



Brescia,  
La Tua Città  
Europea.

# Gender Budget

Measuring to change:  
equality as a public value



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La Tua Città  
Europea.**

# **Gender Budget**

Municipality of Brescia

**2025**

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Supervision of data collection, analysis and text editing: Camilla Federici

The technical and administrative staff of the Municipality of Brescia participated with great attention and willingness in the preparation of the Financial Statements, providing the data necessary for the context analysis and the analysis of the Financial Statements. Municipality of Brescia September 2025

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# Forward



# We are pleased to present the first Gender Equality Report of the Municipality of Brescia, a crucial tool for seeing the different effects that policies – even those presumed to be 'neutral' – have on women and men.

It took three years of work to complete this study: it was necessary to get to know the tool in detail, compare it with other experiences, train ourselves, choose which areas to focus on, collect data and analyse it. The administration was never alone in this process, but always maintained an open dialogue with the University of Brescia, the municipality's project partner, and the support of numerous associations and groups in the city, which are valuable allies for us on the path to equality.

The Budget is therefore not a simple product, but a process of transformation that has now been set in motion. But how do we achieve the transformation we are striving for?

Taking equal opportunities policies seriously means first and foremost being aware that every action has a different impact on each person. With this in mind, gender equality should not be treated as a separate or isolated issue, but must be incorporated into every public policy and decision in order to be effective and, above all, to bring about structural change.

Considering gender differences means understanding and recognising how these have translated into inequalities, mostly to the detriment of women: this is one of the reasons why Goal 5 of the 2030 Agenda is mainly focused on supporting the empowerment of women.

The World Conference on Women held in Beijing in 1995 marked a turning point for the integration of gender perspectives into all policies and all stages of their implementation, from planning to evaluation. With the Beijing Declaration, which represented the culmination of international mobilisation of women, new issues were added to government agendas for

the pursuit of gender equality, such as the issue of decision-making power, violence, health, sexual and reproductive rights, poverty, education, work, and the quality of women's presence in the media. It was at that moment that Italy also began collecting data to draw up Gender Budgets, which are useful not only for verifying the different impact of spending on men and women, but above all for reallocating resources to achieve the goal of equality.

Exactly thirty years after that Conference, there remains a strong need to achieve those equality goals more quickly and effectively, as we are still a long way off, with negative consequences not only for women but for society as a whole and for the country's overall wealth. To ensure that those goals do not remain mere formal commitments, serious investment is needed, accompanied by cultural change.

In our municipality, the first change involved employees, who were offered the opportunity to receive training on equality issues and acquire specific skills in gender budgeting. We also strengthened synergies between key players in equality policies, such as the Joint Guarantee Committee (CUG), the organisation's trusted advisor, and the human resources and equal opportunities departments. Last but not least, the method of data collection by the various departments was transformed and evolved, shedding light on the interpretation of certain phenomena.

The Gender Budget will continue to be productive even now that it has been finalised, not only because it is one of the tools used by the municipality to plan new policies, and therefore to be consulted and updated, but also because it will be used as a basis for discussing priorities, hopefully together with citizens. The findings of the study already outline a course of action that concerns, for example, the areas of care, the use of public space, and representative roles.

The journey has begun and will certainly not stop, but if we truly want to achieve our goals, overcome resistance to change and put our proposals into practice, we need everyone's participation and cooperation.

Laura Castelletti, Mayor of Brescia  
Anna Frattini, Councillor for Equal Opportunities for the Municipality of Brescia



# Abstract



The process that led the Municipality of Brescia to adopt its first Gender Budget is part within the **European BUDGET-IT Project** "Building gender equality through gender budgeting for institutional transformation" - of which the Municipality of Brescia is a partner for the period 2023-2025.

The **three-year period 2022-2023-2024** was specifically observed for the drafting of the first Gender Equality Report of the Municipality of Brescia. Using the tools made available as part of the BUDGET-IT Project, data collection was carried out using **both a qualitative approach** (e.g. the GEAM survey and dedicated focus groups) **and a quantitative approach** (e.g. data collection from databases).

The Gender Balance Report focuses on gender inequalities, but it also stands out for its efforts to adopt an **intersectional perspective**. This approach allows for a more in-depth analysis of the data, highlighting not only gender-related disparities, but also those generated by interaction with other identity and social factors. In particular, where possible, elements such as age, disability and family and care responsibilities were taken into account, as these aspects have a significant impact on access to opportunities and active participation in public and working life.

The Gender Balance Report of the Municipality of Brescia is divided into three macro sections concerning:

**SECTION 1** - Analysis of the internal context of the Municipality of Brescia;

**SECTION 2** - analysis of the external context of the Municipality of Brescia with a focus on certain areas of intervention;

**SECTION 3** - reclassification of expenditure.

The **first section** focuses on **the internal context of the Municipality of Brescia** and reports the results of the collection and analysis of quantitative data. The results of the GEAM tool survey administered to internal staff working in the Municipality of Brescia were also collected. The most relevant gender equality measures designed and implemented by the Municipality of Brescia are then reported.

Municipality of Brescia with respect to its internal organisational context. Analysis of the internal context of the Municipality of Brescia shows a very high female presence, with a percentage exceeding 70% in 2024. The data show phenomena of **vertical and horizontal segregation**. The number of women in management positions has increased over time, but remains lower than that of men, with 16 women compared to 19 men. As for horizontal segregation, areas dedicated to social sustainability and equal opportunities, as well as personal services, show a marked female presence, almost 99%.

Gender imbalances are also evident in terms of **access to flexible working hours and organisational tools**: part-time work, teleworking and agile working. As for other tools for reconciling private and professional life working life, such as parental leave and leave to support family care responsibilities, the more they are used by working women who report fatigue in managing work-life balance. Men, on the other hand, accumulate more overtime hours and make more career advances towards top positions with corresponding salary and pension benefits.

The **second section** focuses on **the external context of the Municipality of Brescia**, taking into account internal and external sources to explore **nine areas: demographics, health, education, work and the economy, government and representative bodies, family and work-life balance, participation and leisure, urban space, and gender-based violence**.

The most effective and relevant actions for gender equality have been mapped. Where present, elements of intersectionality are indicated, taking into account age, care responsibilities and disability. In recent years, the population of the Municipality of Brescia has consisted of approximately 200,000 residents, with a demographic structure dominated by the working age group (15-64 years). The gender composition shows a constant female prevalence, accounting for approximately 52% of the population. The demographic picture reflects major trends such as population ageing, low birth rates and changes in family composition. People over the age of 65 represent approximately a quarter of the resident population, a proportion that is growing as a result of increased life expectancy and declining birth rates, with a prevalence of women among the elderly. Among the disparities observed, in the field of education, the percentage of women who obtain a tertiary qualification is higher on average compared to men. Disparity and horizontal segregation with regard to educational paths undertaken: few women in STEM fields. Men constitute the majority among both employees and self-employed workers, with a particularly pronounced gender gap in the liberal professions. Businesses owned by women represent one-fifth of all registered and active businesses in the province of Brescia.

The issue of representation is crucial: women are under-represented in the municipal council and executive committee, and there is also low female representation in the governing bodies of entities controlled by the Municipality of Brescia: women account for only one-third of the members of boards of directors and boards of statutory auditors. Only three women hold the position of chair of the board of directors out of 12 positions.

The municipality is strongly committed to services that support work-life balance, with 99% of the staff employed in this area being women: places in nurseries and early childhood services are fully booked, and the age group 3-6. In view of demographic trends, it will also be necessary to consider the burden of care for elderly family members.

As for gender-based violence, the majority of women assisted by the CAVs in the municipality of Brescia are Italian nationals. The age group most affected is women between 36 and 45 years of age. There has also been an increase the number of women between 45 and 65. The issue of witnessed violence should also be noted: of the 144 people staying in shelters run by the municipality of Brescia, more than half are minors.

The **third section** concerns the **reclassification of expenditure**, i.e. the reinterpretation of public budget expenditure items from a perspective of

This reclassification process allows for the identification of **four main categories** into which expenditure is divided according to areas of intervention:

**Direct expenditure:** expenditure attributable to areas of intervention directly related to gender because it is aimed at reducing gender inequalities or promoting equal opportunities through protective or positive action.

**Indirect expenditure on individuals and families:** expenditure relating to areas of intervention that indirectly affect individuals and are therefore sensitive to the gender of the individuals to whom they are , such as home and family services, childcare and elderly care, as well as social interventions aimed at vulnerable groups or those at risk of exclusion.

**Indirect expenditure on quality of life and the environment:** expenditure that has a differentiated impact on men and women, e.g. public transport, urban green spaces, urban safety, culture, sport and recreational events.

**Neutral expenditure:** expenditure that can be attributed to areas of intervention that have no direct or indirect impact on gender.

Looking closely at the reclassification of expenditure and the different distributions between direct expenditure and capital expenditure among the categories, certain findings emerge. Investments relating to indirect expenditure on quality of life and the environment stand out, accounting for 83.76% of total capital expenditure, while 13.21% of investments relate to indirect expenditure on people and families. It should also be noted that, for direct expenditure alone, no capital investment amounts are indicated, only current expenditure. Compared to total expenditure, direct expenditure, i.e. expenditure attributable to areas of intervention directly related to gender because it is aimed at reducing gender inequalities or promoting equal opportunities through protective or positive action, accounts for 0.36% of total expenditure.



# Introduction





## The needs of citizens are not gender neutral, but differentiated.

Public policies and the budget allocations that follow them have a different impact not only on men and women, but also vary in relation to people's socio-economic conditions, individual needs and social behaviours. These depend on how one's gender identity is situated in the responses that the reference context (a group, a work or family environment, a city) is able to pose and provide.

As part of the Platform for Action of the Fourth World Conference on Women in Beijing in 1995, gender budgeting was officially recognised as a tool to support institutions in achieving gender equality. In Italy, Legislative Decree No. 150 of 27 October 2009 includes Gender Budgeting among the tools for improving the performance of public administrations.

This tool aims to achieve greater transparency on the allocation of budget resources and their impact on men and women, and therefore aims to better guide policy choices so that gender differences do not lead to discrimination. The Gender Budget highlights the commitment of budgetary policies to gender issues and promotes greater consideration of the characteristics of the target population in the design and implementation of interventions.

This is the premise behind the Gender Budget of the Municipality of Brescia, a tool that can be used to analyse contextual data and evaluate the political choices and economic and financial commitments of an administration. The gender perspective allows us to interpret the data in the knowledge that the budgets of public bodies, in their non-neutral component, have different effects and impacts on male and female citizens.

Through the Gender Budget, it is therefore possible to direct programme actions more effectively in terms of expected impacts and results, and to better meet the needs of citizens, understood not as a single indistinct entity, but as a group of people characterised by diversity that must necessarily be taken into account in order to substantially realise the principle of equality.

The Brescia City Council has chosen to embark on the process of adopting its first Gender Equality Report by introducing a gender perspective first and foremost in the analysis of contextual data and, subsequently, at various stages of the planning, implementation and evaluation of budgetary policy, in order to then assess its impact on the organisational choices made by the entity. This initiates a process that will make it possible to assess existing disparities in order to appropriately guide planning choices in terms of both actions and the allocation of economic resources.

The Gender Balance Report presented here aims to become a working tool for the future, which will accompany the Brescia City Council administration alongside other gender-based planning and reporting tools, applying the gender mainstreaming process as a method for promoting equal opportunities. This strategic approach integrates the gender perspective into all stages of planning, implementation, monitoring and evaluation of policies, programmes and projects, with the aim of achieving equality between women and men. This process aims to ensure that policy decisions and programmes take into account the different needs and circumstances of men and women, correcting inequalities and promoting greater equity.

# Methodology



The process that led the Municipality of Brescia to adopt its first Gender Budget is part of the **European project "BUILDING GENDER EQUALITY THROUGH GENDER BUDGETING FOR INSTITUTIONAL TRANSFORMATION" - (BUDGET-IT)**, in which the Municipality of Brescia, for the period From 2023 to 2025, it is a partner alongside the University of Brescia and an international consortium formed by the University of KADIR HAS as lead partner (Turkey), the Municipality of Maltepe (Turkey), the University of Sarajevo (Bosnia and Herzegovina), the University of Belgrade (Serbia), the University of Alicante (Spain), the Municipality of Stari Grad (Serbia) and the Ayuntamiento de Novelda (Spain). The common objective of the BUDGET-IT project is to equip institutions with Gender Budgets by sharing methodological aspects and intervention models.

The methodology adopted involved iterative (see Fig. 1) and integrated phases to allow the **gender budgeting process** to consolidate over the three-year development period (2023-2025), integrating, also in terms of sustainability, with the other planned programmatic tools, in particular the Gender Equality Plan, which contains the equality objectives and actions aimed at the internal context of the institution. This methodology made it possible to accompany the phases of the project and to build knowledge and skills based on what has been acquired in the previous phases. **The final output is the Gender Budget integrated with the Gender Equality Plan:** dialogue between the two instruments is essential to highlight the relationship between the allocation of resources illustrated in the Gender Budget and the equality objectives of the interventions planned in the Gender Equality Plan.

## Budget-it Methodology

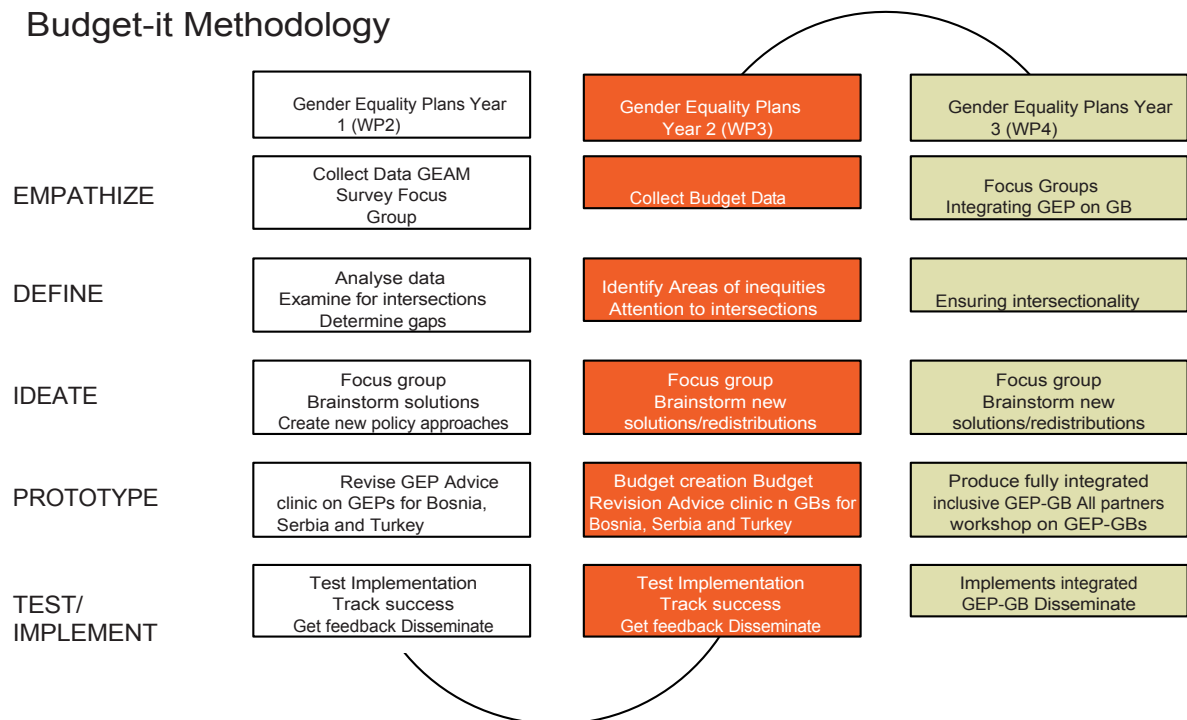


Fig. 1 - Budget-IT Project intervention methodology. Source: Budget-it Project

## THE WORKING GROUP

For the preparation of the Gender Budget, which analyses the years 2022-2023-2024 in particular, a reference team was set up as indicated in the candidate project and in the Grant Agreement signed by the European Commission on 24/10/2022. With subsequent management decisions, the reference team indicated in the project was integrated and modified.

The department that managed the organisation of the project was the Right to Education, University Relations, Sport, Youth Policies and Equal Opportunities Department, with Dr Ilaria Saurgnani responsible for the organisational secretariat.

By executive decision no. 265 - 31/01/2024, the composition of the reference team was redefined with the following members:

- Dr Giorgio Paolini, team coordinator, Head of the Right to Education, University Relations, Sport, Youth Policies and Equal Opportunities Department;
- Dr Anna Maria Finazzi, Head of Social Sustainability, Education, Youth and Equal Opportunities;
- Dr Giorgia Boragini, Head of Administrative Coordination, Cemetery Services and Seismic Safety, and Chair of the CUG;
- Dr Marzia Dalgrosso, Head of Administrative Services at the UdS / Administrative Coordination of the Ecological Transition and Mobility Area and member of the CUG;
- Dr Simona Marzo, Head of the Sports and Youth Policy Service;
- Dr Agata Lodigiani, Head of Decentralised Bargaining and Trade Union Relations and Supplementary Welfare Service;
- Dr Maria Luisa Venuta, Environmental Sustainability Projects Service and Energy Manager;
- Dr Laura Di Caro, Administrative Service - Local Marketing, Culture, Museums and Libraries Sector;
- Dr Antonio Mascia, Strategic Infrastructure and Public Housing Service - Public Housing and Complex Projects Sector and member of the CUG.

## DATA COLLECTION AND ANALYSIS

The Municipality of Brescia, working on the Gender Budget as part of the European BUDGET-IT project, applied the shared methodology agreed upon during the drafting of the proposal.

BUDGET-IT is based on a **participatory change management model** to guide the process through the intervention of change agents, teams and coalitions of individuals and institutions that support a common vision of inclusive gender equality+.

The methodology adopted for the preparation of the Gender Report makes use of qualitative and quantitative analyses. **The qualitative analysis** characterises the observation of the internal context through the administration of **the GEAM** (Gender Equality Audit and Monitoring) **questionnaire** for monitoring gender equality in European organisations. The institutional framework, the analysis of equality bodies and the initiatives implemented were observed. **The quantitative analysis** defines the indicators relating to the internal composition of the organisation and the demographics of the territory, as well as the reclassification of expenditure.

As part of the BUDGET-IT project, **internal data and socio-demographic** and economic **data** were collected and analysed, particularly for the three-year period 2022-2024, showing in the various areas analysed: the data chosen to conduct the analysis, the critical issues identified, and the main measures put in place for the development of anti-discrimination policies.

The focus was on aspects that can:

- increase awareness of the impact that public policies can



have on gender inequalities and the construction of equality;

- ensure greater effectiveness of interventions by clearly defining gender objectives to be taken into account when identifying implementation methods;
- promote greater transparency in public administration by activating mechanisms designed to highlight potentially discriminatory practices.

## INTERSECTIONALITY

The BUDGET-IT Project focuses on gender inequalities, analysing how **gender** is constructed and continuously reproduced **in relation to other dimensions of identity**. The aim is to **promote** personalised **Gender Equality Plans (GEPs)** and planning tools capable of responding in a concrete and targeted manner to different forms of exclusion and marginalisation, in order to ensure effective inclusion in all areas of social, economic and institutional life.

In this regard, the Gender Budget of the Municipality of Brescia stands out for its efforts to adopt **an intersectional perspective**. This approach allows for a more in-depth analysis of the data, highlighting not only gender-related inequalities, but also those generated by from interaction with other identity and social factors. In particular, elements such as **age, disability and family and care responsibilities** were taken into account, as these aspects have a significant impact on access to opportunities and active participation in public and working life.

The intersection between gender and these additional dimensions of diversity allows for **the definition of more precise and effective policies and interventions**, with a view to achieving substantive equity. It is not just a matter of guaranteeing formal equal opportunities, but of **addressing the real conditions that hinder people's full participation and well-being**, thus building a more aware, fair and inclusive public administration. To this end, where possible, we have sought to highlight these intersections in the analysis of the data collected and in the observation of gender equality actions implemented through specific focuses that highlight the intersections between gender and other dimensions of identity.



**In the dedicated sections, the intersectional perspective is highlighted by this icon.**

## THE TOOLS USED

**The tools made available<sup>1</sup> as part of the BUDGET-IT Project** were used and adapted for the preparation of the Gender Budget. Data collection was carried out using both a qualitative approach (e.g. the GEAM survey and dedicated focus groups) and a quantitative approach (e.g. data collection from databases). In particular:

- 1) The dashboard developed as part of BUDGET-IT for data collection, **Primary Data Collection Template** (Deliverable 2.1), was taken as a reference and adapted to the context of the Municipality of Brescia and the chosen approach, also taking into account aspects related to data protection;
- 2) The questionnaire for the **GEAM (Gender Equality Audit and Monitoring)** survey was administered to employees (Deliverable 2.2).
- 3) Reference was also made to Deliverable D.3.1 **Audit guidelines - How to integrate the GEP-GB and explain the budget preparation, budget approval, implementation and audit/evaluation** to structure the data collection.

Based on these **tools, a data collection tool was then created for the Municipality of Brescia**, which systematises the collection of data on the number of people who use the services of the various social services.

<sup>1</sup> The tools made available as part of the BUDGET-IT Project are available on the Budget-it Project website and can be downloaded from <https://budget-it.eu/deliverable/>

collection of internal and external context data. The expectation is to proceed with data collection and analysis every three years. In agreement with the Budget Office, an additional **tool** has been developed **for the reclassification of the expenses of the Municipality of Brescia** (see Section 3), which is expected to be updated annually in order to ensure a gender perspective in line with the economic budget.

### INTERNAL TRAINING

**The staff of the Municipality of Brescia** were offered a **training course totalling 43 hours** on the subject of gender budgeting and the reclassification of expenditure: **93 people, including managers, highly qualified staff and gender issues representatives**, were able to acquire specific skills and participate in the reclassification work.

The following individuals contributed by providing training to Brescia City Council staff: Dr Giovanna Badalassi on gender budgeting skills and Dr Anna Ressa and Dr Letizia Caporusso on reclassification.

The following were identified across the various sectors in a comprehensive manner:

**21 gender issues representatives (16 women and 5 men)** whose task is, from now on, to identify gender aspects relevant to projects, interventions and actions in their sector, working on these issues alongside management and senior staff. Gender issues representatives will keep their training on the subject up to date and will commit to collecting data disaggregated by gender.

The Gender Balance Report of the Municipality of Brescia is divided into three main sections covering:

**SECTION 1** - analysis of the internal context of the Municipality of Brescia;

**SECTION 2** - analysis of the external context of the Municipality of Brescia with a focus on certain areas of intervention;

**SECTION 3** - the reclassification of expenditure.



# Section

2. Pursuant to Article 13, paragraph 2, of the 2019-2021 National Collective Labour Agreement, staff in service on 1 April 2023 are automatically classified under the new classification system. The data for 2023 therefore reflect the different contractual classification system resulting from the change in the National Collective Labour Agreement. The new system is divided into four areas, which replace the four pre-existing legal categories: Operators Area (replaces Category A); Area Experienced Operators (replaces Categories B and B3); Instructors (replaces Category C); Officials and Highly Qualified Personnel (replaces Categories D and D3).



# 01

This first section focuses on the internal context of the Municipality of Brescia and reports the results of the collection and analysis of quantitative data carried out thanks to the collaboration of the staff of the Municipality of Brescia<sup>2</sup>. The results of the GEAM tool survey administered to internal staff working in the Municipality of Brescia were also collected. The most relevant gender equality measures designed and implemented by the Municipality of Brescia with regard to its internal organisational context are then reported. The following were identified actions for gender equality in the policy documents of the Municipality of Brescia: the Positive Action Plan (PAP), the Integrated Plan for Public Administration Activities and Organisation (PIAO), the Single Programming Document (DUP), and the annual report of the Equal Opportunities Commission (CPO). Where present, elements of intersectionality that consider age, care responsibilities, and disability are indicated.

## 1.1

## Analysis of the internal context of the Municipality of Brescia

An analysis of the internal context of the Municipality of Brescia highlights a very high female presence, with a percentage exceeding 70% in 2024. The data show phenomena of **vertical and horizontal segregation**. The number of women in management positions has increased over time, but remains lower than that of men. As for horizontal segregation, the areas dedicated to social sustainability and equal opportunities, as well as personal services, show a marked female presence. Gender imbalances are also evident in terms of **access to flexible working hours and organisational tools** (part-time work, teleworking and agile working). As for other **tools designed to reconcile private and working life**, such as parental leave and leave to support family care responsibilities, these are used more frequently by female workers. Men, on the other hand, accumulate more overtime hours and make more career advances towards top positions.

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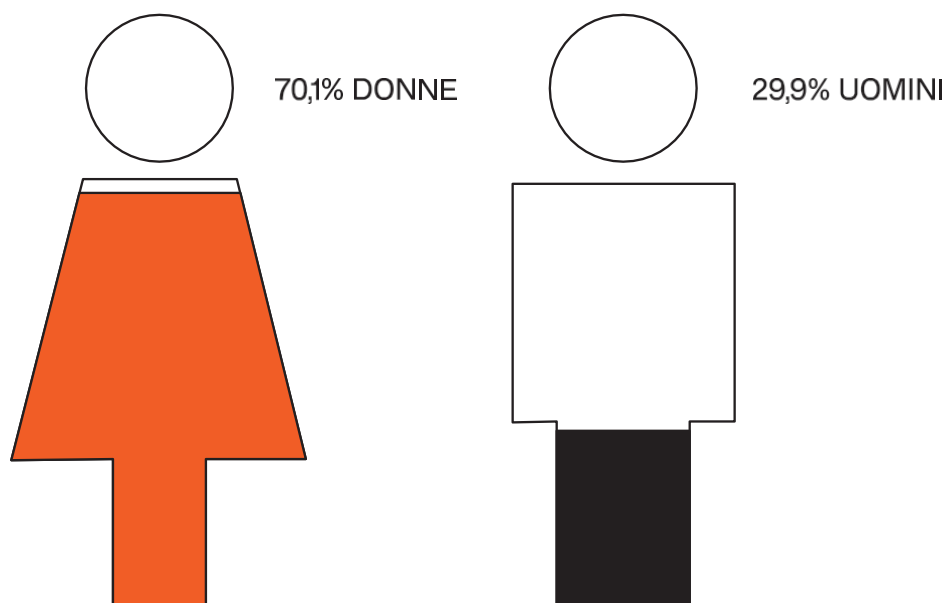
In 2024, female employment stood at 70.1%, in line with figures recorded in previous years.

The highest proportion of employees is concentrated in the 51-60 age group.

In percentage terms, the 31-40 age group – characterised by greater care responsibilities and the need to balance work and family life – has a relatively higher proportion of female employees.

## STAFF IN SERVICE IN THE MUNICIPALITY OF BRESCIA - YEAR 2024

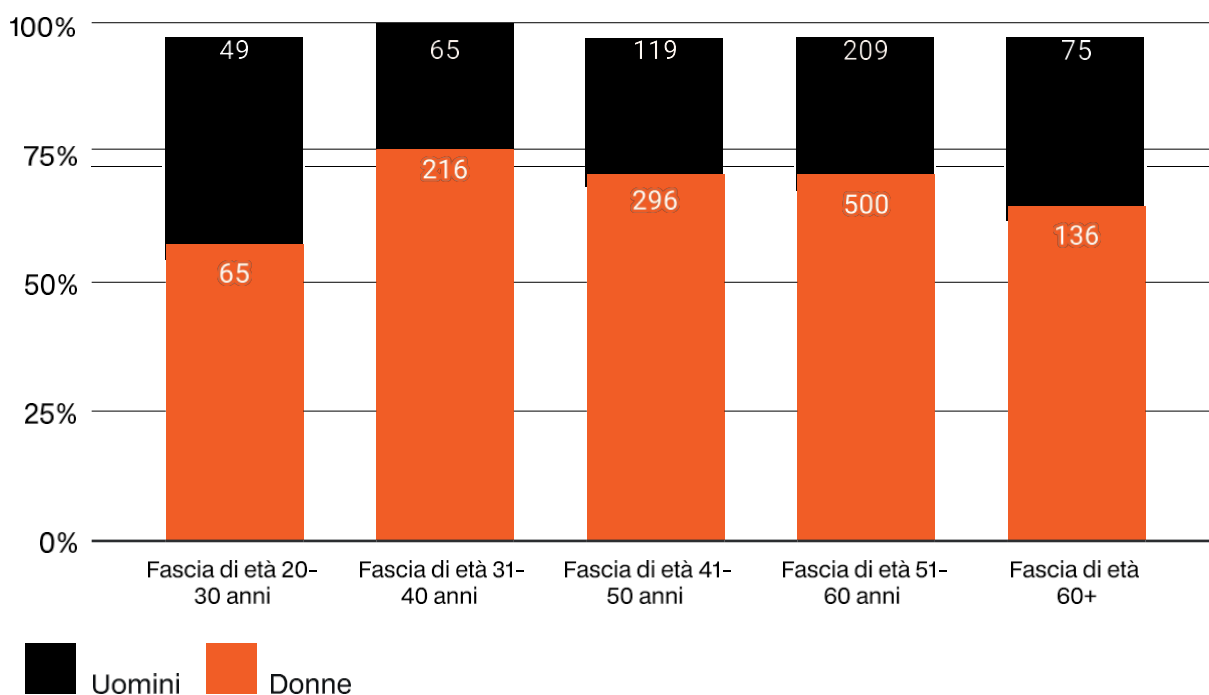
TOTAL: 1,730 people employed by the Municipality of Brescia



## STAFF IN SERVICE BY AGE GROUP

 Intersection between gender and age

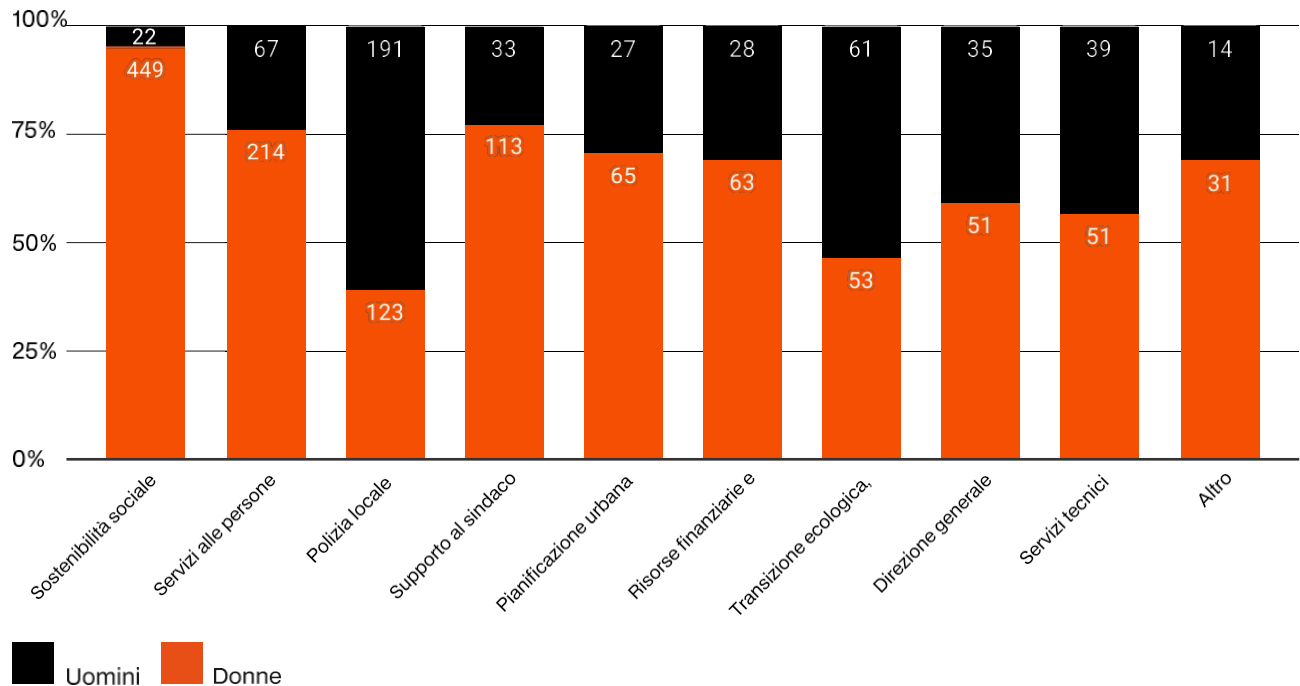
FIG. 2 - STAFF IN SERVICE IN THE MUNICIPALITY OF BRESCIA, BY GENDER AND AGE - % AND V.A. YEAR 2024



Source: Municipality of Brescia - Internal processing by the Human Resources department

## HORIZONTAL GENDER SEGREGATION

FIG.3 STAFF EMPLOYED BY THE MUNICIPALITY OF BRESCIA, BY GENDER AND AREA - % AND V.A. YEAR 2024



Source: Municipality of Brescia - Internal processing by the Human Resources department

There is a gender imbalance in some areas: there is a clear female prevalence in the area of social sustainability, education, youth and equal opportunities, both in absolute terms and in percentages.

The areas of ecological transition, environment and mobility and the local police force are the two areas in which men exceed 50% of the workforce: in the former, 60.8% of employees are men and 39.2% are women; in the local police force, 53.5% of employees are men and 46.5% are women.

## VERTICAL GENDER SEGREGATION

FIG. 4 STAFF IN SERVICE IN THE MUNICIPALITY OF BRESCIA, BY GENDER AND MACRO-CATEGORY OF CONTRACTUAL CLASSIFICATION - % AND V.A. YEARS 2022-2024

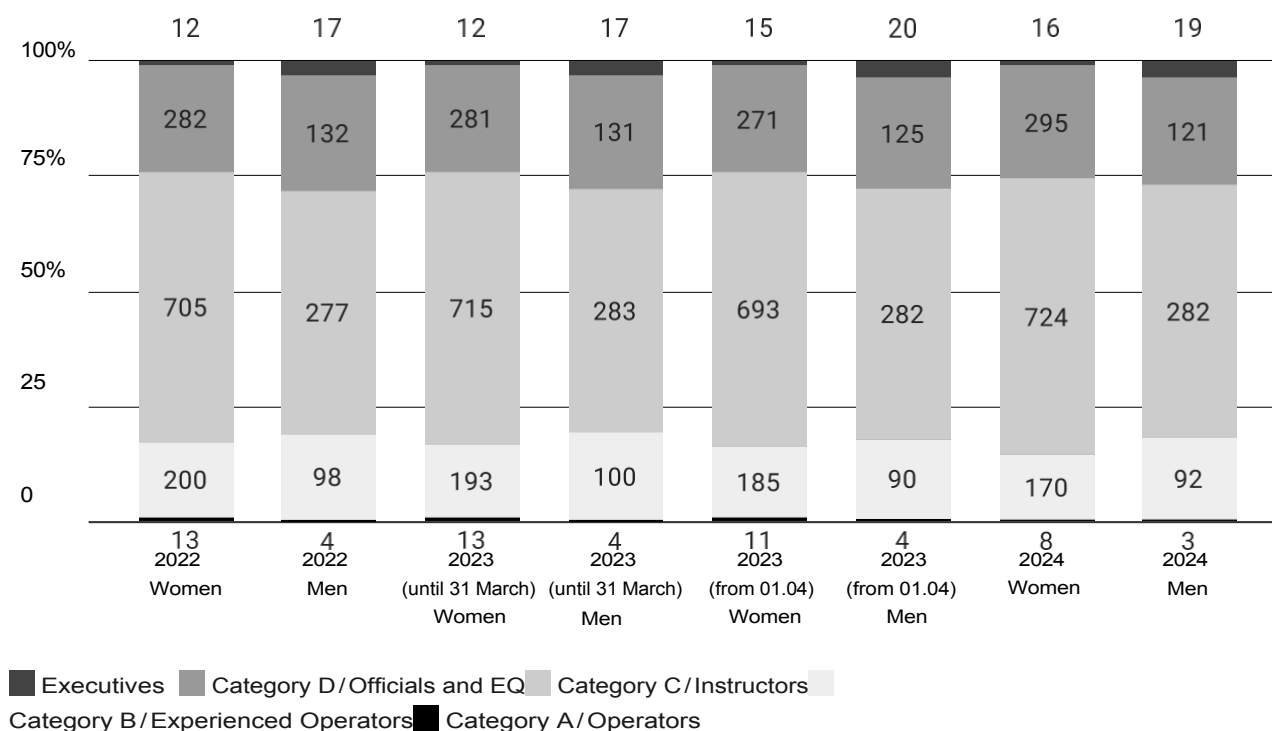
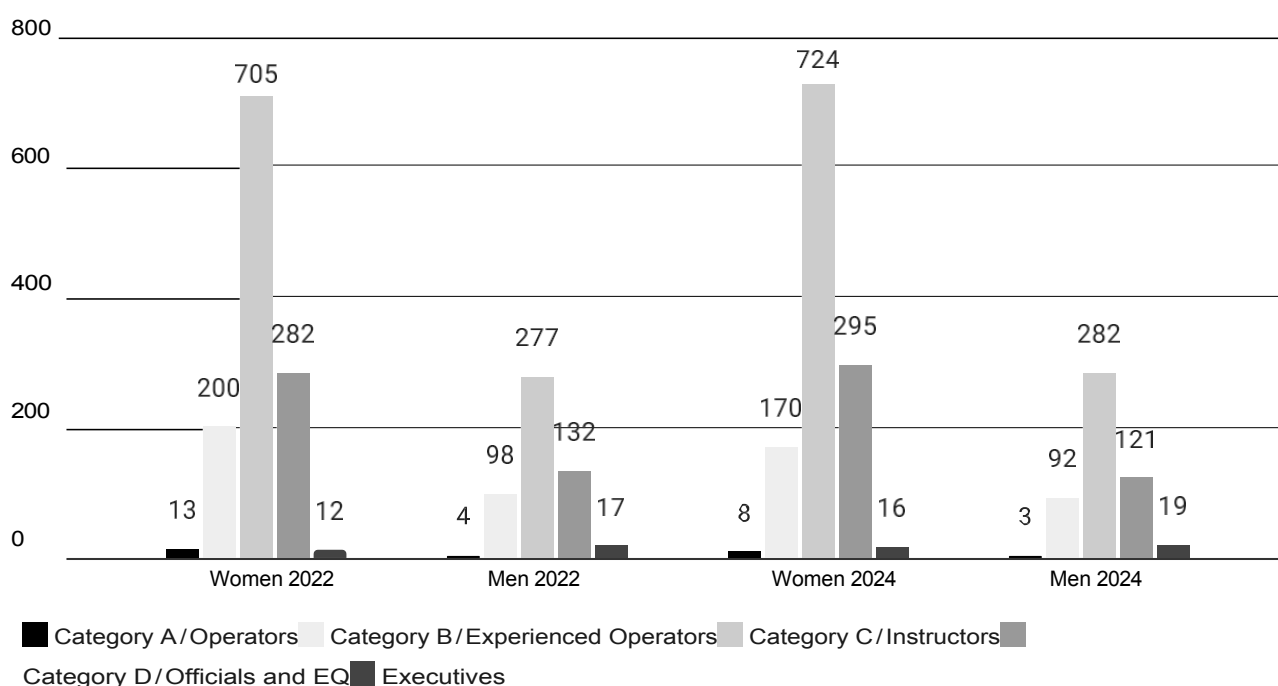


FIG. 5 STAFF IN SERVICE IN THE MUNICIPALITY OF BRESCIA, BY GENDER AND MACROCATEGORY OF CONTRACTUAL CLASSIFICATION - V. A. YEARS 2022 AND 2024



Source: Municipality of Brescia - Internal processing by the Human Resources department

VERTICAL GENDER SEGREGATION

FIG. 6 EXECUTIVE STAFF IN SERVICE IN THE MUNICIPALITY OF BRESCIA, BY GENDER AND TOP POSITIONS - % AND V.A. YEARS 2022-2024

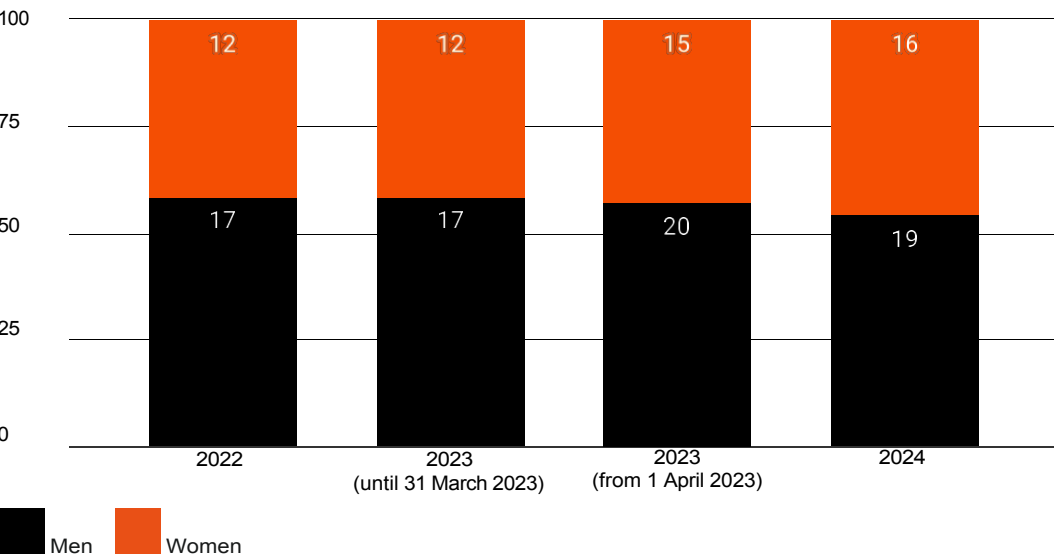
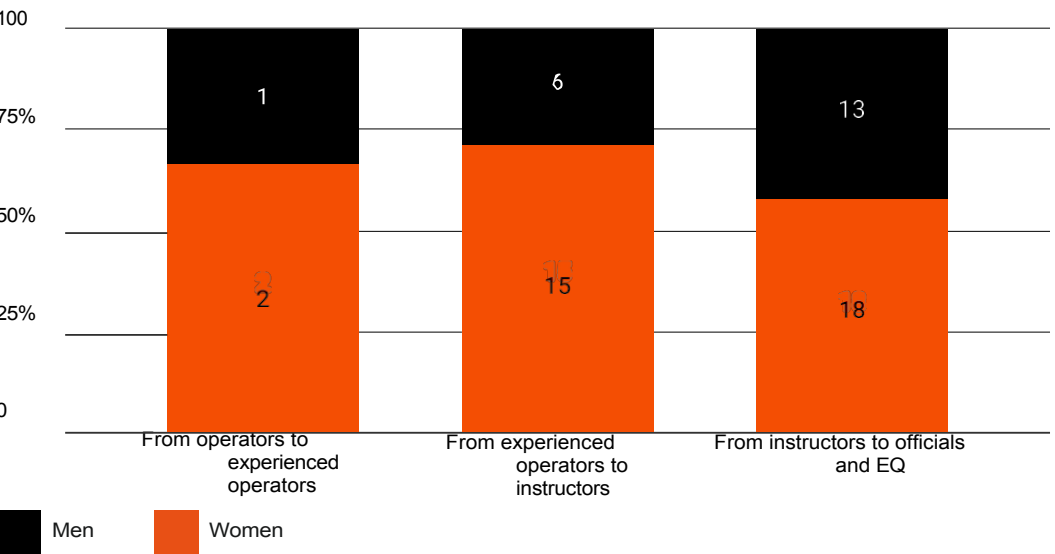


FIG. 7 VERTICAL PROGRESSION OF STAFF IN SERVICE IN THE MUNICIPALITY OF BRESCIA - % AND V.A. YEAR 2024



Source: Municipality of Brescia - Internal processing by the Human Resources department

More women than men in categories A and C. More men in category D and EQ officials and in top positions, but a gradual increase in the number of women at the top.  
The proportion of men is higher in career progression towards senior positions.

## EMPLOYMENT CONTRACTS

FIG. 8 STAFF IN SERVICE IN THE MUNICIPALITY OF BRESCIA, BY GENDER AND TYPE OF CONTRACT - % YEARS 2022-2023 (\*data for 2024 was not yet available at the time of collection)

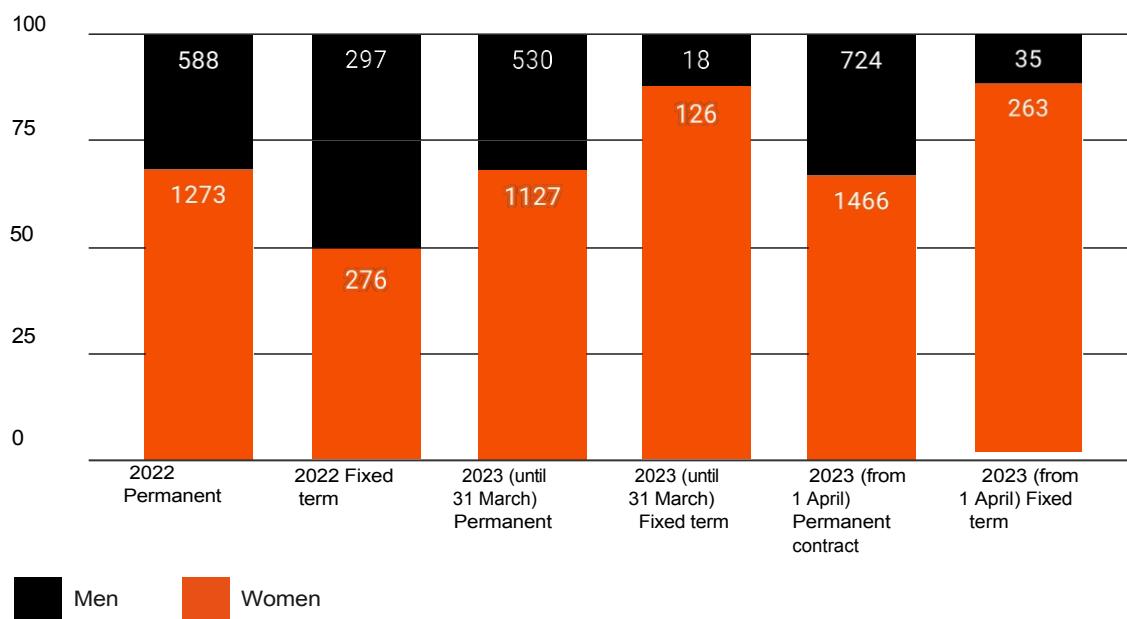
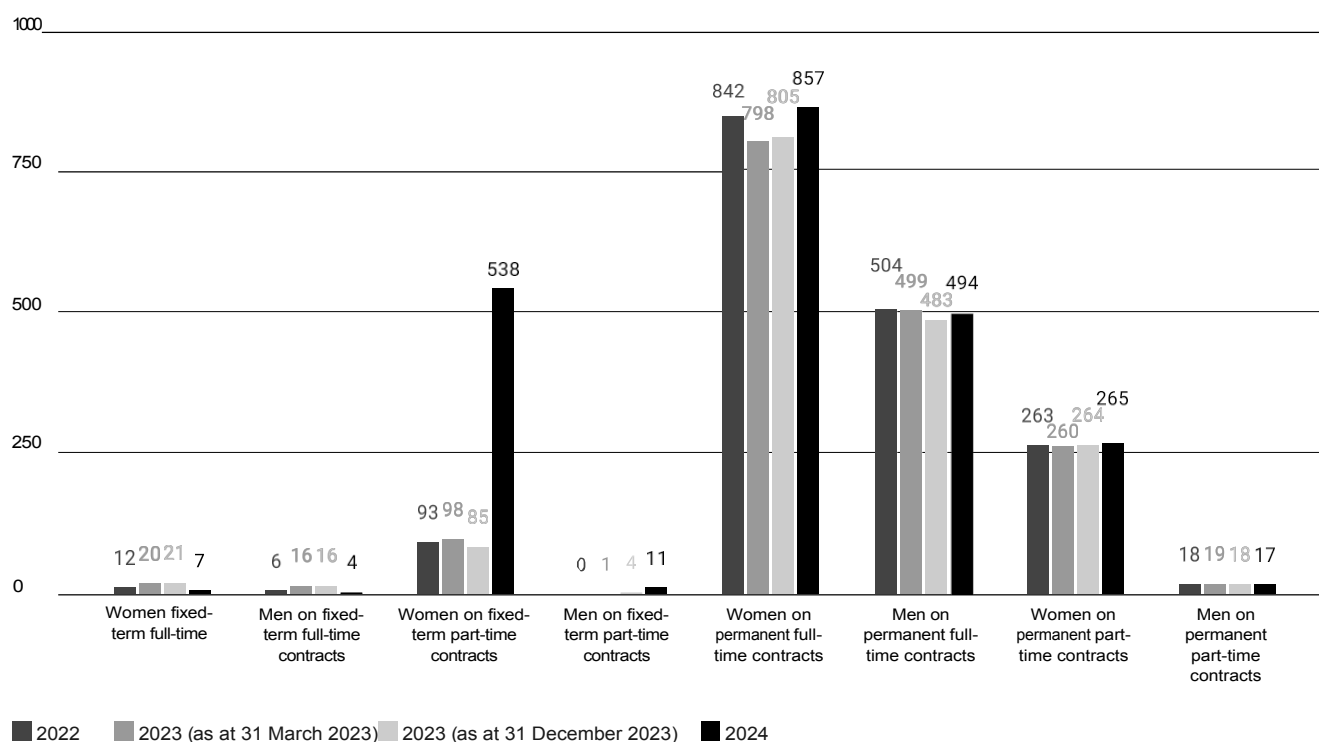


FIG. 9 STAFF EMPLOYED BY THE MUNICIPALITY OF BRESCIA, BY GENDER AND TYPE OF EMPLOYMENT CONTRACT - % AND A.V. YEARS 2022-2024



Source: Municipality of Brescia - Internal processing by the Human Resources department

The use of part-time work largely concerns women, reflecting a persistent gender gap in the distribution of contract types.

## WORK-LIFE BALANCE TOOLS: PARENTAL LEAVE



Intersection between gender and care responsibilities

FIG. 10 STAFF EMPLOYED BY THE MUNICIPALITY OF BRESCIA WHO TOOK PARENTAL LEAVE BY GENDER - V.A. YEARS 2022-2024

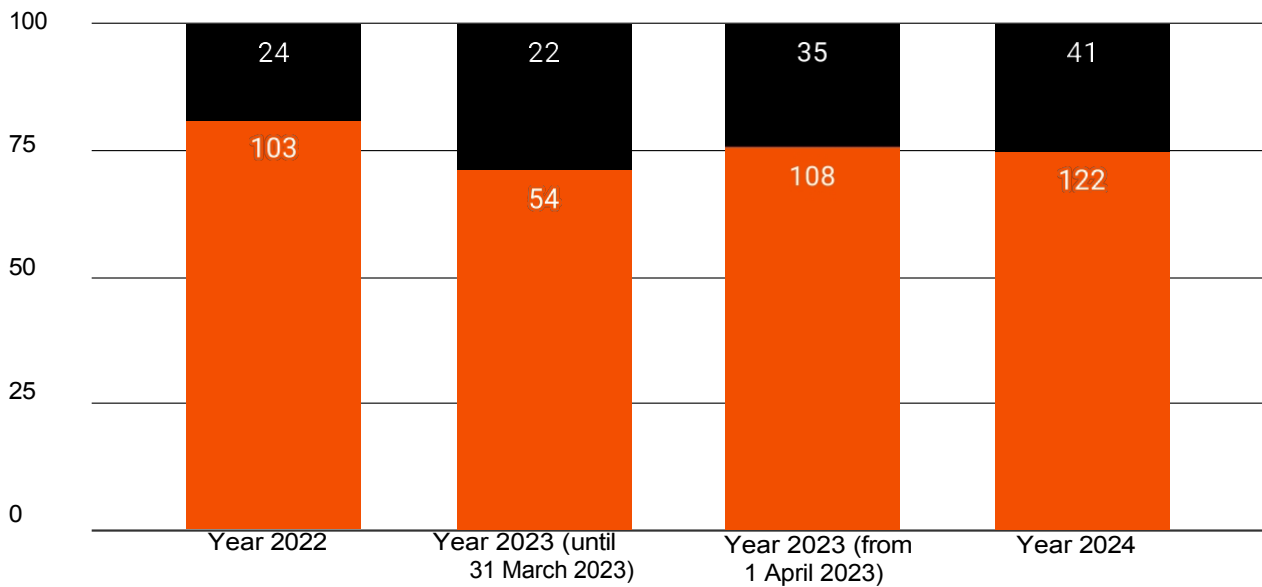
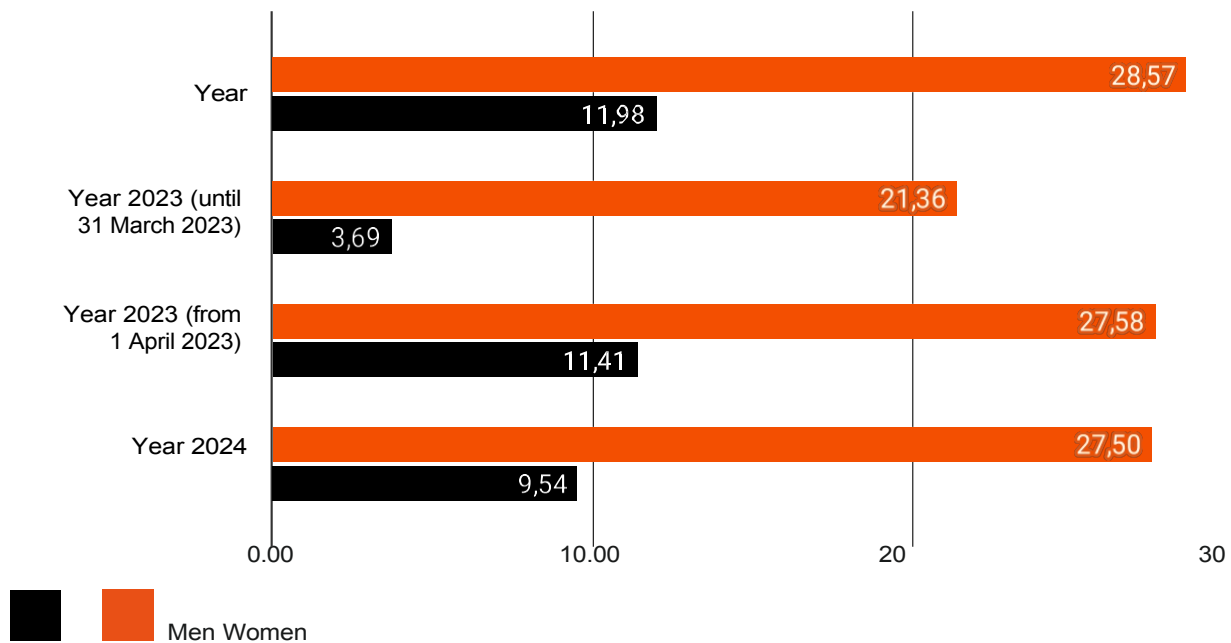


FIG. 11 AVERAGE DAYS OF PARENTAL LEAVE TAKEN BY STAFF EMPLOYED BY THE MUNICIPALITY OF BRESCIA, BY GENDER - V.A. YEARS 2022-2024



Source: Municipality of Brescia - Internal processing by the Human Resources department

Parental leave is taken more by women, with an average of about 28 days per year, compared to 9.54 days taken by men.



WORK-LIFE BALANCE TOOLS: **PAID LEAVE**

Intersection between gender and care responsibilities

FIG. 12 - STAFF EMPLOYED BY THE MUNICIPALITY OF BRESCIA WHO TOOK PAID LEAVE FOR CHILDREN'S ILLNESS, BY GENDER - V.A. YEARS 2022-2024

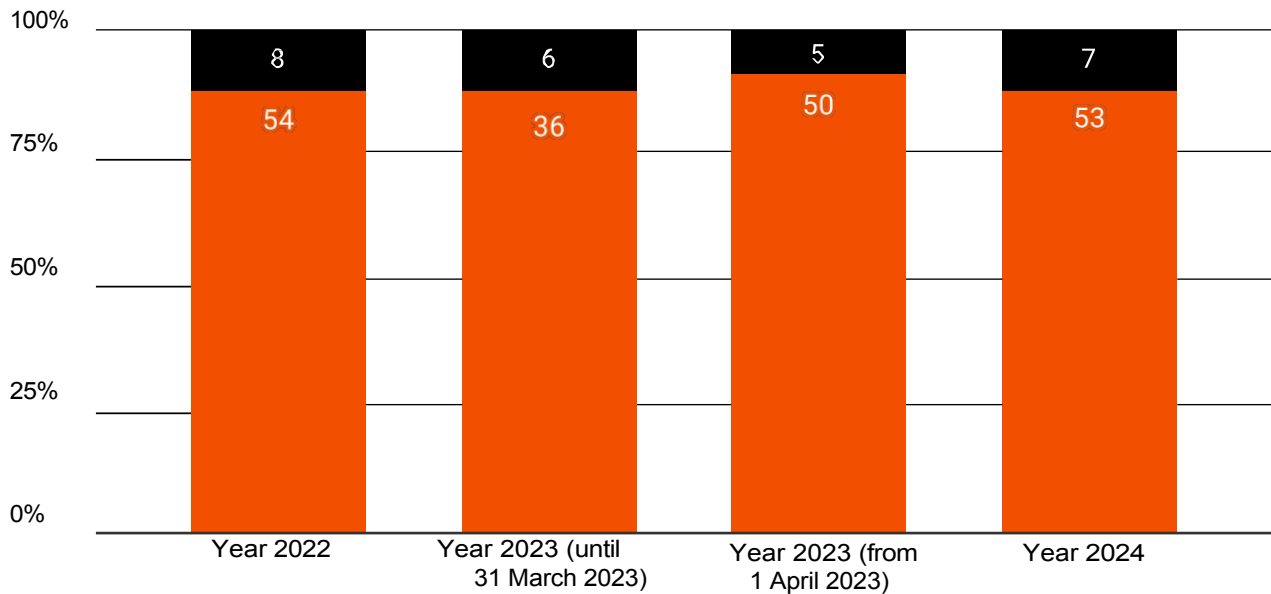
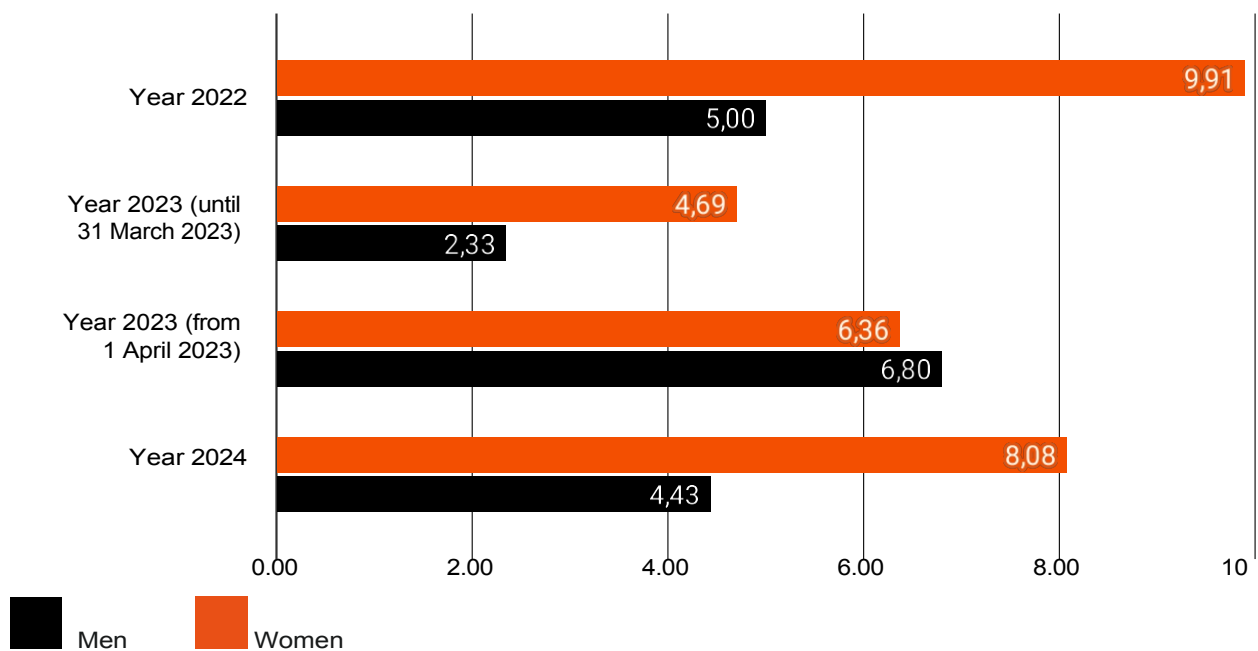


FIG. 13 AVERAGE DAYS OF PAID LEAVE TAKEN FOR CHILDREN'S ILLNESS BY STAFF EMPLOYED BY THE MUNICIPALITY OF BRESCIA, BY GENDER - V.A. YEARS 2022-2024



Source: Municipality of Brescia - Internal processing by the Human Resources department

Paid leave for children's illness is mainly taken by women, confirming that the burden of family care still falls heavily on them.

On average, male workers take advantage of this option for about 5 days per year, while women take up to almost ten days.

**WORK-LIFE BALANCE TOOLS: UNPAID LEAVE**

Intersection between gender and care responsibilities

FIG. 14 STAFF EMPLOYED BY THE MUNICIPALITY OF BRESCIA WHO TOOK UNPAID LEAVE FOR ILLNESS OF CHILDREN - V.A. YEARS 2022-2024

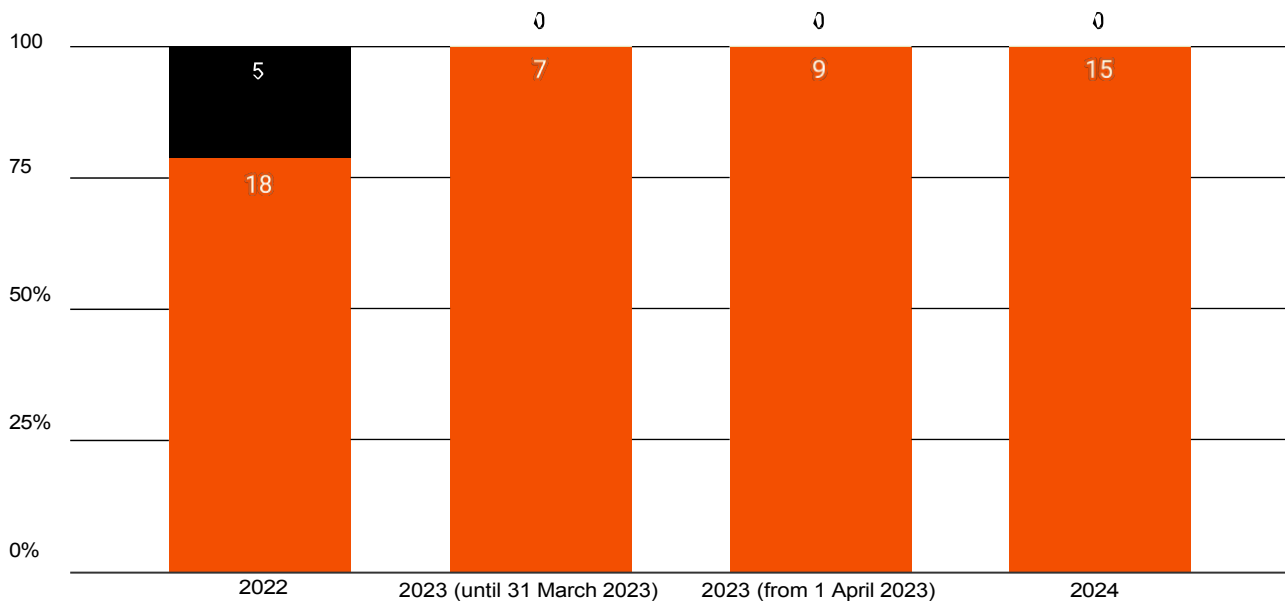
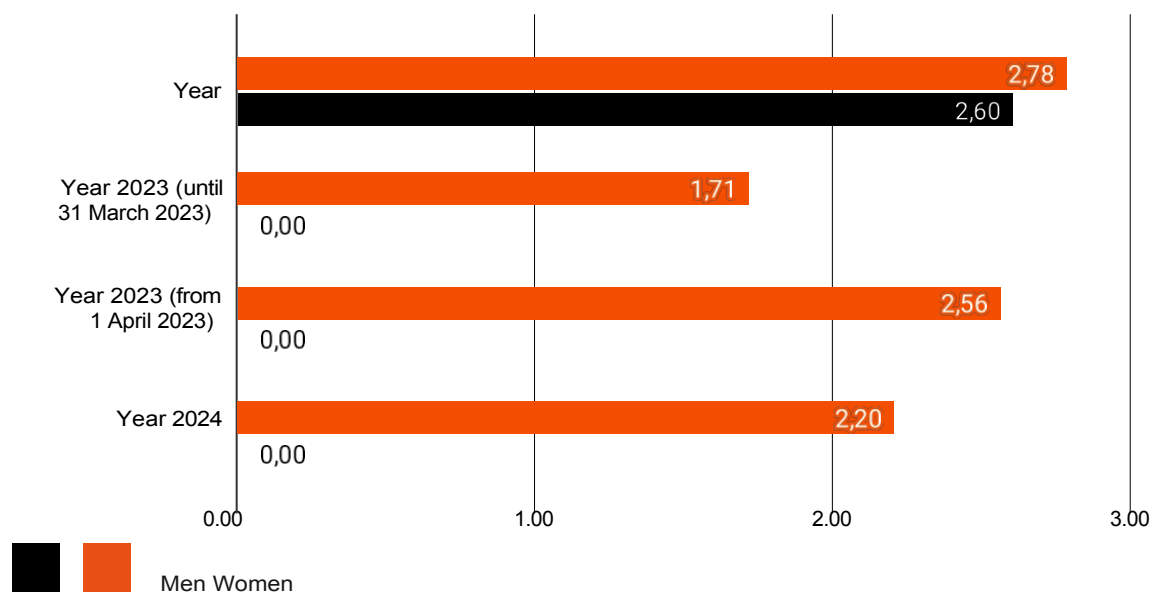


FIG. 15 AVERAGE DAYS OF UNPAID LEAVE TAKEN FOR ILLNESS OF CHILDREN OF STAFF EMPLOYED BY THE MUNICIPALITY OF BRESCIA, BY GENDER - V.A. YEARS 2022-2024



Source: Municipality of Brescia - Internal processing by the Human Resources department

In 2023 and 2024, no men took unpaid leave for their children's illness.  
 Women take more than two days of unpaid leave per year.

**WORK-LIFE BALANCE TOOLS: LEAVE UNDER LAW 104/1992**


 Intersection between gender, disability and care responsibilities

FIG.16 STAFF EMPLOYED BY THE MUNICIPALITY OF BRESCIA WHO HAVE TAKEN ADVANTAGE OF THE LEAVE PROVIDED FOR BY LAW 104/92, BY GENDER - V.A. YEARS 2022-2024

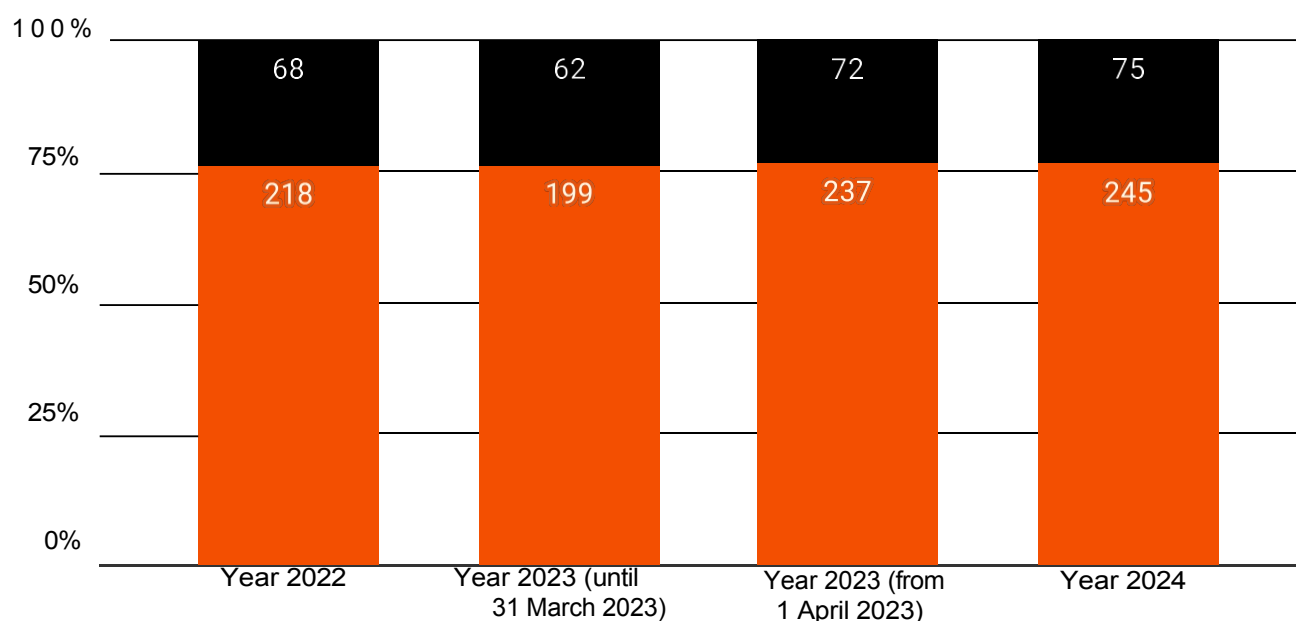
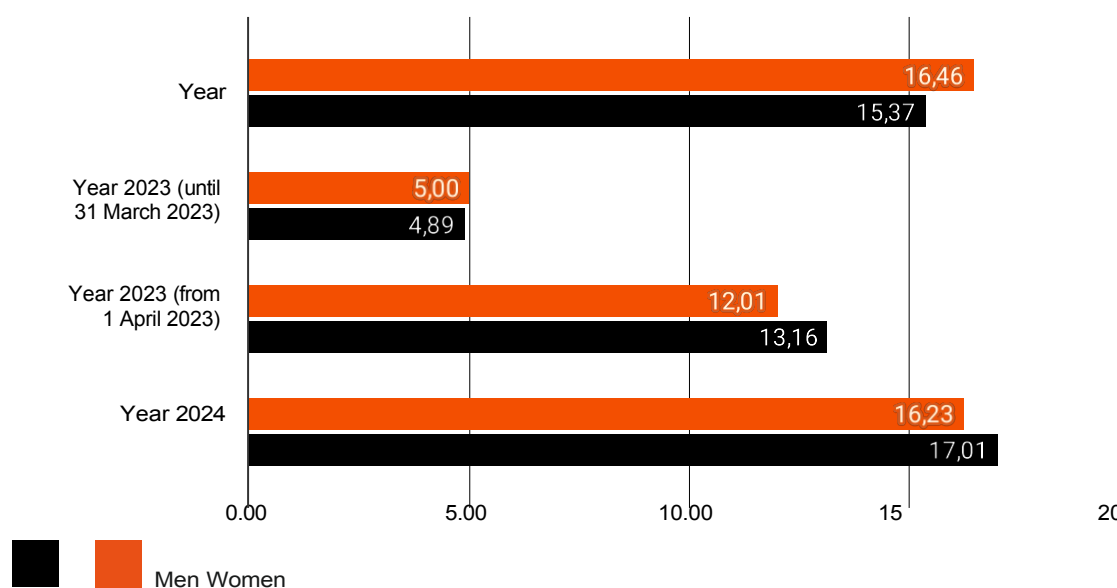


FIG. 17 AVERAGE DAYS OF USE OF LEAVE UNDER LAW 104/92 BY STAFF EMPLOYED BY THE MUNICIPALITY OF BRESCIA - V.A. YEARS 2022-2024



Source: Municipality of Brescia - Internal processing by the Human Resources department

Over the last two years, there has been an increase in the number of men taking advantage of the leave provided for by Law No. 104/1992, which supports the care of persons with disabilities. This is a sign of a gradual cultural change, with male workers taking on more caregiving responsibilities. In the three-year period 2022-2024, men took on average about one day more leave than women.

FLEXIBILITY: REMOTE WORKING AND AGILE WORKING

FIG. 18 STAFF EMPLOYED BY THE MUNICIPALITY OF BRESCIA WHO ALSO WORK REMOTELY, BY GENDER - V.A. YEARS 2022-2024

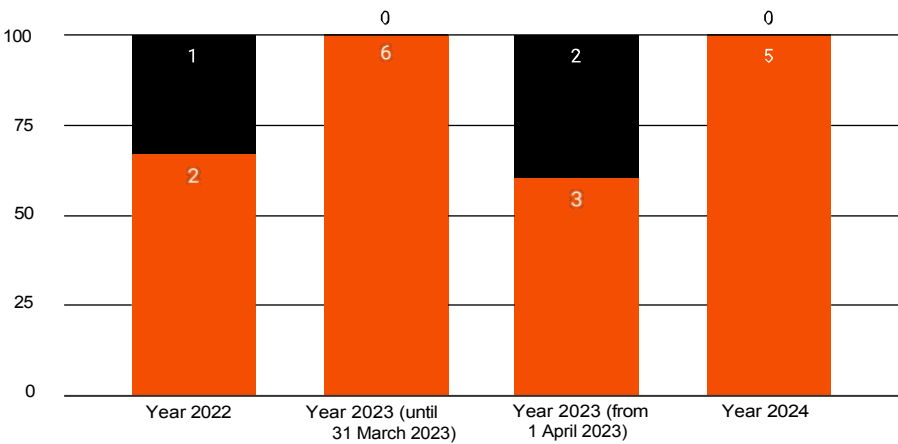
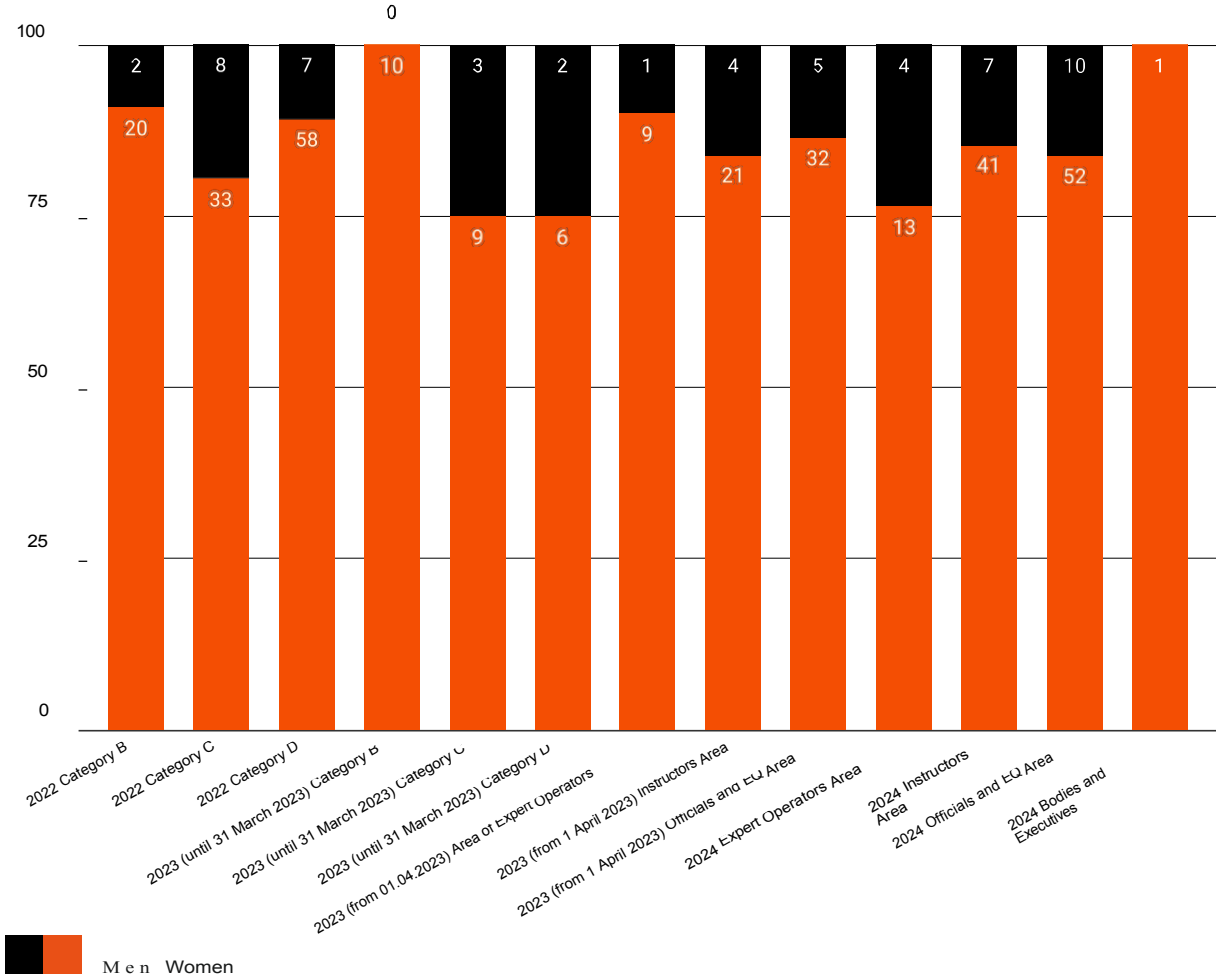


FIG. 19 STAFF EMPLOYED BY THE MUNICIPALITY OF BRESCIA WHO ALSO WORK IN AGILE WORK MODE, BY GENDER AND CATEGORY - % YEARS 2022-2024



Men Women

Source: Municipality of Brescia - Internal processing by the Human Resources department

Women represent the majority of those who take advantage of remote working and flexible working arrangements.

## FLEXIBILITY: OVERTIME

Table 1 Number of overtime hours and number of employees who worked them

		Number of overtime hours and number of employees who worked them									
		WOMEN		MEN		TOTAL		% WOMEN		% MEN	
Year	Levels	No. of hours	No. of employees	No. of hours	No. of employees	No. of hours	No. of employees	No. of hours	No. of employees	No. of hours	No. of employees
2022	Category A	20	1	30	1	50	2	40	50	60	50
	Category B	1072.39	43	1542.22	39	2,614.61	82	41	52	59	48
	Category C	3,827.65	148	7,854.18	189	11,681.83	337	33	44	67	56
	Category D	1346.96	62	1745.68	50	3092.64	112	44	55	56	45
	Executives										
2023 (until 31 March 2023)	Category A	53	1	15	1	68	2	78	50	22	50
	Category B	299.94	21	686.94	27	986.88	48	30	44	70	56
	Category C	1554.33	91	3105.81	146	4,660.14	237	33	38	67	62
	Category D	454.72	34	3105.81	146	3,560.53	180	13	19	87	81
	Executives										
2023 (from 01.04. 2023)	Operators Area	0	0	1	22	1	22	0	0	100	100
	Area of Expert Operators	427.31	29	1046.77	43	1075.77	72	40	40	97	60
	Instructors' Area	3120.21	148	4439.72	182	4587.72	330	68	45	97	55
	Area Executives and EQ	996.11	54	837.28	50	891.28	104	112%	52	94	48
	Executives										
2024	Operators	0	0	0	0	0	0	0	0	0	0
	Area of Expert Operators	4802	40	8059.3	41	12,861.3	81	37	49	63	51
	Instructors Area	762	161	1,206.95	185	1968.95	346	39	47	61	53
	Area Executives and EQ	1,273	72	1327.56	57	2,600.56	129	49	56	51	44
	Managers										

FIG. 20 STAFF EMPLOYED BY THE MUNICIPALITY OF BRESCIA WHO HAVE TAKEN ADVANTAGE OF OVERTIME, BY GENDER - V.A. YEARS 2022-2024

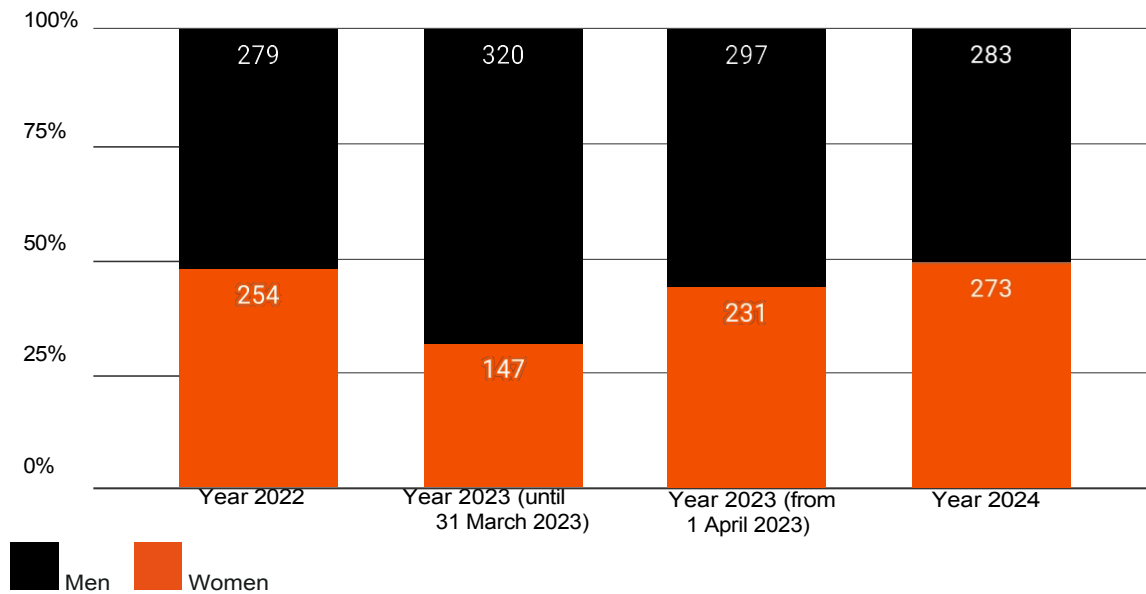
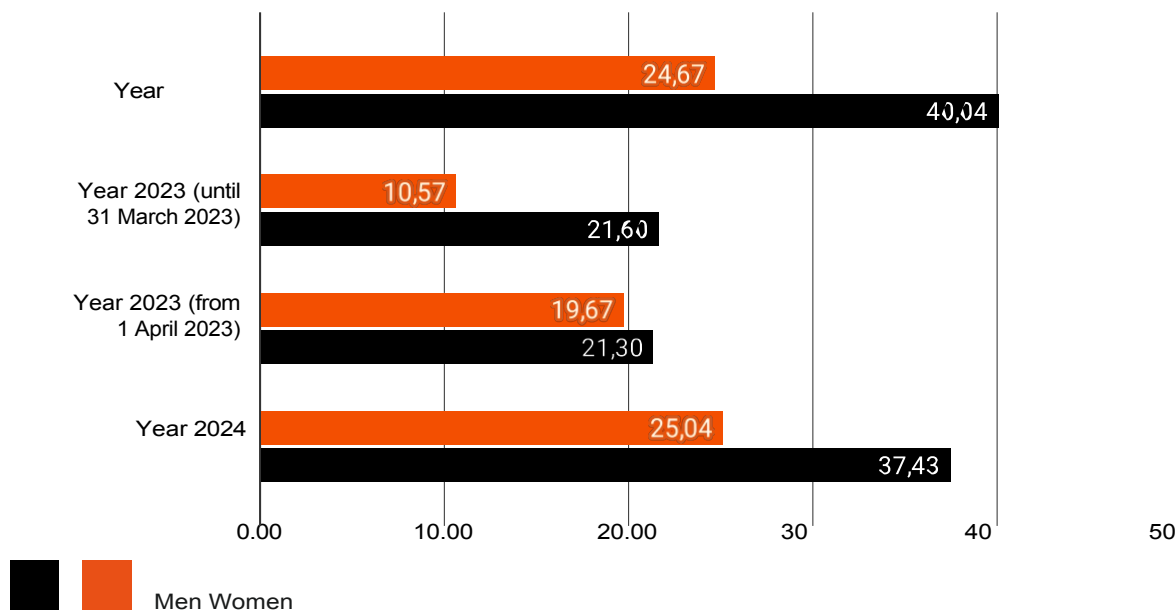


FIG. 21 AVERAGE HOURS OF OVERTIME WORKED BY STAFF EMPLOYED BY THE MUNICIPALITY OF BRESCIA, BY GENDER - V.A. YEARS 2022-2024



Source: Municipality of Brescia - Internal processing by the Human Resources department

Men resort to overtime more frequently than women and accumulate a significantly higher average number of hours, maintaining a more marked presence in career paths and overtime work.

### Geam Tool Survey

This survey is one of the actions planned by the European BUDGET-IT project, of which the Municipality of Brescia is a partner, and aims to **monitor gender equality in European organisations.**

**903 employees** participated in the survey, corresponding to 51.7% of the total of 1,746 employees present at the time of administration. The survey was analysed during dedicated focus groups. Particular consideration was given to **the intersection between gender and care responsibilities.**



**Women report greater difficulty than men in managing care responsibilities, in particular:**

**- greater difficulty concentrating at work due to personal commitments (56% of women - 48.8% of men);**

**- a heavy workload of domestic chores that compromises commitment at work due to excessive fatigue (34.5% of women - 28% of men);**

**- difficulty in keeping personal commitments due to excessive workload (78.3% women - 65.9% men)**

**- a professional workload that compromises the performance of caregiving roles due to excessive fatigue (89.1% of women - 77.2% of men)**

Analysis of the survey results also highlighted the following needs:

**Training** - People returning from extended periods of absence (e.g. for health reasons, parental leave or other types of leave) experience a certain degree of fatigue upon their return.

**Gender equality** - There is a lack of awareness within the organisation of the existence and role of institutional bodies responsible for promoting gender equality, such as the Joint Guarantee Committee (CUG) or the Trusted Advisor. There is also a significant percentage of women in senior positions who have health problems or are involved in caregiving activities;

**Microaggressions and harassment** - There have been reports of microaggressions, such as questions asked of women regarding their work-life balance or their reproductive choices in the context of job interviews. 5.9% of women and 6.4% of men say they have experienced harassment and/or bullying within the organisation, while 6.8% of women and 0.6% of men prefer not to answer.

**Communication** - There is a critical issue in internal communication due to the lack of a structured and consistent programme.

## 12

# Actions for gender equality in the internal context

The following is a list of actions taken by the Municipality of Brescia to **promote equal opportunities within its internal organisational context and which have an impact on employees**. Where present, the intersectional perspective is highlighted.

## INTEGRATED ACTIVITY AND ORGANISATION PLAN 2023-2025 AND 2024-2026

– The PIAO (Integrated Plan for Activities and Organisation of Public Administration) is introduced in Article 6 of Decree Law No. 80/2021 and is a single planning and governance document. As a three-year planning document, the PIAO aims to simplify and integrate a series of previously existing planning documents into a single plan. The objective is to ensure the quality and transparency of administrative activities, improve the quality of services to citizens and businesses, and proceed with the constant and progressive simplification and systematisation of processes, including those relating to the right of access.

The 2023-2025 PIAO (Action Plan for Equal Opportunities) of the Municipality of Brescia, in section 3.2.1 'Equal Opportunities and Gender Balance Objectives', plans and implements the following for employees:

– actions to promote work-life balance (e.g. analysis of agile working results and proposal to apply an organisational model with a view to work-life balance; flexible working hours with a view to reconciling work and school time; initiatives to disseminate information and raise awareness about paternity leave; pilot actions for the co-design of reconciliation services with Enti di Alleanza Conciliazione (Reconciliation Alliance Bodies);

– actions to monitor gender composition on the boards of directors of investee companies;

– annual monitoring of compliance with regulatory requirements on gender balance in the composition of competition committees;

– actions to combat harassment and violence in the workplace (e.g. consolidation of the role of the Trusted Advisor and training sessions on the new Code of Conduct).

Section 3.2.1 'Equal Opportunities and Gender Balance Objectives' of the 2023-2025 PIAO is updated in the subsequent 2024-2026 PIAO approved by City Council Resolution No. 22 of 30 January 2024.

In the PIAO 2024-2026, section 3.2.1 'Equal Opportunities and Gender Balance Objectives – Positive Action Plan and GEP' defines the equal opportunity and gender balance objectives for 2024-2026, including the update of the Gender Equality Plan and referring to the strategic and operational objectives of the DUP (Single Programming Document), aimed at enhancing the value of employees and their professional skills in a context of well-being at work that requires related interventions.

The 2024-2026 PIAO, in the dedicated section, focuses on actions to promote gender equality and prevent discrimination. Qualitative research methods are included and adopted (e.g. the administration of the BUDGET-IT project questionnaire to employees on



organisational climate), useful for developing positive actions that support the integration of gender equality into the organisation of the Municipality of Brescia and into planning tools. Specific training actions are planned and implemented to combat discrimination, including inclusive language, mobbing and discrimination; the role of the Trusted Advisor is to be consolidated.

The PIAO 2024-2026 provides for and introduces the implementation of flexible tools for managing lunch breaks, the introduction of regulations on part-time and remote working, and other measures that support and promote work-life balance, favouring a balance between private and working life, also taking into account the intersectionality between gender, age and disability.

With regard to organisational well-being, the mapping of corporate welfare services and the implementation of new dedicated tools and services, including through a dedicated platform, is also recommended and implemented.

The achievement of the objectives set out in section 3.2.1 "Equal Opportunities and Gender Balance Objectives - Positive Action Plan and GEP" is an organisational performance indicator included in the measurement and evaluation system.



**The actions set out in the PIAO 2024-2026 and in the subsequent planning instrument are intended to be intersectional, taking into account various aspects of possible discrimination in their interaction. In particular, the intersectionalities identified, in addition to gender, are age, disability and care responsibilities.**

#### GENDER EQUALITY PLAN 2022-2024

The first Gender Equality Plan of the Municipality of Brescia presents, in a schematic and concise form, the actions carried out by the Administration in the two-year period 2020-2021 and those planned for 2022-2023, aimed at promoting gender equality both within the municipal organisation and in the city community. The plan has been drawn up in line with the main strategic and programmatic references, including: the European Strategy for Gender Equality 2020-2025; the National Strategy for Gender Equality 2021-2026; the programmatic guidelines for the 2018-2023 term, approved by the Municipal Council on 18/09/2018; Three-Year Plan for Positive Action 2022-2024, approved by the City Council with resolution no. 552 of 22/12/2021. The plan is divided into five thematic areas, each with specific objectives aimed at promoting gender equality and combating stereotypes and discrimination in the workplace and society.

##### Area 5 Prevention of Violence

Combating gender-based violence and harassment in the workplace

##### Area 4 Gender mainstreaming

Integrating gender into data collection and analysis



##### Area 1 Work-Life Balance

Promoting harmony between personal and professional life

##### Area 2 Female Leadership

Increasing the presence of women in leadership positions

##### Area 3 Career Equality

Ensuring equal opportunities in selection and promotion processes

### AGILE WORK ORGANISATIONAL PLAN (POLA 2022-2024)

The Municipality of Brescia offers flexible working to its employees with the aim of optimising workspaces and improving work-life balance. The 2022-2024 Three-Year Plan continues the approach set out in the 2021-2023 POLA and takes into account the evolution of flexible working, including following the Covid-19 pandemic and regulatory measures. Agile working is recognised both as an organisational tool for improving services and as a means of promoting work-life balance. Its implementation for individual employees, with the exception of local police personnel, teachers and educators, is assessed by management on the basis of internal organisation and its usefulness for the provision of services. Since 2022, the application of agile working has been consolidated and improved through a participatory approach and the involvement of employees in working groups coordinated by the Human Resources Department. The CUG promotes and supports remote working as a tool for improving organisational well-being, encouraging a better work-life balance. With this in mind, agile working is also valued as a means of inclusion for different categories of workers, while ensuring the social dimension of work and preventing forms of isolation.



**In 2024, a total of 328 ordinary remote working agreements were activated, with 84% of female staff taking advantage of them. Forty-one per cent involved staff in the 50-60 age group. The agreements provide for one or two days of remote working per week or half days over several days.**

### SINGLE GUARANTEE COMMITTEE

The CUG, established for the four-year period 2023-2027, consists of eight members (four permanent members and four alternates). This body supports the institution in its activities, with the aim of promoting the optimisation of productivity in public work, improving the efficiency of services and ensuring a working environment based on respect for the principles of equal opportunities, organisational well-being and the prevention of all forms of discrimination or violence against workers. The Trusted Advisor also supports the CUG. One of the main tasks of the CUG is to propose positive action plans for gender equality, which will be absorbed from 2022 onwards.

in the PIAO: the promotion of policies to reconcile private life and work, and the dissemination of a culture of equal opportunities. The PIAO is monitored by the CUG, which publishes an annual report highlighting the objectives achieved.

### TRUSTED ADVISOR

The Trusted Advisor also works in close collaboration with the CUG, with the task of preventing and prosecuting behaviour that constitutes direct or indirect discrimination, sexual harassment, moral or psychological harassment, and mobbing. In September 2024, following a comparative procedure, the appointment of the Trusted Advisor, Dr Elisabetta Dolcini, was finalised, with her term of office running until September 2027.

## TRAINING

Training on cross-cutting skills was provided with the aim of promoting an inclusive environment and equal opportunities and combating forms of gender discrimination. The training was aimed at all sectors and involved around 100 managers and EQ figures. The following courses were also organised: 'Gender-based violence and femicide today' on 18/02/23, totalling 150 hours for the Education area; 'Minors who are victims of witnessed violence and minors who are victims of gender-based violence' on 24/11/23.

## WORK WELL-BEING HELP DESK - COUNSELLING AREA - EDUCATE TOGETHER PROJECT

In 2024, the psychologist in charge, Dr Emanuela Rossini, carried out activities for the wellbeing help desk and counselling centre, as well as training and coordination activities for the Educare in Comune (Educating in the Community) project. The help desk mainly received female visitors. In 2023, 56 women and 21 men were assisted, with a predominance of operational staff (56 people) compared to EQ (14 people) and managers (7 people). In 2024, there was a decline in attendance: 25 women and 7 men were assisted, with a confirmed majority of operational staff (19 people), compared to EQ (10 people) and managers (3 people). The topics covered in the meetings mainly fell within the area of personal needs, with fewer incidents relating to work needs. The implementation of the 'Educare in Comune' (Educating in the Community) project initiative aimed at employees experiencing difficulties at work included training to raise awareness of difficult situations and support from educators with experience in specific cases.

## BUDGET-IT Project

The Municipality of Brescia is a partner in the European project Building Gender+ Equality through gender+ budgeting for Institutional Transformation (acronym: BUDGET-IT). The project involves specific actions such as: the development of the Gender Equality Plan (GEP); the drafting of the Gender Budget; specific training; and the subsequent dissemination and raising of awareness on gender issues. The project coordinator is Kadir Has Üniversitesi, based in Istanbul (Turkey). The other beneficiaries, in addition to the Municipality of Brescia, are: Maltepe Belediyesi (Municipality of Maltepe); Univerzitet-Sarajevska Skola Za Nauku i Tehnologiju Pu (University of Sarajevo); University of Brescia; Universidad de Alicante (University of Alicante); Ayuntamiento de Novelda (Municipality of Novelda); Univerzitet u Beogradu - Pravni Fakultet (University of Belgrade, Faculty of Law); Municipality of Stari Grad. The total duration of the project is 36 months (1 January 2023 – 31 December 2025).



**The GEP, whose implementation is one of the first actions of the European project, has content that overlaps with the Positive Action Plan and maintains an intersectional perspective with regard to age, disability and care burdens.**

# Section

# 02

This second section focuses on the external context of the Municipality of Brescia. The analysis takes taking into account internal and external sources to explore nine areas: demographics, health, education, work and the economy, government and representative bodies, family and work-life balance, participation and leisure, urban space and gender-based violence. The most effective and relevant actions for gender equality were mapped during the training activities participated in and carried out as part of the Budget.it project. Where present, elements of intersectionality are indicated, taking into account age, care responsibilities and disability.

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## Analysis of the external context of the Municipality of Brescia and gender equality actions by area of intervention

The population of the Municipality of Brescia consists of approximately 200,000 residents: its demographic structure is dominated by the working age group (15-64 years), in line with the national average. The gender composition shows a constant female prevalence, accounting for approximately 52% of the population. The demographic picture reflects the main trends in the country, characterised by an ageing population and a low birth rate.

shows a **constant female prevalence, accounting for approximately 52% of the population**. The demographic picture reflects the main trends in the country, characterised by **an ageing population, low birth rates** and changes in the composition of households. People over the age of 65 represent approximately

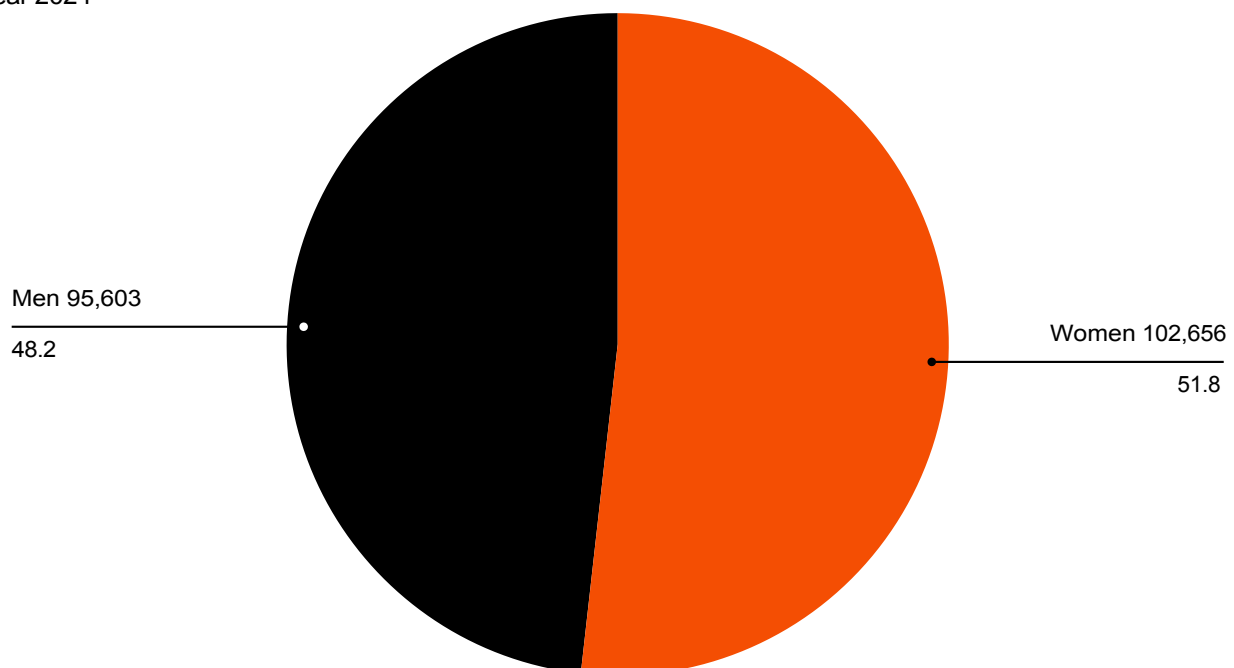
Approximately a quarter of the resident population, a figure that is growing due to increased life expectancy and declining birth rates, with **women accounting for the majority of the elderly population**.

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## Demographics

FIG. 22 RESIDENT POPULATION IN THE MUNICIPALITY OF BRESCIA, BY GENDER - % AND V.A.

Year 2024

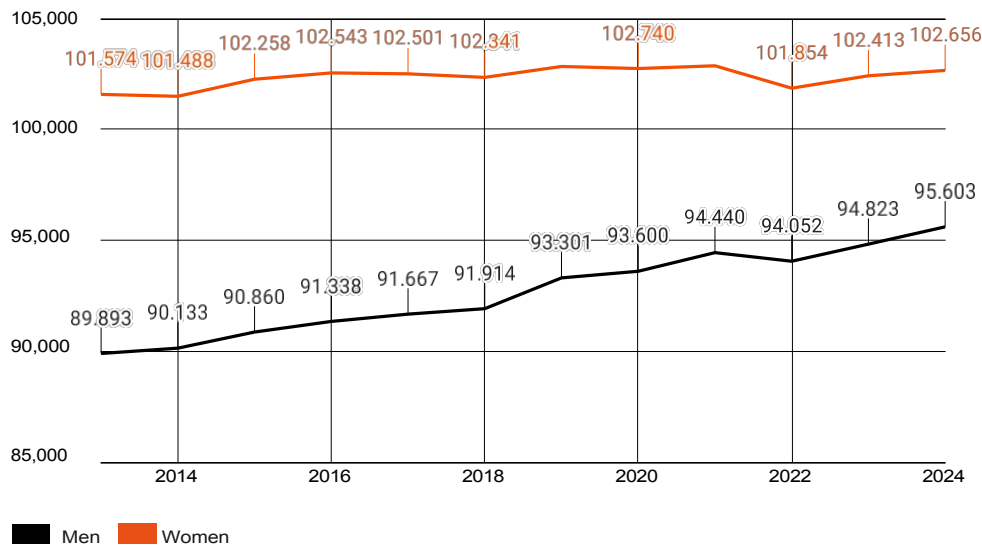


Source: Municipality of Brescia - Internal processing by the Statistics Service based on Istat data<sup>3</sup>

<sup>3</sup> The ISTAT data for 2024 are provisional as they will be finalised and validated at the end of 2025.

### DEMOGRAPHY: POPULATION TRENDS, BIRTH RATES, MORTALITY RATES

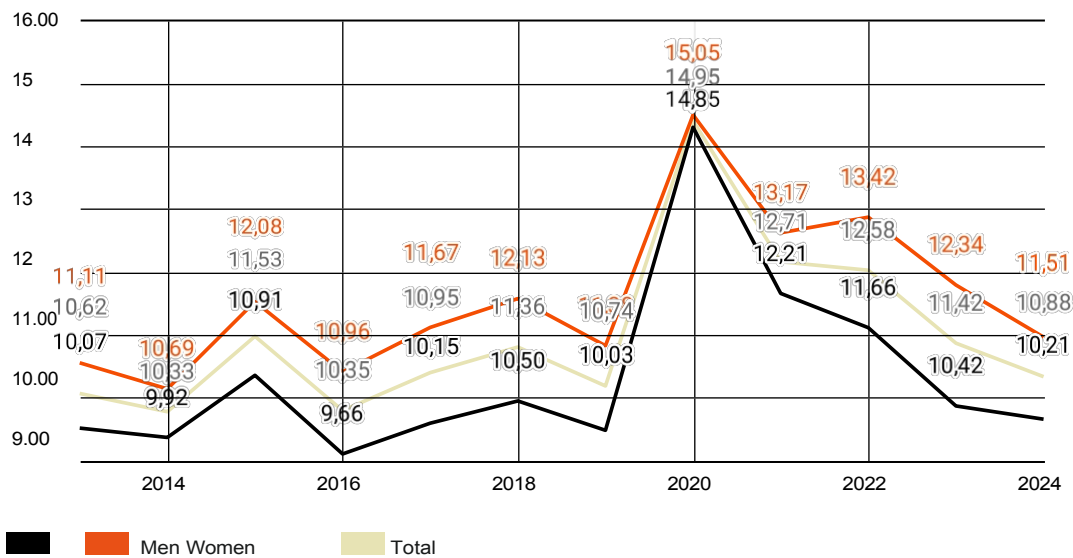
FIG.23 RESIDENT POPULATION TRENDS IN THE MUNICIPALITY OF BRESCIA, BY GENDER - V.A. Years 2013 - 2024



Source: Municipality of Brescia - Internal processing by the Statistics Service based on Istat data

FIG. 24 TREND IN MORTALITY RATE (NUMBER OF DEATHS PER 1,000 RESIDENTS) IN THE MUNICIPALITY OF BRESCIA, BY GENDER

Years 2013 - 2024

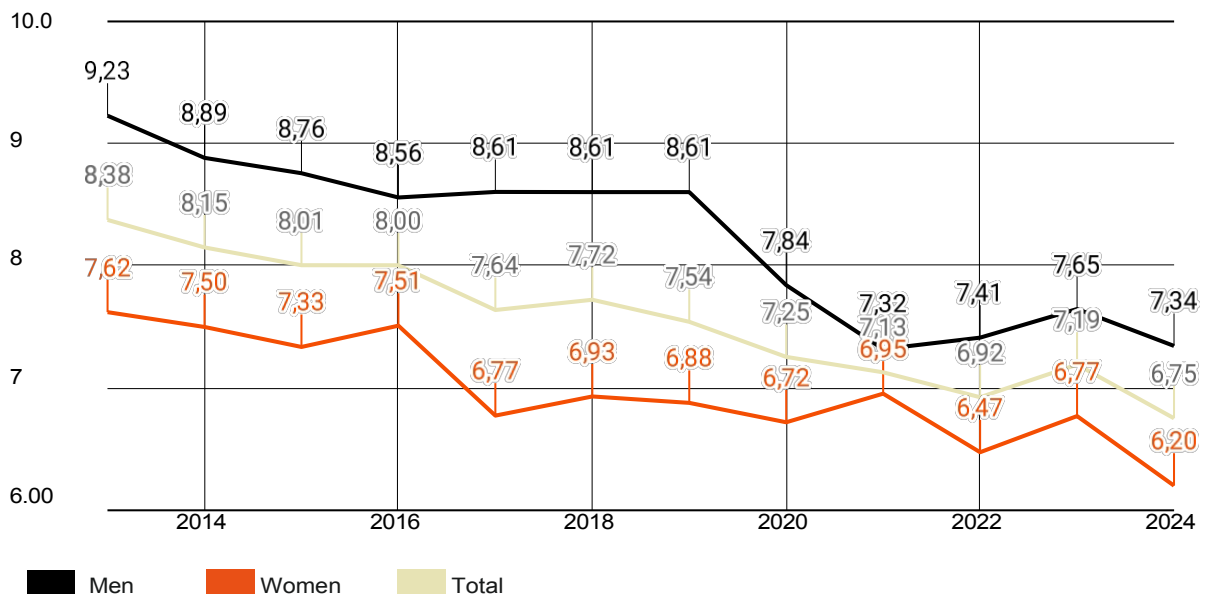


Source: Municipality of Brescia - Internal processing by the Statistics Service based on Istat data

Gender composition of the resident population in the Municipality of Brescia: majority of women, approximately 52% of the total.

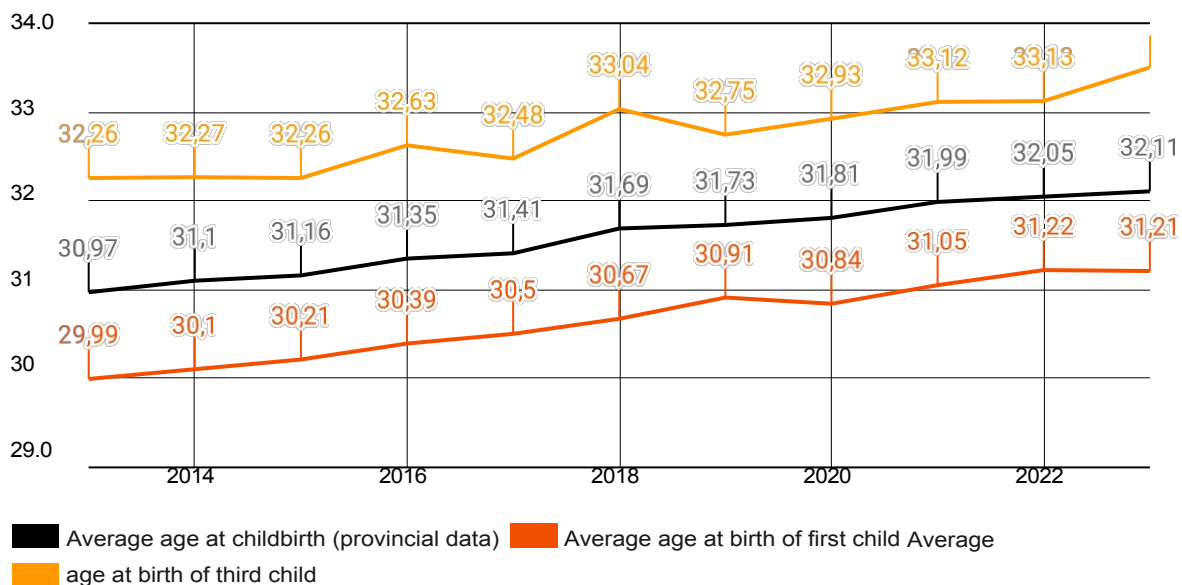
The female population remained stable, but the male population grew between 2013 and 2024. The mortality rate peaked in 2020 during the COVID-19 pandemic.

FIG. 25 - BIRTH RATE TREND (NUMBER OF BIRTHS PER 1,000 RESIDENTS) IN THE MUNICIPALITY OF BRESCIA, BY GENDER  
Years 2013 - 2024



Source: Municipality of Brescia - Internal processing by the Statistics Service based on Istat data

FIG. 26 - TREND IN AVERAGE AGE AT CHILDBIRTH (PROVINCIAL ISTAT DATA) IN THE MUNICIPALITY OF BRESCIA Years 2013 - 2023



Source: Municipality of Brescia - Internal processing by the Statistics Service based on provincial Istat data

Progressive decline in the birth rate over the last decade. The average age at childbirth is rising, exceeding 30 years for the first child.



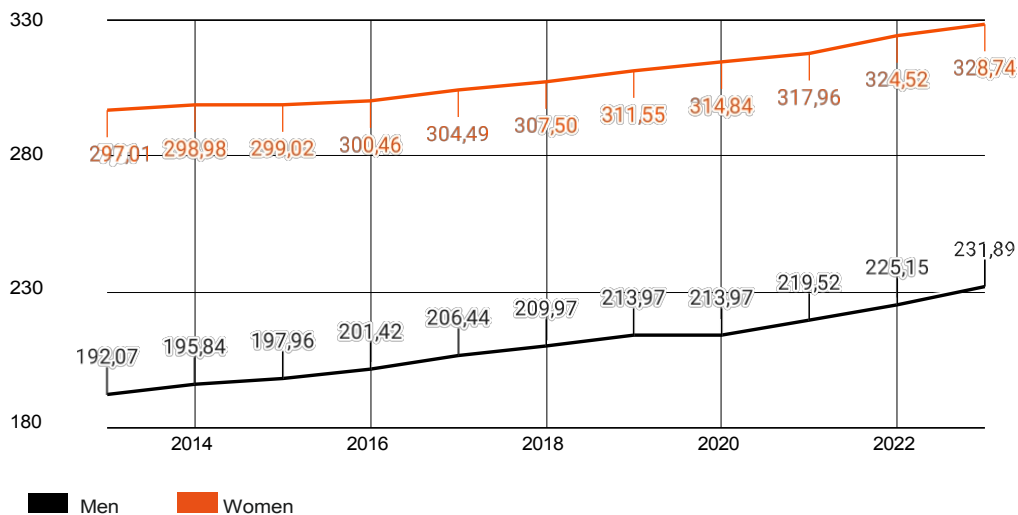
## DEMOGRAPHY: AGE



Intersection between gender and age

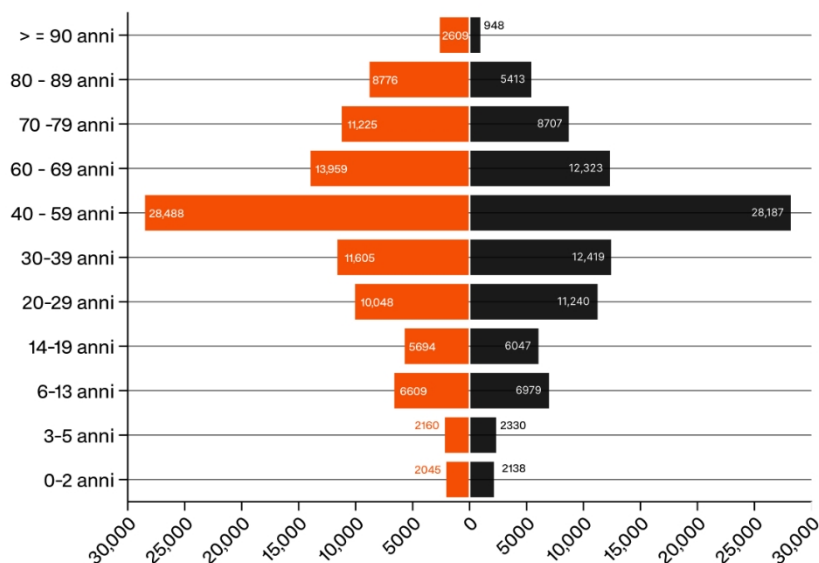
FIG. 27 - MALE AND FEMALE AGEING INDEX (NUMBER OF RESIDENTS AGED 65+ AS A PERCENTAGE OF THE NUMBER OF RESIDENTS AGED UP TO 14 \*100) IN THE MUNICIPALITY OF BRESCIA

Years 2013 - 2023



Source: Municipality of Brescia - Internal processing by the Statistics Service based on Istat data

FIG 28 - AGE PYRAMID OF THE MUNICIPALITY OF BRESCIA, RESIDENT POPULATION BY AGE AND GENDER - V.A. YEAR 2021



Source: Municipality of Brescia - Internal processing by the Statistics Service based on Istat data

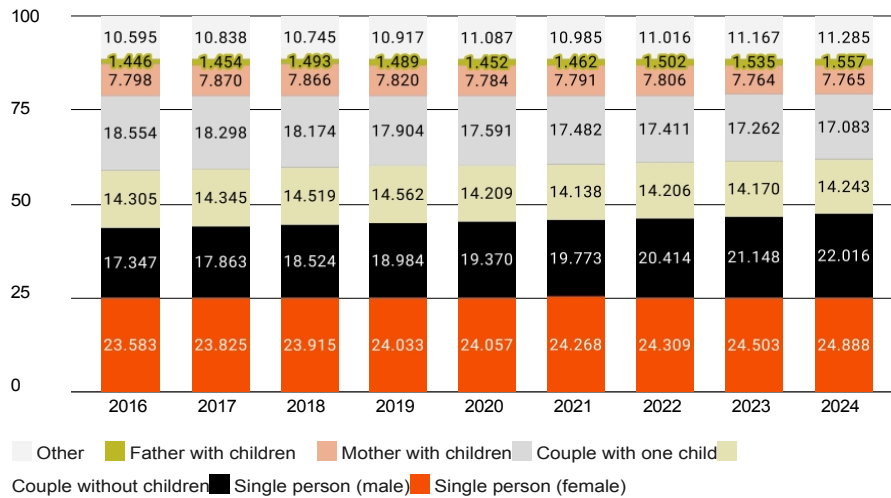
Progressive ageing of the population. The population of Brescia has a demographic structure dominated by the working age group (15-64 years). People over 65 represent about a quarter of the resident population, a proportion that is growing as a result of increased life expectancy and declining birth rates, with a prevalence of women among the elderly.

## DEMOGRAPHY: FAMILIES



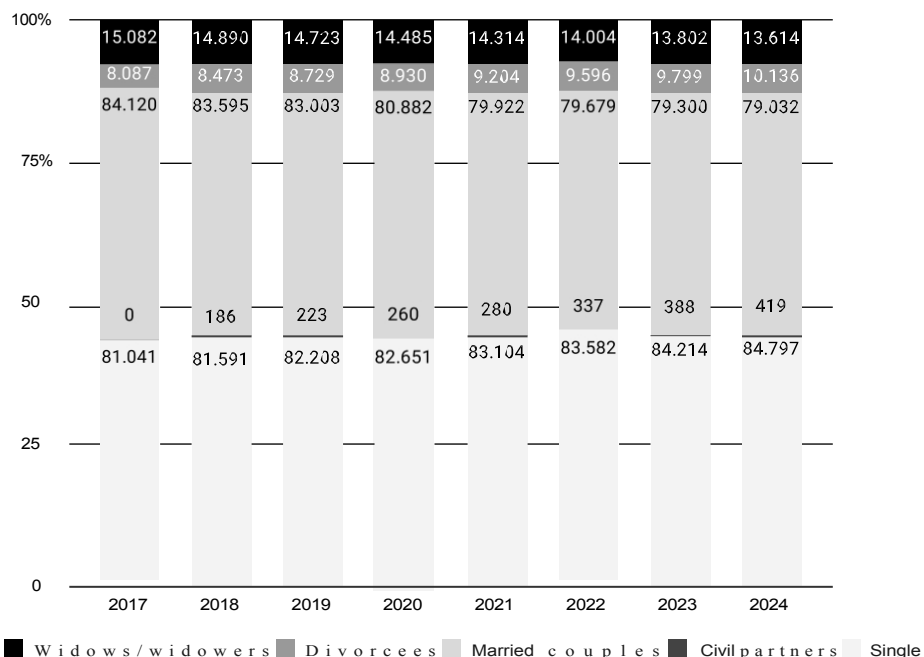
Intersection between gender and care responsibilities

FIG. 29 - COMPOSITION OF FAMILIES RESIDING IN THE MUNICIPALITY OF BRESCIA Years 2016 - 2024



Source: Municipality of Brescia - Internal processing by the Statistics Service based on Istat data

FIG. 30 - MARITAL STATUS OF THE RESIDENT POPULATION IN THE MUNICIPALITY OF BRESCIA v.a. Years 2017 - 2024



Increase in single-person households, predominantly female. The number of households consisting of mothers with children is significantly higher than the number of households consisting of fathers with children.

The number of married people is decreasing, while the number of unmarried and civilly united people is increasing.

FIG. 31 - MARITAL STATUS OF THE RESIDENT POPULATION IN THE MUNICIPALITY OF BRESCIA, BY GENDER % AND V.A. YEAR 2024

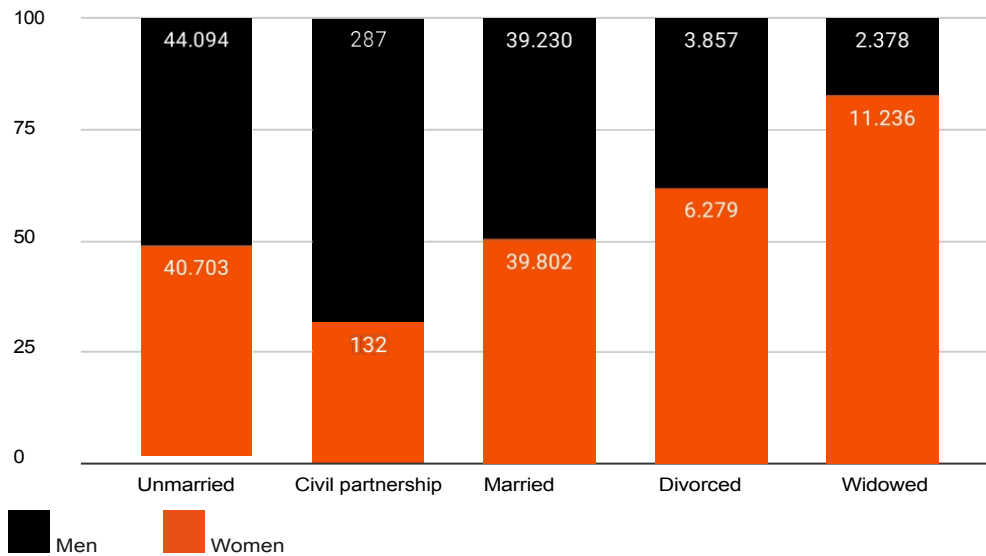
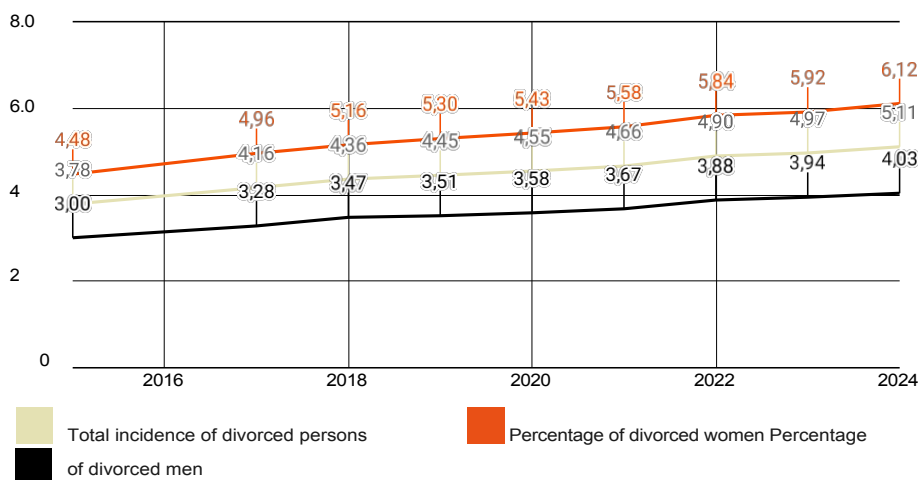


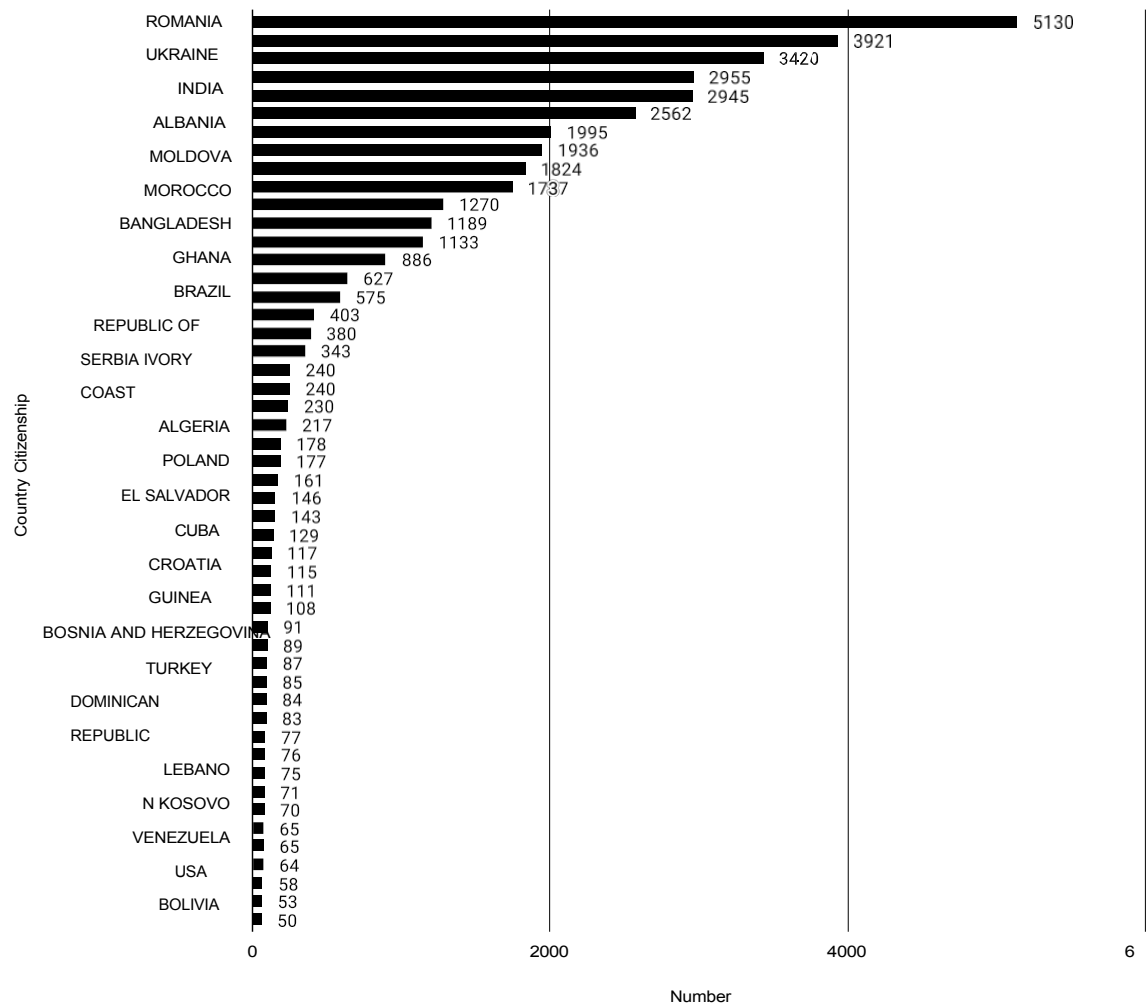
FIG. 32 - INCIDENCE OF DIVORCED PERSONS RESIDING IN THE MUNICIPALITY OF BRESCIA (DIVORCED PERSONS / POPULATION\*100, BY GENDER) v.a. Years 2015 - 2024



Source: Municipality of Brescia - Internal processing by the Statistics Service based on Istat data

Significant majority of widowed women compared to men. Higher number of unmarried men. Civil partnerships are predominantly between men. Increase in the number of divorced people, with a majority of women.

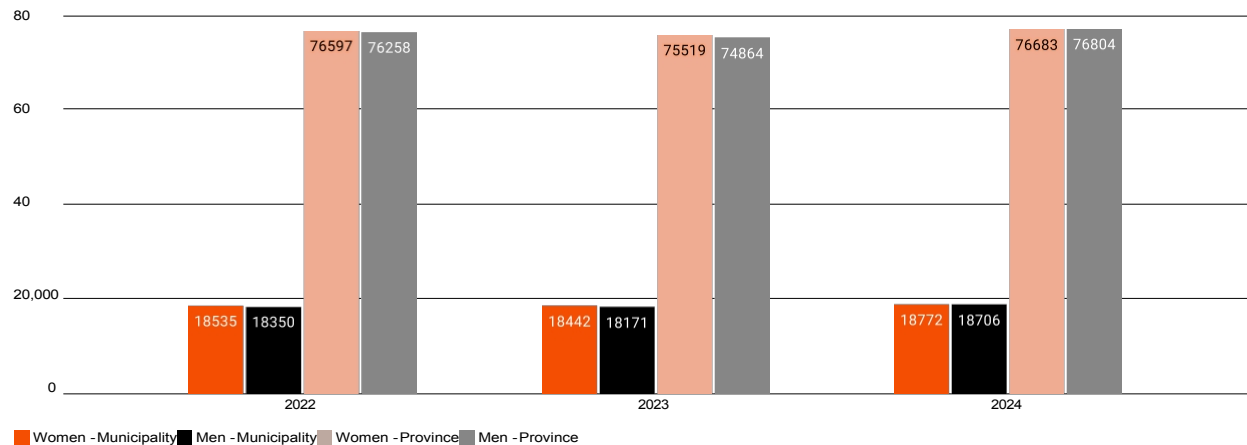
FIG. 33 - CLASSIFICATION OF CITIZENSHIP OF PEOPLE IN THE MUNICIPALITY OF BRESCIA, YEAR 2024



Source: Municipality of Brescia - Internal processing by the Statistics Service based on registry data

FIG. 34 - FOREIGN POPULATION RESIDING IN THE MUNICIPALITY OF BRESCIA AND IN THE PROVINCE, BY GENDER

v.a. Years 2022 - 2024



Source: Municipality of Brescia - Internal processing by the Statistics Service based on registry data

Among foreign nationals, there is a slight majority of women in the municipal area and in the province.

# Actions for gender equality

## Policy guidelines for the 2023-2028 term of office

Among the strategic objectives, gender equality and equal opportunities represent one of the main areas of focus. The **Gender Balance Report** is indicated as a **strategic tool** for analysing and reducing the gender gap, assessing the differences between men and women in various areas and guiding operational proposals: in its mandate, the Administration is committed to adopting it as a tool for analysing certain strategic sectors of the Municipality and as part of the **gender mainstreaming** process, i.e. the inclusion of a gender perspective, which considers the differences and inequalities between men and women in all policies, programmes and projects, at all levels and in all sectors.

## Equal Opportunities Commission

The Equal Opportunities Commission<sup>4</sup> is provided for by the Statute of the Municipality of Brescia (Art. 21) and **promotes policies for equality between women and men**. In its 2024 constitution, it is composed of 20 members: 8 municipal councillors (5 from the majority and 3 from the minority; 5 women and 3 men) and 12 people appointed by the Council from among candidates nominated by council groups, local bodies and associations (10 women and 2 men) selected for their high profile in terms of skills and experience. It works with the Department for Equal Opportunities to coordinate action and remains in office until the end of the municipal council's term of office.

The Commission **formulates proposals and opinions** on issues related to the status of women, removes obstacles to equality and integrates the **gender perspective into municipal policies through gender mainstreaming**. It promotes women's participation in public life and supports initiatives for shared family responsibility, work-life balance and the removal of inequalities in various areas.

During 2024, the Commission took an integrated approach, promoting cultural, educational and collaborative activities to address issues such as gender-based violence - also in dialogue with the Anti-Violence Network - economic dependence and gender-based prejudices. The

CPO is structured around **four thematic working groups** that address different aspects of equal opportunities: **Culture and Events, Work and Business, Gender Urban Planning, and Gender Violence**. The actions promoted by CPO are included in the relevant areas of intervention.

## READY Network

Since 2014, the Municipality of Brescia has been a member of the READY Network, the network

national network of public administrations committed to **combating discrimination based on sexual orientation and gender identity**. This membership represents a concrete commitment to a more inclusive city, where LGBTQIA+ people can count on an administration that is attentive to their rights and needs, in line with the constitutional principles of equality, and promoting collaboration with local associations and between different institutional levels.

<sup>4</sup> Established by measure dated 12.04.2024 prot.123582/2024.

## Anti-discrimination network and inter-institutional round table to combat hate speech and phenomena



### Intersection between gender, age and disability

The Network, composed of 47 organisations and associations, aims to prevent and combat all forms of discrimination and harassment based on gender, disability, nationality, religion, sexual orientation, gender identity, age and any other factor, strengthening joint work between institutions, associations and local services. The Network offers support to victims and promotes activities to awareness-raising and training, particularly among young people and in schools, and collects data to monitor the phenomenon. The service is supported by the Association 'Embassy of Local Democracy in Zavidovici', which coordinates the Interinstitutional Roundtable for Combating Hate Speech and Phenomena for the Municipality of Brescia, established in 2023 with the support of the National Network Against Hate. The Roundtable has 30 members who refer to in various contexts (schools, trade unions, media, law enforcement agencies, associations, etc.) and is committed to actively promoting a culture of mutual respect and awareness of hate speech and phenomena, their spread and their effects on victims.

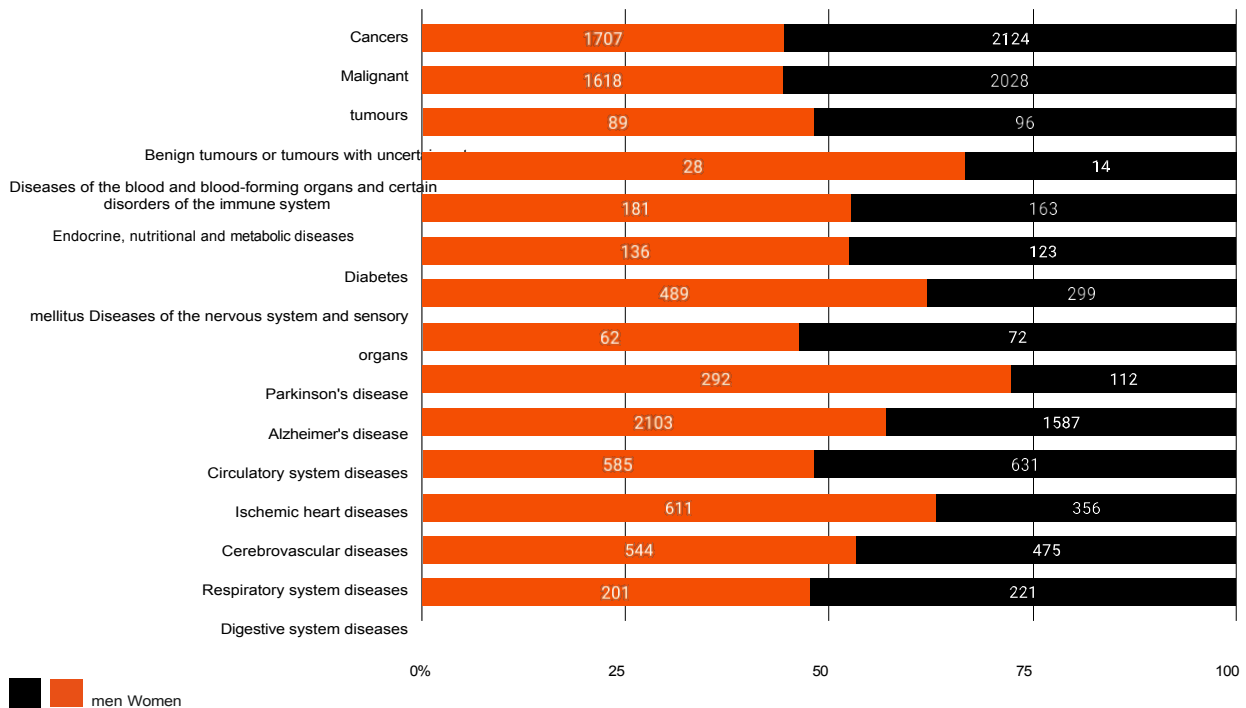
## Brescia Pride

The City Council has sponsored the 2022-2023-2024 editions of Brescia Pride, an event promoting the recognition of the civil rights of all people, regardless of their sex assigned at birth, gender identity and sexual orientation. The event calls for collective commitment to an inclusive, equitable, sustainable culture free from discrimination and violence, based on self-determination, acceptance, innovation and awareness.

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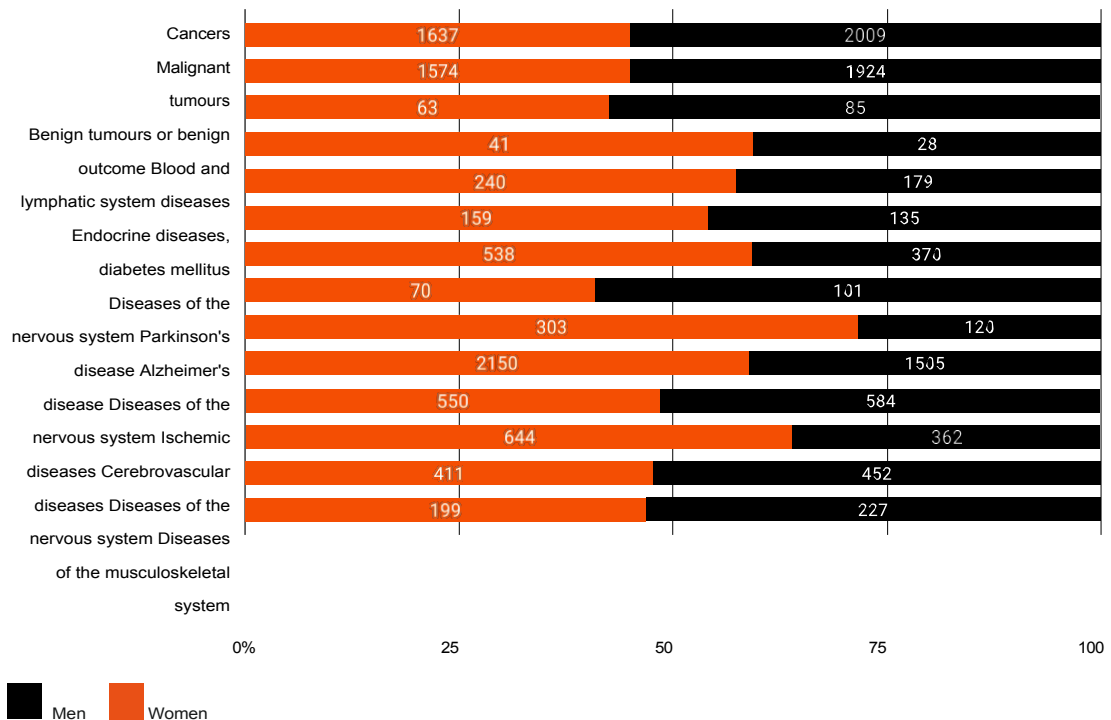
## Health

Fig. 35 - MAIN CAUSES OF DEATH BY DISEASE IN THE PROVINCE OF BRESCIA BY GENDER %  
Year



Source: Own elaboration based on provincial ISTAT data

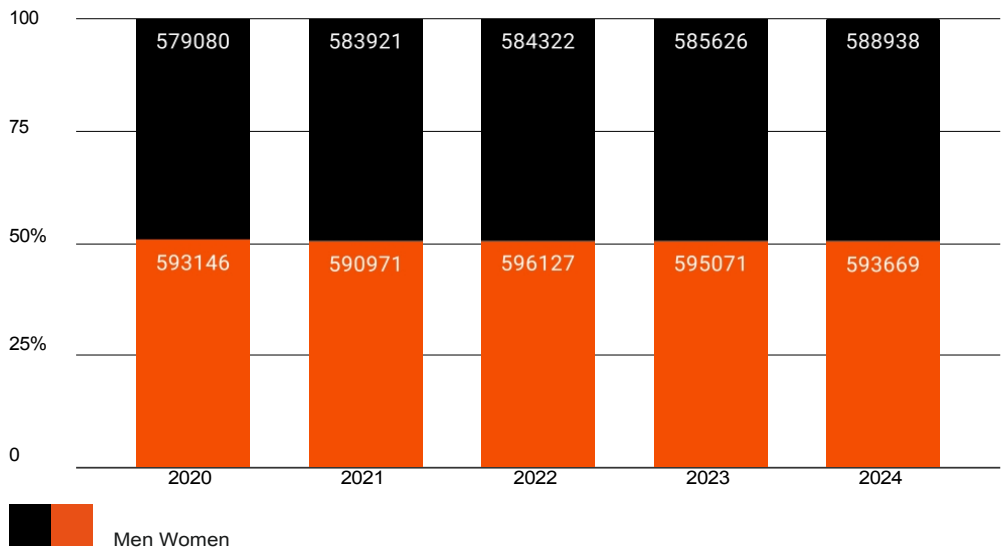
FIG. 36 - MAIN CAUSES OF DEATH BY DISEASE IN THE PROVINCE OF BRESCIA BY GENDER %  
Year



Source: Own elaboration based on provincial ISTAT data

The causes of death from disease show significant differences between women and men.

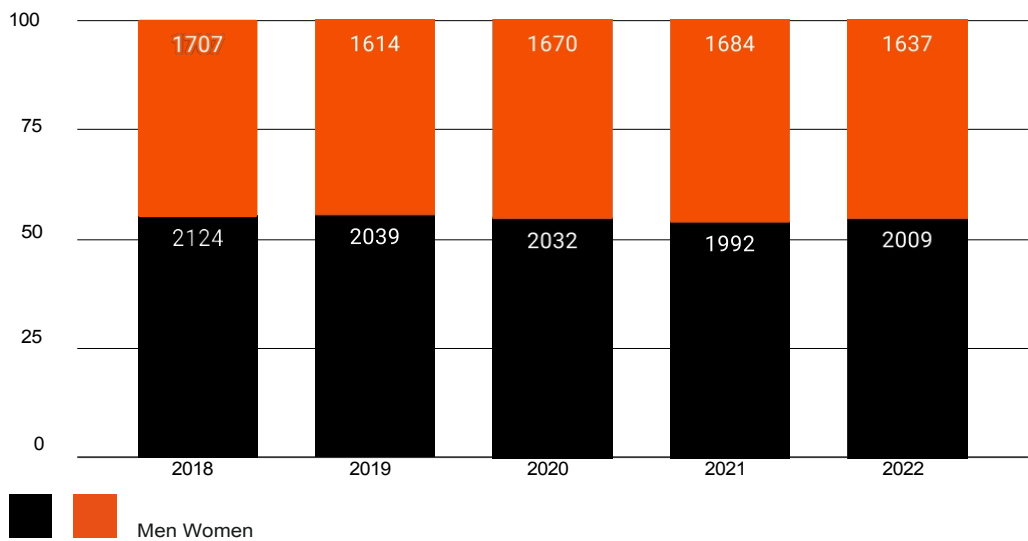
FIG. 37 - PEOPLE ASSISTED BY ATS BRESCIA, BY GENDER - % AND V.A.  
Years 2020 - 2024



5. The number of persons assisted includes both residents and non-residents. The rate of non-residents stands at around 1.5% on average over the period considered.

Source: Own processing of ATS Brescia data <sup>5</sup>

FIG. 38 - DEATHS FROM CANCER AMONG RESIDENTS OF THE MUNICIPALITY OF BRESCIA, BY GENDER - % AND V.A. Years 2018 - 2022



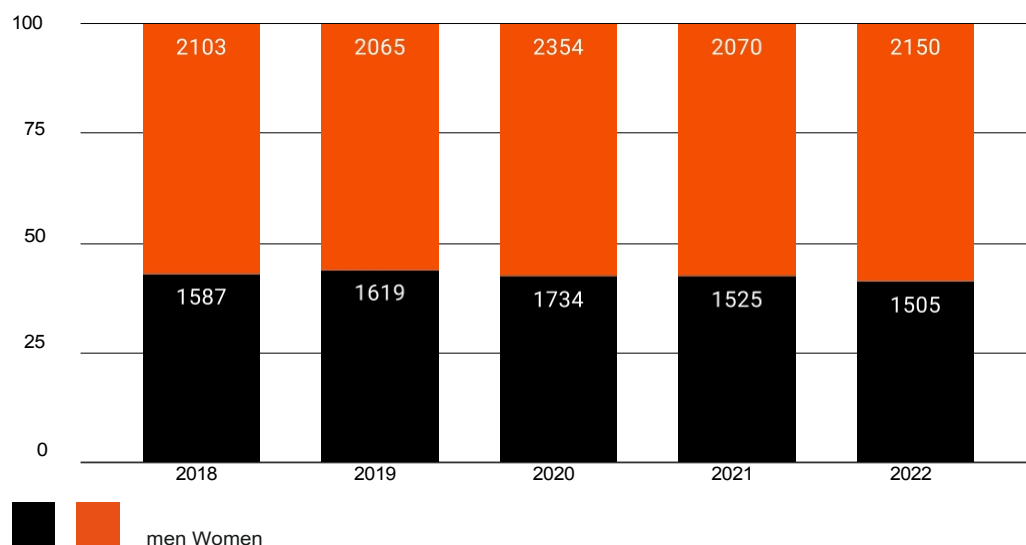
Source: Own elaboration based on provincial ISTAT data

The number of people receiving care from the ATS health authority is balanced between women and men.  
There is a higher mortality rate among men for cancer.



FIG. 39 - DEATHS FROM CARDIOCIRCULATORY SYSTEM DISEASES AMONG RESIDENTS OF THE MUNICIPALITY OF BRESCIA, BY GENDER - % AND V.A.

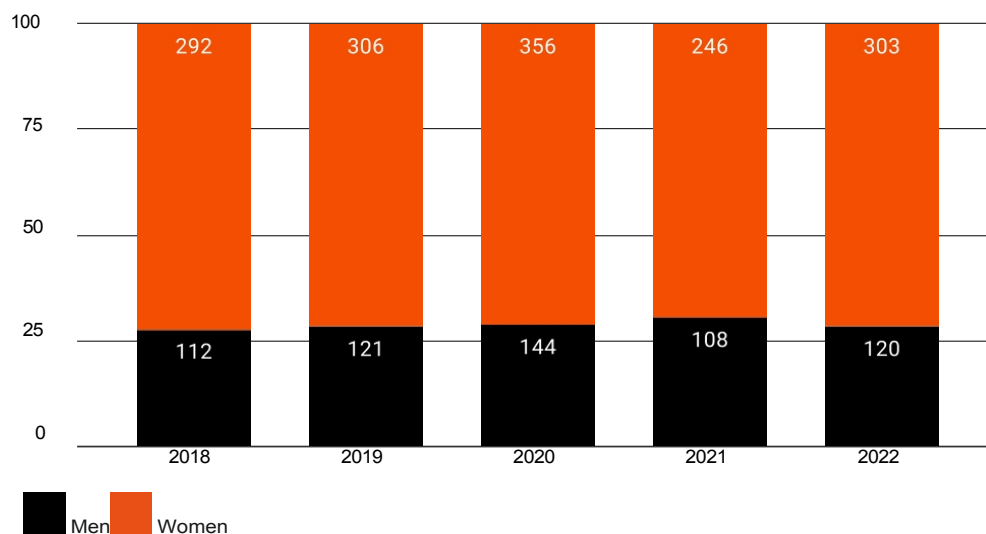
Years 2018 - 2022



Source: Own processing of provincial ISTAT data

FIG. 40 - DEATHS FROM ALZHEIMER'S DISEASE AMONG RESIDENTS OF THE MUNICIPALITY OF BRESCIA, BY GENDER - % AND V.A.

Years 2018 - 2022

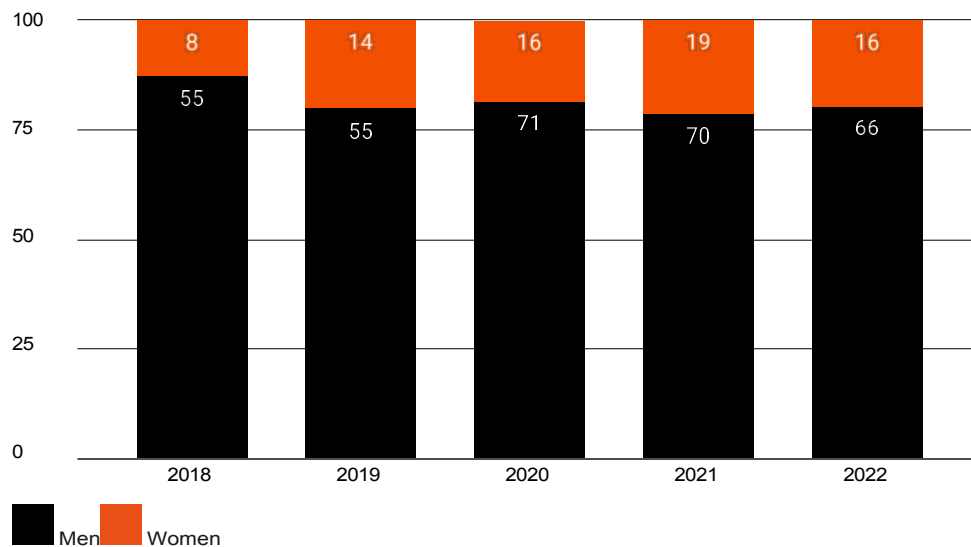


Source: Own elaboration based on provincial ISTAT data

Among women, diseases of the cardiovascular system are the leading cause of death in absolute terms.

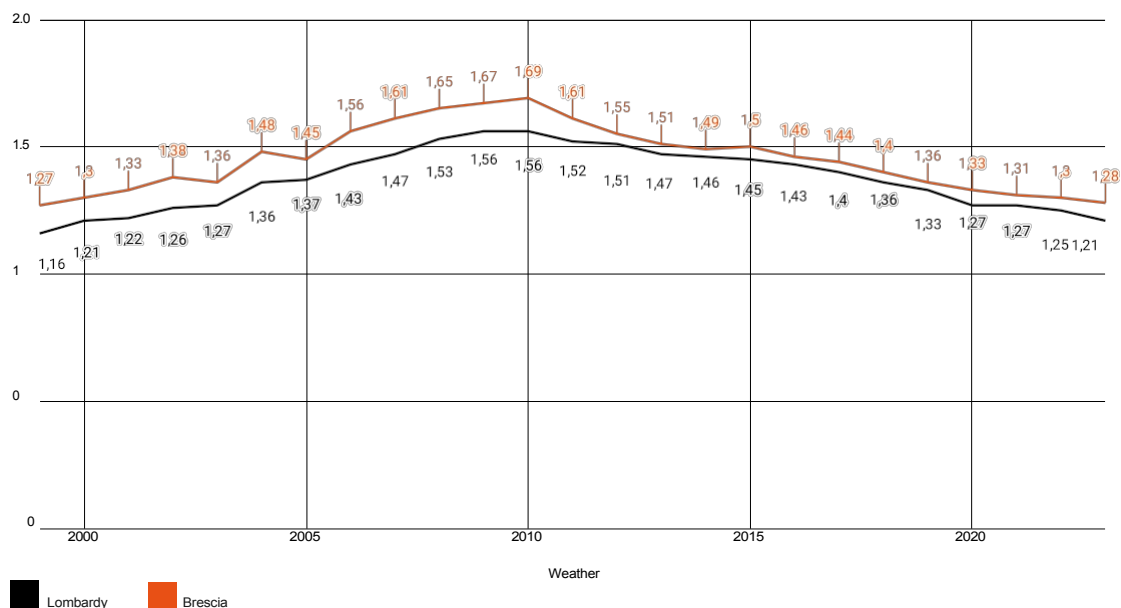
In percentage terms, Alzheimer's disease is the condition with the most marked gender gap, affecting women significantly more than men.

FIG 41 - DEATHS BY SUICIDE OR INTENTIONAL SELF-HARM, BY GENDER - % AND V.A. Years 2018 - 2022



Source: Own processing of provincial ISTAT data

FIG 42 - FERTILITY RATE (AVERAGE NUMBER OF CHILDREN BORN PER WOMAN OF CHILDBEARING AGE) - V.A. Years 1999 - 2023

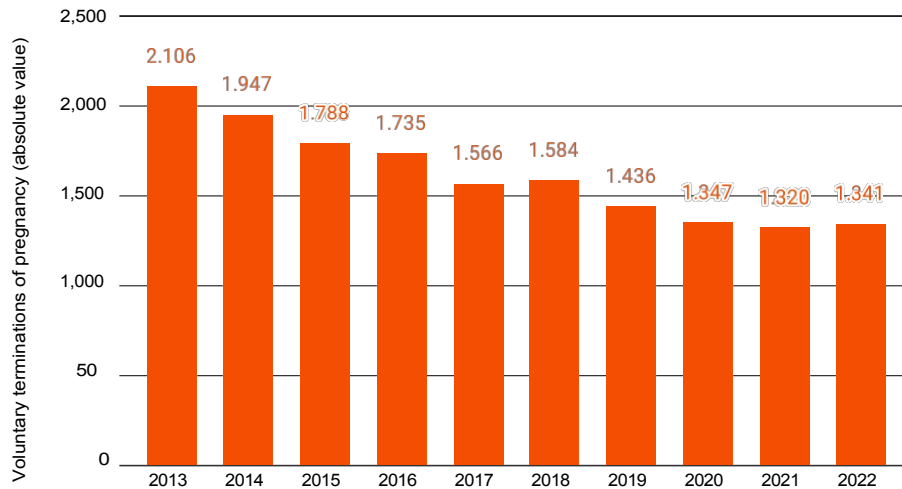


Source: Own elaboration based on provincial ISTAT data

Suicide is predominantly a male phenomenon, although cases among women are also recorded.

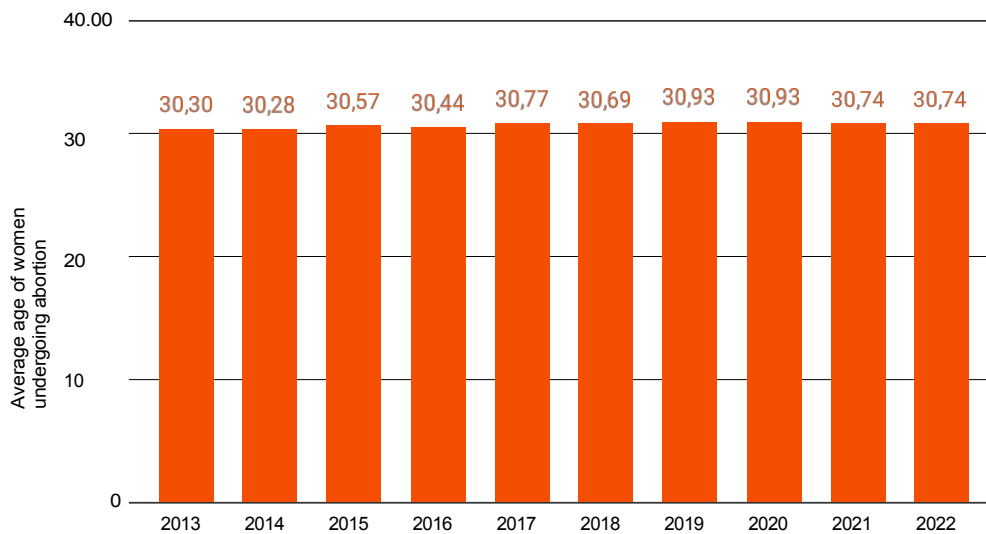
There has been a gradual decline in the female fertility rate, with the average for the province of Brescia slightly higher than the regional average.

FIG 43 - NUMBER OF VOLUNTARY TERMINATIONS OF PREGNANCY IN THE PROVINCE OF BRESCIA, V.A.  
Years 2013 - 2022



Source: Own elaboration based on provincial ISTAT data

FIG 44 - AVERAGE AGE OF WOMEN UNDERGOING ABORTION IN THE PROVINCE OF BRESCIA, V.A. Years 2013 - 2022



Source: Own elaboration based on provincial ISTAT data

Voluntary terminations of pregnancy are decreasing. The average age of women undergoing voluntary termination of pregnancy remains stable, falling from 30.30 years in 2013 to 30.74 in 2022.

# Actions for gender equality

## Taxi voucher



Intersection between gender, age and disability

The initiative aims to support the mobility of those who need to reach healthcare facilities, promoting sustainable forms of transport and providing travel vouchers for vulnerable people to use for taxi or hire car services with drivers. The vouchers are

Available to people with mobility difficulties, disabilities, people over 70, pregnant women, people receiving social services or those who are economically or medically vulnerable.

## Project 'Brescia-Bergamo: dementia-friendly cities 2023'



Intersection between gender, age, disability and care burdens

The project, promoted as part of Brescia Bergamo Italian Capital of Culture 2023, aims to build a more aware, welcoming and supportive community for people with dementia and their families.

The initiative concludes with the two cities joining the Alzheimer Uniti (AUI) Association's 'Dementia Friendly' network, which promotes widespread and participatory actions to combat stigma and isolation, enhancing quality of life and relationships. The main objective is to foster an inclusive environment, centred on the individual and social support, which allows people with dementia and their carers to live with greater dignity and peace of mind.

## Centre for Gender Medicine Studies

The reference centre for gender health is located at the ASST Spedali Civili hospital in Brescia, led by Dr Annalisa Voltolini. It deals with gender medicine, a study of the influence of sex and gender on health to ensure more appropriate diagnoses and therapies, overcoming health inequalities that can result from a non-gender-based approach. The municipality supports and sponsors the proposed initiatives.

## Seminar 'Mai dati' (Never given)

The meeting on the topic of voluntary termination of pregnancy was proposed and organised by the CPO in 2024, close to International Safe Abortion Day, which occurs on 28 September each year.

During the evening, Sonia Montegiove, computer scientist, journalist and author of the book Mai Dati, spoke with Martina Avanza, vice-president of the CPO of the Municipality of Brescia, and Edoardo Odicino, full professor of gynaecology and obstetrics at the University of Brescia.

## Training course 'Let's talk about sex'



Intersection between gender and age

The course was proposed and organised by the CPO and took place in November and December 2024. Open to parents of sons and daughters

Pre-teens and teenagers took part in four meetings to address issues related to affectivity and sexuality: The body and sexuality; Relationships and sexuality; Identity and orientation; Sexuality and digital technology. Various local stakeholders were involved: ASST Spedali Civili Family Counselling Centres; Brescia CheckPoint; AGEDO; UAU Library.

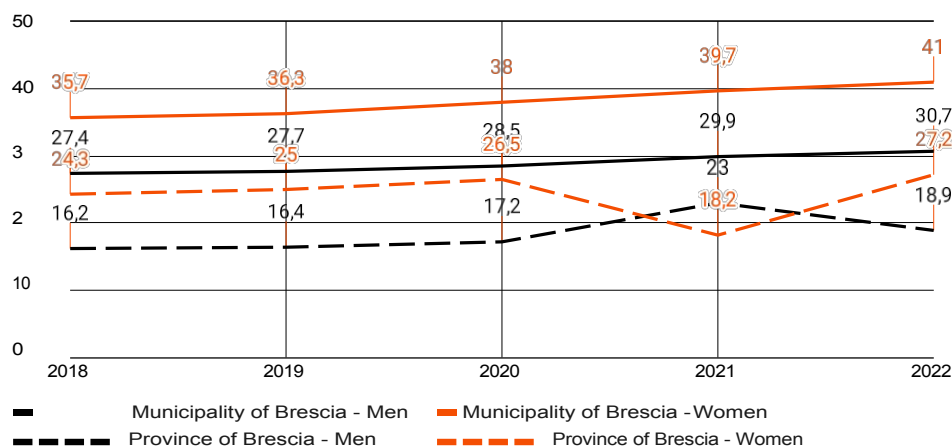
### **Zeroventitré Help Desk**

The project is planned for 2024 and will run for three years, from 2025 to 2027. It promotes psycho-pedagogical support for children, teenagers, parents and teachers to support growth from 0 to 23 years of age. The project, entrusted to the social cooperatives La Vela (lead partner, ensuring the unified coordination of the various 0-23 services) and Il Calabrone, is designed to promote healthy growth conditions and prevent situations that pose a risk to the physical and mental health of pre-adolescents, adolescents and young adults, as well as to guide parents in finding useful educational strategies. and contribute to improving the well-being of families; support the educational and training role of teachers, implement the tools available to them to interpret the behaviour and relationships of children and young people, and encourage dialogue between teachers and parents.

## GENDER SEGREGATION IN EDUCATION

FIG. 45 - INCIDENCE OF TERTIARY EDUCATION QUALIFICATIONS IN THE MUNICIPALITY OF BRESCIA AND THE PROVINCE, BY GENDER, (PERCENTAGE OF PEOPLE AGED 25-49 WHO HAVE OBTAINED A TERTIARY EDUCATION QUALIFICATION (ISCED 5, 6, 7 OR 8) OF THE TOTAL NUMBER OF PEOPLE AGED 25-49, %

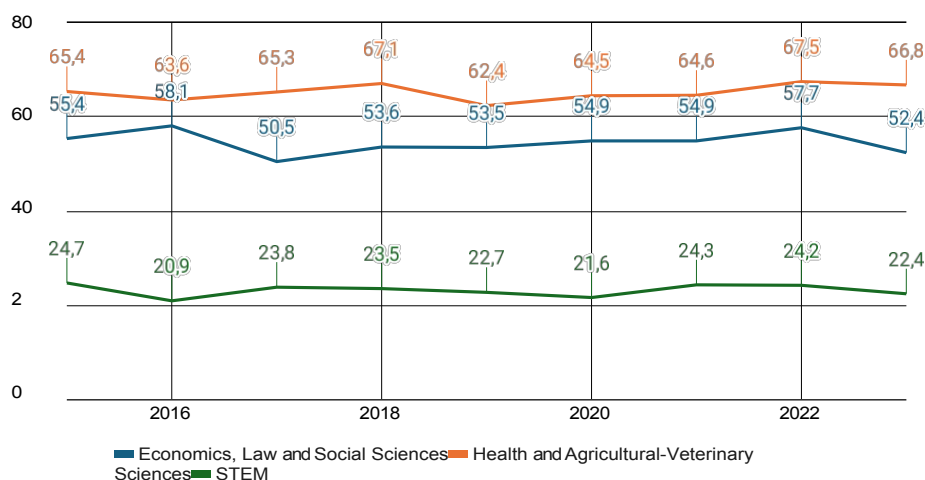
Years 2018 - 2022



Source: Own elaboration based on ISTAT data

FIG. 46 - WOMEN ENROLLED IN FIRST-LEVEL DEGREE PROGRAMMES AT THE UNIVERSITY OF BRESCIA, BY DISCIPLINARY AREA, %

Years 2016 - 2024



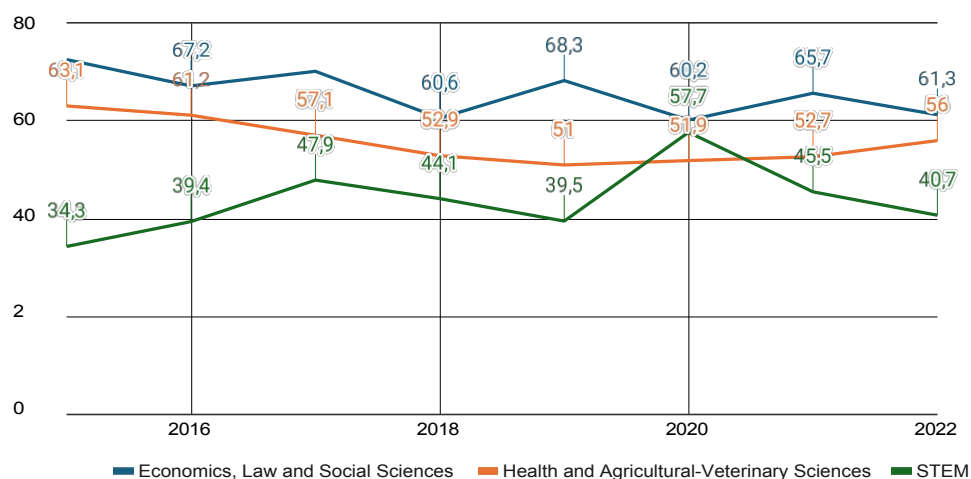
Source: Own elaboration based on AlmaLaurea data<sup>6</sup>

6. The data refer to the total number of students enrolled at UNIBS, as no distinction is made between residents and non-residents. Based on a reconstruction of the general data, the number of non-residents amounts to approximately 10% each year.

In the municipality of Brescia and the surrounding province, the percentage of women who obtain a tertiary qualification is higher on average than that of men. The female population of the municipality of Brescia has a higher level of education than the population of the province. Women tend to choose health-related subjects for their first-level degrees, while they are less represented in STEM courses at the University of Brescia, a partner in the Budget-IT project.

FIG. 47 - WOMEN ENROLLED IN SINGLE-CYCLE MASTER'S DEGREE PROGRAMMES AT THE UNIVERSITY OF BRESCIA, BY DISCIPLINARY AREA

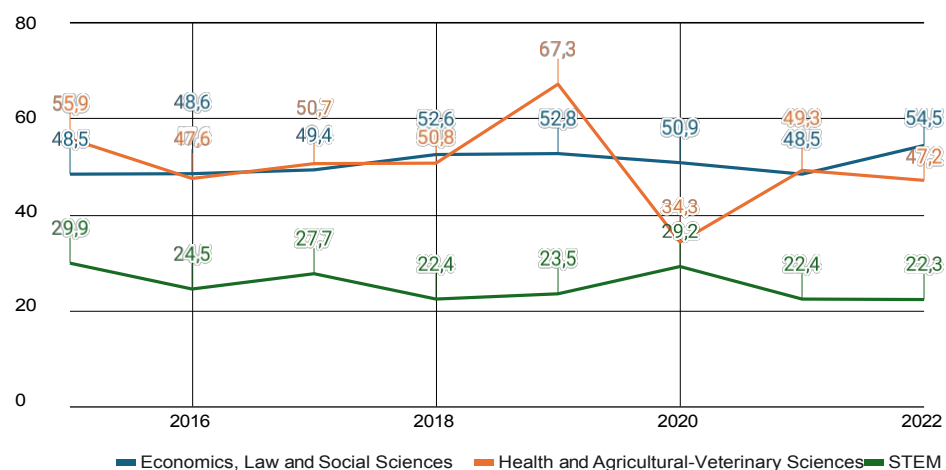
Years 2016 - 2022



Source: Own elaboration based on AlmaLaurea data

FIG. 48 - WOMEN ENROLLED IN SECOND-LEVEL DEGREE PROGRAMMES AT THE UNIVERSITY OF BRESCIA, BY DISCIPLINARY AREA, %

Years 2016 - 2024

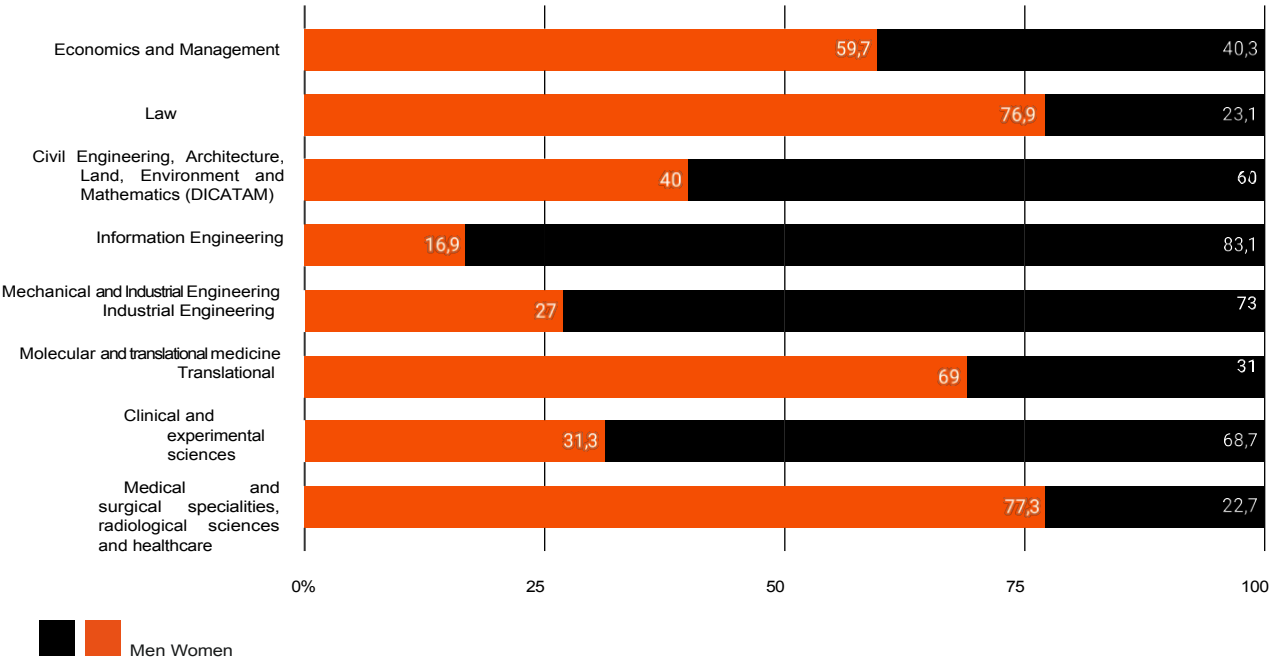


Source: Own elaboration based on AlmaLaurea data

In single-cycle second-level degrees, women tend to gravitate mainly towards the economic-legal area.

Second-level degree programmes in STEM subjects at the University of Brescia are the least popular among women.

FIG 49 - WOMEN ENROLLED IN SINGLE-CYCLE MASTER'S DEGREE PROGRAMMES AT THE UNIVERSITY OF BRESCIA, BY DEPARTMENT, %  
Year 2024



Source: Own elaboration based on AlmaLaurea data



## Actions for gender equality

### Annual 'gender equality' project



Intersection between gender and age

The project, organised by the Educational Services for Children (0-6 years) department, involves children from the Rebuftone municipal nursery school and aims to promote gender equality from an early age by addressing the issue of gender stereotypes. This initiative has led to the Territorial Pedagogical Coordination Committee deciding to launch a training course on language, so that many more teachers and educators can benefit from what they learn. The function of language is to accompany individuals in their discovery of themselves and in their relationships with others and with the world. At this moment in history, language

It is a fundamental tool for promoting good educational practices related to the prevention of gender inequality and phenomena such as hatred and violence, as linguistic marginalisation corresponds to social marginalisation.

### Project 'Boys and girls are not different'



Intersection between gender and age

The Rebuftone nursery school has developed a project based on free conversations between girls, boys and teachers to explore the richness of diversity from a perspective of respect, overcoming stereotypes and gender equality. The results of the project were presented.

during an exhibition event at the Informagiovani space in collaboration with the Interinstitutional Territorial Network Against Gender Violence, and were translated into material that was distributed throughout the territory. The initiative was included in the context of the International Day for the Elimination of Violence Against Women in November 2024.

### 'STEM in genere' project



Intersection between gender and age

Starting in the 2024-2025 academic year, the Municipality of Brescia's services for children aged 0-6 are participating in the 'STEM in Gender' project.

promoted by the University of Brescia. The project aims to promote interest in STEM/STEAM subjects (Science, Technology, Engineering, Art and Mathematics) from early childhood, through innovative teaching methods, practical activities and approaches based on curiosity and real-life problem solving. The main objectives are: to develop scientific and technological skills in children; to encourage a curious and questioning approach; to combat stereotypes and discrimination. gender equality, promoting equal opportunities in access to scientific studies; monitoring the impact of an early approach to STEM. The planned actions are: training open to all 0-6 educational services in Area 1 Brescia-Collebeato; courses for educators and teachers on equal opportunities and inclusive teaching tools; experimentation in municipal services: Nido Abbraccio, Abba and Pasquali Nursery Schools, Tempo per le Famiglie Coccinella; workshops for girls and boys; meetings with families.

### Digital education project

The Municipality of Brescia, in collaboration with the Department of Economics and Management of the University of Brescia, has launched the "Brescia Digital Inclusion" project with the aim of promoting the conscious, safe and inclusive use of digital technologies by all citizens. The project is an initiative created to facilitate access to services

national and municipal digital services, particularly for the elderly population; to combat digital exclusion and difficulties related to the use of technology; to raise awareness of online risks, such as digital scams, and to promote active and informed citizenship in the digital world. The project is divided into several phases. Following the initial analysis conducted by the University of Brescia, the second phase involves the opening of digital help desks open to the public.

### **Project "Mums go back to school, literacy and active citizenship courses in Brescia schools for the 2021/2022 and 2022/2023 school years"**

Literacy courses for mothers of foreign origin at schools in the municipality of Brescia, activated through an agreement involving the 12 comprehensive schools in the city that have joined the project. The project's objectives include facilitating the learning of the language of communication in an environment "protected" environment such as school; promoting learning and socialisation opportunities that bring foreign mothers closer to the school system; improving communication between schools and foreign families from a linguistic point of view.

### **Spazio Lampo**

Spazio Lampo is a project launched in 2023 and continuing in 2024, which has created a space within the Parco Gallo Library for information and co-designing the Community Hub. In this space, among the many initiatives planned, educational activities have been carried out, such as: 'Italiano che divertimento' (Italian is fun), a free basic Italian course aimed at women to help them communicate with their families and children and interact with the community, including a babysitting service for the duration of the meeting. and "Cycling course for women", theoretical and practical lessons dedicated to women to learn how to cycle around the city and gain independence.

### **Project "School at the Centre of the Future: the regeneration of the south-west area of Brescia starting with schools"**



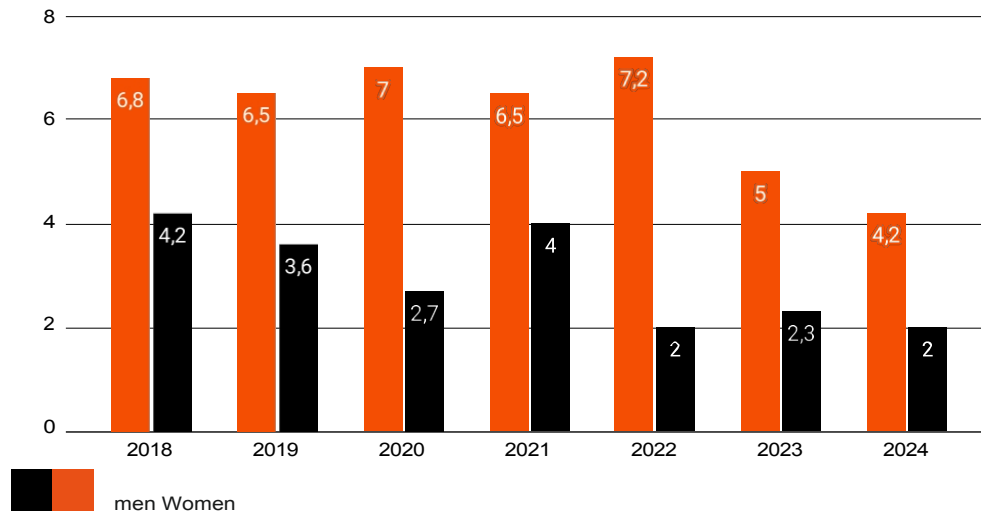
Intersection between gender, age and care responsibilities

The strategy promoted by the Municipality of Brescia is divided into two levels of action. On the one hand, it aims to upgrade the educational offer for younger age groups (in terms of energy saving, safety, accessibility, training and social inclusion), on the other hand, through the 'Bandiera' project, a new integrated school complex is being built as a meeting place for the residents of the Don Bosco neighbourhood. The strategy contributes to sustainable urban regeneration, the reduction of inequalities and the strengthening of social cohesion in the south-west of Brescia, with a focus on public schools in the area.

## WORK: UNEMPLOYMENT, EMPLOYMENT AND GENDER DIFFERENCES

FIG 50 - UNEMPLOYMENT RATE IN THE PROVINCE OF BRESCIA, PEOPLE AGED 15-64, BY GENDER

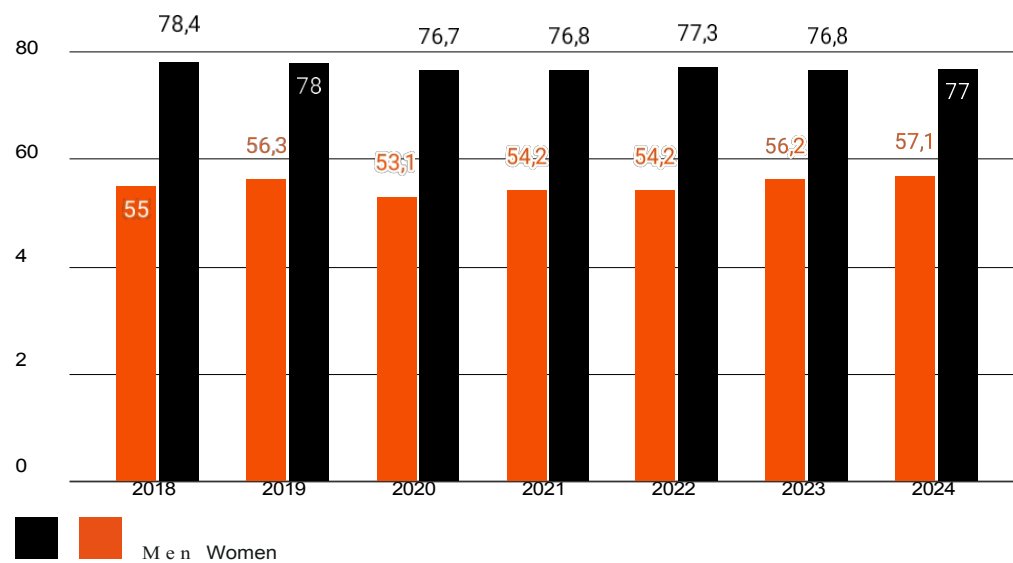
Years 2018 - 2024



Source: Own elaboration based on ISTAT data

FIG 51 - EMPLOYMENT RATE IN THE PROVINCE OF BRESCIA, PEOPLE AGED 15-64, BY GENDER

Years 2018 - 2024



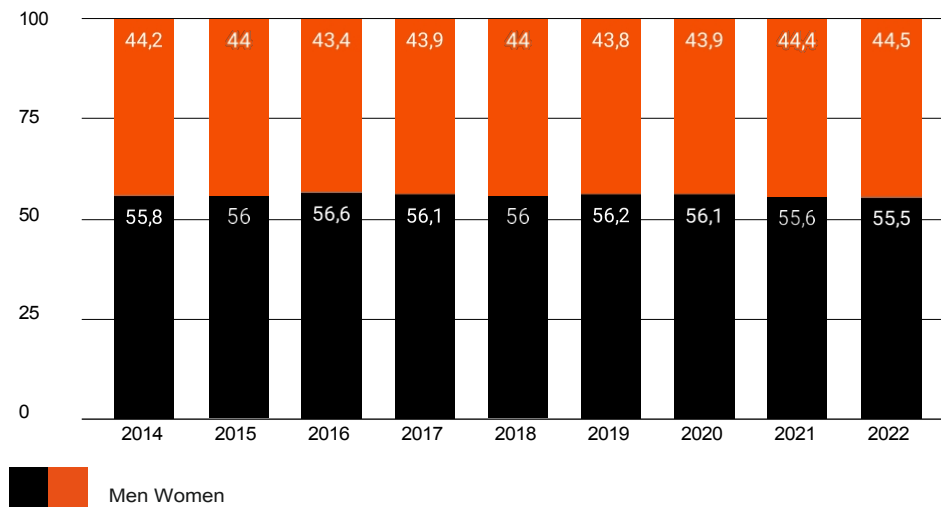
Source: Own elaboration based on ISTAT data

Downward trend in female unemployment rate starting in 2023.

Employment gap between women and men, in favour of men.

FIG 52 - INCIDENCE OF EMPLOYEES IN THE MUNICIPALITY OF BRESCIA (NUMBER OF EMPLOYEES BY GENDER/TOTAL NUMBER OF EMPLOYEES \* 100) BY GENDER - %

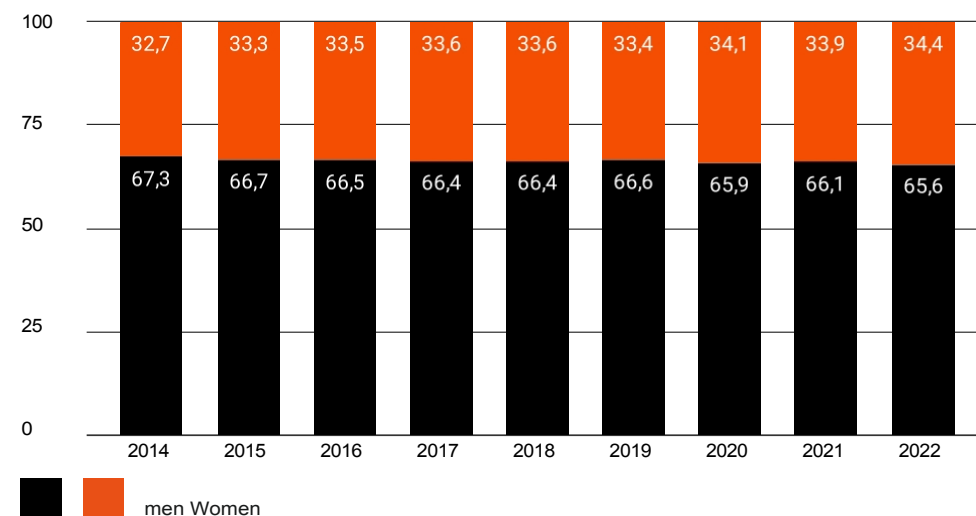
Years 2014 - 2022



Source: Own elaboration based on ISTAT data

FIG 53 - INCIDENCE OF SELF-EMPLOYED WORKERS IN THE MUNICIPALITY OF BRESCIA (NUMBER OF SELF-EMPLOYED WORKERS BY GENDER / TOTAL SELF-EMPLOYED WORKERS \* 100), BY GENDER - %

Years 2014 - 2022

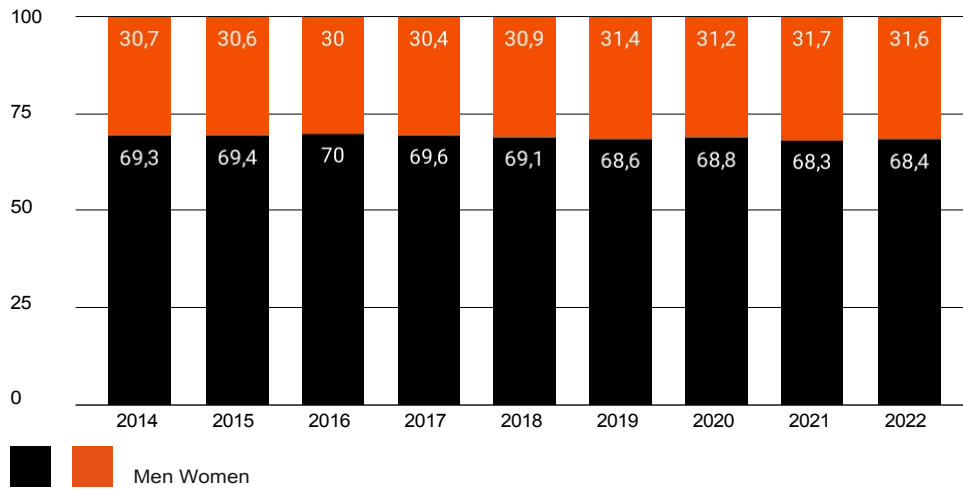


Source: Own elaboration based on ISTAT data

Men constitute the majority of both employees and self-employed workers, with a particularly pronounced gender gap in the liberal professions.

FIG 54 - INCIDENCE OF FULL-TIME EMPLOYEES IN THE MUNICIPALITY OF BRESCIA (NUMBER OF FULL-TIME EMPLOYEES BY GENDER/TOTAL EMPLOYEES \* 100) BY GENDER - %

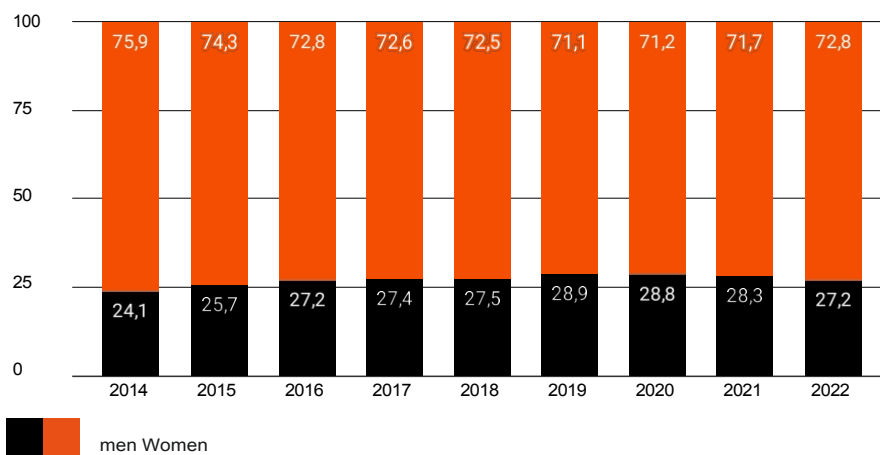
Years 2014 - 2022



Source: Own elaboration based on ISTAT data

FIG 55 - INCIDENCE OF PART-TIME EMPLOYEES IN THE MUNICIPALITY OF BRESCIA (NUMBER OF PART-TIME EMPLOYEES BY GENDER / TOTAL NUMBER OF SELF-EMPLOYED WORKERS \* 100), BY GENDER - %

Years 2014 - 2022



Source: Own elaboration based on ISTAT data

#### HOURLY GENDER PAY GAP IN THE PROVINCE OF BRESCIA, 2018-2022

	2018	2019	20	2021	2022
Hourly gender pay gap <sup>7</sup>	9.03	10.84	9.45	7.81	10.25

Source: Own elaboration based on ISTAT data

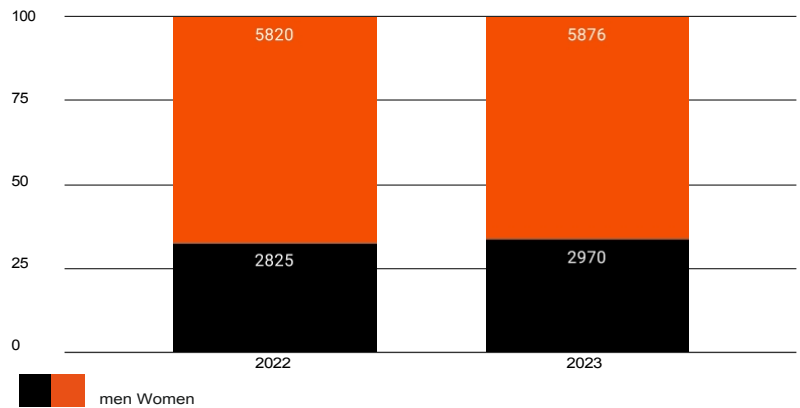
The number of women employed in the world of with full-time and part-time contracts. The gender gap is greater among employees with part-time contracts: almost three-quarters are women.

<sup>7</sup> The gender pay gap is calculated according to the guidelines of the EIGE (European Institute of Gender Equality), i.e.  $100 \times [(male\ pay - female\ pay) / male\ pay]$ .

ALLOWANCES AND PENSIONS

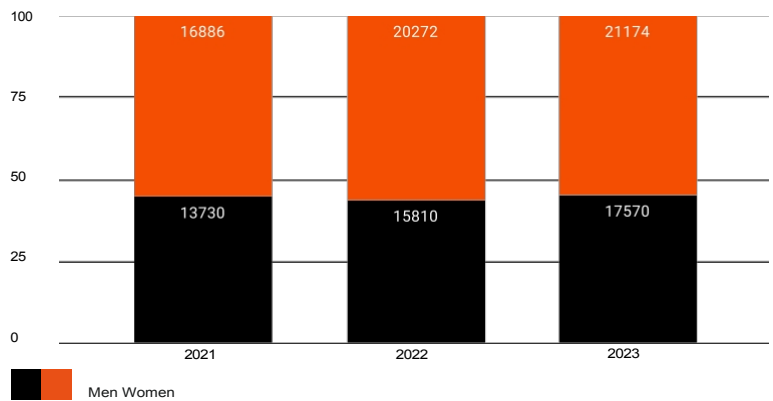
FIG 57 - NUMBER OF PERSONS RECEIVING PENSIONS OR SOCIAL ALLOWANCES, BY GENDER, % AND V.A.

Years 2022 - 2023



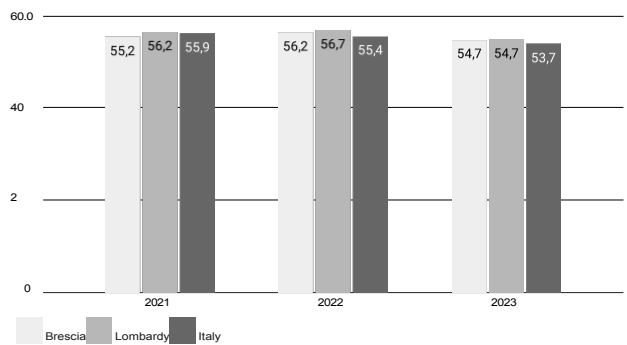
Source: Own processing of INPS data

FIG 58 - NUMBER OF NASPI BENEFICIARIES IN THE PROVINCE OF BRESCIA, BY GENDER, % AND V.A. Years 2021 - 2023



Source: Own processing of INPS data

FIG 59 - PERCENTAGE OF WOMEN RECEIVING NASPI UNEMPLOYMENT BENEFITS, BY TERRITORY, % Years 2021 - 2023

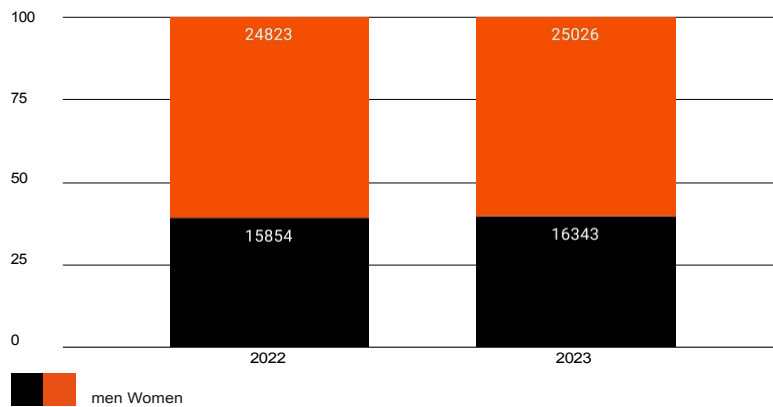


Source: Own elaboration based on INPS data

Women make up the majority of social security and pension recipients. There has been an increase in the number of women receiving monthly unemployment benefits (NASPI). In the Brescia area, the percentage of female NASPI recipients is in line with the Lombardy regional average, but higher than the national figure.

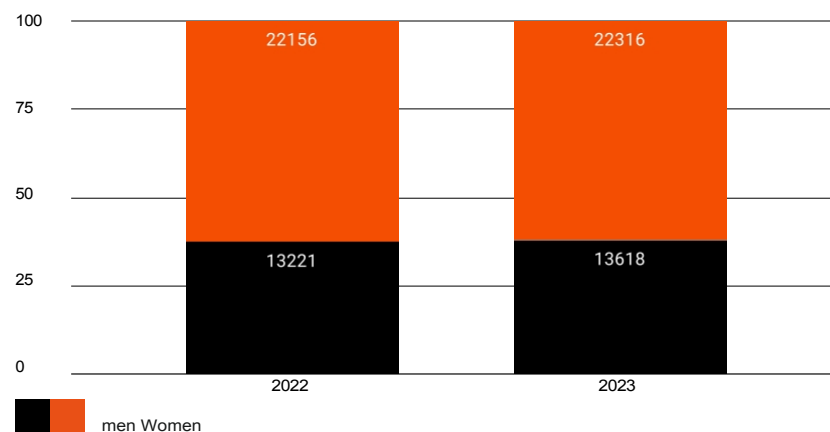
FIG 60 - NUMBER OF BENEFICIARIES OF CIVIL DISABILITY PENSIONS AND/OR CAREGIVER ALLOWANCES, BY GENDER, % AND V.A.

Years 2022 - 2023



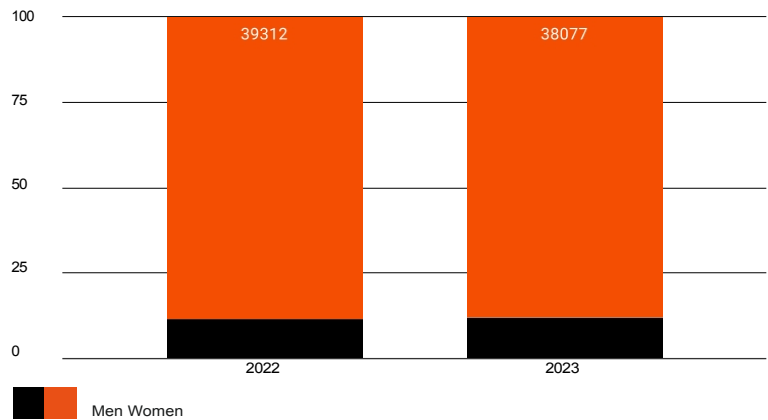
Source: Own processing of INPS data

FIG 61 - NUMBER OF PEOPLE RECEIVING ACCOMPANYING ALLOWANCE, BY GENDER - % AND V.A. Years 2022 - 2023



Source: Own processing of INPS data

FIG 62 - EMPLOYEES' PENSION FUND - SURVIVORS, BY GENDER - % AND V.A. Years 2022 - 2023



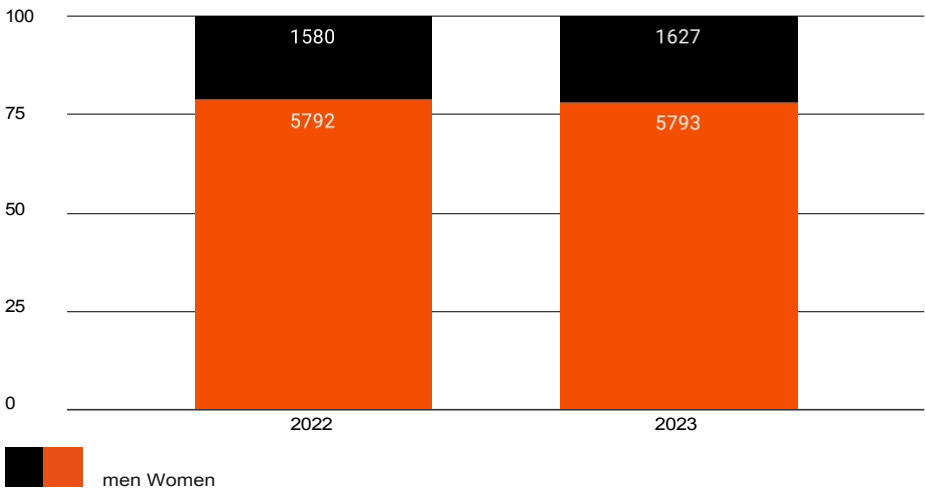
Source: Own elaboration based on INPS data

Women constitute the majority of beneficiaries of civil disability pensions, carers' allowances and survivors' pensions.



FIG 63 - NUMBER OF BENEFICIARIES OF THE PENSION FUND FOR PUBLIC EMPLOYEES (SURVIVOR'S PENSIONS), BY GENDER - % AND V.A.

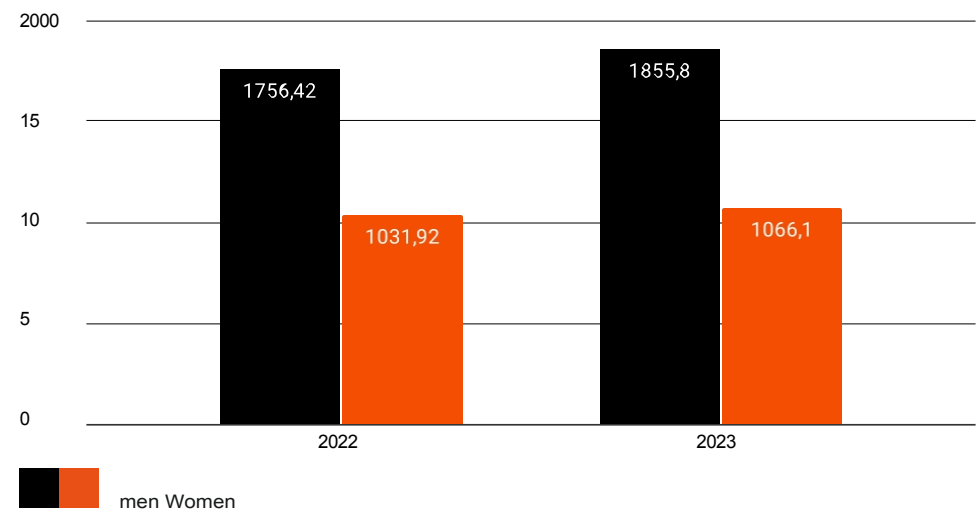
Years 2022 - 2023



Source: Own elaboration based on INPS data

FIG 64 - AVERAGE MONTHLY AMOUNT OF PENSIONS PAID BY THE PENSION FUND FOR EMPLOYEES IN THE PROVINCE OF BRESCIA, BY GENDER - V.A.

Years 2014 - 2022

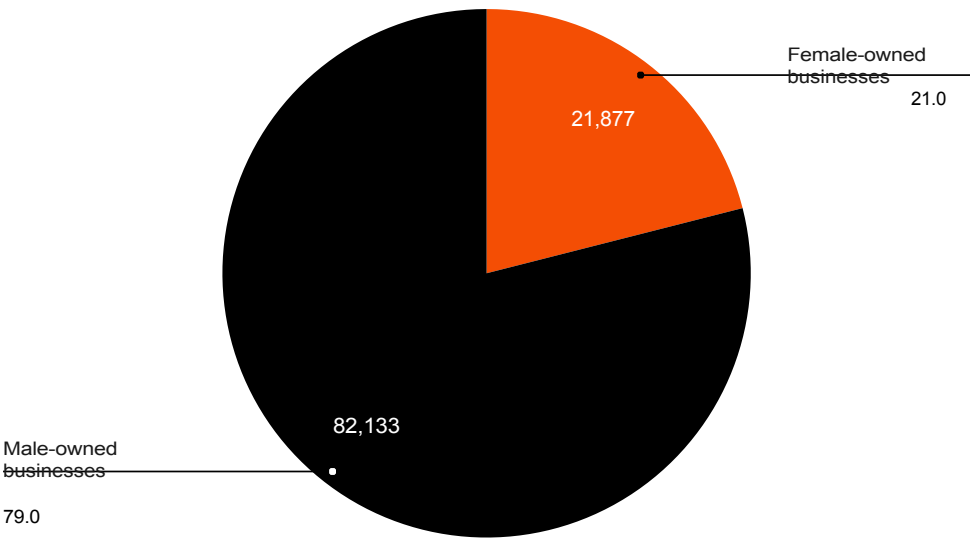


Source: Own processing of INPS data

Women account for over 75% of survivors' pension beneficiaries. The average monthly amount they receive is approximately €800 less than that received by men.

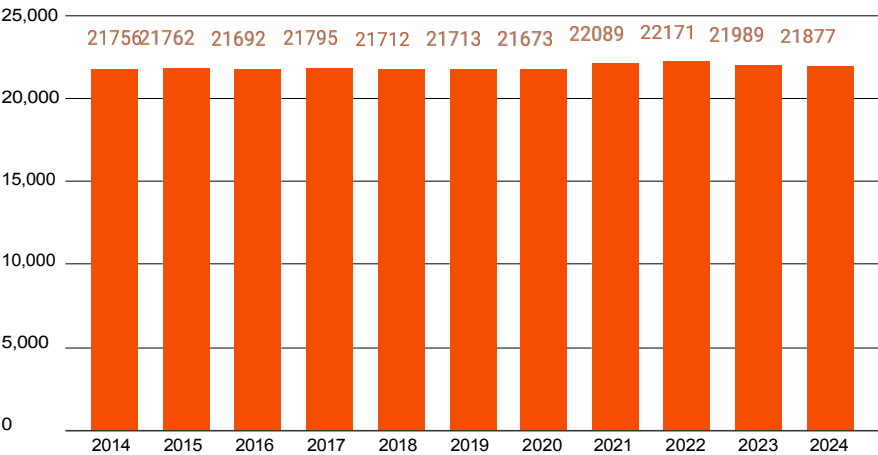
ECONOMY: BUSINESSES

FIG 65 - NUMBER OF ACTIVE BUSINESSES IN THE PROVINCE OF BRESCIA, BY GENDER - % AND V.A.  
Year 2024



Source: Own elaboration based on data from the Agency for Digital Italy (AGID) and ISTAT

FIG 66 - TREND IN THE NUMBER OF WOMEN-OWNED BUSINESSES ACTIVE IN THE PROVINCE OF BRESCIA  
v.a. Years 2014 - 2024

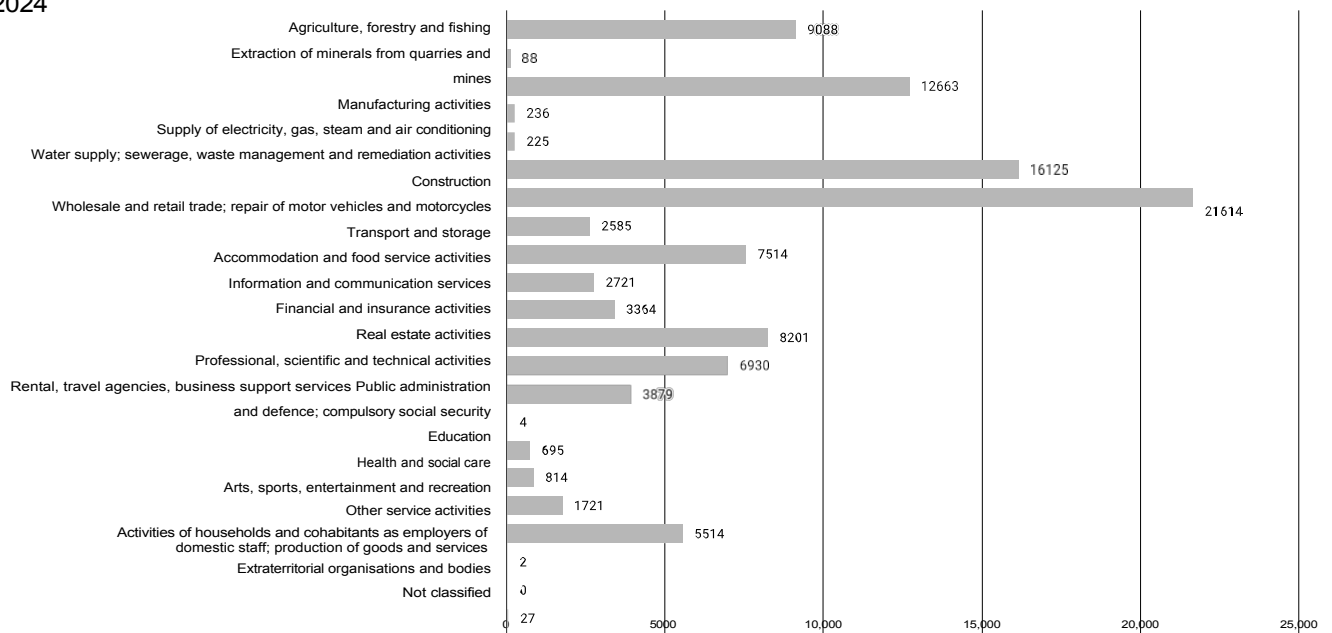


Source: Own elaboration based on data from the Agency for Digital Italy (AGID) and ISTAT

Businesses owned by women account for one-fifth of all registered and active businesses in the province of Brescia.  
In 2022, there was an increase in the number of female-owned businesses.

FIG 67 - ACTIVE BUSINESSES IN THE PROVINCE OF BRESCIA, BY PRODUCTION SECTOR ACCORDING TO ATECO CODE - V.A.

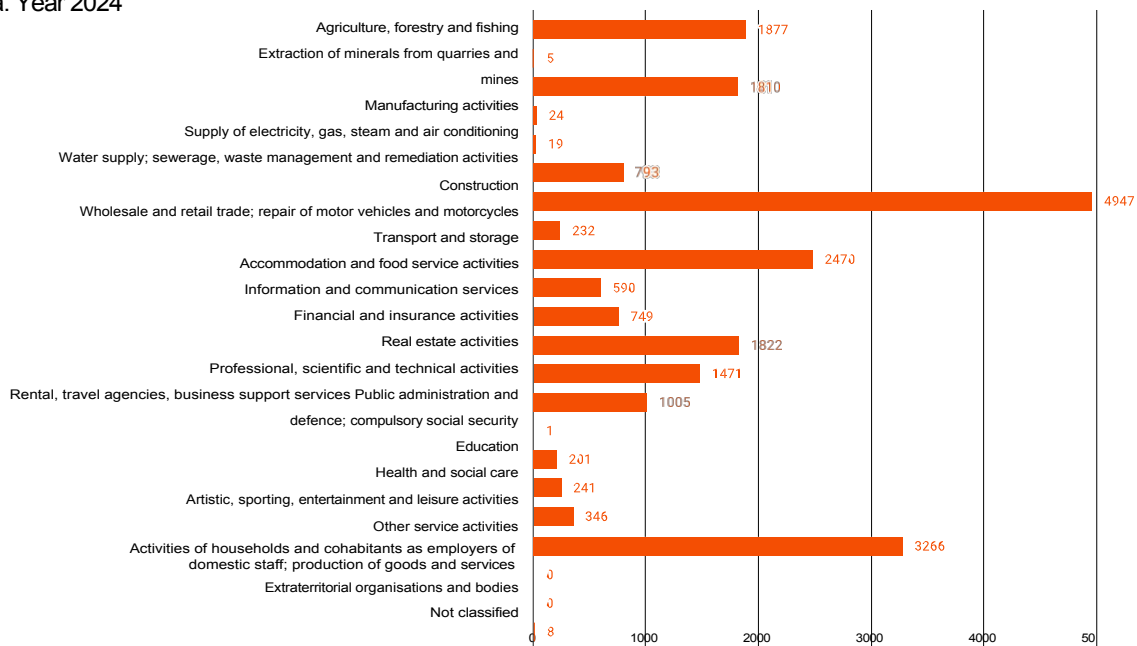
Year 2024



Source: Own elaboration based on data from the Agency for Digital Italy (AGID) and ISTAT

FIG 68 - WOMEN-OWNED BUSINESSES OPERATING IN THE PROVINCE OF BRESCIA, BY PRODUCTION SECTOR ACCORDING TO ATECO CODE

v.a. Year 2024

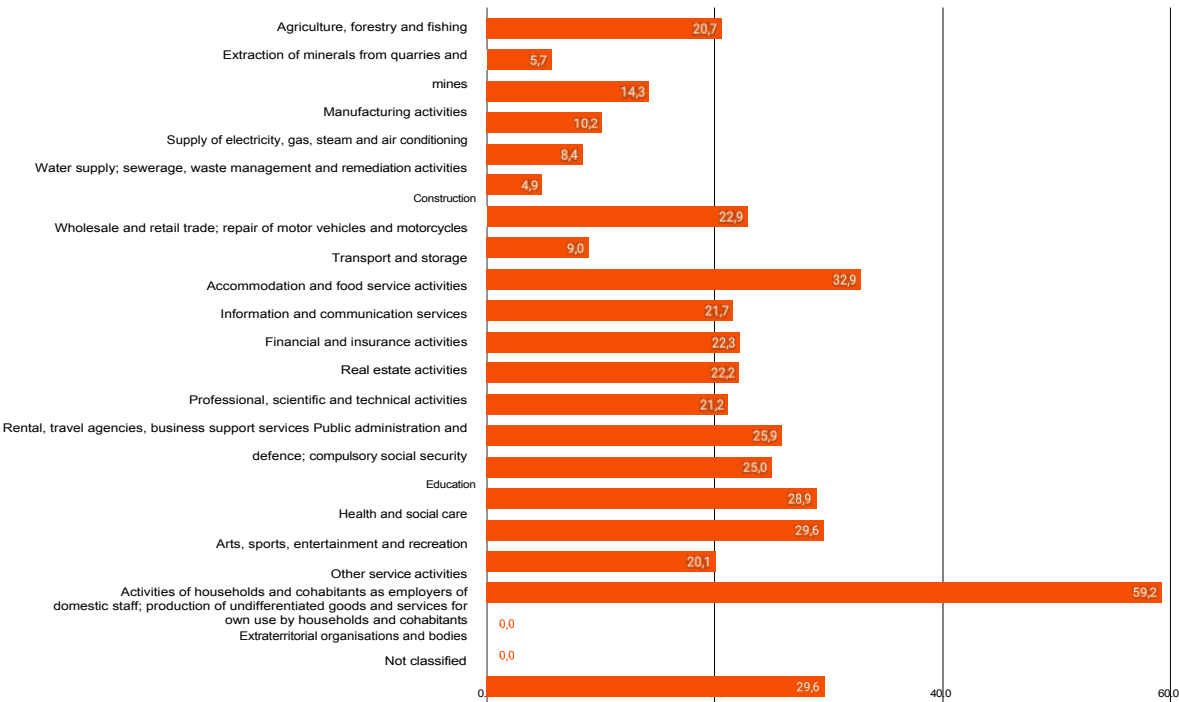


Source: Own elaboration based on data from the Agency for Digital Italy (AGID) and ISTAT

Gender differences between production sectors: among female-led businesses, there is a higher concentration in the motor vehicle trade and repair sector, followed by the sector relating to other activities and services and catering services.

FIG 69 - PERCENTAGE OF WOMEN-OWNED BUSINESSES ACTIVE IN THE PROVINCE OF BRESCIA, BY PRODUCTIVE SECTOR ACCORDING TO ATECO CODE, %

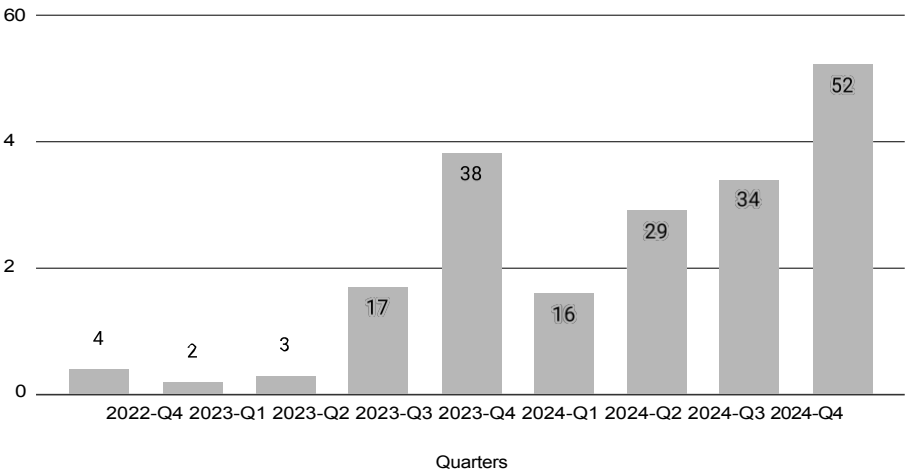
Year 2024



Source: Own elaboration based on data from the Agency for Digital Italy (AGID) and ISTAT

FIG 70 - NUMBER OF COMPANIES THAT HAVE OBTAINED GENDER CERTIFICATION IN THE PROVINCE OF BRESCIA, V.A.

Years 2022 - 2024



Source: Own elaboration based on Accredia data

Almost 60% of the service sector is covered by female-led businesses.  
The construction and mining sectors are the areas with the lowest presence of women-led businesses.

## Actions for gender equality

### Memorandum of Understanding



#### Intersection between gender and care responsibilities

The Protocol, signed in July 2024, aims to regulate relations between the Municipality, the Brescia Chamber of Commerce, the Province of Brescia, the Association of Brescia Municipalities and the Italian Federation of Nursery Schools in Brescia, for the implementation of work-life balance measures, until 31 December 2025. The protocol aims to encourage the launch and dissemination of work-life balance and corporate welfare initiatives by promoting measures aimed at employees, business owners in the province of Brescia and their families.

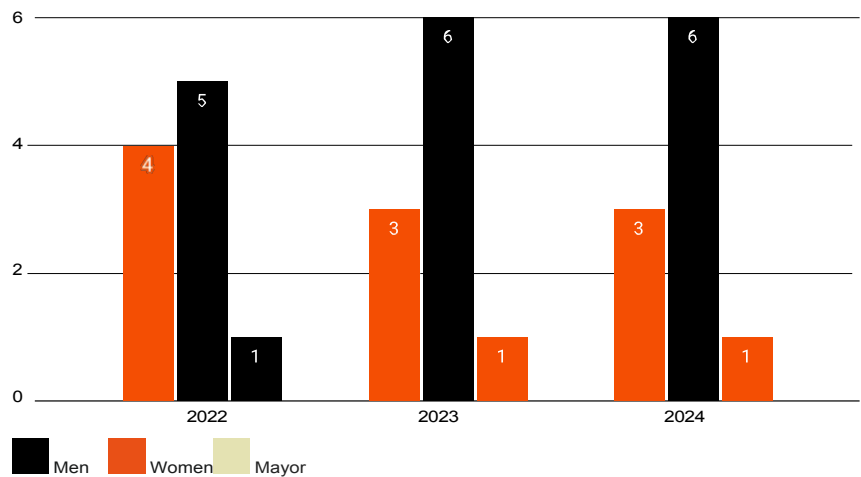
### Analysis of the gender gap in Brescia-based companies

The research, commissioned by the Equal Opportunities Commission of the Municipality of Brescia, aims to **examine employment and wage inequalities between men and women** in the province of Brescia, where the female employment rate is below the regional average. The survey focuses **on companies with more than 50 employees**, with the aim of identifying the causes of disparities and mapping the most critical areas. The analysis aims to provide a detailed picture of the situation and propose recommendations for local policies aimed at promoting gender equality and pay equity.

# Governing and representative bodies

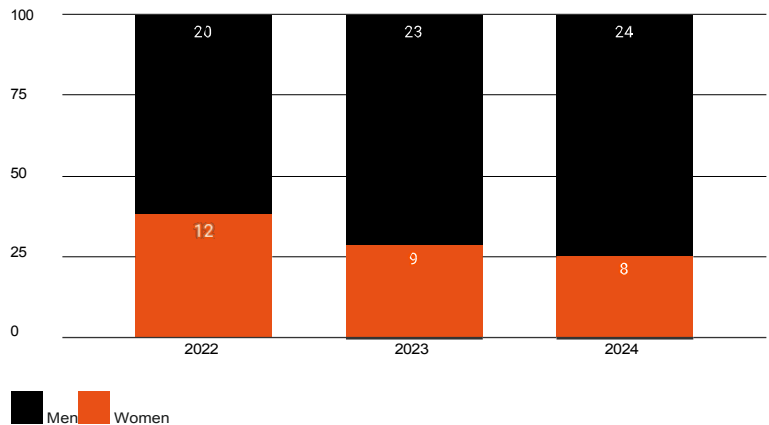
MUNICIPAL ADMINISTRATION: COUNCIL AND MUNICIPAL COUNCIL

FIG 71 - COMPOSITION OF THE MUNICIPAL COUNCIL OF THE MUNICIPALITY OF BRESCIA BY GENDER - V.A. Years 2022 - 2024



Source: Own elaboration based on data from the Municipality of Brescia

FIG 72 - COMPOSITION OF THE CITY COUNCIL OF BRESCIA BY GENDER - % AND V.A. Years 2022 - 2024



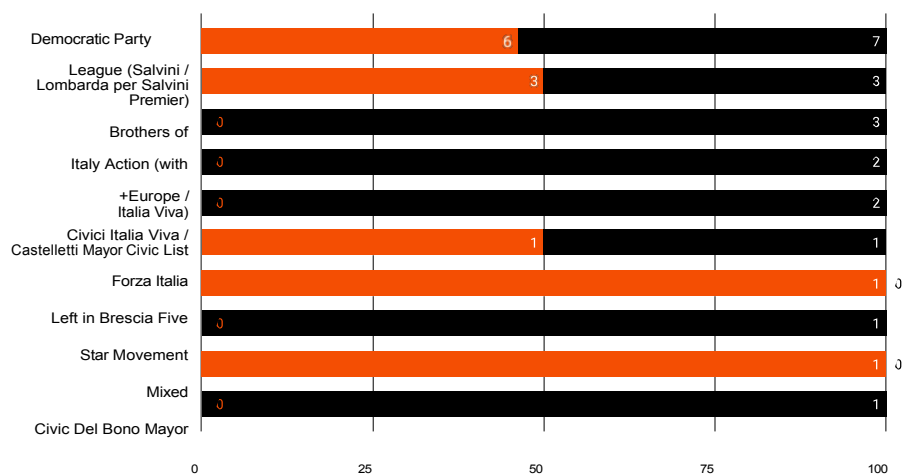
Source: Own elaboration based on data from the Municipality of Brescia

Women represent a minority in the Council, with a ratio of 40-60, despite the presence of the first female mayor elected in 2023, for the first time in the history of the Municipality of Brescia.

There is also a lower female presence in the municipal council, down from the previous council, with men accounting for 75% of members.

FIG 73 - COMPOSITION OF THE CITY COUNCIL OF BRESCIA, BY PARTY AND GENDER  
- % AND V.A.

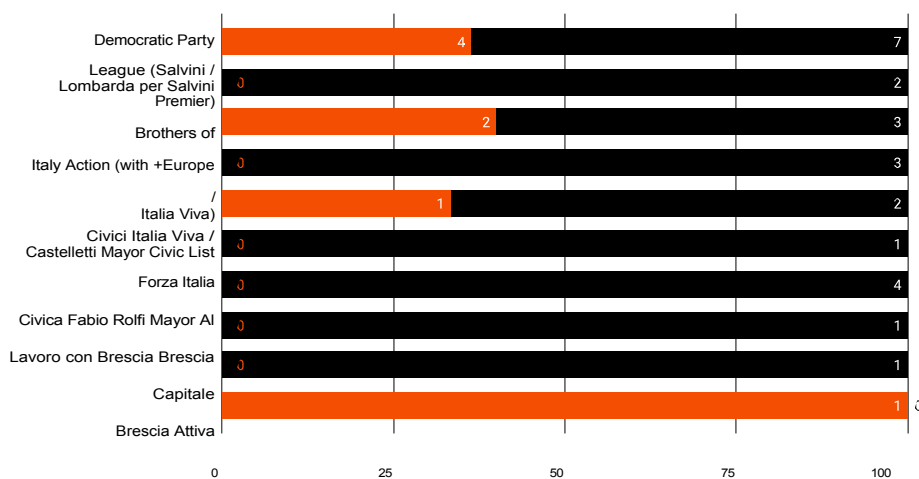
Year 2022



Source: Own elaboration based on data from the Municipality of Brescia

FIG 74 - COMPOSITION OF THE CITY COUNCIL OF BRESCIA, BY PARTY AND GENDER  
- % AND V.A.

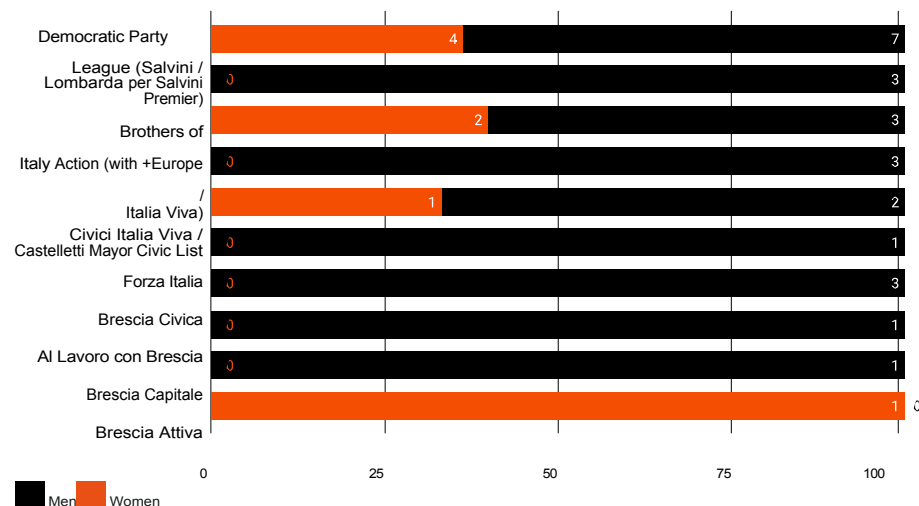
Year 2023



Source: Own elaboration based on data from the Municipality of Brescia

FIG 75 - COMPOSITION OF THE CITY COUNCIL OF BRESCIA, BY PARTY AND GENDER  
- % AND V.A.

Year 2024

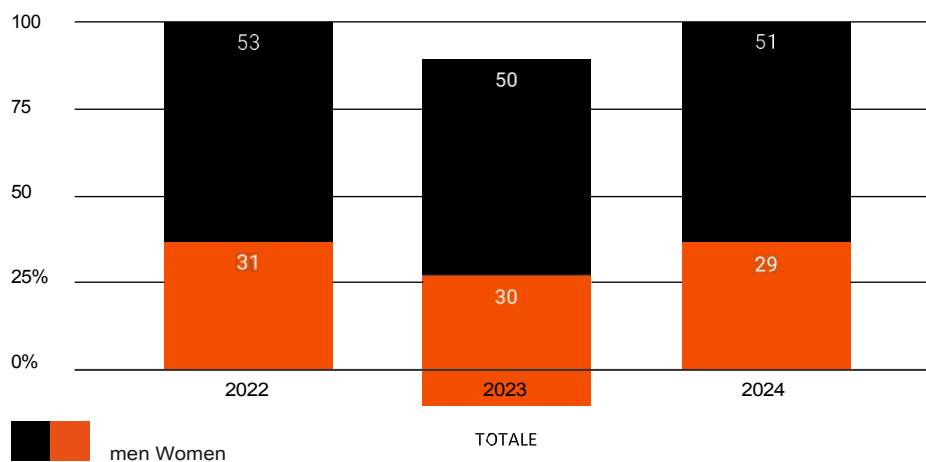


Source: Own elaboration based on data from the Municipality of Brescia

In the parties represented on the City Council, women are underrepresented, with the exception of the Democratic Party, which has four women out of 11 representatives, Fratelli d'Italia, Civici Italia Viva/Lista Civica Castelletti Sindaco and Brescia Attiva.

#### CORPORATE GOVERNANCE: BODIES CONTROLLED BY THE MUNICIPALITY (COMPANIES AND FOUNDATIONS)

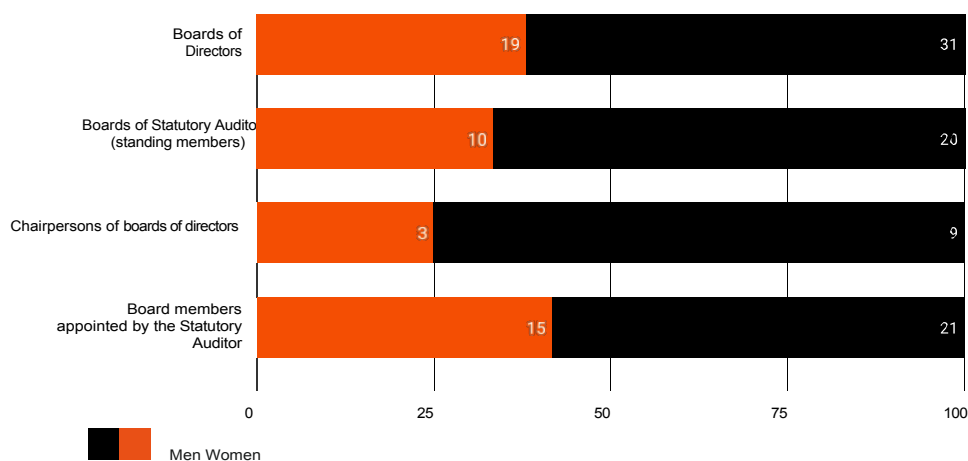
FIG 76 - MEMBERS OF THE BOARD OF DIRECTORS AND BOARD OF AUDITORS (FULL MEMBERS) OF BODIES CONTROLLED BY THE MUNICIPALITY OF BRESCIA, BY GENDER % AND V.A.  
Years 2022 - 2024



Source: Own processing of data from the Participated Companies Coordination Sector

FIG 77 - COMPOSITION OF THE GOVERNING BODIES OF THE ENTITIES CONTROLLED BY THE MUNICIPALITY OF BRESCIA, BY GENDER - % AND V.A.

Years 2022 - 2024



Source: Own elaboration based on data from the Participated Companies Coordination Sector

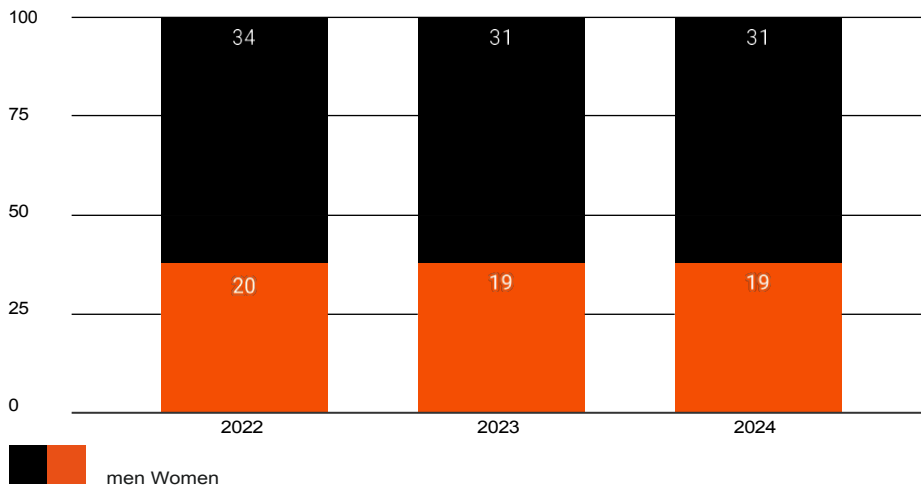
Low representation of women in the governing bodies of entities controlled by the Municipality of Brescia.

Slight decrease in the total number of women from 2022 to 2024.



FIG 78 - MEMBERS OF THE BOARD OF DIRECTORS OF BODIES CONTROLLED BY THE MUNICIPALITY OF BRESCIA, % AND V.A.

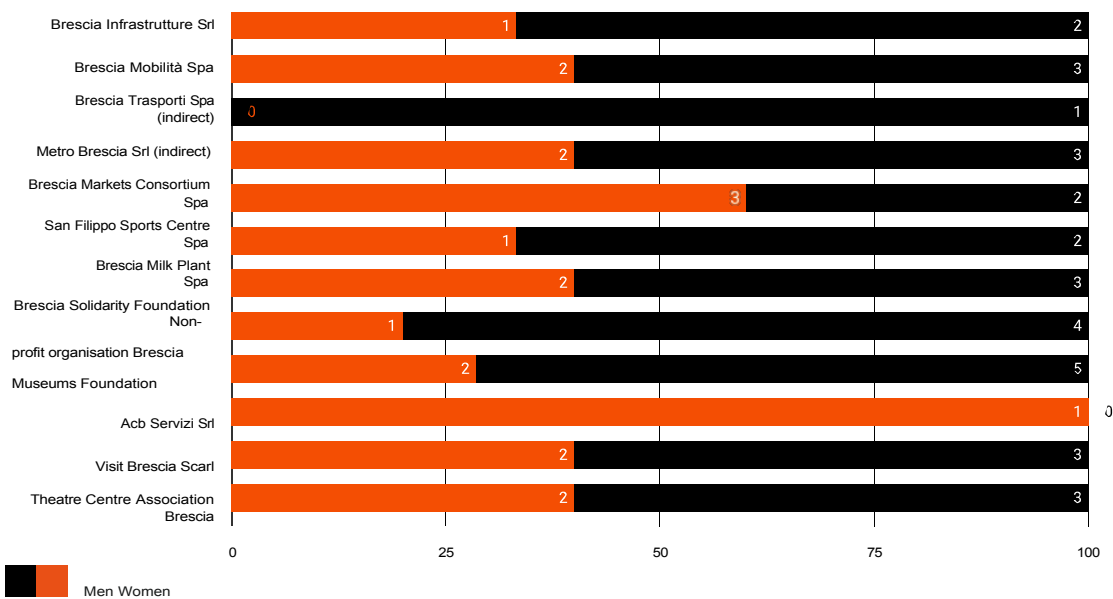
Years 2022 - 2024



Source: Own processing of data from the Participated Companies Coordination Sector

FIG 79 - COMPOSITION OF THE BOARDS OF DIRECTORS OF ENTITIES CONTROLLED BY THE MUNICIPALITY OF BRESCIA, BY GENDER - % AND V.A.

Year 2024



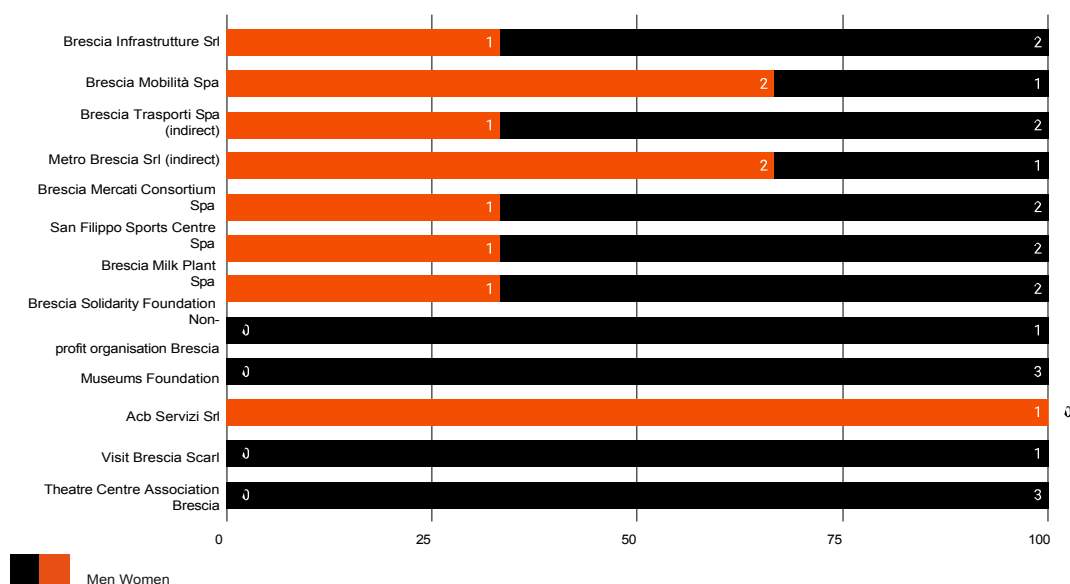
Source: Own elaboration based on data from the Participated Companies Coordination Department

Women account for approximately one third of the members of the Boards of Directors of entities controlled by the Municipality of Brescia.

Only Acb Servizi Srl and Consorzio Brescia Mercati Spa have boards of directors with a female majority; in the others, the average female representation is 30%.

FIG 80 - COMPOSITION OF THE BOARDS OF STATUTORY AUDITORS (FULL MEMBERS) OF THE ENTITIES CONTROLLED BY THE MUNICIPALITY OF BRESCIA, BY GENDER - & E V.A.

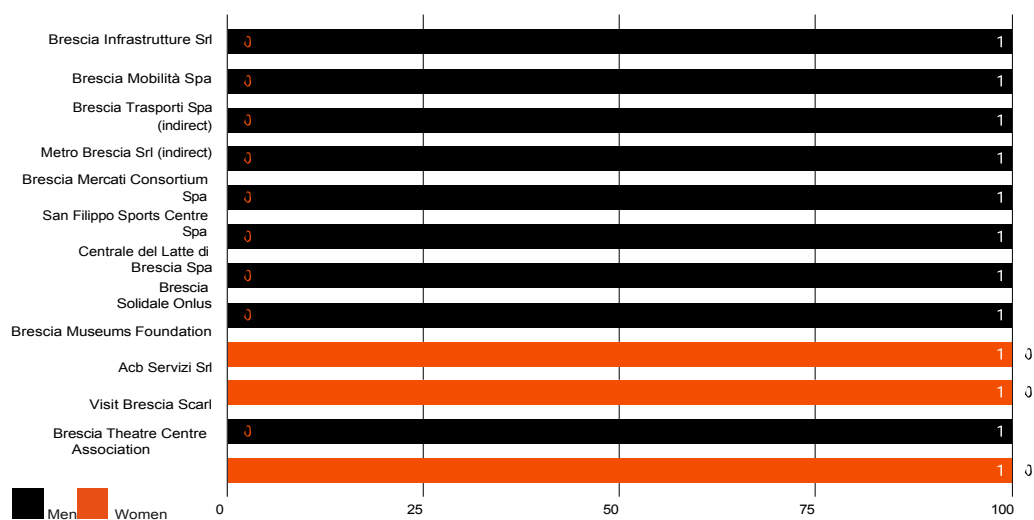
Year 2024



Source: Own elaboration based on data from the Participated Companies Coordination Sector

FIG 81 - CHAIRPERSONS OF THE BOARDS OF DIRECTORS OF ENTITIES CONTROLLED BY THE MUNICIPALITY OF BRESCIA, BY GENDER - & E V.A.

Years 2022 - 2024

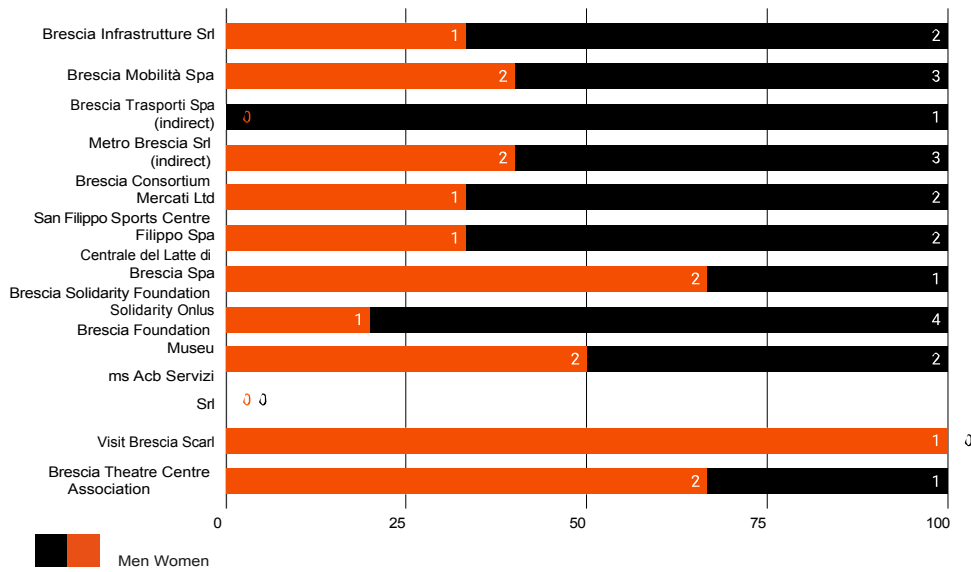


Source: Own processing of data from the Participated Companies Coordination Sector

Women represent about one third of the members of the boards of statutory auditors of the entities in which the Municipality of Brescia has a stake, with 10 women compared to 20 men, a slight decrease compared to 2022 and 2023 (11 women and 19 men).

As regards the chairmanships of boards of directors, only 3 out of 12 positions are held by women.

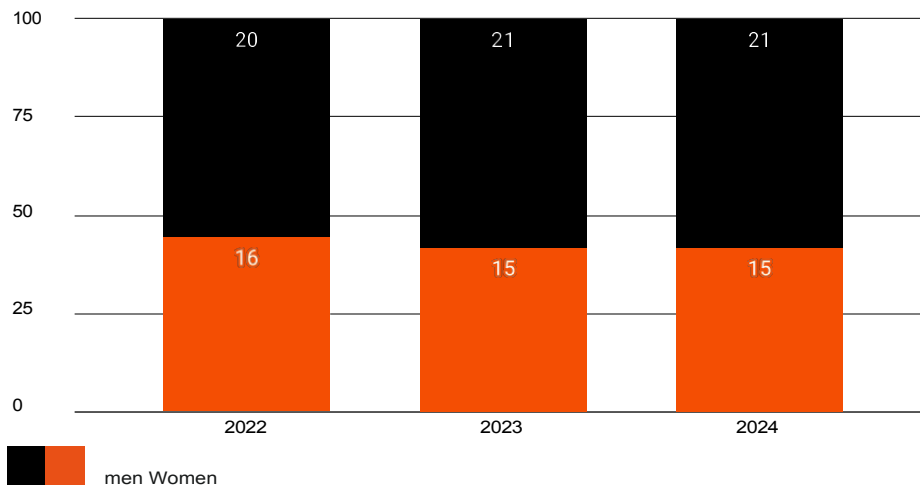
FIG 82 - BOARD MEMBERS APPOINTED BY THE AUDITOR, BY GENDER - % AND V.A.  
Year 2024



Source: Own processing of data from the Participated Companies Coordination Sector

FIG 83 - NUMBER OF DIRECTORS ON BOARDS OF DIRECTORS APPOINTED BY THE AUDITOR, BY GENDER - % AND V.A.

Years 2022 - 2024



Source: Own processing of data from the Participated Companies Coordination Sector

On boards of directors, the majority of directors appointed by the mayor are men.

# Actions for gender equality

## Prime Minister



Intersection between gender and age

The initiative is a school of politics for young women aged between 14 and 19 who want to embark on a course of training in politics – understood as the ability to interpret and guide. society – and civic engagement. The students at the School thus enjoy an empowering experience, which involves strengthening their knowledge and transferable skills, creating a community that is ready to support them. From 2022, Prime Minister will be implemented in Brescia on the initiative of a Promotional Committee composed of nine women with experience in various sectors, including politics, education, academia, social work and entrepreneurship, but united by a desire to make a difference by supporting female empowerment. The project offers a training course in empowerment for young women to develop political and civic skills through workshops, meetings with prominent figures and group activities, promoting personal growth and links with the local community. The first edition of the school in Brescia involved twenty-seven girls from October 2022 to June 2023, while the second edition involved twenty-one girls from October 2023 to June 2024. During the school, crucial topics are addressed, from participation to rights, gender equality, politics, literature and the environment. Students from the first two editions also had the opportunity to visit cultural sites in the city and participate in important civic events. The first two years of Prime Minister Brescia were important growth paths, involving testimonials and speakers.

## Regulations for the implementation of territorial and community participation

The Regulation was adopted by the City Council on 29 January 2024 with Resolution No. 6. In Article 17, paragraph 6, with the aim of promoting fair and balanced gender representation, it establishes that "Those entitled to vote shall express one or two preferences from the single list of candidates. If two preferences are expressed, they must be for persons of different genders, where present, otherwise the second preference will be cancelled, according to the random order shown on the ballot paper".

## Family and work-life balance

### EARLY CHILDHOOD AND CHILDHOOD SERVICES

#### NUMBER OF ENROLMENTS IN CHILD SERVICES, V.A. YEARS 2022-2024 <sup>7</sup>

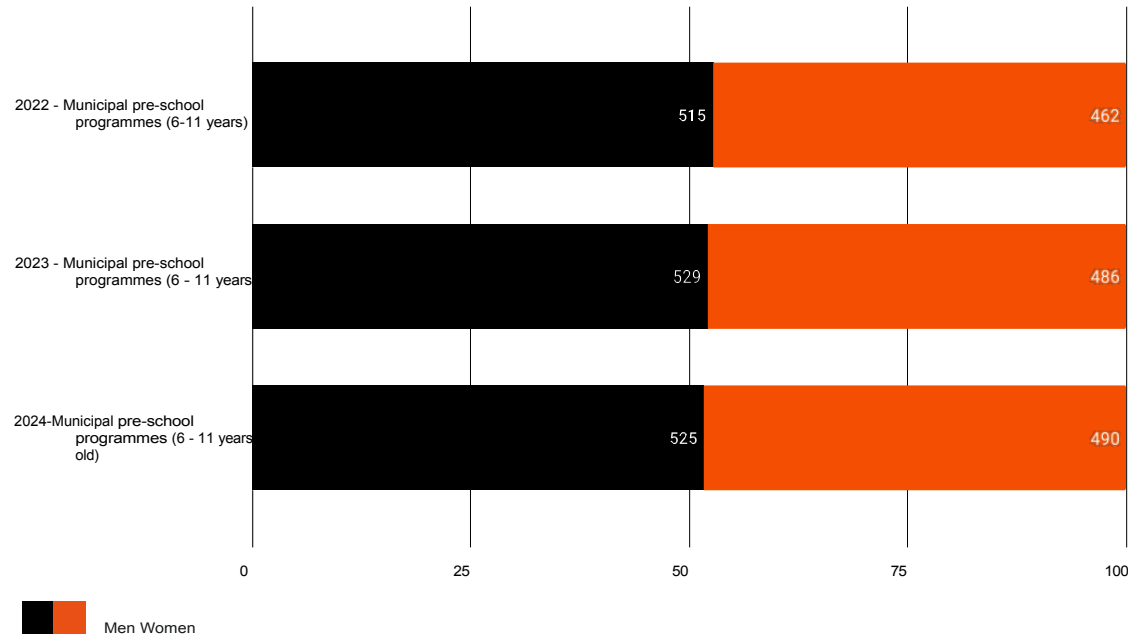
		Capacity	Children	Girls	Total	% Boys	% Girls
2022 (data relative per year 21/22)	Municipal nurseries	429	227	206	433	52.42	47.58
	Private nurseries affiliated with the municipality	262	141	129	270	52.22	47.78
	Municipal spring section	20	10	9	19	52.63	47.37
	Spring section state	20	12	8	20	60	40
	Private affiliated spring section	0	0	0	0	N/A	N/A
	Municipal nursery schools	1600	758	714	1472	51.49	48.51
	State nursery schools	975	361	370	731	49.38	50.62
	Private nursery schools under agreement	1675	915	371	1,286	71.15	28.85
	Times for municipal families	130	72	65	137	52.55	47.45
	Times for affiliated families	153	66	48	114	57.89	42.11
	<b>Total</b>	<b>5,264</b>	<b>2562</b>	<b>1920</b>	<b>4,482</b>	<b>57.16</b>	<b>42.84</b>
2023 (data relative per year 22/23)	Municipal nurseries	429	229	229	458	50.00	50
	Private nurseries affiliated with the municipality	278	146	132	278	52.52	47.48
	Municipal spring section	20	15	5	20	75.00	25
	Spring section state schools	20	15	10	25	60.00	40
	Private affiliated spring section	30	20	10	30	66.67	33.33
	Municipal nursery schools	1600	758	654	1412	53.68	46.32
	State nursery schools	975	393	401	794	49.50	50.50
	Private nursery schools under agreement	1675	786	665	1,451	54.17	45.83
	Times for municipal families	130	69	77	146	47.26	52.74
	Times for affiliated families	153	59	71	130	45.38	54.62
	<b>Total</b>	<b>5,310</b>	<b>2,490</b>	<b>2,254</b>	<b>4,744</b>	<b>52.49</b>	<b>47.51</b>
2024 (data relating per year 23/24)	Municipal nurseries	445	227	218	445	51.01	48.99
	Private nurseries affiliated with the municipality	278	140	138	278	50.36	49.64
	Municipal spring section	20	14	5	19	73.68	26.32
	Spring section, national	20	12	8	20	60	40
	Private spring section	60	28	31	59	47.46	52.54
	Municipal nursery schools	1593	806	713	1519	53.06	46.94
	State nursery schools	955	397	397	794	50.00	50
	Private nursery schools with agreements	1675	865	782	1647	52.52	47.48
	Times for municipal families	175	92	83	175	52.57	47.43
	Times for affiliated families	157	71	71	142	50	50
	<b>Total</b>	<b>5378</b>	<b>2652</b>	<b>2446</b>	<b>5098</b>	<b>52.02</b>	<b>47.98</b>

Source: Own elaboration based on data from the Early Childhood Education Sector (0-3 years) Nursery Schools and Daycare Centres

Saturation of available places in early childhood. In nurseries, the possibility of part-time access satisfies a number of requests that exceeds capacity.

FIG 84 - ENROLMENT IN MUNICIPAL PRE-SCHOOL PROGRAMMES, %, AND V.A.

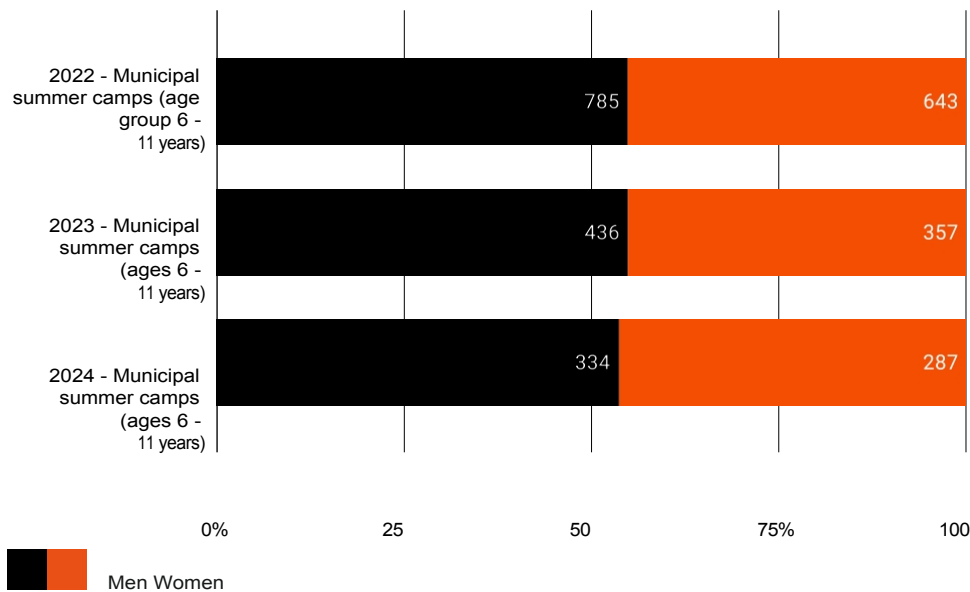
Years 2022 - 2024



Source: Own elaboration based on data from the Right to Education, University Relations, Sport, Youth Policies and Equal Opportunities Sector

FIG 85 - ENROLMENT IN MUNICIPAL SUMMER CAMPS, % AND V.A.

Years 2022 - 2024

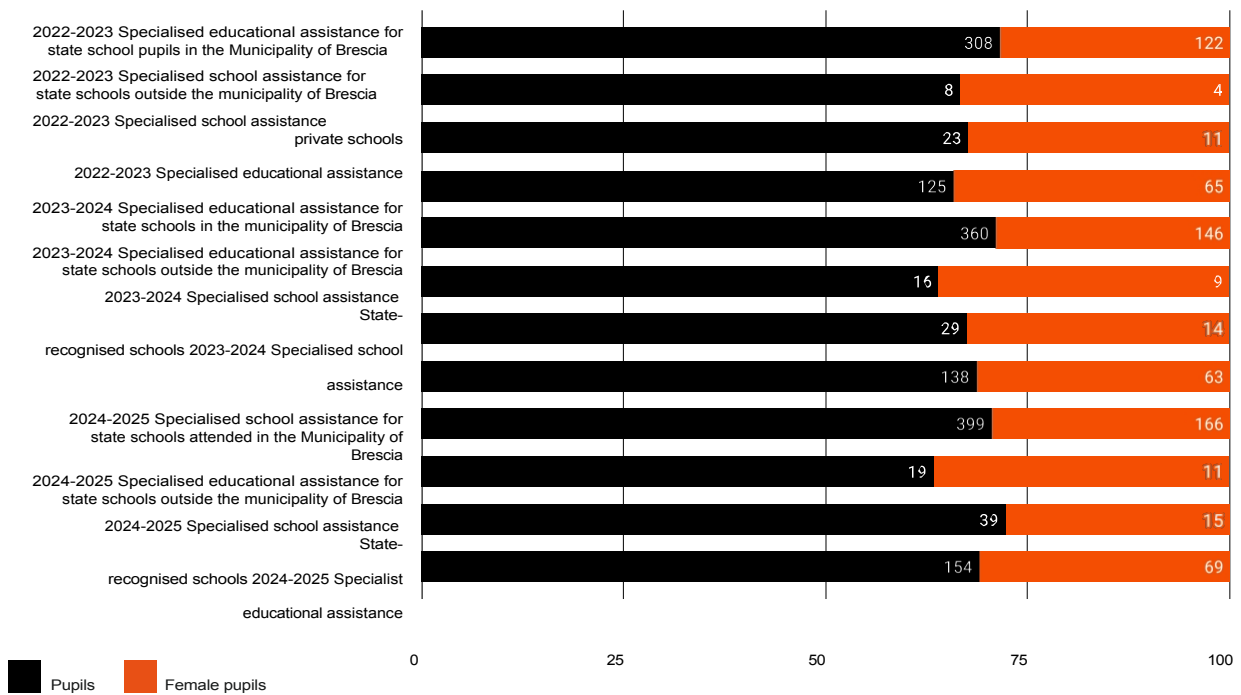


Source: Own elaboration based on data from the Right to Education, University Relations, Sport, Youth Policies and Equal Opportunities Sector

Looking at the data broken down by gender may prompt reflection on the type of educational and recreational activities to offer boys and girls in order to tackle stereotypes that can take root as early as childhood.

FIG 86 - ASSISTANCE SERVICES FOR PEOPLE WITH DISABILITIES IN SCHOOLS, BY GENDER % AND V.A.

Years 2022 - 2024



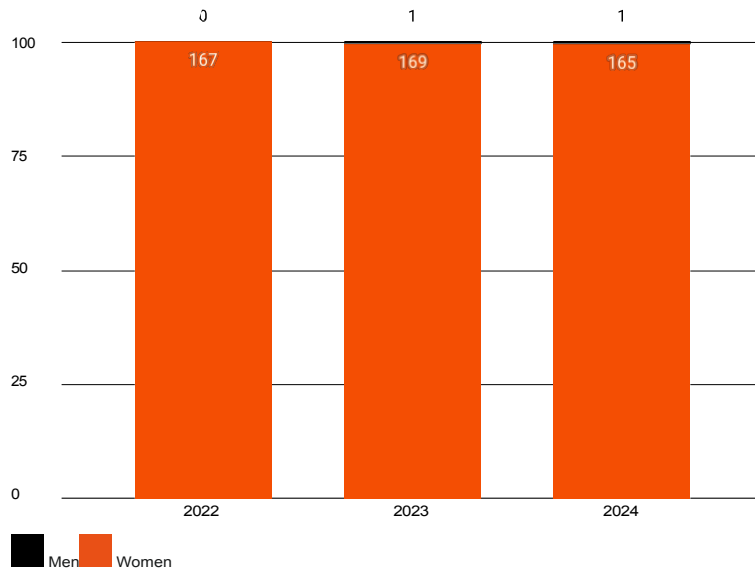
Source: Own elaboration based on data from the Right to Education, University Relations, Sport, Youth Policies and Equal Opportunities Sector

Looking at the data broken down by gender and disability can help us think about the kind of educational and recreational activities we should offer kids to tackle stereotypes and multiple discrimination.

## STAFF DEDICATED TO EDUCATIONAL SERVICES

FIG 86 - COMPOSITION OF INTERNAL STAFF OF THE MUNICIPALITY OF BRESCIA (EDUCATORS) WORKING IN MUNICIPAL NURSERIES, BY GENDER - % AND V.A.

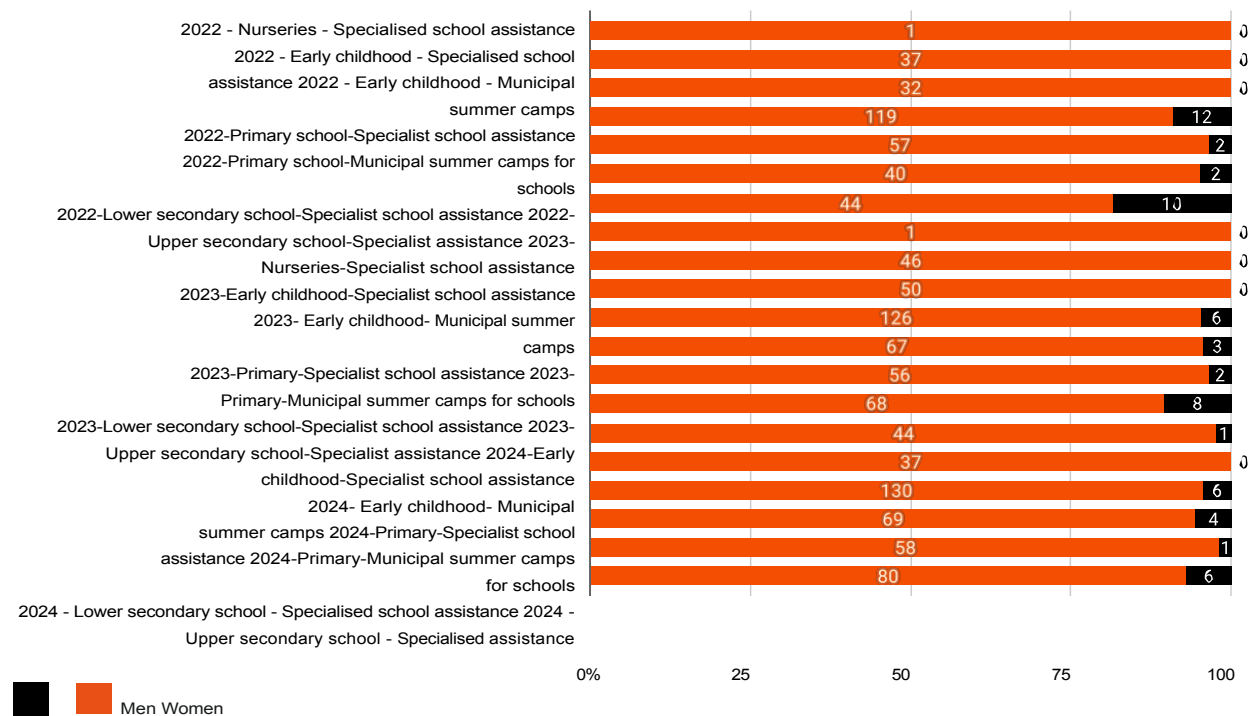
Years 2022 - 2024



Source: Own elaboration based on data from the Educational Services Sector for Children (0-3 years) Nursery Schools and Kindergartens

FIG 87 - OPERATORS DEDICATED TO ASSISTING PEOPLE WITH DISABILITIES - IL GABBIANO COOPERATIVE, BY GENDER - % AND V.A.

Years 2022-2024



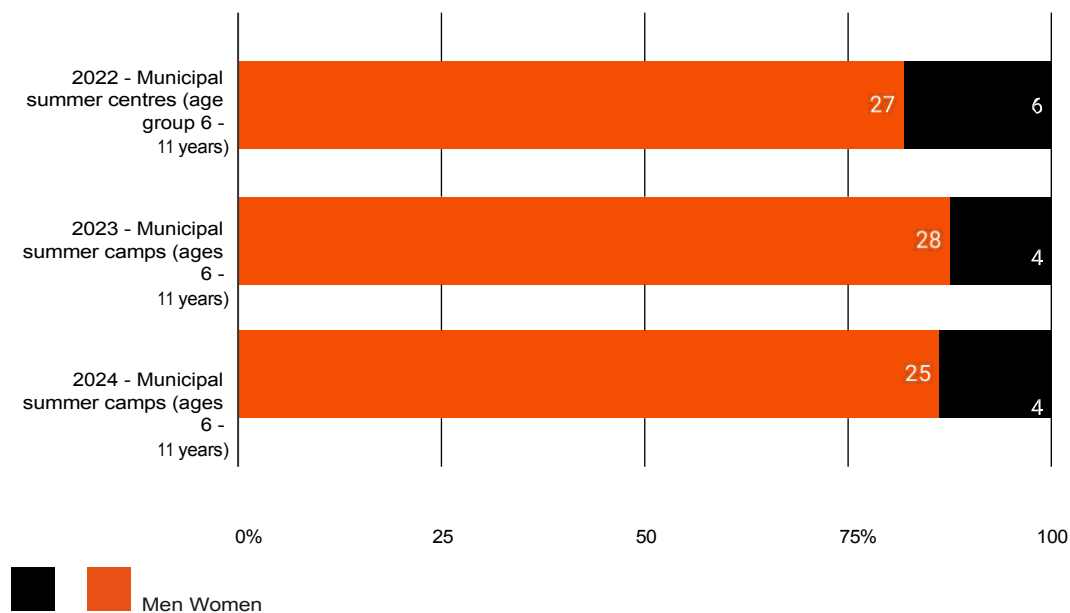
Source: Own elaboration based on data from the Right to Education, University Relations, Sport, Youth Policies and Equal Opportunities Department

99.9% of the internal staff working in municipal nurseries are female.  
 The staff in childcare services is almost entirely composed of female professionals:  
 165 women and one man.  
 Specialist school assistance services for people with disabilities are  
 predominantly female.



FIG 88 - COMPOSITION OF EDUCATORS EMPLOYED BY THE TEMPO LIBERO COOPERATIVE WORKING IN PRE-SCHOOL PROGRAMMES, BY GENDER - % AND V.A.

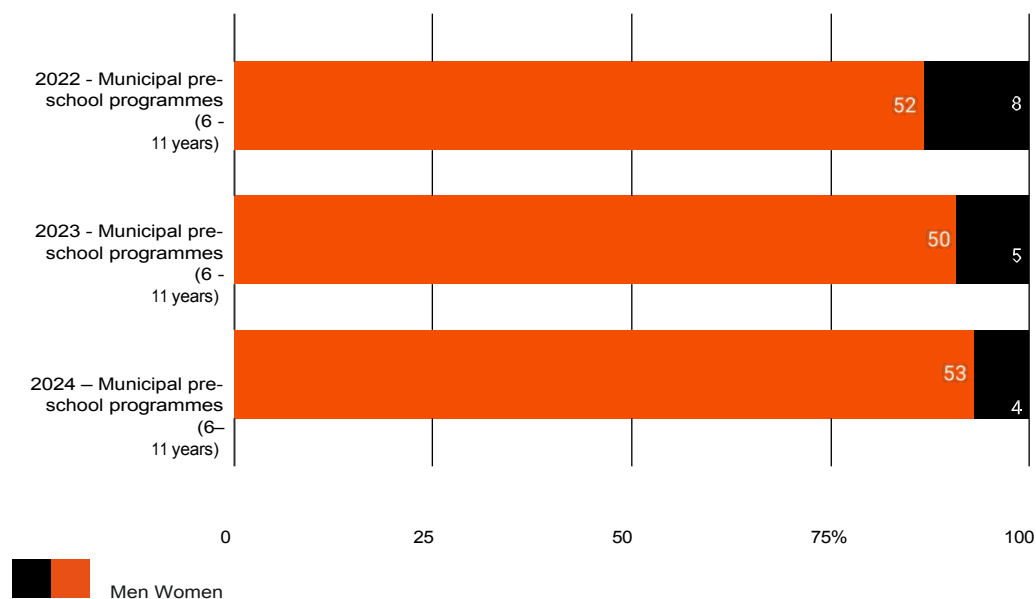
Years 2022 - 2025



Source: Own elaboration based on data from the Right to Education, University Relations, Sport, Youth Policies and Equal Opportunities Sector

FIG 88 - COMPOSITION OF EDUCATORS EMPLOYED BY THE TEMPO LIBERO COOPERATIVE WORKING IN SUMMER CAMPS, BY GENDER - % AND V.A.

Years 2022-2025



**Gender gap: the majority of staff working in educational services are women.**

# Actions for gender equality

## Brescia Concilia 2020-2023



Intersection between gender and care responsibilities

The Local Alliance for Reconciliation in Brescia, led by the Municipality, is a public-private partnership that promotes projects for work-life balance, funded by ATS Brescia as part of a three-year regional plan.

Among these, the "Brescia concilia 2020–2023" project, launched in October 2020 and completed in June 2023, involved local authorities and businesses with a total budget of over €128,000. Activities included: project launch and partnership consolidation; training for representatives; promotion of smart working and corporate welfare; specialist consulting and training courses; experimentation with digital tools for co-design; support for internal and external communication. The main objectives included strengthening the network between organisations and enhancing

expertise in corporate welfare and the development of innovative local models for work-life balance.

## Childcare Service Charter



Intersection between gender, age, care responsibilities, disability

Service Charter approved by Resolution No. 580 of 14/12/2022, in which the Authority sets out the opportunities offered by educational services for the 0-6 age group and establishes an agreement with citizens who use the services, ensuring: equal access, impartiality, clear and comprehensive information, quality standards and continuous improvement of services.

in accordance with the right to education and care for children. The services provided by the Municipality of Brescia include: nurseries, spring sections, nursery schools and family time. In nurseries, spring sections and nursery schools, early hours (7:30-8:00) and extended hours (until 17:00, 17:30 or 18:00) can be activated when a minimum number of requests is reached, as established annually by the Municipal Council Resolution. The services can make use of cultural language mediation. The full inclusion of children with disabilities is also guaranteed, with dedicated staff working through the PEI (Individualised Education Plan), a tool for personalising the education process to support growth. Families can count on an integrated system – therefore with equal access conditions and fees proportional to the ISEE (Equivalent Economic Situation Indicator) – between municipal, affiliated and state schools, in addition to private offerings. The Municipality oversees a range of services dedicated to children through an integrated system of municipal, state and affiliated facilities. The main services are listed below.

## Nurseries

There are 11 municipal nurseries and 15 affiliated nurseries that accept children aged between 3 months and 3 years, also providing prevention and support services in disadvantaged situations.

## Spring sections

There are 3 spring sections in 2 municipal schools for children aged 24 to 36 months, to support developmental changes and act as a bridge between the family and nursery school. Other sections are available in 5 affiliated nursery schools and 2 state schools.

### Nursery schools

There are 19 nursery schools for children aged 3 to 6, 20 of which are affiliated with the state and 15 are state-run, promoting identity, autonomy, skills and an introduction to citizenship, recognising the leading role played by children.

### Time for Families

Service available from September to June, operating in 5 municipal facilities and 8 affiliated facilities, aimed at children aged 0 to 3 years old who are residents of Brescia and not enrolled in other childcare services. In addition to play areas, opportunities for interaction and discussion with parents or family members, open two to five times a week, in the morning or afternoon. The environment is designed to encourage independence, discovery and socialisation among peers.

### Summer nurseries and summer recreation centres

During July and August, a summer service is available in nurseries, spring sections, kindergartens and primary schools, run by educators from the contracting cooperative. Some places are reserved for children from the spring sections in summer camps in the same area.

### Grest organised by the Brescia Oratory Centre

They receive municipal funding and a specific fund to cover personalised assistance for children with disabilities.

### Youth Centres



Intersection between gender and age

They provide important support for families, offering spaces and activities aimed at the growth and well-being of young people. There are six Youth Centres (CAG) operating in the area, distributed among Three in the city centre, one in the north, and two in the south. The C.A.G. is an educational and community service aimed at children, pre-teens, teenagers, and young adults. Run by professional educators, it promotes social integration through meaningful educational relationships, valuing the uniqueness of each person. Workshops, recreational, social, expressive, manipulative, theatrical and sporting activities are offered, as well as a homework club, in collaboration with local organisations (schools, sports associations, youth clubs and day centres).

### Experience the Neighbourhood Service

The service provided by the Municipality of Brescia offers better distribution of local services in different areas of the city in the afternoon, with a focus on different levels of educational protection, involving families in the management of interventions and promoting ties with the local area. The service develops educational and social projects for families with children aged 6-14, with the aim of supporting families in their educational tasks and implementing opportunities for play and socialisation.

### Services for older people



Intersection between gender, age, care responsibilities, disability

The Municipality organises a range of services dedicated to older people. The main ones are listed below.

### Day centre and integrated day centre (CDI)

It promotes the inclusion and independence of self-sufficient or partially self-sufficient elderly people, with activities that encourage hobbies and relationships, alongside home care (e.g. safe bathrooms, canteen). The CDI, on the other hand, offers social, health and rehabilitation services where home care is insufficient and includes transport services. It is dedicated to people over 65 with impaired autonomy and/or dementia (without serious behavioural disorders).

### Open centres for elderly people

These are free, open-access meeting places run by neighbourhood associations, aimed at promoting socialisation through recreational, cultural and leisure activities or trips for elderly people who are fully or partially self-sufficient but at risk of isolation.

### Meals on wheels

Provides complete meals every day to those who cannot prepare them themselves. The service is dedicated to elderly people and adults with limited autonomy or at risk of marginalisation.

### Social transport

Provides transport for people unable to use public transport for visits or social activities (up to 10 trips/month). The service is aimed at elderly people without a family or social network, who are isolated or unable to travel for logistical reasons.

### Accommodation for frail elderly people

In addition to sheltered housing solutions, with fees proportionate to financial circumstances, in areas close to day services or communities, it is aimed at elderly people with partial autonomy, housing problems or who are lonely.

### Social housing communities for the elderly (C.A.S.A.), residential communities for the elderly (C.R.A.) and nursing homes (R.S.A.)

These include low, medium and high intensity care facilities, with a homely environment and integrated services for people aged 65 and over, with varying levels of frailty or social vulnerability. R.S.A.s provide nursing, care and rehabilitation services for elderly people who are not self-sufficient or suffer from severe dementia.

### Right to Education Service for the inclusion of persons with disabilities



Intersection between gender and disability

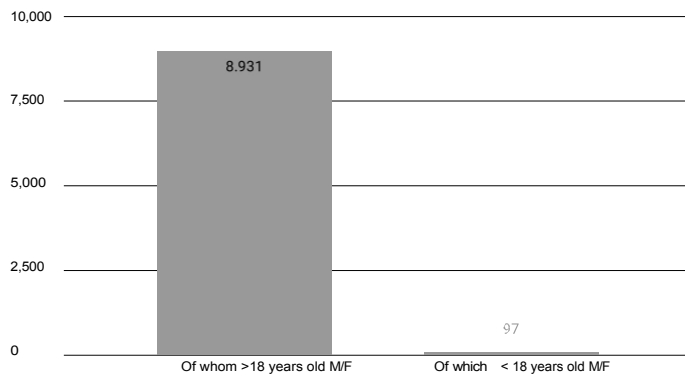
The service supports the educational and social inclusion of children and young people with disabilities (aged 0-18, with certification in accordance with Law 104/92) by offering: educational and specialist assistance at school, to support growth and learning; transport between home and school, to encourage full participation in school life; special furniture and aids, made available to schools to meet individual needs. The following are also guaranteed: early entry/pre-school services

and extended hours, in nursery schools and primary and lower secondary schools, when activated by the municipality; the possibility of participating in summer sessions at nursery and primary schools organised by the municipality; the provision of personalised meals based on special diets, certified by the attending physician.

# Participation and leisure time

## NEIGHBOURHOOD COUNCILS

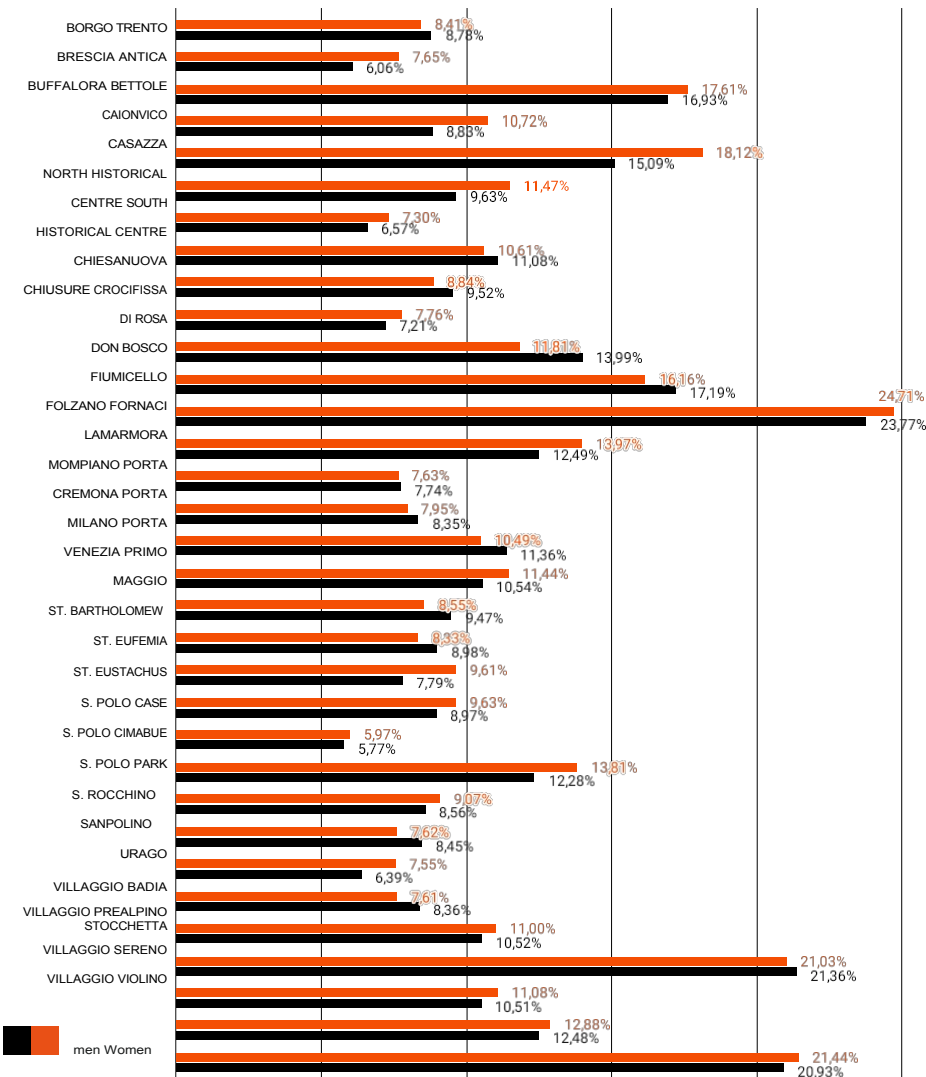
FIG 89 - TOTAL NUMBER OF VOTERS DURING THE 2024 ELECTIONS, BY AGE Year 2024



Source: Own processing of data from the Municipality of Brescia

FIG 90 - PERCENTAGE OF VOTERS COMPARED TO THOSE ENTITLED TO VOTE IN INDIVIDUAL NEIGHBOURHOOD COUNCILS, BY GENDER - %

Year 2024



Good female participation in the Neighbourhood Council elections.

FIG 91 - PEOPLE ELECTED BY NEIGHBOURHOOD BY GENDER - % AND V.A.

Year 2024

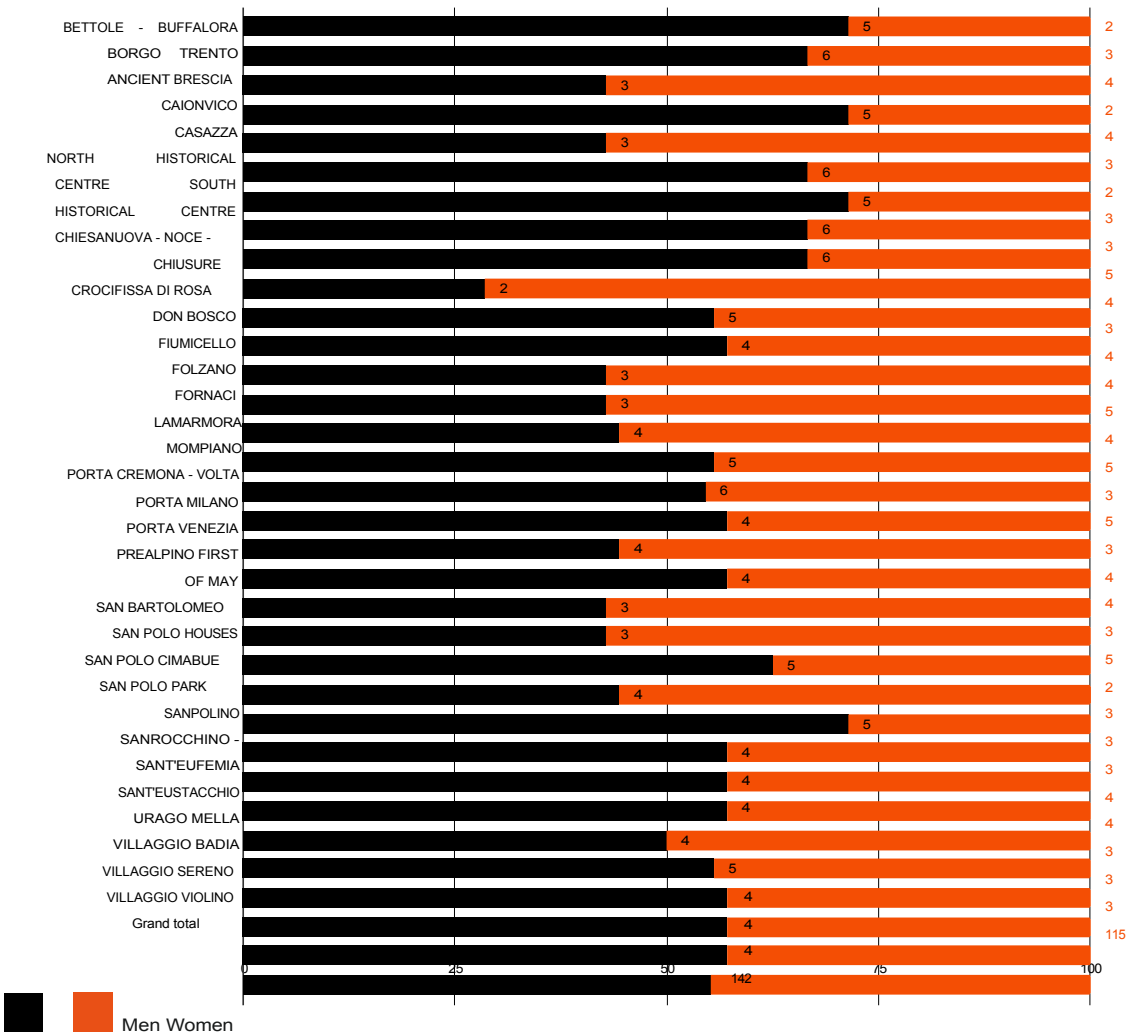
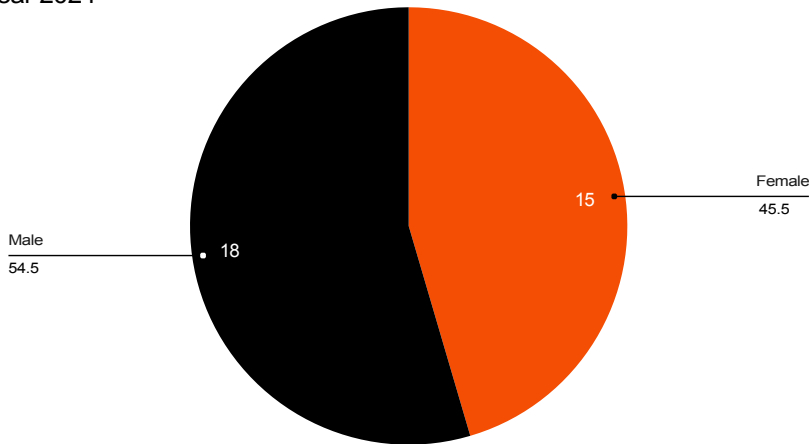


FIG 92 - PRESIDENTS IN NEIGHBOURHOOD COUNCILS, BY GENDER - % AND V.A.

Year 2024



The composition of neighbourhood councils is predominantly male. 54.5% of the chairs of neighbourhood councils are held by men.

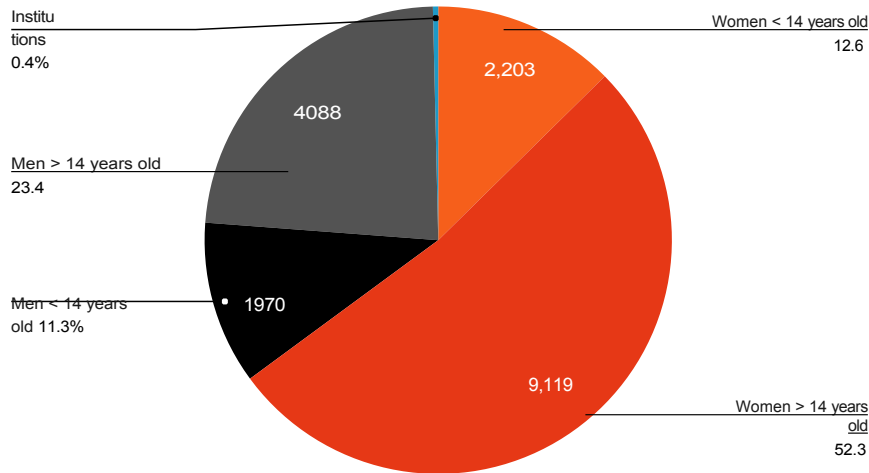
## LIBRARY SERVICE



Intersection between gender and age

FIG 93 - LIBRARY SERVICE USERS, BY GENDER AND AGE - % AND V.A.

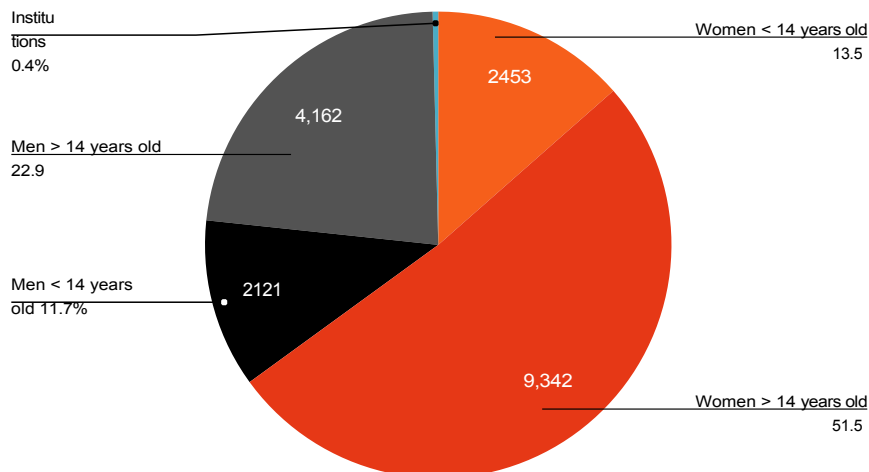
Year



Source: Own elaboration based on data from the Library Service

FIG 94 - LIBRARY SERVICE USERS, BY GENDER AND AGE - % AND V.A.

Year



Source: Own elaboration based on data from the Library Service

Women account for two-thirds of Library Service users. The category that least frequents library spaces is young people under 14.

# Actions for gender equality

## 'Listening to the city' as part of the Brescia 2050 Urban Agenda

The "Percorso di ascolto della città" (Listening to the City Project), promoted by Urban Centre Brescia as part of the development of the 2050 Urban Agenda, is a participatory project aimed at gathering ideas and visions from citizens to guide future administrative decisions. The active involvement of neighbourhood councils and third sector associations, invited to become ambassadors for the initiative, promotes the dissemination of the project and the collection of ideas. Contributions. Proposals are collected via postcards (in paper and digital format), completed individually or in groups, through public meetings and thematic workshops. The questions aimed to stimulate reflection on the city's strengths, dreams for 2050, significant places and ideas for the future of Brescia, referring to the four missions of the Urban Agenda: Culture, Work, the city's strengths, dreams for 2050, significant places and ideas for a future Brescia, referring to the four missions of the Urban Agenda: Culture, Work, Sustainability, Together. The programme consists of distributing information material in public spaces (schools, libraries, information points); online promotion via the institutional website and social media; eight participatory workshops run by Urban Center between March and April 2025, aimed at citizens, the Youth City Council, students, young people and institutional representatives. The entire process contributes to gathering collective visions for more shared and long-term urban planning.

## 'La voce di papà' (Dad's voice) exhibition



Intersection between gender and care responsibilities

The series began in 2022 and is still ongoing. It is organised by the Brescia Urban Library System, in collaboration with Ats and Asst Spedali Civili, and includes meetings in the library dedicated to fathers and their daughters and children aged 0 to 6. During the sessions, fathers can read stories together with their children and talk to midwives, health workers and librarians to get useful advice. Shared reading promotes cognitive and emotional development and strengthens the father-daughter/son relationship, with scientifically recognised benefits.

## European Charter of Women's Rights in Sport

In 2023, the Municipality of Brescia signed up to the Charter, drawn up by Uisp in collaboration with international partners, and addressed to all sports operators, organisations, federations, fan clubs, authorities and institutions that may have a direct or indirect impact on the promotion of 'sport for all', in particular with a view to encouraging campaigns in favour of equal opportunities between women and men in sport. The Charter is addressed to all people regardless of culture, religion, age, physical and mental abilities, mental abilities, sexual orientation and social class. It is inspired by the universal values of fairness and aims to provide specific measures to reinforce gender equality policies.

## Youth General Assembly



Intersection between gender and age

In 2024, on the initiative of the municipal administration and the Department of Youth Policies, the States General of Youth was held in Brescia, a day of civic participation that brought together institutions, administrators, young people with the aim of drawing up an agenda of priorities that will guide future political and administrative choices to build an increasingly cohesive, harmonious, inclusive and modern city. The day involved more than 240 young people, 76



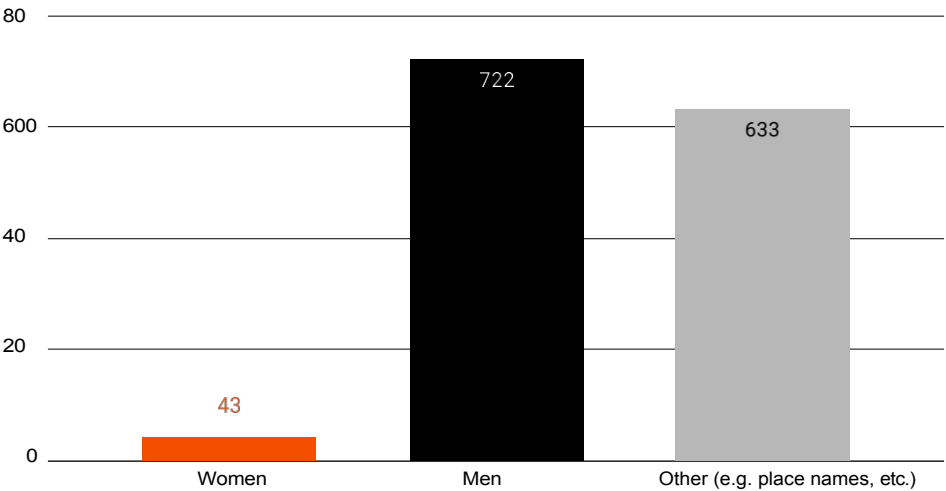
representatives of the third sector, 21 local administrators and numerous actors in city life. The initiative was preceded by an experimental phase which, from December 2023 to May 2024, gathered proposals from young people during a series of 15 in-depth focus groups, held and moderated by educators.

# 2.2.8 Urban Space

## GENDER TOPONYMY

FIG 94 - NUMBER OF STREETS AND PUBLIC SPACES NAMED AFTER PEOPLE, BY GENDER - V.A.

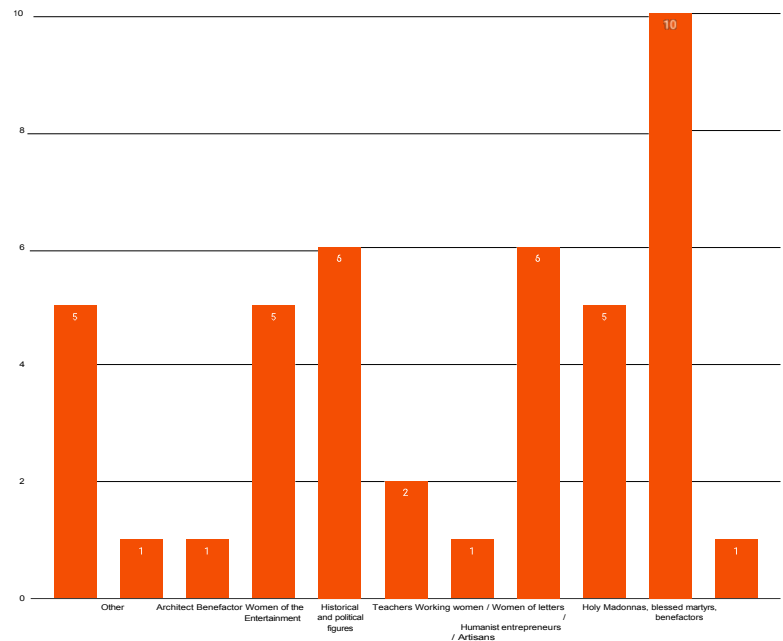
Year



Source: Own elaboration based on data from the city road network of the Municipality of Brescia

FIG 95 - CLASSIFICATION OF STREETS AND URBAN SPACES NAMED AFTER WOMEN IN THE MUNICIPALITY OF BRESCIA, BY CATEGORY - V.A.

Year



Source: Own elaboration based on data from the city road network of the Municipality of Brescia

Despite an increase in female names since 2013, the number of streets and public spaces in the municipality of Brescia named after women is significantly lower than the number of streets named after men: only 43 names are female, compared to 722 male names, while place names, events, and historical, artistic, and architectural elements number 633.

The majority of female names refer to religious figures.

# Actions for gender equality

## Air and Climate Plan

In 2022, the Municipality of Brescia launched the first steps towards drafting the Air and Climate Plan (PAC), with the aim of addressing the challenges of pollution and climate change in an integrated manner, as part of a broader ecological transition strategy. In 2024, two participatory workshops were planned for neighbourhood councils and third sector organisations, as well as a workshop dedicated to institutional and economic organisations. The project and participatory process also addressed issues related to inclusion, gender-sensitive urban planning, cities tailored to women and children, and more equitable and accessible public spaces.

## A Natural Thread

A project by the Municipality of Brescia, launched in 2021 in collaboration with AmbienteParco, the Euro-Mediterranean Centre on Climate Change and Parco delle Colline, with the support of Fondazione Cariplo and the Lombardy Region, with the overall aim of building a more resilient, sustainable and participatory city. The project (2022–2025) aims to combat climate change through a series of actions divided into four main areas: adaptation to extreme heat; management of extreme weather events; reduction of emissions; awareness raising and participation. The initiatives implemented and underway are: mapping of stakeholders (2021); creation of a database for active involvement of the local community; informative seminar on climate change with a scientific and artistic slant, 'Some Like It Hot' (2022) aimed at schools and citizens; surveys on climate change aimed at municipal employees (2022) and citizens (2024), to gather perceptions, ideas and suggestions on the topic; Active spaces (2022–2025): participatory process to redevelop urban spaces with a focus on climate and social issues, involving local neighbourhoods and associations.

## Green Plan

The Municipality of Brescia has adopted a Green and Biodiversity Plan to guide the management of public green spaces and address climate change. Funded in 2021 by the Ministry of Ecological Transition, the Plan, which is currently undergoing approval procedures and is expected to be finalised in 2024, aims to improve the urban environment and the quality of life of citizens, protect biodiversity, enhance green infrastructure and assess ecosystem benefits for sustainable planning.

## Inclusive play in city parks



Intersection between gender, age, care responsibilities and disability

In 2024, eight parks were involved (Ducos 2, Locatelli, Lucio Battisti, Mascheda, Masserdotti, Via Mantice, Olga Ragni and Torri Gemelle) and the renovated Manzoni park in Via Lamarmora was inaugurated. The project helped to maintain the high overall quality of Brescia's urban green spaces, enriching some of them with inclusive equipment that is easily accessible even to children with reduced mobility. The furnishings and The installed games promote proper psychomotor development for different age groups.

### **'Spazio alle donne' (Space for Women) competition**



Intersection between gender and age

The competition invites secondary schools in the province of Brescia to select a prominent female figure to whom a public monument will be dedicated, promoting gender equality and reflection on the androcentrism of urban space. The entries were evaluated by a qualified jury, with the winning group to be announced in 2025 on International Women's Rights Day. The competition was an opportunity to raise awareness among young people about women's history and to highlight their contribution to society.

### **Exploratory walk "Free to walk and experience the city"**

Promoted by the Department of Education and Equal Opportunities together with the Department of Urban Planning and the URBAN CENTER as part of the events dedicated to 25 November 2024. During the initiative, an urban artwork created by the Le Defilate Group was exhibited.

### **Cycle "Gender urban planning: building fairer places"**



Intersection between gender, age, care responsibilities and disability

The Departments of Education and Urban Regeneration, together with Urban Centre Brescia, are promoting and planning a series of meetings for 2025 entitled 'Gender-sensitive urban planning: building fairer places'. The initiative aims to raise awareness of the importance of urban planning that takes into account different gender needs in order to improve the quality of life in public spaces. The meetings address issues such as care, mobility and intergenerational needs, also presenting concrete examples of cities that have adopted inclusive approaches to urban design.

### **Naming of a park in Villaggio Violino after Rita Levi Montalcini:**

At the request of the Violino Neighbourhood Council and Montale Primary School, a park in Villaggio Violino, between Via Re Rotari and Via Venticinquesima - La Famiglia Neighbourhood, has been named after scientist Rita Levi Montalcini, the only Italian to win the Nobel Prize for Medicine.

### **Online survey: 'How do you get around in Brescia?'**

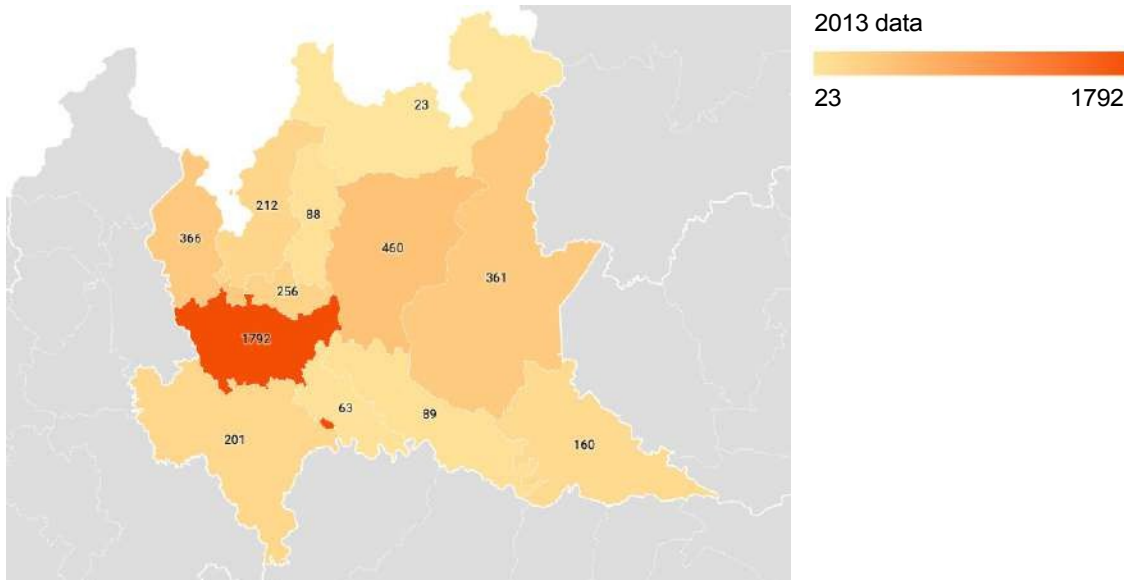
The survey, relaunched in its third edition in 2024, is a tool for collecting data on travel in the city. The initiative serves to update the mobility database, monitor the implementation of the Sustainable Urban Mobility Plan (SUMP) and evaluate the effectiveness of the interventions. Thanks to the participation of citizens, the changes that have taken place in recent years to promote a more sustainable and liveable city are analysed. Approximately 9,000 people participated in the survey (in line with the number of participants in the previous edition) and tracked approximately 22,000 journeys made. The survey notes differences in motivations between the sexes: men travel more for work, shopping and study (45% compared to 38% in women); women are more involved in accompanying family members, shopping and running errands (20% compared to 14% in men).

## 2.2.9 nd gender-based violence

### NUMBER 1522 AGAINST VIOLENCE AND STALKING: TERRITORIAL SCOPE

FIG 96 - CALLS FROM USERS TO THE PUBLIC SERVICE NUMBER AGAINST VIOLENCE AND STALKING, BY PROVINCE OF ORIGIN, V.A.

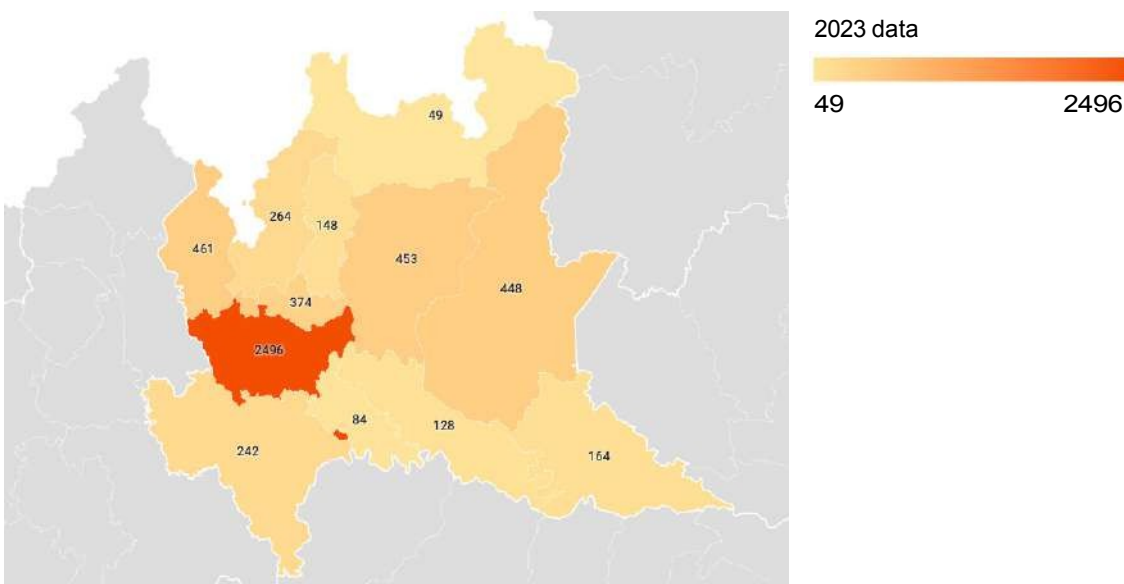
Year



Source: Own processing of ISTAT data

FIG 97 - CALLS FROM USERS TO THE PUBLIC UTILITY NUMBER AGAINST VIOLENCE AND STALKING, BY PROVINCE OF ORIGIN, V.A.

Year



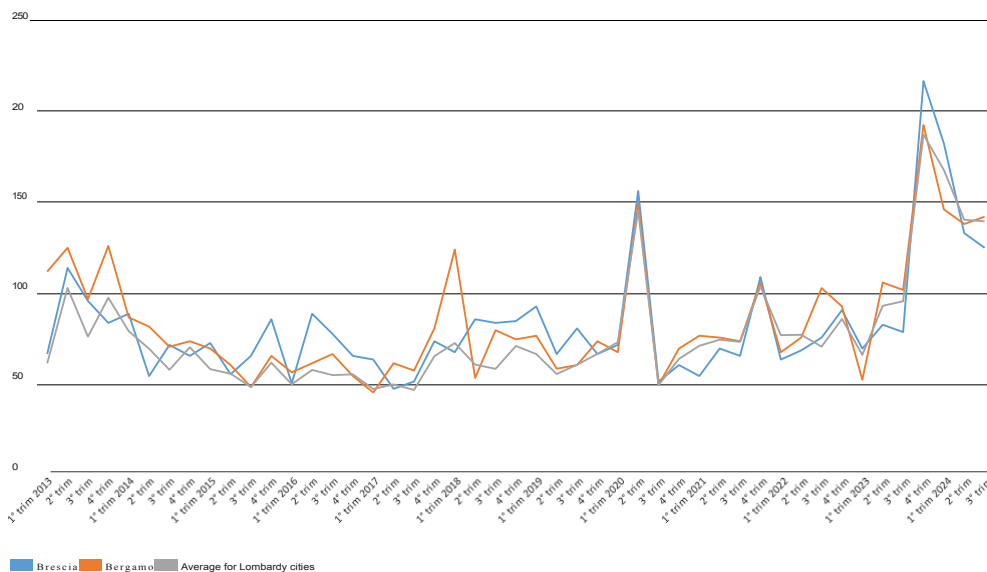
Source: Own processing of ISTAT data

Significant increase in calls to 1522 over the last decade. In the province of Brescia, the number of reports recorded rose from 361 to 448.

### NUMBER 1522 AGAINST VIOLENCE AND STALKING: CALL TREND

FIG 98 - NUMBER OF CALLS TO THE 1522 PUBLIC SERVICE NUMBER AGAINST VIOLENCE AND STALKING, BY PROVINCE OF ORIGIN AND QUARTER - V.A.

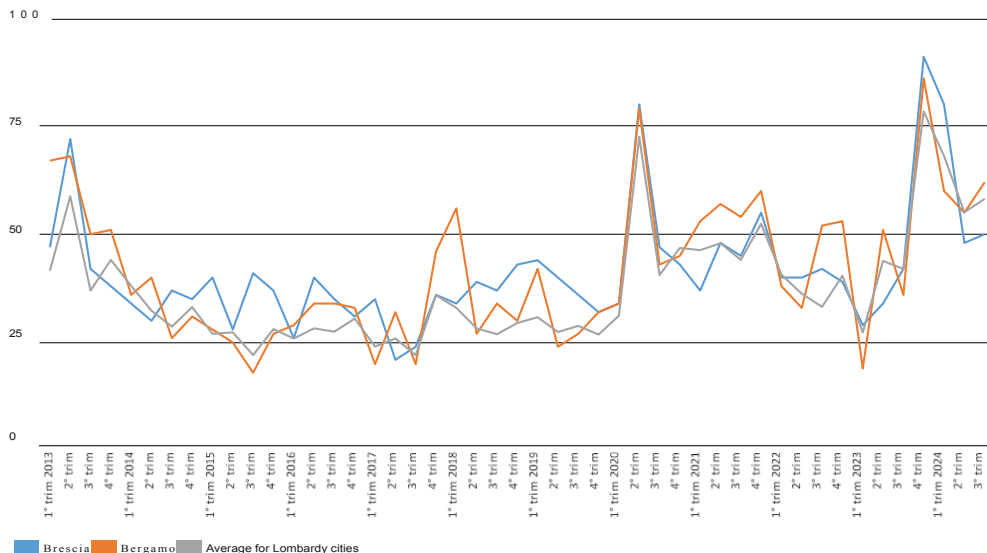
Years 2013 - 2024



Source: Own elaboration based on ISTAT data

FIG 99 - VICTIMS OF VIOLENCE - NUMBER OF CALLS TO THE 1522 PUBLIC SERVICE NUMBER AGAINST VIOLENCE AND STALKING, BY PROVINCE OF ORIGIN AND QUARTER - V.A.

Years 2013-2024

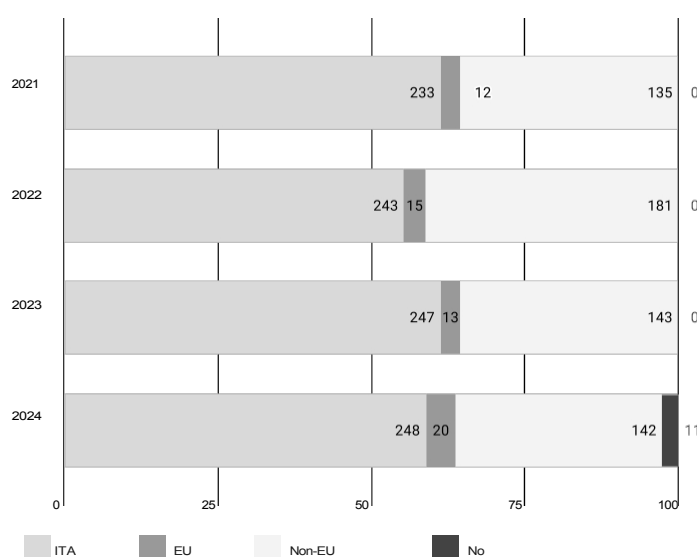


Source: Own elaboration based on ISTAT data

In line with the average trend for cities in Lombardy, calls to the public helpline for victims of violence in the Brescia area are above average in some quarters. There was a peak and increase in calls during the COVID-19 pandemic and in the first quarter of 2024.

## DATA FROM ANTI-VIOLENCE CENTRES IN THE MUNICIPALITY OF BRESCIA: WOMEN VICTIMS OF VIOLENCE

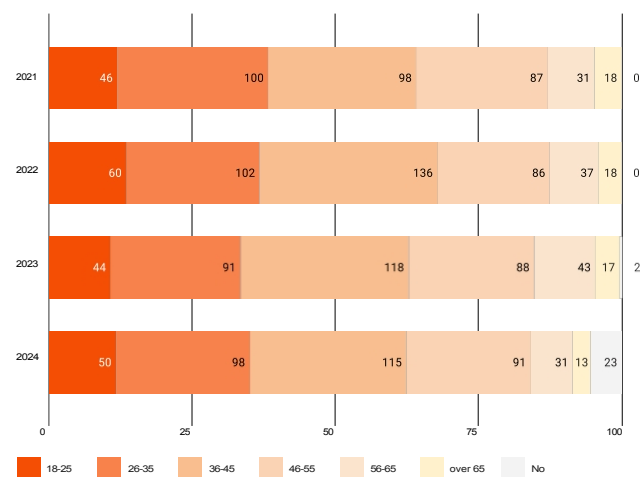
FIG 100 - NATIONALITY OF WOMEN ASSISTED BY THE CAV IN THE MUNICIPALITY OF BRESCIA - % AND V.A. Years 2021 - 2024



Source: Own elaboration based on data collected by the Interinstitutional Territorial Network against Gender-Based Violence

FIG 101 - AGE OF WOMEN ASSISTED BY THE CAV IN THE MUNICIPALITY OF BRESCIA, V.A.

Years 2021-2024



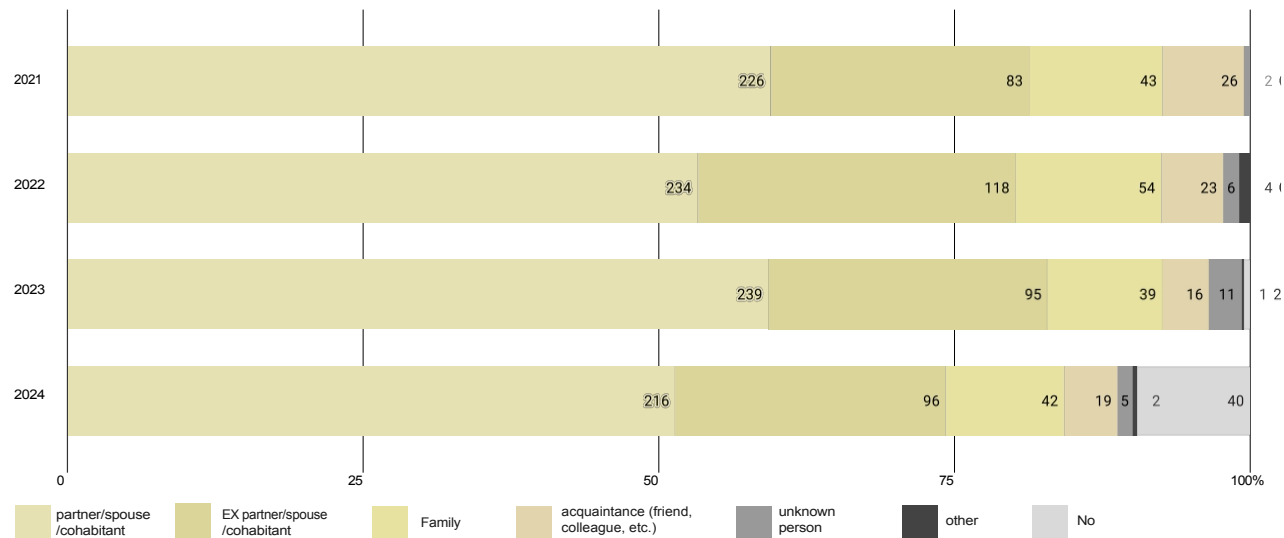
Source: Own elaboration based on data collected by the Interinstitutional Territorial Network against Gender-Based Violence

The majority of women assisted by CAVs are Italian nationals. The age group most affected is women between 36 and 45 years of age. There is also an increase in women between 45 and 65 years of age.

DATA FROM ANTI-VIOLENCE CENTRES IN THE MUNICIPALITY OF BRESCIA: MEN WHO COMMIT VIOLENCE AND TYPES OF VIOLENCE

FIG 102 - TYPES OF PERPETRATORS OF ABUSE AND VIOLENCE, BY TYPE OF RELATIONSHIP WITH THE FEMALE VICTIM, V.A.

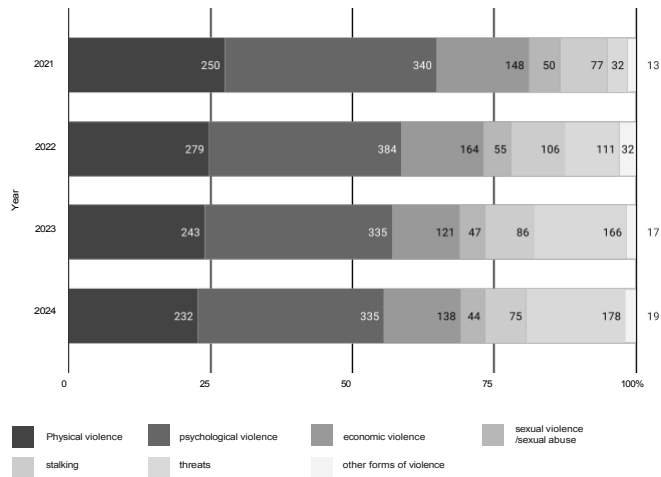
Years 2021 - 2024



Source: Own elaboration based on data collected by the Interinstitutional Territorial Network against Gender-Based Violence

FIG 103 - TYPES OF VIOLENCE (\*IN ALMOST ALL CASES, TWO OR MORE TYPES OF VIOLENCE ARE REPORTED) V.A.

Years 2021 - 2024



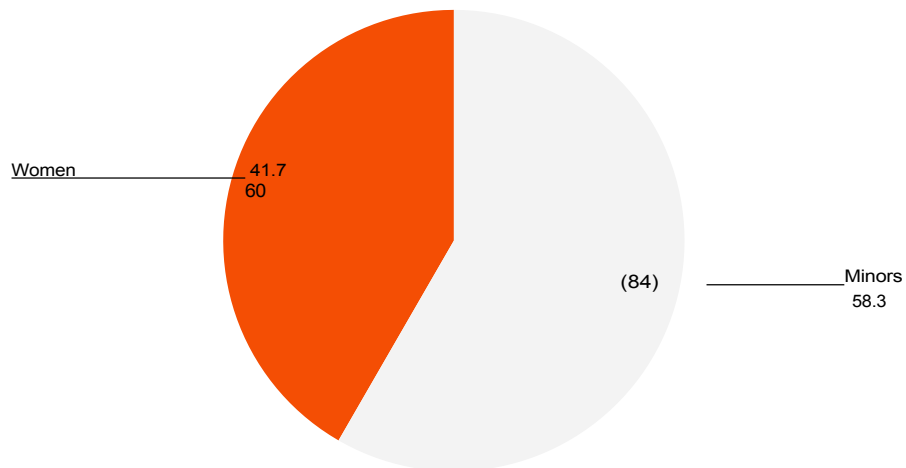
Source: Own elaboration based on data collected by the Interinstitutional Territorial Network against Gender-Based Violence

The majority of perpetrators of abuse and violence are people who have an emotional relationship with the victim (partner/spouse/cohabitant). Cases of threats are gradually increasing: a sign of growing awareness of violent behaviour.



FIG 104 - NUMBER OF WOMEN AND MINORS WHO ARE VICTIMS OF VIOLENCE AND GUESTS IN SHELTERS RUN BY THE MUNICIPALITY OF BRESCIA, % AND V.A.

Year 2024



Source: Own analysis based on data collected by the Interinstitutional Territorial Network against Gender-Based Violence

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144 people staying in shelters run by the Municipality of Brescia: more than half are minors.

# Actions for gender equality

## Inter-institutional territorial network against gender-based violence

Since 2013, following the ratification of the Istanbul Convention, **the Municipality of Brescia has taken on the role of leader of the Interinstitutional Territorial Network against Gender-Based Violence**, which was made official in 2014 with the signing of the first Memorandum of Understanding, updated in June 2021. The Network includes members such as the Prefecture, Law Enforcement Agencies, Judicial Authorities, Brescia Prison Administration, 26 municipal administrations, the Brescia Local Health Authority, hospitals, anti-violence centres, shelter management bodies, city universities and numerous other third sector organisations. The anti-violence network operates according to shared guidelines that define an integrated model for reception, risk assessment and the creation of personalised support programmes for women who are victims of violence. The municipality, as the lead partner, plans activities together with anti-violence centres and shelters, also defining the financial plan through regional, municipal, local and other dedicated funding. The Anti-Violence Centres affiliated with the Network are Casa delle Donne CAD Brescia and Butterfly – La libertà in un battito d'ali (Freedom in the Flutter of Wings). The Network also provides a 24-hour emergency service, which can be activated via a dedicated number by the police, emergency services and local services, ensuring the intervention of specialised operators and, if necessary, the immediate protection of the woman.

## Allocation of 5 per thousand - Years 2022-2023-2024

The 5 per thousand allocated to the Municipality of Brescia for the year 2023, relating to the financial year 2022, totalling €55,763.00, and relating to the financial year 2023, totalling €58,483.62, has been allocated, in line with previous years, and in accordance with the guidelines provided by the City Council, to interventions in support of women victims of violence. The fund is used to support the interventions defined in the Memorandum of Understanding of the inter-institutional territorial network against gender-based violence signed by 78 entities.

## Resolution on cost-sharing quotas for services - Years 2023-2024

Minors under protection and children of victims of domestic/spousal violence (known as Codice Rosso) and in educational communities are admitted to services free of charge, subject to availability, even if they are not residents. The services for which the exemption from co-payment applies are: nurseries; early and extended hours in nurseries and spring sections; family time; spring sections; school meals in nursery schools; early and extended hours in nursery schools; school meals in primary schools; early hours in primary schools; transport for primary and secondary schools; summer nurseries; summer recreation centres for nursery and primary schools. Minors present in the Brescia area, as guests of educational communities, but residing outside the municipality, will be placed in the minimum bracket for the purposes of calculating the fee.

## Project 'A new and attentive gaze - Projects for minors who are victims of violence and minors who are victims of witnessed violence'

Experimentation with interventions in favour of underage women victims of violence and minors victims of witnessed violence, governed by ATS Brescia, carried out in the period 2021/2023 with the involvement, in a co-design process, of the lead agencies, the CAVs and the managers of shelters belonging to the local anti-violence networks, and the social services of the areas.

social services, ASSTs, certain ETSs in the area and bodies involved in security and justice. The main objective of the trial was to define procedures/interventions for the care and access to services by underage women who are victims of violence and minors who are victims of witnessed violence, as well as to create a model for a local network based on operational integration between all parties involved in combating the phenomenon of witnessed violence, with a view to trialling a shared care model.

### **Guidelines for integrated network activities in cases of minors who are victims of witnessing violence and young women who are victims of gender-based violence**

The guidelines represent the start of a process of sharing information on the need to adopt a multidisciplinary and multi-agency approach among professionals working in this field. They are one of the results of the project 'A new and attentive approach - Projects for minors who are victims of violence and minors who are victims of witnessed violence'.

### **Interinstitutional framework agreement for minors who are victims of witnessing violence and young women who are victims of gender-based violence**



Intersection between gender and age

The Agreement establishes a coordinating body chaired by the Prefecture with technical/organisational support from ATS Brescia. It is composed of the parties signing the Framework Agreement, who may appoint one or more representatives to participate in plenary meetings and any technical committees that develop operational proposals for the prevention, monitoring, verification and evaluation of the actions undertaken. and the activities carried out. The agreement has a three-year duration from December 2023 to December 2026. The signatories are 47 entities: the Municipality of Brescia was involved in the co-design and implementation of the trial and is one of the signatories to the Framework Agreement. The main functions of the Body include: coordinating the system for the prevention, detection, protection and care of minors who are victims of witnessed violence. children of women experiencing violence and young women who are victims of gender-based violence; the observatory on violence witnessed by minors experiencing domestic violence and gender-based violence against young women.

### **Listening and self-awareness group at Spazio Lampo**

Spazio Lampo has hosted initiatives related to gender-based violence, in particular listening and self-awareness group sessions aimed at those who identify as men, to discuss issues of health, relationships and gender equality and to promote awareness through emotional openness and the sharing of experiences.

### **"Together, we can escape violence"**

Events and initiatives to mark the International Day for the Elimination of Violence against Women - The city's commitment: shows, performances, concerts, readings, conferences, talks, debates, conventions, exhibitions, film and documentary screenings to raise awareness of gender-based violence. Below are some of the initiatives carried out in 2024 in particular.

**Training course “Anti-Violence Network: Re-elaborating Effective Local Experiences for supporting people in their journey out of violence.”**

A joint initiative between anti-violence centres and social services in the local area was promoted by the Anti-Violence Network in 2023. The programme pursued the general objective of promoting mutual understanding between the services involved and reflecting on their operations in order to develop increasingly appropriate and synergistic interventions in response to gender-based violence. The programme saw the participation, as an external expert trainer, of Dr Eleonora Serafini, Manager at the Domestic Abuse Intervention Service, Hackney Borough Council, London, who brought her consolidated professional experience in the United Kingdom, where she has been structuring multi-agency operational networks for years to develop integrated interventions in response to domestic violence.

**Innovative dialogue and integrated work with the Anti-Violence Network and local CAVs**

Starting in 2023, as part of the local network for the social inclusion of people subject to judicial measures, of which the municipality is a partner, training initiatives have been promoted by the team at the Casa delle donne and Butterfly anti-violence centres. for staff at Brescia Prison and the UDEPE (District Office for External Criminal Enforcement) in Brescia on the subject of gender-based violence and the functioning of the local anti-violence network, as well as opportunities for counselling and access to the services of anti-violence centres for female prisoners at Verziano Prison



# Section

# 03

This third section concerns the reclassification of expenditure. The accounting reclassification of expenditure in the gender budget consists of reinterpreting public budget expenditure items from a gender perspective. Reclassification involves reviewing budget items and is a useful tool for steering public policies towards greater gender equality, improving the transparency and effectiveness of spending decisions. The aim is to highlight how policies and financial resources impact women and men differently, in order to promote gender equality.

# Accounting reclassification

This reclassification process allows for the identification of **four main categories** into which expenses are divided according to area of intervention.

TABLE 4 - CRITERIA FOR ACCOUNTING RECLASSIFICATION OF EXPENSES IN THE GENDER BUDGET

DIRECT EXPENSES	These are expenditures that can be traced back to areas of intervention directly related to gender because they are aimed at reducing gender inequalities or promoting equal opportunities through protective or positive action. This section includes, for example, expenditures dedicated to supporting shelters for women who are victims of violence, as well as training, educational and cultural initiatives promoted to raise awareness of stereotypes and discrimination.
INDIRECT EXPENSES FOR INDIVIDUALS AND FAMILIES	These are expenditures that are attributable to areas of intervention that indirectly affect people and are therefore sensitive to the gender of the individuals for whom they are intended. This section includes expenditure which, although not specifically designed to promote equal opportunities, has different effects on women and men, such as home and family services, childcare and elderly care, as well as social interventions aimed at vulnerable groups or those at risk of exclusion. This also includes services that facilitate work-life balance, including employment and vocational training programmes.
INDIRECT EXPENSES FOR QUALITY OF LIFE AND THE ENVIRONMENT	These are expenditures that are attributable to areas of intervention that indirectly affect people because they are intended for those areas that shape the overall living environment of the population; although not explicitly gender-specific, they have different impacts on men and women, for example public transport, urban green spaces, urban safety, culture, sport and recreational events.
NEUTRAL EXPENDITURE	These are expenditures that can be traced back to areas of intervention that have neither direct nor indirect gender impacts, such as the operating costs of the administrative apparatus.

Source: GUIDELINES FOR THE CLASSIFICATION OF EXPENDITURE FROM A State Budget Report 2024



## METHODOLOGY

The section dedicated to the reclassification of expenditure in the 2024 budget of the Municipality of Brescia is the result of a process that included dedicated training for the employees involved.

The objective was to set up the first Gender Budget of the Municipality of Brescia so that, in future years, this process could be easily systematised and could be reviewed and updated annually in line with other reporting and planning tools. It was therefore decided to reclassify expenditure based on the evaluation of expenditure classifications by destination already present in the reporting tools of the Municipality of Brescia, according to the following work phases.

## THE ACCOUNTING RECLASSIFICATION OF THE BUDGET OF THE MUNICIPALITY OF BRESCIA

As part of the analysis of the financial year's management, expenditure commitments were examined in order to identify the resources attributable to gender policies. To this end, the municipal administration sectors were involved through a dedicated training programme. The expenditure items relating to the latest available financial statement (year 2024) were then reclassified, applying a criterion based on gender impact.

## PHASE 1: CHOICE OF CRITERIA AND LEVEL OF RECLASSIFICATION

According to the classification of expenditure into four macro-areas: A) expenditure directly related to gender policies; B) expenditure indirectly related to individuals and families; C) expenditure indirectly linked and related to quality of life and the environment; D) expenditure considered neutral, criteria were agreed upon to distinguish what falls under the definition of direct expenditure, indirect expenditure for individuals and families, indirect expenditure for quality of life and the environment, or neutral expenditure.

For the distinction between indirect and neutral expenditure, the criterion of destination was considered to prevail, and the level of reclassification of expenditure took the PEG (Executive Management Plan) centres as the reference aggregate. Current expenditure is included in the reclassification. (title 1 of the financial statements), capital expenditure or investments (title 2) and the repayment of the principal amounts of loans taken out by the Municipality to finance investments. The reclassification does not include expenditure for the acquisition of financial assets (title 3), for the closure of advances (title 5) and for services on behalf of third parties and transfer items (title 7).

## STAGE 2: RECLASSIFICATION OF DIRECT EXPENSES

As part of the training programme for employees involved in the various areas, after sharing the guiding criteria for reclassifying expenditure items, direct expenditure was mapped and isolated, i.e. expenditure strictly attributable to areas of intervention directly related to gender because it is aimed at reducing gender inequalities or promoting equal opportunities through protective or positive action.

The staff involved identified, within their own sector, the activities and therefore the expenses that could be classified as direct.

Table 5 below lists the areas and respective sectors that have identified direct expenditure: TAB. 5 -

#### DIRECT EXPENDITURE

<b>DIRECT EXPENSES</b>	
<b>AREA</b>	<b>SECTOR</b>
General Management	Human Resources
Urban Planning and Construction	Economic Development and SUAP
Services to individuals	Social Services, social planning and design unit
Technical Services	Public housing and complex projects
Technical services	UDS Administrative coordination and cemetery services
Social sustainability, education, youth and equal opportunities	Early years education services (0-6)
Social sustainability, education, youth and equal opportunities	Right to education, relations with universities, sport, youth policies and equal opportunities
Support for the mayor	Local marketing, culture, museums and libraries
Support for the mayor	Participation
Ecological transition, environment and mobility	UDS Administrative coordination

Direct dialogue between the sectors concerned and the Budget and Accounting Sector made it possible to identify the list of expenditure commitments and indicate which of these commitments relate to direct expenditure.

At the same time, where possible, the working time spent directly on these activities during the year subject to reclassification was quantified. The time was converted into expenditure on the basis of an average cost per employee provided by the Human Resources Department - Payroll Service.

Mapping direct expenditure highlights the commitment made by the Municipality of Brescia to substantially promote gender equality.

The total direct current expenditure in the 2024 financial statement amounts to €1,415,256.03. The direct current expenditure in the 2024 financial statement includes several initiatives that can be referred to the following areas of intervention: Internal Organisation, Education, Family, Work, Participation and Leisure, Gender-based Violence. It should be noted that no capital expenditure, i.e. investments committed for the construction of public works or the purchase of durable goods, for example, has been identified for direct expenditure.

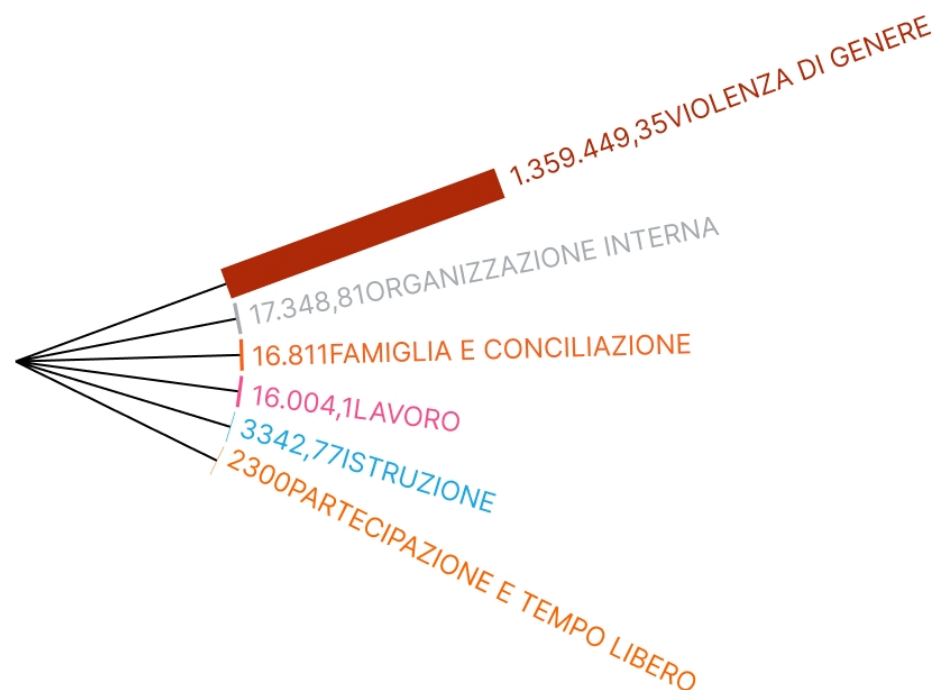
Table 6 details the reclassified direct current expenditure by AREA with examples of interventions.

TABLE 6 DIRECT EXPENSES BY AREA

<b>DIRECT EXPENSES</b>		
<b>AREA</b>	<b>INTERVENTION</b>	<b>CURRENT EXPENSES</b>
Internal organisation	BUDGET-IT project	€17,348.81
Education and equal opportunities	STEM Project workshops in general, Il maggio di Murgia cultural festival	€3,342.77
Family	Residential fees for separated fathers	€16,811.00
Work	Spazio Lampo Project	€16,004.10
Participation and leisure	The voice of fathers	€2,300
Gender-based violence	Equal Opportunities Commission initiatives, Shelter Fees, Support for CAVs, Anti-Violence Network, Spazio Lampo Project, Initiative in honour of a victim of violence	€1,359,449.35
<b>TOTAL</b>		<b>€1,415,256.03</b>

Source: Municipality of Brescia - Internal processing by the expenditure management departments based on data from the 2024 financial statement

Figure 105 below shows, in order of amount, the direct expenditure broken down by area of intervention.



Source: Municipality of Brescia - Internal processing by the expenditure management departments based on data from the 2024 financial statement

#### INTERNAL ORGANISATION:

This area includes direct expenditure relating to **European Project No. 101094391 'BUILDING GENDER EQUALITY THROUGH GENDER BUDGETING FOR INSTITUTIONAL TRANSFORMATION (BUD-GET-IT)'**, WITHIN THE CALL FOR PROPOSALS 'SUPPORT TO THE IMPLEMENTATION OF INCLUSIVE GENDER EQUALITY PLANS (HORIZON-WIDERA-2022-E-RA-01-81)' which sees the Municipality of Brescia as a partner involved in the implementation of its Gender Budget integrated with the Gender Equality Plan: the total expenditure of €17,348.81 refers to the salaries (including charges) of the 10 people involved and members of the working group who worked on the BUDGET-IT project in 2024. Also included are expenses related to the trip to Belgrade to participate in the Consortium Meeting between the project partners organised on 9-10 September 2024.

#### EDUCATION sector:

This item includes direct expenses related to the organisation of **educational and training workshops** as part of the **'STEM in Genere' project run by the University of Brescia** between 30 October 2024 and 31 May 2025: the expense of €642.77 refers to the share of the 2024. The project proposed by the University of Brescia, 'STEM in gene-re', is aimed at primary and secondary schools and is open to childcare services for children aged 0 to 6, thanks to a series of workshops aimed at all those involved in the educational process - children, educators and teachers, parents - allows the STEM approach to be correlated with education for a sense of citizenship free from prejudice towards gender differences.

There is also a direct expenditure of €2,500.00 as a contribution to the association 'GAPP - gender in action for politics and public policies', based in Brescia and active in the empowerment of women and the elimination of gender inequalities: the sum was allocated to the creation of the feminist culture festival 'Il maggio di Murgia' (May in Murgia).

based in Brescia and active in the empowerment of women and the elimination of gender inequalities: the sum was allocated to the creation of **the feminist culture festival "Il maggio di Murgia"** held in May 2024.

Also included are €200.00 in direct expenses charged to the reimbursement of costs for the purchase of 27 tickets to **the show 'Creature. Di piante, insetti umano cuore' (Creatures. Of plants, insects and the human heart)**, dedicated to the German naturalist and painter Maria Sibylla Merian and designed to inspire young people to explore STEM (Science, Technology, Engineering and Mathematics) disciplines through the life and discoveries of the artist, one of the first German scientists known to date, whose methods and conclusions are still recognised today.

#### FAMILY area:

This item includes direct expenses relating to fees paid to **the reception facility for separated fathers** at the Franciscan Convent of San Gaetano (known as 'Bambini con genitori in stato di necessità ODV - ETS'). In 2024, four people found accommodation at this facility for a total cost of €16,811.00, which was covered by the Municipality of Brescia.

#### WORK:

This includes direct expenses related to the cultural activities programme entitled **'Italiano che divertimento' (Italian fun), a free basic Italian language course** aimed at women to help them communicate with their families and children and interact with the community, including babysitting services for the duration of the course, and **the 'Corso bici per donne' (Cycling Course for Women)**, theoretical and practical lessons dedicated to women to help them learn to cycle around the city and gain independence. Both courses are included in the 'Baleno' programme of 'Spazio Lampo' for the period from 19/04/2024 to 23/06/2024 at a cost of €4,695.60 borne by the Municipality of Brescia.

Direct costs totalling €11,308.50 are also included for the implementation of the 'Italiano che divertimento!' (Italian, what fun!) initiative planned for the period October 2024 - April 2025.

#### Area of PARTICIPATION AND LEISURE:

This item includes direct expenses relating to the share of insurance for volunteers participating in **the "La voce dei papà" initiative**, as a contribution to the Associazione Volontari per Brescia (Brescia Volunteers Association), for a total of €300.00.

Also included are direct expenses of €2,000.00 as a contribution towards the training of volunteers dedicated to the initiative 'La voce dei papà' (The Voice of Fathers) of the project **'Le biblioteche di Brescia per un nuovo welfare culturale' (Brescia Libraries for a New Cultural Welfare)**, which aims to develop life skills and competences (information and health literacy) through the promotion of culture and, specifically, reading, considered to be key factors in well-being and health.

#### Area of GENDER-BASED VIOLENCE:

This area of direct expenditure is particularly important for the Municipality of Brescia, which has committed a total of €1,359,449.35 for the year 2024. Starting in 2013, following Italy's ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention)

– **The Municipality of Brescia has taken on the role of leader of the inter-institutional territorial network to combat gender-based violence**, formalised in 2014 through the signing of the first Memorandum of Understanding. The Memorandum of Understanding

The Interinstitutional Territorial Network against Gender Violence, updated in 2021, includes numerous members, including the Prefecture, law enforcement agencies, judicial authorities, the Brescia Prison Administration, 26 municipal administrations, the Brescia Local Health Authority, hospitals, anti-violence centres, shelter management bodies, city universities and numerous other third sector organisations. The lead organisation periodically plans the activities and services to be provided at the local level, through a programme developed with the anti-violence centres and shelter management organisations. A financial plan is also defined, which draws on regional resources, resources from the lead municipality and local social services, and other dedicated sources of funding.

The anti-violence centres affiliated with the anti-violence network led by the Municipality of Brescia are Casa delle Donne CAD Brescia and Butterfly La libertà in un battito d'ali.

In view of this structure, the Municipality of Brescia is committing a total of €1,359,449.35 in 2024, which will be used for multiple interventions.

The largest direct expenditure item, amounting to €887,604.24, relates to the **fees for shelters**, protected facilities for women who are victims of violence and their minor children, for a total of approximately 143 people in the Municipality of Brescia and 1 homeless person, including 84 minors and 60 women.

An additional direct expense of €206,202.91 relates **to the Solidarity Fund**, which covers the costs of the first 30 days of accommodation in emergency facilities for women who are victims of violence, belonging to the Brescia Anti-Violence Network.

The scope of gender-based violence also includes direct expenses amounting to €172,500.00 incurred as a contribution to **co-planning activities with anti-violence centres** in support of ordinary activities such as opening a help desk and taking charge of women victims of violence.

The Anti-Violence Network provides a 24-hour emergency service, which can be activated by calling a dedicated telephone number by the institutional entities of the Network (law enforcement agencies, emergency rooms and local services). The contribution for co-planning activities with the Anti-Violence Centres for the **24-hour telephone on-call service** is therefore included in direct expenses, for a total of €16,300.00 disbursed. The service allows for intervention seven days a week when a woman accepts the advice of a specialised operator from the Anti-Violence Centre or requests to be placed in protective custody.

An additional contribution of €5,700.00 is allocated to anti-violence centres and dedicated to **covering training** and awareness-raising **activities** in the area.

In addition, the sum of €12,468.62 is paid by the Municipality of Brescia to support specific activities dedicated to **providing housing support for women** victims of violence and activities to support their integration into the labour market.

Direct expenses of €29,914.00 and €15,968.58 are also included, relating to **services provided by the SUS Project** (Action 7 services for social cohesion school hub - CUP C89i22001330002) for the implementation of cultural activities entitled 'Mutazioni' (Mutations), 'Parata Lampo Blu', 'Incontrando un mondo di favole', 'Rigeneriamoci-mix', 'Mask.You', 'Spazi gentili', included in Spazio Lampo's 'Baleno' programme, which includes activities dedicated to listening and self-awareness groups aimed at those who identify as men, to discuss issues of health, relationships and gender equality, and to promote greater awareness of

towards emotional openness and the sharing of experiences.

The sum of €2,991.00 for the organisation and staging of an **event in memory of a victim of femicide**, which took place on 21 September 2024 with the aim of raising awareness of violence against women, is also included in the direct expenses.

Finally, €9,800.00 is allocated to direct expenditure for **activities carried out by the Equal Opportunities Commission of the Municipality of Brescia**, which in 2024 include theatre performances and artistic events aimed at raising public awareness of female resilience and the promotion of equality, seminars and training courses offering insights into gender issues and strategies to combat violence, as well as collaborations with local and national authorities to broaden the impact of the initiatives.

## PHASE 3: RECLASSIFICATION OF INDIRECT EXPENSES

Once direct expenditure had been isolated, expenditure that is indirectly relevant due to the various impacts it may have on women and men was analysed. This therefore refers to expenditure on activities that are not directly aimed at reducing inequalities and do not have a specific objective specific objective related to gender equality, but which, having an impact on people, are valued from the gender perspective adopted and support the analysis of the municipality's gender budget.

To further detail the analysis, indirect expenditure has been divided into two macro areas of intervention:

- 1) Indirect expenditure relating to actions dedicated to individuals and families;**
- 2) Indirect costs related to actions dedicated to quality of life and the environment.**

### Indirect expenditure relating to actions dedicated to individuals and families.

The indirect costs relating to actions dedicated to individuals and families are now analysed in detail. This macro-area of intervention includes costs relating to internal organisation and attributable to the functioning of bodies such as the Single Guarantee Committee or initiatives aimed at employees. In addition, indirect expenditure includes expenditure on childcare services, minors, nurseries, education and the right to study, pre-school education including auxiliary educational services, expenditure on families or specific sections of the population such as young people, the elderly, people with disabilities and people at risk of social exclusion; expenditure to support the right to housing, expenditure on social and health services.

Table 7 below lists the missions and related programmes on which indirect expenditure relating to reclassified actions dedicated to individuals and families is incurred.

TABLE 7 INDIRECT EXPENDITURE FOR INDIVIDUALS AND FAMILIES

<b>INDIRECT EXPENDITURE FOR INDIVIDUALS AND FAMILIES</b>	
<b>Mission/Programme</b>	
<b>Mission 1 - Institutional, general and management services</b>	
CUG, Confidential Counsellor, 'Educare in Comune' Project, 'Smartworking', Psychological Help Desk	
<b>Mission 4 - Education and right to study</b>	
1 - Pre-school education	
2 - Other levels of education	
6 - Auxiliary educational services	
7 - Right to education	
<b>Mission 6 - Youth policies, sport and leisure</b>	
2 - Young people	
<b>Mission 12 - Social rights, social policies and family</b>	
1 - Childhood, minors and nurseries	
2 - Disability	
3 - Elderly	
4 - Social exclusion	
5 - Families	
6 - Right to housing	
7 - Social and health services	

Source: Municipality of Brescia - Internal processing of expenditure management sectors based on data from the 2024 financial statement

The mapping of indirect expenditure highlights the commitment of the Municipality of Brescia to promoting actions that have an impact on citizens and families and which, from a gender perspective, are of significant relevance to gender.

In the indirect current and capital expenditure items in the 2024 financial statements, several initiatives have been identified that relate to the following areas of intervention: Internal Organisation, Education, Family and Reconciliation. It should be noted that, for indirect expenditure relating to actions dedicated to individuals and families, capital expenditure has also been reclassified

, i.e. investments committed for the implementation of, for example, public works and the purchase of durable goods.

**Total indirect current expenditure in the 2024 financial statements amounts to €114,542,166.10, while investments amount to €8,642,711.50, for a total of €123,184,877.60.**



The top three expenditure items are childcare, minors and nurseries, totalling €25,784,794.43, of which €25,467,401.00 is current expenditure and €317,393.43 is capital expenditure. This is followed by expenditure on auxiliary education services, totalling €23,821,273.50 and expenditure on pre-school education €19,934,878.79.

Table 8 details indirect expenditure relating to actions dedicated to individuals and families, broken down by AREA, MISSION, PROGRAMME and TITLE. Expenditure related to internal organisation is included.

TABLE 8 INDIRECT EXPENSES FOR INDIVIDUALS AND FAMILIES, BY AREA

INDIRECT EXPENSES FOR INDIVIDUALS AND FAMILIES				
AREA	Mission / Programme	Current expenses	Capital expenditure	Total
<b>Mission 1 - Institutional, general and management services</b>				
Internal organisation	CUG, Trusted Advisor, smart working, "Educating Together" Project, Psychological Help Desk	€44,994.02	€22,588	€67,582.02
<b>Mission 4 - Education and the right to study</b>				
Education	1 - Pre-school education	€19,303,703.95	€631,174.84	€19,934,878.79
Education	2 - Other types of education	€	€5,854,606.34	€12,740,863.06
Family and work-life balance	6 - Auxiliary educational services	€23,816,241.61	€5,031.89	€23,821,273.50
Education	7 - Right to education	€40,000.00	€	€
<b>Mission 6 - Youth policies, sport and leisure</b>				
Education	2 - Young people	€1,169,124.56	€0.00	€1,169,124.56
<b>Mission 12 - Social rights, social policies and family</b>				
Education	1 - Childhood, minors and nurseries	€	€	€25,784,794.43
Family and work-life balance	2 - Disability	€7,643,045.42	€	€7,643,045.42
Family and work-life balance	3 - Elderly	€7,384,223.10	€	€7,384,223.10
Family and work-life balance	4 - Social exclusion	€11,935,687.26	€1,612,104.44	€
Family and work-life balance	5 - Families	€2,463,034.69	€199,812.56	€2,662,847.25
Family and reconciliation	6 - Right to housing	€7,357,122.34	€	€7,357,122.34
Family and reconciliation	7 - Social and health services	€1,031,331.43	€	€1,031,331.43
<b>TOTAL</b>		<b>€114,542,166.10</b>	<b>€8,642,711.50</b>	<b>€123,184,877.60</b>

Source: Municipality of Brescia - Internal processing by the expenditure management departments based on data from the 2024 financial statement

Figure 106 below shows, in order of amount, the indirect costs for interventions dedicated to individuals and families, broken down by area of intervention.



Source: Municipality of Brescia - Internal processing by the expenditure management departments based on data from the 2024 financial statement

### Area INTERNAL ORGANISATION:

Indirect expenses relating to actions dedicated to individuals and families within the Internal Organisation are included in Mission 1 – Institutional, general and management services and amount to a total of €67,582.02. These include current expenses totalling €44,994.02, consisting of **current expenses for the functioning of the Single Guarantee Committee**, substantiated by the salaries, including social security contributions, of the CUG staff members for a total of €5,838.02. Expenses for **the appointment of the Councillor** are also included.

**Trust** fund of €6,000.00. The most significant expenses, amounting to €33,156.00, are for the **psychological counselling service** for employees and for the implementation of the **'Educare in Comune' (Educating in the Municipality)** project **aimed at employees experiencing difficulties at work**, which provided training and support from specialised educators. Capital expenditure, totalling €22,588.00, includes the costs of **setting up workstations for agile working**.

### EDUCATION:

This area includes some of the expenditure for Mission 4 – Education and the right to study, in particular Programmes 1, 2 and 7, which include **expenditure to support pre-school education**.

for a total of €19,934,878.79: these expenses relate to the running of **municipal nursery schools and spring sections** and include furniture, building and green area maintenance, utilities, staff costs, consumables and teaching aids, summer recreation centres, early and extended services, workshop activities, transfer of contributions to private schools and comprehensive schools that run spring sections, and other items. There are also **expenses for other types of education and the right to education**, totalling €12,780,863.06.

Also included are expenses relating to Mission 6 – Youth, Sport and Leisure Policies (Programme 2 – Youth) intended for young people and related initiatives: the total amount is €1,169,124.56.

Finally, we find the expenses that have the greatest impact in this category of indirect expenses, namely the expenses related to Mission 12 and intended for **services for children and minors, in particular nurseries** (Programme 1 – Childhood, minors and nurseries) for a total of €25,784,794.43, of which €25,467,401.00 is in current expenditure and €317,393.43 is in capital expenditure: these expenses relate to **the running of nurseries and childcare facilities for families** and include, as types of expenditure, furniture, building and green area maintenance, utilities, personnel costs, consumables and teaching aids, summer services, early and extended services, workshop activities, transfer of contributions to affiliated private nurseries and childcare facilities for families that run spring sections.

### FAMILY AND WORK-LIFE BALANCE:

This area includes expenditure within Mission 4 – Education and the right to study (Programme 6 – Auxiliary services for education) amounting to €23,821,273.50, of which €23,816,241.61 is current expenditure. The main services allocated to this programme are: **services for the integration of pupils with disabilities**, amounting to €9,732,284.44; **school meals** and related catering services, amounting to €8,221,452.41; and **school transport**, amounting to €1,478,700.74.

The expenses indicated in Mission 12 – Social Rights, Social Policies and Family are also considered; in particular, programmes aimed at specific categories of the population such as the elderly, people with disabilities and, more generally, families are included, supporting areas and needs of life and work-life balance, with indirect impacts on men and women.

The following expenses are therefore included, in order of incidence

programmes aimed at curbing marginalisation and social exclusion (Programme 4 - Social Exclusion) for a total of €13,547,791.70 in current and capital expenditure. This includes **expenditure in support of programmes dedicated to people with disabilities** (Programme 2 - Disability) for a total of €7,643,045.42, expenditure on programmes dedicated to elderly people (Programme 3 - Elderly), amounting to €7,384,223.10, and expenditure on measures to guarantee the right to housing (Programme 6 - Right to housing), amounting to €7,357,122.34.

Finally, other expenses are calculated to support families (Programme 5 - Families) and for social and health services (Programme 7 - Social and Health Services), amounting to €2,662,847.25 and €1,031,331.43 respectively, for a total of €3,694,736.28, of which - mainly - €2,447,007.33 relating to the costs of employees working in social services and €1,047,916.39 for services or purchases of goods necessary for the functioning of offices and the maintenance of facilities.

#### Indirect expenses relating to actions dedicated to quality of life and the environment

The indirect expenses relating to actions dedicated to quality of life and the environment.

This macro-area of intervention includes all expenditure that affects people's quality of life because it invests in shared, work and urban spaces and related services. For example, it includes: expenses related to internal organisation and attributable to workplace safety that impact the quality of working life of Brescia City Council staff. These indirect expenses also include all programmes dedicated to public safety and the promotion of cultural heritage and activities. Indirect expenses related to actions dedicated to quality of life and the environment also include expenses dedicated to supporting youth policies and sport, tourism, urban planning and public building projects. Expenses allocated to the protection of the territory and the environment, such as waste management, are also included here. Transport and mobility expenditure has an indirect impact on men and women and is therefore considered within this reclassification, as are cemetery services, civil protection expenditure and economic development expenditure for commercial networks and consumer protection.

Table 9 below lists the missions and related programmes on which indirect expenditure relating to reclassified actions dedicated to quality of life and the environment is incurred.

TABLE 9 INDIRECT EXPENDITURE ON QUALITY OF LIFE AND THE ENVIRONMENT

INDIRECT EXPENDITURE FOR QUALITY OF LIFE AND THE ENVIRONMENT	
Mission/Programme	
<b>Mission 1 - Institutional, general and management services</b>	
Workplace safety	
<b>Mission 3 - Public order and safety</b>	
1 - Local and administrative police	
2 - Urban safety	
<b>Mission 5 - Protection and enhancement of cultural heritage and activities</b>	
1 - Enhancement of assets of historical interest	
2 - Cultural activities and various interventions in the cultural sector	
<b>Mission 6 - Youth policies, sport and leisure</b>	

1 - Sport and leisure
<b>Mission 7 - Tourism</b>
1 - Development and promotion of tourism
<b>Mission 8 - Land use planning and housing</b>
1 - Urban planning
2 - Public building
<b>Mission 9 - Sustainable development and protection of the territory and the environment</b>
1 - Soil protection
2 - Environmental protection, enhancement and restoration
3 - Waste
4 - Integrated water services
<b>Mission 10 - Transport and the right to mobility</b>
2 - Local public transport
5 - Road network and infrastructure
<b>Mission 11 - Civil rescue</b>
1 - Civil protection system
<b>Mission 12 - Social rights, social policies and family</b>
9 - Necropsy and cemetery services
<b>Mission 14 - Economic development and competitiveness</b>
2 - Trade - distribution networks - consumer protection
4 - Networks and other public utility services

Source: Municipality of Brescia - Internal processing of expenditure management sectors based on data from the 2024 financial statement

In the current and capital indirect expenses included in the 2024 financial statements, several initiatives have been identified that relate to the following areas of intervention: Internal Organisation, Urban Space, Participation and Leisure, and finally Work and Economy. It should be noted that, for indirect expenses relating to actions dedicated to quality of life and the environment, capital expenditure has also been reclassified, i.e. investments committed for the construction of public works and the purchase of durable goods, for example.

**Total current expenditure in the 2024 financial statement amounts to €156,091,687.48, while capital investments amount to €54,738,710.24, for a total of €210,830,397.72.**

The top three expenditure items are expenditure on **local public transport** services, totalling €55,441,127.44, of which €43,624,093.42 is for current expenditure and €11,817,034.02 is for capital expenditure. This is followed by **waste** expenses totalling €35,947,931.4 and **road and road infrastructure** expenses amounting to €24,334,108.34.

Table 10 details indirect expenditure relating to actions dedicated to quality of life and the environment, broken down by AREA, MISSION, PROGRAMME and TITLE. Expenditure related to internal organisation is included.

TABLE 10 INDIRECT EXPENDITURE ON QUALITY OF LIFE AND THE ENVIRONMENT BY AREA

INDIRECT EXPENDITURE ON QUALITY OF LIFE AND THE ENVIRONMENT				
Area	Mission/Pro gramme	Current expenditure	Capital expenditure	Total
<b>Mission 1 - Institutional, general and management services</b>				
Internal organisation	Workplace safety	€426,989.73	€	€426,989.73
<b>Mission 3 - Public order and safety</b>				
Urban space	1 - Local and administrative police	€	€	€19,815,363.04
Urban space	2 - Urban security	€1,035,003.48	€0.00	€1,035,003.48
<b>Mission 5 - Protection and enhancement of cultural heritage and activities</b>				
Participation and leisure	1 - Enhancement of assets of historical interest	€	€887,468.10	€1,723,982.24
Participation and leisure time	2 - Cultural activities and various interventions in the cultural sector	€13,124,461.07	€963,301.39	€14,087,762.46
<b>Mission 6 - Youth policies, sport and leisure</b>				
Participation and leisure	1 - Sport and leisure	€5,435,959.99	€8,429,651.68	€13,865,611.67
<b>Mission 7 - Tourism</b>				
Participation and leisure	1 - Development and promotion of tourism	€888,266.91	€	€888,266.91
<b>Mission 8 - Land use planning and housing</b>				
Urban space	1 - Urban planning	€	€13,396,456.17	€15,207,083.87
Urban space	2 - Public building	€2,485,353.35	€6,134,619.39	€8,619,972.74
<b>Mission 9 - Sustainable development and protection of the territory and the environment</b>				
Urban space	1 - Soil protection	€322,100.97	€83,667.58	€
Urban space	2 - Environmental protection, enhancement and restoration	€9,114,435.95	€4,097,159.71	€13,211,595.66
Urban space	3 - Waste	€35,947,931.41	€	€35,947,931.41
Urban space	4 - Integrated water service	€675,619.22	€	€675,619.22
<b>Mission 10 - Transport and the right to mobility</b>				
Urban space	2 - Local public transport	€43,624,093.42	€11,817,034.02	€55,441,127.44
Urban space	5 - Road network and infrastructure	€16,036,252.28	€8,297,856.06	€24,334,108.34
<b>Mission 11 - Civil rescue</b>				
Urban space	1 - Civil protection system	€271,293.61	€62,386.53	€333,680.14
<b>Mission 12 - Social rights, social policies and family</b>				
Urban space	9 - Necropsy and cemetery services	€1,249,230.72	€135,932.56	€1,385,163.28
	Mission 14 - Economic development and competitiveness			
Employment	2 - Trade - distribution networks - consumer protection	€2,802,724.17	€	€2,818,576.96
Employment	4 - Networks and other public utility services	€606,790.58	€	€606,790.58
<b>TOTAL</b>		<b>€156,091,687.48</b>	<b>€54,738,710.24</b>	<b>€</b>

Source: Municipality of Brescia - Internal processing by the expenditure management departments based on data from the 2024 financial statement

Figure 107 below shows, in order of amount, indirect expenditure on measures dedicated to quality of life and the environment, broken down by area of intervention.



Source: Municipality of Brescia - Internal processing of expenditure management sectors based on data from the 2024 financial statement

#### Area INTERNAL ORGANISATION:

Indirect expenses relating to actions dedicated to quality of life and the environment, which fall under the Internal Organisation area, are included in Mission 1 - Institutional, general and management services, amounting to a total of €426,989.73 attributable solely to current expenses relating to **workplace safety management**.

#### URBAN SPACE area:

This area includes some of the expenses of Mission 3 - Public Order and Safety, in particular Programme 1 - Local and Administrative Police and Programme 2 - Urban Safety, which include the respective expenditure items of €19,815,363.04 and €1,035,003.48 for a total of €20,850,366.52, of which €16,120,340.90 is for the expenses of personnel engaged in **protecting public order and security in the city**.

Expenses relating to Mission 8 - Land use planning and housing, with Programmes 1 - Urban planning and 2 - Public building, are also included.

The total of €15,207,083.87 relating to **town planning expenses** is rap-submitted €1,810,627.70 in current expenditure and €13,396,456.17 in capital expenditure, which represents the highest item of investment included in indirect expenditure dedicated to quality of life and the environment.

These expenses relate to the **acquisition of land and/or urbanisation works for the municipal heritage** as provided for in urban planning agreements and the implementation of **redevelopment projects for public spaces** aimed at improving accessibility and usability for citizens.

The total expenditure of €8,619,972.74 relating to Programme 2 - Public Building refers to **strategic infrastructure activities, structural and social redevelopment of low-cost housing complexes**.

social rents (SAP) and agreed rents (SAS) through demolition, maintenance, renovation, conservative restoration and/or new construction of entire complexes, providing for the implementation of services for residents. This area includes major investments such as, for example, the **redevelopment of the former Arici Sega complex, the Pinqua project** for the construction of new housing, **extraordinary maintenance of ERP (residential) buildings**, the **redevelopment of Via Milano**, the **hydraulic restoration of the Garza north and south streams**, and contributions to places of worship.

Expenses related to Mission 9 - Sustainable development and protection of the territory and the environment are also included in the urban space, which include the following programmes: 1 - Soil protection; 2 - Environmental protection, enhancement and restoration; 3 - Waste; 4 - Integrated water service. The expenditure item for waste, for a total of current expenditure amounting to

€35,947,931.41, represents the second highest expenditure item in this reclassification category. Less significant in terms of amount, but certainly no less important in terms of their impact on the city, are the expenses for environmental protection, enhancement and restoration, amounting to €13,211,595.66, which include the **ordinary and extraordinary maintenance and extraordinary maintenance of parks and green areas in the city**, as well as the safety and **remediation of polluted areas and sites**.

Mission 10 - Transport and the right to mobility also focuses on urban areas with Programmes 2 - Local public transport and 5 - Road network and infrastructure. With a total of €55,441,127.44, of which €43,624,093.42 in current expenditure (including the fee for managing the metrobus) and €11,817,034.02 in capital expenditure, **public transport and road infrastructure** costs represent the largest item of indirect expenditure allocated to quality of life and the environment.

Expenditure on the **civil protection system** under

Mission 11 - Civil Rescue, Programme 1, amount to a total of €333,680.14.

Finally, referring to Mission 12 - Social Rights, Social Policies and Family, the expenses of Programme 9 - **Necropsy and Cemetery Services** are calculated, amounting to a total of €1,385,163.28.

## PARTICIPATION AND LEISURE:

This area includes the expenses within Mission 5 - Protection and enhancement of cultural heritage and activities (Programme 1 - Enhancement of assets of historical interest and 2 - Cultural activities and various interventions in the cultural sector). Capital expenditure for the **enhancement of assets of historical interest**, amounting to €887,468.10, and current expenditure, amounting to €836,514.14, are mainly incurred for the extraordinary and ordinary maintenance of the city's important monumental heritage, including personnel and operating costs for the municipal offices that ensure its protection.

**Expenditure on cultural activities** totalled

€14,087,762.46, including the costs incurred for numerous cultural activities and initiatives, directly by the Municipality (therefore including expenses for staff and office operating costs) or through contributions to other city bodies and institutions.

As for Mission 6 - Youth, sport and leisure policies, we find the expenses included in Programme 1 - Sport and leisure, of which €5,435,959.99 in current expenditure and €8,429,651.68 in investments, for a total of €13,865,611.67, supporting **programmes to strengthen and sustain sports projects and initiatives** and stakeholders in the area, as well as for **routine and extraordinary maintenance of municipal sports facilities** and the construction of new facilities.

Expenditure dedicated to tourism is included in Mission 7 - Tourism - Programme 1 - Development and **promotion of tourism**, for a total of €888,266.91, entirely related to current expenditure.



**WORK area:**

This area includes expenditure under Mission 14 - Economic Development and Competitiveness, in particular Programme 2 - Trade - distribution networks - consumer protection, which accounts for total expenditure of €2,818,576.96. Programme 4 - Networks and other public utility services provides for a total of €606,790.58 in current expenditure.

This area includes expenditure on **the promotion and support of trade** and other economic activities, as well as on the management of **the one-stop shop for productive activities**.

## PHASE 4: RECLASSIFICATION OF NEUTRAL EXPENSES

Finally, expenses attributable to areas of intervention that have no direct or indirect gender impact, such as **administrative operating expenses**, the functioning of institutional bodies, and the general secretariat, and which do not fall within the specific areas listed above, have been reclassified as neutral.

The largest expenditure is attributable to Mission 1 - Services. institutional, general and management expenses, and in particular to Programme 3 - Economic, financial, planning and procurement management, which amounts to €9,789,214.73 in current expenditure and €50,334.09 in investments, for a total of €11,109,202.71.

It should be noted that services provided on behalf of third parties, as referred to in Mission 99 - Programme 1 - Services provided on behalf of third parties and transfer entries, are excluded from the analysis.

**Total neutral expenses in the 2024 financial statements amount to €56,719,518.94, of which €48,702,515.69 relates to direct expenses and €2,042,992.64 relates to capital account investments.**

9. The item "Other expenses" refers to the accounting of loans taken out, awaiting disbursement depending on the progress of the corresponding works financed. This is an accounting transaction that does not represent an area of actual activity and has therefore been separated from the distinction between current expenses and capital expenses.

Table 11 details the neutral expenses.

TABLE 11 NEUTRAL EXPENSES

NEUTRAL EXPENSES					
Scope	Mission / Programme	Current expenditure	Capital expenditure	Other expenditure <sup>9</sup>	Total
<b>Mission 1 - Institutional, general and management services</b>					
Neutral expenditure	1 - Institutional bodies	€6,449,649.67	€5,548.47		€6,455,198.14
neutral expenses	2 - General Secretariat	€2,627,539.74	€		€2,627,539.74
neutral expenses	3 - Economic and financial management, planning and procurement	€9,789,214.73	€	€1,269,653.89	€11,109,202.71
Neutral expenses	4 - Tax revenue management and tax services	€4,803,740.34	€		€4,803,740.34
neutral expenses	5 - Management of public and patrimonial assets	€1,681,856.04	€290,151.30		€1,972,007.34
neutral expenses	6 - Technical office	€5,238,818.12	€410,737.29		€5,649,555.41
neutral expenses	7 - Elections and referendums - Registry office and civil status	€4,177,596.49	€130,582.49		€4,308,178.98
neutral expenses	8 - Statistics and information systems	€3,637,498.31	€1,155,639.00		€4,793,137.31
Neutral expenses	10 - Human resources	€3,729,401.25	€		€3,729,401.25
Neutral expenses	11 - Other general services	€6,567,201.00	€		€6,567,201.00
<b>Mission 50 - Public debt</b>					
neutral expenditure	2 - Principal portion of mortgages and loans	€	€	€4,704,356.72	€
	<b>TOTAL</b>	<b>€48,702,515.69</b>	<b>€2,042,992.64</b>	<b>€5,974,010.61</b>	<b>€56,719,518.94</b>

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Analysis of reclassified expenses

An analysis of the reclassified gender budget shows that the **most significant expenditure relates to indirect expenditure on measures dedicated to quality of life and the environment**, which alone account for almost 54% of total budget expenditure, amounting to €210,830,397.72. This is followed by indirect expenditure on actions for individuals and families, totalling €123,184,877.60, or 31.41%, while neutral expenditure amounts to €56,719,518.94. **Direct expenditure, with a total of €1,415,256.03, represents 0.36% of total expenditure.**

Table 12 shows the overall reclassification of expenditure in the gender budget of the Municipality of Brescia - Year 2024

TABLE 12 OVERALL RECLASSIFICATION OF EXPENDITURE

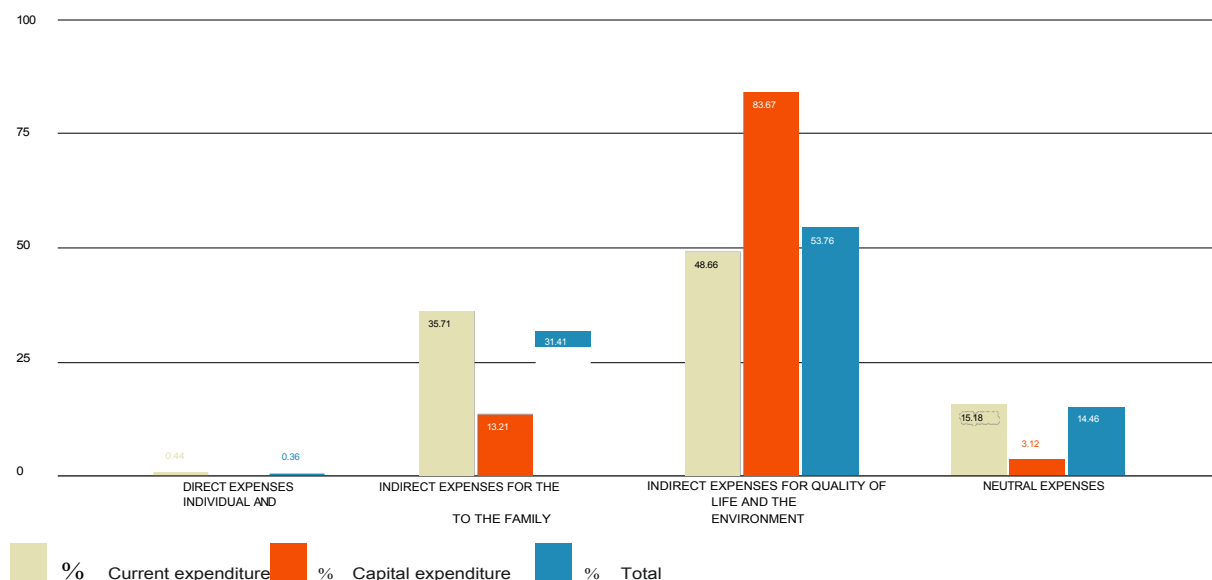
	Current expendi ture	Capital Expendit ure	Other expenditure	Total	% Current expendit ure	% Capital expenditure	% Total
DIRECT EXPENSES	€1,415,256.03	-	-	€1,415,256.03	0.44	-	0.36%
INDIRECT EXPENSES FOR INDIVIDUALS AND FAMILIES	€114,542,166.10	€8,642,711.50	-	€123,184,877.60	35.71	13.21	31.41
INDIRECT EXPENSES RELATED TO QUALITY OF LIFE AND THE ENVIRONMENT	€156,091,687.48	€54,738,710.24	-	€ 210,830,397.72	48.66	83.67	53.76
NEUTRAL EXPENSES	€48,702,515.69	€2,042,992.64	€5,974,010.61	€56,719,518.94	15.18%	3.12	14.46
TOTAL FINAL EXPENSES	€320,751,625.29	€65,424,414.38	€5,974,010.61	€392,150,050.28	100	100.00	100.00
SERVICES FOR THIRD PARTIES AND TRANSFER ITEMS			€37,984,783.07	€37,984,783.07			
TOTAL OPERATING EXPENSES				€430,134,833.35			

Looking closely at the reclassification of expenditure and the different distributions between direct expenditure and capital expenditure among the categories, certain findings emerge. **Investments relating to indirect expenditure on quality of life and the environment stand out, representing 83.76% of total capital expenditure**, while 13.21% of investments relate to indirect expenditure on people and families. It should also be noted that, for direct expenditure alone, no capital investment amounts are indicated, only current expenditure. Compared to total expenditure, direct expenditure, i.e. expenditure attributable to areas of intervention directly related to gender because it is aimed at reducing gender inequalities or promoting equal opportunities through protective or positive action, accounts for 0.36% of total expenditure.

Figure 108 illustrates the overall reclassification of expenditure in the Gender Budget of the Municipality of Brescia - Year 2024, divided into

FIG. 108 - RECLASSIFICATION OF THE GENDER BUDGET OF THE MUNICIPALITY OF BRESCIA

Year 2024



Source: Municipality of Brescia - Internal processing of expenditure management sectors based on data from the 2024 financial statement

Looking at the distribution of expenditure by area of intervention, it can be seen that **the incidence of expenditure allocated to interventions dedicated to urban spaces is significantly higher than any other expenditure**, with a total of €176,412,417.17. **This is followed by interventions to support families and promote work-life balance**, with total expenditure of €63,464,445.74.

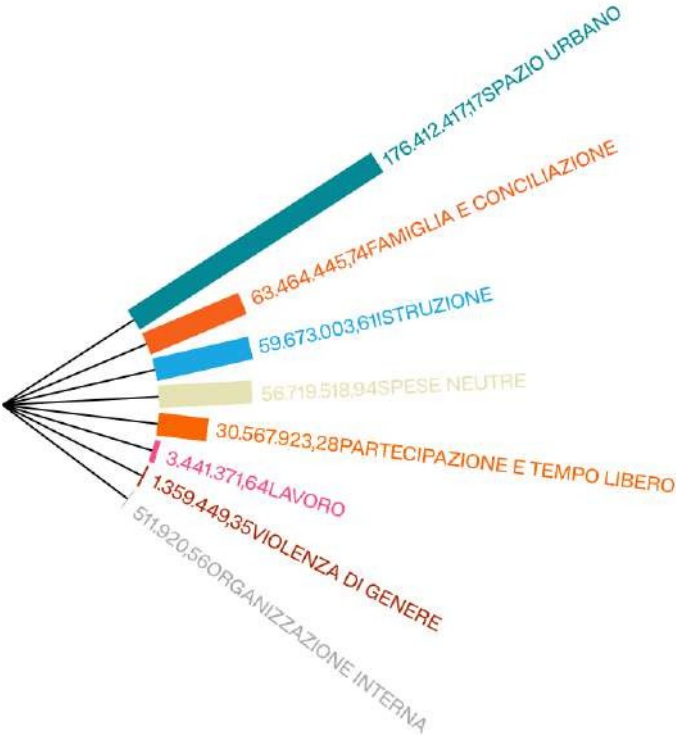
Table 13 details direct and indirect expenditure on individuals and families, and indirect expenditure on quality of life and the environment, broken down by area of intervention.

TABLE 13 DETAILED OVERVIEW OF RECLASSIFIED EXPENSES, BY AREA

	Direct expenditure	Indirect expenditure People and Family	Indirect expenditure Quality of life and environment	TOTAL
Internal organisation	€17,348.81	€67,582.02	€426,989.73	€511,920.56
Education	€3,342.77	€59,669,660.84	€	€59,673,003.61
Family and work-life balance	€16,811.00	€63,447,634.74	€	€63,464,445.74
Labour	€16,004.10	€0.00	€3,425,367.54	€3,441,371.64
Participation and leisure	€2,300.00	€	€30,565,623.28	€30,567,923.28
Gender-based violence	€1,359,449.35	€	€	€1,359,449.35
Urban space	€	€	€176,412,417.17	€176,412,417.17
Health	€ 0	€	€0.00	€ 0.00
Power and representation	€	€	€	€
Economy	€ 0.00	€ 0.00	€	€ 0.00
Neutral expenses	-	-	-	€56,719,518.94
TOTAL	€1,415,256.03	€123,184,877.60	€ 210,830,397.72	€392,150,050.28
SERVICES ON BEHALF OF THIRD PARTIES AND TRANSFER ENTRIES				€37,984,783.07
TOTAL OPERATING EXPENSES				€430,134,833.35

Source: Municipality of Brescia - Internal processing of expenditure management sectors based on data from the 2024 financial statement

Figure 109 below shows the expenses broken down by area of intervention, in order of amount.



Source: Municipality of Brescia - Internal processing by the expenditure management departments based on data from the 2024 financial statement

Starting with **future gender budgets**, it will be possible to add a trend analysis also with reference to the incidence of reclassified expenditure categories in relation to total expenditure.

It will also be useful to be able to compare, in future analyses, any differences in the distribution of expenditure between current and capital items, including with regard to areas of intervention.

The opportunity to allocate capital expenditure may also be assessed with regard to direct expenditure aimed at reducing gender inequalities or promoting equal opportunities through protective or positive action to encourage the acquisition or creation of assets with long-term utility, i.e. assets that are not exhausted in a single financial year. If properly planned in line with the needs of citizens, these expenditures are likely to generate benefits that extend over several years.

The reclassification criteria can also be used as a basis for reclassifying current revenue, which is classified in the budget by source (e.g. taxes, transfers, service fees) and also by PEG centre.

The value of the financial analysis of the Gender Budget of the Municipality of Brescia proposed in the reclassification therefore represents above all a **definition of the quality of expenditure**, rather than a measurement of quantity, and, by linking it to the analysis of the context offered and the programmatic actions implemented, it allows for suggestions to be made regarding the planning of future interventions.



# Conclusions



In June 2025, while this Gender Report was being drafted, the Global Gender Gap Report 2025, which analyses the state of gender equality in 148 countries around the world, reported that 68.8% of the overall gap had been closed globally. The top ten economies in the world, mostly European, have closed more than 80% of the gender gap, but global progress remains slow. At the current rate, it will take 123 years to achieve full equality, with even longer timescales in the political and economic sectors. (162 years) and economic (135 years).

Although Italy has improved slightly in the overall ranking, climbing two positions, it remains in 85th place out of 148 countries, last among European economies. While economic participation (117th place) is the lowest, there has been slight progress in politics (65th), education (51st) and health (89th).

These global data confirm that the road to gender equality is still long and requires constant structural interventions.

The drafting of the Gender Equality Report for the Municipality of Brescia represents a strategic commitment for the years to come. The data collected highlights a concrete focus on gender policies, with 0.44% of expenditure allocated directly to specific interventions and percentages rising to 31.41% and 53.76% when considering areas of intervention that indirectly impact gender and relate to services for individuals and families on the one hand and quality of life and the environment on the other. The reclassification of expenditure confirms the Municipality of Brescia's ability to direct the use of public resources with a focus on gender differences.

This report is a useful starting point for understanding existing dynamics and developing tools that make inequalities visible. The three-year Gender Report does not merely provide a snapshot of the current situation but, together with the Gender Equality Plan 2026-2028, represents the starting point for identifying targeted policies and future paths, in the knowledge that every intervention has a differentiated impact.

The process that has been initiated has raised awareness that reporting must evolve towards full integration into the policy and budget planning phase. With this work, the Municipality of Brescia confirms its commitment to combating discrimination by promoting constant monitoring both within the institution and throughout the territory.

The Gender Budget is a strategic tool aimed at ensuring fairness in the distribution of public resources, taking into account the differences in needs, conditions and opportunities between women and men. Its implementation allows local policies to be geared towards greater effectiveness and inclusiveness, in line with the principles of equal opportunities and social justice. The adoption of good practices and their integration into planning tools is an essential step in consolidating the Municipality of Brescia's commitment to fair, sustainable and inclusive governance.

The Gender Budget therefore activates, with a commitment to continuity, a process that constitutes an effective opportunity to improve the effectiveness of public policies and promote local development that is truly attentive to the rights and needs of all.

2025

# Gender Budget

Municipality of Brescia

**BUDGET**  **IT**

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