



## Max Planck Gender Equality Plans

### Statement on Gender Equality Monitoring for Horizon Europe Proposals

Gender equality is a central goal of the Max Planck Society (MPG). To implement this goal, the MPG has defined gender equality standards that are clearly communicated internally and externally. These standards regarding completeness, institute specificity and innovation potential aim to ensure the effectiveness, structural change, and sustainability of the gender equality strategy. Compliance with the standards is regularly and comprehensively reviewed. The monitoring instrument is not one central Max Planck gender equality plan, but individual institute- and institution-specific gender equality plans (GEP) that are scrutinized within a central quality management process.

The GEPs contain status report, goals, measures including training, and evaluation in the action fields of organizational culture, gender balance in leadership, decision-making, recruitment, and career progression as well as work-life balance, gender dimension in research and protection against gender-based violence. This is in line with the action fields of GEPs defined by Horizon Europe. The institutes and facilities publish their GEPs on the intranet. They guarantee the necessary personnel and financial resources to implement the measures included. The GEPs are signed by the Institutes' Managements. MPG strengthens internal gender equality monitoring through an internal incentive program: An up-to-date GEP is prerequisite for an institute to access Max Planck gender equality funds and programs.

The motivation for this approach arises from the diversity of the Max Planck institutes and the implications it has for an appropriate Max Planck-wide gender equality strategy: The challenge to guarantee a consistent high level of gender equality work in all institutes and to support professional, cultural and regional diversity as well. Accordingly, the instruments we employ to support gender equality in our research society are manifold and tailored to the requirements of science and the needs of scientists. The design of the instruments that monitor and support the success and development of the measures has to be just as various and flexible. The defined standards have to contain enough leeway for tailoring them to the needs of the institutes, without being any less absolute and ambitious. This complex requirement will ideally be met and monitored by the development of the institutes' and facilities' own GEP. Thus, each institute and facility will be able to implement the Max Planck gender equality standards on an institution-specific basis, hence contributing to the achievement of the Max Planck gender equality goals.

The institute-specific gender equality concepts are evaluated every three years by a commission of internal and external experts under the leadership of the Central Gender Equality Officer. The commission checks to what extent the individual GEP meets the Max Planck standards. Depending on the results, the plans are labelled "Gold", "Silver" or "Bronze". The reports serve the institutes as a basis for the next update of their GEPs. The constant evaluation of the institute concepts is likewise the basis for a permanent sharpening of the standards and their continual adaptation to the increasing gender equality status on site.

A handwritten signature in black ink, appearing to read 'Ulla Weber'.

Dr. Ulla Weber, Max Planck Central Gender Equality Officer