



Governo italiano

Presidenza del Consiglio dei Ministri

"Il cammino delle donne nella scienza: Lezioni apprese e nuove sfide per le pari opportunità"

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Ministro per la pubblica amministrazione e l'innovazione





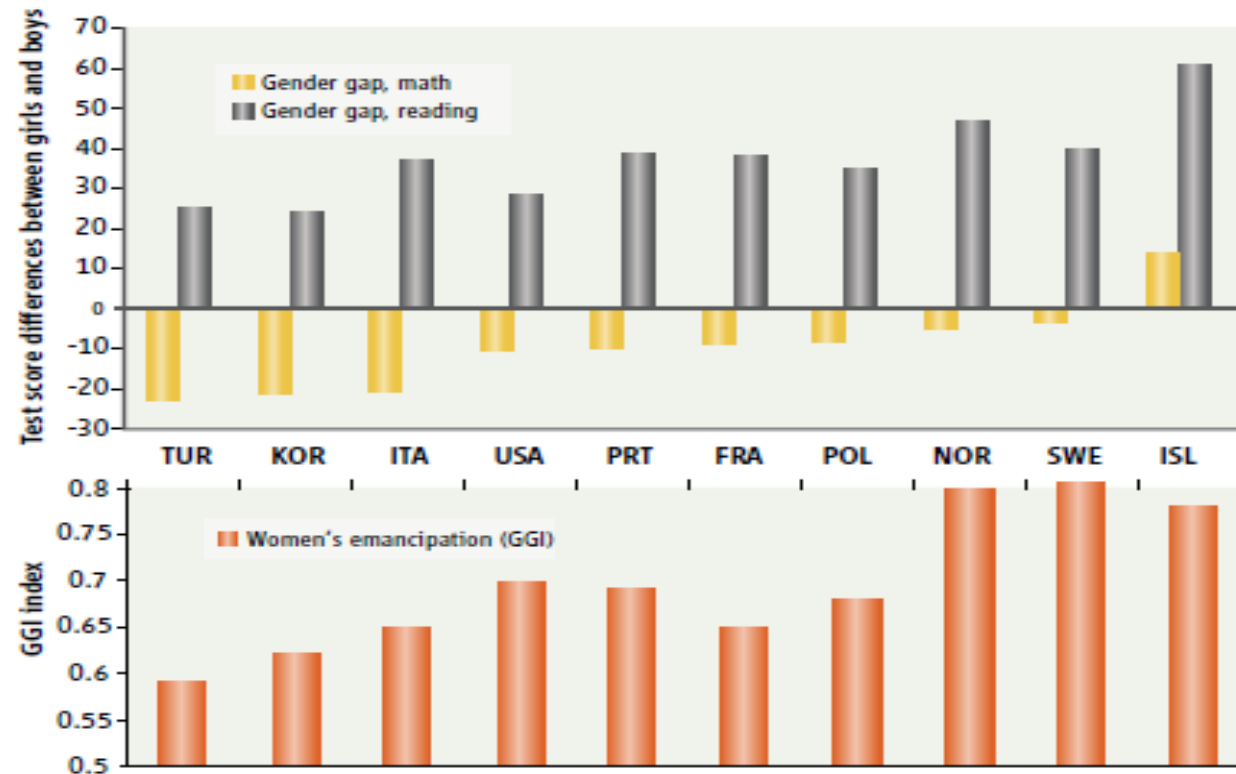
What L. Summers said in 2005 at a NBER Conference "Diversifying the Science and Engineering Workforce: Women, Underrepresented Minorities, and their S. & E. Careers." ?

- 1. fewer mothers than fathers are willing to spend 80 hours a week away from their kids*
- 2. more boys than girls tend to score very high or very low on high-school math tests, producing a similar average but a higher proportion of scores in the top percentiles, which lead to high-powered academic careers in science and engineering*
- 3. the third factor was discrimination by universities. Summers said repeatedly that Harvard and other schools should work to eliminate discrimination. But he theorized that it was less a decisive factor than the others, since women were already underrepresented by the time they got to the pool of candidates eligible for top science jobs*



But...Discrimination influences math results!

Guiso, Monte, Sapienza e Zingales ,in Science 2008 show that:



Math and reading gender gaps. In more gender-equal cultures, the math gender gap disappears and the reading gender gap becomes larger. (Top) Gender gaps in mathematics (yellow) and reading (gray) are calculated as the difference between the average girls' score and the average boys' score. A subset of countries is shown here (see SOM for complete data set and calculations). In many countries, on average, girls perform more poorly than boys in mathematics. In all countries, girls perform better than boys in reading. The gender gap in mathematics and reading correlates with country measures of gender status within the culture, one of which measures is the GGI (bottom). Larger values of GGI point to a better average position of women in society. Besides USA, the countries are abbreviated as their first three letters, except for PRT, Portugal, and ISL, Iceland.



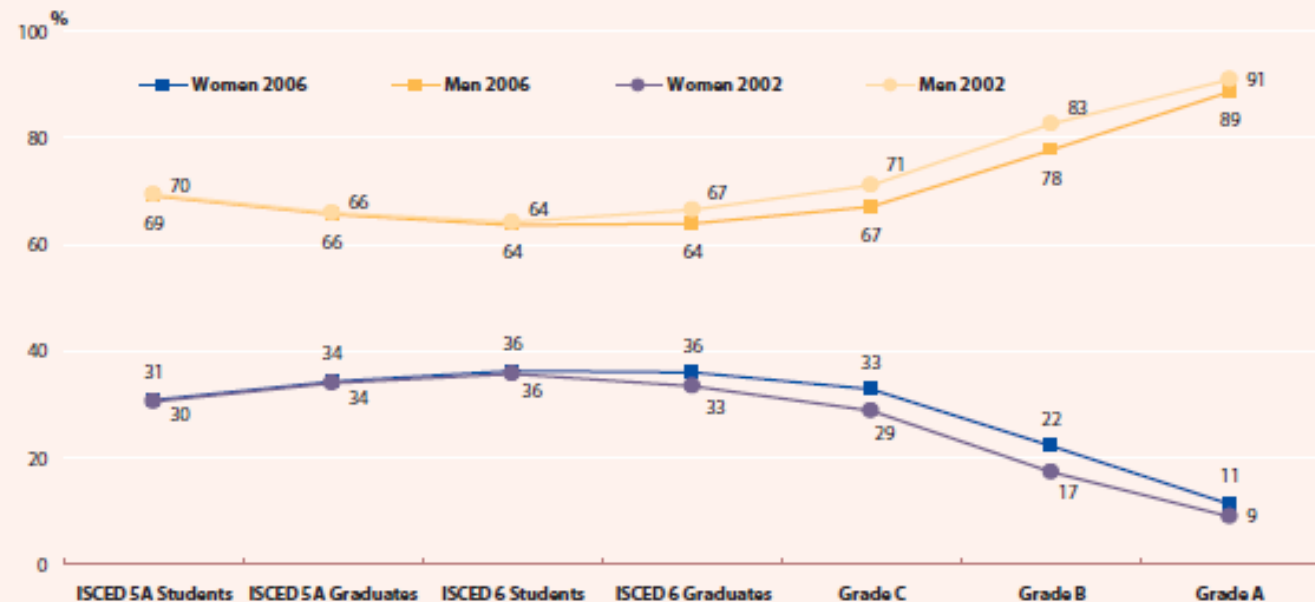
Italian women versus men: Which performances achieving a degree?

- *Shorter time*
- *Higher scores*
- *Lower drop-out rate*



*But... in Europe
the proportion
of female
academics in
science and
engineering
improves*

Proportions of men and women in a typical academic career in science and engineering, students and academic staff, EU-27, 2002/2006



Source: Education Statistics (Eurostat); WiS database (DG Research)

Exceptions to the reference year(s): **ISCED 6 students** 2002: RO (men: 2003), SI (men: 2005); **WiS 2006**: ES (2007), MT (2004), PT (2003), SI (2007), SK (2007), FI (2007); 2002: IE (2004), FR (2000), LT (2005), NL (2003), UK (2003).

Data unavailable: **ISCED 6 students** 2002: DE, FR, LU, NL, SI (women); **WiS 2006**: BG, EE, EL, FR, LV, LU, HU, RO; 2002: BG, EE, EL, ES, LV, LU, HU, RO. Estimated data: EU-27 (by DG Research) for WiS, ISCED 6 students. Head count (Grades A, B, C)



... and in the EU 27 labour market there are good news

Proportion of women in the EU-27 for total employment, tertiary educated and employed (HRSTC) and scientists and engineers in 2007, compound annual growth rate for women and men, 2002–2007



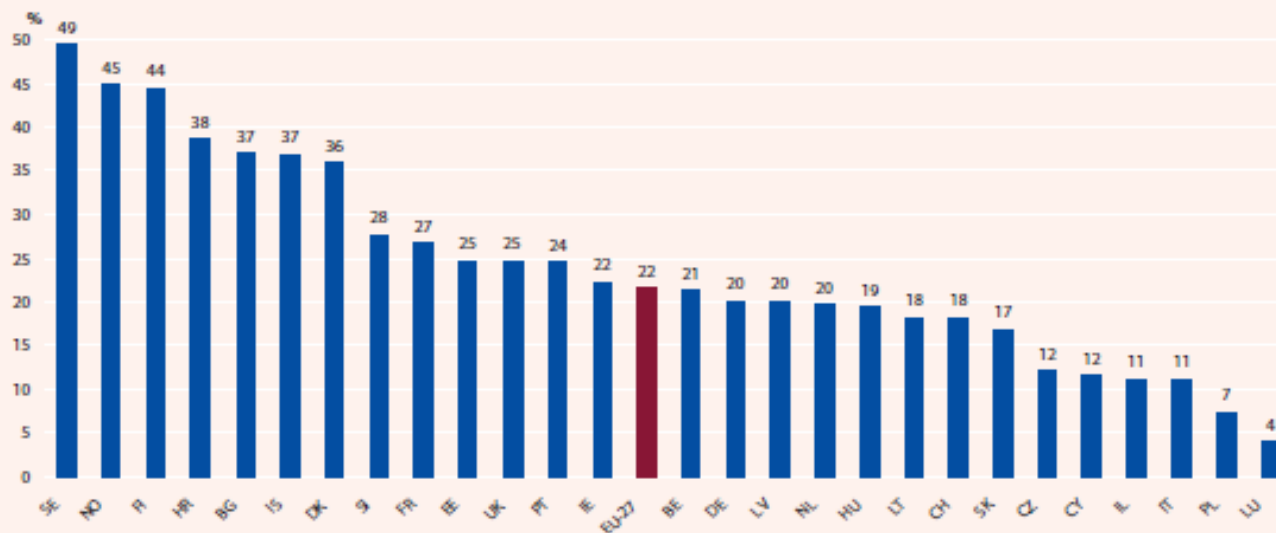
Source: Labour Force Survey, HRST statistics (Eurostat)

Estimated data: EU-27 data estimated by Eurostat (2002 - Employed Scientists & Engineers)



..but the chances for italian women are still little

Proportion of women on boards, 2007



Source: WIS database (DG Research)

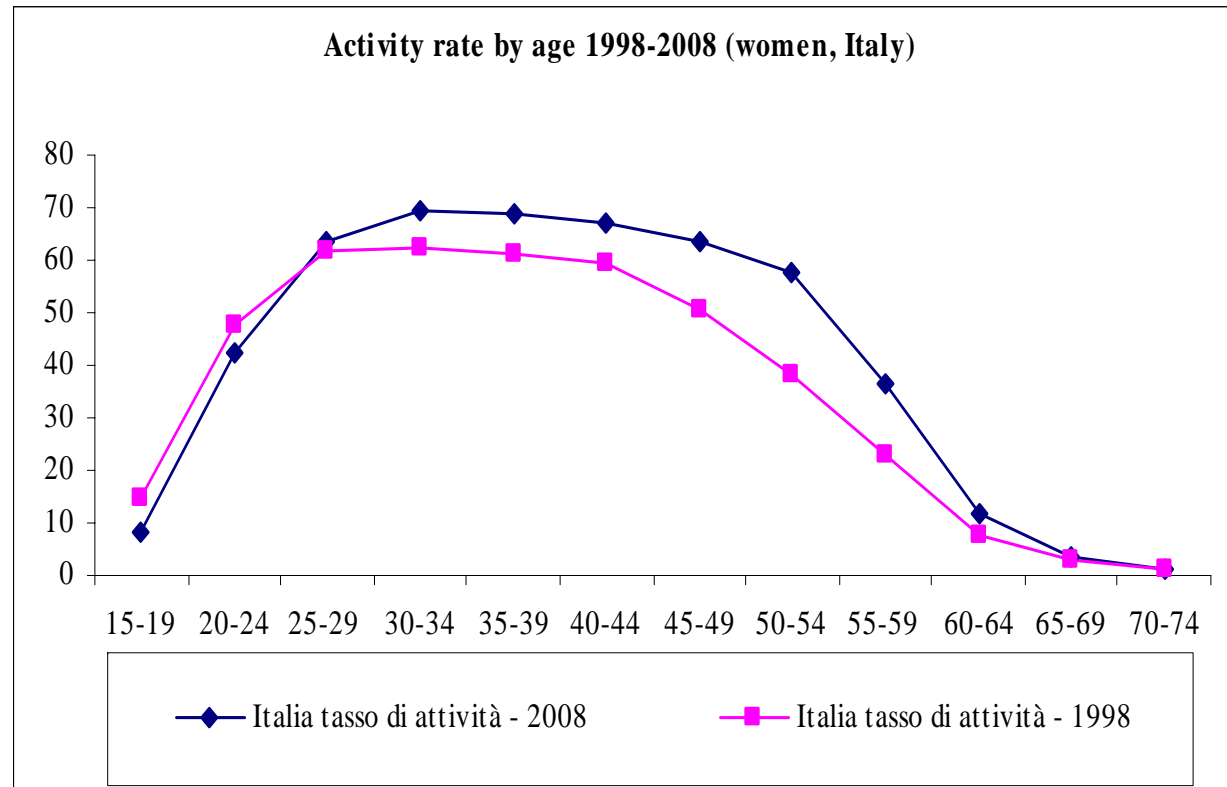
Exceptions to the reference year: 2008: CZ, SK, IL; 2005: IT; 2004: IE; 2003: PT; 2002: FR, PL.

Data unavailable: BE (Dutch-speaking community), EL, ES, MT, AT, RO, TR. Estimated data: EU-27 (by DG Research).

Some differences exist in coverage and definitions between countries. The total number of boards varies considerably over countries. BE data refer to French-speaking community



*maternity
does not
make the big
difference*

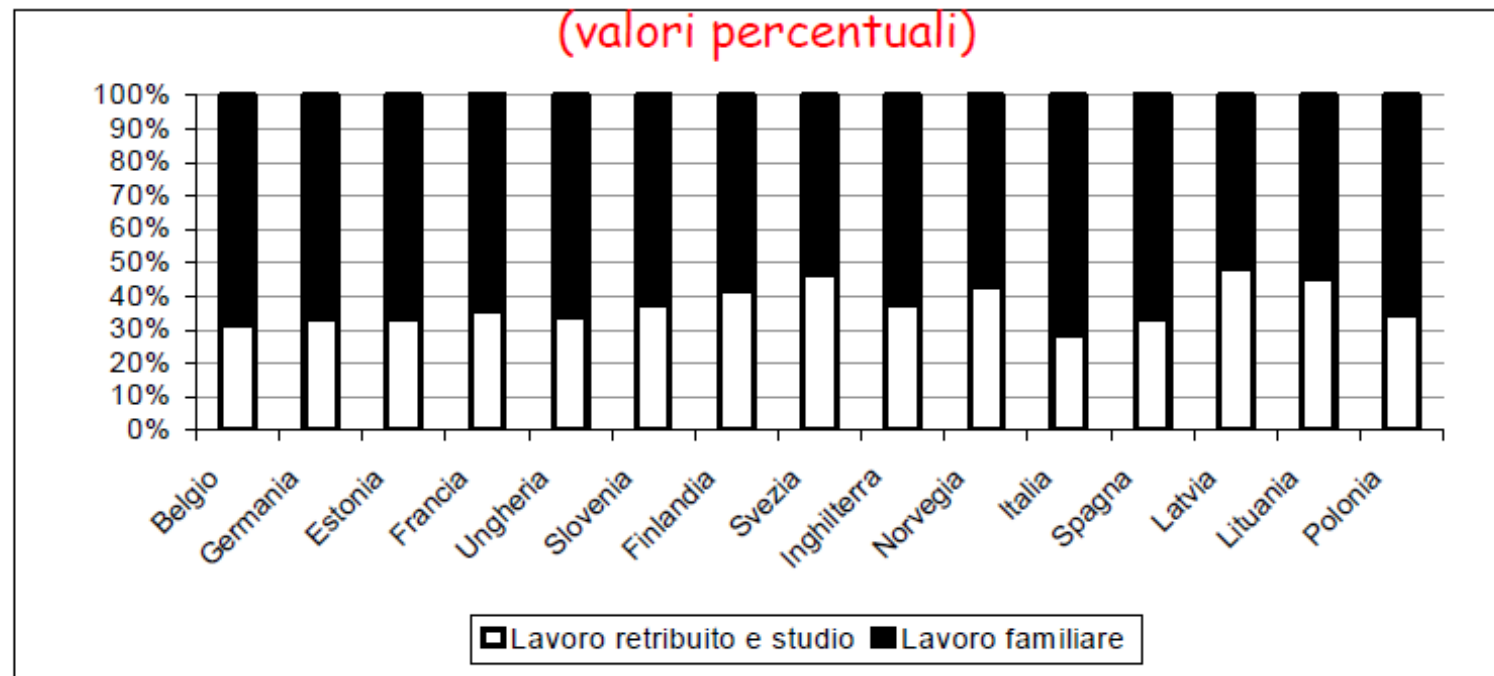


Source: Isae, 2009



Time use , labour and family care (Women, age 20-64)

Even if italian women spend a lot of time in family caring





What the Ministry for Public Administration and Innovation is doing for the Italian female workers?

- *more meritocracy and rewards in PA: the legislative decree n. 150 October 9, 2009 on civil service reform and for the efficiency and transparency of public administration*
- *more services for child care: Nidi Pa Plan jointly with Ministry for Equal Opportunities and Family Policies Department*



- *Meritocracy and rewards*

Selective distribution of incentives through certified assessment systems to reward individual and office performance

Merit-based brackets for the allocation of incentives: not more than 25% of civil servants get half of the available incentives; not more than 50% the remaining half of incentives

Not more than 5% of the civil servants who are in the highest bracket can obtain an additional annual bonus for excellence

Annual award for innovation

Wage increase based on merit

Access to high level training, professional growth, higher assignments



A Commission for the evaluation, transparency and integrity in public administration and independent evaluation bodies will be established

- the Commission issues the guidelines for the adoption of evaluation models and recognizes the independent evaluation bodies established in every administration. Each independent evaluation body checks the adoption of an evaluation system and certifies the performance report which includes the evaluation grading of offices and employees*
- the Commission promotes the equal opportunities culture*



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