



Gender Equality Plan

2025-2027

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Introduction

The new framework programme for research and innovation for the period 2021-2027, Horizon Europe, announced new plans to strengthen gender equity in European organizations. In particular, for all research organizations and higher education institutions, funding from the Horizon Europe research programme requires the adoption of a Gender Equality Plan (GEP). In parallel, access to funding from the NRP programmes will also only be allowed to those universities, research institutions and other public and private entities that have or commit to adopting in the first year of the project, a Gender Balance Sheet and a Gender Equality Plan.

The aims of the European Commission's GEP are:

- conduct impact assessments/audits of procedures and practices to identify gender bias;
- identify and implement innovative strategies to correct gender biases;
- define targets and processes for monitoring progress through indicators.

It also indicates five priority areas of intervention to which specific measures should be devoted, namely:

- work/life balance and organisational culture;
- gender balance in top management positions and decision-making bodies;
- gender equality in recruitment and career advancement;
- gender mainstreaming in research and teaching programmes;
- combating gender-based violence, including sexual harassment.

Finally, it recommends that it be a public and accessible document, approved and signed by the institution's top bodies.

AREA 1

**Work-life balance,
organisational culture and
combating stereotypes**

Objective 1: Support the reconciliation of work and parenthood and/or care activities

Area 1 – Objective 1

Action 1 Promoting parental leave also by considering possible extensions of parental protection regulations

Recipients Research and technical-administrative staff

Indicators Feasibility study on the possibility of extending parental leave

Target 31/12/2026

Timing

2025	2026	2027
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Area 1 - Objective 1

Action 2 Monitor the effective accessibility of flexible working arrangements available to staff, taking into account elements such as household composition

Recipients Technical and administrative staff

Indicators Analysis of access to flexible work

Target 31/07/2026

Timing

2025	2026	2027
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Objective 2: Facilitate work-life balance

Action 1 Define a welfare programme and implement lines of action to support work-life balance

Recipients Research and technical-administrative staff

Indicators Development of a welfare programme for non-contractual staff, consistent with general regulations

Target 31/12/2026

Timing

2025	2026	2027
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Objective 3: Strengthen peer education, culture and science interventions

Action 1 Organising meetings on equal opportunities issues, exploring the topic of conscious and unconscious stereotypes, harassment and gender-based violence

Recipients All personnel

Timing

2025	2026	2025
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Area 1 - Objective 3

Action 2 Organising awareness-raising events for citizens on gender and inequality issues

Recipients Citizenship

Indicators a) no. of events organised
b) no. of participants (where possible to count)

Timing

2025	2026	2025
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AREA 2

Gender balance in top positions and decision-making bodies

Objective 1: Encourage the submission of applications for promotions, awards and positions of responsibility by minorities

Action 1	Identifying tools and initiatives to favour the candidature of women for top positions, in accordance with the required competencies
Recipients	All personnel
Indicators	Elaboration of a proposal to improve women's empowerment and encourage a reward mechanism, in compliance with general legislation

Timing

2025	2026	2027
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AREA 3

Gender equality in recruitment and career advancement

Objective 1: Promote gender balance in recruitment

Action 1

Evaluate bonus mechanisms to incentivise gender balance in recruitment

Recipients

All personnel

Indicators

a) a) identification of an incentive instrument e.g. staff points
b) preparation and publication of guidelines for an inclusive approach to the various stages of recruitment

AREA 4
**Gender mainstreaming
in research**

Objective 1: Promotion of research activities on gender issues

Action 1 Promoting research activities on gender issues

Indicators Development of a methodology for classifying and mapping research activities on gender issues

Target 31/12/2024

Timing

2025	2026	2027
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AREA 5

**Combating gender-based violence,
including sexual harassment**

Objective 1: To create knowledge and awareness about different forms of harassment, violence and discrimination and the services available on the ground for those who suffer them

Action 1 Organising a meeting on equal opportunities issues, exploring the topic of conscious and unconscious stereotypes, harassment and gender-based violence

Recipients New recruits and all personnel

Timing

2025	2026	2027
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Action 2 Implement information and publicity campaigns on anti-violence desks, also in cooperation with associations operating in the area

Recipients All personnel

Indicators a) a) publication of a page dedicated to the topic on the institutional website (on/off)
b) promotion through social channels

Timing

2025	2026	2027
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