



**UNIVERSITÀ
DEL SALENTO**

Internal 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 to identify gender bias and inequalities inside the Institution.

This internal assessment followed the **three ERA priorities on Gender Equality** and examined them in the context of **specific activity/service areas** (e.g., human resources, institutional governance, institutional communication, research, teaching, student services, transfer to market, sexual harassment, intersectionality) inside UNILE.

The assessment depicts the situation based on data collected from the previous three years (2017-2018, 2018-2019, 2018-2020). UNILE has carried out the research activities (surveys, interviews, focus groups, desk research), involving different stakeholders (high-, and middle-management level, professors, researchers, etc.), and collected their qualitative and quantitative data.

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.



Introduction

Purpose & Scope

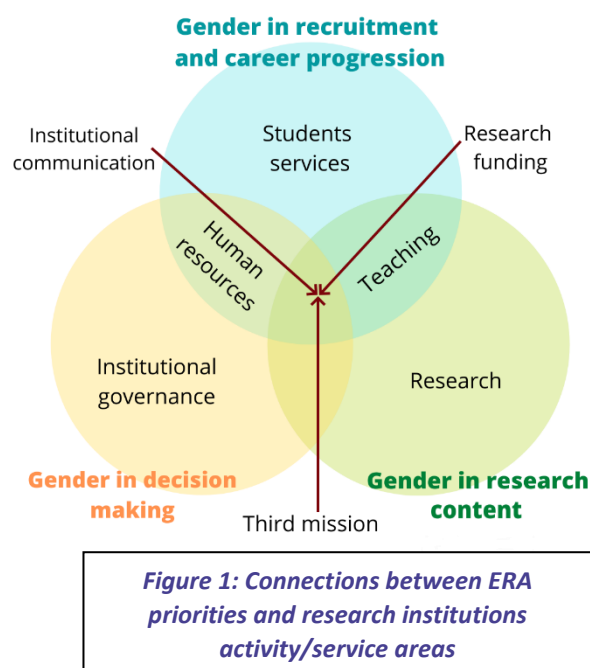
The internal assessment has been implemented by UNILE as the first step towards structural changes. The core goal has been to identify the existing gender bias and inequalities in internal processes, practices and procedures. The further analysis has concluded on the exact situation of the organisation and on the measurement units useful to compare and monitor the progress.

The internal assessment analysis has involved all the ERA priorities on Gender Equality¹:

1. Removing barriers to the recruitment, retention and career progression of female researchers.
2. Addressing gender imbalances in decision-making processes.
3. Integrating the gender dimension in research and innovation content.

The above priorities have been addressed through the analysis of the following research institutions activity/service areas:

1. Human resources
2. Institutional governance
3. Institutional communication
4. Research
5. Student service
6. Teaching
7. Transfer to market
8. Gender/sexual harassment
9. Intersectionality



The matrix on the right represents how the 3 ERA priorities on gender equality in research touch upon the different activity- service areas/functions of UNILE.

¹ Communication of the European Commission of the 17.07.2017

Salento University (RPO)

The data validation

This is the internal assessment of the Salento University (UNILE) for the Department of Mathematics and Physics and the Department of Biological and Environmental Science and Technologies. The data have been collected by four different means, desk research, survey, interviews and a focus group. The assessment has applied the respective methodology described within D1.1.

The data collection process

At the data collection activities participated in personnel from several departments of the University, including the aforementioned departments. Overall, the research team that carried out the internal assessment activities didn't make significant modifications to the methodology (D1.1).

The data collection started in April 2020, along with the beginning of COVID19 pandemic in Europe, so most activities have been accomplished by distance. The interviews were not possible to be taken in real conditions, and they interviewees replied in written form.

Source of data

The desk research and policy analysis has been based on several online sources on gender equality and on the recent reports on positive actions of the Guarantee Committee (CUG). The relevant references are lists at 0 References.

Overall, **twenty-one (21) interviews** have been done at the institution and department level, along with a **focus group** with four (4) members from the Department of Biological and Environmental Science and Technology and ninety (90) person from the entire institution completed the online **survey**.

Most of the responses come from women. The figure below shows that in all different form of activities, the number of females who participated is higher than those of males.

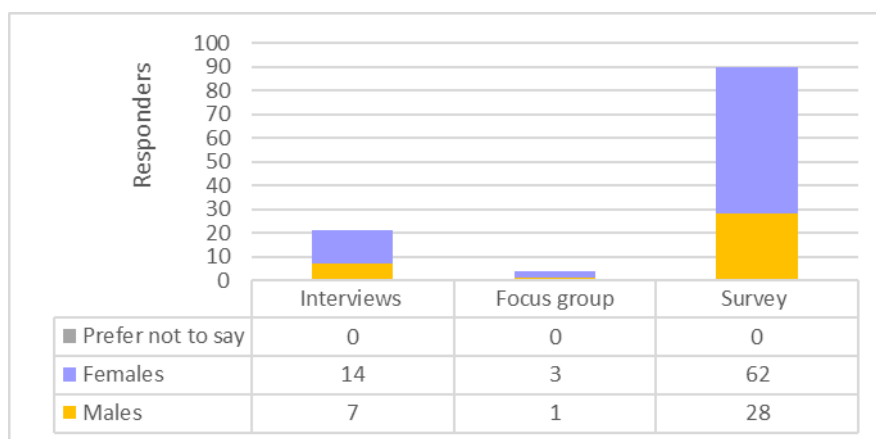


Figure 2: UNILE responders gender distribution

In terms of responders' professional profile, the high-level managers participated in interviews, while middle-level managers participated in the focus group and in the interviews too.



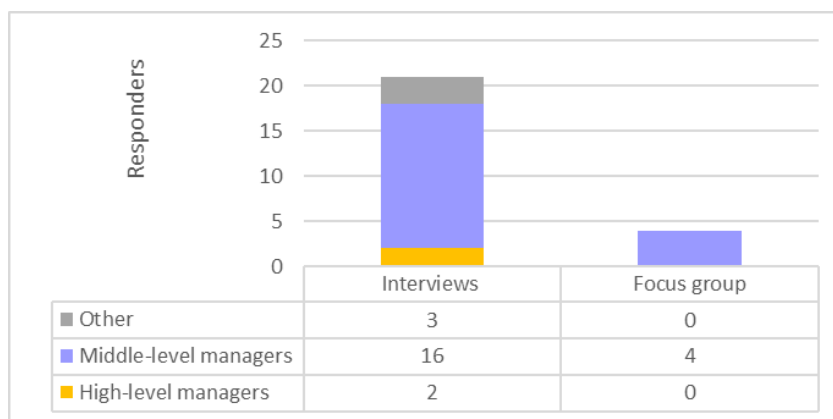


Figure 3: UNILE interviews and focus group responders' position in the organisation

As for the profile of survey responders, researchers (tenured), associate and full professors provided with more than 50% of the feedback. The significant contribution, equal to 12%, also provided the staff of HR and administrative offices.

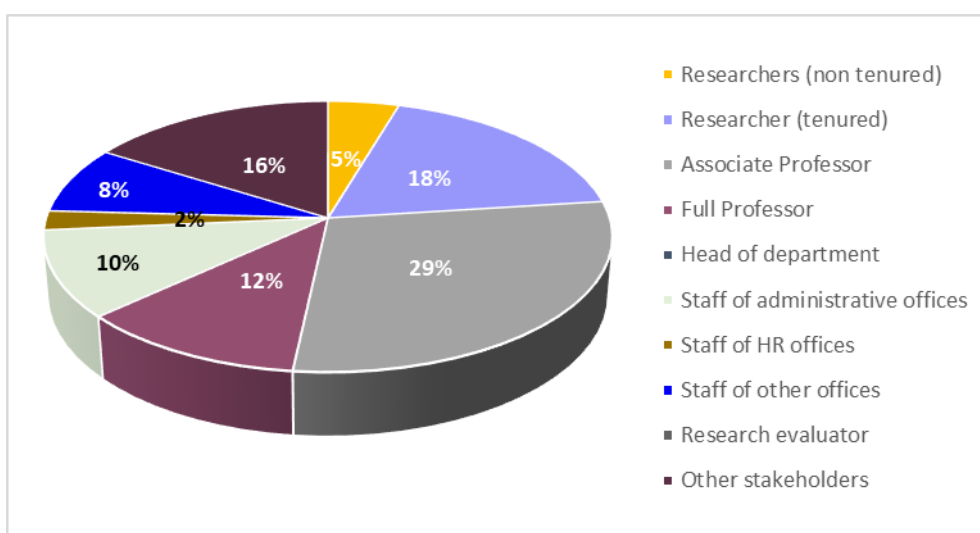


Figure 4: UNILE survey responders' position in the organisation

Internal assessment analysis of the activity/service areas

1. Human resources

UNILE recruitment boards are comprised mainly of the male (68,17%) with less female members (31,83%). In accordance with the national regulation, **recruitment** boards must respect gender equality criteria. During the recruitment progress, almost all interviewees, agreed that in recruitment protocols, there is no gender discrimination. The **current success rates** of man and women applicants to positions in the last five years, in a general perspective, we can observe that they are quite the same: 50,42% men and 49,58% women among winners. Quite different is the distribution inside the departments: only in a few cases, we can observe the same percentage of men and women winners. In most part of the cases, the asymmetry is in favour of men. The percentage of shortlisted women for interviews in the last three years is 17,02% with regards to academic Grade C. There weren't interviews neither for academic Grade A or B nor for administrative staff. Regarding the sex ratio of staff and academic members per age of children, there are no data available.



The national regulations also let employees **interrupt their career** (with preservation of the position) when some special events happen. For example, employees may pause their career in UNILE to make a different work experience, for study purpose or to care for family members.

The institution applies the regulation of the ministry of education (2/2019), which focuses **on transparent and flexible promotion/tenure criteria**. It makes an effort to ensure for the employees that there is no discrimination and provide the best work-life balance. In particular, the institution adopts a Triennial plan of positive action (PAP 2020-2002) to remove all the factors which directly or indirectly generate differences, disparity, organisational or individual malaise for the following issues:

- Diffusion of gender culture and equal opportunities
- Organisational well-being and work environment
- Work-life-study balance
- Monitoring of actions aimed at support equal opportunities, conciliation, organisational well-being end education
- Diffusion and enhancement of the rule of CUG (Unique Guarantee Committee)

With regards to the results of such an effort, the responses received through the survey are contradictory, the half sample believes that the institution doesn't put effort on this.

For the **career progression** (economic or formal) the institution takes measures that are governed by the national regulation and by national collective labour agreements. Such measures do not include any specific actions concerning female career progression.

Currently, the institution doesn't use existing mechanism/measures to retain female/and male scholars to fields where they are underrepresented. Women's career trajectories seem to be unprotected. According to the national trend in STEM, it may happen due to the male-oriented cooptative culture, or to the strictness of promotional criteria and awards, or to the lack of funds and measures which are appropriate to their support. In the last five years, four women and just a man chose a career break, without pension entitlement. The official data in UNILE possession takes into account only terminations for employment in other public administration.

Measures to improve **work-life balance** and **reconciliation** of work and family life are defined by national regulations and adopted by the Institution. The measures which employees choose more often are: child-care leaves, leave to care for a sick family member, part-time, working time flexibility, teleworking and smart working. In the last 3 years, between administration staff, 49 men (equal to 42,10%) and 77 women (equal to 57,90%) used parental leave. In the last 3 years, 33 women and 38 men chose to telework. According to the Cug Report 2019, the number of women who use teleworking in 2019 is twice the number of men (7 women, and 3 men). In 2017, a series of interventions aimed at guaranteeing certain childcare services were continued, and so also in the following years. Teleworking became fully operational in the same year 30 cases of telework (including 16 men and 14 women) are counted. In 2018 a number of improvements were proposed, to be introduced in the next Call for Proposals, concerning the operating procedures for the identification of telework stations and in 2019 a monitoring survey was launched by the management of the Department of History, Society and Human Studies and with the resources of the CUG, to detect the actual needs of personnel in relation not only to telework but also to other forms of work-life balance. The CUG reiterates its conviction that telework must be not only a means of reconciliation, but also a solution to improve the quality of life and work itself. In addition, every year, the CUG expresses its support for the provision of childcare services ("Kindergarten and nursery school/ playroom" and "Children summer").

Concerning the climate in the **work environment**, the majority of responders (75%) like their job but many of them (65%) expressed negative evaluation of their working environment. With regards to the



remuneration, it is strictly defined by law and by national collective labour agreement, without specific policies on equal pay. As for additional remuneration and rewards, there is a balance among the two genders. In some cases, women percentage is a bit lower. According to the HR office, which collects the data, the percentage difference found is probably attributable to a more significant number of absences recorded for women, who make more frequent use than men of institutions of lack for the reconciliation of work/life time such as, for example, parental leave, leave for family care, to which is added the compulsory abstention for maternity.

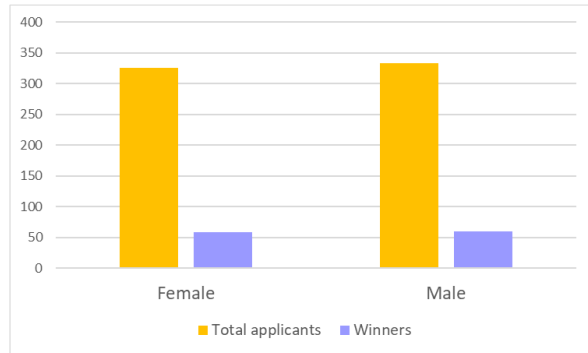
The figures below depict the current situation.



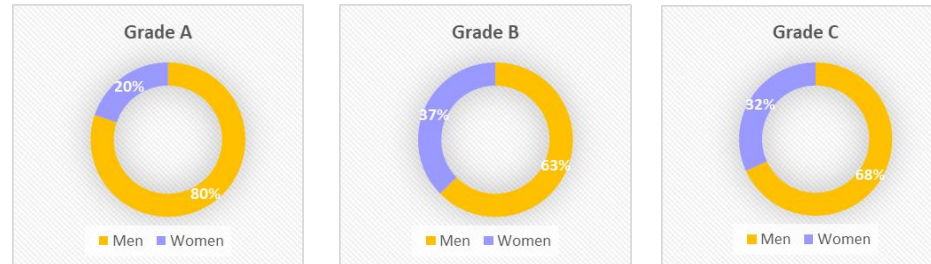
Human resources

Recruitment

Winner applicants for open working positions

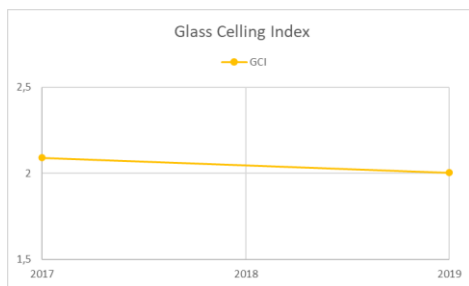
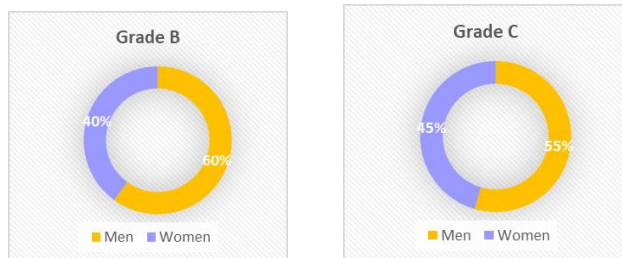


Sex ratio on type of contract for academics



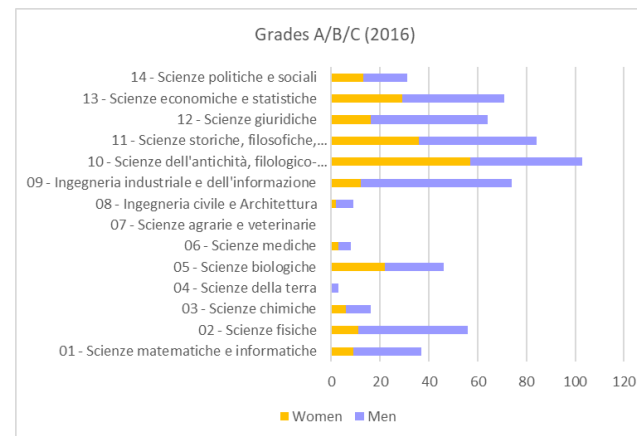
Vertical segregation

Proportion of women grade A/B/C staff



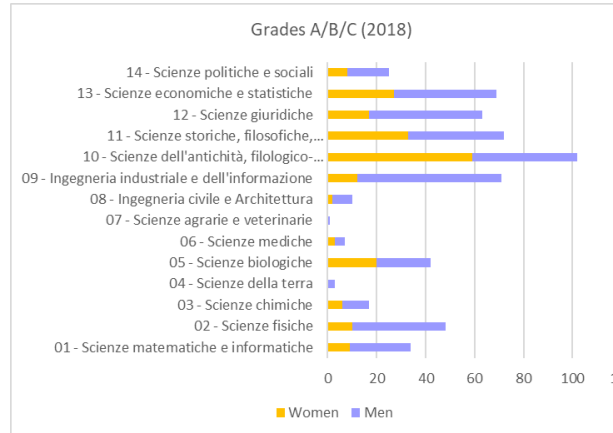
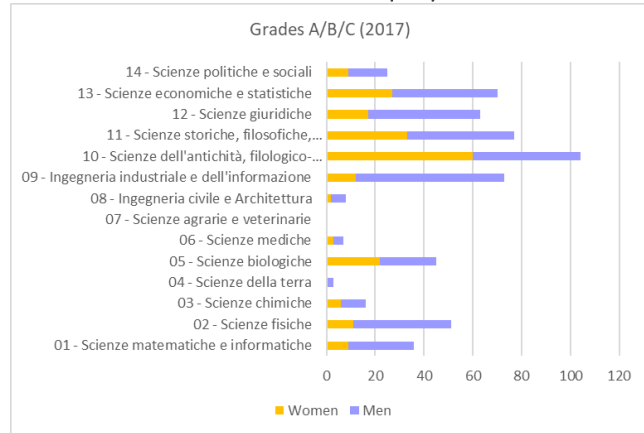
Horizontal segregation

Gender distribution of academic staff per year



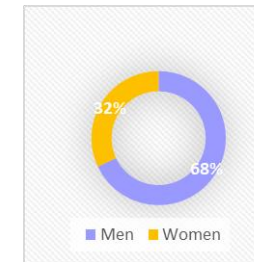
Horizontal segregation

Gender distribution of academic staff per year



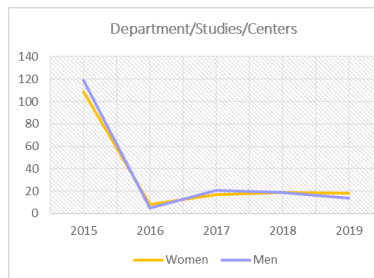
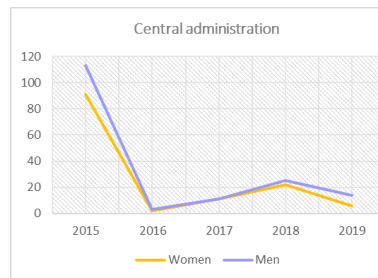
Recruiting and promotion boards

Average distribution of gender in the last 5 years



Career progression

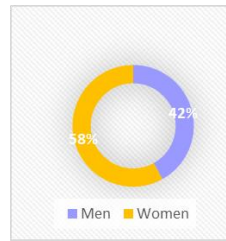
Number of women and men having achieved promotion



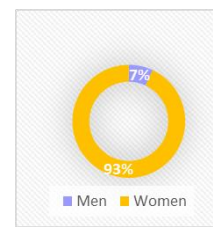
Work-life balance

Parental leaves by gender in the last 3 years

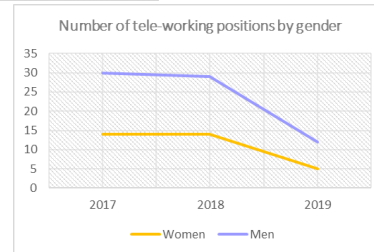
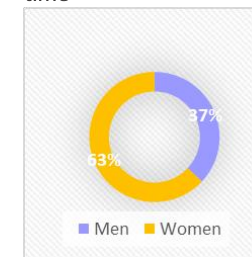
Administrative staff



Academics



Administrative staff in part time



Academics in part time

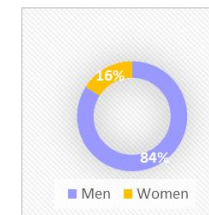


Figure 5: UNILE HR current status



2. Institutional governance

Institution commitment to gender equality is a key priority for the institution. Through the desktop research inside the legal documents and regulations of the University, indicators and tools relevant to **assess gender equality** haven't been identified explicitly. However, the Unique Guarantee Committee (CUG) monitors the gender equality all over the Institution and writes an annual public report called **PAP (Positive Actions Plan)** includes training actions, partnership initiatives, monitoring actions, gender-sensitive budgeting, and consultative studies. It's still in effect the triennial plan 2020-2022. In addition, the central administration reports consider a gender dimension in data collection, so that the gender issue is included in a lot of documents, also in the reports written by the Main Director.

Overall, the University strategies and policies do not include articles that may foster gender balance in **decision-making processes**. Nevertheless, based on national regulation, the Institution adopts the priority that gender balance must be respected in recruitment boards.

In UNILE the only **gender equality bodies** are the CUG, the vice-rector for gender equality and, soon to be established, the trusted advisor. A fruitful collaboration already exists between the first two bodies. In addition, the vice-rector has built a team with representatives from each department and has submitted to the Rector a positive action plan involving all these bodies.

Regarding the current gendered composition of **institutional governing** administration board, it consists of 59 men and 45 women in total. This board includes the Rector, Vice-Rector, General Administrative Director, Deputy Director, Rector's Delegates, President of the court of auditors, Members of the Court of Auditors, CUG, CUG deputy members, Academic Senate, Board of Directors, Rectoral program coordinator, Advocacy, and Units' administrative heads. On the contrary, with reference to **department level**, the Administrative and Didactics Head, we can note that the positions are held mainly by women. In **leadership position** UNILE has 9 Delegates' Rector, a president of advisor board of technical-administrative staff, a Rector plans coordinator and a Rector's Advocacy.



Institutional governance

Gender composition of decision making bodies

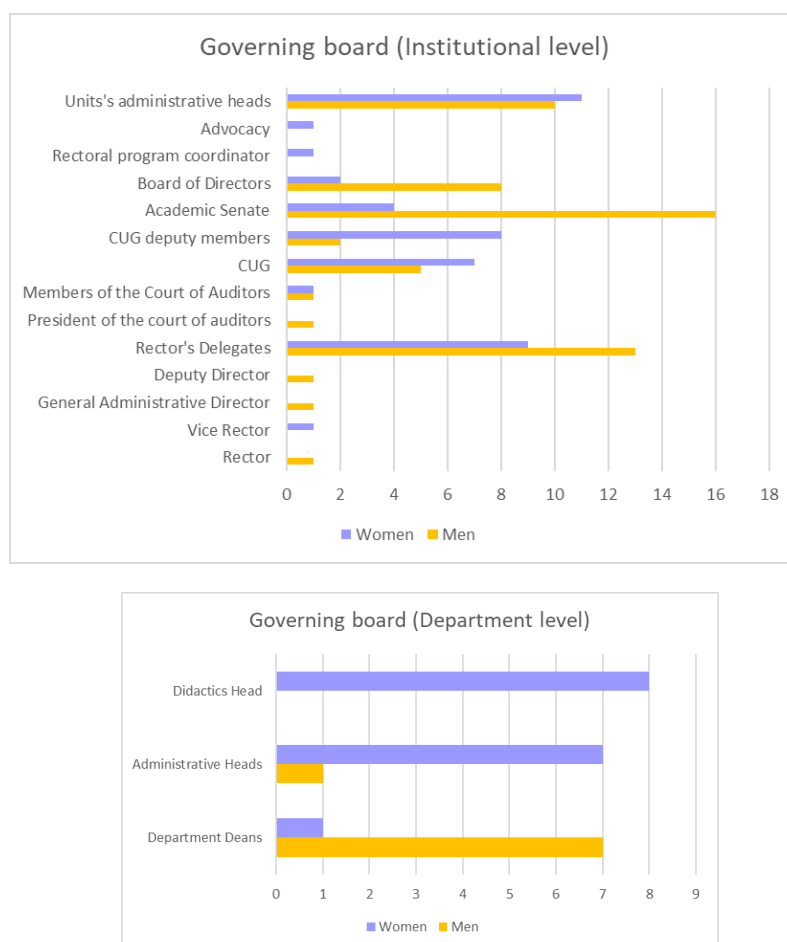


Figure 6: UNILE institutional governance current situation

3. Institutional communication

The research on institutional communication is divided into external (targeted to the audience) and internal (targeted to the employees of the institution).

In UNILE, through the desk research activities, any official regulations on external communication haven't been identified. However, the examination of the current communication material, surveys and interviews show that there is individual sensitivity to communication. Precisely based on individual sensitivity, on the site and in the institutional communication materials produced centrally (posters, brochures and the like) attention is paid to images (presence of both men and women, attention to stereotypes, use of colours, etc.) and language. As it is not an institutionalized approach, this sensitivity is not uniform in all communications (forms, "decentralized" communications and others).

The examination about the over-representation of one gender in visual communication content of the institutional **website** shows that images and photos at research and didactic pages include slightly more men (15) than women (11). In addition to the pages related to the internationalization section, it seems to prevail by far the female sex with 13 boys and 41 girls, with significant attention to a different kind of diversity. In



the pages of the departments, images are not always used. When used, these are images of places/buildings or photos that portray a large number of people in vast spaces, where it is not possible to distinguish female figures from male ones easily. The photos at the different departments do not keen on a particular gender. Particularly, throughout the pages of STEM area departments, only the Department of Biological and Environmental Sciences and Technologies uses photos of students and chooses in the foreground the photo of a girl intent on observing under a microscope. Turning to the website content about gender equality, currently, there is not, but an institutional web page of Vice-Rector for gender equality and his team is in preparation.

The visual part of the **social media** accounts promotes gender equality, with photos presenting both genders, and in some cases, more women than men. The content that is published through the posts includes any activities that are taking place in this respect.

During the last three years, it seems that the institution hasn't organised awareness-raising campaigns aimed at fighting stereotypes.

Moreover, **internal communication** in UNILE is not based on any official gender-sensitive communication regulation. During the last two years, the initiative of CUG organized a communication training course, named '*The gender-oriented language in Public Administration*' for office heads, administrative coordinators and didactics coordinators, with the purpose to increase knowledge and awareness about the non-sexual oriented use of the language. The participation has been high (480 men and 636 women), and it is foreseen to take place also the next year targeted to all university staff.

With regards to protocols on **gender-sensitive non-biased communication/language use**, the institution itself doesn't have, but there is a guideline from the ministry about the non-sexist use of language. However, any proof of its adoption by the institution hasn't been found. For example, the institution doesn't organise training sessions on the use of gender-sensitive language in administrative communication. In addition, the institution hasn't put in place any **complaint mechanisms** in cases of gender-biased/sexist communication. It has disciplinary bodies and has the right to impose sanctions, following internal investigations. Of course, any person who suffers harassment also has the right to initiate formal external complaints.

4. Research

At the moment, gender integration into research content is not applied in UNILE. Until now, allocation of fund addressed to gender issues has been provided by the CUG (Unique Guarantee Committee), which promoted investigations generally about work-life balance, but not on the research content.

Moreover, institutional policies or guidelines on the integration of gender analysis into research have not been set until now. However, in UNILE exists a Gender/women's studies department that may support relevant activities. It is the Woman Observatory (Osservatorio Donna), a study centre that includes both university staff (academic and administrative) and people outside from university. It was founded in 1990 to investigate gender issues, diversity and equal opportunities.

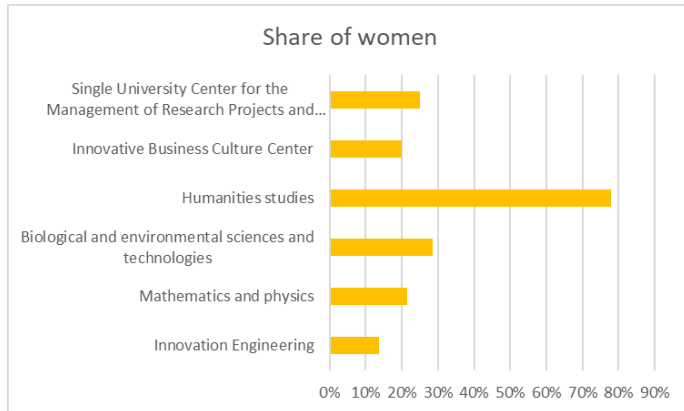
In the last three years, in Humanities Department three (3) research projects have been implemented that focused on gender issues. Moreover, two (2) research projects take into consideration gender issues, eleven (11) MSc and PhD thesis integrated a gender dimension, two (2) scientific publications integrating a gender dimension in their subject matter.



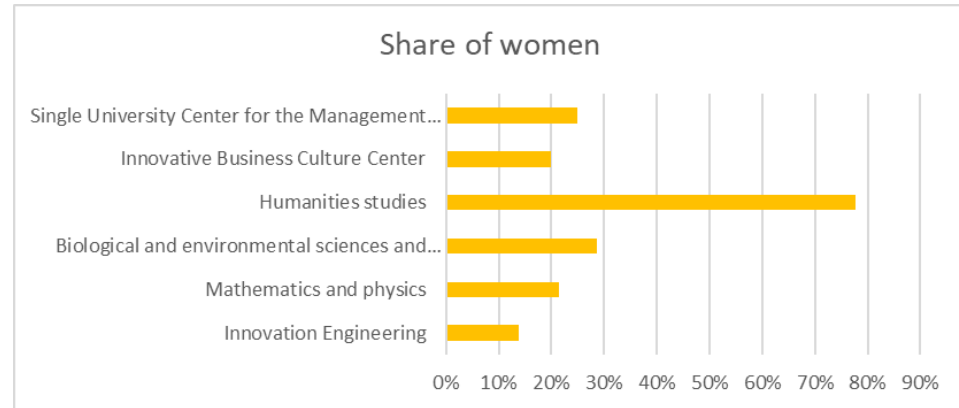
Research

Gendered roles in research delivery

Share of women among P.I.s in the last 3 years



Share of female project leaders in the last 3 years



Share of women in patenting research outputs in the last 3 years

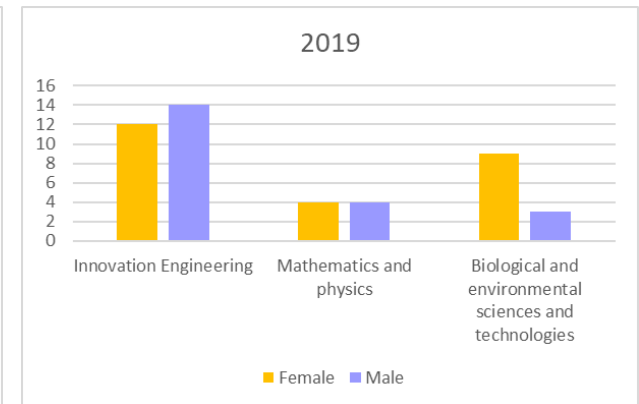
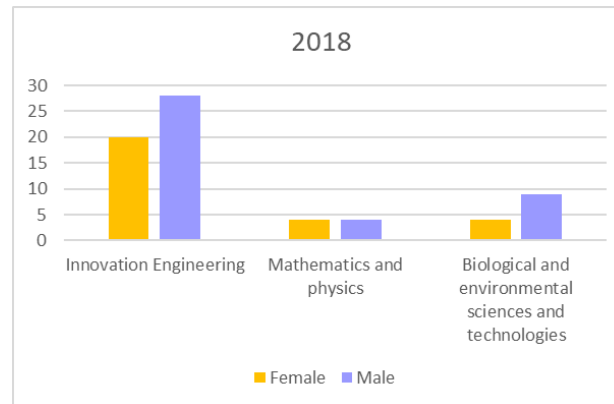
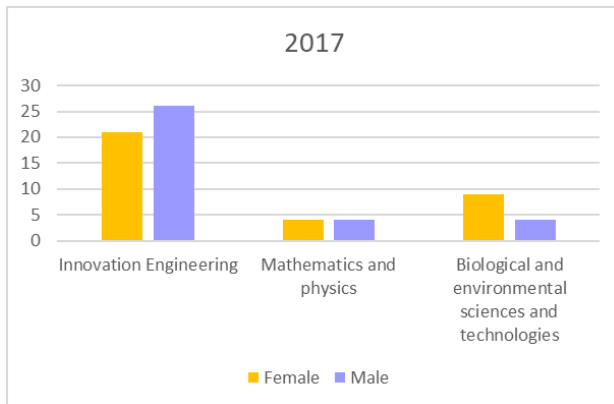


Figure 7: UNILE research current situation



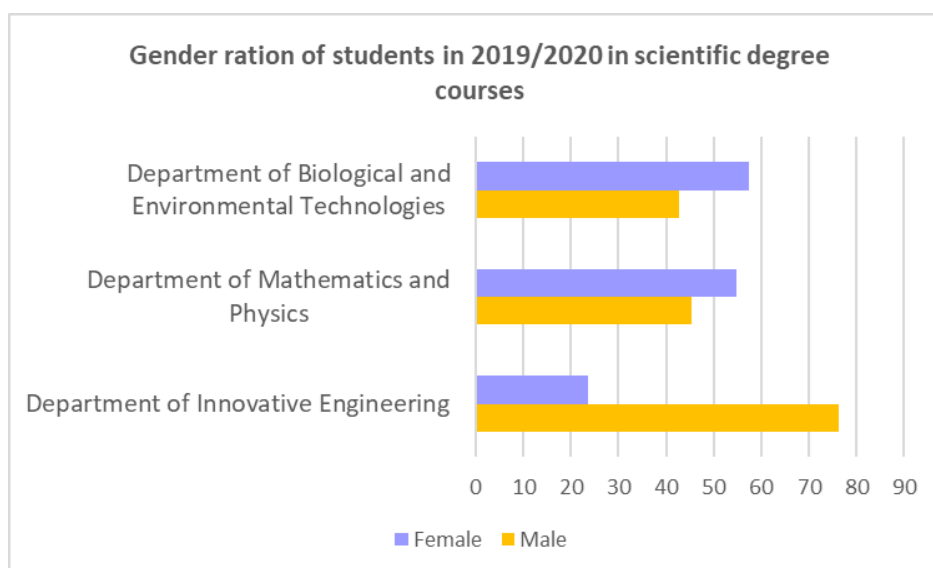
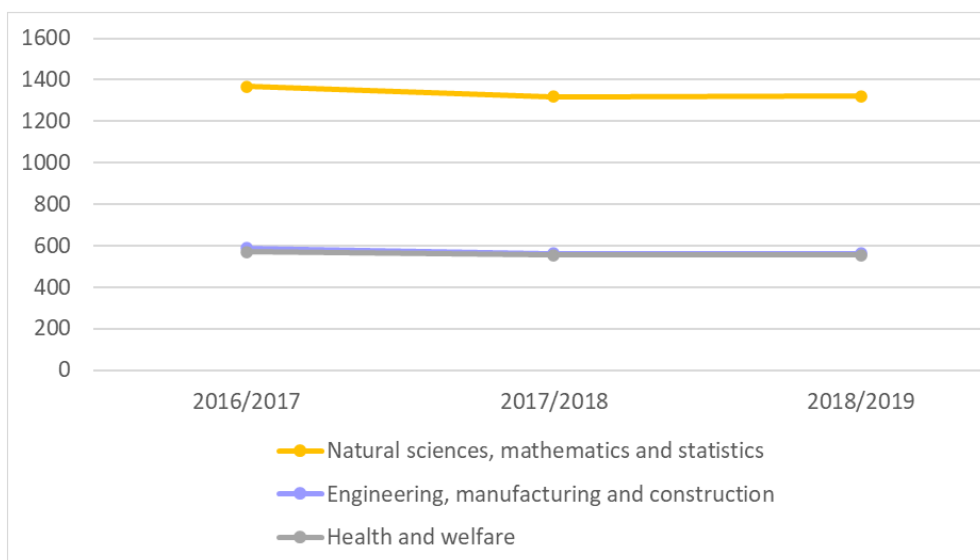
5. Student service

UNILE is not following a plan of systematic initiatives that offer gender-sensitive information/guidance to prospective students. However, some initiatives have recently started to take place. In 2019, the Woman Observatory participated with an information desk to an event for high students about “STEM WORLD: Universities and Scientific Association in the window” in the Bari University Camp. In addition, is the same year started a project that is addressed to male and female students, which has been an initiative of a student member from CUG, to prevent discriminative behaviour due to lack of knowledge. The related issues addressed included: specific learning disorders, non-sexist language and reflection about LGBTQIA+ community. Also, equality bodies or other research centres or by student associations have promoted similar initiatives, but there isn’t a steady procedure.

The figures below depict the current status of gender distribution among students.

Recruitment

Number of female enrolled students in STEM in the last 3 years



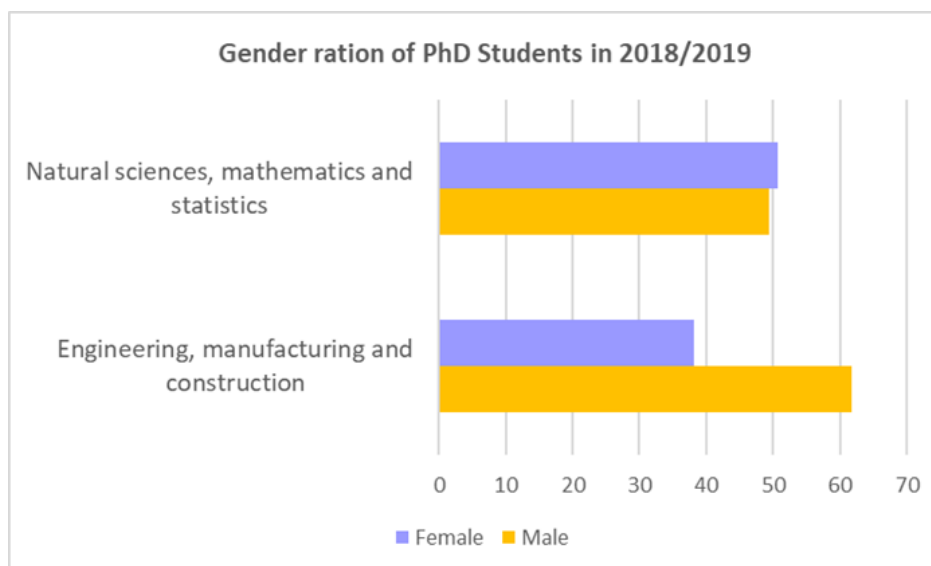


Figure 8: UNILE students' current situation

6. Teaching

UNILE hasn't adopted gender-sensitive teaching guidelines for professors/lectures, yet. Particular activities have not either taken place to increase awareness on potential gender bias in teaching, or on the importance of gender dimension in different research disciplines. However, person surveyed and interviewed agree that part of academics is aware of this topic.

7. Transfer to market- external relation- third mission

UNILE currently doesn't have any collaborative research projects with a gender dimension in research/technology development content. In addition, it doesn't take any measures or actions related to gender when it transfers to market the scientific research results.

At present, UNILE has established fourteen (14) spin-offs, in which there are one woman and thirteen men as legal representatives. The University of Salento company's Board of Directors is comprised of eight (8) men only.

The figure below depicts the current situation in this area. Despite the fact that almost 50% females participate in training initiatives on knowledge transfer and research valorization and they are patenting researchers, on the contrary, the percentage of women in comparison with men is very low, when we look at the speakers in STEM conferences and the co-funded/co-managed research projects with companies or other stakeholders.



Transfer to the market

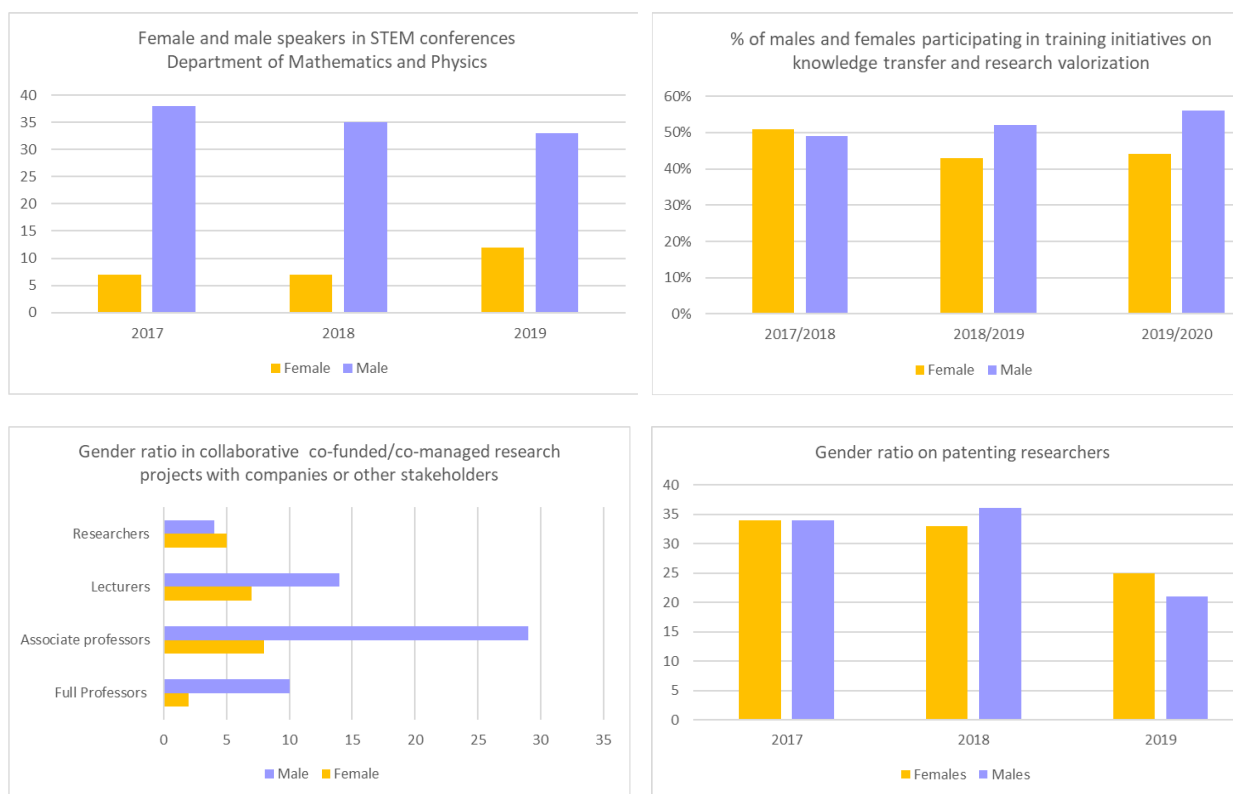


Figure 9: UNILE Transfer-to-market current situation

8. Gender/sexual harassment

The UNILE doesn't have any official policies and initiatives addressing sexual harassment yet. But anti-mobbing and anti-molestation regulations have been passed, counselling services are provided and the trusted advisor will be appointed shortly.

9. Intersectionality

At the moment in UNILE there aren't any institutional measures where gender is taken into account in conjunction with other discriminations or structural inequalities.

Assets and points worth of attention

UNILE University applies the national regulations on gender equality which include criteria for **human resources**, e.g. recruitment of boards and employees, career promotion, work-life balance and reconciliation of work and family life etc. It also adopts the Triennial plan of positive action (PAP 2020-2002) to tackle issues that minimize disparity. However, the gender proportion of statistics on **recruitment** still show inequalities to be tackled. The winner applicants for job positions are gender-balanced (17,96% among men (60/334) and 18,09% among women (59/326). On the other hand, males are the majority who have academic contracts on Grade A, B and C. Participants to the research commented that the University lacks transparent and objective criteria in the evaluation of professional and scientific experiences, and does not train evaluators in gender sensitive research evaluation/recruitment. Also, most females seem to drop from their **careers**, which seems to be closely linked with the difficulty to cope with their **work-life balance**. Mostly females are requesting parental leaves or part-time work. Currently, the institution does not provide tailored services that support



women to progress in their career or increase awareness about the existing measures to improve work-life balance. UNILE offers both to males and females a job with equal payment criteria, that follow the national law. Many of surveyed employees complained about the working environment, but in the meantime, they are not all fully aware of the existing measures that improve work-life balance and a small percentage makes use of them.

The institution is carrying out significant **institutional governance activities**, including the analysis around gender equality assessment, setting up measurements, boards, and publications. A great asset is that the institution has the **Unique Guarantee Committee (CUG)** that monitors gender equality all over the institution and writes an annual action plan called PAP (Positive Actions Plan). Besides, the gender composition of decision-making boards in most units consists of males. Many interviewees agreed that actions to encourage women taking a leadership position are necessary to increase the representativeness in all the government offices and to generate a cultural change. It is difficult, but not impossible.

The institution has not established yet particular policies about the gender-neutral content of the material used for **external communication**. The institution has organized gender equality awareness-raising initiatives.. With regards to the gender-sensitive **internal communication**, still, there is no official regulation. But, the CUG organizes a training course on the non-sexual oriented use of the language, with great resonance and continues every year. Moreover, with regards to complaint system, survey and interview responders agree that for the person who faces gender biased/sexist communication, an external trusted advisor should be appointed, to handle any possible complaints.

The CUG is providing counselling for **gender-based offences and harassment**, and the Trusted Advisor is planned to be appointed to enhance its impact. The interviews' results show that UNILE has adopted regulation instruments, such as the code of conduct to prevent and fight against mobbing, a more general code of conduct and an ethic code. In this way, the institution protects all the academic community by sexual harassment, mobbing and discriminations in work and study environment. In terms of **intersectionality**, it seems through the interviews and the focus group, that the institution members are not fully aware of its meaning.

UNILE does not apply any measures on the integration of gender into **research** content. However, it the Woman Observatory in the University to contribute to this. As for the gender roles in research delivery, the share of females who lead a project is low across the different departments, except one of the humanities. On the other hand, the number of female scientists who are patenting research results in STEM, is progressively becoming equal to males along the years.

UNILE organizes every year presentation of study courses at high-school **students** to help them choose the University course they will enroll. It is a meaningful initiative, and it is not focusing on attracting students in STEM. With regards to the academic staff, the institution has not taken any activities to inform them about the need to consider gender sensitiveness during **teaching** and to develop tailored guidelines.

The institution is active in transferring results to the **market**. It has many collaborations with research projects, it has established spin-offs, participates in conferences, but mostly males lead such activities. The gender aspects are not taken into account and even if female researchers participate to training activities that focus on knowledge transfer to innovation.

References

The list of references studies during the desk research and policy analysis:

Web site: www.UNILE.it



[Report CUG \(Unique Guarantee Committee\) 2017](#)

[Report CUG \(Unique Guarantee Committee\) 2018](#)

[Report CUG \(Unique Guarantee Committee\) 2019](#)

