

# GENDER EQUALITY PLAN (GEP) 2022/2024

## MONITORING 2023



**Università  
degli Studi  
di Ferrara**

## ATTACHMENT TO BILANCIO DI GENERE 2021

Monitoring and updating 2023 [Gender Equality Plan GEP - Piano di Uguaglianza di Genere 2022/24](#) pursuant to [decreto del Dipartimento Funzione pubblica del 30 giugno 2022, n. 132, art.3, comma 1 lett. b.4](#)) the objectives and the actions are entirely received within the PIAO.

Unife has inserted the Gender Equality Plan within the [Piano Integrato di Attività e Organizzazione \(PIAO\)](#) predisposed by this Administration pursuant to [art.6 del decreto legge 9 giugno 2021, n.80, recante Misure urgenti per il rafforzamento della capacità amministrativa delle pubbliche amministrazioni funzionali all'attuazione del Piano nazionale di ripresa e resilienza \(PNRR\) e per l'efficienza della giustizia.](#)

The PIAO satisfies the mandatory and recommended requirements referred to in the Linea guida della Commissione Europea “Horizon Europe Guidance on Gender Equality Plans (GEPs)” of 29 September 2021, containing the indications for elaborating the Gender Equality Plans in compliance with the criterias of eligibility of the Horizon Europe Program.

In particular, the PIAO also promotes, within UNIFE, the fulfilment of the goals of equal opportunities and gender equality, provided for in the Gender Equality Plan, giving impetus to the work-life balance and organisational culture, to gender equality in leadership and decision making and professional growth, implementing positive and integrated internal strategies (previously called “Positive Action Plan”) that generate total operational, organizational, environmental and social wellbeing, and last but not least public value.

# UNIVERSITY OF FERRARA

## GENDER EQUALITY PLAN (GEP) 2022-24

### MONITORING 2023

AREA 1 – WORK-LIFE BALANCE AND ORGANISATIONAL CULTURE		
	2022	MONITORING 2023
<b>OBJECTIVE 1: FACILITATE WORK- STUDY-LIFE BALANCE</b>		
<b>ACTION 1</b>	Strengthening of the smart working (lavoro agile) modality (i.e. remote working, smart working, part-time, flexible working hours)	
<b>OUTPUT</b>	Regulated systematization	Feasibility study
<b>INDICATORI E TARGET 2022</b>	Emanation of specific and integrated regulations and guidelines	% of the feasibility study for the potential creation of a coordinated regulation and/or for the coordination of the already existing regulations
<b>TARGETS AND INDICATORS 2023</b>	50% feasibility study	
<b>TARGETS AND INDICATORS 2024</b>	100% feasibility study	
<b>ACTION 2</b>	Implementing of an internal organisational listening strategy (Spazio inclusione – Nucleo di ascolto)	
<b>OUTPUT</b>	Maintaining of the Spazio inclusione and activation of the Nucleo di ascolto	Elaboration of a questionnaire
<b>TARGETS AND INDICATORS 2022</b>	Administration of a questionnaire to verify the actual demand of the service and restitution of the results	The confidence of the service happened in January 2023 that is why the predetermined target and indicator was not complied with.
<b>TARGETS AND INDICATORS 2023</b>	Annual administration of a service satisfaction questionnaire and restitution of 50% of the administration, of which at least 60% with a positive evaluation.	
<b>TARGETS AND INDICATORS 2024</b>	Annual administration of a service satisfaction questionnaire and restitution of 50% of the administration, of which at least 70% with a positive evaluation.	

## OBJECTIVE 2: PARENTHOOD AND/OR CARING ACTIVITIES SUPPORT

ACTION 1	Maintenance and monitoring of the use of the Baby Pit Stops (comfortable, protected and reserved spots, not only for those who work and study at Unife but also for external people, where it is possible to take care of your children) present in the University	
OUTPUT	Publication on the dedicated website of the mapping of the Baby Pit Stops	
TARGETS AND INDICATORS 2022	Survey of the customer satisfaction	100% achievement of the monitoring and final report (number of pit stops monitored 6/6)
TARGETS AND INDICATORS 2023	100% achievement of the maintenance (number of pit stops maintained 6/6)	
ACTION 2	Stipulations of affiliations with kindergartens, pre-schools, summer camps and sports' associations to offer services in support of parenthood during school holidays	
OUTPUT	Affiliations	Achievement of a preliminary survey aimed at verifying the interest of the potential interested people/total of potential beneficiaries
TARGETS AND INDICATORS 2023	Preliminary survey: at least 30% of beneficiaries/potential people	
TARGETS AND INDICATORS 2024	Stipulation of at least n°1 affiliation	

## OBJECTIVE 3: WELFARE INCREASE IN THE UNIVERSITY COMMUNITY

ACTION 3	Feasibility study and arrangement of a University welfare plan	
OUTPUT	Final report on the feasibility study	
TARGETS AND INDICATORS 2022	Resolutions SA and CdA	0% achievement of the final report of the feasibility study
TARGETS AND INDICATORS 2023	Achievement of the feasibility study	100% achievement of the feasibility study

## AREA 2 – GENDER BALANCE IN LEADERSHIP AND DECISION MAKING

### OBJECTIVE 1: EXPLOITATION OF THE DIVERSITY MANAGEMENT IN LEADING POSITIONS

ACTION 1	Training courses aimed at subjects with managerial positions and staff with an organizational position to promote the diversity management (exploit diversity: gender, age, disability etc.)	Events directed towards subjects with managerial positions and staff with an organizational position to promote the diversity management (exploit diversity: gender, age, disability etc.)
OUTPUT	Training courses	Events' realization
TARGETS AND INDICATORS 2022	Percentage of participation of the staff, evaluation of the degree of satisfaction	Realization of n°4 events
TARGETS AND INDICATORS 2023	Realization of n°5 events/year	
TARGETS AND INDICATORS 2024	Realization of n°5 events/year	
ACTION 2	Organization of thematic events aimed at people with organizational/managerial responsibility for the diffusion of the use of the Bilancio di Genere	
OUTPUT	Events	
TARGETS AND INDICATORS 2022	At least n°1 event/year	0
TARGETS AND INDICATORS 2023	Realization of at least n°1 event/year	
TARGETS AND INDICATORS 2024	Realization of at least n°1 event/year	

### OBJECTIVE 2: IMPROVEMENT OF THE INTERNAL DECISIONAL PROCESSES AIMED AT A GREATER GENDER EQUITY

ACTION 1	Analysis of the potential modifications in favour of gender equity in the composition of bodies/units	
OUTPUT	Report analysis	
TARGETS AND INDICATORS 2022	Resolutions SA and CdA, modifications legislation	100% of realization of the annual report
TARGETS AND INDICATORS 2023	100% of realization of the annual report	
TARGETS AND INDICATORS 2024	100% of realization of the annual report	

### OBJECTIVE 3: ANALYSIS OF STATE OF THE ART, DYNAMICS AND TRENDS OF THE UNIVERSITY COMMUNITY

ACTION 1	Annual reporting of gender data through the writing of the Bilancio di Genere
OUTPUT	Draft of the BdG
TARGETS AND INDICATORS 2022	Approval of the BdG in the CdA in February 2023
TARGETS AND INDICATORS 2023	100% realization of the BdG
TARGETS AND INDICATORS 2024	100% realization of the BdG



## AREA 3 – GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION

### OBJECTIVE 1: PROMOTION OF THE MEASURES PRONE TO SUPPORT GENDER BALANCE IN RECRUITMENT

ACTION 1	Systematic collection of gender disaggregated quantitative data on competitive exam procedures of the teaching and research staff, PhD students, specializations school students, Technical-administrative staff, within the BdG	
OUTPUT	Elaboration of a database	Statistic data concerning recruiting procedures, with a focus on the type of procedure and gender
TARGETS AND INDICATORS 2022	0% of data collected	
TARGETS AND INDICATORS 2023	100% of data collected	
ACTION 2	Creation of an informative database, and consequent inclusion in the data warehouse system of the University, for the production of an analysis on the participation and the results of the competitive exams procedures and selections	
OUTPUT	Elaboration of a database	
TARGETS AND INDICATORS 2022	Analysis and evaluation of the data	Creation of the database
TARGETS AND INDICATORS 2023	0% creation of the database	
TARGETS AND INDICATORS 2024	60% creation of the database	

### OBJECTIVE 2: IMPROVEMENT OF EQUAL OPPORTUNITIES IN CAREER PROGRESSION

ACTION 1	Elaboration and implementation of the project “Di pari passo” to support the re-integration of the staff who has been absent from work or students who have not attended classes for long periods (due to maternity, parental leave, illnesses, etc.)	
OUTPUT	Adoption of guidelines	Feasibility Study
TARGETS AND INDICATORS 2022	Filling of a questionnaire for 50% of the beneficiaries, with a satisfaction rate greater than 50%	
TARGETS AND INDICATORS 2023	100% achievement of the feasibility study	
TARGETS AND INDICATORS 2024	50% of the project achieved	

ACTION 2	Introduction in every University Department of a person delegate of the gender equality Director	<a href="https://www.unife.it/it/ed/orga-ni-e-cooperazione">https://www.unife.it/it/ed/orga-ni-e-cooperazione</a>
OUTPUT	Designation	
TARGETS AND INDICATORS 2022	Activation of the gender equality delegate in January 2023	
ACTION 3	Promotion of gender balance in the evaluation boards for the teaching staff recruitment	
OUTPUT	Adoption of guidelines for the composition of the evaluation boards	
TARGETS AND INDICATORS 2022	Periodic monitoring, also through the annual collected data in the BdG, for the composition of the evaluation boards with a target of 68,08%.	
TARGETS AND INDICATORS 2023	> greater than 68,08%	
TARGETS AND INDICATORS 2024	> greater than 68,08%	





## AREA 4 – INTEGRATING THE GENDER DIMENSION INTO RESEARCH AND TEACHING CONTENT

### OBJECTIVE 1: PROMOTING INTEGRATION IN THE DIDACTIC CONTENT

ACTION 1	Feasibility Study on the insertion of additional teachings on the gender perspectives in the educational offer of: <ul style="list-style-type: none"> <li>• courses of study</li> <li>• PhD courses</li> <li>• Specialization courses</li> </ul>	
OUTPUT	Guidelines	Survey
TARGETS AND INDICATORS 2022	Promulgation	100% achievement of the survey in following the database <a href="https://corsi.unife.it/chimica/studiare/didattica/progr%20altra%20banca%20dati">https://corsi.unife.it/chimica/studiare/didattica/progr o altra banca dati</a> Observed a 6,33% of teachings containing content on genre/ total of teaching
ACTION 2	Insertion in the educational offer of UniFe study courses on gender or strengthening of the already existing study courses	
OUTPUT	Resolutions political bodies	Resolutions educational offer
TARGETS AND INDICATORS 2023	Approval courses academic year 2023/24	10% teachings with content on gender/total teachings
TARGETS AND INDICATORS 2024	20% Approval of study courses on gender/total courses	20% Approval of study courses on gender/total courses
AZIONE 3	Organization of STEM events dedicated to girls in lower and upper level secondary schools	
OUTPUT	Organization of STEM weeks	
TARGETS AND INDICATORS 2022	Number of partecipats/places availables	Summer camp with 23 girls over 45 places <a href="https://www.unife.it/it/notizie/2022/vita-universitaria/ragazze-digitali-er-campus">https://www.unife.it/it/notizie/2022/vita-universitaria/ragazze-digitali-er-campus</a>
TARGETS AND INDICATORS 2023	At least 50% of participants	
TARGETS AND INDICATORS 2024	At least 60% of participants	

## OBJECTIVE 2: STRENGTHENING AND PROMOTING THE WORK OF FEMALE RESEARCHERS AT EVERY LEVEL

ACTION 1	Elaboration of a call for application for the provision of an annual award for the best thesis which includes a gender dimension at University level	
OUTPUT	Publication of the call for applications	
TARGETS AND INDICATORS 2023	Provision scholarship	Provision of at least n°1 scholarship
TARGETS AND INDICATORS 2024	Provision of at least n°1 scholarship	
ACTION 2	Establishment of a work group, within the research Council, aimed at finding positive actions to incentivise the female participation in local/national/European research calls	
OUTPUT	Identification of the members of the group work, writing of proposal of positive measures aimed at incentivise the participation in research calls	
TARGETS AND INDICATORS 2023	Approval by the Research Council of the proposal of positive measures aimed at incentivising the participation at the different research calls	
ACTION 3	Realization of one or more moments of awareness on the gender perspective in research and didactic, focusing in particular on STEM areas	
OUTPUT	Report on the participation and the level of satisfaction	N° of teaching and research staff taking part at the event/ number of people invited
TARGETS AND INDICATORS 2022	n° 1 event achieved with the participation of at least two people for each Department	
TARGETS AND INDICATORS 2023	n° 1 event achieved with the participation of at least two people for each Department	
TARGETS AND INDICATORS 2024	n° 1 event achieved with the participation of at least two people for each Department	

## AREA 5 – MEASURES AGAINST GENDER BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

### OBJECTIVE 1: COMMUNICATION AND CREATION OF AWARENESS TOWARDS GENDER THEMES

ACTION 1	Strengthening of services offered by the Inclusion Policy Office for the administrative and organizational support and of communication, divulgation and promotion of gender themes inside and outside the University	
OUTPUT	Plan to increase visibility of gender themes inside and outside of the university	
TARGETS AND INDICATORS 2022	Number of annual communications	0
TARGETS AND INDICATORS 2023	Number of annual communications	0
TARGETS AND INDICATORS 2024	n° at least 6 annual communications	
ACTION 2	Organization of events in favour of the staff aimed at the distribution of the use of the guidelines on inclusive language/accessible documents	
OUTPUT	Event, creation of a video-lesson	
TARGETS AND INDICATORS 2022	n.1 event/a.y., viewing video-lesson, the 60% of staff	% of participants/total of beneficiaries
TARGETS AND INDICATORS 2023	At least the 60% of participants/total of beneficiaries	
ACTION 3	Creation of a formative module on gender themes in an e-learning modality on the platform Unifescicura	
OUTPUT	Creation of the module	
TARGETS AND INDICATORS 2022	Participation of at least 60% percent of users	Creation module
TARGETS AND INDICATORS 2023	Participation of at least 60% percent of users/total of beneficiaries	
ACTION 4	Review of the set of forms used by the University giving attention to its gender declination	
OUTPUT	Creation of the set of forms	
TARGETS AND INDICATORS 2022	Publication of the set of forms on the University website	% of the offices that use set of forms gender declined by gender / total of the offices
TARGETS AND INDICATORS 2023	At least 60% of the offices that use set of form declined by gender/total of the offices	
TARGETS AND INDICATORS 2024	100% of the offices that use set of form declined by gender/total of the offices	

ACTION 5	Update of the website Unife Inclusiva, newsletter and communication via social media, creation of informative/promotional/multimedia products including presentations, videos and tutorials	
OUTPUT	Newsletter and informative/promotional/multimedia products' creation	
TARGETS AND INDICATORS 2022	n° 2 newsletter and at least 1 product per year	
TARGETS AND INDICATORS 2023	n° 3 actions achieved	
<b>OBJECTIVE 2: PREVENT, IDENTIFY AND MANAGE DISCRIMINATORY BEHAVIOURS AND CASES OF SEXUAL ABUSE WITHIN THE UNIVERSITY COMMUNITY</b>		
ACTION 1	Adjustment of the Code of Conduct unified in terms of the gender dimension	
OUTPUT	Unified Code of Conduct in terms of the gender dimension	
TARGETS AND INDICATORS 2022	Decree of emanation of the unified Code of Conduct	90%
TARGETS AND INDICATORS 2023	% of adjustment of the Code	100%
ACTION 2	Elaboration of a reporting procedure of discriminatory behaviours and sexual abuses	
OUTPUT	Guidelines	
TARGETS AND INDICATORS 2022	Awareness campaign	0% completion of the report procedure
TARGETS AND INDICATORS 2023	20% completion of the report procedure	
TARGETS AND INDICATORS 2024	100% completion of the reporting procedure	
ACTION 3	Distribution, at the start of every academic year, of every instrument (measures, bodies, Code of Ethics of the University), predisposed to prevent and contrast every type of discrimination, sexual abuse, violence within the University, through a promotional video	
OUTPUT	Promotional video of the various instruments predisposed to prevent and contrast every type of discrimination	
TARGETS AND INDICATORS 2022	Distribution of the promotional video by the study courses coordinators	0% courses of study to which the video was distributed/total of the study courses
TARGETS AND INDICATORS 2023	at least the 30% of courses to which the video was distributed/total of the study courses	
TARGETS AND INDICATORS 2024	at least the 50% of courses to which the video was distributed/total of the study courses	

ACTION 4	Realisation of a counselling service to contrast mobbing/abuses within the Spazio Inclusionone managed by the trusted counsellor	
OUTPUT	Appointment of the Trusted Counsellor	
TARGETS AND INDICATORS 2022	Annual monitoring, to be submitted to the Board of Directors, of the rate of participation	Appointment of the Trusted Counsellor
TARGETS AND INDICATORS 2023	less than 5% of consumers who use the service/total consumers	
TARGETS AND INDICATORS 2024	less than 4% of consumers who use the service/total consumers	

## Legenda

- BdG - Gender Budgeting
- CdS - Course of Study
- CdA - Board of Directors
- GEP - Gender Equality Plan
- PIAO - Integrated Plan for activities and organization
- PTA - Technical and Administrative Staff
- SA - Academic Senate
- STEM - Science, Technology, Engineering and Mathematics



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