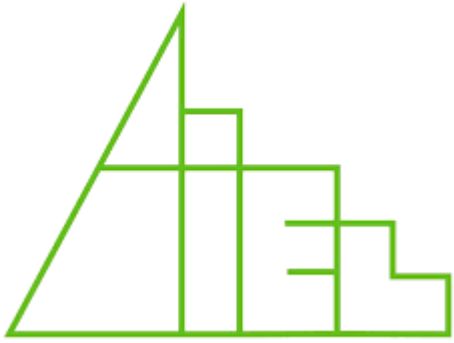


35th National Conference of Labour Economics 17-18th September 2020

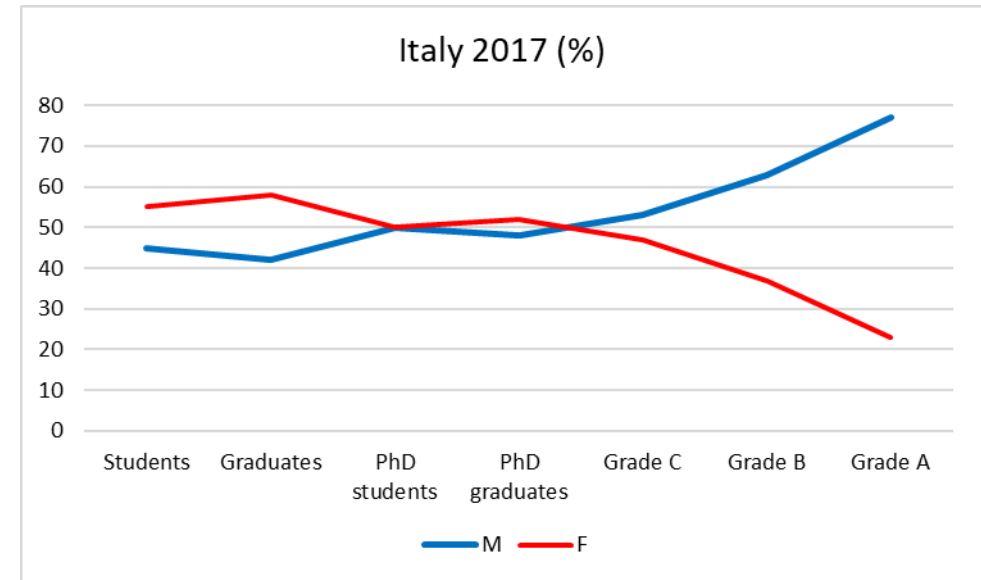
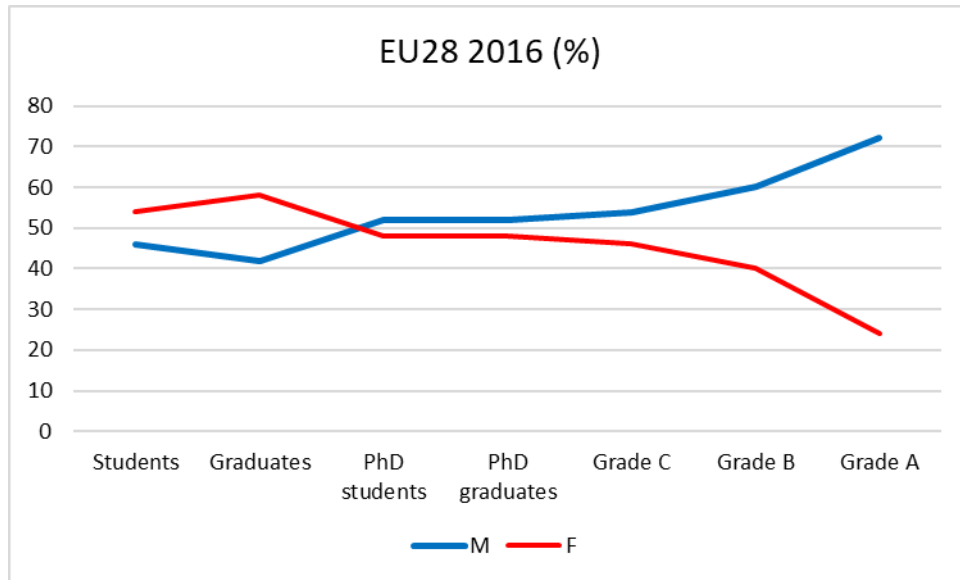
Women in Academics: Policy Session



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Gender policies for Italian academia from a life-cycle perspective

Familiar disadvantages: leaky pipelines in Italy and Europe



Courtesy of Donà, Dordoni, Poggio, Segnana and Villa, 2020 (WP1, Prin Project 'Gendering Academia')
Data sources: She Figures 2018 (2019: 116); Miur (2019:7)

Familiar disadvantages: Stereotypes and the STEM issue

- The share of graduates holding a STEM degree (Science, Technology, Engineering and Mathematics): 37,3% among men, 16.2 among women ([ISTAT, 2020](#)).
- The STEM gender gap is larger in Italy than elsewhere in Europe and has not changed much in the past decades.
- STEM graduates enjoy significantly higher occupational and earning prospects

Cumulative disadvantages over the life cycle

Some policies worth exploring

1. Stereotypes & STEM underrepresentation (early education) : Teaching the teachers gender competence
 2. The precarity issue (when career starts) : Expand academic jobs openings
 3. The mobility issue (at child rearing age) : Couples hiring
 4. The productivity puzzle (when careers are made) : Rewarding accuracy at evaluation stage
 5. The unequal service load (mid to late career) : Rewarding 'service' at promotion stage
 6. Partisan recognition (following retirement) : Updating the rules for post-retirement 'honours'
- :

Teach the teachers gender competence

- Angela Paseka (2009) [evaluated 20 years of gender mainstreaming and targeted projects in Austria](#) (curricula were reformulated; school books and classroom materials changed; initiatives like special “boys’ days” and “girls’ days implemented at all school levels; etc.).
- She found that [gender competent teaching](#) was still very scarce: it could be found in one third of Austrian schools, at best ([Paseka 2015: 92](#)).
- Ensuring gender competent teaching is largely a matter for educational specialists (‘critical learning’ example) but [economists, can contribute](#) (Di Tommaso et al., this conference). This is especially valuable where competent design and implementation of policy goals is lacking (this country).

Turn precarity into flexibility by expanding academic job openings

- Italian female, early career, researchers tend to hold more unstable positions
 - In 2014, and six years after obtaining a Ph.D. in STEM disciplines, 69% of women against 49.4% of men held atypical positions within universities (training contracts, research grants, co.co. pro etc. ([Bozzon, Murgia and Villa 2017: Tab. 3](#))).
 - Currently (2019) women are also disproportionately represented among the more 'precarious' Ricercatori (RTDa), though the gender gap is contained ([MIUR-ISTAT 2019](#)).
- Precarity is less of an issue if future (academic) job prospects are good.
- When future prospects are poor, women are further penalized by lower propensity to move within and outside the country.

Ease mobility constraints by joint hiring academic couples

- Constraints on mobility during child rearing age have traditionally penalized female researchers more than men.
- Schiebinger co-authored the famous [Clayman report \(2008\)](#) encouraging academic institutions to jointly hire dual career couples. According to her research over a third of academic professionals (in the US) are married to another academic professional, and finding suitable employment for a spouse is likely to especially benefit women.
- ‘Couples hiring’ need not require major/legal changes in Italy.
- In order to be effective, couples hiring should not, however, be confined to faculty members of great renown.
- Collateral benefits:
 - reinforces the notion that reconciliation policies should increasingly target couples (or men) rather than just women.
 - Effective tool to attract back the young scholars of recent waves of brain migration.

Reward accuracy to redress the productivity puzzle

- [Hengel's sophisticated contribution \(2019\)](#) analyzed English articles published in AER, ECA, JPE and QJE between 1950 and 2015, and found that (i) female-authored papers are 1-6% better written than equivalent papers by men; (ii) this gap is two times higher in published articles than in the corresponding draft versions; (iii) female-authored papers spend six months longer in peer review.
- Tougher standards for female authored article or greater willingness to trade accuracy for number of publications?
- Casual empiricism suggests that similar findings may apply to disciplines other than economics
- Another good reason to reconsider the dominance of mere [bibliometric evaluation](#).

Measure and reward the 'service' load when choosing whom to promote

- [Guarino and Borden \(2017\)](#), found that the 'internal' service load is significantly higher for women among US-Based Faculty ('service' includes faculty governance, faculty recruitment, evaluation, and promotion, student admissions and scholarships, program supervision, development and marketing, internal awards, etc.)-
- This is in broad agreement with the findings of [Casarico, De Paola, Nattichioni and Sylos Labini \(2019\)](#) on the gendered dimensions of Italian University governance
- In principle, the Italian two-steps promotion system allows for service to be rewarded in terms of career advancement. But is service adequately or systematically rewarded?

Count the 'Emeritae' and change the rules!

- Granting 'emeritus' status ought to crown a successful career. It brings material as well as immaterial advantages to the title holder.
- Still largely regulated by a 1933 law. Law 240/2010 subsequently allowed universities to exercise more discretion. So called 'objective requirements are nationally binding and include 20 years as full-professor. So called subjective requirements can be University-specific.
- Nomination is by peers (faculty), but the local University Senate cannot object.
- I am not aware of a national data base, even a simple count of the Italian 'emeriti'. But perhaps the following is more than a casual finding:
 - [3 women out of 37 are listed by the Università Statale di Milano](#)
 - [2 women \(one passed away\) out of 28 are listed by the Associazione Prof. Emeriti dell' Università di Modena e Reggio Emilia](#)
- Women are not alone in asking for change in post-retirement titles and affiliation rules within the Italian Universities.....**but they ought to be in the fore-front!**

For discussion: tackle sexual harassment within Academia

The excellent 2018 report of the National Academy of Sciences, Engineering, and Medicine can be found at think link:

<https://www.nap.edu/read/24994/chapter/1>

...food for thought for our country!

