



EQUALITY PLAN

GENDER

2022

GEP TEAM

The drafting and monitoring of the actions contained in the Gender Equality Plan are entrusted to a dedicated internal working group - GEP Team - composed of people with specific competences, identified to represent the main components of the Farm.

The composition of the GEP Team of the Fattoria Solidale del Circeo took into account the strong interrelationships and possible synergies with those who deal with equal opportunities, the enhancement of the well-being of those who work and the fight against discrimination.

INDEX

| | |
|---|----|
| FOREWORD | 4 |
| INTRODUCTION | 6 |
| Equality and non-discrimination: definitions | 6 |
| Methodology | 12 |
| How to check and update | 13 |
| | |
| ACTION PLAN | 14 |
| Gender equality in recruitment and career progressions | 14 |
| Organisational culture | 14 |
| Combating gender-based violence including sexual harassment | 16 |
| Work-life balance | 17 |

FOREWORD

The GEP - Gender Equality Plan is a set of commitments and actions that aim to promote gender equality within an organisation through institutional and cultural changes.

The GEP originates from the European Commission's Strategy for Gender Equality 2020-2025, in which measures to strengthen gender equality within Horizon Europe were announced. The European Commission therefore introduced the obligation to have a GEP for all research organisations and higher education institutions as a requirement for accessing funding from the Horizon Europe research programme.

The European Commission defines the GEP as a strategic plan aimed at:

- conducting impact assessments of procedures and practices to identify gender bias;
- identify and implement innovative strategies to correct gender bias;
- defining objectives and processes for monitoring progress through specific indicators.

The GEP is therefore part of the programming cycle for organisational well-being.

It was also mentioned in the PNRR guidelines for Mission 4 Component 2 (From research to enterprise):

'Access to funding from the NRP programmes is also only allowed to those universities, research organisations and other public and private entities that have adopted or commit to adopting in the first year of the project, a 'Gender

Balance Sheet' and a 'Gender Equality Plan', similar to the Gender Equality Plan, GEP, a prerequisite for all Horizon Europe projects'.

Gender equality is a transversal enabling strategic factor that Fattoria Solidale del Circeo has included in its 2021-2026 Strategic Plan. The adoption of a GEP is therefore an essential requirement. This is not a merely formal step, aimed at obtaining funds, but a set of objectives and actions aimed at developing an inclusive and gender-sensitive culture at Fattoria Solidale del Circeo.

INTRODUCTION

Equality and non-discrimination: definitions

Gender equality is one of the sustainable development goals of the United Nations 2030 Agenda (No. 5).

Equality and non-discrimination are concepts that are often used interchangeably to express the positive and negative aspects of the same principle: equal treatment on the one hand, and the prohibition of unjustified differential treatment on the basis of certain characteristics such as gender on the other.

However, in recent years there has been a particular emphasis on the positive dimension of the term, i.e. on the one hand the negative obligation not to discriminate, but also the obligation to recognise differences and take positive action to achieve de facto equality. In this sense, therefore, the prohibition of discrimination should be read in the light of the more limited concept of formal equality, while the term equality expresses the positive approach of substantive equality.

Formal equality translates into the principle, present in all courtrooms of the Republic, that the law is the same for all and the consequent prohibition of direct discrimination. The prohibition of indirect discrimination, on the other hand, emphasises the removal of barriers that perpetuate entrenched structures of unequal access by virtue of belonging to a particular category or group, thus reflecting the concept of substantive equality.

In international human rights law, the right to equality and the principle of non-discrimination are recognised in many international and regional legal instruments: in the International Covenant on Civil and Political Rights (Art. 2, 3 and 26), the International Covenant on Economic, Social and Cultural Rights (Art. 2(2) and 3), in specific conventions relating to certain forms of discrimination (the International Convention on the Elimination of All Forms of Racial Discrimination is one example), the European Convention on Human Rights and Fundamental Freedoms (Art. 14 and protocol n. 12), the Charter of Fundamental Rights of the European Union (Art. 20, 21(1), 23), the African Charter on Human and Peoples' Rights (Art. 2, 3, 18(3)(4), 28), the American Convention on Human Rights (Art. 1 and 24), the American Declaration of the Rights and Duties of Man (Art. II), the Arab Charter on Human Rights (Art. 2, 9 and 35), the ASEAN Declaration on Human Rights (Art. 1, 2, 3, 9). The 1979 UN Convention Against All Forms of Discrimination Against Women (CEDAW) affirms the substantive equality of women in a legal instrument that is binding on ratifying states. At European level, gender equality is both a value (Article 2 of the Treaty on European Union) and a substantive objective of the Union (Article 3 of the Treaty on European Union). EU actions aim to “eliminate inequalities and promote equality between men and women” (Article 8 of the Treaty on the Functioning of the European Union). Actions promoted by the EU include:

- Council Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security;

- Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding;
- Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services;
- In 2006, a number of legislative acts were repealed and replaced by Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast); Council Directive 2010/18/EU of 8 March 2010 implementing the revised Framework Agreement on parental leave and repealing Directive 96/34/EC;
- Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC;
- Directive 2011/36/EU of the European Parliament and of the Council of 5 April 2011 on preventing and combating trafficking in human beings and protecting its victims, and replacing Council Framework Decision 2002/629/JHA; Directive 2011/99/EU of the European Parliament and of the Council of 13 December 2011 on the European Protection Order;

Directive 2012/29/EU of the European Parliament and of the Council of 25 October 2012 establishing minimum standards on the rights, support and protection of victims of crime and replacing Framework Decision 2001/220/JHA;

- Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU.¹

Regarding sexual harassment in the workplace, the recent International Labour Organisation Convention (C 190) of 2019 should be mentioned. There are also numerous acts of a non-binding nature that emphasise the importance of achieving gender equality not only in form but also in substance: the European Union Strategy for Gender Equality 2020-2025² and the European Charter for Researchers are clear examples.³

The EU strategy has the following objectives: ending gender-based violence, combating sexist stereotypes, closing the gender gap in the labour market, achieving equality in participation in different economic sectors, tackling the pay and pension gap, closing the gap, and achieving gender balance in decision-making and policy.

¹ <https://www.europarl.europa.eu/factsheets/it/sheet/59/uguaglianza-tra-uomini-e-donne>

² COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS A Union Equality: The Strategy for Gender Equality 2020-2025 COM/2020/152 final.

³ Commission Recommendation of 11 March 2005 on the European Charter for Researchers and on a Code of Conduct for the Recruitment of Workers, OJ L 75, 22.3.2005, p. 67-77.

The strategy adopts a gender mainstreaming approach combined with targeted actions, the implementation of which is based on the principle of intersectionality.

The prohibition of discrimination on the grounds of sex is widely present in national constitutions, including Italy's (Article 3). As is well known, EU directives must be transposed into the domestic legal systems of the EU Member States.

Public administrations, as provided for in Article 7 of Legislative Decree 30 March 2001, No. 165, laying down "General rules on the organisation of employment in public administrations", are required to ensure equality and equal opportunities between men and women, the absence of any form of discrimination, direct or indirect, relating to gender, age, sexual orientation, race, ethnic origin, disability, religion or language.

In access to employment, treatment and working conditions, vocational training, promotions, and safety at work. They are also required to ensure a working environment characterised by organisational well-being.

The National Strategic Plan on Male Violence against Women, provided for in Decree-Law No. 93 of 14 August 2013, converted into Law No. 119 of 15 October 2013, provided for a series of actions and measures aimed not only at the repression of crimes and the protection of victims, but also at a significant prevention action that starts as a priority from the fields of education, training and work. In addition, Legislative Decree No. 80 of 5 June 2015 on "Measures for the reconciliation of care, life and work needs" introduced measures aimed at protecting maternity and paternity to make the use of parental leave more

flexible and promote reconciliation opportunities for the generality of workers, including in the public sector.

The areas of intervention in PA are:

- Prevention and removal of discrimination
- Three-year positive action plans
- Recruitment policies and personnel management
- Work organisation
- Training and dissemination of the cultural model for promoting equal opportunities and reconciling work and lifetimes.⁴

⁴ See, in this regard, Directive 2/19 "Measures to promote equal opportunities and strengthen the role of the Single Guarantee Committees in public administrations", registered by the Court of Auditors on 16 July 2019 (Commun HYPERLINK "https://www.gazzettaufficiale.it/eli/id/2019/08/07/19A05081/sg"iqué published in OJ General Series no.184 of 07-08-2019).

The methodology

Achieving gender equality on the farm does not mean trying to alter or violate existing legislation, nor does it mean creating “fast lanes” for women but putting in place those actions necessary to achieve de facto equality, removing the obstacles (e.g., the glass ceiling) that put women in an inferior position to men.

The Gender Equality Plan working group has been working in this vein, but has broadly embraced a difference-focused approach, not just between men and women, with the aim of laying the foundations for a more inclusive place that recognises the impact of multiple and intersectional forms of discrimination affecting members of the community.

By intersectionality we mean the combination of gender with other personal characteristics or identities and how these intersections contribute to specific experiences of discrimination.

The GEP is the result of joint, careful, and thoughtful work.

The participatory process and the implementation of the GEP are important aspects of a process that does not end with the work of the group in the context of writing the plan.

The GEP, in its final formulation below, is a starting point for increasingly inclusive actions in the years to come.

How to check and update

This document has a time horizon of three years, in line with the other monitoring and planning tools of Fattoria Solidale del Circeo.

Specific indicators are foreseen for each action to measure the achievement of the objectives that Fattoria Solidale del Circeo has set itself.

Periodic surveys are also planned to assess the effectiveness of the actions implemented under the GEP.

ACTION PLAN

| Objective | Action | 2022 | 2023 | 2024 |
|--|---|------|------|------|
| 1. Gender equality in recruitment and career advancement | | | | |
| 1.1. Promoting gender equality in recruitment and career advancement | Amendments to the regulations to ensure a gender-balanced composition of committees | X | | |
| | Feasibility study to define ways of encouraging recruitment and career progression of women | | X | |
| 1.2. Promoting women's leadership in research | Survey on female participation in research projects | X | | |
| | Coaching/mentoring and other training activities targeted at young people at the beginning/end of their careers. | | X | X |
| | Definition of instruments to encourage young women workers to propose themselves as leaders and to participate in work projects in responsible roles. | | X | |
| 2. Organisational culture | | | | |
| | Consolidation and implementation of membership in networks and centres of national and international relevance dealing with gender equality and gender-based violence | X | X | X |

| | | | | |
|--|--|---|--|--|
| 2.1. Strengthening the role of the Fattoria Solidale del Circeo on gender issues | Updating, drafting and approving the gender budget | X | | |
|--|--|---|--|--|

| Objective | Action | 2022 | 2023 | 2024 |
|---|--|------|------|------|
| 2.2. Making language more inclusive | Updating of the guidelines on inclusive language and definition of a vademecum establishing common rules for communication inside and outside the Farm | X | X | |
| | Revision of the Farm website to bring the language into line with the new guidelines | | X | X |
| 2.3. Developing actions to spread an inclusive culture within the practices of the Fattoria Solidale del Circeo | Survey on perceptions of inequalities on the Farm | X | | |
| | Experimental activation of a psychological support desk | X | | |
| | Inclusion of award criteria in calls for tenders regarding commitment to gender issues (e.g. Gender Equality certification or ISO 30415 for diversity and inclusion) | | | X |
| | Feasibility study to introduce the ALIAS profile for staff in gender transition | | X | |
| 2.4. Overcoming gender asymmetry in dissemination activities of Fattoria Solidale del Circeo | Establishment of guidelines to promote gender equality in panels | X | | |
| | Mapping the composition of panels in decisions and meetings | | X | |

| Objective | Action | 2022 | 2023 | 2024 |
|---|---|------|------|------|
| 2.5. Developing women's role awareness | Programming of conferences, seminars and training activities on the topic of gender stereotypes | | X | X |
| | Planning of training initiatives to help staff employed on the farm to foster their leadership and develop strategic skills for the working world | | X | X |
| 3. Combating gender-based violence, including sexual harassment | | | | |
| 3.1. Promoting knowledge of tools for reporting discrimination and violence | Publicising the Farm's activities, through information materials, both digital and paper-based | X | | |

| Objective | Action | 2022 | 2023 | 2024 |
|---|--|------|------|------|
| | Production of an information guide on all the services of the Farm for inclusion and protection of the staff | | | X |
| | Updating the code of conduct against sexual harassment and gender-based violence in the light of the latest international and European legal instruments | | | X |
| 3.2. Increasing knowledge on different forms of gender-based violence | Continuous monitoring of data on gender-based violence | X | X | X |
| | Adhesion/creation of an observatory on gender-based violence, involving the whole farm. | | | X |
| | Information activities against sexual harassment and gender-based violence, also involving local anti-violence centres | X | X | X |

| | | | | |
|---|--|--|---|--|
| 3.3. Increasing safety in accessing the Fattoria Solidale del Circeo facilities | Brokering with municipal bodies to improve public lighting in areas adjacent to the Fattoria Solidale del Circeo | | X | |
|---|--|--|---|--|

| | | | | |
|-----------------------------|--|--|--|--|
| 4. Work-life balance | | | | |
|-----------------------------|--|--|--|--|

| | | | | |
|-----------------------------------|---|---|---|---|
| 4.1. Supporting work-life balance | Feasibility study on how to support staff care responsibility | X | | |
| | Renewal for the three-year period 2022-2024 of the Staff Welfare Plan | X | | |
| | Moving from the emergency phase to the full-scale Smartworking phase | X | X | X |

| Objective | Action | 2022 | 2023 | 2024 |
|--|--|------|------|------|
| 4.2. Supporting parenthood and work-life balance | Guaranteeing economic support for the parents of people employed at the Circeo Solidarity Farm | X | | |
| | Obtaining Family Audit Executive certification | X | | |



The Gender Equality Plan is part of the "Fattoria Solidale del Circeo Sostenibile" programme and contributes to the implementation of the 2030 Agenda, with particular reference to the SDGs:

1. Health and well-being
2. Gender equality
3. Reducing inequalities
4. Sustainable cities and communities
5. Consumption and production responsibility