

## Measures at the Fachbereich 10 to support Equal Opportunity and Families

The following list contains measures that are implemented at the Fachbereich 10. In addition, other measures can also be funded and applied for. To apply for funding please use the form <https://www.uni-muenster.de/FB10/en/measures.shtml> and see the explanation for the application procedure given there.

**Parent-Child-Rooms:** At the Fachbereich 10 there are three rooms for the care of children at own responsibility. They are equipped with toys, couch, changing table, sink, refrigerator and computer workplace: Einsteinstraße 62, Orléans-Ring 10, Johann-Krane-Weg 39. The parent-child-room on the ground floor of Einsteinstraße 62 can also be used by students with child.

**Emergency childcare:** Emergency childcare for employees, such as caring for sick children at home during teaching hours or other events, is being established. For this to work, the child minder must be well known to the child. For this purpose, the childcare is offered on several days per week from 3:30 to 6:00 pm in the parent-child-room in Orléans-Ring 10. There, the children can get to know a permanent group of child minders who will take over childcare in case of emergency, if necessary also at home. The child minders are trained accordingly. In addition, for infant children also get-to-know childcare at home can be applied for. Please contact [gleich10@uni-muenster.de](mailto:gleich10@uni-muenster.de) if you would like to participate in this emergency program.

**Regular childcare:** Generally, childcare is provided every week on Thursdays during the mathematical colloquium and on other days from 3:30 to 6:00pm in the parent-child-room in Orléans-Ring 10. In this way late afternoon care times are covered. This childcare is also open to students with children.

**Childcare during events:** During conferences at the Fachbereich 10, other scientific events as well as meetings, childcare for children of participating members or guests is offered upon request. Students may apply for childcare for their children during exams.

**Mobile children's room "Kidsbox":** The Kidsbox is a mobile playroom with toys for children from zero to ten years, a travel bed and much more. Employees who plan a conference or have to bridge care shortages can borrow the Kidsbox for free from the Family Service Office.

**Travel companion for childcare:** In justified cases, parents of (infant) children in need of care may be able to take their children and a childminder with them on business trips. Proven travel and accommodation costs will be covered for both, but not the payment for the caregiver.

For longer research stays, travel and accommodation costs for the children as well as proven childcare costs can be reimbursed on a pro rata basis. When childcare costs are reimbursed, however, no travel and accommodation costs for accompanying caregivers will be reimbursed.

**Travel funds after return from family-related time-out:** Employees returning from family-related time-out (parental leave, care of relatives, etc.) can receive additional travel, guest and SHK funds, etc. from the Fachbereich 10. This is to enable them to participate in conferences, to establish and continue collaborations and research projects, and thus to facilitate their re-entry into their scientific career. These additional funds should be spent within one year of the return and should not exceed EUR 1500. Within the scope of the budget, preference is given to employees on qualification positions without own travel, guest or SHK funds.

**One-person offices:** Pregnant women and parents of young children can obtain one-person offices. Especially in this phase it is important to have undisturbed retreats and still be present at the department to participate in discussions and events. Since scientific work in mathematics, computer science and didactics hardly ever takes place in laboratories, but almost exclusively in one's own office, the one-person offices are intended to create this possibility of retreat and enable continued work during pregnancy. The Fachbereich 10 also provides suitable equipment for the office (e.g. gymnastic ball, standing desk, armchair, toys, crib, mobile changing table, etc.) for this group of persons.

**Job extension during maternity leave:** If the employment contract of a (scientific or non-scientific) employee ends no more than two months before the start of maternity leave, the contract can be extended by three months, but at least until the end of the maternity leave.

**Explanation:** During maternity leave, the health insurance pays a "Mutterschaftsgeld" (maternity allowance) of 13 euros per day, which is topped up by the employer to the previous average monthly net salary. If the employment contract ends before or during maternity leave, the employer and also its salary supplement no longer exist. Then only the sickness allowance of the health insurance is paid. An early start of the parental allowance is also possible. But all this brings financial disadvantages.

**Restriction:** For scientific employees, this applies only within the framework of the maximum duration of the fixed-term contract under the German Science Contract Act (Wissenschaftszeitvertragsgesetz).

**Transitional funding of the own position:** If, due to family-related time-out, a corresponding extension of one's own position is not possible because the third-party funded project has expired, the missed employment time can be made up for by extending the contract. In the case of university positions or DFG projects, this is in any case the regulation of the University Münster or the DFG, but not in the case of some other third party funded projects. The Fachbereich 10 steps in here and funds the extension.

**Coaching:** Employees of Department 10 who face exceptional difficulties in their professional situation or in balancing family and work, can make use of professional coaching with up to five sessions, depending on their needs, and apply for the costs to be covered. For this purpose, the need must be briefly explained in advance either to the Equal Opportunity Representative of the Fachbereich 10 or to the chairperson of the Equal Opportunity Committee (by telephone, in person or by email). The person addressed then proposes the measure to the Equal Opportunity Committee of the Fachbereich 10 for a decision. In doing so, the applicant will not be named in order to protect their privacy. Irrespective of applications already submitted, a new application can be submitted in subsequent years. For female employees, coaching is also offered by the central Equal Opportunities Office of the University Münster in the (f)empower program .

For further information please contact the Equal Opportunity Committee of the Fachbereich 10 at [gleich10@uni-muenster.de](mailto:gleich10@uni-muenster.de) or the webpage "Equal Opportunity" of the FB.