



IRCCS Burlo

Istituto di ricovero e cura
a carattere scientifico
"Burlo Garofolo" di Trieste



REGIONE AUTONOMA FRIULI VENEZIA GIULIA

GENDER
EQUALITY
PLAN

Equal opportunities and gender balance

The GENDER EQUALITY PLAN (GEP) as a European strategy to promote gender equality in research and innovation

The Framework Program for Research and Innovation for 2021-2027, *Horizon Europe*, has introduced new provisions to **strengthen gender equality in European organizations**.

Research institutions and higher education institutions must have a **Gender Equality Plan (Gep)**.

The **GEP** as a fundamental requirement for accessing funding from the **Horizon Europe** research program.



Also the *National Recovery and Resilience plan (PNRR)* for gender equality

All public and private organizations are required to adopt a Gender Budget and **GEP** explicitly including respect for gender equality in calls for proposals.

Among the fundamental requirements for accessing funds, **minimum percentages** (30%) are set aside for female researchers involved in projects.

In the specific context of research organizations, the European Commission defines

The GEP as a strategic plan aimed at:

1

identify areas of gender discrimination in the organization

2

identify and implement innovative strategies to correct any type of disparity

3

define objectives and processes for monitoring progress through indicators



GEP

as the main tools to influence institutional change

**Tackling
the gender gap
through:**

the allocation
of research
funds



Identifying human
resource
development
strategies
in institutional
governance

I GEP in the planning of institutions carrying out research activities

The Institute adopts the necessary strategies to implement the GEP in compliance with current legislation, including with regard to the relevant collective bargaining agreement, having consulted the **Comitato Unico di**

Garanzia (CUG).

Gender equality documents

**Positive Action Plan
(PAP)**



**The gender
budget**

The Control room

A multidisciplinary group

The Institute's **GEP** provides for the creation of a specific **“Control room”** for the **verification** and **monitoring** of the progress of its implementation activities

Coordinated by **Scientific Directorate**

and involving:

General and Legal Affairs

Personnel Policies Office

Public Relations and Communication Office

Central Guarantee Committee (CUG)

Referent for the IRCCS and for the Friuli Venezia Giulia Region for Gender Medicine.

Central Guarantee Committee (CUG)

for equal opportunities, the promotion of workers well-being and against discrimination

It has a joint composition.

The committee is entrusted with **proactive, consultative, and review** tasks aimed at optimizing the quality of public sector work, improving the efficiency of services, and ensuring a working environment characterized by respect for the principles of **equal opportunity, organizational well-being, and the fight against any form of discrimination and moral or psychological abuse of workers.**

It also promotes **initiatives that enhance the culture of respect for human dignity** in the workplace.

It participates in the drafting, implementation, and monitoring of the **GEP**



provided for by Law 183/2010
and present at the IRCCS

[If you are looking for information on the Burlo CUG click here](#)

Among the activities of the CUG

proactive

Dissemination of knowledge and experience, training, documentation and technical elements on equal opportunities issues

Gender analysis and programming

Interventions and projects relating to climate surveys, codes of ethics and conduct to prevent or eliminate situations of discrimination or violence within the Institute

consultative

Staff training plans

Staff evaluation criteria

Working hours, flexible working arrangements and work-life balance measures

monitoring

Projects and good practices in the field of equal opportunities

Results of actions to combat violence

Absence of any form of discrimination

The 6 macro-areas of the **GEP dell'IRCCS**

Areas for developing improvement actions:

- 1. WORK-LIFE BALANCE AND ORGANIZATIONAL CULTURE**
- 2. GENDER BALANCE IN LEADING POSITIONS AND DECISION-MAKING**
- 3. GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION**
- 4. GENDER INTEGRATION IN RESEARCH**
- 5. MEASURES AGAINST GENDER-BASED VIOLENCE INCLUDING SEXUAL HARASSMENT**
- 6. TRAINING TO PROMOTE GENDER INTEGRATION**

1. WORK-LIFE BALANCE AND ORGANIZATIONAL CULTURE

Target	Goals	Activity	Offices	Human Resources	Financial Resources	Indicators	Outcome
Employees	Monitoring smart working as a ordinary tool	Qualitative/quantitative study on the use and satisfaction of smart work	SPPA/CUG	Staff from SPPA, CUG, and Health Directorate	Work hours of involved personnel	<ul style="list-style-type: none"> Formalize a qualitative study based on 2022 questionnaire results Final Report 	Promote work-life balance. Support for parenting and caregiving
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 new hires 	Promote work-life balance, support for parenting and parental care
GEP working group	Promote the continuity of the GEP implementation and monitoring work	Establishment of stable working group	URP/Scientific Directorate/ SSD Personnel Policies/Sc General and Legal Affairs *any experts on the subject	Personnel belonging to the aforementioned structures - appointed by the General Manager	Hours/staff work related to structures	Decree / Determination	Promote the continuity of the GEP implementation and monitoring work

2. GENDER BALANCE IN LEADING POSITIONS AND DECISION-MAKING BODIES

Target	Goals	Activity	Offices	Human Resources	Financial Resources	Indicators	Outcome
Leader positions in Management and Departments	<p>Gender rebalancing, where possible, in the conferral of delegations to personnel by the Director and Department Directors (picture of the current situation)</p> <p>Male/Female ratio in new appointments</p>	<p>Foster, where possible, gender alternation in the assignment of responsibilities, providing for specific indication in the identification in favor of male-female alternation.</p>	<p>General Directorate Scientific Directorate Health Directorate Administrative Directorate Administrative Department Pediatric Department Surgical Department Maternal Neonatal Department Advanced Diagnostics Department</p>	Directors	/	<p>Monitoring of tasks conferred in implementation of the new Corporate Act</p>	<p>Contribute to creating a work environment aimed at promoting gender equality while respecting individual skills and professionalism</p>

3. GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION

Target	Goals	Activity	Offices	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. GENDER INTEGRATION IN RESEARCH

TARGET	GOALS	ACTIVITY	OFFICES	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
Women and young employees and new hires	Gender equality in the composition of the research group for the presentation of RC 2023	In the RC 2023 tender, provision of compliance with the "gender equality" principle	Scientific Directorate			Percentage of projects that respect the principle of gender equality Overall M/F ratio by workgroup and in total	Research report
Female researchers and young researchers	Gender balance in clinical research	Gender balance of enrollment in clinical research	URC /Scientific Directorate			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	

5. MEASURES AGAINST GENDER-BASED VIOLENCE INCLUDING SEXUAL HARASSMENT

TARGET	GOALS	ACTIVITY	OFFICES	HUMAN RESOURCES	FINANCIAL RESOURCES	INDICATORS	OUTCOME
Patients and staff	Prevention and contrast actions	<p>Awareness campaign aimed at patients and staff against violence against women. https://www.burlo.trieste.it/content/burlo-violenza-sulle-donne</p> <p>Open week membership of ONDA against violence against women</p> <p>Communication and awareness activities</p>	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 interdisciplinary reflection from a scientific and practical perspective, on the theme of measures to combat gender-based violence
Employees		Distribution 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 TO PROMOTE GENDER INTEGRATION

Target	Goals	Activity	Offices	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 producedNumber of participants in the proposed coursesPartners with GEP/total partners	Education/Training
	Education/Training	Education/Training courses					Education/Training



Thanks for your attention

Visit the page dedicated to the Burlo [GENDER EQUALITY PLAN](#) by clicking [here](#)