

# GENDER EQUALITY PLAN



EBRIS FOUNDATION

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## GENDER EQUALITY PLAN

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# INTRODUCTION

The Gender Equality Plan (GEP) is a fundamental action of the EBRIS GEP Project "Promoting Gender Balance and Inclusion in Research, Innovation and Training" granted under the Horizon 2020 financial programme of the European Commission (Grant Agreement No. 666008), coordinated by Prof. Alessio Fasano of EBRIS Foundation. The Consortium is composed of 9 partners that represent the diversity of European RPOs (Research Performing Organisation) as well as the diversity of European social and cultural environments.

EBRIS aims towards: promoting career-development of both female and male researchers to prevent the waste of talents, particularly for women, who more often drop out (or interrupt/abandon) their career; improving decision-making by addressing gender imbalances to meet new opportunities for excellence; incorporating the sex/

gender dimension variable in research, especially where it is traditionally not applied; ensuring diversification of views and methodologies in research and teaching; stimulating a gender aware culture change.

EBRIS Foundation has supported the formulation of the GEP in the context of its adesion to the Agenda 2030 issued by the United Nations, aimed to contribute to the achievement of a future Sustainable Development.

The GEP includes actions to reach the previous objectives and responds to the guidelines of the European Institute for Gender Equality (EIGE) as it aims to "identify and implement innovative strategies to promote cultural change and equal opportunities in Universities and Research Centers" (EIGE, <http://eige.europa.eu>).

The overall structure of the GEP has been elaborated with the other six Research Performing Organizations partners of the EBRIS project and is divided into five key areas:

- governance bodies, key actors, and decision-makers;
- recruitment, career progression, and retention;
- work and personal life integration;
- researchers and research: gender equality and sex and gender perspective;
- integration of sex and gender dimension in teaching curricula.

Further reference for the elaboration of the GEP is the UNI/PdR 125:2022, Guidelines on the management system for gender equality which provides the adoption of specific KPIs (Key Performance Indicator) relating to gender equality policies in organizations.

# INTRODUCTION

The GEP is a flexible tool, comparable to a Positive Action Plan, which is constructed taking into account the characteristics and needs of Research Center.

EBRIS GEP contains measures developed on the basis of the needs and the context analysis of the EBRIS Foundation, an analysis carried out through the valuable collaboration of its researchers, professors, Vice-President and President, technicians and administrative staff, during the Gender Audit phase of the EBRIS project, which was carried out from February to December 2021.

The measures are addressed to specific beneficiaries, being the main target of the GERI 4 call "female researchers". The individual measures were specifically foreseen for the years 2021 - 2024 (total duration of the EBRIS project), will be coached by specific partners (Elhuyar and Progetto Donna), and will be verified through the use of indicators and by peer- reviewers.

Under a coordination EBRIS has developed the main Audit and Gender Equality Plans (GEPs) conceptual and organizational frameworks for EBRIS RPOs - providing them, at the same time, with self- tailored tools.

The indicators were developed by the Zentrum for Social Innovation (ZSI), through careful and rigorous collaborative work involving the EBRIS partners.

All EBRIS partners were involved in the Audit phase and in GEP preparation, testing, and finalization.

## ACKNOWLEDGEMENT and DISCLAIMER

The EBRIS project ("Promoting gender balance and inclusion in research, innovation and training") has received funding from the European Union's Horizon 2020 research and innovation programme under Grant Agreement No 666008.

The views and opinions expressed in this publication are the sole responsibility of the author and do not necessarily reflect the views of the European Commission.

[In the last update of the document, the analysis has been integrated with the guidelines on the management system for gender equality UNI/PdR 125:2022.](#)



Funded by the Horizon  
2020 programme of the  
European Union



Key areas	Objectives	Measures	Direct Target	Indirect Target	Timeline				Who is in charge of this?	Indicators	Connection with SDGs Agenda 2030
					2021	2022	2023	2024			
<b>KA1 - The governance bodies, key actors and decision-makers</b>	<b>1.1 Promoting the creation of structures to support gender equality</b>	Appointing delegates (in laboratories/ offices, with a proactive and consultant role) to be responsible for monitoring and ensuring that workplace procedures and practices respect gender equality	Representatives of researchers and technical and administrative staff, with know-how and interest in gender equality	Researchers, Technical and Administrative staff with delegates	x	x			EBRIS President: Alessio Fasano  EBRIS VicePresident: Giulio Corrivetti  CFO: Gerardo Attianese,  CISO: Corrado Vecchi  and EBRIS Team.	1.4 Gender equality policy and structures  -- <b>5.3 UNI/PdR 125:2022 - Definition in the governance of the organization of a committee, aimed at managing and monitoring issues related to inclusion, gender equality and integration.</b>	 <p>10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status 10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>

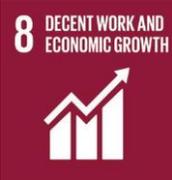
Key areas	Objectives	Measures	Direct Target	Indirect Target	Timeline				Who is in charge of this?	Indicators	Connection with SDGs Agenda 2030
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KA1 - The governance bodies, key actors and decision-makers	1.2. Promoting gender equality in the institutional culture, processes and practice	Gathering of gender disaggregated quantitative and qualitative data routinely, in laboratories/offices, if possible, in a digital format. Analysis of these data in a dedicated Report so as to monitor gender and diversity state of art in the organization and allow further data collection	Key actors and decision-makers	Researchers, Technical and Administrative staff with delegates	x	x			EBRIS President: Alessio Fasano  EBRIS VicePresident: Giulio Corrivetti  CFO: Gerardo Attianese  CISO: Corrado Vecchi  and EBRIS Administrative Team.	6.4.3 Provision of an annual RPO gender report  -- <b>6.4.5.1 UNI/PdR 125:2022 - Quantitative evidence – KPI monitoring report</b>	
KA1 - The governance bodies, key actors and decision-makers	1.1. Promoting the creation of structures to support gender equality	Routine revision of any text, communication, images, from a gender equality and diversity standing point	Researchers, Technical and Administrative staff with delegates		x	x			EBRIS President: Alessio Fasano  EBRIS VicePresident: Giulio Corrivetti  CFO: Gerardo Attianese  CISO: Corrado Vecchi and EBRIS Team	1.3 Gender sensitive language and images in institutional documents  -- <b>5.2 UNI/PdR 125:2022 - Presence of internal communication and awareness raising activities that promote behaviours and</b>	  5.1 End all forms of discrimination against all women and girls everywhere

Key areas	Objectives	Measures	Direct Target	Indirect Target	Timeline				Who is in charge of this?	Indicators	Connection with SDGs Agenda 2030
					2021	2022	2023	2024			
										language suitable for ensuring an inclusive work environment that respects gender diversity.	
<b>KA1 - The governance bodies, key actors and decision-makers</b>	<b>1.2. Promoting gender equality in the institutional culture, processes and practice</b>	Plan of regular GEP follow-up meetings with governance key actors and senior management (VicePresident and Administrative Divisions Managers) to create ownership of the GEP, to strengthen the potential of the plan and to maximize its impact	Key actors and decision-makers, EBRIS Team, Departmental delegates	Researchers, Technical and Administrative staff with delegates	x	x			EBRIS President: Alessio Fasano  EBRIS VicePresident: Giulio Corrivetti  CFO: Gerardo Attianese  CISO: Corrado Vecchi	6.1.3 Meetings for GEPs Implementation  -- <b>5.2 UNI/PdR 125:2022 - Formalization and implementation of a strategic plan that can favour and support the development of an inclusive work environment and incorporates company values in line with an inclusive culture</b>	 5.1 End all forms of discrimination against all women and girls everywhere

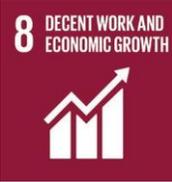
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KA1 - The governance bodies, key actors and decision-makers	1.3. Promoting gender equality in the individual culture, processes and practice	Promotion of initiatives to favour a widespread gender competence at all levels of the organization with provision of training to staff and researchers	Researchers, Technical and Administrative staff with delegates	Researchers	x	x			EBRIS Scientific Coordinator: Simone Di Micco; EBRIS Researcher: Giorgia Venutolo	6.1.5 Awareness training on gender sensitive issues  -- <b>5.2 UNI/PdR 125:2022 – Implementation of trainings at all levels, including top management, on gender difference and its value, stereotypes and unconscious bias. Training plans on gender equality and related management system.</b>	

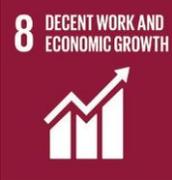
Key areas	Objectives	Measures	Direct Target	Indirect Target	Timeline				Who is in charge of this?	Indicators	Connection with SDGs Agenda 2030
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KA2 - Recruitment, career progression and retention	2.1. Promoting processes to favour and support gender-sensitive recruitment, career and appointments	Carrying out gender awareness initiatives, briefings or creating guidelines to be undersigned by recruitment and appointment Commission Members	Commission Members and administrative staff with supporting roles	Candidates	x	x			CFO: Gerardo Attianese	6.2.4 Positive actions in recruitment processes  -- 5.4 UNI/PdR 125:2022 – Definition of human resource management and development processes in support of inclusion, gender equality and integration, such as selection, general contract conditions, neutral onboarding, performance evaluations.	 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

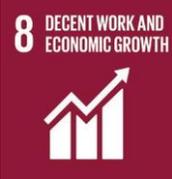
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KA2 - Recruitment, career progression and retention	2.1. Promoting processes to favour and support gender-sensitive recruitment, career and appointments	Offer of Mentoring and Empowerment courses to improve visibility, self-confidence, negotiating and leadership skills, particularly dedicated to the underrepresented gender	Newly recruited staff, researchers		x	x			EBRIS President: Alessio Fasano  EBRIS VicePresident: Giulio Corrivetti	6.2.10 Empowerment trainings for career progression  -- <b>6.3.2.2 UNI/PdR 125:2022 –</b> Define processes for ensuring non-discrimination and equal opportunities in professional development and promotions, basing them exclusively on competences and professional levels.  6.2.11 Trainings for leadership  -- <b>6.3.2.2 UNI/PdR 125:2022 –</b> Provide for training opportunities specifically	 5.1 End all forms of discrimination against all women and girls everywhere

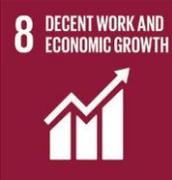
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										aimed at the development and improvement of professional leadership skills to address career obstacles encountered by the less represented gender.	
<b>KA2 - Recruitment, career progression and retention</b>	<b>2.1. Promoting processes to favour and support gender-sensitive recruitment, career and appointments</b>	Sharing career good practices - role models for women (scientists, researchers)	Newly recruited staff, researchers	Researchers	x	x			EBRIS President: Alessio Fasano  EBRIS VicePresident: Giulio Corrivetti  and EBRIS Team.	6.2.8 Initiatives for raising awareness on female role models  6.2.9 Initiatives for raising awareness on gender diversity in research teams  -- <b>5.4 UNI/PdR 125:2022 – Presence of policies capable of ensuring fair and equal participation in</b>	 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

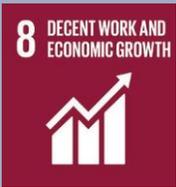
Key areas	Objectives	Measures	Direct Target	Indirect Target	Timeline				Who is in charge of this?	Indicators	Connection with SDGs Agenda 2030
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										training and development courses, with the presence of both sexes, including leadership courses	
<b>KA2 - Recruitment, career progression and retention</b>	<b>2.1. Promoting processes to favour and support gender-sensitive recruitment, career and appointments</b>	Introduction/retention in the RPO's internal research evaluation procedure of the consideration of maternity and parental leave periods in order to reach a more equal assessment	Researchers		x	x			EBRIS President: Alessio Fasano  EBRIS VicePresident: Giulio Corrivetti  and EBRIS Team.	6.2.6 Positive actions in research evaluation  -- <b>5.7 UNI/PdR 125:2022 – Presence of policies, in addition to the reference national labour contract, dedicated to the protection of maternity/paternity and services to facilitate the work-life time balance of staff.</b>	

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KA2 - Recruitment, career progression and retention	2.1. Promoting processes to favour and support gender-sensitive recruitment, career and appointments	Promotion of campaigns within and outside the institution to make women's contribution to research and the gender diversity of research teams more visible	Researchers		x	x			EBRIS President: Alessio Fasano  EBRIS VicePresident: Giulio Corrivetti  CFO: Gerardo Attianese	6.2.8 Initiatives for raising awareness on female role models  -- 5.4 UNI/PdR 125:2022 – Presence of policies capable of ensuring fair and equal participation in training and development courses, with the presence of both sexes, including leadership courses  6.2.9 Initiatives for raising awareness on gender diversity in research teams  -- 5.2 UNI/PdR 125:2022 – Presence of	 5.1 End all forms of discrimination against all women and girls everywhere

Key areas	Objectives	Measures	Direct Target	Indirect Target	Timeline				Who is in charge of this?	Indicators	Connection with SDGs Agenda 2030
					2021	2022	2023	2024			
										internal communication and awareness raising activities that promote behaviours and language suitable for ensuring an inclusive work environment that respects gender diversity.	
<b>KA3 – Work and personal life integration</b>	<b>3.1. Promoting integration of work with family and personal life</b>	Availability of structured supports inside the organization for child-care, family-members with special needs, elder family-members, etc.	Researchers and technical and administrative staff	Families of researchers and technical and administrative staff	x	x			EBRIS Reaserchers Team: Martina Piacente, Mariaconcetta Cariello	3.1 Demand and supply of basic child care  3.3 Provision of services for work and personal life integration  -- <b>6.3.2.4 UNI/PdR 125:2022 – Include in the corporate welfare program, if any, specific initiatives in support of</b>	 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

Key areas	Objectives	Measures	Direct Target	Indirect Target	Timeline				Who is in charge of this?	Indicators	Connection with SDGs Agenda 2030
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										employees in their parenting and caregiver activities.	work of equal value
<b>KA3 – Work and personal life integration</b>	<b>3.1. Promoting integration of work with family and personal life</b>	Feasibility plans for the creation of new welfare services, e.g. contract arrangements with service suppliers from family care duties and house chores to summer camp organization, to child-care in case of conference or congress	Researchers and technical and administrative staff	Families of researchers and technical and administrative staff	x	x			EBRIS Reaserchers Team: Martina Piacente, Mariaconcetta Cariello EBRIS Administrative Team: Valentina Amato	6.3.1 Policies on work and personal life integration  -- <b>6.3.2.4 UNI/PdR 125:2022 – Include in the corporate welfare program, if any, specific initiatives in support of employees in their parenting and caregiver activities.</b>	 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with

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KA3 – Work and personal life integration	3.1. Promoting integration of work with family and personal life	Encouragement to men to take parental leaves	Researchers and technical and administrative staff	Families of researchers and technical and administrative staff	x	x			CFO: Gerardo Attianese; EBRIS Researcher: Angela Squilla EBRIS Administrative Team: Adelaide Serretiello	3.4 Standard procedure for parental leave  -- <b>6.3.2.4 UNI/PdR 125:2022 – Implement information mechanisms aimed at encouraging the request for paternity leave.</b>	disabilities, and equal pay for work of equal value
KA3 – Work and personal life integration	3.1. Promoting integration of work with family and personal life	Creation of guidelines to foster a better planning of working meetings accordingly to work life balance needs (e.g. management and communications of the meeting schedule/timing)	Key actors and decision-makers (e.g. Departments Directors), researchers and technical and administrative staff		x	x			EBRIS President: Alessio Fasano EBRIS VicePresident: Giulio Corrivetti And EBRIS Team	6.3.1 Policies on work and personal life integration  -- <b>6.3.2.5 UNI/PdR 125:2022 – Ensure that business meetings are held at times compatible with the balance of family and personal life times.</b>	 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and

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KA3 – Work and personal life integration	3.1. Promoting integration of work with family and personal life	Implementation of ICT-based systems for enhancing flexibility and improving the staff mobility between the different sites	Researchers and technical and administrative staff		x	x			CISO: Corrado Vecchi	3.4 Standard procedure for parental leave  -- <b>6.3.2.5 UNI/PdR 125:2022 –</b> Perform a periodic review of the flexibility needs of the employees	persons with disabilities, and equal pay for work of equal value
KA3 – Work and personal life integration	3.1. Promoting integration of work with family and personal life	Availability of flexible working times arrangements, from part-time to remote working	Researchers and technical and administrative staff	Families of researchers and technical and administrative staff	x	x			CFO: Gerardo Attianese	6.3.1 Policies on work and personal life integration  -- <b>6.3.2.5 UNI/PdR 125:2022 –</b> Offer the possibility of smart working/teleworking or other forms of flexible work, and flexible hours	 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

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KA4 - Researchers and research: gender equality and sex and gender perspective	4.1. Promoting a gender and sex perspective in Research processes	Monitoring of all data regarding Research disaggregated by gender: funding allocation publications submission excellence evaluation patent applications	Key actors and decision-makers (e.g. Departments Directors	researchers	x	x			EBRIS President: Alessio Fasano EBRIS VicePresident: Giulio Corrivetti	6.4.3 Provision of an annual RPO gender report  -- 6.4.5.1 UNI/PdR 125:2022 - Quantitative evidence – KPI monitoring report	 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
KA4 - Researchers and research: gender equality and sex and gender perspective	4.1. Promoting a gender and sex perspective in Research processes	Development, communication and implementation of standards for the incorporation of the sex and gender variables into research	Researchers	Scientific Community	x	x		EBRIS Scientific Coordinator: Simone Di Micco	6.4.4 Participation in training seminars on integrating sex/ gender analysis methods, by gender and field of research.  6.4.11 Perception of the gender/ sex variables in research contents, by gender  -- 5.2 UNI/PdR 125:2022 – Implementation of trainings at all levels, including top		

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										management, on gender difference and its value, stereotypes and unconscious bias. <i>Training plans on gender equality and related management system.</i>	
<b>KA4 - Researchers and research: gender equality and sex and gender perspective</b>	<b>4.1. Promoting a gender and sex perspective in Research processes</b>	Internal training seminars on the use of sex and gender perspective in research, to foster the acknowledgment of its economic, social and innovation value	Researchers	Scientific Community	x	x			EBRIS Scientific Coordinator: Simone Di Micco	6.4.4 Participation in training seminars on integrating sex/gender analysis methods, by gender and field of research  -- <b>5.2 UNI/PdR 125:2022 – Implementation of trainings at all levels, including top management, on gender difference and its value, stereotypes and</b>	 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation,

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										unconscious bias. <i>Training plans on gender equality and related management system.</i>	policies and action in this regard
<b>KA4 - Researchers and research: gender equality and sex and gender perspective</b>	<b>4.1. Promoting a gender and sex perspective in Research processes</b>	Introduction in the local calls of the integration of 'sex and gender' variables in research as a criterion for evaluation	Researchers	Scientific Community	x	x			EBRIS Researchers: Angela Squilla	6.4.5 Sex and/or gender analysis as requirements in RPO's internal calls	
<b>KA4 - Researchers and research: gender equality and sex and gender perspective</b>	<b>4.1. Promoting a gender and sex perspective in Research processes</b>	Institutional recognition within the RPO of those dissertations that have taken the gender dimension into account. (e.g prizes for MA/Phd Thesis)	Researchers		x	x			EBRIS Researchers: Carminia Marina Ingenito	6.4.10 Application for the international EBRIS competition and/or awards for integration of sex/gender variables in research	 10.3 Ensure equal opportunity and reduce

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KA4 - Researchers and research: gender equality and sex and gender perspective	4.1. Promoting a gender and sex perspective in Research processes	Promotion of networking of multidisciplinary research groups interested in gender issues and diversity management	Researchers	Scientific Community	x	x			CFO: Gerardo Attianese	6.4.2 Networks on gender issues research	inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard
KA5 – Integration of sex and gender dimension in teaching curricula	5.1. Promoting the integration of a sex and gender perspective in teaching curricula	Availability of Guides and/or Workshops on the integration of gender equality and diversity issues in curriculum design, learning activities and/or program of study, as support for teaching staff	Researchers		x	x			CFO: Gerardo Attianese	6.5.3 Training seminars or guidelines on integrating sex/gender in Researchers  -- <b>5.2 UNI/PdR 125:2022 – Implementation of trainings at all levels, including top management, on gender difference and its value, stereotypes and unconscious bias. Training plans</b>	 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

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										<i>on gender equality and related management system.</i>	peoples and children in vulnerable situations
<b>A5 – Integration of sex and gender dimension in teaching curricula</b>	<b>5.1. Promoting the integration of a sex and gender perspective in teaching curricula</b>	Development of introductory and advanced training tools/courses on sex and gender variables	Researchers		x	x			CFO: Gerardo Attianese	6.5.1 Courses on specific gender dimensions, per field of research  -- <b>5.2 UNI/PdR 125:2022 –</b> Implementation of trainings at all levels, including top management, on gender difference and its value, stereotypes and unconscious bias. <i>Training plans on gender equality and related management system.</i>	

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KA5 – Integration of sex and gender dimension in teaching curricula	5.1. Promoting the integration of a sex and gender perspective in teaching curricula	Specific courses available for staff on gender equality and soft skills in their study curricula			x	x			CFO: Gerardo Attianese	6.5.2 Sex/ gender variables in teaching courses, per field of research  -- <b>5.2 UNI/PdR 125:2022 –</b> Implementation of trainings at all levels, including top management, on gender difference and its value, stereotypes and unconscious bias. <i>Training plans on gender equality and related management system.</i>	 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

