



# About GenderTIME FP7 Project

## *Transferring Implementing Monitoring Equality*

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**Silvana Badaloni**

*Dept. of Information Engineering, Padova, Italy*

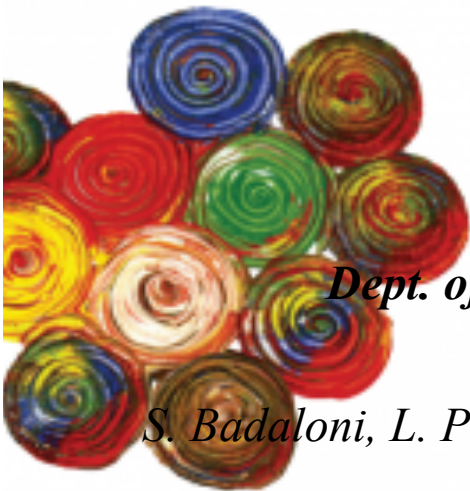
*Observatory for Equal Opportunities, UNIPD*

*Associazione Donne e Scienza*

**Lorenza Perini**

*Dept. of Political Science, Law and International Studies, Padova, Italy*

*S. Badaloni, L. Perini - D&S, Roma, December 1 2017*



# GenderTime consortium

[www.gendertime.org](http://www.gendertime.org)



## 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 (evaluation)



Among 10 partners, there are 8 scientific partners who have implemented **self-tailored action plans** GEP – Gender Equality Plans - in their institutions. A technical partner coordinates the project (Ecepie, France).

# GEP - Transfer Agent

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- It is good to connect an existent GEP to an European Project. There is more chance that the Institution assumes it as gender politics. This was our experience in GenderTime.
- An original idea developed in GenderTime: to guarantee the real implementation of Gender Equality Plans in each Institution a central role was assumed by **Transfer Agents**. Who are the TAs? Are people with an Institutional role. They can be gender equality officers or managers or heads of institutions with the task of transferring knowledge and positive actions from the project to the Institution.
- In our experience TA were positive figures they secured a sustainable implementation of gender equality actions in their institutions during the duration of the project and hopefully beyond
- **Learned lesson** : a way to involve more directly the whole Institution

# Mutual learning

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- 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
- **Learned lesson:** 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
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# *UNIPD Action: Observatory for Equal Opportunities*

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- **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
- It is a gender equality organism connected to ‘Commissione per le Pari Opportunità’ and to the CUG ‘Comitato Unico di Garanzia’
- Two campaigns of data retrieval on the Composition of Commissions, Boards, Decision Making bodies, etc from a gender point of view in 2014 and in 2016 (different Rectors)

# *UNIPD Actions*

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- **Gender Budgeting** o Bilancio di Genere: keyword of Structural change projects
- at UNIPD
- Steps
  - Genovate Workshop in Naples in February 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
  - Presentation in Padua next December 15th
- **Education/dissemination of Gender Culture**
- PhD Students of BioScience School
- Two Courses titled ENHANCING GENDER AWARENESS IN SCIENTIFIC RESEARCH. SEMINARS ON GENDER EQUALITY IN SCIENCE
- New one open to all PhD Students May 25-May 26 2017

# About sustainability

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- When a project finishes there is an implicit tendency to reduce or, in some case, to delete the importance of the achieved results: the problem is then the sustainability of these results.
- **Learned lesson:** sustainability of achieved results when a project finishes:
  - the realization of a permanent organism (like UNIPD Observatory for Equal opportunities) able to collect data on gender to monitor possible changes
  - the sustainability of electronic tools (portal, e-mailing lists, Electronic version of the Toolbox) as GenderTime will continue to do for at least 2 years after the project end
  - Gender Budgeting
  - Guidelines for Gender Language
  - the synergic exchange of knowledge and practical experience in the framework of the Structural Change Projects: central role of the **Association Women and Science** → *community of practices*

# Critical points in GT experience



- Internal opposition/**resistance** to gender equality and to gender issues in general various form of opposition to effective implementation can arise; this opposition targets all elements of the agenda of gender equality in research and higher education
- Academia is changing: the world of research is becoming a world of extremely **precariuos** work, extreme competition, an obsession with ranking and fear of creativity -- this is detrimental not just for anyone who works there or would want to work there, but for innovation and research progress.
- Difficult to exchange knowledge and expertise already existent – stating from data gathering: the problem is not starting from scratch but sharing experiences and knowledge.

# By-passing (most of the) critical points

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At UNIPD we decided to focus on one single issue:

**How to measure Gender Equality in academia?**

That's why we developed and implemented the

**GenderTime Equality Index**

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

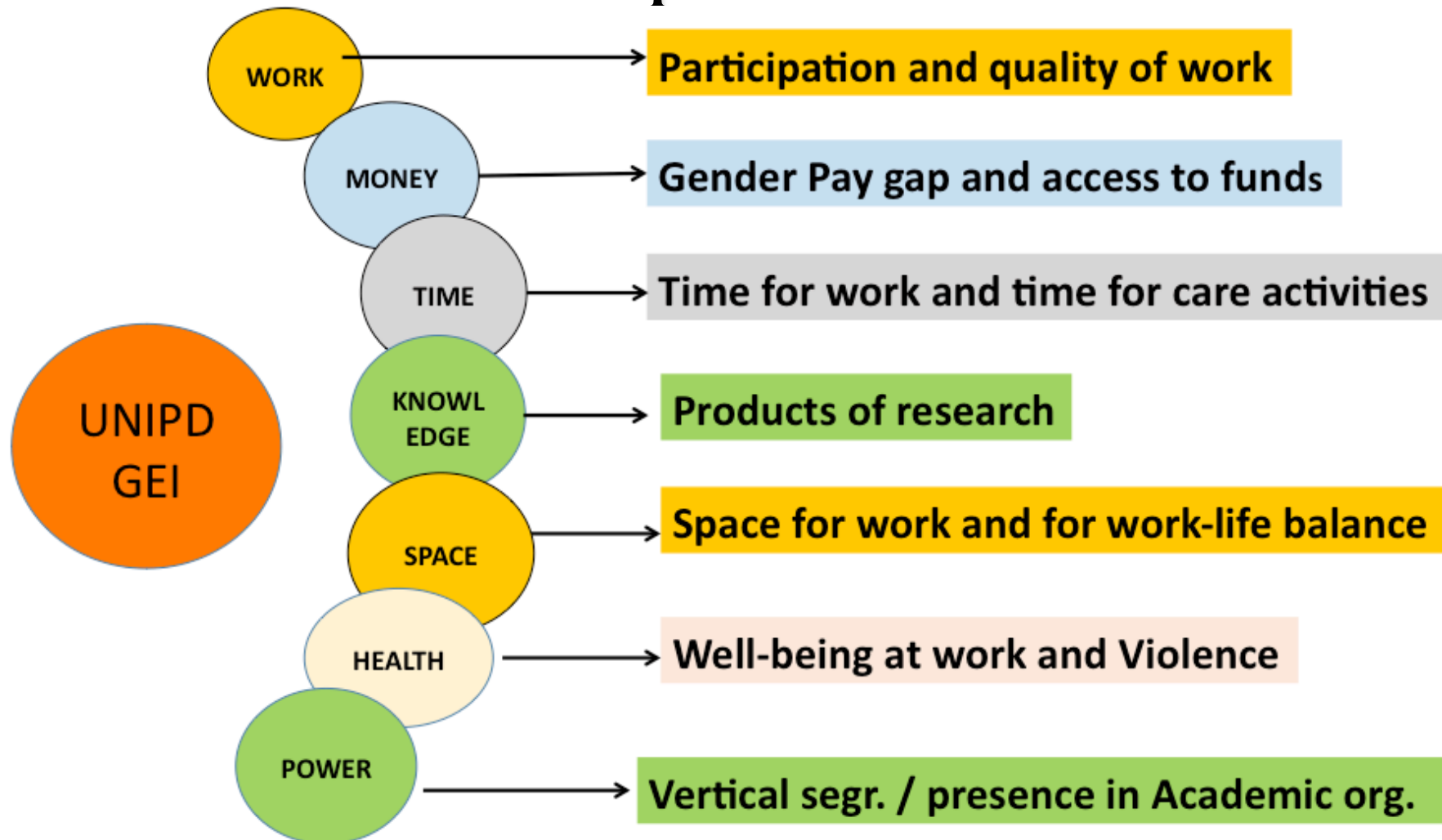
# The need of new indicators

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- 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
- 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
- Actually its value is 66.2
- Starting from a similar model we developed an index for Academia taking into account the direction of the indicators, i.e. if the gap is against women or not

# GenderTime UNIPD-GEI

## conceptual model



# Data

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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.

# Power

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- 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.
- *Vertical segregation* W=0.338 M=0.492 W/M= **0.688**
- The indicator Vertical segregation equal to 0.688 means that there is a gap against women equal to 31.2%.
- *Presence in Academic Organisms* W=0.104 M=0.140 W/M= **0.741**
- The indicator Presence in Academic Organisms reveals that women have more difficulties to get a role in Academic Organisms with a gap of 25.9% .
- Combining the two sub-domain

$$I_{\text{power}} = 0.699$$

# Conclusions

- In times of partial ranking, UNIPD-GEI can constitute a tool for a comparison among Universities and Research Centers based on a ranking that measures the gender equality
- *A model for building a Gender Equality Index for Academic Institutions*  
<http://www.padovauniversitypress.it/publications/9788869380983>
- UNIPD-GEI can be applied in institutions without European support, because it needs an internal effort of compilation of information. It is not an expensive tool.

More in general *Gendering Process*

The experience accumulated by the 17 projects could be, at national level, in national language, be disseminated: role of D&S

- **Transformational Circle:** structural change through GEP and relative measure and comparison

