

# ENEA Gender Equality Plan (GEP)



Italian National Agency for New Technologies,  
Energy and Sustainable Economic Development

# ENEA Gender Equality Plan (GEP)

2021 ENEA – National Agency for New Technologies, Energy and Sustainable Economic Development

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# Table of contents

- Introduction..... 3
- Gender Equality Plan Description..... 4
- Objectives and Focus of the five Thematic Areas of the ENEA Gender Equality Plan..... 5
- List of acronyms..... 6
- Thematic Area 1 - Leadership and decision-making process ..... 7
- Thematic Area 2 - Recruitment and career progression ..... 9
- Thematic Area 3 – Organizational welfare ..... 11
- Thematic Area 4 – Gender-based violence and dissemination on equal opportunity issues..... 13
- Thematic Area 5 – Participation in research projects, task forces, working groups, and integration of the gender dimension in general and research activities ..... 16
- Online references ..... 20

## Introduction

In recent decades, the European Union (EU) has taken considerable steps to promote gender equality with pathways and activities aimed at understanding the causes of the still existing inequalities and the implementation of equal treatment legislation and specific measures in favour of women. In the European context, Italy is still in a quite backward position as shown by the gender equality index of the European Institute for Gender Equality (EIGE), according to which, with 63.5 points out of 100, it is fourteenth on the scale of EU countries. This index is 4.4 points lower than the EU average <sup>1</sup>.

In the conviction that it can act positively for the greater inclusion and professional enhancement of women, the National Agency for New Technologies, Energy and Sustainable Economic Development (ENEA) has long been committed to the issue of equal opportunities as evidenced by its presence in a number of international tables such as the Clean Energy Education and Empowerment (C3E) of the International Energy Agency (IEA) and its active participation in the National Network of Single Guarantee Committees (CUG)<sup>2</sup>.

Many of the research projects in which ENEA participates, including those under the European Union's framework programs, foresee various cross-cutting activities in which the researchers involved play a significant role in studying the social impacts of the ecological transition that also consider the gender dimension.

In addition, the formerly Committee for Equal Opportunity (CPO) and, currently, the CUG<sup>3</sup> have always distinguished themselves for their action to increase the visibility and opportunities to enhance the commitment of female ENEA workers implementing Directive 2/19<sup>4</sup> for the "Promotion of Equality and Equal Opportunity in Public Administrations," as well as by formulating the proposal to the Administration of the Positive Action Plan (PAP)<sup>5</sup> and drafting the Gender Balance Guidelines<sup>6</sup>.

With a view to define pathways to ensure gender equality, the European Commission, consistent with the EU's Gender Equality Strategy 2020-2025, has stipulated that public institutions applying for funding from the next Horizon Europe program must have the Gender Equality Plan (GEP).

In order to identify concrete actions for achieving the objectives useful to strengthen the opportunities and enhancement of the skills of female workers within its structure and organizational processes and to meet the requirements of the European Commission, ENEA established a GEP Working Group (Provision no. 120/2021/PRES) to draft the Gender Equality Plan. This document was based on the peculiarities of the Agency - which conducts institutional and research activities – and conceived as a tool that can be easily updated and has verifiable objectives. The GEP was submitted to the CUG and then to the Board of Directors (BoD), that eventually approved it by a specific resolution during its meeting on May 12, 2021.

The ENEA GEP WG, by capitalizing on the experiences gained through the synergy between the Departments, the CUG, and the Human Resources Directorate, produced this document, which contains the tools for achieving the objectives related to five Thematic Areas.

An action program was followed, that initially included a mapping of the initiatives conducted in other national and international Entities<sup>6-17</sup>, an assessment of the ongoing initiatives in ENEA, and the preparation of a specific format to implement the GEP. The different critical issues were then identified, specific objectives for the Agency were formulated with appropriate actions, and the related contact persons were identified in the different ENEA structures, respectively.

## Gender Equality Plan Description

Consistent with other policy documents, this Plan provides tools that can positively affect the work climate by encouraging the sharing of values of equity and individual respect and the organization of work while rethinking it in its social and gender dimensions.

In addition to the best-known issues that increase the so-called gender gap - difficulties in accessing leadership positions and career advancement, and in reconciling work and professional life - special attention has been paid to the issue of the gender dimension in funded research activities. Indeed, fostering women's leadership and participation in research activities can help target and improve impacts to build a more just society. Measures to promote gender health and prevention in the workplace have also been identified in this context. The issue of gender-based violence, which has already been addressed in several CUG initiatives, was also addressed by providing for collaborations with stakeholders outside the Agency.

The GEP consists of short fact sheets created for each objective related to the five Thematic Areas identified, for which actions, tools, direct and indirect targets, timeline, and contact persons of ENEA structures are described.

In addition, for each of the actions, the relevance has been reported to the Sustainable Development Goals (SDGs)<sup>18</sup> of the UN Agenda 2030, which were defined with the aim of ending poverty, combating inequality, and fostering social and economic development and which all institutions are called to pursue. In some cases, the full relevance was reported to the "goal" objectives, while in others the "target" sub-objective was specified since it was particularly relevant to the intended action.

Overall, 13 goals, 18 actions, 35 instruments were identified as having relevance to 5 SDGs.

The objectives and focuses of the Thematic Areas covered by ENEA's Gender Equality Plan are briefly listed here below.

## Objectives and Focus of the five Thematic Areas of the ENEA Gender Equality Plan

Thematic Area (TA)	Objectives	Focus
TA1 - Leadership and decision making	TA1.01 Improve internal decision-making processes aimed at greater gender equity and increase female presence in top positions.	Female workers' leadership will be fostered through the actions provided in the Positive Action Plan (PAP). Knowledge of personnel dynamics is necessary to set equality measures and will be encouraged through the implementation of data collection and analysis for Gender Balance
	TA1.02 Make in-depth analyses of the state of the art, personnel dynamics, and trends.	
TA2 - Recruitment and career progression	TA2.01 Ensure equal opportunities in the decision-making process relating to job positions put up for competition.	Equal opportunities for career development are pursued implementing measures to promote gender balance in competition evaluation committees and the promotion of specific training paths targeted at all ENEA personnel.
	TA2.02 Promote equal opportunities in professional career development.	
TA3 – Organisational welfare	TA3.01 Organize working activities with a view to fostering the reconciliation of work commitments with private life.	Organizational welfare is promoted, and tools identified to ensure greater flexibility and accessibility for female workers who find themselves in critical situations affecting work-life balance
	TA3.02 Protect male and female workers having difficulties in balancing work and private life due to more complicated periods or situations.	
TA4 – Gender-based violence and dissemination on equal opportunity issues.	TA4.01 Identify gender-based violence phenomena within the administration and provide immediate information to victims.	The envisaged objectives are pursued in accordance with two Memoranda of Understanding against gender-based violence and promoting training on gender equality issues –the first signed on November 18, 2020 by the Italian Ministries of Public Administration, of Equal Opportunity and Family, and the <i>Unique Guarantee Committee</i> (CUG) Network for equal gender opportunities, and the second on March 8, 2021, by the Education Ministry in addition to the above mentioned signatories <sup>19-20</sup> . The implementation of tools to ensure adequate knowledge and information on equal opportunity issues and gender culture, as well as the monitoring of legislation currently in force are also included in this area
	TA4.02 Contribute to the knowledge of the instruments useful in combating gender-based violence and provide appropriate guidance in order to facilitate the meeting between the victims and those who can protect them.	
	TA4.03 Raise awareness of all personnel regarding equal opportunity issues.	
TA5 - Participation in research projects, task forces and working groups, and integration of the gender dimension in general and research activities	TA5.01 Promote greater gender balance within the personnel assigned to research projects, task forces and working groups.	A greater presence of female workers in teams dedicated to funded research activities is encouraged. Analyses aimed at including the gender dimension in the content of research conducted in ENEA are planned. Given the impact that research activities can have in fostering the ecological transition, tools to increase the participation of women in the process are indicated. Measures are provided to promote health and safety in workplaces for all female ENEA workers.
	TA5.02 Integrate the gender dimension into research and dissemination activities, and educational offer	
	TA5.03 Ensure active participation and inclusion of women in the ecological transition	
	TA5.04 Promote female workers' health	

## List of acronyms

**AMC** – Central Administration Directorate

**TA** – Thematic Area

**BoD** – Board of directors

**CTS** – Technical and Scientific Council

**C3E** – Clean Energy Education and Empowerment

**CUG** – Unique Guarantee Committee

**DUEE** – Energy Efficiency Unit Department

**FP** – Public Function

**FSN** – Department of Fusion and Technology for Nuclear Safety and Security

**GEP** – Gender Equality Plan

**IEA** – International Energy Agency

**LEGALT** – Legal Affairs, Corruption Prevention and Transparency Directorate

**PAP** – Positive Actions Plan

**PER** – Human Resources Directorate

**EO** – Equal Opportunities

**REL** – Relations and Communication Unit

**RTOs** – Research and Technology Organizations

**RLS** – Workers' safety representatives

**SDGs** – Sustainable Development Goals

**SPA** – Psychological Service for the Agency

**SSPT** – Dipartimento Sostenibilità dei Sistemi Produttivi e Territoriali


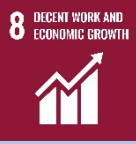

**STAV** – Studies, Analyses and Evaluations Office

**TCP** – Technology Collaboration Programme


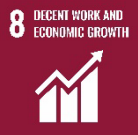

**TERIN** – Department of Energy Technologies and Renewable Energy Sources

**EU** –European Union



## Thematic Area 1 - Leadership and decision-making process



TA1 - Leadership and decision-making process										
Objective	Action	Tool	Direct Target	Indirect Target	Chronoprogramme				Reference Contacts	Agenda 2030 SDGs
					2021	2022	2023	2024		
<b>TA1.01</b> Improve internal decision-making processes aimed at greater gender equity and increase female presence in top positions	Promoting an equitable gender composition in the governing bodies of the institution and in top positions	Evaluation and proposals for possible amendments to the ENEA statute to promote gender equality in the governing bodies (BoD, CTS)	Top positions in top governing bodies and structure	Supervisory Ministries	X	X	X	X	PER, LEGALT	   <b>Target 5.5</b> Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life  <b>Target 8.5</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value  <b>Target 10.4</b> Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality
		Drafting of the Positive Actions Plan (PAP)	Top positions in top governing bodies and structure	All ENEA personnel	X	X	X	X	PER, CUG	
		Ensuring equitable gender representation in working groups and/or commissions designated for the expression of opinions and/or guidelines required by supervisory bodies	Top positions in top governing bodies and structure	All ENEA personnel	X	X	X	X	PER, Directorates and Departments	





TA1 - Leadership and decision-making process										
Objective	Action	Tool	Direct Target	Indirect Target	Chronoprogramme				Reference Contacts	Agenda 2030 SDGs
					2021	2022	2023	2024		
<b>TA1.O2</b> Make in-depth analyses of the state of the art, personnel dynamics, and trends	Collecting disaggregated personnel data in digital format	Preparation of IT tools for the collection of gender-disaggregated data in all ENEA platforms with special reference to the general accounting program	All ENEA organizational structures that manage personnel and accounting data bases.	All ENEA personnel		X	X	X	PER, TERIN, AMC	   <p><b>Target 5.5</b> Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life</p> <p><b>Target 8.5</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p><b>Target 10.4</b> Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>
	Annual reporting of gender data	Drafting of the gender balance Sheet	All ENEA personnel	RTOs, mass-media, supervisory bodies	X	X	X	X	PER, CUG, AMC, TERIN	



## Thematic Area 2 - Recruitment and career progression

TA2 - Recruitment and career progression										
Objective	Action	Tool	Direct Target	Indirect Target	Chronoprogramme				Reference Contacts	Agenda 2030 SDGs
					2021	2022	2023	2024		
<b>TA2.01</b> Ensure equal opportunities in the decision-making process relating to job positions put up for competition	Promoting equitable gender composition in evaluation committees for staff recruitment and career advancement, and greater accessibility in procedures	Inclusion of objectives in the Performance Plan to promote equal opportunities within the Agency in terms of the presence of women in evaluation committees	Female and male candidates for internal and external selections	All ENEA personnel	X	X			PER, STAV, CTS	  <b>Target 5.5</b> Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life <b>Target 10.2</b> 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 <b>Target 10.4</b> Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality
		Drafting of a Vademecum regarding selective procedures for the correct use of gender language and consideration of special situations of candidates and applicants in conducting such procedures in compliance with the relevant regulations in force	Members of the evaluation committees	All ENEA personnel		X			PER, LEGALT, CUG, CTS	



TA2 - Recruitment and career progression										
Objective	Action	Tool	Direct Target	Indirect Target	Chronoprogramme				Reference Contacts	Agenda 2030 SDGs
					2021	2022	2023	2024		
<b>TA2.O2</b> Promote equal opportunities in professional career development	Training personnel in leadership positions	Inclusion of training modules in the PAP, related to issues concerning the respect for equal gender opportunities	Top positions of the organizational structures	All ENEA personnel	X	X	X	X	PER, CUG	    <b>Target 5.5</b> Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life  <b>Target 10.2</b> 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  <b>Target 10.4</b> Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality
		Inclusion of training modules in the PAP, related to issues concerning interpersonal communication			X	X	X	X		
	Promoting empowerment pathways for female workers	Inclusion of training modules in the PAP, related to issues concerning the respect for equal gender opportunities	All ENEA personnel	RTOs	X	X	X	X		
		Inclusion of training modules in the PAP, related to issues concerning interpersonal communication			X	X	X	X		


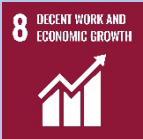
## Thematic Area 3 – Organizational welfare




TA3 - Organizational welfare										
Objective	Action	Tool	Direct Target	Indirect Target	Chronoprogramme				Reference Contacts	Agenda 2030 SDGs
					2021	2022	2023	2024		
TA3.01 Organize working activities with a view to fostering the reconciliation of work commitments with private life	Developing instruments for smart work organization and for increasing the effectiveness and efficiency of human resource management processes	Implementation of PAP measures for organizational welfare, setting of objectives, and gender equality	ENEA Heads of Departments, Directorates and Facilities.	All ENEA personnel	X	X	X	X	CUG	  <b>Target 5.5</b> Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life <b>Target 8.5</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
		Increasing the flexibility in work organization with possible priority of benefiting from the use of smart work or teleworking for employees who request it due to their specific family situations			X	X	X	X	PER	
		Establishment of organizational practices for scheduling meetings within working hours			X	X	X	X	Directorates and Departments	

TA3 - Organizational welfare										
Objective	Action	Tool	Direct Target	Indirect Target	Chronoprogramme				Reference Contacts	Agenda 2030 SDGs
					2021	2022	2023	2024		
TA3.02 Protect male and female workers having difficulties in balancing work and private life due to more complicated periods or situations	Implementing appropriate measures for periods or situations of greater need at the family level	Support, through the CUG network, to the request for homogenization of current legislation on mandatory paternity leave between the private and public sectors	All ENEA personnel	RTOs		X	X	X	CUG, PER	  <b>Target 5.1</b> End all forms of discrimination against all women and girls everywhere <b>Target 5.5</b> Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life <b>Target 8.5</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
		Financial support to employees, in the event of salary withholding because of a period of parental leave, through the accrual of such withholdings over several monthly payments			X	X	X	X	PER	
		Feasibility plans for the continuation/creation of welfare services, such as the implementation of contractual agreements with family care providers (day care centres for elderly cohabiting parents, summer centres for minor children, etc.)	PER	All ENEA personnel			X	X	X	

## Thematic Area 4 – Gender-based violence and dissemination on equal opportunity issues



TA4 - Gender-based violence and dissemination on equal opportunity issues										
Objective	Action	Tool	Direct Target	Indirect Target	Chronoprogramme				Reference Contacts	Agenda 2030 SDGs
					2021	2022	2023	2024		
<b>TA4.O1</b> Identify gender-based violence phenomena within the administration and provide immediate information to victims	Monitoring violence/harassment situations in ENEA	CUG's Annual Report	All ENEA personnel	All ENEA personnel	X	X	X	X	CUG	 <b>5 GENDER EQUALITY</b>  <b>8 DECENT WORK AND ECONOMIC GROWTH</b> Goal 5 Achieve gender equality and empower all women and girls  Target 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
		E-mail box dedicated to receiving reports on gender-based violence: sosviolenza.cug@enea.it	All ENEA personnel		X	X	X	X		
		Publication on the ENEA institutional website of the toll-free number 1522, following the format created by the Department for Equal Opportunities	All ENEA personnel	National CUG Network; FP e PO Departments, signatories to the Memorandum of Understanding against gender-based violence	X	X	X	X		



TA4 - Gender-based violence and dissemination on equal opportunity issues										
Objective	Action	Tool	Direct Target	Indirect Target	Chronoprogramme				Reference Contacts	Agenda 2030 SDGs
					2021	2022	2023	2024		
<b>TA4.O2</b> Contribute to the knowledge of the instruments useful in combating gender-based violence and provide appropriate guidance in order to facilitate the meeting between the victims and those who can protect them	Promoting awareness on physical, verbal, or sexual violence	Organization of thematic seminars	All ENEA personnel	Widespread audience	X	X	X	X	CUG	  <b>Goal 5</b> Achieve gender equality and empower all women and girls  <b>Target 8.5</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
		Drafting and distribution of informational materials through the CUG website			X	X	X	X		
		Promotion, on CUG's website, of initiatives carried out by other parties			X	X	X	X		



TA4 - Gender-based violence and dissemination on equal opportunity issues											
Objective	Action	Tool	Direct Target	Indirect Target	Chronoprogramme				Reference Contacts	Agenda 2030 SDGs	
					2021	2022	2023	2024			
<b>TA4.O3</b> Raise awareness of all personnel regarding equal opportunity issues	Implementing an awareness-raising campaign through the CUG's communication channels (website, web TV, social networks) to produce outputs (interviews, reports, and videos) aimed at spreading a gender attentive culture	Interviews and videos, with tracking of the number of views	All ENEA personnel	Widespread audience		X	X	X	CUG, REL	   <p> <b>Goal 5</b> Achieve gender equality and empower all women and girls   <b>Target 8.5</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value   <b>Target 10.</b> 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         </p>	
	Defining clear guidelines aimed at eliminating all forms of gender-based violence and discrimination	Proposal for the Adoption of the Code of Ethics and Conduct for the prevention and combating of discrimination and violence	ENEA BoD	All ENEA personnel and other non-ENEA staff		X	X	X	X		CUG, PER
	Setting up an observatory on the evolution of national and EU legislation on gender equality issues, organizational welfare, discrimination and combating violence	CUG's website, PAP, and CUG's Annual Report	All ENEA personnel	Widespread audience		X	X	X	X		CUG





## Thematic Area 5 – Participation in research projects, task forces, working groups, and integration of the gender dimension in general and research activities

TA5 - Participation in research projects, task forces, working groups, and integration of the gender dimension in general and research activities											
Objective	Action	Tool	Direct Target	Indirect Target	Chronoprogramme				Reference Contacts	Agenda 2030 SDGs	
					2021	2022	2023	2024			
<b>TA5.01</b> Promote greater gender balance within the personnel assigned to research projects, task forces and working groups	Designation of the Reference Contact Person for the gender dimension in R&D activities and projects	Designation of the Reference Contact Person(s) in the Departments for the implementation of the objectives of the Thematic Area 5	ENEA organizational structures	All ENEA personnel		X	X	X	Departments	  <b>Goal 5</b> Achieve gender equality and empower all women and girls <b>Target 8.5</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	
	Equitable curricular evaluation for the purpose of assigning R&D activities performed over time net of leave periods, provided for by applicable laws and other than for study purposes	Inclusion in the Gender Budget of gender disaggregated data on the management of R&D activities funded under active contracts: scientific managers and managed budget	Heads of Departments, Divisions, ENEA facilities, Head Project Managers	All ENEA personnel	Personnel to be assigned to R&D projects		X	X	X		CUG, PER, TERIN, Directorates and Departments
		Inclusion in the Gender Balance of gender disaggregated data, including data on expenses incurred, on authors of publications and participation in conferences and patents				X	X	X			
		Initiatives supporting gender equality in the positions of contact persons/leaders of funded R&D projects and in the composition of dedicated teams				X	X	X	Reference contact persons for the gender dimension		

TA5 - Participation in research projects, task forces, working groups, and integration of the gender dimension in general and research activities										
Objective	Action	Tool	Direct Target	Indirect Target	Chronoprogramme				Reference Contacts	Agenda 2030 SDGs
					2021	2022	2023	2024		
<b>TA5.O2</b> Integrate the gender dimension into research and dissemination activities, and educational offer	Promoting the integration of gender variables into the research process and contents	Development, implementation and communication of standards, methods, and models for integrating gender variables into research	Heads of Departments, Divisions, Laboratories, Head Project Managers	All ENEA personnel			X	X	Reference contact persons for the gender dimension	   <b>Goal 4</b> Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all  <b>Goal 5</b> Achieve gender equality and empower all women and girls
	Disseminating the R&D activities conducted by ENEA's female researchers and technologists	DEA (Donne ENEA in onDA) project: video production to promote R&D activities of female ENEA researchers and technologists			X	X	X	X		

TA5 - Participation in research projects, task forces, working groups, and integration of the gender dimension in general and research activities										
Objective	Action	Tool	Direct Target	Indirect Target	Chronoprogramme				Reference Contacts	Agenda 2030 SDGs
					2021	2022	2023	2024		
<b>TA5.O3</b> Ensure active participation and inclusion of women in the ecological transition	Fostering professional training, upskilling and participatory pathways to increase the presence of women in the energy and technology sectors committed to the decarbonization of the production system	Participation in national and international roundtables also through the establishment of multi-stakeholder partnerships	Departments, Directorates	RTOs, stakeholders from the public, private and tertiary sectors	X	X	X	X	Directorates, Departments, Reference contact persons for the gender dimension	   <b>Target 5.A</b> Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance, and natural resources, in accordance with national laws  <b>Target 5.B</b> Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women  <b>Target 13.B</b> Promote mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island developing States, including focusing on women, youth, and local and marginalized communities.
		Initiatives supporting women's participation and involvement in conferences, seminars and dissemination activities organized as part of the ENEA research lines targeting local communities (gender balance in expert panels, enhancement of women-led initiatives, etc.)			X	X	X	X		

TA5 - Participation in research projects, task forces, working groups, and integration of the gender dimension in general and research activities										
Objective	Action	Tool	Direct Target	Indirect Target	Chronoprogramme				Reference Contacts	Agenda 2030 SDGs
					2021	2022	2023	2024		
TA5.04 Promote female workers' health	Gender-sensitive prevention measures also concerning safety in the workplace	Projects and dissemination seminars on gender medicine	Prevention and Protection Service, Occupational Physicians	ENEA female workers		X	X	X	Prevention and Protection Service, Occupational Physicians, RLS, CUG	  <b>Goal 3</b> Ensure healthy lives and promote well-being for all at all ages <b>Goal 5</b> Achieve gender equality and empower all women and girls
		Integration of gender-related risk assessment in the Workplace Instruction Card						X	Prevention and Protection Service, Occupational Physicians, RLS, Departments and Directorates	
		Psychological Service for the Agency (SPA)			X	X	X	X	Prevention and Protection Service, CUG	

## Online references

1. EIGE (2020) [Gender Equality Index](#)
2. [National Network of Single Guarantee Committees \(CUG\)](#)
3. [CUG ENEA](#)
4. [DIRECTIVE 2/2019](#)
5. [PAP ENEA](#)
6. [CRUI Guidelines for Gender Balance in Italian Universities](#)
7. IEO [Gender Equality Plan](#)
8. ISTITUTO BESTA [Gender Equality Plan](#)
9. University of Bologna [Gender Equality Plan](#)
10. University of Padua [Gender Equality Plan](#)
11. University of Salerno [Gender Equality Plan](#)
12. University of Modena e Reggio Emilia [Gender Equality Plan](#)
13. University of Reggio Calabria [Gender Equality Plan](#)
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19. [PROTOCOLLO DI INTESA \(Memorandum of Understanding\) 18/11/2020](#)
20. [PROTOCOLLO DI INTESA \(Memorandum of Understanding\) 08/03/2021](#)