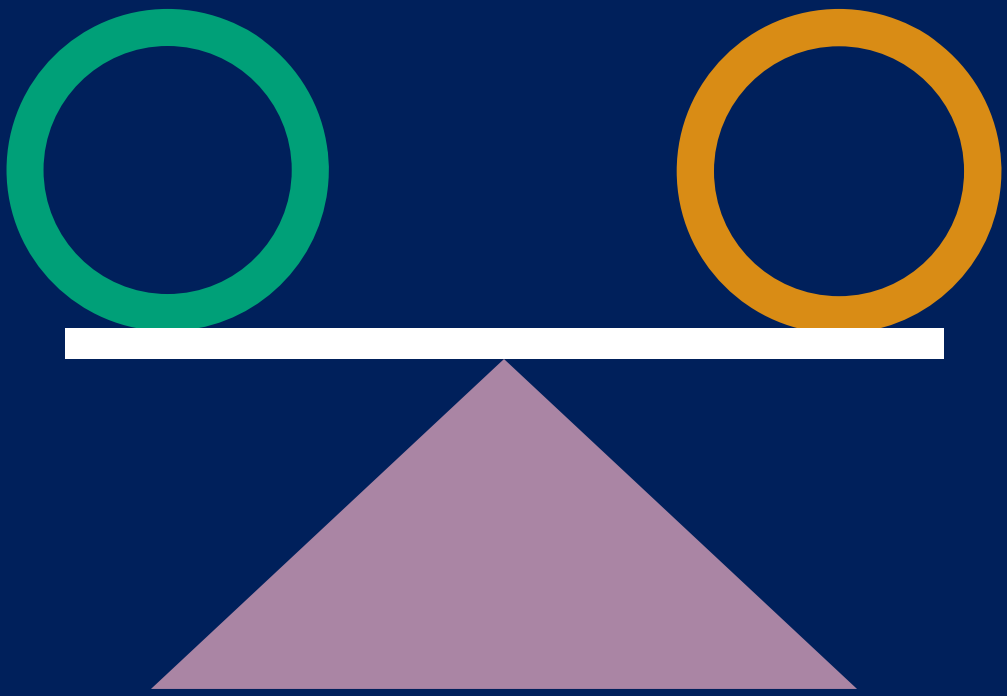
UNIVERSITÀ
DEGLI STUDI
FIRENZE

Gender Report



2023

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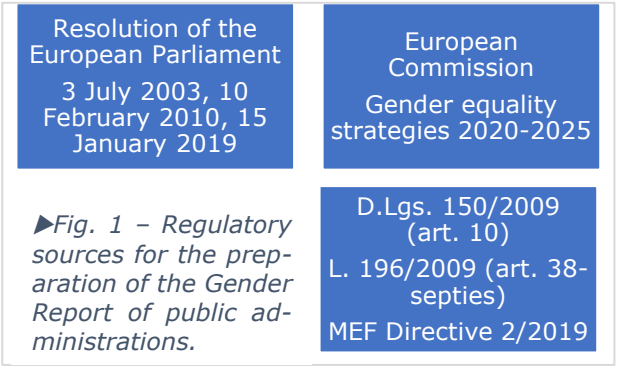
Introduction



▶Fig. 1 – Regulatory sources for the preparation of the Gender Report of public administrations.

The **Gender Report** is a key tool for promoting gender equality within universities, integrating this perspective into all university policies. Its aim is to make the allocation of financial resources more transparent and equitable, while supporting the university's governance in analysing the internal situation from a gender perspective. The report consists of two parts: on the one hand, it **provides a snapshot of the gender distribution among members and in management roles**; on the other, it **monitors and evaluates the actions and policies adopted**, including the corresponding financial commitments, and their impact on women and men. Analysing the context is essential for planning positive interventions and reducing gender gaps, while monitoring the results allows for verifying the objectives achieved and redefining them as necessary.

The University of Florence has been drafting and publishing the Gender Report since 2018, in compliance with relevant regulations (see Fig. 1).

Following the standard set by the guidelines for the Gender Report developed by the Conference of Italian University Rectors (CRUI), to ensure data comparability with other universities, demographic information and data regarding the careers of academic and technical-administrative staff, as well as the progression of students through their academic paths, are primarily sourced from the Higher Education Data Portal – Opendata MUR and the Annual Report of the MEF. The data in this Report pertain to the 2022 calendar year and the 2022/23 academic year, both to maintain the alignment of sources and observation periods applied across all components of the academic community as established last year, and to leverage the newly acquired Cineca "Gender Report Dashboard." This tool adopts the same framework, drawing the majority of its data from the official MUR/MEF sources mentioned above.

During the observation period represented in this report, certain imbalances remain evident within our university, specifically instances of vertical segregation (greater difficulty for individuals of one gender compared to the other in accessing studies or advancing in their careers) and horizontal segregation (greater concentration of one gender in specific disciplinary or professional fields).

In general and as a first approximation, the data indicate that:

- **The gender distribution within Academic Bodies** remains slightly imbalanced against women (46% compared to 48% in the previous year). Specifically, the proportion of women is consistently lower than that of men, with a significant gap favoring men among Department Directors, PhD Program Coordinators, and Directors of Specialization Schools. Exceptions include female representation in the CUG (Unified Guarantee Committee), the Disciplinary Board of the Guarantee Commission, and the CTA (Technical-Administrative Council). A slight predominance of women is observed among Degree Program Chairs.
- **Within the category of teaching and research staff — considering only permanent positions —** there is a predominance of men, a disparity that becomes even more pronounced when focusing on full professors. Although the university's data is better than the national average, a significant career progression gap persists: while women are proportionally more represented during their studies and at the early stages of an academic career, their presence systematically decreases as careers advance. This decline is even earlier and more pronounced in STEM disciplines. From a research perspective, the proportion of funded research

projects led by male Principal Investigators is higher, with an exception in the life sciences sector, where women are more frequently successful.

- **Regarding technical and administrative staff,** women predominate in contractual categories C (now collaborators), D (now officers), and EP. However, among managerial staff, a male majority is still observed for the reference years, though a rebalancing trend has been underway since 2023. Female representation is lower in technical areas. Work-life balance measures are, on average, more frequently utilized by female staff.
- **Student Body:** women are the majority in most degree programs, although a strong male predominance persists in engineering and ICT courses, while an overwhelming female majority is observed in education sciences and, to a lesser extent, in health, humanities, and social sciences. Generally, female students tend to perform better academically, although this does not translate into better employment outcomes.

It is important to recognize that some of the observed phenomena stem from a variety of factors, primarily social and economic, many of which are beyond the direct control of the university. Significant changes in these areas often require medium- to long-term efforts, as they depend on a cultural paradigm shift to foster a shared vision and active policies by all stakeholders (from legislators to public and private entities, as well as individuals). For this reason, the University of Florence is committed to promoting a cultural model based on the principle of equal opportunities and supporting all actions aimed at addressing disparities. The university firmly believes that the quality and innovation of its institutional activities (teaching, research, and third mission) can only be enhanced in an environment that values the contributions diversity—including gender diversity—makes to the development of knowledge.

From an organizational perspective, the roles specifically responsible for ensuring equal opportunities at the university include the **Delegate for Inclusion and Diversity**, the **Unified Guarantee Committee for Equal Opportunities**, the **Rights Ombudsperson**, and the **Guarantee Commission for investigating violations of the Code of Ethics**. In March 2024, the university appointed its first-ever **Trust Advisor**.

Delegate for Inclusion and Diversity	Trust Advisor	Rights Ombudsperson
Maria Paola Monaco	Marina Capponi	Alessandra Dapas

Unified Guarantee Committee (CUG)*

President	Chiara Adembri
Full members – Representatives of the administration	Francesca Bucci, Irene Biemmi, Silvia D'Addario, Giacomo Massiach
Full members – Trade union representatives	Salvina Di Gangi, Alessandra Pantani, Laura Velatta, Brunella Bandinelli, Priscilla Cioni

**The 2024 composition is significantly different from the current*

Guarantee Commission for investigating violations of the Code of Ethics

President	Alessandra Dapas
Members	Gabriella Caminati, Caterina Contini, Silvia Ferrini, Micaela Frulli

◢Fig. 2 – Composition of the University bodies in charge of equal opportunity protection as of 31/12/2023.

The measures identified by the University to promote gender equality are outlined in the **Gender Equality Plan** (GEP); additional initiatives are proposed in the **Three-year Plan of Positive Actions**, drafted annually by the Unified Guarantee Committee for Equal Opportunities.

Starting from the last quarter of 2023, the University also began the process of reclassifying budget items with a gender perspective (in an initial experimental phase), the first results of which, although partial, are presented in Section 2 of this document.

The Gender Report pursues the goal of using inclusive language; throughout the document, any excessive use of the masculine grammatical gender, solely for simplification purposes, should be understood as referring to all individuals within the academic community.

Section 1| Gender composition of the UNIFI Community

In the following paragraphs, the gender-based analysis covers the numbers, demographic characteristics, and career progression of the teaching, technical-administrative, and student components of the University of Florence. As previously mentioned, the analysis is primarily based on data from the most recent update available in the Opendata MUR system and the Annual Report of the MEF, consolidated as of 2022 (or referring to the 2022/23 academic year), and processed in the Gender Report dashboard provided by Cineca.

For academic role titles, the following acronyms are used: PO = Full Professor (or first-tier professor); PA = Associate Professor (or second-tier professor); RU = Tenured Researcher (role being phased out under Law 240/2010); RTDA = Fixed-Term Researcher (pursuant to Article 24, paragraph 3, letter a of Law 240/2010); RTDB = Fixed-Term Researcher (pursuant to Article 24, paragraph 3, letter b of Law 240/2010); AR = Research Grant Holder. In some diagrams, the role structure follows international academic career coding for easier comparisons, with the following equivalents: Grade A = Full Professor; Grade B = Associate Professor; Grade C = All types of researchers; Grade D = Research Grant Holders.

Data for the student component also includes indicators derived from the National Student Register and Almalaurea (graduate profiles and employment status).

To ensure more accurate and comparable data across Italian universities, the University has decided to use the Cineca platform. Other data comes from internal sources or uses different time frames, which are specified in the text and captions of the tables. Where necessary, different aggregations of various staff categories are also clarified.

1.1 Gender distribution in institutional appointments

In 2023, the overall gender distribution of institutional positions in the **University's governing, control, and advisory bodies** remains slightly imbalanced against women (46% compared to 48% in the previous year) (see fig. 3). Specifically, some differences are noted:

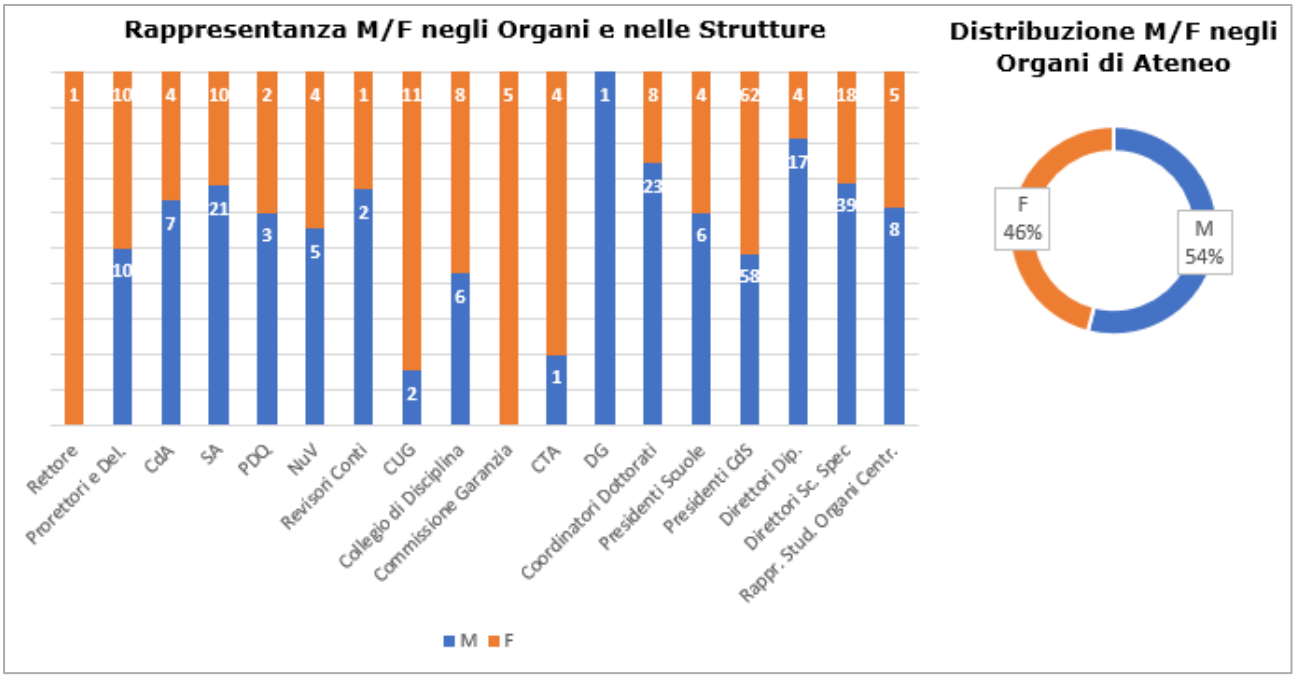
- **Academic Senate** (32% women) and **College of Department Directors** (19% women) **continue to show female representation below the average**. This is linked to the lower female representation among professors holding the position of Department Directors, who must necessarily be full professors.

- There is a substantial **gender balance in the Presidency of Schools and Degree Programs**.

- The proportion of female **Directors of Specialization Schools has increased** in the past year (32% compared to 23% in 2021), while the proportion of female **PhD Program Coordinators has slightly decreased** (26% compared to 27% in 2021), in both cases lower than the average female presence in all University bodies (46%).

- The distribution of **student representatives** in the bodies where they are present **has worsened**, with a slight gap emerging in favor of men, not observed the previous year (the female share decreased from 50% to 38%).

- The **CUG (Unified Guarantee Committee)** and the **Ethical Code Violation Guarantee Commission** show an almost entirely female composition, suggesting that gender-related issues and those connected to them are almost always addressed by women.



◢Fig. 3 – Gender Distribution Percentage M/F and Absolute Values in Institutional Positions 2022: University Bodies, Teaching and Research Structures (Source: data processing from University records).

It is important to monitor these differences, as the recognition and prestige associated with certain roles impact both the ability to influence decision-making processes within the University and career progression.

On a different level, not directly related to representation but still potentially influencing the career prospects of university staff due to conscious or unconscious biases, some elements related to the **composition of selection committees** are highlighted:

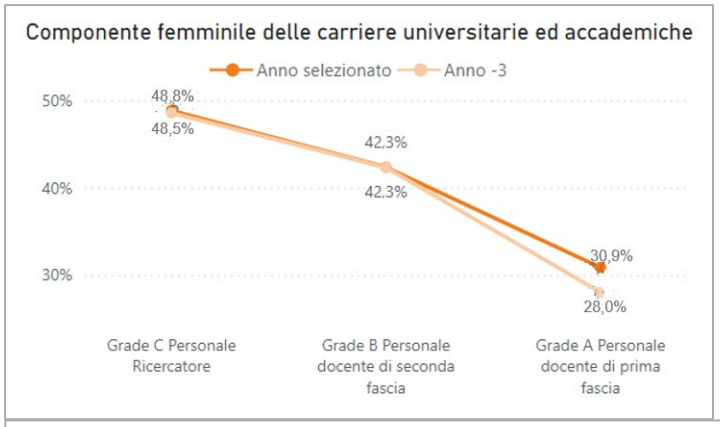
- **Recruitment Committees for Professors and Researchers**: the University's regulations require "an adequate gender balance in the composition of the panels" from which the committee members are selected. Data for the 2022-2023 period shows a gradual rebalancing compared to previous years, with female representation among committee members ranging from 43% in the 282 procedures conducted in 2022 to 39% in the 231 procedures in 2023. However, the data for **committee chairs** shows a gender imbalance, with 64% male chairs in 2022, rising to 68% in 2023.

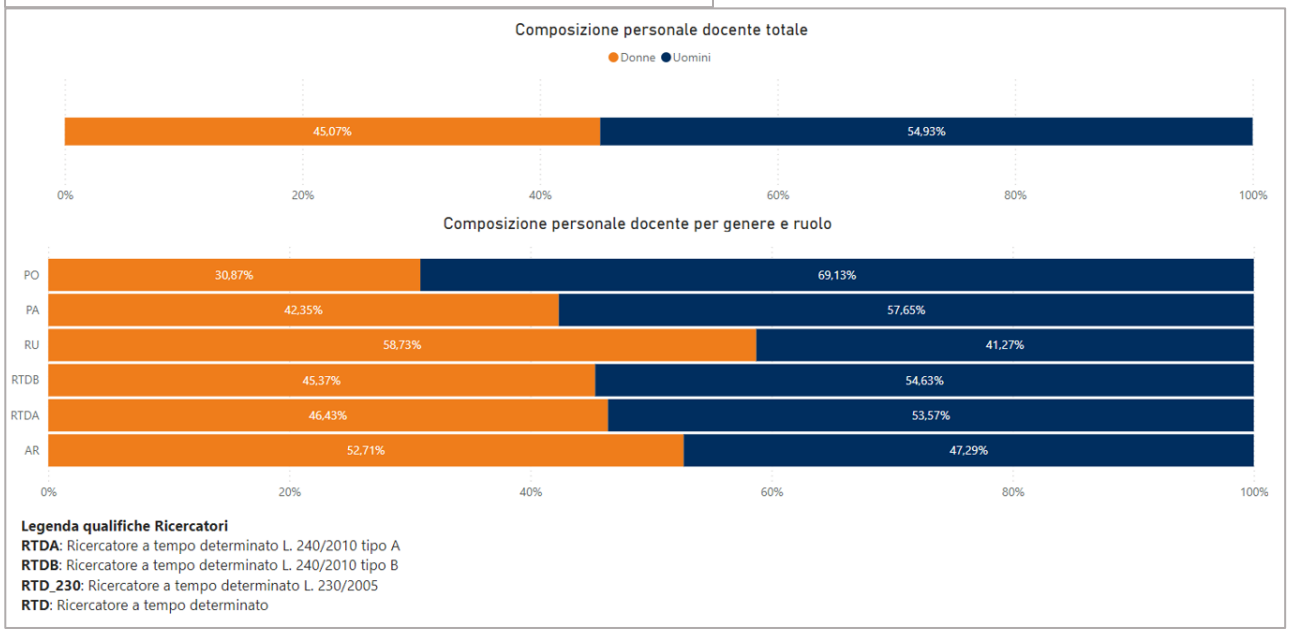
- **Recruitment Committees for Technical and Administrative Staff**: a slight male dominance persists in 2022 and 2023. Specifically, the gap for committee members increases (from 48% women in 2022 to 42% in 2023), while the proportion of female chairs improves (from 41% female chairs in 2022 to 46% in 2023).

Similar considerations apply to evaluation committees for University funding schemes for projects (see § 1.2.4).

1.2 Teaching and research staff

1.2.1 Gender, age and academic roles





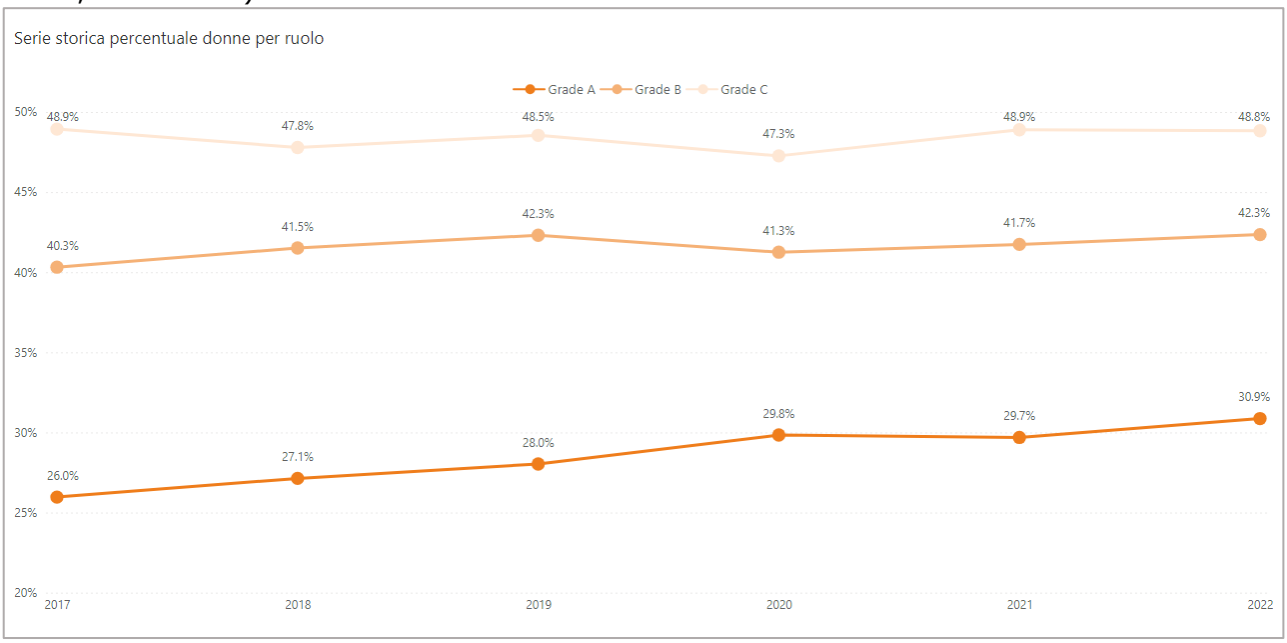
◀▼*Fig. 4 – Percentage distribution by gender and academic role for teaching and research staff, detail for 2022 and comparison 2022 vs. 2019. Source: Cineca BdG Gender Dashboard (data updated as of September 23, 2024).*

In 2022, the **teaching and research staff at the University** (source: ustat.mur.gov.it) comprised 1.790 permanent staff members, with a clear prevalence of males: 749 **women** (41.8%, +0.7% compared to 2021) and 1.041 **men** (58.2%).

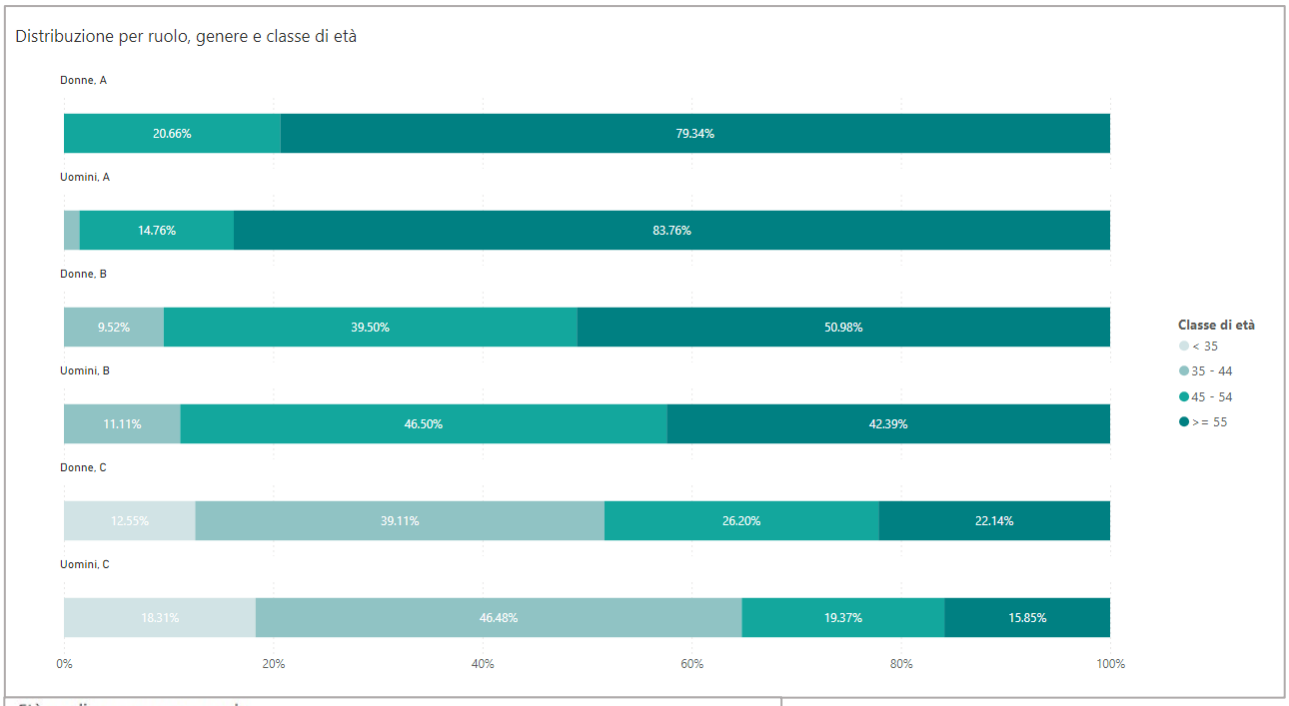
Including the 757 research fellows in the analysis (for a total of 2.922 teaching and research staff members), the **gender distribution across the various roles shows significant diversity** (see Fig. 4). In 2022, the gender gap **ranged from 30.9% female representation among full professors to 48.8% among researchers**, with figures stable or slightly increasing across all components. Following the decline in 2020, which interrupted the growth trend, this year sees a recovery, with the female component reaching 45.1% overall (+0.7% compared to the previous year).

Looking at these trends retrospectively and with a medium-to long-term perspective, from 2017 to the present, an increase in the female component is observed across all roles, except for researchers (Grade C), which shows substantial stability (see Fig. 5). The percentage of full professors (PO) remains significantly below the university-wide average for female teaching and

research staff. However, even in this role, a significant increase is recorded (from 26,0% in 2017 to 30,9% in 2022).



◢Fig. 5 – Historical series of female Unifi teaching and research staff by academic role from 2017 to 2022. Source: Cineca BdG Gender Dashboard (data updated as of September 23, 2024).



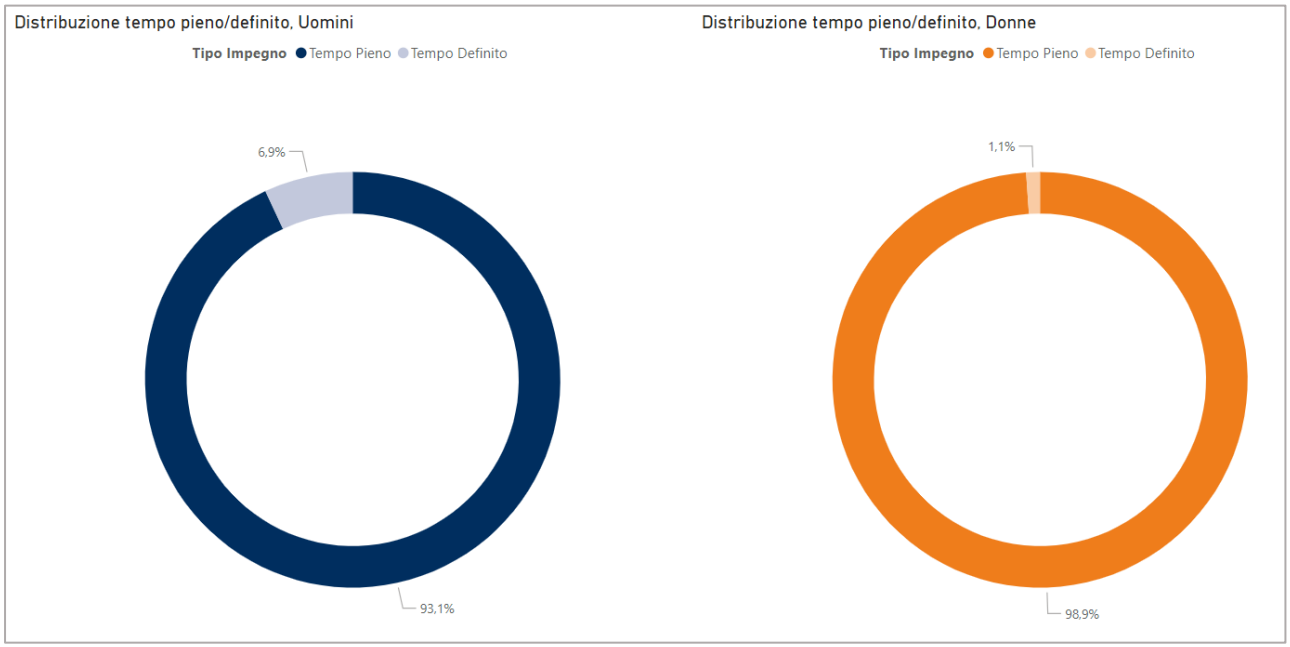
Età media per genere e ruolo

Qualifica	Donne	Uomini	Total
PO	60.0	60.0	60.0
PA	54.0	53.0	53.5
RU	58.0	58.0	58.0
RTDB	43.0	43.0	43.0
RTDA	39.0	37.0	38.0
AR	34.0	34.0	34.0

◢◢ Fig. 6 – Percentage distribution by role, gender, and age group of Unifi teaching and research staff, 2022; average age by gender and role. Source: Cineca BdG Gender Dashboard (data updated as of September 23, 2024).

The average age of the University's teaching and research staff (excluding research fellows) is 53,5 years, with the female cohort being slightly younger than the male cohort (53,3 years versus 53,6 years on average), which is generally slightly higher than the national average. **The age group distribution** (see Fig. 6) **reveals a substantial balance between women and men**, even across different roles, except in the Grade C category, where the number of women exceeds that of men in the older age groups. Among Grade A staff, the age group under 35, while very small, includes only men, which may be a discouraging indicator regarding the representation of women among recent role entrants. Compared to 2021, there is a general balance in average ages across roles (except for permanent researchers, where a slight aging of the female cohort is observed). There is also a higher percentage of women under 35 years of age in Grades B and C, which should, over time, result in a decrease in the time required for women to access higher roles.

The vast majority of teaching and research staff of both genders choose **full-time engagement** (see Fig. 7); more men than women opt for part-time engagement (as of dictated by legal requirements in cases where professional or freelance activities are incompatible with full-time roles, with the exception of university medical staff involved in healthcare services) with a trend that remains substantially stable compared to the previous year. This disparity might be linked to greater challenges faced by women in balancing institutional responsibilities and additional professional commitments with private life.

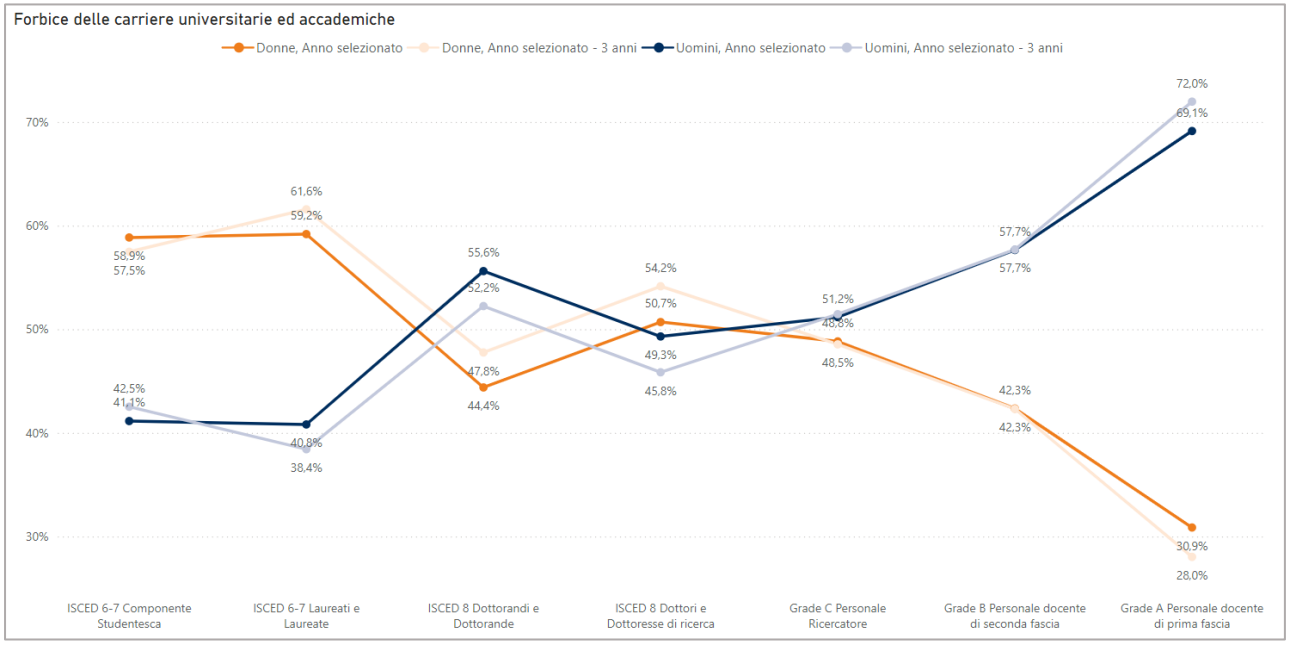


◢Fig. 7 – Percentage distribution by gender and commitment regime of Unifi teaching and research staff, 2022. Source: Cineca BdG Gender Dashboard (data updated as of September 23, 2024).

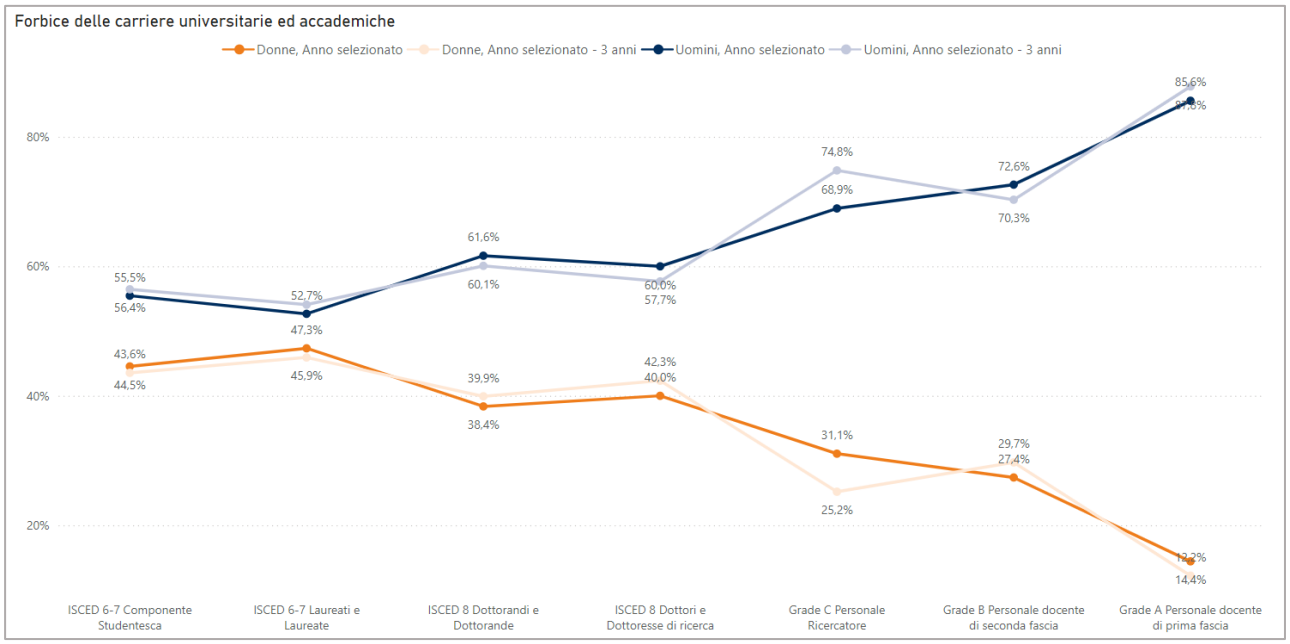
1.2.2 Career Gap

Along the trajectory spanning various roles in the academic career, **a slight advantage for women is observed in the early stages, while a significant gap to their disadvantage emerges starting from the RTDB role**. This disparity persists at the PA level and worsens in the PO position (see Figs. 8-9). In the last three years, a substantial gender balance has been achieved in the initial stages of academic careers. However, the gap to the detriment of women remains in the second-tier teaching roles, while the disparity for first-tier professors has narrowed by nearly three percentage points.

The disparity becomes even more pronounced when considering that women enrolling in university outnumber men (58,9% compared to 41,1%), as do those who graduate (59,2% compared to 40,8%). The reversal in trend begins to appear among doctoral candidates, balances out for Ph.D. holders, but then widens again, becoming increasingly marked when looking at the percentages of researchers (51,2% men compared to 48,8% women).



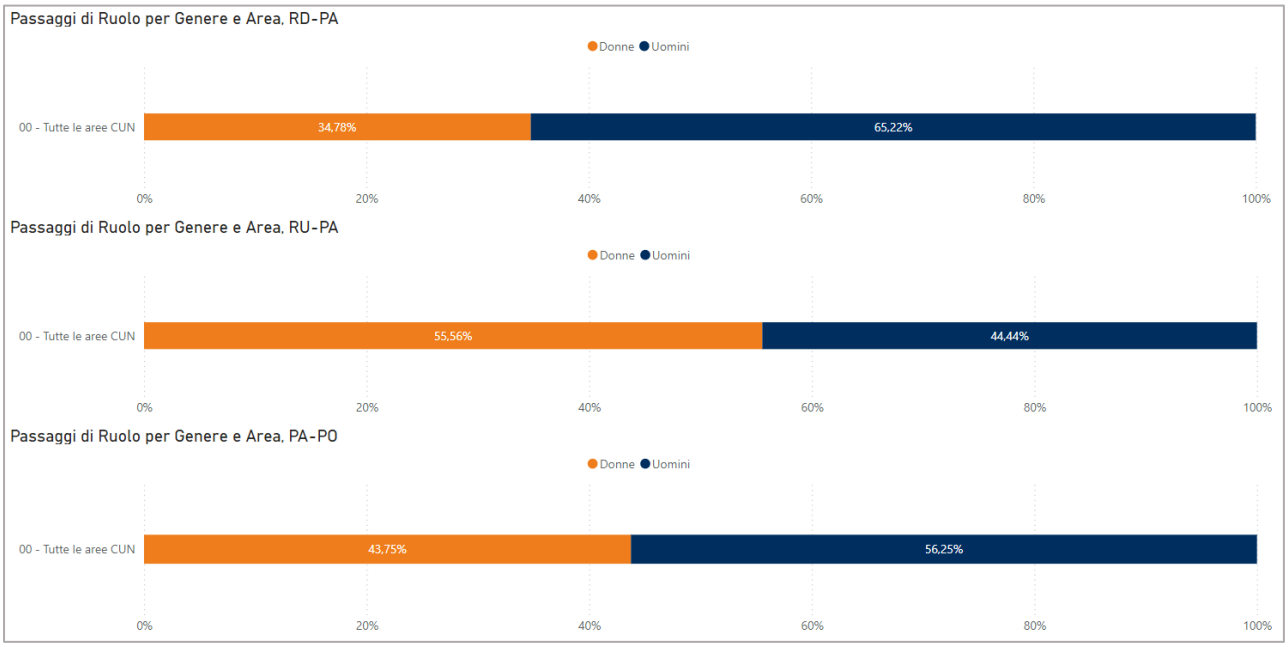
◢Fig. 8 – Career gap of the teaching and research staff at Unifi 2022 vs 2019 by gender and academic role across all disciplinary areas. Source: Cineca BdG Gender Dashboard (data updated as of September 23, 2024).



◢Fig. 9 – Career gap of the teaching and research staff at Unifi 2022 vs 2019 by gender and academic role in STEM disciplinary areas. Source: Cineca BdG Gender Dashboard (data updated as of September 23, 2024).

If we consider only the STEM areas, the trend over the three-year period remains similar to that of all disciplinary areas as a whole. However, the data on female representation remains consistently worse, starting with the role of doctoral students and reaching the most pronounced gap concerning first-tier teaching staff (12,2% women compared to 87,8% men).

Analyzing the data on career advancements (see fig. 10), it emerges that the proportion of women transitioning roles is higher only in the move from RU (permanent researcher) to PA (associate professor) and has improved compared to the previous year. However, the proportion of women advancing from RD (fixed-term researcher) to PA and from PA to PO (full professor)



◢Fig. 10 – Unifi 2022 role changes by gender and academic role, all CUN areas. Source: Cineca BdG Gender Dashboard (data updated as of September 23, 2024).

remains lower, although the latter has seen an increase of nearly 15 percentage points compared to the previous year.

One of the indices developed to monitor these phenomena is the Glass Ceiling Index (GCI), which compares the proportion of female academics across all roles to the proportion of women in top positions (PO) in a given year (% of women in all roles / % of women in PO positions). An index value of 1 indicates equal opportunities for women and men in accessing PO roles, while values above 1 reflect the so-called "**glass ceiling**" effect, that means an underrepresentation of women in PO positions relative to their overall presence in all roles. Since 2018, the **Glass Ceiling Index at the University level has consistently shown more favorable values compared to the national average, with a clear trend of improvement** (see fig. 11).

The calculation of the index by **CUN disciplinary areas** for 2022 reveals **varied situations**:

- very high values above 1 are observed in the areas of Industrial and Information Engineering (3,71), Agricultural and Veterinary Sciences (2,87), Medical Sciences, and Political and Social Sciences (just above 2);
- other areas also exhibit unfavorable values, except for Earth Sciences (1,08) and Historical, Philosophical, Pedagogical, and Psychological Sciences;
- the only area showing a bias in favor of women is Chemical Sciences (0,85);
- over the 2018-2022 period, a general trend of improvement can be observed, with overall better data compared to the national average.

Such data nonetheless require an analytical interpretation, as the factors affecting the GCI value may differ across departments (e.g., significant retirements of POs not offset by female hires in the same position, or an underrepresentation of female POs in specific SSDs; see below).

GLASS CEILING INDEX PER ATENEO

ATENEO	2018	2019	2020	2021	2022
Firenze	**1,63**	**1,60**	**1,45**	**1,50**	**1,46**
01 - Scienze matematiche e informatiche	1,70	1,55	1,29	1,66	1,46
03 - Scienze chimiche	1,11	1,13	0,96	0,88	0,85
04 - Scienze della terra	0,73	1,00	0,99	0,95	1,08
05 - Scienze biologiche	1,58	1,55	1,38	1,61	1,60
06 - Scienze mediche	2,55	2,51	2,06	2,23	2,05
07 - Scienze agrarie e veterinarie	3,38	2,36	2,57	3,57	2,87
08 - Ingegneria civile e Architettura	1,75	2,10	1,88	1,90	1,53
09 - Ingegneria industriale e dell'informazione	3,77	4,14	3,64	3,88	3,71
10 - Scienze dell'antichità, filologico-letterarie e storico-artistiche	1,10	1,00	0,93	1,20	1,30
11 - Scienze storiche, filosofiche, pedagogiche e psicologiche	1,37	1,25	1,25	1,15	1,06
12 - Scienze giuridiche	1,51	1,62	1,43	1,20	1,19
13 - Scienze economiche e statistiche	1,75	1,64	1,45	1,43	1,41
14 - Scienze politiche e sociali	2,27	3,00	4,31	2,42	2,02
Totale	**1,63**	**1,60**	**1,45**	**1,50**	**1,46**

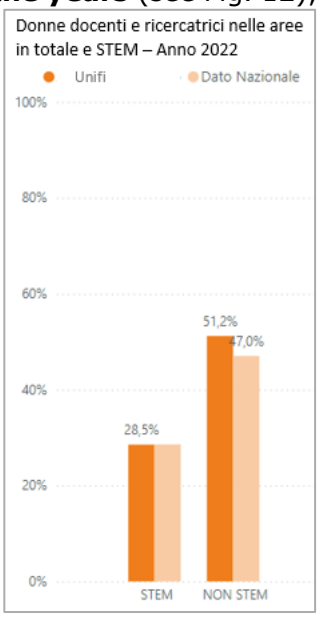
GLASS CEILING INDEX MEDIA NAZIONALE

AREA SD	2018	2019	2020	2021	2022
01 - Scienze matematiche e informatiche	1,60	1,58	1,51	1,45	1,41
02 - Scienze fisiche	1,92	1,69	1,67	1,65	1,65
03 - Scienze chimiche	1,78	1,69	1,58	1,51	1,42
04 - Scienze della terra	1,76	1,76	1,64	1,58	1,68
05 - Scienze biologiche	1,68	1,62	1,61	1,57	1,52
06 - Scienze mediche	2,41	2,31	2,19	2,13	2,05
07 - Scienze agrarie e veterinarie	2,23	2,06	1,87	1,89	1,76
08 - Ingegneria civile e Architettura	1,73	1,59	1,61	1,60	1,60
09 - Ingegneria industriale e dell'informazione	2,13	2,02	1,93	1,79	1,78
10 - Scienze dell'antichità, filologico-letterarie e storico-artistiche	1,28	1,26	1,25	1,24	1,21
11 - Scienze storiche, filosofiche, pedagogiche e psicologiche	1,34	1,31	1,30	1,28	1,28
12 - Scienze giuridiche	1,56	1,51	1,49	1,42	1,44
13 - Scienze economiche e statistiche	1,71	1,64	1,58	1,57	1,51
14 - Scienze politiche e sociali	1,54	1,50	1,52	1,45	1,50
Totale	**1,70**	**1,64**	**1,60**	**1,57**	**1,54**

◢Fig. 11 – Glass Ceiling Index, comparison between Unifi and the Italian average from 2018 to 2022, with details by CUN Area. Source: Cineca BdG Gender Dashboard (data updated as of September 23, 2024).

1.2.3 Gender and disciplinary areas

In disciplines related to Science, Technology, Engineering, and Mathematics (the so-called **STEM areas**), **the presence of women remains consistently lower over the years** (see Fig. 12), with slight improvements in the reference year (+0.4%). However, by disaggregating the proportions of female faculty members by CUN area (see Fig. 13), the following points emerge:



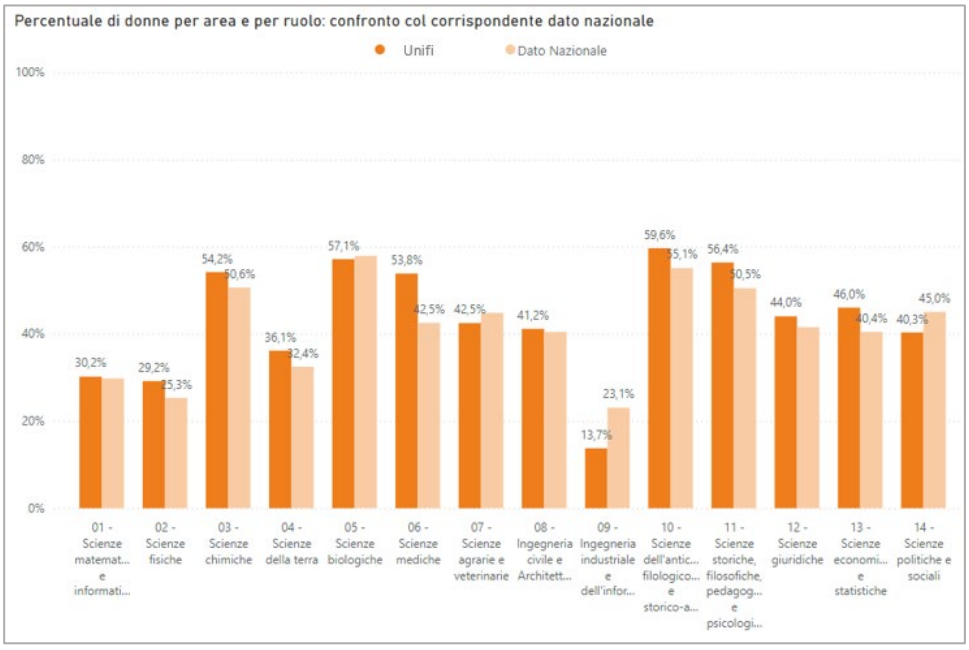
◢Fig. 12 – Percentage of female teaching and research staff at Unifi in 2022, STEM and non-STEM areas, compared with the national data. Source: Cineca BdG Gender Dashboard (data updated to September 23, 2024).

- The disciplinary area with the lowest percentage of female presence compared to the average observed in the STEM area is **Area 9 (Industrial and Information Engineering)**, with a figure almost 15 percentage points worse. Again **Area 9, along with Area 5 (Biological Sciences), Area 7 (Agricultural and Veterinary Sciences), and Area 14 (Political and Social Sciences), shows a worse performance for Unifi compared to the national average**; overall, however, the national average is aligned with the University's figure.
- In the **areas 3 (Chemical Sciences), 5 (Biological Sciences)** – despite the slight gap compared to the national average – and **6 (Medical Sciences)**, the percentage of women is significantly higher than what is observed in the STEM area and predominantly exceeds the presence of men.

Other areas outside the STEM disciplines where a **prevalence of female teaching staff is noted are area 10 (Sciences of Antiquity, Philological-Literary, and Historical-Artistic Sciences) and area 11 (Historical, Philosophical, Pedagogical, and Psychological Sciences)**.

In Figure 14, **is described the ratio between the number of women and men by role and disciplinary area**. The value 1, represented by the color white, indicates numerical parity between men

and women; values less than 1 in varying shades of blue correspond to a greater prevalence of the male gender, while values greater than 1 in varying shades of orange correspond to a prevalence of the female gender.



◀Fig. 13 – Percentage of female teaching and research staff at Unifi in 2022 by CUN area, compared with the Italian average. Source: Cineca BdG Gender Dashboard (data updated to September 23, 2024).

▼▶Fig. 14 – Ratio of female to male teaching and research staff by academic role and CUN area, years 2019 and 2022. Source: Cineca BdG Gender Dashboard (data updated to September 23, 2024).

RAPPORTO DONNE- UOMINI

- meno di 1 donna ogni 8 uomini
- da 1 donna ogni 8 uomini ad 1 donna ogni 4 uomini
- da 1 donna ogni 4 uomini ad 1 donna ogni 2 uomini
- da 1 donna ogni 2 uomini ad 1 donna ogni uomo
- 1 donna ogni uomo
- da 1 donna per ogni uomo a 3 donne ogni 2 uomini
- da 3 donne ogni 2 uomini a 2 donne ogni uomo
- più di 2 donne ogni uomo

Rapporto di femminilità

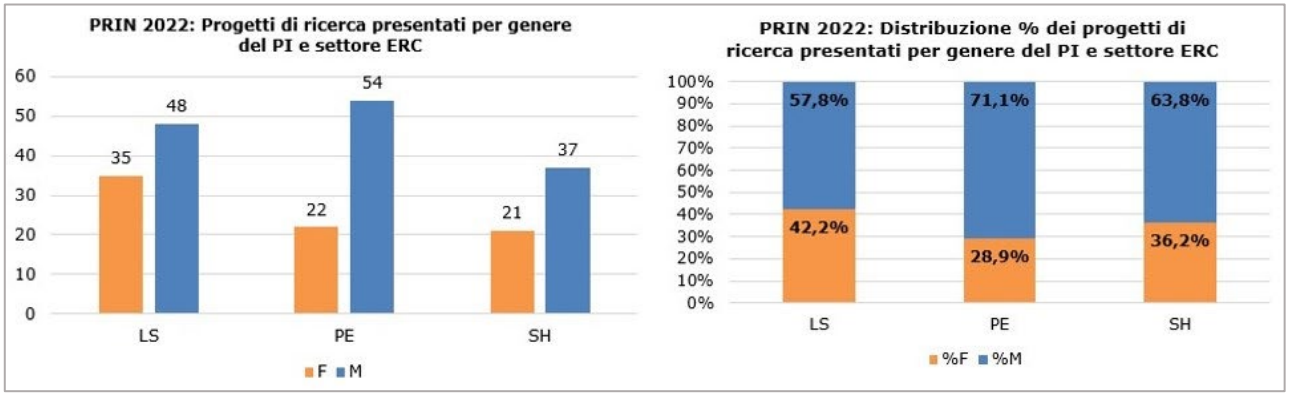
Qualifica	PO		PA		RU		RTDB		RTDA		AR		Totale	
Area CUN	Anno Selezionato	Anno Selezionato - 3 anni	Anno Selezionato	Anno Selezionato - 3 anni	Anno Selezionato	Anno Selezionato - 3 anni	Anno Selezionato	Anno Selezionato - 3 anni	Anno Selezionato	Anno Selezionato - 3 anni	Anno Selezionato	Anno Selezionato - 3 anni	Anno Selezionato	Anno Selezionato - 3 anni
01 - Scienze matematiche e informatiche	0,26	0,25	0,73	0,87	0,50	0,33	0,60	0,50	0,00	0,00	0,18	0,22	0,43	0,45
02 - Scienze fisiche	0,00	0,00	0,26	0,21	0,60	0,67	0,33	0,17	0,25	0,25	0,86	0,48	0,41	0,30
03 - Scienze chimiche	1,78	0,92	1,12	1,06	6,00	2,20	0,71	1,67	1,13	0,00	0,94	1,26	1,18	1,17
04 - Scienze della terra	0,50	0,50	0,27	0,09		1,00	1,00	2,00	0,86	0,50	0,73	1,13	0,57	0,50
05 - Scienze biologiche	0,56	0,58	1,52	1,56	1,20	1,78	2,20	0,63	0,73	1,00	2,00	1,90	1,33	1,32
06 - Scienze mediche	0,36	0,29	0,76	0,60	2,36	1,73	1,33	2,20	1,64	2,38	1,92	2,73	1,17	1,26
07 - Scienze agrarie e veterinarie	0,17	0,20	0,63	0,44	1,25	0,80	0,86	1,00	0,80	0,88	1,18	1,06	0,74	0,65
08 - Ingegneria civile e Architettura	0,37	0,21	0,57	0,60	0,44	0,44	0,44	0,57	1,33	0,64	1,24	0,79	0,70	0,57
09 - Ingegneria industriale e dell'informazione	0,04	0,04	0,12	0,17	1,00	0,22	0,11	0,08	0,50	0,11	0,16	0,28	0,16	0,21
10 - Scienze dell'antichità, filologico-letterarie e storico-artistiche	0,85	1,88	1,23	1,35	7,00	2,33	1,43	2,00	2,25	2,50	2,00	2,73	1,48	1,85
11 - Scienze storiche, filosofiche, pedagogiche e psicologiche	1,13	0,83	1,22	1,61	1,50	3,00	0,77	0,56	1,00	0,88	1,84	1,73	1,29	1,32
12 - Scienze giuridiche	0,58	0,38	0,96	1,26	0,17	0,56	0,60	1,00	1,00	0,40	0,96	1,29	0,79	0,82
13 - Scienze economiche e statistiche	0,48	0,37	0,87	0,83	3,00	3,50	0,90	0,60	1,00	1,00	1,36	1,14	0,85	0,80
14 - Scienze politiche e sociali	0,25	0,20	0,62	0,92	5,00	3,00	0,75	1,00	0,00	0,50	1,17	2,50	0,68	1,00

What has already been observed regarding the phenomena of horizontal and vertical segregation is confirmed:

- the **clear prevalence of one gender over the other in certain disciplinary areas**: male in mathematics and computer science, physical sciences, earth sciences, agricultural and veterinary sciences, and industrial and information engineering (which records the worst data); female in ancient sciences, philological-literary and historical-artistic sciences, historical, philosophical, pedagogical, and psychological sciences, as well as in chemical, biological, and medical sciences;
- **a marked majority of men in the role of Full Professor (PO) even in areas with greater female representation**, with very rare exceptions (chemical sciences and historical, philosophical, pedagogical, and psychological sciences);
- a worsening trend in the male and female proportions in the role of Associate Professor (PA) in areas traditionally characterized by female segregation.

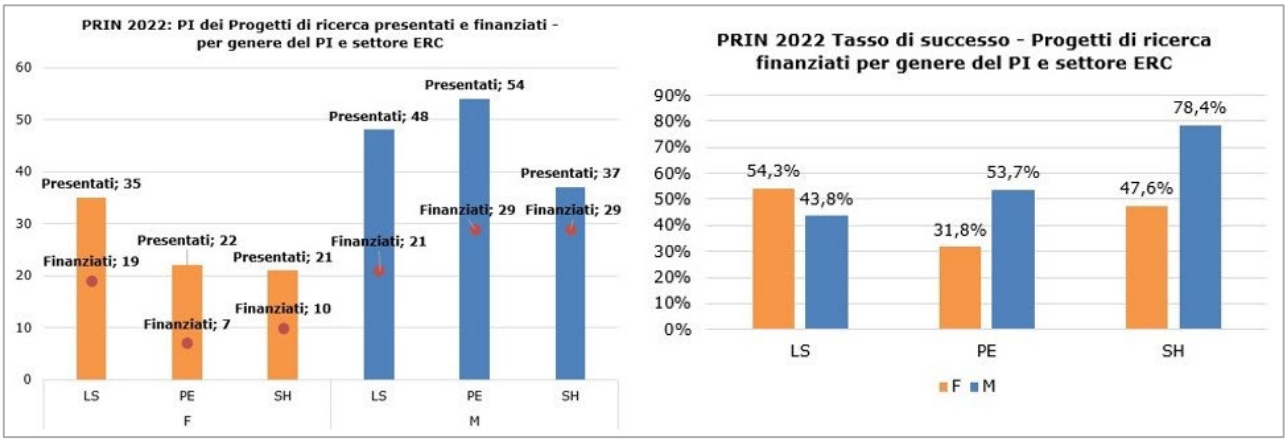
1.2.4 Research groups and projects

Unlike previous years, in 2023, no national calls for competitive research projects were issued. Therefore, regarding the presence of female Principal Investigators (PIs) in projects funded under the 2022 PRIN calls, the information already reported in the previous Gender Balance is reiterated here. Considering participation in PRIN 2022 projects, gender disparity in distribution is widespread across all ERC (European Research Council) sectors but is particularly pronounced in the PE sector (Physical Sciences and Engineering - see Fig. 15). The success rate in obtaining funding is generally lower for projects with female PIs, except in the LS sector (Life Sciences, see Fig. 16).

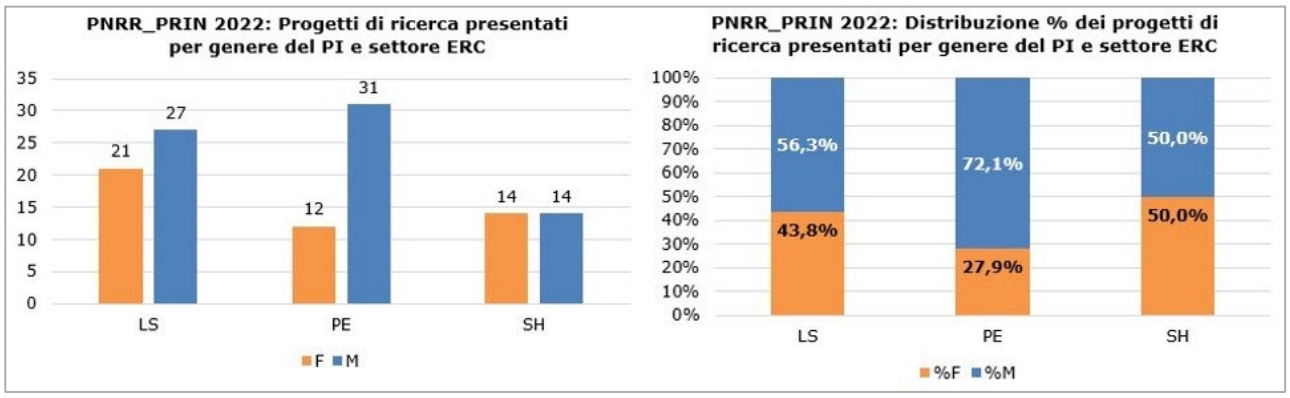


◢Fig. 15 – Number and percentage of PRIN 2022 research projects submitted by Unifi teaching and research staff in 2022, categorized by the gender of the Principal Investigator and ERC sector. Source: Research and Technology Transfer Area, data from the Research Registry as of 31/12/2022.

◤Fig. 16 – Success rate in the funding of PRIN 2022 research projects initiated by Unifi teaching and research staff in 2022, categorized by the gender of the Principal Investigator and ERC sector. Source: Research and Technology Transfer Area, data from the Research Registry as of 31/12/2022.

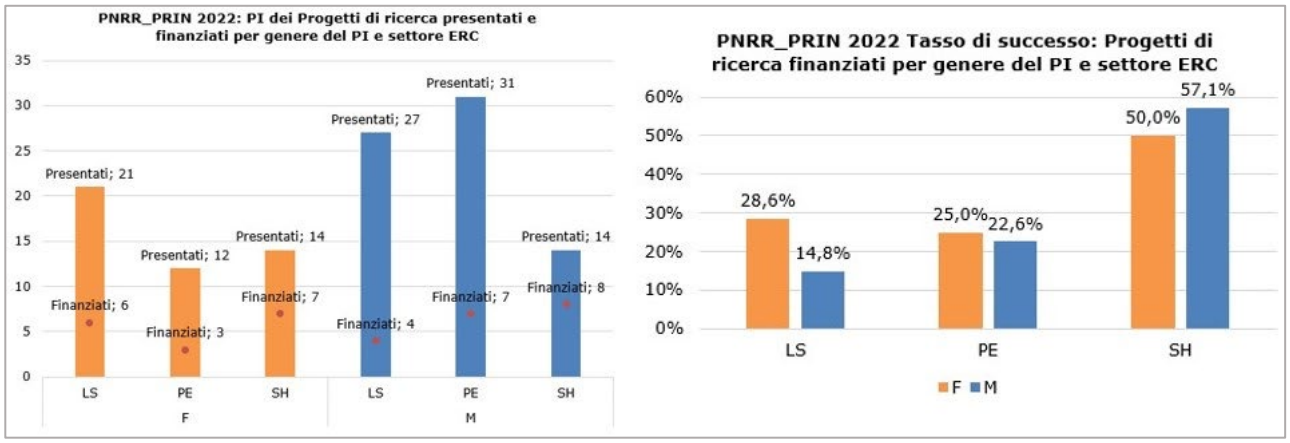


Regarding the PNRR_PRIN 2022 projects (see Figs. 17-18), the proportions of male and female PIs are more balanced in the LS (Life Sciences) and SH (Social Sciences and Humanities) sectors, with higher success rates for women in the LS and PE (Physical Sciences and Engineering) sectors, and only slightly lower rates in the SH sector.



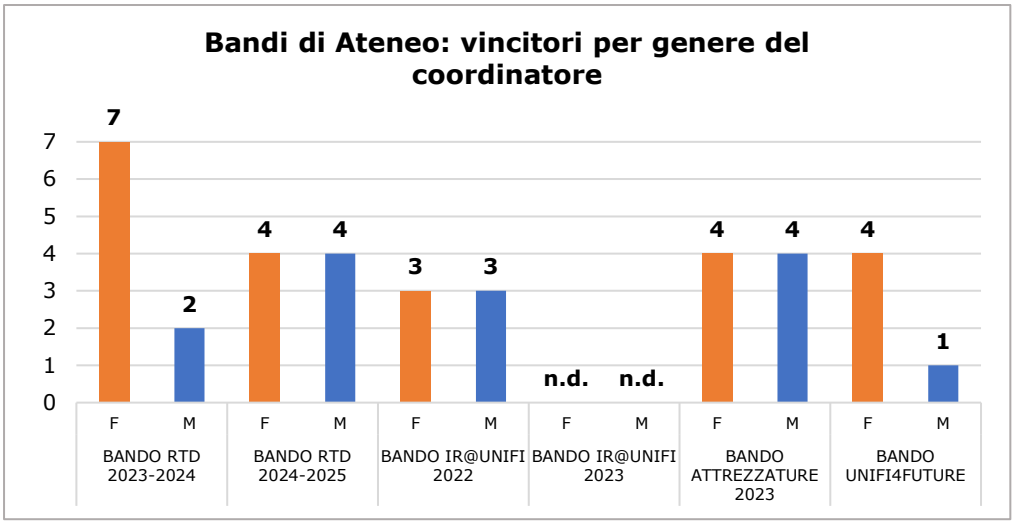
◢Fig. 17 – Number and percentage of PNRR_PRIN 2022 research projects presented by Unifi teaching and research staff in 2022, categorized by gender of the Principal Investigator and ERC sector. Source: Research and Technology Transfer Area, data from the Research Registry as of 31/12/2022.

◤Fig. 18 – Success rate of PNRR_PRIN 2022 research projects initiated by Unifi teaching and research staff in 2022, categorized by gender of the Principal Investigator and ERC sector. Source: Research and Technology Transfer Area, data from the Research Registry as of 31/12/2022.

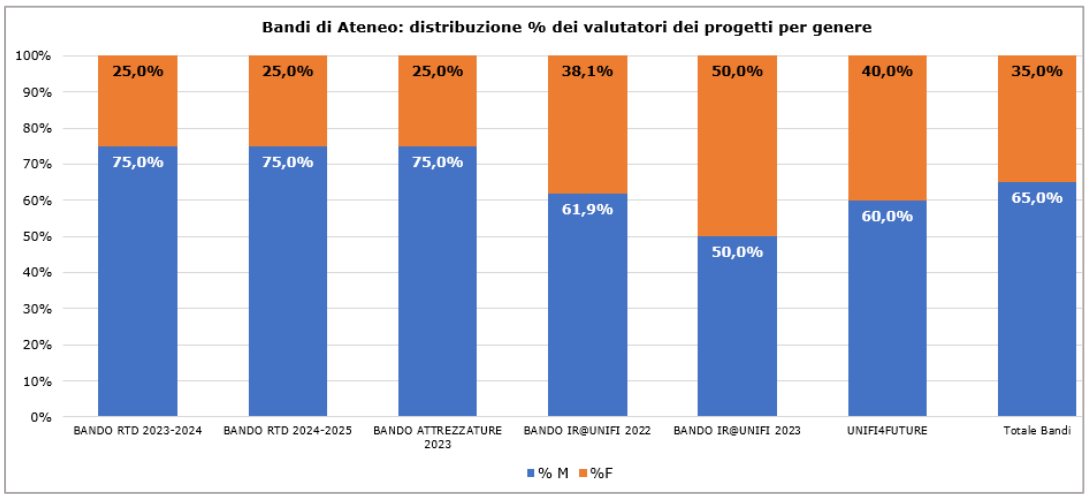


Among initiatives to support and promote research activities, the University annually promotes a **series of calls for the acquisition of equipment and the funding of competitive projects. The allocated quotas are overall equally distributed by gender**, both in terms of winners and project coordinators (see Fig. 19), with the exception of a more significant female presence in the RTD 2023-2024 Calls and the Unifi4Future Call.

In the University Calls (for which 2023 data is analyzed) that involve evaluation by commissions of internal or external experts, the male component is more represented in every type of call (see Fig. 20). The Calls where a closer approach to gender equity is observed include the UNIFI4FUTURE Call and the IR@UNIFI2022 and IR@UNIFI2023 Calls.



◀*Fig. 19 – Winners of the Unifi 2023 University Calls for Proposals by gender of the project coordinator. Source: Research and Technology Transfer Area.*

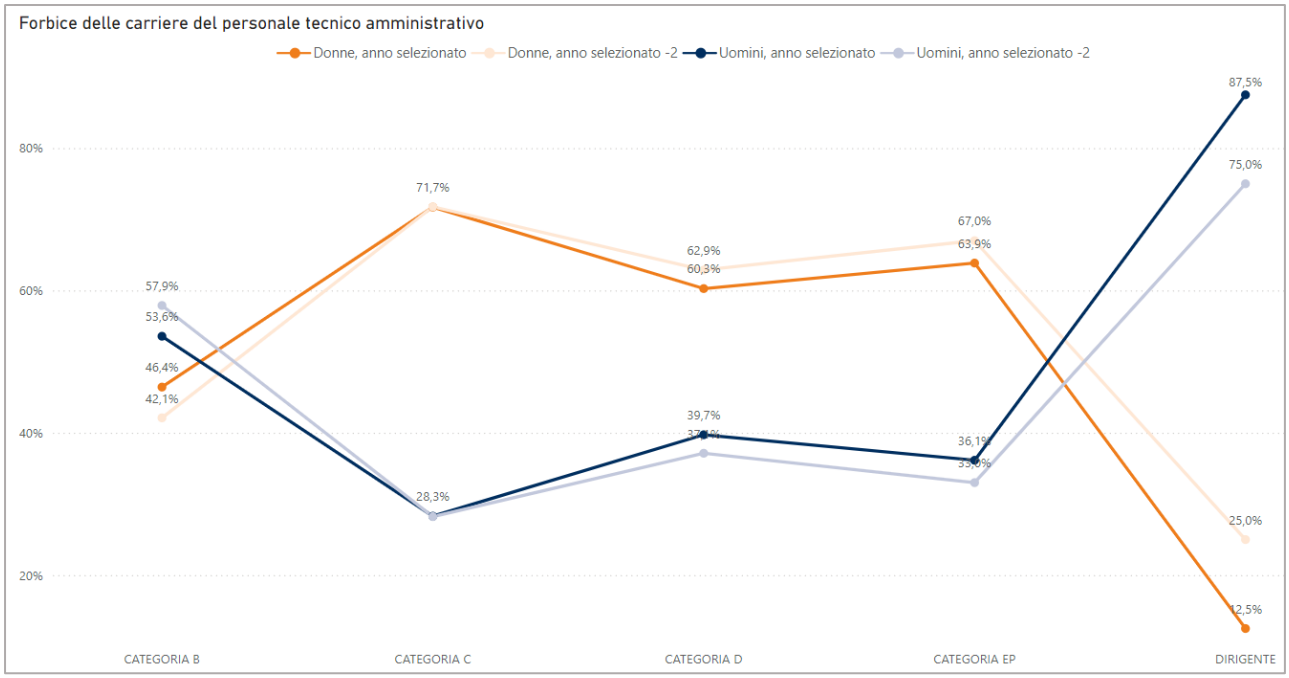


◀*Fig. 20 – Percentage of evaluators in Unifi University Calls for Proposals 2023 by gender. Source: Research and Technology Transfer Area.*

1.3 Administrative and technical staff

1.3.1 Gender, contractual levels, functional areas and organizational positions

Among the technical and administrative staff, the overall proportion of women is 66,2% of the entire sector (951 out of 1436 total). In detail, during the observed period (2020–2022, see fig. 21), there is a **clear predominance of the female gender** in the C, D, and EP contractual categories (between 60% and 70%), with percentages above 70% and stable for category C, and **lower and decreasing percentages for contractual levels D** (60.3%, -2,6% compared to 2020) **and EP** (63.9%, -3,1%)[1]. **In 2022, the data for management staff was still extremely unbalanced**, with a clear and growing male predominance compared to previous periods (87,5%); however, the data shows a trend toward rebalancing in 2023.



◢Fig. 21 – Percentage of technical and administrative staff by gender and contractual category, years 2020 and 2022. Source: Cineca BdG Gender Dashboard (data updated as of September 23, 2024).

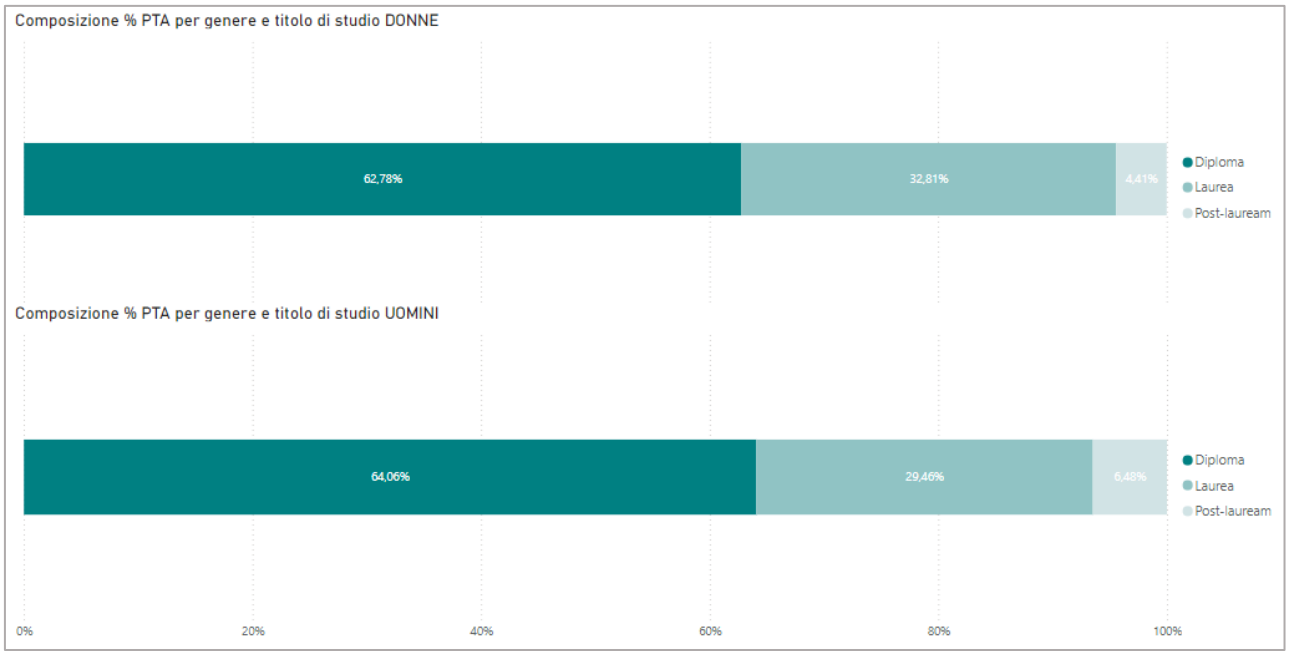
In 2022, the share of female staff belonging to **protected categories**—numerically compliant with legal requirements—accounts for approximately 56% of the total, with a higher presence in categories B and C. This percentage is slightly lower than the overall percentage of women in the general workforce.

The percentage of staff holding a **university degree or higher qualifications** (see fig. 22) is **slightly higher for women** compared to men (37,2% vs. 35,9%).

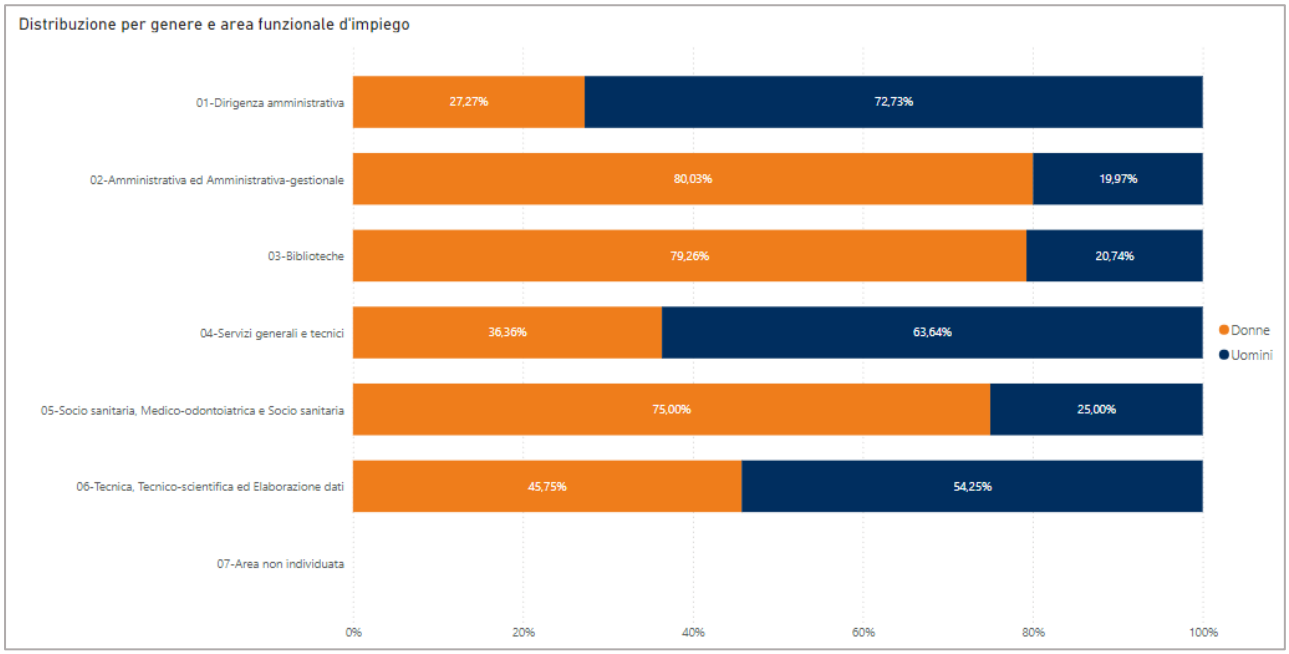
The distribution across **functional areas** (see fig. 23) reveals that the **proportion of female staff** is particularly high in administrative-management roles, libraries, and the socio-healthcare sector, and significantly lower in technical services and the scientific-technical and data processing area. The data remains **largely stable compared to the previous year**, except for a slight recovery in the general and technical services sector (+2%), a decline in the medical-

[1] As of May 1, 2024, the new professional framework for technical and administrative staff came into effect, as stipulated by the CCNL Education and Research Agreement of January 18, 2024. For this edition, the old classification system is still used, whereby Category B corresponds to the current Operators area, Category C to Collaborators, Category D to Managers, and Category EP to Highly Skilled Professionals.

dental and socio-healthcare area (-5%), and a sharp decrease in administrative management (-15%).



▲*Fig. 22 – Percentage of technical and administrative staff employed at Unifi in 2022 by gender and level of education. Source: Cineca BdG Gender Dashboard (data updated as of September 23, 2024).*



▲*Fig. 23 – Percentage of technical and administrative staff employed at Unifi in 2022 by gender and functional area of employment. Source: Cineca BdG Gender Dashboard (data updated as of September 23, 2024).*

In 2022, the distribution of **responsibility allowances** aligns with the proportion of female and male staff employed at the University. Regarding the distribution of position allowance amounts for category EP, for almost all recipients of both genders, the allowance exceeds €6,000 annually; however, approximately 3% of men fall within the base range (see figs. 23-24).

Distribuzione per genere e indennità di responsabilità

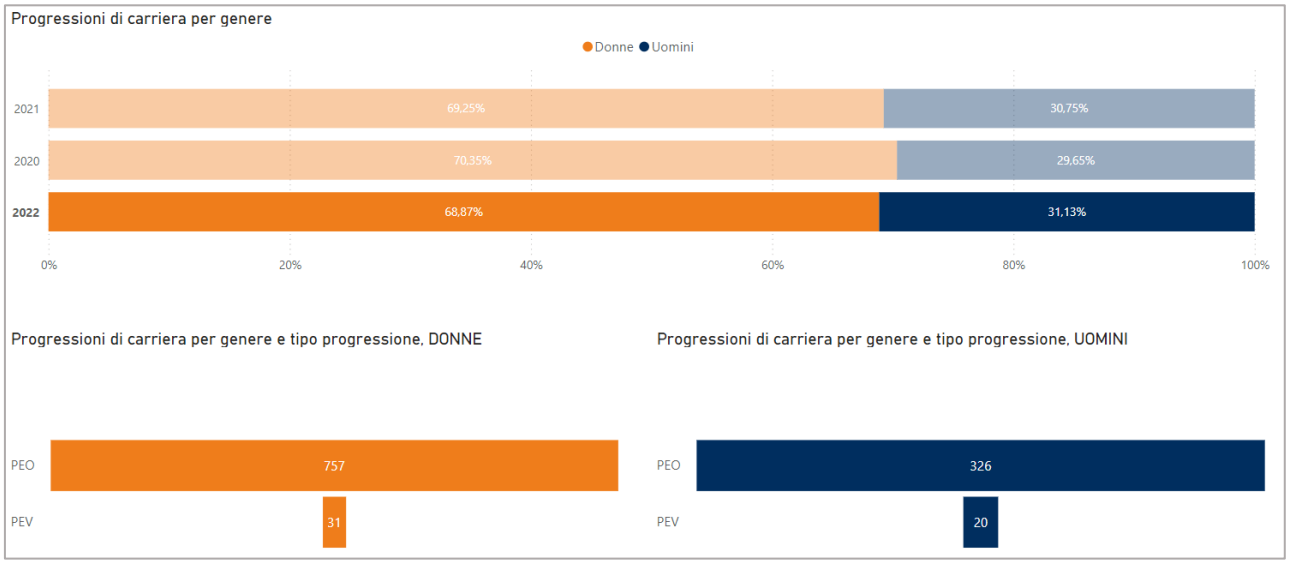
ANNO	2021		2022	
Tipo Indennità	Donne	Uomini	Donne	Uomini
Ind. Ateneo/Ente no OP/TFR	85,71%	14,29%	90,00%	10,00%
Ind. d'Ateneo pers. dist./com./ser.estero				100,00%
Ind. DPR 567/87 - assegni 90%			100,00%	
Ind. DPR 567/87- assegni 100%		100,00%	61,54%	38,46%
Indennita' di Ateneo	70,05%	29,95%	67,22%	32,78%
Indennità di Ateneo	65,98%	34,02%	64,77%	35,23%
Totale	**69,38%**	**30,62%**	**67,15%**	**32,85%**

◀*Fig. 23 – Percentage of technical-administrative staff by type of responsibility allowance and gender, comparison 2021-2022. Source: Cineca BdG Gender Dashboard (data updated as of September 23, 2024).*

Distribuzione per genere e ammontare dell'indennità di posizione (Categoria EP)

ANNO	2020		2021		2022	
FASCIA INDENNITA'	Donne	Uomini	Donne	Uomini	Donne	Uomini
Indennità fino a 4000 euro	1,49%	3,03%		6,06%		3,33%
Indennità oltre 6000 euro	98,51%	96,97%	100,00%	93,94%	100,00%	96,67%
Totale	**100,00%**	**100,00%**	**100,00%**	**100,00%**	**100,00%**	**100,00%**

◀*Fig. 24 – Percentage of EP technical-administrative staff by gender and economic band of position allowance, years 2020-2022. Source: Cineca BdG Gender Dashboard (data updated as of September 23, 2024).*



▲*Fig. 25 – Percentage of career progressions by gender, years 2020-2022, and breakdown by type of progression, year 2022. Source: Cineca BdG Gender Dashboard (data updated as of September 23, 2024).*

Analyzing **career progressions by gender** (**PEO** and **PEV**, see Fig. 25), the proportions observed, which have remained stable during the 2020-2022 period, align with the overall composition of the workforce. However, the percentage of men achieving vertical progression is slightly higher than that of women (4.1% of men compared to 3.3% of women).

1.3.2 Age and seniority

The **compensation index** (ratio of hires to departures; with an index of 1 indicating balance) shows that in 2022, **hiring did not offset departures**, with a **similar imbalance observed across both genders** except for a notable divergence in category D, where male and female turnover differed significantly (see Fig. 26).

Consistently, the **overall turnover index** (difference between departures and hires as a proportion of total staff; with a value of 0 indicating equilibrium, see Fig. 27) remained negative for both genders in 2022, except for male staff in categories D and Senior Management. For female staff, the turnover index was significantly negative in category EP (-0.19) and even more so in the Senior Management category (-1).

Indice di compensazione (Assunzioni / Cessazioni)

CATEGORIA	Donne	Uomini
CATEGORIA B	0,00	0,00
CATEGORIA C	0,64	0,65
CATEGORIA D	0,56	1,25
CATEGORIA EP	0,00	0,00
DIRIGENTE	0,00	
Totale	**0,24**	**0,48**

Indice di turnover complessivo per genere e per categoria (Assunzioni - Cessazioni)

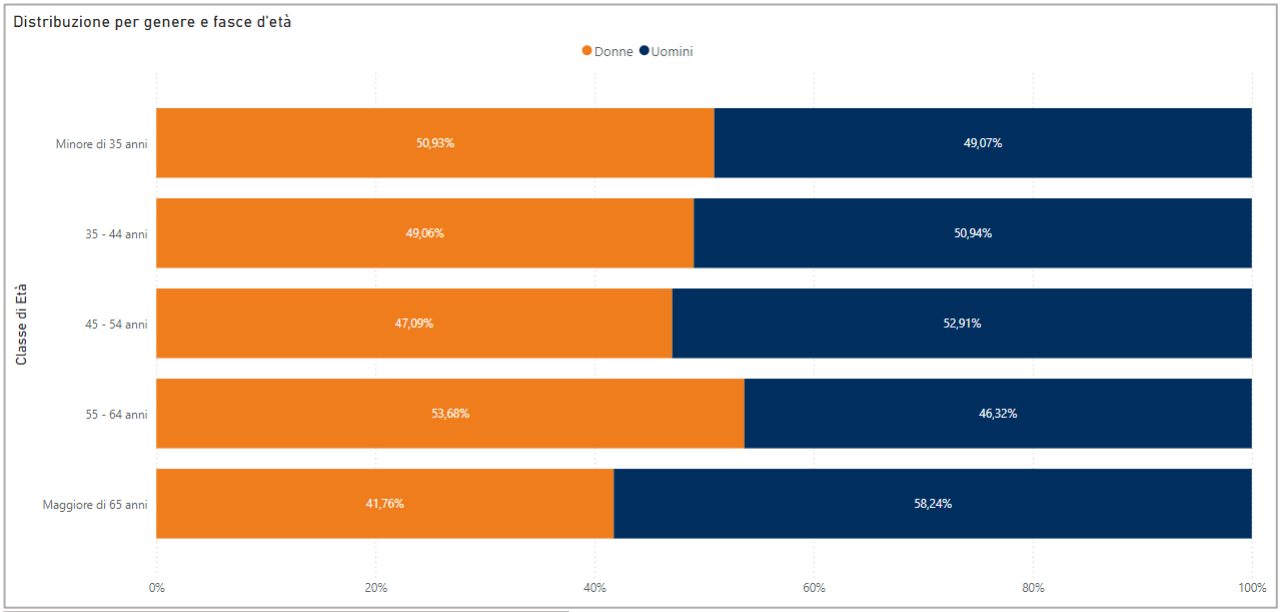
CATEGORIA	Donne	Uomini
CATEGORIA B	-0,15	-0,07
CATEGORIA C	-0,03	-0,04
CATEGORIA D	-0,04	0,02
CATEGORIA EP	-0,19	-0,17
DIRIGENTE	-1,00	0,14

◀Fig. 27 – Turn over index by gender and contractual category, year 2022. Source: Cineca BdG Gender Dashboard (data update as of 23 September, 2024).

◀Fig. 26 – Compensation index between hired and terminated staff by gender and contractual category, year 2022. Source: Cineca BdG Gender Dashboard (data update as of 23 September, 2024).

The **average age** of technical-administrative staff remained largely stable over the three-year period, standing at 53 years in 2022. Gender distribution reveals a near-equitable presence of male and female staff across all age groups, with the exception of a slight predominance of women in the 55–64 age range (53.7%) and a lower representation of women in the 65+ age group (41.8%), indicating an earlier retirement trend among women. Similar patterns emerge across the different contract categories, where **the female workforce tends to have an average age about one year younger** than their male counterparts in each category (see Fig. 28). The significant wave of new hires initiated in 2020 has rejuvenated the technical-administrative staff, reducing the proportion of employees with long service (21–31 years) to 46.2% in 2022, compared to 52.9% in 2021. The distribution within seniority brackets reflects the overall composition of the workforce (see Fig. 29).

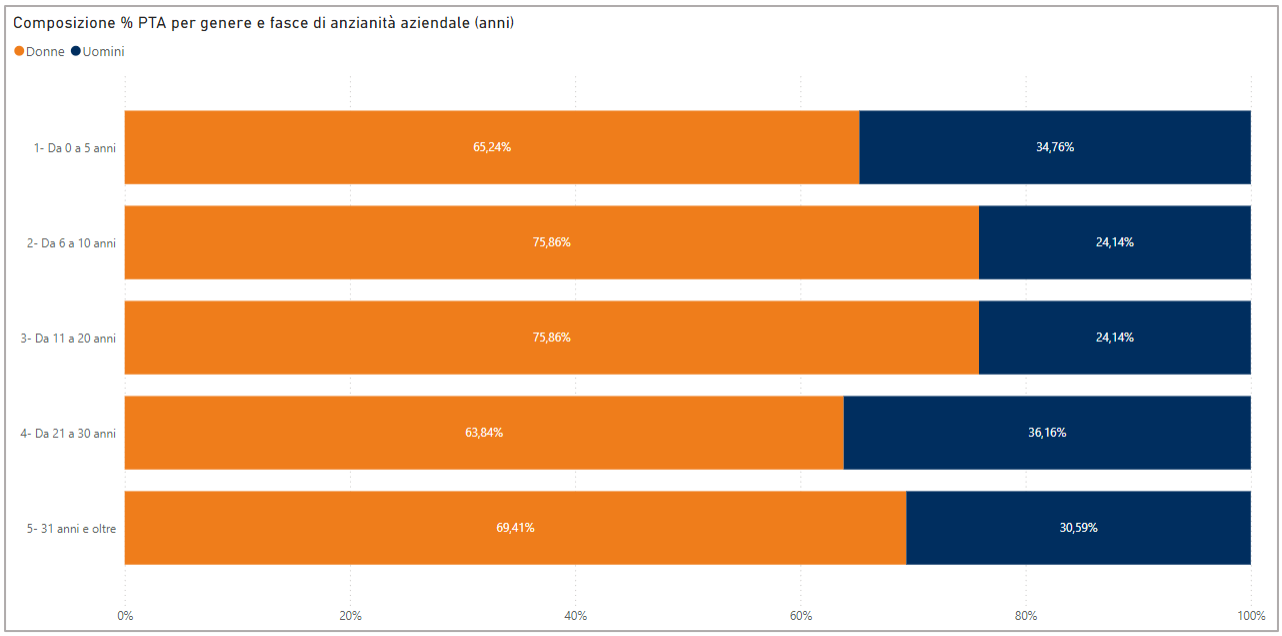
Analyzing contract categories reveals that the rejuvenation of the workforce particularly impacted category C, followed by categories D and EP. However, only in category C was there gender parity in new hires. In categories D, EP, and Senior Management, the data skewed against women (see Fig. 30).



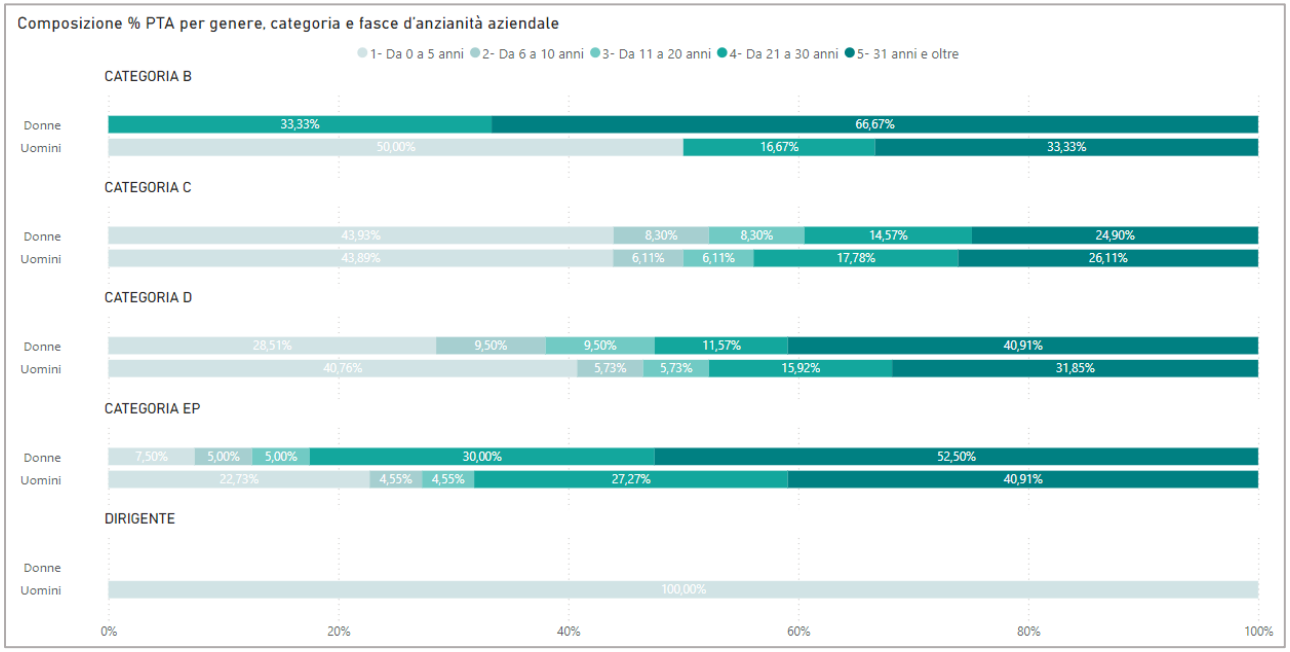
Età media per genere e categoria

Categoria	Donne	Uomini	Totale
DIRIGENTE II FASCIA	54,95	56,12	**55,60**
POSIZIONE ECONOMICA B	54,16	53,83	**53,99**
POSIZIONE ECONOMICA C	50,12	51,03	**50,57**
POSIZIONE ECONOMICA D	50,91	51,76	**51,34**
POSIZIONE ECONOMICA EP	54,64	55,55	**55,08**
Totale	**52,75**	**53,49**	53,13

◀▲*Fig. 28 – Percentage distribution of technical-administrative staff in service in Unifi in 2022 by gender and age group and average age by gender and category. Source: Cineca BdG Gender Dashboard (data update as of 23 September, 2024).*



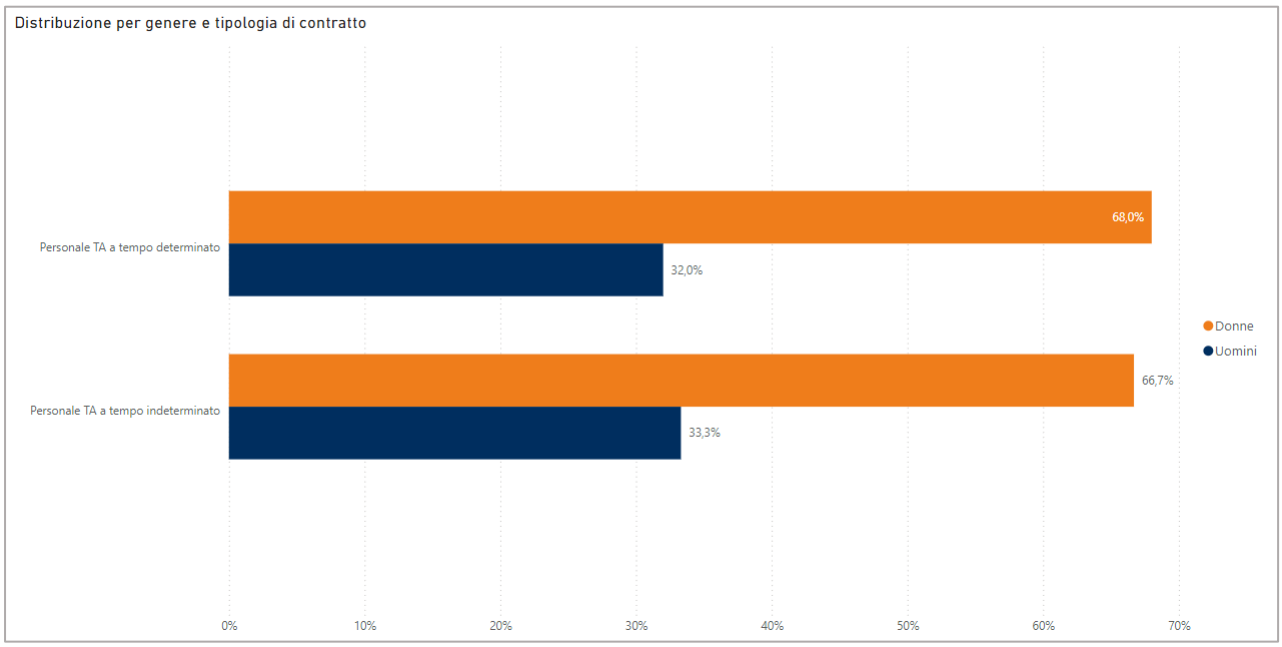
▲*Fig. 29 – Percentage distribution of technical-administrative staff in service in Unifi in 2022 by gender and company seniority groups. Source: Cineca BdG Gender Dashboard (data update as of 23 September, 2024).*



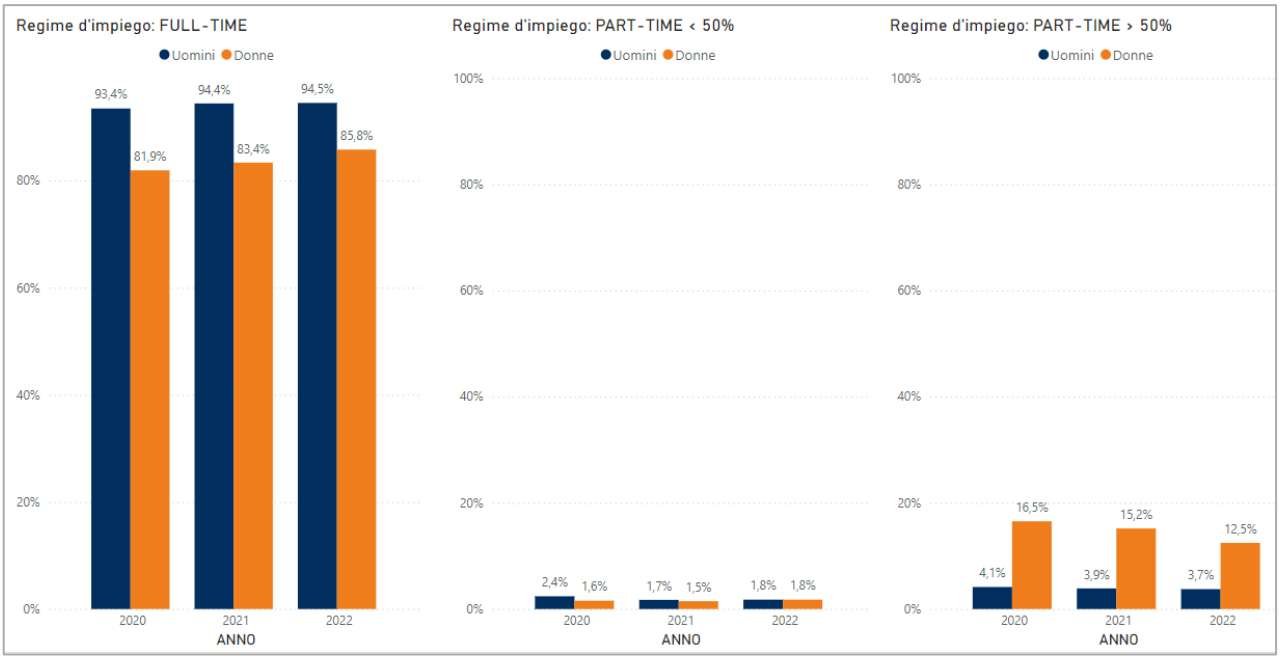
▲*Fig. 30 – Percentage composition of technical-administrative staff in service in Unifi in 2022 by gender, category and company seniority bands. Source: Cineca BdG Gender Dashboard (data update as of 23 September, 2024).*

1.3.3 Employment regime and work arrangements

In 2022, approximately 95% of the workforce was employed under **permanent contracts**, with the proportion of female employees—though showing a slight decline—remaining consistent with their overall representation in the total workforce (67%). A similar distribution by gender was observed among employees on fixed-term contracts, also showing a slight decrease (see Fig. 31).



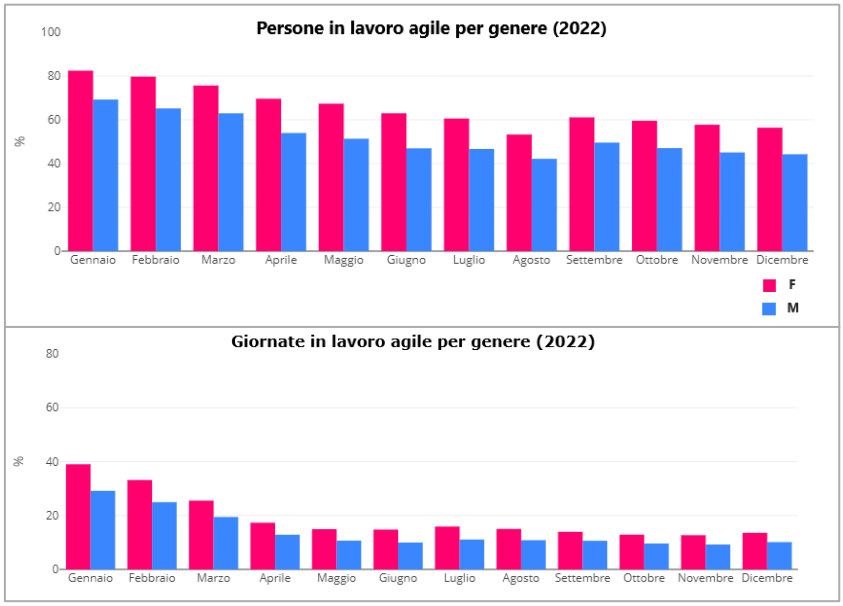
▲*Fig. 31 – Distribution of technical-administrative staff serving in Unifi in 2022 by gender and type of contract. Source: Cineca BdG Gender Dashboard (data update as of 23 September, 2024).*



▲*Fig. 32 – Distribution of technical-administrative staff serving in Unifi in 2022 by gender and employment regime. Source: Cineca BdG Gender Dashboard (data update as of 23 September, 2024).*

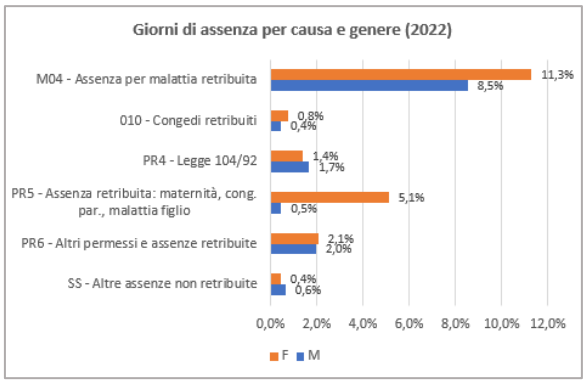
The percentage of **women employed on a full-time basis** continues to grow, although it remains consistently about ten percentage points lower than that of men (see Fig. 32). Similarly, the share of women utilizing part-time employment is approximately ten percentage points higher than that of men, with the majority opting for schedules exceeding 50% of standard

hours. Nevertheless, over the past three years, there has been an **increase in the number of employees working full-time among both men and women** (81.9% in 2020 vs. 85.8% in 2022 for women). This growth is associated with the introduction and/or strengthening of work-**life balance measures** such as remote working and flexible working arrangements.



◀*Fig. 33 – M/F percentage distribution of staff with at least one day of flexible working per month out of the total technical-administrative staff in service in Unifi in 2022 and of the days in agile working out of the total days of effective working in the year 2022. Source: UNIFI Management Dashboard on Agile Work POLA control room.*

In 2022, after moving beyond the peculiarities of the pandemic period, the use of **remote work** stabilized below **15% of actual working days for women and around 10% for men**. Over the year, an **average of 66% of female contracted staff and 52% of male contracted staff worked at least one day per month in a flexible work mode** (see Fig. 33). Remote working also remains significantly more common among female employees.



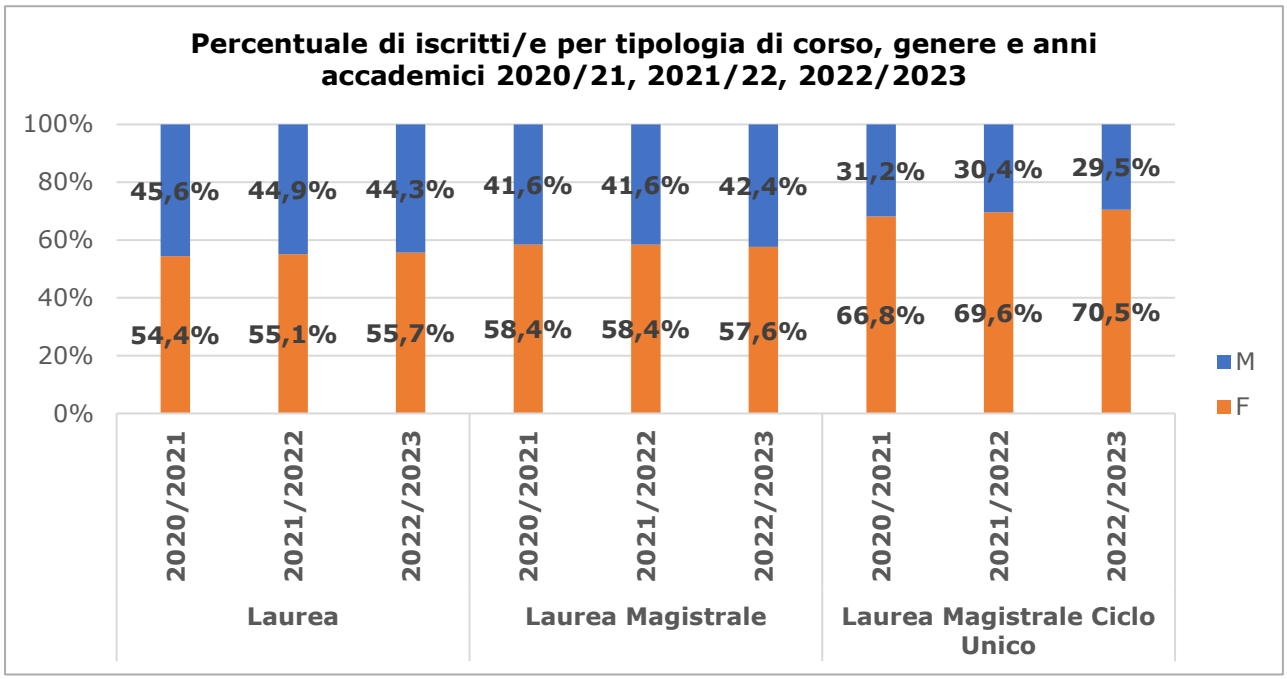
▲*Fig. 34 – Average number of days of absence used in 2022 by reason of absence and gender of the applicant. Source: MEF Absences annual account, data as of 12/31/2022.*

Female staff, on average, **take more days off compared to their male counterparts, particularly for maternity leave, parental leave, and child-related sick leave** (see Fig. 34). Conversely, men exhibit slightly higher use of leave under Law 104/92 and other unpaid absences.

The higher prevalence of women accessing these options (part-time work, flexible work arrangements, telework, and leave) reflects not only the greater representation of women within technical and administrative staff but also highlights their stronger need for flexible work arrangements. These measures enable them to balance work with private and family responsibilities, which are often disproportionately borne by women.

1.4 Student component

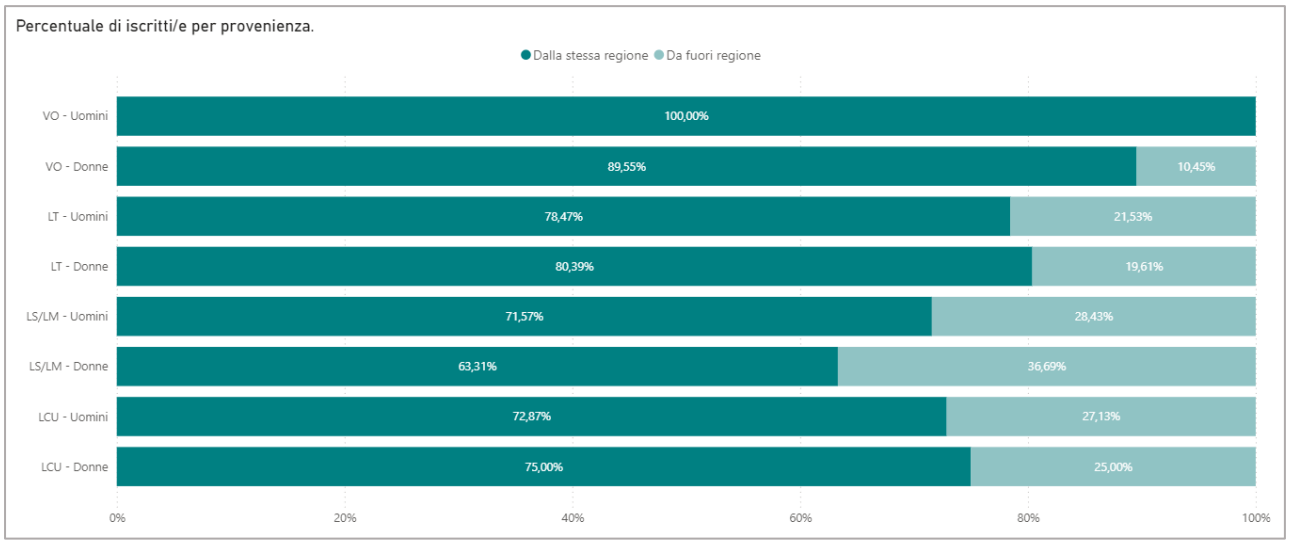
1.4.1 Choice of educational paths



◢Fig. 35 – Percentage distribution of students by gender and type of course, a.y. 2020/21, 21/22, 22/23. Source: Cineca BdG Gender Dashboard (data update as of 23 September, 2024).

Between the 2020/21 and 2022/23 academic years, the percentage distribution of enrollment in **degree programs** remained stable, with a **majority of female students** (increasing from 57.9% in 2020/21 to 58.9% in 2022/23). This steady, slight growth is observed in Bachelor's Degrees and Single-Cycle Master's Degrees, while a minor decline is noted in female student representation in Master's Degrees (see Fig. 35).

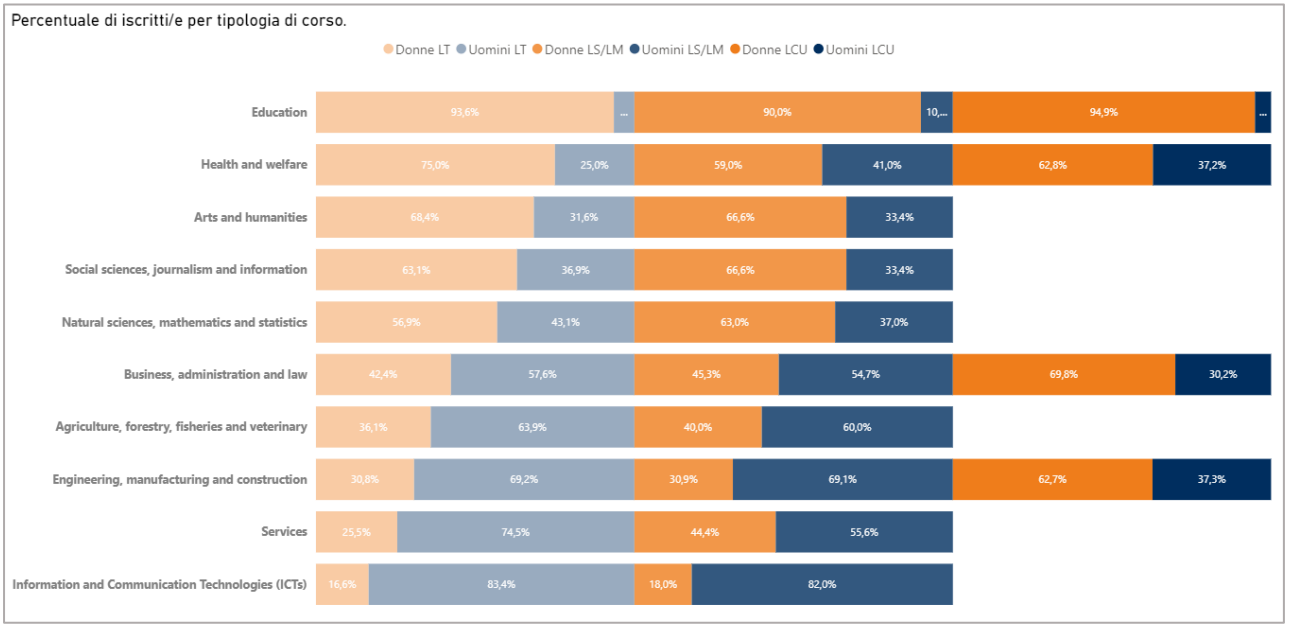
The gender distribution of geographic origin, when compared across the various types of degree programs, shows similar patterns for men and women coming from the same region or outside the region (see Fig. 36).



◢Fig. 36 – Percentage distribution of students enrolled in the a.y. 22/23 by gender, type of study course and geographical area of origin. Source: Cineca BdG Gender Dashboard (data update as of 23 September, 2024).

The gender distribution of geographic origin, when analyzed within the different types of degree programs, reveals a similar distribution between men and women coming from the same region or from outside the region (see Fig. 36).

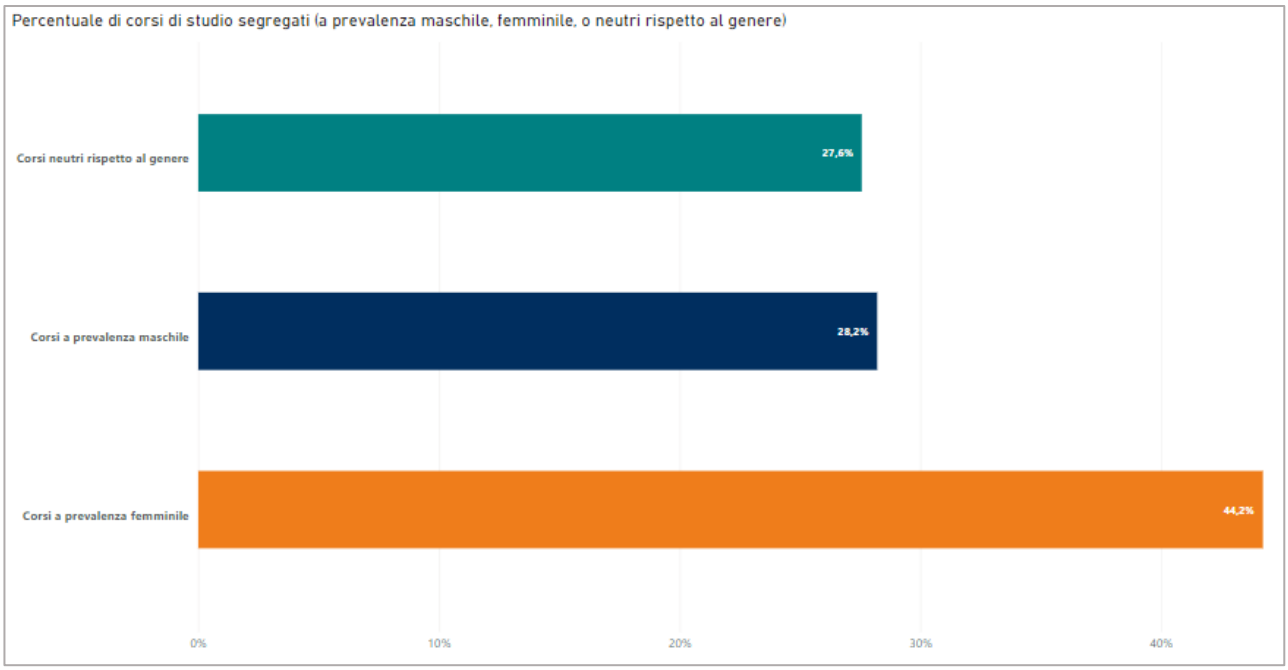
According to the 2022 Almalaurea Survey on the Profile of Graduates, there is a majority of female students among foreign citizens (5.1% compared to 3.8% for males). Additionally, the percentage of first-generation female students, coming from families where neither parent has a degree (68.6%) and belonging to the working-class category (19.9%), is higher than that of males (62.7% and 18.5%, respectively). In contrast, male students are more represented in the middle-class employee category and the upper-class category.



▲Fig. 37 – Percentage distribution of students enrolled in the a.y. 2022/23 by gender, disciplinary area and type of course. Source: Cineca BdG Gender Dashboard (data update as of 23 September, 2024).

The distribution of enrolled students across disciplinary areas confirms the phenomenon of **horizontal segregation for both genders in certain fields of knowledge**. Despite a slow narrowing of the gap, there remains a marked **male predominance in engineering and ICT courses**, while there is an overwhelming **female majority in education science programs** and, to a lesser extent, in **health, humanities, and social sciences** (see fig. 37).

Overall, 27.6% of the study programs at the University active in 2022/23 exhibit a balanced gender distribution among students (see fig. 38). The proportion of female-dominated programs has increased over the three-year period (44.2%, up by 5.1% compared to 2020/21), driven particularly by the imbalance observed in Bachelor's programs (47.5% female-dominated) and, even more so, in Single-Cycle Master's programs (70%).



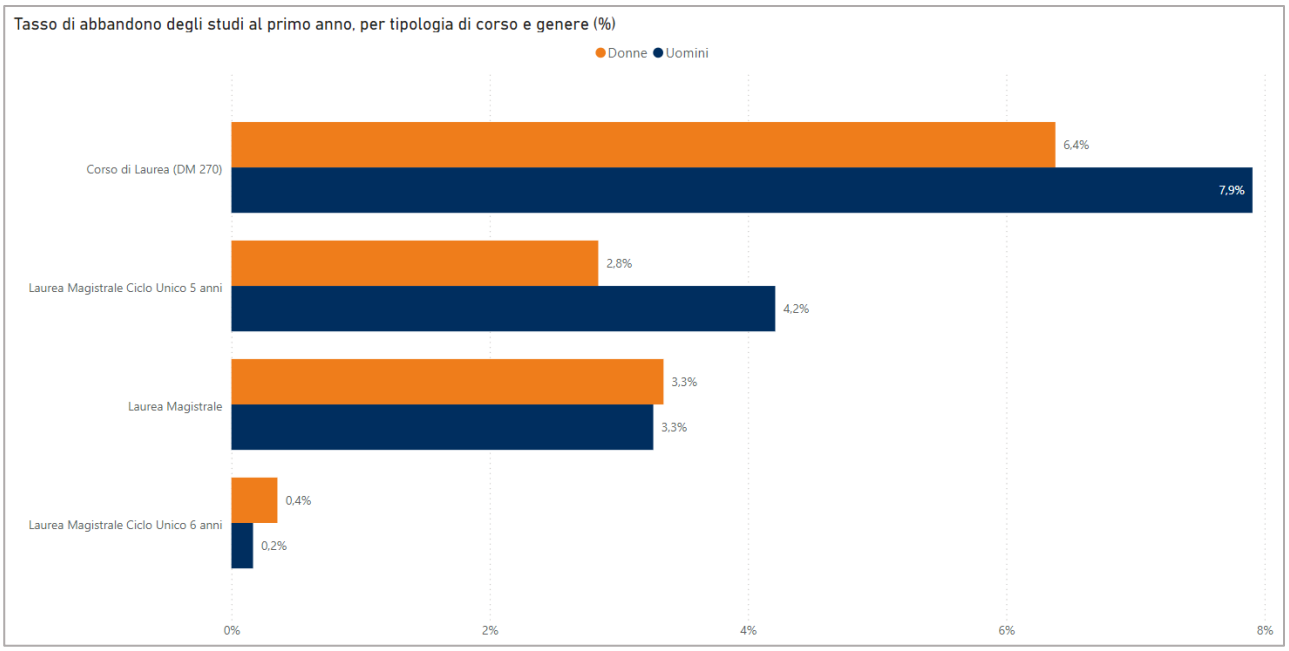
◢*Fig. 38 – Segregation of study courses with respect to gender: percentage of degree classes with a male and female prevalence and gender-neutral classes, a.y. 2022/23. Source: Cineca BdG Gender Dashboard (data update as of 23 September, 2024).*

1.4.2 Study paths

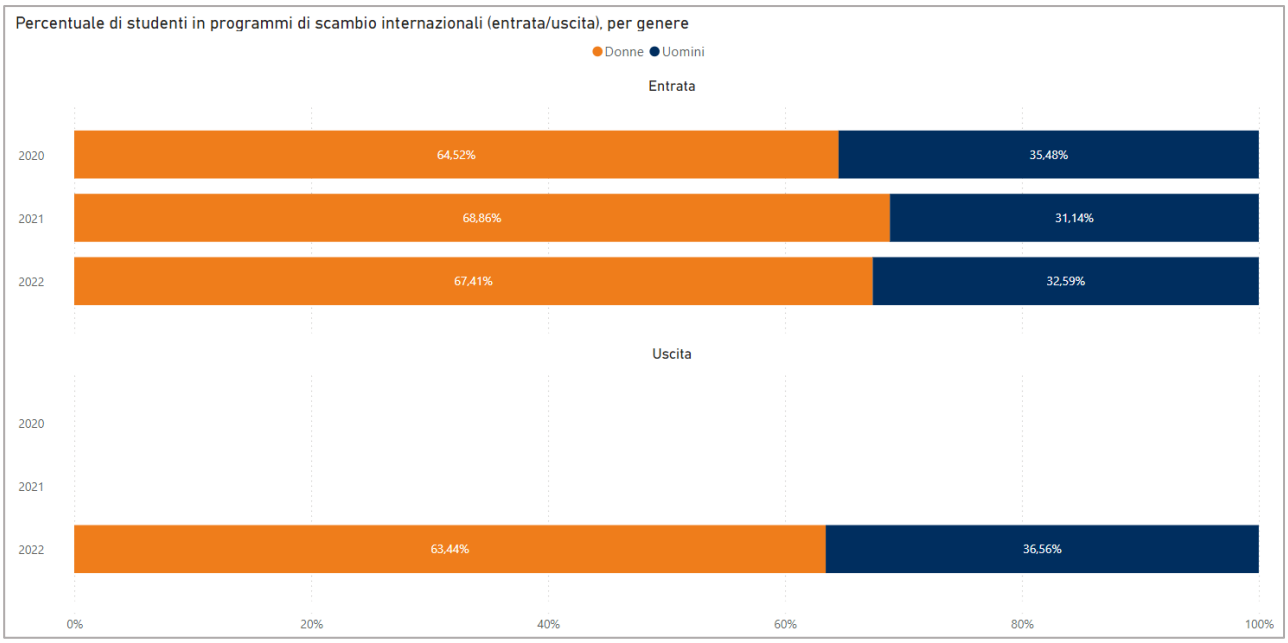
The **dropout rate at the end of the first year** of study is slightly higher among male students in three-year and single-cycle degree programs, while it is marginally higher among female students in master's degree programs (see fig. 39). However, the dropout rate has significantly decreased across all types of study programs and for both genders.

Participation in international exchange programs is more prevalent among female students than their male counterparts, exceeding the average proportion of enrolled female students (see fig. 40).

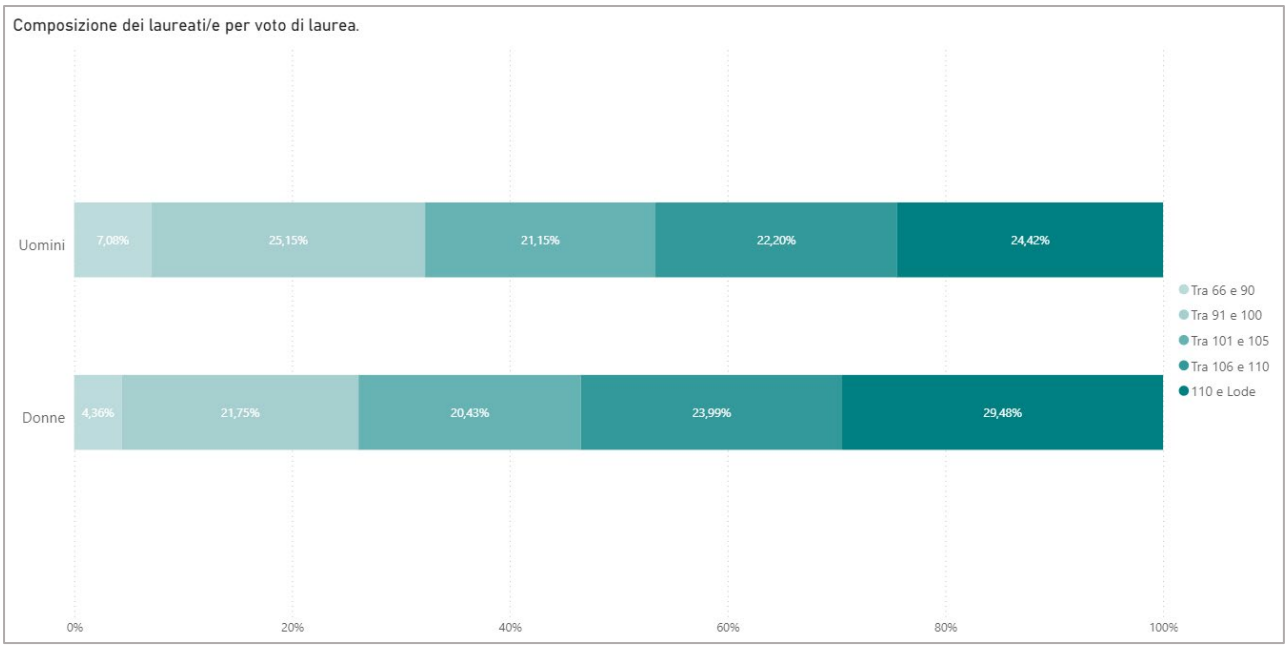
The **gender distribution among graduates aligns with the enrollment figures**. According to the Almalaurea Survey on the Profile of Graduates 2022, there has been a trend toward gender rebalancing in the 2020-2022 period compared to previous years, with the percentage of female graduates still higher than that of enrolled female students but to a lesser extent than in the past. **Female students tend to perform slightly better**: their graduation grades are generally higher (notably, the highest grade is achieved by 29.5% of female graduates compared to 24.4% of male graduates—see fig. 41). Furthermore, in master's and single-cycle degree programs, female students graduate more frequently within the standard duration of the program, while for bachelor's degrees, the rate is almost equal between genders (see fig. 42).



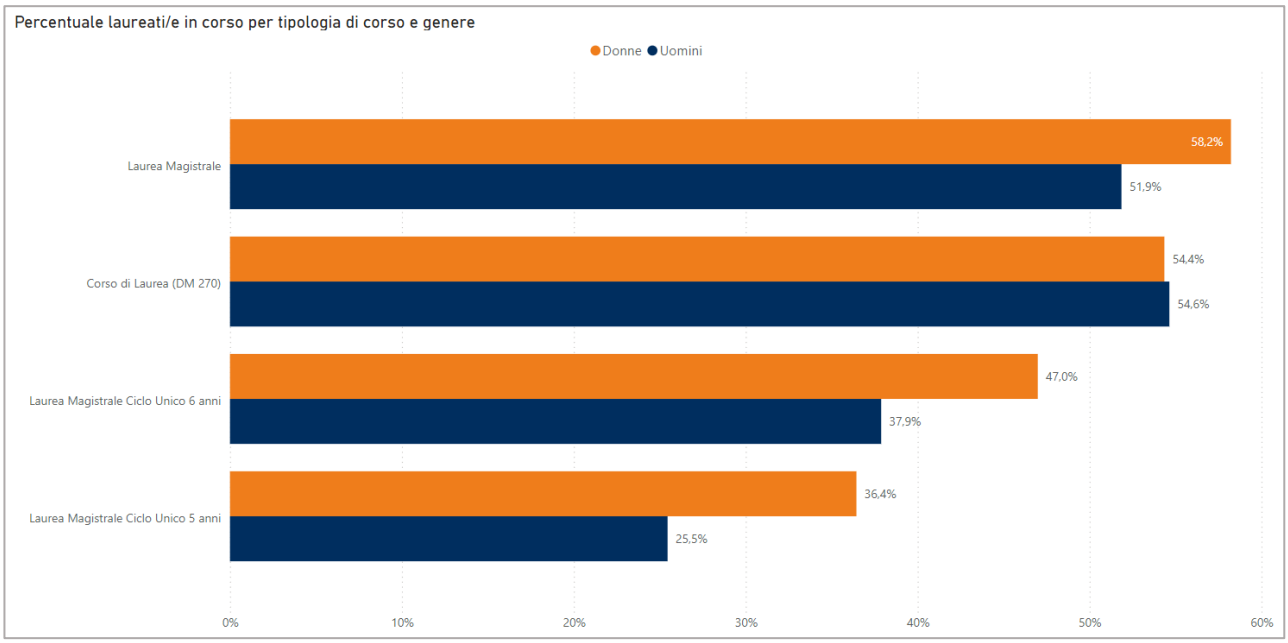
▲Fig. 39 – Percentage distribution of students who drop out in the first year of the course by gender and type of course, a.y. 2022/23. Source: Cineca BdG Gender Dashboard (data update as of 23 September, 2024).



▲Fig. 40 – Student participation in international exchange programs: percentage distribution by gender and type of program, a.y. 2020/21-2021/22-2022/23. Source: Cineca BdG Gender Dashboard (data update as of 23 September, 2024).



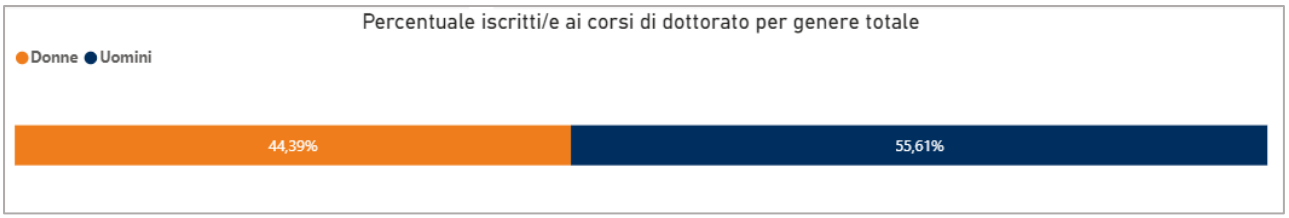
▲Fig. 41 – Percentage distribution of 2022 graduates by degree grade and gender. Source: Cineca BdG Gender Dashboard (data update as of 23 September, 2024).



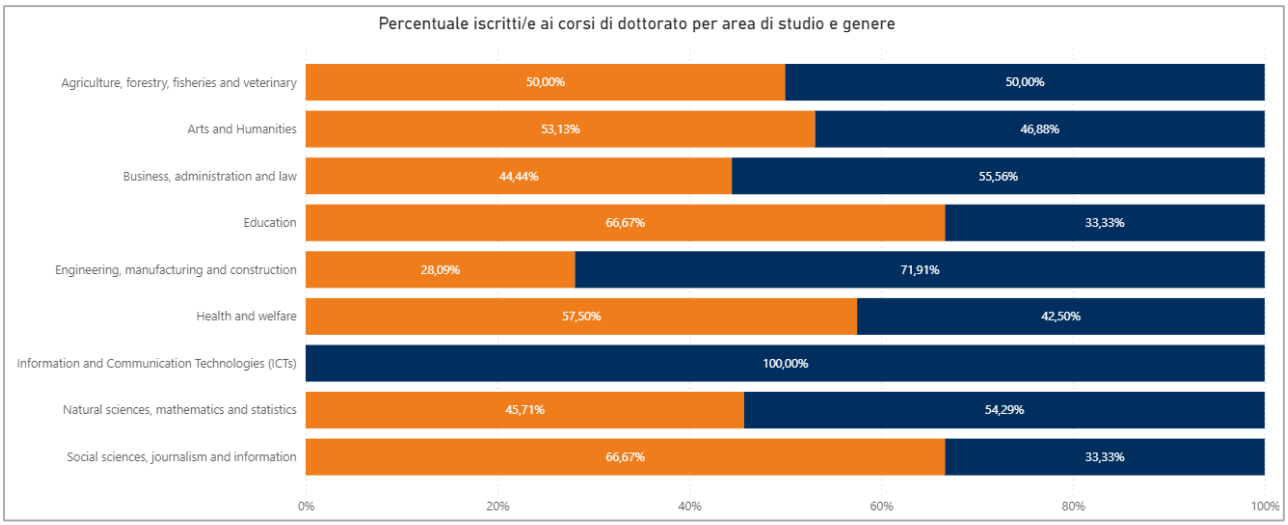
▲Fig. 42 – Percentage distribution of regular graduates by gender and type of course, a.y. 2022/23. Source: Cineca BdG Gender Dashboard (data update as of 23 September, 2024).

1.4.3 Post-graduate studies

In the past three years, the percentage of **women enrolled in doctoral programs** has consistently been slightly lower than that of men (see fig. 43), with the most recent data showing a decline compared to the previous year (-4%). Doctoral programs also exhibit horizontal segregation (see fig. 44), with a **higher concentration of women in fields such as education, health, and social sciences**. Notably, the ICT sector, although small in overall numbers, shows a complete absence of female representation.



◢Fig. 43 – Distribuzione percentuale degli iscritti ai corsi di dottorato per genere, a.a. 2022/23. Fonte: Cruscotto BdG Cineca (aggiornamento dati al 23 settembre 2024).



◢Fig. 44 – Percentage distribution of PhD graduates in the a.y. 2022/23 by gender and disciplinary area. Source: Cineca BdG Gender Dashboard (data update as of 23 September, 2024).

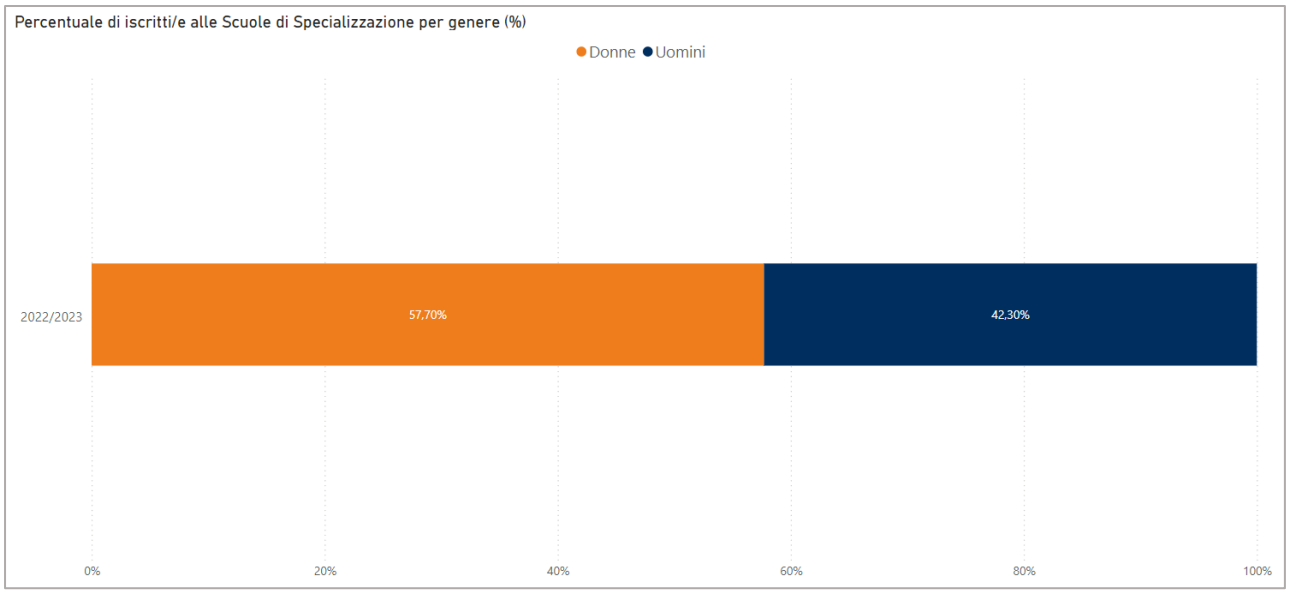
Over the past five years, **dropout rates in doctoral programs** have fluctuated, partly due to the relatively small sample sizes. However, focusing on the average of the last three years, there is a noticeable trend reversal. **Women now exhibit a slightly higher dropout rate** (1,4%) compared to men (1,3%), in contrast to the traditionally lower dropout rates observed among women in previous years (see fig. 45).

Tasso di abbandoni ai corsi di dottorato di ricerca, per genere e per anno.

Anno	Donne	Uomini
2019	0,9%	2,0%
2020	2,0%	2,7%
2021	0,6%	1,3%
2022	2,7%	2,0%
2023	1,0%	0,5%

◢Fig. 45 – Dropout rate from PhD programs by gender, a.y. 2019-2023. Source: Cineca BdG Gender Dashboard (data update as of 23 September, 2024).

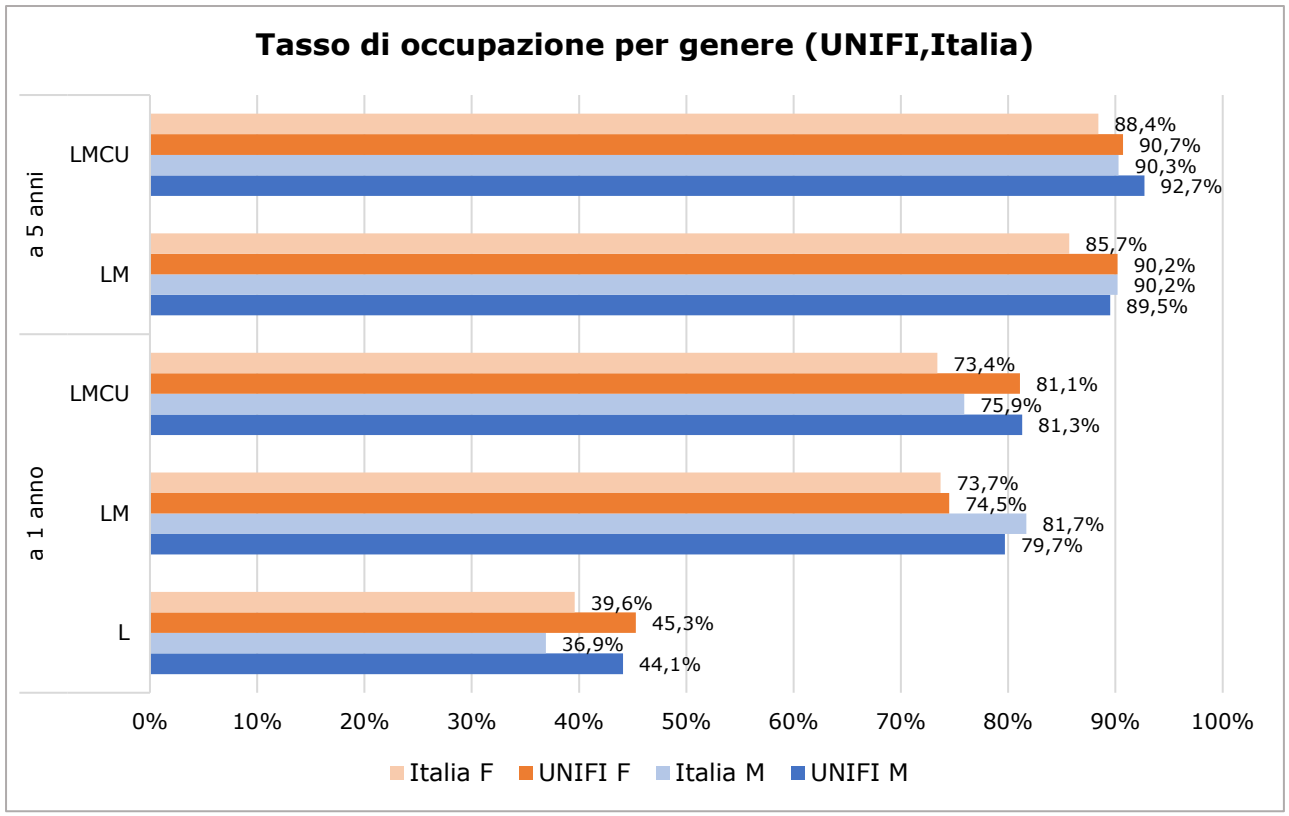
Over the three-year period, the enrollment rates in **Specialization Schools have remained relatively balanced, with a consistent majority of female students**. This trend aligns with the fact that most Specialization Schools are concentrated in the medical-healthcare and humanities areas, which traditionally attract higher female participation (see fig. 46).



◢Fig. 46 – Percentage distribution of specialization school enrollments by gender, a.y. 2022/23. Source: Cineca BdG Gender Dashboard (data update as of 23 September, 2024).

1.4.4 Occupational status

The better performance of the female gender during their studies does not systematically translate into a better **occupational condition**. In fact, according to data from the Almalaurea 2024 survey (see fig. 47), one year after graduation, the employment rate is **higher for the male**

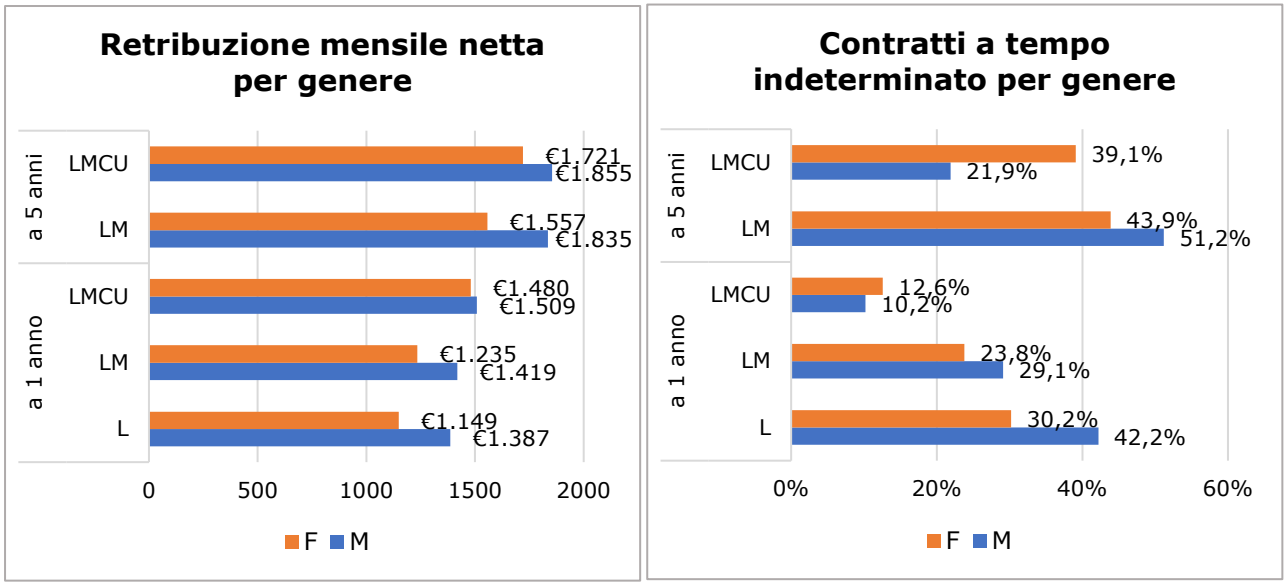


◢Fig. 47 – Employment rate of Unifi graduates by gender and course type, 1 and 5 years after graduation, compared to the Italian average. Source: Almalaurea 2024 Survey on the Employment Condition of Graduates (survey year 2023, referring to graduation years 2022 and 2018).

component among single-cycle (+0.2%) and master's degree graduates (about +5%) and better for the female component only among bachelor's degree graduates (about 1%). Five years after graduation, regarding male and female master's degree graduates, the gap observed last year has been bridged, with an employment rate for women higher by +0.7% compared to men. In contrast, the data referring to single-cycle degree graduates shows that women have lost almost one percentage point compared to the previous year, against a growth of over 2% for men, with a gap in favour of the latter of two percentage points. The data are all generally in line with or better than the Italian average.

The **net monthly salary** remains **systematically lower for women**, with data in line with that of other Italian universities and therefore reflecting a national issue, just as **permanent contracts continue to be more frequent for men** (see fig. 48), despite an increase in the data for women across all types of degrees, both one year and five years after graduation.

These observations, likely also linked to preferences for certain areas of study, highlight the need for targeted interventions in orientation and placement policies.



◢Fig. 48 – Net monthly salary and permanent contracts of Unifi graduates by gender and course type, 1 and 5 years after graduation. Source: Almalaurea 2024 Survey on the Employment Condition of Graduates (survey year 2023, referring to graduation years 2022 and 2018).

Section 2| Strategies and initiatives for gender equality

The analyses presented in the Gender Report provide the University with valuable insights to enhance its strategies for equal opportunities and assess the impact of implemented actions. Integrating this document with other planning, management, and reporting documents ensures that a gender perspective becomes an integral part of university governance.

Specifically, the University's strategies for gender equality are outlined in the **Gender Equality Plan** (GEP). Complementary actions are promoted by the CUG in the **Triennial Positive Action Plan** (PAP). These policies (see fig. 49) are an integral part of the **Integrated Activity and Organization Plan** (PIAO). In 2024, the **new GEP was approved**, which supplements the focus on work-life balance with topics such as organizational culture and combating stereotypes. It also introduces a dedicated area on gender equality in recruitment and career progression and expands the section on combating gender-based violence to include sexual harassment.

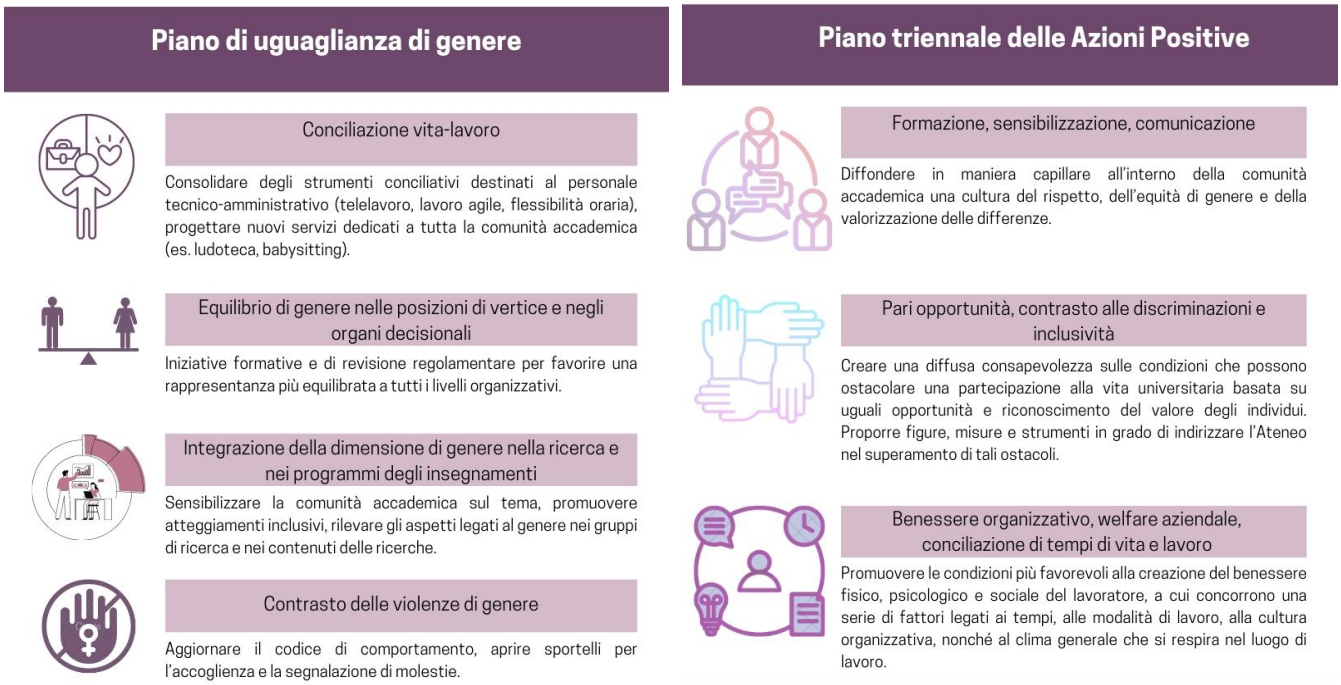
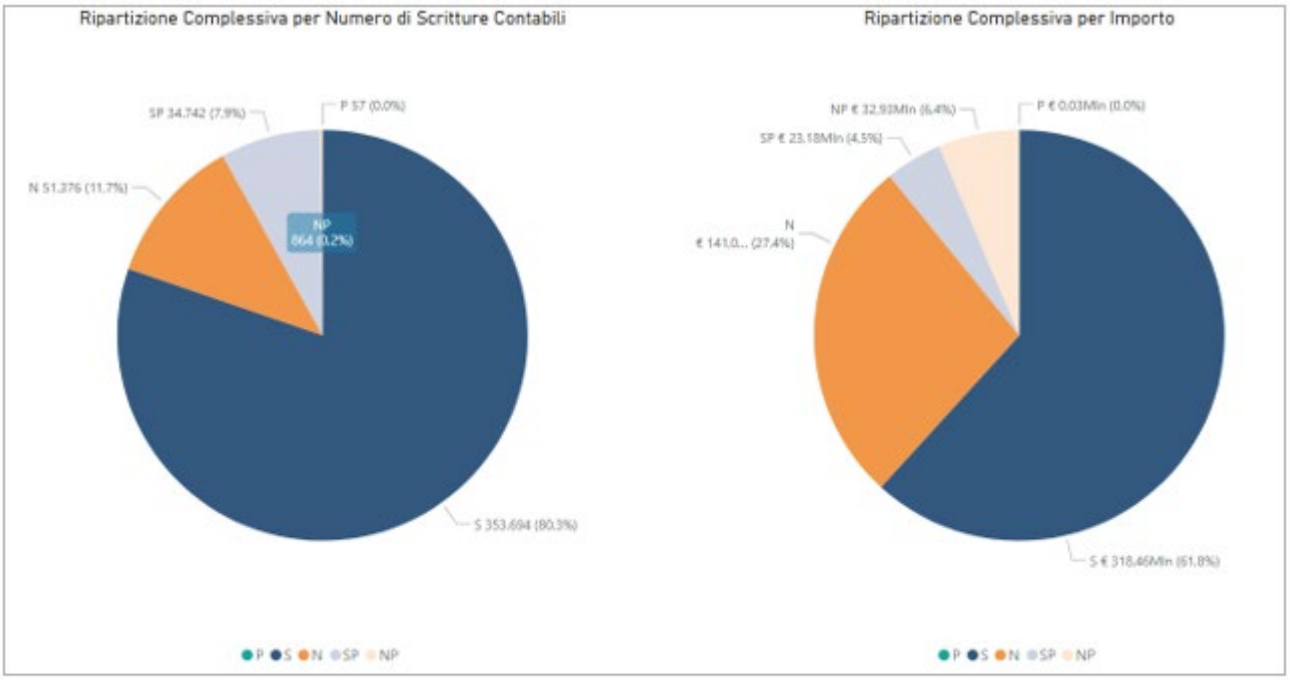


Fig. 49 – Areas of action of the GEP 2022-2024 and the PAP 2022-2024.

Following the CRUI guidelines, the University also initiated, during 2023, the **reclassification of the income statement from a gender perspective**. This process aims to evaluate the efficiency and effectiveness of budget expenditures concerning the allocation of resources and services for men and women, thereby promoting equal opportunities and substantial gender balance. To achieve this, the first step involved a **one-time default classification**, structured according to a schema designed by CRUI and Cineca, which identifies different levels of "sensitivity" of cost items to gender. In the last quarter of 2023, a pilot phase began, during which feedback from stakeholders on individual expenditure items allowed for adjustments to the default classification, reassigning some items to more accurately defined categories. Specifically, the analysis of the 2023 pilot phase shows that **most entries (and their corresponding amounts) should be classified as "gender-sensitive",** as they primarily involve personnel costs for teaching, research, and administrative staff. A smaller but significant share, in terms of amounts, is considered gender-neutral. Only 57 out of approximately 90,000 entries (amounting to €0.03 million out of a total of over €500 million) were classified as expenditures directly aimed at reducing gender inequalities (see fig. 50).



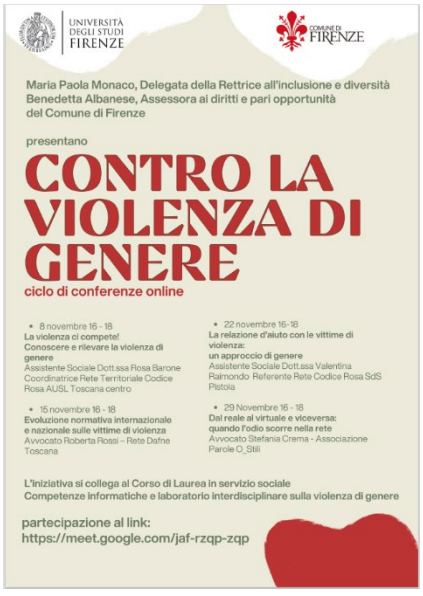
P - Diretto a ridurre le disuguaglianze di genere
S - Sensibile al genere
N - Neutrale al genere
SP - Sensibile/Diretto al genere
NP - Neutrale/Diretto al genere
#NC# - Impatto non classificato

▲Fig. 50 – Classification of expenses according to a gender perspective, overall breakdown by number of accounting entries and by amount. Source: Cineca BdG Gender Dashboard (data update as of 23 September, 2024).

Among the additional **initiatives implemented** in 2023 to achieve the objectives outlined in the GEP and PAP plans, the following are highlighted:

- **Awareness and Dissemination Activities.** A transversal action necessary to promote awareness and combat biases starts with educating the academic community and the public on these aspects. Among the numerous conferences, meetings, exhibitions, performances, and other types of outreach initiatives organized by the University in 2023, dozens of **events were dedicated to gender issues**. Notable among these were those organized by the CUG: the performance "Vestali del silenzio. Le Donne e la loro voce," the dialogue "Lo spazio delle donne," the seminar "Quanti generi di diversità?" the theatrical series "Su il sipario! La medicina in scena," and the performance "La voce delle Donne della Commedia, contro la violenza di Genere." For International Women's Day 2023, as part of the initiative "8 marzo – Pari opportunità ieri, pari opportunità oggi," an exhibition of archival documents titled "Per Prime. Documenti d'archivio sulle prime donne iscritte ad Architettura nell'Università di Firenze" was presented. With a resolution dated October 17, 2023, a collaboration agreement was established between the Universities of Siena and Florence for the launch of the series "Politiche e strategie per l'uguaglianza di genere e l'inclusione. Temi, ricerche e prospettive dei CUG delle Università di Siena e Firenze," aiming to foster a broad-ranging discussion addressing various areas of discrimination. On the **International Day for the Elimination of Violence Against Women** (November 25, 2023), the rectorate building in Piazza San Marco was lit up in red, the symbolic color of the day, in memory of victims of gender-based violence. On the same day, Rector Alessandra Petrucci opened the meeting "La forza delle scarpe rosse: simbolo di resistenza contro il femminicidio," followed by the discussion "Realtà e rappresentazione della violenza di genere: tra diritto, arte e filosofia." Also in November, a series of four online conferences titled "Contro la violenza di genere" took place, and the University joined the social media campaign against

violence against women, "Posto occupato," reserving symbolic seats across University spaces to commemorate women victims of femicide who could or would have been there.



◢Fig. 52 – Some posters of the events organized by the University of Florence in 2023.

- **Participation in the European campaign "No Women No Panel – Without Women, It's Not Discussed"**: the University of Florence, the Metropolitan City of Florence, and RAI signed their commitment to the campaign on December 19, 2022, at Palazzo Medici Riccardi. The initiative aims to promote balanced and diverse participation of women and men in communication events, with the goal of ensuring and disseminating communication models, messages, and contributions in educational and communicative spaces that respect the personal, cultural,

and professional dignity of women. It also seeks to highlight a realistic and non-stereotypical representation of the diverse roles women occupy in society. Just over a year after the project's launch, a volume of studies was published to recount the milestones of the campaign and the initial results achieved. "Quando le donne contano. No Women No Panel: la misura della democrazia paritaria", published by Rai Libri, was presented on November 10 in the Aula Magna, with an event opened by the Rector and followed by a roundtable discussion.

- **Work-life balance:** In 2023, the administration aimed to **revise the structure of remote work arrangements** in their various forms, considering both the dynamics established following the resolution of the emergency situation related to the SARS-CoV-2 pandemic and the opportunities offered by the new national collective labor agreement (CCNL) for the sector. These considerations led the University to **reshape the characteristics** and boundaries of several previously adopted arrangements:

  - **the range of work schedules** has been expanded to balance employee needs with service requirements;
  - **remote work** now applies to all tasks that can be performed remotely, without predetermined limitations on the number of employees and without requiring a selective application process. This expands the current remote working arrangements, which involve specific time constraints and a defined location other than the usual workplace;
  - **agile work** will be introduced on an experimental basis for an initial period and limited to a specific number of employees. This work mode is task-oriented, allowing for phases, cycles, and objectives to be achieved without strict time or location constraints, and is subject to an evaluation of the results produced.

The new Document regarding working hours and the management of employment relationships for technical-administrative staff came into effect in April 2023. Currently, 57 employees have opted for a continuous schedule over five days of 7 hours and 12 minutes without afternoon shifts; this schedule accommodates those who, for personal or family reasons, request to be exempted from afternoon shifts (e.g., employees with children under 14 years of age, care responsibilities for relatives with health issues, or the employee's own health problems). An additional 245 employees (including 36 EP-level staff) have chosen the time framework schedule, which can be activated for specific service needs. This schedule averages 7 hours and 12 minutes over five days per week, without mandatory presence hours and allows for two to four afternoon shifts. The remaining personnel are divided among schedules requiring 2, 3, or 4 afternoon shifts.

Discussions with trade unions about new remote work guidelines are currently in advanced stages. Meanwhile, individual agreements for agile work previously signed have been extended. Among technical-administrative staff employed in 2023, approximately 53.7% performed at least one day of agile work monthly, and about 9% worked at least one day of telework.

Regarding academic staff, as outlined in the Positive Action Plan (PAP) and the Gender Equality Plan (GEP), both integral parts of the PIAO, 2023 saw the initiation of a discussion on work-life balance measures for teaching and research staff. One outcome is the introduction of a voucher for researchers' children's enrollment in nurseries starting in 2024.

Other significant initiatives, implemented in previous years but continuing to yield results and in addition to the already mentioned establishment of the role of **Trust Advisor** which took place in 2024, include: the establishment of the **Unifi Include Desk**, which collects information on the University's services related to gender issues, such as the activation of the "**alias career**" (allowing transgender, non-binary, and gender non-conforming individuals to use their chosen name within the University); the issuance of the **University Regulation for the Prevention**

and Combating of Discrimination and Harassment in workplaces and study environments, along with **Guidelines for the Protection of Maternity for students and other equivalent workers at the University**; the inclusion of the **gender balance requirement** in the composition of research groups applying for University funding for RTD research projects and research infrastructure; the **Framework Agreement between Unifi and the Metropolitan City** to support the drafting of the gender report for the Metropolitan City and 36 municipalities in the area.

Acknowledgments

University of Florence

Gender Report 2023

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Editing by the Planning, QA and Evaluation Support Unit

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