



Memorandum of Understanding

Between the Ministry for Equal Opportunities, the Honourable Maria Rosaria Carfagna, for the appointment domiciled at the offices of the Presidency of the Council of Ministers, in Largo Chigi, n. 19 and the Ministry of Education, University and Research, the Honourable Maria Stella Gelmini, for the appointment domiciled at the offices in Viale Trastevere, n. 76/A,

WHEREAS equal opportunities policies are not merely interventions aimed specifically at women but rather represent a new approach requiring the systematic integration of gender issues into all manner of policies and actions in full acceptance of the principle of mainstreaming.

HAVING CONSIDERED that amongst the various operational ambits, that of scientific research and the advancement of women's careers in science represents a crucial sector for the future development of Europe.

HAVING REGARD FOR the Beijing Declaration - 1995, and in particular article n. 35 which states, "*Ensure women's equal access to economic resources, including land, credit, science and technology, vocational training, information, communication and markets, as a means to further the advancement and empowerment of women and girls, including through the enhancement of their capacities to enjoy the benefits of equal access to these resources, inter alia, by means of international cooperation*"

HAVING REGARD FOR the statement "*Women and science – Mobilising women to enrich European research*" COM (1999) 76 Final of 17.02.1999, adopted by the European Commission, in addition to the guidelines forwarded by The Helsinki Group on Women and Science in national policy making¹, which expresses a clear commitment to mobilising women in order to make an essential contribution to completing the European Research Area.

HAVING REGARD FOR the outcomes and guidelines emerging from the Prague Conference, "*Changing research landscapes to make the most of human potential*" – May 2009, organized by the Czech Presidency of the EU at the end of the first ten years of European policy making on gender in science.

HAVING CONSIDERED the recommendations for Member States and for individual research institutions resulting from the aforementioned Prague Conference on the management of human resources with due consideration to gender differences, concerning:

- the commitment on the highest political and institutional levels to gender equality policy in science and gender mainstreaming;
- the need to support structural change within scientific organizations;

¹ European Commission, The Helsinki Group on Women and Science – National Policies on Women and Science in Europe, 2002

- a consideration of the economic crisis as an opportunity to accelerate innovations, starting with those involving the presence of women on all levels;
- the balance between work and private life for both men and women, seen as an element representing quality within European scientific organizations;
- the importance of education and instruction from earliest childhood in order to eliminate gender stereotyping and to attract and retain young talent in scientific careers.

HAVING REGARD FOR the recommendations for European Union Member States contained in the *Position Paper “Gender and research beyond 2009”*, adopted on 24 November, 2009 by the *Helsinki Group on Women in Science*, including recommendations to:

- create or revive national Steering Committees on gender equality in science, and encourage greater activity in implementing actions to promote equality in science;
- support the implementation and monitoring of the post-2010 Lisbon strategy on women in science and research;
- open up a debate on gender equality in science by mobilising at national level the local stakeholders, science establishments and civil society organisations;
- continue their contribution to the preparation of the Report “She Figures” by supporting progress in sex-disaggregated data collection at the national level through influencing national statistical offices;
- renew their attention to the gender and science stereotypes in the world of science in schools and media.

TAKING NOTE that, in adopting the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers² in 2005, Italian research institutions and universities reasserted “*the need to promote the presence and recognition of the role of women in scientific research by means of specific initiatives aimed at enhancing their professional standing*”³.

HAVING REGARD, furthermore, for the following Directives:

- Directive 2002/73/EC of the European Parliament and of the Council of September 23, 2002, on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions;
- Directive 2006/54/EC of the European Parliament and of the Council of July 5, 2006, on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation.

HAVING EXAMINED the VII Permanent Commission of the Senate of 6 October, 2009, at the conclusion of business appointed to “European Partnership for Researchers”, in which consideration is given with particular attention to the subject of gender in the research profession.

HAVING EXAMINED Decree Law n. 5 of 25 January, 2010, “*Implementation of Directive 2006/54/EC on the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation*”.

HAVING REGARD for the Delegation assigned to the Ministry for Equal Opportunities, and in particular the undertaking to:

- promote and coordinate government action aimed at ensuring the implementation of policies on gender rights and equal opportunities with regard to the health, research, schools and training, the environment, family, employment, elective appointments and gender representation;
- promote and coordinate government action concerning the human rights of women and the rights of person, in addition to those aimed at preventing and eliminating discrimination for reasons directly or indirectly related to sex, race, or ethnic origin, religion or personal beliefs, disability, age, sexual

² European Charter of Researchers, COM (2005) 576 final 11.13.2005

³ Camerino, 7 July 2005 and Rome, 13 December 2005.

- orientation, also being in charge of the Committee of Ministries providing orientation and strategic guidance on the safeguard of human rights at the Presidency of the Council of Ministers;
- promote the verification of the impact of gender in all governmental initiatives, in addition to highlighting gender in budget data of the public and non-state administration, also in that concerning research and statistical surveys.

HAVING CONSIDERED that the Ministry of Education, University and Research, in pursuance of article 9 of the Italian Constitution, is appointed to promote scientific and technological research, in addition to the development of universities and institutes of higher education at university level, and to guide and coordinate universities and research institutes, in respect of the principle of autonomy laid down under article 33 of the Italian Constitution.

HAVING RECOGNIZED the opportunity, as a result of an increased degree of interaction between the Ministry of Education, University and Research and the Department for Equal Opportunities of the Presidency of the Council, to ensure that the gender perspective is constantly given due consideration on all levels in national and international science, technology, scientific research.

HAVING RECOGNIZED the opportunity to continue this collaboration with regard to the promotion and advancement of the awareness of gender differences and equal opportunities previously set in motion through the Agreement Protocol entered into by the Ministry of Education, University and Research and the Department for Equal Opportunities of the Presidency of the Council, signed on 18 March, 2004.

AGREEMENT IS ENTERED AS FOLLOWS

Art. 1

(General and common purposes)

The Ministry of Education, University and Research and the Department for Equal Opportunities of the Presidency of the Council agree to work together to ensure the implementation of policies on rights and equal opportunities on all levels of science, technology and scientific research, for the concrete realization of the European Union Directives and Recommendations cited in this introduction. This collaboration must, furthermore, allow for the identification of shared objectives and strategies which shall actively favour equal opportunities for all in view of the forthcoming VIII EU Framework Programme. Furthermore, the Ministry of Education, University and Research and the Department for Equal Opportunities of the Presidency of the Council undertake to contribute to the diffusion of gender awareness through training activities and the provision of information within institutions of all levels and order, universities and research bodies.

Art. 2

(Consultation Panel)

A Consultation Panel is established between the Ministry of Education, University and Research and the Department for Equal Opportunities of the Presidency of the Council, for the purpose of studying, analysing, guiding, coordinating and planning activities concerning rights and equal opportunities on all levels of science, technology and scientific research. The Consultation Panel shall put forward solutions useful to raising awareness of gender differences, through the analyses of women and scientific careers throughout the entire educational pathway and in all sectors of scientific research, also proposing actions aimed at fostering adjustments to statutory regulations and attendant executive regulations of the National System of Research and University in keeping with the principles set out under the "European Charter for Researchers and Code of Conduct for the Recruitment of Researchers", with particular reference to recruitment procedures and career advancement, employment conditions and social security.

Art. 3
(Composition)

The Consultation Panel is chaired jointly by the Director General for the internationalization of research at the Ministry of Education, University and Research and the Director General of the Department for Equal Opportunities of the Presidency of the Council, and is coordinated by Dr. Rina Larizza and Mrs. Serenella Martini, government official at the Presidency of the Council of Ministers and coordinator of the EU projects PRAGES and WHIST.

The Consultation Panel is constituted by:

- the President of the National Conference of Equal Opportunity Committees of Italian Universities;
- the President of the National Coordination Association of Equal Opportunity Committees;
- the Central Director of the National Statistical Institute.

By one representative respectively from:

- Ministry for Public Administration and Innovation;
- Ministry for Agricultural, Food and Forestry Policies;
- Ministry of Health;
- Ministry for Economic Development;
- Defence General Staff;
- Italian National Commission for UNESCO;
- National Research Council (CNR);
- National Agency for New Technologies, Energy and Sustainable Economic Development (ENEA)
- National Institute of Nuclear Physics (INFN);
- Italian Space Agency (ASI);
- European Space Agency (ESA);
- National Institute of Astrophysics (INAF);
- Social Investment Study Centre (CENSIS);
- Women and Science Association.

By Experts:

- the Honourable Mrs. Pia Elda Locatelli;
- Dr. Rossella Palomba, former EU ambassador for gender politics in the world of research;
- Prof. Maurizio Lozzi, sociologist, journalist, Chairman of CON.S.COM (National Register of Sociologists and Communications Consultants) and founder of the National Observatory on violence in schools;
- Prof. Fulvio Esposito, Chairman of S. Group Woman Resources and Mobility;
- Dr. Giovanna Declich, sociologist, Assembly of Women for Development and the Struggle against Social Exclusion – ASDO, scientific partner of the Department for Equal Opportunities for projects concerning women and science.

By one Expert from the field of journalism and scientific popularization.

For the Department for Equal Opportunities of the Presidency of the Council:

- Dr. Michele Palma, Director General of the Office for Interventions in Economic and Social Ambits;
- Mrs. Serenella Martini, government official, Office for Interventions in Economic and Social Ambits, coordinator of the EU projects PRAGES and WHIST;

For the Directorate General for the internationalization of research at the Ministry of Education, University and Research:

- Dr. Federico Cinquepalmi, II Office Director, Promotion, Planning and Coordination of International Research;
- Dr. Rina Larizza, I Office Director, General Affairs;
- Dr. Maria Uccellatore, III Office Director, Promotion, Planning and Coordination of European Research;
- Dr. Franca Delli Colli, Helsinki Group Representative.

By one representative respectively from the General Directorates of the Ministry of Education, University and Research:

- University, student and the right to university education;
- High level art, music and dance training;
- Coordination and development of research;
- Integration, participation and communication for students.

By the Ministry of Education, University and Research Statistical Correspondent to the Helsinki Group.

Art. 4

(Technical Secretary's Office and board of experts)

The Consultation Panel is assisted by a Technical Secretary's Office coordinated by Dr. Carmine Marinucci (Ministry of Education, University and Research) and Dr. Marino Di Nardo (Department for Equal Opportunities) which shall organize its work into sub groups, co-opting experts on the subject matter at issue.

Art. 5

(Financial resources and permissible expenses)

No financial resources are allocated to the running of the Consultation Panel and any subsequent sub-groups further to those which the parties concerned normally allocate to the running of those structures in which the personnel involved with the Consultation Panel are employed.

Art. 6

(Diffusion of gender awareness)

Furthermore, the Department for Equal Opportunities and the Ministry of Education, University and Research undertake to develop and further the collaboration and coordination activities previously embarked upon, with particular attention being paid to:

- the diffusion of gender awareness through teaching modules focusing on gender differences, to be introduced in schools of all levels and orders;
- the planning and implementation of training courses concentrating on the diffusion of gender perspectives within institutional and political settings, to be conducted in universities.

Art. 7

(Duration of Protocol and Modifications)

This Protocol has no expiry date and, upon agreed by the parties concerned, may be modified at any time.

Ministry for Equal Opportunities
The Honourable Maria Rosaria Carfagna
(signed)

Ministry of Education, University and Research
The Honourable Maria Stella Gelmini
(signed)