



Ca' Foscari
University
of Venice

MONITORING DOCUMENT FOR THE GENDER EQUALITY PLAN OF CA' FOSCARI UNIVERSITY OF VENICE

Report of activities carried out in 2023

GEP TEAM

The drafting and monitoring of the actions contained in the Gender Equality Plan are entrusted to a dedicated working group - the GEP Team - composed of a group of people with specific expertise on gender issues, identified to represent the main components of the University. While forming the Ca' Foscari GEP Team, we considered the strong connections and potential synergies with the CUG - Equal Opportunities, Employee Well-Being and Inclusion Committee. Our goal is to improve our employees' well-being and combat workplace discrimination.

The supporting administrative structure is the Sustainability Office - Institutional Affairs Area, where Dario Petrantoni was entrusted with overseeing the project.

Name and Surname			Position
Prof.	Sara	De Vido	Coordinator
Prof.	Gian Luigi	Paltrinieri	Deputy-coordinator
	Monica	Gussoni	RPA
			Human Resources Area
Prof.	Stefania	Sbarra	Faculty representative*
	Laura	Fagarazzi	ARIC - RicInt representative
	Anna	Bonfante	AAI - CFS representative
	Sara	Dal Monico	Representative of PhD students assembly*
	Maria	Ducoli	Students' Assembly representative*
	Vivianne	Pavan	APPS - CG representative
	Immacolata	Caputo	ADISS - Career Service / LEi Project representative
	Nicoletta	Bortoluzzi	ARIC - RicInt representative
Prof.	Sabrina	Marchetti	Faculty representative*
	Martina	Gonano	AAI - CFS representative

CUG members in 2023

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FOREWORD

The GEP- Gender Equality Plan provides a set of commitments and actions intended to promote gender equality within the organisation through institutional and cultural changes.

The GEP stems from the European Commission's Strategy for Gender Equality 2020-2025. It includes measures to enhance gender equality within Horizon Europe. As a result, the European Commission has made the GEP a prerequisite for all research organisations and higher education institutions aiming to access funding from the Horizon Europe research programme. The European Commission defines the GEP as a strategic plan aimed at:

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

The GEP, therefore, fits within the planning cycle of universities and is coordinated with other instruments for organisational well-being.

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

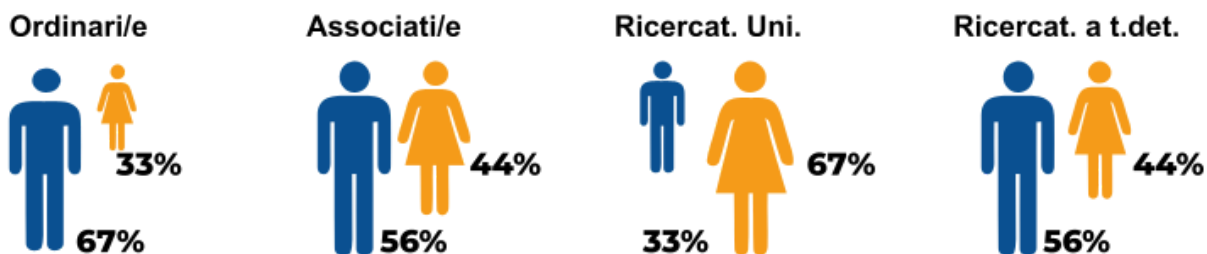
*'Access to funding from the NRRP programmes is only granted to those universities, research organisations and other public and private entities that have adopted, or commit to adopting in the first year of the project, a **Bilancio di genere (gender budget) and a Piano di uguaglianza di genere (Gender Equality Plan)**, in analogy to the Gender Equality Plan, GEP, which is a prerequisite in all Horizon Europe projects'.*

Gender equality is a cross-cutting strategic enabling factor that Ca' Foscari has included in its Strategic Plan 2021-2026. Therefore, the adoption of a GEP is an absolute requirement. This is not a formal step aimed only at obtaining funds but a set of objectives and actions aimed at developing an inclusive and gender-sensitive culture in the University.

This document summarises the monitoring of the actions under the plan, covering the calendar year 2023 and the academic year 2022/2023.

OVERVIEW OF THE MAIN DATA

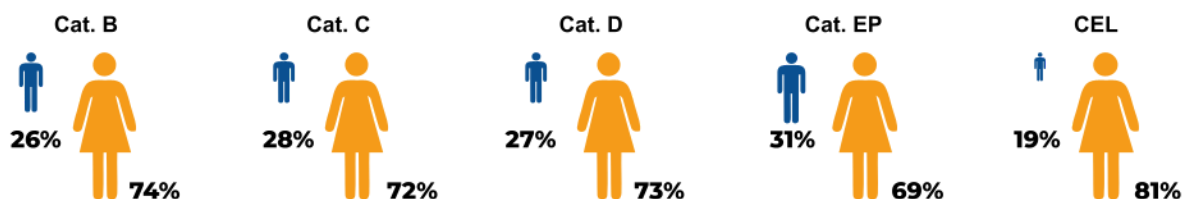
Faculty¹



Presenza femminile nel personale docente e di ricerca



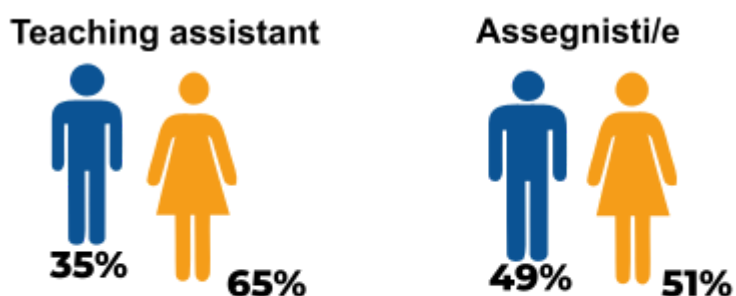
Technical and administrative staff ¹



Presenza femminile nel personale TA



Teaching and research support staff¹

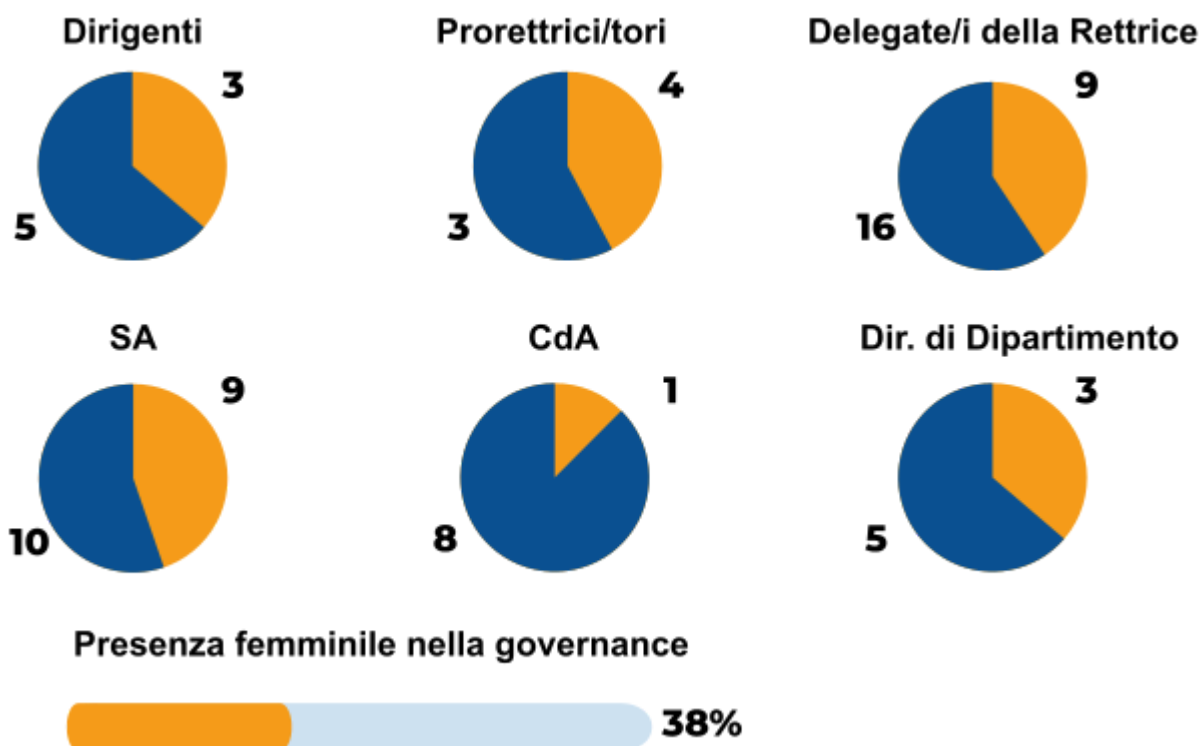


Presenza femminile nel personale non strutturato

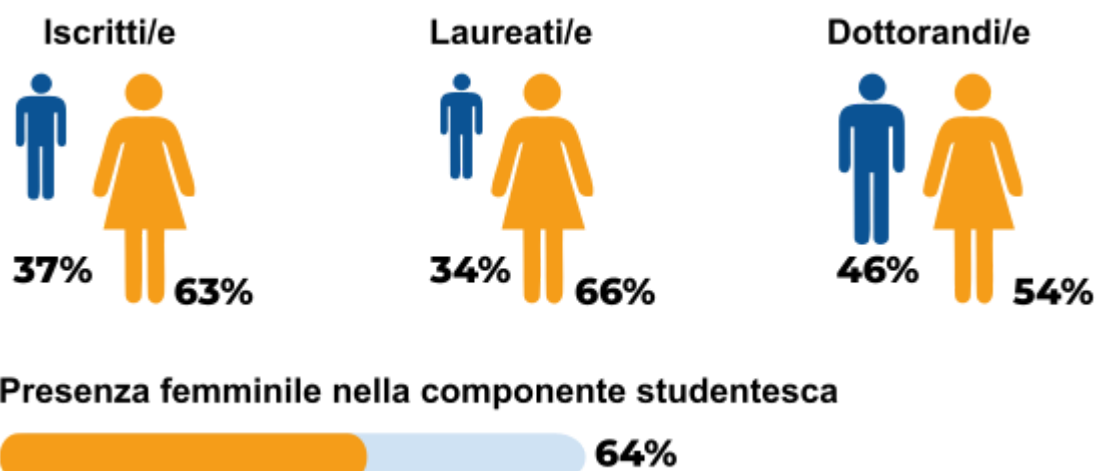


¹ Data as of 31/12/2023. Source: Management Control Office

Governance¹

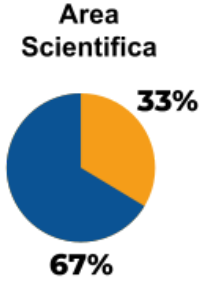
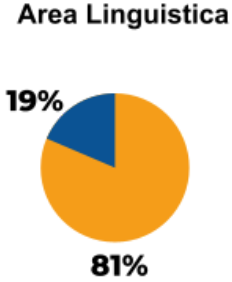
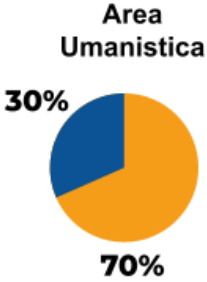


Students²



² Data relating to a.y. 2022/23 and the calendar year 2023. Source: Management Control Office


Enrolment by disciplinary area²




ACTIONS CARRIED OUT IN 2023

1. Gender equality in recruitment and career advancement

1.2. Promote female leadership in research


Action 1 2 3	Coaching/mentoring activities and other training activities for young female researchers at the beginning/advancement of their career, by successful female researchers, also from outside the University
Recipients	Research staff
Structure of reference	ADISS - Innovative Education Sector
Other structures involved	ARIC, Departments
Political authority	Delegate for Faculty Training
SDGs	 5.5
Action description and Monitoring	This action is planned to be developed over two years. In this first year, the focus was on planning activities, which led to the plan of setting up two specific courses operating from 2024: 1- <i>Mentoring methods and techniques for university teaching</i> ; 2 - <i>Developing inclusive leadership in working and research groups</i>
Notes	Action planned to be developed over two years

1.2. Promote female leadership in research


Action 1 2 3	Definition of instruments to encourage young female researchers to propose themselves as leaders of research groups and to participate in research projects as scientific leaders
Recipients	Research staff
Structure of reference	ARIC
Other structures involved	ARU
Political authority	Vice-rector for Research
Expected result	Reduction of gender asymmetries in research projects
Monitoring indicators	+1.4% of female Principal Investigators (PIs) on an annual basis
Resources	Internal
SDGs	 5.5
Action description and Monitoring	<p>After an initial deepening of the analysis of previously reported data, a qualitative analysis was chosen. Therefore, two focus groups were set up, taking care to focus on their heterogeneous yet similar composition in order to compare the results. The aim of the work was to identify the main reasons for the gender imbalance between those responsible for submitting proposals and winning projects, and thus to identify potentially effective incentives to reduce this imbalance. The focus group meetings were held throughout the autumn and a day was organised on 15 December to present the results.</p>

2. Culture of the organisation



2.1. Strengthen the University's role on gender issues

Action 1 2 3 4	Consolidation and implementation of membership in Networks and Centres of national and international relevance dealing with gender equality and gender-based violence
Recipients	All members of the University
Structure of reference	CUG and Rectorate
Other structures involved	ACPIC
Political authority	Delegate for Gender Equality
Resources	Internal
SDGs	 5.1, 5.c
Action description and Monitoring	<p>Active adherence to the 'Women's Aid Network' project for the 'Promotion of good practices in integrated taking charge actions by the ULSS 3 Territorial Anti-Violence Network', established last year, continues. In addition, at the initiative of the Rector's Delegate for remembrance days, memory and gender equality, the University, through the Centre for Human Rights Studies (CESTUDIR), joined the national network against hate speech. Finally, the University's active collaboration with the work of the 'Inclusion and Social Justice' working group of the RUS - Network of Universities for Sustainable Development, with which the march for women - Just the Woman I am - was also revived, continues.</p>
Notes	This is a continuous action, so it is also planned for the following years.

2.1. Strengthen the University's role on gender issues

Action 1 2 3 4	Starting application and obtaining the UNI/PdR 125:2022 certification
Recipients	University staff
Structure of reference	ARU
Other structures involved	AAI e APPS
Political authority	Vice-rector for General, Legal and Personnel Affairs and Relations with the Ca' Foscari University of Venice Foundation
Expected result	Strengthening welfare/organisational well-being/work-life balance and their associated gender equality measures
Monitoring indicators	Starting application and obtaining the UNI/PdR 125:2022 certification
Resources	€ 10.433,30 and internal
SDGs	
Action description and Monitoring	<p>The work of applying for, initiating and obtaining the certification involved the entire Ca' Foscary administration at various levels. A Steering Committee and a dedicated working group were set up to systematise and implement the core principles of inclusion, diversity and equity. After an internal audit, which took place from 18 to 20 December, the result of the final audit, by the certifying body Bureau Veritas, attested a score of 84.5/100. After verification of the final report by Accredia, the University is accredited in accordance with UNI/Pdr 125:2022, effective 28/12/2023, as the first public university in Italy to be certified for gender equality. The certificate was presented on 16/02/2024, on the occasion of the inauguration of the 2023/2024 academic year, in a small ad hoc ceremony.</p>
Link	https://www.unive.it/pag/40679/
Notes	The reported financial resources were used in 2023 but paid in 2024




2.2. Make the language of the University more inclusive

Action 1 2	Updating of guidelines on inclusive language and definition of a vademecum establishing common rules for internal and external university communication
Recipients	All members of the University
Structure of reference	ACPIC
Other structures involved	AAI representative
Political authority	Delegate for University Communication
Resources	Internal
SDGs	 
Action description and Monitoring	The Inclusive Language Guidelines, approved in 2022, have been available in the Reserved Area of the University website in the Communication/Tools section since 21/01/23.
Link	https://docs.google.com/document/d/1-zUnaCU4jZfE-8EhWCdDrWJ4GF1IsjTh/edit#heading=h.30j0zll


2.2. Make the language of the University more inclusive

Action 1 2	Revision of the University website, institutional documents and forms to bring the language in line with the new guidelines
Recipients	All members of the University
Structure of reference	ASIT
Other structures involved	AAI, ACPIC, ARU, ADISS, ARIC, ASIA, ABIF
Political authority	Delegate for University Communication
Expected result	Dissemination of an inclusive language culture
Monitoring indicators	Review completed
Resources	Internal
SDGs	  4.a 5.1
Action description and Monitoring	Action initiated on the basis of the work carried out by each area and the reports we receive from those who use the website and the documentation within it.
Notes	Continuous action also planned for the following year


2.3. Develop actions to spread an inclusive culture within the University's practices

Action 1 2 3 4 5 6 7	
	Installation of free/reduced price sanitary napkins dispensers
Recipients	Student and staff members
Structure of reference	AAI representative
Other structures involved	ASIA
Political authority	Delegate for Gender Equality
Expected result	Facilitating everyday life for women at the university
Monitoring indicators	Installation of dispensers in major locations
SDGs	 3.4  5.1  8.8
Action description and Monitoring	Feasibility and benchmarking works have started with other universities that have already started experimentation. In addition, contacts were made with a company specialising in the supply of compostable absorbent pads and related distribution machinery. The actual installation of the dispensers will take place in 2024, in line with the GEP timeline.
Notes	Action planned to be achieved in two years


2.3. Develop actions to spread an inclusive culture within the University's practices

Action 1 2 3 4 5 6 7	Maintenance and consolidation of the Philosophical Counselling Desk of the COFIL Master
Recipients	All members of the University
Structure of reference	CUG
Other structures involved	ARU, ADISS
Political authority	Vice-rector for General, Legal and Personnel Affairs and Relations with the Ca' Foscari University of Venice Foundation Vice-rector for the right to study and student services
Resources	Internal
SDGs	
Action description and Monitoring	The counselling desk was maintained, and notice of this was given on 8 January 2024. Details of the users for the year 2023: 2 Technical and Administrative Staff (1 access/participation); 1 Technical and Administrative Staff (2 accesses/participations); 4 Teaching and Research Staff (1 access/participation); 18 Students (1 access/participation); 5 Students (2 accesses/participations); 1 Student (3 accesses/participations).
Notes	This is a continuous action, so it is also planned for the following years




2.3. Develop actions to spread an inclusive culture within the University's practices

Action 1 2 3 4 5 6 7	Continuation and monitoring of ALIAS careers for gender transitioning students
Recipients	Students
Structure of reference	ADISS
Other structures involved	APPS
Political authority	Vice-rector for the right to study and student services
Resources	Internal only
SDGs	
Action description and Monitoring	<p>Students have the option to use an alternative name (alias) for their academic career. This temporary identity is exclusively for their academic pursuits, ensuring a secure and respectful study environment while protecting their privacy and dignity according to Italian Law 164/1982.</p> <p>From 2023, alias careers are guaranteed by Art. 13 of the Students' Careers Regulations. In the course of the year, 19 people applied for careers, with a total of 24 alias careers active as of 31.12.2023.</p>
Link	https://www.unive.it/pag/33440/
Notes	<p>This is a continuous action, so it is also planned for the following years for monitoring purposes only, since, as can be seen from the description, it is now definitively regulated within the relevant Regulation</p>

2.3. Develop actions to spread an inclusive culture within the University's practices

Action 1 2 3 4 5 6 7	Feasibility study to introduce the ALIAS profile for gender transitioning staff
Recipients	Technical-administrative, teaching and research staff
Structure of reference	ARU
Other structures involved	–
Political authority	Vice-rector for General, Legal and Personnel Affairs and Relations with the Ca' Foscari University of Venice Foundation
Expected result	Awareness of gender issues and of the main biases and stereotypes
Monitoring indicators	Implementation of the feasibility study
Resources	Internal only
SDGs	 4.a 5.c 10.2
Action description and Monitoring	<p>The feasibility study in question became unnecessary. The alias career for staff has been regulated by Article 21 of the new National Collective Labour Agreement (CCNL) for technical/administrative staff. This can now be definitively regulated in the same way as it is already the case for the alias career of the students.</p>
Link	https://www.aranagenzia.it/contrattazione/comparti/comparto-dellistruzione-e-della-ricerca/contratti/14461-ccnl-comparto-istruzione-e-ricerca-triennio-2019-2021.html



2.4. Overcome gender asymmetry in the University's dissemination activities

Action 1 2 3	Mapping of panel composition in conferences
Recipients	Research staff
Structure of reference	ACPIC
Other structures involved	DEPARTMENTS, ASIT, APPS, AAI
Political authority	Vice-rector for the Public engagement
Resources	Internal only
SDGs	   4.a 5.1, 5.5, 5.c 10.2, 10.3
Action description and Monitoring	After the Guidelines were approved last year, the mapping method was defined. It included a mandatory field for counting the gender composition of panels in the University "Agenda". As of 31/12/2023, Ca' Foscari's panels are composed of 53% men and 47% women.
Link	Unive.it/sustainable > Actions > Diversity, fairness and inclusion > Guidelines for driving Gender equality in panels


2.4. Overcome gender asymmetry in the University's dissemination activities

Action 1 2 3	Programming of conferences, seminars and training activities on the topic of gender equality and gender stereotypes
Recipients	All members of the University
Structure of reference	CUG, CESTUDIR
Other structures involved	ACPIC
Political authority	Vice-rector for Public engagement
Expected result	Development of internal awareness of gender issues and main stereotypes
Resources	€ 3900
SDGs	
Action description and Monitoring	The initiatives concerned by this issue include: Just the Women I am; Ca' Foscari Women's Exhibition; Iran: There's no time left; Justice without veils; Workshop on gender & institution.
Link	https://www.unive.it/data/agenda/12/70022 ; https://www.unive.it/data/agenda/1/70968 ; https://www.unive.it/pag/fileadmin/user_upload/ateneo/chi-siamo/organi-ateneo/CUG/2023-3-7-Iran-non-ce-piu-tempo.pdf ; https://www.unive.it/data/agenda/3/72553

2.5. To foster among women greater awareness of their role


Action 1 2	Organising talks with female professionals, researchers, scientists and academics whose professional history is an inspiration for guiding study and career choices
Recipients	University students and high school students
Structure of reference	ADISS - LEi project
Other structures involved	–
Political authority	Vice-rector for Public engagement, Delegate for Career Service
Expected result	Support for women's careers
Resources	€ 2,000
SDGs	  5.5 10.2, 10.3
Action description and Monitoring	Four Talks were organised and held with female professionals portrayed in the LEi Magazine and the ELLE workshop on inclusive leadership.
Link	https://www.unive.it/data/agenda/1/74065; https://www.unive.it/pag/31372/?tx_news_pi1%5Bnews%5D=14339&cHash=8fc26d2c1b7ce1036278401729e4fcdf; https://www.unive.it/data/16437/1/77010; https://www.unive.it/data/16437/1/79315; https://www.unive.it/pag/31372/?tx_news_pi1%5Bnews%5D=14882&cHash=f29868102b2674b20b3fc4888dc8ea01

2.5. Develop among women a greater awareness of their role


Action 1 2	Planning training initiatives to help technical staff and faculty members promote their leadership and develop strategic skills for the world of work
Recipients	University female staff
Structure of reference	ARU
Other structures involved	ADISS - LEi project
Political authority	Vice-rector for General, Legal and Personnel Affairs and Relations with the Ca' Foscari University of Venice Foundation Delegate for Faculty Training
Expected result	Support for women's careers
Resources	€ 39.727,30 and internal resources
SDGs	
Action description and Monitoring	<p>As far as teaching staff is concerned, last autumn the training activity on Strengthening Socio-Emotional Skills for Professional Development - EQ TRAINING took place with Ms. Marianna Del Bello. Six videos/microlearning and an 8-hour in-presence training workshop (27/10/2023) were produced and made available to our faculty, aiming to train emotional intelligence skills with practical activities and targeted action plans. For technical-administrative staff, on the other hand, the 'Be Craft, Be a Leader' training course for middle managers has started and will continue throughout 2024.</p>
Notes	Action planned to be achieved in two years

3. Gender mainstreaming in research and teaching programs



3.1. Include gender-related topics in the University's educational programme

Action 1 2 3 4	Promotion of the educational programme dedicated to gender issues in the activities of communication and orientation at the University
Recipients	Students
Structure of reference	ADISS
Other structures involved	ACPIC
Political authority	Vice-rector for Education Delegate for Orientation and Tutoring
Resources	Internal only
SDGs	
Action description and Monitoring	<p>The Sustainability Office, in synergy with the Orientation Office, prepared a presentation of the GEP and the overall efforts made by the university for high school students during the week specifically dedicated to incoming orientation in April 2023. Also of note are the transversal skills and orientation pathways - PTCO - such as: "NERD? Isn't it women's stuff?"; 'Woman in Ancient Rome: image and model' and many other initiatives held within the various departments of the University such as: Inequity vs. inequality: inequality from an economic point of view.</p> <p>Finally, we report that at the Academic Senate meeting of 5 July 2023, the new minor on gender studies was established for a.y. 23/24.</p>
Link	https://www.unive.it/data/46282/?id=26532858 ; https://www.unive.it/data/48853/ ;



3.2. Promote gender mainstreaming as a cross-cutting element in research according to the subject area

Action 1 2	Promote the use of research tools (databases, guidelines, etc.) and methodologies to include gender in research
Recipients	Teaching and research staff
Structure of reference	ARIC
Other structures involved	AAI, ACPIC, Departments
Political authority	Vice-rector for Research Departmental Research Committee Delegate
Resources	€ 4.000 and internal resources
SDGs	  5.1, 5.c 8.8
Action description and Monitoring	<p>The workshop 'Inclusive Research Design: the creative power of sex, gender, and intersectional analysis for high quality research and innovation' - 29 November 2023 - was organised and attended by 36 people. In addition, a training day entitled 'The importance of the gender dimension in research' was held for all TA staff in the university research area. Finally, the focus groups organised for action 1,2,3 should also be noted, for which a public return of the findings was made on 15/12/2023. So, a total of 5 specific initiatives for a total of 74 participants.</p>
Link	https://www.unive.it/data/16437/1/79980;



3.3. Reducing the gender gap in enrolments in STEM disciplines degree and PhD programmes

Action 1 2 3	Maintaining and enhancing the provision of scholarships for STEM degrees and PhDs
Recipients	Students, female PhD
Structure of reference	ADISS
Other structures involved	DAIS, DSMN, Development Office
Political authority	Vice-rector for the right to study and student services
Resources used	Fundraising from external funders
SDGs	  4.5 5.1, 5.c
Action description and Monitoring	Once again this year, scholarships were activated for first-year female students in the STEM disciplines. The Generali for STEMS project awarded five female students a scholarship of EUR 1,000 each.
Link	https://www.unive.it/web/fileadmin/user_upload/cdl/ct3/documenti/borse_studio/BANDO_GENERALI_LEI_2023_24_prot.pdf ; https://www.unive.it/pag/fileadmin/user_upload/dipartimenti/DAIS/documenti/Corsi/Bandi/2024/Esito_2023-2024.pdf
Notes	This is a continuous action, so it is also planned for the following years

3.3. Reducing the gender gap in enrolments in STEM disciplines degree and PhD programmes

Action 1 2 3	Activation of dissertation prizes for female students enrolled in science-related and PhD degree programmes
Recipients	Students, female PhD
Structure of reference	ADISS
Other structures involved	DAIS, DSMN, Development Office
Political authority	Vice-rector for the right to study and student services
Resources used	Fundraising from external funders
SDGs	  4.5, 4.a 5.1
Action description and Monitoring	Rewards activated and delivered on 11 December 2023. As for call, five prizes awarded to students. Two out of five were awarded to female students. Also worth mentioning is the call of the Belluno and Treviso Chamber of Commerce, which awarded 6 scholarships for degree/PhD theses entitled "Profiles of female entrepreneurship".
Link	https://www.unive.it/pag/fileadmin/user_upload/dipartimenti/DAIS/documenti/Corsi/Bandi/2024/Bando_Premio_Tesi-LM_2023.pdf
Notes	This is a continuous action, so it is also planned for the following years


3.3. Reducing the gender gap in enrolments in STEM disciplines degree and PhD programmes

Action 1 2 3	Orientation actions dedicated to STEM pathways for high school girls, also in collaboration with external networks
Recipients	High school students
Structure of reference	ADISS - LEi project
Other structures involved	ADISS
Political authority	Delegate for Orientation and Tutoring
Resources	Internal only
SDGs	  4.5 5.c
Action description and Monitoring	<p>With regard to the orientation of educational programmes specific to the STEM area, where historically there has been a low presence of female students, there has been a considerable effort this year as well. Specifically, the following initiatives are worth mentioning: Profession Women Scientists (220 female students participating); Meetup with focus on female employability (with 50 participants). In addition, the Career Service office partnered with the DSMN department to organise the Women, Science and Rugby event (21 April). Finally, we would like to mention the LEi Magazine.</p>
Link	https://www.unive.it/data/agenda/6/71037 ; https://www.unive.it/data/16437/1/79573 ; https://www.unive.it/pag/31274 .
Notes	This is a continuous action, so it is also planned for the following years

3.4. Strengthening research on gender and diversity issues



Action 1 2 3 4	Organisation of conferences and seminars to promote research results on gender and diversity issues
Recipients	All components of the University; external community
Structure of reference	Departments
Other structures involved	ACPIC
Political authority	Vice-rector for Public engagement Delegates for the Departmental Public engagement
Resources	Internal only
SDGs	
Action description and Monitoring	There are numerous activities implemented by the various departments, among others: The gender composition of supervisor-worker dyads - DEC workshop; Workshop on Gender and Institutions; the many initiatives implemented by the Migrant Women Writers Archive.
Link	https://www.unive.it/pag/27331/ ; https://www.unive.it/data/agenda/3/72451/ ; https://www.unive.it/data/agenda/3/72553/

3.4. Strengthening research on gender and diversity issues

Action 1 2 3 4	Activation of research grants explicitly dedicated to gender and diversity issues
Recipients	Research staff
Structure of reference	ARIC
Political authority	Vice-rector for Research
Resources	External funding from calls and internal resources
SDGs	
Description and Monitoring	With the invaluable collaboration of the CSG (Centre for Legal Studies), it was possible to draw on funds from the Veneto Region to set up 14 research grants on diversity and gender issues worth EUR 318,200



4. Gender balance in top positions and decision-making bodies

4.1. Promote female leadership in decision-making structures

Action 1 2 3	Amendment of the General University Regulations to include double gender preference on voting cards for elected positions
Recipients	All members of the University
Structure of reference	AAI representative
Political authority	Vice-rector for General, Legal and Personnel Affairs and Relations with the Ca' Foscari University of Venice Foundation
Resources	Internal only
SDGs	  4.a 5.1, 5.5
Action description and Monitoring	In line with the new provisions of the University Statute and in order to encourage the presence of women in the University's collegiate bodies, the University's General Regulation was amended with the introduction of double gender preference for all non-monocratic University offices. The amendments to this effect have been in force since 20/04/2023.
Link	https://www.unive.it/pag/8148/

5. Combating gender-based violence, including sexual harassment



5.2. Increase knowledge about different forms of gender-based violence

Action 1 2 3	Continuous monitoring of data on gender-based violence in the University
Recipients	All members of the University
Structure of reference	CUG, Confidential Counsellor
Other structures involved	APPS, ARU
Political authority	Delegate for Gender Equality
Resources	Internal only
SDGs	  4.a 5.2
Action description and Monitoring	The Ca' Foscary's Confidential Counsellor reports that during 2023, 3 people came to see her and reported cases of sexual harassment.
Notes	This is a continuous action, so it is also planned for the following years


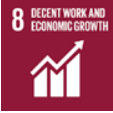
5.2. Increase knowledge about different forms of gender-based violence

Action 1 2 3	Information activities against sexual harassment and gender-based violence, also involving local anti-violence centres
Recipients	All members of the University
Structure of reference	CUG
Other structures involved	ACPIC, CESTUDIR
Political authority	Delegate for Gender Equality
Resources	Internal only
SDGs	  5.2 10.2
Action description and Monitoring	<p>From the Department of Economics started the activation of an observatory on gender-based violence. On the initiative of the Delegate for remembrance days, memory and gender equality, in 2022 a number of activities are being planned to inform and educate the community on issues of violence with a view to prevention. This resulted in specific initiatives during 2023: Competition for ideas against violence on women (15 participants); series of meetings #UniRespect: Together against violence on women; Women's time. A time for all; Countering Gender-based violence against Women in Europe and China</p>
Link	https://www.unive.it/pag/48828/ ; https://www.unive.it/pag/49025/ ; https://www.unive.it/data/agenda/1/79832/ ; https://www.unive.it/data/agenda/4/80500/
Notes	This is a continuous action, so it is also planned for the following years


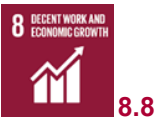
5.3. Increase security in access to university facilities

Action 1	Mediation activities with the bodies of the Municipality of Venice to improve public lighting in the areas adjacent to the various university sites, libraries and campuses
Recipients	All members of the University
Structure of reference	Rectorate
Other structures involved	AAI - US representative
Political authority	Vice-rector for relations with the territory
Resources	Internal only
SDGs	  5.2 11.2, 11.7
Action description and Monitoring	A letter containing a specific request to improve public lighting for the University's most popular locations was prepared by the sustainability office and then signed and delivered by hand by the vicar Vice-rector, Prof. Antonio Marcomini, to Councillor Mar of the Municipality of Venice. We are currently waiting for feedback from the Venetian municipal administration.


6. Work- life balance

6.1. Support work-life balance	
Action 1 2 3	Feasibility study on how to support the responsibility of caring for teaching staff
Recipients	Teaching and research staff
Structure of reference	ARU
Political authority	Delegate for Gender Equality
Resources	Internal only
SDGs	 
Action description and Monitoring	The study was included within Action 1.2.3 Definition of tools to encourage young female researchers to act as leaders of research teams and participate in research projects as scientific leaders, as an additional focus to bring out solutions related to the work-life balance of the teaching staff.

6.1. Support work-life balance

Action 1 2 3	Transition from emergency phase to full smart working phase (implementation of the POLA)
Recipients	Technical-administrative staff
Structure of reference	ARU
Other structures involved	–
Political authority	Vice-rector for General, Legal and Personnel Affairs and Relations with the Ca' Foscari University of Venice Foundation
Resources	€ 160,249.44
SDGs	 
Action description and Monitoring	<p>The University did everything in its power to implement this measure through a first prorogation, extending the tool until 31/01/2023, a second prorogation extending it until 30 June 2023 and a third prorogation extending smart working until 30/06/2024.</p> <p>The issue to date has seen the approval of the new sectoral National Collective Labour Agreement (CCNL), an instrument through which SW must be regulated and with which the University must comply.</p>

6.2. Support parenting and work-life BALANCE

Action 1 2 3	Setting up a breastfeeding and baby care area on an experimental basis at the Malcanton-Marcorà site, also open to the citizenship
Recipients	Ca' Foscari Community and Citizenship
Structure of reference	DFBC, DSU Departments
Political authority	Delegate for Gender Equality
Resources	Departmental funds DFBC/DSU
SDGs	
Action description and Monitoring	The Baby Room was set up at the Campus Umanistico, in the Malcanton Marcorà site in Dorsoduro and is the result of the joint efforts of the DFBC and DSU departments. The space is open not only to Ca' Foscary people, but also, more generally, to the Venetian citizenship.
Link	https://www.unive.it/pag/14024/?tx_news_pi1%5Bnews%5D=15017&cHash=0b5912b90c545b43762f058ebcd4f309ù



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Ca' Foscari
Venezia

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