

GARR
GENDER EQUALITY PLAN
2023–2025

INDEX

1	INTRODUCTION	3
1.1	CONSORTIUM GARR	3
1.2	ORGANISATION AND WORKFORCE	3
1.3	GENDER EQUALITY PLAN (GEP)	9
1.4	GARR GENDER EQUALITY PLAN 2023-2025	9
2	AREAS, OBJECTIVES, ACTIONS	11
2.1	AREA 1: WORK-LIFE BALANCE, ORGANISATION CULTURE AND STEREOTYPES COUNTERING	11
	OBJECTIVE 1.1: Promoting work-life balance	
	OBJECTIVE 1.2: Promoting an inclusive organisation culture	
2.2	AREA 2: GENDER BALANCE IN LEADERSHIP POSITIONS AND GOVERNING BODIES	12
	OBJECTIVE 2.1: Mapping gender imbalances in leadership positions and governing bodies	
	OBJECTIVE 2.2: Promote measures to support gender balance in top positions and governing bodies	
2.3	AREA 3: GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSIONS	13
	OBJECTIVE 3.1: Promote gender balance in the recruitment phase	
	OBJECTIVE 3.2: Support the balance between work and parenting in career progressions	
2.4	AREA 4: INTEGRATION OF THE GENDER DIMENSION IN RESEARCH	14
	OBJECTIVE 4.1: Enhance STEM professions from a gender equality perspective	
2.5	AREA 5: FIGHTING GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT	14
	OBJECTIVE 5.1: Promote awareness actions against gender-based violence online	
	OBJECTIVE 5.2: Support awareness campaigns against gender-based violence	

1. INTRODUCTION

1.1 CONSORTIUM GARR

Consortium GARR (hereafter GARR) is the non-profit association that designs and operates the GARR network, the ultra-broadband network dedicated to the Italian research and education community.

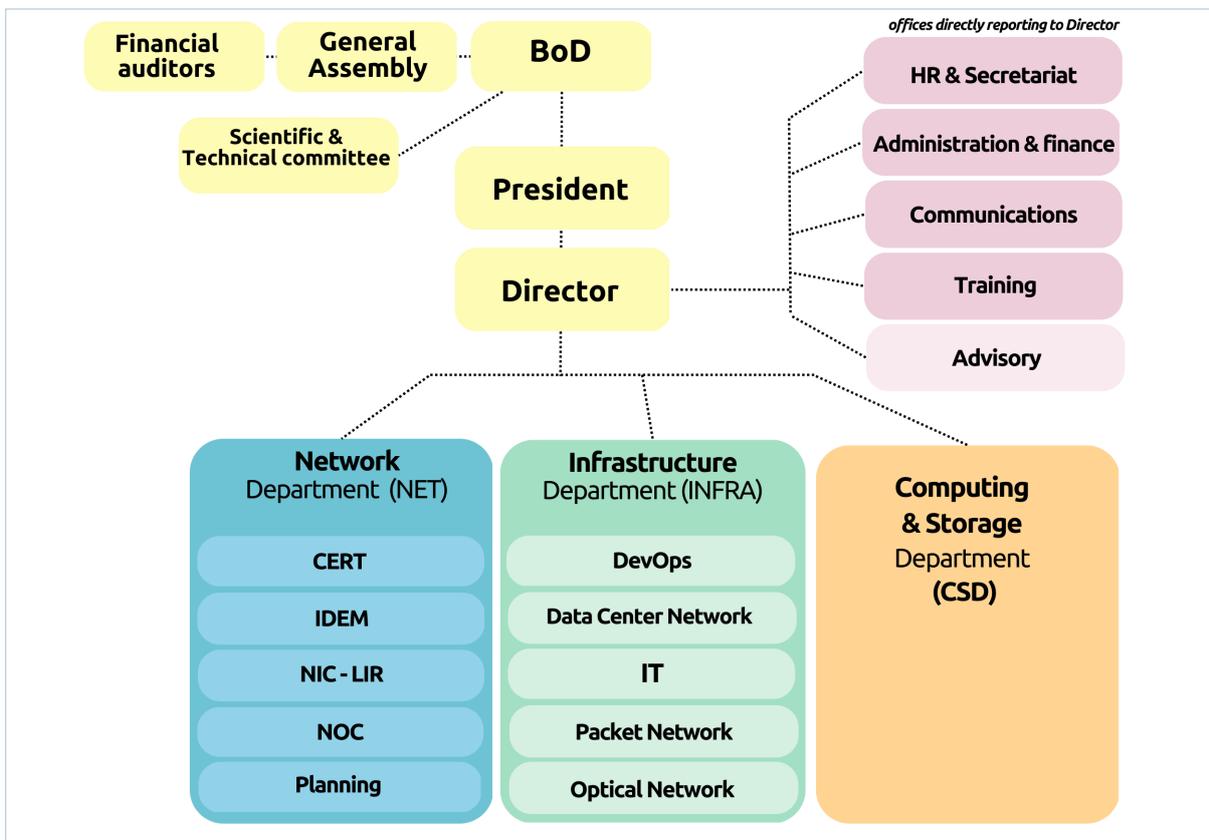
GARR focuses on providing high-performance connectivity and developing innovative services for the daily activity of researchers, professors and students, and to support their participation in international collaborations. The GARR network is a fibre-optic infrastructure based on cutting-edge technology, boasting 20,000 km between backbone and access links, and reaching approximately 4.5 million users in over 1,200 facilities all over the country, including laboratories, observatories, research institutions, universities, research hospitals, cultural institutes, libraries, museums and schools.

The GARR network is interconnected to the international research networks and to the worldwide Internet to allow researchers to collaborate regardless of their geographical location.

GARR has always been an integral part of GÉANT, the European research network, of which it is the owner together with the other European national networks.

1.2 ORGANISATION AND WORKFORCE

GARR organisation is represented in the following organisation chart:



As of 31/12/2022, GARR has 77 **employees**, between permanent (71, 5 of which part time) and temporary (6) positions.

Technical personnel accounts for 68% of the GARR staff, while the remnant 32% covers administrative, secretariat, training and communications roles.

The average age for GARR personnel is 38, with 25% aged between 25 and 40 and 47% between 41 and 50. Overall 73% of the employees has at least a university degree.

6 units of seconded personnel from GARR member organisations and 2 collaborators add to the 77 personnel units. Seconded personnel perform strategic functions and, by virtue of specific skills and experience, occupy top management and coordination positions in the GARR organisation.

Adding to this picture are the recipients of the 10 scholarships that GARR awarded every year to young graduates who want to develop projects in the field of digital infrastructures and their use in a multidisciplinary field. The 12-month scholarships (extensible for another 12-months) are intended for projects to be carried out at scientific, cultural, and academic bodies and institutions linked to the GARR network, or at the GARR office in Rome.

Analytical data

The data collected refer to 2012-2022 and involve GARR employees, seconded personnel, and scholarship awardees. The data were disaggregated by gender and analysed by cluster.

Plots relating to the most significant data for this document and the consequent definition of objectives and actions are below.

When it comes to the ICT sector, Italy's performance is closer to the EU average as regards the presence of women in the digital sector: female ICT specialists represent 16% of ICT specialists, against an EU average of 19% (data from Digital Economy and Society Index -DESI 2022). GARR is no exception in this regard with a predominant male presence in IT technical roles and a female prevalence in non-technical roles, a fact that has its roots in the well-known gap in the choice of career paths, with young women still less inclined to choose ICT- and, more generally STEM-related careers compared to their male colleagues.

Total staff

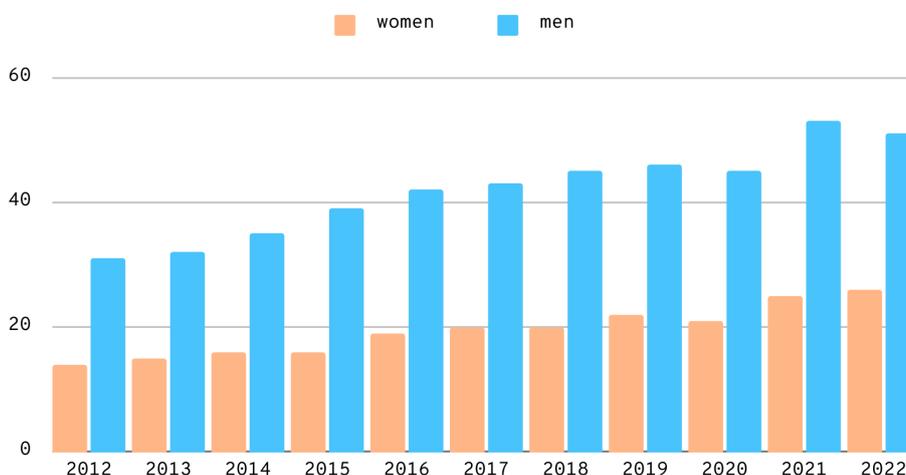
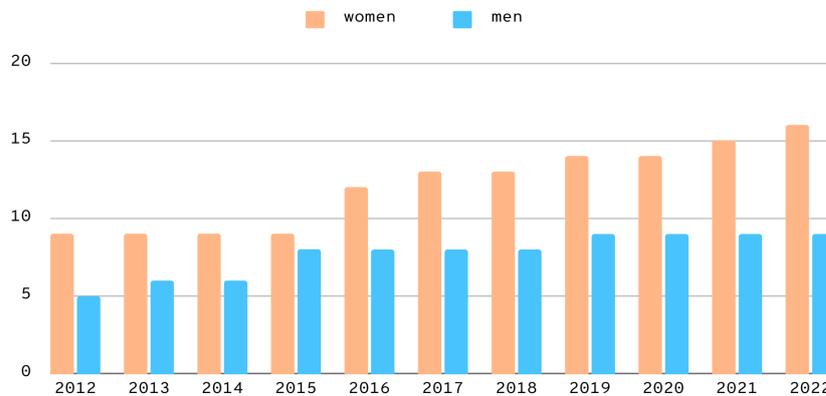


Figure 1 - Employees by gender

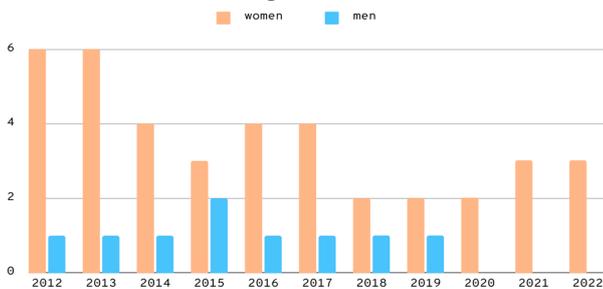
The graph shows the gender distribution of total employees, broken down by year, from 2012 to 2022. There is a progressive, albeit slight, growth in the presence of women.

The graphs below represent the gender distribution of total employees with a non-technical role, further analysed by age group. Throughout the time period under consideration, there has been a constant majority of female professionals in non-technical roles.

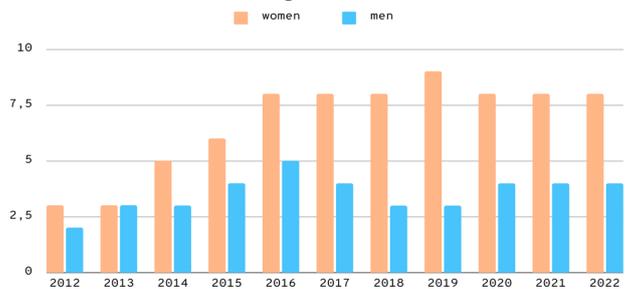
Total non-technical staff



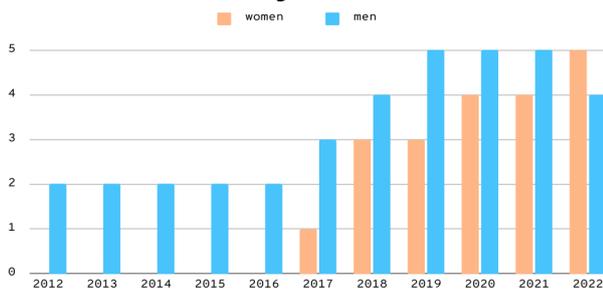
Non-technical staff age 31-40



Non-technical staff age 41-50



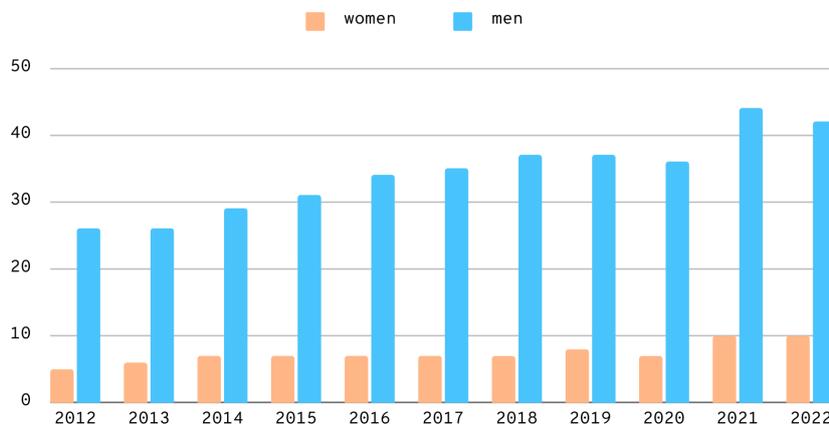
Non-technical staff age >50



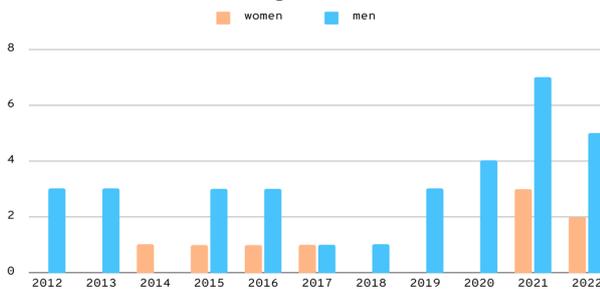
Figures 2-5 - Non-Technical staff by gender and age

The graphs below show the gender distribution of the total number of employees in technical roles, broken down further by age group. In line with the results of the World Economic Forum "Global Gender Gap Report 2022", there is an ongoing prevalence of male personnel in technical roles also within GARR.

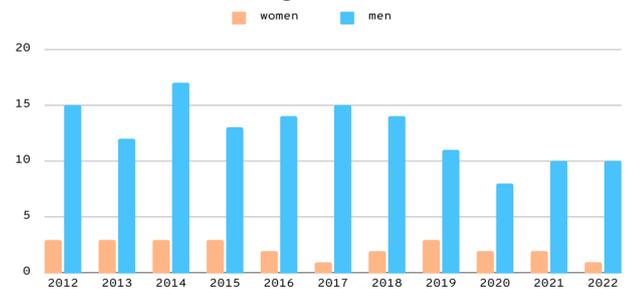
Total technical staff



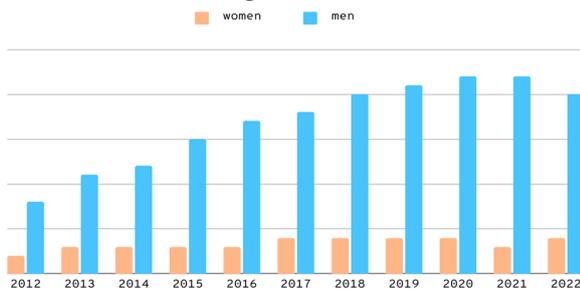
Technical staff age <30



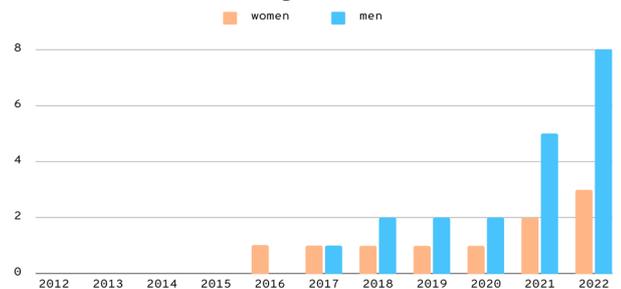
Technical staff age 31-40



Technical staff age 41-50



Technical staff age >50



Figures 6-10 - Technical personnel by gender and age

As a measure to support parenthood, GARR integrates up to 100% the salary for the first 30 days of parental leave, adding to the 30% allowance foreseen by the law.

The following analysis concerns the benefit described above.

The graph, therefore, represents the gender distribution of employees who have benefited from the parental leave out of the total number of those entitled to it.

	2012		2013		2014		2015		2016		2017		2018		2019		2020		2021		2022	
	w	m	w	m	w	m	w	m	w	m	w	m	w	m	w	m	w	m	w	m	w	m
Used	2	7	4	5	2	7	2	9	0	9	3	6	0	10	0	7	0	6	0	4	0	1
Not used	1	2	0	3	0	5	0	3	0	3	0	7	0	5	0	6	0	5	0	5	0	15

Parental leave usage Vs entitlement to the benefit by gender

A different trend can be observed in the use of this measure, with mothers tending to take continuous parental leave during the period of compulsory maternity leave, and fathers tending to use it in fractions.

Moreover, the figure for 2022 is affected by the introduction of Legislative Decree D.Lgs. 105/2022: **Decreto Equilibrio Vita Familiare-Lavorativa** (i.e. Family-Work Life Balance Decree), which recognizes the possibility of taking parental leave up to the child's 12 years of life instead of the 6 years foreseen by the previous laws, broadening in effect the base of those entitled.

Parental leave

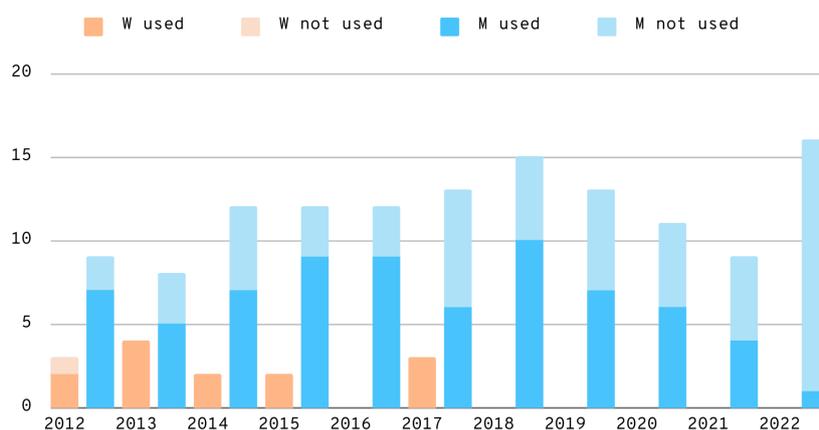


Figure 11 - Gender distribution in the use of parental leave

The graph shows the gender distribution of the total personnel assigned by the partner institutions, divided by year, over the period 2012-2022. The distribution of the personnel assigned by the shareholder bodies remained substantially unchanged in the analysed period, with a prevalence of male personnel units.

Seconded personnel



Figure 12 - Seconded personnel by gender

The graph represents the gender distribution of the total recipients of GARR scholarships, divided by year, over the period 2012-2022. In the decade being analysed, a variable trend can be observed in the presence of women among the recipients of scholarship.

Scholarships

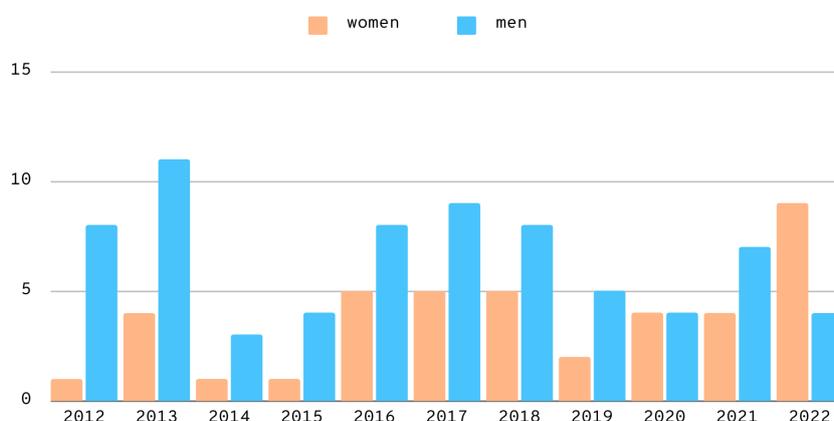


Figure 13 - Scholarships holders by gender

1.3 GENDER EQUALITY PLAN (GEP)

The European Commission, in line with the EU Gender Equality Strategy 2020-2025, has established that public institutions wishing to access funding from the Horizon Europe programme, the European Union Framework Program for research and innovation for the period 2021-2027, must adopt a Gender Equality Plan (GEP).

In parallel and in analogy with Horizon Europe, the Italy's recovery and resilience plan (PNRR) also conditions access to funding for all public and private organisations on the adoption of a GEP.

The GEP represents a strategic, operational and specific tool that allows organisations to define the legal, organisational, economic and social framework and the operational conditions for implementing gender equality in practice.

It includes a set of actions, integrated into a single strategic vision, aimed at:

- identify gender biases and inequalities;
- implement strategies to correct said distortions and inequalities;
- define the objectives and monitor their achievement through appropriate indicators.

The GEP must, in addition, comply with 4 main requirements:

- be a public document signed by the top management of the organisation and published on the institutional website;
- have dedicated resources for its implementation;
- include a system for collecting data disaggregated by gender, used for the purposes of the Plan and monitored annually;
- Include training sessions and other awareness-raising actions on gender equality issues.

When drafting a GEP, it is recommended to consider 5 thematic areas:

- Work/life balance and organisational culture
- Gender balance in top positions and decision-making bodies of the organisation
- Gender equality in the processes of recruiting new resources and in career progression.
- Inclusion of the gender issue within research programmes
- Countering gender-based violence, including sexual harassment

1.4 GARR GENDER EQUALITY PLAN 2023-2025

With the adoption of the Gender Equality Plan 2023-2025, GARR intends to reaffirm its daily commitment to respect and value all differences, primarily those of gender, and to promote an organisational culture free from prejudices in line with its values: inclusiveness, fairness, transparency.

GARR GEP 2023-2025 intends to define a strategy aiming at strengthening gender equality through a set of concrete and coherent actions.

Actions envisaged in the plan aim on the one hand to give continuity to policies already undertaken, and on the other to include new elements with the aim of breaking down the obstacles towards gender equality.

For the drafting of this Plan, a specific working group called the GEP Team was set up, chaired by GARR Director, Dr. Claudia Battista, and including 8 internal staff members with different experiences and knowledge.

Composition of GARR GEP Team

Bertazzon	Elis	Communications
Corleto	Andrea	Training
Lampis	Simona	HR & Secretariat
Landi	Patrizia	HR & Secretariat, Head
Pezzetta	Ilaria	HR & Secretariat
Santesarti	Cristina	HR & Secretariat
Santi	Claudia	Administration & Finance, Head
Tanlongo	Federica	Communications, Head

Thanks to the strong multidisciplinary component of this working group, it was possible to carry out an open and detailed discussion of the strategic objectives and individual actions.

The drafting process of the GEP 2023-2025 was divided into several phases:

- collection of data relating to GARR personnel, disaggregated by gender;
- quantitative and qualitative data analysis;
- identification of specific objectives for each area of intervention;
- definition of concrete actions, recipients and implementation times;
- definition of indicators for monitoring the implementation of the Plan.

On an annual basis, the GEP Team will monitor the results, on the basis of which objectives can be modified or redefined at need, and the actions reconsidered.

A final report of the GEP 2023-2025 will be drawn up which will lay the foundations for the subsequent three-year plan 2026-2028.

The final version of the GEP 2023-2025 was submitted to GARR BoD, which approved the current version of the document in the meeting held on April 28th 2023 with the resolution n. 19/2023.

2. AREAS, OBJECTIVES, ACTIONS

2.1 AREA 1: WORK-LIFE BALANCE, ORGANISATION CULTURE AND STEREOTYPES COUNTERING

OBJECTIVE 1.1: Promoting work-life balance

GARR has always prioritised organisational well-being, defined as an organisation's ability to enhance the physical, psychological, and social well-being of its employees.

Over the years, GARR has used tailored solutions (part-time, flexible hours, mobility for family reunification) in its HR management strategy in response to individual circumstances to facilitate its personnel's work-life balance.

In 2022 GARR integrated the work-related stress risk assessment (Legislative Decree 81/08) with an organisational climate survey (Utrecht Work Engagement Scale - UWES) and a survey on remote working, aimed at all staff, to detect useful inputs to improve the well-being based on the staff's perspective. The most significant statistics were divided by gender, age, department/office, location, and type of contract.

Based on the results, individual and team coaching courses were activated, to improve and implement professional development and with it organisational well-being.

In terms of work-life balance, GARR carried out an assessment of the potential implementation of a remote working model extended to all personnel, to replace the pre-pandemic emergency model, which was characterised by selective and occasional usage of remote work.

GARR intends to give continuity to the actions already undertaken and establish new initiatives for the benefit of the work-life balance.

Actions envisaged:

Action: adopt working models that promote the harmonization of private and working life, with the aim of encouraging gender balance in family and care activities.

Target: employees and seconded personnel

Specific objective: adoption of an annual hybrid on site/remote work plan extended to all employees with at least 6 months of seniority.

KPI: % of individual remote work agreements out of the total amount of entitled personnel

Timeline: 2023

Action: work climate assessment to supplement the results of the work-related stress risk analysis.

Target: employees and seconded personnel

Specific objective: administration of the UWES questionnaire (or similar) to all personnel

KPI: evaluation of the survey trends in comparison to those obtained in 2022

Timeline: 2025

OBJECTIVE 1.2: Promoting an inclusive organisation culture

GARR aims to foster an inclusive organisational culture which, through the awareness of the values of diversity and inclusion, values differences, primarily gender-based, and to ensure equal opportunities, especially in a sector characterised by a predominantly male presence such as the one in which GARR operates.

Actions envisaged:

Action: training/information actions raising awareness on inclusion and valuing diversity

Target: employees and seconded personnel

Specific objective: 1 training/awareness raising event of at least 2 hours

KPI: participation of at least 50% of the personnel

Timeline: 2023 - 2024

Action: training/information actions raising awareness on inclusion and valuing diversity

Target: GARR user community

Specific objective: 1 webinar

KPI: number of participants (at least 30)

Timeline: 2025

2.2 AREA 2: GENDER BALANCE IN LEADERSHIP POSITIONS AND GOVERNING BODIES

OBJECTIVE 2.1: Mapping gender imbalances in leadership positions and governing bodies

According to art. 17 of the GARR Statute, the association governing bodies are: the Assembly, the Board of Directors, the President, the Director, the Board of Statutory Auditors, the Technical-Scientific Committee.

GARR wishes to examine the gender composition of the numerically most relevant entities, namely the Board of Directors and the Technical-Scientific Committee, in order to map any gender discrepancies in top management positions and governing bodies. It is important to highlight, though, that women are represented in key positions such as in the role of Director and as part of the Board of Statutory Auditors (2 out of 3).

Actions envisaged:

Action: Collection of disaggregated data on the gender of top positions and in governing bodies and creation of a useful tool for gender statistics to support the verification of the effectiveness of the actions of this plan and any future interventions.

Target: top management and governing bodies

KPI: creation of a database on the composition of the Board of Directors and the Technical-Scientific Committee

Timeline: 2023

OBJECTIVE 2.2: Promote measures to support gender balance in top positions and governing bodies

According to art. 20 of the GARR Statute, the Board of Directors is made up of 7 members appointed by the Assembly upon designation of the promoter members, in the ratio of 3 for the CRUI Foundation, 1 for the CNR, 1 for ENEA, 1 for the INFN and 1 designated by the MUR.

According to art. 25 of the GARR Statute, the Technical-Scientific Committee is made up of no fewer than nine members and is appointed by the Board of Directors, which determines the number of members and appoints its President.

Considering the rules that govern the appointment of the members of the Board of Directors and of the Technical-Scientific Committee, GARR intends to promote a constant awareness-raising activity on gender balance for the benefit of the plurality of representation in the decision-making bodies.

Actions envisaged:

Action: awareness-raising activities on the issue of gender balance

Target: BoD members and CTS members

Specific objective: awareness-raising communications on the issue during meetings of the bodies and the renewal of appointments

KPI: 2 communications from the Director per governing body/year

Timeline: 2023 - 2024 - 2025

2.3 AREA 3: GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSIONS

OBJECTIVE 3.1: Promote gender balance in the recruitment phase

In the work environment, equality and non-discrimination are values that protect workers in the recruitment and selection processes and throughout their working lives. GARR promotes gender balance in the recruitment phases by paying particular attention to the textual and visual language of communication campaigns for personnel selection purposes.

Actions envisaged:

Action: recruitment campaigns with a view to gender equality

Target: candidates and followers

Specific objective: use of textual and visual language that respects gender equality

Indicator: text review with a view to gender neutrality and gender % in the images used in communication materials (50%) for each campaign

Timeline: 2023 - 2024 - 2025

OBJECTIVE 3.2: Support the balance between work and parenting in career progressions

Supporting the balance between professional life and parenthood is a continual concern in GARR's HR management policies. GARR has always consistently prioritised the needs of new parents by offering favourable conditions such as the use of part-time work contracts and flexible hours. As already mentioned, concerning parental leave, GARR adopts, as a measure to support parenthood, the integration of the first 30 days' salary up to 100%, complementing the allowance of 30% of the salary provided by the law. In light of the entry into force of Legislative Decree 105/2022: Family-Work Life Balance Decree that modifies the limits of use of parental leave in terms of improvement, GARR has carried out the collection of data on the use of the institute of those entitled, to verify the need to structure specific actions to promote their use.

Actions envisaged:

Action: promote the use of parental leave in the light of the introduction of the Balance Decree

Target: employees about to become parents

Specific objective: the creation of an information vademecum on legislation relating to parental leave

KPI: distribution of the handbook to 100% of those entitled

Timeline: 2023 - 2024 - 2025

Action: informative and organisational support program for people returning from maternity leave and/or from extended parental leave (minimum 3 consecutive weeks)

Target: employees who are entitled to it

Specific objective: identification of the tutor and activation of the programme

KPI: Activation of the program for 100% of eligible employees

Timeline: 2023 - 2024 - 2025

2.4 AREA 4: INTEGRATION OF THE GENDER DIMENSION IN RESEARCH

OBJECTIVE 4.1: Enhance STEM professions from a gender equality perspective

The gender gap in the STEM professions starts from training choices up to work choices. We therefore need more and more models that can inspire people to pursue a career in the STEM sector and active inclusion policies by the realities operating in these sectors.

GARR, already protagonist of the #GARRforSTEM campaign, created for the first time in 2018 following the MUR initiative dedicated to the "STEM month" and aimed at promoting actions to reduce the gender gap in technical-scientific disciplines. The campaign helped to inspire numerous similar initiatives subsequently launched by other European research networks on the theme "Women in STEM" and in particular the annual campaign "GÉANT women in STEM", in which GARR assiduously participates.

This kind of initiative intends not only to stimulate reflection within the GARR community on the scientific, social and economic value of gender representation in this area, but also to offer positive and successful role models to students and young researchers and professionals in the ICT sector.

Actions envisaged:

Action: participate in the European communication campaign Women in STEM organized by GÉANT

Target: GARR community

Specific objective: 1 social communication campaign/year

KPI: post views

Timeline: 2024 -2025

Action: carry out a campaign to promote female participation in professional training/research courses in the field of networks and digital infrastructures

Target: external community

Specific objective: 1 communication campaign

KPI: minimum 3 contributions dedicated to different testimonials (e.g. video, podcast, interview)

Timeline: 2024 – 2025

2.5 AREA 5: FIGHTING GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

OBJECTIVE 5.1: Promote awareness actions against gender-based violence online

Cyberviolence includes different forms of violence perpetrated by cyber means according to gender. In 2022, on the occasion of the International Day against Violence against Women, GARR joined the social campaign on cyberviolence promoted by EIGE, the European Institute for Gender Equality, with a communication aimed

precisely at this type of violence against women.

In consideration of the context in which it operates, GARR intends to continue in the process of promoting a culture aware of the various forms of digital violence, and of the ways to recognize and fight it.

Actions envisaged:

Action: training/information project in collaboration with anti-violence associations/centres on the various forms of cyberviolence.

Target: employees and the external community

Specific objective: 1 webinar/year

KPI: number of participants

Timeline: 2024 -2025

OBJECTIVE 5.2: Support awareness campaigns against gender-based violence

GARR considers the fight against gender-based violence a social responsibility of individuals and organisations. It, therefore, intends to support awareness-raising activities to raise awareness of the phenomenon to promote a culture based on respect and free from gender stereotypes.

Actions envisaged:

Action: Support at least one awareness project against gender-based violence

Target: employees and the external community

Specific objective and KPI: at least one project supported in the reference period.

Timeline: 2023

published in July 2023



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