



Working towards a better integration of the gender dimension: the Istituto Nazionale di Geofisica e Vulcanologia approach

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Abstract

Research institutions play a key role in the innovation process, producing knowledge, interacting with Universities, governmental bodies, private sector and other relevant stakeholders.

According to the World Economic Forum's Global Gender Gap Report 2020, gender equality will not be achieved for 99.5 years.

A Research Institution has an ethical duty in order to set an example for the social community in building a working environment where gender equality is a natural element of the organization. Furthermore, the promotion and integration of the gender dimension within a research institution represents an added value in terms of excellence, creativity and competitiveness. A specific management approach is needed in order to ensure an equal presence in research groups, offering opportunities for access to funds and research projects, adopting policies for the work life balance.

This document is aimed to present the overall measures and the planned actions developed within the National Institute of Geophysics and Volcanology for the promotion and integration of the gender dimension.

INGV, fully aware of the need to reach gender equity approves a Positive Action Plan which includes principles aimed at strengthening and enhancing female participation within geoscience community such the use of a respectful language, a diversified evaluation of the scientific production of female and male researchers in conjunction with maternity/paternity, a strong implementation of flexible work, a better organization of common working times.

Defining a joint strategy implies the mutual interaction of the overall key players among the organizational well-being, ensuring that physical, moral or social discrimination does not occur in the workplace.

Confidential Counsellor plays a crucial role in preventing, managing and solving discrimination, mobbing issues and harassment occurring in the workplaces. Research institutions play a key role in the innovation process, producing knowledge, interacting with Universities, governmental bodies, private sector and other relevant stakeholders.

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The actions designed and implemented by the National Institute of Geophysics and Volcanology can, for the most part, be summarized in the document approved by the Board of Directors entitled Three-Year Plan of Positive Actions. Just before the COVID emergency, the Plan for the three-year period 2020-2022 was approved. Therefore, the actions currently in force which, for the most part, can also be reconfirmed in the 2020-2022 Plan will be illustrated here.

Gender language

Encourage respect for the language of gender in the communication and administrative documents of the Body in order to guarantee equals opportunity.

Awareness, information and communication

Realization of initiatives (seminars, workshops) to inform and sensitize the staff on the issues of equality, equal opportunities and working well-being, hopefully extending them to all those who attend the institute in various capacities.

Reconciliation of life and work times

The reconciliation of family life times with working life times is one of the factors which most affects the career progression that they are often forced to resort to tools for reducing the work quantity with consequent reduction of treatment economic (e.g. part-time) to cope with particularly heavy family loads.

Implementation of flexible forms of work

teleworking, part-time, smart-working and co-working

Rationalization of work activity

The optimization of the productivity / working well-being ratio passes through the rationalization of time spent in the workplace.

Institute welfare

In view of the general insufficiency of welfare policies, understood as structural public resources to support families, the INGV wishes to support employees through agreements in favor of workers and their families regarding transport, health care, nursery, summer centers and winters that can accommodate minor children during the closing periods of schools, playrooms, gyms, sports centers, including universities, baby-sitting services and assistance for the disabled and people who are not self-sufficient.

