

Policy on Gender Equity and Diversity

Approved by: Assembly of Per Esempio's Members
Date of approval: 10/01/2024
Contact person: Alberta Buffa



Definitions used in this document

The following information is based on the definitions promoted by the European Institute for Gender Equality ([EIGE](#))

Gender

Social attributes and opportunities associated with being female and male and to the relationships between women and men and girls and boys, as well as to the relations between women and men. Gender is also an important term to understand in the context of gender identity.

These attributes, opportunities and relationships are socially constructed and are learned through socialisation processes. They are context- and time-specific, and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies, there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader sociocultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age. Gender-based assumptions and expectations generally place women at a disadvantage with respect to the substantive enjoyment of rights, such as freedom to act and to be recognised as autonomous, fully capable adults, to participate fully in economic, social and political development, and to make decisions concerning their circumstances and conditions.

Diversity

Differences in the values, attitudes, cultural perspectives, beliefs, ethnic background, sexual orientation, gender identity, skills, knowledge and life experiences of each individual in any group of people.

Direct Discrimination

Discrimination where one person is treated less favourably on grounds such as sex and gender, age, nationality, race, ethnicity, religion or belief, health, disability, sexual orientation or gender identity than another person is, has been or would be treated in a comparable situation.

Though this definition suggests that a person who is treated less favourably should be compared to another person who is in a comparable situation, European case law (made up of judgments by the Court of Justice of the European Union) indicates that when a person has been put at a disadvantage for being a woman or man, this constitutes discrimination and the notion of a comparable situation is not required.

Less favourable treatment of a woman on grounds of pregnancy or maternity leave is direct discrimination against women.

Sex and Gender-based Discrimination

Discrimination occurring due to interaction between sex (as the biological characteristics of women and men) and their socially constructed identities, attributes and roles and society's social and cultural meaning

for biological differences between women and men. Such interactions result in hierarchical and unequal relations and roles between and among women and men, and a disadvantaged social positioning of women. The social positioning of women and men is affected by political, economic, cultural, social, religious, ideological and environmental factors, and can be changed over time.

Empowerment of Women

The process by which women gain power and control over their own lives and acquire the ability to make strategic choices. Women's empowerment has five components: women's sense of self-worth; their right to have and to determine choices; their right to have access to opportunities and resources; their right to have power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.

In this context, education, training, awareness raising, building self-confidence, expansion of choices, increased access to and control over resources, and actions to transform the structures and institutions that reinforce and perpetuate gender discrimination and inequality are important tools for empowering women and girls to claim their rights.

Gender Equality

Equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born female or male. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, thereby recognising the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development.

Gender Mainstreaming

Systematic consideration of the differences between the conditions, situations and needs of women and men in all policies and actions. Gender mainstreaming is the (re)organisation, improvement, development and evaluation of policy processes so that a gender equality perspective is incorporated into all policies at all levels and all stages, by the actors normally involved in policymaking.

Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a way to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

Gender mainstreaming is a complementary strategy and not a substitute for targeted, women-centred policies and programmes, gender equality legislation, institutional mechanisms for gender equality, and specific interventions that aim to close the gender gap.



Gender-sensitive Approach

Aim of understanding and taking account of the societal and cultural factors involved in gender-based exclusion and discrimination in the most diverse spheres of public and private life. It focuses mainly on instances of structural disadvantage in the positions and roles of women.

Equal Treatment of Women and Men

A state of no direct or indirect discrimination based on sex and gender, including less favourable treatment of women for reasons of pregnancy and maternity.

More favourable provisions concerning the protection of women as regards pregnancy and maternity, and positive measures that aim to achieve substantive gender equality, are not contrary to the principle of equal treatment.



Introduction

The opportunity to define and implement internal gender policies within the organisation arises from the desire to adopt, as a working group, clear strategies and a shared elaboration on the topic, thus guiding all activities internal and external to the life of the association itself.

Between June 2023 and January 2024, the members of Per Esempio met monthly involving an external expert, Claudia Fauzia, tasked with facilitating the process and delving into the most relevant aspects of gender mainstreaming from a sociological, linguistic, and procedural perspective through training sessions.

The guidelines and related policies identified and approved are therefore the result of an insightful process of growth and collective participation of the working group that fully participated in a process of improvement and development described in this document.

The Association "Per Esempio" of Palermo is committed to promoting and supporting gender equity in all aspects of its activities. We recognise the importance of ensuring equal opportunities, treatment, and representation for all individuals, regardless of characteristics such as gender, sexual orientation, religion, ethnicity, origin, and socio-cultural background, and we are committed to creating an inclusive and respectful environment.

In this document the following guidelines have been followed:

- EU Strategy for Gender Equality 2020-2025;
- EU Strategy on LGBTIQ+ Equality 2020-2025;
- EU Anti-Racism Action Plan 2020-2025;
- Erasmus+ Inclusion and Diversity Strategy and European Solidarity Corps 2021.

Mission

1. **Equal opportunities:** The association is firmly committed to ensuring that all its members have equal access to resources, participation opportunities, and the possibility to assume leadership roles, regardless of characteristics such as gender, sexual orientation, religion, ethnicity, origin, and socio-cultural background.
2. **Respectful and inclusive culture:** We promote a culture that celebrates gender diversity, creating an inclusive and respectful environment for all members of the association and those who gravitate around it. We condemn any form of discrimination, harassment, or gender-based violence, both within and outside the association.
3. **Training and awareness:** We offer training and awareness programs on gender issues to promote awareness and understanding of gender equity challenges, involving the general public to promote a respectful and inclusive environment.
4. **Representation and participation:** We are committed to ensuring fair and proportional gender representation in all our activities, including leadership roles and decision-making processes, and promoting diversity and inclusion as fundamental values of the association.
5. **Design, writing, and implementation of projects:** We adopt an approach that integrates a gender perspective in every phase of project ideation, planning, and implementation. We are committed to ensuring that the policies, initiatives, and actions of the association are carefully evaluated through this lens to identify and address gender inequalities and promote an inclusive and equitable environment for all members.
6. **Advocacy:** We actively engage in supporting structural and systemic change to promote gender equity. This means publicly supporting policies, regulations, and actions that promote gender equality and combat inequalities, both locally and internationally. We collaborate with other organisations and stakeholders to create a lasting and positive impact on the lives of people of all genders.
7. **Cross-cutting policy:** We promote the integration of gender equity into all association policies, practices, and initiatives. We are committed to ensuring that awareness and attention to gender equity permeate transversely every sector and decision-making level to create an inclusive, respectful, and equitable environment for all members.

Actions and Objectives

- Organise and implement training programs and workshops on gender equity, open to all members.
- Promote and support the active participation of individuals, regardless of gender and other personal characteristics, in all the activities of the organisation.
- Ensure fair and proportional gender representation in decision-making roles and processes, and adopt corrective measures if necessary to ensure equitable distribution.
- Develop and implement specific internal policies to address cases of gender discrimination or harassment, providing reporting procedures and support to victims.
- Collaborate with other organisations and institutions, thus fostering the exchange of best practices, to promote gender equity at local, national, and international levels.
- Ensure recruitment and hiring of personnel based on a non-biased and gender-balanced approach, respecting gender equity and equality.
- Ensure equal pay for equivalent work for all staff, regardless of gender.
- Use, for all internal and external communications, different types of language free from prejudices and discriminatory terms, sensitive to the needs and identities of the recipients.
- Promote diversity in all forms in internal and external communications by choosing visual representations of diversity from copyright-free sources, such as images for articles, presentations, websites, social media posts, or productions.
- Integrate the gender perspective into all internal and external activities.
- Design, implement, and evaluate projects considering the gender perspective.
- Monitor and evaluate the work that the organisation is doing on these issues.
- Manage reports of gender discrimination or harassment according to a specific protocol.



Reporting Procedures

All internal and external employees, as well as anyone who is associated with Per Esempio for any reason, have the right to report any violations of the Gender Equity and Diversity Policy of which they are aware or suspect. Staff members will be encouraged to report anything they notice regarding a discrepancy between protocols and implemented practices, which will be possible through a standard internal procedure. In all cases, the privacy of the person reporting a breach will be respected so as not to discourage the exercise of this right.

To ensure that the Association's staff feel more protected, it was decided, by common agreement, that the responsible person would be chosen by vote. During an ad hoc meeting, a vote was held that saw Alberta Buffa selected as the reporting manager.

Responsible person: Alberta Buffa

Email: policy@peresempionlus.org

Phone: +39 3921940815

Reporting channels: phone, email, and reporting form

Link to the form: <https://forms.gle/ZUDBt1qxLS4akNsq5>





Responsibilities

The responsibility for the implementation of this policy lies with all members and leadership of the "Per Esempio" association. Everyone is called to respect these principles and act in accordance with this policy. In case of violations of the principles and rules of conduct formulated in this document, every stakeholder of the Association is required to report the alleged breach to the email: policy@peresempionlus.org. The anonymity of the report is guaranteed.

Entry into Force

The policy will enter into force on 10/01/2024. The policy will be approved or, if necessary, integrated and modified annually by the Association's Board of Directors during the first assembly meeting. The policy will then be shared with all members of the assembly through publication on the Association's website.



Useful links and resources

- [UN Women. Concepts and definitions](#)
- United Nations Population Fund – UNFPA (2011). Gender at the Heart of ICPD: The UNFPA Strategic Framework on Gender Mainstreaming and Women’s Empowerment
- EU Institute for Gender Equality (<https://eige.europa.eu/publications-resources/thesaurus>)
- European Commission. Communication ‘[Incorporating equal opportunities for women and men into all Community policies and activities](#)’ (COM(96)67 final);
- Council of Europe (1998). [Gender Mainstreaming: Conceptual Framework, Methodology and Presentation of Good Practices. Final Report of Activities of the Group of Specialists on Mainstreaming \(EG-S-MS\)](#).
- United Nations Statistics Division – UNSD. [Global Gender Statistics Programme](#).
- European Parliament (2012). [Report on Women in Political Decision-Making: Quality and Equality \(2011/2295\(INI\)\)](#);
- Council of Europe (2003). [Recommendation Rec \(2003\)3 of the Committee of Ministers to Member States on balanced participation of women and men in political and public decision-making](#).
- Šribar, R. (2015), ‘Glossary of common terms in gender equality and feminist theory’, in M. Ule, R. Šribar and A. U. Venturini, eds., *Gendering Science: Slovenian Surveys and Studies in the EU Paradigms*, Vienna, Echoraum.
- CEDAW Committee (2010). General Recommendation No 28 – The core obligations of States parties under Article 2 of the Convention on the Elimination of All Forms of Discrimination against Women.
- European Commission (1998). 100 Words for Equality: A Glossary of Terms on Equality between Women and Men.

Legal representative

