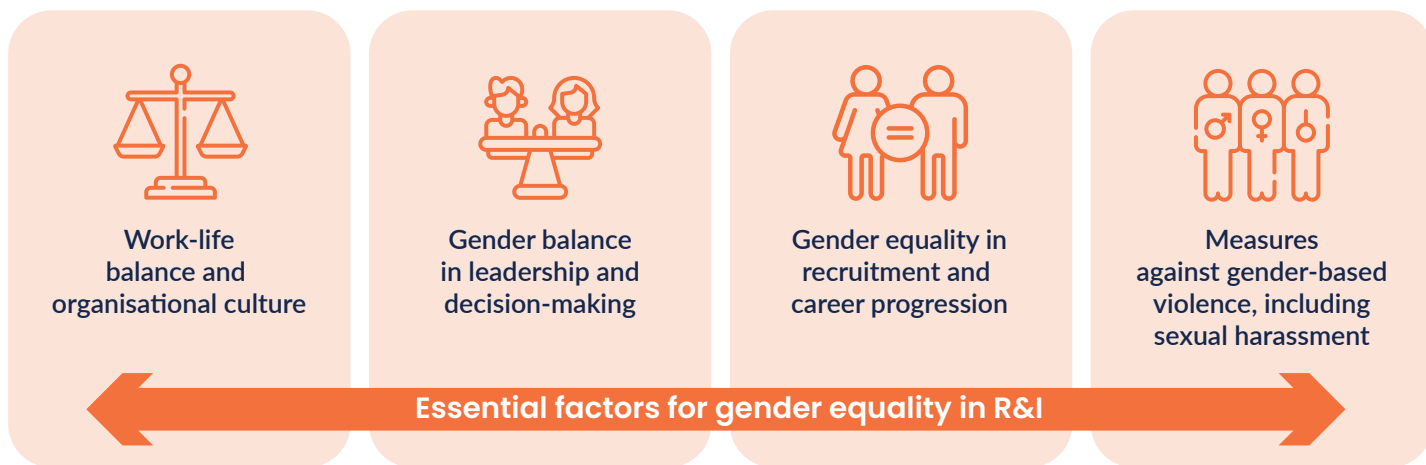




Manufacturing As A Service to Increase resilience in ValuE networks

**Breaking Barriers:
MAASive's Gender Equality Plan in Action**

Gender considerations are often overlooked in manufacturing research, leading to the underrepresentation of women and marginalized groups, despite the well-established benefits of diversity in fostering innovation, resilience, and productivity. This imbalance is especially evident in the manufacturing sector, where women represent only 30% of the workforce, and the gap widens at higher management levels. Furthermore, many technological innovations fail to address the specific needs of women and marginalized groups, with biases often embedded in AI systems, safety designs, and workplace processes.



In response, the MAASive project takes proactive steps to address these gender imbalances by implementing a comprehensive Gender Equality Plan (GEP) that aligns with Horizon Europe requirements and the EU Gender Equality Strategy 2020-2025. This plan emphasizes the importance of diversity and inclusivity across all activities and deliverables. It involves monitoring ethical issues, ensuring that gender equality is a central consideration in all project decisions, and developing a Project Gender Equality Plan (PGEP) to guide and track progress.

MAASive actively promotes the inclusion of women and marginalized groups at all levels within its consortium, ensuring their representation in decision-making processes and project teams. The project also adopts a human-centric approach, ensuring that the models, technologies, and innovations developed through MAASive are inclusive by design, minimizing the risks of gender biases in technological advancements.

Furthermore, all MAASive activities are regularly evaluated for their impact on gender equality, diversity, and inclusivity, with these evaluations led by Aalborg University. This ensures that the project not only contributes to gender equality but also supports the broader goals of resilience and innovation within the manufacturing sector. By embracing this inclusive approach, MAASive is making a significant contribution to reshaping the future of manufacturing, where diversity and inclusivity are integral to driving success and sustainability.

| Embracing Diversity: A Key Course in MAASive's Push for Inclusivity |

Polimi Open Knowledge (POK) offers the “Embracing Diversity” MOOC, a 4-week course designed to explore how gender and sexual diversity can drive creativity and innovation. It addresses the persistent issue of gender stereotypes that limit opportunities for women and require them to work harder to prove their value. Similarly, LGBT individuals often face discrimination due to biases and prejudices. By challenging these stereotypes, the course promotes inclusive models for women and LGBT people across academic, social, and corporate environments.

As part of the Erasmus+ IN2IT project, the course focuses on developing technological infrastructures to support the internationalization of higher education. It aligns closely with MAASive's mission to promote gender equality and inclusivity, particularly in the manufacturing sector. The course also examines the effects of discouragement and self-exclusion on female talent in STEM fields (science, technology, engineering, and mathematics), highlighting the negative impact of exclusion on innovation and the workforce. It showcases practical actions to encourage girls to pursue STEM studies and features organizations that have successfully implemented inclusive practices to foster a more authentic and productive work environment.

The “Embracing Diversity” course has been successfully running for over 8 years, proving its educational impact and effectiveness in promoting inclusivity and diversity. Given its long-standing success, the MAASive project encourages all consortium partners to engage with this course as part of its commitment to fostering diversity and resilience, particularly within the manufacturing sector.



Source from: metid.polimi.it



You are welcome to visit the “Embracing Diversity” MOOC link:
<https://www.pok.polimi.it/course/view.php?id=120#courseTabContent>

| MAASive at HumanTech Day 2 |

HumanTech – Humans and Technology – is a project funded by Italy's Ministry of University and Research (MUR), aiming to refine the traditional model of technological development by incorporating human, social, and environmental factors alongside economic considerations. The project contributes to academia, engages with policymakers, and collaborates with private and public organizations to ensure broad dissemination of its findings.

HumanTech Day 2, organized by Politecnico di Milano on January 23rd, 2025, brought together 170 researchers for a series of seminars and workshops. The event focused on three main research lines:

- 
Human-centered digital technology development models and processes
- 
Resilient and sustainable production, logistics, and supply chain processes enabled by technologies
- 
Digitally enabled, human-centered organizational models and work systems

| MAASive at HumanTech Day 2 |



Source: HumanTech Day2 Event

MAASive participated in the second research line, “Resilient and sustainable production, logistics, and supply chain processes enabled by technologies”, with Prof. Margherita Pero and Mr. Lin Lin leading the communication and dissemination efforts. The team presented the project’s progress and discussed ongoing processes with other research leaders and professionals.

A key highlight was MAASive’s focus on enhancing value network resilience by enabling manufacturers to swiftly respond to unforeseen events or shifts in supply and demand through Manufacturing-as-a-Service. The project’s toolkit emphasizes four main areas:

- **Servitizing Manufacturing Resources:** Optimizing resources across service provider and consumer networks.
- **Managing Disruptions:** Helping companies predict and recover from disruptions using advanced simulation methodologies.
- **Facilitating Connections:** Bridging the gap between service providers and consumers to enhance collaboration.
- **Enhancing Value Chain Coordination:** Improving coordination within value chains for quick recovery.

Through its participation in HumanTech Day 2, MAASive is making important strides towards its goal of building a more resilient, inclusive, and innovative manufacturing sector.



You are welcome to visit the Humantech website:
<https://www.som.polimi.it/humantech>

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