

Gender Equality Plan

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Fondazione E. Amaldi Gender Equality Plan (GEP) 2025-2028

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Executive summary

Who We Are

Fondazione E. Amaldi (FEA) is an **Italian research foundation** committed to fostering **innovation, technology transfer, and scientific research** in the space economy and related sectors. Established as a **bridge between academia and industry**, FEA plays a key role in advancing **cutting-edge research, fostering collaboration, and promoting sustainable economic growth** in the European space ecosystem.

Our Mission

FEA is dedicated to **promoting technological excellence and innovation** by supporting **scientific research and entrepreneurial initiatives**. By facilitating knowledge transfer between research institutions and industry, the Foundation ensures that **scientific discoveries translate into real-world applications** that benefit society.

Our Vision

Our vision is to establish a **dynamic and inclusive research environment** where **talent, diversity, and collaboration** drive **scientific progress and technological breakthroughs**. FEA aims to contribute to a future where **space technology and advanced research** serve as **catalysts for sustainable development, cooperative actions and economic resilience**.

Table of Contents

1. **Introduction**
2. **Analysis of Status Quo via Thematic Areas**
 - 2.1 Work-Life Balance and Organizational Culture
 - 2.1.1 Diversity and Inclusion
 - 2.1.2 Gender Equality Officer
 - 2.2 Gender Balance in Leadership and Decision-Making
 - 2.3 Gender Equality in Recruitment and Career Progression
 - 2.3.1 Equal Pay
 - 2.4 Integration of Gender Dimension in Research and Teaching Content
 - 2.5 Measures Against Gender-Based Violence Including Sexual Harassment
 - 2.5.1 Reporting Procedures, Investigations, and Support for Victims
 - 2.5.2 Training and Awareness
 - 2.6 Current Composition Status
 - 2.6.1 Staff Gender Composition 2025
 - 2.6.2 Gender Composition in Projects Leadership 2025
 - 2.6.3 Gender Salary Comparison by Seniority 2025
3. **Challenges and Objectives**
4. **Data Collection**
5. **Monitoring, Reporting, and Evaluation**
6. **Contact and Approval**

1. Introduction

Fondazione E. Amaldi (FEA) is committed to fostering **gender equality, diversity, and inclusivity** in all aspects of its operations. This Gender Equality Plan (GEP) aligns with the European Commission's **Horizon Europe Guidance on Gender Equality Plans** and aims to ensure equal opportunities for all employees, researchers and collaborators.

This document outlines FEA's strategic objectives, actions, and monitoring mechanisms to promote gender balance in leadership, recruitment, career progression, work-life balance, and anti-discrimination measures.

2. Analysis of Status Quo via Thematic Areas

2.1 Work-Life Balance and Organizational Culture

Objective: Promote a supportive and adaptive working environment that enables a healthy work-life balance for all employees.

Actions:

- Explore feasibility of and implement flexible working arrangements, including remote work and adaptable working hours.
- Ensure parental leave policies are gender-inclusive and promote shared caregiving responsibilities.
- Provide mental health support and well-being programs to foster a healthy workplace culture.

2.1.1 Diversity and Inclusion

- Foster a diverse and inclusive workplace by ensuring cultural and gender representation at all levels.
- Promote awareness campaigns and organize diversity and inclusion events.

2.2 Gender Balance in Leadership and Decision-Making

Objective: Increase gender diversity in leadership positions and decision-making bodies.

Actions:

- Establish a target ratio of at least 50% female representation in projects leadership roles by 2028.
- Provide mentorship and leadership training programs for women and underrepresented groups.
- Introduce transparent selection criteria for promotions to ensure fairness and equal opportunities.
- Conduct gender audits on decision-making processes and adapt policies accordingly.

2.3 Gender Equality in Recruitment and Career Progression

Objective: Ensure gender-inclusive hiring, fair career development, and equal pay.

Actions:

- Apply gender-neutral language in job advertisements and recruitment processes.
- Encourage blind CV screening to eliminate unconscious bias in candidate evaluations.
- Conduct regular gender pay gap analyses and implement corrective measures if needed.
- Introduce career development workshops tailored to support women in STEM fields.

2.3.1 Equal Pay

- Ensure equal compensation for all employees, adhering to EU standards for pay equity.
- Standardize pay scales across equivalent job roles to eliminate gender-based pay gaps.

2.4 Integration of Gender Dimension in Research and Teaching Content

Objective: Mainstream gender perspectives into FEA's research activities and training programs.

Actions:

- Encourage research projects to include a gender analysis component.
- Provide training for researchers on gender-sensitive research methodologies.
- Ensure diversity in scientific panels, conferences, and editorial boards.

2.5 Measures Against Gender-Based Violence Including Sexual Harassment

Objective: Foster a safe and inclusive workplace free from discrimination and harassment.

Actions:

- Implement a zero-tolerance policy against harassment and discrimination.
- Establish confidential reporting mechanisms for victims of gender-based violence.

2.5.1 Reporting Procedures, Investigations, and Support for Victims

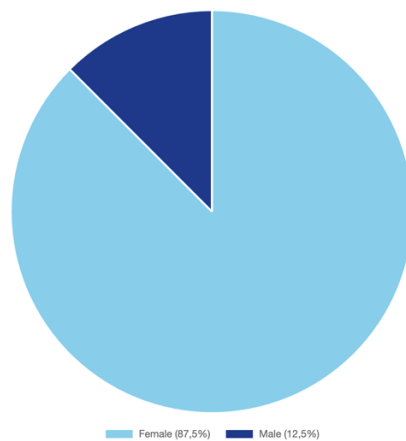
- Implement a secure and anonymous reporting system for harassment complaints.
- Conduct impartial investigations to address complaints and take necessary actions.

2.5.2 Training and Awareness

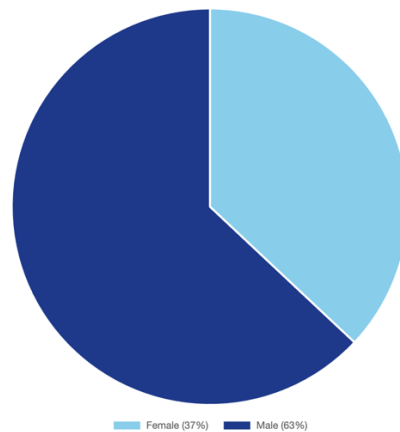
- Organize annual workshops and awareness campaigns to educate employees on gender equality and workplace safety.

2.6 Current Composition Status

2.6.1 Staff Gender Composition 2025



2.6.1 Gender Composition in Projects Leadership 2025



2.6.1 Gender Salary Comparison by Seniority 2025



3. Challenges and Objectives

Challenge 1: Increase awareness of unconscious bias and ingrained social norms affecting workplace inclusivity.

Challenge 2: Ensure gender-disaggregated data collection in all EU-funded projects.

Challenge 3: Integrate gender perspectives in research proposals and training materials.

Challenge 4: Strengthen participation in the EU gender equality ecosystem.

Objective 1: Achieve gender diversity in decision-making roles and senior leadership.

Objective 2: Regularly review and update sexual harassment policies.

Objective 3: Ensure internal policies explicitly protect staff from gender discrimination.

Objective 4: Establish anonymous reporting mechanisms for workplace grievances.

4. Data Collection

Objective: Track progress and measure the impact of gender equality initiatives.

Actions:

- Collect and analyze gender-disaggregated data on recruitment, promotions, and salary structures annually.
- Establish key performance indicators (KPIs) to monitor gender balance in decision-making roles.

- Publish an internal annual gender equality report to ensure transparency and accountability.
 - Conduct periodic employee satisfaction surveys regarding inclusivity and gender balance.
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5. Monitoring, Reporting, and Evaluation

The implementation of this GEP is overseen by the Secretary General at FEA that reports directly to the Board of Directors, ensuring alignment with institutional priorities and European Commission guidelines.

Review Period: This GEP will be reviewed and updated every three years, with the next revision scheduled for 2028.

Approval: This Gender Equality Plan is endorsed by the Executive Board of Fondazione E. Amaldi and will be publicly accessible on the FEA website.

Contact:

For inquiries regarding the implementation of the GEP, please contact FEA at: info@fondazioneamaldi.it

Date of Approval: 13th March 2025

Signature:

