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, concerts, theatre, etc.)

2. MEASURES OF WORK-LIFE BALANCE
   - TELEWORKING MODALITIES (especially during parenthood and care duties)
   - PROJECT FOR CHILD CARE AGREEMENT with local kindergartens and Educational Institutions

SUCCESS FACTORS
intended as going measures, with different modalities, depending on the target population

SUCCESS FACTORS
Experimental phase (2012-13) then more than 101 employees 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 101 employees involved in very tailored projects. Three more calls until 2014. A lot of requests.

ON-GOING MEASURES
Detected a very low level of awareness among men professors «we are in a meritocratic society»

SUCCESS FACTORS
Rised a new interest on the GE topic

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

ON-GOING MEASURES

THE UNIVERSITY OF PADUA was established in 1222. In 1678 Elena Lucretia Cornaro Piscopia was the first woman graduated in the world.

Today, in 2016, the academic staff counts 2057 professors

The administrative and technical staff 2275 employees.

The students are 57 665.

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

Understand 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 academic 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»

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

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

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

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 institution

2016 Achievements and Reflections

ACHIEVEMENT

NEW ACTION PLAN 2016-2018

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

Good Practices

EXAMPLE 1

Enhancing gender awareness in scientific research Seminars on gender equality in Science 8 hour Training for PhD Students of the school of Biology

EXAMPLE 2

The gender budgeting approach in academia One-day training for the UNIPD academic and non academic staff involving national experts and the network of the SISTER PROJECTS

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 implemented

2. TRAINING AND INVOLVEMENT 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 management 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

Publications

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

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