

GENDER EQUALITY PLAN

2025-2027

UNIVERSITY OF BRESCIA



GENDER COMMISSION

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Ms Marta Cremaschi - Student Representative in the Academic Senate.

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INTRODUCTION

In continuity with the first Gender Equality Plan (GEP) and in the light of the indications expressed in the Vademecum for the elaboration of the GEP in Italian universities, for each of the minimum areas of intervention, objectives are defined, broken down into several actions. For each strategic action, indicators, addressees, responsibilities and dedicated resources are identified according to the following scheme.

Actions	Description of the action in terms of activities planned to achieve specific objectives. One or more specific measures identified as operational strategies to achieve each indicated objective.									
Direct and indirect addressees	Direct addressee(s): main target group(s) of the planned measure within the academic population. Indirect addressee(s): secondary addressee(s) of the planned measure, both internal and external to the academic population.									
Institutional leaders	Institutional persons holding senior roles within the University. They are responsible for decision-making with respect to the political and operational direction of each action.									
Operational managers	Parties responsible for both the drafting process of the envisaged measure and the monitoring of the envisaged action (not necessarily overlapping).									
Resources human	Those operationally involved in the drafting and effective implementation of the enunciated measure.									
Financial Resources	Funds allocated to the implementation of actions and sub-actions related to each measure.									
Evaluation Indicators	Indicators and performance thresholds required to measure the results achieved as per the timetable.									
Crono-programme	<table><tr><td></td><td></td><td></td></tr><tr><td>Year 2025</td><td>Year 2026</td><td>Year 2027</td></tr><tr><td></td><td></td><td></td></tr></table>				Year 2025	Year 2026	Year 2027			
Year 2025	Year 2026	Year 2027								
SDG	Sustainable Development Goals, as each action and its goals are linked to one or more SDGs of the UN 2030 Agenda that the University of Brescia intends to help promote and achieve.									

The Gender Equality Commission developed this Gender Equality Plan in strategic continuity with the first GEP 2022-2024. The experience gained and the results of the first GEP make it possible to direct the new cycle of the 2025-2027 GEP in the wake of the previous programming, ensuring a continuity of strategy and a systemic approach. In particular, the programming, implementation, monitoring and evaluation activities of the first GEP have been reported in the Annual Reports that, published on the [institutional website](#), constitute the reference for verifying the objectives achieved and the deviations recorded. The evaluation of achieved and unrealised outputs guided the planning of new actions by supporting the strategic lines according to a parameter of objective feasibility.

The intention to align the administration's planning documents remains, in a logic of mainstreaming and, at the same time, of innovation and simplification. In particular, as a function of integrating the objectives envisaged therein among the administration's strategic ones, the Gender Equality Plan collects the evidence of the Gender Budgeting Report (BdG) and, on the basis of the data collected and analysed, plans the most suitable actions for the realisation of the objectives that the BdG identifies as priorities.

NOTES

The Academic Community is defined as all Teaching and Research Staff, Teaching Assistants, Postgraduate students, PhD students, Scholarship holders and Technical and Administrative Staff.

INDEX OF ACRONYMS

BdG Gender Budgeting Report
CRUI Conference of Italian University Rectors
CTS Technical Scientific Committee
CUG Single Guarantee Committee
DEM Department of Economics and Management
DICATAM Department of Civil Engineering Environment Territory Architecture and Mathematics
DIGI Department of Law
DII Department of Computer Engineering
DIMI Department of Mechanical and Industrial Engineering
DMMT Department of Molecular and Translational Medicine
DSCS Department of Clinical and Experimental Sciences
DSMC Department of Medical and Surgical Specialities, Radiological Sciences and Public Health
EP Employee category, stands for High Professionalism
GEP Gender Equality Plan
IRIS Institutional Research Information System
LOG Laboratory Observatory on Gender Studies (university research centre)
MUR Ministry of University and Research
OSMER, Labour Market and Collective Relations Observatory
PAP Positive Action Plan
PIAO Integrated Activity and Organisation Plan
PTA Technical and Administrative Staff
PTAP Three-year Positive Action Plan
SDG Sustainable Development Goals
SMVP Performance Measurement and Evaluation System
STEM Science, Technology, Engineering, and Mathematics
UAS High Specialisation Unit
UOCC Complex Coordination Unit
UOC Complex Operating Unit
UOS Simple Operating Unit

AREA 1: ORGANISATIONAL CULTURE AND WORK/LIFE BALANCE

OBJECTIVE 1.1: Organisational culture: Establishment and strengthening of the Office of the Gender Contact Person(s) and pursuit of gender equality as a strategic objective of the PTA

Actions	<ol style="list-style-type: none"> 1. Organisation and streamlining of the Office of the PTA Contact Person(s) for Gender Policies, as an autonomous role with specific coordination competences with the aim of <ul style="list-style-type: none"> - coordinating and supporting the implementation of all gender-related actions that are and will be initiated by the University, its bodies and the Gender Commission; - coordinating activities with all relevant offices; - monitoring the execution and compliance with the timing of the actions foreseen in the GEP in coordination and with the monitoring that the CUG does for the BoG, providing the Gender Commission with periodic summaries of the results achieved and any necessary supporting documentation; - acting as the entity responsible for collecting information relevant to gender issues. 2. Participation of members, during working hours, in regular meetings and activities planned by the Gender Commission (excluding training hours). 3. Designing a communication strategy to foster understanding, dissemination and dissemination of the activities promoted by the Gender Commission in support of and in synergy with the Communication Office. 4. Confirming and renewing a research grant to support the Commission and GEP implementation activities. 5. Operational and organisational support figure for the activities and initiatives launched during the year.
Direct and indirect addressees	Academic Community, Student Community
Institutional Managers	Rector(s), Director(s), Gender Commission, Pro-rector(s), with particular reference to the Pro-rector for Social Commitment for the Territory, Delegate(s), with particular reference to the Delegate(s) for Personnel Relations and the CRUI Commission on Gender Issues
Operational managers	Gender Commission, U.O.C. Communication, U.O.C. Recruitment of temporary and managerial staff, U.O.C. Support to the governing bodies, U.O.C. Secretariat of the Director General, U.O.S. Secretariat of the Rector, Human Resources managers and contacts of all the U.O.C, the U.O.C., the U.A.F.S., the U.A.S., the U.O.S. involved from time to time in the actions requested, heads and contacts of the administrative services of the Departments
Human Resources	Support to the Office of the PTA Contact Person(s) for Gender Policies: improvement, enhancement and optimisation of the service and of the liaison between offices, with the involvement and cooperation of several resources involved in the required actions, with the streamlining of flows, processes and procedures, it being understood that the pursuit of gender equality is part of the strategic objectives of the PTA of the entire university
Financial Resources	<p>€ 30,000.00 for 2025 (of which€ 23,890.08 for the research grant)</p> <p>€ 30,000.00 for 2026 (of which€ 23,890.08 for the research grant)</p> <p>€ 30,000.00 for 2027 (of which€ 23,890.08 for the research grant)</p>
Evaluation Indicators	<ol style="list-style-type: none"> 1. Organisation and streamlining of the Office of the Contact Person(s) for Gender Policies. 2. Strategic communication and dissemination plan. 3. Confirmation and renewal of the allowance announced in 2023.

Crono- programme	<table><tr><th>Year 2025</th><th>Year 2026</th><th>Year 2027</th></tr><tr><td>Organisation and streamlining of gender policy office. Participation in regular meetings and activities. Communication strategy design. Research grant. Supporting figure.</td><td>Gender policy office efficiency. Participation in regular meetings and activities. Implementation of an integrated communication plan. Research grant. Supporting figure.</td><td>Gender policy office efficiency. Participation in regular meetings and activities. Implementation of an integrated communication plan. Research grant. Supporting figure.</td></tr></table>			Year 2025	Year 2026	Year 2027	Organisation and streamlining of gender policy office. Participation in regular meetings and activities. Communication strategy design. Research grant. Supporting figure.	Gender policy office efficiency. Participation in regular meetings and activities. Implementation of an integrated communication plan. Research grant. Supporting figure.	Gender policy office efficiency. Participation in regular meetings and activities. Implementation of an integrated communication plan. Research grant. Supporting figure.
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SDG	SDG 3: Health and well-being. SDG 4: Quality education. SDG 5: Gender equality. SDG 8: Decent work (Economic growth and decent work). SDG 10: Reduce inequalities. SDG 16: Robust institutions (Peace, justice and sound institutions).								

OBJECTIVE 1.2: Organisational culture: Training on gender issues and combating stereotypes and revision of the University's documentation from a gender and inclusive perspective

Actions	<ol style="list-style-type: none">1. Extension of the possibility of participation during working hours in training courses, seminars, conferences, events and technical tables, for Commission members and administrative contact persons supporting the Gender Commission for a maximum of 25 hours, unless exceptions are explicitly agreed upon.2. Online training course on gender issues for teaching staff and PTA.3. Campaign dedicated to spreading the word about equal panels, inclusion and well-being, aimed at the entire academic community4. Completion of linguistic revision and intervention on institutional web pages from a gender and inclusion perspective to combat stereotypes.5. Training course on gender issues and inclusive use of language for editors of the University website.6. Updating the Vademecum on the use of language in the University, so that it is inclusive and intersectional.								
Direct and indirect addressees	Academic Community, Student Community								
Institutional leaders	Director-General, Gender Commission, Vice-Chancellors, Delegates, with particular reference to the Delegate for Disability and DSA and the Delegate for Personnel Relations and the CRUI Commission on Gender Issues								
Operational managers	Gender Commission, PTA contact person(s) for gender policies, Personnel Relations Delegate, U.A.F.S. Staff Organisation and Development (Training Office), U.O.C. Communication, U.A.S. Portal Management, Human Resources managers and contact persons of all the U.O.C., U.O.C.C., U.A.F.S., U.A.S., U.O.S. involved in the actions requested from time to time, managers and contact persons of the administrative services of the Departments								
Human Resources	PTA contact person(s) for gender policies. Human resources of the offices involved in the required actions.								
Resources financial	10,000.00 for 2025 10,000.00 for 2026 10,000.00 for 2027								
Evaluation Indicators	<ol style="list-style-type: none">1. 80% of teaching staff and PTA participated in the online course.2. Implementation of an awareness-raising campaign and an annual event dedicated to the GEP.3. 50% of documents revised and 100% of pages revised.4. 80% of website editors participating in the training courses.5. Production of an extended version of the vademecum on inclusive language.								
Crono-programm	<table><tr><th>Year 2025</th><th>Year 2026</th><th>Year 2027</th></tr><tr><td>Linguistic revision of web pages and documents. Design and delivery of in-presence courses. Online course delivery. Event organisation.</td><td>Linguistic revision of web pages and documents. Delivery of in-presence and online courses. Event organisation. Production of vademecum</td><td>Linguistic revision of web pages and documents. Delivery of in-presence and online courses. Event organisation.</td></tr></table>			Year 2025	Year 2026	Year 2027	Linguistic revision of web pages and documents. Design and delivery of in-presence courses. Online course delivery. Event organisation.	Linguistic revision of web pages and documents. Delivery of in-presence and online courses. Event organisation. Production of vademecum	Linguistic revision of web pages and documents. Delivery of in-presence and online courses. Event organisation.
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SDG	SDG 3: Health and well-being. SDG 5: Gender equality. SDG 10: Reduce inequalities.								

OBJECTIVE 1.3: Work-life balance: Support for work-life balance and parenting

Actions	<div>1. Seminar aimed at raising awareness of parenting support and shared <i>care</i> for the entire academic population.</div> <div>2. Training course for PTA dedicated to return after long periods of leave.</div>						
Direct and indirect addressees	Teaching and Research Staff, Teaching Assistants, Postgraduates, PhD students, Fellows, PTA, staff families						
Institutional leaders	Rector, Director General, Gender Commission, Delegate for Personnel Relations. Vice-Chancellors, Delegates with particular reference to the Delegate for Personnel Relations and the CRUI Commission on Gender Issues						
Operational managers	Gender Commission, PTA contact person(s) for gender policies, Organisation and Personnel Development (Training office), Communication Unit, Unit for Legal Status of Temporary and Executive Staff, Unit for Legal Status of Teaching Staff, Human Resources managers and contact persons of all the C.O.U, the U.O.C., the U.A.F.S., the U.A.S., the U.O.S. involved from time to time in the actions requested, heads and contacts of the administrative services of the Departments						
Human Resources	PTA contact person(s) for gender policies. Human resources of the offices involved in the required actions.						
Resources financial	4,000.00 for 2025 4,000.00 for 2026 4,000.00 for 2027						
Evaluation Indicators	<div>1. Realisation of at least 1 seminar.</div>						
Crono-programme	<table><tr><th>Year 2025</th><th>Year 2026</th><th>Year 2027</th></tr><tr><td>Course organisation.</td><td>Course administration.</td><td>Course administration.</td></tr></table>	Year 2025	Year 2026	Year 2027	Course organisation.	Course administration.	Course administration.
Year 2025	Year 2026	Year 2027					
Course organisation.	Course administration.	Course administration.					
SDG	SDG 3: Health and well-being. SDG 5: Gender equality. SDG 10: Reduce inequalities.						

AREA 2: GENDER BALANCE IN TOP POSITIONS IN DECISION-MAKING BODIES

OBJECTIVE 2.1: Systemic involvement of Athenaeum Governance in order to ensure gender oversight

Actions	<div>1. Implementation of the new Gender Commission Regulation, including the establishment of the new Gender Commission.</div> <div>2. Evaluation of the advisability of including the Gender Commission body in the University Statute</div> <div>3. Systematic involvement of University Governance in order to<ul style="list-style-type: none">- implement the Gender Equality Plan and Gender Balance Sheet;- propose the constant updating of the above-mentioned tools integrated with the University's planning and control tools;- make the results visible via the University website (dedicated web page).</div> <div>4. Definition and approval of an internal procedure to ensure coordination between the Gender Commission, the CRUI delegate, the National Network of CUGs and the National Conference of Equality Bodies of Italian Universities in order to optimise information flows and internal and external synergies and facilitate the systemisation of interventions.</div>																	
Direct and indirect addressees	Teaching and Research Staff, PTA, Teaching Assistants, Postgraduates, PhD students, Scholarship holders, Student Community																	
Institutional leaders	Rector, Academic Senate, Board of Directors, Departments, Gender Commission, Vice-Chancellors, Delegates, with particular reference to the Delegate for Personnel Relations and the CRUI Commission on Gender Issues																	
Operational managers	Gender Commission, PTA Contact Person(s) for Gender Policies, U.O.C. Legal Affairs and Litigation, U.O.C. Support to Governing Bodies, U.O.C. Planning and Budget, Human Resources managers and contact persons of all the C.O.U., C.O.U., A.F.S., S.O.U. involved from time to time in the actions requested, managers and contact persons of the administrative services of the Departments																	
Human Resources	PTA contact person(s) for gender policies. Human resources of the offices involved in the required actions.																	
Resources financial	None																	
Evaluation Indicators	<div>1. Application Regulation</div> <div>2. Constitution of the Gender Commission for the next three years</div> <div>3. Participation and support from Governance and all administrative offices</div> <div>4. Definition and approval of coordination procedures</div>																	
Crono-programme	<table><tr><th>Year 2025</th><th>Year 2026</th><th>Year 2027</th></tr><tr><td>Enforcement Regulation.</td><td>Enforcement Regulation.</td><td>Enforcement Regulation.</td></tr><tr><td>Commission Constitution</td><td>Systematic involvement</td><td>Systematic involvement</td></tr><tr><td>Involvement Governance.</td><td>Governance.</td><td>Governance.</td></tr><tr><td>Identification of coordination mechanisms.</td><td></td><td></td></tr></table>			Year 2025	Year 2026	Year 2027	Enforcement Regulation.	Enforcement Regulation.	Enforcement Regulation.	Commission Constitution	Systematic involvement	Systematic involvement	Involvement Governance.	Governance.	Governance.	Identification of coordination mechanisms.		
Year 2025	Year 2026	Year 2027																
Enforcement Regulation.	Enforcement Regulation.	Enforcement Regulation.																
Commission Constitution	Systematic involvement	Systematic involvement																
Involvement Governance.	Governance.	Governance.																
Identification of coordination mechanisms.																		
SDG	SDG 5: Gender equality. SDG 10: Reduce inequalities. SDG 16: Robust institutions (Peace, justice and sound institutions).																	

GOAL 2.2: Increasing awareness of the capabilities of the underrepresented gender in government roles

Actions	1. Workshop for the ex-post analysis of the results of the 2024 Fact-Finding Survey on the motivations for holding (or not holding) top management positions in the University and strategic planning of activities dedicated to achieving the objectives of acquiring and enhancing knowledge and skills in leadership and teamwork: e.g. workshops, training and empowerment courses divided by type of personnel.								
Direct and indirect addressees	Teaching and Research Staff, PTA, Student Community								
Institutional leaders	Academic Senate, Board of Directors, Gender Commission, Vice-Chancellors, Delegate(s), with particular reference to the Delegate(s) for Personnel Relations and the CRUI Commission on Gender Issues								
Operational managers	Gender Commission, PTA Contact Person(s) for Gender Policies, Staff Organisation and Development (Training Office), RASD of the Administrative Services of the Departments, U.O.C. Doctorates, U.O.C. Inclusion, Participation and University Residences, U.A.F.S. Secretariat of the Service for the Right to Study, U.O.C. Educational Offer, U.O.C. Communication, U.O.C. Quality, Statistics and Reporting, Human Resources managers and referents of all the U.O.C., U.O.C.C., U.A.F.S., U.A.S., U.O.S. involved in the actions requested from time to time								
Human Resources	PTA contact person(s) for gender policies. Human resources of the offices involved in the required actions.								
Resources financial	8,000.00 for 2025 8,000.00 for 2026 8,000.00 for 2027								
Evaluation Indicators	1. Implementation of at least one activity between workshop, training course and empowerment activity								
Crono-programme	<table><tr><th>Year 2025</th><th>Year 2026</th><th>Year 2027</th></tr><tr><td>Strategic Analysis and Planning Workshop Workshops, training and empowerment.</td><td>Workshops, training and empowerment.</td><td>Workshops, training and empowerment.</td></tr></table>			Year 2025	Year 2026	Year 2027	Strategic Analysis and Planning Workshop Workshops, training and empowerment.	Workshops, training and empowerment.	Workshops, training and empowerment.
Year 2025	Year 2026	Year 2027							
Strategic Analysis and Planning Workshop Workshops, training and empowerment.	Workshops, training and empowerment.	Workshops, training and empowerment.							
SDG	SDG 5: Gender equality. SDG 16: Robust institutions (Peace, justice and sound institutions). SDG 10: Reduce inequalities.								

GOAL 2.3: Increasing the presence of the under-represented gender in the top positions of elective, mixed (predominantly elective) and non-elective academic bodies

Actions	<div>1. Elective offices: to formulate proposals for the revision of the Statute and University Regulations governing the election of elective/elective members of collegiate bodies (Rector; Members of the Academic Senate) and monocratic/monarchical ones (Directors of Departments; Directors of Specialisation Schools; Presidents of Study Courses; Directors of University Centres).</div> <div>2. Non-elective offices: for the appointment and composition of non-elective offices (Director/General; Deputy Vice-Rector; Vice-Chancellors or delegates; members of the Board of Directors; members of the Single Guarantee Committee; Evaluation Board; PhD Coordinators) and of the University's Commissions/Bodies and Working Groups, a balanced gender participation must be respected.</div>								
Direct and indirect addressees	Teaching and Research Staff, PTA, Student Community								
Institutional leaders	Academic Senate, Gender Commission, Vice-Chancellors, Delegates, with particular reference to the Delegate for Personnel Relations and the CRUI Commission on Gender Issues								
Operational managers	Gender Commission, U.O.C. Legal Affairs and Litigation, U.O.C. Support to the Governing Bodies, Human Resources managers and contact persons of all the U.O.C., U.O.F.S., U.A.S., U.O.S. involved from time to time in the actions requested, managers and contact persons of the administrative services of the Departments								
Human Resources	PTA contact person(s) for gender policies. Human resources of the offices involved in the required actions.								
Resources financial	None								
Evaluation Indicators	<div>1. Evaluation of proposals in respect of balanced gender participation taking into account the gender quotas of the scientific field .</div> <div>2. Composition of non-elective offices with respect to balanced gender participation taking into account the gender quotas of the scientific field .</div>								
Crono-programme	<table><tr><th>Year 2025</th><th>Year 2026</th><th>Year 2027</th></tr><tr><td>Formulation of proposals</td><td>Adoption of proposals</td><td>Consolidation of proposals</td></tr></table>			Year 2025	Year 2026	Year 2027	Formulation of proposals	Adoption of proposals	Consolidation of proposals
Year 2025	Year 2026	Year 2027							
Formulation of proposals	Adoption of proposals	Consolidation of proposals							
SDG	SDG 5: Gender equality. SDG 8: Decent work (Economic growth and decent work). SDG 10: Reduce inequalities.								

AREA 3.1: GENDER EQUALITY IN RECRUITMENT AND CAREER ADVANCEMENT

OBJECTIVE 3.1: Understanding and raising awareness to prevent horizontal and vertical segregation

Actions	<div>1. Mapping of PTA appointments across all career and responsibility levels to assess whether corrective measures are needed for gender rebalancing.</div> <div>2. Mapping of university events to verify the application of gender equality in the organisation of scientific and popular events programmes and their visibility.</div> <div>3. Application of gender equality in the organisation of programmes of scientific and popular events and their visibility, in accordance with the guidelines adopted in 2020 (prot.no. 216173), as well as the SAGE Charter on the Principles of Gender Equality (SA of 14/05/2019), non-compliance with which must be specifically justified in writing by the event organiser and the competent bodies, when there is not a sufficient number of people of different genders</div> <div>4. Drawing up a list of experts to be involved in the various panels at events in the Brescia area.</div>								
Direct and indirect addressees	Teaching and Research Staff, PTA								
Institutional leaders	Rector, Academic Senate, Director General, Gender Commission, CUG, Vice-Chancellors, Delegates, with reference to the Delegate for Personnel Relations and the CRUI Commission on Gender Issues								
Operational managers	Gender Commission, PTA Contact Person(s) for Gender Policies, U.O.C. Quality, Statistics and Reporting, U.O.C. Legal Status of Temporary and Executive Staff, U.O.C. Communication, Human Resources managers and contacts of all the U.O.C., U.O.C.C., U.A.F.S., U.A.S., U.O.S. involved in the actions, managers and contacts of the administrative services of the Departments								
Human Resources	PTA contact person(s) for gender policies. Human resources of the offices involved in the required actions.								
Resources financial	None								
Evaluation Indicators	<div>1. PTA mapping.</div> <div>2. Annual mapping of university events to verify the application of gender equality.</div> <div>3. Dissemination of SAGE guidelines to all departments.</div> <div>4. Establishment of a rule monitoring unit at the Gender Commission also with regard to justifications.</div> <div>5. Awareness-raising activities to ensure gender balance in panels and events.</div> <div>6. Drawing up the list of experts.</div>								
Crono-programme	<table><tr><th>Year 2025</th><th>Year 2026</th><th>Year 2027</th></tr><tr><td>Initiation of mapping (PTA and panels). Preparation of expert list.</td><td>Application of the Equal panel rule. Dissemination of expert list.</td><td>Detection of justifications. Panel survey. Update expert list.</td></tr></table>			Year 2025	Year 2026	Year 2027	Initiation of mapping (PTA and panels). Preparation of expert list.	Application of the Equal panel rule. Dissemination of expert list.	Detection of justifications. Panel survey. Update expert list.
Year 2025	Year 2026	Year 2027							
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SDG	SDG 5: Gender equality. SDG 8: Decent work (Economic growth and decent work). SDG 10: Reduce inequalities.								

OBJECTIVE 3.2: Promoting measures and initiatives to foster gender balance in both the horizontal and vertical dimensions of career advancement

Actions	<div>1. Actions aimed at ensuring gender balance in the composition of competition commissions by introducing the rule that "the drawing of names must continue until the commission respecting the proportions of 1/3 between genders is produced" in all University and Department regulations where the issue arises (Article 57 of Legislative Decree 165/2001), including monitoring the application of the rule</div> <div>2. Vademecum for an inclusive approach to the various stages of recruitment, with application in local competitions of fair scoring rules for any maternity/paternity leave or other care needs for assessment and career advancement.</div> <div>3. Creation in the PICA platform of a functionality that makes the possibility of downloading the vademecum conditional on viewing the dedicated video</div>						
Direct and indirect addressees	Teaching and Research Staff, Teaching Assistants, Postgraduates, PhD students, Fellows, PTA, Student Community						
Institutional leaders	Rector, Academic Senate, Director General, Gender Commission, CUG, Vice-Chancellors, Delegates, with particular reference to the Delegate for Personnel Relations and the CRUI Commission on Gender Issues						
Operational managers	Gender Commission, PTA Contact Person(s) for Gender Policies, U.O.C. Recruitment of Temporary and Executive Staff, U.O.C. Legal Status of Temporary and Executive Staff, U.O.C. Recruitment of Teaching Staff, U.O.C. Legal Status of Teaching Staff, U.O.C. Communication, Human Resources Managers and Contacts of all U.O.C, the U.O.C., the U.A.F.S., the U.A.S., the U.O.S. involved from time to time in the actions requested, heads and contacts of the administrative services of the Departments						
Human Resources	PTA contact person(s) for gender policies. Human resources of the offices involved in the required actions.						
Resources financial	None						
Evaluation Indicators	<div>1. Monitoring the application of the 1/3 rule.</div> <div>2. Publication of analyses on the composition of commissions.</div> <div>3. Preparation and publication of the vademecum for an inclusive approach to the various stages of recruitment.</div>						
Crono-programme	<table><tr><th>Year 2025</th><th>Year 2026</th><th>Year 2027</th></tr><tr><td>Monitoring. Vademecum.</td><td>Monitoring. Publication Analysis.</td><td>Monitoring. Publication Analysis.</td></tr></table>	Year 2025	Year 2026	Year 2027	Monitoring. Vademecum.	Monitoring. Publication Analysis.	Monitoring. Publication Analysis.
Year 2025	Year 2026	Year 2027					
Monitoring. Vademecum.	Monitoring. Publication Analysis.	Monitoring. Publication Analysis.					
SDG	SDG 5: Gender equality. SDG 8: Decent work (Economic growth and decent work). SDG 10: Reduce inequalities.						

AREA 4: GENDER MAINSTREAMING IN RESEARCH AND TEACHING PROGRAMMES

GOAL 4.1: Mapping and monitoring gender balance in research teams to improve gender equality

Actions	<div>1. Quantitative survey (data analysis skills portal, IRIS, submitted and funded projects, resource allocation, publications, presentations, projects and patents) to understand the prevalence of gender issues in research teams.</div> <div>2. Mapping of research data collection tools in order to identify which ones should be set up as mandatory and which ones should be implemented from scratch for the automatic identification, within the databases, of the presence of gender-related issues within publications, funded projects, competences of research groups or individual researchers. Provide for research analyses for each department as per the template prepared by DIMI.</div>											
Direct and indirect addressees	Teaching and Research Staff, Assistant Professors, Postgraduates, PhD students, Research Fellows											
Institutional leaders	Research and Innovation Service, ICT Services, U.O.C. Communication, Vice-Chancellor for Research, Gender Commission, LOG, Vice-Chancellors, with particular reference to the Vice-Chancellor for Research, Delegates, with particular reference to the Delegate for International Research, the Delegate for Research Exploitation and Data Analytics, the Delegate for Innovation and Technology Transfer, the Delegate for Personnel Relations and the CRUI Commission on Gender Issues											
Operational managers	Gender Commission, PTA contact person(s) for gender policies, Research and Innovation Service, U.O.C. Quality, Statistics and Reporting, LOG, Teaching and Research Staff, Human Resources managers and contact persons of all the U.O.C., U.O.C.C., U.A.F.S., U.A.S., U.O.S. involved in the actions requested from time to time, managers and contact persons of the administrative services of the Departments											
Human Resources	PTA contact person(s) for gender policies. Human resources of the offices involved in the required actions.											
Resources financial	None											
Evaluation Indicators	<div>1. Establishment of database for quantitative survey and drafting of report for qualitative survey.</div> <div>2. Identification of research data collection tools to be made mandatory and introduction of specific fields in existing databases.</div> <div>3. Detection of gender balance in the groups and the PI.</div>											
Crono-programme	<table><tr><th>Year 2025</th><th>Year 2026</th><th>Year 2027</th></tr><tr><td>Launching a quantitative survey.</td><td>Mapping of research tools with identification of fields to be made mandatory and implemented from scratch. Sharing and adoption of research product analysis model for each department.</td><td>Conclusion quantitative survey.</td></tr><tr><td>Preparation of research product analysis template for each department.</td><td></td><td></td></tr></table>			Year 2025	Year 2026	Year 2027	Launching a quantitative survey.	Mapping of research tools with identification of fields to be made mandatory and implemented from scratch. Sharing and adoption of research product analysis model for each department.	Conclusion quantitative survey.	Preparation of research product analysis template for each department.		
Year 2025	Year 2026	Year 2027										
Launching a quantitative survey.	Mapping of research tools with identification of fields to be made mandatory and implemented from scratch. Sharing and adoption of research product analysis model for each department.	Conclusion quantitative survey.										
Preparation of research product analysis template for each department.												
SDG	SDG 5: Gender equality. SDG 10: Reduce inequalities.											

OBJECTIVE 4.2: Fostering the introduction of the gender dimension in the different research sectors of the university

Actions	1. Organisation of training events in the different disciplinary macro-areas aimed at raising awareness of the importance of the gender dimension for equitable and inclusive research. 2. Definition, in line with Ministerial indications and in compliance with the internal organisation of the individual departments, of the criteria to be applied for the payment of bonuses, in addition to individual remuneration, to under-represented researchers, including those on fixed-term contracts, taking into account their commitment to the development and implementation of the proposed funded measures, as well as the principles of transparency, impartiality and objectivity.								
Direct and indirect addressees	Teaching and Research Staff, Assistant Professors, Postgraduates, PhD students, Fellows, University Research Centres								
Institutional leaders	Research and Innovation Service, Communication Unit, Gender Commission, LOG, Vice-Chancellors, with particular reference to the Vice-Chancellor for Research, Delegates, with particular reference to the Delegate for International Research, the Delegate for Research Exploitation and Data Analytics, the Delegate for Doctorates and Research Training, the Delegate for Innovation and Technology Transfer, the Delegate for Personnel Relations and the CRUI Commission on Gender Issues								
Operational managers	Gender Commission, PTA Contact Person(s) for Gender Policies, LOG, Staff Organisation and Development (Training office), RASD of the Administrative Services of the Departments, U.O.C. Communication, Human Resources managers and contact persons of all the U.O.C., U.A.F.S., U.A.S. involved from time to time in the actions requested								
Human Resources	PTA contact person(s) for gender policies. Human resources of the offices involved in the required actions.								
Resources financial	2,000.00 for 2025 2,000.00 for 2026 2,000.00 for 2027								
Evaluation Indicators	1. 2 training events organised related to the above actions. 2. Definition and introduction of award criteria.								
Crono-programme	<table><tr><th>Year 2025</th><th>Year 2026</th><th>Year 2027</th></tr><tr><td>Designing training events.</td><td>Realisation of training events. Definition of award criteria.</td><td>Realisation of training events. Introduction of award criteria.</td></tr></table>			Year 2025	Year 2026	Year 2027	Designing training events.	Realisation of training events. Definition of award criteria.	Realisation of training events. Introduction of award criteria.
Year 2025	Year 2026	Year 2027							
Designing training events.	Realisation of training events. Definition of award criteria.	Realisation of training events. Introduction of award criteria.							
SDG	SDG 5: Gender equality. SDG 10: Reduce inequalities.								

OBJECTIVE 4.3: Investigating and enhancing gender issues in the third mission

Actions	<div>1. Quantitative cognitive survey on the presence of gender issues in Third Mission activities.</div> <div>2. Specific training of teaching and research staff and PTA involved in third mission activities on the contribution in terms of economic, social and innovation value represented by the introduction of gender issues.</div> <div>3. Enhancement of third mission activities concerning gender issues through enhanced external communication.</div>								
Direct and indirect addressees	Teaching and Research staff, PTA and third mission project recipients								
Institutional leaders	Gender Commission, LOG, Prorector(s), Delegate(s), with particular reference to the Delegate(s) for Third Parties and Patents and the Delegate(s) for Personnel Relations and the CRUI Commission on Gender Issues								
Operational managers	Gender Commission, PTA Contact Person(s) for Gender Policies, LOG, Staff Organisation and Development (Training office), RASD of the Administrative Services of the Departments, U.O.C. Communication, Human Resources managers and contact persons of all the U.O.C., U.A.F.S., U.A.S. involved from time to time in the actions requested								
Human Resources	PTA contact person(s) for gender policies. Human resources of the offices involved in the required actions.								
Resources financial	2,000.00 for 2025 2,000.00 for 2026 2,000.00 for 2027								
Evaluation Indicators	<div>1. Survey realisation.</div> <div>2. Realisation of one course per macro area (i.e. Engineering, Medicine, Economics and Law) for a total of 4 courses.</div> <div>3. Communication and publicity activities.</div>								
Crono-programme	<table><tr><th>Year 2025</th><th>Year 2026</th><th>Year 2027</th></tr><tr><td>Conducting a fact-finding survey. Course realisation. Communication and publicity activities.</td><td>Course realisation. Communication and publicity activities.</td><td>Course realisation. Communication and publicity activities.</td></tr></table>			Year 2025	Year 2026	Year 2027	Conducting a fact-finding survey. Course realisation. Communication and publicity activities.	Course realisation. Communication and publicity activities.	Course realisation. Communication and publicity activities.
Year 2025	Year 2026	Year 2027							
Conducting a fact-finding survey. Course realisation. Communication and publicity activities.	Course realisation. Communication and publicity activities.	Course realisation. Communication and publicity activities.							
SDG	SDG 5: Gender equality. SDG 10: Reduce inequalities.								

GOAL 4.4: Developing the training proposal to implement knowledge and skills related to gender equality

Actions	<div>1. Establishment of optional extracurricular interdisciplinary courses, envisaged in the training offer, for all the University's macro-areas and to be held in the various venues, aimed at raising awareness of the need for a gender perspective in the various disciplines.</div> <div>2. Activation of a compulsory experimental course for newly enrolled students with a final Open Badge.</div> <div>3. Establishment of compulsory seminars within the PhD and specialisation courses to activate knowledge and skills with respect to the gender+ perspective and its concrete application in the drafting of European projects in order to increase the quality of candidate projects and increase the likelihood of funding.</div> <div>4. Inclusion in the Syllabus of a field dedicated to gender perspective topics as a supplement to the individual course syllabus.</div>						
Direct and indirect addressees	Teaching and Research Staff, Teaching Assistants, Postgraduates, PhD students, Scholarship holders, Student Community						
Institutional leaders	Chancellor, Department Directors, Study Course Presidents, University Quality Presidium, Gender Commission, Vice-Chancellors, with particular reference to the Vice-Chancellor for Education, Delegates, with particular reference to the Delegate for Doctorates and Research Training and the Delegate for Personnel Relations and the CRUI Commission on Gender Issues						
Operational managers	Teaching and Research Staff, Gender Commission, PTA contact person(s) for Gender policies, LOG, Staff Organisation and Development (Training office), RASD of the administrative services of the Departments, U.O.C. Communication, U.O.C. Doctorates, U.O.C. Inclusion, Participation and University Residences, U.A.F.S. Secretariat of the Service for the Right to Study, U.O.C. Educational Offer, Human Resources representatives of all the U.O.C., U.O.C.C., U.A.F.S., U.A.S. involved in the requested actions						
Human Resources	PTA contact person(s) for gender policies. Human resources of the offices involved in the required actions.						
Financial Resources	2,000.00 for 2025 2,000.00 for 2026 2,000.00 for 2027						
Evaluation Indicators	<div>1. 2 optional extracurricular interdisciplinary courses</div> <div>2. a compulsory experimental course</div> <div>3. a compulsory course for doctoral students, a seminar course for academic staff involved in doctoral teaching</div> <div>4. 70% number of completed syllabuses</div>						
Crono-programme	<table><tr><th>Year 2025</th><th>Year 2026</th><th>Year 2027</th></tr><tr><td>Activation of interdisciplinary, experimental and seminar courses, including PhD students. Preparation of the field in the Syllabus.</td><td>Consolidation of interdisciplinary, experimental and seminar courses, including PhD students. Field activation in Syllabus.</td><td>Consolidation of interdisciplinary, experimental and seminar courses, including PhD students. Detection of the number of fields completed in Syllabuses.</td></tr></table>	Year 2025	Year 2026	Year 2027	Activation of interdisciplinary, experimental and seminar courses, including PhD students. Preparation of the field in the Syllabus.	Consolidation of interdisciplinary, experimental and seminar courses, including PhD students. Field activation in Syllabus.	Consolidation of interdisciplinary, experimental and seminar courses, including PhD students. Detection of the number of fields completed in Syllabuses.
Year 2025	Year 2026	Year 2027					
Activation of interdisciplinary, experimental and seminar courses, including PhD students. Preparation of the field in the Syllabus.	Consolidation of interdisciplinary, experimental and seminar courses, including PhD students. Field activation in Syllabus.	Consolidation of interdisciplinary, experimental and seminar courses, including PhD students. Detection of the number of fields completed in Syllabuses.					
SDG	SDG 4: Quality education. SDG 5: Gender equality. SDG 10: Reduce inequalities.						

GOAL 4.5: Develop and enhance gender mainstreaming in entry guidance

Actions	<div>1. Orientation at primary and secondary schools.</div> <div>2. Orientation for secondary schools.</div> <div>3. Regular coordination with the University Guidance Commissions and Guidance Delegate.</div> <div>4. Consolidation of relations with the provincial office and relevant institutions (e.g. councillorship, confindustria, community practice).</div>						
Direct and indirect addressees	Primary and secondary school students, high school students, 1st grade schools and high schools in the city and province of Brescia, 2nd grade school students in the city and province of Brescia, Territorial School Offices, Councillor for Youth Policies of the Municipality of Brescia						
Institutional leaders	Chancellor, Director General, Department Directors, Presidents of Study Courses, Orientation Unit, Quality, Statistics and Reporting Unit, Gender Commission, Vice-Chancellors, Delegates, with particular reference to the Delegate for Orientation and the Delegate for Personnel Relations and the CRUI Commission on Gender Issues						
Operational managers	Gender Commission, PTA Contact Person(s) for Gender Policies, LOG, U.O.C. Orientation, U.O.C. Student Secretariat, Human Resources managers and referees of all the U.O.C., U.O.C.C., U.A.F.S., U.A.S., U.O.S. involved from time to time in the actions requested, managers and referees of the administrative services of the Departments						
Human Resources	PTA contact person(s) for gender policies. Human resources of the offices involved in the required actions.						
Financial Resources	22,000.00 for 2025 € 22,000.00 for 2026 22,000.00 for 2027						
Evaluation Indicators	<div>1. 10,000 students and 150 primary school teachers.</div> <div>2. Programme shared with the councillor's office for the definition of actions to be undertaken in a gender education perspective.</div> <div>3. 1,000 students and 160 teachers from secondary schools.</div>						
Crono-programme	<table><tr><th>Year 2025</th><th>Year 2026</th><th>Year 2027</th></tr><tr><td>School orientation.</td><td>School orientation. Start shared study.</td><td>School orientation. Shared study.</td></tr></table>	Year 2025	Year 2026	Year 2027	School orientation.	School orientation. Start shared study.	School orientation. Shared study.
Year 2025	Year 2026	Year 2027					
School orientation.	School orientation. Start shared study.	School orientation. Shared study.					
SDG	SDG 4: Quality education. SDG 5: Gender equality. SDG 10: Reduce inequalities.						

AREA 5: COMBATING GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

GOAL 5.1: Communication, awareness-raising and training on gender-based violence

Actions	<div>1. Extension of the survey on perceptions of gender-based violence diversified by PTA and academic staff on the basis of the first survey conducted on the student body and the results collected.</div> <div>2. Production of information material with visual impact aimed at raising awareness among the academic community on the issue of combating gender-based violence.</div> <div>3. Seminars and/or multidisciplinary events on the theme of gender-based violence and related issues, also open to citizens.</div> <div>4. Annual participatory workshops in cooperation with the city's anti-violence network aimed at academic staff, to be held on a rotating basis in different locations, training on the topic of gender-based violence:<div><div>- basic course on gender-based violence for the entire academic community;</div><div>- Compulsory advanced course on harassment in the workplace aimed at specific users: Lecturers; Top and senior management of Departmental Structures and the University; for those taking up new positions of responsibility-organisation and/or advancing in their careers.</div></div></div>																	
Direct and indirect addressees	Senior positions in the institution, teaching and research staff, PTA, student community, student fellows, postgraduates, PhD students, scholarship holders																	
Institutional leaders	Rector, CUG, Gender Commission, Board of Trustees, Vice-Chancellor(s), Delegate(s), with particular reference to the Delegate(s) for Personnel Relations and the CRUI Commission on Gender Issues																	
Operational managers	Gender Commission, LOG, Confidence Advisor(s), PTA Contact person(s) for Gender policies, Staff Organisation and Development (Training office), RASD of the Administrative Services of the Departments, U.O.C. Communication, U.O.C. Doctorates, U.O.C. Inclusion, Participation and University Residences, U.A.F.S. Secretariat of the Service for the Right to Study, U.O.C. Educational Offer, Human Resources representatives of all the U.O.C., U.A.F.S., U.O.S. involved in the requested actions																	
Human Resources	PTA contact person(s) for gender policies. Human resources of the offices involved in the required actions.																	
Financial Resources	15,000.00 for 2025 15,000.00 for 2026 15,000.00 for 2027																	
Evaluation Indicators	<div>1. Complete faculty and PTA survey.</div> <div>2. 100% coverage of locations with information material.</div> <div>3. Realisation of seminars/events.</div> <div>4. Implementation of participatory workshops.</div> <div>5. Realisation of basic training courses with participation of at least 10% of the potential target group(s).</div> <div>6. Realisation of advanced training courses with participation of at least 70 per cent of the potential target group.</div>																	
Crono-programme	<table><tr><th>Year 2025</th><th>Year 2026</th><th>Year 2027</th></tr><tr><td>Teachers and PTA survey.</td><td>Material integration.</td><td>Material integration.</td></tr><tr><td>Material realisation.</td><td>Annual seminar/event.</td><td>Annual seminar/event</td></tr><tr><td>Annual seminar/event.</td><td>Basic and advanced courses.</td><td>Basic and advanced courses.</td></tr><tr><td>Start of workshops.</td><td></td><td>Conclusion of the survey.</td></tr></table>			Year 2025	Year 2026	Year 2027	Teachers and PTA survey.	Material integration.	Material integration.	Material realisation.	Annual seminar/event.	Annual seminar/event	Annual seminar/event.	Basic and advanced courses.	Basic and advanced courses.	Start of workshops.		Conclusion of the survey.
Year 2025	Year 2026	Year 2027																
Teachers and PTA survey.	Material integration.	Material integration.																
Material realisation.	Annual seminar/event.	Annual seminar/event																
Annual seminar/event.	Basic and advanced courses.	Basic and advanced courses.																
Start of workshops.		Conclusion of the survey.																
SDG	SDG 5: Gender equality. SDG 10: Reduce inequalities. SDG 16: Peace, justice, strong institutions.																	

GOAL 5.2: Preventing and combating gender-based violence including sexual harassment and supporting victims

Actions	1. Biannual presentation of the Trustee and Student Advisor(s) in the most numerous courses of study. 2. Presentation of the report drafted by the trusted adviser in each department. 3. Meetings organised every 6 months or so in the Departmental Councils with the trusted advisor(s). 4. Opening a table with all public bodies to enhance participation in existing territorial networks including participation in the municipal 'hate speech' table.								
Direct and indirect addressees	Academic Community, Student Community								
Institutional leaders	Rector, Director-General, Gender Commission, Vice-Chancellors, Delegates, with particular reference to the Delegate for Personnel Relations and the Crui Commission on Gender Issues								
Operational managers	Human Resources Manager, Confidence Advisor(s), PTA Contact Person(s) for Gender Policies, Gender Commission, Human Resources managers and contact persons of all the U.O.C., U.O.F.S., U.A.S., U.O.S. involved from time to time in the actions requested, managers and contact persons of the administrative services of the Departments								
Human Resources	PTA contact person(s) for gender policies. Human resources of the offices involved in the required actions.								
Financial Resources	5,000.00 for 2025 5,000.00 for 2026 5,000.00 for 2027								
Evaluation Indicators	1. 4 meetings per course venue in rotation. 2. 1 annual meeting in the Department Councils per Department. 3. 2 annual meetings per department. 4. Enhancing territorial networks.								
Crono-programme	<table><tr><th>Year 2025</th><th>Year 2026</th><th>Year 2027</th></tr><tr><td>Awareness-raising meetings and seminars</td><td>This is followed by presentations and meetings. Strengthening the counter. Enhancing territorial networks.</td><td>This is followed by presentations and meetings. Strengthening the counter. Enhancing territorial networks.</td></tr></table>			Year 2025	Year 2026	Year 2027	Awareness-raising meetings and seminars	This is followed by presentations and meetings. Strengthening the counter. Enhancing territorial networks.	This is followed by presentations and meetings. Strengthening the counter. Enhancing territorial networks.
Year 2025	Year 2026	Year 2027							
Awareness-raising meetings and seminars	This is followed by presentations and meetings. Strengthening the counter. Enhancing territorial networks.	This is followed by presentations and meetings. Strengthening the counter. Enhancing territorial networks.							
SDG	SDG 5: Gender equality. SDG 10: Reduce inequalities. SDG 17: Building partnerships.								