

ELEMENTS OF GENDER EQUALITY AT INM AND INM'S GENDER EQUALITY PLAN

INM – the Leibniz Institute for New Materials – regards gender equality as an overall guiding principle and as a management duty. It actively promotes equal professional opportunities between women and men as well as a family-oriented institutional culture, and has anchored this in its social contract.

INM supports the Leibniz Association's goals for equal opportunities and has committed itself to the research-oriented equality standards of the German Research Foundation (DFG). The gender equality work is based on the equal opportunities implementation agreement (AV-Glei) as well as the individual agreement with the funding body, at that time represented by the Saarland Ministry of Economic Affairs and Labour, of 21 April 2005 on application of the provisions of AV-Glei. The requirements of the European Commission for gender equality plans as laid down in the "Horizon Europe Guidance on Gender Equality Plans (GEPs)" are also taken into account.

The scientific and commercial management are responsible for gender equality at INM. The implementation of equal opportunities and measures to reconcile work and family life is the responsibility of all employees with management functions as well as the personnel department. The Institute has an equal opportunities officer and a deputy who are elected by the INM's female employees for a four-year term. The equal opportunities officers support and advise the management and employees on gender equality issues. Their tasks, rights and duties are regulated in more detail in the Institute's gender equality plan. The equal opportunities officer and her deputy can be granted time off from their regular duties in order to carry out their office. INM provides a part of its basic budget for gender equality measures.

INM has a valid gender equality plan, and the analysis of employee data is updated annually. This document ELEMENTS OF GENDER EQUALITY AT INM AND INM'S GENDER EQUALITY PLAN is published on the INM intranet as well as on the internet. Reports on implementation are made internally and to Institute committees, and data broken down by gender is published in the annual report and on the internet.

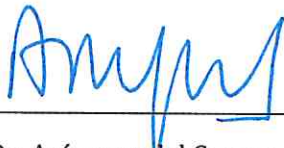
In its gender equality plan, INM has set four goals to increase gender equality and equal opportunities at the institute:

- ▶ Gender balance in the workforce: Increasing the proportion of women in management and decision-making positions as well as in the scientific field.
- ▶ Promotion of young scientists: Supporting young scientists, in particular the career development of female scientists.
- ▶ Actual equality: Mainstreaming gender equality and promoting awareness of gender equality issues.
- ▶ Reconciliation of family, private life and career: Creating a family-oriented institutional culture and family-friendly conditions.

INM has numerous measures in place to implement its gender equality goals. The measures planned and in part already implemented as part of the 2018-2021 gender equality plan include, for example, the following areas:

- ▶ Gender-equitable staffing procedures
- ▶ Individual promotion of female scientists
- ▶ Raising the profile of excellent female scientists, for example in the committees or as speakers at INM scientific events
- ▶ Establishing annual training courses and workshops to increase gender awareness
- ▶ Concluding and implementing a company agreement on flexible working
- ▶ Support for those caring for children and family members

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