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Gendertime at UNIPD

Transferring Implementing Monitoring Equality
www.gendertime.org

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S. Badaloni, Pisa, April 6th 2017

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Outline

- Brief presentation of GenderTime: aim of the Project, the consortium, AP, sustainibility of results
- How to measure and monitor gender equality in Academia

UNIPD team

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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

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 included 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.

Transfer Agent

- To guarantee the real implementation of structural change in each Institution a central role was assumed by **Transfer Agents**.
- **TA** were 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
- Very important feature of GenderTime wrt other projects
- A way to involve more directly the whole Institution
- At UNIPD this role was taken by the Vice Rector for Cultural, Social and Gender Relations

Mutual learning

- Institutions involved in GenderTime were 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
- The diversity of the institutions involved can be seen as a positive feature: some granularity issues arise
- In collecting and comparing data (types of contracts, types of career progressions, salaries, ect) huge differences among partner come to evidence. Differences that must be taken into account, mapped in the correct way

Granularity issues

Open question

- The target was to define a common language based on a common dictionary.
- With which granularity we have to compare Institutions? And APs? How to compare a result achieved in a big University with that obtained in a small centre of research? No standard can exist
- How to take the “taylor-made” claim seriously? How to achieve a systemic approach?
- In the GT Project, the granularity issue is still an **open question**.
- Not only for the comparison in the consortium but outside – in the structural change projects network

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Challenges in UNIPD

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

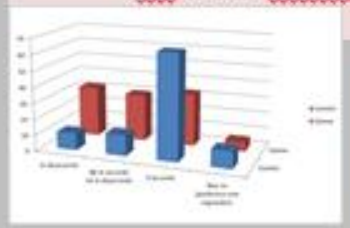
Challenge 1

Make the institution aware that Gender Equality is one of the main responabilities 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.

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 ORGAMISM for data collection and analysis – the GENDER MONITORING LAB

2016 Achievements and Refletions

ACHIEVEMENT

NEW ACTION PLAN 2016-2018

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

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

Action: Observatory for Equal Opportunities

- **Osservatorio di Ateneo per le Pari Opportunità –** built in October 2013
- 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. The same research repeated in 2016

Action: UNIPD Gender Budgeting

- Gender Budgeting o Bilancio di Genere: keyword of Structural change projects
- at UNIPD we will do it before summer 2017 –
- Steps
  - Genovate Workshop in Naples in Febraury 2016
  - School for High-middle level Administrative Staff in June 2016
  - Commission nominated by the Dean that is working on collecting data from institutional sources: the services are directly involved
- Commitment of the CRUI

Action: Education/dissemination of Gender Culture

- Raising awareness and addressing resistances
- Lack of awareness of and indifference to women and gender issues affect both men and women in the organisation often hiding conscious/unconscious resistances towards actions aiming at highlighting and countering inequality.
- Different kinds of strategies may be employed to address these issues, depending on local context and circumstances
- PhD Students of BioScience School
- Two Courses titled ENHANCING GENDER AWARENESS IN SCIENTIFIC RESEARCH. SEMINARS ON GENDER EQUALITY IN SCIENCE

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Things done and reflections

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 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 relationschio 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 world need Science and Science needs Women. And good solutions need reliable statistics and indicators.

How to measure and monitor gender equality?

- Main objective: the definition of a new specific set of gender indicators to be used in Research and Academic Institutions.
- The idea was that of getting an instrument for measuring the degree of implementation of gender policies in Academia at different times
- State of the art of indicators
- The most robust measurement tool is the EIGE – *European Institute for Gender Equality* - Gender Equality Index
- It measures the gender equality in different european countries
- It is an absolute Indicator where 1 stands for no gender equality and 100 for full gender equality

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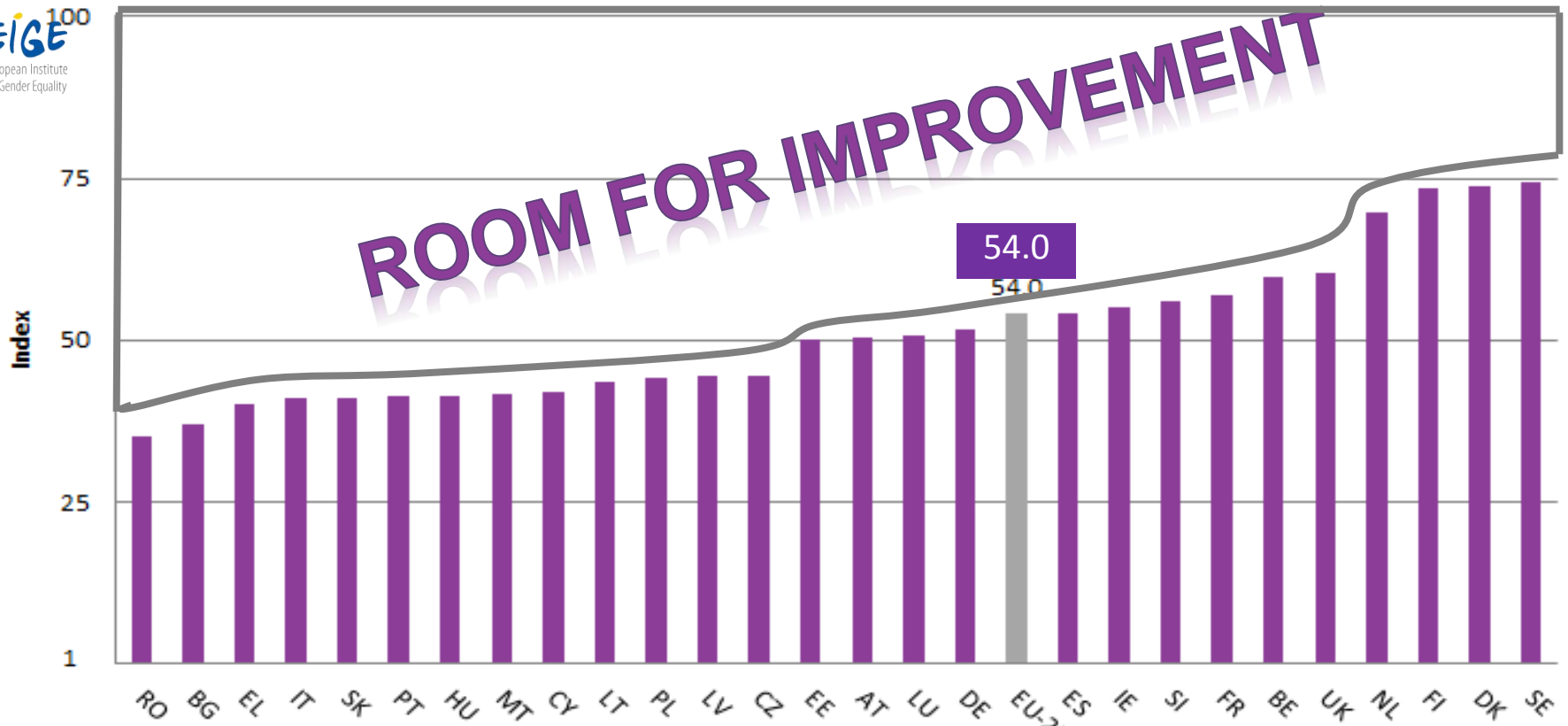
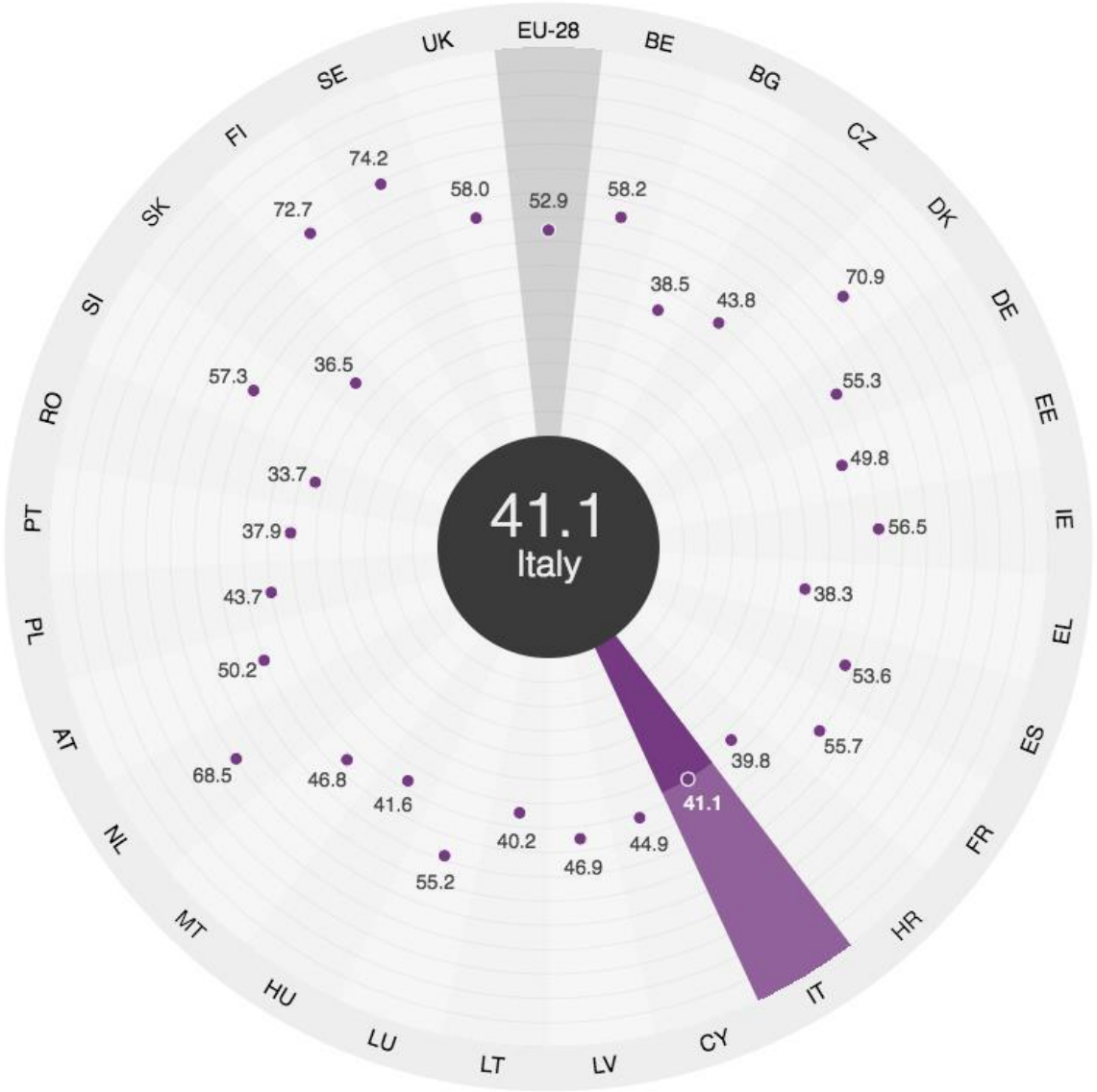
Halfway towards Equality



EIGE approach has been developed for population and countries not for Universities -2013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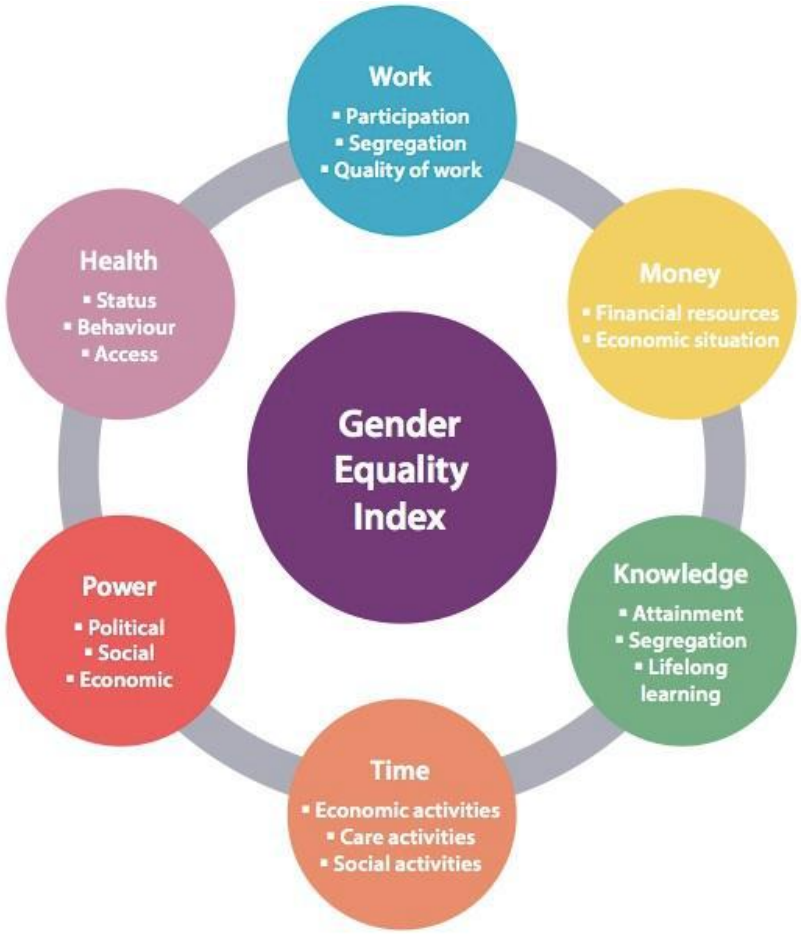
The EIGE domains and sub-domains



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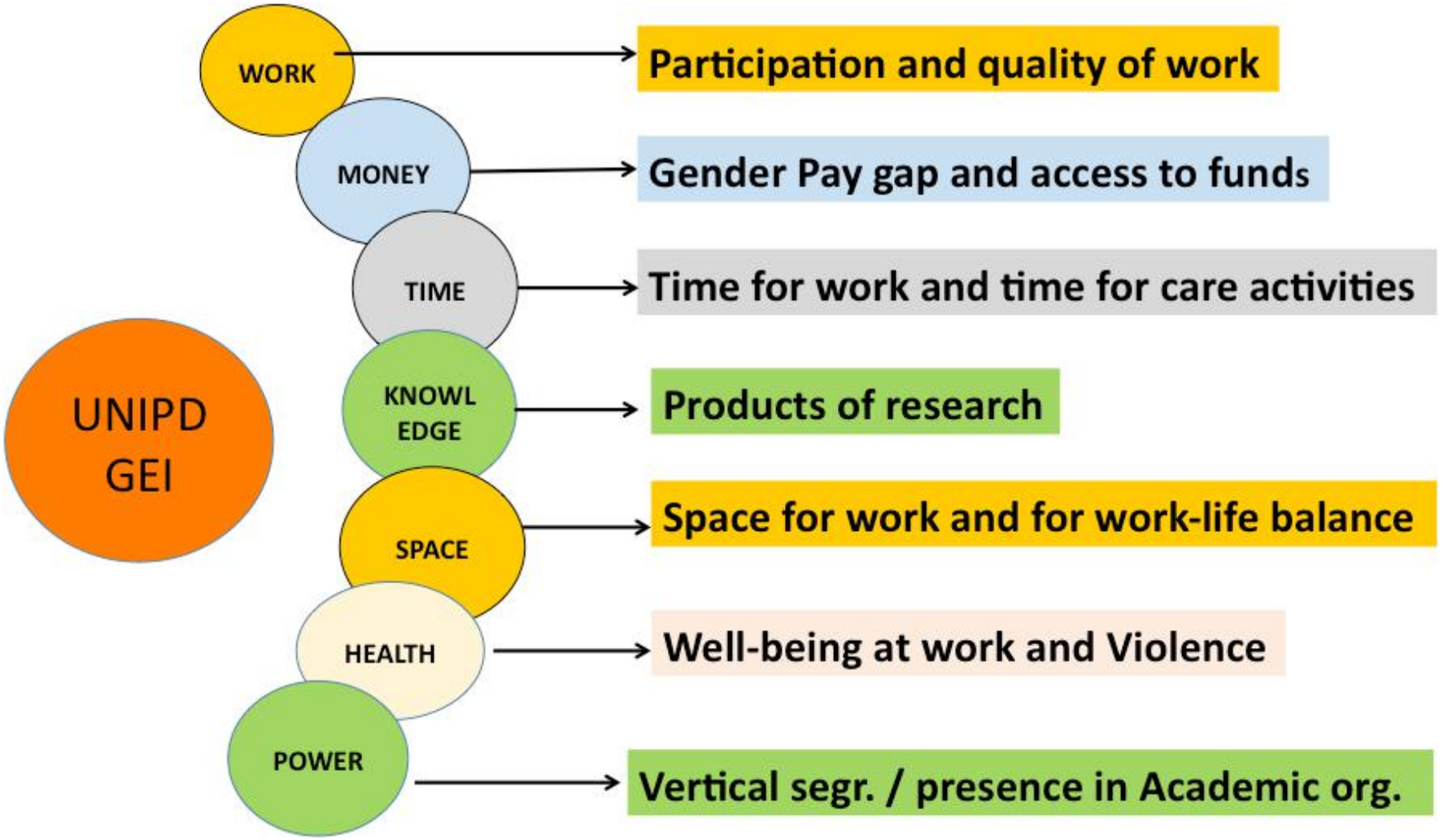
GenderTime
Gender Equality Index UNIPD-GEI

1. GEI for Academic Institutions:
   - EIGE approach has been developed for population and countries not for Universities or Research Institutions
   - We need to **re-define** and **specialize** the model for Academic Institutions
   - To integrate other approaches proposed for Academic Institutions in the framework of EU Project **GenisLab** that elaborated three indicators in the framework of gender budgeting: *time*, *space and money*.
2. We want to measure the gender equality index with a *direction*. GE for women or against women?
   - For each domain: the first step consists in identifying the direction of simplex indicator → defining the conceptual model underlying it
   - eg work/partecipation: it is better to have a permanent contract than a non permanent one

GenderTime UNIPD-GEI



Data

Data come from two different sources:

- the Management Control Office of the University of Padua when the required data were available;
- a survey that was built on the basis of the conceptual structure.

The questionnaire was distributed to Full and Associate Professors, Assistant Researcher, Research Fellow and Post-Doc Fellows of the University of Padua in September/October 2015.

The target population was composed by 3041 individuals. The respondents were 954 corresponding to the 31% of the target population. Women, being them the 38.4% of the academic staff, were the 47.2% of the respondents.

System of Indicators

- Data were coded into variables, adequately normalized in order to allow comparison
- ∀ variable, the indicators for Female and Male are computed, according to

$$I_{Fv} = \Sigma\ I_{Fiv} / n_F \quad \text{with } I_{Fv} \in [0; 1]$$

$$I_{Mv} = \Sigma\ I_{Miv} / n_M \quad \text{with } I_{Mv} \in [0; 1]$$

  where I_{Fiv} is the value of the elementary indicator for female i-th, normalized in 0-1 interval, and n_F is the number of females in the sample (and similarly for males).
- ∀ domain, we have calculated the corresponding values of simple indicator I_{Fd} and I_{Md} and

$$\mathbf{I_d = I_{Fd} / I_{Md}}$$

- if the ratio is equal to 1 → gender equality, if < 1 there is a gender gap against women, if > 1 there is a gender gap in favour of women
- The final step is to calculate the composite indicator → UNIPD-GEI
- Crude indicators

Domain POWER

The domain Power is composed of two sub-domains: ***Vertical Segregation*** and ***Presence in Academic Organisms***.

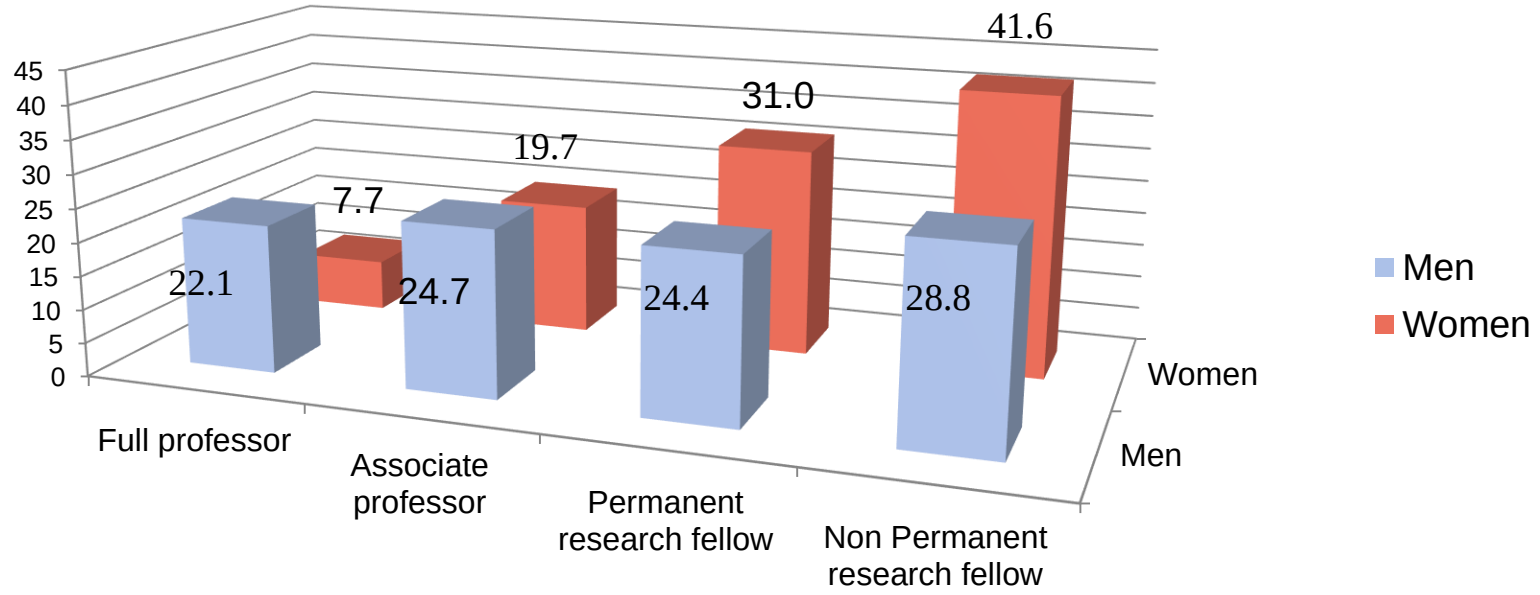
The process of construction of the indicator pertinent to a domain begins with the distinct analysis of its sub-domains.

Domain	Sub-domains	Variables	Categories	Sources
Power	**Vertical Segregation**	Academic position	• Full professor (grade A) (permanent) • Associate professor (grade B) (permanent) • Assistant Researcher (grade C) (permanent) • Research fellow (grade C) (non permanent) • Post-Doc Fellows (non permanent)	Offices
	Presence in Academic Organisms	Academic assignment	• University commissions • national Commissions • Selection committees / recruiting internal and external to the university • Committees for the evaluation of research projects • Department Board • Bodies of the University • Equality bodies • Commission scientific and / or teaching of Department • Chairman of the School of the University • President of the Study Course	Questionnaire

Sub- domain: Vertical Segregation

Data collection

The data needed for this sub-domain are collected through administrative databases. This data source provides information like the characteristics of the academic position, for example **the grade** (*Full professor, Associate professor, permanent Research fellow, non permanent Research fellow, Post-doctoral researcher).*



χ^2 (3) = 45.53, p < .0001

Coding the variable

The measure related to ***Vertical Segregation*** takes value 1 if the person holds the position of full professor, for associate professor is 0.7, 0.4 for staff researcher and 0 for the other lower positions. It is already normalised, because it lies in [0-1].

The elementary indicators relative to men and women are calculated as mean of the individual indicators:

A Vertical segregation indicator equal to 0.688 means that there is a gap against women equal to 31.2%.

	Crude indicators
Women	0.338
Men	0.492
Total	0.433
W/M	**0.688**

Presence in Academic Organisms: simple indicators by gender

	Crude indicators
Women	0.104
Men	0.140
Total	0.126
W/M	**0.741**

The crude indicator of the sub-domain *Presence in Academic Organisms* reveals that women have more difficulties than men to have a role in academic organisms, with a gap of 25.9% .

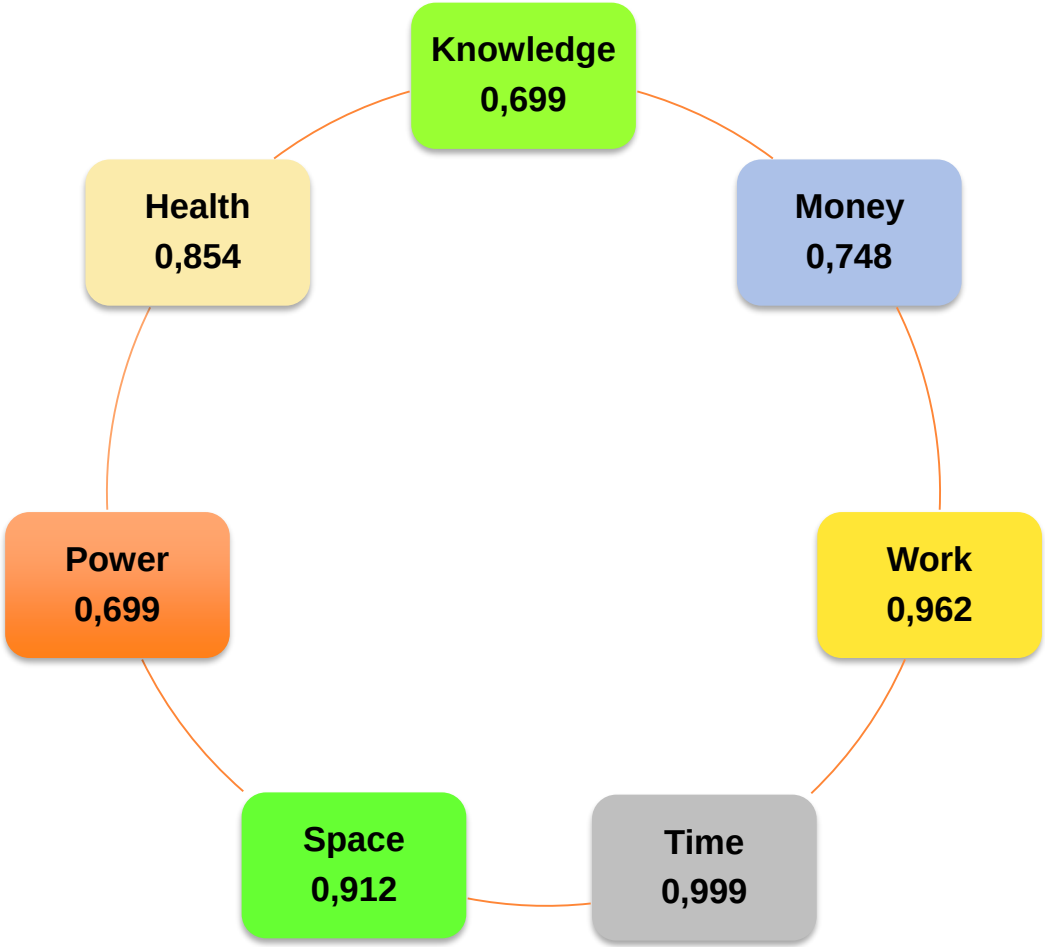
Power

At **POWER Domain** level the **c**rude indicators were obtained using the arithmetic mean of the indicators of the two sub-domains.

Women	0.221
Men	0.316
Total	0.280
W/M	**0.699**

The crude indicator of the domain *Power* reveals that there is a gap against women equal to 30%.

System of Indicators



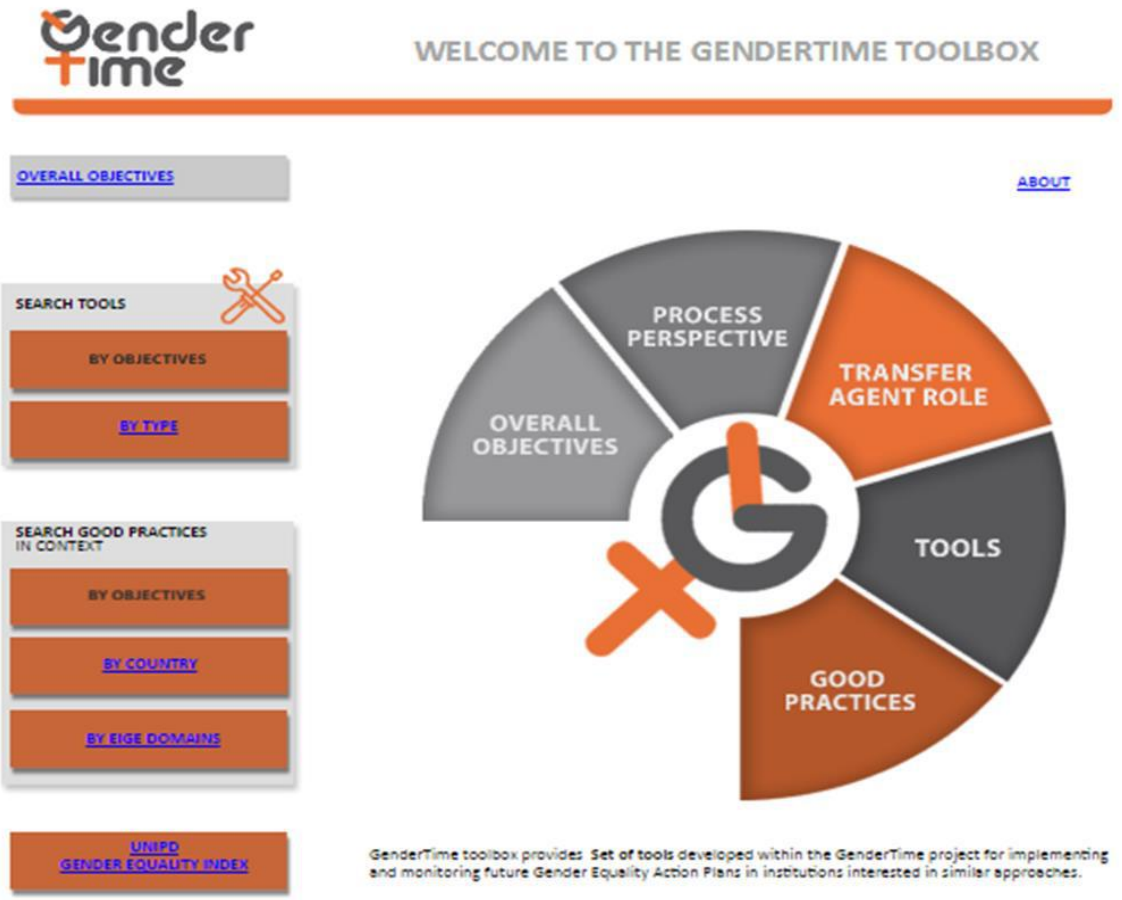
GenderTime Unipd-GEI
Composite indicator

0.886

The Composite indicator reveals that there is a gap against women equal to 11.4 %.

Not only: the system of indicators can identifies critical situations from a gender point of view

http://www.gendertime.org/toolbox/toolbox.htm



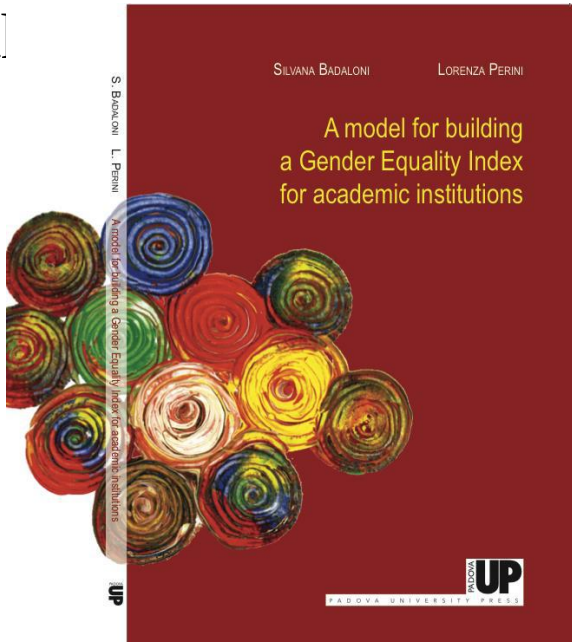
Conclusions

- UNIPD-GEI can constitute a useful instrument of comparison among Universities and Research Centers, both in Italy and in Europe.

http://www.padovauniversitypress.it/publications/9788869380983

- http://gendertime.dei.unipd.it/

  WS Gender Equality in Accademia - December 7t

- Will change something?
- 15 projects funded since 2011 – more than 100 GEPs

Our tool can measure changes!