



Ljubljana
25 novembre 2013

Gender in science
and
technology
Lab



INFN Taylored Action Plan work in progress...



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The TAP was **officially approved** by the INFN Executive Committee **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.



Dimension Gender Budgeting

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

What has been done, and when?

- 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).



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Dimension Gender Budgeting

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

What has been done, and when?

- 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).



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Dimension Gender Budgeting

Name action 3 – Gender pay gap

What has been done, and when?

- 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.



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Dimension Gender Budgeting

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

What has been done, and when?

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



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Dimension HRM and Gender

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 organizaional 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.



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Dimension HRM and Gender

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 .



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Dimension HRM and Gender

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 which they will be attached
- We will propose to follow in recruitment a **competency based interview**

Criticalities...

- **Resistance from CUG...**



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Dimension HRM and Gender

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

What has been done, and when?

- 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.



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Dimension Organizational Culture and Stereotypes

Name action 1 – **Soft-skills training for managers**

What has been done, and when?

- 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" (September 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.



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Dimension Organizational Culture and Stereotypes

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

What has been done, and when?

- 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).



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Thank you

For further information please visit
INFN Genis Lab internal website:

web2.infn.it/genislab



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