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| **Title:** **\|Anonymized Application Procedures\| \|Implementation:\|  \| \|Field(s) of Action:\|@#F5A9A9: Structural Integration of Gender Equality\| \|::: \|@#F5DA81: Engaging Leadership\| \|::: \|@#A9E2F3: Gender-inclusive/Gender-sensitive Organisational Culture\| \|Objective:\|* Prevent the gender biases from impacting hiring decisions\| \|Target group(s): \|Management and leadership\| \|Description: \|A research group leader at the Max Planck Institute for European Legal History only accepts anonymous application for PhD positions. Anonymous applications can help reduce the influence of implicit gender biases and gender stereotypes on hiring decisions. The implicit biases and gender stereotypes held in given society can negatively influence the assessment of female candidates especially. Commonly, women`s achievements are valued less and they are deemed to be less competent. Anonymous applications disguise sex of a person and thus enable a more objective assessment of candidates for a specific position. Additionally, anonymized applications can help prevent discrimination based on other grounds - such as ethnic background.\| \|More information:**** | Max Planck Institute for European Legal History (Germany)<br>https://www.rg.mpg.de/careers/equal-opportunities |

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