



Università  
Ca' Foscari  
Venezia

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

Report of activities carried out in 2024

## 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

Name and Surname			Position	
Prof.	Sara	De Vido	Coordinator	Rector's Delegate for Gender Equality
Prof.	Sabrina	Marchetti	Deputy coordinator	President of the CUG*
	Monica	Gussoni	Head of HR	Human Resources Area
Prof.	Stefania	Sbarra		Faculty representative*
	Nicoletta	Bortoluzzi		ARIC – Research Area Representative
	Dario	Petrantoni		AAI – Sustainability Office Representative
	Giada	Tonetto		Representative of PhD Students Assembly
	Mara	Ioculano		Student Assembly Representative*
	Sergio	Favaretto		APPS – Evaluation Office Representative
	Arianna	Cattarin		ADISS - Career Service / Lei project Repr.
	Caterina	Pasinati		ARU – HR Organisation and Development Office Representative
	Diletta	Mozzato		ADiSS – Academic Guidance, Tutoring, and Campus Services Office Representative
Prof.	Giuliana	Giusti		Extra Faculty Representative*
	Vivianne	Pavan		Extra APPS – Management Control Office Representative
	Laura	Fagarazzi		Extra ARIC - Research Area Representative
	Anna	Bonfante		Extra AAI - Sustainability Office Representative

*\*Member of the Equal Opportunities, Employee Well-Being and Inclusion Committee (CUG)*

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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'.*

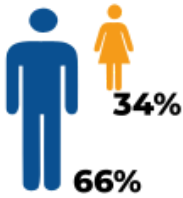
Gender equality is a cross-cutting strategic enabling factor that Ca' Foscari has included in its Strategic Plan 2021-2026. Therefore, the adoption of a GEP is an absolute requirement. This is not a formal step aimed only at obtaining funds but a set of objectives and actions aimed at developing an inclusive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

This document compiles the monitoring for the calendar year 2024 and the academic year 2023/2024, covering the actions under the plan.

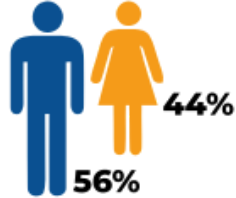
# BASIC DATA

## Faculty<sup>1</sup>

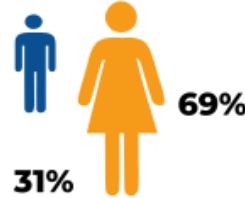
### Full Professors



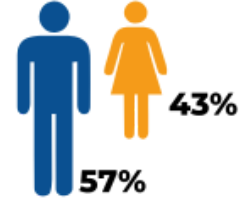
### Associate Prof.



### Researchers



### Fixed-term Researchers

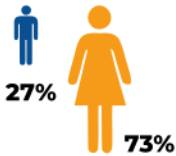


Proportion of female teaching and research staff

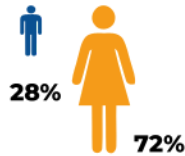


## Technical and administrative staff<sup>1</sup>

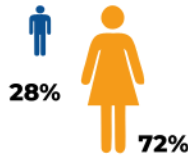
### Auxiliary staff



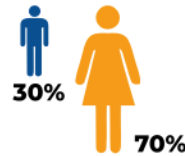
### Collaborators



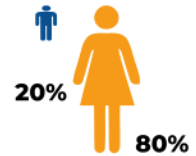
### Administration



### Senior techn.-admin. staff



### CELS

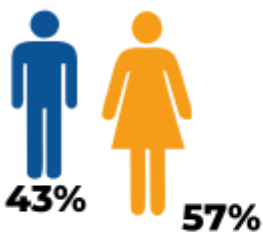


Proportion of female technical and administrative staff

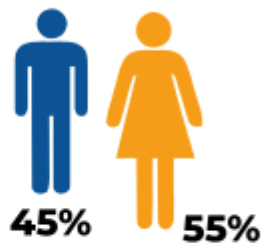


## Teaching assistants and junior researchers<sup>1</sup>

### Teaching assistants



### Research fellows

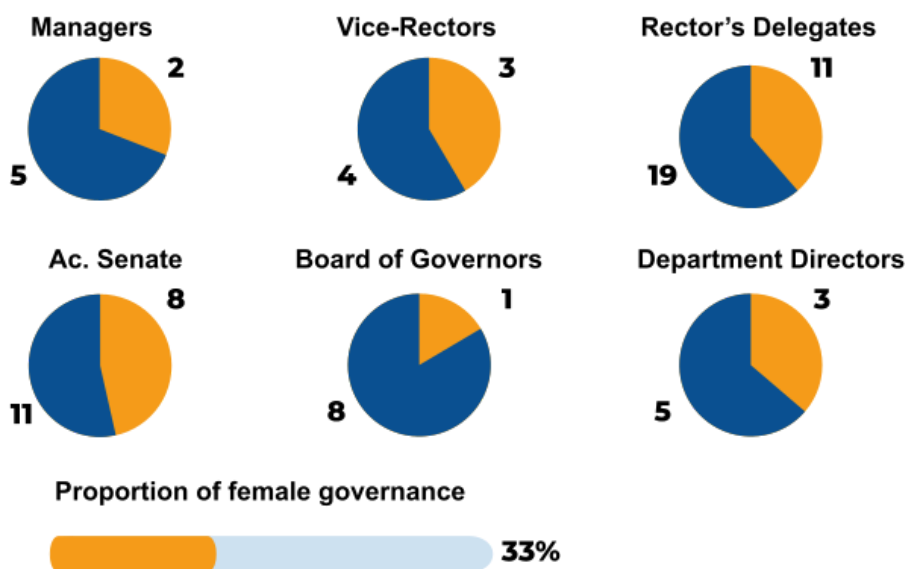


Proportion of female non-permanent staff

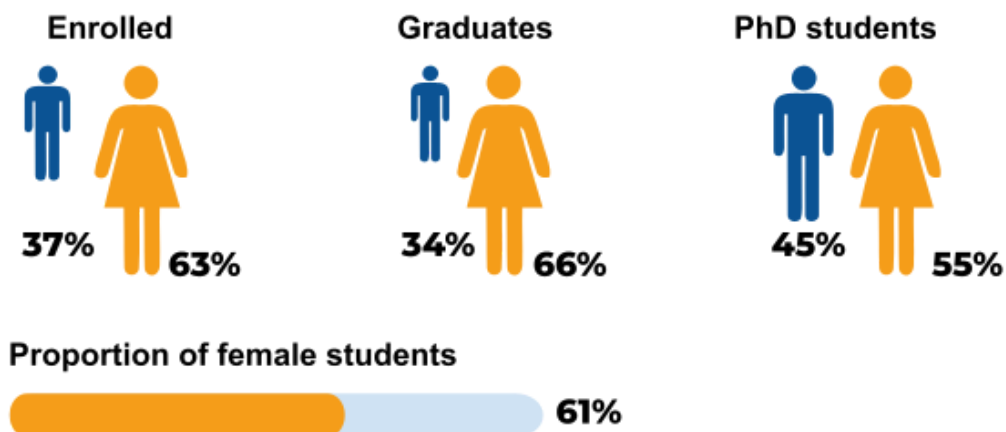


<sup>1</sup> Data as of 31/12/2024. Source: Management Control Office

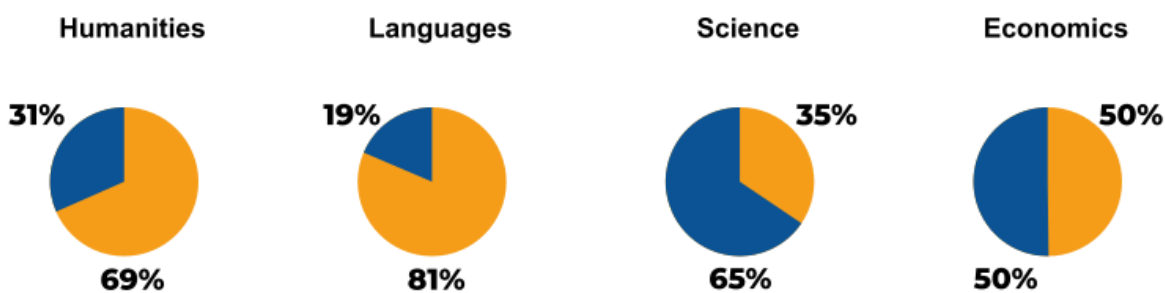
## Governance<sup>1</sup>



## Students<sup>2</sup>




## Enrolled students divided by area of study<sup>2</sup>




<sup>2</sup> Data refers to the 2023/24 a. y. and the 2024 calendar year. Source: Management Control Office.

## ACTIONS CARRIED OUT IN 2024

### 1. Gender equality in recruitment and career advancement

1.1. Promote gender equality in recruitment and career advancement	
<b>Action</b> 1 2	<b>Feasibility study to define ways to encourage the recruitment and career advancement of women</b>
<b>Recipients</b>	Teaching and research staff
<b>Structure of reference</b>	ARU
<b>Other structures involved</b>	APPS
<b>Political authority</b>	Delegate for Gender Equality
<b>Expected result</b>	Identification of tools to promote gender equality in recruitment and career advancements
<b>Monitoring indicators</b>	Implementation of the study
<b>Resources</b>	Internal only
<b>SDGs</b>	 
<b>Description of the action and monitoring</b>	The study was not completed. However, several initiatives were carried out, which are detailed in the following sections.


## 1.2. Promote female leadership in research

<b>Action</b> 1 2 3	<b>Coaching/mentoring activities and other training activities for young female researchers at the beginning/career advancement, by successful female researchers, also from outside the University</b>
<b>Recipients</b>	Research staff
<b>Structure of reference</b>	ADISS - Innovative Education Sector
<b>Other structures involved</b>	ARIC, Departments
<b>Political authority</b>	Faculty Training Delegate
<b>Resources</b>	€ 7,606.50
<b>Expected result</b>	Increased awareness among young female researchers in building their careers
<b>Monitoring indicators</b>	14 initiatives activated 113 participants
<b>SDGs</b>	
<b>Description of the action and monitoring</b>	<p>This action was developed over the course of two years. In the second year, which followed the programming activities of the first, six microlearning sessions per topic were held for teaching staff on 'Mentoring methods and techniques for university teaching' and 'Developing inclusive leadership in working and research groups.' In the autumn, two female trainers conducted two workshops on these topics in September and December, respectively.</p>




## 2. Culture of the organisation


### 2.1. Strengthen the University's role on gender issues

<b>Action</b> 1 2 3 4	<b>Consolidation and implementation of membership in Networks and Centres of national and international relevance dealing with gender equality and gender-based violence</b>
<b>Recipients</b>	All members of the University
<b>Structure of reference</b>	CUG and Rectorate
<b>Other structures involved</b>	ACPIC
<b>Political authority</b>	Delegate for Gender Equality
<b>Resources</b>	Internal only
<b>SDGs</b>	 <b>5.1, 5.c</b>
<b>Description of the action and monitoring</b>	<p>The University's active participation in the "Rete Aiuto Donna" project for the "Promotion of good practices in the integrated care actions of the ULSS 3 Territorial Anti-Violence Network," established last year, is ongoing. Furthermore, at the initiative of the Rector's Delegate for Memorial Days and Gender Equality, the University, through the Human Rights Centre (CESTUDIR), has joined the national network against hate speech. Lastly, the University continues to actively contribute to the work of the "Inclusion and Social Justice" working group within the RUS – Network of Universities for Sustainable Development, with which the "Just The Woman I Am" march for women was also held again.</p>

## 2.1. Strengthen the University's role on gender issues

<b>Action</b> 1 2 3 4	<b>Starting application and obtaining the UNI/PdR 125:2022 certification</b>
<b>Recipients</b>	University staff
<b>Structure of reference</b>	ARU
<b>Other structures involved</b>	AAI and APPS
<b>Political authority</b>	Vice-rector for General, Legal and Personnel Affairs and Relations with the Ca' Foscari University of Venice Foundation
<b>Monitoring indicators</b>	Strengthening welfare/organisational well-being/work-life balance and their associated gender equality measures
<b>Expected result</b>	Confirm UNI/PdR 125:2022 certification
<b>Resources</b>	€ 2,982.90 and internal resources
<b>SDGs</b>	
<b>Description of the action and monitoring</b>	<p>The process of renewing the certification involved the entire Ca' Foscari administration at various levels. The Steering Committee and the dedicated Working Group worked on implementing the actions set out in the Gender Equality Strategic Plan. Following an internal audit, the final audit conducted by the certifying body, Bureau Veritas, also yielded a positive outcome for 2024.</p>
<b>Link</b>	<a href="https://www.unive.it/pag/40679/">https://www.unive.it/pag/40679/</a>


## 2.2. Make the language of the University more inclusive

<b>Action</b> 1 2	<b>Revision of the University website, institutional documents and forms to bring the language in line with the new guidelines</b>
<b>Recipients</b>	All members of the University
<b>Structure of reference</b>	ASIT
<b>Other structures involved</b>	AAI, ACPIC, ARU, ADISS, ARIC, ASIA, ABIF
<b>Political authority</b>	Delegate for University Communication
<b>Resources</b>	Dissemination of an inclusive language culture
<b>Expected result</b>	Review completed
<b>Monitoring indicators</b>	Internal only
<b>SDGs</b>	
<b>Description of the action and monitoring</b>	<p>The guidelines were further updated in March 2024. In the meantime, the process of adapting website pages continues in response to incoming feedback and the work carried out by various offices.</p> <p>During the Academic Senate session held on 22 October 2024, an amendment to the Regulations of the Ca' Foscari International College was approved. The revised version now fully complies with the language guidelines adopted in 2022 and revised in 2024. Furthermore, the Academic Senate gave a favourable opinion regarding the amendment of the Statute of the Ca' Foscari University of Venice Foundation, which also aligns with the aforementioned guidelines—demonstrating Ca' Foscari's commitment to promoting the use of gender-inclusive language, including in relation to its external stakeholders.</p> <p>The update of the University website, institutional documents, and University forms to align language use with the new guidelines is now almost complete. However, this is being monitored periodically in case further modifications or revisions are needed. For this reason, the activity is considered complete in terms of its initial implementation, but—as is inherent to the nature of such work—the process remains ongoing.</p>


Link:

[https://www.unive.it/pag/fileadmin/user\\_upload/comunicAction/sostenibile/doc/Inclusione/Linee\\_guida\\_di\\_Ateneo\\_2024\\_per\\_un\\_linguaggio\\_non\\_discriminatorio\\_e\\_rispettoso\\_del\\_genere.pdf](https://www.unive.it/pag/fileadmin/user_upload/comunicAction/sostenibile/doc/Inclusione/Linee_guida_di_Ateneo_2024_per_un_linguaggio_non_discriminatorio_e_rispettoso_del_genere.pdf)


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

Action 1 2 3 4 5 6 7	Installation of free/reduced price sanitary napkin dispensers
Recipients	Students and staff
Structure of reference	AAI
Other structures involved	ASIA
Political authority	Delegate for Gender Equality
Expected result	Facilitare la quotidianità della vita femminile in ateneo
Monitoring indicators	Installation of dispensers in major locations
SDGs	
Description of the action and monitoring	<p>Work has begun on assessing feasibility and conducting benchmarking with other universities that have already launched similar pilot schemes. In addition, initial contacts have been made with a company specialising in the supply of compostable sanitary products and the corresponding distribution machines. The actual installation of the dispensers was initially planned, on a trial basis, for early 2025.</p> <p>However, cuts to the Ordinary Financing Fund (FFO), along with the Prime Ministerial Decree mandating salary adjustments for academic staff, have led to the suspension of the measure in order to address urgent budget-balancing needs.</p> <p>The potential implementation of this initiative in the future will depend on improvements in the financial outlook over the coming years.</p>

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

<b>Action</b> 1 2 3 4 5 6 7	<b>Maintenance and consolidation of the Philosophical Counselling Desk of the COFIL Master</b>
<b>Recipients</b>	All members of the University
<b>Structure of reference</b>	CUG
<b>Other structures involved</b>	ARU, ADISS
<b>Political authority</b>	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
<b>Resources</b>	Internal only
<b>SDGs</b>	
<b>Description of the action and monitoring</b>	<p>The service has been maintained for 2024, as confirmed by emails from the Organisation and Human Resources Development Office/ARU dated 8 January, 29 April 2024, and 24 September 2024.</p> <p>Details of users for the year 2024:</p> <ul style="list-style-type: none"> <li>- 2 members of Technical and Administrative Staff (1 session/participation each)</li> <li>- 4 students (1 session/participation each)</li> <li>- 1 student (1 session/participation in 2024 + 1 session/participation in the previous year)</li> <li>- 1 student (3 sessions/participations in 2024 + 3 sessions/participations in previous years)</li> </ul>


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

<b>Action</b> 1 2 3 4 5 6 7	<b>Inclusion of award criteria in tenders regarding commitment to gender issues (e.g. Gender Equality certification or ISO 30415 for diversity and inclusion)</b>
<b>Recipients</b>	Technical-administrative staff
<b>Structure of reference</b>	ASIA
<b>Other structures involved</b>	AAI
<b>Political authority</b>	Delegate for Gender Equality
<b>Expected result</b>	Strengthening gender equality as a criterion in calls for tender
<b>Monitoring indicators</b>	% of calls for proposals including gender issues among the award criteria
<b>Resources</b>	Internal only
<b>SDGs</b>	
<b>Description of the action and monitoring</b>	<p>Following another discussion with the Procurement Office, it has been confirmed that, by law, all tenders related to the National Recovery and Resilience Plan (PNRR) must include a clause aligned with this indicator. However, the issue is that an exemption has been introduced for purchases below €5,000, and in many cases RPU's have reported making use of this exemption. From the coming years onwards, however, the clause will be included in all tenders, including those related to construction.</p>

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


<b>Action</b> 1 2 3 4 5 6 7	<b>Maintenance and monitoring of ALIAS careers for students undergoing gender transition</b>
<b>Recipients</b>	Students
<b>Structure of reference</b>	ADISS
<b>Other structures involved</b>	APPS
<b>Political authority</b>	Vice-rector for the right to study and student services
<b>Resources</b>	Internal only
<b>SDGs</b>	 4.a 5.c 10.2
<b>Description of the action and monitoring</b>	<p>Students have the option to activate an alias career, which involves assigning a provisional, transitional, and non-consolidatable identity used exclusively within the context of their academic journey. In this way, the University ensures that students who need to use a chosen name different from their legal name can do so within the University and solely in relation to their academic experience, allowing them to study in a safe and respectful environment—one that safeguards privacy and individual dignity, where interpersonal relationships are based on fairness, mutual respect for individual freedoms, and the inviolability of the person, in accordance with Law 164/1982.</p> <p>As of 2023, the right to maintain an alias career is guaranteed by Article 13 of the Regulations on Student Careers. Over the course of the year, 17 individuals took advantage of this option, with a total of 35 alias careers active as of December 31, 2024.</p>
<b>Link</b>	<a href="https://www.unive.it/pag/33440/">https://www.unive.it/pag/33440/</a>

## 2.5. To foster among women greater awareness of their role

<b>Action</b> 1 2	<b>Organising talks with female professionals, researchers, scientists and academics whose professional history is an inspiration for guiding study and career choices</b>
<b>Recipients</b>	University female students and high school female students
<b>Structure of reference</b>	ADISS - Progetto LEI
<b>Other structures involved</b>	–
<b>Political authority</b>	Vice-rector for Public engagement, Career Service Delegate
<b>Expected result</b>	Support for women's careers
<b>Resources</b>	€ 2,000
<b>SDG</b>	
<b>Description of the action and monitoring</b>	Five talks were organised and held with the professionals featured in the <i>LEI</i> magazine and the <i>ELLE</i> workshop on inclusive leadership. A total of 287 people took part overall.
<b>Link</b>	<a href="https://www.unive.it/pag/31259/">https://www.unive.it/pag/31259/</a>



## 2.5. Develop among women a greater awareness of their role


<b>Action</b> 1 2	<b>Planning training initiatives to help technical staff and faculty members promote their leadership and develop strategic skills for the world of work</b>
<b>Recipients</b>	University female staff
<b>Structure of reference</b>	ARU
<b>Other structures involved</b>	ADISS – Lei Project
<b>Political authority</b>	Vice-rector for General, Legal and Personnel Affairs and Relations with Ca' Foscari University of Venice Foundation Faculty Training Delegate
<b>Expected result</b>	Support for women's careers
<b>Resources</b>	As per accounts 2023 and internal resources
<b>SDG</b>	
<b>Description of the action and monitoring</b>	<p>The “Be Craft Be a Leader” programme involved a total of 50 middle managers, divided into four groups. The first group began in 2023 with 11 participants, while the remaining groups took part in the editions held in 2024. In addition, a course on organisational communication was organised and delivered in 2024 for senior management staff.</p> <p>As for academic and research staff, this action was developed over two years. In this second year, building on the planning activities carried out the previous year, microlearning modules were delivered to academic staff on the themes “<i>Methods and techniques of mentoring for university teaching</i>” and “<i>Developing inclusive leadership in work and research teams</i>”. At the end of the microlearning sessions (six modules per topic), two in-person workshops were held on these themes: the first in September 2024, the second in December.</p> <p>Finally, we highlight the <b>ULEAD4ALL</b> project, an initiative born from the Erasmus+ programme aimed at fostering fairer, more diverse, and more inclusive leadership in higher education institutions. The project aims to create a training pathway designed both for those currently in leadership roles and for those aspiring to such positions, focusing on inclusive policy tools that promote the value of both macro- and micro-level differences. Ultimately, the goal is to contribute to overall enrichment based on equal opportunities and transparent competitiveness.</p>

### 3. Gender mainstreaming in research and teaching programmes


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

<b>Action</b> 1 2 3 4	<b>Introduction of new courses explicitly dedicated to gender issues in the academic programmes</b>
<b>Recipients</b>	Students
<b>Structure of reference</b>	Departments
<b>Other structures involved</b>	ADISS
<b>Political authority</b>	Vice-rector for Education
<b>Expected result</b>	Acquisition of skills on gender equality and inclusion in the educational curriculum of students
<b>Indicatori di monitoraggio</b>	6 courses added, starting from the a.y. 2024/25
<b>Resources</b>	Internal only
<b>SDG</b>	
<b>Description of the action and monitoring</b>	<p>The following new courses have been introduced: <i>Gender History</i>; <i>Women's and Gender History</i>; <i>Family, Gender and Pluralism</i>; <i>Gender, Arts and Media</i>; <i>Anthropology, Health and Gender</i>.</p> <p>A workshop on gender-related topics has also been introduced as part of the PISE degree programme.</p>
<b>Link</b>	<p> <a href="https://www.unive.it/data/course/520132">https://www.unive.it/data/course/520132</a>  <a href="https://www.unive.it/data/course/509122">https://www.unive.it/data/course/509122</a>  <a href="https://www.unive.it/data/course/508669">https://www.unive.it/data/course/508669</a>  <a href="https://www.unive.it/data/course/376844">https://www.unive.it/data/course/376844</a>  <a href="https://www.unive.it/data/course/521200">https://www.unive.it/data/course/521200</a> </p>

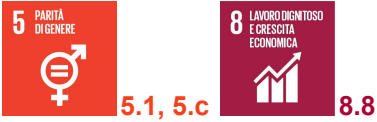
### 3.1. Include gender-related topics in the University's educational programme

<b>Action</b> 1 2 3 4	<b>Programming of Masters, Higher Education courses, MOOCs, Minors and other training initiatives on gender and diversity issues</b>
<b>Recipients</b>	Students
<b>Structure of reference</b>	Challenge School, ADISS
<b>Other structures involved</b>	Departments
<b>Political authority</b>	Vice-rector for Education
<b>Expected result</b>	Acquisition of skills on gender equality and inclusion in the educational curriculum of students
<b>Indicatori di monitoraggio</b>	3 educational initiatives were activated
<b>Resources</b>	Internal
<b>SDG</b>	
<b>Description of the action and monitoring</b>	Si segnala il Ca' Foscari Lab, proposto a studentesse, studenti, laureati e laureate sia per le sedi di Venezia che per quella di Treviso. Segnaliamo, infine, che dal 2023 è stato istituito il nuovo Minor in Gender studies Rights, identities and social relations, riproposto anche per il 2024.
<b>Link</b>	<a href="https://www.unive.it/pag/44584/">https://www.unive.it/pag/44584/</a> <a href="https://www.unive.it/pag/44684/">https://www.unive.it/pag/44684/</a> <a href="https://www.unive.it/data/48853/">https://www.unive.it/data/48853/</a>



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

<b>Action</b> 1 2 3 4		<b>Promozione dell'offerta formativa dedicata alle tematiche di genere nelle attività di comunicazione e orientamento in Ateneo</b>
<b>Recipients</b>	Componente studentesca	
<b>Structure of reference</b>	ADISS	
<b>Other structures involved</b>	ACPIC	
<b>Political authority</b>	Prorettrice alla Didattica Delegato all'Orientamento e tutorato	
<b>Expected result</b>	Acquisizione di competenze sull'uguaglianza di genere e inserimento all'interno del curriculum formativo di studenti/esse	
<b>Indicatori di monitoraggio</b>	n. 3 di materiali e iniziative di promozione realizzati	
<b>Resources</b>	Solo interne	
<b>SDG</b>		
<b>Description of the action and monitoring</b>	<p>An orientation teaching module was developed as part of the PNRR courses entitled "<i>Women in Ancient Rome: Image and Role Model</i>". In addition, two <b>PCTO</b> (Paths for Transversal Skills and Career Guidance) programmes were implemented:</p> <ul style="list-style-type: none"> <li>• <i>Violence Against Women in Ancient Rome: Public History as a Tool to Narrate the Past and Reflect on the Present</i></li> <li>• <i>Violence Against Women in Ancient Rome: Narrating the Past and Speaking to the Present through Podcasts</i></li> </ul>	
<b>Link</b>	<a href="https://www.unive.it/data/46282/?id=27699474">https://www.unive.it/data/46282/?id=27699474</a>	



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

<b>Action</b> 1 2	<b>Promote the use of research tools (databases, guidelines, etc.) and methodologies to include gender in research</b>
<b>Recipients</b>	Teaching and research staff
<b>Structure of reference</b>	ARIC
<b>Other structures involved</b>	AAI, ACPIC, Departments
<b>Political authority</b>	Vice-rector for Research Departmental Research Committee Delegates
<b>SDG</b>	
<b>Description of the action and monitoring</b>	Following the activities organised in 2023 and reported last year, a dedicated seminar and a specific short video had been planned to complete the programme. However, particular organisational requirements have led to the rescheduling of these activities to 2025.


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

<b>Action</b> 1 2 3	<b>Maintaining and enhancing the provision of scholarships for STEM degrees and PhDs</b>
<b>Recipients</b>	Female students and PhDs
<b>Structure of reference</b>	ADISS
<b>Other structures involved</b>	DAIS, DSMN, Development Office
<b>Political authority</b>	Vice-rector for the right to study and student services
<b>Risorse utilizzate</b>	Fundraising from external funders
<b>SDG</b>	  4.5 5.1, 5.c
<b>Description of the action and monitoring</b>	<p>Once again this year, scholarships dedicated to first-year female students enrolled in STEM subjects were made available. As part of the <i>Generali for STEMS</i> project, five students were awarded scholarships of €1,000 each.</p> <p>Additionally, it is worth noting the <i>Stevanato Group</i> scholarships, which provided nine scholarships of €1,000 each.</p>
<b>Link</b>	<a href="https://www.unive.it/web/it/1581/borse-di-studio-generalis4girls-in-stem">https://www.unive.it/web/it/1581/borse-di-studio-generalis4girls-in-stem</a> <a href="https://www.unive.it/web/it/7721/borse-di-studio-stevanato-group">https://www.unive.it/web/it/7721/borse-di-studio-stevanato-group</a>

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


<b>Action</b> 1 2 3	<b>Activation of dissertation prizes for female students enrolled in science-related and PhD degree programmes</b>
<b>Recipients</b>	Female students and PhDs
<b>Structure of reference</b>	ADISS
<b>Other structures involved</b>	DAIS, DSMN, Development Office
<b>Political authority</b>	Vice-rector for the right to study and student services
<b>Risorse utilizzate</b>	Fundraising from external funders
<b>SDG</b>	 <span style="margin-left: 10px;"><b>4.5, 4.a</b></span>  <span style="margin-left: 10px;"><b>5.1</b></span>
<b>Description of the action and monitoring</b>	<p>The Department of Environmental Sciences, Informatics and Statistics (DAIS) at Ca' Foscari University of Venice, on the basis of the Departmental Board resolution of 16 September 2024, launched a call for applications for six awards of €1,000 each (covered by the department) for master's theses that resulted in scientific publications. The awards were open to graduates of the master's degree programmes within the Department of Environmental Sciences, Informatics and Statistics at Ca' Foscari University of Venice. The call closed on 11 November 2024.</p>
<b>Link</b>	<p><a href="https://www.unive.it/pag/fileadmin/user_upload/dipartimenti/DAIS/documenti/Corsi/Bandi/2025/Bando_Premio_Tesi-LM_2024_prot.pdf">https://www.unive.it/pag/fileadmin/user_upload/dipartimenti/DAIS/documenti/Corsi/Bandi/2025/Bando_Premio_Tesi-LM_2024_prot.pdf</a>  <a href="https://www.unive.it/pag/fileadmin/user_upload/dipartimenti/DAIS/documenti/Corsi/Bandi/2025/Decreto_approvAction_atti_premi_tesi_2024_versione_omissis.pdf">https://www.unive.it/pag/fileadmin/user_upload/dipartimenti/DAIS/documenti/Corsi/Bandi/2025/Decreto_approvAction_atti_premi_tesi_2024_versione_omissis.pdf</a></p>

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

<b>Action</b> 1 2 3	<b>Orientation actions dedicated to STEM pathways for high school girls, also in collaboration with external networks</b>
<b>Recipients</b>	High school female students
<b>Structure of reference</b>	ADISS – Lei Projects
<b>Other structures involved</b>	ADISS
<b>Political authority</b>	Delegate for Orientation and Tutoring
<b>Indicatori di monitoraggio</b>	44 initiatives implemented; 500+ people involved
<b>Resources</b>	Internal
<b>SDG</b>	
<b>Description of the action and monitoring</b>	<p>With regard to the orientation of the educational offer specifically in the STEM area—where female student participation has historically been limited—significant efforts were once again made this year. In particular, 27 orientation teaching initiatives linked to the PNRR courses were carried out in collaboration with the DEC, VSM, DAIS, and DSMN departments, along with 11 <b>PCTO</b> (Paths for Transversal Skills and Career Guidance) programmes.</p> <p>The regular initiative <i>Professione Scienziate</i> was also developed, though it has been rescheduled for early 2025 to avoid overlapping with the many other activities offered. Furthermore, in 2024 the LEI Project launched, for the first time, an experimental STEM-focused initiative aimed at female middle school students. Lastly, the <i>LEI Magazine</i> was published.</p>
<b>Link</b>	<a href="https://www.unive.it/pag/31274">https://www.unive.it/pag/31274</a> .



### 3.4. Strengthening research on gender and diversity issues

<b>Action</b> 1 2 3 4	<b>Establishment of prize for theses (all levels) on gender, inclusion and diversity issues</b>
<b>Recipients</b>	Students
<b>Structure of reference</b>	Development Office
<b>Other structures involved</b>	ADISS
<b>Political authority</b>	Vice-rector for the right to study and student services
<b>Expected result</b>	Acquisition of methodological skills and tools for the promotion of gender research
<b>Indicatori di monitoraggio</b>	3 awards given
<b>Resources</b>	Fundraising from external funders
<b>SDG</b>	
<b>Description of the action and monitoring</b>	<p>Following a series of meetings with the management of the Ca' Foscari Foundation, work has begun to secure dedicated funding. Scholarships will be established starting from the 2024/2025 academic year (calendar year 2025) and will be awarded to <b>[insert target group when available]</b>. In 2024, the “<i>Pane e Mimose</i>” literary and artistic competition was organised in collaboration with the <i>Archivio Scritture Scrittrici Migranti</i>, resulting in the awarding of three prizes of €600 each.</p>
<b>Link</b>	<a href="https://www.unive.it/pag/31372/?tx_news_pi1%5Bnews%5D=15249&amp;cHash=98df680a59673fdc1a16de3acce06af8">https://www.unive.it/pag/31372/?tx_news_pi1%5Bnews%5D=15249&amp;cHash=98df680a59673fdc1a16de3acce06af8</a>



### 3.4. Strengthening research on gender and diversity issues

<b>Action</b> 1 2 3 4	<b>Organisation of conferences and seminars to promote research results on gender and diversity issues</b>
<b>Recipients</b>	All members of the University; external community
<b>Structure of reference</b>	Departments
<b>Other structures involved</b>	ACPIC
<b>Political authority</b>	Vice-rector for Public Engagement Department Delegate for Public Engagement
<b>Indicatori di monitoraggio</b>	9 implemented initiatives 500+ participants
<b>Resources</b>	Internal
<b>SDG</b>	
<b>Description of the action and monitoring</b>	<p>Numerous initiatives have been promoted by various departments. Among the many events worth highlighting are:</p> <p><i>Femme, vie, liberté – un combat centenaire;</i>  <i>International Day for the Elimination of Violence – Women’s Time. A Time for All;</i>  <i>Twenty Years of the Journal “Deportate, Esuli, Profughe” / Against Violence;</i>  <i>No limiar da tradução. Tradução, migrações e questões de gé(ê)nero;</i>  <i>Round table “Argentine Women Writers: Second Generation”;</i>  <i>Francesco Ferracin in conversation with Ricciarda Ricorda and Vanessa Castagna;</i>  <i>8 March at Ca’ Foscari;</i>  <i>Presentation of the book “La reina del Orthon. Crónicas femeninas del auge gomero” by Lorena Córdoba;</i>  <i>“And I Become a Nomad in the World”: The Experience of Exile in 20th-Century Italian Dalmatian Women Writers..</i></p>
<b>Link</b>	<p><a href="https://www.unive.it/pag/fileadmin/user_upload/comunicAction/attivita-culturali/letteratura/documenti/ASSM/kasmai_12.12.2024.pdf">https://www.unive.it/pag/fileadmin/user_upload/comunicAction/attivita-culturali/letteratura/documenti/ASSM/kasmai_12.12.2024.pdf</a></p> <p><a href="https://www.unive.it/pag/fileadmin/user_upload/comunicAction/attivita-culturali/letteratura/documenti/ASSM/tempo_delle_donne_25-11-2024_DEF_compressed.pdf">https://www.unive.it/pag/fileadmin/user_upload/comunicAction/attivita-culturali/letteratura/documenti/ASSM/tempo_delle_donne_25-11-2024_DEF_compressed.pdf</a></p> <p><a href="https://www.unive.it/pag/fileadmin/user_upload/comunicAction/attivita-culturali/letteratura/documenti/ASSM/Locandina_20.11.2024.pdf">https://www.unive.it/pag/fileadmin/user_upload/comunicAction/attivita-culturali/letteratura/documenti/ASSM/Locandina_20.11.2024.pdf</a></p>

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

### 4.1. Promote female leadership in decision-making structures



<b>Action</b> 1 2 3	<b>Internal mentoring paths between management and non-management profiles to support career advancement in PA</b>
<b>Recipients</b>	Female technical-administrative staff and CELs (Language Collaborators and Experts)
<b>Structure of reference</b>	ARU
<b>Other structures involved</b>	–
<b>Political authority</b>	Delegate for Gender Equality
<b>Expected result</b>	Support for women's careers
<b>Resources</b>	Internal
<b>SDG</b>	  <b>5.1, 5.5</b> <b>8.8</b>
<b>Description of the action and monitoring</b>	This action is yet to be launched and has been included in the 2025–2027 Gender Equality Plan for implementation in its final year. Recent directives regarding training have made it difficult to initiate the project immediately; it is therefore scheduled to begin in 2027.

## 5. Combating gender-based violence, including sexual harassment


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

<b>Action</b> 1 2 3	<b>Creation of an informative guide on all the University services for the inclusion and protection of students and staff</b>
<b>Recipients</b>	All members of the University
<b>Structure of reference</b>	AAI
<b>Other structures involved</b>	ACPIC, APPS, ADISS, ARIC
<b>Political authority</b>	Delegate for University Communication
<b>Expected result</b>	Increased knowledge of the services offered by the university regarding inclusion and combating violence
<b>Indicatori di monitoraggio</b>	Publication of the information guide by the beginning of a.y. 2024/25
<b>Resources</b>	Internal
<b>SDG</b>	
<b>Description of the action and monitoring</b>	<p>In order to make all the university's initiatives on this topic as accessible as possible, the <i>QR Your Rights</i> campaign was developed and launched by the CUG, the GEP Team, and various administrative offices. This initiative allows rapid and immediate access—via QR code—to the <i>Ca' Foscari Inclusiva</i> webpage, which provides all the key information on the support and assistance services available to university staff and students. Users can also submit their own proposals to help further enrich the content of the section.</p>
<b>Link</b>	<a href="https://www.unive.it/pag/48951/">https://www.unive.it/pag/48951/</a>

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


<b>Action</b> 1 2 3	<b>Updating the code of conduct against sexual harassment and gender-based violence in the light of the latest international and European legal instruments</b>
<b>Recipients</b>	All members of the University
<b>Structure of reference</b>	ARU
<b>Other structures involved</b>	CUG, AAI
<b>Political authority</b>	Delegate for Gender Equality
<b>Expected result</b>	Developing a culture of inclusion against discrimination
<b>Indicatori di monitoraggio</b>	Development of the new Code of Conduct
<b>Resources</b>	Internal
<b>SDG</b>	  4.a 5.2
<b>Description of the action and monitoring</b>	<p>The new Code of Conduct to Prevent and Combat Harassment has been drafted and approved by the University's Governing Bodies. It is important to note that this new code also incorporates the previous code regulating the phenomenon of workplace bullying (mobbing). The decision to merge the two documents into a single regulatory text reflects the principle of simplification within public administration.</p>
<b>Link</b>	<a href="https://www.unive.it/pag/49803/">https://www.unive.it/pag/49803/</a>

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



<b>Action</b> 1 2 3	<b>Continuous monitoring of data on gender-based violence in the University</b>
<b>Recipients</b>	All members of the University
<b>Structure of reference</b>	CUG, Confidential Counsellor
<b>Other structures involved</b>	APPS, ARU
<b>Political authority</b>	Delegate for Gender Equality
<b>Expected result</b>	Improvement of knowledge on gender issues and violence within the University
<b>Indicatori di monitoraggio</b>	Implementation of 1 monitoring action per year
<b>Resources</b>	Internal
<b>SDG</b>	
<b>Description of the action and monitoring</b>	<p>The Ca' Foscari Confidential Counsellor reports that, during the course of 2024, 17 individuals contacted her regarding cases falling within the category of sexual harassment. The cases are detailed as follows:</p> <p><b>Cases handled through formal procedures</b></p> <ul style="list-style-type: none"> <li>4 reports submitted by female students against a faculty member, resulting in the opening of disciplinary proceedings.</li> </ul> <p><b>Cases handled through informal procedures</b></p> <ul style="list-style-type: none"> <li>1 report submitted by a female faculty member against a student.</li> </ul> <p><b>Reports received and handled with only the reporting party involved*</b></p> <ul style="list-style-type: none"> <li>3 anonymous reports by female students against a male faculty member.</li> <li>2 reports by female technical-administrative staff against a student.</li> <li>3 anonymous reports by female students against a student.</li> </ul> <p>*Handled with the sole involvement of the reporting party, as explicitly requested.</p>
<b>Notes</b>	<p>In all reported cases, the individuals targeted were women and the alleged perpetrators were men:          2 faculty members and 2 students.          The number of individuals reported is lower than the number of cases, as a</p>

single alleged perpetrator may have been responsible for multiple incidents reported to the Confidential Counsellor.

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

<b>Action</b> 1 2 3	<b>Join/create an observatory on gender-based violence, involving the whole of the Ca' Foscari community</b>
<b>Recipients</b>	All members of the University
<b>Structure of reference</b>	CUG
<b>Other structures involved</b>	Rectorate, CESTUDIR
<b>Political authority</b>	Delegate for Gender Equality
<b>Expected result</b>	Creation of a close link between the academic world, magistrates, and lawyers working on this front and the world of anti-violence centres and communication..
<b>Indicatori di monitoraggio</b>	Activation of the Observatory
<b>Resources</b>	Internal only
<b>SDG</b>	 <b>5.2, 5.c</b>
<b>Description of the action and monitoring</b>	Our University is a partner of the <i>Gender Violence Observatory</i> established by the University of Milan. The Observatory aims to foster a close connection between the academic community and professionals in the legal field—judges and lawyers—actively engaged in this area, as well as with anti-violence centres and the media sector.
<b>Link</b>	<a href="https://ovd.unimi.it/progetto/">https://ovd.unimi.it/progetto/</a> [ITA]

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

<b>Action</b> 1 2 3	<b>Information activities against sexual harassment and gender-based violence, also involving local anti-violence centres</b>
<b>Recipients</b>	All members of the University
<b>Structure of reference</b>	CUG
<b>Other structures involved</b>	ACPIC, CESTUDIR
<b>Political authority</b>	Delegate for Gender Equality
<b>Resources</b>	Internal
<b>SDG</b>	 
<b>Description of the action and monitoring</b>	<p>The University continued its commitment this year to implementing activities aimed at combating sexual harassment and gender-based violence. It is worth noting that many of the initiatives involved external partners, such as the <i>Anti-Violence Centre of the City of Venice</i>, with which a fruitful collaboration on these issues has continued.</p> <p>In particular, the following initiatives were carried out:</p> <ul style="list-style-type: none"> <li>• <i>UniRespect</i></li> <li>• Survey for the project <i>Implementing the GEP</i></li> <li>• Official launch of the gender-based violence support desk</li> <li>• <i>International Day for the Elimination of Violence Against Women</i></li> <li>• Inauguration of the first <i>red bench</i></li> <li>• <i>Twenty Years of the Journal "Deportate Esuli Profughe" / Against Violence</i></li> <li>• <i>Women's Time. A Time for All</i></li> </ul>
<b>Link</b>	<p> <a href="https://www.unive.it/pag/49025/">https://www.unive.it/pag/49025/</a>  <a href="https://www.unive.it/pag/14024/?tx_news_pi1%5Bnews%5D=15907&amp;cHash=b3982e6ecbfc9d617355658c50a96f4a">https://www.unive.it/pag/14024/?tx_news_pi1%5Bnews%5D=15907&amp;cHash=b3982e6ecbfc9d617355658c50a96f4a</a>  <a href="https://www.unive.it/data/agenda/1/94746">https://www.unive.it/data/agenda/1/94746</a>  <a href="https://www.unive.it/data/agenda/1/94171">https://www.unive.it/data/agenda/1/94171</a>  <a href="https://www.unive.it/data/agenda/1/94537">https://www.unive.it/data/agenda/1/94537</a> </p>



## 6. Work-life balance

### 6.1. Support work-life balance

<b>Action</b> 1 2 3	<b>Transition from emergency phase to full agile working phase (implementation of PIAO, formerly known as Pola)</b>
<b>Recipients</b>	Technical-administrative staff
<b>Structure of reference</b>	ARU
<b>Other structures involved</b>	–
<b>Political authority</b>	Vice-rector for General, Legal and Personnel Affairs and Relations with the Ca' Foscari University of Venice Foundation
<b>Resources</b>	€ 150.434.44 including VAT
<b>SDG</b>	
<b>Description of the action and monitoring</b>	<p>The University has done everything within its power to implement this measure, issuing an initial extension valid until 31 January 2023, a second extension until 30 June 2023, a third extension until 30 June 2024, and a final extension valid until 31 January 2025.</p> <p>From 2025 onwards, the use of agile working will be regulated in accordance with the provisions of the new national collective labour agreement (CCNL) for the relevant sector, which serves as the regulatory framework to which the University is required to adhere.</p>



Università  
Ca' Foscari  
Venezia

Delegate for Gender Equality  
**Prof. Sara De Vido**

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