



POLITECNICO
MILANO 1863

2024

Gender budget

2024

Gender budget



POLITECNICO
MILANO 1863

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PREFACE

The issue of gender equality is not merely a subject for academic debate; it constitutes a pivotal challenge for the evolution of our University and the scientific community at large. The pursuit of gender diversity is not merely a matter of numerical targets or quotas; it is the catalyst that drives innovation. When people of different genders work together, they come up with richer ideas, unexpected perspectives and out-of-the-box solutions. This is where science is truly transformed, becoming a bridge between knowledge and progress.

Women, who are still too often marginalised from decision-making positions, represent a strategic resource for redefining not only research products, but also the policies that govern them. Investing in women's leadership is not merely a moral choice; rather, it is a necessary investment to ensure a more sustainable, inclusive and competitive future. It is therefore necessary to work hard to create a fair environment in all institutions and settings.

Since 2018, with the launch of the POP - Pari Opportunità Politecniche (Politecnico Equal Opportunities) programme, our University has embarked on a path of no return with initiatives including the encouragement of female students to study STEM, the provision of scholarships for engineering programmes with a low female presence, the support for parenthood and the financial support for female researchers after maternity leave. Each step of this journey challenges the old paradigm that has historically relegated women to the margins of science, and gives them the tools they need to effect meaningful change.

The sixth edition of the Gender Equality Report presents a complex picture: on the one hand, a significant gender gap persists in certain engineering programmes; on the other hand, sectors such as architecture, design and biomedical engineering show a more pronounced parity or even a reverse disparity.

However, the issue under discussion is not limited to the student population. A similar challenge can be seen in the teaching profession, where the “leaky pipeline” phenomenon underlines the persistent barriers women face in progressing to senior positions. It is also important to consider the experiences of technical and administrative staff, who are predominantly female and encounter vertical segregation, thereby impeding their progression to senior levels.

This budget is not merely a matter of reporting, rather, it is a call to action. Our first Strategic Sustainability Plan was due to be launched in 2023. This coincided with the setting of an ambitious target for 2025 to achieve gender balance in 30% of our study programmes. To date, the percentage of gender balanced programmes has increased by four percentage points to 24%. Further progress will be made in the next academic year.

Donatella Sciuto
Rector



Introduction



01. Introduction

This sixth edition of the Gender Budget of the Politecnico di Milano provides an update on the general mapping of the gender dimension at our University in the three areas of reference: students, faculty and Technical and Administrative Staff. It includes new priorities and in-depth analyses of dimensions already analysed in previous years.

In accordance with the University Strategic Plan, we continue with the Strategic Sustainability Plan and the new Gender Equality Certification, which is in the process of being obtained, as well as the analysis of the increase in gender equality study programmes in relation to the student body (**Focus on: gender budget in study programmes**).

The in-depth study is presented again through the characterisation of the programmes as “predominantly male, female, or gender neutral”. This data, already analysed in the previous edition, was the starting point for a series of new initiatives launched in 2024 and aimed at high schools.

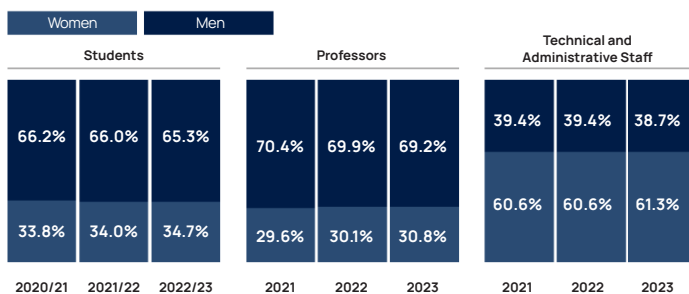
Similarly, the new results of the Occupational Analysis (**Focus on: Occupational Survey**) allow us today to return to the issue of the salary gap between our male and female graduates and the different types of employment contracts activated after graduation in relation to gender. This analysis highlights both progress and other concerns, particularly in the area of employment.

A third focus is **dedicated to young academics**, where the analysis is also closely linked to one of the objectives of the Strategic Plan,

specifically the second objective which is directly related to the rebalancing of our community in terms of gender.

The document concludes with a three-year final report on the actions envisaged in the first University **Gender** Equality Plan (2021-23) and an indication of the **financial resources** allocated by Politecnico for the promotion of Equal Opportunities.

THE THREE UNIVERSITY MEMBERS: PERCENTAGES BY GENDER - A. Y. 2020/21, 2021/22, 2022/23.







Analysis



02. Analysis

2.1 Student body

“Building an inclusive University that is accessible to all and offers a full range of studies and career opportunities in the field of STEM (Science, Technology, Engineering and Mathematics)”.

As usual, at the beginning of the 2024 Gender Budget, we focus on the evolution of our University’s student population over the past three years through the lens of gender.

An examination of the academic years 2020/21, 2021/22 and 2022/23 shows an increase in the percentage of female students from 33.8% to 34.7%. This increase is significant given the nature of the evolutionary trend.

Moreover, it is well known that reversing the trend and achieving gender equality in STEM studies takes time and perseverance, especially in the **engineering disciplines**, where the vast majority of the University’s students are enrolled.

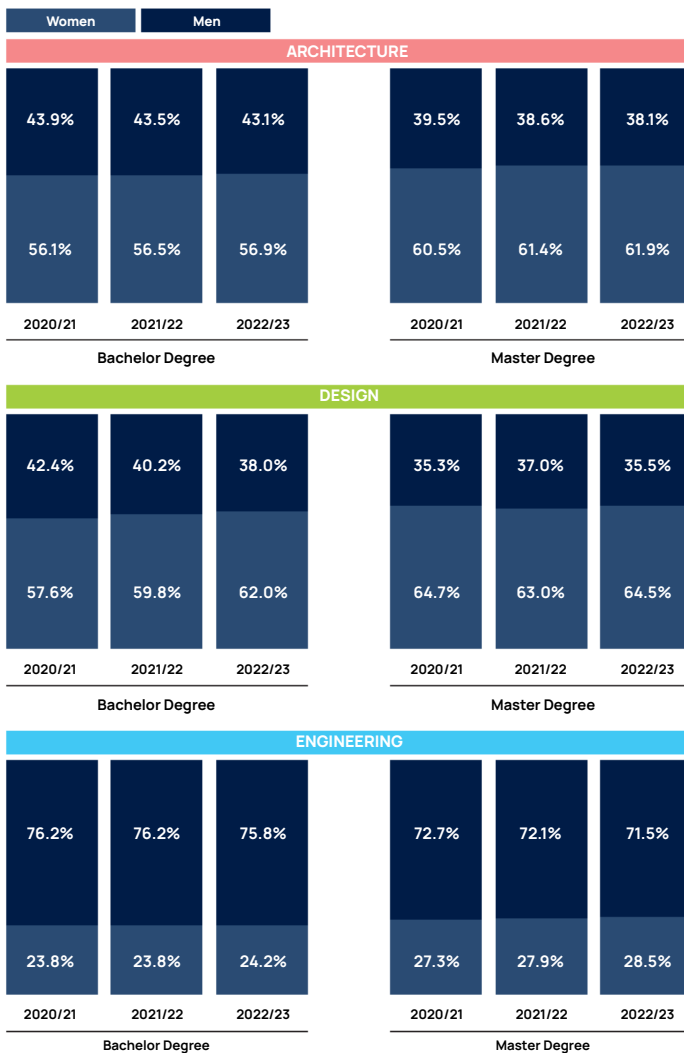
In **Architecture and Design**, women have long been the majority of students, while in Engineering in 2023 women accounted for 24.2% of those enrolled in the Bachelor Degree (+0.4% over three years) and 28.5% in the Master Degree, an increase of more than 1 percentage point over the last three years. However, we will see in the next section on gender-balanced study programmes that their distribution across the different engineering disciplines is unequal.

Female students maintain a stable academic record, with **fewer dropouts than their male counterparts, reaching the 22/23 figure for Master Degree, where dropouts have decreased for both genders, 2.7% for women and 2.4% for men.** It is also interesting to note from the graph that the dropout rate for both genders has decreased significantly over the three year period, proving that all the study support tools put in place by the University - in particular widespread and structured counselling and tutoring programmes - have produced successful results.

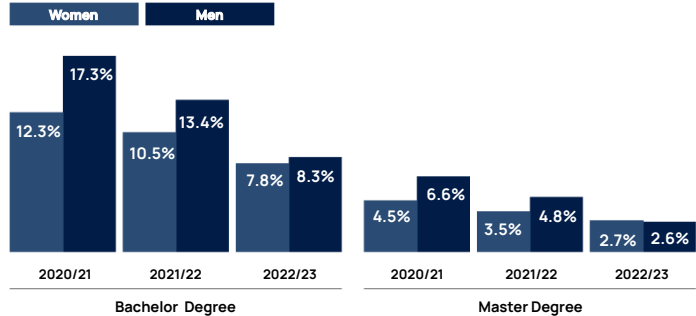
Even from the point of view of academic performance in terms of graduation scores, female students follow similar, if not slightly better, trajectories than their male counterparts, with a **significantly higher female ratio** (% of women per 100 men) **among female graduates and among female enrolled students**, demonstrating the effectiveness of women in completing their studies. This is also confirmed at national level by AlmaLaurea's ["Focus Gender Gap 2023"](#) and by the document drawn up by the Ministry of University and Research (MUR), ["Le carriere femminili in ambito accademico"](#) (Women's Careers in Academia), in March 2024, which reports, in the field of Engineering and Technology, 27.4% females enrolled and 29.7% female graduates and a female ratio of 38% for females enrolled and 42% for female graduates.

The highest level of education is represented by the PhD: the percentage of PhD Candidates over the three-year period is almost constant at University level, with a growing trend more evident in the case of Design. In Engineering, this percentage is below the national average (28.51% in 2023 compared to 33.1% in Engineering and Technology). However, it is encouraging to see that the percentage of female PhD students in Engineering at Politecnico di Milano is very close to the percentage of female students enrolled in Master Degree, indicating a strong attraction to PhD studies.

PERCENTAGE OF ENROLLED STUDENTS BY STUDY AREA, TYPE OF LAUREA (EQUIVALENT TO BACHELOR/MASTER DEGREE) AND GENDER - A.Y. 2020/21, 2021/22, 2022/23.



FIRST-YEAR DROPOUTS BY GENDER - ENROLLED IN A.Y. 2020/21, 2021/22, 2022/23.



AVERAGE GRADUATION SCORE BY TYPE OF LAUREA (EQUIVALENT TO BACHELOR/MASTER DEGREE), STUDY AREA, YEAR OF GRADUATION AND BY GENDER A.Y. 2020/21, 2021/22, 2022/23.

| ARCHITECTURE | | | | | | |
|--------------|-----------------|---------------|---------------|---------------|---------------|---------------|
| A. Y. | BACHELOR DEGREE | | | MASTER DEGREE | | |
| | WOMEN | MEN | Total | WOMEN | MEN | Total |
| | Average score | Average score | Average score | Average score | Average score | Average score |
| 2020 | 104.0 | 103.2 | 103.7 | 107.4 | 107.9 | 107.6 |
| 2021 | 104.9 | 103.5 | 104.3 | 108.1 | 108.0 | 108.1 |
| 2022 | 104.3 | 103.6 | 104.0 | 106.6 | 106.5 | 106.6 |

| DESIGN | | | | | | |
|--------|-----------------|---------------|---------------|---------------|---------------|---------------|
| A. Y. | BACHELOR DEGREE | | | MASTER DEGREE | | |
| | WOMEN | MEN | Total | WOMEN | MEN | Total |
| | Average score | Average score | Average score | Average score | Average score | Average score |
| 2020 | 105.9 | 103.0 | 104.7 | 107.0 | 105.7 | 106.6 |
| 2021 | 106.1 | 103.3 | 105.0 | 107.4 | 106.1 | 106.9 |
| 2022 | 105.1 | 103.6 | 104.5 | 106.8 | 105.6 | 106.3 |

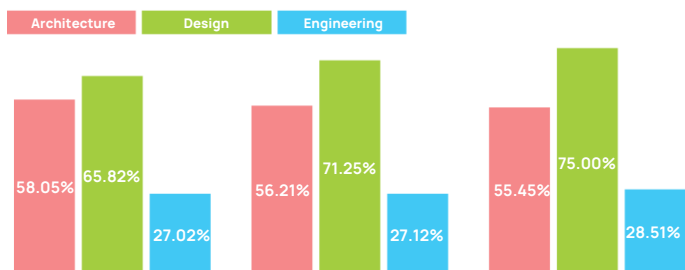
| ENGINEERING | | | | | | |
|-------------|-----------------|---------------|---------------|---------------|---------------|---------------|
| A. Y. | BACHELOR DEGREE | | | MASTER DEGREE | | |
| | WOMEN | MEN | Total | WOMEN | MEN | Total |
| | Average score | Average score | Average score | Average score | Average score | Average score |
| 2020 | 95.3 | 94.6 | 94.8 | 103.2 | 102.0 | 102.3 |
| 2021 | 96.0 | 95.1 | 95.3 | 103.5 | 102.3 | 102.6 |
| 2022 | 96.3 | 95.3 | 95.6 | 102.9 | 101.6 | 102.0 |

PERCENTAGE OF WOMEN AMONG ENROLLED STUDENTS AND GRADUATES IN THE THREE AREAS OF THE UNIVERSITY, FOR BACHELOR DEGREE PROGRAMMES, MASTER DEGREE PROGRAMMES - ENROLLED STUDENTS AND GRADUATES IN A.Y. 2020/21, 2021/22, 2022/23

| BACHELOR DEGREE | | | | |
|-----------------|--------------|--------|-------------|--------------|
| Enrolled | ARCHITECTURE | DESIGN | ENGINEERING | Total |
| 2020/2021 | 128.0% | 135.7% | 31.3% | 46.6% |
| 2021/2022 | 130.1% | 149.0% | 31.2% | 47.0% |
| 2022/2023 | 132.2% | 163.3% | 31.9% | 48.5% |
| Graduates | ARCHITECTURE | DESIGN | ENGINEERING | Total |
| 2020 | 133.4% | 139.2% | 36.0% | 53.4% |
| 2021 | 141.8% | 147.4% | 33.2% | 51.3% |
| 2022 | 164.1% | 167.5% | 35.3% | 55.9% |

| MASTER DEGREE | | | | |
|---------------|--------------|--------|-------------|--------------|
| Enrolled | ARCHITECTURE | DESIGN | ENGINEERING | Total |
| 2020/2021 | 153.2% | 183.4% | 37.5% | 58.2% |
| 2021/2022 | 159.3% | 170.5% | 38.7% | 58.8% |
| 2022/2023 | 162.5% | 182.0% | 40.0% | 60.2% |
| Graduates | ARCHITECTURE | DESIGN | ENGINEERING | Total |
| 2020 | 149.4% | 206.7% | 38.1% | 60.8% |
| 2021 | 179.4% | 175.2% | 39.4% | 61.9% |
| 2022 | 164.9% | 178.9% | 41.0% | 60.9% |

PERCENTAGE OF FEMALE PhD CANDIDATES IN THE THREE AREAS



| | Architecture | Design | Engineering | Total |
|------|--------------|--------|-------------|------------|
| 2021 | 191 | 52 | 445 | 688 |
| 2022 | 199 | 57 | 512 | 768 |
| 2023 | 224 | 72 | 631 | 927 |



FOCUS ON: Gender balance in study programmes

As previously mentioned, **the gender balance** in the University's programmes is not constant, especially among the various engineering disciplines. [The Guidelines drawn up by the CRUI](#) (Conference of Italian University Rectors) and the Ministry of University and Research (MUR) define a study programme as predominantly male if the percentage of male students enrolled is higher than 60%, predominantly female if the percentage of female students enrolled is higher than 60%, and gender neutral if the percentage of neither gender reaches 60% of the students enrolled.

With regard to the Bachelor Degree programme, we see that at Politecnico di Milano there is a significant gender balance in Architecture, while Design tends to have a higher female presence and, not surprisingly, the opposite is true for Engineering, where only three of the Bachelor Degree study programmes in Engineering have a gender balance.

However, it is important to note that there is a **significant variation in the proportion of female and male students** across different Engineering degree courses. In some degree courses, such as Biomedical Engineering, female students outnumber male students (accounting for 45% of those enrolled in Bachelor Degree and 36% in Master Degree), while Engineering programmes with a more pronounced manufacturing and industrial vocation have a very clear imbalance in favour of male students. Among these study programmes, Mechanical, Electrical, Electronic, Computer, Automation and Aerospace Engineering have male enrolment percentages of over 80% for both Bachelor Degree and Master Degree programmes.



Finally, if we exclude from the calculation the degree courses with a male presence of more than 80% (and thus a very marked gender segregation), the average percentage of male students in engineering is around 68% both in Master Degree programmes and in Bachelor Degree programmes.

In the academic year 23/24, the proportion of gender-balanced programmes at Politecnico di Milano was 24%, a significant increase compared to the previous academic year. At the Italian level, 73% of Engineering and Technology programmes are predominantly male, 18% are neutral, and 9% are predominantly female.

One of the objectives of Politecnico di Milano, as stated in its **Strategic Plan** for the three-year period from 2023 to 2025, is to increase the number of gender-balanced study programmes to 30%; this is certainly an ambitious goal that aims to highlight certain contradictions in Engineering programmes that are the result of deeply-rooted stereotypes. At the two extremes of the distribution are Biomedical Engineering and Mechanical Engineering, whose very names evoke future working environments and contexts historically associated, in the first case, with care - and therefore with a strong female presence - and, in the second case, with an industrial vocation still too strongly identified with men.

Politecnico di Milano is making significant efforts to rebalance these study programmes, including through the **Girls@PoliMI** project, a scholarship programme funded by both the University and corporate partners and aimed at female students enrolled in Engineering study programmes with a female presence of less than 20% in Bachelor Degree.

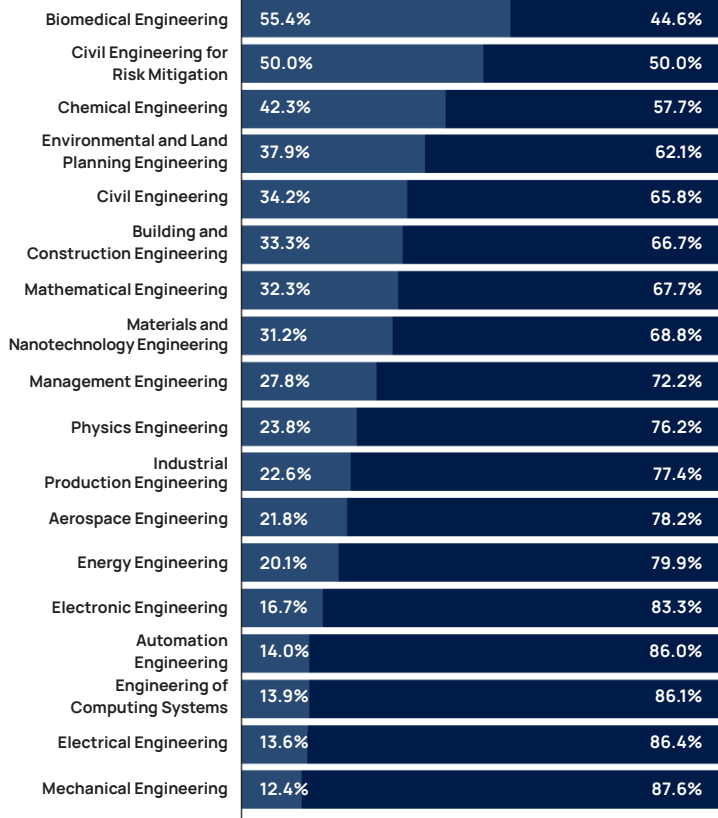


BACHELOR DEGREE A.Y. 2022/23

Women

Men

ENGINEERING



ARCHITECTURE



DESIGN



MASTER DEGREE A. Y. 2022/23

Women

Men



ENGINEERING

| | | |
|--|-------|-------|
| Automation Engineering | 15.4% | 84.6% |
| Mechanical Engineering | 15.1% | 84.9% |
| Aeronautical Engineering | 14.2% | 85.8% |
| High Performance Computing Engineering | 12.8% | 87.2% |

ARCHITECTURE

| | | |
|---|-------|-------|
| Sustainable Architecture and Landscape Design | 75.8% | 24.2% |
| Architecture - Built Environments - Interiors | 68.4% | 31.6% |
| Landscape Architecture. Land Landscape Heritage | 67.8% | 32.2% |
| Architectural Design and History | 63.8% | 36.2% |
| Urban Planning and Policy Design | 61.7% | 38.3% |
| Architecture and Urban Design | 61.2% | 38.8% |
| Architecture - Construction Architecture | 53.8% | 46.2% |

DESIGN

| | | |
|--------------------------------|-------|-------|
| Design for the Fashion System | 89.0% | 11.0% |
| Interior and Spatial Design | 81.1% | 18.9% |
| Communication Design | 71.9% | 28.1% |
| Product Service System Design | 70.9% | 29.1% |
| Digital and Interaction Design | 63.8% | 36.2% |
| Integrated Product Design | 57.0% | 43.0% |
| Design & Engineering | 37.7% | 62.3% |



FOCUS ON: Employment survey

Recent studies have indicated that the academic achievements of girls are often adversely impacted upon their entry into the job market and that they encounter challenges in securing permanent employment and receiving equal pay. In 2022, the University's Career Service carried out a survey five years after graduation, which provided important insights into the early stages of the working careers of female and male graduates, including an in-depth examination of the paths taken after their PhD. This analysis still showed elements of gender inequality, although to a lesser extent than one year after graduation.

This year we are updating this snapshot with the latest survey, once again carried out by the Career Service at the end of the academic year 2022/2023 on (Italian and international) bachelor's and master's graduates from our University.

With regard to the **Bachelor Degree** programmes, employment rates are remarkably high in all three areas, with Engineering exceeding 92%, but there is a significant gender gap (-1% employed in Architecture, -7% in Design and -2% in Engineering. Unfortunately, this trend remains stable even when we analyse the type of contract and salary. If, on the other hand, we consider the **MASTER DEGREE** programmes, the employment rate by gender is essentially the same in Engineering, with a slight prevalence of women in Design (+3%) and a slight decrease in the presence of women in Architecture (-3%). A more detailed analysis of this employment data is required, incorporating an evaluation of the type of contract and salary.

If we examine the number of permanent contracts, there is a clear gender gap, with 6% more men employed in Architecture, 8% more in Design - two areas where women are the majority among students - and 7% more in Engineering. However, the **gender pay gap**, another key equity index, narrowed compared to previous years' surveys (the 2020 survey showed a pay gap of 15% in Architecture and Design and 10% for Engineering), reaching around 5% in

Architecture, essentially zero in Design and 5% in Engineering. If we compare these data with the averages recorded by [Almalaurea](#) for second-level graduates in the disciplines considered ^{>1} which show a pay gap of 7.5% in Industrial and Information Engineering and 12% in Architecture and Civil engineering, we see a slightly better situation overall for Engineering and in line with Architecture.

The analysis of the state of occupation was also carried out for **PhD**. The results of the survey 1-2 years after graduation show an equal employment rate by gender in Design and Engineering, with instead a 7% prevalence of women in Architecture, with a pay gap of +2% in favour of women in Architecture, -2.5% in Design and -9% in Engineering, in this case greater than that of master's graduates. However, it must be taken into account that the working areas for PhD holders combine an academic career, working in other research institutes and working in companies. This variety, together with the small size of the sample, suggests caution in making direct numerical comparisons between the different indicators.

In general, the data relating to the pay gap at Politecnico di Milano shows a significantly better trend than the European one, which, in the latest SHE Figures survey, reports an average pay gap in the European Union of 12.7%, down from 14.4% in 2018.

EMPLOYMENT DATA OF ITALIAN BACHELOR'S GRADUATES ONE YEAR AFTER GRADUATION - 2022 BACHELOR'S GRADUATES

| | BACHELOR'S GRADUATES | | | | | |
|---------------------|----------------------|---------|---------|---------|-------------|---------|
| | ARCHITECTURE | | DESIGN | | ENGINEERING | |
| | Women | Men | Women | Men | Women | Men |
| Employment rate | 92% | 91% | 79% | 86% | 92% | 94% |
| Permanent contracts | 53% | 65% | 29% | 31% | 59% | 71% |
| Average net salary | € 1,567 | € 1,748 | € 1,364 | € 1,431 | € 1,768 | € 1,895 |

>1 It is important to note that the time frame for the data is not identical, due to the fact that, in the case of Almalaurea, it is not fixed but based on those who started their current job after graduation and work full-time. On the other hand, the Politecnico di Milano data was collected 12 months after graduation.

EMPLOYMENT DATA OF ITALIAN AND INTERNATIONAL MASTER'S GRADUATES ONE YEAR AFTER GRADUATION - 2022 MASTER'S GRADUATES

| | MASTER'S GRADUATES | | | | | |
|----------------------------|--------------------|----------------|----------------|----------------|----------------|----------------|
| | ARCHITECTURE | | DESIGN | | ENGINEERING | |
| | Women | Men | Women | Men | Women | Men |
| Employment rate | 89% | 92% | 91% | 88% | 97% | 97% |
| Italian | 92% | 92% | 93% | 87% | 99% | 98% |
| International | 84% | 91% | 87% | 90% | 89% | 91% |
| Permanent contracts | 51% | 57% | 60% | 68% | 70% | 77% |
| Italian | 47% | 49% | 57% | 68% | 69% | 77% |
| International | 56% | 65% | 68% | 68% | 72% | 76% |
| Average net salary | € 1,708 | € 1,793 | € 1,881 | € 1,872 | € 2,048 | € 2,155 |
| Italian | € 1,502 | € 1,674 | € 1,730 | € 1,781 | € 2,010 | € 2,116 |
| International | € 2,018 | € 2,062 | € 2,240 | € 2,058 | € 2,215 | € 2,354 |

EMPLOYMENT DATA OF PhD HOLDERS 1 - 2 YEARS AFTER GRADUATION - PhD 2021 + 2022 (Italian+international) 2024 survey

| | PHD PROGRAMME | | | | | |
|----------------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | ARCHITECTURE | | DESIGN | | ENGINEERING | |
| | Women | Men | Women | Men | Women | Men |
| Employment rate | 100% | 93% | 100% | 100% | 100% | 100% |
| Italian | 100% | 90% | 100% | 100% | 100% | 100% |
| International | 100% | 100% | 100% | 100% | 100% | 100% |
| Permanent contracts | 31% | 35% | 22% | 0% | 46% | 49% |
| Italian | 24% | 29% | 0% | 0% | 42% | 52% |
| International | 44% | 50% | 50% | 0% | 57% | 30% |
| Average net salary | € 2,118 | € 2,080 | € 1,705 | € 1,750 | € 2,253 | € 2,495 |
| Italian | € 2,086 | € 2,039 | € 1,607 | € 1,750 | € 2,191 | € 2,454 |
| International | € 2,182 | € 2,208 | € 1,875 | - | € 2,450 | € 2,763 |



2.2 Faculty

“Feeling welcomed and valued, with the opportunity to plan for the future”.

The number of **female professors** at Politecnico di Milano has remained relatively stable over the last three years, stabilising at approximately 30% of the University’s workforce. Compared to the national situation, we note that the latest report on Women’s Academic Careers shows an overall percentage of female professors in 2022 of 41.6%, which drops to 37% when looking at STEM fields alone.

Another element is added to this scenario: the concept of the **leaky pipeline**. A bottleneck that gets tighter the closer women get to senior positions. At Politecnico di Milano in 2023, women make up just over a third of researchers (Untenured assistant professors and Tenure-track assistant professors), but less than a quarter of full professors. Moreover, women tend to occupy the lower rungs of the career ladder compared to men, with full professors accounting for about 22% of the total number of women employed as University professors, compared to 30% of men.

Overall, 35.3% of Untenured assistant professors of the University in 2023 are women, as are 34.8% of Tenure-track assistant professors. This indicates a promising trend towards a better gender balance in the future. In this case too, as with female students, progress will inevitably be gradual, but the figures reported by our University over the last three years remain very positive.

As career levels progress, the discrepancies between men and women increase, with female associate professors accounting for 31.9% of those in this position at Politecnico di Milano in 2023, and female full professors for 24.6%, in both cases showing a slight increase over the last five years. At national level, these percentages are 38% and 23%, respectively, in STEM fields.

An analysis of the distribution of age groups by role and gender reveals that 47% of women in the position of Untenured assistant professor are under 35, a percentage that rises to 66% in the case of men. In the position of Tenure-track assistant professor, there is a more balanced gender distribution between women and men under the age of 35 (12.5% of women and 15.2% of men), but the gap becomes more pronounced in the 45-54 age group (21.4% vs. 9.5%). In the positions of associate and full professors, there are no significant gender differences, suggesting a similar career progression with age.

Over the past few years, we have constantly monitored the University **Glass Ceiling Index**, an indicator that compares the percentage of women in an organisation with the percentage of women at the highest level of the career (in the university case, that of full professors). The further the index moves away from 1, the greater the gender gap. Over the last few years, this indicator has dropped almost continuously reaching 1.25 in 2022 (to be compared with a national average figure for STEM fields of 1.54).

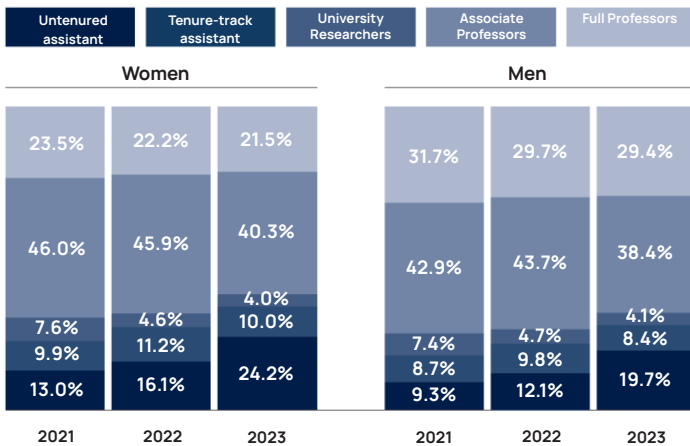
Finally, in terms of scientific productivity, we consider the success rate of research funding from European funds (considering Horizon 2020 and, as from 2021, Horizon Europe programmes). The University undergoes an overall increase in the success rate for both genders over the three-year period (from 14.43% in 2021 to 26.42% in 2023), with the gender differences narrowing over the last few years to reach a higher percentage of success for proposals submitted by women in 2023 (31.78% compared to 24.61% of proposals submitted by men). This figure, together with the fact that gender differences in the rates of participation in funding calls have also decreased in recent years, shows a picture of active and effective participation of Politecnico di Milano professors in research activities and in the raising of funds to support it.

PERCENTAGE OF FEMALE AND MALE PROFESSORS AT POLITECNICO DI MILANO
BY POSITION - YEAR 2023

| | Women | Men |
|-----------------------------------|-------|-------|
| Untenured assistant professors | 35.3% | 64.7% |
| Tenure-track assistant professors | 34.8% | 65.2% |
| University Researchers | 30.1% | 69.9% |
| Associate Professors | 31.9% | 68.1% |
| Full Professors | 24.6% | 75.4% |



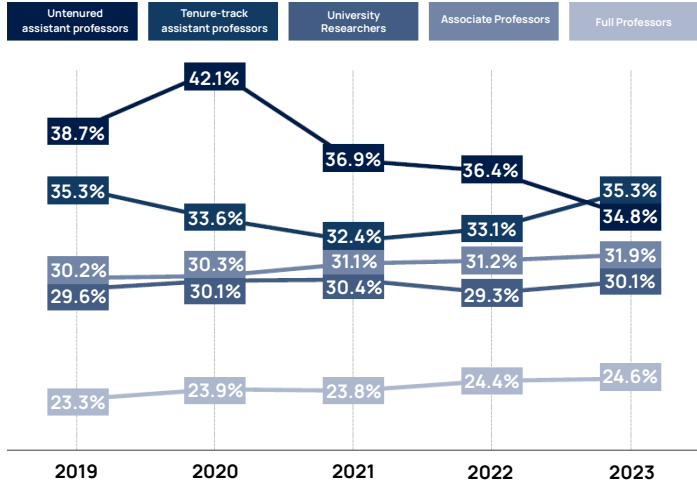
DISTRIBUTION OF POLITECNICO DI MILANO PROFESSORS BY POSITION AND GENDER - YEARS 2021-2022-2023



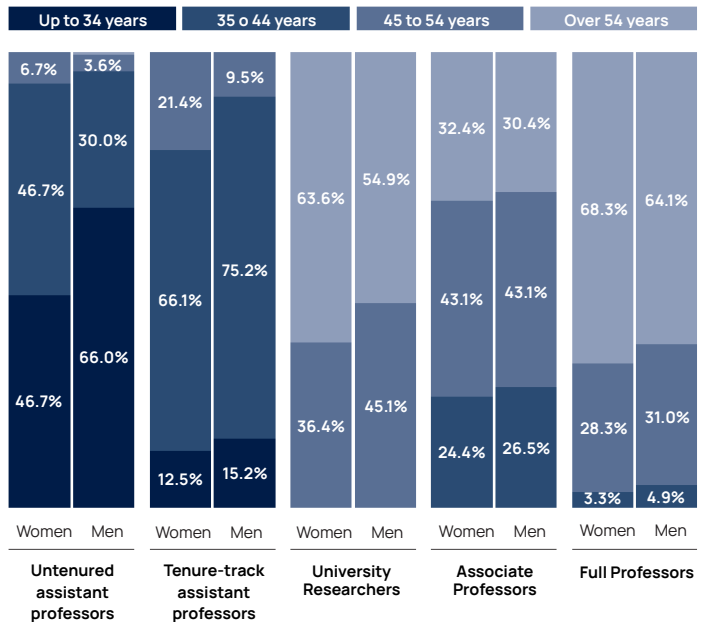
| WOMEN | | | | | |
|-----------------------------------|------|------|------|------|-------|
| POSITION | 2020 | 2021 | 2022 | 2023 | TOTAL |
| Untenured assistant professors | 72 | 58 | 79 | 135 | 344 |
| Tenure-track assistant professors | 39 | 44 | 55 | 56 | 194 |
| University Researchers | 37 | 34 | 22 | 22 | 115 |
| Associate Professors | 200 | 205 | 225 | 225 | 855 |
| Full Professors | 97 | 105 | 109 | 120 | 431 |

| MEN | | | | | |
|-----------------------------------|------|------|------|------|-------|
| POSITION | 2020 | 2021 | 2022 | 2023 | TOTAL |
| Untenured assistant professors | 99 | 99 | 138 | 247 | 583 |
| Tenure-track assistant professors | 77 | 92 | 111 | 105 | 385 |
| University Researchers | 86 | 78 | 53 | 51 | 268 |
| Associate Professors | 459 | 455 | 497 | 480 | 1891 |
| Full Professors | 309 | 336 | 338 | 368 | 1351 |

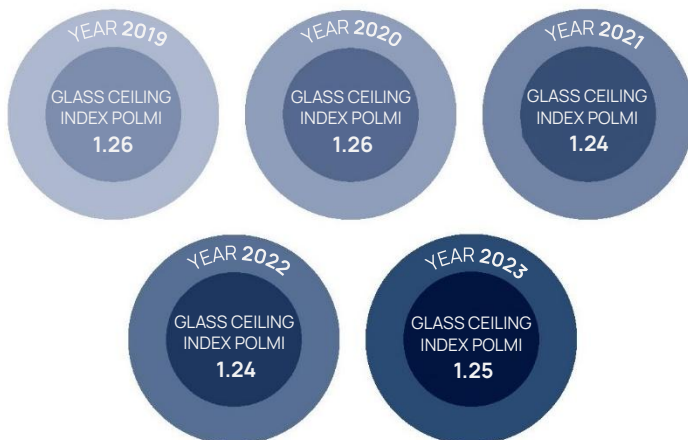
DISTRIBUTION OF FEMALE PROFESSORS OF POLITECNICO DI MILANO BY POSITION - YEARS 2019 - 2020 - 2021 - 2022 - 2023



DISTRIBUTION BY AGE GROUP, POSITION AND GENDER - YEAR 2023



GLASS CEILING INDEX (GCI) OF POLITECNICO DI MILANO - YEARS 2019, 2020, 2021, 2022, 2023



PERCENTAGE OF FUNDED PROJECTS OUT OF TOTAL PROPOSALS - YEARS 2021*, 2022*, 2023*

| POSITION | % FUNDED PROPOSALS OUT OF ALL PROPOSALS | | |
|--------------|---|--------------|--------------|
| | 2021 | 2022 | 2023 |
| Women | 7.14 | 30.97 | 31.78 |
| Men | 15.66 | 19.20 | 24.61 |
| TOTAL | 14.43 | 22.25 | 26.42 |

* HEurope programme



FOCUS ON: Early stages of the academic career

The recruitment of young academics is of the utmost importance for any university aspiring to excellence across its three missions: **teaching, research and social responsibility**. This objective is achieved through activities involving the transfer of scientific, technological and cultural knowledge. Moreover, it is often during these early stages that students' career aspirations and the desire to pursue an academic career often take shape.

The first *postgraduate* positions are typically those of **research fellow** (pre- or post-PhD) and researcher. Under the previous system in place until the start of 2023, this position first involved progression from the junior position of **Untenured assistant professor-** to the senior position of **Tenure-track assistant professor**, which identifies a senior researcher at the beginning of a path leading to promotion to associate professor. However, Law 79/2022 replaced Untenured assistant professors and Tenure-track assistant professors with a single type of researcher, known as Tenure track researcher (**RTT**), for which the first calls opened in the second quarter of 2023 and the first offices were taken up at the end of December 2023, so the numbers are still negligible.

Therefore, our analysis of researcher positions so far will focus on the positions of Untenured assistant professors and Tenure-track assistant professors. From 2019 to 2023, the percentage of women in these positions has shown upward and downward trends, with the overall effect that the percentages at the beginning of the period remain essentially stable for Tenure-track assistant professors and decrease slightly for Untenured assistant professors. The figures for 2023 concerning the percentage of female Untenured assistant professors and Tenure-track assistant professors, which, as also seen in the previous section, are 35.3% and 34.8%, respectively, are **higher than the national average**, which is 33.6% and 29.5%, respectively, in Engineering and Technology.



Undoubtedly, the presence of young women researchers varies between departments, influenced by the different representation of women at student level in the three areas of the University and the mix of disciplinary scientific fields within each department.

If we consider the data regarding new recruits in the Untenured assistant professor position at Politecnico di Milano from 2021 to 2023, out of 275 Untenured assistant professors, 120 (32%) are female and 255 (68%) are male. It is encouraging to note that the sharp drop in the **percentage of women** in 2021 **is clearly recovered** in both 2022 and 2023, reaching a value of 33.7% in 2023, which is back in line with the current presence of women in this position at University, which is 35.3%.

Over the same three-year period, **the presence of women among newly recruited Tenure-track assistant professors has increased**: among those who have entered this position at Politecnico di Milano between 2021 and 2023, 34.5% are women, with the highest percentage reaching 42.1% in 2023, exceeding the 33.1% of current female Tenure-track assistant professors in this position at University, which is 34.8%.

With regard to the average age of entry into researcher positions, gender differences remain consistent across various positions. Over the three-year period, there is a small macro-trend indicating a slight decrease in the age of men for all positions, while the age of women tends to increase.

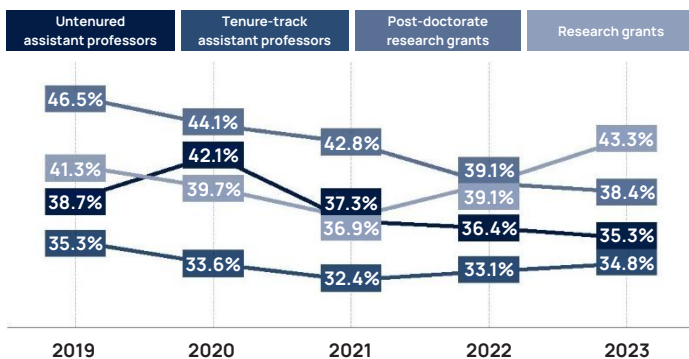
This generally encouraging picture of progress towards gender equality at our University, nevertheless, reveals signs of the

complexity of the **interactions between private and professional life**. In fact, achieving work-life balance is particularly challenging during the early stages of an academic career, which often coincide with starting a family and the related caring responsibilities, which are unfortunately still often unbalanced between men and women.

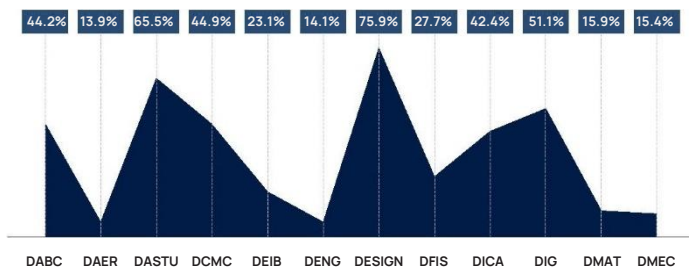
In such a context, monitoring the early stages of an academic career is crucial in order to design informed policies that provide equal opportunities for both genders, so that they can make informed choices that are as little influenced by external constraints as possible, and thus develop their talents to the full.



CHANGES IN THE PERCENTAGE OF WOMEN BY POSITION AT POLITECNICO DI MILANO - YEARS 2019 - 2020 - 2021 - 2022 - 2023



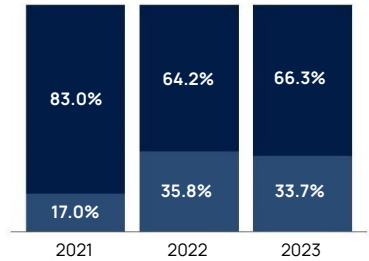
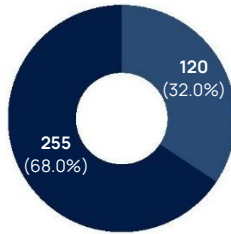
PERCENTAGE OF WOMEN AMONG YOUNG ACADEMICS BY DEPARTMENT YEAR 2023



| | |
|--------|--|
| DABC | Department of Architecture, Built Environment and Construction Engineering |
| DAER | Department of Aerospace Science and Technology |
| DASTU | Department of Architecture and Urban Studies |
| DCMC | Department of Chemistry Materials and Chemical Engineering |
| DEIB | Department of Electronics, Information and Bioengineering |
| DENG | Department of Energy |
| DESIGN | Department of Design |
| DFIS | Department of Physics |
| DICA | Department of Civil and Environmental Engineering |
| DIG | Department of Management, Economics and Industrial Engineering |
| DMAT | Department of Mathematics |
| DMEC | Department of Mechanical Engineering |

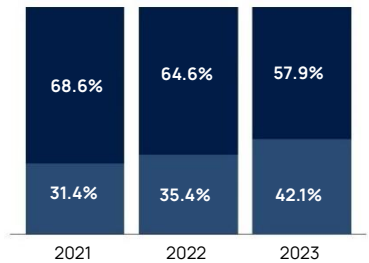
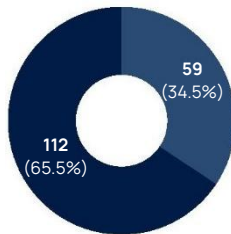
NEWLY RECRUITED UNTENURED ASSISTANT PROFESSORS BY GENDER - YEARS 2021, 2022, 2023

Women Men



NEWLY RECRUITED TENURE-TRACK ASSISTANT PROFESSORS BY GENDER - YEARS 2021, 2022, 2023

Women Men



AVERAGE AGE OF YOUNG ACADEMICS BY DEPARTMENT - YEAR 2021-2023

| Position | 2021 | | 2022 | | 2023 | |
|-----------------------------------|-------|------|-------|------|-------|------|
| | Women | Men | Women | Men | Women | Men |
| Research grants | 30.3 | 30.0 | 31.2 | 30.0 | 31.7 | 30.0 |
| Post-doctorate research grants | 34.2 | 33.6 | 34.1 | 33.0 | 34.5 | 33.5 |
| Untenured assistant professors | 36.4 | 34.9 | 36.2 | 34.6 | 35.5 | 34.1 |
| Tenure-track assistant professors | 39.5 | 38.5 | 38.7 | 37.9 | 39.5 | 38.5 |

2.3 Technical and Administrative Staff

«Providing opportunities for equal career development and support the balance between personal, professional and parental life».

In line with the national figures provided by the Ministry of University and Research (MUR), the overall presence of women among technical and administrative staff at the Politecnico di Milano in 2023 is 61.3%. However, this does not mean that there are no unresolved gender equality issues: there is, indeed, a significant **vertical segregation** that severely limits the presence of women in the top positions of the administration itself.

Starting from 67.7% in category C, the percentage of women decreases progressively, creating the typical “**scissors**” pattern in the career graph. Moving up one level, there is a reversal of the trend between the D level (where women still account for 58.8%) and the EP level (corresponding to executive level in the private sector), where they fall to 42.6%, and then remain close to this percentage even among managers, with a value in line with the national average.

An examination of the evolution of each position over time reveals a positive trend in the increase of women in the EP position, a development that is expected to be consolidated in the future.

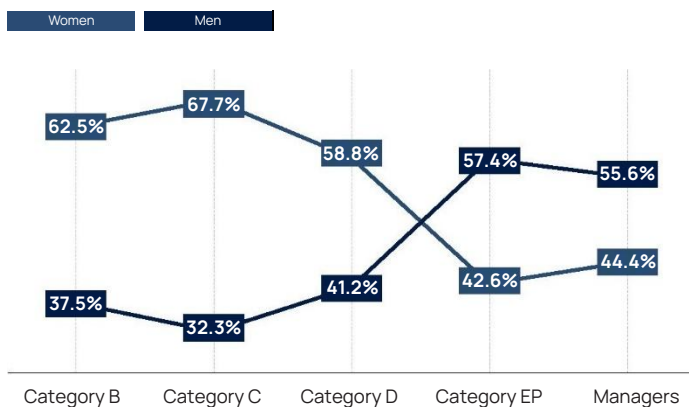
In the post-pandemic era, it is of particular interest to examine whether and how **smart working** arrangements were implemented in a gender-differentiated way. The data confirms that teleworking remains the modality of choice for women also in 2023: they account for 69.7% of all teleworkers, a percentage that is in any case lower than in previous years. This method is used in response to specific personal and family needs, traditionally related to caring tasks, which are considered to be mainly the responsibility of women. This percentage is down from 90% in 2020.



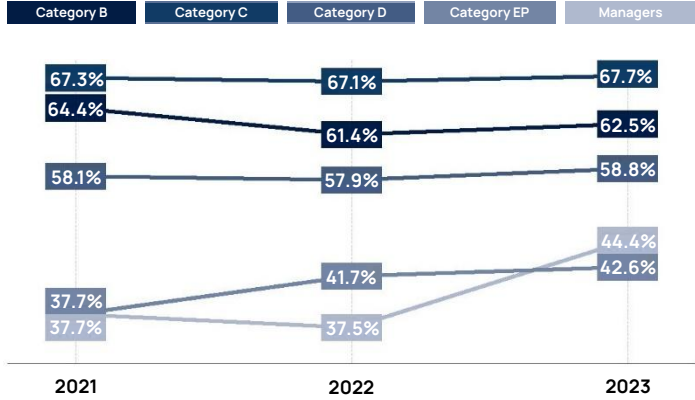
Smart working, which has become widespread for reasons of efficiency, sustainability and organisational productivity, is used by 79.6% of women, a growing proportion compared to 63% in 2020. The adoption of this method is therefore not only an organisational policy decision, but also an effective system for reconciling work and family life. It should facilitate greater sharing of caring responsibilities in personal and family life.

Finally, the percentage of men who applied for **family leave** was 18% in 2023, a figure that has remained stable over the last three years and is up from 14% in 2020; we can assume that this increase may be due to contextual (regulatory, organisational and cultural) changes that have taken place since 2020.

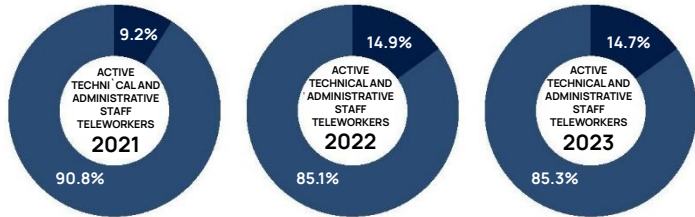
NUMBERS BY GENDER AND POSITION OF THE TECHNICAL AND ADMINISTRATIVE STAFF OF POLITECNICO DI MILANO BY CATEGORY - YEAR 2023



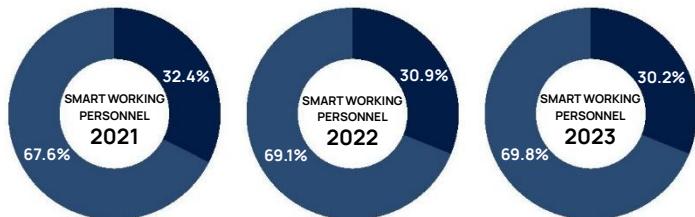
PERCENTAGE OF FEMALE TECHNICAL AND ADMINISTRATIVE STAFF BY POSITION AT POLITECNICO DI MILANO. YEARS 2021, 2022, 2023



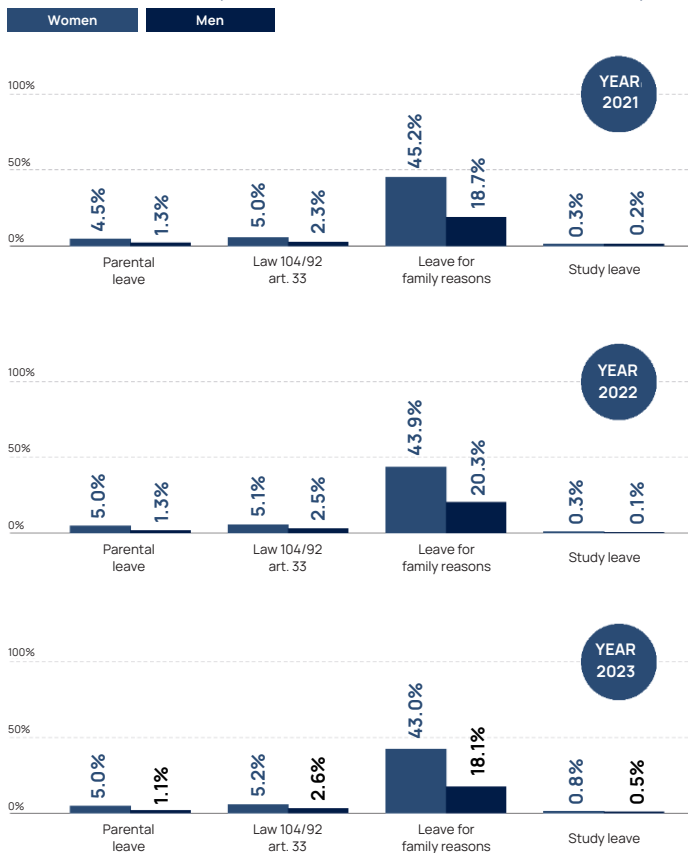
TELEWORKING



SMART WORKING



LEAVE AND WORK-LIFE BALANCE: PERCENTAGE OF TECHNICAL AND ADMINISTRATIVE STAFF ON LEAVE OUT OF THE TOTAL NUMBER OF TECHNICAL AND ADMINISTRATIVE STAFF, BROKEN DOWN BY TYPE OF LEAVE - YEAR 2021, 2022, 2023



2.4 Gender equality plan 2021-2023: Monitoring of actions to promote equal opportunities

In this edition of the Gender Budget, we provide a comprehensive analysis to the reporting of the first Gender Equality Plan (2021-2023) of Politecnico di Milano. This is the final report of the GEP, the second edition of which is currently being published.

The progress made in the 5 macro-areas of reference (graphically represented by tables in different colours) three years after the introduction of the GEP is broken down below:

- Family/personal and work/study life balance, and organisational culture
- Gender equality in leadership and decision-making processes
- Gender equality in recruitment and career development
- Integrating the gender dimension in research, teaching and technology transfer
- Measures against gender-based violence, including sexual harassment

The three-year report shows that the projects identified in the various areas are progressing well, particularly in terms of work-life balance, leadership and combating gender-based violence, especially in terms of awareness-raising activities, training, etc.

Achieving the other objectives that we have chosen to include in the GEP is more complex because it requires a combination of processes of change in many dimensions (social, cultural, political, economic) in order to make real progress. Specifically, we are talking about increasing the number of women in the most segregated fields of engineering and STEM - as highlighted by the surveys of the student body presented in this Budget - in activities generally related to technology transfer and entrepreneurship (start-ups), and in teaching and research, in this case for the specific disciplines of our University.

Collaborations:

In 2023, our University renewed its existing collaborations:

- Politecnico di Milano participates, together with five other Universities in Milan, in the Inter-University Research Centre on Gender Cultures, which was set up with the aim of permanently promoting studies, research and positive actions on the issue of gender cultures, thus contributing to the growth and dissemination of respect for women's dignity and skills.
- The University is partnering with ValoreD, a grouping of companies and institutions committed to gender balance and in favour of an inclusive culture in organisations, through an integrated approach that provides companies with tools and opportunities for discussion between organisations and with institutions. Parks - Liberi e Uguali [Parks - Free and Equal], a non-profit association created to help member companies understand and fulfil the business potential of developing diversity-friendly strategies and best practices. The grouping focuses on the dissemination of Diversity Management specifically related to affective and sexual orientation, gender identity and LGBTQIA+ issues.
- POLIMI participates in the CRUI Working Group on Gender-related Themes and in the round table conferences on the guiding themes identified within it (language and gender; female representation in STEM careers; gender budget; gender in teaching).
- The University is a member of the National Conference of Equality Bodies of Italian Universities, which brings together in a network the (current) representatives of the Guarantee Committees with the aim of establishing inter-university cooperation in areas of competence.

2021/2023 GB: degree of completion of actions by macro-area
(as at 31 December 2023)

Family/personal and work/study life balance, and organisational culture

| ACTION | TARGET | THREE-YEAR INDICATOR | DEGREE OF COMPLETION |
|--|---|---|--|
| Post-parental leave research budget | Female/Male Associate professors, Tenure-track assistant professors | <ul style="list-style-type: none"> • Management of all incoming requests. • Communication strategy to increase requests from male staff. | All requests received (8) were managed and funded, including all requests from same-sex couples. |
| Crèches | Politecnico Community | <ul style="list-style-type: none"> • Increased availability of places for children of employees, PhD Candidates and the student community. • Increased availability of places in approved facilities. | In 2022/2023, an increase of 7 places for the enrolment of children of employees, female and male PhD Candidates, research fellows and students (5 places through local agreements, 2 places at the Lecco and Cremona campuses) was confirmed; the discounts at the private crèche near the Leonardo Campus was also renewed. In December 2023, an agreement was also signed with a Montessori kindergarten in the Città Studi area, thus further expanding the offer. |
| Summer/ Easter camps | Politecnico Community | <ul style="list-style-type: none"> • Increased number for children of employees, PhD Candidates and students attending Summer/Easter camps. | In 2023, the Easter camp was inaugurated at the Leonardo and Bovisa Campuses, with a total participation of 36 children. During the summer period (June-September), a total of 350 children participated in the summer camps held on the Leonardo and Bovisa campuses. |

| ACTION | TARGET | THREE-YEAR INDICATOR | DEGREE OF COMPLETION |
|-------------------------------------|--|---|--|
| On-call babysitting services | Professors, Technical and administrative staff | <ul style="list-style-type: none"> • Number of annual vouchers given to employees for on-call babysitting service at home. • Search and identification of partners and locations to activate the daily babysitting service. | In collaboration with the manager of the Politecnico crèches, it is possible to arrange babysitting services on request for those attending conferences organised by the University. There is also a babysitting service for professors and technical and administrative staff and for those who have signed up for the Insieme Salute supplementary healthcare programme. |
| Smart and remote working | Technical and administrative staff | <ul style="list-style-type: none"> • Definition of policies for smart and remote working. • Formulation and implementation of an Organisational Plan for Smart Working (Piano Organizzativo Lavoro Agile, POLA). • Preparing regulations for smart and remote working. • Definition of agreements for smart and remote working. • Definition of a training programme related to the specificities of smart and remote working. | The following actions were carried out in 2023: <ul style="list-style-type: none"> • the smart working guidelines were consolidated • the expected behaviour of smart workers was revised through a participated project, • two monitoring questionnaires, one for employees and one for managers, were used to monitor the first six months of the agreement. • an experimental organisational analysis project was launched to redesign spaces with a view to a hybrid workplace, starting with the University's HR and Organisational Development Division. |

| ACTION | TARGET | THREE-YEAR INDICATOR | DEGREE OF COMPLETION |
|---|-----------------------|---|---|
| Inclusive language | Politecnico Community | <ul style="list-style-type: none"> • Introduction of guidelines at University level. • Publication on the website. • Distribution to administrative staff and faculty. • Review of documents that do not comply with the guidelines. | <p>As part of the Construction Site on gender equality, a working group was set up to define guidelines for communication and inclusive language, based on the Manifesto for <i>Gender-Sensitive Communication</i> by the DCxCG research group of the Department of Design.</p> <p>In November, a training seminar on inclusive language was organised for technical and administrative staff.</p> |
| Gender transition support for staff and students | Politecnico Community | <ul style="list-style-type: none"> • Formal approval of the new protocols for students, professors and technical and administrative staff. • Implementation of a specific operating procedure for the application of protocols. • Follow-up and monitoring of cases. • Communication strategies to publicise the service. | <p>In February 2023, a revised ALIAS Career Protocol was published and came into effect, extending it to the University's female and male PhD Candidates and simplifying the process itself. During 2023, the workshop dedicated to the implementation of the ALIAS career for professors and technical and administrative staff completed its work and in February 2024, the ALIAS protocol for professors and technical and administrative staff was formally approved. The monitoring of cases is in line with the requests and has ensured that all reports are dealt with.</p> |

Gender equality in leadership and decision-making processes

| ACTION | TARGET | THREE-YEAR INDICATOR | DEGREE OF COMPLETION |
|--|--|--|---|
| Rector's Delegate for Equal Opportunities, Diversity and Inclusion | Politecnico Community | <ul style="list-style-type: none"> • Appointment of the Rector's Delegate for Equal Opportunities, Diversity and Inclusion (scheduled for 2023). | The Rector's Delegate for Diversity and Inclusion was appointed and started her office. |
| Implicit bias: guidelines and training for recruitment processes | Professors, Technical and administrative staff | <ul style="list-style-type: none"> • Distribution of guidelines to all professors and technical and administrative staff. • Implementation of mandatory training programmes on unconscious bias. | <p>As part of the European Enhance project, the "Guidelines for bias-aware selection" were finalised and published.</p> <p>As part of this project, the "Anti-bias lunch break" training course was also offered to the Politecnico community in English.</p> |
| Promoting and participating in academic networks to share best practice established with GEPs | Politecnico Community | <ul style="list-style-type: none"> • Number of events to attend. • Number of events organised. • Communication materials. | <ul style="list-style-type: none"> • Participation in WP6 Diversity and Inclusion as part of the European Enhance project; • sharing of GEP-related best practice with reference to the Idea League partnership; • Participation in the workshop of University offices dedicated to gender violence. |

Gender equality in recruitment and career development

| ACTION | TARGET | THREE-YEAR INDICATOR | DEGREE OF COMPLETION |
|--|---|---|--|
| Gender budget | Politecnico Community | <ul style="list-style-type: none"> Annual publication of the Gender Budget. Review of the Financial Report from a gender perspective. Annual awareness-raising event for the publication of the Gender Budget (internal and external dissemination). | The 2023 Gender Budget was published and disseminated to the Politecnico community; the 2024 edition (2023 data), which also includes GEP monitoring, is currently being published. The new edition of the 2023-2026 Gender Equality Plan is currently being published. |
| Mentoring and training programmes for female students | Female students of all courses of studies and of all levels (Architecture, Engineering and Design; Bachelor Degree, Master Degree, PhD) | <ul style="list-style-type: none"> Delivery of at least 2 programmes per year for female Bachelor Degree students of all courses of studies (Architecture, Design, Engineering). Delivery of at least 2 programmes per year for female Master Degree students and PhD Candidates of all courses of studies (Architecture, Design, Engineering) Number of female students participating in dedicated seminars and mentoring programmes. | In 2023, the Career Service organised a total of 4 mentoring programmes, including: 3 women mentoring programmes with 3 corporate partners for female Master Degree students, for a total of 63 participants. 1 women mentoring programme for female PhD Candidates, with the participation of 19 female PhD Candidates. |

| ACTION | TARGET | THREE-YEAR INDICATOR | DEGREE OF COMPLETION |
|---|--|---|---|
| Mentoring and training programmes for female Technical and administrative staff and Professors | Female Professors and Researchers, Female Technical and administrative staff | <ul style="list-style-type: none"> • Delivery of at least 1 programme per year for professors; • Delivery of at least 1 programme per year for female technical and administrative staff. | A seminar was held for female employees in management and executive positions, focusing on self-confidence and leadership, for a total of 3 hours of training. |
| Considering the gender dimension during guidance and related events | Students, PhD Candidates | <ul style="list-style-type: none"> • Participation of companies promoting gender equality in Polimi events. | <p>The is ensured by the Career Service, which organised 375 career guidance events in 2023 in collaboration with companies. Each event was attended by at least one company representative, often an alumnus or alumna, as a speaker or testimonial. The Career Service worked to raise awareness among employers of the need to identify women as equal professional role models.</p> <p>In 2023, 34% of the 444 company representatives involved were women.</p> |

| ACTION | TARGET | THREE-YEAR INDICATOR | DEGREE OF COMPLETION |
|--|--|---|---|
| Inclusive leadership training for professors and technical and administrative staff | Technical and administrative staff, Professors | <ul style="list-style-type: none"> • A session of programmes per year, dedicated to professors and staff. | <p>A cycle of 2 training seminars on leadership skills in the protection and promotion of mental health was delivered to staff in management and executive positions, for a total of 4 hours of training.</p> <p>A seminar on conscious and inclusive language was proposed and delivered to the professors and technical and administrative staff for a total of 2 hours of training.</p> |
| Reducing the gender gap in study programmes through dedicated scholarships | High school female students (4th and 5th year) | <ul style="list-style-type: none"> • Number of scholarships per year exceeding 15. • Number of scholarships offered by partner companies. | <p>In 2023, the Girls@Polimi project awarded 25 scholarships totalling 24,000 euro to female high school students enrolled in gender-segregated Engineering programmes, an increase of 10 scholarships compared to the previous edition.</p> |
| Encouraging female students to pursue STEM areas, particularly Engineering | Female high school students | <ul style="list-style-type: none"> • Communication strategy planned and implemented. • Monthly guidance events in high schools. • Annual online programmes for high school students. • Annual summer programmes in schools. | <p>During the 2023 Open Day, the seminar “IngegnerA? Sì, al femminile” (Female Engineers? Yes, please) was promoted to attract high school girls to engineering.</p> <p>A series of meetings were planned and held in high schools on the topic of awareness in choosing a university, with a focus on gender stereotypes. A new edition of the Techcamp@PoliMI training initiative was delivered</p> |

Integrating the gender dimension into research, teaching and technology transfer.

| ACTION | TARGET | THREE-YEAR INDICATOR | DEGREE OF COMPLETION |
|---|--|--|--|
| Adding gender and diversity dimensions to academic programmes | Master Degree students, PhD Candidates | <ul style="list-style-type: none"> • Number of programmes. • Number of participants. | An initial self-mapping of professors in relation to the SDGs was initiated, and 49 programmes related to SDG5 were identified. At University level, the results of the existing self-mapping tools on the courses have been analysed and an automated mapping tool is currently being developed and tested on a number of pilot study programmes. |
| Promoting academic programmes on the topics of personality, team building and leadership | Students | <ul style="list-style-type: none"> • Number of participants. | Programmes for female students on empowerment and conscious leadership continue. A series of seminars was organised for female Bachelor Degree students, involving in particular the winners of the Girls@Polimi scholarship, and consisting of 3 sessions for a total of 6 hours of training. A series of 3 seminars in English was also designed and delivered for female Master Degree students, for a total of 6 hours of training. As part of the MUSA project, the Polipsi service also offered experiential programmes on self-awareness and personality, and workshops on emotions, relationships and mindfulness. |

| ACTION | TARGET | THREE-YEAR INDICATOR | DEGREE OF COMPLETION |
|---|----------------------------|---|---|
| Supporting the Inter-University Centre for Gender Cultures | Politecnico Community | <ul style="list-style-type: none"> Increasing the gender dimension in publications and programmes. | <p>In terms of SDG5-related publications, the upward trend is confirmed with 15 publications in 2023 (12 in 2022).</p> <p>In terms of teaching activities, there has also been an increase in the number of courses on gender issues, from 42 in 2022 to 49 in 2023.</p> |
| Considering ethics and gender in research | Students and Professors | <ul style="list-style-type: none"> Funding projects with an ethical and diversity content. Bachelor Degree and Master Degree thesis on ethics and diversity. Publication of articles with ethical and diversity content. | The approach related to this dimension is being studied by the META interdisciplinary group. |
| Supporting research into gender-responsive technologies | Professors, PhD Candidates | <ul style="list-style-type: none"> Amount of funding for gender-oriented research. Number of articles published on gender. Number of gender-related PhD thesis. | <p>Five research projects started in 2023 related to SDG5 were mapped for a total amount of €760k</p> <p>The number of publications in Scopus with the tag SDG5 in 2023 was 15</p> <p>An automated tool for mapping gender equality content in PhD theses is being developed.</p> |

| ACTION | TARGET | THREE-YEAR INDICATOR | DEGREE OF COMPLETION |
|---|--------------------------------------|---|---|
| Considering the gender dimension in technology transfer activities | Professors, PhD Candidates, Students | <ul style="list-style-type: none"> • Funding business ideas and start-ups that focus on gender equality and on the participation of women. • Number of start-ups with female team members. • Number of spin-offs with female team members. • Number of women inventors of patents/trademarks. | <p>In 2023, the internal Switch2Product programme awarded 24 entrepreneurial teams an acceleration process at Polihub. Of these, 8 teams included of at least one woman. Five teams with at least one woman were also announced as winners and awarded grants of €30K each.</p> <p>Moreover, 4 projects were financed by the University's Venture Capital funds in 2023. Only one of these projects involved at least one woman, for a total of €300k.</p> <p>We mention the case of a start-up with 3 female founders that received € 1.1 million euros from Primo Space.</p> <p>In terms of start-ups, of the 16 teams invested in by Poli360, to date 8 are made up of at least one woman.</p> <p>In 2023, 9 spin-offs were accredited, including 3 companies with at least one woman in their organisation chart, for a total of 5 women.</p> <p>Also in 2023, there were 37 female inventors of patents/trademarks at Politecnico di Milano.</p> |

Measures against gender-based violence, including sexual harassment

| ACTION | TARGET | THREE-YEAR INDICATOR | DEGREE OF COMPLETION |
|---|-----------------------|--|--|
| Communication strategies and campaigns against gender-based violence | Politecnico Community | <ul style="list-style-type: none"> • Organisation of an “Awareness Week” to promote the prevention of discriminatory acts. • Annual event (25 November). • Communication plan (designed and implemented) to inform about existing procedures. | <p>To mark the International Day for the Elimination of Violence against Women, a programme of events was proposed to raise awareness of gender-based violence.</p> <p>An exhibition of the work of male and female students in design entitled “#We say stop” was set up alongside the exhibition “Non chiamatelo Raptus” (Don’t call it Raptus) by illustrator and activist Anarkikka. The drama “Barbablù 2.0; i panni sporchi si lavano in famiglia” (Barbablù 2.0; don’t wash your dirty linen in public) was proposed. A conference on secondary victimisation was organised with the participation of judges, police officers, associations and journalists.</p> <p>The support measures that already existed within the University were further promoted on 25 November and on the international day for psychological well-being (World Mental Health Day).</p> |

| ACTION | TARGET | THREE-YEAR INDICATOR | DEGREE OF COMPLETION |
|--|-----------------------|---|--|
| Procedures for managing and monitoring cases of gender-based violence | Politecnico Community | <ul style="list-style-type: none"> • Daily monitoring of complaints and reported cases; • Follow-up of reported cases • Annual data collection. | <p>The monitoring of cases reported to the email address stalkingsos@polimi.it is active and has ensured a prompt response to all reports received. In collaboration with the University's Confidential Counsellor and the Guarantee Committee, the aggregate data is collected in the CUG annual report.</p> |
| Training on gender-based discrimination and violence | Politecnico Community | <ul style="list-style-type: none"> • Training sessions for: technical and administrative staff and professors; students and PhD Candidates. • Online events; workshops. | <p>An online training course in the form of a MOOC was designed and will be launched on 25 November 2024.</p> |
| Establishing regional/national partnerships and protocols | Politecnico Community | <ul style="list-style-type: none"> • Preliminary meetings and protocol drafting • Definition and signature. | <p>In 2023, the desire to join the UNIRE network was reconfirmed. The protocol is still waiting to be defined (lead company of the process: Università degli Studi di Milano-Bicocca).</p> <p>A number of meetings have also been held with other Universities that have Dedicated desks to gather data and good practice at a national level.</p> |



FOCUS ON: The politecnico and the business world

The Politecnico strongly believes in the importance of continuous and synergistic collaboration with companies and institutions that share its commitment to actively promote inclusion and equal opportunities. In fact, the business world is an indispensable ally of the University, supporting its path not only to consolidate its role as a driving force for research and innovation, but also to reaffirm its attention to the needs of society and the individual.

The University promotes collaboration with the private sector for gender equal opportunities in four main areas:

- 1. Scholarships:** The Politecnico di Milano invites companies to donate scholarships to support female students, thus promoting a direct and concrete action to help support gender equal opportunities and increase the representation of women in STEM university programmes. Through the Girls@Polimi project, companies can donate one or more scholarships each year to female students who choose to enrol for the first time in an engineering programme where the enrolment rate is less than 20%.
- 2. Mentoring:** The Politecnico di Milano proposes that companies should jointly organise female mentoring projects to accompany young female final year students as they enter the job market, helping them to develop a greater awareness of the challenges that await them and to discover their leadership skills.



- 3. Placement:** The Politecnico di Milano aims to support companies in their employer branding and recruiting activities, helping them to advertise their open positions in a clear, fair and transparent way, to take care to avoid possible unconscious bias in the selection process.
- 4. Guidance:** The Politecnico di Milano invites companies to collaborate in career guidance activities in order to present career paths to male and female students, to bring male and female professional role models to the University and to illustrate the Diversity & Inclusion policies implemented by companies to promote equal opportunities and full inclusion in the job market.





Financial resources

03. Financial resources

Since 2018, the Politecnico di Milano has allocated a dedicated annual budget of € 300,000 for the implementation of actions and strategies to support the promotion of gender equality, diversity, equity and inclusion. In addition to this financial chapter and the budget directly managed by the Equal Opportunities Unit and the Guarantee Committee (CUG) (see Table 1), there are several resources financed by different areas of the University that can be broadly defined as “gender sensitive costs” and “gender gap reduction costs”. This definition was introduced for the first time in the Gender Budget guidelines published by the dedicated CRUI commission in September 2019.

An in-depth analysis of all budget items within our institution is currently underway, with the aim of classifying them specifically from a gender perspective. Table 2 shows one of these many projects: the budget specifically allocated to promoting STEM studies for girls through the Girls@Polimi scholarship programme.

The tables in this document show the total budget already allocated up to 2026, totalling over € 6,000,000. Moreover, the Ministry of University and Research (MUR) has allocated considerable financial resources through ministerial decrees to support diversity and inclusion initiatives (in particular, Ministerial Decree 752, Ministerial Decree 809), and a specific budget (not detailed in this document) is allocated each year for technological support for smart and remote working policies.

TABLE 1: POP, EQUAL OPPORTUNITIES AND CUG

| ASSETS | 2024 | 2025 (consolidated) | 2026 (forecast) | FUNDING INSTITUTION |
|---|---------|------------------------|--------------------|------------------------|
| POP Project | 300,000 | 300,000 | 300,000 | PoliMi |
| Equal Opportunities - Crèches | 464,000 | 517,000 | 557,000 | PoliMi |
| Equal Opportunities - Summer/Easter camps | 100,000 | 75,000 | 90,000 | PoliMi |
| Equal Opportunities - PoliPsi | 298,600 | 360,000 | 491,600 | PoliMi |
| Equal Opportunities - MultiChancePoliTeam | 100,000 | 100,000 | 100,000 | PoliMi/MUR |
| Equal Opportunities - other initiatives | 34,400 | 34,400 | 34,400 | PoliMi |
| CUG | 20,000 | 20,000 | 20,000 | PoliMi |
| Help Desk for Workplace Issues | 15,000 | 15,000 | 15,000 | PoliMi |
| Confidential Counsellor | 35,000 | 35,000 | 35,000 | PoliMi |

TABLE 2: SCHOLARSHIPS FOR GENDER EQUALITY

| ASSETS | 2024 | 2025 | 2026 | FUNDING INSTITUTION |
|--------------|----------|---------|---------|-----------------------------|
| Girls@Polimi | 672,000* | 672,000 | 672,000 | PoliMi and company sponsors |

* This figure refers to the 28 scholarships awarded in 2024, worth € 8,000 per year for three years



The 2024 Gender Budget has been prepared by a dedicated working group, also involving the University's various professional figures:

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