



GENDER REPORT

2025 edition

at a glance

This summary provides a simplified overview of the contents of the 2025 gender report, as part of the university's commitment to making the technical documents produced by administrative offices more accessible. It does not replace the full report, which is available on the university website and should be consulted for complete details.

December 2025

Iuav Gender Report

Iuav Gender Report (GR) is a **key reference** for the university's **strategies on gender equality** and an analytical **tool for monitoring and assessing** the actions of the **Gender Equality Plan (GEP)**.

Structure and contents of the GR

The GR includes brings together the outcomes **of the Gender Audit**, reporting on the state of gender equality at the university through the most relevant perspectives and issues related to the topic.

In terms of method, the GR incorporates both to the national guidelines issued by CRUI¹ and to the European relating to GEPs.

The contents are organized into 4 interconnected yet independent sections:

- 1. Context analysis**, through the confirmation or updating of the relevant regulatory and strategic framework at European, national and institutional level
- 2. Quantitative analysis**, namely an analysis of Iuav community through data, indicators and charts, as well as the reclassification of Iuav budget from a gender perspective. The main data source is the Cineca GR dashboard, which includes both MUR² open data and figures from Iuav datamarts
- 3. Qualitative analysis**, which complements the numerical framework with the results of an online survey on gender equality actions, open to the entire Iuav community
- 4. Review of gender equality actions**, which partially anticipates the GEP monitoring document by presenting the actions that have been launched or completed.

Analysis of the European, national, and institutional context

The context analysis at European and national level confirms the main strategic reference documents and highlights the **progress of ongoing strategies**. Particular attention is drawn to the new EIGE Index 2025, which introduces a renewed methodology, revised indicators and expanded data sources in order to better reflect current realities and policy priorities.

At the local level, Iuav continues to translate the regulatory framework into **its own strategies and policies** through the implementation of the GEP, the Integrated Plan of Activities and Organisation (PIAO) and the university Strategic Plan. Key roles have been strengthened with the appointment of the Trusted Advisor, the establishment of an anti-violence helpdesk and collaboration with the Anti Discrimination Centre of the City of Venice.

The review of regulations and administrative measures in line with the principles of the [inclusive and accessible communication guidelines](#) [ITA] adopted in May 2023 is also ongoing.

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

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

Quantitative analysis

The first part of the quantitative analysis examines **data on the 3 main university components** (students, academic staff, technical-administrative staff) and on institutional and governance roles from a gender perspective. Overall, **trends remain consistent with the previous editions**.

The **numerical composition** of Iuav community shows a female majority among both students (59.6% women, 40.4% men) and technical and administrative staff (66.7% women, 33.3% men); while among academic staff, the male component is the majority (54.9% men, 45.1% women).

The main trends concerning the **student component** include:

- confirmation of the gradual increase in the number of female students and a decrease in the number of male students enrolled in bachelor's and master's degrees
- greater willingness to engage in mobility among female students, both at national and international level
- confirmation of the number of female and male graduates achieving the highest final grade compared with the previous edition of the GR
- higher male employment rates, especially after completion of a master's degree, and consistently higher net monthly earnings for male graduates compared with female graduates

With regard to **academic staff**, the following elements emerge:

- a favourable position compared with the national average in terms of the percentage of women by field and role, particularly in CUN areas³ relating to STEM disciplines
- confirmation of previous trends in the career gap: between study programme and academic career, the relative weight of the female and male components is reversed.

Data relating to **technical and administrative staff** indicate in particular:

- a female majority in the administrative and management areas and the library; a male majority in the technical-scientific and data processing areas
- a progressive decline in the number of men with part-time work arrangements, with a corresponding increase in full-time employment
- within the analysis of absences and related reasons, confirmation of the predominance of the female component for PR4 and PR5 values (maternity, parental leave, child illness), and an increase in O10 and PR4 leave (e.g. Law 104/92⁴) among the male component.

The overview of **institutional and governance roles** as of September 2025 shows:

- a male prevalence in the main academic leadership positions, with the exception of the deputy rector and the director of the doctoral school (rector, director general, department director, directors of teaching and learning, director of research, director of SSIBAP –

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

specialisation school)

- a clear situation of balance within the administrative council
- a male majority among delegates and in the academic senate, the evaluation committee, the quality assurance board and the board of auditors;
- a female majority in the equal opportunity committee (CUG), the coordination of study courses and the student senate.

Please refer to the university website for the current overview.

The second part of the quantitative analysis presents a **reclassification of Iuav 2023 financial statements** from a gender perspective. In particular, the components of the income statement were reclassified by the office in charge into:

- costs/revenues not quantifiable from a gender perspective (30% of operating costs and 85.4% of revenues)
- gender-sensitive costs/revenues (62.7% of operating costs and 15.1% of revenues)
- costs/revenues aimed at reducing gender inequalities (0.2%)

Qualitative analysis

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

The **online questionnaire** reached 5.500 people with a response rate of 2.14% and included nine questions, two of which were aimed at profiling the respondent sample.

Some of the **most recurring themes** are summarised below:

- the GEP actions considered likely to have the greatest impact on gender equality at are those related to improving **work–life balance**
- **support for individuals with care responsibilities** is considered essential for gender equality to become structural
- **training**, particularly for academic staff, together with the creation of opportunities for **dialogue**, is seen as a priority for fostering an organisational culture attentive to gender issues.

Gender equality actions review

The gender equality actions review was carried out, on the one hand, by aligning the areas set out in the CRUI guidelines with the minimum priority areas of the GEP and, on the other, by presenting a summary of completed GEP actions as of 30 November 2025. A comprehensive GEP monitoring report, including all implemented actions, will be available at the beginning of 2026.

The area in which the majority of actions were implemented concerns **work–life balance and organisational culture**.

Final remarks

The 2025 GR presents a continuously evolving context within which the positive institutional picture highlights the favourable outcomes of actions linked to the

implementation of the GEP.

Strengthening and expanding skills and **ensuring opportunities for dialogue** are essential prerequisites for gender equality actions to be structural and sustainable.