

GENDER EQUALITY PLAN

UNIVERSITY OF SALERNO



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Area	Activities	Direct Targets	Indirect Targets	Indicators	Time frame
Gender perspective in research and Curricula	1. Annual questionnaire for researchers and professors on gender perspective in research and teaching, with particular attention to STEM (Science, Technology, Engineering and Mathematics).	Researchers Professors	Students Enterprises	Number of questionnaires completed (per year)	2019-2022
	2. Workshops for students (Master's Degree/Laurea Magistrale), PhD students and researchers on: a) strategies for including gender perspective in theses, and research projects; b) ways of including the skills acquired in the field of gender equality in the CVs.	Students PhD Students Research Fellows Researchers	Professors HR Managers	Number of workshops (per year); Number of participants (per year, gender and role)	2019-2022
	3. Promotion of an interdisciplinary teaching (3 credits), given by UNISA professors, on gender equality and diversity management in the educational offering of all UNISA PhD courses.	PhD Students	Enterprises Institutions	Number of participants (per year and gender)	2019-2022
	4. Promotion of the already existing teaching courses on gender equality as free choice courses among students of all disciplines, with particularly attention to those of the STEM area.	Students	Students families and social network Enterprises; Institutions	Number of participants (per year and gender)	2019-2022

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	5. International workshop with national and international experts to encourage the presence of women in degree courses and jobs in the STEM area.	Professors High school teachers and students	Enterprises Universities Research institutions	Number of workshops (per year); Number of participants (per year and gender)	2019 - 2022
	6. Fundraising activities for cofinancing the institutionalisation of awards for studies and research projects that include a gender dimension: 1 for master's degree thesis, 1 for research projects, 1 for technology transfer (also with the support of funds and resources outside the University).	Students, Phd Students, Research Fellows, Young researchers		Prizes awarded (per year, gender and target)	2019-2022
	7. Fundraising activities for financing fellowships/grants on gender equality.	Institutions, Enterprises	PhD students Young researchers	Amount of funds allocated per year; Number of fellowships per year	2018-2022
	8. Guidance sessions for high school students to promote studies and jobs in the STEM area.	High school students	High school teachers and deans, students' families, Universities; Enterprises	Number of sessions realised (per year and number of participants)	2019-2022
Improving use of gender-sensitive language	1. Analysis of national legislation and good practices existing in Italian universities and research institutes in the field of gender vocabulary, and drafting guidelines for the correct use of gender terms by the University of Salerno administration.	University administrative staff	Students, Researchers, Professors	Analysis completed and guidelines published	2019

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	2. Workshops on gender-sensitive language	Researchers, Professors, University administrative staff		Number of workshops per year; Number of participant per year, gender and role	2019- 2022
	3. Screening the institutional communications and internal documents in order to verify the respect of gender-sensitive language and consequent modification of the same in accordance with the aforementioned guidelines	University administrative staff Students Researchers Professors		Number and typology of the updated documents (per year)	2021- 2022
Work-life balance	1. Creation of <i>ad hoc</i> rooms /dedicated spaces for breastfeeding, milk pumping, diaper changing.	UNISA students and workers with children	Families of UNISA students and workers with children	Number of rooms/posts	2019- 2020
	2. Creation of a playroom for the children of UNISA students and employees (children 4-9 years).	Children of UNISA students and workers	Students and UNISA workers and their families	Rec center realised	2019- 2020
	3. Design and implementation of an <i>ad hoc</i> study area for children (10-14 years) of students and employees.	Children of students UNISA workers	Students and UNISA workers, their children and families.	Study area realised	2019- 2022
	4. Strengthening of the existing Summer Camp for the children of UNISA employees, ensuring in particular the canteen service and opening hours throughout the parents' working day.	UNISA workers' children	UNISA workers and their families	Number of participants (daughters and sons) per year	2109- 2020

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	5. Strengthening the initiative “Children at work with mum and dad”, considering new related initiatives.	UNISA workers and their children		Number of information messages sent to employees; number of posters distributed to staff; number of new initiatives	2019-2022
	6. <i>Ad hoc</i> questionnaire for men to analyze needs and expectations regarding paternity leave and work-life balance.	UNISA workers		Number of questionnaires completed (per year)	2019-2022
	7. Dissemination of information related to the provisions on work-life balance provided by the National Employment Contracts for the university administrative staff	Administrative staff	Administrative staff families	Typology and number of information activities realised	2019-2022
	8. Fundraising activities for supporting research stays abroad for young women researchers with children.	Enterprises Institutions	Female researchers with children	Number of fundraising activities realised per year Description of the realised fundraising activities	2019-2022
	9. Initiatives on wellbeing at work for professors, researchers and the administrative staff of the university (i.e. car pooling).	Researchers Professors Administrative staff	Families and social network of Researchers Professors Administrative staff	Number of seminar per year; Number of participant per year, gender and role	2019-2022

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Raising awareness of gender equality in UNISA	1. Promotion of the R&I PEERS website on UNISA, OGEPO, and CUG websites.	Students Researchers Professors Administrative staff	All users	Link to the RIPEERS website on the UNISA, OGEPO, and CUG websites+ Number of accesses	2018-2022
	2. Improvement of Gender Budgeting	UNISA workers		Publication of the second Gender Budgeting	2019-2022
	3. Annual questionnaire on equal opportunities for administrative staff.	Administrative staff		Number of questionnaires completed per year	2019-2022
	4. Focus groups with representatives of all the departments of the University aimed at increasing awareness of gender issues in the university environment.	Department representatives	Students PhD Students Researchers Professors Administrative staff	Number di focus groups realised per year	2019-2022
	5. Involvement of student associations in the main strategic actions of the project	Members of university associations	Students	Number of university associations involved per year	2019-2022
	6. Training courses on gender equality and diversity management for University administrative staff.	Administrative staff	Families and social networks of Administrative staff	Number of courses and number of participants per year and gender	2019-2022

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	7. Strengthening of the existing initiatives on gender violence (education, information and training activities).	Students Phd Students Research Fellows Researchers Professors Administrative Staff		Number of initiatives and number of participants per year and gender	2018-2022
	8. Review of the toponymy of the two Campuses following a gender perspective		Students, Researchers, Professors, Administrative staff, Visitors	Revision project defined	2019-2022
Mentoring	1. Seminars on Leadership and Mentorship for Associate and Full Professors	Professors	PhD Students, Research Fellows, Young researchers	Number of participants	2019-2021
	2. Mentoring for female PhD Students, research fellows and researchers	Female PhD Students, Research fellows and Researchers	Enterprises, Institutions	Number of participants	2019-2022
	3. Annual statistical indicators of career paths of male and female researchers at the beginning of their working life	Professors Researchers		Statistical indicators available	2019-2022

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Reducing gender gap in decision-making bodies	1. Workshop on gender bias in Decision-Making Bodies	Professors	Students PhD Students Research Fellows Researchers Administrative Staff	Number of participant per year, gender and role	2019-2022
	2. Awareness-raising activities (seminars, brochures, etc.) on the importance of the presence of women in leadership positions, in the decision-making bodies, and on evaluation committees.	Professors	Students PhD Students, Research Fellows Administrative staff	Number of realised activities	2019-2022

"Concerning the names of the person in charge for each activity, they were identified but not included in the GEP. In particular the availability of non teaching staff to collaborate in the project must be officially requested to their manager".