



# Equality at MBI



Review 2021

# Topics

- Equality

## Gleichheitsrecht

Der Artikel 3 des Grundgesetzes für die Bundesrepublik Deutschland gehört zum ersten Abschnitt (Grundrechte) und garantiert die Gleichheit vor dem Gesetz, die Gleichberechtigung der Geschlechter und verbietet Diskriminierung und Bevorzugung aufgrund bestimmter Eigenschaften. Damit handelt es sich um ein Gleichheitsrecht.

- Audit / certificate "Balancing work and family"



# Gender Equality / Horizon Europe / Gender Language

## 1. Equality (under pandemic conditions)

- a. "IamHanna" movement
- b. <https://ichbinhanna.wordpress.com/>

## 2. Horizon EU

- a. In the case of Horizon Europe funding, the equality plans must be adapted according to the requirements, published on the websites
- b. Deadline for the adjustment : 02/2022
- c. <https://www.horizont-europa.de/>

## 3. Gender Language

1. There is a heated discussion within the WGL about this, but it has not yet been concluded
2. At the MBI there is also no uniform regulation on this yet



# Horizon Europe

## What is it ?

**Horizon Europe** is the Union's central funding program for research and innovation.

- It serves to combat climate change, achieve the United Nations Sustainable Development Goals, and promote EU competitiveness and growth.
- The program promotes collaboration, strengthens the **impact of research and innovation** in developing, supporting and implementing EU policies, and contributes to addressing global challenges. It supports the generation and dissemination of excellent knowledge and technologies.
- E It serves to create jobs, make the most of the EU's talent pool, promote economic growth and industrial competitiveness, and optimize the impact of investment within a strengthened European Research Area
- Program duration : 2021 - 2027



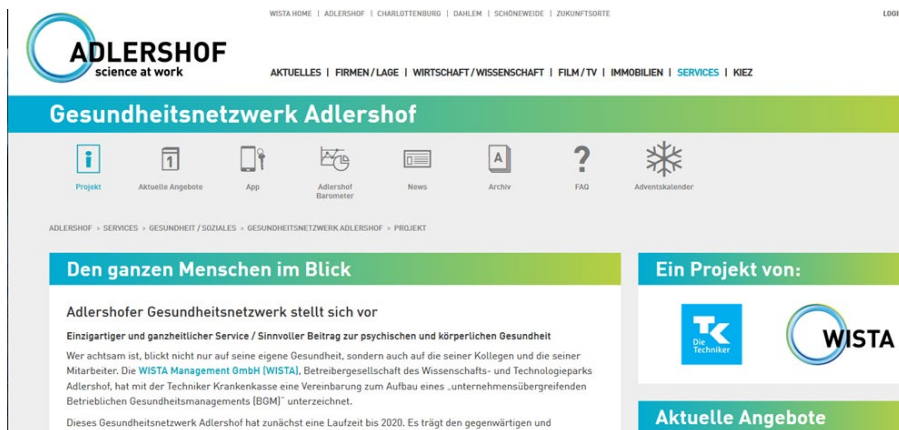
# Equality at the MBI

## Extension of the mandate

- ***In agreement with the Managing Director Mr. Vrakking, the mandate for the Equal Opportunities Officer and her deputy was extended until 30.6.2022.***
- **Achieved goals :**
  - ✓ Slight increase in the proportion of women among doctoral students and post-docs
  - ✓ Better involvement of GB in the complete job posting process.
- **Not Achieved goals :**
  - ✓ Increase the proportion of women as managers
  - ✓ The organization of an ALUMNI meeting (<http://www.alumni-clubs.net/>)
  - ✓ The implementation of the Girlsday's
  - ✓ The organization of an "open day"

# Audit „Vereinbarkeit von Beruf und Familie“

- Conducting workshops to reflect on the measures taken so far as part of the re-certification process as a basis for the new target agreement
- Award of the certificate to the MBI – 09/2021
- In spite of Corona, we participated in various health measures, including the Adlershof company run, city cycling, etc.
- More activities can be found on the websites or the app "Healthy&Clever".





## Goals for equality and auditing 2022

- Regular review of the implementation of the target agreement as part of the "Career and Family" auditing with the Managing Director Mr. Vrakking and Mr. Grimm
  - a.o.
    - Online survey on "Reconciling work and family life"
    - Creating a framework Agreement for Mobile Working
    - Support for the participation of MBI managers in management seminars with the help of the FVB.
- Regular information of the employees about the offers and results of surveys of WISTA health management
- Updating and revision of the equality and auditing web pages
- Realization of Girlsday 2022

## Next dates

- Election of the equal opportunity commissioner and deputy commissioner  
06/2022
- Girls Day 2022  
28.4.2022
- Alumni-Meeting  
open
- FVB-Workshops for female Doktorat students and female Postdocs  
30.11./1.12./3.12.21





## Current tips and hints on the web pages

- Childcare / Parental leave / Care
- Auditing / Certification „berufundfamilie“
  - Healthcare Management
- Girlsday

### Notes for colleagues

**Equality**

**Auditing**

### Contact person

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The Equal Opportunity Officer  
and her deputy are not only  
contact persons

**for women**

but also

for all employees of the MBI

Thank you for your attention.

Beautiful time before  
Christmas,  
a happy holiday  
and  
a healthy New Year

