



Gender Equality Plan

2026 - 2028

Introduction

Since 2025, CREA has established a unified planning framework for the Gender Equality Plan and the Positive Action Plan; the latter has therefore been renamed, as of the 2025–2026 biennium, the “Integrated Positive Action Plan (PAPi).”

This integration has been reflected in the inclusion within PAPi of specific actions aimed at promoting gender equality in research. In this way, PAPi serves as the “equivalent document” to the Gender Equality Plan (GEP) referred to by the European Commission — Directorate-General for Research and Innovation — in the [Horizon Europe guidelines on gender equality plans](#), whose adoption, as of 2022, is essential to enable CREA Researchers and Technologists to submit research proposals under Horizon programmes.

PAPi, adopted by the Board of Directors at the same time as the Integrated Activity and Organisation Plan (PIAO), is structured into 7 thematic areas. [The first 5 are those identified by the European Commission](#) for **GEP**; the remaining 2 were included as functional inputs for CREA’s organisational development.

Thematic Areas

1. **Balance between private life/work life and organizational well-being culture development**
2. **Gender balance in leadership positions and CREA decision-making processes**
3. **Gender equality in recruitment and career progression**
4. **Integration of the gender dimension in research and institutional activities**
5. **Prevention and combating gender violence, sexual harassment, and discrimination**
6. **Enhancing integration between Administration and CUG (Single Guarantee Committee)**
7. **Supporting organizational well-being and staff professional health**

A significant innovation of the PAPi is the introduction of the Single Social Reporting Document (DURS), which includes the results of the organizational well-being survey, the Gender Report, and monitoring of the achievement of the objectives and actions set out in the PAPi. It was conceived as a key tool for making CREA's work in this sector transparent and assessable and for highlighting the social impacts of management decisions.

The actions included in the PAPI constitute a multi-year reference plan; their implementation will depend on the concrete operational possibilities achievable each year, also in relation to the upcoming reorganization of the Administration.

Thematic Areas	Objectives	Action	Indicator	Expected Results
<p>GEP</p> <p>1. Work-life balance and developing an organizational well-being culture</p>	<p>OBJECTIVE 1: PROMOTE WORK-LIFE BALANCE, SUPPORT PARENTHOOD AND CARE ACTIVITIES</p>	<p>Action 1.1 - Promote/publicize existing work-life balance measures within CREA (e.g., smart working, flexible working hours, parental leave)</p>	<p>Internal circulars defined with a direct and engaging communication approach</p>	<p>Increased awareness of these measures' use by staff, linked to a sense of responsibility towards work activities</p>
		<p>Action 1.2 - Activation of the solidarity leave institution (Legislative Decree 151/2015, art. 24) as a tool to promote solidarity among colleagues (voluntary transfer of vacation days to those in need for serious reasons, such as caring for minor children)</p>	<p>Solidarity Vacation Use Rate (Number of days of solidarity vacation taken / Total days of vacation donated) x 100</p>	<p>Developing a more cohesive and supportive working environment</p>
		<p>Action 1.3 - Promote agreements for employees' benefit</p>	<p>Negotiating agreements for employees and their families <u>outside CREA</u> (preschools, summer camps, educational, sports, and cultural activities; home care and social-healthcare services)</p>	<p>Foster the development of a socially robust work environment and a sense of belonging to the organization</p>
		<p>Stipulation of agreements for employees <u>within CREA</u> (Pilates, Tai Chi, Shiatsu, etc.) to be carried out during work breaks</p>		
	<p>OBJECTIVE 2: INCREASE ORGANIZATIONAL WELL-BEING</p>	<p>Action 2.1 - Establishment of a Help Desk to offer psychological counseling to employees in the event of work-related problems, including those caused by labour conflicts</p>	<p>Establishment of the Listening Centre</p>	<p>Improved psychological well-being of employees and increased ability to reduce stress from work conflicts</p>
		<p>Action 2.2 – Employee participation in thematic events to promote a cultural model based on equal opportunities and the valorization of differences, organizational well-being and the fight against any form of marginalization and violence.</p>	<p>Periodic information on events organized by CREA or other administrations, available and disseminated periodically on the intranet site, which employees can participate in remotely.</p>	<p>Cultural growth of employees on equal opportunities and organizational well-being</p>

<p><u>GEP</u> 2. Gender balance in leadership positions and decision-making processes</p>	<p>OBJECTIVE 3: PROMOTE A BALANCED PRESENCE OF WOMEN AND MEN IN POSITIONS OF RESPONSIBILITY: WORKING GROUPS, COMMITTEES AND COMMISSIONS</p>	<p>Action 3.1 - Reconnaissance and analysis of the assigned tasks and the composition of the commissions and working groups</p>	<p>Access to databases containing information on assignments, establishment of working groups and commissions, in order to prepare a comprehensive analytical report</p>	<p>Awareness of task distribution, existence of overlaps or deficiencies, aimed at applying greater equity, including gender equity</p>
<p><u>GEP</u> 3. Gender equality in recruitment and career progression</p>	<p>OBJECTIVE 4: PROMOTE EQUAL OPPORTUNITIES IN THE RECRUITMENT AND PROFESSIONAL DEVELOPMENT PHASES BY APPLYING EQUALITY AND MERIT PRINCIPLES</p>	<p>Action 4.1 - Recognize care-related leave periods (e.g., maternity, non-self-sufficient care, parental leave) in evaluation criteria for access and career progression</p>	<p>Inclusion in recruitment/progression notices of recognition and counting of care-related leave (maternity, paternity, family care, parental leave)</p>	<p>Ensure that candidates with career interruptions due to medical reasons do not suffer disadvantages in their professional experience or seniority scores</p>
	<p>OBJECTIVE 5: EXPAND STAFF VISIBILITY TO INCREASE COLLABORATION OPPORTUNITIES</p>	<p>Action 4.2 - Regularly monitor CREA employees' career data (promotions, career progression) to identify any gender inequalities and take timely action to eliminate them.</p>	<p>Progression rate by gender and profile</p>	<p>Identification of gaps</p>
		<p>Action 5.1: Create dedicated spaces on CREA website for employees' professional profiles</p>	<p>Web spaces on CREA site</p>	<p>Improved sense of belonging to the organization and internal and external networking</p>
<p><u>GEP</u> 4. Gender dimension integration in research and institutional activities</p>	<p>OBJECTIVE 6: IDENTIFY RESEARCH PROJECTS ADDRESSING GENDER ISSUES</p>	<p>Action 6.1 - Develop in CREA research projects database a classification (dedicated field, keywords) linked to gender issues</p>	<p>Modification of the research project database and communication to staff</p>	<p>Systematically monitor and evaluate the integration of the gender perspective in research projects</p>
	<p>OBJECTIVE 7: DETECTING THE COORDINATION OR RESPONSIBILITY OF FEMALE STAFF IN RESEARCH PROJECTS</p>	<p>Action 7.1 - Implement a monitoring system for gender participation in research projects</p>	<p>Number of projects with gender analysis</p>	<p>Measuring the degree of integration of the gender perspective in project planning and design</p>

	OBJECTIVE 8: INCREASING AWARENESS OF GENDER ISSUES AND THEIR IMPACT ON SCIENTIFIC RESEARCH	Action 8.1 - Promotion and organization of events (e.g., “International Day of Women and Girls in Science”; “Researchers' Night”; “World Science Day for Peace and Development”)	Report on the activities carried out	Increase awareness on gender equality in scientific fields
GEP 5. Prevention and fight against gender-based violence, sexual harassment and discrimination	OBJECTIVE 9: PREVENT GENDER VIOLENCE IN THE WORKPLACE	Action 9.1 - Appoint Ethics Committee and define Ethics Code	Ethics Code definition and informative actions toward CREA employees	Greater consistency with institutional values and a reduction in risks associated with incorrect or non-compliant behaviour
		Action 9.2 - Update of the "Disciplinary Code and Code of Conduct" regarding prevention/combatting discrimination and gender violence at work	Updated Disciplinary Code and Code of Conduct and information actions towards CREA employees	Strengthen standards of behaviour and fairness in the workplace
		Action 9.3 - Monitor awareness of gender stereotypes and workplace violence by including specific questions in the staff well-being survey.	Conducting the survey on organizational well-being	Increased employee awareness of the importance of promoting inclusive work environments
6. Increase integration between Administration and CUG	OBJECTIVE 10: STRENGTHENING THE ROLE OF THE CUG WITHIN THE ADMINISTRATION	Action 10.1 - Strengthen relations between the Administration and the Comitato Unico di Garanzia (CUG)	Organization of two formal meetings between the Administration and the CUG	Creating a stable and structured network to align strategies on discrimination, work climate and affirmative action
		Action 10.2 - Improve knowledge of the role, tasks and scope of action of the CUG and of other related topics through active participation in events organised by CREA Research Centres or other Public Administrations	Interventions prepared by CUG members	Raising awareness of the role, tasks and scope of action of the CUG as well as other related areas of knowledge
			Preparation of promotional material also to support events	
Creating access to the CUG Sharepoint site on the main navigation menus of the site CREA				

		Action 10.3 - Improve CUG functioning through better regulation and adherence to national legislation	Update of the CUG Operating Regulations and their formal adoption (Decree of the General Director or resolution of the Board of Directors). Publish the Regulations on the CREA website	Making the CUG more effective
7. Supporting organizational well-being and professional health of staff	OBJECTIVE 11: IMPROVING ORGANIZATIONAL WELL-BEING THROUGH PERIODIC AND STRUCTURED MONITORING	Action 11.1 - Systematize well-being surveys, including agile work application	Creation of the "Single Social Reporting Document - DURS" including the results of the organizational well-being survey, the Gender Budget and monitoring of the achievement of the objectives and actions planned in the PAPI	Regular/methodical climate surveys to improve organizational effectiveness and work-life balance
		Action 11.2 - Consolidate the adoption of the Gender Budget in CREA's social reporting activities, with particular attention to the implementation of technical-scientific activities		Systematically integrate gender perspective in social reports and CREA performance
	OBJECTIVE 12: STRENGTHENING THE INTEGRATION OF EMPLOYEES WITH DISABILITIES IN THE WORKPLACE BY SUPPORTING THEIR TRAINING	Action 12.1 - Training/update course for <i>Diversity & Inclusion manager</i>	Training/update course for <i>Diversity & Inclusion manager</i>	Improving the well-being of disabled employees and greater inclusion in the workplace
		Action 12.2 - Implement informative initiatives to support disabled workers' participation in accessible training (subtitles, sign language experts)	Identification of a representative among deaf employees who will liaise with the CUG in order to directly represent needs or critical issues regarding training	
			Number of training and information events attended by disabled employees	
			Questionnaire for disabled employees: <ul style="list-style-type: none"> - on specific training needs aimed at their greater inclusion in the workplace; - on the effectiveness of the courses attended 	