



UNIVERSITÀ
DEGLI STUDI
DI PADOVA

Prevention (should be) better than cure

Codes of conducts and other instruments to raise the awareness on violence, harassment and mobbing in academia.

The case of the University of Padua

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The University of Padua

- Students 58.136
 - PhD 1.301
 - Post-Doc 881
 - Teaching Professor 2.092
 - Administrative Staff 2.297 + 10
 - Total 64.717
 - % women 53,55
 - Distribution: gender budgeting
-
- In 1678 Elena Lucrezia Cornaro Piscopia became the first woman in the world to be awarded a university degree



The Italian scenario: Different codes/different philosophy

2008-2010 Campaign against universities seen as corrupted
the result of this campaign was the new 240/2010 national reform that made the **ETHIC CODES** mandatory for the academic institutions.

Codes and INSTRUMENTS OF COMMUNICATION

The **ethic codes** that all the Italian universities adopted after the «Gelmini law» do mention sexual harassment and mobbing among their articles, but the ethic codes are mostly devoted to **highlight the “virtues”** of the academic institution, not to underline “problems”.

CODES AS INSTRUMENTS OF PREVENTION

So, some universities (only 29 !) decided to implement **codes to prevent sexual and psychological Harassment** as separate instruments, conceiving them as **INSTRUMENTS OF PREVENTION**.

The Codes to prevent sexual and psychological Harassment - like the one at UNIPD- are supposed to be the result of a political debate involving feminist groups, women experts – instruments born from the bottom (following the results of a survey in many cases): this is their philosophy

Equal Opportunities Organisms at UNIPD

- At UNIPD the CPO was in charge until 2013.
- In 2013 together with **CUG** (a special commission against discriminations among employees) , the **Equal Opportunities Commission** (devoted to rise awareness on Gender Equality issues) was nominated, representative of academic staff and students.
- In the same year, also the **Observatory on Equal Opportunities** was created, representative of technical and academic staff devoted to data gathering on gender equality at UNIPD.
- **IN 2018 NEW NOMINATION AT UNIPD**
- At the beginning of 2018 a **new CUG** has been nominated by the Rector, the **Equal Opportunities Commission** has been dismissed while the **Observatory is still alive**, but with no specific connection with the CUG.
- A **new ADVISOR of the Rector** for the implementation of the **code to prevent sexual and psychological Harassment** has been nominated

Charters and codes in force at UNIPD in 2018

- **The Action Plan** – Since the beginning (1998) one of the first goal of the three-year **UNIPD Action Plan** is the prevention and the fight of sexual and psychological harassment at all level of UNIPD staff and non staff employees. A new AP will be due next year (2019)
- **The codes** - UNIPD is now adopting three types of «internal» codes
 - The **ethic code** since 2009 – the mission of the academic institution
 - The **disciplinary code** (new version in 2014) – intended as internal regulation
 - The **code to prevent sexual and psychological Harassment** since 2004

Notice:

On the UNIPD website only the code of conduct and the ethic code are translated in English.
The code against sexual harassment is in Italian.

<http://www.unipd.it/universita/statuto-regolamenti/codici-condotta-disciplina?target=Staff>

<http://www.unipd.it/en/university/governance>

**DEFINITION OF
psychological harassment
used in the UNIPD code**

- *“By psychological harassment we mean any repeated, protracted and systematic, physically or psychologically harassing, hostile behaviour directed against a person and likely to create an atmosphere that is disrespectful, humiliating or harmful to the person’s psychological or physical wellbeing.”*

**Definition of
sexual harassment
used in the UNIPD code**

- *“Sexual harassment is any unwanted behavior of a sexual nature or any other kind of gender-related discrimination that offends the dignity of women or men in the place where they work or study, including physical, verbal or non-verbal attitudes.”*

Weakness of the code

- **No monitoring tools** foreseen to follow its implementation
- **No communication campaign**: little knowledge of the existence of such an instrument among the population of the university
- **No evidence of initiatives** – information and sensibilization campaigns, surveys, conferences, brochures – made by the Trusted Advisor of the Rector in more than 10 years.

The importance of a reliable monitoring tool
The **UNIPD-Gender Equality Index**

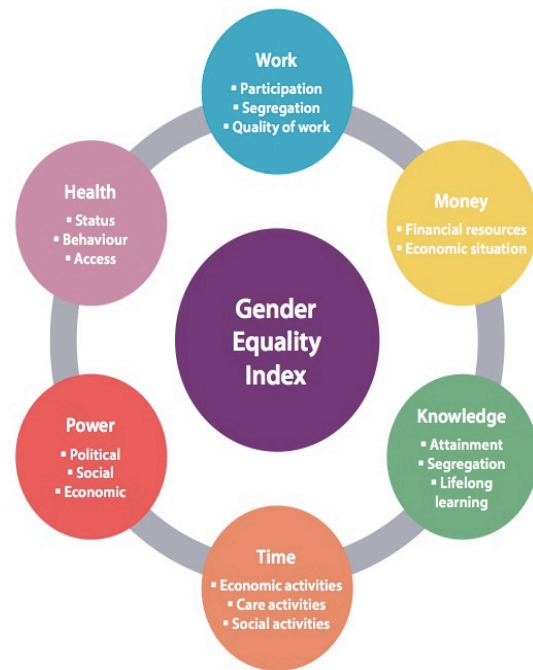
UNIPD has implemented a monitoring tool, the **Gender Equality Index**, developed by the Unipd team in the EU FP7 **GenderTIME** project (2013-2016)
Coordinator: Yvonne Pourrat, ECEPIE;
UNIPD Coordinator: S. Badaloni, DEI.

- This tool is specifically designed to collect data in order to monitor phenomena related to gender equality in 7 different areas of the academic life
(at the moment applied just to academic staff)

Toward the new tool: combining models

- One of most structured tool at the moment is the **EIGE-GEI** (*European Institute for Gender Equality* - Gender Equality Index) built to measure gender equality in different **European countries** (macro data) (not Universities)
- It is an absolute Indicator where 1 stands for no gender equality and 100 for full gender equality
- **GENIS LAB** Gender Budgeting approach: translation of some important EIGE dimension into the specific language academia.

Eige + Genislab



GENIS LAB
Gender budgeting
for Academia

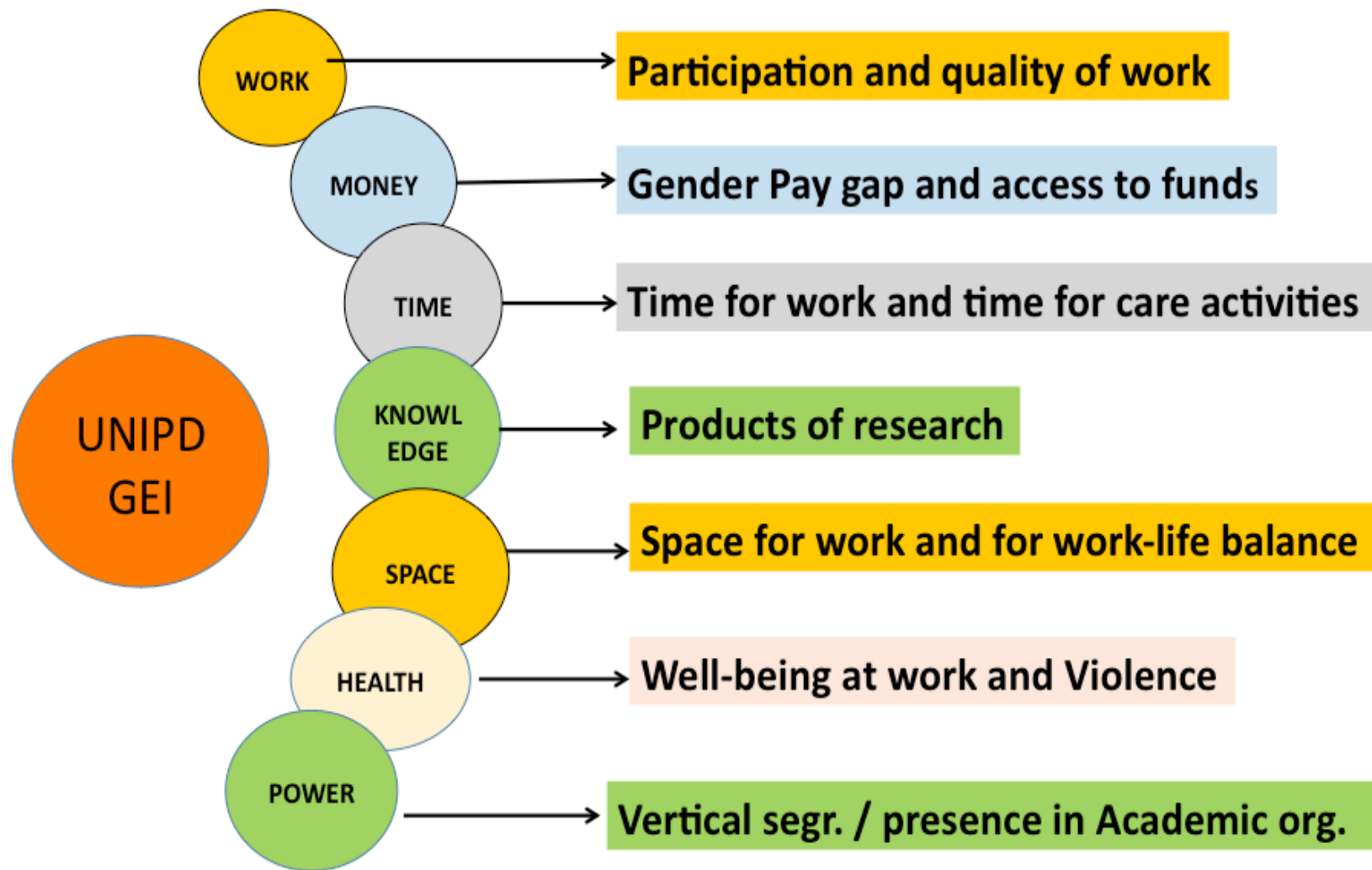
time

funds

space



UNIPD-GEI conceptual model



Of crucial importance the direction of the Index

1. We want to measure the gender equality index with a **direction**.
GE for women or against women?
1. For each domain: the first step consists in identifying the direction of simplex indicator → **defining the conceptual model at the basis**
eg work/partecipation: it is better to have a permanent contract than a non permanent one

“Could you please tell me how I should do to get out of here?” asked Alice,



and the cat (stregatto) answered: “It depends on where you want to go”.

Methodology of data collection

- **collecting statistical data** from the internal UNIPD offices
- **run a survey** among the UNIPD academic staff on topics in which data are not available. 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 the 38.4% of the academic staff, were the 47.2% of the total respondents.

Health

The domain “Health” is composed of two sub-domain, investigating more in deep the condition of people at work

1) VIOLENCE

Psychological harassment

Sexual harassment

Mobbing

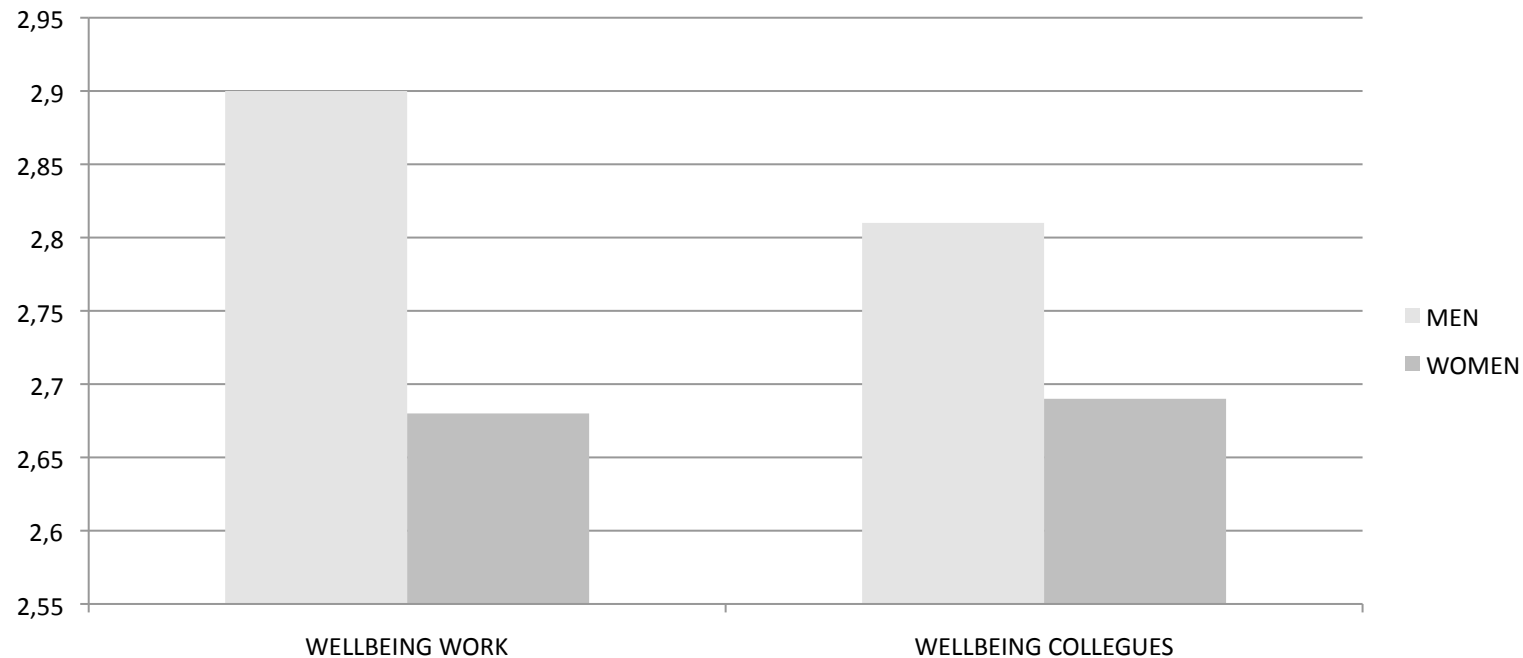
Gender based discriminations

2) WELLBEING

Well-being at work

DOMAIN	SUB-DOMAINS	VARIABLES	CATEGORIES	SOURCES
HEALTH	VIOLENCE	PSYCHOLOGICAL HARASSMENT	Perceived risk (quantified on a scale from 1 to 10)	Questionnaire
		SEXUAL HARASSMENT	Perceived risk (quantified on a scale from 1 to 10)	Questionnaire
		MOBBING	Perceived risk (quantified on a scale from 1 to 10)	Questionnaire
		GENDER BASED DISCRIMINATIONS	Perceived risk (quantified on a scale from 1 to 10)	Questionnaire
	WELL-BEING	WELL-BEING AT WORK	<p>Give your opinion (strongly agree/agree/disagree/strongly disagree) for each statement:</p> <ul style="list-style-type: none"> • My colleagues help me and give me advice • I have good friends in the workplace • My work gives me the feeling of a job well done • I can apply my ideas in my job • I am emotionally involved in my job • I experience some stress in my work • I can influence decisions that are important to my work • I feel "at home" in my working environment • My current situation at work encourages me to do my best 	Questionnaire

summary chart of the subdomain «well-being»



Men seem to feel always good...

PSYCHOLOGICAL HARASSMENT

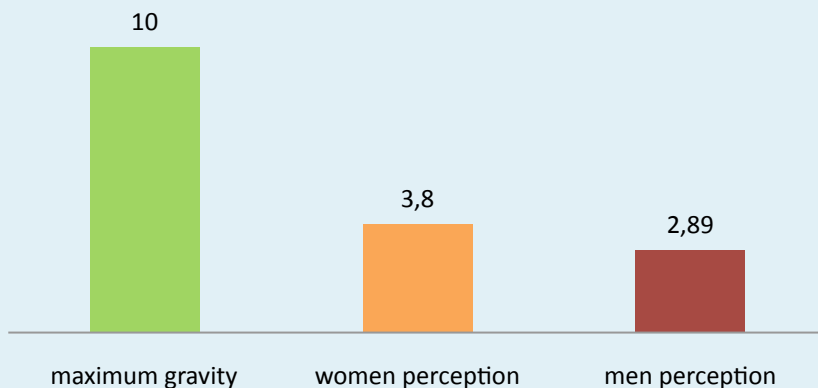
- *We gave definition first (from the code):*
- *“By psychological harassment we mean any repeated, protracted and systematic, physically or psychologically harassing, hostile behaviour directed against a person and likely to create an atmosphere that is disrespectful, humiliating or harmful to the person’s psychological or physical wellbeing.”*
- Then we asked the participants to indicate a value on a scale from 1 to 10 (1 indicates no risk and 10 indicates maximum risk) whether they consider themselves at risk of psychological harassment.

Results on *psychological harassment*

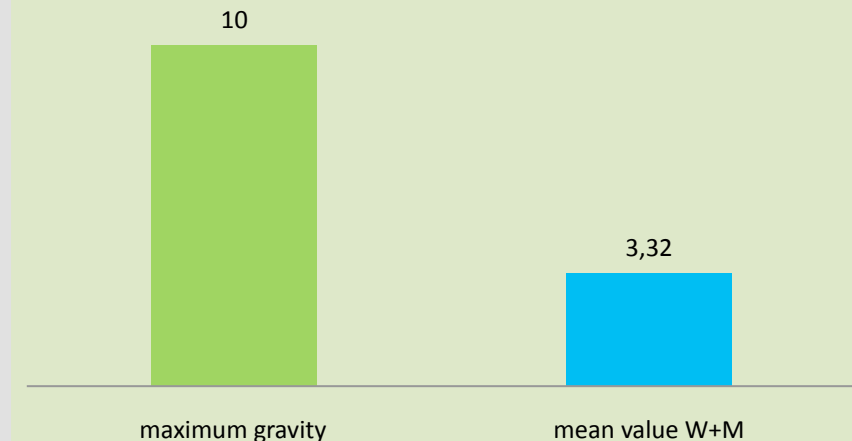
In a scale from 1 to 10 the mean value we have found is 3.32

Taking into account the sex of the respondents, we have: 3.80 for women, 2.89 for men

perception of psychological harassment
in a 1-10 scale
for women and men



perception of psychological harassment in a
1-10 scale (mean value)



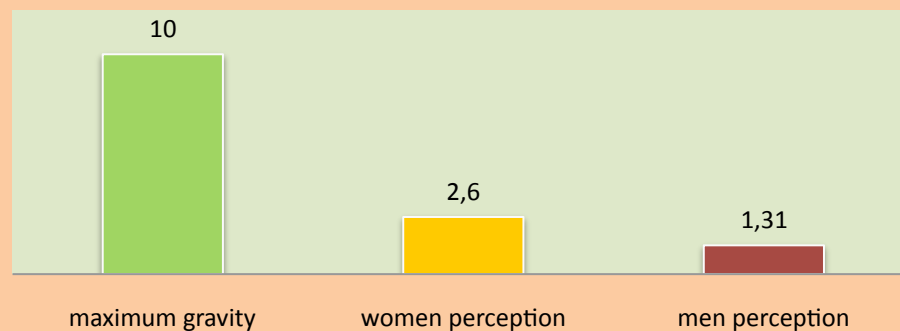
SEXUAL HARASSMENT

- *We gave definition first (from the code)*
- *“Sexual harassment is any unwanted behavior of a sexual nature or any other kind of gender-related discrimination that offends the dignity of women or men in the place where they work or study, including physical, verbal or non-verbal attitudes.”*
- Then, similarly to the previous variable, we asked the respondents to scale the value of their perception from 1 to 10 (1 indicates no risk and 10 indicates maximum risk).

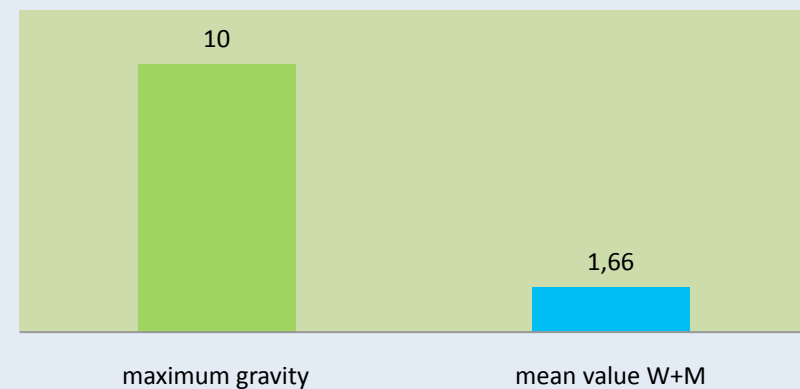
Results on “sexual harassment”

We analyzed the answers to this question and we found that 1.66 is the mean value, while taking into account the sex of the respondents: 2.06 for women and 1.31 for men

perception of sexual harassment in a
1-10 scale
for women and men



perception of sexual harassment
in a 1-10 scale (mean value)



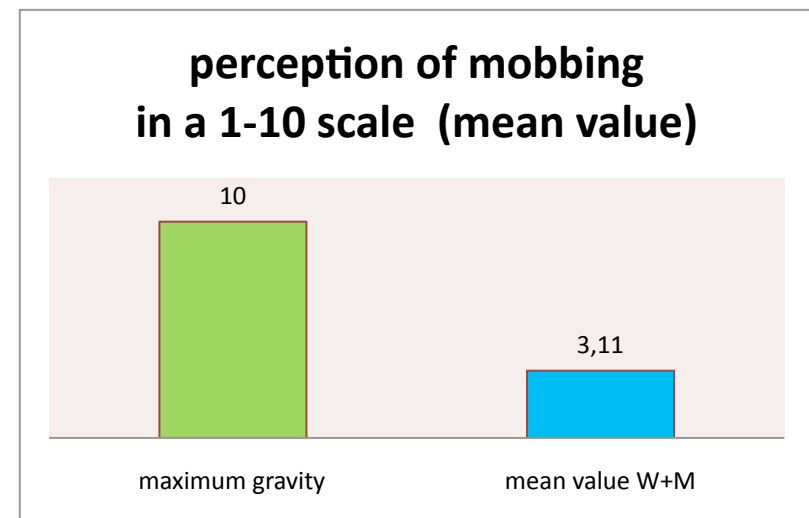
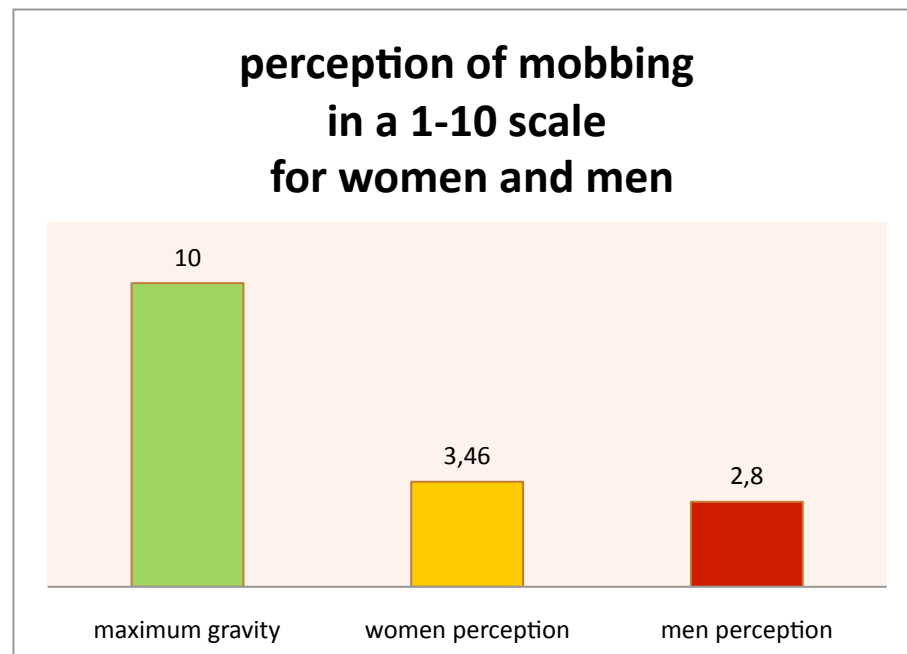
Collecting data on *mobbing*

- Definition
- *“Mobbing is the systematic persecution of a person by colleagues or superiors in the workplace, consisting mainly of small daily acts of social exclusion, psychological violence or professional sabotage, but that may even involve physical aggression.”*
- Then answers using the same scale of perception 1-10.

Results on mobbing

In this case we found the following values:

3.11 is the mean value, for women is **3.46** and for men **2.80**.



gender discrimination

- We added also this question in order to evaluate the achieved perception on *gender discrimination*:
- Def: “*By gender-related discrimination we mean any form of discrimination based on sex, such as the tendency to consider men and women on the basis of gender stereotypes and the related preconceptions.*”
- scale from 1 to 10 (1 indicates no risk and 10 indicates maximum risk)

3.08 is the mean value
taking into account the sex of the respondents:
the average value for **women is higher** 4.56

- These values put into light a strong difference between the risk's perceptions of men and women, coherently always higher for the latter.
- These values are **alarm bells**

Filling the blank space

- We inserted also a blank space where the respondents were asked to write their own experiences on these delicate topics.
- And, as usual, when you give space to people to express their difficulties and problems in an anonymous way....
- This part of the questionnaire – more qualitative- is still under analysis, but preliminary results tell that **a lot of men professors** report problems with psychological harassment, and that the most vulnerable category is the C level professors (researchers) and the non permanent academic staff.

Who filled the blank spaces

97 out of 954 respondents decided to write something in the blank spaces of the survey- 40 men and 57 women

women	TOTAL	57
	Phd	17
	C level (researchers)	26
	B level (associate)	11
	A level (full)	3
men	TOTAL	40
	Phd	8
	C level (researchers)	13
	B level (associate)	8
	A level (full)	11

Psychological harassment

A delicate issue

Taking into consideration the big issue of the **confidentiality** of the information we gathered, some preliminary results tell us that

- not few **men professors** report problems of psychological harassment due to other colleagues (of the same level or/ and of the level above)
- **(so when they have the chance to talk they understand that it is not “everything ok” – see slide 13).**
- the most vulnerable category to psychological harassment is the **C level** professors (women and men) and the **non permanent** academic staff (women and men).

The words of the problem. More than just an alarm bell....

men		
	phd	marginalized and exploited, threatened "you'll never make a career here"
	C level	marginalized because "out of the winning clubs that divide funds", career stuck , penalized "because we take care of children and it is not seen as a "men thing"
	B level	threatened by peer colleagues, mobbed by superiors (in some cases women)
	A level	serious pressures from colleagues; aware of bullying and sexual harassment in their departments ("I would have to say but I can not speak").
women		
	phd	discriminated and marginalized as a result of maternity (up to being afraid of becoming pregnant), cases of serious sexual harassment perpetrated by staff professors
	C level	marginalized after motherhood career stuck, isolated ("men are hostile to motherhood")
	B level	invisible, ignored , experience of a heavy and sexist environment ("I can not speak")
	A level	Object of serious assaults and threats, aware of incidents of bullying and moral harassment that have occurred and are in progress in their departments.

What is evident is that...

- there is a **strong hierarchical pressure** and a **heavy stigma** that still weighs heavily on people who suffer various forms of discrimination (women because of maternity for example; men because of being or not in the club of who have funds for research)
- It is difficult for those who exercise the "**power**" to accept the alteration of the traditional roles in favor of a culture of equality.
- The use of the blank space surprised us a lot: those who decided to tell a story, sometimes even adding a lot of personal details and information, took the opportunity of one of the many questionnaires that we received every day via email.
- It is the sign that **there is an extreme need to speak**, to tell stories, to find space to express an uneasiness that is often hidden, it is difficult to recognize, but which can result in abandonment of the career.

Toward a gender budgeting approach

- At the moment we have tested the UNIPD GEI tool only on academic staff,
- We are aware of the importance to run the same kind of survey among the technical staff of the University, as well as among the students population.
- Our goal in a near future is to extend (and tailor) this instrument to the whole population of the university
- To apply it in other Universities in the framework of the CRUI network

Gender budgeting approach.

The importance of mapping the environment

The importance of data is not under question

we need data collected in a coherent gender perspective, because only in this way it is possible to undertake a reliable analysis on the status of Gender Equality in a given environment, understand the real entity of phenomena and then design tailored and specific policies.

- Only through reliable data we can verify if a tool or a practice we have implemented is doing good or need changes.

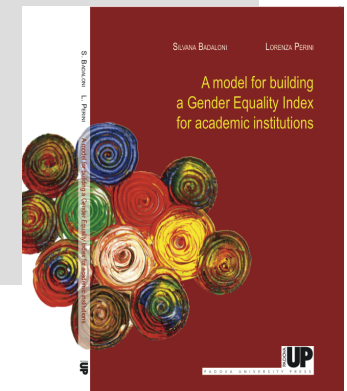
The world need Science and Science needs Women. And good solutions need reliable statistics and indicators.

No data no actions

Even the most beautiful and well designed code or charter can be completely ineffective without the correct tools to assess monitor and evaluate the phenomena

Our tool can measure changes!

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



thanks

MI PIACE
MOLESTARE
LE DONNE.
(

#METOO!
)

