



CSGI GENDER EQUALITY PLAN

Gender Equality
Report 2025

CSGI Gender Equality Committee
genderequality@csgi.unifi.it

Table of Contents

<i>Introduction.....</i>	<i>3</i>
<i>Liabilities</i>	<i>4</i>
<i>Action Plan.....</i>	<i>5</i>
<i>Area 1. Work-life balance and organizational culture</i>	<i>6</i>
<i>Action 1.1: Promoting the balance between work and family life.....</i>	<i>6</i>
<i>Area 2. Gender balance in leadership and decision- making.....</i>	<i>7</i>
<i>Action 2.1: Encouraging a more gender balanced CSGI governance.....</i>	<i>7</i>
<i>Area 3. Gender equality in recruitment and career progression</i>	<i>8</i>
<i>Action 3.1: Promoting a gender-sensitive recruitment process.....</i>	<i>8</i>
<i>Action 3.2: Ensuring the wage equality</i>	<i>8</i>
<i>Area 4: Integrating the gender dimension into research and teaching content</i>	<i>9</i>
<i>Action 4. 1. Promoting a more gender balanced research process</i>	<i>10</i>
<i>Area 5. Measures against gender-based violence, including sexual harassment</i>	<i>11</i>
<i>Action 5.1 Preventing, identifying, handling cases of sexual harassment among CSGI employees and affiliates.....</i>	<i>11</i>

Introduction

CSGI (Italian Center for Colloids and Surface Science) was founded in December 1993 and since then it is under the supervision and control of the Italian Ministry for University and Scientific Research (MUR).

CSGI is a public research institution which gathers several Italian academic groups with recognized research track record in the area of Soft Matter and Surface Science. It leverages the complementary expertise, skills and instrumental/technical capabilities of the network to jointly perform high-profile research in areas related to the CSGI core scientific topics, to train young scientists and to provide a top scientific and technological infrastructure to private companies and researchers.

CSGI is an internationally recognized network of excellence, and it attracts top-quality human capital. It is therefore fundamental to ensure a culture of inclusivity and gender equality at all scientific and administrative levels. CSGI aims to promote an inclusive environment and does not tolerate any form of sexual harassment or discrimination.

This monitoring update of the Gender Equality Plan describes the efforts made by CSGI for the promotion of gender equality within its employees and affiliates.

The Report is an analysis of the policies and measures adopted since the approval of the 2022-2023 GEP, and illustrates the data collected regarding gender equality in the past three years. It also proposes a brief outline of new measures to be included in the next updated GEP.

Reports on the implementation of the GEP and data collected will be published on CSGI's website at least every two years, in compliance with European Commission policies.

Liabilities

On April 30th, 2021 the CSGI Council first acknowledged the necessity to elaborate a document defining targets and actions to be taken to promote and guarantee the social inclusion and gender equality at CSGI. A dedicated committee has been appointed to draw up the Gender Equality Plan (GEP) and to ensure its dissemination and implementation.

The Gender Equality Plan Committee has been appointed and is in charge of the development and implementation of the GEP and all its subsequent implementation updates, as well as identifying measures and actions to be taken to achieve the goals indicated in the GEP. The Committee is composed of Marco Laurati (Associate Professor at University of Florence and CSGI affiliate), Giovanna Poggi (Associate Professor at University of Florence and CSGI affiliate), Patrizia Zitelli (CSGI Grant office) and Irene Trapani (CSGI Grant office). The latter has been proposed as new member of the GEP Committee, as it is the duty of the Grant office to analyse the data on gender balance and draft the implementation Reports.

The Units Coordinators are informed about the Action Plan and are required to collaborate with the above-mentioned Committee. CSGI employees and affiliates at all levels (Administration Staff, Professors, Researchers, PhD students etc..) are informed about the Gender Equality Plan and subsequent implementation Reports and are required to comply with the general principles as stated in the GEP.

Action Plan

This report follows the structure of the 2022-2023 Gender Equality Plan, which is articulated in six main areas. For each area the implementation measures and related data have been analysed. The associated Sustainable Development Goals (SDGs) ONU Agenda 2030¹ are also reported.

Main Areas of the Gender Equality Plan:

1. Work-life balance and organizational culture
2. Gender Balance in leadership and decision-making
3. Gender equality in recruitment and career progression
4. Integrating the gender dimension into research and teaching content
5. Measures against gender-based violence, including sexual harassment
6. Monitoring and Reporting

The 2022-2023 GEP stated the creation of a dedicated fund (€5.000) to support the implementation of the GEP and guarantee the involvement of dedicated personnel resources to it. The fund has been approved by CSGI's Council and should be used to ensure the implementation of the plan.

Area 1. Work-life balance and organizational culture

Action 1.1: Promoting the balance between work and family life

Measure 1.1.a Fostering more flexible working arrangements

Besides the enforcement of the national law requirements, CSGI fosters a healthy work-life balance for all CSGI employees and affiliates. Alternative solutions to guarantee flexible working arrangements should be put in action when needed (e.g. parental leaves or assistance to relatives). Such measures should include remote working and/or flexible working hours. Efforts will continue in order to meet the need of employees to achieve healthier working arrangements.

Target: CSGI employees

Timeline: starting from 2025

Responsible: GEP Committee and Supervisors of CSGI researchers or students

Connection with ONU Sustainable Development Goals (SDGs):



Follow up activity: the GEP Committee will continue to monitor the application of more flexible work arrangements and promote the adoption of new measures to be included in the next GEP update.

Measure 1.1.b Fostering the Stop the Clock Policy

CSGI has adopted the “*Stop the Clock*” policy in the 2022-2023 GEP and continues to do so, in order to avoid career path disruption in case of parental leave. The “*Stop the Clock*” policy is adopted for both researchers and affiliates in addition to the statutory parental leave. In case of statutory parental leave as guaranteed by the National Law, the clock on the scientific activity and evaluations necessary for career development will be stopped. Upon returning to work, the clock will be restarted.

Target: CSGI researchers and affiliates

Timeline: starting from 2025

Responsible: GEP Committee and Supervisors of CSGI researchers or students

Connection with ONU Sustainable Development Goals (SDGs):



Follow up activity: the GEP Committee will continue to monitor the application of the “*Stop the Clock*” policy and ensure that it is applied when needed.

Area 2. Gender balance in leadership and decision-making

Action 2.1: Encouraging a more gender balanced CSGI governance

Measure 2.1.a Gender Equality Evaluation

The gender distribution of CSGI key actors (President, Director, Members of the Council, Units Coordinators) has been mapped since the approval of the last GEP (2021) and the collected data has been analyzed. In the last three years, the percentage of women in the Council has doubled, moving from 18% in 2022 to 36% in 2024. The GEP Committee will continue to collect the data, which will be included in the next official reports and published on CSGI's institutional website.

Target: CSGI Governance (President, Director, Members of the Council, Units Coordinators)

Timeline: starting from 2025

Responsible: GEP Committee

Connection with ONU Sustainable Development Goals (SDGs):



Follow up activity: The GEP committee will monitor the gender distribution of CSGI key actors and include the data in the following Reports.

Measure 2.1.b. Organization of annual meetings to promote a more gender-balanced CSGI governance

Dedicated sessions will be organized annually in the framework of CSGI Council meetings to present the collected data and to promote the implementation of the Gender Equality Plan at CSGI governance level.

Target: CSGI Governance (President, Director, Members of the Council, Units Coordinators)

Timeline: starting from 2025

Responsible: GEP Committee and all Key Actors

Connection with ONU Sustainable Development Goals (SDGs):



Follow up activities: GEP Committee will present interim data annually in CSGI Council meetings.

Area 3. Gender equality in recruitment and career progression

Action 3.1: Promoting a gender-sensitive recruitment process

Measure 3.1.a: Gender Equality evaluation on CSGI recruitment procedures

As stated in the 2022-2023 GEP, all CSGI recruitment evaluation committees have been analyzed considering their gender balance. The data (Table 1) has been collected annually for years 2022-24.

The composition of the committees has varied substantially in the time monitored, but after a dip in 2023, the number of female evaluators has risen. CSGI commits to improve the gender balance of evaluators in the next years as much as possible, notwithstanding the issues given by the availability of evaluators and the structural gender gap in the Universities.

Table 1 - Gender distribution of CSGI recruitment evaluation committees

YEAR	CALLS	% F	% M
2022	21	49%	51%
2023	13	37%	63%
2024	15	45%	55%
TOTAL	50	44%	56%

Target: CSGI recruitment evaluation committees

Timeline: starting from 2025

Responsible: GEP Committee and Project coordinators

Connection with ONU Sustainable Development Goals (SDGs):



Follow up activity: GEP committee will monitor the gender distribution of evaluators and recommend, when possible, to better include the underrepresented gender in future recruitment committees.

Action 3.2: Ensuring the wage equality

Measure 3.2.a: Analyzing the wage equality

GEP Committee has analyzed the wage equality of its employees since 2022. No relevant differences occur in terms of wages between its female and male employees, as wages are based solely on experience level and defined before the publication of the open position.

Target: CSGI employees

Timeline: starting from 2025

Responsible: Administration Staff and GEP Committee

Connection with ONU Sustainable Development Goals (SDGs):



Follow up activity: GEP committee will monitor the gender distribution of wages.

Action 3.3 Supporting initiatives to reduce the gender inequalities within research fields with gender gap.

Measure 3.3.a: Activities and events to implement gender equality in the Science, Technology, Engineering and Mathematics (STEM) disciplines.

CSGI will collaborate with Affiliated Universities to promote initiatives to motivate young students to study STEM disciplines. These activities, such as meetings and open labs days, will involve mainly secondary-school students and early-stage researchers to instill a positive approach to STEM disciplines.

Target: Early-stage researchers and secondary-school students

Timeline: starting from 2025

Responsible: Unit Coordinators and Researchers

Connection with ONU Sustainable Development Goals (SDGs):



Follow up activity: GEP committee will promote initiatives to promote the participation of the under-represented gender in STEM fields.

Measure 3.3.b: Implementation of a CSGI internship policy

In its 2022–2023 Gender Equality Plan (GEP), CSGI committed to implementing training policies aimed at encouraging young students and early-stage researchers, particularly those from the underrepresented gender, to apply for internships at CSGI. After reviewing recent developments, the GEP Committee recommends revising this measure to focus on PhD programs rather than internships, as these align more closely with CSGI's activities. The Committee therefore proposes to enhance support for PhD programs offered at Affiliated Universities, with a particular focus on promoting gender diversity in STEM disciplines.

Target: PhD students

Timeline: starting from 2025

Responsible: Unit Coordinator and Researchers

Connection with ONU Sustainable Development Goals (SDGs):



Follow up activities: GEP committee will monitor CSGI's support to PhD programs. Moreover, it will propose to revise the next GEP accordingly.

Area 4: Integrating the gender dimension into research and teaching content

Action 4. 1. Promoting a more gender balanced research process

Measure 4.1.a: Monitoring the research activities considering the gender dimension

Since 2022 GEP Committee has monitored its research activities considering the gender distribution: funding allocations and patent applications have been grouped by gender (Table 2). As can be seen, 66% of the funds allocated in the last three years have been awarded to male PIs. CSGI commits to promote applications for funding and patents within its female staff and researchers, to achieve a more balanced distribution of funds.

Table 2 - Gender distribution of CSGI funding and patent allocations

YEAR	PROJECTS	% F	% M
2022	15	38%	63%
2023	13	33%	67%
2024	9	33%	67%
TOTAL	37	35%	66%

Target: CSGI Principal Investigators and researchers

Timeline: starting from 2025

Responsible: GEP Committee and administration staff

Connection with ONU Sustainable Development Goals (SDGs):



Follow up activities: GEP committee will monitor CSGI's funding allocation and promote application to funding calls and patents within the under-represented gender.

Measure 4.1.b: Dissemination of materials and webinars.

CSGI has committed in the last GEP to the organization of internal trainings and seminars to

highlight the economic and social positive consequences of a more gender-balanced research. In the next years the GEP Committee will increase its efforts towards the organization of trainings, and accounts of the actions taken will be included in the next reports.

Target: CSGI employees and affiliated

Timeline: starting from 2025

Responsible: GEP Committee

Connection with ONU Sustainable Development Goals (SDGs):



Follow up activities: GEP committee will organise trainings to highlight the positive consequences of a more gender-balanced research, and accounts of the actions taken will be included in the next reports.

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

Action 5.1 Preventing, identifying, handling cases of sexual harassment among CSGI employees and affiliates

Measure 5.1.a. Identifying a procedure in case of discriminatory behaviors or sexual harassments

CSGI ensures that the recommendations in force at European and National level have been properly adopted. In the 2022-2023 GEP, CSGI committed to the creation of a dedicated e-mail account for whistleblowing on workplace discriminatory behaviors and sexual harassment. The account (genderequality@csgi.unifi.it) has since then been created and is regularly checked.

Target: CSGI employees and affiliates

Timeline: starting from 2022

Responsible: GEP Committee

Connection with ONU Sustainable Development Goals (SDGs):



Follow up activities: GEP committee will continue to monitor the whistleblowing account and promote it within employees, researchers and affiliates.

Area 6. Monitoring and Reporting

A Gender Equality Report will be published at least once every two years by the GEP Committee to monitor the implementation of the Gender Equality Plan and to track the developments in the gender distribution of personnel at different stages of their careers.

The Gender Equality Report will be published on CSGI's institutional website. It will measure CSGI progress in relation to equal representation allowing the institution to set needs-based objectives and to take actions to tackle any shortcomings.

The dedicated e-mail account (genderequality@csgi.unifi.it) will be kept open and regularly checked for CSGI employees and for the public to send suggestions, feedback and complains to the GEP Committee.

Drafted and revised by the Gender Equality Plan Committee:

Marco Laurati

Giovanna Poggi

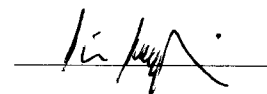
Irene Trapani

Patrizia Zitelli

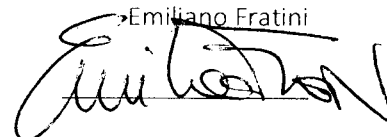
This document has been approved by CSGI Council on 23rd April, 2025.

Signed by:

The President,
Piero Baglioni

A handwritten signature in black ink, appearing to read 'Piero Baglioni', written over a horizontal line.

The Director,
Emiliano Fratini

A handwritten signature in black ink, appearing to read 'Emiliano Fratini', written over a horizontal line.