



uniss

UNIVERSITY OF SASSARI

**GENDER
EQUALITY
PLAN**



University of Sassari

Gender Equality Plan

GEP Working Group

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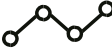
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Key to symbols

	Responsible bodies
	Timeframe
	Recipients
	Indicators

KEY AREA 1

Gender balance in leadership positions, decision-making bodies, recruitment and career progression

Key Area 1

Gender balance in leadership positions, decision-making bodies, recruitment and career progression

Goal 1) Realization of the University Gender Budget

Action A.

Survey of data disaggregated by gender and information on the student component, on the teaching staff and on the technical, administrative and library staff: collection of data and information, formulation of graphs and analysis tables, drafting of contents



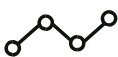
CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination, A.R.G.IN.O. - ADVANCED RESEARCH ON GENDER INEQUALITIES AND OPPORTUNITIES Interdisciplinary Center for Gender Studies



2022-2023



CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination, A.R.G.IN.O. - ADVANCED RESEARCH ON GENDER INEQUALITIES AND OPPORTUNITIES Interdisciplinary Center for Gender Studies



Set of reports

Action B.

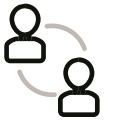
Presentation, publication and dissemination of the University Gender Budget: graphic editing, presentation of the Gender Budget to academic bodies and internal and external dissemination



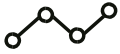
Rector, CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination, A.R.G.IN.O. - ADVANCED RESEARCH ON GENDER INEQUALITIES AND OPPORTUNITIES Interdisciplinary Center for Gender Studies, Gender Equality Plan Group



2023 (June-December)



University



Set of reports

Action C.

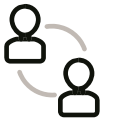
Gender Budget cycle: integration of the results into the strategic planning of the University, periodic monitoring of the results achieved and evaluation of the impacts produced



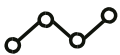
Rector, academic Senate, Board of Directors



2024



University



Annual update of the Gender Budget and actions taken by the University based on the results of the Gender Budget

Goal 2) Enhancement of the presence and role of the female component within the university community

Action A.

Promotion of gender equality in the designation of lecturers and in the organization of scientific events such as conferences, seminars and dissemination events



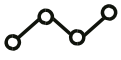
Communication Office, Department Directors, teaching staff



2022-2024



Academic community e citizenry



Set of reports on Third Mission activities

Action B.

Organization of meetings and conferences dedicated to the social and economic role of the female gender



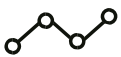
Department Directors, teaching staff



2022-2024



Academic community and citizenry



Set of reports on Third Mission activities

Goal 3) Guarantee of the presence of both genders in the University bodies

Action A.

Presence, in the composition of the collegiate bodies of the University, of at least one third of members belonging to the under-represented gender



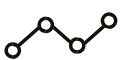
Rector, academic Senate, Board of Directors



2023-2024



Academic community



Appointment decrees of the members of the collegiate bodies

Action B.

Adaptation of the University Statute and regulations in order to guarantee the presence of at least one third of the members belonging to the under-represented gender in the collegiate bodies



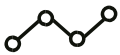
Rector, academic Senate, Board of Directors, Vice-Rector for Regulation



2023-2024



Academic community



Approval of amendments to the University Statute and regulations

Action C.

Introduction of the principle of gender alternation in Department regulations in relation to the appointment of top management bodies and their deputies



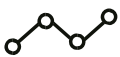
Departments



2023-2024



Teaching, technical, administrative and library staff



Elective regulations of positions, candidacies and appointment decrees

Goal 4) Guarantee of a balanced presence of both genders in the selection boards of the selection procedures activated by the University

Action A.

Reserve of at least one third of the positions of member of the selection boards in the procedures for access to the position of Director and for the conferment of executive positions in favor of women, as required by art. 57(5), point 1, lett. a) of the Legislative Decree no. 165 of March 30, 2001 (General Provisions on the Organization of Work in the Departments of Public Administration)



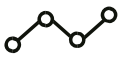
Rector, academic Senate, Board of Directors



2022-2024



University



Amendment of art. 4 of the Regulation for access to the position of tenured Director and the conferment of executive positions

Action B.

Reserve of at least one third of the positions of member of the selection boards in the procedures for the conferment of management positions at the University Hospital (AOU) in favor of women, as required by art. 57(5), point 1, lett. a) of the Legislative Decree no. 165 of March 30, 2001 (General Provisions on the Organization of Work in the Departments of Public Administration)



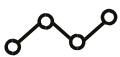
Rector, academic Senate, Board of Directors



2022-2024



University



Amendment of art. 4 of the Regulation for the procedures for the conferment of the positions of Management of Complex Structure, of Simple Departmental Structure and of Simple Structure with University Management, following the adoption of the Memorandum of Understanding signed on 11.08.2017 by the Sardinia Region and by the Universities of Cagliari and Sassari and following the AOU SS Company Deed (adopted with Deliberation no. 556 of 10.10.2017)

Action C.

Reserve of at least one third of the positions of member of the selection boards in the procedures for the recruitment of fixed-term technologists in favor of women, as required by art. 57(5), point 1, lett. a) of the Legislative Decree no. 165 of March 30,

2001 (General Provisions on the Organization of Work in the Departments of Public Administration)



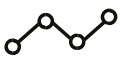
Rector, academic Senate, Board of Directors



2022-2024



University



Amendment of art. 6 of the University Regulation for the recruitment and discipline of fixed-term technologists, pursuant to art. 24/bis, Law no. 240 of 30 December 2010

Action D.

Reserve of at least one third of the positions of member of the selection boards in the procedures for the conferment of external assignments of collaboration in favor of women, as required by art. 9(2), 2nd period, of the Presidential Decree no. 487 of 9 May 1994 (laying down rules on access to jobs in public administrations and the manner in which competitive examinations, single competitive examinations and other forms of recruitment in public employment are carried out)



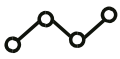
Rector, academic Senate, Board of Directors



2022-2024



University



Amendment of art. 12 of the Regulation governing the public comparative procedure for the conferment of external assignments of collaboration

Action E.

Express legal provision of the necessary respect for equal opportunities in the amount of at least one third of the underrepresented gender component, where possible, in the formation of the selection boards for the calls of full and associate professors and for

the recruitment of researchers, as recommended by the 2017 Update of the National Anti-Corruption Strategy, special part, chap. III (university institutions), § 5.2.4 (Formation of selection boards and conflicts of interest of the members) and the MIUR (Ministry of Education, University and Research) Recommendations for positive actions on gender issues in universities and in research (p. 9)



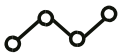
Rector, academic Senate, Board of Directors



2022-2024



University



Adjustment of the Regulation for the calls of Professors and for the recruitment of Researchers with fixed-term contracts

Goal 5) Guarantee of effective conditions of gender equality within the scope of career progressions also with reference to research evaluation

Action A.

Analysis of the internal regulations and career progression criteria of the technical, administrative and library staff, in order to identify any directly or indirectly discriminatory provisions against women with particular attention to provisions on parental, maternity or sick leave



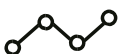
CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination



2024



Technical, administrative and library staff



Set of reports

Action B.

Amendment of any internal provisions directly or indirectly discriminatory towards the female component with particular attention to the provisions regarding parental, maternity or sick leave



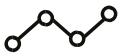
Academic Senate, Vice-Rector for Regulation, Board of Directors



2024



Teaching, technical, administrative and library staff



Academic Senate's deliberations

Action C.

Drawing up and administration of questionnaires on the perception of the changes made



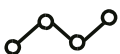
CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination, A.R.G.IN.O. - ADVANCED RESEARCH ON GENDER INEQUALITIES AND OPPORTUNITIES Interdisciplinary Center for Gender Studies



2024



Teaching, technical, administrative and library staff



Number of questionnaires administered

KEY AREA 2

Integration of the gender dimension in the fields of research, teaching and training

Key Area 2

Integration of the gender dimension in the fields of research, teaching and training

Goal 1) Promotion of gender integration in research

Action A.

Gender composition monitoring within research groups participating in funded projects



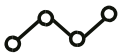
CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination, Vice-Rector for Research, Research and Quality Department, Quality Committee, Department Directors



2023-2024



University researchers



Presentation of monitoring data to the Evaluation Unit and the Quality Committee

Action B.

Study of possible positive actions to encourage female participation in local, national and international research calls, both as Principal Investigator and as a member of research groups



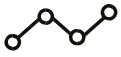
CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination, Vice-Rector for Research, Research and Quality Department, Quality Committee, Department Directors



2023-2024



University researchers



Set of reports

Action C.

Incentives and awards for degree dissertations related to gender issues



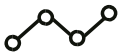
Academic Senate, Student Affairs Office and Academic Offer, Vice-Rector for Teaching, Department Directors, Presidents of Degree Courses, academic Managers



2022-24



Student population



Number of scholarships, awards and other incentives activated

Goal 2) Promotion of gender integration in teaching

Action A.

Education of the student population on the issues of gender identity, gender difference and gender-based discrimination through educational laboratories on "Gender Identity and Rights", open to the participation of students of all degree courses



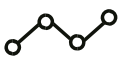
Student Affairs Office and Academic Offer, Vice-Rector for Teaching, Department Directors



2022-2023



Student population



Number of laboratories organized and number of attending students disaggregated by gender

Action B.

Inclusion of courses on equal opportunities and gender studies in the teaching offer of each Degree Course, adapted to the specificities of the different curricula



Student Affairs Office and Academic Offer, Vice-Rector for Teaching, Department Directors, Presidents of Degree Courses



2023-2024



Student population



Number of courses organized and attending students disaggregated by gender

Action C.

Awareness raising of the teaching staff about the integration of the gender dimension through the organization of courses, seminars and teaching methodology workshops



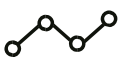
Education Office, Vice-Rector for Teaching, Department Directors, Presidents of Degree Courses



2023-2024



Teaching staff



Number of courses/modules/seminars /workshops organized and number of attending teachers disaggregated by gender

Goal 3) Promotion of gender integration in training

Action A.

Awareness raising of the technical, administrative and library staff about the integration of the gender dimension in the organization and in the performance of work



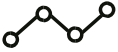
Education Office, Director General, Delegate to Work Wellbeing, CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination



2023-2024



Technical, administrative and library staff



Number of courses/modules organized and number of attending people disaggregated by gender

Action B.

Training courses in mediation and conflict management on gender difference issues



General

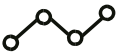
University Mediation Center (CUM), Education Office, Directorate



October 2022



Student population, teaching, technical, administrative and library staff



Report on the activities of the University Mediation Center and other reports

Action C.

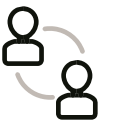
PhD scholarships dedicated to research projects on gender issues



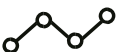
Academic Senate, Higher Education Office, Vice-Rector for Education and Higher Education, Doctoral School



2022-24



Student population



Number of PhD scholarships activated

Action D.

Representation of gender differences in orientation meetings, with particular reference to the departments where the gender gap is greater among the student population



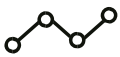
Teaching Office, Delegate to the Student Orientation and Services Office, Vice-Rector for Teaching, Department delegates to the Student Orientation and Services Office, Department Directors



2022-2024



Student population



Orientation meetings with future Uniss students

KEY AREA 3

Work-life balance, organizational culture and communication

Key Area 3

Work-life balance, organizational culture and communication

Goal 1) Work/family conciliation tools

Action A.

Study of work/family conciliation tools (agile working, part-time job, leave, time flexibility)



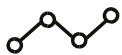
Rector's Delegate for Work Wellbeing, CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination, Human Resources Manager, Director General, A.R.G.IN.O. - ADVANCED RESEARCH ON GENDER INEQUALITIES AND OPPORTUNITIES Interdisciplinary Center for Gender Studies (IGEA Project)



2022-2023



Teaching, technical, administrative and library staff



Set of reports and CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination's reports

Action B.

Feasibility plans for the creation of parental spaces and dedicated car parks (pink parking)



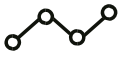
CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination, Construction Area Manager, Bursary, Director of the Architecture, Design and City Planning Department



2023



University community, citizenry



Spaces created

Action C.

Creation of the Uniss nursery, reserved for the children of the technical, administrative and library staff, teaching staff and student population



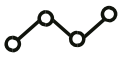
CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination, Directorate General, Board of Directors



2024



Teaching, technical, administrative and library staff, student population



Number of children accommodated in relation to the requests received

Goal 2) Inclusion of the gender dimension in institutional communication

Action A.

Analysis of University regulations and ministerial guidelines on institutional communication and language



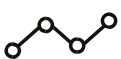
CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination, Vice-Rector for Regulation, General Affairs



2022 - 2023



Teaching, technical, administrative and library staff, student population, academic bodies



Set of reports

Action B.

Development and publication of the Guidelines on the non-discriminatory use of gender language



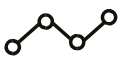
Gender Equality Plan Group, CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination, Communication Office



June 2022



Academic Senate and Board of Directors



Dissemination of the publication of the Guidelines at the University

Goal 3) Communication aimed at raising awareness of gender difference and promotion of gender equality

Action A.

Study of messages, tools and materials aimed at raising awareness of the values promoted by the Gender Equality Plan



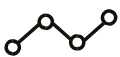
Gender Equality Plan Group, Communication Office



October 2022



Teaching, technical, administrative and library staff, academic bodies, student population, citizenry



Newsletters, organized events

Action B.

Creation of a newsletter aimed at informing and disseminating the implementation initiatives of the Gender Equality Plan



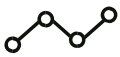
Gender Equality Plan Group, Communication Office



October 2022



Teaching, technical, administrative and library staff, academic bodies



Newsletters sent

Action C.

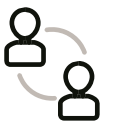
Opening of a channel on Spotify dedicated to the creation of podcasts of the GEP Uniss project



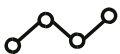
Gender Equality Plan Group



October 2022



Academic community and citizenry



Number of podcasts made

Action D.

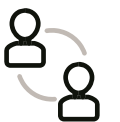
Creation of a dedicated area on the Uniss website aimed at disseminating the policies to promote gender equality



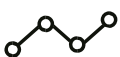
Gender Equality Plan Group, Communication Office



June 2022



University community and stakeholders



Number of visualizations

Goal 4) Creation of a collaboration and coordination network between the University bodies aimed at promoting conscious participation in inclusive policies

Action A.

Strengthening of coordination activities on equal opportunities



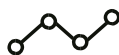
CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination



2022-2024



Gender Equality Plan Group, University bodies, CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination, Trusted Advisor, Delegate to Work Wellbeing



Increased well-being at work

Action B.

Presentation of the "University Wellbeing Network", intended as a set of bodies, activities and people dealing with gender equality and the fight against discrimination



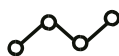
Directorate General, Communication Office, CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination



2022



University community



Realization of an information event or a video

KEY AREA 4

Identification and contrast of gender-based prejudice, discrimination, harassment and violence

Key Area 4

Identification and contrast of gender-based prejudice, discrimination, harassment and violence

Goal 1) Identification of phenomena of gender-based prejudice, discrimination, harassment and violence within the University

Action A.

Drawing up and administration of questionnaires aimed at identifying phenomena of gender-based prejudice, discrimination, harassment, stereotypes and violence



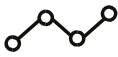
CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination, Center for Victimology and Violence Prevention of the AOU of Sassari, Communication Office



2022



Student population, teaching, technical, administrative and library staff



Awareness raising of the university community about the problem of gender-based prejudice, discrimination, harassment, stereotypes and violence

Action B.

Processing of the data obtained from the questionnaires



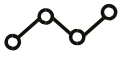
CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination and A.R.G.IN.O. - ADVANCED RESEARCH ON GENDER INEQUALITIES AND OPPORTUNITIES Interdisciplinary Center for Gender Studies



2022



A.R.G.IN.O. - ADVANCED RESEARCH ON GENDER INEQUALITIES
AND OPPORTUNITIES Interdisciplinary Center for Gender Studies and
Director General



Set of reports

Action C.

Monitoring of episodes of violence



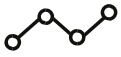
Trusted Advisor and CUG - Unified Guarantee Committee for equal
opportunities, promotion of well-being in the workforce and prevention of
discrimination



2022-2024



Academic Senate



Annual report (art. 2(4), CUG - Unified Guarantee Committee for equal
opportunities, promotion of well-being in the workforce and prevention of
discrimination's Regulation)

Goal 2) Awareness raising of the university community about the issues of discrimination and gender-based violence

Action A.

Organization of training meetings on gender discrimination and violence aimed at
students as future social operators



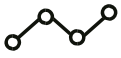
A.R.G.IN.O. - ADVANCED RESEARCH ON GENDER INEQUALITIES
AND OPPORTUNITIES Interdisciplinary Center for Gender Studies (START
Project)



January - October 2022



Student population



Training, in-depth analysis and specialization of students

Action B.

Organization of awareness-raising and education meetings about the issues of gender-based discrimination and violence in collaboration with the Anti-Violence Centers (CAV)



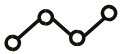
A.R.G.IN.O. - ADVANCED RESEARCH ON GENDER INEQUALITIES AND OPPORTUNITIES Interdisciplinary Center for Gender Studies



2022-2024



University community



Greater awareness of gender-based discrimination and violence among the university community

Goal 3) Creation of a network of collaboration between the University and the Anti-violence Centers to provide first aid to victims of harassment and violence within the University

Action A.

Opening of an anti-violence desk managed in collaboration with the Anti-violence Center (CAV) of Sassari



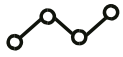
A.R.G.IN.O. - ADVANCED RESEARCH ON GENDER INEQUALITIES AND OPPORTUNITIES Interdisciplinary Center for Gender Studies



2022



Student population, teaching, technical, administrative and library staff



Creation of a reference point for victims within the University

Action B.

Extension of the activity of the Center for Victimology and Violence Prevention of the AOU of Sassari (University Hospital) to the first aid and listening to the victims of physical or psychological violence and abuse

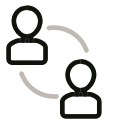


Sassari

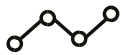
Head of the Center for Victimology and Violence Prevention of the AOU of



2022-2024



University community and citizenry



Increasing of the active role of the Center within the scope of the first aid to victims of gender-based violence

Goal 4) Provision of practical tools for prevention and defense against harassment and episodes of violence

Action A.

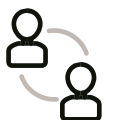
Organization of self-defense courses



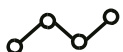
University Delegate for relations with the Armed Forces



2023-2024



Student population, teaching, technical, administrative and library staff



Increased ability of even potential victims of harassment, gender-based discrimination and/or violence to react and protect themselves

Action B.

Implementation of articles 6 and 7 of the Code of conduct for the prevention and fight against sexual and moral harassment in the places of study and work, concerning the opening of a listening desk and the appointment of a Trusted Advisor



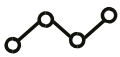
CUG - Unified Guarantee Committee for equal opportunities, promotion of well-being in the workforce and prevention of discrimination



2022



Student population, teaching, technical, administrative and library staff



Institutionalization of the fight against harassment and simplification of reporting procedures

Action C.

Creation of a conflict management and mediation desk in the field of gender discrimination arisen in the university environment



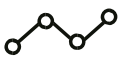
University Mediation Center (CUM), Directorate General, Disciplinary Procedures Office



2023



Student population, teaching, technical, administrative and library staff



Report on the activities of the University Mediation Center and other reports