

Helmholtz Centre Potsdam GFZ German Research Centre for Geosciences

The GFZ is the national research centre for geosciences in Germany with currently 1177 employees (as of 30.09.2014), including 458 scientists and 198 Ph.D. students. With an annual budget of € 85.4 million (as of 31.12.2014) our employees work together across all geoscience disciplines, from geodesy to geological engineering and the related natural and engineering sciences.

The focus of research at GFZ is on the Earth's system – our planet, on which and from which we live. We study the history of the Earth and its characteristics, as well as the processes that occur on the surface and within its interior. However, we also analyse the many interactions between its subsystems – the geosphere, hydrosphere, cryosphere, atmosphere and biosphere.

Affiliation:
Helmholtz-Gemeinschaft Deutscher
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Photos: (Cover and back page) company network „Erfolgsfaktor Familie“

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Equal Opportunities and Family Friendliness at GFZ



The GFZ is committed to equal opportunities and gender equality in science and administration. The share of women in leadership positions should visibly increase over the next years. The GFZ creates family-friendly working and framework conditions for employees with family responsibilities.

Equal opportunities for women and men

- One of the main instruments to achieve equal opportunities at GFZ is the **Gender Equality Plan**.
- In addition to **target ratios** for the number of women at different hierarchical levels in science, it defines **human resources development measures** as well as instruments and the implementation thereof to achieve compatibility between work and family.
- The **guidelines** established at GFZ for **tenured employment** are an essential tool for transparent **career planning**, especially among scientific personnel.
- The GFZ is committed to **gender-sensitive personnel selection processes in science and administration**. These include guideline manuals for a gender-equitable selection process and training opportunities.
- The Equal Opportunities Officer's team and its representatives at the GFZ organise regular **workshops, trainings and lectures** relating to equal opportunities.
- As a member of the Helmholtz Association, GFZ fully acknowledges the **DFG (German Research Foundation) standards on gender equality**.
- The **mobility programme** at GFZ aims to support scientists to gain important experience abroad to assist with their further career path. The programme is linked in with a **commitment to return** for the period after the stay abroad.

Family-friendly working and framework conditions

- The GFZ offers all employees highly flexible **working time models** – even for executives – **teleworking** as well as numerous case-by-case solutions.
- The in-company „**Geolino**“ **day care nursery** at GFZ currently offers parents 44 childcare places with demand-orientated opening hours between 8:00 am and 6:00 pm. A further 10 childcare places are also available at another day care nursery.
- Employees at GFZ can take advantage of the „**benefit@work**“ **family service** in the event of family demands. The family service arranges the placement of personnel at short notice (e.g. babysitters, carers) and offers an initial psychosocial consultation. Other service packages will follow.
- The GFZ formulates standards for family-friendly **meeting times** in a time window between 9:00 am and no later than 3:00 pm.
- The GFZ is a member of the company network „**Erfolgsfaktor Familie**“, draws on the expertise of other network members to develop its own family-friendly working and framework conditions and expressly follows the **guiding principle of family friendliness**.
- The GFZ provides **re-entry positions** through central funding. They offer scientists returning from **family-related leaves** the opportunity to advance their research career for up to two years.
- There are different opportunities to **extend temporary employment contracts** in accordance with the act of academic fixed-term contract (Wissenschaftszeitvertragsgesetz) to compensate the double burden with scientific qualification and family responsibilities.

- The GFZ supports **dual-career couples** within the framework of attracting outstanding employees with family ties. The GFZ relies on cooperation with neighbouring research institutes and universities, ministries and the Chamber of Industry and Commerce.
- The **GeoWunderWerkstatt** at GFZ offers varied summer holiday courses for school children to try out and experience geological and environmental phenomena.

Women in leadership positions

- The GFZ is committed to achieve clear target ratios in the science area by 2017 by applying a **cascade model**. This aims to visibly increase the **number of women** in different hierarchical levels.
- **Female Heads of Sections and Heads of Departments** at GFZ have joined forces to form a network with the aim of improving the visibility of women in leadership positions.
- The **Helmholtz Mentoring Programme „Taking the lead“** prepares highly motivated young women working in science and administration for executive-level positions requiring management and leadership skills and helping them to forge a strong network of contacts within the Helmholtz Association.
- The GFZ is one of four research centres listed on „**gender-dax**“, an Internet **platform for highly-qualified women**. This platform offers female professionals, managers and junior employees as well as women returning to work detailed information on companies that particularly promote highly-qualified women. Besides attracting the attention of potential new female employees, the GFZ also benefits from exchanges with other companies.