



CIRMMP
F I R E N Z E

CIRMMP
GENDER EQUALITY PLAN
(2026-2027)

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Introduction

CIRMMP, the Interuniversity Consortium for Magnetic Resonance of Metalloproteins, is a private-law research entity established by the Universities of Florence, Siena, and Bologna. Its primary objective is to promote and coordinate the participation of member universities in scientific activities within the field of Magnetic Resonance of Metalloproteins, in alignment with national and international research programs in this sector.

CIRMMP operates at the Magnetic Resonance Center (CERM), a service center of the University of Florence. It is a small-scale entity, with 10 permanent staff members and a total headcount that does not exceed 15 employees annually, including doctoral students and research fellows. CIRMMP and CERM work in close synergy, operating nationally and internationally as the unified **CERM/CIRMMP infrastructure**. Combining their respective expertise and Nuclear Magnetic Resonance (NMR) instrumentation, they constitute one of the best-equipped NMR infrastructures in the world.

Gender equality is one of the fundamental principles enshrined in EU law. With the entry into force of the Treaty of Lisbon on December 1, 2009, equality between women and men was recognized as one of the founding values of the European Union. At the national level, gender equality finds its legal basis in Article 3 of the Italian Constitution; by recognizing substantive equality, it empowers public bodies to implement actions aimed at removing those economic and social obstacles that effectively limit freedom and equality.

CIRMMP recognizes the benefits of gender equality in research as a core component of scientific excellence—both within the projects it participates in and the CERM/CIRMMP infrastructure it co-manages. Since its inception, CIRMMP has promoted the removal of all cultural, social, and economic barriers, fostering principles of equity, equality, and equal opportunity. In its recently updated Code of Conduct, CIRMMP ensures the implementation of the principle of equal opportunity and equal treatment between men and women regarding employment and occupation (access to jobs, salary, promotion, professional training, working conditions, etc.).

Data published in the European Commission's *She Figures 2024* show that the EU has nearly reached gender parity among doctoral graduates, a fundamental step toward sustaining a gender-balanced workforce. Despite these results, significant gender gaps persist in certain fields of study. Indeed, limited progress has been made toward increasing female representation among PhDs in Science, Technology, Engineering, and Mathematics (STEM)—the scientific context in which CIRMMP operates. The document further highlights that a notable gender gap remains regarding career advancement, a gap that widens in senior positions and, consequently, in participation in decision-making processes. In particular, the under-representation of women in high-level academic and leadership positions continues to be a significant issue.

CIRMMP has a **Gender Equality Plan (GEP)** since 2022 and through it, CIRMMP seeks to address gender inequalities and imbalances by developing and implementing a plan tailored to its specific scientific context, formalizing a series of actions aimed at long-term transformation. This GEP applies to all personnel employed by CIRMMP and, where applicable, to affiliated researchers, collaborators, and interns. The planned activities will also be implemented with the support of the specific equal opportunity committees of each member university. Each of them has its own GEP: https://www.unifi.it/sites/default/files/2025-02/piano_uuguaglianza_genere_24-26.pdf for the University of Florence, https://en.unisi.it/sites/sten/files/allegatiparagrafo/GEP_2025-2027__DEF.pdf for the University of Siena and

<https://www.unibo.it/it/ateneo/statuto-norme-strategie-bilanci/piano-di-uguaglianza-di-genere> for the University of Bologna.

The provisions outlined in the Gender Equality Plan complement the Three-Year Plan for the Prevention of Corruption and the Program for Transparency and Integrity, which CIRMMP is required to prepare annually in its capacity as a public administration.

Key Points

- **This GEP is a public document.** This GEP (Gender Equality Plan) is an official document, approved by the Board of Directors (CD) of CIRMMP and published on the website under the "Disposizioni Generali" page. The purpose of this GEP is to disclose CIRMMP's commitment to ensuring gender equality.
- **Dedicated resources have been committed to the GEP.** In 2022, the CIRMMP Board of Directors appointed Letizia Barbieri, a staff member, as the Equality Coordinator, responsible for planning and coordinating activities related to the implementation of the GEP. In 2026, Letizia is flanked by two members: Francesca Di Gloria (CIRMMP) and Enrico Ravera (UNIFI). They will ensure that all CIRMMP staff are actively involved in GEP actions, carry out the planned initiatives, and draft the necessary documents with the support of specific working groups. A dedicated fund (€ 1000) has been established to support the implementation of the Gender Equality Plan (GEP) and to finance related initiatives.
- **Data collection and monitoring processes are in place.** CIRMMP supports clear and transparent data collection in all processes relating to the internal recruitment of staff and funded research teams. Some data, in compliance with the General Data Protection Regulation (GDPR), may not be published.
- **Training.** CIRMMP promotes and organizes awareness-raising and training events for its staff and decision-making bodies regarding gender equality and unconscious gender bias.

Main Areas:

- 1) Work-life balance and organizational culture
- 2) Gender Balance in leadership and decision-making
- 3) Gender equality in recruitment and career progression
- 4) Integrating the gender dimension into research and teaching content
- 5) Measures against gender-based violence, including sexual harassment
- 6) Monitoring

Area 1: Work-life balance and organizational culture

CIRMMP recognizes that a healthy work-life balance is essential for employee well-being and productivity. We are committed to fostering an organizational culture that values flexibility and supports parents and caregivers of all genders.

Objective: To support employees in balancing professional responsibilities with personal and family life, ensuring that caregiving duties do not hinder career progression.

Key Actions:

1. Flexible Working Arrangements: To provide in the Staff Regulations the possibility to request "Smart Working" (remote work) policies and flexible start/end times to accommodate family needs.
2. Parental Leave Support: To provide staff with full information on the provisions of the National Collective Labour Agreement (CCNL) regarding parental leave (before, during, and after), as well as "re-entry" meetings to facilitate a smooth return to their activities.
3. Meeting Hours Policy: Scheduling institutional meetings and seminars within "core hours" (e.g., 9:30 AM – 4:30 PM) to ensure those with school pick-up or care giving duties can participate.
4. Paternity Leave Promotion: Actively encouraging fathers to take their full entitlement of parental leave to redistribute care work more equitably.

Timeline: starting from 2022

Area 2: Gender balance in leadership and decision-making

CIRMMP strives for gender parity in its decision-making processes. We believe that diverse leadership leads to better governance, more innovative research, and a more inclusive environment.

The governing bodies of the CIRMMP are: the President, the Director, the Board of Directors, the Scientific Advisory Council, and the Board of Statutory Auditors.

CIRMMP can directly appoint the following positions:

- President
- Director
- Scientific Council
- two full members of the Board of Statutory Auditors and one alternate member

The appointment of the members of the Board of Directors does not pertain CIRMMP as it is a responsibility of the governing bodies of the universities participating in the consortium; similarly, the designation of the Chair of the Board of Statutory Auditors and the corresponding alternate member is entrusted to the Ministry of Economy and Finance.

Objective: To achieve a balanced representation of genders in the top-level positions and governing bodies of the organization.

Key Actions:

1. Gender Balance: Aiming for a more gender balanced CIRMMP governance.
2. Leadership Development: Identifying and mentoring high-potential female researchers to prepare them for future management and leadership roles.
3. Transparent Nomination Processes: Ensuring that the criteria for reaching leadership positions are clear, merit-based, and publicized to all staff members.

Timeline: starting from 2025

Data collection:

Table: Person involved in leadership and decision-making

	TIME	TOTAL	%M	%F
PRESIDENT	2024-2027	1	0	100
DIRECTOR	2022-	1	0	100
AUDITORS ELECTED BY THE BOARD OF DIRECTORS	2024-2027	3	66,67	33,33
SCIENTIFIC COUNCIL	2026-2029	8	62,50	37,50

Area 3: Gender equality in recruitment and career progression

CIRMMP is committed to ensuring that all recruitment and selection procedures are open, transparent, and merit-based. We aim to eliminate any form of direct or indirect gender discrimination throughout the entire career path, from initial vacancy posting to final appointment and promotion.

Objective: To ensure transparent, merit-based, and gender-neutral selection processes.

Key Actions:

1. Gender-Neutral Job Vacancies: All job advertisements will be drafted using inclusive language to encourage applications from all genders.
2. Balanced Evaluation Panels: Selection committees will aim for a balanced gender representation to mitigate unconscious bias.
3. Monitoring: Annual tracking of the gender ratio of selection committees and successful candidate of the recruitment process.

Timeline: starting from 2025

Data collection:

Table: Selection committees

YEAR	TOTAL NUMER OF COMMISSIONERS	%F	%M
2025	24	21%	79%
2024	45	16%	84%
2023	18	33%	67%
2022	15	27%	73%

Table: Successful candidates of the recruitment process

YEAR	CALLS	%F	%M
2025	8	62.5%	37.5%
2024	15	73.3%	20.0%
2023	6	66.7%	33.3%
2022	5	20%	80%

Area 4: Integration of the gender dimension into research process

Objective: Reducing the gender gap in research and innovation activities.

Key Actions:

1. Implementation of an annual monitoring regarding the gender composition of research groups participating in research projects. These include technical and research staff members, as well as affiliated researchers.
2. Introduction of a gender-inclusive language in all communications and activities, ensuring the use of correct terminology and gender-sensitive phrasing.
3. Promotion and/or organization of events for research staff, aimed at fostering awareness and training on gender equality in research and innovation.

Timeline: starting from 2022

Data collection: We calculated the gender distribution (as a percentage of total staff) for each research group assigned to a project. The table below reports the mean values of these distributions.

Table: Gender distribution in research groups

YEAR	NUMBER OF PROJECTS	%F (mean on the number of project)	%M (mean on the number of project)
2025	14	47%	53%
2024	15	45%	55%
2023	14	42%	58%
2022	12	40%	60%

Area 5: Measures against gender-based violence, including sexual harassment

CIRMMP maintains a zero-tolerance policy towards any form of sexual harassment or gender-based violence. We are dedicated to providing a workplace where the dignity of every individual is respected and protected.

Objective: To foster a safe, respectful, and inclusive working environment.

Key Actions:

1. Code of Conduct: From 2021, CIRMMP adopted a clear Code of Conduct that explicitly defines prohibited behaviors (sexual harassment, bullying, and micro-aggressions). It can be consulted at the following link:
https://www.cerm.unifi.it/images/Documents/CIRMMP/Trasparenza/CIRMMP_codice_comportamentale_REV_1.pdf
2. Reporting Channels: Establishment of a formal procedure to handle complaints swiftly, ensuring the anonymity and protection for victims, witnesses or the whistleblower (whistleblowing protection). For this purpose, the CIRMMP email for the Prevention of Corruption and for Transparency and Integrity (rpct@cerm.unifi.it) can also be used to report any gender-based violence, including sexual harassment.
3. Awareness Campaigns: Regular seminars and/or information sessions to educate staff on how to identify and prevent harassment in the workplace.

Timeline: starting from 2021

Area 6. Monitoring

The Committee annually monitors the implementation of the Gender Equality Plan and tracks developments in the gender distribution of staff across the different career stages.

The Committee informs the Board of Directors about the CIRMMP's progress with regard to balanced representation, enabling the institution to set needs-based objectives and take action to address any shortcomings.

Drafted by:

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This document has been approved by CIRMMP Council on 16th April 2026.

Signed by:

The President
Roberta Pierattelli



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