



# Gender Equality Plan

2022-2024

## Summary

Introduzione .....	4
Componenti e ruolo del Gruppo di lavoro per il Piano di uguaglianza di genere: .....	5
Analisi di contesto .....	6
Distribuzione dei dipendenti per genere, (a. 2022) .....	7
Distribuzione delle guide didattiche per genere, (a. 2022) .....	7
Distribuzione dei rappresentanti del CdA per genere, (a. 2022) .....	8
Distribuzione dei revisori dei conti per genere, (a. 2022) .....	8
Distribuzione dei volontari del Servizio Civile 2022 (con riferimento al bando 2021) .....	9
AREA 1: Equilibrio vita privata / Vita lavorativa, cultura dell'organizzazione e lotta agli stereotipi .....	10
Obiettivo 1: Supportare la conciliazione tra il lavoro e la genitorialità e/o attività di cura .....	11
Obiettivo 2: Potenziare interventi di formazione, cultura e scienza paritaria .....	12
AREA 2: Equilibrio di genere nelle posizioni di vertice e negli organi decisionali .....	14
Obiettivo 1: Favorire l'equilibrio di genere nel reclutamento del CdA .....	15
AREA3: Uguaglianza di genere nel reclutamento e nelle progressioni di carriera .....	16
Obiettivo 1: Monitorare i dati sull'uguaglianza di genere .....	17
AREA4: Integrazione della dimensione di genere nella ricerca e nei programmi degli insegnamenti .....	18
Obiettivo 1: Contrastare la segregazione orizzontale e aumentare la presenza di donne nelle aree della didattica e delle STEM .....	19
AREA5: Contrasto della violenza di genere, comprese le molestie sessuali .....	20
Obiettivo 1: Creare conoscenza e consapevolezza sulle diverse forme di molestia, violenza e discriminazione e sui servizi presenti in Fondazione e sul territorio per chi le subisce .....	21

## Introduction

The new Framework Programme for Research and Innovation for 2021-2027, Horizon Europe, has introduced new provisions to strengthen gender equity in European organisations. In particular, for all research institutions and higher education institutions the adoption of a Gender Equality Plan (GEP) has become a requirement for access to funding from the Horizon Europe research programme. At the same time, access to funding from the NRPR programmes will also be granted only to those public and private entities who have, or commit to adopt in the first year of the project, a Gender Budget and a Gender Equality Plan.

The European Commission defines a GEP as a strategic plan to:

- conduct impact assessments/audits of procedures and practices to identify *gender* biases;
- identify and implement innovative strategies to correct *gender bias*;
- define objectives and processes for monitoring progress through indicators.

It also indicates five priority areas of intervention to which specific measures should be devoted, namely:

- balance of private life/work life and culture of the organisation;
- gender balance in top positions and decision-making bodies;
- gender equality in recruitment and career progression;
- gender mainstreaming in research and teaching programmes;
- combating gender-based violence, including sexual harassment.

Finally, it recommends that it be a public and accessible document, approved and signed by the institution's top bodies.

The document, which is based on the analyses carried out in the Gender Budget, is designed to integrate with the programming and reporting tools of the Fenice Foundation.

It will then be updated annually with information on resources and timing in sync with the definition of the Social Report and other strategic documents of the Foundation, which will transpose the measures.

Finally, for each action, the link to the Sustainable Development Goals of the 2030 Agenda was included, to reiterate how the commitment to gender equality fits into the broader framework of the Foundation's strategy for people, the planet and prosperity.

### **Components and Role of the Gender Equality Plan Working Group:**

- Alberto Cecolin, President of Fondazione Fenice
- Andrea Grigoletto, Technical Director Fondazione Fenice
- Enrica Favaro, Auditor of the Fenice Foundation Accounts

## Context analysis

The monitoring and analysis of gender composition, launched in 2022 with the first annual Gender Budget, made it possible to identify two critical points on which to focus political and financial commitment to equality. In particular:

- The presence in the Board of Directors and in the role of the three auditors of a preponderance of male representation
- the top positions of the career at the Fenice Foundation in which the female incidence is significantly lower than that of men.

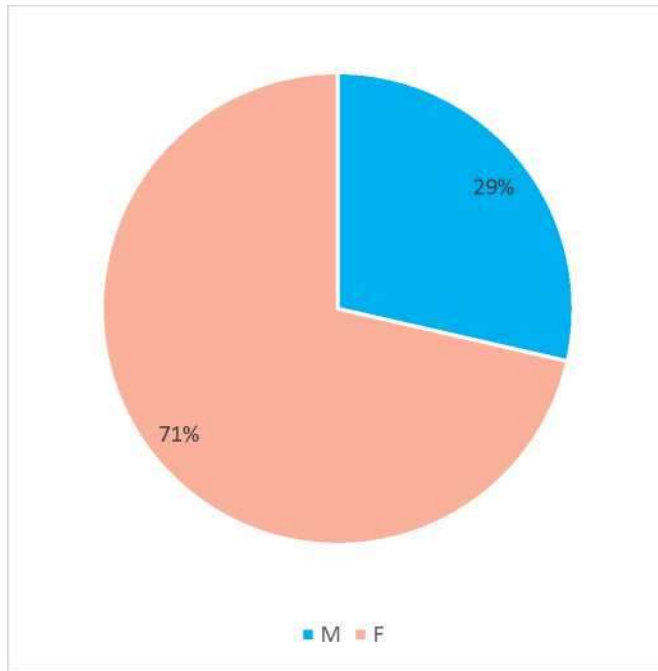
The data proposed below, updated as of 31 December 2021, confirm the trends that have emerged earlier. In particular, data on how employee recruitment choices over the years show a significant increase in the number of female functions employed.

Today, 5 out of 7 functions are female.

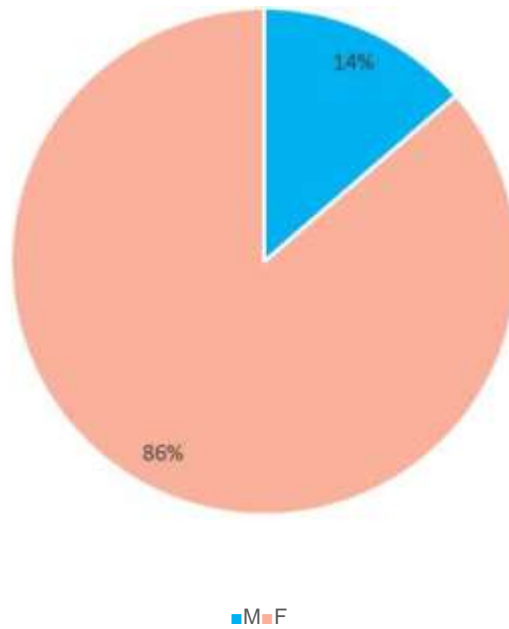
With regard to workers with occasional benefits or VAT numbers, the picture shows differences according to the areas of operation of the foundation:

- In the educational area, where workers with the qualification of educational guides are needed, 75 % are made up of women.
- In the research area a female assistant has been hired for the first time in collaboration with the University of Padua
- On the other hand, 75 % of male teachers remain in the Training and Masters area due to the low presence of female technicians and professionals in STEM and in the themes of the environment, finance and energy.
- In the service area, external suppliers are almost equally divided between males (55 % and females 45 %).

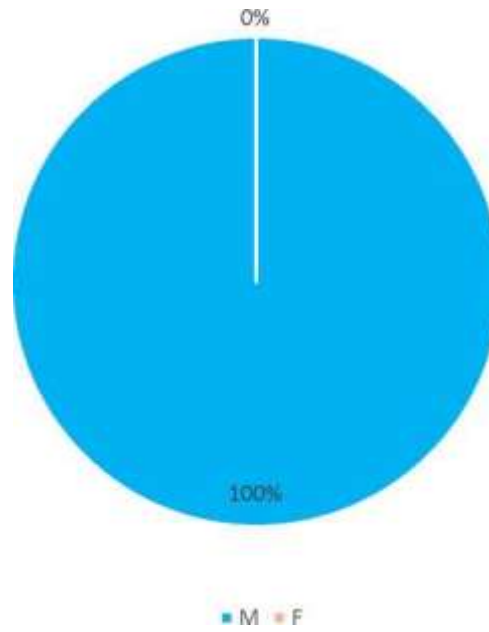
**Distribution of employees by gender, (A. 2022)**



**Distribution of educational guides by gender, (a. 2022)**

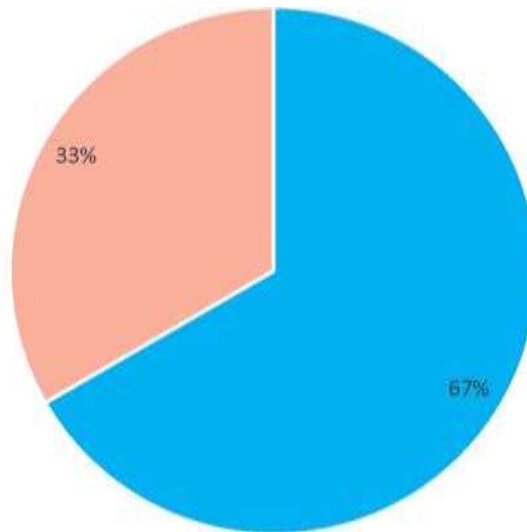


**Distribution of the Board's representatives by gender, (A. 2022)**

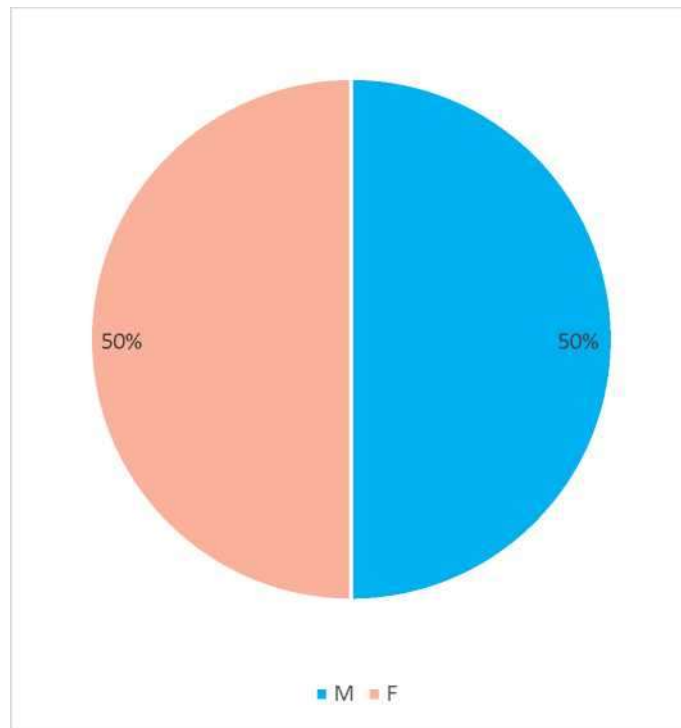


- Fabio Toso
- Egidio Robusto
- Leonardo Leonardi
- Alberto Cecolin
- Stefano Bressan
- Cristian Peotta
- Federico Gianoli

**Distribution of auditors by gender, (A. 2022)**



**Distribution of volunteers of the Civil Service 2022 (with reference to the 2021 call for proposals)**





## **AREA 1**

**Privacy balance/Working life,  
organisation culture and combating  
stereotypes**

## Objective 1: Support the reconciliation between work and parenting and/or care activities

**Action 1** a) Set up flexible working hours to respond to the need to coordinate childcare activities  
b) Prepare a logistics to facilitate smart working from home

**Political garrison** CdA

**Management garrison** Director of Organizational

**Recipients** Employees

**Indicators**

- a) N° of hours carried out in smart working
- b) N° of devices and phone cards purchased to support smart working

**Target**

- a) by 31/12/2022
- B) 4 hours per week in smart working within 31/12/2022

**SDG 5 — Gender Equality**  
with **SDGs**SDG 8 — Decent work and economic growth  
SDG 10 — Reducing inequalities

Timing:



**Action 2** Monitor the effective possibility of access to flexible working arrangements available to staff, taking into account elements such as the composition of the household

**Political garrison** CdA

**Management garrison** Director of Organizational

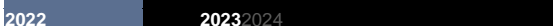
**Recipients** Employees

**Indicators** Analysis of the modalities of access to flexible work foreseen by the CCNL and the CCI implemented in the calendar year

**Target** 31/07/2023

**Connection with SDGs** SDG 5 — Gender Equality  
SDG 8 — Decent work and economic growth  
SDG 10 — Reducing inequalities

Timing:



## Objective 2: Strengthening training, culture and equal science interventions

**Action 1** Organise an online training course aimed at those who join the Foundation’s community on equal opportunities issues, deepening the theme of conscious and unaware stereotypes, harassment and gender-based violence

Political garrison CdA

<b>Management garrison</b>	Technical Director
<b>Recipients</b>	Employees
<b>Indicators</b>	a) realisation of training course b) % participants in the training course
<b>Target</b>	) All employees by 2023 ) monitoring users first year

**Connection with SDGs** SDG 4 — Quality Education  
SDG 5 — Gender Equality

Timing:

2022	2023	2024
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**Action 2** Include the concept of gender equality in the Foundation’s awareness-raising events on gender and inequality issues

Political garrison CdA

<b>Management garrison</b>	Technical Director
<b>Recipients</b>	Employees
<b>Indicators</b>	a) insert in the slide the reference to gender equality
<b>Target</b>	a) prepare a statement in all the Foundation’s slides

**Connection with SDGs** SDG 4 — Quality Education  
SDG 5 — Gender Equality

Timing:

2022	2023	2024
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**Action 3** Give women greater visibility in institutional and scientific communications, also through reference and biography in the slides of the Foundation's conferences

<b>Political garrison</b>	CdA
<b>Management garrison</b>	Technical Director
<b>Recipients</b>	Community, Citizenship
<b>Indicators</b>	References in the Foundation's slides and forms of communication
<b>Target</b>	31/12/2023
<b>Connection with SDGs</b>	SDG 5 — Gender Equality SDG 10 — Reducing inequalities

Timing:

2022      2023      2024

## **AREA 2**

# **Gender balance in top positions and decision-making bodies**

## Objective 1: Promoting gender balance in the recruitment of the Board of Directors

**Action 1** Evaluate reward mechanisms to incentivise gender balance in the Board of Directors' recruitment

**Political garrison** CdA

**Management garrison** CdA

**Recipients** CdA

**Indicators** a) identification of an incentive instrument  
b) preparation of a recommendation for an inclusive approach to the various phases of the Board of Directors' recruitment

**Target** a) 31/12/2023  
B) 31/12/2023

**Connecting with SDGs** SDG 5 — Gender Equality  
SDG 8 — Decent work and economic growth  
SDG 10 — Reducing inequalities

**Timing:**

2022

2023

2024

## **AREA 3**

### **Gender equality in recruitment and career progressions**

## Objective 1: Monitoring data on gender equality

**Action 1** Publish and disseminate the third edition of the Gender Report and the annual update of the indicators in the Sustainability Report

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**Political garrison** CdA

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**Management garrison** Director of Organizational

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**Recipients** Community, Citizenship

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**Indicators**  
a) Publication of the 2022 Gender Budget  
b) organisation of an event to present the results

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**Target**  
a) 31/12/2023  
B)31/12 of each year

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**Connecting with SDGs**  
SDG 5 — Gender Equality  
SDG 10 — Reducing inequalities

**Timing:**

2022	2023	2024
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## **AREA 4**

# **Gender mainstreaming in research and teaching programmes**

## Objective 1: Combating horizontal segregation and increasing the presence of women in educational and STEM areas

### Action 1

Implement training actions for guides on sustainability issues, such as the Sustainable Development Goals and the energy revolution\*

**Political garrison** CdA

**Management garrison** Technical Director

**Recipients** Guides

**Indicators**  
a) Training course  
b) number of people involved

**Target** a) ≥ 10

#### Connecting with SDGs

SDG 5 — Gender Equality  
SDG 8 — Decent work and economic growth  
SDG 10 — Reducing inequalities

\* Action included in the HRS4R Action Plan — 2021-2023

#### Timing:



### Action 2

Extend participation to the whole park community to 1 moment of knowledge on gender and inclusion issues

**Political garrison** CDA

**Management garrison** Technical Director

**Recipients** Employees

**Indicators** a) Participating employees

**Target** annual increase of 10 %

#### Connecting with SDGs

SDG 4 — Quality Education  
SDG 5 — Gender Equality  
SDG 8 — Decent work and economic growth  
SDG 10 — Reducing inequalities

#### Timing:



## **AREA 5**

# **Combating gender-based violence, including sexual harassment**

## Objective 1: Create knowledge and awareness about the different forms of harassment, violence and discrimination and the services present in the Foundation and in the territory for those who suffer them

**Action 1** Disseminate information to publicise anti-violence counters in the territory

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**Political garrison** CdA

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**Management garrison** Technical Director

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**Recipients** Employees and Collaborators

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**Indicators** a) publication of a reference on the topic of discrimination on the institutional website (on/off)

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**Target** a) 31/12/2022  
B)  $\geq$  12 dedicated posts per year

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**Connecting with SDGs** SDG 5 — Gender Equality  
SDG 10 — Reducing inequalities

**Timing:**

2022	2023	2024
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