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# Gender Equality Plan (GEP)

2022 – 2024



Approved by Board – Resolution n. 145-2021 of 15.12.2021

# INDEX

INTRODUCTION.....	3
PHASES OF THE DETERMINATION OF THE GEP	
1. Analysis of the context and gender situations.....	5
2. Elaboration of the GEP.....	5
3. Thematic areas and their development.....	6
GENDER QUALITY PLAN .....	8
LEGEND.....	17
REFERENCE LEGISLATION .....	17

## INTRODUCTION

In the law of the European Union (EU) it is stated the fundamental principle of gender equality as one of the elements on which the whole EU project is funded. Although the European Community Treaty (EEC), signed in Rome on the 25<sup>th</sup> of March 1957, recognized a germinal form of equality, it is only with the Treaty of Lisbon, signed on the 1st of December 2009, that equality between men and women was recognized as a crucial value of the EU (art. 2 of the Treaty of the EU)<sup>i</sup>.

Moreover, among the objectives regarding the job industry in the Europe 2020 strategy plan, three engines of growth (intelligent, sustainable and inclusive) have been located, according to which it is expected the possibility to take positive action for the achievement of an overall employment rate of 75% for men and women aged 20-64 years old. In fact, the increase of the employment rate among women represent an important indicator for the socio-economic development of a country. The concrete application of such principle, for what concerns planning and executing European Investment and Structural funds, is represented by article 7 of the European Community Regulation 1303/2013 which is focused on the horizontal principle for the “Promotion or equality between men and women and non-discrimination”<sup>ii</sup>.

At national level, the legal basis of gender equality is found in art. 3, paragraph 2 of the Constitution. Such article states that the recognition of substantial equality is put in the hands of public bodies, allowing them to adopt positive actions aimed at removing those economic and social obstacles, which by putting a limit on freedom and equality, prevent the full expression of the personality of each individual. The specific applications of such principle refer to families (art. 31), jobs (art. 37) and the access to public and elected offices (artt. 51 and 117).

The main source of national law in regard to equal opportunities is currently represented by the *national Code of equal opportunities between man and woman* (D. Lgs 11th April 2006 n. 198), which states in article 1 the prohibition of discrimination between man and woman, providing the adoption of consequent measures<sup>iii</sup>

This regulation has been recently implemented by the Legislator with the Law 5th November 2021, n. 162 which produces significative modifications to the previously mentioned D. Lgs n. 198/2006 in terms of equal opportunities between man and woman in job settings<sup>iv</sup>. The dispositions for the modification, starting from 3rd December 2021, introduce art. 46 *bis* and are aimed at sustain the *participation of women to the job market* and in favor of *equal*

*pay between the two sexes*. Together with the modification and broadening go the notion of discriminatory act (making a distinction between direct Discrimination and indirect Discrimination) and rewarding mechanisms for legal entities, the Law introduces the *Certification of gender equality* (to be defined with specific legislative decree) and into the Code of Equal Opportunities.

CREA, in continuity with the positive actions to sustain inclusive policies and equal opportunities, quoting D. Lgs. 198/2006, has elaborated the 2021-2023 PAP, with the contribution of the Single Guarantee Committee (CUG) and has subjected the document to the opinion of the National Counselor of Equality, it also has informed the unions concerned with education and research. Such Plan locates temporary measures, both specific and special, which - notwithstanding the principle of formal equality- are taken in order to get rid of the obstacles that prevented the realization of full and effective equal opportunities among individuals, for reasons which include gender, age, physical, cultural, familiar, ethnic, linguistic, ideological. The planning to sustain equal opportunities contributes to define the result produced by the Administration in regards to the so called cycle of the performance management, as required by the legislative decree of the 27th October 2009, n. 150. The mentioned decree, by recalling the principles regarding equal opportunities, provides that the system to measure and evaluate the administrative performance takes into account the achievement of the objectives of promotion of equal opportunities. The evolution of such development policies of the inclusive project results implemented by the Plan for Gender Equality.

## PHASES OF THE DETERMINATION OF THE GEP

### 1. Analysis of the context and gender situations

*The analysis of the context* emerges from the 2021-2023 Plan of Positive Actions (PAP), it highlighted a very important data: on a total of 1894 CREA employees results in a composition which is close to gender equality (total male employees n.934, total female employees n.960):

- in particular, there is a discrete prevalence of female gender in the profile of Researcher/ Technologist (levels I-III).
- Total male gender n. 360 units, total female gender n.407 units.
- The male presence is definitely predominant in the technical profile of leveled employees (levels IV-VIII) with a total of n.446 male units against n.271 female units.
- The female presence is, indeed, definitely predominant in the administrative profile of leveled employees (levels IV-VIII) with a total of n.275 female units against n.120 male units.
- The female presence has remained predominant throughout the last years in regards to the managerial level in the Central Administration.

### 2. Elaboration of the GEP


The Plan, drawn up according to the other planning documents, provides instruments aimed at influence positively on the working conditions, favoring the share of equality values, individual respect and the management of the work as thought in its social and gender dimensions. Therefore, starting from the five thematic areas recommended by the European Commission as indicated by the same Commission, aimed at the drafting of a document which is useful at the time of proposing projects to Horizon Europe, a logic path has been followed. The path starts from the activities at the top and focusing the research sector as a privileged recipient of the attentions given to gender equality, it follows the growth of knowledge during the working path of the employees, starting from recruiting and continuing in case of career progression, fostering the balance between private life and working life, and lastly, the possible onset of behavioral pathologies in terms of working conditions which might end up in gender violence.

### 3) Thematic areas and their development



The European indications have been declined as follows:

Thematic Area (TA)	Objectives	Actions
<b>AT1</b> – Gender balance in top positions and decision-making bodies	<b>AT1.01-</b> To promote initiatives to increase gender equity in decision-making processes	Promotion of gender equity in the composition of CREA decision-making bodies Revision of the content of the institutional website with a view to greater compliance with gender equity
	<b>AT1.02</b> - Acquire the Gender Equality Certification referred to in Law no. 162 of 5 November 2021	Establishment of a permanent working table for the study and implementation of the Board's policies aimed at: ensuring the minimum parameters for obtaining certification; acquiring and monitoring the data to be sent to the bodies envisaged by the law; ensuring trade union involvement
<b>AT2</b> - Gender mainstreaming in research and training programmes	<b>AT2.01-</b> Support for initiatives aimed at improving the gender balance of staff assigned to research projects	Greater equity in curricular assessment in the assignment of research activities
	<b>AT2.02</b> - Transfer of competences in case of job changes (retirements, transfers, etc.)	To promote the transfer of skills between researchers assigned to projects in order to ensure continuity of research in line with the principles of gender equity
	<b>AT2.03</b> - Mainstream gender culture in research and dissemination activities	Encouraging the integration of gender variables in research content
		Gender-sensitive dissemination of research activities
<b>AT3</b> - Gender equality in recruitment and career advancement	<b>AT2.04-</b> Support for training activities on the competences of the CREA CUG with particular reference to gender equality issues	Improving the skills of CUG members in the areas of competence of the Committee, for the purposes of transfer through the participation of the same members in training and refresher courses or events in the areas of competence of the Committee and gender equality
	<b>AT3.01-</b> Ensure equal opportunities in the decision-making process of competitive positions	Ensuring the fair composition of assessment boards for recruitment and career advancement
	<b>AT3.02-</b> Equal opportunities in professional development	Encourage career advancement by employees through monitoring the assignment of tasks to employees



<b>AT4</b> – Work/life balance and culture	<b>AT4.01-</b> Enhancing work/life balance. Diffusion of new organisational solutions, including smart working	Work carried out in smart mode in compliance with the relevant provisions in force
	<b>AT4.02</b> - Increasing the perception of organisational wellbeing	Analysis of reports of any irregular conduct and disclosure to the CUG and to employees of the results of the above surveys
<b>AT5</b> – Combating gender-based violence, including sexual harassment	<b>AT5.01-</b> Awareness-raising of all CREA staff on gender equality issues and tools to support it	Establishment of a Confidence Counsellor and/or a Listening Desk to mediate conflicts, manage relations between staff and the administration and offer psychological counselling to employees in the event of work-related problems in order to avoid or contain the risk of exclusion of the employee from his or her environment



THEMATIC AREA 1 - Gender balance in top positions and decision-making bodies										
Objective	Actions	Target direct	Target indirect	Schedule				Responsibles	Indicator	Corresponding to SDGs Agenda 2030
				2021	2022	2023	2024			
A.T.1.01 To promote initiatives to increase gender equity in decision-making processes	Promotion of gender equity in the composition of CREA decision-making bodies	Top positions	Supervising Ministry		X	X	X	General Manager	Ensuring fair gender representation in committees, tables or working groups requested by supervisory bodies	 <b>Target 5.5</b> Ensuring full and effective participation and equal leadership opportunities for women at all levels of decision-making in politics, business and public life
		Top positions	CREA staff					CUG	Updating the Positive Action Plan (PAP)	
		Revision of the content of the institutional website with a view to greater compliance with gender equity	Designated Offices	General Manager			X	X	General Manager	Review of gender-sensitive language and images on the institutional website
		Directions of the Centres						Directions of the Centres		







THEMATIC AREA 1 - Gender balance in top positions and decision-making bodies										
Objective	Actions	Target direct	Target indirect	Schedule				Responsibles	Indicator	Corresponding to SDGs Agenda 2030
				2021	2022	2023	2024			
<b>A.T.1.02</b> Acquire the Gender Equality Certification referred to in Law no. 162 of 5 November 2021	Establishment of a permanent working table for the study and implementation of the Board's policies aimed at: ensuring the minimum parameters for obtaining certification; acquiring and monitoring the data to be sent to the bodies envisaged by the law; ensuring trade union involvement	Designated Offices	CREA staff					CUG	Report on interactions with external bodies for the purpose of gender equality certification	 <b>Target 5.5</b> Ensure full and effective participation of women and equal leadership opportunities at all decision-making levels in politics, economics and public life
		Directions of the Centres			X	X	X		Implementation of forms of publicity for the above-mentioned certification	 <b>Target 10.4</b> Adopt policies, in particular fiscal, salary and social protection policies, to progressively achieve greater equality



## THEMATIC AREA 2 - Gender mainstreaming in research and training programmes



Objective	Actions	Target direct	Target indirect	Schedule				Responsibles	Indicator	Corresponding to SDGs Agenda 2030
				2021	2022	2023	2024			
<b>A.T.2.01</b> Support for initiatives aimed at improving the gender balance of staff assigned to research projects	Greater equity in curricular assessment in the assignment of research activities	General Manager  Directions of the Centres	Researchers  CREA staff		X	X	X	Designated Offices  Directions of the Centres  CUG	Initiatives to support gender equality for research project leaders	  <b>Goal 5</b> Achieve gender equality and self-determination for all women and girls
<b>AT2.02</b> Transfer of competencies in case of job changes (retirements, transfers, etc.)	To promote the transfer of skills between researchers assigned to projects in order to ensure continuity of research in line with the principles of gender equity	Designated Offices  Directions of the Centres	General manager		X	X	X	Directions of the Centres	Checks on shadowing for gender-neutral transfer of skills	  <b>Goal 4</b> Provide quality, equitable and inclusive education and learning opportunities for all

THEMATIC AREA 2 - Gender mainstreaming in research and training programmes										
Objective	Actions	Target direct	Target indirect	Schedule				Responsibles	Indicator	Corresponding to SDGs Agenda 2030
				2021	2022	2023	2024			
A.T.2.03  Mainstream gender culture in research and dissemination activities	Encouraging the integration of gender variables into research content	Designated Offices          Directions of the Centres	CREA Staff					CUG	Number of courses/events aimed at disseminating CREA research contents and results	 <b>Target 5.a</b> Initiate reforms to give women equal rights of access to economic resources as well as to ownership and control of land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
	Gender-sensitive dissemination of research activities				X	X	X			 <b>Target 13.b</b> To promote mechanisms to increase effective capacity for planning and management of climate change interventions in least developed countries, small island developing states, with particular attention to women and youth and communities


THEMATIC AREA 2 - Gender mainstreaming in research and training programmes										
Objective	Actions	Target direct	Target indirect	Schedule				Responsibles	Indicator	Corresponding to SDGs Agenda 2030
				2021	2022	2023	2024			
A.T.2.04 Support for training activities on the competences of the CREA CUG with particular reference to gender equality issues	Improving the skills of CUG members in the areas of competence of the Committee, with a view to their transfer through the participation of the same members in training and refresher courses or events in the areas of competence of the Committee and gender equality	CUG	CREA Staff		X	X	X	General Manager	Number of courses/events attended by CUG members  Number of CUG members who attended courses/events	<div> <b>Target 5.5</b> Ensure full and effective participation of women and equal leadership opportunities at all decision-making levels in politics, economics and public life</div> <div> <b>Goal 4</b> Provide quality, equitable and inclusive education and learning opportunities for all</div>

THEMATIC AREA 3 - Gender equality in recruitment and career advancement										
Objective	Actions	Target direct	Target indirect	Schedule				Responsibles	Indicator	Corresponding to SDGs Agenda 2030
				2021	2022	2023	2024			
<b>A.T.3.01</b> Ensure equal opportunities in the decision-making process of competitive positions	Ensuring the fair composition of evaluation committees for recruitment and career advancement	Designated Offices  Directions of the Centres	CREA Staff		X	X	X	General Manager	Ensuring the fair composition of evaluation committees for recruitment and career advancement  Dissemination of guidance on the use of correct language in line with gender equity in drafting notices	<div> <b>Target 5.5</b> Ensure full and effective participation of women and equal leadership opportunities at all levels of decision-making in politics, business and public life</div> <div> <b>Target 10.4</b> Adopt policies, in particular fiscal, wage and social protection policies, to progressively achieve greater equality</div>

THEMATIC AREA 3 - Gender equality in recruitment and career advancement										
Objective	Actions	Target direct	Target indirect	Schedule				Responsibles	Indicator	Corresponding to SDGs Agenda 2030
				2021	2022	2023	2024			
A.T.3.02 Equal opportunities in professional development	Encourage career advancement by employees through monitoring the assignment of tasks to employees	Designated Offices       Directions of the Centres	CREA Staff		X	X	X	General Manager   CUG   RPCT	Two-yearly progressions carried out by profiles and levels	<div> <b>Target 5.5</b> Ensure full and effective participation of women and equal leadership opportunities at all levels of decision-making in political, economic and public life</div> <div> <b>Target 10.2</b> By 2030, enhance and promote the social, economic and political inclusion of all people, regardless of age, gender, disability, race, ethnicity, origin, religion, or otherwise</div>

THEMATIC AREA 4 - Work/life balance and culture										
Objective	Actions	Target direct	Target indirect	Schedule				Responsibles	Indicator	Corresponding to SDGs Agenda 2030
				2021	2022	2023	2024			
<b>A.T.4.01</b> Enhancement of work-life balance. Diffusion of new organizational solutions, including smart working	Work carried out in smart mode in compliance with the relevant provisions in force	Designated Offices	CREA Staff					General Manager	-Proportion of work carried out in agile mode/presence mode  -Number of questionnaires in the three-year period on:	 <b>Target 5.5</b> Ensure full and effective participation of women and equal leadership opportunities at all levels of decision-making in political, economic and public life
<b>A.T.4.02</b> Increasing the perception of organizational well-being	Analysis of reports of any irregular conduct and disclosure to the CUG and employees of the results of the above surveys.	Directions of the Centres			X	X	X	Directions of the Centres	• level of satisfaction with working arrangements • information on wellbeing in the workplace	 <b>Target 8.5</b> Achieve full and productive employment and decent work for all (women, men, young people, disabled) and equal pay for work of equal value

## THEMATIC AREA 5 - Combating gender-based violence, including sexual harassment

Objective	Actions	Target direct	Target indirect	Schedule				Responsibles	Indicator	Corresponding to SDGs Agenda 2030
				2021	2022	2023	2024			
<b>A.T.5.01</b> Awareness-raising of all CREA staff on gender equality issues and tools to support it	Establishment of a Confidence Counsellor and/or a Listening Desk to mediate conflicts, manage relations between staff and the administration and offer psychological counselling to employees in the event of work-related problems in order to avoid or contain the risk of exclusion of the employee from his or her environment	Designated Offices  Directions of the Centres  National Equality Committee  CUG	CREA Staff			X	X	General Manager	Institution yes/no   Percentage of reduction in internal conflicts and increase in employees' perceived well-being at work	 <p><b>Goal 5</b> Achieve gender equality and self-determination for all women and girls</p>  <p><b>Target 8.5</b> By 2030, achieve full and productive employment and decent work for all women and men, including young people and people with disabilities, and equal pay for work of equal value.</p>



## LEGEND

AT - Thematic Area

CUG - Single Committee of Guarantee

GEP - Gender Equality Plan

PAP - Positive Action Plan

SDGs - Sustainable Development Goals

## REFERENCE LEGISLATION

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<sup>i</sup> *‘Article 1a-* The Union is founded on the values of respect for human dignity, freedom, democracy, equality, the rule of law and respect for human rights, including the rights of persons belonging to minorities. These values are common to the Member States in a society in which pluralism, non-discrimination, tolerance, justice, solidarity and equality between women and men prevail.’ *(Treaty of Lisbon amending the Treaty on European Union and the Treaty establishing the European Community, signed at Lisbon, 13 December 2007).*

<sup>ii</sup> *Article 7-* Promotion of equality between men and women and non-discrimination- The Member States and the Commission shall ensure that equality between men and women and the integration of gender perspective are taken into account and promoted throughout the preparation and implementation of programmes, including in relation to monitoring, reporting and evaluation. The Member States and the Commission shall take appropriate steps to prevent any discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation during the preparation and implementation of programmes. In particular, accessibility for persons with disabilities shall be taken into account throughout the preparation and implementation of programmes. (REGULATION (EU) No 1303/2013 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 17 December 2013

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<sup>iii</sup> *Art. 1* - Prohibition of discrimination and equal treatment and opportunities between women and men, and mainstreaming of the objective of equality between women and men in all policies and activities

1. The provisions of the present decree are aimed at eliminating any discrimination based on sex which has the effect or purpose of impairing or preventing the recognition, enjoyment or exercise of human rights and fundamental freedoms in the political, economic, social, cultural and civil fields or in any other field.
2. Equality of treatment and opportunity between women and men shall be ensured in all areas, including employment, work and pay.
3. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favour of the under-represented sex.
4. The objective of equality of treatment and opportunity between women and men shall be taken into account in the formulation and implementation, at all levels and by all actors, of laws, regulations, administrative acts, policies and activities. (*Code of equal opportunities between men and women*, Art. 6 Law 28 November 2005, no. 246 - Legislative Decree 11 April 2006, no. 198)

<sup>iv</sup> *Article 4* - Certification of gender equality

1. The following Article shall be inserted after Article 46 of the Code of Equal Opportunities between men and women, referred to in Legislative Decree no. 198 of 11 April 2006:

"Article 46-bis (Certification of gender equality).

1. As of 1 January 2022, the certification of gender equality shall be established in order to certify the policies and concrete measures adopted by employers to reduce the gender gap in relation to growth opportunities in the company, equal pay for equal tasks, gender management policies and maternity protection.

2. With one or more decrees of the President of the Council of Ministers, upon proposal of the Minister delegated for equal opportunities, in agreement with the Minister of Labour and Social Policies and with the Minister of Economic Development, are established

a) the minimum parameters for the achievement of the certification of gender equality by the companies referred to in Article 46, paragraphs 1 and 1-bis, with particular reference to the remuneration paid, career progression opportunities and the reconciliation of work and life times, also with regard to pregnant female employees;

b) the procedures for acquiring and monitoring the data transmitted by the employers and made available by the Ministry of Labour and Social Policies;

c) the modalities of involvement of the company trade union representatives and of the regional equality councillors and advisors, of the metropolitan cities and of the entities of vast area referred to in Law no. 56 of 7 April 2014, in the control and verification of compliance with the parameters referred to in subparagraph a);

(d) the forms of publicity of the certification of gender equality. (LAW No. 162 of 5 November 2021 - *Amendments to the code referred to in Legislative Decree No. 198 of 11 April 2006, and other provisions on equal opportunities between men and women in the workplace*).