Gender Equality Plarthe experience of Siena University

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Research And Grants Management Division

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Research and Grants Management Division (DRGM)

DRGM is the supporting services for researchers and the Siena academic community interested in taking part in national and internatonal research programmes.

- Support during the project submission as well as the grant negotiation phases
- Support on project management in full collaboration with the Departments and Cost Centers involved
- Support on Ethics and Open Access issues in cooperation with the Committee for Ethics Research in Human and Social Sciences – CAREUS
- Researchers' training

Our strategy to attract new talented researchers with international experience

Unisi as host institution: **APPLY WITH US!**

- https://en.unisi.it/research/unisi-host-institution-apply-us : Promotion of Unisi as Host Institution for post-doctoral fellowships to be funded under MSCA & MSCA-PF School (5 webinars)

- https://en.unisi.it/research/unisi-host-institution-apply-us/seal-excellence Did you get the seal of excellence of the European Commission but unfortunately your project has not been funded? Università degli Studi di Siena is ready to welcome you with a 12 or 18 month research grant to carry out your research project.
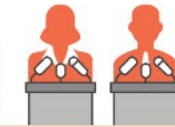
Background conditions for Gender Equality Plan's adoption

ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

IT WOULD TAKE ANOTHER 40 YEARS FOR WOMEN AND MEN TO BE REPRESENTED EQUALLY IN NATIONAL POLITICAL LEADERSHIP AT THE CURRENT PACE

WOMEN'S SHARE IN NATIONAL PARLIAMENTS
22.4% 2015
26.2% 2022

WOMEN ACCOUNTED FOR 39% OF TOTAL EMPLOYMENT IN 2019, BUT 45% OF GLOBAL EMPLOYMENT LOSSES IN 2020

MORE THAN 1 IN 4 WOMEN (15+ YEARS) HAVE BEEN SUBJECTED TO INTIMATE PARTNER VIOLENCE (641 MILLION) AT LEAST ONCE IN THEIR LIFETIME

GENDER-RESPONSIVE BUDGETING NEEDS TO BE STRENGTHENED

PROPORTION OF COUNTRIES WITH SYSTEMS TO TRACK GENDER-BUDGET ALLOCATIONS (2018-2021)
26% COMPREHENSIVE SYSTEMS
59% SOME FEATURES OF A SYSTEM
15% LACKING MINIMUM ELEMENTS OF SUCH A SYSTEM

ONLY 57% OF WOMEN (15-49 YEARS) ARE MAKING THEIR OWN INFORMED DECISIONS ON SEX AND REPRODUCTIVE HEALTH CARE (64 COUNTRIES, 2007-2021)

THE SUSTAINABLE DEVELOPMENT GOALS REPORT 2022: UNSTATS.UN.ORG/SDGS/REPORT/2022/

Background conditions for Gender Equality Plan's adoption

- European Union adopted the «Strategic Engagement on Gender Equality» for 2016-19 and for 2020-2025

Key objectives are:

- ending gender-based violence;
- challenging gender stereotypes;
- closing gender gaps in the labour market;
- addressing the gender pay and pension gaps;
- closing the gender care gap and
- achieving gender balance in decision-making and in politics.

Background conditions for Gender Equality Plan's adoption

Italian Strategy 2021-2026

- Five priority axes:

  - work, income, knowledge&skills, time, power.

It aims at improving performance in all these axes within 2026 through:

  - Increasing women participation in the labour market, both directly promoting women partcipation and eradicating causes that inhibit women participation;

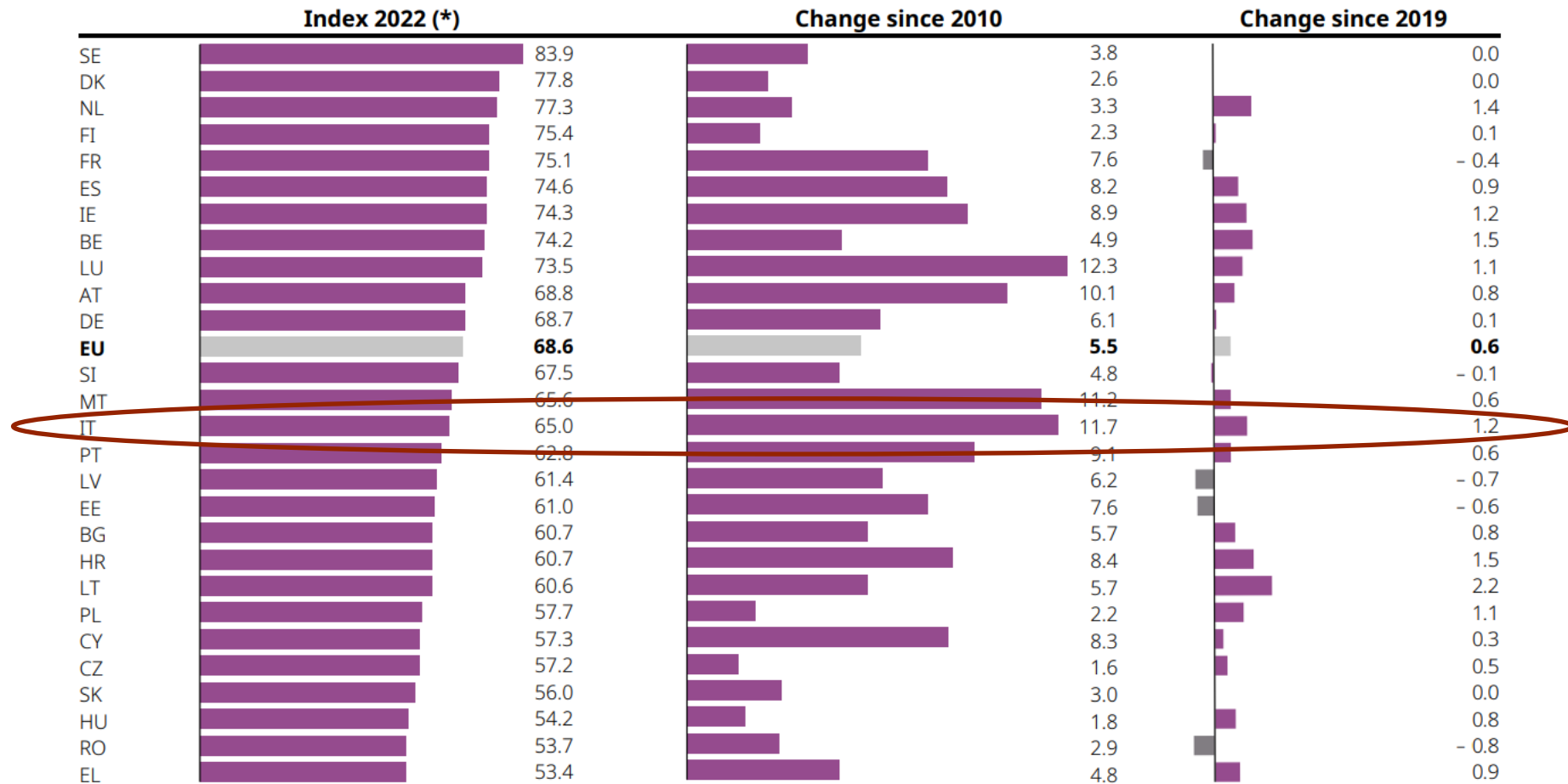 - Remouving barriers and obstacles to gender equality in education.

Presidenza del Consiglio dei Ministri
Dipartimento per le Pari Opportunità

Strategia Nazionale per la Parità di Genere

LUGLIO 2021

EIGE Gender Equality Index 2022

	Index 2022 (*)	Change since 2010	Change since 2019
SE	83.9	3.8	0.0
DK	77.8	2.6	0.0
NL	77.3	3.3	1.4
FI	75.4	2.3	0.1
FR	75.1	7.6	− 0.4
ES	74.6	8.2	0.9
IE	74.3	8.9	1.2
BE	74.2	4.9	1.5
LU	73.5	12.3	1.1
AT	68.8	10.1	0.8
DE	68.7	6.1	0.1
EU	**68.6**	**5.5**	**0.6**
SI	67.5	4.8	− 0.1
MT	65.6	11.2	0.6
IT	65.0	11.7	1.2
PT	62.8	9.1	0.6
LV	61.4	6.2	− 0.7
EE	61.0	7.6	− 0.6
BG	60.7	5.7	0.8
HR	60.7	8.4	1.5
LT	60.6	5.7	2.2
PL	57.7	2.2	1.1
CY	57.3	8.3	0.3
CZ	57.2	1.6	0.5
SK	56.0	3.0	0.0
HU	54.2	1.8	0.8
RO	53.7	2.9	− 0.8
EL	53.4	4.8	0.9

Source: Authors' calculation.
(*) The 2022 Index for the most part uses data from 2020 and traces progress over the shorter term (2019–2020) and the longer term (2010–2020).

Gender Equality Index 2022: The COVID-19 pandemic and care

The Gender Equality Index is a tool to measure the progress of gender equality in the EU, developed by EIGE. It gives more visibility to areas that need improvement and ultimately supports policy makers to design more effective gender equality measures.

The Gender Equality Index has tracked the painfully slow progress of gender equality in the EU since 2010, mostly due to advances in decision-making. While equality is more pronounced in some Member States than in others, it is far from a reality for everyone in every area. Gender norms around care, gender segregation in education and the labour market, and gender inequalities in pay remain pertinent.

The Index allows Member States to easily monitor and compare gender equality progress across various groups of women and men in the EU over time and to understand where improvements are most needed. The 2022

Gender Equality Index 2022
The COVID-19 pandemic and care

EIGE REPORT 2022

- For the first time since the report inception, there has been a decrease in several domains, due to an uneven impact of the pandemic.

  - *During the pandemic, our survey results showed women are more than twice as likely as men to provide the bulk of childcare for under-12s. And housework and care are not shared equally within homes and continue to be mostly done by women.*

  - *Nevertheless, looking at where progress has been made, the domain of power holds the most promise with its evident increase. This is due to an increase in women's participation in economic, and political decision-making.*

The role of conditionality!

HORIZON EUROPE 2021-2027

The activities developed under the Programme should aim to eliminate gender bias and inequalities, enhancing work-life balance and promoting equality between women and men in R&I, including the principle of equal pay without discrimination based on sex… The gender dimension should be integrated in R&I content and followed through at all stages of the research cycle. In addition, the activities under the Programme should aim to eliminate inequalities and promote equality and diversity in all aspects of R&I with regard to age, disability, race and ethnicity, religion or belief, and sexual orientation.

REGULATION (EU) 2021/695 establishing Horizon Europe – the Framework Programme for Research and Innovation, laying down its rules for participation and dissemination, and repealing Regulations (EU) No 1290/2013 and (EU) No 1291/2013

The role of conditionality!

Horizon Europe eligibility rules

To be eligible, legal entities from Member States and Associated Countries that are public bodies, research organisations or higher education establishments (including private research organisations and higher education establishments) **must have a gender equality plan…**

The role of conditionality!

PNRR – the Italian plan for (post pandemic) recovery and resilience

…Key sectoral reforms include those related to

- Digital transition - improving the **digital skills** of the population and workforce;

- Economic empowerment - **education and active labour market policies** which are complemented by relevant investments to increase the supply of childcare facilities, **improve women's** and **youth participation** in the **labour market** and reinforce vocational training (€ 26 billion) as well as those related to the healthcare system; strengthening **local social services** to support children and families….

The role of conditionality!

PNRR eligibility rules

Organizations **must have adopted and implemented a Gender Equality Plan** in order to be eligible for invetsmnets under the recovery and Resilience national Plan

In order to be eligible for research funds USiena had to

- publish a formal document on the institution's website and signed by the top management;
- dedicate resources and expertise in gender equality to implement the plan;
- collect and monitoring data on gender;
- training/ awareness-raising on gender equality and unconscious gender biases for staff and decision-makers

USiena GEP

USiena Gender Equality Plan

https://en.unisi.it/research/gender-equality-plan-gep

USiena GEP step by step

- We realised that promoting gender equality became crucial to have better working conditions and to perform research

- But, which actions would work best in our organization considering it is a public University and the context in which we work?

  - **Contex**, such as EIGE stresses, refers to institutional specifics of the organisation (such as its history, path of institutionalization or disciplinary scope) and to the domestic (sub-national and national) legal, policy and research environment in which the University operates.

USiena GEP step by step

- We have established a **woking group** including people from different areas of work of the University administration in order to let different apsects of gender related issues merge
  - from recruitment policies to reconciliation of private and work life dimension;
  - from having access to PhD education to the promotion of research opportunites among researchers;
  - from stressing the crucial role of communication to actively engaging citizens, mainly childers at shools, on education and reserach careers opportunites

USiena GEP step by step

- After carrying out the initial assessment of the gender equality state-of-play, we started **setting up the Gender Equality Plan**.
  - The findings of the initial analysis allowed us identifying the main areas of intervention.

LIST OF THEMATIC AREAS AND SPECIFIC OBJECTIVES

The 5 Thematic Areas identified at European level represent the framework within which the University has developed the specific objectives of the GEP. These areas are flanked by a cross-section focused on a widespread communication plan that can support the adoption and development of the GEP as a periodic and shared programming tool and that facilitates the dissemination of services and activities now consolidated in the University but not widely known.

For a more specific description of single objectives, please refer to the extended version of USiena GEP document, which can be downloaded on this same page.

■ 0. Visibility of actions, services, resources

0.1. Setting up a dynamic GEP sharing and scheduling process

0.2. Enhancing initiatives, services, University resources already active in support of gender balance and make the outputs of the GEP known to all stakeholders

■ 1. Work-life balance and organizational culture

1.1. Facilitate the reconciliation of the private life commitments of teachers on parental leave, with the departmental teaching calendars

1.2. Extension of tools and services called "Career Alias" at present and provided for students in gender transition to the whole academic community

1.3. To oversee the implementation of the "Guidelines for an inclusive institutional administrative language" approved in 2021

1.4. To adapt and improve the logistics of all university common areas to communication and services which are attentive to the gender perspective

1.5. Implementation of web conferencing services to improve work, research and study flexibility and optimize travel between different venues of the University

■ 2. Gender balance in leadership and process

2.1. To increase the presence of women in decision-making processes (commissions, bodies, committees, delegations, candidacies, etc.)

■ 3. Gender equality in recruitment and career progression

3.1 To standardize the regulatory indications relating to the respect of gender balance in the composition of selection committees

3.2 To build an integrated gender data collection system that can allow periodic monitoring with a view to equity

3.3 To identify financial planning and reporting resources for gender balance ("gender budgeting")

3.4. Enhancement with a "reward" value those Departments that reduce their gender gap in relation to recruitment and career progression

■ 4. Gender mainstreaming in research and teaching content

4.1. To promote and train people for the integration of the sex/gender dimension in Research projects and methodologies

4.2. To strengthen connection initiatives between research/entrepreneurship from a gender perspective

4.3. To promote of access to STEM disciplines and, more generally, to female leadership, for high school students

4.4. To map and keep track at institutional level of actions aimed at citizenship and of connection initiatives with other bodies, including international ones

4.5. To train the entire academic community to integrate LGBTQI+ issues into educational paths and university life

■ 5. Measures against gender-based violence, including sexual harassment

5.1 To adapt the University Codes to the ILO Convention of 2019 and to the national law 4/2021 on violence and harassment in the world of work

5.2 To activate a system of integrated territorial services to support victims of violence and harassment in the world of work

5.3 To enhance the importance of the topic, through specific prizes, graduate, or PhD theses on the issues of combating gender-based violence and other forms of discrimination

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HR EXCELLENCE IN RESEARCH

USiena GEP step by step

For each area of intervention it was identified the following:

- **Objectives**
    - Specific (Who, How, Why); Measurable (Indicators); Achievable; Realistic; Timebound
- Targets (Engaging stakeholders)
- Timeline (Timeframe specific in order to achieve Gep Objectives and Results)
- Division of responsibilities (Agreeement on clear staff responsibilities for each measure is pivotal for GEP successful implementation)

Aspects useful for the monitorng phase during GEP execution

Example of Action scheme

Thematic area: no. 0   **Visibility of actions, services, resources**

Objective 0.1.   *To set up a dynamic GEP sharing and scheduling process*

Description	The "Usiena GEP" working group will consolidate its work and will oversee the implementation of the actions planned in the period 2022/2024, also thanks to an addition in the composition of its members, as well as the development of management and communication tools that can support a periodic monitoring of the activities. ACTIONS: 1. Involvement in the activities of the GEP Working Group of students, PhD students, research fellow members. 2. Activation of an ad hoc email account (e.g., gep@unisi.it) always active to collect suggestions and reflections. 3. Preparation of a web page dedicated to the GEP as a hub and process documentation and periodic dissemination of monitoring and evaluation results of the actions envisaged by the GEP (accountability) 4. Definition of instruments and a periodic monitoring plan for the actions
Coordination of activities in agreement with Contact persons	*Research & Grant Management Division*
Other resources involved	*Press office, institutional communication, and digital press*
Financial resources specifications	NO, use of internal resources
Monitoring indicators and tools	1. Email activation (by August 2022) 2. Publication of the decree appointing and integrating the members of the Usiena GEP group (by September 2022) 3. Design and publication of the web page (by December 2022) 4. Drafting of the monitoring plan for GEP actions (by December 2022)

Recipients

Teachers, Researchers   Research Fellows, Research grants holders, PhD Students   -
Students   Technical-administrative staff
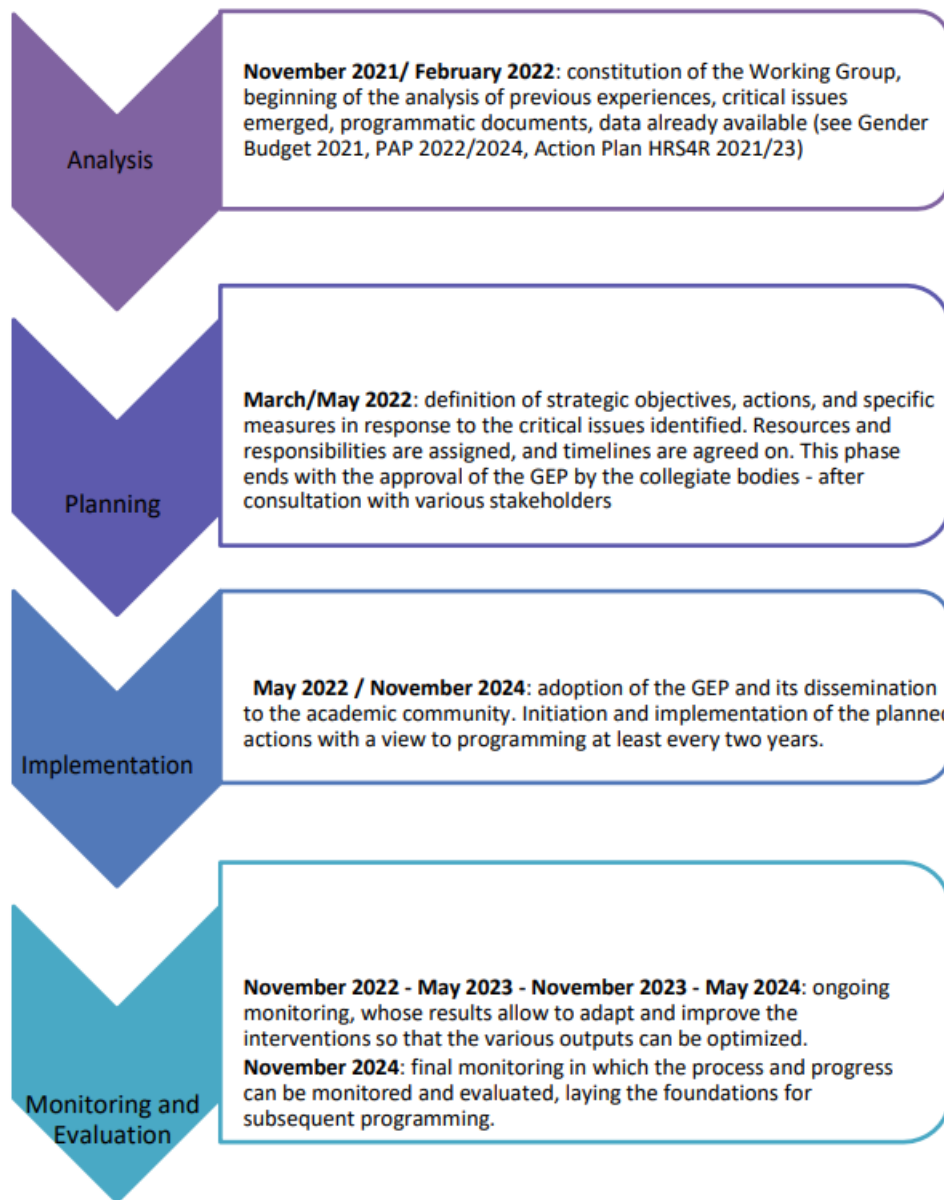International Stakeholders

Timeline   2022 ▸ 2023 ▸ 2024 ▸ and

USiena GEP step by step

PHASES

Analysis

November 2021/ February 2022: constitution of the Working Group, beginning of the analysis of previous experiences, critical issues emerged, programmatic documents, data already available (see Gender Budget 2021, PAP 2022/2024, Action Plan HRS4R 2021/23)

Planning

March/May 2022: definition of strategic objectives, actions, and specific measures in response to the critical issues identified. Resources and responsibilities are assigned, and timelines are agreed on. This phase ends with the approval of the GEP by the collegiate bodies - after consultation with various stakeholders

Implementation

May 2022 / November 2024: adoption of the GEP and its dissemination to the academic community. Initiation and implementation of the planned actions with a view to programming at least every two years.

Monitoring and Evaluation

November 2022 - May 2023 - November 2023 - May 2024: ongoing monitoring, whose results allow to adapt and improve the interventions so that the various outputs can be optimized.
November 2024: final monitoring in which the process and progress can be monitored and evaluated, laying the foundations for subsequent programming.

Some key remarks

- The set-up phase can be the most challenging and time-consuming phase

Some key remarks

The GEP set-up phase - Engaging the whole of the Organization

- It requires the support and official commitment of senior leaders but it may only work when active engagement of the whole organization is promoted

- THUS, relevant functions and roles need to be actively included:

Governing bodies; Administrative services, including Human Resources (HR) and legal departments; Academic departments; Gender scholars and experts on gender equality in research organisation; Research managers;…

Some key remarks

- Gender Equality Plan is not static: it evolves on a continuous basis.
  - Keep on engaging actors in order to build stronger alliances
- Organisational culture
  - University is made of men and women working for the organization (they teach, do research, administer the organization)…but at the same time the University work for those men and women studying and doing research as well as those engaging in the daily administration

Some key input

- Gender Equality in Academia and Research - GEAR tool - **European Institute of Gender Equality (EIGE)**
- **GENERA project**, supported by Horizon 2020, created a Roadmap for the implementation of customized Gender Equality Plans.
- The **European University Association (EUA)** published reports on Diversity, equity and inclusion in European Higher Education Institutions as part of the INVITED project, and Strategies and approaches used by universities to promote diversity, equity and inclusion, which includes examples from across Europe.

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Thankyou
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THANK YOU

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