

# Gender Equality Plan

## Fondazione Agenfor International

2025 - 2028

**FONDAZIONE AGENFOR INTERNATIONAL-IMPRESA SOCIALE ETS**

*[REA 436491](#) – [Iscritta al repertorio RUNTS 135235 dd. 28/03/2024](#)*

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## 1. Introduction

Fondazione Agenfor International promotes democratic values, fundamental rights, and inclusive societies. Committed to EU principles, the Foundation recognizes gender equality as both a fundamental right and a prerequisite for institutional excellence and innovation. The GEP sets the framework for concrete and measurable steps to ensure gender equality across all functions, roles, and projects of the organisation, following the European Commission's requirements for research and innovation actors.

**The Agenfor International Foundation – Social Enterprise** is a Third Sector Entity registered in the RUNTS (National Single Register of the Third Sector) and has fewer than 15 employees. Therefore, having fewer than 15 employees, the Foundation is not subject to the obligations of submitting the gender equality report on staff composition, certification, or other requirements established by Article 47 of Legislative Decree No. 198/2006 (Equal Opportunities Code) and Article 57 of the Public Procurement Code (Legislative Decree No. 36/2023), recently amended by Legislative Decree No. 209/2024. The latter sets forth the commitment to ensure generational and gender equality, as well as the labor inclusion of people with disabilities or from disadvantaged backgrounds “at the tender stage,” as a merit-based criterion for offers.

Nevertheless, due to its nature as a Third Sector Entity, the Foundation has implemented its own **Gender Equality Plan**, aimed specifically at establishing a concrete commitment to promoting gender equality, labor inclusion, and social sustainability. The objectives defined in this plan include:

- the absence of findings related to discriminatory acts;
- the adoption of work-life balance measures;
- the hiring of individuals with disabilities, young people, and women beyond the minimum thresholds required.

## 2. Core Objectives of the GEP

1. **Ensure equal access to all roles and positions within Agenfor International.**
2. **Foster a work environment that is inclusive, respectful, and supportive of all genders.**
3. **Implement a zero-tolerance policy for sexual and gender-based harassment.**

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Each objective is operationalized with actionable items, designated responsibilities, timelines, and indicators for progress.

## Objective 1: Equal Access to Roles and Positions

### Current Status

Agenfor's leadership is partially gender-balanced, though women remain underrepresented in the Board of Directors while are balanced in senior positions and project coordination roles.

### Actions

- **1.1. Appointment of a Gender Equality Manager (GEM)**

A dedicated Gender Equality Manager will coordinate the implementation, monitoring, and review of the GEP.

*Responsibility:* Executive Director

- **1.2. Annual gender audit**

Collection and analysis of sex-disaggregated data related to staff composition, pay, recruitment, promotion, project roles.

*Responsibility:* GEM, HR Officer

- **1.3. Inclusive recruitment processes**

- Gender-balanced selection panels
- Use of gender-neutral language in job announcements
- Encourage applications from underrepresented genders in specific roles

*Responsibility:* GEM & HR

- **1.4. Gender parity targets in senior and leadership roles**

Women have a representation of 68% among the staff and cover 70% of the high ranking positions in coordination

- Encourage women's representation in proposal writing and project coordination, with a focus on the area Research and Innovation, with a target of 40%.

*Responsibility:* Board of Directors

- **1.5. Training for hiring managers**

Unconscious bias training for staff involved in recruitment and performance evaluations.

*Responsibility:* GEM & External Experts

## Objective 2: Gender-Inclusive Organisational Culture

### Current Status:

Agenfor values inclusivity but lacks systematic structures for gender mainstreaming in internal communication, decision-making, and work culture.

### Actions:

- **2.1. Gender awareness training**

- Annual training for all staff on gender sensitivity, inclusive communication, and diversity
- Specific modules for project managers and administrative teams

*Responsibility:* GEM with External Trainers

- **2.2. Work-life balance policies**

- Encourage flexible working hours, hybrid models, part-time opportunities
- Support for maternity/paternity leave and care responsibilities

*Responsibility:* HR Manager

- **2.3. Annual gender climate survey**

- Collect feedback from staff on inclusiveness, discrimination, and suggestions for improvement
- Use findings to inform annual GEP updates

*Responsibility:* GEM

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- **2.4. Inclusive language guidelines**

- Develop and disseminate guidance for gender-fair language in internal/external communication

*Responsibility:* GEM & Communication Unit

- **2.5. Gender-aware partner and supplier selection**

Consider gender equality practices when selecting external collaborators, partners, and subcontractors.

*Responsibility:* Procurement & Project Officers

### Objective 3: Zero Tolerance for Sexual Harassment

#### Current Status:

There is no formal written anti-harassment procedure in place.

#### Actions:

- **3.1. Anti-harassment policy**

- Develop and implement a policy that explicitly prohibits sexual harassment and gender-based violence
- Include a clear, confidential, and accessible reporting mechanism

*Responsibility:* GEM & Legal Advisor

- **3.2. Appoint a confidential advisor**

A trained, neutral contact person available to support victims or witnesses of harassment.

*Responsibility:* GEM

- **3.3. Mandatory training**

All staff must complete periodic training on workplace respect and harassment prevention.

*Responsibility:* GEM & External Expert

- **3.4. Communication campaign**

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Promote awareness about rights, policies, and available resources to prevent harassment.

*Responsibility:* Communication Officer

### 3. Governance, Monitoring, and Reporting

- The GEP will be overseen by the **Gender Equality Manager** and supported by a **Gender Equality Committee** composed of staff across departments.
- An **annual progress report** will be shared with all staff and stakeholders.
- The GEP will be **revised in 2028** based on evaluations and feedback.

### 4. Timeline Summary

Year	Key Milestones
2025	GEM appointed, gender audit, training started, anti-harassment policy adopted
2026	First annual survey, partner assessment tools developed, progress report
2027	Gender parity in project leadership achieved in at least 40% of projects
2028	Evaluation of GEP and development of new 2029–2032 plan

### 5. Final Note

This GEP is a living document. Agenfor International’s commitment to gender equality is continuous and evolving, and the Foundation encourages all team members to contribute actively to its success.

Rimini 13/01/2025

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