



# Gender Equality Plan

2022-2025

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**The mission of the European Institute for Gender Equality (EIGE) is to strengthen and promote gender equality issues throughout the European Union. With the aim of identifying gender bias behaviours the Istituto Zooprofilattico Sperimentale delle Venezie has laid down a Gender Equality Plan (GEP), a set of actions to identify, define and implement innovative strategies to foster cultural change and encourage equal opportunities through corrective actions.**

GEP is a strategic-operational tool designed to define the legal, organizational, economic, and social framework for putting gender equality into practice. Gender equity does not mean that men and women should become the same or be equal in number, but rather fairness of treatment for women and men who should have equal access to the same opportunities while maintaining their distinctive characteristics.

The starting point for the development of effective gender equality-related actions is an analysis of the situation within the Institute, in terms of distribution of human resources and responsibility for scientific research activities, and identification of existing measures to promote gender equality, in relation not only to the applicable legislation and regulations in force, but also to the measures already in place to support work-life balance.

To this end, the Health Directorate has appointed a Working Group to draft a Gender Equality Plan (protocol no. 5390 dated 10/06/2021), formed by a representative of the Single Guarantee Committee (CUG), a representative of the Human Resources Management Service, and a representative of the International Research and Cooperation Unit.

A staff survey, carried out using data disaggregated by gender, qualification, and professional profile, took into consideration the three-year period 2018-2020. The data processed in this initial phase were based on the findings of the Family Audit 2020 plan implementation analysis. The same data source will be used in the future. Alternatively, appropriate internal survey tools will be adopted.

Preliminary mandatory training dedicated to internal personnel at various levels, including both employees and executives, will be put in place. It will focus on gender dimensions, beliefs, attitudes, and responsibilities related to harassment, as well as on the action to be taken in the framework of the GEP.

The GEP will have a duration of four years, although the progress of the indicators will be updated annually, or whenever necessary.

*Approved by Director General's Deliberation no. 492 of 30 December 2021.*

## AREA 1

### Measures against gender-based violence, including sexual harassment

Objectives	Measures	Indicators	Timeline				Allocation of responsibility
			2022	2023	2024	2025	
Promote gender equality awareness / culture - reinforce positive attitudes towards diversity	1. Organisation of staff training courses on: gender dimensions, beliefs, attitudes and responsibilities related to harassment and forms of gender discrimination	Training course implemented  Number of participants during the year	X	X	X	X	SCS0 Training / Communications Units  Central Guarantee Committee (CUG) - for related topics
	2. Drafting a handbook on gender equality	Document produced			X	X	SCS0 Communications Unit CUG - for related topics

## AREA 2

### Work-life balance and organisational culture

Objectives	Measures	Indicators	Timeline				Allocation of responsibility
			2022	2023	2024	2025	
Foster the spread of smart working	1. Adoption of regulations governing smart working	Documents adopted					SCA1 Human Resource Management Specialist (SGRU) - to draw up the Regulations and the PIAO Plan
	2. Adoption of a Smart Working plan in the framework of PIAO (Integrated plan of activities and organisation)		X	X		SCS0 - to support drafting of the PIAO Plan	
	<i>In accordance with the current legislation</i>						Strategic Management CUG

### AREA 3

#### Gender equality in recruitment and career progression

Objectives	Measures	Indicators	Timeline				Allocation of responsibility
			2022	2023	2024	2025	
Give visibility to male and female researchers who have pursued excellence in scientific research	1. Establishment of an "Excellence Day"	Event organised  No. of speakers by gender				X	SCS0 Training / Communications Units  Strategic Management

### AREA 4

#### Gender balance in leadership and decision-making

Objectives	Measures	Indicators	Timeline				Allocation of responsibility
			2022	2023	2024	2025	
Foster processes for appointing evaluation committees attentive to equal opportunities aspects	1. Revision of the regulations on the establishment of Committees in any capacity, in the section dedicated to the appointment of their members  2. Identification of monitoring tools	No. of regulations revised  No. of female committee members / No. of committee members appointed during the year				X	Competent bodies  Strategic management  CUG

## AREA 5

### Integration of gender dimension into research and teaching

Objectives	Measures	Indicators	Timeline				Allocation of responsibility
			2022	2023	2024	2025	
Monitor the gender dimension of personnel involved in European research projects	1. Drafting of a research team summary table for approved projects	Table updated annually	X	X	X	X	International Research and Cooperation Unit