

Gender Equality Plan (GEP)

Energy Agency South Tyrol - CasaClima

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Introduction

The Energy Agency South Tyrol - CasaClima is a economic public corporation of the Autonomous Province of Bolzano (South Tyrol). It is a recognised competence centre for energy-efficient and sustainable construction and renovation. In addition, the fields of action and competences have been constantly expanded over the years, and new initiatives have been created, such as the “KlimaGemeinde” programme in the field of municipal climate protection or “KlimaFactory” for improving energy efficiency in companies.

CasaClima has always been strongly committed to awareness-raising and consulting.

An important area is the constant exchange and institutional cooperation with public and private stakeholders, professional chambers, business associations, consumer protection and other interest groups. The Agency is also increasingly networked at the international level and is constantly involved in international research projects.

In October 2017, the Agency moved to the NOI Techpark together with other research institutions. This offers an optimal environment for future growth and development and is characterised by attractive structures and offers for employees.

The Energy Agency South Tyrol - CasaClima has been ISO 9001:2015 certified since 2019. The quality management system guarantees process quality and efficiency.

CasaClima's commitment to gender equality

The Agency has always been committed to providing attractive conditions for both genders according to the Council of Ministers Directive 2/19 "Measures to promote equal opportunities and to strengthen the role of the Guarantee Committees in public administrations (*Misure per promuovere le pari opportunità e rafforzare il ruolo dei Comitati Unici di Garanzia nelle amministrazioni pubbliche*)". This circumstance is reflected, among other things, in the figures on the workforce (see following chapters). This results, for example, in various part-time models and flexible working hours, as well as the possibility of smart working for all employees. Both genders play an equally important role in the Agency's activities and projects.

With the aim of defining ways to ensure gender equality, the European Commission, in line with the EU Strategy for Gender Equality 2020-2025, has stipulated that public bodies wishing to benefit from funding under the next Horizon Europe Programme must submit a Gender Equality Plan (GEP).

Against this background, the Energy Agency South Tyrol - CasaClima has set up a working group with the aim of drafting the GEP. The GEP was elaborated and designed in such a way that it clearly and as quantitatively as possible presents the objectives, measures and indicators and can be easily updated.

The GEP in the present version was approved by the Director of the Agency and published on the homepage www.klimahausagentur.it.

Data collection

The data collection was carried out by the Human Resources department. Relevant key figures for the preparation of the GEP were collected and presented. The data refer to the cut-off date of 01.01.2026.

Statistical data

Number of employees: 41

Gender:

- 15 male
- 26 female

Language group affiliation according to DPR of 26 July 1976, No. 752:

- German language group: 18 employees
- Italian language group: 22 employees
- Belarussian nationality: 1 employee

Classification of employees in the Agency:

Executives	Area Managers	1 st Category	2 nd Category	3 rd Category
Number: 2 of which 2 male	Number: 4 of which 3 female and 1 male	Number: 3 of which 2 male and 1 female	Number: 23 of which 9 male and 15 female	Number: 9 of which 3 male and 6 female

Working hours of the employees:

Full time 100 % (40 hours)	Part time > 50%	Part time < 50%
30 employees, 17 women and 13 men	10 employees, 9 women and 1 man	1 employee, male

Type of employment contracts:

Permanent contract	Fixed-term contract
39 employees of which 24 women and 15 men	2 employees, female

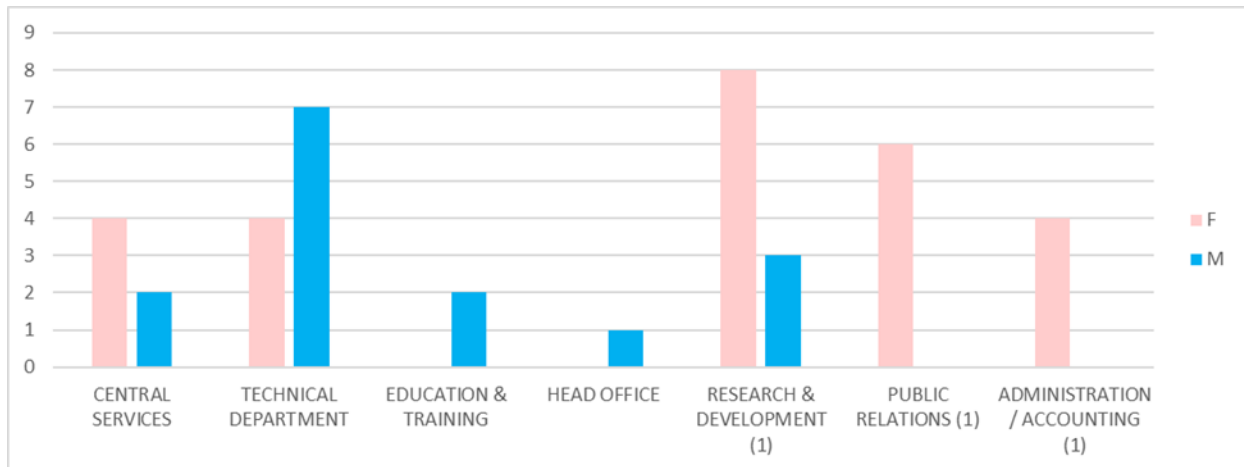
Education level of the staff:

High school diploma	University degree (3 years)	University degree (> 3 years)	PhD
12 employees of which 8 women and 4 men	1 employee, male	23 employees, of which 14 women and 9 men	2 employees, of which 1 woman and 1 man

Average salary situation by classification:

1 st Category	2 nd Category	3 rd Category
Female employees in this salary category earn on average + 5,31 % more than male employees.	Female employees in this salary category earn on average - 1,17 % less than male employees.	Female employees in this salary category earn on average + 18,59 % more than male employees.

Employment situation by Department:



Departments marked with "(1)" are headed by a female area manager, the others by a male area manager.

Further relevant information on working conditions and procedures in the Agency

Remote working

Regardless of the role in the company, each employee is allowed to perform 40% of his or her working time in smart working.

Contribution for childcare

For children under 3 years of age, the parents in the Agency (father or mother) can ask for a contribution for child care in a day care centre. The contribution is based on the hourly rate for childcare and is a fixed amount of 1.15 Euro per hour of day care.

Selection of new staff

Every vacancy is always advertised and is open to both men and women. An internal committee evaluates the curricula received and makes a selection for a first online meeting. The second and third round of interviews are always held with the members of the commission in person. At the end of the process, a protocol on the selection process is written.

Conclusion of data collection

Only minor differences in the classification and salary situation between male and female employees emerge from the analysis.

- In the 1st category, female employees receive on average 5,31% more salary than male employees;
- In the 2nd category, female employees receive on average only slightly less salary (1,17%) than their male counterparts;
- In the 3rd and 4th categories, female employees receive on average + 18,59 % more salary than male employees.

Likewise, it is clear that there are no significant differences in terms of the areas in which employees are employed and their opportunities for promotion within the Agency. In fact, more women are area managers than men, and women in the 1st salary category draw higher salaries on average than men.

Targets, measures and indicators

Thematic area 1: Work-life balance and organisational culture

Target	Action	Target value	Responsible	Resources	Time
1.A. Regular recording of employee satisfaction regarding work-life balance and organisational culture	Every two years monitoring by means of anonymised questionnaire on the CasaClima intranet	Participation of >90% of employees at least once a year	HR and Central Services	Questionnaire is prepared by the internal working group and technically managed by Central Services - no external resources are required	Every 2 years starting January 1, 2026
1.B. Work organisation that enables the greatest possible compatibility of family and career	Continuous discussion in the area managers' meeting	Maximum flexibility for employees	HR, Area managers, Head Office	Financial resources for day care contributions and provision of sufficient jobs for an expansion of part-time models	continuous

Thematic area 2: Gender equality in leadership roles

Target	Action	Target value	Responsible	Resources	Time
2.A. Align internal processes to ensure gender equality in all positions in the Agency.	Support a balanced representation of both genders in the internal working groups, especially in leadership positions	Equal staffing (50%) and equal salary in the positions of the Agency	Head Office	-	continuous

Thematic area 3: Gender equality in personnel selection and careers

Target	Action	Target value	Responsible	Resources	Time
3.A. Align internal processes to ensure gender equality in the selection of new staff and internal career advancement	Support a balanced representation of both genders in the selection committees. Calls for applications clearly addressed to both genders	Equal representation on the selection committees for each personnel decision	Head Office	-	continuous
3.B. Updating the data basis on the current situation and personnel trends	Monitoring and overview of the most important key figures on gender equality in the Agency	No. 1 statistical overview, available for staff to view	HR	The goal is achieved using internal resources	Annually after the closure of the year

Thematic area 4: Integration of the gender dimension in research and teaching

Target	Action	Target value	Responsible	Resources	Time
4.A. Increasing women's awareness	Promote training and retraining	Integration into the Agency's	Area managers	-	annually

of technical-scientific job profiles	opportunities to increase the presence of women in technical and scientific sectors.	annual training plan			
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Thematic area 5: Measures against gender-based violence

Target	Action	Target value	Responsible	Resources	Time
5.A. Survey on episodes of gender-based violence	Survey by means of anonymised questionnaire	Participation of 90% of all employees	HR	-	Every 2 years
5.B. Create contact point for gender equality issues in the Agency	Appointment of one contact person (m/f) in the Agency for reports on gender-specific violence	1 persons appointed	Head Office	Resources for training of the appointed staff members	continuous
5.C. Raising awareness against gender-based violence in the workplace	Promote training seminars for workers to raise awareness of psychological and physical violence.	Integration into the Agency's annual training plan	HR and Head Office	Costs for external speakers and training	continuous