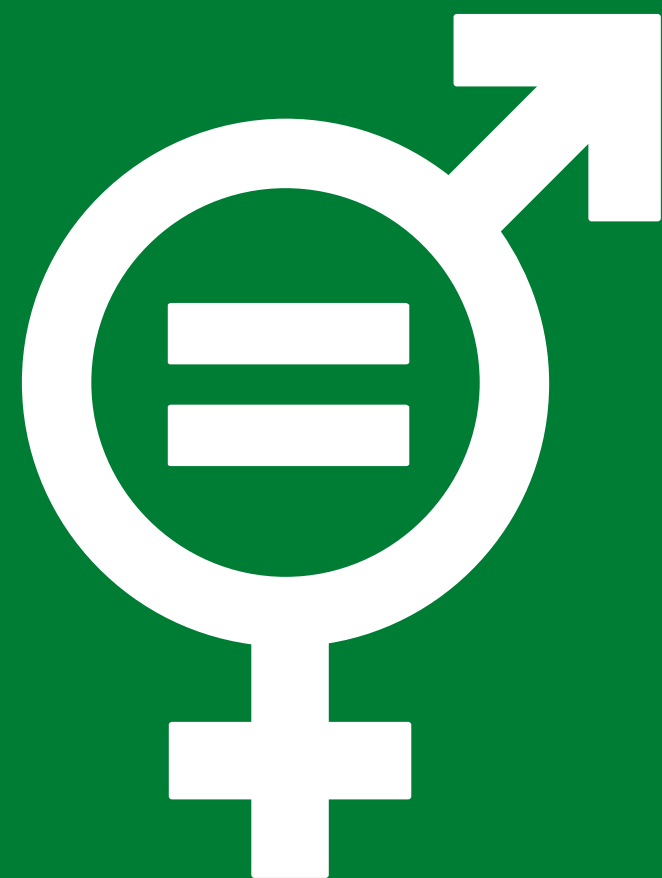


Gender Equality Plan

2022–2024



TOR VERGATA
UNIVERSITY OF ROME

Introduction

Since more than twenty years, the European Commission (EC) has identified gender equality among the priorities of European policies for research and innovation. To this end EC promoted the drafting of a Gender Equality Plan as one of the measures to reach this goal. During the 2020 edition of the European Research and Innovation Days, among the provisions introduced to promote gender equality processes in European organizations, the EC General Directorate for Research and Innovation announced that the adoption of a Gender Equality Plan (GEP) by all Higher Education and Research Institutions is a requirement for the access to Horizon Europe research program funding. In this perspective, the European Commission provided precise indications for the GEPs drafting; these indications were reported by CRUI (Conference of Italian University Rectors) in the "Handbook for the elaboration of Gender Equality Plan in Italian Universities", aimed to provide an operational tool for the Plan drafting.

Since 2017, the Tor Vergata "Central Committee for Guaranteeing/Enforcing equal opportunities, enhancement of workers' health and against discrimination" compiled an outline of the gender situation inside the University and carried out a constant monitoring of the progress on the issue. These activities were aimed to both verifying possible imbalances and undertaking policies, measures and actions for equal opportunities promotion.

Furthermore in 2020, a Coordination Group in charge of the preparation of the Gender Report, and a Working Group, in charge of the preparation the first Gender Equality Plan and their periodic updates, were set up. The redaction of both Gender Report and Gender Equality Plan is aimed to represent an analysis of the real identity of the University, but also a starting point allowing: (i) to evaluate the effectiveness and sustainability of the actions undertaken, (ii) to optimize the results already obtained, (iii) to report contradictions and points of attention and (iv) to highlight opportunities and resources, with the aim of promoting new policies.

This document identifies seven key areas of intervention, according to the contents requested by the European Commission and reported in the CRUI Handbook. Before being concretized into objectives, the areas of intervention were associated with specific Sustainable Development Goals (SDGs) of the 2030 Agenda and their related targets.

Link between thematic areas and SDGs

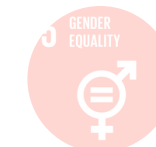
SDGs were unanimously adopted in 2015 by United Nations member states in the 2030 Agenda. In a nutshell, they are 17 general goals, parted into 169 specific goals to be achieved by 2030. The international community adopted these SDGs to promote the sustainable development in the entire planet: all countries and all sections of society are called to contribute to move the development on a sustainable path from the economic, social and environmental points of view. Universities must do their part, too, not only as a privileged elaboration point for new conceptual models or for experimentation and innovation, but also as driving force for local and global development.

Below a summary of the links between the thematic areas of the "Tor Vergata" Gender Equality Plan and SDG targets of the UN Agenda 2030:

- **THEMATIC AREA 1 - Gender balance in leadership and decision-making**
GOAL 5 - Achieve gender equality and empower all women and girls - Target 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
- **THEMATIC AREA 2 - Gender equality in recruitment and career progression**
GOAL 10 - Reduce inequality within and among countries - Target 10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality
- **THEMATIC AREA 3 - Work life balance and organisational culture**
GOAL 8 - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all - Target 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
- **THEMATIC AREA 4 - Integration of the gender dimension into research**
GOAL 10 - Reduce inequality within and among countries - Target 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard

Link between thematic areas and SDGs


- **THEMATIC AREA 5 - Integration of the gender dimension into teaching content**
GOAL 4 - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all - Target 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations
- **THEMATIC AREA 6 - Integration of the gender dimension in third mission activities**
GOAL 17 - Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development - Target 17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnership
- **THEMATIC AREA 7 - Measures against gender-based violence, including sexual harassment**
GOAL 5 - Achieve gender equality and empower all women and girls - Target 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation




Thematic Area	Target	Measure	Recipient	2021	2022	2023	2024	Responsible	Economic Resources	Monitoring Indicator
TA1 Gender balance in leadership and decision-making 	1.1 To promote equal opportunities into institutional processes, management practices and, in general, into the University culture	Systematic collection, in General Administration and in all decentralized structures, of quantitative and qualitative data disaggregated by gender, in digital format, for the periodic drawing up of the Gender Report and the annual drawing up of the Management Report (which accompanies the University Financial Statements) and the Sustainability Report	<ul style="list-style-type: none"> • Key stakeholder and decision-makers; • Teaching and research staff and administrative /technical staff; • University students; • Prospective students and their families 	X	X	X	X	Statistical Office	-	<ul style="list-style-type: none"> • Gender Report; • Sustainability Report
		Creation of figures of Faculty delegates for equal opportunities	<ul style="list-style-type: none"> • Teaching and research staff and administrative/technical 		X	X	X	<ul style="list-style-type: none"> • Rector; • Department Director; 	-	One delegate for each faculty


Thematic Area	Target	Measure	Recipient	2021	2022	2023	2024	Responsible	Economic Resources	Monitoring Indicator
TA1 Gender balance in leadership and decision-making 		or the establishment of a Prorectorate for equal opportunities	staff; • University students					• Manager in charge of the personnel department		
	1.1 To promote equal opportunities into institutional processes, management practices and, in general, into the University culture	Planning of periodic meetings on the progress of the Gender Equality Plan with key figures in governance and structures to facilitate the dissemination of the tool, strengthen its potential and maximize its impact	• Teaching and research staff and administrative /technical staff; • University students		X	X	X	• Prorector for Research; • International Research Office	-	Annual review of the Gender Equality Plan
		Launch of a feasibility study on possible actions aimed at greater involvement of the subordinate gender in decision-making mechanisms	• Key stakeholder and decision-makers; • Teaching and research staff and adm/techn staff		X			• Rector; • General Direction; • CUG	-	Analysis of the results of the feasibility study

Thematic Area	Target	Measure	Recipient	2021	2022	2023	2024	Responsible	Economic Resources	Monitoring Indicator
TA2 Gender equality in recruitment and career progression 	2.1 To promote processes supporting female researchers/professors to pursue their academic careers	Evaluation of the possibility of reducing the teaching load in excess of what is institutionally provided for by the role of female researchers / professors in the first year of their children's lives	Teaching and research staff		X	X	X	<ul style="list-style-type: none"> Rector; CUG; Manager in charge of the personnel department 	-	Number of female researchers / professors who use it annually and variation compared to the previous year
		Introduction/enhancement, in the evaluation of the University research, of corrections related to the periods of maternity leave and other periods of leave, provided for by the laws in force, in order to obtain a more equitable evaluation	Teaching and research staff		X	X	X	<ul style="list-style-type: none"> Rector; CUG; Manager in charge of the personnel department 	-	Analysis of requests made and impact on the total figure of female researchers / professors on maternity leave

Thematic Area	Target	Measure	Recipient	2021	2022	2023	2024	Responsible	Economic Resources	Monitoring Indicator
TA3 Work life balance and organisational culture 	3.1 To promote balance between work and private/family life	Updating and improving the usability of the brochure that collects legislation on maternity and identification in the offices of a single manager to whom to contact for information and bureaucratic assistance	Teaching and research staff and administrative/technical staff		X			Manager in charge of the personnel department	-	Number of requests received by the manager and variation from the previous year
		Evaluation of the possibility of adopting new ways of carrying out work performance focused on objectives and based on autonomy, responsibility, trust and flexibility	Administrative/technical staff		X	X	X	<ul style="list-style-type: none"> • Rector; • General Direction; • Manager in charge of the personnel department 		<ul style="list-style-type: none"> • Number of hours / days carried out in alternative ways; • Organizational performance measurement index and its variation



Thematic Area	Target	Measure	Recipient	2021	2022	2023	2024	Responsible	Economic Resources	Monitoring Indicator
TA3 Work life balance and organisational culture 	3.1 To promote balance between work and private/family life	(eg. smart working)								
		Efficiency of all internal and external spaces at the University (canteens, parking lots, study areas, spaces for socializing)	<ul style="list-style-type: none"> Teaching and research staff and administrative/technical staff; University students; Prospective students and their families 		X	X	X	Manager of the assets and tenders department	-	Analysis of the interventions carried out
		Amendment of the regulation for the request and use of holidays and solidarity permits, extending it to those who have to provide assistance to relatives, spouses, cohabitants who need constant care for particular health conditions	Administrative/technical staff		X	X	X	Manager in charge of the personnel department	-	Number of hours / days made available and rate of use

Thematic Area	Target	Measure	Recipient	2021	2022	2023	2024	Responsible	Economic Resources	Monitoring Indicator
TA3 Work life balance and organisational culture 	3.1 To promote balance between work and private/family life	Increase in the budget for participation in nursery expenses by expanding the range of recipients of the provision, including fellows, doctoral students, postgraduates and researchers	<ul style="list-style-type: none"> Administrative/ technical staff; Researches; PhD students; Research fellows 		X	X	X	<ul style="list-style-type: none"> Rector; General Direction; Manager in charge of the personnel department 	Euro 110.000 annui	Annual number of new recipients who request it and the utilization rate of the budget allocated for this purpose
	3.2 To promote equal opportunities as culture and foundation of all actions and practices of the people belonging to the academic communities	Forecast, in the context of training and updating activities for employees, of workshops, open days, seminars and training courses on equality	Teaching and research staff and administrative/ technical staff		X	X	X	<ul style="list-style-type: none"> CUG; General Direction; Manager in charge of the personnel department 	-	<ul style="list-style-type: none"> Number and type of personnel units reached by the training; Percentage of personnel reached by training disaggregated by gender


Thematic Area	Target	Measure	Recipient	2021	2022	2023	2024	Responsible	Economic Resources	Monitoring Indicator
TA3 Work life balance and organisational culture 	3.2 To promote equal opportunities as culture and foundation of all actions and practices of the people belonging to the academic communities	Realizzazione delle linee guida d’Ateneo che sintetizzino le “buone pratiche” necessarie a garantire un uso adeguato della lingua italiana	<ul style="list-style-type: none"> Teaching and research staff and administrative / technical staff; University students 	X	X			<ul style="list-style-type: none"> Manager in charge of the personnel department; Specially established Working Group 	-	Assessment of the degree of improvement of the language used in university practices
		Creation of University guidelines that summarize the "good practices" necessary to ensure adequate use of the Italian language	<ul style="list-style-type: none"> Teaching and research staff and administrative / technical staff; University students; Prospective students and their families 	X	X	X	X	<ul style="list-style-type: none"> Manager in charge of the personnel department; Manager in charge of management operating systems; University press office 	-	Assessment of the degree of improvement of the language used in institutional sites

Thematic Area	Target	Measure	Recipient	2021	2022	2023	2024	Responsible	Economic Resources	Monitoring Indicator
TA4 Integration of the gender dimension into research 	4.1 To include "gender" variable into the research processes	Promotion of gender-balanced research activities, providing incentives and support for inclusive research groups	<ul style="list-style-type: none"> Teaching and research staff and administrative / technical staff; University students 		X	X	X	<ul style="list-style-type: none"> Rector; Prorector for Research; Faculty coordinators 	-	Indicators presented in the Gender Report, Teaching and Research Staff section, Research area
		Monitoring of data - disaggregated by gender - relating to the assignment of competitive research projects, success rate, amount of research funding, presentation of publications and filing of patents	<ul style="list-style-type: none"> Key stakeholder and decision-makers Teaching and research staff; PhD students 		X	X	X	<ul style="list-style-type: none"> Statistical Office; Manager in charge for Research and Third Mission 	-	Indicators presented in the Gender Report, Teaching and Research Staff section, Research area
		Promotion of multidisciplinary networks of researchers interested in	<ul style="list-style-type: none"> Key stakeholder and decision-makers; 		X	X	X	Prorector for Research	-	Number of networks activated or joined; number of events and



Thematic Area	Target	Measure	Recipient	2021	2022	2023	2024	Responsible	Economic Resources	Monitoring Indicator
TA4 Integration of the gender dimension into research 	4.1 To include "gender" variable into the research processes	gender issues, equal opportunities and diversity management	<ul style="list-style-type: none"> Teaching and research staff; PhD students 							impact assessment
		Promotion of the activities of GIO (Interuniversity Observatory on Gender Studies, Equality and Equal Opportunities) of which the University is one of the founders	<ul style="list-style-type: none"> Teaching and research staff and administrative / technical staff; University students 	X	X	X	X	GIO Scientific Committee	-	Number of activities promoted and impact assessment
		Promotion of the activities of the GES Center - Grammar and Sexism, based at the Department of Literary, Philosophical and History of Art Studies	<ul style="list-style-type: none"> University students; Teaching and research staff and adm/techn staff; Prospective students and their families 	X	X	X	X	<ul style="list-style-type: none"> GES Director; Rector; Prorector for Research; Department directors 	-	<ul style="list-style-type: none"> Number of publications per year; Number of events handled; Number of students enrolled in the proposed courses

Thematic Area	Target	Measure	Recipient	2021	2022	2023	2024	Responsible	Economic Resources	Monitoring Indicator
TA4 Integration of the gender dimension into research 	4.1 To include "gender" variable into the research processes	Promotion of the activities of the Di-Con-Per Donne Center, at the Department of Law	<ul style="list-style-type: none"> University students; Teaching and research staff and adm/techn staff 	X	X	X	X	<ul style="list-style-type: none"> Director of the Center; Rector; Prorector for Research 	-	<ul style="list-style-type: none"> Number of publications per year; Number of events handled
		Promotion of the activities of the Women's Enterprise Scientific Observatory (OSIF) at the Department of Management and Law	<ul style="list-style-type: none"> University students; PhD students; Teaching and research staff and adm/techn staff 	X	X	X	X	<ul style="list-style-type: none"> Coordinator of the Observatory; Rector; Prorector for Research 	-	<ul style="list-style-type: none"> Number of publications per year; Number of events handled
TA5 Integration of the gender dimension into teaching and training programs 	5.1 To include "gender" variable into teaching and course of study	Training Course in "Active and equal citizenship - the deconstruction of social stereotypes to prevent and combat gender-based violence"	<ul style="list-style-type: none"> University students; Adm/techn staff; Prospective students and their families 	X	X	X	X	GES Center - Grammar and Sexism	-	Number of students enrolled in the different categories (University students, PCTO, employees, etc.) and variation compared to the previous year


Thematic Area	Target	Measure	Recipient	2021	2022	2023	2024	Responsible	Economic Resources	Monitoring Indicator
TA5 Integration of the gender dimension into teaching and training programs 	5.2 To counteract the horizontal segregation inside course of study, particularly in the STEM field	"Gender & Inclusion" Course	<ul style="list-style-type: none"> University students; Prospective students and their families 	X	X	X	X	Department of Enterprise Engineering	-	Number of students enrolled and variation from the previous year
		Establishment of 36 scholarships for merit to be awarded to students enrolled in three-year degree courses with the highest rates of gender segregation, of which at least 3/4 in the STEM field	<ul style="list-style-type: none"> University students; Prospective students and their families 		X	X	X	Manager of the Didactic and Student Services Department	Euro 18.000 annui	Verification of the actual disbursement of the scholarships
		Establish 50 scholarships for Afghan students (specifically 35 for female students and 15 for male students)	Enrolled in a.y. 2022/2023 from Afghanistan		X	X		<ul style="list-style-type: none"> General Direction; Manager of the Didactic and Student Services Department 	Euro 450.000	Verification of the actual disbursement of the scholarships

Thematic Area	Target	Measure	Recipient	2021	2022	2023	2024	Responsible	Economic Resources	Monitoring Indicator
		Establishment of 8 degree awards on gender issues	<ul style="list-style-type: none"> University students; Prospective students and their families 		X	X	X	Manager of the Didactic and Student Services Department	Euro 4.000 annui	Verification of the actual disbursement of degree awards
TA6 Integration of the gender dimension into third mission activities 	6.1 To pursue equal opportunities and enhancement of differences through third mission activities and public engagement	Participation, through the CUG, in the UN.I.RE - UN Università In REte project against gender-based violence	<ul style="list-style-type: none"> University students; Teaching and research staff and adm/techn staff 	X	X	X	X	CUG	-	Evaluation and monitoring of projects started
		Launch of initiatives to promote gender equality regarding the third mission of the University in relation to territorial and associative realities	<ul style="list-style-type: none"> Key Stakeholder and decision-makers; Teaching and research staff and adm/techn staff; Students and prosp. students 		X	X	X	<ul style="list-style-type: none"> Rector; Prorector for Technology Transfer; Manager in charge for Research and Third Mission; Faculty coordinators 	-	Number of initiatives carried out and impact assessment

Thematic Area	Target	Measure	Recipient	2021	2022	2023	2024	Responsible	Economic Resources	Monitoring Indicator
TA6 Integration of the gender dimension into third mission activities 	6.1 To pursue equal opportunities and enhancement of differences through third mission activities and public engagement	Joining the "NERD? - Isn't it for women?" project in collaboration with IBM with the aim of disseminating IT and digital skills among female students of the last three years of high school	Prospective students and their families	X	X	X	X	<ul style="list-style-type: none"> Rector's delegate for student orientation; Student Orientation Office 	-	<ul style="list-style-type: none"> Number of prospective students and female students involved; STEM faculty registration and variation
		Adoption of new guidance policies to promote the presence of women in STEM paths with the creation of short films made ad hoc (institutional channels and sharing with local educational institutions)	Prospective students and their families		X	X	X	Student Orientation Office	-	<ul style="list-style-type: none"> Number of prospective students and female students involved; STEM faculty registration and variation

Thematic Area	Target	Measure	Recipient	2021	2022	2023	2024	Responsible	Economic Resources	Monitoring Indicator
TA6 Integration of the gender dimension into third mission activities 	6.1 To pursue equal opportunities and enhancement of differences through third mission activities and public engagement	Implementation of the feminine declination of the qualification of "Doctor" in the text of the degree scrolls and a strong institutional intervention for the introduction of "Doctor" in the scrolls issued by all universities	<ul style="list-style-type: none"> University students; Prospective students and their families 		X	X	X	<ul style="list-style-type: none"> Rector; Prorector for Teaching 	-	Verification of the implementation of actions
TA7 Measures against gender-based violence, including sexual harassment 	7.1 To ensure peaceful study and work environment, where the respect of freedom and inviolability of personal rights are the foundation of all relationships	Facilitation and expansion of the procedure for activating an "alias" identity to all University members who request it, simplifying the procedure and lightening the burden of proof	<ul style="list-style-type: none"> University students; Prospective students and their families; Teaching and research staff and adm/techn staff 		X			Manager in charge of the personnel department	-	Verification of the implementation of action

Thematic Area	Target	Measure	Recipient	2021	2022	2023	2024	Responsible	Economic Resources	Monitoring Indicator
TA7 Measures against gender-based violence, including sexual harassment <div> 5 GENDER EQUALITY  </div>	7.1 To ensure peaceful study and work environment, where the respect of freedom and inviolability of personal rights are the foundation of all relationships	Monitoring and implementation of the Code of Conduct for the prevention of sexual and moral harassment, issued with Rector's Decree n.1792 of 25/5/2009	<ul style="list-style-type: none"> University students; Prospective students and their families; Teaching and research staff and adm/techn staff 		X	X	X	<ul style="list-style-type: none"> Rector; General Direction; CUG 	-	Verification of the implementation of action
		Sexual-logical counseling service dedicated to sexual, emotional, relational problems or problems related to sexual orientation or gender identity, stories of abuse and social stigma related to sexuality, different culture / ethnicity	<ul style="list-style-type: none"> University students; Prospective students and their families; Teaching and research staff and adm/techn staff 	X	X	X	X	<ul style="list-style-type: none"> Center of reference; CUG 	-	Access data to the Center broken down by gender

Thematic Area	Target	Measure	Recipient	2021	2022	2023	2024	Responsible	Economic Resources	Monitoring Indicator
TA7 Measures against gender-based violence, including sexual harassment <div> 5 GENDER EQUALITY  </div>	7.1 To ensure peaceful study and work environment, where the respect of freedom and inviolability of personal rights are the foundation of all relationships	Forecast, in the context of training and refresher activities aimed at the university community, of workshops, open days and seminars on discrimination and the fight against violence	<ul style="list-style-type: none"> University students; Teaching and research staff and adm/techn staff 		X	X	X	<ul style="list-style-type: none"> CUG; Prorector for Teaching; Manager in charge of the personnel department 	-	<ul style="list-style-type: none"> Number and gender of students and staff units reached by the training; Percentage of students and staff reached by training disaggregated by gender
		Consolidation of SOS CUG and psychological counseling services for all cases of discomfort (personal and / or family), mobbing, harassment and malaise in the workplace	<ul style="list-style-type: none"> University students; Teaching and research staff and adm/techn staff 	X	X	X	X	<ul style="list-style-type: none"> CUG; General Direction; Manager in charge of the personnel department 	-	<ul style="list-style-type: none"> Number and type of personnel units reached by the training; Percentage of personnel reached by training disaggregated by gender

Gruppo di lavoro

The Gender Equality Plan is a programming tool from the perspective of the gender mainstreaming strategy, essential for implementing policies capable of combating inequality between women and men in every area of university life. But it is also an instrument of transparency and fairness capable of highlighting how our University is committed to combating gender discrimination and promoting equality and equal opportunities, in which I firmly believe as a lever for growth and development.

Special thanks go to the working group in charge of preparing the Gender Equality Plan, in particular to Prof. Daniela Vuri, Prorector for Research and coordinator of the Working Group and to Prof. Agata C. Amato, President of the CUG.

The Rector, Prof. Orazio Schillaci

- Prof. Daniela Vuri – Vice Rector for Research – working group coordinator
- Prof. Agata C. Amato – President of the university Guarantee Act Committee
- Prof. Luciana Migliore – Associate professor at the Department of Biology and member of the university Guarantee Act Committee
- Prof. Maria Cristina Cataudella – Full Professor at the department of Management and Law and member of the university Board of Governors
- Prof. Francesca Dragotto – Associate professor at the department of Literary, Philosophical and Art History Studies
- Dr. Alessandra Filabozzi – Researcher at the department of Physics
- Dr. Barbara Martini – Researcher at the department of Enterprise Engineering Mario Lucertini
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