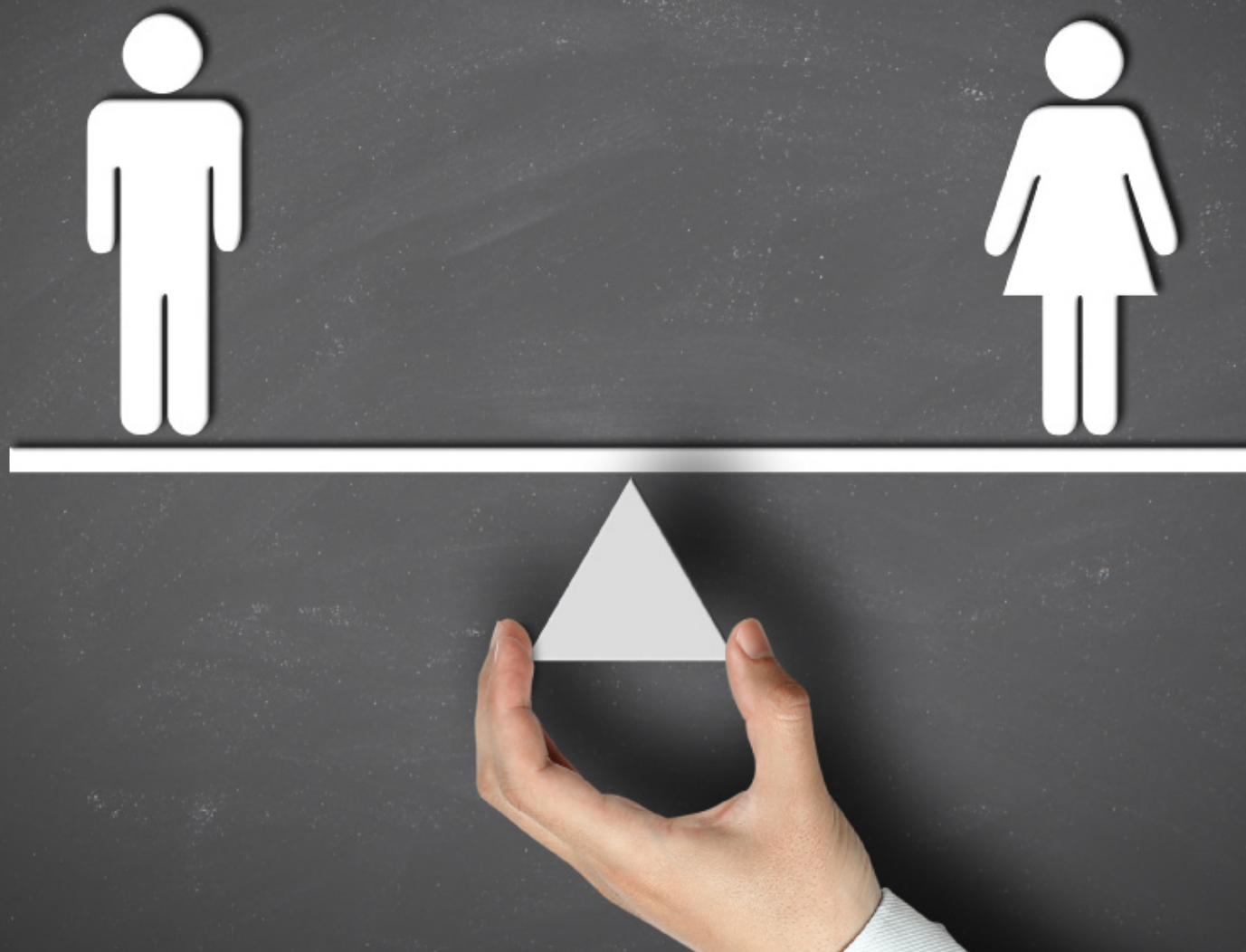


Gender Equality Action Plan 2022-2024



Gender Equality Action Plan

HESAR Association | 2022-2024



Our Commitment

Gender equality is at the heart of HESAR’s creation, not only because of its managers, but also due to HESAR’s main goals: they aim for equality and fairness, fundamental human rights.

HESAR’s composition is a clear representation of women’s leadership, our President and Vice President are female, fully balanced with the male members.

HESAR promotes workplace flexibility and the personal work-life balance in all ways possible, having the creation of a better world at the core of its mission.

Our focus and vision

Workforce Participation	Policy, Programs and Services	Communication and Engagement
Be a gender-friendly association, promoter of happier workers, family balance and inclusiveness of the less favoured	Foster a more inclusive, balanced society, aiming for societal good.	Keep in mind that all we do can promote a better world and remind everyone of their individual power.

Our Priorities

Workforce Participation	Promote work-life balance and a gender equality organisational culture.
Policy, Programs and Services	Enabling policies, laws, and regulatory frameworks that promote gender balance.
Communication and Engagement	Ensure integration of the gender dimension into research and training contents developed by the association.

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Year 1 2022	Year 2 2023	Year 3 2024	Success Measures (Performance - how to know actions are successfully achieved)	Responsible Person/ Department/Area
Workforce Participation				
Key Action 1: Promote work-life balance and a gender equality organisational culture				
Keep gender balance in leadership and decision-making, committing human resources and gender expertise to have it	Ensure gender equality in recruitment and career progression in the company	Develop awareness raising /trainings on gender equality and unconscious gender biases for staff and decision-makers	Monitoring of gender distribution in the decision-making bodies and the new staff recruited Number of actions developed	Luigi Antonio Poggi, Executive Director Alba Iannotti, President
Policy, Programs and Services				
Key Action 2: Fight lack of visibility of gender issues in policies and laws				
Promote networking activities among policy makers	Conduct gender audit of policies and laws	Develop gender strategies for specific sectors	Number of actions developed	Alba Iannotti, President
Communication and Engagement				
Key Action 3: Ensure integration of the gender dimension into research and training contents developed by the company				
Develop activities in the area of gender balance and inclusiveness in the association's projects	Develop activities in the area of gender balance and inclusiveness in the association's training contents	Disseminate measures against gender-based violence including sexual harassment.	Number of actions developed	Colomba Russo, Vice President Daniele Di Giovanni, Secretary

Rome, 20 June 2021

President,

Dr. Alba Iannotti