

InGEPaST project

“The Intersection of Gender and Ethnicity in Socio-Economic Participation in South Tyrol and Catalonia in Post-Pandemic Times”

WP3 – Deliverable D.3.1
“Report on policies’ analysis”
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Author: Dr. Alexandra Tomaselli

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1 Project abstract and research questions

The InGEPaST project aims to explore the intersection of gender and ethnicity vis-à-vis socioeconomic participation in two substate units that share similar autonomous settings and societal challenges (South Tyrol and Catalonia) to provide innovative solutions for enhancing the access to employment, education, and social and public services of women and LGBTIAQ+ (lesbian, gay, bisexual, transgender, gender diverse, intersex, asexual, queer and questioning) individuals in a post-pandemic scenario.

InGEPaST's main hypothesis is that the adverse effects of the intersection of gender and ethnicity (particularly, in terms of socioeconomic participation, i.e., access to employment, education, and social and public services) have recently worsened vis-à-vis women and LGBTIAQ+ individuals due to both the pandemic and the precautionary safety measures (e.g., lockdowns, homeschooling, prohibition of gatherings) also in rich areas such as South Tyrol. Therefore, there is a need to understand how this intersection operates and relates also with other social drivers or conditions (e.g., age, class, degree of agency, disability, urban-rural reality) and external factors (e.g., stereotypes, domestic division of labor, religion, gender-based violence).

InGEPaST adopts an interdisciplinary socio-legal approach and a qualitative methodology. It thus works with the real-world gender policies' stakeholders (women and LGBTIAQ+ individuals and their civil society organizations – CSOs) as well as local policy-experts and makers by conducting empirical research in both South Tyrol and Catalonia.

InGEPaST proposes an applied research approach that innovatively bridges three areas of study (gender, minorities/stateless nations, and migration) that, with few exceptions, have been traditionally tackled separately. Moreover, it applies the lens of intersectionality to capture the layers of stratified discrimination that women and LGBTIAQ+ individuals may suffer from vis-à-vis their socioeconomic participation. In Europe, studies on intersectionality have mostly addressed the intersection of gender and work with regard to women and migration only, and, so far, little attention has been dedicated to the intersection of gender, ethnicity and work of LGBTIAQ+ individuals. InGEPaST positions itself in these scholarly lacunae and serves also as a socio-legal research vehicle to assess and promote the local application of the Sustainable Development Goals (SDGs) nos. 5 (gender equality), 8 (decent work and economic growth), 10 (reduced inequalities), and 16 (peace, justice and strong institutions) and of the three principles of universal values (human rights-based approach; leave no one behind; gender equality and women's empowerment).

Hence, InGEPaST main research question (RQ) is as follows: how do gender and ethnicity intersect vis-à-vis socioeconomic participation (i.e., access to employment, education and social and public services) of women and LGBTIAQ+ individuals in South Tyrol and Catalonia in light of the SDGs (nos. 5, 8, 10, and 16) and the three principles of universal values (human rights-based approach; leave no one behind; gender equality and women's empowerment)?

This RQ is further articulated into the following refined research sub-questions (SRQs):

1. What are the main social drivers and external factors that influence the intersection of gender and ethnicity in the socioeconomic participation of women and LGBTIAQ+ individuals in South Tyrol and Catalonia? How do they correlate, operate and differentiate?
2. What are the pros and cons of the existing (pre-pandemic) South Tyrolean and Catalan policies (including laws and ad hoc bodies) toward gender and ethnic socioeconomic participation? Should they be reshaped, and, if so, how?

3. How can the substate application of recovery policies or other substate/local policies and instruments promote socioeconomic participation of women and LGBTIAQ+ individuals in a post-pandemic scenario in South Tyrol and Catalonia, also in light of the SDGs (nos. 5, 8, 10, and 16) and the three principles?

2 This report

This report provides the data analysis and results that are necessary to reply to the second and the third of the abovementioned sub-research questions.¹

First, it describes the process of the policies' analysis of the InGEPaST project that comprised two sets of data and thus two phases of data collection: primary data stemming from empirical research carried out with policy-experts in South Tyrol and Catalonia between January and March 2023 (second part of WP2); secondary data that include those South Tyrolean and Catalan policies and laws that deal with or otherwise affect the socioeconomic participation of women and LGBTIAQ+ individuals at local level (WP3).

Second, it supplies the data results that serve to elaborate the second of the InGEPaST project scientific articles (milestone M.4.4: submission of 2 scientific articles to peer-reviewed journals due for month 24).

Hence, the next sections present:

1. the methodology (section 3), including the research techniques, the sampling strategies, the samples' description, the data collection and the related ethical concerns;
2. the data analysis, including the approaches of the thematic and content analyses, including the coding strategies (section 4); and
3. the data results (section 5).

3 Methodology

3.1 Introduction

InGEPaST adopts an interdisciplinary socio-legal approach and a qualitative methodology that derives from its research questions. More specifically, by applying and building upon the legal theory of intersectionality (Crenshaw 1989 and 1991; Collins 1990) and adhering to poststructuralist/postmodern feminist and queer theories, InGEPaST bridges the social sciences (interpretative) qualitative approach that collects and analyzes individual perceptions (Robson & McCartan 2016: 20, 24-25) with the legal qualitative methodology that analyses the "real-world" level of application and impact of legal instruments (e.g., policies, laws) upon specific sectors of the society (Dobinson & Johns 2014: 19-21).

Moreover, the project follows the "paradigm intersectionality approach" proposed by Hancock (2019: 118) to empirically analyze the complex causalities of specific social inequalities and, at the same time,

¹ Regarding the first sub-research question, see deliverable D.2.1 (WP2) "Report on the thematic analysis of empirical data", doi: 10.5281/zenodo.7907547, <https://zenodo.org/record/7907547>.

suggest ideas to transform the legal institutions, which, in InGEPaST, are the socioeconomic policies and laws vis-à-vis women and LGBTIAQ+ in South Tyrol and Catalonia.

Hence, the InGEPaST project dedicated the first part of its research on identifying how gender and ethnicity create a critical matrix together with other social factors and how they potentially lead to social inequalities vis-à-vis the socioeconomic participation of women and LGBTIAQ+ in these two substate units.²

This report illustrates the second part of the research that focused on the local policies and laws of South Tyrol and Catalonia that address the socioeconomic participation of women and LGBTIAQ+ individuals. This was carried out through a thematic analysis of primary data provided by empirical research with policy experts and a content analysis of the secondary data (local policies and laws). Both analyses pointed at understanding how the abovementioned social inequalities may be addressed in the future by policymakers to achieve the project aim to enhance the access to employment, education, and social and public services of women and LGBTIAQ+ in South Tyrol and Catalonia.

The overall methodological approach and research design of the InGEPaST project are further specified in deliverable “D.1.2: Short report on fine-tuned methodology”.³

3.2 Research techniques

In accordance with InGEPaST project methodology,⁴ sub-research questions nos. 2 and 3 required the analysis of two sets of data: primary and secondary data. The former was generated by empirical research carried out with policy-experts in South Tyrol and Catalonia between January and March 2023 (months 12-15). The latter consisted of substate South Tyrolean and Catalan pre-pandemic and recovery laws, policies and other instruments that deal with or anyhow affect the socioeconomic participation, i.e., access to employment, education, and social and public services, of women and LGBTIAQ+ individuals.

Therefore, I have adopted the qualitative research technique of semi-structured individual interviews with policy experts to collect the above-mentioned primary data, and the documentary research method to gather the secondary data (local policies, laws and action plans).

3.3 Sampling strategies and samples' description

3.3.1 Primary data

To collect primary data, I have used non-probability (or purposive) sampling strategies (Robson & McCartan 2016: 279). In particular, I have employed the quota sampling (Robson & McCartan 2016: 280) to try reaching out to a variety of policy experts that have occupied or continue to occupy key positions in those public administration bodies that are in charge of protecting gender and cultural diversity and promoting equal opportunities, antidiscrimination and social inclusion policies at regional level in

² See Deliverable D.2.1 (WP2) “Report on the thematic analysis of empirical data”, doi: 10.5281/zenodo.7907547, <https://zenodo.org/record/7907547>.

³ Deliverable D.1.2 (WP1) “Short report on fine-tuned methodology”, doi: 10.5281/zenodo.6531565, <https://zenodo.org/record/6531565>.

⁴ Deliverable D.1.2 (WP1) “Short report on fine-tuned methodology”, doi: 10.5281/zenodo.6531565, <https://zenodo.org/record/6531565>.

Catalonia and at provincial and municipal level in South Tyrol. This asymmetry is due to the fact that in Catalonia, the competence to deal with gender, diversity and social inclusion is of the *Generalitat de Catalunya* at country level, while in South Tyrol it is dealt with both at provincial and municipal level.⁵ I have also used the snowball sampling (Robson & McCartan 2016: 281) insofar as some of the respondents that were identified in accordance with quota sampling indicated other policy experts that eventually served as respondents as well.

Hence, I have carried out a web-based search to identify those public administration bodies that, as mentioned, are in charge of protecting and promoting gender and cultural diversity, equal opportunities, antidiscrimination and social inclusion policies in both substate units.

I have eventually identified 18 policy experts in South Tyrol and 8 in Catalonia. This asymmetry, as mentioned, is due to need to include municipalities in the former substate unit.

Out of these policy experts, I selected and invited for an interview 13 in South Tyrol and all 8 in Catalonia. Among the former there were 6 experts from the 4 main municipalities and 7 from the provincial level. The latter were all current or former civil servants of the *Generalitat de Catalunya* in the abovementioned sectors.

The policy experts that were eventually excluded from the sample in South Tyrol were those that were purely or mainly dealing with education or minors' issues and thus could not contribute with regard to issues related to the domains of work and public services.

I contacted the policy experts from mid-January to mid-February. I started conducting the interviews in late January 2023 and held the last one on 20 March. The invitation to be interviewed was sent up to 3 times via email in South Tyrol and, in some cases, followed up by a telephonic contact. In Catalonia, to contact the public administration there is an online required procedure that assigns to each request a number (*expedient*) to follow up the request.⁶ Apart from those who eventually accepted the interview, other few bodies replied and indicated to contact those who had already accepted the interview thus "merging" the requests, while other never replied. There was no possibility to contact them via telephone.

I carried out the interviews in four languages (German, Italian, Catalan and Spanish), in person or online (always asking to the interviewee) and during the timetable according to the interviewees' preferences.

I eventually carried out 10 individual semi-structured interviews: 3 in Catalonia and 7 in South Tyrol. This asymmetry is mainly due to the difference in the competence regarding equal opportunities and social inclusion mentioned above: while for Catalonia it has been sufficient to contact key informants of the local public administration (*Generalitat de Catalunya*), for South Tyrol it was crucial to contact also the municipalities since some of them have been pioneering in promoting equal opportunities within their municipal borders and are even more active than the provincial level (see section 4 on data analysis). This is also evident from the rate of conducted interviews, which has been higher with municipal policy experts than provincial ones. See table 1 below.

⁵ For Catalonia, article 153 of the [Statute](#) assign to the *Generalitat* the exclusive competence in the subject of gender policies; article 138 gives to it (mainly) executive competences in the subject of immigration; and article 42.7 gives it a role to promote social inclusion including the Roma and Sinti (*poble gitano*). For South Tyrol, see Presidenza del Consiglio dei Ministri-Dipartimento per la Pari Opportunità, "[Strategia Nazionale per la Parità di Genere](#)", July 2021; moreover, South Tyrol has a local law on the integration of foreigners (l.p. 12 of 2011).

⁶ See, e.g. the [request for the Department of Business and Work](#) (*Departament d'Empresa i Treball*).

	Catalonia	South Tyrol - Provincial level	South Tyrol - Municipal level
Invited	8	7	6
Interviewed	3	3	4
Total invited	21		
Total interviews	10		

Table 1: Number of policy experts invited and eventually interviewed

The 10 interviewees, as mentioned, are currently or were formerly employed in public bodies dealing with the project core themes, as specified in the figures 1-3 below.

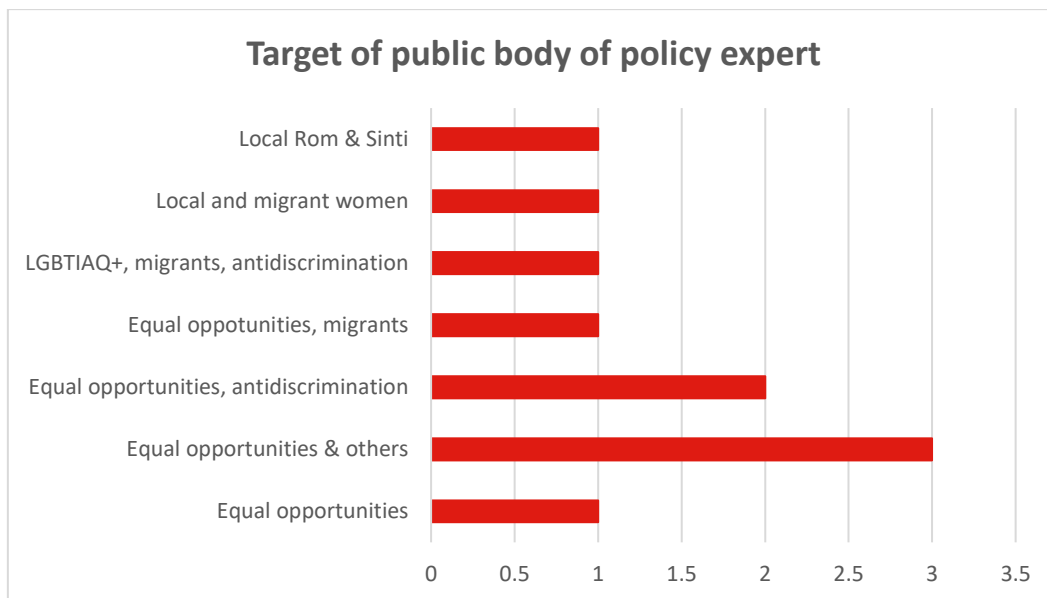


Figure 1: Target of the public bodies where the interviewed policy experts work(ed)

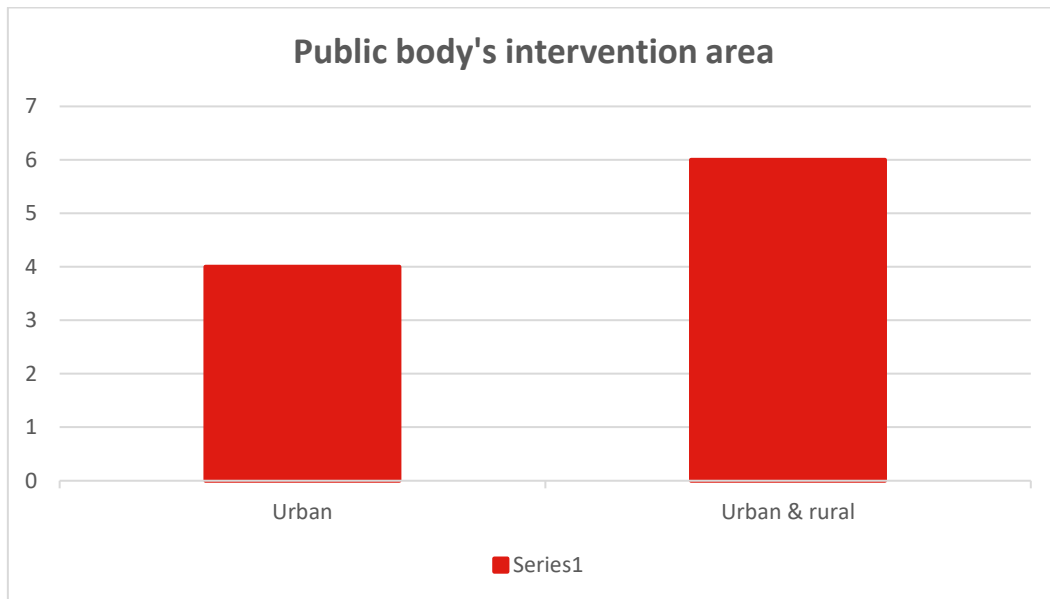


Figure 2: Area of intervention of the public bodies where the interviewed policy experts work(ed)

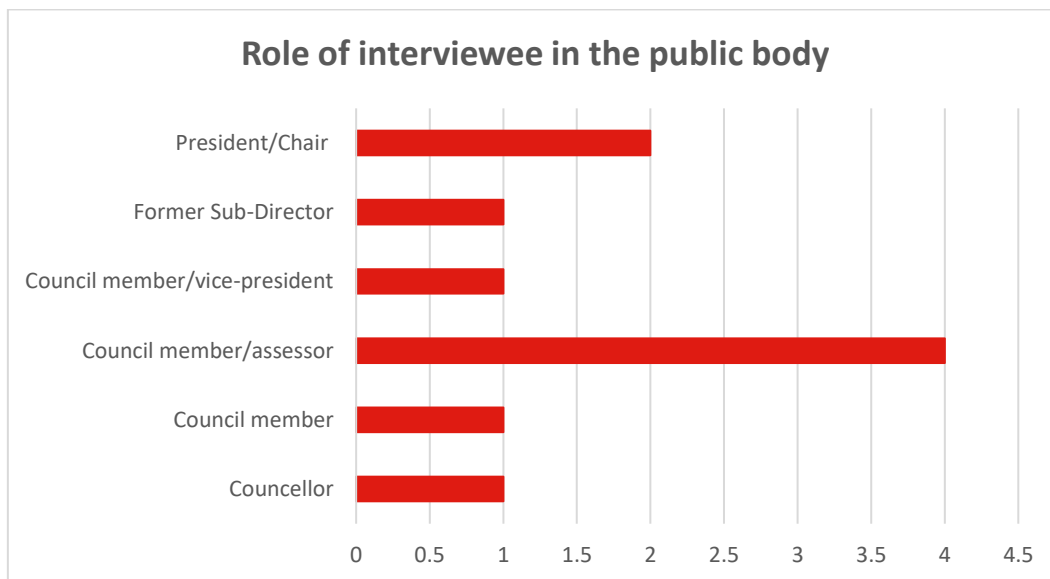


Figure 3: Role of interviewed policy experts within the public bodies

3.3.2 Secondary data

I have used a non-probability (or purposive) sampling strategy and applied a quota sampling also for selecting the local laws and policies (Robson & McCartan 2016: 279-280). The aim was to analyze three main sources: the provincial (for South Tyrol) or country (for Catalonia) laws currently in force that deal with equal opportunities between women and men, LGBTIAQ+ rights, migration and integration, gender-based violence, and disability; country, provincial or municipal policies that promote action plans in the field of equal opportunities and social inclusion; local recovery plans, that is, local application of NextGenerationEU.⁷ This resulted in the identification of laws and policies as described in the tables 2-3 below.

	South Tyrol	Catalonia
Country or regional statute	1	1
Law(s) on equal opportunities between women and men	4	3
Law(s) on LGBTIAQ+ rights	0	1
Law(s) on migration and integration	1	1
Law(s) on gender-based violence	1	1
Law(s) on disability	1	1
provincial policies that promote action or integration plans in the field of equal opportunities and social inclusion	3	(country level policies only)
municipal policies that promote action plans in the field of equal opportunities and social inclusion	2	5
local recovery plans-NextGenerationEU	1	1
Total laws and policies	14	14

Table 2: Number of policies analysed divided per substate unit

	South Tyrol	Catalonia
Country or regional statute	“Statuto Speciale per il Trentino-Alto Adige Sonderstatut für Trentino-Südtirol” (1972)	“Estatut d'autonomia de Catalunya” (ed. 2016)
Law equal opportunities between women and men	- Provincial plan for equal treatment “Aequitas – Piano di Azione per la Parità di genere” (2023) & Provincial laws - no. 5 of 2010; - no.11 of 2020; - no. 4 of 2021	- Decree 65 of 2014; - Law no. 17 of 2015; - Law no. 19 of 2020

⁷ In this last case, while Catalonia has developed a [country strategy](#), South Tyrol has promoted the launch of [different public competitions](#) in accordance with the Italian [National Recovery and Resilience Plan](#) (*Piano Nazionale di Ripresa e Resilienza - PNRR*) that reflects the six pillars of NextGenerationEU. For the purposes of this report, I have analyzed only one of such public competition, that is, the one dealing with employment that included disadvantaged categories such as women (“[Avviso pubblico N. 1 per l’attuazione del Programma Garanzia Occupabilità dei Lavoratori da finanziare nell’ambito del Piano Nazionale di Ripresa e Resilienza \(PNRR\), Missione 5 “Inclusione e coesione”, Componente 1 “ Politiche per il Lavoro”, Riforma 1.1 “Politiche Attive del Lavoro e Formazione”, finanziato dall’Unione Europea – Next Generation EU”](#)”).

LGBTIAQ+ rights	-	Catalan law no. 11 of 2014
migration and integration	Provincial law no. 12 of 2021	Catalan law no. 10 of 2010
gender-based violence	Provincial law no. 13 of 2021	Catalan law no. 5 of 2008
disability	Provincial law no. 7 of 2015	Catalan law no. 13 of 2014
provincial policies that promote action or integration plans in the field of equal opportunities and social inclusion	Implementation policies: - “Direttive per il linguaggio di genere”; - “Convivere in Alto Adige. Un patto per l’integrazione” of 2016; - “Piano sociale provinciale 2030” of 2023	Implementation policies: - “Igualtat de dones i homes a empreses i organitzacions. Guia pràctica per diagnosticar-la” of 2017;
municipal policies that promote action plans in the field of equal opportunities and social inclusion	Implementation policies: - “Piano d’azione per l’Uguaglianza tra donne e uomini, 2020-2024 della Città di Merano”; - “Piano quinquennale delle azioni positive 2016 – 2020” of the municipality of Bolzano	- “I Pla d’acció de suport a les empreses destinat al foment de la igualtat de tracte i d’oportunitats de dones i homes en el treball” of 2019 - “Actuacions pel pla Interdepartamental LGBTI 2019-2022” of 2019; - “Pla integral del poble gitano a Catalunya 2017-2020” of 2018 - “Pla de ciutadania i de les migracions 2017-2020” of 2017
local recovery plans-NextGenerationEU	“Avviso pubblico N. 1 per l’attuazione del Programma Garanzia Occupabilità dei Lavoratori da finanziare nell’ambito del Piano Nazionale di Ripresa e Resilienza (PNRR), Missione 5 “Inclusione e coesione”, Componente 1 “ Politiche per il Lavoro”, Riforma 1.1 “Politiche Attive del Lavoro e Formazione”, finanziato dall’Unione Europea – Next Generation EU” of 2023	“Next Generation Catalonia” of 2021

Table 3: Details of policies analyzed in each substate unit

3.4 Data collection and ethical concerns

InGEPaST touches upon two social (constructed) concepts and realities that are extremely sensitive, i.e., gender and ethnicity, as well as other social drivers, such as age or gender-based violence, that imply a high level of sensitiveness. To collect primary data, it has involved human participants (respondents) that have provided me with personal and sensitive data.

Therefore, I had kept a reflective, respectful, and humble attitude and fully adhered and applied the Eurac Research Core Ethics and Integrity Principles.⁸

In this frame, each (human) participant has duly received an information notice that explained details about the InGEPaST project and its methodology, research techniques and results, and on the data protection and privacy and the processing of the participant's personal data in accordance with EU Regulation 2016/679 (GDPR), incl., art. 9 on special categories of personal data (such as those on ethnic origins).

This information notice also included the consent forms to participate voluntarily in the project, the right to withdraw from the project and revoke the consent, to the processing of the personal data (including, special categories such as those on the ethnic origins), and to allow the researcher (myself) to take sound and video (if applicable) recordings for transcript purposes. The information notice and the consent forms were elaborated in cooperation with Eurac Legal Office to ensure the respect of all national, European, and international laws.

As principal investigator/researcher of InGEPaST, I have been responsible to hand in such information notice and collected signed consent forms from each participant before involving them in the project interviews. Each participant (respondent) has been pseudonymized through a numerical or alphabetical code that is reported in an encrypted file that contains the encryption key to which only myself and my supervisors at Eurac Research have access to.⁹

With regard to secondary data (laws and policies), they are in the form of public, open access and free documents that are downloadable from the respective public administration and present no particular character since they do not contain any personal data.

⁸ See further in deliverable D.1.2 (WP1) "Short report on fine-tuned methodology", doi: 10.5281/zenodo.6531565, <https://zenodo.org/record/6531565>.

⁹ See further in deliverable D.1.1 (WP1) "Research Data Management Plan", doi: 10.5281/zenodo.6531621, <https://zenodo.org/record/6531621>.

4 Data analysis

4.1 The analysis approach

Following my qualitative methodology, I have applied two types of qualitative data analysis, that are the thematic coding approach for the empirical (primary) data and a quasi-statistical approach for the content analysis of secondary data (South Tyrolean and Catalan local policies and laws) (Robson & McCartan 2016: 461). The former served to understand what the pros and cons of existing substate policies and laws are, if and how such policies should be reformed and thus reply to sub-research questions no.2. The latter served to identify the frequency of the codes that constitute the categories of the content analysis (see below section 5). This was to provide an answer to sub-research question no. 3, thus analyzing how can substate laws and policies promote socioeconomic participation in light of the SDGs 5 (gender equality), 8 (decent work and economic growth), 10 (reduced inequalities), and 16 (peace, justice and strong institutions) and of the three principles of universal values (human rights-based approach; leave no one behind; gender equality and women's empowerment). It also considered what have been identified in the first empirical part as key social drivers and external factors.¹⁰

Hence, for the thematic coding I have used the sequential list of five analytical moves that are recurrent in qualitative data analysis (Robson & McCartan 2016: 463) as follows: give labels (codes) to my data (semi-structured interviews' transcriptions) through the software NVivo; add reflections; identify patterns and themes; using themes to create small set of generalizations; and link generalizations to the theory. While the first three of these actions are reported in this deliverable, the latter two will be part of the second InGEPaST project scientific article (milestone M.4.4: submission of 2 scientific articles to peer-reviewed journals due for month 24).

For the content analysis, also through the software NVivo, once familiarized with the data, I have first construct categories for analysis and code them. Second, I have tested the coding on samples of text and assessed reliability. Third, I have carried out the analysis by contrasting the content of the policies with the three identified categories (see further below in section 4.2.2).

4.2 The coding strategies

4.2.1 The thematic coding

For the thematic analysis, I have used a deductive but open approach for coding by using the variables identified in the semi-structured interviews' guides. The aim of these semi-structured interviews was to ask to those policy experts that are also responsible for implementing such laws, policies, and action plans to identify what are their pros and cons and, if needed, to suggest how to reshape them (sub-research no.2).

The interviews' schedules were organized in four main sections, as follows: employment, education, social and public services, and additional social drivers and external factors.

Under each section I have asked: what were the substate laws and policies that the policy experts were using when dealing with their daily activities; whether they used also national or international instruments; if these instruments were effective or if they could be reshaped; if there were good

¹⁰ See below section 5 and deliverable D.2.1 (WP2) "Report on the thematic analysis of empirical data", doi: 10.5281/zenodo.7907547, <https://zenodo.org/record/7907547>.

practices regarding interdepartmental cooperation; if new instruments, including laws, policies or new network or working groups would be beneficial and what they should tackle; and if they wanted to add anything else.

Under the section on additional social drivers and external factors I have asked whether the laws and policies and/or their daily work took into consideration the following aspects: age, agency, class, languages (to which I later added level of education), origins, the rural-urban reality, prejudices and stereotypes (later, I added transphobia); religion; role of CSOs, schools, and of (public) institutions and bodies; the role of awareness raising; the role of new technologies and social media in finding a job or access education, training and services; and the role of gender-based violence (incl., online hate speech). Later, I added the difficulty in finding suitable personnel for increased workload by public bodies, the role of public perceptions, the role of speculation vis-à-vis the provision of accommodation,¹¹ and cases of labor exploitation. Not all these social drivers and external factors were eventually considered relevant by the interviewees. This is why only the relevant ones are reported in the table 4 below.

As mentioned, the interviewees are or were working in public bodies that promoted and applied laws and policies vis-à-vis gender and cultural diversity, equal opportunities, antidiscrimination, and social inclusion. Thus, they are or were working with some or all the social constructed categories I had used for the analysis of the first empirical part, that is, local women or LGBTIAQ+ individuals, or women or LGBTIAQ+ with a migratory background.¹²

Hence, I have first carried out a thematic analysis through NVivo and second, out of some of the codes assigned through it (i.e., pros, cons and need for shaping) I have carried out a further thematic analysis without the use of the software to cluster more specifically the views of the policy experts on what these pros and cons were.

The table 4 below reports the codes exported by NVivo with the frequency of the code in the files (i.e., the interviews) and per number of coded phrases or paragraphs (references), while section 5.1.1 reports the second thematic analysis to cluster the types of pros, cons and what the policy experts proposed for reshaping the current laws, policies and bodies.

The themes are the labels that are numbered and highlighted in italics.

Name	Files	References
<i>1_Current instruments</i>	0	0
1a. Which_Instruments-bodies	10	29
1b. Application	9	26
1c. Pros	10	50
1d. Cons	9	48
1e. Need4reshaping	8	23
<i>2_Social drivers & external factors</i>	0	0
Age	3	4

¹¹ Both South Tyrol and Catalonia are very touristic places with a current accommodation crisis.

¹² I have used the term "local" to refer to women and LGBTIAQ+ individuals that are originally from South Tyrol or Catalonia irrespective of their mother tongue. I have treated the situation of Roma and Sinti women and LGBTIAQ+ individuals in accordance with their legal status thus attributing them as either local or with a migratory background. See further in deliverable D.2.1 (WP2) "Report on the thematic analysis of empirical data", doi: 10.5281/zenodo.7907547, <https://zenodo.org/record/7907547>.

Awareness_raising	2	2
CSOs	4	5
DifficultyFindingPersonnel	3	5
Disability	8	10
Heteronormativity	2	3
Institutions	8	26
Labour_exploitation	1	1
Level_education-lang	1	2
Prejudices-sterotypes	9	35
Public_perceptions	7	14
Religion	2	3
Rural-urban	2	8
Schools	4	4
Speculation-accommodations	1	2
Transphobia	4	5
<i>3_Future actions</i>	0	0
3a. Reform_Existing	6	12
3b. New_Instruments	10	47
3c. Other_Suggestions	7	32

Table 4: Codes of interviews with policy experts

4.2.2 The content analysis coding

As mentioned above, for the content analysis I have used the software NVivo, and, once familiarized with the data, I have first constructed categories for analysis and code them. Second, I have tested the coding on samples of text and assessed reliability. Third, I have carried out the analysis by identifying the frequency of the codes (units) of the three identified categories to see whether these laws and policies contained them or not. This helps to identify the gaps in such laws and policies and how these should promote the socioeconomic participation of women and LGBTIAQ+ individuals.

Hence, I have constructed three categories of analysis that were relevant to reply to sub-research question no. 3 and analyze to which extent the substate laws and policies considered:

1. socioeconomic participation (work, education and some services),
2. the social drivers, and
3. the external factors that were identified as the three most important ones for the intersection of gender and ethnicity and that were identified by the participant CSOs interviewed in the first part of the empirical research for each of the socially constructed category (local women or LGBTIAQ+ individuals, or women or LGBTIAQ+ with a migratory background).¹³

¹³ See above section 4.2.1 and deliverable D.2.1 (WP2) "Report on the thematic analysis of empirical data", doi: 10.5281/zenodo.7907547, <https://zenodo.org/record/7907547>.

They are summarized in English in the table 5 below. In the analysis, all these terms have been searched in the laws and policy languages (Italian and Catalan, as reported in the parenthesis below). Moreover, for conciseness, the different codes for local women and LGBTIAQ+ individuals and those with a migratory background, they are labelled below as “LocalWomen”, “LocalLGBT”, “MigrWomen” and “MigrLGBT”. For the “LGBT” labels, however, it does not absolutely mean that the situation of intersex, asexual, queer and questioning individuals was ignored, rather the contrary.

In particular, for “Local women”, the main social drivers were: class, age and agency; for “MigrWomen”, origins, agency, class; for “Local LGBTIAQ+”, rural-urban, health issues, age; for “MigrLGBTIAQ+”, legal status, languages, origins. As to the external factors, they were: for “Local women”, gender-based violence (GBV), role institutions, role civil society organisations (CSOs); for “MigrWomen”, GBV, role institutions, and prejudices-racism; for “Local LGBTIAQ+”, prejudices-sterotypes, role CSOs, role institutions; for “MigrLGBTIAQ+”, prejudices-racism, role CSOs, role institutions.

Since some of these codes overlap, especially with regard to the external factors, they have been combined and searched only once in accordance with the table 5 below. The same applies to “health” that has been searched for both services and one of the social drivers (see the asterisk).

Categories	Codes
Socioeconomic participation	Working/work (laboral/lavorativo) Educational (educatiu/educativo) (Services) Accommodation (habitatge/alloggio) Health (salut/salute)* Transportation (transport/trasporto-i) Maternity (maternitat/maternità) Parent (parental/parentale)
Social drivers	Class (nivell+social/livello+economico) Age (etat/età) Agency (autonomia+personal/autonomia+personale) Origins (origen/origine-i) Rural-urban (rural-urbà/rurale-urbano) Health issues (salut/salute)* Legal status (Estat+legal/status+giuridico) Language (llengua/lingua)
External factors	GBV (violència/violenza) Role institutions (institucions/istituzioni) Role CSOs (organització+civil/associazione) Prejudice(s) (prejudici(s)/pregiudizi(o)) Racism (racisme/razzismo) Stereotype(s) (estereotip(s)/stereotipo-i)

Table 5: summary of codes used for the content analysis of the policies in English followed by the translations used in Catalan and in Italian into parentheses

5 Data results

5.1 Results of the thematic analysis with policy experts

As mentioned in section 4.2.1, I have applied the thematic coding approach (Robson & McCartan 2016: 461) to reply to sub-research no.2 that reads as follows:

2. What are the pros and cons of the existing (pre-pandemic) South Tyrolean and Catalan policies (including laws and ad hoc bodies) toward gender and ethnic socioeconomic participation?

Should they be reshaped, and, if so, how?

The first part of this sub-research question is thus answered in section 5.1.1, while the second part in section 5.1.2. Since InGEPaST has an exploratory nature,¹⁴ to illustrate and justify the analysis I have inserted also extended citations in the original language of the interviews.

I am well-aware that in many cases some codes have been generalized, especially those dealing with different aspects of prejudices and stereotypes.¹⁵ This was due to the need of clustering the interviewees' perceptions.

Hence, as specified in the project methodology,¹⁶ these results are indicative and not representative.

5.1.1 The pros and cons of the existing (pre-pandemic) South Tyrolean and Catalan policies

From table 4, we can observe that the number of pros and cons is similar. Although this is a simple numeric indication, it also tells that the interviewed policy makers are aware of the potential of their work and assess some results. At the same time, they are openly critical.

5.1.1.1 The pros

Through the second thematic analysis carried out on some of the codes identified by NVivo, the interviewed policy experts tend to agree on several issues, as follows.

1. Substate bodies, especially municipalities, can be effective tools to organize several actions and initiatives that promote socioeconomic participation of women and LGBTIAQ+ individuals (interviews 1, 2, 4, 6, 7, 8, 10), especially when these bodies are able to contribute drafting a variety of public policies (interviews 3, 10). The current actions focus on measures to improve work-life balance (e.g., through the provision of infant care) (interviews 2, 4, 6), awareness raising (interviews 2, 6), particularly with regard to combating gender stereotypes since infancy (interview 2), prompt the adoption of ad hoc guidelines and actions especially for those individuals that are more exposed

¹⁴ See section 3.2 of deliverable D.1.2 (WP1) "Short report on fine-tuned methodology", doi: 10.5281/zenodo.6531565, <https://zenodo.org/record/6531565>.

¹⁵ Broadly speaking, the code "prejudices-stereotypes" refers to the variety of unreasonable preferences, dislikes, or fixed ideas on women, gender, LGBTIAQ+ individuals and/or a specific ethnicity or race.

¹⁶ See section 5 of deliverable D.1.2 (WP1) "Short report on fine-tuned methodology", doi: 10.5281/zenodo.6531565, <https://zenodo.org/record/6531565>.

such as the trans-people (interview 10) but also promote the adoption of local laws (interview 5) or reinterpret the present ones (interview 3). These local bodies need to be well equipped in terms of human capital and financially supported (interviews 1, 5, 10), and local actions need to be practical and become more effective if they focus on selected areas of intervention (interview 2). In addition, despite external factors of *force majeure* (e.g., the pandemic) good planning is key to pursue actions and identification of priorities (interview 4).

“Ja, wir haben ein Netzwerk für Kleinkindbetreuung, wo es vor allem darum geht, Stereotype zu bekämpfen, wenn man so sagen kann. Also wirklich mit zusammen mit Kindergärtnerinnen, grundschullehrerinnen, Lehrerinnen und Lehrern natürlich auch Methoden zu finden, wie man bereits im Kindesalter vermeiden kann, dass eben gewisse Rollenmuster entstehen und diese dann auch in der Gesellschaft wieder diese weitergetragen werden und sich verfestigen. Das ist auch ein großes wichtiges Thema (...)” (interview 2)

“(…) abbiamo messo subito mano, sono quello appunto della conciliazione delle giovani famiglie con bambini piccoli, quindi l'affidamento della prima infanzia” (interview 4)

“(…) a far approvare la legge antimobbing (...) per cui è stato un lavoro corale che ha dato il suo risultato” (interview 5)

“[i si] té presència en diferents plans o estratègies de tot el govern, de totes les polítiques públiques perquè es pugui incorporar [...] és una eina molt potent.” (interview 10)

4. A local plan or few actions can trigger if not immediate changes at least debates and the realization of several innovative actions (e.g., period poverty; bike rail security measures) (interviews 1, 2).

“(…) aber ganz verschiedene Themen, auch die Menstruationsarmut also wir haben wir diskutieren jetzt über die Verteilung von Menstruationsprodukten in den Schulen oder über die Beleuchtung von Radwegen zur Sicherheit für Frauen, die am Abend mit dem Rad fahren ganz verschieden Themen“ (interview 2)

5. Cooperation and initiatives with schools and local bodies are usually well-received and appreciated (interviews 2 and 9).

“Oder wir haben auch eben Vorträge, gemeinsam mit dem Jugenddienst oder über den Jugenddienst organisiert zum Thema LGBTQ+, oder wir versuchen halt immer wieder solche zum Coming Out Day machen. Wir zeigen wir Filme zu diesem Thema (...) das waren Schülerinnen und Schüler der Mittelschule, die waren sehr begeistert von dieser Aktion (...) und die ist auch sicher gut angekommen (...)” (interview 2)

“Yo diría que nuestro campo más trabajado ha sido la educación porque para la transformación (...) sólo vendrá a través de la formación” (interview 9)

6. A mixed composition of those bodies dealing with gender and ethnicity at substate level is key to hear and collect voices from the different sectors and design tailor-made actions (interviews 5, 7, 8, 9), possibly with the direct involvement of the civil society (interviews 2, 8, 9). A rotation of leaders is also a good practice (interview 9). In the same vein, having ad hoc personnel that share the same cultural background of the target of the body help to better identifying the needs and the priorities (interviews 2, 8, 9).

“(…) sono state individuate 5 cittadine che fanno parte (...). Ci incontriamo una volta al mese, più o meno (...) e in genere appunto, trattiamo i temi diciamo legati, più che altro anche alle associazioni (...) che si occupano di pari opportunità.” (interview 8)

7. It is of utmost importance to pursue network at work and the existing networks so far produce good results (interviews 1, 2, 3, 6, 8, 10). In particular, some networks are perceived as very effective and cooperative, e.g., with those bodies that provide assistance to victims of gender-based violence in South Tyrol (interviews 1, 2 and 5) or to trans peoples in Catalonia (interview 3). There has been the need to coordinate not only among bodies but also with regard to laws' applications by different bodies to avoid norms' clashes (interview 3).

“Però per exemple, aquest departament va tenir molta influència perquè mitjançant el nostre pla interdepartamental (...) vam entre pressionar i acompanyar a que el model (...) existís no només a Barcelona sinó que a hores d'ara existeixi a tot el país” (interview 3)

“(...) proprio il lavoro di rete, in questo caso sui centri anti violenza sul territorio, ma può essere anche col centro antidiscriminatorio (...) abbiamo una rete (...) di colleghe che chiamiamo in merito” (interview 1)

8. Within the local bodies, internal and interdepartmental support is key (interviews 3, 6 and 7). At the same time, there is a need to be more visible even internally (interviews 7) also to expose to gender and ethnicity issues also those who normally are not so that they can become familiar with such issues too (interview 10)

“Ho sigui, intentant garantir que no és: “No mira, tu que ets un administratiu i ets gai doncs vas allà”. Sinó que persones amb responsabilitat que assumeixen que el seu departament està fent aquestes mesures” (interview 3)

“(...) ich bekomme in dem Moment, wo ich dann, wo ich dann etwas organisiere, dann fühle ich mich schon unterstützt” (interview 6)

“(...) secondo me, nessuno secondo me sa che esistiamo alla fine (...) però (...) hanno organizzato un convegno che si terrà a maggio, ecco (...) verremmo conosciuti” (interview 7)

9. The territorial dislocation of local bodies in charge of gender and ethnicity is fundamental (interviews 3, 10). It needs to be trained, well organized and follow specific procedures (interview 3) and empowered, also financially (interview 10).

“La primera cosa que has de fer és una diagnosi del teu territori. La segona cosa que has de fer és una auditoria del que tu tens dintre el teu ajuntament i al teu territori per donar resposta a unes necessitats; dissenyar un pla tenint en compte totes aquestes coses. Naturalment, la diagnosi ha de ser participada” (interview 3)

10. Make references to other local (interviews 2, 9), national (interviews 1, 2, 8) and international (interviews 2, 5, 9) instruments to foster cross fertilization and serve as a reference is perceived as vital (interviews 1, 2, 8) especially vis-à-vis those topics that are more publicly contested or that attract more resistance such as the rights of LGBTIAQ+ individuals (interviews 2, 5, 9). Moreover, pioneering actions can serve as inspiration for others (interview 2).

“(...) mucha parte de la ley se ha basado en nuestras experiencias a nivel de no discriminación” (interview 9)

11. With regard to the public-private cooperation and the promotion of gender equality and equity in general in the private sector, the requirements of ad hoc instruments by the enterprises, especially those working with the public sector, may be an excellent tool (interviews 1, 10) but

it also depends on how they are eventually implemented (interviews 1, 3 and 10). Moreover, there would be a need not only to investing in female entrepreneurship but also to increasing the gender and ethnic diversity of enterprises' personnel (interview 1, 3).

“(…) è stato investito tantissimo sulla imprenditoria femminile, anche lì con dei benefit economici con dei sgravi fiscali di vario tipo a più livello (...) [e] abbiamo delle imprese certificate (...). Un cambiamento di cultura si nota un po' (...). Sicuramente l'impatto c'è stato sul territorio e credo anche la consapevolezza però secondo me viene ancora usato troppo poco come strumento” (interview 1)

12. Last, but not least, even the mere the presence of laws is perceived as a good tool to allow bodies to act especially considering how sensitive are the sectors of gender and migration (interviews 1, 3).

“(…) a nosaltres ens sembla que Catalunya te molta tradició en polítiques de migració. Ens sembla que han sigut bones polítiques, que Catalunya, respecte de la major part d'Europa, hem tingut resultats satisfactoris de poca conflictivitat” (interview 3)

5.1.1.2 The cons

The first thematic analysis via Nvivo showed that the number of references to the cons of laws, policies and bodies in charge of protecting gender and cultural diversity and promoting equal opportunities, antidiscrimination and social inclusion policies were numerically inferior to the pros. However, a second thematic analysis show that, by clustering the references, such cons are eventually more than expected, and are summarized as follows.

1. Laws are not fully implemented (e.g., gender equality laws) (interviews 1, 2, 6, 10) due to a lack of both economic and personnel resources (interviews 3, 5, 6, 9, 10), and a lack of commitment by the institutions (interviews 7, 10) or the executing bodies (interview 1). Once they are executed, however, it may happen that they are regulated by acts that have a lower rank than the law (interview 3). Some laws may also require a long time to be fully implemented (interview 3).

“(…) hanno preso una decisione (...) [fare] numero e meno qualità e negli ultimi anni e questo è stato uno dei punti che io ho criticato da sempre (...) Sicuramente l'impatto c'è stato sul territorio e credo anche la consapevolezza però secondo me viene ancora usato troppo poco come strumento” (interview 1)

“(…) sí que és cert que totes les polítiques públiques tenen un període de desplegament i ens cal fer molt d'esforç (...) [i] hi ha tot un seguit d'accions que tenen a veure amb l'exercici de drets molt de la pràctica del dia a dia que, de moment, el que hem intentat es abordar-les amb protocols, amb normatives, amb instruccions. (...) Però és un rang inferior a llei” (interview 3)

“Aber dass sich in den 15 Jahren jetzt viel verändert hätte, kann ich nicht sagen” (interview 6)

“Lo del (...) plan, que salga por 2 años y sin presupuesto, tiene un problema añadido. Un problema grave (...) y como programa tiene unos recursos muy bajos y... recursos muy bajos de recursos humanos” (interview 9)

“(…) la llei s'ha quedat a mitges en el seu desplegament perquè no ha tingut ni prou recursos econòmics ni prou recursos humans ni prou estructura operativa per desplegar-se. I que tampoc no hi ha hagut prou compromís de les institucions públiques per poder fer aquest desplegament” (interview 10)

2. Some laws (e.g., gender law) remain purely declarative without any sanction system and no obligation, which hinders their application (interviews 1, 3, 10)

“Il problema su tante di queste cose è che non c'è l'organo di controllo e non c'è una sanzione prevista” (interview 1)

“(…) la llei (…) clarament tenia una dificultat amb el tema del reglament sancionador. De fet, no tenia un reglament sancionador propi, sinó que la disposició adicional deia que el dia que es desplegui una llei de no discriminació, hi haurà d'haver un reglament sancionador ad hoc” (interview 3)

“[la llei] (…) és una eina que nosaltres utilitzem, com que és una eina que en alguns punts es queda com a recomanació i declarativa i no estableix règim sancionadors, no estableix obligacions” (interview 10)

3. Some laws or policies fall short of fully promoting equality due to their current formulation (interviews 1, 2, 3, 4, 5, 6), particularly when gender intersects not only with ethnicity but also other factors (e.g., disability; interviews 1, 2, 4), or with regard to the composition of bodies (interview 5)

“(…) non sempre ho una mediatrice culturale linguistica (…) se lei mi deve spiegare (…) ma non riesci a spiegarlo nella tua lingua, cioè?, è un fatto discriminatorio e io ne sono consapevole. (…) [e] non c'è un tavolo, per esempio, sulle discriminazioni (…) E io, dal punto di politico, anche le discussioni che ho sentito vanno lì, cioè 'ti faccio partecipare al gioco, ma tu devi essere come noi', la tua diversità (…) intesa come risorsa la prendiamo perché abbiamo bisogno di forza di lavoro, però ti devi integrare, e assimilare” (interview 1)

“dass dieses Thema [Behinderung] mehr vertieft und behandelt werden müsste in unserem (…)Plan also das müssen wir unbedingt hinzufügen, weil es nicht wirklich mitgedacht wurde“ (interview 2)

“(…) i diritti delle persone con disabilità che parla di vita autodeterminata. E l'autodeterminazione passa attraverso, diciamo il lavoro e il lavoro che ti rende cioè che ti dà la possibilità di vivere, guarda la possibilità di avere un alloggio o una, di scegliere come vivere. E poi anche tutto il resto dei trasporti pubblici, senza barriere del tempo lì ecco, diciamo così del vivere inclusa nella società, non integrata ma inclusa nella società. E (…) quello che vediamo è che questo si accentua ancora nelle donne (…) [ma qui] si parla di riabilitazione, lì parliamo di laboratori così però io mi rifiuto di parlare dei lavori, per quello non è un lavoro [ben retribuito], perché diciamo prendere 2,40 € all'ora in un laboratorio protetto (…)” (interview 1)

“(…) nella sua composizione manca una rappresentanza per dire non so di donne migranti, ma manca [anche] una rappresentanza, ad esempio di tutto quello che è il mondo LGBT, che sono comunque pezzi della nostra società importanti e che hanno bisogno, anche, purtroppo ancora, di tutele specifiche, per cui questo è un po' un elemento di distorsione (…) [e la legge] per cui è stato un lavoro corale che ha dato il suo risultato. Noi ovviamente avremmo voluto di più e di meglio. Inutile dirlo” (interview 5)

4. A lack of a rotating system for the bodies' composition in charge of drafting policies may hinder their reform (interview 9)

“(…) esto no lo solucionamos bien porque al no haber rotación de personas, siempre acaba siendo igual y siempre son las mismas personas, y después eso influye en que tenga poca capacidad de admisión porque nos conocemos todos, nos repetimos” (interview 9)

5. There is little or no use of data in both the application and the reforming of existing instruments (interview 1)

“(…) [nel mio] ambito di competenza, non usiamo sempre dei dati …la politica li usa troppo poco” (interview 1)

6. Sometimes laws can be restrictive, and more could be done if it were allowed to be developed at local level (interviews 2, 6)

“Aber es ist als Gemeinde natürlich auch schwierig, weil wir jetzt nicht so viel ja also vor allem im Bereich der der Bestimmungen, die es gibt, oder so können wir nichts machen, wir versuchen halt zu sensibilisieren und die Leute mitzunehmen. (interview 2)

“Wenn ich aber etwas gegen Lohnunterschiede bei (…) erstens kann man nicht so viel machen, weil ja sehr viel also es ist sehr schwer, sehr schwer, fällige Änderung des Systems das wir haben“ (interview 6)

7. There is lack of willingness to cooperate by some departments (interviews 4, 6, 7, 9), other public bodies (interview 2) and the private sector (interview 2), which hinder the application of the laws, policies and action plans

“(…) el único departamento que no ha participado o que nosotros no conseguimos hacer para que pudiera participar era de (...). No lo hemos conseguido teniendo en cuenta (...) [de] una tradición de trabajo en el campo (...)” (interview 9)

“Natürlich hört man danach immer wieder Geschichten, (...) einen Offizier oder Offizierin getroffen hat, die nicht so sensibel auf das Thema war” (interview 2)

“Ja, das ist zum Teil schwierig, auch als öffentliche Hand Einsicht zu haben in den Sektor des der Privatwirtschaft. Auch hier versuchen wir immer wieder gemeinsam mit der Wirtschaft mit den Betrieben Kontakt aufzunehmen. Auch jetzt sind wir dabei mit dem Unternehmerverband, Eine Art der Zusammenarbeit anzustreben, um eben den Frauen den wie soll ich sagen, dass berufstätig sind, einfach zu erleichtern” (interview 2)

“(…) secondo me forse avremmo bisogno di ricevere più informazioni ufficiali (...) ultimamente ci siamo un po’ persi secondo me, cioè manca un po’ effettivamente una stretta collaborazione” (interview 7)

8. The intersection of gender and ethnicity have not been fully covered so far because they are still taboos or are not seen or considered, such as LGBTIAQ+ rights (interviews 1, 9), or they are simply ignored or forgotten (e.g., disability)

“[LGBTI es un tema] que pero no quedó (...) recogido en el plan. Es mucho por los tabús. (...) [y sobre la discapacidad] [n]o te podría dar una explicación por qué una cosa tan importante no ha salido” (interview 9)

“E sembrano sempre una cosa, ah, ma esistono? Ah, ma ci sono, ah, ma che gli dico? Ma scusate le discriminazioni contro, per omofobia transfobia ci sono” (interview 1)

9. The work of local bodies may be influenced by politics (interviews 1, 4, 5)

“La mia critica è più quella che noi vediamo eletti (...) da un organo politico (...) io ho fiducia nella politica, non è che non ho fiducia, però effettivamente un po’ il problema è che effettivamente chi ha i nostri ruoli e anche un po’, diciamo espressione dei poteri politici (...) E ti può capitare adesso lo dico proprio, uno (...) [che] blocca il lavoro” (interview 1)

“(…) è evidente che determinati tavoli che sono nati in quest'ultimo periodo sembrano più finalizzati alla propaganda politica piuttosto che alla reale risoluzione del problema” (interview 4)

“(…) una composizione che tutto sommato è un po' rispondente alla propria identità, non al completo. Quando c'è la politica di mezzo è sempre tutto molto complesso, no?” (interview 5)

10. There is lack of ex-post monitoring and evaluation of laws and policies (interviews 1, 9)

“Il problema è che non c'è nessun organo di controllo” (interview 1)

“El punto negro que yo le veo en el transcurso de los años que no lo vi en ese momento era no actualizar o no remarcar los órganos de seguimiento” (interview 9)

11. In some cases, the lack of cooperation with civil society organizations results in worse design and application (interviews 1, 9), and this may be due to an increase of competition for available resources (interview 1)

“Negli ultimi anni sono diminuiti, per cui adesso attualmente spesso (...) diciamo che c'è più competitività fra le associazioni, per cui c'è anche magari meno di interesse, di collaborare” (interview 1)

“Además de que cuesta, es mucho más cómodo trabajar sin tener que dar cuentas a las entidades puedes ir trabajando como administración y como se hacen la resta de planes dentro de la administración” (interview 9)

12. There is lack of visibility and knowledge about policies (interviews 1, 9), or there may be interdepartmental competition (interview 9)

“(…) perché spesso mi arrivano delle collaboratrici e dei collaboratori e (...) mi dicono: 'io non mi sono accorta nemmeno di una misura'" (interview 1)

“(…) otra dificultad importante es comunicar (...) que existe un plan. (...) Igual que la Administración, (...) hace un montón de becas y un montón de cosas (...) pero eso no lo incorporan dentro del plan integral” (interview 9)

13. Gender and ethnicity are not given priority, that is often assigned to other areas of intervention (interview 6)

“Also auf der institutionellen Ebene sehe ich...sehe ich also das eine große Problem, dass sich das ja das ist Soziale Themen sind sehr tief (...) die (...) haben dann schon nicht mehr diese Wichtigkeit, wie die großen Bereiche, beispielsweise Urbanistik, Bauwesen und so weiter, die dann meistens von männlichen Partnern oder von männlichen Gemeindereferenten übernommen werden (interview 6)“

5.2.1 How these policies should be reshaped

The second thematic analysis on the policy experts' interviews refer to the need of reshaping the existing laws, policies, action plans but also bodies. It reveals a variety of views, some of which point at reforming precisely the cons that have been identified above. How the policy experts would reshape these instruments are summarized as follows.

1. Need for more autonomy and clear list of competences to improve the bodies' decision-making powers and actions (interviews 1, 2, 4, 7, 8, 10)

"(...) un procés de revisió d'aquest decret que el regula per poder-lo... per poder modificar aquest decret i que (...) tingui més autonomia de la que té" (interview 10)

"E difatti le questioni di LGBTQIA qui non si sa mai bene (...) quindi non è molto chiaro e ci vorrebbe forse più chiarezza e anche una definizione chiara della competenza" (interview 8)

"dovrebbe anche ricevere le competenze complete per poter poi lavorare. No, perché adesso noi stiamo lavorando, diciamo un po' volontariamente, tra virgolette" (interview 7)

2. In the specific sector of LGBTIAQ+ rights and equality, the need to go beyond binarism (interviews 1, 3, 4, 8, 9)

"O sigui, que a Catalunya, sigui obligatori que l'Administració sempre et doni l'oportunitat d'identificar-te no binàriament. (...) Doncs aquí ja sabem que ens tocarà fer feina i que en algunes federacions ens costarà. Però ho farem" (interview 3)

"(...) delle persone non binarie (...) che le istituzioni diano, facciano sentire la loro voce, nel senso che si esprimano e prendano una posizione" (interview 8)

"(...) non parliamo sempre di binarietà, cioè uomo o donna, anche se dovessimo essere molto oltre, perché effettivamente (...) io nel mio lavoro cerco di parlare effettivamente è anche una mia competenza. Cioè di andare oltre a questa cosa se parliamo di legge, (...) non c'è nulla" (interview 1)

3. Need for more effective implementation of laws, policies and action plans in the private sector (interviews 1, 3) and to foresee more obligations, also in terms of education and training, in the public sector (interview 3)

"(...) també ho estem fent ara, de recomanacions en l'àmbit de l'empresa privada i obligacions en l'àmbit de l'empresa pública (...). O, per exemple, naturalment, posar persones de referència que puguin garantir que en cas que hi hagi una discriminació, aniran a algú que saben que tindrà una formació específica per saber de què està parlant" (interview 3)

4. Need for a sanction system, not necessarily an economic one, but also a mechanism of information and mediation that may be more effective (interview 3)

"(...) hi haurà d'haver un reglament sancionador ad hoc (...) [i] incorporar la mediació com a resolució de situacions de discriminació, i com a resposta a denúncies, no? Perquè hem comprovat moltes vegades que una sanció econòmica no és efectiva" (interview 3)

5. Need to take more into consideration the challenges of work-life balance and propose more ad hoc actions (interview 4)

“A mio avviso sono necessari dei cambiamenti per riuscire veramente a conciliare questa diciamo doppia vita, insomma, e dobbiamo assolutamente partire da quella che è la mentalità comune della disparità di ruoli tra uomo e donna” (interview 4)

6. Need for more internal cooperation and support by other departments (interview 7)

“Questo non è stato, non ha neanche risposto (...) forse prima venivano considerate un po' di più” (interview 7)

7. Need to take into due consideration the episodes of racism and really build an inclusive society (interview 3)

“Ens sembla que són bones polítiques, però sí que reconeixem que han sigut, sempre, en general han sigut amb molta mirada del que fins fa molt poc en deien de la integració. De la integració amb tot el que comporta de superioritat moral i cultural. Per tant, a nosaltres ens sembla que ara toca fer un pas més i hem de fer polítiques per les persones migrades i refugiades no només des del punisme, no només des de l'ajudar, sinó una amb un reconeixement a tot el que les persones migrades i que, de fet a Catalunya, el 80% de la ciutadania són fills i filles, fills o nets de persones que en algun moment van migrar de l'Estat espanyol o d'on sigui. Per tant, fer un reconeixement. No és que jo et deixo que tu facis la cuina del teu país sinó que reconec la teva llengua, la teva cultura, les teves tradicions, el teu origen. I llavors hi ha una altra cosa que ens sembla que és molt important fer ara que és l'antiracisme i la denúncia del racisme. Que això, fins ara, institucionalment, no s'havia fet. De fet, nosaltres reconeixem que la nostra, el nostre govern, la nostra societat és racista. És racista. Les nostres escoles no hi ha mestres amb hiab. No hi ha professors amb turbant. A la sanitat pública, quan ens fan molta, molta falta metges o infermeres deixem que vinguin persones d'Amèrica del Sud o persones d'altres llocs. Però tenim una conceptualització dels serveis públics encara amb prejudicis racistes. I per això ens semblava que aquesta llei contra el racisme ha d'anar una mica més enllà (...)” (interview 3)

8. Need for further cross-fertilization from European instruments (interview 3)

“Però és important tenir-les en compte però a vegades no sempre son les referències sinó que la referència l'anem a buscar a Europa” (interview 3)

5.2 Results of the substate laws and policies content analysis

As mentioned in section 4.2.2, I have applied the content analysis to reply to sub-research no.3 that reads as follows:

3. How can the substate application of recovery policies or other substate/local policies and instruments promote socioeconomic participation of women and LGBTIAQ+ individuals in a post-pandemic scenario in South Tyrol and Catalonia, also in light of the SDGs (nos. 5, 8, 10, and 16) and the three principles?

Hence, in the sections and tables below I have reported the frequency of the codes (units) of the three identified categories (see above table 5) to see whether the selected laws and policies contained them or not. This helps to identify the gaps in such laws and policies and how these should promote the socioeconomic participation of women and LGBTIAQ+ individuals in Catalonia (section 5.2.1) and in South Tyrol (section 5.2.2).

5.2.1 Catalonia

5.2.1.1 Socioeconomic participation

5.2.1.1.1 Work

Name	References	Coverage
Estatut d'autonomia integrat	41	0.02%
GenCat_2017_GuiaParitatTractoEmpreses	88	0.19%
LLEI 11-2014, del 10 d'octubre, per a garantir els drets LGBTIAQ+	11	0.06%
LLEI 19-2020, del 30 de desembre, d'igualtat de tracte i no-discriminació	12	0.04%
LLEI 5-2008 consolidat Amb Canvis_ViolMasclista	15	0.03%
Llei_10-2010-AcollidaPersonesImmigrades	10	0.05%
Llei_17-2015-Igualtat-Efectiva-HomesDones	38	0.09%
next-generation-catalonia-ca	3	0.01%
Pla ciutadania_migracions_2017_2020	31	0.07%
Pla d'acció de suport a les empreses destinat al foment de la igualtat de tracte_PDF_2019-22	52	0.14%
Pla_integral_poble_gitano_catalunya_2017_2020	37	0.05%
Pla_interdepartamental_LGBTI_2019-22	9	0.07%

Table 6: Frequency for the word “working/work” (*laboral*) in Catalan policies through the feature “Text Search Query” of the software NVivo

This table infers that the two policies that contain more references to the work domain are those two dealing precisely with the equal treatment at company level (the guide of 2017 and the plan of action of 2019-22). Also, the statute, the law on women-men equality and the policy on Roma and Sinti (gitanos) and people with a migratory background contain many references, while many less may be found in the policies vis-à-vis LGBTIAQ+ individuals.

These data in turn infer that what concerns the work conditions should be promoted more by the policy vis-à-vis LGBTIAQ+ individuals and the recovery plan.

5.2.1.1.2 Education

Name	References	Coverage
Decret_65-2014_CreaConsellNacionalDonesdeCatalunya	4	0.07%
Estatut d'autonomia integrat	15	0.01%
LLEI 11-2014, del 10 d'octubre, per a garantir els drets LGBTIAQ+	3	0.02%
LLEI 13-2014, del 30 d'octubre, d'accessibilitat-DISCAPASITAT	2	0.01%
LLEI 19-2020, del 30 de desembre, d'igualtat de tracte i no-discriminació	8	0.03%
LLEI 5-2008 consolidatAmbCanvis_ViolMasclista	6	0.01%
Llei_10-2010-AcollidaPersonesImmigrades	2	0.01%
Llei_17-2015-Igualtat-Efectiva-HomesDones	6	0.02%
next-generation-catalonia-ca	7	0.02%
Pla ciutadania_migracions_2017_2020	41	0.10%
Pla d'acció de suport a les empreses destinat al foment de la igualtat de tracte_PDF_2019-22	1	0.01%
Pla_integral_poble_gitano_catalunya_2017_2020	25	0.04%
Pla_interdepartamental_LGBTI_2019-22	1	0.01%

Table 7: Frequency for the word “educational” (*educatiu*) in Catalan policies through the feature “Text Search Query” of the software NVivo

From this table it can be inferred that there is strong focus on education especially for people with a migration background and Roma and Sinti.

These data in turn infer that what concern the issues related to education are not well contemplated by other laws and policies vis-à-vis women and LGBTIAQ+ individuals in general.

5.2.1.1.3 Services – Accommodation

Name	References	Coverage
Estatut d'autonomia integrat	19	0.01%
LLEI 13-2014, del 30 d'octubre, d'accessibilitat-DISCAPASITAT	5	0.01%
LLEI 19-2020, del 30 de desembre, d'igualtat de tracte i no-discriminació	5	0.02%
LLEI 5-2008 consolidatAmbCanvis_ViolMasclista	6	0.02%
Llei_10-2010-AcollidaPersonesImmigrades	1	0.01%
Llei_17-2015-Igualtat-Efectiva-HomesDones	5	0.01%
next-generation-catalonia-ca	3	0.01%
Pla ciutadania_migracions_2017_2020	3	0.01%

Pla_integral_poble_gitano_catalunya_2017_2020	22	0.04%
Pla_interdepartamental_LGBTI_2019-22	5	0.05%

Table 8: Frequency for the word “accommodation” (*habitatge*) in Catalan policies through the feature “Text Search Query” of the software NVivo

As to the issue of accommodation, this table infers that, besides the Statute of Catalonia, the only policy which pays particular attention is the one on Roma and Sinti.

These data in turn infer that the many problematic issues concerning the accommodation¹⁷ of local women and LGBTIAQ+ individuals and those with a migratory background receive far too little attention.

5.2.1.1.4 Services – Health

Name	References	Coverage
Decret_65-2014_CreaConsellNacionalDonesdeCatalunya	1	0.01%
Estatut d'autonomia integrat	54	0.02%
GenCAT_2017_GuiaParitatTractoEmpreses	38	0.06%
LLEI 11-2014, del 10 d'octubre, per a garantir els drets LGBTIAQ+	14	0.05%
LLEI 13-2014, del 30 d'octubre, d'accessibilitat-DISCAPASITAT	8	0.01%
LLEI 19-2020, del 30 de desembre, d'igualtat de tracte i no-discriminació	12	0.03%
LLEI 5-2008_consolidatAmbCanvis_ViolMasclista	16	0.02%
Llei_10-2010-AcollidaPersonesImmigrades	2	0.01%
Llei_17-2015-Igualtat-Efectiva-HomesDones	28	0.04%
next-generation-catalonia-ca	33	0.06%
Pla ciutadania_migracions_2017_2020	7	0.01%
Pla d'acció de suport a les empreses destinat al foment de la igualtat de tracte_PDF_2019-22	4	0.01%
Pla_integral_poble_gitano_catalunya_2017_2020	86	0.09%
Pla_interdepartamental_LGBTI_2019-22	19	0.10%

Table 9: Frequency for the word “health” (*salut*) in Catalan policies through the feature “Text Search Query” of the software NVivo

With regard to health, the policy on Roma and Sinti is the one that contains more references, followed by the Statute but also the policy on equal treatment at company level and the plan for recovery and resilience of Catalonia.

These data in turn infer that health issues are less considered in the case of LGBTIAQ+ individuals, and women and LGBTIAQ+ individuals with a migratory background.

¹⁷ See Deliverable D.2.1 (WP2) “Report on the thematic analysis of empirical data”, doi: 10.5281/zenodo.7907547, <https://zenodo.org/record/7907547>.

5.2.1.1.5 Services – Transportation

Name	References	Coverage
Estatut d'autonomia integrat	79	0.05%
LLEI 13-2014, del 30 d'octubre, d'accessibilitat-DISCAPASITAT	55	0.16%
next-generation-catalonia-ca	11	0.04%
Pla d'acció de suport a les empreses destinat al foment de la igualtat de tracte_PDF_2019-22	1	0.01%
Pla_interdepartamental_LGBTI_2019-22	1	0.01%

Table 10: Frequency for the word “transportation” (*transport*) in Catalan policies through the feature “Text Search Query” of the software NVivo

As to the issue of transportation, this table infers that, besides there are very few documents that deal with this topic, which is essentially regulated only by the Statute and the law on disability, and very little by the recovery plan.

Hence, these data infer that the gender dimension of transportation (linked with the above-mentioned issue of accommodation) is essentially ignored.

5.2.1.1.6 Services – Parental leave

Name	References	Coverage
Estatut d'autonomia integrat	2	0.01%
GenCAT_2017_GuiaParitatTractoEmpreses	5	0.02%
LLEI 5-2008_consolidatAmbCanvis_ViolMasclista	2	0.01%
Llei_17-2015-Igualtat-Efectiva-HomesDones	4	0.01%
Pla d'acció de suport a les empreses destinat al foment de la igualtat de tracte_PDF_2019-22	6	0.02%

Table 11: Frequency for the word “maternity” (*maternitat*) in Catalan policies through the feature “Text Search Query” of the software NVivo

Name	References	Coverage
GenCAT_2017_GuiaParitatTractoEmpreses	1	0.01%
Llei_17-2015-Igualtat-Efectiva-HomesDones	1	0.01%
Pla d'acció de suport a les empreses destinat al foment de la igualtat de tracte_PDF_2019-22	3	0.01%

Table 12: Frequency for the word “paternity” (*paternitat*) in Catalan policies through the feature “Text Search Query” of the software NVivo

Name	In Folder	References	Coverage
LLEI 5-2008_consolidatAmbCanvis_ViolMasclista	Files\\Laws&policies_CAT	2	0.01%

Table 13: Frequency for the word “parent” (*parental*) in Catalan policies through the feature “Text Search Query” of the software NVivo

From these tables it can be inferred that very few policies refer to maternity, paternity or parent, which in turn infers that these gender laws and policies take little into consideration the family sphere.

5.2.1.2 Social drivers

5.2.1.2.1 Class, age, agency & legal status

The text search for the words class (*nivell+social*), age (*etat*), agency (*autonomia+personal*), and legal status (*estat+legal*) in Catalan policies through the feature “Text Search Query” of the software NVivo gave no result.

Hence, the intersection with these factors is ignored.

The frequency of the others social drivers is illustrated in the tables below.

5.2.1.2.2 Origin

Name	References	Coverage
Estatut d'autonomia integrat	2	0.01%
LLEI 19-2020, del 30 de desembre, d'igualtat de tracte i no-discriminació	7	0.02%
next-generation-catalonia-ca	2	0.01%
Pla ciutadania_migracions_2017_2020	16	0.03%
Pla d'acció de suport a les empreses destinat al foment de la igualtat de tracte_PDF_2019-22	2	0.01%
Pla_integral_poble_gitano_catalunya_2017_2020	2	0.01%

Table 14: Frequency for the word “origin” (*origen*) in Catalan policies through the feature “Text Search Query” of the software NVivo

As to the issue of origins, this table infers that only the policy on the plan for the citizenry and migration contain some references.

5.2.1.2.3 Rural & urban

Name	References	Coverage
Estatut d'autonomia integrat	3	0.01%
LLEI 11-2014, del 10 d'octubre, per a garantir els drets LGBTIAQ+	1	0.01%
LLEI 13-2014, del 30 d'octubre, d'accessibilitat-DISCAPASITAT	1	0.01%
LLEI 5-2008 consolidatAmbCanvis_ViolMasclista	3	0.01%
Llei_17-2015-Igualtat-Efectiva-HomesDones	11	0.02%
next-generation-catalonia-ca	2	0.01%

Table 15: Frequency for the word “rural” (*rural*) in Catalan policies through the feature “Text Search Query” of the software NVivo

The policy on women and men equality is essentially the only one that contain some references to the issue of rurality. This in turn infers what mentioned above, that is, that the rural dimension which is linked to transportation and accommodation, is essentially ignored by the gender laws and policies, but also by the law on disability.

Name	References	Coverage
Estatut d'autonomia integrat	2	0.01%
LLEI 13-2014, del 30 d'octubre, d'accessibilitat-DISCAPASITAT	6	0.01%
LLEI 19-2020, del 30 de desembre, d'igualtat de tracte i no-discriminació	1	0.01%
Llei_17-2015-Igualtat-Efectiva-HomesDones	1	0.01%
next-generation-catalonia-ca	3	0.01%

Table 16: Frequency for the word “urban” (*urbà*) in Catalan policies through the feature “Text Search Query” of the software NVivo

With regard to the urban context, this time is the law on disability that mainly tackles it, while the others do not consider this dimension.

5.2.1.2.4 Language

Name	References	Coverage
Estatut d'autonomia integrat	90	0.04%
GenCat_2017_GuiaParitatTractoEmpreses	2	0.01%
LLEI 13-2014, del 30 d'octubre, d'accessibilitat-DISCAPASITAT	25	0.06%
LLEI 19-2020, del 30 de desembre, d'igualtat de tracte i no-discriminació	3	0.01%
Llei_10-2010-AcollidaPersonesImmigrades	13	0.06%
Llei_17-2015-Igualtat-Efectiva-HomesDones	2	0.01%

next-generation-catalonia-ca	5	0.01%
Pla ciutadania_migracions_2017_2020	24	0.05%
Pla d'acció de suport a les empreses destinat al foment de la igualtat de tracte_PDF_2019-22	2	0.01%
Pla_integral_poble_gitano_catalunya_2017_2020	4	0.01%

Table 17: Frequency for the word “language” (*llengua*) in Catalan policies through the feature “Text Search Query” of the software NVivo

With regard to language, besides the statute that deal with it due to multilingual reality of Catalonia, the law on disability and the plan on citizenry and migration contain some references to its importance.

5.2.1.3 External factors

The text search for the words “civil society organization” (*organització+civil*) and stereotype (*estereotip*) in Catalan policies through the feature “Text Search Query” of the software NVivo gave no result, while the word “prejudice” (*prejudici*) appeared only once in the law on equal treatment.

Thus, the effects of these factors is currently ignored by the existing instruments. This becomes particularly relevant since prejudices and stereotypes were among the top factors that hinders socioeconomic participation of women and LGBTIAQ+ individuals in accordance with the first thematic report.¹⁸

The frequency of the others external factors is illustrated in the tables below.

5.2.1.3.1 Racism

Name	References	Coverage
Estatut d'autonomia integrat	3	0.01%
LLEI 11-2014, del 10 d'octubre, per a garantir els drets LGBTIAQ+	1	0.01%
LLEI 19-2020, del 30 de desembre, d'igualtat de tracte i no-discriminació	9	0.03%
Pla ciutadania_migracions_2017_2020	20	0.04%
Pla_integral_poble_gitano_catalunya_2017_2020	8	0.01%
Pla_interdepartamental_LGBTI_2019-22	1	0.01%

Table 18: Frequency for the word “racism” (*racisme*) in Catalan policies through the feature “Text Search Query” of the software NVivo

With regard to racism, the plan on citizenry and migration contains some references, and few other are found also in the law on equal treatment and the policy on Roma and Sinti.

5.2.1.3.2 GBV

Name	References	Coverage
Decret_65-2014_CreaConsellNacionalDonesdeCatalunya	1	0.02%
Estatut d'autonomia integrat	12	0.01%
GenCAT_2017_GuiaParitatTractoEmpreses	16	0.04%
LLEI 11-2014, del 10 d'octubre, per a garantir els drets LGBTIAQ+	16	0.11%
LLEI 19-2020, del 30 de desembre, d'igualtat de tracte i no-discriminació	14	0.05%
LLEI 5-2008_consolidatAmbCanvis_ViolMasclista	466	1.24%
Llei_17-2015-Igualtat-Efectiva-HomesDones	58	0.17%

¹⁸ Deliverable D.2.1 (WP2) “Report on the thematic analysis of empirical data”, doi: 10.5281/zenodo.7907547, <https://zenodo.org/record/7907547>.

Pla ciutadania_migracions_2017_2020	9	0.03%
Pla d'acció de suport a les empreses destinat al foment de la igualtat de tracte_PDF_2019-22	24	0.09%
Pla_integral_poble_gitano_catalunya_2017_2020	6	0.01%
Pla_interdepartamental_LGBTI_2019-22	3	0.03%

Table 19: Frequency for the word “GBV” (*violència*) in Catalan policies through the feature “Text Search Query” of the software NVivo

The issue of GBV is present in almost all laws and policies, particularly, as it may expected, in the law combating it. It is quite present in both the law on women-men equality and in the policy on equal opportunities at company level. However, it is essentially absent in the policies on people with a migratory background and Roma and Sinti, which should definitively take this dimension into account.

5.2.1.3.3 Institutions

Name	References	Coverage
Estatut d'autonomia integrat	116	0.10%
GenCAT_2017_GuiaParitatTractoEmpreses	1	0.01%
LLEI 11-2014, del 10 d'octubre, per a garantir els drets LGBTIAQ+	5	0.04%
LLEI 13-2014, del 30 d'octubre, d'accessibilitat-DISCAPASITAT	3	0.01%
LLEI 19-2020, del 30 de desembre, d'igualtat de tracte i no-discriminació	7	0.04%
LLEI 5-2008 consolidatAmbCanvis_ViolMasclista	10	0.04%
Llei_10-2010-AcollidaPersonesImmigrades	2	0.02%
Llei_17-2015-Igualtat-Efectiva-HomesDones	9	0.03%
next-generation-catalonia-ca	8	0.03%
Pla ciutadania_migracions_2017_2020	6	0.02%
Pla d'acció de suport a les empreses destinat al foment de la igualtat de tracte_PDF_2019-22	3	0.01%
Pla_integral_poble_gitano_catalunya_2017_2020	8	0.02%

Table 20: Frequency for the word “institutions” (*institucions*) in Catalan policies through the feature “Text Search Query” of the software NVivo

With regard to institutions, besides the statute that obviously deal extensively with it, both the law that combats gender-based violence and the recovery plan contain some references.

5.2.2 South Tyrol

5.2.2.1 Socioeconomic participation

5.2.2.1.1 Work

Name	References	Coverage
AEQUITAS-Piano-d-azione-per-la-parita-di-genere-Alto-Adige-DEF	292	0.29%
ComuneMerano_PianoDiAzioneParitàDonneUomini_20-24	246	0.25%
ConvivereAA-patto_per_integrazione	23	0.25%
CUG_ComuneBZ_Piano_quinquennale_16-20	70	0.23%
L.p.12-2011-integrazioneStranieri	17	0.14%
L.p.13-2021-violenzaGenere	1	0.01%
L.p_4-2021_Antimobbing	26	0.83%
Lp_5_2010_it_parificazione e sulla promozione donne-uomini	31	0.32%
Lp_7-2015_Partecipazione e inclusione delle persone con disabilità	31	0.20%
M5C1 – AvvisoFormazioneBANDO	112	0.15%
Piano sociale provinciale 2030	323	0.14%
PianoIntervento_2019_AnalisiGenerePersonaleAmmProv	62	0.57%
Prov.BZ_2021_Direttive per il linguaggio di genere_baseArt.8LP5-2010	3	0.02%
STATUTO_SONDERSTATUT	4	0.01%

Table 21: Frequency for the word “working/work” (*lavoro*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo

This table shows that the two policies that contain more references to the work domain are the provincial social plan, followed by the provincial plan and the Meran plan for equal treatment. Also, one of the measures foreseen within the recovery plan refers it extensively.

It thus may be inferred that while the majority of the laws and policies do take the domain of work into consideration, other instruments tend to ignore it, especially those dealing with migration and integration, and GBV.

5.2.2.1.2 Education

Name	References	Coverage
AEQUITAS-Piano-d-azione-per-la-parita-di-genere-Alto-Adige-DEF	37	0.06%
ComuneMerano_PianoDiAzioneParitàDonneUomini_20-24	5	0.01%
ConvivereAA-patto_per_integrazione	2	0.04%
L.p.12-2011-integrazioneStranieri	2	0.03%
L.p.13-2021-violenzaGenere	1	0.02%

Lp_7-2015_Partecipazione e inclusione delle persone con disabilità	9	0.10%
M5C1 – AvvisoFormazioneBANDO	5	0.01%
Piano sociale provinciale 2030	18	0.01%
PianoIntervento_2019_AnalisiGenerePersonaleAmmProv	1	0.02%
STATUTO_SONDERSTATUT	7	0.02%

Table 22: Frequency for the word “education” (*istruzione*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo

From this table it can be inferred that the provincial social plan and the provincial plan for equal treatment contain some references to education, followed by the law on disability.

This domain is essentially absent in the other instruments.

5.2.2.1.3 Services – Accommodation

Name	References	Coverage
AEQUITAS-Piano-d-azione-per-la-parita-di-genere-Alto-Adige-DEF	2	0.01%
L.p.13-2021-violenzaGenere	2	0.03%
Lp_7-2015_Partecipazione e inclusione delle persone con disabilità	1	0.01%
Piano sociale provinciale 2030	64	0.04%

Table 23: Frequency for the word “accommodation” (*alloggio*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo

As to the issue of accommodation, this table infers that, once again, the policy which pays particular attention is the provincial social plan.

However, considering the increasing accommodation issues present in South Tyrol, which has a gender and ethnic/racial dimension, this domain should deserve more attention also by the laws and policies.

5.2.2.1.4 Services – Health

Name	References	Coverage
AEQUITAS-Piano-d-azione-per-la-parita-di-genere-Alto-Adige-DEF	46	0.05%
ComuneMerano_PianoDiAzioneParitàDonneUomini_20-24	1	0.01%
ConvivereAA-patto_per_integrazione	1	0.01%
CUG_ComuneBZ_Piano_quinquennale_16-20	4	0.01%

L.p.12-2011-integrazioneStranieri	4	0.03%
L.p.13-2021-violenzaGenere	2	0.02%
L.p_4-2021_Antimobbing	5	0.16%
Lp_7-2015_Partecipazione e inclusione delle persone con disabilità	6	0.04%
M5C1 – AvvisoFormazioneBANDO	2	0.01%
Piano sociale provinciale 2030	53	0.02%

Table 24: Frequency for the word “health” (*salute*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo

With regard to health, the two provincial plans, the social and the equal treatment, are those that contain more references.

Hence, there is no attention on the intersection gender and migration with health.

5.2.2.1.5 Services – Transportation

Name	References	Coverage
AEQUITAS-Piano-d-azione-per-la-parita-di-genere-Alto-Adige-DEF	3	0.01%
ComuneMerano_PianoDiAzioneParitàDonneUomini_20-24	2	0.01%
Lp_7-2015_Partecipazione e inclusione delle persone con disabilità	11	0.11%
Piano sociale provinciale 2030	6	0.01%
STATUTO_SONDERSTATUT	1	0.01%

Table 25: Frequency for the word “transportation” (*trasporto*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo

As to the issue of transportation, this table infers that there are very few documents that deal with this topic and it is essentially mentioned only by the law on disability.

Also in this case, the intersection with gender and ethnicity/race is ignored.

5.2.2.1.6 Services – Parental leave

Name	References	Coverage
AEQUITAS-Piano-d-azione-per-la-parita-di-genere-Alto-Adige-DEF	16	0.02%
ComuneMerano_PianoDiAzioneParitàDonneUomini_20-24	6	0.01%
CUG_ComuneBZ_Piano_quinquennale_16-20	2	0.01%
L.p.12-2011-integrazioneStranieri	1	0.01%
Lp_5_2010_it_parificazione e sulla promozione donne-uomini	1	0.02%
M5C1 – AvvisoFormazioneBANDO	1	0.01%
Piano sociale provinciale 2030	3	0.01%

Table 26: Frequency for the word “maternity” (*maternità*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo

Name	References	Coverage
AEQUITAS-Piano-d-azione-per-la-parita-di-genere-Alto-Adige-DEF	11	0.02%
ComuneMerano_PianoDiAzioneParitàDonneUomini_20-24	6	0.01%
CUG_ComuneBZ_Piano_quinquennale_16-20	2	0.01%
Lp_5_2010_it_parificazione e sulla promozione donne-uomini	1	0.02%

Table 27: Frequency for the word “paternity” (*paternità*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo

Name	References	Coverage
AEQUITAS-Piano-d-azione-per-la-parita-di-genere-Alto-Adige-DEF	3	0.01%
ComuneMerano_PianoDiAzioneParitàDonneUomini_20-24	3	0.01%
Piano sociale provinciale 2030	2	0.01%
PianoIntervento_2019_AnalisiGenerePersonaleAmmProv	3	0.04%

Table 28: Frequency for the word “parent” (*parentale*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo

From these tables it can be inferred that few policies refer to maternity, paternity or parent, and those are the provincial plan and the Meran municipality plan for equal opportunities.

5.2.2.2 Social drivers

5.2.2.2.1 Class, agency & legal status

The text search for the words class (*livello+economico*), agency (*autonomia+personale*), and legal status (*stato+giuridico*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo gave no result.

This is particularly relevant considering that class and agency were among the most important factors for local women and legal status extremely relevant for women and LGBTIAQ+ individuals with a migration background.

The frequency of the others social drivers is illustrated in the tables below.

5.2.2.2.2 Age

Name	References	Coverage
AEQUITAS-Piano-d-azione-per-la-parita-di-genere-Alto-Adige-DEF	10	0.01%
ComuneMerano_PianoDiAzioneParitàDonneUomini_20-24	19	0.01%
CUG_ComuneBZ_Piano_quinquennale_16-20	1	0.01%
L.p.12-2011-integrazioneStranieri	1	0.01%
Lp_5_2010_it_parifcazione e sulla promozione donne-uomini	2	0.01%
M5C1 – AvvisoFormazioneBANDO	2	0.01%
Piano sociale provinciale 2030	50	0.01%
PianoIntervento_2019_AnalisiGenerePersonaleAmmProv	5	0.02%

Table 29: Frequency for the word “age” (*età*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo

As to age, this table infers that, besides the provincial social plan, the two plans on equal opportunities, the provincial one and that of the municipality of Meran, do contain some references.

5.2.2.2.3 Origin

Name	References	Coverage
AEQUITAS-Piano-d-azione-per-la-parita-di-genere-Alto-Adige-DEF	2	0.01%
ConvivereAA-patto_per_integrazione	1	0.01%
Piano sociale provinciale 2030	15	0.01%

Table 30: Frequency for the word “origin” (*origine*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo

As to the issue of origins, this table infers that very few laws and policies deal with it, and essentially it is considered only by the provincial social plan.

This infers that, in particular, the law and the policy on migration and integration ignore it while de facto it is one of the main factor that hinders socioeconomic participation.

5.2.2.2.4 Rural & urban

Name	References	Coverage
STATUTO_SONDERSTATUT	3	0.01%

Table 31: Frequency for the word “rural” (*rurale*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo

The statute is only that refers to the rural dimension, but very scarcely. This interrelates with the service of transportation mentioned above, where the gender dimension is ignored.

Name	References	Coverage
ComuneMerano_PianoDiAzioneParitàDonneUomini_20-24	30	0.03%

Table 32: Frequency for the word “urban” (*urbano*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo

With regard to the urban context, it is only the municipal plan of Meran that tackles it.

5.2.2.2.5 Language

Name	References	Coverage
AEQUITAS-Piano-d-azione-per-la-parita-di-genere-Alto-Adige-DEF	17	0.02%
ComuneMerano_PianoDiAzioneParitàDonneUomini_20-24	6	0.01%
ConvivereAA-patto_per_integrazione	16	0.18%
CUG_ComuneBZ_Piano_quinquennale_16-20	2	0.01%
L.p.12-2011-integrazioneStranieri	3	0.03%
L.p.13-2021-violenzaGenere	1	0.01%
Lp_5_2010_it_parificazione e sulla promozione donne-uomini	1	0.01%
Lp_7-2015_Partecipazione e inclusione delle persone con disabilità	8	0.05%
M5C1 – AvvisoFormazioneBANDO	13	0.02%
Piano sociale provinciale 2030	16	0.01%
Prov.BZ_2021_Direttive per il linguaggio di genere_baseArt.8LP5-2010	10	0.06%
STATUTO_SONDERSTATUT	43	0.06%

Table 33: Frequency for the word “language” (*lingua*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo

With regard to language, besides the statute that deal with it due to multilingual reality of South Tyrol, the provincial plan on equal opportunities and the provincial social plan as well as the policy on integration of the population with migratory background refer to it.

5.2.2.3 External factors

5.2.2.3.1 Racism, prejudices and stereotypes

Name	References	Coverage
L.p.12-2011-integrazioneStranieri	1	0.01%
Piano sociale provinciale 2030	2	0.01%

Table 34: Frequency for the word “racism” (*razzismo*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo

With regard to racism, only the law on integration of the population with a migration background and the provincial social plan refer to it only once and twice, respectively.

Name	References	Coverage
AEQUITAS-Piano-d-azione-per-la-parita-di-genere-Alto-Adige-DEF	1	0.01%
CUG_ComuneBZ_Piano_quinquennale_16-20	3	0.02%

Table 35: Frequency for the word “stereotypes” (*stereotipo*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo

With regard to stereotypes, essentially only the plan for equal opportunities within the municipality of Bolzano refers to it.

Name	References	Coverage
ComuneMerano_PianoDiAzioneParitàDonneUomini_20-24	1	0.01%
Lp_7-2015_Partecipazione e inclusione delle persone con disabilità	1	0.01%

Table 36: Frequency for the word “prejudice” (*pregiudizio*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo

Finally, as to prejudices, there are only two references in the plan on equal opportunities of the municipality of Meran and in the law on disability.

For these tables, it may be inferred that these laws and policies are essentially ignoring how crucial stereotypes, prejudices and the episodes of racism are and that they do not foresee any type of action to combat them.

5.2.2.3.2 GBV

Name	References	Coverage
AEQUITAS-Piano-d-azione-per-la-parita-di-genere-Alto-Adige-DEF	110	0.15%
ComuneMerano_PianoDiAzioneParitàDonneUomini_20-24	109	0.15%
ConvivereAA-patto_per_integrazione	1	0.01%
CUG_ComuneBZ_Piano_quinquennale_16-20	2	0.01%
L.p.13-2021-violenzaGenere	76	1.15%
L.p_4-2021_Antimobbing	14	0.60%
Piano sociale provinciale 2030	40	0.02%

Table 37: Frequency for the word “GBV” (*violenza*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo

Besides the provincial law against GBV, this factor is present in few other laws and policies, especially in the provincial and the Meran municipality plans for equal opportunity.

5.2.2.3.3 Civil society organization

Name	References	Coverage
AEQUITAS-Piano-d-azione-per-la-parita-di-genere-Alto-Adige-DEF	1	0.01%
ComuneMerano_PianoDiAzioneParitàDonneUomini_20-24	19	0.04%
M5C1 – AvvisoFormazioneBANDO	4	0.01%
Piano sociale provinciale 2030	1	0.01%
Prov.BZ_2021_Direttive per il linguaggio di genere_baseArt.8LP5-2010	1	0.01%

Table 38: Frequency for the word “civil society organization” (*associazione*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo

The “civil society organization” (*associazione*; the words *organizzazione+civile* gave no result) in South Tyrolean policies is essentially present only in the Meran municipality plan on equal opportunities. This points also to the need of involving more CSOs.

5.2.2.3.4 Institutions

Name	References	Coverage
AEQUITAS-Piano-d-azione-per-la-parita-di-genere-Alto-Adige-DEF	32	0.06%
ComuneMerano_PianoDiAzioneParitàDonneUomini_20-24	28	0.05%
ConvivereAA-patto_per_integrazione	8	0.16%
CUG_ComuneBZ_Piano_quinquennale_16-20	1	0.01%
L.p.12-2011-integrazioneStranieri	4	0.06%
L.p.13-2021-violenzaGenere	6	0.13%
L.p_4-2021_Antimobbing	2	0.12%
Lp_5_2010_it_parificazione e sulla promozione donne-uomini	1	0.02%
Lp_7-2015_Partecipazione e inclusione delle persone con disabilità	6	0.07%
M5C1 – AvvisoFormazioneBANDO	1	0.01%
Piano sociale provinciale 2030	59	0.05%
Prov.BZ_2021_Direttive per il linguaggio di genere_baseArt.8LP5-2010	1	0.01%
STATUTO_SONDERSTATUT	3	0.01%

Table 39: Frequency for the word “institutions” (*istituzioni*) in South Tyrolean policies through the feature “Text Search Query” of the software NVivo

The provincial social plan and the provincial and the Meran municipality plans for equal opportunity are those that mainly refer to the institutions.

6 References

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