



# Gender Equality Plan

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2022-2025

Fondazione FORMIT

# Gender Equality Plan (GEP) of Fondazione FORMIT

## Introduction

The Gender Equality Plan (GEP) of Fondazione FORMIT is a policy document covering the next three years (2022-2025). Its original intention is to offer a detailed overview of the various options for implementing actions and projects aimed at reducing gender inequality and emphasizing the importance of diversity, of which gender is only one in a series to be addressed (starting from cultural, sociological differences, through diversity of physical abilities, age, to sexual orientation and multilingualism). Within various higher education institutions, especially in the countries of the European Union, the Gender Equality Plan has been recognized as a significant tool in the effort to offer future generations a variety of options in the fight against prejudice and stereotypes. It is also a departure from the significant consequences that an inadequate attitude towards gender inequality can have on work-life balance, career advancement, motivation and in general, the freedom of individuals to express themselves in their own original way. However, it is necessary to work on new ideas that will be able to respond to the challenges that constantly arise; in this sense, embracing the individuality and authenticity of each individual primarily means providing a framework of practical measures and actions to overcome cultural *status quo*. Planning and designing the necessary measures to create structural changes in order to achieve but also maintain gender equality needs to be implemented in all areas of work and research, and at all levels. The entire organization implementing the plan should be engaged and aware of the importance of all components of the plan, especially relying on advice, case studies and resources. A number of measures and actions, although already in place, need to be built on the experience of GEPs implemented in previous years and use the results of recent research.

The objectives of GEP are multiple, but the most important could be described as follows:

- strengthening the visibility of gender equality, as well as raising awareness of the importance and benefits of gender balance at all levels;
- building institutional capacity to identify and analyze relevant data; establishment of procedures and information systems to improve data collection and solve problems caused by data shortages;

- strong emphasis on promoting gender diversity within academic structures, introducing various specific calls and expanding the framework of application; promoting greater participation of women in decision-making bodies and decision-making processes, in accordance with institutional, national and other regulatory frameworks;
- achieving a high degree of reduction of any kind of violence;
- overcoming stereotypes related to gender intolerance;
- rejecting and eliminating gender inequalities in the labor market; insisting on greater involvement of women in all economic sectors;
- focus on erasing inequalities, especially with regard to differences in salaries and pensions;
- expanding and improving friendly life-work practices, with special emphasis on working conditions in relation to parenthood;

The Strategy for Gender Equality is being developed as part of the European Commission's efforts to achieve significant progress in the field of equality and equal rights for all. Although a number of Horizon 2020 activities have made significant progress towards gender balance, the new Gender Equality Strategy 2020-2025 upgrades and enriches its goals, modernizing the new Horizon Europe program. Key objectives of Gender Equality Plan set and summarized as follows:

- eliminate at the very beginning the possibility of gender-based violence
- the overcoming of gender stereotypes at all levels
- the elimination of the gender gap in the labor market
- greater participation of women in all economic sectors
- the settlement of wage and pension differences
- the achievement of gender balance in decision-making and politics

need to be further upgraded, producing results adequate to the new challenges. It is necessary to expand the field of action and focus on the following goals:

- involve an increasing number of women involved in Research & Innovation programs
- improve steps for better integration of the gender dimension in the content of Research & Development projects
- increase the degree of participation of Member States in initiatives in favor of gender equality
- expand gender balance policies to also include other potential grounds for discrimination (such as disability, sexual orientation and ethnicity).

The innovations introduced by this program are numerous:

- the integration of the dimension of generating new projects is a requirement for all projects;
- it is required that every public organization, research and superior training, starting in 2022, have been approved by the Gender Equality Plan;
- these are the specific calls for support of different actions for the creation of plans for the organizations of the Research and Innovation of the Member States;
- specific attention should be made to ensuring the equilibrium of the generation in the evaluation panel and in other relevant commitments;
- the equilibrium of generating non-compliant receivers in projects is strongly incurable and current in terms of the criterion of evaluation of proposals.

### **Our approach**

Since each Gender Equality Plan should primarily be a set of specific commitments and actions that need to be addressed in order for the plan to truly contribute to the promotion of gender equality, there are criteria by which Foundation FORMIT is also guided. The institutional and cultural change that should result from the implementation of such a plan should be based on the four basic requirements, which are specified in the [General Annexes of Work Programme 2021-2022 of Horizon Europe](#):

1. The document will be presented as a **public document**, in the sense that it will be published as a formal document on the website of our institution, signed by our management and will be a significant component in communication within our institution.  
*This public document represents and demonstrates the commitment of the Formit Foundation to achieving and respecting gender equality, and to preserving and improving the measures and actions needed to achieve this goal.*
2. GEP has certain **dedicated resources** and expertise in the field of gender quality, which enable the plan to be implemented.  
*Our Foundation, and its Governing Board in primis, is dedicated to planning, updating and monitoring the GEP and its results.*
3. Detailed **data collection and monitoring** of various data of our staff (either full-time or different students who do internships in our Foundation) should be concluded with a thoroughly developed annual plan with clear indications of the results of the collected data.  
*At the annual level, this type of report will help to continuously and in all important elements monitor the movement of relevant indicators for our organization and, accordingly, to achieve the set goals and offer an appropriate evaluation of the process.*

4. GEP also includes the planning of specific **training**: it is necessary to plan and implement very concrete actions and measures that will help raise awareness of gender equality among staff.

*The whole organization will be involved in these measures, which should become a constant companion of our work, and would be accepted as part of the long-term process.*

In addition to the above four elements that need to be covered, GEP needs to be organized in a number of thematic areas, so that we can best respond to the challenges facing gender equality in all spheres. Following the framework proposed in the Horizon Europe Guidance on Gender Equality Plans, our plan aims to promote gender equality primarily through **the transformation of organizational culture and work-life balance**. In order for women's work to be valued in the right way, it is necessary to insist on a number of practices that will provide the necessary balance between life and work. Primarily this refers to the inclusion of policies for parental leave and working time arrangements that are flexible (especially for parents). Additionally, measures related to any form of **violence based on gender inequality, including sexual harassment**, are a special area to which special attention needs to be paid. Different policies can be implemented in order to codify the behavior of employees, and prevent any form of gender-based violence. The response to possible harassment also needs to be carefully analysed and ensure that any unacceptable behavior is investigated and severely sanctioned. This measure is certainly related to raising awareness at the general level about the need to speak and educate about gender equality.

### **Our Objectives**

In consideration of the identified priorities of our Foundation, the various measures and actions we have presented will often be intertwined and could be schematically presented in the following way:

<b>OBJECTIVE</b>	<b>ACTION</b>	<b>RESPONSABILITY</b>	<b>RESULT</b>	<b>TIME FRAME</b>
Capacity building to identify relevant data and establish systematic procedures to bridge data gaps	Establishing a system for monitoring the career development of women and men	Administration office	Indicators containing the gender component are regularly available	From January 2022 - annual update

Monitor the development of the gender dimension within the staff involved in various European research projects	Preparation and analysis of the summary table of the research team for the approved projects	Administration office	Monitoring the integration of the gender dimension into research framework	Annual table update, 2022-2025
Raising awareness of the importance and benefits of gender balance at all levels of the Foundation	Establishing a internal representative for gender equality; Information and training activities to raise awareness and to speak and educate about gender equality.	Governing Board	Raised awareness among those concerned about the importance of gender balance	2022-2025
A work organization projected on a balance between private life and sexual obligations	Enabling various instruments for organizing flexible working hours without reducing the efficiency of the work process	Governing Board	Increasing the flexibility of work organization with a greater degree of openness to employees in a specific family situation	2022-2025

## Conclusions

Our GEP, in addition to an analysis, a planning and implementation phase, has also a monitoring phase, very important for monitoring the whole process through all steps. It is necessary to find a way to use the findings from monitoring efforts to further adapt and improving interventions. In order to optimize the results of our Foundation's programme, the plan for achieving gender equality will be subject to regular annual monitoring and evaluation. The Governing Board will deal with the operationalization, as well as monitoring the implementation of actions and the degree of results. Once a year, starting in 2022, a report on the results achieved from the implementation plan will be published after the approval of the organisation financial statements. Each year, the action plan and the implementation plan for the current year will be updated in accordance with the results shown, but also the possible needs that will arise from new challenges.

Approved on the 9<sup>th</sup> March 2022

by the Governing Board (Fondazione FORMIT)