

# Young people and (multiple) discriminations: state of art and training needs



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**1**

**Key objective  
of the research**

**Which was the goal?**



**The aim of  
this research  
was to  
identify and  
describe...**

- ⦿ legislation and services against discriminations in Italy
- ⦿ discriminations more specifically associated with young age
- ⦿ training needs of young persons concerning discriminations



## How we did it...



### Literature review

17 reports - articles - books

10 Case law precedents

Legislation texts



### Field work

3 Interviews to stakeholders

Scenario-based focus group with 14 (+2) youth

**2**

**Legislation and  
services**

**Against  
discrimination in  
Italy**



## Legislation

- ⊙ Equal opportunities are part of Italian Constitution
- ⊙ No law targeting discrimination **in general** but:
  - ✓ All types of discriminations in working context
  - ✓ Gender based - in all contexts
  - ✓ Racial - in all contexts
  - ✓ Against people with disabilities - in all contexts
- ⊙ No legal recognition of multiple or intersectional discriminations



## Services

### National level

- ⊙ National office against discriminations (UNAR)
- ⊙ Gender equality commissioners (by law at national – regional and local level)
- ⊙ Equal opportunities committees (CUG) compulsory in all Universities + in some Universities there are specific antidiscrimination services (on gender and sexual orientation based discrimination)
- ⊙ National help-line against GBV

### Regional / local level

- ⊙ Regional public-private networks (some Regions)
- ⊙ Antidiscrimination commissioner (Friuli V. G. Region)
  - ⊙ Services offered by NGOs and trade unions



# Education and awareness rising

## Citizenship and constitution

Topic is included in all high school curricula (law 169/08)

## National plan against GBV

Provides for educational initiatives against GBV in every school

## National week against violence and discrimination

Every year in all kind of schools, with dedicated funding

## National week against racism

Promoted by UNAR - include initiatives at community level as well as in schools (no funding)



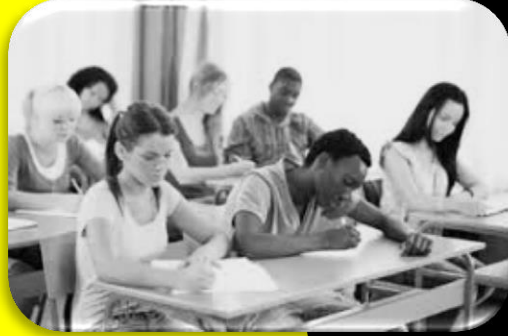


**3**

**Key results**

**From literature  
review**

# Schools



**are often a setting of  
discrimination, particularly  
for those related with sexual  
orientation and bullying**

69% of LGBTs disguised their sexual orientation before the age of 18 because of the hostile context they perceived in school

50% of students declare they have been victim of bullying at least once in the last 12 month

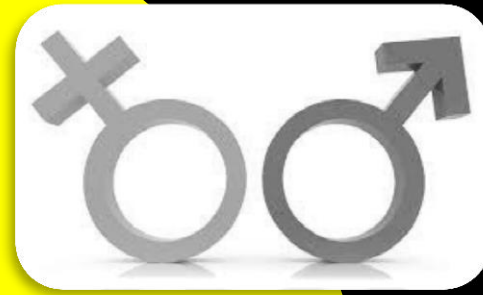
# Counselling



**Can often be discriminatory,  
determining in schools  
segregation based on gender  
and racial origin**

⊙ This form of discrimination is considered particularly severe because of its potential impact on the transition to upper education and work.

# Gender



**Young men are often more discriminated than young women.**

**Girls 16-24 are more frequently victims of sexual violence than older women.**

# Work - 1



**Racial discrimination shows  
already from internship phase**

**Lower social capital of  
migrants**

**Discrimination based on  
physical appearance**

# Work - 2

Gender pay gap

Discrimination of veiled women

Gender stereotypes and discriminatory counselling



# Racism



**50% of migrant youth says they have rarely perceived racist behaviors towards them**

**Boys more often victims than girls**

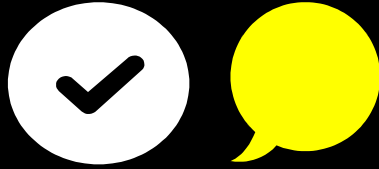


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**Key results**

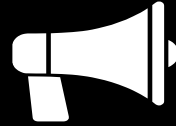
**Training needs**





**AWARE**

Young persons are nowadays often aware and sensitive concerning the topic of discrimination and they are able to detect it, thanks to the many initiatives promoted in schools and in informal educational contexts, showing the success of public efforts aimed to raise attention, especially on gender-based and racial discrimination



# UNDER REPORTING AND ACTION

Youth are those reporting less frequently to have been victim or witness of discriminatory practices and they seem to have little knowledge about how to react when they face discriminatory situations



**5**

**Conclusions**



From the point of view of research, there is certainly a lack of studies focusing on youth and discrimination. It would be important to always include age (and gender) as a variable in studies on discrimination and to further explore young age as a specific cause of discrimination.



There are forms of discrimination which would deserve attention because they are emerging (such as religious discrimination), more difficult to challenge (ex. Institutional discrimination) or particularly relevant for our target group (like age discrimination)



In the last years significant steps forward have been taken on awareness rising but so far the focus has been on understanding the phenomenon.

Less has been done in order to put young people in the condition to react in case they are victims or witnesses of discrimination, know how to seek for help or what can be done to remove the inequality

# Thanks!

**Any questions?**

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**Anziani e non solo soc.coop.**