



Consorzio di Ricerca per l'Innovazione
tecnologica, Sicilia, Trasporti navali,
commerciali e da diporto s.c.a.r.l

GENDER EQUALITY PLAN

Approved by the
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Board on the XX-XX-XXXX

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1 INTRODUCTION

NAVTEC, as private research and development company in the naval sector, is committed to promoting gender equality in all its operations. NAVTEC recognizes that gender equality is not only a fundamental right, but is also essential for building a productive and innovative work environment.

The Gender Equality Plan has been developed to ensure that all people, regardless of their gender, have the same opportunities to contribute and benefit from the work. This plan reflects the commitment to creating an inclusive and respectful work environment, where each individual is valued for their skills and contribution, rather than their gender.

Through this plan, NAVTEC is committed to promoting gender equality in all areas of our organization, from research and development to leadership. NAVTEC commits to regularly monitor and evaluate the progress towards gender equality and to make necessary adjustments to ensure that there are continuous progresses towards the defined goals.

NAVTEC believes that a more equitable and inclusive work environment can be beneficial for the performances of the group.

In developing the plan, it has to be reminded that NAVTEC, as a consortium, is a network of public and private bodies. Most of them have a GEP in place and are committed to bridge the gap towards a more equal and sustainable work environment. NAVTEC will benefit from the work endeavoured by its partners to achieve equality within the workspace.

The process of drafting the GEP entails various stages, which will need to be done in a continuous loop to ensure that the goals set are met and maintained over the years:

- Analysis and KPI definition: Definition of the current situation with regard of GE and identification of relevant parameters which have an influence on GEP;
- Objectives: definition of goals based on the KPI identified;
- Actions definition: List of actions to be pursued in order to achieve the levels defined in the previous stage;
- Monitoring: Periodic check of the status of the KPIs and the Actions in order to check the progress and potentially modify the actions to ease the reach of the goals set.

2 ANALYSIS AND KPI DEFINITION - CURRENT STATUS OF NAVTEC GENDER EQUALITY

Although not explicitly, NAVTEC has been inspired by equality principles. The ethic code approved in 2018 calls for a “equity principles for the selection and the work of the employees”. No specific actions or definitions were included inside the document, considering that the general principle was sufficient to ensure that an inclusive environment was created and maintained.

The national statistics recall that more needs to be done in order to ensure that this happens in reality.¹

In order to assess the situation within the consortium there are three parameters that can be used to take a sensible picture of the current situation:

- Overall involvement of women inside apical figures;
- Overall involvement of women within the NAVTEC employees;
- Pay gap between gender within the NAVTEC employees;

For the two first parameters the current and historical situation will be represented by one parameter, which will be called so far Gender balance which will be calculated as percentage of female figures over the overall number of figures. In this case the optimum percentage of Gender representation will therefore be 50%.

For the assessment of the Pay gap the mean percentage of montly pay rate will be used as parameter to define the gap.

2.1 Overall Involment of Women inside Apical Figures

Il Consorzio recently renewed the Board of Directors and Auditors in accordance with the Satute and internal regulation in compliance with the national law.

The gender composition of the board over the years is listed in the table below:

Years		Board of Directors	Board of Auditors	Gender balance (%)
	Overall Number	5	3 - 1 after 2018	
2015	Male	5	2	13%
	Female	0	1	

¹ [Global Gender Gap, l'Italia scivola dal 63esimo al 79esimo posto - Il Sole 24 ORE](#)

	Not declared	0	0	
2018	Male	5	0	17%
	Female	0	1	
	Not declared	0	0	
2021	Male	5		17%
	Female	0		
	Not declared	0		
2024	Male	3		50%
	Female	2	1	
	Not declared	0		

Also NAVTEC, as general manager of research projects, appoints a scientific director of each funded project. NAVTEC usually appoints an external scientific director, among the expert within the research topic and employed in one of the consortium's partners.

The historical data shows that NAVTEC appointed 2 off female scientific directors and 10 off males amid the 12 off project which needed an apical figure, resulting in a 17% Gender balance figure.

2.2 Overall involvement of women within the NAVTEC employees

NAVTEC at the moment employs 2 off members within the permanent staff, with a gender balance of 50%. Gender balance within NAVTEC fluctuated from 33% to 67% over the years with no specific trends, showing that Gender is not relevant for the employment of personnel within NAVTEC.

2.3 Pay gap between gender within the NAVTEC employee

NAVTEC applies the national rates for the commercial contract for the definition of the salary of its employees. As result of this the pay gap should be zero as there's no gender discrimination inside the national contract. Having considered that the actual pay gap among the NAVTEC employees reaches an average percentage of 26% in consideration of the different level of the employees within the classes of the national contract, corresponding to different levels of responsibility and duties.

2.4 Additional KPIs considered

The aforementioned quantitative KPIs are considered the core parameters to assess the Gender Equality situation within the company and define actions to be implemented to improve the equality of treatment inside the institution. The KPIs consider among the 6 core domain identified by the EU the (Work, Money, Knowledge, Time, Power And Health) the most relevant (Power, Work, Money) to the applicable context. One additional parameter is added as qualitative assessment of wealth and equality among the gender which is “time and measures to conciliate work and personal life”.

Although NAVTEC is an SME, is willing to improve the well-being of its employees, allowing, wherever deemed possible, a sensible balance between work and personal life, especially where personnel duties such as care of elder and children are part of the personal life. The qualitative index will be recorded as satisfaction index among the employees based on anonymous survey about the satisfaction of measures to balance private life and work.

The experience of the pandemic epidemic allowed to test for a prolonged period of time the work from home method, without a relevant reduction in productivity or efficiency.

NAVTEC promotes the use of laptop and has can rely on an online archive connected with a secure VPN connection to allow the employees to work remotely from virtually any place.

For what regards additional measures to ensure work permit and leaves to take care of children, persons with disabilities and elder with health issues, NAVTEC rely on the national contract and the national legislation.

3 OBJECTIVES DEFINITION

Based on the analysis of the current situation and the KPIs defined in the preceding paragraphs three main areas of improvement are identified and an equivalent number of specific objectives are acknowledged:

Objective 1: Incorporating the gender dimension into the consortium activities

Objective 2: Promoting measures to support gender balance in recruitment and to reduce pay gap

Objective 3: Promotion of a better work-life balance by reconciling the demands of people's working and private lives

Each objective can be related to one of the KPI defined and a quantitative measure of the ideal figure can be represented as:

- Gender Balance in apical figure equal to 50%
- Gender Balance in project relevant figures equal to 50%
- Gender Balance in NAVTEC employees equal to 50%

- Pay gap equal to 0%
- Satisfaction of balance between private life and work equal to “completely satisfied” in all employee

4 ACTIONS

Based on the Objectives and the corresponding target a number of actions has been identified to reach the goals. 6 actions have been identified and are listed below.

Action 1 - Consider the amendment of the internal regulation to include gender consideration for the definition of Board of Directors and Auditors

Objective 1: Incorporating the gender dimension into the consortium activities

Currently the gender parameter is not considered inside the internal regulation for the definition of the Board of Directors and Auditors. A gender parameter could be considered inside the nominee, either in the proposed candidates or inside the actual Board to ensure an equal representation of the gender of the apical figures. The measure will need to be validated by the shareholders' meeting as this affect the statute and the internal regulation and need to be compliant with the national legislation.

Action 2 - Identify the gender balance within the project proposal to ensure a better balance of researchers

Objective 1: Incorporating the gender dimension into the consortium activities

Objective 2: Reduce pay gap

The projects built by NAVTEC are mainly complex projects which involve a great number of researchers from different entities, both private and public. Within the process of the definition of the activities it should be requested to point out the number of female and male researchers involved in order to promote a better balance in case of high levels of inequality. This can ensure also the possibility to have a better balance in the appointment of the scientific responsible of the project.

Action 3 - Consider the gender balance for the definition of scientific director of projects

Objective 1: Incorporating the gender dimension into the consortium activities

This action follows what foreseen in action 1 and 2 for what regards the apical figure for the project management.

A better gender balance of PMs and scientific director of project will be pursued, considering the overall competences as primary parameter. A list of potential scientific director and CVs will be created with a balanced gender presence in order to have a broad view of the candidates.

Action 4 - Promote competences enhancement to close pay gap

Objective 2: Reduce pay gap

Although the salary of the employees is defined at national contract level, currently the job level is higher for male employees, considering the level of duties and technical profile than the female ones. Job level is related to competences and support to enhance those will result in job level promotion.

Action 5 - Scouting of high level profile researcher to offer qualified employment considering gender balance

Objective 2: Reduce pay gap

A path towards gender balance in salary can be achieved through a more equal employment of highly qualified staff, through an action of scouting of researchers and post PhD students willing to join the consortium in its project promotion activities. The creation of such a database, as suggested for the action 3, allows to have a wide view of possible new employees, to be assessed primarily in terms of overall competences but considering the gender balance as parameter for the whole company.

Action 6 - Consider suggestion for improvement from internal survey about life-work balance

Objective 3: Promotion of a better work-life balance

Within the periodic survey on the satisfaction of measures to balance private life and work a section of suggestion will be included to consider additional measures to be evaluated to further improve the company commitment towards employees well-being.

LIST OF ACTIONS	Objective 1: Incorporating the gender dimension into the consortium activities	Objective 2: Reduce pay gap	Objective 3: Promotion of a better work-life balance
Action 1 - Consider the amendment of the internal regulation to include gender consideration for the definition of Board of Directors and Auditors	X		

Action 2 - Identify the gender balance within the project proposal to ensure a better balance of researchers	X	X	
Action 3 - Consider the gender balance for the definition of scientific director of projects	X		
Action 4 - Promote competences enhancement to close pay gap		X	
Action 5 - Scouting of high level profile researcher to offer qualified employment considering gender balance		X	
Action 6 - Consider suggestion for improvement from internal survey about life-work balance			X

5 MONITORING

An annual update of the plan is foreseen in order to update the data regarding the KPIs parameters the status of the actions and the goals achieved and to be achieved. Also the actions will be reviewed to amend the ones already performed and to include new ones if deemed necessary.

Objectives will also be reviewed in accordance with the EU update of the domain identified and the parameters which will be included inside the national and European strategy to closed the Gender Gap.