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2. Gender balance: 2022

**Human resources and equal participation of women and men
in all areas of work, projects or programmes**

Guido Badalamenti

Research, Library, International Relations and Third mission Area Manager

INsPIRE - November 14th 2022





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The background

2003 – European resolution:

Building public budgets from a gender prospective

2011 – European resolution:

Gender mainstreaming in the work of the European Parliament

2018-2021 – European resolution: *She figures Report*

2007 – Italian Government (G.U. 173/2007):

Relevance of adopting a Gender balance

2009 – Italian Government (DL 150/2009):

Gender balance and Performance plan

2019 – Italian Conference of the University Rectors (CRUI):

Guidelines for a Gender balance



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The aim of a GB

Budgets are not neutral documents, but they produce "a different impact on women and men, both in terms of income and expenditure," constituting the instrument through which public authorities construct "the **basic framework within which the socio-economic model of development is outlined**, set the criteria for income redistribution and indicate policy priorities."



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Gender balance at Unisi: the working team

Prof.ssa Anna Coluccia – Rector’s delegate for Gender balance

Prof. Fabio Mugnaini – Rector’s delegate

Dott. Guido Badalamenti – University Manager & Team coordinator

Dott.ssa Sonia Boldrini – CUG President

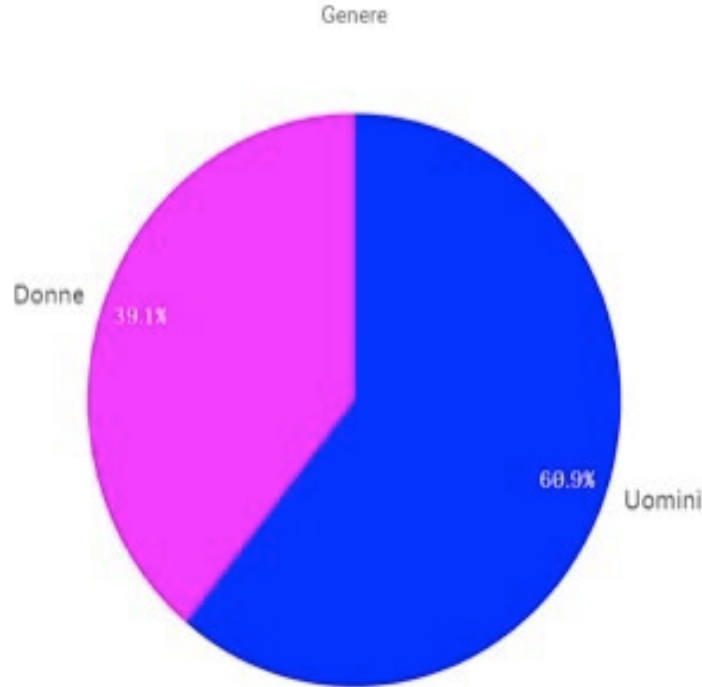
Dott.ssa Katia Di Rienzo – CUG Member

Dott.ssa Silvia Armini – Head of Statistical Office



The teaching STAFF

(professors, researchers, research assignees)

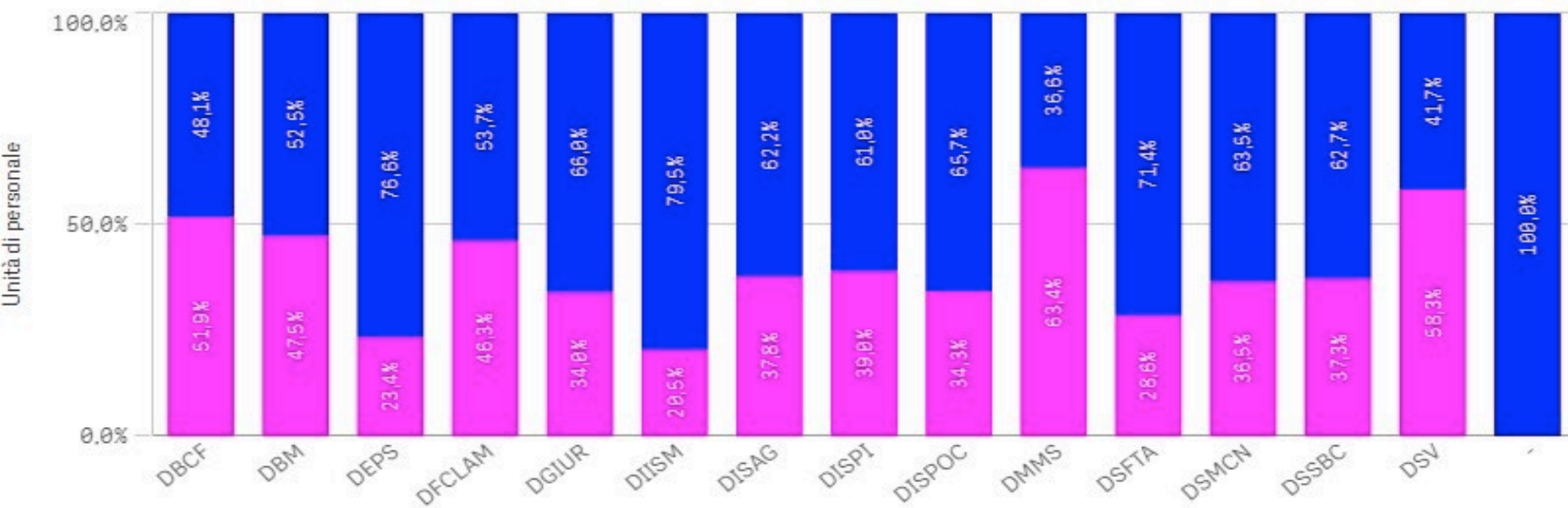


Out of **847 people** (full professors, adjunct professors, researchers, research assignees) working by 31/12/2020, n. 331 are women (**39,1%**) and n. 516 are men (**60,9%**). In respect of the previous Year, we have a relevant **increase 25,53% of the women in the Adjunct Professors (da n. 94 a n. 118)** where we still have a gender disparity between the **Full Professors**



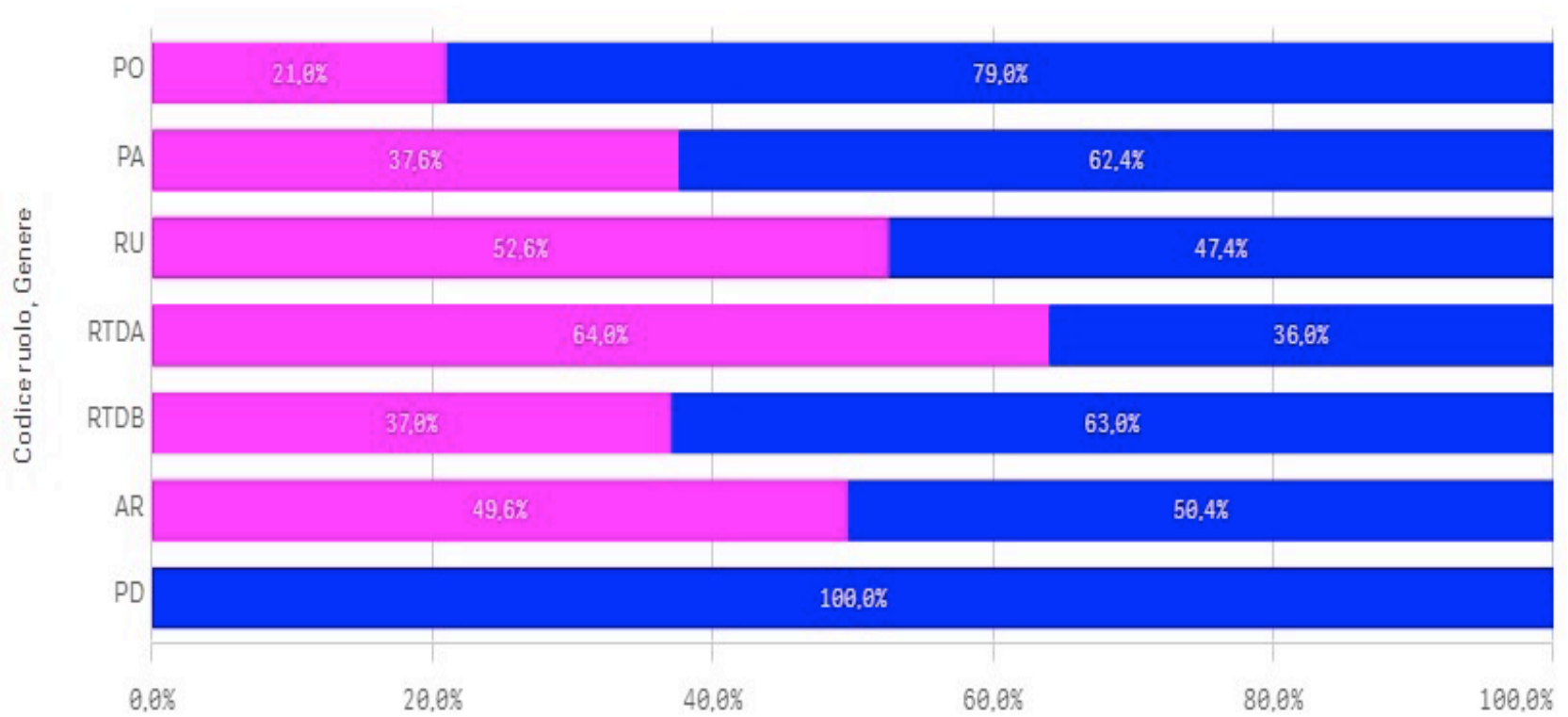
Gender distribution by Department

(professors, researchers, research assignees)





Gender distribution by Role

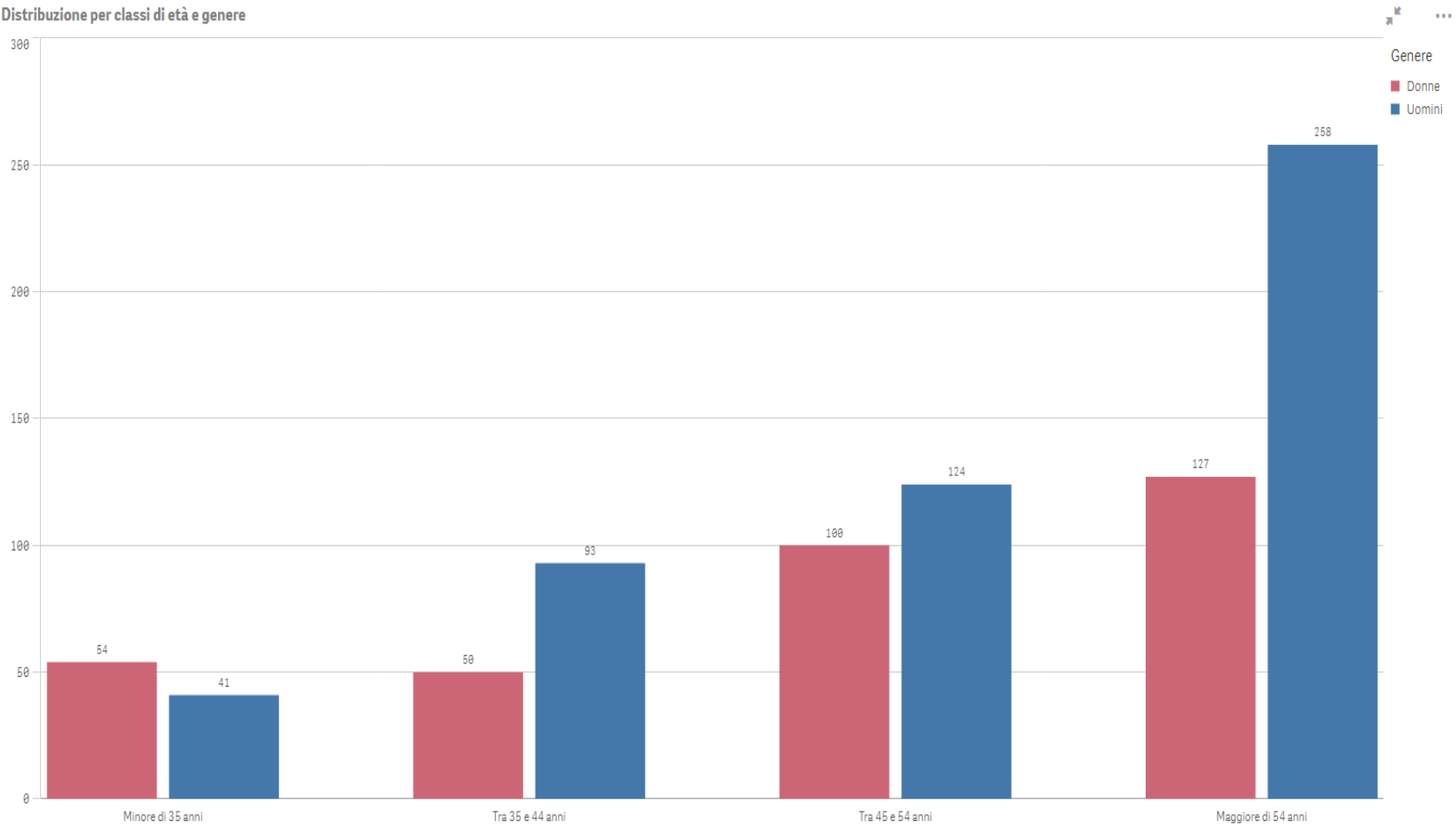




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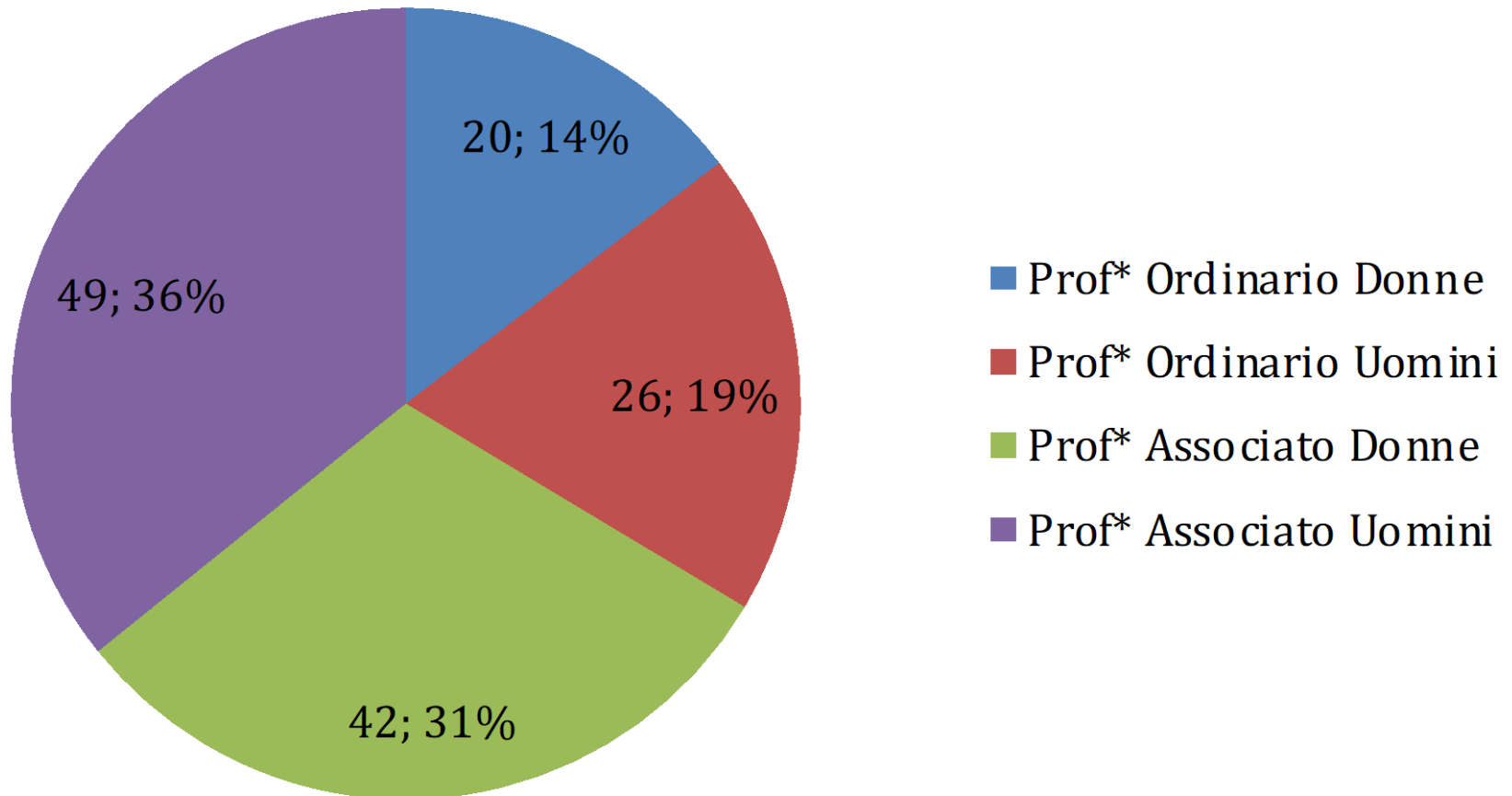
Gender distribution by age

Distribuzione per classi di età e genere





The distribution by potential full or adjunct professors





Students distribution by gender

Percentuale di corsi di studio con prevalenza di genere (>60% degli iscritti appartengono ad un genere)

ISCRITTI

Corsi a prevalenza uomini

32

Corsi a prevalenza donne

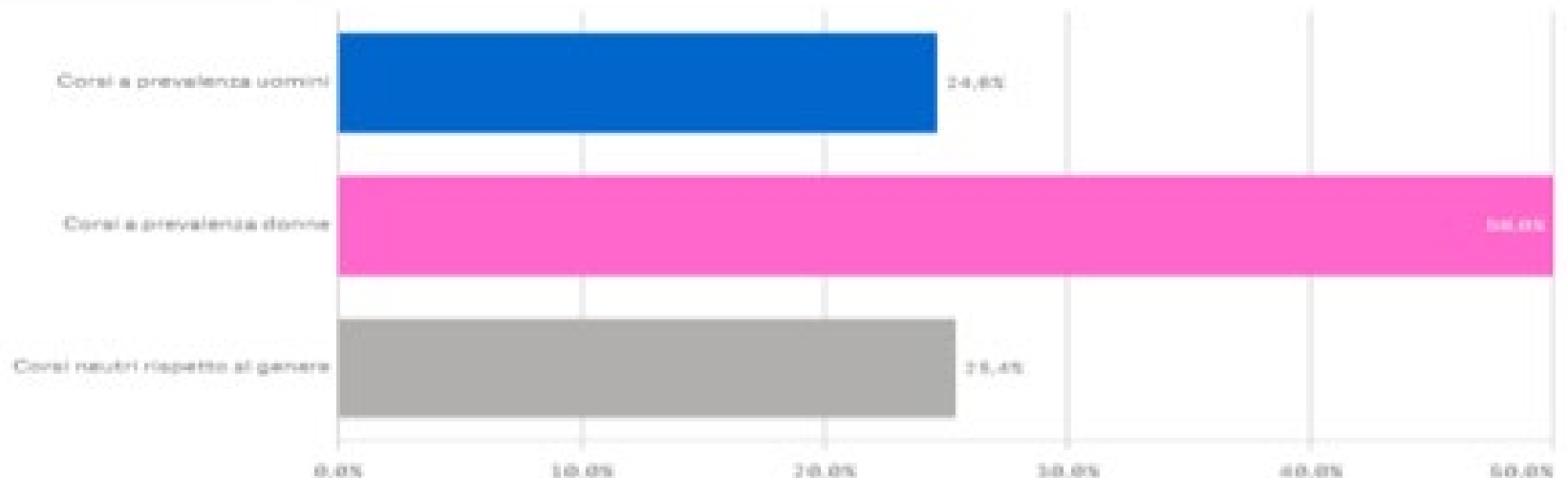
65

Corsi neutri rispetto al genere

33

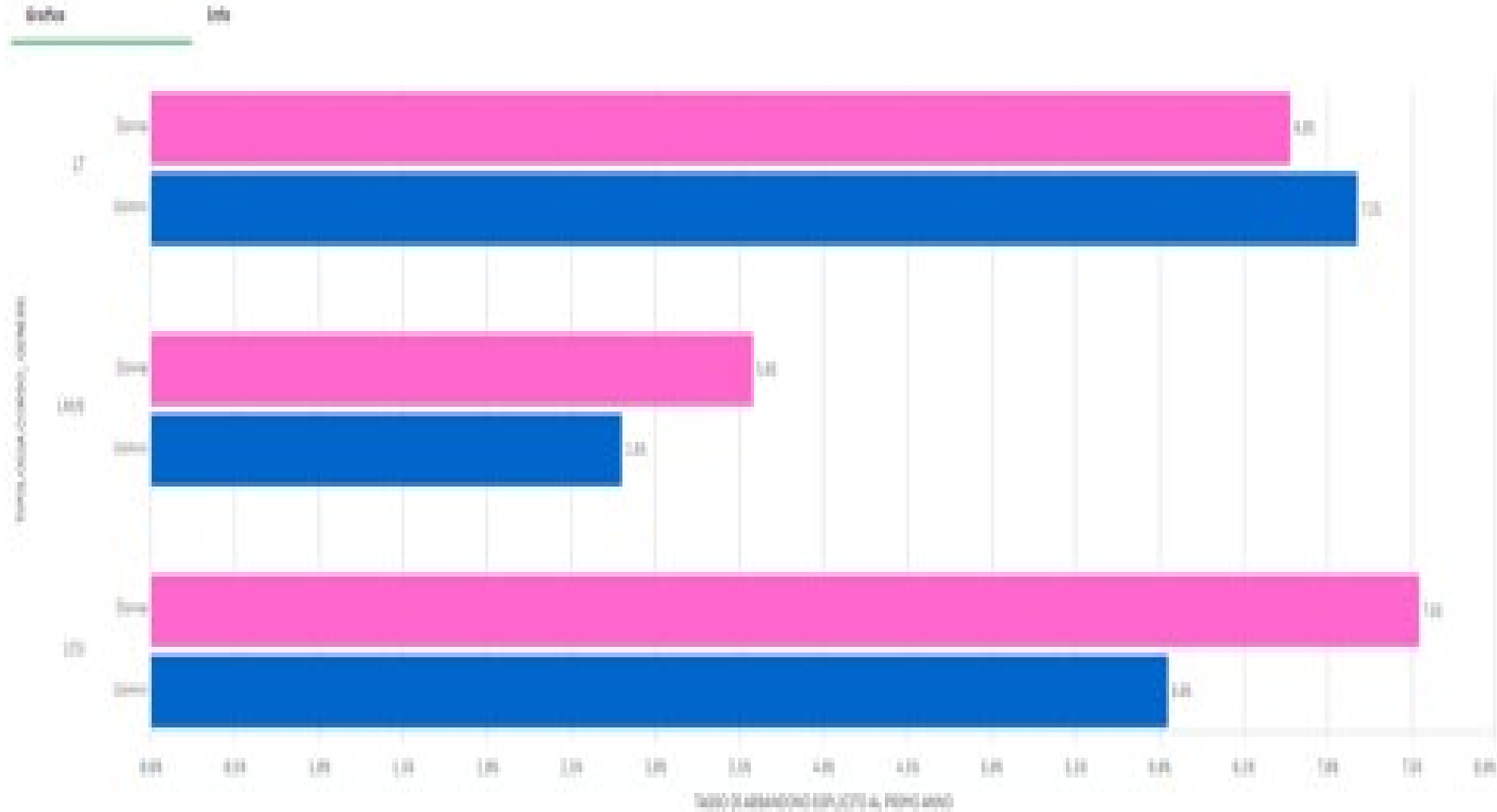
Grafico

Info





The phenomenon of abandonment by degree

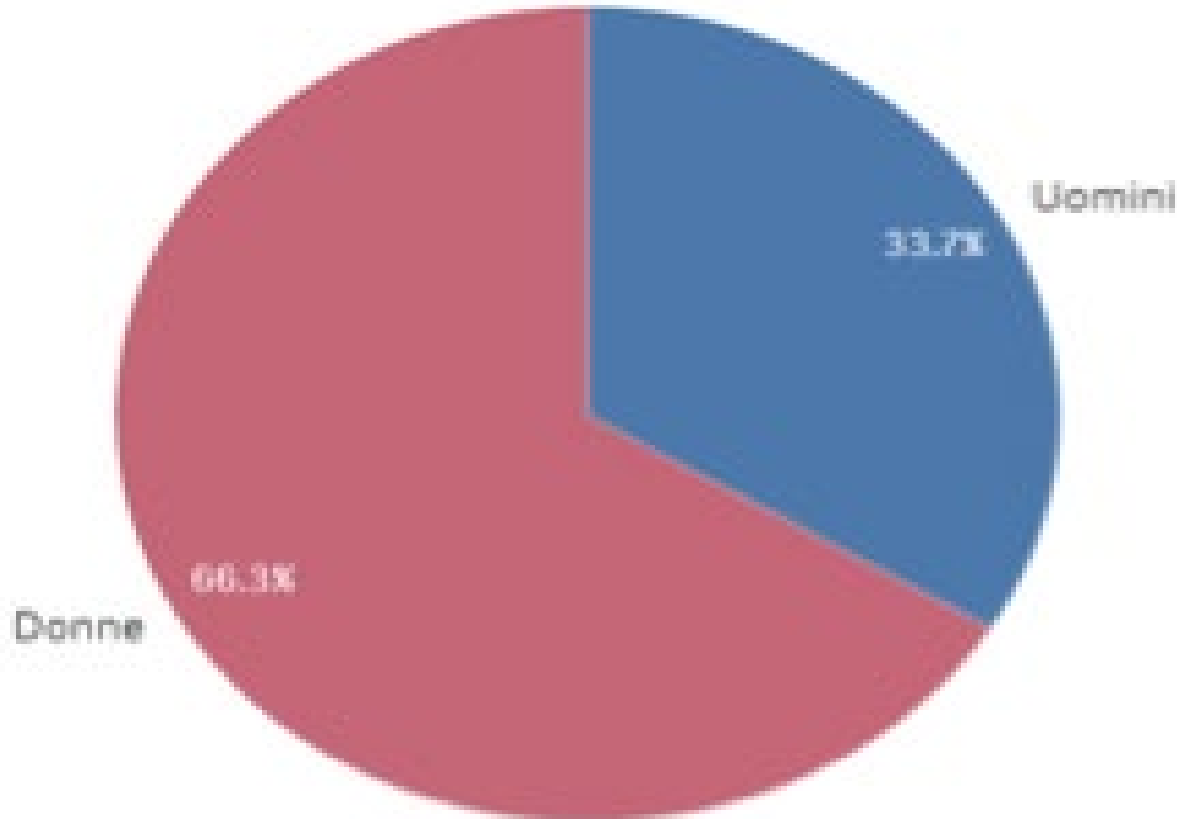




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Technical /administrative / librarian people

Genere





Responsability

	2020 % women	2021 % women	2020 % men	2021 % men
Specialised functions	4,2	5,1	5,4	3,5
Head of Office	16,2	19,9	11,2	9,4
Head of Department	1,8	3,0	2,7	2,8
Manager	0,0	0,0	0,7	0,3
General Manager	0,0	0,0	0,3	0,3
Total	22,2	28,00	20,4	16,4



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Institutional and governmental role

Cariche istituzionali	Composizione organi al 30/04/2022			Composizione organi al 30/04/2021			2022 vs 2021	2022 vs 2021
	DONN E	UOMIN I	Total e	DONN E	UOMIN I	Total e	DONNE	UOMINI
RETTORE		1	1		1	1	-	0,00%
PRO RETTRICE	1		1	1		1	0,00%	-
DELEGATI/E del RETTORE	5	12	17	6	12	18	-16,67%	0,00%
SENATO ACCADEMICO CONSIGLIO DI	6	12	18	5	13	18	20,00%	-7,69%
AMMINISTRAZIONE	5	6	11	5	6	11	0,00%	0,00%
COORDINATORI DOTTORATO	2	8	10	3	9	12	-33,33%	-11,11%
CONSIGLIO STUDENTESCO	26	19	45	24	20	44	8,33%	-5,00%
Totale complessivo	33	33	66	32	35	67	3,13%	-5,71%



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