

Dual Career & Family Support (CFS)

How to juggle family & science career

Overview of Rights, Rules and Supports at the University



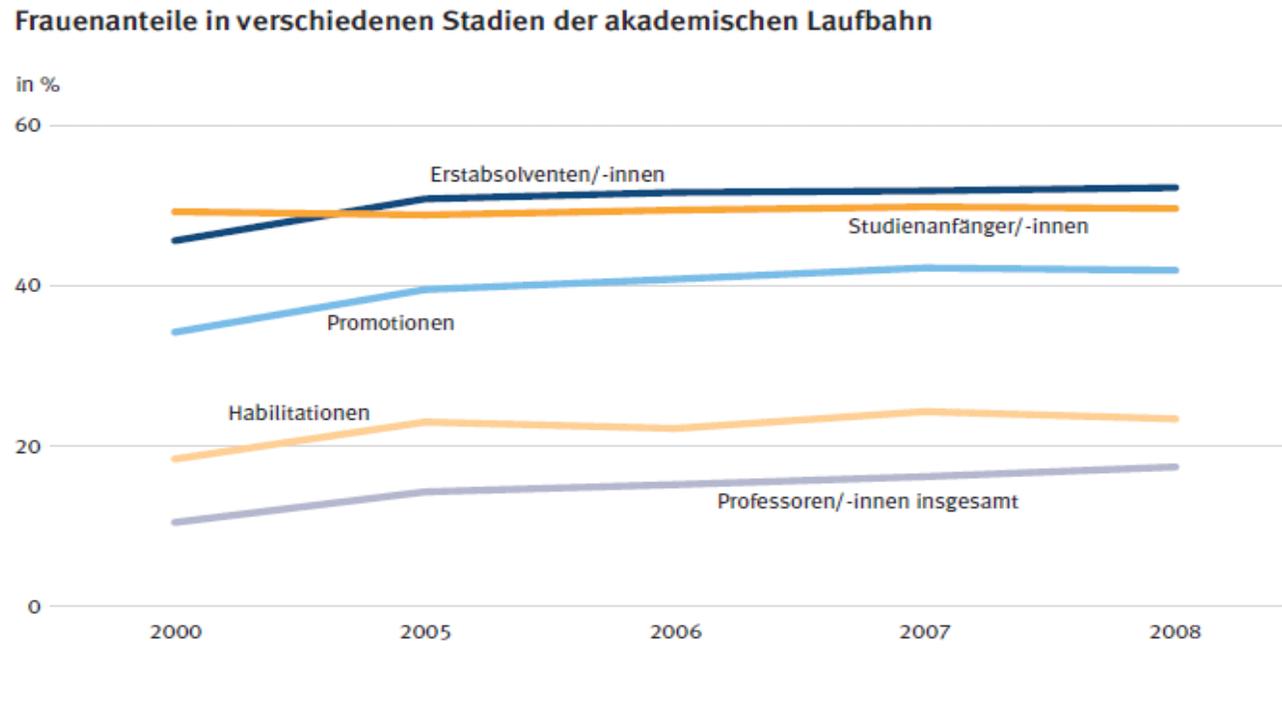
Women in science today – some facts

- More than 50% are female students
- Only 1/3 of the scientific staff at universities is female
- Nearly 42% of female students do their PhD
- 36% of junior professors are female
- Only 17% at universities are female professors
- According to an NRW survey 70% of female scientific employees below 44 years do not have children

Statistisches Bundesamt, Hochschulen auf einen Blick, 2010



Development of the percentage of women at universities over the last years



Statistisches Bundesamt, Hochschulen auf einen Blick, 2010



**We can find a lot of reasons for this status quo
why it is as it is.**

But:

**What if, despite all the difficulties,
women decide to combine
family AND career ?**



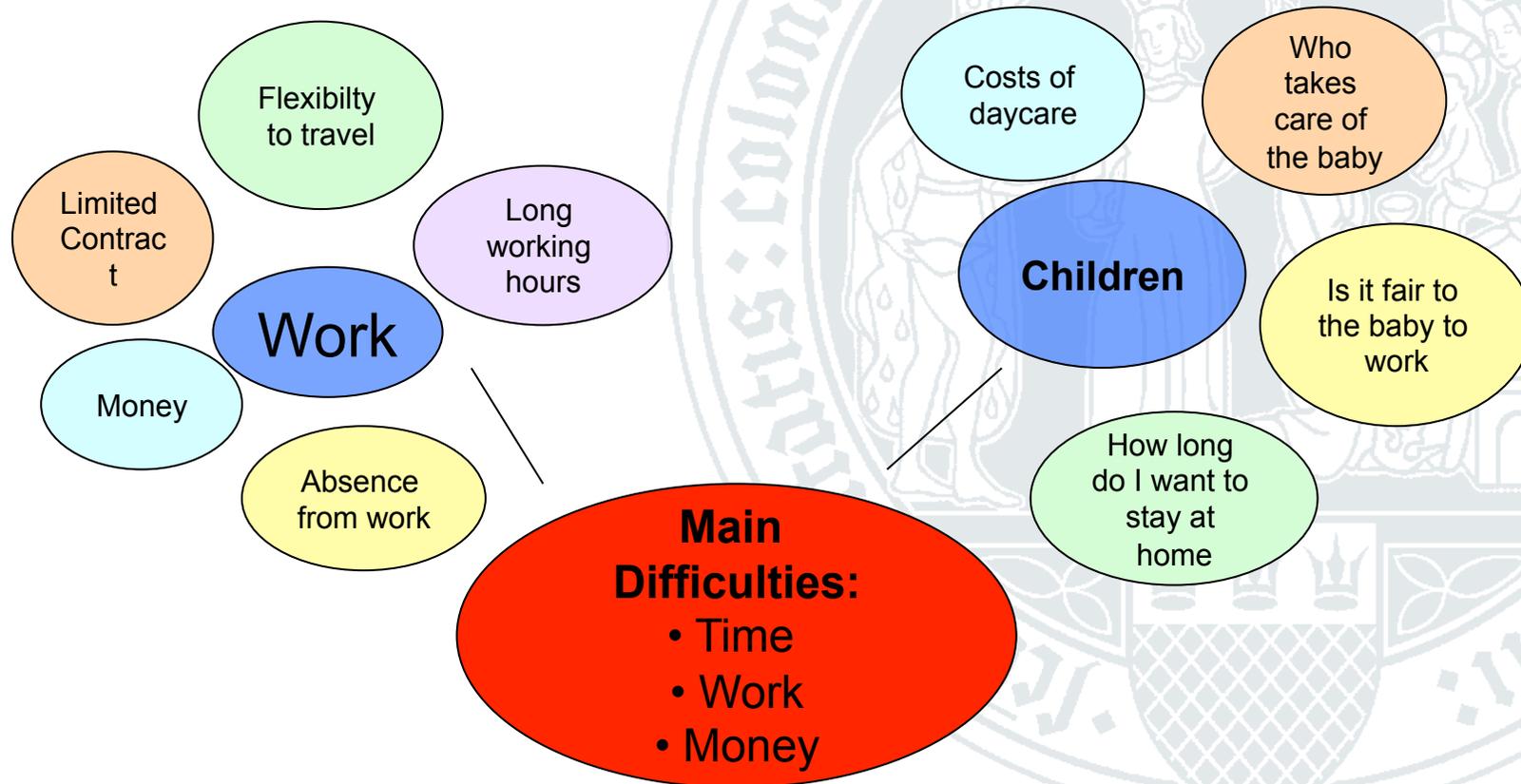
Some facts to think about...

- around 80% of all people want children (25-35 years)
- for 48% the job is more important at the moment
- 34% are afraid of finding no childcare
- for 33% the limited work contract is a problem

(forsa „Warum kriegt ihr keine Kinder?“ 2011)



Problems of the compatibility of work and family



There is no perfect time to have a baby!



You are not alone with your wish to have both:

- 5% (~ 120.000) of all students in Germany combine having children with studying (BMBF 2008)
- 60% of students with children would choose the same way of life („studieren mit kind“ 2008)
- increasing number of career women with children
- More public women show how to combine family and a career



C. Schröder Minister of Family
Expecting first child



Carme Chacón span. Minister of defence
Expecting first child



E. Blackburn, Nobel Prize winner
2009/Medicine
One child



Laws, Rights and Support



Support from German state

- Maternity Protection law **Mutterschutzgesetz**
- the **maternity leave** allows expectant mothers to stay at home 6 weeks before and 8 weeks after the birth
- During this time you will be fully paid (from health insurance and employer) by getting **Mutterschaftsgeld**
- Right to take **parental leave** for the max. of 3 years (if an unlimited contract exists, other possibilities see next slide)
- Right to reduce working hours
- **Parental money** for 12 months, 67% of the last netincome, max.1.800 Euro (+ 2 partner-month)
- 184 Euro **child-benefit** per month/per child (increases from the third child on)



Special rights for researchers at university: „Wissenschaftszeitvertragsgesetz“

- The contract will normally be extended for the duration of maternity and parental leave (permission of the university is NOT necessary)
(§ 2 Abs. 5 Satz 1)
- The maximum period of qualification (6 years) can be extended for 2 more years “Family Friendly Komponente”, if childcare is necessary during this time (permission of the university IS necessary) (§ 2 Abs.1 Satz 3)



Support at the university

Facilities at the University for child care

- **Daycare:** Kinderhaus Paramecium
(Places for 80 children from 0,5- 6 years, especially for junior female scientists – starts in September 2011)
- **Backup-Care** in the Kinderhaus
(limited child care by hour)



Dual Career & Family Support

- Assistance for partner of top-level scientists and newly appointed professors in searching a job
- Assistance in developing job-strategies and help in application procedure
- Information about supportive measures
- Support in the relocation process

Information about:

- Parental-leave, Maternity-leave, Parental-Money, Comeback
- Child care- and schoolsystem in Cologne
- Searching for child care-places
- Holiday care offers for children
- Babysitterbörse (coming soon)

We inform and support you individually and confidentially



Support at University

Office for gender equality

- Counselling and Information
- **Female Career Center (FCC)**
- Stiftung „Frauen + Hochschulkarriere“
- **Family Mentoring** (i.a. female scientists with children -coming soon)

www.gb.uni-koeln.de

UniKlinik

- **Backup** in the „Kinderland“
- **Child care** in the UniKlinik facility (for members of the uniklinik only)

- **Female „Professorinnen-Programm“ of the Uzk**

(for young junior scientist, and scientist with children)

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Financial support (Programs, scholarships)

- **Christiane Nüsslein-Vollhard-STIFTUNG**
- **UNESCO und L'Oréal Program „For Women in Science“**
www.cnv-stiftung.de
- **Bundesstiftung Mutter und Kind**
www.beratung-caritasnet.de
- **DFG-Funds for Equal Opportunities**
(in some SFB are measures installed)
www.dfg.de/foerderung/grundlagen_dfg_foerderung/chancengleichheit/index.html



Child care in Cologne



Overview of the situation of child care in Cologne

Some Facts:

- 566 publicly funded childcare facilities
- legal right for childcare place from the 3rd year of age
- 31.808 places for children until the age of school entry; thereof 6002 for children under 3 years
- at the moment nearly every 4th child under 3 could have a place in an publicly supported facility

Public Aims:

- from 1. August 2013 legal right in NRW for childcare place from the 1st year of age for 35% of children
- until 2013 40% of children under 3 years should have a place, in numbers: 11.250



Provider of child care

civic Facilities & confessional Facilities

Parent association

public funded private Facilities

private Facilities

Daycare-Mom

Costs

- Income- related parents amount (PIP)
- PIP+ due
- Fixed price depends on hours/week
- PIP + concerted amount

Times

- Option to choose 25, 35 or 45 hours per week
- Others: similar time packages or daily based with a minimum rate
- individual concerted times

Application procedure

- central application at the youth welfare office
- individual application in every single institution (most times with waiting-list)
- application at the youth welfare office or individual search

in general:
for parents are usually public-funded facilities cheaper than facilities (like private one's) without public rediscount
for the official kita start in the next year (after the summerholidays) the registration period starts at the end of this year



Things to make it easier to find child care...



- Inform yourself as soon as possible
- Start as soon as possible to look for interesting daycare institutions
- Send requests and applications early



- Talk and network with other parents in your neighbourhood



- Make contact to neighbours to find babysitters that are well-known to you



Things to make it easier in the family...



- Think about a fair arrangement of work and housekeeping with your partner
- Think about the distribution of parental-leave

Things to make it easier at work...

- Inform your superior as soon as possible and think together about compatibility of work and family
- stay in contact during the parental-leave
(University is actually designing a contact-holding-program)
- Make your situation visible at work, so that colleagues and superiors know about your situation
- Make applications and requests in time



For more information....

in WS 2011/12 the „Year of Family“ at Cologne Universities starts

In workshops, discussions and events we will give lots of information about Family and (science) Work at Universities. Information will be given at the website and in a flyer.

Dual Career & Family Support

www.verw.uni-koeln/cfs

<http://www.uni-koeln.de/kita-paramecium/>

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