

Gender Equality Plan:

The Max Rubner-Institut (MRI) is a federal research institute within the portfolio of the Federal Ministry of Food and Agriculture (BMEL). As an institution under public law with no legal capacity, the MRI is part of the Federal Administration of the Federal Republic of Germany and is therefore obliged by the Equal Opportunities and Women's Promotion Acts to implement measures for equality-oriented personnel management. By implementing the resulting measures, the MRI can and wants to act as a role model and thus initiate a change in working and management cultures. The MRI promotes the professional and personal development of all employees regardless of gender, religion, disability, age, cultural background and sexual identity.

Reconciling family, care and career is an essential component of equal working conditions and career opportunities. Compatibility-friendly working conditions such as flexible forms of work and working hours enable women and men to perform family and professional tasks as partners.

Examples of MRI's offers:

- Opportunities for part-time, teleworking and mobile working
- Participation in further training for all employees, even during a leave of absence, as well as qualification measures for managers
- Opportunities to facilitate reintegration after parental leave and leave of absence
- At the main site in Karlsruhe, the MRI is part of the dual career network in the Karlsruhe region

The monitoring of equal opportunities and the identified potential and areas for development are recorded in the MRI's gender equality plan. Among other things, the gender equality plan documents the current situation of employees and part-time employees by career group as well as the number of employees on leave of absence, differentiated according to the reason for the leave of absence. Based on this, measures are defined that the MRI will take to improve equal opportunities. In particular, the focus will be on promoting women in management positions and reconciling work and family life.

After two years, the gender equality plan will be updated. The aim is to examine the extent to which the objectives of the existing gender equality plan have been achieved. On the basis of this analysis, areas in which further improvements are to be sought will be identified and, if necessary, further goals for the realization of equal opportunities for women and men will be defined. The willingness of all MRI employees to identify with the goals of equality is essential for the implementation of equality.

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