

6. Förderung von Frauen und Vereinbarkeit von Familie und Beruf am GFZ (Promoting women and the compatibility of family and career at the GFZ)

- If parental leave is taken on temporary academic positions in accordance with the German Academic Fixed-Term Contract Act (Wissenschaftszeitvertragsgesetz), the employment contract will be extended by the duration of the parental leave in accordance with the statutory provisions. The wish to convert the remaining contractual period into part-time work and to extend the duration of the contract accordingly should be complied with as far as possible, considering the framework conditions (operational work processes and labor law regulations as well as provisions of grants/third-party funding). Support must be provided to both mothers and fathers in all positions when taking parental leave and part-time work for family reasons. This applies in particular to fixed-term contracts. In the event of possible problems due to third-party funding, solutions should be sought between project managers and funding bodies with the aim of reconciling work and family life.
- Re-entry: The GFZ promotes re-entry after a childcare break or a general family-related break. A re-entry position for a scientist is advertised internally every year. Managers should offer employees on leave discussions about returning to work after parental leave in good time. The HR department informs line managers about the end of parental leave or leave of absence.
- Working hours: Jobs in all areas and functions should be designed in such a way that a reduction in working hours is possible for reasons of work-life balance, considering the requirements of operational work processes. Part-time employees are granted the same professional development and training opportunities as full-time employees. Employees can also work from home in accordance with the "Mobile Working" service agreement in force at the GFZ.
- Childcare: On Telegrafenberg, the Geolino company daycare center offers employees of the Albert Einstein Science Park childcare for 44 children aged six months to school age. In addition, the GFZ has set up a daycare center in Potsdam-Babelsberg for 10 of its employees' children. During the school vacations in Brandenburg, the GFZ School Lab regularly offers vacation courses for children of employees. The dates and content of the course are announced to all employees via a circular email.
- Maternity protection: The GFZ has breastfeeding and quiet rooms for pregnant and breastfeeding mothers, as well as a parent-child office.
- Reconciling family and career: The GFZ provides support together with its cooperation partner benefit@work when it comes to personal or work-related problems. A multi-professional counseling and mediation team is available. With regard to family-related problems and tasks, benefit@work also offers suggestions to support a better balance between parental roles and responsibilities and professional development. Legal regulations and support from the GFZ: The GFZ provides information on the legal and collectively agreed regulations on reducing working hours and on options for taking leave and returning to work. Together with its cooperation partner benefit@work, the GFZ provides support in overcoming various family-related challenges: By providing advice on all topics relating to parenthood, by finding quality-tested service providers, e.g. for childcare, vacation care and tutoring, and by providing information on tax aspects and financial support options. In addition to personal advice and referrals, a comprehensive service portal is available on the subject of childcare and parenthood, as well as on the topics of caring for relatives and life advice.