



Gender Equality: the Future is Now

WHERE DO WE START FROM?

The Gender Gap in the World

134 years that's what it will take to achieve full gender equality worldwide, according to the World Economic Forum's Global Gender Gap Report 2024.

The finish line is ideally set for 2158: a rather long-time horizon, which demonstrates how far is to reach the goal of closing the gender gap – roughly five generations beyond the 2030 Sustainable Development Goal (SDG) target.



The Gender Gap in Europe

44% of Europeans think that the most important role for a woman is to take care of the house and family.

82% of people who work part-time for family care reasons are women.

21% of men spent more than 5 hours a day caring for children, compared to **40%** of women.



What about in Italy?

Out of the **146 states** examined in the ranking, **Italy ranks 87th**. The data is worse considering that in the last two years Italy has dropped 25 positions.

AREA SCIENCE PARK - SOME BACKGROUND DATA

Area Science Park is a national public research organization based in Trieste and supervised by the Italian Ministry of University and Research. It was created back in 1978 to develop and support scientific and technological research in the region.

Today, Area Science Park's main focuses include highly specialized research in the fields of omics sciences, new materials and data science; management and development of research and technology infrastructures; design of innovation models to support industry. Area is also responsible for managing and developing a science and technology park. All initiatives and activities are devised to support the ecological transition.

As of December 31, 2023, out of 200 employees, there are 83 men (41,5%) and 117 women (58,5%)

The President and the General Manager are women.

90% of employees benefit from Remote Working and all staff benefits from flexible hours.

Of the total daily permits required*, 96% were used by women and 4% by men as in 2022.

Of the total of hourly and daily leave for parental leave, 96.2% were taken by women and 3.7% by men.

* Law 104/1992: guarantees paid leave for disabled workers and for those who have to assist a family member with a severe disability.

WHAT IS AREA SCIENCE PARK DOING TO SHORTEN DISTANCES?

Area Science Park intends to continue the implementation of actions aimed at improving the well-being of its employees, while preventing and removing obstacles to achieving full equality in employment opportunities.

1 PROMOTE ORGANIZATIONAL WELL-BEING AND BETTER WORK ORGANIZATION THAT FAVORS A BALANCE BETWEEN WORK AND PRIVATE LIFE

- **Remote Working: 90% of the employees can work 9 days a month remotely**
- Survey on the organizational well-being
- **Inter-company nursery school for children (1-3 years)**
- Information meetings on parenting support measures and regulation of subsidies
- Home-work travel plan in consideration of gender issues and work-life balance
- Committee for the Guarantee of equal opportunities, workers' well-being and anti-discrimination annually monitors data relating to the adhesion of the forms of conciliation divided between men and women.



2 GUARANTEE EQUAL OPPORTUNITIES IN ACCESS TO WORK, CAREER PROGRESSION, WORKING LIFE, PROFESSIONAL TRAINING AND CASES OF MOBILITY

- **Gender Budgeting**, to achieve equality between women and men by focusing on how public resources are spent in Area Science Park.
- Ensure equal gender representation in institutional bodies and committees by annually monitoring with evidence of gender
- Respect gender balance in recruiters and specific training for selection committees
- **Ensure equal gender distribution in all work groups, project teams, emergency teams**
- Minimum target of 30% of projects that consider gender issues in their activities



POSITIVE ACTIONS AND GENDER EQUALITY PLAN

The Three-Year Positive Actions and Gender Equality Plan 2024-2026 is a programmatic document that aims at introducing positive actions to **rebalance** potential unequal conditions between men and women, promote **inclusivity** and **sustainability**, and enhance the value of differences to substantially improve the quality of work.

3 PROMOTE GENDER CULTURE AND RESPECT FOR THE PRINCIPLE OF NON-DISCRIMINATION WITHIN THE ADMINISTRATION

- **Anti-violence helpdesk** in both campuses intended for the institution's and campus staff
- Organization of training activities to prevent gender violence and promote respect
- **Counseling helpdesk** for employees and researchers
- Promote the toll-free anti-violence number "1522" on the Intranet website
- **Active participation in the International Day of Women and Girls in Science (11th February)**
- Organizing a public event about careers in STEM and equality gender in 2025

AND NOW....WHAT?

The integration of the gender dimension has been adopted internationally as a strategy to achieve gender equality. Effective implementation of gender mainstreaming requires preparation and organization.

People in decision-making positions can make the difference in this regard, as they have more power to introduce changes.

Integrating a gender perspective into a policy means that gender equality, as a general principle, should be considered in all decisions, at every stage of the policy-making process, by all actors involved.

METHODOLOGY

Each thematic area is divided into **objectives, activities, tools, referents, targets, result indicators** in the following three years.

Monitoring is carried out annually on the indicators and the achievement or percentage of achievement of the result.

The Positive Action and Gender Equality Plan provides for annual monitoring and possible updating.

