



Ca' Foscari
University
of Venice

MONITORING DOCUMENT FOR THE GENDER EQUALITY PLAN OF CA' FOSCARI UNIVERSITY OF VENICE

Report of activities carried out in 2022

GEP TEAM

The drafting and monitoring of the actions contained in the Gender Equality Plan are entrusted to a dedicated working group - the GEP Team - composed of a group of people with specific expertise on gender issues, identified to represent the main components of the University. While forming the Ca' Foscari GEP Team, we considered the strong connections and potential synergies with the CUG - Equal Opportunities, Employee Well-Being and Inclusion Committee. Our goal is to improve our employees' well-being and combat workplace discrimination.

The supporting administrative structure is the Sustainability Office - Institutional Affairs Area, where Dario Petrantoni was entrusted with overseeing the project.

Name and Surname			Position
Prof.	Sara	De Vido	Coordinator
Prof.	Gian Luigi	Paltrinieri	Deputy-coordinator
	Monica	Gussoni	RPA
			Human Resources Area
Prof.	Stefania	Sbarra	Faculty representative*
	Laura	Fagarazzi	ARIC - RicInt representative
	Anna	Bonfante	AAI - CFS representative
	Sara	Dal Monico	Representative of PhD students assembly*
	Maria	Ducoli	Students' Assembly representative*
	Vivianne	Pavan	APPS - CG representative
	Immacolata	Caputo	ADISS - Career Service / LEI Project representative
	Nicoletta	Bortoluzzi	ARIC - RicInt representative
Prof.	Sabrina	Marchetti	Faculty representative*
	Martina	Gonano	AAI - CFS representative

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FOREWORD

The GEP- Gender Equality Plan provides a set of commitments and actions intended to promote gender equality within the organisation through institutional and cultural changes.

The GEP stems from the European Commission's Strategy for Gender Equality 2020-2025. It includes measures to enhance gender equality within Horizon Europe. As a result, the European Commission has made the GEP a prerequisite for all research organisations and higher education institutions aiming to access funding from the Horizon Europe research programme. The European Commission defines the GEP as a strategic plan aimed at:

- conducting impact assessments of procedures and practices to identify gender bias;
- identifying and implementing innovative strategies to correct gender bias;
- defining objectives and processes for monitoring progress through specific indicators.

The GEP, therefore, fits within the planning cycle of universities and is coordinated with other instruments for organisational well-being.

It was also mentioned in the NRRP guidelines for Mission 4 Component 2 (From research to business):

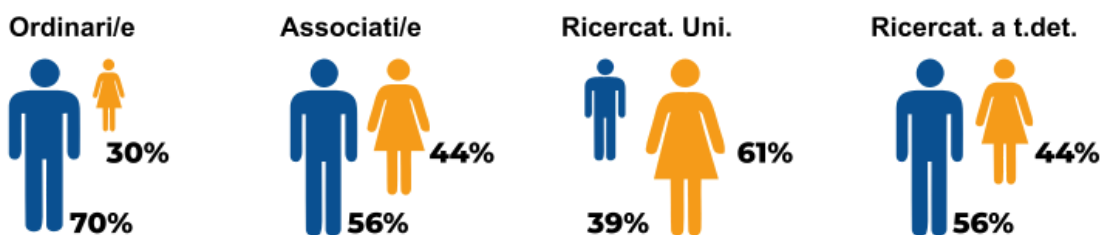
*'Access to funding from the NRRP programmes is only granted to those universities, research organisations and other public and private entities that have adopted, or commit to adopting in the first year of the project, a **Bilancio di genere (gender budget)** and a **Piano di uguaglianza di genere (Gender Equality Plan)**, in analogy to the Gender Equality Plan, GEP, which is a prerequisite in all Horizon Europe projects'.*

Gender equality is a cross-cutting strategic enabling factor that Ca' Foscari has included in its Strategic Plan 2021-2026. Therefore, the adoption of a GEP is an absolute requirement. This is not a formal step aimed only at obtaining funds but a set of objectives and actions aimed at developing an inclusive and gender-sensitive culture in the University

This document summarises the monitoring of the actions under the plan, covering the calendar year 2022 and the academic year 2021/2022.

OVERVIEW OF THE MAIN DATA

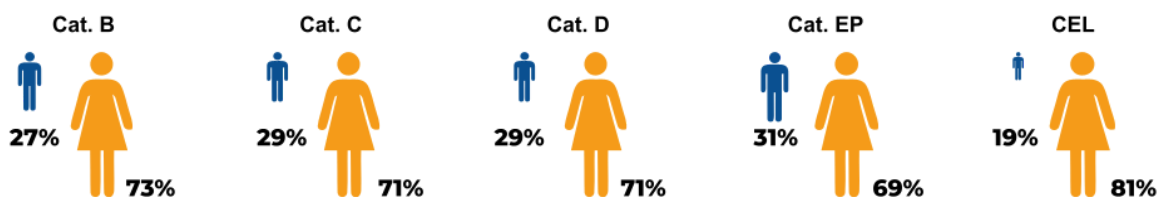
Faculty¹



Presenza femminile nel personale docente e di ricerca



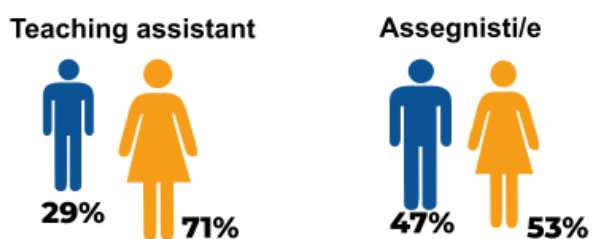
Technical and administrative staff ¹



Presenza femminile nel personale TA



Teaching and research support staff¹

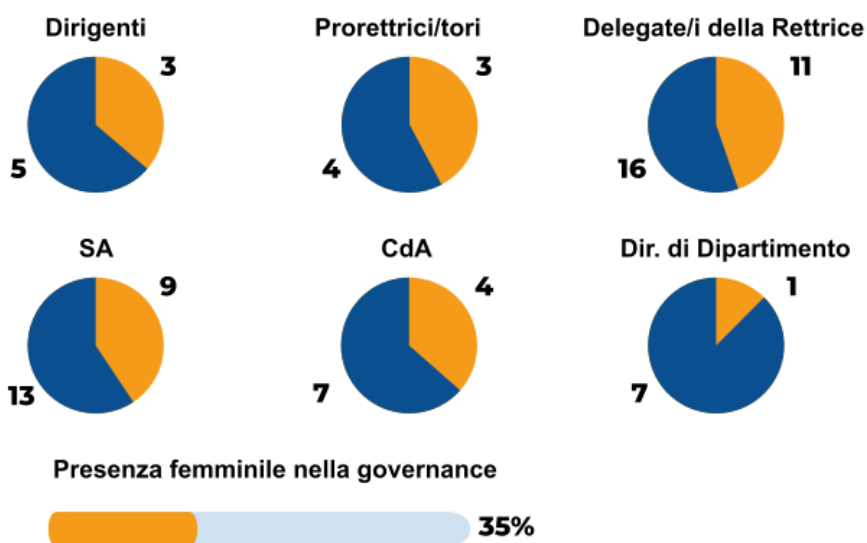


Presenza femminile nel personale non strutturato

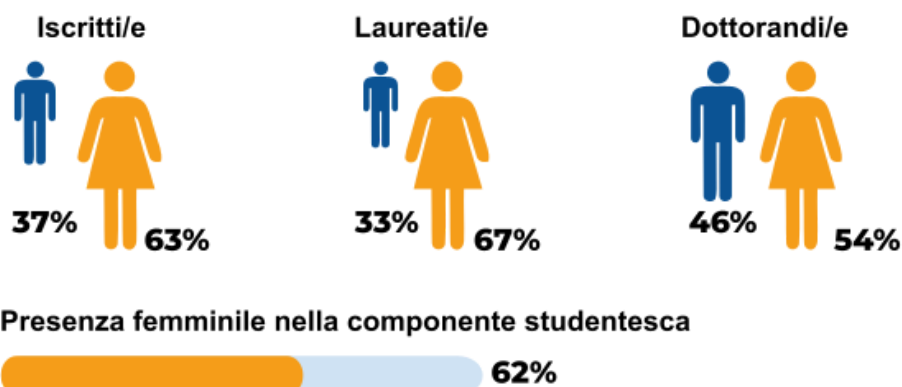


¹ Data as of 31/12/2022. Source: Management Control Office

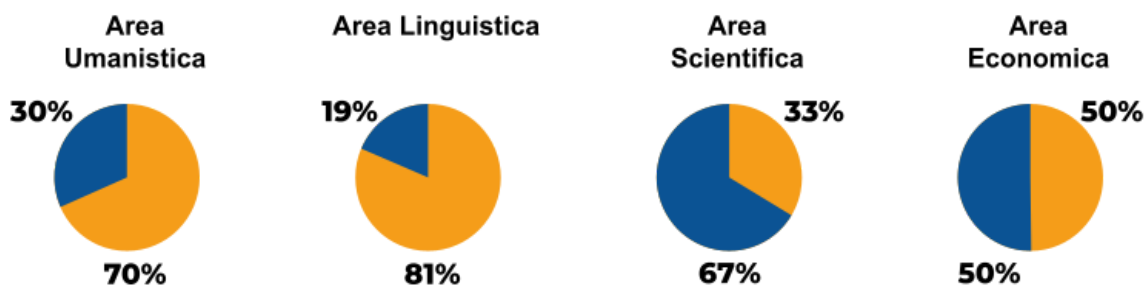
Governance¹



Students²



Composition enrolled by disciplinary area²





² Data relating to a.y. 2021/22 and calendar year 2022. Source: Management Control Office


ACTIONS CARRIED OUT IN 2022

1. Gender equality in recruitment and career advancement

1.1. Promote gender equality in recruitment and career advancement


Action 1 2	Amendment of the regulations for PhDs, research grants and fellowships with the aim of ensuring a gender-balanced composition of the committees
Recipients	PhDs, Grant-holders and Research Fellows
Structure of reference	ARIC
Other structures involved	Departments
Political authority	Vice-Rector for Research
Resources	Internal
SDGs	 
Action description and Monitoring	<p>The regulations for PhDs, research grants and research fellowships were amended, emphasising the importance of gender-balanced panel composition. Determining a gender-equitable composition of commissions can be challenging, particularly in academic fields where the majority of full professors are male, sometimes nearly all.</p>
Link	https://www.unive.it/pag/8256/ ; https://www.unive.it/pag/9734/ ; https://www.unive.it/pag/9735/

1.2. Promote female leadership in research


Action 1 2 3	Survey on female participation in research projects
Recipients	Research personnel
Structure of reference	APPS
Other structures involved	ARIC, Departments
Political authority	Vice-rector for Research
Resources	Internal
SDGs	 5.1, 5.5
Action description and Monitoring	A mapping has been made of the research projects active in the year 2022. As of 31/12/2022, 77% of Principal investigators are male. The remaining 23% of PI are female.

2. Culture of the organisation



2.1. Strengthen the University's role on gender issues

Action 1 2 3	Renewal of the “HR Excellence in Research” Award – HRS4R process
Recipients	Research personnel
Structure of reference	ARU
Other structures involved	ARIC
Political authority	Vice-Rector for Research
Resources	Internal
SDGs	
Action description and Monitoring	<p>The administrative application procedure by Ca' Foscari University was completed on 30 December 2022. The relevant evaluating offices of the European Commission have given the university full marks for internal evaluation - step 4 of the certification process - which, to date, continues to boast inclusion among the Italian 'HR Recognised Institutions' on the EURAXESS website. The University is currently awaiting notification from the European Commission, with reference to step 5, external evaluation, that a commission of three external evaluators will be sent to our sites to assess the progress made in achieving the objectives set out in the action plan and will therefore put an end to the last phase envisaged for maintaining certification.</p>
Link	https://www.unive.it/pag/12314/



2.1. Strengthen the University's role on gender issues

Action <small>1 2 3</small>	Consolidation and implementation of membership in Networks and Centres of national and international relevance dealing with gender equality and gender-based violence
Recipients	All members of the University
Structure of reference	CUG and Rectorate
Other structures involved	ACPIC
Political authority	Delegate for Gender Equality
Resources	Internal
SDGs	 5.1, 5.c
Action description and Monitoring	<p>On 15 April 2022, adherence to the 'Women's Aid Network' project for the 'Promotion of good practices in integrated take-over actions by the ULSS 3 Territorial Anti-Violence Network' was approved. In addition, at the initiative of the Rector's Delegate for remembrance days, memory and gender equality, the procedure to join the national network against hate speech was initiated at the end of August. Finally, the University is carrying on the active collaboration with the work of the 'Inclusion and Social Justice' working group of the RUS - Network of Universities for Sustainable Development, with which the march for women - Just the Woman I am - was also revived.</p>
Notes	This is a continuous action and is being planned for future years as well.



2.1. Strengthen the University's role on gender issues

Action 1 2 3	Updating, drafting and approval of the gender budget, following the CRUI guidelines
Recipients	All members of the University
Structure of reference	ARU
Other structures involved	ABIF, ADISS, APPS, ARIC, AAI, ACPIC
Political authority	Delegate for Gender Equality
Resources	Internal
SDGs	  4.a 5.1, 5.c
Action description and Monitoring	<p>The Sustainability Office, together with the Human Resources Area, the Management Control Office and the Rector's Delegate for remembrance days, memory and gender equality, drew up the Ca' Foscari University of Venice Gender Budget 2022 which was approved by the Academic Senate and the Board of Directors in November 2022. The financial statements were approved in the Academic Senate and the Board of Directors in November 2022.</p>
Link	https://www.unive.it/pag/fileadmin/user_upload/amm_trasparente/documenti/amministrazi one_trasparente/altri_contenuti_dati_ulteriori/Bilancio_genere/Bilancio_genere_2022.pdf




2.2. Make the language of the University more inclusive

Action 1 2	Updating guidelines on inclusive language and definition of a vademecum establishing common rules for internal and external University communication
Recipients	All members of the University
Structure of reference	ACPIC
Other structures involved	AAI
Political authority	Delegate for University Communications
Resources	Internal
SDGs	  4.a 5.1
Action description and Monitoring	<p>In 2022, a commission consisting of technical administrative staff and faculty members was established to draft guidelines on inclusive language. The commission also supervised changes to the Statute regarding language.</p> <p>In September 2022, the #itmakesthedifference campaign was launched to raise awareness in the Ca' Foscari community about the use of language that respects differences. The campaign encouraged the university community to report any material on our website that needed to be updated.</p>
Notes	The Guidelines are available in the Personal Area of the University website under the section Communication.


2.3. Develop actions to spread an inclusive culture within the University's practices

Action 1 2 3 4 5 6 7	Survey on perceived inequalities within the University
Recipients	All members of the University
Structure of reference	CUG
Other structures involved	ARU, APPS, AAI
Political authority	Rector's Delegate for the inclusion of students with disabilities and SLD Delegate for Gender Equality
Resources used	€ 9,350
SDGs	  4.a 5.c
Action description and Monitoring	The University gave all technical and administrative staff the DE&I - Diversity, Equity & Inclusion survey to analyse the perception of gender issues in the University and thus assess the overall impact of the actions implemented by the University. The results were made public in March 2023. All the resulting data is available in aggregated form to the entire Ca' Foscari community.
Link	https://www.unive.it/pag/fileadmin/user_upload/comunicazione/sostenibile/doc/Inclusione/Report_Ca_Foscari.short.per.PTA.170323_.pdf


2.3. Develop actions to spread an inclusive culture within the University's practices

Action 1 2 3 4 5 6 7 Test activation of a psychological support desk	
Recipients	University staff
Structure of reference	ARU
Political authority	Vice-Rector for General, Legal and Personnel Affairs and Relations with the Ca' Foscari University of Venice Foundation
Expected result	Strengthening of welfare/organisational welfare/work-life balance measures
Monitoring indicators	Activation of the desk
Resources used	€ 5,200
SDGs	 3.4  5.1  8.8
Action description and Monitoring	<p>In June 2022, the "Smart Listening Desk" was activated, a listening and support desk (free of charge for a maximum of 4 meetings per person) for the University's teaching and technical-administrative staff, as envisaged by the Gender Equality Plan and the Strategic Plan; the service aims to promote people's well-being in relation to the work context and to protect the health and psychophysical integrity of our university's workers. The new initiative was managed by the Human Resources Area in synergy with the Delegate for remembrance days, memory and gender equality, Prof. Sara De Vido. A total of 27 users made use of the Smart Listening Desk from July to December 2022, of whom 25 were technical/administrative staff and 2 were members of faculty.</p>
Link	https://www.unive.it/pag/10591/


2.3. Develop actions to spread an inclusive culture within the University's practices

Action 1 2 3 4 5 6 7	Maintenance and consolidation of the Philosophical Counselling Desk of the COFIL Master
Recipients	All members of the University
Structure of reference	CUG
Other structures involved	ARU, ADISS
Political authority	Vice-Rector for General, Legal and Personnel Affairs and Relations with the Ca' Foscari University of Venice Foundation Vice-Rector for the right to study and student services
Resources	Internal
SDGs	
Action description and Monitoring	<p>In September 2022, the Philosophical Counselling Desk was launched for the Ca' Foscari community. It aims to promote cultural awareness by addressing ethical and existential questions. In line with the Gender Equality Plan and the University Strategic Plan, the service aims to raise awareness about gender-related issues, fostering open-mindedness and understanding towards diversity. The initiative stems from the Master in Philosophical Counselling – COFIL.</p> <p>In 2022, the help desk had 16 users, 13 of whom were students of all genders.</p>
Notes	This is a continuous action, so it is also planned for the following years

2.3. Develop actions to spread an inclusive culture within the University's practices


Action 1 2 3 4 5 6 7	Continuation and monitoring of ALIAS careers for gender transitioning students
Recipients	Student component
Structure of reference	ADISS
Other structures involved	APPS
Political authority	Vice-Rector for the right to study and student services
Resources	Internal only
SDGs	
Action description and Monitoring	<p>Students have the option to use an alternative name (alias) for their academic career. This temporary identity is exclusively for their academic pursuits, ensuring a secure and respectful study environment while protecting their privacy and dignity according to Italian Law 164/1982. As of December 31, 2022, eight students have taken advantage of this opportunity.</p>
Link	https://www.unive.it/pag/33440/
Notes	This is a continuous action, so it is also planned for the following years

2.4. Overcome gender asymmetry in the University's dissemination activities

Action 1 2 3	Definition of guidelines to promote gender equality in panels
Recipients	Research personnel
Structure of reference	ACPIC
Other structures involved	AAI, Departments
Political authority	Vice-Rector for Public engagement
Resources	Internal only
SDGs	
Action description and Monitoring	<p>In order to promote greater inclusiveness and overcome the gender imbalance that often exists in academic events, Ca' Foscari University of Venice has decided to implement guidelines to encourage gender equality in panels. This initiative is part of the University's Strategic Plan, specifically under Flagship 7: Inclusion, Social Justice, Gender Equality. The plan aims to promote comprehensive actions to identify and address gender distortions and inequalities through the use of innovative strategies. The guidelines were unanimously approved by the Academic Senate in October 2022.</p>
Link	Unive.it/sustainable > Actions > Diversity, fairness and inclusion > Guidelines for driving Gender equality in panels

3. Gender mainstreaming in research and teaching programmes



3.1. Include gender topics in the University's educational programme

Action 1 2 3 4	Recognition of courses explicitly dedicated to gender issues in the degree courses and other educational initiatives on gender and diversity issues
Recipients	Students
Structure of reference	ADISS
Other structures involved	Departments
Political authority	Vice-Rector of Education
Resources	Internal
SDGs	
Action description and Monitoring	<p>In 2022, a survey of gender-specific teaching was undertaken and it emerged that among the various Academic Programmes (CdS), in four cases there are explicitly gender-specific teachings, while another four teachings present the topic within their syllabus. Other interesting initiatives worth mentioning are those organised by the Deportees, Exiles, Refugees (DEP) centre and those of the LEi project specifically: Training on the job (15 student participants); Women and Diplomacy (6 student participants); ELLE project (27 participants); Assertiveness workshop (10 student participants); Anticipate the future. Leadership in the new world disorder (200 participants).</p>



3.1. Include gender-related topics in the University's educational programme

Action 1 2 3 4	Promotion of the educational programme dedicated to gender issues in the activities of communication and orientation at the University
Recipients	Students
Structure of reference	ADISS
Other structures involved	ACPIC
Political authority	Vice-Rector of Education Delegate for Orientation and Tutoring
Resources	Internal only
SDGs	
Action description and Monitoring	<p>With regard to the orientation of the educational programme, there has been a considerable effort in the STEM fields, where historically there has been little presence of female students. Specifically, the following initiatives are worth mentioning: Profession Scientists (220 female students participating); Women and the future between narration and education (85 courses activated for 93 female students); Meetup with focus on female employability (with 50 participants); Ready for the future! Painting new scenarios for the world of work (over 300 participants). Lastly, we would like to mention the LEi Magazine, a four-monthly publication aimed at the Ca' Foscari community, companies and institutions in the area, which since October 2020 has been reporting on the activities promoted by the LEi Project: the most innovative corporate projects in support of women and important profiles of female professionals from different fields; it also features in-depth articles on women's employability, soft skills for the world of work, the theme of rights and inclusiveness and diversity & inclusion projects promoted by companies.</p>
Notes	This is a continuous action, so it is also planned for the following years



3.2. Promote gender mainstreaming as a cross-cutting element in research according to the subject area

Action 1 2	Inclusion of the gender dimension in the call forms for university research projects (e.g. SPIN)
Recipients	Research staff
Structure of reference	ARIC
Political authority	Vice-Rector for Research Delegate for Departmental Research
Resources	Internal
SDGs	  5.1, 5.c 8.8
Action description and Monitoring	The SPIN call was updated in September 2022 to include the gender dimension in the application form. This means that anyone wishing to apply for the call must indicate the gender composition of the research team in the relevant project submission form.



3.3. Reducing the gender gap in enrolments in STEM disciplines degree and PhD programmes

Action 1 2 3	Maintaining and enhancing the provision of scholarships for STEM degrees and PhDs
Recipients	Students, female PhD
Structure of reference	ADISS
Other structures involved	DAIS, DSMN, Development Office
Political authority	Vice-Rector for the right to study and student services
Resources used	Fundraising from external funders
SDGs	  4.5 5.1, 5.c
Action description and Monitoring	<p>The 'Generali4Girls in STEM' initiative is continuing, having provided 5 scholarships for female students enrolled in the Computer Science programme and another 5 for female students enrolled in courses in the Molecular Sciences and Nanosystems department. In addition, Ca' Foscari with internal funds promotes 4 tuition fee reductions for deserving male and female students in STEM degree courses. One of these four is reserved for a female student so at least one woman per course of study benefits from the mentioned tax relief.</p>
Link	https://www.unive.it/data/agenda/6/51576
Notes	This is a continuous action, so it is also planned for the following years

3.3. Reducing the gender gap in enrolments in STEM disciplines degree and PhD programmes

Action 1 2 3	Activation of dissertation prizes for female students enrolled in science-related and PhD degree programmes
Recipients	Students, female PhD
Structure of reference	ADISS
Other structures involved	DAIS, DSMN, Development Office
Political authority	Vice-Rector for the right to study and student services
Resources used	Fundraising from external funders
SDGs	  4.5, 4.a 5.1
Action description and Monitoring	In December 2022, five prizes were awarded to male and female students, as stipulated in the call. Three of these were awarded to female students.
Notes	This is a continuous action, so it is also planned for the following years

3.3. Reducing the gender gap in enrolments in STEM disciplines degree and PhD programmes

Action 1 2 3	Orientation actions dedicated to STEM pathways for high school girls, also in collaboration with external networks
Recipients	High school students
Structure of reference	ADISS - LEi project
Other structures involved	ADISS
Political authority	Delegate for Orientation and Tutoring
Resources	Internal only
SDGs	  4.5 5.c
Action description and Monitoring	The LEi project in synergy with the University Career Service and the STEM departments organised and led the "Profession Scientist" initiative, which was attended by 250 high school students.
Link	https://www.unive.it/pag/31372/?tx_news_pi1%5Bnews%5D=11565&cHash=15c3086e02aba8cd553cbdf4158c4e5d
Notes	This is a continuous action, so it is also planned for the following years

3.4. Strengthening research on gender and diversity issues



Action 1 2 3	Recognition of research products on gender and diversity issues (past 5 years)
Recipients	Teaching and research staff
Structure of reference	APPS
Other structures involved	ARIC
Political authority	Vice-Rector for Research
Resources	Internal only
SDGs	
Action description and Monitoring	<p>With the support of the Research Area, a mapping of research publications on gender issues produced in the last five years was carried out. For this activity, a new search option implemented by the SciVal platform was used, which operates on the Scopus database and identifies the relevant SDGs for each publication according to the indexed keywords. In particular, it was found that there are 46 publications produced in the period 2017-2022 that address SDG 5-Gender inequality, affiliated to Ca' Foscari.</p>

3.4. Strengthening research on gender and diversity issues

Action 1 2 3	Organisation of conferences and seminars to promote research results on gender and diversity issues
Recipients	All members of the University; external community
Structure of reference	Departments
Other structures involved	ACPIC
Political authority	Vice-Rector for Public engagement Delegate for Departmental Public engagement
Resources	Internal only
SDGs	
Action description and Monitoring	<p>There were many initiatives across the various Ca' Foscari's departments. Some of the most important are: "Feminist power. Or the desire to change everything - Meeting with Veronica Gago" (65 participants), "The time of women. A time for everyone?" (approx. 70 participants), "The COE Istanbul Convention and the proposed EU directive on combating gender-based violence: towards greater protection of women in Europe?" (approximately 150 participants).</p>
Link	https://www.unive.it/data/agenda/5/61696 ; https://www.unive.it/data/agenda/1/44413 ; https://www.unive.it/data/33113/3/63731

4. Gender balance in top positions and decision-making bodies

4.1. Promote female leadership in decision-making structures



Action 1 2 3	Establishment of a gender equality delegate in each department, also by combining similar positions
Recipients	All members of the University
Structure of reference	Rectorate
Other structures involved	Departments, AAI
Political authority	Delegate for Gender Equality
Resources	Internal only
SDGs	  4.a 5.1, 5.5
Action description and Monitoring	In May 2022, Departmental male and female Delegates for Gender Equality were appointed. These figures have the role of raising awareness in the departments about the initiatives implemented by the university on gender issues and, at the same time, of collecting suggestions and reports aimed at improving gender equality.

5. Combating gender-based violence, including sexual harassment



5.1. Promoting knowledge of tools for reporting incidents involving discrimination and violence

Action 1 2 3	Advertising the activities of the CUG and the Confidential Counsellor, through information materials
Recipients	All members of the University
Structure of reference	CUG
Other structures involved	ACPIC
Political authority	Delegate for Gender Equality
Resources	Internal only
SDGs	
Action description and Monitoring	The initiatives organised by the CUG, also included in the planning of the National Conference of Equality Bodies of Italian Universities, were promoted to the entire Ca' Foscari community, both internal and external, through the University Agenda.
Link	https://www.unive.it/data/agenda/1/44413 ; https://www.unive.it/data/33113/3/63731

5.2. Increase knowledge about different forms of gender-based violence


Action 1 2 3	Continuous monitoring of data on gender-based violence in the University
Recipients	All members of the University
Structure of reference	CUG, Confidential Counsellor
Other structures involved	APPS, ARU
Political authority	Delegate for Gender Equality
Resources	Internal only
SDGs	  4.a 5.2
Action description and Monitoring	<p>The Rector's Delegate for remembrance days, memory and gender equality and a number of departmental delegates for gender equality launched a survey on the perception of gender-based violence at Ca' Foscari, the results of which will be presented in 2023.</p> <p>In the course of 2022, seven people approached the Confidential Counsellor, reporting various forms of harassment: either sexual or gender-based or, more generally, harassing behaviours.</p>
Notes	This is a continuous action, so it is also planned for the following years

5.2. Increase knowledge about different forms of gender-based violence

Action 1 2 3	Information activities against sexual harassment and gender-based violence, also involving local anti-violence centres
Recipients	All members of the University
Structure of reference	CUG
Other structures involved	ACPIC, CESTUDIR
Political authority	Delegate for Gender Equality
Resources	Internal only
SDGs	  5.2 10.2
Action description and Monitoring	<p>The University joined the Women's Aid Network in April 2022. In addition, the Department of Economics started the activation of an observatory on gender-based violence. On the initiative of the Delegate for remembrance days, memory and gender equality, a number of activities are being worked on to inform and educate the community on issues of violence with a view to prevention.</p>
Notes	This is a continuous action, so it is also planned for the following years

6. Work-life balance


6.1. Support work-life balance

Action 1 2 3	Renewal for the three-year period 2022-2024 of the Welfare Plan for PTA and CEL staff
Recipients	Technical-administrative staff and CEL (Language Collaborators and Experts)
Structure of reference	ARU
Political authority	Vice-Rector for General, Legal and Personnel Affairs and Relations with the Ca' Foscari University of Venice Foundation
Resources	€ 1.157.253,00 for the three-year period 2022-2024.
SDGs	
Action description and Monitoring	Following the identification of the new service provider, the new Welfare Plan became operational in March 2022 with the allocation of the annual wallet for technical administrative staff.
Link	https://www.unive.it/pag/11330/


6.1. Support work-life balance

Action 1 2 3	Transition from emergency phase to full smart working phase (implementation of the Pola)
Recipients	Technical-administrative staff
Structure of reference	ARU
Other structures involved	–
Political authority	Vice-Rector for General, Legal and Personnel Affairs and Relations with the Ca' Foscari University of Venice Foundation
Resources	€ 178,852
SDGs	 
Action description and Monitoring	<p>The university is strongly committed to this issue, extending the possibility of agile working to all interested technical-administrative staff through individual agreements. The various extensions of the possibility to use flexible working arrangements for technical administrative staff have made it possible to maintain the quality of services and the level of performance of the structures. Pending a new CCNL (Nation Labour Collective Agreement) that will regulate agile work, and to which the University will have to comply, individual agreements regulate the possibility of carrying out agile work up to a maximum of 49% of working days and allowing the conditionality of the prevalence of the performance of work in presence (51% of working days) to be fulfilled on a multi-monthly basis.</p>
Notes	This is a continuous action, so it is also planned for the following years

6.2. Support parenting and work-life BALANCE

Action 1 2	Provide financial support for the parenthood of PhD students
Recipients	PhDs
Structure of reference	ARIC - PhD Office
Other structures involved	ADISS - Post Graduate Careers Sector ABiF - Student Services Area
Political authority	Delegate for Doctoral Research
Resources	€ 9,500
SDGs	 5.4
Action description and Monitoring	<p>The new regulations (Art. 19 p. 6) of the PhD, published on 15 March 2022, stipulate that: "in the event that the male or female PhD students applies to suspend the PhD for parental reasons, they may request the University for a lump sum financial support to supplement the allowance paid by the National Social Insurance Agency, INPS, (five months)".</p> <p>As at 31 December 2022, five female PhD students had made use of this possibility - four of them received aid in 2022, while the remaining application was approved in 2022 and disbursed in 2023.</p>
Link	https://www.unive.it/pag/8256/ - see Art. 19, p. 6.

6.2. Support parenting and work-life BALANCE

Action 1 2	Obtaining the Family Audit Executive certification
Recipients	University staff
Structure of reference	ARU
Political authority	Vice-Rector for General, Legal and Personnel Affairs and Relations with the Ca' Foscari University of Venice Foundation
Resources	€ 500 of the € 5,000 budgeted. The remainder will be spent on the payment of the evaluator in accordance with the guidelines of the Autonomous Province of Trento.
SDGs	
Action description and Monitoring	The 2019-2022 action plan for obtaining the Family Audit Executive certification was completed in July 2022 and positively evaluated by the accrediting body, enabling the university to meet all the conditions for obtaining the certification.
Link	https://www.unive.it/pag/11326



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Venezia

Delegate for Gender Equality
Prof. Sara De Vido

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