



Italian Institute for Genomic Medicine



GENDER EQUALITY PLAN 2024 - 2026

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THE CONTEXT

The Italian Institute for Genomic Medicine (IIGM) is a research center of excellence and training in human genomics, epigenomics, and immunology, and carries out its activities through a model of efficiency and transparency, aiming at maximizing resources for research activities, training, and high-level education.

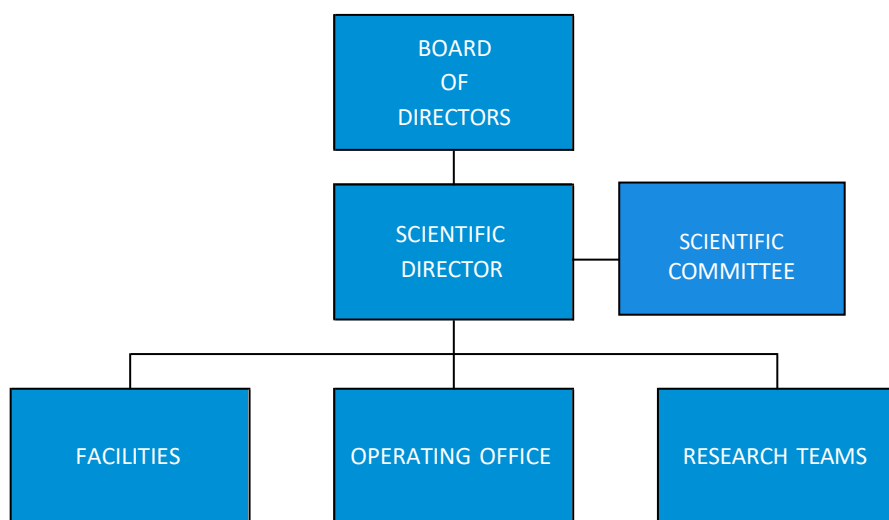


Figure 1 – IIGM structure

The current composition of the structure is shown in the table below

POSITION	Number of men	Number of women	Total	% of men	% of women
Board	0	5	5	0%	100%
Scientific Director	1	0	1	100%	0%
Facilities	1	2	3	33%	67%
Operating office	1	2	3	33%	67%
Research teams	27	31	58	47%	53%
1) PI	7	1	8	88%	12%
2) Senior	2	4	6	33%	67%
3) Young	6	8	14	43%	57%
4) PhD students	4	6	10	40%	60%
5) Students	8	12	20	40%	60%
TOTAL	30	40	70	43%	57%

Figure 2 – Gender composition of IIGM in January 2024

THE GENDER EQUALITY INDEX

Over the last few decades, the European Union has implemented a number of initiatives aimed at promoting women's emancipation and gender equality in all productive sectors.

The European Institute for Gender Equality (EIGE) developed a tool to measure the progress of gender equality in the EU: the Gender Equality Index that gives more visibility to areas that need improvement and supports policy makers to design more effective gender equality measures

The Gender Equality Index is a synthetic index developed from the analysis of the following domains:

- Work: the domain of work measures the extent to which women and men can benefit from equal access to employment and good working conditions.
- Money: the domain of money measures gender inequalities in access to financial resources and women's and men's economic situation.
- Power: the domain of power measures gender equality in decision-making positions across the political, economic and social spheres.
- Knowledge: the domain of knowledge measures gender inequalities in educational attainment, participation in education and training over the life course and gender segregation.
- Time: the domain of time measures gender inequalities in allocation of time spent doing care and domestic work and social activities.
- Health: the domain of health measures gender equality in three

health-related aspects: health status, health behaviour and access to health services.

The Gender Equality Index calculated by the European Institute for Gender Equality (EIGE) in 2021 places Italy in a position still rather behind the other EU countries of the Union.



Figure 3 - Gender Equality Index 2023- ITALY (www.eige.europa.eu)

In particular we can see represented in the following page the results achieved by Italy in each domain in comparison with the average European values. The only domain in which the Italian results are better than the average European ones is “health” that measures gender equality related to men's and women's health status, accessibility to health care facilities, and adoption of WHO recommended wellness habits (fruit and vegetable consumption, avoidance of alcohol and smoking, regular physical activity).

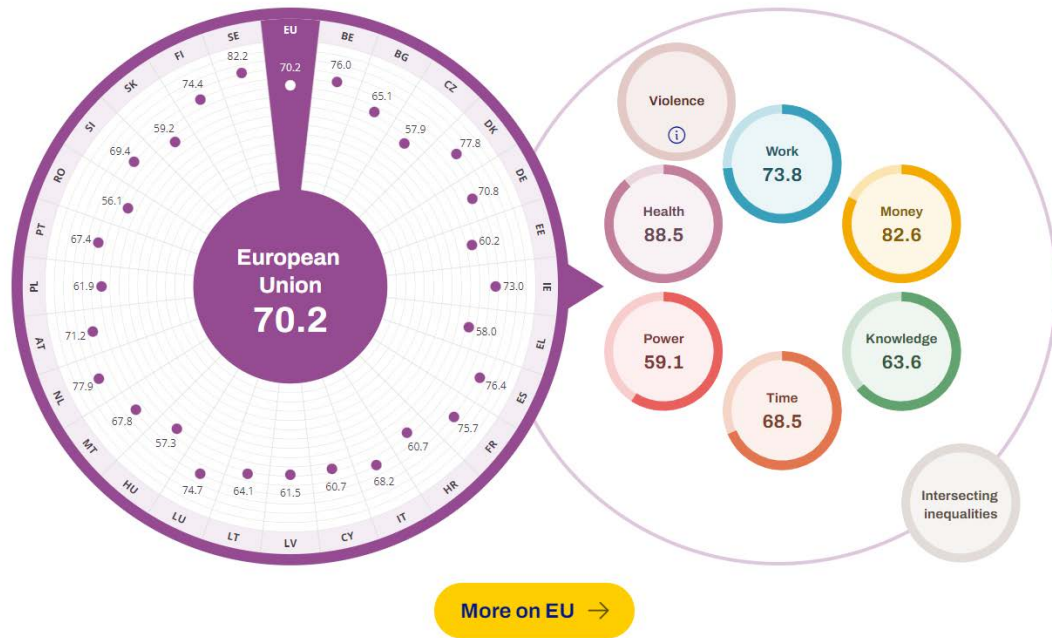


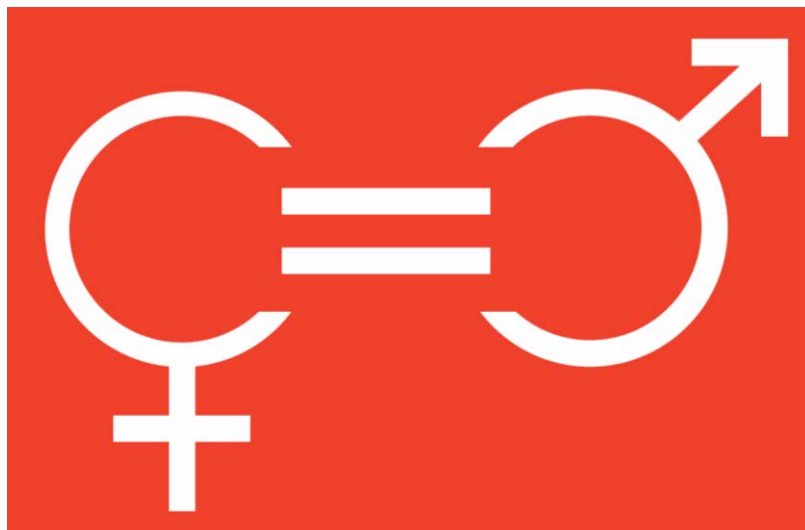
Figure 4 - Gender Equality Index 2023 breakdown EU

THE GENDER EQUALITY PLAN

With the aim of defining paths to ensure gender equality, the European Commission, in line with the EU Strategy for Gender Equality 2020-2025, has provided that research organizations wishing to access funding from the next Horizon Europe program must have a Gender Equality Plan (GEP). The GEP is a key tool for planning and implementing concrete actions that promote gender equality by making institutional and cultural changes within an organization. It states the formalization of a working procedure adopted by the top management of the company and destined to be integrated in a capillary and progressive way in all its levels.

The GEP adopted by IIGM, reported in this document, was drafted in accordance with the indications and requirements provided by:

- Horizon Europe Guidance on Gender Equality Plan;
- The 2030 Agenda for Sustainable Development;
- Vademecum for the elaboration of the Gender Equality Plan in Italian Universities - Fondazione Conferenza dei Rettori delle Università Italiane (CRUI);
- Supporting the Promotion of Equality in Research and Academia (SUPERA).



THE 4 "BUILDING BLOCKS" OF THE GENDER EQUALITY PLAN



IIGM's GEP has been prepared in accordance with the following requirements of the European Commission:

1. *Public document:* the IIGM GEP is a formal document, published on the foundation's website, signed by top management and actively communicated within the institution. The document includes a commitment to the achievement of gender equality, sets clear goals and detailed actions and measures to achieve them.
2. *Dedicated resources:* to implement the GEP, the foundation has identified dedicated human and financial resources to implement the measures adopted, monitor them over time and provide incentives where appropriate. The definition of these resources has been carefully balanced to ensure a continuous and sustainable change process.
3. *Data collection and monitoring:* The GEP includes a system of data collection disaggregated by gender, essential to represent the specificity of the foundation. From this information, the operational actions of this plan and the indicators to monitor their progress over time are defined. This data will be used annually to promote a continuous process of improvement of practices and processes and assess the impact of GEP on the entire organization.
4. *Training:* IIGM will provide for awareness-raising actions and training on gender equality and unconscious gender bias that will involve the entire organization.

THE ACTION PLAN

In drafting the GEP, IIGM adopted the following action plan:

1. Provided training on gender equality issues to those involved in the drafting of this plan through documentation activities and participation in specific courses.
2. Carried out a reconnaissance of similar initiatives implemented at other research institutions at regional, national and international levels.
3. Analyzed the business context, its peculiarities and needs, coming, for the first time, at the collection of data disaggregated by gender. This verification phase has made it possible to outline the peculiarities of the foundation and identify the areas most affected by gender inequality on which to intervene with the actions and initiatives provided in this plan.
4. Established, in the planning phase:
 - The objectives to be achieved and the actions and measures to be taken;
 - The indicators necessary to monitor the progress of the GEP and the detection of expected outcomes;
 - The timing of implementation of the planned actions, the assignment of responsibilities and the necessary human and financial resources.
5. Prepared a specific format for the drafting of the GEP.
6. Appointed the GEP team that is composed by both administrative resources and research staff, with expertise and knowledge in gender issues, personnel management, data analysis, and impact assessment.
7. Had the GEP approved by the Board and published it on the institutional website to give it maximum visibility both inside and outside the organization.

THE STRUCTURE OF IIGM'S GEP

Equality between women and men is one of the fundamental values that the ITALIAN INSTITUTE FOR GENOMIC MEDICINE (hereinafter IIGM) commits itself to protect and promote. Gender equality means that everyone, regardless of gender, should have the same opportunities, rights, and obligations. IIGM shall seek to have an even distribution between women and men's influence on research, study and working conditions, as well as between the number of women and men at all levels.

The overall main goal to be achieved is to reach a balanced distribution between women and men's influence on research, study and working conditions in the line of the current national and EU guidelines (Action for Gender Equality 2021 - 2025) and at European level (Gender Equality Strategy for 2020 - 2025).

In order to achieve this goal, with this Plan IIGM will design and implement a long term strategy that include short term (2024) and medium term actions (by 2026).

The GEP adopted by IIGM is a tool that can be defined as:

- FLEXIBLE
- VERIFIABLE
- UPDATABLE
- PERSONALIZED

and it is focused on the following strategic areas (GOALS):

- 1) Gender equality in recruitment and career progression
- 2) Organizational Culture and Work-Life Balance
- 3) Gender balance in leadership and decision-making
- 4) Integration of the gender dimension into research and teaching
- 5) Measures against gender-based violence

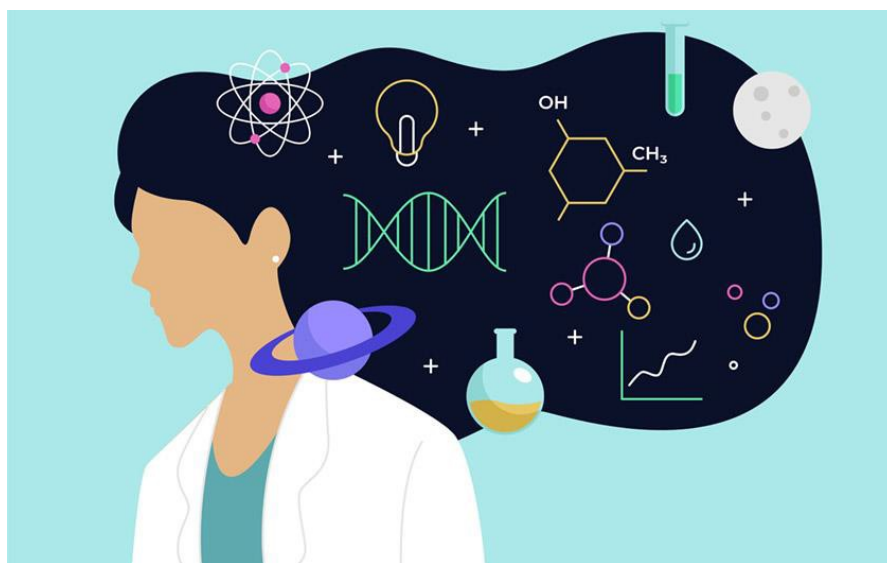
Following the indications expressed by the European Commission and the CRUI Foundation, for each of the above Key Areas, IIGM has identified:

- Goal: it defines the general effects pursued in terms of systemic change. Each goal is linked to the Sustainable Development Goals of the UN 2030 Agenda.
- Specific Action: it is intended as an operational measure to achieve the goal of reference.
- Target of the action: it is represented by the main recipients or beneficiaries of the planned measure.
- Who is in charge for this action: meaning the figures and roles who are responsible for decision-making in relation to the direction adopted through each measure, the subjects responsible for drafting the measure set out and monitoring its effective operation.
- Output indicator: in terms of tangible products deriving from the implementation of each action implemented.
- Timeline: period foreseen for the achievement of the prefixed results.

GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION

IIGM commits itself to counteract horizontal segregation through targeted measures in recruitment processes, such as the wider dissemination of positions on gender-sensitive channels and the planning of awareness-raising moments addressed to evaluation committees to counteract possible gender bias in selections.

IIGM encourages recruitment strategies aimed specifically at gender equality for researchers and PhD students, by promoting processes to favour and support gender-sensitive recruitment, career development, and appointments, and by facilitating placements after their time at IIGM, focusing on underrepresented genders.



A starting point is that women and men should have equal opportunities when it comes to recruitment, terms of employment and career progression. IIGM considers indefinite term employment to be an important tool in the equality work, and uses the opportunities provided by this type of employment to recruit actively in order to achieve an even balance between women and men in all professional categories. The aim is to hire new employees

of the underrepresented sex in professional categories where one sex is clearly overrepresented.

IIGM also commits itself to counteract vertical segregation by promoting career development through the implementation of processes that pay greater attention to gender balance and the adoption of empowerment initiatives, enhancing the distinctive skills of the candidates.

IIGM commits itself to implement such measures as can be required in view of their resources and other circumstances to ensure that the working conditions are suitable for all employees regardless of sex, ethnicity, religion or other belief.

IIGM will operate to ensure all conditions that lead to implementation of strategies and identification of opportunities & measures to attract underrepresented genders to Research Domains with gender gap.

There is a particular care by the institution to remedy and prevent unfair gender differences in pay and other terms of employment. Provisions and practices are put into place to avoid pay differences between women and men performing work that is to be regarded as equal or of equal value.

IIGM works actively to create a work environment where women and men – employees, students and researchers at all levels – have equal rights and opportunities. One goal of the work to promote gender equality is to create an even balance between the number of women and men in courses and programmes at all levels, in different professional categories.

GOAL:

GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION

SPECIFIC ACTION:

Obtaining the "HR Excellence in research Award" by the European Commission.

This award publicly recognizes research institutions that have aligned their human resource policies with the principles set out in the European "Charter & Code for Researchers".

TARGET OF THE ACTION:

Candidates

WHO IS IN CHARGE FOR THIS ACTION:

Board of directors; Scientific director

OUTPUT INDICATOR:

"HR Excellence in research Award"

TIMELINE:

2025

ONU SDG CONNECTED TO THIS GOAL:

GOAL:

GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION

SPECIFIC ACTION:

Strengthening gender balance at all levels of the foundation

TARGET OF THE ACTION:

Employees and collaborators of the foundation

WHO IS IN CHARGE FOR THIS ACTION:

Board of directors; Scientific director

OUTPUT INDICATOR:

Ratio of male to female collaborators tending towards 1

TIMELINE:

2024

ONU SDG CONNECTED TO THIS GOAL:

ORGANIZATIONAL CULTURE AND WORK-LIFE BALANCE

IIGM aims to maintain the high standard of work-life balance appreciated by the Foundation's employees. This standard is the result of particular attention and sensitivity in the management of human resources.

IIGM adopted measures in support of wellbeing and healthy work-life balance: the Institution works actively to create working conditions that enable women and men – employees and students at all levels – to share responsibility for children and to reconcile work and family life in a broader sense.



IIGM initiatives are, therefore, aimed at strengthening the already existing culture of reconciliation, encouraging flexibility, expanding the range of care services for staff and promoting a proper gender sensitivity to facilitate the creation of an inclusive work environment.

GOAL:

ORGANIZATIONAL CULTURE AND WORK-LIFE BALANCE

SPECIFIC ACTION:

Availability of flexible working arrangements from remote working to smart working

TARGET OF THE ACTION:

Employees

WHO IS IN CHARGE FOR THIS ACTION:

Board of directors

OUTPUT INDICATOR:

Smart working agreement

TIMELINE:

2022

ONU SDG CONNECTED TO THIS GOAL:

GOAL:

ORGANIZATIONAL CULTURE AND WORK-LIFE BALANCE

SPECIFIC ACTION:

In order to promote balance between work and family/personal life, IIGM will work with Compagnia di San Paolo to implement a new welfare service to support the needs of parents and families.

TARGET OF THE ACTION:

Employees

WHO IS IN CHARGE FOR THIS ACTION:

Board of directors

OUTPUT INDICATOR:

Contratto integrativo aziendale (CIA)

TIMELINE:

2024

ONU SDG CONNECTED TO THIS GOAL:

GOAL:

ORGANIZATIONAL CULTURE AND WORK-LIFE BALANCE

SPECIFIC ACTION:

Obtaining the “Family Audit certificate”.

This certificate is awarded to institutions that pursue a family-oriented policy and that develop a working environment that supports their employees, researchers, and PhD students in achieving an appropriate balance between family, work, and study.

TARGET OF THE ACTION:

Employees

WHO IS IN CHARGE FOR THIS ACTION:

Board of directors; Scientific director

OUTPUT INDICATOR:

Family Audit certificate

TIMELINE:

2024 - 2025

ONU SDG CONNECTED TO THIS GOAL:

GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

It has been assessed the gender balance in leadership provides organisations with a range of positive outcomes. Improving the number of women in leadership positions is not only considered good organisational practice, but also supports diversity in thoughts, experiences, knowledge, ideas and perspectives.



GOAL:

GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

SPECIFIC ACTION:

Strengthening the decision-making power of the under-represented gender in top positions

TARGET OF THE ACTION:

Employees and collaborators

WHO IS IN CHARGE FOR THIS ACTION:

Board of directors; Scientific director

OUTPUT INDICATOR:

Inclusion of women in top positions in the organisational structure

TIMELINE:

2023 - 2024

ONU SDG CONNECTED TO THIS GOAL:

INTEGRATION OF THE GENDER DIMENSION INTO RESEARCH AND TEACHING CONTENT

This goal aims to promote the integration of the “gender dimension” in the organisation through the implementation of a gender-sensitive disaggregated database as an open and accessible tool for analysis, study and monitoring information.

The culture of equal opportunities will find important references also at institutional and scientific events where more attention will be paid to the composition of balanced groups, panels and committees.

Gender issues will also be addressed in institutional campaigns and we are also planning orientation actions in schools in order to bring the generations to the world of research.



GOAL:

INTEGRATION OF THE GENDER DIMENSION INTO RESEARCH AND TEACHING CONTENT

SPECIFIC ACTION:

Creation of a database containing data disaggregated by gender

TARGET OF THE ACTION:

Employees and collaborators

WHO IS IN CHARGE FOR THIS ACTION:

Board of directors; Scientific director

OUTPUT INDICATOR:

Table showing the composition of the foundation areas by gender

TIMELINE:

2024

ONU SDG CONNECTED TO THIS GOAL:

GOAL:

INTEGRATION OF THE GENDER DIMENSION INTO RESEARCH AND TEACHING CONTENT

SPECIFIC ACTION:

Organisation of training sessions aimed at developing awareness of gender issues

TARGET OF THE ACTION:

Employees and collaborators

WHO IS IN CHARGE FOR THIS ACTION:

Board of directors; Scientific director

OUTPUT INDICATOR:

Number of sessions organised

TIMELINE:

2024- 2025

ONU SDG CONNECTED TO THIS GOAL:

MEASURES AGAINST GENDER-BASED VIOLENCE

IIGM pays particular attention to promote a healthy and safe work environment that is free from sexual harassment. Harassment is “*a conduct that violates a person’s dignity and that is associated with one of the grounds of discrimination: sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age*”. Sexual harassment is defined as “conduct of a sexual nature that violates someone’s dignity”.



The goal of IIGM’s work to promote gender equality is for no employee or student to be subjected to sexual harassment, and for everyone to be treated professionally in a healthy work environment. A first step is to attempt to reduce the number of people who feel that they have been subjected to harassment. Another goal is to ensure that everyone knows where to turn when they feel harassed.

The Institution's Governance strives to prevent and investigate harassment, as well as to take action to end ongoing harassment. Furthermore, all employees, researchers and students are responsible for their own attitudes, values and actions, and are expected to act when someone in their vicinity is subjected to harassment.

GOAL:

MEASURES AGAINST GENDER-BASED VIOLENCE

SPECIFIC ACTION:

Adoption of a policy to prevent and combat discrimination and gender-based violence in the workplace

TARGET OF THE ACTION:

Employees and collaborators

WHO IS IN CHARGE FOR THIS ACTION:

Board of directors; Scientific director; OdV; GEP team

OUTPUT INDICATOR:

Ethic policy

TIMELINE:

2024 - 2025

ONU SDG CONNECTED TO THIS GOAL:

GOAL:

MEASURES AGAINST GENDER-BASED VIOLENCE

SPECIFIC ACTION:

Creation of a dedicated mailbox to receive messages on gender-based violence

TARGET OF THE ACTION:

Employees and collaborators

WHO IS IN CHARGE FOR THIS ACTION:

Board of directors; Scientific director; OdV; GEP team

OUTPUT INDICATOR:

sosviolenza@iigm.it

TIMELINE:

2023

ONU SDG CONNECTED TO THIS GOAL:

CONCLUSION

The IIGM Foundation's Gender Equality Plan is not simply a response to a constraint of European funding schemes but it is an instrument with which the Foundation responsibly commits itself to pursue its institutional objectives, through the full participation of all the people who work and study there, promoting equal opportunities and valuing differences, specifically gender ones.

The proposed initiatives, although categorised in distinct areas of intervention, should be interpreted as pieces of a puzzle that make up a broader and more systematic framework, coherent with the Foundation's strategic objectives

