



Transferring Implementing Monitoring Equality

www.gendertime.org

S.Badaloni, L.Perini. Workshop Sister Projects, Padova, December 11th 2015





ADA BYRON
LOVELACE DAY
(1815-2015)



**GENDERTIME - Transferring Implementing
Monitoring Equality**

**INCONTRO DELLA RETE ITALIANA
DEI «SISTER PROJECTS» DEL 7FP-EU**

FESTA GARCIA GENERA GENISLAB GENOVATE
STAGES TRIGGER
GENDERTIME

**11 dicembre 2015
ore 9.00-13.00**

**Aula Magna
Dipartimento di Ingegneria dell'Informazione,
DEI
Università degli Studi di Padova**

**--- Comitato organizzativo ---
Silvana Badaloni e Lorenza Perini
(UNIPD Gendertime team)**

PROGRAMMA

Ore 9.00-9.15

Apertura dei lavori *Annalisa Oboe, Prorettrice con delega
alle relazioni culturali, sociali e di genere*

Ore 9.15-9.40

Francesca A. Lisi

Alla scoperta di Ada, l'incantatrice di numeri

Ore 9.40-11.00

**I progetti si confrontano: i risultati più importanti
conseguiti fino ad ora**

----Coffee break----

Ore 11.15-13.00

**Panel di discussione: quali prospettive future per la
rete dei Sister Projects?**

---Buffet---



GenderTime



Duration: 48 months from 1 January 2013 to 31 December 2016

The Project's Consortium:

- Egalité des Chances dans les Etudes et la Profession d'Ingénieur en Europe (ECEPIE) France (Coordinator)
- Interuniversitaeres Forschungszentrum für Technik, Arbeit und Kultur (IFZ) Austria
- Università degli Studi di Padova (UNIPD) Italy
- Linköping University (LiU) Sweden
- Université Paris Est Créteil (UPEC) France
- Mihailo Pupin Institute (PUPIN) Serbia
- Bergische Universität Wuppertal (BUW) Germany
- Loughborough University (LoU) United Kingdom
- Fundacion TECNALIA Research & Innovation (TECNALIA) Spain
- Donau-Universität Krems (DUK) Austria

The aim of the GenderTime Project

- to identify and implement the best systemic approach to increase the participation and career advancement of women researchers in Institutions where self-tailored action plans are being implemented
- plans will include actions such as recruitment, career development and networking, work/life balance measures, equal representation at decision level, management and policy making, elimination of gender stereotypes, promoting a gender culture, etc.

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Project design: the key role of the TA

- Among the 10 partners, there are 8 scientific partners who will implement self-tailored action plans in their institutions. An external partner is in charge of the evaluation (DUK, Austria). A technical partner coordinates the project (Ecepie, France).
- Institutions involved in GenderTime are intentionally very different in terms of size, discipline, history, etc. in order to experiment in various situations and to create a synergy among scientific partners.
- Keyword: mutual learning
- To guarantee the real implementation of structural change in each Institution a central role will be assumed by **Transfer Agents**.
- **TA** are defined as entitled to implement gender actions in their own institutions and therefore are in the position to transfer knowledge from GT into their institutions
- A crucial point will be the real commitment of organizational heads of each participant of the Consortium.



Meeting April 2015, Padova - DEI



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University of Padua – overview 2014



- 32 Departments
- 1 University Hospital
- 1 Veterinary Hospital
- 1 Experimental Farm
- A budget of 607 million 66 thousand euro
- **64000 Students and 12000 Graduates each year**
- **2214 Professors and Researchers**
- **2264 Technicians and Administrative Personnel**

The Italian education system “3+2”: – 1st cycle degree courses – 2nd cycle degree courses

- 82 1st cycle degree courses
- 81 2nd cycle degree courses
- 72 Research and Service Centres
- 1507 Doctorate Candidates



Quantitative/qualitative tools and methods developed in Gendertime



- 1.UNIPD – Gender Monitoring Lab
- 2.UNIPD GCI-The glass ceiling index
- 3.Tools for monitoring gender awareness: Gender Culture Survey
- 4.Tools for monitoring/evaluating gender equality: Unipd Composite Indicator
- 5.Tools for monitoring Action Plans' implementation
- 6.Tools for monitoring transfer agents' activity





Action: Gender Monitoring Lab

- **Osservatorio di Ateneo per le Pari Opportunità**
- The aim of collecting and organizing data on the presence of women at any stage of their career path at UNIPD Monitoraggio delle ricerche di genere promosse e condotte in Ateneo
- It is a gender equality organism connected to ‘Commissione per le Pari Opportunità’ and to the CUG ‘Comitato Unico di Garanzia’
- Since many data are not available as statistical data, in 2014 we decided to launch a campaign of data retrieval on the Composition of Commissions, Boards, Decision Making bodies, etc from a gender point of view
- Gender Budgeting o Bilancio di Genere (guidelines of GenisLab)



Gender Board Composition

SOME RESULTS



Boards Unipd



Rettore
Prorettore Vicario

Direttrice Generale





Over-representation of men at Unipd



Over-representation of men at Unipd

Women at UNIPD are

- 20% of the Pro-Chancellors
- 26 % of the Delegates of the Dean
- 22 % in Academic Senate,
- 25 % in the Administration Board,
- 24 % (in average) in different Academic Commissions.



- > 17 % Women in Boards (Italy) She-Figures 2012
- < 36 % Women in Boards (EU-27) She-Figures 2012



The glass ceiling index

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The Glass Ceiling Index GCI



- The unseen, yet unbreachable barrier that keeps women from rising to the upper positions, regardless of their qualifications or achievements
- Women look up and see no obstacles: in their ascent they can meet an invisible barrier that prevents them from exceeding a certain threshold
- It illustrates the difficulties women have in gaining access to the highest hierarchical levels.
- It measures the relative chance for women, as compared with men, of reaching a top position.
- It compares the proportion of women in academia (grade A, B, and C) to the proportion of women in grade A positions (equivalent to Full Professors in most countries), indicating the opportunity, or lack of it, for women to move up the hierarchical ladder in their professions

GCI calculation

Being W women and M men and A, B, C the three levels of academic career, the Glass Ceiling Index CGI can be calculated as:

$$\begin{aligned} \text{GCI}_{\text{women}} &= \text{Proportion of women in Academia} / \text{Proportion of women in Grade A} \\ &= \% \text{ of women A+B+C on Total (W+M A+B+C)} / \% \text{ of women A on Total (W+M A)} \end{aligned}$$

$$\begin{aligned} \text{GCI}_{\text{men}} &= \text{Proportion of men in academia} / \text{Proportion of men in Grade A} \\ &= \% \text{ of men A+B+C on Total (W+M A+B+C)} / \% \text{ of men A on Total (W+M A)} \end{aligned}$$



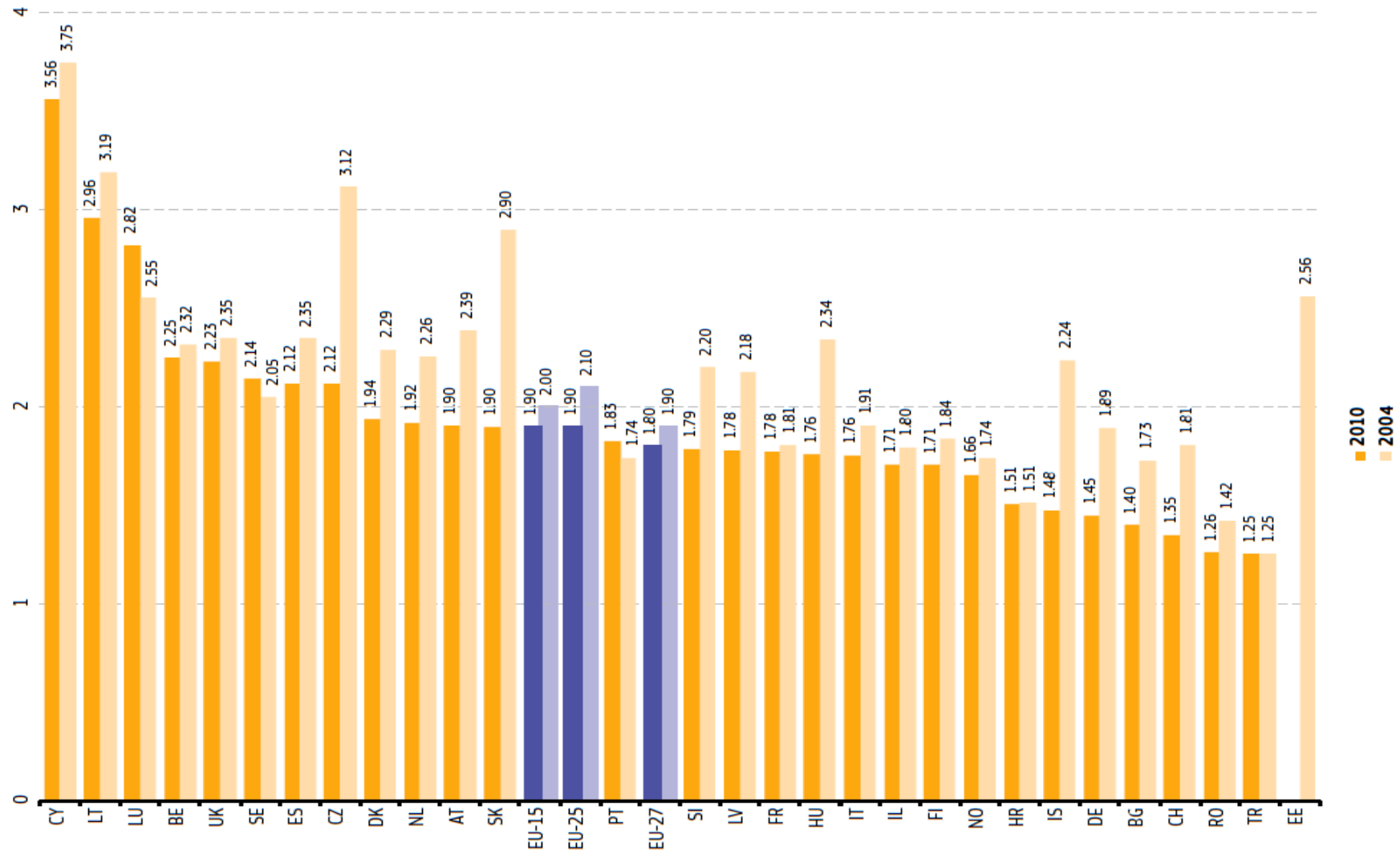
GCI \geq \leq 1



- Value 1 = no "Glass Ceiling" A GCI of 1 indicates that there is no difference between women and men being promoted.
- a GCI score of more than 1 means that women are under-represented in grade A positions.
- a score of less than 1 (e.g. $GCI_{women} < 1$) means that women are over-represented at grade A level
- And similarly for men
- Speaking of GCI by default people refers to GCI_{women}
- In sum: the higher GCI_{women} value, the thicker the Glass Ceiling and the more difficult it is for women to move into a higher position.

She Figures 2012

Figure 3.6: Glass Ceiling Index, 2004-2010





The Glass Ceiling Index

EU (2010)

- On average, throughout the EU-27, the GCI equals 1.8 in 2010 which means that slow progress has been made since 2004 when the index stood at 1.9.
- In 2010, in no country is the GCI equal to or below 1.
- Its value ranges from 3.6 in Cyprus to 1.3 in Romania (and Turkey).
- Aside from Cyprus, the highest GCI was reported in Lithuania and Luxembourg.
- Between 2004 and 2010, the GCI has decreased in most countries.

(Source: *She Figures 2012*)

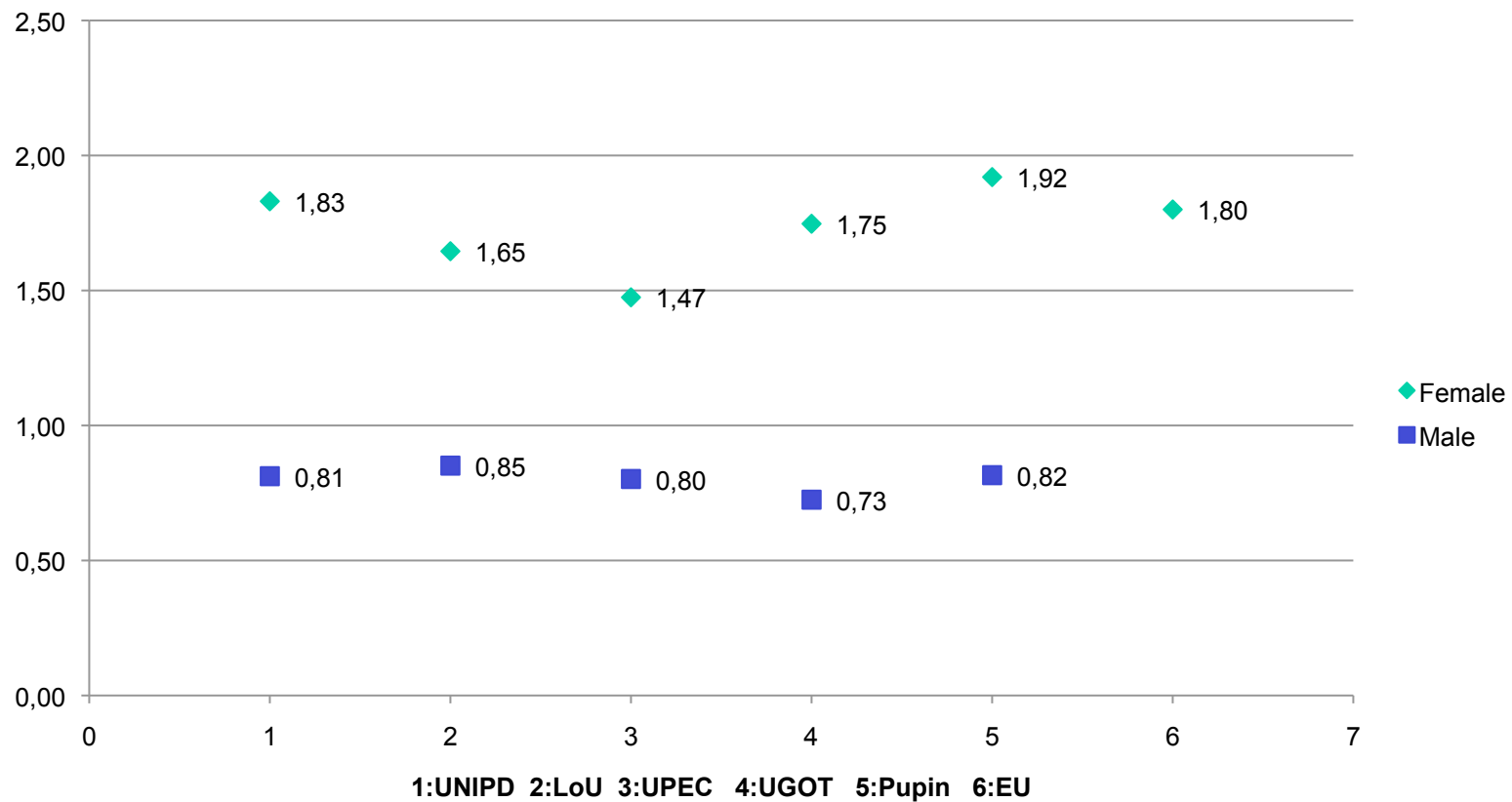




GCI_{women} VS GCI_{men}



GCI Female - Male





Conclusion on GCI

- The network is very heterogeneous
- the CGIwomen are > 1 and CGImen < 1 .





Cultural Staff Survey 1

- The aim of the research is to highlight the results of an **on-line survey on the perception of gender culture in Academia** that took place at the University of Padua in 2014.



Results 2

- For them
 - A) the current situation of consistent disparity is the result of decisions based in any case on **merit**
 - B) both men and women can **equally compete** for positions and apical roles
 - C) the organization of work **interferes little** with other aspects of life such as care and work-life balance.



Cultural Staff Survey 3

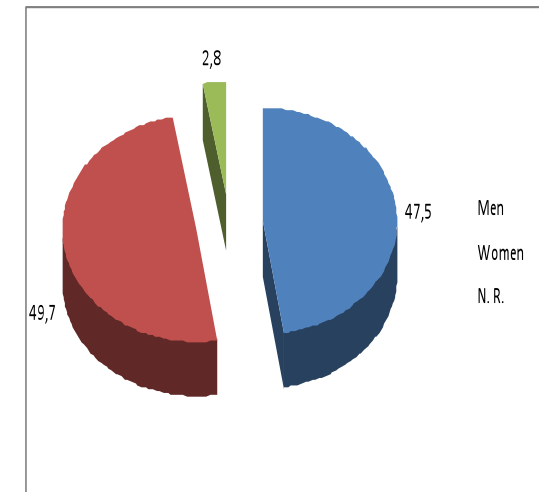


UNIPD CULTURAL SURVEY: A FIRST GLANCE

- **TOTAL PERMANENT ACADEMIC STAFF AT UNIPD: 2135**
- **DEPARTMENT INCLUDED IN THE SURVEY:** Engineering, Humanities (Education, Philosophy, Sociology) with Psychology and two departments of the School of Science (Physics and Mathematics)
- **PERMANENT ACADEMIC STAFF CONSIDERED FOR THE SURVEY 576**
- **NON PERMANENT STAFF: 948** people (of all Schools, we couldn't split the mailing list Department by Department)

FEEDBACK: 214
total received questionnaires

AFTER THE CLEANING: 177
ARE THE "GOOD"
RESPONDANTS



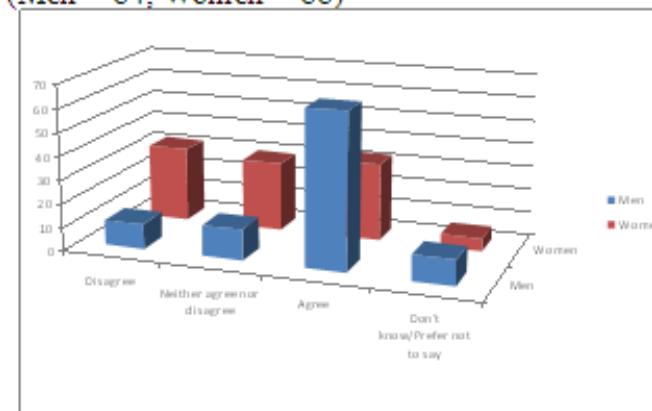


Cultural staff survey 4



PARTICIPATION AND PROMOTION PRACTICE

Item 8: Staff are treated on their merits irrespective of their gender (Men = 84, Women = 88)



$\chi^2 (3) = 24.949, p < .0001$

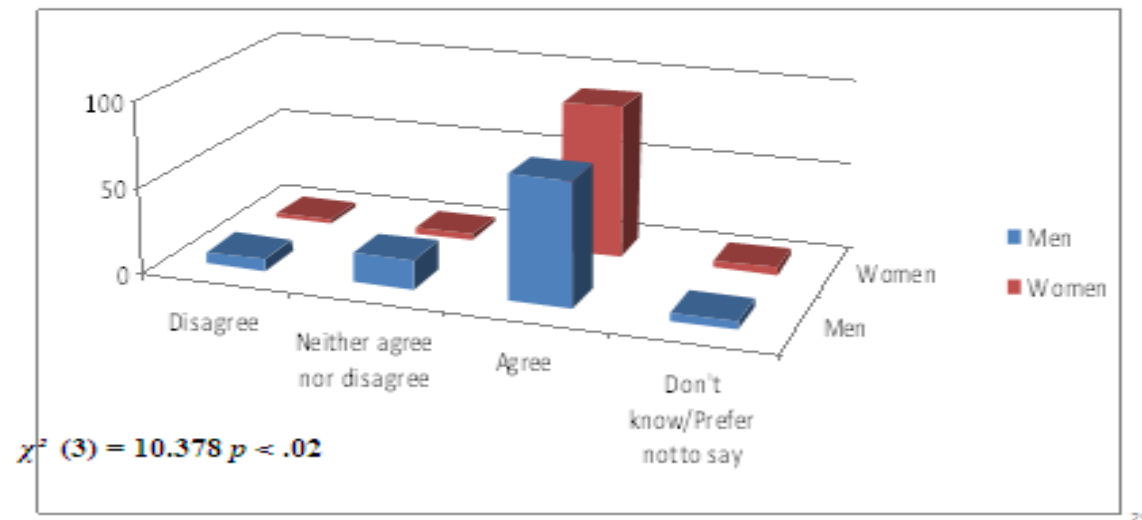
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**Men are convinced
that «merit» is the main criteria (blue
column)
so the problem does not exist.
Women have clearly another opinion!**



Cultural staff survey 4

Item 22: It is necessary to undertake positive actions for gender equality (Men = 84, Women = 88)



Why men say that everything is ok and then they feel the need of positive actions?

THE GT COMPOSITE INDICATOR

WHAT

We want to create a specific tool
(a composite indicator/an Index)
to monitor (and evaluate)

Gender Equality in Academia and research centers

HOW

Through a system of data collection that use the criteria of data
armonization set by the

EIGE's Gender Equality Index (GEI), 2013

and Integrated with:

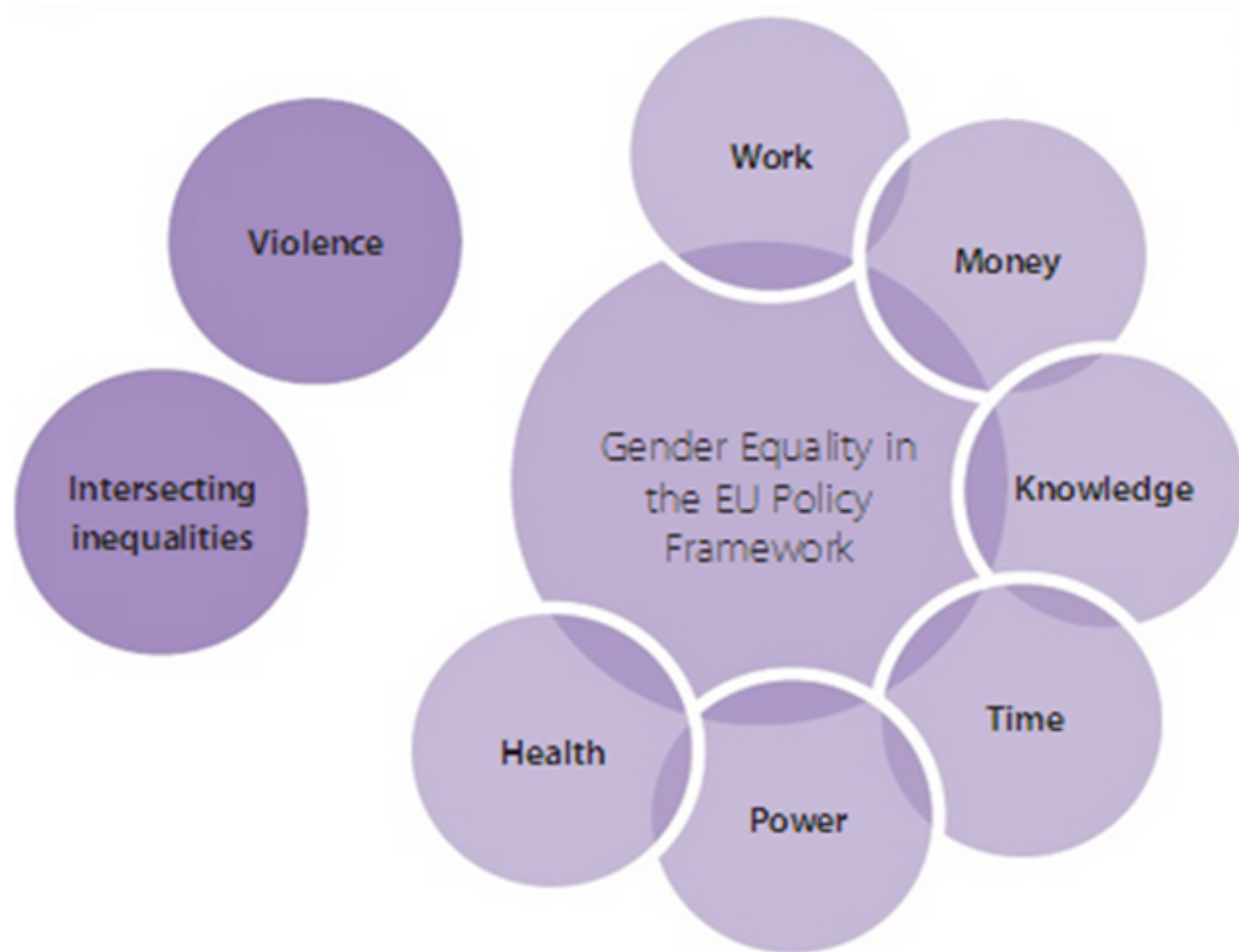
the framework and the domains set up by the

Gender Budgeting strategy

assessed by our sister project «**GenisLab**»

(2011-2014)

Structure of the EIGE Gender Equality Index (2013)



**GENIS LAB approach
Gender budgeting
for Academia**

time

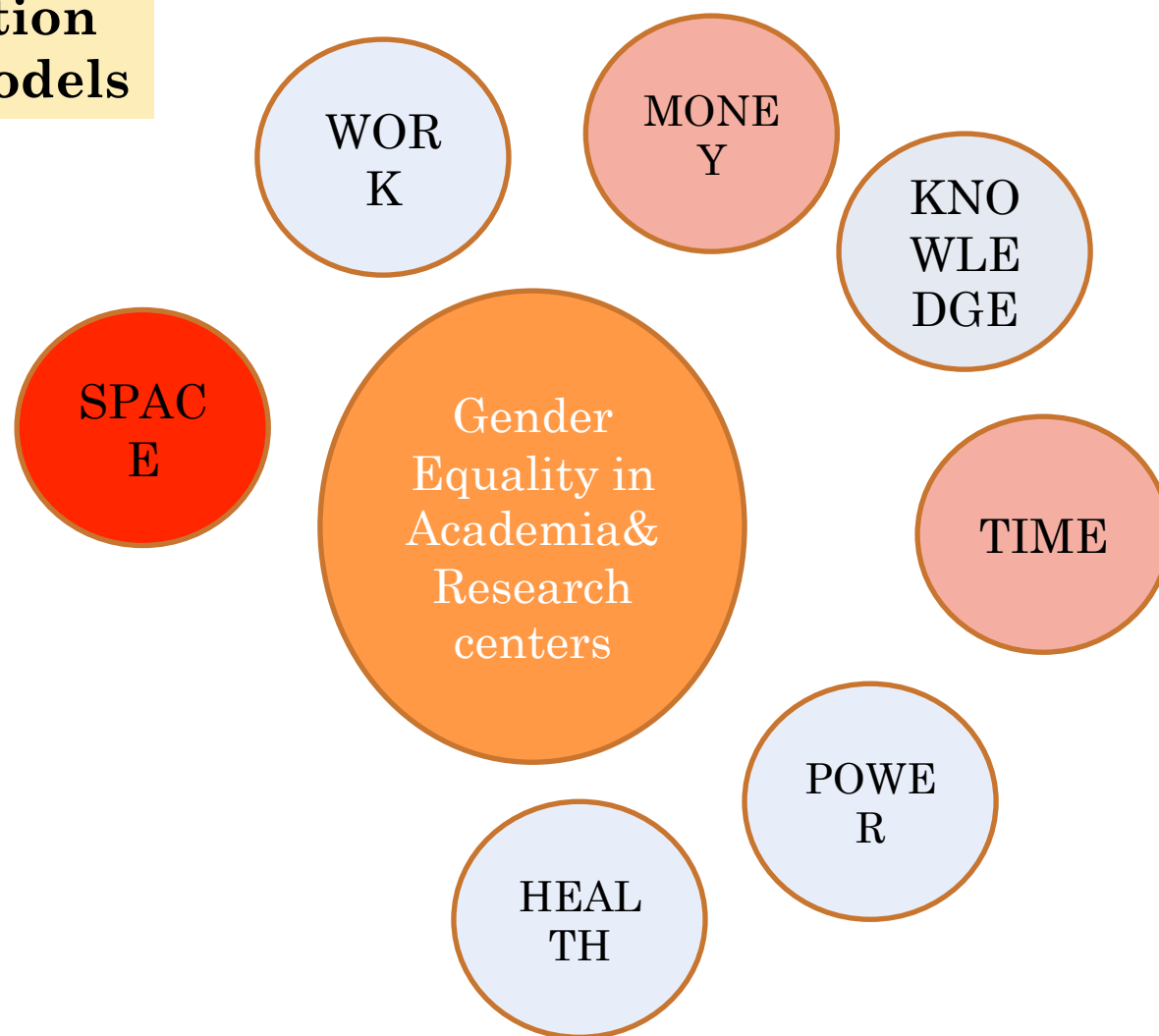
funds

space



A way of armonizing data collection

The combination
of the two models



Key word: simplification!

1. With our new tool we want to detect **where women are**, the position of women in any field of the investigation, not the gap between men and women in any field as EIGE do.

2. respondents decide what is important (the weight of the domains) since we can rely on individual (micro) data we can imagine to implement a survey. In this way we do **not have to decide apriori** what is “good” and what is “bad” (as EIGE do using a panel of experts to decide the scale of the domains), we can **ask directly to the respondents to establish what is good and what is bad to them.**



Micro data instead of macro data: this make the difference!

Data Sources:

They vary from institution to institution they can come from statistical offices of the institution, or /and from previous surveys, Or they can come from new and ad hoc surveys.



Data at UNIPD: we need a new survey

- In UNIPD no culture for segregated data collection
- we can rely only on some individual data already collected by the central offices
- Although collected by gender, most of the data are not usable for our purpose
- the only way to come up with something is to implement a new survey



UNIPD IS TESTING THE QUESTIONNAIRE

Sended to 3040 people (all faculties, all academic perm. and non perm. staff)

No more than 30 questions covering all the domains.

20 minutes for answering,

after 3 week of running Feedback of 30% (of them 58% were men): very good!!



Towards gender equality in Science



- Relevant changes for women in Science and Technology might take place starting from a **consciousness of gender**: the double membership in profession and gender of a women scientist has the potential to shape and disseminate such a consciousness
- The Institutions have to adopt **gender policies** for supporting women in their careers, in particular with measures regarding the work-life balance and, in general, promoting Women in Science and Technology

The future is too important to be left to men

The Royal Institute of Technology in Stockholm – Campaign 2015