

LabGov ETS Gender Equality Plan

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1. Introduction

LabGov ETS (Laboratory for the Governance of Urban Commons) is a third sector association that stands out for its commitment to multidisciplinary research and the development of innovative practices aimed at promoting urban sustainability and shared governance of common goods. Through the active involvement of citizens, institutions, businesses and universities, LabGov ETS aims to create an environment conducive to the co-design of inclusive, resilient and sustainable solutions for the cities of the future. The platform serves as a laboratory for experimenting with new forms of participatory governance, with the aim of building more equitable and responsible communities in the management of collective resources, promoting the transition to circular and collaborative economic models.

LabGov ETS adopts a Gender Equality Plan, an essential requirement for research organisations wishing to access funding from the European Union's Horizon Europe Research Framework Programme. This measure was introduced as part of the European Commission's Gender Equality

Strategy 2020-2025, with the aim of promoting gender equality and ensuring that research institutions adhere to high standards of inclusiveness and equal opportunities.

In line with the European Union's Gender Equality Strategy 2020-2025 and the requirements of the Horizon Europe programme, LabGov ETS's Gender Equality Plan aims to integrate gender equality as a guiding principle in organisational, decision-making and research activities. The plan aims to reduce gender imbalances by promoting equal opportunities and ensuring that gender policies are integrated into decision-making processes and research projects.

This document represents the starting point of an ongoing process, with the aim of creating an inclusive, fair and respectful working environment that values the contribution of each individual, regardless of gender.

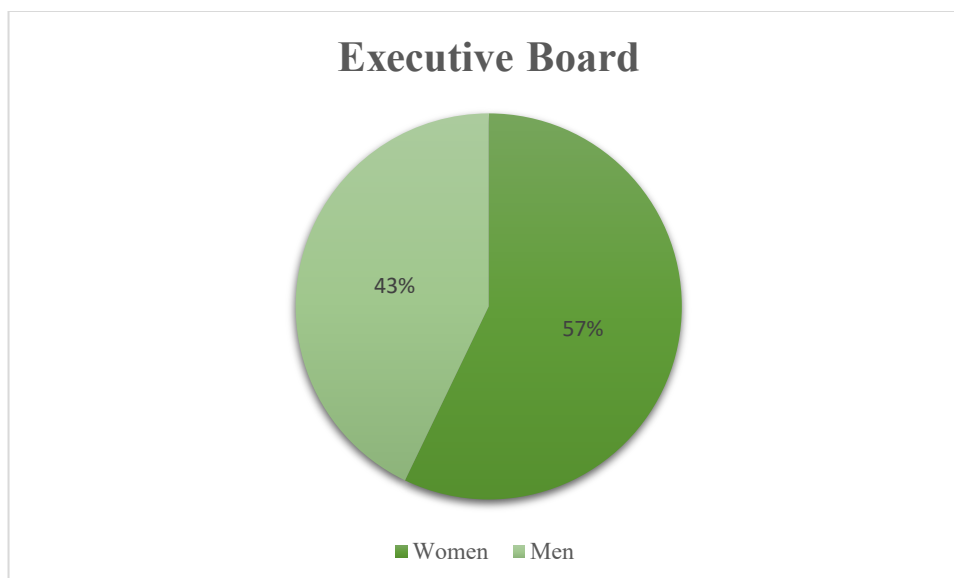
2. Description of LabGov ETS

LabGov ETS is dedicated to multidisciplinary research and the promotion of innovative models of urban co-governance, with a specific focus on the co-design and sustainable co-management of urban commons. Through an inclusive approach involving citizens, universities, public institutions and private individuals, LabGov ETS works to create more resilient, inclusive and sustainable cities based on social innovation and collaboration.

LabGov ETS stands out for its ability to create synergies between a vast network of international partners, including academic institutions, non-governmental organisations (NGOs) and local governments, in order to develop innovative solutions that address urban challenges with an approach based on equity, inclusion and sustainability.

The LabGov ETS operational team, composed of experts from different disciplinary fields, reflects a strong focus on diversity and gender equity. Currently, the team is 60% female and 40% male, with a significant female presence in the design and research sectors.

The association's structure reflects the desire to maintain strong female representation: the LabGov ETS Assembly has a female majority, which is also reflected in the Board of Directors, whose chair is a woman and whose members are equally balanced in terms of gender diversity. The strategic objective is to maintain the results achieved and further increase female representation.



3. Objectives of the Gender Equality Plan

The LabGov ETS Gender Equality Plan aims to:

1. Promote gender equality in recruitment and promotion, ensuring that women, men and non-binary people have the same opportunities for access and professional growth.
2. Ensure the equal presence of women and men - and, where present in the team, non-binary people - in decision-making and governance processes, with a particular focus on gender equality in leadership roles.
3. Incorporate gender into research and innovation activities.
4. Create an inclusive and flexible working environment that promotes work-life balance and specifically supports the needs of workers with particular family responsibilities.
5. Combat gender-based violence and discrimination by promoting a culture of respect and awareness- s among all members of the organisation.

4. Thematic areas of the Gender Equality Plan

AT1 - Leadership and decision-making

Objective: To improve women's access to leadership roles and ensure gender equality in decision-making processes.

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Actions:

1. Assess the current state of gender representation in LabGov ETS decision-making processes and identify areas for improvement.
 2. Promote statutory or regulatory changes that encourage greater female participation in the association's bodies, equal to at least 50% of leadership roles.
 3. Promote transparency and meritocracy in the selection processes for leadership roles, promoting gender-neutral evaluation methods and encouraging female participation through public calls and targeted internal communications.
- Timeline: short to medium term.
 - Success indicators:
 1. Percentage of women in management roles and decision-making committees.
 2. Statutory changes introduced to promote gender equality.

AT2 - Recruitment and career progression

Objective: To ensure that opportunities for access to work and professional growth are equal for men and women.

- Actions:
 1. Introduce a transparent recruitment system that guarantees equal opportunities, regularly monitoring data on gender representation in hiring.
 2. Implement tools to promote women's career progression, with a focus on professional training programmes and skills development.
 3. Verify and remove any pay gaps between men and women for equivalent positions and ensure that career advancement is not influenced by gender.
 4. Promote, as far as possible, access to the organisation for non-binary people in positions of responsibility.
- Timeline: short to medium term.
- Success indicators:
 1. Percentage of women in new hires and promotions.
 2. Comparative salary levels between men and women.
 3. Number of women accessing advanced career paths and positions of greater responsibility.

AT3 - Organisational well-being and work-life balance

Objective: To improve organisational well-being through policies that promote work-life balance.

Actions:

1. Implement and/or strengthen flexible working policies, such as smart working and remote working, with a particular focus on the needs of male and female workers with family responsibilities.
 2. Promote an inclusive work environment that respects gender diversity and promotes the psychological and physical wellbeing of employees.
 3. Offer support to those in vulnerable or difficult circumstances, such as single parents or people with care responsibilities, through priority access to flexible working arrangements.
- Timeline: short term.
 - Success indicators:
 1. Participation rate in flexible working policies.
 2. Periodic surveys on the working environment and level of organisational well-being.
 3. Positive feedback from employees regarding work-life balance.

AT4 - Participation in research projects and gender dimension

Objective: To integrate the gender perspective into research activities and increase female participation in research projects.

- Actions:
 1. Promote the active participation of women and, where applicable, non-binary persons in research projects, ensuring that they are equally represented in work teams and leadership roles.
 2. Integrate a gender perspective into the design and implementation of research activities, ensuring that the different impacts on men and women are adequately considered.
 3. Support women's participation in European and international research calls, encouraging the appointment of female project coordinators.
 4. Promote the participation of the LabGov team in research projects that contribute, directly or indirectly, to the production of scientific knowledge and social capital related to gender studies, formal and substantive gender equality, and gender discrimination.

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- Timeline: Medium term.
- Success indicators:
 1. Percentage of women involved in research teams.
 2. Number of research projects that integrate a gender perspective.
 3. Participation of women as coordinators of international projects.
 4. Production of scientific knowledge and social contribution in the form of publications and concrete interventions resulting from participation in gender-related projects.

AT5 – Measures against gender-based violence and discrimination

Objective: To prevent gender-based violence and discrimination through the adoption of targeted internal policies and practices, actively promoting a culture of respect and inclusion.

Actions:

Promotion of internal policies that raise awareness of gender-based violence issues.

- Timeline: Short to medium term.
- Indicators of success:

Positive feedback from LabGov ETS collaborators, employees and associates

5. Monitoring and evaluation

LabGov ETS will establish an internal Gender Equality Committee within the management team, led by a Gender and Diversity Officer, responsible for monitoring the implementation of the plan. The committee will be responsible for collecting data on gender representation, progress in different areas and the effectiveness of the actions taken. An annual report with the results will be drawn up each year and presented to the Board of Directors. This report will include recommendations for updating the plan and proposals for new actions.

6. Implementation Plan and Periodic Review

The Gender Equality Plan will be reviewed periodically to ensure that it remains aligned with the needs of the organisation and changes in the social and regulatory environment. Every three years, the plan will be completely revised to ensure that its objectives and actions are relevant and appropriate.

Signature of the President of LabGov ETS

Elena De Nictolis

Rome, 03/10/2025