



GENDER EQUALITY PLAN (Gender Equality Plan - GEP) 2022- 2025



**UNIVERSITÀ
DEL SALENTO**

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Last but not least, mention should be made of the constant and always fruitful dialogue with the CUG.



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INTRODUCTION

The University of Salento's Gender Equality Plan 2022-2025 (or GEP) is the document that defines the University's strategy to reduce gender inequalities and enhance diversity. With it we fully implement the recommendations of the European Commission, which indicates the GEP as a fundamental measure to promote gender equality in research and innovation and sets it as a requirement for access to funding from the Horizon Europe research programme.

The Italian academic community immediately and constructively accepted the European indications: in fact, in 2021 the CRUI Commission on Gender Issues set up a working group to study the implementation of GEP in the Italian academic reality in which our University also participated with the Rector's Delegate for Gender Policies. The group drafted the "Vademecum for the elaboration of the Gender Equality Plan in Italian Universities", with the aim of providing an operational tool to facilitate the drafting of the Plan¹. As clarified by the Vademecum, for Italian universities the GEP is part of the University planning in synchrony with the Positive Action Plan (PAP) already provided for by Italian law and in continuity with the Gender Balance process.

The UniSalento GEP is the natural continuation of the process towards gender equality already undertaken by our University. In drawing it up, we have followed the structure and procedure defined by the European indications, making use of what we can call the "infrastructure for gender equality", which we have built in recent years. In fact, the fine-tuning of the Plan was also possible thanks to the network of expertise built up over the past few years. This network will support the governing bodies and staff explicitly envisaged for implementation. A fundamental role will be played by the Single Guarantee Committee, but we would also like to mention the EOS interdepartmental team supporting the Gender Policy Delegation and the "Gender Issues" network built in 2021 within the interdisciplinary Unisalento Plus project. Last but not least, we would like to recall the crucial contribution to the drafting of the GEP made by the CALIPER2 Project working group in which our university is a partner.

The elaboration of the GEP must follow three basic steps:

- conducting impact assessments of procedures and practices to identify gender inequalities;
- identify and implement innovative strategies to correct gender bias;
- define objectives and processes for monitoring progress.

The Gender Balance Sheet enabled the GEP working group to assess the existing situation, identify areas for action and strategies to follow. The actions planned and described in the plan are the coherent evolution of the policies already undertaken in recent years with the aim of reducing inequalities and boosting gender equality. Some actions continue and develop initiatives already undertaken, but many new initiatives are planned. Human and financial resources have been foreseen for the implementation of the Plan.

The definition of the actions and methods was made possible through constructive discussion with the top management of our university. The final step in the process was the presentation and discussion of the Plan with the Academic Senate and the Board of Directors. Our GEP is therefore the result of sharing at all levels of our community. The GEP is not a project for women only, but a process that involves everyone and everyone who participates in the life of our university.

We have set ambitious goals and we are aware that there is a lot of work ahead of us, and it is not easy, because it involves the continuation of a path of cultural change and the abandonment of ways and stereotypes that have been ingrained for centuries. However, it is a journey of common growth that benefits the entire academic community and has a direct impact on society, given the university's role in education, research and innovation, and it is therefore necessary to accomplish it together.

¹ The Vademecum can be found here: <https://www.crui.it/archivio-notizie/vademecum-per-l-elaborazione-del-gender-equality-plan-negli-atenei-italiani.html>

² The CALIPER project: Linking research and innovation for gender equality, Call H2020-SwafS-2019-1: <https://caliper-project.eu>

Technical details

The 2022-2025 Gender Equality Plan of the University of Salento *fully implements the indications of the European Community for the drafting of GEPs, as implemented by the CRUI, to whose Vademecum we refer*¹.

The Plan identifies 6 key areas of intervention, identified on the basis of the contents expressly requested by the European Commission and outlined in the CRUI Vademecum:

- AREA 1: Human resources: recruitment, retention, career progression, work/life balance and organisational culture
- AREA 2: Gender balance in top positions and decision-making bodies
- AREA 3: Gender equality in recruitment and career advancement
- AREA 4: Gender dimension in research and teaching and third mission
- AREA 5: Gender prejudices and stereotypes, sexism and sexual harassment
- AREA 6: Institutional Communication

Each of the above areas is divided into *work packages*, macro-actions and sub-actions accompanied by institutional and administrative responsibilities, operational resources, outputs and outcomes. For each sub-action, the primary institutional responsibilities - shown in bold type - and the operational resources that will support the implementation of the planned projects are also identified. With regard to this last aspect, in some cases specific offices are envisaged, in other cases the establishment of working groups with transversal competences to the organisation is envisaged, which will be set up from time to time by order of the Director General.

In each macro-action, reference is made to the STRATEGIC OBJECTIVES included in the strategic agenda of the Delegate for Gender Policies³:

1. (Assessment) Analysis and monitoring of the implementation of equal opportunities, protection of rights and welfare at work;
2. (Planning and implementation) Equal opportunities and diversity policies;
3. (Outreach) Promotion and dissemination of good practice, including through networking and collaboration with local, national and international actors.

The University has already taken action in recent years by adopting the following measures:

- The anti-mobbing regulation.
- The appointment of the Trust Advisor is already fully operational.
- The drafting of the first gender balance sheet and the consequent link to the University budget. The gender balance sheet is the basis of the monitoring structure to which the CUG's surveys are linked, such as the ongoing survey on 'working and organisational wellbeing'.
- The initiation of the career education process alias.
- The start of the process of establishing an ASL outpatient clinic on the Ecotekne university campus.
- The launch in the year 2021 of interdisciplinary gender seminars at least twice a week with the creation of the interdisciplinary network 'Gender Issues'.
- The realisation of training courses on language and against homophobia.
- Reconciliation actions (kindergarten bonus) to support families.
- The allocation of a minimum budget for gender policy activities.
- An important asset is the financial resources of the CUG.

The institutional structures are flanked to support the implementation of the GEP :

- The interdepartmental EOS team supporting gender policies.
- The interdisciplinary network 'Gender Issues'.
- The CALIPER Project.

³The work plan of the Gender Policy Delegation can be found here: <https://www.unisalento.it/ateneo/politiche-di-genere?open=2>

Gender equality as a strategic objective

This Plan does not derive from a legal obligation, nor can it be read as an institutional response to the requests coming from the European Union - to which the Plan is also inspired and conforms - but from a precise political will, shared and supported by the entire academic community: to make gender equality a strategic objective of our institution. In fact, as a scientific and cultural institution, we consider it a priority and absolutely essential to eliminate all forms of inequality and discrimination, starting with gender discrimination, considering them unacceptable not only because they are detrimental to human dignity, but also because they are contrary to the collective interest. An interest that can only reside in valuing the individual regardless of any possible characterisation, so that he can fully express his potential and put it at the service of the community of which he is a part. It follows that our objective does not refer only to the academic community - which is also the main target of the Gender Equality Plan - but directly and indirectly invests the entire territorial community that constitutes its social framework. In fact, the two communities are intimately connected and influence each other.

Gender equality in an organisation like the university can only be fully realised in a social context that takes it on as a core value and reinforces it through its individual and collective behaviour. The behaviour that occurs within the academic community is very often a reflection of the behaviour that occurs in the social context in which the university operates, and if the university wants to achieve gender equality within itself, it cannot fail to commit itself to ensuring that this is also achieved in the context of which it is a part.

The university, with its educational and informative action, can contribute to promoting gender equality in its own territorial context both by developing professional skills that are able to support it and spread it in civil society (educational action), and by working alongside other institutions so that a cultural awareness is developed in the local population that can contribute to the progressive disappearance of all forms of gender discrimination. An activity, the latter, which is rightly included among the third mission actions, making the university an engine of social innovation. Certainly, however, if our university really wants to take on this role, it must first of all implement a gender policy that is 'exemplary' in value, so that it can become a best practice and guide the decisions of other public and private institutions operating in its own territorial context. This is clearly an ambitious objective, made all the more complex by the gaps that exist within our academic community and that the gender balance sheet has made it possible to highlight, creating, moreover, the information bases for the drafting of this plan, starting with the identification and quantification of the result objectives. And it is precisely from the gender balance sheet that the planning process that led us to draw up this plan began. A plan can be defined as a coordinated set of actions aimed at achieving an objective that is of strategic importance for the organisation that puts it in place; it is developed within a defined timeframe and provides for the identification and organisation of the resources to achieve it, as well as the allocation of the responsibilities that fall on each of the persons delegated to implement it.

In the Gender Equality Plan of the University of Salento you will find all the elements just mentioned: objectives, areas of intervention, actions, responsibilities, resources, implementation timeframes; all this to give concreteness to a vision that was born from a process of consultation that involved the entire academic community, regardless of roles and positions, because the entire academic community recognises itself in this plan and in the objectives that underlie it.

And it is precisely this circumstance that makes me believe that gender equality is a goal that can be achieved in the coming years and that our university can truly become an example of a dynamic and inclusive organisation, strengthening in all of us the pride of being part of it.

Fabio Thumb
Rector

Equality and uniqueness for a conscious and inclusive Athenaeum

I greet with great pleasure and optimism the adoption by our University of the Gender Equality Plan, which I like to see, at the same time, as both a strategic plan and an operational tool, to definitively make the University of Salento, an inclusive university, based on the fundamental respect for differences or, as I am sure it is better to say, the uniqueness of each one.

The GEP follows an axis that has already been traced over the past few years with the numerous actions undertaken by our university, such as the adoption of the anti-mobbing regulation, the appointment of the Trustee Advisor, the drafting of the first gender balance sheet, the launch of the gender seminars and the creation of the Gender Issues network. All these are positive, important, I would say fundamental actions, but they are still not enough to eliminate and completely break down some still existing obstacles to overcoming gender differences. The plan sets new goals and challenges that we are, I am sure, ready (and I would add happy) to accept and overcome.

I find the part of the plan devoted to institutional communication particularly important, since language is the institution's way of relating to the outside world, and doing so through an inclusive, attentive and respectful language is the first step towards overcoming inequalities and enhancing uniqueness.

It is time for a concrete and real process of modernising institutional language from a gender equality perspective. But this is only one point in the very rich and articulated plan of actions envisaged by the GEP.

It is a new, wonderful challenge, the one posed by the Gender Equality Plan, for our community to give further impetus to gender equality and the valorisation of all uniqueness, related to age, sexual orientation, religion, and multilingualism. We like to imagine an Athenaeum that is inclusive, rich and deeply human, and it is with this spirit that I wish the quickest and most effective realisation of the set goals and the overcoming of this new, exciting challenge.

Donato De Benedetto
General Manager

AREA 1 Human Resources: recruitment, retention, career progression, work/life balance and organisational culture

WORKPACKAGE 1.1 Promoting UniSalento's mission as a gender-equitable and inclusive education and work environment

Macro-Action	1.1.1: Promotion of inclusive culture and practices in the academic community
Sub-actions	<ol style="list-style-type: none"> 1. Differentiated training for students and staff on issues such as implicit bias and stereotypes. 2. Design and implementation of MOOCs (Massive Online Open Course), or videos and online briefing sessions on gender balance for the various university components and for recruitment and promotion committees. 3. Monitoring gender balance in the composition of recruitment committees by drafting special guidelines. 4. Annual monitoring of gender balance in the career progression of teaching and technical-administrative staff.
Institutional Managers and Operational Resources	<p>ACTION 1 Institutional Heads: CUG, Delegate for Gender Policies, Delegate for Educational Offer, Coordination Table. Operational resources: Staff of the RIRU Training Office and Staff of the Disability Integration Office of the Education Department.</p> <p>ACTION 2 Institutional Heads: CUG, Delegate for Gender Policies, Delegate for Communication, Coordination Table. Operational Resources: Staff of the Technical and Technological Department in agreement with the Staff of the RIRU Training Office and the Staff of the Communication and OPR Office.</p> <p>ACTION 3 Institutional Heads: CUG, Gender Policy Delegate, Coordination Table. Operational Resources: RIRU Recruitment Office staff and cross-organisational working group.</p> <p>ACTION 4 Institutional Heads: CUG, Delegate for Gender Policies, Delegate for Performance, Coordination Table. Operational Resources: Staff of the Teaching Personnel Office and the TA Personnel Office of the RIRU.</p> <p>Budgetary resources to support the macro-action.</p>
Financial Resources	
Direct target	All the university community in various capacities: lecturers, researchers, technical, administrative and library staff, doctoral students, postgraduate students, postdoctoral fellows, scholarship holders, students.
Indirect target audience	University community

WORKPACKAGE 1.1 Promoting UniSalento's mission as a gender-equitable and inclusive education and work environment

Output	<p>ACTION 1</p> <ul style="list-style-type: none"> • Organisation of 2 training activities (1 for students and 1 for university staff) on the topic of implicit prejudice and stereotypes. • Survey of the student population to detect unconscious gender bias in the evaluation of teaching staff. <p>ACTION 2: Design and implementation of 2 training initiatives (MOOCs or videos and online briefing sessions) on gender balance for the various university components.</p> <p>ACTION 3: Monitoring and Drafting of University Guidelines.</p> <p>ACTION 4: Creation of a monitoring database for reporting purposes.</p>
Outcome	<ul style="list-style-type: none"> - Implementation and administration of the briefing to competition committees - Medium-term (1-2 years). • More than 50% female members in progression, evaluation and selection committees - Medium-term (1-2 years) • Decreasing gender gap and glass ceiling in careers - Long term (3 -5 years).
Monitoring and periodicity	Annual
Strategic Objectives of reference	2.3

AREA 1 Human Resources: recruitment, retention, career progression, work/life balance and organisational culture

WORKPACKAGE 1.1 Promoting UniSalento's mission as a gender-equitable and inclusive education and work environment

Macro-Action	1.1.2: Promotion of gender diversity in the study of STEM disciplines
Sub-actions	<ol style="list-style-type: none"> 1. Entry orientation interventions aimed at overcoming current asymmetries and supporting greater equity in access to different university pathways. 2. Incoming scholarships for female students enrolling in Bachelor's and Master's degree programmes in STEM disciplines.
Institutional Managers and Operational Resources	<p>ACTION 1 Institutional Heads: Delegate for Gender Policies, Delegate for Educational Offer, Delegate for Orientation, Coordination Table. Operational resources: CORT staff.</p> <p>ACTION 2 Institutional Managers: CUG, Delegate for Gender Policies, Delegate for Educational Offer, Delegate for Orientation, Delegate for Budget, Coordination Table. Operational resources: Staff of the Student Area of the Teaching Department.</p>
Financial Resources	Budgetary resources to support the macro-action.
Direct target audience	Students/Students
Indirect target audience	University community
Output	<p>ACTION 1: Organisation of induction orientation days for degree courses in STEM disciplines (two per year).</p> <p>ACTION 2: Drafting a document containing the criteria and procedures for awarding scholarships to female students enrolling in bachelor's and master's degree programmes in STEM disciplines.</p>
Outcome	<ul style="list-style-type: none"> - Increase in the number of female students enrolled in STEM degree courses greater than 10% of the total compared to the previous two years - Medium term (2 years). • Increase of female students graduating in STEM disciplines greater than 10% - Medium term (2 years).
Monitoring and periodicity	Annual
Strategic Objectives of reference	2.3

AREA 1 Human Resources: recruitment, retention, career progression, work/life balance and organisational culture

WORKPACKAGE 1.1 Promoting UniSalento's mission as a gender-equitable and inclusive education and work environment

Macro-Action	1.1.3: Enhancement of gender diversity: actions to ensure the inclusion and well-being of male and female students
Sub-actions	<ol style="list-style-type: none"> 1. Establishment of an <i>alias</i> career for transgender students, which can also be used by victims of <i>stalking</i>, witnesses of justice. 2. Feasibility analysis for the activation of a psychological support service for students through contacts with the existing psychological help desk and the possible establishment of other services.
Institutional Managers and Operational Resources	<p>ACTION 1 Institutional Heads: CUG, Delegate for Gender Policies, Delegate for Privacy, Delegate for Education, Delegate for Orientation, Student Council, Coordination Table. Operational resources: RITT staff, DPO, Staff of the Disability Integration Office of the Education Department.</p> <p>ACTION 2 Institutional Heads: CUG, Delegate for Gender Policies, Delegate for Education, Delegate for Orientation, Delegate for Inclusion, Student Council, Coordination Table. Operational resources: Staff of the Disability Integration Office of the Education Department.</p> <p>Budgetary resources to support the macro-action.</p>
Financial Resources	
Direct target audience	Students/Students
Indirect target audience	University community
Output	<p>ACTION 1: Activation of career <i>aliases</i> for transgender students.</p> <p>ACTION 2: Drafting of a feasibility study for the reactivation of the psychological support desk for students.</p>
Outcome	<p>- <i>Alias</i> career activation.</p> <ul style="list-style-type: none"> • Prevention of prejudice towards transgender people.
Monitoring and periodicity	Annual
Strategic Objectives of reference	2.3

AREA 1 Human Resources: recruitment, retention, career progression, work/life balance and organisational culture

WORKPACKAGE 1.2 Work-life balance: support policies for those with care responsibilities

Macro-Action	1.2.1: Identification, development and implementation of actions aimed at smart working and teleworking
Sub-actions	<p>1. Implementation of teleworking. Progressive extension of <i>smart working</i> to the various organisational contexts, depending on the training provided and the skills acquired.</p> <p>2. Implementation and dissemination of Guidelines for the right to disconnect and for better planning of meetings and work activities.</p>
Institutional Managers and Operational Resources	<p>ACTION 1 Institutional Heads: CUG, Gender Delegate, Personnel Delegate, Performance Delegate, Coordination Table . Operational Resources: Staff of the RIRU PTA Office.</p> <p>ACTION 2 Institutional Heads: CUG, Gender Delegate, Personnel Delegate, Performance Delegate, Coordination Table. Operational resources: RIRU PTA Office staff, RITT staff. Budgetary financial resources to support the macro-action.</p>
Financial Resources	
Direct target	PTA
Indirect target audience	University community
Output	<p>ACTION 1: Publication of the call for teleworking/<i>smart working</i> on an annual basis.</p> <p>ACTION 2: Drafting guidelines for the right to disconnection.</p>
Outcome	To promote work/life balance and gender balance in care commitments.
Objectives strategic of reference	2

AREA 1 Human Resources: recruitment, retention, career progression, work/life balance and organisational culture

WORKPACKAGE 1.2 Work-life balance: support policies for those with care responsibilities

Macro-Action	1.2.2: Identification, development and implementation of actions aimed at work/life balance; valorisation of the individual worker's well-being also with regard to his/her care responsibilities
Sub-actions	<ol style="list-style-type: none"> 1. Monitoring by means of a survey promoted by the CUG on the working wellbeing and quality of the working environment for teaching and research staff and technical-administrative staff in order to identify the work/life balance needs of technical-administrative staff. 2. Activation of agreements with home care and assistance facilities for the elderly and disabled in response to proposals made by university staff. 3. Feasibility study to support the parenting of students, PhD students and other non-stabilised staff, envisaging measures such as fee instalments, access to crèches and other services. 4. Feasibility study for the identification and development of measures to support scientific staff returning from maternity leave, measures to support parents with maternity and paternity commitments and rebalancing the sharing of care work (e.g.: mobility and research funds. Some measures could be linked to financial income indicators). 5. Study for the revision of indices concerning evaluation for access to funds and career progression, taking into account parental and care commitments (concrete measures without detriment to the functions involved).
Institutional Managers and Operational Resources	<p>ACTION 1 Institutional Heads: CUG, Gender Delegate, Personnel Delegate, Coordination Table. Operational resources: Staff of the Collegial Bodies Office to support the CUG.</p> <p>ACTION 2 Institutional Heads: CUG, Gender Delegate, Personnel Delegate, Coordination Table. Operational Resources: Staff of the Regulations Office.</p> <p>ACTION 3 Institutional Heads: CUG, Gender Delegate, Personnel Delegate, Coordination Table. Operational Resources: Working Group</p> <p>ACTION 4 Institutional Heads: CUG, Gender Delegate, Personnel Delegate, Coordination Table. Operational Resources: Working Group</p> <p>ACTION 5 Institutional Heads: CUG, Gender Delegate, Personnel Delegate, Coordination Table. Operational Resources: Working Group</p>
Financial Resources	Budgetary resources to support the macro-action.

WORKPACKAGE 1.2 Work-life balance: support policies for those with care responsibilities

Direct target audience	PTA, teaching staff, students and PhD students.
Indirect target audience	University community
Output	<p>ACTION 1: CUG work well-being survey report.</p> <p>ACTION 2: Monitoring of proposals for the activation of agreements by University staff.</p> <p>ACTION 3: Drafting of Feasibility Study.</p> <p>ACTION 4: Drafting of Feasibility Study.</p> <p>ACTION 5: Drafting of Feasibility Study.</p>
Outcome	<p>- Strengthening of welfare/well-being measures oriented towards work-life balance, wide-ranging (also taking into account unconventional families, care for elderly parents etc.) - Medium-term (2 years)</p> <ul style="list-style-type: none"> • Increase in the number of actions to support wellbeing at work and work/life balance with the help of the identified actions - Medium term (2 years). • Active return to research activities with dedicated funds - Long term (3-5 years). • Regular presentation of the results of the CUG survey on the working wellbeing of TA staff to the governing bodies, the Rector and the Director-General - Short term (1 year) • Presentation of monitoring results to identify the work/life balance needs of teaching staff to the governing bodies, the Rector and the Director General - Short term (1 year) • Presentation of study results and drafting of consequent executive proposals - Medium term (2 years)
Monitoring and periodicity	18 months
Strategic Objectives of reference	2.3

AREA 2 Gender balance in top positions and decision-making bodies

WORKPACKAGE 2.1 Rebalancing careers and promoting fair representation in decision-making bodies

Macro-Action	2.1.1: Monitoring and coordination for gender equality assessment at institutional level
Sub-actions	<ol style="list-style-type: none"> 1. Annual updating of the Gender Balance Sheet as a key tool for evaluating GEP implementation. 2. Monitoring the implementation of the GEP.
Institutional Managers and Operational Resources	<p>ACTION 1 Institutional Heads: CUG, Gender Delegate, Budget Delegate, Personnel Delegate, EOS Team, Coordination Table (DG). Operational Resources: Research Assistants to be recruited.</p> <p>ACTION 2 Institutional Heads: CUG, Gender Delegate, Budget Delegate, Personnel Delegate, EOS Team, Coordination Table. Operational resources: GEP Monitoring Working Group (<i>to be established</i>).</p>
Financial Resources	Budgetary resources to support the macro-action.
Direct target audience	PTA, teaching staff, students and PhD students.
Indirect target audience	University community and society
Output	<p>ACTION 1: Updating the Gender Balance.</p> <p>ACTION 2: Monitoring the implementation of the GEP.</p>
Outcome	<p>- Strengthening and monitoring of the University's strategic policies oriented towards gender equity for all levels of institutional setting - Medium - long term (2-3 years).</p> <ul style="list-style-type: none"> • Annual presentation of the Gender Balance Sheet to the academic community.
Monitoring and periodicity	Annual
Strategic Objectives of reference	2.3

AREA 2 Gender balance in top positions and decision-making bodies

WORKPACKAGE 2.1 Rebalancing careers and promoting fair representation in decision-making bodies

Macro-Action	2.1.2: Governance interventions to increase fair visibility and representativeness
Sub-actions	<ol style="list-style-type: none"> 1. Promotion of gender balance in the composition of university bodies through the drafting of specific guidelines, also aimed at revising, if necessary, the election procedures. 2. Promotion of the visibility of women's scientific excellence (e.g. internal and media publicity, creation of a database to be used for media interview requests). Enhancement of the role of women in the history of science and the university, with exhibitions, naming classrooms after prominent female personalities, etc... 3. Coordination at the national level to implement regulatory changes that favour positive action within universities and departments for rebalancing careers and governance. 4. Organisation of a study to analyse the effectiveness and gender equity of evaluation models, in order to highlight any criticalities in current selection and enhancement practices. 5. Creation of a prize for the best female researcher of the year to be awarded annually to women researchers who have particularly distinguished themselves in research.
Institutional Managers and Operational Resources	<p>ACTION 1 Institutional Heads: CUG, Gender Policy Delegate, Coordination Table. Operational Resources: Working Group</p> <p>ACTION 2 Institutional Heads: Delegate for Gender Policies, Delegate for Communication, Coordination Table. Operational resources: Communication and OPR Office staff.</p> <p>ACTION 3-4 Institutional Heads: CUG President, CALIPER Working Group, Gender Policy Delegate, Coordination Table. Operational Resources: Working Group</p> <p>ACTION 5 Institutional Leaders: Coordination Table (Rector). Operational Resources: Working Group - Rector's Fund</p>
Financial Resources	Budgetary resources to support the macro-action.
Direct target audience	PTA, teaching staff, students and PhD students.
Indirect target audience	University community and society

WORKPACKAGE 2.1 Rebalancing careers and promoting fair representation in decision-making bodies

Output	ACTION 1: Drafting of guidelines. ACTION 2: Organisation of 3 events. ACTION 3-4: Drafting of an analysis study. ACTION 5: Creation of the Award.
Outcome	- Achievement of equal gender distribution in the university's representative, coordinating, monitoring and governance bodies, as well as in all committees - Long-term (3-5 years) <ul style="list-style-type: none"> • Increase in the number of completed and successful studies and proposals per academic year - medium term (2 years). • Equal distribution in higher career grades - Long term (3-5 years). • Monitoring the composition of scientific committees and speakers at conferences funded/sponsored by the University and Departments - Medium-term (2 years) • Support an increasing number of interventions to promote the visibility of scientific excellence -Short term (1-2 years) • Increase the visibility of the University's female researchers within and outside the academic community.
Monitoring and periodicity	Annual
Strategic Objectives of reference	2.3

AREA 3 Gender equality in recruitment and career advancement

WORKPACKAGE 3.1 Career support and combating dispersion

Macro-Action	3.1.1: Actions for young female researchers to counter dispersion and career abandonment
Sub-actions	<ol style="list-style-type: none"> 1. Promotion of actions to increase the visibility of doctoral students and young female researchers in particular, especially RTDAs and assignees (e.g. establishment of a prize for the best doctoral thesis written by a young female researcher from the University). 2. Designing actions to support the incoming and outgoing international mobility of doctoral and research students. 3. Programme of <i>Mentoring</i> Actions in connection with the UniSalento Alumni Network. 4. Information and incentive actions for female students to pursue doctoral and scientific careers, especially in STEM disciplines: seminars, research workshops, reserved travel expense fund for participants in targeted events, etc.
Institutional Managers and Operational Resources	<p>ACTION 1 Institutional Heads: CUG, Delegate for Gender Policies, Delegate for Orientation, EOS Team, Coordination Table. Operational Resources: Staff of the Communication and OPR Office, Staff of the Master's and PhD Office, TA Staff of the Departments.</p> <p>ACTION 2 Institutional Heads: CUG, Delegate for Gender Policies, Delegate for Orientation, Delegate for International Projection, EOS Team, Coordination Table. Operational Resources: Staff of the Communication and OPR Office, Staff of the Master's and PhD Office, Staff of the International Relations Office, TA Staff of the Departments.</p> <p>ACTION 3 Institutional Heads: CUG, Delegate for Gender Policies, Delegate for Orientation, EOS Team, Coordination Table. Operational resources: UniSalento Alumni Project contact person.</p> <p>ACTION 4 Institutional Heads: Delegate for Gender Policy, Delegate for Orientation, Delegate for Budget, Delegate for Research, Coordination Table, Doctoral School, Departments. Operational resources: Tutoring Guidance Centre staff and Student Secretariats, Master's and PhD Office.</p>
Financial Resources	Budgetary resources to support the macro-action.
Direct target audience	PTA, teaching staff, students and PhD students.
Indirect target audience	University community and society

WORKPACKAGE 3.1 Career support and combating dispersion

Output	<p>ACTION 1: Drafting of an Action Plan aimed at increasing the visibility of female PhD students and young researchers at UniSalento.</p> <p>ACTION 2: Drawing up a Plan of Actions to support the international incoming and outgoing mobility of doctoral and research students.</p> <p>ACTION 3: Drafting of a <i>Mentoring</i> Actions Programme in connection with the UniSalento Alumni Network.</p> <p>ACTION 4: Report of implemented actions.</p>
Outcome	<ul style="list-style-type: none">- Increased visibility of young female researchers - Medium - Long term (2 -3 years).• Supporting women's careers and promoting a fair and inclusive training and working environment - Medium-term (2 years)• Increase in the number of PhD students and postdoctoral fellows by 10% of the total compared to the previous two-year period - medium term (2 years).• Increase in the number of female researchers with RTDB positions - Long-term (3-5 years).
Monitoring and periodicity	Biennial
Strategic Objectives of reference	2.3

AREA 3 Gender equality in recruitment and career advancement

WORKPACKAGE 3.1 Career support and combating dispersion

Macro-Action	3.1.2: Support for equal opportunities in careers
Sub-actions	<ol style="list-style-type: none"> 1. Elaboration of guidelines to support conferences and workshops funded by the university or under its patronage, subject to equal representation of each gender among invited speakers and scientific and organisational committees. 2. Proposal for a regulation encouraging the direct call of distinguished female scholars, including with cost reductions or premium quotas of staff points to departments that demonstrate that they have recruited women among the RTDBs or as professors. 3. Proposal for a regulation to encourage calls, recruitment and promotion of teaching and research staff belonging to the least represented gender on equal merit, to be linked with incentives to departments. 4. Study and possible testing of initiatives aimed at accommodating couples in dual academic careers (e.g. <i>partner accommodation</i> and <i>dual-career appointments</i>).
Institutional Managers and Operational Resources	<p>ACTION 1 Institutional Heads: CUG, Delegate for Gender Policies, Delegate for Research, Coordination table. Operational resources: Communication and OPR Office staff.</p> <p>ACTION 2 Institutional Heads: CUG, Delegate for Gender Policies, Delegate for Research, Coordination table. Operational Resources: Staff of the Teaching Staff Office, Staff of the Institutional Regulations Office.</p> <p>ACTION 3 Institutional Heads: Delegate for Gender Policies, Delegate for Research, Delegate Legal Affairs, Coordination Table. Operational Resources: Staff of the Teaching Staff Office, Staff of the Institutional Regulations Office.</p> <p>ACTION 4 Institutional Heads: Delegate for Gender Policies, Delegate for Research, Delegate Legal Affairs, Coordination Table. Operational Resources: Staff of the Teaching Staff Office, Staff of the Institutional Regulations Office.</p>
Financial Resources	Budgetary resources to support the macro-action.
Direct target audience	PTA, teaching staff.
Indirect target audience	University community and society

WORKPACKAGE 3.1 Career support and combating dispersion

Output	ACTION 1: Drafting of guidelines to support conferences and workshops. ACTION 2: Drafting of a Proposal for a Regulation encouraging the direct call of distinguished scholars. ACTION 3: Drafting of a Regulation Proposal. ACTION 4: Drafting of a Feasibility Study.
Outcome	- Reduction of the gender gap in career paths through the adoption of new regulations and/or reward quotas to Departments - Long-term (3-5 years) • Equal visibility in congresses and workshops - medium term (1-2 years).
Monitoring and periodicity	Biennial
Strategic Objectives of reference	2.3

AREA 3 Gender equality in recruitment and career advancement

WORKPACKAGE 3.1 Career support and combating dispersion

Macro-Action	3.1.3: Enhancement of gender diversity in technical-administrative careers through seminars, training courses and reward systems
Sub-actions	<ol style="list-style-type: none"> 1. Design of training interventions aimed at developing the skills needed to hold top management positions, with a view to fostering women's career paths. 2. Promotion of a skills assessment to support career advancement. 3. Recognition for all technical-administrative staff of an annual number of hours for participation in training initiatives organised by the CUG and/or within the framework of the gender delegation.
Institutional Managers and Operational Resources	<p>ACTION 1 Institutional Heads: CUG, Gender Policy Delegate, Coordination Table, Personnel Delegate. Operational Resources: Staff of the RIRU Training Office.</p> <p>ACTION 2 Institutional Heads: CUG, Gender Policy Delegate, Coordination Table, Personnel Delegate. Operational resources: RITT staff, Training Office staff, PTA Office staff.</p> <p>ACTION 3 Institutional Heads: CUG, Gender Delegate, Personnel Delegate, Coordination Table. Operational resources: RITT staff, Training Office staff, PTA Office staff.</p>
Financial Resources	Budgetary resources to support the macro-action.
Direct target	Technical-administrative staff.
Indirect target audience	University community and society
Output	<p>ACTION 1: Provision of compulsory training on the subject of the skills needed to hold senior positions, with a view to fostering career paths for women.</p> <p>ACTION 2: Drawing up a skills profile.</p> <p>ACTION 3: Provision of compulsory training for participation in training initiatives organised by the CUG and/or within the framework of the gender delegation.</p>
Outcome	<ul style="list-style-type: none"> - Enhancement of gender diversity in TA careers - Medium term (< 2 years). • Reducing the gender gap in the career paths of TA staff - medium term (1-2 years).
Monitoring and periodicity	Annual
Strategic Objectives of reference	2.3

AREA 4 Gender dimension in research and teaching and third mission

WORKPACKAGE 4.1 Foster the integration of a gender dimension in research, teaching and third mission content

Macro-Action	4.1.1: Consolidation of gender perspectives within teaching and research Sub-
actions	<ol style="list-style-type: none"> 1. Promotion and continuation of workshops and scientific events to introduce the gender dimension in research and innovation content, including with continuation of the interdisciplinary seminar cycles on gender issues already started and recognised by all courses of study. 2. Design of a proposal to establish specific gender studies courses.
Institutional Managers and Operational Resources	<p>ACTION 1 Institutional Heads: Delegate for Gender Policy, EOS Team, Delegate for Education, Coordination Table. Operational resources: Communication and OPR Office staff.</p> <p>ACTION 2 Institutional Heads: Delegate for Gender Policies, Delegate for Educational Offer, Coordination Table. Operational resources: Staff of the Student Area, Staff of the Accreditation and Quality Office.</p>
Financial Resources	Budgetary resources to support the macro-action.
Direct target audience	PTA, teaching staff, students.
Indirect target audience	University community and society
Output	<p>ACTION 1: Organisation of seminars and events.</p> <p>ACTION 2: Elaboration of an Executive Project for the realisation of specific courses on gender studies.</p>
Outcome	<ul style="list-style-type: none"> - Increase in students and staff participating in organised events - Medium term (1-2 years). • Increase in research work and collaborations on gender issues - medium term (1-2 years). • Increase in the number of events organised per year - Medium term (2 years) • Increase in the number of participants at organised events - Medium-term (2 years)
Monitoring and periodicity	Annual
Strategic Objectives of reference	2.3

AREA 4 Gender dimension in research and teaching and third mission

WORKPACKAGE 4.1 Foster the integration of a gender dimension in research, teaching and third mission content

Macro-Action	4.1.2: Relations with the territory and national and international actors; creation and strengthening of networks; funding, resources and planning
Sub-actions	<ol style="list-style-type: none"> 1. Promotion of active participation in national and international projects on gender issues or to be developed from a gender perspective, also by consolidating networks with equality bodies and figures operating in other Italian universities. 2. Participation in the European Researchers' Night (as was the case in 2020 and 2021 with speeches by and about female scientists) also with the aim of giving visibility to female scientists and proposing role models. 3. Update of the University guidelines for granting patronage to events related to gender and diversity. 4. Continuation of the collaboration with the local ASL and the Municipality of Lecce for the creation of a health desk at the Ecotekne pole, including not only basic services, but also a gynaecological service. The possibility of offering a psychological support service is also being evaluated. 5. Realisation, together with other academic and institutional actors, of scientific, training or information events on gender issues or in a gender perspective.
Institutional Managers and Operational Resources	<p>ACTION 1 Institutional Heads: CUG, Gender Delegate, Research Delegate, EOS Team, Coordination Table. Operational resources: Staff of the Communication and OPR Office, Staff of the Fund Raising and Research Enhancement Office.</p> <p>ACTION 2 Institutional Heads: CUG, Delegate for Gender Policies, Delegate for Patronage, EOS Team, Coordination Table. Operational resources: Communication and OPR Office staff, Fund Raising and Research Enhancement Office staff.</p> <p>ACTION 3 Institutional Heads: CUG, Delegate for Gender Policies, Delegate for Patronage, Delegate for Research, EOS Team, Coordination Table. Operational Resources: Staff of the Communication and OPR Office, Staff of the Rector's Private Secretary.</p> <p>ACTION 4 Institutional Heads: CUG, Gender Policy Delegate, EOS Team, Coordination Table. Operational Resources: Regulations and Institutional Relations Office, Technical and Technological Department.</p> <p>ACTION 5 Institutional Heads: CUG, Gender Policy Delegate, CALIPER Working Group, EOS Team, Coordination Table. Operational resources: Communication and OPR staff .</p>

WORKPACKAGE 4.1 Foster the integration of a gender dimension in research, teaching and third mission content

Financial Resources	Budgetary resources to support the macro-action.
Direct target audience	University community.
Indirect target	Company
Output	<p>ACTION 1: At least 2 releases on funding opportunities/calls; creation and implementation of database to monitor participation in calls.</p> <p>ACTION 2: Participation in Researchers' Night. ACTION 3: Drafting of Guidelines.</p> <p>ACTION 4: Activation of the counter.</p> <p>ACTION 5: Organisation of 1 event per year.</p>
Outcome	<p>- Development and strengthening of relations with European project teams, also involving Italian universities, aimed at counteracting gender imbalances in scientific contexts and increase of collaboration networks on gender issues - Medium-term (2 years)</p> <ul style="list-style-type: none"> • Strengthening contacts with the equality bodies of Italian and foreign universities and research centres to share good practice and expertise and to carry out training and research activities - Medium-term (2 years) • Strengthening relations with academic and non-academic actors working in the field of Equal Opportunities at local, national and European level, aimed at counteracting gender imbalances in scientific contexts (see e.g. active collaboration already in place with Italian and European networks and associations - Medium-term (2 years) • Collaboration and involvement of schools in information, training and orientation activities (already in the planning stage Uniscuola +) - Short term (1-2 years) • Participation in the organisation of at least one event per year within the conference of equality bodies. Short term (1-2 years). • Participation in at least two annual events/initiatives in cooperation with local, national and international actors or networks - Medium-term (2 years) • Promotion of events on gender equality issues with/for the territory organised by the University or with the collaboration and/or sponsorship of the University - Medium-term (2 years)
Monitoring and periodicity	Annual
Strategic Objectives of reference	2.3

AREA 5 Gender prejudices and stereotypes, sexism and sexual harassment

WORKPACKAGE 5.1 Preventing and combating mobbing, harassment and discrimination, conflict phenomena and psychological distress that may arise in study and work relationships

Macro-Action	5.1.1: Preventing and combating bullying, harassment, discrimination and conflict in work and study relationships
Sub-actions	<ol style="list-style-type: none"> 1. Continuation of the publicity and information campaign on the University regulations on combating sexual harassment, bullying and discrimination; as well as on the role of the CUG and the Trusteeship Council and how to access their services (including the dissemination of information material) also in cooperation with associations and <i>stakeholders</i>. 2. Publication of the Trust Adviser's annual report and subsequent preparation of a document analysing the problems and proposing actions to combat them. 3. Annual monitoring of the implementation of the Code of Conduct for the Prevention of and Fight against Harassment and Sexual Harassment to be submitted to the Academic Senate. 4. Implementation of training and information paths for various profiles of members of the academic community, aimed at providing basic information on these issues: <ol style="list-style-type: none"> a. Seminars on gender stereotypes at least once a year and with different target groups: students, researchers and administrative staff; b. Courses/workshops/seminars/exhibitions aimed at internal and external audiences. 5. Implement initiatives to foster awareness-raising on tools and procedures to combat discrimination among students in relation to gender, age, disability, ethnic origin, language, political opinions, sexual orientation. 6. Actions aimed at gaining a greater understanding of the roots of prejudice and the mechanisms of its violent expression.
Institutional Managers and Operational Resources	<p>ACTION 1 Institutional Heads: CUG, Gender Policy Delegate, Trust Advisor, Coordination Table. Operational resources: Communication and OPR Office staff.</p> <p>ACTION 2 Institutional Heads: CUG, Delegate for Gender Policies, Trust Councilor, Coordination Table. Operational resources: Communication and OPR Office staff.</p> <p>ACTION 3 Institutional Heads: CUG, Gender Policy Delegate, Coordination Table. Operational Resources: Staff of the Anti-Corruption and Transparency Office.</p> <p>ACTION 4 Institutional Heads: CUG, Gender Policy Delegate, EOS Team, Coordination Table. Operational Resources: Staff of the Training Office.</p> <p>ACTION 5 Institutional Heads: CUG, Delegate for Gender Policy, Delegate for Inclusion, EOS Team, Coordination Table. Operational Resources: Staff of the Training Office.</p>

WORKPACKAGE 4.1 Foster the integration of a gender dimension in research, teaching and third mission content

ACTION 6

Institutional Heads: CUG, Gender Policy Delegate, EOS Team, Coordination Table.

Operational resources: Staff of the Disability Integration Office.

Financial Resources	Budgetary resources to support the macro-action.
Direct target audience	University community.
Indirect target	Company.
Output	<p>ACTION 1: Number of promotion actions implemented. ACTION 2: Preparation and publication of annual report. ACTION 3: Preparation of annual monitoring report.</p> <p>ACTION 4: Provision of compulsory training on the topic of discrimination and gender-based violence, harassment (sexual and non-sexual) in the study and work environment.</p> <p>ACTION 5: Implementation of 2 initiatives per year.</p> <p>ACTION 6: Executive Project</p>
Outcome	<ul style="list-style-type: none"> - Promotion of a working environment that ensures the well-being of all staff and encourages preventive and remedial action - Medium-term (2 years) • Reduction in the number of detected situations of harassment, bullying, mobbing and discrimination and increase in those that are avoided and/or positively resolved with the help of the CUG (Comitato Unico di Garanzia CUG) and the Trust Adviser - Short to medium term (1-2 years). • Increased awareness in the wider academic community of institutional support for positive resolutions to sexual harassment, bullying and discrimination - Long-term (3-5 years) • Measurement of the effectiveness of information actions aimed at students through the number of participants and the consistency of participation. Some specific media and social media publications will be planned to involve all interested students - Short to medium term (1-2 years). • Publication of the annual reports of the Trust Advisor(s) and subsequent preparation of an analysis and planning document for interventions - Short- to medium-term (1-2 years) • Preparation of information materials and (in)training interventions - Short to medium term (1-2 years). • Increase in the number of training participants - medium term (2 years).
Monitoring and periodicity	Annual
Strategic Objectives of reference	1, 2, 3

AREA 6 Institutional Communication

WORKPACKAGE 6.1 Provide information on actions, tools and services related to gender and equal opportunities policies and promote their use and dissemination. Raise awareness and promote discussion and

Sharing gender equality issues . Promoting respectful and inclusive language and modes of communication.

Macro-Action	6.1.1: Updating the gender policy webpage as a reference
Sub-actions	1. Updating the gender policy page of the University website, the institutional CUG page and institutional social networks in order to: a) ensure information on related actions, tools and services; b) raising awareness and promoting discussion and sharing of gender equality issues; bi-monthly publication of the CUG newsletter.
Institutional Managers and Operational Resources	ACTION 1 Institutional Heads: CUG, Delegate for Gender Policies, Delegate for Communication, Coordination Table. Operational resources: Communication and OPR Office staff.
Financial Resources	Budgetary resources to support the macro-action.
Direct target audience	University community and society.
Indirect target audience	University community and society.
Output	ACTION 1: Repository of news/updates (google drive).
Outcome	- More systematic dissemination of information and more constant and widespread awareness-raising action. - Medium-term (1 -2 years). • Increased visibility and attention to gender issues - medium term (1 -2 years).
Monitoring and periodicity	Annual
Strategic Objectives of reference	1.3

AREA 6 Institutional Communication

WORKPACKAGE 6.2 Promoting the use of inclusive and gender-sensitive forms of communication and language

Macro-Action	6.2.1: Promote the use of inclusive institutional language
Sub-actions	<ol style="list-style-type: none"> 1. Definition and drafting of University Guidelines for the use of language that respects differences, starting with a survey and modification of existing practices (administrative forms, University website, regulations, other forms of communication). 2. Training of all Personnel on the respectful language of differences and on the implementation and dissemination of the guidelines throughout the university, with the active involvement of the university structures.
Institutional Managers and Operational Resources	<p>ACTION 1 Institutional Heads: CUG, Gender Delegate, Personnel Delegate, Coordination Table. Operational resources: Communication and OPR Office staff, cross-organisational working group.</p> <p>ACTION 2 Institutional Heads: CUG, Gender Delegate, Personnel Delegate, Coordination Table. Operational resources: Staff of the RIRU Training Office.</p>
Financial Resources	Budgetary resources to support the macro-action.
Direct target audience	University community.
Indirect target	Company.
Output	<p>ACTION 1: Drafting of University Guidelines for the use of language that respects differences.</p> <p>ACTION 2: Provision of compulsory training on the University Guidelines for the use of language that respects differences.</p>
Outcome	<ul style="list-style-type: none"> - Adoption of University guidelines on language use - Short term (1 year). • Adaptation of forms, the University website and official documents to the guidelines - Medium term (2 years). • Staff training to promote the use of gender-sensitive language - medium term (2 years). • Increased awareness of language use - medium term (2 years). • More inclusive institutional communication - Medium term (2 years) • At least one training event per year intended and if necessary differentiated for the different components of the university (students, researchers and administrative staff) - Medium term (2 years) • Increase of at least 70 per cent of institutional pages and official documents adopting gender-sensitive language (Spot-check when gender balance sheet is updated) - Short to medium term (1-2 years)

WORKPACKAGE 6.2 Promoting the use of inclusive and gender-sensitive forms of communication and language

Monitoring and periodicity	Annual for training and communication monitoring
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Strategic Objectives of reference	1.3
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