



Ca' Foscari
University
of Venice



sustainable
Ca'Foscari



Sustainability Report 2019

A message from our Rector

The Ca' Foscari Sustainability Report illustrates the University's major achievements and key figures in this field, with a view to transparency and information sharing; this tool is designed for the entire University community and for all our stakeholders, providing an insight into the actions we have taken and their overall economic, environmental and social impact.

This report allows readers to learn about how Ca' Foscari implements these principles, with the topic-specific chapters illustrating the various results achieved. Sustainability is not only a best practice, it is also our duty at this historic moment in time when we are having to deal with serious environmental issues and a social and economic situation that is being made all the more complex by the ongoing pandemic.

This is therefore much more than just a report, but rather also represents a means through which to communicate and raise awareness; I therefore invite you to share this Sustainability Report, in order to increase people's understanding and encourage responsible behaviour.

All of us, as both individuals and society as a whole, are being called upon to contribute to the greater good, and I am sure that, by reading and sharing this document, an important step can be made in this direction.

Sustainability plays a key role in Ca' Foscari's actions and strategic objectives and shall continue to do so in the years to come. Let's keep up the great work together and build an increasingly sustainable and inclusive future!

Tiziana Lippiello

Rector of Ca' Foscari University of Venice

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Reading guide

Ca' Foscari University publishes an annual Sustainability Report on the activities undertaken by the University in the field of environmental and social sustainability, in order to monitor the objectives and commitments it has made in terms of sustainable development.

This year again, the Sustainability Report follows the GRI (Global Reporting Initiative) Standard and explains how the university's activities contribute to achieving the 17 goals of the 2030 Agenda for Sustainable Development, a commitment that Ca' Foscari has included in its Strategic Plan 2016-2020.

The information published in this document refers to the 2019 calendar year and the 2018/19 academic year and is extracted from the 2019 University General Report and the 2019 Final Balance Sheet, both approved by the governing bodies. Where necessary, the information has been supplemented by reports and data provided by the competent departments.

In line with previous editions, the 2019 Sustainability Report has been divided into eight macro areas, identifying for each area a set of key performance indicators (KPIs), introduced at the beginning of each chapter, whose trends are indicated for the last three years. These indicators are then shown in single final table for easier consultation. To give a general overview, at the beginning of the document there are some summary sheets with the main data and results for 2019, as well as some information on the evolution in 2020, a year which, due to the Covid emergency, will be exceptional in trend, otherwise comparable with others.

There are also summary tables of the GRI Standard indicators and the SDGs (Sustainable Development Goals) shown at the bottom of the document.

The text includes some symbols:

- GRI Standards indicator
- link on the university website
- goal of the 2030 Agenda

The document is available to everyone on the University website under "Sustainable Ca' Foscari".

Environment

In 2019

- > **Reopening of the Ca' Bembo Garden,** a green space for everyone to enjoy: university community, primary school pupils and local residents
- > **Trigeneration plant on the Science Campus:** design and start of works of a plant that will enable the more efficient management of the energy produced on the Mestre site



Emissions
12,043 tCO₂eq
=



Water
81,208 m³
-9%



Electricity
10,391,252 kWh
+3.4%



Green areas
20,030 m²
+1.4 m²



Natural gas
760,059 Sm³
+9.2%

In 2020



- > **Reduction of energy consumption** the closure of the offices led to a strong contraction in consumption, which will be useful to understand which consumption is not generated by the presence of staff and activities



- > **Reduction of waste produced** with fewer people at the University, there was very significant reduction in waste produced in the buildings

*all data refer to the 2019 calendar year and the a.y. 2018/19.
The changes refer to the previous year

Staff and students

In 2019

- > **Family Audit certification** the University was awarded this important recognition as a careful administration committed to work-life balance policies
- > **Santa Marta Halls of Residence** the first of the three university halls of residence was completed, which foresees discounted prices for male and female students



Agile working
155 people
+45%



Scholarships
€ 18.87 millions
+2.5%



Training
14,575 hours
-18.5%



Tutoring for students with disabilities
6,000 hours delivered
+39.4%

In 2020



- > **€4.5 million in student support** Ca' Foscari has established funding of €4.5 million to support students in coping with hardships suffered by them and their families in recent months



- > **Pandemic flu coverage plan for PTA and language assistants** the Supplementary Health Care Plan that the University provides free of charge to Technical and Administrative staff and language assistants (CELs) has been supplemented with specific cover for Covid-19 related diseases

Impact on the territory

In 2019

> Agreement for sustainable catering

For all catering and coffee breaks in 2019, the University activated a framework agreement that provided for the non-use of single-use plastic, local foods and the guarantee of alternative food options for allergy sufferers, vegetarians and vegans.

> University of Volunteering

During 2019, the free training course dedicated to people who volunteer or wish to start volunteering continued on the Treviso Campus, for which the University provides spaces and teaching free of charge.



attracted value
€157.7 million
+6.3%



sustainability events
134 events
-5.6%



distributed value
€142.8 million
+9.7%



thematic newsletter
714 subscriptions
+15%

In 2020



> Learning Factory

The University made available free of charge the e-learning activities of the Challenge School of Management, dedicated to companies and to those who need quick solutions to evolving strategies.



> Donation of masks to hospitals

The University donated 1,500 FFP3 certified masks to hospitals, health workers and facilities in the Veneto region, which had been purchased for the Scientific Campus laboratories, and were not used during the suspension of laboratory activities held in person.

Sustainability research and education

In 2019

> Research Institutes

in 2019, within the “Research for Global Challenges” initiative, the “Research Institutes” were set up with the aim of supporting interdisciplinary research and participation in European, national and international calls.

> The Defensive City. (Im)perceptible barriers in the contemporary urban environment

The University has developed the Art&Sustainability project by deepening the relationship between the community and the city that often hides, in harmless and aesthetically pleasing forms, barriers and obstacles to the development of a sustainable community (SDG 11).



teaching rating
3.2/4 points
=



thematic research funding
38.4% of the total
-0.3%



thematic courses
33% of the total



publications on sustainability
160 publications
-13.5%

In 2020



> 2030 Agenda MOOC

The pandemic situation has encouraged the attendance of online courses such as the MOOCs offered by the University. 873 people completed the 2030 Agenda course, an increase of 195% compared to the previous edition



> Research developed to understand the pandemic

Many of the University's research projects have been amended or supplemented to support and develop discoveries related to the pandemic and have touched areas such as the environment, drugs, sanitation, medical issues, social well-being and the world of information

Courses on offer	a.y. 2018/2019
Bachelor's degree programmes	17
Master's degree programmes	29
Master's Level I	22
Master's Level II	11
PhD courses	13

Student community	a.y. 2018/19	compared to 2017/18
Enrolled students	22,786	+2.4%
International students	1,523	+15.5%
Incoming mobility	536	-6%
Outgoing mobility	1,232	+21.3%
Part-time	708	-5%
Graduates	5,110	-2.8%

Data processing: Management Control Office (Source Pentaho)

Staff	2019	compared to 2018
Professors	375	+6.5%
Contract teachers	170	+15.7%
Researchers	212	+1%
Visiting professors	104	+6.1%
Technical and administrative staff	623	+2.8%
Collaborators	7	-68.2%
Language assistants	86	+7.5%
Research fellows	172	+6.2%

Like its home the city of Venice, Ca' Foscari University has always been a crossroads of cultures, fields of research, ideas and creativity. Founded in 1868 as a Higher School of Commerce, today it is a medium-sized public university, based both in the old city centre of the Venice and on the mainland, with two campuses, in Mestre and Treviso.

Our mission

In pursuit of excellence in the various fields of study, the University promotes, guarantees and coordinates free research by its teachers, providing the necessary tools and offering due incentives.

The University Strategic Plan defines the mission of Ca' Foscari in its three main areas of action:

- 1. promoting scientific progress**, through research of excellence, capable of tackling global challenges and having a cross-disciplinary impact;
- 2. promoting a transformative study experience** based on dedicated tutoring programmes, an educational offer inspired by research and guided by the needs of the stakeholders and a full and engaging student life;
- 3. acting as a transparent and responsible institution**, which, thanks to culture and academic excellence, promotes social innovation and economic development.

Our location

Venice is an extraordinary city: universally considered among the most beautiful in the world and counted among the UNESCO World Heritage Sites. This prestigious location makes contacts with other national and international cultural and economic realities easier. However, Venice can also be a particularly difficult city to live in due to its unique features that involve certain critical issues, first and foremost the high cost of accommodation for students and their families. In recent years, the University has worked hard to develop solutions to this problem, organising the construction of three student halls of residence.

Given the urban characteristics of the city, Ca' Foscari consists of a sort of "scattered campus", spread through numerous buildings, often far apart and housed in historic buildings that, due to their importance and antiquity, are bound by the laws on artistic heritage and therefore require expensive conservation measures. All this is often a limitation but, at the same time, it can represent a challenge towards identifying sustainable actions compatible with these constraints, for example in terms of energy and construction.

Our positioning

The University ranks first among state universities for the ratio between the performance-related element of the Ordinary Financing Fund (Fondo di Finanziamento Ordinario, FFO) and its total amount, being equal to 34% of the total. Based on the QS World University Ranking, in 2019 Ca' Foscari improved its academic reputation worldwide and its teachers/students ratio, with significant improvements as to the internationalization of teachers compared to the previous year. Instead, the internationalization of students and the opinion of companies towards graduates worsened.

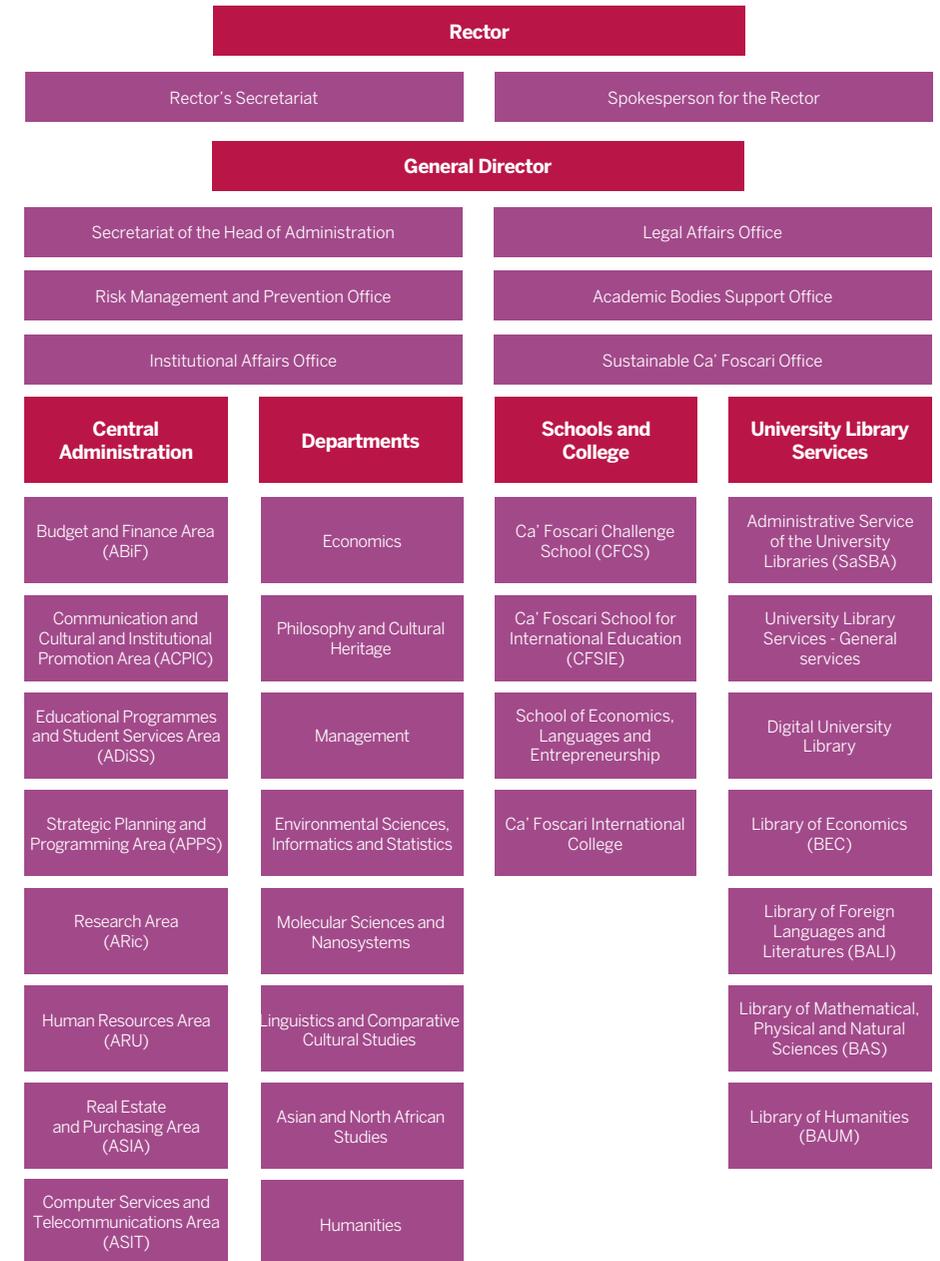
For the THE ranking published in 2019, the University maintains its position in the 601-800 range, with an improvement in the "Teaching and International Outlook" categories, a worsening in the "Research" and "Citations" categories, while the "Industry Income" category remains stable.

The organisation

Ca' Foscari is made up of the Central Administration, eight Departments - each organized into Sectors (administration, teaching and research), three University Schools, an International College, several University and inter-University Centres and a University Library System.

The Central Administration of the University is divided into three levels and is made up of Areas - entrusted to a director - divided into offices, which in turn are made up of Sectors. An exception to this model is the General Management which, in addition to the Areas, also coordinates five offices, including the Sustainable Ca' Foscari Office that coordinates sustainability activities, with the guidance of the teaching staff to whom the Rector entrusts the responsibility for sustainability.

Until the a.y. a.y.2019/20 Fabio Pranovi was the Rector's Delegate, with the role now held by Elena Semenzin.





Social and environmental responsibility

Sustainable development is defined as development that meets the needs of the present without compromising the ability of future generations to meet their own needs. To achieve this, it is important to harmonize three fundamental elements: economic growth, social inclusion and environmental protection; now universally considered indivisible and indispensable to achieving real sustainability. Ca' Foscari University launched its sustainability programme in 2010, implementing actions to minimize impact on the environment and natural resources, promoting the well-being of the Ca' Foscari community, social equity and economic development, and focusing in particular on responsibility in the training of its students, whose future decisions and behaviours will also be influenced by their experiences at university. It is also committed to promoting and disseminating the UN 2030 Agenda for Sustainable Development and its 17 goals, through the exchange of best practices and bringing together different areas of scientific and operational expertise.

This is why Ca' Foscari develops engagement projects both for internal stakeholders and for the entire local community, involving different local, national and international entities. In 2019, the Regione Veneto adopted a Regional Strategy for Sustainable Development and the University was one of the signatories of the memorandum of understanding for the promotion of the initiatives for the implementation of this strategy, underlining the importance of working in synergy with local institutions.

The University is also part of numerous national and international networks dealing with social responsibility and sustainable development.



The Italian University Network for Sustainable Development

Ca' Foscari was one of the promoting universities of the Italian University Network for Sustainable Development (RUS) and, for the first three years (2016-2018), it held the role of Chair of the Coordination Committee and Organisational Secretariat. The RUS, promoted by the CRUI (Conference of Italian University Rectors), is the first national experience of coordination and sharing among Italian universities engaged in issues of environmental sustainability and social responsibility.

The activities of the RUS are divided into 7 working groups, which focus on cross-cutting priority topics for achieving the institutional objectives of the Network, such as Mobility, Energy, Waste, Climate Change, Education, Food and Social Inclusion and Justice. In 2019, Ca' Foscari supported the launch of the new secretariat at the Politecnico di Torino and continued to participate actively in all the Network's Working Groups.

During the Magnifici Incontri CRUI 2019 (Magnificent Meetings CRUI 2019) held at the University of Udine, the Rectors of the Italian universities signed the Manifesto **"From 'Universities for sustainability' to 'Sustainability is in the University'"**, which reaffirms the principles of social inclusion and cohesion. The founding principles are the reduction of social and territorial gaps, gender equality, social inclusion, environmental protection, trust in interpersonal relationships. The Manifesto also reaffirms the importance of addressing university education for sustainability with a systemic interdisciplinary approach, enhancing the ties with the local area and assuming a strong responsibility in teacher training. At the end of 2019, the RUS had 72 participating universities.

www.reterus.it





Our values, principles and codes

Over time, Ca' Foscari has adopted tools, codes and policies aimed at reaffirming the principles of its action and guaranteeing equal opportunities in research, study and work for its community.

The documents available in 2019 are given below.

- > **University Statute**
- > **Code of Ethics and Code of Conduct**
- > **Codice di condotta per la prevenzione e la lotta contro il fenomeno del mobbing (Code of Conduct for the Prevention and Fight against Mobbing)**
- > **Codice di condotta contro le molestie sessuali (Code of Conduct against Sexual Harassment)**
- > **Codice di condotta dei dipendenti pubblici (Code of Conduct for Public Employees)**
- > **Carta dei diritti e dei doveri dello studente (Charter of Student Rights and Duties)**
- > **Piano triennale per la prevenzione della corruzione e della trasparenza (PTPCT; Three-year Plan for Transparency and the Prevention of Corruption)**
- > **Whistleblowing policy - reporting of unlawful conduct**

The new Code of Ethics and Code of Conduct

In October 2019, the University adopted the new "University Code of Ethics and Conduct" which brings together the two previous texts dating back to 2014 and 2015 respectively, following the indications of ANAC - National Anti-Corruption Authority.

The process of revision and consolidation, which began in September 2018, saw the involvement of various structures of the University, thus favouring a shared and participatory drafting: a special commission was set up that was responsible for proposing the new text, which was then submitted for approval by the University Head of Transparency and the Prevention of Corruption and the University Evaluation Unit.

A public consultation was then launched to involve all the University stakeholders, both internal and external, who provided various contributions, which were then evaluated and acknowledged by the Senate Committee. The text was finally approved by the Senate and the University Board.

The prevention of corruption

Since 2012, the University has adopted the three-year plan for transparency and the prevention of corruption (PTPCT), which provides a framework for assessing the different levels of exposure to the risk of corruption and establishes the most suitable organizational measures of prevention. The plan has a three-year horizon and its drafting requires the engagement of all the groups of the University. The 2020-2022 Plan (approved in January 2020) was drawn up in 2019 and also envisaged public consultation - a new element compared to the drafting of the previous plans - in order to involve the University external and internal stakeholders through the collection of comments and proposals for changes/additions to the text and contents.

For the year 2019, 220 processes were examined, of which 16 were assessed sd



at risk of corruption, equal to 7.27% of the total. The University has also provided anti-corruption courses in person and online, with a total of 130 participants in 2019.

The protection of privacy

In 2019, the University, in implementation of the GDPR Regulation on the processing of personal data, appointed a Data Protection Officer and drafted and updated the Processing Register for data processing carried out in the Central Administration and the decentralized structures. University staff were also given general training, delivered online, in order to improve awareness of the key principles on the subject and to create a real culture of personal data protection. General training was accompanied by specialist training, in particular for Area Managers and the Directors of the Central Administration Offices.

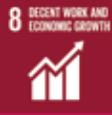
In 2019, the University did not receive any reports of privacy violations.



Ca' Foscari for accessibility, equity and inclusion

In September 2018, the University established a permanent working table on accessibility, equity and inclusion, chaired by the Rector's Delegate for Initiatives to support assistance, integration and well-being of people with disabilities. The table includes the managers of the different areas and the staff of the technical administrative offices involved, with the collaboration of all the university groups - teachers, staff and students. In November 2019, the Academic Senate unanimously approved the declaration "Ca' Foscari for accessibility, equity and inclusion", in which the University reaffirms its commitment, in line with the Code of Ethics (also revised during 2019), to promote actions and behaviours that make Ca' Foscari spaces and activities more accessible, more equitable and more inclusive. That is made with a view to Universal Design and the ICF (The International Classification of Functioning, Disability and Health) according to which disability results from the interaction between the characteristics of the person and those of the environment. The document also recalls the main goals of the 2030 Agenda that the working table seeks to achieve (SDG 4, 5, 10, 11 and 16).

www.unive.it/sustainability/Commitments/Inclusion



Protection and guarantee bodies

The Guarantee Committee for Equal Opportunities, Employee Well-being and Inclusion

The Committee promotes initiatives for the implementation of equal opportunities and valuing the differences between men and women, monitors compliance with the principle of non-discrimination of gender and sexual orientation and ensures support for victims of violations and abuse. It also ensures the prevention of mobbing within the University.

[About / Who we are / Governance](#)

Our Trusted Counsellor

Since 2010, we have had a Trusted Counsellor for the prevention of harassment; a figure assigned to provide free advice and support to any member of the Ca' Foscari community subject to discrimination, harassment and harm to dignity or mobbing.

Ethics Committee

The Ethics Committee performs functions of advice, research, investigation, promotion and dissemination with regard to the Code of Ethics.

[About / Who we are / Governance](#)

Our Student Defence Lawyer

The Student Defence Lawyer is available to all Ca' Foscari University students free of charge, to assist them in exercising their rights and to hear any complaints in compliance with the right to anonymity.

[About / Who we are / Governance](#)

University stakeholders

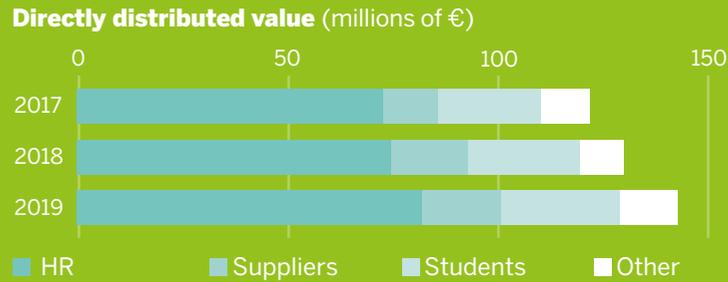
According to the most common definition by R. Edward Freeman, father of stakeholder theory, stakeholders are "any group or individual who can affect or is affected by the achievement of the organisation's objectives", without whose support the organisation itself would cease to exist. The following table shows the main internal and external Ca' Foscari stakeholders.



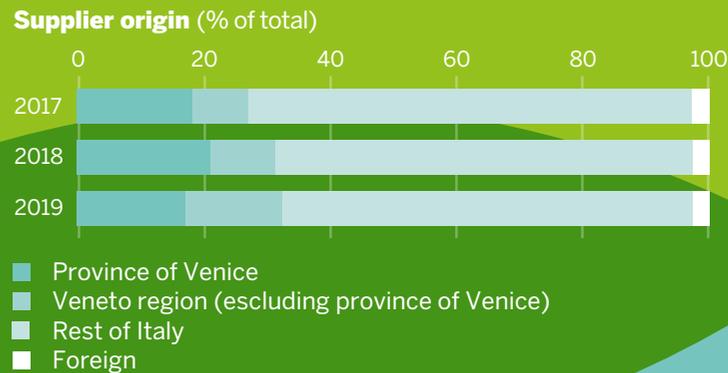
Our Value



Data processing by the Sustainable Ca' Foscari Office (Source: 2019 final balance sheet)

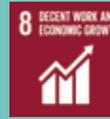


Data processing by the Sustainable Ca' Foscari Office (Source: 2019 final balance sheet)



Data processing by the Final Management Control Office (Source UGOV)

The University is an organisation that has a significant impact on stakeholders and on the local, national and international economic system. In fact, a university not only produces services for collective consumption, such as research, teaching and the diffusion of knowledge, but also redistributes resources and wealth. Ca' Foscari undertakes to invest in the local area and to attract resources from institutions and other entities, strengthening relations with local, national and international bodies and partners and promoting a system of Green Public Procurement.



Value structure

The 2019 statutory financial statement of the University recorded a positive result of €2.8 million. As in previous years, therefore, there is clearly a solid economic and financial position, resulting from choices that have maintained a valid equity structure and a good economic balance, which lead to potential for future development along the strategic guidelines that the University has set.

Attracted value

The share of the attracted economic value **from Public funding is €100,325,079.97** (contributions from the Government and the Regione Veneto), while international bodies made contributions for **€1,899,319**.

Attracted economic value	€ (millions)	% of total
Student contribution	32.25	20.45%
State contributions	98.21	62.27%
<i>* of which FFO</i>	85.97	
Contributions from the Regions	2.12	1.34%
Contributions from the EU and the rest of the world	1.90	1.20%
Contributions from other entities	10.07	6.39%
Revenue from commercial sales	1.54	0.98%
Right to education measures	7.37	4.67%
Other income	4.24	2.69%
TOTAL (net of internal transfers)	157.70	100%

Directly distributed value

The University distributes its wealth, i.e. the attracted economic value, both directly and indirectly. The attracted value is redistributed directly by the University through the remuneration of all bearers of factors of production, namely:

- > staff, therefore employees (teachers, researchers and technical-administrative staff) and collaborators;
- > beneficiaries of undergraduate (students) and post-graduate (PhD students and research fellows) grants and scholarships;
- > suppliers, through the purchase of goods and services, leasing of assets and other charges;
- > loan capital, for interest payable on loans;
- > Public Authorities, through the payment of direct and indirect taxes.

Direct distribution of value

	€ (millions)	% of total
Human resources:	81.92	57.36
Teaching and research staff	56.52	
Management and technical administrative staff	24.60	
Freelance contracts coordinated by the university	0.24	
Other staff costs	0.56	
Actions for students	18.87	13.21
Grants and subsidies to third parties	7.55	5.29
Suppliers	28.21	19.75
Loan capital	0.84	0.59
Public Authorities	5.43	3.8
TOTAL	142.82	100

The supply chain and green public procurement

Ca' Foscari University, like all Public Authorities, makes most of its purchases through CONSIP (Italian National Purchasing Centre) and MePA (Electronic Market of Public Administration).

CONSIP is a joint stock company owned by the Ministry of Economy and Finance. As a national purchasing centre, it implements the Programme for the rationalization of purchases in public administration, which makes available to authorities and companies innovative purchasing methods and tools (Special Agreements, Electronic Market, Framework Agreements). Based on specific special agreements, it supports individual authorities in all aspects of the procurement process.

The MePA guarantees the transparency and traceability of the entire purchase process for Public Authorities, enabling them to compare products offered by suppliers from all over the country and offering the opportunity to issue requests for quotations.

Supplier origin

In 2019, the University made purchases of goods and services for a total of **€37,961,275**. Of these, 12.43 millions were made from suppliers based in the Veneto Region (33% of the total), +31% compared to the previous year.

Green procurement

Green Public Procurement (GPP) is the approach by which Public Administration integrate environmental criteria in all phases of the purchasing process. This process encourages the diffusion and development of environmentally viable technologies and products, through the research and choice of solutions with the lowest environmental impact throughout the entire life cycle, thus encouraging the engagement of all University staff involved in purchasing. Choosing to adopt GPP policies does not just mean compliance with the mandatory regulations through the application of the CAMs (Minimum Environmental Criteria), but instead reflects our awareness of the positive effects that this option can have in economic, environmental and social terms.

**Sustainable and inclusive catering**

In order to reduce its environmental impact, at the end of 2018, the University signed a framework agreement on catering and coffee break services which prohibits the use of single-use plastic tableware (the supplier may use compostable or reusable tableware) or plastic bottles; drinks must be offered in jugs and/or glass bottles. Furthermore, the food products must preferably be of local and national origin, except for fair trade products, and vegetarian, vegan and intolerant options must always be provided without a price increase.

All the University facilities used exclusively the services provided for by the agreement and, in 2019, there were 79 sustainable catering events for a value of €128,700; 62% of the caterers used compostable tableware and cutlery, while the remainder used ceramic/glass tableware and metal cutlery. There were 129 coffee breaks for a value of €77,922 and 50% used compostable tableware.

Collaboration between Veneto region and the university

The University has been collaborating for years with the Veneto Region to share good practices in GPP: in particular, the collaboration was formalized with the memorandum of understanding on GPP (approved by the Regional Council in February 2019) which involves, in addition to the Regional Authority and Ca' Foscari, the other universities in Veneto, Union of Chamber of Commerce and the local environmental protection agency, ARPAV. The aim is to establish a permanent committee for the amendment of the CAMs - Minimum Environmental Criteria - and the sharing of good practices among public bodies.

The protocol led to the establishment of two working tables: one on GPP tenders and the other on the issue of waste. The goal of the first table is to build a database starting from the good practices of the bodies participating in the table, in order to create a "catalogue" of green tenders divided by different product category, sharing the method and procedure for awarding the contracts. The second table instead dealt with collecting observations and comments on the CAMs for the municipal waste management service, which were shared with the Ministry for the Environment and the Protection of Land and Sea (MATTM). Both tables aim to create, within the first year of activity, guidelines and useful indications for the authorities on waste management and green procurement.

Comfort of classrooms/lecture halls, laboratories, study spaces (rating from 1 to 4)



Water consumption (in m³)



Gas consumption (in Sm³)



Energy consumption (in kWh)



2019 University Consumption Report, Energy Management Sector - Sustainable Building

CO₂ emissions (in tCO₂eq)



2019 Greenhouse Gas Inventory Report of Ca' Foscari University, Green-Decision srl

Ca' Foscari University is committed to improving the management of energy and water resources and reducing its environmental impact, protecting the delicate ecosystem in which the University is located. In recent years, the University has been engaged in redeveloping its building heritage: new spaces have been put into operation and there are plans for the construction of new buildings and complexes, necessary to guarantee suitable space for the growing number of students and to ensure conditions suitable for the safe performance of cutting-edge research of excellence. The building development of the University was concentrated in urban areas with high potential in Venice and on the mainland, with a view to redevelopment and revitalization that takes into account the features of the region.

The university sites

Ca' Foscari operates over around 34 sites located within the municipality of Venice and in the city of Treviso, all very different from one other in terms of structural characteristics, intended use and restrictions. In fact, most of them are located in the old city centre of Venice; these are often historical buildings from different eras, adapted over the years to the demands of university life, in full respect of the historical and artistic elements and in compliance with the relative building safeguards and existing regulations. We also have a science campus in Via Torino, located on the Venetian mainland and recently extended with new buildings, and another campus in Treviso.

The consumption report, to assure homogeneity of analysis, doesn't take into account the consumptions and costs of the temporary structure (former Magazzini Frigoriferi) in the San Basilio building, managed in agreement with IUAV University, which in 2019 totalled 53,609 kWh of electricity and 761 m³ of water. The Treviso and Vega buildings are also excluded, as management is entrusted to third parties and does not allow accurate monitoring of consumption.

It should also be noted that, since 2016, the total area of the University has increased from 89,549 m² to 92,645 m² (+3.46%) with an increase of over 3,000 m² due to the real estate developments and disposals.

In 2019, activities supervised by the energy manager in coordination with the other technical departments of the Real Estate and Purchasing Area of the University continued towards a reduction in consumption and more efficient management of electricity, heat and water.

Energy consumption

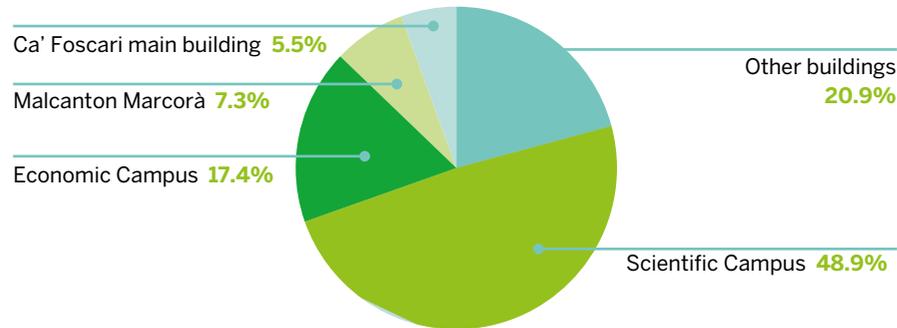
Consumption	2019	variation 2018
Gas consumption	760,059 Sm ³	+9.22%
Electricity consumption	10,391,252 kWh	+3.39%

The University's electricity and gas supply (except for the Treviso and Vega sites) is managed through a CONSIP contract (Integrated Energy Service Lot 3 (SIE3)) and entrusted to a supplier who also performs maintenance and is paid for on the basis of the building size and not on actual consumption. This system encourages the supplier to take energy improvement actions. Starting 26/02/2019 the supplier is SIRAM spa.



Electricity

As regards electricity it should be noted that around 80% of the University's consumption is by the 4 main sites: Science Campus, Economics Campus (San Giobbe), Malcanton Marcorà and Ca' Foscari (main building).



These are also the largest sites: overall, they cover 65% of the total area of the University. In 2019, electricity consumption increased by about 3% compared to the previous year, a change attributable to a greater number of summer days with temperatures above 25°C (with perceived temperature further increased by humidity), which led to an increase in the use of cooling systems. In addition, the presence of scientific laboratories leads to greater energy consumption due to the particular environmental conditions that must be maintained. As part of energy management, various mapping and systematization activities are being implemented for the data relating to buildings, intended uses and space occupation with the aim of identifying anomalous consumption sources. It should be noted that in 2019 the photovoltaic system on the roof of the Beta building of the Scientific Campus produced 19,898.91 kWh, slightly down on the previous year.

Natural gas

With regard to the consumption of natural gas in 2019 there was an increase of about 9%, which on the one hand is attributable to the prolongation of the heating season into May, due to the protracted low temperatures, and on the other, it is due to the calamitous Acqua Granda event (extraordinary high tide) that hit the city of Venice in November 2019. Most of the buildings were closed for a week, resulting in a contraction in consumption, which generated a significant "rebound effect" in December caused by the repair operations and greater occupancy of the buildings to catch up on activities missed.

Interventions

In 2019, the University planned and implemented important building interventions to improve and enhance the spaces dedicated to research, study and university life. The most significant interventions from a sustainability perspective are shown below.

Trigeneration Plant - Scientific Campus

In 2019, a trigeneration plant using high-efficiency cogeneration (HEC) was designed and construction was started on the Scientific Campus, in addition to the existing plant. The plant, which will begin operation from spring 2021, will combine the production of electricity and heat and will produce electricity, heat and cooling energy to supply all the new buildings of the Campus, including those under construction, such as Epsilon and the Student Halls of Residence.

The Epsilon building - Scientific Campus

In April, the contract was signed for the construction of the Epsilon building on the Scientific Campus, the fifth of the new buildings of the campus, which will house new spaces for study and research. The building, whose completion is scheduled for early 2021, will be certified according to the LEED protocol, a voluntary certification programme that certifies the energy performance of buildings in sectors such as energy and water saving, the reduction of CO2 emissions, improvement of the ecological quality of the interiors, the materials and resources used, the design. The minimum certification of the building will be SILVER, but it is likely that the improvements implemented during the execution of the works will achieve GOLD level.

Charging stations for electric vehicles - Scientific Campus

At the Scientific Campus, work has begun on the installation of charging stations to encourage the use of electric vehicles and bicycles. Two charging stations are planned for vehicles, while a photovoltaic bike shelter will be built with 24 modules, for a total of about 7 kWp.

The Ca' Bembo garden

In October, the Ca' Bembo Garden reopened at the University site of the same name. Ca' Foscari completed the remediation operations required following an environmental survey campaign. The garden covers an area of almost 3,000 m² and includes some plants of significant value; a special agreement was made with the primary school next door and the City of Venice, giving the pupils exclusive use during breaktime and lunch hours. During the remaining hours, the garden is open to the public.

Santa Marta halls of residence

For years, the University has been developing three university halls of residence - Santa Marta, San Giobbe and Via Torino - for a total of about 1000 places. In 2019, the works of the Santa Marta halls were completed and they started to welcome students as early as the end of the year. The halls, covering an area of 20,000 m², of which 5,000 m² of outdoor space also including a green area undergoing redevelopment, sleeps 650, with 82 beds reserved for successful applicants to the Right to University Education call and another 250 beds offered at a reduced Social Housing rate, with quotas established by the Housing Contract agreed by the City of Venice.



EcoUnive - the Scientific Campus app

The University has developed EcoUnive, a platform to increase the environmental awareness of users of the Mestre Science Campus, now active and downloadable for free from the Android store.

In particular, the EcoUnive app provides information on the temperature and energy consumption of the Alfa, Beta, Delta and Gamma buildings of the Science Campus in Via Torino and allows you to report malfunctions in an easy and localized way, thanks to the QR-co-des located in the different spaces of the Campus.

EcoUnive also provides further information such as room timetables and practical advice on the correct use of spaces in terms of respect for the environment and saving energy.

Users of the app can complete a user survey that will help us improve the quality.



Waste management

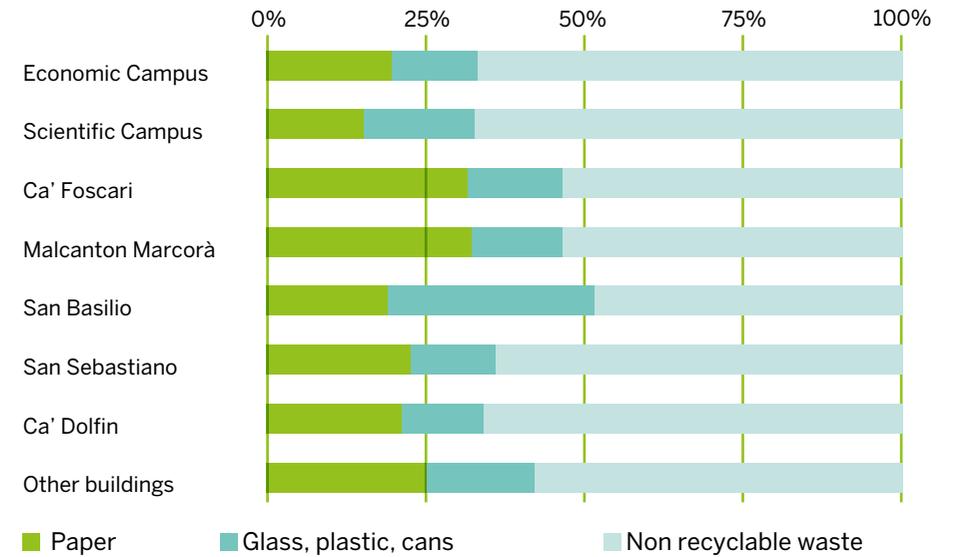
All the University sites adopt waste sorting for paper, glass-plastic-cans and non-recyclable waste.

During 2019, the waste manager launched a survey and mapping of the collection points on the various sites, for a total of approximately 1,500 bins, of which 826 for paper. In addition to monitoring and systematising resources, the aim is to plan the replacement of obsolete waste baskets, also adapting the signage to the new colours chosen by the operator, in line with international standards.

In early 2019, following the assignment of the cleaning service to a new provider, the contractor presented and provided access to the platform where the data are collected on waste sorting, divided by site and waste category. An initial comparison with what was collected with the counting system used for 2018 shows anomalies, which is why the data from the two systems seem non-comparable.

Below you can see the waste produced by the University divided by waste category and the details of the main sites. Please note that no data are available for the first three-year period as there was no reporting system in place.

The University is continuing to develop awareness and dematerialization actions to reduce the amount of waste produced and to improve the quality of collection.



#StopSingleUsePlastic Project

In 2019, Ca' Foscari joined the CRUI (Italian Rectors' Conference) **#StopSingleUsePlastic** campaign launched by the Marevivo Association. The campaign was launched to ask institutions to introduce a ban on the use of "disposable" plastic products in their services and offices. By subscribing to #StopSingleUsePlastic, the University has implemented actions to favour the elimination of single-use plastic and to spread the culture of environmental awareness. Since May 2019, plastic has been eliminated from all meetings of the Senate, the Board of Directors and institutional meetings. In addition, paper cups and water jugs or returnable glass bottles were introduced for most of the events and meetings. The University has also launched an intervention to increase the use of water dispensers at the main offices and to replace plastic cups and stirrers with compostable equivalents in coffee vending machines.

www.unive.it/sustainability/Actions/Environment



A whale at Ca' Foscari

Subscribing to the CRUI #StopSingleUsePlastic campaign, Ca' Foscari University has started distributing metal water bottles to the students and staff. The initiative is intended to make the Ca' Foscari community more sensitive to reducing the use of single-use plastic, by providing water dispensers for refilling the bottles in the main buildings of the University. The water bottle is Carbon Neutral, meaning all CO2 emissions deriving from its production, transport and packaging are offset by international reforestation projects. In this way, Ca' Foscari water bottles are zero-emission products.

The bottle, with an exclusive illustration by the Venetian artist Lucio Schiavon, was presented to the students by Rector Michele Bugliesi on 20 November 2019, at the Aula Magna in San Giobbe. Between November 2019 and January 2020, more than 6,000 water bottles were distributed to newly-enrolled Bachelor's and Master's students as well as to the University staff who received it as a Christmas gift.

Compatibly with the Covid-19 restrictions, water bottles were also distributed in 2020 to students in the second year onwards.

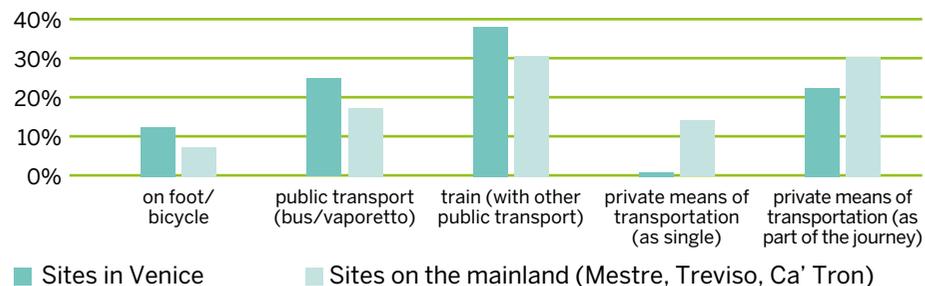
www.unive.it/waterbottle

Staff and student mobility

Ca' Foscari promotes the sustainable mobility of its staff for home-work travel, subscribing to the initiatives promoted by the Area Mobility Manager aimed at encouraging the use of local public transport. In fact, the University staff can get an annual travel pass for public transport at a special price and pay in zero-rate instalments. A total of 579 staff members bought the special rate passes in 2019 with 6 different transport carriers.

As regards student mobility, the annual questionnaire includes questions on the transport used to get to University. The transport most commonly used remains the train (including in combination with other means of public transport) followed by bus/vaporetto. It should be noted that for the buildings in the old city centre, almost 13% of students get to university on foot, while the percentage drops to 7.5% on the mainland. There is considerable use of cars as a single means of transport or for a part of the journey to buildings on the mainland. The data are substantially in line with those of the previous year.

Student mobility



305-1.2,3,5

Carbon emissions management

With the aim of reducing its emissions, the University has drawn up the **2018 – 2020 University Plan for the Reduction of Carbon Emissions**, updated in August 2019 on an annual basis, with the aim of realigning the objectives based on the progress of the activities and any new needs and evidence that emerged in the continuous monitoring and review work.

The process of reviewing the sources and guidelines for calculating the carbon footprint started in 2017 by the University involved from the offset the spin-off Green-Decision as a project partner, which is responsible for updating and preparing the University's greenhouse gas inventory. The initial three-year collaboration (July 2016 - July 2019) was renewed for a further three years, guaranteeing Ca' Foscari the support of the spin-off in calculating the carbon footprint and in the related planning and monitoring for the years 2019, 2020 and 2021.

Also in 2019, the University, assisted by the Green-Decision researchers, was actively engaged in the Working Group (WG) on Climate Change of the University Network for Sustainable Development (RUS) to promote the sharing of data collection and emissions calculation methods, in order to make the results of the calculations of emissions carried out by universities more congruent to the Italian peculiarities and more comparable. In early 2019, the document "Guidelines for drawing up the inventories of university emissions" was completed; the next goal of the WG is the elaboration of the Guidelines for the preparation of a mitigation and adaptation plan for Italian universities.

The carbon footprint of Ca' Foscari

The carbon footprint of the University for the year 2019 was 12,043 tCO2eq, with a minimum increase compared to 2018 (+1 tCO2eq).

The emissions produced by Area 1 (all direct GHG emissions, i.e. from sources owned or controlled by the University) increased compared to 2018, due to an increase in the consumption of both fuel for university-owned vehicles and natural gas by 17% and 19% respectively. Although the consumption in fuel for vehicles owned by the university has increased, its impact has not grown proportionally thanks to the use of a hybrid car leased to the Rector's Office, which replaced the previous vehicle. Area 2 (indirect GHG emissions from the consumption of purchased electricity, heat or steam) shows a general reduction in emissions produced compared to the previous three-year period. In relation to 2018, electricity consumption increased by 3%, nevertheless emissions fell by 11%, as the Emission Factor (EF) was updated to 2019, going from 0.355 kgCO2eq to 0.314 kgCO2eq. This change is a consequence of the decision to use the site-specific EF developed by ISPRA, which refers to the specific energy mix in Italy including production from renewable sources, instead of the worksheets provided by the GHG Protocol which included an EF relating to a conservative energy mix, consisting only of non-renewable sources (oil, coal and natural gas) dating back to 2012. This area also includes the emissions saved thanks to the Science Campus photovoltaic system.

Area 3 (other indirect GHG emissions not included in Area 2, such as activities relating to transport by vehicles not owned or controlled by the University, purchasing, etc.) is responsible for 60.27% of the overall emissions by the

University, substantially in line with 2018.

There is an increase in the number of research trips, with 700 more than in 2018, leading to an increase in emissions of 11% compared to the previous year.

The emissions produced by the home-work mobility of permanent employees grow as a result of a 3% increase in employees; moreover, this year, the calculation is more precise thanks to data on the annual passes bought under the local mobility management agreement. This enables us to associate the person with the transport used and the actual distance travelled, allowing calculations with a very small margin. Analysis of these data shows that the impact of the employees with travel passes is 115 tCO₂eq, against the 348 tCO₂eq of the remaining employees, for whom assumptions were made on the transport used to travel to work, based on the place of domicile/residence.

With regard to students mobility from home to university and international student travels, there was a slight increase determined by a general increase in the number of students enrolled in Ca' Foscari; in addition to this, on average students, especially international students, come from places at a greater distance from the university sites than the previous year: in fact, journeys greater than 4000 kilometres rose from 395 in 2018 to 507 in 2019.

Particular attention was paid to activities that save GHG emissions; this information is significant despite the fact that the reduction is not substantial, because it highlights the actions that the University can implement to reduce its footprint.

These include the self-production of electricity using photovoltaic systems and teleworking, which together saved 26 tCO₂eq in emissions, equal to 0.21% of the emissions generated by the University in 2019.

To make this data easier to understand, we can say that the savings are equivalent to the energy needed to fully recharge 3 million smartphones.

Compared to the previous year, the emissions saved thanks to the photovoltaic system remained almost unchanged, despite a slight fall in electricity production of 2.40%.

Teleworking contributed slightly less than in 2018, despite the fact that the number of employees involved in teleworking/smartworking increased by a third; this is because the staff lives on average closer to the place of work and therefore contributes less to the carbon footprint, each with annual emissions lower than 0.1 tCO₂eq.

The carbon footprint of Ca' Foscari

Emission source	emissions 2019 (tCO ₂ eq)	variation 2018
AREA 1	1,519	+9.5%
Natural gas consumption	1,501	+9%
Refrigerant leakage	excluded	=
Fuel consumption - vehicles owned by CF	18	+20%
AREA 2	3,263	-11%
Electricity consumption	3,263	-11%
AREA 3	7,260	+3.7%
Input materials (purchased paper)	5	+134%
Waste management	4	+105%
Research trips	747	+11%
Employee mobility	464	+21%
Mobility of non-permanent staff	137	-65%
Student mobility	5,295	+5%
International students	608	+20%
TOTAL	12,043	0%

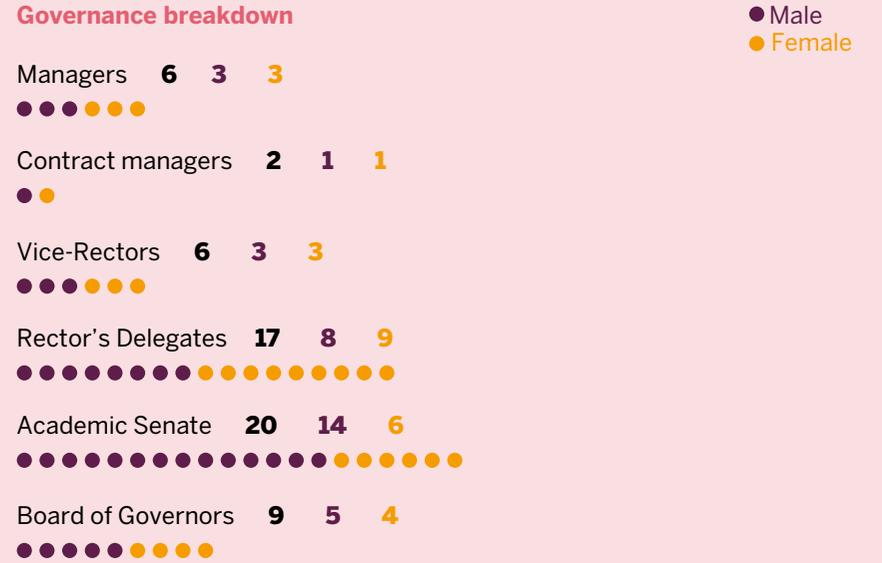
Breakdown by gender



Staff

Ca' Foscari focuses increasingly on the needs of its staff; in recent years, numerous initiatives have been developed to improve work-life balance. In particular, we have tested forms of flexible working hours and summer teleworking, novelties welcomed by technical and administrative staff with great interest. We also launched our smart working project and strengthened corporate welfare through the activation of a Supplementary Healthcare Plan and a University Welfare Account.

Governance breakdown



Hours of training delivered to technical and administrative staff



Agile work

	2019	variation 2018
hours of teleworking	55,864.8	+33.5%
people who used teleworking and smart working	155	+49%
% of staff in TW and SW out of the total	20%	+25%

Data processing by the Sustainable Ca' Foscari Office (Source: ARU)

Work-life balance



During 2019, the University strengthened its commitment to the themes of work-life balance and well-being. The hours of teleworking were increased and we completed the design of new work organisation models such as smart working.

The two-year experimental Smart-working@Ca'foscari project involved 5 different University departments and 32 employees. In order to support and accompany the staff involved in the project, specific training and monitoring activities were launched in 2019 with the support of an external specialist company. The several activities include a period of shadowing 5 months from the start of the experiment with follow-up activity during which workers give feedback on their experiences and perceptions. Towards the end of the first year of experimentation, a survey was defined and sent to 115 colleagues aimed at investigating the impact of agile work on smart workers (those who are included in the pilot project but do not coordinate people), on smart managers (those who coordinate at least one of the people included in the pilot project and/or managers who are also smart workers) and on smart peers (those who are not included/have not signed up for the pilot project). The results confirmed the potential of smart working as a tool for reconciliation and productivity on an individual level; however, areas for future attention also emerged, such as the role of colleagues and the relationship with technology, to be developed and improved during the second year of experimentation.

The University also continued in its commitment to teleworking, which was used by 129 employees during the year, equal to approximately 20% of the staff in service as at 31/12/2019. In particular, summer teleworking was implemented, which offered significant support to employees in a challenging period in terms of managing family commitments, and short-term teleworking, adopted in temporary critical situations to enable work by staff who would otherwise have had to take time off, thus weighing on the functioning of the offices.



Family Audit Certification



The University was awarded Family Audit certification by the Autonomous Province of Trento in July 2019, after launching a series of activities to introduce, improve and balance staff work-life organisation, such as smart working, co-working and teleworking, the development of welfare actions and supplementary health care, the digitisation of processes and the organisation of targeted training to improve managerial skills in favour of a culture of reconciliation.

Thanks to this important result, our University has gained respect at a national and international level for its administration that cares for and is committed to work-life balance policies.

Family Audit certification provides for a Plan of objectives for the three-year period 2019-2022, consisting of 19 activities to improve organisational well-being, promote equal opportunities and develop an increasingly inclusive and sustainable work environment.

The various initiatives undertaken include in particular the "Kid's day at the University" day, which is increasingly popular. For the occasion, around 140 children of employees had the opportunity to visit their parents' department or office, meet their colleagues and see what they do. The activities, including treasure hunts, movement



workers, guided tours, science and IT labs, were organised at the Ca' Foscari main site and on the science campus in via Torino in Mestre. Thanks to the collaboration with the Communication Area, there were also creative and educational workshops proposed as part of the exhibitions of "Gely Korzhev - Back to Venice" (Venice) and "Kandinskij, Gonarova, Chagall-Sacro and Beauty in Russian Art" (Vicenza) aimed at understanding the content of the exhibitions by stimulating curiosity and spirit of observation through play and creative work.

Among the initiatives promoted during the year to promote the sharing of experiences and moments of socialisation between parents and children but also between colleagues, there are trips aboard the Dragon Boat, to experience the thrill of rowing in the Grand Canal and admire Venice. Finally, again in the context of policies in support of parenting, the University has offered its employees the opportunity to sign up their children for summer recreational activities organised by affiliated centres (Associazione Barchetta Blu, CUS - Sports Centre, GB Giustinian Kindergarten), with special rates guaranteed for Ca' Foscari staff.



Gender equality

Ca' Foscari has published its first "Gender Equality Report 2018". The promotion of gender equality is one of the actions envisaged in the Ca' Foscari 2016-2020 strategic plan by which the University commits to guaranteeing equal opportunities in research, study and work. The "Gender Equality Report" analyses the gender distribution in the various areas of the University in recent years and reports the intensive activity and the projects completed.



University welfare



In recent years, Ca' Foscari has strengthened its commitment to offer new welfare services to technical and administrative staff and language assistants (CEs) to guarantee staff wellbeing. The Supplementary Health Care Plan continued in 2019, offering technical-administrative staff and language assistants access to a series of free health services, such as high diagnostics, specialist examinations, dental services, additional coverage for prostheses and major surgery, physiotherapy and rehabilitation therapy. Teachers, researchers, research fellows and PhD students can join the plan voluntarily at the same advantageous conditions. In 2019, the initiative was taken up by 691 beneficiaries, who used 1,262 services. The cost to the University was €160,446.25 for the year 2019.

In addition, in February 2019 a new three-year welfare project was launched: the Welfare Account. The initiative is offered to the technical-administrative staff, technologists and language assistants of the University for a total of 668 beneficiaries for which €425,976.47 was allocated in 2019 (with an average wallet of €637.69); 68% of these resources were used, with 95% of users saying they used the service and 76% saying they were satisfied with it.

Finally, it should be remembered that every year, within the limits of financial resources, the University disburses financial subsidies in favour of technical-administrative staff, technologists and language assistants according to the criteria established by the relative regulations. In 2019, the fund was €15,000 and 14 applicants received subsidies totalling €8,885.56.

Training for technical-administrative staff

Training	2019	variation 2018
Hours of training	14,575	-18.53%
No. persons trained	539	-3.06%
Hours of training per capita	27.4	-14.85%
User satisfaction	3.53	2.02%
Budget for training activities	€ 221,800	12.08%

The plan to develop the skills of the technical and administrative staff continued. In 2019, 14,575 hours of training were delivered to staff, in addition to 18 international mobility grants for training purposes (Overseas, ICM, Staff Training). The negative variations compared to the previous year are attributable to the training policies that vary from year to year: it should be noted that training has both a quantitative purpose, therefore linked to a trend, and a qualitative purpose aimed at giving value to specific training and ancillary activities. The budget reserved to training activities increased in 2019, as, in addition to the usual common and transversal training schedule, in line with the University



policies, an unprecedented managerial training pathway was activated dedicated to executives and office managers.

Leadership Labs

In October 2019, the University launched the "Leadership Lab", a participatory project part of the "Good Place To Work" programme. The project focuses on leadership and management of the performance evaluation process, and is dedicated to executives and middle managers, for a total of 63 heads of department.

The course involved 7 executives and 56 middle managers who, on a monthly basis and divided into different classes, led by expert management consultants, were offered accompaniment and support in their role of responsibility, also by sharing experiences and practical exercises with colleagues and with the support of new tools to tackle the managerial challenges they face in exercising their responsibility. During the course of 2019, the first three meetings were held for all six classes - and also for the ad hoc class dedicated to Executives (one launch meeting to define the objective of the course and two training/lab meetings). The additional 2 labs and the final meeting to assess the course results were scheduled for early 2020. The staff of the Human Resources Organisation and Development Office were also directly involved in the planning and implementation of the course with opening speeches and explanation of the new set of organisational behaviours and their evaluation.

Safety training

The University provides general training on safety in the workplace, organising online courses for all staff working at Ca' Foscari, including research fellows, PhD students and others, such as scholars, continuous collaborators (co.co.co.), interns, tutors etc. In 2019, 895 people took the course. Specific training is also provided, differentiated according to the job and the relative profile of associated risk. All staff with low-risk jobs complete specific online training, while for higher-risk personnel it is necessary to provide face to face training.

Students

Study grants and other forms of student support (in millions of €)

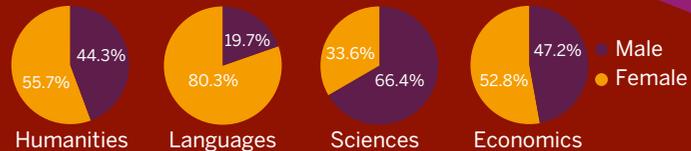


Tutoring hours provided for students with disabilities and SLD



Breakdown by gender and level	M	F
Enrolled in Degree Programmes	7,715	13,812
Graduates	2,106	3,916
PhD students	122	189
Enrolled on Master's courses	437	512
Research fellows	86	89

Enrolled students broken down by gender and subject area



Data processing: Management Control Office

Ca' Foscari wants to offer its students a transformative educational experience that guarantees excellent facilities for studying, accommodation, sport and social and cultural life, on the one hand, and the best employment opportunities on the other. This is why we offer tutoring programmes, teaching inspired by research and guided by the needs of stakeholders and support a full and engaging student life.

The right to education



The University has foreseen a series of initiatives that facilitate education and that, in different and wide-ranging ways, enable students to access education with support including financial help.

Regional study grants

Regional study grants are financial aid that helps pay student maintenance costs. They are awarded on the basis of possession of both the merit and income requirements of the call for applications. Students eligible for the award are granted total exemption from the payment of tuition and university fees; the selected students are awarded the scholarship partly in cash (monetary amount) and partly in services (catering and accommodation).

The total amount of €7,885,320 available for the a.y. 2018/2019 enabled grants to be awarded to all the eligible beneficiaries.

Reduced tuition and university fee payments

The amount in tuition and university fees due by students enrolled at the University may be reduced according to the ISEE (Equivalent Financial Situation Index) for the student's household, merit and the combination of the two factors (merit and income). The total of exemptions, study grants and other concessions paid for the 2018/19 academic year was €8,750,230 (+18.2% compared to the previous year).

Student collaborations

In 2019, 206 150-hour generic student collaboration contracts were concluded, for a total of approximately €240,000, and 184 targeted student collaboration contracts, for a total of approximately €300,000.

To apply for targeted collaboration activities, students must meet the merit requirements set out in the calls; on equal merit, the most disadvantaged financial situations are considered, verified by ISEE certification.

Unsecured loans

Unsecured loans are a form of financing available to all students on particularly favourable terms; it is a tool that empowers students and allows them to plan their future with greater independence and freedom. In the a.y. 2018/19 the 61% of student loan requests were approved.

Funding of self-managed student education

The University announces annually a call for applications for funding for self-managed student education, through two awarding rounds. The call also favours initiatives that are most consistent with the University's environmental sustainability and corporate social responsibility policies. In 2019, the total funding awarded was €67,667, higher than that allocated for the previous year (€40,000). The recipient entities are established Student Associations and the Student Groups of at least 20 members, established in accordance with the specific University Regulations.

Student conciliation

Students who find themselves unable to devote themselves to full-time studies for work or health reasons, or because they have to care for family members in

need, practise a sport at national or international level or are engaged in continued volunteering activities, can apply to Ca' Foscari as part-time students. In the a.y.a.y. 2018/19, 708 people enrolled as part-time students.

Tutoring service

The University offers its students an informative tutoring service carried out by students specially selected and trained to meet the needs of students enrolled in Bachelor's and Master's degree courses in relation to: organising their timetable, administrative requirements, study plans, aspects of university life. Also, University students selected via a special call provide tutoring in education, supplementary, preparatory and revision activities, as well as guidance to support educational choices, including with specific initiatives for international students (Specialist Tutoring). In 2019, 270 tutoring contracts were concluded overall.

Tutoring for students with disabilities

During 2019, the Disability and SLD Service were assisted by 2 volunteers from the Universal Civil Service of the "UniveForAll" Project and 30 Tutors for the academic year 2018/2019 in supporting 128 students with disabilities and SLD. Since this year, having changed the method of providing the tutoring service, the total hours of support provided by the tutors are counted, thus increasing from 4,305 hours in the a.y. 2017/2018 to 6,000 hours in the a.y. 2018/2019 (+39.4%).

Integration between university and the world of work

During 2019, the Career Service launched a number of career guidance and recruiting initiatives attended by many Ca' Foscari students and recent graduates. There was reinforcement of the actions related to the LEI Project - Center for Women's Leadership, conceived and promoted by the Career Service and dedicated to the support of young women to strengthen their social and economic role in the world of work, with particular attention in 2019 to the concept of inclusive leadership.

Overall, in 2019, more than 1,000 job offers were made through the University Career Service: 824 job offers (of which 29 for positions abroad) for final-year students and recent graduates, confirming the growing market demand for young people with quality skills and training and 259 job offers (of which 7 for positions abroad) dedicated to Ca' Foscari Alumni with one or more years of experience. The job offers published and managed by the Career Service in 2019, compared to 2018, increased by 41.4% overall and 36.6% for Veneto alone.

Almaurea survey	2017		2018		2019	
All graduates (after one year)	%UCF	%others	%UCF	%others	%UCF	%others
works	52.2	46	51.4	44.1	49.9	44.9
not in work and not seeking work	29.7	30.8	34.2	37.7	36.7	38.9
not in work but seeking work	18.1	23.2	14.4	18.2	13.4	16.1
not in work, not seeking work but engaged in a university course or internship	24.3	25.2	27.7	31.2	30.5	32.6
Proportion of graduates in work, divided by gender - 2019					%UCF	%others
Male					50.6	45.1
Female					49.6	44.8

!ei

5 GENDER EQUALITY

"LEI - Leadership, Energy, Entrepreneurship" Project

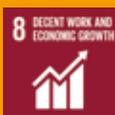
Since 2018, through the Career Service, the University has developed the "LEI - Leadership, Energy, Entrepreneurship" Project dedicated to young women, implementing a series of activities and initiatives to strengthen the social and economic role of women in the world of work.

The 2019 objective was to work on the issue of inclusive leadership, promoting initiatives in favour of the employability of young women and inclusion in the workplace, promoting the added value of gender differences and the development of an open culture aimed at contamination and enrichment. Numerous initiatives have been planned for 2019: meetings with managers and business owners, workshops to develop leadership and self-employment, guidance in the STEM area (science, technology, engineering and mathematics) and mentorship programmes.

Sports

3 GOOD HEALTH AND WELL-BEING

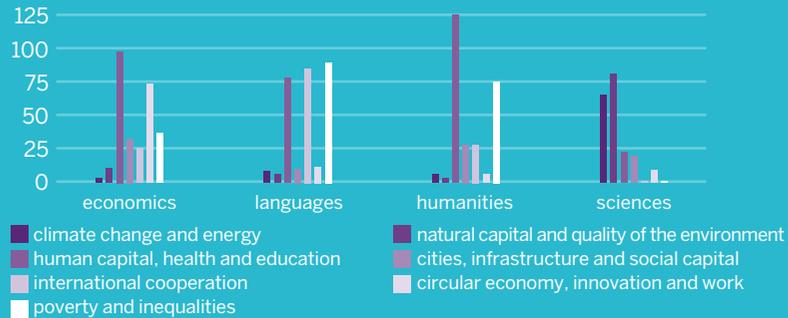
Ca' Foscari students and staff can choose from among numerous sports activities offered by the University. In 2019, rowing activities were consolidated with the aim of bringing young people closer to water sports and city traditions. In particular, the sports offered include dragon boat courses, Venetian rowing in caorlina, canoeing, kayaking and stand-up paddle boarding. Both students and staff can join the Ca' Foscari dragon boat and galleon rowing teams and participate in national and international championships. In spring, the second all-female challenge took place between our crew of female students and the all-female crew of Fitzwilliam College - University of Cambridge: a moment to remember equal opportunities even in sport on the River Cam. Thanks to the agreements with the CUS - University Sports Centre and other sports clubs in Venice, the range of sports activities has been further expanded to include the courses they offer. These activities aim to bring young people closer to the water sports that are part of Venetian tradition and, at the same time, promote well-being and health consciousness.



Student evaluation of teaching (from 1 to 4)

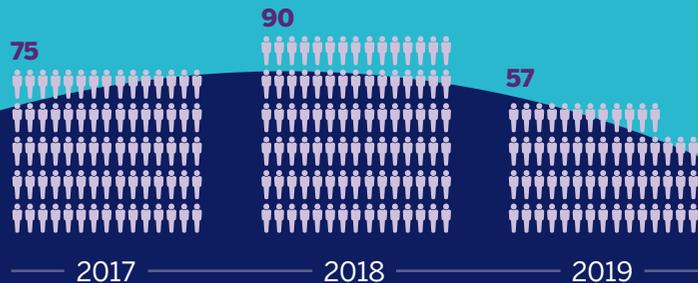


Courses with SDGs broken down by Department



Data processing: Sustainable Ca' Foscari Office. (Source: ADISS)

Graduates who achieved "Sustainability competencies"



Data processing: Sustainable Ca' Foscari Office. (Source: ADISS)

Ca' Foscari wishes to offer its students an education that prepares them for the world of work, while at the same time performing the social function of educating new generations in sustainable behaviour, forming responsible citizens, in whatever field they find themselves working.

In this way, the University not only provides the means to excel in the world, but also to make it better, offering innovative and interdisciplinary courses of education, focusing particularly on issues of sustainability.

Education on sustainability

Courses on sustainability a.y. 2018/19

- **Bachelor's Degrees**
 - Sustainable Chemistry and Technology
 - Environmental Sciences
 - Social Sciences and Social Work
- **Master's Degrees**
 - Language Sciences
 - Sustainable Chemistry and Technology
 - Science and Technology of Bio and Nanomaterials (inter-university)
 - Environmental Sciences
 - Work, Social Citizenship, Interculturality
- **Master's level I**
 - Theory and techniques for the translation and the interpretation from Italian to Italian sign language (LIS)
 - Food and wine culture. Promoting Italian-made Excellence
 - Labour and Social Security Law
 - Immigration. Migratory Phenomena and Social Change
 - Global Economics and Social Affairs
 - Strategic Social Innovation Management
 - Sustainable Real Estate
 - Wildlife Administration and Management
 - Corporate Sustainable Management
 - Environmental and Land Law
 - Science and Techniques of Prevention and Safety
 - Environmental and Energy Assessment and Management of Businesses and Territory
- **Master's level II**
 - Gender Studies and Social Change
 - Characterization and Remediation of Contaminated Sites
 - Science and Management of Climate Change
- **PhD Programmes**
 - Science and Management of Climate Change
 - Environmental Sciences
 - Science and Technology of Bio and Nanomaterials
 - Modern Languages, Cultures and Societies and Linguistics
- **Joint Degrees**
 - Crossing the Mediterranean: towards Investment and Integration (MIM)
 - Double Degree in Language Sciences
 - Joint Master's Degree in Sustainable Development
- **Minors**
 - Energy, Climate Change and Environmental Risks
 - Gender: equality and parity in society and at work
- **MOOCs**
 - Language, gender identity and Italian language
 - Literature and migrations in Italy
 - Europe and international law
 - 2030 Agenda for Sustainable Development





Mapping courses according to the SDGs

To enhance Ca' Foscari's education on sustainability issues, in 2018 the sustainability section of the course syllabus was revised, relating it to the goals of the 2030 Agenda. The change, on the one hand allows teachers to report more precisely the points of contact between their course and the Sustainable Development Goals (SDGs) and, on the other, it makes students aware of how the courses attended are connected to the 2030 Agenda. The visualization of the courses on all public pages also highlights the University's contribution to the dissemination and achievement of the 2030 Agenda.

The goals have been divided into 7 macro areas and teachers can select at most one of them, which they consider prevalent in their course.

In the a.y. 2018/19, the first year with this new syllabus, 1,045 "sustainable courses" were identified, i.e. approximately 33% of the total courses. The percentage is in line with previous mappings, which, however, did not make specific reference to the SDGs.

Below, the courses are detailed by macro group (the percentage refers to the number of courses that contribute to the achievement of the SDGs out of the total courses).

Area	SDGs included	% of total
Human capital, health, education	 	10.3%
Poverty and inequality	   	6.4%
International cooperation	 	4.4%
Natural capital and quality of the environment	  	3.2%
Circular economy, innovation and work	 	3.2%
Cities, infrastructure and social capital	 	2.9%
Climate change and energy	 	2.7%



Innovation and experimentation in education

For years, Ca' Foscari has been developing projects that engage students in a broad-reaching and multidisciplinary way, teaching them to tackle issues related to sustainable development and systemising different skills and content, with the aim of making sustainability an integral part of their professional and personal development. In particular, this teaching method includes ALLs - Active Learning Labs - and CLabs - Contamination Labs. In addition, the University continues to invest in more sustainable ways of delivering courses, such as blended teaching and MOOCs.

Innovative educational labs

The Ca' Foscari Contamination Lab (CLab) is a physical and virtual place of contamination between university students and more from different disciplines. It promotes a culture of entrepreneurship, sustainability, innovation and action, as well as new and interdisciplinary learning models, such as to reduce the gap between academia and innovation.

The Contamination Lab takes the form of an Active Learning Lab (ALL) lasting 6/8 weeks, which aims to guide young people with different disciplinary backgrounds in developing original projects to solve real challenges and problems, through the added value of their creativity as a group.

Born from innovative teaching initiatives aimed also towards self-entrepreneurship, the labs use innovative methodologies such as Design Thinking, Lean Startup, Business Model Canvas.

The laboratories can be attended by students enrolled on the University Bachelor's and Master's degree courses and future students of the University.

In 2019, we implemented 4 innovative educational laboratories, 2 of which expressly covered sustainability issues: food and sports&health.

MOOC on the 2030 Agenda

In May and November 2019, we delivered the second and third editions of the MOOC "The 2030 Agenda for Sustainable Development", launched for the first time in October 2018 on the EduOpen platform. The course is divided into 4 teaching units, which illustrate the 17 goals of the 2030 Agenda and some background information. Each goal is presented by a Ca' Foscari professor, who introduces the subject, applying it to his/her own specific research activities. The course is open and accessible to all. On the occasion of the second edition, the Ca' Foscari staff were invited to take part in the course.

The participants included 16 Ca' Foscari teachers from 6 different Departments; 361 people participated in the second edition, of whom 160 (34%) completed the whole course and were awarded the certificate; while in the third edition, there were 296 participants, of whom 131 (44%) completed the entire course and were awarded the certificate. The feedback from the participants at the end of the course was very positive: 74% said they were satisfied; 90% declared that they acquired new skills (average of the evaluations for the two editions).

The students who took part in the two editions were mainly graduates in work.



Extracurricular activities on sustainability

Sustainability Competencies

Ca' Foscari has implemented a series of actions to promote the *Sustainability Competencies* project: information points in the main offices of the Departments and the distribution of information flyers and promotion through the main communication channels of Sustainable Ca' Foscari Office (website, Facebook page and monthly newsletter). Despite the promotion initiatives, the number of graduates with Sustainability Competencies fell in 2019 compared to 2018, a variation attributable to the need to review some aspects of the project, in particular the registration process and contact with the supervising professors.

www.unive.it/sustainability/Projects/SustainabilityCompetencies

Orto in Campus

The Orto in Campus (Campus Garden) project, launched at the end of 2016 on the Science Campus in via Torino in Mestre, was managed by the DAIS - Department of Environmental Sciences and Informatics and Statistics - in the second half of 2019 and was actively supported by the University administration that manages the various green spaces. The project consists of two parts: a garden for biodiversity, in which rare or endangered native species are planted, and a vegetable garden in which synergistic horticulture is practised. On the one hand, it is a tool for research and scientific dissemination - indeed, it engages the researchers of the DAIS Plant Ecology group. On the other, it is an activity of student engagement, with participants selected through a specific call. The students are actively responsible for all the garden management activities, as well as for organising information meetings to improve awareness on synergistic gardening and sustainable agriculture, forging relationships with local associations and businesses in the field of urban horticulture and synergistic agriculture.

In 2019, the Orto in Campus activities of sowing, transplanting and monitoring the growth of the seedlings continued, carried out by students who joined the project with the coordination of Professors Fabio Pranovi and Gabriella Buffa. There was also a side project developed, called "Insetti dell'Orto in Campus" ("Insects of the Orto in Campus"), which used the app iNaturalist to record the species of insects found in the garden.

At the end of the year, a call was launched to train the new group of students, which received about ninety applications.

www.unive.it/sustainability/Projects/Ortoin-campus

"Art & Sustainability" projects

The University began developing the theme of Art and Sustainability in 2013, building student engagement projects that emphasize the link between sustainability and the world of Art, the latter particularly connected to the city of Venice, and some of the University's main areas of research and education. The main concept is that it is often beneficial to use emotional language to communicate the issue of sustainability, insofar as it strikes chords that are not engaged in rational processes.

Below is a list of the projects completed from 2013 to 2018, illustrating the student engagement.

Period	Project	Description	Student engagement
June - November 2013	The Garbage Patch State	Installation by the artist Maria Cristina Finucci on the phenomenon of plastic waste islands that form in the oceans. A real pavilion was created at Ca' Foscari like those used by the countries participating in the Biennale Arte.	23 students involved. The students created the semantic context of the "population" of the garbage patch state. The texts were published on the installation's web portal.
May - November 2015	Dancing Solar Flowers	Installation by the artist Alexandre Dang on the potential of solar energy. The work consisted of a garden made of recycled pallets with around 400 artificial flowers that moved thanks to the energy created by small solar panels.	22 students involved. The students actively participated in setting up the installation and developed materials providing more in-depth information on the themes related to the work: solar energy, photovoltaic cell operation and the link between art and sustainability
December 2016 - January 2017	Fifteen Percent - dialogue on disability in the world	Artistic exhibition of the photos of Christian Tasso based on his Quindici Percento (Fifteen Percent) project in which he portrays people with disabilities in various countries around the world. The project also included three seminars on issues related to disability	37 students involved. The students supported the curator Diego Mantoan in all phases of the exhibition, choosing with him the works to be displayed, the set-up and putting together the exhibition catalogue. The students also created and managed guided tours for local schools and groups. Another group of students carried out thematic research that was presented during the Finissage.
February - May 2017	Participatory art against sex trafficking	In-depth project on human sex trafficking involving the creation of a participatory art event with the artist Janine von Thungen and national and international legal experts.	25 students involved. The students designed the event together with the Beawarenow cultural association and dealt with all the artistic, organisational and communication aspects.
October 2017	EARTH a couple of words about the future	The project aimed to strengthen the focus on sustainable development through dialogue on the past, present and future of our planet, involving over 500 scholars from all over the world.	15 students involved. The students participated in 4 in-depth workshops, designed the set-up and took care of communication and the catalogue.

Period	Project	Description	Student engagement
March - October 2018	La Repubblica delle Meraviglie (The Republic of Wonders)	The artistic concept involved the creation of a utopian society, based on sustainable development, in the city of Venice.	13 students involved. The students were involved in workshops and meetings with 5 university teachers and researchers on topics related to SDG 11 - sustainable cities and communities - of the 2030 Agenda and actively participated in the preparatory activities and artistic action that was held on 22 May in the courtyards of Ca' Foscari.

[www.unive.it/sustainability / Projects / Art&Sustainability](http://www.unive.it/sustainability/Projects/Art&Sustainability)

The Sustainable Art Prize

In 2019, in collaboration with ArtVerona, the University launched the third edition of the Sustainable Art Prize dedicated to an artist or a collective of artists, present at the annual edition of the fair, who work on issues of sustainability and who use artistic language as a tool for spreading awareness on major global challenges, in line with the 17 goals of the 2030 Agenda for Sustainable Development promoted by the UN. Candidates for the Prize included 10 artists from 9 galleries throughout Italy. Gayle Chong Kwan, the winner identified by the jury, will develop the artistic project for Ca' Foscari in 2020 through the collaboration and involvement of students and teachers at the University.

[www.unive.it/sustainability / Projects / Art&Sustainability / Sustainable Art Prize](http://www.unive.it/sustainability/Projects/Art&Sustainability/SustainableArtPrize)

“THE DEFENSIVE CITY. (Im)perceptible barriers in the contemporary urban environment”

The Sustainable Ca' Foscari Office has developed the usual Art&Sustainability project, in collaboration with the artist Paolo Ciregia, winner of the second edition of the Sustainable Art Prize at ArtVerona.

There were 30 students from Ca' Foscari who took part in the project from March to October 2019.

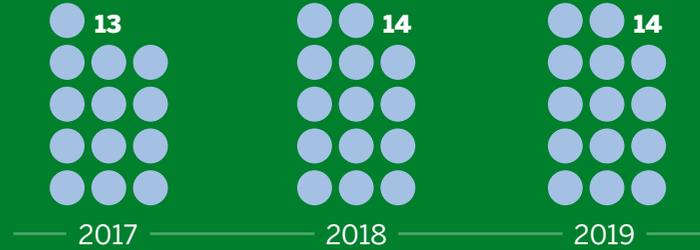
Based on Goal 11 of the UN 2030 Agenda for Sustainable Development which focuses on “Sustainable Cities and Communities”, the artist prompted reflection on the random, accidental and disguised barriers that contradict sustainable development in our cities. It was precisely this idea of barriers that formed the launchpad for reflection involving the artist, students and teachers. A total of 7 thematic meetings were organised by teachers and researchers from Ca' Foscari and from outside the University, attended by the students enrolled in the project, who were also involved in the creation of the catalogue and a digital archive as an iconographic base for recording the barriers that grow in the urban environment. From the unusual and detailed observation of trivial objects, such as a bench, a traffic island or a flower box, the project sought answers to the complex problems that arise precisely from these urban barriers. The creative journey ended on 10 October 2019 with the installation “You are (NOT) welcome” exhibited at the Cortile Grande of the Ca' Foscari central building.

[www.unive.it/sustainability / Projects / Art&Sustainability / The Defensive City](http://www.unive.it/sustainability/Projects/Art&Sustainability/TheDefensiveCity)

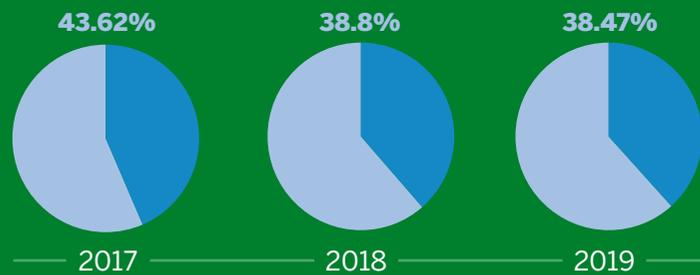


Research

Number of Spin-offs



Funding for sustainability research (% of total) €7.58 million dedicated to sustainability research.



Data processing by the Sustainable Ca' Foscari Office. (Source: ARic)

Number of publications on sustainability issues



Data processing by the Sustainable Ca' Foscari Office (Source: ARic) - Publications selected from the Arca catalogue according to the set of keywords used by GreenMetric

The University is committed to supporting innovative research that addresses the complex challenges of our time from an interdisciplinary perspective, including through collaboration with leading international research centres. In 2015, six research areas were identified on topics defined as Global Challenges, that is to say, strategic and broad-ranging issues worked on by interdisciplinary research teams, who undertake cutting-edge research to tackle the global challenges of today and tomorrow and ensure sustainable development in the field of technology and knowledge.

Ca' Foscari research on sustainability



Over the years, the University's research has focused increasingly on issues concerning environmental, social and economic sustainability. In particular, thanks to continuous commitment to the Research for Global Challenges project, Ca' Foscari supports the establishment of interdisciplinary research teams for participation in national and international calls. Below are the main projects relating to sustainability won in 2019 on national, European and international funding programmes.

National research projects

Funding programme	Scientific coordinator	Project title
Project of Relevant National Interest (PRIN)	Francesca Campomori	The reception of asylum seekers in Italy: policies, practices, actors
Project of Relevant National Interest (PRIN)	Gabriele Capodaglio	Impact of Climate Change on the biogeochemistry of Contaminants in the Mediterranean sea
Project of Relevant National Interest (PRIN)	Maurizio Falsone	Dis/Connection: Labor and Rights in the Internet Revolution
EMFF - Veneto Region	Fabio Pranovi	EXCHANGE II - Evaluation of the importance of sea-lagoon exchanges for the maintenance of fish stocks subject to commercial exploitation
EMFF - Ministry MIPAAF	Giulio Pojana	"Protection of biodiversity in the Adriatic Sea: monitoring, collection and evaluation of the impact of marine litter on fish species, for the conservation of resources and sustainable fishing - AdriCleanFish."
National research programme in Antarctica	Elena Argiriadis	Multidecadal Biogenic Compounds and nutrient Characterization in Coastal Lake Sediments
National research programme in Antarctica	Barbara Stenni	Paleoclimate reconstruction from the deep part of the TALDICE ice core
National research programme in Antarctica	Gabriele Capodaglio	Processes controlling the presence and distribution of pollutants in Ross Sea Area
National research programme in Antarctica	Davide Zanchettin	Investigating the predictability of the Southern Ocean dynamics through ensemble simulation hindcasts
FAMI Fund 2014-2020	Fabio Caon	"FAMILIA - Migrant Families: Local interventions of Active Inclusion"
FAMI Fund 2014-2020	Fabio Caon	VOCI: Vivere Oggi Cittadini in Italia (Living Today as Citizens in Italy). Experimental learning paths in Italian and civic education.

**Projects successful in European and international programmes in 2019
(except Marie Skłodowska-Curie)**

Funding programme	Scientific coordinator	Project title
H2020 - Research Infrastructures, including e-Infrastructures	Agar Brugiavini	SHARE-COHESION Cohesion in further developing and innovating SHARE across all 28 member countries
H2020 SC2 - Food Security, Sustainable Agriculture and Forestry, Marine, Maritime and Inland Water Research and the Bioeconomy	Roberto Pastres	NewTechAqua - New Technologies, Tools and Strategies for a Sustainable, Resilient and Innovative European Aquaculture
H2020 SC5 - Climate action, environment, resource efficiency and raw materials	Barbara Stenni	BEYOND EPICA - Beyond EPICA Oldest Ice Core: 1,5 Myr of greenhouse gas – climate feedbacks
H2020 SC5 - Climate action, environment, resource efficiency and raw materials	Antonio Marcomini	RECEIPT - REmote Climate Effects and their Impact on European sustainability, Policy and Trade
H2020 SC5 - Climate action, environment, resource efficiency and raw materials	Carlo Carraro	PARIS REINFORCE - Delivering on the Paris Agreement: A demand-driven, integrated assessment modelling approach
H2020 SC6 - Europe in a changing world - Inclusive, innovative and reflective societies	Marcello Pelillo	MEMEX: MEMories and EXperiences for inclusive digital storytelling
H2020 SC6 - Europe in a changing world - Inclusive, innovative and reflective societies	Nicola Camatti	SmartCulTour - Smart Cultural Tourism as a Driver of Sustainable Development of European Regions
H2020 SC6 - Europe in a changing world - Inclusive, innovative and reflective societies	Sabrina Marchetti	VULNER - Vulnerabilities under the global protection regime. How does the law assess, address, shape and produce the vulnerabilities of the protection seekers?
H2020 SC2 - Food Security, Sustainable Agriculture and Forestry, Marine, Maritime and Inland Water Research and the Bioeconomy	Antonio Marcomini	EMERGE - Evaluation, control and Mitigation of the EnviRonmental impacts of shipping Emissions
H2020-NMBP-ST-IND-2018-20 Industrial Sustainability	Wilmer Pasut	CULTURAL-E - Climate and cultural based design and market valuable technology solutions for Plus Energy Houses

Funding programme	Scientific coordinator	Project title
Interreg CENTRAL EUROPE	Francesca Campomori	SiforREF - Integrating Refugees in Society and Labour Market through Social Innovation
Interreg CENTRAL EUROPE	Vladi Finotto	ECOS4IN Cross border Ecosystem for Industry 4.0
Interreg ITALIA CROAZIA	Fabio Pranovi	SmArtFish - Valorisation of SMAll-scale ARTisanal FISHery along the Adriatic coasts, in a context of sustainability
Interreg ITALIA CROAZIA	Fabio Pranovi, Gabriella Buffa	ECOSS - ECOlogical observing System in the Adriatic Sea: oceanographic observations for biodiversity
Interreg ITALIA CROAZIA	Carlo Beltrame	ARCA ADRIATICA - Protection, promotion and valorisation of the North Adriatic maritime heritage
Interreg ITALIA CROAZIA	Carlo Beltrame	UNDERWATERMUSE - Immersive Underwater Museum Experience for a wider inclusion
Interreg ITALIA CROAZIA	Michele Tamma	Smart strategies for sustainable tourism in Lively cultural DESTinations - S.LI.DES.
MAECI Italia - USA	Andrea Critto	Building resilience of society to natural disasters: improved methodologies and solutions for Italy and USA
National Geographic Society	Massimo Warglien	RoKER: Roots of Knowledge with Environmental Robots
EIBURS	Monica Billio	ESG-Credit.eu ESG Factors and Climate Change for Credit Analysis and Rating
MSFD 2018 - European Maritime and Fisheries Fund	Antonio Marcomini	Medregion - Support Mediterranean Member States towards implementation of the marine strategy framework directive new GES Decision and programmes of measures and contribute to regional/subregional cooperation
OPCW Organisation for the Prohibition of Chemical Weapons	Fabio Aricò	Chemistry Beyond Chlorine: Dialkyl Carbonates for Biomass Upgrading and Synthesis of Heterocycles

Marie-Sklodowska Curie fellowships won or acquired in 2019

Fellow	Supervisor	Project title
Davide Marinella	Enrica De Cian	ACTION-Assessing Climate Translition OptioNs: policy vs impacts
Tamar Blickstein	Valentina Bonifacio	LANLOSS - Landscapes of Loss: Mapping the Affective Experience of Deforestation Among Diverse Social Groups in the South American Chaco
Niccolò Maffezzoli	Carlo Barbante	ICELEARNING - Artificial Intelligence techniques for ice core analyses
Ali Kharrazi	Carlo Carraro	CIFTRESS - Climatic Impact on Food Trade RESilience and Security
Linda Armano	Vladi Finotto	DiaETHICS - Map value transformations in a consumer research: sensory experiences and cultural interpretations shape concepts of "ethical diamond" and "mining work ethic" in a global interconnection
Monia Chies	Francesco Vallerani	HYSOTIB - Global dynamics of hydro-sociality in river heritage landscapes of the Qinghai Tibetan Plateau
Federico Dallo	Carlo Barbante	Pioneer - OPen Wireless OzoNe SEnsor NETwoRk for smart environmental monitoring of remote areas: crossing the Alps along the 12th east meridian on the trail Munich Venice

Institute for Global Challenges

In 2019, the initiative was re-established as the Institute for Global Challenges and the teams were transformed into "Research Institutes", in order to capitalize on the synergies in place and consolidate the development of congruent areas of research, thus creating structures that can manage the many collaborations started and give greater impetus to research activities and participation in European competitive calls. To support the coordination and planning of the Research Institutes, the University assigns 4 research facilitators; at the end of 2019, a total of 285 teachers and permanent researchers were taking part, a fall of 25% compared to the previous year; this is in addition to more than 100 non-permanent research staff.

 Research / Research for Global Challenges

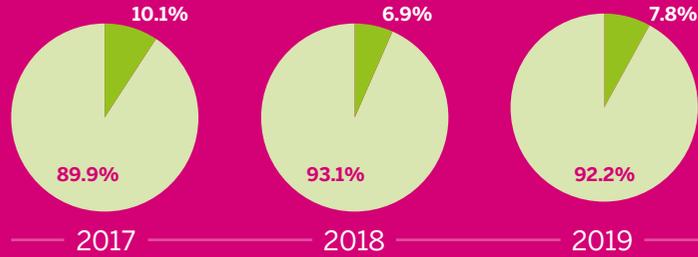
The following are the main projects relating to sustainability active in 2019.

- **Research Institute for Complexity**
 - AI4EU - A European AI on Demand Platform and Ecosystem
 - RiskGONE - Science-based Risk Governance of Nano-Technology
 - APACHE - Innovative packaging and display tools for cultural heritage
 - GAIN - Green Aquaculture Intensification in Europe
 - EeDaPP - Energy efficiency Data Protocol and Portal
- **Research Institute for Digital and Cultural Heritage**
 - Time Machine - Big data of the past for the future of Europe
 - NETCHER - Stopping illicit trade and protection of endangered cultural heritage
 - Underwater Muse - Immersive Underwater Museum experience for a wider inclusion
 - SACHE - Smart Accelerators of Cultural Heritage Entrepreneurship
 - Arca Adriatica - Promotion and touristic valorisation of Adriatic maritime heritage
 - SMATH - Connections for a new creative industry system
 - APPRODI - From Ancient Maritime Routes to eco-touristic destinations
 - ArTVision+ - Enhancing touristic development through culture
- **Research Institute for Social Innovation**
 - SforREF – Social policies for refugees integration
 - SIGN-HUB - Preserving European Deaf Signing Communities
 - SHARE - Survey of Health, Ageing and Retirement in Europe
 - Knowledge For Use - Making the Most of Social Science to Build Better Policies
- **Research Institute for Green and Blue Growth**
 - Cultural-E - Plus Energy Buildings
 - SMARTFISH - Sustainable artisanal fishery of the Adriatic coasts
 - ECOSS - Oceanographic observations for biodiversity
 - LIFE REDUNE - Restoration of dune habitats in Natura 2000 sites of the Veneto coast
 - LIFE GOAST - Green Organic Agents for Sustainable Tanneries
 - BLUEGRASS - Boosting green agrifood through aquaponics sustainable solutions
 - LIFE LAGOON REFRESH - Coastal lagoon habitat
 - ClimeFish - Sustainable fish production under climate change
 - NanoFASE - Nanomaterial Fate and Speciation in the Environment
- **Research Institute for Innovation Management**
 - COCO4CCI - Cross-sectoral cooperation in culture and creative industry



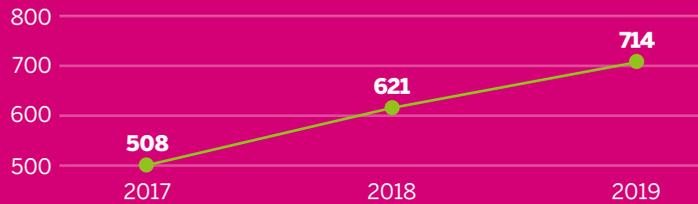
Engagement

Events on sustainability issues



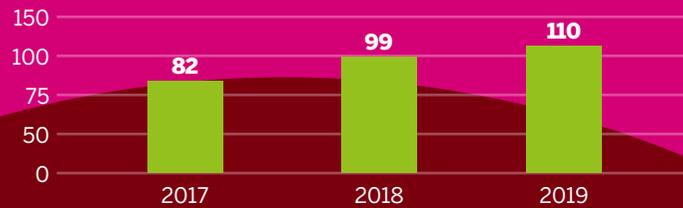
Data processing by the Sustainable Ca' Foscari Office - Data extracted from the University Agenda application

Subscribers to the Sustainable Ca' Foscari newsletter



Data processing by the Sustainable Ca' Foscari Office - Data extracted from the newsletter management application

Students involved in sustainability projects



Data processing by the Sustainable Ca' Foscari Office

Ca' Foscari is committed to spreading a culture of sustainability, engaging not only students and staff, but also the local and international community, aware of its role in this undertaking as a university. For this reason, the University promotes sustainable development by organising seminars, conferences and projects that stimulate sustainable behaviour and disseminate scientific research on sustainability-related issues. Stakeholders are actively engaged on several occasions in order to develop synergistic interaction with the local area.

Communicating Sustainability



The University has in place a process for engaging internal and external stakeholders through the web portal www.unive.it/sostenibile, and its English version www.unive.it/sustainability and the Sustainability Report, which is published annually. Communication is also promoted by a Facebook page which has 1,694 followers (+14.6% compared to 2018). An email is sent each month to the 714 subscribers (+15% compared to 2018) to the monthly newsletter, which is open to voluntary subscription by anyone interested, both students and staff and external stakeholders. In 2020, the monthly newsletter was suspended to comply with the University's data protection policies and to allow the transition to the new University platform.

Communication campaigns on social networks

During 2019, we implemented five communication campaigns to promote sustainable behaviour in line with the SDGs. The campaigns on the web and social channels were launched on the occasion of the events "M'illumino di meno", "European Week of Sustainable Mobility", "European Week for Waste Reduction" and during the summer and Christmas breaks.

Awareness initiatives for the local area



M'illumino di meno

On the occasion of the annual national electricity saving campaign "M'illumino di meno" dedicated in 2019 to the circular economy, we organised the web competition "Ri-mpiatta! - Riempi il piatto, abbassa il tuo impatto" (Fill your plate, lower your impact) was organised and opened to the whole Ca' Foscari community. From 25 February to 9 March, participants were invited to organise waste-free social events (in the dark, plastic free, empty fridge, zero waste and with barter) and to share the pictures on social networks. The initiative was created to increase awareness in the community on the issues of waste reduction, the reuse of materials and sustainable lifestyles. The winning group received a lunch box offered by Obag for each of the ten members of the group.



University of Volunteering

Six years after the birth of the University of Volunteering, the strong popularity of volunteering was again confirmed for the a.y. 2018/2019 with the engagement of volunteers, aspiring volunteers and local people interested in the course offered by the Ca' Foscari University of Venice in collaboration with the Coordination of Voluntary Associations of the Province of Treviso. In June, 28 students completed the 2018/19 academic year, including four Ca' Foscari students. The training involved 14 Ca' Foscari teachers. In 2019, a new agreement was signed with the Treviso CSV. In the a.y. 2018/19, a course was included on the theme "The reception of migrants".

[www.unive.it/sustainability / Actions / Community](http://www.unive.it/sustainability/Actions/Community)



Kids University Venezia

The third edition of the “Kids University Venezia” (KUV) initiative took place from 20 to 25 May; a week of lectures and workshops that the University - in collaboration with “Pleiadi Science Farmer”, a science awareness company - organised for local primary and lower secondary school pupils.

Kids University is a special opportunity to stimulate interest in research among young people, promote the values of the culture of knowledge and share reflections on current issues, opening up the spaces of the University.

For 2019, Ca’ Foscari chose the guiding theme of communication, always with one eye on the most current global challenges and the sustainable goals of the 2030 Agenda - characteristics that have also been recognised by ASviS (Italian Alliance for Sustainable Development), which included the KUV in the 2019 Sustainable Development Festival. Teachers, researchers and experts from other fields addressed the theme in all its most unexpected and surprising forms: from dance to sign language, from molecules to economics, from journalism to cuneiform script, the Antarctic and the messages hidden in ice.

There were 70 interactive workshops, each lasting 90 minutes, held on the science campus of Mestre and in the Aula Baratto, in the central building in Venice, with a dance workshop that transformed Italian sign language into body movements.

A large group of undergraduates, PhD students and Ca’ Foscari fellows were involved in the project to support teachers during workshops, welcome sessions and to tell the children all about university.

In 2019, Kids University Venice was created with the contribution of Ascotrade - a Veneto gas and electricity provider of the Ascopiave group - and the technical sponsorship of Duella Sport Promotions srl It was sponsored by the Municipality of Venice, Le città in Festa, Unicef and UNHCR.

A total of 1,102 children aged 8 to 13 took part.

From Pollution to Solution - Clean-up of the Sacca S. Alvise

The initiative, organized by the University and Science Gallery Venice in collaboration with Venice Calls, Venice Climate Lab and Veritas, was created to raise awareness on the issue of plastic waste in our seas. A group of volunteers took action to clean up Venice’s canals and calli: a concrete demonstration of care for our city. The initiative, created by Venice Calls, a group of young volunteers from Venice who periodically organise clean-ups around the city, was organised on the occasion of the exhibition by the artist Christian Holstad, “Consider yourself as a guest (Cornucopia)”, in the courtyard of the University.



Collaboration with ArteLaguna

The University has been collaborating for years **with the ArteLaguna Prize** in the creation of the special Arte Riuso Sostenibilità (Art Reuse Sustainability) prize, with this edition’s theme being the recycling of plastic, in partnership with CoRePla. The winning installation was “Nationmetrix” by the Lebanese duo Saudargaitè Douaihi and Roula Salamun.

The collaboration also continued for the next edition, with the organisation of the ARS 2019/2020 prize, in partnership with CiAL - the Italian National Consortium of Aluminum Packaging and focus on the reuse of aluminum.



Collaboration with EDRA50

From 22 to 26 May 2019, the University took part in the EDRA50 conference, the main North American conference dedicated to urban sustainability, held at New York University. The conference organisers were fascinated by the way Ca’ Foscari develops the relationship between SDGs and the world of art, inviting the University to reproduce a follow-up of the project “La Repubblica delle Meraviglie” by the artist Sasha Vinci, created at Ca’ Foscari in 2018. The “A Human Flower Wall” project was created with the collaboration of the Humanities and Social Change Centre in Venice and the academic support of the University’s Department of Humanities.

GRI - Standards

The following table shows the list of indicators envisaged by the new GRI Standards reported by the Ca' Foscari University of Venice. These are the main global reference standards for sustainability reporting. There are 47 indicators considered relevant and applicable to the University out of a total of 169. Next to each GRI Standards indicator, reference is given to the page number of this document.

More information on the Global Reporting Initiative (GRI) can be found on the website www.globalreporting.org

GRI	Indicator	Page
Universal Standards		
102-1	Name of the organization	p. 8
102-2	Activities, brands, products, and services	p. 8
102-3	Location of headquarters	p. 8
102-4	Location of operations	p. 8-9
102-5	Ownership and legal form	p. 8
102-6	Markets served	pp. 38, 42, 50
102-7	Scale of the organization	p. 8
102-8	Information on employees and other workers	p. 32-33
102-9	Supply chain	p. 20-21
102-12	External initiatives	pp.12-13
102-13	Membership of associations	pp.12-13
102-14	Statement from senior decision-maker	inside cover
102-15	Key impacts, risks, and opportunities	pp. 9,12
102-16	Values, principles, standards, and norms of behavior	p.14
102-17	Mechanisms for advice and concerns about ethics	pp.14,16
102-18	Governance structure	p. 10
102-19	Delegating authority	p. 10
102-20	Executive-level responsibility for economic, environmental, and social topics	p. 10
102-22	Composition of the highest governance body and its committees	p. 33
102-23	President of the highest governance body	p. 11
102-40	List of stakeholder groups	p. 17
102-43	Approach to stakeholder engagement	pp. 46-48, 56-59
102-50	Reporting period	p. 3
105-51	Date of most recent report	october 2019
102-52	Reporting cycle	annual
102-53	Contact point for questions regarding the report	p. 70
102-55	GRI content index	p. 60

GRI	Indicator	Page
Economic Standards		
201-1	Direct economic value generated and distributed	pp. 19,20
201-4	Financial assistance received from government	p. 19
203-1	Infrastructure investments and services supported	p. 25
204-1	Proportion of spending on local suppliers	pp.18,20
205-2	Communication and training about anti-corruption policies and procedures	p. 14
Environmental Standards		
302-1	Energy consumption within the organization	pp. 22-24
302-4	Reduction of energy consumption	pp. 22-24
303-5	Water consumption	p. 22
305-1	Direct (Scope 1) GHG emissions	pp. 29-31
305-2	Energy indirect (Scope 2) GHG emissions	pp. 29-31
305-3	Other indirect (Scope 3) GHG emissions	pp. 29-31
305-5	Reduction of GHG emissions	pp. 29-31
306-2	Waste by type and disposal method	pp. 26-27
Social Standards		
401-1	New employee hires and employee turnover	p. 62
403-5	Worker training on occupational health and safety	p. 37
403-6	Promotion of worker health	pp. 36-37, 41
404-1	Average hours of training per year per employee	pp. 36-37
404-2	Programs for upgrading employee skills and transition assistance programs	pp. 36-37
404-3	Percentage of employees receiving regular performance and career development reviews	100%
405-1	Diversity of governance bodies and employees	pp. 32-33

KPI summary

Value	2019	Variation 2018
economic attracted value (millions of €)	157.70	+6.3%
funds from Italian Public Administration (millions of €)	100.33	+9.8%
funds from EU and international bodies (millions of €)	1.90	-45.7%
economic distributed value (millions of €)	142.83	+9.7%
total amount to suppliers from the Veneto Region including the province of Venice (millions of €)	12.43	+31.32%
Environment	2019	Variation 2018
student rating on comfort of lecture hall/classroom, laboratory and study space (from 1 to 4)	2.98/4	+1.1%
water consumption (m ³)	81,208	-9.0%
gas consumption (Sm ³)	760,059	+9.2%
electricity consumption (kWh)	10,391,252	+3.4%
carbon emissions (tCO ₂ eq)	12,043	=
Staff & Faculty	2019	Variation 2018
hours of training provided	14,575	-18.5%
technical and administrative staff recruited (permanent contract)	23	-37.8%
contract terminations of technical and administrative staff (permanent contract)	26	+136.4%
hours of smart working	55,865	+33.5%
people benefit of smartworking	155	+49%
Students	2019	Variation 2018
scholarships and other support for education (millions of €)	18.87	+2.5%
beneficiaries of study grants and unsecured loans (% of eligible students)	100%	=
hours of tutoring for students with disabilities	6,000	+39.4%
Teaching	2019	Variation 2018
courses related to one or more SDGs (% of the total)	33%	--
graduates in the calendar year who obtained sustainability competencies	57	-36.7%
Student evaluation of teaching (from 1 to 4)	3.20/4	=
Research	2019	Variation 2018
amount of funding for thematic research (without research grants)	38.47%	-0.3 pp
scholar publications on sustainable theme	160	-13.5%
spin-offs active in the calendar year	14	=
Engagement	2019	Variation 2018
events on sustainability issues (% of the total)	7.76%	+0.89 pp
subscribers to the CFSostenibile newsletter	714	+15%
students involved in sustainability projects	110	+11%

Implementation of the 2030 Agenda

Ca' Foscari University of Venice has included within its Strategic Plan its commitment to promoting the systematic adoption of the United Nations' agenda of Sustainable Development Goals. The following table shows the goals, highlighting which actions contribute to achieving the 17 goals included in the 2030 Agenda. Next to each SDG, there is a reference to the pages of this document in which the related activities are described.

Goal	Target	Paragraph
	3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being 3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all 3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	Carbon emissions management University welfare Sports
	4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations 4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development	Training for technical-administrative staff The right to education Integration between University and the world of work Education on sustainability Mapping courses according to the SDGs Innovation and experimentation in education MOOC on the 2030 Agenda Extracurricular activities on sustainability "Art & Sustainability" projects The Sustainable Art Prize The Defensive City University of Volunteering Kids University Venezia

Goal	Target	Paragraph
	5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life 5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women	Protection and guarantee bodies Work-life balance Family Audit certification Gender equality Center LEI
	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix 7.3 By 2030, double the global rate of improvement in energy efficiency	Energy consumption Carbon emissions management
	8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead 8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	Social and environmental responsibility The new Code of Ethics and Code of Conduct Protection and guarantee bodies Value structure The supply chain and GPP Energy consumption Work-life balance Family Audit certification Training for technical-administrative staff Safety training Integration between University and the world of work
	9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending	Ca' Foscari research on sustainability Insitute for Global Challenges

Goal	Target	Paragraph
	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard 10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	The new Code of Ethics and Code of Conduct Ca' Foscari for accessibility, equity and inclusion Protection and guarantee bodies Work-life balance Family Audit certification Gender equality Leadership Lab University welfare The right to education Tutoring for students with disabilities The Defensive City
	13.2 Integrate climate change measures into national policies, strategies and planning 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	Energy consumption Waste management Staff and students mobility Carbon emissions management The Defensive City
	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities 12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	The supply chain and GPP Waste management stoppingleuseplastic project Staff and students mobility Education on sustainability Extracurricular activities on sustainability The Defensive City Communicating sustainability M'illumino di meno From Pollution to Solution

Goal	Target	Paragraph
	13.2 Integrate climate change measures into national policies, strategies and planning	Energy consumption
	13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	Staff and students mobility Carbon emissions management Education on sustainability Extracurricular activities on sustainability Communicating sustainability M'illumino di meno From Pollution to Solution
	14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution	Sustainable and inclusive catering Energy consumption
	14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans	Waste management stopping single use plastic project Carbon emissions management
	14.3 Minimize and address the impacts of ocean acidification, including through enhanced scientific cooperation at all levels	From Pollution to Solution
	15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements	Sustainable and inclusive catering Waste management stopping single use plastic project Carbon emissions management
	15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species	Extracurricular activities on sustainability
	16.5 Substantially reduce corruption and bribery in all their forms	Our values, principles and codes
	16.6 Develop effective, accountable and transparent institutions at all levels	The prevention of corruption
	16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	Leadership Lab
	16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements	

Goal	Target	Paragraph
	17.16 Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries	Social and environmental responsibility Collaboration between Veneto Region and University
	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	Integration between University and the world of work The Sustainable Art Prize Ca' Foscari research on sustainability From Pollution to Solution Collaboration with ArteLaguna Collaboration with EDRA50



Ca' Foscari University of Venice

Delegate for sustainability
Elena Semenzin

Publication by the
Head of Administration
Sustainable Ca' Foscari

We thank all the offices that helped
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For comments or suggestions:
sustainability@unive.it

Graphics > University Communication
and Promotion Office
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