

2022-2025

GENDER EQUALITY PLAN

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1. Introduction

EURICSE's commitment to gender equality is embedded in its nature, in its values and in its mission. As a research institute focusing on the social economy, EURICSE is naturally concerned with issues related to social justice, equality, and inclusion, which are at the heart of the mission of so many social economy organizations. Working to achieve a more equitable and inclusive society necessarily includes reducing gender inequality and combating stereotypes.

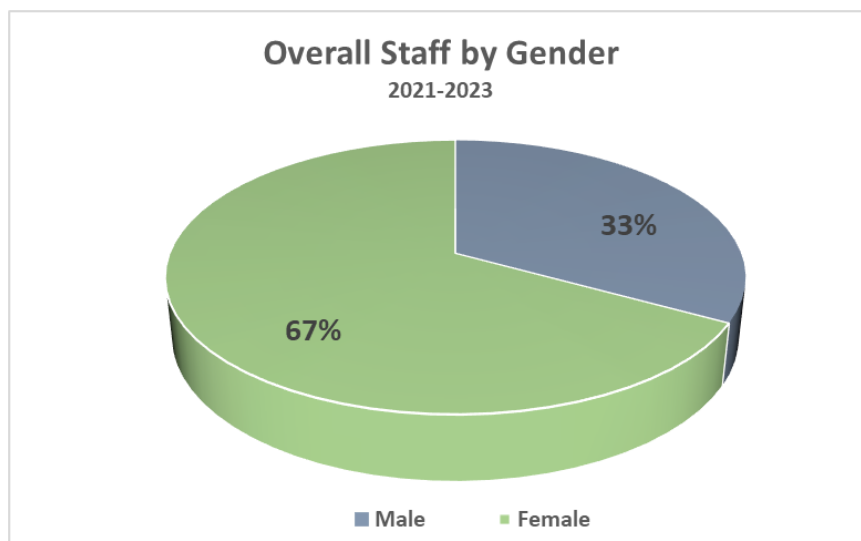
As an organization particularly focused on "fostering the growth and involvement of young researchers" (EURICSE's statute, article 1), EURICSE is concerned with providing professional development opportunities for people interested in pursuing a career in the study of the social economy regardless of nationality, race, gender, or sexual orientation.

As a knowledge-intensive organization whose success is based on the quality of its human resources, the well-being of the people who work in EURICSE and their ability to reach their full potential is a strategic imperative of the Institute. Gender equality within the organization is essential to this objective, removing the obstacles to professional growth that come from stereotypes, biases and unfair processes.

The Gender Equality Plan presented in this document has two main objectives: to present the current state of the organization in terms of gender equality, and to set out a strategy to further improve it over the next three years, identifying a clear set of goals and appropriate actions.

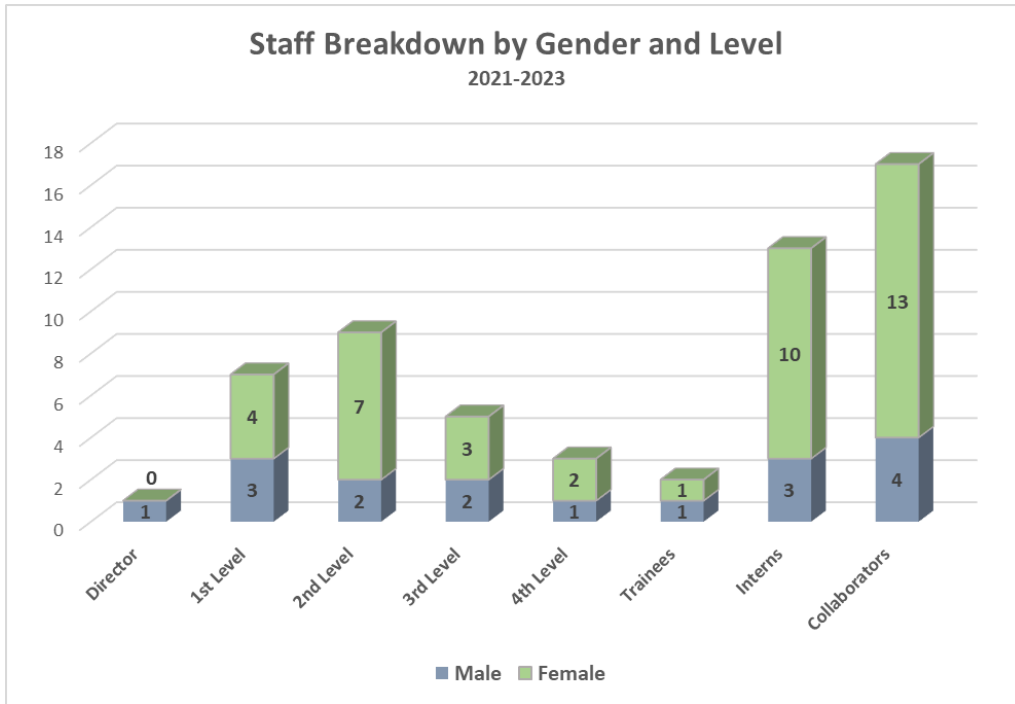
2. Organization description

EURICSE currently has 23 employees, and for all of them the Institute adopts the national employment contract for the service sector. Seniority, autonomy and responsibility levels vary based on the role within the organization and are reflected in the contract level for each employee: the Director is at the managerial level, senior researchers and senior experts are at the first level, experienced researchers, project managers, senior admin staff are at the second level, junior researchers and junior project managers are at the third level, and assistant researchers, project assistants and junior admin staff are at the fourth level. Currently, 35% of EURICSE's employees are male, 65% female. Out of 23 employees, 7 have elected to be part-time. All part-time employees are female. In addition to employees, EURICSE also hires collaborators to work on specific projects, primarily as researchers or research assistants, as well as interns.

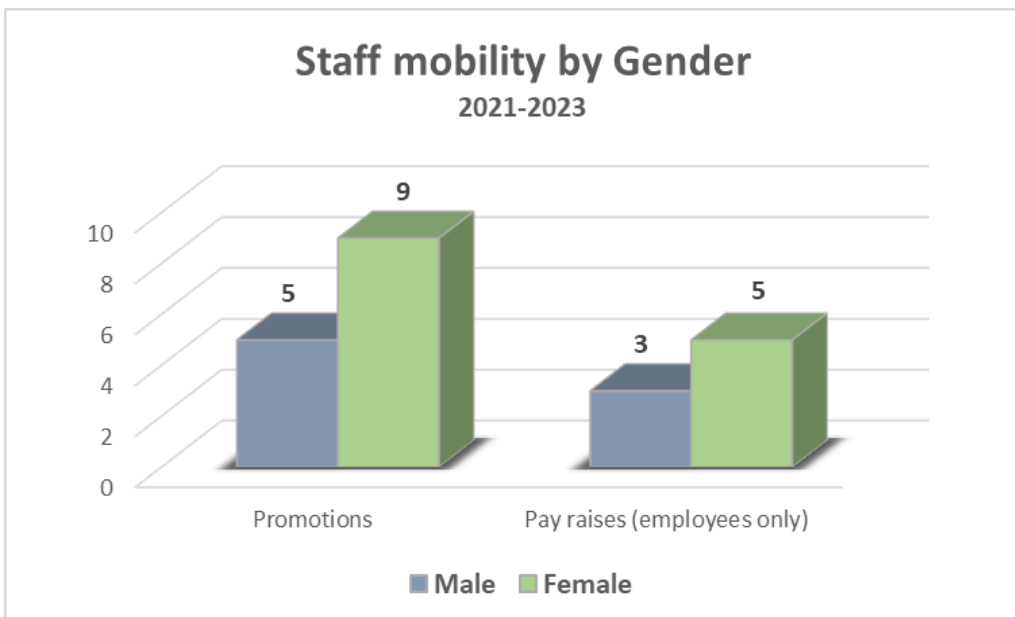


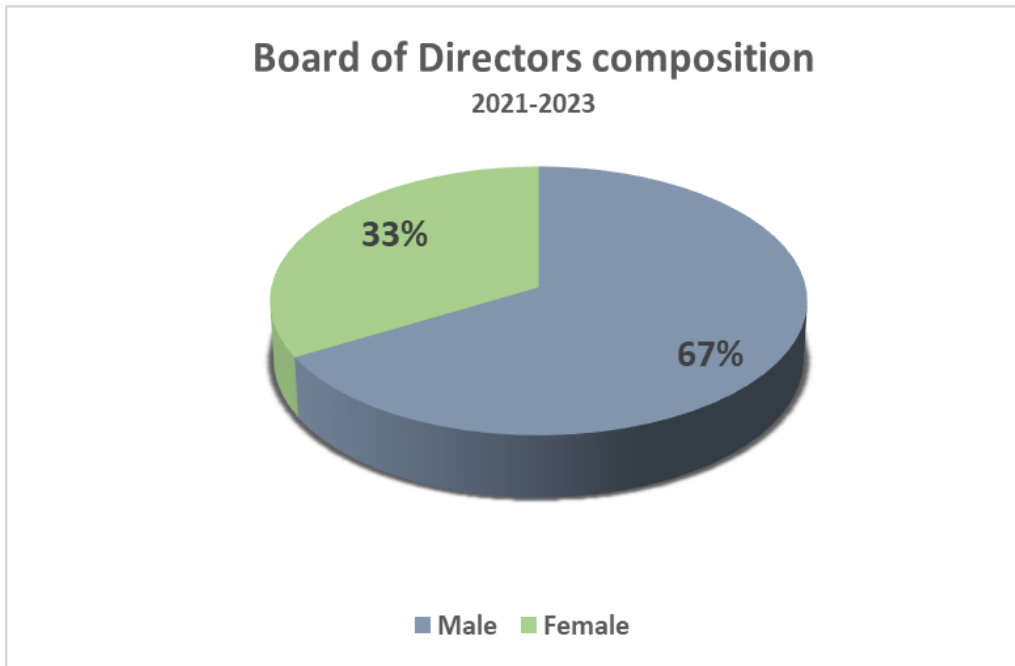
Over the past three years, across these different categories, EURICSE has employed 46 people: 15 males and 31 females. Gender has never been a factor in personnel selection and hiring policies.

Among employees, women are present in all roles within the organization, with the exception of the Director position, which is currently held by a man.



Career advancements, as measured in terms of promotions (i.e. change of level or type of contract, e.g. from collaborator to employee) and pay raises (i.e. increase in pay but not in level), are also fairly equally distributed across genders. The percentage of promotions that involved female employees over the past three years (65%) is virtually the same as the overall percentage of women in the organization (67%), and the percentage of pay raises that have been awarded to women is only slightly lower (62%).





The main difference in gender composition concerns the organization’s leadership and Board of Directors. EURICSE has had two Presidents and both have been male. The Secretary General, who is also a member of the Board of Directors, is also male. Of the 12 Board members that have served on Euricse’s Board of Directors between 2021 and 2023, 8 have been men and 4 have been women. It should be noted, though, that EURICSE is a Foundation and the decisions regarding the appointment of Presidents and Board members are not up to the Institute but to its five Founding Members (see EURICSE’s Statute for details).

Work-life balance has always been an important factor in personnel policies and decisions. Requests to reduce the hours from full-time to part-time have always been accommodated and suitable schedules agreed upon with all the employees who have requested it. Moreover, from the onset EURICSE has adopted a flexible system in computing working hours which enables individual employees to tailor their work days to the needs not only of the projects on which they are working but also of their personal lives, provided that they work the total number of hours indicated by their contract over the course of the month. The allocation of vacation days is also left to the discretion of individual employees, without any mandated time off or predetermined office closures.

In addition, all employees can work remotely if they so choose for up to 40% of their monthly working hours. The allocation of remote working days is also left up to individual employees, in coordination with their teams or working groups.

Special attention has been devoted to parental leaves of absence, ensuring that child rearing is compatible with workload management. The possibility of long absences from work due to maternity leave was never a factor in hiring or promotion decisions. On the contrary, the organization has tried to accommodate the needs of its employees during and after pregnancies. For instance, women returning from maternity leave have been awarded increased remote working hours so that they could spend more time working from home if they so choose. Also, parental leave substitutions are always managed as a strictly temporary arrangement, ensuring that employees on parental leave could resume their activities and role within the organization upon their return.

3. Gender equality plan preparation and process

This Gender Equality Plan is the first one for EURICSE and it affords the opportunity to make explicit and consolidate EURICSE’s approach to gender equality, building on what has been done to date in order to further improve equality over the next few years. The Plan stems from the work of a team composed of Euricse’s Director, Riccardo Bodini, as well as Barbara Franchini (Project Manager), Silvia Gadotti (Communications Officer) and Maria Muriglio (Project Assistant) and is signed by the Institute’s top management: President Mario Diani and Director Riccardo Bodini. The Plan will be made publicly available via EURICSE’s website and its implementation will be monitored through periodical data collection, including on gender disaggregated data on personnel and other relevant indicators. The implementation of the plan will be overseen by an especially appointed Gender Equality Working Group composed of four employees with different roles within the organization: Director Riccardo Bodini, Senior Researcher Chiara Carini, Project Manager Barbara Franchini and Communications Officer Silvia Gadotti.

The Plan encompasses four Strategic Areas, further detailed below: work-life balance and organizational culture; gender balance in management, recruitment and career progression; integrating gender into research and events; and combating gender bias and harassment. For each strategic area the Plan lays out specific objectives, how those objectives will be achieved and measured, who is the target for those actions, and who, within the organization, will be responsible for their implementation.

4. Strategic areas

4.1 Work-life balance and organisational culture

Objective	Measure	Target	Responsible
The staff and the general public are aware of the GEP and related measures	Publish the GEP and promote its visibility on EURICSE’s website	EURICSE stakeholders and general public	Communication officer
	Organize at least one seminar per year to share the GEP and related activities and collect feedback	Staff (i.e. employees, collaborators, interns) and visiting researchers	Gender equality working group
The possibility to obtain the “Family Audit” certification is assessed	Organize a meeting with the competent service of the autonomous province of Trento to get more information on the “Family Audit” certification and the process to be undertaken to obtain it	Staff	Director & Gender equality working group
Inclusive and gender-sensitive language is adopted in all official communications, institutional documents and publications of the institute	Organize a training session with an expert in inclusive and gender-sensitive language	Staff	President & Gender equality working group
	Define and adopt guidelines for a more inclusive and gender-sensitive language in all communications and documents of the institute	Staff and general public	President & Gender equality working group with the collaboration of the expert
	Revise the language on the website and institutional documents	Staff and general public	Director & Communication officer

4.2 Gender balance in management, recruitment and career progression





Objective	Measure	Target	Responsible
Equal opportunities in access to job positions are ensured	Ensure a balanced gender composition in the committees for the selection of staff	Candidates interested in job/internship positions	Director
	Ensure that the absence of discrimination is made explicit in the vacancies	Candidates interested in job/internship positions	Director & Communication officer
	Draft guidelines for a fair and inclusive selection process	Candidates interested in job/internship positions	Gender equality working group
Equal opportunities in career advancement are ensured	Define a shared evaluation method for career advancement so as to eliminate any gender imbalance	Staff	Director & Board of Directors
	Re-evaluate the career levels of all employees on the basis of the defined progression criteria	Staff	Director & Board of Directors
Gender balance in the governing bodies is improved	Promote a gender balanced composition of the governing bodies	EURICSE founding members	President & Director

4.3 Integrating gender into research and events

Objective	Measure	Target	Responsible
The gender dimension is integrated in research content	Implement research projects investigating gender-related issues within the scope of EURICSE's research agenda	Staff, stakeholders (e.g. founding and ordinary members, project partners, third sector organizations, public authorities) and general public	Research staff
	Disaggregate research data by sex/gender when relevant	Staff, stakeholders (e.g. founding and ordinary members, project partners, third sector organizations, public authorities) and general public	Scientific supervisor of the research project
	Consider all genders for languages and image in research material produced	Staff, stakeholders, general public	Scientific supervisor of the research project
Gender balance is sought in events/panels/sessions organized by EURICSE	Promote gender balance in panels and programs of scientific and public engagement events	Staff, stakeholders, general public	Scientific supervisor of the activity/Communication officer (depending on the type of event)

4.4 Combating gender bias and harassment

Objective	Measure	Target	Responsible
Staff is informed about different forms of unconscious stereotypes and bias	Training days and initiatives to counter stereotypes and prejudices	Staff and visiting researchers	Gender equality working group
A safe and reliable channel to be used in case of sexual harassment and gender-based violence is provided to staff	Provide staff with a means of communication to safely report any incidents of discrimination or gender-based harassment	Staff and visiting researchers	Gender equality working group
Gender-based discrimination is integrated into the EURICSE ethic code	Update the EURICSE ethic code by including specific reference to gender-based discrimination	Staff and visiting researchers	President & Director
Awareness of sexual harassment and gender-based violence is raised amongst EURICSE stakeholders and general public	Publication on the EURICSE GEP web page of the Italian anti-violence and stalking call center (1522) and links to relevant information materials	Staff, stakeholders, general public	Communication officer

Organisation name	EURICSE (European Research Institute on Cooperatives and Social Enterprises)
President	Mario Diani
Director	Riccardo Bodini
Board of Directors	Silvio Mucchi, Francesca Benini, Paola Iamiceli, Italo Monfredini, Valentina Perrotta, Disma Pizzini, Gianluca Salvatori
Auditor	Paolo Carolli
Gender Equality Working Group	Riccardo Bodini Barbara Franchini Chiara Carini Silvia Gadotti
Number of employees (employees and in-house consultants)	23
Place and date	Trento (Italy), 28 July 2023
Signature and stamp President Mario Diani	 <p>  EURICSE European Research Institute on Cooperative and Social Enterprises University of Trento Via Torre Verde,7 - 38122 TRENTO Tel. +39 0461 262289 - WEB WWW.EURICSE.EU Part.Iva: 02111260226 Cod.Fisc.: 96080180225 </p>
Signature and stamp Director Riccardo Bodini	 <p>  EURICSE European Research Institute on Cooperative and Social Enterprises University of Trento Via Torre Verde,7 - 38122 TRENTO Tel. +39 0461 262289 - WEB WWW.EURICSE.EU Part.Iva: 02111260226 Cod.Fisc.: 96080180225 </p>