



ISTITUTO DI SOCIOLOGIA INTERNAZIONALE

INSTITUTE OF INTERNATIONAL SOCIOLOGY

GORIZIA

GENDER EQUALITY PLAN

2021-2023

Laboratory for the construction of peaceful social relations, through scientific research and training, since 1968.

APRIL 2021

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Introduction

The Institute of International Sociology of Gorizia is a non-profit cultural institution founded in 1968. ISIG work develops through research, planning, consultancy, training for local development, international cooperation and the promotion of peaceful coexistence.

ISIG's commitment is developed through several research activities, project design, consultancy, project implementation, trainings, conferences and seminar activities.

The Institute is rooted in a regional context (Friuli-Venezia Giulia region), but it operates within an international framework and is recognized as a center of excellence in several fields of research: the study of international relations and cross-border cooperation, ethnic and minority relations, peace and conflict resolution, society and social policies, the local economy and local development, democracy and civil society, the territory and environmental risk management, the future and forecasting techniques.

The Gender Equality Plan (GEP) is a tool recognised by the European Commission for research institutions and higher education institutions which aims to prevent and combat all types of discrimination and promote gender equality through a three-year set of actions. The actions were defined on the basis of a context analysis of the Institute conducted in collaboration with its employees and collaborators.

The GEP is a flexible tool, incorporating the monitoring and evaluation activities needed to adapt the foreseen actions over time. The monitoring and evaluation activities are based on the results actually achieved, the impact produced and the transformations fostered inside and outside the Institute. The monitoring and evaluation activities are carried out taking into account a set of indicators, both on the output of the individual measures and on the impact of the measures, defined within the Action Plan.

The aim of the GEP developed by ISIG is to integrate a set of actions aimed at achieving gender equality in different field of action of the Institute (i.e., research, facilitation, relationship with private and public actors and activities' end-users, as well as in the ordinary operating activities of the Institute). To this end, the GEP identifies actions targeting the Institute's staff, partners and end-users of the various research and design activities promoted or co-promoted by ISIG, as well as the general public. Among the actions envisaged, the training courses occupy a central position, being aimed at promoting positive values and disseminating good practices.

Ramona Velea is responsible for implementing the actions foreseen by the GEP, as well as for the monitoring and evaluation the results and the impacts.



Action Plan 2021-2023

Objectives	Actions	Work schedule			Output indicators	Impact indicators
		2021	2022	2023		
Work-life balance and organisational culture	Implementing IT tools for greater flexibility in teleworking.	X	X	X	<ul style="list-style-type: none"> - Number of teleworking working hours 	<ul style="list-style-type: none"> - Proportion of women and men leaving their jobs within one year from the birth of a child. - Proportion of women and men leaving work because of the incompatibility between family and working life.
	Availability of flexible forms of work with regard to working time and workplace	X	X	X	<ul style="list-style-type: none"> - Number of teleworking working hours - Proportion of women and men in part-time work 	<ul style="list-style-type: none"> - Ratio of women and men leaving their jobs within one year from the birth of a child. - Ratio of women and men leaving work because of the incompatibility between family and working life.
Gender balance in leadership and decision-making	Organisation of regular meetings on the state of the art of the GEP within the organisation	X	X		<ul style="list-style-type: none"> - Number of meetings actually organised 	<ul style="list-style-type: none"> - Has the organisation actively incorporated into its internal processes the indicators provided by GPE? Yes, no, partially. - If so, since when?
	Promotion of internal meetings and external seminars aimed at promoting the wide spreading of gender competences with the	X	X		<ul style="list-style-type: none"> - Number of meetings organised over a year 	<ul style="list-style-type: none"> - Number of documents the organisation produces by adopting gender-sensitive language - Are there any recommendations/guidelines? Yes, no?



	adoption of gender-sensitive language within the organisation								
Gender equality in recruitment and career progression	Promotion of gender balance within the institution's senior figures	X	X	X					<ul style="list-style-type: none"> - Decrease in the ratio of women and men at level of the senior figure of the Institute - Approaching Glass Ceiling Index to value 1
	Internal mentoring, empowerment and negotiating courses for employees		X	X					<ul style="list-style-type: none"> - Ratio of women and men at level of the senior figure of the Institute
	Promotion of information campaigns to enhance the contribution of researchers to the Institute's work and gender diversity within research groups		X	X					<ul style="list-style-type: none"> - Number of internal courses provided within a year - Ratio between women and men related to the Institute Glass Ceiling Index (She Figures, 2015) - Number of information content produced during the indicated period
Integration of the gender dimension into research and teaching content	Integration of gender issues into public seminars held with schools and universities		X	X					<ul style="list-style-type: none"> - Increased awareness of end-users and of the wider public in relation to the contribution of researchers to the Institute's work and gender diversity within research groups - Number of seminars organised integrating gender dimension and carried out over a year
	Integration of gender issues into the research projects promoted by the Institute	X	X						<ul style="list-style-type: none"> - Increased knowledge of gender issues by end users of the seminars - Number of projects which integrate



						gender issues promoted or co-promoted by the Institute	promoted or co-promoted by the Institute
Measures against gender-based violence including sexual harassment	Internal organisation of seminars and workshops for the advancement of skill and knowledge regarding gender issues	X	X			- Increase in skills and knowledge on gender issues by the Institute's employees	
	Adoption of a code of conduct on the prevention of gender-based violence, including sexual harassment		X			- Adoption of the Code of Conduct by 2023	- Number of gender-based violence incidents found in the workplace
	Creation of information materials to support possible victims of gender-based violence, including sexual harassment		X	X	X	- Number of information materials produced within a year	- Number of gender-based violence incidents found in the workplace



Approved on 19th of April of 2021

The president
Michela Cecotti