

GENDER EQUALITY PLAN 2025 – 2027

Agenda

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AUTHOR

GENDER EQUALITY TEAM / HEAD OF ADMINISTRATION

PURPOSE

To submit to the Management Committee the Gender Equality Plan (GEP) 2025- 2027, also known as the Strategic Plan for Gender Equality, which describes the set of actions and measures that HT has adopted and intends to adopt to promote and guarantee equal opportunities in the workplace, measuring the progress of results through the preparation of specific key performance indicators. The plan, valid for the years 2025-2027, sets out the framework and measures that the Foundation will pursue to promote and improve gender equality within the organization.

DECIDES

The Management Committee approves the Gender Equality Plan 2025-2027 and submits it to the Supervisory Board for final approval.

GENDER EQUALITY PLAN

2025-2027

Owner: Gender Equality Teams Title
and Version: XX/ V.XX Approval:
date, approved by ...

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1. Introduction

Gender equality is a fundamental value of the European Union (EU), which has been consistently stated in its documents since its inception, which stress the importance of translating this principle into tangible actions.

The European Institute for Gender Equality (EIGE) describes the Gender Equality Plan (GEP) as a set of measures to identify biases, implement innovative strategies to address them, set targets and monitor progress. Accordingly, this GEP is a strategic document outlining a plan to promote equal opportunities and inclusion within the Human Technopole (HT) Foundation.

In the EU Council conclusions on the new European Research Area, approved on 1 December 2020, a strong focus is placed on gender equality in research and innovation (R&I). The Council underlines its concern that Europe is not making full use of its R&I infrastructure to achieve excellence due to a significant gender imbalance. Gender equality is seen as a prerequisite for attracting and retaining talent, improving excellence and quality of research, promoting better working environments and ensuring fairness, democracy and accountability.

Starting in 2021, organisations will have to adopt a Gender Equality Plan to access funding from the Horizon Europe programme. In line with European directives, the Italian National Recovery and Resilience Plan (PNRR) has finally developed a strategy to combat gender discrimination, divided into five priorities: work, income, skills, time and power with respect for gender equality as a prerequisite for obtaining PNRR funding.

This Gender Equality Plan of HT aligns with this direction, building on the experience gained in the implementation and evaluation of the previous GEP adopted for the three-year period 2022-2024, with the aim of improving and supporting ongoing efforts in the organizational and cultural transformation of HT's activities and staff.

2. HT's commitment to science and research through gender equality

Human Technopole's mission is to improve human life and technology by investing in health and prevention research and developing a multidisciplinary approach in the areas of medicine, genomics, nutrition, data and decision science. In addition, HT is committed to disseminating its scientific and technological knowledge through comprehensive training programs. The aim is also to catalyse the translation of research results into innovative products and applications through technology transfer.

Through a synergistic combination of innovative research and shared infrastructure, HT aims to:

- Promote an institutional culture based on scientific excellence and integrity, together with core values such as transparency, inclusion, openness and collaboration among HT staff and in collaboration with the wider research community;
- Exercise influence and contribute to health policy-making, leveraging the wealth of knowledge generated by cutting-edge research to inform and shape public health agendas;
- Support the importance of basic research among citizens, enabling them to engage actively in public discussion on science.

To achieve these goals, HT recognised that it is crucial to integrate a gender perspective into training, research and dissemination, as well as in the workplace and through work dynamics.

The Foundation approved and implemented a first GEP for the years 2022-2024, which had the important mission of defining the framework and initiating changes in organizational culture. Some good results have been achieved, but areas for improvement remain. The intention is to proceed with this GEP to fill the gaps and promote a culture of gender and inclusion.

A Gender Equality Team (GET) composed of representatives from different HT areas and core activities has already been set up for the implementation and monitoring of this GEP, and has been involved in defining the current objectives.

2.1 Methodology

The development of this GEP, which started in July 2024, benefited from an intensive three-month planning phase in collaboration with the FGB Consultancy Group. HT's Gender Equality Team played a key role in defining the procedures for GEP approval, designing activities and identifying emerging needs.

HT's GEP has drawn on several European and Italian initiatives focused on R&I. In particular, the TARGET project strategy, with Fondazione Giacomo Brodolini Srl SB (FGB) as a partner, and the Gender Equality in Academia and Research (GEAR) toolkit of the European Institute for Gender Equality (EIGE) significantly influenced the drafting of this paper.

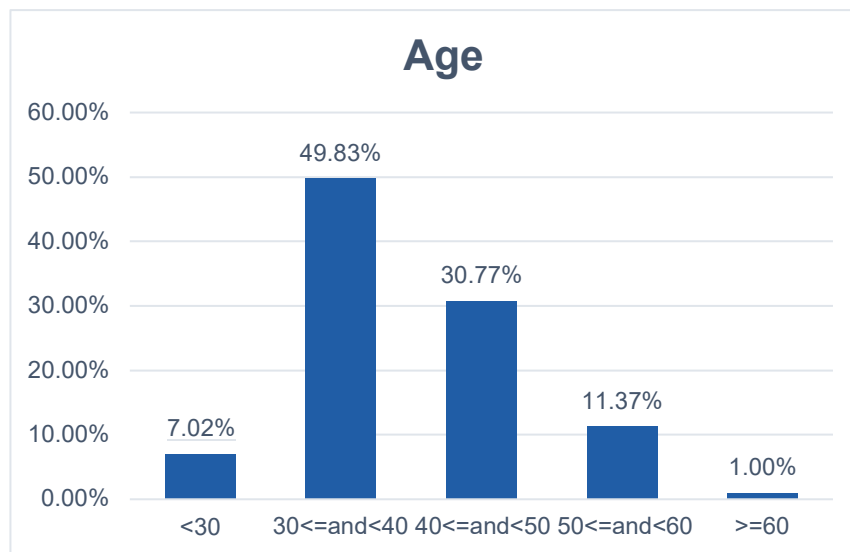
A first phase of gender verification defined the objectives of the plan. This phase involved the collection and analysis of gender-disaggregated data to update the existing database and identify areas in need of urgent action.

The following sections present the results of the gender audit, as of 30 June 2024.

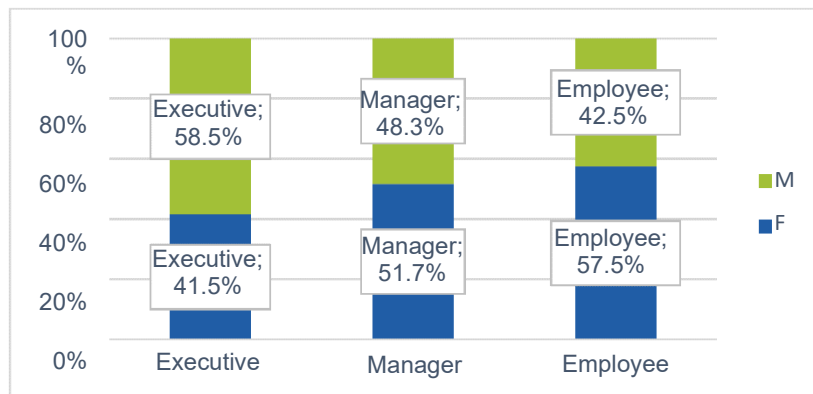
2.2 Overview of data

As of July 2024, HT's staff consists of 299 employees, of whom 54.2% and 45.8% are women and men respectively.

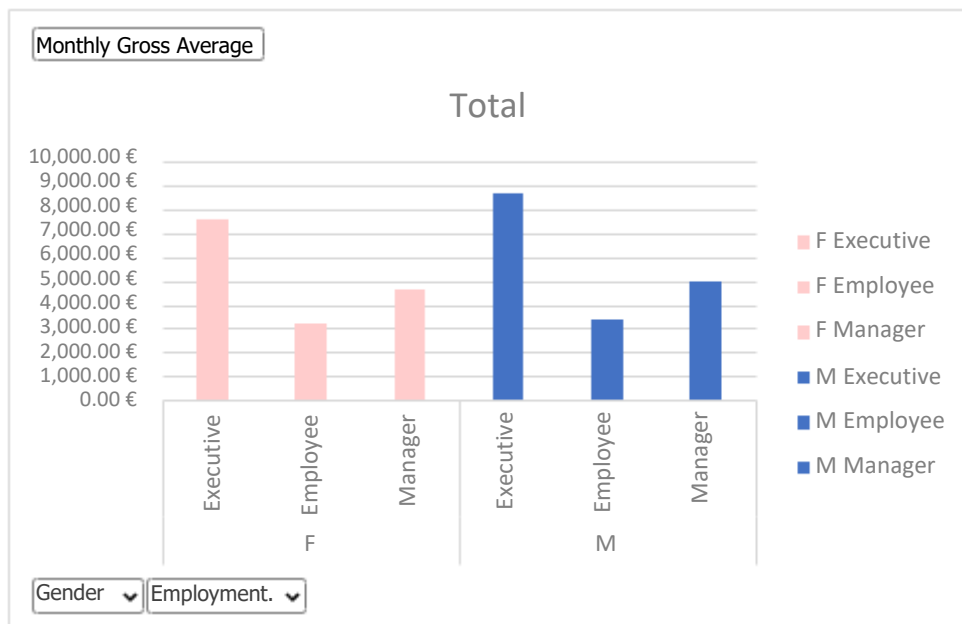
As for the age breakdown, 49.8% of HT employees are between the ages of 30 and 39, followed by 30.8% of employees between 40 and 49.



As for the contractual level, out of the total individual category, female workers represent 41.5% compared to the *Executive* level, 51.7% compared to the *Managerial* level and finally 57.5% compared to the Employee level.



As regards wages, the following graph shows a slight disparity in average salaries by category in favour of male employees.



3. Human Technopole Gender Equality Plan

The six general objectives set out in the plan are:

1. Raise awareness of gender equality, diversity and inclusion.
2. Promote work-life balance and organisational culture
3. Support gender balance in recruitment and career advancement, particularly for leadership and decision-making roles.

4. Gender mainstreaming in scientific research
5. Measures against gender-based violence, including sexual harassment
6. GEP development, implementation and communication

The general objectives will be described in the following sections, which explain the breakdown of the specific objectives, the actions, the responsibilities for implementing the plan and the timing of implementation of the objectives (general and specific) through accompanying actions and monitoring indicators.

3.1 Raise awareness of gender equality, diversity and inclusion issues.

General objective 1 aims to raise awareness of equal opportunities in terms of gender equality, diversity and inclusion and to promote an inclusive culture in the workplace. To this end, this general objective has been divided into two specific objectives.

Specific objective 1.1 aims to promote knowledge of gender and diversity. This specific objective will be addressed through two main actions, namely:

- Implementation of training courses for team leaders and their teams to raise awareness of unconscious biases and promote a culture that ensures respectful management of a diverse group of people, including recruitment processes (Action 1.1.1),
- creation of a GET library on gender and diversity studies (Action 1.1.2);

Similarly, **Specific objective 1.2** aims to promote an inclusive workplace culture, through the provision of training sessions to educate HT employees to write emails and internal communications in an inclusive manner (Action 1.2.1).

General objective 1: Raise awareness of gender equality, diversity and inclusion.	
Total investment: € 4,000.00	
Specific objective 1.1	Promoting knowledge of gender and diversity
Action 1.1.1	Raise awareness of unconscious biases by organizing training courses for team leaders and their teams to promote a culture that ensures respectful management of a group of diverse people, including during recruitment processes.

Responsibilities	GET
Timeline	2025
Indicators	<ul style="list-style-type: none"> • Number of staff members trained

Specific objective 1.1	Promoting knowledge of gender and diversity
Action 1.1.2	Create a GET library on gender and diversity studies and provide information on the GEP to newly hired staff members by including a link to the relevant intranet page in the welcome email.
Responsibilities	GET + HR
Timeline	2025
<ul style="list-style-type: none"> • Indicators 	<ul style="list-style-type: none"> • Number of books and media purchased and borrowed • Introduction of the action into the onboarding program

Specific objective 1.2	Promoting an inclusive culture in the workplace
Action 1.2.1	Provide training sessions to educate HT employees to write emails and internal communications in an inclusive manner.
Responsibilities	HR
Timeline	2025
Indicators	<ul style="list-style-type: none"> • Number of participants • Results of the evaluation questionnaire

3.2 Promote work-life balance and organisational culture

General objective 2 aims to take action to improve work-life balance. To this end, this general objective has been divided into two specific objectives and four and two actions for each specific objective respectively.

Specific objective 2.1 aims to support parenting, caregivers and childcare through the implementation of four actions:

- Establishing parental leave policies after compulsory leave and actively promoting paternity leave, including 100% paid parental leave days in addition to standard requirements (Action 2.1.1)
- Maintenance of a room dedicated to supporting pregnant or breastfeeding workers with adequate facilities (Action 2.1.2)
- Introduction of personalised care services: childcare, care for the elderly, care for animals (Action 2.1.3)
- Organising parent-child days on campus (action 2.1.4)

Specific objective 2.2 provides for the promotion of an inclusive organisational culture. This specific objective will be achieved through a set of two dedicated actions, such as:

- Promotion of remote working and flexible working time (action 2.2.1)
- Conduct an annual survey to monitor the level of job satisfaction (Action 2.2.2)

General objective 2: Promote work-life balance and organisational culture

Total investment: € 50,000.00

Specific objective 2.1	Support for parenting, caregivers and childcare
Action 2.1.1	Establishing parental leave policies after compulsory leave and actively promoting paternity leave, including 100% paid parental leave days in addition to
Responsibilities	HR
Timeline	2025
Indicators	<ul style="list-style-type: none"> • Number of days used • Percentage of men with an infant child taking paternity leave

Specific objective 2.1	Support for parenting, caregivers and childcare
Action 2.1.2	Maintaining a room dedicated to supporting pregnant or lactating workers with adequate facilities and promote this initiative among HT employees.

Responsibilities	HSE
Timeline	2025
Indicators	<ul style="list-style-type: none"> Number of people using the room

Specific objective 2.1	Support for parenting, caregivers and childcare
Action 2.1.3	Introduction of personalised care services: childcare, care for the elderly, care for animals.
Responsibilities	HR
Timeline	2025
Indicators	<ul style="list-style-type: none"> Procurement of the service and monitoring of the number of employees using it

Specific objective 2.1	Support for parenting, caregivers and childcare
Action 2.1.4	Organising parent-child days on campus
Responsibilities	HR/COMMS
Timeline	2025
Indicators	<ul style="list-style-type: none"> Number of children participating

Specific objective 2.2	Promote an inclusive organizational culture
Action 2.2.1	Promotion of remote working and flexible working time
Responsibilities	HR
Timeline	2025
Indicators	<ul style="list-style-type: none"> Number of people using flexible working hours

Specific objective 2.2	Promote an inclusive organizational culture
Action 2.2.2	Conducting an annual survey to monitor the level of job satisfaction.
Responsibilities	HR

Timeline	2025-2027
Indicators	<ul style="list-style-type: none"> • Survey definition and presentation • Level of survey participation

3.3 Support gender balance in recruitment and career advancement, particularly for leadership and decision-making roles.

General objective 3 aims to support gender balance in recruitment and career advancement, particularly in leadership and decision-making roles, by balancing or rebalancing the number of men and women in the various positions of the organisation. To this end, HT has defined three specific objectives, with a set of actions relevant to each specific objective.

Specific objective 3.1 aims to ensure transparency and fairness in recruitment. The following three actions have been identified to achieve this objective:

- Establish recruitment guidelines in line with the principles of the European Code of Conduct for the Recruitment of Researchers and increase accountability in selection processes by requiring departments and commissions to justify recruitment lists that do not include women (Action 3.1.1).
- Ensure recruitment procedures that are open, publicly publicised and encourage different people to apply (Action 3.1.2).
- Introduction of standardised CVs and blind CV assessments (Action 3.1.3)

Similarly, **Specific Objective 3.2** aims to strengthen gender equality in career advancement, by enhancing the transparency of skills required and tasks performed in positions of responsibility and by improving the communication of vacancies for leadership roles.

Finally, **specific objective 3.3** provides for equal pay for equal work, through the implementation of a non-discriminatory and transparent remuneration policy for salaries, benefits, bonuses and welfare programmes.

General objective 3: Support gender balance in recruitment and career advancement, particularly for leadership and decision-making roles.

Total investment: € 1,000.00

Specific objective 3.1	Ensuring transparency and fairness in recruitment
Action 3.1.1	Establish recruitment guidelines in line with the principles of the European Code of Conduct for the Recruitment of Researchers and increase accountability in selection processes by requiring departments and commissions to justify recruitment lists that do not include women.
Responsibilities	HR
Timeline	2025
Indicators	<ul style="list-style-type: none"> • approval of the guidelines • number and composition of shortlists submitted

Specific objective 3.1	Ensuring transparency and fairness in recruitment
Action 3.1.2	Ensure recruitment procedures that are open, publicly advertised and encourage different people to apply.
Responsibilities	HR
Timeline	2025
Indicators	<ul style="list-style-type: none"> • Approval of the measure

Specific objective 3.1	Ensuring transparency and fairness in recruitment
Action 3.1.3	Introduction of standardised CVs and blind CV assessments.
Responsibilities	HR
Timeline	2026
Indicators	<ul style="list-style-type: none"> • Number of blind recruitment processes

Specific objective 3.2	Strengthening gender equality in career advancement and leadership roles
Action 3.2.1	Promote job offers for leadership roles to eligible and unfit individuals through HT channels and career opportunity meetings.
Responsibilities	HR

Timeline	2025
Indicators	<ul style="list-style-type: none"> • Increase in female applications for senior roles • Increased representation of women in senior positions

Specific objective 3.3	Achieving equal pay for equal work
Action 3.3.1	Implement a non-discriminatory and transparent remuneration policy for salaries, benefits, bonuses and welfare programmes.
Responsibilities	HR
Timeline	2025
Indicators	<ul style="list-style-type: none"> • Approval of the policy • Reducing pay disparities within roles

3.4 Gender mainstreaming in scientific research

General objective 4 aims to mainstream the gender dimension in the scientific and research activities and results produced by HT. HT has defined a specific objective to detail this overall objective.

Specific objective 4.1 aims to raise awareness of the importance of the gender dimension in research. To achieve this, two actions have been defined:

- Organisation of events on gender mainstreaming in science and research (Action 4.1.1)
- Organisation of an annual event to raise awareness of gender issues in the research and innovation environment (Action 4.1.2)

General objective 4: Gender mainstreaming in scientific research	
Total investment: € 5,000.00	
Specific objective 4.1	Promote awareness of the importance of the gender dimension in research.
Action 4.1.1	Organisation of events on gender mainstreaming in science and research.
Responsibilities	GET
Timeline	2025

Indicator	<ul style="list-style-type: none"> • Number of participants • Number of events
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Specific objective 4.1	Promote awareness of the importance of the gender dimension in research.
Action 4.1.2	Organisation of an annual event to raise awareness of gender issues in the research environment
Responsibilities	GET
Timeline	2025
Indicator	<ul style="list-style-type: none"> • Number of participants

3.5 Measures against gender-based violence, including sexual harassment

General objective 5 aims to help increase the well-being of staff and the organisation, by taking actions and measures against gender-based violence, including sexual harassment, through a specific objective and three dedicated actions.

Specific objective 5.1 aims to combat gender discrimination, including sexual harassment.

To achieve the specific objective, HT will implement the following actions:

- Development of a risk assessment matrix, identifying the types and levels of risk of physical, verbal and digital abuse (Action 5.1.1).
- Implementation of training courses to raise awareness of discrimination, gender-based violence, harassment and sexual harassment, providing expertise for recognising and responding to these issues (Action 5.1.2)
- Implement an employee assistance programme to combat harassment and gender discrimination in the workplace (Action 5.1.3).

General objective 5: Measures against gender-based violence, including sexual harassment

Total investment: € 25,000.00

Specific objective 5.1	Tackling gender discrimination, including sexual harassment.
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Action 5.1.1	Development of a risk assessment matrix, identifying the types and levels of risk of physical, verbal and digital abuse.
Responsibilities	HSE
Timeline	2026
Indicators	<ul style="list-style-type: none"> • Presence of the evaluation

Specific objective 5.1	Tackling gender discrimination, including sexual harassment.
Action 5.1.2	Implementation of training courses to raise awareness of discrimination, gender-based violence, harassment and sexual harassment, providing expertise for recognising and responding to these issues.
Responsibilities	HR
Timeline	2025
Indicators	<ul style="list-style-type: none"> • Number of participants in training • Number of training courses delivered • Evaluation questionnaires

Specific objective 5.1	Tackling gender discrimination, including sexual harassment.
Action 5.1.3	Implement an employee assistance programme to combat harassment and gender discrimination in the workplace
Responsibilities	HR
Timeline	2025
Indicators	Procurement of the service and monitoring of the number of employees using it

3.6 Development, implementation and communication of the GEP

General objective 6 was included to ensure transparency in the development, implementation and monitoring of the GEP.

Specific objective 6.1 accounts for improvement and development work and the

implementation of the GEP objectives and actions, through a set of data and indicators implemented to measure progress and adapt subsequent objectives and actions. To achieve this specific objective, HT defined two actions:

- Improve the collection, analysis and monitoring of gender-disaggregated data to assess the quantitative impact of the various measures (Action 6.1.1).
- Definition of the implementation of GEP tools, design of a monitoring and evaluation methodology to verify GEP progress, necessary implementation and impacts (Action 6.1.2)

Ultimately, **specific objective 6.2** provides for an internal and external communication plan to hold HT accountable for the commitment and progress of activities through two actions:

- Regular internal updates on progress and activities through the newsletter, intranet and informal sessions to raise awareness of future actions and be involved in delivery (Action 6.2.1)
- Create a page on the HT website for the publication, download and updates of GEPs (Action 6.2.2)

General objective 6: GEP development, implementation and reporting of harassment	
Total investment: € 5,000.00	
Specific objective 6.1	Improve, develop and implement GEP
Action 6.1.1	Improve the collection, analysis and monitoring of gender-disaggregated data to assess the quantitative impact of the various measures.
Responsibilities	HR GET
Timeline	2025
Indicators	<ul style="list-style-type: none"> • Type of data collected and analysed

Specific objective 6.1	Improve, develop and implement GEP
Action 6.1.2	Definition of the implementation of GEP tools, design of a monitoring and evaluation methodology to verify GEP progress, necessary implementation

Responsibilities	GET
Timeline	2025
Indicator	<ul style="list-style-type: none"> • Publication of one report per year

Specific objective 6.2	Preparing a communication plan of the GEP
Action 6.2.1	Regular internal updates on progress and activities through newsletters, intranets and informal sessions to raise awareness of future actions and to be involved in implementation.
Responsibilities	GET
Timeline	2025
Indicator	<ul style="list-style-type: none"> • Number of communications (newsletters, posts...) and people involved in activities

Specific objective 6.2	Set up a GEP communication plan
Action 6.2.2	Create a page on the HT website for the publication, download and updates of GEPs.
Responsibilities	GET
Timeline	2025
Indicator	<ul style="list-style-type: none"> • Publication of the GEP • Number of visitors and downloads

3.7 Total value

The total budget allocated to the Gender Equality Plan is **€100,000.00**, of which €90,000.00 has been allocated to the implementation of the actions listed in each objective. Another €10,000 were kept as a reserve for any extra activities.

The total budget is the result of evaluating internal resources and tools and a portion of external resources outsourced. In particular, external resources are allocated to advice with organisations with expertise in various fields to achieve gender equality and combat gender violence and harassment. The investment in internal resources consists in the appointment of supervisors in charge of carrying out the planned activities, each as far as their

competence and/or supervision is concerned. Finally, internal tools and methods are implemented for data collection and the construction of practices and services for organizational well-being and work-life balance.

In relation to the work of organizational in-depth exploration, the investment provided for in the Gender Equality Plan is considered adequate for the effective implementation of all the activities provided for and described in the dedicated sections.