

INFN Taylored Action Plan work in progress...





INFN TAP

The TAP was **officially approved** by the INFN Executive Commitee **on January 31, 2013**

Objectives and actions defined in the TAP are based on the analysis of the results and recommendations of the participatory gender audit that was run in March 2011 and other meeting with the technical partners (Fondazione Brodolini, Associazione Donne e Scienza, ITC/ILO) during the ensuing months.

The TAP, as part of GenisLab project, is coordinated by the Training Department of INFN which is part of the Central Administration, but Genis Lab team members come from different decentralised sections, as the TAP includes objectives and actions which are meant to benefit the whole organization.





Name action 1 - Fund allocation to research groups: Gender analyses of beneficiaries.

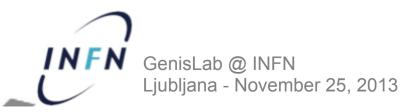
- •We have collected (Jan-Mar 2013) and analysed (June 2013) the data of the fund allocation to research groups focusing on the following dimensions:
 - Gender composition of research groups
 - Funded research groups
 - Gender analyses of groups' leaders.
- •One seminar organized with Donne e Scienza titled "Why to promote women in science" in Rome (October 7th, 2013).





Name action 2 – Gender provisional budget and research composition for each of the 5 national scientific committees

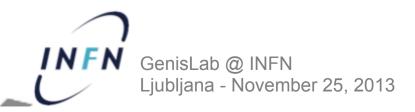
- •On the base of the results of the action 1 we can choose the items sensible to the gender dimension to introduce gender data concerning research teams and funded projects in the provisional budget (2014).
- •Meetings with INFN Executive Committee, General Director and Administrative Affairs Director will be organised (by the end of 2013).





Name action 3 – Gender pay gap

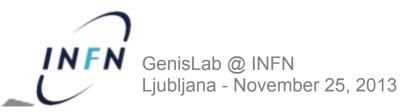
- •The work is in progress. In September we had a Skype meeting with Angela Genova (Fondazione Brodolini) and we met INFN's administrative affairs director to discuss balance sheet items to include in the analysis.
- Data collected in October 2013;
- •Data analyses in progress and to be completed by December 2013;
- Data publication and discussion by March 2014.





Name action 4 – Observatory for monitoring and evaluating women participation in research

- •Discussion in progress with INFN Vice President.
- •Report GenisLab activity 2012 to the International Evaluation Committee (August 2013).



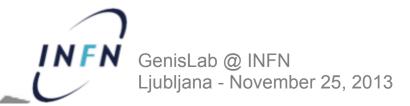


Name action 1 – Align of HR strategies and management tools to EU policies (ECR and Minerva Code)

What has been done, and when?

Discussion in progress

- •The whole HR Sector is involved in several internal/external critical situations:
- several government crisis has led to new regulations and organizational structure for the whole Research sector;
- change of the HR Dept Director: the new Director, seated on September 2nd;
- in accordance with ITC-ILO, we recognized the opportunity to enrich the INFN team with specific competencies in order to establish a set of technical and behavioural competences for INFN;
- hiring a research grant took several months and the selected person started to cooperate with GenisLab team from September 3rd.





Name action 2 — Develop and adopt HR procedures to promote transparency in recruitment, performance, promotion criteria

What has been done, and when?

The work is in progress

- •We have prepared the preliminary analysis of competency model with help of Luvia Soto Cabrera and Benedetta Magri (ITC/ILO).
- •In October 2013 we organised a meeting in Rome about sensibilisation and promotion of INFN competency model **inspired by CERN competency model**. Direct links have been established with CERN HR responsible for the CCM.
- •Another meeting about raising awareness on the issue of skills is scheduled for November 27 (Trieste)
- •We are organising a training/workshop in Frascati (RM) on February 2014 with the person responsible for the CERN CCM, where both top management and employees will be involved.





Name action 3 – Development and dissemination of Guidelines on non-discriminatory recruitment and management (GenisLab & CUG)

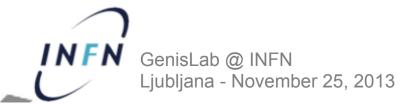
The discussion is in progress

What will be done, and when?

- Drafting of core guidelines by the end of 2013
- •Finalisation together with competency-based HRM Model to wich they will be attached
- •We will propose to follow in recruitment a competency based interview

Criticalities...

Resistance from CUG...





Name action 4 – Organize training/awareness activities for managers and members of selection committees on Competency-based model

- •The training/awareness activity has been proposed to the National Training Committee for the National training programme 2014 titled "Change Management: il modello di competenze e la gestione del cambiamento organizzativo" (September 2013 "The competency model and organizational change management").
- •INFN National Training Plan is to be approved by National Training Committee (CNF) by November 2013.

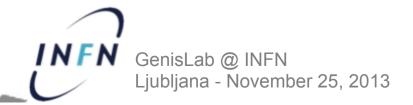




Dimension Organizational Culture and Stereotypes

Name action 1 – Soft-skills training for managers

- •The soft-skills training for managers has been proposed to the National Training Committee for the National training programme 2014 titled: "Gender balance: lo sviluppo e la gestione delle risorse umane attraverso la valorizzazione dell'equità di genere" (Septemper 2013 "Gender balance: the development and management of human resources through the promotion of gender equity").
- •INFN National Training Plan is to be approved by National Training Committee (CNF) by November 2013.

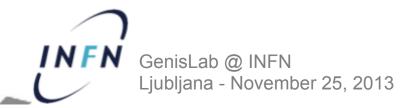




Dimension Organizational Culture and Stereotypes

Name action 2 – Knowledge and awareness raising activities on stereotypes and discrimination at all levels

- •One seminar organized at Univ. Sapienza (Rome INFN Section) with Donne e Scienza titled "Why to promote women in science" in October 7th, 2013 (by Flavia Zucco).
- •We are organizing a Re-ACT play at LNF (the largest INFN Laboratory), proposed by Donne e Scienza, that will involve employees together with actors in a collective research to investigate and deconstruct gender stereotypes in the scientific community (December 2013).





Thank you

For further information please visit INFN Genis Lab internal website:

web2.infn.it/genislab

