

Gender Equality Plan: Commitment to promoting equal career opportunities

Equal opportunity principles form the foundation of the innovative strength of the Fraunhofer-Gesellschaft and represent an essential component of our entire organizational culture. Fraunhofer's commitment to promoting equal career opportunities is aligned with the research policy targets of ensuring equitable and family-friendly structures and processes as agreed under the [Pact for Research and Innovation](#).

Fraunhofer aims to continuously increase the proportion of women at various qualification and performance levels. This process is driven by its efforts to implement the Fraunhofer cascade model and achieve the related targets that will help make the model a reality. We conduct annual monitoring initiatives to analyze the current equal opportunities situation, identify untapped potential and areas of development in our overall policy and adjust targets, measures and programs according to requirements. An annual monitoring report gives a transparent account of how we analyze and evaluate the figures, define targets based on this analysis and implement the resulting measures, together with an assessment of their success. The report also provides an overview of the framework conditions and implementation of measures supporting work-life balance, recruitment, career advancement and development of our organizational culture. This systematic approach creates internal transparency regarding our target figures and how we aim to achieve them.

The [monitoring report](#) serves as a reference document for the Gender Equality Plan (GEP), which has been introduced in the Horizon Europe program as a new, mandatory eligibility criterion for research organizations. Similarly, the GEP provides an overview of the equal opportunities' situation at management level and in decision-making processes, the integration of the gender dimension into research, and measures for combating gender-based discrimination in the workplace. The synergies that exist between the Pact for Research and Innovation, the HR Excellence in Research award and the GEP are viewed as opportunities to support the strategic approach that Fraunhofer has adopted as regards the advancement of equal opportunities. The GEP will be published internally in a suitable format and made available to the European Commission upon request.

The »Gender Equality Plan — Plan for Implementing Equal Career Opportunities at Fraunhofer« constitutes a dynamic document that includes relevant and suitable content from the monitoring report for the Pact for Research and Innovation and is updated annually. With its measures, which are intertwined and anchored through the overall concept for equal opportunity at work, Fraunhofer contributes profoundly to the achievement of European equal opportunities targets and, by focusing on »unconscious bias«, strives to transform its organizational culture.

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