



Ca' Foscari  
University  
of Venice



sustainable  
Ca' Foscari



# Sustainability Report 2018

## Letter from Rector

For over ten years now, the Ca' Foscari University of Venice has included sustainability among its priorities. This is why we have outlined our commitments and actions to minimize our impact on the environment and natural resources, increase social cohesion and reduce inequalities, as well as promoting sustainable cultural and economic growth in the local area. Sustainability is a pillar of our Strategic Plan, in which we have included the dissemination and implementation of the United Nations 2030 Agenda for Sustainable Development, which identifies certain urgent issues of global concern: the 17 SDGs - Sustainable Development Goals.

Ca' Foscari is also one of the founding members of the RUS (Italian University Network for Sustainable Development) which brings together all the Italian universities that are taking action to implement and promote issues of environmental and social sustainability internally and towards their students.

These pages serve to illustrate what our University is doing to tackle global challenges and help build a better future.

This is Ca' Foscari, the sustainable university.

Enjoy the read

The Rector  
Michele Bugliesi

## Summary

<b>Ca' Foscari</b>	4
<b>Our Value</b>	12
<b>Environment</b>	16
<b>Staff</b>	24
<b>Students</b>	32
<b>Teaching</b>	38
<b>Research</b>	44
<b>Engagement</b>	48
<b>KPI</b>	51
<b>GRI Standards – Global Reporting Initiative</b>	52
<b>Implementation of the 2030 Agenda</b>	54

### Methodological Guide

Ca' Foscari University publishes an annual Sustainability Report on the activities undertaken by the University in the field of environmental and social sustainability, in order to monitor the objectives and commitments it has made in terms of sustainable development.

Over the years, this document has evolved, going through several phases to reach its current form, that is, a communication tool that seeks to communicate with all Ca' Foscari stakeholders.

This year again, the Sustainability Report follows the GRI (Global Reporting Initiative) Standard and, at the same time, explains how the university's activities contribute to achieving the 17 goals of the 2030 Agenda for Sustainable Development, a commitment that Ca' Foscari has included in its Strategic Plan. The information published in this document refers to the 2018 calendar year and the 2017/18 academic year and is extracted from the 2018 University General Report and the 2018 Final Balance Sheet, both approved by the governing bodies. Where necessary, the information has been integrated with reports and data provided by the competent departments.

In line with previous editions, the 2018 Sustainability Report was divided into eight macro areas, identifying for each area a set of key performance indicators (KPIs), the trend of which is indicated for the last three years. These indicators are recorded in a single table in the final annex, for easier consultation. There are also summary tables of the GRI Standard indicators and the SDGs (Sustainable Development Goals) shown at the bottom of the document.

#### The text includes some symbols:

GRI Standards indicator

link on the university website

goal of the 2030 Agenda

The document is available to everyone on the University website in the "Sustainable Ca' Foscari" area.

Degree programmes	a.y. 2017/2018
Bachelor's degree programmes	17
Master's degree programmes	28
Master's Level I	21
Master's Level II	9
PhD courses	12

Student body	a.y. 2017/18	compared to 2016/17
Enrolled	22,504	+3.1%
International students	1,319	+10.4%
Incoming mobility	570	-3.2%
Outgoing mobility	1,016	+12.3%
Part-time	745	+0.5%
Graduates	5,259	+9.7%

Management Control Office (Source Pentaho)

Staff and Faculty	2018	compared to 2017
Professors	352	+3.2%
Contract teachers	147	-17%
Researchers	210	+29.6%
Visiting professors	98	+4.3%
Technical and administrative staff	606	+2.5%
Collaborators	22	-53.2%
Lang. Collaborators and Experts (CELs)	80	+3.9%
Research fellows	162	-12.9%

Like its home the city of Venice, Ca' Foscari University has always been a crossroads of cultures, fields of research, ideas and creativity. Founded in 1868 as a Higher School of Commerce, today it is a medium-sized public university, based both in the old city centre of Venice and on the mainland, with two campuses, in Mestre and Treviso.

## Our Mission

In pursuit of excellence in the various fields of study, the University promotes, guarantees and coordinates free research by its teachers, providing the necessary tools and offering due incentives.

The University Strategic Plan defines the mission of Ca' Foscari in its three main areas of action:

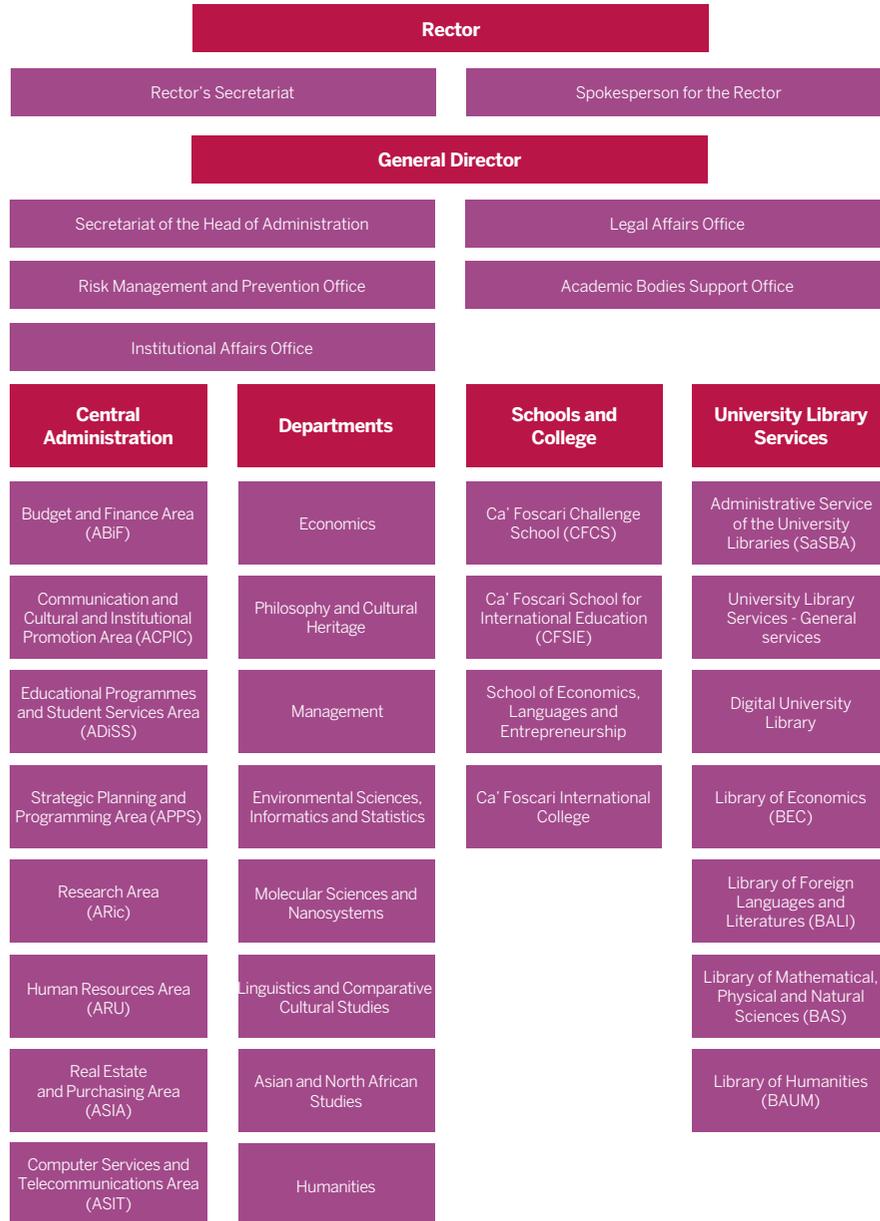
- 1. promoting scientific progress**, through research of excellence, capable of tackling global challenges and having a cross-disciplinary impact;
- 2. promoting a transformative study experience** based on dedicated tutoring programmes, an educational offer inspired by research and guided by the needs of the stakeholders and a full and engaging student life;
- 3. acting as a transparent and responsible institution**, which, thanks to culture and academic excellence, promotes social innovation and economic development.

## Our Location

Venice is an extraordinary city: universally considered among the most beautiful in the world and counted among the UNESCO World Heritage Sites. This prestigious location makes contacts with other national and international cultural and economic realities easier. However, Venice can also be a particularly difficult city to live in due to its unique features that involve certain critical issues, first and foremost being the high cost of accommodation for students and their families. In recent years, the University has worked hard to develop solutions to this problem, organising the construction of three student residences. Given the urban characteristics of the city, Ca' Foscari consists of a sort of "scattered campus", spread through numerous buildings, often far apart and housed in historic buildings that, due to their importance and antiquity, are bound by the laws on artistic heritage and therefore require expensive conservation measures. All this is often a limitation but, at the same time, it can represent a challenge towards identifying sustainable actions compatible with these constraints, for example in terms of energy and construction.

## Our Organization

In addition to the Central Administration, Ca' Foscari is made up of eight Departments, three University Schools, several Centres and University Library



Organisational chart as at 31/12/2018

## Our Positioning

In recent years, the Ca' Foscari University has continued to improve its positioning in the various international rankings; in particular, QS World University Ranking by subject has included Ca' Foscari among the top 150 universities in the world for 'Arts & Humanities' and 'Languages', and among the top 200 universities in the world for 'History', while for 'Economics' we are reconfirmed among the top 250 in the world.

Some of these disciplines represent Ca' Foscari's academic tradition as a higher school of commerce, while others follow trends to be further strengthened so that we can become an international leader in these areas too.

The University is also the third state university in Italy for quality of research according to ANVUR, the National Agency for the Evaluation of the University System and Research, and as many as five out of seven Ca' Foscari departments have been selected as departments of excellence and were awarded funding from the Ministry of Education, Universities and Research (MIUR) for a total of €35 million over 5 years starting in 2018, in addition to another €13.5 million made

## Social and Environmental Responsibility



Sustainable development is defined as development that meets the needs of the present without compromising the ability of future generations to meet their own needs. To achieve this, it is important to harmonize three fundamental elements: economic growth, social inclusion and environmental protection; now universally considered indivisible and indispensable to achieving real sustainability.

Ca' Foscari University launched its sustainability programme in 2010, implementing actions to minimize impact on the environment and natural resources, promoting the well-being of the Ca' Foscari community, social equity and economic development, and focusing in particular on the education of its students, whose future decisions and behaviours will also be influenced by their experiences at university.

For this reason, Ca' Foscari undertakes to develop engagement projects both for internal stakeholders and for the entire territorial community, involving different local, national and international entities. It is also committed to promoting and disseminating the UN 2030 Agenda for Sustainable Development and its 17 goals, through the exchange of best practices and bringing together different areas of scientific and operational expertise. The University's sustainability programme is overseen by the Rector's delegate for sustainability, together with the staff of the Sustainable Ca' Foscari office, which has been part of the university Head of Administration's Office since 2019. The University is part of numerous national and international networks for social responsibility and sustainable development.



### The Italian University Network for Sustainable Development

Ca' Foscari was one of the promoting universities of the Italian University Network for Sustainable Development (RUS) and for the first three years (2016-2018) it held the role of Chair of the Coordination Committee and Organizational Secretariat. The RUS was promoted by the CRUI (Conference of Italian University Rectors) and is the first national experience of coordination and sharing among Italian universities engaged in environmental sustainability and social responsibility. The activities of the RUS are divided into 6 working groups, which focus on cross-cutting priority topics for achieving the institutional objectives of the Network, such as Mobility, Energy, Waste, Climate Change, Education and Food.

As part of the various activities in support of the Network, Ca' Foscari collaborated in the organization of the second RUS Conference "The role of Italian Universities for the sustainable city" held in Bari (June 2018) and worked to strengthen collaboration with the Italian Alliance for Sustainable Development (ASVIS) on promoting awareness of the 2030 Agenda at national and institutional level. At the end of 2018, the network included 60 Italian universities.

[www.reteateneisvilupposostenibile.it](http://www.reteateneisvilupposostenibile.it)



102-16, 17



## Our Values, Principles and Codes

Over time, Ca' Foscari has adopted tools, codes and policies aimed at reaffirming the principles of its action and guaranteeing equal opportunities in research, study and work for its community.

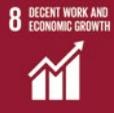
The full texts of all codes and documents are freely available on the website, following the path Home / Ateneo / Statuto, norme e regolamenti (in Italian only). The documents available in 2018 are given below.

- > **Statuto d'Ateneo (University Statute)**
- > **Codice etico (Code of Ethics)**
- > **Codice di comportamento (Code of Conduct)**
- > **Codice di condotta dei dipendenti pubblici (Code of Conduct for Public Employees)**
- > **Carta dei diritti e dei doveri dello studente (Charter of Student Rights and Duties)**
- > **Codice di condotta per la prevenzione e la lotta contro il fenomeno del mobbing (Code of Conduct for the Prevention and Fight against Mobbing)**
- > **Codice di condotta contro le molestie sessuali (Code of Conduct against Sexual Harassment)**
- > **Piano triennale per la prevenzione della corruzione e della trasparenza (PTPCT; Three-year Plan for Transparency and the Prevention of Corruption)**
- > **Whistleblowing policy**



### Revision of the Code of Ethics and Code of Conduct

In September 2018, the Code of Ethics was revised to combine it with the University Code of Conduct, following the indications of ANAC (Italian National Anti-Corruption Authority). This means the purposes of both documents are contained within a single text, which outlines the rules in such a way as to distinguish the different addressees and provides for the particular situations typical of the university context. Following drafting by a special commission and the approval of the Manager of Transparency and Prevention of Corruption for the University and the Evaluation Unit, the revision of the codes requires a public consultation involving all internal and external stakeholders of the University, who can make any observations or proposals for changes and/or additions.



## Our Guarantee Bodies

### The Guarantee Committee for Equal Opportunities, Employee Well-being and Inclusion

The Committee promotes initiatives for the implementation of equal opportunities and valuing the differences between men and women, monitors compliance with the principle of non-discrimination of gender and sexual orientation and ensures support for victims of violations and abuse. It also ensures the prevention of mobbing within the University.

[About / Who we are / Governance](#)

### Our Trusted Counsellor

Since 2010, we have had a Trusted Counsellor for the prevention of harassment; a figure assigned to provide free advice and support to any member of the Ca' Foscari community subject to discrimination, harassment and harm to dignity or mobbing.

[Ateneo / Chi siamo / Organi ed elezioni](#)

### Ethics Committee

The Ethics Committee performs functions of advice, research, investigation, promotion and dissemination with regard to the Code of Ethics.

[About / Who we are / Governance](#)

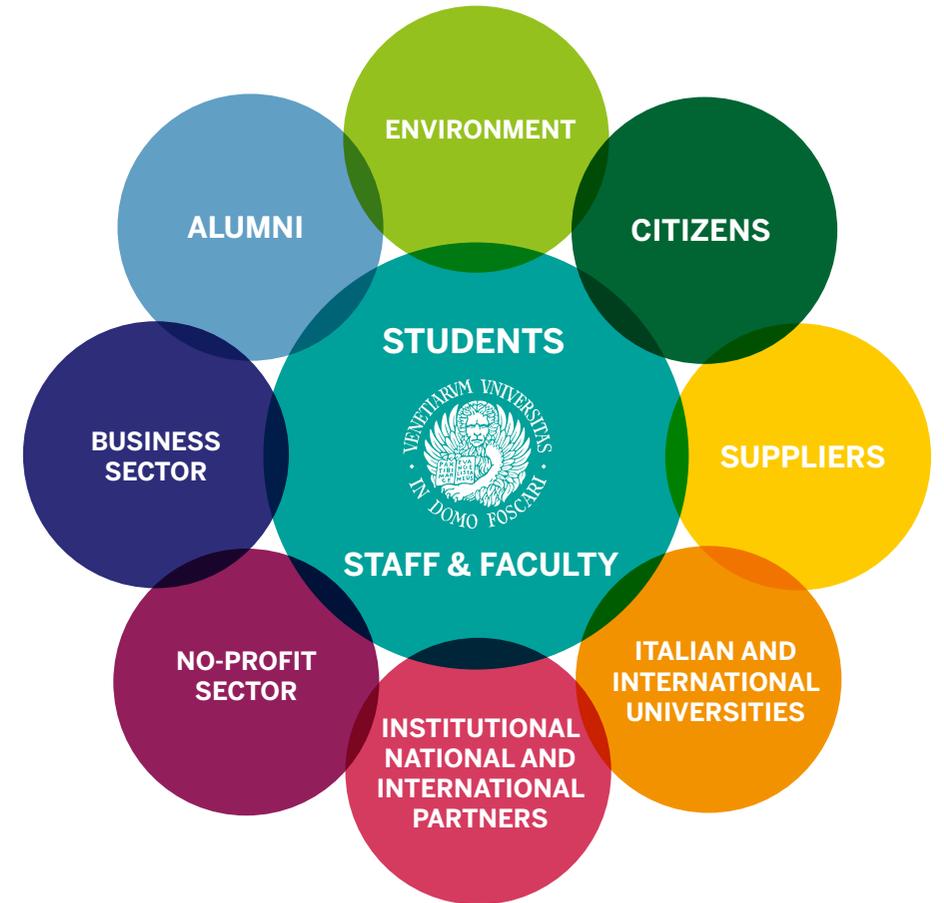
### Our Student Defence Lawyer

The Student Defence Lawyer is available to all Ca' Foscari University students free of charge, to assist them in exercising their rights and to hear any complaints in compliance with the right to anonymity.

[About / Who we are / Governance](#)

## University Stakeholders

According to the most common definition by R. Edward Freeman, father of stakeholder theory, stakeholders are "any group or individual who can affect or is affected by the achievement of the organisation's objectives, without whose support the organisation itself would cease to exist". The following table shows the main internal and external Ca' Foscari stakeholders.



# Our Value

## Attracted value (millions of €)



Sustainable Ca' Foscari Office, reprocessing of data from 2018 Financial Statement

## Directly distributed value (millions of €)



## Supplier origin (% of total)



Management Control Office (Source UGOV)

The University is an organisation that has a significant impact on stakeholders and on the local, national and international economic system. In fact, a university not only produces services for collective consumption, such as research, teaching and the diffusion of knowledge, but also redistributes resources and wealth. Ca' Foscari undertakes to invest in the local area and to attract resources from institutions and other entities, strengthening relations with local, national and international bodies and partners and promoting a system of Green Public Procurement.



## Value Structure

The 2018 financial statement recorded a positive result of €6.4 million. The economic, financial and equity situation that emerges from the balance sheet data is that of a solid university that, over the years, has made choices that have maintained a good economic balance, leading to the potential for future development in accordance with the strategic guidelines that it has established for itself.

Ateneo / Chi siamo / Amministrazione trasparente / Bilanci

### Attracted economic value

The share of the attracted economic value from Public Administration is €91,356,083.34 (contributions from the State and the Veneto Region), while international bodies made contributions for € 3,500,980.53. In detail:

Attracted economic value	€ (millions)	% of total
Student contribution	32.18	21.7
State contributions	89.68	60.5
Contributions from the Regional Authority	1.68	1.1
Contributions from the EU and the rest of the world	3.5	2.4
Contributions from other entities	7.11	4.8
Revenue from commercial sales	1.86	1.2
Right to education measures	8.19	5.5
Other income	4.15	2.8
<b>TOTAL</b>	<b>148.35</b>	<b>100</b>

### Directly distributed value

The University distributes its wealth, i.e. the economic value attracted, directly and indirectly.

The attracted value is redistributed directly by the University through the remuneration of all bearers of factors of production, specifically:

- > staff, therefore employees (teachers, researchers and technical-administrative staff) and collaborators;
- > beneficiaries of undergraduate (students) and post-graduate (PhD students and research fellows) grants and scholarships;
- > suppliers, through the purchase of goods and services, leasing of assets and charges;
- > various management;
- > Loan capital, for interest payable on loans;
- > Public Administration, through the payment of direct and indirect taxes.

Direct distribution of value	€ (millions)	% of total
<b>Human resources:</b>	<b>74.64</b>	<b>57.3</b>
Teaching and research staff	50.72	
Management and technical administrative staff	23.22	
Freelance contracts coordinated by the university	0.32	
Other staff costs	0.38	
<b>Actions for students</b>	<b>18.41</b>	<b>14.1</b>
<b>Grants and subsidies to third parties</b>	<b>4.93</b>	<b>3.8</b>
<b>Suppliers</b>	<b>26.2</b>	<b>20.1</b>
<b>Loan capital</b>	<b>0.9</b>	<b>0.7</b>
<b>Public Administration</b>	<b>5.11</b>	<b>3.9</b>
<b>TOTAL</b>	<b>130.19</b>	<b>100</b>

## The supply chain and Green Public

Ca' Foscari University, like all public administration bodies, makes most of its purchases through Consip (Italian National Purchasing Centre) and MePA (Electronic Market of Public Administration).

Consip is a joint stock company owned by the Ministry of Economy and Finance. As a national purchasing centre, it implements the Programme for the rationalization of purchases in public administration, which makes available to authorities and companies innovative purchasing methods and tools (Special Agreements, Electronic Market, Framework Agreements). Based on specific special agreements, it supports individual authorities in all aspects of the procurement process.

The MePA guarantees the transparency and traceability of the entire purchase process for Public Administration, enabling them to compare products offered by suppliers from all over the country and offering the opportunity to issue requests for quotations.

### Supplier origin

In 2018, the University made purchases of goods and services for a total of €29,648,217.82. Of these, 32% were made from suppliers based in the Veneto region.

### Green procurement

Green Public Procurement (GPP) is the approach by which Public Administration integrate environmental criteria in all phases of the purchasing process. This process encourages the diffusion and development of environmentally viable technologies and products, through the research and choice of solutions with the lowest environmental impact throughout the entire life cycle, thus encouraging the engagement of all University staff involved in purchasing. Choosing to adopt GPP policies does not just mean compliance with the mandatory regulations through the application of the CAMs (Minimum Environmental Criteria), but instead reflects our awareness of the positive effects that this option can have in economic, environmental and social terms. In order to increase the share of expenditure for purchases with green criteria, the University is organising the monitoring of procurement procedures in order to identify the proportion of green purchases made and promote their increase, also

producing a collection of best practices and guidelines intended for the different departments of the University.

### Framework agreement for a plastic-free and inclusive catering service

In 2018, a framework agreement was signed for the provision of catering and coffee break services that must be adopted by all University facilities. The agreement stipulates that the provider cannot use disposable plastic tableware (biodegradable or reusable tableware may be used instead) or plastic bottles. Drinks must be provided in glass carafes and/or bottles. Food products must be preferably locally and nationally sourced, with the exception of fair trade products. In addition, a vegetarian, vegan and food intolerance option must always be provided, with no increase in price.



### Ca' Foscari wins the Compraverde Veneto Award

In 2018, Ca' Foscari took part in the first edition of the Compraverde Veneto Award for contracting authorities, proposing 3 projects for the "Education" section: Distributors Tender, Epsilon Building Design Tender and San Giobbe Works Tender. It was awarded the prize for the best Green Call for the construction of the Epsilon building, on the Science Campus in Via Torino in Mestre, in view of the economic importance of the call which included voluntary LEED building certification

### Collaboration between the Veneto Region and the University

On the subject of Green Public Procurement (GPP), the University is participating in several round tables at national and regional level. In particular, Ca' Foscari collaborates profitably with the Directorate of Purchasing and General Affairs and Heritage of the Veneto Region to promote and improve awareness of GPP. As part of this collaboration, the University implemented the following two important initiatives in 2018.

### Compraverde - University Competition Announcement

Ca' Foscari and the Veneto Region announced the first edition of the Compraverde Veneto - University Award for students who had submitted a Master's thesis on the topic of Green Public Procurement (GPP) at one of the public universities in the region, with 3 awards for the total value of €6,000.

In February 2019, the names of the three winning students were announced: the first prize was awarded to Luca Bianco, Ca' Foscari student in Economics and Business Management, for his thesis entitled "Business management through the circular economy model : efficiency analysis", supervised by Prof. Carlo Giupponi.

### Memorandum of understanding with the Veneto Region on GPP

The GPP memorandum of understanding represents the formalization of the collaboration between the Regional Authority and the University in sharing good GPP practices, which involves all the universities of the Veneto region, the Chamber of Commerce and the Veneto Regional Environmental Protection Agency (ARPAV). The aim is to establish a permanent committee for the modification of the CAMs - Minimum Environmental Criteria - and the sharing of good practices among public bodies. In early 2019, the memorandum led to the establishment of two operational committees - one on GPP tenders and the other on waste - which work in synergy to propose shared solutions for improvement.

**Comfort of classrooms/lecture halls, laboratories, study spaces** (rating from 1 to 4)



**Water consumption** (in m<sup>3</sup>)



**Gas consumption** (in Sm<sup>3</sup>)



**Energy consumption** (in kWh)



2018 University Consumption Report, Energy Management Sector - Sustainable Building

**CO<sub>2</sub> emissions** (in tCO<sub>2</sub>eq)



2018 Greenhouse Gas Inventory Report of Ca' Foscari University, Green Decision srl

Ca' Foscari University is committed to improving the management of energy and water resources and reducing its environmental impact, protecting the delicate ecosystem in which the University is located. In recent years, the University has been engaged in redeveloping its building heritage: new spaces have been put into operation and there are plans for the construction of new buildings and complexes, necessary to guarantee suitable space for the growing number of students and to ensure conditions suitable for the safe performance of cutting-edge research of excellence. The building development of the University was concentrated in urban areas with high potential in Venice and on the mainland, with a view to redevelopment and revitalization that takes into account the features of the region.

# Environment

## The University Sites

Ca' Foscari is spread over around 40 sites located within the municipality of Venice and in the city of Treviso, all very different from one another in terms of structural characteristics, intended use and planning restrictions. In fact, most of them are located in the old city centre of Venice; these are often historical buildings from different eras, adapted over the years to the demands of university life, in full respect of the historical and artistic elements and in compliance with the relative building safeguards and existing regulations. We also have a science campus in Via Torino, located on the Venetian mainland and recently extended with new buildings, and another campus in Treviso.

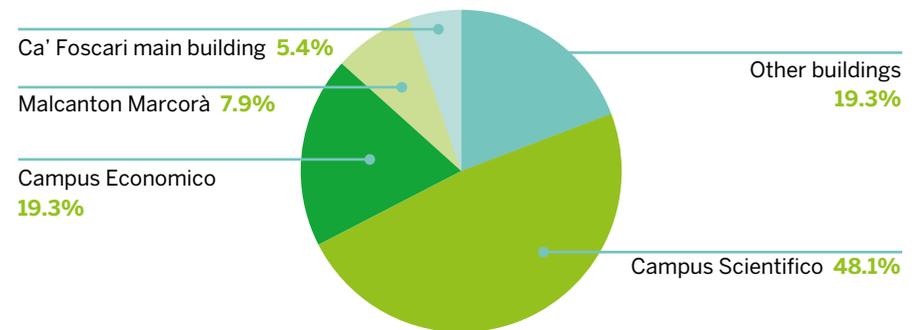
### Energy consumption

Consumption	2018	variation 2017
Water	89,228 m <sup>3</sup>	<b>-17.6%</b>
Gas	695,928 Sm <sup>3</sup>	<b>-24.3%</b>
Electricity	10,050,604 kWh	<b>-5.4%</b>

The University's electricity and gas is supplied, through a Consip contract (Integrated Energy Service Lot 3 (SIE3)) by a supplier who also performs maintenance and is rewarded on the basis of the building's volume and not on actual consumption. This system encourages the supplier to take energy improvement actions.

With regard to the consumption of natural gas, in 2018, thanks to the actions undertaken on the supplier's premises (see next paragraph), there was a recorded reduction of over 20%.

As regards electricity, it should be noted that around 80% of the University's consumption is by the 4 main sites: Science Campus, Economics Campus, Malcanton Marcorà and Ca' Foscari main building.



In 2018, electricity consumption decreased by around 540,000kWh (-5%) compared to 2017, with the most significant contributions by the Science Campus and Malcanton-Marcorà, while there was an increase in consumption by the main building-main building. The trend is absolutely in line with the day degrees, average temperatures and average humidity measured in the reference period.

Water consumption decreased by 17% compared to 2017, particularly in the Economics Campus and in the Science Campus. It should also be noted that a monitoring system was implemented in 2018 that has increased the accuracy of the measurements. For this reason, the consumption data for the various years are not fully comparable.



### The photovoltaic system

On the Mestre Science Campus, we have a photovoltaic system in operation on the roof of the Beta building, which produces clean electricity. In 2018, it produced 20,388.23 kWh, with savings of 8tCO<sub>2</sub>eq.



### Energy refitting

In 2018, Engie Spa, the operator of the Integrated Service contract, supplied both electricity and gas and provided maintenance services.

At the beginning of the year, Engie Spa, in consultation with the Building Management Office, performed an analysis of the energy refitting operations in the different University sites, defining the actions to be completed in the three-year period 2018-2020 and focusing on those most useful in terms of energy savings and/or internal comfort.

During 2018, 45% of the planned operations were completed. The works executed concerned in particular winter air conditioning, with clear results in the reduction of gas consumption and related emissions, estimated at 1,372 tCO<sub>2</sub>eq, (-19% compared to 2017).

The operations undertaken are outlined in detail below.

- > At the central offices, energy refitting was undertaken by replacing the circulation pumps and adjusting the existing fancoils.
- > At the San Giobbe site, we replaced the fans of the ACUs (Air Conditioning Units) and adjusted the system circuits.
- > In the buildings in Ca 'Bernardo, Ca' Foscari Zattere, Palazzo Cosulich, Palazzo Moro and Villa Mocenigo, we installed new heat generators, new circulators and thermostatic valves.
- > Efficiency operations were completed in the sites of Calle Saoneria, Ca 'Bembo, Palazzina Briati, Science Campus in Via Torino (Zeta and SPPR) and Rio Nuovo.

In addition, in 2018, approval was granted for the technical and economic feasibility study for the construction on the Science Campus of a High-Yield Cogeneration (CAR) trigeneration plant, with the aim of further decreasing consumption of electricity and natural gas.

The study estimated annual electricity savings of 15% and gas savings of 10%, which will be reflected in carbon emissions savings of 20% and 5%, respectively. The overall cost of the work is € 1,200,000 and the expected consumption savings will mean the investment is returned in about 8 years. The plant will start operating in 2020.

In addition, on the Science Campus, we have added and replaced multimeters for real-time measurement and logging of detailed consumption data; this translates into more precise monitoring, forming the basis for any further efficiency improvement actions.



### LEED Silver certification for Ca' Foscari

The Ca' Foscari site has been awarded LEED re-certification for existing buildings, moving up to Silver level. This certification was conducted according to LEED EB:O&M procedure (Leadership in Energy and Environmental Design), which certifies the degree of sustainability of a building in terms of operations and maintenance, preferring low-cost and non-invasive measures, actions focused on daily practices and the behaviour of the building's occupants, energy audits and building sustainability performance measurements.



### Water dispensers

For years, the University has been proposing new initiatives to promote sustainable behaviour in the Ca' Foscari community in order to reduce our impact on the environment; these also include the responsible use of resources. This is why, in 2017, we installed 8 water columns on the main University sites, with the aim of significantly reducing the amount of plastic used daily by students and staff and encouraging the use of personal water bottles. The water comes from the city water supply, analysed daily by the supplier, which is further filtered and cooled in the dispensers. The water dispensers were placed in the cafeteria areas of the following sites:

- > Ca' Foscari main building
- > Ca' Cappello
- > Campus Scientifico di Mestre - Zeta Building
- > Malcanton Marcorà
- > S. Basilio - New wing
- > S. Giobbe - Entrance to the Fondamenta San Giobbe and New wing

[www.unive.it/acqua](http://www.unive.it/acqua)



### Waste management

On all the University sites, we have recycling for paper, glass-plastic-cans and non-recyclable waste. The waste management service provider has not yet provided for the collection of food waste in the old city centre of Venice, so it is thrown out with non-recyclable waste.

The University has decided to include waste among the elements that contribute to its carbon footprint; this is why, in 2018, we carried out a test to monitor all the sites, investigating around 800 bins. The analysis revealed that, in almost all sites, the most prevalent waste is paper, while the Science Campus is the site that produces the most non-recyclable waste. To systematise data collection, waste monitoring and weighing were included as a specific requirement in the new tender for the cleaning service contract, awarded in 2018. In early 2019, the company awarded the contract, B&B Service, presented and provided access to the platform through which the recycling data are collected, broken down by site and type of waste.

[www.unive.it/rifiuti](http://www.unive.it/rifiuti)

### EWWR - European Week for Waste Reduction

To increase the awareness of the university community on the environmental impact of personal consumption and habits, the University has subscribed to the European Week for Waste Reduction (EWWR) since 2011.

The theme of the 2018 edition was "Preventing, managing and reducing hazardous waste" and, in light of this, the University organised, in collaboration with Veritas, a lesson open to students and the public on the issue of recycling and the 4Rs (Reduce, Reuse, Recycle and Recover). The lesson, entitled "On the tracks of waste!" examined in detail the problem of the quality of the materials and how to recycle waste more effectively, highlighting some common mistakes to be avoided.

In addition, again during EWWR, we undertook an information campaign on the University social network, which included the publication of posts from 15 to 20 November 2018, which reached a total of 2,963 people and generated 407 interactions.

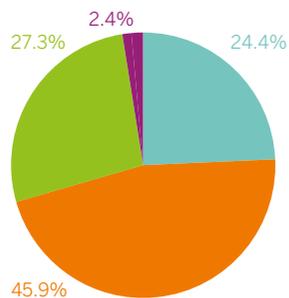
[www.unive.it/serr](http://www.unive.it/serr)

## Staff and Student Mobility

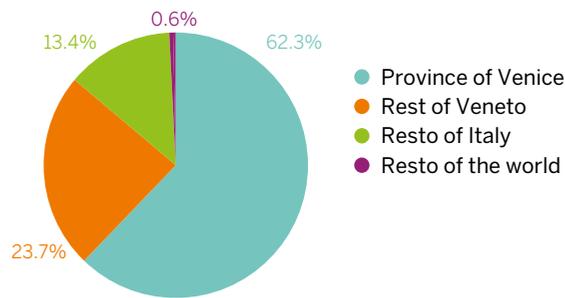
To encourage the sustainable mobility of our employees, the University offers special annual subscription rates for the main public transport services to and from the university sites, with the fee deducted from monthly wages. Subscriptions are offered in two periods of the year to all staff with fixed-term and permanent contracts. In 2018, 589 staff members benefited from travel passes with 7 different providers for a total commitment of € 251,298.57. The number of users increased by 3.7% compared to 2017.

On the basis of the data collected on the mobility of permanent personnel, we were able to calculate the relative carbon footprint for 2018, which was 385 tCO<sub>2</sub>eq, a decrease of 2% compared to the previous year. In addition, for the first time, we calculated the emissions savings made in 2018 by teleworking staff, which totalled 26 tCO<sub>2</sub>eq.

Enrolled students by address (a.y. 2017/18)



Staff & faculty by address (as at 31/12/2018)



With regard to student mobility, the responses to specific questions in the annual questionnaire relating to home-university travel form the basis of our analysis. The data show that most users use a combination of vehicles, both for the mainland and the old city centre, with "train + zero emission vehicles (foot/bicycle)" as the most frequent response. This combination is used, in fact, by 23.7% of students who travel to mainland sites and 30% of those who travel to sites in Venice. In the old city centre, 12.7% of the sample declares it uses only zero-emission vehicles to travel to university, while this percentage drops to 6.8% for the mainland sites.

To encourage greater use of low-impact vehicles, it is essential to work on raising awareness, which is why, in 2018, we launched a campaign to promote sustainable mobility on the Sustainable Ca' Foscari Facebook page during European Mobility Week (17 - 21 September 2018).

The campaign involved the publication of 5 posts, for a total of 950 people reached and 87 recorded interactions.



## Carbon Emissions Management



Ca' Foscari introduced carbon management in 2010 when, as the first among Italian universities, it launched the pilot project "Carbon Management" funded by the Ministry of the Environment. As part of this collaboration, the University helped draft the "Italian University Guidelines for Carbon Management" published in July 2011.

In 2017, the University relaunched the process of managing the University's carbon footprint, developing the carbon footprint itself and the revision of the sources and guidelines for its calculation, which had become obsolete, relying on the know-how of the spin-off Green Decision. At the same time, within the RUS Working Group on Climate Change, the University actively undertook to promote the sharing of emission data collection and calculation methods, for the purpose of more comparable results that better correspond to the peculiarities of Italy. In this process, the "Italian university operational guidelines for drafting greenhouse gas inventories" (published in March 2019) were implemented, which identify the recommended calculation procedures and methods, drawing on the wealth of previous experience at member universities, including Ca' Foscari. The emissions inventory for 2018 therefore took into account the indications in the RUS guidelines, which were implemented in the analysis. As anticipated in the previous paragraphs, despite the fact that they are not in the list indicated by the RUS Working Group, the University has also decided to count the impact of waste and certain input materials in the carbon footprint calculation, because these areas are considered priority to strengthen the engagement of the Ca' Foscari community in environmental sustainability issues.

In 2018, we also drafted the 2018-2020 Carbon Reduction University Plan, which identifies objectives and actions in the main areas that produce emissions: buildings, mobility, waste, procurement. The plan is updated annually in order to review the objectives and realign the targets.

The carbon footprint for 2018 shows a reduction of 5% compared to the previous year, while this reduction increases to 25% when compared to 2016. The emissions produced by Area 1 (all direct GHG (GreenHouse Gas) emissions, i.e. from sources owned or controlled by the University) decreased, compared to 2017, thanks to a decrease in the consumption of both fuel for own vehicles and natural gas. Area 2 (indirect GHG emissions deriving from the consumption of purchased electricity, heat or steam) shows a general reduction in the emissions produced compared to both 2017 and 2016 (3 and 6%, respectively).

Area 3 (other indirect GHG emissions not included in Area 2, such as activities relating to transport by vehicles not owned or controlled by the University, procurement, etc.) is responsible for 58.1% of the overall emissions by the University, in line with records for 2016 and 2017. The 2018 figure is slightly higher than the 56.81% in 2017; this increase is attributable to the fact that, in addition to previous years, we also considered the emissions generated by the movement of non-permanent employees, the emissions caused by waste management were considered and the consumption of reams of paper. In general, all Area 3 emissions sources gave lower readings compared to records for 2017, except for missions that show an increase of 13%, following an increase in the overall number of missions (about 500 more than in 2017).

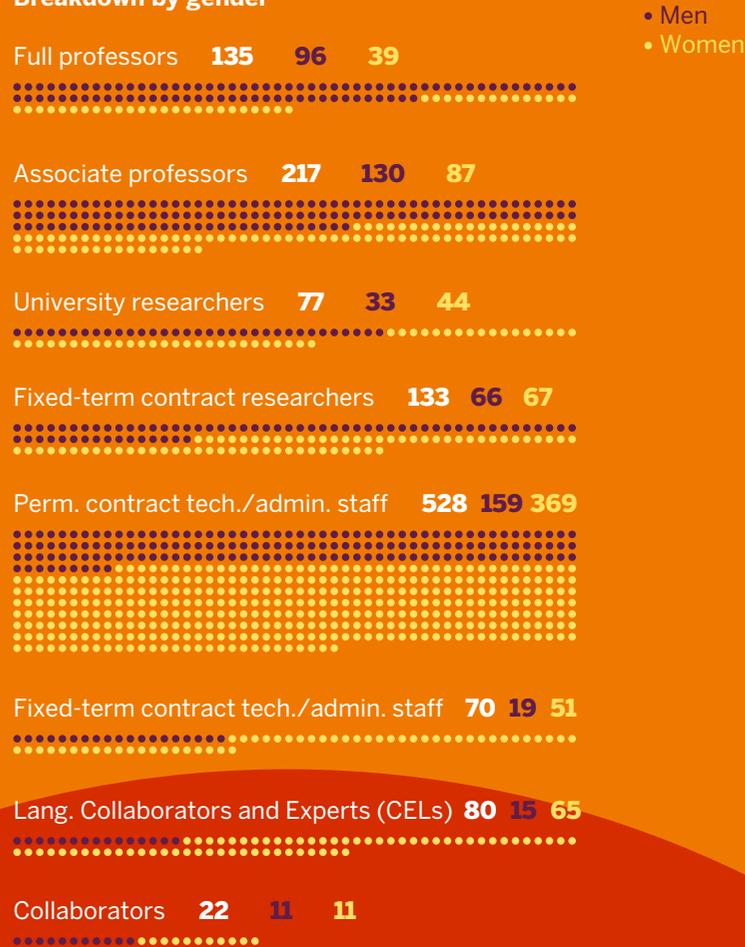
The self-production of electricity through the photovoltaic system and teleworking generated emissions savings of 34 tCO<sub>2</sub>eq.

### The carbon footprint of Ca' Foscari

Emission source	2018 emissions (in tCO <sub>2</sub> eq)	variation 2017
<b>AREA 1</b>	<b>1,387</b>	<b>-19.6%</b>
Natural gas consumption	1,372	-19.3%
Refrigerant leakage	esclude	=
Diesel consumption - vehicles owned by CF	15	-40%
<b>AREA 2</b>	<b>3,656</b>	<b>-3%</b>
Electricity consumption	3,656	-3%
<b>AREA 3</b>	<b>6,998,6</b>	<b>-3%</b>
Input materials (purchased paper)	2.2	esclude
Waste management	2.1	esclude
Missions	673.6	+12.7%
Employee mobility	384.5	-1.8%
Mobility of non-tech./ admin. staff	394.5	esclude
Student mobility	5,035	-4.5%
International students	506.7	-24.9%
<b>TOTAL</b>	<b>12,042</b>	<b>-5.2%</b>

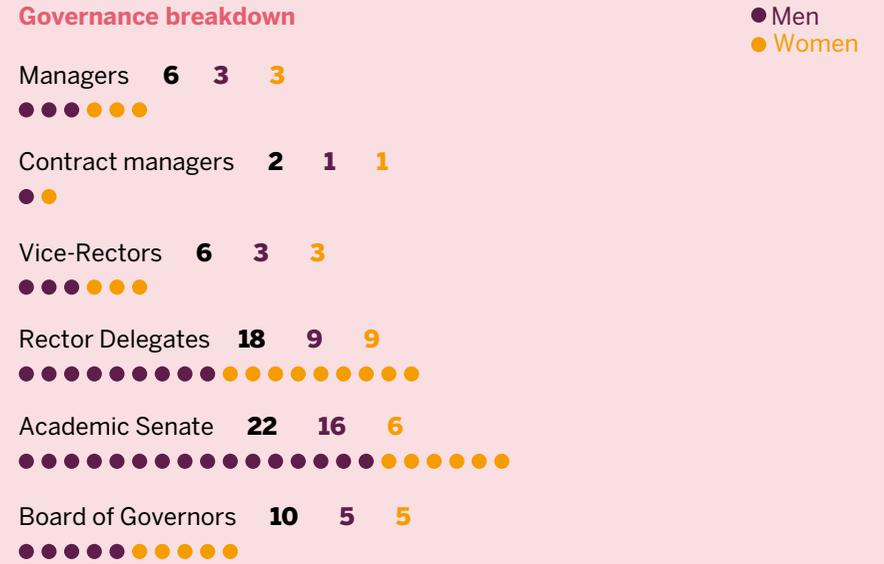
# Staff & Faculty

## Breakdown by gender



Ca' Foscari focuses increasingly on the needs of its staff; in recent years especially, numerous initiatives have been developed to improve staff work-life balance. In particular, we have tested forms of flexible working hours and summer teleworking, novelties welcomed by technical and administrative staff with great interest. We also launched our smartworking project and strengthened corporate welfare through the activation of a Supplementary Healthcare Plan and a University Welfare Account.

## Governance breakdown



## Hours of staff training provided



## Turnover

Personale	2016	2017	2018
Number of technical and administrative staff recruited (permanent contract)	7	11	37
Number of contract terminations of technical and administrative staff (permanent contract)	20	13	11

Human Resources Office

**16%** of staff benefited from teleworking in 2018

**49.1%** of teaching and admin. staff are under 50 years of age

## Analysis of organisational well-being

The survey on organisational climate and well-being is intended to identify the areas of strength and of improvement at Ca' Foscari by analysing the employees' perception of the physical and social context and the quality of work activity, job satisfaction, commitment, work engagement and identifying on which of these perceptions to take action to improve well-being.

In 2018, the survey was repeated three years after the previous investigation, as a voluntary initiative, given that the legal obligation no longer exists. The methodology used in the two surveys is different and therefore the results are not fully comparable.

The tool used in 2018 was an online self-assessment questionnaire consisting of 103 items and administered to a population of 603 people, with a response rate (of 66.7% of the sampled population).

The average result in the ten areas that were analyzed is 3,6 (on a scale from 1 to 6); the results for questions on work engagement, organisational commitment and job satisfaction are higher than the average value of the responses, while the scores for work-life imbalance are slightly lower.

It is interesting to note that women perceive a greater workload than their male colleagues but, at the same time, they get greater job satisfaction and report higher degrees of work engagement and organisational commitment.

The perception of employees aged 30 or younger is also better for all areas of investigation, compared to colleagues aged between 51 and 60.

[Home](#) / [Ateneo](#) / [Chi siamo](#) / [Amministrazione trasparente](#) / [Performance](#) / [Benessere organizzativo](#)

## “Good place to work” project

In 2018, we presented the first results of the “Good place to work” project, launched in 2017 with the aim of revealing the values of Ca' Foscari that are taken as a reference even in daily operations.

The first stage of the project involved 147 people, including executive managers and middle managers, who, working in half-day sessions had reconstructed the perception and evolution of Ca' Foscari's essence and values over time.

The second state engaged 8 micro-teams (approximately 50 people) who, following specific training, told their colleagues about the experience and the results that emerged, stimulating active engagement in proposing initiatives and suggestions for a staff development plan. Project activities also continued in 2019.

## Work-life Balance



The 2016-2020 Strategic Plan clearly reveals our actions to improve work-life balance with the aim of creating favourable employment conditions for technical and administrative staff.

In 2018, we further strengthened our teleworking initiative and introduced new forms of organisation, such as smart working. In May 2018, thanks to these initiatives, the University received important national recognition: the Special Jury Award in the area of Public Administration from the Italian Association of Personnel Directors.

### Telework

The University has amended one of its regulations in order to improve the wellbeing of technical administrative staff by giving them the opportunity to opt for teleworking. The aim was to allow staff to carry out some of their duties from home by teleworking from one to three days per week.

As for teleworking, we have improved regulation and around 55,000 hours were provided (+6.4% compared to 2017), for about 90 users, equal to 16% of the staff in service as at 31/12/2018. These numbers are unrivalled in public administration. The telework contracts activated in 2018 allowed us to reduce home-to-work travel by a total of 5,812 days, with a significant impact both on the environment and in terms of economic savings for the staff concerned.

In addition to the option of traditional teleworking, we also introduced mixed teleworking (half-yearly), short-term or smart teleworking, stable teleworking and telework based on organisational requirements, experimenting the “Summer work-life balance” initiative during the summer break. The short-term or smart teleworking contracts activated in 2018 saved us 635 working days, which would otherwise have been lost in time off, paid leave or sick leave.

### “Summer worklife balance”

In the summer of 2018, the “summer work-life balance” initiative, which covers July, August and September, came into full swing.

This initiative is intended for staff with children under 13 years of age or staff who assist family members/relatives within the second degree/cohabitants with serious handicaps or severe psychological and physical disorders not confirmed pursuant to Italian Law 104/92 but certified by a qualified public facility.

The initiative includes:

- experimentation of forms of flexible summer working hours, that is the possibility of working without daily time constraints, with the sole obligation of completing an average of 36 hours per week over the three-month period;
- short-term telework, for a maximum of three months.

### “Smart-working@Ca' Foscari”

In 2018, we concluded plans for “Smart working@Ca' Foscari”, which will involve 5 university facilities and 32 employees from 1 January 2019. This is a new way of working, focused on objectives and based on autonomy, responsibility, trust and flexibility. Smart working allows flexible work management, with the option of completing work even outside the university premises. This approach puts people's needs at the centre of the organisation, with positive effects on productivity and quality of work, the reduction of management costs, the reduction of travel costs and times, the improvement of environmental sustainability and better work-life balance.

### “Kids’ Day at the University”

In September 2018, we organised a day devoted to the children of our employees (aged between 6 and 12) who were invited to visit their parents’ department and office and meet their colleagues.

We organised various activities for getting to know the University, such as the special Ca’ Foscari Tour, a small interactive theatrical performance, followed by late morning refreshments. The initiative was extremely successful, with the participation of around 80 employees and one hundred children.

This activity also falls under those envisaged by work-life balance policies to meet the needs of employees and their families.



### Co-working

The staff at Ca’ Foscari have two available co-working areas: in the main building of Ca’ Foscari and in the Alfa building on the Science Campus. These are dedicated spaces for working on university site other than your own, thus optimising time spent “out of the office” (for example, whilst waiting for a meeting or between two meetings). Co-working is also an opportunity to meet colleagues from other departments, to exchange experiences and to discuss shared topics.

The project is part of the University actions as part of the work-life balance certification, with the aim of improving work organisation and providing a concrete response to the inconveniences that can arise due to the scattered nature of the university departments in a widespread city such as Venice.

## University Welfare



In recent years, Ca’ Foscari has strengthened its commitment to offer new welfare services to technical and administrative staff and CELs (language collaborators and experts). From 2018, staff can benefit from a Supplementary Healthcare Plan (Cassa RBM Salute) and a University Welfare Account (Edenred Italia srl).

For technical and administrative staff and CELs, the University bears the full costs of subscription to the Supplementary Healthcare Plan and membership is also available at a special rate for their spouse or partner and children. In addition, teaching and research staff, research fellows and PhD students can join the plan at special competitive rates.

As regards the Welfare Account, staff have a virtual portfolio of approximately €600 each, with which they can purchase a wide range of services relating to education, public transport, family support, sports, culture, wellness, entertainment, shopping.

The economic investment for these shares was €357,984 for the first two years of the Supplementary Healthcare Plan and €1,346,686 for a three-year period of the Welfare Account.

### Special staff agreements

Ca’ Foscari University undertakes to stipulate special agreements for improving staff well-being even for areas outside of work. In particular, the actions concern support for families and childcare, home-to-work travel, special training agreements, the promotion of health and well-being and sport.

Below is the list of special agreements in place in 2018:

- 2 nursery schools
- 3 summer schools
- 1 medical centre
- Iside Social Cooperative
- AIED - Private family clinic
- annual passes for public transport with discounted rates
- bike park and “Il Cerchio” Cooperative
- tax support service for submitting the 730 form

[Home](#) / [Ateneo](#) / [Lavora con noi](#) / [Convenzioni](#)



HR EXCELLENCE IN RESEARCH



## Human Resources Strategy 4 Researchers

Ca' Foscari has initiated the process to obtain Human Resources Strategy For Researchers (HRS4R) certification. The Human Resources Strategy For Researchers is a set of initiatives aimed at implementing the European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers (C&C), a body of principles established by the European Union that regulate the rights and duties of research bodies and universities and researchers at every stage of their career.

The main purpose of the strategy is to improve the working conditions of all researchers working at Ca' Foscari and to render the working environment such as to attract the best talent.

In 2018, we implemented some important activities that enabled us to achieve certification, in particular:

- researchers of all levels, teachers, research fellows and PhD students and their family members were offered supplementary health insurance policies at special rates;
- we began translating the University codes and regulations into English, in particular those that affect the activities of researchers;
- we organised teacher training and improvement courses for researchers of all levels and for teachers;
- we launched our Teaching Innovation hub, which promotes the continuous improvement of course planning, teaching methodologies and practices;
- we opened our new PINK office (Promoting Innovation and Knowledge), which offers researchers support in company relations, the development of spin-offs and the protection of intellectual property through patents.

The University was awarded this important certification in early 2019, placing the University among the Italian "HR Recognized Institutions" on the EURAXESS website.

[Home](#) / [Research](#) / [Working in research](#) / [Human Resources Strategy For Researchers](#)



404-1,2

## Staff Training

The training and refresher courses for technical and administrative staff in 2018 involved 556 people, equal to 91% of the technical and administrative staff.

Formazione del personale	2018	variation 2017
Hours of training	17,890	<b>+6.1%</b>
No. persons trained	556	<b>+59.3%</b>
Hours of training per capita	32.18	<b>-33.4%</b>
User satisfaction	3.46 out of 4	<b>=</b>
Budget for training activities	197,890€	<b>+125.9%</b>

### Other training opportunities

Every year, the Human Resources Area activates numerous additional staff training opportunities. In particular, in 2018, the University staff benefited from the following:

- 4 free Master's Level I and II courses at the University;
- 9 mobility grants awarded for the Erasmus Plus Staff training programme;
- 12 mobility grants awarded for training purposes in the Overseas international mobility programme;
- 1 mobility grant awarded for training purposes in the ICM international mobility programme;
- Participation in e-learning safety courses for all persons required by the University Health and Safety Manual.

In addition, the following were made available to all employees:

- Co-funding for participation in the summer seminars offered by CFSIE;
- Free participation, in the event of remaining free spaces, in foreign language courses at the CLA;
- Training provided by the INPS - P.A. Value project subscribed to by the University.
- Evaluation in terms of relevance, feasibility and costs for Higher Education initiatives organized by the Challenge School;
- Access to University MOOCs during working hours as long as they are professionally relevant and compatible.
- Participation in individual courses offered by the university considered strictly relevant to technical-administrative activity.

# Students

## Study grants and other forms of student support (in millions of €)

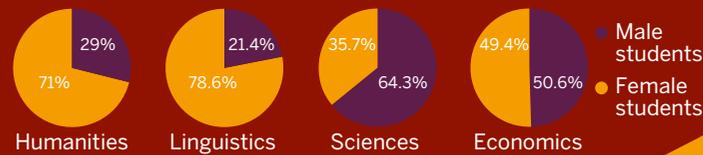


## Tutorship contracts for students with disabilities and specific



Breakdown by level	M	F
Enrolled on study programmes	7,595	13,653
Graduates	1,662	3,597
PhD students	167	207
Enrolled on Master's courses	366	516
Research fellows	86	79

## Enrolled students broken down by scientific area



Management Control Office

Ca' Foscari wants to offer its students a transformative educational experience that guarantees excellent facilities for studying, accommodation, sport and social and cultural life, on the one hand, and the best employment opportunities on the other. This is why we offer tutoring programmes, teaching inspired by research and guided by the needs of stakeholders and a full and engaging student life.

## The Right to Education



The University has foreseen a series of initiatives that facilitate education and that, in different and wide-ranging ways, enable students to access education with support including financial help.

### Regional study grants

Regional study grants are financial aid that helps pay student maintenance costs. They are awarded on the basis of possession of both the merit and income requirements of the competition notice.

Students eligible for the award are granted total exemption from the payment of tuition and university fees; the selected students are awarded the scholarship partly in cash (monetary amount) and partly in services (catering and accommodation).

The total amount of €7,050,160 available for the A.Y. 2017/2018 covered 100% of those eligible for the grant.

### Reduced tuition and university fee payments

The amount in tuition and university fees due by students enrolled at the University may be reduced according to the ISEE (Equivalent Financial Situation Index) for the student's household, merit and the combination of the two factors (merit and income). The total of exemptions, study grants and other concessions paid for the 2017/18 academic year was €7,401,075 (+9.7% compared to the previous year).

### Student collaborations

In 2018, 248 150-hour generic student collaboration contracts were concluded, for a total of approximately €280,000, and 118 targeted student collaboration contracts, for a total of approximately € 220,000.

To apply for targeted collaboration activities, students must meet the merit requirements set out in the calls; on equal merit, the most disadvantaged financial situations are considered, verified by ISEE certification.

### Scholarships for international students and concessions for refugee students

In the A.Y. 2017/18, 70 tuition fee waivers were awarded, each consisting of exemption from payment of tuition and university fees for international students who meet the merit requirements and who have already completed the assessment procedure to formalize enrolment for one of the University courses. In addition, we awarded 4 financial concessions for enrolment on a Bachelor's/ Master's degree course to foreign students with refugee status and/or otherwise in need of international protection. These concessions consist of the exemption from the payment of university fees, board and lodging paid at the ESU canteens and ESU university residences.

### Unsecured loans

Unsecured loans are a form of financing available to all students on particularly favourable terms; it is a tool that empowers students and allows them to plan their future with greater independence and freedom. In total, 51 unsecured loans were awarded.

### Funding of self-managed student education

The University announces an annual call for applications for funding for self-managed student education, through two awarding rounds; in 2018, the total amount awarded was €37,412. The recipient entities are established Student Associations and the Student Groups of at least 20 members, established in accordance with the specific University Regulations. In general, the call favours initiatives that are most consistent with the University's environmental sustainability and social responsibility policies.

### Student conciliation

Students who find themselves unable to devote themselves to full-time studies for work or health reasons, because they are engaged in assisting non-self-sufficient family members, in a sport at national or international level or in continued volunteering activities, can apply to Ca' Foscari as a part-time student for one of the courses for which this option is available. In the A.Y. 2017/2018, 745 enrolled part-time at the University.

### Tutoring service

The tutoring service aims to assist all students throughout their university course, responding to needs for orientation, information, assistance and active participation in university initiatives. The aim is to improve the quality of learning, in part also to reduce drop-out rates, the average length of time it takes students to graduate and the number of repeating students. Peer tutoring is divided into two areas: informative and specialist. Informative tutoring is provided by capable and deserving students specially selected and trained on: organisation of lessons, administrative requirements, study plans, aspects of university life. The specialist tutoring consists of educational, supplementary educational, preparatory and revision tutoring, guidance to support educational choices, including with specific schemes for international students.

In 2018, 332 specialist and informative tutoring contracts were concluded. In addition, in 2018 the Tutoring Service launched a new project in support of young people entitled "SensibilizzAzione" (Raising Awareness), which consisted of a series of meetings involving training, reflection and awareness on issues concerning disadvantaged young people.

## Social Inclusion



### Tutoring for students with disabilities

Given the growing number of students with disabilities and with specific learning disorders who apply for the specific tutoring service, the service has been reorganised to ensure that the persons concerned receive support from properly selected and trained tutors. In 2018, 59 tutoring contracts were concluded (+20.4% compared to the previous year) to support 145 student applicants. The increase in number of tutors meant each tutor had a smaller number of allocated students, thus improving the quality of service.

In addition, there are numerous initiatives throughout the year dedicated to students with disabilities and specific learning disorders to improve their university experience and support their integration and inclusion.



### "UniveForAll" National Civil Service

Again in 2018, the Disability Service was able to count on the collaboration of 2 volunteers from the National Civil Service under the "UniveForAll" project, who worked to support students at the University with disabilities and/or with specific learning disorders and improve the service offered to them. These include the quarterly release of the "Filo Diretto" (Direct Line) newsletter which provides information and updates on news and initiatives organised in favour of students with disabilities and specific learning disorders.

### ALIAS career

To encourage inclusion, the University guarantees students in gender transition a peaceful study environment, attentive to the protection of the privacy and dignity of the individual, in which interpersonal relationships are based on fairness and the mutual respect for personal freedom and inviolability pursuant to Italian Law 164/1982.

For this reason, anyone who has taken this path may request, at any time, the activation of an ALIAS career which consists of the assignment of a temporary identity not subject to consolidation. This is a real career change and is an anticipation of the measures that will be necessary at the end of the gender transition process.

[Home](#) / [About](#) / [Enjoy Ca' Foscari](#) / [Sport](#)

## Integration between university and the world



At Ca' Foscari, we have an active Careers Service to provide support to undergraduates and recent graduates actively seeking work in Italy and abroad. It provides operational strategies that allow you to realize your personal and professional goals independently and offers assistance in the analysis of your aptitudes, motivations and skills in order to develop a professional plan consistent with your study path and in relation to the evolution of the productive world, promoting integration between the University and the world of work, even internationally.

In 2018, 650 job offers were presented (of which 31 positions abroad) for undergraduates and recent graduates, confirming the growing market demand for young people with quality skills and training. In addition, there were 116 job offers (10 of which abroad) for Ca' Foscari alumni with one or more years of experience. During the year, the Careers Service promoted targeted shadowing schemes through the launch of projects linked to the Regional Youth Guarantee Programme. The initiatives proposed by the Careers Service in 2018 were all highly appreciated by Ca' Foscari graduates, in particular targeted orientation activities were organised for students and graduates from the humanities department.

AlmaLaurea Survey	2016		2017		2018	
	%UCF	%other universities	%UCF	%other universities	%UCF	%other universities
<b>All graduates (after one year)</b>						
in work	50.3	42.9	52.2	46	51.4	44.1
not in work and not seeking work	33.1	33.5	29.7	30.8	34.2	37.7
not in work but seeking work	16.6	23.6	18.1	23.2	14.4	18.2
not in work, not seeking work but engaged in a university course or internship	25.9	26.8	24.3	25.2	27.7	31.2

In addition, in 2018, the service launched the LEI - Centre for Women's Leadership Project dedicated to young women to support them in strengthening their social and economic role in the world of work.



### LEI Centre for Women's Leadership

LEI - Centre for Women's Leadership is a Ca' Foscari University project conceived to accompany young women on their path towards the future. The objectives of the LEI centre include the promotion and development of leadership skills, support for women's employability, dissemination of female business culture, support and development of self-entrepreneurship and self-employment, projects to reduce the wage gap between male and female graduates, increased access by women to the STEM disciplines (Science, Technology, Engineering and Mathematics). In pursuit of these objectives, the centre organises various themed talks, workshops and mentorship programmes throughout the year.

Proportion of graduates in work, divided by gender, in 2018	%UCF	%other universities
Male students	49.3	44.5
Female students	52.4	43.8

### "Ca' Foscari for the World" project

The project promotes paid internships within the field of international cooperation and development. The project involves students from all subject areas of the University to promote internship opportunities at NGOs and non-profit organisations operating all over the world. To date, there are 40 active agreements (+43% compared to the previous year) with various NGOs located mostly in Africa, the Indian Subcontinent and South America. In 2018, 34 internships were launched through two annual calls.

[Home](#) / [Servizi](#) / [Career Service](#) / [Studenti e laureati](#) / [Stage all'estero](#) / [Ca' Foscari per il mondo](#)

## Sports

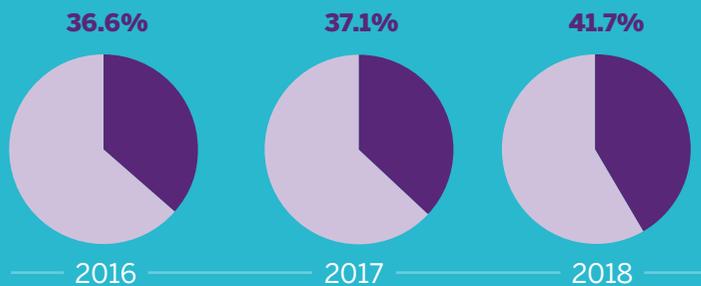


Ca' Foscari students and staff can choose from among numerous sports activities offered by the University. The University organizes sports events and courses in rowing, dragon boating, Venetian rowing, canoeing and SUP with excursions on the lagoon and nature trips. Both students and staff can join the Ca' Foscari dragon boat and galleon rowing teams and participate in national and international championships.

In addition, Ca' Foscari also offers rowing courses at specialist sports facilities for students with disabilities. The range of sports activities is extended through special agreements with the CUS - University Sports Centre and other sports clubs in Venice. These activities aim to bring young people closer to the water sports that are part of Venetian tradition and, at the same time, promote well-being and health consciousness.

Students enrolled at Ca' Foscari can apply for the study grants "Bravi nello studio, bravi nello sport" (Good at school, good at sports) intended for high-achieving students both academically and in sports.

[www.unive.it/cafoscarisport](http://www.unive.it/cafoscarisport)

**Student evaluation of teaching** (from 1 to 4)**ECTS on sustainability** (% of total credits)

Sustainable Ca' Foscari Office.

**Graduates who achieved "Sustainability competencies"**

Sustainable Ca' Foscari Office

Ca' Foscari wishes to offer its students an education that prepares them for the world of work, while at the same time performing the social function of educating new generations in sustainable behaviour, forming responsible citizens, in whatever field they find themselves operating.

In this way, the University not only provides the means to excel in the world, but also to make it better, offering innovative and interdisciplinary courses of education, focusing particularly on issues of sustainability.

# Teaching

## Education on sustainability



From the A.Y. 2011/12, the University initiated analysis of educational programmes to identify course content on sustainability issues found, even partially, in the individual courses. This content is then recorded in terms of credits.

The data was initially selected on the basis of a careful study and validated by the Departments, while under standard arrangements, it was up to the individual teacher to indicate whether there was any content on sustainability and, if so, how much.

From the A. Y. 2018/19, this mapping was revised in order to chart the lessons that are linked to one or more of the 17 goals of the 2030 Agenda for Sustainable Development. The goals were divided into 7 macro areas and each teacher can select at most one of them, which he considers prevalent in his course. The results of this new mapping will be available from the next Sustainability Report. Ca' Foscari also presents each year a selection of degree courses that feature sustainability as their primary focus.

**Courses on sustainability A.Y. 2017/18**

- **Bachelor's degrees**
  - Environmental Sciences
  - Sustainable Chemistry and Technologies
  - Social Sciences and Social Work
- **Master's degrees**
  - Environmental Sciences
  - Sustainable Chemistry and Technologies
  - Language Sciences
  - Work, Social Citizenship, Interculturality
  - Governance of Public Organisations
- **Master's Level I**
  - Wildlife Administration and Management
  - Environmental and Energy Assessment and Management of Businesses and Territory
  - Strategic Social Innovation Management
  - Food and Wine Culture. Promoting Italian-made Excellence
  - Environmental and Land Law
  - Science and Techniques of Prevention and Safety
  - Labour and Social Security Law
  - Global Economics and Social Affairs
  - Immigration. Migratory Phenomena and Social Change
- **Master's Level II**
  - Advanced Planning of Teaching Italian Language and Culture to Foreigners
  - Characterization and Remediation of Contaminated Sites
- **PhD courses**
  - Science and Management of Climate Change
  - Environmental Sciences
- **Joint Degree**
  - Joint Master's Degree in Sustainable Development
  - Double Degree in Sustainable Chemistry and Technology with Univerza v Novi Gorici, Nova Gorica
  - Crossing the Mediterranean: towards Investment and Integration (MIM)

## Innovation and experimentation in teaching



For years, Ca' Foscari has been developing projects that engage students in a broad-reaching and multidisciplinary way, teaching them to tackle issues related to sustainable development and systemising different skills and content, with the aim of making sustainability an integral part of their professional and personal development. In particular, this teaching method includes ALLs - Active Learning Labs and CLabs - Contamination Labs.

In addition, the University continues to invest in more sustainable ways of delivering courses, such as blended teaching and MOOCs.

### CLabs - Contamination Labs and ALLs - Active Learning Labs

The Ca' Foscari Contamination Lab is a physical and virtual place of fusion between university students from different disciplines. The CLab promotes a culture of entrepreneurship, sustainability, innovation and action, as well as new and interdisciplinary learning models, such as to reduce the gap between academia and innovation.

The CLab is organised into Active Learning Labs (ALLs), 6-week workshops aimed at students on all Ca' Foscari Master's Degree courses, providing educational experience on solving concrete problems proposed by participating companies and institutions.

In 2018, we implemented 4 innovative educational workshops, 2 of which expressly covered issues on sustainability:

- Active Learning Lab "Social Innovation in Finance" (ALL-SIF), 48 participants;
- "Life" Ca' Foscari Contamination Lab with two subject areas: ALL-World and ALL-Live and Work, 60 participants.

### MOOCs - Massive Online Open Courses

MOOCs (Massive Online Open Courses) are open to all and free, with a certificate of participation issued upon completion of the course. The participants themselves create an active and stimulating community that contributes significantly to learning through participation in the activities offered.

### MOOC - Agenda 2030 for Sustainable Development

In 2018, the MOOC "Agenda 2030 for Sustainable Development" was created with the course divided into 4 teaching units illustrating the 17 goals of the 2030 Agenda and contextual information. Each goal is presented by a Ca' Foscari professor, who introduces the subject, applying it to his/her own specific research activities. There are 16 Ca' Foscari professors involved in this process, belonging to 6 different Departments.

The first edition was launched in 2018, with 463 people enrolled, of whom 136 (29.37%) completed the full course and were awarded the certificate, passing the final exam.

[Home](#) / [Academics and services](#) / [Online learning](#) / [MOOC - Massive Open Online Courses](#)

## Extracurricular activities on sustainability



Sustainable development is also promoted among Ca' Foscari students through extra curricular educational activities that tackle sustainable issues, embracing different fields of interest and using interactive methods.

Students actively participate in the implementation of a project as part of a heterogeneous group of people from the different academic areas of the University; this allows them to develop transversal skills and learn about new applications in their field of study. The projects also involve researchers and professors from the University, who also come from different disciplinary areas, who thus have the opportunity to promote their research and offer a closer introduction to students.

This type of project often involves public output, which allows students to present their work, making them promoters of sustainability, in the community and among their peers.

### Sustainability Competencies

"Sustainability Competencies" were launched in 2012 by the Sustainable Ca' Foscari programme to include sustainability as an all-round subject within the course of education for Ca' Foscari students. The project, developed in collaboration with the University Departments and Schools, envisages voluntary activities that, included in the Study Plan, can be evaluated by the supervising professor and achieve one extra-curricular credit. The activities can be suggested by the students or by the supervisors and can vary in nature: from bibliographical or field research to participation in seminars and workshops or creative and practical activities.

In 2018, 90 graduates were awarded sustainability competencies (20% more than in 2017); of these 70 Bachelor's Degree and 20 Master's Degree students. In addition, a 2-minute video in Italian and English illustrating the Sustainability Competencies was broadcast and promoted. The video is one of the tools required by teachers to explain to students what sustainability competencies are and how the project works. In addition to this, we have created ad hoc materials to promote the project, which attracts more and more students every year.

[Home](#) / [Projects](#) / [Sustainability Competencies](#)



### Campus Garden

The Campus Garden project, launched at the end of 2016 on the Science Campus, involves the active collaboration of the administrative department responsible for the green spaces at the University with DAIS - the Department of Environmental Sciences, Informatics and Statistics. The project consists of two parts: a garden for biodiversity, in which rare or endangered native species are planted, and a vegetable garden in which synergistic horticulture is practised. On the one hand, it is a tool for research and scientific dissemination - indeed, it engages the researchers of the DAIS Plant Ecology group of the DAIS - on the other, it is an activity of student engagement, for students selected through a specific call. The students are actively responsible for all the garden management, as well as organising meetings of information and awareness on issues of synergistic gardening and sustainable agriculture, forging relationships with local associations and businesses in the field of urban horticulture and synergistic agriculture.

In 2018, with the support of Sustainable Ca' Foscari, students organised three events to promote awareness on issues related to sustainable agriculture and more sustainable lifestyles. Specifically, there was a screening of the documentary "On the Road", attended by the director, and two seminars with external experts. Calls were launched in February and November 2018 for student participation in the project, with a total of 107 students applying from all the Departments of the University.

[Home](#) / [Projects](#) / [Orto in Campus](#)

### "Art & Sustainability" projects

The University began developing the theme of Art and Sustainability in 2013, building student engagement projects that emphasize the link between sustainability and the world of Art, the latter particularly connected to the city of Venice and some of the University's main areas of research and teaching. The main concept is that it is often beneficial to use emotional language to communicate the issue of sustainability, insofar as it strikes chords that are not found in rational processes.

[Home](#) / [Projects](#) / [Art&Sustainability](#)

Below is a list of the projects completed from 2013 to 2017, highlighting student engagement.

Period	Project	Description	Student engagement
June- November 2013	<b>The Garbage Patch State</b>	Installation by the artist Maria Cristina Finucci on the phenomenon of plastic waste islands that form in the oceans. A real pavilion was created at Ca' Foscari like those used by the countries participating in the Biennale Arte.	<b>23 students involved.</b> The students took care of creating the semantic context of the "population" of the garbage patch state. The texts were published on the installation's web portal.
May- November 2015	<b>Dancing Solar Flowers</b>	Installation by the artist Alexandre Dang on the potential of solar energy. The work consisted of a garden made up of recycled pallets with around 400 artificial flowers that moved thanks to the energy created by small solar panels.	<b>22 students involved.</b> The students actively participated in setting up the installation and developed materials providing more in-depth information on the themes related to the work: solar energy, photovoltaic cell operation and the link between art and sustainability.
December 2016- Januar 2017	<b>Fifteen Percent - dialogue on disability in the world</b>	Artistic exhibition of the photos of Christian Tasso based on his Quindici Percento (Fifteen Percent) project in which he portrays people with disabilities in various countries around the world. The project also included three seminars on issues related to disability.	<b>37 students involved.</b> The students supported the curator Diego Mantoan in all phases of the exhibition, choosing with him the works to be displayed, the set-up and putting together the exhibition catalogue. The students also created and managed guided tours for local schools and groups. Another group of students carried out thematic research that was presented during the Finissage.

February - May 2017	<b>Participatory art against sex trafficking</b>	In-depth project on human sex trafficking involving the creation of a participatory art event with the artist Janine von Thungen and national and international legal experts.	<b>25 students involved.</b> The students designed the event together with the Beawarenow cultural association and dealt with all the artistic, organisational and communication aspects.
October 2017	<b>EARTH due parole sul futuro</b>	The project was aimed at increasing the focus on sustainable development through dialogue on the past, present and future of our planet, involving over 500 scholars from all over the world.	<b>15 students involved.</b> The students participated in 4 in-depth workshops, created the set-up and took care of communication and the catalogue.

### Sustainable Art Prize

In collaboration with ArtVerona, the University first launched the Sustainable Art Prize in 2017, dedicated to an artist or a collective of artists, present at the annual edition of the fair, who work on issues of sustainability and who, use artistic language as a tool for spreading awareness on major global challenges, in line with the 17 goals of the 2030 Agenda for Sustainable Development promoted by the UN. In 2018, the winning art project of the first edition was produced and the second edition was announced with 21 participating artists, presented by 16 different galleries. The jury awarded the prize to Paolo Ciregia, presented at ArtVerona by the art gallery L'Elefante.

The prize involves an exhibition, installation or performance by the winning artist that relates to the theme of sustainability, to be created in 2019 in the spaces provided by the University, with students engaged in the project. This enables the artists to experience a new field of experimentation, connecting with the university community in Venice in an unprecedented encounter between the world of art and research.

[Home](#) / [Projects](#) / [Art&Sustainability](#) / [Sustainable Art Prize](#)

### La Repubblica delle Meraviglie @ ASVIS Sustainable Development Festival

The University developed "La Repubblica delle Meraviglie" (The Republic of Wonders), the winning project of the first edition of the Sustainable Art Prize organised in collaboration with ArtVerona. The artistic concept involved the creation of a utopian society, based on sustainable development, in the city of Venice. The project saw the participation of 13 students, selected through a specific call, who were engaged in workshops and meetings with 5 professors and researchers of the University on issues related to SDG 11 of Agenda 2030 - Sustainable Cities and Communities. The resulting art was created on 22 May in the Courtyard of Ca' Foscari. Two public conferences were also organised for the launch and conclusion of the project.

The project had a great resonance in the specialist press and greatly impressed the organisers of EDRA50 (New York University), fascinated by the idea and the way of developing the relationship between SDGs and the world of art; Sustainable Ca' Foscari was then invited to reproduce the projects in New York during the annual conference from 22-26 May 2019.

# Research

## Number of Spin-offs



## Funding for sustainability research (% of total)



## Number of publications on sustainability issues



Publications in the catalogue ARCA selected by the set of keywords used by GreenMetric

The University is committed to supporting innovative research that addresses the complex challenges of our time from an interdisciplinary perspective, including through collaboration with leading international research centres. In 2015, six research areas were identified on topics defined as Global Challenges, that is to say, strategic and broad-ranging issues worked on by interdisciplinary research teams, who undertake cutting-edge research to tackle the global challenges of today and tomorrow and ensure sustainable development in the field of technology and knowledge.



## Sustainability Research

Research at Ca' Foscari is strongly oriented towards issues related to global challenges and the funded projects are increasingly focused on sustainability. In general, compared to 2017, the University has doubled funding received for projects through international competitive tenders. In 2018, the total funding for research was around €9.4 million.

As part of the European and international competitive tenders, 36 projects were approved, in which Ca' Foscari is involved as host institution, coordinator, partner or third party, for a total of close to €7.5 million in funding for the University. In particular, funding for collaborative projects on the Horizon 2020 programme more than doubled and the Marie-Slodowska Curie fellowships more than quadrupled compared to the previous year.

Around 35% of the funding obtained from European and international competitive tenders or from ESF regional tenders concerns sustainability-related research projects.

Following the University's adhesion to the Regional Innovative Networks, in the four areas of Smart Agrifood, Smart Manufacturing, Creative Industries and Sustainable Living, the University participated with 7 project proposals in the tender launched by the Veneto Region (Regional Council Decree 1139 of 19 July 2017) to fund Research and Development projects conducted in these fields by the Regional Innovative Networks and Industrial Districts. The results were published in July 2018, with Ca' Foscari receiving funding for 6 research projects for a total of €800,518, of which 67.82% to fund sustainability projects.

The sustainability-related research projects approved in 2018 are outlined below.

### ESF - European Social Fund

Coordinator	Project title
Prof. Elisa Moretti	CHEERS - Development of photovoltaic cells based on wine processing waste for the production of renewable and sustainable solar energy
Prof. Raffaele Pesenti	Smart Cities: the contribution of Data Science to the quality and sustainability of visitor experiences
Prof. Barbara Da Roit	PReST - Processes, Relationships, Space and Time: giving value to human work in the transition to industry 4.0
Prof. Maurizio Selva - Prof. Alvisè Perosa	Valorisation of waste from the confectionery sector: eco-friendly extraction using supercritical carbon dioxide for the formulation of new nutraceutical and cosmetic products
Prof. Carmela Camardi	Home automation for improving quality of life. The role of law and regulation in technological innovation.

## Successful projects in European and international programmes in 2018 (except Marie Skłodowska-Curie)

Funding programme	Project title	Scientific coordinator
Horizon 2020 NMPB - Nanotechnology, Advanced Materials, Advanced Manufacturing and Processing, and Biotechnology	Prof. Antonio Marcomini	RiskGONE - Risk Governance of Nanotechnology
Horizon 2020 SC2 - Food Security, Sustainable Agriculture and Forestry, Marine, Maritime and Inland Water Research and the Bioeconomy	Prof. Roberto Pastres	GAIN - Green Aquaculture Intensification in Europe
MAECI Italia - India	Prof. Alvise Benedetti	Bioncleansing - Bio-cleaning for Cultural Heritage
LSE - London School of Economics & Political Science	Prof. Walter Quattrociocchi	Overcoming Polarisation and Misinformation around Migration in Italy
INTERREG MED	Prof. Fabrizio Panozzo	Smath - Smart atmospheres of social and financial innovation for innovative clustering of creative industries in the MED area
INTERREG Italy-Slovenia	Prof. Andrea Stocchetti	CROSSMOBY - Mobility planning and sustainable and cross-border passenger transport services, in the pursuit of intermodality
MAECI Italy - Montenegro	Prof. Maurizio Selva	FISH-MeeTing: sustainable recovery and valorisation of fish wastes processing
MAECI Italy - China	Prof. Francesco Gonella	Analysis of the metabolism of urban conglomerates and of the cooperative strategy of the circular
Cornell College	Prof. Carlo Barbante	Development of a High Resolution, Multi-Century PaleoFire Reconstruction from Tropical Australian Stalagmites

## Marie-Skłodowska Curie fellowships won or acquired in 2018

Fellow	Supervisor	Project title
Pascal Bohleber	Prof. Carlo Barbante	GOLD-ICE: Next generation analysis of the oldest ice core layers
Alexander Araya	Prof. Francesca Coin	RIGHTS UP: the right to the city and the ambivalence of tourism: a comparative approach to media discourses and social movements' dissent in Venice, Amsterdam and Barcelona
Animesh Gain	Prof. Carlo Giupponi	SECURITY: Social-ECological Interdependencies in Transboundary water resources systems

Anna Kordasiewicz	Prof. Sabrina Marchetti	MAJORDOM: Intersections of class and ethnicity in paid domestic and care work: theoretical development and policy recommendations based on the study of 'majority workers' in Italy and in the USA
Pauli Lappi	Prof. Carlo Carraro	MILO - Mining, lobbying and efficient environmental policy
David García-León	Prof. Antonio Marcomini	WATER DROP Droughts and Water Scarcity in the EU: Economic Impact, Adaptation, Policy Implications and Integrated Assessment Modelling

## Research for Global Challenges



Thanks to continuous commitment to the Research for Global Challenges project, Ca' Foscari supports the establishment of interdisciplinary research teams for participation in national and international calls.

The following are the sustainability-related projects launched in 2018 and are part of the six areas of the Global Challenges:

- **Science of complex economics, human and natural systems**
  - Predicting Tropical Atlantic climate and its impacts
  - Discovering the human impact on climate
- **Cultural Ecosystems**
  - Reevaluating minor rivers as cultural landscapes
  - Artificial intelligence applied to archaeology
  - Nanomaterials for the Restoration of works of art
- **Social Innovation**
  - Sustainable groundwater management in rural areas
  - Preserving European Deaf Signing Communities
  - Making the Most of Social Science to Build Better Policies
  - Survey of Health, Ageing and Retirement in Europe
- **International studies**
  - Chinese Labour in a Global Perspective
- **Green Challenges**
  - A "Marie Curie" project on nanomaterials' ecological risk assessment
  - Seagrass recolonization in the venetian Lagoon
  - Safe nanoscale product and process design
  - Winwin strategies for sustainable climate action
  - Sustainable fish production under climate change
  - Nanomaterial Fate and Speciation in the Environment
- **Innovation team**
  - Smart manufacturing for EU Growth

[Research / Research for Global Challenges](#)

# Engagement

## Events on sustainability-related issues



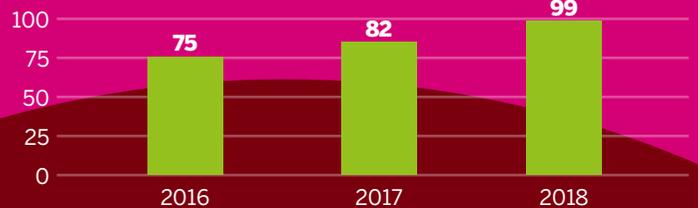
Sustainable Ca' Foscari Office

## Subscribers to the Sustainable Ca' Foscari newsletter



Sustainable Ca' Foscari Office

## Students involved in sustainability projects



Sustainable Ca' Foscari Office

Ca' Foscari is committed to spreading a culture of sustainability, engaging not only students and staff, but also the local and international community, aware of its role in this undertaking as a university. For this reason, the University promotes sustainable development by organising seminars, conferences and projects that stimulate sustainable behaviour and disseminate scientific research on sustainability-related issues. Stakeholders are actively engaged on several occasions in order to develop synergistic interaction with the local area.

## Communicating Sustainability



The University uses various channels to promote engagement in sustainability-related issues, such as through communication on the dedicated website (<https://www.unive.it/sustainability>), accounts on the social networks Facebook and Twitter and through the monthly newsletter.

Subscription to the newsletter is optional and open both to students and staff and to people outside the university who are interested. Subscribers in 2018 rose in number considerably compared to the previous year, reaching 621, an increase of 22.2%.

Followers on the Sustainable Ca' Foscari Facebook page, as at 31/12/2018, also increased by 22.9% compared to the same figure in 2017, reaching 1,485 users, while on Twitter, there were 713 followers in 2018, a 15% increase compared to 2017.

### Communication campaigns on social networks

During 2018, we implemented five communication campaigns on social networks to promote sustainable behaviour in line with the SDGs of the Agenda 2030. In addition to the campaigns already mentioned, for the European Mobility Week and the EWWR, we implemented a further three campaigns on the occasion of 'M'illumino di Meno' (roughly Turn Down the Lights) and during the summer holidays (#vacanzesostenibili) and Christmas holidays, recommending sustainable actions to be practised even during the holidays. The five communication campaigns together reached 43,640 users and generated 2,159 interactions.

## Awareness initiatives for the local area



During 2018, the different areas of the University (Central Administration, Departments, Schools and Centres) organised 142 events on sustainability-related issues, including seminars, conferences, projects and workshops, out of a total of 2,066 events.

### M'illumino di Meno

Ca' Foscari has been participating for over 10 years in the national initiative "M'illumino di Meno"; in 2018, in addition to the communication campaign, a candlelit walk was organised in collaboration with IUAV involving the main sites of the two universities in Venice. We also organised a competition for the Ca' Foscari community, where participants were asked to submit ideas for making the University more sustainable. There were two winning proposals: The first proposal was to implement energy saving actions in our own homes, such as installing LED lights, and, in exchange, the University must undertake to implement energy saving actions of the same value in terms of electricity consumption. The second prize-winning proposal instead concerned the implementation of a monitoring system to collect and share metrics such as temperature, humidity, CO2 produced and saved. The competition attracted 19 participants (5 students and 14 people from among the technical-administrative staff and teachers).

## University of Volunteering

The University of Volunteering was founded in 2012 within Milan CSV (Volunteering Service Centre) and is a virtuous example of network and services supported and promoted by the national network of Volunteering Service Centres, CSVnet, and shared with other Italian CSVs. The aim of the project is to provide practising and aspiring volunteers with a real university course, providing them with specific skills useful for volunteering. The course is free and open to citizens and students. Ca' Foscari offers this course in collaboration with CSV Treviso, providing space and teachers free of charge, as well as supporting the dissemination of the initiative.

In the A.Y. 2017/18, 9 Ca' Foscari students completed the full course, within a class of 28 students. In the same A.Y., 15 staff and faculty members from our university taught classes for free.

[www.unive.it/sostenibile](http://www.unive.it/sostenibile) / Progetti / Collaborazioni / Università del Volontariato

## Kids University Venice

For the second consecutive year, Ca' Foscari opened its lecture halls, classrooms and laboratories on the Science Campus to students from 8 to 13 years old, for a whole week.

With the Kids University Venezia project, implemented together with the educational science team Pleiadi, University professors and researchers - together with experts from other important local institutions who collaborate on the project - worked with classes of girls and boys from primary and middle schools in a series of experimental and interactive lessons on the theme of inclusion, applied to all scientific and disciplinary areas.

In particular, during this edition, called "One for all, all for one", we organised 17 workshops that examined in detail the subject of inclusion through chemical experiments, UN simulations and language laboratories. The 20 teachers and researchers involved in the workshops were joined by the Angels, 15 Ca' Foscari students who supported and took care of the visiting classes and teachers from their arrival at the university to the end of the activity. 50 classes took part, with around 1,000 pupils participating in the workshops. The closing ceremony was a moment of celebration with families in the Danilo Mainardi Auditorium on the Science Campus, with all participants awarded a diploma.

The final party also included the announcement of the winning classes of the national "One for all, all for one" Ca' Foscari competition on inclusion. 43 classes put forward group work on two main topics: reception and accessibility.

For the reception category, the students drafted a 'booklet' with all the useful information, plans and suggestions for welcoming Abdou, the lead characters in the book 'Comme le Papillon' illustrated by Letizia Galli, into their school.

The accessibility category instead stimulated students to consider from a different perspective the spaces they frequent daily and their school and extracurricular activities, and to suggest how to improve them in terms of accessibility. Many classes experimented with the use of multimedia tools to enrich their projects, all beautiful examples of sensitivity, curiosity and commitment, from both students and teachers.

[www.unive.it/kids](http://www.unive.it/kids)

## KPI

Value	2018	Variation 2017
economic attracted value (millions of €)	<b>148.35</b>	+3.47%
funds from Italian Public Administration (millions of €)	<b>91.36</b>	+7.80%
funds from EU and international bodies (millions of €)	<b>3.50</b>	-67.92%
economic distributed value (millions of €)	<b>130.19</b>	+6.74%
% suppliers from the Veneto Region (including the province of Venice)	<b>31.94%</b>	+17.95%

Environment	2018	Variation 2017
student rating on comfort of lecture hall/classroom, laboratory and study space (from 1 to 4)	<b>2.95/4</b>	+2.08%
water consumption (Sm <sup>3</sup> )	<b>89,228</b>	-17.56%
gas consumption (Sm <sup>3</sup> )	<b>695,928</b>	-24.28%
electricity consumption (kWh)	<b>10,050,604</b>	-5.37%
carbon emissions (tCO <sub>2</sub> eq)	<b>12,042</b>	-5.15%

Staff & Faculty	2018	Variation 2017
hours of training provided	<b>17,890</b>	+6.14%
number of technical and administrative staff recruited (permanent contract)	<b>37</b>	+236.36%
number of contract terminations of technical and administrative staff (permanent contract)	<b>11</b>	-15.38%

Students	2018	Variation 2017
scholarships and other support for education (millions of €)	<b>18.41</b>	+38.11%
beneficiaries of study grants and unsecured loans (% of eligible students)	<b>100%</b>	=
number of tutoring contracts activated for students with disabilities	<b>59</b>	+20.41%

Teaching	2018	Variation 2017
ECTs relating to sustainability content (% of the total)	<b>41.69%</b>	+12.46%
graduates in the calendar year who obtained sustainability competencies	<b>90</b>	+20%
student evaluation of teaching (from 1 to 4)	<b>3.20/4</b>	-0.31%

Research	2018	Variation 2017
amount of funding for thematic research (% of the total)	<b>38.80%</b>	-23.54%
spin-offs active in the calendar year	<b>14</b>	+7.69%

Engagement	2018	Variation 2017
events on sustainability issues	<b>142</b>	-28.64%
subscribers to the CFSostenibile newsletter	<b>621</b>	+22.24%
students involved in sustainability projects	<b>99</b>	+20.73%

## GRI - Standards

The following table shows the list of indicators envisaged by the new GRI Standards reported by the Ca' Foscari University of Venice. These are the main global reference standards for sustainability reporting. There are 41 indicators considered relevant and applicable to the University out of a total of 169. Next to each GRI Standards indicator, reference is given to the page number of this document.

For more information on the Global Reporting Initiative (GRI): [www.globalreporting.org](http://www.globalreporting.org)

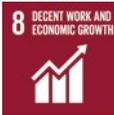
GRI	Indicator	Page
<b>Universal Standards</b>		
102-1	Name of the organization	4
102-2	Activities, brands, products, and services	4
102-3	Location of headquarters	4
102-4	Location of operations	4-5
102-5	Ownership and legal form	4
102-6	Markets served	32, 38, 44
102-7	Scale of the organization	4
102-8	Information on employees and other workers	24-25
102-9	Supply chain	14-15
102-12	External initiatives	7-8
102-13	Membership of associations	7-8
102-14	Statement from senior decision-maker	inside cover
102-15	Key impacts, risks, and opportunities	7
102-16	Values, principles, standards, and norms of behavior	9-10
102-17	Mechanisms for advice and concerns about ethics	9-10
102-18	Governance structure	6, 25
102-20	Executive-level responsibility for economic, environmental, and social topics	7
102-22	Composition of the highest governance body and its committees	25
102-40	List of stakeholder groups	11
102-43	Approach to stakeholder engagement	41-43, 48-50
102-50	Reporting period	3
105-51	Date of most recent report	December 2018
102-52	Reporting cycle	annual
102-53	Contact point for questions regarding the report	57

GRI	Indicator	Page
<b>Economic Standards</b>		
201-1	Direct economic value generated and distributed	13-14
201-4	Financial assistance received from government	13
203-1	Infrastructure investments and services supported	18
204-1	Proportion of spending on local suppliers	12
<b>Environmental Standards</b>		
302-1	Energy consumption within the organization	16-17
302-4	Reduction of energy consumption	16-17
303-5	Water consumption	16-17
305-1	Direct (Scope 1) GHG emissions	16, 22-23
305-2	Energy indirect (Scope 2) GHG emissions	16, 22-23
305-3	Other indirect (Scope 3) GHG emissions	16, 22-23
305-5	Reduction of GHG emissions	16, 22-23
<b>Social Standards</b>		
401-1	New employee hires and employee turnover	25
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	26-29
404-1	Average hours of training per year per employee	31
404-2	Programs for upgrading employee skills and transition assistance programs	31
404-3	Percentage of employees receiving regular performance and career development reviews	100%
405-1	Diversity of governance bodies and employees	24-25

## Implementation of the Agenda 2030

Ca' Foscari University of Venice has included within its Strategic Plan its commitment to promoting the systematic adoption of the United Nations' agenda of Sustainable Development Goals. The following table shows the goals, highlighting which actions contribute to achieving the 17 goals included in the Agenda 2030. Next to each SDG, there is a reference to the pages of this document in which the related activities are described.

Goal	Target	Page
	3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	37
	4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations 4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development	33-34, 35, 36-37, 39, 40, 41-43
	5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decisionmaking in political, economic and public life 5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women	27-28, 32, 36,
	6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	19
	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix 7.3 By 2030, double the global rate of improvement in energy efficiency	17-18

Goal	Target	Page
	8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead 8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	9, 10, 13-14, 14-15, 17, 36-37
	9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending	45, 47
	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard 10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	27-28, 29, 30, 33-34
	11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons  11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management	17-23
	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities 12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	14-15, 19-21, 39, 41-43, 49-50
	13.2 Integrate climate change measures into national policies, strategies and planning 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	17-18, 20-23, 39, 41-43, 49-50

Goal	Target	Page
	14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution 14.3 Minimize and address the impacts of ocean acidification, including through enhanced scientific cooperation at all levels	17-20, 22-23
	15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements 15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species	18-19, 22-23, 41-43
	16.5 Substantially reduce corruption and bribery in all their forms 16.6 Develop effective, accountable and transparent institutions at all levels 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels 16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements	10
	17.7 Promote the development, transfer, dissemination and diffusion of environmentally sound technologies to developing countries on favourable terms, including on concessional and preferential terms, as mutually agreed 17.16 Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries 17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	7-8, 36-37



Ca' Foscari  
University  
of Venice

Delegate for sustainability  
**Prof. Fabio Pranovi**

Publication by the  
**Sustainable Ca' Foscari Office**

We thank all the offices that helped  
prepare this document. For comments  
or suggestions:  
sustainability@unive.it

Graphics > University Communication  
and Promotion Office  
Press > Edizioni Ca' Foscari



**sustainable**  
**Ca'Foscari**

[www.unive.it/sustainability](http://www.unive.it/sustainability)