

The Gender Equality Plan (GEP)¹

Introduction (premise)

In accordance with Art. 4 of the Bavarian Equal Opportunities Act „**Bayerisches Gleichstellungsgesetz** (BayGIG²)“, the departments of Bavaria must draw up a Gender Equality Plan every five years to help achieve its objectives. In addition, according to the guidelines of the European Commission, the creation of a **Gender Equality Plan (GEP)**, which regulates gender equality in research and innovation, is an admission criterion for Horizon Europe funding. The SNSB's Gender Equality Plan integrates both the requirements of the BayGIG and those of the European Commission's guidelines.

Purpose of the SNSB Gender Equality Plan (GEP)

In accordance with the BayGIG, the realisation of gender equality in the public sector is to be promoted while maintaining the priority of suitability, ability and professional performance. Under this premise, the purpose of the SNSB's equality concept is the fundamental improvement and safeguarding of gender equality and serves as an instrument for implementing the specific objectives of the BayGIG. In particular, this concerns

- ✓ increasing the proportion of women in areas in which they are employed in significantly lower numbers than men in order to achieve a balanced participation of women;
- ✓ ensuring equal opportunities for women and men;
- ✓ planning and implementing a better work-life balance for women and men;
- ✓ raising awareness of gender equality and avoiding both gender-based discrimination and subconscious gender bias;

Measurable indicators are used and annual statistics are collected in order to evaluate the success of the measures applied in the SNSB gender equality concept. Based on this, the present SNSB gender equality concept will be adapted to current needs after five years.

Commitment of the SNSB management

The SNSB is committed to the equal treatment of all genders in accordance with the Basic Law of the Federal Republic of Germany and the Constitution of Bavaria. We want to achieve gender balance and equal opportunities for all employees in all areas of activity, professional groups and committees at all levels of research and innovation. With this guiding principle in all personnel management processes, we want to promote excellent science and innovation and eliminate structures that are detrimental to this. We expressly support the compatibility of career and family.

¹ Only the German version of this document applies legally

² Unfortunately, the BayGIG does not yet take non-binary gender identity into account

Resources for equality

The **Equal Opportunities Officer** monitors and promotes the implementation of the Bavarian Equal Opportunities Act and this Gender Equality Plan. She/he also supports and promotes their implementation with her/his own initiatives. The Equal Opportunities Officer is involved in all matters relating to the business area that also include gender equality issues. Employees can contact the Equal Opportunities Officer directly for advice and support in individual cases.

In accordance with the provisions of the Bavarian Equal Opportunities Act, the SNSB appoints an Equal Opportunities Officer every three years from among the employees following an internal application procedure. The Equal Opportunities Officer may be released from his/her other official duties in order to properly fulfil his/her tasks. She/he must be provided with the necessary and appropriate human and material resources to fulfil her/his duties, including a deputy. In order to support the Equal Opportunities Officer, the SNSB strives to increase the number of **contact persons for equal opportunities matters** to one per SNSB department and to increase the recognition and promotion of equal opportunities work. It should be considered that both academic and nonacademic staff are equally represented.

Data collection and monitoring

In order to track the success of the goals formulated in this gender equality concept, gender equality at SNSB is to be measured using indicators based on data collection and analyses. To this end, data is collected and analysed on an annual basis by the HR department in cooperation with the Equal Opportunities Officer lead-managed by the Equal Opportunities Officer. The data collection and analysis deals with the gender distribution of SNSB employees according to various aspects of employment (insofar as these can be collected according to data protection reasons). The results allow conclusions to be drawn on the effectiveness and efficiency of the gender equality measures applied.

The following quantitative and qualitative indicators are considered:

1. quantitative indicators

- Indicator 1: Proportion of women and men among employees overall
- Indicator 2: Proportion of women and men among academic staff
- Indicator 3: Proportion of women and men among non-scientific staff
- Indicator 4: Proportion of women and men among employees with doctorates
- Indicator 5: Proportion of women and men in management positions
- Indicator 6: Proportion of women and men with employee and civil servant status
- Indicator 7: Proportion of women and men among part-time employees
- Indicator 8: Proportion of women and men in the remuneration groups (employee and civil servant status)

Due to existing data protection regulations, these indicators are collected as a whole and not per SNSB department.

2. qualitative indicator

- Indicator 9 planned: Regular survey of employees on gender equality at the SNSB in order to improve, supplement or replace the measures applied in line with requirements.

A survey of the qualitative indicator is not yet available and is currently in the planning phase (creation of a survey catalogue).

Actual state

Current figures for the quantitative indicators (as at December 2023) are listed in the annex. These indicators are surveyed annually. Their differential assessment takes place at 5-year and 1-year intervals. Current figures are published annually at www.snsb.de. When the equality concept is updated at the end of the 5-year period, the choice of indicators is subject to review and will be optimised if necessary.

The most important deficits currently lie in the excessive proportion of men in academic staff (indicator 2) and among those with a doctorate (indicator 4) and in management positions (indicator 5). The ratio of women to men with civil servant status needs to be equalised (see indicator 6). A relatively high number of female part-time employees probably reflects the disproportionate number of women taking on family responsibilities.

Measures to implement the equality concept

The SNSB have defined the following measures, which are in different implementation phases, to achieve the objectives of the equality concept. The implementation phases are categorised as A = analysis phase, P = planning phase, I = implementation phase, M = monitoring phase.

1. Capacity building and strengthening of gender equality aspects

All SNSB employees, in particular those involved in equal opportunities work and managers who are involved in the recruitment process, are called upon to act in accordance with the voluntary commitment in this equal opportunity concept. To promote this measure, the SNSB recommends and facilitates the following training courses for its employees:

- Further training for all those involved in gender equality work (offered e.g. at LMU and the European Institute of Gender Equality) (P).
- Further training for all managers in research and administration (offered e.g. at LMU) (P).
- Further training for all SNSB staff to raise awareness of the issue of gender equality in all areas of work (offered e.g. at LMU) (P).

2. Life-work-balance

Increasing the life-work balance is a key measure for transforming the work culture in terms of gender equality, as it is equally relevant for women and men in terms of reconciling work and family life. The following measures have been implemented or are planned:

- Entitlement to part-time employment (M)

- Service agreements for mobile working or flexitime (M)
- Leave of absence for family reasons (regulated by various federal and state laws) (M)
- Promotion of part-time / tandem management positions (A)
- Agreements on the use of state family support facilities: the SNSB endeavours to conclude agreements on the use of family support facilities (e.g. daycare centres) for its employees (A).

3. Gender equality in recruitment and career development

In order to protect women from systematic discrimination and structural barriers in the world of work, targeted measures in recruitment procedures and career development to improve gender equality are important. In this context, the requirement to prioritise suitability, ability and professional performance in the BayGIG must be observed. The SNSB has implemented the following measures to ensure equal opportunities for women and men in recruitment and career development:

- Job advertisements are written in a gender-balanced way (M).
- In job advertisements, the gender group that is underrepresented in the relevant occupational group is explicitly invited to apply (I for men and M for women).
- The Equal Opportunities Officer can attend job interviews directly at the request of the person concerned (M).
- Advice on gender-specific research funding from the scientific management (M).

4. Measures against gender-based violence, including sexual harassment

Gender-based violence and sexual harassment in the workplace are unfortunately still underestimated and often go unpunished. The SNSB is committed to combating gender-based violence through:

- Provision of information material and contact details for contact points for potential victims on our SNSB website (A).
- Provision of information on further training programmes for managers on the implementation of protective measures in cases of bullying, sexual harassment, discrimination, etc.; any links will be made available on our website (A).
- Establishment of an anonymised reporting system for incidents of gender-based violence on the SNSB website with access for the Equal Opportunities Officer and the Staff Council (A).
- A procedural protocol for those affected is to be created (A).

This Gender Equality Plan (GEP) was adopted by the SNSB Executive Board on 14th of December 2023.

signed by Prof. Dr. Dr. habil. Joris Peters
General Director