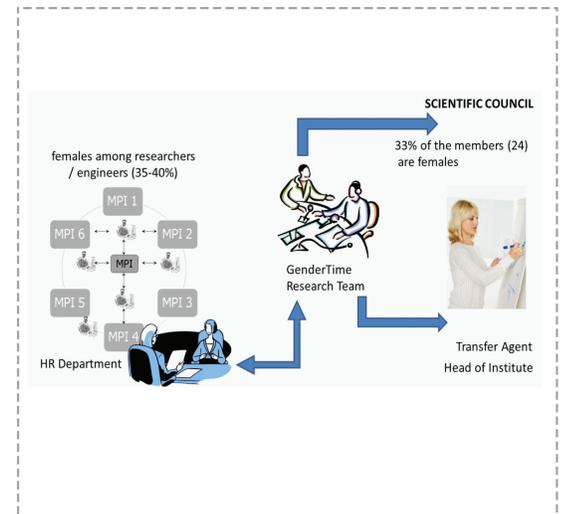


Initial Action Plan

21 Actions in 7 categories:

- **Improve Employment opportunities for all at the Institutional Level (3)**
- Identify the cause of the actual gender distribution (2)
- **Improve support mechanism for the young researchers, careers development and networking (4)**
- Improve Culture, Communications and Departmental Organization (5)
- Assess Career breaks/flexible working (4)
- **Understanding why women leave engineering (2)**
- Disseminating good practice (1)



Challenges

- **Attract and retain** talented women
- Uptake of Mentoring Scheme
 - **motivate** young researchers to advance in career
- Women's advancement
 - (indicator) women in the PUPIN **Scientific** council
 - (indicator) women in **management positions**
- Women's **contributions to innovations**
 - (indicator) awarded female engineers

Success Factors

- **Push factors:**
 - **Top level management support**
 - Senior researchers serve as **role models** for talented women
 - **Networking and culture** that supports female career advancement
 - Financial support and **access to funds**

Achievements and Reflection

- Improved management
 - *PUPIN Scientific Council, Careers advice service*
 - *Monitoring tools put in practice*
- Raised awareness
- Women's contributions to innovations (papers, awards)
- Increase in the share of women in engineering staff

	PhD		MSc (old program)		MSc (Bologna)		Engineering staff		Overall (PhD + MSc)	
	F	M	F	M	F	M	F	M	F	M
01/2013	35	65	55,1	44,9	31,2	68,8	34,4	65,6	36,9	63,1
05/2015	30,7	69,3	51,8	48,2	35,7	64,3	36,9	63,1	39,5	60,5
09/2016	32,1	67,9	52	48	34	66	35,5	64,5	38,4	61,6



Good practices

- Implementation of the **National strategy** for improving and promoting gender equality (since 2013)
- **Gender Equalities monitoring**
 - *Number of women at the management positions*
 - *Number of awards won by female staff*
 - *Number of promotions in scientific titles approved by the Ministry of education, science and technological development*

Lessons Learned

- **GEPs extends the standard practices**
- Support mechanisms and **Open discussions**
- Better salary and working conditions abroad and/or in business sector, as well as private reasons are **main gender equality pulling factors**

