



Gender Equality Plan

2026-2029

Gender Equality Plan (GEP)

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With reference to the framework promoted by the European Institute for Gender Equality (EIGE), which strengthens and promotes gender equality throughout the European Union, the present **Gender Equality Plan (GEP)** has been developed with the aim of identifying potential gender gaps, designing and implementing innovative strategies to foster cultural change, and encouraging equal opportunities through corrective and improvement actions.

The GEP is a strategic-operational tool that defines the legal, organisational, economic and social framework for the effective implementation of gender equality. Gender equality does not imply that women and men should become equal in number, but rather that – on the basis of equal competences – they enjoy equal access to opportunities, while preserving their individual specificities.

The starting point for the development of effective gender equality actions is an analysis of the Institute's internal situation, including the distribution of human resources, scientific research leadership roles, and existing measures aimed at promoting gender equality. This encompasses applicable legislation and internal regulations, as well as work-life balance measures already in place.

For this purpose, the **General Directorate appointed a Working Group for the drafting of a Gender Equality Plan** (protocol no. 011051 of 10 October 2025), composed of representatives from the roles and organisational units most involved in supporting and implementing the measures.

Data collection, disaggregated by sex and/or gender of personnel, refers to the years 2023 and 2024. The data source used is the 2025 Sustainability Report. The same data source will be used in the future. Alternatively, appropriate internal data collection tools will be adopted.

Training actions on gender equality and unconscious gender biases is planned for internal personnel at different levels (management and staff), focusing on gender dimensions, concepts, attitudes and responsibilities related to harassment.

The GEP 2026-2029, is developed in continuity with the previous plan and in synergy with the Institute's other strategic planning documents. **The progress on indicators will be monitored by the Working Group on an annual basis**, or whenever necessary.

*The GEP is approved by **Resolution of the Board of Directors no. 1 of 30 January 2026** (Annex 5 to the Integrated Plan of Activities and Organisation - PIAO).*

AREA 1

Work-life balance and organisational culture

Objective	Measure	Indicator	Timeline				Supporting structure
			2026	2027	2028	2029	
1. Maintain and promote work from home	1.1 Annual monitoring of people working from home	1.1.1 % of women and % of men		X	X	X	Human Resources Management
2. Support parenthood and care responsibilities through flexibility and organisational solidarity tools	2.1 Introduction of a leave-donation programme to support colleagues with children under 12 and caregivers	2.1.1 Policy document adopted		X			Human Resources Management
		2.1.2 Number of employees benefiting from the leave-donation programme				X	Human Resources Management
	2.2 Creation of parking spaces for pregnant women	2.2.1 Assessment of the feasibility of allocating at least 2 "pink parking spaces" at headquarters				X	Technical Service
	2.3 Annual monitoring of caregiving leave	2.3.1 % of women and % of men using leave under Italian Law n. 104/1992		X	X	X	Human Resources Management
	2.4 Assessment of the feasibility for the on-site nursery concessionaire to allow reduced fees to IZSVe staff	2.4.1 Launch of discussions with the concessionaire	X				RUP (Person in Charge of the Procedure) DEC (Contract Execution Supervisor)
3. Explore work-life balance needs and promote wellbeing in the working environment	3.1 Survey to identify the actual needs of staff at headquarters and Peripheral Health Structures	3.1.1 Design and administration of a questionnaire	X		X		Communication Unit Observatory Human Resources Management CUG (Equal opportunities, employee wellbeing and non-discrimination at work Committee)

AREA 2

Gender balance in leadership and decision-making

Objective	Measure	Indicator	Timeline				Supporting structure
			2026	2027	2028	2029	
1. Monitor gender balance in leadership, decision-making, and working groups	1.1 Monitoring of decision-making	1.1.1 % of women in governance bodies	X		X		Strategic Directorate Competent offices and bodies
	1.2 Monitoring of working groups	1.2.1 % of women in working groups		X		X	CUG (Equal opportunities, employee wellbeing and non-discrimination at work Committee)
	1.3 Monitoring women representation in recruitment committees	1.3.1 % of women in recruitment committees	X	X	X	X	Human Resources Management

AREA 3

Gender equality in recruitment and career progression

Objective	Measure	Indicator	Timeline				Supporting structure
			2026	2027	2028	2029	
11. Enhance the visibility of research projects carried out by IZSVe researchers	1.1 Organisation of an event	1.1.1 Event organised		X		X	Strategic Directorate Communication Unit
		1.1.2 Number of speakers, disaggregated by gender		X		X	Strategic Directorate Communication Unit

AREA 4

Integration of the gender dimension into research and teaching content

Objective	Measure	Indicator	Timeline				Supporting structure
			2026	2027	2028	2029	
1. Monitor and promote the integration of the gender dimension in research projects	1.1 Assessment of the gender distribution of Principal Investigators in national and international research projects	1.1.1 Annual monitoring of research projects, with % disaggregated by gender of: • principal Investigators • work Package leaders	X	X	X	X	Research and International Cooperation Unit
	1.2 Encourage researchers to integrate the gender dimension in European research proposals	1.2.1 Provide checklists or toolkits to support the integration of the gender dimension across the research cycle	X				Research and International Cooperation Unit
		1.2.2 Annual monitoring of projects integrating the gender dimension in methodology and/or results		X	X	X	Research and International Cooperation Unit

AREA 5

Measures against gender-based violence, including sexual harassment

Objective	Measure	Indicator	Timeline				Supporting structure
			2026	2027	2028	2029	
1. Promote awareness and a culture of gender equality and prevent discriminatory behaviour	1.1 Training courses for staff on gender dimensions, harassment and gender-based discrimination	1.1.1 Training course activated		X		X	Training Laboratory CUG (Equal opportunities, employee wellbeing and non-discrimination at work Committee)
		1.1.2 Number of participants per year		X		X	Training Laboratory CUG (Equal opportunities, employee wellbeing and non-discrimination at work Committee)
	1.2 Webinar on gender-specific exposure to occupational health and safety risks	1.2.1 Training course activated	X		X		RSPP (Health and Safety Officer)
		1.2.2 Number of participants per year	X		X		RSPP (Health and Safety Officer)
	1.3 Promotion of appropriate reporting and listening channels for harassment	1.3.1 Identification of channels available to staff		X			Strategic Directorate CUG (Equal opportunities, employee wellbeing and non-discrimination at work Committee)