



UNIVERSITÀ TELEMATICA
INTERNAZIONALE UNINETTUNO

GENDER EQUALITY PLAN 2022



INTERNATIONAL TELEMATIC UNIVERSITY UNINETTUNO

30/03/2022

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GEP Team¹

Name	Surname	Role/Position

Table 1 – GEP TEAM

¹ To be decided

Introduction

“For the purposes of the present Convention, the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.”

The above mention is the Article 1 of the Convention on the Elimination of All Forms of Discrimination against Women, this is one of the principle that the “World” of Education must follow to reach equality and non-discrimination.

The Gender Equality plan is a document that the European Commission has required to all the organization who participates to the Horizon Europe projects. The requests per part of the European Commissions aims at a structural change for the Higher Education institutions in order to overcome the gap between men and women.

International Telematic University Uninettuno is committed since its foundation in 2005 to respect the human rights and the non-discrimination. The athenaeum is the first in Italy that created the “University for Refugees” a model of University that aims at being inclusive for all those people that are not regular in terms of documents in Italy. This model has several cross cutting issues also related to the women assistance and equality of treatment for the entire LGBTQ+ Community.

Founder and most important person of this University is our Rector Professor Maria Amata Garito, she has always been committed in promoting respect for everyone with a huge component of equality between man and women.

Starting from her thinking Uninettuno has always been cutting edge in the field of non discrimination and gender equality. Between the University staff the 47% of labour force is formed by women and the objective to be reached in 2024 is the 50% with a larger female leadership component.

In the following pages where the aggregated data are indicates it is possible to see that the University made and is making several efforts to reach the gender equality (in accordance with the merit) with a view to 2024.

Gender equity plan is divided in 5 different areas with several subsection:

1. Work-Life Balance and Organizational Structure
2. Gender-Balance in Leadership and decision making
3. Gender Equality in recruitment and career progression
4. Integration of the gender dimension into research and teaching content.
5. Measures against gender-based violence, including sexual harassment

In the following pages Uninettuno will explain, through a depth analysis of several content, how and which changes will be realized in order to reach a sane gender equality in the University.

1. Aggregated Data

Here below can be found several data on the current situation in Uninettuno in terms of Students, Workers and Professors/Researchers/PHD and Tutors. Data should not be confused In accordance with different entities being Uninettuno a small University. Some numbers could reflect the fact that some specific roles are not covered by women and this is true but, should also be considered that numbers are very small and the involvement or uninvolved of a single person will deeply change the statistics. In anycase the statistics makes a real picture of Uninettuno at 28/02/2022.

1.1 UNINETTUNO in numbers

Position	Male	Female
Management Staff	4	0
Senior Level	2	0
Permanent Employees	14	30
Fixed Term Employees	5	2
TOTAL ADMINISTRATIVE STAFF	25	32

Table 2 Administrative Staff Numbers

Position	Male	Female
Ordinary Professors	2	0
Associated Professors	10	6
Researchers	7	5
Tutors	115	106
PHD	21	14
TOTAL TRAINERS/PHD	155	131

Table 3 Trainers/Staff Numbers

Position	Male	Female
Rector/President	0	1
Members of the board	3	1
Total member of the board	3	1

Table 4 Board Numbers

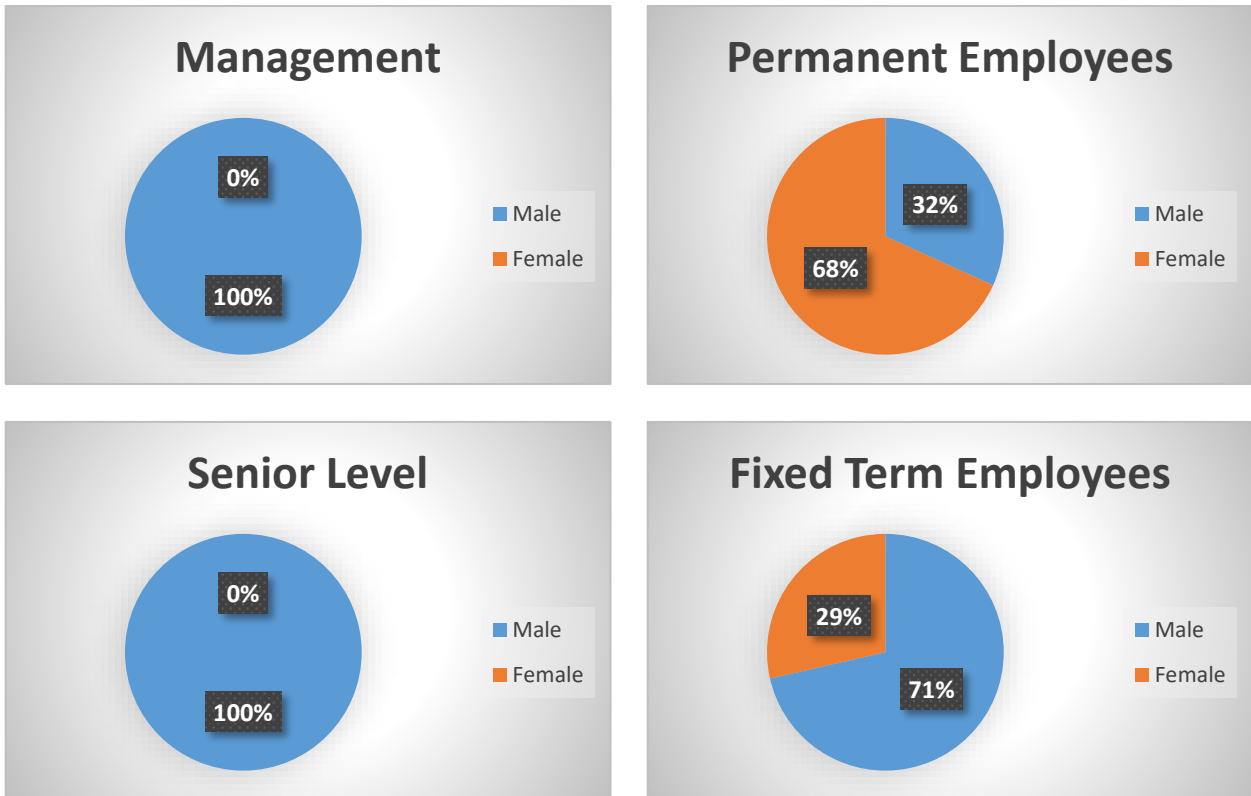
Position	Male	Female
Degree Students	10552	8031
Post-Grade Students	751	526
Total Students	11303	8557

Table 5 Students Numbers

1.2 Administrative Staff and Trainers

Here below some statistics updated to 22/02/2022 on the current employment situation of UNINETTUNO:

Administrative Staff:



Figures 1 Administrative Staff

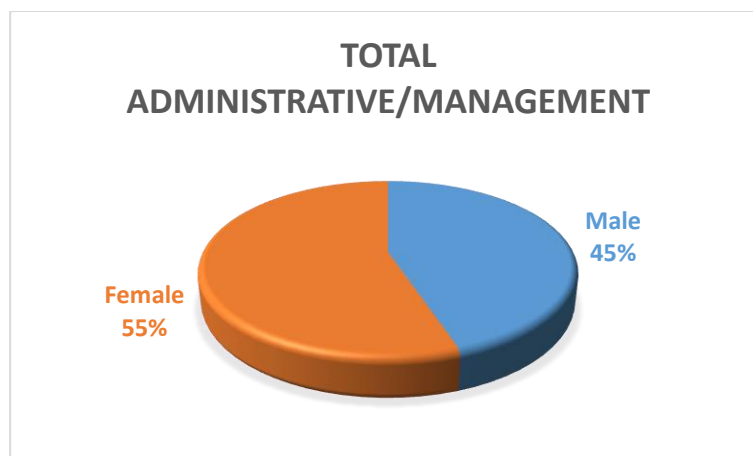


Figure 2 Total Administrative/Management

Trainers/PHD

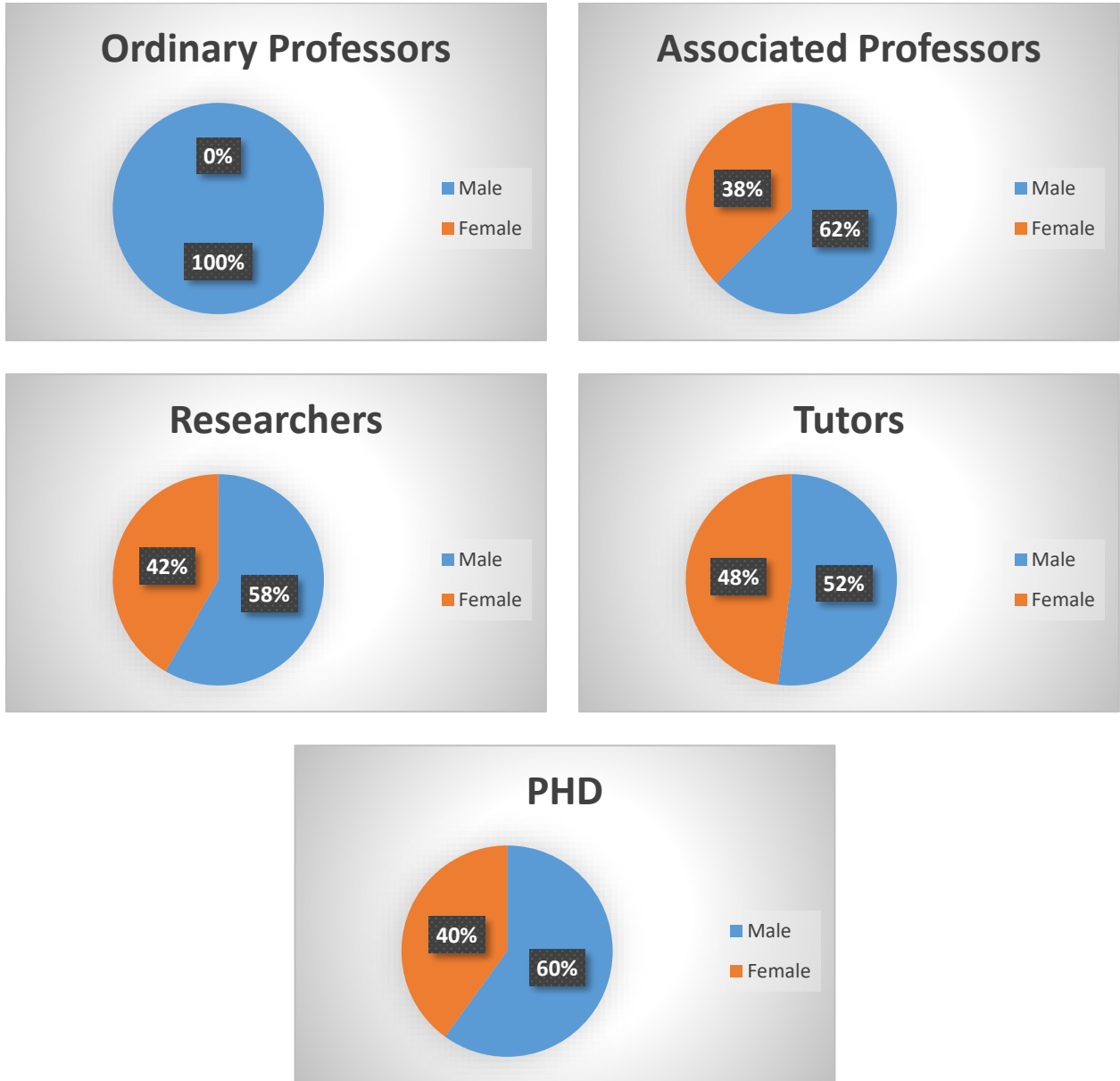


Figure 3 Trainers/PHD

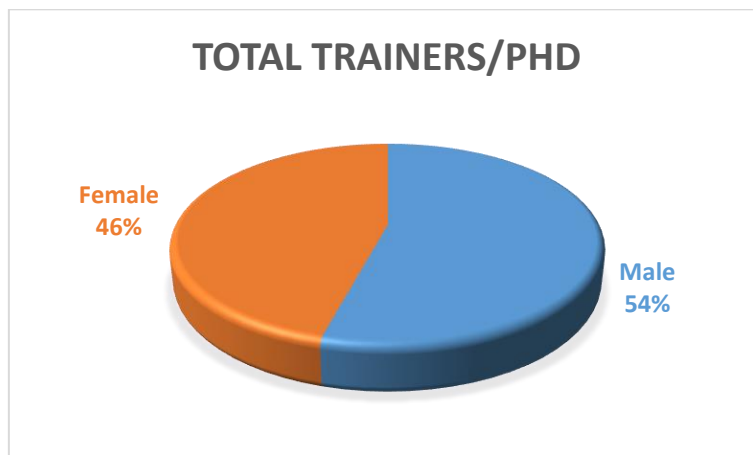


Figure 4 Total Trainers/PHD

TOTALS UNINETTUNO Staff:

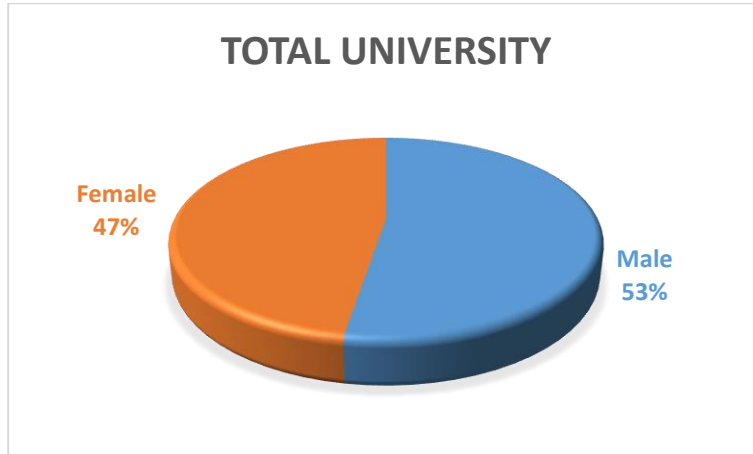
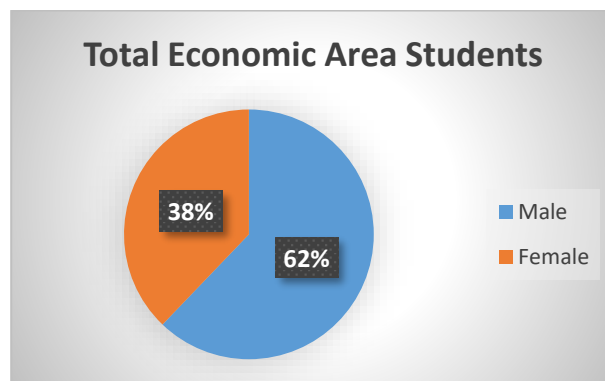
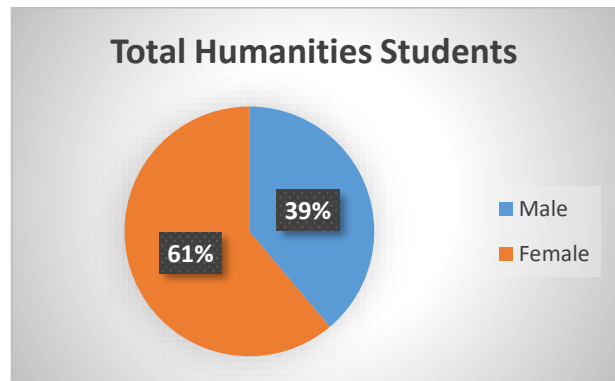
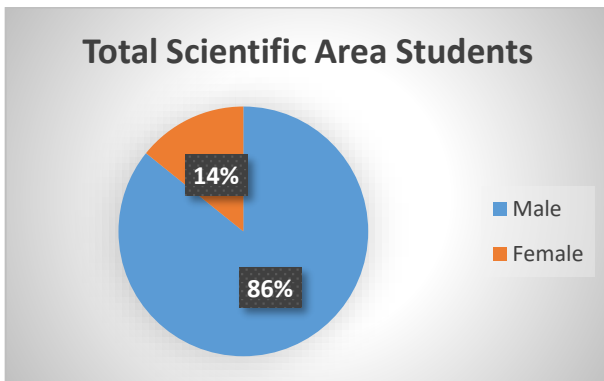


Figure 5 Total University

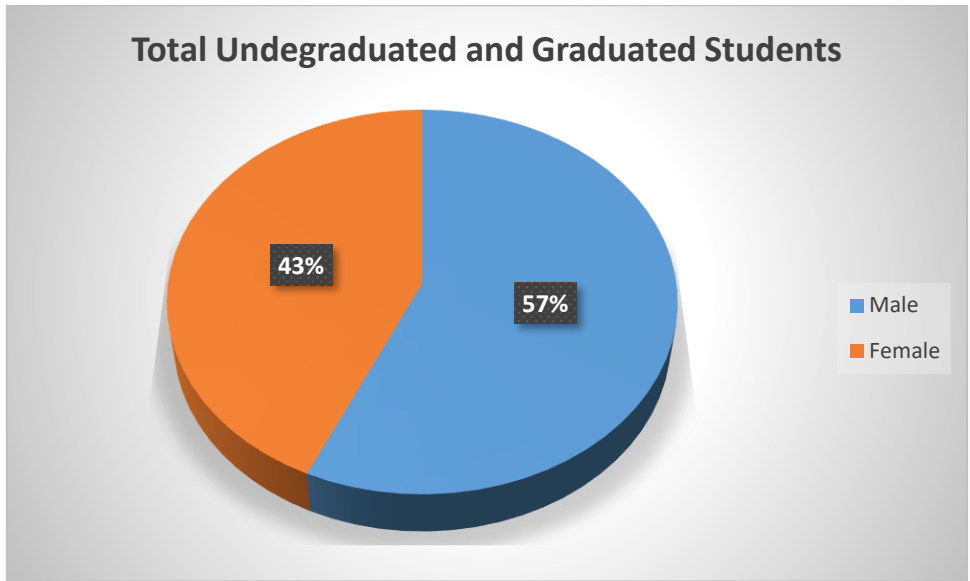
1.3 Students

Here below the statistics of students enrolled at UNINETTUNO split between Undegraduated and graduated courses and Post-Grade Masters students:

Degrees Students

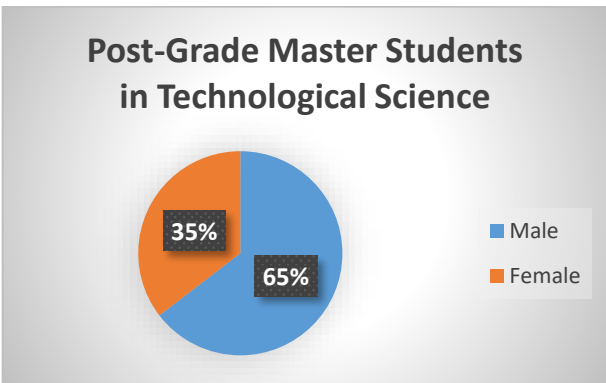


Total Undegraduated and Graduated Students

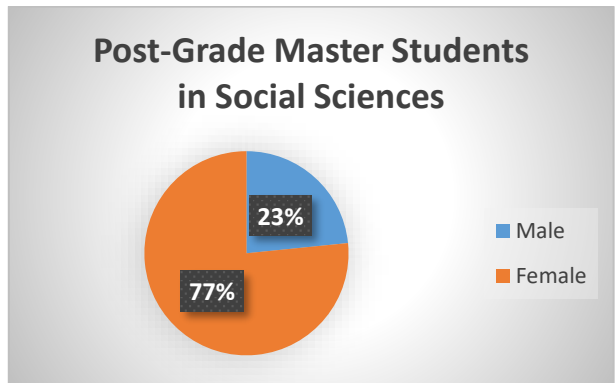


Post-Grade Master Students

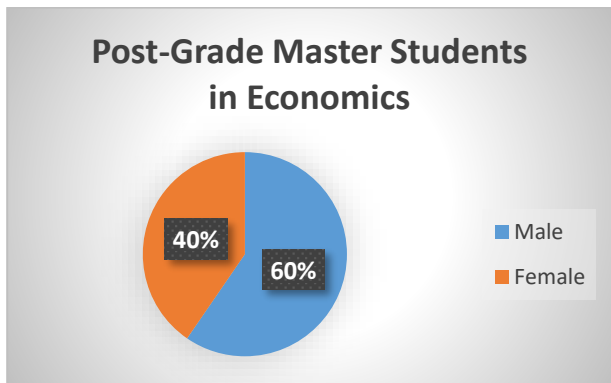
Post-Grade Master Students in Technological Science



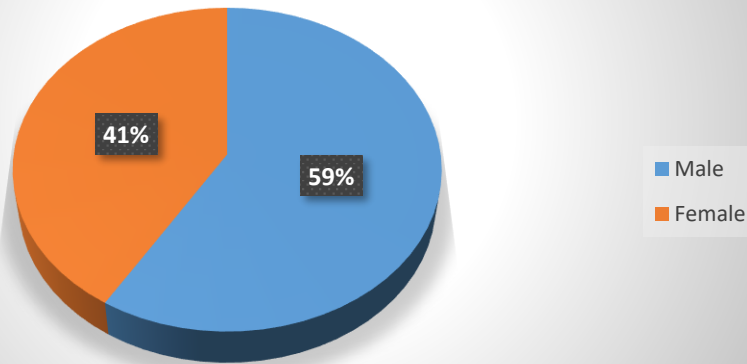
Post-Grade Master Students in Social Sciences



Post-Grade Master Students in Economics



TOTAL Students in Post-Grade Master Courses



1.4 Board

Rector and Members of the Board

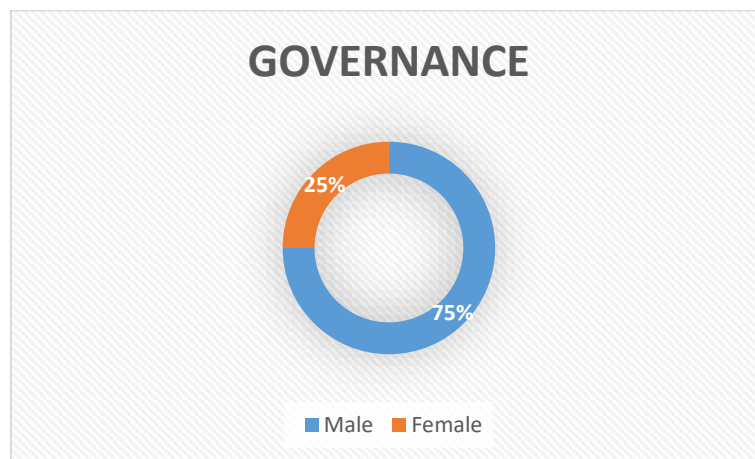


Figure 6 Governance

2. Definitions and methodology

2.1 SDG



Objective number five of the Sustainable development Goals from United Nations is: “Achieve Gender Equality and empower all women and girls” with the following targets²:

- **5.1** End all forms of discrimination against all women and girls everywhere;
- **5.2** Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation;
- **5.3** Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation;
- **5.4** Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate;
- **5.5** Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life;
- **5.6** Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences;
- **5.A** Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws;
- **5.B** Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women;
- **5.C** Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels;

² <https://unric.org/en/sdg-5/>

2.1.1 Data of 2021

The below infographic (related to the 2021 SDG report³) indicates that still much needs to be done in order to reach the minimum requirements foreseen.



THE SUSTAINABLE DEVELOPMENT GOALS REPORT 2021: [UNSTATS.UN.ORG/SDGS/REPORT/2021/](https://unstats.un.org/sdgs/report/2021/)

Figure 7: Objective 5 Sustainable development goals

³ <https://unstats.un.org/sdgs/report/2021/>

2.2 Gender equality – An overview

2.2.1 International law

Equality can be formal and substantial, in the first case in all the Tribunals it is applied the concept of formal equality, law is equal for everybody and all the direct discrimination are forbidden. Substantial equality is related to the prohibition of indirect discrimination that is associated to the ban of every discrimination connected to the belonging of a specific group or category.

In the international law, equity, equality, non discrimination are recognized in several codified instruments, here below some of the most significative:

- **European Convention of Human Rights (ECHR)** adopted in 1950 by the Council of Europe⁴;
- **International Covenant on Civil and Political Rights (ICCPR)** adopted by UN in 1966⁵;
- **International Covenant on Economic, Social and Cultural Rights (ICESCR)** adopted by UN in 1966⁶;
- **American Convention on Human Rights (ACH)** adopted in 1969 by the Inter-American Commission on Human Rights⁷;
- **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)** adopted in 1979 by UN⁸.
- **African Charter on Human and People Rights (ACHPR)** adopted in 1981 by the Organization of African Unity⁹;
- **Arab Charter on Human Rights (ACHR)** adopted in 2004 by the League of Arab States¹⁰;
- **Charter of Fundamental Rights of the European Union (CFR)** adopted in 2009 by the European Union¹¹;
- **Istanbul Convention Action against violence against women and domestic violence** adopted in 2011 by the council of Europe¹²;
- **ASEAN Human Rights Declaration (AHRD)** adopted in 2012 by the ASEAN¹³;

2.2.2 European law

For whom it may concern, the European Law gender equality is a **value** (article 2 of the European Union Treaty), a substantial objective (article 3 of the European Union Treaty) and European Union's actions are addressed to eliminate inequality and, specifically inequality between women and men (article 8 of the European Union Functioning Treaty)¹⁴.

In specific there are several Directive addressing the work towards gender equality from the European Union:

⁴ https://www.echr.coe.int/documents/convention_eng.pdf

⁵ <https://www.ohchr.org/en/professionalinterest/pages/ccpr.aspx>

⁶ <https://www.ohchr.org/en/professionalinterest/pages/cescr.aspx>

⁷ <https://www.cidh.oas.org/basicos/english/basic3.american%20convention.htm>

⁸ <https://www.ohchr.org/EN/ProfessionalInterest/Pages/CEDAW.aspx>

⁹ <https://www.achpr.org/legalinstruments/detail?id=49>

¹⁰ <https://www.ohchr.org/EN/Issues/RuleOfLaw/CompilationDemocracy/Pages/ArabCharter.aspx>

¹¹ https://www.europarl.europa.eu/charter/pdf/text_en.pdf

¹² <https://www.coe.int/en/web/istanbul-convention/home?>

¹³ https://asean.org/wp-content/uploads/2021/01/6_AHRD_Booklet.pdf

¹⁴ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A12012M%2FTXT>

- European Directive 79/7/CEE (Council) on gender equity for the treaty of men and women in social security¹⁵;
- European Directive 92/85/CEE (Council) on the improvement of safety on work for pregnant and breastfeeding women¹⁶;
- European Directive 2004/113/CE (Council) on the same treatment for men and women for the access to goods and services and their supply¹⁷;
- European Directive 2006/54/UE (Council and Parliament) on the equity treatment between men and women in occupation and employment¹⁸;
- European Directive 2011/36/EU (Council and Parliament) on the prevention and repression of the treaty of human beings¹⁹;
- European Directive (UE) 2019/1158 on the balance between family and work life²⁰.

There are several other binding and not binding Directive, Communications and Suggestions by the European Union in terms of gender equality including:

- European Charter for Researchers²¹;
- European Union Strategy on Gender Equality²².

All the European Countries Fundamental Laws have included the gender equality and equity such as the Italian Constitution at article 3: *“All citizens have equal social dignity and are equal before the law, without distinction of sex, race, language, religion, political opinion, personal and social conditions”*.²³

2.3 Italian Law

Italy has always been in the vanguard for whom it may concern gender equality and equity even if there are still some limitations due to several external and internal factors. Here below we indicate the first and the last law related to gender equality, considering that several normative acts have been developed in the last 74 years of history of the Republic:

Article 3 of the Italian Constitution adopted in 1948: *“All citizens have equal social dignity and are equal before the law, without distinction of sex, race, language, religion, political opinions, personal and social conditions.”*²⁴

Article 37 of the Italian Constitution adopted in 1948: *“The working woman has the same rights and, for equal work, the same wages as the worker. Working conditions shall permit the fulfillment of her essential family function and provide special adequate protection for the mother and child.”*²⁵

¹⁵ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A31979L0007>

¹⁶ <https://eur-lex.europa.eu/legal-content/IT/TXT/?uri=celex%3A31992L0085>

¹⁷ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32004L0113>

¹⁸ <https://eur-lex.europa.eu/legal-content/IT/ALL/?uri=celex:32006L0054>

¹⁹ <https://eur-lex.europa.eu/legal-content/en/TXT/?uri=CELEX%3A32011L0036>

²⁰ <https://eur-lex.europa.eu/legal-content/IT/TXT/?uri=CELEX%3A32019L1158>

²¹ <https://euraxess.ec.europa.eu/jobs/charter/european-charter>

²² https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

²³ <https://www.senato.it/istituzione/la-costituzione/principi-fondamentali/articolo-3>

²⁴ <https://www.senato.it/istituzione/la-costituzione/principi-fondamentali/articolo-3>

²⁵ <https://www.senato.it/istituzione/la-costituzione/parte-i/titolo-iii/articolo-37>

Article 51 of the Italian Constitution adopted in 1948: “All citizens of either sex have equal access to public offices and elected positions, according to the requirements established by law. To this end, the Republic promotes equal opportunities between women and men through appropriate measures.”²⁶

Italian Law 162 05/11/2021: “Equal opportunity at work between man and women”

2.4 Methodology

Getting gender equality inside UNINETTUNO is an objective to be reached with several internal policies without discriminating anyone or allowing someone to overtake another person. This plan has the ambitious objective to work with a broad approach avoiding any discrimination, not only in terms of relationship between man and women, with the final goal to make the Athenaeum more inclusive and capable to understand and act against any kind of discrimination.

Intersectional approach will be prioritised. The concept of ‘intersectionality’ has been defined as “intersectional oppression [that] arises out of the combination of various oppressions which, together, produce something unique and distinct from any one form of discrimination standing alone....” An intersectional approach takes into account the historical, social and political context and recognizes the unique experience of the individual based on the intersection of all relevant grounds. This approach allows the particular experience of discrimination, based on the confluence of grounds involved, to be acknowledged and remedied.

Our group of work is collaborative and open to any internal and external suggestion with plenary decisions on any relevant aspect of the University life.

This is a first step because this GEP foresees to be improved and implemented during next years following internal, external and European Suggestions on gender equality and equity in all the possible forms.

2.4.1 Dedicated Resources

UNINETTUNO plans to dedicate to the GEP several resources that will be detached for some hours per month to the specific role. Those resources will regard professors and/or external experts in gender policies; internal staff already trained or to be trained in gender policies. A Management responsible to be involved as supervisor and some other staff to be identified.

2.5 Already Existing initiatives

UNINETTUNO has already developed some activities for reduction of gender gap, sexual harassment, gender based violence control, gender respect etc:

- The use of ALIAS have been already institutionalized for students.
- Possibility of flexible working hours for Parents
- Agile Working during Covid pandemic and for special requests
- Welfare measures for workers

²⁶ <https://www.senato.it/istituzione/la-costituzione/parte-i/titolo-iv/articolo-51>

2.6 Verification and upgrade of the document

UNINETTUNO GEP has three years validity from its approval and it follows the instruments of monitoring that the Athenaeum has already developed in accordance with the Italian and European Law. The action plan will follow the indicators that have been developed for the monitoring of the results in order to assess the efficiency and efficacy of the proposed plan. GEP team will present to the Management and to all the Athenaeum organs a yearly report that will upgrade the situation of the activities and will be used for the specific corrections that need to be made after every year until 2024.

3. Action Plan

3.1 Work-life balance and organisational culture.

Objective	Action	2022	2023	2024
1. Work-life balance and organisational culture				
1.1 Enforce the Athenaeum role in gender issues	1.1.1 Connection with anti-violence networks	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	1.1.2 Promotion of activities on gender issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.2 Make the Athenaeum language inclusive	1.2.1 Guidelines on inclusive languages	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.3 Develop actions to spread inclusiveness in the Athenaeum	1.3.1 Use of inclusive language in all the Athenaeum documents	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	1.3.2 Survey on Gender Inequalities for employees	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	1.3.3 Survey on Gender Inequalities for professors, tutors, researchers, PHD	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	1.3.4 Survey on Gender inequalities for students	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	1.3.5 Use of the ALIAS Profile for students	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	1.3.6 Use of the ALIAS Profile for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	1.3.7 Possible Provision of free/discounted sanitary napkin	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	1.3.8 Experimental Psychological counter one hour per week	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.4 Strengthen women's awareness of their role	1.4.1 Organization of inspirational talk for women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	1.4.2 Organization of workshops to promote women leadership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.5 Reduce gender asymmetry in Athenaeum dissemination activities	1.5.1 Gender equality guidelines for panel discussions	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	1.5.2 Control of the panels composition	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
1.6 Support work-life balance	1.6.1 Possible flexibility for the access hours to the University premises	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	1.6.2 Possible experimental Smart-working plan after the emergency status	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	1.6.3 Possible renewal of the Administrative Staff Collective Contract	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	1.6.4 Extra welfare measures	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	1.6.5 Measures of support parenthood in work-life balance	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Table 5 Work life balance and organisational culture

3.2 Gender balance in leadership and decision-making.

Objective	Action	2022	2023	2024
2. Gender balance in leadership and decision-making				
2.1 Promotion of Female leadership in decisional structures	2.1.1 Institutionalization of a gender equality reference person per each University Department	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	2.1.2 Support, in the University Management staff, the careers enhancement for women.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	2.1.3 Support, in the Athenaeum Rules, the double gender preference for elective roles ²⁷	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Table 6 Gender Balance in leadership and decision-making

²⁷ For every elections will be mandatory to indicate a man and a woman

3.3 Gender equality in recruitment and career progression.

Objective	Action	2022	2023	2024
3. Gender equality in recruitment and career progression				
3.1 Promotion of gender equality in recruiting and professional growth	3.1.1 Possible promotion of Gender Balance in PHDs	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	3.1.2 Studies on how to promote recruitment and career progression for Women in the athenaeum	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3.2 Promotion of Female leadership in research	3.2.1 Survey on how many Women are involved in research projects	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	3.2.2 Coaching/Mentoring for young female researcher	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	3.2.3 Support young female researcher as leader of Research Groups	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Table 7 Gender equality in recruitment and career progression

3.4 Integration of the gender dimension into research and teaching content.

Objective	Action	2022	2023	2024
4. Integration of the gender dimension into research and teaching content				
4.1 Adding gender thematic in educational offer of the athenaeum	4.1.1 New Courses/Lessons on Gender issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	4.1.2 Promotion of high level Courses/Masters/Mooc on Gender dimension	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	4.1.3 Using University communication instruments to promote courses with gender themes	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.2 Reduction of gender gap in enrolled students in scientific subjects	4.2.1 Promotion of female high school students orientation in Scientific field	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	4.2.2 Prizes/Grant and fellowship for female students in scientific field	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.3 Enforce research on gender and diversity subjects	4.3.1 Workshops and Seminars on gender issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Table 8 Integration of the gender dimension into research and teaching content

3.5 Measures against gender-based violence, including sexual harassment.

Objective	Action	2022	2023	2024
5. Measures against gender-based violence, including sexual harassment				
5.1 Information and Promotion of instruments to prevent and report gender based violence and sexual harassment	5.1.1 Possible promotion of the role of the psychological counter for supporting students and workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	5.1.2 Brochure for students and workers explaining all the University Services for Inclusion and Gender Respect	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	5.1.3 Creation of a code of conduct against sexual harassment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
5.2 Increase the awareness on gender based violence and sexual harassment	5.2.1 Monitoring data on gender based violence in the athenaeum	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	5.2.2 Observatory on gender based violence in the athenaeum	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	5.2.3 Sexual harassment and gender based violence activity of information and prevention involving anti-violence public center with specific activities	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Table 9 Measures against gender-based violence, including sexual harassment

4. Commitment of UNINETTUNO in GEP

Following the above schemes UNINETTUNO community will commit itself in reaching the foreseen objectives. The below tables identifies for each of the above actions a path to be followed with data analysis and reference persons/departments:

ACTION	1.1.1 Connection with anti-violence networks
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Rectorate/Human Resources/Law department
RESULT FORESEEN	Awareness on gender violence (GBV), link with responsible of anti-violence center
MONITORING INDICATORS	Reduction/Extinction of any kind of violence
TIMING	2023, 2024

ACTION	1.1.2 Promotion of activities on gender issues
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Rectorate/Human Resources/Psychology department
RESULT FORESEEN	Awareness on gender issues
MONITORING INDICATORS	Improvement of awareness
TIMING	2023, 2024

ACTION	1.2.1 Guidelines on inclusive languages
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Rectorate/Human resources/Psychology and Communication Departments
RESULT FORESEEN	Use of inclusive languages in all documents
MONITORING INDICATORS	Production of Guidelines
TIMING	2023, 2024

ACTION	1.3.1 Use of inclusive language in all the Athenaeum documents
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Rectorate/Human resources/Psychology and Communication Departments
RESULT FORESEEN	Use of inclusive languages in all the University documents
MONITORING INDICATORS	Change of wording in documents
TIMING	2024

ACTION	1.3.2 Survey on Gender Inequalities for employees
RECIPIENT	University workers
REFERENCE AREA/DEPARTMENT	Rectorate/Human Resources/Statistic Office

RESULT FORESEEN	A complete Survey on the perception per part of the University workers on gender inequalities
MONITORING INDICATORS	Survey Results
TIMING	2022, 2024

ACTION	1.3.3 Survey on Gender Inequalities for professors, tutors, researchers, PHD
RECIPIENT	University Professors/Researchers/Tutors/Researchers
REFERENCE AREA/DEPARTMENT	Rectorate/Human Resources/Statistic Office
RESULT FORESEEN	A complete Survey on the perception per part of the University Professors/Researchers/Tutors/Researchers on gender inequalities
MONITORING INDICATORS	Survey Results
TIMING	2022, 2024

ACTION	1.3.4 Survey on Gender inequalities for students
RECIPIENT	University Students
REFERENCE AREA/DEPARTMENT	Rectorate/Human Resources/Statistic Office
RESULT FORESEEN	A complete Survey on the perception per part of the University Students on gender inequalities
MONITORING INDICATORS	Survey Results
TIMING	2022, 2024

ACTION	1.3.5 Use of the ALIAS Profile for students
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Rectorate/Human Resources/Psychology department
RESULT FORESEEN	Use of ALIAS for all the students who requires it
MONITORING INDICATORS	Use of ALIAS in all official docs for person who required it
TIMING	2022→2024

ACTION	1.3.6 Use of the ALIAS Profile for all workers
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Rectorate/Human Resources/Psychology department
RESULT FORESEEN	Use of ALIAS for all the workers who requires it
MONITORING INDICATORS	Use of ALIAS in all official docs for person who required it
TIMING	2023, 2024

ACTION	1.3.7 Provision of free/discounted sanitary napkin
RECIPIENT	All Women in University and female Guests/visitors etc.
REFERENCE AREA/DEPARTMENT	Rectorate/Purchase office

RESULT FORESEEN	At least two distributors or vouchers to purchase sanitary napkins (study on possibility to purchase it)
MONITORING INDICATORS	Possible presence of the above mentioned
TIMING	2023, 2024

ACTION	1.3.8 Experimental Psychological counter one hour per week
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Rectorate/Human resources/Psychology
RESULT FORESEEN	Psychological assistance
MONITORING INDICATORS	Nr. of people assisted (anonymous)
TIMING	2023, 2024

ACTION	1.4.1 Organization of inspirational talk for women
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Rectorate/Human resources/Psychology and Communication Departments
RESULT FORESEEN	Gender awareness
MONITORING INDICATORS	Evaluation modules of the talk
TIMING	2023, 2024

ACTION	1.4.2 Organization of workshops to promote women leadership
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Rectorate/Human resources/Psychology and Communication Departments
RESULT FORESEEN	Women leadership awareness
MONITORING INDICATORS	Evaluation modules of the Workshop
TIMING	2023, 2024

ACTION	1.5.1 Gender equality guidelines for panel discussions
RECIPIENT	Professors/Tutor/PHD/Researchers
REFERENCE AREA/DEPARTMENT	Rectorate
RESULT FORESEEN	Improvement of gender equality in panel group discussion
MONITORING INDICATORS	Statistics on panels gender equality
TIMING	2024

ACTION	1.5.2 Control of the panels composition
RECIPIENT	Professors/Tutor/PHD/Researchers
REFERENCE AREA/DEPARTMENT	Rectorate
RESULT FORESEEN	Improvement of gender equality in panel group discussion
MONITORING INDICATORS	Statistics on panels gender equality

TIMING	2024
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ACTION	1.6.1 Possible flexibility for the access hours to the University premises
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Human Resources/Administration
RESULT FORESEEN	More flexibility in access to the University in accordance to specific needs (study to be done)
MONITORING INDICATORS	Open hour timing extended with flexibility and possibility to reduce the lunch time to 30 minutes (study to be done)
TIMING	2022 →2024

ACTION	1.6.2 Possible experimental Smart-working plan after the emergency status
RECIPIENT	University Administrative workers
REFERENCE AREA/DEPARTMENT	Human Resources/Administration
RESULT FORESEEN	From 1 to 3 smart-working (agile work) days per week in accordance to single areas manager decisions in experimental way (experimental study to be eventually launched)
MONITORING INDICATORS	1 initial questionnaire to workers and managers to verify the specific needs, 1 questionnaires every six months to verify the development of the work and eventual lack and strengthens to be filled by workers involved and managers
TIMING	2022 →2024

ACTION	1.6.3 Possible renewal of the Administrative Staff Collective Contract
RECIPIENT	University Administrative workers
REFERENCE AREA/DEPARTMENT	Human Resources/Administration
RESULT FORESEEN	Possible renewal of the contract
MONITORING INDICATORS	New contract
TIMING	2023, 2024

ACTION	1.6.4 Extra welfare measures
RECIPIENT	University Administrative workers
REFERENCE AREA/DEPARTMENT	Human Resources/Administration
RESULT FORESEEN	New welfare measures or improvement of the existing one
MONITORING INDICATORS	New welfare measures adopted
TIMING	2022 →2024

ACTION	1.6.5 Measures of support parenthood in work-life balance
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Human Resources/Administration
RESULT FORESEEN	Support to parenthood (mothers and fathers) until the 21 years of age of the childs

MONITORING INDICATORS	Flexibility measures for parenthood
TIMING	2022 → 2024

ACTION	2.1.1 Institutionalization of a gender equality reference person per each University Department
RECIPIENT	All University departments
REFERENCE AREA/DEPARTMENT	Rectorate/Human Resources
RESULT FORESEEN	One reference person for gender issues for each department
MONITORING INDICATORS	Institutionalization of reference person per each department
TIMING	2022

ACTION	2.1.2 Support, in the University Management staff, the careers enhancement for women.
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Rectorate/Human Resources
RESULT FORESEEN	More management staff between women
MONITORING INDICATORS	Increase of roles of power between women
TIMING	2022 → 2024

ACTION	2.1.3 Support, in the Athenaeum Rules, the double gender preference for elective roles
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Rectorate/Human Resources
RESULT FORESEEN	Double gender preference in elective roles
MONITORING INDICATORS	Effective double gender preference in documents
TIMING	2024

ACTION	3.1.1 Possible promotion of Gender Balance in PHDs
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Rectorate/Human Resources/All Departments
RESULT FORESEEN	Possible gender balance in phd (considering, in anycase, merit as first criteria)
MONITORING INDICATORS	Effective increase of gender balanced phd
TIMING	2024

ACTION	3.1.2 Studies on how to promote recruitment and career progression for Women in the athenaeum
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Rectorate/Human Resources/All Departments
RESULT FORESEEN	Improvement of female career progression in athenaeum

MONITORING INDICATORS	Increase of number of women at high level in the athenaeum
TIMING	2023

ACTION	3.2.1 Survey on how many Women are involved in research projects
RECIPIENT	All University Departments
REFERENCE AREA/DEPARTMENT	Research and Innovation Department
RESULT FORESEEN	Effective number of women involved in Research projects
MONITORING INDICATORS	Percentage of women involved in Research Projects
TIMING	2022

ACTION	3.2.2 Coaching/Mentoring for young female researcher
RECIPIENT	Young Female Researchers
REFERENCE AREA/DEPARTMENT	All University Departments
RESULT FORESEEN	Increase of the number of young female researchers
MONITORING INDICATORS	Percentage of female researchers under 35
TIMING	2024

ACTION	3.2.3 Support young female researcher as leader of Research Groups
RECIPIENT	Young Female Researchers
REFERENCE AREA/DEPARTMENT	All University Departments
RESULT FORESEEN	Increase of the number of young female researchers as leader of research groups
MONITORING INDICATORS	Percentage of female researchers under 35 leader of research groups
TIMING	2024

ACTION	4.1.1 New Courses/Lessons on Gender issues
RECIPIENT	All University Departments
REFERENCE AREA/DEPARTMENT	All University Departments
RESULT FORESEEN	New courses/lessons on Gender issues
MONITORING INDICATORS	Nr. of courses/lessons adopted
TIMING	2023, 2024

ACTION	4.1.2 Promotion of high level Courses/Masters/Mooc on Gender dimension
RECIPIENT	All University Departments
REFERENCE AREA/DEPARTMENT	All University Departments
RESULT FORESEEN	High level Courses/Masters/Mooc on Gender dimension
MONITORING INDICATORS	Nr. of High level Courses/Masters/Mooc on Gender dimension adopted
TIMING	2024

ACTION	4.1.3 Using University communication instruments to promote courses with gender themes
RECIPIENT	All University Departments
REFERENCE AREA/DEPARTMENT	Communication Department
RESULT FORESEEN	More communication on gender issues
MONITORING INDICATORS	Nr. of advise/posts information on gender issues
TIMING	2024

ACTION	4.2.1 Promotion of female high school students orientation in Scientific field
RECIPIENT	Female High School Students
REFERENCE AREA/DEPARTMENT	Scientific Departments
RESULT FORESEEN	Increase of percentage of young female students enrolled
MONITORING INDICATORS	Nr. of female students in Scientific Departments
TIMING	2023, 2024

ACTION	4.2.2 Prizes/Grant and fellowship for female students in scientific field
RECIPIENT	Female Students
REFERENCE AREA/DEPARTMENT	Scientific Departments
RESULT FORESEEN	Prizes/Grant and fellowship for female students in scientific field
MONITORING INDICATORS	Prizes/Grant and fellowship awarded
TIMING	2024

ACTION	4.3.1 Workshops and Seminars on gender issues
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	All University Departments
RESULT FORESEEN	New workshops and seminars specific on gender issues
MONITORING INDICATORS	New workshops and seminars created
TIMING	2023, 2024

ACTION	5.1.1 Possible promotion of the role of the psychological counter for supporting students and workers
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	All University departments
RESULT FORESEEN	Possible regular functioning of the psychological counter
MONITORING INDICATORS	Anonymous percentage of persons going to the counter
TIMING	2023, 2024

ACTION	5.1.2 Brochure for students and workers explaining all the University Services for Inclusion and Gender Respect
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Communication Department
RESULT FORESEEN	Online brochures on gender inclusion and respect
MONITORING INDICATORS	Brochure published
TIMING	2022 → 2024

ACTION	5.1.3 Creation of a code of conduct against sexual harassment
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Rectorate, Human Resources, Psychology Department
RESULT FORESEEN	Code of conduct published
MONITORING INDICATORS	Code of conduct published
TIMING	2022 → 2024

ACTION	5.2.1 Monitoring data on gender based violence in the athenaeum
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Rectorate, Human Resources, Psychology Department
RESULT FORESEEN	Analysis of eventual gender risks in athenaeum
MONITORING INDICATORS	Data acquired on gender based violence
TIMING	2023. 2024

ACTION	5.2.2 Observatory on gender based violence in the athenaeum
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Rectorate, Human Resources, Psychology Department
RESULT FORESEEN	Creation of an Observatory on gender based violence
MONITORING INDICATORS	Data acquired by the observatory
TIMING	2023, 2024

ACTION	5.2.3 Sexual harassment and gender based violence activity of information and prevention involving anti-violence public center with specific activities
RECIPIENT	All University Entities
REFERENCE AREA/DEPARTMENT	Rectorate
RESULT FORESEEN	Information on gender based violence and sexual harassment to all University workers
MONITORING INDICATORS	Involvement of Anti-Violence public centres
TIMING	2024

5. General Wording

Wording	Explanation
ALIAS Career	The Alias career is established to provide all students with guarantees of respect, dignity and privacy, protecting those who undertake the path for the rectification of gender attribution (pursuant to Law 164/1982).
Gender Based Violence (GBV)	Gender-Based violence refers to harmful acts directed at an individual based on their gender. It is rooted in gender inequality, the abuse of power and harmful norms. Gender-based violence (GBV) is a serious violation of human rights and a life-threatening health and protection issue.
LGBTQ+	Terms to describe the Lesbian, Gay, Bisexual, Transgender, Queer (and more) community
Non Binary	People who don't identify in any gender
Sexual Harassment	Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: 1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; 2) Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual, 3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.
Unwelcome Behavior	Unwelcome does not mean "involuntary." A victim may consent or agree to certain conduct and actively participate in it even though it is offensive and objectionable. Therefore, sexual conduct is unwelcome whenever the person subjected to it considers it unwelcome. Whether the person in fact welcomed a request for a date, sex-oriented comment, or joke depends on all the circumstances.

