

Western Ligurian Sea Port Authority launches UNI/PdR 125:2022 Gender Equality Certification Process

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The Western Ligurian Sea Port Authority has formally launched the process to obtain UNI/PdR 125:2022 Gender Equality Certification, the Italian official reference standard that provides organisations with guidelines to assess and enhance gender equality, across the adoption of fair and inclusive work practices.

As part of the certification process, Ports of Genoa President Matteo Paroli has decreed the establishment of a Gender Equality Steering Committee, the governance body required under the UNI/PdR 125:2022 framework to oversee and coordinate the implementation. Chaired by the Director of Personnel, Organisation and Digitalisation, on behalf of the President, the five-member committee comprises Port Authority senior management from human resources and digital innovation. The regulations can also provide for the appointment of additional specialists, with expertise in gender equality.

The Steering Committee has been tasked with drafting the Port Authority's Gender Equality Strategic Plan, based upon objective and measurable indicators, set out under the certification scheme, which can range from equitable distribution of career opportunities between women and men, the promotion of work-life balance, the prevention of discrimination and the promotion of an inclusive corporate culture. Within three months, the committee will also submit the final version of its rules and regulations, tailored to the organisational requirements of the Port Authority.

The initiative forms part of the Western Ligurian Sea Port Authority's broader organisational development strategy, which places professional development, the quality of the working environment and transparent governance at the heart of its commitment to enhance administrative efficiency and support the long-term sustainable development of the Ports of Genoa and Savona-Vado.

President Matteo Paroli had previously led a similar initiative during his tenure as Secretary General of the Northern Tyrrhenian Sea Port Authority, where the Gender Equality Certification process was successfully completed. The Western Ligurian Sea Port Authority currently employs 304 members of staff, comprising 157 women and 147 men. Women account for 48 per cent of senior management positions and for 66 per cent of middle management roles, whilst the workforce under the age of 40 includes 36 women and 19 men.

Commenting on the initiative, President Matteo Paroli stated: *"The quality of an organisation is also measured by its ability to recognise and develop the skills, experience and professional aptitude of all its employees. Gender Equality Certification is a practical tool to improve organisational performance, based on objective and measurable criteria."*