



Università di Foggia

Gender Equality Plan (GEP) University of Foggia

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FOREWORD

During the 2020 edition of the European Research and Innovation Days, among provisions introduced to promote gender equality processes in European organizations, Jean Eric Paquet, Director General for Research and Innovation of the European Commission, called for the adoption of a **Gender Equality Plan (GEP)** on part of all research institutions and higher education institutions as a **requirement for access to funding from the Horizon Europe research program.**

The measure is part of a set of policies activated by the European Commission to promote **gender equality in research and innovation**, that has been identified for more than twenty years among the priorities of European policies, and is part of a national framework within which similar processes already exist in several university institutions. From this point of view, in recent months the European Commission has provided specific indications regarding the execution of GEPs, which are to be implemented taking into account the regulatory, social and cultural differences that distinguish both the States within the European Union, and the specific organizations in which these indications are to be implemented. The Gender Equality Plan (GEP) of the University of Foggia in line with the most recent relevant legislative, judicial and doctrinal developments, not only seeks to safeguard equal opportunities between men and women, but it also provides for different actions of various kind, aimed at preventing and removing all possible sources of discrimination related to age, impairment, sexual orientation, ethnicity, religion and personal beliefs.

The planned and programmed actions described herein, on the one hand, endeavour to give continuity and consistency to the policies our University has already undertaken so far and, on the other, to conceive objectives and actions capable of sweeping aside obstacles that still separate us from gender equality and the enhancement of diversity.

The GEP works within a planning framework and is part of the Strategic Plan, fitting into the development guidelines of this institution and the strategies for fulfilling it. Actions therein envisaged are related to the Gender Budget both initially when forecasting results and then when reporting accomplishments. In compliance with the definition provided by the European Commission, a GEP is not a list of isolated actions, but rather a set of actions blended into a single strategic outlook in order to:

- identify gender distortions and inequalities;
- implement innovative strategies to correct distortions and inequalities;
- define objectives and monitor their achievement through suitable indicators.

INTRODUCTION

The new framework program for research and innovation for the period 2021-2027 Horizon Europe has introduced new provisions to strengthen **gender equity** in European organizations. Specifically, for all **research institutions** and **higher education institutions**, having a **Gender Equality Plan (GEP)** has become a requirement to access funding from the Horizon Europe research program. Within the framework of research organizations and higher education institutions, the European Commission defines a **GEP** as a strategic plan aimed at:

- conducting **impact assessments/audits** of procedures and practices to identify gender biases;
- identifying and implementing **innovative strategies** aimed at correcting gender bias;
- defining **objectives and processes** for monitoring progress by means of **indicators**.

With reference to the Italian academic context, it is specified that the GEP is a document outlining the university institution strategy for gender equality and, in line with Gender Mainstream indications, it is to be conceived as a means to embed the gender perspective into the University Strategic Plan. The GEP is part of the institution programming and is to be harmonized with the Positive Action Plan (PAP) that Italian laws already provide for. Finally, it is to be drawn up in line with the gender budgeting process described in the relevant Guidelines of the CRUI (Conference of Italian University Deans) Gender Issues Board, CRUI (2019). Action on part of the European Commission falls within the EU strategy for gender equality 2020-2025, in which there have been suggested strategic objectives and actions aimed at making significant progress by 2025 towards a European Union championing gender equality.

The main objectives indicated by the European Commission are:

- end gender-based violence
- contrast sexist stereotypes
- bridge the gender gap in the labour market
- address the issue of the salary and pension gap
- achieve gender balance in decision-making processes

WHO

Universities have been called upon to identify a **dedicated body (the GEP Team)** for implementing the GEP. It is mandatory for such body to:

- include more than one person with specific skills on gender issues (or who has been adequately trained in this field)
- work together with all other institutional bodies that are to attract adequate funding
- receive public support from the institution governing bodies.

In this regard the University of Foggia has set up a working group for drafting and updating the University Gender Budget, the Positive Action Plan and the Gender Equality Plan. Members of the team are:

Madia D'Onghia
Barbara De Serio
Cristina Di Letizia
Rosa Anna Maria Muscio.

Official documents setting up the working group include Rectorial Decree No. 1591, Ref. No. 54944-VII/4 of 11/18/2021.

Furthermore, participation of all stakeholders is recommended in the process of drafting and implementing the GEP. Involvement may vary depending on the stakeholders' profile, yet establishing a **participatory process** for drafting and implementing the GEP is deemed essential to overcome obstacles and opposition that may arise at all levels. Specifically, the European Commission requires the involvement of: Rector or Head of the institution, Director General, Deans of Schools, Heads of Departments, academic and research staff, support staff, student body, Human Resources.

As to the Italian context, it is advised for the GEP Team to include at all rates the following: Rector, Director General, Chair of the Guarantee Committee (CUG) or their delegates; at least one person representing the body in charge of drafting the Gender Report, where appointed.

HOW

The European Commission defines the following **4 requirements** deemed basic and mandatory features of a GEP:

1. The GEP must be a public document that has been:

- approved and signed by the governing bodies of the institution;
- published on the institution's website in line with data protection laws (GDPR) 1
- shared in all institutional areas
- written in Italian

2. Specific human and financial resources must be dedicated to the GEP:

- resources for devising, implementing and monitoring the GEP may include funding for specific positions dedicated to equality or to workgroups for gender equality

3. The GEP must include provisions for collecting and monitoring data

- data must be disaggregated by gender and related to both the student body and staff involved in teaching, research, and in support and library activities; an updated annual report must also be drafted including indicators available on the website (i.e., the Gender Report)
- such data must provide details to define GRP objectives, monitoring and evaluation

The GEP must be supported by training and capacity building:

- - namely, training of staff and decision makers in gender issues and equal opportunities is required
- - actions may include developing gender skills and overcoming gender biases among staff, leaders and decision makers;
- - establishing and enhancing working groups dedicated to specific topics; raising awareness through workshops and communication activities dedicated to all stakeholders. The CRUI Gender Issues Board points out the opportunity to apply for European funding to allow university institutions to equip themselves with the needed dedicated human and financial resources.

The European Commission indicates the following 5 minimum priority areas requiring specific measures:

- **Work-Life balance and organizational culture**
- **Gender balance in leadership and decision-making bodies**
- **Gender equality in recruitment and career progression**
- **Incorporating gender dimension in research and the teaching curricula**
- **Contrasting gender-based violence, including sexual harassment**

Each area involves defining several objectives realized through a number of actions.

Each action requires identifying indicators, targets, timeline, responsibility sharing, and dedicated resources (EIGE, 2016).

With reference to Italy, the *CRUI* Gender Issues Board has submitted the following template including details specifying individual actions. Measures aimed at achieving gender equality should not be set apart: clearly, they must be part of an overall strategy.

Area 1

Work/Life Balance and Organization Culture

Objective: Sustaining Parent Support Policies

1. Furthering/Improving Childcare Facilities within the Workplace

Action Detail	<ol style="list-style-type: none"> 1. Furthering 'Baby Area - Playroom' facility 2. Monitoring/improving 'Baby Area - Playroom' facility 3. Agreements with sports and recreational centres for reduced prices during school holidays
Direct diretto	Academic staff, research staff, students of specialisation schools, research fellows, scholarship holders, support staff and library staff, parent students; visiting researchers and related guests involved in parental care
Indirect Target	Family members and colleagues of direct target
Responsible	Guarantee Committee (CUG), Financial Programming and Budget Division, Technical and Negotiation Affairs Division, Human Resources, Higher Education, Education and Student Services
Output	<ol style="list-style-type: none"> 1. Facility furthering/improvement 2. Agreements 3. Report including measure indicators of number of facility usage instances and of frequency rate
Outcome	Strengthening welfare/well-being measures aimed at balancing work-life
Timeline	June – December 2023
Key Performance Indicators	Total number of facility usage instances >2

Objective: Sustaining Parent Support Policies

2. Guidelines for scheduling institutional and teaching commitments in line with parental needs (children's school times, etc.)

Action Detail	Drafting guidelines for the standard management of academic, institutional, administrative activities in line with a family-friendly approach aimed at balancing work-life
Direct Target	Academic staff, research staff, students of specialisation schools, research fellows, scholarship holders, support staff and library staff, parent students
Indirect Target	Family members and colleagues of direct target, society at large
Responsible	Guarantee Committee (CUG), Human Resources, Higher Education, Education and Student Services, Directorate General
Output	Guidelines
Outcome	Strengthening welfare/well-being oriented measures favouring the work-life balance
Timeline	December 2022
Key Performance Indicators	Publication of Regulations on the University website

3. Supporting Staff Resuming Work after Leave, Maternity Leave, Parental Leave and Sick Leave to Preserve Career Paths

Action Detail	<ol style="list-style-type: none"> 1. Defining internal regulation establishing work benefits (i.e., workload reduction for 12 months after work resumption) and specific evaluation criteria (where staff is subject to evaluation) for employees resuming work after birth/adoption of a child or after sick leave 2. Specifying implementation procedures 3. Implementation
Direct Target	Academic staff, support staff and library staff resuming work after leave
Indirect Target	All academic staff, support staff and library staff, their family members
Responsible	Guarantee Committee (CUG), Education and Orientation Division, Personnel, Organization and Performance Division
Output	University Regulations
Outcome	Maintaining productivity standards; number of male and female employees benefiting from measure
Timeline	December 2022
Key Performance Indicators	Publication of Regulations on the University website

4. Supporting researcher participation in international scientific workgroups, conferences, expert panels and committees

Action Detail	Entering into agreements to obtain reduced prices for childcare services (i.e., micro-nurseries, nursery schools, playrooms, summer camps) and care services for the impaired (i.e., cooperatives) during employee absence due to participation in scientific events
Direct Target	Research staff and academic staff involved in family care
Indirect Target	University community and their families
Responsible	Personnel, Organization and Performance Division, Student Services and General Services
Output	Agreements
Outcome	Constant participation in scientific activities and research projects involving mobility
Timeline	December 2023
Key Performance Indicators	Publication of agreements on the University website

Area 2

Gender Balance in Leadership and Decision-Making Bodies

Objective: Improving internal decision-making processes aimed at greater gender equity, increasing number of women in top positions (Accountability)

1. Blending activities included in the GEP with measures envisaged in the Strategic Integrated Programming Document and in the Positive Action Plan (PAP)

Action Detail	1. Regular blending with actions included in the University Strategic Plan 2. Regular blending with actions included in the Positive Action Plan (PAP)
Direct Target	Academic staff, research staff, support staff and library staff, PhD students, students of specialisation schools, research fellows, scholarship holders, students
Indirect Target	Society at large
Responsible	Guarantee Committee (CUG)
Output	Regular harmonizing planning documents on gender issues
Outcome	Strategic guidance of university policies
Timeline	January – December 2022
Key Performance Indicators	Publication of the two documents on the University website

2. Establishing a Gender Equality Delegation

Action Detail	1. Issuing a rectorial decree appointing equal opportunities delegates
Direct Target	Academic staff, research staff, support staff and library staff, PhD students, students of specialisation schools, research fellows, scholarship holders
Indirect Target	The media, society at large, equivalent positions in other institutions
Responsible	Rector, Governing bodies
Output	Proxy
Outcome	Incorporation of gender policies in the organization chart
Timeline	January -December 2022
Key Performance Indicators	Publication of the news on the University website

Area 3

Gender Equality in Recruitment and Career Progression

Objective: Promoting the mission of the University of Foggia and its role as an equitable and gender-inclusive education and work environment

1. Collecting and systematising quantitative and qualitative data disaggregated by gender and creating a blended system useful for gender statistics; monitoring existing measures and defining new measures

Action Detail	<ol style="list-style-type: none"> 1. Collecting quantitative and qualitative data (on staff, research products, student body) disaggregated by gender; 2. Monitoring specific indicators of gender equity and staff well-being; 3. Systematising analysis of indicators.
Direct Target	Academic staff, research staff, support staff and library staff, PhD students, students of specialisation schools, research fellows, scholarship holders
Indirect Target	Society at large
Responsible	Guarantee Committee (CUG), Data Processing and Decision Support Division, Human Resources, Higher Education, Education and Student Services, Grants Office
Output	<ol style="list-style-type: none"> 1. Database 2. Annual reporting
Outcome	Strategic university policies geared towards gender equity and people's well-being
Timeline	March - December 2022
Key Performance Indicators	Publication on the University website

Objective: Developing knowledge and skills on GEP among the University of Foggia community to foster positive behaviour in daily activities

1. Individual mentoring directed at female staff

Action Detail	<ol style="list-style-type: none"> 1. Designing paths aimed at supporting careers through mentoring paths (peer finding within organization structures) 2. Workshops focused on soft skills taking into account several direct targets; annual planning of activities aimed at comparing senior female figures with role models; designing and planning training activities on gender equality at the Academy
Direct Target	Docenti, student*post lauream, personale amministrativo
Indirect Target	Rector, academic staff, support and library staff, student networks, society at large
Responsible	Vice Rectors, Director General, Transparency, Anti-corruption and Training Division
Output	Establishing mentoring paths
Outcome	Support for women's careers
Timing	January – December 2022
Key Performance Indicators	Publication of training events on the University website

2. PhD Students' education - Compulsory annual course for PhD students

Action Detail	<ol style="list-style-type: none"> 1. Designing, planning training activities regarding gender bias impact on professional and career choices 2. Teaching material 3. Implementing training activities 4. Result monitoring
Direct Target	PhD students, students of specialisation schools, and possibly research fellows, scholarship holders on the grounds of criteria such as length and voluntary participation
Indirect Target	University community
Responsible	PhD Coordinators, Higher Education and Advanced Studies, Heads of Departments, Dean of the Faculty of Medicine, Research Division
Output	<ol style="list-style-type: none"> 1. Training activities on offer 2. Report(s) on participation 3. Self-assessment form on activity success
Outcome	Aumento di scelte professionali e di carriera non stereotipiche
Timeline	January - December 2022
Key Performance Indicators	Publication of Reports on the University website

3. Academic staff training - Training modules on gender equality

Action Detail	<ol style="list-style-type: none"> 1. Progettazione, pianificazione della attività di formazione su: Work-life balance; Asimmetrie di genere; Quadro normativo e policy 2. Materiale didattico 3. Messa a sistema delle attività formative 4. Monitoraggio sui risultati
Direct Target	Academic staff (namely, newly employed members)
Indirect Target	University community
Responsible	PhD Coordinators Human Resources, Heads of Departments, Dean of the Faculty of Medicine, Research Division
Output	<ol style="list-style-type: none"> 1. Training activities on offer 2. Report(s) on participation 3. Self-assessment form on activity success
Outcome	Inclusive organizational culture
Timeline	January - December 2022
Key Performance Indicators	Publication of reports on the University website

4. Training for support and library staff - Training modules on gender equality to be repeated annually

Action Detail	<ol style="list-style-type: none"> 1. Designing, planning training activities balancing work-life; Gender asymmetries; Regulatory and policy framework 2. Teaching material 3. Implementing training activities
Direct Target	Support and library staff
Indirect Target	The University community
Responsible	Guarantee Committee (CUG), Personnel, Transparency, Anti-corruption and Training Division
Output	<ol style="list-style-type: none"> 1. Training activities on offer 2. Report(s) on participation 3. Self-assessment form on activity success
Outcome	Inclusive organizational culture
Timeline	January - December 2023
Key Performance Indicators	Publication of reports on the University website

5. Promoting gender balance in selection panels for the recruitment of academic, research, support and library staff, taking into account current laws on women quotas in teacher selection panels

Action Detail	<ol style="list-style-type: none"> 1. Amending regulations on selection panel make-up for staff recruitment 2. Monitoring increase in gender balance in selection panels
Direct Target	Candidates in recruitment process
Indirect Target	The University community
Responsible	Academic Senate and Board of Governors, Human Resources, Strategic Planning, Management Control and Performance Assessment Division
Output	<ol style="list-style-type: none"> 1. Regulations 2. Monitoring report(s)
Outcome	Decrease of the gender gap in career paths
Timeline	January - December 2022
Key Performance Indicators	Publication of regulations and reports on the University website

6. Training of staff in leadership positions

Action Detail	Devising and setting up courses and workshops aimed at developing empowerment and inclusiveness in decision-making processes
Direct Target	Personale in posizione apicale
Indirect Target	Docenti, personale tecnico, amministrativo e bibliotecario
Responsible	Rettore, Delegato/a
Output	Percorsi formativi e workshop
Outcome	Incremento componente femminile in posizione di leadership policy inclusive
Timeline	January 2022 - December 2024
Key Performance Indicators	Publication of courses on the University website

Area 4

Integration of the Gender Dimension into Research and Teaching Curricula

Objective: Encouraging gender dimension integration in teaching curricula

1. Student Training - Training module (with CFU recognition) for all students

Action Detail	<ol style="list-style-type: none"> 1. Devising, planning training activities regarding gender bias impact on professional and career choices 2. Teaching material 3. Implementing training activities 4. Planning placement activities (anti-violence organizations) 5. Monitoring results 6. Including dedicated CFU in students' study plan
Direct Target	Student body
Indirect Target	University community
Responsible	Education and Student Services, Orientation Division, Student Council
Output	<ol style="list-style-type: none"> 1. Training activities on offer 2. Report on participation 3. Self-assessment form on activity success
Outcome	Increase in non stereotyped professional and career choices
Timeline	January - December 2022
Key Performance Indicators	Publication of results on the University website

2. Promoting gender dimension in teaching curricula

Action Detail	<ol style="list-style-type: none"> 1. Training and co-designing activities offered to academic staff on a voluntary basis aimed at integrating the gender dimension in teaching 2. Include the field 'gender' in the curricula template
Direct Target	Academic staff, research staff
Indirect Target	PhD students, students of specialisation schools, research fellows, scholarship holders, student body
Responsible	Guarantee Committee (CUG), Education and Student Services, Heads of Departments
Output	Increase of gender dimension in teaching curricula
Outcome	Gender-sensitive training approach
Timeline	January 2022 - December 2024
Key Performance Indicators	Publication of teaching curricula on the University website

Objective: Promoting integration of a gender dimension in research

1. Raising awareness on the need for gender dimension integration and on producing data disaggregated by gender in research results, starting from the enormous amount of knowledges developed in previous European projects

Action Detail	<ol style="list-style-type: none"> 1. Devising and setting up department workshops including the gender dimension 2. Planning and setting up training activities 3. Monitoring impact of workshops and training 4. Devising a template aimed at integrating the gender approach in research
Direct Target	Academic staff, research staff, PhD students, postgraduates, fellows, scholarship holders
Indirect Target	Student body, policy-making bodies, administrative bodies, local and communication agencies using research for advisory services and information purposes, society at large
Responsible	All Departments
Output	<ol style="list-style-type: none"> 1. Workshop and training 2. Information material 3. Template 4. Report
Outcome	Gender-sensitive scientific culture
Timeline	January 2022 - December 2024
Key Performance Indicators	Publication of outputs on the University website

Area 5

Tackling gender-based violence,
including sexual harassment

Objective: Improving employment and career regulations to ensure gender equality

1. Defining new procedures aimed at reducing stereotype in recruitment selection

Action detail	<ol style="list-style-type: none"> 1. In compliance with current laws, identifying forms of blind hiring in the recruitment process 2. Guidelines for recruitment selection panels regarding the use of special techniques to recognize/control prejudice and stereotypes. Special Statement on the role of fair assessment on part of the University of Foggia
Direct Target	Candidates for positions as members of the academic, research, support and library staff, postgraduates, research fellows, scholarship holders
Indirect Target	Members of recruitment selection panels
Responsible	Human Resources, Directorate General
Output	<ol style="list-style-type: none"> 1. Process review 2. Guidelines
Outcome	Gender-inclusive organizational culture
Timeline	January 2022 - December 2024
Key Performance Indicators	Publication of Guidelines and Reports on the University website

Objective: Contributing to decreasing gender prejudice and stereotypes

1. Spreading awareness of stereotype impact on one's professional outlook

Action Detail	<ol style="list-style-type: none"> 1. Devising and setting up workshop orientation days in high schools 2. Presentations with testimonials
Direct Target	High school students
Indirect Target	High school teaching staff, support and library staff, society at large
Responsible	Guarantee Committee (CUG), Orientation Division, Regional School Office
Output	<ol style="list-style-type: none"> 1. Holding information events 2. Information material
Outcome	Critical awareness of the gender dimension in university choices; gender gap decrease in university courses enrolment
Timeline	January 2022 - December 2024
Key Performance Indicators	Publication of events on the University website

Objective: Raising awareness of GE issues within and outside the community of the University of Foggia also contributing to deconstructing gender stereotypes

1. Communication campaigns supporting different GEP actions with constant emphasis on the under-represented gender

Action Detail	<ol style="list-style-type: none"> 1. Devising and organising communication campaigns balancing male and female gender in various research fields 2. Devising and organising communication campaigns to emphasise the role of researchers working in anti-stereotypical areas during orientation days at the University and in high schools 3. Devising and organising communication campaigns to support GEP actions 4. Complying with gender-sensitive communication guidelines of the University in all institutional campaigns
Direct Target	Academic staff, research staff, support staff and library staff, PhD students, students of specialisation schools, research fellows, scholarship holders
Indirect Target	The media and society at large
Responsible	Guarantee Committee (CUG), Communications Division
Output	Launched campaigns
Outcome	Visibility promotion of the University of Foggia as an inclusive institution
Timing	January 2022 - December 2024
Key Performance Indicators	Publication of communication campaigns on the University website

2. Using language respectful of the gender dimension at institutional and administrative level

Action Detail	<ol style="list-style-type: none"> 1. Amending regulations and relevant forms first of all including the female gender besides the male gender 2. Promoting gender language use in institutional communication
Direct Target	Teaching staff with management roles, support and library staff
Indirect Target	The University community
Responsible	Guarantee Committee (CUG), Directorate General
Output	<ol style="list-style-type: none"> 1. Guidelines for gender-inclusive language in administration 2. Forms inclusive of the gender dimension: regulations in line with guidelines
Outcome	Promotion of gender-inclusive culture
Timeline	January 2022 - December 2024
Key Performance Indicators	Publication of Guidelines and Forms on the University website

Objective: Publishing constantly updated information on state-of-the-art gender equality in UNICA and on current and future GE policies, services and regulation

1. Realizing an information system aimed at enhancing some indicators relating to gender gap decrease at the University of Foggia in line with activities included in the Gender

Action Detail	<ol style="list-style-type: none"> 1. Choosing indicators to include in the information system 2. Continuous database updating 3. Designing an ad hoc webpage on the official university website dedicated to gender equality 4. Circulating the webpage
Direct Target	Academic staff, research staff, support staff and library staff, PhD students, students of specialisation schools, research fellows, scholarship holders, student body
Indirect Target	The media and society at large
Responsible	Guarantee Committee (CUG)
Output	<ol style="list-style-type: none"> 1. Updated database 2. Constantly updated online webpage
Outcome	Accreditation of the University of Foggia as an organization promoting gender equality
Timeline	Publication of updated data on the University website
Key Performance Indicators	Publicazione sul sito web di Ateneo dei dati aggiornati