
GENDER EQUALITY PLAN (GEP)

2024-2026

April 2026

ISIG

Istituto di Sociologia Internazionale
Institute of International Sociology
Gorizia

*Pioneering social research since 1968,
we foster societal changes for a future of
peaceful relations*



ISIG

ISTITUTO DI SOCIOLOGIA INTERNAZIONALE
INSTITUTE OF INTERNATIONAL SOCIOLOGY
GORIZIA

VISION

ISIG believes in a future of peaceful relations built on the mutual recognition of differences as enriching resources.

The Institute studies and promotes transformations within societies with the goal of fostering peaceful and lasting coexistence, placing democratic participation, human rights, and the rule of law at the center.

MISSION

ISIG is committed to promoting innovation within communities through scientific and social research, co-design, and strategic consulting. The Institute fosters sustainable community development, participatory governance, and risk management and reduction, contributing to the creation of inclusive and resilient societies.

ISIG fulfills its mission through the design and management of projects, continuous training, and capacity building, providing tools and knowledge to professionals, public, and private entities to address global and local challenges in a thoughtful, effective, and responsible manner.

RESEARCH AREAS

Social Inclusion and Community Development

Governance and Sustainable Development

Resilience, Disaster Risk Management, and Reduction

Emerging Technologies, Ethics, and Privacy

Culture, Development, and the Impact of Cultural Policies

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1 INTRODUCTION

The Institute of International Sociology of Gorizia (ISIG) is a non-profit cultural and research institution founded in 1968. Its activities focus on research, project design, consultancy, training, and international cooperation, with the overall aim of promoting peaceful coexistence and sustainable social development.

ISIG operates within both a regional context (Friuli-Venezia Giulia) and an international framework. Over time, it has established itself as a recognised centre of excellence in several research areas, including international relations and cross-border cooperation, ethnic and minority relations, peace and conflict resolution, social policies, local development, democracy and civil society, environmental risk management, and foresight studies.

In line with the requirements of the European Commission under Horizon Europe, ISIG adopts this Gender Equality Plan (GEP) as a strategic and operational tool to promote gender equality and prevent all forms of discrimination within the organisation and in its activities.

The GEP covers the period 2024–2026 and builds upon the experience and results of the previous plan (2021–2023). It is based on an internal assessment carried out using available institutional data and through consultation with staff and collaborators.

The GEP is conceived as a dynamic and flexible instrument. It includes a set of targeted actions accompanied by monitoring and evaluation mechanisms, allowing continuous improvement over time. Progress will be assessed through both output and impact indicators defined within the Action Plan.

The overall aim of the GEP is to integrate gender equality principles across all areas of ISIG's work, including research activities, project design and implementation, stakeholder engagement, and internal organisational processes. The Plan addresses ISIG staff, collaborators, partners, and beneficiaries, while also contributing to raising awareness among the wider public.

2 PRINCIPLES

ISIG's Gender Equality Plan is grounded in the following principles:

- **Equal opportunities and non-discrimination:** ISIG is committed to ensuring equal treatment and opportunities for all individuals, regardless of gender, gender identity, sexual orientation, age, ethnicity, religion, disability, or any other personal characteristic.
- **Gender mainstreaming:** Gender equality is systematically integrated into all organisational processes, including research, project design, implementation, and evaluation.
- **Inclusiveness and diversity:** ISIG recognises diversity as a value and promotes an inclusive working environment where different perspectives are respected and encouraged.
- **Work-life balance:** The Institute supports flexible working arrangements and organisational practices that enable the reconciliation of professional and personal life.
- **Transparency and accountability:** ISIG ensures transparency in decision-making processes and commits to monitoring and reporting progress on gender equality objectives.



- **Zero tolerance for gender-based violence and harassment:** The Institute adopts a clear stance against all forms of gender-based violence, including sexual harassment, and promotes a safe and respectful working environment.
- **Participation and co-creation:** Staff members are actively involved in the development, implementation, and monitoring of the GEP.

3 RESOURCES

ISIG ensures the allocation of appropriate human and organisational resources for the implementation of the Gender Equality Plan.

The responsibility for the coordination, implementation, monitoring, and evaluation of the GEP is assigned to **Ramona Velea**, who acts as GEP Officer. She oversees the progress of the Action Plan, ensures the collection and analysis of relevant data, and reports on results and impacts.

The implementation of the GEP is supported by the involvement of the Institute's management and staff, who contribute to the integration of gender equality principles into daily activities and organisational practices.

ISIG commits to dedicating internal time and organisational resources to:

- The implementation of the planned actions.
- The organisation of training and awareness-raising activities.
- The collection and monitoring of gender-disaggregated data.
- The periodic review and update of the GEP.

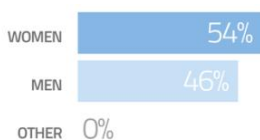
Where relevant, the Institute may also integrate gender equality actions within externally funded projects, including Horizon Europe initiatives, thereby reinforcing the sustainability and impact of the Plan.

ISIG ensures that the GEP is publicly available on its website.

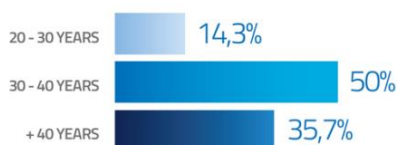
4 DATA

4.1 STAFF COMPOSITION

As of 2025, ISIG staff shows a relatively balanced gender distribution, with a slight prevalence of women.



- Women: 54%
- Men: 46%
- Other: 0%



With regard to age distribution:

- 20–30 years: 14.3%
- 30–40 years: 50%
- Over 40 years: 35.7%

This distribution highlights a concentration of staff in the 30–40 age group, combined with the presence of both younger and more experienced personnel, contributing to intergenerational diversity within the Institute.

4.1.1 Leadership roles

The gender distribution in leadership and decision-making positions is as follows:

- President: woman
- Director: man
- Vice-directors (2): women

Overall, women are well represented in leadership roles, although a balanced distribution across all top-level positions remains an ongoing objective.

4.1.2 Recruitment

Year	Total	Women	Men
2021	1	1	0
2022	0	0	0
2023	2	2	0
2024	1	1	0
2025	4	3	1

Overall, recruitment shows a higher proportion of women hired during the reference period.

With regard to age:

- Under 35: 5 hires
- Over 35: 3 hires

This indicates a tendency to recruit both early-career and more experienced professionals, supporting a balanced workforce composition.

4.1.3 Retention and work-life balance

In the last five years, no cases have been recorded of employees leaving their position within one year following the birth of a child.

This suggests a positive organisational environment in terms of work-life balance and retention, although continuous monitoring is required to confirm this trend over time.

4.2 ACTIONS IMPLEMENTED IN 2021-2023

During the previous GEP cycle (2021–2023), ISIG implemented a set of actions aimed at promoting gender equality within its organisational practices and project activities.



4.2.1 Organisational practices and work-life balance

ISIG introduced and strengthened flexible working arrangements, including the use of smart working and digital tools, in order to support work-life balance and improve organisational well-being.

Regular internal meetings were organised monthly, providing a space for discussion among staff on organisational issues, including topics related to remote working, workload management, and work-life balance.

4.2.2 Gender-sensitive organisational culture

The Institute promoted the adoption of gender-sensitive language through the development of internal guidelines, encouraging inclusive communication in both internal and external documents.

In addition, ISIG progressively integrated gender-disaggregated data into its mission reports, contributing to a more systematic monitoring of gender equality within the organisation.

4.2.3 Integration of gender equality in projects

Gender equality principles were increasingly incorporated into project design and implementation. In particular, attention was given to ensuring gender balance within project teams and to integrating gender perspectives into research and project activities where relevant.

5 NEXT STEPS

Building on the results achieved during the previous GEP cycle (2021–2023) and on the current organisational context, ISIG aims to further strengthen and systematise its approach to gender equality in a continuous improvement perspective. While the Institute shows a generally balanced gender distribution and has already implemented several positive practices, further efforts are needed to consolidate and expand these actions over time.

In particular, the following areas will be prioritised:

- **Further integration of the gender dimension in research and project activities**, ensuring a more systematic and consistent application across all initiatives.
- **Strengthening of monitoring and evaluation mechanisms**, with a more structured use of gender-disaggregated data and indicators.
- **Consolidation of organisational practices supporting work-life balance**, maintaining and improving existing flexible working arrangements.
- **Formalisation of procedures related to the prevention of gender-based violence and harassment**, including the adoption of dedicated guidelines and tools.
- **Continuous capacity building**, through training and awareness-raising activities aimed at staff and collaborators.

These priorities are reflected in the Action Plan 2024–2026, which translates them into concrete actions, timelines, and measurable indicators.

6 ACTION PLAN 2024-2026

Objectives	Actions	Work schedule			Output indicators	Impact indicators
		2024	2025	2026		
Work-life balance and organisational culture	Implementing IT tools for greater flexibility in teleworking.	X	X	X	- Number of hours worked in teleworking mode	- Proportion of women and men leaving their jobs within one year from the birth of a child. - Proportion of women and men leaving work because of the incompatibility between family and working life.
	Availability of flexible forms of work with regard to working time and workplace	X	X	X	- Number of hours worked in teleworking mode - Proportion of women and men in part-time work	- Ratio of women and men leaving their jobs within one year from the birth of a child. - Ratio of women and men leaving work because of the incompatibility between family and working life.
	Disseminating an annual internal survey on work-life balance and organisational wellbeing			X	- Number of surveys conducted	- Percentage of staff reporting improved work-life balance and organisational wellbeing
Gender balance in leadership and decision-making	Organisation of regular meetings on the state of the art of the GEP within the organisation	X	X	X	- Number of meetings actually organised	- Has the organisation actively incorporated into its internal processes the indicators provided by GPE? Yes, no, partially. - If so, since when?
	Promotion of internal meetings and external seminars aimed at promoting the wide spreading	X	X	X	- Number of meetings organised over a year	- Number of documents the organisation produces by adopting gender-sensitive language



	of gender competences with the adoption of gender-sensitive language within the organisation					-
	Promotion of gender balance within the institution's senior figures	X	X	X	- Ratio between women and men related to senior figures of the Institute - Glass Ceiling Index (She Figures, 2015)	- Decrease in the ratio of women and men at level of the senior figure of the Institute - Approaching Glass Ceiling Index to value 1
Gender equality in recruitment and career progression	Internal mentoring, empowerment and negotiating courses for employees		X	X	- Number of internal courses provided within a year	- Ratio of women and men at level of the senior figure of the Institute
	Promotion of information campaigns to enhance the contribution of researchers to the Institute's work and gender diversity within research groups	X	X	X	- Number of information content produced during the indicated period	- Increased awareness of end-users and of the wider public in relation to the contribution of researchers to the Institute's work and gender diversity within research groups
	Internal training on gender bias awareness			X	- Number of staff trained	- Improved knowledge score (pre/post training assessment)
Integration of the gender dimension into research and teaching content	Integration of gender issues into public seminars held with schools and universities	X	X	X	- Number of seminars organised integrating gender dimension and carried out over a year	- Increased knowledge of gender issues by end users of the seminars

	Integration of gender issues into the research projects promoted by the Institute	X	X	X	- Number of projects which integrate gender issues promoted or co-promoted by the Institute	- Objectives achieved by the projects on gender issues promoted or co-promoted by the Institute
	Internal organisation of seminars and workshops for the advancement of skill and knowledge regarding gender issues	X	X	X	- Number of internal workshops and seminars organised over a year	- Increase in skills and knowledge on gender issues by the Institute's employees
Measures against gender-based violence including sexual harassment	Adoption of a code of conduct on the prevention of gender-based violence, including sexual harassment			X	- Adoption of the Code of Conduct by 2026	- Number of gender-based violence incidents found in the workplace
	Creation of information materials to support possible victims of gender-based violence, including sexual harassment			X	- Number of information materials produced within a year	- Number of gender-based violence incidents found in the workplace
Monitoring and reporting	Ensure systematic monitoring and continuous improvement of the GEP.			X	- Annual internal monitoring report produced (yes/no)	- Improved performance across GEP indicators over time



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The president

Michela Cecotti



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