



GENDER REPORT

2023 edition

at a glance

This summary provides a simplified overview of the contents of the 2023 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.

December 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 contents of the GR

The GR includes all the **outcomes of the Gender Audit**, i.e. it reports on the state of gender equality in the university by presenting the most relevant perspectives and aspects on the topic.

In terms of method, the GR follows 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 updates the regulatory and strategic reference framework at the European, national and university level
2. the **quantitative analysis**, i.e. the analysis of luav community through data and indicators referring mainly to 2021, as well as the reclassification of luav budget from a gender perspective. As of this edition, the main source of data is the Cineca GR dashboard, which includes both data from the MUR² databases and data from luav datamarts
3. the **qualitative analysis**, which integrates the quantitative overview through an online questionnaire on gender equality actions open to the entire university community
4. the **gender equality action review** that partly anticipates the GEP monitoring document to be presented in early 2024 by showcasing completed actions.

European, national, and university context

The European and national context analysis confirms the key-documents of reference and highlights the **achievements of the strategies in place**. In particular, the EIGE 2023 Index captures the situation across 8 areas and 31 indicators, placing Italy in 13th place in Europe.

At the local level, luav is working on translating the regulatory reference framework into **its own strategies and policies** by implementing the GEP actions through the Integrated Activity and Organisation Plan 2022-2024 (PIAO) and the university strategic plan. Furthermore, codes and regulations are being updated to include a gender perspective according to the principles of the guidelines for inclusive and accessible communication [ITA] adopted in May 2023

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)

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

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

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 (58.6% women, 41.4% 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 male students enrolled in bachelor's and master's degrees
- the increased and growing number of female students who are willing to travel both from their home region and abroad
- the increased number of graduates obtaining top marks at the end of their academic careers.

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 areas³ 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:

- a female majority in the administrative and management area and the library; a male majority in the technical-scientific and data processing areas
- 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 104/92⁴), 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. Please refer to the university website for the current overview.

The second part of the quantitative analysis presents a **reclassification of Iuav 2022 financial statements** from a gender perspective. In particular, the administrative office in charge translated the components of the income statement into the following:

- costs/revenues that cannot be quantified from a gender perspective (30% of operating costs and 83% of revenues)

³ Academic fields and discipline list by CUN – Consiglio Universitario Nazionale, Italian University Council

⁴ As per Law 104/92, people with severe disabilities are entitled to receive assistance from working relatives

- gender-sensitive costs/revenues (69% of operating costs and 16,5% of revenues)
- costs/revenues aimed at reducing gender inequalities (0.1%)

Qualitative analysis

The **qualitative analysis** consists of an online questionnaire on gender equality actions addressed to the entire luav community with the aim to collect information and suggestions.

The **online questionnaire** reached 5.400 people with a response rate of 2.5% on 3 main topics:

1. the gender equality plan
2. the guidelines for inclusive and accessible communication
3. the gender equality day (15 November 2023)

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

- the GEP actions expected to have the greatest impact on gender equality in the university are those related to combating gender-based violence, including sexual harassment
- opportunities for dialogue and discussion are considered a priority for building a gender-sensitive organisational culture
- training on inclusive and accessible language is considered an essential element for the guidelines to become a structural mode of communication
- the main aspect to be improved about the organisation of gender equality day concerns the involvement of the student community and the teaching component

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 2022 actions and by providing a summary of completed GEP actions as of 30 November 2023. At the beginning of 2024, the GEP monitoring report of the plan will be available, complete with all implemented actions in detail.

Most actions were implemented in the area of **work/life balance and the culture of the organization**.

Final remarks

The 2023 GR presents an evolving European and national context. It features a **good performance** of the university, in particular as for the outcomes of the quantitative analysis and the updates of the strategic/regulatory framework of reference. The positive results of the actions related to the implementation of the GEP are becoming increasingly evident.

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 continuous involvement of all components and the strengthening of dialogue and relational systems are crucial.**