



GENDER REPORT

2022 edition

at a glance

This summary provides a simplified overview of the contents of the 2022 gender report as part of the university's efforts to make the technical documents issued by the administrative offices more accessible. It does not replace the [full report](#) [ITA], which is available on the university website.

January 2023

luav Gender Report

[luav Gender Report](#) (GR) is an essential **benchmark** for implementing the university **gender equality strategies** and an analysis **tool to monitor and evaluate** the actions of the **Gender Equality Plan** (GEP).

Structure and content of the GR

The third edition of the GR features a **revised and expanded structure**. The document includes all the **outcomes of the Gender Audit**, i.e. it reports on the state of gender equality in the university through the most relevant perspectives and aspects on the topic. In terms of method, the GR follows both the national CRUI¹ guidelines and the European GEP guidelines.

The contents are organised into 4 related and at the same time independent sections:

1. the **context analysis**, which confirms or update the regulatory and strategic reference framework at the European, national and university level since the analysis presented at the approval of the GEP in July 2022
2. the **quantitative analysis**, i.e. the analysis of luav community through data and indicators referring to 2021, as well as the reclassification of luav budget from a gender perspective. The sources of the data are the datasets of MUR², MEF³, Almalaurea⁴, and of the administrative offices of reference
3. the **qualitative analysis**, which integrates the quantitative overview through interviews with key stakeholders and an online questionnaire open to the entire university community
4. the **gender equality action review**, which, on the one hand, brings together the actions implemented in 2021 and, on the other hand, presents the outcomes of the monitoring of the GEP implementation.

European, national, and university context

The **European and national context analysis** confirms the key documents of reference and highlights the **first achievements** of the strategies in place. In particular, the [EIGE 2022 index](#) captures the situation across 8 areas and 31 indicators, placing Italy in 14th place in Europe, like in 2021.

On the **local level**, luav is working on translating the regulatory reference framework into its **own strategies and policies** by implementing the GEP actions, adopting the Integrated Activity and Organisation Plan 2022-2024 (PIAO), and drafting the university strategic plan.

In this regard, in June, a panel discussion with luav community explored [Mission 0 - Quality and wellbeing for luav community \[ITA\]](#) by debating, among other topics, the role of gender issues in the overall quality of luav community life.

¹ CRUI – Conferenza dei Rettori delle Università Italiane, the Italian Rectors' Conference

² MUR – Ministero Università e Ricerca, Italian Ministry of University and Research

³ MEF – Ministero Economia e Finanze, Italian Ministry of Economy and Finance

⁴ Almalaurea is an Italian University Consortium which provides data on the state of the Italian University System every year

Furthermore, in 2022, several codes and regulations were updated to include a gender perspective. Iuav governing bodies adopted the [code for preventing and counteracting discrimination, harassment and bullying](#) [ITA] in November.

Quantitative analysis

The first part of the **quantitative analysis** examines **data on the 3 main university components** (students, teaching and research staff, technical and administrative staff) and institutional and governance roles from a gender perspective. Overall, the **picture from previous GR editions is confirmed**.

The **numerical composition** of Iuav community shows a female majority both for students (56.2% women, 43.8% men) and technical and administrative staff (64.7% women, 35.3% men); for teaching and research staff, the male component is the majority (52.2% men, 47.8% women) with a progressive approach to quantitative parity.

The main trends concerning **students** include:

- the confirmation of the gradual increase in the number of female students and a drop in the number of students enrolled in bachelor's and master's degrees
- the overall decrease in both outgoing and incoming mobility, presumably as a result of the continuing pandemic situation, within a general framework of greater mobility of female students
- the decrease in the number of graduates obtaining top marks, more pronounced for the male component.

As for **teaching and research staff**, the following points emerge:

- the trend in the presence of women is improving, particularly in the category of full professors, confirmed by an increase in the female ratio for this category
- good positioning compared to the national average as regards the percentage of female presence by area and role, particularly in the CUN areas⁵ relating to STEM disciplines
- confirmation of previous trends in the career gap: between the study and academic career, the weight of the female and male components reverses.

The data on **technical and administrative staff** show in particular:

- an improvement as regards the male component under 44, in a context of high seniority of staff (average age 54 years)
- a gradual decrease in the female component in part-time contracts >50% and an increase in part-time contracts <50%
- in the analysis of leaves and related reasons, for the first time, the value referring to the male component is higher in the PR5 area (maternity, parental leave, child illness). As for the PR4 value (Law 104/92⁶), the female component majority is confirmed.

The overview of **institutional and governance roles** referring to October 2021 shows a male predominance in the main academic posts – except for the deputy pro-rector and the evaluation committee - and a net balance as regards the administrative council, the equal opportunity committee (CUG) and the coordination of study courses.

⁵ Academic fields and discipline list by CUN – Consiglio Universitario Nazionale, Italian University Council

⁶ As per Law 104/92, people with severe disabilities are entitled to receive assistance from working relatives

The second part of the quantitative analysis presents a **reclassification of luav 2021 financial statements** from a gender perspective. In particular, the administrative office in charge translated the components of the income statement into the following:

- costs/income that cannot be quantified from a gender perspective (30% of operating costs)
- gender-sensitive costs/income (70% of operating costs)
- costs/income aimed at reducing gender inequalities (0.1%)

Qualitative analysis

The **qualitative analysis** consists of some interviews with internal stakeholders plus an online questionnaire addressed to the entire luav community.

The **interviews** took place in November and December 2022, involving 18 people from governance, teaching and administrative staff, and students on 4 questions on gender equality.

The **online questionnaire** reached 5.400 people with a response rate of 2.6 per cent on 7 questions focusing on the gender equality plan.

Below are some of the most **recurring topics**:

- parental support services are considered a priority
- the relationships between teaching staff – students and teaching staff - technical and administrative staff represent an area of concern
- training is considered an essential topic for creating a gender-sensitive organisational culture
- setting up a gender equality desk was mentioned several times as a possible measure to promote greater gender equality within the university
- overcoming male-female binarism in the representation of data on luav community and the target groups of gender equality actions is considered an aspect to be addressed in the next edition of the GR.

Gender equality actions review

The **gender equality actions review** was carried out by aligning the areas of the CRUI guidelines with the minimum priority areas of the GEP for 2021 actions and by providing an initial monitoring of the GEP actions for 2022.

In 2021 most actions were implemented in the area of work/life balance and culture of the organisation, while no actions were recorded in the area of countering gender-based violence, including sexual harassment.

The first monitoring of the 12 GEP actions for 2022 indicates that 6 actions have been initiated, 4 have been completed, and 2 require adjustment.

Final remarks

The 2022 GR features a **good performance** of the university, in particular for the outcomes of the quantitative analysis, the updates of the strategic/regulatory framework and the actions taken for the GEP implementation.

However, the qualitative analysis highlighted priorities and critical issues that will be carefully considered in the GEP monitoring phase as they show the **need to address some topics more urgently**.

The gender equality plan has paved the way for the university to implement concrete actions. Nonetheless, for the impact of these actions to be structural and sustainable, **the involvement of all components and the strengthening of dialogue and relational systems are crucial**.

To this end, offering more **dialogue opportunities** between the various components of the university is recommended to share perspectives and **broaden involvement** to people who are not directly involved in the implementation of the actions of the gender equality plan.