



## 2012 Initial Action Plan at UNIPD

### 1. EDUCATION AND DISSEMINATION

- EDUCATION** on gender equality for Unipd employees and students  
(Seminars, conferences, summer schools, training laboratories, e-learning projects)
- DISSEMINATION** of a gender culture and knowledge at any level of the UNIPD staff and students  
(information, webpages, brochures, issues, movies, recitals, theatre, etc...)

**SUCCESS factors**  
Intended as going measures, with different modalities, depending on the target population

**RESISTENCES**  
Not intended as systematic actions, not always followed by the correct and prompt dissemination

#### ON-GOING MEASURES

### 3. DATA COLLECTION

- Analysis of sex disaggregated statistical data
- Data monitoring in UNIPD boards
- Collection and organization of data on the presence of women at any stage of their career's path
- Implementation of a set of monitoring and evaluating tools

**BIG CULTURAL RESISTANCE**

**TO SEX DISAGGREGATED STATISTICS AND TO THE PRACTICE OF MONITORING**

**AND SO BIG CHALLENGE IN GENDERTIME!**

### 2. MEASURES OF WORK-LIFE BALANCE

**TELEWORKING MODALITIES**  
(especially during parenthood and care duties)

**PROJECT FOR CHILDCARE**  
Agreement with local kindergartens and Educational

**SUCCESS FACTORS**  
Experimental phase (2012-13) then more than 30 employee involved in very tailored projects. Three more calls until 2014. A lot of requests.

**Success factors**  
A good chance to identify and monitor more than 170 facilities in the Veneto Region. The study includes all types of organizations related to early childhood education (public, private, municipal, Tagesmutter...)

**Resistences**  
Beaurocracy is one of the main factor of resistance. It is not a real gender based action... teleworking is now a cross cutting issue

**Resistences**  
Most of the services have no accreditation in the Veneto Region. No databases and no monitoring tools available to make comparison with other services

#### ON-GOING MEASURES

## Challenge 1

**Make the institution aware**  
that Gender Equality is one of the main responsibilities of a public institution and it can be a great success factor.

#### Objective A

Undertand the rate of awareness on Gender Equality issues among the academic staff at UNIPD

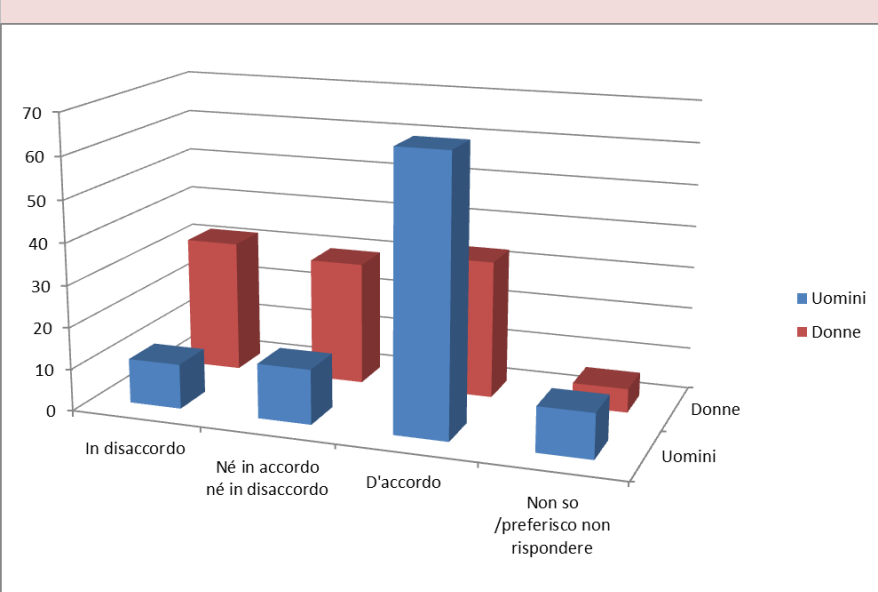
#### IMPLEMENTED TOOL

### SURVEY ON GENDER AWARENESS AT UNIPD

Academic staff at UNIPD: 2135  
Permanent academic staff of the sample departments: 576  
Non-permanent staff (research fellow) at UNIPD: 948  
Non-permanent in the selected Dept.: 88  
Respondents after the cleaning: 177

#### SUCCESS FACTOR

**Rised a new interest on the GE topic**  
Detected a very low level of awareness among men professors  
«we are in a meritocratic society»



Man are convinced that «merit» is the main criteria (blu column) so the problem do not exist.

## 2013 GENDERTIME started Challenges and success factors



In the **MUTUAL LEARNING** perspective important is role of the **TRANSFER AGENT** in order to transfer knowledge from outside to inside the insitution

## Challenge 2

**Implementing a new way of collecting and using data**  
in a gender budgeting approach

#### Objective A:

Knowing where women are at Unipd

#### IMPLEMENTED TOOL

Two massive campaign of data collection in 2014 and 2016 to detect WOMEN ON BOARDS and ELECTIVE ORGANISMS at UNIPD

#### SUCCESS FACTOR

Implemented a **PERMANENT ORGANISM** for data collection and analysis – the **GENDER MONITORING LAB**



#### Objective B:

FINDING A TOOL TO DETECT, MONITOR AND EVALUATE GE

#### IMPLEMENTED TOOL

**BUILD A SYSTEM OF INDICATORS (UNIPD\_GEI)** to understand and then monitor GENDER EQUALITY at UNIPD.

#### SUCCESS FACTOR

Started a new collaboration with the UNIPD offices

## 2016 Achievements and Refleations

#### ACHIEVEMENT

### NEW ACTION PLAN 2016-2018

the **NEW UNIPD ACTION PLAN** includes suggestions coming from the Gendertime experience!

#### REFLECTIONS

#### 1. PERMANENT ORGANISMS FOR SUSTAINABILITY

It is important to have an „observatory“ devoted to gender sensitive data collection and analysis in order to foster the monitoring process and in terms of sustainability of the tools implmented

#### 2. TRAINING AND INVOLVMENT of management

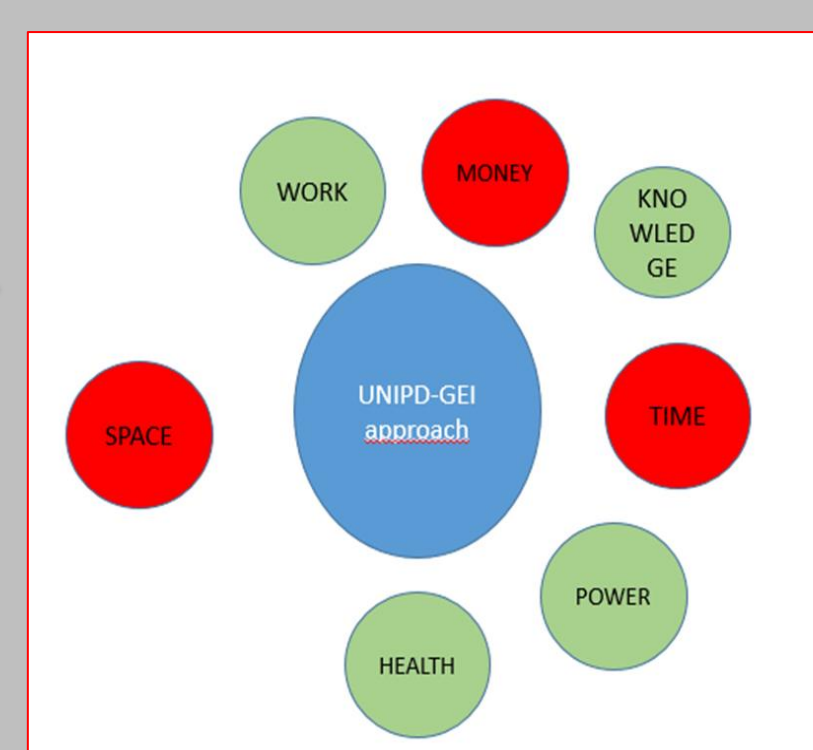
In order to implement a **GENDER BUDGETING APPROACH** the staff needs training and it is important to establish a collaborative relationship with the offices in charge for data collection. Employees and managment must be involved in the whole process from the beginning.

#### 3. NETWORKING among institutions

The Italian net of the **SISTER PROJECTS** is a reality and works as a group of pressure toward the local government in order to take into consideration the GE issue in academia as a value and an economic benefit for the community

#### THE ARCHITECTURE OF THE UNIPD GEI

The building process of the UNIPD-GEI is described here:



## Publications

Badaloni S.- Perini L. (eds), **A model for building a Gender Equality Index for academic institutions**, Padova University Press 2016

