

GENDER EQUALITY PLAN (2023 – 2025)

**FONDAZIONE PER LA RICERCA
FARMACOLOGICA GIANNI BENZI ONLUS**

Table of Contents

1. FONDAZIONE PER LA RICERCA FARMACOLOGICA GIANNI BENZI ONLUS	3
2. Gender Equality Plan - INTRODUCTION	4
3. Gender Equality Plan - GENERAL.....	4
3.1 MANDATORY PROCESS-RELATED REQUIREMENTS	5
3.2 RECOMMENDED CONTENT-RELATED THEMATIC AREAS	5
4. GEP - FGB.....	7
4.1 FGB MANDATORY PROCESS-RELATED REQUIREMENTS	7
4.2 FGB RECOMMENDED CONTENT-RELATED THEMATIC AREAS	8

1. FONDAZIONE PER LA RICERCA FARMACOLOGICA GIANNI BENZI ONLUS

Fondazione per la Ricerca Farmacologica Gianni Benzi Onlus (FGB) is a registered not-for-profit Scientific Research Organization, established on 9 November 2007 with the aim of continuing the work carried on by Professor Gianni Benzi, who dedicated his life to promoting the translation of the relevant discoveries in Life Sciences into human medicines and innovative products to cover unmet needs.

Following the way paved by Gianni Benzi, FGB aims to promote research in biological, medical and pharmaceutical areas with strict and continuous attention to the innovations and opportunities resulting from the scientific progress as a guide for introducing substantial methodological innovation and new fields of action.

The well-being of patients affected by rare diseases and other special populations such as children is the dimension and ultimate horizon of FGB. FGB is also committed to involving patients in the research process and empowering them in decision making.

FGB operates in 5 main areas:

1. research methodology
2. regulatory sciences and ethics
3. data science and information technology applied to clinical and pharmaceutical research
4. orphan medicines and knowledge translation
5. patients empowerment

The FGB is strongly committed to the promotion of scientific research in biological, medical and pharmaceutical fields of social interest, particularly those affecting populations with unmet medical needs.

Following the impressive results in the field of Life Sciences, FGB has devoted a great deal of attention to supporting advanced research applied to innovative medicines and products, regulatory science to appropriately link scientific advances and rules for product development, data science and information technology capable of increasing the speed and scale of results.

FGB invests a lot of resources to disseminate knowledge about new scientific advances, and also to promote patient empowerment, encouraging them to become protagonists in the official debate focused on the different phases of drug development. In addition to supporting research, FGB carries out educational and training activities in the regulatory area with the aim of promoting continuous multi-specialist updating on the complex procedures of the European Pharmaceutical System.

Since professional cooperation and the exchange of experience and expertise are essential for scientific progress, FGB works closely with national and European institutions to implement sound and effective policies. For this reason, FGB participates in and is an active part of research networks, consortia and collaborative projects.

2. Gender Equality Plan - INTRODUCTION

This Gender Equality Plan (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.

FGB has prepared its GEP in accordance with the Horizon Europe Guidance on Gender Equality Plans developed by the EC Directorate-General for Research and Innovation.

The FGB GEP is a programmatic document for the period 2023-2025. Its initial intention is to provide a detailed overview of the various options for implementing actions and projects aimed at reducing gender inequality and emphasising the importance of diversity, of which gender is only one of a series to be addressed (ranging from cultural, sociological differences, through diversity of physical abilities, age, to sexual orientation and multilingualism), through a series of actions to be pursued over a three-year period.

The FGB GEP was approved by the FGB Board of Directors on the 10 November 2022 and it will be a public document, in the sense that it will be published as a formal document on the FGB website.

3. Gender Equality Plan - GENERAL

The Horizon Europe Guidance on Gender Equality Plans requires that:

- public bodies (such as research funding bodies, national ministries or other public authorities, including public-for-profit organisations)
- higher education establishments, public and private
- research organisations public and private

from EU member states or associated countries that seek to participate in the Horizon Europe framework programme, have a Gender Equality Plan (GEP) in place.

A GEP is a policy instrument that comprises a set of objectives and actions aimed at promoting gender balance in an organisation through institutional and cultural change. A GEP may help to clearly formulate gender balance and gender equality objectives on the one hand, and that may serve as a means to make progress towards finally achieving the set objectives by monitoring a number of indicators, on the other hand.

A GEP includes essential elements - 'building blocks'. These building blocks are **four mandatory process-related requirements** and **five recommended content-related thematic areas**, which have been defined by the European Commission.

3.1 MANDATORY PROCESS-RELATED REQUIREMENTS

1. Publication and official endorsement of the GEP

The GEP must be a formal document published on the institution's website, signed by the top management and actively communicated within the institution. It should demonstrate a commitment to gender equality, set clear goals and detailed actions and measures to achieve them.

2. Dedicated resources

The GEP must have dedicated resources and expertise in gender equality to implement the plan. Organisations should consider what type and volume of resources are required to support an ongoing process of sustainable organisational change.

3. Data collection and monitoring

Organisations must collect sex/gender disaggregated data on personnel with annual reporting based on indicators. Organisations must consider how they can select the most relevant indicators, how they can collect and analyse the data, including the resources required for this purpose, and must ensure that the data are published and monitored on an annual basis. These data must serve as the basis for the objectives and targets, indicators and evaluation of the GEP.

4. Training

The GEP must include awareness-raising and training actions on gender equality. These activities should engage the whole organisation and be an evidence-based, ongoing and long-term process. Activities should cover unconscious gender biases training aimed at staff and decision-makers and can also include communication activities and gender equality training that focuses on specific topics or addresses specific groups.

3.2 RECOMMENDED CONTENT-RELATED THEMATIC AREAS

1. Work-life balance and organisational culture: GEP aims to promote gender equality through the sustainable transformation of organisational culture. Organisations should implement necessary policies to ensure an open and inclusive working environment, the visibility of women in the organisation and externally, and that the contribution of women is properly valued. Inclusive work-life balance policies and practices can also be considered in a GEP, including parental leave policies, flexible working time arrangements and support for caring responsibilities.

2. Gender balance in leadership and decision-making: measures to ensure that women can take on and stay in leadership positions can include providing decision-makers with targeted gender

training, adapting processes for selection and appointment of staff on committees, ensuring gender balance through gender quotas, and making committee membership more transparent.

3. **Gender equality in recruitment and career progression:** critically reviewing selection procedures and remedying any biases can ensure that women and men get equal chances to develop and advance their careers. Establishing recruitment codes of conduct, involving gender equality officers in recruitment and promotion committees, proactively identifying women in underrepresented fields and considering organisation-wide workload planning models can be important measures to consider in a GEP.
4. **Integration of the gender dimension into research and teaching content:** the GEP should consider how sex and gender analysis will be included in the research or educational outputs of an organisation. It can set out the organisation's commitment to incorporating sex and gender in its research priorities, the processes for ensuring that the gender dimension is considered in research and teaching, and the support and capacity provided for researchers to develop methodologies that incorporate sex and gender analysis. Research funding and research performing organisations both have a role to play in ensuring this.
5. **Measures against gender-based violence, including sexual harassment:** organisations establishing a GEP should consider taking steps to ensure they have clear institutional policies on sexual harassment and other forms of gender-based violence. Policies should establish and codify the expected behaviour of employees, outline how members of the organisation can report instances of gender-based violence and how any such instances will be investigated and sanctions applied. They should also consider how information and support is provided to victims or witnesses and how the whole organisation can be mobilised to establish a culture of zero tolerance toward sexual harassment and violence.

4. GEP - FGB

4.1 FGB MANDATORY PROCESS-RELATED REQUIREMENTS

1. Publication and official endorsement of the GEP

The FGB GEP will be presented as a public document, as it will be published as a formal document, approved by the members of the Board of Directors and will be an important part of communication within FGB.

This public document represents and demonstrates the commitment of FGB to achieving and respecting gender equality and to maintaining and improving the measures and actions necessary to achieve this goal.

FGB GEP will be published in Italian and in English on FGB website.

2. Dedicated resources

FGB GEP has dedicated resources and expertise for its implementation. A dedicated working group - the GEP Team - has been established and tasked with implementing and monitoring the actions contained in the GEP.

3. Data collection and monitoring

Each year, the GEP team will implement the activities set out in the GEP and collect and publish gender-disaggregated data on staff, including Boards and General Management. The data collected will support the monitoring and the annual reporting of the GEP.

4. Training

The FGB GEP also includes the planning of specific training: concrete actions and measures will be planned and implemented to raise awareness of gender equality among staff. The whole organisation will be involved in these activities, which should become a permanent feature of FGB's work and be accepted as part of a long-term process.

4.2 FGB RECOMMENDED CONTENT-RELATED THEMATIC AREAS

1. Work-life balance and organisational culture

OBJECTIVE	ACTION	INDICATOR	YEAR 1	YEAR 2	YEAR 3
Supporting work-life balance	Promotion of agile working mode for FGB staff members	Number of FGB staff members who work in remote working mode	X	X	X
Implementing ICT systems to support remote working mode	ICT-based systems for improving staff member connectivity and access to resources and material (documents and databases) when working at distance	Number of FGB staff members using the ICT systems when in remote working mode	X	X	X
Ensuring the implementation of actions reported in the GEP annual report	Establishment of the GEP team that represents all areas of FGB: General Management, Research, and Administration and Project Management	GEP team composition available Number of actions reported in the GEP annual report	X	X	X

2. Gender balance in leadership and decision-making

OBJECTIVE	ACTION	INDICATOR	YEAR 1	YEAR 2	YEAR 3
Promoting a gender balance leadership in decision-making	Maintenance of a gender-balanced composition in the Boards and General Management, with no gender prevailing on the others	No prevalence of a specific gender on the others in FGB Boards and General Management	X	X	X

3. Gender equality during recruitment and career development

OBJECTIVE	ACTION	INDICATOR	YEAR 1	YEAR 2	YEAR 3
Ensuring the equal opportunities in recruitment and in career development	Approval of an internal procedure to establish criteria and steps on the recruitment process and on the career development	Number of job offers which include the defined criteria on the recruitment process and on the career development according to the internal procedure		X	X

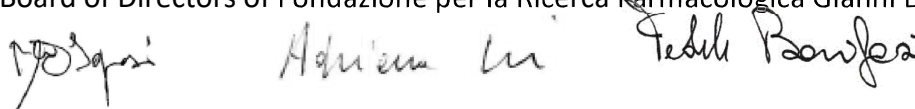
4. Integration of the gender dimension into research and teaching content

OBJECTIVE	ACTION	INDICATOR	YEAR 1	YEAR 2	YEAR 3
Promoting the gender balance into research and teaching content	Monitoring of the gender balance of staff members involved in the research projects carried out by FGB and in the events, initiatives and other communication activities implemented by FGB	Number of events/ research projects in which the gender balance criteria have been adopted	X	X	X
Promoting initiatives in support of gender equality	Promotion of the participation of FGB staff in awareness days (e.g. International Women's Day, 8 March; International Day of Women in Science, 11 February etc.), through internal communications	Number of awareness days communicated per year to FGB staff members		X	X

5. Measures against gender-based violence, including sexual harassment

OBJECTIVE	ACTION	INDICATOR	YEAR 1	YEAR 2	YEAR 3
Evaluating stereotypes or attitudes underlying harassment and gender-based violence	Implementation of a Code of Conduct to codify the behaviour of FGB staff members to prevent any form of gender-based violence	Approval of FGB Code of Conduct		X	X
Setting up the "friend desk" to condemn and avoid any gender-based violence, including sexual harassment among the FGB staff members	Implementation of an internal document to define the responsibilities and the activities of the person responsible for the "friend desk"	Identification of the person responsible for the "friend desk" Number of FGB staff members who access to the "friend desk"	X	X	X

Approved on the 10 November 2022
by the Board of Directors of Fondazione per la Ricerca Farmacologica Gianni Benzi Onlus



Fondazione per la Ricerca Farmacologica Gianni Benzi Onlus

Sede Legale: Via Abate Eustasio 30, 70010 Valenzano, BA – Sede Operativa e Amministrativa: Via Putignani, 133, 70122 Bari, BA

C.F.: 93347800729 – P.IVA: 06780820723 - <https://www.benzifoundation.org/>

Tel.: +39 080.9026797 – info@benzifoundation.org

GENDER EQUALITY PLAN (2023 – 2025)

Annex 1

**FONDAZIONE PER LA RICERCA
FARMACOLOGICA GIANNI BENZI ONLUS**

COMPOSITION OF FGB BOARDS AND STAFF

No gender predominates over the others in the composition of the **FGB boards**.

Boards	Male	Female
Board of Directors	1	2
Auditor	1	

Tab.1 – composition of FGB boards

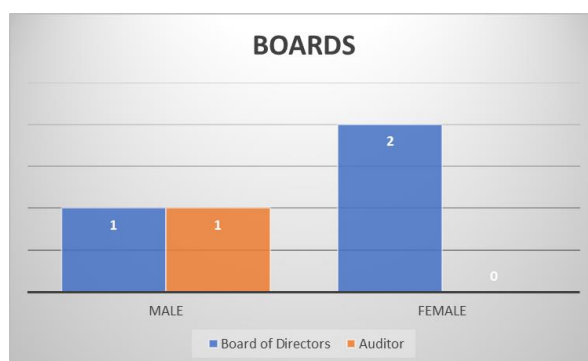


Fig.1 – composition of FGB boards

No gender predominates over the others in the composition of the **FGB General Management**.

General Management	Male	Female
President	1	
President of the Scientific Office		1

Tab.2 – composition of FGB General Management

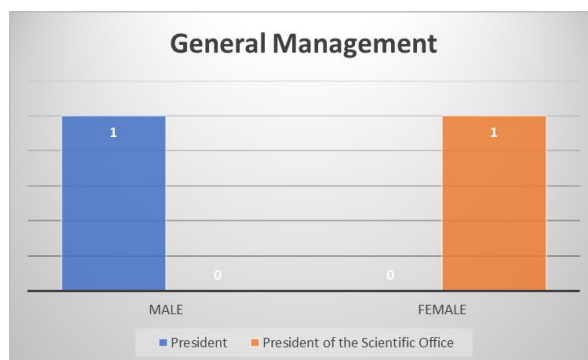


Fig.2 – composition of FGB General Management

As for the composition of the **FGB staff**, 11 of the 14 members (78.6%) are women.

FGB staff - Research	Male	Female
Head of Research Department		1
Senior Researcher		3
Researcher		2
Consultant	2	1

Tab.3 – composition of FGB Research staff

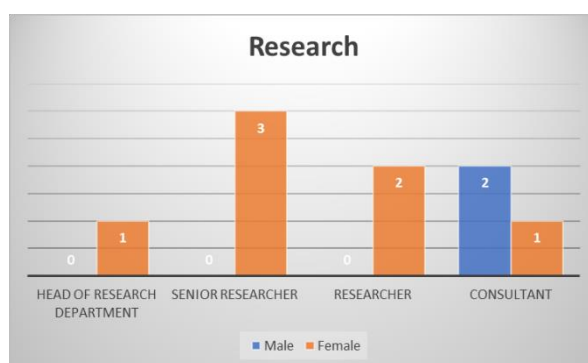


Fig.3 – composition of FGB Research staff

FGB staff - Administration and Project Management	Male	Female
Head of Administrative and Management Department		1
Project Manager Assistant		2
Administrative Assistant		1
Consultant	1	

Tab.4 – composition of FGB Administration and Project Management staff

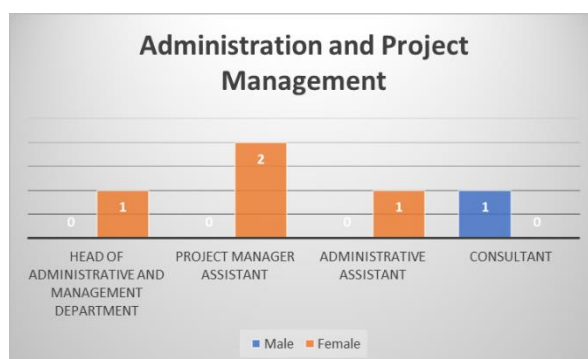


Fig. 4 – composition of FGB Administration and Project Management staff

For the composition of **FGB labour contract**, there is a prevalence of the permanent part-time contract that allows a good work-life balance.

Labour contract	Male	Female
Permanent full-time contract		4
Permanent part-time contract		6
Consultancy contract	3	1

Tab. 5 – composition of FGB Labour contract staff



Fig. 5 – composition of FGB Labour contract staff

In addition, FGB allows employees to work remotely for positions that allow it. The family-friendly policies and flexible working conditions were piloted during the COVID-19 pandemic and then adopted as the norm.