



GENDER EQUALITY PLAN 2023-2025

GEP TEAM

Cristina Pugi

Julian Richards

Franco Niccolucci

Approved by the Board of Directors of Ariadne Research Infrastructure AISBL

INDEX

INTRODUCTION	p.	4
GENDER EQUALLY PLAN.....	p.	5
AREA 1- Work-life balance and organisational culture	p.	8
AREA 2- Gender balance in leadership and decision-making	p.	10
AREA 3- Gender equality in recruitment and career progression.....	p.	11
AREA 4- Integration of the gender dimension into research and teaching content	p.	12
AREA 5- Measures against gender-based violence, including sexual harassment.....	p.	13
GANTT	p.	14

INTRODUCTION

In March 2020, the European Commission defined its strategy for gender equality 2020-2025, identifying the key actions for:

- ending discrimination and gender-based violence,
- ensuring equal participation and opportunities in the labour market,
- promoting gender equality in research and innovation e
- achieving gender balance in decision-making and policymaking.

The European Commission has indicated the Gender Equality Plan (GEP) as an important and essential tool for achieving gender equality.

Ariadne Research Infrastructure AISBL therefore decided to accept the Commission's invitation and to prepare its own **GEP 2023-2025**.

This document will make it possible to plan actions aimed both at creating an internal work and research environment where women and men can collaborate in a profitable and equal way, and at organizing specific events for citizens to promote gender culture.

GENDER EQUALITY PLAN

This GEP 2023-2025 is a plan that responds with actions, measurable by qualitative and quantitative indicators, to the objectives of the following key intervention areas envisaged by the European Commission:

AREA 1- Work-life balance and organisational culture	
1.1. Promote the gender perspective in organizations	1.1.1 Collection of gender disaggregated data on personnel and collaborations in digital format (Gender Budget)
1.2 Regulate company working hours	1.2.1 Adoption of a family friendly calendar and working hours for employees and collaborators
1.3 Promote an inclusive work environment	1.3.1 Preparation of internal regulations for smart working and the right to disconnect
1.4 Reduce of gender prejudices and stereotypes	1.4.1 Training to contrast stereotypes and prejudices

AREA 2- Gender balance in leadership and decision-making

Objective	Action
2.1 Increase in the presence of women in decision-making processes	2.1.1 Preparation of Guidelines for a fair gender composition in the examining commissions for the identification of employees and/or collaborators

AREA 3- Gender equality in recruitment and career progression

Objective	Action
3.1 Equal opportunities in research programs and projects	3.1.1 Collection of data disaggregated by gender on the participation of employees and collaborators in research activities and projects

AREA 4- Integration of the gender dimension into research and teaching content

Objective	Action
3.1 Equal opportunities in research programs and projects	3.1.1 Collection of data disaggregated by gender on the participation of employees and collaborators in research activities and projects

AREA 5- Measures against gender-based violence, including sexual harassment

Objective	Action
3.1 Equal opportunities in research programs and projects	3.1.1 Collection of data disaggregated by gender on the participation of employees and collaborators in research activities and projects

AREA 1- Work-life balance and organisational culture

Objective 1.1	Action 1.1.1	Direct Target	Indirect Target	Manager and Operational contact persons	Output	Outcome	Evaluation indicators	GANTT			Relevance with SDG Agenda 2030
								2023	2024	2025	
Promote the gender perspective in organizations	Collection of gender disaggregated data on personnel and collaborations in digital format	Board of Directors and Member of Ariadne Ri	Ariadne RI Community	Ariadne RI President and Gender Responsible	Preparation of a gender budget	Development and monitoring of gender sensitive data	Annual approval of the Gender Budget in the BoD by June of the year 2024 and 2025; online publication of the document within the month of September of each year		x	x	SDG 5 Gender Equality, SDG10 Reduced Inequalities

AREA 1- Work-life balance and organisational culture

Objective 1.2	Action 1.2.1	Direct Target	Indirect Target	Manager and Operational contact persons	Output	Outcome	Evaluation indicators	GANTT			Relevance with SDG Agenda 2030
								2023	2024	2025	
Regulation of company working hours	Adoption of a family friendly calendar and working hours for employees and collaborators	Employees/ Collaborators	Minors and families	Ariadne RI President and Gender Responsible	Definition of guidelines for a family friendly calendar and working hours	Strengthening of work/life balance measures	Definition of guidelines by 31/12/2024		x		SDG 5 Gender Equality, SDG 8 Decent Work and Economic Growth, SDG10 Reduced Inequalities

AREA 1- Work-life balance and organisational culture

Objective 1.3	Action 1.3.1	Direct Target	Indirect Target	Manager and Operational contact persons	Output	Outcome	Evaluation indicators	GANTT			Relevance with SDG Agenda 2030
								2023	2024	2025	
Promoting an inclusive work environment	Preparation of internal regulations for smart working and the right to disconnect	Employees/ Collaborators	Families	Ariadne RI President and Gender Responsible	Guidelines for an Internal Regulation for smart working and the right to disconnect	Strengthening of work/life balance measures	Definition of guidelines by 31/12/2023	x			SDG 5 Gender Equality, SDG 8 Decent Work and Economic Growth, SDG10 Reduced Inequalities

AREA 1- Work-life balance and organisational culture

Objective 1.4	Action 1.4.1	Direct Target	Indirect Target	Manager and Operational contact persons	Output	Outcome	Evaluation indicators	GANTT			Relevance with SDG Agenda 2030
								2023	2024	2025	
Reduction of gender prejudices and stereotypes	Training to contrast stereotypes and prejudices	BoD/ Employees/ Collaborators	Ariadne RI Community	Ariadne RI President and Gender Responsible	3-hour training course on stereotypes and prejudices	Strengthening for the contrast to stereotypes and prejudices	Level of satisfaction of the course participants of at least 80%		x	x	SDG 5 Gender Equality, SDG10 Reduced Inequalities

AREA 2- Gender balance in leadership and decision-making

Objective 2.1	Action 2.1.1	Direct Target	Indirect Target	Manager and Operational contact persons	Output	Outcome	Evaluation indicators	GANTT			Relevance with SDG Agenda 2030
								2023	2024	2025	
Increase in the presence of women in decision-making processes	Preparation of Guidelines for a fair gender composition in the examining commissions for the identification of employees and/or collaborators	Employees/ Collaborators	Ariadne RI Community	Ariadne RI President and Gender Responsible	Guidelines for a fair gender composition in the examining commissions for the identification of employees and/or collaborators	Promotion of gender balance in selection boards	Definition of guidelines by 31/12/2024		x		SDG 5 Gender Equality, SDG10 Reduced Inequalities

AREA 3- Gender equality in recruitment and career progression

Objective 3.1	Action 3.1.1	Direct Target	Indirect Target	Manager and Operational contact persons	Output	Outcome	Evaluation indicators	GANTT			Relevance with SDG Agenda 2030
								2023	2024	2025	
Equal opportunities in research programs and projects	Collection of data disaggregated by gender on the participation of employees, collaborators and collaborators in research activities and projects	Employees/ Collaborators	Ariadne RI Community	Ariadne RI President and Gender Responsible	Annual monitoring, to be submitted to the Board of Directors, of the participation data of collaborators and employees with respect to the gender variable	Promotion of gender balance in research activity and projects	Insertion of data disaggregated by gender in the Gender Budget for the year 2024 and 2025.		x	x	SDG 5 Gender Equality, SDG10 Reduced Inequalities

AREA 4- Integration of the gender dimension into research and teaching content

Objective 4.1	Action 4.1.1	Direct Target	Indirect Target	Manager and Operational contact persons	Output	Outcome	Evaluation indicators	GANTT			Relevance with SDG Agenda 2030
								2023	2024	2025	
Integrating the gender dimension in research content	Mapping of gender content in research activity and projects	Employees/ Collaborators	Ariadne RI Community	Ariadne RI President and Gender Responsible	Annual monitoring of gender content in research activity and projects	Promotion of the gender dimension in research activity and projects	Insertion of data disaggregated by gender in the Gender Budget for the year 2024 and 2025.		x	x	SDG 5 Gender Equality, SDG10 Reduced Inequalities

AREA 5- Measures against gender-based violence, including sexual harassment

Objective 5.1	Action 5.1.1	Direct Target	Indirect Target	Manager and Operational contact persons	Output	Outcome	Evaluation indicators	GANTT			Relevance with SDG Agenda 2030
								2023	2024	2025	
Raising awareness of sexual harassment and violence	Training on gender-based violence and harassment (sexual and otherwise)	Employees/ Collaborators	Ariadne RI Community	Ariadne RI President and Gender Responsible	3-hour training course on gender-based violence and harassment	Strengthening for the contrast to gender-based violence and harassment	Level of satisfaction of the course participants of at least 80%			x	SDG 5 Gender Equality, SDG10 Reduced Inequalities

GANTT	2023	2024	2025
1.1.1 Collection of gender disaggregated data on personnel and collaborators in digital format (Gender Budget)		X	X
1.2.1 Adoption of a family friendly calendar and working hours for employees and collaborators		X	X
1.3.1 Preparation of internal regulations for smart working and the right to disconnect		X	
1.4.1 Training to contrast stereotypes and prejudices	X		
2.1.1 Preparation of Guidelines for a fair gender composition in the examining commissions for the identification of employees and/or collaborators		X	
3.1.1 Collection of data disaggregated by gender on the participation of employees, collaborators and collaborators in research activities and projects	X		
4.1.1 Mapping of gender content in research activity and projects		X	
5.1.1 Training on gender-based violence and harassment (sexual and otherwise)		X	