



Consorzio Interuniversitario Nazionale per le Scienze Ambientali

Decreto Ministero dell'Università e della ricerca scientifica e tecnologica del 12 aprile 1999

Bologna – Camerino – Firenze - L'Aquila – Parma - Venezia

GENDER EQUALITY PLAN

2022-2024

Approvato dal Consiglio Direttivo in data 19 luglio 2022

Preface

The Gender Equality Plan, hereinafter referred to as GEP, details how the Consortium CINSA will achieve the objectives of the 2030 Agenda of United Nations on gender equality, empowerment and self-determination of women and girls.

The GEP was envisaged by the European Parliament Resolution of 3-7-2003, and it has been introduced in Italy by D. Lgs. 150/2009.

CINSA recognizes that gender equality is a facet of inclusivity and respect for diversity, including ethnicity, religion, sexual orientation. With its mission devoted to sustainability in all aspects, achieving all the Sustainable Development Goals is a priority for CINSA.

A peculiar aspect of CINSA is the relationship with its associated Universities: the Local Units of the Consortium act in full harmony with the regulations of the Universities, while CINSA as such has no permanent staff and a limited number of non-permanent personnel.

The actions of CINSA in the GEP have two main objectives:

1. Contribute to increasing the sustainability of actions in the associated Universities, and particularly in Local Units
2. Improve equality in governance bodies and among employees

The structure of this document will detail:

- Dedicated resources
- Data collection and monitoring
- Proposed actions
 - Work-life balance
 - Gender balance in leadership
 - Gender equality in hiring
 - Gender dimension in research
 - Measures against gender-based violence
- Publication of the GEP document

Dedicated resources

CINSA has no permanent staff. The members of “Consiglio Direttivo” (Board of Directors, composed by representatives of associated Universities) and the Director will decide how to involve the non-permanent staff, who are hired for the needs of specific research projects, and

allow them to dedicate a part of their time to fulfilling the requirements specified in the “Proposed Actions”.

Data collection and monitoring

Consiglio Direttivo will design a specific monitoring system, including data and information, on the basis of what is required by the “Proposed Actions”. Data will be acquired starting from the year 2011. A monitoring procedure will be established to keep an up-to-date database on gender-related issues. Periodic reporting will be carried out at the meetings of the Consiglio Direttivo.

Proposed Actions

Work-life balance

- CINSA undertakes to develop a document with guide-lines on the rational planning of in presence and online activities, with particular reference to scheduled meetings, so that the staff can exercise the right to disconnect. The guide-lines will adopt an inclusive and non-discriminatory language and will include guidance for gender recognition in official communications
- The Governance body Consiglio Direttivo will be responsible for preparing and implementing the document
- All the staff will be involved in this measure
- Timeline
 - The guide-lines will be drafted by the end of the year 2022
 - A survey among the staff will be carried out in early 2023
 - Final guide-lines will be ready by June 2023

Gender balance in leadership

- CINSA aims to maintain a gender balance in the governing body, the composition of which depends on the representatives chosen by the affiliated Universities. CINSA will require equal representation of gender in the consultation of Universities.
- The Director and the Governing body Consiglio Direttivo will be responsible for the implementation of this provision.
- Affiliated universities will be notified of this action
- Timeline
 - The indication on the gender balance in governing bodies will be included in the next revision of the Statute (Statuto)
 - By the end of 2022 an active communication to the affiliated Universities about the choice of representatives will be carried out.

Gender equality in hiring

- CINSA staff recruitment is based on competence and merit, and has no gender bias in selection procedures and application calls. In recent years, the gender distribution among temporary staff has been well balanced. Constant monitoring of the gender balance is carried out. Future recruitment procedures will be inclusive and a draft text will be implemented to this end to be used for advertising open positions.
- The Director and the Governing body Consiglio Direttivo will be responsible for implementation of this provision
- Affiliated universities will be notified of this action and the new staff will benefit from it.
- Timeline
 - The indication on gender balance in recruitment processes will be included in the next revision of the Statute
 - A collection of data about the staff recruited between 2011 and 2021 will be carried out and discussed in Consiglio Direttivo meetings by the end of 2022
 - A template document for advertisement of new positions will be prepared by end of 2022 and distributed to all Local Units

Gender dimension in research

- CINSA has no gender bias in the selection procedures and in planning the research teams composition; most international and national research projects have a relevant requirement that must be met. In recent years, the gender distribution among temporary staff has been well balanced. Constant monitoring of gender balance is carried out and future recruitment procedures will be inclusive, as described in the “Gender equality in hiring” Action.
- The Director and the Governing body Consiglio Direttivo will be responsible for implantation of this provision.
- Affiliated universities will be notified of this action and new personnel will benefit from it.
- Timeline
 - The indication on gender balance in recruitment will be included in the next revision of the Statute
 - A collection of data on personnel active in research in the years 2011-2021 will be performed and discussed in Consiglio Direttivo meetings by the end of 2022
 - A template document for the advertisement of new positions in research projects will be prepared and distributed to all Local Units by the end of 2022.

Measures against gender-based violence

- CINSA is against any form of violence, including psychological, based on gender, race, religion and other features. Each University of the Consortium is equipped with documents and regulations in the Ethical code, and specific personnel training is provided. CINSA will examine the regulations of all Universities of the Consortium and will discuss the different approaches.



- The Director and the Governing body Consiglio Direttivo will be responsible for implementation of this provision.
- All staff members will be involved in this measure.
- Timeline
 - The related rules and procedures of six associated Universities will be collected and compared by the end of 2022
 - The comparative document will be discussed in the Consiglio Direttivo meeting in 2023
 - The document will be circulated to all Local Units

Publication of the GEP document

The document is published on the website of CINSA after the approval of Consiglio Direttivo.

Done in Parma, July 2022