

2023 GENDER BUDGET REPORT

By:

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INTRODUCTION

With this document, Istat's Gender Budget Report is in its second edition, demonstrating the administration's growing commitment to promoting gender equality through the systematic integration of gender perspectives within decision-making processes, strategic planning and the evaluation of internal policies.

The 2023 Gender Budget Report is based on an in-depth analysis of the costs incurred by the Institute, reclassified according to their potential or actual impact on gender inequalities. This aspect, of great interest within public administrations, currently finds limited application, but remains at the heart of the debate fuelled by the need to agree on easy methods of preparing budgets, also benefiting from best practices, which are currently very limited.

Istat's approach is based on the State Gender Budget Report model, adapted to the Institute's organisational and accounting context, and uses a rigorous methodology that distinguishes between neutral, sensitive, and inequality-reducing expenditures, and those requiring further study.

Through the collection and analysis of gender-disaggregated data, the mapping of stakeholders, the evaluation of internal welfare policies, training activities and missions, the document offers an integrated and transparent vision of the impact of institutional choices. The Report thus becomes a tool for knowledge and guidance, useful in reinforcing the culture of equality and promoting sustainable and inclusive organisational change.

This edition differs from the previous one in that it broadens the scope of analysis, delves deeper into cost items and integrates with other planning and reporting tools, such as the Integrated Activity and Organisation Plan (PIAO) and the Gender Equality Plan. The objective is twofold: first, to improve the Institute's ability to measure and monitor the impact of its policies from a gender perspective; second, to contribute to the diffusion of an institutional culture focused on equity and on the appreciating of diversity and organisational well-being.

The drafting of the document, the result of joint work by the Strategic Planning and Integrated Programming Service (PSP) of the Central Directorate for Strategic Planning and Digital Transformation (DCPT) and other Istat organisational structures, involved the collaboration of experts from the Institute in the context of activities coordinated by a specific thematic area¹.

¹ The thematic area was established for the years 2022/2023/2024 through the resolutions: DOP/129/2022, DOP/198/2023, DOP/330/2024 (Internal documentation).

1. EXTERNAL CONTEXT

Social reporting as a tool for accountability

The 2030 Agenda and the Sustainable Development Goals (SDGs) it proposes represent a framework that has profoundly influenced the concept of Corporate Social Responsibility (CSR). Companies have been pushed to integrate the SDGs into their business strategies, recognising that economic success must be accompanied by a positive impact on society and on the environment. The concept of responsibility goes beyond mere profit generation, also including the well-being of society and environmental protection. In the context of reporting, CSR plays a fundamental role, as it pushes organisations to measure, manage and communicate their social, environmental and institutional impact. This process not only improves corporate transparency but also contributes to sustainable development and long-term value creation for the company and society as a whole.

However, the need for accountability arises earlier in the public sector than in the private sector. Corporations must demonstrate their social responsibility to gain public legitimacy, while public institutions, which have the concept of responsibility inherent in their mandate, must manage consensus by communicating their actions clearly and based on facts.

Already with the affirmation of the *New Public Management* (NPM), the theme of accountability in public administrations becomes a central element and represents a fundamental tool for demonstrating the public body's commitment to sustainability, involving citizens in the process of continuous improvement. Accountability refers to the responsibility of public bodies to account for their management and the results achieved, promoting transparency and efficiency. This approach aims to improve the quality of services offered to citizens by actively involving them in the evaluation and continuous improvement process. It is therefore necessary to provide clear and accessible information on the activities and performance of public bodies.

The responsibilities assumed by the administration are important if, in response to a commitment made, they are then reported. One of the main reasons why social reporting has become central to public administration practices is the growing demand for transparency. Citizens, in fact, demand greater visibility surrounding the activities and decisions of public bodies. This has led to the development of tools and methods that facilitate the collection and dissemination of information relating to the performance and social impacts of public policies, making multiple reporting tools available to stakeholders, differentiated by the areas and objectives pursued.

Social reporting: the data

Already in 2020, according to data published relating to the Permanent Census of Public Institutions, the institutions that have adopted at least one form of social reporting make up 15.6% of the total.

The forms of social reporting considered are:

- the Social Report: a document, to be produced periodically, in which the administration reports, for the benefit of all its private and public interlocutors, the choices made, the activities performed and the services provided, providing an account of the resources used for this purpose, describing its decision-making and operational processes. With the Social Report, the administration periodically presents, on a voluntary basis, the results of its activities, not merely limited to financial and accounting aspects;
- The Environmental Report: an operational tool used by public administrations to support the evaluation of the environmental effects of territorial policies, within the public decision-making process. By applying environmental accounting systems, the Report is able to provide information on the progress of the state of the environment, on the environmental impact of sector policies and on the relationship between the economy and the environment;
- Environmental Report (State of the Environment Report): a document that collects, organises, and interprets environmental data already collected by local authorities and their agencies. In addition to describing the quality of the environment under consideration, it reports the factors that influence it, the interventions implemented to achieve the pre-established quality objectives and any knowledge gaps to be eliminated through new measurement operations and environmental data collection.

Among public institutions, 40.1% of non-profit public bodies (public research institutes or bodies, chambers of commerce, professional associations and colleges, public-law consortia, and park authorities) adopted at least one form of social reporting in 2019-2020; public universities follow with 24.3% and other legal entities with 22.7%.

The Gender Budget Report, intended as a tool aimed at achieving greater transparency regarding the allocation of budget resources and their impact on men and women, is not included in the scope of observation of the Census of Public Institutions. For this reason, in order to understand the operational area, an analysis was performed in the context of public research bodies² to verify how widespread this reporting tool is.

In response to the requirement to access various European funds, particularly those related to research and innovation, all the institutions analysed have adopted a Gender Equality Plan. 55% do not draw up a Gender Budget Report, 35% do so also using financial data (of which only 1% adopt the same classification scheme as the State

² The public research bodies referred to in article 1 of Italian Legislative Decree 218 of 2016 have been considered.

Gender Budget Report), while the remaining 10% do so without using financial data. Only one institution has a consolidated history of gender budget reporting with ten editions of the Report (from 2014 to 2023), while the others recorded their first edition between 2021 and 2023.

The State Gender Budget Report

As was already the case during the first edition relating to the year 2022, for 2023 also Istat took as a model the State Gender Budget Report, which was conceived in 2016 within a broader reform program³. The reform aimed to make gender-related public policies more transparent and to assess the different impacts of budgetary policy on women and men, starting from the assumption that men and women experience different economic situations, have distinct individual needs and benefit from services differently. The State Gender Budget Report therefore allows us to verify whether the policy commitments towards achieving substantial gender equality translate into budgetary commitments and to what extent this is happening. It also enables us to evaluate whether the interventions adopted are producing the desired results. The Report, in addition to highlighting the financial commitment in terms of resources aimed at impacting gender gaps, also provides updates on the characteristics of the reference population, through the analysis of a data set of gender-disaggregated indicators and gender statistics.

The State Gender Budget Report presents the expenditures of the State's final budget, reclassified for accounting purposes according to gender, and is accompanied by a Report, prepared by the State General Accounting Office, which presents the results of the previous financial year. The activity is coordinated by the Ministry of Economy and Finance, Department of the General Accounting Office, with involvement of the central government administrations, the Presidency of the Council of Ministers, and the Department of Finance. To ensure monitoring of the main gender gaps in the economy and society and of state policies, the State General Accounting Office collaborates with ISTAT, INPS, and the Department for Equal Opportunities of the Presidency of the Council of Ministers.

The State Gender Budget Report consists of five sections. Section 1 analyses the main gender gaps in the economy and society, through a data set of indicators covering the main topics (work, work-life balance, education, gender-based violence, health, lifestyle and safety). Section 2 contains an analysis of the existing gaps in the staffing of central government administrations and of the Presidency of the Council of Ministers which, through the use of specific indicators, highlights the main characteristics of the relevant employees. Section 3 includes an overview of legislation introduced to promote gender equality or to address known inequalities. Section 4 contains the analysis of the impact of tax revenues on gender, of the main tax policies and of some specific tax concessions⁴. Finally, Section 5 contains a reclassification of the State Budget Account expenditure from

³ The legislative acts subsequently adopted to define the methodology and criteria to be used for preparation of the Gender Budget Report are: the Prime Ministerial Decree of 16 June 2017 (art. 4), Legislative Decree no. 116 of 12 September 2018 (art.8), and Circular no.22 of the Ministry of Economy and Finance - Department of the General Accounting Office of the State of 16 May 2023.

⁴ Section edited by the Finance Department of the Ministry of Economy and Finance.

a gender perspective, involving the responsibility centres of the central state administrations and the Presidency of the Council of Ministers, as active actors in budgetary policies.

The reclassification provides for a division of expenses into four categories:

- neutral;
- gender-sensitive;
- aimed at reducing inequalities;
- to be explored further.

The last category was included with the aim of identifying those expenses that, due to certain characteristics (nature and/or potential beneficiaries), could be classified as sensitive, in order to reduce neutral expenses.

For an in-depth analysis of the methodology used to classify the Budget, please refer to Chapter 4, dedicated to costs, which, in addition to describing the classification method of the State Gender Budget Report, also presents the methodology used by Istat.

It should be noted that the term "costs" comes from the economic-financial accounting system adopted by ISTAT; therefore, the reclassification is performed in terms of costs and not expenses.

2. INTERNAL CONTEXT

Istat's strategies and the Gender Budget Report within the planning cycle

Article 14, paragraph 5, of the Statute provides that *“Istat is committed to ensuring equality and equal opportunities in the treatment of workers, the absence of any form of discrimination and physical and psychological violence, both direct and indirect, as well as the well-being of its staff at work”*. Incorporating gender equality into the Institute's strategies fosters the shared values of fairness and individual respect. Istat's focus on gender equality continues to be a constant presence in the defining elements of the Institute's Strategic Framework, which include the need to combat inequalities and to further develop the Gender Budget Report, which the Institute adopted for the first time in 2024.

The medium-long term strategies for the three-year period 2025-2027⁵ include the L6 guideline “Investing in the professional growth and well-being of staff, enhancing new forms of work organisation and actions oriented towards equal opportunities, environmental sustainability and social responsibility”, which includes the activities planned in relation to the topic of gender in the Institute's organisational system.

The strategic program PG8 “Social responsibility skills and policies”, which transversally collects the Institute's activities dedicated to achieving specific annual innovative objectives, includes the innovation objective INN_046 “Create the gender budget report, the environmental report and sustainability-oriented initiatives”.

Finally, among Istat's planning tools, relevant from a gender perspective, the Gender Equality Plan⁶ and the Positive Action Plan (PAP)⁷ of the Single Guarantee Committee (CUG), an integral part of the Integrated Activity and Organisation Plan (PIAO) drawn up annually, continue to be of considerable importance.

With specific reference to the Positive Actions Plan, art. 3 of Ministerial Decree no. 132 of 24 June 2022 established that the “Performance” subsection of the PIAO - aimed at planning the objectives and performance indicators of the administration's efficiency and effectiveness - specify the objectives identified by the administration to promote equal

⁵ PIAO 2025-2027: https://www.istat.it/storage/trasparenza/06-performance/piao-2025-2027/PIAOISTAT_25_27.pdf

⁶ Gender Equality Plan 2024-26: <https://www.istat.it/wp-content/uploads/2017/03/PIANO-DI-UGUAGLIANZA-DI-GENERE-2024-2026.pdf>

⁷ The PAP, introduced by article 48, paragraph 1, of Legislative Decree no. 198 of 11 April 2006 (Equal Opportunities Code) with the aim of promoting gender equality and preventing discrimination in the workplace, has over time expanded the scope of protection to include other risk factors such as age, sexual orientation, race, ethnic origin, disability, religion and language.

opportunities and gender balance, incorporating the contents of the Positive Actions Plan, abolished by art. 1 of Presidential Decree no. 81 of 24 June 2022. Positive actions thus flow into the realm of organisational performance and are linked to the administration's strategic and operational objectives. This integration allows for monitoring through the Performance Measurement and Evaluation System (SMVP) and reporting of the results achieved in performance documents, in compliance with transparency obligations.

The Institute's annual programming activity is defined through a planning and programming cycle, a process that has obtained ISO 9001:2015 Quality certification since 2021. In order to establish an annual schedule for the preparation of the Gender Budget Report, it is important to place it within the activities related to the afore-mentioned cycle, considering its strong interconnection with the documents that require reporting both in terms of activities and objectives to be achieved and in economic and financial terms.

According to the guidelines issued by the Department of Civil Service in November 2018⁸, the Annual Performance Report⁹ must contain the Gender Budget Report prepared by the administration in order to highlight the different impacts that the policies and activities adopted have had in relation to gender diversity.

The Directive¹⁰ "Measures to promote equal opportunities and strengthen the role of Single Guarantee Committees in public administrations", issued by the Minister for Public Administration and the Undersecretary of State to the Presidency of the Council of Ministers delegated to equal opportunities, in Section II relating to the implementation and monitoring of the directive, states that, by 1 March of each year, the administration is required to transmit to the CUG:

- the quantitative analysis of staff, broken down by gender and by membership in functional areas and management, distinguished by management level and type of assignment;
- the aggregate indication, broken down by gender, of average wages, highlighting any differences between genders;
- a description of the actions performed in the previous year, highlighting for each of them the expenditure chapters and the number of resources employed;
- indications of the results achieved with the positive actions undertaken to prevent and eliminate all forms of discrimination, with an indication of the gender impact on staff;
- a description of the actions to be performed in the following years, highlighting, for each of them, the expenditure chapters and the number of resources to be committed;
- the administration's gender budget report.

⁸ Guidelines for preparing the 2018 Annual Performance Report, Civil Service:

https://performance.gov.it/system/files/LineeGuidaeRifNorm/LG-Relazione_28_novembre_2018_.pdf

⁹ Pursuant to article 10, paragraph 1, letter b, of Legislative Decree 150/2009.

¹⁰ Directive number 2 of 2019 "Measures to promote equal opportunities and strengthen the role of Single Guarantee Committees in public administrations:

https://www.funzionepubblica.gov.it/sites/funzionepubblica.gov.it/files/Direttiva_n_2.pdf

The requested information will be included in its entirety as an annex to the annual report that the CUG prepares by 30 March of each year and will be subject to verification by the CUG itself. In light of the reporting tools already used by the Administration, the Gender Budget Report will be included in the Institute's integrated planning cycle after the publication date of the final budget for the year to which it refers.

Staff

As highlighted in the CUG Annual Report 2024¹¹, referring to the year 2023, the staff in service at the Institute as of 31 December 2023 amounted to 1,915 units (Table 1). This increase of almost 100 units compared to the previous year, when the total was 1,820, represents an important sign of growth after the decreases of recent years. Despite this change, the gender ratio has remained virtually unchanged. The percentage of female workers stands at 58.7% of the total, with no significant changes compared to previous years. An analysis of the professional classification shows that the staff with managerial roles amount to 28 units, representing 1.5% of the total. The gender composition in this category is perfectly balanced, with 14 men and 14 women. This balance is also reflected in senior management positions, where there are 7 men and 6 women in the role of Central Director.

Regarding non-managerial staff, there are no significant gender differences compared to previous years. Gender distribution is evenly distributed across all levels, with an increase in staff in the first three levels compared to the previous year.

TABLE 1: ISTAT STAFF NUMBERS AS OF 31 DECEMBER 2023. STAFF BREAKDOWN BY GENDER, AGE, AND CATEGORY LEVEL - YEAR 2023

CLASSIFICATION/LEVEL/ROLE	MEN						WOMEN						TOT
	FRO M 31 TO 40		FROM 41 TO 50	FR OM 51 TO 60	>60	TOT	FRO M 31 TO 40		FROM 41 TO 50	FR OM 51 TO 60	>60	TOT	
	≤ 30						≤ 30						
Governing bodies/Management staff													
GENERAL DIRECTOR				1		1							1
DEPARTMENT DIRECTOR				1		1					1	1	2
CENTRAL DIRECTOR				4	3	7				5	1	6	13
TIER I ADMINISTRATIVE MANAGER				1		1					1	1	2
TIER II ADMINISTRATIVE MANAGER ROLE					1	1			1	3		4	5
TIER I ADMINISTRATIVE MANAGER (art. 19, para. 5bis)									1			1	1
TIER I ADMINISTRATIVE MANAGER (art. 19, para. quater)			1	1		2			1			1	3
TIER II ADMINISTRATIVE MANAGER (art. 19, para. 6)					1	1							1
Total management staff			1	8	5	14			3	8	3	14	28
% category out of total staff			0.05	0.42	0.25	0.73			0.16	0.42	0.16	0.73	1.46
Non-managerial staff													

¹¹ CUG Annual Report – 2024: <https://portalecug.gov.it/format-2/relazione-cug-istituto-nazionale-di-statistica-istat-2024>

LEVEL I				2	45	19	66			1	70	21	92	158
LEVEL II		1	19	71	14	105				43	143	18	204	309
LEVEL III		13	63	75	7	158			19	158	132	8	317	475
LEVEL IV			27	84	46	157				38	114	42	194	351
LEVEL V			21	33	31	4	89		28	68	45	15	156	245
LEVEL VI		18	40	66	37	4	165	13	28	38	32	13	124	289
LEVEL VII		1	3	6	12	8	30	2	3	2	8	7	22	52
LEVEL VIII		1	3			1	5		1		2		3	8
Total non-managerial staff		20	81	216	355	103	775	15	79	348	546	124	1,112	1,887
% category out of total staff		1.04	4.23	11.28	18.54	5.38	40.47	0.78	4.13	18.17	28.51	6.48	58.07	98.54

Source: Istat – CUG 2024 Annual Report referring to 2023 data

Contrary to what happened in the past (Table 2), the percentage of staff with a long tenure in the same profile has decreased (25.1% of total non-managerial staff compared to 36.4% in 2022). This change is due to the Institute's policies aimed at enhancing internal staff. Hiring in 2023 resulted in an increase in staff of both genders under 30, bringing a younger workforce to the Institute.

TABLE 2: SENIORITY IN NON-MANAGERIAL PROFILES AND LEVELS, BY GENDER AND AGE - YEAR 2023

PROFILE TIME (IN YEARS)	MEN						WOMEN						TOT	%
	AGE CLASSES (IN YEARS)					TOT	AGE CLASSES (IN YEARS)					TOT		
	≤ 30	FROM 31 TO 40	FROM 41 TO 50	FROM 51 TO 60	>60		≤ 30	FROM 31 TO 40	FROM 41 TO 50	FROM 51 TO 60	>60			
LESS THAN 3	19	63	100	136	20	338	14	61	197	247	32	551	889	47.11
BETWEEN 3 AND 5		10	15	21	2	48	1	9	29	33	6	78	126	6.68
BETWEEN 5 AND 10	1	8	69	89	15	182		9	84	109	14	216	398	21.09
ABOVE 10			32	109	66	207			38	157	72	267	474	25.12
TOTAL	20	81	216	355	103	775	15	79	348	546	124	1,112	1,887	100
TOTAL %	1.06	4.29	11.45	18.81	5.46	41.07	0.79	4.19	18.44	28.93	6.57	58.93	100	

Source: Istat – CUG 2024 Annual Report referring to 2023 data

For further analyses regarding the description of the staff situation with respect to gender, please refer to the CUG annual report for the year 2024 referring to the data for the year 2023.

3. STAKEHOLDERS, PUBLIC VALUE AND GENDER BUDGET REPORT: A VIRTUOUS CIRCLE

The second edition of Istat's Gender Budget Report is part of the Institute's path towards greater transparency and social responsibility and recognises the crucial importance of stakeholders in the process of promoting gender equality. To maximise the effectiveness of gender policies, particular attention is paid to alignment with the PIAO and other strategic documents, ensuring an integrated and coordinated vision of actions.

Alignment with the PIAO, in particular, allows gender policies to be included within a broader framework of organisational objectives and strategies. This translates into greater coherence between the various initiatives, avoiding overlaps and maximising the impact of resources. Furthermore, the active involvement of stakeholders in this alignment process ensures that gender policies effectively respond to the needs and expectations of all stakeholders.

In summary, the strategic approach adopted by the second edition of the Gender Budget Report is based on a broad vision of stakeholders and on strong integration with other planning tools. This ensures that gender policies are not only effective, but also sustainable and capable of generating lasting change and a positive impact on the communities they serve.

At the heart of this process is the concept of Public Value, understood as the set of benefits the Institute is able to generate for the community through its activities. The ability to create public value is closely linked to the quality of the relationships Istat maintains with its stakeholders. An open and constructive dialogue with these stakeholders allows us to better understand society's needs and expectations, to direct our activities toward producing increasingly relevant and useful data and analyses, and to strengthen citizens' trust in the Institute, promoting a culture of gender equality within and beyond Istat. This approach allows us to create a virtuous circle in which dialogue with stakeholders fuels the production of Public Value, which in turn strengthens trust and collaboration with them.

This second edition of the Report confirms the analysis conducted for 2022 and expands on this mapping, recognising it as a fundamental tool for identifying Istat's main stakeholders and defining the most effective ways to interact with them.

Istat's stakeholders in relation to the Gender Budget Report can be traced back to the following macro-categories:

- External stakeholders who ensure the relevance and effectiveness of the Gender Budget Report and promote a culture of gender equality at all levels: Constitutional bodies and bodies of constitutional importance, central governments, regulatory agencies and authorities, external control bodies/committees, other national bodies, public research institutions, universities and higher education institutions, international organisations/institutions, local authorities and their associations, other statistical institutes; the mass media (newspapers, radio, and television,

including those broadcast online), representative associations, national trade unions, private study, training, and research centres, consumer and user associations, civic, environmental, voluntary, and religious associations, suppliers of goods and services, and citizens as individual users;

- internal stakeholders, who actively contribute to the definition of gender policies and the monitoring of results: Istat staff, trade union representatives and associations, and internal control bodies/committees, as provided for in the organisational regulations.

Below we analyse some key players for Istat:

- Employees and union representatives. Gender analysis in this context involves examining how gender dynamics influence the work environment, career opportunities and staff well-being. Trade union representatives within Istat play a crucial and active role in promoting gender equality and protecting workers' rights.
- Citizens. It is important that all citizens, regardless of gender, have access to information and are able to understand the data provided by Istat, which is committed to improving communication and data dissemination, using various channels, to reach a broad and diverse audience.
- Institutions and policy-makers. The Institute provides essential data for the formulation of public policies. It is essential that data be analysed to highlight disparities and to support targeted interventions. The aim is to provide information that allows us to assess the gender impact of existing policies and to guide future decisions towards greater equity.
- Researchers and academia. It is important that, in compliance with the legislation on the protection of personal data and statistical confidentiality, researchers have access to data and analysis tools that allow them to gain a deeper understanding of social dynamics and inequalities. Collaboration with the academic world fosters the development of new methodologies and the production of innovative knowledge.
- Media and public opinion. The media play a fundamental role in disseminating data and raising public awareness: informed and responsible communication helps to overcome gender stereotypes and enhance diversity.

Based on the analysis conducted in the first edition, the 2023 Gender Budget Report acknowledges the consolidation and expansion of the Institute's commitment to gender equality, with the aim of integrating this perspective systematically and participatively into all phases of the process.

To develop an accurate Gender Budget Report, it is essential to start with a detailed mapping of the stakeholders from a gender perspective. This process allows us to precisely identify all the individuals who interact with the Institute, and to whom we can plan and direct targeted interventions to promote gender equality in all relevant areas. It is important to underline that this classification is dynamic and the identification of stakeholders may vary based on subsequent contextual analyses, to ensure an increasingly complete and up-to-date representation of different perspectives and needs.

In order to maximise the effectiveness of the comparison on the results of the Gender Budget Report, it is essential to adopt a communication strategy that takes into account the different types of stakeholders. For this purpose, it is advisable to:

- involve stakeholders in defining the objectives, strategies and actions of the Gender Budget Report through the organisation of meetings and workshops;
- make the Gender Budget Report transparent and accessible to all by publishing it on the institutional website in a dedicated section;
- Organise awareness-raising campaigns and public events to promote awareness of gender issues and of the Gender Budget Report.

As highlighted, this edition envisages greater integration of the Gender Budget Report into decision-making processes and strategic planning, aligning its contents with strategic documents to ensure an integrated and coordinated vision of actions. In this process, it is central to offer specific training programs for Istat staff and for stakeholders, with a focus on gender analysis of expenditure and the use of budget tools. Furthermore, it is useful to promote the exchange of good practices with other institutions and organisations that also prepare a Gender Budget Report.

4. COSTS

The methodology for designing and drafting the Institute's first Gender Budget Report, as indicated in the context section, in continuity with the 2022 version, was based on an analysis of the structure of the State Gender Budget Report. The intention was, therefore, to produce a document reporting the costs incurred by the Institution, reclassifying them in light of an assessment of their different impact on gender, to identify the various consequences on strategic choices, to monitor the benefits and phenomena of interest and to lead the way to defining gender equality objectives to be achieved. The added value is having a guided procedure for reclassifying costs from a gender perspective.

As highlighted in the context analysis, the following paragraphs specify that the term "costs" will be used, since Istat adopts the economic-patrimonial accounting system, unlike the term "expenses" used within the reference documentation of the State Gender Budget Report.

The 2023 financial statement

Istat's financial statement as of 31 December 2023 refers to the Institute's second financial year of economic and financial accounting, adopted pursuant to Legislative Decree 25 November 2016, no. 218 concerning "Simplification of the activities of public research bodies pursuant to article 13 of Law no. 124 of 7 August 2015".

To promote a true and fair representation of the financial statements, Istat has adopted an accounting system that captures the economic aspects of management, as well as the related financial profile at a general level and in its analytical components. For Istat, this Budget represents a further step forward in the adoption of modern management tools, which first and foremost allow for better, more complete, and transparent measurement of the choices made. The greater the confidence and comprehensibility of the measurements, the greater the ability to interpret reality.

The financial statement consists of the following documents:

- Balance sheet, which shows the amount of assets and liabilities at the end of the financial year together with the amount and composition of the assets;
- Income statement, which highlights costs and income relating to the financial year in order to illustrate the economic result of the management of the period under consideration;
- Cash flow statement, which highlights the Institute's ability to achieve financial equilibrium by reporting information on the financial year's cash flows;
- Explanatory notes, which provide additional and more detailed information than that reported in the balance sheet and income statement.

In particular, the income statement includes costs and revenues, adjusted such as to include only those economically relevant income components in the operating result, determining the economic result of the management and its effects on net equity.

Table 3 shows the classes of items that compose the Income Statement of ISTAT's 2023 Financial Statement with the related amounts expressed in Euro.

TABLE 3: CLASSES OF ITEMS THAT COMPOSE THE INCOME STATEMENT OF THE 2023 FINANCIAL STATEMENT

INCOME STATEMENT	2023
A) PRODUCTION VALUE	278,323,328
B) PRODUCTION COSTS	247,397,363
Difference between production value and production costs (A-B)	30,925,965
C) FINANCIAL INCOME AND EXPENSES	13,600
Pre-tax earnings (A-B+C+-D+-E)	30,939,565
TAXES FOR THE YEAR	- 8,092,702
OPERATING SURPLUS	22,846,863

Source: Istat – 2023 Financial Statements

For preparation of the 2023 Gender Budget Report, only the production cost item class in the Income Statement was considered, the details of which are shown below.

TABLE 4: PRODUCTION COSTS IN THE ISTAT 2023 INCOME STATEMENT

B) PRODUCTION COSTS	2023
6) for raw materials, ancillary materials, consumables	138,004
7) for services	41,438,576
7bis) for transfers and contributions	14,614,920
8) for use of third-party assets	9,377,282
9) for personnel	133,050,358
10) amortisation and depreciation	21,950,827
13) other provisions	23,722,266
14) various management costs	3,105,130
Total production cost	247,397,363

Source: Istat – 2023 Financial Statements

Classification of costs from a gender perspective

Drafting of the Gender Budget Report requires a reclassification of the cost items in ISTAT's financial statements, which allows for an assessment of the differential impact of the resources employed on men and women.

Analysing budget documents from a gender perspective requires the application of evaluation criteria suitable for identifying, in the various phases of planning, management, and financial reporting, the resources allocated to gender-relevant issues. According to the latest guidelines of the Ministry of Economy and Finance on the Gender Budget Report¹², the expenses of the financial statement are evaluated and divided into specific categories:

- “expenditure aimed at reducing gender inequalities”;
- “sensitive expenditure”;
- “neutral expenditure”;
- “expenditure to be further investigated”.

“Expenditure aimed at reducing gender inequalities” refers to expenditure that is directly related to or aimed at reducing gender inequalities or at establishing equal conditions or treatment. They can be implemented through affirmative actions or acts of guarantee and protection against direct and indirect forms of discrimination. As an example, we can consider:

- resources allocated exclusively to women to reduce a known gender gap (for example, for female entrepreneurship, motherhood, etc.);
- resources allocated exclusively to men to reduce a known gender gap (for example, Italian language skills projects aimed only at male students, measures to prevent serious road accidents promoted for men, etc.);
- incentives aimed at female employment, given that it suffers from a significant disparity compared to male employment;
- Resources earmarked for work-life balance measures in the public and private sectors (e.g., parental leave, flexible working arrangements, etc.) and to ensure family care (for children, the elderly, the non-self-sufficient, etc.), which are strongly correlated with women's employment dynamics or unpaid working time;
- resources allocated to the promotion of equal opportunities between men and women through information campaigns, conferences, events, and other forms of awareness-raising and promotion;
- resources allocated to public or private entities whose main objectives include equal gender opportunities;
- resources allocated to international agreements or activities relating to the reduction of gender inequality, non-discrimination against women, etc.;

¹² Annex 1 of circular no. 26 of 16 May 2024 containing the “Gender Budget Report. Guidelines and launch of activities relating to the 2023 general state budget”.

- resources transferred to international organisations or Italian public administrations whose activities primarily aim to reduce gender inequalities, based on the organisation's founding mission or on the basis of a specific directive issued by the administration transferring the resources, with reference to the financial year examined;
- expenditure on studies, research, surveys, observatories, commissions, conventions and information systems that enable the measurement, analysis, and/or evaluation of gender inequalities in employment, the economy, society, education, health and other areas of public policy;
- expenditure for training activities for staff or third parties aimed at focusing attention on gender equal opportunities;
- expenditure on infrastructure whose design incorporates preliminary gender mainstreaming activities and whose implementation has the specific aim of mitigating or at least considering the different needs of men and women;
- expenditure for the purchase of goods and services, if performed with public procurements that incorporate gender equality requirements (*gender procurement*);
- resources allocated to measures that include equal gender opportunities among their various objectives (even if not exclusive);
- Development and maintenance of information systems for projects and initiatives aimed at reducing gender inequalities, such as anti-violence projects managed by law enforcement agencies.

“Gender-sensitive spending” refers to spending that could have an impact, even indirectly, on inequalities between men and women. For example, the following types of expenses could be sensitive:

- resources allocated to the production of individual services provided directly by the state administration, such as school education (including expenditures on training school staff) and the maintaining of prisoners, situations characterised by a different propensity to access, use and benefit from services due to gender;
- interventions to support employment and income for men and women, as the labour market is characterised by a high gender gap;
- interventions that have effects on the redistribution of income towards specific segments of the population, characterised by a strong prevalence of one gender;
- assistance measures that could have a different impact on men and women due to their different social and economic characteristics;
- scholarships awarded by the administration to individuals who may have a different propensity to participate due to gender;
- clothing, uniforms, work clothes, equipment for law enforcement and/or military personnel as well as clothing for members of military bands, if these have different characteristics for men and women;
- Expenses incurred for the creation of platforms for managing data relating to the implementation of PNRR measures, given the transversality of the gender issue.

Sensitive expenditures can be directed at reducing gender inequalities if, in the financial year under review, the administration adopts targeted policies or implements interventions

using methods that take into account the different access and use that men and women may have to the service or project being implemented.

“Gender-neutral expenditures” refers to expenditures examined from a gender perspective that have no potential direct or indirect impacts. Based on the analysis performed by the administration, expenses relating, for example, to the following economic categories of the budget can be considered neutral:

- passive interests and capital income;
- acquisitions of financial assets (except in specific cases such as the establishment of revolving funds with gender implications);
- depreciation;
- corrective and compensatory items;
- repayment of financial liabilities;
- EU own resources;
- the mission of the “Funds to be distributed” budget, the “Reserve and special funds” program and the “Funds to be assigned” program (except for specific funds that are not distinguished at the time of the budget forecast, but established on the basis of a regulatory provision that indicates a clear purpose of reducing gender inequalities and the funds relating to the ancillary components of remuneration);
- the “Public Debt” budget mission, the “State Debt Service Burdens” program, and the “State Debt Repayments” program;
- resources resulting from the 2, 5 and 8 per thousand, as the beneficiaries of the resources, for which the budget constitutes the exclusive management tool, depend on the choices made by taxpayers;
- rent, fees and utilities, TARI, disputes and arbitration, safety and surveillance in the workplace, i.e. expenditure intended for the operation of facilities in the strict sense without regard to specific interventions intended for one of the types.

Sometimes, seemingly neutral spending can have indirect effects on the employment and income opportunities of men and women, necessitating a more in-depth analysis of the economic effects of public spending policies.

Finally, the “expenses requiring further investigation” concern measures that, due to certain characteristics (nature of expenditure and potential beneficiaries), should fall outside the scope of neutral expenditure and, as such, require further investigation to verify possible direct or indirect impacts on gender inequalities.

For example, the following cases could be coded as requiring further investigation, in the absence of data that would allow for classification, into the following categories:

- resources allocated to the promotion of volunteering in various fields such as social, environmental, welfare and cultural. In fact, volunteering, in various fields that may be in addition to those listed as examples, can involve people to varying degrees depending on their gender;
- interventions aimed at urban redevelopment and city safety, as well as environmental innovation for rural communities. Attention to the people who benefit from the interventions can reveal, instead, gender-differentiated impacts;

- Collaboration agreements between central government administrations and local authorities or bodies to promote cultural, tourist, educational, and environmental activities. The focus on gender employment in the various economic activities to be promoted shows how the impact of such measures can have certain effects on gender, given for example the strong female presence in the hotel, cultural, and education and training sectors;
- resources earmarked for VAT reduction measures that require more information to understand the effects on consumers;
- resources allocated to health and safety surveillance in the workplace when spending may have a different gender connotation depending on the type of intervention to be performed;
- resources transferred from central governments to promote sporting activities and to reduce social marginalisation, including in the suburbs; expenditures for the construction of sports infrastructure and facilities and for the integration of disabled people through sport; also for the promotion of tourism in the area through sporting events;
- resources earmarked for the provision of collateral on mortgages for the purchase of a primary residence;
- resources allocated to policies to encourage and support young people, adolescents and children, even if transferred to international institutions as a contribution;
- resources to be allocated to support births, families, and separated or divorced working parents to ensure continued child support payments;
- resources allocated to the reimbursement of innovative drugs;
- resources from the national investment plan complementary to the PNRR, such as, for example, construction and improvement works on pavilions and spaces for penitentiary facilities for minors;
- resources allocated to investment programs to support small and medium-sized enterprises, crafts, the safeguarding of employment levels and the continuation of business activity, or activities supporting the development of SMEs;
- resources allocated to Italy's international peace and humanitarian initiatives or aimed at international cooperation initiatives;
- resources allocated to combating the phenomenon of cyberbullying;
- resources allocated to Italy's participation in the implementation of community programs in the fields of education and training;
- resources allocated to victims of Mafia-type crimes, extortion, usury and intentional violent crimes as well as to orphans resulting from domestic crimes;
- resources allocated to hospital or healthcare construction works, prison infrastructure, the implementation of means of transport, and social housing;
- resources allocated to the enhancement of research projects;
- resources allocated to the construction of new state-owned barracks; to the costs of advertising the armed forces through the press, radio, television or cinema;
- resources earmarked for the provision of non-repayable grants and subsidised loans to agricultural businesses;

- resources allocated to support cooperatives or workers operating in the entertainment industry;
- resources allocated to the creation or implementation of databases such as, for example, the one relating to the diagnostic feedback on infants and fetuses who die suddenly without apparent cause.

It should be noted that, for 2023, Istat's Gender Budget Report preparation process also presented some critical issues regarding the reclassification of cost items in the financial statements, as detailed gender information remains limited.

General accounting, in fact, has historically been structured to collect financial, economic, and asset data without specific integration with an analytical accounting system aimed at monitoring costs according to gender criteria.

Also for the 2023 financial year, it was possible to identify a number of costs classified as "gender-sensitive", such as those relating to staff training, service missions and social welfare contributions.

The costs aimed at reducing gender inequalities include the Institute's activities intended to promote equal opportunities, such as statistical production on gender indicators, communication activities and institutional collaborations.

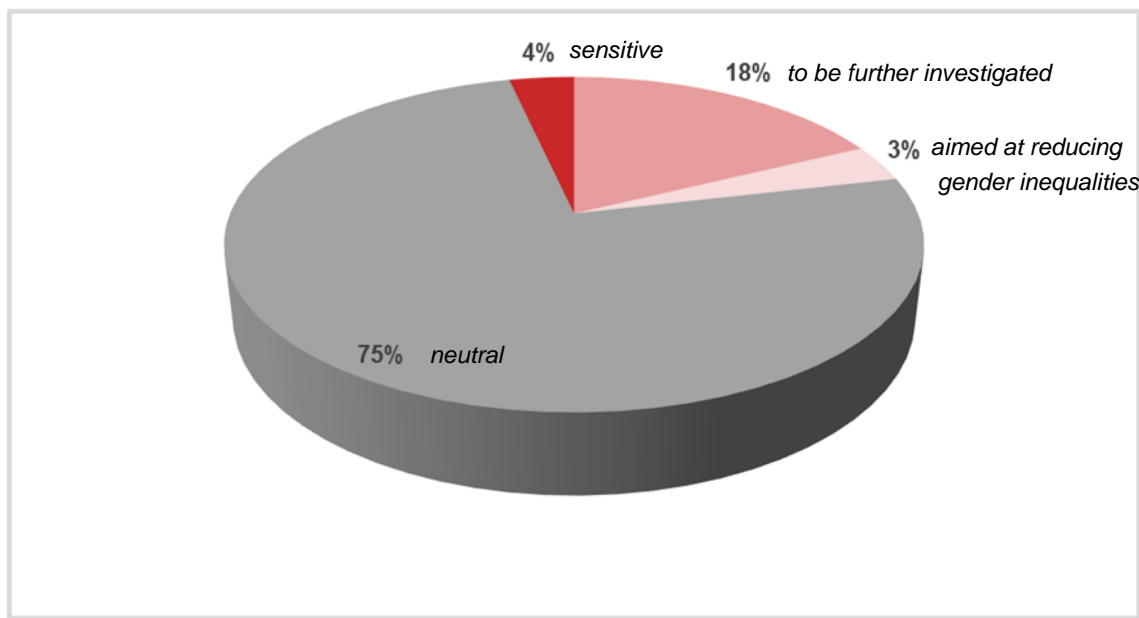
In accordance with the State Gender Budget Report, personnel costs have not been specifically analysed, as they are instrumental costs for the implementation of various state interventions and therefore may or may not have an impact on gender depending on the mission, program, or action in which they are placed.

In the future, we plan to further extend the analysis to a larger number of cost items, with the aim of increasingly effectively orienting administrative decisions towards strengthening equal opportunity policies. Promoting an institutional culture that is attentive to gender equality and the reduction of inequalities are fundamental elements to improve equitable and sustainable well-being.

As part of the economic and financial management for 2023, the analysis was conducted by preliminarily examining all the items comprising section "B) Production Costs" of the Income Statement, and subsequently focusing only on those cost items for which it was possible to identify a quantifiable and significant gender impact, with the aim of progressively expanding the scope of assessment in the coming financial years.

Figure 1 illustrates the percentage distribution of cost items in the general ledger accounts (CO.GE), linked to class "B) Production costs" of the Istat Income Statement, aggregated according to the classification of the State Gender Budget Report. In particular, the graph highlights that 75% of the items were classified as neutral, 4% as gender-sensitive, 3% as aimed at reducing inequalities and the remaining 18% require further investigation.

FIGURE 1: PERCENTAGE DISTRIBUTION OF COST ITEMS OF THE GENERAL ACCOUNTS (CO.GE), CONNECTED TO CLASS “B) PRODUCTION COSTS” OF THE ISTAT INCOME STATEMENT, AGGREGATED ACCORDING TO THE CLASSIFICATION OF THE STATE GENDER BUDGET REPORT



Source: Istat, internal processing

As previously mentioned, for the purposes of analysing the Institute's 2023 Gender Budget Report, it was decided to focus only on some of the afore-mentioned items, with the prospect of broadening the scope of observation in future financial years. Therefore, the items considered are illustrated in the following table.

TABLE 5: THE COST ITEMS OF THE GENERAL ACCOUNTS (CO.GE), CONNECTED TO THE CLASS “B) PRODUCTION COSTS” TAKEN INTO CONSIDERATION

CO.GE. ACCOUNT	COST ITEM DESCRIPTION
4120102001	Mission allowance - Italy
4120102004	Mission allowance - Abroad
4140101011	Internal training - IT staff remuneration for teaching
4120104003	Internal training - registration for courses and conferences
4149901001	Welfare contributions for staff
4120111001	Shipping and transport costs statistical models
4120199905	Other miscellaneous services for surveys
4120199906	Data collection for surveys
4120111003	Printing and binding of statistical models
4310102004	Current transfers to municipalities for surveys

Source: Istat – 2023 Financial Statement

Gender-sensitive expenditure

Staff training

Staff training and skills development are a fundamental tool in human resources management: staff retraining is a key variable and a necessary organisational investment for the achievement of strategic objectives. Istat fosters the development and enhancement of its human capital through ongoing training, closely aligned with the Institute's strategic needs and the operational requirements of its Departments and Directorates.

In 2023, 159 courses were delivered, with a number of student days equal to 3,492 and a total of 24,444 hours of training. The training activity involved 1,552 "heads"¹³ for a total of 3,486 participants¹⁴, of which 59% were women and 41% were men.

In the following tables, the data on "heads" is analysed because it is considered more significant.

TABLE 5: PEOPLE IN TRAINING BY LEVEL AND GENDER AS A PERCENTAGE, YEAR 2023

LEVEL	WOMEN	MEN	TOTAL
Total level I-III	27	14	41
Total IV-VIII level	32	27	59
Grand total	59	41	100

Source: Istat, processing on internal information systems

The total cost of training activities in 2023 was €173,747¹⁵.

With reference to the professional classification level (Table 6), regarding women, the staff most involved in training initiatives belong to the III level: in fact, out of the 921 women in training, 220 belong to the afore-mentioned professional level, that is approximately 24%.

Regarding men, however, the sixth professional level is the most involved one, with 158 men in training out of a total of 631, equal to 25%.

¹³ "Heads" refers to the people who attended the courses: for example, if the same person attended 3 courses, this counts as 1 head.

¹⁴ A participant is defined as a single participation in the course: therefore, if the same person has attended 3 courses, they will be counted as 3 participants.

¹⁵ The data refers to the 2023 financial statement, in particular to the cost items: 4120104003 Internal training - registration for courses and conferences, 4120104004 Mandatory training, 4140101011 Internal training - IT staff remuneration for teaching, 4120104001 Internal training - external services.

TABLE 6: "HEADS" PERSONS IN TRAINING BY LEVEL AND GENDER, YEAR 2023

LEVEL	WOMEN	MEN	TOTAL
Tier I Administrative Manager	0	1	1
Tier II Administrative Manager	5	1	6
Level I	63	47	110
Level II	132	64	196
Level III	220	111	331
TOTAL LEVEL I-III	420	224	644
Level IV	197	144	341
Level V	164	79	243
Level VI	120	158	278
Level VII	17	23	40
Level VIII	3	3	6
TOTAL LEVEL IV-VIII	501	407	908
Grand total	921	631	1552

Source: Istat, processing on internal information systems

Instead, female staff belonging to level V (Table 7) are those who benefited from the greatest number of days and hours of training, equal to 464 days corresponding to 22% of the total training days, for a total of 3,248 hours.

TABLE 7: TRAINING DAYS AND HOURS FOR LEVELS I-III, IV-VIII, YEAR 2023

LEVEL	WOMEN		MEN		TOTAL	
	DAYS	HOURS	DAYS	HOURS	DAYS	HOURS
Tier I Administrative Manager	0	0	6	42	6	42
Tier II Administrative Manager	12	84	1	7	13	91
Level I	88	616	71	497	159	1,113
Level II	239	1,673	113	791	352	2,464
Level III	431	3,017	207	1,449	638	4,466
TOTAL I-III	770	5,390	398	2,786	1,168	8,176
Level IV	429	3,003	298	2,086	727	5,089
Level V	464	3,248	168	1,176	632	4,424

LEVEL	WOMEN		MEN		TOTAL	
	DAYS	HOURS	DAYS	HOURS	DAYS	HOURS
Level VI	375	2,625	517	3,619	892	6,244
Level VII	24	168	35	245	59	413
Level VIII	12	84	2	14	14	98
TOTAL IV-VIII	1,304	9,128	1,020	7,140	2,324	16,268
Grand total	2,074	14,518	1,418	9,926	3,492	24,444

Source: Istat, processing on internal information systems

Focus: internal teaching

The training activity, provided for Istat staff, largely consists of initiatives designed and organised by the Central Directorate for Human Resources (DCRU) which mainly relies on the teaching of internal staff¹⁶, taking into account the qualified skills that Istat possesses and the training needs of its personnel, mainly of a technical-scientific nature.

Training activities are also performed with internal teaching:

- of the European Statistical Training Programme (ESTP), intended for the staff of the National Statistical Institutes of the European Union;
- of international cooperation projects.

The cost of internal teaching is regulated by an internal service order¹⁷ and varies according to the professional levels.

Overall, in 2023, Istat employed 121 internal teachers in training activities, 51% of whom were men and 49% women. Proportionately, the data that emerges is that overall spending is higher for men and lower for women: this is due to the duration of the individual courses.

The data that emerges from Table 8 is that overall expenditure is higher for men and lower for women, by virtue of the duration of the individual courses.

¹⁶ This type of detail is not currently available in the Institute's accounting systems, therefore, the data on the costs of internal teaching was obtained from the analysis of the payment orders, which provide the data relating to the "available liquidity" (2023).

¹⁷ Service order 173/2009 (Internal documentation)

TABLE 8: INTERNAL TEACHING COSTS, YEAR 2023

TYPE	NO. OF TEACHERS	EXPENDITURE	% EXPENDITURE
Men	62	59,407.77	68%
Women	59	28,452.75	32%
Total	121	87,860.52	100%

Source: Istat, processing on internal information systems

If we consider the professional classification (Table 9), the third level is the one most involved in teaching (39 teachers, both men and women). Looking deeper into the distinction between genders, male teachers are more numerous in the third level, while for women there is a prevalence in the second level.

TABLE 9: INTERNAL TEACHERS BY PROFESSIONAL LEVEL, YEAR 2023

LEVELS	I		II		III		IV		V		VI		TOT	%
	N.	%	N.	%	N.	%	N.	%	N.	%	N.	%		
Men	9	50%	16	42%	22	56%	9	60%	2	50%	4	57%	62	51%
Women	9	50%	22	58%	17	44%	6	40%	2	50%	3	43%	59	49%
Total	18		38		39		15		4		7		121	100%

Source: Istat, processing on internal information systems

Participation in external courses and conferences

In 2023, participation in external courses and events resulted in a total expenditure of €75,753.12, of which €42,258.68 (55.78% of the total) was attributable to the participation of female employees and €33,494.44 to men (44.22% of the total). The average expenditure is €198.40 for women compared to €313.03 for men.

Regarding events, Istat staff were registered for 61 events, in which 168 women participated, spending €25,053.68, and 86 men, spending a total of €16,957.44. The average expenditure is €149.13 for women and €197.18 for men, therefore, despite a greater participation of women, the average expenditure for men is higher.

Analysing the distribution within the Responsibility Centres (CDR), on average, there is a higher participation of women than of men. In particular, in the Department for Statistical Production (DIPS), 113 women and 48 men were registered for 20 events. Conversely, in the General Directorate (DGEN) out of a total of 6 events, 6 women and 11 men participated.

Regarding external training, 45 women participated in 23 courses, with a cost of €17,205, and 21 men with a cost of €16,537. The average expenditure is €382.33 for women and €787.48 for men: therefore, in this case too, the average expenditure attributed to men is

more than double that of women. For example, in the Department for the Development and Technology for the Production and Dissemination of Statistical Information (DIRM), the cost is €4,030 for women (22.7% of the total spent) and €13,727 for men (77.3% of the total spent).

Analysing the distribution within the Responsibility Centres, it also appears that women participate more frequently in this category. In fact, in DGEN, out of a total of 16 courses, 38 women participated compared to 14 men. At DIRM, however, the distribution of students across 7 courses is equal between women and men.

TABLE 10: COSTS OF PARTICIPATION IN CONFERENCES AND COURSES BY STRUCTURE AND AMOUNT BROKEN DOWN BY GENDER, YEAR 2023

EVENT TYPE	STRUCTURE¹⁸	NUMBER OF EVENTS	NUMBER OF WOMEN	TOTAL COST WOMEN	NUMBER OF MEN	TOTAL COST OF MEN
Conference	DCRE	19	23	3,128.97	11	2,865.00
	DGEN - UPR	7	7	660.00	11	2,670.00
	DIPS	20	113	16,139.98	48	8,442.44
	DIRM	15	25	5,124.73	16	2,980.00
Total conferences		61	168	25,053.68	86	16,957.44
Course	DCRE	0	0	0.00	0	0.00
	DGEN - UPR	16	38	13,175.00	14	2,810.00
	DIPS	0	0	0.00	0	0.00
	DIRM	7	7	4,030.00	7	13,727.00
Total courses		23	45	17,205.00	21	16,537.00
Total		84	213	42,258.68	107	33,494.44

Source: Istat, processing on internal information systems

¹⁸ DCRE: Central Directorate for External Relations; DGEN: General Directorate; UPR: Office of the President; DIPS: Department for Statistical Production; DIRM: Department for the development and technology of statistical information production and dissemination.

Missions

With resolution no. 641 of 7 July 2020, the Institute adopted the Regulations regarding the assignment and financial compensation of mission assignments.

The regulation is intended to govern the assignment of missions both within the national territory and abroad, for all personnel (internal and external) and their related financial remuneration. According to art.4, "business mission or trip" means performing an activity in the exclusive interest of the Administration, in Italy or abroad, in a location outside the municipality of the usual place of employment, i.e. in another location other than the employee's usual residence. The mission assignment cannot last less than 4 hours and must be performed in a location at least 10 kilometres from the municipality of the ordinary place of employment.

The reduction in hotel services, combined with the increase in post-pandemic demand, makes it more difficult to find availability at competitive prices, especially during peak seasons. Rising flight and hotel prices, along with other critical issues facing the tourism sector, have significantly impacted public administration business travel spending.

The number of business trips (Table 11), performed by the Institute's employees for the year 2023, were 1,744 for a total cost of €739,850.81¹⁹. Of the 1,744 missions, 1,197 were flown by women and 547 by men.

A substantial recovery in business trips is highlighted: in 2023 the missions performed more than doubled compared to 2022 (840 trips).

TABLE 11: NUMBER OF MISSIONS BY GENDER AND TYPE – YEAR 2023

GENDER	NO. MISSIONS COMPLETED		
	ITALY	ABROAD	TOTAL
Men	430	117	547
Women	957	240	1,197
Total	1,387	357	1,744

Source: Istat, Processing on internal information systems

Considering that the same person can make several business trips during the year, an analysis of the absolute number of women and men who have made a business trip showed that the number of women is equal to 20.88% of the total workforce as of 1 January 2023²⁰, while the number of men is equal to 10.98%. The percentage of women who have taken a business trip is equal to 34.74% of the female universe, while for men it is equal to 27.54%.

The number of missions is greater within the country for both women and men than abroad. The resources involved in business trips during 2023 are 589 (Table 12), of which

¹⁹ The cost of missions for 2023 was calculated on the basis of the mission fees processed as of 1 March 2025, thus also including expenses not considered in the 2023 financial statement (€13,513.81).

²⁰ Effective 1 January 2023: 1,848 staff resources, of which 1,111 women and 737 men.

66% are women and 34% are men. Of the women involved, 66% participated in trips exclusively within Italy, 19% went only abroad, while 15% travelled both in Italy and abroad. The situation is largely similar for the men involved: 64% of those participated only in missions within the national territory, 20% participated in missions only abroad while the remaining 16% performed both national and international missions.

TABLE 12: PERSONNEL INVOLVED IN MISSIONS BY DESTINATION, YEAR 2023

GENDER	ITALY	ABROAD	ITALY AND ABROAD	TOTAL
Men	131	39	33	203
Women	254	72	60	386
Total	385	111	93	589

Source: Istat, Processing on internal information systems

Analysing the average duration in days of business trips (Table 13) respectively in foreign and domestic territory, we find that the former have on average a longer duration. Both in the case of missions in Italy and abroad, the average duration is slightly longer for male personnel.

TABLE 13: PERSONNEL INVOLVED IN MISSIONS BY AVERAGE DURATION IN DAYS OF THE TRIP AND DESTINATION, YEAR 2023

GENDER	MISSION TYPE	
	DAILY MISSIONS ABROAD	DAILY MISSIONS ITALY
Women	4.1	1.9
Men	4.8	2.1

Source: Istat, Processing on internal information systems

The distribution by level (Table 14) shows a greater number of trips for levels I-III for both men and women. In particular, the percentage of women (68.5%) is more than double that of men (31.5%). This trend is also confirmed for levels IV-VIII: women account for 69% while men represent 31%.

TABLE 14: NUMBER OF MISSIONS BY PROFESSIONAL LEVEL, YEAR 2023

LEVEL	WOMEN	MEN	TOTAL
Tier I - II Administrative Manager	11	22	33
LEVEL I	181	129	310
LEVEL II	267	113	380
LEVEL III	370	118	488
LEVEL IV	148	87	235
LEVEL V	165	46	211
LEVEL VI - VIII	55	32	87
Total	1,197	547	1,744

Source: Istat, Processing on internal information systems

The expenditure incurred for business trips (Table 15) made by women is 65.80% of the total expenditure.

TABLE 15: MISSION COST BY GENDER, YEAR 2023

GENDER	TOTAL
Women	486,786.22
Men	253,064.59
Total	739,850.81

Source: Istat, Processing on internal information systems

Istat researchers contribute to the production of economic, social, territorial, demographic and accounting statistics, participate in conferences, meet with national and international organisations, attend universities and other research institutes and engage in discussions with national and local, governmental and non-governmental institutions, scientific societies, and members of the so-called "Country system."

They are engaged in local conferences, seminars, training courses, collaborations with local administrations, international cooperation projects, etc. We proceeded to normalise the mission object, classifying it into four macro-areas:

1. Other Institutional activities;
2. Training;
3. Internal meeting;
4. Scientific meeting.

Compared to the total number of missions performed (Table 16), women are mostly employed (35.55%) in missions for "Other institutional activities" (for example, international cooperation activities, participation in collaboration agreements, meetings with local and national institutions), with 16.40% in "Training" activities, while the percentage of missions performed for "Internal meetings" and for "Scientific meetings" is

for both approximately 8%. Men are also more frequently employed in “Other institutional activities” (18.64%), 6.42% in “Training” activities, while the percentage of missions performed for “Internal meetings” and “Scientific meetings” is approximately 3% for both.

TABLE 16: NUMBER OF MISSIONS BY MISSION OBJECT, YEAR 2023

ACTIVITY	WOMEN	MEN	TOTAL
Other Institutional Activities	620	325	945
Training	286	112	398
Internal Meeting	143	56	199
Scientific meeting	148	54	202
Total	1,197	547	1,744

Source: Istat, Processing on internal information systems

Social welfare contributions

With a specific resolution²¹, the Institute has adopted the Regulations for the provision of social security contributions to its employees.

Welfare benefits are the set of activities and services provided by organisations to their employees with the aim of improving their private and working life, so-called integrative *welfare* ²². They are paid to staff using the funds provided for the same purposes by previous laws or national collective bargaining agreements; the remaining portion, not covered by the allocated funds, is paid using a portion of the resources allocated to additional employee benefits.

Social security contributions for employed personnel include the following types:

- medical subsidies;
- summer holidays;
- nursery school, kindergarten and elementary school;
- public transport;
- support for primary and secondary school studies;
- support for university studies;
- school scholarships;
- university scholarships.

The benefits are granted to both permanent and fixed-term employees in service on the date of application submission. They can be requested for expenses incurred by the employee themselves, by their spouse and children, but only if they are fiscally

²¹ DOP/1270 of 30/11/2018

²² Art. 96 of the 2016-2018 National Collective Bargaining Agreement, Presidential Decree no. 171/1991, concerning the granting of welfare and social benefits to personnel of Research Sector entities, pursuant to Law no. 70/1975.

dependent. Personnel with first- and second-tier management qualifications or those persons assigned to general technical offices are excluded from the disbursement of contributions.

Contributions for medical subsidies, summer camps, nursery schools, kindergartens and elementary schools are paid based on the applicant's family's financial situation, which is assessed using the ISEE (Income Tax Equivalent Indicator) certification according to a classification into income brackets. Submission of the ISEE certificate is optional.

The expenditure analysis is performed with a misalignment with the 2023 financial statement, as it takes into account the welfare benefits paid based on the availability of the fund established for 2022 (referring to expenses incurred in 2022) requested by staff during 2023 and paid in the February 2025 payment. The effects of the pandemic emergency were still present in 2022, but certainly less impactful than in 2021, when the travel restrictions imposed by the Covid-19 containment measures were still evident, negatively impacting on spending and on the number of applicants.

With reference to 2023, a general increase in beneficiaries is observed compared to the previous period. In the tables below, all personnel in service as of 1 January 2023 have been considered as entitled to the benefits²³. The fund dedicated to social welfare benefits for 2022, as per the supplementary collective agreement, amounted to €1,269,689, a significant increase compared to the previous year, thanks to the redistribution of portions of funds remaining from previous years. The fund was distributed as shown in Table 17.

TABLE 17: DISTRIBUTION OF FUND FOR CARE ACTIVITIES, YEAR 2022²⁴

CONTRIBUTION TYPE	AMOUNT
Nursery schools, kindergartens and primary schools (AME)	96,350
Medical subsidies	884,900
Summer stays	36,000
Public transport	31,400
Support for school studies	124,249
Support for university studies	35,000
School scholarships	45,790
University scholarships	16,000
Total	1,269,689

Source: Supplementary collective agreement for distribution of the 2022 welfare fund

Those persons requesting the subsidy for nursery, primary and kindergarten attendance (Table 18) are predominantly female employees, that is, 76% of the requests compared to

²³ As of 1 January 2023, the staff in service, excluding first and second level managers and central directors, is equal to 1,828, of which 1,104 women and 724 men.

²⁴ The total amount paid out does not include the portion allocated to the contribution for the death of employees and/or dependent family members, for a sum of €14,000.

24% of male applicants, who collect almost €23,000, less than a third of the amount paid to their female colleagues. Of the total eligible beneficiaries, 6.29% of women claim the contribution, compared to 2% of men.

TABLE 18: NURSERY, KINDERGARTEN AND ELEMENTARY SCHOOL PROVIDED BY NUMBER OF EMPLOYEES, GENDER, AMOUNT

GENDER	NUMBER OF EMPLOYEES WHO APPLIED FOR SUBSIDIES			NUMBER OF SUBSIDIES REQUESTED	AMOUNT DISBURSED
	A.V.	% OF THE NUMBER OF APPLICANTS	% OF THOSE ENTITLED TO VOTE		
Women	115	76.16	6.29	145	72,395.00
Men	36	23.84	1.97	50	22,881.05
Total	151	100	8.26	195	95,276.05

Source: Istat, Processing on internal information systems

The analysis of the beneficiaries and of the amounts paid for the contribution to medical expenses (Table 19) reveals a clear prevalence of female applicants, approximately 67% compared to 33% of men, resulting in a reimbursement rate that is more than double that of the male component.

Considering those persons entitled to reimbursement, the percentage of women is 38.9% and that of men is 19%, thus confirming it as the most requested contribution at the Institute.

Regarding the data included in the 2022 Gender Budget Report which refer to 2021, the percentages remain almost unchanged. There has been a slight increase in applications in absolute terms, but above all, an increase in the amount disbursed, due in part to the increased availability of the dedicated fund.

TABLE 19: MEDICAL SUBSIDIES PAID BY NUMBER OF EMPLOYEES, GENDER, AMOUNT

GENDER	NUMBER OF EMPLOYEES WHO HAVE APPLIED FOR THE SUBSIDY			AMOUNT PAID
	A.V.	% COMPARED TO THE NUMBER OF APPLICANTS	% OF THOSE ENTITLED TO VOTE	
Women	711	67.01	38.89	593,950.90
Men	350	32.99	19.14	276,893.10
Total	1,061	100	58.03	870,844.00

Source: Istat, Processing on internal information systems

The contribution for summer holidays for employees' minor children concerns daytime and annual holidays, including study holidays in Italy and abroad (Table 20). The number of women receiving the grant is significantly higher, even in terms of the amount received, approximately three times that of male applicants, although the per capita value of the individual grants is higher for the latter. It is observed that 5.96% of women receive the grant compared to 1.5% of men. A comparison with 2021 shows an increase in grant

applications and amounts disbursed, and a widening gap between applicants, favouring women.

TABLE 20: SUMMER HOLIDAY GRANTS PAID BY NUMBER OF EMPLOYEES, GENDER, AND AMOUNT

GENDER	NUMBER OF EMPLOYEES WHO APPLIED FOR SUBSIDIES			NUMBER OF SUBSIDIES REQUESTED	AMOUNT DISBURSED
	A.V.	% OF THE NUMBER OF APPLICANTS	% OF THOSE ENTITLED TO VOTE		
Women	109	80.15	5.96	142	25,078.94
Men	27	19.85	1.48	38	8,161.59
Total	136	100	7.44	180	33,240.53

Source: Istat, Processing on internal information systems

The contribution relating to the purchase of season tickets for the use of public transport, registered in the name of the employee and valid in the reference year, refers to local and long-distance public transport (for example for buses, coaches, the underground, trams and trains).

The contributions paid for the use of public transport (Table 21) show a less unbalanced distribution between the two genders than in the analysis seen so far. The percentage of eligible staff requesting the contribution is clearly increasing, rising to 16.6% compared to approximately 3% in 2021, which naturally leads to higher spending.

TABLE 21: CONTRIBUTIONS FOR THE USE OF PUBLIC TRANSPORT PAID BY NUMBER OF EMPLOYEES, GENDER, AMOUNT

GENDER	NUMBER OF EMPLOYEES WHO APPLIED FOR SUBSIDIES			AMOUNT DISBURSED
	A.V.	% OF THE NUMBER OF APPLICANTS	% OF THOSE ENTITLED TO VOTE	
Women	194	63.82	10.61	20,036.32
Men	110	36.18	6.02	11,360.8
Total	304	100	16.63	31,397.12

Source: Istat, Processing on internal information systems

Also in relation to the subsidy for children's school support, two-thirds of the share allocated for this contribution goes to female employees. Of those eligible, 18% requested the contribution, 13% of whom were women. This subsidy is the second most requested after medical expense subsidies. In terms of university support, the female component is always prevalent among recipients.

TABLE 22: STUDY SUPPORT GRANTS BY NUMBER OF EMPLOYEES, GENDER AND AMOUNT

SUPPORT	GENDER	NUMBER OF EMPLOYEES WHO APPLIED FOR SUBSIDIES			NUMBER OF SUBSIDIES REQUESTED	AMOUNT DISBURSED
		A.V.	% OF THE NUMBER OF APPLICANTS	% OF THOSE ENTITLED TO VOTE		
School-related	Women	243	72.75	13.29	339	91,167.27
	Men	91	27.6	4.98	123	33,078.39
	Total	334	100	18.27	462	124,245.70
University-related	Women	72	67.92	3.94	83	24,007.75
	Men	34	32.07	1.86	38	10,991.50
	Total	106	100	5.8	121	34,999.25

Source: Istat, Processing on internal information systems

The same connotation, to a lesser extent than that of university scholarships, is also found for school scholarships (Table 23). The merit criterion, used for awarding scholarships, does not appear to have a significant impact on the gender distribution of applications. Indeed, a trend in the distribution of scholarships is observed similar to that recorded for contributions to educational support.

Scholarship requests are less frequent than those for support, when compared to the total number of eligible students, with a confirmed female predominance.

TABLE 23: SCHOLARSHIPS BY NUMBER OF EMPLOYEES, GENDER, AMOUNT

SCHOLARSHIP	GENDER	NUMBER OF EMPLOYEES WHO APPLIED FOR SUBSIDIES			NUMBER OF SUBSIDIES REQUESTED	AMOUNT DISBURSED
		A.V.	% OF THE NUMBER OF APPLICANTS	% OF THOSE ENTITLED TO VOTE		
School-related	Women	106	72.11	5.8	119	31,864.63
	Men	41	27.89	2.24	52	13,924.04
	Total	147	100	8.04	171	45,788.67
University-related	Women	28	80	1.53	29	12,888.76
	Men	7	20	0.38	7	3,111.08
	Total	35	100	1.91	36	15,999.84

Source: Istat, Processing on internal information systems

Direct expenditure on reducing gender inequality

Surveys

The decision to consider the cost of ISTAT's surveys²⁵ within the Gender Budget Report reclassification process stems from the assumption that all statistical works included within the National Statistical Programme (NSP), which contribute to producing official statistics, pursue the objective of understanding and measuring the various phenomena (social, economic, environmental, etc.) present in our society.

The resulting knowledge allows us to interpret reality and improve awareness in public policy choices: the greater the statistical knowledge, the more effective the response to policy questions. Reading the statistical information suggests to the policy maker the actions to be undertaken, the allocation of economic resources and the results that can be achieved.

Like all policies, gender policies are also based on the analysis and evaluation of statistical data disaggregated by sex and on the use of gender-sensitive statistical indicators²⁶. It is therefore essential to ensure that statistical surveys collect as much information as possible regarding the gender variable and also to verify the cost incurred by the administration for their implementation.

The resulting knowledge contributes, albeit indirectly, to increasing awareness of gender differences and to expanding the culture of equality, also promoting evolution of the process of female emancipation and the reduction of discrimination against women.

The aim of this section is to attempt to quantify, through a methodological exercise, the indirect contribution, in terms of survey costs, that official statistics make to the process of knowledge and awareness of gender differences. In 2023, 302 statistical works owned by Istat were completed out of 325 planned, representing approximately 39% of all Sistan works completed in the same period²⁷.

The reporting exercise concerns a portion of the costs incurred by the Institute relating to the PSN work group for the year 2023 (PSN programming period 2023-2025) called Survey Statistics (SDI), which also include the gender variable among the data.

Of the 302 works performed by Istat, the gender variable is present in approximately a third of them (33%), of which 49.5% produce and disseminate gender-sensitive indicators.

²⁵ The cost information reported here is taken from the Institute's internal reporting systems and from files processed for supplier liquidation and processed exclusively for the Gender Budget Report.

²⁶ Gender-sensitive indicators include all those indicators that highlight, describe, and measure gender differences, monitor the behaviour of men and women over time and measure progress toward gender equality goals. This classification also includes indicators that are designed to detect and measure phenomena related to gender discrimination or, due to the specific nature of the phenomenon, to measure choices, behaviours, and opportunities that affect the female universe only.

²⁷ <https://www.sistan.it/index.php?id=688>

The gender variable, is mostly identified in the Survey Statistics (SDI), 38 works, and in the Administrative Source Statistics (SDA), 35 works. However, it is less present in derived or re-processed statistics (SDE) and in other types of statistical works: Project studies (STU) and Information systems (SIS). With reference to the thematic sectors²⁸, the gender variable is most frequently identified in the Socio-demographic statistics sector with 47 works and in the Socio-economic statistics sector with 31 works, while it is not identified in the National accounting and prices sector.

Compared to the distribution according to the thematic areas assigned to the corresponding quality circles, 12 out of 16 thematic areas have at least one work in which the gender variable is detected; the highest frequency is found in the areas "Population and family; living conditions and social participation" with 35 works, "Health, healthcare and social assistance" with 16 works, and "Justice and security" with 12 works

The production of gender-sensitive indicators is found in 10 of the 12 thematic areas that identify the gender variable. It is greatest in the areas of "Population and family; living conditions and social participation" and "Justice and security" with 11 works in both. In this latter area the survey on the "Anti-violence centres and centres and services for victims of trafficking" produces indicators referring only to women.

Among the survey statistics produced by Istat, some measure phenomena exclusively related to women. Table 24 lists the 7 SDIs that fall into this typology, created in 2023 and involving the thematic areas "Justice and Security" and "Health, healthcare and social assistance".

TABLE 24: SURVEY STATISTICS REVEALING PHENOMENA PRIMARILY RELATED TO WOMEN – YEAR OF IMPLEMENTATION 2023

PSN CODE	SURVEY NAME	THEMATIC AREA
IST-02732	A survey of gender stereotypes and of the social image of violence in schools.	Justice and security
IST-02820	A survey of gender role stereotypes and of the social perception of violence in the adult population.	Justice and security
IST-02260	Multipurpose on families: women's safety	Justice and security
IST-02733	Survey on anti-violence centres and on services for victims of trafficking	Justice and security
IST-00088	Discharged from medical institutions due to miscarriage	Health, healthcare and social care
IST-00089	Voluntary termination of pregnancy	Health, healthcare and social care
IST-00092	Rapid investigation of women discharged for miscarriage	Health, healthcare and social care

Source: Istat, based on PSN 2023-2025 data, implementation year 2023

²⁸ The thematic sectors referred to in the PSN 2023-2025 are: Socio-economic Statistics Sector, Socio-demographic Statistics Sector, Economic Statistics Sector, Territorial and Environmental Statistics Sector, National Accounting and Prices Sector, Policy Evaluation, Well-being and Integrated Analysis Sector. Each sector is divided into several thematic areas.

Among the various types of statistical works, we chose to focus only on SDI, because they are the ones for which data on the costs incurred by the administration can be accessed most easily and in the most detailed manner²⁹.

For the correct interpretation of the reporting table, it is appropriate to clarify a number of concepts relating to the costs incurred by the Administration for the production of the SDIs and to specify which of these have been considered.

Generally speaking, the costs incurred by the Administration can be grouped into two broad macro-categories: direct costs and indirect costs.

The main objective of direct costs is to collect information on the phenomenon in question from respondents. They can be distinguished into:

- survey costs for collecting information from respondents, i.e. contributions paid to the sample municipalities selected for the implementation of surveys with a municipal survey network;
- contributions paid to companies *in service* for the conducting of surveys using the C.A.T.I. (*Computer-Assisted Telephone Interviewing*) or C.A.P.I. (*Computer-Assisted Personal Interviewing*) technique;
- other costs, which can be assumed as instrumental to the first ones³⁰.

The overall direct cost is given by the sum of the survey costs for collecting information from respondents and other costs.

Instead, indirect costs are mainly attributable to the costs of managing the personnel employed in the surveys. Taking into account the methodological choice made by Istat regarding the expenditure to be included in the Gender Budget Report, it was decided not to consider indirect costs and to concentrate on the quantification of only those cost items that fall within the macro-category of direct costs. Therefore, the reporting work focuses on the costs of collecting information from respondents, which represent the significantly largest cost incurred by the ISTAT administration for the SDI, and on other costs. Of the 38 SDIs created by Istat, which record the gender variable, 21 were selected because they were recorded in 2023 and actually generated direct costs. The 21 selected surveys generated a total cost for the Administration of approximately 29 million Euro, of which the costs of collecting information from respondents represent 87.8% (approximately 25.5 million Euro). However, these costs were recorded in only 7 of the 21 surveys. Particularly significant are the costs of the SDI “Integrated System for Permanent Census and Social Surveys, area component” equal to approximately 11 million Euro (39% of the total) and of the SDI “Labour Force Survey (Rfl)” for approximately 9 million Euro (32% of the total). The multipurpose household surveys (aspects of daily life, time use and citizen safety) generated a total direct cost of approximately 3.5 million Euro (12% of the total direct costs incurred in 2023), shown in the following table.

²⁹ The cost information reported here is taken from the Institute's internal reporting systems and from files processed for supplier liquidation and has been processed exclusively for this purpose.

³⁰ The other costs include: the costs of printing the survey forms, the information letters for respondents, the delivery service for the survey support material, the integrated contact centre services, and the data recording service.

TABLE 25: TOTAL COST, SURVEY COST FOR COLLECTING INFORMATION FROM RESPONDENTS AND OTHER COSTS OF SURVEY STATISTICS (SDI). EURO AND PERCENTAGE - IMPLEMENTATION YEAR 2023

PSN CODE	SURVEY NAME	DIRECT COSTS AT THE RESPONDENTS' EXPENSE	OTHER COSTS	TOTAL DIRECT COSTS	%
IST-00050	Survey on the structure of wages and labour costs	-	9,543	9,543	0.0328
IST-00095	Survey into Deaths and Causes of Death	-	1,322,274	1,322,274	4.5464
IST-00142	Identification of road accidents resulting in personal injury	-	6,815	6,815	0.0234
IST-00204	Multipurpose on families: aspects of daily life	589,528	195,562	785,090	2.6994
IST-00243	Residential social-assistance and social-health facilities	-	10,861	10,861	0.0373
IST-00925	Labour force survey (Rfl)	9,159,873	130,493	9,290,366	31.9432
IST-01395	Survey on Income and Living Conditions (EU-SILC)	1,893,644	16,476	1,910,120	6.5676
IST-01858	Multipurpose on families: use of time	1,360,364	41,923	1,402,287	4.8215
IST-01863	Multipurpose on families: citizen safety	1,356,760	-	1,356,760	4.6650
IST-02234	Survey on the inclusion of students with disabilities in state and non-state schools	-	25,866	25,866	0.0889
IST-02493	Integrated System for Permanent Census and Social Surveys, area component	11,043,257	433,771	11,477,028	39.4617
IST-02494	Integrated System for Permanent Census and Social Surveys, list component	-	857,684	857,684	2.9490
IST-02530	Consumer Confidence Survey	122,976	40,279	163,255	0.5613
IST-02575	Permanent censuses of economic units - Census survey of public institutions	-	118,140	118,140	0.4062
IST-02607	Survey of children and young people: behaviours, attitudes and future plans	-	162,531	162,531	0.5588
IST-02698	Statistical survey on Research and Development	-	45,726	45,726	0.1572
IST-02726	Discrimination survey	-	26,870	26,870	0.0924
IST-02741	Developing a statistical and information framework on the living conditions of Roma, Sinti, and Caminanti populations in relation to the new National Inclusion Strategy 2021-2030	-	143	143	0.0005
IST-02816	"Adult Education (AES)" Survey	-	1,266	1,266	0.0044
IST-02817	Survey on the identifying elements, resources and activities of the statistical offices of Sistan (Eup)	-	1,120	1,120	0.0039
IST-02820	A survey of gender role stereotypes and the social perception of violence in the adult population.	-	110,253	110,253	0.3791
Total		25,526,401	3,557,594	29,083,996	100

Source: Istat, processing of data from accounting systems and files processed for supplier liquidation - implementation year 2023

With reference to the seven survey statistics that identify phenomena related to women in the year 2023 (reported in Table 24), the cost data currently available do not allow for a meaningful analysis. The only exception is represented by the "Survey on stereotypes on gender roles and the social image of violence in the adult population" which produced an overall survey cost of approximately 110 thousand Euro. Grouping the cost data of the 21 surveys for the thematic areas of the PSN, the highest incidence is found in the "Population and family; living conditions and social participation" Area, which with 9 surveys accounts for approximately 57% of the total direct costs sustained by the Administration and in the "Work and the system of social security and welfare cash transfers" Area that with 2 surveys accounts for approximately 32% of the total. For both thematic areas the greatest weight is determined by the "Integrated System for Permanent Census and Social Surveys, area component" SDI and by the "Labour Force Survey (Rfl)" SDI. The thematic areas "Justice and security" and "Health and social care" have an impact on costs equal to 5.04% and 4.67% respectively (Table 26).

TABLE 26: TOTAL COST, SURVEY COST FOR COLLECTING INFORMATION FROM RESPONDENTS AND OTHER COSTS OF SURVEY STATISTICS (SDI) GROUPED BY THEMATIC AREA. EURO AND PERCENTAGE - IMPLEMENTATION YEAR 2023

PSN THEMATIC AREAS	N. SDI FOR THEMATIC AREA OF BELONGING	DIRECT COSTS AT THE RESPONDENTS' EXPENSE	OTHER COSTS	TOTAL DIRECT COSTS	%
Population and family; living conditions and social participation	9	15,009,769	1,775,239	16,785,008	57.70
Work and the system of social security and welfare cash transfers	2	9,159,873	140,036	9,299,909	32.00
Justice and security	2	1,356,760	110,253	1,467,013	5.05
Health, healthcare and social care	3	-	1,359,001	1,359,001	4.67
Public administration and private institutions	2	-	119,260	119,260	0.40
Construction and services industry: structural and cross- sectional statistics	1	-	45,726	45,726	0.16
Transport and mobility	1	-	6,815	6,815	0.02
Education and training	1	-	1,266	1,266	0.00
Total	21	25,526,401	3,557,594	29,083,996	100

Source: Istat, processing of data from accounting systems and files processed for supplier liquidation - implementation year 2023

Communication activities and projects

The communication activity is closely linked to the objectives that define the *mission* and the *vision* of the Institute. Operating within a shared strategic framework, it plays a crucial role in strengthening the image and reputation of the Institution, supporting the policies of governance and promoting dialogue with interlocutors and stakeholders. Communication therefore plays a key role in promoting and disseminating the Institute's initiatives and programs, such as those aimed at combating gender inequality, through the wide range of channels at its disposal.

In 2023, Istat's communications strategy diversified to meet public needs and to integrate various communication channels. Accessible products and initiatives have been developed to actively engage the public through the web, social media, and events organised both in-person and using a hybrid approach. At the same time, a strong drive to enhance digital services was launched, improving the user experience in accessing statistical information: an innovative approach that allowed the Institute to reach an increasingly broader and more diverse audience, effectively responding to the Institute's communication and dissemination needs. Digital communication has been one of the areas of greatest innovation, in terms of creativity and planning, within institutional campaigns. The actions and products conveyed through Istat channels have become strongly oriented towards a language that is increasingly closer to respondents.

With regard to gender-related issues, of particular note was Istat's adherence to the Memorandum of Understanding MoU “No Women No Panel – Senza Donne Non Se Ne Parla” [No Women No Panel – No Women No Discussion]. The initiative, promoted by RAI at the urging of the European Commission, was introduced in Italy to promote the space and role of women in public debate and to ensure the presence of more women in public communication opportunities. The Institute's adherence to the Memorandum represents a significant step towards recognising and promoting gender equality, especially in public communication. The aim is to enhance women's skills, experiences and talents, for full implementation of the principles of equal democracy and pluralism, ensuring adequate representation of women at conferences, institutional events and every opportunity for collective debate and discussion.

By signing the Memorandum of Understanding, the Institute has committed to monitoring and promoting the presence of women in debates and events, pursuing full gender equality, especially in public communication.

Institutional and outreach communication initiatives

Corporate communications efforts focused on providing an updated overview of data and information on the topic of violence against women. The topic has been discussed both at several conferences and seminars and at other events and commemorative occasions (for example, the International Day for the Elimination of Violence against Women). Communication products (videos, infographics, social media cards), press notes and press releases were prepared, giving ample space to the data released by the Institute. Among these, the following press releases are noteworthy: “*Gender stereotypes and the*

*social image of violence - first results*³¹; *"Homicide Victims - Year 2022. Homicide victims are more numerous among young men and adult or elderly women"*³²; *"Emergency room visits and hospital admissions of women victims of violence"*³³. Istat's official website, with more than 8.5 million visits and approximately 20 million page views, was the hub of communication activities, through which the various initiatives were promoted.

As part of institutional communication activities, the use of infographics also allowed for a focus on the topic of gender diversity. In this context, a strategy has been developed to provide insights and analyses both directly (such as with infographics specifically dedicated to the topic of gender) and indirectly (through infographics from which it is possible to infer data or information related to gender).

Among the forms of direct infographic communication, 9 were designed and created, broken down by gender, and 24 were dedicated to exploring topics with a gender impact. Among the indirect methods, the *"Beautiful Numbers - Create your own infographic"* talent contest was replicated, connected to a *call to action* for the infographicisation of Istat's information assets. Thanks also to personalised consulting sessions on the works submitted to the contest, offered to all participants, 52 high school students from across Italy were encouraged to enhance and consolidate their creativity, sensitivity, and statistical-artistic skills through proactive data reuse (selection, reprocessing and representation of statistical data), including through gender disaggregation and gender-specific data analysis.

With the aim of promoting statistical culture, particularly among the younger generations, the actions introduced by the Institute were aimed at bringing users closer to official statistics, strengthening *statistical literacy* and disseminating Istat's information assets. These goals were achieved through the implementation of projects at national and local levels. More specifically, the "Data in Hand"³⁴ area of the website offered informative content aimed at non-expert users, such as news, videos, educational podcasts, and infographics. Podcast production was designed especially for a young audience.

After a trial period, production of the podcasting series *"Dati alla mano"* (Data in Hand) began, published on the Spreker channel and consisting of eight episodes. As part of the podcast production, the episode *"Gender Stereotypes"*³⁵ was published on the institutional website in May 2023, aimed at outlining the pathways of women in education and the labour market. In particular, the episode reconstructed the differences between men and women in educational levels, from secondary school graduation to tertiary education, and then delved into employment rates and gender inequalities in hourly wages. In total the episode was downloaded 1,266 times.

In March 2023, again within the informative section of the institutional website "Data in hand", the news *"Italian graduates, the gap with the EU remains"*³⁶ was published.

³¹ <https://www.istat.it/comunicato-stampa/stereotipi-di-genere-e-immagine-sociale-della-violenza-primi-risultati/>

³² <https://www.istat.it/comunicato-stampa/le-vittime-di-omicidio-anno-2022/>

³³ <https://www.istat.it/it/files/2023/05/Accessi-pronto-soccorso-donne-5mag2023.pdf>

³⁴ <https://www.istat.it/statistiche-per-temi/focus/dati-alla-mano/>

³⁵ <https://www.istat.it/wp-content/uploads/2024/03/stereotipi.pdf>

³⁶ <https://www.istat.it/news-dati-alla-mano/laureati-italiani-permane-il-divario-con-lue/>

Starting from the main results of the Statistical Report “*Education Levels and Employment Returns - Year 2021*”³⁷, the article offered an overview of Italian graduates, with a focus on territorial and gender differences in educational attainment. The news also analysed the wide gap with Europe in the share of young adults with a university degree, which also concerns both genders.

The events

Conference activity represents a fundamental means of communicating the Institute's achievements to the country; thanks to the organisation of events, it is possible to foster the creation of new relationships and partnerships and consolidate existing ones, as well as to explore new possibilities for interaction with users and stakeholders. Each year, the Institute organises a rich program of scientific and institutional initiatives and meetings, both nationally and internationally, using both in-person and online formats, to meet the public's information needs and to promote the Institute's research and production activities.

All the events promoted by Istat are part of an overall strategy defined by the Institute and are integrated into a corporate Communication Plan which places significant value on conference activities in terms of scientific dissemination and sharing. The topics covered during the initiatives are chosen in line with the Institute's main programmatic and strategic documents, taking into account the results achieved in scientific research.

In 2023, conference activity, both centrally and locally, included the organisation of scientific and institutional events, both in person and remotely, also translated into Italian Sign Language (LIS) to ensure greater accessibility. The topics covered include technological innovation, violence against women, poverty measurement, and environmental protection.

With particular reference to the topic of gender-based violence, events were organised at central and national levels, with the ultimate goal of illustrating and analysing data on interventions to prevent and combat violence against women in Italy. Specifically, with the conference “*The prevention of violence against women. Stereotypes, big data and risk assessment tools*”, organised with the contribution of the Department for Equal Opportunities of the Presidency of the Council of Ministers, Istat presented – in preview – the results of the survey on gender stereotypes and the social image of violence against women, conducted in 2023, together with the results of experiments on the use of new sources and innovative methods in the production of data on violence.

With the territorial event entitled “*Genere2023. Measuring violence against women and gender inequalities*”, organised with the University of Genoa, the focus was instead placed on the Istat data to support knowledge of gender-based violence, on the stereotypes relating to gender roles and on the social image of violence and on the economic violence suffered by women today.

³⁷ <https://www.istat.it/it/files/2022/10/Livelli-di-istruzione-e-ritorni-occupazionali-anno-2021.pdf>

Both initiatives helped provide a comprehensive picture of gender-based violence, demonstrating how official statistics can make a fundamental contribution to measuring this sensitive phenomenon.

The Italian Statistics Olympics

In 2023, investment in statistical culture and the development of STEM skills continued³⁸, an important factor in overcoming the gender gap. Aiming to promote statistical literacy among younger generations, the Institute has continued its initiatives in schools, libraries, foundations and in other cultural gathering places in collaboration with central and local institutions.

The 2023 edition of the Statistics Olympics³⁹, organised in collaboration with the Italian Statistical Society (SIS) and promoted by the Ministry of Education and Merit (MIM), saw the participation of almost 5,000 Italian students, of which the percentage of women was just over 40%, recording a 15% increase in female participation compared to the previous year.

TABLE 27: NUMBER OF STUDENTS PARTICIPATING IN THE STATISTICS OLYMPIAD FROM 2019 TO 2023 BY CLASS AND GENDER

YEAR	1 - FIRST			2 - SECOND			3 - THIRD			4 - FOURTH			TOTAL
	F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT	
2019			767			985			439			571	2,762
2020	327	482	809	432	702	1,134	271	456	727	525	699	1,224	3,894
2021	282	428	710	348	385	733	281	374	655	288	441	729	2,827
2022	541	767	1,308	641	795	1,436	262	404	666	293	469	762	4,172
2023	627	920	1,547	634	942	1,576	419	525	944	326	576	902	4,969

Source: Istat, Processing on internal information systems

There is no analytical cost quantification available for these activities. The commitment for the future is to create targeted reporting to identify expenditures on communication activities that are instrumental in reducing gender inequality.

³⁸ From the English STEM, an acronym for Science, Technology, Engineering and Mathematics.

³⁹ The initiative is aimed at students attending the first, second, third, and fourth grades of secondary schools.