Il Consiglio Direttivo dell’Istituto Nazionale di Fisica Nucleare, riunito in Roma il giorno 31 marzo 2022, alla presenza di n. 34 dei suoi componenti su un totale di 34;

- Visto il Decreto Legislativo 30 marzo 2001, n. 165 (Norme generali sull’ordinamento del lavoro alle dipendenze delle amministrazioni pubbliche) il quale:
  o all’articolo 1, comma 1, lettera c) afferma che le finalità delle disposizioni che disciplinano l’organizzazione degli uffici e i rapporti di lavoro sono, fra l’altro, la realizzazione di una “migliore utilizzazione delle risorse umane, assicurando la formazione e lo sviluppo professionale dei dipendenti, applicando condizioni uniformi rispetto a quelle del lavoro privato, garantendo pari opportunità alle lavoratrici ed ai lavoratori nonché l’assenza di qualunque forma di discriminazione e di violenza morale o psichica”;
  o all’articolo 57, comma 01, come modificato dall’articolo 21 della Legge 4 novembre 2010, n. 183 (Deleghe al Governo in materia di lavori usuranti, di riorganizzazione di enti, di congedi, aspettative e permessi, di ammortizzatori sociali, di servizi per l’impiego, di incentivi all’occupazione, di apprendistato, di occupazione femminile, nonché misure contro il lavoro sommerso e disposizioni in tema di lavoro pubblico e di controversie di lavoro) dispone la costituzione, nelle pubbliche amministrazioni, del Comitato Unico di Garanzia per le pari opportunità, la valorizzazione del benessere di chi lavora e contro le discriminazioni;
- Visto il Decreto Legislativo 11 aprile 2006, n. 198 (Codice delle pari opportunità tra uomo e donna, a norma dell’articolo 6 della legge 28 novembre 2005, n. 246) che all’articolo 48, comma 1, stabilisce che le amministrazioni dello Stato – anche ad ordinamento autonomo - le Province, i Comuni e gli altri Enti pubblici non economici – predispongono piani di azioni positive tendenti ad assicurare, nel loro ambito rispettivo, la rimozione di ostacoli che, di fatto, impediscono la piena realizzazione di pari opportunità di lavoro e nel lavoro tra uomini e donne;
- Visto la Comunicazione della Commissione Europea su “Un partenariato rafforzato per lo Spazio europeo della ricerca per l’eccellenza e la crescita” (COM(2012) 392 final), secondo la quale nel contesto specifico degli organismi di ricerca e degli istituti di istruzione superiore la Commissione Europea considera un piano per l’uguaglianza di genere (Gender Equality Plan) come un insieme di azioni volte a:
  o condurre valutazioni d’impatto/audit di procedure e pratiche per identificare pregiudizi di genere;
  o individuare ed attuare strategie innovative per correggere eventuali pregiudizi;
  o fissare obiettivi e monitorare i progressi tramite indicatori;
- Visto la Comunicazione della Commissione Europea al Parlamento Europeo, al Consiglio, al Comitato Economico e Sociale Europeo e al Comitato delle Regioni “Un’Unione dell’uguaglianza: la strategia per la parità di genere 2020-2025” (COM/2020/152 final), in attuazione della quale l’adozione del Gender Equality Plan (GEP) è diventata, per gli Enti Pubblici, le organizzazioni di ricerca e Istituti di istruzione superiore degli Stati membri dell’UE e Paesi associati, condizione essenziale per poter accedere ai finanziamenti del Programma Quadro della Ricerca dell’UE Horizon Europe;
Visto il Piano Nazionale di Ripresa e Resilienza (PNRR), approvato con Decisione del Consiglio ECOFIN del 13 luglio 2021 e notificata all'Italia dal Segretariato generale del Consiglio con nota LT161/21 del 14 luglio 2021, il quale condiziona l'accesso agli strumenti per la ricerca e l'innovazione per tutte le organizzazioni pubbliche e private alla adozione del GEP: "il Governo attraverso il Dipartimento per le Pari Opportunità intende lanciare entro il primo semestre 2021 una Strategia nazionale per la parità di genere 2021-2026, in coerenza con la Strategia europea per la parità di genere 2020-2025";

Visto lo Statuto dell'INFN, ed in particolare l’articolo 4, comma 6, il quale prevede che l’Istituto adotti un Piano Triennale di azioni positive su proposta elaborata dal CUG costituito ai sensi dell'art. 57 del D.Lgs. 165/2001 e successive modifiche e integrazioni;

Visto la deliberazione del Consiglio Direttivo n. 15215 del 26 luglio 2019 con il quale è stato approvato il “VI Piano Triennale di Azioni Positive” dell’INFN;

Visto la deliberazione del Consiglio Direttivo n. 15897 del 30 aprile 2021 contenente il “Codice Etico dell’INFN”;

Visto le disposizioni del Presidente dell’INFN nn. 21419 del 19 settembre 2019, 21477 dell’11 ottobre 2019 e 22735 dell’11 dicembre 2020 relative alla composizione del Comitato Unico di Garanzia per le pari opportunità, la valorizzazione del benessere di chi lavora e contro le discriminazioni (CUG);

Considerato la proposta in materia pervenuta dal CUG;

Considerato la proposta della Giunta Esecutiva;

con n. 34 voti a favore;

DELIBERA

Gender Equality Plan
2019-2022
In compliance with national law, starting from 1999 INFN appoints an Equal Opportunity Committee and since 2002 implements Affirmative Action Plans (Piano Triennale di Azioni Positive, PTAP) designed and edited by this committee. The current Equal Opportunity Committee (Comitato Unico di Garanzia, CUG) has the task to propose actions to ensure gender equality, contrast job harassment and improve well-being at work. It analyses sex disaggregated data, produces annual reports to monitor the time evolution of gender gap, reviews procedures and practices to highlight gender inequalities and gender biases, proposes gender equality strategies and action plans. Its activity is reported on the web site http://web.infn.it/CUG/.

Furthermore, starting from 2003, INFN adopts a specific Code of Conduct to prevent job harassment. An external figure recruited by INFN, the Confidential Counselor (Consigliera di Fiducia), ensures the application of the INFN Code of Conduct.

The current INFN annual budget dedicated to equal opportunity actions includes the CUG budget (around 18k€), the fee of the Consigliera di Fiducia (around 21k€) and a budget to support professional training and awards for young women researchers (10k€). Additional financial support is given for training courses on gender equality and for a research mentoring program for women; to cover maternal leave periods of post-doctoral researchers; to finance an insurance for post-doctoral researchers and research fellows which covers all the expenses connected to pregnancy and childbirth; to contribute to the nursery school cost for children of INFN staff.

**Analysis and planning**

An analysis status of parity inside INFN is described in the annual reports linked below. The current Affirmative Action Plan approved by the INFN executive board on July 2019 is inspired by the document *Structural change in research institutions* - European Commission (2012) and has the following goals:

i) Increase transparency in the decision-making processes and improve sharing of information
ii) Remove the apparently-neutral institutional practices having a negative impact on women-careers
iii) Promote excellence by supporting parity and diversity
iv) Adopt gender and generational perspectives in research activity
v) Improve people’s life quality by acting on human-resources management and working climate
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5. Improve people's life quality by acting on human-resources management and working climate

The Action Plan acts on the following areas:
1) Ensure basic components for structural changes
2) Training and outreach
3) Support maternity, ensuring parity and equal opportunity in recruitment and selection procedures, in nominations of decisional bodies, at every professional position and level
4) Adapt human-resources management and working climate to the needs of people in their everyday life

The PTAP objectives are included in the INFN Performance Plan (2020) through the following specific targets:
- Ensure equal success rate for women and men in recruitment and selection procedures (2021)
- Ensure (>25%) of the under-represented gender in scientific committees appointed by the executive board (2021)

Realized actions [2019-2022]
- Inclusion of babysitting expenses as benefits partially covered by INFN (2021)
- Young women’s awards instituted in theoretical physics (2021)
- Updating of the brochure “Handbook on parenthood” (“Guida alla genitorialità”) (2021)
- Review of the brochure “Unconscious Bias and Discrimination” whose compliance is mandatory for all members of recruitment and selection panels (2021)
- Panel discussion to prevent violence against women, open to all personnel (November 2020)
- Videos and posters to remember the fights for women rights (March 2021)
- Selection and distribution of movies having violence against women as the main subject (November 2021)
- Training courses on equal opportunity and parity in research (June 2020)
- Training courses to prevent discrimination and harassment (June 2021)
- Preparation and analysis of results of an online questionnaire open to all personnel to survey the work-related stress and the organizational well-being (2020-2022)

Monitoring steps
The process and the progress are regularly followed through and assessed in:
- Annual reports on gender gap and equal opportunity actions, edited by the CUG:
  - RelazioneCUG-2020.pdf
  - 20201015-RelazioneCUG2019.pdf
  - 20171001-RelazioneCUG2016.pdf
In compliance with national law, starting from 1999 INFN appoints an Equal Opportunity Committee and since 2002 implements Affirmative Action Plans (Piano Triennale di Azioni Positive, PTAP) designed and edited by this committee. The current Equal Opportunity Committee (Comitato Unico di Garanzia, CUG) has the task to propose actions to ensure gender equality, contrast job harassment and improve well-being at work. It analyses sex disaggregated data, produces annual reports to monitor the time evolution of gender gap, reviews procedures and practices to highlight gender inequalities and gender biases, proposes gender equality strategies and action plans. Its activity is reported on the web site http://web.infn.it/CUG/.

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• Annual INFN reports on the status of the Performance Achievements.

Proposed actions in 2022

• Recruitment of the new “Consigliera di Fiducia” (April 2022)
• Prepare an Annual report on gender gap and equal opportunity actions (June 2022)
• Increase (≥30%) the under-represented gender in scientific committees appointed by the executive board (2022)
• Ensure equal success rate for women and men in all recruitment and selection procedures (2022)
• Increase the budget to support professional training and awards for young women student and researchers (2022)

31th March, 2022