WHAT'S A permanent gender equality organism of the University of Padua, established in October 2013, connected to the ‘Commissione per le Pari Opportunità e la Parità di Genere’ and to CUG ‘Comitato Unico di Garanzia’, and supported by the Statistical Studies Service and Management Control Service.

COMPOSITION Coordinator; delegate for Equal Opportunity; delegate for Research; one representative of the ‘Commissione per le Pari Opportunità e la Parità di Genere’ and one of the CUG. Delegates of Teaching staff, researchers, administrators and students.

WHAT DOES It collects and organizes information and data relating to the presence of women at various levels in the organization and in the different careers available in the University, and it collects information of the strategic measures to guarantee the respect of equal opportunities.

HOW Through concrete actions: definition of a system of gender indicators; continuous update on data from gender point of view, with particular attention to scientific areas characterized by the under-representation of women.

WHY Main objectives are the promotion of the principle of equal opportunities, the gender policies implementation and gender balance in careers of the teaching and administrative staff, to balance the career progression, access to training, working conditions and related tools for the "work-life balance". It aims to support the women excellence in scientific research and the promotion of equal opportunities in the student component in order to enable the gender orientation strategies, support in study paths and the reduction of phenomena under-representation resulting from gender stereotypes.

RECIPIENTS Teaching staff, researchers, administrators and students.

http://www.unipd.it/universita/tutela-garanzia/osservatorio-ateneo-pari-opportunita
GenderTime Project

Transferring, Implementing, Monitoring Equality

The activities of the Gender Monitoring Lab are carried out in collaboration with the European Project FP7 GenderTime of which the University of Padua is partner [www.gendertime.org](http://www.gendertime.org)

The aim of GenderTime Project is to identify and implement the best systemic approach to increase the participation and career advancement of women researchers in selected institutions where self-tailored action plans are implemented.


**The Project’s Consortium** consists of 10 scientific partners:
- Interdiszplinares Forschungszentrum für Technik, Arbeit und Kultur (IFZ), Austria
- Università degli Studi di Padova, (UNIPD), Italy
- Linköping University (LiU), Sweden
- Université Paris Est Créteil Val de Marne (UPEC), France
- Mihajlo Pupin Institute (PUPIN), Serbia
- Bergische Universität Wuppertal (BUW), Germany
- Loughborough University (LoU), United Kingdom
- Fundacion Tecnalia Research&Innovation (TECNALIA), Spain
- Donau-Universität Krems (DUK), Austria
- Göteborgs Universitet (UGOT), Sweden

**Coordinator:** Egalité des Chances dans les Etudes et la Profession d’Ingénieur en Europe Associacion (ECEPIE), France

**Assessor:** Donau-Universität Krems (DUK), Austria
Map of Unipd

- PROTECTION BODIES
- CENTRAL ADMINISTRATION
- UNIVERSITY CENTRES OF RESEARCH
- ADVISORY COMMITTEES AND COMMISSIONS
- PhD AND SPECIALIZATION SCHOOLS
- GOVERNANCE AND MANAGEMENT
- ACADEMIC STRUCTURES: DEPARTMENTS
- BODIES OF COORDINATION: SCHOOLS
- OTHERS AGENCIES

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10 Pro-Chancellor appointed by the Chancellor with responsibility for some activities.

Activities entrusted to only two women are:

- Study Advice, Tutoring, interaction with schools and work environment
- Research Training

Management issues/transposition of European funds are entrusted to two other men pro-chancellors: Coordinator of Research and Coordinator of UE Financial Planning for Research.

31 Delegates appointed by the Chancellor; 8 women have the delegation to:

- University Cultural Events
- Gender Studies and Culture
- Placement
- Women's Equal Opportunities
- Interaction with territorial development authorities
- University of Padova Artistic Heritage and interaction with Boards for Cultural Heritage
- Promotion of young researchers' opportunities
- Library Systems
Women represent 30% of the composition of the Senate; the percentage drops when excluding administrative and student spokesperson (21%).

Women represent 27% of the composition of the Board of Administration; the percentage drops if you exclude the administrative and student spokesperson (25%).
5 members.
The Board of Administration chose the president, the Ministry of Economy and the Ministry of Education chose two members among the leaders of their ministry.
There is only one female presence among substitute member.

9 members (4 external–1 woman; 5 internal–1 woman).
The Chancellor appoint the coordinator and the other members are appointed by the Accademiic Senate with the Board of Administration.
Can be add: the Service Chief and three person engaged in the Service Management Control, as the Office of Support to the Evaluation Unit, which perform function of the secretaries (all women) who are not counted in the percentage of basic composition of the commission.
CHANCELLOR’S ADVISORY COMMITTEES AND COMMISSIONS (Mean value)

CHANCELLOR’S ADVISORY COMMITTEES:
1. Advisory Committee for International Relationship (30%)
2. Advisory Committee for the legal question (33,33%)

CHANCELLOR’S COMMISSIONS:
1. Commission for the management and allocation of parking spaces at Palazzo del Bo and Palazzo Storione (40%)
2. Technical Commission art.13-c7 for implementation convention between University and ex-ULSS21 Padua (33,33%)
3. Commission responsible for reviewing the criteria for allocation of the funds (22,22%)
4. Patents Commission (0%)
5. Commission for authorization to practice of surgeon - second session in 2014 (40% of academic members; 44,44% of tot)
6. Commission to define the results of the evaluations of applications for participation in the selection (33,33%)
7. Study Advance Commission of University (50%)
8. Commission responsible for defining the guidelines to activities management of FSE (20%)
9. Commission for the management of the fund for contractual risks on research projects (42,85%)
10. Commission responsible to evaluate applications for grants to students (25%)

11. Tutoring Commission of University (52,38%)
12. Permanent Commission ex-art.5 convention between University and "Federazione Regionale degli Ordini Provinciali dei Dottori Agronomi e dei Dottori Forestali del Veneto" (0%)
13. Working group to evaluate web teaching (14,28%)
14. Working group for self-evaluation of teachers (35,71%)

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15. Working group responsible to identify, prepare, organize, in collaboration with the Director of the Centre, the annual plan of activities of the Italian Culture Center of Arad (20\%)
16. Scientific Committee of "Le Lingue accessibili" Project (33,33\%)
17. Commission for integration with Azienda Ospedaliera (0\%)
18. Commission for per-preselection of two project to Euronanomed Programme (0\%)
19. Commission for research staff for external activities (14,28\%)
20. Commission responsible to deepen the question about university legacy (20\%)
21. VQR Commission (28,57\% of academic members; 46,15\% of tot.)
22. Working group for degree courses for teacher training and internships (57,14\%)
23. Group of experts of security and health in working place (0\%)
24. Commission responsible to elaborate an interdisciplinary project to Centenary of the Great War (28,57\%)
26. Working group to define the guidelines for economic management of european project of research funding (36,36\%)
27. Commission responsible to deepen and to evaluate economic-managemental university needs of telecommunications service (12,5\%)
28. Committee to governance the renewal process accounting dell’Ateneo (22,22\%)
29. Commission for internationalization strategies of University (37,5\%)
30. Commission for the allocation of the budget among the centres of University (50\%)
31. Commission to analyze the problem about teaching procedures (20\%)
32. Commission to analyze the critical partecipation of University at CIVEN and VENETO NANOTECH (14,28\%)
33. Commission responsible to elaborate the result of VQR to implemental the procedures for improvement University (25\%)
34. Commission to evaluate the istances activation of "alias" careers (0\% of academic members; 33,33 tot.)
35. Commission responsible to define the guidelines to improve the quality and sostenibilit of teaching (30\%)
36. Working group to support of Chancellor for defining the rules on how to build and use of fund of the University for the performance reserve (20\%)
37. Commission for the monitoring of researcher’s card implementation (40\%)
38. Commission to manage fund for the support of research initiative not otherwise funded (40\%)
39. Commission to study a project for improve and innovation of teaching aimed to implement measures of equal opportunities for student/professor of the University (30\%)
40. Working group to reorganize of Psychological Help Service for student (SAP) (0\%)
41. Working group for the Higher Education Sustainability Initiative (HESI) (20\%)
42. Commission resposable to analyze Charter of rights and duties of students and phd student drawn up by the Council of Students (14,28\% of academic members; 23,07 tot.)
43. Commission for sperimentation of annual unic card of departmental research (SUA-RD) (18,18\%)
44. Commission resposable to analyze budget of teaching (16,67\%)
Others Agencies of Unipd

- Council of Territorial District*
- Council of Department Directors
- Advisory Council of Department Directors
- Council of Specialization School Directors (Medical Schools)
- Council of PhD Directors
- Advisory Council of PhD Directors
- Commission of Strategic Projects
- Scientific Commission of the University
- Scientific Commissions of Areas
- Commission for Grants and Projects
- Teaching Commission of the University
- Observatory for Postgraduate Specialized Training
- Research Observatory
- Council of the Administrative Staff
- Council of the Student
- Disciplinary Board
- Committee for Sports
- Committee for Animal Welfare

* All external members
Council and Advisory Council of the Department Directors
-absolute value-

16% of Council
• Department of Public, International and Community Law
• Department of Statistical Sciences
• Department of Physics and Astronomy «Galileo Galilei»
• Department of Geosciences
• Department of Cultural Heritage: Archaeology and History of Art, Cinema and Music

10% of Advisory Council
• Representative in the Academic Senate for the first macroarea

27,5% of Council
• Clinical and Experimental Oncology and Immunology (Coordinator)
• Linguistic, Philological and Literary Sciences
• Biologia e Medicina della Rigenerazione
• Statistical Sciences
• History, Criticism and Preservation of Cultural Heritage
• Historical, Geographical, Anthropological Studies
• International Law and Private and Labour Law
• Philosophy
• Psychological Sciences
• Storia e Critica dei Beni Artistici, Musicali e dello Spettacolo
• Pedagogical, Educational and Instructional Sciences

43% of Advisory Council: Coordinator (Macroarea 1) and two represent of the Macroarea 3

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1. Antiquities, Philological-Literary and Historical-Artistic Sciences (45%)
2. Historical, Philosophical and Pedagogical Sciences (50%)
3. Legal Sciences (55.5%)
4. Economics and Statistics Sciences (50%)
5. Political and Social Sciences (50%)
6. Psychological Sciences (50%)

1. Department of Cultural Heritage: Archaeology and History of Art, Cinema and Music (80%)
2. Department of Comparative Biomedicine and Food Science (80%)
3. Department of Private Law and Critique of Law (66.6%)
4. Department of Philosophy, Sociology, Education and Applied Psychology (40%)
5. Department of Developmental Psychology and Socialisation (80%)
6. Department of General Psychology (40%)
7. Department of Statistical Sciences (66.6%)
8. Department of Linguistic and Literary Studies (60%)

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BODIES OF COORDINATION: SCHOOLS

Principal

- Men 75%
- Women 25%

Coordinators of Joint Committee

- Men 100%

School of Economics and Political Science
School of Psychology
ACCADEMIC STRUCTURES: DEPARTMENTS

**Directors (5/32)**
- Department of Public, International and Community Law
- Department of Statistical Sciences
- Department of Physics and Astronomy «Galileo Galilei»
- Department of Geosciences
- Department of Cultural Heritage: Archaeology and History of Art, Cinema and Music

**Vice-directors (9/25)**
- Department of Cultural Heritage: Archaeology and History of Art, Cinema and Music
- Department of Comparative Biomedicine and Food Science
- Department of Philosophy, Sociology, Education and Applied Psychology
- Department of Industrial Engineering
- Department of Mathematics
- Department of General Psychology
- Department of Surgery, Oncology and Gastroenterology
- Department of Pharmaceutical and Pharmacological Sciences
- Department of Political and Juridical Sciences and International Studies

**Advisory Council + 40% (9/25)**
- Department of Cultural Heritage: Archaeology and History of Art, Cinema and Music (57%)
- Department of Comparative Biomedicine and Food Science (50%)
- Department of Philosophy, Sociology, Education and Applied Psychology (70%)
- Department of Neurosciences (44%)
- Department of Developmental Psychology and Socialisation (78%)
- Department of General Psychology (50%)
- Department of Pharmaceutical and Pharmacological Sciences (60%)
- Department of Political and Juridical Sciences and International Studies (50%)
- Department of Linguistic and Literary Studies (47%)

*Mean value

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Phd

Phd manage by women:

- Clinical and Experimental Oncology and Immunology
- Linguistic, Philological and Literary Sciences
- Biologia e Medicina della Rigenerazione
- Statistical Sciences
- History, Criticism and Preservation of Cultural Heritage
- Historical, Geographical, Anthropological Studies
- International Law and Private and Labour Law
- Philosophy
- Psychological Sciences
- History and Critique of Artistic, Music and Performing Arts
- Pedagogical, Educational and Instructional Sciences

PhD Manager
-absolute value-

- Women
- Men

28%

28

11
Over-representation of men

Clear under-representation of women among the boards and the main advisory committees

✓ Values greater than the Italian average (17%) - She-Figures 2012
✓ Values lower than the European average EU-27 (36%) - She-Figures 2012
Thanks

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University of Padua