



Università degli Studi
Mediterranea
di Reggio Calabria



***Gender Equality Plan
for the three-year period 2021-2023***



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1. Introduction

The Gender Equality Plan (hereinafter referred to as “GEP”) is one of the main actions of the “Gender Equality in Engineering through Communication and Commitment” (GEECCO) project, funded by the European¹ Union’s Horizon 2020 research and innovation program (Grant Agreement No 741128).

This plan is an instrument the University Mediterranea of Reggio Calabria (UNIRC) intends to equip itself with in order to promote gender equality aimed at guaranteeing to every individual, by combating any form of discrimination, equal conditions for participation in academic life and for the acquisition of tools useful for integration into economic, political and social life, regardless of gender, religion and belief, race and ethnic origin, disability, age, sexual orientation.

The University Mediterranea of Reggio Calabria supports the formulation of the Gender Equality Plan also as a measure of implementation of Agenda 2030, proposed by the General Assembly of the United Nations, in order to contribute to the realization of sustainable development at a global level.

Specific references to the above are also given in the Statute of the University Mediterranea², which in Article 2, states that it promotes among the fundamental values “actions that promote the overcoming of all forms of discrimination”. Furthermore, in the Code of Ethics³ of the University Mediterranea, Article 2.1 states that “In accordance with the requirements of the Charter of Fundamental Rights of the European Union and the Italian Constitution, the University Mediterranea rejects any form of discrimination, direct or indirect, founded on sex, race, skin color, ethnic or social origin, language, religion, personal belief, political opinions, membership of a national minority, heritage, birth, disability, age or sexual orientation.”

With a view to equal opportunities, the GEP aims to promote through the proposed activities, working well-being, the reconciliation of private and working life, the optimization of human resources for the achievement of the objectives of the University’s strategic planning, participation in the activities of all university staff (academic and administrative) enhancing their specific skills.

¹www.geecco.unirc.it

²http://www.unirc.it/documentazione/media/files/studenti/Statuto_pubblicazione_sito_18_11_2013.pdf

³https://www.unirc.it/documentazione/allegati_news/att_2011072850449_8947.pdf



In particular, this document is the result of an in-depth process of analysis, discussion, evaluation and review carried out at the University Mediterranea of Reggio Calabria with the main actors who will be involved in the implementation of the GEP.

It is important to emphasize that both the national legislation and the preliminary indications contained in the Triennial Plan of Positive Actions have been taken into account in the design of the actions included in the GEP.

The GEP will be periodically updated every three years, it will not replace the Triennial Plan of Positive Actions, but will complement it to strengthen or add new actions in order to achieve the objective of gender equality within our institution and ensure the long-term sustainability of gender equality actions.

This GEP is in line with the principles of the Charter of Fundamental Rights of the European Union and the Italian Constitution as well as with:

- The statutes of the Mediterranea;
- The Code of Ethics of the Mediterranea;
- The Code of Conduct of Public Administration Staff (D.M. 28 November 2000).

The main challenges related to the achievement of objectives in the gender perspective have been identified at the Mediterranea also thanks to the drafting of the Gender Budgets prepared by the CUG (Unique Guarantee Committee) from 2015 to today, and the meetings with the management of the university.

The implementation of the three-year GEP will be supported by the CUG with equal opportunities and mobbing skills, renewed by the Mediterranea in May 2020. In detail the CUG:

- Proposes action plans for the implementation of the European directives on equal treatment at the workplace;
- Promotes initiatives aimed at implementing actions in the field of reconciliation between private and labor;
- Promote studies and climate surveys useful for the prevention, preparation and elimination of discrepancies;
- Promotes well-being at work and in the university environment in the broad sense;
- Protects disadvantaged groups and groups
- Performs verification and monitoring tasks

Finally, the support of decision-making bodies which have the important task of preserving the principles of equal opportunities and their application in the ordinary management of academic life is essential for the achievement of the objectives of this GEP.



1.1 Challenges for the Promotion of Equal Opportunities

Equal opportunities are equal treatment for people in the fields of work, training and education, access to goods and services in general. Equal treatment means the absence of any direct or indirect discrimination based on gender, ethnicity, religious belief or belief, disability, age or sexual orientation. The promotion of the principles of equal opportunities is an instrument for preventing and combating all forms of violence (physical and psychological).

In order to achieve this, cultural dissemination of the concept of equal opportunities is important, starting from the regulatory aspects (e.g. provisions of the Constitutional Charter which have the greatest impact on equality and equal opportunities; Article 51 of the Constitution, whose recent amendment makes it possible to address in innovative terms the problem of equal opportunities in democratic representation; national legislation on equal opportunities, with particular reference to the latest measures that have addressed the issue directly or indirectly, such as the Code of Equal Opportunities; single guarantee committees, etc.). In this regard, already in 2011 the CRUI (Conference of the Rectors of the Italian Universities) presented a motion on equal opportunities expressing "*unanimous the strong hope that in the work of the commissions for the preparation of the university statutes not only take due account of the provisions of law n.240/2010, art. 2, paragraph 1, lit. l in the matter of "prevision, in the appointment of the members of the Board of Directors, of the observance of the constitutional principle of equal opportunities"*⁴. More recently, on 30 January 2018 a Memorandum of Understanding was signed between the National Council of Equality and MIUR (Ministry of Education, University and Research) to confirm the common commitment to "*combating gender inequalities and stereotypes that, even today, influence training paths, access to the labor market and careers of women and young people, continuing to foster discrimination in the world of work.[...] with the aim of raising awareness on the issue of equal opportunities, especially young people, as well as teachers and families. The Protocol shall last for three years and shall establish a Joint Committee to deal with the management aspects of the Protocol.*"⁵

Specific actions (which will be monitored, corrected and revised in order to achieve the objective) must be provided for in order to carry out specific actions to promote gender culture.

To this end, at the end of the process of analysis, discussion, evaluation and review carried out at the University Mediterranea of Reggio Calabria, some objectives to be achieved through the implementation of this GEP have been identified. In particular, four main areas of action have been identified and, for each of them, the specific objectives to be achieved. The implementation of all the actions identified to achieve the above objectives represent the challenges our University is called upon.

In detail, the areas of action identified by the GEP are:

⁴<https://www2.cruai.it/HomePage.aspx?ref=1974>

⁵<https://www.lavoro.gov.it/priorita/Pagine/Protocollo-Intesa-tra-Consigliera-Nazionale-Parita-e-MIUR.aspx>



- Decision-making Bodies and Human Resources;
- Career Progress;
- The gender Dimension in Research and Teaching;
- Gender Culture.

2. Areas of intervention

This section describes the main lines of action of the Mediterranea GEP.

2.1 Line of intervention A: Decision-Making Bodies and Human Resources

As documented by several studies carried out by some Italian universities (e.g., the University of Ferrara, Reggio Emilia and Modena, Foggia and Udine) and also by the European institutions (e.g. Directorate General for Research and Innovation – Unit B.7 Science with and for Society), in the Italian universities there is a significant gender imbalance in decision-making bodies.

As early as 2004, studies and research and funding programs implemented by the European Commission underline the negative effects of a non-homogeneous gender distribution in knowledge generation processes and scientific institutions. In addition, it has been highlighted as the under-representation of women in top positions and leadership does not facilitate young women to develop higher aspirations.

As suggested by the European policy guidelines and the results of some studies, to pursue the objective of ensuring equal representation of genders in organizations allows to obtain positive effects ranging from improving overall results and performance to creating a more sustainable and hospitable working environment from the point of view of social relations.

In this context, the commitment and example of universities can be decisive not only locally but also nationally, given their role as institutions for scientific research and cultural promotion.

In the light of the above, also for the University Mediterranea, where the existence of gender imbalance in decision-making bodies and in general in the various academic roles has been verified in the context of the activities carried out for the drafting of the Gender Budgets for the five-year period 2015-2020, it is desirable to initiate actions aimed at promoting gender rebalancing in decision-making bodies at the various academic levels, starting with the identification of criteria implementing the statutory norms and regulations in force at the Mediterranea, with a view to achieving the most effective principles and regulations in force at the Mediterranea.

Among the most common actions taken at international level to promote gender rebalancing in universities include institutional communication to give greater visibility to under-represented



components, support for applications for top positions at different levels, application of the principle of alternating posts to enable all academic components to contribute to the development of the institution with its own competences and capabilities.

All this fit into a more general context of the entire university community, including the student component, for which the Mediterranea commits itself to listening, evaluating and working to ensure a peaceful and profitable work and study environment respecting every gender difference.

With this in mind, specific actions are envisaged (which will be monitored, corrected and revised over the three-year period indicated in order to achieve the objective of gender rebalancing).

2.1.1 Objective A.1: Long-term sustainability of the GEP

One of the main challenges for supporting the process of structural change towards gender equality is the long-term sustainability of the actions included in this GEP at the end of the three-year period 2021-2023, which constitutes its period of operation. To ensure that after this period the most important actions continue to have the support of the University's Governance, it is necessary to institutionalize them through the formulation of a programming document that will be transposed into the Triennial Plan of Positive Actions of the University, in the phase of completion by the CUG.

2.1.2 Objective A.2: Equal Representation

Identification of specificities that do not allow equal representation with respect to the composition of the academic community. In particular, communication activities (either within the University or on the Web or through press releases) aimed at giving visibility to the initiatives and results of the least represented components can contribute to creating a more productive and stimulating working environment for all academic and administrative staff, while encouraging the participation of all student components in the activities of the University.

2.1.3 Objective A.3: Equal Visibility

Identification of specificities that do not allow equal visibility with respect to the composition of the academic community. In particular, communication activities (either within the University or on the Web or through press releases) aimed at giving greater visibility to the initiatives and results of the least represented components can contribute to creating a more productive and stimulating working environment for all academic and administrative staff, while encouraging the participation of all student components in the activities of the University.



2.1.4 Objective A.4: Reconciliation between Work and Private Life

The efficiency and effectiveness of administrative action and productivity necessarily go through the improvement of work organization. A working environment geared to the well-being of workers and workers is, in fact, an essential element in order to guarantee the best contribution in terms of both productivity and affection for work. A working environment capable of guaranteeing equal opportunities, health and safety is essential in order to achieve a greater contribution from workers and workers, both in terms of productivity and membership. In this context, this administration is committed to supporting the reconciliation of work and private life.

2.1.5 Objective A.5: Coordination of Equal Opportunities

The existence of multiple operators active in the field of gender equality or equal opportunities active at the Mediterranea is not always known to everyone within the institution as it should be, and there is not always effective coordination between all the various committees/resources. It is therefore necessary to increase the visibility of these operators at the Mediterranea and to promote the coordination of their activities in order to avoid unnecessary overlaps and enhance the effectiveness of their service.

2.1.6 Objective A.6: Long-term monitoring of gender equality

In order to facilitate quantitative analysis of gender disaggregated data and to identify possible critical conditions and weaknesses, and to assess the effectiveness of gender-related measures, it is important to have a system for collecting and monitoring gender equality data. The analysis of the current situation in terms of gender dimensions should be repeated periodically in order to verify the evolving scenario and possibly change the direction of actions taken to achieve gender equality.

2.1.7 Objective A.7: Office for “Administrative and Organizational Support for Equal Opportunities”

The Mediterranea established in 2020 the office for the “Administrative and Organizational Support for Equal Opportunities” under the coordination of the vice Rector pro-tempore for equal opportunities. The Mediterranea is aware of the importance of such an office and of the necessary strengthening of its activity in achieving gender equality objectives.



2.1.8 Objective A.8: Dissemination of “Best Practices” for Decisional Level Gender Balance

It is important that the institutional bodies are always aware of the best practices that other Italian universities carry out in the field of gender balance. Knowledge improves the processes of awareness, analysis, emulation and improvement of the actions undertaken and to be undertaken as far as decision-makers are competent in terms of gender equality.

2.2 Line of intervention B: Career Advancements

According to MIUR data on academic position in the national context (December 2016), women are on average about 22 % in the first-tier level while, considering all levels of academic career (researcher, full professor, professor), the percentage, always on average, is about 37 %. Taking into account the STEM disciplines alone (Science, Technology, Engineering and Mathematics), these percentages, in particular with regard to the first-tier level, range from 9 % to 16 % in the different Scientific Sectors (SSDs).

These figures are contrasted with those relating to the percentage of graduates (about 40 %) and graduates (about 60 %), which do not justify the subsequent apparent imbalance in academic careers.

According to several studies (e.g. University of Trento and University of Bologna) the abandonment of the scientific career by women would be linked to a working environment that in addition to being unbalanced at the beginning with respect to the gender (providing therefore less opportunities for the creation of relational and social networks) is also unwilling to provide the right support, in particular because women far more than men find themselves having to reconcile work and family commitments.

The statistics compiled for the University Mediterranea do not show substantial differences with what has been found at national level. The percentage of women in the first tier for the University is equal to 20 % on average (6 % in the Engineering area, 9 % in the Agricultural area, 13 % in the Law, Economics and Human Sciences area, with the exception of the Architecture area where there is 50 %), while for the student body and the research doctorates there is a percentage of about 30 % for the areas of Agriculture and Engineering, with the exception of the area of Architecture where there is about 60 % for the economy, the total area is 50 %. All the data mentioned are given in the reports on the Gender Budget drawn up for the five-year period 2015-2019.⁶

⁶<https://www.unirc.it/ateneo/cug-archivio.php>



2.2.1 Objective B.1: Enhancing and Promoting Research

To encourage the beginning and continuation of academic careers for those at the Mediterranea who are numerically minority (from the data given in the abovementioned reports on the Gender Budgets drawn up for the five-year period 2015-2019. In almost all departments of the Mediterranea women researchers/teachers are in a minority compared to their male colleagues) it is appropriate to support and disseminate the results of research conducted by academic staff belonging to these categories, in particular when internationally recognized and/or published in authoritative journals, also encouraging participation in conferences and seminars organized at the University, preferably with equally represented speakers and rapporteurs. These opportunities should be considered more closely if they relate to younger subjects working in research doctorates and departmental research groups.

2.2.2 Objective B.2: Valorization and Promoting Activities Relative to Research Projects

Internal investigations have shown that in the context of the projects still few researchers who propose themselves as Principal Investigator or as Project Research Unit Managers. Several causes may be at the origin of this, for example: a small number of professors and leaders of research groups within academic institutions and departments or the difficulty of reconciling work and private life. It is therefore important, on the one hand, to enhance activities related to research projects involving women in the role of Principal Investigator or as Project Research Unit Managers and, on the other hand, to promote their participation in these roles, with particular attention to young researchers. Finally, with the same scientific content, preference should be given to research projects with an equal composition of the working group.

2.2.3 Objective B.3: Access to Academic and Working Positions

The University Mediterranea of Reggio Calabria is actively committed to ensuring equal opportunities by avoiding asymmetries in the evaluation processes for access to the academic and employment positions of its competence (progress of careers of teaching staff, contracts and research grants, fixed-term employment contracts of the PTA, etc.). To this end, the Mediterranea reiterates, in accordance with the Code of Ethics of the University of Reggio Calabria (approved by Rector's Decree No. 204 of 27/07/2011), to work and ensure that the members of the committees for the selection of staff evaluate the capacities of the candidates without applying a different treatment on the basis of sex, race, color of the skin, ethnic or social origin, language, religion, personal beliefs, political



opinions, membership of a national minority, heritage, birth, disability, sexual age and orientation.

2.3 Line of intervention C: Gender Size in Research and Teaching

The introduction of the gender dimension in research and teaching (R&T) is positively considered and encouraged by this institution and incorporated into the objectives of the University Strategic Plan 2020-2022.

In particular, the conduct of a research activity should consider, where relevant, how many and which aspects of the topic are dependent on the specific characteristics of the user. Therefore, when preparing the research program, care must be taken to ensure that it does not conceal involuntary prejudice, such as assuming that certain functions are prerogatives of a kind or underestimating the impact of a specific group on extrapolating research results. Indeed, if the sample is not representative of the actual population, the results are distorted and the practical application of the research results will create a further distortion in society.

In their research it is important that every academic at this university uses a language respectful of differences, as reported in the document "*Indications for a use of language respectful of differences*"⁷, adopted by the Mediterranea University of Reggio Calabria with D.R. n. 352 of 21/12/2018 and in force since that date. It should be noted that the recommendations set out in the abovementioned document are also expressly indicated in the guidelines to authors for the submission of scientific articles by many journals in the STEM area.

On the introduction of the gender dimension in didactics it is easy to emphasize that the development of a society without conditioning and prejudice lies primarily in the training that pupils receive. The Mediterranea is aware of its role and the importance of providing adequate training activities in this area as well.

To this end, in carrying out teaching activities, the teacher should pay attention to the fact that the audience is made up of individuals whose social models of reference (e.g. men and women) are different. Therefore, examples always declined according to one of the two genders (typically masculine) can provide a distorted perception of the relationship between the contents of the discipline and application fields. In disciplines where the female presence among teaching staff is typically rather low, this can cause further distortion by providing the perception that the area, this is generally usual in STEM disciplines, is almost exclusively male.

The effects of such a perception are multiple: professional repercussions (e.g., incorrect design with respect to the end user's perspective), loss of resources (e.g., reduction of enrolment of students who perceive certain areas as "male"), impacts on society (e.g. training of people who

⁷http://www.geecco.unirc.it/images/Linee_guida_uso_linguaggio_Unirc.pdf



in turn will perpetuate a distorted model that will not take into account, if not marginally, the perspective of the end user).

Therefore, the benefits of a training that considers the gender and in which, as for research, each teacher uses a language respectful of the differences during the performance of the educational activities, as reported in the document "*Indications for a use of language respectful of differences*" mentioned above.

2.3.1 Objective C.1: Promotion of Gender Size in R&T

The University Mediterranea of Reggio Calabria is actively involved in the introduction of the gender dimension in R&T areas, promoting forms of self-assessment of the contents of their researches and teaching courses by teachers, researchers and researchers, always respecting the prerogatives guaranteed to them by our constitution and the regulatory framework in force.

2.4 Line of intervention D: Gender Culture

Universities are the venue for creation, transmission and dissemination of knowledge and therefore represent important models of reference for society, playing not only a fundamental role in the cultural and civic formation of the young generations, but also more generally in the transmission of a culture that educates respect for the values of equality and contrasts discrimination in all forms.

Communication is one of the areas in which gender stereotypes and prejudices can be produced and conveyed, consciously or unconsciously. Communication in all its forms (audiovisual, iconic, verbal, gestural) can contribute to consolidating or exasperating imbalances already present in society, but it can also contribute positively to changing and countering stereotypes and customs.

Starting from these assumptions, and recognizing the important educational role that the university, as a place of culture and knowledge, plays at various levels, the University Mediterranea of Reggio Calabria intends to promote in the various areas of the daily life of the academic community (events, administrative texts, communications) a use of the Italian language respectful of all differences, transversal to all gender. At the same time, together with the careful use of language, it promotes the use of balanced and representative images of all the different components that contribute to forming a free, open and inclusive academic community.

2.4.1 Objective D.1: Gender Language

The Mediterranea through the document "*Indications for a use of language respectful of differences*"⁸, adopted by the University Mediterranea of Reggio Calabria with D.R. n. 352

⁸[Http://www.geecco.unirc.it/images/Linee_guida_uso_linguaggio_Unirc.pdf](http://www.geecco.unirc.it/images/Linee_guida_uso_linguaggio_Unirc.pdf)



of 21/12/2018 and in force since that date, has adopted the European indications contained in Directive EU/54/2006 and in the guidelines "Gender neutrality in the language used to the European Parliament, 2008", where it is recommended to "avoid the use of terms that imply the superiority of one sex on the other, and in the same way that the role of one sex on the other has the right to have the right to have the right to play a role in the same way, and in order to avoid the use of terms that imply the superiority of one sex in Reggio Calabria with D.R. n. 352 of 21/12/2018 and in force since that date. However, gender-neutral communication is a fundamental requirement even when communication is expressed in other forms such as visual and iconic forms. The Mediterranea is committed to combating all forms of discrimination including those of written and visual communication.

2.4.2 Objective D.2: Awareness

There is often a widespread lack of awareness of the existence of gender imbalances, and of situations of discomfort within the university .In addition, there is limited knowledge of the initiatives/events carried out or ongoing in the field of gender equality within the University, so that greater coordination is needed within the university in order to reach as many recipients as possible by facilitating access to information on the activities organized and promoted by the University on the protection of equality, inclusion and non-discrimination.



3. Gender Equality Strategy: Areas of Intervention and Objectives

The strategy for gender equality that the Mediterranea intends to pursue in order to address the challenges is based on the identification of the main lines of action described in the previous section, namely:

- Decision-making Bodies and Human Resources;
- Career Progress;
- The Gender Dimension in Research and Teaching;
- Gender Culture.

The benefits of the actions envisaged in this plan will come from the whole of the Mediterranea community if they are carried out at the level of the committees active at the Mediterranea, its departments or the university in its entirety.

Table 3.1 below presents a summary of the main objectives aiming at addressing each of the challenges described in the previous section with the actions proposed to address these challenges and which will be described in detail in the next section.



A	Decision-making Bodies and Human Resources
A.1	Decision-making Bodies and Human Resources <i>Inclusion of the GEP in the Triennial Plan of Positive Actions of the Mediterranea</i>
A.2	Equal Representativeness <i>Identification of Specificities Preventing the Equal Representativeness of Gender at Various Decision Levels</i> <i>Strengthening Coordination Services on Equal Opportunities</i>
A.3	Equal Visibility <i>Identification of Specificities Preventing Equal Visibility of Gender</i>
A.4	Reconciliation of Work and Private Life <i>Flexibility of work</i>
A.5	Coordination of Equal Opportunities <i>Coordination Committee for Equal Opportunities</i>
A.6	Long-term Monitoring of Gender Equality <i>Gender Budgets</i>
A.7	Office for "Administrative and Organizational Support for Activities for Equal Opportunities" <i>Strengthening of the Office</i>
A.8	Dissemination of "Best Practices" for Level Gender Balance Decision <i>Report "Best Practices"</i>
B	Advancements of Career
B.1	Enhancing Research Activities <i>Research Training</i> <i>Virtual Office for Research</i> <i>Catalogue of Research and Projects (Common to Actions B1 and B2)</i> <i>Catalogo delle Ricerche</i>
B.2	Valorization and Promoting Activities Relative to Projects of Research <i>Encouraging Participation as Principal Investigator, Responsible for Research Units in Projects and Team Composition</i> <i>Virtual Office for Projects</i>
B.3	Access to Academic and Working Positions <i>Guidelines and Training for Commissions for Access to Work Positions</i>
C	Gender Size in Research and Teaching
C.1	Promotion of Gender Size in R&T <i>Guidelines and Training for Research and Teaching</i>
D	Gender Culture
D.1	Gender Language <i>Seminar on Gender Communication</i>
D.2	Awareness <i>Questionnaire on Equal Opportunities Perception</i> <i>Collaboration with Delegates for Equal Opportunities of the Italian Universities</i> <i>Contrast to Gender Stereotypes in STEM Disciplines</i> <i>Seminar on Equal Opportunities</i>

Table 3.1



4. Action Plan

In this section is given in detail the GEP of the Mediterranea. For each of the previously identified objectives, one or more actions, formulated in generic terms, are described to achieve the targets set, the timing and the responsible units/stakeholders.

The effectiveness of each action of this GEP should be assessed in relation to its ability to meet the intended purposes and may be subject to review even before the end of this GEP if it is necessary to achieve the objective set, or if the same action is no longer necessary for the intended purpose. These revision proposals may be made on the basis of the results achieved and on the basis of opinions, advice, observations, suggestions from active and passive actors (i.e., performers and beneficiaries). The CUG will coordinate any process of reviewing the actions with a view to maintaining the gender equality objectives underlying the GEP. For this purpose, the CUG may also avail itself of external collaborators to the Committee.

4.1 Line of intervention A: Decision-Making Bodies and Human Resources

4.1.1 Objective A.1: Long-term sustainability of the GEP

Action A.1.1: Inclusion of the GEP in the Mediterranea three-year plan of positive actions

Description: The action aims to incorporate the objectives of gender equality within the first Triennial Plan of Positive Actions⁹ whose proposal is entrusted to the CUG of the University Mediterranea (Directive PCM N. 2/2019) to the approval of the decision-making bodies. The general objectives of the actions are:

- Ensuring equal opportunities in access to employment, career progression, working life, vocational training and mobility;
- Promoting organizational well-being and better organisation of work that promotes a balance between working time and private life;
- Promoting gender culture and respect for the principle of non-discrimination within the University

⁹ Three Year Plan of Positive Actions is the official document issued by each Italian University every three years and includes actions to promote culture and equal opportunities policies.



- This three-year positive action plan is updated annually, monitoring and verification of its implementation is primarily entrusted to the Single Guarantee Committee (Annual Report).

Timing:

- M01-M36:
 - M01-M12: Monitoring and report
 - M18-M24: Monitoring and report
 - M30-M36: Monitoring of the results, report and formulation (M36) of the proposal for the inclusion of actions considered most useful and effective in the First Plan of Positive Actions

Actors involved:

- CUG with the possible collaboration of other structured staff of the University.

4.1.2 Objective A.2: Equal Representation

Action A.2.1: Identification of Specificities Preventing the Equal Representation of Gender to Different Decision Levels

Description: Identification of criticalities of gender representativeness at the different decision-making levels, with respect to the composition of the academic community, on the basis of the data and statistics produced annually. The purpose of this action is to identify, explain and propose to decision-making bodies suitable criteria/modality, if not clearly defined, for the appointment/election of members who, by Statute, are chosen/elected “in compliance with the constitutional principle of equal opportunities” (Articles 16, 19, 21 of the Statute of the University), including the possibility of the provision of the provisions of Article 19 paragraph b which states “according to the general regulations of the University which must provide for a single vote in addition to a single vote, a separate double vote”.

Timing:

- M09-M12: Analysis of the procedures currently adopted
- M13-M15: Illustration to decision-making bodies of criteria/modality for the appointment/election of members that are chosen/elected by statute

Actors involved:

- Bodies of University, Governance, Departments, vize Rector for Equal Opportunities with the possible collaboration of the CUG or other structured staff of the University



Action A.2.2: Strengthening Coordination Services on Equal Opportunities

Description: The Departments of the Mediterranea have always paid significant attention to gender culture and, with this in mind, they have long been equipped with their own vice Rectors for Equal Opportunities who work and collaborate with their Directors of the Department for Gender Issues and provide direct feedback on gender equality at local level. In order to coordinate the activities of Equal Opportunities between the University and the Departments, it is intended to establish a Guide Committee for Equal Opportunities composed of all vice Rectors for Equal Opportunities of the Mediterranea Departments coordinated by the vice Rector for Equal Opportunities of the University. In particular, in addition to the coordination of equal opportunities actions, it will work to facilitate the integration of the gender perspective into the University Government, to remove the causes that in fact hinder departmental level a homogeneous representativeness of the members of the academic community at different levels.

Timing:

- M01-M36

Actors involved:

- University bodies, Governance, Vice Rector for Equal Opportunities of the University, Delegates for Equal Opportunities of Departments, Office for “Administrative and Organizational Support to Equal Opportunities Activities”.

4.1.3 Objective A.3: Equal Visibility

Action A.3.1: Identification of Specificities Preventing the Equal Visibility of Gender

Description: Identification of specificities that do not allow equal representation with respect to the composition of the academic community. In particular, communication activities (both within the University, and more specifically in the Departments, on the Web or through press releases) aimed at giving visibility to the initiatives and results of the less represented components. This action can help to create a more productive and stimulating working environment for all academic



and administrative staff, while at the same time encouraging the participation of all members of the University community.

Timing:

- M01-M36:

Actors involved:

- Delegates of Directors of Departments, Delegates of Departments for Communication, University Communication Service

4.1.4 Objective A.4: Reconciliation between Work and Private Life

Action A.4.1: Flexibility of work

Description: The Mediterranea is committed to improve the organization of work based on the well-being of workers and to support the reconciliation of work and private life. Recent events caused by the COVID-19 epidemic have forced the need to apply large-scale teleworking (or smart working) to academic staff and technical and administrative personnel. Although direct human relations are irreplaceable and non-technologically substituted in the performance of their training and research missions, there may be cases where forms of partial or total teleworking can be adopted to meet the need for reconciliation between work and private life. However, at present it has not yet been possible to assess the productivity, efficiency and effectiveness of administrative and academic action “post facto”. It is therefore necessary to evaluate the results of the administrative and academic action carried out in smart working mode that characterize the phase after the lock-down *period*. To this end, a committee shall be set up to acquire analytical elements for the monitoring of the effects of smart working at the Mediterranea, and to enable decision-making bodies to make appropriate assessments and decisions in terms of labour flexibility.

Timing:

- M13-M24

Actors involved:

- Delegate of the Rector, Delegate of the Administrative Director, Delegate of the CUG, Human Resources Area



4.1.5 **Objective A.5: Coordination of Equal Opportunities**

Action A.5.1: Coordination Committee for Equal Opportunities

Description: The existence of several subjects (Departments, Committees, Bodies, Associations and Working Groups in Projects) that work in the field of gender equality, in the absence of coordination, can cause unnecessary overlaps with loss of resources and effectiveness of the actions themselves. In order to strengthen the overall action of the Mediterranea, an “internal network” will be developed, coordinated by a designated office that will act as a link between all those involved in various ways in the Mediterranea, in order to avoid overlaps of equality actions, identify possible joint actions and increase awareness of the actions and initiatives undertaken in the field of equality both within the Mediterranea community and outside the Mediterranea. Stakeholders will meet every six months at least.

Timing:

- M06-M36

Actors involved:

- Representative of the Delegates/Parties Delegate Committee and representatives of the various Committees, Evaluation board, Bodies, Associations and Working Groups in Projects

4.1.6 **Objective A.6: Long-term monitoring of gender equality**

Action A.6.1: Gender Budgets

Description: The presence of a system of aggregated indicators for gender equality makes it possible to facilitate monitoring and evaluation of the implementation of GEP and the evolution of gender policies over time, including through aggregated statistical indicators. To this end, in accordance with the national guidelines, data, broken down by gender, will be collected and analyzed to monitor the current situation and its evolution over time. The data collected will cover the female and male presence in the different roles/level of staff and the student population. The results of the analysis of the data presented also through the use of tables and graphs will be part of a report (Gender Budgeting) prepared by a Coordination Group and which will be published periodically (annually) on the institutional website of the Mediterranea and submitted to the decision-making bodies of the university. Through this report the decision-making bodies will be informed of the actual situation in terms of gender equality and will be able to observe the effectiveness and long-term effects of the choices over the years.



Timing:

- M01-M36:
 - M06: Gender Budget 2021
 - M18: Gender Budget 2022
 - M30: Gender Budget 2023

Actors involved:

- Governance, CUG, vice Rector for Equal Opportunities, University Statistical Office

4.1.7 Objective A.7: Office for “Administrative and Organizational Support for Equal Opportunities”

Action A.7.1: Strengthening of the Office

Description: On 15 June 2020 the Administrative Directorate of the Mediterranea activated an office for the “Administrative and organizational support for activities for Equal Opportunities” under the coordination of the pro-tempore vice Rector for equal opportunities. The Mediterranea is aware of the importance of such an office in order to strengthen the workforce and strengthen the services offered by this office. To this end it is agreed to activate 18 months after the establishment of the office a reconnaissance of the activity carried out and the modalities of strengthening of the office

Timing:

- M01-M36: Reconnaissance activities

Actors involved:

- Administrative Director or its Delegate, vice Rector for Equal Opportunities of the University

4.1.8 Objective A.8: Dissemination of “Best Practices” for Decisional Level Gender Balance

Action A.8.1: Report “Best Practices”

Description: In order to bring to the attention of the decision-making bodies of the Mediterranea the best practices adopted also by other Italian universities in the field of gender balance, it is agreed to submit to the decision-making bodies a report on best practices on equal opportunities deemed suitable to promote significant changes at the Mediterranea. The report will be prepared annually.

Timing:



- M01-M36:
 - M12: Report “Best Practices” 2021
 - M24: Report “Best Practices” 2022
 - M36: Report “Best Practices” 2023

Actors involved:

- Governance bodies, Steering Committee for Equal Opportunities, CUG (who may avail itself of the action of other structured staff)

4.2 Line of intervention B: Career Advancements

4.2.1 Objective B.1: Enhancing Research Activities

Action B.1.1: Research Training

Description: Career advances in the Italian academic system require the possession of significant scientific production. Young generations of PhD students and researchers may encounter significant difficulties at the beginning of their careers to produce an adequate number of quality scientific publications, choose the most appropriate journals and orient themselves to the mechanisms of National Scientific Enablement. In order to strengthen these aspects, strengthening seminars will be carried out periodically, where particular attention will be paid to under-represented groups in the academic community of the Mediterranean (generally made up of the category of women, as can be seen from the relevant statistics from 2015 to today) in order to give all the members of the Mediterranean equal career opportunities. The seminars can also be delivered online in the manner deemed most appropriate.

Timing:

- M01-M36:
 - M06-M12: Seminar on Enhancement 2021
 - M18-M24: Seminar on Enhancement 2022
 - M30-M36: Seminar on Enhancement 2023

Actors involved:

- Vice Rector for Research, PhD Schools.



Action B.1.2: Virtual Office for Research

Description: To complete the previous action, a virtual office is set up for mentoring young generations of PhD students/doctors and researchers on topics related to scientific research and production. In carrying out this activity, particular attention will be paid to the under-represented categories in the academic community of the Mediterranea (generally constituted by the category of women, as can be seen from the relevant statistics from 2015 to today) in order to give all the members of the Mediterranea equal career opportunities.

Timing:

- M04-M36

Actors involved:

- Delegate of the Vice Rector for Research.

Action B.1.3: Exploitation of Research Results

Description: In order to encourage the beginning and continuation of academic careers for those at the Mediterranea who are numerically minority at the Mediterranea (from statistics from 2015 to today, in almost all departments of the Mediterranea women researchers/teachers are in a minority compared to their male colleagues) it is appropriate to support and disseminate the results of research conducted by academic staff belonging to these categories, in particular when internationally recognised and/or published in authoritative journals. These opportunities should be considered more closely if they relate to younger subjects working in research doctorates and departmental research groups. This activity can be carried out both at the University and Department level through communications in the Department Councils and Degree Courses, press releases on the media (both online and not) and also favoring the organisation of conferences and seminars organised at the University with speakers and rapporteurs preferably represented in equal measure.

Timing:

- M01-M36

Actors involved:

- Department Directors and their Delegates for Communication, University Communication Office



Action B.1.4: Catalogue of Research and Projects (Common to Actions B1 and B2)

Description: From the statistical reports drawn up for the five-year period 2015-2018 (Generary Budgets), and in the year 2019 (Report on the situation of personnel drawn up by the Unique Guarantee Committee of UNIRC, <https://www.unirc.it/ateneo/cug-attivita.php>), in almost all departments of the Mediterranea women researchers/teachers are in a minority compared to their male colleagues. In order to encourage the start and continuation of their careers and to exploit their research activities, a specific report will be drawn up annually to disseminate and advertise their scientific publications and the projects in which they participate. The report will be published on the University institutional website and advertised in the manner deemed most appropriate.

Timing:

- M01-M36:
 - M01-M12: Catalogue of Research and Projects 2021
 - M13-M24: Catalogue of Research and Projects 2022
 - M25-M36: Catalogue of Research and Projects 2023

Actors involved:

- Delegate of the Vice Rector for Research, SIAT

4.2.2 Objective B.2: Valorization and Promoting Activities Relative to Research Projects

Action B.2.1: Encourage Participation as Principal Investigator, Research Unit Managers in Projects and Team Composition

Description: As evidenced by statistics for the years from 2015 to today, the application of women in the role of Principal Investigator or Head of Research Unit in funded projects is still limited. Similarly, it appears that the composition of teams within projects is frequently unbalanced with respect to gender. This situation is also reflected in the design of the young generations of PhD students and researchers, not least because of inadequate knowledge of the mechanisms underlying research funding. Given also the increasing attention given to these aspects in the context of project evaluations (increasing funding possibilities), it is considered appropriate to encourage the application of women to apical roles within projects and to promote the formation of teams which are gender-balanced as possible. In order to strengthen these aspects, special seminars will be carried out periodically, which can also be provided online in the manner deemed most appropriate.



Timing:

- M01-M36:
 - M01-M12: Seminari
 - M13-M24: Seminari
 - M25-M36: Seminari

Actors involved:

- Vice Rector for Research, PhD Schools.

Action B.2.2: Virtual Office for Projects

Description: To complete the previous action, a virtual office is set up for mentoring young generations of doctoral candidates and researchers on topics related to research projects. In carrying out this activity, particular attention will be paid to the under-represented categories in the academic community of the Mediterranea (generally constituted by the category of women, as can be seen from the relevant statistics from 2015 to today) in order to give all the members of the Mediterranea equal career opportunities.

Timing:

- M04-M36

Actors involved:

- Delegate of the Vice Rector for Research.

4.2.3 Action B.3: Access to Academic and Working Positions

Action B.3.1: Guidelines and Training for Commissions for Access to Work Positions

Description: Ensure equal opportunities by avoiding asymmetries in evaluation processes for access to academic and employment positions within its competence (teaching staff career progress, research contracts and grants, PTA fixed-term employment contracts, etc.). The Mediterranea adopts the guidelines "*Indications in the matter of equal opportunities for staff selection commissions*" developed within the framework of the GEECCO project (funded by the research and innovation Horizon 2020 programme of the European Union – Grant agreement No 741128), and approved by all the departments of the Mediterranea, which highlight how processes of "unconscious bias" can interfere with the evaluations of the candidates. In order to increase awareness of the



presence of such processes, members of all commissions for access to employment positions, in any capacity, will need to see these guidelines. In addition to the paper document, they will be made available both on the institutional website and on that of the GEECCO project (www.geecco.unirc.it)

Timing:

- M01-M36:
 - M06-M12 Training
 - M18-M24 Training
 - M25-M36 Training

Actors involved:

- Administrative Director, Department Directors, Directors of PhD Schools, Evaluation board, Members of the Boards for access to employment positions.

4.3 Line of intervention C: Gender Size in Research and Teaching

4.3.1 Objective C.1: Promotion of Gender Size in R&T

Action C.1.1: Guidelines and Training for Research and Teaching

Description: In order to promote forms of self-assessment of the contents of their researches and courses of teaching by teachers, researchers and researchers (with due regard to the prerogatives guaranteed by our constitution and the current regulatory framework), the Mediterranean University adopts the guidelines "*The End User Perspective – How to take into account the educational and research effects on society*" developed under the GEECCO project (funded by the research and innovation programme Horizon 2020 of the European Union – Grant agreement approved by 741128). In addition to the paper document, both a commented presentation and a training video will be made available both on the institutional website and on that of the GEECCO project (www.geecco.unirc.it).

Timing:

- M01-M36:
 - M06-M12 Training
 - M18-M24 Training
 - M25-M36 Training

Actors involved:

- Department Directors, academic community.



4.4 Line of intervention D: Gender Culture

4.4.1 Objective D.1: Gender Language

Action D.1.1: Seminar on Gender Communication

Description: The Mediterranea has already adopted with D.R. n. 352 of 21/12/2018 the document "*Indications for a use of language respectful of differences*" and applies it in all official documents, including the GEP. There are, however, other forms of communication no less important than written forms such as visual and iconic, which, like written documents (as well as research and research projects) should refer to models of communication neutral from the point of view of gender. In the past, a specific activity has been carried out to define the content and style of written institutional communication addressed to the administrative staff of the Mediterranea. To strengthen the adoption of a language respecting differences in all forms of institutional communication (written, visual and iconic) a new training seminar will be organised that this time involves all the members of the Mediterranea community.

Timing:

- M01-M36:
 - M06-M12 Seminar on Gender Communication
 - M18-M24 Seminar on Gender Communication
 - M25-M36 Seminar on Gender Communication g

Actors involved:

- Administrative Director or his delegate

4.4.2 Objective D.2: Awareness

Action D.2.1: Questionnaire on Equal Opportunities Perception

Description: Carrying out surveys of the different components of the academic community in individual departments to verify the actual perception of equal opportunities issues. The survey questionnaire model will be developed with Equal Opportunities Department delegates, who will carry out the surveys, at intervals, in their respective departments to verify whether and how the perception of equal opportunities changes also after the launch of any specific actions that fall within the positive action plan to be adopted by the University, in order to carry out a monitoring of the actions taken and any corrective actions. For the central offices of the administration, investigations may be carried out by the University CUG. The same questionnaire will be disbursed twice in the three years



Timing:

- M16: First questionnaire
- M34: Second questionnaire

Actors involved:

- CUG, Departmental Delegates of the Equal Opportunities; CUG, offices in charge

Action D.2.3: Collaboration with vice Rectors for Equal Opportunities of Italian Universities

Description: Collaboration with the vice Rectors for the Equal Opportunities of Italian Universities is promoted also through membership of networks and associations for equal opportunities operating within Italian universities.

Timing:

- M01-M36

Actors involved:

- Vice Rector for Equal Opportunities

Action D.2.3: Contrast to Gender Stereotypes in STEM Disciplines

Description: A sub-representation of women in the field of STEM disciplines gives young students a wrong perception that results in choosing other faculties, often outside the Mediterranea. This translates on the one hand into a loss of possible new students and, on the other hand, in perpetrating the stereotype that STEM disciplines do not decline to the female. To counter these stereotypes, the Mediterranea will pay particular attention to promoting gender-neutral communication and positive models of contrast to stereotypes, in all promotional initiatives aimed at high school students (e.g., Open Day, International Women's and Girls' Day in Science, etc.).

Timing:

- M01-M36

Actors involved:

- Delegate of the Rector and Delegates of Department Directors for Guidance



Action D.2.4: Seminars on Equal Opportunities

Description: Training/informative seminars with the support, if necessary, of external experts, both at national and international level, conferences and study meetings also in collaboration with Councillors of Equality and the CUGs of Local Authorities (Municipality, Province, Region) addressed to the entire academic community of the University, in particular with the direction of the decision-making bodies responsible for the important task of conveying and promoting gender culture at the University.

Timing:

- M01-M36:
 - M06-M12: Seminar on Equal Opportunities
 - M18-M24: Seminar on Equal Opportunities
 - M30-M36: Seminar on Equal Opportunities

Actors involved:

- University Governance, Coordination of Delegates for Equal Opportunities, CUG



5. Tables

In this section the action lines, objectives and specific actions of the EDPS are summarized in tabular form including the timing and the targets foreseen for each of the actions to be implemented. In detail:

- Action Line A: Decision-making Bodies and Human Resources (Table 5.1);
- Action Line B: Career Progress (Table 5.2);
- Action Line C: The Gender Dimension in Research and Teaching (Table 5.3);
- Action Line D: Gender Culture (Table 5.4).



Table 5.1 –Action Line A: Decision-making Bodies and Human Resources

Action Line A	Decisional Organs and Human Resources	Duration	Action indicator	Actors	Indicator value Target 2021	Indicator value Target 2022	Indicator value Target 2023
Objective A.1	Long-term sustainability of the GEP						
Action A.1.1	Inclusion in the Triennial Plan of Positive Actions of the Mediterranean of Actions of the GEP	M06-M36	Annual monitoring report on the effectiveness and efficiency of the actions of the GEP. Number of gender equality objectives within the first Triennial Plan of Positive Actions useful (2025)	CUG with the possible collaboration of other structured staff of the University	Monitoring report (=1)	Monitoring report (=1)	Monitoring report (=1) – Number of proposals included in the Triennial Plan of positive actions (>50 % of EPG actions)
Objective A.2	Equal Representation						
Action A.2.1	Identification of Specificities Preventing the Equal Representation of Gender to Different Decision Levels	M09-M15	Identification of criticalities of gender representativeness at the different decision-making levels, with respect to the composition of the academic community, on the	Bodies of University, Governance, Departments, Vice Rector for Equal Opportunities with the possible collaboration of the CUG or other structured staff of the University	Monitoring report (=1)	Potential proposal to the University bodies (>=1) – Debate/Reception of the proposal by decision-making bodies	



			basis of the data and statistics produced annually.				
Action A.2.2	Strengthening Coordination Services on Equal Opportunities	M01-M36	Establish a Guide Committee for Equal Opportunities composed of all Delegates/Delegates for Equal Opportunities of the Mediterranean Departments coordinated by the vice Rector for Equal Opportunities of the University.	University bodies, Governance, vice Rector for Equal Opportunities of the University, Delegates for Equal Opportunities of Departments, Office for “Administrative and Organizational Support to Equal Opportunities Activities”.	Establishment Committee – Annual meetings (>=3)	Annual meetings (>=4)	Annual meetings (>=5)
Objective A.3	Equal Visibility						
Action A.3.1	Identification of Specificities Preventing the Equal Visibility of Gender	M01-M36	Identification of specificities that do not allow equal visibility with respect to the composition of the academic community. communication activities (both	Delegates of Directors of Departments, Delegates of Communication Departments, University Communication Service	Number of annual communications (>18)	Number of annual communications (>24)	Number of annual communications (>30)



			within the University, and more specifically in the Departments, either on the Web or through press releases)				
Objective A.4	Reconciliation between Work and Private Life						
Action A.4.1	Flexibility of work	M13-M24	Evaluation of the results of administrative and academic action carried out in smart-working mode	Delegate of the Rector, Delegate of the Administrative Director, Delegate of the CUG, Human Resources Area		Monitoring report and proposal for decision-making bodies (=1) Debate/Reception of the proposal by decision-making bodies	
Objective A.5	Coordination of Equal Committees						
Action A.5.1	Coordination Committee for Equal Opportunities	M06-M36	“internal network” coordinated by a designated office that will act as a link between all those involved in various ways in the Mediterranean in	Representative of the Delegates/Parties Delegate Committee and representatives of the various Committees, Bodies, Evaluation board, Associations and Working Groups in Projects	Networking – Annual meetings (>=2)	Annual meetings (>=3)	Annual meetings (>=4)



			actions of equal opportunities				
Objective A.6	Long-term monitoring of gender equality						
Action A.6.1	Gender Budgets	M01-M36	Report (Gender Budgeting) edited by a Coordination Group and which will be published periodically (annually) on the Mediterranean institutional website and submitted to the decision-making bodies of the university	Governance, CUG, Delegates for Equal Opportunities, University Statistical Office	Gender balance – Context Analysis (=1)	Gender balance – check – list of action and results (=1)	Gender balance – check – list of action and results (=1)
Objective A.7	Office for “Administrative and Organizational Support for Equal Opportunities”						
Action A.7.1	Upgrading of the office	M01-M36	Strengthen staffing and strengthen the services offered by the Office for “Administrative and Organizational Support for Equal Opportunities”	Administrative Director or its Delegate, vice Rector for Equal Opportunities of the University, Evaluation board	Number of relationships (=1)	Number of reports (=1) – Order of service	Number of relationships (=1)



Objective A.8	Dissemination of “Best Practices” for Decisional Level Gender Balance						
Action A.8.1	Report “Best Practices”	M01-M36	To inform the decision-making bodies of the Mediterranean of the best practices also adopted by other Italian universities in the field of gender balance	Governance bodies, Steering Committee for Equal Opportunities, CUG (who may avail itself of the action of other structured staff)	Number of “Best practices” (≥ 4)	Number of “Best practices” (≥ 6)	Number of “Best practices” (≥ 8)



Table 5.2 – Action Line B: Career Progress

Action Line B	Career Advancements	Duration	Action indicator	Actors	Indicator value Target 2021	Indicator value Target 2022	Indicator value Target 2023
Objective B.1	Enhancing Research Activities						
Action B.1.1	Research Training	M01-M36	Strengthening training aimed at young researchers and doctoral students, with particular attention to under-represented groups in the Mediterranean academic community (generally made up of women)	Vice Rector for Research, PhD Schools	Number of trainings (≥ 1)	Number of trainings (≥ 1)	Number of trainings (≥ 1)
Action B.1.2	Virtual Office for Search	M04-M36	Virtual mentoring office for research for young researchers and doctoral students, with particular attention to under-represented categories in the Mediterranean academic community (generally made up of	Delegate of the Vice Rector for Research.	Virtual office (=1)	Virtual office (=1)	Virtual office (=1)



			the women's category)				
Action B.1.3	Exploitation of Research Results	M01-M36	Encourage academic careers for those in the Mediterranean who are numerically minority (doctoral students and researchers) by supporting and disseminating the results of research conducted by them when internationally recognized and/or published in authoritative journals	Department Directors and their Delegates/Communication Delegates, University Communication Office	Number of annual communications (>18)	Number of annual communications (>24)	Number of annual communications (>30)
Action B.1.4	Catalogue of Research	M01-M36	Encouraging the start and continuation of their careers and to exploit their research activities, a specific report will be drawn up annually to disseminate and advertise their scientific publications and the projects in which they participate	Delegate of the Vice Rector for Research, SIAT	Number of reports (=1)	Number of reports (=1)	Number of reports (=1)



Objective B.2							
Access to Academic and Working Positions							
Action B.2.1	Encouraging Application for Principal Investigators and Team Research Units Managers	M01-M36	Seminars for the application of women in the role of Principal Investigator or Head of Research Units in funded projects	Vice Rector for Research, PhD Schools	Number of annual seminars (>=1)	Number of annual seminars (>=1)	Number of annual seminars (>=1)
Action B.2.2	Virtual Office for Projects	M04-M36	Virtual mentoring office for projects for young researchers and doctoral students, with particular attention to the under-represented categories in the academic community of the Mediterranean (generally made up of women)	Delegate of the Vice Rector for Research.	Virtual office (=1)	Virtual office (=1)	Virtual office (=1)
Objective B.3							
Access to Academic and Working Positions							
Action B.3.1	Guidelines and Training for Commissions for Access to Work Positions	M01-M36	Ensuring equal opportunities by avoiding asymmetries in evaluation processes for access to academic and work positions	Administrative Director, Directors of Department, Director of PhD Schools, Evaluation board, Members of the Boards for access to employment positions	Number of trainings (>=1)	Number of trainings (>=1)	Number of trainings (>=1)



Table 5.3 – Action Line C: The Gender Dimension in Research and Teaching

Action Line C	Gender Size in Research and Didactics	Duration	Action indicator	Actors	Indicator value Target 2021	Indicator value Target 2022	Indicator value Target 2023
Objective C.1	Promotion of Gender Size in R&D						
Action C.1.1	Guidelines and Training for Research and Teaching	M01-M36	Promote self-assessment of the content of their research and teaching courses by teachers, researchers and researchers	Directors of Department, Academic Community	Number of annual trainings (≥ 1)	Number of annual trainings (≥ 1)	Number of annual trainings (≥ 1)



Table 5.4 – Action Line D: Gender Culture

Action Line D	Gender Size in Research and Didactics	Duration	Action indicator	Actors	Indicator value Target 2021	Indicator value Target 2022	Indicator value Target 2023
Objective D.1	Gender Culture						
Action D.1.1	Seminar on Gender Communication	M01-M36	Strengthen the adoption of a language respecting differences in all forms of institutional communication (written, visual and iconic)	Directors of Department, Academic Community, Press and communication office	Number of annual seminars (>=1)	Number of annual seminars (>=1)	Number of annual seminars (>=1)
Objective D.2	Awareness						
Action D.2.1	Questionnaire on Equal Opportunities Perception	M10/M34	Carrying out surveys, in individual departments, of the different components of the academic community to verify the actual perception of equal opportunities issues	CUG, Delegates of the Equal Opportunities Departments	Questionnaire (=1)		Questionnaire (=1)



Action D.2.2	Collaboration with vice Rectors for Equal Opportunities of Italian Universities	M01-M36	Increase the network of relations and contacts with other Universities and Institutions	Vice Rector for Equal Opportunities, CUG and Office in charge	Membership of the network	Membership of the network	Membership of the network
Action D.2.3	Contrast to Gender Stereotypes in STEM Disciplines	M01-M36	Promoting gender-neutral communication and positive models of contrast to stereotypes, in all those promotional initiatives	Delegate of the Rector, Delegates of Department Directors for Administrative Guidance, Delegate of the CUG, Human Resources Area	Number of annual initiatives (≥ 4)	Number of annual initiatives (≥ 5)	Number of annual initiatives (≥ 6)
Action D.2.4	Seminar on Equal Opportunities	M01-M36	Training/information seminars on Equal Opportunities	University Governance, Coordination of vice Equal Opportunities, CUG	Number of annual seminars (≥ 1)	Number of annual seminars (≥ 1)	Number of annual seminars (≥ 1)



6. GEP Working Group and Acknowledgements

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