Introduction

The Gender Equality Plan (GEP) is an action of the “Fondazione Centro Italiano per il design dei circuiti integrati a semiconduttore” (hereafter Chips-It) 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 Chips-It GEP responds to the guidelines of the European Commission as it is a public document, signed by the Foundation President and available at the Foundation public website (to be available soon) 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 Foundation Chips-It

The Chips-It Foundation (Italian Center for the design of semiconductor integrated circuits was established by art. 1, paragraphs 404 ss. of the law 29 December 2022 n. 197, to promote the design and development of integrated circuits, strengthen the professional training system in the field of microelectronics and ensure the creation of a network of universities, research centers and companies, whose goal is to encourage innovation and transfer technology in the sector.

The Statute of the Chips-It Foundation was approved by a decree of the Minister of Economy and Finance in agreement with the Minister of Business and Made in Italy on 19 July 2023. Then, by decree of the Minister of the Economy and Finances in agreement with the Minister of Industry and Made in Italy on 30 October 2023, registered by the Court of Auditors on 1 December 2023, the President and the Members of the Supervisory Board, and the Board of Auditors were appointed.

Assessment of status

At the time of writing this document, the Foundation has just started its operational activities and no staff members have been hired yet. The Supervisory Board is constituted by 4 male members, the Board of Auditors is constituted by 2 female members and 1 male member.

The members of the Supervisory Board are the drafters of this document.

Due to the early stage of operations, the measures described in this document will be implemented gradually, once the Foundation will deploy sizable assets in terms of staff members, facilities, etc.
In due time the Foundation will deploy the necessary human and financial resources to gather and monitor the effect of the actions put in place.

This document

The Chips-IT Gender Equality Plan is the result of the discussion and analysis carried out internally by the members of the Supervisory Board, and externally by consulting gender equality promotion teams active in similar organizations.

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

<table>
<thead>
<tr>
<th>Area</th>
<th>Description</th>
<th>Chips-It actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Work-life balance and organizational culture</td>
<td>Implementation – Action 1</td>
</tr>
<tr>
<td>2</td>
<td>Gender balance in leadership and in decision-making bodies</td>
<td>Implementation – Action 1</td>
</tr>
<tr>
<td>3</td>
<td>Gender balance in recruitment and career progression</td>
<td>Implementation Action 1</td>
</tr>
<tr>
<td>4</td>
<td>Integration of the gender dimension into research programmes</td>
<td>Implementation – Action 1</td>
</tr>
<tr>
<td>5</td>
<td>Measures against gender-based violence, including sexual harassment</td>
<td>Implementation Action 1</td>
</tr>
</tbody>
</table>

Identified Actions Related to Gender Equality

Chips-IT aims to promote gender balance by developing hiring policies, communication and knowledge-building activities, as well as dissemination programs and projects that help reducing inequalities.

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

Area 1: Work-life balance and organizational culture

Work-life balance within Chips-IT will be a direct consequence of the employment contracts and it will be a natural outcome of the high diversity and flexibility of the roles covered by Chips-IT employees and collaborators.

With respect to organizational culture, Chips-IT will foster processes that value the contribution of each member independent of gender.

Chips-IT resources can be devoted to this purpose according to the yearly plan.
Area 2: Gender balance in leadership and in decision-making bodies
The leadership of Chips-It is represented by the Statute Organs: President and Supervisory Board, Director, Board of Auditors. The members of the Organs are nominated by the Public Authority. The nominations will give due respect to gender equality. Furthermore, the Chips-It Foundation has direct responsibility of the selection of the Scientific Committee whose composition will be respectful of gender balance.
Foundation resources can be devoted to this purpose according to the yearly plan.

Area 3: Gender balance in recruitment and career progression
This item will be tackled gradually once the Foundation workforce will grow to significant numbers and the data collected from the hiring procedure will be meaningful, considering the negative historical trends in gender access to technical or scientific careers.

Area 4: Integration of the gender dimension into research
The Foundation members will be trained by developing and sharing knowledge about actions to increase gender balance within the field of technology and science. Workshops and seminars to address this issue will be organized by inviting experts of the field. Such activities will help to increase the gender balance in research teams and to attract the less represented gender in specific project tasks (where existing competences allow for), PhD courses and research fellowships.
Chips-It 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 expertise in gender bias reduction such that balanced compositions of the teams participating to a given project can be fostered.
Foundation resources can be devoted to this purpose according to the yearly plan.

Area 5: measures against gender-based violence, including sexual harassment
In this very important task, Chips-It will gradually promote awareness on gender violence and actions to combat moral and sexual harassment. A specific Code of Conduct for preventing and combatting moral and sexual harassment may be drafted and approved.
Foundation resources can be devoted to this purpose according to the yearly plan.

Implementation of actions
In the starting phase of the Foundation, the action plan will be decided on a yearly basis, along with the corresponding budget allocation, starting with the second year of operation (2025). The action plan will be annexed to this document on a yearly basis. The plan will be monitored every year to ensure that the gender integration remains incorporated into the programs, activities, and procedures of the Foundation.

Area 1 Action 1
A delegate to gender equality actions will be nominated in due time, i.e. when the size of the operations will make it practical. His/her appointment will be to propose to the Supervisory Board yearly revisions of the GEP, including proposals of new actions. He/she will support the Director in the implementation of the approved actions. The Foundation will setup a page on its website to maintain effective communications on the Gender-Equality Plans, with links to the GEP documents.
Indicators and Targets: Nomination of a gender equality delegate (December 2025)
**Area 2 Action 1**  
The Foundation will foster gender balance in the Scientific Council by selecting external scientific experts considering gender equality as an important criterion.  
Indicators and Targets: Annual monitoring of the Scientific Council (December 2025)

**Area 3 Action 1**  
Annual collection and monitoring of quantitative data, disaggregated by gender, on the procedures for the selection of researcher. Data on all those who participated in selections and responded to Foundation calls will be monitored. The data will be compared, again from the point of view of the gender variable, with those recruited and successful in selections.  
Indicators and Targets: Annual collection and monitoring of quantitative data on the procedures for the selection of researcher (December 2025).

**Area 4 Action 1**  
Women in Electronics who are recognized leaders and role models will be invited regularly to present European initiatives to increase gender balance in scientific fields.  
Indicators and Targets: Organisation of at least one training event/year (starting from 2025)

**Area 5 Action 1**  
Drafting and approving a specific Code of Conduct for preventing and combatting moral and sexual harassment.  
Indicators and Targets: Drafting and approving the Code (December 2025)