University of Padua

Gender Monitoring Lab

Towards gender budgeting


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# Boards

## 2014*

**Mandate 2009-2015**

- Chancellor: Giuseppe Zaccaria
- Vice Chancellor: Francesco Gnesotto
- General Manager: Emanuela Ometto

## 2016**

**Mandate 2016-2021**

- Chancellor: Rosario Rizzuto
- Vice Chancellor: Giancarlo Dalla Fontana
- General Manager: Emanuela Ometto (until december 2016)

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* Data of 2014 are the result of a previous mapping on the boards' composition; updated 01/11/2014, so they correspond with the final phase of Zaccaria’s management.

** Data of 2016, updated 30/09/2016, they correspond with the first year of Rizzuto’s management, so some roles and commissions are going to be updated.
Pro-Chancellors

2014
- 10 Pro-Chancellors, of which only 2 women
  - 20% Men
  - 80% Women

2016
- 12 Pro-Chancellors, of which 7 women
  - 58% Men
  - 42% Women

Delegates

2014
- 31 Delegates, of which 8 women
  - 26% Men
  - 74% Women

2016
- 10 Delegates, of which 4 women
  - 40% Men
  - 60% Women
Women represent 30% of the composition of the Senate; the percentage drops when excluding administrative and student delegates (21%).

The number of women decreases in 2016: 22% of the total and 16% if the administrative and student delegates are excluded.
Members change, but the number of women remains unchanged; they represent 27% of the composition of the total and 25% if the administrative staff and student delegate are excluded.
Evaluation Unit

2014

9 members: 7 men and 2 women

*It is expected an election of another member who representing students.

2016*

8 members: 4 men and 4 women

Auditors College

2014

From the total of 5 members, all of them are outside of the University. In 2014 there was only one woman; instead for this year there are two and one of these is the president of commission.

2016

60%
The Council of the Department Directors brings together the directors of 32 departments of University; the percentage of women in 2016 increases compared to 2014, rising from 16% to 22% and the coordinator is a woman; for this reason also in the Advisory Council there is the increased female presence: from 10% to 20%.
The University consists of eight schools that collect the different departments. 

In 2014 two schools directed by women were: the School of Economics and Political Science and the School of Psychology; for the current year all schools are directed by men.
Summary

This first part of present study uses the results of a preliminary survey on gender-specific data conducted by the Gender Monitoring Lab (updated 01.11.2014), so it’s possible to compare the percentage of present women in the boards in 2014, last phase for Zaccaria’s management, and in 2016, the first year for the new chancellor Rizzuto.

In summary, data of 2016 show a greater attention to the presence of women, especially in cases of direct appointment of the Chancellor, as for the Pro-chancellor (from 20% to 58%) and for the Delegates (from 26% to 40%); while in the Academic Senate, in which the composition provides an elective mechanism, the percentage of women decrease (from 30% to 22%) and in the Board of Administration, where there is a joint process appointment (competition and direct appointment), the percentage of women doesn’t change. This trend underlines the strong commitment by the new Chancellor in the direction of a better gender balance in the University.

The Council and Advisory Council of the Department Directors show an increase in the female component, particularly because the coordination of the Council is entrusted to a woman and she is necessarily present in both organs (from 16% to 22% for the Council and from 10% to 20% for the Advisory Council).

There is an opposite result to the direction of the schools: during the 2014 two of eight schools were female headed, in 2016 all of them are entrusted exclusively to men.

For the 2016, the aim of the Gender Monitoring Lab has been producing a more deep investigation about the gender composition and in relation to other parameters which could be a first step towards the construction of gender budgeting; therefore following the results of the analysis addressed to the multi-level commissions of University.
There are 15 Chancellor’s Commission. They are composed by very different number of members; in 4 cases the coordination entrusted to a woman; instead in other cases the coordination is unknown or entrusted to a man.

There are 9 commissions who support the work of Academic Senate, Board of Administration, of them joint and from the other boards. They are composed by a different number of members and only in one known case there is a female coordination. The number of these commission could change because they are nominated when it’s necessary.
OTHER BODIES (female presence)

- Council of Territorial District* 9%
- University Presidium for Quality of Education and Training (PAQD) 41%
- College of Discipline 40%
- Sports Committee 33%
- Committee Coordinator of Security in the University 30%
- Teaching Committee of the University 23%
- Council of the Administrative Staff 27%
- Research Observatory 43%
- Observatory for Post-graduate Training 21%
- Guarantee Commission of Observatory for Post-graduate Training 25%
- Council of the PhD Courses Directors 31%
- Advisory Council of the PhD Courses Directors 17%

SCIENTIFIC COMMISSIONS (female presence)

- Scientific Commission of University 17%
- Scientific Commission of Area (mean value) 28%
- Departmental Commission for Grants** (mean value) 36%
- Departmental Commission for Projects** (mean value) 30%

PROTECTION BODIES (female presence)

- Committee of Guarantee 91% (74% considering even substituted members)
- Commission for Equal Opportunities and Gender Equality 86%
- Trusted advisor*: only one component - woman
- Ombudsman*: only one component - woman
- Gender Monitoring Lab 86%
- Forum on Policy and Gender Studies (considering only the executive) 90%

All Protection Bodies are managed by women

COMMISSION CURRENTLY BEING UPDATED

- Other Boards’ Commissions
- Student Council

* All external members.
** Considering only available data: 14 Departmental Commission for Grants an 14 Departmental Commission for Projects.
Female management.

* Mean value.
Female management.
All 8 schools are directed by men, and the coordination of Joint Committees is always assigned to men, with the exception of the School of Medicine, where the position is still to be allocated and the School of Law where this role isn’t explicit.
32 Departments: 25 directors are men and 7 are women; 24 deputy directors are men and 8 are women; 8 secretaries of the department are men and 24 are women. 

- Teaching staff: total 2105 units, of which 1382 men and 723 women who representing 34.3%

- Administrative staff employed in departments: 1370 units, of which 574 men and 796 women who correspond to 58.1%
The Resources Commission of *School of Economics and Political Sciences*, the same commission of *School of Psychology* and the others from *Law School* aren’t shown because some departments clustered in these schools don’t have these organisms.
Conclusions – Central Organism

-Mean values-

![Graph showing the mean values of various positions and commissions with categories like Pro-Chancellors and Delegates, Academic Senate and Board of Administration, Other Commissions, Teaching Commissions, Scientific Commissions, Protection Bodies, Other Agencies, Central Management, Administrative staff, and Teaching staff.](image)

**Other Commissions**: Chancellor’s Commissions and Other Boards’ Commissions.

**Teaching Commissions**: PAQD, Teaching Commission of University, Observatory for Post-graduate Training and Guarantee Commission of Observatory for Post-graduate Training.


**Protection Bodies**: Committee of Guarantee, Commission for Equal Opportunities and Gender Equality, Gender Monitoring Lab, Forum on Policy and Gender Studies.

**Other Agencies**: Evaluation Unit, Auditors College, Council of Territorial District, Council of the Administrative staff, College of Discipline, Sports Committee, Committee Coordinator of Security in the University.

**Central Management**: General Manager’s Staff Service, Administrative Areas, CSIA e CAB.

**Administrative staff**: total of administrative staff employed in the University.

**Teaching staff**: total teaching staff employed in the University.
Schools–Principal e School–Joint Commissions: 8.

Directors, Deputy directors, Secretaries and Advisory Council: 32.

Resources Commissions: mean value on 23 departments that have this organism.

Teaching Commissions: mean value on 28 departments that have this organism.

Scientific Commissions: mean value on 30 departments that have this organism.
General Conclusions

• There is no easy data collection, especially gender data

• General under-representation of women
  – Italian average values 35% - She-Figures 2015
  – European average values of EU-28 28% - She-Figures 2015

• Direct appointments by Chancellor
  – More female presence

• Protection Bodies
  – Male under-representation

• Administrative staff
  – Female majority, but the minority in representative committee

• Deep differences between subject