

## SAFE - GENDER EQUALITY CONCEPT

Ensuring a gender fair and family fair environment with equal opportunities for all employees and adequate working conditions for young families is one of the key concerns of SAFE. From its start SAFE developed a number of affirmative measures to promote gender equality and support families.

To date, there is a clear underrepresentation of women in research positions, and especially in leading senior positions. SAFE is striving to counteract by continuously increasing the number of women in these positions.

A detailed explanation of the equal opportunities concept is provided below:

### 1. Measures for a gender fair environment

#### a) Staff recruitment procedures

SAFE will adhere to the rules for staff recruitment as stipulated in the German Gender Equality Act (Allgemeines Gleichstellungsgesetz) and can build on the extensive expertise of Goethe University.

SAFE has appointed a representative for gender equality issues, who is involved from the start in all staff recruitment decisions and all measures that affect SAFE's personnel, and will in the future be elected by the women's network. The Gender Equality Representative participates in the quarterly meetings of the Scientific Board.

In addition to that, members of the Executive Board and Scientific Board will be offered a special training for recruiting staff on a gender fair basis.

#### b) Women's network

A women-to-women mentoring network within SAFE will play a crucial role in guiding new female employees in their career advancement. All female members of SAFE elect the Gender Equality Representative. To ensure that issues related to gender equality are considered in the decision process of SAFE, the Gender Equality Representative will automatically be a member of SAFE's Scientific Board. All women are invited to actively participate in building up this network and are free to contact its representative with all questions and problems.

#### c) Mentoring Program "Pro Professur"

SAFE is participating in the Mentoring Program "Pro Professur" for young women in research and administration. Young professionals are supported in their career development. Over a period of 18 months, the program comprises the systematic promotion of skills for a successful application for a full professorship by special coaching and training. So far, this program is only offered in German.

#### **d) Personnel development**

SAFE offers in cooperation with GRADE - Goethe Graduate Academy - and the Equal Opportunities Office of Goethe University training and education programs for women, so that they acquire the necessary skills for planning their career, for networking and communication, and for other research related competences and leadership skills.

### **2. Measures for a family fair environment**

#### **a) Application**

As a standard procedure all applications (women and men) are screened to establish whether child care and or the support and care of relatives has prolonged the qualification phase so that these applicants do not face any disadvantage. When considering applications for post doc positions parental and childcare periods are considered when evaluating the publication record so that parents in general and mothers in particular are not disadvantaged.

#### **b) Extension of research assistant contracts and stipends**

SAFE scholarships and SAFE research assistant contracts can be prolonged for a period of up to twelve months if the scholar or research assistant has chosen to take a paternal or maternal leave or another leave of absence for family reasons. Applications for prolongation must be made to the Gender Equality Representative and be approved by the SAFE Executive Board.

#### **c) Childcare**

SAFE cooperates closely with Goethe University's Family Service Unit, so that childcare facilities can be offered in care places at Campus Westend and other facilities.

SAFE also has an agreement with pme Familienservice GmbH to ensure that childcare can be provided in emergency situations and during vacation periods. Staff members can make use of such emergency childcare free of charge for children up to 12 years of age.

SAFE also supports young families in finding the right daycare provider. SAFE maintains numerous close contacts to private childcare facilities. More information on the general childcare provisions in Frankfurt can be found [here](#).

#### **d) Childcare during conferences**

SAFE provides childcare to participants of SAFE conferences, thanks to a co-operation with the AWO parent service. Additional childcare costs due to travel for SAFE activities are covered by SAFE for SAFE members. Applications for financial support must be made to the SAFE Managing Director and be approved by the Gender Equality Representative.

#### **e) Part-time work & Telework**

SAFE offers flexible working arrangements that allow for various part-time schemes. Whenever the work schedule allows, meetings are scheduled such that part-time staff members are able to attend during their working hours.

Staff members who wish to telework are allowed to do so if their teleworking does not compromise the interaction and communication with other staff members.

### **3. Dual Career**

As part of its employment policy for a gender and family fair environment, SAFE provides special assistance to spouses and partners of new employees (professors and postdocs) with the help of the Dual Career Office at Goethe University. The Dual Career Office supports spouses and partners in their search for employment by giving them advice and using the Dual Career Network with other universities and other non-university partners.

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