April 2023

In the European Framework Program for Research and Innovation Horizon Europe (2021 - 2027), great emphasis is placed on gender aspects and equality. Since 2022, it is mandatory for public institutions such as universities to have a Gender Equality Plan in place if they wish to apply for funding under Horizon Europe.

Formally, the Gender Equality Plan must meet the following process-related requirements:

1) **Public document**: *The Gender Equality Plan must be published on the official website of the institution and approved by its management.*

Freie Universität Berlin has had an equal opportunity concept in place since 2008, which is updated regularly. The [current Equal Opportunity Concept of FU Berlin (2021-2026)](https://www.fu-berlin.de/universitaet/media/gleichstellungskonzept-2021.pdf) was approved by the Executive Board on February 2, 2021, and by the Academic Senate on February 17, 2021. In addition to the equal opportunity concept, the Executive Board adopted the first [Diversity Concept](https://www.fu-berlin.de/universitaet/profil/diversity/diversitykonzept_fu_2021-23.pdf) of Freie Universität in February 2021. At the decentralized level, each department, central institute, central facility, university library, and central university administration of Freie Universität Berlin prepares its own equal opportunities plan for women every two years, defining goals and developing appropriate actions. The decentralized equal opportunities plans are based on the central equality concept of the FU Berlin.

2) **Dedicated resources**: *The Gender Equality Plan must include information on existing personnel resources and expertise to implement the plan*.

Freie Universität Berlin has personnel resources and funding available to implement its equality goals. [A member of the Executive Board](https://www.fu-berlin.de/einrichtungen/organe/praesidium/vp1/index.html) is responsible for the area of equal opportunities and diversity. The [Central Women's Representative](https://www.fu-berlin.de/sites/frauenbeauftragte/index.html) and her team advises and supports the management and central committees of Freie Universität in implementing their gender equality goals. In cooperation with various relevant actors, they develop measures for the advancement of women in all areas of the university. At the decentralized level, all departments, central institutes, central facilities, as well as the central university administration and the university library of Freie Universität Berlin, each have a [decentralized women's representative](https://www.fu-berlin.de/sites/frauenbeauftragte/ueber-uns/df/index.html) and a deputy women's representative. With [Diversity and Gender Controlling](https://www.fu-berlin.de/sites/spb/gender_co/index.html) in the unit for Strategic Planning and Reporting, the FU Berlin is pursuing the goal of constantly improving the procedures for defining goals, developing measures, and monitoring implementation in the area of gender equality and diversity. The FUB’s [Commission for the Promotion of Early Career Female Researchers](https://www.fu-berlin.de/einrichtungen/organe/gremien-kommissionen/kfn/index.html) accompanies the implementation of regional and national funding programs for women. The university's internal performance-oriented allocation of funds provides financial rewards for the achievements of the departments and central institutes in the different strategic areas incl. gender equality. The performance-based allocation of funds enables the departments and central institutes to finance equality measures tailored to their needs.

3) **Data collection and monitoring**: Gender-related data must be collected, and annual reporting based on indicators carried out.

FU Berlin collects statistical data annually. This data are disaggregated on gender and [published](https://www.fu-berlin.de/sites/diversity/ressourcen/daten/index.html#daten) publicly. The data serve as a basis for the regular evaluation and updating of the equal opportunity concept. In addition, the central women's representative prepares an annual internal report on the development of gender equality structures at the FU Berlin. This report is first presented and discussed by the central women's representative in the Expert Advisory Board for Gender Equality and then by the Presidential Board in the Academic Senate.

4) **Training and Capacity Building**: The Gender Equality Plan must include information on the trainings offered in the area of gender competence and on other awareness-raising measures to avoid unconscious gender biases.

Freie Universität Berlin promotes the gender competence amongst its employees through numerous training measures. Depending on the focus, offerings are organized by different teams and departments of the university: by the [Central Women's Representative Team](https://www.fu-berlin.de/sites/frauenbeauftragte/angebote/index.html), by the [FUB's Center for Continuing Education](https://ssl2.cms.fu-berlin.de/fu-berlin/sites/weiterbildung/PM_weiterbildungsprogramm/index.html), by [the Margherita von Brentano Center for Gender Studies](https://www.genderdiversitylehre.fu-berlin.de/toolbox/index.html).

In addition, the Gender Equality Plan may include the following additional content-related elements:

1) **Work-life balance and organisational culture**: *The Gender Equality Plan may encompass initiatives aimed at promoting an equality-oriented and gender-equitable organizational structure, as well as creating and maintaining an inclusive work and study environment that fosters openness. Work-life balance is a crucial aspect of this effort.*

At Freie Universität Berlin, the promotion of a gender-equitable organizational culture is a critical component of its equality concept. The overarching guiding principles of the university are rooted in gender equality, equal opportunities, and family friendliness. Several committees and contact points, such as the staff councils, the Women's Representatives, the Dual Career & Family Service, the Equal Opportunity Expert Advisory Board, the Central Office for Student Counseling and Psychological Counseling, and the Social Counseling Office, constantly contribute to open and inclusive work and study environment at Freie Universität Berlin.

2) **Gender balance in leadership and decision-making**: *The Gender Equality Plan may include measures to increase and maintain the number of women in leadership positions.*

The action area of staff development in the FUB's equal opportunity concept contains a number of measures to further increase the proportion of women in leadership positions.

3) **Gender equality in recruitment and career progression**: The Gender Equality Plan can include measures to prevent any bias in application and appointment procedures and to take aspects of equality into account in a structured manner, e.g., through the involvement of women's representatives.

When recruiting personnel and filling positions, Freie Universität Berlin systematically works toward a balanced gender ratio in all job categories. The legally required participation of women's representatives in every appointment process is an integral part of the university's internal selection and hiring processes and is ensured by decentralized women's representatives in all areas. For faculty appointment procedures, the topic of equal opportunities is normatively defined in the guidelines for appointment procedures as well as in the appointment regulations of the FU Berlin.

4) **Integration of the gender dimension into research and teaching content**: *Research institutions can establish research on sex, gender and equality as focus areas in research and education*.

The foundation of the [Margherita von Brentano Center for Gender Studies](https://www.mvbz.fu-berlin.de/index.html) in 2015 has advanced and secured the institutionalization of gender research at FU Berlin. The Margherita von Brentano Center supports and connects gender research anchored in different departments of the university and provides counselling in the fields of networking, research, teaching, and digital publishing. In addition, professorships with dedicated sub-designations systematically incorporate the gender dimension in research and teaching.

5) **Measures against gender-based violence, including sexual harassment**: *Institutions can create internal structures and establish guidelines to communicate a clear stance against sexual harassment, discrimination, and violence and to support those affected and bystanders.*

In November 2020, Freie Universität Berlin's new [policy](https://www.fu-berlin.de/service/zuvdocs/amtsblatt/2020/ab412020.pdf) on dealing with sexual harassment, discrimination, and violence came into effect. It was developed by the Working Group Against Sexual Harassment, Discrimination, and Violence and replaced the policy from 2015. As a step toward greater awareness and communication efforts on this topic, the FU website "[No means no](https://www.fu-berlin.de/sites/nein-heisst-nein/index.html)" provides information about points of contact and counseling, about how to behave in emergency situations, and about preventive measures.