



UNIVERSITÀ
DEGLI STUDI
FIRENZE

GENDER REPORT

2022



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2022

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Presentation

The Gender Report illustrates the **gender composition of the academic community** (teaching and research staff, technical-administrative staff, and students). It presents the University's policies and **initiatives undertaken to foster gender equality**.

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

Following the standard set in the [Gender Report guidelines](#) drawn up by the Conference of Italian University Rectors (CRUI), to ensure the comparability of data with other universities,

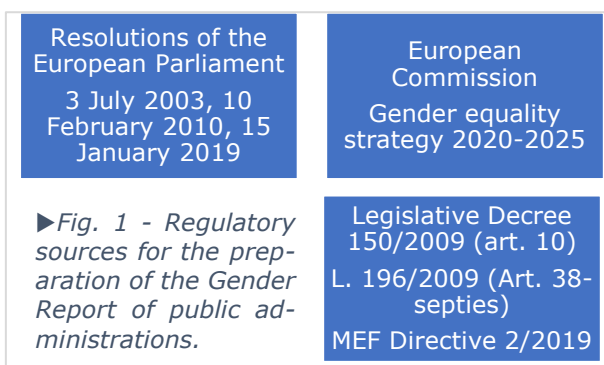
demographic information and information on the careers of teaching and technical-administrative staff and the progression in the study paths of the student body are mainly taken from the [Higher Education Data Portal - Opendata MUR](#) and from the [MEF Annual Account](#). The data in this Budget are for the calendar year 2021 and the academic year 2021/22. This time gap was somewhat reduced in previous editions, as the data referring to technical-administrative personnel were mostly taken from internal sources, which were updated more frequently. The choice for this new and different option that leads to the use of data often farther back in time produces undoubted advantages by allowing, in the immediate term, a realignment of sources and periods of observation applied to all components of the academic community in the future perspective, to make use of the Cineca "Gender Report" Dashboard, which adopts precisely this same approach. In fact, the Dashboard draws most of the data from official MUR/MEF sources, processing them for each university and already placing them in comparison with data on national averages. With reference to the data not present in the official MUR/MEF sources, these, although deduced directly from Cineca's internal management systems, can interface directly with the Dashboard's own system.

In the period of observation represented in this Report, there are still some gender dynamics present in the field of labor, namely hypotheses of vertical segregation (i.e., the greater difficulty for people of either gender in accessing studies or career advancement) and horizontal segregation (greater concentration of one gender in specific academic or professional fields).

In general and first approximation, the data show that:

- **The gender distribution in the Academic Bodies** is in substantial balance with a conspicuous exception represented by the top figures in the Departments (Department Directors);
- **Within the teaching and research staff category**, a prevalence of the male gender is noted - with reference to **permanent staff only**, a fact that is even more evident when referring only to full professor (PO) tenured teaching staff. Although the University's figure is better than the national average, even with reference to career progression, there continues to be a wide gap: the female component, in fact, proportionally greater during the period of the study path and in the start-up phase of the academic career, further on during the career progression begins to decrease systematically. On the research side, likewise, the share of funded research projects submitted by male *Principal Investigators* is higher, with an exception in the life sciences sector, where female success is more common.
- **With reference to technical and administrative staff**, there is a prevalence of the female gender in contractual categories C, D, and EP; in the composition of managerial staff, predominantly male, there is a slight rebalancing. Female presence is lower in technical areas. Work-life balance institutions are, on average, more used by female staff.
- **Student component:** in the study programs, the female component is prevalent, but there is still a definite male preponderance in the engineering and ICT courses, an absolute female majority in the education courses, and, albeit to a lesser extent, in the health, humanities, and social sciences areas. Female students have smoother career progression and tend to perform better, which is not reflected in better employment status.

It is necessary to consider that some of the observed phenomena depend on a diversity of factors, *primarily* social and economic, not all of which are in the direct control of the University, and that significant changes in these aspects often



require medium to long time frames, as they presuppose a cultural paradigm shift to translate into a common vision and active policies on the part of all the actors involved (from legislators to public and private entities, to individuals). For this reason, the University of Florence is committed to the dissemination of a cultural model based on the principle of equal opportunity and to giving support to all those actions aimed at rebalancing disparities, in the full conviction that quality and innovation in the University's institutional activities (teaching, research, third mission) can only be increased in a context capable of enhancing the contribution that diversity, including gender diversity, dialectically makes to the development of knowledge.

From an organizational point of view, the figures in the University who are specifically in charge of equal opportunity protection are the [Delegate for Inclusion and Diversity](#), the [Committee for Equal Opportunities](#), the [Ombudsman](#), and the [Commission for the investigation of violations of the Code of Ethics](#).

The position of Trust Advisor is being appointed.

Delegate for Inclusion and Diversity	Ombudsman
Maria Paola Monaco	Alessandra Dapas
Committee for Equal Opportunity (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
<i>*The 2022 composition is significantly different from the current</i>	
Commission for the investigation of 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 31/12/2022

The measures identified by the University to promote gender equality are defined in the [Gender Equality Plan 2021-2024](#) (GEP); additional initiatives are proposed in the [Three-year plan of positive actions](#) drawn up annually by the Committee for Equal Opportunities (CUG).

In addition, the University has recently embarked on the process of reclassifying budget items from a gender perspective, the outcomes of which may be presented in subsequent editions of the document.

The Gender Report pursues the goal of using inclusive language; throughout the document, any over-extended use of the masculine grammatical gender, solely for simplification, is intended to refer to all persons working within the academic community.

Section 1 | Gender composition of the UNIFI community

The following paragraphs analyze by gender the consistencies, demographic characteristics, and career trends of the teaching, technical-administrative and student components of the University of Florence. The analysis is based mainly on data taken from the most recent update available in the [Opendata MUR](#) and the [MEF Annual Account](#), consolidated as of 2021.

The following acronyms are used for academic role titles: PO= Full professor (or 1st tier); PA= Associated professor (or 2nd tier); RU= Permanent Researcher (exhausted role ex L. 240/2010); RTDA= Fixed-term Researcher (from art. 24 c.3/a of L. 240/2010); RTDB= Fixed-term Researcher (from art. 24 c.3/b of L. 240/2010); AR= Fellow with Research Grant. In some diagrams, the articulation of roles, to facilitate possible comparisons, follows international coding of academic careers with the following correspondences: Grade A (Full Prof.); Grade B (Associate Prof.); Grade C (all types of researchers); Grade D (research fellows).

The data on technical and administrative personnel were anticipated in the previous edition of the Gender Report, drawing them directly from the SICO system, which detects information flows regarding the personnel employed by public administrations and which populates the MEF Annual Account on balance; however, in this report, to adhere more precisely to what is indicated in the CRUI guidelines and thus to allow for better comparability of data at the national level, it was decided to draw from the official source indicated in the guidelines (Annual Account).

Data on the student component also includes some indicators taken from the National Student Registry and Almalaurea (graduate profile and employment status).

Other data are taken from internal sources or with different time terms specified in the text and table captions. Likewise, any different aggregations of various types of personnel are specified where necessary.

To have more and more timely and comparable data among Italian universities, the University has decided to use the Cineca platform to draft the next gender budgets.

1.1 Gender distribution in institutional appointments

In 2022, the overall gender distribution of institutional positions in the University's **governing, supervisory, and advisory bodies** shows a **substantial balance** in representation (see Fig. 3), albeit with a slight male dominance and some differences:

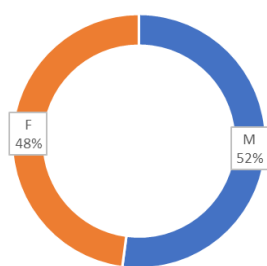
- **The Academic Senate** (35 percent women) and the College of **Department Directors** (19 percent women) continue to have a **lower-than-average female presence**. This can be linked to the lower representation of women among professors serving as Department Directors, who must necessarily be 1st tier.
 - There is substantial **gender equivalence in the presidency of Schools and Degree Courses**.
 - The proportion of **female Doctoral Program Coordinators increased** in the last year (31 percent, compared to 27 percent in 2021), while **the proportion of female Specialization School Directors decreased slightly** (22 percent, compared to 23 percent in 2021) in both cases lower than the average female presence in all University bodies (48 percent).
 - **The distribution among student representatives** who sit on the Bodies that provide for it is perfectly **balanced**.
 - In contrast, the **CUG** and the **Commission for the Investigation of Violations of the Code of Ethics** show an almost entirely female composition, suggesting that those dealing with gender and related issues are almost always women.

It seems appropriate to monitor these differences, as the recognition and prestige attached to certain roles affect both the ability to influence decision-making processes in the University and academic career progression.

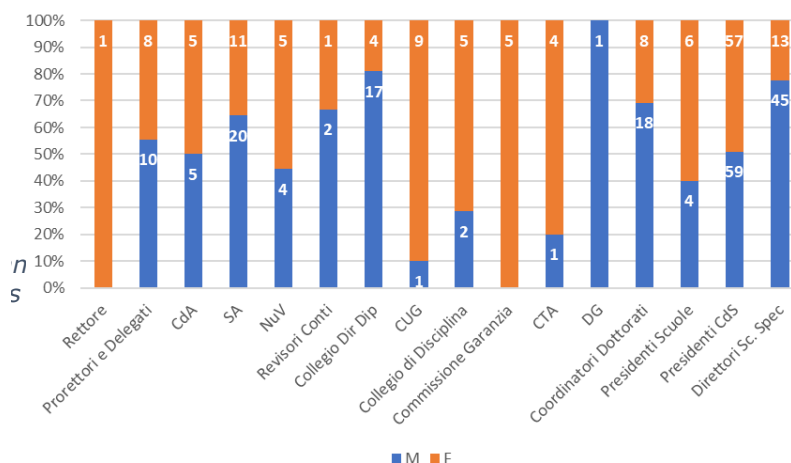
On a level other than that strictly related to representation, but which, by more or less unconscious *bias*, may nonetheless have repercussions on the career prospects of university personnel, some elements related to the **composition of competition commissions** are worth noting:

➤ Concerning the composition of **commissions for the recruitment of professors and researchers**, the relevant University regulations require that "an appropriate gender balance be respected in the composition of the trios" from which to draw the names of commissioners. Although significantly rebalancing from the previous year, in which male quotas were higher, in the 282 procedures completed in **2022, 57 percent of commissioners were men; among com-**

Distribuzione M/F negli Organi di Ateneo



Rappresentanza M/F negli Organi e nelle Strutture



mittee chairs, 64 percent were men.

➤ In **competition committees for the recruitment of technical administrative staff** in **2022**, a fair balance among members is observed (52 percent male, 48 percent female), but with a slight **prevalence of male committee chairs** (59 percent), particularly significant in light of the preponderance of women nationwide among technical, administrative staff.

Similar considerations apply to evaluation committees in the context of the University's calls for project funding (see § 1.2.4).

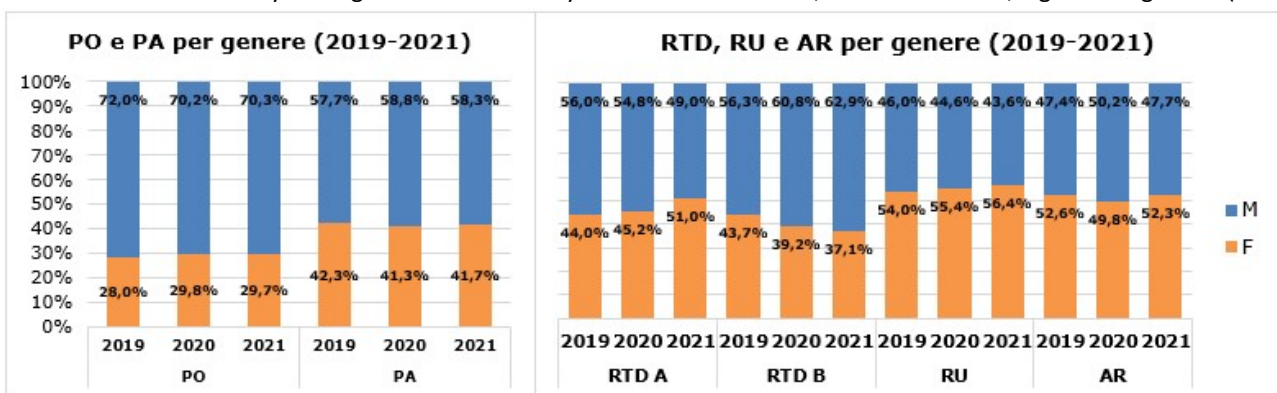
1.2 Teaching and research staff

1.2.1 Gender, age, and academic roles

In 2021, the **University's teaching and research staff** numbered 1,722 permanent staff, with a clear predominance of the male gender, being 708 women (**41.1 percent**) and 1,014 men (**58.9 percent**).

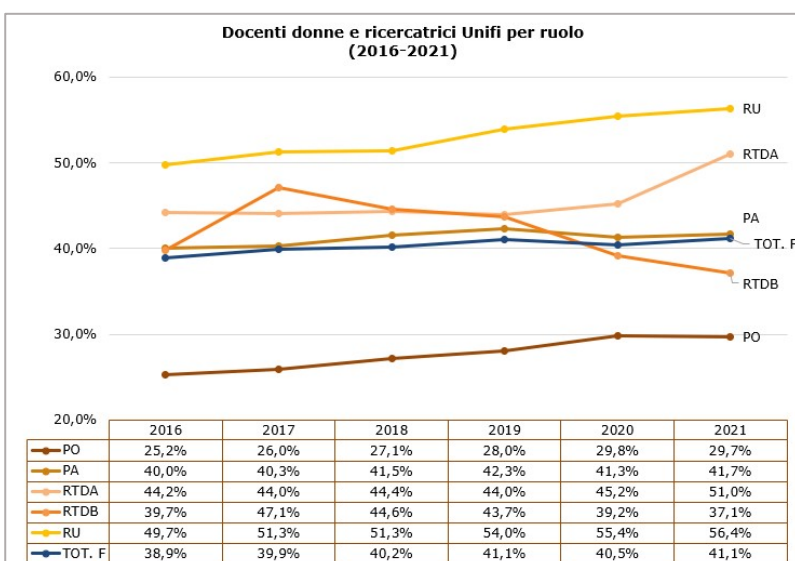
Including the 724 fellows in the analysis (for a total of 2,446 teaching and research staff), the **gender distribution in the different roles appears quite diverse** (see Fig. 4). In the three-year period 2019-2021, the range averages **between 29.2 percent female presence among full professors and 55.3 percent among permanent researchers** (a depleted role, for which the increasing percentage of female presence must be related to both progressive terminations and transitions to PA role). The **downward trend of the female gender among RTDB staff** continues in 2021, which must be carefully monitored, considering that the RTDB role is the gateway to professorship.

Looking at these dynamics retrospectively and with a medium- to long-term view, from 2016 to the present, there is an increase in the female component in all roles except RTDBs (see Fig. 5). The percentage of female POs is significantly lower than the University average of women faculty and researchers. Still, even in this role, significant growth (from



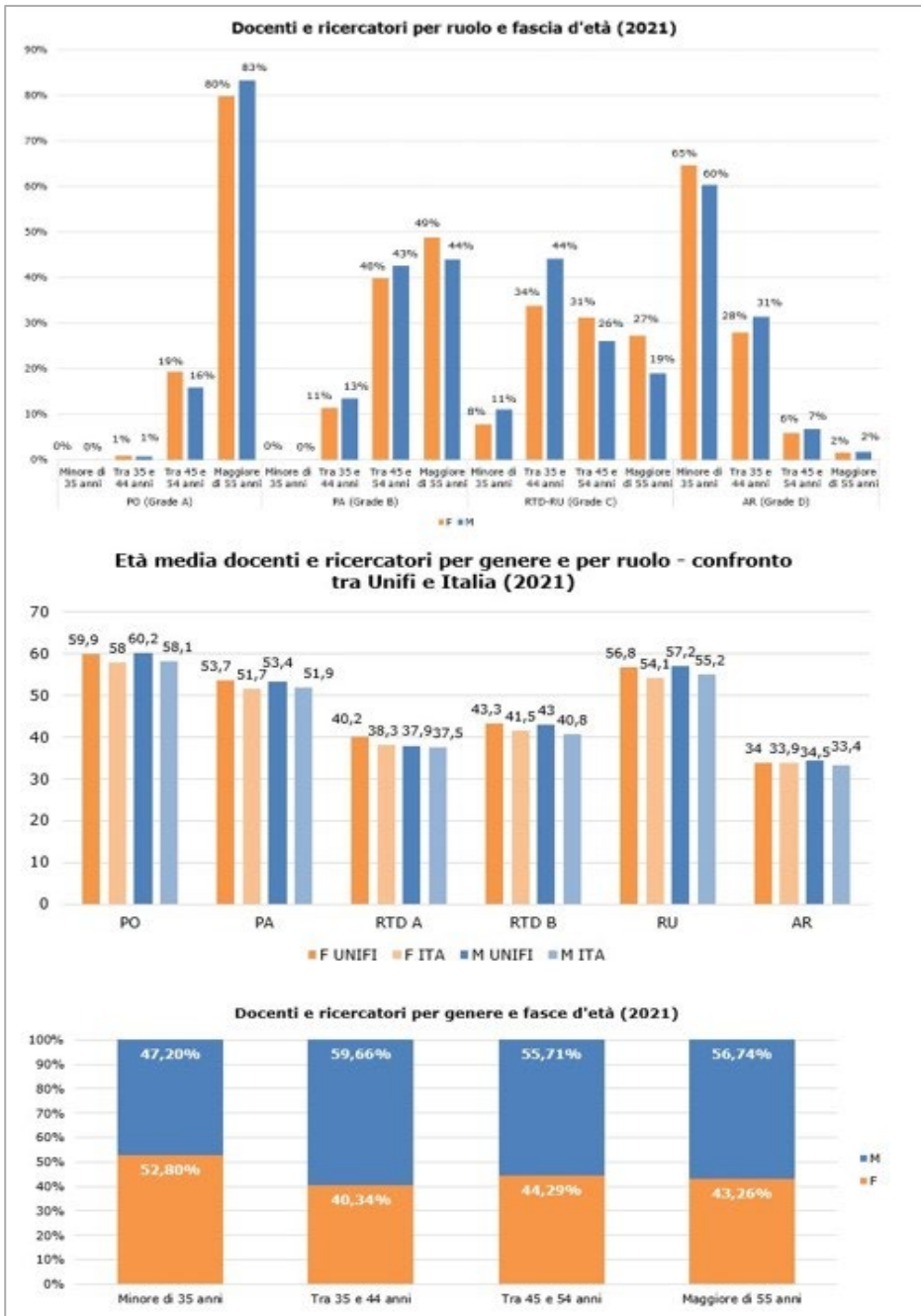
▲ Fig. 4 - Percentage distribution by gender and academic role of Unifi teaching and research staff from 2019 to 2021. Source: MUR Opendata, Academic Personnel Series, data as of 31/12/2021 (updated September 2023).

25.2 percent in 2016 to 29.7 percent in 2021) mirrors the trend of the national average (rising from 22.2 percent in 2016 to 26.2 percent in 2021). The opposite trend can be observed for Unifi's RTDBs (from 47.1 percent in 2017 to 37.1 percent in 2021), whose proportion remains constant in the Italian average (about 41 percent).

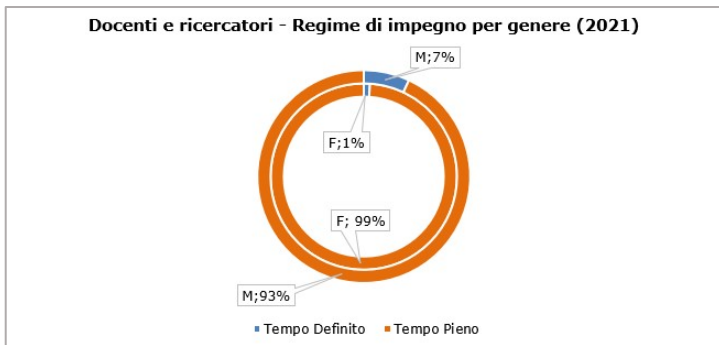


◀ Fig. 5 - Historical series of female Unifi teaching and research staff by academic role from 2016 to 2021. Source: MUR Opendata, Academic Personnel Series, data as of 31/12/2021 (updated September 2023).

The average age of University faculty and researchers (excluding research fellows) is 53.4 years, generally slightly higher than the national average. **The age distribution** (see Fig. 6) shows a **substantial balance between women and men**, even in the different roles, except among RTDA staff, where women are, on average, older than men. Compared to 2020, there is a higher percentage of women in the under-35 age group, which should, over time, be reflected in a decrease in the time it takes for women to enter higher roles.



◀ Fig. 6 - Percentage distribution by gender and age groups of Unifi teaching and research staff in 2021 and comparison with the Italian average. Source: MUR Opendata, Academic Personnel Series, data as of 31/12/2021 (updated September 2023).



◀Fig. 7 - Percentage distribution by gender and commitment regime of Unifi teaching and research staff 2021. Source: MUR Opendata, Academic Personnel Series, data as of 31/12/2021 (updated September 2023).

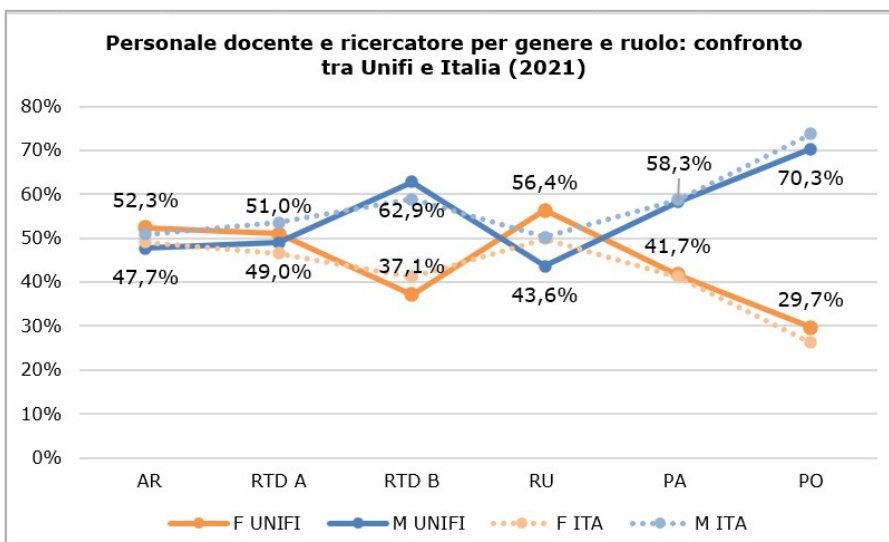
The very large majority of teaching and research staff of both genders choose the **full-time commitment** (see Fig. 7); more men than women opt for defined time (as dictated by legal requirements when there are freelance and self-employment activities incompatible with full-time, except for university medical staff in healthcare affiliation). This could be due to greater difficulty for women reconciling institutional activities and further professional assignments with private life.

1.2.2 Career Gap

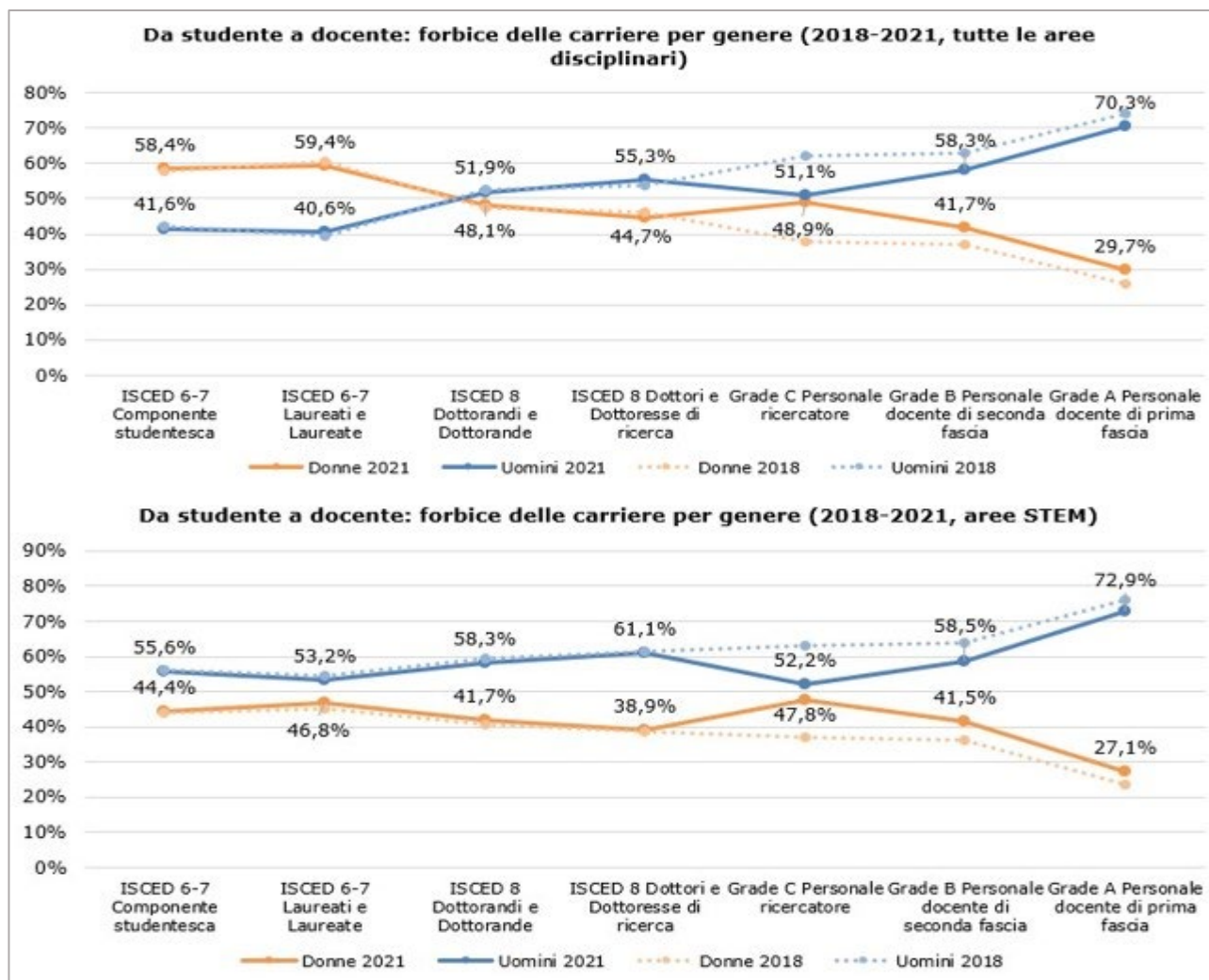
Along the path through the various roles of the university career, a **slight female advantage** is observed in the **early stages of the career**. In contrast, **from the RTDB role, a heavy gap opens up against women**, which persists in the PA and worsens in the PO role (see Figs. 8-9). Nationally, the range is even wider than in our University (Unifi female PO staff: 29.7%; Italy: 26.2%).

The disparity appears even more pronounced when considering that more girls enroll and graduate from University than boys (58.4% vs. 41.6%). The reversal of the trend begins to occur at the time of doctoral attendance and becomes even more pronounced with reference to the percentages of people acquiring the title of Ph.D. (55.3% vs. 44.7%).

However, from a diachronic perspective, between 2018 and 2021, there is a **tentative trend toward a rapprochement** of the proportions of first- and second-tier teaching staff, both considering all disciplinary areas and STEM areas alone, where in any case, the percentage of women is slightly lower than the total.



◀Fig. 8 - Career gap of Unifi teaching and research staff 2021 by gender and academic role and comparison with the Italian average. Source: MUR Opendata, Academic Personnel Series, data as of 31/12/2021 (updated September 2023).



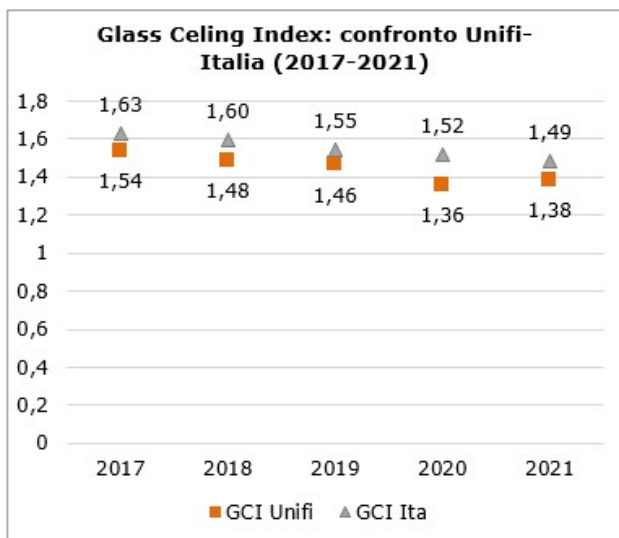
▲Fig. 9 - Career gaps of student and faculty and researcher components Unifi in 2021 by gender and disciplinary area. The percentages shown in the graph refer to the Unifi 2021 figure. Source: MUR Opendata, Academic Personnel Series, data as of 31/12/2021 (updated September 2023).

One of the indices created to monitor these phenomena is the *Glass Ceiling Index (GCI)*, which compares the proportion of female academics in all roles with the proportion of women in top positions (PO) in a given year (%women in all roles)/%women PO). A value of 1 in the index signals equal opportunities between women and men in terms of their chances to enter the PO role. In contrast, values above 1 represent the so-called “**glass ceiling**” effect, i.e., an underrepresentation of women in PO positions compared to their total number in all roles. From 2017 to the present, the value of the **Glass Ceiling Index at the University level shows increasingly favorable values compared to the national average and a clear trend of improvement** (see Fig. 10).

Calculation of the index at the **level of individual University departments** for 2022 (see Fig. 11) highlights **diverse situations**:

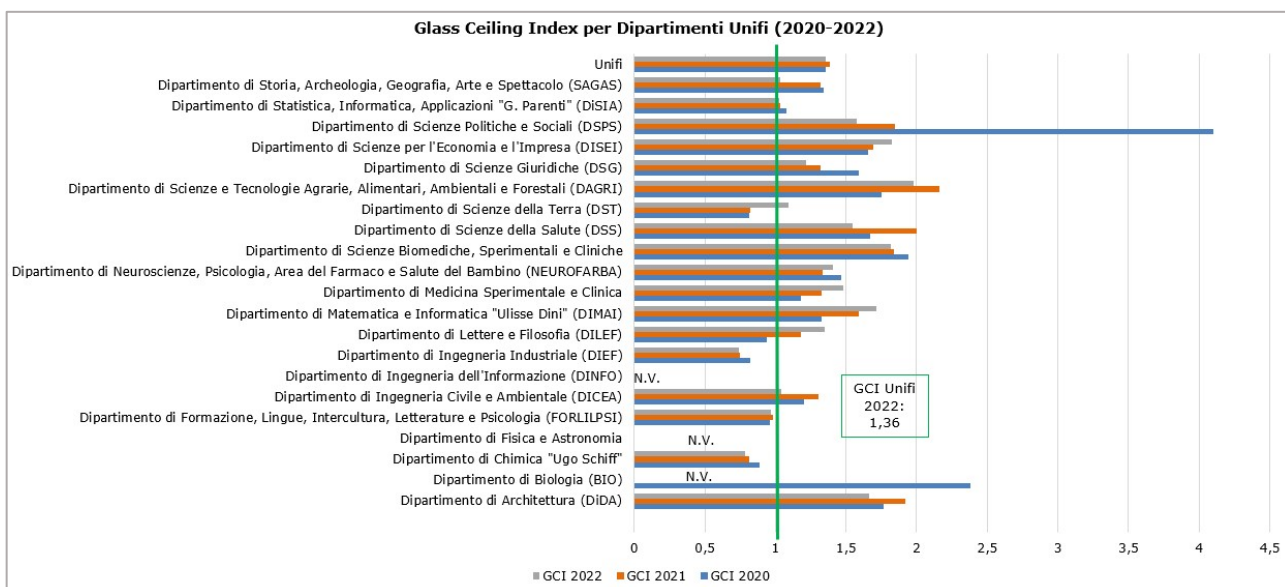
- In the departments of Physics, Information Engineering, and Biology, the index cannot be calculated, as there are no women POs;
- values well above 1 are found in the departments of Agriculture, Food, Environmental, and Forestry (1.98), Economics and Management (1.82), Biomedical, Experimental and Clinical Sciences (1.82) and Mathematics and Computer Science (1.72);
- in the remaining 14 departments, regardless of the index value, which is closer to 1, a trend of improvement is observed in the three years 2020-2022, except for the departments of Earth Sciences and Humanities.

These data need analytical reading, however, as the factors affecting the value of the GCI may be different within each department (e.g., a substantial retirement of POs, not offset by female hires in the same position, or an underrepresentation of female POs in particular academic fields; see below).



◀Fig. 10 - Glass Ceiling Index, Unifi comparison with the Italian average from 2017 to 2021. Source: MUR Opendata, Academic Personnel Series, data as of 31/12/2021 (updated September 2022).

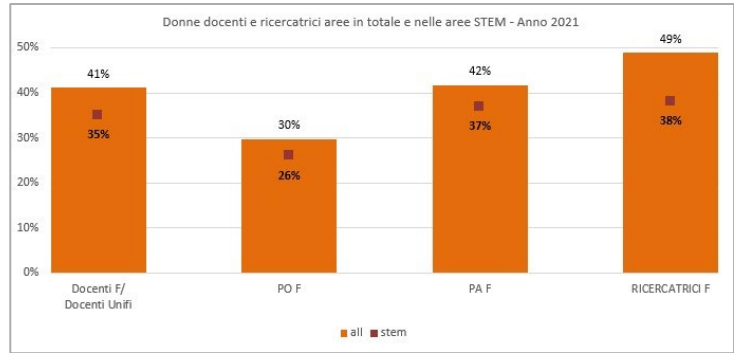
▼Fig. 11 - Glass Ceiling Index of Unifi Departments from 2020 to 2022. The green line represents the average situation in the University. Source: University of Florence Datawarehouse, Teaching staff in service as of 31/12 of each year.



1.2.3 Gender and academic disciplines

In the fields of Science, Technology, Engineering, and Mathematics (so-called **STEM areas**: for uniformity with the disciplinary areas of the student component, CUN areas 1-2-3-4-5-8-9 were considered), the **presence of women is consistently lower at all stages of the academic path**, particularly in the PO role (see Fig. 12). After a positive trend that had led the figure to grow between 2017 and 2020 by four percentage points, we see a lull in the last year.

► Fig. 12 - Percentage of Unifi 2021 female teaching and research staff by role and disciplinary area. Source: MUR Opendata, Academic Personnel Series, data as of 31/12/2021 (updated September 2023).

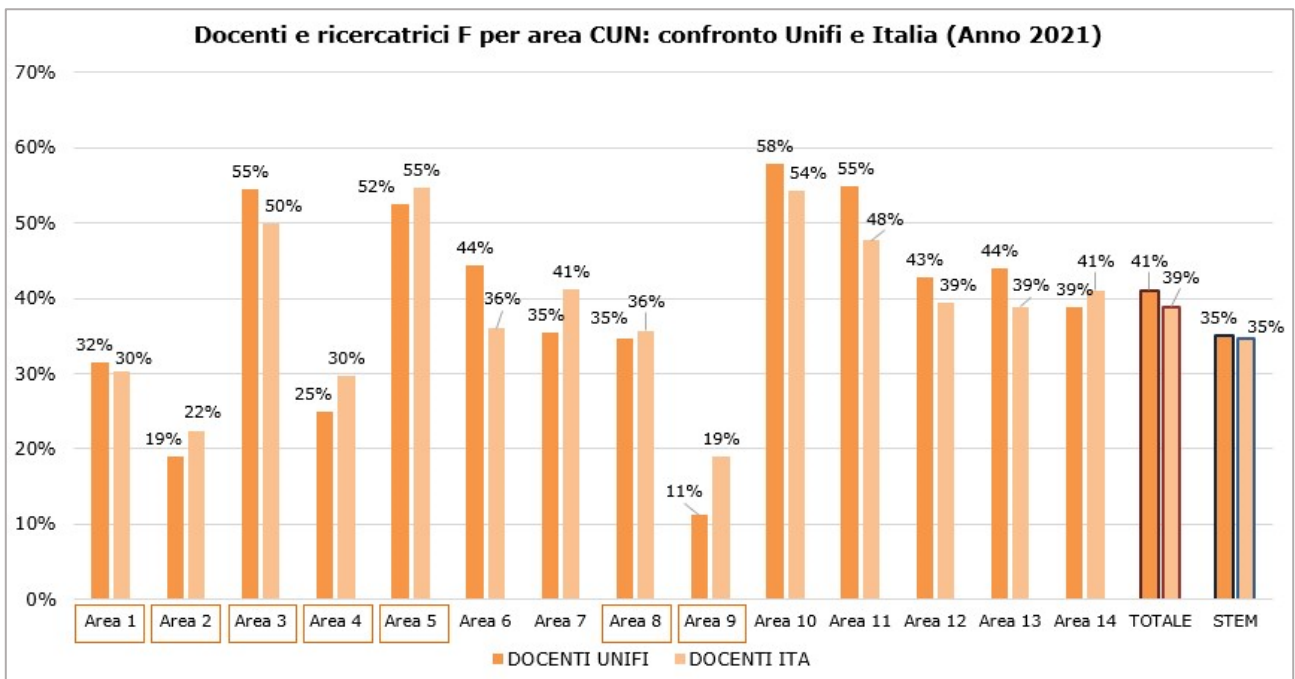


It should be noted that within the STEM area, the gender distribution is more diverse in the different subject areas. Disaggregating the proportions of the female faculty component by CUN area (see Fig. 13) shows that:

➤ Academic disciplines that have a lower percentage of female presence than the average figure found in the STEM area are **Area 9 (Industrial and Information Engineering), Area 2 (Physical Sciences), and Area 4 (Earth Sciences)** and, to a lesser extent, **Area 1 (Mathematical and Computer Sciences)**. Except for Area 1 (Mathematical and Computer Sciences) and Area 3 (Chemical Sciences), **the Unifi figure is consistently worse than the national figure**. Overall, however, the national average figure is in balance compared to the University's.

➤ In **areas 3 (Chemical Sciences) and 5 (Biological Sciences)**, the percentage of women is much higher than in the STEM area and outnumbers men.

Other areas outside the STEM disciplines where we report a **prevalence of female faculty members** are **Area 10 (Ancient, philological-literary, and historical-artistic sciences) and Area 11 (Historical, philosophical, pedagogical, and psychological sciences)**.



▲ Fig. 13 - Percentage of Unifi 2021 teaching and research staff of female gender by CUN area and comparison with the Italian average. Source: MUR Opendata, Academic Personnel Series, data as of 31/12/2021 (updated September 2023).

Figure 14 describes the **ratio of women to men by role and academic discipline**. The value 1, represented by the color white, indicates numerical equality between men and women; values less than 1 in the different shades of blue corre-

spond to the greater prevalence of the male gender, while values greater than 1 in the different shades of orange correspond to the prevalence of the female gender. What has already been observed for the phenomena of horizontal and vertical segregation is confirmed:

- the **clear preponderance of one gender over the other in certain subject areas**: male in the computer and information and communication technology (ICT) area, physical and earth sciences, and industrial and information engineering; female in the fields of antiquity, philological-literary, historical-artistic, historical, philosophical, pedagogical and psychological sciences, and chemical sciences;
- **a decided majority of men in the PO role even in areas with higher female representation**, with very rare exceptions (chemical sciences, ancient studies, philological-literary and historical-artistic studies, historical, philosophical, pedagogical, and psychological sciences);
- a slight approximation of male and female consistencies in PA roles in areas traditionally characterized by female segregation.

▼► Fig. 14 - Ratio of female to male teaching and research staff by academic role and CUN area, years 2018 and 2021. Source: MUR Opendata, Academic Personnel Series, data as of 31/12/2021 (updated September 2023).

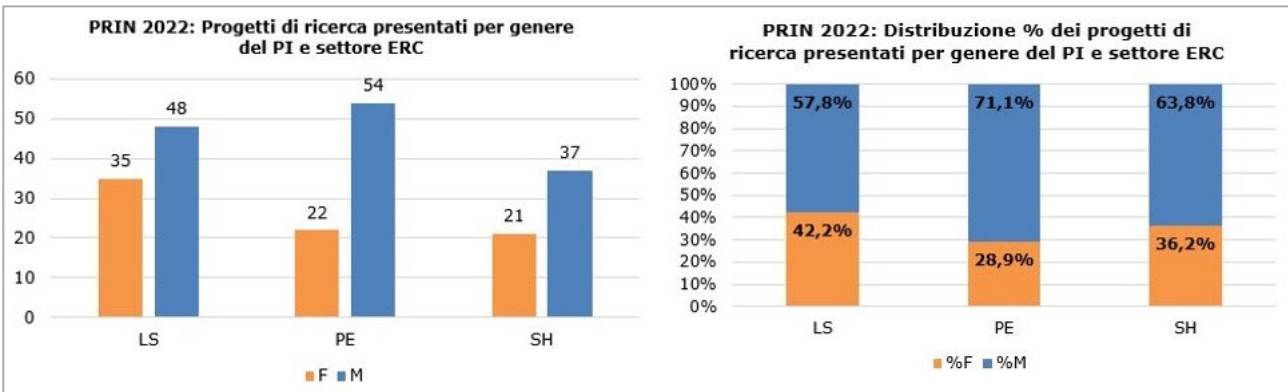
RAPPORTO DONNE- UOMINI	
meno di 1 donna ogni 8 uomini	
da 1 donna ogni 8 uomini ad 1 donna ogni 4 uomini	
da 1 donna ogni 4 uomini ad 1 donna ogni 2 uomini	
da 1 donna ogni 2 uomini ad 1 donna ogni 1 uomo	
1 donna ogni uomo	
da 1 donna per ogni uomo a 3 donne ogni 2 uomini	
da 3 donne ogni 2 uomini a 2 donne ogni 1 uomo	
pù di 2 donne ogni uomo	

AMBITI DISCIPLINARI (AREE CUN)	RTD		RU		PA		PO	
	2018	2021	2018	2021	2018	2021	2018	2021
01-Scienze matematiche e informatiche	0,30	0,22	0,27	0,29	0,91	0,80	0,23	0,23
02-Scienze fisiche	0,29	0,31	0,50	0,80	0,15	0,21	0,00	0,00
03-Scienze chimiche	1,17	1,00	2,20	2,67	1,11	1,03	0,92	1,60
04-Scienze della terra	0,86	0,38	1,00	1,00	0,09	0,23	0,60	0,50
05-Scienze biologiche	0,81	0,75	1,60	1,29	1,68	1,63	0,55	0,56
06-Scienze mediche	2,00	1,45	1,70	2,15	0,54	0,66	0,29	0,30
07-Scienze agrarie e veterinarie	0,83	0,86	0,80	1,75	0,44	0,55	0,13	0,14
08-Ingegneria civile e Architettura	0,61	0,81	0,39	0,42	0,47	0,57	0,24	0,26
09-Ingegneria industriale e dell'informazione	0,14	0,15	0,18	0,33	0,16	0,14	0,04	0,04
10-Scienze dell'antichità, filologico-letterarie e storico-artistiche	1,88	2,57	2,00	7,00	1,59	1,06	1,40	1,00
11-Scienze storiche, filosofiche, pedagogiche e psicologiche	0,69	0,95	2,33	3,00	1,65	1,36	0,68	1,00
12-Scienze giuridiche	0,75	1,00	0,56	0,29	1,29	1,00	0,42	0,56
13-Scienze economiche e statistiche	0,83	0,83	2,33	3,00	0,85	0,97	0,34	0,50
14-Scienze politiche e sociali	0,67	0,33	3,00	3,00	0,82	0,75	0,30	0,20

1.2.4 Research groups and projects

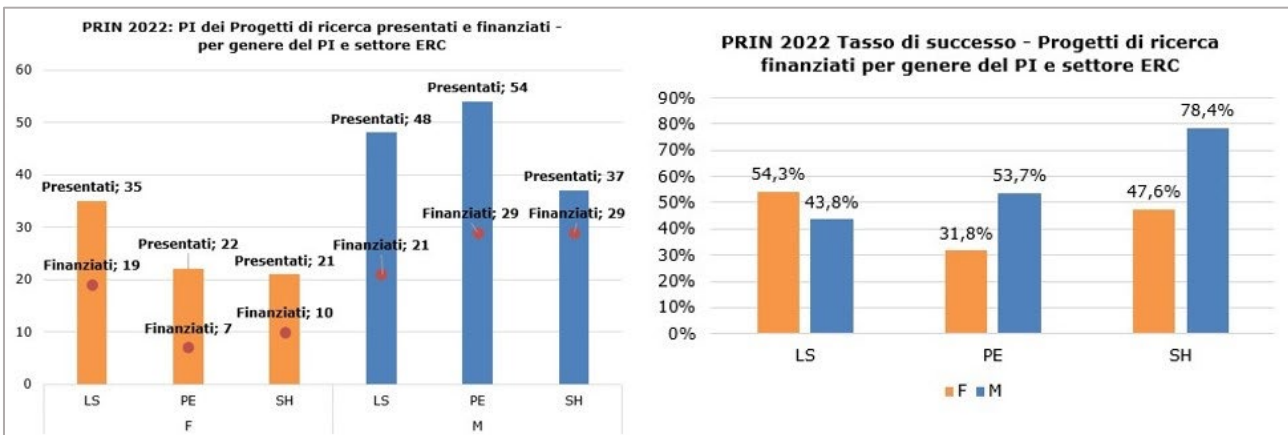
The percentage of research projects initiated in 2022 by **female** Principal Investigators (PI) reflects the considerations made so far.

Taking participation in **PRIN 2022** projects into consideration, the **inequality in gender distribution** is widespread across all ERC (European Research Council) fields, but particularly **prominent in the PE** (Physical Sciences and Engineering-see Fig. 15) field. The **success rate** in funding is generally **lower for projects with female PIs**, except in the **LS** (Life Sciences-see Fig. 16) field.

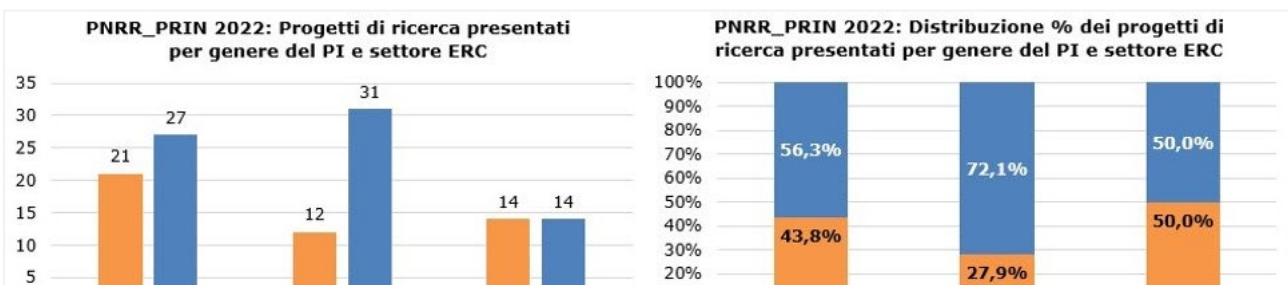


▲Fig. 15 - No. and percentage of PRIN 2022 research projects submitted by Unifi 2022 faculty and research staff by gender of Principal Investigator and ERC area. Source: Research and Technology Transfer Area, data from the Research Registry as of 31/12/2022.

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

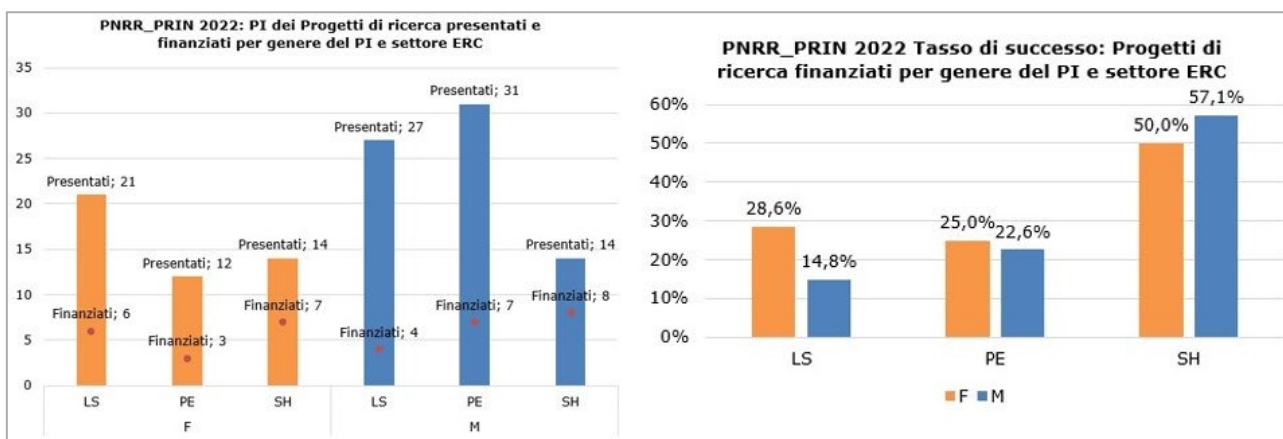


On the other hand, as for **NRRP_PRIN 2022** projects (see Figs. 17-18), the **proportions of male and female PIs are more balanced** in the LS and SH (Social Sciences and Humanities) sectors. The success rates are higher for women in the LS and PE sectors and only slightly lower in the SH sector.

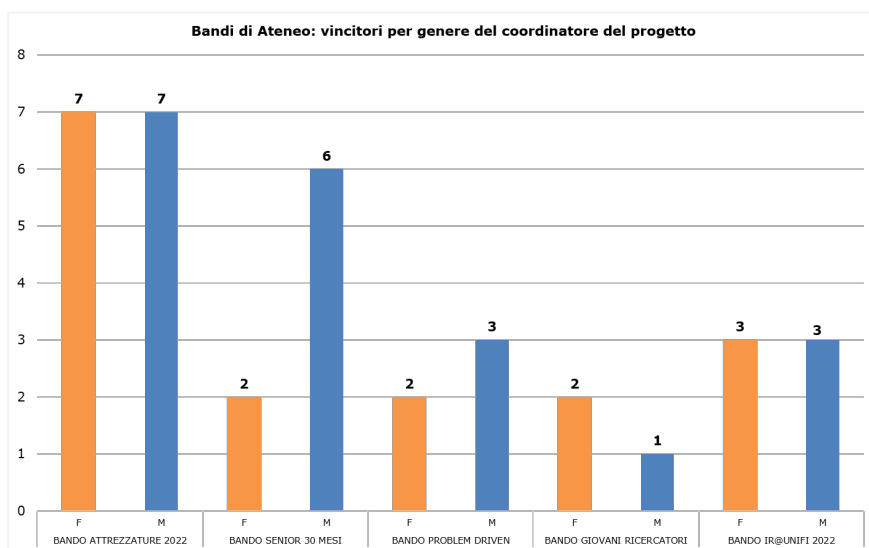


▲Fig. 17 - No. and percentage of NRRP_PRIN 2022 research projects submitted by Unifi 2022 faculty and research staff by gender of Principal Investigator and ERC sector. Source: Research and Technology Transfer Area, data from the Research Registry as of 31/12/2022.

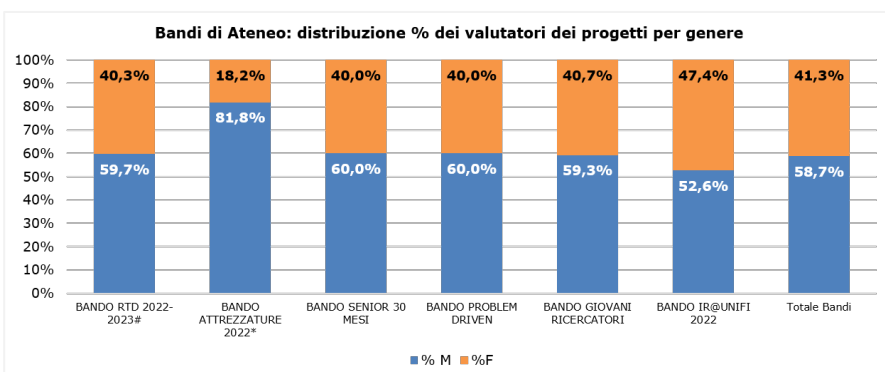
▼Fig. 18 - Success rate of NRRP_PRIN 2022 research projects initiated by Unifi 2022 faculty and research staff by gender of Principal Investigator and ERC sector. Source: Research and Technology Transfer Area, data from the Research Registry as of 31/12/2022.



Among its initiatives to support and promote research activity, the University annually promotes a series of **calls for equipment purchases and competitive project funding** (see Social Report, § 4.2). The **quotas allocated are, on the whole, evenly divided by gender**, both in relation to awardees and project coordinators (see Fig. 19). Among the evaluators of submitted projects, the male component is more represented in each type of call (see Fig. 20), and this can be related to the disparity in representation in the Reprise database (which the University uses for the RTD competitive call) and in the University Research Committee (which evaluates projects in the infrastructure call).



◀Fig. 19 - Winners of Unifi 2022 University calls for proposals by gender of project coordinator. Source: Research and Technology Transfer Area.



◀Fig. 20 - No. and percentage of evaluators to Unifi 2022 University calls for proposals by gender. Source: Research and Technology Transfer Area.

1.3 Technical administrative staff

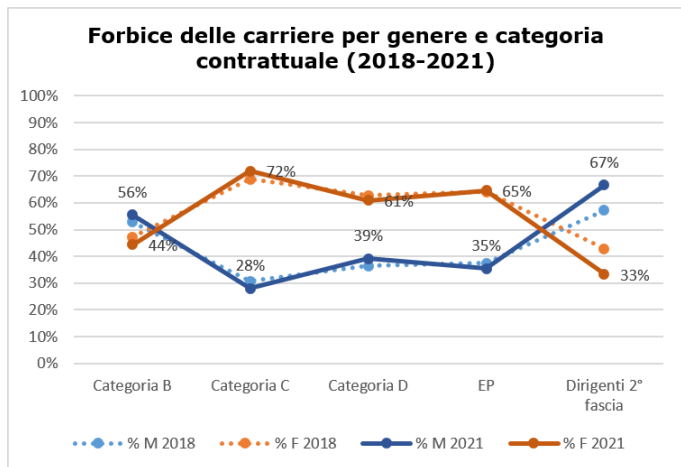
1.3.1 Gender, contract levels, functional areas, and organizational positions

Among technical administrative staff in the observed period (2018-2021, see Fig. 21), there is a **decided prevalence of the female gender** in contractual categories C, D, and EP (average 67 percent), **which declines slightly as contractual levels increase**. Likewise, the managerial staff sees the prevalence of the male gender (67 percent). However, between 2022 and 2023, with the entry of three new female executives, there is a trend toward rebalancing in this bracket. In 2021, the post of general manager was held by a woman; in 2022, by a man.

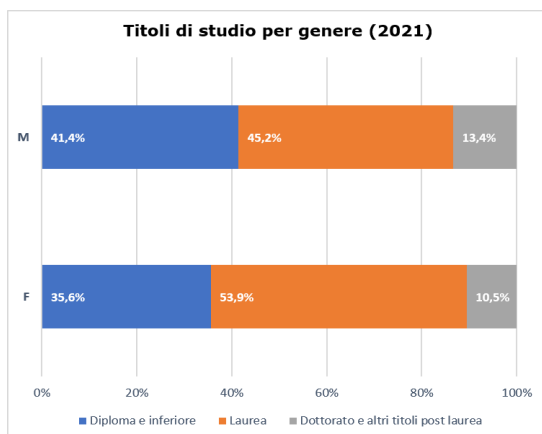
In the three-year period 2019-2021, about 4 percent of the current staff are employed on **fixed-term contracts**; the female share is stably at the percentages observed in the total population (65 percent). The share of female personnel belonging to **protected categories** -compliant in numbers with what is stipulated in the regulations- represents about 60 percent of the total, with a greater presence in categories B and C, and is slightly lower than the percentage figure referring to the overall number.

The percentage of staff holding a **bachelor's degree or higher** (see Fig. 22) is **higher overall for the female gender** than the male (64.4 percent vs. 58.6 percent).

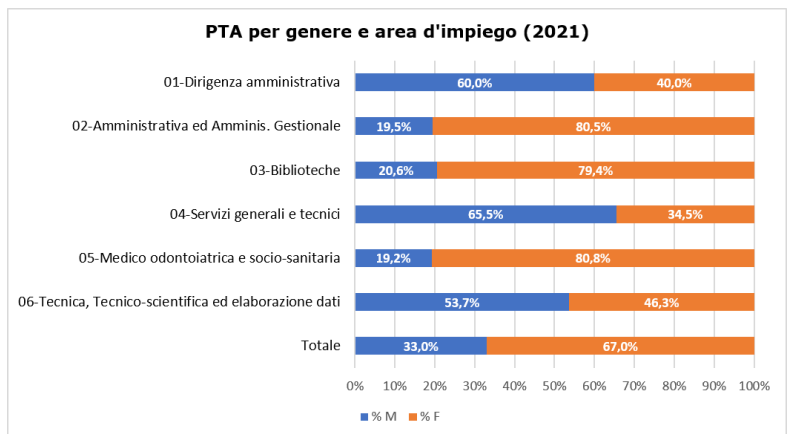
The breakdown into **functional areas** (see Fig. 23) shows that the **proportion of female staff** is particularly high in the administrative-management area, libraries, and social-health area and significantly **lower in technical services and the technical-scientific and data processing area**, although with a slight upward trend (2.3 percent) from the previous year.



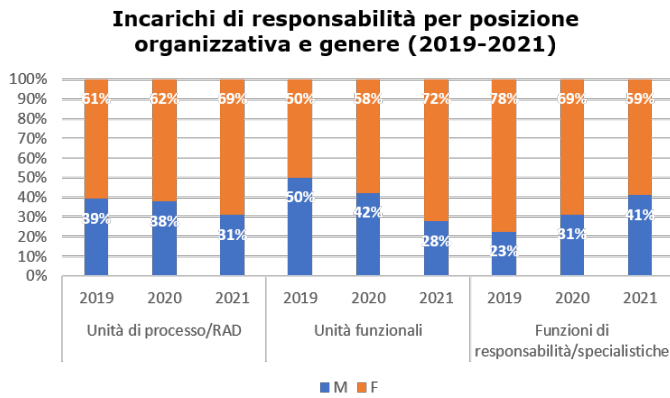
▲Fig. 21 - Percentage of technical administrative staff by gender and contractual category, years 2018 and 2021. The values shown in the graph refer to 2021. Source: MEF Annual Accounts, Personnel Structure - Employment, data as of 31/12 of each



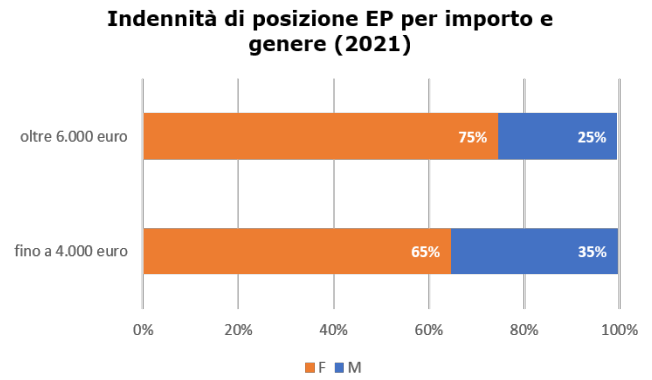
▲Fig. 22 - Percentage of administrative technical staff in service in 2021 by gender and educational qualification. Source: MEF Annual Accounts Personnel Structure - Educational qualification, data as of 31/12 of each year.



▲Fig. 23 - Percentage of technical administrative staff in service in 2021 by gender and functional area of employment. Source: Opendata MUR (data.ustat.miur.it), TA staff Series, data as of 31/12/2021 (updated October 2023).



▲ Fig. 24 - Percentage of technical administrative staff holding organizational positions by gender and position type, years 2019-2021. Source: People and Organization Area (CSA data as of 31/12 of each year).

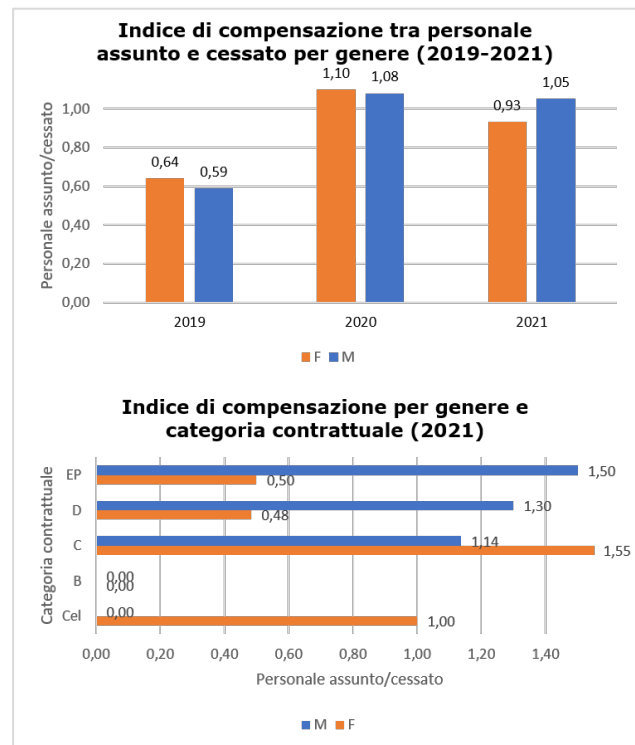


▲ Fig. 25 - Percentage of EP technical administrative staff by gender and economic band of position allowance 2021. Source: People and Organization Area (CSA data as of 31/12 of each year).

In 2021, 69 percent of EP category staff are women. The distribution of **positions of responsibility** related to this contractual category perfectly aligns with this share; women receive a higher percentage of the highest allowances. For the other organizational positions provided for the division (functional unit heads/technical directors, responsibility functions, and specialized functions), **female representation is also generally more frequent, more or less in line with overall numbers** (see Figs. 24-25).

1.3.2 Age and seniority

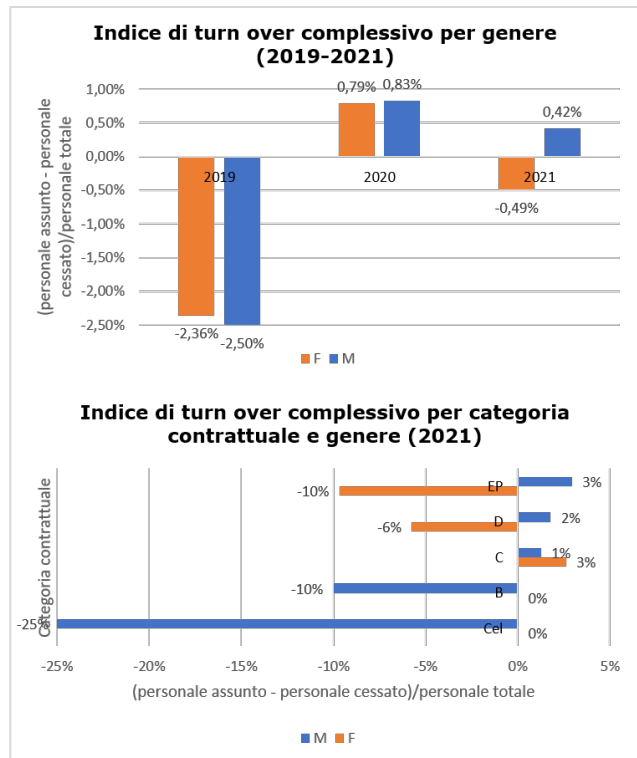
Since 2020, there has been a gradually more incidental turnover among technical administrative staff in the University, mainly due to numerous retirements. **The compensation index** (units of staff hired/units of staff terminated; with an index equal to 1, the situation is in balance) shows that **hires offset terminations similarly for both genders**. In 2021, the index is higher for female staff in category C; in categories D and EP, there is a **favorable trend for the male component** (see Fig. 26). Regarding the **overall turnover ratio** (difference between terminated and hired staff to total staff; with a value of 0 the situation is balanced; see Fig. 27) in 2019 it was negative for both genders, in 2020 it was slightly positive and balanced between genders (about 0.8%). In 2021, it is negative for the female gender (-0.49%) and positive for the male gender (0.42%).



▲ Fig. 26 - Compensation index between hired and terminated staff by gender and contractual category, years 2019-2021. Source: People and Organization Area (CSA data as of 31/12 of each year).

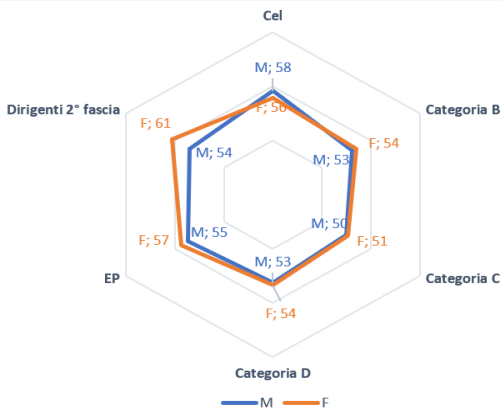
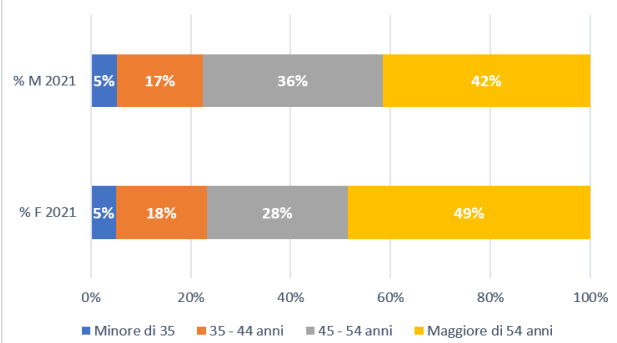
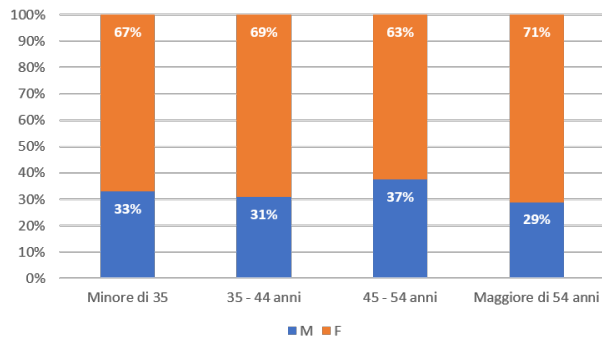
Again, the values are higher for women in category C; in categories D and EP, however, the values are negative for the female component and positive for the male component; in category B and CELs, the female gender is in balance (0%) while the male gender records -10% and -25%, respectively.

The average age of administrative-technical staff, 52 in 2021, is slightly decreasing (53 in 2019); the gender distribution shows values consistent with overall consistencies in each age group but a slightly higher-than-average female presence in the range above 54. Similar values between the two genders are also observed within the different contractual categories, except for the **EP and Executive** categories, where the **average age of the female component is higher** (see Fig. 28). Nearly half of the staff (47 percent) with similar proportions within the class of men and women, have a high length of service, ranging from 21 to 31 years of service and above; **the three-year period 2019-2021** will see a **marked increase in staff in the bands from 0 to 10 years of service**, due to new hires (see Fig. 29).



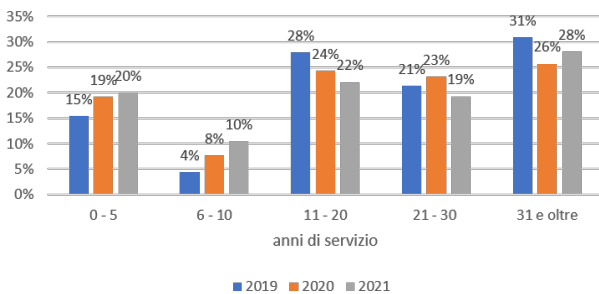
▲ Fig. 27 - Turnover index by gender and contractual category, years 2019-2021. Source: People and Organization Area (CSA data as of 31/12 of each year).

PTA per fasce d'età, genere e categoria contrattuale (2021)



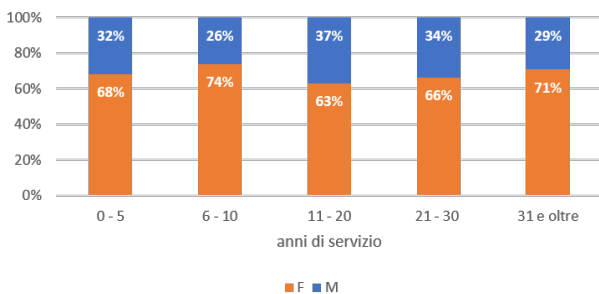
◀▲Fig. 28 - Percentage distribution of technical administrative staff serving in Unifi in 2021 by gender and age group and average age. Source: MEF Annual account, Personnel structure - Age, data as of 31/12 of each year.

Personale t-a per anzianità di servizio (2019-2021)

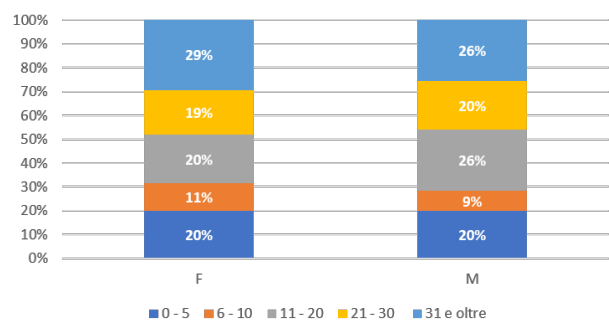


◀▼Fig. 29 - Percentage distribution of technical administrative staff serving in Unifi by gender and seniority tier 2019-2021. MEF Annual account, Personnel structure - Seniority, data as of 31/12 of each year.

Distribuzione M/F nelle fasce di anzianità (2021)



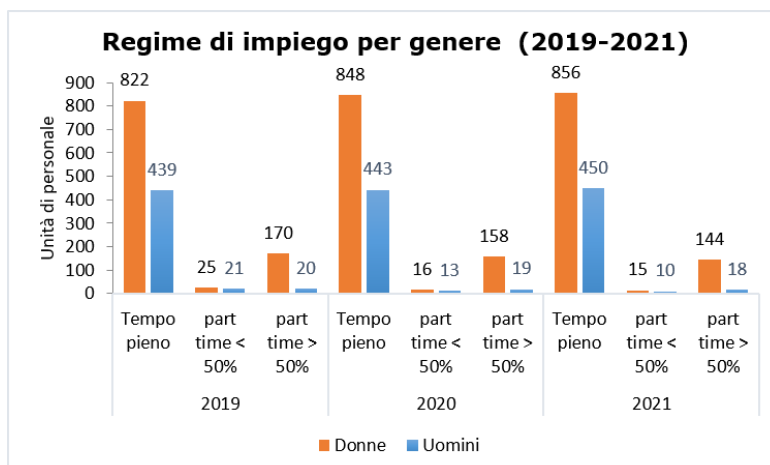
Anzianità di servizio per genere (2021)



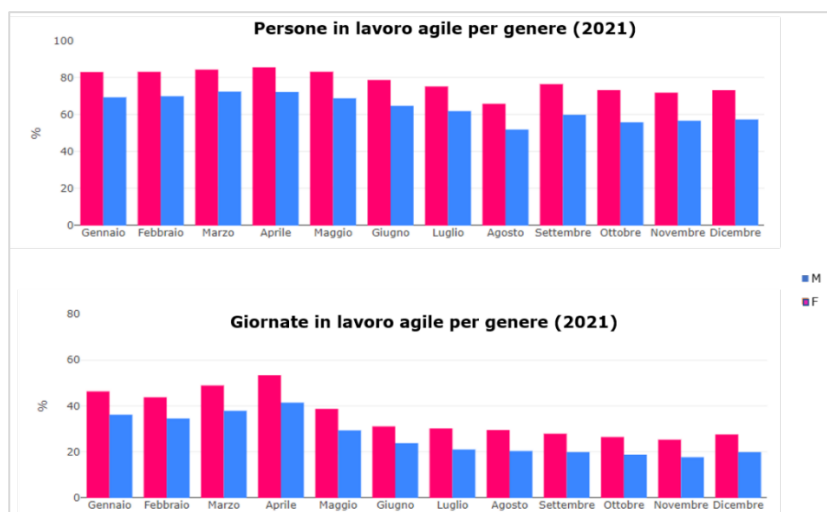
1.3.3 Employment regime and working arrangements

Among the staff serving in 2021, about **84 percent of women and 94 percent of men** are in **full-time** employment; **85 percent** of the 187 units employed at reduced hours (**part-time** greater than or less than 50 percent) **belong to the female gender** (see Fig. 30). In any case, **the number of staff units that are in full-time employment increased among both men and women** in the last three years (84.2 percent in 2019 vs. 87.5 percent in 2021); this increase can be related to the introduction and consolidation of **work-life balance** institutions, such as total and partial remote working.

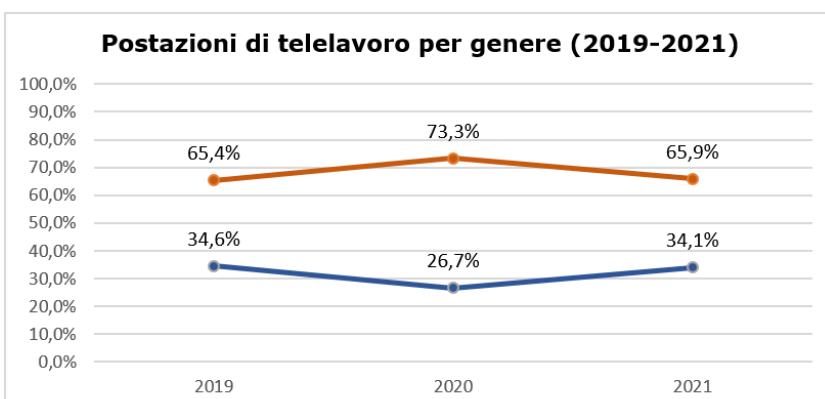
In the first part of 2021, still characterized by the pandemic, there was an increased use of



▲Fig. 30 - No. of technical administrative staff units by employment regime and gender (2019-2021). Source: MEF Annual Accounts, Personnel Structure - Employment, data as of 31/12 of each year.



▲Fig. 31 - M/F percentage distribution of staff with at least 1 day of monthly remote work out of total staff in service in 2021 and of days in remote work out of total actual work days in the year 2021. Source: UNIFI Directional Dashboard on Remote Work POLA Steering Committee.



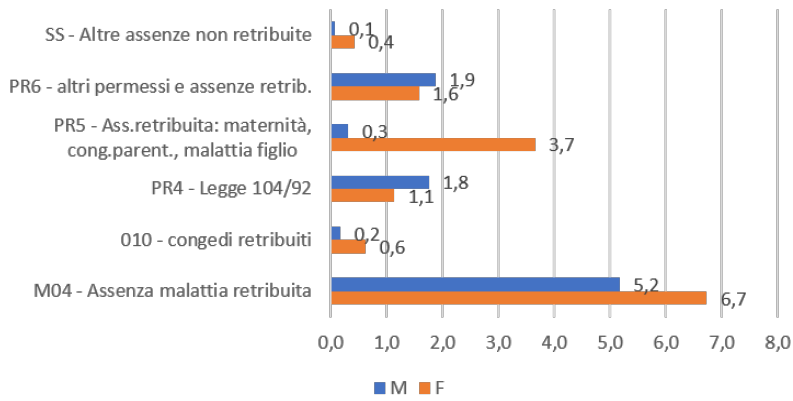
▲Fig. 32 - Percentage distribution of assigned telework stations in UNIFI by gender (2019-2021). Source: People and Organization Area (approval of acts).

remote work, gradually decreasing with the resumption of in-person activities, until it steadily settled, in the latter part of the year 2021, at around **30 percent of actual work days for women, and 20 percent for men**. During the year, an **average of 78 percent of female and 63 percent of male contracted staff performed at least one work day per month in remote mode** (see Fig. 31). Teleworking is also significantly more common among female workers (see Fig. 32).

On average, **female staff tend to take more days off than men, especially for maternity, parental, and child sick leave** (see Fig. 33). There is a slightly higher take-up by men of leave related to L. 104/92 and other paid leave provided in special laws/National Collective Bargaining.

While the prevalence of women in accessing these institutions (part-time, partially remote work, teleworking, leave) is in line with the greater consistencies of the female gender among administrative-technical staff, it also appears to indicate the greater need for

Giorni di assenza per causa e genere (2021)



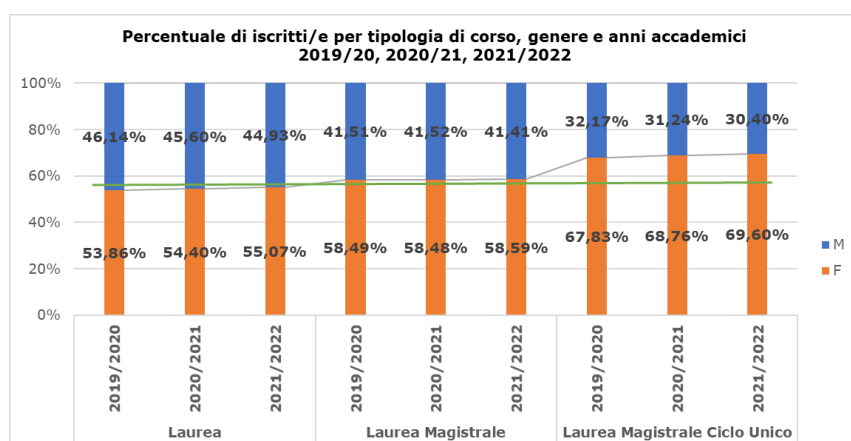
flexible work arrangements, capable of reconciling work time with commitments of private and family life, often pertaining only to the female gender.

▲ Fig. 33 - Average no. of days of absence taken in 2021 by cause of absence and gender of applicant. Source: MEF Annual Absences Account, data as of 31/12/2021.

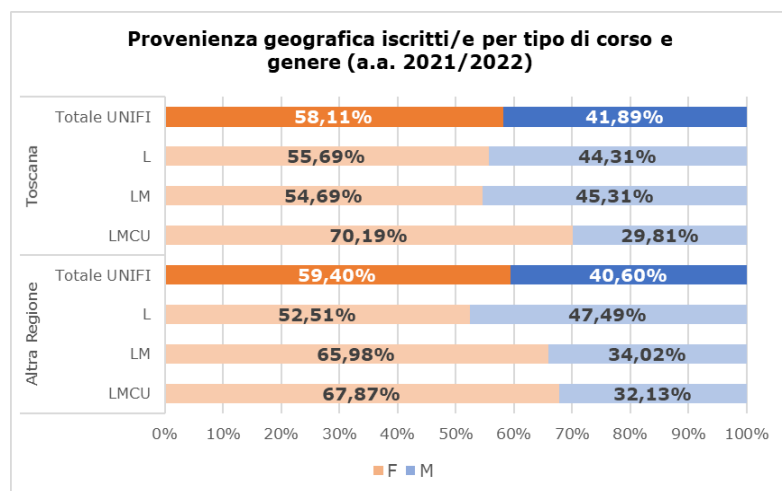
1.4 Student component

1.4.1 Pathway choice and career starts

In the academic three-year period 2019/20-2021/22, the percentage distribution between female and male enrolled students in the **Degree Courses** remained stable, with a **prevalence of the female component** (average 58 percent), which continued to grow slightly and was more pronounced in the Single-Cycle Master's Degrees (see Fig. 34). The gender breakdown of geographic origin substantially reflects the average distribution of enrollments by gender. However, among those enrolled in Bachelor's degrees from other regions, the percentage of female students is slightly lower than average (see Fig. 35). The AlmaLaurea Survey on the Profile of 2022 Graduates also shows a female majority in the shares of foreign nationals (5.1 percent versus 3.8 percent males). It is also observed that the percentage of first-generation female students from families without parents who have already graduated from university (69 percent) and from blue-collar workers (20 percent) is higher than that of males (63 percent and 18 percent, respectively), while the male component is more represented in those belonging to the white-collar and upper-middle classes.

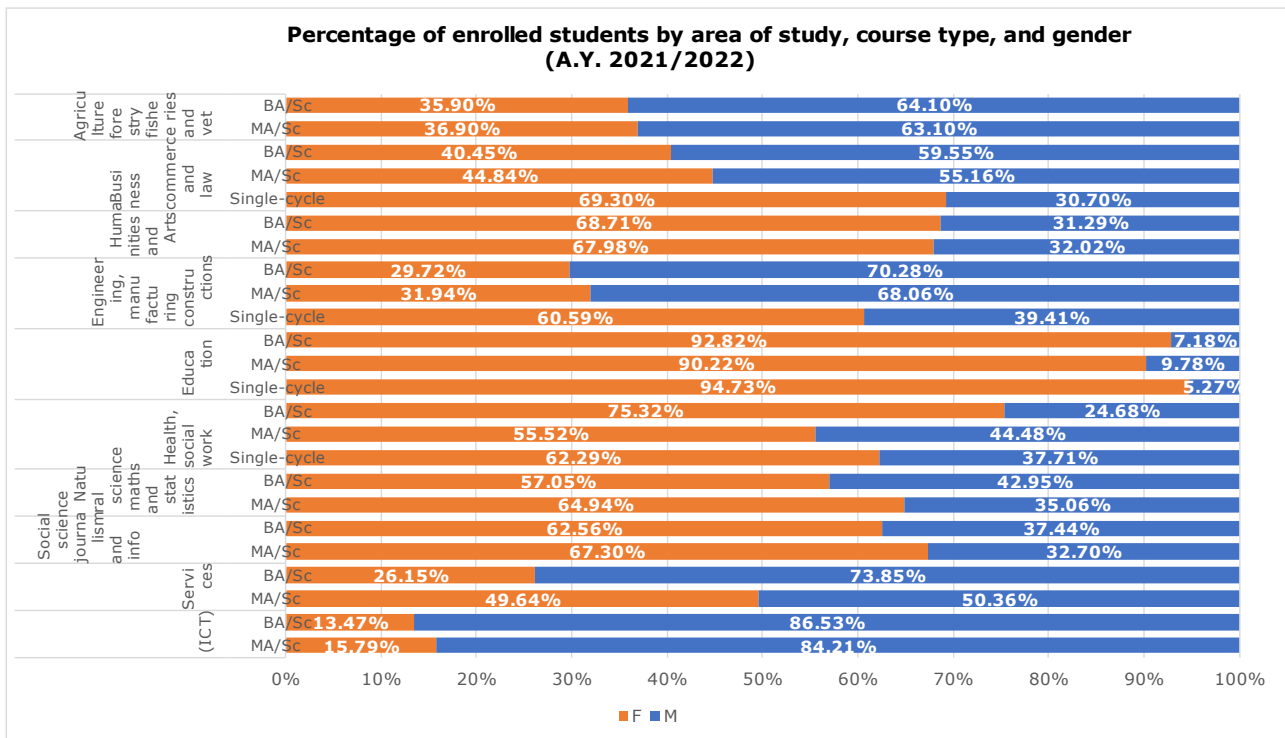


◀Fig. 34 - Percentage distribution of enrollment by gender and type of Study Programs, a.y. 2019/20, 20/21, 21/22. Source: MUR Opendata, Student Series (updated September 2023).

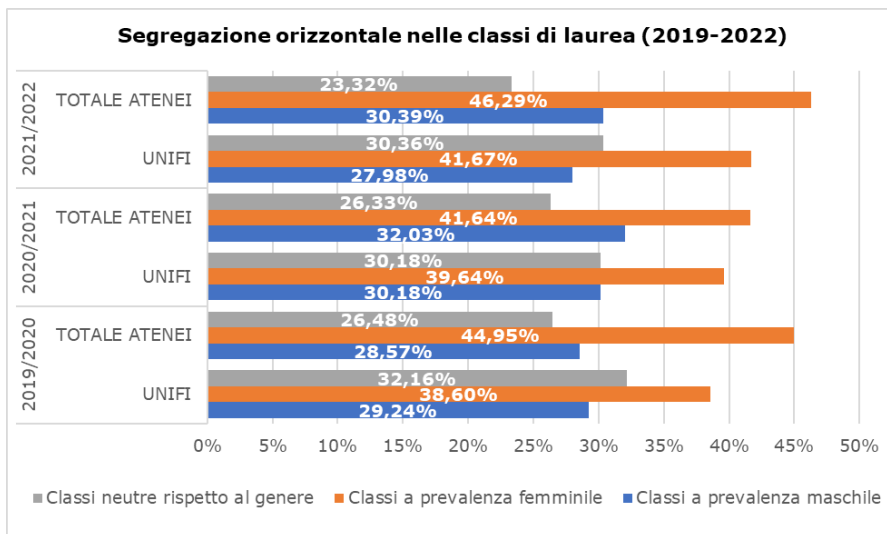


◀Fig. 35 - Percentage distribution of those enrolled a.y. 21/22 by gender and geographical area of origin. Source: MUR Opendata, Student Series (updated September 2023).

The distribution of enrollees by academic disciplines confirms the phenomenon of **horizontal segregation of both females and males in some areas of knowledge**: despite a slow recovery of the gap, there is still a decided **preponderance of males in engineering and ICT courses**, an absolute **majority of females in education science courses** and, albeit to a lesser extent, in **health, humanities and social sciences** areas (see Fig. 36). Overall, about 30 percent of the University's courses active in 2021/22 show an equitable distribution of enrollments (see Fig. 37 - a stable figure compared to the previous year and better than the national figure of 23 percent, down instead by three percentage points).



▲Fig. 36 - Percentage distribution of those enrolled a.y. 21/22 by gender, subject area and type of Study Programs. Source: MUR Opendata, Student Series (updated September 2023).

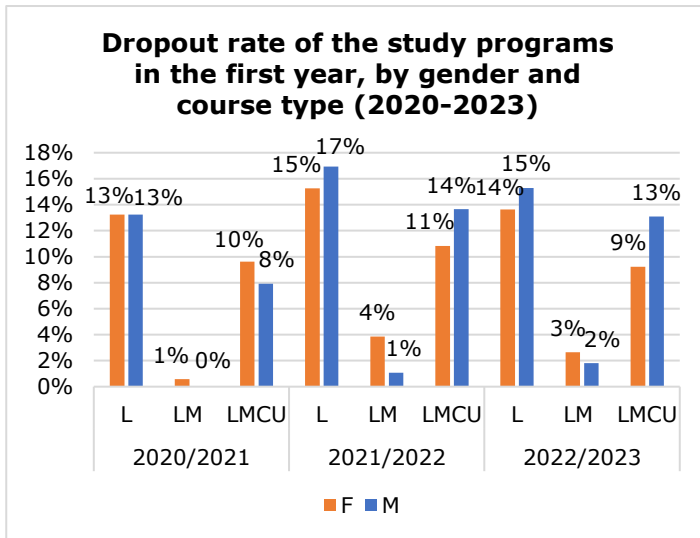


◀Fig. 37 - Segregation of degree programs with respect to gender: percentage of male- and female-dominated and gender-neutral degree classes, a.y. 2019/20, 20/21, 21/22, UNIFI and comparison with Italian average. Source: MUR Opendata, Student Series (updated September 2023).

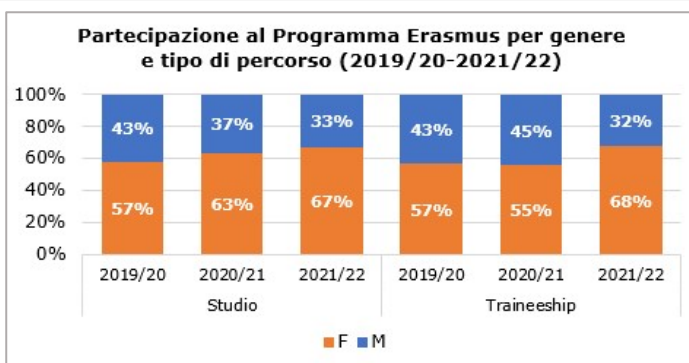
1.4.2 Study path

The **dropout rate at the end of the first year of study** is slightly higher among male students in bachelor's and single-cycle degree programs and slightly higher among female students in master's degrees (see Fig. 38).

Participation in the Erasmus program is higher among female students, well above the average proportion of female enrollees (nearly 10 percentage points, see Fig. 39).



◀ Fig. 38 - Percentage distribution of students dropping out in the first year of Study Programs by gender and course type, a.y. 20/21-21/22, 22/23. Source: National Student Registry (updated September 2023).

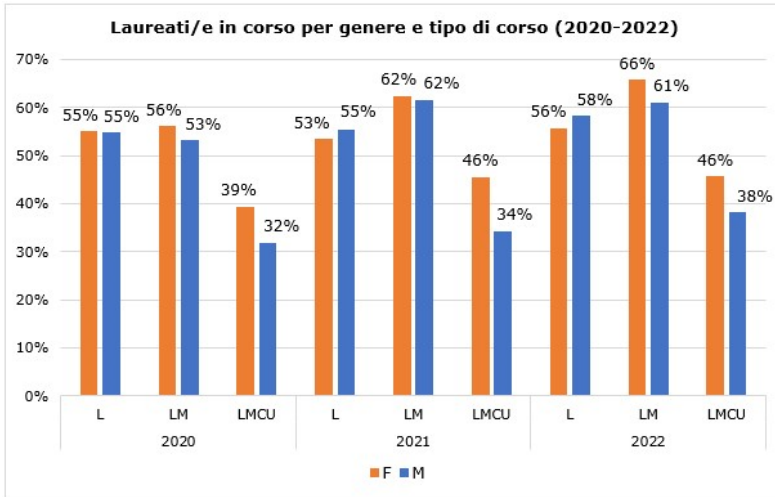


◀ Fig. 39 - Student participation in the Erasmus program: percentage distribution by gender and program type, a.y. 2019/20-2021/22. Source: Educational Services Area, UP International Mobility (updated January 2023).

The gender distribution of **graduates** is in **line with enrollment consistencies**; the trend in the three-year period 2019-2021 is one of gender rebalancing compared to previous years, where the percentage of female graduate students was higher than the percentage of enrollment (see Fig. 40). The **performance of female students**, however, remains somewhat **better**: graduation grades tend to be higher (in particular, the highest grade is achieved by 63 percent of female students and 37 percent of male students - see Fig. 40) and in master's and single-cycle degrees they graduate more frequently within the normal duration of the course (while on three-year degrees the figure for male students is better, see Fig. 41).



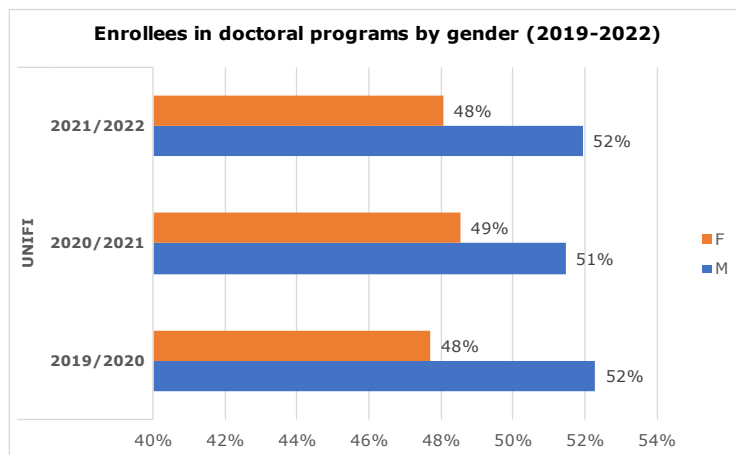
▲ Fig. 40 - Percentage distribution of graduates in calendar years 2019-2021 and average graduation grade in 2021 by gender. Source: MUR Opendata, Student Series (updated September 2023).



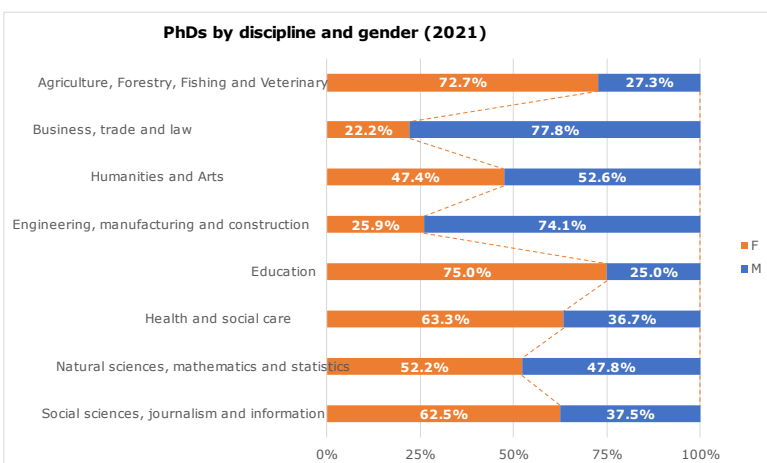
◀Fig. 41 - Percentage distribution of current graduates by gender and course type, calendar years 2020, 2021, 2022. Source: National Student Registry (updated September 2023).

1.4.3 Post-graduate studies

Over the past three years, the percentage of female **PhD enrollees** has always been slightly lower than the male percentage (see Fig. 42) and is similar to the national average. There is horizontal segregation for doctoral programs (although to a lesser extent than for Bachelor's degree programs; see Fig. 43) with a **more pronounced female presence in education, health, and social sciences**. Compared to the case for the Study Programs, abnormal is the figure for doctorates in the **agricultural sciences**, where the female gender prevails.

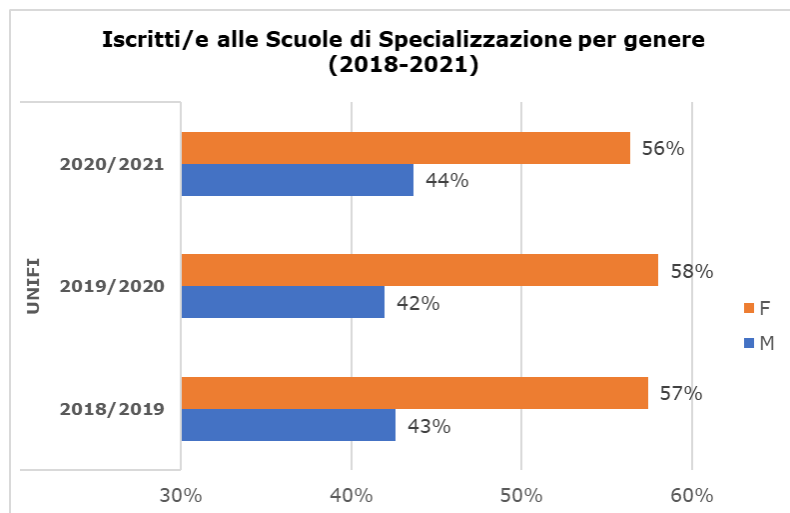


◀Fig. 42 - Percentage distribution of PhD course enrollment by gender, a.y. 19/20, 20/21, 21/22. Source: MUR Opendata, Student Series (updated September 2023).



◀Fig. 43 - Percentage distribution of PhDs in calendar year 2021 by gender and subject area. Source: MUR Opendata, Student Series (updated September 2023).

In the **Specialization Schools**, the **female component accounts for the majority of the enrollees**, which is not surprising given that most of these Schools belong to the medical and humanities areas (see Fig. 44).



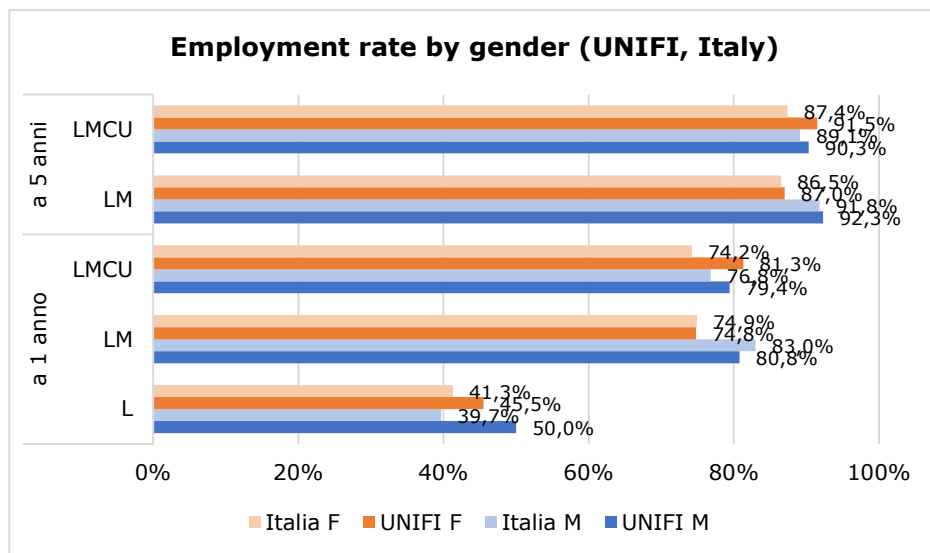
◀ Fig. 44 - Percentage distribution of those enrolled in Specialization Schools by gender, a.y. 18/19, 19/20, 20/21. Source: MUR Opendata, Student Series (updated September 2023).

1.4.4 Employment status

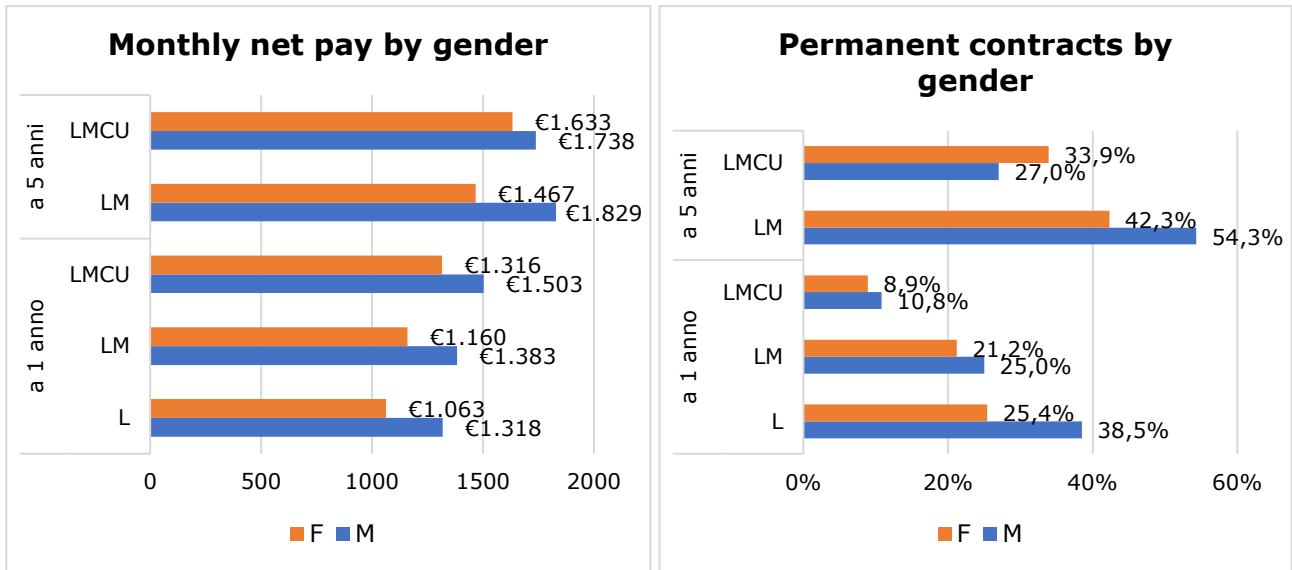
The better academic performance of the female gender is not directly reflected in better **employment status**. In fact, from the Almaurea 2023 survey data (see Fig. 45), one year after graduation, the employment rate is **higher for the male component among bachelor's and master's graduates and better for the female component only among single-cycle graduates**. Five years after graduation, the gap between male and female master's graduates remains clear, although narrowing from the previous year (92 percent of males are employed versus 87 percent of females).

Monthly net pay is systematically lower among women, just as **permanent contracts are more common for the male gender** (see Fig. 46).

These observations, probably also related to preferences for certain areas of study, highlight the need for targeted interventions on orientation and placement policies.



▲ Fig. 45 - Employment rate of Unifi graduates by gender and course type, 1 and 5 years after graduation, and comparison with the Italian average. Source: Almaurea Survey 2023 on the Occupational Condition of Graduates (survey year 2022, relative to degree year 2021 and 2017).

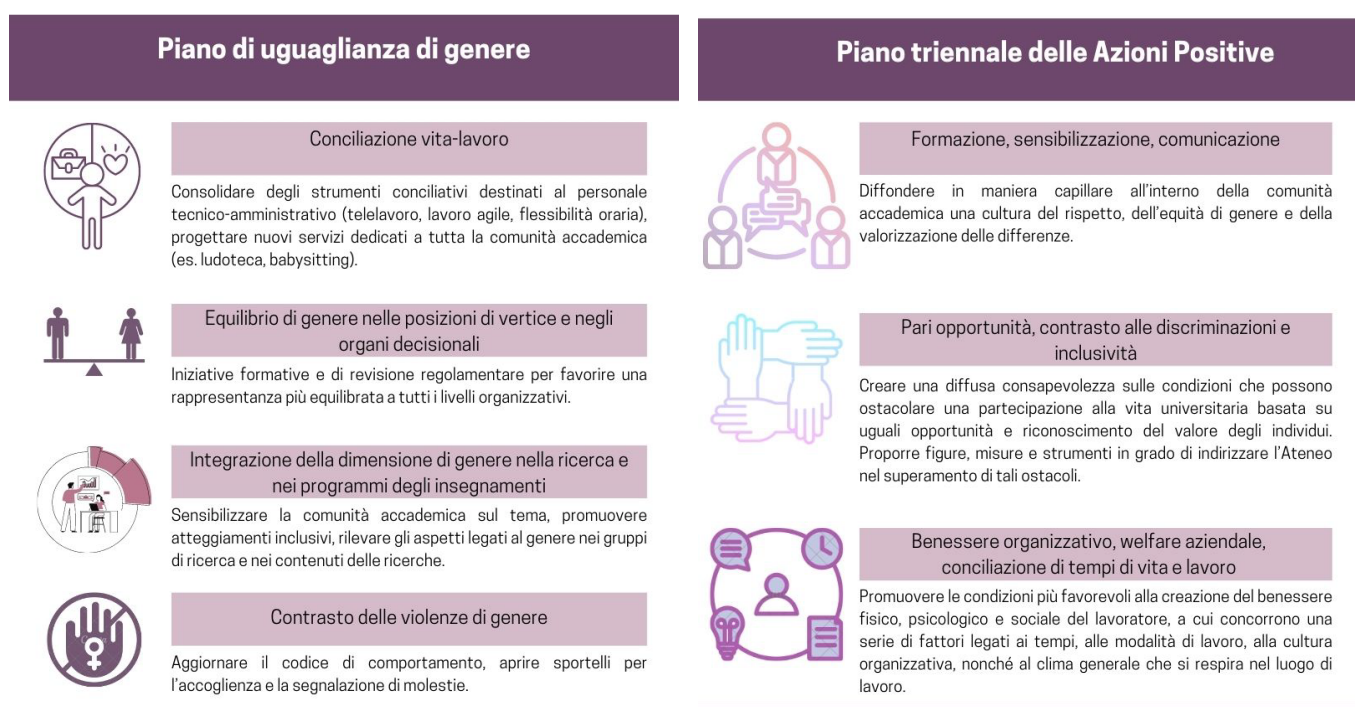


▲Fig. 46 - Net monthly earnings and permanent contracts of Unifi graduates by gender and course type, 1 and 5 years after graduation. Source: Almalaurea Survey 2023 on the Occupational Condition of Graduates (survey year 2022, relative to degree year 2021 and 2017).

Section 2 | Gender equality strategies and initiatives

The analyses presented in the Gender Report offer the University useful cognitive elements to enhance the University's equal opportunity strategies and to verify the impacts of the actions promoted. Its integration with the University's other planning, management, and reporting documents ensures that a gender perspective becomes an integral part of the University's governance.

Specifically, the University's strategies for gender equality are defined in the **Gender Equality Plan 2021-2024 (GEP)**; this is complemented by the actions promoted by the CUG in the **Three-year Positive Actions Plan (PAP 2022-24)**. The policies defined therein (see Fig. 47) are integral to the Integrated Activity and Organization Plan (PIAO). The University also started the **reclassification of the income statement from a gender perspective** in 2023.



▲Fig. 47 - Scope of action of the GEP 2022-2024 and the PAP 2022-2024.

Initiatives carried out in 2022 to implement the plans include:

➤ **Awareness raising and dissemination activities.** A necessary cross-cutting action to promote awareness and counter prejudice starts with educating the academic community and the citizenry on these issues. The numerous conferences, meetings, exhibitions, performances, and other types of outreach initiatives organized by the University in 2022 include dozens of **events dedicated to gender issues**. These include the [meetings organized by the CUG](#): "Visual disability in research: creatively circumventing obstacles," "Women and families in the pandemic," and "In(credible) conversation with Artemisia Gentileschi." A day of reflection on the [Italian language from a gender perspective](#) was held under the patronage of the Accademia della Crusca. On the **International Day for the Elimination of Violence against**

Women (25 November 2022), members of the academic community shouted their "no" to a long list of stereotypes and discriminatory phrases that often accompany gender-based violence.



▲ Fig. 48 - The demonstration in Piazza Santissima Annunziata on the occasion of the International Day Against Violence Against Women (25 November 2022).



▲ Fig. 49 - Posters of events on equal opportunity issues organized by the CUG in 2022.

- Issuance of the [University Regulations for the Prevention and Combating of Discrimination and Harassment in the Work and Study Place](#) and establishment of the [Trust Advisor\(s\)](#) figure.
- Issuance of the [Guidelines for maternity protection of female students and other equated workers of the University](#).
- Inclusion of the **gender balance requirement in the composition of research teams for participation in the University's calls** for proposals for funding RTD research projects and research infrastructure.
- [Framework agreement between Unifi and the Metropolitan City](#) to take care of **gender reporting for the Metropolitan City and 36 municipalities in the area**.
- **Participation in the European campaign "No Women No Panel-Without Women No Talk."** the University of Florence, the Metropolitan City of Florence, and RAI signed the adherence on 19 December 2022 in Palazzo Medici Riccardi to promote balanced and plural participation of women and men in communication events, with the aim of ensuring and disseminating communicative models and messages and interventions in communication training spaces,

respect for the personal, cultural and professional dignity of women by enhancing a real and non-stereotypical representation of the diversity of roles assumed by women in society. Since signing the agreement, women's participation in various organizational roles has been surveyed in about 100 events promoted by the partners in collaboration with external parties (see Fig. 50).

Partner Entities	M	F	% F
<i>Institutional contacts</i>	45	89	66%
<i>Moderators</i>	50	32	39%
<i>Experts</i>	110	143	57%
<i>Other</i>	6	18	75%
External Entities	M	F	%F
<i>Institutional contacts</i>	25	27	52%
<i>Moderators</i>	44	36	45%
<i>Experts</i>	602	536	47%
<i>Other</i>	3	2	40%

◀ Fig. 50 - Gender proportion in organizational roles of events surveyed in 2022 under the "No woman no panel" initiative. Source: Delegate for Inclusion and Diversity.

➤ **Work-life balance.** During 2022, the **Regulations on Teleworking** have been completely **revised**. To regulate **working from home**, in May 2022, the University entered into an initial agreement (extended to 2023) with employees who expressed an interest in doing part of their work in remote modes, within the limits set by the administration (maximum 15 percent of working hours per week). Finally, a **new working time document** was approved, in which more hourly formulas were provided to intercept different needs. A review of the effects of the reorganization of work processes with flexible forms was carried out by the **CUG**, which in 2021 commissioned a **survey** on the views of technical administrative staff on positive and critical aspects of **the new working arrangements**. The questionnaire results (in which 37 percent of all technical-administrative staff participated) were published online, in early 2022.

➤ **Unifi Include Desk.** As part of the University's broader inclusion policies, the desk and dedicated portal collect information on services promoted by the University on gender issues, including, for example, the possibility of activating the "alias career" (which allows *transgender*, *nonbinary*, *gender nonconforming* people to use, within the University, their elective name).

Acknowledgments

University of Florence

Gender Report 2022

Coordination by Enrico Marone, Maria Paola Monaco

Editing by the Planning, QA and Evaluation Support Unit

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