

## **Penta Gender Equality Plan (2022-2024)**

### Table of Contents

<b>INTRODUCTION .....</b>	<b>2</b>
<b>METHOD, DEFINITIONS AND SUSTAINABILITY .....</b>	<b>4</b>
<b>GENDER EQUALITY WORK GROUP (GEWG).....</b>	<b>4</b>
<b>OUR CURRENT DISAGGREGATED DATA ON THE SEX AND/OR GENDER OF PERSONNEL.....</b>	<b>5</b>
<b>IMPACTS OF COVID-19 ON GENDER EQUALITY.....</b>	<b>10</b>
<b>CURRENT HR POLICIES FOR GENDER EQUITY AND INCLUSION MANAGEMENT - WHAT WE DO:.....</b>	<b>11</b>
<b>AREAS OF COMMITMENT IN APPLYING GEP - WHAT WE CAN DO: GOALS, COMMITMENTS, ACTIONS, RESOURCES AND PLANNED OUTCOMES:.....</b>	<b>13</b>

## INTRODUCTION

Penta is a scientific Organisation dedicated to Paediatric Research. It is a global independent scientific network dedicated to child health. The mission of Penta is to build a global network that conducts excellent research to help health systems achieve optimal outcomes for children.

The Penta Foundation coordinates and sponsors research projects that operate in the following scientific areas: HIV & viral infections, severe sepsis and antimicrobial resistance, Covid-19, infection in pregnancy and neglected or emerging childhood infections and diseases.

Penta research embraces basic, pharmacological, clinical, social and population sciences. Results from Penta studies have been used for regulatory purposes and have accelerated the time for drugs to be accessible to children in Europe, Africa and Asia.

**We strongly believe that our internal policies should be designed for all. Since 2018 Penta has put in place several policies to ensure an equal and inclusive work environment in line with its own vision. These policies and/or codes are:**

- Welfare Policy (renewed every year)
- Recruitment Policy (2021, renewed in 2022)
- Salary policy (2020)
- Reward policy (2020)
- Code of Ethics (2019)
- Code of Conduct (2018)

In the years 2020-2022 the above policies have been implemented by the People Culture & Communications Department of Penta.

**The Gender and Equality Plan (GEP) is an opportunity for us to form a structural plan of objectives and actions.** Thus, we will actively take into consideration the gender dimension so as to better achieve Gender Equality in our organisation.

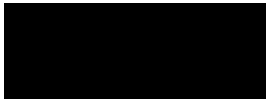
The gender dimension present in the existing policies has been analyzed through self-assessment. **The data collected shows that, to date, Penta has achieved 54,15% of the Gender Equality Assessment Implementation (GEAI). The main objective is to achieve 60% of GEAI by the end of 2022, 70% by 2023, 80% by 2024.**

A Gender Equality Work Group has been formed internally to implement and monitor the progress of GEP.

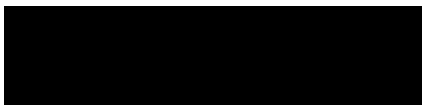
*GEP of Penta is a public document, signed and agreed upon by our Senior Leadership Team (SLT) and published on our website. The appointed person to lead the implementation of the plan is Giuseppe Emiliano Bonura, Chief People, Communications and Culture Department.*

Signed by (in alphabetical order):

Giuseppe Bonura (Chief People, Culture and Communication Officer – SLT)



Luigi Comacchio (Chief Financial and Administration Officer – SLT)



Carlo Giaquinto (President of the Board of Directors – SLT)



Laura Mangiarini (Chief Program Officer – SLT)



Padova, 12 April 2022

## METHOD, DEFINITIONS AND SUSTAINABILITY

We have established quantitative and qualitative indicators for the respective targets. The objectives will be gradually achieved by 2024. The objectives and measures are feasible within the three-year timeframe and within the available resources forecast for the years 2022-2024. Our objectives and measures will be presented schematically in this document and in a chronological order.

There are several basic elements we considered in setting up the Gender Equality Plan and related objectives:

- **Measures**
- **Indicators**
- **Targets**
- **Timeline**
- **Data Collection and Monitoring**
- **Division of responsibilities**
- **Resources**
- **Training**
- **Periodical progress review**

## GENDER EQUALITY WORK GROUP (GEWG)

All the topics regarding the monitoring and the implementation of the GEP will be managed by the **Gender Equality Work Group (GEWG)** approved by the Senior Leadership Team. The workgroup, with also the division of responsibilities, is formed by (in alphabetical order):

- ❖ Bonura Emiliano Giuseppe - Chief People, Communications and Culture Officer. Member of the Senior Leadership Team.  
Role within Workgroup: as Executive he supports the Workgroup and offers an adequate liaison between the Workgroup and the SLT (Senior Leadership Team), and the Board of Directors.
- ❖ Brugiolo Eleonora - HR Generalist appointed as Equality Officer.  
Role within Workgroup: Penta Foundation GEP implementation oversight and first point of contact for employees for any GEP-related matters.

- ❖ Messina Chiara - Head of Program Operations.  
Role within the Workgroup: responsible for integration of the gender dimension within the research field.
- ❖ Pavese Giuseppe - Quality Assurance Manager.  
Role within the Workgroup: responsible for integration of the gender dimension within policies and SOPs (Standard Operative Procedures).
- ❖ Santalena Costanza – Legal Office Team Leader.  
Role within Workgroup: responsible for both the legal oversight of relevant aspects in GEP, and for aspects connected to anti-violence, harassment and mobbing. She is also the direct contact person for Organismo Di Vigilanza, as foreseen by the D.Lgs. 231/2001 law adopted by the Foundation.

As highlighted by the **Gender Equality in Academia and Research toolkit (GEAR)**, the changes to be implemented are expected to have a long-term impact, so **we are aware that we must ensure the sustainability of gender equality actions**. Our commitment is to implement procedures, policies and actions which can be sustainable in a long-term period. In addition to the planned new actions we will have periodical reviews of evaluation. In order to do so, firstly, we identified our existing resources in present procedures. In some cases, the objectives set are attained without additional costs.

## OUR CURRENT DISAGGREGATED DATA ON THE SEX AND/OR GENDER OF PERSONNEL

The data presented here is data collected via two channels:

- The **HR Management Software Cézanne** adopted by Penta to monitor data related to personnel and generates statistics, thus providing HR analytics.
- Recurrent aggregation of data by HR regarding actions for Education calls.

### **Penta staff 2021:**

1. **The Penta board of Directors:** was composed of 6 people, 50% women and 50% men. The President of Penta was male and, in addition to his role as President, he was also a member of the Board of Directors.

2. **The number of employees** in year 2021 was 36: of whom 56% women and 44% men.
3. **Overall turnover rate:** regarding the resignations of employees, it may be worth highlighting that in 2021 the overall turnover rate was 3.8% (of which 77% women).
4. **2021 Penta annual average employees' salaries** (at closure): € 35.030, women € 34.778 (- 0.10%), men € 35.417 (+ 0.10%)
5. **Collaborators:** 7: 86% women, 14% men.
6. **Scholarships:** 6: 67% women, 33% men.
7. **Consultants:** 20: 70% women, 30% men.
8. **Penta staff dedicated to roles within safety 2021** (subdivided by kind of training):
  - Firefighting: 3 women and 3 men (F 50% - M 50%)
  - First Aid: 3 women and 4 men (F 42,8% - M 57,2%)
  - Preposto: 1 woman and 1 man (F 50% - M 50%)
  - RLS (Responsabile dei Lavoratori per la Sicurezza): 1 man (elected by staff members)
9. **2021 financed Education calls for employees:** educational and formative courses were financed for 53.8% of employees, of which 71.43% women and 28,57% men. 97.5% of applications were accepted.

## Penta staff 2022:

1. **The Penta Board of Directors:** is composed of 6 members, 50% women and 50% men. The President of Penta is male and, in addition to his role as President, he is also a member of the BoD.
2. **The current number of employees working at Penta is 41**, of whom 60% women and 40% men.
3. **Collaborators:** 4: 75% women, 25% men.
4. **Scholarships:** 1: 100% women.
5. **Consultants:** 11: 73% women, 27% men.
6. **The Senior Leadership Team:** is composed of 4 members, 75% men, 25% women.
7. **Line managers:** 10: 60% women and 40% men.
8. **Disabled personnel:** 4.88% of employees, of whom 50% are women. According to Italian law, severely disabled people are entitled to 2 days of leave per month. Persons with minor disabilities are not entitled to these permits. Penta has introduced 50 hours a year of permits for non-severely disabled people.

---

## Fondazione Penta ONLUS

Corso Stati Uniti 4, 35127 Padova, Italy

Iscrizione Registrato Prefettizio Padova n.30 ex D.P.R. 10.2.2000 n.361

C.F. 92166930286 P.Iva 04150680280

[www.penta-id.org](http://www.penta-id.org)

9. **Part-time personnel:** 21.9% of employees have part-time contracts, of whom 19.5% are women. Full-time contracts, according to the Penta employment contract, are 40 hours per week. Part-time is considered any contract with less than 40 hours per week. For part-time contracts the average percentage of working hours is 73.89%, which corresponds to an average of 29.20 hours per week of work for a part-time employee. Among women employees the average percentage of hours per week is 72% (28.8 h. per week), among men employees is 87.50% (34.80 h. per week).
10. **Penta staff dedicated to roles within safety 2022** (subdivided by kind of training):
  - Firefighting: 3 women and 3 men (F 50% - M 50%)
  - First Aid: 3 women and 4 men (F 42,8% - M 57,2%)
  - Preposto: 1 woman and 1 man (F 50% - M 50%)
  - RLS (Responsabile dei Lavoratori per la Sicurezza): 1 man (elected by majority of staff members)
11. **2022 financed Education calls for employees:** the rule to distribute the access to Education calls equally among sexes was introduced. Resources being allocated are 84.62% among women employees and 15.38% among men employees. 97.5% of applications were accepted.
12. **Menstrual leave** for dysmenorrhea: all the requests presented are 100% authorised.
13. According to the national employment contract adopted by Penta, employees are entitled to **150 hours of leave for their training** over a period of 3 years. **Penta has increased these hours to 400 hours in three years**, of which the maximum usable amount of study leaves per single year was increased **up to 250 (permits available for up to 10% of the staff; 50% for both sexes)**.
14. **Overall Turnover Rate:** The overall turnover rate in the first two months of 2022 is 5.1%. An important note to this would be that a turnover rate between 3% and 14% is generally considered physiological and rather a symptom of the organisation's dynamism. A turnover of 15% and above would instead be considered pathological.
15. **Total Penta ID Network Members:** We have 279 members, of whom 63% women, 37% men.
16. **Early career researchers:** 44 researchers, of whom 75% women, 25% men.
17. **People involved in current Penta studies or projects where Penta is the Coordinator or Sponsor:**

Type	Name	Penta Role	Coordinator		Work Package Leader		CI		PI	
			F*	M*	F	M	F	M	F	M
Project	EPPICC pregnancy	Coordinator	N/A	N/A	N/A	N/A	1	0	5	4
Project	EPPICC paediatrics	Coordinator	N/A	N/A	N/A	N/A	2	0	12	4
Study	SHIELD	Sponsor	N/A	N/A	N/A	N/A	0	2	9	4
Study	D3	Sponsor	N/A	N/A	N/A	N/A	1	0	5	7
Project	Universal	Coordinator	0	1	8	1	0	0	0	0
Project	EPIICAL	Coordinator	0	1	2	4	1	1	6	8
Study	SMILE	Sponsor	N/A	N/A	N/A	N/A	1	1	18	8
Project	C4C	Coordinator	2	2	15	14	1	2	0	0
Study	NeoIPC	Sponsor	N/A	N/A	N/A	N/A	0	1	16	11
Study	ODYSSEY	Sponsor	N/A	N/A	N/A	N/A	1	1	9	13
Project	PediCap	Coordinator	0	1	4	6	0	1	2	4



Type	Name	Penta Role	Coordinator		Work Package Leader		CI		PI	
tot			2	5	29	25	8	9	82	63
%			28.6	71.4	53.7	46.3	47.1	52.9	56.5	43.5

\* F: female

\*\* M: male

\*\*\* PI: Principal Investigator

\*\*\*\*CI: Chief Investigator

Note: All data is processed under the GDPR. The reports are anonymous.

## IMPACTS OF COVID-19 ON GENDER EQUALITY

“The COVID-19 crisis may have started a year and a half ago, but it is far from over. It has reversed years of progress on women’s rights and gender equality – and exposed serious challenges. We are living not just a public health crisis, but also an economic and social crisis. Employment and working conditions have undergone seismic changes, with different impacts on women and men. Growing evidence shows that women bear the brunt of upheaval, suffering more acute socioeconomic consequences of the crisis.”

Before Covid-19 outbreak, Penta Foundation Line Managers were already allowed to carry on their working activity on a “hybrid mode”, working from home 1 to 2 days a week on average. Starting from 13<sup>th</sup> March 2020, after Covid-19 outbreak, all staff members were unilaterally reassigned to a 100% smart working mode.

The feedback given to the HR office by female staff members in the following months is:

- General increased stress levels,
- Decreased efficiency,
- Need to reschedule work hours.

These findings were encountered more frequently in female staff members who were also mothers.

After May 2020 Penta implemented 90% of smart-working. For staff members who requested it, especially female staff members with children, the 100% smart-working was extended until the end of 2021.

Penta is committed to acknowledge any specific needs expressed by individual employees and to work in the direction of finding sustainable solutions together. For this purpose, a procedure will be implemented by HR to meet employees’ requests.

## CURRENT HR POLICIES FOR GENDER EQUITY AND INCLUSION MANAGEMENT - WHAT WE DO:

### a) **Penta Company Welfare Policy:**

- **Flexible work options:** In 2022 the Hybrid Mode was introduced, which is a form of smart-working combined with on-site work.
- **Support for care responsibilities:** employees can use their Company Welfare budget to help pay daycare fees.
- **Paternity leave:** 21 days per year in addition to the 10 days already provided by law.
- **Menstrual leave:** 2 additional days per month permit for certified dysmenorrhea.
- **Smart-working for new parents:** employees of both sexes who are new parents can ask to work 100% in smart-working for a period of 4 months
- **Funds for Education calls:** for 2022 are equally distributed between female and male employees.

### b) **Code of conduct and Code of Ethics:** The Penta Foundation is fully committed to continue to ensure fundamental staff rights, including the right to healthy and safe working conditions and an environment free from harassment, bullying and violence. Staff are entitled to be treated fairly, equally and without any discrimination. Penta will not condone or tolerate unacceptable behaviour. If proven, such behaviour will result in disciplinary action. The code of conduct aims to respect and protect these rights and to provide a good quality working environment. The purpose of this policy is to set out expected standards of behaviour to ensure that the Penta values are transferred to all staff.

This policy is aimed at all staff working at Penta and applies to all interactions between staff (permanent or temporary) and collaborators, stakeholders and all visitors to Penta.

Penta expects all staff to contribute to maintain the existing friendly and respectful environment which is deeply embedded in the Foundation's history, mission and vision. As such it will continue to guarantee effective communication, co-operation and support for colleagues and to treat each other with dignity, courtesy, and with sensitivity whilst valuing the skills, contribution and expertise of staff and colleagues at all levels.

The **Code of Ethics** forms an integral part of the Organisation and Management Model described in Art. 6 of Legislative Decree no. 231 of 8 June 2001, adopted by the Foundation. This Code provides precise guidelines on conduct in order to promote a culture within the Foundation that is characterised by the values of Integrity and Responsibility, which are part of the Foundation’s mission (Annex code of conduct and code of ethics)

**c) Salary and Reward policy:** The purpose of the Salary Policy is to make Penta Foundation Salary and Reward policy public, clear and transparent to all staff members. Penta Foundation is committed to:

- Equality of treatment among all its staff members.
- Making its salary and reward policies public, understandable, and accessible to all its employees.
- Acknowledge the achievement of individual professional results to promote individual growth and professional satisfaction.

Fondazione Penta has adopted a **Reward Policy** based on principles of merit. The measurability of these elements is obtained in accordance with the following steps:

- The Line Manager of a specific employee proceeds with an ex-post comparison between the previous Annual Assessment and the analysis of the objectives achieved, based on the personal objective for the annual year. The evaluation derived from the comparison is expressed in percentage, so that to the complete achievement of the objectives corresponds to 100%.
- The Line Manager then shares the result with the Senior Leadership Team, which is charged with drawing up a Penta employees list of reward beneficiaries, based on the order given by the individual percentage.
- The total financial allocation for the Reward Policy is defined on a yearly basis, compatible with Penta Foundation’s financial resources.

**d) Recruitment Policy:** we have adopted a policy of “blind selection”. Elements that can form ground for discrimination based on potential biases are removed from a CV and cover letters, with the aim of zeroing bias.

## AREAS OF COMMITMENT IN APPLYING GEP - WHAT WE CAN DO: GOALS, COMMITMENTS, ACTIONS, RESOURCES AND PLANNED OUTCOMES:

### a) **Work-life balance and organisational culture: future changes and additions to the welfare policy**

**The data collection procedures we used to write this GEP will be implemented as standard data collection procedures which will be conducted regularly.**

- **Flextime:** it is a type of alternative scheduling which aims to give the employees greater latitude in choosing their work hours, freedom to change their schedules from one week to the next according to their personal needs, still in respect of their working commitments. With a Flextime arrangement an employee might be required to work a standard number of core hours within a specific day-hours, thus allowing the employee greater flexibility in starting and ending hours. We hope that having a Flextime option will be an opportunity for our employees to better organise and balance their workload depending on their personal needs, thus improving their work-life balance. For example, this may help our part-time employees who have care responsibilities to organise their work around their daily personal schedules in agreement with HR. We plan to implement Flextime by 2023.
- **Menstrual leave:** We plan to expand the symptomatology for which the menstrual leave is granted by the years 2023-2024.
- **Maternity leave:** In addition to the compulsory maternity leave required by law, which consists of 5 months and the 100% smart-working scheme we mention below, we plan to introduce 100% smart-working for up to 6 months (by January 2023)
- **Paternity leave:** We plan to expand paid paternity leave from the 21 days allowed in year 2022 up to 28 days, by year 2023.
- **Smart-working for new parents:** We plan to introduce 100% smart-working for new parents for up to 6 months within the first 2 years of becoming a new parent (by January 2023).
- **Penta Loan funds 2022** (with low-rate interest): equal distribution of 50/50 between sexes (by January 2023)

- **Blind Recruitment SOP:** by June 2022 Penta will adopt a standard operative procedure (SOP) for applying the Blind Recruitment Policy in a more structured way.

## b) Gender balance in leadership and decision-making

Penta's commitment is to maintain the equal representation in its Board of Directors. Furthermore, we hope to achieve equal representation in the Senior Leadership Team. Penta is currently studying a structured method of decision making which will take into account the Gender Dimension.

## c) Gender equality in human resources processes

- Penta started in March 2022 to process payroll accounting statements disaggregated by sex.
- **Evaluation of workload percentage distribution** between employees of each sex (strive to zeroing unfair/unequal distribution based on gender), by December 2022.
- **Public and accessible to all employees Job Descriptions** for all roles within Penta Foundation, by June 2023.
- **Pay transparency:** Pay transparency, whether internal, external or both, allows employees to compare their salary to colleagues' and gain reassurance that they are being paid fairly. As a matter of fact, salary transparency reduces gender, ethnicity, background and many other demographic and characteristic-based biases that fuel wage gaps. In fact, a clear formula for how salary and rewards are determined, leaves less room for biases to creep into the salary figure by guaranteeing more accountability for equal pay.  
According to our Salary Policy, we decided to adopt a salary range for each role openly accessible for all staff members by June 2023. We strongly believe that by being open and honest about how pay levels are set, everyone can be confident that their salary aligns with their skills, experience and results.
- HR Dept. will provide a clear procedure for **all staff members and new employees** to consider an HR Dept member as the first point of contact to denounce any misconduct or borderline behaviour by other colleagues, with guarantee of confidentiality, and the possibility for staff members to opt for the HR Dept member that they feel more comfortable with (male or female). HR Dept will also inform them that there is an appointed Equality Officer as first point of contact for any GEP-related matter or misconduct (by April 2022).

## d) Integration of the gender dimension in research and training

Penta is already committed to considering the Gender Dimension in Research and Training. The strive to a concrete gender equality in research and training, both on the side of researchers and trainers, and on the side of patients and trainees is actively brought along day by day, by Penta. Since founded, Penta aims to develop studies and project to improve the life of patients which historically have been under-represented in clinical and preclinical research, namely women (mothers) and children.

## e) Surveys and focus groups

Penta commits to conduct anonymous surveys every 4 months, and organise focus groups once a year, on various issues regarding GEP, and diversity and inclusion management. These will help to monitor the progress of new policies and listen to the problems and/or proposals for action of employees.

## f) Measures against gender-based offences and violence

By June 2023 we commit to implement a detailed and clear policy on sexual harassment and other gender-based violence.

To fortify the principles expressed in our Code of Conduct from a Gender Equality point of view, we plan to update the document stating the unacceptable behaviours that would be penalised, such as: discriminatory behaviour, offensive language, harassment and mobbing, and by inserting an operative part aimed to give employees the practical actions and steps to be taken in case they feel subject of a misconduct or discrimination by other Penta staff members, Board of Directors, members of the Penta Network, collaborators, consultants, providers and suppliers.

## g) Training

The Gender Equality work group together with the external Diversity and Inclusion manager will plan adequate training for all employees (including top management) in raising awareness of gender biases (Forecast budget 2022).

It has been noted that gender-based biases frequently intersect with other forms of biases, prejudices and stereotypes, which often lead to discrimination. Differences in culture, nationality or sexual orientations and gender identities (members of LGBTQIA+ community) cannot be the basis for any kind of discrimination. GEWG plans to address these important

subjects via training and workshops periodically (we plan to have these courses in the forecast budget 2023).

In addition, line managers will receive specific training in learning how to address and manage diversity in their work groups and to recognise their own biases.

## h) Dedicated resources and gender budgeting:

Gender Budgeting is an essential asset for promoting gender equality. We plan to integrate the gender perspective into all Penta policies. This will enable us to make the process of allocation of economic resources more transparent and just. To attain this goal, we will adopt an additional document called Gender Budget, divided into Gender Forecast Budget and Gender Financial Statement.

In this perspective, these documents should promote and monitor the Foundation's actions focused on gender equality and evaluate the impact of these actions on our employees, showing analytically economic and financial commitments. Penta data analysis and forecast actions/policies provided by the previous chapters of the GEP are the basis for these actions. The main objective is to achieve a process which includes the gender dimension and gender equality in all departments' action plans and in their forecast financial activities.

Penta will adopt a Gender Budget, as the forecast budget, by December 2022, and as annex to the financial statement by July 2023.

### *Three macro-categories for Gender Budgeting:*

- **Costs that can't be quantified from a gender perspective:** general operating expenses of the Foundation (they will be marked as *code A*). For example, rents, royalties and utilities, security and surveillance on workplaces, amortisation.
- **Gender-sensitive costs related to measures** that have a different impact on women and men (they will be marked as *code B*). For example, staff salaries, resources for training/education grants; resources for scholarships. The process of payroll accounting statements disaggregated by gender was implemented in March 2022.
- **Costs focused on reducing gender inequalities** related to measures directly aimed at favouring equal opportunities and reducing gender inequalities (they will be marked as *code C*). For example: resources allocated to work-life balance (contribution for kindergartens, summer camps, etc.), to specific training, to employees who work on the execution of the GEP, to specific permits (eg. Menstrual leave).



## 2022 Gender Forecast Budget

Here below an annotated Gender Budget schema concerning the 2022 forecast budget (focused on code B and code C) in which all our dedicated resources to implement the plan can be seen:

Object	Cost	Gender disaggregated data	Code
<b>Forecast Personnel Cost (Staff)</b>	€ 2.070 K  of which:  Managers: € 871K	€ 1.253 K (F) - 60.53% € 817 (M) K - 39.47%  of which:  Female Managers: € 501 K - 57.52% Male Managers: € 370 K - 42.48%	<b>B</b>
<b>Forecast Cost of the Equity Work-group</b>	<ul style="list-style-type: none"> <li>• 32 hrs per months of 1 Chief of Department (People) = € 1.558,08 x 12 months = € 18.696,96</li> <li>• 40 hrs per month of 1 Equity Officer = € 954,8 x 12 months = € 11.457,6</li> <li>• 24 hrs per year of 2 line manager (Legal Office Team Leader and Head of Program Operations) and 1 officer = € 2.481,84</li> </ul> <p><i>Note: these costs included in the Forecast Personnel Cost (Staff).</i></p>		<b>C</b>
<b>Additional Training Permits Cost</b>	€ 11.8 K (Considering 100 hrs x max 4 employees / € 29,50 that is the Penta work average hourly cost)	€ 5.9 K guaranteed for female employees	<b>B</b>



Object	Cost	Gender disaggregated data	Code
<b>Menstrual Leave</b>	€ 2 K  According to statistics, 13.5% of females suffer from dysmenorrhea (Essity, Report on menstruation, 2019). Considering the number of female employees, Penta estimates 3 colleagues per year as beneficiaries of this measure - an anonymous survey will be done in 2022.		<b>C</b>
<b>Paternity Leave</b>	€ 4.6 K per employee (considering 21 workdays x € 27,63 as the Penta male work average hourly cost x 8 hrs.)		<b>B</b>
<b>Diversity, Equity and Inclusion Management Annual Consultancy</b>	€ 20 K		<b>C</b>
<b>Education Call 2022</b>	€ 27,1 K	€ 25,2 K (F) 93.05% € 1,8 K (M) 6.78%	<b>B</b>
<b>Company Welfare Budget</b>	31.8 K		<b>B</b>
<b>Staff Training on Gender Equality</b>	€ 2 K		<b>C</b>
<b>Tot. Code B</b>	<b>€ 2.145,3 K</b> (Forecast Cost of the Equity Work-group are extracted by this financial statement item)		
<b>Tot. Code C</b>	€ 24 K + € 32.6 K - Forecast Cost of the Equity Work-group) = <b>€ 56,6 K</b>		

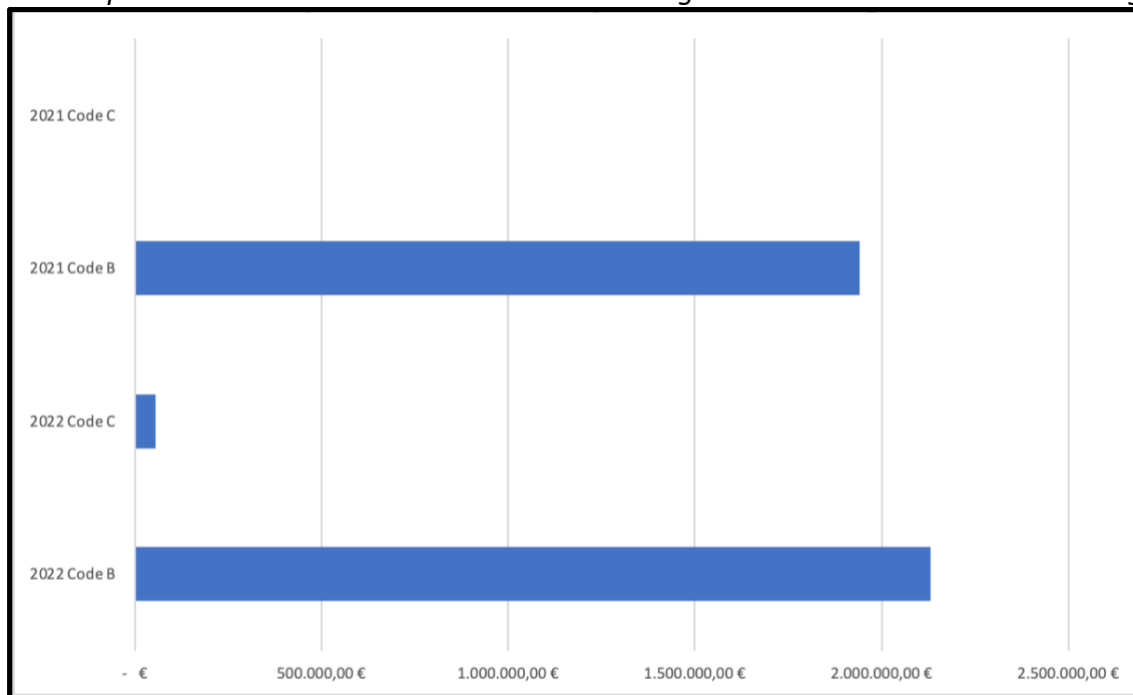
*Note: Policies with no financial impact are not included*

## 2021 Gender Financial Budget (at closure)

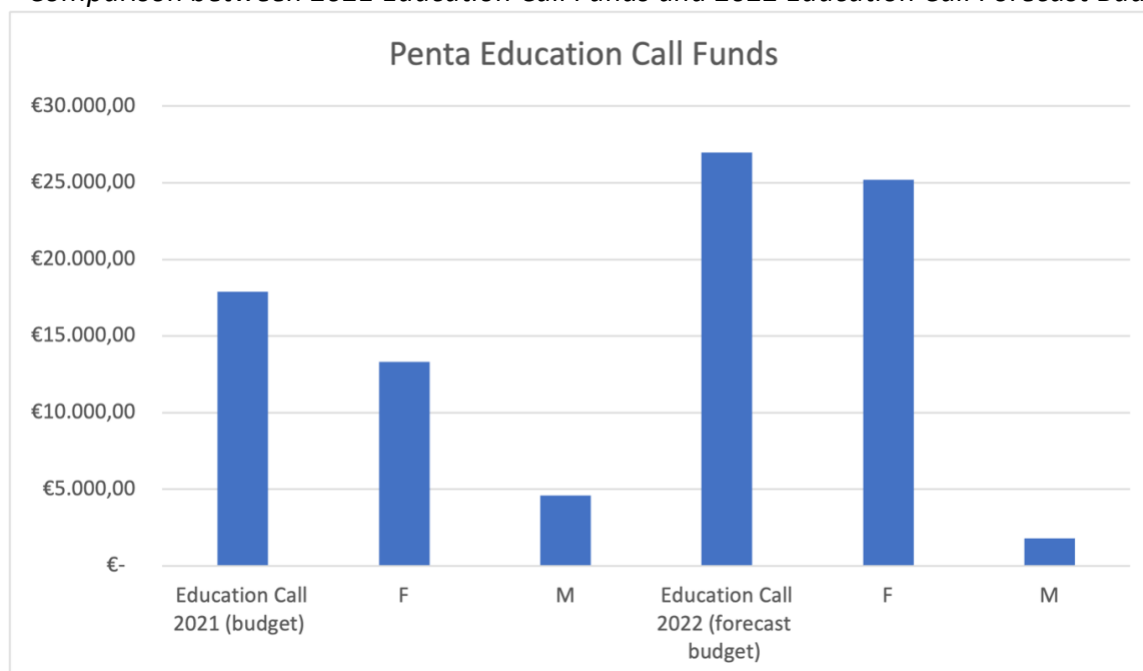
Object	Cost	Gender disaggregated data	Code
<b>Personnel Cost</b>	€1.890 K  of which:  Managers: € 866,1 K	€ 1.212,6 K (F) 64,18% € 677,4 K (M) 35.82%  of which:  Female Managers: € 468.2 - 54.04% Male Managers: € 397.9 - 45.95%	<b>B</b>
<b>Paternity Leave</b>	4.6 K per employee (considering 21 work days x € 27,63 as the Penta male work average hourly cost, x 8 hrs.)		<b>B</b>
<b>Education Call 2021</b>	€ 17.9 K	€ 13.3 K (F) 76,47% € 4.6 K (M) 23,53%	<b>B</b>
<b>Company Welfare Budget</b>	€ 26.4 K		<b>B</b>
<b>Tot. Code B</b>	<b>€ 1.938,9 K</b>		
<b>Tot. Code C</b>	€ -		

*Note: Policies with no financial impact are not included*

*Comparison between 2021 Gender Financial Budget and 2022 Gender Forecast Budget*



*Comparison between 2021 Education Call Funds and 2022 Education Call Forecast Budget*



**Fondazione Penta ONLUS**

Corso Stati Uniti 4, 35127 Padova, Italy

Iscrizione Registrato Prefettizio Padova n.30 ex D.P.R. 10.2.2000 n.361

C.F 92166930286 P.Iva 04150680280

[www.penta-id.org](http://www.penta-id.org)