

Equal opportunity at the University of Hamburg

Dr. Angelika Paschke-Kratzin

equal opportunity representative
MIN-Faculty and Department of Chemistry

deputy equal opportunity representative
University of Hamburg

Structure of the Equal Opportunity work at the University of Hamburg

The equal opportunity representative...

- supports the University with respect to all equal opportunity measures and is particularly active in the University's development planning,
- takes part in structural and personnel decisions (see HmbHG § 87),
- provides an equal opportunity perspective on the selection of academic personnel,
- decides on the granting of the [Women's Advancement Fund](#) of Universität Hamburg,
- is involved in awarding the [Women's Advancement Award](#) of Universität Hamburg by the president,
- regularly informs the [Academic Senate \(AS\)](#) about equal opportunity issues,
- represents the University in the State Conference of Equal Opportunity Representatives and Equal Opportunity Officers at Hamburg's Universities ([LaKoG](#)) and in the Country Conference (BuKoF)

Equal Opportunity Office

Representative:

Prof. Dr. Britta Ramminger

(Dr. Angelika Paschke-Kratzin)

Office:

Christa Vogt, Marie Krimmer, Bettina Lohse, Jasmina Crcic,
Svenja Gruber

under responsibility of vice president Prof. Rosemarie Mielke

Equal Opportunity Representatives of the MIN-Faculty

Representative:

Dr. Angelika Paschke-Kratzin

(PD Dr. Dörthe Müller-Navarra)

Office:

referee for equal opportunity matters and a supporting student

Department of Physics:

PD Dr. Elena Vedmedenko (Prof. Dr. Daniela Pfannkuche)

Prof. Dr. Gudrid Moortgat-Pick (Prof. Dr. Dieter Horns)

Birgit Fuhrmeister

General Guidelines

- [DFG research-oriented standards on gender equality](#)
- [Gender equality in the Hamburg Higher Education Law](#)
- [Hamburg Gender Equality Law \(for the public sector\)](#)
- [General Gender Equality Law \(AGG\)](#)

Guidelines of University of Hamburg

- [Equal Opportunity Strategy](#)
- [Guidelines for Women's Advancement](#)
- [Equal Opportunity Plans](#) of the Faculties and other University institutes
- [Equal opportunity in the guidelines for professorial appointments](#)
- [Requirements for appointment as a junior professor](#)
- [Leaflet on gender-sensitive official language](#)
- [Guidelines to counter sexual discrimination and sexual violence](#)
- [statement](#) on the DFG's research-oriented standards on gender equality including [personnel targets](#)

Structure-enhancing measures for equal opportunity

- outlined in the Faculty's Equal Opportunity Plan

What can be funded?

Three funding categories were developed, which exist equally alongside each other.

Category A

Setting-up of employments for an academic qualification for women scientists

In particular, the completion of “**Habilitation**”, of an **initial appointment to a professorship** or the **negotiations around an appointment** of a woman scientist to a professorship should be **supported** by granting an **additional employment for an academic qualification**. In addition, junior women scientists should be promoted as these additional employments for an academic qualification should primarily be filled with women.

Category B

Measures for compatibility of family and working life/studies

Measures should be taken for **childcare, i.e. at meetings and conferences** as well for the **compatibility of family and working life/studies** at the MIN Faculty.

That includes paying the **personnel costs for maternity-leave replacements** for up to 14 weeks (6 weeks prior and 8 weeks after birth). The amount payable is based on the pay grade and the weekly working hours of the person to be replaced.

The Equal Opportunity Plan makes provision for **possible reductions of the staff members' teaching obligations from one to two hours per week** in the semester during the children's first three years of life. This can be applied for at any time. If needed, Faculties may claim compensation for teaching load reductions.

For support of **emergency care for children**, see the [catalogue of criteria](#).

Category C

Individual structure-enhancing measures, including in particular:

- The organization of **on-site courses and programs** for women, i.e. seminars for the individual status groups
- Measures for **recruiting women students**
- Supporting women at the MIN Faculty, i.e. **participation in conferences**, qualification or other resources
- **Events related to gender research**

Promotion Programs

- [Frauenförderprogramm Anna Logica \(Programm 2012\)](#)
seminars concerning competences for women of MIN
events for information and networking
- ["Pro Exzellenzia - Networking-Training-Support"](#)
- [Career Center](#)
- [UNICA - BerufseinstiegsMentoring](#)
- [Expertinnen-Beratungsnetz/Mentoring](#)

Office Of Family Affairs

- compatibility of academic or professional pursuit and family an integral part of university life
- newly-established Office of Family Affairs supports employees, students, deans' offices and other university institutions in all matters related to work and family

Office of Family Affairs

part of the "[family-friendly higher education audit](#)",
responsible for:

- **creating advising networks** for target groups
- putting together useful material such as **flyers** on advising and family support services or guidelines for implementing compatibility measures
- **coordinating information** about the compatibility of work and family and setting up and running a central information platform
- **networking centralized and decentralized administrative offices** in order to make the University more family-friendly
- **providing information** and continuing education services and organizing networking events
- **planning PR events** to promote awareness of family issues at the University

For administrative and academic staff: Career and family

Maternal protection laws

[Detailed information about maternal protection laws](#) can be found on the webpages of Section 63: Organization and Personnel Development

Maternity leave replacements: application procedures

An application for a maternity leave replacement can be submitted as soon as an employee has announced her pregnancy! It makes **no difference** whether the employee is a **permanent employee** of Universität Hamburg or an employee has an **externally-financed position**.

Organizing work

The University has made it possible to organize work flexibly in order to make family and work obligations more compatible.

- [the leave-of-absence get-together](#), which takes place once a year.
- **flexi-time regulations** for technical and administrative staff.
- **tele-work**: a project initiated by the city of Hamburg allowing individual employees to complete up to 70% of their workload (depending upon suitability) from home.
- **Part-time work**
- [parental leave](#)

Childcare

Daycare near the University

Hamburg's Student Services oversees five daycare centers for a total of roughly 370 children between one and six years old whose parents study or work at one of Hamburg's universities.

Daycare in Hamburg is organized on a daycare coupon system.

more information on the City of Hamburg's website

Flexible childcare

- regular childcare in the **late afternoons and evenings**, Hamburg's Student Services has also founded the [Project Casper Playgroups](#), available to both students and staff. You do **not need a daycare coupon** for the Casper playgroups!
- In addition to the services provided by Student Services, the **parents' organization UniEltern** provides **daycare for up to eight hours a week**. This service especially targets **children up to 3 years old** and facilitates your return to the University or work on an individual hourly basis. The UniEltern do **not require a daycare coupon!**
- For students and staff of the **MIN Faculty** ["Zwischenspeicher"](#) ("Temporary storage") provides short-term care on the Informatics campus
more information in their [PDF flyer](#) and in [Concept \(PDF\)](#)
- [Student Services](#) also offers childcare for conferences and events upon request. If needed, they can provide a list of suitable services.

Emergency care

In the **MIN Faculty** students and staff can apply for financial support for emergency childcare. Childcare is organized by the parents.

Caring for relatives

Section 63: Organization and Personnel
Development

provides detailed information on reconciling
professional obligations and nursing care for
relatives:

[Guidelines for Taking Care of Relatives
\(PDF\)](#).