



2D-NANOLATTICES

FP7-ICT-2009-C (FET Open)

***Highly anisotropic graphite-like semiconductor/dielectric
2D nanolattices***

Deliverable D5.3

Gender Issues

Short Report

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This short deliverable report describes possible gender issues regarding already working research personnel and recruited new personnel at the beneficiaries institutions. The report will be updated every six months to obtain updates for newly employed researchers.

Part A: Handling of gender issues by each beneficiary

A.1 NCSR DEMOKRITOS

NCSR-DEMOKRITOS announced a position opening published in the daily press and in the Institution's official website available in both Greek and English language. The position, titled *"2D Nanolattices-Strongly anisotropic Graphite-like semiconductor/dielectric 2D nanolattices"* opened for a postdoctoral fellow with a BSc and PhD in Physics, or Materials Science or Electronic Engineering or Chemistry, offering a contract for 12 months with the possibility to extend the contract up to a total of 32 months. It must be emphasized that discrimination against gender, race and nationality is prohibited by the Greek Law so no special provision was taken to explicitly refer to equal opportunities employment in the announcement. We received 10 applications among which 4 were female candidates. We selected Dr. Evangelia Xenogiannopoulou (female) and her employment started 15 February 2012. The main selection criteria were based on the number of publications, the number of citations (excluding self-citations) and the *h*-index. Additional selection criteria were considered such as the professional experience after award of the PhD degree and the relevance to the 2D Nanolattices work. The work so far has been carried out by A. Dimoulas, D. Tsoutsou (Postdoc), and V. Golias (PhD). From now on, Dr. Xenogiannopoulou will be responsible for a large part of the work.

At present, 3 researchers are involved among which, 2 are female researchers

A.2 IMEC

At IMEC Dr. Annelies Delabie (female) is responsible for the experimental activities and the overall coordination in this project. Dr. Geoffrey Pourtois (male) is responsible for the theoretical ones.

We hired two Ph.D. students to support the activities in this program. For this, we went through a formal selection organized by the "Scientific Leadership Team" of IMEC. Candidates for a Ph.D. position applied until December 15 and June 15. The PhD positions were announced on the website of imec (http://www.thinksmall.be/en_US/home.html). Selection has been based on the quality of applicants, only. As a result of the selection process, two male candidates have been selected. Since discrimination against gender, race and nationality is prohibited by the Belgian Law, so no special provision was taken to explicitly refer to equal opportunities employment in the announcement.

At present, 4 researchers are involved, 3 of them are males and 1 female

A.3 KULeuven

A PhD position was announced on the website of the Arenberg Doctoral School of KULeuven, with the following title: “First-principles modeling of the structural, electronic, vibrational and transport properties of silicene and germanene”. Discrimination against gender, race and nationality is prohibited by the Belgian Law, so no special provision was taken to explicitly refer to equal opportunities employment in the announcement.

We received 7 applications for the PhD position, 4 male and 3 female. Out of these applications, 3 students had a background and experience (from their master thesis) on theoretical solid state physics and/or materials modeling/simulations. We invited these 3 students for an interview, and based on this interview, we selected Bas van den Broek (male), who accepted the position. The choice was thus solely based on background/experience and interest in performing a thesis on materials DFT modeling and simulations.

Prof. M. Houssa is also involved in the project, and another PhD student from the group (Emilio Scalise, PhD thesis started in 2009 on another KULeuven project) is also partly working on the project.

At present, 3 male researchers (1 full time and two part-time) are involved in the project.

A.4 CNR

Two female permanent personnel Dr. Elena Cianci (research scientist) and Dr. Grazia Tallarida (senior research scientist) are involved in 2DNANOLATTICES and they will be considered in the man/month counting.

One Post-Doc position has been fulfilled by Dr. Daniele Chiappe (male) since October 3rd, 2011. Another Post-Doc position has been opened on January 2012 and won by Dr. Eugenio Cinquanta (male). It should be noted that, although the selections for the Post-Doc position were explicitly and equally open to male and female according to Italian rules for public employment in research and academic institutions, only applications from male candidates were actually received in both cases.

In addition a male PhD student is currently working in this project. Dr. A. Molle (male) is involved in the project as PI.

At present a total of 5 researchers are involved among which 2 are female researchers. Administrative management of the project is under charge of Dr. Anna Grazioli (female).

A.5 CNRS

A male researcher, Dr Andrea Resta, has been recruited for 33 months starting from Sept. 1.

A call for an open position in Prof. Le Lay's group for "a CNRS contract at the Post-Doc to Confirmed Researcher level (~2-4 years after post-doc) for a duration of 33 months, starting September 1st, 2011; salary and benefits (e.g., social insurance etc...) equivalent to those of a full time CNRS researcher" had been launched *urbi et orbi* mid May 2011 with June 30 as the deadline for administrative reasons. Among the 8 candidates (from France, Italy and Spain), just one was a female; however, she was too qualified (too many years as a scientist) to be recruited for the duration of the contract by CNRS.

CNRS has very strict rules that comply with French laws that guarantee equal opportunity in gender etc... One should know that France is the country of the "Déclaration des Droits de l'Homme et du Citoyen", which, *per se*, includes both genders!

One Assistant-Professor at U. Paul Cezanne (Third Party linked to CNRS), female scientist, Dr Bénédicte Ealet is working on the project as the theoretician of the group

A.6 U. de Provence

One male Professor, Guy Le Lay is the PI

Part B: Summary

In summary, in the project at the present time work 15 Researchers (senior researchers, postdocs and PhD students), among which 6 of them are female researchers. Among them, two female researchers have leading positions as members of the General Assembly. In our opinion, this brings the consortium close to the standards and requirements for gender equality put forward by the European Commission. There are no gender issues to be resolved.