

Guidelines

Collaborative Research Centres

Excerpt:

III.4 Gender equality measures

For measures to promote equal opportunities for women and men as well as the reconciliation of family and research work, up to 120,000 euros can be requested per funding period as an earmarked lump sum. The following measures complement the guidelines and rules for the Module Gender Equality Measures in Research Networks (DFG form 52.14). Funds saved elsewhere may also be used to pay for these measures.

III.4.1 Measures to promote equal opportunities

- *Career incentives for female researchers:* Remuneration for participation in mentoring programmes, soft-skills courses, management training, continuing education, coaching, networking; office assistant for organising mentoring, networking and career development. All incentives must specifically target women.
- *Initial funding of positions for principal investigators:* It should be made easier for universities to hire women into leadership positions. Therefore, in consultation with the DFG Head Office, the employment of female early-career researchers can be initially or partially financed from gender-equality funds. Such a position can be funded for up to two years out of the Collaborative Research Centre's budget (or proportionally longer in case of co-funding).

- *Other:* e.g. gender sensitivity training; development of a manual or website on equal opportunity measures; girls' days; junior academies or summer schools for girls; mentoring between tertiary and secondary students; additional office supplies for the organisation of equal opportunity measures.

III.4.2 Measures to promote the reconciliation of family and research work

- *Compensation for the absence or reduced hours of a principal investigator for family reasons.* In case of family-related absences, such as maternity leave, parental leave or dependent care, funded projects should be enabled to continue. Therefore principal investigators on parental leave, for example, have the option to be relieved from routine tasks (including project management) by qualified temporary support staff. Resulting costs should be covered from the budget for gender equality measures or from savings in other areas. If this is not possible for demonstrable reasons and there are no other financing options, additional funds may be requested in consultation with the DFG Head Office.
- *Compensation for the absence or reduced hours of project research staff for family reasons.* The legitimate interest of principal investigators in speedy implementation of the research agenda should be reconciled with the personal family decisions of the staff working on the project. Therefore it is possible to hire a temporary substitute to take over the responsibilities of a research staff member unavailable to work on a project due to pregnancy or parental leave. The funds freed up due to the employee's leave can be used to remunerate the substitute. Additionally needed funds for the maternity leave period, during which the employee continues to receive her net salary from the employer, should be paid out of savings in other areas of the Collaborative Research Centre. If this is not possible, supplementary funding may be granted after a detailed proof of use has been submitted and reviewed.
- *Contract extension for project research staff after maternity or parental leave.* Under § 2 of the Act on Temporary Employment in Higher Education, such a staff member has a statutory right against the university to be granted an extension of his/her fixed-term contract by the duration of any parental leave and/or mandatory leave under the Maternity Protection Act, to the extent that he/she was not gainfully employed during that period. In other words, an extension is granted equal to the time during which the employee did not work. The fixed-term contract can be extended by a period equal to the time of the leave or the reduced hours. If the

contract extension period to which the employee is entitled lies within the duration of the Collaborative Research Centre and the affected project, the returnee can be employed at his/her original job. In this case, there is no need for additional funding. If the rightful contract extension period lies outside of the duration of the Collaborative Research Centre and/or the project, a request for additional funding to cover the continued employment of the returning employee may be filed. These funds can also be granted personally to the employee after the conclusion of the Collaborative Research Centre.

- *Other:* family services (e.g. childcare placement, funding of emergency childcare); childcare during events relevant to the Collaborative Research Centre; funding for mobile teachers or babysitting services for times outside of normal childcare hours, if necessitated by the project schedule or special occasions such as illness; holiday childcare when regular childcare is unavailable; co-financing of day care centres (purchase of childcare hours, participation in personnel costs, participation in establishment and equipment costs) to allow for more flexible hours or to expand offerings for toddlers (compared to the local standard); establishment and operation of home offices when an adequate workstation at the university or research institution exists; establishment of parent-child rooms.

For more information, please contact the responsible officer in the Research Centres Division of the DFG Head Office. For general information on gender equality measures in Collaborative Research Centres, contact Dr. Ursula von Gliscynski (tel.

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