

## AUDIT WORK AND FAMILY

### Reconciliation of Work & Care

Being able to balance caring for family members or children with one's career is a fundamental condition for real equal opportunities.



TROPOS is therefore continuously improving and expanding its family-friendly measures.

This has also been the case within the framework of the »berufundfamilie« (workandfamily) audit since 2011: After multiple certifications, the institute undergoes the re-audit procedure every three years.

**More:** On the intranet and at [berufundfamilie.de](http://berufundfamilie.de)

### Current Approaches:

- ❖ Welcome Package
- ❖ Expanding the possibilities for flexible working hours & Work locations
- ❖ Hybrid events
- ❖ Parent-child room
- ❖ Childcare places & Summercamp
- ❖ Health promotion offers
- ❖ Information & Counselling services on site and on the intranet

## FUNDAMENTALS

- ❖ Constitution & General Equal Treatment Act (AGG)
- ❖ Equality Implementing Agreement (AV-Glei)
- ❖ Equality Standards of the Leibniz Association & DFG's Research-Oriented Equity Standards
- ❖ EU Requirements

### CONTACT

#### Equal Opportunity Representative:

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*We are happy to support you with questions and conflicts and also arrange further counselling services.*

# Equal Opportunities at Tropos

**TROPOS**

Leibniz Institute for  
Tropospheric Research

# GENDER EQUALITY AT TROPOS

## Goals of the Gender Equality Work

- ❖ Increasing the proportion of women in science & In leadership positions
- ❖ Improving conditions for employees with caring responsibilities
- ❖ Raising awareness of gender-based discrimination
- ❖ Strengthening a discrimination-free, solidarity-based institute culture

## Areas

- ❖ Implementation of the Equal Opportunity Plan
- ❖ Monitoring of recruitment procedures
- ❖ Personnel development & Promotion of young researchers
- ❖ Reconciliation of work and family life
- ❖ Counselling & Support for employees
- ❖ Gender-sensitive language
- ❖ Organisation of events
- ❖ Networking in Leipzig

# NETWORKING

## FEM-Café

Since autumn 2022, the Equal Opportunities Team regularly invites all women to the »FEM Café«.

Here, female staff members can meet and exchange ideas – across departmental boundaries.

Communication between experienced female scientists and postdocs is also promoted with a focus on specific topics.

The Equal Opportunities Representative is also personally available for current questions or suggestions.



*Women's Breakfast on March 8*

# INFORMATION

## Confidential Counselling & Support

- ❖ Career planning & Leibniz-Mentoring
- ❖ Parental leave & Family-related absences
- ❖ Planning the return to work
- ❖ Sexism & Sexual harassment

The Equal Opportunity Representative is subject to the legal duty of confidentiality.

## Information Material

- ❖ In the foyer – Building 23.1
- ❖ On the intranet & Website
- ❖ For example:

Guides on care, Parental allowance,  
Links to databases & External help,  
Language & Literature tips