

**Tables explaining the reduction of research results for maternity leaves, parental leaves and sickness leaves, as for the action of the Università di Bologna Gender Equality Plan 2017-2020:
2.1.4 Introduction/retention in the RPO's internal research evaluation procedure of the consideration of maternity and parental leave periods in order to reach a more equal assessment.**

According to Italian law, women are required to take a maternity leave of 150 days. Therefore, the internal university evaluation system takes into consideration the maternity leave reported by women and sets more flexible expectations of research performance (research outputs reduced by 25%). This also applies for individuals (faculty and researchers) taking up parental leave (150 days for each child).

In the following table, it is possible to understand the reduction criteria (applied to research products, e.g. publications, patents) for all fields of research applied for maternity leaves (the access to the whole document is reserved for the UNIBO professor and researchers since this is an internal regulation).

In Italy, pregnant workers must take five months' maternity leave (compulsory rest period, see Law 151/2001) which can be taken from two months before childbirth and for three months after. During the compulsory rest period, professors and researchers are entitled to 100 % of their regular pay. Pregnant professors and researchers can ask to the Commission for the internal evaluation to reduce their expected research products as shown below.

Table 1. Maternity leave

CONDITION	ASTENSION, EVENT	REDUCTION
Natural son/daughter	150 days of maternity leave - 1 son/daughter	25%
Adopted son/daughter	1 son/daughter	25%
Twins	1 son/daughter	25%
Twins	More than 2 sons/daughters	50%
Natural son/daughter	150 + 150 days of maternity leave - more than 2 sons/daughters	50%
Adopted son/daughter	More than 2 sons/daughters	50%

In the following table, it is possible to understand the reduction criteria (applied to research products, e.g. publications, patents) for all fields of research applied for parental and sick leaves (the access to

the whole document is reserved for the UNIBO professor and researchers since this is an internal regulation).

Both the mother and father are entitled to take further leave up until the child reaches the age of twelve. The total amount of leave taken by both parents cannot exceed 11 months. Parental leave is optional and it corresponds to the 30% of the salary until 6th year of age of the child, there is no payment after this age.

UNIBO professors and researchers that are in parental or sick leave can ask to the Commission for the internal evaluation to reduce their expected research products as shown below.

Table 2. Parental and sick leave

CONDITION	ASTENSION, EVENT	REDUCTION
Parental leave Sick leave	150 days	25%
Parental leave Sick leave	365 days	50%

Results: The action allows a more equal research evaluation system. Women and men who decide to take parental leaves have more time to develop their research records which could lead to a better evaluation of their work. In the short term, women - who often take more caring responsibilities than men - can be evaluated on more equal grounds.

Evaluation: In the long term, men might be encouraged to take parental leave and take more caring responsibilities. Women might feel more supported in taking family care responsibilities and might be more likely to be assessed positively (by evaluators acknowledging the time devoted on caring), leading to career development and progression.