

CONSIGLIO DIRETTIVO

DELIBERAZIONE n. 17325

Oggetto: Gender Equality Plan dell'INFN (2023 - 2025).

Il Consiglio Direttivo dell'Istituto Nazionale di Fisica Nucleare, riunito in Roma in data 28 febbraio 2024 alla presenza di n. 32 suoi componenti su un totale di n. 34

Premesso che

- è necessario approvare il Gender Equality Plan dell'INFN (2023 - 2025);

Visto

- il Decreto Legislativo 30 marzo 2001, n. 165 (Norme generali sull'ordinamento del lavoro alle dipendenze delle amministrazioni pubbliche) il quale:
 - 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, "realizzare la migliore utilizzazione delle risorse umane nelle pubbliche amministrazioni, 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";
 - 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;
- 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;
- 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 le organizzazioni di operatori della ricerca sono invitate a realizzare cambiamenti istituzionali in materia di gestione delle risorse umane, finanziamenti, processi decisionali e programmi di ricerca attraverso i piani di parità di genere (Gender Equality Plans) destinati a:
 - effettuare valutazioni di impatto/audit delle procedure e delle pratiche per individuare eventuali pregiudizi di genere;
 - attuare strategie innovative per correggere eventuali pregiudizi;
 - fissare obiettivi e verificare i progressi compiuti mediante degli indicatori;

- 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;
- 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”;

Richiamato

- lo Statuto dell'INFN, ed in particolare l'articolo 4, comma 6: “L'Istituto adotta un Piano Triennale di azioni positive su proposta elaborata dal Comitato Unico di Garanzia (CUG), costituito ai sensi dell'art. 57 del D.Lgs. 165/2001 e successive modifiche e integrazioni”;
- la deliberazione del Consiglio Direttivo n. 15897 del 30 aprile 2021 contenente il Codice Etico dell'INFN;
- la deliberazione del Consiglio Direttivo n. 16243 del 31 marzo 2022 contenente il Gender Equality Plan dell'INFN (2019-2022);
- le disposizioni del Presidente dell'INFN nn. 26883 del 26 giugno 2024 e 26983 del 18 luglio 2024 relative alla composizione del Comitato Unico di Garanzia per le pari opportunità, la valorizzazione del benessere di chi lavora e contro le discriminazioni (CUG);
- la deliberazione del Consiglio Direttivo n. 17305 del 31 gennaio 2025 con il quale è stato approvato il Piano Integrato di Attività e Organizzazione (PIAO) dell'Istituto per il triennio 2025 – 2027 nel quale, in apposita sezione, vengono delineati i contenuti del Piano Triennale delle Azioni Positive (PTAP) in essere, presentato nel 2023 per il triennio 2023 - 2025;

Considerato

- la proposta in materia pervenuta dal CUG;
- la proposta della Giunta Esecutiva;

Con voti n. 34 a favore

DELIBERA

1. Di approvare l'allegato Gender Equality Plan dell'INFN (2023 - 2025) che costituisce parte integrante e sostanziale della presente deliberazione.

Titolario	Disciplinare		
Data GE	28-feb-25	Data CD	28-feb-25
Componente di Giunta competente			
Persona Referente	Giuseppina Abballe		
Struttura Proponente	Diego Bettoni - Sandra Malvezzi		
Direzione AC che ha curato l'istruttoria	Direzione Generale		
Tipologia di Atto (breve descrizione)	Gender Equality Plan dell'INFN (2023 - 2025)		
Costo complessivo			
Copertura finanziaria anno	progetto	capitolo di spesa	importo
Allegato 1	Gender Equality Plan dell'INFN (2023 - 2025)		
Allegato 2			
Allegato 3			
Note o riferimenti Atti precedenti			

GENDER EQUALITY PLAN 2023-2025



Istituto Nazionale di Fisica Nucleare

Gender Equality Plan 2023-2025

Recognizing the fundamental role of gender equality in driving scientific and institutional excellence, the Istituto Nazionale di Fisica Nucleare (INFN) commits to this Gender Equality Plan as a cornerstone of our strategy to foster an inclusive, diverse, and equitable research environment.

In compliance with national law, since 1999, INFN has appointed an Equal Opportunity Committee (*Comitato Pari Opportunità, CPO*) and, since 2002, has implemented Triennial Affirmative Action Plans (*Piano Triennale di Azioni Positive, PTAP*) developed and curated initially by the CPO and subsequently by the Single Guarantee Committee (*Comitato Unico di Garanzia, CUG*), established in 2011.

The current CUG is tasked with proposing actions to ensure gender equality, combat job harassment, and enhance well-being at work. It analyses sex-disaggregated data, produces annual reports to monitor the evolution of the gender gap over time, reviews procedures and practices to identify gender inequalities and biases, and proposes gender equality strategies and action plans. Its activities are detailed on the web site [INFN-CUG](#).

Furthermore, since 2003, INFN has adopted a specific Code of Conduct to prevent job harassment. An external figure appointed by INFN, the Confidential Counselor (*Consigliera di Fiducia*), ensures the application of the INFN Code of Conduct. Additionally, in April 2022, the first Gender Equality Plan of the Institution was approved, integrating in a single document the positive actions and gender statistics of the Institution.

The current INFN annual budget dedicated to equal opportunity actions includes initiatives such as the "Women in Theoretical Physics" INFN Milla Baldo Ceolin Award, which reached its 4th edition in 2023. This award is conferred annually to 10 outstanding new female graduates in theoretical physics to encourage the presence of young female researchers in this field. Additionally, there are 25 annual renewable fellowships under the project "More Women in Physics" ("Più donne nella Fisica"), in its 2nd edition in 2023, for female students enrolled in the Master's degree course in Experimental and Theoretical Physics of fundamental interactions and applied physics.

Budget for Gender Equality Actions (k€/yr)	
CUG	18
Confidential Counsellor	21.5
"Più donne nella Fisica" fellowships	37.5
"Women in theoretical Physics" award	10
Gender Mentoring Program	25
Gender Equality Network in Physics in the European Research area	5

Moreover, INFN was the first institution in Italy to implement mentoring among research entities, introducing the Gender Mentoring Programme in 2018. This program is based on a transformative model developed by the Gender Observatory on University and Research at the

University of Naples Federico II. This model has been recognised by the European Institute for Gender Equality (EIGE) as one of the most significant actions undertaken in Italy for the development of gender equality in research and innovation. On 2023 it reached the 3rd edition.

INFN participates in the Gender Equality Network in Physics in the European Research Area (GENERA). This network, which originated from the GENERA project in September 2015 when 11 physics institutes and two professional support organizations initiated this EU-funded project, continues to tailor and implement gender equality measures in the participating institutions.

The INFN and the National Research Council (Institute of Research on Population and Social Policies, IRPPS), partners of the GENERA Network, in collaboration with the H2020 project "MINDtheGEPs - Modifying Institutions by Developing Gender Equality Plans" (G.A.101006543) of which CNR-IRPPS is a beneficiary, annually announce a competition "Beyond gender stereotypes and towards the professions of the future: women and research in physics". This aims to raise awareness among secondary school students about gender issues and emerging professions related to physics and STEM fields. The initiative began in a pilot version in 2021, and continued in 2023 and in 2024.

In 2024, a course titled 'STEM Disciplines: Between Future Professions and Gender Gaps' has been organised in collaboration between INFN and CNR-IRPPS as part of the activities of the GENERA Network and associated with the competition. This course, recognised as a training course for the development of school staff competencies, is INFN's first course for teachers focused on gender issues.

Additional financial support is provided for training courses on gender equality at INFN. Moreover, financial assistance extends to covering maternity leave periods for post-doctoral researchers. INFN also finances insurance for post-doctoral researchers and research fellows, covering all expenses related to pregnancy and childbirth. Furthermore, contributions are made towards nursery school costs for the children of INFN staff.

Analysis and planning

An analysis of gender parity within INFN is detailed in the annual reports linked below. Since 2002, INFN has adopted Triennial Affirmative Action Plans for Positive Actions (PTAP), implementing various proactive measures that have now become standard practice to enhance their effectiveness. Some actions proposed in the previous plan have been integrated into the Institution's Performance Plan. The current [Action Plan](#) for the 2023-2025 triennium, consistent with previous ones and approved by the INFN executive board on 31/03/2023, is inspired by the European Commission's document "*Structural change in research institutions*" (2012). It aims to achieve the following objectives:

- i. Increase transparency in decision-making processes and improve the sharing of information.
- ii. Eliminate institutionally apparently-neutral practices that negatively impact women's careers.
- iii. Promote excellence by supporting parity and diversity.
- iv. Improve research by integrating gender and generational perspectives.

- v. Adjust human resource management and the work environment to meet individuals' life needs.

The current Action plan (2023-2025) is structured around various actions grouped into specific intervention areas, which align with the following general areas of intervention:

1. Adjust management to ensure the essentials for structural changes.
2. Training and Communication: strengthen gender communication.
3. Ensure equality and equal opportunities in recruitment, promotion, decision-making bodies, and across all roles and levels.
4. Adapt the work environment to meet people's needs, fostering parenthood and promoting the inclusion of all diversities.
5. Combat harassment, actions harmful to dignity, sexual and sexist violence.

For effective progress, the European Commission [Annex1-H2020] suggests that research institutions set quantitative goals for change. Italian national regulations (*Code of equal opportunities between men and women, Legislative Decree 198/2006*) require that women constitute at least one-third of all roles and levels. Over the next three years, INFN aims to increase the proportion of women in researcher and technologist roles by at least 2% across all levels. For technical staff, INFN also aims to increase the percentage of the underrepresented gender, currently at 6%.

Regarding appointments, the goals set by the European Commission for research bodies include 50% women in appointive bodies (committees, commissions, national competition commissions) and 40% in decision-making bodies such as the executive board and directorate [H2020]. INFN aims to ensure that no fewer than 33% of positions in appointive bodies are held by women over the next triennium.

Realised actions [2020-2024]

This section evaluates the progress and challenges at INFN in achieving a balanced, inclusive, and supportive workplace, gender equality in scientific careers, ensuring gender balance in decision making, and integrating the gender dimension into the content of research and innovation, considering the latest data and initiatives (cfr. [2024-CUG-report](#)):

- Panel discussion to prevent violence against women, open to all personnel (November 2020).
- Inclusion of babysitting expenses as benefits partially covered by INFN (2021).
- Updating of the brochure “Handbook on parenthood” (“Guida alla genitorialità”) (2021).
- Training courses to prevent discrimination and harassment (2021).
- Training courses on equal opportunity and parity in research (2020-2022-2023).
- Review of the brochure “Unconscious Bias and Discrimination”, with compliance mandatory for all members of recruitment and selection panels (2021).

- Videos and posters to commemorate the struggles for women's rights (2021).
- Selection and distribution of films focusing on violence against women as the main subject (2021).
- Smartlab programmes promoted by the Confidential Counsellor, financially supported by the Institution and coordinated by a Steering Committee composed of the counsellor, an external consultant, and three INFN members including the president of the CUG, also addressing issues related to equal opportunities and gender parity (2022).
- Preparation and analysis of results of an online questionnaire open to all personnel to survey work-related stress and the organizational well-being, also addressing issues related to equal opportunities and gender parity (2020-2022).
- Recruitment of a new Confidential Counselor "Consigliera di Fiducia" (2022).
- An increase in the presence of women in scientific bodies of managerial appointment, reaching 36.8% (2023).
- Increase in the proportion of female technologists (2023).
- Young women's awards instituted in theoretical physics (2021-2022-2023-2024).
- Fellowships under the project "More Women in Physics" (2022-2023-2024).
- Gender Mentoring Programme (2022-2024).
- Since 2021, a summary table of gender presence in various competitive phases has been included in the INFN official minutes and resolutions. The data are analysed annually to monitor the neutrality in recruitment and career progression procedures at INFN (2021-2022-2023-2024).
- Annual monitoring of the gender composition in scientific decision-making bodies appointed by INFN President (2023-2024).
- Outreach activities by the Third Mission Coordination Committee (CC3M) for dissemination in schools and to the public aimed at including the gender dimension in various initiatives (2023-2024).

Monitoring Steps

The process and progress are regularly monitored and assessed through:

- Annual reports on gender gap and equal opportunity actions, prepared by the CUG:

[CUG-Report-2024](#)

[CUG-Report-2023](#)

[CUG-Report-2022](#)

[CUG-Report-2021](#)

- Annual INFN reports on the status of Performance Achievements.

Proposed actions in 2025

- Prepare a CUG annual report on gender gap and equal opportunity actions (2025).
- Progress the adjustment of databases and definition of suitable procedures as foundational steps towards drafting a document on gender budgeting (bilancio di genere). These efforts are included in the Institution's Performance Plan for 2025-2026.
- Update the brochure "Handbook on parenthood" in accordance with updated regulations (2025).
- Strive to ensure equal success rates for women and men in all recruitment and selection procedures (2025).
- Progress to increase ($\geq 30\%$) the representation of the under-represented gender in scientific committees, acknowledging that actual outcomes will depend on available opportunities (2025).
- Plan to increase the budget to support professional training awards for young women students and researchers, subject to financial feasibility and prioritisation within the Institution's overall budget (2025).
- Progress to focus on providing gender-sensitive training and professional development opportunities, which have been positively received across the organisation (2025).
- Enhance the culture and dissemination of Equal Opportunities within the Institution through the network of CUG contact persons at the INFN sites, and through collaboration with the national network of CUGs from academic institutions and research bodies. This network meets periodically and organises events dedicated to gender equality and combating gender violence. Further enhance visibility and awareness by establishing dedicated CUG informational points or displays at each INFN site and ensuring that each site's webpage includes accessible links to CUG resources and initiatives (2025).
- Collaborate with the Confidential Counsellor and the National Representatives of INFN Personnel, within INFN's Ethical Committee to support the Institution in monitoring and ensuring gender equality at INFN (2025).
- Efforts will be made to explore the possibility of gradually increasing funding for CUG activities, with the intent to ensure sustained and enhanced support for gender equality initiatives across the Institution. This exploration will be subject to financial feasibility and the prioritisation of available resources within the Institution's overall budget (2025 onwards).

With the adoption of this Gender Equality Plan, INFN reaffirms its dedication to advancing gender equality and commits to continuous evaluation and adaptation of our strategies, ensuring that our pursuit of scientific excellence is inclusive and equitable for all members of our community.

22nd November 2024