

Camilla Gaiaschi
CURRICULUM VITAE

Last update: September, 2023

PERSONAL INFORMATION

Place and date of birth: Castel San Giovanni (PC), June 5th, 1980

Nationality: Italian

CF (fiscal code): GSCCLL80H45C261R

CONTACT INFORMATION

Università del Salento

Dipartimento di Scienze Umane e Sociali

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ACADEMIC POSITION

November 2022-present Assistant professor (RTDb), University of Salento, Department of Human and Social Sciences, Lecce (LE).

RESEARCH INTERESTS

Gender, occupations, work and organizations; women in academia and research; women in medicine; gender in scientific research; gender pay gap and gender promotion gap; critical university studies; precarious research careers; gender and welfare, gender attitudes, gender and labor market; work-life balance policies, gender in research and gender medicine.

PREVIOUS ACADEMIC POSITIONS

April 2021 – September 2023 Marie Curie-Sklodowska research fellow (*première assistante*), University of Lausanne, Institute of Social Sciences, LINES (Life Course and Inequality) research center, Lausanne, CH. Part-time contract at 80% to be compatible with the collaboration held with the University of Milan until September 2022 (see lines below) and, from November 2022 to September 2023, with the position of assistant professor at the University of Salento (which I held on a part-time form – the so-called “regime a tempo definito” – until the end of the Marie Curie).

October 2020– September 2022 Research fellow, GENDERS (Gender & Equality in Research and Science) research center, University of Milan (UMIL), Milan, IT. Co-PI – on behalf of the partner organization GENDERS-SPS-UNIMI, of the Cariplo Ricerca Sociale 2019 Funded Project “Integrating Gender into Precision Medicine: innovative social, professional and research practices” (Grant n. 2019-3283). The project lasted from April 2020 to June 2023, the position has been financed by a contract of collaboration from October 2020 to September 2022 (*contratto individuale a chiamata diretta*).

September 2017 – December 2017 Northeastern University, College of Social Sciences and Humanities, Boston, US. Visiting scholar selezionata nell’ambito del programma *Women’s, Gender and Sexuality Studies Visiting Scholars Program*.

- October 2016 – September 2020 Post-doc research fellow (*assegnista di ricerca di tipo A*), Department of Social and Political Sciences, GENDERS research centre, University of Milan, Milan, IT. Title of the research project: Women in biotech careers: a pocket of emerging change?
- April 2016 – September 2016 Research fellow, C.U.G. (Comitato Unico di Garanzia – Equal Opportunity Commission), University of Milan, Milan, IT (*contratto di collaborazione*).
- October 2015 – March 2016 Research fellow, GENDERS (Gender & Equality in Research and Science) research centre, University of Milan, Milan, IT (*contratto di collaborazione*).

PREVIOUS NON ACADEMIC POSITIONS

- April 2013 – March 2017 Free lance journalist for Corriere della Sera (RCS Group), Milan, IT. Articles on work, welfare and gender for the online edition (“La 27Ora” & “Nuvola del Lavoro”).
- April 2007 – March 2013 Free lance journalist for D di Repubblica (L'Espresso Group), Milan, IT. Articles on gender, equal opportunities and culture (print and online editions)
- May 2008 – October 2012 Financial reporter at:
 October 2010 - October 2012: websim.it. Intermonte Group, Milan, IT.
 December 2009 - September 2010: Bluerating.it (online newspaper) and Soldi (printed monthly news magazine). BFC Group, Milan, IT.
 May 2008 - November 2009: Finanza e Mercati (printed newspaper); Borsa e Finanza (printed weekly magazine). Editori per la Finanza Group, Milan, IT.
- September 2006 – April 2008 Free lance journalist for La Nuova di Venezia e Mestre (Finegil Group) Venice, IT. Articles on local news and culture for the newspaper “La Nuova di Venezia e Mestre” (printed edition), where I also had an internship the year before (from July to September 2005).

EDUCATION and TRAINING

Third grade education

- 10/2012-03/2016 Ph.D. in Sociology, Graduate School in Social and Political Sciences, University of Milan, IT. Dissertation title: *Women, work and medicine: gender inequalities in Italian hospitals*. Evaluation: “ottimo”. Supervisor: prof. Antonio Maria Chiesi. Research conducted in the frame of the EU project STAGES (Structural Transformation to Achieve Gender Equality) (GA n. 289051). Date of discussion: 22 March 2016.
- 2006 D.E.A. - Diplôme d'Etudes Approfondies (Master II Recherche) – in philosophy, Université Paris X - Nanterre, Nanterre, FR. D.E.A (Master II Recherche) in philosophy. Dissertation title: *Pensée anthropologique et pratique de la vérité. La question du sujet chez Michel Foucault*. Evaluation: “mention très bien”. Supervisor: prof. Didier Frank.
- 2005 Master's degree in Philosophy (Laurea vecchio ordinamento), Università Ca' Foscari, Venice, IT. Dissertation title: *Morte dell'uomo e pensiero antropologico. La questione del soggetto in Michel Foucault*. Evaluation: 110/110 e lode (110/110 with honors). Supervisor: prof. Mario Ruggenini.

Exchange programs

- AY 2002/2003 Erasmus program, Université Paris IV - La Sorbonne, Paris, France.
 AY 1997/1998 AFS program (Intercultura) – Exchange year at U-Prep, Seattle, WA, USA.

Methodological training

- 12-14/01/2023 Longitudinal Data Analysis Using Stata. Intensive online course organized by Statistical Horizons. Prof. Stephen Vaisey.
 25/07/2016-05/08/2016 Essex Summer School in Social Science Data Analysis. University of Essex, Colchester, UK. Course: Survival analysis and event history modelling. Prof. Alejandro Quiroz Flores
 21/07/2014-01/08/2014 Essex Summer School in Social Science Data Analysis. University of Essex, Colchester, UK. Course in: Logit e Probit Models. Prof. Marco R. Steenberge.
 07-11/07/2014 InGRID Summer School: *the gender pay gap revisited*. AIAS (Institute for Advanced Labour Studies) University of Amsterdam, Amsterdam, NL.

VISITINGS

- 01/09/2017 - 31/12/2017 Northeastern University, College of Social Sciences and Humanities, Department of Sociology, Boston, US. Visiting scholar in the frame of the *Women's, Gender and Sexuality Studies Visiting Scholars Program*. The fellowship is granted on a selective competition and it provides a position of research associate.
 22/05/2017-02/06/2017 Alliance Manchester Business School, University of Manchester, Manchester, UK. Visiting scholar. Data analysis on the motherhood pay gap with professor Jill Rubery.
 01/06/2015-12/06/2015 University of KU Leuven – Faculty of economics and Business–Brussels campus, Brussels, BE. Visiting Ph.D. student. Data analysis and modelling. Supervisor: dr. Nick Deschacht.
 15/06/2015-26/06/2015 AIAS – Amsterdam Institute for Advanced Labour Studies – University of Amsterdam, Amsterdam, NL. Visiting Ph.D. student. The visiting has been financed by the InGRID Eu project. Data analysis and modelling. Supervisors: prof. Stephanie Steinmetz and prof. Kea Tijdens

NATIONAL SCIENTIFIC QUALIFICATION (ASN)

- 01 February 2022 Abilitazione Scientifica Nazionale (ASN) 2021/2023, I Quadrimestre. Abilitazione per professore di II fascia. Settore: 14/C1 – Sociologia Generale. National Scientific Qualification for associate professor (sector: General Sociology).

PUBLICATIONS

Articles under submission

Gaiaschi, C. “Condannate all’eccellenza? Leggere il conflitto tra la vecchia e la nuova accademia in prospettiva di genere”. In review presso: Coppola, M.M., Donà, A., Reale C. M. e Tuselli, A. (a cura di), *Gender R-Evolutions: immaginare l’inevitabile, sovvertire l’impossibile*. Atti del Convegno Nazionale 2023, Quaderni di Sociologia. Trento: Università degli Studi di Trento.

Sanchez-Mira, N. Gaiaschi, C. Insarauto, V. Verd, J.M. Gender regimes in

Southern Europe. Diverging destinies? Submitted to: South European Society and Politics.

Articles in peer-reviewed journals

- 2023 Gaeta, A., Tagliabue, M., D'Ecclesiis, O., Ghiani L., Maugeri, P., De Berardinis, R., Veneri, C, Gaiaschi, C., Cacace, M., D'Andrea, L., Ansarin, M., Gandini, S. Chiocca, S. (2023). Are sex and gender considered in head and neck cancer clinical studies? *Nature NPJ - Precision Oncology*.
- 2022 Gaiaschi, C., Veneri, C. Cacace, M. (2022). Gendering knowledge in research organizations and higher education: the case of the medical sciences. *Rivista di Scuola Democratica*, 1, pp. 65-84. ISSN: 1129-731X
- 2021 Gaiaschi, C. & Musumeci, R., « Why so slow?» Un'analisi del reclutamento accademico in Italia dal 2000 al 2020, tra processi di femminilizzazione e (ri-)maschilizzazione. *AIS - Journal of Sociology*, 18, pp. pp:97-122. ISSN: 2281-2652
- 2021 Gaiaschi, C. Università e cultura dell'eccellenza: più meritocratica per chi? Aporie di genere nell'accademia italiana. (University and culture of excellence: more meritocratic for whom? Gender aporias in the Italian academy). *Etnografia e ricerca Qualitativa*, (2). ISSN:1973-3194
- 2021 D'Ecclesiis, O, Caini, S, Martinoli, C, Raimondi, S, Gaiaschi, C, Tosti, G, Queirolo, P, Veneri, C, Saieva, C, Gandini, S, Chiocca, S. (2021). Gender-Dependent Specificities in Cutaneous Melanoma Predisposition, Risk Factors, Somatic Mutations, Prognostic and Predictive Factors: A Systematic Review. *International Journal of Environmental Research and Public Health*. 18(15):7945. ISSN: 1660-4601
- 2021 Gaiaschi, C. Highly Skilled Women Reaching the Top: A Cost-free Achievement? Analyzing the Gender Promotion Gap in the Medical Profession. *Social Forces*, 100(2), pp. 622–648. EISSN: 1534-7605, ISSN: 0037-7732.
- 2021 Gaiaschi, C. The academic profession in neoliberal times: a gendered view. *Professions and Professionalism*, 11(1). ISSN: 1893-1049
- 2020 Gaiaschi, C., & Musumeci, R. Just a Matter of Time? Women's Career Advancement in Neo-Liberal Academia. An Analysis of Recruitment Trends in Italian Universities. *Social Sciences*, 9(9), 163. ISSN: 2076-0760.
- 2019 Fontanari, E. Gaiaschi, C., Borri, G. Precarious Escapes. Participative research and collective knowledge production *inside and beyond* the academia. *Quaderni di Teoria Sociale*. (1), pp. 131-155. ISSN: 1824-4750.
- 2019 Gaiaschi, C. Same job, different rewards: the gender pay gap among physicians in Italy. *Gender Work & Organization*, 26(11), pp. 1562-1588. ISSN: 0968-6673
- 2018 Gaiaschi, C. Gender inequalities in medical careers: findings from five hospitals in the Lombardy region. *Italian Journal of Gender-specific Medicine*, 4(2), pp. 73-78. ISSN:2612-3487
- 2017 Gaiaschi, C., Mallone, G. Welfare contrattuale e politiche di conciliazione, tra uguaglianza di genere e tempo per la cura (*Second welfare and work-life balance policies: between gender equality and time for care*). *La Rivista delle Politiche Sociali*, (2), pp. 93-107. ISSN: 1724-5389
- 2017 Gaiaschi, C. Premiums and penalties among physicians in Italy: how gender affects the combined impact of marital and parental status on pay. *Polis* (1), pp. 97-126. ISSN: 1120-9488

- 2016 Del Giorgio, E. Falcinelli, D. and Gaiaschi. What strategies for favoring structural change?: Experiences from the STAGES project at the university of Milan. *Gender Studies and Research* (4). ISSN:1822-6310
- 2014 Gaiaschi, C. Oltre il modello dual earner-dual carer: dalla conciliazione condivisa per tutt* alla conciliazione condivisa fra tutt*. (Beyond the dual earner-dual carer model. Sharing non paid-work: from the “for all” to the “among all” perspective). *AG-About Gender*, 3(6). ISSN: 2279-5057

Books

- 2022 Gaiaschi, C. *Doppio standard. Donne e carriere scientifiche nell'Italia contemporanea*. Carocci Editore.
- 2015 Gaiaschi, C. *La geografia dei nuovi lavori. Chi va, chi viene, chi torna. (The geography of new jobs: going, coming, returning)*. Milano: Quaderni, Fondazione Giangiacomo Feltrinelli. ISBN: 9788868352097

Chapters in edited books

- 2023 Gaiaschi, C. “Gender, class and the meritocratic ideal. The case of the life sciences in Italian Academia”, in Conley, H. and Koskinen Sandberg, P. (eds.) *Handbook on Gender and Public Sector Employment*. Edward Elgar.
- 2021 Gaiaschi, C. “Orientamento sessuale e identità di genere: la questione Lgbt+ in azienda”, in Bombelli, M.C. & Serrelli, E. (eds), *La cultura del rispetto. Oltre l'inclusione*. goWare & Guerini Next, 2021. ISBN: 9788868963965
- 2018 Gaiaschi, C. “Cambiare il giornalismo in ottica di genere: il contributo di Gi.U.Li.A tra istituzioni e movimenti”, in Ross, S., Bettaglio M., Mandolini N., (eds.) *Rappresentare la violenza di genere. Sguardi femministi sulla letteratura, il cinema, il teatro e il discorso mediatico contemporanei. (Representing gender violence. A feminist perspective on contemporary literature, cinema, theatre and media)*, Mimesis, Milano. ISBN:9788857544656.

Working papers

- 2014 Gaiaschi, C. Effetti ed ostacoli delle pratiche di conciliazione vita-lavoro: dalla valutazione delle politiche allo studio delle organizzazioni (*Effects and obstacles of work-life balance practices: from policy evaluation to the study of organizations*). *Working Paper 2WEL*, Percorsi di Secondo Welfare. ISSN: 2281-7921.

Conference proceedings

- 2021 Veneri, C. & Gaiaschi, C. Gender Biases in Medical Knowledge: from Education to Daily Medical Practices. In: Proceedings of the 2nd International Conference of the Journal Scuola Democratica “Reinventing education”, Volume II. “Learning with new technologies, equality and inclusion”.
- 2020 Gaiaschi, C. & Musumeci, R. Disuguaglianze di genere nell'Università che cambia: un'analisi del reclutamento nel sistema accademico (Gender inequalities in changing University: the analysis of recruitment rates in the academic system). In *Genere e R-esistenze in Movimento: Soggettività, Azioni, Prospettive*, Università degli Studi di Trento. ISBN: 978-88-8443-894-2
- 2018 Gaiaschi, C., Falcinelli, D., Semenza, R. (2018). *Genere e carriere all'Università degli Studi di Milano. Il nodo critico dei ricercatori a tempo determinato e il buon esempio delle scienze della vita (Gender and careers at the University of Milan. The puzzle of short-term assistant professors and the good example of*

life-sciences), in Murgia, A. and Poggio, B. (eds.), *Saperi di Genere. Prospettive interdisciplinari su formazione, università, lavoro, politiche e movimenti sociali*, pp. 364-381. ISBN: 978-88-8443-747-1

Grey literature - institutional reports

- 2017 – solo author Gaiaschi, C. Primo rapporto sulla parità dell'Università degli Studi di Milano (First research report on gender equality at the University of Milan). Report commissioned by the Equal Opportunity Commission of the University of Milan (C.U.G. – Comitato Unico di garanzia).
- 2017 – first author Eupolis Lombardia. Indagine sull'occupazione femminile e maschile nelle imprese lombarde con più di 100 dipendenti. Rapporto 2014/2015. ECO 15012 (Research on female and male occupation in organizations in the Lombardy region with more than 100 employees. Report 2014/2105). Report Code: Eco 15012.

GRANTS AND FUNDS

- April 2021-September 2023 “WIRED - Women In Research and higher Education”. Marie Skłodowska-Curie Individual Fellowship (IF). Call 2019 H2020. Proposal n. 898507. Host Organization: Institute of Social Sciences, University of Lausanne, Lausanne, CH. Grant value: 191.149,44 euros.
- April 2020-June 2023 “Integrating gender in precision medicine: innovative social, professional and research practices”. Cariplo Ricerca Sociale: Scienza Tecnologia e Società. Grant n. 2019-3283. Co-PI on behalf of the partner organization (UNIMI). Grant awarded to a two-partners consortium including the IEO-CCM Foundation (FIEO-CCM) (leading organization) and the GENDERS research center/Department of Social and Political Sciences of the University of Milan as partner organization. Grant value: 194.015 euro (total), of which to the partner organization: 95.000 euro.
- October 2012 – September 2015 Fully funded PhD scholarship providing with a monthly stipend (3 years) from the Ministry of Education, University and Research (MIUR) (approx. 39.000 Euros).
- June 2015 Fully funded visiting scholarship by the EU-FP7 Funded Project INGRID in AIAS, Amsterdam Institute for Advanced Labour Studies, University of Amsterdam, NL (approx. 1900 Euros).

COORDINATION of and PARTICIPATION in RESEARCH GROUPS

Coordination

- 1 April 2021 – 30 September 2023 Project WIRED, University of Lausanne. I am the PI of the project and I coordinate the research activity under the supervision of Stephanie Steinmetz. The project has led to build fruitful collaborations with different colleagues in CH and It. Members of the research group: prof. Stephanie Steinmetz, prof. Klarita Gerxhani (EUI), Camilla Gaiaschi, Giulia Valsecchi (Université de Genève), Rossella Bozzon (University of Milan).
- 1 April 2020-30 June 2023 Project “Integrating Gender in Precision Medicine: Innovative social, professional and research practices”, University of Milan. Funded by the Fondazione Cariplo within the Ricerca Sociale call in 2019. Leading organization: Fondazione IEO-CCM. Partner organization: UNIMI-dip. SPS. - GENDERS. I am the co-PI of the project, I coordinate and supervise the

research activities conducted by the post-doc Camilla Veneri on behalf of the research unit UNIMI-SPS-GENDERS. Members of the research group: prof. Antonio Chiesi, prof. Luisa Leonini, Camilla Gaiaschi, Camilla Veneri (post-doc), Emanuela Naclerio (phd student).

Participation

- October 2021 – September 2023 Participation at the project COST ACTION - CA20137 - Making Young Researchers' Voices Heard for Gender Equality (VOICES). Member of the Management Committee on behalf of Switzerland (University of Losanna) <https://www.cost.eu/actions/CA20137/>
- 2013-2019 Project STAGES “Structural Transformation to Achieve Gender Equality in Science” - member of the research group. Project funded by the European Commission - DG Research and Innovation within the Seventh Framework Program (FP7) and implemented at the University of Milan by the GENDERS center with the involvement of the Faculty of Agricultural and Food Sciences and the Faculty of Medicine. Research group: Antonio Chiesi, Claudia Sorlini, Luisa Leonini, Daniela Falcinelli, Marisa Porrini, Domenica Cappellini, Elena Del Giorgio, Camilla Gaiaschi. Leading organization: Department for Equal Opportunities of the Presidency of the Council of Ministers (IT). The project involved the implementation of an action plan aimed at promoting equal opportunities in the academic field. The actions included a research on gender inequalities in the medical profession which I personally conducted as part of my Ph.D. <http://www.stages.unimi.it/>

TEACHING

- 2022/2023 “Methods and techniques for social research” (Metodi e tecniche della ricerca sociale). Bachelor program in Sociology. University of Salento, Lecce, IT.
- 21/22 -20/21
19/20 - 18/19 “Equal Opportunities and Scientific Careers” (Pari Opportunità e Carriere Scientifiche). Faculty of Agricultural and Nutritional Sciences, University of Milan, Milan, IT. Contract professor (art. 23).
- 2018/2019
2019/2020 “Social Statistics and Population Dynamics” (Statistiche Sociali e Dinamiche di Popolazione). Bachelor program in Social Sciences for Globalizations, Faculty of Political, Social and Economic Sciences, University of Milan, Milan, IT. Teaching Spss (descriptives, cross tabs, Anova and Ols bivariate regressions), exams. Teaching assistant (art. 45) on behalf of prof. Simona Guglielmi.
- 2018/2019 “Social research methods” (Metodologia della ricerca sociale). Bachelor program in Studies on labour, administration and management (LAM). Faculty of Political, Social and Economic Sciences, University of Milan, Milan, IT. Teaching Spss (descriptives, cross tabs and Ols bivariate and multivariate regressions), exams. Teaching assistant (art. 45) on behalf of prof. Sabrina Colombo.
- 2016/2017 “Sociology of equal opportunities and work-life balance policies”, DILPO, inter-course program. Faculty of Political, Social and Economic Sciences at the University of Milan, Milan IT. Teaching assistant (“cultrice della materia”) on behalf of prof. Ilaria Madama and Daniela Facinelli.
- 2015/2016 “Research Methods”. Bachelor program in Social Sciences for Globalizations (GLO), Faculty of Political, Social and Economic Sciences, University of Milan, Milan, IT. Teaching Spss (descriptives, bivariate analysis and Ols regressions), tutorship, written and oral exams. Teaching assistant (art. 45) on behalf of

prof. Ferruccio Biolcati.

Occasional teaching (invited seminars - selection):

- 10-11/05/2022 University of Milan, Department of Physics. Twelve-hours of intensive training on the topic of gender and science provided to the Ph.D. students of the doctoral school in physics, biology and medicine of the project Phys2BioMed. Title of the course: "Gender and Science: deconstructing inequalities". The PhD program is funded in the frame of a Marie Skłodowska-Curie Innovative Training Network – European Training Network 2018 (PI: Alessandro Podestà, University of Milan).
- 10/03/2022 Université de Lausanne, Faculté des sciences sociales et politiques (SSP). Baccalauréat universitaire, Sciences Sociales. Invited seminar within the course "Méthodes quantitatives" (professors: Florence Passy, Stephanie Steinmetz).
- 26/03/2021 Polytechnic University of Milan, Milan, IT. PhD School. Seminar held to the PhD students of the Polytechnic University in the frame of the course "Complementary Doctoral Skills - Discriminations and new technologies: risks and opportunities". Title of the seminar: *University and culture of excellence. More meritocratic for whom? Gender and class dynamics in the Italian academy.*
- 27/03/ 2020 Polytechnic University of Milan. PhD School, Milan, IT. Seminar held Seminar held to the PhD students of the Polytechnic University in the frame of the course "Complementary Doctoral Skills - Discriminations and new technologies: risks and opportunities". Title of the seminar: *The changing academic profession: gender asymmetries and precariousness in science and research.*

ACADEMIC CONFERENCES, SEMINARS AND WORKSHOPS

Peer-review conferences

- 15/09/2023 Gaiaschi, C. *Is co-optation for boys and merit for girls? Looking at the conflict between the "old" and the "new" academia with a gendered perspective.* SAGS (Swiss Association for Gender Studies). Conference 2023, Université de Lausanne, 14-15 September 2023.
- 10/02/2023 Gaiaschi, C. & Steinmetz, S. *Breaking the glass door in academia: the contribution of organizational and institutional factors.* SISEC (Società Italiana di Sociologia Economica) Conference, Brescia, Italy, 8-11 February 2023
- 26/11/2022 Gaiaschi, C. *Is co-optation for boys and merit for girls? Looking at the conflict between the "old" and the "new" academia with a gendered perspective.* National Conference "Gender Revolutions", organized by the Center of Interdisciplinary Gender Studies, University of Trento, Trento, Italy, 25-26 November.
- 10/11/2022 Gaiaschi, C. *Condemned to be excellent? Female access to individual research grants in neoliberal times.* International Symposium "Is Academic Mobility Gendered?", University of Lausanne, 10-11/11/2022. Organized by: Institut des sciences sociales (ISS) ; Plateforme en études genre (PlaGe) ; Laboratoire Capitalisme Culture et Sociétés (LACCUS) ; Observatoire Science Politique et Société (OSPS)

- 15/09/2022 Veneri, C., Gaiaschi, C., Chiocca, S. *A gender approach to oncology: individual, organizational and institutional obstacles. An Italian case study*. Conference BRIDGES – Bridges between disciplines: gender in STEM and social sciences, 12-16/09/2022. Online and Onsite (Gandia – Valencia).
- 16/09/2021 Gaiaschi, C. *Women in the neo-liberal academia: one step back or one step forward? The case of the life sciences*. 11th European Conference on Gender Equality in Higher Education, Universidad Politécnica de Madrid. Online. 15-17 September 2021.
- 03/09/2021 Gaiaschi, C. *One step back or one step forward? The ambivalent gender effects of the neo-liberal academia*. 15th Conference of the European Sociological Association (ESA), University of Barcelona. Online. 31 August – 03 September 2021.
- 01/07/2021 Gaiaschi, C. *The ambivalent gender effects of the neo-liberal academia: the case of the life sciences*. 11th Biennial Gender Work & Organization Conference. University of Kent, UK. Online. 30 June – 02 July 2021.
- 09/06/2021 Gaiaschi, C. *Università e cultura dell'eccellenza: più meritocratica per chi? Dinamiche di genere e di classe nell'accademia italiana*. V Convegno SISEC (Società Italiana di Sociologia Economica). Università di Catania. Online. 09-12 June 2021.
- 04/06/2021 Veneri, C. e Gaiaschi, C. *Gender biases in medical knowledge. From education to daily medical practices*. Seconda conferenza Internazionale della Rivista "Scuola Democratica" "Reinventing education". Online. 02-05 June 2021
- 03/12/2020 Gaiaschi, C. *Donne nell'accademia neoliberale: un passo indietro o un passo avanti? Il caso delle scienze della vita*. (Women in the neoliberal academia: one step back or one step forward? The case of the life-sciences). "Smart Academia", Convegno della Conferenza Nazionale degli Organismi di Parità delle Università Italiane, Politecnico di Milano. 03-04 December 2021.
- 01/02/2020 Gaiaschi, C., Musumeci, R. *Disuguaglianze di genere nel sistema accademico in cambiamento: un'analisi del reclutamento nelle università italiane*. 4th SISEC (Società Italiana di Sociologia Economica) Conference, University of Turin, Turin. 30 January – 01 February 2020.
- 01/02/2020 Gaiaschi, C., Musumeci, R. *Disuguaglianze di genere nel sistema accademico in cambiamento: un'analisi del reclutamento nelle università italiane*. National Conference "Genere e Resistenze in Movimento". Centro Studi Interdisciplinari di Genere, University of Trento, Trento. 31 January – 01 February 2020
- 16/09/2019 Gaiaschi, C. *The gendered effects of University transformations: the case of academic life-sciences*. Eument.net International Conference "Inequality vs Inclusiveness in changing academic governance: policies, resistances, opportunities". Department of Political Science, University of Naples Federico II, Naples. 16-17 September 2019.
- 22/08/2019 Gaiaschi, C. *Women's Progression In Medical Careers Parallel Worsening Work Conditions. A Case of Gender Paradox? Findings from Italy*. 14th European Sociological Association (ESA) Conference, Manchester, UK, 20-23 August 2019.
- 06/07/2019 Gaiaschi, C. *The gendered effects of University transformations: the case of academic life-sciences*. ISA (International Sociological Association) RC52 Interim meeting "Professions and Society. Facing the challenges of marketization, globalization and digitalization", University of Florence, Florence. 4-6 July 2019.

- 02/02/2019 Gaiaschi, C. *Women in the life-sciences. A “pocket of emerging change”?* 3rd SISEC (Società Italiana di Sociologia Economica) conference, University of Naples Federico II, Naples. 31 January – 02 February 2019.
- 20/07/2018 Gaiaschi, C. *The Gender Gap in Promotion Among Academics: Are We Doing Any Better?* 19th ISA (International Sociological Association) World Congress, Toronto, Canada. 15-21 July 2018.
- 26/01/2017 Gaiaschi, C. *Wage premiums and penalties associated to marriage and parenthood. Evidence from the medical profession.* 1st SISEC (Società Italiana di Sociologia Economica) Conference, University La Sapienza, Rome. 26-28 January 2017.
- 20/01/2017 Gaiaschi, C., Falcinelli D. and Semenza, R.. *Genere e carriere all'Università degli Studi di Milano. Il nodo critico dei ricercatori a tempo determinato e il buon esempio delle scienze della vita.* National Conference “Saperi di Genere”, Centro Studi Interdisciplinari di Genere, University of Trento, Trento. 20-21 January 2017.
- 09/09/2016 Gaiaschi, C., *Doing the same job and earning less: the pay differential among Italian physicians.* 11th ILERA European Congress, University of Milan, Milan. 8-10 September 2016.
- 30/06/2016 Gaiaschi, C., *The Gender Pay Gap among Physicians in Italy: same Job, different Earnings.* 9th Biennial Gender Work & Organization Conference, Keele University, UK. 28th June – 1st July 2016.

Invited talks

- 12/09/2023 Gaiaschi, C. “Gender inequalities in academia: looking through the glass door. Evidence from Italy”, Université de Lausanne, LIVES – Swiss centre of expertise in life course research, CH.
- 12/06/2016 Presentation of the book *Doppio Standard. Donne e Carriere Scientifiche nell'Italia Contemporanea* (Carocci, 2022). University of Salento, Dipartimento di Scienze Umane e Sociali, Lecce.
- 26/05/2023 Presentation of the book *Doppio Standard. Donne e Carriere Scientifiche nell'Italia Contemporanea* (Carocci, 2022). University of Turin, Dipartimento di Culture, Politica e Società, Turin.
- 11/05/2023 Presentation of the book *Doppio Standard. Donne e Carriere Scientifiche nell'Italia Contemporanea* (Carocci, 2022). University of Trento, Dipartimento di Sociologia e Ricerca Sociale, Centro di Studi Interdisciplinari di Genere, online seminar.
- 23/03/2022 Presentation of the book *Doppio Standard. Donne e Carriere Scientifiche nell'Italia Contemporanea* (Carocci, 2022). La Sapienza University of Rome, Dipartimento di Scienze Statistiche, MinervaLab - Laboratory on Diversity and Gender Inequality, online seminar.
- 14/12/2022 Presentation of the book *Doppio Standard. Donne e Carriere Scientifiche nell'Italia Contemporanea* (Carocci, 2022). University of Milan, Dipartimenti DEFENS & DISAA, online seminar.
- 16/11/2022 Gaiaschi, C. *L'università italiana tra riforme strutturali e cambiamenti culturali: quali implicazioni di genere?* Convegno “Donne, scienze e potere. Una presenza negata”. University of Salerno, Dipartimento di Scienze Politiche e Sociali, 16-17 november, online seminar.
- 16/06/2022 Gaiaschi, C. *Gender and the neoliberal academia: are women «condemned» to be excellent?* Round table coordinated by Manuela Naldini (UNITO) and Barbara Poggio (UNITN) within the 11th European

- Feminist Research Conference, University of Milano-Bicocca, Milan, 15-18/06/22.
- 01/03/2022 Gaiaschi, C. *Gender, Class and the neoliberal Academia: more meritocratic for whom?* SPARC (Scheme for Promotion of Academic and Research Collaboration) International Webinar organized by the Centre for European Studies, School of Social Sciences and International Studies, Pondicherry University, India, in collaboration with University of Lausanne and University Sorbonne Paris Nord, online seminar.
- 25/05/2021 Gaiaschi, C. *WIRED – Women in Research and Higher Education. Project presentation.* University of Lausanne/LINES research center. Life Course and Inequality Research Center, Lausanne, CH.
- 19/04/2021 Gaiaschi, C. *Università e cultura dell'eccellenza: più meritocratica per chi? Aporie di genere nell'accademia italiana.* University of Turin, Dipartimento di Culture, Politica e Società. Seminar organized in the frame of the PRIN (Progetto di Rilevante Interesse Nazionale)-funded project «GEA» - Gendering Academia. PI of the project: Manuela Naldini (University of Turin), online seminar.
- 13/06/2019 Falcinelli, D., Mallone G., Gaiaschi, C. *University transformations, women's careers and equal opportunities policies: the case of the University of Milan.* LERU (League of European Research Universities) Gender Thematic Group Meeting, University of Milan, Milan, 13-14 June 2019.
- 15/11/2018 Gaiaschi, C. *Women's progression in medical careers parallel worsening work-conditions. A case of gender paradox?* Findings from Italy. Collegio Carlo Alberto, University of Turin, Turin.
- 04/10/2017 Gaiaschi, C. *Same Jobs, Different Chances: Women's and Men's Advancement in Medical Careers.* Northeastern University, College of Social Sciences and Humanities, Boston, MA, USA.
- 17/05/2016 Gaiaschi, C. *Meccanismi e ragioni delle disuguaglianze di genere nelle carriere mediche.* Università Politecnica delle Marche, Facoltà di Economia Giorgio Fuà, Ancona. Seminar organized by CRISS - Centro Interdipartimentale di Ricerca e Servizio sull'Integrazione Socio-Sanitaria.
- 21/11/2016 Gaiaschi, C. *Le traiettorie di carriera del personale accademico e tecnico-amministrativo di Unimi* ("The career trajectories of the academic and administrative staff at the University of Milan"). University of Milan, Italy. In "Genere e Generazioni. Quale parità nelle Università italiane?", workshop organized by the Equal Opportunity Commission (CUG) of the University of Milan.
- 26/05/2015 Gaiaschi, C. *Gender inequalities in medical careers.* European University Institute, Fiesole, Italy. In "Flexibility & precarity in academia. A gendered & grassroots perspective", seminar organized by the Centre on Social Movement Studies (COSMOS) of the European University Institute, the European University Institute and the Traveling Seminars on Ricerca Precaria.

Invited discussant

- 20-21/06/22 Workshop organized in the frame of PRIN-funded project "GEA" at the University of Palermo (PI: Emanuela Naldini, UNITO; Responsabile unità locale: Laura Azzolina, UNIPA). I have been invited to be the discussant of the project's book, forthcoming with MULINO in 2023.

21/11/2018 Meraviglia, C. "Il femminicidio in Italia". Seminar held at the University of Milan, Dipartimento di Scienze Sociali e Politiche.

Chair and convenor

05/6/2021 Co-chair of the panel "The academic work in neoliberal times: Exploring gender, precarity and emerging forms of solidarity" organized within the frame of the II International Conference of the journal Scuola Democratica "Reinventing education". 3-5 June 2021.

07/03/2019 Co-chair and convenor of the workshop "Violenza di genere dentro e fuori il luogo di lavoro". The workshop has been organized on behalf of the GENDERS research center of the University of Milan at the Department of Social and Political Sciences, Italy.

25/05/2018 Chair of the seminar Women in global science. NASP Graduate School - University of Milan, Italy. International & Interdisciplinary Seminar Series. Speaker: Kathrin Zippel, Northeastern University.

24/05/2018 Chair and convenor of the workshop "Gender and neoliberal Academia". Department of Social and Political Sciences, GENDERS Research Centre, University of Milan, Italy. Speakers: Mieke Verloo (Radboud University); Kathrin Zippel (Northeastern University); Marcela Linkova (Czech Academy of Sciences); Kristina Binner (Johannes Kepler University).

27/03/2018 Chair of the seminar "Part-time work and women's careers: A decomposition of the gender promotion gap". Department of Social and Political Sciences, University of Milan, Italy. SPS Seminar. Speaker: Nick Deschacht, KU Leuven

20/03/2018 Chair of the seminar "Occupations and Inequality: Past, Present and Future". Department of Social and Political Sciences, University of Milan. SPS Seminar. Speaker: Jerry Jacobs, University of Pennsylvania.

08/03/2018 Co-chair and convenor of the workshop "La rete che umilia. Violenza di genere e harassment online". The event has been organized on behalf of the GENDERS research center of the University of Milan at the Department of Social and Political Sciences, Italy.

17/09/2016 Co-chair of the panel "In memory of Valeria Solesin. Welfare and employment policies in a gendered perspective: How to enhance female activity and fertility". 30th SISP (Società Italiana di Scienza Politica) Conference, University of Milan, Italy.

Paper giver in project-funded workshops

03/12/2015 Falcinelli, D., Gaiaschi, C. *Action plan n. 1*. Hotel Sofitel Brussels Europe. Brussels, Italy. STAGES project, finale conference.

19/10/2015 Gaiaschi, C. *Gender Inequalities among practicing physicians in five Italian hospitals*, University of Milan, Italy. In "Gender and science in research institutions: promoting innovation", presentation of the STAGES Project Guidelines organized by the GENDERS research centre.

OTHER ACADEMIC ACTIVITIES

Reviewer, article manuscript

Gender work & Organization (ISSN:1468-0432); Sustainability (ISSN 2071-1050), Italian Journal of Gender Specific Medicine (ISSN: 2612-3487); Polis (ISSN 1120-9488); International Journal of Sociology (ISSN: 0020-7659), Sociologia del lavoro (ISSN 0392-5048); Rassegna Italiana di

Sociologia (ISSN: 0486-0349); Edward Elgar (book chapter); Genus – Journal of Population Sciences (ISSN: 2035-5556), Studi Organizzativi (ISSN 0391-8769).

Advisor

- May 2017 – April 2021. Fondazione Regionale per la Ricerca Biomedica, Milan, IT. Eu project TARGET TARGET - Taking a Reflexive approach to Gender Equality for institutional Transformation (SwafS-03-2016-2017 - Support to research organisations to implement Gender Equality Plans). Member of the “Community of Practices” on behalf of the GENDERS research centre (University of Milan).
- February 2017 – August 2020. Department for Equal Opportunities at the Presidency of the Council of Ministers, Rome, IT. Eu project CREATIVE – Changing Relationships through Education and Awareness Towards ending Violence against women (REC program – JUST/2016/RGEN/AG/VAWA). Member of the board of experts.

Board member

- 2019-2021 European Sociological Association (ESA) – member of the RN14 board (Gender relations in labour market and the welfare state).

RESEARCH CONSULTANCIES

- January – June 2023. Research commissioned by Human Technopole on gender biases in recruitment processes, Milan.
- April 2016 – February 2017. Research commissioned by Eupolis Lombardia on female occupation in the Lombardy Region. Output: “Indagine sull'occupazione femminile e maschile nelle imprese lombarde con più di 100 dipendenti. Rapporto 2014/2015”. ECO 15012 (Research on female and male occupation in organizations in the Lombardy region with more than 100 employees. Report 2014/2105).
- April 2016 – September 2016. Research commissioned by the Equal Opportunity Commission of the University of Milan (C.U.G. – Comitato Unico di garanzia) on academic careers in a gendered perspective. Output: “Primo rapporto sulla parità dell'Università degli Studi di Milano” (First research report on gender equality at the University of Milan).
- October 2015 – December 2015. Research commissioned by Yellow Window on behalf of the EIGE project EIGE/2015/OPER/07 aimed at constructing a toolkit of good practices in the field of Gender Equality Programs (GEPs). The research aimed at mapping (through web-based research and interviews) the best practices among the GEPs implemented in Universities and Research Institutes in Italy.

THIRD MISSION

Policy advisory

- 09-12/2022 University of Milan. Member of the group “Policy di Ateneo per favorire il rientro dalla maternità delle giovani ricercatrici” (University policies to favour the reintegration of young researchers after maternity) coordinated by prof.ssa Maria Pia Abbraccio within the frame of the GEP (Gender Equality Plan) with the aim of identifying concrete actions to reduce the maternity penalty of young researchers.
- 19/04/2021 Gaiaschi, C. Fondazione Cariplo. *Le disuguaglianze di genere nella scienza e nella ricerca*. Audition to the Research Committee of Fondazione Cariplo, Milan,

IT.

05/02/2020 Public Audition to the Work Commission of the Chamber of Deputies on the draft bills listed regarding women's occupation, the gender pay gap and work-life balance policies. Chamber of Deputy, Rome, IT.

Dissemination – Invited talks (selection)

- 03/04/2023 Gaiaschi, C. *Doppio standard – genere e stereotipi nel mondo del lavoro*. Seminar addressed to the members of the CISL-FEMCA union. Rome, Italy.
- 08/03/2023 Gaiaschi, C. *Doppio standard – genere e stereotipi nel mondo del lavoro*. Seminar organized by iDEE – Associazione delle donne del Credito Cooperativo, Italy. Online event.
- 08/03/2023 Gaiaschi, C. *Doppio standard – genere e stereotipi nel mondo del lavoro*. Seminar addressed to the employees of TT Tecnosistemi, online event.
- 22/11/2022 Gaiaschi, C. *Double standard: gender inequalities in research and science*. Seminar addressed to the employees of the Human Technopole. Milan, Italy.
- 18/03/2021 Gaiaschi, C. *Le disuguaglianze di genere nelle carriere scientifiche*. Presentation at the workshop “Tutta Cuore e Cervello” - Mind the gap: equilibrio di genere nell'assistenza e nella ricerca sanitaria, Fondazione IRCCS – Istituto Neurologico Carlo Besta & Regione Lombardia, online.
- 26/03/2020 Gaiaschi, C. *La parità di genere nelle professioni e nelle carriere scientifiche: un percorso a ostacoli*. Fondazione Sodalitas, online webinar for the Foundation's members.
- 07/06/2019 Gaiaschi, C. *Donne, lavoro e pari opportunità: disuguaglianze di genere e politiche di conciliazione (Women, work and equal opportunities: gender inequalities and work-life balance policies)*. Seminar addressed to the members of the CISL-FEMCA union, Rome, Italy.
- 28/03/2019 Gaiaschi, C. *Dal gender pay gap al tetto di cristallo: ragioni e meccanismi delle disuguaglianze di genere nella professione medica e nella dirigenza sanitaria (From the gender pay gap to the glass ceiling: reasons and mechanisms of gender inequalities in the medical and health-care professions)*. ANAAO ASSOMED Emilia Romagna (trade union of physicians), Forlì, Italy.
- 15/10/2018 Gaiaschi, C. *Genere e disuguaglianze: un focus sulla Lombardia (Gender and inequalities: the case of the Lombardy region)*. Lombardy Region headquarter. Public workshop organized by the Democratic Party group of the Lombardy Region on the gender pay gap: “Ma perché io guadagno meno di te?” (Why do I earn less than what you earn?).
- 08/06/2018 Gaiaschi, C. *La doppia B» delle determinanti delle disuguaglianze di genere nel mercato del lavoro: dai «babies» ai «bias» (“The double B of gender inequalities: from babies to biases”)* CISL (Italian Confederation of Trade Unions) Emilia Romagna. Seminar provided within the union's training program “Contrattare in un'ottica di genere” (“Bargaining in a gendered perspective”), Piacenza, Italy.
- 25/02/2018 Gaiaschi, C., Mallone, G., *Welfare contrattuale e politiche di conciliazione, tra uguaglianza di genere e tempo per la cura*. CGIL Nazionale – Roma, Italy. Presentation provided within the workshop “Welfare occupazionale e welfare state: incastri virtuosi?” organized by CGIL and Rivista delle Politiche Sociali.
- 20/03/2016 Gaiaschi, C. *Analisi comparata dei sistemi di welfare in ottica di genere ed effetti delle politiche di conciliazione nelle organizzazioni (“Comparative analysis of welfare systems in a gendered perspective and the effects of work-life*

policies within organizations”). “Work-life balance policies network” (rete locale di conciliazione) of the Azienda Sanitaria Locale (Asl) di Milano – Local Health Authority, Milan, Italy.

01/04/2015 Gaiaschi, C. *Conciliazione vita-lavoro: norme, politiche, pratiche* (“Work-life balance: norms, policies, practices”). Banco Popolare, Verona, Italy. Seminar provided on behalf of the consultancy firm Variazioni Srl within the project “work-life balance network” promoted by Verona Innovazione.

Communication - Invited talks (selection)

11/05/2023 Gaiaschi, C. *Genere e stereotipi nel mercato del lavoro*. Talk held within the frame of the workshop “Serve di scena. Presenze e assenze femminili nel mercato contemporaneo”, targeting University students, University of Salento.

01/04/2023 Presentation of the book *Doppio Standard. Donne e Carriere Scientifiche nell'Italia Contemporanea* (Carocci, 2022), with Edwige Pezzulli, Teresa Numerico, Maria Cristina Sciannanblo. Biblioteca Goffredo Mameli, Roma.

28/02/2023 Presentation of the book *Doppio Standard. Donne e Carriere Scientifiche nell'Italia Contemporanea* (Carocci, 2022), with Ilaria Solari and Tullia Sbarrato. Librosteria, Milano.

22/12/2022 Presentation of the book *Doppio Standard. Donne e Carriere Scientifiche nell'Italia Contemporanea* (Carocci, 2022), with Grazia Longoni and Marina Cosi. Casa delle Donne, Milano.

13/05/2022 Participation to the roundtable of the workshop “Il Paese delle Donne. Prospettive di ricerca dalle ‘altre’ scienze”, organized by NaspRead and Global Thinking Foundation, University of Milan, Sala Napoleonica, Milan.

11/02/2022 Participation to the online workshop “STEM, protagoniste di una grande storia”, organized by Valore D, with Davide Borgia, RAI Scuola.
https://www.eventbrite.it/e/biglietti-valore-d-talks-stem-protagoniste-di-una-grande-storia-256839924127?fbclid=IwAR1gRvGo3vAUUjUVZ7bdrnf1TLPeXea93qnzPXRN_FWoma9uBlmYgvF4OEo#

23/01/2021 Gaiaschi, C. *Fare e disfare il genere. Oltre gli stereotipi e le disuguaglianze*. TED Talk organized by TEDxPavia.
https://www.ted.com/talks/camilla_gaiaschi_fare_e_disfare_il_genere_oltre_gli_stereotipi_e_le_disuguaglianze?fbclid=IwAR3uVFPNWW2pOKCfJShL_hLsCEysNuadWkwjLhkQwnmofnAgpiNxBKufGhw

16/04/2020 Gaiaschi, C. *Le disuguaglianze di genere nelle carriere scientifiche*. Presentation within the frame of the event “Le disuguaglianze di genere nelle carriere STEM”, organized by the Veronesi Foundation during the *STEM in the City* festival, online webinar.

15/11/2019 Gaiaschi, C. *Promuovere le pari opportunità. Oltre i ruoli e gli stereotipi di genere* (Promoting equal opportunities. Beyond gender roles and stereotypes). Seminar provided in the frame of the Mind (Programme Mind Education) project targeting the high-school students. The seminar was promoted by Fondazione Triulza, Human Technopole, Nuovo Ospedale Galeazzi and the University of Milan. Auditorium di Cascina Triulza in MIND - Milano Innovation District, Rho, Milan.

28/06/2017 Gaiaschi, C. *La Geografia dei nuovi lavori. Chi va, chi torna, chi viene*. Contribution provided within the event “Ragazzi e ragazze: ready for the future”?

(Boys and girls: ready for the future?), Fondazione Filarete e Camera di Commercio, Milan, Italy.

- 08/02/2017 Gaiaschi, C. *Quale genere di scienza? Stereotipi e sottorappresentanza femminili nelle discipline scientifiche* (“What kind of science? Stereotypes and female under-representation in science”). Fondazione Sodalitas, Milan, Italy. Target: high-school students. Contribution provided within the Eu-project event “Deploy your talents”, coordinated by Fondazione Sodalitas.
- 07/04/2016 Gaiaschi, C. *Le disuguaglianze di genere nelle carriere mediche*. Seminar held in the frame of the event STEM GIRLS: FUTURE CAREERS, organized by Fondazione Filarete with Microsoft and Fondazione Cariplo, with the support of the Ministry of Education and Research.

Communication - Interviews (selection)

- 13/09/2023 Interview to diversity-management.it on gender biases. Reference: Redazione, “Unconscious bias e uguaglianza di genere: quanto conta la performance?” <https://www.diversity-management.it/2023/09/13/unconscious-bias-e-uguaglianza-di-genere-quanto-counta-la-performance-5/>
- 01/06/2023 Interview to Donna Moderna on gender stereotypes. Reference: Solari, I (2023). “Ma come ti vesti?”, Donna Moderna. <https://www.carocci.it/wp-content/uploads/2022/11/donnamoderna01.06.23.pdf>
- 08/03/2023 Interview to Caterpillar, Radio2: <https://www.raiplaysound.it/audio/2023/03/Caterpillar-AM-del-08032023-dae5172d-de97-4d17-a835-1a9b7b1657f7.html>
- 06/03/2023 Interview to the web magazine Maremosso on the book *Doppio Standard*. Host: Matteo Baldi. <https://maremosso.lafeltrinelli.it/interviste/camilla-gaiaschi-libro-doppio-standard-giornata-donna-disuguaglianze-di-genere>
- 30/09/2022-11/11/2022 Participation to the TV show “Le Scienziate”, on the air each Friday at 9 pm on RAI SCUOLA. Host: Edwige Pezzulli. Director: Nicoletta Nesler. Accessible on demand on RAI PLAY. <https://www.raisplay.it/programmi/scienziate>
- 14/10/2021 Interview to Radio24 with Alessandro Milan within the frame of the radio broadcast “Uno, nessuno, 100 Milan” on welfare policies and gender.
- 02/02/2020 Interview to the online magazine of the US Council of Foreign Relations on women and Covid with Jocelyn Kelly, director of the program “Women in War” at Harvard Humanitarian Initiative. Reference: Kelly, J. “An Emergency Inside an Emergency: How Quarantine Has Changed Life for Women in Italy” <https://www.cfr.org/blog/emergency-inside-emergency-how-quarantine-has-changed-life-women-italy>
- 24/5/2019 Interview to the magazine “7” (n.21) provided with the newspaper Corriere della Sera, on gender stereotypes in male-dominated occupations. Reference: Cavalcoli, D., Di Vico D. “La carica delle ingegnere”. <https://www.inspiring-girls.it/wp-content/uploads/2019/05/La-carica-delle-Ingegnere-Corriere-della-Sera.pdf>
- 07/3/2019 Interview to the magazine “About Pharma” on the gender pay gap in the life sciences. Reference: Di Marzio, S. “Il mistero del pay gap, quella svalutazione che non si può spiegare”. <https://www.aboutpharma.com/blog/2019/03/07/il-mistero-del-pay-gap-quella-svalutazione-che-non-si-puo-spiegare/>
- 22/1/2019 Interview to the newspaper Repubblica Milano on gender inequalities in academic careers. Reference: De Giorgio, T., “Bicocca, la maglia rosa delle

- Università”.
https://ricerca.repubblica.it/repubblica/archivio/repubblica/2019/01/22/bicocca-la-maglia-rosa-delle-universitaMilano03.html?refresh_ce
- 16/10/2018 Interview to the TGR-Lombardia (Regional public newscast) on the gender pay gap, 2 pm edition, 13’20”
<https://www.rainews.it/tgr/lombardia/notiziari/index.html?/tgr/video/2018/10/ContentItem-a85b5e4e-ef6d-421c-aa1b-2157045c2cd6.html>
- 14/8/2018 Interview to the magazine “Elle” on gender inequalities in organizations and women’s empowerment practices. Reference: Prandi, S. “Come dribblare la mania del perfezionismo”. Elle.
- 22/1/2018 Interview to Sky Tg 24 – Interview on the gender pay gap; 4h30 pm edition.
- 10/08/2015 Interview to EconomyUpTv on “La geografia dei nuovi lavori. Chi va, chi torna, chi viene” (Fondazione Feltrinelli, 2015). Host: Giovanni Iozza.
<https://www.economyup.it/lavoro/la-mappa-dell-innovazione-cambia-lo-si-vede-da-trento/> ;
- 21/07/2015 Interview to Radio Popolare on the book “La geografia dei nuovi lavori. Chi va, chi torna, chi viene” (Fondazione Feltrinelli, 2015).
<https://fondazionefeltrinelli.it/schede/la-geografia-dei-nuovi-lavori/>

Communication – Press reviews

Press review of the book “Doppio Standard” (Carocci, 2022):

- 09/03/2023 Elle - <https://www.carocci.it/wp-content/uploads/2022/11/elle21.02.23.pdf>
- 06/03/2023 Maremosso - <https://maremosso.lafeltrinelli.it/interviste/camilla-gaiaschi-libro-doppio-standard-giornata-donna-disuguaglianze-di-genere>
- 05/03/2023 Il Sole 24Ore -
<https://www.carocci.it/wp-content/uploads/2022/11/sole24ore05.02.23.caravero.pdf>
- 20/02/2023 Parole di management - <https://www.paroledimanagement.it/discipline-scientifiche-e-genere/>
- 11/02/2023 La Repubblica -
<https://www.carocci.it/wp-content/uploads/2022/11/larepubblica11.02.23.pdf>
- 04/02/2023 Il Manifesto -
<https://www.carocci.it/wp-content/uploads/2022/11/manifesto04.02.23.pdf>
- 01/02/2023 About Pharma - <https://www.carocci.it/wp-content/uploads/2022/11/About-Pharma-and-Medical-Devices01.02.23.pdf>
- 23/12/2023 diversity-management.it -
<https://www.diversity-management.it/2022/12/28/doppio-standard-il-nuovo-libro-di-camilla-gaiaschi/>
- 19/12/2022 Corriere della Sera – 27Ora -
https://27esimaora.corriere.it/22_dicembre_19/doppio-standard-costringe-donne-essere-piu-brave-lavoro-8e852736-7eb7-11ed-a618-b9ad4ba09452.shtml

Press review of the book “La Geografia dei nuovi lavori” (Fondazione Feltrinelli, 2015)

- 24/07/2015 La Stampa -
https://inu.it/wp-content/uploads/Stampa_Bologna_Milano_Trento_25_lugl

[io_2015.pdf](#)

21/07/2015 Corriere della Sera – <https://nuvola.corriere.it/2015/07/20/londra-milano-e-la-geografia-del-lavoro-italiano/>

Communication – Articles and op-eds (selection)

- 11/02/2023 Camilla Gaiaschi, Exploring the Consequences of the Double Standard. A Look into Gender Inequality in Work and Science by Expert Camilla Gaiaschi, enwe.org <https://enwe.org/2023/02/11/exploring-the-consequences-of-the-double-standard/>
- 11/02/2021 Camilla Gaiaschi, “Matematica, profezie e libertà” (Math, prophecies and freedom), 27Ora, corriere.it https://27esimaora.corriere.it/21_febbraio_11/11-febbraio-giornata-donne-ragazze-scienza-matematica-profezie-liberta-c872736c-6c86-11eb-bd17-59a445633f5e.shtml
- 10/11/2020 Camilla Gaiaschi, “Donne in prima linea contro il Covid, in ospedale 8 dipendenti su 10 sono femmine. Ma troppo poche fanno carriera col camice bianco”. Naspread, the magazine of the NASP graduate school. <https://naspread.eu/it/contributi-it/articoli-it/donne-in-prima-linea-contro-il-covid-in-ospedale-8-dipendenti-su-10-sono-femmine-ma-troppo-pochefanno-carriera-col-camic-bianco.html>
- 01/4/2018 Bianca Beccalli and Camilla Gaiaschi, “Nella lotta alle molestie l’Italia è ancora indietro”, Corriere della Sera. Online version: “Inquisita la carabiniere che ha raccontato in tv le molestie subite: quanto l’Italia è ancora indietro?”. https://27esimaora.corriere.it/18_aprile_01/inquisita-carabiniere-che-ha-raccontato-tv-molestie-subite-quanto-l-italia-ancora-indietro-96c1d9f8-352e-11e8-8de8-ad207e8187ca.shtml, 27Ora, corriere.it
- 23/3/2017 Camilla Gaiaschi, “Contrattazione: si riducono i tempi e crescono i salari”. <http://nuvola.corriere.it/2017/03/23/contrattazione-si-riducono-i-tempi-e-crescono-i-salari/>, Nuvola del Lavoro, Corriere.it
- 09/11/2016 Camilla Gaiaschi, “Le donne di ferro attirano astio. Cosa insegna la storia di Hillary” https://27esimaora.corriere.it/16_novembre_09/donne-ferro-attirano-astio-cosa-insegna-storia-hillary-decb923e-a6b9-11e6-b4bd-3133b17595f4.shtml, 27Ora, corriere.it.
- 17/10/2016 Camilla Gaiaschi, “Via dal lavoro ma non solo per i figli. I rischi per le casalinghe temporanee”. https://27esimaora.corriere.it/16_ottobre_13/via-lavoro-ma-non-solo-figli-rischi-le-casalinghe-temporanee-22c78a04-915e-11e6-ac33-c191fa0a3477.shtml, 27Ora, corriere.it
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- 08/03/2015 Camilla Gaiaschi e Daniela Falcinelli, “Il lavoro intellettuale e le maternità ritardate”. Nuvola del Lavoro, corriere.it, <https://nuvola.corriere.it/2015/03/08/speciale-8-marzo-il-lavoro-intellettuale-e-le-maternita-ritardate/>
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- 11/06/2014 Camilla Gaiaschi, "Voucher universale per i servizi alla persona e alla famiglia: ecco la proposta di legge". Secondo Welfare.
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- 10/04/2014 Camilla Gaiaschi, "Il part time rafforza le differenze tra uomini e donne: il paradosso olandese". 27Ora, corriere.it
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Dissemination – organization (selection)

- November 2012- May 2017 For five years I have organized training courses to students in journalism and to professional journalists on gender and journalism on behalf of the GENDERS research center of the University of Milan. The seminars were promoted by the association "Gi.U.Li.A", and the Association of Journalists of the Lombardy Region (Ordine dei giornalisti della Lombardia) and held at the Department of Social and Political Sciences of the University of Milan.
- 23/11/2015 – 14/06/2016 Seminars series on gender inequalities in medical careers provided to the physicians and health-care manager within the activities of the Eu project STAGES (Structural Transformation to Achieve Gender Equality in Science) coordinated by the GENDERS research center at UMIL.
 14 June 2016: Policlinico San Donato Hospital, San Donato, Italy.
 12 April 2016: Istituto Neurologico Carlo Besta, Milano, Italy.
 7 April 2016: Lombardy Region – CUGs (Equal Opportunity Committees) network of the care providers of the Region.
 23 November 2015: Fondazione IRCCS Ca' Granda, Ospedale Maggiore Policlinico, Milano, Italy.

Communication – organization (selection)

- 13/11/2020 "Chi ha paura del gender? Promuovere l'educazione di genere per combattere gli stereotipi". (Who is afraid of gender? Promoting gender education to fight against stereotypes). Presentation of Rossella Ghigi's book "Fare la differenza. Educazione di genere dalla prima infanzia all'età adulta" (Il Mulino, Bologna 2019). Centro GENDERS, University of Milan, event organized in the frame of the festival BookCity. Relators: Rossella Ghigi, Luisa Leonini and Camilla Gaiaschi.
- 07/03/2019 "Violenza di genere dentro e fuori il luogo di lavoro" (Gender violence in and out workplaces). Event organized on behalf of the GENDERS research center of the University of Milan for the International Women's Day.
- 08/03/2018 "La rete che umilia. Violenza di genere e harassment online" (The web that humiliates. Gender violence and online harassment). Event organized on behalf of the GENDERS research center of the University of Milan for the International Women's Day.

OTHER PROFESSIONAL ACTIVITIES

Trainer

- October 2018- Since 2018, I occasionally provide training classes to managers and employees

ongoing	working in the public and private sector on behalf of Wise Growth (http://www.wise-growth.it/), a human resource consultancy agency based in Milan, Italy. The training courses focus on diversity and inclusion, gender inequalities in firms and professions, on gendered organizations, on women's empowerment and leadership, on biases based on gender, race, age, sexual orientation and class.
November 2012- May 2017	I have provided training courses to students in journalism and to professional journalists on the representation of gender violence and gender stereotypes in the media as well as on inclusive language. Part of the courses were provided within the frame of the training program promoted by the association Gi.U.Li.A and the "Ordine dei giornalisti della Lombardia" in partnership with the University of Milan, for which I was the organizer. I have also been invited to provide training sessions by: Province of Bolzano, Municipality of Bolzano and Association of Journalists of the Trentino Alto Adige region; Association of Journalists of the Piemonte Region and Association Stampa Subalpina; Municipality of Lodi.

PERSONAL SKILLS AND COMPETENCIES

Licences: On July 13th, 2010 I have obtained the national licence for professional journalists (Abilitazione nazionale alla professione giornalistica), Italian Journalists' Association (Ordine Nazionale dei Giornalisti)

Languages: ITALIAN (Native speaker); ENGLISH (Fluent speaking, reading and writing); FRENCH (Fluent speaking, reading and writing); SPANISH (basic reading and writing).

Statistical software: SPSS, STATA, ATLAS (advanced level), EXCEL (good level).

I hereby consent to the processing of my personal data for uses allowed by law