO** Increased public engagement for a closer relationship between the community and women political leaders through, for instance, open-to-public council meetings, hosting relevant speakers in events, and launching communication campaigns.
- **TP** General public.

SA1.2.5 Reshaping harmful media representation & narratives that perpetuate gender inequality by promoting communication that champions gender-diversity and challenges gender-based biases, leveraging the media role in influencing social perceptions.

- **EO** A fairer and more gender-sensitive media content and an increased public awareness and understanding of gender equality issues, and consequently a reduction of gender stereotypes in society
- **TP** Media professionals (journalists, content creators, editors) – as primary agents of change in the narrative construction. Gender equality advocates and organizations – as collaborators and monitors of progress.



Check the following resources & news

[STEP](#) - Independent Observatory on Media against Violence in Language towards Women.

[GIULIA Giornaliste, ingenero, power&gender, lasvolta*](#) - Italian independent online press platforms using a gender-perspective.

[Pagella politica](#) - Italian independent platform that verifies information from political statements, press articles and information circulating on the internet.

[WECAMS](#) - coalition of three European women's organisations set up with the specific aim of bringing an end to sexism in the media and advertising.

[Testo unico dei doveri dei giornalisti](#) *Articolo 5-bis Rispetto delle differenze di genere* approved on the 1st Jan 2021.

SA1.2.6 Launch a public awareness campaign focused on amplifying the visibility and importance of women's political participation and representation in the next EU election campaign of June 2024.

- **EO:** A more informed society that recognizes and values the key contributions of women in shaping policies and governance, understanding the need for their increased presence in political spheres, particularly in the context of EU elections.
- **TP:** Broader community, young voters.

3.2 Priority 2: Capacity-building & training

Strategic Goal 2

To encourage and support women in engaging in the political domain and decision-making processes, while fostering a more inclusive, safer and mindful social and political landscapes.

Strategic Objectives

SO2.1 To support and motivate women to follow political careers and successfully assume decision-making and top leadership positions.

- Enhancing the hard and soft skills essential for political and high-management roles in of women, thereby enabling their entry into and advancement within leadership positions.
- Cultivating self-esteem and confidence of women to facilitate and encourage their actively participation in community spaces (neighbourhoods, schools, universities, cities, etc).

SO2.2 To engage public bodies & institutions, private organizations, academia & civil society in capacity building initiatives designed to promote women’s rights, incorporate a gender perspective in all policies, and focus on preventing and tackling gender-based violence.

SPECIFIC ACTIONS

Actions to be conducted to reach **SO2.1**:

SA2.1.1 Provide mentorship programs to support women in their professional growth within private companies, public administration and other institutions.

- **EO** Increased number of women equipped with the technical know-how and practical skills required for high-level positions, politics, and other sectors.
- **TP** Women willing to embark on a political career, reach power positions or grow professionally.



Check the following resources

[Donne di governo](#) higher education school for women

[Prime minister](#) politic school for women

[Online course](#) to increase Women’s’ equality and empowerment, developed by UNitar

SA2.1.2 Implementing confidence-building programs, including coaching and peer support groups, to boost self-esteem and assertiveness among women.

- **EO** Empowered women with the confidence, assertiveness, and interpersonal skills necessary to navigate and lead in decision-making environments.
- **TP** Women willing to embark on a political career, reach power positions or grow professionally.



Check the following [resources](#)

[Power Talks](#) promoted by Pangea

Actions to be conducted to reach **SO2.2**:

SA2.2.1 Adopt and implement gender diversity & inclusion training programs, including relevant topics such as women rights, (trans)feminist history, social justices' issues to cultivate a deeper understanding of gender equality, diversity and inclusion principles.

- **EO** Increased awareness among employees about gender equality principles, identify gender inequalities, include the gender perspective when formulating and implementing policies, importance of diversity & inclusion. Increased workplace gender diversity and inclusive practices.
- **TP** Private entities and public institutions, employees.



Check the following [resources](#)

[Gender Equality Training \(GET\)](#) developed by EIGE.

[Guidelines on Diversity & Inclusion in the workplace](#): UN Global Compact Network Italy Observatory's experience.

3.3 Priority 3: Networking & support

Strategic Goal 3

To foster and strengthen networks among key stakeholders to advance women's rights, promote solidarity, build synergies and enhance collaborative efforts among (trans)feminist political movements.

Strategic Objectives

SO3.1 To establish or enhance new or existing networks of cooperation to amplify the voices of women to reach a wider audience, conducting community actions, learn from others' experiences and knowledge, share best practices and build confidence.

SPECIFIC ACTIONS

Actions to be conducted to reach **SO3.1**:

SA3.1.1 **Joining, supporting and cooperating with local and/or national social organizations & grass-root entities advocating for gender equality and diversity empowerment.**

- **EO** Network members will learn from the experiences and expertise of others, will connect with other people to create synergies, will have access to more resources and support which can help them to reach common goals.
- **TP** All individuals and organizations, including communities, social organizations, private companies, public institutions & governments.



Check the following resources

[Rete Donne Transfeminista](#) promoted by Arcigay

[Rete di donne per la politica](#) network based in Genova.

Guide in [Capacity building of peers in multiplication and networking strategies](#) developed under the [Mariposa project](#).

SA3.1.2 **Establishment of a local and/or national registry of social organizations addressing gender and diversity topics, to strengthen their collaboration with governments & public organizations.**

- **EO** Enhanced recognition and visibility of the work of social organizations, strengthening the initiatives they undertake within their communities.
- **TP** Local and national social organizations, NGOs, etc. working for gender-equality.

SA3.1.3 **Holding events featuring women role models representing political leadership for sharing experiences, innovative ideas & best practices.**

- **EO** Participants will learn from the experiences and expertise of others, will connect with other people to create synergies, will have access to more resources and support which can help them to reach common goals.
- **TP** All individuals and organizations, including private companies, public institutions & governments.



Check the following resources

[Women & the city](#) - First festival entirely dedicated to women and urban spaces, features meetings with journalists, academics, sociologists, project managers, and many other figures to rethink urban spaces and practices, making them accessible and inclusive.

3.4 Priority 4: Inclusion & Diversity

Strategic Goal 4

To ensure inclusion and representation of women from marginalised, vulnerable and/or minority groups in politics and decision-making, addressing intersecting factors that contribute to deepening exclusion, such as ethnic origin, sexual diversity, disability, socio-economic level, among other variables.

Strategic Objectives

SO4.1 to enhance civic participation and engagement of vulnerable, marginalized women, such as women with migrant background, women with disabilities, women of different ages and socio-economic classes.

SO4.2 to promote policies that foster inclusivity and diversity among private and public sectors, creating more equitable environments for all members of society which take intersectional factors of oppression into account.

SPECIFIC ACTIONS

Actions to be conducted to reach **SO4.1**:

SA4.1.1 Conduct inclusive participatory processes such as public consultations, co-creation initiatives, roundtables and/or discussion forums addressing women from underrepresented groups, allowing them to participate in the governance of their community.

- **EO** Increased citizen engagement in public decision-making especially those from marginalized groups, improved responses to community needs, and enhanced trust in institutions.
- **TP** Women from minority groups, including those with migrant backgrounds, disabilities, and various socio-economic status.



Check the following resources

[Open Government](#) and the [OECD Open Government Dashboard](#), an innovative visualization tool comprising numerous indicators on different open government topics.

[ParteciPA](#) platform - initiative of the Italian Government dedicated to facilitating public consultation and participation processes. Additionally, check the [Hub partecipazione](#), a platform that promotes and supports public participation policies carried out in Italy.

SA4.1.2 Engage with community linkers, group representatives, and grassroots organizations to better understand the needs of vulnerable and marginalized groups and advocate for their rights and inclusion.

- **EO** Deeper understanding of specific vulnerable and underrepresented groups needs and more targeted advocacy efforts.
- **TP** NGOs, community and grass-root organizations working with marginalized, vulnerable and/or underrepresented groups.

Actions to be conducted to reach **SO4.2**:

SA4.2.1 Adopt non-discrimination and equal opportunity policies in the workplace to tackle gender discrimination to ensure gender-balanced leadership and equitable career advancement opportunities for all genders

- **EO** A more inclusive workplace environment that supports gender equality in recruitment and career advancement.
- **TP** Employers, HR departments, and job candidates.



Check the following resources:

[Gender & Diversity Management policy](#) developed by CESIE

3.5 Priority 5: Legislative measures & social welfare policies

Strategic Goal 5

To improve legislative frameworks and advocate for policies that ensure equitable participation and representation, while also preventing and addressing gender-based violence (GBV) against women in politics and decision-making

Strategic Objectives

SO5.1 to introduce and/or enhance positive actions in political and public decision-making.

SO5.2 to improve legal frameworks to tackle sexism, discrimination and violence in elections, politics & private companies.

SO5.3 to enhance public and private welfare services to counteract the disproportionate burden of care work typically undertaken by women.

SPECIFIC ACTIONS

Actions to be conducted to reach **SO5.1**:

SA5.1.1 Implement and raise gender quotas in election lists & alternate positions of candidates of different genders, requiring a 50% gender quota. – raising the legal quota under the Golfo-Mosca law. *Italian national and regional legislation mandates a maximum 2/3 representation of either gender in candidate lists. The proposal is to modify this to an exact 50% representation for true gender parity.*

- **EO** Enhanced gender equality and visibility of women in political candidacy & more equitable representation in electoral processes.
- **TP** Political parties, women electoral candidates.

SA5.1.2 Improve gender-based preferential voting system by using a dual, triple or quadruple gender preference in local elections *National law mandates one vote each for male and female candidates. This could be expanded in some regions, where voters have up to four preferential votes.*

- **EO** Fairer representation of genders in the political domain and decision-making.
- **TP** Political parties, women electoral candidates.

SA5.1.3 Provide sponsorship programs for women's initiatives, encouraging their engagement in new business or political careers.

- **EO** Increased opportunities for women and the LGBTI+ community to develop professionally and assume leadership roles.
- TP** Private companies, public institutions & governments.

**Check the following resources:**

[Fondo Impresa Femminile](#) – Italian ministry incentive that supports the creation, development, and consolidation of women-led businesses through non-repayable grants and subsidized loans.

Actions to be conducted to reach **SO5.2:****SA5.2.1 Implement and strengthen policies for zero tolerance towards political & institutional gender-based violence (GBV) and hate speech, preventing and combating multiple forms of discrimination such as physical, psychological, social, and symbolic violence.**

- **EO** A safer and more respectful political environment free of gender-based violence.
- **TP** Political institutions, parliamentarians, politicians, political candidates, employees and staff members involved in political processes and institutional operations.

**Check the following resources:**

[Parlamenti senza sessismo e molestie sessuali](#) developed by Council of Europe, who launched [#Notinmyparliament](#) initiative in 2018 (check the [video](#))

[Political violence targeting women](#) – a research hub created by ACLED to provide a platform for near real-time information on political violence targeting women (PVTW) and political violence targeting women in politics (PVTWIP) around the world

In Argentina, *political violence* was incorporated as a type of gender violence into Law No. 26.485 for comprehensive protection to prevent, sanction, and eradicate violence against women in the areas where they develop their interpersonal relationships.

Actions to be conducted to reach **SO5.3:****SA5.3.1 Promote effective work-life balance policies to support equitable participation in the care workforce. I.e. work flexibility, breastfeeding at the work-place, establishment of crèches and play centres for families, allow equal paternity leaves by establishing fully paid, significant, and non-symbolic paternity leave, etc.**

- **EO** More equitable distribution of caregiving responsibilities, reduced gender bias in care-related leaves, improved balance between their professional and personal lives leading to increased job satisfaction and productivity.
- **TP** Employees of all genders in both the public and private sectors.

**Check the following resources:**

[Family Audit Certification](#) – an initiative promoted in the province of Trento, has been identified by EIGE as a [good practice](#) for gender equality. The "Family Audit" standard is a certification tool, with its corresponding trademark, that qualifies an organization as attentive to the needs of work-family balance for its employees.

3.6 Priority 6: Research & Monitoring

Strategic Goal 6

To effectively measure, monitor and report on Gender Equality in the political arena while conducting in-depth research to oversee progress, implement targeted improvements and offer a comprehensive understanding of gender dynamics in politics.

Strategic Objectives

SO6.1 to monitor & asses the status and progress of gender equality performance through the collection of common indicators and relevant data to evaluate the gender impact.

SO6.2 to promote gender-studies within higher education institutions, encouraging academic and institutional research into the political participation and representation of women.

SPECIFIC ACTIONS

Actions to be conducted to reach **SO6.1**:

SA6.1.1 Establish gender-based registers using disaggregated and consistent data to conduct detailed studies on women in the field of politics and decision-making.

- **EO** Greater recognition, comprehension & awareness of gender-based barriers and discrimination hindering women's entry into politics and decision-making spheres, leading to the development of well-informed policy-making and targeted interventions.
- **TP** Public institutions, organizations specializing in data analysis & independent monitoring observatory bodies.



Check the following resources

[Gender Statistics Database](#) developed by EIGE contains data on the numbers of women and men in key decision-making positions across a number of different life domains in order to provide reliable statistics that can be used to monitor the current situation and trends through time.

[Women Count](#) - Gender data collection platform. See Italy's country profile

[Position paper 2023 for goal 5](#) developed by ARVIS, measures and monitors the 17 Sustainable Development Goals (SDGs) at European and country levels. Check also the ODS indicators [database](#) for comprehensive data.

[Gender equality index of Italy](#) in the field of power broken down by indicators.

[Manuale per l'analisi di genere](#) developed by Agenzia Italiana per la cooperazione allo sviluppo.

[Gender Equality indicators: What, Why and How?](#) - Gendernet practical notes developed by OECD.

SA6.1.1 Conduct an internal audit to measure the adequacy, effectiveness and relevance of institutional or company practices in promoting gender equality.

- **EO** Identification and improvement of weak areas in gender equality practices, enhanced policy implementation, and increased organizational transparency.
- **TP** Private companies, public institutions and other types of organizations.



Check the following resources:

[Inclusion Impact Index](#) developed by Valore D The index measures the organisational impact in four macro-areas: governance, ability to attract, develop and enhance female talent over time. The indicators of each area are based on international ESG sustainability standards, and the company can, therefore, use the results obtained to complete the mandatory non-financial information in its annual report.

[Gender Gap Analysis Tool](#) - self-assessment tool developed by the UN Global Compact and linked to the WEPS

[Standard 405](#) on Diversity & Inclusion developed by GRI (Global Reporting Initiative), which requires the private sector to collect and analyse most of the data (number of recruitments, number of promotions and salaries) disaggregated by gender.

SA6.1.3 Comply with gender pay gap transparency EU directive 2023/970. *All workers, already during the selection phase, have the right to receive information about the salary recognized for the role for which they are applying or for the professional category.*

- **EO** Increased awareness and reduction of the gender pay gap, leading to fairer compensation practices across entities and organizations.
- **TP** All employees within a private organization

Actions to be conducted to reach **SO6.2:**

SA6.2.1 Support institutional research on the interrelated topics of *gender & political participation* and foster gender studies programs to deepen understanding of gender dynamics and dismantling patriarchal systems in politics.

- **EO** Enhanced academic knowledge on gender in politics, leading to more gender-sensitive political practices and policies.
- **TP** Academics, researchers, political analysts, students, and policy-makers with a focus on enhancing women's participation in politics.



Check the following resources:

[Culture di genere](#) – Interuniversity research centre on gender studies

[Centro studi sul genere e l'educazione](#) - promoted by University of Bologna

[ABCD](#) - centro Interdipartimentale per gli Studi di Genere dell'Università di Milano-Bicocca.

[CIRQUE](#) - Inter-university Centre for Queer Research

[Studi e Politiche di Genere](#) – First Level University Master's Degree

[Gender studies](#) promoted by University of Pisa

4. Resources

Find below a comprehensive, though not exhaustive, table with a selection of useful and relevant **organizations, initiatives, tools, and materials** that can significantly serve in the implementation of the Italian Gender Equality strategy.

**Each entry in the table is accompanied by a brief description, its scope of application (local, national, or EU level), and its alignment with specific priorities.*

TITLE	BRIEF DESCRIPTION	LEVEL	LINKED PRIORITY
Stereotipi di genere stereotipidigenera.eu/	A comprehensive and free tool for addressing stereotypes and gender equality in primary and middle school classrooms.	National	Priority 1
Rewiring project re-wiring.eu/	RE-WIRING seeks to rewire institutions to prevent and reverse gender inequalities, catalyse change processes, and actively involve diverse stakeholders in the research process.	European	Priority 1
AIDOS aidos.it	AIDOS focuses on empowering women and girls through projects in sexual/reproductive health, economic empowerment, education, and capacity building.	National & International	Priority 1, 2 and 3
<i>Inspiring girls (promoted by Valore D)</i> videohub.inspiring-girls.com	The project, active in Italy and other countries, aims to challenge gender stereotypes in girls' education and career choices by connecting them with women leaders in various fields. The initiative reaches girls aged 10-15 through workshops, mentoring sessions, and a "Non è da maschio" social media campaign.	International	Priority 1 and 3
<i>Intheboardroom (promoted by Valore D)</i> intheboardroom.it	Education programme that includes targeted training, discussion and networking with experts, coaching and self-empowerment workshops, with the aim of driving and promoting the inclusion of talented women on boards of directors.	National	Priority 2
Arcigay www.arcigay.it/	Arcigay is the main Italian LGBTI non-for-profit organization. At the national level, acts as an advocacy player, politically and institutionally. At the local level, supports its committees and affiliated associations.	Local, National	Priority 2 and 3
Valore D valored.it	The first corporate association promoting gender balance and an inclusive culture to foster companies and country growth.	International	Priority 3

Consulta delle Donne	A national initiative that brings together women from diverse sectors for dialogue on gender equality and women's empowerment, influencing policy and public debate on gender issues.	Local & National	Priority 3
Circolo Arci arci.it	Progetto SWAT <i>Supporting Women, Arousing Talents</i> https://www.arci.it/campagna/s-w-a-t/	National	Priority 3
Non una di meno nonunadimeno.wordpress.com	National political organization and wide network	Local & National	Priority 3
Rete per la parità www.reteperlaparita.it/	La rete per la parità is among the associations that have been actively participating in the Italian Alliance for Sustainable Development since the beginning of 2016.	National	Priority 3
Donne in quota donneinquota.org/	Established in Milan in 2006, aims to increase women's involvement in politics. The organization focuses on achieving gender-balanced political representation and addressing women's portrayal in the media.	National	Priority 3
Rete di donne in politica retedidonneperlapolitica.wordpress.com/	Based in Genova (IT), focuses on combating gender stereotypes, violence against women, and discrimination based on gender and sexual orientation. Their mission is to increase women representation in decision-making roles and promote women's culture.	Local	Priority 3
ASVIS – Alleanza italiana per lo Sviluppo sostenibile asvis.it/goal5	È una rete di oltre 300 soggetti impegnati per l'attuazione dell'Agenda 2030 delle Nazioni unite.	National	Priority 3 and 6
Inclusion Impact Index (promoted by Valore D) inclusionimpactindexplus.valored.it/landing	The Inclusion Impact Index offers all companies the opportunity to map their diversity and inclusion policies and measure their effectiveness.	European	Priority 6
Genport genderportal.eu	GenPORT is a <u>community sourced</u> internet portal for sharing knowledge and inspiring collaborative action on gender and science.	National	Priority 6

5. Organizations and strategic alliances at a local and national level

To successfully reach the proposed objectives, it is essential to apply a **collaborative and multifaceted approach** involving various entities. This includes not only public institutions and governments at both national and local levels but also independent bodies, civil society organizations, international agencies and individuals. Additionally, the role of media, academic institutions, and other key stakeholders is crucial.

These include:

- › **Local government bodies:** City councils, municipal governments, and other local administrative bodies play a crucial role in policy-making and implementation.
- › **National level institutions:** Relevant ministers and gender equality bodies.
- › **Political parties and elections candidates**
- › **Community organizations:** Grassroots groups, neighbourhood associations, and community centres can facilitate outreach and engagement at the community level.
- › **Educational institutions:** Schools and universities can contribute by incorporating gender equality into their curricula.
- › **Non-Governmental Organizations (NGOs):** NGOs focused on women's rights, social justice, and community development can provide expertise and advocacy.
- › **Private entities and employees:** Incorporating gender equality policies in workplace practices and corporate social responsibility initiatives.
- › **Women's groups and networks:** Local & National women's organizations and networks can offer support, resources, and advocacy for gender equality.
- › **Media:** Journalists can raise awareness and educate the public on gender equality issues.
- › **Civic society:** Individuals have the power to effect change through their daily actions, by participating in social justice movements, and by exercising their right to vote, among others.

Each of these actors can contribute to the promotion and implementation of a gender equality strategy, fostering a more inclusive and equitable political landscape.

6. Monitoring and evaluation

A robust Gender Equality strategy should incorporate a monitoring & evaluation phase, where all specific actions undertaken are subsequently checked and assessed. However, specific means of verification for the stated objectives were not included, due to constraints linked to the CERV project, which render such verification unaffordable within the confines of an EU-funded project of this scale. This section offers a brief guidance on the initiatives that could be implemented for this purpose.

See below *some* actions aimed at effectively **monitor** the implementation of a Gender Equality strategy:

- ☞ **Regular data collection** based on a systematic gathering of data related to women's participation in politics and decision-making roles.
- ☞ **Collection stakeholder's feedback** through regular consultations with women politicians, policymakers, and civil society organizations.
- ☞ **Progress reviews** by doing periodic assessments against the set objectives and targets, analysing trends over time and comparing with other regions or countries, especially within the European context.

The following **Key Performance Indicators** are *some* of the quantifiable measures that can be used to assess the strategy's success over time.

- Representation ratio: Percentage of women in political positions at various levels (local, regional, national).
- Election data: Number of women, elected women officials, and women in leadership roles within political parties & private boards.
- Gender equality index: Comparison of the number of women to men in decision-making roles.
- Public perception surveys: Measuring public attitudes towards women in politics and leadership roles.
- Training and development opportunities: Availability and uptake of programs designed to empower women politically.



Check the following resources which can provide valuable and comparative data to assess the effectiveness of a gender equality strategy in Italy and in Europe.

[European Institute for Gender Equality](#) (EIGE) offers a range of resources, research, and data on gender equality in the EU, including political empowerment.

[Italian National Institute of Statistics](#) (ISTAT) provides statistical data on gender issues in Italy, including women's participation in politics.

[EUROSTAT](#) is the European statistical office providing data on gender equality across EU member states.

[Council of Europe's Gender Equality Strategy](#) offers guidelines and benchmarks for gender equality, including in the political sphere. Check the Monitoring Portal for delving into the metadata collected at a European level as regards to the main dimension: "*Leading equally throughout society*"

7. Communication & Advocacy

This section is key for raising public awareness, mobilizing support, and influencing policy changes. The FEMABLE project, strategically designed to roll out the national strategy in all partner countries upon completion, incorporates communication and advocacy initiatives as a core component of the project. See below the defined objectives, target audiences, and planned activities that will be undertaken, which could be replicated in other contexts for dissemination purposes.

WHY are communication & advocacy efforts necessary?

- To ensure the effective **adoption of National Gender Equality (GE) Strategies** in partner countries, broadening their online availability and accessibility across the EU member states.
- To build the **capacity, skills and understanding** of stakeholders, empowering them to effectively engage with and promote gender equality initiatives.
- To create **good examples of implementation** that will support the future spread, and implementation of the National GE strategies developed.
- To **inspire and inform** future efforts towards achieving gender equality and political inclusiveness across Europe.

WHO is going to be addressed?

The targeted audience of these efforts include, as outlined in *section 5*, a broad spectrum of organizations and strategic partners at both local and national levels. This encompasses Gender equality bodies; Public authorities (municipalities and relevant ministry departments); Political parties; Election candidates (local, National or European); Media; Civil society organizations & NGOs fighting phenomena of gender-based discrimination; Academic staff in the field of gender-studies and political participation; Young voters

WHAT type of activities will be implemented to achieve effective dissemination?

- Conducting (2) *workshops and seminars* based on the National Gender Equality strategy, engaging participants who are key in catalysing change regarding women political influence. These workshops will use simulated scenarios and interactions to provide hands-on learning experiences.
- Hosting (2) *hybrid events* aimed at fostering public discussions on women political representation and participation, and its importance at local, national, and European levels. Organizing a final event to showcase best practices in implementing a gender equality strategy, featuring model women political figures.

IV. BIBLIOGRAPHY

1. **ASviS. (2023).** *L'eguaglianza di genere: Un obiettivo trasversale.* Alleanza Italiana per lo Sviluppo Sostenibile. Retrieved from https://asvis.it/public/asvis2/files/Pubblicazioni/PositionPaper/2023/PositionPaperASviSGoal5_eguaglianza_genere.pdf
2. **Camera dei deputati XVIII LEGISLATURA. (2022, March 2).** *Legislazione e politiche di genere. Documentazione e ricerche.* Retrieved from https://documenti.camera.it/leg18/dossier/pdf/ID0007.pdf?_1704808444747
3. **Commissione per le Pari Opportunità & Servizio donna della Provincia autonoma di Bolzano–Alto Adige/Eurac Research. (2022).** *Più donne in politica. Prospettive e soluzioni.* Bolzano, Italia. Retrieved from https://webassets.eurac.edu/31538/1655820094-frauenstudie_it_web.pdf
4. **Council of Europe. (2018).** *Gender Equality Strategy 2018-2023.* Retrieved from <https://rm.coe.int/ge-strategy-2018-2023/1680791246>
5. **Department for Equal Opportunities, Presidency of the Council of Ministers. (2021, July).** *Gender Equality Strategy.* Retrieved from https://www.pariopportunita.gov.it/media/2049/strategia_parita_genere_en.pdf
6. **Food and Agriculture Organization of the United Nations. (2017).** *Regional Gender Equality Strategy for the Near East and North Africa 2017-2020.* FAO. Retrieved from <https://www.fao.org/3/i7116e/i7116e.pdf>
7. **International Planned Parenthood Federation. (2017).** *IPPF 2017 Gender Equality Strategy.* Retrieved from <https://www.ippf.org/sites/default/files/2018-04/IPPF%202017%20Gender%20Equality%20Strategy%20-%20English.pdf>
8. **Italian Chamber of Deputies. (2023).** *Partià di Genere.* Camera dei Deputati. Retrieved from https://www.camera.it/temiap/documentazione/temi/pdf/1355827.pdf?_1707213665904
9. **Ministerio de las Mujeres, Géneros y Diversidad. (2020).** *Cuaderno de participación y formación. Registro de Promotorxs. Territoriales de Género y Diversidad a Nivel Comunitario Tejiendo Matria.* Retrieved from https://www.argentina.gob.ar/sites/default/files/cuaderno_de_participacion_y_formacion_-_registro_tejiendo_matria.pdf
10. **Ministerio de igualdad, Gobierno de España. Instituto de las Mujeres. (2022).** *Plan Estratégico para la Igualdad Efectiva de Mujeres y Hombres 2022-2025.* Retrieved from <https://www.inmujeres.gob.es/publicacioneselectronicas/documentacion/Documentos/DE1824.pdf>

11. **Ministerio de las Mujeres, Géneros y Diversidad, Gobierno de Argentina (2023).** *Guía de Recursos para Organizaciones Sociales y Comunitarias del Ministerio de las Mujeres, Géneros y Diversidad.* Retrieved from <https://editorial.mingeneros.gob.ar:8080/xmlui/handle/123456789/33>
12. **Ministry of Health and Social Protection, Government of Albania. (2021).** *National Strategy for Gender Equality 2021-2030.* Retrieved from https://shendetesia.gov.al/wp-content/uploads/2022/02/WEB_Strategjia-Kombetare-EN.pdf
13. **OCDE and Government of Colombia (2021).** *Promoción del acceso a la política por parte de las mujeres a nivel local en Colombia. Caja de Herramientas OCDE.* Ministerio de Justicia y del Derecho. Retrieved from <https://www.minjusticia.gov.co/programas-co/tejiendo-justicia/Documents/publicaciones/genero/Caja%20de%20Herramientas%20OCDE%20Participaci%C3%B3n%20Pol%C3%ADtica%20de%20Mujeres%20FINAL%20Junio%202021.pdf>
14. **Presidency of the Council of Ministers - Department for Equal Opportunities, Government of Italy. (2021).** *National Strategy for Gender Equality 2021-2026.* Retrieved from <https://www.pariopportunita.gov.it/media/2022/national-strategy-for-gender-equality-2021-26.pdf>
15. **United Nations Development Programme. (2022).** *Diagnóstico para El Salvador del Índice de Paridad Política.* UNDP. Retrieved from <https://www.undp.org/es/el-salvador/publicaciones/diagnostico-para-el-salvador-del-indice-de-paridad-politica>