GENDER EQUALITY PLAN OF CA' FOSCARI UNIVERSITY OF VENICE

updated January 2023

GEP TEAM

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

The supporting administrative structure is the Sustainability Office - Institutional Affairs Area, where a person was identified to support the project.

Name and Surname			Position	
Prof.	Sara	De Vido	Coordinator	
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	Vivianne	Pavan		APPS - CG representative
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FOREWORD

The GEP- Gender Equality Plan provides a set of commitments and actions intended to promote gender equality within an 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

ACTION PLAN 2023 - 2024

Objectives	Action	2023	2024	replanned objective	new objective
1. Gender equality in recruitment and career advancement					
1.1. Promote gender equality in recruitment and career advancement	Amendment of the regulations for PhDs, research grants and fellowships to ensure a gender-balanced composition of the committees				
	Feasibility study to define ways to encourage the recruitment and career advancement of women	X			
1.2. Promote female leadership in research	Survey on female participation in research projects				
	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	X	X		
	Definition of instruments to encourage young female researchers to propose themselves as leaders of research groups and to participate in research projects as scientific leaders	X			
2. Culture of the organisation					
2.1. Strengthen the University's role on gender issues	Renewal of the European HRS4R certification				
	Consolidation and implementation of membership in Networks and Centres of national and international relevance dealing with gender equality and gender-based violence	X	X		

Objectives	Action	2023	2024	replanned objective	new objective
	Updating, drafting and approval of the gender budget				
	Starting application and obtaining the UNI/PdR 125:2022 certification	X	X		X
2.2. Make the language of the University more inclusive	Updating of the guidelines on inclusive language and definition of a vademecum establishing common rules for internal and external communication within the University	X			
	Revision of the University website, institutional documents and forms to bring the language in line with the new guidelines	X	X		
2.3. Develop actions to spread an inclusive culture within the University's practices	Survey on the perception of inequalities within the University				
	Installation of free/reduced-price sanitary napkin dispensers	X	X		
	Experimental activation of a psychological support desk				
	Maintenance and consolidation of the Philosophical Counselling Desk of the COFIL Master	X	X		
	Inclusion of award criteria in tenders regarding commitment to gender issues (e.g. Gender Equality certification or ISO 30415 for diversity and inclusion)		X		
	Continuation and monitoring of ALIAS careers for students	X	X		

Objectives	Action	2023	2024	replanned objective	new objective
	Feasibility study to introduce the ALIAS profile for the staff in gender transition	X			
2.4. Overcome gender asymmetry in the University's dissemination activities	Definition of guidelines to promote gender equality in panels				
	Mapping of panel composition in conferences	X			
	Programming of conferences, seminars and training activities on the topic of gender stereotypes	X			
2.5. To foster among women greater awareness of their role	Organising talks with female professionals, researchers, scientists and academics whose professional history is an inspiration for guiding study and career choices	X	X		
	Planning training initiatives to help technical staff and faculty members promote their leadership and develop strategic skills for the world of work	X	X		
3. Gender mainstreaming in research and teaching programmes					
3.1. Include gender topics in the University's educational programme	Recognition of courses explicitly dedicated to gender issues in the academic programmes and other training initiatives on gender and diversity issues				
	Introduction of new courses explicitly dedicated to gender issues in the academic programmes		X		

Objectives	Action	2023	2024	replanned objective	new objective
	Programming of Masters, Higher Education courses, MOOCs, Minors and other training initiatives on gender and diversity issues		X		
	Promotion of the educational programme dedicated to gender issues in the activities of communication and orientation at the University	X	X		
3.2. Promote gender mainstreaming as a cross-cutting element in research according to the subject area	Inclusion of the gender dimension in the call forms for University research projects (e.g. SPIN)				
	Promote the use of research tools (databases, guidelines, etc.) and methodologies to include the gender dimension in research	X	X		
	Maintaining and enhancing the provision of scholarships for STEM degrees and PhDs	X	X		
3.3. Reducing the gender gap in enrolments in STEM disciplines degree and PhD programmes	Activation of dissertation prizes for female students enrolled in science-related degree programmes	X	X		
	Orientation actions dedicated to STEM pathways for high school girls, also in collaboration with external networks	X	X		
	Recognition of research products on gender and diversity issues (past 5 years)				
3.4. Strengthening research on gender and diversity issues	Establishment of prize for theses (all levels) on gender, inclusion and diversity issues		X		
	Organisation of conferences and seminars to promote research results	X	X		
	Activation of research grants explicitly dedicated to gender and diversity issues	X			X

Objectives	Action	2023	2024	replanned objective	new objective
4. Gender balance in top positions and decision-making bodies					
4.1. Promote female leadership in decision-making structures	Establishment of a gender equality delegate in each Department, also by combining similar positions				
	Amendment of the General University Regulations to include double gender preference on voting cards for elected positions	X			
	Internal mentoring paths between management and non-management profiles to support career advancement in PA		X		
5. Combating gender-based violence, including sexual harassment					
5.1. Promoting knowledge of tools for reporting incidents of discrimination and violence	Advertising the activities of the CUG and the Confidential Counsellor, through information materials, both digital and printed				
	Creation of an informative guide on all the University services for the inclusion and protection of students and staff		X		
	Updating the code of conduct against sexual harassment and gender-based violence in the light of the latest international and European legal instruments		X		
5.2. Increase knowledge about different forms of gender-based violence	Continuous monitoring of data on gender-based violence in the University	X	X		
	Joining/creation of an observatory on gender-based violence, involving the whole of the Ca' Foscari community		X		

Objectives	Action	2023	2024	replanned objective	new objective
	Information activities against sexual harassment and gender-based violence, also involving local anti-violence centres	X	X		
5.3. Increase security in access to university facilities	Mediation activities with the bodies of the Municipality of Venice to improve public lighting in the areas adjacent to the various university sites, libraries and campuses	X			
6. Work-life balance					
6.1. Support work-life balance	Feasibility study on how to support the responsibility of caring for teaching staff	X		X	
	Renewal for the three-year period 2022-2024 of the Welfare Plan for PTA and CEL staff				
	Transition from emergency phase to full smart working phase (implementation of Pola)	X	X		
6.2. Support parenting and work-life balance	Provide financial support for the parenthood of PhD students				
	Obtaining the Family Audit Executive certification				
	Setting up a breastfeeding and baby care area on an experimental basis at the Malcanton-Marcorà site, also open to the citizenship	X			X

1. Gender equality in recruitment and career advancement

1.1. Promote gender equality in recruitment and career advancement

Action 1 2	Feasibility study to define ways to encourage the recruitment and career advancement of women
Recipients	Teaching and research staff
Structure of reference	ARU
Other structures involved	APPS
Political authority	Delegate for Gender Equality
Expected result	Identification of tools to promote gender equality in recruitment and career advancements
Monitoring indicators	Implementation of the study
Resources	Internal only
SDGs	5.1 8.5

Timing	2022	2023	2024

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1.2. Promote female leadership in research

Action **1 2 3**	**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**
Recipients	Research staff
Structure of reference	ADISS - Innovative Education Sector
Other structures involved	ARIC, Departments
Political authority	Faculty Training Delegate
Expected result	Increased awareness among young female researchers in building their careers
Monitoring indicators	number of initiatives activated number of participants
Resources	€ 10,000
SDGs	5.5

Timing	2022	2023	2024

1.2. Promote female leadership in research

Action 1 2 **3**	**Definition of instruments to encourage young female researchers to propose themselves as leaders of research groups and to participate in research projects as scientific leaders**
Recipients	Research staff
Structure of reference	ARIC
Other structures involved	ARU
Political authority	Vice-rector for Research
Expected result	Reduction of gender asymmetries in research projects
Monitoring indicators	% More female Principal Investigator (PI) on an annual basis
Resources	Internal only
SDGs	**5 GENDER EQUALITY** 5.5

Timing	2022	**2023**	2024

2. Culture of the organisation

2.1. Strengthen the University's role on gender issues

Action 1 2 3 4	Consolidation and implementation of membership in Networks and Centres of national and international relevance dealing with gender equality and gender-based violence
Recipients	All members of the University
Structure of reference	CUG and Rectorate
Other structures involved	ACPIC
Political authority	Delegate for Gender Equality
Expected result	External visibility to the commitment and promotion of inclusive culture. Action to raise awareness in the Ca' Foscari community through the university's commitment.
Monitoring indicators	Number of memberships maintained/activated through Networks and Centres
Resources	€ 1,000
SDGs	5.1, 5.c

Timing	2022	2023	2024

2.1. Strengthen the University's role on gender issues

Action 1 2 3 **4**	**Starting application and obtaining the UNI/PdR 125:2022 certification**
Recipients	University staff
Structure of reference	ARU
Other structures involved	–-
Political authority	Vice-rector for General, Legal and Personnel Affairs and Relations with the Ca' Foscari University of Venice Foundation
Expected result	Strengthening welfare/organisational well-being/work-life balance and their associated gender equality measures
Monitoring indicators	Starting application and obtaining the UNI/PdR 125:2022 certification
Resources	€ 5,000
SDGs	3 GOOD HEALTH AND WELL-BEING 3.7 5 GENDER EQUALITY 5.4 8 DECENT WORK AND ECONOMIC GROWTH 8.8

Timing	2022	2023	2024

2.2. Make the language of the University more inclusive

Action 1 2	**Updating of the guidelines on inclusive language and definition of a vademecum establishing common rules for internal and external communication within the University**
Recipients	All members of the University
Structure of reference	ACPIC
Other structures involved	AAI
Political authority	Delegate for University Communication
Expected result	Dissemination of an inclusive language culture
Monitoring indicators	Adoption of updated guidelines Creation of information material
Resources	Internal only
SDGs	4 QUALITY EDUCATION 4.a 5 GENDER EQUALITY 5.1

Timing	2022*	2023	2024

*results achieved in the year 2022 will be presented in the RUA (performance report)

2.2. Make the language of the University more inclusive

Action **1 2**	**Revision of the University website, institutional documents and forms to bring the language in line with the new guidelines**
Recipients	All members of the University
Structure of reference	ASIT
Other structures involved	AAI, ACPIC, ARU, ADISS, ARIC, ASIA, ABIF
Political authority	Delegate for University Communication
Expected result	Dissemination of an inclusive language culture
Monitoring indicators	Review completed
Resources	Internal only
SDGs	4.a 5.1

Timing	2022	2023	2024

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	Student and staff members
Structure of reference	AAI
Other structures involved	ASIA
Political authority	Delegate for Gender Equality
Expected result	Facilitating everyday life for women at the university
Monitoring indicators	Installation of dispensers in major locations
Resources	Approx. € 5,000/each dispenser
SDGs	**5 GENDER EQUALITY** 5.6

Timing	2022	2023	2024

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

Action 1 2 3 **4** 5 6 7	Maintenance and consolidation of the Philosophical Counselling Desk of the COFIL Master
Recipients	All members of the University
Structure of reference	CUG
Other structures involved	ARU, ADISS
Political authority	Vice-rector for General, Legal and Personnel Affairs and Relations with the Ca' Foscari University of Venice Foundation Vice-rector for the right to study and student services
Expected result	Cultural awareness of the relevance of gender issues in human relations
Monitoring indicators	Maintenance of counter services numberof users
Resources	Internal only
SDGs	3 GOOD HEALTH AND WELL-BEING 3.4 5 GENDER EQUALITY 5.1 8 DECENT WORK AND ECONOMIC GROWTH 8.8

Timing	2022*	2023	2024

*results achieved in the year 2022 will be presented in the RUA (performance report)

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

Action 1 2 3 4 **5** 6 7	Inclusion of award criteria in tenders regarding commitment to gender issues (e.g. Gender Equality certification or ISO 30415 for diversity and inclusion)
Recipients	Technical-administrative staff
Structure of reference	ASIA
Other structures involved	AAI
Political authority	Delegate for Gender Equality
Expected result	Strengthening gender equality as a criterion in calls for tender
Monitoring indicators	% of calls for proposals including gender issues among the award criteria
Resources	Internal only
SDGs	5 GENDER EQUALITY 5.c 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 12.7

Timing	2022	2023	**2024**

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

Action 1 2 3 4 5 **6** 7	Maintenance and monitoring of ALIAS careers for students in gender transition
Recipients	Students
Structure of reference	ADISS
Other structures involved	APPS
Political authority	Vice-rector for the right to study and student services
Expected result	Awareness of gender issues and the main bias and stereotypes
Monitoring indicators	Career maintenance ALIAS number of users who have used the ALIAS career
Resources	Internal only
SDGs	4.a 5.c 10.2

Timing	2022*	2023	2024

*results achieved in the year 2022 will be presented in the RUA (performance report)

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

Action 1 2 3 4 5 6 **7**	**Feasibility study to introduce the ALIAS profile for the staff in gender transition**
Recipients	Technical-administrative, teaching and research staff
Structure of reference	ARU
Other structures involved	_
Political authority	Vice-rector for General, Legal and Personnel Affairs and Relations with the Ca' Foscari University of Venice Foundation
Expected result	Awareness of gender issues and the main bias and stereotypes
Monitoring indicators	Implementation of the feasibility study
Resources	Internal only
SDGs	4 QUALITY EDUCATION **4.a** 5 GENDER EQUALITY **5.c** 10 REDUCED INEQUALITIES **10.2**

Timing	2022	**2023**	2024

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

Action 1 2 3	Mapping of panel composition in conferences
Recipients	Research staff
Structure of reference	ACPIC
Other structures involved	DEPARTMENTS, ASIT, APPS, AAI
Political authority	Vice-rector for Public engagement
Expected result	Developing a culture of gender equality in the University's seminar and conference activities and reducing the number of all-male panels
Monitoring indicators	Defining modalities and mapping
Resources	Internal only
SDGs	**4 QUALITY EDUCATION** 4.a **5 GENDER EQUALITY** 5.1, 5.5 **10 REDUCED INEQUALITIES** 10.2, 10.3

Timing	2022	2023	2024

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

Action 1 2 **3**	**Programming of conferences, seminars and training activities on the topic of gender equality and gender stereotypes**
Recipients	All members of the University
Structure of reference	CUG, CESTUDIR
Other structures involved	ACPIC
Political authority	Vice-rector for Public engagement
Expected result	Development of internal awareness of gender issues and main stereotypes
Monitoring indicators	number of initiatives implemented number of participants
Resources	€ 3000
SDGs	4 QUALITY EDUCATION **4.a** 5 GENDER EQUALITY **5.1** 10 REDUCED INEQUALITIES **10.2, 10.3**

Timing	2022	**2023**	2024

2.5. To foster among women greater awareness of their role

Action 1 2	Organising talks with female professionals, researchers, scientists and academics whose professional history is an inspiration for guiding study and career choices
Recipients	University female students and high school female students
Structure of reference	ADISS - LEi project
Other structures involved	–
Political authority	Vice-rector for Public engagement, Career Service Delegate
Expected result	Support for women's careers
Monitoring indicators	Number of implemented initiatives Number of participants
Resources	€ 2,000
SDGs	5.5 10.2, 10.3

Timing	2022	2023	2024

2.5. Develop among women a greater awareness of their role

Action 1 2	**Planning training initiatives to help technical staff and faculty members promote their leadership and develop strategic skills for the world of work**
Recipients	University female staff
Structure of reference	ARU
Other structures involved	ADISS - LEi project
Political authority	Vice-rector for General, Legal and Personnel Affairs and Relations with Ca' Foscari University of Venice Foundation Faculty Training Delegate
Expected result	Support for women's careers
Monitoring indicators	Number of implemented initiatives Number of participants
Resources	€ 10,000
SDGs	4 QUALITY EDUCATION 4.a 5 GENDER EQUALITY 5.5 8 DECENT WORK AND ECONOMIC GROWTH 8.5

Timing	2022	2023	2024

3. Gender mainstreaming in research and teaching programmes

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

Action 1 2 3 4	Introduction of new courses explicitly dedicated to gender issues in the academic programmes
Recipients	Students
Structure of reference	Departments
Other structures involved	ADISS
Political authority	Vice-rector for Education
Expected result	Acquisition of skills on gender equality and inclusion in the educational curriculum of students
Monitoring indicators	number of courses added, starting from the a.y. 2024/25
Resources	Internal only
SDGs	4 QUALITY EDUCATION 4.7 5 GENDER EQUALITY 5.c 10 REDUCED INEQUALITIES 10.2

Timing	2022	2023	**2024**

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

Action 1 2 **3** 4	**Programming of Masters, Higher Education courses, MOOCs, Minors and other training initiatives on gender and diversity issues**
Recipients	Students
Structure of reference	Challenge School, ADISS
Other structures involved	Departments
Political authority	Vice-rector for Education
Expected result	Acquisition of skills on gender equality and inclusion in the educational curriculum of students
Monitoring indicators	number educational initiatives activated
Resources	Internal
SDGs	4 QUALITY EDUCATION 4.7 5 GENDER EQUALITY 5.c 10 REDUCED INEQUALITIES 10.2

Timing	2022	2023	**2024**

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

Action 1 2 3 **4**	**Promotion of the educational programme dedicated to gender issues in the activities of communication and orientation at the University**
Recipients	Students
Structure of reference	ADISS
Other structures involved	ACPIC
Political authority	Vice-rector for Education Delegate for Orientation and Tutoring
Expected result	Acquisition of skills on gender equality and inclusion in the educational curriculum of students
Monitoring indicators	Number of promotional materials and initiatives carried out
Resources	Internal
SDGs	4 QUALITY EDUCATION **4.7** 5 GENDER EQUALITY **5.1** 10 REDUCED INEQUALITIES **10.2**

Timing	2022*	2023	2024

*results achieved in the year 2022 will be presented in the RUA (performance report) (performance report)

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

Action 1 2	Promote the use of research tools (databases, guidelines, etc.) and methodologies to include the gender dimension in research
Recipients	Teaching and research staff
Structure of reference	ARIC
Other structures involved	AAI, ACPIC, Departments
Political authority	Vice-rector for Research Delegates for the Departmental Research
Expected result	Acquisition of methodological skills and tools for the promotion of gender research
Monitoring indicators	number of promotional materials carried out number of participants
Resources	€ 3,000
SDGs	**5 GENDER EQUALITY** 5.1

Timing	2022	2023	2024

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

Action 1 2 3	Maintaining and enhancing the provision of scholarships for STEM degrees and PhDs
Recipients	female students and PhDs
Structure of reference	ADISS
Other structures involved	DAIS, DSMN, Development Office
Political authority	Vice-rector for the right to study and student services
Expected result	Reducing the gender gap in STEM area degree programmes
Monitoring indicators	number of grants activated and disbursed
Resources	Fundraising from external funders
SDGs	**4 QUALITY EDUCATION** 4.5 **5 GENDER EQUALITY** 5.1, 5.c

Timing	2022*	2023	2024

*results achieved in the year 2022 will be presented in the RUA (performance report)

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

Action 1 2 3	Activation of dissertation prizes for female students enrolled in science-related degree and PhD programmes
Recipients	Female students and PhDs
Structure of reference	ADISS
Other structures involved	DAIS, DSMN, Development Office
Political authority	Vice-rector for the right to study and student services
Expected result	Reducing the gender gap in STEM area degree programmes
Monitoring indicators	number of awards given
Resources	Fundraising from external funders
SDGs	4.5, 4.a 5.1

Timing	2022*	2023	2024

*results achieved in the year 2022 will be presented in the RUA (performance report)

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

Action 1 2 **3**	**Orientation actions dedicated to STEM pathways for high school girls, also in collaboration with external networks**
Recipients	High school female students
Structure of reference	ADISS - LEi project
Other structures involved	ADISS
Political authority	Delegate for Orientation and Tutoring Career Service Delegate
Expected result	Reducing the gender gap in STEM area degree programmes
Monitoring indicators	number of initiatives implemented number of people involved
Resources	Internal only
SDGs	4.5 5.c

Timing	2022*	2023	2024

*results achieved in the year 2022 will be presented in the RUA (performance report)

3.4. Strengthening research on gender and diversity issues

Action 1 2 3 4	Establishment of prize for theses (all levels) on gender, inclusion and diversity issues
Recipients	Students
Structure of reference	Development Office
Other structures involved	ADISS
Political authority	Vice-rector for the right to study and student services
Expected result	Acquisition of methodological skills and tools for the promotion of gender research
Monitoring indicators	number of awards given
Resources	Fundraising from external funders
SDGs	5 GENDER EQUALITY 5.1 10 REDUCED INEQUALITIES 10.2

Timing	2022	2023	2024

3.4. Strengthening research on gender and diversity issues

Action 1 2 3 4	Organisation of conferences and seminars to promote research results on gender and diversity issues
Recipients	All members of the University; external community
Structure of reference	Departments
Other structures involved	ACPIC
Political authority	Vice-rector for Public engagement Departmental Public engagement Delegate
Expected result	Acquisition of methodological skills and tools for the promotion of gender research
Monitoring indicators	number of initiatives implemented number of participants
Resources	Internal only
SDGs	5.1 10.2

Timing	2022*	2023	2024

*results achieved in the year 2022 will be presented in the RUA (performance report)

3.4. Strengthening research on gender and diversity issues

Action 1 2 3 **4**	**Activation of research grants explicitly dedicated to gender and diversity issues**
Recipients	Research staff
Structure of reference	ARIC
Other structures involved	-
Political authority	Vice-rector for Research
Expected result	Broadening the knowledge and skills needed for sustainable development through the promotion of gender and diversity research
Monitoring indicators	number scholarships activated
Resources	Internal only
SDGs	4 QUALITY EDUCATION 4.7 5 GENDER EQUALITY 5.1 10 REDUCED INEQUALITIES 10.2

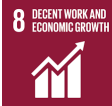| Timing	2022	**2023**	2024

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

4.1. Promote female leadership in decision-making structures

Action 1 2 3	Amendment of the General University Regulations to include double gender preference on voting cards for elected positions
Recipients	All members of the University
Structure of reference	AAI
Other structures involved	
Political authority	Vice-rector for General, Legal and Personnel Affairs and Relations with the Ca' Foscari University of Venice Foundation
Expected result	Achieving gender equality trends in representations
Monitoring indicators	Amendment of the General Regulation (in line with the revisions of the Statute and Rules)
Resources	Internal only
SDGs	4 QUALITY EDUCATION 4.a 5 GENDER EQUALITY 5.1, 5.5

Timing	2022	2023	2024

4.1. Promote female leadership in decision-making structures

Action 1 2 **3**	**Internal mentoring paths between management and non-management profiles to support career advancement in PA**
Recipients	Female administrative and technical staff and CELs (Language Collaborators and Experts)
Structure of reference	ARU
Other structures involved	–
Political authority	Delegate for Gender Equality
Expected result	Support for women's careers
Monitoring indicators	number of initiatives implemented number of participants
Resources	Internal only
SDGs	**5** GENDER EQUALITY 5.1, 5.5 **8** DECENT WORK AND ECONOMIC GROWTH 8.8

Timing	2022	2023	**2024**

5. Combating gender-based violence, including sexual harassment

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

Action 1 2 3	Creation of an informative guide on all the University services for the inclusion and protection of students and staff
Recipients	All members of the University
Structure of reference	AAI
Other structures involved	ACPIC, APPS, ADISS, ARIC
Political authority	Delegate for University Communication
Expected result	Increased knowledge of the services offered by the University regarding inclusion and combating violence
Monitoring indicators	Publication of the information guide by the beginning of a.y. 2024/25
Resources	Internal only
SDGs	4.a 5.1, 5.2 10.2

Timing	2022	2023	**2024**

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

Action 1 2 **3**	**Updating the code of conduct against sexual harassment and gender-based violence in the light of the latest international and European legal instruments**
Recipients	All members of the University
Structure of reference	ARU
Other structures involved	CUG, AAI
Political authority	Delegate for Gender Equality
Expected result	Developing a culture of inclusion against discrimination
Monitoring indicators	Development of the new Code of Conduct
Resources	Internal only
SDGs	**4** QUALITY EDUCATION 4.a **5** GENDER EQUALITY 5.2

Timing	2022	2023	**2024**

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

Action 1 2 3	Continuous monitoring of data on gender-based violence in the University
Recipients	All members of the University
Structure of reference	CUG, Confidential Counsellor
Other structures involved	APPS, ARU
Political authority	Delegate for Gender Equality
Expected result	Improvement of knowledge on gender issues and violence within the University
Monitoring indicators	Implementation of 1 monitoring action per year
Resources	Internal only
SDGs	4.a 5.2

Timing	2022*	2023	2024

*results achieved in the year 2022 will be presented in the RUA (performance report)

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

Action **1 2 3**	**Joining/creation of an observatory on gender-based violence, involving the whole of the Ca' Foscari community**
Recipients	All members of the University
Structure of reference	CUG
Other structures involved	Rectorate, CESTUDIR
Political authority	Delegate for Gender Equality
Expected result	Creation of a close link between the academic world, magistrates, lawyers working on this front and the world of anti-violence centres and communication.
Monitoring indicators	Activation of the Observatory
Resources	Internal only
SDGs	5 GENDER EQUALITY 5.2, 5.c

Timing	2022	2023	**2024**

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

Action 1 2 3	Information activities against sexual harassment and gender-based violence, also involving local anti-violence centres
Recipients	All members of the University
Structure of reference	CUG
Other structures involved	ACPIC, CESTUDIR
Political authority	Delegate for Gender Equality
Expected result	Developing a culture of inclusion against discrimination. Help for all members of the Ca' Foscari community to recognise violence and to be aware of what actions to take.
Monitoring indicators	number of initiatives implemented number of participants
Resources	Internal only
SDGs	5 GENDER EQUALITY 5.2 10 REDUCED INEQUALITIES 10.2

Timing	2022*	2023	2024

*results achieved in the year 2022 will be presented in the RUA (performance report)

5.3. Increase security in access to university facilities

Action 1	**Mediation activities with the bodies of the Municipality of Venice to improve public lighting in the areas adjacent to the various university sites, libraries and campuses**
Recipients	All members of the University
Structure of reference	Rectorate
Other structures involved	_
Political authority	Vice-rector for relations with the territory
Expected result	Safer access to university sites, libraries and campuses, especially in the evenings, by vulnerable people
Monitoring indicators	Request formalised to municipal offices
Resources	Internal only
SDGs	5 GENDER EQUALITY 5.2 11 SUSTAINABLE CITIES AND COMMUNITIES 11.2, 11.7

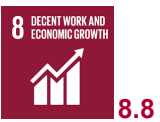| Timing	2022	**2023**	2024

6. Work- life balance

6.1. Support work-life balance

Action **1** 2 3	**Feasibility study on how to support the responsibility of caring for teaching staff**
Recipients	Teaching and research staff
Structure of reference	ARU
Other structures involved	–
Political authority	Delegate for Gender Equality
Expected result	Strengthening of welfare/organisational welfare/work-life balance measures
Monitoring indicators	Implementation of the study
Resources	Internal only
SDGs	3 GOOD HEALTH AND WELL-BEING 3.7 5 GENDER EQUALITY 5.4

Timing	2022	**2023**	2024

6.1. Support work-life balance

Action 1 2 3	Transition from emergency phase to full smart working phase (implementation of Pola)
Recipients	Technical-administrative staff
Structure of reference	ARU
Other structures involved	_
Political authority	Vice-rector for General, Legal and Personnel Affairs and Relations with the Ca' Foscari University of Venice Foundation
Expected result	Strengthening of welfare/organisational welfare/work-life balance measures
Monitoring indicators	Development of POLA in line with annual targets
Resources	POLA resources
SDGs	5 GENDER EQUALITY 5.1 8 DECENT WORK AND ECONOMIC GROWTH 8.8

Timing	2022*	2023	2024

*results achieved in the year 2022 will be presented in the RUA (performance report)

6.2. Support parenting and work-life balance

Action 1 2 3	**Setting up a breastfeeding and baby care area on an experimental basis at the Malcanton-Marcorà site, also open to the citizenship**
Recipients	Ca' Foscari Community and citizenship
Structure of reference	DFBC, DSU Departments
Other structures involved	–
Political authority	Delegate for Gender Equality
Expected result	Strengthening welfare/organisational well-being/work-life balance and external inclusion measures
Monitoring indicators	Implementation of the breastfeeding and baby care space
Resources	Departmental funds
SDGs	**3 GOOD HEALTH AND WELL-BEING** 3.7 **5 GENDER EQUALITY** 5.4

Timing	2022	2023	2024

The Gender Equality Plan is part of the 'Sustainable Ca' Foscari' programme and contributes to the implementation of the 2030 Agenda, with particular reference to the SDGs:

- 3 - Health and well-being
- 4 - Quality education
- 5 - Gender equality
- 8 - Decent work and economic growth
- 10 - Reducing inequalities
- 11 - Sustainable cities and communities
- 12 - Responsible consumption and production

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