



UNIVERSITÀ DEGLI STUDI
DEL SANNIO Benevento

GENDER EQUALITY PLAN



INDEX

LEGEND

AREA 1

Life/work balance and organizational culture

Objective 1.1.: Promote a working climate which encourages participation and solidarity, especially for those with family responsibilities or family members with health issues.

Objective 1.2.: Promote a greater gender balance between work and private life.

Objective 1.3.: Reinforcing a shared culture of equal opportunities and the value of inclusion in the University.

Objective 1.4.: Fight against gender stereotypes and enhancement of diversity.

AREA 2

Gender balance in top positions and in decision-making bodies

Objective 2.1.: Achieve more balanced composition in management roles, Panels and Working parties in the University.

Objective 2.2.: Strengthen the decision-making power of the under-represented gender in management positions and serving on elected academic bodies of the University.

AREA 3

Gender equality in recruitment and promotion

Objective 3.1.: Strengthen gender balance in recruitment and promotion.

AREA 4

Integration of the gender dimension into academic research and teaching

Objective 4.1.: Promote and help to create a collective awareness of the culture of respect and non-violence, enhancement of differences and repudiation of gender stereotyping in research processes.

Objective 4.2.: Promote and help to create a collective awareness of the culture of respect and non-violence, enhancement of differences and repudiation of gender stereotyping in teaching processes.

AREA 5

Measures against gender discrimination and violence including sexual harassment

Objective 5.1.: Prevent gender-based violence and particularly sexual harassment among academic, administrative and technical staff and male and female students.

Objective 5.2.: Intercept and deal with cases of harassment and violence in general among academic, administrative and technical staff and male and female students.



This edition of the Gender Equality Plan was approved in the session of the Academic Senate on May 31, 2022 and by the Board of Directors on June 1, 2022.

University Commission for the preparation of the "Gender Equality Plan"

Pasquale Vito

Pro-rector for Research

Marco Consales

Pro-rector for Technology Transfer and Business Relations

Sara Furno

Head of the "Research Projects and Programs" Organizational Unit

Paola Saracini

President of the Guarantee Committee (CUG)

Michela Monaco

Researcher in Construction Science

Enlarged working group

Alessandra Bernini Carri

Fabio Corsale

Angela Del Grosso

Angela Iebba

Maria Labruna

Pasqualino Lerro

Maria Moreno

The Rector, the Vice Rector and the General Manager gave a fundamental contribution to the drafting of the Plan.

Graphics coordination

Angela Del Grosso

Francesca Monaco

INTRODUCTION

The Gender Equality Plan (GEP) of the University of Sannio is a three-year programmatic document (2022-2024) which, in keeping with the tradition of our University - which has been attentive for some time to developing an increasingly inclusive and sensitive community to diversity - aims to implement planning and programmatic actions that favor the reduction of gender asymmetries and at the same time allow the enhancement of all diversities.

The GEP is a document designed to implement this cultural approach and continue to build a healthy learning and working environment, in which fair treatment and the absence of discriminatory situations are perceived; a vision capable of transmitting trust, a sense of belonging, sharing of objectives to the entire community of the Samnite University and, consequently, the possibility of growth for the entire institution, in the awareness that this policy can also be a vehicle outside good practices, new interpretative styles, incisive ideas for renewal. It is a document that also aims to achieve both the objectives defined, at a supranational level, in the Strategy for gender equality 2020-2025 and, more specifically, those set by the European institutions, within the European Research Area (SER).

The GEP, in this particular historical moment, also represents a resilience tool to cope with the negative effects which, as numerous analyzes show, due to the pandemic, are heavily affecting women above all, risking to reverse the positive trends of last years.

The planning and programmatic actions described in this document, on the one hand, confirm policies already undertaken for some time by the University of Sannio, on the other hand, in the wake of the data collected and the experience of recent years, propose objectives and actions capable of to break down the obstacles that, in some areas, still separate us from the achievement of gender equality and the enhancement of diversity.

This document, therefore, following the indications from the CRUI for its elaboration [1] and taking into due consideration the context analysis provided by the University Gender Report (the first edition of which dates back to 2016) and by the Report integrated social security plan of 2021, is in line with both the University Integrated Strategic Plan 2022-2024 (containing, among other things, a specific section dedicated to equal opportunities) and with the provisions of the 2021 Positive Action Plan (PAP), 2023 proposed by the Single Guarantee Committee of the University of Sannio, although, obviously, it differs from it by proposing specific actions and objectives.

The process of elaborating the GEP developed in several stages:

- the analysis of the degree of progress of gender policies in the University, carried out mainly on the basis of the data and the qualitative and quantitative analysis contained in the Gender Report and in the Integrated Social Reporting;
- the acquisition of support from the top management, political and administrative, of the institution;
- the identification of reference subjects for gender and intersectional issues, with different experiences and knowledge, who were involved in a participatory way in the drafting of the document and contributed to the creation of a sense of co-responsibility in the choices;
- the conception of objectives and actions to be developed and placed in a sustainable way over the time frame of the plan;
- the provision of specific resources to be allocated to the implementation of the actions;
- the provision of indicators that make it possible to monitor the progress and implementation of the GEP.

[1] See the Vademecum for the development of the Gender Equality Plan in Italian universities created by the GEP Working Group of the CRUI Commission on Gender Issues, approved at the General Assembly of the CRUI on 22 July 2021.

The structure of the plan respects the five areas indicated by the European Commission and breaks them down into various objectives.

The first area, concerning the balance between private life and working life and the culture of the organization, aims to pursue a balance between work, parenting and / or care activities, strengthening a shared culture of equal opportunities and the value of inclusion.

The second area pursues gender balance in top positions and decision-making bodies, promoting the implementation of measures to support balance in the main bodies and structures and gender equality in the organization and conduct of scientific events, also in relation to as established by art. 2 of the Statute of the University of Sannio "... for access to elected offices in conditions of equality, the University promotes equal opportunities between women and men with appropriate measures".

The third area pursues gender equality in recruitment and career progression, promoting gender balance in the evaluation and selection committees.

The fourth area aims at integrating the gender dimension and intersectionality in research and teaching.

Finally, the fifth area aims at combating all forms of discrimination linked to gender and all forms of gender-based violence, including sexual harassment through awareness-raising and contrasting actions.

Training, understood as the creation of educational moments and paths open to all components of the University (the student community, that of teaching and research staff and technical-administrative staff), is transversal to the five areas.

The Fact Sheets in which the GEP is divided are structured by areas, they specify the objectives, the different actions, the direct and indirect recipients, the responsibilities, the indicators for monitoring, the temporal programming of the actions, the financial resources necessary for the implementation of the plan and the connection of actions with the SDGs of the UN 2030 Agenda.

It should be emphasized that the GEP is not attributable to a project intended only for women or which can bring benefits to only a part of the institution: it is, rather, a plan based on the value of equal democracy that involves all different components of the University who, in a logic of inclusion, want its evolution and renewal.

Like any programmatic document, elaborated within a large and diversified community, the GEP sets itself ambitious objectives and maintains a strong trait of dynamism, remaining open to changes and / or additions that may prove necessary and appropriate after the moments of monitoring. Intermediate and, trusting in the broadest and most aware interpretation of those who will work to implement it.

2030 AGENDA ICONS

TARGETS



Providing quality, equitable and inclusive education, promoting lifelong learning opportunities for all



4.5 Eliminate gender inequalities in education and ensure equal access to all levels of vocational education and training for the most vulnerable, including people with disabilities, indigenous peoples and children in vulnerable situations



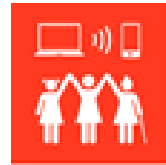
Achieve gender equality and the empowerment of all women and girls



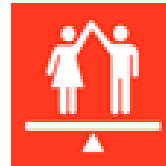
5.1 End all forms of discrimination against all women, girls and girls in every part of the world



5.2 Eliminate all forms of violence against all women, girls and girls in the public and private spheres, including trafficking for prostitution, sexual exploitation and other types of exploitation



5.B Improve the use of technology that can help women's work, especially information and communication technology, to promote empowerment, i.e. strength, self-esteem, awareness of women



5.C Adopt and strengthen concrete policies and applicable laws for the promotion of gender equality and empowerment, i.e. the strength, self-esteem, awareness, of all women, girls and girls at all levels



Encourage lasting, inclusive and sustainable economic growth, full and productive employment, decent work for all



8.5 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



Reduce inequality within and between nations



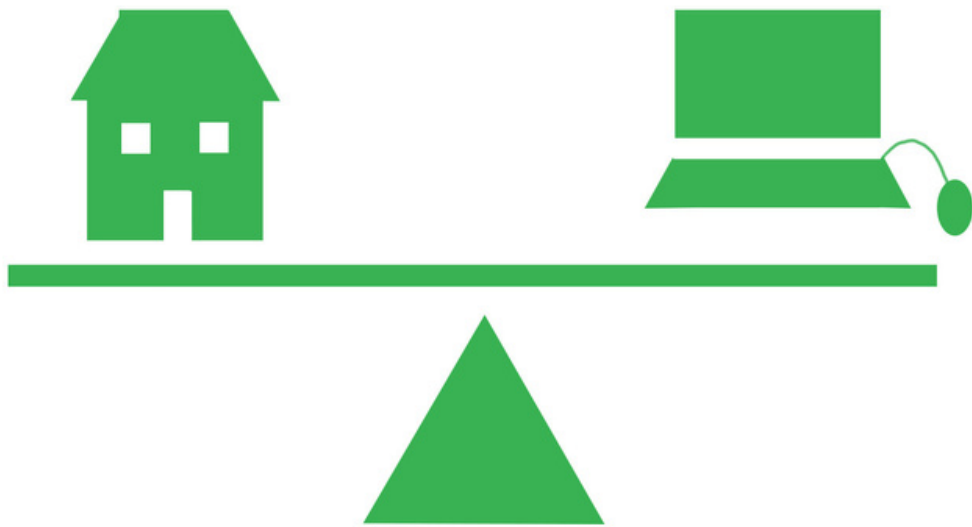
10.3 Ensure equal opportunities for all and reduce result inequalities, including through the elimination of discriminatory laws, policies and practices, and the promotion of adequate laws, policies and actions in this regard



Promuovere società pacifiche e più inclusive; offrire l'accesso alla giustizia per tutti e creare organismi efficienti, responsabili e inclusivi a tutti i livelli



16.7 To ensure a reactive, inclusive, participatory and representative decision-making process at all levels



LIFE/WORK BALANCE AND ORGANIZATIONAL CULTURE

Objective 1.1

Promote a working climate which encourages participation and solidarity, especially for those with family responsibilities or family members with health issues

2030 Agenda for Sustainable Development (UN)



ACTION(S)

Action 1. Draw up 'Solidarity Leave' regulation for the assignment and use of solidarity holidays
Action 2. "Spazio famiglia" (Family Space) for children

DIRECT TARGET

Administrative and technical staff, Academic staff and Students

INDIRECT TARGET

Minors and families

INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS

Rector's Office, General Director, Personnel and Organization Office, Buildings and Infrastructure Office, Contracts and procurement Office

OUTPUTS

Regulation definition and approval
Identification of the first "Spazio famiglia"

OUTCOMES

Strengthening of welfare measures aimed at improving work/life balance
Support for work/life balance for parents

TIMELINE

Actions 1-2. 2024

INDICATOR(S)

Action 1. Regulation drawn up
Action 2. "Family Space" realization

FINANCIAL RESOURCES

-

Objective 1.2.
Promote a greater gender balance between work and private life

2030 Agenda for Sustainable Development (UN)



ACTION(S)

Action 1. Monitoring of gender balance in access to part-time work

Action 2. Monitoring of gender balance in choice between working on site and from home or smart working

Action 3. Monitoring of gender balance in access to parental leave of absence

Action 4. Adopting concrete measures regarding the organization of working hours and lecture hours (timetables) to promote work-life balance of students, teaching and research staff

DIRECT TARGET

Administrative and technical staff, Academic staff, Students

INDIRECT TARGET

University community

INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS

General Director; Personnel and Organization Office, Teaching Support Unit

OUTPUTS

- Monitoring of applications made for part-time work / working from home/ smart working and parental leave made by employees in the last three years
- Creation of a teaching timetables attentive to the life/work balance and parental care

OUTCOMES

Improvement of gender balance in access to the different space-time modalities related to one's commitments and work activity

TIMELINE

Actions 1-3. 2022

Action 4. 2023

INDICATOR(S)

Actions 1-3. Implementation of the annual monitoring
Action 4. Analysis on the specific requests acceptance

FINANCIAL RESOURCES

-

Objective 1.3.
Reinforcing a shared culture of equal opportunities and the value of inclusion in the University

2030 Agenda for Sustainable Development (UN)



ACTION(S)

Draw up and publication of the University Report on Gender Balance

DIRECT TARGET

Administrative and technical staff, Academic staff, Students

INDIRECT TARGET

Citizens

INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS

Rector, General Director, Personnel and Organization Office, CUG (Joint Guarantee Committee)

OUTPUTS

Report on Gender Balance

OUTCOMES

Increase awareness of the impact that University policies can have on gender inequalities; promote a greater transparency by activating mechanisms aimed at highlighting practices that are directly, indirectly or even only potentially discriminatory

TIMELINE

2022- 2024

INDICATOR(S)

Report on Gender Balance drawn up, published on line and disseminated

FINANCIAL RESOURCES

2000 € per year

2030 Agenda for Sustainable Development (UN)

Objective 1.4.
Fight against gender stereotypes and enhancement of diversity



ACTION(S)

Adoption of the Alias career for the student community

DIRECT TARGET

Student community

INDIRECT TARGET

University community

INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS

General Director; Information systems Office

OUTPUTS

Preparation of the tools to activate the Alias career

OUTCOMES

To guarantee to female students and students in gender transition the opportunity to carry out their activities in an inclusive environment, attentive to the privacy and dignity protection of the individual, suitable for fostering interpersonal relationships in an inclusive and non-discriminatory logic

TIMELINE

2022

INDICATOR(S)

Service activation

FINANCIAL RESOURCES

-



GENDER BALANCE IN TOP POSITIONS AND IN DECISION-MAKING BODIES

Objective 2.1.
Achieve more balanced composition in management roles, Panels and Working parties in the University

2030 Agenda for Sustainable Development (UN)



ACTION(S)

Action 1. Laying down guidelines for gender-balanced appointments to management positions, Panels and Working parties and decentralized structures;
Action 2. Gathering of gender disaggregated quantitative and qualitative data in departments and University

DIRECT TARGET

Management, members of University and Departments Panels and Working parties decentralized structures

INDIRECT TARGET

University community

INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS

Rector, Director General, CUG, Department Directors

OUTPUTS

Guidelines drawn up and data monitoring

OUTCOMES

Promoting gender balance in elected bodies and management

TIMELINE

Action 1. 2024
Action 2. 2023

INDICATOR(S)

Action 1. Lineguides drawn up
Action 2. Data acquired

FINANCIAL RESOURCES

-

Objective 2.2.

Strengthen the decision-making power of the under-represented gender in management positions and serving on elected academic bodies of the University

2030 Agenda for Sustainable Development (UN)



ACTION(S)

Courses on mentoring and empowerment for the under-represented gender serving in management positions and on elected academic bodies of the University

DIRECT TARGET

Under-represented personnel in management positions and serving on elected academic bodies of the University

INDIRECT TARGET

Academic staff and Administrative and Technical staff of the university

INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS

CUG, Personnel and Organization Office

OUTPUTS

Courses to be held on mentoring and empowerment aimed at the under-represented gender in management positions by the end of 2024

OUTCOMES

Promotion of gender balance in elected bodies and management positions

TIMELINE

2023-2024

INDICATOR(S)

Implementation of at least 2 courses in the period 2022-2024

FINANCIAL RESOURCES

500 €



GENDER EQUALITY IN RECRUITMENT AND PROMOTION

Objective 3.1.
Strengthen gender balance in
recruitment and promotion

2030 Agenda for Sustainable Development (UN)



ACTION(S)

Action 1. Promotion of gender balance in Panels selecting Academic staff, fixed-term researchers and Administrative and technical staff

Action2. Data on gender gathered in each Department for annual monitoring of recruitment and promotion

DIRECT TARGET

Male and female academic staff, professors, researchers, doctoral students, research assistants, Administrative and technical staff

INDIRECT TARGET

University community

INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS

Action 1. Rector, General Director, University Departments

Action 2. University Departments Directors

OUTPUTS

Action 1. Communications aimed at raising awareness of the promotion of gender balance in the composition of the diverse commissions and periodic monitoring, also through the data collected annually in the Gender Report, of the composition of the various evaluation commissions

Action 2. Annual monitoring of recruitment and promotion in terms of gender for each Department by the end of 2022

OUTCOMES

Analysis of gender imbalance in recruitment and university promotion

TIMELINE

2022-2024

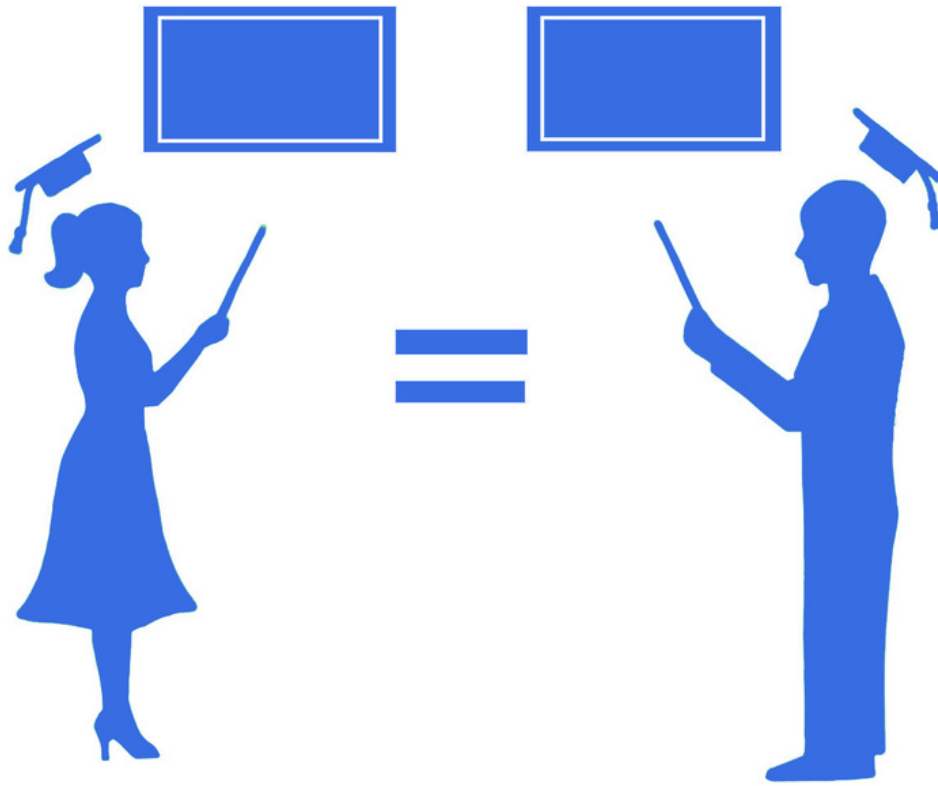
INDICATORE/I

Action 1. Three communications in the period 2022-2024 sent and implementation of periodic monitoring.

Action 2. Data acquired

FINANCIAL RESOURCES

-



INTEGRATION OF THE GENDER DIMENSION INTO ACADEMIC RESEARCH AND TEACHING

Objective 4.1.

Promote and help to create a collective awareness of the culture of respect and non-violence, enhancement of differences and repudiation of gender stereotyping in research processes

2030 Agenda for Sustainable Development (UN)



ACTION(S)

Action 1. Guidelines / recommendations drawn up to promote gender balance at conferences and seminars organized by University of Sannio

Action 2. Monitoring of all data regarding research disaggregated by gender: funding allocation, publications, excellence evaluation, patent applications

Action 3. Promoting workshops, seminars and conferences organization on themes of gender identity, non-violence, non-discrimination and equal opportunities to foster the acknowledgment of their economic, social and innovation value

Action 4. Promoting the participation in workshops, seminars and conferences entirely dedicated to the gender enhancement theme, or which include dedicated sessions on this topic

DIRECT TARGET

Academic staff, Ph.D. students and students

INDIRECT TARGET

Local, Italian and international research community, Society

INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS

Actions 1-2. CUG

Actions 3-4. Rector, University Departments, CUG

OUTPUTS

Action 1. Drafting and publication of guidelines / recommendations on gender balanced composition of panels of conferences and seminars

Action 2. Report on monitoring

Action 3. Organization of meetings / seminars open to the public on gender equality

Action 4. Dissemination of information related to workshops, seminars and conferences dedicated to gender enhancement theme, or which include dedicated sessions on this topic

OUTCOMES

Promotion of gender balance among speakers at conferences, seminars etc. Raising awareness of the university community and townspeople of the importance of the theme

TIMELINE

Actions 1-2. 2023

Actions 3-4. 2022-2024

INDICATOR(S)

Action 1. Guidelines / Recommendations drawn up

Action 2. Monitoring carried out

Action 3. Organization of at least 3 workshop, seminars or conferences in the period 2022-2024

Action 4. Participation of at least 1 event per year

FINANCIAL RESOURCES

-

Objective 4.2.

Promote and help to create a collective awareness of the culture of respect and non-violence, enhancement of differences and repudiation of gender stereotyping in teaching processes

2030 Agenda for Sustainable Development (UN)



ACTION(S)

Action 1. Academic staff asked to include one or more lessons annually on women's contribution to each discipline and feature gender equality in the context of their subject

Action 2. Training on discrimination and gender-based violence, harassment including sexual harassment in the work and study environment in order to prevent and fight all types of gender discrimination relating to sexual orientation or identity of the individual

Action 3. Publication of an annual award for a degree dissertation on gender balance, equal opportunities, or female empowerment measures against gender-based violence and gender identity

Action 4. Promoting enrolment on STEM (Science, Technology, Engineering and Mathematics) degree courses

DIRECT TARGET

Academic staff and Students, Administrative and technical staff, Students, Female students (Upper school and/or first or second year university students) following STEM degree courses

INDIRECT TARGET

Action 1. Society

Action 2. University community

Action 3. Academic staff, society Action

Action 4. Society and University community

INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS

Actions 1-3. Rector, University Departments, CUG

Action 4. Rector, Didactics Office

OUTPUTS

Action 1. Invitation to be sent at the start of each academic year to teaching staff to remind them to include these themes in their lessons

Action 2. Organization of training sessions on gender-based violence, and attendance monitored

Action 3. Publication of information on award for degree dissertation; selection of dissertations; announcement of award winners and award ceremony.

Action 4. Training events with secondary schools to promote careers in STEM, including testimonials given by female students enrolled and/or graduated in a STEM degree course

OUTCOMES

Action 1. Promotion of the gender dimension in the content of all courses;

Action 2. Raising awareness of the Unisannio community of gender-based violence and tools for preventing and fighting all related forms of discrimination

Action 3. Raising student awareness of the importance of a culture of equality and offering incentive for academic research in this field

Action 4. Incentives for the enrolment and continuation of study of the under-represented gender on STEM degree courses

TIMELINE

Actions 1-2. 2022 - 2023

Action 3. 2023 - 2024

Action 4. 2022-2023

INDICATOR(S)

Action 1. Number of lessons on the theme as indicated in the action

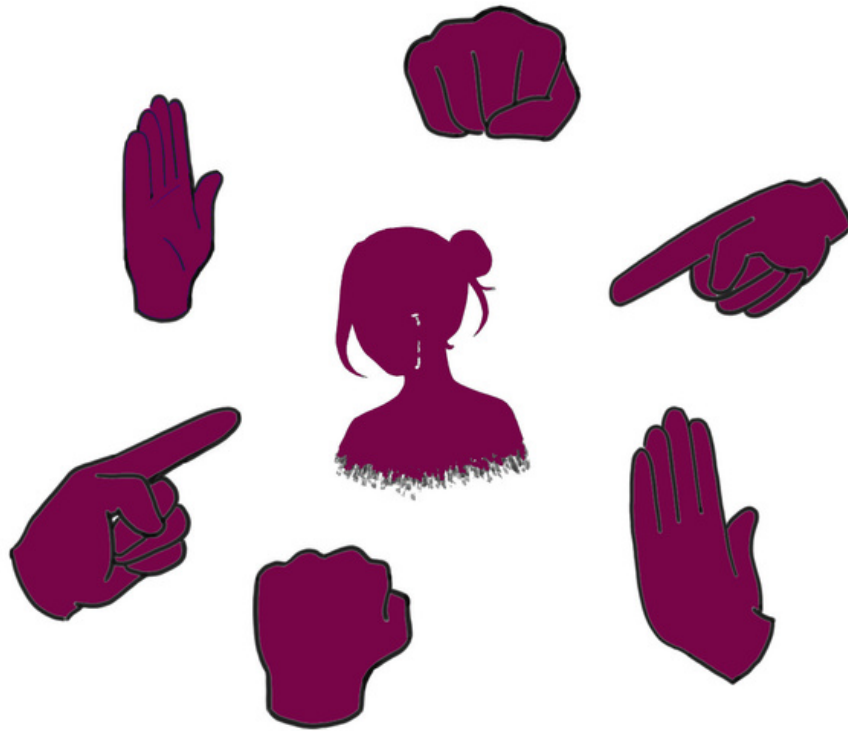
Action 2. Organization of at least 1 event.

Action 3. Publication of the annual Call

Action 4. Implementation of at least 1 specific promotion action

FINANCIAL RESOURCES

2000 €



MEASURES AGAINST GENDER DISCRIMINATION AND VIOLENCE INCLUDING SEXUAL HARASSMENT

Objective 5.1.
Prevent gender-based violence and particularly sexual harassment among academic, administrative and technical staff and male and female students

2030 Agenda for Sustainable Development (UN)



ACTION(S)

Prevention of gender-based violence and particularly sexual harassment among Academic Administrative and Technical staff and male and female Students

DIRECT TARGET

Academic staff, Administrative and technical staff and Students

INDIRECT TARGET

Society

INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS

CUG, Personnel and Organization Office

OUTPUTS

Training sessions on measures to fight gender-based violence and harassment including sexual harassment in the workplace in November 2022

OUTCOMES

Prevention of gender-based violence and particularly sexual harassment among Academic Administrative and Technical staff and male and female students

TIMELINE

2022-2023

INDICATOR(S)

Organization of at least 1 training course

FINANCIAL RESOURCES

500 €

Objective 5.2.

Intercept and deal with cases of harassment and violence in general among academic, administrative and technical staff and male and female students

2030 Agenda for Sustainable Development (UN)



ACTION(S)

Publicize University regulations against violence by setting up a dedicated section of the university website

DIRECT TARGET

Administrative and technical staff, academic staff, students

INDIRECT TARGET

Citizens

INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS

Rector, CUG, Information systems Office

OUTPUTS

Publication of regulations on University webpage and on University social media by the end of 2023

OUTCOMES

The actions aim to activate and inform the Unisannio community of tools for dealing with and fighting all forms of gender based violence put in place by the University

TIMELINE

2023-2024

INDICATOR(S)

Creation of a dedicated section on the University website

FINANCIAL RESOURCES

-

FULFILLMENT OF EUROPEAN COMMISSION MANDATORY GEP REQUIREMENTS

KEY ASPECTS	UE MANDATORY GEP PROCESS REQUIREMENTS	UNISANNIO GENDER EQUALITY PLAN ACTIONS
Public document	Signed by top management	Approved with Rector's Decree n. _____/2020
	Published on the institution's website	Published on CUG (Joint Guarantee Committee) site
	Disseminated through institution	As a first step the GEP will be disseminated across various stakeholder groups and meetings within Unisannio (Objective 4.1, Actions 1, 3 and 4), in the introductory classes (Objective 4.1, Action 1)
Dedicated resources	Funding for gender equality positions or team	Dedicated resources are specifically indicated for every objective
	Reserved time for others to work on gender equality	The CUG (Joint Guarantee Committee), appointed with Rector's decree is in charge of the actions included in the Decree 1264/2021 and partially in charge of Objectives 1.3, 2.1, 2.2, 4.1, 4.2, 5.1
Arrangements on data collection and monitoring	Data on sex or gender of staff across roles and leadership	Monitoring is included in the GEP (Objective 1.2, Actions 1, 2 and 3, Objective 2.1, Action2, Objective 4.1, Action2).
	Annual reports and evaluation of progress and outcomes	Monitoring included in Objective 3.1, Action2. Last data on gender balance in the Administrative and Technical staff are available at https://portalecug.gov.it/format-2/relazione-cug-universita-degli-studi-del-sannio-2021
Training and capacity building	Whole organization engagement	The engagement of the whole Unisannio organization is underlined and fulfilled at Objective 1.1, Actions 1 and 2; Objective 1.2, Action 4, Objective 4.1, Action 3
	Tackle gender biases of people and decisions	Concrete measures to tackle gender biases are included in Objective 1.4, Objective 4.1, Actions 3 and 4, Objective 4.1, Actions 1,2, 3 and 4
	Joint action on specific topics	In addition to codes of conduct and regulations Unisannio has many other initiatives and networksto to take into account Diversity Inclusion (D&I), like in particular the alias career remarked at Objective 1.4 and the Objective 4.1, Action 3
	Work-life balance and organizational culture	Content-wise, all the actions in Area 1 are aimed at a better work-life balance of the Unisannio community, while the activities included in Areas 2 and 3 are intended to enhance its organizational culture