

# Gender Equality Plan 2019-2022



Istituto Nazionale di Fisica Nucleare

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 18kE), the fee of the *Consigliera di Fiducia* (around 21kE) and a budget to support professional training and awards for young women researchers (10kE). 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

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](#)

- 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 ( $\geq 30\%$ ) 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)

*31<sup>th</sup> March , 2022*