



**UNIVERSITÀ
DEL SALENTO**

External Gender Equality Assessment

Salento University



This research has been carried out by UNILE in the context of CALIPER project through the funded European Union's Horizon 2020 Research and Innovation under Grant Agreement No 873134.

Executive Summary

In the context of the Horizon 2020 project, [CALIPER](#), the Salento University (UNILE) has conducted an analysis in order to investigate the external conditions such as the legal and cultural framework and the existing national innovation ecosystems in Italy and identify where gender imbalances occur, why they are created and by which factors they are influenced.

To perform this external assessment a quadruple helix approach was adopted, by involving stakeholders belonging to the following sectors:

- Academia and Universities
- Industry and Business
- Government and Public Sector
- Civil Society

The assessment focuses on the national legal and policy framework on gender equality. Moreover, it presents data about STEM students, researchers, patent registrations, innovative start-up founders within a gender perspective. Finally, it provides a mapping of the existing collaborations of UNILE with external stakeholders.

These findings may lay the grounds for the design of the UNILE's Gender Equality Plan and its implementation and exploitation by the Institution as envisioned by the [CALIPER](#) project, as well as for the set-up of a Research and Innovation Hub by UNILE to transfer the knowledge and best practices attained during the project beyond academia.



Introduction

Methodology

The external assessment was aimed at investigating UNILE's external conditions such as the legal and cultural framework and the existing local/national innovation ecosystems and identifying where gender imbalances occur, why they are created, and by which factors they are influenced.

A quadruple helix approach was adopted, by involving stakeholders belonging to the following sectors:

- Academia and Universities
- Industry and Business
- Government and Public Sector
- Civil Society

The first step of the analysis consisted , in defining the **national legal and policy framework** and in particular:

- the existence of any specific national (and/or regional) policies on gender in Higher Education and/or Scientific Research & Innovation;
- how the frameworks define the relationship between gender equality and quality/excellence in
 - research and/or in education;
- in case there are no specific frameworks, if broader national and/or regional policies on Research, Innovation, and Higher education include any measures on gender equality.

For exploring the national (and regional) policy frameworks two methods were proposed: a desk research/policy analysis and interviews with relevant stakeholders (complementary in case the desk research did not produce enough information).

The second step of the assessment focused on the **National and Regional Innovation Ecosystems**. A **context analysis** through a dedicated desk research eventually complemented with interviews with internal stakeholders was implemented. The aim of the context analysis was to have a clear picture of the challenges faced by UNILE in its own innovation ecosystem from a gender perspective. Indeed, the analysis was related to the identification of gaps and challenges related to gender inequalities at different levels (across education, scientific research and knowledge production, transfer to market of research outputs) within innovation ecosystems.

Besides the context analysis a **mapping** was conducted in order to identify existing and potential synergies with external stakeholders, through the following methods:

- a focus group with internal stakeholders¹;
- a survey for external stakeholders;
- a Social Network Analysis (SNA).

Both the focus group and the survey had the purpose of exploring the existing collaborations with external stakeholders from a gender perspective, as well identifying actions already undertaken by stakeholders in order to overcome gender inequalities, potential synergies and risks from further collaborations on gender issues.

¹ Suggested internal stakeholders to involve were: the President and/or vice president(s) research and/or innovation, professors leading researchers/coordinators of clusters or centres or subject areas with a high density of regional cooperation, the Head of administration and heads of research support office and technology transfer office, the Head of continuing professional development/continuing education office, the Head of start-up support service.



UNILE's researchers carried out the focus group on the 5th of October 2020 with 3 internal stakeholders. The survey was filled by 4 external stakeholders:

Finally, a **SNA** was conducted by Salento's researchers with the aim at providing a broad view of national/regional/local networking activities that took place around the Organisation through external projects or joint initiatives. It helped spotlighting gender gaps within every partner's institutions in the leadership of external interactions and identifying how frequently gender issues are taken into account in the external stakeholders' interactions. UNILE focused on collaborations on STEM, in order to narrow the analysis down.

The result of the SNA consists in visual maps spotlighting the collaborations in place with stakeholders belonging to the following categories:

- Academia & Universities
- Industry & Business
- Government & Public Sector
- Civil Society
- Schools
- Others

Per each category a map is created showing those collaborations having female leaderships (from the side of the UNILE) and those focusing and/or taking into account gender issues. KUMU² was used as tool in order to conduct the SNA.

² <https://kumu.io/>



Salento University (RPO)

The Italian national legal and policy framework

Overall strategic gender equality policies at national level

The main source of the Italian legislation is represented by the Constitution of the Italian Republic, which at article 3 states that *“All citizens shall have equal social dignity and shall be equal before the law, without distinction of gender, race, language, religion, political opinion, personal and social conditions.*

It shall be the duty of the Republic to remove those obstacles of an economic or social nature which constrain the freedom and equality of citizens, thereby impeding the full development of the human person and the effective participation of all workers in the political, economic and social organisation of the country”.

Other crucial articles of the Constitution are art. 37 about equal treatment of male and female workers: *“Women workers shall be entitled to equal rights and equal pay as men for similar jobs. Working conditions shall allow women to fulfil their essential role in the family and ensure appropriate protection for the mother and child”* and art. 51 on the promotion of equal opportunities in public offices: *“All citizens of either sex are eligible for public offices and for elective positions on equal terms, according to the conditions established by law. To this end, the Republic shall adopt specific measures to promote equal opportunities between women and men”.*

Summing up, the constitutional framework contains a set of principles that represent the basis for a further regulation of the matter also at institutional level.

Besides, other laws (ordinary laws) are worth to be mentioned as far as the promotion of equal opportunities and contrast of gender discrimination are concerned.

In particular, the Legislative Decree n. 198 of the 11th April 2006 (“Code of equal opportunities”)³ at art. 1 states: *“The provisions of this decree are aimed at eliminating any distinction, exclusion or limitation based on sex, which has as its consequence or purpose to compromise or prevent the recognition, enjoyment or exercise of human rights and fundamental freedoms in the political, economic, social, cultural and civil fields or in any other field.”*

However, it is important to point out that the abundance of principles and legislation is not accompanied by a substantial apparatus that guarantees its effectiveness.

According to the Code the “National Committee for the Implementation of the Principles of Equal Treatment and Equal Opportunities for Workers” (“Comitato nazionale per l’attuazione dei principi di parità di trattamento e uguaglianza di opportunità tra lavoratori e lavoratrici”) was set up by the Ministry of Labour. The aim of this body is to remove discrimination and promote equality between men and women in accessing employment, promotions and vocational trainings and working conditions. The tasks of the Committee are listed in the above mentioned “Code of equal opportunities” (art. 10.). Among them it is worth to highlight the one of formulating, by February of each year, guidelines on the promotion of equal opportunities for initiatives of the Ministry of Labour. This planning constitutes the basis for the financing of positive action programmes that should be prepared by the Ministry in the following financial year. The last financing dates back to 2015 and the total amount committed was EUR 183,550.00.

It is worth to mention that members of the Committee shall not receive any kind of remuneration or reimbursement of expenses. Therefore, the work carried out by the members should be of a voluntary nature and not of a professional nature.

³ <https://www.gazzettaufficiale.it/anteprima/codici/pariOpportunita>



Existence of specific mechanisms to promote the under- represented gender in Higher Education and/or Scientific Research & Innovation at national or regional level

There are no existing mechanisms at National/Regional levels, but some positive actions in building GEPs in some Higher Education and/or Scientific Research & Innovation Institutions and Organisms.

Existence of national policies on implementation of quotas or targets for promoting the underrepresented gender in management positions and committees

Law n. 215, of the 23rd November 2012⁴, on “Provisions to promote the rebalancing of gender representation in local and regional councils and councils. Provisions on equal opportunities in the composition of competition commissions in public administrations”, implements the principle of equal access to elected offices at the regional and local level. The law states that in the frame of the elections of municipal councils with a population of more than 5,000 people, women and man can respectively represent more than two-thirds of the overall candidates. In municipalities with a population of more than 15,000, the non-compliance with the mentioned quota leads to the decline of the list.

For all municipalities, with a population of up to 5,000, it is still established that both sexes shall be guaranteed on the candidate lists. The consecutive law n. 56/2014⁵ stated that in Municipalities with a population of more than 3,000 inhabitants, each sex should be represented at least in the measure of 40%.

Municipalities and provinces are required to 'ensure' the presence of both sexes in non-elective councils and collegiate bodies. This also applies to the institutions, companies and corporations that are connected with the local authorities themselves.

Existence of national legislation promoting equality and non-discrimination in employment

When analysing the existence of national legislation promoting equality and non-discrimination in employment, we need to focus on different concepts:

⁴ <https://www.gazzettaufficiale.it/eli/id/2012/12/11/012G0237/sg>

⁵ <https://www.gazzettaufficiale.it/eli/id/2014/4/7/14G00069/sg>



- Principle of equality, which is stated by the already mentioned art. 3 of the Constitution. In particular, from the article two principles emerge: the one of equality and the one of “good sense”, elaborated by the “Constitutional Court”.
- Principle of equal treatment: according to a “good sense” principle the legislator must treat equal situations equally. Therefore, differences in regulatory treatment are not allowed unless reasonably justified by different circumstances. Being the principle of equal treatment a limitation of private autonomy, it must be expressly stated in a legislative provision.
- Principle of prohibition of discrimination: the principle of equal treatment leads to the one of prohibition of discrimination, meaning that the features listed in art. 4 of the Constitution (gender, race, language, religion, political opinion, personal and social conditions) cannot justify differentiated legislation. The prohibition of discrimination means that a person must not be harmed by belonging to a disadvantaged social group.
- Principle of equal opportunity: in 1991 the Italian legislator adopted the Law no. 125, which, in relation to the previous discipline on gender equality (L. n. 903/1977), represents the awareness of the necessity to go beyond the mere formal equality in order to promote the change in the social reality and allow women to achieve equal opportunities. The followings are the main elements characterizing the law: the introduction of positive actions as tools to achieve equal opportunities and the introduction of the distinction between “Direct discrimination” and “Indirect discrimination”. Currently the law n. 125 has converged into the “Code of the equal opportunities for men and women” (decreto legislativo n. 198, of 2006).
- Principle of “differentiated law” in order to protect specific categories of subjects from discrimination.

The already mentioned “*National Committee for the implementation of the principles of equal treatment and equal opportunities between workers and women workers*”, promotes, within the competence of the State, the removal of discrimination and any other obstacles that in fact limits equality between men and women in access to employment, promotion and vocational training, in working conditions including pay, as well as in relation to the collective supplementary pension schemes.

Worth to mention is also the Legislative Decree n. 5 of the 25th January 2010⁶, regarding the “Implementation of Directive 2006/54/EC on the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation”.

Existing policies at national level for reducing unequal gender division of labour related to housework and family care

Relevant legislations/policies are mainly meant at protecting the “working mother” and are the followings:

⁶ <https://www.camera.it/parlam/leggi/deleghe/10005dl.htm>



- Art.37.1 of the Italian Constitution: “To working women are entitled equal rights and, for comparable jobs, equal pay as men. Working conditions must allow women to fulfil their essential role in the family and ensure appropriate protection for the mother and child”. It therefore stated two different principles, the one of equal treatment for working women and men and the differentiated protection of the working mother (unequal or differentiated law).
- Legislative decree n. 151/2001⁷ about measures to support maternity and paternity.
- Law n. 80/2015⁸ on the reconciliation of care, life and work needs which has given a legal discipline that aims to overcome the differentiated protection of motherhood. It regulates the parental leave, consisting in a period of optional absence from work allowing working parents to take care of their children. Parents can use it during the first 12 years of the child’s life. The parental leave may be used by the parents for a maximum of 10 months, which may be raised to 11 months if the father is absent for at least three months. For this period, the Italian social welfare system pays an allowance equal to the 30% of the salary.

Existing framework conditions regarding childcare facilities

The main evidences of the ISTAT report “Nurseries and educational services for children”⁹ show the persistence of important critical issues: a structural lack in the availability of educational services for early childhood compared to the potential needs (children under 3 years of age), and a deeply irregular distribution on the national territory. The coexistence of situations of excellence in some areas and of serious shortage in others, if on the one hand can offer interesting organizational models, on the other hand strongly undermines the guarantee of equal educational opportunities where the availability and accessibility to services is severely limited. The traditional role of nursery school as a care service and support to women's work has meant that the spread of early childhood services was guided by the degree of economic development of the territories. The result is a strong heterogeneity of public and private offer in the territory, which also reflects the choices made over decades by regional and municipal governments, which created strong inequities in the opportunities for access in the South. In the southern regions, indeed, the number of places available in the public and private supplementary services does not reach on average 15% of the potential needs, against an Italian average of 24.7%. The lack of public investment and current expenditure by the municipalities is often associated with a scarcity of private services as well. The possibility of using educational services for early childhood also weighs on an economic constraint, since the cost of services is high and cannot be sustainable for families with low incomes and at risk of poverty. Paradoxically, children who should benefit of educational opportunities offered by nurseries at most, as means for fighting the risks of isolation and social exclusion, are the ones who remain excluded. The State contributions introduced by Law no. 232/2016¹⁰ (“nest bonus”) have given a positive impulse to the development of the system, probably contributing to the increase in demand of the use of such services. A further impulse from this point of view is expected, although not yet observable, from the subsequent enhancements of this measure that raise the payable amount on the basis of the economic situation of families.

At National level, the progressive establishment of the integrated system of education (“ZEROSEI” System¹¹), initiated by Law n. 107/2015¹² and the subsequent Legislative Decree n. 65/2017¹³, represents a significant innovation which is the basis of the many legislative acts issued and in progress by the regions in recent years.

⁷ http://presidenza.governo.it/USRI/magistrature/norme/dlvo151_2001_n.pdf

⁸ <https://www.gazzettaufficiale.it/eli/id/2015/06/24/15G00094/sg>

⁹ https://www.istat.it/files//2020/06/report-infanzia_def.pdf

¹⁰ <https://www.gazzettaufficiale.it/eli/id/2016/12/21/16G00242/sg>

¹¹ <https://www.secondowelfare.it/focus-zerosei/la-normativa-sullo-zero.html>

¹² <https://www.gazzettaufficiale.it/eli/id/2015/07/15/15G00122/sg>

¹³ <https://www.gazzettaufficiale.it/eli/id/2017/05/16/17G00073/sg>



The "new" system consists of educational services for 0-3 years old children and kindergartens for 3-6 years old children, with the aim of overcoming the distinction between the two age groups.

At Regional level (Regione Puglia) some funds have been dedicated to these actions, in addition to the National ones. The allocation of the 2019 fund (16,523,339.00 euro in addition to 5,757,016.58 euro of regional co-financing) is defined in the annex of DGR 2398/2019¹⁴. In particular, 50% of the national quota funds infrastructure projects (renovations, requalification, new construction, etc.), while the remaining quota, the management costs of educational services and canteen contributions for state schools and private schools that are recognised by the State, which benefit from about 4.7 mln/€ of regional co-financing.

Employment conditions at university and research organization

Positive actions as a mean of achieving equal opportunities are provided in the legislative decree n. 198/2006, the Code of Equal Opportunities. The Code, indeed, establishes that Public Administrations (Universities included) have to prepare three-year **positive action plans**, aimed at ensuring the removal of obstacles which, in fact, prevent the full realization of equal opportunities between men and women. More in detail, the positive actions shall be directed at:

- the elimination of the de facto disparities in training which hamper the access to employment and career progression;
- overcoming conditions, organisations and work distribution which cause different effects in training, career and salary treatment;
- supporting the reconciliation between work and family responsibilities.

Besides the elaboration of positive actions plans, according to the Law 183/2010¹⁵ each public administration has to establish a "Unique guarantee committee" ("Comitato Unico di Garanzia"), which tasks are:

- to ensure, in the context of public work, gender equality and equal opportunities, eliminating all forms of psychological moral violence and direct and indirect discrimination relating to gender and age;
- to optimise the productivity of public work;
- rationalise and make the organization of the public administration efficient, also in the field of equal opportunities, discriminations and well-being of workers.

Existence of national programs which promote the integration of gender in the content of scientific research

There is no national programs but each institution provides its own programme on the basis of the actual National regulation reported above.

National/ policies and legal frameworks on sexual/gender harassment in the workplace

The legislative decree n. 145/2005¹⁶ defines as discriminatory a conduct if it consists in "undesirable behaviour carried out for sex-related reasons, having the purpose or the effect of violating the dignity of a worker and creating an intimidating, hostile, humiliating, degrading or offensive atmosphere".

Article 28 of the legislative decree 150/2011¹⁷ provides with a procedural protection against discrimination.

The Legislative Decree n. 165 of the 30th March 2001¹⁸ which regulates the work in public administrations provides that "The employee victim of gender violence included in specific protection paths, duly certified by

¹⁴ https://www.consoziomipa.it/db_normativa/puglia/puglia_dgr_2398_2019.pdf

¹⁵ <https://www.gazzettaufficiale.it/eli/id/2010/11/09/010G0209/sg>

¹⁶ <https://www.camera.it/parlam/leggi/deleghe/05145dl.htm>

¹⁷ <https://www.gazzettaufficiale.it/eli/id/2011/09/21/011G0192/sg>

¹⁸ <http://www.parlamento.it/parlam/leggi/deleghe/01165dl.htm>



the social services of the municipality of residence, may apply for transfer to another public administration located in a municipality other than the one of residence”.

The Law n. 107/2015¹⁹ “Reform of the national education and training system and delegation for the reorganization of existing legislation” (“Riforma del sistema nazionale di istruzione e formazione e delega per il riordino delle disposizioni legislative vigenti”), at article 1, provides that *“the three-year training plan shall ensure the implementation of the principles of equal opportunities by promoting gender equality education, the prevention of gender-based violence and all forms of discrimination in schools of all levels, in order to inform and raise awareness among students, teachers and parents on these issues”.*

Again, the already mentioned Legislative Decree n. 80/2015, at art. 24 states that *“the employee of a public or private employer included in the protection pathways related to gender violence, duly certified by the social services of the municipality of residence or by the antiviolenza centers or refuge houses shall have the right to abstain from work for reasons related to the aforementioned protection course for a maximum period of three months”.* During the period of leave, the worker is entitled to an allowance corresponding to the last salary.

Funding opportunities for collaborative actions on gender equality at national and regional level

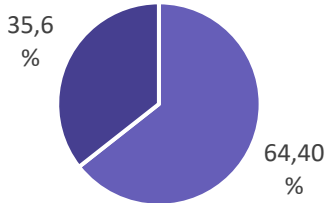
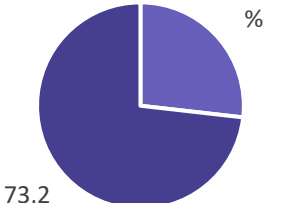
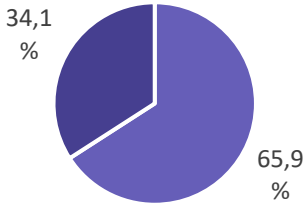
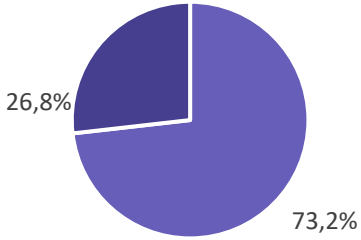
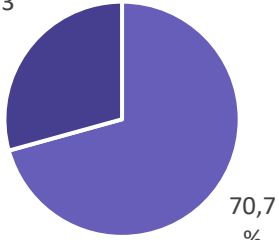
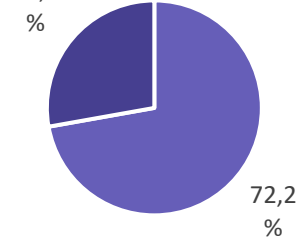
No funding opportunities were identified.

¹⁹ <https://www.gazzettaufficiale.it/eli/id/2015/07/15/15G00122/sg>



The innovation ecosystem context analysis at UNILE

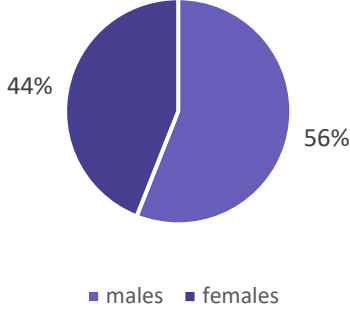
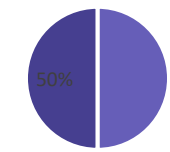
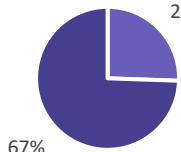
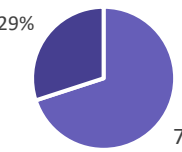
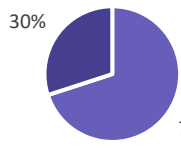
The following table presents the results of the context analysis conducted by UNILE in terms of quantitative and qualitative indicators.

| Area | Indicator | Results |
|---|--|---|
| Talents and workforce education and acquisition | High School and Higher Education students in STEM by gender, at regional and national levels | STEM Higher education students at national level (2019)²⁰  <p>35,6 % 64,40 %</p> <p>■ males ■ females</p> |
| | | STEM Higher education students at UNILE (2019)  <p>26,8 % 73,2 %</p> <p>■ males ■ females</p> |
| | | STEM Higher education students at UNIBA & Polytechnic (2019)  <p>34,1 % 65,9 %</p> <p>■ males ■ females</p> |
| | | Engineering students at national level (2019)  <p>26,8% 73,2%</p> <p>■ males ■ females</p> |
| | | Engineering students at UNILE level (2019)  <p>29,3 % 70,7 %</p> <p>■ males ■ females</p> |
| | | Engineering students at UNIBA & Polytechnic (2019)  <p>27,8 % 72,2 %</p> <p>■ males ■ females</p> |

²⁰ <https://www2.almalaura.it/cgi-php/universita/statistiche>

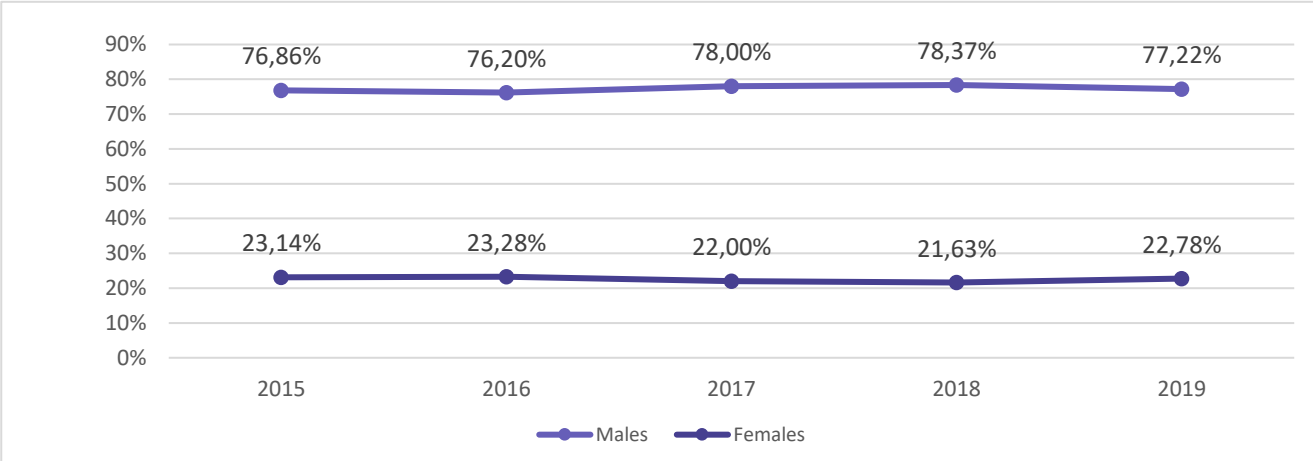
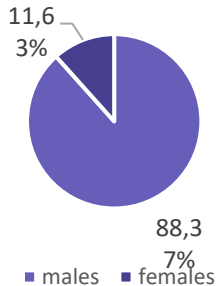


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|--|--|--|---|---|--|
| | <p>Researchers in STEM by gender in R&I, at national and regional levels</p> | <p align="center">STEM researchers in public research institutes (2015-2017)²¹:</p> <p>In the Italian research system, the women employed in the research careers (not only STEM) are respectively 39.9% in Universities, 45.9 % in Public Institutions for research and 21.6% in business (CNR, 2019).</p> <div align="center">  <p>■ males ■ females</p> </div> | | | |
| | | <p align="center">STEM researchers - chemical sciences</p> <div align="center">  <p>■ males ■ females</p> </div> | <p align="center">STEM researchers - biological sciences</p> <div align="center">  <p>■ males ■ females</p> </div> | <p align="center">STEM researchers - engineering</p> <div align="center">  <p>■ males ■ females</p> </div> | <p align="center">STEM researchers - physical science</p> <div align="center">  <p>■ males ■ females</p> </div> |

²¹ Rapporto GETA 2019 CNR, https://www.cnr.it/sites/default/files/public/media/attivita/editoria/Rapporto_GETA2019.pdf



| | Evolution of employment rate in R&I by gender | <p>Evolution of employment rate in R&I by gender (2015-2019)²²</p>  <table border="1"> <thead> <tr> <th>Year</th> <th>Males (%)</th> <th>Females (%)</th> </tr> </thead> <tbody> <tr> <td>2015</td> <td>76,86%</td> <td>23,14%</td> </tr> <tr> <td>2016</td> <td>76,20%</td> <td>23,28%</td> </tr> <tr> <td>2017</td> <td>78,00%</td> <td>22,00%</td> </tr> <tr> <td>2018</td> <td>78,37%</td> <td>21,63%</td> </tr> <tr> <td>2019</td> <td>77,22%</td> <td>22,78%</td> </tr> </tbody> </table> | Year | Males (%) | Females (%) | 2015 | 76,86% | 23,14% | 2016 | 76,20% | 23,28% | 2017 | 78,00% | 22,00% | 2018 | 78,37% | 21,63% | 2019 | 77,22% | 22,78% |
|-------------------|---|---|--------|------------|-------------|-------|---------|--------|---------|--------|--------|------|--------|--------|------|--------|--------|------|--------|--------|
| Year | Males (%) | Females (%) | | | | | | | | | | | | | | | | | | |
| 2015 | 76,86% | 23,14% | | | | | | | | | | | | | | | | | | |
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| 2018 | 78,37% | 21,63% | | | | | | | | | | | | | | | | | | |
| 2019 | 77,22% | 22,78% | | | | | | | | | | | | | | | | | | |
| Leadership | Patents registrations by gender | <p>Patent application in Italy (1990-2016)²³:</p> <p>Preliminary WIPO statistics reveal that in 2019 less than one fifth of inventors named in international patent applications were women. It has taken 25 years for this share to almost double, from 9.5 percent in 1995 to 18.7 percent in 2019. While numbers are going in the right direction, at the current pace parity amongst PCT-listed inventors will only be reached in 2044.</p>  <table border="1"> <thead> <tr> <th>Gender</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Males</td> <td>88,3%</td> </tr> <tr> <td>Females</td> <td>11,6%</td> </tr> <tr> <td>Females</td> <td>3%</td> </tr> </tbody> </table> | Gender | Percentage | Males | 88,3% | Females | 11,6% | Females | 3% | | | | | | | | | | |
| Gender | Percentage | | | | | | | | | | | | | | | | | | | |
| Males | 88,3% | | | | | | | | | | | | | | | | | | | |
| Females | 11,6% | | | | | | | | | | | | | | | | | | | |
| Females | 3% | | | | | | | | | | | | | | | | | | | |
| | Founders and leaders of innovative | <p>Innovative startups in Italy²⁴:</p> | | | | | | | | | | | | | | | | | | |

²² http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=hrst_st_nsecsex2&lang=en

²³ https://www.wipo.int/women-and-ip/en/news/2020/news_0001.html

²⁴ startup.registroimprese.it



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| | | |
|--|--|--|
| | enterprises and start-ups by gender | Mainly female ²⁵ : 13.55% (Jan-March 2019); 13.54% (Apr-June 2019) With female participation ²⁶ : 43.15% (Jan-March 2019); 43.15% (Apr-June 2019) |
| Knowledge and tech production issues | Level of integration of gender as a scientific research dimension | No information available |
| | Level of consideration of the gender dimension in product/service development | No information available |
| Broader issues featuring the R&I 'cultures' | Gender sensitiveness/family friendliness of supporting services to start up and entrepreneurship | No information available. |
| | Perception of existing stereotypes/bias on gender and innovation/entrepreneurship | No information available. |

Table 1. Results of the context analysis conducted by UNILE

²⁵ The share of women is over the 50%

²⁶ At least a women has a management position or a share of the society



UNILE Mapping of external stakeholders and SNA

Results of the focus group with internal stakeholders

UNILE's researchers carried out the focus group on the 5th of October 2020. 3 internal stakeholders (2 males and 1 female) participated in the focus group: the head of the ISUFI excellence school, the former Vice-Rector for Scientific and Technological innovation and Internationalization at UNILE.

Concerning existing **collaborations** with external stakeholders, all participants reported having active collaborations with various stakeholders, related to R&D activities and job-placement for graduated students. About prospective collaborations with stakeholders, the most interesting one could be related to the themes of sustainability and circular economy, such as a cost-effective use of natural resources and the development of new technologies to address environmental issues.

About the ways in which gender inequalities represent a **challenge** for external stakeholders all participants agreed that reducing gender inequalities is not generally considered a priority by external actors. The issue is often reduced to an unbalance between males and females in some scientific and professional areas. However, two of the participants reported that the reduction of gender inequalities will bring many benefits, like the activation of new synergies, skills and competences.

With reference to the **actions** that external actors put in place, in general, participants reported not being aware of any specific actions. One of them stressed that great attention is paid in providing opportunities to young people, even though inequalities get manifested in a later stage of the academic career, due to a loss of competitiveness from the female side. However, participants reported that in their opinion, in the frame of academic research, improvements in terms of gender equality can be noticed even without the adoption of specific measures. Another participant reported being aware of the existence of a Centre of Studies called "Woman Observatory" at UNILE aimed at making research on gender roles and how they impact the family, social and political spheres.

For what concerns **complementarities or synergies** with UNILE, participants agreed synergies are positive and should be encouraged. Research activities on gender inequalities in schools were suggested as well as the possibility to give extra scores to female research teams or teams lead by a woman when applying for competitive funds. The female stakeholder reported that gender diverse work teams are more effective in research and actions should be taken to encourage more women to study and work in areas where they are currently a minority (as engineering) and suggest measures to encourage female research teams to apply for competitive funding.

No **overlapping and competitive actions** were identified.

The only **risk** that was identified was that collaborations for reducing gender inequalities could not acknowledge merit .

Results of the survey to external stakeholders

The survey was filled only by 4 external stakeholders: 2 private companies, 1 public-private consortium (high tech district) and 1 network of laboratories. Their core activities/businesses are nanomedicine, ICT, broadcast & ISM, industrial research and technology transfer.

About the kind of **collaborations** already in place with UNILE, they are mainly related to research and laboratories sharing, but with a couple of stakeholders no specific collaborations are already in place.

Concerning the ways in which gender inequalities represent a **challenge** for them, the network of laboratories reported that gender inequalities are not present in the lab. One company explained paying a lot of attention to gender equality, while the other is committed in demonstrating that technological innovation is



independent of gender. On the contrary, the district explained that they try to implement the promotion of gender equality according to the 2030 agenda, through the dissemination of knowledge, analysis activities and the sharing of good practices.

As far as the potential **benefits** in solving gender inequalities are concerned, the following ones were reported:

- better work environment and production;
- overcome gender differences and improve general culture;
- more satisfied employees;
- increase of employment rate for women and reduction of pay gaps which will as a consequence attract more women to STEM careers.

About **actions** already put in place, two stakeholders did not report any. One stakeholder explained that they did not implement any specific measure since gender equality is already embedded within the company's culture, while another one reported that since its establishment the organization have tried to implement gender equality through women's access to decent jobs as an opportunity to promote sustainable and inclusive development.

Concerning instead **potential measures** to adopt, most of stakeholders are willing to adopt new measures. One of them especially explained that their goal is to collaborate with UNILE to define an organic approach on the issue.

When asked about which **complementarities or synergies** they envisage with UNILE in order to overcome gender equality, they explained that they are willing to share ideas on the topic, as well as organize specific workshops. A stakeholder reported that, since UNILE is one of their founding members, they will implement all the policies adopted by the university.

No **overlapping or competitive actions** were envisaged, but a stakeholder explained that it is essential to strengthen the use of technologies, in particular those of information and communication, that promote the emancipation of women. Care and domestic work must be recognized and valued, women should be given equal opportunities in the political, economic and public life spheres. They emphasized that it is necessary to create laws that allow to promote gender equality and empower women and girls, at all social and economic levels.

About **risks**, the only one reported is underestimating the problem and failing to follow up with concrete actions.

Results of the SNA

The methodology followed by UNILE concerned, at first, the collection of the list all funded projects of the last three years, related to the scientific (STEM) departments: Department of Mathematics and Physics, Department of Biology and Department of Engineering. As a second step, UNILE's researchers asked to those colleagues resulting project coordinators within the mentioned three departments, to fill the excel files with details of the different stakeholders and the existing connections with such stakeholders. Finally, all the results were merged in one single file.

Overall **162 external stakeholders** were included in the mapping. When we look at the stakeholders' type, many of them are "industry & business" stakeholders (60 out of 162, representing the 37%), followed by "Schools" stakeholders (49, representing 30,2%), "academia & universities" stakeholders (38, representing the 23,4%), "governments & public sector" stakeholders (11, representing the 7%) and "civil sector" stakeholders (4, representing the 2,4%).



External Gender Equality Assessment – UNILE

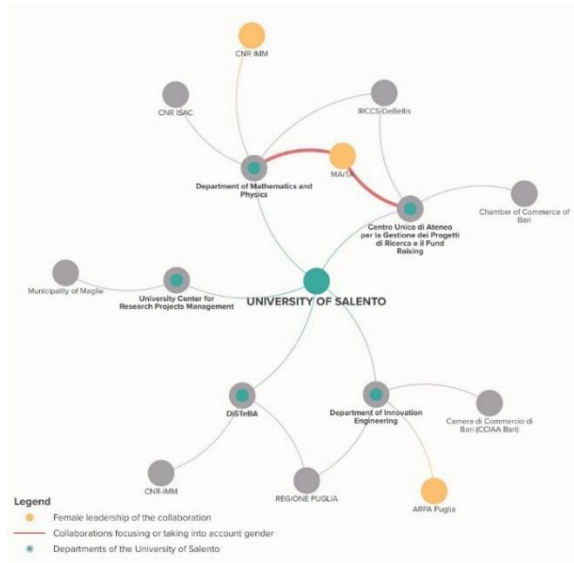


Figure 2_UNILE collaborations with "Industry & business" stakeholders

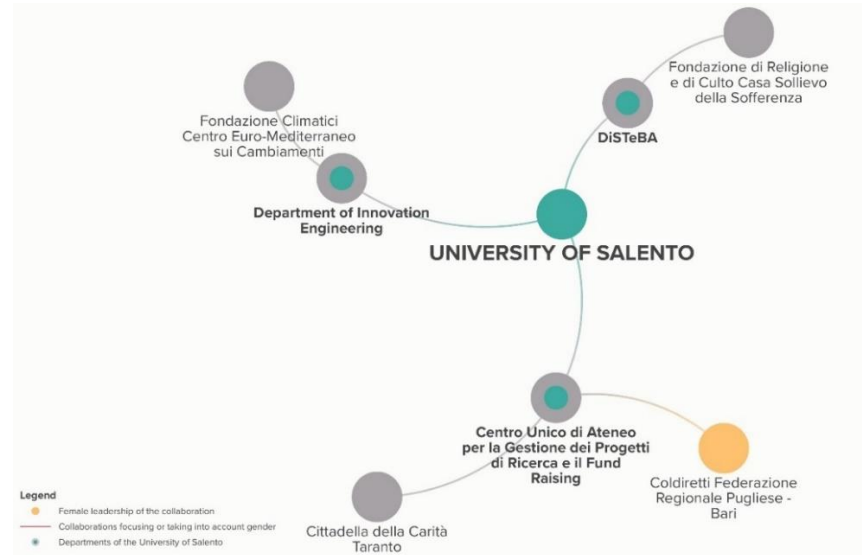


Figure 2_UNILE collaborations with "Civil society" stakeholders

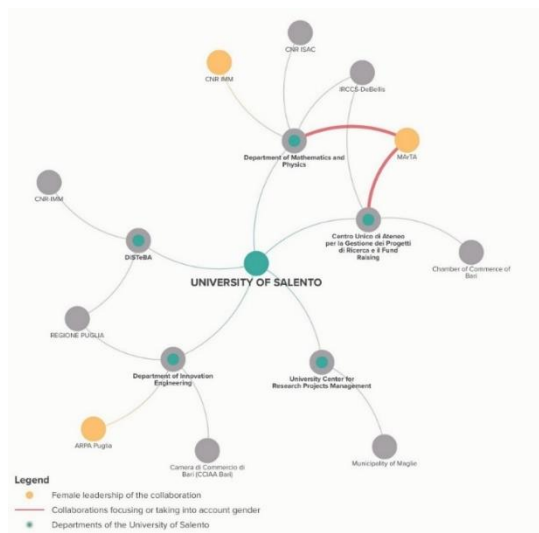


Figure 3_UNILE collaborations with "Government & public sector" stakeholders

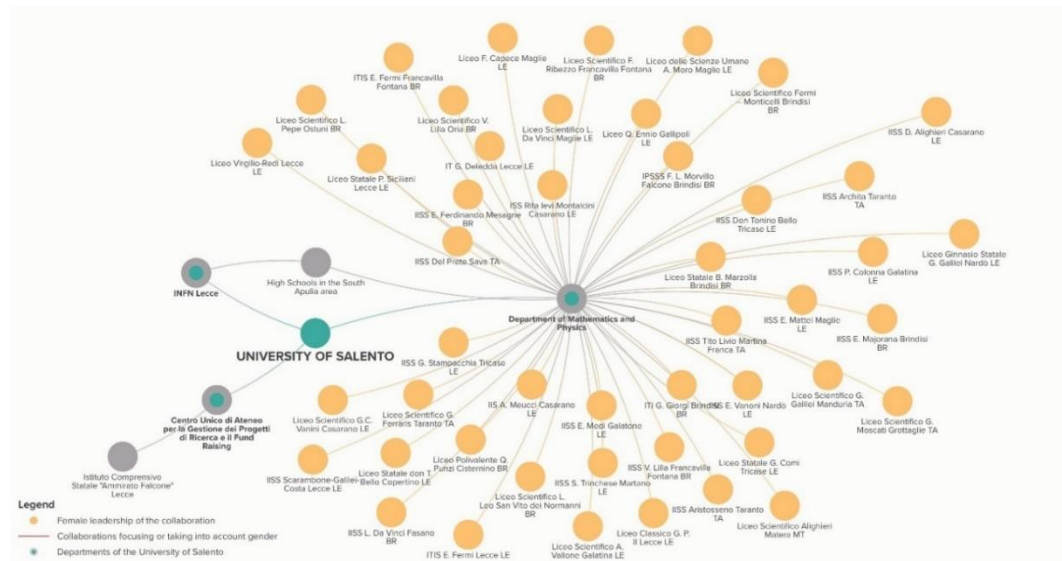


Figure 4_UNILE collaborations with "Schools"



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement no 873134.

Final remarks on the external assessment of UNILE

In Italy, gender equality is established within the Constitution and a set of ordinary laws which promote equal opportunities and contrast gender discrimination. It was underlined how **the abundance of principles and legislation in the matter is not accompanied by a substantial apparatus which guarantees its effectiveness**. A dedicated Committee was established for implementing the principles of equal treatment and equal opportunities of workers, however, members of such Committee do not receive any kind of remuneration for the work carried out within the Committee and this inevitably affects the work of the Committee itself.

No mechanisms at National/Regional levels are in place for promoting the under-represented gender in Higher Education, but public Universities as all other Public Administration bodies are requested to set up dedicated bodies (CUG- Comitato Unico di Garanzia) in charge of designing and implementing triannual Positive Action Plans, to contrast discrimination and favour equal opportunities. Some positive actions in building GEPs in some Higher Education and/or Scientific Research & Innovation Institutions and Organisms can be identified.

One of the most relevant provisions is the law n. 125/1991, in which the Italian legislator shows to be aware of the necessity to go beyond the mere formal equality, in order to promote the change in the social reality and allow women to achieve equal opportunities. Indeed, it introduced “positive actions” as tools to achieve equal opportunities and the distinction between “Direct discrimination” and “Indirect discrimination”.

Some measures are in place for supporting maternity and paternity, but the more recent law on the reconciliation of care, life and work needs introduced the parental leave. About childcare facilities, a **structural lack in the availability of educational services for early childhood compared to the potential needs and a deeply irregular distribution on the national territory** are present.

Concerning the collected data, interesting insights are offered when comparing the STEM higher education students at national level and the ones at UNILE level, since in the first case females are the minority (35,6%) while in the second one the great majority (73,2%). STEM researchers as a whole are more balanced (44% women), but differences can be observed in the specific disciplines, the most unbalanced are biological sciences (with the 67% of females) and engineering (with the 29% of females). **The evolution of employment rate in R&I is quite discouraging showing a wide difference between the male and female shares and a little decreasing trend in the considered period (2015-2019)** as far as the female rate is concerned. Very low are also the percentages of patent applications by women (11,63%) and of female founders in innovative start-ups (13.55%).

About the analysis of the collaborations in place with UNILE, regarding research projects, R&D activities, job placement for students. UNILE also established spin-offs. According to the results of the focus group, **reducing gender inequalities is not generally considered a priority by external actors** and the issue is underestimated. This also appears in the outcome of the survey, also considering that no specific implemented actions were reported by stakeholders. However, there is willingness to collaborate with UNILE on the topic: the public private tech district of whom UNILE is one of the founders is ready to adopt common measures, others to cooperate in the form of research activities or organization of workshops.

Concerning the SNA, 162 stakeholders were identified, many of the belonging to the “industry & business” sector. Overall, **62 collaborations are led by women**, centralized by a few/or single staff member, and the majority of those with schools in particular. Only 4 collaborations focusing or taking into account gender issues were identified.

