

GENDER EQUALITY ANNUAL REPORT

Executive Summary

2016



ALMA MATER STUDIORUM
UNIVERSITÀ DI BOLOGNA



INTRODUCTION

The drafting of **Gender Equality Annual Reports** in the public sector is recommended by Italian Department for Rights and Equal Opportunities Directive no. 173 of 27/7/2007 and by Legislative Decree no. 150 of 27/10/2009.

Alma Mater Studiorum – University of Bologna has adopted the Gender Equality Annual Report, as described in the Positive Action Plan for 2014-2017, issued by the Guarantee Committee for Equal Opportunities, Employee Wellbeing and Non-Discrimination at Work.

The aim of the report is to contribute to the analysis and promotion of gender equality within the University.

In its **second edition**, the document pursues a simplification of data display, both in terms of graphic visualization and in terms of the effectiveness of the whole report. The next step will be to simplify both data collection and the understanding of said data by transforming it into a possible indicator that will be uploaded in real time.

Subsequent to the analysis, instruments for measuring differentiated gender-related needs will be adopted on the basis of a mainstreaming approach and positive actions will be implemented along with periodic assessments of their impact.

The analyses and information in this document are the result of discussions involving all members of two internally constituted university committees, the Scientific Committee and the Gender Equality Annual Report Operational Committee, taking the considerations of staff and students involved in a consultative process into account.

More generally, the themes studied are based on the main national and international gender equality guidelines and on a comparison with other universities that have already produced a Gender Equality Annual Report.

This document has been formulated as an integral part of the University of Bologna's planning and monitoring tools, most notably the Social Responsibility Report 2016 and the Report on U.N. Sustainable Development Goals 2016.

Gender Equality Annual Report - Executive Summary by:

Alma Mater Studiorum - Università di Bologna
Guarantee Committee for Equal Opportunities, Employee Wellbeing and Non-Discrimination at Work – CUG
Control and Finance Division

Editing and graphic design:

Alma Mater Studiorum - Università di Bologna
Executive Support Services - Communication Unit - Institutional Communication Office

Photos:

© Unibolmmagine
Alma Mater Studiorum - Università di Bologna 2017



1. REGULATION AND BODIES FOR THE PROTECTION OF EQUAL OPPORTUNITIES

GUARANTEE COMMITTEE FOR EQUAL OPPORTUNITIES, EMPLOYEE WELLBEING AND NON-DISCRIMINATION AT WORK – CUG

This committee makes proposals, provides consultation and monitors the development of a culture that promotes equal opportunities, enhances employee wellbeing and prevents discrimination, with reference to current Italian legislation and art. 14 of the University Statute. It makes use of internal services for the promotion of employee wellbeing provided by Alma Mater and works closely with the Harassment Adviser.

1. REGULATIONS AND BODIES FOR THE PROTECTION OF GENDER EQUALITY

COMPOSITION

President of the CUG and
Delegate for the Welfare at
Work Tullia Gallina Toschi

Staff Representatives Valentina Filippi, Valeria Guidoni, Angela Martino*, Chiara Sirk

University Representatives Marco Balboni, Gabriele Greppi, Carlotta Pizzo

* University of Modena and Reggio Emilia.

HARASSMENT ADVISER

Nominated by the Magnificent Rector, the Harassment Adviser is an impartial person called to listen to the dialogue in support of the teaching and Technical-administrative staff when discussing discrimination, sexual and moral harassment, mobbing, as well as in failure to respect the values and rules outlined in the University Code of Ethics and Behaviour.

The Adviser reports to the Rector and works closely with the Human Resources Vice-Rector, as well as with the CUG, for situations of psychological and physical discomfort related to work dynamics. The Adviser encourages prevention and resolution, and promotes, in collaboration with academic structures, cultures of gender acceptance and anti-discrimination. In carrying out his/her job, the Adviser may, with the permission of the Administration, avail him/herself of the collaboration of experts. Those who turn to the Adviser are entitled to the utmost confidentiality.

This role of Adviser is held by Prof. Ornella Montanari.

VICE-RECTOR OF HUMAN RESOURCES, DELEGATE FOR OCCUPATIONAL WELFARE, DELEGATE FOR EQUAL OPPORTUNITIES

The Vice-Rector of Human Resources is responsible for implementing active policies to enhance workplace wellbeing and quality, promote equal opportunities and provide support to personnel in situations of stress. The Rector has also assigned the Vice-Rector the function of helping draft of the three-year plans for technical-administrative staff training. This role is held by Prof. Chiara Elefante.

The Rector has delegated the workplace wellbeing duties to Prof. Tullia Gallina Toschi and those regarding the promotion of equal opportunities to Dr. Elena Luppi.





2. POSITIVE ACTIONS PLAN AND INITIATIVES TAKEN

POSITIVE ACTIONS PLAN

The Positive Actions Plan is a document which has the scope of introducing positive actions related to the implementation of plans for redressing gender imbalances and unfairness into organizational and work processes. The University of Bologna Positive Actions Plan 2014-2017, drawn up by the University CUG, advocates the promotion of actions in a number of different areas of intervention.

2. POSITIVE ACTIONS PLAN AND INITIATIVES TAKEN

ACTIVITIES REALIZED IN 2016

Educational and communication actions for the University and/or open to the public

- "Regardless of gender: equal opportunities, empowerment and diversity". Training course in eight sessions, from January to October 2016 with curricular recognition, reserved for University personnel.
- Publication of the proceedings of training activity on "Mobbing: knowing how to prevent", realized in 2015.
- "The actions of the CUG: acts on mobbing, the awarded theses, and gender budget": a day for meeting other Italian university CUGs, all members of the university community, citizens and other public bodies, in order to discuss on equal opportunities and working life.
- Starting in December 2016 of the design, in collaboration with the training division of the Area of the Personnel, of a new training cycle to be realized in 2017, focusing on the theme of organizational wellbeing applied to working groups.
- Continuous monitoring and enhancement of the institutional site (www.unibo.it/CUG), through the publication of initiatives and events realized directly or in collaboration with the CUG, or promoted by other structures of UNIBO that have requested the support of the CUG or of the University of Bologna. Publication of initiatives promoted by local authorities or other equality bodies.

Networking actions

- A series of activities promoted both within and without the University for increasing the efficiency and consistency of equal opportunities and workplace wellbeing actions.
- A series of meetings and exchanges with people and service structures within the University of Bologna dealing with issues related to gender equality and workplace wellbeing as well as numerous members of academic staffs as well as, managers and technical and administrative staff of UNIBO.
- Two proposals for revision of the Statute of the University of Bologna. The first, regards the approval process of the Ethics Code by ask to request for an opinion, although not binding, of the CUG (Article 6, paragraph 3, letter J). The second refers to the adoption of the Gender Equality Annual Report, by ask for its inclusion together with other institutional documents, such as the Social report (Article 7, paragraph 2, Lett. B).
- Active collaboration with the H2020 PLOTINA project and with the Integrated Research Team (IRT) of UNIBO called Alma Gender.
- Attending Italian and international events.

Promotion and protection actions in the University organisation

- Participation in the development of organisational practices adopted by the University and in the presentation of projects seeking a more effective integration of a culture of equality in the organisational structure.
- Coordination and linking with the PLOTINA project, funded under the HORIZON 2020 Program. The objective of the project, known as PLOTINA – Promoting gender balance and inclusion in research, innovation and training - running from 2016 to 2020, is to create Gender Equality Plans and implement actions to bring about the inclusion of gender variables in research and teaching, thus facilitating the culture change.
- Promotion and funding of activities for the implementation of the Gender Equality Annual Report of the University of Bologna referring to the 2015.

Promotion actions in research

- In order to promote at all levels of the principle of equal opportunities in research, it has been debate the topic on the application, in the Code of Ethics and Behavior of the University of Bologna, considered excessively restrictive, of national legislation on the appointment of professors and researchers considered excessively restrictive, has been debated.

Promotion actions in teaching

- Publication of a call for the award of three study grants, of € 1,000.00 each, for thesis (two for a graduate degree and one for a doctoral degree) on a topic of interest to the CUG.

Supporting actions

- Proposal for the experimental extension to academic staff of the psychological support and help service for work related unease, which is currently erogated by the Work Related Unease Desk only to technical and administrative staff.
- Support, help and advise staff in situations of psychological discomfort in the workplace

Monitoring the implementation of positive actions

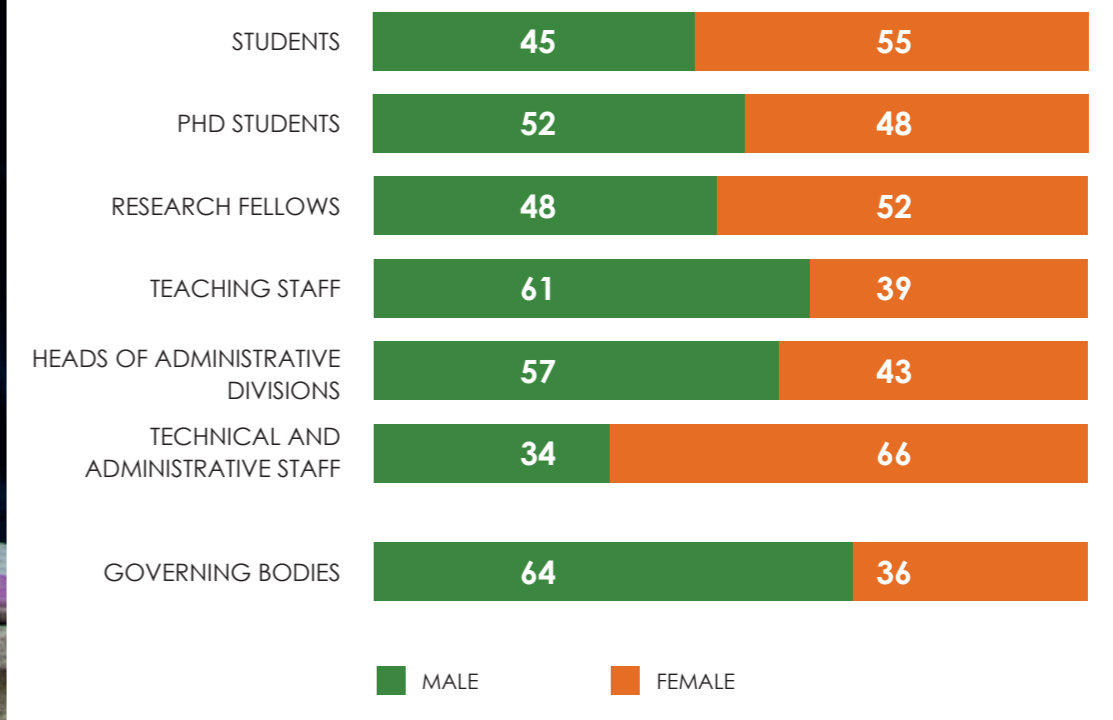
- Determining to what extent the requests and observations promoted by the CUG are accepted by the University and implemented correctly.





3. ALMA MATER GENDER COMPOSITION

GENDER DISTRIBUTION (%) AT THE UNIVERSITY OF BOLOGNA (2016)



THE STUDENTS

In the **academic year 2016/17** the percentage of enrolled women continued to be higher: 54% in first cycle degrees, 55% in masters degrees, 66% in single-cycle degrees.

On analysis of the enrolment figures by school, the effects of the phenomenon known as "horizontal segregation" can be seen¹; in fact, women make about the 80% of the students in the School of Foreign Languages and Literatures, Interpreting and Translation and the School of Psychology and Education, whereas in the School of Engineering and Architecture they are little over 25%.

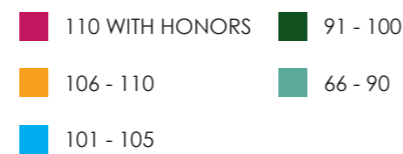
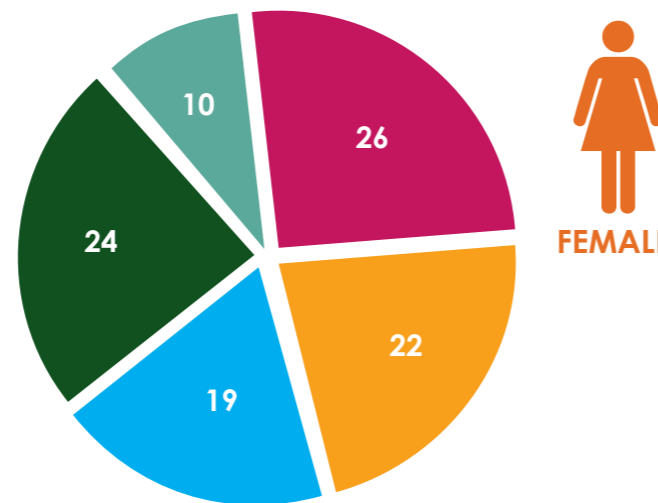
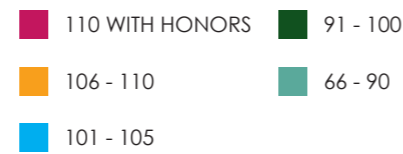
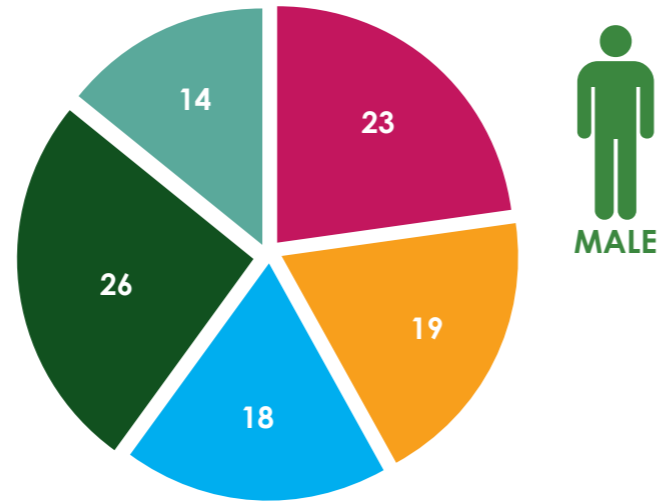
Looking at the gender breakdown of students abandoning university in their first year, in academic year 2015/16, we see that (apart from in the school of Pharmacy, Biotechnology and Sport Science and the school of Science) men tend to abandon their studies in greater numbers than women, independent of the gender breakdown of students enrolled in the school.

Horizontal segregation occurs in doctoral/PhD programmes as well. An analysis of the enrolment choices of men and women in the first year of 32nd cycle PhD programmes shows that 66% of PhD students in computer sciences and industrial, civil and architectural engineering are men, while 62% of PhD students in the humanities and arts are women.

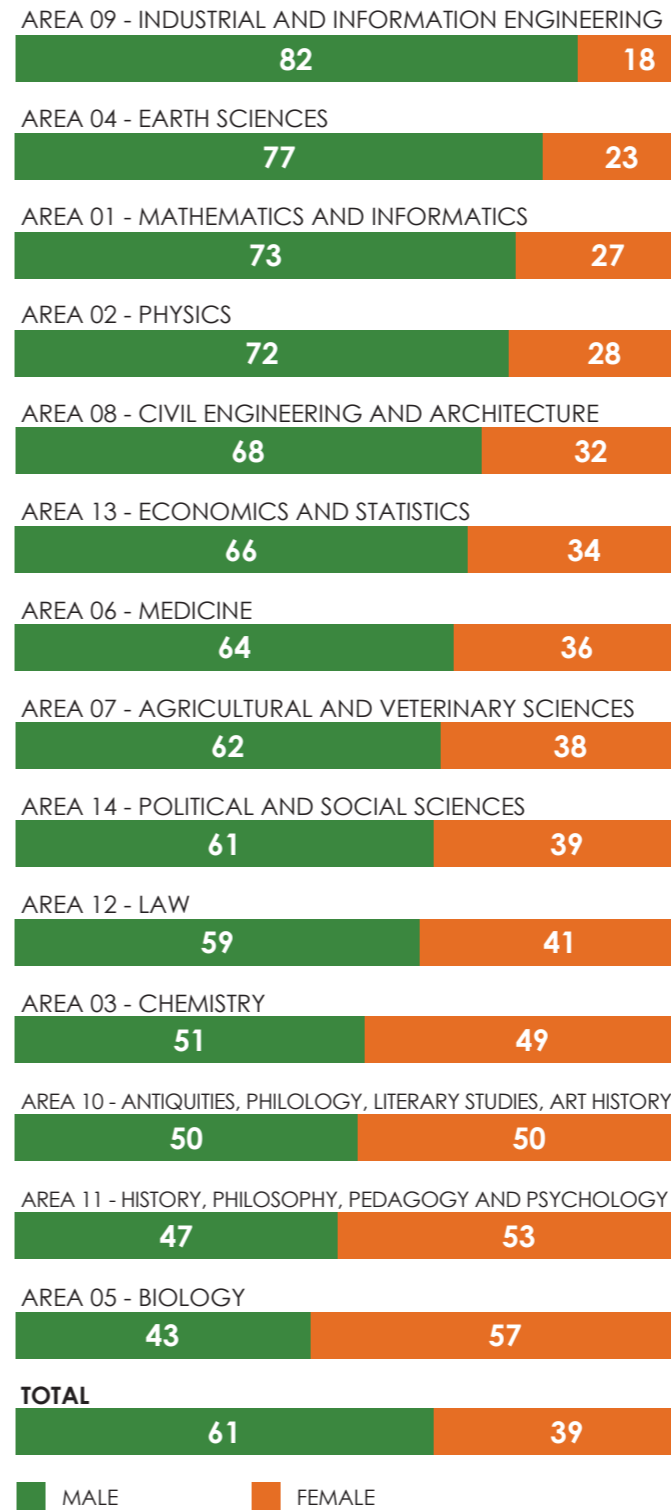
In terms of degree performance, women tend to do better than men. Taking the total number of male and female graduates in 2016 as 100%, 58% of these are women, and women make up 61% of those who obtain their degree in due time. 67% of women obtain degree marks above 100/110 (26% with the maximum mark of 110 with honors), compared to 60% of men (23% with 110 with honors).

1. This is the phenomenon by which women tend to prefer enrolling in schools where the humanities and social sciences are the main disciplines, whereas men prefer schools where the so-called STEM disciplines – Science, Technology, Engineering and Mathematics – are predominant.

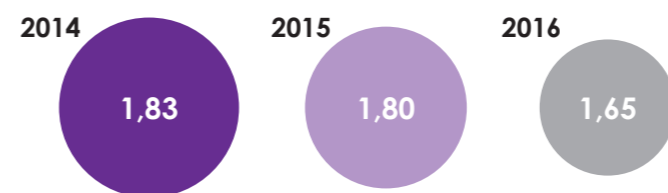
DISTRIBUTION OF GRADUATES BY GENDER AND DEGREE MARKS (2016)



DISTRIBUTION OF PROFESSORS AND ASSISTANT PROFESSORS BY GENDER AND CUN (NATIONAL UNIVERSITY COMMITTEE) AREA (2016)



GLASS CEILING INDEX (COMPARISON 2014-2016)



THE TEACHING STAFF

Gender distribution among the teaching staff stayed fairly constant in the three-year period from 2014 to 2016, showing the effects of the phenomenon known as vertical segregation².

Observing the typical pattern for academic careers at the University of Bologna, another phenomenon becomes evident: the so-called leaky pipeline effect, by which the female predominance trend amongst students enrolled (55% women to 45% men in 2016), graduates (58% women to 42% men in 2016) is inverted for the gender ratio amongst PhD students (47% women and 51% men). These numbers are fully reversed amongst tenured researchers, full professors and associate professors, where male predominance is clearly evident (women in 2016 made up 49%, 42% and 24% respectively in these categories).

In 2016, the university glass-ceiling index³ was 1.65, indicating the existence of barriers, often invisible ones, that block women from progressing to top career levels. These barriers are based on stereotypes of historical, social and cultural origin. In particular, the proportion of women amongst teaching staff is less than one third in five C.U.N. (National University Committee) subject areas, all belonging to STEM (science, technology, engineering and mathematics) fields of research (09 – Industrial and Information Engineering, 04 – Earth Sciences, 01 – Mathematics and Computer Science, 02 – Physics, 08 – Civil Engineering and Architecture).

An examination of teaching staff ratios in the different departments reveals the combined effects of vertical and horizontal segregation. In 2016, in the 33 departments at the University of Bologna, the number of full professors who were women exceeded men in just 5 cases (four of them in humanities and social studies departments, and one in social science), whereas in other cases, male prevalence is evident. It should also be noted that there are two cases in which the full professors are all men (the Department of Architecture and the Department of Industrial Engineering).

2. This phenomenon regards the increasingly smaller female presence in the upper echelons of the hierarchy.

3. The Glass-Ceiling index is the proportion of women amongst full professors in relation to the proportion of women among all the professors and assistant professors. A GCI (Glass-Ceiling Index) of one indicates gender equality in the probability of reaching a senior career position (full professor); a GCI score of more than one shows the "glass-ceiling effect", indicating that women have more difficulty reaching full positions; the effect is the opposite if the score is less than 1. Cf.: European Union – Directorate – General for Research and Innovation (2016), *She Figures 2015*, Brussels, p. 137.

TECHNICAL AND ADMINISTRATIVE STAFF

Amongst Technical and Administrative (TA) Staff and Foreign Language Instructors (CELs), women were constantly prevalent in the three-year period from 2014 to 2016. On average in 2016, women made up 65% of the TA staff and 77% of CELs.

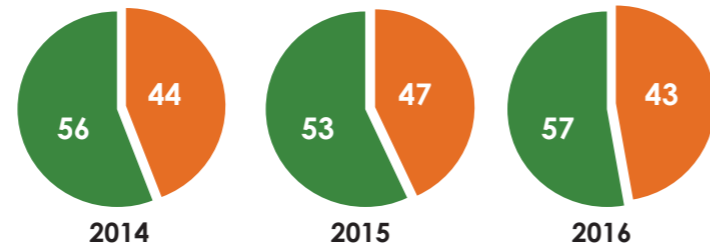
There are no significant gender distribution variations among TA staff at different qualification levels (B, C, D, EP), but the female share falls below the male share at the managerial level (where women make up 43% of the total). This pattern indicates the glass-ceiling effect amongst TA staff too, where women, despite their higher numerical presence on the lower echelons of the hierarchy, encounter obstacles (often linked to stereotypes and historical and cultural factors) that make it difficult for them to reach managerial positions.

An analysis of the different types of time off taken by TA staff members shows that women make greater use of leave for caring for dependants. In particular, maternity and paternity leave for TA staff continues to be an almost exclusively female prerogative.

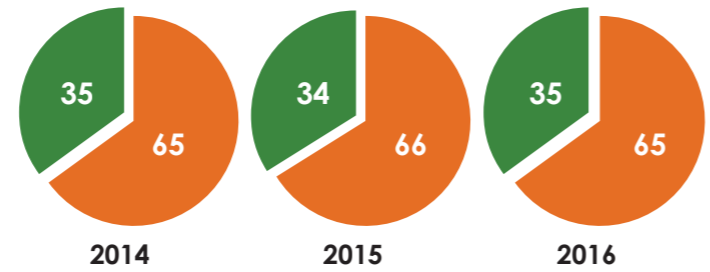
In 2016, 73% of women and 67% of men in service received training.

STAFF DISTRIBUTION BY GENDER AND POSITION (COMPARISON 2014-2016)

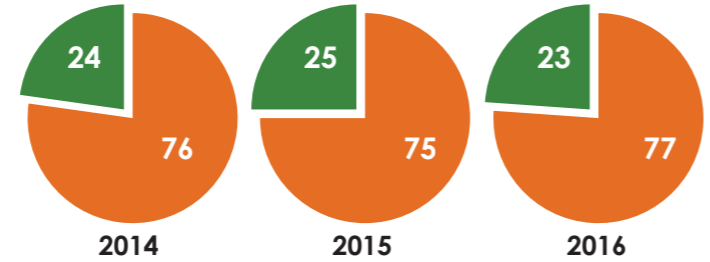
HEADS OF ADMINISTRATIVE DIVISIONS



TA STAFF

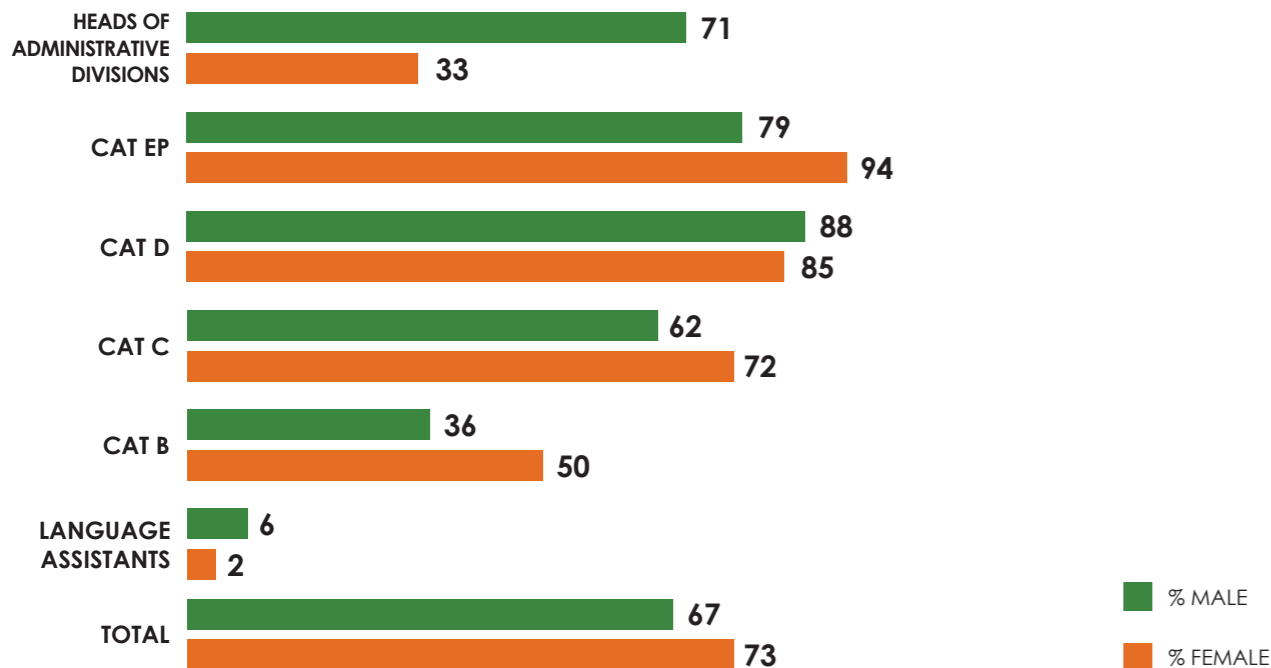


LANGUAGE ASSISTANTS

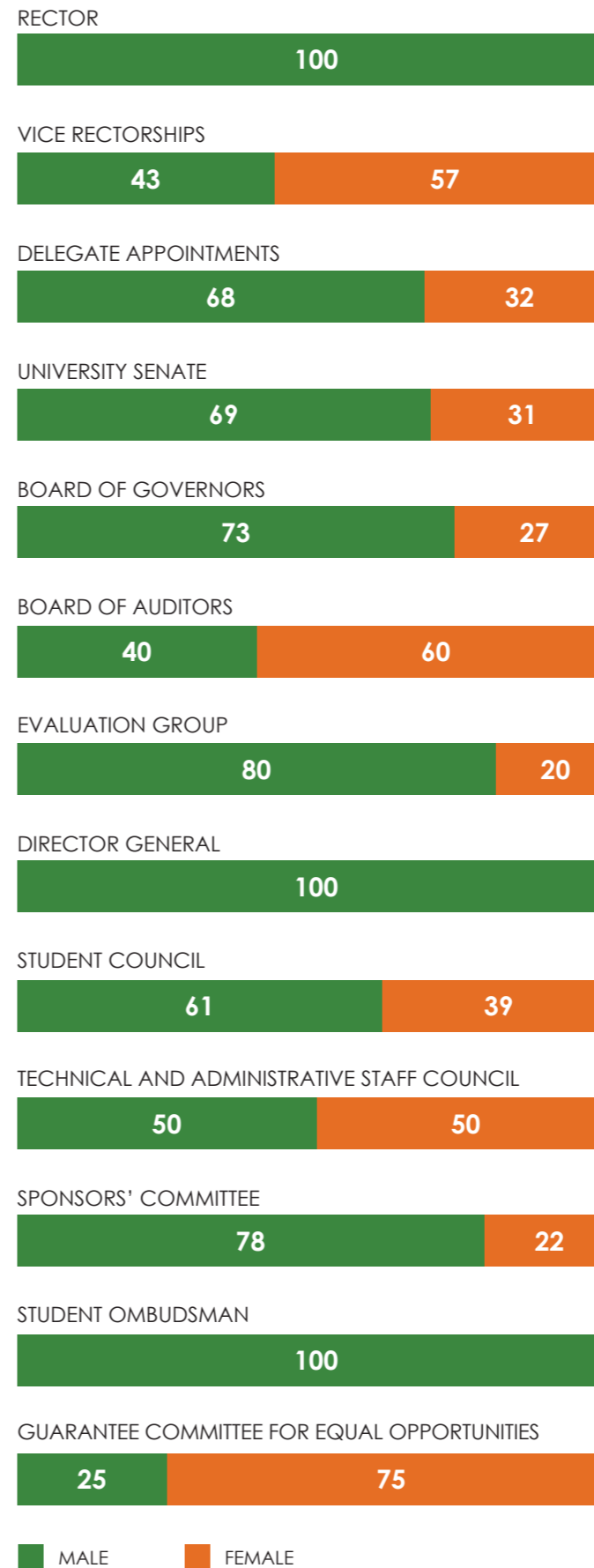


MALE FEMALE

STAFF TRAINING BY CONTRACT (2016)



GENDER DISTRIBUTION (%) IN GOVERNING BODIES (UP TO 31/12/2016)

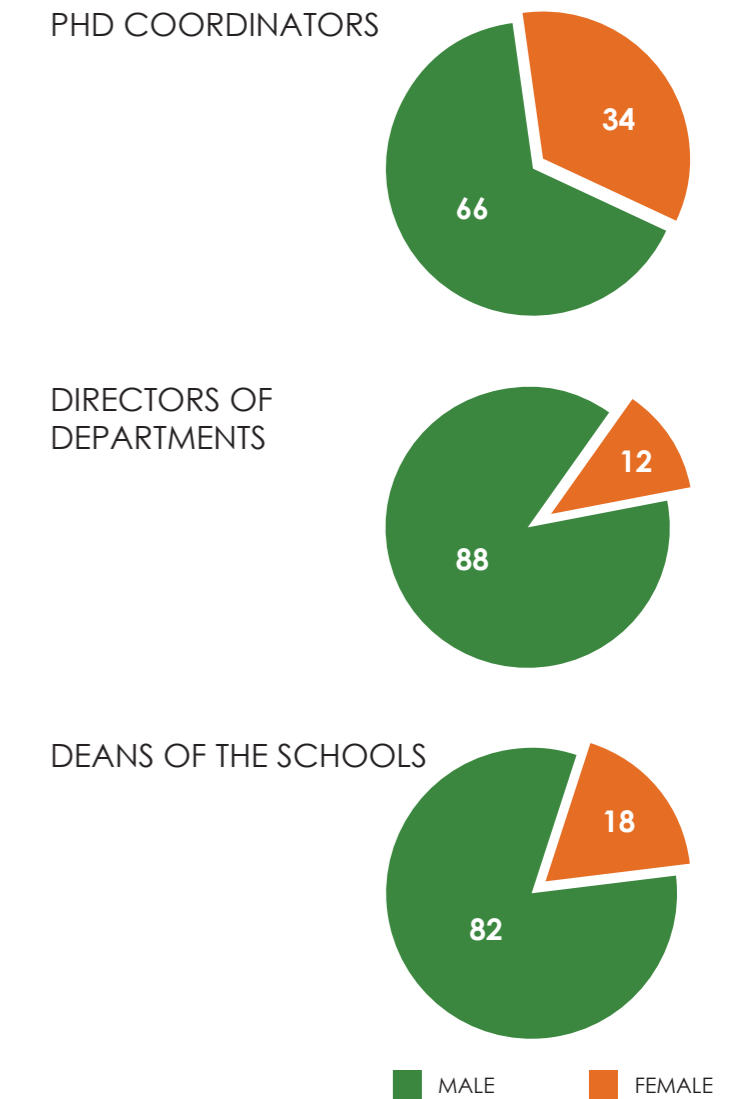


THE UNIVERSITY'S GOVERNING BODIES AND TOP POSITIONS IN TEACHING AND RESEARCH

Men make up 64% of the total number of members of University Governing Bodies holding office at 31/12/2016 and are either a majority or exclusive presence on 9 out of 13 bodies. The monocratic roles (Rector, Director General, Student Ombudsman) continue to be held by men, whereas the presence of women on the Board of Governors is about 30%.

At the end of 2016, 4 of the 33 department heads were women and 2 of the 11 deans of schools were women. Women make up 34% of PhD programme coordinators.

GENDER DISTRIBUTION (%) OF DIRECTORS OF DEPARTMENTS AND DEANS OF THE SCHOOLS (2016)





4. INVESTMENTS MADE FOR THE PROMOTION OF EQUAL OPPORTUNITIES

THE INCLUSION OF SEX/GENDER VARIABLE IN TEACHING AND RESEARCH

In the 2016/17 academic year, 47 learning activities were imparted that had sex/gender related themes in their titles; they were concentrated mainly in the schools with prevalently humanities and social studies based content. Since the 2006/07 academic year, the Modern, Post-Colonial and Comparative Literatures second cycle degree programme has included a "Women's and Gender Studies - (GEMMA)" learning activity, a programme of excellence ranked by the European Commission as the top Erasmus Mundus Master's Degree in Europe for women's and gender studies.

At the "Almaorienta 2016" orientation held by the university for high school students, areas were set up to provide information and raise awareness about gender through various materials and testimonies, and gender-related orientation actions were taken regarding university courses with the greatest gender imbalances.

4. INVESTMENT MADE FOR THE PROMOTION OF EQUAL OPPORTUNITIES

CROSS INITIATIVES

Alma Gender Integrated Research Team
(Alma Gender IRT)

Established in 2015 to bring over 120 scholars from 28 university departments together. In a series of annual initiatives, Alma Gender pursues the goals of promoting gender-sensitive research and teaching and supporting equal opportunities in the University of Bologna's academic, research and workplace community.

University of Bologna Women Teachers' Association (AdDU)

Formed in 1992, AdDU promotes connections between women teachers in different departments in order to encourage the exchange of ideas and collaboration in both research and teaching, helping teachers of proven calibre, scientific productivity and commitment to teaching achieve their goals when faced with problems related to the university as an organization.

Gender and Education Studies Center (CSGE)

Active since 2009 in the Department of Education Studies, the CSGE carries out research on gender and education in the context of gender studies. Adopting a multi- and inter-disciplinary approach, it promotes research and training in areas such as: gender education, overcoming stereotypes and discrimination, education against gender violence, identity processes, social and media portrayals of gender differences and the relationship between gender and migration.

Mediation and Translation by and for Children Center (MeTRa)

Founded in 2014 at the Forlì Campus Department of Interpretation and Translation, MeTRa promotes research projects on topics such as: linguistic, pedagogical and intercultural problems related to the translation of literature for younger readers; critical reflections on child language brokering; linguistic and cultural mediation by non-adult daughters and sons of immigrants or members of ethnic or linguistic minorities in Emilia Romagna and Italy in general, in relation to gender.

PROMOTION OF EVENTS IN THE TERRITORY

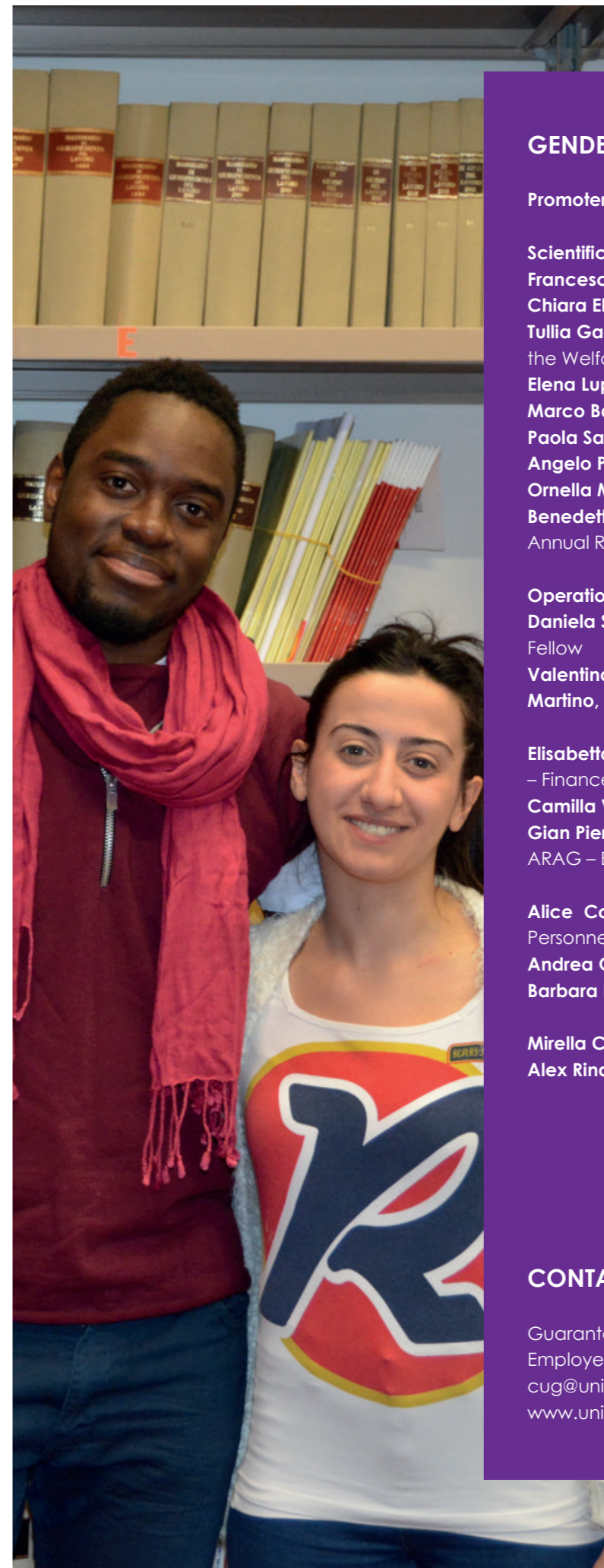
The university promotes gender-related themes by organising, taking part in, endorsing and publicising numerous public events in the cities where the university is based as well as nationally and internationally, and also by distributing and publishing research on gender-related topics.

Here are some of the many events which the university organized by or participated in for 2016: 15 seminars on "Violence against women. A problem of civilization"; "Waiting for Media Mutations: Women's TV", a survey dedicated to digital media and the evolution of traditional outlets; 2 seminars with Angela Davis, a global symbol of the struggle for civil and women's rights; the "International Conference on Rita Levy Montalcini", a day dedicated to the discovery of the great Italian scientist, recognized with a Nobel Prize in 1986; Unibo and "Pink Cloud" still together: science and technology for growth; "Human Rights Nights", three days dedicated to human rights, migration, refugees and courageous women, at the Forlì Campus; Unibo and the "Gender Bender", a festival to reflect on the body and its representations.

A PRELIMINARY READING OF THE INVESTMENT MADE

In 2016, the University of Bologna invested €17,600 in direct actions for equal opportunities, drawing on funds allocated to the CUG, the grant for second cycle degree dissertations allocated to the CSGE, and a further €137,060 for indirect gender-related actions, providing assistance for services mainly affecting women, with the "Nursery School Child Enrolment Grant", a cash grant available to managerial, TA and CEL staff, and the "childbirth bonus", a financial assistance scheme available to TA and CEL staff.

In addition, the funds of the H2020 PLOTINA Project, Promoting Gender Balance and Inclusion in Research, Innovation and Training (www.plotina.eu), were used to coordinate the consortium during the first year and to strengthen all activities related to gender equality and the insertion of sex and gender variables in research and training, in particular in the STEM area. At the end of 2016, the Gender Audit Phase at Unibo and the other five research Performing Organizations (RFOs) involved in the project was concluded, with the publication of their gender equality plans scheduled for early 2017 (March).



GENDER EQUALITY ANNUAL REPORT 2016

Promoter: CUG

Scientific Committee:

Francesco Ubertini, Rector
Chiara Elefante, Vice-Rector of Human Resources
Tullia Gallina Toschi, President of the CUG and Delegate for the Welfare at Work
Elena Luppi, Delegate for Equal Opportunities
Marco Balboni, CUG member
Paola Salomoni, Vice-Rector to Digital Technologies
Angelo Paleffa, Delegate for the Budget
Ornella Montanari, Harassment Adviser
Benedetta Siboni, Responsible for the project Gender Equality Annual Report

Operational Committee:

Daniela Sangiorgi, Department of Management, Research Fellow
Valentina Filippi, **Gabriele Greppi**, **Valeria Guidoni**, **Angela Martino**, **Carlotta Pizzo**, **Chiara Sirk**, CUG Members

Elisabetta De Toma, Head of Administrative Division – ARAG – Finance and Subsidiaries Division
Camilla Valentini, **Anna Rita D'Archi**, **Enrico Galli**, **Gian Piero Mignoli**, **Luca Ramazzotti**, **Anja Riceputi**
ARAG – Evaluation and Strategic Planning Unit

Alice Corradi, Head of Administrative Division – APOS – Personnel Division
Andrea Gabrielli, **Anna Zurla**, APOS – Personnel Division
Barbara Neri, APOS – Training Unit

Mirella Cerato, **Michela Versari**, **Vincenza Ferraro**,
Alex Rinaldi, SSRD – Communication Unit

CONTACTS AND FURTHER INFORMATION

Guarantee Committee for Equal Opportunities,
Employee Wellbeing and Non-Discrimination at Work - CUG
cug@unibo.it
www.unibo.it/bilancioidigenera



ALMA MATER STUDIORUM
UNIVERSITÀ DI BOLOGNA