UNITED NATIONS
10TH GLOBAL FORUM
ON GENDER STATISTICS

1-3 OCTOBER 2025
TBILISI, GEORGIA

Mainstreaming Gender in national statistical production: Istat's experience

Mainstreaming Gender at Istat

- Integration of gender perspective into surveys since the 1980s
- Integration of gender perspectives into planning and reporting processes
- Promotion of actions within and outside the organization to foster a cultural shift towards gender equality

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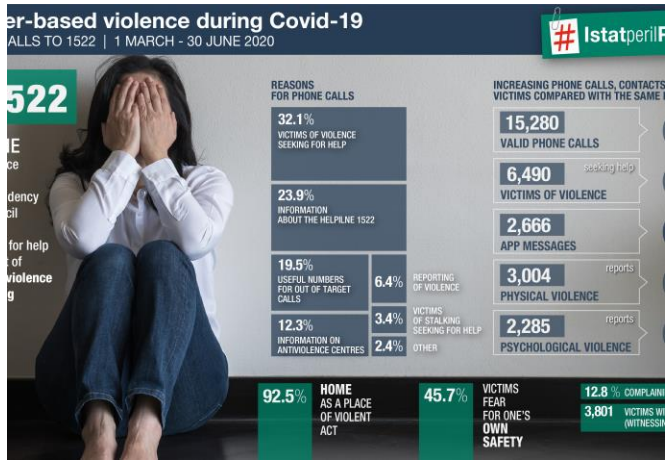
Mainstreaming Gender at Istat



Data production

Planning tools

Reporting tools

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Gender Equality Plan: conceptual framework

- Horizon Europe 2021-2027
- European Commission's Guidelines on GEP (2021)
- Tool of gender rebalancing for research institutions' staff
- Public institutions with GEP may access funding from HE

"...a series of **commitments and actions** aimed at **promoting gender equality** in an organization, through **institutional and cultural change**."

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Gender Equality Plan: building blocks

- Be a public document
- Have dedicated resources
- Include arrangements for data collection and monitoring
- Be supported by training and capacity-building

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Gender Equality Plan: thematic areas

- work-life balance and organisational culture
- gender balance in leadership and decision-making
- gender equality in recruitment and career progression
- integration of the gender dimension into research and teaching content
- measures against gender-based violence including sexual harassment

Istat's GEP

For each thematic area:

- Objectives
- Actions
- Institutional/operational responsibles
- Timeline
- Result indicators

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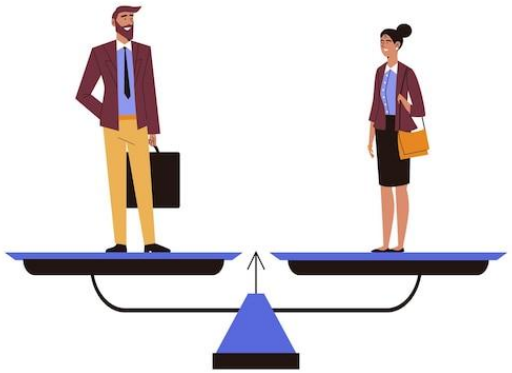
Istat's GEP: objectives and action

Obj: Facilitate work-life reconciliation of Istat's staff

Action: Promote work/life balance measures, issues and initiatives with Intranet news



Obj: Strengthen governance on the issues of equal opportunities in leadership

Action: Implement the management system for Gender Equality, for its subsequent certification

Obj: Promote awareness-raising initiatives on the topic

Action: design awareness-raising initiatives for staff through training courses aimed at avoiding stereotypes

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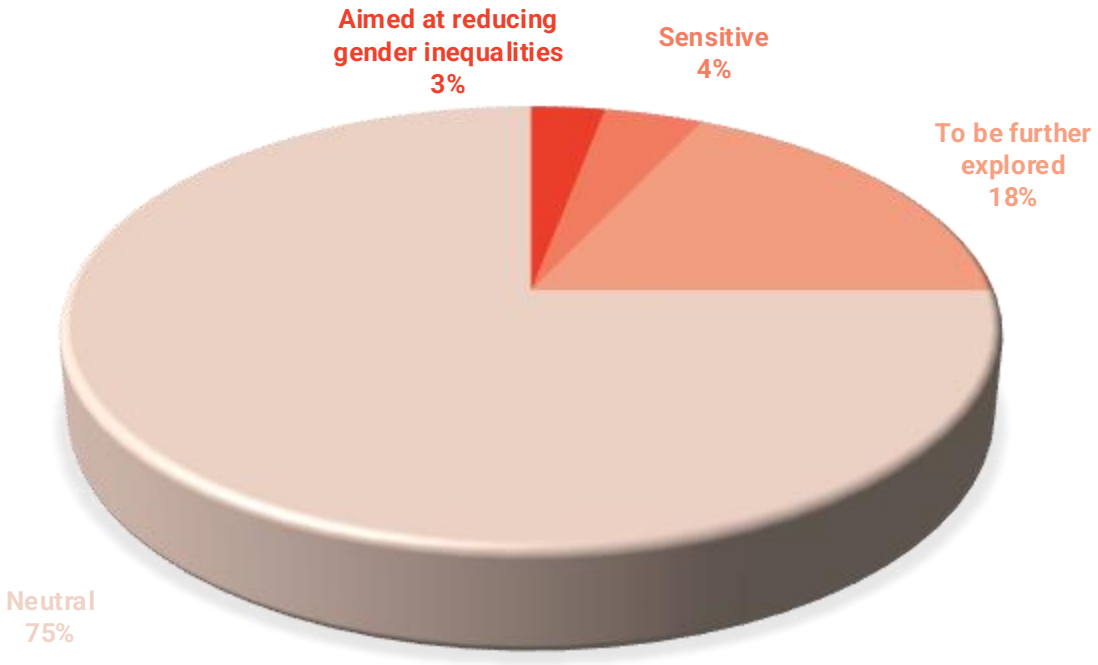
Gender budgeting: conceptual framework

- Based on the State Gender Budget Report model
- Analyzes and evaluates from a gender perspective the political and economic choices of an administration
- Identifies the resources allocated and spent in favor of gender equality
- Assess the impact of economic measures on men and women

Istat's gender budgeting: classification of the expenses

- NEUTRAL
- GENDER-SENSITIVE
- AIMED at REDUCING INEQUALITIES
- TO BE FURTHER EXPLORED



Istat’s gender sensitive expenses

3% Istat’s production costs

Paid lectures: $ 103.000,00

32% women 68% men

Fees for external courses: $ 89.000,00

56% women 44% men

Business travel: $ 869.000,00

66% women 34% men

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Istat's expenses aimed at reducing inequalities

21 surveys with a gender perspective conducted in 2023 that generated direct costs

Total direct costs: $ 34.160.000,00

3% Istat's production costs

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