

**NRRP: Gender, generations and territories.**  
**The role of the university for a more equitable and inclusive society.**

**Annual Conference of the  
National Conference of the Equality Bodies of Italian Universities**

**Università Politecnica delle Marche**  
**October 6-7 2022**

Three sessions on three topics of primary importance to the University

- National Recovery and Resilience Plan
- Gender Equality Plan
- Preventing and combating gender-based violence

**A. National Resilience and Recovery Plan**

The National Recovery and Resilience Plan is developed around three strategic axes shared at European level (digitisation and innovation, ecological transition and social inclusion) and six missions:

1. DIGITISATION, INNOVATION, COMPETITIVENESS, CULTURE AND TOURISM
2. GREEN REVOLUTION AND ECOLOGICAL TRANSITION
3. INFRASTRUCTURE FOR SUSTAINABLE MOBILITY
4. EDUCATION AND RESEARCH
5. INCLUSION AND COHESION
6. HEALTH

Three cross-cutting priorities run through the missions: gender equality, reduction of territorial and generational gaps.

Specific actions dedicated to gender equality concern the development of female entrepreneurship (Mission 5) and the development of STEM skills for women (Mission 4). In light of the gender inequalities in the distribution of care work, the investment lines in the NRRP (Mission 4) to strengthen nursery and early childhood services and full-time schools are expected to have a positive impact on female employment.

The activation of the gender equality certification system envisaged within Mission 5, which was implemented with the contribution, at the Equal Opportunities Department, of a dedicated working team, is expected to contribute to the adoption by enterprises of policies and organisational models that can improve gender equality in enterprises.

An initial ex-ante evaluation of the lines of action envisaged within the NRRP makes it possible to assess the direct and indirect gender impact of the actions and to estimate the expected impact on female employment<sup>1</sup> and on the younger generations.<sup>2</sup>

The Guidelines for Systemic Initiatives (Mission 4: Education and Research. Component 2: From Research to Enterprise) pay attention to the three priorities in the focus on disparities; special attention will be paid in the implementation of the initiatives to certain transversal issues, in particular with regard to the procedures to be implemented to ensure

- compliance with Article 2, Paragraph 6-bis, of Decree-Law No. 77/2021, which stipulates, when defining the procedures for the implementation of the NRRP interventions, that at least 40% of the resources that can be allocated territorially, regardless of the financial source of origin, be allocated to the regions of southern Italy

- compliance with the guiding principles on disability to be taken as the basis for choices in the implementation of projects, reforms and measures;

- compliance, also by the implementing entities, with Article 47, paragraph 4, of Decree-Law 77/2021, which, in promoting gender equality, provides for at least 30 per cent recruitment of young people and women, save for exceptions to be adequately justified". (Guidelines, p.13).

In addition, universities and research organisations are only allowed to access funding from the NRRP programmes if they have a Gender Budget and a Gender Equality Plan (if they do not have them, organisations are required to produce them in the first year of the project).

Contributions and reflections are invited on the following topics:

A1. To what extent will the NRRP improve the achievement of gender equality in universities among both students and staff (technical, administrative and teaching)?

A2. Will the NRRP be able to increase gender and generational equality in the labour market and have an impact on the access of young people and women to university?

A3. Will the planned investments in digital skills enhancement be able to reduce pre-labour market gender gaps? What are the expected effects on access to STEM pathways? What impacts on female empowerment?

A4. Interaction between actions envisaged in Gender Equality Plans and Positive Action Plans and transversal measures and priorities within the NRRP.

A5. Actions of Italian universities in implementing the NRRP and its transversal priorities

## **B. Gender Equality Plan**

Gender equality is one of the priorities of the European Research Area, and to achieve this goal, the European Commission has invited research institutions to implement institutional changes in human resource management, funding, decision-making processes and research programmes through Gender Equality Plans (GEPs) designed to carry out impact assessments/audits of procedures and practices to identify possible gender biases, implement innovative strategies to correct possible biases, set targets and monitor progress through indicators.

The implementation of GEPs in research and university institutions is supported by the European Commission through guidelines, dedicated funding lines and incentives for their implementation.

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<sup>1</sup> [https://www.rgs.mef.gov.it/Documenti/VERSIONE-I/Comunicazione/Workshop-e-convegni/Seminario\\_Il\\_Piano\\_Nazionale\\_di\\_Ripresa\\_e\\_Resilienza\\_e\\_le\\_diseguaglianze\\_di\\_genere/PNRR-GM-ex-ante.pdf](https://www.rgs.mef.gov.it/Documenti/VERSIONE-I/Comunicazione/Workshop-e-convegni/Seminario_Il_Piano_Nazionale_di_Ripresa_e_Resilienza_e_le_diseguaglianze_di_genere/PNRR-GM-ex-ante.pdf)

<sup>2</sup> [https://www.rgs.mef.gov.it/Documenti/VERSIONE-I/Comunicazione/Workshop-e-convegni/PNRR\\_per\\_ridurre\\_divari\\_intergenerazionali\\_promuovere\\_giovani/La-condizione-dei-giovani-in-Italia-e-il-potenziale-contributo-del-Piano-Nazionale-di-Ripresa-e-Resilienza-per-migliorarla.pdf](https://www.rgs.mef.gov.it/Documenti/VERSIONE-I/Comunicazione/Workshop-e-convegni/PNRR_per_ridurre_divari_intergenerazionali_promuovere_giovani/La-condizione-dei-giovani-in-Italia-e-il-potenziale-contributo-del-Piano-Nazionale-di-Ripresa-e-Resilienza-per-migliorarla.pdf)

These include the requirement present in the Horizon Europe programme, which makes GEP compulsory to access funds if the proposal submitted is accepted.

At the last annual conference, the Gender Equality Plans proposed by the universities were already discussed. At the current conference, the intention is to continue the discussion, in a dedicated session, on the Gender Equality Plans designed by Italian universities, in particular on these points:

- B1. Role of equality bodies in the drafting and implementation of GEPs
- B2. Monitoring processes foreseen in the design of the GEPs
- B3. Experiences in the implementation of actions foreseen in the GEPs
- B4. Interaction of GEP with gender budget and Positive Action Plan
- B5. Activation of participatory processes within academic institutions
- B6. Universities as forerunners of a wider adoption of gender reporting systems in the territories.

### **C. Gender-based violence**

Session in collaboration with the Academic Network UN.I.RE (UNiversità In REte contro la violenza di genere). UN.I.RE is a network open to all Italian universities, research centres and researchers interested in the topic of violence against women and domestic violence. UN.I.RE aims to implement the "Council of Europe Convention on preventing and combating violence against women and domestic violence" (Istanbul Convention) in the parts dedicated to training, research, data collection and awareness-raising in society with a view to affirming a culture of respect for gender identities. Topics that will be covered in the session and on which we invite your input are:

- C1. The role of the Single Guarantee Committees in combating gender-based violence
- C2. Good practices in universities for combating and preventing gender violence
- C3. The fight against gender-based violence as a priority area in the guidelines for the drafting of the Gender Equality Plan: the context and actions foreseen in universities
- C4. Networks between universities, associations and institutions in the territories. Comparing experiences
- C5. The impact of the pandemic on gender violence in universities

We invite abstracts of 3,000 - 5,000 characters (including spaces). Please use the attached form and send it to [counipar@gmail.com](mailto:counipar@gmail.com) by **11 July 2022**.

The proceedings of the conference will be published as part of the series "I Potenziali" of the National Association of the University Equality Bodies, published by ETS.

Acceptance of contributions will be communicated by **29 July 2022**. Confirmation of participation will be required by **3 September 2022**, together with a short bio of the authors.

According with the COVID-19 regulations, the conference will be held in presence and/or online. The decision on the conference mode will be taken in September 2022.

#### **Scientific Committee:**

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