



# Convegno Annuale Associazione Donne e Scienza

## QUESTIONI DI GENERE: LE PAROLE DELLA SCIENZA

Roma, P.le Aldo Moro 7, Consiglio Nazionale delle Ricerche  
30 novembre – 1 dicembre 2017

### Il progetto GENERA

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e le Politiche Sociali





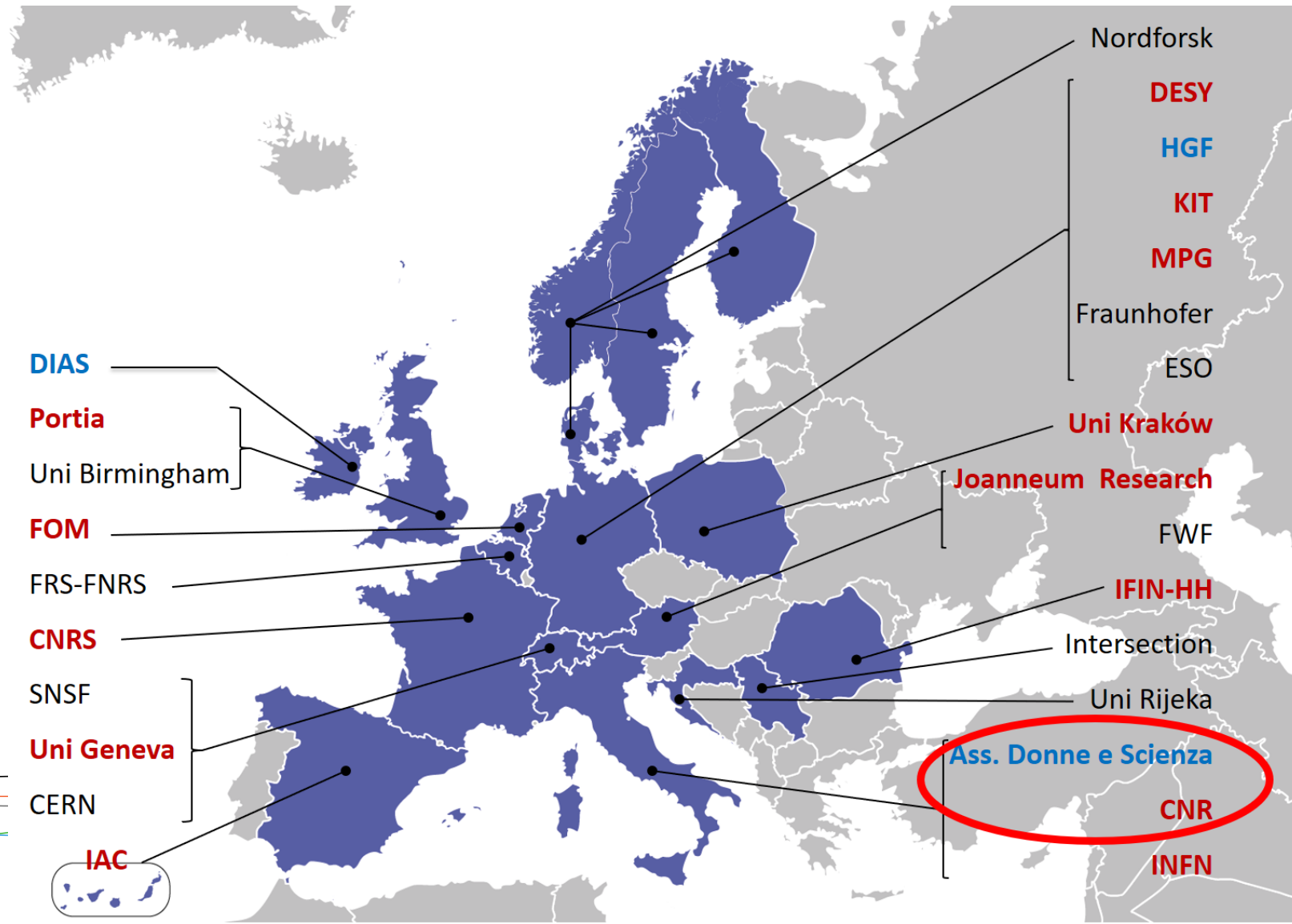
# GENERA PROJECT

Gender Equality Network in European Research Area



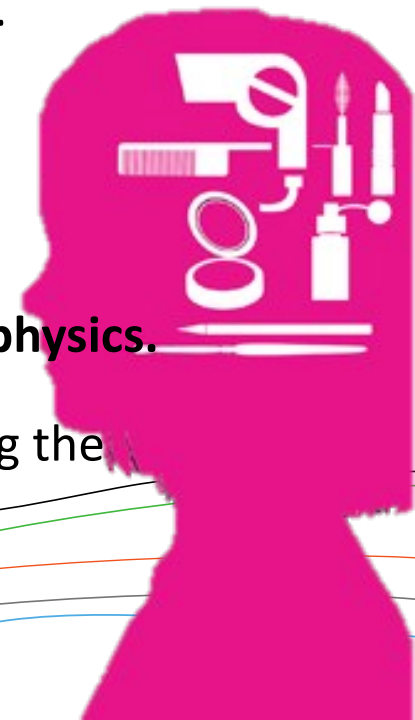
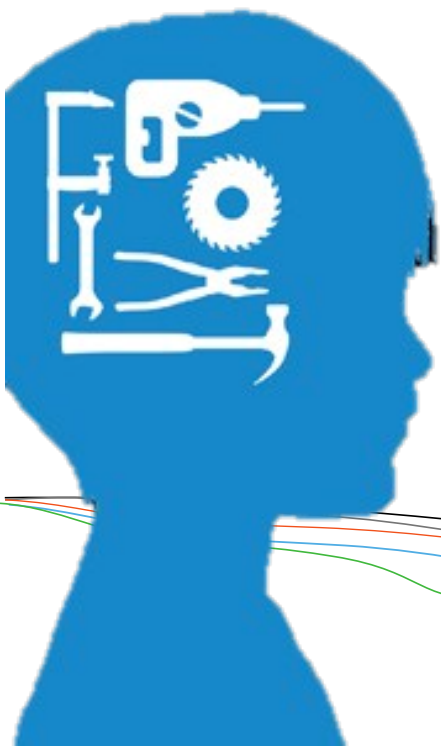
## PROJECT DETAILS and CONSORTIUM

Call	H2020-GERI-2014-1 (Coordination and Support Action)
Programme	Science with and for Society
Funding	€ 3.188.067,50
Duration	01.09.2015 – 31.08.2018
Coordination	Deutsches Elektronen-Synchrotron



GENERA PROJECT:  
The main Aims

- Assess the **status** of gender issues in the partner organisations.
- **Identify gaps** in existing Gender Equality Plans and **determine specific needs** to enhance gender equality and women careers in **physics**.
- Monitor and evaluate the existing activities of the involved organisations.
- Formulate **customized GEPs** for all implementing organizations
- **Support** involved organisations **in implementing** customized GEPs.
- Create a **network** of RPOs, HEIs and RFOs to promote gender equality in physics.
- Set up a long-term monitoring system allowing RPOs and RFOs monitoring the impact of their GEPs.

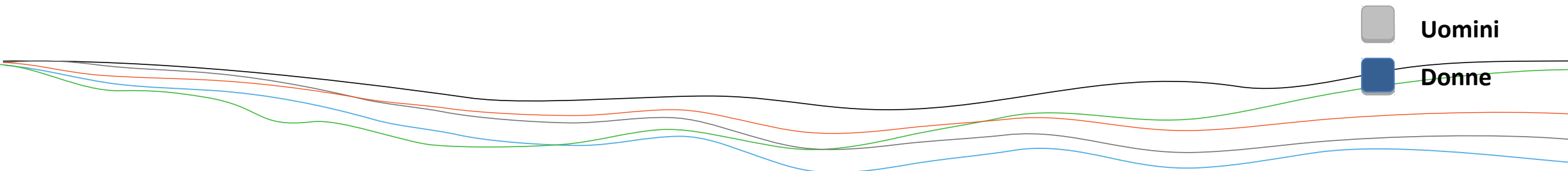
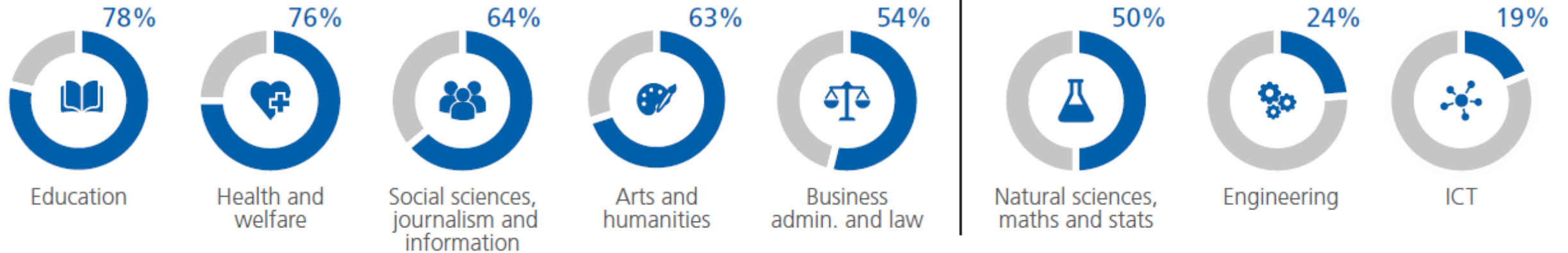


# The horizontal Segregation

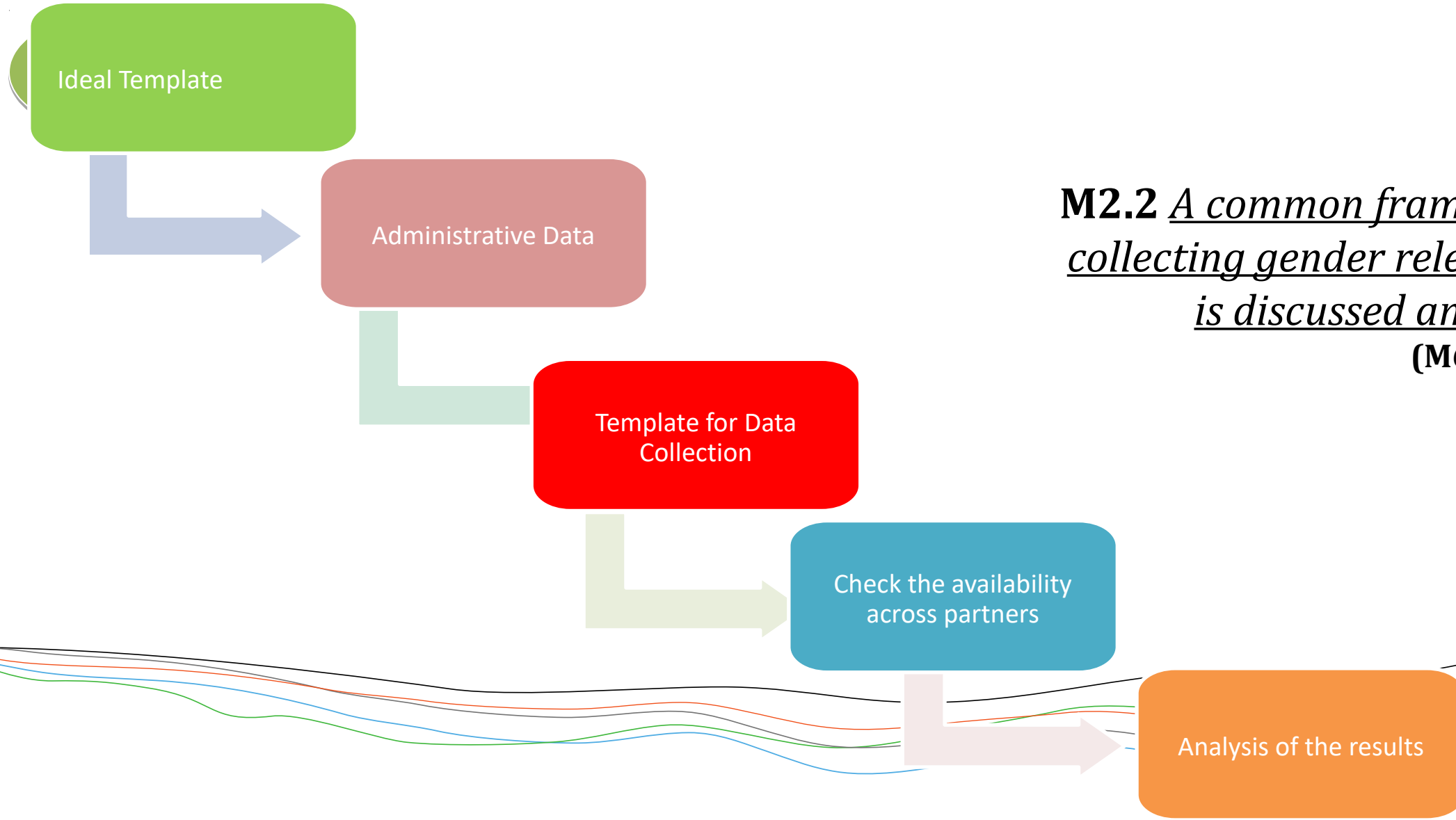


## Gender parity across disciplines: still a long way to go

% of women entering tertiary-level studies (2015)



# The experience of WP2: building a monitoring tool



**M2.2** A common framework for collecting gender relevant data is discussed and defined  
(M6 Feb. 2016)

The “*Statistical data collection template*” is constituted by five areas to reconstruct the career path of researchers which are:

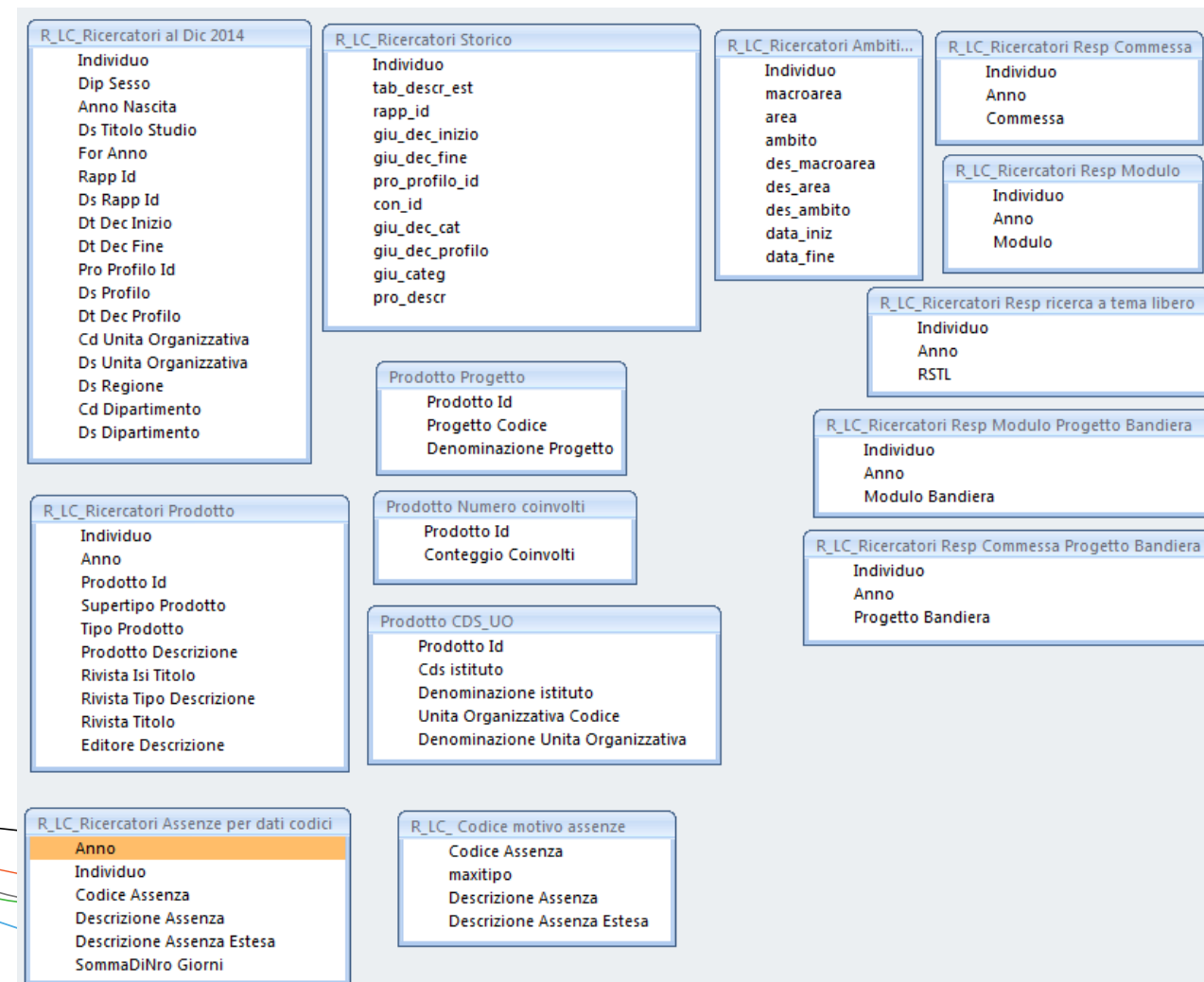
- Demographics Data
- Education Qualification
- Career Path
- Work Organization
- Research Output

Name	Description	M=mandatory/O=Optional	Availability	Multiplicity	Example of variables	Classification	Note
<b>Demographics</b>							
Sex	Biologically determined characteristics of men and women	M		no	not known; F; M; not applicable	ISO/IEC 5218	
Date of birth	Date of birth	M		no	dd/mm/yyyy		
Country of Birth	Country of birth	O		no	FR, DE, IT ....	ISO 3166	Alpha 2-code is recommended
Citizenship	The status of a person recognized under the custom or law as being a member of a state	O		no	FR, DE, IT ....	ISO 3166	Alpha 2-code is recommended
Civil Status	Marital status	O		no	single person, married, widowed person, divorced, legally separated, ecc	SCL - Marital status, Eurostat	
Number of children	Number of children	O		no	1,2,3		
Family contribution	Financial contribution for children and/or other persons taken in charge	O		no			
<b>Education qualification</b>							
Master's degree	Level 7 – Master's or equivalent level	M		yes	Master of science, Master of physics, Master of sociology...	ISCED	
					Natural Sciences;		



# Administrative data as valuable source to monitor Gender Equality Policies

- **Already available** at Central administration offices
- Information available at **no-cost** for the organization
- Provide **valuable information** on personnel characteristic, career path and work organization
- They are a **starting point** for deeper data analysis





# Learned Lesson: factors to take into account for the Data Collection



Facilitating factors	Hindering factors
<b>Availability</b> of central management databases	Institutional <b>databases fragmented</b> over different offices and administrative branches
<b>Single contact point</b> to obtain data from administrative source	<b>Databases managed by different offices</b> requiring more than one procedure to obtain access
<b>Presence of</b> Gender equality <b>office</b> or similar dedicated structures	Data analysis requiring <b>heavy data recodification</b> and cleaning
Already <b>developed GEPs</b>	Presence of <b>duplicated record-data</b>
<b>Codified procedure</b> to obtain relevant statistical data on personnel and scientific production	<b>Privacy issues</b>
	Data <b>non</b> covering long period that enable the <b>reconstruction of careers paths</b>
	Administrative database available on proprietary software, often <b>not easily compatible with statistical tools</b>
	<b>No codified procedure</b> to obtain relevant statistical data on personnel and scientific production



# Future Perspectives

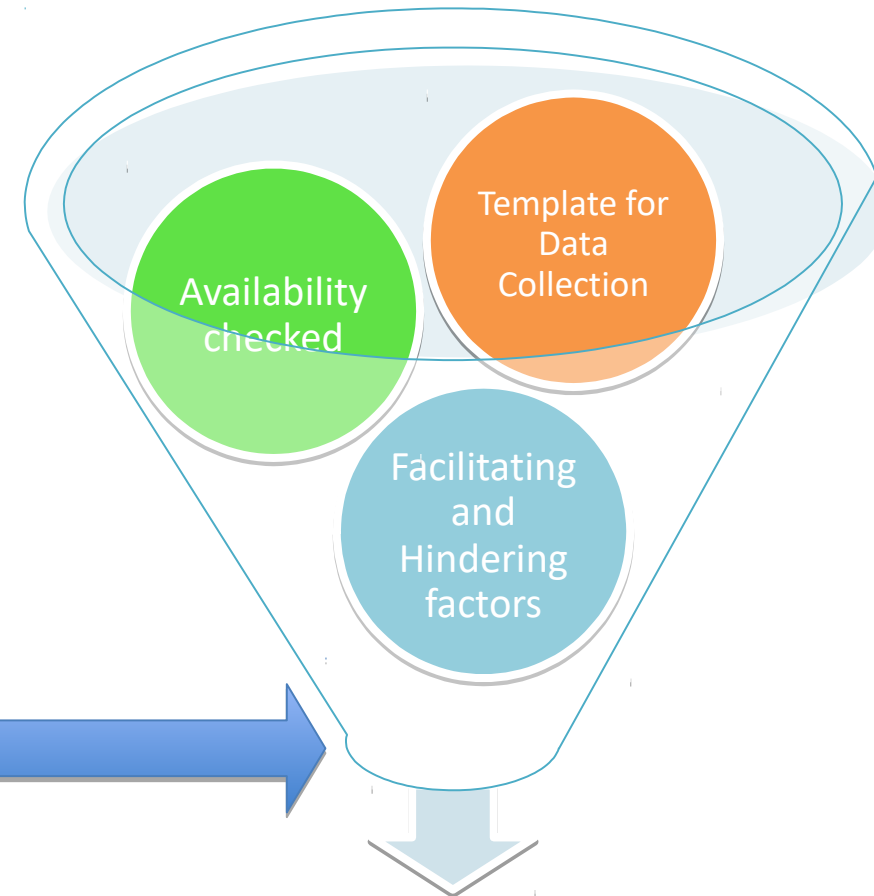
Positive Actions to improve Gender relevant data monitoring activities

Set up a **codified procedure** to request relevant data

Relevant anonymized administrative **data available in open access**

Inclusion of data about **non-permanent staff** (research, grants, fellows, internships) with the aim of monitoring early career

**Data just obtained!**



**Ongoing process to achieve a shared dataset to monitor gender issues.**

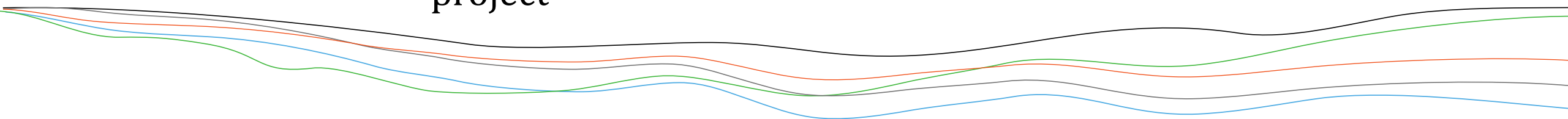


# The role of *Donne e Scienza* Organisation



As associate partner *Donne e Scienza* shall:

- Support organizations **sharing knowledge** from the experts in gender equality issues who are members of *Donne e Scienza*.
- Provide support in **creating a networking** to promote Gender Equality in Physics and in STEM;
- Enhance **dissemination** and valorization of the results of the project



# Thank you for your attention!

Project Information: [www.genera-project.com](http://www.genera-project.com)

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