



## **Marino Di Nardo**

Department for Equal Opportunities  
Presidency of Council of Ministers  
Italy

## My organisation.....

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The institutional figure of the Minister for Equal Opportunities was created in 1996.

Since 1997, the Minister has been flanked by the Department for Equal Opportunities of the Presidency of the Council of Ministers.

# Ministers for Equal Opportunities

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6 Ministers since 1996....

The 1<sup>o</sup> was Ms Anna Finocchiaro  
(Centre-left Party)



# Ministers for Equal Opportunities

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The last is Ms Mara Carfagna  
( Centre-Right Party)

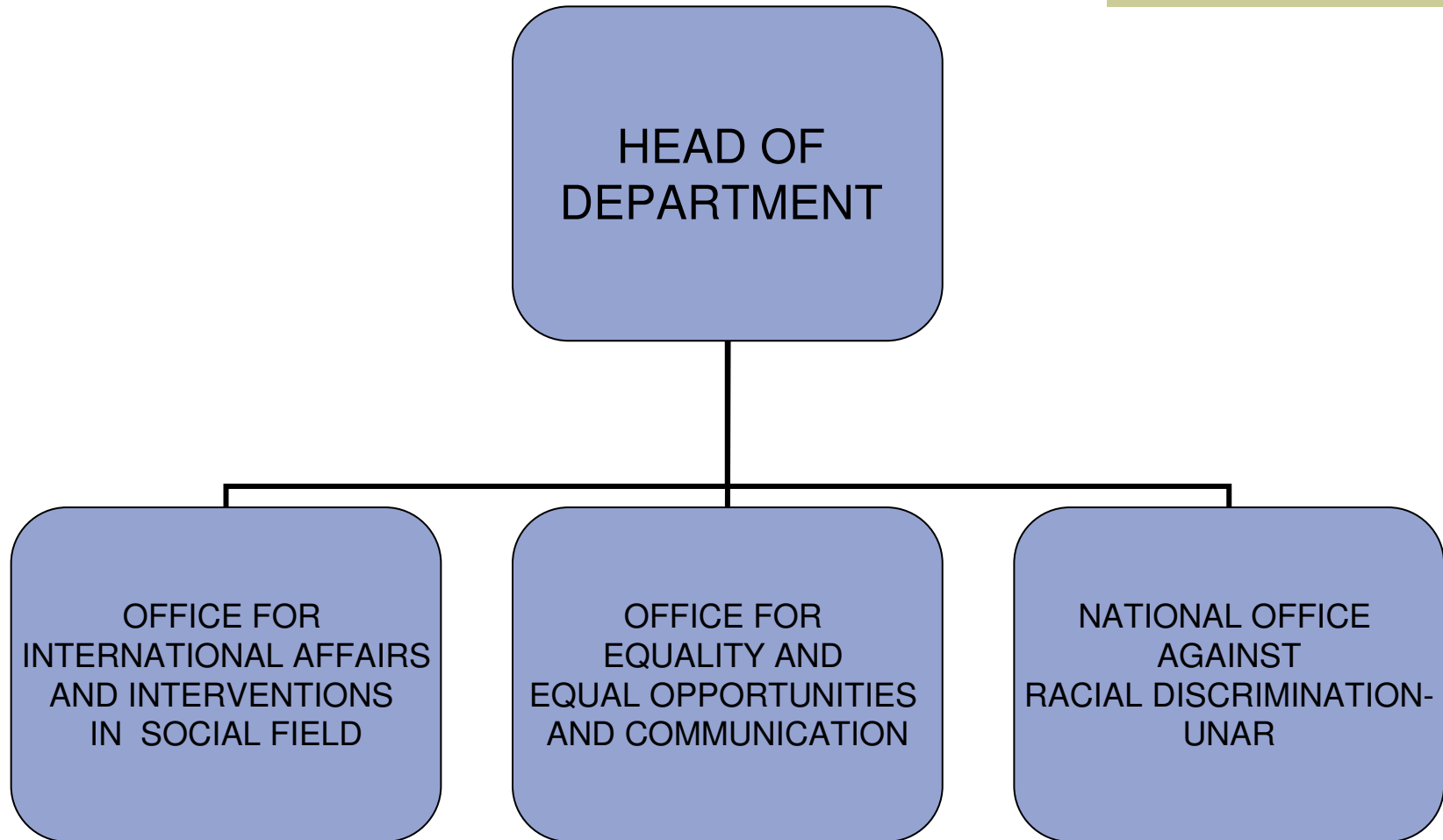


# The Department for Equal Opportunities

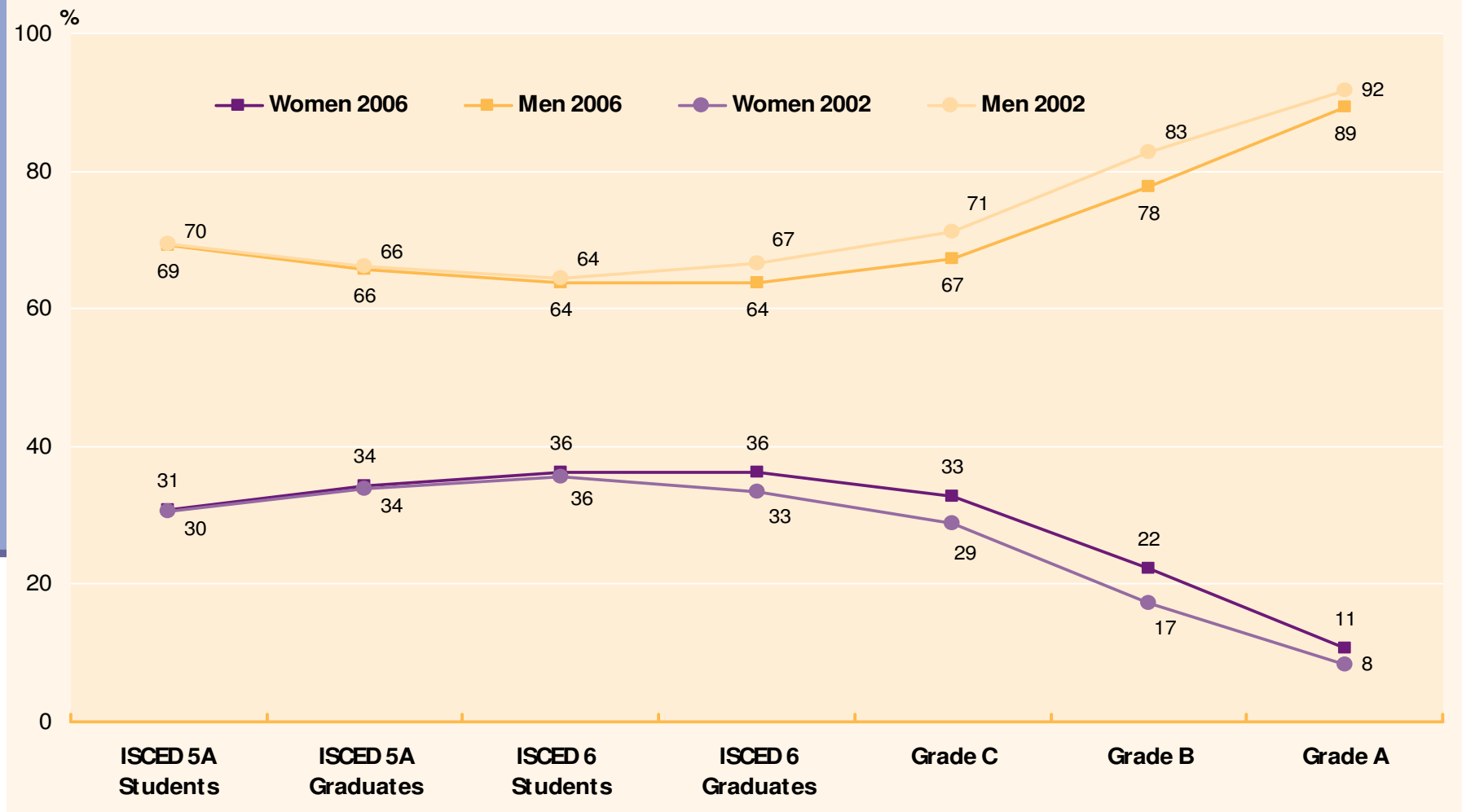
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The department has the task of promoting  
And coordinating equal opportunity policies and  
government actions aimed at preventing and  
eliminating discrimination.

# The Department for Equal Opportunities



# Italian Situation...



# PRA.GES

## Practising Gender Equality in Science

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- STARTED IN 2007
- EC CONTRIBUTION: 2.000.000,00 €
- CO-FINANCED BY THE ITALIAN GOVERNMENT
- 1° PROJECT IN ITALY AIMED TO STUDY THE “GENDER EQUALITY IN SCIENCE” ISSUE ...COORDINATED BY A CENTRAL PUBLIC ADMINISTRATION !!



# PRA.GES

## Practising Gender Equality in Science

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Action of coordination aimed at comparing the various strategies implemented for promoting the presence of women in decision-making positions relating to scientific research in public institutions.

# PRA.GES

## Practising Gender Equality in Science

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- Tetalap Foundation- Hungary
- University Statale of Milan-Italy
- University Bicocca of Milan-Italy
- Aarhus University -Denmark
- Simmons College School of Management -Boston-USA
- University of Cambridge - U.K
- The Queensland University-Australia
- Manchester Business School- U.K
- EUI- European University Institute
- ASDO-Italy



# PRA.GES

## Practising Gender Equality in Science

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Collecting, classifying and evaluating good practices and positive actions around the world relating to the fight against vertical segregation in various professional, political and social areas

# PRA.GES

## Practising Gender Equality in Science

- **1) Focusing on specific experiences supporting the rise of women to position of leadership in SeT areas**
- **2) Benchmarking- 3 types of information to determine whether a project constitutes a “good practice” :**
  - a) Information on the elements of excellence to be found in the programme (benchmarks)
  - b) Information on the factors that enabled the programme to acquire the quality of excellence (enablers)
  - c) Information on the programme’s potential transferability to other settings (social , institutional, national)
- **3) Link between these programmes and the social processes most relevant to the advancement of women**

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## Practising Gender Equality in Science

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### **GOOD PRACTICES DATABASE**

Contains information on 109 programmes for the promotion of women in decision-making positions in science and technology sectors.

<http://www.retepariopportunita.it/prages/>

# PRA.GES

## Practising Gender Equality in Science

### Good Practices database

PRAGES

Practising Gender Equality in Science

(G.A. No. 217754)



Search for  in field

Ex. To find "Institute" among promoters, insert "Institute" or "inst" (without quotes), select Promoters, and click Go button. Click Find all button to show all records

#### Symbols explanation

##### Golden benchmark



Programme of excellence

##### Silver benchmarks

Impacts on:



one area















two areas



three areas

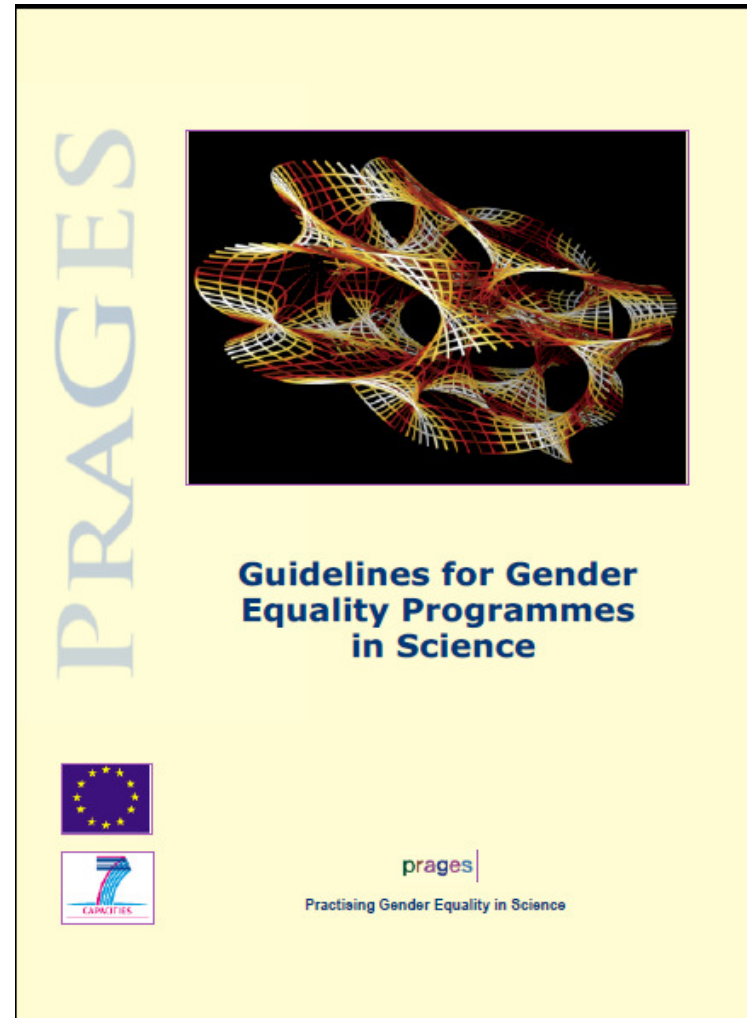
# PRA.GES

## Practising Gender Equality in Science

No.	<u>Golden benchmark</u>	<u>Silver benchmarks</u>	<u>Programme</u>	<u>Promoter</u>	<u>Country</u>
 1			Award for promoting recognition of successful women entrepreneurs in ICT	PRIVATE COMPANY PROVIDING MANAGEMENT AND DEVELOPMENT SERVICES	Australia
 2			Cross-university interdisciplinary gender studies initiative	PUBLIC UNIVERSITY	Australia
 3			Fellowships to promote women in scientific careers	PUBLIC UNIVERSITY	Australia
 4			Women and young pharmacists committee	PROFESSIONAL ASSOCIATION	Australia

# PRA.GES

## Practising Gender Equality in Science





# PRA.GES

## Practising Gender Equality in Science

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### **3 STRATEGIES**

1. A friendly environment for women
2. Gender aware science
3. Women's leadership of science in a changing society

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## Practising Gender Equality in Science

### A FRIENDLY ENVIRONMENT FOR WOMEN (1)

#### CHANGE CULTURE AND BEHAVIOURS

- # 1 – Documenting gender discrimination
- # 2 – Monitoring the gender pay gap
- # 3 – Keeping women's issues in the foreground
- # 4 – Promoting research and teaching on gender issues
- # 5 – Promoting women's integration in the research environment
- # 6 – Involving senior managers and leaders in change processes

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## Practising Gender Equality in Science

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### **A FRIENDLY ENVIRONMENT FOR WOMEN (2)**

#### **PROMOTING WORK LIFE BALANCE**

- # 7 – Creating a network of services
- # 8 – Delivering information on available resources or services
- # 9 – Customising work processes and organisation

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## Practising Gender Equality in Science

### **A FRIENDLY ENVIRONMENT FOR WOMEN (3)**

#### **SUPPORTING EARLY-STAGE CAREER DEVELOPMENT**

- # 10 – Sustaining early-career researchers through policy and regulation
- # 11 – Providing personal assistance and training for early-career researchers
- # 12 – Increasing candidate pool diversity for hiring and promotions
- # 13 – Providing women with funds for professional development

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## Practising Gender Equality in Science

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### **GENDER AWARE SCIENCE (1)**

#### **OVERCOME STEREOTYPES OF WOMEN IN SCIENCE**

14# Challenge gender stereotypes

15# Fighting horizontal segregation

# PRA.GES

## Practising Gender Equality in Science

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### **GENDER AWARE SCIENCE (2)**

#### **GENDERING SCIENTIFIC CONTENTS AND METHODS**

- 16# Incorporating gender awareness in S&T education
- 17# Gendering research design
- 18# Acknowledging women's visions and expectations

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## Practising Gender Equality in Science

### **WOMEN' S LEADERSHIP OF SCIENCE IN A CHANGING SOCIETY (1)**

#### **SUPPORTING WOMEN TO ATTAIN KEY POSITIONS IN THE PRACTICE OF RESEARCH**

- # 19 – Promoting high-profile women in the research market
- # 20 – Strengthening women researchers to pursue high-level positions
- # 21 – Providing women researchers with funds, resources and opportunities
- # 22 – Implementing and monitoring institutional measures to redress gender unbalances in high-level positions in research

# PRA.GES

## Practising Gender Equality in Science

### **WOMEN' S LEADERSHIP OF SCIENCE IN A CHANGING SOCIETY (2)**

#### **SUPPORTING WOMEN TO ATTAIN KEY POSITION IN THE MANAGEMENT OF RESEARCH**

- # 23 – Monitoring women's presence on boards and committees
- # 24 – Providing training in applications to serve on boards and commissions
- # 25 – Modifying rules and procedures for appointing boards and committee members
- # 26 – Making women candidates available and visible for boards and committees
- # 27 – Lobbying for women scientists' representation in decision-making bodies



# Whist

## Women's careers hitting the target: gender management in scientific and technological research

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Improve the situation of gender diversity in science, by improving transparency in recruitment, promotion, and nomination and increase the capacity of scientific and technological institutions in monitoring, managing and feeding gender diversity in their own organisation at all levels..

# Whist

## Women's careers hitting the target: gender management in scientific and technological research

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Better understand the problem of the under representation of women in Science, through the implementation of experimental activities concerning gender diversity management policies in the organisations involved in the project

# Whist

## Women's careers hitting the target: gender management in scientific and technological research

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- ASDO –Italy
- University Statale of Milan- Italy
- Aarhus University -Denmark
- Fraunhofer IAO -Germany
- European Space Agency -ESA

## General aim of WHIST...

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Three pilot projects (at Fraunhofer IAO, ESA and University of Aarhus) designed with a holistic approach geared at ...

...a better understanding of the actual conditions for a change toward gender equality and valorisation of gender diversity

## More precisely...

- The experimentations in the project WHIST: measures that can eliminate or oppose the obstacles to women's scientific careers, i.e. change in current situation
  - tapping into the body of knowledge on actions, measures and policies implemented to support women in science
  - understanding the conditions to be met in order to produce innovative, strategic and change-oriented solutions that can give organizations a concrete competitive advantage
- To produce a more analytic knowledge of the exclusion processes affecting women in S&T and on possible solutions by observing reality while change occurs (heuristics of action), making visible phenomena that otherwise would not

## FRAUNHOFER experimentation...

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- **Action 1:** Implementing structural features aimed at continuously improving gender diversity
- **Action 2:** Information regarding gender and diversity at the Fraunhofer IAO intranet
- **Action 3:** Raising awareness on re-entry process of IAO employees in parental leave after baby-break
- **Action 4:** Development and testing of two seminar conceptions to enhance gender diversity

## ESA experimentation...

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- **Action 1:** Institutional Committee promoting optimal quality of working life
- **Action 2:** Corporate behavioural guidelines integrating the gender dimension
- **Action 3:** Communication campaign on behavioural standards at ESA and on gender diversity
- **Action 4:** Pilot survey to support expatriate partner's work

## Aarhus University experimentation...

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- **Action 1:** Support the implementation of action plans to increase the share of female researchers in a number of faculties/departments
- **Action 2:** Incentives for women to follow a career at Aarhus Un. by establishing 10 new positions at associate professor level and 10 new positions at professor level.
- **Action 3:** Mapping, in a comparative gender perspective, the reasons why researchers leave Aarhus Un. taking on positions in other organizations or leaving science in general.
- **Action 4:** Support the implementation of a mentoring programme for young female researchers in two faculties



# Whist

## Women's careers hitting the target: gender management in scientific and technological research

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### **Guidelines on gender diversity in S&T Organisation:**

Help to deepen the knowledge on gender gap in science and technology and possible ways out, thanks to the direct observation of the WHIST experimental Activities !

# The Guidelines/Content

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- Executive summary
- Part I Dealing with reality
  - Chapter One - The context and the experimentations
  - Chapter Two - Lessons learned
- Part II Interpretative and Motivational Capacity
  - Chapter Three - Obstacles
  - Chapter Four - The experiences of the three institutes
  - Chapter Five - Suggestions and recommendations
- Part III Institutional and Operational Capacity
  - Chapter Six - Obstacles
  - Chapter Seven - The experiences of the three institutes
  - Chapter Eight - Suggestions and recommendations
- Part IV Capacity for social innovation
  - Chapter Nine - The capacity to trigger social innovation
- Bibliography

# Memorandum of Understanding on Gender Equality in Science

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Signed by the Minister for Equal Opportunities and the the Minister for Education, University and Research in 2010

# Memorandum of Understanding on Gender Equality in Science

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**Consultation Panel** composed by experts coming from Ministries, other public administrations, Universities , research institutions and the civil society, aimed to elaborate concrete measures on specific priority areas of intervention.

# Memorandum of Understanding on Gender Equality in Science

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The elaboration of the Italian proposal for the drafting of the forthcoming **Common Strategic Framework for Research and Innovation** “*Horizon 2020*” in order to include the gender perspective in all the policies, programs, topics, human resources and calls for proposals.

# Memorandum of Understanding on Gender Equality in Science

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New actions to promote the advancement of women in scientific careers with the aim of fighting the *Leaky Pipeline* phenomenon on :

- recruitment;
- reconciliation of work and family responsibilities;
- mechanisms to encourage women to reintegrate work after a break;
- full and equal access to economic resources and funding.

## Memorandum of Understanding on Gender Equality in Science

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promote the gender culture in all kind of Schools through awareness campaigns aimed at fighting gender stereotypes, exposing young girls and boys to positive female role models in science, ensuring their access to the vocational training



**THANKS !!!!!!!!!!!!!!!**