



**UNIVERSITÀ
DI PARMA**

Gender Equality Plan (GEP)

Parma University Gender Equality Plan (GEP)

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Approved with motion SA/26-10-2021/133 by the Senato Accademico (Senate) and motion CDA/28-10-2021/511 by the Consiglio di Amministrazione (Board of Administration).

Presented 15.09.2021 to the Nucleo di Valutazione (Evaluation Unit) of Parma University; approved 24.09.2021 by the Comitato Unico di Garanzia (Joint Guarantee Committee); Presidio di Qualità expressed approval on 7.10.2021; communicated 21.09.2021 to the Consiglio del Personale Tecnico – Amministrativo Council of Technical and Administrative Staff (C.P.T.A.), to Trade union organisations, Trade union representatives and Student council; discussed 14.10.2021 by the Commissione Pianificazione, Performance e Qualità.

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A. BACKGROUND -CONTEXT ANALYSIS

1. Parma University and equal opportunities in the university context. The regulatory framework.

In recent years, Parma University has implemented various measures to enhance equal opportunities in employment and to raise awareness among students of the culture of mutual respect and non-violence, in order to make the university environment as inclusive and as respectful of difference as possible. These measures make clear the will to put into practice the principles outlined in the **Statutes of the University** (most recently updated by Rector's decree D.R.D. No. 1506 dated 26.06.2019, Gazzetta Ufficiale No. 169 dated 20.07.2019)¹.

Parma University has in fact raised the protection of human dignity, solidarity and respect for the constitutional principle of equal opportunities to be one of the founding values of the institution. Article One of Paragraph 3 of its Statutes states that these principles underpin *“access to study, recruitment of staff and promotion schemes as well as gender-balanced representation in candidacy for collegiate bodies as in every other aspect of academic life”*

In full compliance with international, supranational and national constitutional and legislative regulation on non-discrimination and equal opportunities, and in full agreement with the values enshrined, Parma University has always aimed to *“raise consciousness of equal opportunities issues in order to bring about a shared awareness among all members of the university community”* (Art. 1, Para. 3, Parma University Statutes).

Precisely with the aim of strengthening these values and achieving this objective, Parma University in 2017 introduced its **Ethical Code** in order to safeguard the dignity of male and female

employees and students². The main aim is *“to ensure that the conduct of academic, administrative and technical staff, students and all those participating in the life of Parma University conforms with the principles underpinning the university”* to concretize and disseminate the basic values of legality and solidarity. Any form of discrimination, harassment or molestation is proscribed and defined as an *“intolerable violation of the dignity of those working in the university community”*. The aim is that the working environment be untroubled and that *“interpersonal relationships be based on decorum, honesty and mutual respect for the freedom and dignity of the individual”* (Art. 1 Ethical code).

This framework made Parma University one of the first in Italy to set up its Joint Guarantee Committee for Equal Opportunities, Enhancement of Employee Welfare and against Discrimination (CUG)³. Under Law No. 183 of 2010 the CUG replaced and subsumed the previous Equal Opportunities committee and the Joint Committee on Mobbing.

Over the last decade, the CUG has been important in enabling Parma University to implement key measures and strategies having the following aims:

- Promoting the welfare of students and academic and non-academic staff of Parma University;
- Promoting life-work and study-work balance;
- Making the working environment as trouble free as possible and based on respect and enhancement of differences;

¹ <https://www.unipr.it/normativa/statuto>.

² <https://www.unipr.it/normativa/codice-etico>.

³ <http://www.Joint Guarantee Committee.unipr.it/> for all CUG (Joint Guarantee Committee) activities in recent years.

- Providing information and training on equal opportunities and the culture of non-violence through programmes aimed at the university community as well as the townspeople of Parma. The CUG thus helps to consolidate and enhance the important social function played by cultural institutions such as the university;
- Monitoring and responding to cases of discrimination;
- Mainstreaming gender perspectives in local university policy in education and research.

In addition, in order to fight gender discrimination, Parma University, in **2012** set up the office of **Ufficio della Consigliera di Fiducia (Confidential Advisor)**⁴, who is a third party impartial figure with respect to the University, provided for by the Ethical Code. The Confidential Advisor is notified by students and university staff of any incidents of discrimination, any types of harassment including sexual harassment and any episodes of violence including sexual violence. The office follows formal and informal procedures laid down in Articles 13, 14, 15, and 16 of the Ethical Code. The Confidential Advisor also makes regular reports to the Rector on ongoing and pending proceedings and collaborates with the CUG (Joint Guarantee Committee) in setting equal opportunities policies for the university.

More recently with the aim of strengthening and benefitting from university strategy on social inclusion, Parma University also set up the Welcome and Inclusion Centre (CAI). This centre provides a link between the various institutional bodies which deal with social inclusion, equal opportunities, enhancement of differences and protection of vulnerable individuals.

With reference to the protection of the person's right to sexual identity, and with the aim of protecting the privacy of students undergoing gender transition Parma University in 2017 adopted **Regulations for the activation and management of an Alias for subjects in gender transition**⁵. There is full awareness of the possible temporary discomfort or distress that persons undergoing transition may feel in the conflict between their body, gender identity and name. The Regulations permit administrative offices to provide an "*alias*" for use in university activities.

In July 2021 Parma University also signed a **protocol agreement on actions to promote a culture of rights and countering LGBT discrimination**. In order to symbolize Parma University's commitment to the protection of personal dignity and sexual identity of the individual, in response to a proposal from the Student Council, an **outside bench** was inaugurated in July 2021 painted in the colours of the **rainbow**, to demonstrate the importance of fighting all forms of discrimination relating to sexual identity and condemnation of all forms of homophobia.

All the above measures clearly demonstrate the path taken by Parma University in recent years to improve equal opportunities and social inclusion. It is an institution which is particularly sensitive to gender policies. It is not by chance that many gender-based measures suggested by the CUG and / or other bodies have not been perceived as impositions or mere 'institutional duty', but have been actively welcomed and put into action by staff and the community.

⁴ <https://www.unipr.it/pagina-principale/consigliera-di-fiducia>.

⁵ For the complete Regulation see <https://www.unipr.it/node/15935>.

2. Gender mainstreaming tools adopted by Parma University, and new tools

In order to consolidate the equal opportunities policies and institutional structures relating to equal opportunities and social inclusion described above, and in addition producing Gender budgeting in 2020, Parma University is attempting to strengthen gender mainstreaming tools. These are underpinned by the wider strategy on sustainability which in line with the United Nations Agenda 2030, aims to contribute to sustainability at global level.

The following are among the tools included directly and indirectly in Parma University strategy aiming to integrate gender perspective into different university activities and implement significant policies for effective gender equality:

a) Piano triennale delle Azioni Positive (PAP) (Three Year Plan for Positive Actions)⁶. The CUG (Joint Guarantee Committee) section shows the Plan for Positive Actions for the three-year period 2019-2021, drawn up by the CUG (Joint Guarantee Committee) and updated every year. This document includes all the positive actions planned for the period;

b) Sustainability Report⁷, first issued in 2018. This brings together and analyses data for the whole University and is a starting point for new action policy and sustainable development for the entire academic community. The report analyses data segregated by gender for academic and other staff, and the student population. There are three main aspects of sustainability policy at Parma University;

c) University Strategic Plan⁸. This important plan also has a section on university equal opportunities, entitled “Transparency, anti-corruption and equal opportunities”. The plan incorporates and emphasizes actions outlined in the Three Year Plan for Positive Actions and the institutional synergies required to implement them;

d) Importantly, the first Gender budgeting of Parma University⁹ was published in 2021. It contains a detailed analysis of gender segregated data for academic and administrative and technical staff, for students, and for governance and key university bodies. It identifies critical aspects of equal opportunities at Parma University and is useful in identifying measures needed to make the university more transparent and respectful of gender equality at every level. Gender Budgeting is indispensable for annual monitoring of equal opportunity indicators and measures at the University.

⁶ <http://www.Joint Guarantee Committee.unipr.it>

⁷ <http://universitysustainable.unipr.it>

⁸ www.unipr.it

⁹ www.unipr.it

B. GENDER EQUALITY PLAN (GEP)

1. Introduction. The Gender Equality Plan (GEP) of Parma University: statutory values, institutional mission and European Union gender equality targets.

In a university context where the culture of equal opportunities is pervasive, as in Parma, the **Gender Equality Plan (GEP)** is a further strategic tool to overcome the gender gap in the university, implementing equal opportunities policies. It implements the supra-national objectives outlined in the Gender Equality Strategy 2020-2025¹⁰ and more specifically objectives set previously by the European Research Area (ERA)¹¹.

Various objectives have been set by European institutions for Member States in order to promote equal opportunities in academia¹². They include objectives in terms of law and policy which aim to:

- Remove legal and other barriers to the recruitment, career and progress of female researchers, in full compliance with EU legislation on gender equality (Directive 2006/54/CE);
- Removing gender imbalance in decision-making processes;
- Strengthen the gender dimension in research programmes and teaching;
- Ensure that at least 40% of the under-represented gender account for panel members in recruitment and promotion panels and the creation and evaluation of research programmes.

EU institutions thus require Member States to:

1. Identify guiding objectives for decision-making bodies to achieve gender balance

in leadership and decision-making positions;

2. Identify guiding objectives for greater gender balance among permanent academic staff;
3. Monitor with the use of appropriate indicators the implementation of gender policies and actions at institutional, nation and EU level;
4. Activate tools for awareness raising and empowerment of the under-represented gender in order to achieve institutional and cultural change;
5. Set working conditions and flexible working agreements which are favourable to families for both men and women;
6. Review assessment of researcher performance in order to eliminate gender prejudice/discrimination.

Given the characteristics of the university sector, the European Union has found it necessary to strengthen certain measures to overcome the persistent gender gap in academic research. Under the 2021-2027 Horizon Europe research and innovation project, GEP are an essential prerequisite for access to funding from 2022 onwards. Horizon Europe also includes actions to finance gender and inter-sectional research, the development of inclusive policies on gender equality in support of the new ERA and female empowerment.

¹⁰ COM (2020) 152 final, 5 March 2020, *A Union of Equality: Gender Equality Strategy 2020-2025*, approved by European Parliament 21 January: https://ec.europa.eu/commission/presscorner/detail/en/ip_20_358.

¹¹ COM/2012/0392 final, *A Reinforced European Research Area Partnership for Excellence and Growth* /* COM/2012/0392 final */ Section 2.4. is entitled Gender equality and gender mainstreaming in research <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52012DC0392> as stated in COM(2020) 628 final, of 30 September 2020, *A new ERA for Research and Innovation*: <https://eur-lex.europa.eu/legal-content/IT/TXT/HTML/?uri=CELEX:52020DC0628&from=EN>.

¹² EIGE European Institute for Gender Equality: <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/objectives-gender-equality-research>.

2. Methodological Premises

In order to transpose European Union objectives relating to gender equality the ERA and strengthen and unify its equal opportunities strategy into the context of Parma University, in full respect of the University Statutes and the Ethical Code, Parma University appointed Professor Emanuele Castelli, Professor Stefania Fucci, Ms Francesca Nori and Professor Veronica Valenti to draft the GEP by September 2021.

This working party met several times and collaborated with the administrative offices, the CUG (Joint Guarantee Committee) and the working party drawing up Gender Budgeting for 2020, in order to integrate GEP measures with synergy into a broader University strategy which is ambitious and far-reaching.

Parma University has thus opted to promote and implement some of the key objectives of the 2030 Agenda for Sustainable Development approved by the UN General Assembly in 2015. The GEP is a key element in Parma University strategy.

The working party thus focused on the following key areas:

Area 1. Life/work balance and organizational culture;

Area 2. Gender balance in leadership and decision-making processes;

Area 3. Gender equality in recruitment and promotion;

Area 4. Integration of the gender dimension into academic research and teaching;

Area 5. Integration of the gender perspective into academic research;

Area 6. Measures against gender discrimination and violence including sexual harassment;

Area 7. Gender mainstreaming in institutional communications.

Taking into account the indications supplied by the guide entitled *Vademecum per l'elaborazione del Gender Equality Plan negli Atenei Italiani*, drawn up by the GEP Working group of the Gender Commission of the Conference of Italian University Rectors (CRUI), for each of the seven key areas listed above the working party identified:

1) **Overall objective**, indicating desired outcomes achieved and aimed at in terms of systematic change in universities. Each objective is linked to one or more of the UN Agenda 2030 Sustainable Development Goals which Parma University aims to support and promote through the GEP among other policies.

2) **One or more single actions**, i.e. one or more specific measures identified as operational strategies to reach each objective indicated;

3) **Direct target(s)**, main targets / beneficiaries of the measure inside the university;

4) **Indirect target(s)**, secondary targets and reference groups (including outside the university);

5) **Institutional and operational management**, those in the University with positions of responsibility and decision-making roles relating to adoption of policy through each measure, and those responsible for drawing up and monitoring the operation of measure;

6) **Output**, in terms of tangible results of the implementation of each measure;

7) **Outcomes**, measurable results of policies underlying each measure on the basis of critical points or persistent instances of inequality;

8) **Timeline**;

9) **Key Performance Indicators (KPI)** / and trend parameters measuring outcomes pursued in time frames indicated.

3. Financial and human resources


In order to implement GEP actions in the various strategic areas identified by the Working party, Parma University will provide the necessary financial and human resources for the realization of


each measure, taking into account the Integrated Plan for the management of the University Performance Cycle and the Positive Action Plan (PAP).


C. KEY AREAS OF GENDER EQUALITY PLAN (GEP)


AREA 1



Life/work balance and organizational culture

<p>Objective 1.1</p> <p>Promote a working climate which encourages participation and solidarity, especially among staff of the under-represented gender, those with family responsibilities or family members with health issues</p>		<p>2030 Agenda for Sustainable Development (UN)</p> 
ACTION(S)	<ol style="list-style-type: none"> 1. Draw up guidelines for 'Solidarity Leave' where employees can donate their statutory leave to other employees 2. Setting up online platform to host solidarity leave bank 	
DIRECT TARGET	Administrative and technical staff	
INDIRECT TARGET	Minors and families	
INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS	Personnel and Organization Office; Information Systems Office	
OUTPUTS	<p>Action 1. Definition and approval of guidelines; experimentation of guidelines</p> <p>Action 2. Setting up and launch of platform</p>	
OUTCOMES	Strengthening of welfare measures aimed at improving work/life balance	
TIMELINE	<p>Action 1. 2022</p> <p>Action 2. 2022</p>	



<p align="center">Objective 1.2.</p> <p>Promote family friendly policies in the university to encourage greater inclusion and participation especially by female students and employees raising children</p>	<p align="center">2030 Agenda for Sustainable Development (UN)</p> 
<p>ACTION(S)</p>	<p>“Spazi famiglia in Università” (University Family Spaces) for breastfeeding, care and looking after children and their families</p>
<p>DIRECT TARGET(S)</p>	<p>Administrative and technical staff, Academic staff and Students</p>
<p>INDIRECT TARGET(S)</p>	<p>Townsppeople</p>
<p>INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS</p>	<p>Rector’s Office; CUG (Joint Guarantee Committee); General Director’s Office; Buildings and Infrastructure Office; Third Mission Office</p>
<p>OUTPUTS</p>	<ul style="list-style-type: none"> - First “Spazio famiglia” - Design, equipping and opening of at least one “Spazio famiglia”
<p>OUTCOMES</p>	<ul style="list-style-type: none"> - Construction of inclusive work and study environment - Support for work/life balance for parents and family caregiving
<p>TIMELINE</p>	<p>2021-2022</p>
<p>KEY PERFORMANCE INDICATORS</p>	<p>Setting up of one or two “Family Spaces” in time frame indicated</p>



Objective 1.3		2030 Agenda for Sustainable Development (UN)
Promote measures to support work/life balance during summer		
ACTION(S)	Feasibility study of support measures for summer period during elementary and secondary school holidays and summer holiday centre closure, further to those already implemented by the University	
DIRECT TARGET(S)	Administrative and technical staff, Academic staff and Students	
INDIRECT TARGET(S)	Minors and families	
INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS	Rector's Office; General Director's Office; Personal and Organization Office; Council of Technical and Administrative Staff	
OUTPUTS	<ul style="list-style-type: none"> - Study launch in January 2022 - Results of study by February 2023 	
OUTCOMES	<ul style="list-style-type: none"> - Construction of inclusive work and study environment - Support for work/life balance for parents and family caregiving 	
TIMELINE	2022-2023	

<p>Objective 1.4. Mapping presence of caregivers and parents in the community of Parma University (students and staff) and acknowledgement of problems in balancing caregiving with university life</p>	<p>2030 Agenda for Sustainable Development (UN)</p> 
<p>ACTION(S)</p>	<p>Launch of survey “Concili-Ation: mapping of caregivers and parents in the university community”</p>
<p>DIRECT TARGET(S)</p>	<p>Administrative and technical staff, Academic staff and Students</p>
<p>INDIRECT TARGET(S)</p>	<p>People assisted by caregivers</p>
<p>INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS</p>	<p>CUG (Joint Guarantee Committee); Welcome and Inclusion Centre; Student representatives</p>
<p>OUTPUTS</p>	<ul style="list-style-type: none"> - Definition and launch of survey - Questionnaire assessing needs in the Parma university community - Results of questionnaire survey
<p>OUTCOMES</p>	<p>Strengthening work/life balance and welfare measures</p>
<p>TIMELINE</p>	<p>2021-2022</p>

Objective 1.5. Promote income support health and welfare of male and female employees		2030 Agenda for Sustainable Development (UN)  
ACTION(S)	Feasibility study and preparation of University Welfare plan	
DIRECT TARGET(S)	Administrative and technical staff, Academic staff and Students	
INDIRECT TARGET(S)	Families of people belonging to Parma university community	
INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS	General Director's Office; Personnel and Organization Office	
OUTPUTS	Finalization and conclusions of study by December 2021	
OUTCOMES	Strengthening work/life balance welfare measures	
TIMELINE	2021	


Objective 1.6. Support employees returning to work after long absences for purposes of caregiving and work/life balance		2030 Agenda for Sustainable Development (UN) 
ACTION(S)	Laying down guidelines for offices and staff in support of colleagues returning to work after a long leave of absence (maternity, illness, leave)	
DIRECT TARGET(S)	Administrative and technical staff, Academic staff	
INDIRECT TARGET(S)	Families, University community	
INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS	General Director's Office; CUG (Joint Guarantee Committee); Personnel and Organization Office	
OUTPUTS	Guidelines to be drawn up by December 2023	
OUTCOMES	Strengthening work/life balance; welfare measures; support for maternity; promotion of inclusive and welcoming work environment	
TIMELINE	2023	

<p style="text-align: center;">Objective 1.7.</p> <p>Promote greater fairness in access to part-time work, remote working and parental leave</p>		<p>2030 Agenda for Sustainable Development (UN)</p>  
ACTION(S)	<ol style="list-style-type: none"> 1. Monitoring of gender balance in access to part-time work 2. Monitoring of gender balance in choice between working on site and from home or smart working 3. Monitoring of gender balance in access to parental leave of absence 	
DIRECT TARGET(S)	Administrative and technical staff, Academic staff	
INDIRECT TARGET(S)	University community	
INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS	General Director's Office; Personnel and Organization Office	
OUTPUTS	Monitoring of applications made for part-time work / working from home/ smart working and parental leave made by employees in the three years up to December 2022	
OUTCOMES	Improvement of gender balance in access to part-time work / working from home/ smart working and parental leave	
TIMELINE	2022	
KEY PERFORMANCE INDICATORS	Increase of 1% in male employees receiving parental leave and of 1% of staff on flexible/smart working	


<p align="center">Objective 1.8.</p> <p>Support and boost access to cancer prevention services through simpler procedures in line with work/life balance of staff, particularly for women during working hours</p>	<p>2030 Agenda for Sustainable Development (UN)</p>  
<p>ACTION(S)</p>	<ol style="list-style-type: none"> 1. <i>“Battilo sul tempo”</i> (Beat it in time): early diagnosis scheme for certain types of tumour with medical examinations during working hours at designated clinics 2. <i>“Il benessere parte da noi”</i> (Wellbeing starts with us): talks on healthy lifestyle and primary prevention 3. <i>“Impariamo a conoscerci”</i> (Learn to know ourselves): training sessions on cancer prevention
<p>DIRECT TARGET(S)</p>	<p>Administrative and technical staff; Academic staff</p>
<p>INDIRECT TARGET(S)</p>	<p>University community</p>
<p>INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS</p>	<p>General Director’s Office; Personnel and Organization Office; CUG (Joint Guarantee Committee); Centre for Health, Hygiene and Safety in the workplace</p>
<p>OUTPUTS</p>	<p>Action 1. Organization of medical examinations for cancer prevention</p> <p>Action 2. Organization of talks and lectures</p> <p>Action 3. Organization of training pathways in 2023</p>
<p>OUTCOMES</p>	<p>Promoting the importance of health of male and female workers and students</p>
<p>TIMELINE</p>	<p>2023</p>
<p>KEY PERFORMANCE INDICATORS</p>	<p>Action 1. Increase of at least 2% of medical examinations compared to 2019</p> <p>Action 2. Organization of at least 2 talks or lectures by the end of 2023</p> <p>Action 3. Organization at least 1 training pathway by the end of 2023</p>

AREA 2


Gender balance in leadership and decision-making processes

Objective 2.1. Achieve more balanced composition in management roles, Panels and Working parties in the University		2030 Agenda for Sustainable Development (UN) 
ACTION(S)	<p>1. Setting up a commission to examine transparency measures and gender balance measures during selection phase of candidates for elected academic bodies</p> <p>2. Laying down guidelines for gender-balanced appointments to management positions, Panels and Working parties and decentralised structures</p>	
DIRECT TARGET(S)	<p>Action 1. Academic staff and Administrative and Technical staff eligible to stand for internal university elections</p> <p>Action 2. Management, members of Panels and Working parties and decentralised structures</p>	
INDIRECT TARGET(S)	All university staff	
INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS	<p>Action 1: Rector; Director General</p> <p>Action 2: Rector; Director General; CUG (Joint Guarantee Committee)</p>	
OUTPUTS	<p>Action 1: Commission to be set up in 2022; evaluation and approval of Commission proposals in 2024</p> <p>Action 2: Guidelines drawn up in 2023</p>	
OUTCOMES	Promoting gender balance in elected bodies and management	
TIMELINE	<p>Action 1: 2024</p> <p>Action 2: 2023</p>	
KEY PERFORMANCE INDICATORS	<p>Action 1. Increase of at least 5% in the under-represented gender in academic bodies</p> <p>Action 2. Increase of at least 5% in the under-represented gender in management, and on Panels and Working parties</p>	




Objective 2.2.		2030 Agenda for Sustainable Development (UN)
Strengthen the decision-making power of the under-represented gender in management positions and serving on elected academic bodies of the University		
ACTION(S)	Courses on mentoring and empowerment for the under-represented gender serving in management positions and on elected academic bodies of the University	
DIRECT TARGET(S)	Under-represented personnel in management positions and serving on elected academic bodies of the University	
INDIRECT TARGET(S)	Academic staff and Administrative and Technical staff of the university	
INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS	CUG (Joint Guarantee Committee); Personnel and Organization Office	
OUTPUTS	Courses to be held on mentoring and empowerment aimed at the under-represented gender in management positions by the end of 2024	
OUTCOMES	Promotion of gender balance in elected bodies and management positions	
TIMELINE	2023-2024	
KEY PERFORMANCE INDICATORS	At least 2 courses on mentoring and empowerment by the end of 2024	



Objective 2.3. Monitor and coordinate implementation of gender balance measures in the structures of the University		2030 Agenda for Sustainable Development (UN) 
ACTION(S)	The Rector delegates a representative responsible for gender balance; the Director of each department delegates a representative responsible for gender balance	
DIRECT TARGET(S)	University offices, structures and Departments	
INDIRECT TARGET(S)	Academic staff and Administrative and technical staff of the university	
INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS	Rector	
OUTPUTS	Equal opportunities / gender balance representative appointed by the end of 2023	
OUTCOMES	Consolidation of institutional university structures in order to promote equal opportunities and monitor measures implemented to boost gender balance in the University	
TIMELINE	2023	




AREA 3

Gender equality in recruitment and promotion

Objective 3.1. Strengthen gender balance in recruitment and promotion		2030 Agenda for Sustainable Development (UN) 
ACTION(S)	<ol style="list-style-type: none"> 1. Promotion of gender balance in Panels selecting Academic staff, fixed-term researchers and Administrative and technical staff; 2. Data on gender gathered in each Department for annual monitoring of recruitment and promotion. 3. Feasibility study on incentive measures impacting directly on under-representation of women especially in the early stages of an academic career 	
DIRECT TARGET(S)	Male and female academic staff, professors, researchers, doctoral students, research assistants, academic scholarship holders; Administrative and technical staff	
INDIRECT TARGET(S)	University community	
INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS	<p>Action 1. Rector, General Director's Office, University Departments and Research Centres</p> <p>Action 2. University Department Directors</p> <p>Action 3. Rector; General Director's Office, University Departments</p>	
OUTPUTS	<p>Action 1. Adoption of a University regulation by the end of 2023, regular monitoring including monitoring of annual Gender Budgeting data and of selection panels</p> <p>Action 2. Annual monitoring of recruitment and promotion in terms of gender for each Department by the end of 2022</p> <p>Action 3. Approval of incentive measures for reducing gender imbalance in recruitment and promotion by the end of 2022</p>	
OUTCOMES	Reduction of gender imbalance in recruitment and university promotion	
TIMELINE	2022-2023	

AREA 4

Integration of the gender dimension into academic research and teaching

<p>Objective 4.1. Promote and help to create a collective awareness of the culture of respect and non-violence, enhancement of differences and repudiation of gender stereotyping in access to careers and other situations, and providing new skills for constructing equal opportunities policies.</p>	<p>2030 Agenda for Sustainable Development (UN)</p>   
<p>ACTION(S)</p>	<ol style="list-style-type: none"> 1. Topics relating to equal opportunities to be added and enhanced for courses on transversal skills 2. Academic staff asked to include one or more lessons annually on women’s contribution to each discipline and feature gender equality in the context of their subject 3. Every November workshops and interdisciplinary training sessions on gender-based violence. 4. Student work or voluntary placements at the Anti-Violence Centre and public and private shelters for women and minors victims of gender-based violence 5. Promoting study workshops, seminars, conferences on themes of gender identity, non-violence, non-discrimination and equal opportunities 6. Compulsory training on discrimination and gender-based violence, harassment including sexual harassment in the work and study environment in order to prevent and fight all types of gender discrimination relating to sexual orientation or identity of the individual. 7. Publication of an annual award for a degree dissertation on gender balance, equal opportunities, or female empowerment measures against gender-based violence and gender identity 8. Setting up post graduate and other courses on anti-discrimination law and measures against gender-based violence and equal opportunities 9. Promoting enrolment on STEM (Science, Technology, Engineering and Mathematics) degree courses
<p>DIRECT TARGET(S)</p>	<p>Action 1. Academic staff and Students</p> <p>Action 2. Academic staff and Students</p> <p>Action 3. Administrative and technical staff; Academic staff and Students</p> <p>Action 4. Students</p> <p>Action 5. Academic staff and Students</p> <p>Action 6. Administrative and technical staff, Academic staff and Students</p> <p>Action 7. Students</p>


	<p>Action 8. Professionals specialising in anti-discrimination law and equal opportunities policies; Administrative and Technical staff of the University; Second cycle degree course students</p> <p>Action 9. Female students (Upper school and / or first or second year university students) following STEM degree courses</p>
<p>INDIRECT TARGET(S)</p>	<p>Action 1. Society</p> <p>Action 2. Society</p> <p>Action 3. Society; different roles working to fight gender-based violence in the Parma area</p> <p>Action 4. Anti-Violence centres; Associations fighting gender-based violence, staff of local authorities and courts, hospital staff</p> <p>Action 5. Society</p> <p>Action 6. University community</p> <p>Action 7. Academic staff; society</p> <p>Action 8. Society</p> <p>Action 9. Society and University community</p>
<p>INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS</p>	<p>Action 1. Rector; University Departments; CUG (Joint Guarantee Committee)</p> <p>Action 2. Rector; University Departments; CUG (Joint Guarantee Committee)</p> <p>Action 3. Rector; University Departments; CUG (Joint Guarantee Committee)</p> <p>Action 4. Didactics Office, Departments</p> <p>Action 5. Rector; CUG (Joint Guarantee Committee); University Departments</p> <p>Action 6. Rector; CUG (Joint Guarantee Committee); University Departments</p> <p>Action 7. Rector; CUG (Joint Guarantee Committee); University Departments; Welcome and Inclusion Centre (CAI); University Research Centres</p> <p>Action 8. CUG (Joint Guarantee Committee) ; University Departments</p> <p>Action 9. Rector; Didactics Office</p>
<p>OUTPUTS</p>	<p>Action 1. Topics relating to equal opportunities to be added and enhanced for courses on transversal skills</p> <p>Action 2. Invitation to be sent at the start of each academic year to teaching staff to remind them to include these themes in their lessons</p> <p>Action 3. Organization of calendar of lessons, dissemination of workshop activities, set deadline for enrolment workshops and classes held with instructor presence (free of charge), groupwork and simulation activities, certificate of attendance issued</p>

	<p>Action 4. Contact made with various Anti-violence centres for arrangement of placements, selection of male and female students intending to take placements, monitoring of placement</p> <p>Action 5. Organization of meetings / seminars open to the public on these themes</p> <p>Action 6. Organization of compulsory training sessions on gender-based violence, and attendance monitored</p> <p>Action 7. Publication of information on award for degree dissertation; selection of dissertations; announcement of award winners and award ceremony.</p> <p>Action 8. Courses and training sessions arranged, publicized, selection of course attendees, training sessions carried out</p> <p>Action 9. Organization of seminars and talks in secondary schools to promote careers in STEM; organization of motivating talks for female students enrolled on STEM degree courses to be given by well-known persons holding such degrees from Parma University currently filling high profile positions in the private and public sectors.</p>
<p>OUTCOMES</p>	<p>Action 1. Integration of gender perspective into subjects covered in degree courses, enhancing interdisciplinary and transversal knowledge</p> <p>Action 2. Promotion of the gender dimension in the content of all courses;</p> <p>Action 3. Promotion of interdisciplinary reflection academically and practically on measures to fight gender-based violence;</p> <p>Action 4. Promotion of practical teaching and training on measures to fight gender-based violence.</p> <p>Action 5. Raising awareness of the university community and townspeople of the importance of the theme</p> <p>Action 6. Raising awareness of the Parma university community of gender-based violence and tools for preventing and fighting all forms of discrimination linked to gender, sexual identity and / or sexual orientation of the individual</p> <p>Action 7. Raising student awareness of the importance of a culture of equality and offering incentive for academic research in this field</p> <p>Action 8. Academic and technical training for future professional figures in charge of anti-discrimination regulations and measures to prevent and fight gender-based violence in various contexts in the public and private sectors.</p> <p>Action 9. Incentives for the enrolment and continuation of study of the under-represented gender on STEM degree courses</p>

<p>TIMELINES</p>	<p>Action 1. 2022, 2023</p> <p>Action 2. 2021, 2022</p> <p>Action 3. 2021, 2022</p> <p>Action 4. 2021, 2022</p> <p>Action 5. 2021, 2022</p> <p>Action 6. 2021, 2022</p> <p>Action 7. 2021, 2022</p> <p>Action 8. 2022, 2023</p> <p>Action 9. 2021, 2022</p>
<p>KEY PERFORMANCE INDICATORS</p>	<p>Action 1. At least 4 subjects inserted into courses on transversal skills</p> <p>Action 3. Participation of at least 150 male and female students in the workshop</p> <p>Action 4. At least 6 placements offered</p> <p>Action 5. At least 6 initiatives held annually</p> <p>Action 7. Award for at least one dissertation a year</p> <p>Azioni 9. Increase of at least 10% in female students enrolling on STEM degree courses</p>

AREA 5




Integration of the gender dimension into academic research

<p>Objective 5.1.</p> <p>Promote and offer incentive for new research projects on themes related to equal opportunities; request internal offices and structures to supply gender segregated data relating to Italian, European and international research. This will also aim to identify positive measures to encourage female applications for local/Italian, and European research funding as Principal Investigator and / or coordinator of local Italian, European and international research groups.</p>	<p>2030 Agenda for Sustainable Development (UN)</p> 
<p>ACTION(S)</p>	<ol style="list-style-type: none"> 1. Grants for research on themes relating to equal opportunities; gender equality, enhancement of differences and fighting gender-based violence 2. Biennial university award for the best doctoral thesis which includes a gender dimension (for male and female doctorate students and research assistants) 3. Planning and organization of department workshops including gender dimension; planning and organization of training sessions; monitoring the impact of workshops and training 4. Definition of a format for insertion of a gender approach in research 5. Guidelines / recommendations drawn up to promote gender balance at conferences and seminars organized by Parma University 6. Working party to identify positive actions to provide incentive for female applications for local/Italian, and European research funding as Principal Investigator or as national or unit leader or as research group member
<p>DIRECT TARGET(S)</p>	<p>All actions are directly aimed at:</p> <ul style="list-style-type: none"> - Permanent and fixed-term academic staff - Male and female doctorate students and research assistants - Male and female academics offering academic expertise
<p>INDIRECT TARGET(S)</p>	<p>All actions are indirectly aimed at: the local, Italian and international academic community</p>
<p>INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS</p>	<p>Action 1. Rector; Research Office; CUG (Joint Guarantee Committee)</p> <p>Action 2. Rector; Research Office; CUG (Joint Guarantee Committee)</p> <p>Action 3. Rector; University departments</p> <p>Action 4. Rector, Research Office</p> <p>Action 5. CUG (Joint Guarantee Committee)</p> <p>Action 6. Rector; Research Office</p>



<p>OUTPUTS</p>	<p>Action 1. Publication of application procedure for grants for research and announcement of grant winners</p> <p>Action 2. Publication of application procedure for biennial doctoral thesis on these themes and award ceremony</p> <p>Action 3. Organization of workshops, training sessions and monitoring of attendance</p> <p>Action 4. Drawing up a format to monitor female participation in Italian, European and international research groups; data gathering on gender segregated of attendees</p> <p>Action 5. Drafting and publication of guidelines / recommendations on gender balanced composition of panels of conferences and seminars</p> <p>Action 6. Appointment of members of Working party; drafting positive measures to encourage application for various research funding, especially local opportunities</p>
<p>OUTCOMES</p>	<p>Action 1. Integration of the gender dimension in research, especially for new male and female graduates who wish to undertake a university career</p> <p>Action 2. Integration of gender dimension into research, especially for new male and female graduates who wish to undertake a university career</p> <p>Action 3. Awareness raising of integrating gender dimension and production of gender segregated data in the results of Italian, European and international research</p> <p>Action 4. Promotion of female empowerment in university research</p> <p>Action 5. Promotion of gender balance among speakers at conferences, seminars etc. hosted by Parma University</p> <p>Action 6. Incentives for female applications for local/national and European research funding, especially as Principal Investigator of local, national and international research projects</p>
<p>TIMELINE</p>	<p>Action 1. 2021- 2022-2023</p> <p>Action 2. 2022-2023</p> <p>Action 3. 2023</p> <p>Action 4. 2022-2023</p> <p>Action 5. 2022</p> <p>Action 6. 2022-2023</p>
<p>KEY PERFORMANCE INDICATORS</p>	<p>Action 1. At least one research grant to be set up during the time frame</p> <p>Action 2. At least one doctoral thesis to receive an award every two years</p> <p>Action 3. At least one training course and one workshop to be held in the time frame</p>

AREA 6

Measures against gender discrimination and violence including sexual harassment

<p align="center">Objective 6.1.</p> <p>Prevent gender-based violence and particularly sexual harassment among academic, administrative and technical staff and male and female students</p>		<p align="center">2030 Agenda for Sustainable Development (UN)</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> <p>4 ISTRUZIONE DI QUALITÀ</p>  </div> <div style="text-align: center;"> <p>5 PARITÀ DI GENERE</p>  </div> <div style="text-align: center;"> <p>16 PACE, GIUSTIZIA E ISTITUZIONI SOLIDE</p>  </div> </div>
<p>ACTION(S)</p>	<ol style="list-style-type: none"> 1. Prevention of gender-based violence and particularly sexual harassment among Academic Administrative and Technical staff and male and female Students 2. At the start of each academic year showing of short video describing all the tools for preventing and fighting discrimination, harassment and violence within Parma University (measures in place, bodies, University Ethical code), 3. Awareness raising of these issues carried out by Permanent interdisciplinary observatory on gender-based violence 	
<p>DIRECT TARGET(S)</p>	<p>Action 1. Academic staff, Administrative and technical staff and Students</p> <p>Action 2. Students</p> <p>Action 3. Administrative and technical staff, Academic staff and Students</p>	
<p>INDIRECT TARGET(S)</p>	<p>Action 1. Society</p> <p>Action 2. Society</p> <p>Action 3. Society</p>	
<p>INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS</p>	<p>Action 1. CUG (Joint Guarantee Committee , University Confidential advisor; Personnel and Organization Office; University E-learning and Multimedia Service (SELMA)</p> <p>Action 2. Rector, CUG (Joint Guarantee Committee , Didactics Office; University Confidential advisor; University E-learning and Multimedia Service (SELMA)</p> <p>Action 3. CUG (Joint Guarantee Committee); University Confidential advisor; Departments</p>	
<p>OUTPUTS</p>	<p>Action 1. Training sessions on measures to fight gender-based violence and harassment including sexual harassment in the workplace in November 2021</p> <p>Action 2. Showing of short video describing tools, regulations and University bodies fighting gender-based violence and all forms of discrimination</p> <p>Action 3. Setting dates of meetings at the Permanent interdisciplinary observatory on gender-based violence; monitoring of enrolment and issue of attendance certificates</p>	


<p>OUTCOMES</p>	<p>Action 1. Prevention of gender-based violence and particularly sexual harassment among Academic Administrative and Technical staff and male and female students</p> <p>Action 2. Awareness raising among students on the importance of mutual respect and tools provided by Parma University to recognise, prevent and fight all forms of gender-based discrimination</p> <p>Action 3. Awareness raising among students on prevention and measures to fight gender-based violence</p>
<p>TIMELINE</p>	<p>Action 1. 2021</p> <p>Action 2. 2022</p> <p>Action 3. 2021-2022-2023</p>
<p>KEY PERFORMANCE INDICATORS</p>	<p>Action 1. Attendance of at least 80% of Administrative, technical and Academic staff at compulsory training sessions on gender-based violence and measures to fight harassment, including sexual harassment, in the workplace</p> <p>Action 2. Video to be shown at 100% of introductory lessons at the start of the academic year</p> <p>Action 3. Attendance of at least 150 people at the interdisciplinary observatory on gender-based violence</p>

<p align="center">Objective 6.2.</p> <p>Intercept and deal with cases of harassment and violence in general among academic, administrative and technical staff and male and female students</p>		<p align="center">2030 Agenda for Sustainable Development (UN)</p> <div style="display: flex; justify-content: space-around;"> <div style="background-color: #e91e63; color: white; padding: 5px; text-align: center;"> <p>5 PARITÀ DI GENERE</p>  </div> <div style="background-color: #1e8449; color: white; padding: 5px; text-align: center;"> <p>16 PACE, GIUSTIZIA E ISTITUZIONI SOLIDE</p>  </div> </div>
<p>ACTION(S)</p>	<ol style="list-style-type: none"> 1. Promote the role of the Confidential advisor within the University 2. Publicize University regulations against violence, setting up a dedicated section of the website of each degree course, among other channels 3. Set up a Working party to draft a guide for reporting discrimination and sexual harassment 4. Open a help desk for reporting discrimination and sexual harassment 5. Periodic monitoring on gender harassment in the work / study environment of the University 	
<p>DIRECT TARGET(S)</p>	<p>All actions are aimed directly at:</p> <ul style="list-style-type: none"> - Administrative and technical staff - Academic staff - Students 	
<p>INDIRECT TARGET(S)</p>	<p>All actions are aimed indirectly at society</p>	
<p>INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS</p>	<p>Action 1. Rector; University Confidential advisor; CUG (Joint Guarantee Committee)</p> <p>Action 2. Rector; University Confidential advisor ; CUG (Joint Guarantee Committee)</p> <p>Action 3. Rector; University Confidential advisor; CUG (Joint Guarantee Committee)</p> <p>Action 4. Rector; Welcome and Inclusion Centre ; University Confidential advisor; CUG (Joint Guarantee Committee)</p> <p>Action 5. University Research centres; CUG (Joint Guarantee Committee)</p>	
<p>OUTPUTS</p>	<p>Action 1. Publication on University webpage and on University social media of updated information regarding the University Confidential advisor</p> <p>Action 2. Publication of regulations on University webpage, the webpages of at least half degree courses and on University social media by the end of 2022</p> <p>Action 3. Publication on University webpage and on University social media of guide and making of video presenting guide</p> <p>Action 4. Setting up help-desk, Publication on University webpage and on University social media of information about help-desk</p>	

	Action 5. Study carried out and results presented before the start of 2022
OUTCOMES	All actions aim to activate and inform the community of Parma university of tools for dealing with and fighting all forms of gender based violence put in place by the University
TIMELINE	<p>Action 1. 2021-2022-2023</p> <p>Action 2. 2022</p> <p>Action 3. 2023</p> <p>Action 4. 2023</p> <p>Action 5. 2021-2022-2023</p>

AREA 7

Gender mainstreaming in institutional communications

<p align="center">Objective 7.1.</p> <p>Promote gender equality in the culture, processes and practice of the institution</p>	<p align="center">2030 Agenda for Sustainable Development (UN)</p> 
<p>ACTION(S)</p>	<ol style="list-style-type: none"> 1. Awareness raising of various bodies and offices of the University on the use of inclusive institutional language through adoption of guidelines on the correct use of gender-neutral language in university activities 2. Review of all application and other types of form used in the University focusing on gendered terminology, giving priority to forms used by students 3. Setting up a section on equal opportunities on the University website and degree course websites 4. Regular monitoring of the “Alias” facility for male and female students undergoing gender transition; 5. Design of a University logo to use for all initiatives and projects on the themes of equal opportunities and gender-based violence.
<p>DIRECT TARGET(S)</p>	<p>Action 1. Administrative and technical staff, Academic staff and students</p> <p>Action 2. Administrative and technical staff, Academic staff and students</p> <p>Action 3. Administrative and technical staff, Academic staff and students</p> <p>Action 4. Students</p> <p>Action 5. Administrative and technical staff, Academic staff and students</p>
<p>INDIRECT TARGET(S)</p>	<p>All actions are aimed indirectly at society</p>
<p>INSTITUTIONAL AND OPERATIONAL IMPLEMENTERS</p>	<p>Action 1. Rector; General Director’s Office; CUG (Joint Guarantee Committee)</p> <p>Action 2. Rector; General Director’s Office; Didactic Office</p> <p>Action 3. Rector; Didactic Office</p> <p>Action 4. Didactic Office</p> <p>Action 5. Rector</p>
<p>OUTPUTS</p>	<p>Action 1. Drafting and publication of University guidelines on the correct use of gender-neutral language, promotion of training sessions on the use of gender-neutral language in University activities</p> <p>Action 2. New forms</p> <p>Action 3. Section on equal opportunities appearing on the University website and at least half of degree course websites</p>

	<p>Action 4. Periodic report on the “Alias” career facility in the University</p> <p>Action 5. University Departments and Research centres receive logo to affix to initiatives and projects on themes related to equal opportunities and gender equality</p>
OUTCOMES	All actions aim to ensure the correct use of gender-neutral language in University administrative procedures and communications, and to raise the profile of all initiatives pursued by the University to promote gender equality in all contexts.
TIMELINE	<p>Action 1. 2021-2022</p> <p>Action 2. 2023</p> <p>Action 3. 2023</p> <p>Action 4. 2022-2023</p> <p>Action 5. 2022</p>
KEY PERFORMANCE INDICATORS	Action 3. Presence on University website and at least half of degree course websites of a dedicated equal opportunities section

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