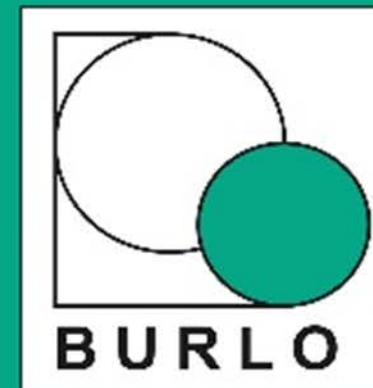




REGIONE AUTONOMA FRIULI VENEZIA GIULIA

ISTITUTO DI RICOVERO e CURA
a carattere scientifico
Burlo Garofolo di Trieste



Institute for Maternal and Child Health-IRCCS "Burlo Garofolo"

Highly specialized hospital of national prominence

for women's and children's health

Equal opportunities and gender balance

The **Gender Equality Plan (GEP)** is one of the measures activated by the European Commission to promote gender equality in research and innovation, which is part of a broader process of strategies aimed at equality and inclusion implemented by the European Union.

The new framework program for research and innovation for 2021-2027, Horizon Europe, has introduced new provisions to strengthen gender equity in European organizations. In particular, for all institutions that carry out research activities and higher education institutions, adopting a **Gender Equality Plan (GEP)** has become a fundamental requirement for accessing funding from the Horizon Europe Research Program.





In parallel and analogy with Horizon Europe, the National Recovery and Resilience Plan (PNRR) also conditions access to funding for research and innovation for all public and private organizations on the adoption of the Gender Budget and the GEP, providing explicitly within the tenders, respect for the principle of gender equality, indicating,

for example, as a fundamental requirement for access to funds a minimum percentage of 30% to be reserved for female researchers involved in projects, under penalty of exclusion.

In the specific context of research organizations, the European Commission defines the GEP as a strategic plan aimed at:



- identify the dimensions of gender discrimination in the organization;
- identify and implement innovative strategies to correct any disparity;
- define objectives and processes for monitoring progress through indicators.

GEPs are today the primary tool to influence systematic institutional change in terms of gender gap through:

- **identifying human resource development strategies in institutional governance;**
- **the destination of research funds.**



The GEP is part of the programming of the Institutions that conduct research activities - they are synchronized with the **Positive Action Plan (PAP)** drawn up in line with the Gender Balance.

The GEP of IRCCS Burlo Garofolo has a specific "control room" coordinated by the Scientific Directorate (manager and one collaborator), in which participate the departments of General and Legal Affairs (one collaborator), the Personnel Policies Office (two collaborators), the Public Relations and Communication Office (manager or collaborator), the *Central Guarantee Committee for equal opportunities (CUG- Comitato Unico di Garanzia* - president or vice president) and the Responsible for the Gender Medicine of the IRCCS and the Friuli Venezia Giulia Region.

The Institute adopts the necessary strategies to implement the GEP in compliance with current legislation, also concerning the reference collective negotiation agreement, having consulted the *Central Guarantee Committee for equal opportunities (CUG)*.



The control room will verify and monitor the progress of the GEP implementation activities and prepare specific reports on the abovementioned activities every six months.

Central Guarantee Committee for equal opportunities (CUG).

Central Guarantee Committee for equal opportunities (CUG) is in charge of functions aimed at achieving equal opportunities, enhancing the well-being of workers and fighting against discrimination. This board was established by Law 183/2010, which replaces and unifies the committees for equal opportunities and the phenomenon of mobbing. It has paritetic composition and comprises members designated by each representative union organization, an equal number of administration representatives, and substitute members. It must carry out its activities towards all administration personnel and deal with propositional, consultative and verification tasks previously delegated to the Committees for Equal Opportunities and the Joint Committees on Mobbing.

It also promotes initiatives that increase the culture of respect and dignity of the people in the workplace.



Central Guarantee Committee for equal opportunities (CUG)

pursues propositional, consultative and verification tasks in order to optimize the quality of public work, improve the efficiency of services connected to the guarantee of a work environment characterized by compliance with the principles of equal opportunities, organizational well-being and opposition against any form of discrimination, moral or psychological violence for workers.

Participation in the drafting, application and monitoring of the Gender Equality Plan to be extended in terms of principles and objectives to the entire group of workers is part of the proactive activities for implementing positive actions. To this end, periodic **"control room"** meetings are scheduled on a six-monthly basis.

The CUG draws up an annual report on the personnel situation, referring to the previous year, concerning the implementation of the principles of equality, equal opportunities, organizational well-being and the fight against discrimination and moral and psychological violence in the workplace/mobbing, as well as the monitoring of the duties assigned to both executive and non-executive personnel, on allowances and Organizational Assignments in order to identify any pay differentials between men and women.

The GEP of the IRCCS identifies six macro-areas within which to develop improvement actions during 2023:

- 1. Work-life balance and organizational culture**
- 2. Gender balance in leadership and decision making**
- 3. Gender equality in recruitment and career progression**
- 4. Integration of the sex/gender dimension into research content**
- 5. Measures against gender-based violence including sexual harassment**
- 6. Training aimed at promoting the integration of the Gender dimension**

1- Work-life balance and organizational culture

DIRECT TARGET	AIMS	ACTIVITIES	DEPARTMENTAL STRUCTURE	HUMAN RESOURCES	FINANCIAL RESOURCES	INDICATORS	OUTCOME
Employees	Smart working monitoring as an ordinary tool	Qualitative/ quantitative study on the use and appreciation of smart working	SPPA/CUG	Staff belonging to the SPPA, CUG and Health Directorate	Hours/staff work related to structures	<ul style="list-style-type: none"> Formalize a qualitative study based on the 2022 quantitative study Final report 	Promote work-life balance, support for parenting and parental care
Employees	Work/life balance regulation	Review of the regulation	SSD Personnel Policies and Strategic Directorate	Staff belonging to SSD Personnel Policies and Strategic Directorate	Hours/staff work related to structures	<ul style="list-style-type: none"> Manual drafting Dissemination of the regulation with the information service Delivery of the regulation to 	Promote work-life balance, support for parenting and parental care

<p>GEP working group</p>	<p>Promote the continuity of the GEP implementation and monitoring work</p>	<p>Establishment of stable working group</p>	<p>URP/Scientific Directorate/ SSD Personnel Policies/ Sc General and Legal Affairs *any experts on the subject</p>	<p>Personnel belonging to the aforementioned structures - appointed by the General Manager</p>	<p>Hours/ staff work related to structures</p>	<p>Decree / Determination</p>	<p>Promote the continuity of the GEP implementation and monitoring work</p>
--------------------------	---	--	---	--	--	-------------------------------	---

2 - Gender balance in leadership and decision making

DIRECT TARGET	AIMS	ACTIVITIES	DEPARTMENTAL STRUCTURE	HUMAN RESOURCES	FINANCIAL RESOURCES	INDICATORS	OUTCOME
Leader positions in Management and Departments	Gender rebalancing, where possible, in the conferral of delegations to personnel by the Director and Department Directors (picture of the current situation) Male/Female ratio in new appointments	Foster, where possible, gender alternation in the assignment of responsibilities, providing for specific indication in the favor of male-female alternation.	General Directorate Scientific Directorate Health Directorate Administrative Directorate Administrative Department Pediatric Department Surgical Department Maternal Neonatal Department Advanced Diagnostics Department	Directors	/	Monitoring of tasks conferred in implementation of the new Corporate Act	Contribute to creating a work environment aimed at promoting gender equality while respecting individual skills and professionalism

3 - Gender equality in recruitment and career progression

DIRECT TARGET	AIMS	ACTIVITIES	DEPARTMENTAL STRUCTURE	HUMAN RESOURCES	FINANCIAL RESOURCES	INDICATORS	OUTCOME
New employees, women and young people	Balance in the percentage of recruitment of women and young people from research funds	Ensure an increase in both young and female workers	Scientific Directorate/ SSD Personnel Policies	Staff belonging to SSD Personnel Policies and Scientific Directorate	Hours/staff work related to structures	Number of young people/women employed on research funds	Strengthening the employment of young people and women

4 - Integration of the sex/gender dimension into research content

DIRECT TARGET	AIMS	ACTIVITIES	DEPARTMENTAL STRUCTURE	HUMAN RESOURCES	FINANCIAL RESOURCES	INDICATORS	OUTCOME
Patients	Promotion of gender medicine as a tool of clinical appropriateness, principle of equity of care for the health needs of women and men	Promote and spread awareness of the differences in gender health and medicine through conferences and research projects in order to develop skills and related medical-scientific approaches from a gender perspective and according to a global vision of the concept of health through a specific research project	URC / Dr Maestro / Scientific Directorate			<ul style="list-style-type: none"> • Presentation of a project proposal in the field of gender medicine • Ratio between project proposals on gender medicine/total project proposals presented • Ratio between conferences/seminars on gender medicine/total number of conferences and seminars organized 	Research report

<p>Women and young employees and new hires</p>	<p>Gender equality in the composition of the research group for the presentation of RC 2023</p>	<p>In the RC 2023 tender, provision of compliance with the "gender equality" principle</p>	<p>Scientific Directorate</p>			<p>Percentage of projects that respect the principle of gender equality Overall M/F ratio by workgroup and in total</p>	<p>Research report</p>
<p>Female researchers and young researchers</p>	<p>Gender balance in clinical research</p>	<p>Gender balance of enrollment in clinical research</p>	<p>URC /Scientific Directorate</p>			<p>Insertion of a specific clause/phrase in the research protocols that provides for gender balance in enrollment in clinical research except for explicit clinically motivated exclusions</p>	

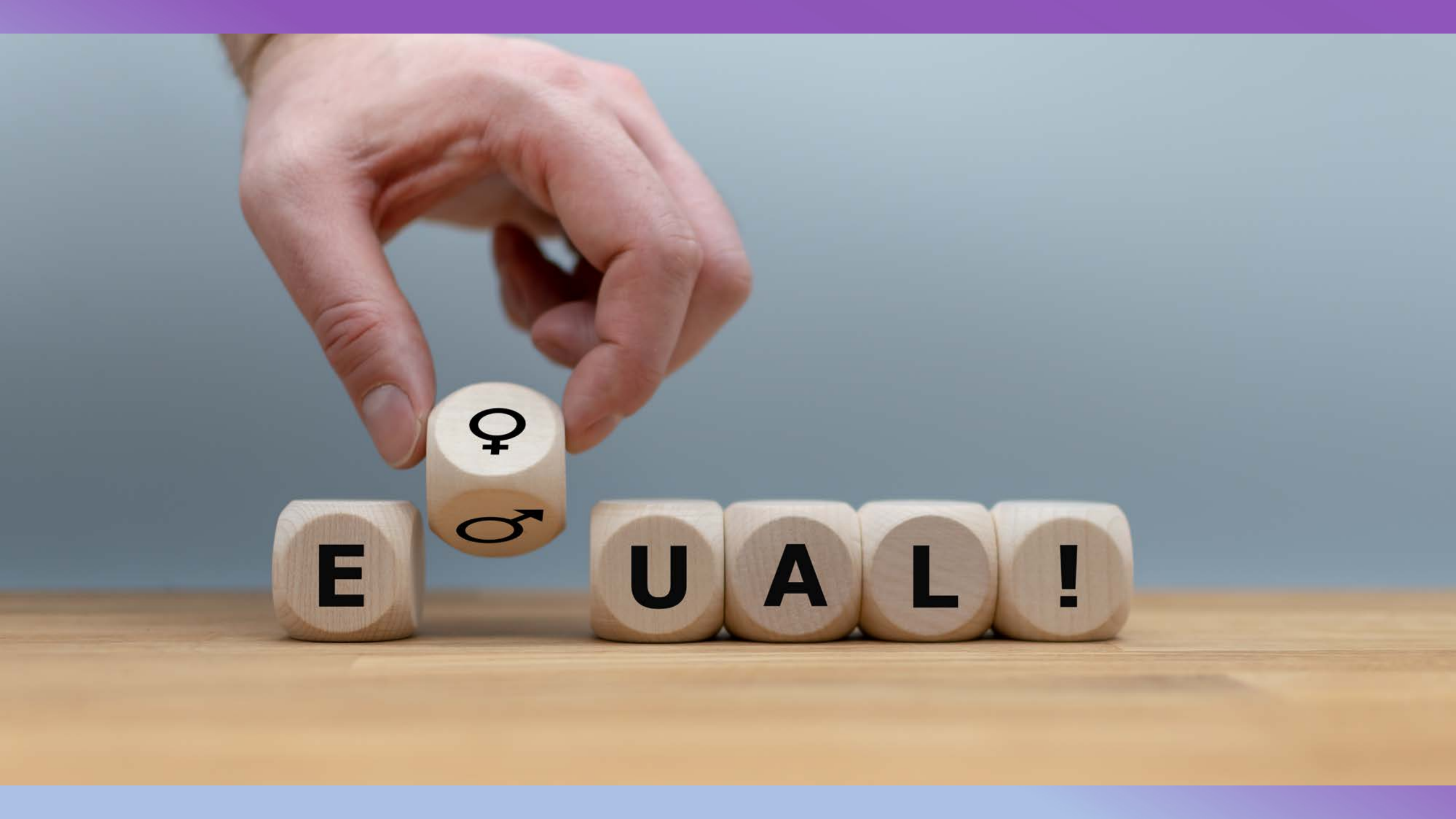
5 - Measures against gender-based violence including sexual harassment

DIRECT TARGET	AIMS	ACTIVITIES	DEPARTMENTAL STRUCTURE	HUMAN RESOURCES	FINANCIAL RESOURCES	INDICATORS	OUTCOME
Patients and staff	Prevention and contrast actions	<ul style="list-style-type: none"> Awareness campaign aimed at patients and staff against violence against women. https://www.burlo.trieste.it/content/burlo-violenza-sulle-donne Open week membership of ONDA against violence against women Communication and awareness activities	CUG/URP			<ul style="list-style-type: none"> Number of initiatives carried out Number of places occupied with roses Estimated number of people reached Number of website views Social analytics	Community awareness on the phenomenon of gender-based violence and on the tools to prevent and contrast it

Women and minors		Updating courses on violence against women and minors			<ul style="list-style-type: none"> • Number of courses scheduled • Number of participants • Number of new employees who participated / total number of new employees in the year 	Promotion of moments of interdisciplinarily reflection from a scientific and practical perspective, on the theme of measures to combat gender-based violence
Employees		Delivery of the code of conduct and summary of the GEP for each new employee (link in the path for new hires)			Number of deliveries made/ per year	Dissemination

6 - Training aimed at promoting the integration of the Gender dimension

DIRECT TARGET	AIMS	ACTIVITIES	DEPARTMENTAL STRUCTURE	HUMAN RESOURCES	FINANCIAL RESOURCES	INDICATORS	OUTCOME
	Education/Training	Promote and train in the integration of the gender dimension	Scientific Directorate in collaboration with the Education/ Training Office			<ul style="list-style-type: none"> • Meeting held and dissemination material produced • Number of participants in the proposed courses • Partners with GEP/ total partners 	
	Education/Training	Education/Training courses					



E

♀
♂

U

A

L

!