



UNIVERSITÀ DEL SALENTO

The Salento University aims to acquire the awareness and capability to introduce the enrolment and retention of women in science, implement work-life balance policies, and remove obstacles to women's career progression.

Gender Equality Status Analysis



An extensive assessment of **gender bias** and **inequalities** both inside the Institution and in the external Innovation Ecosystem where it is positioned.

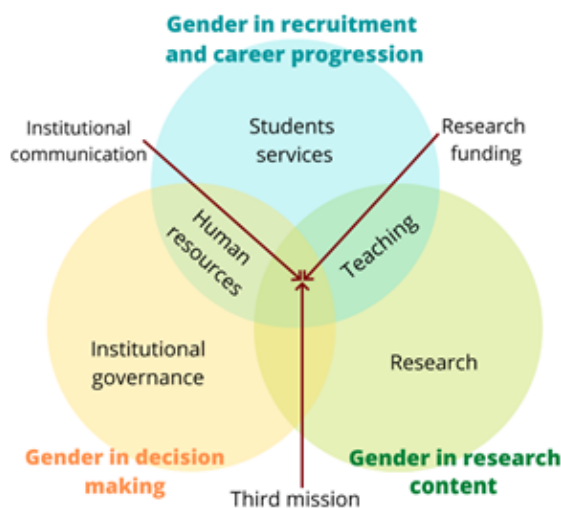


This research has been carried out by UNILE in the context of CALIPER project through the funded European Union's Horizon 2020 Research and Innovation Programme under Grant Agreement No 873134.

Status of Gender Equality inside the Institution

The internal assessment followed the **three ERA priorities on Gender Equality*** and examined them in the context of **specific activity/service areas** inside UNILE through the collection of qualitative and quantitative data.

The data collection was conducted by the institution researchers, through **desk research, policy analysis, interviews, surveys and focus groups**.



Key Findings

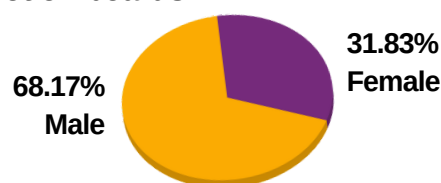
HUMAN RESOURCES

The recruitment protocols in UNILE do not present gender discrimination. However, there is a **relevant imbalance within the boards**, as the rate of male members is predominant (68.17%).

The success rate for job applicants is gender balanced, with a 17.96% rate among men and 18.09% among women.

In the Department of Mathematics and Physics and in the Department of Biological and Environmental Science and Technologies **male academics** on Grade A, B and C **are the majority**.

Gender composition of recruiting and promotion boards

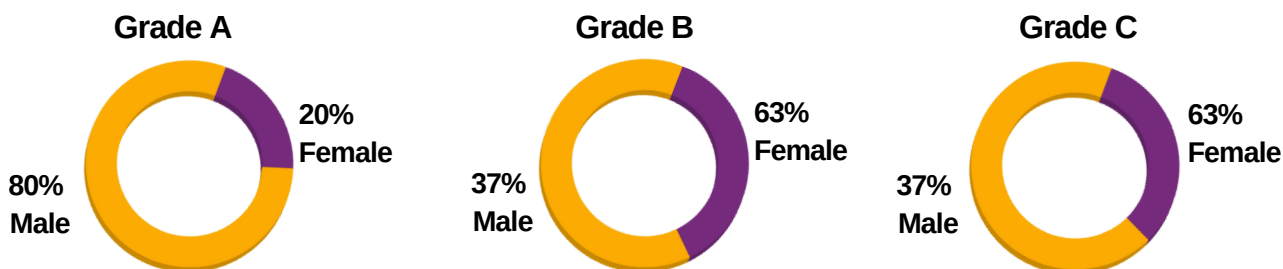


*Council of the European Union (2015). [Conclusions on advancing Gender Equality in the European Research Area](#). RECH 295, COMPET 551, SOC 703



Status of Gender Equality inside the Institution

Sex ratio on type of contract for academics



Measures to improve work-life balance are defined by national regulations and adopted by the Institution. In the last 3 years, 49 men and 77 women of the administrative staff applied for parental leave.

INSTITUTIONAL GOVERNANCE

Gender equality is monitored by the **Unique Guarantee Committee (CUG)**, which elaborates annual action plans called **Positive Actions Plan**. A Vice-rector for gender equality is also in place.

The current gendered composition of the institutional central administration board consists of 59 men and 45 women in total, but not all the administrative divisions within the board are balanced enough.



Units' administrative heads: 11 Female Members - 10 Male Members

Board of Directors: 2 Female Members - 8 Male Members

Academic Senate: 4 Female Members - 16 Male Members

The Institution has organized gender equality awareness-raising initiatives, **but it has not established gender-specific policies** on internal and external communication yet.

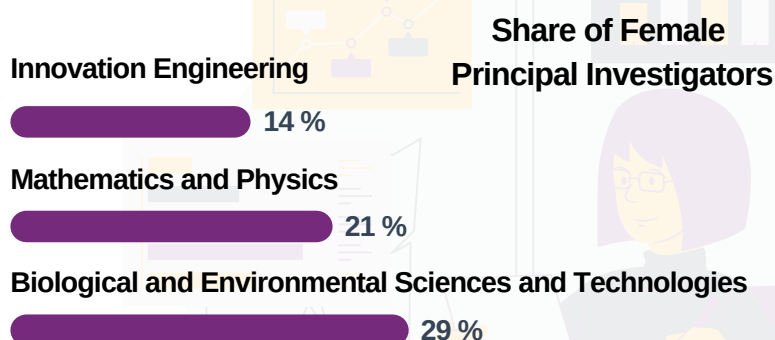


Status of Gender Equality inside the Institution

RESEARCH & TEACHING

At the moment, gender integration into research content is not applied in UNILE.

The share of female project leaders is **generally low** across the different STEM departments.



Nevertheless, in the last years, the number of female scientists who are patenting research results in STEM is increasing and approaching the number of male scientists.

UNILE has not taken any activities to inform teaching staff about the need to consider gender sensitiveness during teaching and to develop tailored guidelines, yet.

STUDENT SERVICES

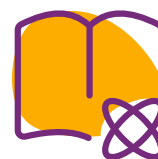
UNILE organises systematic initiatives to offer information/guidance to high-school students but without following a gender-sensitive approach.

STEM departments students

Department of Innovative Engineering: 23.7% Female - 76.3 % Male

Department of Mathematics and Physics: 54.7% Female - 45.3% Male

Department of Biological and Environmental Technologies: 57.4% Female - 42.6% Male



This research has been carried out by UNILE in the context of CALIPER project through the funded European Union's Horizon 2020 Research and Innovation Programme under Grant Agreement No 873134.

Status of Gender Equality inside the Institution

TRANSFER TO MARKET

UNILE has many collaborations in place with research projects, and it also organizes training activities focusing on knowledge transfer to innovation.

However, it does not take any measures regarding gender when transferring scientific results to the market.

It is very active in terms of spin-offs, even though legal representatives are almost exclusively males. A great imbalance is also visible when considering participants to STEM conferences since speakers are mainly male.

INTERSECTIONALITY

At the moment, there are **no institutional measures** where gender is taken into account together with other discriminations or structural inequalities.

The complete report is publicly available [here](#).



This research has been carried out by UNILE in the context of CALIPER project through the funded European Union's Horizon 2020 Research and Innovation Programme under Grant Agreement No 873134.

Status of Gender Equality in the Innovation Ecosystem

The first part of the external assessment included an analysis of the **national legal and policy framework**. The second, focused on the **National and Regional Innovation Ecosystems**. A **context analysis** was implemented through a dedicated desk research and complemented with interviews with internal stakeholders. In addition to the context analysis, a **mapping** was conducted by UNILE to identify existing and potential synergies with external stakeholders. The mapping included a focus group with internal stakeholders, a survey for external stakeholders and a Social Network Analysis.

Key Findings

NATIONAL LEGAL AND POLICY FRAMEWORK

In Italy, gender equality is established within the Constitution and a set of ordinary laws which promote equal opportunities and contrast gender discrimination, like the Legislative Decree n. 198 of the 11th of April 2006 (“Code of equal opportunities”).

Nevertheless, there is **no evidence of a substantial apparatus** which guarantees the effectiveness of the existing of principles and legislation for gender equality.

Public Universities are requested to set up dedicated bodies responsible to design and implement triannual Positive Action Plans, to contrast discrimination and favour equal opportunities.

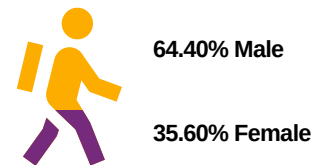


Status of Gender Equality in the Innovation Ecosystem

ANALYSIS OF NATIONAL INNOVATION ECOSYSTEMS

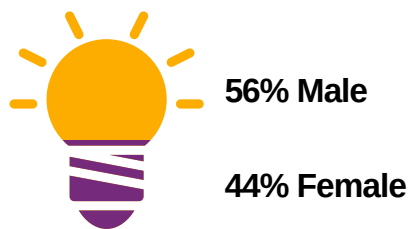
There is an **imbalance regarding STEM higher education** at national level, since female students are the minority.

STEM Higher Education Students



STEM researchers as a whole are more balanced, but differences can be observed between specific disciplines.

STEM Researchers in Public Institutes



STEM Researchers in different disciplines

Chemical Sciences: 50% Female - 50% Male

Biological Sciences: 23% Female - 77% Male

Engineering: 29% Female - 71% Male

Physical sciences: 30% Female - 70% Male

The evolution of the employment rate in research and innovation shows a wide difference between men and women for the examined period.

In addition, the share of patent applications by women is quite low (11.63%), while female founders in innovative start-ups are also a minority (13.55%).

SOCIAL NETWORK ANALYSIS

During the Social Network Analysis, **162 stakeholders were identified**, many of them belonging to the Industry & Business sector.

There are **170 collaborations between UNILE and the identified stakeholders**. In terms of the topic, more than half of the collaborations (55,88%) address **scientific research**.



Status of Gender Equality in the Innovation Ecosystem

62 collaborations (representing the 38.27% of the total) are led **by women**, although 46 of them are led by the same female persons.

There are only 4 collaborations that focus or take into account gender issues.

According to the current research, no specific implemented actions were reported by stakeholders to reduce gender inequalities, but there is willingness to collaborate with UNILE on the topic.

The complete report is publicly available [here](#).



This research has been conducted in the context of Horizon 2020 project, CALIPER.

The results will be used for the project's next implementation phases.

UNILE is one of the 9 Research Organisations across Europe which participates in CALIPER to develop a **Gender Equality Plan (GEP)** and engage the local Innovation Hubs to transfer the gained knowledge beyond academia.

Discover more about CALIPER



This research has been carried out by UNILE in the context of CALIPER project through the funded European Union's Horizon 2020 Research and Innovation Programme under Grant Agreement No 873134.