



Gender Equality Plan 2022-2024

International University College of Turin (IUC)

College References

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Index

- 1. Introduction*
- 2. Formulation*
- 3. Implementation*
- 4. Regulatory framework*
- 5. GEP 2022-2024*

- Work-life balance and organizational culture*
- Gender balance in leadership and decision making*
- Gender equality in recruitment and career progression*
- Integration of gender dimension in research and teaching content*
- Measures against gender based violence including sexual harassment*
- Dissemination, awareness-raising and public engagement*

1. Introduction

With the adoption of the ninth Horizon Europe Framework Program (2021-2027), the European Union has further strengthened its commitment to promoting gender equality in the research and innovation sector. In fact, the general conditions of eligibility include the need for “bodies of Member States or associated countries that are public bodies, research or higher education organizations” to adopt gender equality measures “that meet the following minimum requirements”:

- - Formal document adopted by the decision-making bodies and published on the organization’s website;
- - Financial resources and human capital dedicated to the implementation of the planned measures;
- - Collection of gender-disaggregated data on staff and students, with annual reports based on precise indicators;
- - Staff training and awareness of gender issues and prejudices, even unconscious, based on gender.

The adoption of this document has a dual purpose: on the one hand, it is an indispensable tool for planning and implementing real change at the institutional level; on the other hand, it is an indispensable condition to allow participation in European research and innovation programs. In fact, from 2022, research institutions that have not yet adopted the Gender Equality Plan will be not be able to obtain funding.

Undoubtedly, with the new Framework Program, we are witnessing a real change of pace in terms of gender equality. Nonetheless, since 2012 the European Commission has invited research organizations to make the necessary “institutional changes in the field of human resource management, funding, decision-making processes and research programs through Gender Equality Plans to carry out impact assessments/audits of procedures and practices to identify any gender biases; implement innovative strategies to correct any prejudices; set objectives and check progress made by means of indicators”.

With the adoption of the GEP, the IUC is taking a qualifying step towards a series of significant objectives:

Compliance with national and European legislation regarding the fight against discrimination and the achievement of gender equality;

Creation of a better working environment, with a more felt and widespread sense of community and inclusion and the possibility for everyone to fully develop their ambitions and abilities while respecting the peculiarities and equal opportunities between men and women;

Achievement of a more balanced relationship between work and private life thanks to the improved distribution and planning of activities in order to generate more motivated and efficient staff;

Support for better dialogue and greater cooperation between stakeholders (College governance, teaching staff and researchers, technical and administrative personnel (PTA), students, the wider community) in a joint effort aimed at implementing structural change; Strengthening and improvement of internal decision making and career management procedures Higher quality research and teaching.

With the adoption of this document, the IUC aims to articulate a strategic vision focused on strengthening gender equality through a set of clear and coherent actions based on specific indicators, also taking into account the inter-relationships with other particularly sensitive dimensions prone to potential discrimination (disability, age, sexual orientation, religion and ethnicity).

At the same time, the definition of strategic objectives must necessarily be accompanied by an awareness of the dynamic nature of gender equality and the changing situations at the College's organizational and priority levels. Above all, in this ongoing process of re-negotiation, the goal must be to attain an organizational culture that is sensitive to the issue of gender equality and that does not result in a series of rules and measures imposed 'from above' but that evolves towards an environment in which men and women have access to the same opportunities while retaining their peculiarities.

2. Formulation

The IUC's GEP was formulated thanks to the contribution of the Administrative Officer, Dr. Silvia Quazzo, the College Director, Dr. Giuseppe Mastruzzo, and the Legal Clinics Coordinator, Prof. Ulrich Stege, who specifically deepened its aspects of migration and gender difference recognition. Following the IUC's research tradition, particular attention was given to multiculturalism and the recognition of difference in an interdisciplinary and multidisciplinary perspective. Furthermore, on the subject of gender equality and inclusion specific seminars will be offered with the aim of favouring the dissemination of these issues to an audience wider than just the IUC's academic community.

Given the multidisciplinary approach of the working group and the collaboration between the scientific and administrative parts of the academic community, it was possible to carry out an open and in-depth discussion of the strategic objectives and individual implementation measures. Subsequently, the document was shared with the Academic Coordinator, Prof. Ugo Mattei, and then presented to the Faculty Council and the Board of Directors for final adoption.

3. Implementation

Four figures will ensure the concrete implementation of the GEP, both in terms of guaranteeing institutional support and effective monitoring of the progress of the planned measures:

- The President of the Board of Directors, Prof. Edoardo Reviglio, as the legal representative of the College.
- The College Director, Dr. Giuseppe Mastruzzo, as the person in charge of the overall management of services and technical, administrative, research and teaching staff, and of the instrumental and financial resources in light of the principles of impartiality, transparency and good performance of administrative activities.
- The Administrative Officer, Dr. Silvia Quazzo, for her closeness to the students' problems and as the representative of technical and academic staff.
- The Legal Clinics Coordinator, Prof. Ulrich Stege, since the IUC's legal clinical program is dedicated to help and interact with migrants and refugees bearers of instances of diversity and multiculturalism

The above figures will be central in the annual monitoring and assessment of the targets achieved in the light of the indicators defined in the plan so as to have a realistic and up to date picture of the transformations underway and the commitments made by the various stakeholders.

4. Regulatory framework

The Treaty of Rome establishing the European Economic Community (1957) mentions the subject only in one paragraph of art. 119, which establishes the right of men and women to the same pay for the same work. Numerous directives were adopted from that single provision, such as those relating to equal pay (Directive 75/117 / EEC) and equal treatment in the workplace (Directive 76/207 / EEC).

With the establishment of the European Union and then of the Lisbon Treaty (2009), the protection regime of gender equality has progressively expanded, thanks also to the approval of the Charter of Fundamental Rights of the EU (or Charter of Nice). Article 2 of the Treaty on European Union raises gender equality to a founding value, while article 3.3 identifies the promotion of gender equality as one of the essential objectives of the EU. Furthermore, art. 8 commits EU institutions to “eliminating inequalities and promoting equality between men and women” in all their activities. This commitment is strengthened in art. 10 of the Treaty on the Functioning of the European Union, which establishes the obligation for the EU to “combat discrimination based on sex, ethnic origin, race, religion, belief, disability, age or ‘sexual orientation’” in the definition and implementation of its policies and activities. Finally, the prohibition of discrimination is also contained in art. 21 of the EU Charter of Fundamental Rights, which adds in art. 23 the possibility of adopting concrete and positive strategies for promoting the prohibition of discrimination.

Taken together, these provisions place an obligation on Member States to pursue gender mainstreaming, i.e. to actively take into account the goal of gender equality in the formulation and implementation of rules, regulations and administrative measures, policies and activities at the national and local level. This obligation takes, in the first place, the form of the adaptation of national law to European sources - treaties and directives - in the field of gender equality.

Gender equality is also a legal foundation at the constitutional level in Italy, as the second paragraph of art. 3 of the Constitution recognizes substantial equality and promotes positive actions that help to remove economic and social obstacles to the enjoyment of freedom and equality. This fundamental principle was then declined more concretely with the adoption of Legislative Decree 198/2006 (National Code of equal opportunities between men and women): the code brings together eleven provisions relating to equal opportunities in a single text that harmonizes the regulatory scenario, promoting this objective in all social and economic relations. Nonetheless, in the absence of a document or a national strategy on gender mainstreaming, the interventions concerned individual sectors (e.g. introduction of quotas in electoral systems, measures to prevent and combat gender-based violence, forecasts relating to the balance between work and private life, etc.).

5. The IUC's Gender Equality Plan 2022-2024

In terms of procedure, the IUC's adoption of the GEP implies:

- ➤ •Analysis of the current conditions, with a review of national and European legislation on gender equality, of the measures and actions already existing at the College level, and with an initial identification of areas of intervention;
- ➤ •Planning of strategic objectives and implementation actions, with the definition of the measures to be undertaken, the intervention priorities, the framework of responsibilities and the monitoring and result indicators;
- ➤ •Implementation of the plan, with awareness initiatives within the IUC's academic community in order to ensure the necessary support for the GEP;
- ➤ •Monitoring of results annually, with the possibility of producing interim reports on the basis of which the objectives will eventually be recalibrated and the measures reconsidered before a final report to lay the foundations for a new 2025-2027 three-year plan.

With regard to the contents, in compliance with the provisions of the General Annexes to the Horizon Europe Work Program 2021-2022, five primary action areas were identified, which were transposed into the GEP as strategic objectives:

- 1) work-life balance and organisational culture;
- 2) gender balance in leadership and decision-making;
- 3) gender equality in recruitment and career progression;
- 4) integration of the gender dimension into research and teaching content;
- 5) measures against gender-based violence, including sexual harassment.

Each strategic objective was, in turn, declined into a series of specific objectives for the concrete implementation of the College GEP. For each action, the levels of responsibility and result indicators were also defined which, at the time of monitoring (ongoing and final), may form the basis of the consequent consolidation and revision actions.

Strategic Objective 1 - Work-life balance and organizational culture

The balance between private and working life, as well as the diffusion of an organizational culture based on gender equality, is a decisive factor for men and women to pursue a satisfying career as researchers. This area covers all aspects suitable for creating an adequate institutional environment, marked by substantial as well as formal equal opportunities.

Areas involved: Board of Directors, Faculty Council, and Administration

Indicators: formulation of guidelines and appointment of a delegate

Resources: 2 weeks Full Time Equivalent

Specific Objective 1.1

Preparation of guidelines on regulations relating to parental and maternity leave, specific welfare packages for pregnancy and the first months of life, return to work policy which provides, upon request, a period free from administrative burdens and participation in selection and examination committees in the subsequent 12 months

Specific Objective 1.2

Publication of guidelines aimed at scheduling institutional, educational and administrative commitments in the name of a better work-life balance

Specific Objective 1.3

Approval of the guidelines relating to the promotion of an institutional and administrative language respectful of the gender dimension both in the adaptation of regulations and forms and in terms of communication and gender balance in the panels organized by the College

Specific Objective 1.4

Appointment of a delegate of the President and the Academic Coordinator for Gender Equality, with supervision tasks on the implementation of the GEP by the administrative structures

Strategic Objective 2 - Gender balance in leadership and decision making

In order to achieve the substantial gender parity expressed by Strategic objective 1, it is essential that the decision-making bodies and leadership figures of the institution reflect a substantial gender so that, in every decision, equal access between women and men allows a scrupulous consideration of all aspects relating to the issue of gender equality.

Areas involved: Research and Teaching Body, and Administrative and Technical Staff

Indicators: Training modules

Resources: 1 month Full Time Equivalent

Specific Objective 2.1

Training modules for new appointments relating to the various aspects of gender equality: regulatory framework and College measures relating to work-life balance

Specific Objective 2.2

Revising the College procedures for the recruitment of teachers and researchers in order to promote an equitable composition of gender in evaluation commissions

Strategic Objective 3 - Gender equality in recruitment and career progression

Recruitment, selection and career progression - with a view to gender equality - requires measures that ensure equal opportunities for women and men for career development and advancement. To this end, actions must be taken to avoid systematic and structural discrimination based on gender through a process of reviewing the procedures and selection phases, both in terms of recruitment and progression, in order to remedy any possible prejudice.

Areas involved: Board of Directors and Faculty Council

Indicators: Formulation of guidelines

Resources: 2 weeks Full Time Equivalent

Specific Objective 3.1

Development of guidelines for selection and examining commissions on the subject of recognition and control of gender prejudices and stereotypes

Strategic Objective 4 - Integration of gender dimension in research and teaching content

The measures taken within this cluster aim to make research and training activities more aware of gender dimensions and to eliminate the prejudices related to it.

In particular, research and innovation activities will have to critically examine gender differences and inequalities in order to ensure excellent results, improved sustainability, greater responsiveness to society's needs and the development of new ideas that foster innovation. Similarly, in the training of the scholars of tomorrow, it is crucial to offer a solid grounding in the gender aspects related to each discipline in order to direct them immediately to conduct research in a gender-sensitive way.

Areas involved: Research, Teaching and Student Body

Indicators: Dedicated seminars

Resources: 2 weeks Full Time Equivalent

Specific Objective 4.1

Design and implementation of seminars for students with recognized credits open to the participation of external actors with particular regard to gender bias in professional and career choices

Strategic Objective 4.2

Preparation and offer of lectures where training methods significant in terms of the inclusion of the gender dimension are discussed

Strategic Objective 5 - Measures against gender-based violence including sexual harassment

The IUC, which has always been committed to combating all forms of discrimination and violence - especially if based on gender and/or characterized by harassment on a physical and psychological level - is committed to strengthening and diversifying the range of contrast and sanction measures and actions. Information campaigns will be undertaken, psychological support will be offered to victims and witnesses of instances of discrimination and/or violence and the effectiveness of the sanctions ensured.

Areas involved: Research and Teaching Body, Administration, Student Services

Indicators: Delivery of services dedicated both to students and staff, formulation of a protocol

Resources: 1 month Full Time Equivalent

Specific Objective 5.1

Drafting of a protocol for the prevention and management of instances of discrimination and/or violence (identification of responsibilities, formal and informal reporting procedures, administrative, psychological and legal support for victims, provision of disciplinary sanctions, collaboration with public safety authorities)

Specific Objective 5.2

Yearly training sessions for those directly involved in the management of instances of violence and/or discrimination

Specific Objective 5.3

Design and implementation of training modules for students with recognized credits open to the participation of external actors with particular regard to the fight against sexual violence and discrimination