

# Gender Equality Plan

## 2026-2028

*December 2025*

## 1. Introduction

The Einaudi Institute for Economics and Finance (EIEF) is a private institution, headquartered in Rome, established to promote, produce, and develop scientific research and higher education in economics and finance, as well as in related disciplines. Its activity pays particular attention to topics of relevance to economic policy and to the economic analysis of regulation.

EIEF was founded by the Bank of Italy in December 2007 and recognized as a non-profit institution in 2008, the year in which it began operating. The Institute is named after Luigi Einaudi – former Governor of the Bank of Italy (1945-1948) and the first President of the Republic elected by Parliament (1948-1955) – and is financed by the income from the endowment established by its founder, by contributions received from the founder itself and from private foundations, and, occasionally, from national and European Union institutions.

The Institute enjoys full autonomy in conducting its activities, which consist of: the production of frontier research, with potential implications for economic policy; the provision of a master's program (Rome Master's in Economics, RoME) and a doctoral program (Rome Economics Doctorate, RED), run respectively with Luiss Guido Carli University and with the Universities of La Sapienza, Luiss Guido Carli, and Tor Vergata; the organization of high-level seminars and conferences; and the awarding of grants for research projects in economics and finance.

EIEF is an Italian institution that actively fosters an international dimension through the choice of research topics of global relevance and through collaboration with Italian and foreign academics, supporting early-career researchers in their development.

The Institute's management is governed by its Statute and entrusted to the President, the Board of Directors, and the Director. It is also subject to oversight by the Board of Auditors. The members of these bodies are appointed by the founder.

EIEF's researchers make up the *faculty*, which comprises *Chair holders* (currently two, financed respectively by the AXA Foundation and the Bajola Parisani Foundation), together with *Full Professors*, *Associate Professors*, *Assistant Professors*, *Fellows*, and *Research Affiliates*. These researchers take part in the Institute's scientific life in different ways and with varying degrees of involvement.

The selection of new members of the faculty, which follows different procedures depending on the type of position, is the responsibility of the President and the Director, assisted by the faculty.

Operational activities are handled by the administrative staff.

## 2. The need for a *Gender Equality Plan*

EIEF regards gender equality as an essential condition for the quality of its research and for providing a fair and open working environment. This Gender Equality Plan aims to achieve that goal through structural change, translating this principle into concrete objectives and actions. At the same time, its adoption satisfies the requirement for access to the European Union's "Horizon Europe Framework Programme for Research and Innovation 2021-2027".

In 2022 EIEF, as an institution devoted to research and higher education in economics and finance, embraced the Commission's guidelines by setting up a working group to develop a plan both strategic and operational.<sup>1</sup> The project began with a first phase of interviews on the context in which EIEF operates, aimed at gathering suggestions and proposals from those involved.

On that basis, the present document was prepared and drafted as the Gender Equality Plan for the 2026-2028 three-year period. The plan, whose general outline was communicated to the faculty, the administrative staff, and the participants in the training programs, was approved by the President and the Director of EIEF and published on the Institute's website. It will be reviewed and updated on the basis of the tracking and progress of the monitoring indicators.

## 3. The current context

The following paragraphs briefly describe the composition of EIEF as of December 2025.

### 3.1 The statutory bodies

The statutory bodies responsible for the Institute's governance are: the President, the Board of Directors, and the Director. Oversight of the administration and of the proper keeping of the accounts is entrusted to the Board of Auditors. For investment decisions, EIEF may seek the advice of the Financial Investment Committee, whose members are employees of the Bank of Italy.

The gender composition of the statutory bodies as of December 2025 shows that women predominate in the Board of Directors, EIEF's principal decision-making body (including the President, who legally represents the Institute, also in court proceedings); in the other bodies, men predominate (Table 1).

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<sup>1</sup> The working group tasked with the survey and the drafting of the proposals was coordinated by Antonella Lazzeri, Head of Administration and Personnel. The following contributed: Stefano Pilo, Head of General Accounting and Management Control; Anna Adiutori, Head of Contractual and Tax Compliance and of Workplace Safety; Andrada Elena Matei, Head of the Administrative Coordination of the Training Programs; Diana Kuka, Head of the *visiting program*; Susana Palomar Martinez, in charge of event organization. Also involved were the holder of the *Bajola Parisani Chair*, Prof. Claudio Michelacci, and, in the initial stages, Luana Zaccaria, *Assistant Professor*.

**Table 1**

<b>Governance, control, and advisory bodies</b>	<b>F</b>	<b>M</b>	<b>Total</b>
Board of Directors <sup>1</sup>	3	2	5
Director		1	1
Board of Auditors		3	3
Financial Investment Committee	1	2	3
<b>Total</b>	<b>4 (33%)</b>	<b>8 (67%)</b>	<b>12</b>

<sup>1</sup> Includes the President of EIEF.

### 3.2 Staff composition

Research and teaching are carried out by the members of the faculty. These can be grouped into various categories according to whether they work full-time or part-time and to their seniority.

As of December 2025, the *full-time faculty* consists of the holders of the *AXA Chair* and the *Bajola Parisani Chair*, together with *Full Professors*, *Associate Professors*, and *Assistant Professors*. The latter are recruited on the *job market* for economists run by the *American Economic Association* and the *European Economic Association*. After a period known as *tenure track*, if their research performance and their contribution to the Institute's scientific life are deemed satisfactory, they may be given a permanent contract as *Associate Professors*. An *Associate Professor*, in turn, may later be promoted to *Full Professor*, usually after a period of eight years.

Research and teaching also benefit from the contribution of the members of the *part-time faculty*. These are researchers with differing levels of seniority (the *Fellows*, who are more senior, and the *Research Affiliates*, who are more junior) whose primary affiliation is with other universities (typically in the Rome area). They are involved in research, teaching, selection activities on the *job market*, the organization of seminars and conferences, the awarding of research grants, and, more generally, various decision-making processes.<sup>2</sup>

Scientific activities are also supported by the staff responsible for administration and accounting, the management of the training programs, the organization of seminars and conferences, and the *visiting program*.<sup>3</sup>

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<sup>2</sup> Alongside the part-time members of the faculty who hold paid positions, there are also *Fellows* and *Research Affiliates* who collaborate with EIEF on an unpaid basis. These are typically retired professors, who retain their title and a workstation, if available; when their contribution is needed for the training programs, they are paid for the courses they teach.

<sup>3</sup> EIEF maintains a very extensive *visitors* program: each year EIEF hosts around 70 researchers from all over the world, who spend periods at EIEF ranging from one week to a full academic year.

The gender composition of the staff is shown below (Table 2). Within the faculty there is a marked predominance of men (87%), which this plan intends to rebalance gradually; among the administrative staff, women predominate (78%).

**Table 2**

<b>Personnel</b>	<b>F</b>	<b>M</b>	<b>Total</b>
Chair Holders		2	2
Full Professors		2	2
Associate Professors		2	2
Assistant Professors	1	4	5
Fellows		9	9
Research Affiliates	2	1	3
<i>Faculty total</i>	<i>3 (13%)</i>	<i>20 (87%)</i>	<i>23</i>
Administrative staff	7	2	9
<b>Total</b>	<b>10 (31%)</b>	<b>22 (69%)</b>	<b>32</b>

In recent years, EIEF has begun to reflect on the gender imbalance within its faculty. This imbalance reflects a structural phenomenon, widespread and particularly pronounced in the economic and financial disciplines. To mitigate it, the Institute has taken initial concrete steps. First, the three women economists currently on the faculty were all hired from 2024 onward. Second, in the 2024 and 2025 *job markets*, the first job offers were made to women economists. Third, the faculty is considering candidates, both junior and senior, for further hires of women researchers, *full-time* and *part-time*.

**4. Measures currently in place**

**4.1 Measures for employees**

The *Chair holders*, the *Full Professors*, the *Associate Professors*, and the administrative staff are all employees of EIEF, that is, personnel hired under subordinate employment contracts. At present, these are all permanent contracts, except for one administrative staff member who was hired a few months ago on a one-year contract. Gross salaries are the same for men and women at the same level of the applicable National Collective Labor Agreement (CCNL) and for the same duties; for members of the faculty, the position held (*Chair holders*, *Full Professors*, or *Associate Professors*) and the quality of the research produced are also relevant.

Employees are granted flexible start and finish times. In addition, after piloting remote work during the pandemic, all employees have been granted the option of working remotely one day per week.<sup>4</sup>

To support their well-being and the balance between their private and professional lives, an agreement has also been signed with the Bank of Italy, which has granted the use of its sports center to EIEF employees and their families.

For members of the faculty, a supplementary health insurance policy is taken out (in addition to the mandatory one provided for by the applicable collective agreement). An agreement has also been signed for the enrollment of their children in the daycare centers used by the Bank of Italy's staff.

For the administrative staff, the mandatory health insurance provided for by the applicable collective agreement is taken out. A meal allowance is provided through rechargeable electronic meal vouchers. For 2024 and 2025, reimbursement was authorized for household utility bills (electricity, natural gas, and water) and for rent and mortgage payments on a primary residence, up to a maximum of €1,000. Finally, EIEF awards an annual bonus based on individual skills and productivity.

#### 4.2 Measures for collaborators

For the working hours of researchers who have signed “continuous and coordinated collaboration contracts” (so-called co.co.co.) – i.e. *Assistant Professors, Fellows, and Research Affiliates* – maximum flexibility applies, as provided for by national law.

In addition, for *Assistant Professors* – who, unlike the other two categories, have their primary affiliation with EIEF – a supplementary health insurance policy is taken out.

### 5. The action plan

On the basis of the current situation described above, EIEF has drawn up the action plan summarized in the Annex. The plan aims to reduce gender imbalances progressively, monitoring their evolution through annual indicators and acting on organizational, recruitment, and professional-development processes. The planned actions will be implemented over the 2026-2028 three-year period.

In line with the European Commission's guidelines, critical aspects were examined across five main areas of intervention:

Area 1: Work-life balance and organizational culture;

Area 2: Gender balance in leadership positions and decision-making bodies;

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<sup>4</sup> In particular cases, and upon a duly justified request, more than one day per week may be granted.

Area 3: Gender equality in recruitment and career progression;

Area 4: Integration of the gender dimension into research and training programs;

Area 5: Combating gender-based violence, including sexual harassment.

For each of them, the aim was to identify the necessary actions; the costs; the type of intervention; and the specific objectives.

For the design, implementation, and monitoring of this action plan, EIEF commits from the outset to allocating adequate human and financial resources and to initiating the necessary organizational changes.

The President of EIEF

The Director of EIEF

(Graziella Bertocchi)

(Massimo Sbracia)

AREA 1 - Work-life balance and organizational culture			
<p><i>Objectives:</i></p> <ul style="list-style-type: none"> <li>• Support the reconciliation of work with parenthood and family-care responsibilities</li> <li>• Improve the regulation of institutional working hours</li> <li>• Build an inclusive study and work environment</li> <li>• Reduce gender bias and stereotypes</li> <li>• Adopt a gender perspective in the organizational culture</li> <li>• Adopt gender-appropriate language in internal and external communication</li> </ul>			
Action	Costs	Type of action	Specific objective
Assess the introduction of new welfare measures (e.g., a “utility-bill bonus”)	Dedicated budget	Structural	Support for families
Discourage meetings after 4:00 p.m.; end seminar activities by 6:00 p.m.	No cost	Structural	Protecting non-working time outside office hours
Consolidation of remote work	No cost	Structural	Improved work-life balance
Draw up guidelines on the right to disconnect	Staff time to prepare the guidelines	Cultural	Improved work-life balance
Draw up guidelines on inclusive language	Staff time to prepare the guidelines	Cultural	Strengthening a culture of equal opportunity
Add a section on <i>Gender Equality and Diversity</i> to the EIEF website	Webmaster’s time	Cultural	Make resources on the topic public and accessible

## AREA 2 - Gender balance in leadership positions and decision-making bodies

*Objectives:*

- *Adoption of a gender perspective in the organizational culture*
- *Increase in the presence of women in decision-making processes*
- *Increase in the share of women in top positions*

Action	Costs	Type of action	Specific objective
Increase the presence of women in governance positions	No cost	Structural	Improve the gender balance in the statutory bodies
Improve the share of women in the faculty	Within the cost budget for the faculty	Structural	Increase in the presence of women in decision-making processes
Establishment of a dedicated Gender Equality Manager (GEM)	Time of the designated person	Structural	Ensure the continuity of gender-rebalancing policies

## AREA 3 - Gender equality in recruitment and career progression

*Objectives:*

- *Reduction of gender asymmetries in academic recruitment*
- *Reduction of the percentage drop in the number of women along the career path*
- *Equal opportunity in research funding programs*
- *Reduction of horizontal segregation and gender asymmetries across disciplinary fields*
- *Reduction of horizontal segregation and gender asymmetries across study programs*

Action	Costs	Type of action	Specific objective
Gender equality in selection and recruitment committees	No cost	Structural	Reduction of gender asymmetries in academic recruitment
Guidelines for selection interviews stressing the need for gender equality in assessments	Staff time to prepare the guidelines	Structural	Promotion of a culture of equality among those serving on selection committees
State, in selection calls, the commitment to the principle of gender equality	No cost	Structural	Promotion of a culture of equality
Improve the share of women in the faculty	Within the cost budget for the faculty	Structural	Increase in the presence of women among researchers
Grant, in fixed-term contracts, an additional year in the event of maternity	No cost, or a specific budget to be assessed	Structural	Recognition of maternity in career assessment

#### AREA 4 - Integration of the gender dimension into research and training programs

*Objectives:*

- *Gender balance in the programs of scientific events*
- *Integration of the gender dimension into research content*
- *Integration of the gender dimension into teaching content*

Action	Costs	Type of action	Specific objective
Preparation of guidelines for the organization of events	Staff time to prepare the guidelines	Cultural	Gender balance in conferences and seminars organized by EIEF
Organization of at least one annual event (seminar or conference) devoted to gender-balance topics	Within the seminars and conferences budget	Cultural	Integration of the gender dimension into research content
Training activities on the gender perspective in academic culture	Within the training programs budget	Structural	Promotion of a culture of equality
Improve the share of women in the faculty	Within the cost budget for the faculty	Structural	Increase in the presence of women among researchers

#### AREA 5 - Combating gender-based violence, including sexual harassment

*Objectives:*

- *Raising awareness of harassment and sexual violence*
- *Prevention, detection, and handling of cases of sexual harassment within the institution*

Action	Costs	Type of action	Specific objective
Preparation of a Code for the prevention of and response to harassment	Staff time to prepare the Code	Cultural	Raising awareness of harassment
Drafting of guidelines for reporting harassment	Staff time to prepare the guidelines	Cultural	Introduction of specific rules on harassment
Creation of a confidential channel for reporting harassment	No cost	Structural	Facilitate the reporting of harassment