



# *GENDER EQUALITY PLAN 2025-2027*



## INTRODUCTION

Equity, diversity and inclusion are both objectives and processes that need to be communicated and implemented at all levels of the University's organizational structure, activities and community identity.

The *Gender Equality Plan 2025-2027* constitutes the follow up of the strategy for the gender equality represented by the *Positive Action Plan* and the *Gender Equality Plan* for the 2022–2024 period. It is aligned with the *Strategic Plan of the University of Pisa 2023–2028* and fits into the broader international context of study, research and experimentation with the aim to define Equality, Diversity & Inclusion (ED&I) policies and strategies, as represented by Circle-U, the European University Alliance of which the University of Pisa is a member:

*A joint strategic framework to mainstream equality, diversity, and inclusion at the alliance level bears significant potential and fosters positive synergy effects, such as gaining cultural competence, mutual inspiration through the exchange of best practices, and knowledge sharing.*

The strategic plan developed is the result of experience built over the time thanks to a careful evaluation of the actions undertaken and, in particular, a precise monitoring activity.

The following sections outline the objectives, the structure of actions, expected outcomes, indicators for defining a clear evaluation procedure and the institutional and operational responsibilities involved.

STRATEGIC AREAS	NUMBER OF OBJECTIVES	NUMBER OF ACTIONS
1 - Work-life balance and organizational culture	3	8
2 - Gender balance in leadership and decision-making	2	4
3 - Gender equality in recruitment and career progression	2	5
4 - Integration of the gender dimension into research and teaching content	2	6
5 - Measures against gender-based violence, including sexual harassment	3	7

# 1 - WORK-LIFE BALANCE AND ORGANIZATIONAL CULTURE

OBJECTIVES	ACTIONS	INDICATORS	RESPONSIBILITY
1 - Strengthen measures for organizational well-being in the University	<p>1 - Organization of meetings with the CUG's delegates for the elaboration, planning and implementation of activities and initiatives to promote the organizational well-being</p> <p>2 - Collaboration with the <i>Technical Committee to promote Organizational Well-being</i> of the University of Pisa to realize surveys and data analysis</p> <p>3 - Empowerment of the activities and measures related to the Sustainable Development's goals of the 2030 Agenda adopted by the United Nations</p>	<p>1 - Number of meetings 2 - Number and type of activities carried out 3 - Elaboration of best practices</p> <p>1 - Number of meetings 2 - Number and type of activities carried out</p> <p>1 - Number and type of interventions carried out</p>	<p>Institutional Responsibilities:</p> <ul style="list-style-type: none"><li>- General Director</li><li>- Directors of Departments, Centers and Systems</li><li>- Managers</li><li>- CUG</li></ul> <p>Operating Responsibilities:</p> <ul style="list-style-type: none"><li>- CUG</li><li>- CUG's delegates</li><li>- EDO</li></ul>

EXPECTED RESULT: Enhancement and dissemination of an organizational culture based on well-being and equal opportunities  
LINK WITH THE UNIVERSITY STRATEGIC PLAN 2023 - 2028: Objective 10, Action 5

# 1 - WORK-LIFE BALANCE AND ORGANIZATIONAL CULTURE

OBJECTIVES	ACTIONS	INDICATORS	RESPONSIBILITY
2 - Strengthen measures for inclusion in the organization	<p><b>EXPECTED RESULT:</b> Empowerment of measures to promote inclusion for people with disabilities.</p> <p><b>CONNECTION WITH THE UNIVERSITY STRATEGIC PLAN 2023-2028:</b> Objective 13, Action 4.</p> <p>1 - Grants for mobility promotion of people with disabilities of the University of Pisa providing home to work transport refund 2 - Reimbursement of travel costs to people with disabilities 3 - Creation of a working group with the aim to develop initiatives to contrast all forms of discrimination against LGBTQI+ people</p>	<p>1 - Number of grants 2 - Number of beneficiaries 3 - Number and type of interventions carried out</p>	<p><b>Institutional Responsibilities:</b> - General Director - CUG</p> <p><b>Operating Responsibilities:</b> - CUG - EDO</p>
3 - Promoting policies and interventions for the work-life balance	<p>1 - Grants for all the families of the University of Pisa to enroll their children in qualified schools and kindergarten during the summer period 2 - Agreements with qualified schools and after-school programs to improve the work-life balance</p>	<p>1 - Number of grants 2 - Number of beneficiaries</p> <p>1 - Number of agreements 2 - Number of beneficiaries</p>	<p><b>Institutional Responsibilities:</b> - General Director - CUG</p> <p><b>Operating Responsibilities:</b> - CUG - EDO</p>

**EXPECTED RESULT:** Policies, measures and strategies to support the work-life balance for all the university community.  
**CONNECTION WITH THE UNIVERSITY STRATEGIC PLAN 2023-2028:** Objective 13, Action 4

## 2 - GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

OBJECTIVES	ACTIONS	INDICATORS	RESPONSIBILITY
1 - Promote structural change through information activities	<p>1 - Elaboration of guidelines, toolkits and other informational materials to promote gender equality in the decision-making positions</p> <p>2 - Dissemination of the results of the Gender Budgeting, available in open access, on the CUG's website</p> <p><b>EXPECTED RESULT:</b> Awareness-raising activities on the issues related to horizontal and vertical segregation.</p> <p><b>CONNECTION WITH THE UNIVERSITY STRATEGIC PLAN 2023-2028:</b> Objective 12, Action 5</p>	<p>1 - Number and type of informational materials realized and meetings</p> <p>1 - Publication of the Gender Budgeting</p> <p>2 - Presentation of the Gender Budgeting's results to the Board of Directors and the Academic Senate of the University of Pisa</p>	<p><b>Institutional Responsibilities:</b></p> <ul style="list-style-type: none"><li>- Governing Bodies</li><li>- Rector's Delegates</li><li>- CUG</li></ul> <p><b>Operating Responsibilities:</b></p> <ul style="list-style-type: none"><li>- CUG's Delegates</li><li>- Delegate for "Gender Studies and Equal Opportunities"</li><li>- EDO</li></ul>
2 - Promote the gender equality culture	<p>1 - Realization of initiatives with the aim to give greater visibility to the CUG's culture and social contribution</p> <p>2 - Strengthening the sense of belonging in the University</p> <p><b>EXPECTED RESULT:</b> Diffusion of the culture of the valorization of differences and for the equal opportunities.</p> <p><b>CONNECTION WITH THE UNIVERSITY STRATEGIC PLAN 2023-2028:</b> Objective 13, Actions 2 and 5</p>	<p>1 - Number and type of initiatives implemented</p>	<p><b>Institutional Responsibilities:</b></p> <ul style="list-style-type: none"><li>- General Director</li><li>- Delegate for "Gender Studies and Equal Opportunities"</li><li>- CUG</li></ul> <p><b>Operating Responsibilities:</b></p> <ul style="list-style-type: none"><li>- CUG's Delegates</li><li>- EDO</li></ul>

### 3 - GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION

OBJECTIVES	ACTIONS	INDICATORS	RESPONSIBILITY
1 - Monitoring university careers through the Gender Budgeting	<p>1 - Elaboration and publication of the Gender Budgeting</p> <p>2 - Dissemination of the Gender Budgeting's results</p>	<p>1 - Publication of Gender Budgeting in the "Gender Policies" section on the University of Pisa and CUG's websites</p> <p>2 - Presentation of the Gender Budgeting's results to the Board of Directors and the Academic Senate of the University of Pisa</p>	<p>Institutional Responsibilities:</p> <ul style="list-style-type: none"><li>- Governing Bodies</li><li>- Rector's Delegates</li><li>- CUG</li></ul> <p>Operating Responsibilities:</p> <ul style="list-style-type: none"><li>- Delegate for "Gender Studies and Equal Opportunities"</li><li>- EDO</li></ul>
2 - Enhancement of the human capital and the organization	<p>1 - Providing training initiatives to enhance the human capital of the university</p> <p>2 - Involvement of the university community in the CUG's activities</p> <p>3 - Support and counseling services provided by the Confidential Counsellor of the University of Pisa</p>	<p>1 - Number and type of initiatives implemented</p> <p>2 - Number and type of informational materials produced</p> <p>3 - Number and type of activities carried out by the Confidential Counsellor of the University of Pisa</p>	<p>Institutional Responsibilities:</p> <ul style="list-style-type: none"><li>- General Director</li><li>- Delegate for "Gender Studies and Equal Opportunities"</li><li>- CUG</li></ul> <p>Operating Responsibilities:</p> <ul style="list-style-type: none"><li>- CUG's Delegates</li><li>- EDO</li><li>- Confidential Counsellor of the University of Pisa</li></ul>

# 4 - INTEGRATION OF THE GENDER DIMENSION IN RESEARCH AND IN TEACHING PROGRAMS

OBJECTIVES	ACTIONS	INDICATORS	RESPONSIBILITY
1 - Creation of a University Center of Gender Studies	<ul style="list-style-type: none"> <li>1 - Procedures for the creation of the Center of Gender Studies</li> <li>2 - Development of the related Regulation</li> </ul>	<ul style="list-style-type: none"> <li>1 - Human resources</li> <li>2 - Financial resources</li> <li>3 - Logistics assets</li> </ul>	<p>Institutional Responsibilities:</p> <ul style="list-style-type: none"> <li>- Governing Bodies</li> <li>- Rector's Delegates</li> </ul> <p>Operating Responsibilities:</p> <ul style="list-style-type: none"> <li>- General directorate</li> <li>- Legal Directorate</li> </ul>
<p><b>EXPECTED RESULT:</b> Diffusion and enhancement of gender studies with an interdisciplinary approach.</p> <p>CONNECTION WITH THE UNIVERSITY STRATEGIC PLAN 2023-2028: Objective 5, Action 6</p>			
2 - Promote gender perspective in scientific research	<ul style="list-style-type: none"> <li>1 - Cross-cutting course offered to all university degree programs: "Gender Studies and Interdisciplinary Perspectives"</li> <li>2 - Coordination board of the University courses on gender studies</li> <li>3 - Publications in the CUG's scientific book series "Gender, Subjectivity, Rights" published by Pisa University Press</li> <li>4 - Empowerment of the academic programs on gender studies</li> </ul>	<ul style="list-style-type: none"> <li>1 - Number of lessons and participants of the cross-cutting course</li> <li>2 - Number of meetings of the Coordination board</li> <li>3 - Number and type of publications</li> <li>4 – Number of advanced training courses</li> </ul>	<p>Institutional Responsibilities:</p> <ul style="list-style-type: none"> <li>- Delegate for "Gender Studies and Equal Opportunities"</li> <li>- CUG</li> <li>- Departments of the University of Pisa</li> </ul> <p>Operating Responsibilities:</p> <ul style="list-style-type: none"> <li>- Administrative office of the activated courses</li> <li>- Professors</li> <li>- CUG</li> <li>- EDO</li> </ul>
<p><b>EXPECTED RESULT:</b> Improvement of the performance of the organization.</p> <p>CONNECTION WITH THE UNIVERSITY STRATEGIC PLAN 2023-2028: Objective 11, Action 4</p>			

# 5 - COUNTERING GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

OBJECTIVES	ACTIONS	INDICATORS	RESPONSIBILITY
<p>1 - Monitoring activities carried out by the free anti-violence center to identify and manage discrimination and gender-based violence cases</p> <p>2 - Follow up of cultural activities as defined by the Article 5 of the Agreement 88/2022, Prot. 36071 of March 15, 2022</p>	<p>1 - Collection and data analysis related to the activities carried out by the free anti-violence center managed by the operators of the Casa della Donna of Pisa</p> <p>2 - Monitoring the help-desk services, activities and initiatives' effectiveness</p> <p>1 - Organization of an event for the International Day for the Elimination of Violence Against Women</p> <p>2 - Organization of an event for the International Day Against Homophobia, Biphobia and Transphobia</p> <p>3 - Organization of the film festival "Another Kind of Cinema"</p>	<p>1 - Biannual report realized by the free anti-violence center on the activities carried out and prepared by the operators of the Casa della Donna of Pisa</p> <p>2 - CUG's evaluation of activities performed by the free anti-violence center</p> <p>1 and 2 - Type of events organized</p> <p>3 - Film festival and related communication materials</p>	<p>Institutional Responsibilities:</p> <ul style="list-style-type: none"> <li>- CUG UNIPI</li> <li>- CUG SNS</li> <li>- CUG SSSA</li> <li>- Delegate for "Gender Studies and Equal Opportunities"</li> </ul> <p>Operating Responsibilities:</p> <ul style="list-style-type: none"> <li>- Free anti-violence center/Casa della Donna of Pisa</li> <li>- EDO</li> <li>- Communication Office</li> <li>- CIDIC</li> <li>- Responsible offices of SNS and SSSA</li> <li>- Cinema Arsenale of Pisa</li> </ul>

EXPECTED RESULT: Promotion of culture against violence and all forms of discrimination and for human rights.  
 CONNECTION WITH THE UNIVERSITY STRATEGIC PLAN 2023-2028: Objective 13, Actions 3 and 5

## 5 - COUNTERING GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

OBJECTIVES	ACTIONS	INDICATORS	RESPONSIBILITY
1 - Diffusion of the activities and initiatives carried out by the free anti-violence center of the University of Pisa	1 - Update of the Free anti-violence center's website 2 - Empowerment of the system of relations and circulation of information between the three CUGs involved	1 - Free anti-violence center's website 2 - Communication materials produced 3 - Number of meetings between the three CUGs involved	Institutional Responsibilities: - CUG UNIPI - CUG SNS - CUG SSSA - Delegate for "Gender Studies and Equal Opportunities"  Operating Responsibilities: - Free anti-violence center/Casa della Donna of Pisa - EDO - Communication Office - CIDIC - Responsible offices of SNS and SSSA - Cinema Arsenale of Pisa
<p>EXPECTED RESULT: Empowerment of the communication activities for a better dissemination of all the initiatives.</p> <p>CONNECTION WITH THE UNIVERSITY STRATEGIC PLAN 2023-2028: Objective 13, Action 3</p>			
<p>ALL THE STRATEGIC AREAS HAVE:</p> <ul style="list-style-type: none"><li>• DIRECT TARGET: University community</li><li>• INDIRECT TARGET: Society</li><li>• PUBLIC VALUE: Improving the gender equality levels in the University context creating an organizational environment characterized by well-being. Disseminating, in society, a culture of respect of the human rights and valorization of differences</li></ul>			



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