

*“Being a woman has had little negative impact on my life as a scientist, but being a scientist has had a seriously detrimental effect on my life as a woman.”*

Trends in Ecol and Evol (20:55)

## **HOW TO MONITOR GENDER EQUALITY IN RESEARCH INSTITUTIONS?**

## b. Raising awareness and addressing resistances

- Lack of awareness of and indifference to women's and gender issues affect both men and women in the organization, often hiding conscious/unconscious resistances towards actions aiming at highlighting and countering inequality. Resistances sometimes derive from the clash of different sets of values: those typical of S&T settings (for instance, total commitment), and those related to equal opportunities (for instance, the option to work part-time). Acceptance of equality measures at the formal level may, thus, be matched by informal rejection, also because of the fear of stigmatization. Reluctance to engage in this kind of issues may also hide negative connotations (gender equality as a second-class topic or even an "extremist" leftist or feminist concern). Different kinds of strategies may be employed to address these issues, depending on local context and circumstances: awareness raising initiatives presenting evidence of unequal outputs in careers or aimed at raising awareness of the existence of unconscious bias in evaluation; internal surveys on sensitive issues; gender monitoring tools and lab, gender equality indicators, etc. These and others could be discussed under this topic, based on the different experiences of the participants in the workshop.

# Premise: equality vs equity

- Equating equity with equality means equal pay, equal opportunities to enter in a career and to advance in it, etc.
- But equity is not the same as equality
- Equating equity with equality assumes that the workplace is completely separate from the rest of life (usually different for women and men)
- An equitable situation would entail equal opportunities AND equal constraints (to guarantee freedom from bias or favoritism)

# Ranking Season

- Ranking of European universities, ranking of USA universities facing the Asian challenge in science and technology
- Indicators: Citations, Impact Factor, h-Index and what else?
- The approach of quantitative evaluation can be largely criticized
- Gender Equality indicators?
- How to monitor and measure Gender Equality?

# Monitoring tools and gender equality indicators

1. internal surveys on sensitive issues: gender culture survey
2. gender monitoring tools and lab: TA Workshop and UNIPD-GML
3. gender equality indicators

# Gender Culture Survey 1

- The aim of the survey is to help Institutions to understand how female and male staff experience their working environment and what, if any, improvements may be needed to ensure equality of opportunity.
- Based on an adapted version of the successful survey used in the ATHENA SWAN scheme
- It is designed for academic and non-academic staff
- To be used at different points of time; 2014 (current level of GE) and 2016 (what has been achieved/changed?)

# Gender Culture Survey 2

It focuses on four areas:

1. **Participation and promotion practices:** the section assesses whether the Departments have policies and practices that encourage the participation and promotion of women and men at all levels.
2. **Workplace culture:** the section looks at whether the Departments have a workplace culture that is welcoming to all.
3. **Leadership and management commitment:** the section assesses whether the Departments have strong leadership and management commitment to delivering positive and sustainable changes in gender equality culture and practice.
4. **Institutional reputation and social responsibility:** the section looks at whether the Departments have a record of good reputation and responsibility in respect of gender equality.

Then we decided to add an extra topic:

5. **Parental leave**

# Culture Analysis Tool

- Questionnaire distributed in different languages
- Online survey on the site [www.gendertime.org](http://www.gendertime.org) with the technical support of PUPIN Institute
- Benefit: using general indicators as monitoring tools will facilitate further benchmarking and comparative analysis within and between institutions
- Difficulties in adapting the measuring tools to the national local contexts while maintaining a good level of comparison
- Because of the differences among institutions, we lack a common Thesaurus and a good set of homogeneous data for each institution
- Open Problem: Compare/not compare: Is it better to concentrate on monitoring the local context or to build a general kit for measuring equality?



## WSs of TA

1st Transfer Agents Workshop, June 11th 2013 Padova

1. Which gender equality measures are already implemented in my institution (or planned – or if there are too many: Which ones am I especially proud of)?
2. Group discussions on types of resistance:
  - possible solutions to certain types of resistance
  - limits of gender actions due to resistance

2nd Transfer Agents Workshop, June 2014 Belgrade

# Gender Monitoring Lab (UNIPD- GML)

- Collection and organization of data on the presence of women at any stage of their career path at UNIPD and their analysis from a gender point of view;
- Campaign on the Composition of Commissions, Boards, Decision Making bodies, etc from a gender point of view
- Gender Budgeting
- Creation of a database
- Definition of a gender indicator system
- Promotion of excellence in research through thesis and degree awards, doctoral and research grants, encouraging fund raising activities

Monitoring  
UNIVERSITY OF PADUA,  
Italy



- 32 Departments
- **64000** Students and **12000** Graduates each year
- **2214** Professors and Researchers
- **2264** Technicians and Administrative Personnel
- The Italian education system “3+2”:
  - 1st cycle degree courses
  - 2nd cycle degree courses
- 82 1st cycle degree courses
- 81 2nd cycle degree courses
- 72 Research and Service Centres
- 1507 Doctorate Candidates

# Gender Equality Indicators

- **The target** is to measure the degree of implementation of gender policies in Academia
- **The aim** is to compare GenderTime experience with other experiences and methodologies (gender indexes and their indicators – EIGE for example)
- **The action** is to adapt existing methodologies and instruments to the Research Institutions of GT Consortium

# Indicators: an operative definition

- **They hold institutions accountable** for their commitments.
- **They make visible the gaps** between the commitments the institutions have made and their implementation and impact.
- **They help to stimulate change** through the data collection processes: discussions in focus groups or in individual interviews can help raise awareness of particular issues.

## Quantitative or qualitative?

QUALITATIVE INTERPRETATION OF QUANTITATIVE DATA

Can provide for a more nuanced analysis which reduces the possibility of distorted findings and conclusions

## A general overview on

### Gender Equality/Equity/Inequality Indexes

- Although they all insist on Gender Equality, these major International indexes have different goals and point of view on the same subject. Some examples are:
- **GII-UN:** United Nations Inequality Gender Index (2006) - Stress on poverty  
<http://hdr.undp.org/en/statistics/gii/>
- **SIGI:** “Social Institutions and Gender Index” (SIGI) launched in 2009 as an innovative measure for underlying discriminations against women (special stress on gender violence) <http://genderindex.org/>
- **GEI:** Social Watch Equity Index (GEI – Gender Equity Index) 2012  
<http://www.socialwatch.org/taxonomy/term/527> (based on inequity in society)
- **GGI – WEF:** the Gender Gap Index of the World Economic Forum (2013)  
<http://www.weforum.org/issues/global-gender-gap>
- **EIGE:** European Index on Gender Equality, EIGE 2013  
<http://eige.europa.eu/content/document/gender-equality-index-report>

# Problem: looking for new set of indicators?

- Although from different point of view, all these indexes use almost the same set of reliable data and almost the same pattern of indicators.

BUT

- Since our goal is to measure gender equality in a specific field like academic research, we may introduce some new/different specific area of analysis, as well as new specific set of indicators.

SO

- what about a *gender interpretation* of bibliometric indicators like Leiden Ranking?

# Open Questions

- What instruments do we need for monitoring and measuring equality?
- What type of indicators are suitable to measure equality in Academia?
- Is it better to have an overall view or to build strictly tailored tools?