

# GENDER EQUALITY PLAN - GEP 2022-2024



**Fondazione  
Italiana  
Fegato  
ONLUS**

## Contents

<b>1- INTRODUCTION</b>	<b>2</b>
<b>2- CONTEXT ANALYSIS</b>	<b>3</b>
THE VISION OF THE ITALIAN LIVER FOUNDATION (FIF)	3
BREAKDOWN OF PERSONNEL BY GENDER AND AGE IN THE CLASSIFICATION LEVELS 2018-2022	3
WORK-LIFE BALANCE POLICIES	5
<b>3- AREAS OF ACTION</b>	<b>5</b>
<b>AREA 1</b>	<b>5</b>
RECRUITMENT, CAREER PROGRESSION, TRAINING	5
<b>AREA 2</b>	<b>6</b>
WORK-LIFE BALANCE POLICIES	6
<b>AREA 3</b>	<b>7</b>
GOVERNANCE AND DECISION-MAKING PROCESSES	7
<b>AREA 4</b>	<b>7</b>
GENDER MAINSTREAMING IN RESEARCH AND TEACHING	7
<b>AREA 5</b>	<b>8</b>
GENDER BIAS AND STEREOTYPES, SEXISM AND SEXUAL HARASSMENT	8
<b>AREA 6</b>	<b>8</b>
DATA COLLECTION, MONITORING, PROCESSING, GEP	8

# FIF – Gender Equality Plan

## Three-year period 2022-2024

### 1- Introduction

In recent years, the issue of gender equality has had a great boost, in fact the European Commission has implemented numerous interventions to reduce gender inequality in the world of work. These initiatives have helped to increase the number of women in the labor market and in acquiring better education and training. However, it appears that so far no member state has achieved full gender parity. At the national level, the 2021 data from the Gender Equality Index indicate that Italy is 4 points below the European average.

This plan adheres to and promotes the aims of the European Union strategy for gender equality 2020-2025. The document is based on the general principles that valuing diversity, and in particular the positions of women and other underrepresented groups, is crucial to building a just and inclusive society, in every sphere.

In the context of the EU strategy for gender equality, and in line with the sustainable development goal n°5 (SDG5) envisaged by the United Nations Agenda 2030, the European Commission has identified the strategic objectives and actions aimed at making significant progress by 2025 towards a Europe that guarantees gender equality. The main objectives indicated by the Commission are:

- end gender-based violence
- fight against sexist stereotypes
- closing the gender gap in the labor market
- address the pay and pension gap
- achieve gender balance in decision-making processes

In this scenario, the new framework program for research and innovation for the period 2021-2027, Horizon Europe, has introduced new provisions to strengthen gender equity in European organisations. In particular, for all research institutions and higher education institutions, the adoption of a Gender Equality Plan (GEP) has become a requirement for accessing funding from the Horizon Europe research programme. In the specific context of research organizations and higher education institutions, the European Commission defines a GEP as a strategic plan aimed at:

- conduct impact assessments/audits of procedures and practices to identify gender *bias*
- identify and implement innovative strategies aimed at correcting gender *bias*
- define objectives and processes for monitoring progress through indicators.

The activities contained in the GEP pertain to six thematic areas:

#### 1 . Recruitment, career progression, training

2. **Work-life balance and work well-being policies**
3. **Governance and decision-making processes**
4. **Gender Mainstreaming in research and teaching**
5. **Prejudice and gender stereotypes, sexism and sexual harassment**
6. **GEP collection, monitoring, processing, monitoring**

Within these areas, specific actions will be identified which aim to indicate adequate procedures for detecting gender bias and discrimination; implement innovative strategies to tackle existing inequalities in research and education; establish medium and long-term objectives for the promotion of gender equality among all components (research staff, technical and administrative staff, collaborators, male and female students); monitor the progress of related policy actions through effective indicators.

**For each action**, the **targets** directly and indirectly involved are defined, as well as the subjects responsible for the effective functioning of the declared measures. The actions envisage specific expected outcomes, in terms of **output** (tangible products) and **outcome** (effects of the policies implemented), so that it is possible to detect the relative **impact** within the FIF, and through the FIF, on society in general (in line with the procedures foreseen by the so-called **Results Based Management**). The **timing** of the individual actions and sub-actions refers to the starting year of the activities which are intended to be extended over the three-year period, assessing the effectiveness of the related implementation and its potential repeatability in the following three-year period.

## 2- Context analysis

### The vision of the Italian Liver Foundation (FIF)

FIF is an international research centre, where every year arrive researchers from different countries, with their cultures, traditions and religions. It follows that at FIF, respect for diversity, not only of gender, but also of culture and religion, has always been an aspect of the utmost importance since the beginning of its activities in 2008. The actions described in this document, on the one hand, develop actions already undertaken and on the other add new ones with the aim of strengthening the *gender sensitive approach and remedies* in the Foundation's policies.

Through the adoption of the GEP, the FIF intends to promote and implement gender equality, in order to contribute to the fight against inequalities and the application of the principles of equity through a work organization capable of valuing diversity and promoting fair opportunities in distribution of job positions, in the progression of professional paths, and in research.

### Breakdown of personnel by gender and age in the employment levels 2018-2022

The FIF counts on a structured staff made up of 6 units, distributed according to levels of employment, gender, and age as shown in the following table, where 1 is a man (17%) and 5 are women (83%):

### Breakdown of permanent personnel by gender and age in classification levels

Classification	Men					Women					Total
	Age ranges _										
	<30	From 31 to 40	41 to 50	51 to 60	>60	<30	From 31 to 40	41 to 50	51 to 60	>60	
Director Scientific					1						1
Senior Researchers								3			3
Technician									1		1
Officer Administrative								1			1
<b>Total staff _</b>		<b>0</b>	<b>0</b>		<b>1</b>		<b>0</b>	<b>4</b>	<b>1</b>		<b>6</b>
<b>% Sul personal total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>67</b>	<b>17</b>	<b>0</b>	<b>100</b>

As regards temporary personnel, in the last 5 years (2018-2022) a total of: 3 senior researchers, 4 post-docs, 15 PhDs, 21 thesis students, 9 visiting fellows have worked at the FIF; 1 visiting professor, 1 administrative collaborator, of which 20 men (37%) and 34 women (63%)

### Breakdown of temporary staff by gender and age by category level (last 5 years 2018-2022)

Classification	Men					Women					Total
	Age ranges _										
	<30	From 31 to 40	41 to 50	51 to 60	>60	<30	From 31 to 40	41 to 50	51 to 60	>60	
Senior Researchers		1	1				1				3
Students degree	5					16					21
PhD student	8					7					15
Post-doc	1					3					4
Visiting Fellow		4				1	4				9
Visiting professors									1		1
Assistant Administrative								1			1
<b>Total staff _</b>	<b>14</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>54</b>
<b>% Sul personal total</b>	<b>26</b>	<b>9</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>50</b>	<b>9</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>100</b>

As can be seen from the tables above, both as regards permanent and temporary staff, the percentage of women in these 5 years is significantly higher than that of men.

## Work-life balance policies

Due to the nature of the activities carried out, working hours at the FIF have always been flexible in compliance with the number of hours envisaged by the National Collective Labor Agreement and the pre-established commitments and project objectives, guaranteeing maximum autonomy for the individual worker.

In this context of flexibility, during the COVID19 health emergency period (2020-2021), all workers had the opportunity to work both smart working , and in presence according to family and work needs in compliance with the regulations in force during the pandemic.

More broadly, the FIF has always guaranteed the maximum reconciliation between private and working life, admitting agile working methods at any time as a support measure. This greatly favored family and work management during the pandemic period, in which school services were suspended or not guaranteed with continuity (lockdowns and quarantines), minimizing the need to take advantage of parental permits and/or leave.

In the specific case of a pregnant worker, with exclusion from activities that envisaged entry into the laboratory, she was able to continue working in smart working until the natural expiry of her compulsory maternity leave. On her return, seven months after giving birth, she was able to work reduced hours, taking two hours off a day in addition to the two hours of breastfeeding allowed.

With a view to absolute respect for private life and for cultural and religious diversity, the FIF, given its high percentage of foreign researchers and students, supports every need by granting permits during religious holidays or daily prayers. In addition, convivial events are promoted both during working hours and outside working hours to facilitate the integration of researchers into the working community. Maintaining a tolerant and friendly environment has always favored the emergence of lasting relationships, which go far beyond a mere working relationship.

## 3- Areas of action

### Area 1

#### Recruitment, career progression, training

##### Objective 1

##### 1.1 Promotion of equal opportunities

Action	Reduction of vertical segregation of personnel
Under actions	<ol style="list-style-type: none"><li>1- Promote the presence of women within the FIF bodies starting from the appointment of the new bodies (three-year period 2023-2025)</li><li>2- Promote the presence of men in female-dominated bodies</li><li>3- Encourage gender balance in the composition of the bodies responsible for drafting personnel planning proposals</li><li>4- Evaluate changes to the FIF regulations to increase gender equity in the composition of bodies/bodies</li></ol>
Direct target	Researchers , postgraduates , research fellows, and scholarship holders
Indirect targeting	Relatives, cohabitants, companies
Responsible	Scientific and administrative direction

Outputs	Guidelines
Outcomes	Balancing female/male presence
Timing	<input type="checkbox"/> 2023 <input type="checkbox"/> 2024 <input type="checkbox"/> 2025

### 1.2 Promotion of equal opportunities for fellows, students

Action	Reduction of horizontal segregation
Under actions	Balance the gender disparity of trainee/doctoral students
Direct target	Undergraduate and postgraduate students , research fellows
Indirect targeting	Student networks, companies
Responsible	Scientific and administrative direction, Senior Scientist
Outputs	Guidelines
Outcomes	Balancing female/male presence
Timing	<input type="checkbox"/> 2022 <input type="checkbox"/> 2023 <input type="checkbox"/> 2024

### 1.3 Promotion of employment and career rules to ensure gender equality

Action	Analysis on the introduction of guidelines aimed at reducing stereotyping in evaluation
Under actions	Study of forms of blind evaluation in stages of the selection procedure, compatibly with current legislation, from which derives the possible adoption of guidelines for commissions on the use of specific techniques for the recognition/control of prejudices and stereotypes
Direct target	Candidates for the position of researcher , technical/administrative staff, research fellow, scholarship holder
Indirect targeting	Men/Women Evaluators
Responsible	Scientific and administrative direction, Senior Scientist
Outputs	Guidelines
Outcomes	Inclusive organizational culture
Timing	<input type="checkbox"/> 2022 <input type="checkbox"/> 2023 <input type="checkbox"/> 2024

## Area 2

### Work-life balance policies

#### Goal 2

##### 2.1 Support policies for those with family responsibilities - guidelines

Action	Guidelines for scheduling institutional commitments compatible with reconciliation needs (children's school schedules, etc. ) and for actions to promote equal opportunities in career progression
Under actions	<ol style="list-style-type: none"> <li>1- Design of guidelines for a <i>family-friendly</i> organization aimed at balancing family-work in the ordinary management of institutional and administrative activities and for support actions on the occasion of returning to work after leave, maternity, parental leave and illness, also for the purpose of maintain career path</li> <li>2- Analysis of the implementation and impact in the Foundation of the regulations in force establishing work concessions for workers who return to work after</li> </ol>

	the birth/adoption of a child or after a period of illness in order to verify the concrete impact on career progression 3- Support for returning to work after the use of some institutions (e.g. leave, maternity leave, long-term illness, etc.) aimed at psychophysical well-being and correct reintegration into work
Direct target	Researchers, technical/administrative staff , students
Indirect targeting	Families, cohabitants, companies, FIF communities
Responsible	President, Scientific Director, Personnel Service, Supervisors
Outputs	Guidelines
Outcomes	Strengthening of welfare/well-being measures oriented towards work-life balance
Timing	<input type="checkbox"/> 2022 <input type="checkbox"/> 2023 <input type="checkbox"/> 2024

## Area 3

### Governance and decision-making processes

#### Goal 3

##### 3.1 Increase in the presence of women in decision-making processes

Action	Provide for an equitable gender composition in evaluation committees for staff recruitment
Under actions	Monitoring of gender symmetry in evaluation commissions
Direct target	Candidates for selections
Indirect targeting	FIF community
Responsible	Scientific Director and Senior Scientist
Outputs	Minutes of personnel selection
Outcomes	Reducing the gender gap in career paths
Timing	<input type="checkbox"/> 2022 <input type="checkbox"/> 2023 <input type="checkbox"/> 2024

##### 3.2 Increase in the female component in top positions

Action	Support female candidates in decision-making bodies
Under actions	Encourage female candidates in communications
Direct target	Members of decision-making bodies
Indirect targeting	FIF community
Responsible	presidency
Outputs	Monitoring reports
Outcomes	Support gender equity in the composition of bodies and agencies
Timing	<input type="checkbox"/> 2022 <input type="checkbox"/> 2023 <input type="checkbox"/> 2024

## Area 4

### Gender mainstreaming in research and teaching

#### Goal 3

##### Promotion of gender mainstreaming in research through communication activities

Action	Training activities to combat discrimination and gender-based violence Promote gender culture and offer visibility to own and non-owned codes of conduct and initiatives. Dissemination of informative material.
Under actions	Raising awareness of the organization of workshops/seminars with role models



Direct target	FIF staff, researchers , students
Indirect targeting	Area Science Park community, collaborators, media, society
Responsible	Scientific Director, Senior and Administrative Staff
Outputs	Information material
Outcomes	Promotion of the active role of FIF in gender policies
Timing	<input type="checkbox"/> 2022 <input type="checkbox"/> 2023 <input type="checkbox"/> 2024

## Area 5

### Prejudice and gender stereotypes, sexism and sexual harassment

#### Objective 5

##### 5.1 Raising awareness of sexual harassment and violence

Action	Training activities to combat discrimination and gender-based violence Promote gender culture and offer visibility to own and non-owned codes of conduct and initiatives. Publication of training activities and material.
Under actions	Training action related to the recognition of the various forms of violence, respect for gender, the removal of discrimination and the promotion of equal opportunities also to counter stereotypes and prejudices
Direct target	FIF staff
Indirect targeting	Society
Responsible	Scientific Director, Senior and Administrative Staff
Outputs	Monitoring reports
Outcomes	Promoting a gender inclusive culture and raising awareness of the issue of sexual harassment
Timing	<input type="checkbox"/> 2022 <input type="checkbox"/> 2023 <input type="checkbox"/> 2024

##### 5.2 Prevent, identify and manage cases of harassment among research staff, technical-administrative staff, students - training

Action	Identification of the phenomena of gender violence within the institution
Under actions	<ol style="list-style-type: none"> <li>1- Monitoring of situations of physical or psychological violence</li> <li>2- Listening point</li> <li>3- Publication on the institutional website toll-free number 1522 using the format edited by the Equal Opportunities department</li> </ol>
Direct target	FIF staff
Indirect targeting	Society
Responsible	President, Scientific Director, Senior and Administrative Staff
Outputs	Monitoring reports
Outcomes	Promotion of an inclusive culture with respect to gender. Strengthening of measures to prevent staff discomfort
Timing	<input type="checkbox"/> 2022 <input type="checkbox"/> 2023 <input type="checkbox"/> 2024

## Area 6

### Data collection, monitoring, processing, GEP monitoring

#### Objective 6

Publish constantly updated data on the state of the art on gender equality – gender budgeting

Action	Gender budgeting
Under actions	<ol style="list-style-type: none"> <li>1- Feasibility study for the drafting of the gender budget</li> <li>2- Integration of gender budgeting into the sustainability report.</li> <li>3- On the basis of the results of the gender budget, define a process to introduce proposals aimed at rebalancing the gender budget.</li> </ol>
Direct target	FIF at large staff Executives, researchers , technical-administrative staff, doctoral students, post-graduate students, research fellows, scholarship holders, students
Indirect targeting	Society, scientific community
Responsible	President, Scientific Director, Senior and Administrative Staff
Outputs	<ol style="list-style-type: none"> <li>1. Database updated</li> <li>2. Constantly updated online page</li> </ol>
Outcomes	Strategic policies oriented towards gender equity and people's well-being
Timing	<input type="checkbox"/> 2022 <input type="checkbox"/> 2023 <input type="checkbox"/> 2024

**Effective from 01 July 2022**



**Decio Ripandelli**  
**President**