

# GENDER EQUALITY PLAN 2022-2024

Istituto Affari Internazionali



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## 1. Introduction

The Gender Equality Plan (GEP) of the Istituto Affari Internazionali outlines the Institute's gender equality strategy for the years 2022-2024 and set commitments and actions to promote gender equality and inclusion through institutional changes and gender mainstreaming.

The GEP intends to pursue a set of objectives to promote gender-responsive culture in the Institute, enhancing the full participation of all people, in all their diversity in the life of the Institute, through a series of actions pursued over a three-years period.

Gender equality is a fundamental value of the European Union. The GEP responds to the requirements of the European Commission's Strategy for Gender Equality 2020-2025, which includes policy objectives and actions to make significant progress by 2025 towards a Gender-Equal Europe. Strengthening gender equality and gender mainstreaming within EU's key funding programme for research and innovation, Horizon Europe, is among the means to achieve the goals of the Strategy.

Furthermore, in December 2020, the Council of the EU in its [conclusions on the New European Research Area](#) (ERA), called on the European Commission and Member States to adopt a renewed focus on gender equality and gender mainstreaming, including through GEPs and the integration of the gender dimension in Research.

The Institute has prepared the Gender Equity Plan (GEP) in compliance with the Horizon Europe Guidance on Gender Equality Plans prepared by the EC Directorate-General for Research and Innovation.

The GEP was approved in 2022 and adopted by the Institute's governing bodies. Accordingly to the IAI's vision and mission, the GEP team (see the composition below) has drafted and worked to elaborate the Gender Equality Plan of the Institute, already engaged in transformation processes for greater gender equity.

## 2. The Institute's institutional setting for gender equality

Gender equality is enshrined in the **Statute of the Institute** and is one of its founding principles. The Statute fosters knowledge and analysis of international politics to contribute to European integration and multilateral cooperation, promoting democratic freedoms, economic progress and social justice.

The **Code of conduct** of the Institute affirms that the Institute protects civil and political, social, economic and cultural rights. It promotes equal opportunities for all in the assignment of offices, avoiding any form of discrimination based on sex, age, ethnicity, nationality, religion and personal beliefs. In May 2020, IAI has also adopted the **Code of conduct for the prevention and fighting of harassment, abuse and sexual exploitation for the protection of the dignity of people who work and operate with and for the Institute**.

To achieve gender equality and foster a culture of respect, the Institute will promote gender balance at all levels; enhance the personnel's awareness and knowledge of gender issues; and ensure that a gender perspective is analysed and integrated into its research and training content. The Institute will promote actions necessary to achieve equality, tackling the obstacles identified in the preliminary analysis conducted to prepare the GEP.

In respect of diversity, cross-border and multilateral cooperation and exchanges, the Institute adopts an inclusive approach, encouraging full and effective participation in its activities without distinction of gender, age and ethnicity. In 2021, IAI committed to yearly draft and publish a **non-financial report** that analyses the Institute's representation of some non-financial parameters. In 2021, the focus was on:

- gender equality
- multiculturalism and diversity of the teams
- promotion of young people and training

The Institute is already very attentive to gender balance and has already implemented some actions in this regard over time. The non-financial report is a further step to ensuring GEP's accountability by yearly collecting and monitoring the data. Furthermore, the Institute monitors data related to the gender balance in the training courses (for students and lecturers).

With regard to the continuity and the coherence to the policies for gender equality already in place, the Institute has collaborated with a Gender Expert, whose task is to provide a specific support in processing gender measures and policies within the Institute's vision.

### Existing Initiatives on Gender Equality

In the past years, IAI has been implementing projects and actions aimed at promoting gender equality and women's empowerment. One of the most relevant gender-targeted project is the initiative for a **Mediterranean Women Mediators Network**, founded in October 2017 and replayed every year (5 editions), organized with WIIS (Women in International Security) Italy. The project aims at increasing the number of women involved in peacemaking efforts and facilitating the appointment of women mediators at local and international level. The Mediterranean Women

Mediators Network project is promoted by the Italian Ministry of Foreign Affairs and International Cooperation, and implemented by IAI and the Italian branch of Women in International Security.

Another relevant activity is the **Young Women and Next Generation Initiative**, founded in February 2021 and repeated since May 2022 (5 editions), launched by IAI and the Vienna Center for Disarmament and Non-Proliferation in the framework of the EU Non-Proliferation and Disarmament Consortium (EUNPDC). The initiative has the goal to encourage young women and the next generation to enter the non-proliferation, arms control and disarmament field and help address gender imbalances in the field exposing college and university level students, especially women, to arms control issues, increasing awareness and encouraging their participation in events and workshops.

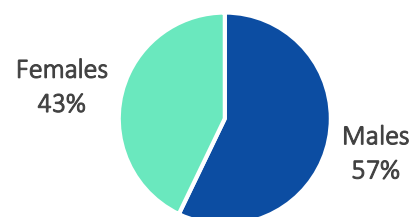
Moreover, in cooperation with the Italian Ministry of Defence IAI conducted in 2016 the project entitled [Women and Peace Operations: Achievement of the Italian Mission in Herat](#). The research aimed at addressing women's role within peace operations, as well as their contribution to security and peace building. Based on Italy's contribution to the NATO-led missions, ISAF and, currently, Resolute Support, the case study of the analysis is Afghanistan, and particularly the Herat Province. The research effort is specifically aimed at assessing the impact of civil-military cooperation (CIMIC) initiatives implemented by the Italian troops in Herat with a specific focus on gender and Afghan women.

Over the years, the Institute has mainstreamed gender within its research on several topics. For instance in 2019, as part of the [MedReset](#) project funded by the EU Horizon 2020 Programme a policy paper on "[EU Approach to Gender Equality in the Southern and Eastern Mediterranean Region](#)" was published and in 2022, a training on gender mainstreaming was undertaken as part of the [JOINT project](#) and Guidelines for a gender-sensitive approach to research were adopted. In the context of another Horizon 2020 project, JOINT, the Institute organized a webinar to introduce a gender-sensitive approach to research to the members of the consortium that carries out the project. The training was entrusted to the gender expert who contributed to the drafting of this document. Other projects and initiatives, such as the EU-IDEA project, integrate a gender perspective and promote gender-sensitive research.

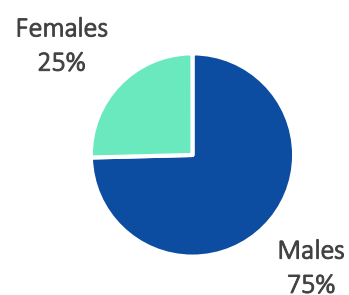
The GEP will be useful to provide an accurate scheme to monitor the initiatives on gender equality and gender mainstreaming implemented by the Institute, and to make available tools designed to foster cultural change, an open and inclusive research, learning and work environment.

### 3. Data and figures (end 2021)

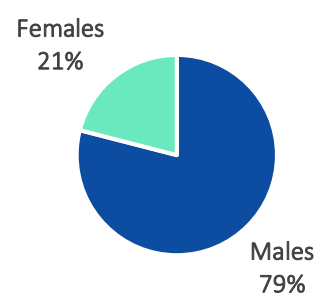
Management	Males	Females
President	1	0
Vice presidents	3	0
Director	0	1
Vice director	0	1
Secretary General	0	1



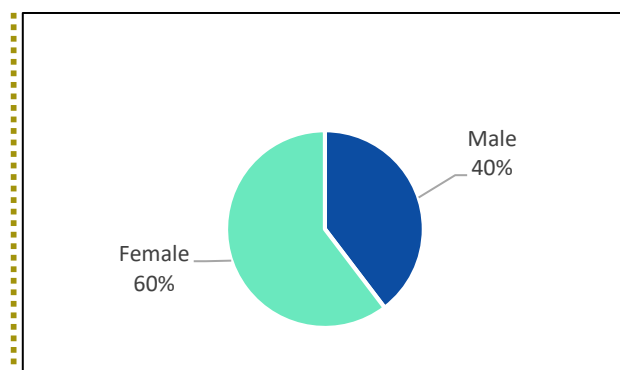
Boards	Males	Females
Board of Directors	23	11
Executive Committee	6	3
Board of Trustees	11	1
Auditors	2	1
Treasurer	1	0
Anticorruption	1	0
Supervisory Board	1	0



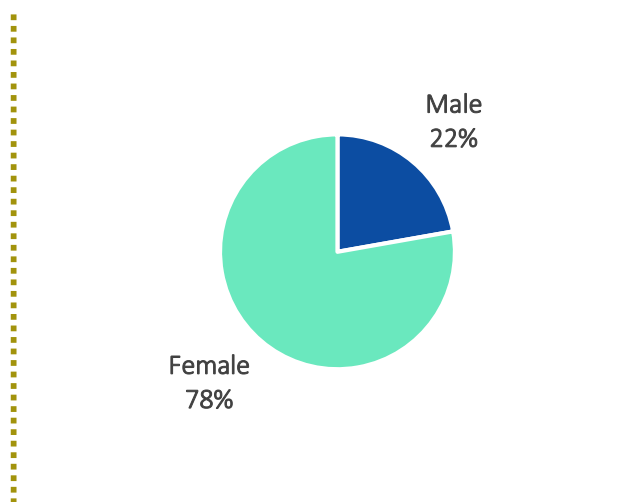
IAI's individual Membership	Males	Females
Members	187	51



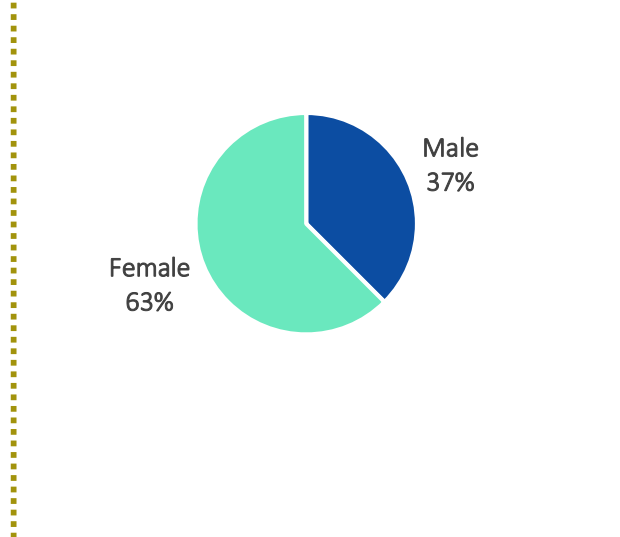
Research	Males	Females
Programme managers	3	5
Senior researchers	2	3
Researchers	11	5
Junior researchers	2	3
Interns	5	19



Staff	Males	Females
Assistant to Director and President	0	1
Head Administrative Office	0	1
Administrative Office	0	2
Head of Project Management Office	1	0
Project office	0	2
Project office Junior	0	1
Librarian	0	1
Programme Assistant	0	5
Front desk	0	1
IT consultant	1	0
IT administrator	2	0



Communication and editorial	Males	Females
Head of communications	1	0
Junior Communication Office	0	3
Communication editor	0	1
Editor	2	0





## 4. The GEP team

A dedicated working group - the GEP Team – has been created and entrusted with the role of implementing and monitoring the actions contained in the Plan. The team is composed of senior members with management and formal roles and of an extended Working Group with operational functions. The GEP team represents all areas of the Institute: leadership, management and human resources, research, and communication; GEP Team possess solid connections with the Board and Committees, scaling the GEP to the highest level of governance.

The GEP Team undertakes to submit to the governing bodies of the IAI an annual report on the progress of the GEP.

GEP team	Role	Category
Alessia Chiriatti	Head of the Educational Programme; Researcher	Coordinator; Training and educational programmes
Natalie Tocci	Director	Management
Federica Di Camillo	Deputy Director	
Ferdinando Nelli Feroci	President	Management
Michele Nones	Vice President	Management
Vincenzo Camporini	Supervisory Board	Management
Riccardo Alcaro	Research coordinator	Research
Nicoletta Pirozzi	Institutional relations manager	Research
Maritza Cricorian	Secretary general	Management / Human Resources
Rossella Cazzato	Head of the Finance/Administrative Office	Administration/Human Resources
Luca Pacella	Head of the Project Management Office	Project Management
Francesco De Leo	Head of communications; Affari Internazionali Managing Director	Communication
Extended Working Group	Role	Category
Michelangelo Freyre	Junior Researcher	Research
Manuel Herrea	Researcher	Research
Daniela Huber	Head of the Mediterranean, Middle East and Africa Programme	Research
Lorenzo Mariani	Researchers	Research
Loredana Teodorescu	Researcher	Research
Roberta Del Mastro	Finance/Administrative Office	Administration
Marta Paladini	Project Officer	Project Management
Annachiara Zardini	Project Officer	Project Management
Alessandra Darchini	Press Officer	Communication
Milena Di Nenno	Social media manager	Communication
Nathalie Champion	Programme Assistant	Staff
Giuseppe Pinto	IT Administrator	Staff

The team will meet every six months and the results of the GEP monitoring will be discussed on an annual basis with the all the departments (administration; research; communication; etc.) of the Institute.

## 5. Key areas, objectives and actions

The GEP is a public document, signed by the Director and actively communicated by the Communication Office within the Institute. It has dedicated resources and expertise for its implementation. Each year the GEP team will implement the activities foreseen by the Plan and will collect and publish gender-disaggregated data of personnel, including management and Boards, Individual Memberships, researchers, and communication. The data collected will support the monitoring and the annual reporting on the GEP.

IAI's non-financial report will be an instrumental and internal tool to monitor and update the baselines of the GEP. Knowledge will be collected and disseminated and the Institute will ensure that training and awareness-raising activities on gender equality are regularly carried out.

The IAI's GEP focuses on some selected thematic areas:

- **Promoting gender balance in IAI's decision-making structures and memberships.** The preliminary analysis shows that the management has a good representation of women, yet the Institute recognizes that gender balance in some areas should be improved. Specifically, IAI intends to promote and increase women's participation and representation in IAI's Board of Directors and individual membership.
- **Institutional culture for gender equality and inclusion,** by strengthening the Institutes' performance on gender equality (e.g., through training) and supporting work-life balance.
- **Integrating a gender dimension into research and teaching content.** The Institute will encourage and support researchers to develop methodologies that incorporate a gender analysis.
- Finally, IAI renews its commitment to **combatting violence and harassment** and will update institutional policies on sexual harassment and other forms of gender-based violence according to the future national legislation on ILO Violence and Harassment Convention No 190.

The GEP will be disseminated and communicated across the whole organization, also throughout a specific section of the IAI website dedicated to the gender issues and through IAI's social media. The Institute will ensure that the ownership of the document lies with every staff member at all levels.

The **IAI's Gender Equality Plan** acknowledges five areas of action and aims at achieving 8 objectives in the three-year period 2022-2024 through the implementation of 13 strategic actions.

### Area 1. Gender balance in decision-making structures and Memberships

**Objective 1.1** Promoting female leadership in decision-making structures

**Objective 1.2** Increasing the number of women in IAI's individual membership

### Area 2. Institutional Culture

**Objective 2.1** Strengthening Institutes' performance on gender equality

**Objective 2.2** Supporting work-life balance

### **Area 3. Integration of the gender dimension into research and training**

**Objective 3.1** Promote a gender perspective in research content

**Objective 3.2** Integrate a gender perspective in training programmes

### **Area 4. Combating gender-based violence and sexual harassment in the world of work**

**Objective 4.1** Promoting tools for reporting discrimination, harassment and gender-based violence

### **Area 5. Communication**

**Objective 5.1** Communicating the GEP

## 6. Gender Equality Plan

Objective	Actions	2022	2023	2024	SDGs
<b>Area 1. Gender balance in decision-making structures and Memberships</b>					
<b>1.1 Promoting female leadership in decision-making</b>	Engage in networking, e.g., among women's networks, to scout for potential female candidates suitable for roles in decision-making structures.	X	X	X	SDG 5 Gender equality
<b>1.2 Increasing the number of women in IAI's individual membership</b>	Increase the absolute number of female individual members of IAI	X	X	X	
<b>Area 2. Institutional culture</b>					
<b>2.1. Strengthening Institutes' performance on gender equality</b>	Create an updated database on the composition of the governance and decision-making structures and all available administrative data on personnel in compliance with the GDPR legislation.	X	X	X	SDG 3 Health and Wellbeing
	Promote and map gender balance in panels	X	X	X	
	Explore the possibility of networking with organisations and institutes that work for the promotion of gender equality and organise joint activities		X	X	SDG 5 Gender equality
	Organise training on gender equality and gender mainstreaming for IAI personnel		X	X	SDG8 Decent work and Economic Growth
<b>2.2 Supporting work-life balance.</b>	Preparation of internal regulations on agile and smart working	X			
<b>Area 3. Integration of the gender dimension into research and training</b>					
<b>3.1. Promoting a gender perspective in research content</b>	Monitor composition of research teams where IAI is the lead partner	X	X	X	SDG 4 Quality education
	Integrate of the gender dimension into research and in proposals	X	X	X	
	Update IAI's Guidelines for integrating a gender perspective in research		X		SDG 5 Gender equality

Objective	Actions	2022	2023	2024	SDGs
3.2 Integrating a gender perspective in training programmes	Analyse training programmes (intensive courses; summer schools) and identify entry points for gender mainstreaming		X	X	
Area 4. Combating gender-based violence and sexual harassment in the world of work					
4.1 Promoting tools for reporting discrimination, harassment and gender-based violence	Update the IAI Code of Conduct, for the prevention and contrast of sexual harassment, abuse and exploitation in light of ILO C190 and the most national and international legal instruments			X	SDG 5 Gender equality
Area 5. Communication					
5.1 Communicating the GEP	Create a section of the IAI's "About" page on the website dedicated to the GEP	X			SDG 5 Gender equality





