

GENDER EQUALITY PLAN 2022-2026

CEINGE - Advanced Biotechnology Franco Salvatore Scarl

GEP (Gender Equality Plan) approved by the Board of Directors in the meeting of 18 October 2022





CEINGE GENDER EQUALITY PLAN - Advanced Biotechnology Franco Salvatore Scarl 2022-2026 GEP

INTRODUCTION

In recent decades the European Union (EU) has taken significant steps to promote gender equality through pathways and activities to understand the causes of the remaining disparities and the implementation of equal treatment rules and specific measures for women. Italy, in the European context, is still in a rather backward position, as shown by the index on gender equality of the European Institute for Gender Equality (EIGE) according to which, with 63.5 points out of 100, is fourteenth on the scale of the countries of the Union.

The present Gender Equality Plan (GEP), valid for the five-year period 2022-2026, based on the state of the art of the quantitative and qualitative level of female employment in the CEINGE, defines the equality objectives to be achieved and/or maintained over the next five years, and the related actions to be implemented to remove the obstacles preventing the full personal and professional fulfilment of men and women. This document was drawn up on the basis of the context analysis carried out and in view of the requirements of the European Commission for participation in the Horizon Europe calls for research and innovation, and the MUR for access to funding from the PNRR programmes. The GEP CEINGE was drawn up in accordance with the European Commission Guidelines and using data from the European Institute for Gender Equality (EIGE).

Finally, it should be noted that the document was constructed on the basis of the peculiarities of the CEINGE, which conducts institutional service and research activities, thinking of an easily updatable tool with verifiable objectives. In addition to the more well-known issues that increase the so-called gender gap - the difficulties of access to leadership positions, career progressions and in reconciling professional and working life - Particular attention has been paid to the gender dimension in the research activities funded. The Plan consists of summary fact sheets produced for each objective relating to the four Thematic Areas identified, for which the actions, the instruments, the direct and indirect targets, the schedule and the reference structures are described. The GEP described below consists of: 4 Thematic Actions; 6 Objectives; 8 Activities

THE STATE OF THE ART OF FEMALE EMPLOYMENT IN THE CEINGE

In defining the GEP of the CEINGE it was decided to start from the real situation, carrying out a survey that took into account the data of female employment at 30 June 2022, divided by the two main functions of the center (Research/Services and Administration) and by type of contract (indefinite and fixed-term). Moreover, on the assumption that the centre respects the current legislation on gender balance in the composition of the deliberative collegiate bodies, the presence of women among the key figures of the centre, the Principal Investigators (PI), was also considered. In fact, IPs play a key role in the CEINGE's establishment plan by coordinating research teams, managing laboratories, coordinating research/development/innovation projects and service activities. Therefore, considering the categories of studies and statistics of the EIGE, such survey allows to have the first data relative to the Domain "Work" and the Domain "Power".

From these initial data (Tables 1 to 4), it can be seen that the CEINGE starts from a situation in which female employment is already strongly encouraged and qualified, in which 70% of the employed are female and, even more significantly, the 72% of permanent employees are also women. This last figure reaches 86% if we consider only the function "Search/Services". The above figures are higher than both the national and the Community average. It doesn't change much if we consider the presence of women in key positions. For an initial measurement of this parameter, data on the presence of women among the Principal Investigators (PI) were examined. This figure (Table 5) shows substantial equality between the two sexes, which is also higher than the national and Community average. Below the data collected by the survey.

PERSONAL

	RESEARCH & SERVICES		ADMINISTRATION	
MEN	32	26%	11	55%
WOMEN	92	74%	9	45%
TOT	124	100%	20	100%

Table 1 - CEINGE staff by sector

TOTAL STAFF

MEN	43	30%
WOMEN	101	70%
TOT	144	100%

Table 2 - Total CEINGE staff

PERMANENT STAFF (TI)

	RESEARCH & SERVICES		ADMINISTRATION	
MEN	6	14%	11	65%
WOMEN	38	86%	6	35%
TOT	44	100%	17	100%

Table 3 - CEINGE permanent staff

TOTAL STAFF T

MEN	17	28%
WOMEN	44	72%
TOT	61	100%

Table 4 - Total personnel TI

Key positions

	Principal Investigators (PI)	
MEN	17	53%
WOMEN	15	47%
TOT	32	100%

Table 5 - CEINGE key positions



Therefore, starting from the above, the following 4 Thematic Actions (AT) have been identified, for each of which they have been defined: objectives, activities, tools, targets, contacts and relative time schedule. Since the quantitative data are more than satisfactory and the objective over the next five years is at least to maintain them, there is still room for improvement in terms of quality. The following GEP draws on these considerations.

AT 1 - Leadership and decision making

AT 2 - Recruitment and career progression

AT 3 - Quality of work

AT 4 - Gender mainstreaming in general and research activities

Below is the GEP CEINGE 2022-2026.

LIST OF ACRONYMS	
DIR	Direction and apical positions
UPER	Personnel Office
AMM	Administrative and Accounting Office
PI	Principal Investigators
TA	Thematic Actions
Ob	Objectives

Thematic Actions	Targets	Activity	Instrument	Target	Contact person	Chrono program
TA 1 - Leadership and decision making	Ob 1.1 - Ensuring full and effective female participation and equal leadership opportunities	Promotion of a fair gender composition in the governing bodies of the institution and in committees and/or working groups	Equal gender representation in key positions	All the staff, Stakeholders	DIR	2022 - 2026
			Fair gender representation in the working groups and/or committees provided for the expression of opinions and/or addresses requested by the deliberative bodies	All staff	DIR - AMM	2022-2026
	Ob 1.2 - State-of-the-art analysis of personnel dynamics and trends	Collection of disaggregated personnel data	The data on female employment will be reported in the Management Report attached to the budget	All staff	AMM - UPER	2022-2026
			Reporting of gender data	Drafting of the Gender Report	Media, Stakeholders	DIR

Thematic Actions	Targets	Activity	Instrument	Target	Contact person	Chrono program
TA 2 - Recruitment and career progression	OB 2.1 - Promoting gender balance in Evaluation Committees for the recruitment of both research and technical-administrative staff	Provide for a gender-balanced composition of staff recruitment committees	Evaluation and proposals for possible changes in the composition of staff recruitment committees	All staff	DIR – UPER - AMM	2022-2026
		Systematic collection of gender-disaggregated quantitative data on the composition of staff recruitment commissions	Annual monitoring of the composition of staff recruitment commissions in relation to the gender variable	All staff	UPER - AMM	2022-2026

Thematic Actions	Targets	Activity	Instrument	Target	Contact person	Chrono program
TA 3 - Quality of work	Ob. 3.1 - Work organisation geared towards reconciling work and private life	Develop tools for the organization agile at work	Flexibility in the organization of work with possible priority of use of agile work or telework for employees who request it following specific family situations	All staff	UPER - AMM	2022-2026
	OB 3.2 - Protection of workers with more critical periods or situations in reconciling private and working life	Application of adequate tools for periods or situations of greater need to family level	Proposal to activate welfare services at CEINGE	All staff	DIR – UPER – AMM	2022-2026
			Creation of welfare services, through the implementation of contractual agreements with institutions providing family care services (day care centers for elderly parents living together, summer camps for minor children...)	All staff	DIR – UPER – AMM	2022-2026

Thematic Actions	Targets	Activity	Instrument	Target	Contact person	Chrono program
TA 4 - Gender mainstreaming in general and research activities	OB 4.1 - Promoting a greater gender balance in staff assigned to research and development projects	Promotion the integration of gender variables into Design process and implementation of research projects	Inclusion in the Annual Gender Report of gender-disaggregated data on the management of R&D activities financed by active contracts: scientific managers and managed budget	Staff to be assigned to R&D projects	DIR – UPER – AMM	2022-2026
			Inclusion in the Annual Gender Budget of data disaggregated by gender, including in terms of expenditure incurred, relating to: publications and patents	Staff to be assigned to R&D projects	DIR – UPER – AMM	2022-2026
			Initiatives in support of gender equality in the positions of contact persons/heads of funded R&D projects and in the composition of dedicated teams	Staff to be assigned to R&D projects	DIR – UPER – AMM	2022-2026