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Professions, gender gap worsens against women

A study by [Confprofessioni](#) presented in Rome on 11 March points to a worsening of three elements of inequality: numerical, income and age

by M.Fr.

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From 2% of industrial experts up to 84% of psychologists. If one looks at the world of professions from the perspective of gender, the diversity between the different professions is remarkable. It ranges from just two women out of 100 among industrial experts to 84 women out of 100 among psychologists. Labour consultants and lawyers come closest to parity, with 47 women and 53 men. Apart from psychologists, there is a majority of women only among veterinarians (57%), nurses (71%) and biologists (75%). Among the most 'testosteronic' sectors are (in addition to industrial experts) agricultural experts (91% men), surveyors (90%) and engineers (84%). Among technical professionals, architects have the

highest female component (41%). The data can be read in Confprofessioni's focus on "Intertwining gaps: gender, territory and generations among freelance professionals", presented in Rome on 11 March at the 2nd Confprofessioni Youth Forum, promoted by the confederation's young people.

But the most worrying message of the Confprofessioni study is not so much about the 'gender gap' but about the 'gender pay gap'. On the pay gap between men and women, the study has in fact identified a not good trend. "The gender gaps are structural and worsening," the document reads. Although the presence of women in the liberal professions has grown, the earnings gap has widened. The Iprp - that is, the income parity index for professionals - has fallen from 61.4 per cent in 2010 to 53.7 per cent in 2024. It means that a female professional now has an income of just over half that of a male colleague, whereas it was much more 14 years earlier. Looking at the separate Inps management, the trend is positive: 72.2% in 2024 against 68% in 2014. In any case, 'the gap remains significant'.



It should not be forgotten that the female-dominated professions, mentioned above, are also those that are 'systematically less remunerative than male-dominated professions', such as engineers, surveyors and experts. There is also a geographical gap that, regardless of gender, sees professionals in the North 'earn 20-24% more than the national average, while those in the South are between 67% and 71% of the national average'. Again, things look better considering the Inps separate management, with the South recovering around 12 percentage points compared to the national average. The last gap analysed by Confprofessioni is the anagraphic one. "The age gap is not narrowing and poses a problem of generational sustainability" among the professions, says the study. Between 2014 and 2024, the average age grew from 45.8 to 47.9 years, with a median age of 48. The 51-60 age group is now the most numerous. In addition to being fewer, professionals under 30 also have an income equal to 31% of a colleague in the 51-60 age group.

"All these "three axes of inequality overlap and are amplified" to the point that "a female professional, young and resident in the South of Italy concentrates all the factors of disadvantage on herself, in a condition of multiple deprivation". Confprofessioni recalls that, according to Adepp data, "in 2024 a professional in the South will have an income equal to 31% of that of a male colleague working in the North". Things get worse as one goes up in age: "a woman in the 31-40 age bracket receives an income equal to 33% of that of a male colleague at the peak of his career, i.e. in the 51-60 age bracket".

Giulia Maddalena new coordinator of the Youth Council

Also on 11 March, lawyer Giulia Maddalena took office at the head of the Consulta giovani, the body representing young professionals within the Confederation, with the aim of enhancing the contribution of the new generations in the development of the liberal professions system.

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