



CONSORZIO NAZIONALE INTERUNIVERSITARIO  
PER LA NANOELETRONICA

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# IU.NET Gender Equality Plan

Version 3.0 – Approved 26/11/2021

## Introduction

The Gender Equality Plan (GEP) is an action of the Interuniversity Consortium IU.NET in adhesion to the European Commission priorities. For calls with deadlines in 2022 and onwards, having a Gender Equality Plan (GEP) will be an eligibility criterion for all public bodies, higher education institutions and research organizations wishing to participate in Horizon Europe.

The European Commission is committed to promoting gender equality in research and innovation. It is part of the European Commission Gender Equality Strategy for 2020-2025, which sets out the Commission's broader commitment to equality across all EU policies.

The European Commission supports the formulation of the GEP in the context of its main funding instruments Horizon 2020 and Horizon Europe, the next Framework Programme for Research and Innovation (2021-2027) [https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-citizens-rights/gender-equality-research-and-innovation\\_en](https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-citizens-rights/gender-equality-research-and-innovation_en).

The IU.NET GEP responds to the guidelines of the European Commission as it is a public document (signed by the Consortium Director and available at the Consortium public website) and covers the three mandatory requirements: i) commitment of dedicated resources and gender expertise to implement the GEP; ii) sex/gender disaggregated data collection and monitoring on personnel and annual reporting based on indicators; iii) awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers. This public document also complies with the General Data Protection Regulation.

## The Interuniversity Consortium

IU.NET is an interuniversity Consortium of 12 Italian Universities active in the field of Electronic Technologies. The Consortium Units are the Politecnici of Milan and Turin and the Universities of Bologna, Calabria, Catania, Ferrara, Modena and Reggio Emilia, Padua, Perugia, Pisa, Rome "La Sapienza" and Udine. The Consortium was constituted as a legal entity by a formal act on February 21, 2005. Its statutory bodies are the Assembly of Representatives, the Scientific Council, and the Director. Since 2017, the President of the Assembly of IU.NET is Prof. Giuseppe Iannaccone (University of Pisa) and the Director is Prof. Luca Selmi (University of Modena and Reggio Emilia).

IU.NET has the statutory purpose of promoting research in its various application areas, and acts as a support structure for Associated Universities, coordinating the promotion and implementation of research projects with high innovative content. In conducting European and national projects, IU.NET acts as a unified interface of the Italian Universities, involving from time to time those units with demonstrated



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competence in the project's themes, and taking care of the scientific and administrative reporting of the activities carried out.

The Consortium is a non-profit organization and does not have its own and autonomous facilities and laboratories. For the implementation of the projects, it uses the structures belonging to the Universities involved, to which it allocates the entire amount of the funding obtained, save a small percentage that the Universities freely devote to support the Consortium. The Director and members of the Assembly do not receive any remuneration for their roles in IU.NET.

In view of its statutory structure, purpose, and light organizational structure, by virtue of its well-defined statutory tasks, and considering that IUNET acts mostly via its member Universities, the Consortium gender-equality initiatives should be mostly intended as indirect and aimed at improving the awareness of its members about existing initiatives and at sharing *best practice* and experience of the members.

### Assessment of current status

At the time of writing this document, and with regard to affiliates, most of the member Universities are still in the process of elaborating their GEPs. As regards the internal status, instead, the Assembly is constituted by 2 female and 10 male members. The administration by one male unit. The Director is male and so is the member of the Scientific Committee. In all projects, the unbalance is not negligible and almost always in favor of the male component, as expected based on the historical trends in gender access to technical or scientific careers.

### This document

The IU.NET Gender Equality Plan is the result of the discussion and analysis carried out internally by all the members of the Assembly, the Scientific Committee and the Director, and externally by consulting a few gender equality promotion teams active within the partner universities.

The document addresses all the measures to promote equal opportunities in the framework of the Consortium and is completely aligned, where applicable, with the General Annexes of the Horizon Europe Work Programme 2021-2022. These measures are listed in the following Table, which relates them to the implementation actions discussed in the yearly annex.

Measure	Description	IU.NET actions
1	work-life balance and organizational culture	Implementation – <b>Action 1</b>
2	gender balance in leadership and decision-making	Implementation – <b>Action 2</b>
3	gender equality in recruitment and career progression	Compilation of actions undertaken by the partner Universities available



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4	integration of the gender dimension into research and teaching content	Implementation – <b>Action 3</b>
5	measures against gender-based violence, including sexual harassment	Compilation of actions undertaken by the partner Universities available

### Identified Actions Related to Gender Equality

IU.NET aims to promote gender equality within the Consortium bodies and the member organizations by developing communication and knowledge-building activities, as well as dissemination programmes and projects that help reducing inequalities; consistently with its statutory nature, it is not meant to act as a replacement of the University actions but to flank them to achieve more effectively additional results. Providing internal monitoring and reporting mechanisms for the ongoing evaluation of progress within the Consortium and at the partner Institutions is also within the scope of the foreseen actions.

In relation to the objectives in the Table, IU.NET will take specific actions focusing on the different areas as specified in the following and in the section “Implementation of actions”.

#### **Measure 1: Work-life balance and organizational culture**

Work-life balance within IU.NET is mostly a direct consequence of the hiring contracts and with limited margin for adaptation, also given the minimum number of employees/collaborators. However, it is also quite a natural outcome of the high diversity and flexibility of the roles covered by IUNET employees and collaborators.

As regards organizational culture instead, IU.NET will foster within the Consortium processes that value the contribution of each member, whether female or male. IU.NET has already acted in the past to diffuse best organizational practices among the partner universities in other fields of action of the Consortium; gender balance appears to be just one more of these.

To the specific purpose of this plan, gender-equality actions of the member Universities will be distributed, shared, and where applicable, promoted among all IU.NET members.

Consortium resources can be devoted to this purpose according to the yearly plan.

#### **Measure 2: Gender balance in leadership and decision-making**

The leadership of the Consortium is represented by the Director and President, while the decision-making body is the Assembly. The Director is elected by the Assembly and the Assembly is in turn made of representatives of the member Universities appointed directly by the respective Rectors. While at present the gender balance is quite unsatisfactory among these three decision-making bodies, there is no reason to believe that the nominations will not give due respect to the weakest gender. Furthermore, IUNET can also act directly on the composition of the Scientific Committee to improve the gender balance.

Consortium resources can be devoted to this purpose according to the yearly plan.

#### **Measure 3: Gender equality in recruitment and career progression**



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This item is very specific and of difficult applicability for a Consortium which does not control nor decide any career progression, since it does not have own research personnel. The envisioned activities are mostly related to the analysis of data gathered as part of project reporting. The gathering of data on gender equality is performed through the Gender Declaration of IU.NET as Partner in the European Projects, also based on the data received from its members. Such data will be collected and monitored in order to reinforce this type of checks in relation with the members, so to guarantee a future push towards equality. The light structure of the administration, with only one person involved, makes it difficult to comply with numerical gender balance requirements.

Consortium resources can be devoted to this purpose according to the yearly plan.

**Measure 4: Integration of the gender dimension into research**

Training of members by developing and sharing knowledge about actions to increase gender balance within the field of technology and science will be carried out. Workshops and seminars will be organized by inviting experts.

As members are in the academic staff of the associated Universities, such activities will help to increase the gender balance in the research teams and to attract the less represented gender in specific project tasks (where existing competences allow for), PhD courses and research fellowships.

IU.NET will also incorporate a gender perspective in the preparation of the research projects at European and national level, thus facilitating the writing of high-quality project proposals also from the point of view of gender balance issues. This entails a systemic action to disseminate the specific competences of the members including gender information such that balanced compositions of the teams participating to a given project can be fostered. To reinforce its position, IU.NET will strive to participate successfully in specific gender actions-related calls in the next future.

Consortium resources can be devoted to this purpose according to the yearly plan.

**Measure 5: measures against gender-based violence, including sexual harassment**

This is also a very specific task of difficult applicability for IUNET which has no direct power nor mean to prevent, intercept, or punish any kind of physical or verbal violence. For this Measure, IU.NET will rely on the actions of the affiliated Universities.

Consortium resources can be devoted to this purpose according to the yearly plan.

## Implementation of actions

In the starting phase, the action plan will be decided on a yearly basis, at the first ordinary Assembly of each year, along with the corresponding budget allocation. The action plan will be annexed to this document on a yearly basis. The plan will be monitored every three years as an integral part of the “IU.NET days” to ensure that the gender integration remains incorporated into the programs, activities, and procedures of the Consortium.

**Action 1**



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A delegate to gender equality actions will be nominated among the assembly members. His/her appointment will be to propose to the assembly yearly revisions of the GEP, including proposals of new actions. He/she will support the Director in the implementation of the approved actions. The Consortium will setup a page of its website to keep effective communications on the Gender-Equality Plans of each member, also providing the links to the GEP documents. A short newsletter will be published every year to inform partners about references, sites, events and news on the topic.

**Action 2**

The IU.NET consortium will ensure gender balance in the Scientific Council by inviting external male and female scientific experts supporting the implementation of gender equality.

**Action 3**

At least one event will be scheduled every year. Women involved in research and innovation in Electronics who are recognized leaders and models for gender equality will be invited for a talk on the European initiatives to increase gender balance in scientific fields.

[Annex 1](#)

[Annual scheduling of actions - 2022](#)

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**Action 1**

**Nomination of the gender equality delegate.**

Setup of the webpage to keep effective communications on the Gender-Equality Plans of each member, also providing the links to the GEP documents. A list of relevant sources will be published tentatively every year to inform partners about references, sites, events and news.

Tentative timing: **January 2022**

Responsible person: **IUNET secretariat**

Budget: **about 200 € (corresponding to about 0.1 P/M)**

**Action 2**

Nomination of new Scientific Council members by inviting external male and female scientific experts supporting the implementation of gender equality.

Tentative timing: **June 2022**

Responsible person: **Director and IUNET Assembly**

Budget: **about 200 € (corresponding to about 0.1 P/M)**

**Action 3 - 1**

A first event will be planned by organizing a seminar with the IEEE Electron Devices Society through the Italy Chapter on "The Women's Mood of Being a Scientist".



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Scheduling: **March 2022**

Responsible person: **Fernanda Irrera – President of the IEEE-EDS Italy Chapter and IUNET Member (Università di Roma “La Sapienza”)**

Budget: **about 500 €**

**Action 3 - 2**

IU.NET will join the Italian Association of Women Inventors and Innovators (ITWIIN). The Association aims to bring together different skills and experiences of women from all over Italy and Europe in different areas including intellectual property rights, trademarks and patents, industrial and academic research, technology transfer. ITWIIN operates in contact with other associations active in the same fields, and acts as a link to facilitate and promote dialogue with Italian and European institutions

<https://www.itwiin.org/en/index.html>

Scheduling: **March 2022**

Responsible person: **Fernanda Irrera – President of the IEEE-EDS Italy Chapter and IUNET Member (Università di Roma “La Sapienza”)**

Budget: **about 100 €**