| | | 2026 | | | | | | | 2027 | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Indicator | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment |
| 5.2.5 | Number of students | | | | | 32040 | | | | | | | | 20044,28 (L, LM, LMCU) + 956 (dottorati, master di II livello e scuole di specializzazione) = 21.000,28 | |
| 5.2.3 | Number of students starting a degree | | | | | 6174 | | | | | | | | 3068.9 | |
| 5.2.4 | Number of first-generation students starting a degree | | | | | 4285 | | | | | | | | 3068,9*0,667 = 2046,96 | |
| 5.2.1 | Number of women starting a degree | | | | | 3666 | | | | | | | | 1919.8 | |
| 5.2.2 | Number of first-generation women starting a degree | | | | | 2625 | | | | | | | | 1330.4 | |
| 5.3.1 | Does your university as a body systematically measure/track women's application rate and acceptance or entry rate? | Yes | | | https://www.idem.unipr.it/ | Data about the students' carrier are regularly provided to the coordinators of bachelor degrees and master degrees courses, to track their performance and intervene in case failures are observed. However, all pages are subject to restricted access (only for coordinators of the degree courses), as the students data are confidential; therefore, no full evidence can be provided about these statistics. | | | Yes | | | https://www.unipr.it/sites/default/files/2026-02/Bilancio%20di%20genere%20di%20Ateneo%202022-2023.pdf | The University of Parma systematically monitors and reports gender-disaggregated data on student enrolment and access to higher education. Through its Gender Report 2022–2023, the University publishes statistics on applications, enrolment and entry rates by gender, enabling the monitoring of women's participation across degree programmes and levels of study. These data are supported by the University's internal student information systems and are used to assess trends and inform gender equality policies. The report provides transparent evidence of the University's commitment to tracking and improving women's access to higher education. | | |

| | | 2026 | | | | | | | 2027 | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Indicator | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment |
| 5.3.2 | Does your university as a body have a policy (e.g. an Access and Participation plan) addressing women's applications, acceptance/entry, and participation at the university? | Yes | | | https://www.cug.unipr.it/ | The University of Parma has set up a Guarantee Committee ("Single Guarantee Committee", CUG) as a community body which "contributes in optimising public labour productivity by improving performance efficiency, with a view to a working environment characterised by respect for the principles of equal opportunities, organisational wellbeing and the fight against all forms of discrimination and moral or mental violence against workers", according to paragraph 3, art. 57 of Legislative Decree 165/2001 (Italian law). Also, the University owns a committee for "equal opportunities". Moreover, many internal regulations of the University of Parma recommend "pink quotas" in commissions and agencies. These services are inplace since many years and of course active in 2024. | | | Yes | | | https://www.unipr.it/sites/default/files/allegatiparagrafo/30-11-2021/gep_unipr_en_bdg.pdf | The University of Parma has a formal policy framework addressing women's access, participation and progression in higher education. This framework includes the Gender Equality Plan (GEP), the Guarantee Committee (CUG), the Code of Ethics and the University's equal opportunities policies. The GEP includes specific measures to increase women's enrolment and retention in STEM disciplines. In particular, Objective 4.1, Action 9 establishes targeted initiatives such as school outreach activities, awareness campaigns and motivational events designed to encourage female students to choose and continue STEM study programmes. Through these measures, the University actively supports women's participation and progression in higher education. | | |
| 5.3.2 | Policy created (yyyy) | | | | | | 2009 | year of establishment of the Committee for equal opportunities | | | | | | 2009 | year of establishment of the Committee for equal opportunities |
| 5.3.2 | Policy reviewed (yyyy) | | | | | | 2017 | last revision of the ethical code of the University | | | | | | 2017 | last revision of the ethical code of the University |

| | | 2026 | | | | | | | 2027 | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Indicator | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment |
| 5.3.3 | Does your university as a body provide women's access schemes (e.g. mentoring, scholarships, or other provisions)? | Yes | mentoring | yes | https://www.unipr.it/en/node/100629 | the University owns a committee for "equal opportunities". Moreover, many internal regulations of the University of Parma recommend "pink quotas" in commissions and agencies. | | | Yes | mentoring | no | https://www.unipr.it/en/node/105030 | The University of Parma provides measures that support women's access to and participation in higher education by addressing barriers that may affect their ability to enrol and continue their studies. These include childcare services with priority access arrangements and income-based fees, helping student mothers and caregivers to balance family responsibilities with academic commitments. The University also provides dedicated inclusion and support services aimed at ensuring equal opportunities and participation for all students. Through these measures, the University helps create conditions that enable women to access, remain in and successfully complete higher education. | | |
| | | | scholarship | no | | | | | | scholarship | no | | | | |
| | | | other provisions | no | | | | | | other provisions | yes | | | | |

| | | 2026 | | | | | | | 2027 | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Indicator | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment |
| 5.3.4 | Does your university as a body encourage applications by women in subjects where they are underrepresented? | Yes | through university outreach | yes | https://www.unipr.it/en/gender-equality-plan | | | | Yes | through university outreach | yes | https://www.unipr.it/notizie/ragazze-digitali-er-2026-al-dipartimento-di-ingegneria-e-architettura-22-studentesse-delle | STEM-UP, launched in June 2025, connects the University, schools and businesses to promote participation in STEM disciplines, with particular attention to girls. The project includes school outreach activities, peer-to-peer science communication and collaboration with local partners, including the Municipality of Parma and Chiesi, with the aim of widening participation in fields where women are traditionally underrepresented. In addition, the University participates in Ragazze Digitali, a programme specifically designed for female secondary-school students to encourage interest in digital technologies, computer science and STEM subjects before university enrolment. Together, these initiatives actively encourage applications by women to disciplines affected by gender imbalance and support greater female participation in STEM education. | | |
| | | | through collaboration with other universities and/or community groups and/or government and/or NGOs in regional or national campaigns | no | | | | | | through collaboration with other universities and/or community groups and/or government and/or NGOs in regional or national campaigns | yes | | | | |
| 5.4.4 | Number of employees | | | | | 1958 | | | | | | | | 1836.08 | |
| 5.4.3 | Number of academic staff | | | | | 1368 | | | | | | | | 1097.46 | |
| 5.4.1 | Number of senior academic staff | | | | | 847 | | | | | | | | 742,50 [PO; PA; RU] + 82,00 RTDB = 824,50 | |
| 5.4.2 | Number of female senior academic staff | | | | | 333 | | | | | | | | 301,50 [PO; PA; RU] + 41,50 RTDB = 343 | |
| 5.5.1 | Number of graduates: Total | | | | | 6165 | | | | | | | | 6381 | |

| | | 2026 | | | | | | | 2027 | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Indicator | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment |
| 5.5.1.4 | Number of graduates by subject area (STEM, Medicine, Arts&Humanities/Social Sciences): Total | | | | | 6165 | | | | | | | | 6381 | |
| 5.5.1.1 | Number of graduates: STEM | | | | | 1864 | | | | | | | | 1974 | |
| 5.5.1.2 | Number of graduates: Medicine | | | | | 1641 | | | | | | | | 1622 | |
| 5.5.1.3 | Number of graduates: Arts & Humanities / Social Sciences | | | | | 2660 | | | | | | | | 2785 | |
| 5.5.2.4 | Number of female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences): Total | | | | | 3707 | | | | | | | | 3900 | |
| 5.5.2.1 | Number of female graduates: STEM | | | | | 853 | | | | | | | | 913 | |
| 5.5.2.2 | Number of female graduates: Medicine | | | | | 1019 | | | | | | | | 1001 | |
| 5.5.2.3 | Number of female graduates: Arts & Humanities / Social Sciences | | | | | 1835 | | | | | | | | 1986 | |

| | | 2026 | | | | | | | 2027 | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Indicator | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment |
| 5.6.1 | Does your university as a body have a policy of non-discrimination against women? | Yes | | | https://www.unipr.it/sites/default/files/albo_pretorio/allegati/08-02-2017/codice_etico_e_per_la_tutela_della_dignita_delle_lavoratrici_e_dei_lavoratori.pdf | The University of Parma has set up a Guarantee Committee ("Single Guarantee Committee", CUG) as a community body which "contributes in optimising public labour productivity by improving performance efficiency, with a view to a working environment characterised by respect for the principles of equal opportunities, organisational wellbeing and the fight against all forms of discrimination and moral or mental violence against workers", according to paragraph 3, art. 57 of Legislative Decree 165/2001 (Italian law). The university also has an ethical code of non-discrimination against woman. These services are in place since many years and of course active in 2024. | | | Yes | | | https://www.unipr.it/sites/default/files/albo_pretorio/allegati/08-02-2017/codice_etico_e_per_la_tutela_della_dignita_delle_lavoratrici_e_dei_lavoratori.pdf | The University of Parma has a formal policy of non-discrimination against women established in its Code of Ethics. The Code applies to all members of the university community, including students, academic staff and technical-administrative staff, and prohibits discrimination, harassment and sexual harassment. It promotes equal dignity, equal treatment and respect for all persons, regardless of gender, and provides procedures for reporting inappropriate behaviour and obtaining support through the Confidential Counsellor. Articles 1, 2 and 10–15 define the scope of the policy, prohibited conduct and the mechanisms in place to protect members of the university community from discrimination and harassment. | | |
| 5.6.1 | Policy created (yyyy) | | | | | | 2011 | year of creation of the ethical code | | | | | | 2011 | year of creation of the ethical code |
| 5.6.1 | Policy reviewed (yyyy) | | | | | | 2017 | Last revision of the ethical code | | | | | | 2017 | Last revision of the ethical code |

| | | 2026 | | | | | | | 2027 | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Indicator | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment |
| 5.6.2 | Does your university as a body have a policy of non-discrimination for transgender people? | Yes | | | https://www.unipr.it/en/node/15935 | The University has released a regulation for the activation and management of an alias career for students in gender transition. This policy is in place since many years and of course active in 2024. | | | Yes | | | https://www.unipr.it/sites/default/files/2024-08/Regolamento%20per%20l%27attivazione%20e%20la%20gestione%20della%20carriera%20alias.pdf | The University of Parma has a formal non-discrimination policy and dedicated measures to support transgender and gender-diverse students through its Alias Career Regulation. The regulation protects gender identity and personal dignity and enables eligible students to use an alias identity in their interactions with the University. This includes the issue of an alias university card and the creation of an alias institutional email account, helping to ensure respectful treatment and equal participation in university life. The regulation establishes procedures and protections designed to prevent discrimination and promote inclusion for transgender students. The University publicly provides information on these measures through its dedicated Alias Career webpage, updated in 2023. | | |
| 5.6.2 | Policy created (yyyy) | | | | | | 2017 | year of creation of the policy (see the link above) | | | | | | 2017 | year of creation of the policy (see the link above) |
| 5.6.2 | Policy reviewed (yyyy) | | | | | | 2023 | | | | | | | 2023 | |

| | | 2026 | | | | | | | 2027 | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Indicator | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment |
| 5.6.3 | Does your university as a body have a maternity policy that support women's participation? | Yes | | | https://www.unipr.it/sites/default/files/allegatiparagrafo/30-11-2021/gep_unipr_en_bdg.pdf | The maternity support policy for women is guaranteed at national level and, of course, is applied to female students and workers. | | | Yes | | | https://www.unipr.it/sites/default/files/allegatiparagrafo/30-11-2021/gep_unipr_en_bdg.pdf | The University of Parma has policies and measures that support women’s participation during pregnancy, maternity and parenthood. Staff members are entitled to maternity leave, prenatal medical leave, parental leave and breastfeeding breaks in accordance with national regulations and University procedures. In addition, the University’s Gender Equality Plan (GEP), Objective 1.6, includes specific actions to support women returning to work after maternity leave and to facilitate work-life balance.<br><br>The University also supports student mothers through childcare services, helping them to continue their studies and participate fully in university life. Together, these measures contribute to the retention, participation and career continuity of women within the University community. | | |
| 5.6.3 | Policy created (yyyy) | | | | | | 2001 | Legislative Decree No. 151 of 26 March 2001 Consolidated text of the legislative provisions on the protection and support of maternity and paternitypaternity, pursuant to Article 15 of Law No 53 of 8 March 2000 | | | | | | 2001 | Legislative Decree No. 151 of 26 March 2001 Consolidated text of the legislative provisions on the protection and support of maternity and paternitypaternity, pursuant to Article 15 of Law No 53 of 8 March 2000 |
| 5.6.3 | Policy reviewed (yyyy) | | | | | | 2021 | year of publication of the Gender Equality Plan | | | | | | 2021 | year of publication of the Gender Equality Plan |

| | | 2026 | | | | | | | 2027 | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Indicator | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment |
| 5.6.4 | Does your university as a body have accessible childcare facilities for students which allow recent mothers to attend university courses? | Yes | free | no | https://www.unipr.it/en/node/103399 | The Children's Centre promotes the development of girls and boys with the participation of adults (families, educational teams, communities) in an inclusive and innovative context that is attentive to the specific characterisitcs of each child. It focuses on the quality of the educational relationship and on activities with one individual and in small gropus, as a basis for further development and training. | | | Yes | free | no | https://www.unipr.it/en/node/105030 | The University of Parma provides accessible childcare facilities through its on-campus childcare centre, which offers nursery and preschool services for children aged 0-6 years. Students are among the priority users of the service. Fees for University users are linked to family income, helping to ensure affordability and accessibility. By providing childcare facilities on campus, the University supports student mothers in attending classes, participating in university life and continuing their studies after childbirth. | | The English Children's Centre page, Audience and Timetable sections, confirms priority access for students and childcare for children aged three months to six years. Useful documents provides the public fee schedule and admission notice. |
| | | | paid | yes | | | | | | paid | yes | | | | |
| 5.6.5 | Does your university as a body have childcare facilities for staff and faculty? | Yes | free | no | https://www.unipr.it/en/node/103399 | The Children's Centre promotes the development of girls and boys with the participation of adults (families, educational teams, communities) in an inclusive and innovative context that is attentive to the specific characterisitcs of each child. It focuses on the quality of the educational relationship and on activities with one individual and in small gropus, as a basis for further development and training. | | | Yes | free | no | https://www.unipr.it/en/node/105030 | The University of Parma provides childcare facilities for staff and faculty through its on-campus Children’s Centre, which offers nursery and preschool services for children aged 0–6 years. University employees, including academic and administrative staff, benefit from priority access to the service. The University oversees the operation of the Centre and its admission procedures, while fees for University users are linked to family income to ensure affordability. By providing accessible childcare facilities, the University supports work-life balance and helps staff and faculty continue their professional and academic activities while caring for young children. | | The English Children's Centre page, Audience and Operator sections, confirms priority access for staff, lecturers and researchers and University oversight. The linked fee schedule establishes that the service is paid. |
| | | | paid | yes | | | | | | paid | yes | | | | |

| | | 2026 | | | | | | | 2027 | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Indicator | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment |
| 5.6.6 | Does your university as a body have women's mentoring schemes, in which at least 10% of female students participate? | No | | | | | | | No | | | https://www.unipr.it/sites/default/files/allegatiparagrafo/30-11-2021/gep_unipr_en_bdg.pdf | The available documentation does not demonstrate a dedicated women's mentoring programme involving at least 10% of female students. General tutoring and outreach initiatives do not establish that this specific participation threshold is met. | | The English GEP, Objective 2.2 (PDF page 25), discusses mentoring for underrepresented staff in management. This does not demonstrate a student mentoring scheme reaching at least 10% of female students. |
| 5.6.7 | Does your university as a body have measurement/tracking of women's likelihood of graduating compared to men's, and schemes in place to close any gap? | Yes | | | https://www.idem.unipr.it/ | Data about the students' (men and women) carriers are updated daily and always available to the coordinators of bachelor degrees and master degrees courses on a restricted access site (see the link above). The aim of these data is to allow the course coordinators to track the performance of their students and intervene in case failures are observed. Moreover, each year the coordinators of the bachelor degrees and master degree courses are asked to formally evaluate the performance of the course they coordinate by elaborating the available data. Among others, the performance indexes include: - the number of graduates;- the time required for graduating.This service is in place since many years and of course active in 2024. | | | Yes | | | https://www.unipr.it/sites/default/files/2026-02/Bilancio%20di%20genere%20di%20Ateneo%202022-2023.pdf | The University of Parma monitors women's and men's academic progression through gender-disaggregated data on degree completion, on-time graduation and withdrawal, published in its Gender Budget (sections 1.6-1.7). This monitoring is complemented by measures supporting students at risk of delay or withdrawal. In 2025, the University launched a call for 200 tutoring grants through the 'Adopt a First-Year Student' and 'Bottleneck Exams' programmes, providing academic, organisational and social support. A dedicated working group analyses dropout patterns and coordinates preventive action. These measures are available to women and men and support more equitable opportunities to complete their degrees. | | The Italian Gender Report 2022-2023, sections 1.6-1.7 (PDF pages 22-24), compares graduation timing and withdrawal by gender. The public news article of 10 July 2025, especially its two tutoring sections, documents measures addressing progression and dropout for women and men. |

| | | 2026 | | | | | | | 2027 | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Indicator | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment |
| 5.6.8 | Does your university as a body have a policy that protects those reporting discrimination from educational or employment disadvantage? | Yes | | | https://www.unipr.it/en/node/100629 | The University of Parma has an ethical code concerning the protection of the dignity of women workers. These policies are in place since many years and of course active in 2024. | | | Yes | | | https://www.unipr.it/sites/default/files/albo_pretorio/allegati/08-02-2017/codice_etico_e_per_la_tutela_della_dignita_delle_lavoratrici_e_dei_lavoratori.pdf | The University of Parma has a formal policy protecting individuals who report discrimination from retaliation or disadvantage in both study and employment contexts. Article 14 of the Code of Ethics guarantees protection against retaliation, persecution or other adverse consequences for individuals who submit complaints through the University's formal procedures. The same protections apply to witnesses supporting a complaint. Article 15 further safeguards confidentiality throughout the process, including measures to protect the identity of the persons involved. These provisions help ensure that students and staff can report discrimination without fear of educational or employment disadvantage. | | |
| 5.6.8 | Policy created (yyyy) | | | | | | 2011 | year in which the ethical code was released | | | | | | 2011 | year in which the ethical code was released |
| 5.6.8 | Policy reviewed (yyyy) | | | | | | 2017 | year of the latest revision of the ethical code | | | | | | 2017 | year of the latest revision of the ethical code |

| | | 2026 | | | | | | | 2027 | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Indicator | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment | yes / no (to global question) | Question details | yes / no (to question details) | Link | Description | Value | Comment |
| 5.6.9 | Does your university as a body have a paternity policy that support women's participation by ensuring that non-gestational parents can participate in childcare duties? | Yes | | | https://www.unipr.it/en/gender-equality-plan | The maternity support policy for mothers and fathers is guaranteed at national level and, of course, is applied to female students and workers. | | | Yes | | | https://www.unipr.it/sites/default/files/allegatiparagrafo/30-11-2021/gep_unipr_en_bdg.pdf | The University of Parma has policies that support the involvement of non-gestational parents in childcare and contribute to women's continued participation in employment and academic life. The University publishes procedures covering parental leave, paternity leave in cases of adoption and foster care, and daily childcare leave available to fathers. In addition, the Gender Equality Plan (GEP), under Objective 1.7, promotes a more balanced uptake of parental leave and encourages the sharing of family responsibilities between parents. The University also provides access to on-campus childcare facilities for staff and student parents. Together, these measures support work-life balance and help reduce the unequal distribution of childcare responsibilities that can affect women's participation and career progression. | | |
| 5.6.9 | Policy created (yyyy) | | | | | | 2001 | Legislative Decree No. 151 of 26 March 2001 Consolidated text of the legislative provisions on the protection and support of maternity and paternitypaternity, pursuant to Article 15 of Law No 53 of 8 March 2000 | | | | | | 2001 | Legislative Decree No. 151 of 26 March 2001 Consolidated text of the legislative provisions on the protection and support of maternity and paternitypaternity, pursuant to Article 15 of Law No 53 of 8 March 2000 |
| 5.6.9 | Policy reviewed (yyyy) | | | | | | 2021 | year of publication of the Gender Equality Plan | | | | | | 2021 | year of publication of the Gender Equality Plan |