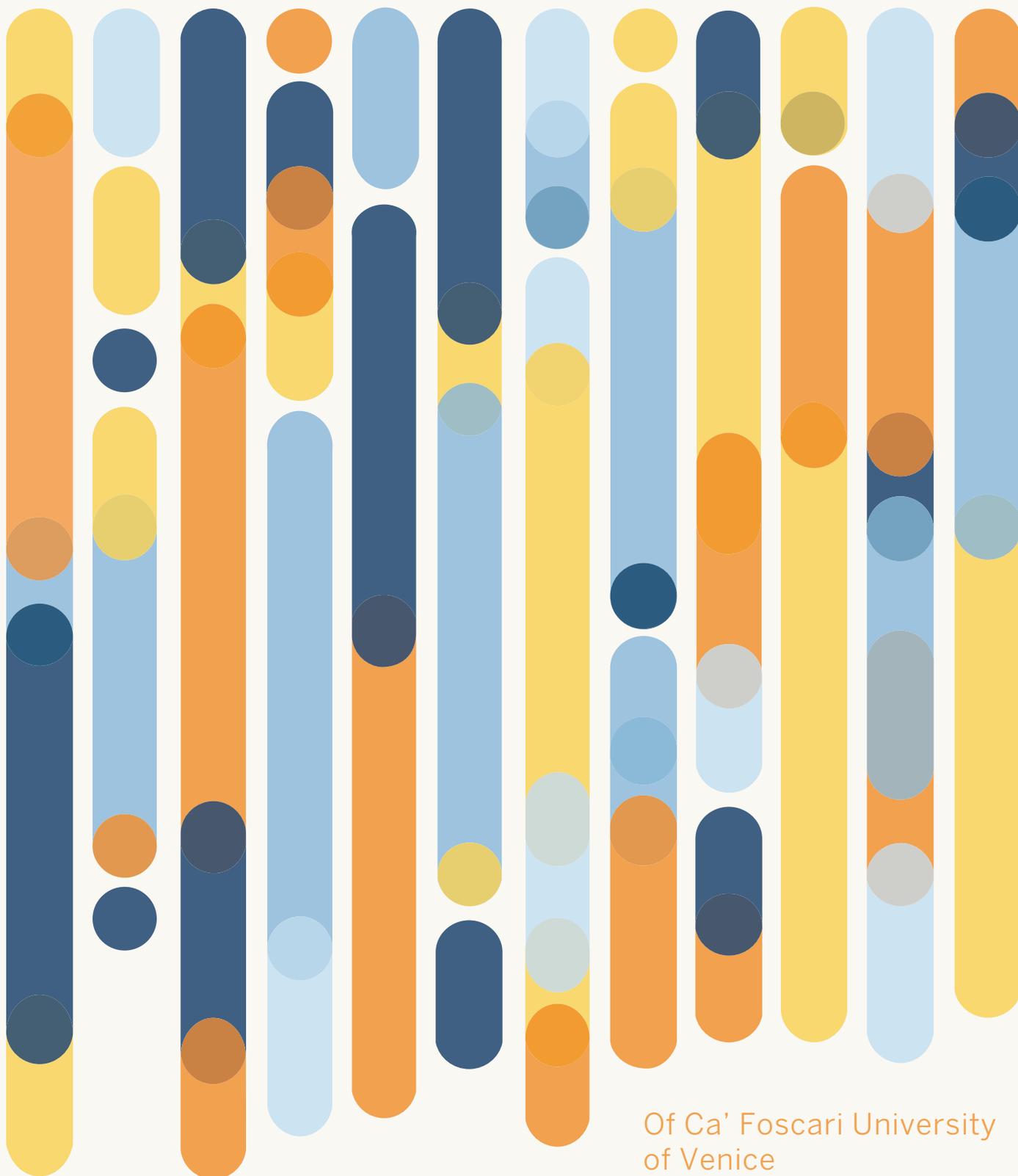




Ca' Foscari
University
of Venice

GENDER EQUALITY PLAN 2022



Of Ca' Foscari University
of Venice

GEP TEAM

The drafting and monitoring of the actions contained in the Gender Equality Plan are entrusted to a dedicated working group – known as GEP Team – made up of a group of people with specific skills in the field of gender issues, as identified to represent the main components of the University. The composition of Ca' Foscari GEP Team reflects the strong connections and possible synergies with the Committee (*Comitato Unico di Garanzia*, CUG) for Equal Opportunities, Employees' Well-being and Inclusion Committee.

The relevant administrative support structure is the Sustainability Office – Institutional Affairs Area, a member of which has been appointed to support the project.

First and last name			Role	
Prof.	Sara	De Vido	Coordinator	
Prof.	Gian Luigi	Paltrinieri	Vicecoordinator	President of the CUG*
Ms.	Monica	Gussoni	RPA	Human Resources Area
Prof.	Stefania	Sbarra		Teaching staff* representative
Ms.	Laura	Fagarazzi		ARIC - RicInt representative
Ms.	Anna	Bonfante		AAI - CFS representative
Mr.	Federico	Damin		Doctoral Students Council* representative
	Rebecca	Ivkovic		ARS* representative
Ms.	Vivianne	Pavan		APPS - CG representative
Ms.	Immacolata	Caputo		ADISS - Career Service / LEi Project representative
Ms.	Nicoletta	Bortoluzzi		ARIC - RicInt representative
Prof.	Sabrina	Marchetti		Teaching staff* representative
Ms.	Martina	Gonano		AAI - CFS representative

* CUG members

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PREAMBLE

A Gender Equality Plan (GEP) is a set of commitments and actions aimed at promoting gender equality within an organisation through institutional and cultural changes.

GEPs originate from the European Commission's 2020-2025 Strategy for Gender Equality, in which measures to strengthen gender equality within Horizon Europe were announced. The European Commission then introduced the obligation to have a GEP for all research organisations and higher education institutions as a requirement for accessing funding from the Horizon Europe research programme.

The European Commission defines GEPs as strategic plans aimed at:

- conducting impact assessments on practices and procedures in order to identify gender bias;
- identifying and implementing innovative strategies in order to correct gender bias;
- defining targets and processes in order to monitor progress through specific indicators.

The GEP thus fits into the planning cycle of universities and is coordinated with other tools related to organisational wellbeing.

It has also been mentioned in the NRRP guidelines as regards Mission 4 Component 2 (From research to enterprise):

*'Access to funding from NRRP programmes is also allowed only to universities, research organisations and other public and private entities that have adopted, or commit to adopting in the first year of the project, a **'Gender Balance Sheet'** and a **'Gender Equality Plan'** similar to the GEP constituting a prerequisite for all Horizon Europe projects'.*

Gender equality is a transversal enabling strategic factor that Ca' Foscari has included in its 2021-2026 Strategic Plan. The adoption of a GEP is thus an essential requirement. It is not a merely formal step aimed at obtaining funds, but a set of objectives and actions aimed at developing an inclusive and gender-equal culture in the University.

SOME INITIAL DATA

Teaching staff ¹

Tenured professors



Associate professors



University researchers



Researchers on fixed-term contracts



44%

Female presence in teaching and research staff

Teaching staff ¹

Category B



Category C



Category D



Category EP



Category CEL



70%

Female presence in technical and administrative staff

¹Data as at 31 December 2021. Source: Management Control Office

Teaching and research support staff ¹

Teaching Assistant



Temporary researchers



43% 57%

42% 58%

58%
Female presence in
non-structured staff

Governance²



¹Data as at 31 December 2021. Source: Management Control Office

²Data for a.y. 2020/21 and calendar year 2021. Source: Management Control Office

Student component ²

Enrolled students



Graduates

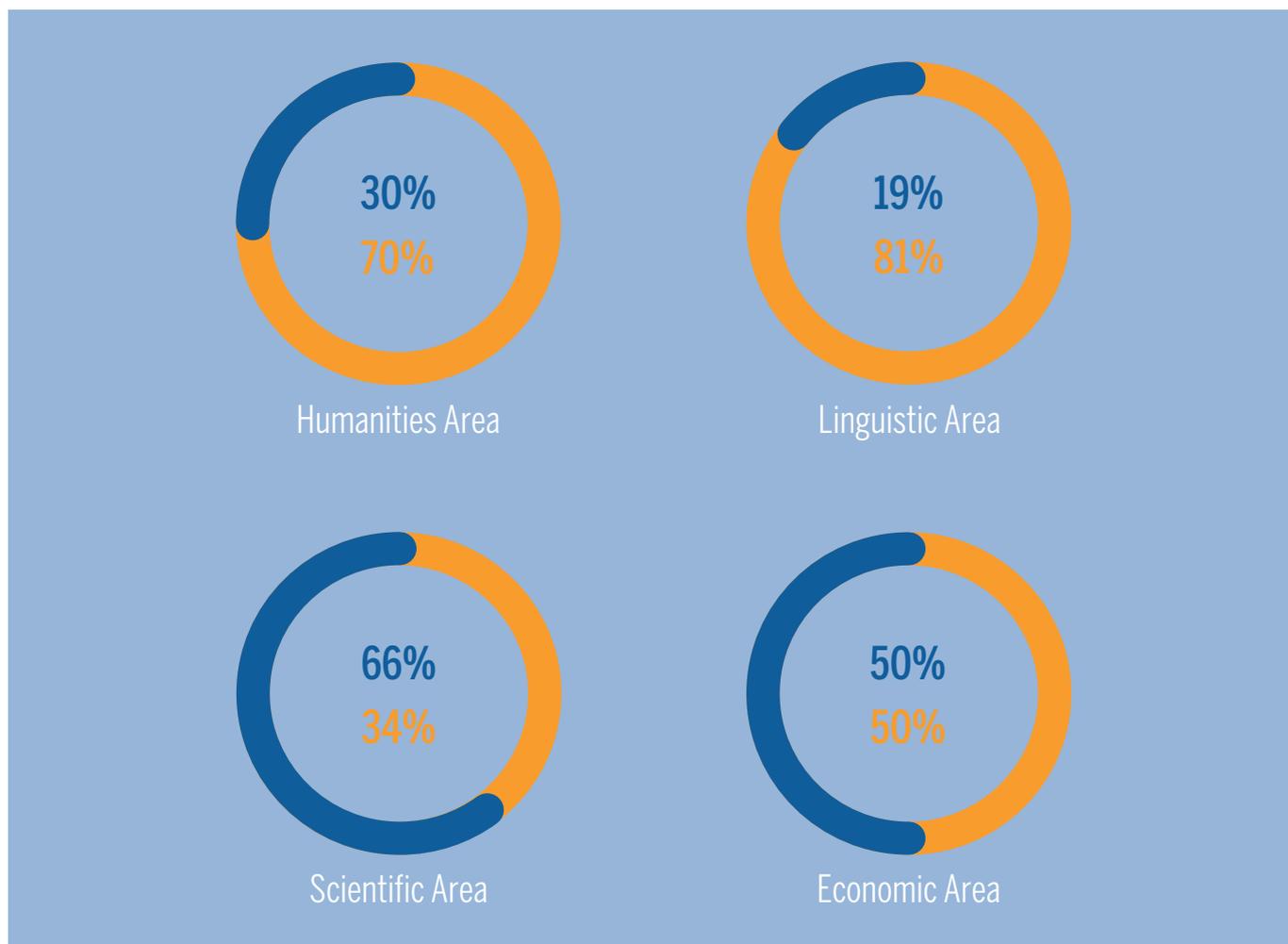


Doctoral students



64%
Female presence in the student component

Student composition by subject area ²



²Data for a.y. 2020/21 and calendar year 2021. Source: Management Control Office

INTRODUCTION

Equality and non-discrimination: definitions

Gender equality is one of the Sustainable Development Goals of the United Nations 2030 Agenda (No. 5), which has long inspired the actions of our University.

Equality and non-discrimination are concepts that are often used interchangeably to express the positive and negative aspects of the same principle: on the one hand, equal treatment, and on the other, the prohibition of unjustified differential treatment based on certain characteristics such as gender. However, in recent years, the positive dimension of the term has been particularly accentuated, i.e., there is a negative obligation not to discriminate, but also an obligation to recognise differences and take positive action to achieve *de-facto* equality. In this sense, the prohibition of discrimination should be read in the light of the more limited concept of formal equality, while the term equality expresses the positive approach of substantive equality. Formal equality translates into equality before the law and the prohibition of direct discrimination, while the prohibition of indirect discrimination, which emphasises the removal of barriers that perpetuate entrenched structures of unequal access by virtue of belonging to a particular category or group, reflects the concept of substantive equality.

In international human rights law, the right to equality and the principle of non-discrimination are recognised in multiple international and regional legal instruments: witness the International Covenant on Civil and Political Rights (Art. 2, 3 and 26), the International Covenant on Economic, Social and Cultural Rights (Art. 2(2) and 3), specific conventions relating to certain forms of discrimination (such as the International Convention on the Elimination of All Forms of Racial Discrimination), the European Convention on Human Rights and Fundamental Freedoms (Art. 14 and Protocol No. 12), the Charter of Fundamental Rights of the European Union (Art. 20, 21(1), 23), the African Charter on Human and Peoples' Rights (Art. 2, 3, 18(3)(4), 28), the American Convention on Human Rights (Art. 1 and 24), the American Declaration of the Rights and Duties of Man (Art. II), the Arab Charter on Human Rights (Art. 2, 9 and 35), and the ASEAN Declaration on Human Rights (Art. 1, 2, 3, 9). The 1979 UN Convention Against All Forms of Discrimination Against Women (CEDAW) affirms the substantive equality of women in a legal instrument that is binding on ratifying states. At a European level, gender equality is both a value (Article 2 of the Treaty on European Union) and an objective of the Union (Article 3 of the Treaty on European Union). The Union's actions aim to "eliminate inequalities, and to promote equality, between men and women" (Article 8 of the Treaty on the Functioning of the European Union). Actions promoted by the EU include:

- Council Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security;
- Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding;
- Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services;
- in 2006, certain legislative acts were repealed and replaced by Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast); Council Directive 2010/18/EU of 8 March 2010

implementing the revised Framework Agreement on parental leave and repealing Directive 96/34/EC;

- Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC;
- Directive 2011/36/EU of the European Parliament and of the Council of 5 April 2011 on preventing and combating trafficking in human beings and protecting its victims, which replaces Council Framework Decision 2002/629/JHA; Directive 2011/99/EU of the European Parliament and of the Council of 13 December 2011 on the European Protection Order; Directive 2012/29/EU of the European Parliament and of the Council of 25 October 2012 establishing minimum standards on the rights, support and protection of victims of crime, which replaces Framework Decision 2001/220/JHA;
- Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and care providers, which repeals Council Directive 2010/18/EU.³

With regard to sexual harassment in the workplace, the recent International Labour Organisation Convention (C 190) of 2019 is worth mentioning.

There are also many non-binding acts that stress the importance of achieving gender equality not only in form, but also in substance: witness the 2020-2025 European Union Strategy for Gender Equality⁴ and the European Charter for Researchers⁵. The EU strategy has the following objectives: ending gender-based violence, combating sexist stereotypes, closing the gender gap in the labour market, achieving equality of participation in different economic sectors, tackling the pay and pension gap, closing the gap and achieving gender balance as regards decision-making and politics. The strategy adopts a gender mainstreaming approach combined with targeted actions, the implementation of which is based on the principle of intersectionality.

The prohibition of discrimination on the grounds of sex is widely present in national constitutions, including Italy's (Article 3). As is well known, EU directives have to be transposed into the legal systems of the EU Member States.

Public Administrations, as provided for in Article 7 of Italian Legislative Decree No. 165 of 30 March 2001, which lays down 'General rules on the organisation of public administration' (Article 3), are required to ensure equality and equal opportunities between men and women, the absence of any direct or indirect form of discrimination based on gender, age, sexual orientation, race, ethnic origin, disability, religion or language in access to employment, working treatment and conditions, vocational training, promotions and safety at work, as well as a working environment characterised by organisational well-being. The Italian National Strategic Plan on Male Violence against Women, as foreseen in Italian Decree-Law No. 93 of 14 August 2013 and converted into Italian Law No. 119 of 15 October 2013, provided for a series of actions and measures aimed not only at repressing crimes and protecting victims, but also at promoting significant prevention activities prioritising the fields of education, training and work. In addition, Italian Legislative Decree No. 80 of 5 June 2015 on 'Measures for the reconciliation of care, life and work needs' introduced measures aimed at protecting maternity and paternity in order to make the use of parental leave

³ <https://www.europarl.europa.eu/factsheets/it/sheet/59/uguaglianza-tra-uomini-e-donne>

⁴ COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS A Union of Equality: The 2020-2025 Gender Equality Strategy
COM/2020/152 final

⁵ Commission Recommendation of 11 March 2005 on the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers, OJ L 75, 22.3.2005, p. 67-77.

more flexible and promote reconciliation opportunities for all workers, including those in the public sector.

The main areas of intervention in the field of PA are:

- 3.1 Prevention and removal of discrimination
- 3.2 Three-year positive action plans
- 3.3 Staff recruitment and management policies
- 3.4 Work organisation
- 3.5 Development and dissemination of a cultural model focused on the promotion of equal opportunities and the reconciliation of working and personal life⁶

Methodology

Achieving gender equality in a university does not mean trying to alter or violate existing legislation, nor does it mean creating 'fast lanes' for women, but rather putting in place actions necessary to achieve *de-facto* equality, thereby removing the obstacles (see, for example, the glass ceiling) that put women in an inferior position to men.

Although the Gender Equality Plan working group has worked in this direction, it has broadly embraced an approach that is attentive to differences – not only between men and women – with the aim of laying the foundations for a more inclusive University capable of recognising the impact of multiple and intersectional forms of discrimination that affect members of Ca' Foscari community. By intersectionality, we mean the combination of gender with other personal characteristics or identities and the way these intersections contribute to specific experiences of discrimination.

The GEP is the result of joint, careful and reflective work. The participatory process and the implementation of the GEP are significant aspects of a journey that does not end with the group's work in writing the plan. In its final formulation below, the GEP is a starting point for an increasing number of inclusive actions in the years to come.

Existing initiatives

For years now, Ca' Foscari has been developing projects and actions aimed at promoting gender equality both within its own organisation and among students and staff.

In particular, we would like to mention the University's focus on work-life balance issues, which has enabled Ca' Foscari to obtain the Family Audit certification from the Autonomous Province of Trento in July 2019 thanks to the introduction of activities such as telecommuting and coworking, the development of welfare and supplementary health care actions, the digitisation of processes and the organisation of training aimed at increasing management skills in favour of a culture of reconciliation.

With reference to supporting female students, particularly when they enter the labour market, the University has developed the 'LEI – Leadership, Energy, Entrepreneurship' project, which every year carries out a series of activities and initiatives to promote the strengthening of the social and economic role of women in the labour market. In 2020/2021, the LEI project won the 'Donne e

⁶ In this regard, see Directive 2/19, entitled 'Measures to promote equal opportunities and strengthen the role of the Single Guarantee Committees in Public administrations', as registered by the Court of Audit on 16 July 2019 ([Notice published in OJ, General Series No. 184 of 07 August 2019](#)).

futuro tra formAzione e narrAzione' project, regional call – European Social Fund (Regional Decree 526/2020: The Veneto of Women).

The University is also working on incentives to bridge the gender gap in physical and computer engineering studies through the provision of scholarships covering the entire three-year course, in collaboration with Generali Italia as part of the 'Generali4Girls in STEM' initiative.

Finally, the University has developed a series of projects and set up dedicated structures to combat gender stereotypes and violence, such as the ALIAS career path for students undergoing gender transition, the CUG and the Confidential Counsellor.

Verification and updating methods

This document has a time horizon of three years, in line with the other monitoring and planning tools of the University. Specific indicators are foreseen for each action to measure the achievement of the objectives set by the University. Periodic surveys are also planned for all University components to assess the effectiveness of the actions implemented within the GEP.

The GEP Team undertakes to submit to the governing bodies of the University an annual report on the progress of the GEP, whose data and information will serve as the basis for the annual review of all the other planning documents of the University, in order to align objectives and actions while taking into account the various context conditions and the needs and criticalities that have emerged.

ACTION PLAN

Objective	Action	2022	2023	2024
1. Gender equality in recruitment and career advancement				
1.1. Promoting gender equality in recruitment and career advancement	Amendments to the regulations for PhD studies, fellowships and research grants to ensure a gender-balanced composition of committees	X		
	Feasibility study to define ways of encouraging the recruitment and career advancement of women		X	
1.2. Promoting female leadership in research	Survey on female participation in research projects	X		
	Coaching/mentoring and other training activities by successful female researchers, including from outside the University, for young female researchers at the beginning/upgrade of their careers		X	X
	Definition of tools to encourage young female researchers to propose themselves as leaders of research groups and participate in research projects as scientific leaders		X	
2. Organisational culture				
2.1. Strengthening the role of the University with regard to gender issues	Renewal of the HRS4R European certification	X		
	Consolidation and implementation of membership in Networks and Centres of national and international relevance dealing with gender equality and gender-based violence	X	X	X
	Update, drafting and approval of the gender budget	X		

Objective	Action	2022	2023	2024
2.2. Making the language of the University more inclusive	Update of the guidelines on inclusive language and definition of a vademecum establishing common rules for internal and external communication within the University	X	X	
	Revision of the University website, institutional documents and forms to bring language into line with the new guidelines		X	X
2.3. Developing actions to disseminate an inclusive culture within the University's practices	Survey on the perception of inequalities within the University	X		
	Installation of free/capped price sanitary napkin dispensers		X	X
	Experimental activation of a psychological support desk	X		
	Keeping and consolidation of the COFIL Master's philosophical consultancy desk	X	X	X
	Inclusion of award criteria in calls for tender regarding commitment to gender issues (e.g., Gender Equality certification or ISO 30415 for diversity and inclusion)			X
	Keeping and monitoring of ALIAS careers for male and female students	X	X	X
	Feasibility study to introduce the ALIAS profile for staff undergoing gender transition		X	
2.4. Overcoming gender asymmetry in the University's dissemination activities	Definition of guidelines to promote gender equality in panels	X		

Objective	Action	2022	2023	2024
	Mapping of panel composition at conferences		X	
	Programming of conferences, seminars and training activities on the topic of gender stereotypes		X	
2.5. Developing a greater awareness of women's roles	Organising talks with female professionals, researchers, scientists and academics whose professional history inspires study and career choices		X	X
	Planning training initiatives to help technical staff and lecturers promote their leadership and develop strategic skills for the world of work		X	X
3. Gender mainstreaming in research and teaching programmes				
3.1. Incorporating gender issues into the University's educational programme	Recognition of gender-specific teaching in curricula and other training initiatives on gender and diversity issues	X		
	Introduction of new courses explicitly dedicated to gender issues in curricula			X
	Programming of masters, higher education courses, MOOCs, minors and other training initiatives on gender and diversity issues			X
	Promotion of gender education in communication and guidance activities in the University	X	X	X
3.2. Promoting gender mainstreaming as a transversal element in research depending on the subject area	Inclusion of the gender dimension in the forms of calls for proposals for University research projects (e.g., SPIN)	X		

Objective	Action	2022	2023	2024
	Promotion of the use of research tools (databases, guidelines, etc.) and methodologies to include the gender dimension in research		X	X
3.3. Reducing the gender gap in enrolment in STEM degree and PhD programmes	Maintaining and enhancing the provision of scholarships for STEM degrees and PhDs	X	X	X
	Activation of dissertation prizes for female students enrolled in science-related degree courses	X	X	X
	Guidance actions dedicated to STEM paths for high school girls, also in collaboration with external networks	X	X	X
3.4. Strengthening research on gender and diversity issues	Recognition of research products on gender and diversity issues (in the last 5 years)	X		
	Creation of a prize for theses (all levels) on gender, inclusion and diversity issues			X
	Organisation of conferences and seminars to promote research results	X	X	X
4. Gender balance in top positions and decision-making bodies				
4.1. Promoting female leadership in decision-making structures	Establishment of a gender equality delegate in each Department, also by combining similar posts	X		
	Amendment of the University's General Regulations to include double gender preference on voting cards for elected positions		X	
	Internal mentoring paths between managerial and non-managerial profiles to support career advancement in PA			X

Objective	Action	2022	2023	2024
5. Combating gender-based violence, including sexual harassment				
5.1. Promoting knowledge of tools for reporting discrimination and violence	Publicising the activities of the CUG and of the Confidential Counsellor by means of information materials, both digital and paper-based	X		
	Production of an information guide on all University services for the inclusion and protection of students and staff			X
	Updating the code of conduct against sexual harassment and gender-based violence in the light of the most recent international and European legal instruments			X
5.2. Increasing knowledge on different forms of gender-based violence	Continuous monitoring of data on gender-based violence in the University	X	X	X
	Joining/creation of an observatory on gender-based violence, involving the whole Ca' Foscari community			X
	Information activities against sexual harassment and gender-based violence, also involving local anti-violence centres	X	X	X
5.3. Increasing safety in accessing university facilities	Mediation activities with the bodies of the Municipality of Venice to improve public lighting in the areas adjacent to the various university sites, libraries and campuses		X	
6. Work-life balance				
6.1. Supporting work-life balance	Feasibility study on operational methods to support the care responsibilities of teaching staff	X		

Objective	Action	2022	2023	2024
	Renewal of the welfare plan for PTA and CEL staff for the 2022-2024 three-year period	X		
	Transition from emergency phase to full-scale Telecommuting phase (implementation of Pola)	X	X	X
6.2. Supporting parenting and work-life balance	Guaranteeing economic support for the parents of PhD and post-doctoral students	X		
	Obtaining the Family Audit Executive certification	X		

DETAIL SHEETS

The actions included in the plan's six macro-areas are presented in detail below. The following have been identified for each action:

- addressees;
- reference structure;
- other reference structures;
- political authority;
- expected result;
- monitoring indicators;
- resources;
- SDGs and targets of the 2030 Agenda;
- timing.

It should be noted that the economic resources included in the sheets represent indicative costs that will be adjusted annually when the University budget is drawn up.

Please also note that the amount of the resources has not been specified when the resources are internal or already foreseen by other actions.

The categories of addressees listed are to be considered in an inclusive sense. In particular, when macro-groups are used this refers to:

- **student component** = students of all levels, including masters, single course, PhD, Erasmus, etc.;
- **University staff** = teaching, research and administrative staff, CELs, research fellows, etc.;
- **research staff** = all those involved in research - professors, researchers, research fellows, PhD students, etc.
- **all University components** = student and staff component

1. Gender equality in recruitment and career advancement

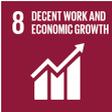
In line with a national trend, Ca' Foscari University shows vertical segregation in the academic sector, which was already highlighted in the 2018 Gender Balance Sheet. According to the recent data of the 2020 Sustainability Report (published in September 2021), out of 116 full professors, there are only 43 full professors, i.e., 27%. The range narrows as one moves down the academic career ladder (associate professors 44%, university researchers 64%, fixed-term researchers 43%). In compliance with the relevant national legislation, the actions presented are aimed at taking the necessary steps to promote gender equality in recruitment and career advancement.

1.1. Promoting gender equality in recruitment and career advancement

Action 1 2	Amendments to the regulations for PhD studies, fellowships and research grants to ensure a gender-balanced composition of committees
Addressees	PhD, postdoctoral fellows and research associates
Reference structure	Research Area
Other reference structures	Departments
Political authority	Pro-rector for Research
Expected result	Gender-balanced composition of commissions
Monitoring indicators	Modification of University regulations
Resources	Internal only
SDGs	 4.5  5.1

Timing	2022	2023	2024
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1.1. Promoting gender equality in recruitment and career advancement

Action 1 2	Feasibility study to define ways of encouraging the recruitment and career advancement of women		
Addressees	Teaching and research staff		
Reference structure	Human Resources Area		
Other reference structures	Strategic Planning and Programming Area (APPS)		
Political authority	Delegate for Gender Equality		
Expected result	Identification of tools to promote gender equality in recruitment and career advancement		
Monitoring indicators	Study implementation		
Resources	Internal only		
SDGs	 5.1	 8.5	

Timing	2022	2023	2024
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1.2. Promoting female leadership in research

Action 1 2 3		Survey on female participation in research projects
Addressees	Research staff	
Reference structure	Strategic Planning and Programming Area (APPS)	
Other reference structures	Research Area, Departments	
Political authority	Pro-rector for Research	
Expected result	Improving knowledge of gender gaps within the University	
Monitoring indicators	Mapping implementation	
Resources	Internal only	
SDGs	 5.1, 5.5	

Timing	2022	2023	2024
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1.2. Promoting female leadership in research

Action 1 2 3	Coaching/mentoring and other training activities by successful female researchers, including from outside the University, for young female researchers at the beginning/upgrade of their careers
Addressees	Research staff
Reference structure	Educational Programmes and Student Services Area - Innovative Educational Unit
Other reference structures	Research Area, Departments
Political authority	Delegate for Teacher Training
Expected result	Increased awareness of young female researchers in the construction of their career
Monitoring indicators	no. of initiatives activated no. of participants
Resources	€10,000
SDGs	 5.5

Timing	2022	2023	2024
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1.2. Promoting female leadership in research

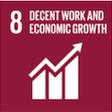
Action 1 2 3	Definition of tools to encourage young female researchers to propose themselves as leaders of research groups and participate in research projects as scientific leaders
Addressees	Research staff
Reference structure	Research Area
Other reference structures	Human Resources Area
Political authority	Pro-rector for Research
Expected result	Reducing gender asymmetries in research projects
Monitoring indicators	% more female Principal Investigators (PI) on an annual basis
Resources	Internal only
SDGs	 5.5

Timing	2022	2023	2024
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2. Organisational culture

Promoting a gender culture in the University's organisation means encouraging gender inclusion and equality in the University' actions and raising awareness among the entire Ca' Foscari community. The organisation of the university is formally neutral, but social mechanisms lead to inequality that is revealed, for example, in gender imbalances in conference panels. The actions included in this area are transversal to the Ca' Foscari community and are aimed at encouraging cultural change.

2.1. Strengthening the role of the University with regard to gender issues

Action 1 2 3	Renewal of the 'HR Excellence in Research' - HRS4R process		
Addressees	Research staff		
Reference structure	Human Resources Area		
Other reference structures	Research Area		
Political authority	Pro-rector for Research		
Expected result	Continuation of the University's efforts to improve the working conditions of researchers at all stages of their careers with particular attention to gender issues		
Monitoring indicators	Renewal of certification		
Resources	Internal only		
SDGs	 5.c  8.8		

Timing	2022	2023	2024
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2.1. Strengthening the role of the University with regard to gender issues

Action 1 2 3	Consolidation and implementation of membership in Networks and Centres of national and international relevance dealing with gender equality and gender-based violence		
Addressees	All University components		
Reference structure	Equal Opportunities, Employee Well-Being and inclusion Committee; Rectorate		
Other reference structures	Communication and Cultural and Institutional Promotion Area		
Political authority	Delegate for Gender Equality		
Expected result	External visibility of commitment to and promotion of inclusive culture. Awareness-raising action in the Ca' Foscari community through the University's commitment.		
Monitoring indicators	no. of memberships maintained/activated with Networks and Centres		
Resources	€1.000		
SDGs	 5.c		

Timing	2022	2023	2024
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2.1. Strengthening the role of the University with regard to gender issues

Action 1 2 3	Update, drafting and approval of the gender budget following CRUI guidelines		
Addressees	All University components		
Reference structure	Human Resources Area		
Other reference structures	Budget and Finance Area, Educational Programmes and Student Services Area, Strategic Planning and Programming Area, Research Area, Institutional Affairs Area, Communication and Cultural and Institutional Promotion Area		
Political authority	Delegate for Gender Equality		
Expected result	Improving knowledge of the state of the art and measures implemented in relation to gender issues.		
Monitoring indicators	Approval of the Gender Budget by the bodies		
Resources	Internal only		
SDGs	 5.c		

Timing	2022	2023	2024
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2.2. Making the language of the University more inclusive

Action 1 2	Update of the guidelines on inclusive language and definition of a vademecum establishing common rules for internal and external communication within the University		
Addressees	All University components		
Reference structure	Communication and Cultural and Institutional Promotion Area		
Other reference structures	Institutional Affairs Area		
Political authority	Delegate for University Communication		
Expected result	Dissemination of an inclusive language culture		
Monitoring indicators	Adoption of updated guidelines		
Resources	Production of information material		
SDGs	 5.1, 5.b		

Timing	2022	2023	2024
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2.2. Making the language of the University more inclusive

Action 1 2	Revision of the University website, institutional documents and forms to bring language into line with the new guidelines		
Addressees	All University components		
Reference structure	Computer Services and Telecommunications Area		
Other reference structures	Institutional Affairs Area, Communication and Cultural and Institutional Promotion Area, Human Resources Area, Educational Programmes and Student Services Area, Research Area, Real Estate and Purchasing Area, Budget and Finance Area		
Political authority	Delegate for University Communication		
Expected result	Dissemination of an inclusive language culture		
Monitoring indicators	Revision completed		
Resources	Internal only		
SDGs	 5.1, 5.b		

Timing	2022	2023	2024
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2.3. Developing actions to disseminate an inclusive culture within the University's practices

Action 1 2 3 4 5 6 7	Survey on the perception of inequalities within the University		
Addressees	All University components		
Reference structure	Equal Opportunities, Employee Well-Being and inclusion Committee		
Other reference structures	Human Resources Area, Strategic Planning and Programming Area, Institutional Affairs Area		
Political authority	Delegate for Initiatives to support the assistance, integration and well-being of people with disabilities		
Expected result	Delegate for Gender Equality		
Monitoring indicators	Definition of a framework of perceptions on gender issues and assessment of the impact of actions undertaken		
Resources	Implementation of the survey		
SDGs	 5.c		

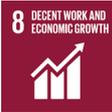
Timing	2022	2023	2024
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2.3. Developing actions to disseminate an inclusive culture within the University's practices

Action 1 2 3 4 5 6 7	Installation of free/capped price sanitary napkin dispensers		
Addressees	Student and Staff Component		
Reference structure	Educational Programmes and Student Services Area, Real Estate and Purchasing Area		
Other reference structures	Institutional Affairs Area		
Political authority	Delegate for Gender Equality		
Expected result	Making everyday life easier for women at the University		
Monitoring indicators	Installation of vending machines in the main buildings		
Resources	Approx. € 5,000/vending machine		
SDGs	 5.6	 3.7	

Timing	2022	2023	2024
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2.3. Developing actions to disseminate an inclusive culture within the University's practices

Action 1 2 3 4 5 6 7	Experimental activation of a psychological support desk		
Addressees	University staff		
Reference structure	Human Resources Area		
Other reference structures	-		
Political authority	Pro-Rector for General, Legal and Personnel Affairs and Relations with Fondazione Università Ca' Foscari Venezia		
Expected result	Strengthening of welfare/organisational wellbeing/work-life balance measures		
Monitoring indicators	Activation of the help desk		
Resources	€ 5,000		
SDGs	 5.1	 8.8	 3.4

Timing	2022	2023	2024
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2.3. Developing actions to disseminate an inclusive culture within the University's practices

Action 1 2 3 4 5 6 7	Keeping and consolidation of the COFIL Master's philosophical consultancy desk		
Addressees	All University components		
Reference structure	Equal Opportunities, Employee Well-Being and inclusion Committee		
Other reference structures	Human Resources Area, Educational Programmes and Student Services Area		
Political authority	Pro-Rector for General, Legal and Personnel Affairs and Relations with Fondazione Università Ca' Foscari Venezia Pro-Rector for Student Support and Services		
Expected result	Cultural awareness of the importance of gender issues in human relations		
Monitoring indicators	Keeping of desk services No. of users		
Resources	Internal only		
SDGs	 5.1	 8.8	 3.4

Timing	2022	2023	2024
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2.3. Developing actions to disseminate an inclusive culture within the University's practices

Action 1 2 3 4 5 6 7	Inclusion of award criteria in calls for tender regarding commitment to gender issues (e.g., Gender Equality certification or ISO 30415 for diversity and inclusion)		
Addressees	Technical-administrative staff		
Reference structure	Real Estate and Purchasing Area		
Other reference structures	Institutional Affairs Area		
Political authority	Delegate for Gender Equality		
Expected result	Strengthening of gender equality as a criterion in calls for tenders		
Monitoring indicators	% of calls for tenders that include gender issues among the award criteria		
Resources	Internal only		
SDGs	 5.c	 12.7	

Timing	2022	2023	2024
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2.3. Developing actions to disseminate an inclusive culture within the University's practices

Action 1 2 3 4 5 6 7	Keeping and monitoring of ALIAS careers for male and female students		
Addressees	Student component		
Reference structure	Educational Programmes and Student Services Area		
Other reference structures	Strategic Planning and Programming Area		
Political authority	Pro-Rector for Student Support and Services		
Expected result	Awareness of gender issues and main biases and stereotypes		
Monitoring indicators	Keeping the ALIAS career No. of users who have used ALIAS careers		
Resources	Internal only		
SDGs	 5.c	 10.2	 4.a

Timing	2022	2023	2024
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2.3. Developing actions to disseminate an inclusive culture within the University's practices

Action 1 2 3 4 5 6 7	Feasibility study to introduce the ALIAS profile for staff undergoing gender transition
Addressees	Technical-administrative, teaching and research staff
Reference structure	Human Resources Area
Other reference structures	-
Political authority	Pro-Rector for General, Legal and Personnel Affairs and Relations with Fondazione Università Ca' Foscari Venezia
Expected result	Awareness of gender issues and main biases and stereotypes
Monitoring indicators	Carrying out of the feasibility study
Resources	Internal only
SDGs	 5.c  10.2

Timing	2022	2023	2024
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2.4. Overcoming gender asymmetry in the University's dissemination activities

Action 1 2 3	Definition of guidelines to promote gender equality in panels		
Addressees	Research staff		
Reference structure	Communication and Cultural and Institutional Promotion Area		
Other reference structures	Institutional Affairs Area, Departments		
Political authority	Pro-Rector for Civic Engagement		
Expected result	Developing a culture of gender equality in the University's seminar and conference activities and reducing the number of all-male panels		
Monitoring indicators	Adoption of guidelines		
Resources	Internal only		
SDGs	 5.5, 5.c	 10.2	

Timing	2022	2023	2024
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2.4. Overcoming gender asymmetry in the University's dissemination activities

Action 1 2 3		Mapping of panel composition at conferences
Addressees	Research staff	
Reference structure	Communication and Cultural and Institutional Promotion Area	
Other reference structures	Departments, Computer Services and Telecommunications Area, Strategic Planning and Programming Area	
Political authority	Pro-Rector for Civic Engagement	
Expected result	Developing a culture of gender equality in the University's seminar and conference activities and reducing the number of all-male panels	
Monitoring indicators	Definition of modalities and implementation of mapping	
Resources	Internal only	
SDGs	 5.5  10.2  4.a	

Timing	2022	2023	2024
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2.4. Overcoming gender asymmetry in the University's dissemination activities

Action 1 2 3	Programming of conferences, seminars and training activities on the topic of gender stereotypes		
Addressees	All University components		
Reference structure	Equal Opportunities, Employee Well-Being and inclusion Committee, Interdepartmental Human Rights Research Centre		
Other reference structures	ACPIC		
Political authority	Pro-Rector for Civic Engagement		
Expected result	Development of internal awareness of gender issues and main stereotypes		
Monitoring indicators	No. of initiatives carried out No. of participants		
Resources	€ 3,000		
SDGs	 5.1	 10.2	 4.a

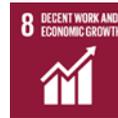
Timing	2022	2023	2024
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2.5. Developing a greater awareness of women's roles

Action 1 2	Organising talks with female professionals, researchers, scientists and academics whose professional history inspires study and career choices
Addressees	University and high school female students
Reference structure	Educational Programmes and Student Services Area - LEi Project
Other reference structures	–
Political authority	Pro-Rector for Civic Engagement Delegate for Guidance and Tutoring
Expected result	Support for women's careers
Monitoring indicators	No. of activities carried out No. of participants
Resources	€ 2,000
SDGs	 5.5  10.2

Timing	2022	2023	2024
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2.5. Developing a greater awareness of women's roles

Action 1 2	Planning training initiatives to help technical staff and lecturers promote their leadership and develop strategic skills for the world of work
Addressees	Female staff of the University
Reference structure	Human Resources Area
Other reference structures	Educational Programmes and Student Services Area - LEi Project
Political authority	Pro-rector for General, Legal and Personnel Affairs and Relations with Fondazione Università Ca' Foscari Venezia Delegate for Academic Training
Expected result	Support for women's careers
Monitoring indicators	No. of activities carried out No. of participants
Resources	€ 10,000
SDGs	 5.5  4.3  8.5

Timing	2022	2023	2024
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3. Gender mainstreaming in research and teaching programmes

The gender dimension is present in many of the University's courses; over the years, courses, including MOOCs, minors and masters on gender equality and gender language have been activated. However, there are still considerable differences between departments and courses, as well as occasional difficulties in ensuring continuity in training and research activities. There are no University guidelines for promoting greater visibility of gender issues and integration thereof in research and teaching programmes. The actions presented aim at filling these gaps.

3.1. Incorporating gender issues into the University's educational programme

Action 1 2 3 4	Recognition of gender-specific teaching in curricula and other training initiatives on gender and diversity issues
Addressees	Student component
Reference structure	Educational Programmes and Student Services Area
Other reference structures	Departments
Political authority	Pro-Rector for Teaching Activities
Expected result	Acquisition of competences on gender equality and inclusion thereof in students' curricula
Monitoring indicators	Mapping implementation
Resources	Internal only
SDGs	 5.c  4.7  10.2

Timing	2022	2023	2024
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3.1. Incorporating gender issues into the University's educational programme

Action 1 2 3 4	Introduction of new courses explicitly dedicated to gender issues in curricula		
Addressees	Student component		
Reference structure	Departments		
Other reference structures	Educational Programmes and Student Services Area		
Political authority	Pro-Rector for Teaching Activities		
Expected result	Acquisition of skills on gender equality and inclusion thereof in students' curricula		
Monitoring indicators	No. of courses included in the 2024/25 educational programme		
Resources	Internal only		
SDGs	 5.c	 4.7	 10.2

Timing	2022	2023	2024
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3.1. Incorporating gender issues into the University's educational programme

Action 1 2 3 4	Programming of masters, higher education courses, MOOCs, minors and other training initiatives on gender and diversity issues		
Addressees	Student component		
Reference structure	Challenge School, Educational Programmes and Student Services Area		
Other reference structures	Departments		
Political authority	Pro-Rector for Teaching Activities		
Expected result	Acquisition of skills on gender equality and inclusion thereof in students' curricula		
Monitoring indicators	No. of training initiatives carried out		
Resources	Internal only		
SDGs	 5.c	 4.7	 10.2

Timing	2022	2023	2024
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3.1. Incorporating gender issues into the University's educational programme

Action 1 2 3 4	Promotion of gender education in communication and guidance activities in the University		
Addressees	Student component		
Reference structure	Educational Programmes and Student Services Area		
Other reference structures	Communication and Cultural and Institutional Promotion Area		
Political authority	Pro-Rector for Teaching Activities Delegate for Guidance and Tutoring		
Expected result	Acquisition of skills on gender equality and inclusion thereof in students' curricula		
Monitoring indicators	No. of promotional materials produced and initiatives carried out		
Resources	Internal only		
SDGs	 5.1	 4.7	 10.2

Timing	2022	2023	2024
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3.2. Promoting gender mainstreaming as a transversal element in research depending on the subject area

Action 1 2	Inclusion of the gender dimension in the forms of calls for proposals for University research projects (e.g., SPIN)		
Addressees	Research staff		
Reference structure	Research Area		
Other reference structures	–		
Political authority	Pro-Rector for Research Delegates for Department Research		
Expected result	Increased awareness among research staff of the importance of gender mainstreaming in research		
Monitoring indicators	Adaptation of the application form		
Resources	Internal only		
SDGs	 5.c	 8.8	

Timing	2022	2023	2024
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3.2. Promoting gender mainstreaming as a transversal element in research depending on the subject area

Action 1 2	Promotion of the use of research tools (databases, guidelines, etc.) and methodologies to include the gender dimension in research		
Addressees	Teaching and research staff		
Reference structure	Research Area		
Other reference structures	Institutional Affairs Area, Communication and Cultural and Institutional Promotion Area, Departments		
Political authority	Pro-Rector for Research Delegates for Department Research		
Expected result	Acquisition of skills and methodological tools for the promotion of gender research		
Monitoring indicators	No. of promotion initiatives carried out No. of participants		
Resources	€ 3,000		
SDGs	 5.1		

Timing	2022	2023	2024
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3.3. Reducing the gender gap in enrolment in STEM degree and PhD programmes

Action 1 2 3	Maintaining and enhancing the provision of scholarships for STEM degrees and PhDs		
Addressees	Student component, women PhDs		
Reference structure	Educational Programmes and Student Services Area		
Other reference structures	Department of Environmental Sciences, Informatics and Statistics, Department of Molecular Sciences and Nanosystems, Development Office		
Political authority	Pro-Rector for Student Support and Services		
Expected result	Reduction of the gender gap in STEM-related degree programmes		
Monitoring indicators	No. of grants activated and awarded		
Resources	Fundraising from external funders		
SDGs	 5.c	 4.5	

Timing	2022	2023	2024
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3.3. Reducing the gender gap in enrolment in STEM degree and PhD programmes

Action 1 2 3	Activation of dissertation prizes for female students enrolled in science-related degree courses		
Addressees	Student component, women PhDs		
Reference structure	Educational Programmes and Student Services Area		
Other reference structures	Department of Environmental Sciences, Informatics and Statistics, Department of Molecular Sciences and Nanosystems, Development Office		
Political authority	Pro-Rector for Student Support and Services		
Expected result	Reduction of the gender gap in STEM-related degree programmes		
Monitoring indicators	No. of prizes awarded		
Resources	Fundraising from external funders		
SDGs	 5.1	 4.5, 4.a	

Timing	2022	2023	2024
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3.3. Reducing the gender gap in enrolment in STEM degree and PhD programmes

Action 1 2 3	Guidance actions dedicated to STEM paths for high school girls, also in collaboration with external networks		
Addressees	High school female students		
Reference structure	Educational Programmes and Student Services Area - LEi Project		
Other reference structures			
Political authority	Delegate for Guidance and Tutoring		
Expected result	Reducing the gender gap in STEM-related degree programmes		
Monitoring indicators	No. of activities carried out No. of people involved		
Resources	Internal only		
SDGs	 5.c	 4.5	

Timing	2022	2023	2024
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3.4. Strengthening research on gender and diversity issues

Action 1 2 3	Recognition of research products on gender and diversity issues (in the last 5 years)		
Addressees	Teaching and research staff		
Reference structure	Strategic Planning and Programming Area		
Other reference structures	Research Area		
Political authority	Pro-Rector for Research		
Expected result	Acquisition of skills and methodological tools for the promotion of gender research		
Monitoring indicators	Mapping implementation		
Resources	Internal only		
SDGs	 5.1		

Timing	2022	2023	2024
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3.4. Strengthening research on gender and diversity issues

Action 1 2 3	Creation of a prize for theses (all levels) on gender, inclusion and diversity issues		
Addressees	Student component		
Reference structure	Development Office		
Other reference structures	Educational Programmes and Student Services Area		
Political authority	Pro-Rector for Student Support and Services		
Expected result	Acquisition of skills and methodological tools for the promotion of gender research		
Monitoring indicators	No. of prizes awarded		
Resources	Fundraising from external funders		
SDGs	 5.1	 10.2	

Timing	2022	2023	2024
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3.4. Strengthening research on gender and diversity issues

Action 1 2 3	Realizzazione di convegni e seminari di promozione dei risultati della ricerca sui temi del genere e della diversità		
Addressees	All University components; external community		
Reference structure	Departments		
Other reference structures	Communication and Cultural and Institutional Promotion Area		
Political authority	Pro-Rector for Civic Engagement Departmental Delegates for Civic Engagement		
Expected result	Acquisition of skills and methodological tools for the promotion of gender research		
Monitoring indicators	No. of initiatives carried out No. of participants		
Resources	Internal only		
SDGs	 5.1	 10.2	

Timing	2022	2023	2024
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4. Gender balance in top positions and decision-making bodies

Gender balance in top positions and decision-making bodies should be ensured both in terms of quantitative balance and in terms of equal opportunities and ethical equality. The first condition for this to happen is that the so-called 'glass ceiling' - the set of social, cultural and psychological barriers that hinder equal rights - is broken. The proposed actions are important steps in this direction and go hand in hand with a cultural and regulatory change, which the whole plan aims at.

4.1. Promoting female leadership in decision-making structures

Action 1 2 3	Establishment of a gender equality delegate in each Department, also by combining similar posts
Addressees	All University components
Reference structure	Rectorate
Other reference structures	Departments, Institutional Affairs Area
Political authority	Delegate for Gender Equality
Expected result	Consolidation of the institutional-university structure in order to promote equal opportunities and monitor the measures adopted to promote gender balance in the University
Monitoring indicators	Appointment of delegates
Resources	Internal only
SDGs	 5.5

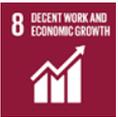
Timing	2022	2023	2024
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4.1. Promoting female leadership in decision-making structures

Action 1 2 3	Amendment of the University's General Regulations to include double gender preference on voting cards for elected positions
Addressees	All University components
Reference structure	Institutional Affairs Area
Other reference structures	
Political authority	Pro-Rector for General, Legal and Personnel Affairs and Relations with Fondazione Università Ca' Foscari Venezia
Expected result	Achievement of gender equality in the representation process
Monitoring indicators	Modification of the General Regulations (in line with the revisions of the Statute and Regulations)
Resources	Internal only
SDGs	 5.5

Timing	2022	2023	2024
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4.1. Promoting female leadership in decision-making structures

Action 1 2 3	Internal mentoring paths between managerial and non-managerial profiles to support career advancement in PA		
Addressees	Female technical-administrative staff and CELs		
Reference structure	Human Resources Area		
Other reference structures	-		
Political authority	Delegate for Gender Equality		
Expected result	Support for women's careers		
Monitoring indicators	No. of activities carried out No. of participants		
Resources	Internal only		
SDGs	 5.1, 5.5	 8.8	

Timing	2022	2023	2024
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5. Combating gender-based violence, including sexual harassment

Gender-based violence is structural in societies and disproportionately affects women and girls. It is a form of discrimination against women and a violation of fundamental human rights. Sexual harassment is a form of gender-based violence and consists of any form of unwanted verbal, non-verbal or physical conduct of a sexual nature with the purpose or effect of violating the dignity of a person, in particular when such conduct creates an intimidating, hostile, degrading, humiliating or offensive environment (Istanbul Convention, Art. 40). The actions included in this area are aimed at responding to any instance of gender-based violence in the University, but also at preventing violence by raising the awareness of the whole Ca' Foscari community and changing a culture of discrimination and exclusion.

5.1. Promoting knowledge of tools for reporting discrimination and violence

Action 1 2 3	Publicising the activities of the CUG and of the Confidential Counsellor by means of information materials, both digital and paper-based		
Addressees	All University components		
Reference structure	Equal Opportunities, Employee Well-Being and inclusion Committee		
Other reference structures	Communication and Cultural and Institutional Promotion Area		
Political authority	Delegate for Gender Equality		
Expected result	Awareness of the CUG's activities and the importance of its role.		
Monitoring indicators	No. of dissemination activities carried out		
Resources	Internal only		
SDGs	 5.1	 4.7	 10.2

Timing	2022	2023	2024
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5.1. Promoting knowledge of tools for reporting discrimination and violence

Action 1 2 3	Production of an information guide on all University services for the inclusion and protection of students and staff
Addressees	All University components
Reference structure	Institutional Affairs Area
Other reference structures	Communication and Cultural and Institutional Promotion Area, Strategic Planning and Programming Area, Educational Programmes and Student Services Area, Research Area
Political authority	Delegate for University Communication
Expected result	Raising awareness of the services offered by the University regarding inclusion and contrast to violence
Monitoring indicators	Publication of the information guide by the beginning of a.y. 2024/25
Resources	Internal only
SDGs	 5.2  4.a  10.2

Timing	2022	2023	2024
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5.1. Promoting knowledge of tools for reporting discrimination and violence

Action 1 2 3	Updating the code of conduct against sexual harassment and gender-based violence in the light of the most recent international and European legal instruments		
Addressees	All University components		
Reference structure	Human Resources Area		
Other reference structures	Equal Opportunities, Employee Well-Being and inclusion Committee, Institutional Affairs Area		
Political authority	Delegate for Gender Equality		
Expected result	Development of a culture of inclusion against discrimination		
Monitoring indicators	Drafting of the new code of conduct		
Resources	Internal only		
SDGs	 5.2	 4.a	

Timing	2022	2023	2024
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5.2. Increasing knowledge on different forms of gender-based violence

Action 1 2 3	Continuous monitoring of data on gender-based violence in the University		
Addressees	All University components		
Reference structure	Equal Opportunities, Employee Well-Being and inclusion Committee, Confidential Counsellor		
Other reference structures	Strategic Planning and Programming Area, Human Resources Area		
Political authority	Delegate for Gender Equality		
Expected result	Improvement of knowledge on gender issues and violence within the University		
Monitoring indicators	Implementation of 1 monitoring action on an annual basis		
Resources	Internal only		
SDGs	 5.2	 4.a	

Timing	2022	2023	2024
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5.2. Increasing knowledge on different forms of gender-based violence

Action 1 2 3	Joining/creation of an observatory on gender-based violence, involving the whole Ca' Foscari community		
Addressees	All University components		
Reference structure	Equal Opportunities, Employee Well-Being and inclusion Committee		
Other reference structures	Rectorate, Interdepartmental Human Rights Research Centre		
Political authority	Delegate for Gender Equality		
Expected result	Creation of a close link among the academic world, magistrates, lawyers and advocates involved in this field and the world of anti-violence centres and communication.		
Monitoring indicators	Activation of the Observatory		
Resources	Internal only		
SDGs	 5.2, 5.c		

Timing	2022	2023	2024
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5.2. Increasing knowledge on 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		
Addressees	All University components		
Reference structure	Equal Opportunities, Employee Well-Being and inclusion Committee		
Other reference structures	Communication and Cultural and Institutional Promotion Area, Interdepartmental Human Rights Research Centre		
Political authority	Delegate for Gender Equality		
Expected result	Development of a culture of inclusion against discrimination. Helping all components of the Ca' Foscari community to recognise violence and to know what action to take.		
Monitoring indicators	No. of initiatives carried out No. of participants		
Resources	Internal only		
SDGs	 5.2	 10.2	

Timing	2022	2023	2024
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5.3. Increasing safety in accessing university facilities

Action 1	Mediation activities with the bodies of the Municipality of Venice to improve public lighting in the areas adjacent to the various university sites, libraries and campuses
Addressees	All University components
Reference structure	Rectorate
Other reference structures	-
Political authority	Pro-Rector for Local Relations
Expected result	Safer access to university buildings, libraries and campus, especially in the evening, for vulnerable people
Monitoring indicators	Formalised request to municipal offices
Resources	Internal only
SDGs	 5.2  11.2, 11.7

Timing	2022	2023	2024
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6. Work-life balance

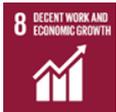
Ensuring work-life balance for parents and carers means helping workers to reconcile work and family life by promoting flexible workload management and maternity support.

6.1. Supporting work-life balance

Action 1 2 3	Feasibility study on operational methods to support the care responsibilities of teaching staff
Addressees	Teaching and research staff
Reference structure	Human Resources Area
Other reference structures	-
Political authority	Delegate for Gender Equality
Expected result	Strengthening of welfare measures/organisational well-being/work-life balance
Monitoring indicators	Study implementation
Resources	Internal only
SDGs	  5.4 3.7

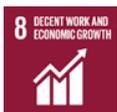
Timing	2022	2023	2024
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6.1. Supporting work-life balance

Action 1 2 3	Renewal of the welfare plan for PTA and CEL staff for the 2022-2024 three-year period		
Addressees	Technical-administrative and CEL staff		
Reference structure	Human Resources Area		
Other reference structures	-		
Political authority	Pro-Rector for General, Legal and Personnel Affairs and Relations with Fondazione Università Ca' Foscari Venezia		
Expected result	Strengthening of welfare/organisational wellbeing/work-life balance measures		
Monitoring indicators	Plan renewal by 2022 % of wallet usage by users		
Resources	€ 1,145,991.00 for the three-year period		
SDGs	 3.7	 8.5	

Timing	2022	2023	2024
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6.1. Supporting work-life balance

Action 1 2 3	Transition from emergency phase to full-scale Telecommuting phase (implementation of Pola)		
Addressees	Technical-administrative staff		
Reference structure	Human Resources Area		
Other reference structures	-		
Political authority	Pro-Rector for General, Legal and Personnel Affairs and Relations with Fondazione Università Ca' Foscari Venezia		
Expected result	Strengthening of welfare/organisational wellbeing/work-life balance measures		
Monitoring indicators	Development of POLA in line with annual targets		
Resources	Resources foreseen by POLA		
SDGs	 8.8		

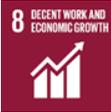
Timing	2022	2023	2024
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6.2. Supporting parenting and work-life balance

Action 1 2	Guaranteeing economic support for the parents of PhD and post-doctoral students		
Addressees	PhD		
Reference structure	Research Area - PhD Office		
Other reference structures	Educational Programmes and Student Services Area - Postgraduate Administration Unit Budget and Finance Area - Payroll for students office		
Political authority	Delegate for PhDs		
Expected result	Strengthening of welfare/organisational wellbeing/work-life balance measures for research staff		
Monitoring indicators	Amendments to relevant University regulations		
Resources	€ 5,000		
SDGs	 5.4		

Timing	2022	2023	2024
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6.2. Supporting parenting and work-life balance

Action 1 2	Obtaining the Family Audit Executive certification		
Addressees	University staff		
Reference structure	Human Resources Area		
Other reference structures	-		
Political authority	Pro-Rector for General, Legal and Personnel Affairs and Relations with Fondazione Università Ca' Foscari Venezia		
Expected result	Strengthening of welfare/organisational wellbeing/work-life balance measures		
Monitoring indicators	Obtaining the Executive certification		
Resources	€ 5,000		
SDGs	 3.7	 5.4	 8.8

Timing	2022	2023	2024
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Ca' Foscari University of Venice

Rector's delegate for gender equality
Prof. Sara De Vido

Administration Coordinator
Monica Gussoni

Publication by the
Institutional Affairs Area
Sustainability Office
as the relevant administrative support structure of GEP TEAM