

16 May 2022

ISTAT-UNAR SURVEY ON LABOUR DISCRIMINATION TOWARDS LGBT+ PEOPLE (IN CIVIL UNION OR FORMERLY IN UNION)

YEAR 2020-2021

ISTAT and UNAR (National Anti-Racial Discrimination Office) present the main results of the survey on labour discrimination against LGBT+ people (in civil union or formerly in union), which is one of the surveys included in the research project¹ "Labour discrimination against LGBT+ people and *diversity policies* implemented in companies". The aim is to provide an informative picture of the diffusion and perception of the different forms of discrimination, threats and aggression that LGBT+ people in Italy may have suffered, at work and in other contexts of life.

The survey, carried out in 2020-2021, was addressed to over 21,000 Italian residents who, as of 1 January 2020, were in civil union or formerly in civil union (due to dissolution of the union or death of the partner), considering both civil unions celebrated in Italy and the transcriptions of unions (or similar institution) celebrated abroad.

The results of this survey cannot therefore be considered representative of the entire homosexual and bisexual population. People in civil unions are indeed a collective with particular characteristics, made up of individuals who wanted to make use of the tools provided by the legal framework to have their status as a legally recognised couple.

The first part of the report illustrates the main socio-demographic characteristics of people in civil union or formerly in union who declare themselves to be homosexual or bisexual, and investigates the possible disadvantages in the working environment that the interviewees attribute to their sexual orientation, with a particular focus on *coming out* and micro-aggressions at work.

The second part focuses on the experiences of discrimination that people in civil union or formerly in union, homosexuals and bisexuals, state they have experienced in Italy in the workplace; these are events or situations in which the person feels they have been treated less favourably than others because of certain characteristics (e.g. foreign origins, health conditions, religious beliefs or political ideas, gender, sexual orientation, etc.). In particular, discrimination that respondents report having suffered while looking for a job or while working as an employee, situations in which a hostile atmosphere was perceived or threats or aggression occurred were investigated. With reference to the last situation of discrimination experienced, the reasons that the interviewees believe caused it are analysed.

The third part gives a general picture of the discrimination suffered in different contexts of daily life (e.g. finding a house, access to social and health services and use of public services) and that the interviewees believe to be linked to their sexual orientation. In addition, an initial representation is offered of the respondents' perception of the phenomenon of discrimination linked to sexual orientation and gender identity in Italy, and of the actions considered relevant to adopt in favour of LGBT+ people.

¹ The researches are part of the activities envisaged by the collaboration agreement between Istat and UNAR, signed on 1 March 2018 and supported by funding guaranteed by the availability of funds allocated under the National Operational Programme (PON) Inclusion 2014-2020, co-financed by the European Structural Fund (ESF), and in particular by Axis 3 (Social intervention systems and models) and Axis 4 (Administrative capacity) under UNAR's responsibility. Axis 3 of the PON 2014 - 2020 (Social Intervention Systems and Models) provides for an action to increase employability and labour market participation of the most vulnerable people. Axis 4 (Administrative capacity) includes action to increase transparency, interoperability and access to public data. For more information on the PON see <http://poninclusion.lavoro.gov.it/>.

HOMOSEXUAL AND BISEXUAL PEOPLE IN CIVIL UNION IN ITALY

More than 20,000 (95.2%) people in civil union or formerly in union who live in Italy declare a homosexual or bisexual orientation. As for the remaining 4.8%, they declare an asexual orientation 0.2%, another orientation 1.3%, and the remaining prefer not to answer.

Among those who declare a homosexual or bisexual orientation, 65.2% are gay, 28.9% are lesbians, 4.2% are bisexual women and 1.7% are bisexual men². This segment of the population is characterised by almost all Italian citizens, a clear majority of men (66.9%), a relevant share of older people (43.6% are 50 years old and over) and a more widespread concentration in the North of the country (61.2%) (Table 1). A different profile emerges from that of married people³ who are characterised by a higher share of young people (54.4% of 18-34 year olds) and a lower average level of education (61.3% have at least a diploma compared to 74.2% of people in union or formerly in union).

TABLE 1. HOMOSEXUAL AND BISEXUAL PERSONS IN CIVIL UNION OR FORMERLY IN UNION, LIVING IN ITALY BY SEXUAL ORIENTATION AND SOCIO-DEMOGRAPHIC CHARACTERISTICS. Years 2020-2021, absolute values and percentages*.

	SEXUAL ORIENTATION				TOTAL
	Lesbian	Gay	Bisexual (female)	Bisexual (male)	
AGE CLASS					
18-34	19.7	11.9	24.0	12.0	14.7
35-49	49.8	38.1	47.3	30.0	41.7
50 and over	30.5	50.0	28.7	58.0	43.6
CITIZENSHIP					
Italian	96.2	90.5	93.8	90.0	92.2
Foreigner and stateless person	3.8	9.6	6.2	10.0	7.8
EDUCATION					
Up to low-secondary school degree	22.6	24.4	16.6	29.2	23.6
High-school diploma	39.1	37.1	36.7	36.4	37.7
University degree and beyond	38.3	38.5	46.8	34.4	38.8
GEOGRAPHICAL AREA					
North	61.7	60.8	65.0	58.9	61.2
Centre	28.2	26.3	28.5	26.5	27.0
South and Islands	10.1	12.9	6.5	14.6	11.9
FAMILY STUCTURE					
I live alone	2.5	3.4	2.9	5.1	3.2
I live with my partner in union	72.7	89.4	67.9	87.1	83.6
I live with my partner in union and children (a)	18.9	2.0	23.7	1.1	7.8
More	6.0	5.2	5.5	6.8	5.4
TOTAL (absolute values)	5,828	13,162	847	352	20,189
Proportion of homosexuals and bisexuals in civil union or formerly in union (percentages)	28.9	65.2	4.2	1.7	100

*Sum of values may not add up to 100 due to rounding.

(a) Biological and non-biological children, both of the respondent and of the partner. Children are to be considered also when not legally recognised in Italy, that is to say children with whom there is no filiation relationship recognised by the Italian legal system.

In the female component, both the share of people with Italian citizenship (95.9%, against 90.4% observed in the male component) and that of those living in the Centre-North of the country is more relevant (90.4% against 87% of men). Women, who on average are younger (20.2% are under 35, against 11.9% of men), live more often with their partner and children (18.9% of lesbians, 23.7% of bisexual women, against negligible values for the male counterparts). On the whole, 8.4% have cohabiting or non-cohabiting children (19.9% among lesbians

² The labels lesbian and gay were given to people who defined themselves as homosexual.

³ This refers to the aggregate of people who got married in the period 2017-2019.

and 26% among bisexual women, against values close to 2% for men); the incidence drops to 7.7% if only minor children are considered.

People in civil union or formerly in union, homosexuals and bisexuals, living in Italy have a rather high level of education: 38.8% have at least a university degree, with a slightly higher share among women (39.4%), against a value of 15.3% for the whole population aged 15 and over resident in Italy. On the whole, they judge their own economic condition to be good: with reference to the 12 months preceding the interview, almost seven out of ten people consider the economic resources of the household (all the people with whom they live) to be adequate.

Reasons for civil unions and *coming out* in the family

Almost half of the homosexual and bisexual people interviewed said they had joined a civil union because "the civil union guarantees certain rights" (48.9%), while more than a third indicated as their main reason: "the union seemed to me to be the natural evolution of our relationship" (36.5%). This is followed, with more modest values, by the reasons "to claim the legitimacy of same-sex unions" (7.2%) and "to make our relationship official in the family, at work, etc." (4.6%). Nine per cent celebrated the union (or other similar institution) abroad and subsequently transcribed it in Italy.

In almost all cases the family of origin and friends of people in civil union or formerly in union are aware of their current sexual orientation, but for some of the interviewees the decision to *come out* has generated a negative reaction from their parents. Mothers showed hostility or rejection in more than a fifth of cases (21.8%), to a greater extent for women (28.8% compared to 18.1% for men). The negative reaction of fathers was slightly lower (19.8%), with a higher incidence for men (20.4% vs. 18.7%). When the son or daughter was civilly united, the mother and father did not accept the partner as part of the family in 4.8% and 6.4% of cases respectively.

About one in four respondents comes from a family where both father and mother have at least a diploma; 15.6% have at least one of their parents with a university degree.

Participation in the labour market

The population of people in civil unions or who have been in civil unions in the past, homosexuals and bisexuals, living in Italy is characterised by a high participation in the labour market (Table 2). Due to their high level of education and mature profile, the vast majority are employed (77%) or have been employed in the past (22.5%), only a negligible proportion have never worked (0.5%). The differences observed between men and women are partly due to the different age composition, but also to the widespread gender disadvantage in the Italian labour market. The percentage of those who, at the time of the survey, were not employed, but had been employed in the past, is higher among men (25.6% compared to 16.3%), who are more often retired, old age or seniority pensioners (50.6% among men and 36.1% among women).

One in five ex-employed women reports difficulty in finding a job, compared to 15.3% of men in the same situation. For women who have worked in the past, family reasons also play a significant role, indicated by 10.9%, against 4.8% of men in the same situation. A significant proportion of respondents reported difficulties linked to other reasons (12.2%), including health reasons and the effects of the pandemic.

Working as employee in the private sector is the predominant type of employment (with a higher share among women) and accounts for 68.4% of the employed and ex-employed. Also because of the mature profile of the population considered, in about nine out of ten cases employees or former employees have a stable position, being able to count, now or in the past, on an open-ended contract, with a higher share of fixed-term work among women.

Among the employed and formerly employed persons 27.1% have or had their last job in Italy as an independent. Women are more often employed as assistants in family enterprises and cooperative members, men as entrepreneurs and self-employed.

The most common type of independent freelance work (11.3%), with a slightly higher incidence among men. Only 1.8% of the independent or formerly independent (entrepreneurs, freelancers, self-employed) declare that they do or have done this type of work because as an employee they would have had problems related to their sexual orientation.

Overall, homosexual and bisexual people in civil union or formerly in civil union are more likely to be employed in the tertiary sector (health and social work, accommodation and food services and other services), where about one in two employed or formerly employed people are located. Women are more likely to be employed in 'health and social work' and 'other services', men in 'wholesale and retail trade, car and motorbike repair' and 'manufacturing, repair, maintenance and installation of machinery and equipment'.

Approximately half of the employed and formerly employed work or have worked in a high or medium skilled profession (highly specialised organisational, technical, intellectual, scientific or artistic activity and management of enterprises or management of complex public or private organisational structures).

TABLE 2. HOMOSEXUAL AND BISEXUAL PERSONS IN CIVIL UNION OR FORMERLY IN UNION, LIVING IN ITALY, EMPLOYED OR FORMERLY EMPLOYED, BY SEXUAL ORIENTATION AND CHARACTERISTICS OF CURRENT/LAST JOB IN ITALY. Years 2020-2021, absolute values and percentages*.

	SEXUAL ORIENTATION				TOTAL
	Lesbian	Gay	Bisexual (female)	Bisexual (male)	
EMPLOYMENT CONDITION					
(a)					
Employed	83.2	76.0	87.7	64.1	78.4
Not employed but has worked in the past	16.8	24.0	12.3	35.9	21.6
TYPE OF WORK					
Independents	24.0	28.1	28.1	41.5	27.1
Employees	76.0	72.0	71.9	58.5	72.9
Employees of which:					
Fixed-term	14.9	12.4	15.4	17.6	13.3
Permanent	85.1	87.6	84.6	82.4	86.7
Public sector	24.7	23.7	23.7	33.6	24.1
Private sector	67.7	69.0	68.6	56.8	68.4
In a mixed company (or I don't know)	7.7	7.4	7.8	9.6	7.5
TOTAL (absolute values)	5,745	12,735	847	335	19,662

*Sum of values may not add up to 100 due to rounding.

(a) Employed and unemployed, who have been employed in the past answered referring to their current and last job respectively.

However, women do or have done more executive office work and blue-collar or unskilled service work than men (5.6% vs. 3.8%; 16.9% vs. 13.3% respectively), while men are or have been more involved in managerial positions such as running a business or managing complex public or private organisational structures (25.6% vs. 19.7% among women).

Sexual orientation and the working sphere

The vast majority of homosexual or bisexual people (in civil union or formerly in union), whether currently or formerly employed, state that their sexual orientation is or was known to at least some of the people in their working environment (92.5%), with a lower incidence among bisexual people (86.2%, compared to 92.9% of homosexuals).

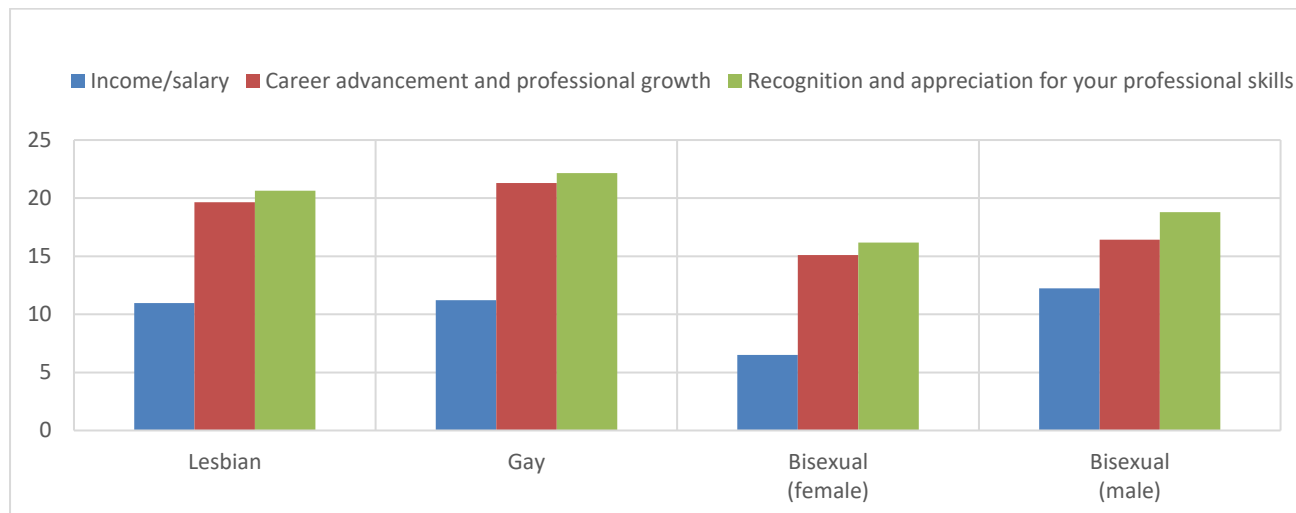
Most frequently, in the current or last job, colleagues of a similar rank are or were aware of the respondent's sexual orientation (84.5%), followed by the employer or superiors (76.7%) and employees or persons of a lower rank (73.2%). However, 32.2% stated that a colleague, a senior or junior person, a client or another person in the working environment had revealed their sexual orientation to others without their consent.

One in five people believe that their sexual orientation has disadvantaged them during their working life in terms of career advancement and professional growth, recognition and appreciation of their professional skills. In the respondents' assessment, it is less common to report a disadvantage with regard to the level of income/work pay (about one in ten employed or formerly employed people), but it is still more common for homosexuals than for bisexuals and for men than for women (Figure 1).

Overall, 26% of employed or formerly employed people say that being homosexual or bisexual has been a disadvantage during their working life in at least one of the three areas considered (career and professional development, recognition and appreciation, income and pay); this situation is reported to a greater extent by men (26.8% compared to 24.6% of women), by homosexuals (26.4% compared to 20.2% of bisexuals), by younger age groups (28.7% compared to 23.4% of people over 50), by foreigners (31.3% compared to 25.7% of Italian citizens), people with higher education qualifications (27.7% of university graduates compared with 43.7% of those with at least a lower secondary school diploma), those living in the North (26.5%, compared with 24% of those in the South) and those who work or have worked as employees (26.9%, compared with 23.6% of the independents).

Among employees or former employees, disadvantage linked to their sexual orientation increases as the number of people employed in the company/body in which the person works increases, while it decreases as the number of years of work in the same job increases. The phenomenon is also more reported among workers or former employees in the private sector and in those contexts where there is/was a *diversity manager*, due to a more widespread culture and awareness on these issues.

FIGURE 1. PEOPLE IN CIVIL UNION OR FORMERLY IN UNION WHO SAY THEY HAVE BEEN DISADVANTAGED FOR SEXUAL ORIENTATION REASONS DURING THEIR WORKING LIFE (a) BY TYPE OF DISADVANTAGE AND SEXUAL ORIENTATION. Years 2020-2021, percentage values



(a) This refers to persons in a civil union or formerly in a union, who have declared themselves homosexual or bisexual, who live in Italy and either are employed in Italy or had their last job in Italy or have never worked.

In relation to their current/last job⁴ 40.3% report, that they avoided talking about their private life in order to hide their sexual orientation, with a higher incidence among women (41.5% vs. 39.7% among men) and among employees or former employees (41.1% vs. 38.1% of the independents or former independents) (Table 3).

In addition, one in five said they avoided hanging out with people of their working environment in their free time to avoid the risk of revealing their sexual orientation. Men are more likely to report such behaviour (20.9% compared to 18.3% among women), as well as the avoidance of attending company events or other work-related social events (13.1% compared to 11.8%). In both cases, the incidence is higher among employees or former employees.

TABLE 3. ACTIONS TAKEN TO KEEP YOUR SEXUAL ORIENTATION UNKNOWN IN YOUR CURRENT/LAST JOB IN ITALY BY SEXUAL ORIENTATION (a). Years 2020-2021, percentage values

ACTIONS	SEXUAL ORIENTATION				TOTAL
	Lesbian	Gay	Bisexual (female)	Bisexual (male)	
Avoid talking about your private life	41.1	39.3	44.1	54.8	40.3
Avoid hanging out with people from the working environment in your free time	18.6	20.8	16.2	23.5	20.0
Avoiding attending corporate or other social events	11.8	13.3	11.8	8.0	12.7

(a) This refers to persons in civil union or formerly in union, who have declared themselves homosexual or bisexual, who live in Italy and who are employed in Italy or had their last job in Italy.

Workplace micro-aggressions related to sexual orientation

Micro-aggressions are 'brief daily interactions that communicate messages to some individuals as part of a group, subtle insults (verbal, non-verbal, and/or visual) directed at people often automatically or unconsciously' (Sue, 2010) that can affect a person's mental and physical well-being. According to the survey,

⁴ People who were employed and those who were not employed but had been employed in the past answered referring to their current and last job respectively.

approximately six out of ten people⁵ have experienced at least one form of micro-aggression at work related to sexual orientation (among those surveyed).

The incidence of the phenomenon is similar for men and women, but micro-aggressions are reported more frequently by homosexuals than by bisexuals (62% compared to 58.9%). In addition, the problem is more often reported by Italians (63% compared to 44.1% of foreigners) and by people with a medium-high educational qualification (62.7% of those with at least a degree compared to 58.9% of those with at most a law-secondary school diploma). The incidence is also higher among employees or former employees (62.3% against 60.3% of the independents or former independents).

Among those who said they had experienced at least one micro-aggression, almost all of them said they had heard someone 'calling someone a faggot or using the terms lesbian, gay or similar in a derogatory way' (more than 9 out of 10), but, although to a lesser extent, they had been 'asked about their sex life' (38.7%). Men are more likely to report that people have 'imitated their mannerisms (gesticulating, talking, dressing) to make fun of them' (21.5% compared to 9.3% among women) and 'taken their sexual availability for granted' (15.6% compared to 10.2%). Independent workers are more exposed to messages or considerations related to the sexual sphere (Table 4). Approximately one in two people have experienced more than one type of micro-aggression (41.5% report two or three); in 66.7% of cases the last experience was within the last three years.

TABLE 4. MICRO-AGGRESSIONS RELATED TO SEXUAL ORIENTATION EXPERIENCED IN THE CURRENT/LAST JOB IN ITALY.
Years 2020-2021, percentage values

	SEXUAL ORIENTATION				TOTAL
	Lesbian	Gay	Bisexual (female)	Bisexual (male)	
At least one micro-aggression (% of total number of persons in civil union or formerly in union) (a)	63,3	61,3	58,0	61,2	61,8
MICRO-AGGRESSIONS	% of those who reported having experienced at least one micro-aggression				
Hearing someone refer to someone as a faggot or use the terms 'lesbian', 'gay' or similar in a derogatory way	94.1	91.4	90.4	89.4	92.1
Being asked about your sex life	36.2	39.7	42.3	37.9	38.7
That your gestures, speech and dress were imitated in order to make fun of you	9.8	21.8	5.5	8.1	17.3
That your sexual availability was taken for granted	9.6	15.6	14.5	17.5	13.8
That your partner was not invited to social events	10.6	12.2	15.1	13.0	11.8
That it was implied that you only got your job because you were homosexual or bisexual	2.6	6.2	2.0	10.9	5.0

(a) This refers to persons in civil union or formerly in union who usually live in Italy, have defined themselves as homosexual or bisexual, are currently employed in Italy or have held a job in the past and the last job was in Italy, and who have or had superiors, colleagues, clients, other persons in the working environment.

With reference to the last experience of micro-aggression, 57.2% (of those who declared to have experienced at least one) report that the perpetrators of such events are colleagues of the same rank, followed by customers, suppliers, consultants and other people of the working environment. In 40.3% of the cases the person did nothing in response to the incident. In 28.2% of the cases the person immediately spoke with the person responsible of the incident. Following the incident, 6.9% seriously thought about quitting their job, but did not, 2.5% left their job.

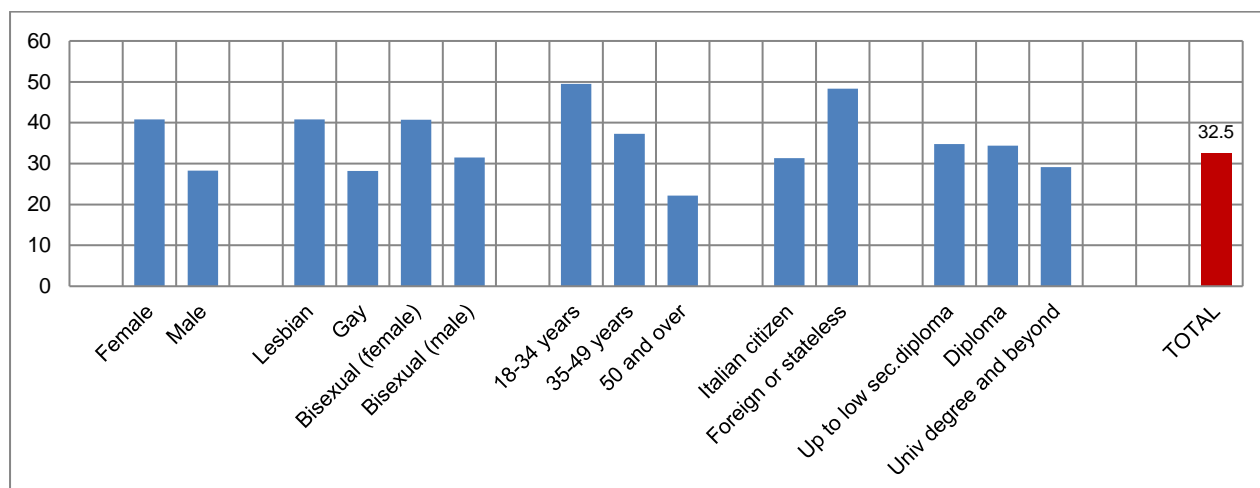
DISCRIMINATION IN EMPLOYMENT

Job search

Among homosexual and bisexual people in civil union or formerly in union living in Italy, one in three declares having suffered at least one event of discrimination, not necessarily linked to sexual orientation (e.g. foreign origins, outer appearance, health problems, religious beliefs or political ideas, gender, etc.) while looking for job. The percentage is higher among women (4 out of 10 cases among both lesbians and bisexuals). The phenomenon is less widespread among gays (28.2%), but this is also due to the higher average age of this group. Younger people (half of those aged 18-34), foreigners and people with a lower educational qualification report more discriminatory behaviour (Figure 2).

⁵ This refers to persons in civil union or formerly in union who usually live in Italy, have defined themselves as homosexual or bisexual, are currently employed in Italy or have held a job in the past and last job in Italy, and have or had superiors, colleagues, clients, other people in the working environment.

FIGURE 2. PEOPLE IN CIVIL UNION OR FORMERLY IN UNION WHO SAY THEY HAVE EXPERIENCED AT LEAST ONE EVENT OF DISCRIMINATION WHILE LOOKING FOR JOB IN ITALY (a). Years 2020-2021, percentage values



(a) This refers to persons in civil union or formerly in union who usually live in Italy, have defined themselves as homosexual or bisexual, and have searched for employment in Italy.

57.7% of those who indicated having experienced at least one event of discrimination in their search for employment (61.1% among women, 64% among bisexuals) report having received a job offer without a contract in relation to characteristics of the person that are not relevant to the job to be performed. In addition, among the most frequent episodes, it is reported not to have obtained the job despite having similar or comparable requirements to other candidates (48.8%). The data show some differences mainly due to gender gaps in the access to employment: among women the second most frequent event is the proposal of a lower salary than that expected or granted to others for the same tasks, a situation indicated by about half of the respondents (Table 5).

TABLE 5. DISCRIMINATORY EVENTS EXPERIENCED IN JOB SEARCH IN ITALY. Years 2020-2021, percentage values

	SEXUAL ORIENTATION				TOTAL
	Lesbian	Gay	Bisexual (female)	Bisexual (male)	
At least one discrimination event in job search (% of total number of persons in civil union or formerly in union) (a)	40.9	28.2	40.8	31.5	32.5
EVENTS	People who reported having experienced at least one event %				
You were offered the job, but without a contract	60.7	55.0	64.0	63.0	57.7
You were not given the job even though you met similar requirements to other candidates	46.7	49.8	47.1	64.5	48.8
They have offered you a lower salary than that for the same job	52.1	43.2	52.4	43.9	46.9
You were offered a job that was inferior to the one for which you applied and for which you were qualified	45.4	43.3	51.4	43.3	44.5
You were not allowed to participate in the selection/apply for a post despite having the qualifications	17.4	21.7	13.7	33.1	19.9

(a) This refers to persons in civil union or formerly in union who usually live in Italy, have defined themselves as homosexual or bisexual, and have searched for employment in Italy.

Overall, among those who indicated at least one event, 60.8% stated that they had experienced several types of discriminatory events; 6.1% had experienced all five cases provided by the questionnaire. With reference to the last event that happened (in 34% of the cases occurred in the last 3 years), about 4 out of 10 people did not attribute the event to a particular characteristic (such as sexual orientation, age or gender, etc.), could not indicate it or preferred to do so. The remaining 43.4% indicated only one factor, 11.6% two, 4.8% three or more. 23.2% stated that they had been treated less well than the others for reasons related to their sexual orientation, which was reported to a lesser extent by women (15.4% and in particular by bisexual women), who instead indicated their gender as the most common reason (44.7%).

The second reason for discrimination reported was age (15.8%) with a similar proportion of women and men. In particular, it is the youngest who most frequently mention this factor (21.5% of 18-34 year olds). Moreover,

in comparison with other age groups, young people report more often characteristics related to external appearance, foreign origin, health problems and disability.

On the other hand, when considering self-discrimination behaviour specifically linked to one's sexual orientation, 6.3% of homosexual and bisexual people in civil union or formerly in union said that they did not go to a job interview or did not apply for a job, even though they were eligible, because they thought it would not be taken because of their sexual orientation. The proportion is double (12.6%) for those who say they did not apply for a job because they thought the working environment would be hostile to their sexual orientation.

The job search is thus confirmed as a critical phase for younger people, who report more experiences of discrimination. Several factors linked to differences in the context and to having experienced the transition from school to work more recently undoubtedly contribute to explaining this circumstance.

On the other hand, almost every second homosexual or bisexual person (46.9%) claims to have experienced at least one discrimination event at school/university⁶, confirming the delicate training phase that precedes entry into the world of work and the possible effects this can have on subsequent study and work paths. The phenomenon is more indicated by men, by homosexuals than by bisexuals, by younger people (61.6% of 18-34-year-olds) and by those with a higher level of education. With reference to the last event, which for more than half took place in high school, sexual orientation is indicated (64.5%), outer appearance (30.7%), the latter among the youngest reaches 40.2%, and finally other reasons (9.7%).

Work as employee

34.5% of employees or ex-employees state that they have experienced during their work at least one event of discrimination among those surveyed⁷: the incidence is higher among women (36.8% against 33.4% of men) and among bisexuals (34.4% against 37.1% of homosexuals).

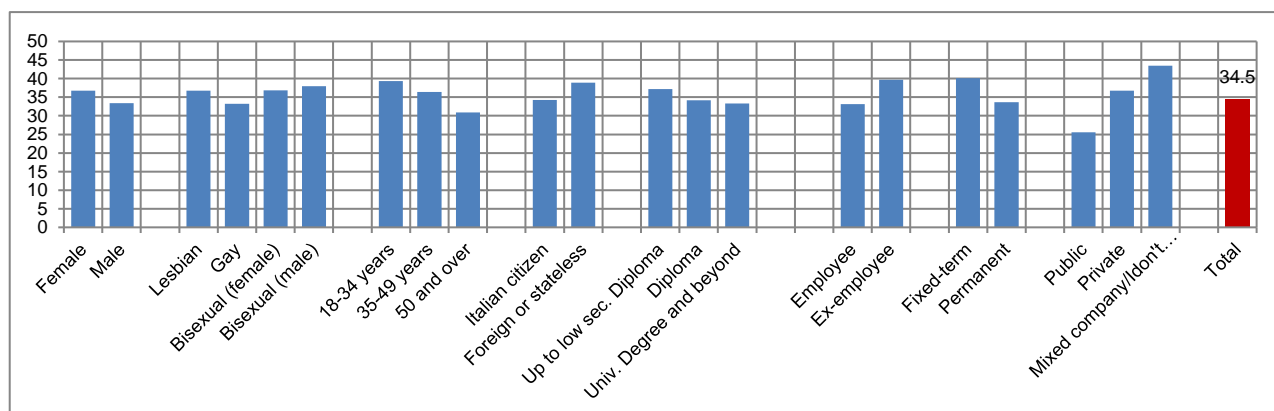
The incidence is higher among male bisexuals compared to other profiles, among younger people, foreigners and those with low educational qualifications. The phenomenon is reported more by those who are not currently employed (39.7%) than by those who are employed (Figure 3).

Considering the characteristics of the current job (for the employed) or of the last job (for the ex-employed), people in temporary employment report more incidents of discrimination (40.1%) and those working in large workplaces in general. In contrast, those who work or worked in the public sector seem to be more protected, reporting such experiences to a lesser extent. It is worth noting that 48.5% of employees who reported at least one incident reported more than two types, a percentage that rises to 61.2% among ex-employed.

⁶ This means at least one yes to being disadvantaged in exams or questions, being marginalised, isolated, kept apart, being insulted, made fun of, treated badly, ridiculed.

⁷ This means at least a yes to: (a) that you were given tasks below your job title or tasks that were less important than your colleagues (even if you were able to complete them as well as or better than them), (b) that your remuneration was lower than that provided for the job you were doing or than that received by your colleagues with the same jobs or qualifications, (c) that you were not granted promotions or career advancement, salary increases or bonuses that you deserved, (d) that you were denied access to vocational training that was granted to other colleagues, (e) that you were given excessive or penalising workloads (e.g. long shifts or hours), (f) that you were given a job that was not worth doing, (g) that you have been denied access to vocational training courses by other colleagues, (h) that you have been given excessive or disruptive workloads (e.g. long shifts or hours), (i) that your achievements or abilities have been belittled or negatively evaluated by your superiors, peers or those below you, (j) that you have been refused leave (parental or otherwise), (k) that you have not applied for leave to avoid being refused or creating an unfavourable climate for you, (l) you have been laid off (or in pre-retirement for the ex-employed), (m) you have not had your contract renewed or your contract converted from a fixed-term to a permanent one, even though it was possible, (n) you have been put in a position to resign or dismissed (for the ex-employed).

FIGURE 3. PEOPLE IN CIVIL UNION OR FORMERLY IN UNION, EMPLOYEES OR EX-EMPLOYEES WHO DECLARE THAT THEY HAVE EXPERIENCED AT LEAST ONE EVENT OF DISCRIMINATION WHILE PERFORMING WORK AS EMPLOYEE IN ITALY (a).
Years 2020-2021, percentage values



(a) Reference is made to persons in civil union or formerly in union who are usually living in Italy, defined as homosexual or bisexual, employed or ex-employed in Italy whose last/current job is/was as employee.

Among both employees and ex-employees, the most frequently reported situations of discrimination are 'not having received the promotion or career advancement, salary increase or bonus that you deserved' (48.8% of employees who reported at least one event and 50.9% of ex-employees) and 'seeing one's achievements or abilities belittled or negatively evaluated by superiors, peers or people of a lower rank (47% of employees and 54.2% of ex-employees).

Women are more likely than men to report receiving lower pay and jobs, being refused leave (parental or otherwise) or promotion; employed men are more likely than women to report being laid off and not having their contracts renewed, and among ex-employees to report early retirement and having their skills diminished (Table 6).

TABLE 6. DISCRIMINATORY EVENTS EXPERIENCED IN CURRENT/LAST JOB IN ITALY BY SEX. Years 2020-2021, percentage values

	SEX		TOTAL
	Females	Males	
At least one discriminatory event in employment (% of total number of persons in civil union or formerly in union) (a)	36.8	33.4	34.5
EVENTS	People who said they had suffered at least one event %		
You have not been granted promotions or career advancement, increases	50.8	48.4	49.3
Achievements or skills belittled or negatively evaluated	48.7	48.8	48.8
Tasks below your qualification or less important tasks	40.5	36.4	37.9
Excessive or penalising workloads	37.5	38.1	37.9
Pay lower than what due for the job in question	39.0	28.0	32.0
Have not applied for leave to avoid being refused or for the atmosphere	31.7	28.3	29.6
Denied access to vocational training paths granted to others	18.1	19.0	18.7
Layoffs or early retirement	16.1	19.2	18.0
Refused leave or permits	17.7	13.9	15.3
The contract was not renewed or converted	9.3	12.5	11.3
Put in a position to resign	7.7	9.7	9.0
Fired	5.1	6.3	5.8

(a) Reference is made to persons in civil union or formerly in union who are usually living in Italy, defined as homosexual or bisexual, employed or formerly employed in Italy whose last/current job is/was as an employee

Considering only ex-employees, the share of those who believe they have been dismissed and/or put in a position to resign is 18.7% compared to the total of those who are not working but were employed as employees in their last job.

With reference to the last incident of discrimination in employment (in 63.5% of cases occurring in the last three years), 31% of employees or ex-employees who said they had experienced at least one discriminatory event

indicated sexual orientation as the reason why they felt they had been treated less favourably than others; this was followed by 'for being a woman', indicated by 37.8% of respondents. The vast majority reported only one characteristic, 27.3% more than one.

About 4 out of 10 persons did not indicate a particular characteristic or preferred not to answer. A percentage of 10.2% did not talk to anyone about the last event that happened at work or outside the working environment. Among those who told someone about their experience of discrimination, 17.4% took some kind of action (legal action, trade union conciliation, talking with the person responsible of the incident, asking for action to be taken against the responsible person, changing jobs/offices/mansions or some other kind of action).

Hostile environment and aggression in the workplace

About one in five people, employed or ex-employed in Italy, say they have experienced a hostile atmosphere or aggression in their working environment, with a slightly higher incidence among women (21.5% vs. 20.4%), both lesbian and bisexual, young people (26.7%), foreigners or stateless people (24.7%) and people living in the South and Islands (22.6%).

The phenomenon is more widespread among employees or ex-employees and more often concerns having been slandered, mocked or subjected to heavy jokes (46.5% of those who reported having experienced at least one event of hostile atmosphere or aggression), having been humiliated or sworn at (43.9%). The most frequent incident reported by the self-employed (or formerly self-employed) is having been insulted, including sexually (45.6%). Irrespective of the type of occupation, it is women who suffer such offences most frequently (43.8% compared to 30.3% of men), while men are much more likely to have been slandered, mocked or subjected to heavy-handed jokes (Table 7). Moreover, 23.1% of homosexual or bisexual people (in civil union or formerly in union) declare, with reference to their last job, they have been threatened verbally or in writing, and 5.3% they have been physically assaulted, with higher incidences among men. More than half of the respondents have suffered more than one episode among the surveyed.

The percentage of those who state that they have been physically assaulted in their current or last job, not necessarily for reasons of sexual orientation, by people in the working environment is 1.1% of the total employed or ex-employed.

With reference to the last event that happened (in 57.2% of the cases in the last 3 years), the characteristics most frequently indicated according to which they believe they were treated less favourably by others were sexual orientation (66.7%) and being a woman (43.5% of women). About 30% of those who indicated at least one characteristic reported more than one factor.

TABLE 7. HOSTILE ENVIRONMENT IN CURRENT/LAST JOB IN ITALY BY TYPE OF EMPLOYMENT AND SEX. Years 2020-2021, percentage values

	TYPE OF EMPLOYMENT		SEX		TOTAL
	Employees or ex-employees	Independents or ex-independents	Females	Males	
At least one incident of hostile atmosphere or aggression in the current/last job (% of total persons in civil union or formerly in union) (a)	21.4	19.2	21.5	20.4	20.8
INCIDENTS	People who said they had experienced at least one event %				
Slandered, laughed at or played tricks on them	46.5	44.1	37.2	50.5	45.9
Humiliated or insulted	43.9	40.3	41.7	43.7	43.0
Deliberately excluded from meetings, conversations, etc..	35.6	33.2	37.8	33.5	35.0
Offence, including making offers of a sexual nature	31.4	45.6	43.8	30.3	35.0
Threatened verbally or in writing	22.4	25.4	20.1	24.7	23.1
Totally deprived of tasks	12.8	14.4	13.9	12.8	13.2
Subjected to unjustified disciplinary controls	13.2	7.2	12.4	11.3	11.7
Physically assaulted	4.3	8.4	3.6	6.2	5.3

(a) Reference is made to persons in civil union or formerly in union who are usually living in Italy, defined as homosexual or bisexual, employed or formerly employed in Italy.

10.4% of the employed and ex-employed who reported at least one event did not talk to anyone about the last incident at work or outside the working environment. The most frequently given reasons were 'it would be useless, I would feel uncomfortable' and 'it was not important or serious enough'. Of those who have told

someone about their last experience, about one in four has taken some kind of action (legal, trade union, talked to the responsible person, asked for action to be taken against the responsible person, changed jobs/offices/workplaces or other action).

DISCRIMINATION IN OTHER LIFE CONTEXTS, THREATS AND ASSAULTS

38.2% of people in civil union or already in union who have defined themselves as homosexual or bisexual and who usually live in Italy have suffered at least one episode of discrimination (occurring, in more than half of the cases, in the last three years) in other contexts of life because of their sexual orientation⁸: 16.8% of individuals have moved to another neighbourhood, another municipality or abroad in order to be able to live more peacefully their homosexuality or bisexuality (12% to another municipality, 3.4% abroad). 16.7% were treated badly by their neighbours; 13.1% said they were treated less well than others in public offices, transport, shops; 10.4% had problems in a health environment by doctors, nurses or other staff in social and health services.

Those who have children (biological and non-biological) have experienced being shunned by the parents of other children because of their sexual orientation (12.4%) and the children themselves being laughed at (11.3%) or excluded (6.5%) by other children.

The proportion of employed or formerly employed people who, in addition to feeling that they have been disadvantaged during their working life because of their sexual orientation, think that they have been discriminated against in at least one of the other areas of their daily life is 17.0% (12.1% of bisexual women and 17.7% of gay people), with a higher incidence among young people (21.5% among 18-34-year-olds).

More than 68.2% avoided holding hands in public with a same-sex partner for fear of being attacked, threatened or harassed; this behaviour is more common among men (69.7%), although the percentage is also high for women (65.0%). Avoiding expressing one's sexual orientation for fear of being attacked, threatened or harassed also has high values (52.7%), with no particular differences between women and men (53.3% and 52.4% respectively) (Table 8).

TABLE 8. ACTIONS, THREATS AND AGGRESSES FOR SEXUAL ORIENTATION REASONS BY SEX (a). Years 2020-2021, percentage values

	SEX		TOTAL
	Females	Males	
Avoided holding hands with a partner in public for fear of threats or aggression	65.0	69.7	68.2
Avoided expressing their sexual orientation for fear of threats or aggression	53.3	52.4	52.7
Avoided living places (neighbourhoods, public places, etc.) for fear of threats or aggression	36.5	36.4	36.5
Offenses received for reasons of sexual orientation on social networks, chats, etc. in the last 3 years	10.4	14.3	13.0
Threats on grounds of sexual orientation in the last 3 years (b)	3.3	4.1	3.9
Sexual orientation-related assaults in the last 3 years (b)	2.9	3.2	3.1

(a) Reference is made to persons in civil union or formerly in union who have defined themselves as homosexual or bisexual and usually live in Italy.

(b) Excludes incidents occurring in the workplace.

With regard to the last three years, among people in civil union or already in union who usually live in Italy and have defined themselves as homosexual or bisexual, the incidence of those who said they had been threatened for reasons linked to their sexual orientation, excluding episodes occurring in the workplace, is 4.1% among men and 3.3% among women. The figure is higher among younger people (5.8% of 18-34-year-olds) and among people living in the South and Islands (4.3%). Violent assaults because of sexual orientation affect 3.2% of men and 2.9% of women. As for threats, the phenomenon is more widespread among younger people (4.5%) and among those living in the South and Islands (3.6%).

⁸ This means at least one yes to the question have you ever: a) had to move to another neighbourhood, another municipality or abroad in order to be able to live more comfortably your homosexuality or bisexuality, b) been treated less well than others because of your sexual orientation while you were looking for a house, c) been treated less well than others because of your sexual orientation by neighbours (e.g. they showed hostility (e.g., they showed hostility or otherwise made it clear that you were not welcome), d) by doctors, nurses or other health and social services staff, e) in public offices, transport, shops or other places (e.g., they did not let him/her in or showed that they did not like his/her presence).

Offences related to sexual orientation are also received via the web. In the last three years, 14.3% of men and 10.4% of women reported such offences. Overall, offences on social networks prevail, followed by offences in chat rooms.

Perception of discrimination

According to the majority of homosexual and bisexual people (in civil union or formerly in union) living in Italy, discrimination on the grounds of sexual orientation is a widespread phenomenon: 71.8% believe that gay and lesbian people are very or fairly discriminated against; 22.8% believe that they are not very discriminated against. Discrimination is perceived to a greater extent by women.

Among the respondents 35.5% think that gays are discriminated against the most, 5.2% think this is the case for lesbians. The remaining respondents stated that gays and lesbians are equally discriminated against. However, for more than 6 out of 10 people, the situation has improved in the last five years, while for 24.8%, there has been no change.

A percentage of 91.1% believe that trans people or people with a non-binary gender identity are very or fairly discriminated against in Italy (56.3% and 34.7% respectively); the share of those who indicated "very discriminated against" is more than double that of those who indicated discrimination against homosexual people (19.7%).

Desirable actions for LGBT+ inclusion

With reference to desirable actions in the working environment, the vast majority of homosexual and bisexual people, in civil union or formerly in union, living in Italy believe that training, awareness-raising activities or campaigns on LGBT+ diversity by public institutions are urgently needed to foster the inclusion of LGBT+ people in the working world (71.7%).

The ranking of desirable actions is followed by legislative interventions (52.6%) and guidance from the European Union or other supranational bodies (44.6%) and, with a considerable gap, initiatives and interventions by the relevant equality and protection bodies (26.2%) and trade union commitment (e.g. bargaining, training of trade union representatives, cultural events and initiatives) (22.2%). Less than one per cent stated that no action is needed.

Respondents were then asked to indicate how favourable they were to the adoption of some measures and initiatives in Italy to foster LGBT+ inclusion. In 89.1% of cases, they were very favourable to a national law against homobitransphobia, in 81.6% of cases they were in favour of introducing *stepchild adoption* (adoption of a partner's child), in 81% of cases they were in favour of introducing same-sex marriage (egalitarian marriage), in 78% of cases they were in favour of allowing same-sex couples in civil union to adopt children, and in 74.8% of cases they were in favour of introducing greater protection for LGBT+ people at work. 39.5% say they are very much in favour of allowing gestation for others.

The most frequently indicated measure in the open field of the question refers to the cultural level and recalls the importance of carrying out education, information and awareness-raising initiatives on LGBT+ issues in schools. Other desirable actions indicated by respondents include medically assisted procreation and the possibility of adoption for singles, but above all the legal recognition of both parents for the children of same-sex couples.

The need to introduce stricter laws for homophobic and transphobic crimes is also mentioned at legislative level. Another issue raised concerns the activation of support services/measures for LGBT+ people in a fragile condition (e.g. nursing homes, family homes) and for elderly people. Some respondents also referred to issues linked to the experience of trans people (for example, requesting a simplification of the procedure to change name without surgery and relief from health care costs), intersex people and people with a non-binary identity.

Glossary

Adopted child: a person who acquires the status of legitimate child by virtue of a special adoption procedure. Both minors and adults may be adopted and thus acquire the status of adopted children.

Affiliated child: a child legally recognised or judicially declared, born of a spouse's previous marriage, a minor child duly entrusted by the competent bodies in accordance with the law, as well as a living grandchild dependent on the ascendants, even if not formally entrusted.

Asexual: a person who has no physical interest (sexual attraction) in any gender and who is characterised by an absence of interest or desire for sex.

Biological child: child generated through their own gametes, the sperm in the case of a male parent, the ovum in the case of a female.

Bisexual: a person who is attracted both to people of different and same sex.

Cisgender: a person with a gender identity corresponding to that which society associates with their biological sex.

Civil union: with the enactment of Law no. 76 of 20 May 2016 on the "Regulation of civil unions between persons of the same sex and regulation of cohabitations", the institution of same-sex unions and *de facto* cohabitations was introduced in Italy.

Coming out: expression used to indicate the decision to declare one's LGBT+ identity. It derives from the phrase *coming out of the closet*, which means to come out. In a broader sense, *coming out* is the process of a person becoming aware of their sexual orientation and/or gender identity and voluntarily declaring it to the outside world.

Discrimination in other spheres of social life: less favourable treatment than that received by others due to certain personal characteristics (e.g. age, foreign origin, outer appearance, state of health, religious beliefs or political ideas, gender, sexual orientation, gender identity, etc.) in spheres of social life other than the work context.

Discrimination: less favourable treatment than that received by others and due to certain personal characteristics (e.g. age, foreign origin, outer appearance, state of health, religious beliefs or political ideas, gender, sexual orientation, gender identity etc.).

Diversity and/or inclusion manager: professional figure in charge of managing and enhancing the diversity/differences of workers in organisations.

Diversity management measures (DM): policies, practices, initiatives, formalised and not, undertaken by the enterprise to manage and value the diversity/differences of workers.

Economic activity sector: activity that takes place when resources such as labour, plant and raw materials contribute to the production of goods or the provision of services. An economic activity is characterised by the use of factors of production, a production process and one or more products obtained (goods or services). For the purposes of producing statistical information, economic activities have been classified by ISTAT since 1 January 2008 according to an international nomenclature which at European level is called Nace Rev. 2 (for the Ateco 2007 classification).

Egalitarian marriage: institution of marriage also between persons of the same sex; provides for full equality of rights between both different and same sex married couples.

Employee: Employed in an employment relationship, whether or not governed by contract.

Employment discrimination: unfair and negative treatment of workers based on their personal characteristics that are not relevant to job performance. A distinction can be made between formal and informal employment discrimination. The first concerns institutional policies and decisions related to a worker's career (hiring, firing, promotion and retribution). The second concerns, for example, the working atmosphere, attitudes and interpersonal dynamics.

Formerly in a civil union: a person who is no longer in a civil union due to dissolution of the union or death of the partner.

Foster child: the child remains the child of his or her biological parents, and is only temporarily entrusted to another family whose task is to bring up the child, take care of him or her and meet his or her needs and requirements (emotional and material).

Gender identity: self-perception, sense of belonging to the social and cultural categories of man and woman, or to non-binary and fluid identities, regardless of the sex assigned at birth.

Gestation for others (GPA) or surrogacy: a special form of assisted reproduction where a woman carries a pregnancy for another person or a heterosexual or homosexual couple. In both cases, the pregnant woman is neither legally nor biologically the actual parent of the child, but rather the intended parents who have resorted to GPA.

Heterosexual: a person who is attracted to people of a sex other than their own.

Homosexual: person attracted to persons of the same sex.

Independent: an employed person who carries out his/her own work activity without any formal ties of subordination. This includes: entrepreneurs; freelancers; self-employed workers; assistants in a family member's business (if they work in the business without being paid by contract as employees); cooperative members who are not employees; collaborators (with and without a project) and occasional workers.

Institution similar to a civil union: other institution (marriage or other legal form of homosexual union) contracted abroad.

Intersexual: a person who is born with physical, hormonal or genetic characteristics that are neither entirely female nor entirely male; these are primary or secondary sexual characteristics that do not fit the 'standard' definitions of male or female. There are different forms of intersexuality; it is a spectrum rather than a single category.

Law no. 76 of 20 May 2016 (the so-called Cirinnà Law): the Law regulates *de facto* cohabitations and introduces into our legal system the institution of civil unions between persons of the same sex. The law, on the one hand, expressly granted certain rights and, on the other hand, introduced in paragraph 20 a general rule according to which the provisions of laws, acts having the force of law, regulations, administrative acts and collective agreements referring to "marriage" or containing the terms "spouse, spouses or equivalent terms" also apply to the parties to the civil union (the only exceptions to this general rule being the provisions of the Civil Code not expressly referred to by the Cirinnà Law and the rules on adoption under Law 184/83).

Law on homobi-transphobia: a law that combats and punishes discrimination and violence related to sexual orientation and gender identity. Some Italian regions have legislated in this regard.

Legally recognised child: child with whom a legal relationship of parentage is established.

LGBT+: the acronym LGBT+ stands for lesbian, gay, bisexual and transgender people. The + symbol is used to include all other diversities/differences in sexual orientation, gender identity and intersexuality.

Marital status: refers to the legal (*de jure*) marital status of an individual in relation to the marriage and civil union laws in force at the time of the survey in the country.

Medically assisted procreation (MAP): procedures involving the treatment of human oocytes, sperm or embryos as part of a project aimed at achieving a pregnancy.

Micro-aggressions: are defined as 'brief daily interactions that communicate messages to some individuals as part of a group, subtle insults (verbal, non-verbal, and/or visual) directed at people often automatically or unconsciously' (Sue, 2010).

Non-legally recognised child: child with whom no legal relationship of parentage is established, whatever the reason for non-recognition.

Outing: revealing the sexual orientation (or gender identity) of another person without obtaining first their consent.

Sex in the registry office: the sex currently recorded on the documents.

Sexual orientation: indicates the direction of sexual attraction and/or affectivity towards a person.

Stateless person: a person who has no citizenship, because he/she has no nationality of origin and does not hold any other.

Stepchild adoption: a legal institution allowing a non-biological parent to adopt the biological or adoptive child of a partner in both homosexual and heterosexual couple.

Transgender: a person with a gender identity (or gender expression) that does not match what society associates with their biological sex; includes both people with a binary gender identity and non-binary gender identities (genderqueer, genderfluid, etc.). Used in the survey as a synonym for trans person/with non-binary gender identity.

Methodological note

The survey on employment discrimination against LGBT+ people (in civil union or formerly in union)

Objectives and survey design

The survey is part of the ISTAT-UNAR collaboration agreement on "Access to employment, working conditions and discrimination at work of LGBT+ people and diversity policies implemented in enterprises". This agreement envisages the implementation of several surveys, including a survey carried out in 2019 on diversity management for LGBT+ diversity addressed to companies and the implementation of interviews with national stakeholders, whose main results were published in November 2020 (<https://www.istat.it/it/files//2021/01/LGBT-Report.pdf>).

The aim of the survey on employment discrimination against LGBT+ people (in civil union or formerly in union) is to provide an informative picture of the employment situation and the perception and spread of forms of discrimination, threats and aggression that LGBT+ people in civil union or formerly in union in the past may have suffered in Italy. In particular, an in-depth analysis is carried out on the working environment (e.g. job search, work activity, atmosphere and relations in the working environment, actions taken following any episodes of discrimination). Subsequent surveys aimed at people not in a civil union and a focus on transgender people are being implemented.

It is a total survey addressed to all individuals resident in Italy who, according to the Municipal Registry Lists (LAC), as of 1 January 2020 were in civil union or formerly civilly united (due to interruption of the civil union or death of the partner). Law 76/2016 (the so-called Cirinnà Law) introduced into Italian law the institution of civil union, providing for the legal recognition of couples formed by persons of the same sex.

Persons residing in cohabitations, i.e. all persons who, without being bound by marriage, parentage, affinity or similar ties, lead a common life for religious, care, military, punishment or similar reasons, were not taken into account.

The reference population for the survey was therefore made up of more than 21,000 people in civil unions or formerly in union who were residing in a household on 1 January 2020.

The survey was carried out using the CAWI-Computer Assisted Web Interviewing technique and envisaged the self-completion of an online questionnaire on an exposed Istat server accessed by means of a username and password provided by Istat. The choice of this survey technique was determined above all by the sensitive nature of the subject under investigation and the particular pandemic situation.

The survey on the field

The survey on employment discrimination against LGBT+ people (in civil union or formerly in union) covered the period December 2020-March 2021.

Data collection was carried out using a CAWI technique, i.e. a questionnaire developed in electronic format.

On-going monitoring was carried out during the survey, on a bi-weekly basis; a toll-free number dedicated to the survey was set up to support users.

The survey did not require a response but participation was voluntary.

Respondents to the questionnaire were about 42 per cent of the total number of persons in civil union or formerly in union on 1 January 2020, with about 9,000 questionnaires sent and validated.

Detection tool

The questionnaire on employment discrimination against LGBT+ people dedicated to people in civil union or formerly in union has several sections.

The main contents of the questionnaire concern personal information, family and socio-economic status; sexual orientation and coming out; aspects linked to civil union; employment status; any experiences of discrimination at school/university, when entering the job market and when carrying out one's job; hostile atmosphere, micro-aggressions and management of sexual orientation in the workplace; any experiences of discrimination in other contexts of life, threats and assaults on the grounds of sexual orientation; perception of discrimination against

LGBT+ people in Italy; relationship with the LGBT+ community and associations, and measures or initiatives that could be adopted in Italy in favour of LGBT+ people.

For a significant number of questions, the "I prefer not to say" option was provided to facilitate the completion of the questionnaire in those questions that might be resisted due to the privacy of the respondent or the sensitivity of the subject matter.

Analysis of total and post-stratification non-response

The analysis of total non-response was carried out thanks to the availability of auxiliary variables known on the whole population surveyed. The analysis was focused on comparing the distributions of the population with the distributions of the respondents.

The variables used are:

- sex, age, citizenship and place of residence acquired by LAC;
- title of education, acquired from the register of individuals.

The analyses showed the effect of self-selection of respondents. Respondents were more highly educated, of Italian citizenship, people residing in the North, and fewer young people. To correct for these effects on the estimates produced by the survey, a post-stratification on the marginals of the respondent distributions was adopted: a correction factor was calculated for the direct weight associated with each respondent (equal to 1, due to the non-sampling nature of the survey) to ensure that known population totals were respected for the following distributions:

- sex: females, males;
- age: 18-34, 35-44, 45-54, 55-64, 65+;
- citizenship: Italian, foreign or stateless;
- geographical breakdown: North-West, North-East, Centre, South and Islands;
- education qualification: up to low secondary school leaving certificate, diploma, degree and above.

For technical and methodological information

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