



GENDER EQUALITY PLAN

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situation and to define the actions aimed at



Thresholds (KPIs) or trend parameters

- Endowed with appropriate financial and
- Published on the official website of the

U C

profit, non-public Italian University, which offers university education in the field of Medical

"...promotion of scientific research, university

University issues the following qualifications:

Doctorates (PhD), 1st and 2nd level University

on the basis of specific agreements, makes

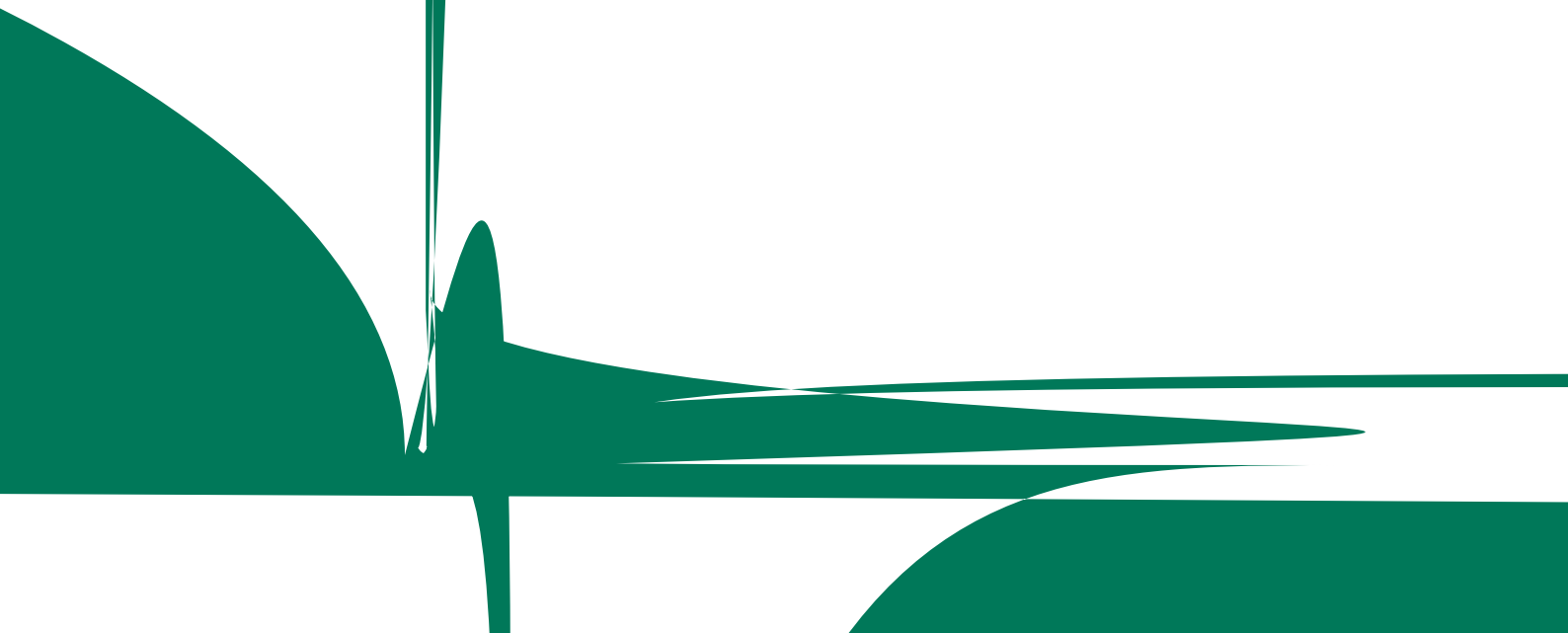
Comparison of Humanitas





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3.2.1. Faculty

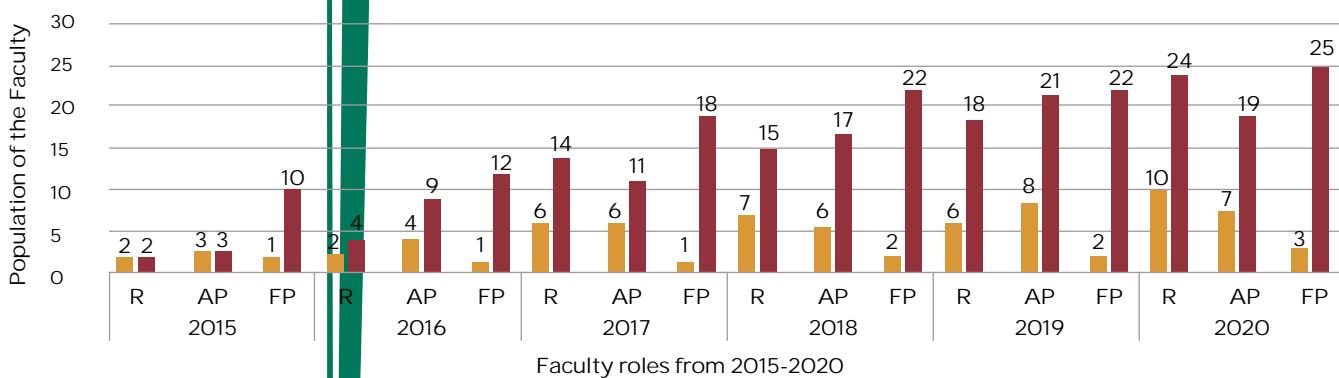


Composition of the Humanitas University Faculty in the period 2015-2020

More specifically, the composition of the

between Full Professors (FP), Associate Professors (AP) and Assistant Professors (R).

Gender composition of the Humanitas University Faculty from 2015 to 2020

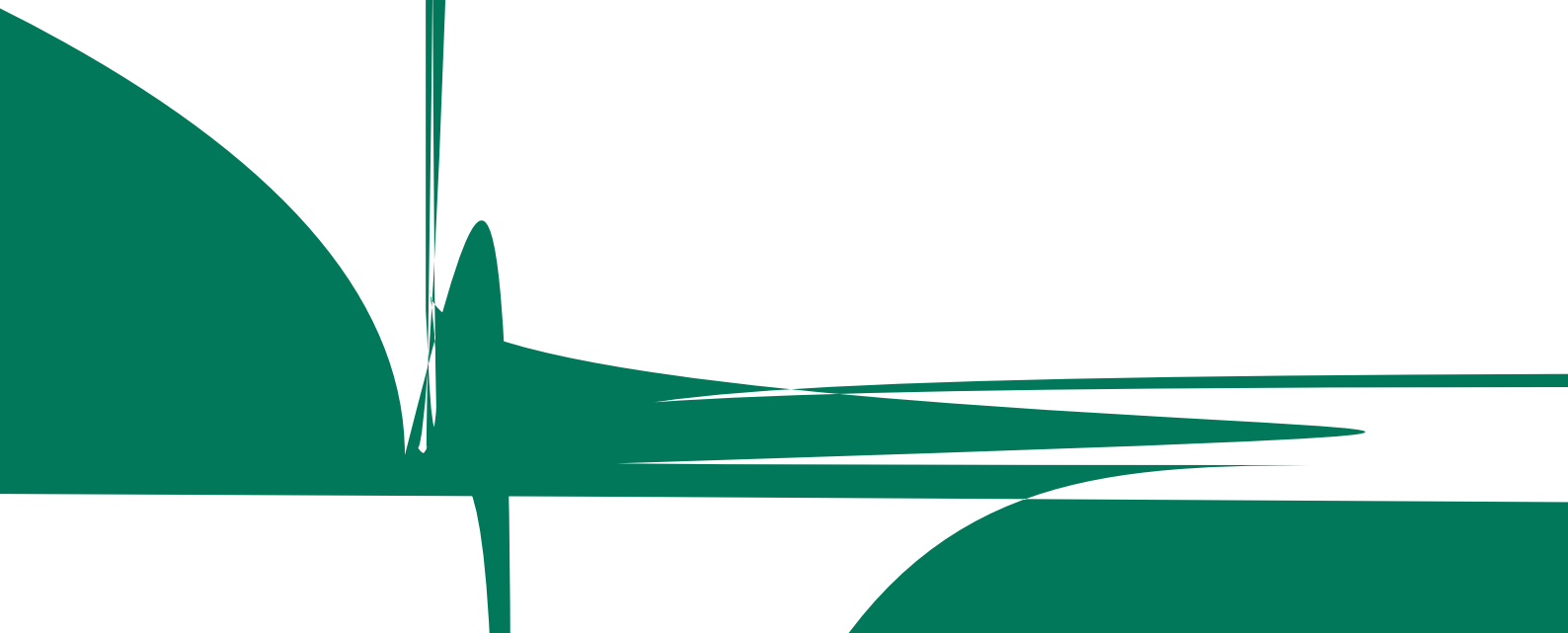


and among Assistant Professors (R), Associate Professors (AP) and Full Professors (FP). Source: Cerca Università (cineca.it)

Comparison of gender distribution in the Faculty (FP, AP and R) in the clinical and preclinical areas

preclinical areas; the analysis highlights a great imbalance between these two areas (Figure 9).

similar to the Humanitas context (in order: Italy,



Scissor Graph - Humanitas University



Faculty belonging to the Scientific Disciplinary



(GCI), which can also be compared with that of

$$GCI = \frac{\left(\frac{F_R + F_{AP} + F_{FP}}{F_R + F_{AP} + F_{FP} + M_R + M_{AP} + M_{FP}} \right)}{\frac{F_{FP}}{F_{FP} + M_{FP}}}$$

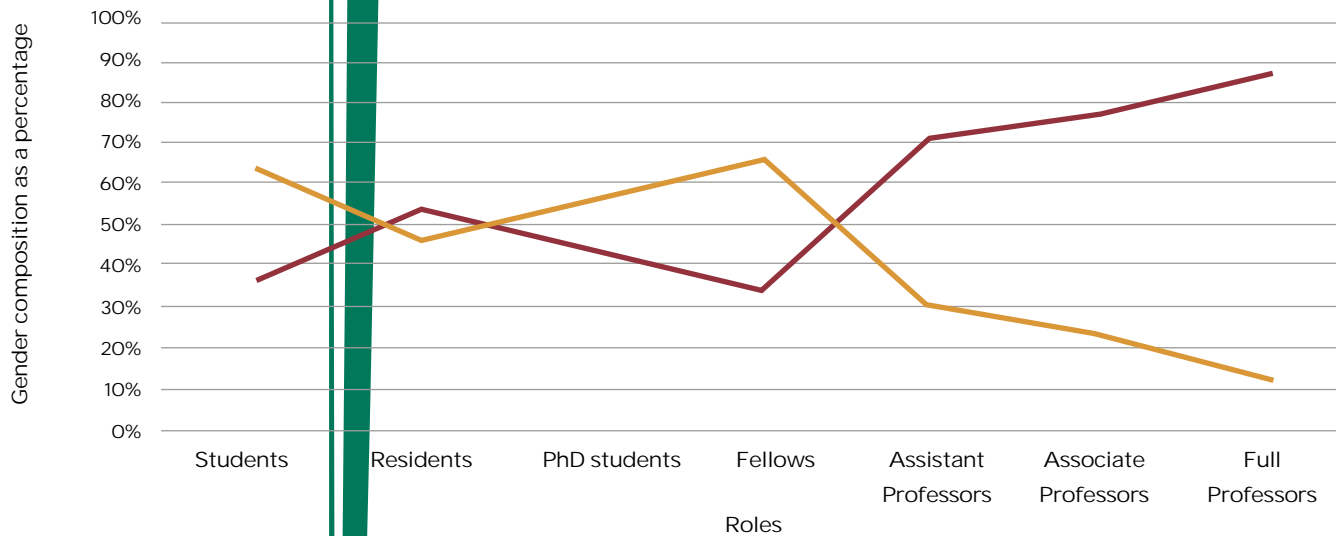
The scissor graph in Figure 12 shows (and therefore confirms) the gap between

the Faculty relating to areas 05 (Biological sciences) and 06 (Medical Sciences) is equal to:

is reversed, and starting from the figure of the

the figure of Full Professor.

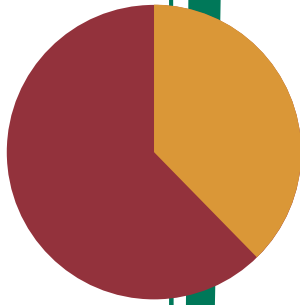
Scissor graph of Humanitas University



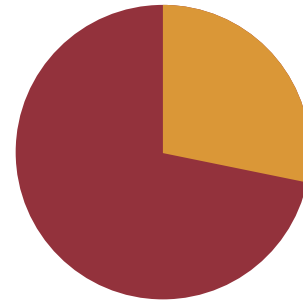
Humanitas University - Esse3 and "Cerca Università" (cineca.it), academic year 2020-21

Institutional positions

Composition of
the Department Committee

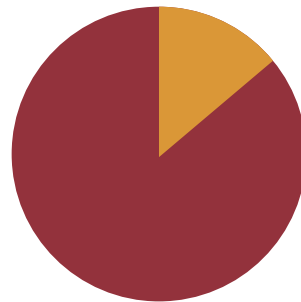


Composition of
the Academic Senate



gender (Figure 14).

International Advisory Board



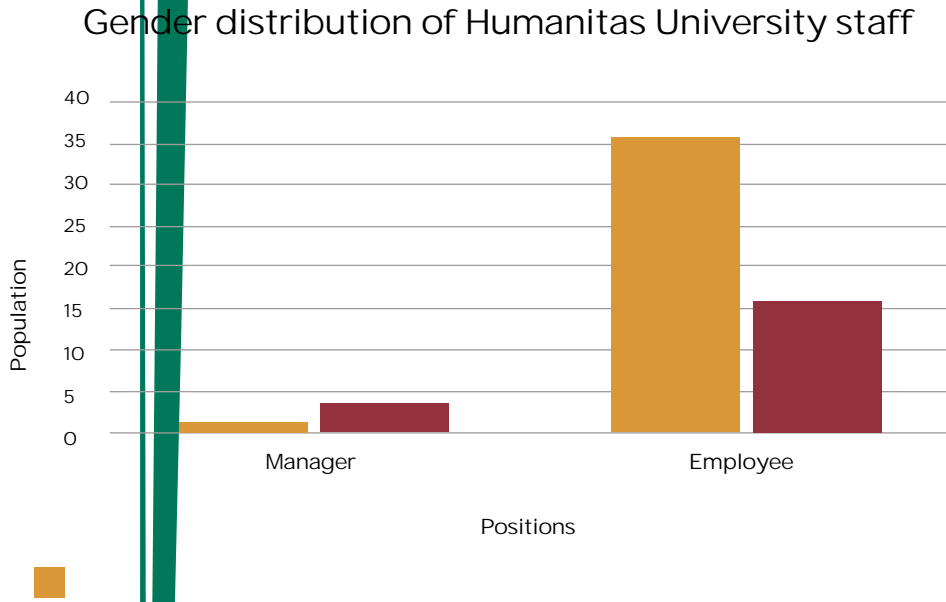
Gender composition among evaluation committees

evaluation committees for the filling of positions

members of the commissions (3 females and 0 males; 2 females and 1 male; 1 female and 2 males; 0 females and 3 males).

3.2.2. Staff

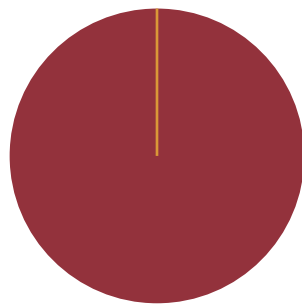
and managers. As shown in figure 16, among



As a final point, the Board of Directors, that is,

(Figure 17).

Gender composition of the Board of Directors of Humanitas University



and

medical and health fields, the impact of

In this case, a lack of specific

the respondents, 58% (23 teachers) stated that

gender issues (69%)


issues (80%)

with gender issues (39%)

course out of 2 deals with gender issues (50%)

gender issues (29%)

Below is a definition of gender medicine that was adhered to during the work: *Therefore, according to the WHO indication, Gender Medicine is defined as the study of the influence of biological (defined by sex) and socioeconomic and cultural (defined by gender)



all forms of scientific misconduct, and acting
misconduct (RM). Focusing as it does on
the issue of scientific conduct and the rules
of ethical behavior in the field of scientific

identity is ensured as is the confidential nature

which the confidentiality of the whistleblower's

Through this plan, those able to benefit from
€

(inclusive) determined on the basis of the
year (total income 2020) including freelance
payments for employees hired as of 31/12/2020;

(inclusive) determined on the basis of the

31/12/2020 up to 40,000 Euro gross (inclusive)

the beneficiary employee a welfare account of
€ €

flexibility.

4.2. Gender balance in recruiting and career progression

ACTION 2.1		
Sub-action		data (on personnel, research products, student 2. Monitoring of specific gender equity
Direct target		
Institutional managers		Personnel Management, Quality Office and Office for academic staff
Operational managers		
Human resources		
Output / goal		
Outcome		
Evaluation indicator		
Timescale		

ACTION 2.2		
Sub-action		
Direct target		
Institutional managers		
Operational managers		
Human resources		
Output / goal		
Outcome		
Evaluation indicator		
Timescale		

ACTION 2.3		in the organization of scientific and educational
Sub-action		scientific and educational events 3. Tracking of scientific and popular events scientific and popular events
Direct target		administrative and librarians; technical,
Institutional managers		
Operational managers		
Human resources		
Output / goal		
Outcome		scientific communication at local, national and
Evaluation indicator		
Timescale		

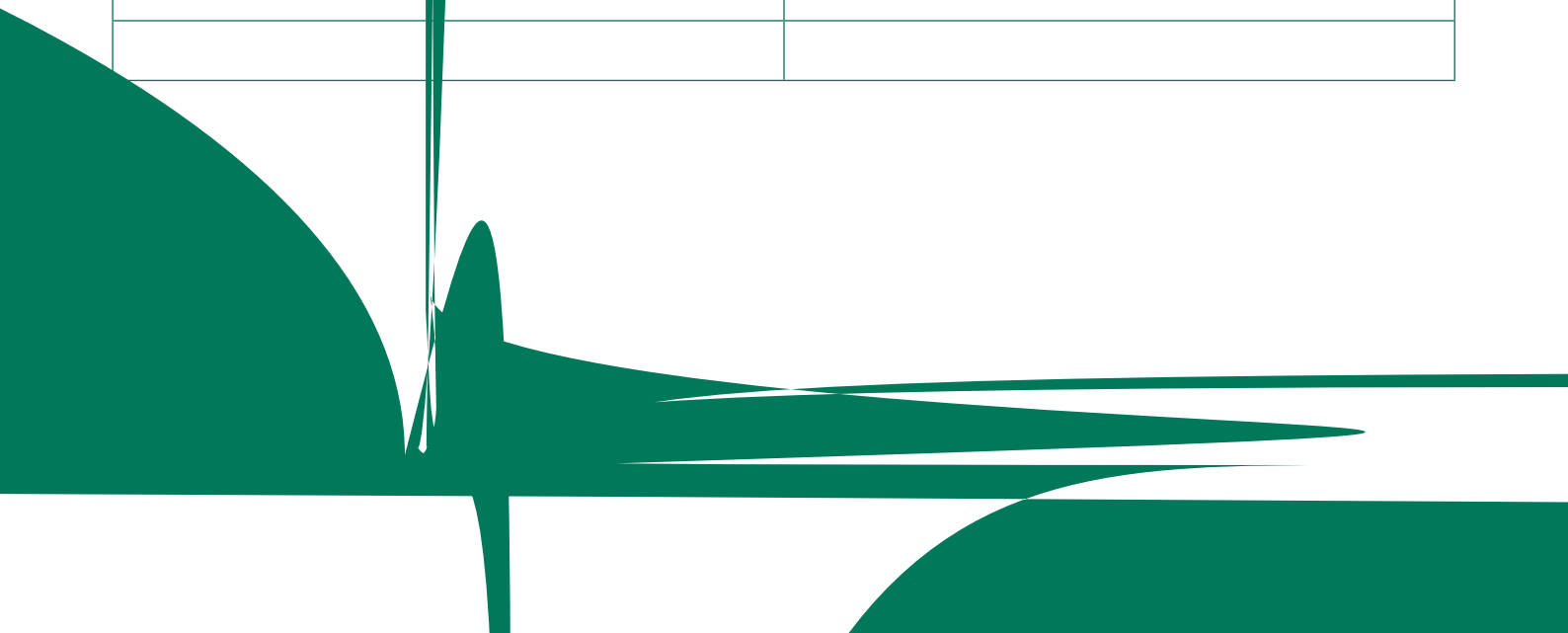
4.3. Gender mainstreaming in research and teaching programs

ACTION 3.1		
Sub-action		1. Specific funding through 5X1000 to young
Direct target		
Institutional managers		
Operational managers		
Human resources		
Output / goal		
Outcome		
Evaluation indicator		
Timescale		

ACTION 3.2		
Sub-action		up a working group (inter-university) on
Direct target		
Institutional managers		
Operational managers		
Human resources		
Output / goal		
Outcome		interdisciplinary implementation of scientific 2. Gender-sensitive scientific culture
Evaluation indicator		
Timescale		



ACTION 5.4		participate in international scientific groups,
Sub-action		of childcare services (e.g. micro-nurseries,



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