

Gender Equality Plan (GEP) 2026–2028

Istituto di Ricerche Chimiche e Biochimiche G. Ronzoni

Validity period: 2026–2028

1. Introduction and Institutional Commitment

The Istituto di Ricerche Chimiche e Biochimiche G. Ronzoni (hereafter “the Institute”) is a non-profit research foundation active in chemical and biochemical research.

This Gender Equality Plan (GEP) 2026–2028 has been developed in compliance with the eligibility requirements of Horizon Europe and in alignment with the European Commission’s Guidance on Gender Equality Plans for research performing organisations.

The Institute recognises gender equality as:

- A fundamental value of the European Union;
- A key driver of research excellence and innovation quality;
- A condition for sustainable and responsible institutional development.

The GEP represents the Institute’s first structured policy framework on gender equality and establishes measurable objectives and monitoring mechanisms for the period 2026–2028.

The GEP is formally endorsed by the Board of Directors and applies to all staff members and governance bodies.

2. Compliance with Horizon Europe Mandatory Requirements

This GEP fulfils the four mandatory process-related requirements defined by Horizon Europe:

2.1 Public Document

The GEP is:

- Published on the Institute’s official website;
- Accessible to staff and external stakeholders.

2.2 Dedicated Resources

The Institute allocates:

- Internal human resources through a dedicated GEP Working Group;
- Administrative support for data collection and reporting;
- Time allocation for training and awareness activities.

2.3 Data Collection and Monitoring

The Institute commits to:

- Collecting gender-disaggregated data annually for its personnel and students, where applicable;
- Monitoring staff composition, recruitment, career progression, and governance;
- Reporting progress through an Annual GEP Monitoring Report.

2.4 Training

The Institute will organise regular awareness-raising and training activities addressing:

- Gender equality principles;
- Gender dimension in research (where relevant);
- Prevention of harassment and discrimination.

3. Institutional Context and Baseline (End 2025)

3.1 Governance

The Institute is governed by a Board of Directors composed of:

- President
- Vice President
- Five Board Members (including the Director and Deputy Director)

The Board defines the strategic orientation and supervises institutional activities.

3.2 Staff Composition (Baseline 2025)

Total employees: 17

Category	Number
Director	1
Vice director	1
Administrative Staff	2
Worker	1
Technicians	2
Researchers	10

Starting in 2025, gender-disaggregated data will be systematically collected across all categories and governance bodies to establish quantitative benchmarks.

4. Areas of Intervention (Horizon Europe Priority Areas)

The GEP addresses the five thematic areas recommended under Horizon Europe.

Area 1: Gender Balance in Leadership and Decision-Making

Objective 1.1

Promote balanced gender representation in governance and senior positions.

Actions

- Annual monitoring of gender composition of the Board and management roles.
- Encourage gender-balanced candidate pools for future appointments.
- Promote transparency in nomination and selection procedures.

Indicators

- Percentage of women/men in the Board of Directors.
 - Gender ratio in senior research and management positions.
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Area 2: Gender Equality in Recruitment and Career Progression

Objective 2.1

Ensure equal opportunities in recruitment and professional development.

Actions

- Adoption of gender-neutral language in job advertisements.
- Transparent and merit-based recruitment procedures.
- Monitoring of shortlists and recruitment outcomes by gender.
- Annual review of career progression data.

Indicators

- Gender distribution of applicants and recruited staff.
 - Career progression rates by gender.
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Area 3: Work-Life Balance and Organisational Culture

Objective 3.1

Foster an inclusive, safe and respectful working environment.

Actions

- Adoption of an Anti-Discrimination and Anti-Harassment Policy.
- Establishment of a confidential reporting channel.
- Promotion of zero tolerance for gender-based violence.

Objective 3.2

Support work-life balance measures compatible with research activities.

Actions

- Assessment of flexible working arrangements.
- Equal access to parental leave and leave policies.

Indicators

- Adoption of policy framework.
 - Number of reported/resolved cases (anonymised data).
 - Uptake of flexible working arrangements.
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Area 4: Integration of the Gender Dimension into Research and Teaching Content

Objective 4.1

Promote the integration of sex and gender analysis in research where scientifically relevant.

Actions

- Provide internal guidance on integrating the gender dimension in research proposals.
- Raise awareness among researchers preparing Horizon Europe applications.
- Include gender dimension considerations in internal project review processes.

Indicators

- Number of EU proposals including a gender dimension.
 - Participation in gender-sensitive research training.
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Area 5: Measures Against Gender-Based Violence and Harassment

Objective 5.1

Ensure prevention and response mechanisms for harassment and discrimination.

Actions

- Formalise procedures for reporting misconduct.
- Guarantee confidentiality and protection from retaliation.
- Promote awareness of available support mechanisms.

Indicators

- Policy adoption (Yes/No).
- Awareness activities conducted annually.

5. Implementation Timeline (2026–2028)

Action	2026	2027	2028
Formal adoption & publication of GEP	X		
Gender data collection system established	X		
Annual monitoring report	X	X	X
Anti-harassment policy adopted	X		
Training activities	X	X	X
Gender dimension research guidance	X	X	X
Review and update of GEP			X

6. Monitoring and Reporting

The GEP Working Group will:

- Meet at least once per year;
- Review progress against indicators;
- Submit an Annual Monitoring Report to the Board of Directors;
- Propose corrective measures if necessary.

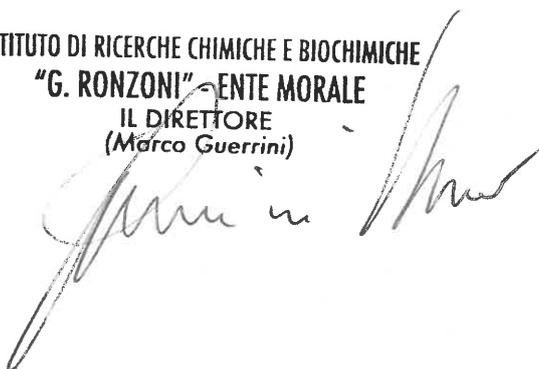
At the end of 2028, the Institute will conduct a full evaluation and adopt an updated GEP for 2029–2031.

7. Institutional Endorsement

This Gender Equality Plan is formally approved by the Board of Directors of the Istituto di Ricerche Chimiche e Biochimiche G. Ronzoni and represents the Institute's official commitment to meeting Horizon Europe gender equality requirements.

Date January 7th 2026

ISTITUTO DI RICERCHE CHIMICHE E BIOCHIMICHE
"G. RONZONI" ENTE MORALE
IL DIRETTORE
(Marco Guerrini)

A handwritten signature in black ink, appearing to read 'Marco Guerrini', is written over the printed name and title of the Director.