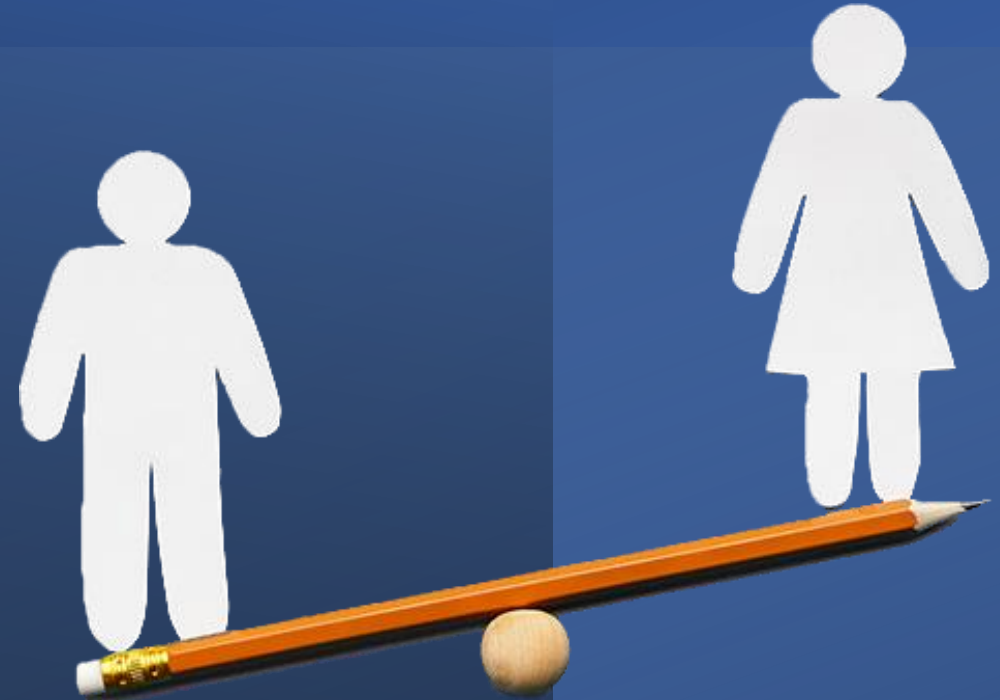


Tools to achieve gender equality within universities: Gender Report and Gender Equality Plan



Antonella Liccardo – Università degli Studi di Napoli Federico II

**Supporting Women in Research:
The Med Hub
26th June, 2025**

INSTITUTIONALIZATION OF THE GENDER ISSUE IN THE ITALIAN UNIVERSITIES

Implementation of the **Gender Budgeting (GB) Cycle**

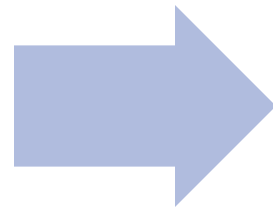
Integration of gender perspectives into practices, documents, policy choices

Promoting formal and substantive gender equality

The main pillars of the GB cycle

Perform data analysis

- Gender Report



Develop a contextualized gender equality strategy

- Gender Equality Plan

The importance of data

To bring out the
existence of a
gender issue

- *Without data, the gender issue does not exist.*

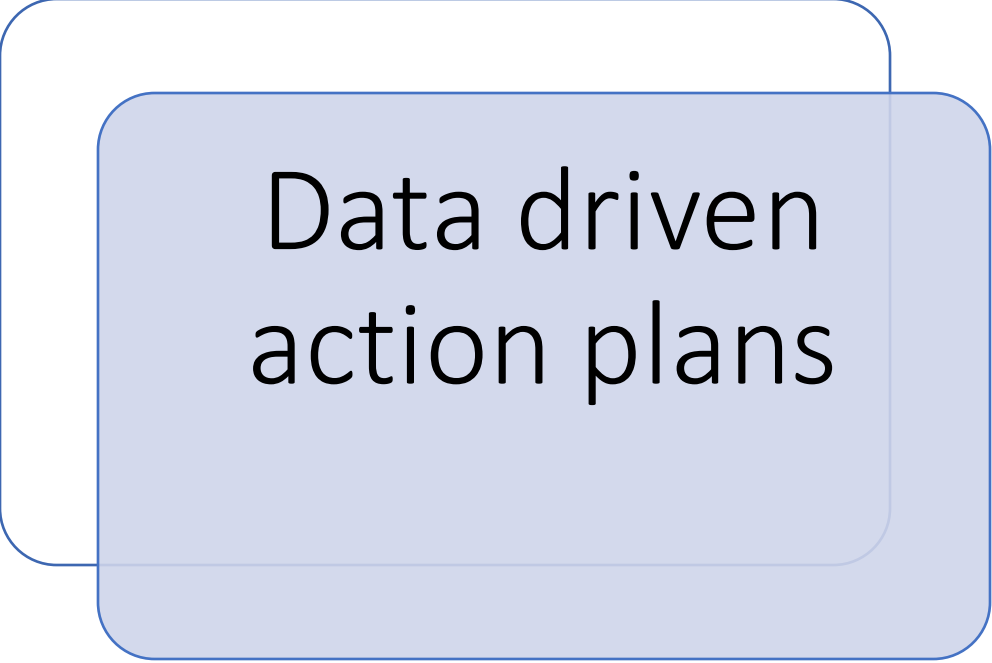
Teresa Rees

- *Acquiring knowledge of data, whatever it is, is the first step towards change*

Francesco Bello

TO APPROACH GENDER EQUALITY THROUGH THE SCIENTIFIC METHOD!

Contextualization: a key factor for achieving an effective transformative process



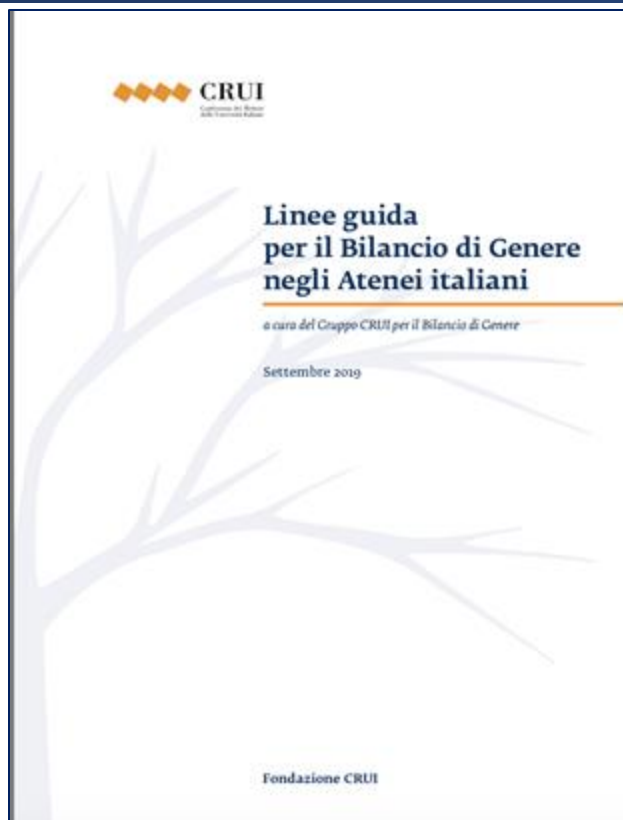
Data driven
action plans

Data analysis highlight specific areas of weakness and strength.

Finding and critical issues acting as a guide to identify actions tailored to the specific context.

Alignment of actions with people's actual needs.

INSTITUTIONALIZATION OF THE GENDER ISSUE IN THE ITALIAN UNIVERSITIES



Guidelines for Gender Report of the Italian universities (2019)



Vademecum for Gender Equality Plan (2021)



A shared model for gender mainstreaming in academia + practical tools



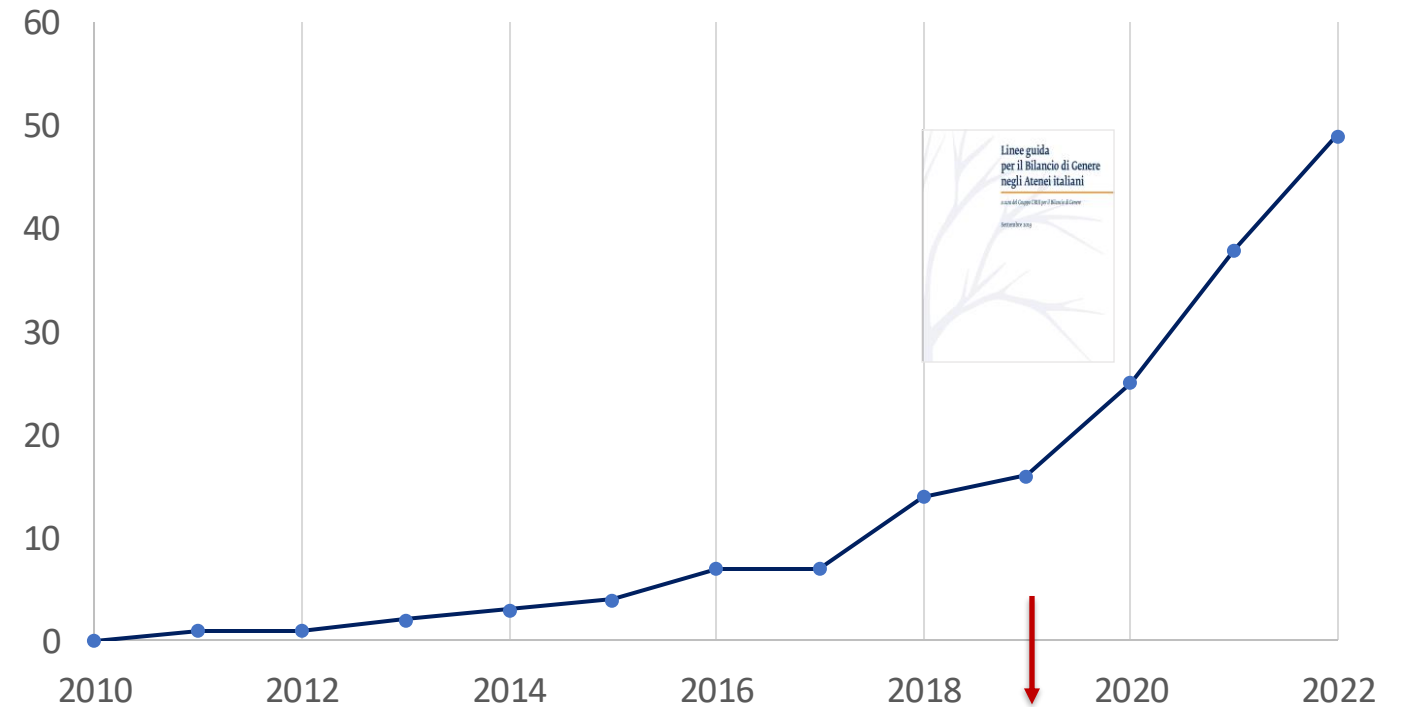
Comparability

Spreading

Contextualization

Increasead
attention to
the gender
issues in the
academia

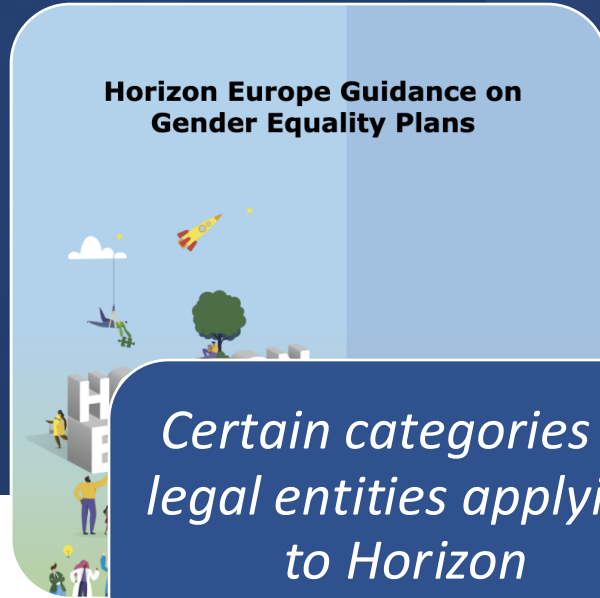
Number of Universities that implement the GB Cycle



Guidelines

EU and national policies

Horizon Europe Guidance on
Gender Equality Plans



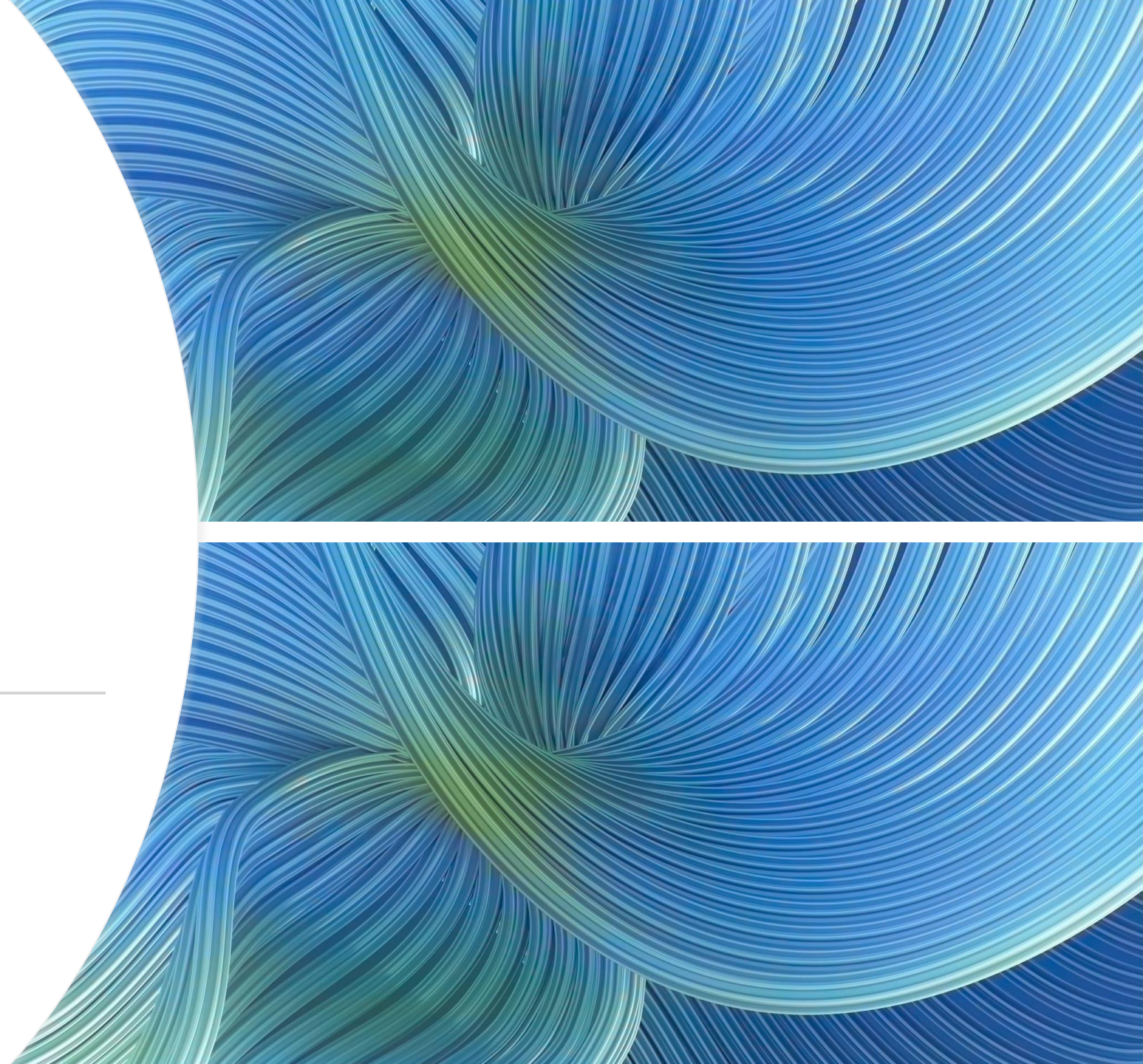
*Certain categories of legal entities applying to Horizon Europe must have a **GEP** or equivalent strategy in place to be eligible for funding.*



Access to funding allowed only for institutions that have produced the **Gender Report** and the **Gender Equality Plan**.



The gender report



The gender report

Document that analyzes **DATA** on the composition, political choices, and economic-financial commitments from a gender perspective

It measure the institution's **state of health** with respect to gender equality.

I . CONTEXT ANALYSIS

- to get a snapshot of the gender distribution of the various components that work and study in the institution

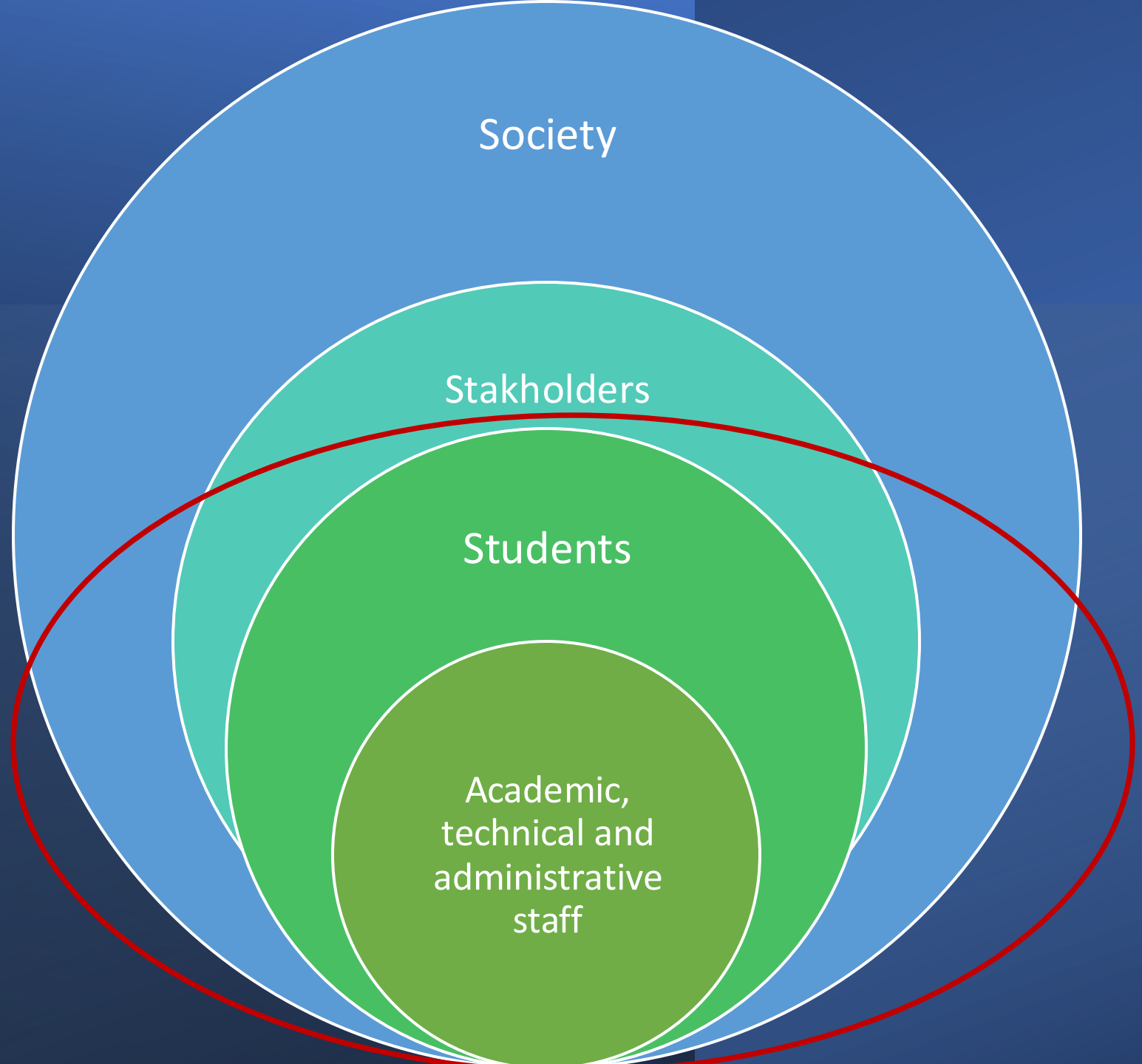
II. MONITORING OF EQUALITY ACTIONS

- to monitor the effectiveness of equality and inclusion actions, through the use of specific outcome and impact indicators

III. GENDER ANALYSIS OF ECONOMIC AND FINANCIAL COMMITMENTS

- to quantify the concrete commitment with respect to gender equality.

A
multilayer
analysis



The gender report

I. The context analysis

Areas of ANALYSIS

GENDER COMPOSITION (e.g. distribution by roles, areas, categories, age groups, educational fields qualifications, etc.)

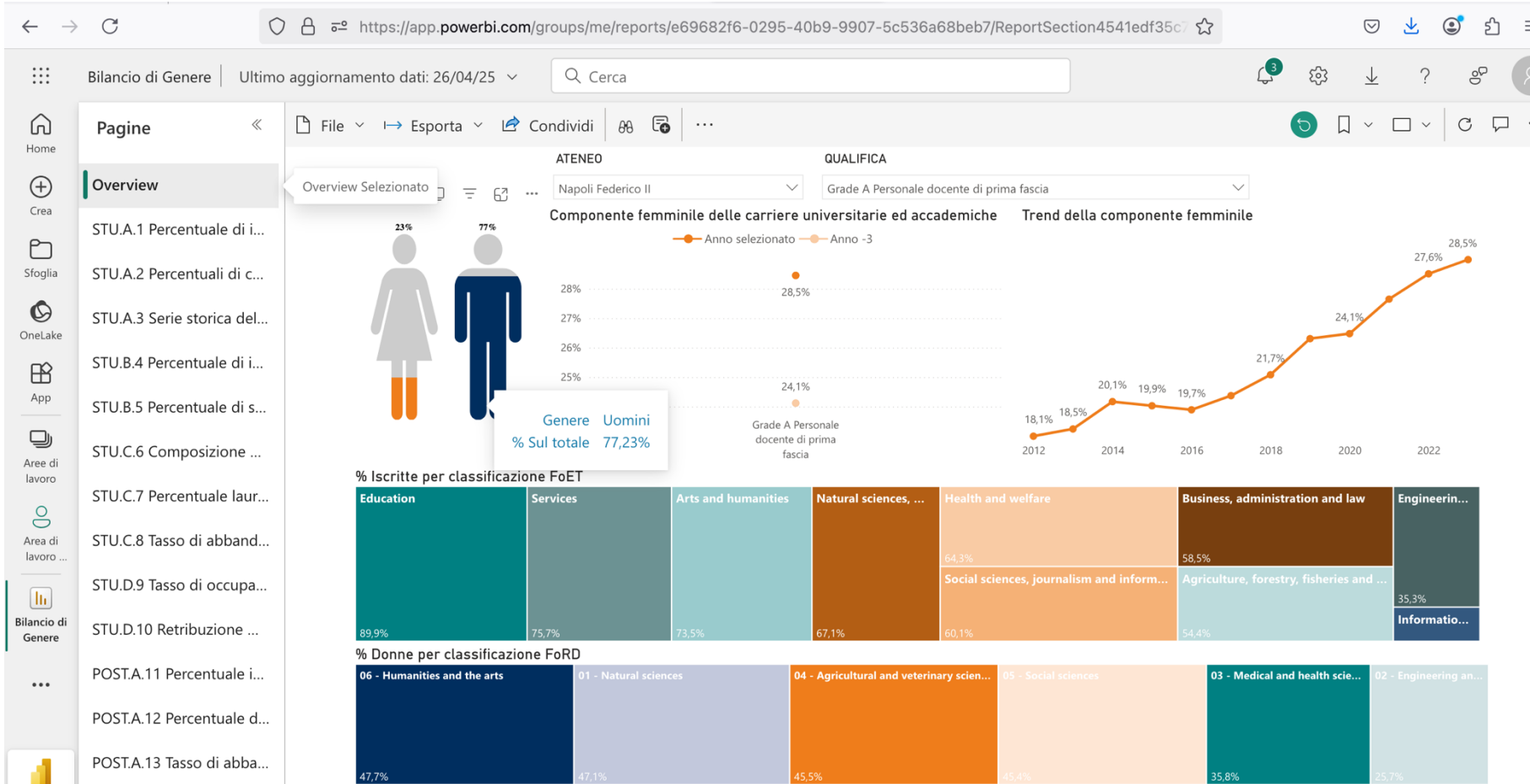
EMPLOYMENT SITUATION (distribution by employment regime, type of contract, length of service, salary, etc.)

CAREERS (progression, role changes, participation in commissions, etc.)

GOVERNMENT POSITIONS

ACCESS TO RESOURCES

ETC.



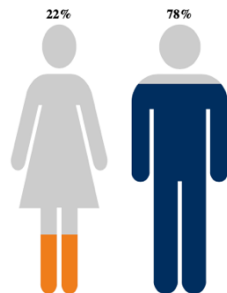
CINECA

Main phenomena



HORIZONTAL SEGREGATION

Unequal distribution of men and women across different educational sectors and occupations/fields of research

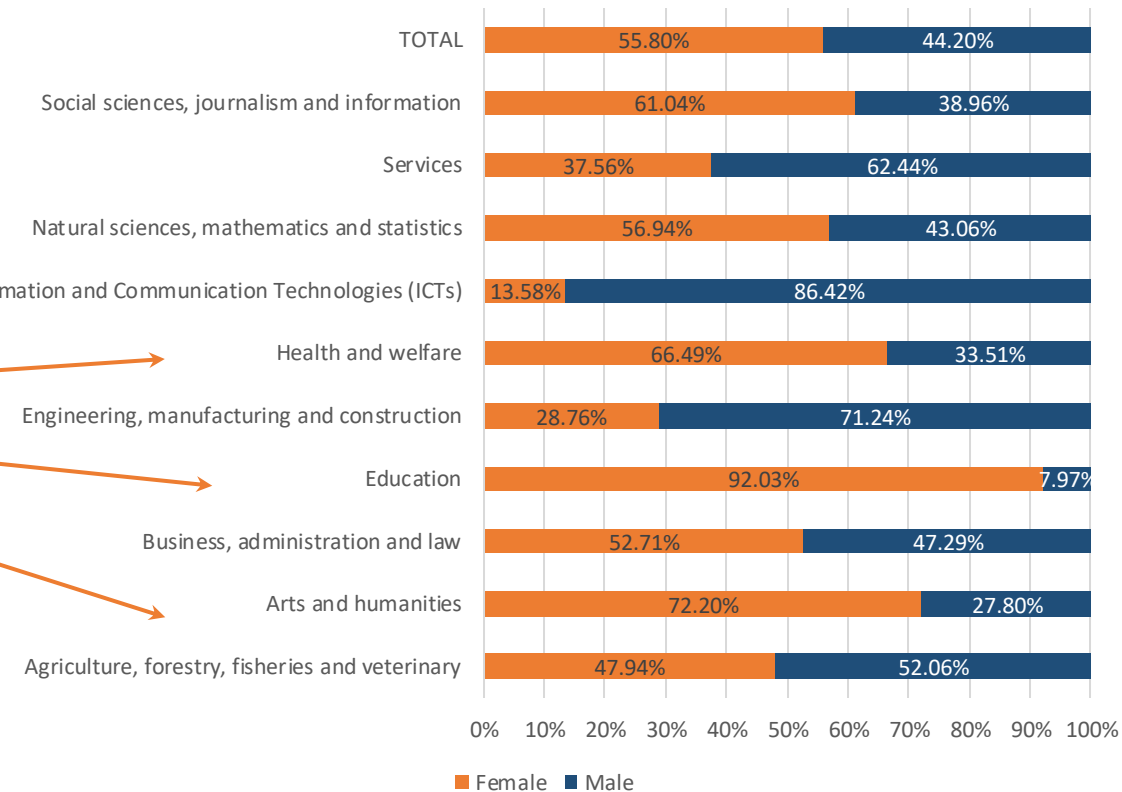


VERTICAL SEGREGATION

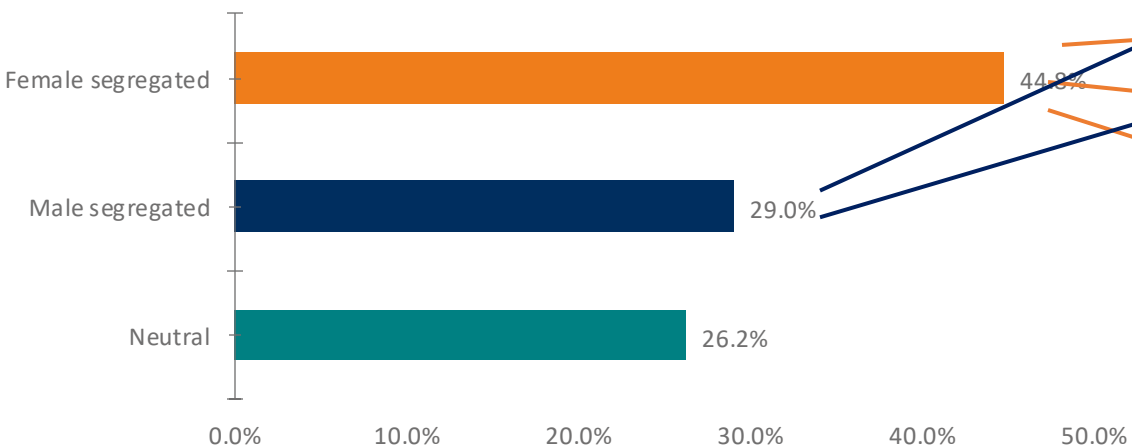
Underrepresentation of women in full professorship and leadership positions

Horizontal segregation among students

Gender distribution of italian students per FoET (Field of Education and Training)



Segregated study courses



Horizontal & vertical segregation

FIELD	RTD A		RTD B		RU		PA		PO	
	2019	2022	2019	2022	2019	2022	2019	2022	2019	2022
Mathematical and computer sciences	1,50	0,42	0,71	0,33	1,17	2,25	0,63	0,64	0,29	0,53
Physics	0,38	0,73	0,33	0,27	0,88	1,00	0,27	0,39	0,03	0,03
Chemistry	1,33	1,64	1,71	1,67	1,36	0,83	1,39	1,69	0,52	0,77
Earth Sciences	0,25	0,80	∞	0,50	0,43	0,50	0,71	0,45	0,08	0,12
Life Sciences	1,55	2,33	1,27	0,79	1,76	1,36	1,94	1,98	0,91	1,09
Medical Sciences	1,83	2,00	0,71	0,93	0,46	0,50	0,45	0,54	0,21	0,28
Agricultural and veterinary sciences	1,75	1,00	1,14	2,00	0,88	0,86	1,05	0,98	0,25	0,40
Civil Engineering and Architecture	0,78	1,67	0,32	0,75	0,88	1,00	0,62	0,61	0,27	0,30
Industrial and information engineering	0,35	0,30	0,18	0,32	0,18	0,50	0,19	0,23	0,08	0,09
Sciences of antiquity, philological-literary and historical	0,80	2,33	0,67	1,25	2,20	2,00	1,23	1,12	0,65	0,40
Historical, philosophical, pedagogical and psychological	0,40	8,00	0,75	2,50	1,20	0,00	0,89	1,15	0,68	0,72
Legal sciences	0,43	1,38	∞	0,55	1,55	1,36	1,07	1,14	0,31	0,59
Economics and statistics	0,73	1,08	1,33	0,54	0,83	0,57	0,80	0,94	0,40	0,47
Political and social sciences	0,33	0,13	0,67	0,75	0,67	2,00	0,45	0,41	0,88	0,67

Horizontal Segregation

Vertical Segregation



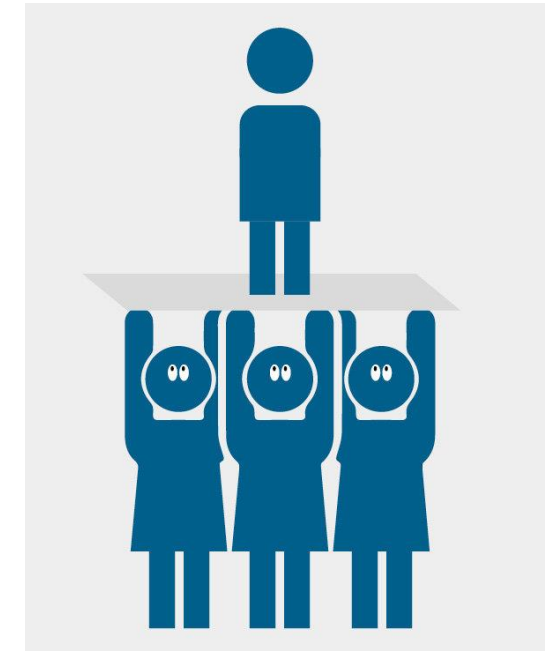
KEY	
FEMALE-TO-MALE RATIO	Value
less than 1 woman for every 8 men	0 0.125
from 1 woman for every 8 men to 1 woman for every 4 men	0.125 0.25
from 1 woman for every 4 men to 1 woman for every 2 men	0.25 0.5
from 1 woman for every 2 men to 1 woman for every man	0.5 1
1 woman for every man	1 1
from 1 woman for every man to 3 women for every 2 men	1.00 1.5
3 women for every 2 men to 2 women for every man	1.5 2
more than 2 women for every man	>2

FEMININITY RATIO
for academic staff @ UNINA

Glass ceiling index

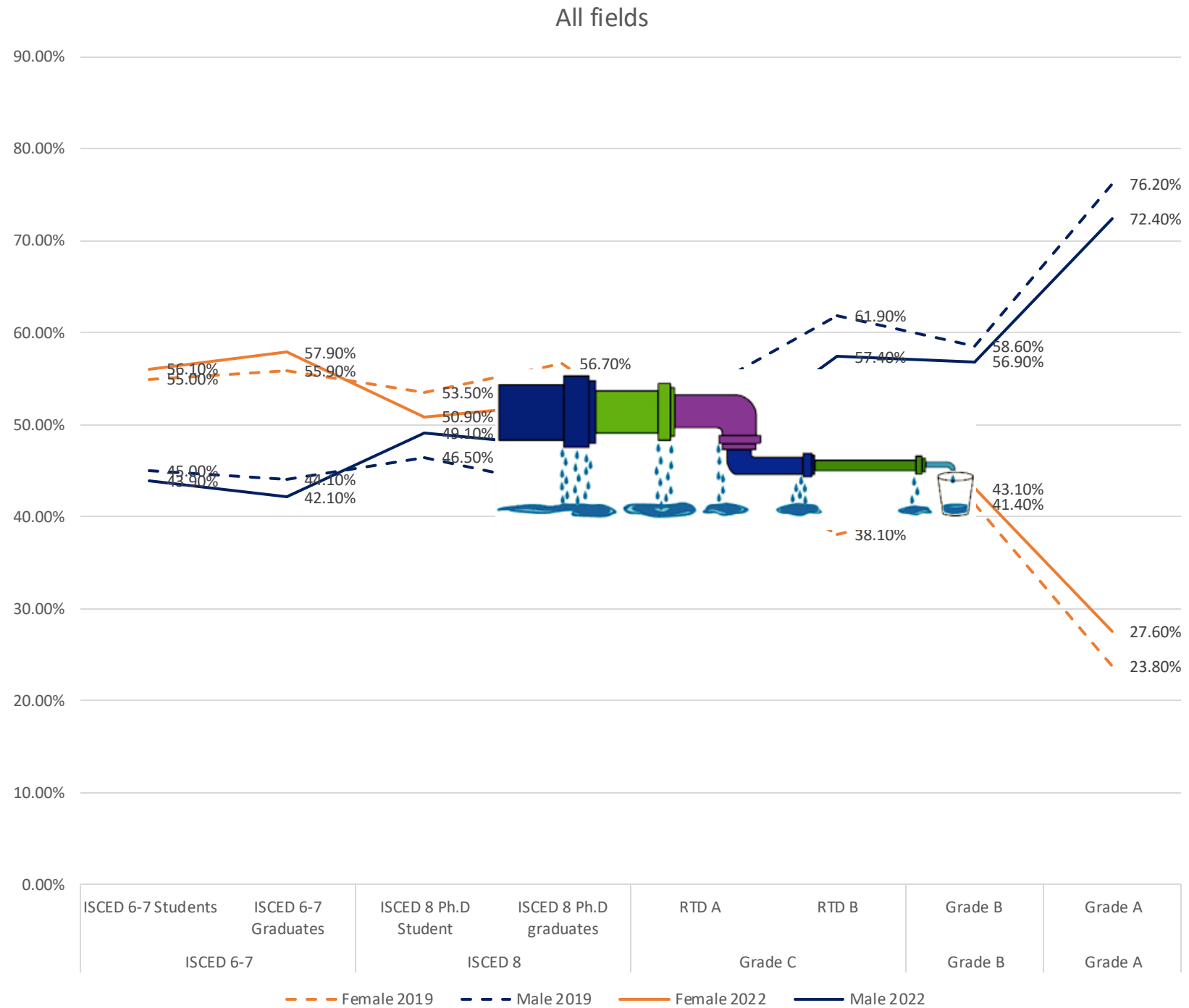
FIELD	GCI WOMEN	GCI MEN
Mathematical and computer sciences	1,73	0,79
Physics	7,87	0,79
Chemestry	1,66	0,66
Earth Sciences	3,58	0,79
Life Sciences	1,28	0,75
Medical Sciences	2,28	0,73
Agricultural and veterinary sciences	2,24	0,69
Civil Engineering and Architecture	1,85	0,77
Industrial and information engineering	2,29	0,90
Sciences of antiquity, philological-literary and histo	1,26	0,83
Historical, philosophical, pedagogical and psychol	1,29	0,80
Legal sciences	1,98	0,69
Economics and statistics	1,46	0,82
Political and social sciences	0,73	1,23
TOTAL	1,71	0,78

CTRL+clic per scorrere fino all'ultimo foglio

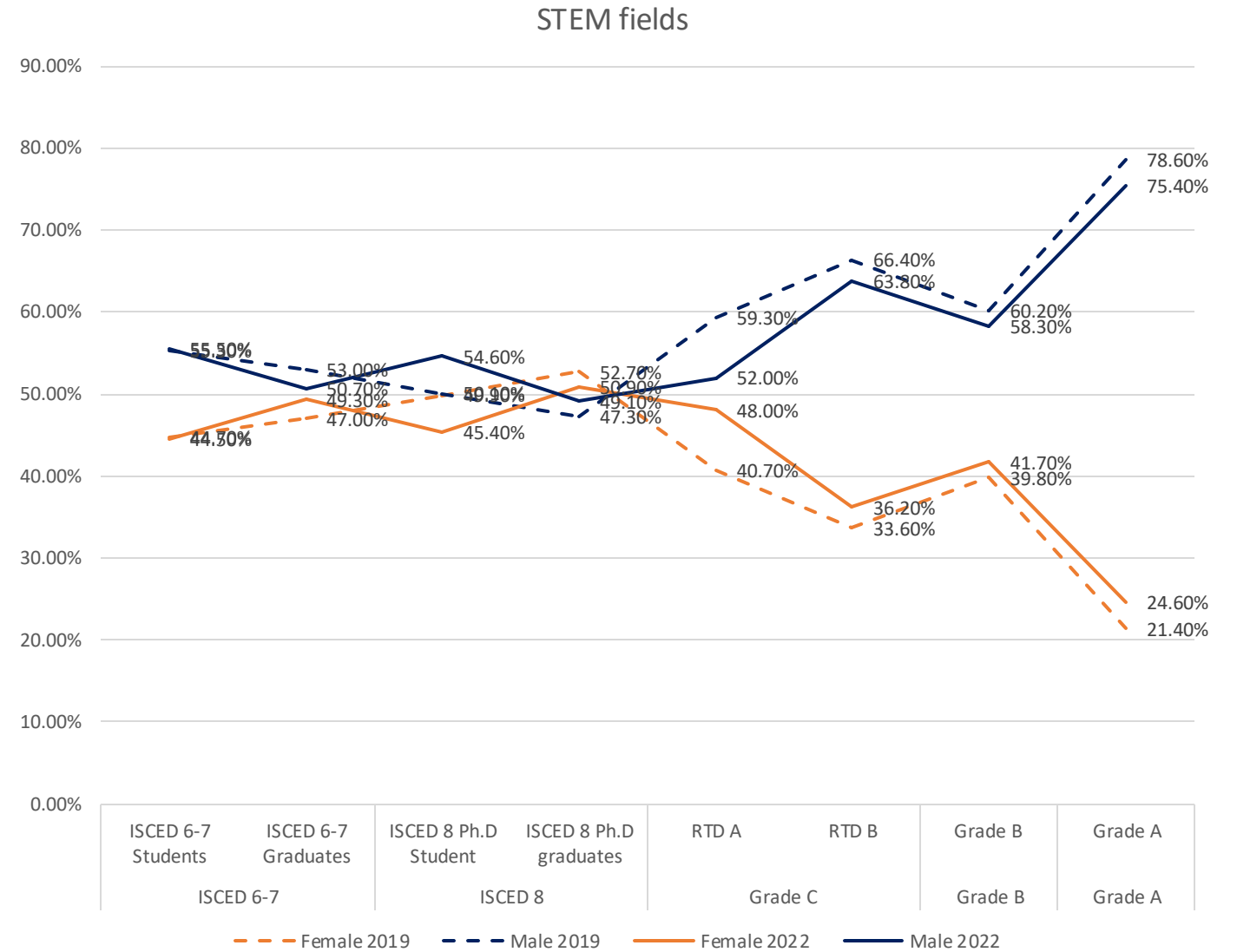


$$GCI = \frac{N_{donne}}{(N_{donne} + N_{uomini})} \times \frac{N_{donne}^{grade A} + N_{uomini}^{grade A}}{N_{donne}^{grade A}}$$

The Scissor diagram ALL FIELDS

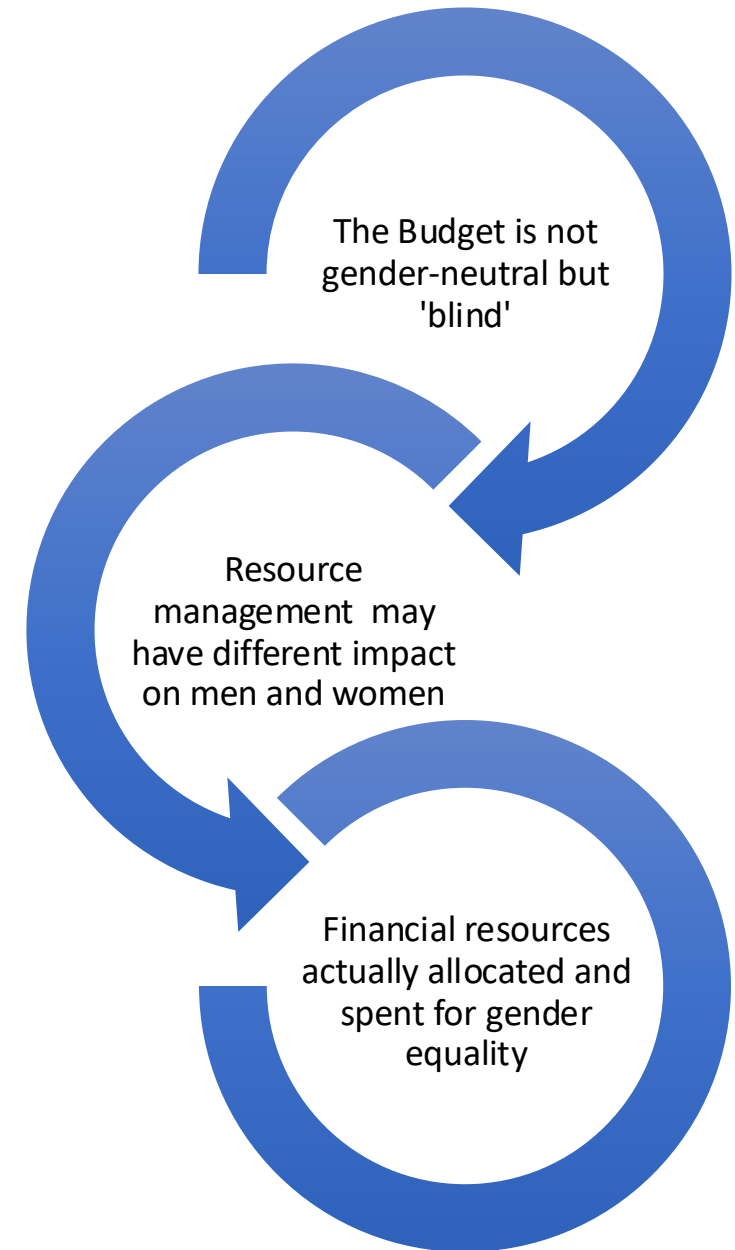


The Scissor diagram – STEM FIELDS



The gender report

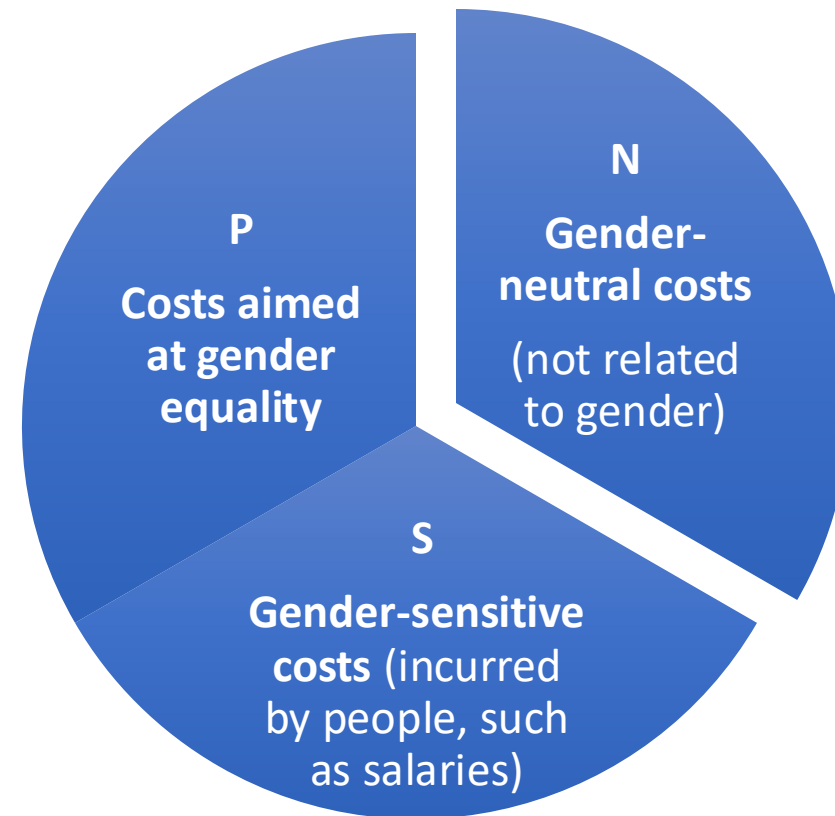
III. Gender disaggregated analysis of expenditure



Reclassification of the expenditures in gender perspective

Reclassifying cost items

→ labeling all of the institution's expenses according to gender into three categories



TOOL: Inclusion of a new additional field called “Gender impact” in the applications used by italian universities for accounting purposes, in order to classify each expenditure registration according to the gender perspective.

Nuovo Ricerca Modifica Applica Salva Annulla Cancella Duplica Completa

Report: Commerciale Adobe PDF (.pdf) Stampa Operazioni: Autorizza Pagamento Esegui

ID DG: 1302722 Stato (*): Completo

Nr. Registrazione: 10 Data Registrazione (*): 18/10/2022

Stati Applicativi

Contabilizzata Coge

Da Autorizzare

Contabilizzata Coan

Testata Commerciale Indirizzo Documentale Righe Dettaglio Cicli Allega

Nuovo Copia Cig Cup Modifica CPV

Nr. Riga	Descrizione
1	

Riga COG **COAN** Inventario

Crea Estensioni Nuovo Dettaglio Nuov... Futur

Visualizza Pratica Modifica Pratica Scomponi Documento Vuota S...ttura Prede

Nr. Est	Ammontare	Esercizio	UA Budget	UA
1.1	12,00	2022	UA.A	UA.A.AMM.DL

Informazioni COAN

Saldi
Saldi Macrovoce
Scomponi Pratica

Nr. Estensione: 1.1

Percentuale: 100

Ammontare (*): 124,80

Esercizio: 2022

UA Budget: UA.00 Universita' degli Studi di Napoli F

UA (*): UA.00.DIPEMI Dipartimento di Economia, Mana

Voce Coan (*): CA.01.10.02.04.03 Materiale bibliografico

Progetto: Q

Unita Lavoro: Q

Impatto Genere (*): N Q neutrale al genere

Descrizione: Libro di Economia

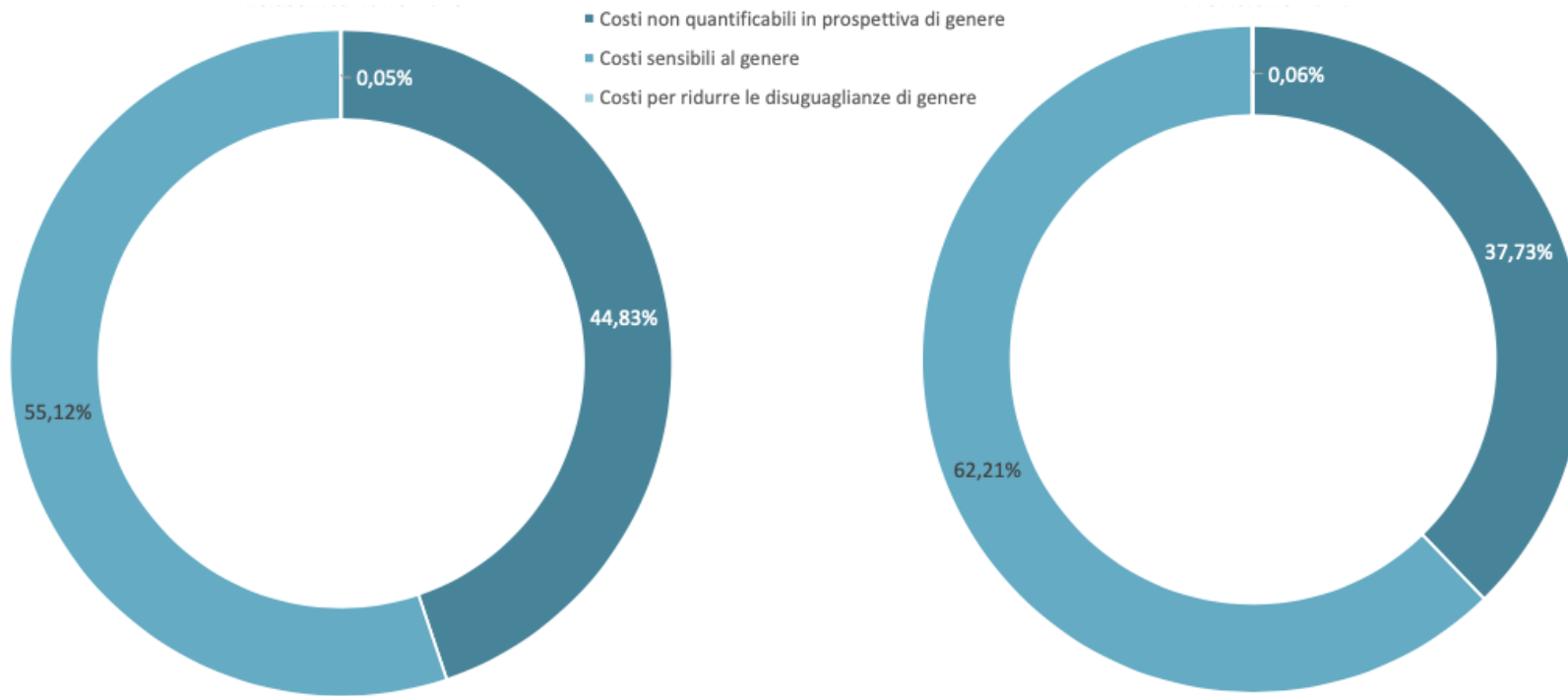


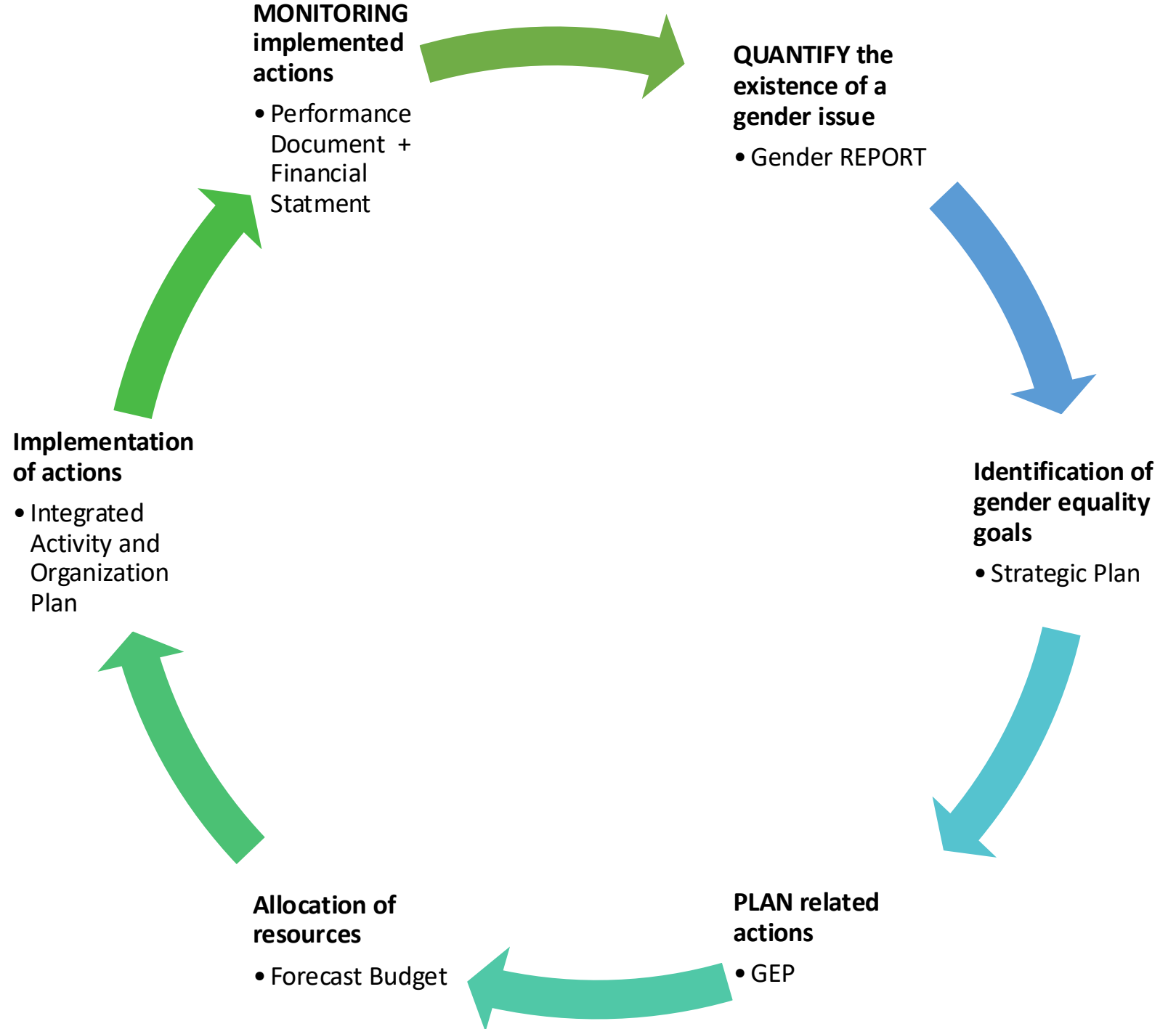
Figura 5.1 Riclassificazione dei costi Bilanci Consuntivo 2019; Bilancio preventivo 2020

Resources allocated for gender equality are absolutely negligible!

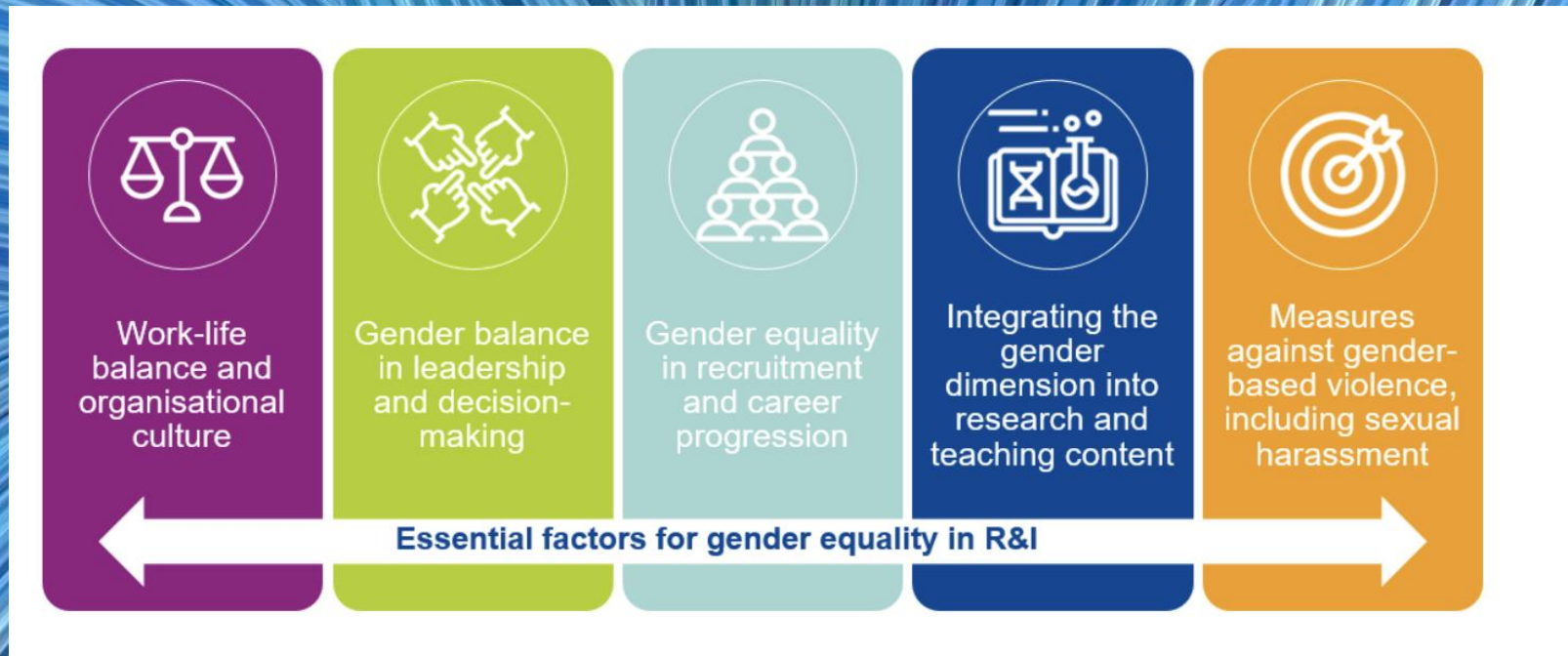
Need of concrete financial investments to truly advance gender equality!

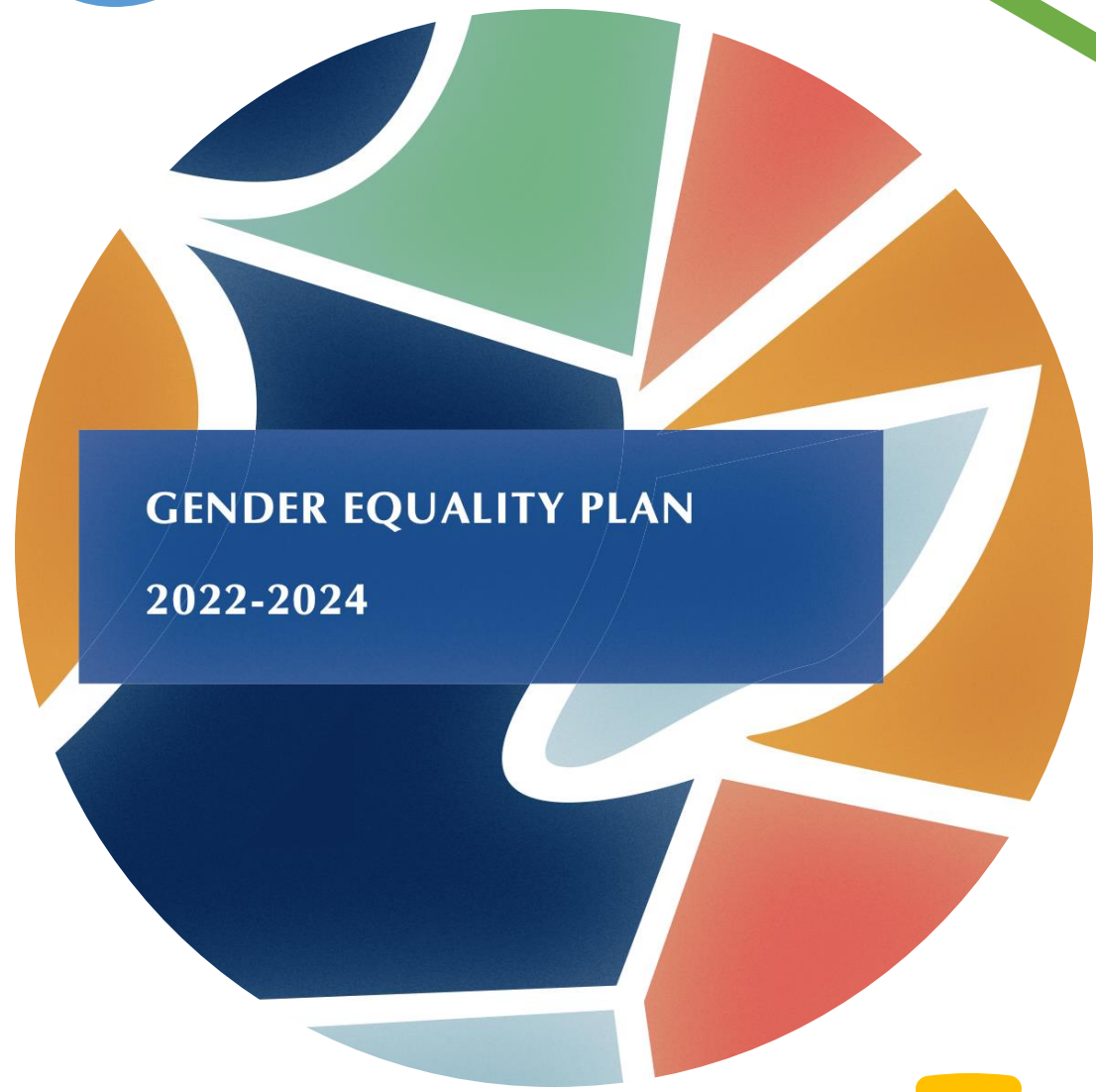
THE RECLASSIFICATION OF EXPENDITURE FROM A GENDER PERSPECTIVE

Integrate the gender budget cycle with the programmatic documents of the institution



The gender equality plan





GENDER EQUALITY PLAN

2022-2024

Some actions from
the UNINA
Gender Equality
Action Plan

The LALEOLAB board game on gender stereotypes

Λαλέω+Lab

Aim: to identify and deconstruct gender stereotypes and role models that consciously and unconsciously influence the way in which we perceive ourselves, as well as our daily behaviors, interpersonal relationships, educational choices and professional projections



The Gender of Science project



Project for secondary school students

Foster students' critical awareness of gender mechanisms, helping them recognize how stereotypes and prejudices impact on educational and career choices

Create a space where students can explore gender dynamics in their school, family, and peer contexts

Introduce students to a scientific approach

Output: **The gender report of the school**

NO TAX AREA for gender segregated courses

Courses with underrepresented female gender:

- Automation Engineering, Computer Engineering, Mechanical Engineering, Computer Science

Courses with underrepresented male gender:

- Social Work, Languages, Cultures and Modern European Literatures, Classical Literature, Tourism Sciences with a Managerial Focus

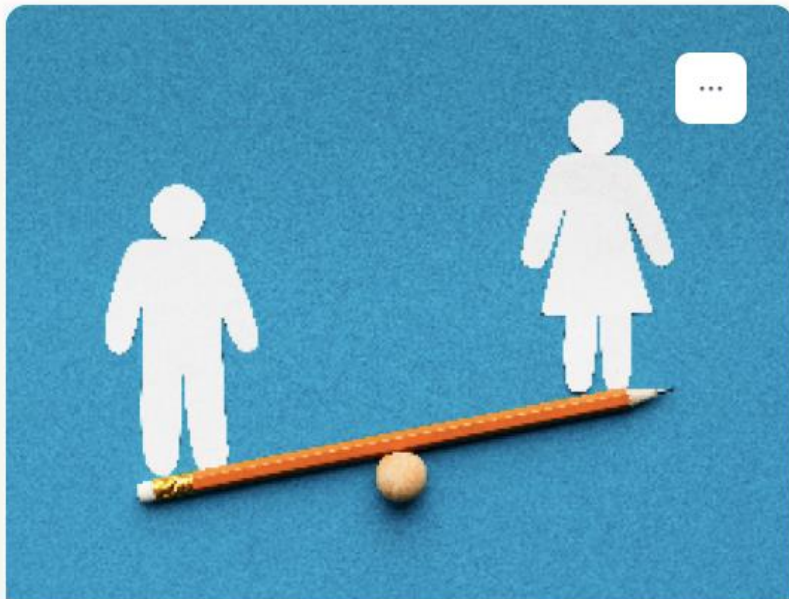


The Mentoring PROGRAM



Objectives:

- Support the careers of young researchers, pairing them with senior researcher providing tools and advices for consciously and constructively navigating the early stages of a research career.
- Encourage institutional changes toward greater equity
 - Selected by the European Institute for Gender Equality (EIGE) as one of the three relevant practices implemented in Italy for the promotion of gender equality in academia and research, and included in the GEAR tool.



Gender Equality and
Countering
Discrimination ...

AA.VV.

Awareness-raising and training activities on gender equality

1. Gender Equality and Countering Discrimination in Universities →

- Raising awareness on gender issues •
- Promoting knowledge of the different forms of discrimination and violent behaviors that can affect individuals' private and professional lives.
- Promoting understanding of the mechanisms that generate disparities within universities.

2. Unconscious Bias → Prevent and reduce the impact of gender stereotypes in selection committees and evaluation procedures

TARGET : **the whole organisation**

LESSON LEARNED



Collect data to identify critical issues and strengths



Define contextualized gender equality goals and related actions and monitor their efficiency



Integrate the Gender Budgeting process with other strategic and programmatic documents of the institution



Raise awareness and spread knowledge about the Gender Budgeting cycle to make it a transformative process